



Australian Government



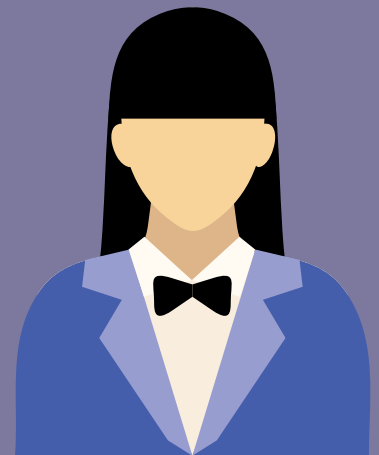
National
Careers
Institute



Jobs and Skills Australia



Australian Jobs 2023



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Introduction

Welcome to the 2023 edition of Australian Jobs. This publication provides advice on finding and applying for work, then how to win a job once you have applied, exploring the range of skills emerging in the workforce as well as which skills can transfer between different occupations.

Australian Jobs 2023 also provides an overview of trends in the Australian labour market to support job seekers, employment service providers, career practitioners, those considering future training and people interested in labour market issues.

How to use Australian Jobs

Australian Jobs is designed to step you through all aspects of the labour market and help you understand what employers are looking for.

A look at the National Careers Institute (NCI), starts this publication on the front foot. The NCI works to ensure people at every age or career stage have access to trusted careers information and support. Learn about the NCI's Your Career website and other products available that will help you get connected to further education, training or work options to support your career needs or goals.

The second half of the publication provides an overview of Australia's diverse labour markets, with detail for each state and territory. This includes analysis of employment opportunities across industries and occupations by Jobs and Skills Australia (JSA), which was established in November 2022 to provide independent advice on current, emerging and future workforce, skills and training needs.

It is important to remember that the labour market can change quickly. It's not easy to forecast future labour market conditions, so it isn't wise to base employment and training decisions solely on predicted shortages. It is far better to train in an area in which you have an interest and aptitude, than to choose a career solely based on expectations about future conditions.

Sometimes occupations can be in high demand, and job seekers can face significant competition for positions. Employers can also have difficulty recruiting for occupations which have limited growth or are in decline.

There is more detailed information available online. Websites that offer additional information include:

- Your Career (yourcareer.gov.au)
- Jobs and Skills Australia (jobsandskills.gov.au)
- National Careers Institute (dewr.gov.au/nci).

This publication is also available on the Your Career website.

There is a range of government assistance available to help you get workplace experience, gain skills through education and training, and find the right job. More information about assistance available is provided on the Department of Employment and Workplace Relations website at dewr.gov.au.

Inquiries about Australian Jobs should be directed to nci@dewr.gov.au

The content of Australian Jobs 2023 is based on information available at the time of publication. Over time, the reliability of the data and analysis may diminish. The Commonwealth, its officers, employees and agents do not accept responsibility for any inaccuracies contained in the publication or for any negligence in the compilation of the publication and disclaim liability for any loss suffered by any person arising from the use of this publication. Labour market information must be used cautiously as employment prospects can change over time and vary by region. It is important in making and assessing career choices to consider all factors, including interest and aptitudes, remuneration expectations, and the requirements of occupations.

We want your feedback!
Scan the QR code
to complete
a 2 minute survey.



Acknowledgment

The Department of Employment and Workplace Relations acknowledges the traditional owners and custodians of country throughout Australia and acknowledges their continuing connection to land, water and community. We pay our respects to the people, the cultures and the Elders past and present. Department of Employment and Workplace Relations acknowledges diversity and respectfully uses the term 'Aboriginal and/or Torres Strait Islander peoples' throughout this document.

Your Career journey

Are you making plans for the future? Looking for a career pathway or a completely new direction?

You might be getting ready to leave school or graduate from tertiary studies like university or TAFE. You might be thinking about changing jobs, or finishing training. No matter your next steps, support is here to help you make your next move.

National Careers Institute

The home of career information, the NCI and website yourcareer.gov.au were established to ensure Australians can access accurate careers information and resources, whatever their age or career stage.

Yourcareer.gov.au

Helping you take the next step in your career.

There has never been a more important time for people to have reliable access to information about education, training and work pathways. Your Career is Australia's trusted source of careers information to help people take the next step in their careers — no matter what age or stage they are at.

For people looking for their first job, a change in career or a return to the workforce, Your Career makes it easy to find the information they need, such as tailored study or work options and support programs available.

The NCI's Your Career is powered by JSA's labour market intelligence, and includes:

- career quizzes to explore a future career, or options now
- study or training options, including training courses and providers, to help gain new skills
- tips for successful job search, including resume writing
- links to support services to help people find employment, manage wellbeing and understand their rights at work
- an A to Z of occupations, including detailed career descriptions, pay information and available jobs
- case studies of Australian VET Alumni, sharing advice, journeys and experiences.

The former My Skills website is now hosted within Your Career, so you can now search for and compare nationally recognised VET training courses and providers.

There are resources to help you get started with VET, including support available and industry and occupation search tools to help you find a career that's right for you and what you can do to get there.

You can also learn about the Australian VET Alumni, a national community of VET graduates, registered training organisations, VET practitioners and businesses who are passionate advocates for VET and encourage greater participation and best practice in VET.

Features of Your Career

Your Options Now

Find the types of jobs currently available or a short course to build on your skills.

Your Future Career

Find study, training or job options that support your current career needs or goals.

Get Career Ideas

Explore jobs that match your skills, interests and goals and be inspired by real career stories.

Work Support

Support services and programs are available to help. Find out what is available to you.

Get Job Ready

Learn how to build a great resume and get the job you want!

Learn and Train

Study can help you get the job you want or extend your skills in a career you already have.

Take your next step with yourcareer.gov.au.



School Leavers Information Kit (SLIK)

Life can be full of exciting opportunities! After you've left school, you might discover new passions, develop valuable skills or learn more about what you want out of life. The SLIK can help you figure out where you're heading including your next steps with education, training or work, such as:

- gap years, volunteering, short-term work placements and courses
- starting your own business.

In addition to the SLIK, you can also access tailored guides to suit your needs and circumstance, including:

- support for young people with disability
- support for students in regional, rural and remote areas
- support for Aboriginal and Torres Strait Islander people
- localised support in each state and territory.

With all the options out there, you might still be deciding what to do next. We know the transition from school into work, study or training can sometimes be challenging. Your school is also there to help. If you're still in school, your career advisor or guidance counsellor can help you work out the right options for you, including information on what's available in your state or territory.

GET YOUR COPY OF THE SLIK

The SLIK can help you figure out where you're heading including your next steps with education, training or work.

Download a free copy of the SLIK at yourcareer.gov.au/schoolleaver.



Are you a parent or guardian of a young person?

To help you start the conversation at home, the NCI has developed the Parents and guardians guide. The guide is available at yourcareer.gov.au/school-leavers-support and has been designed to help you understand options available to support and assist your young person in making their choice after they leave school.

Whether they choose to start working straight away, continue education and training or take an alternative pathway such as a gap year, this guide sits alongside the SLIK and includes information on financial assistance and other support available to your young person.



Finding a job — Employer recruitment methods

The first step in getting a job is finding out what jobs are available. So, where are jobs listed and how do employers look for new workers?

Employer surveys tell us they use lots of ways to find candidates. Most common recruitment methods include advertising on the internet, word of mouth, social media, using recruitment agencies and company websites. Some employers, especially in regional areas, still advertise in newspapers.

How do employers recruit?

In 2022, almost two-thirds of recruiting employers advertised for staff on internet job boards. This method is popular as it allows job seekers to access lots of vacancies advertised, while employers like to attract a large pool of potential candidates.

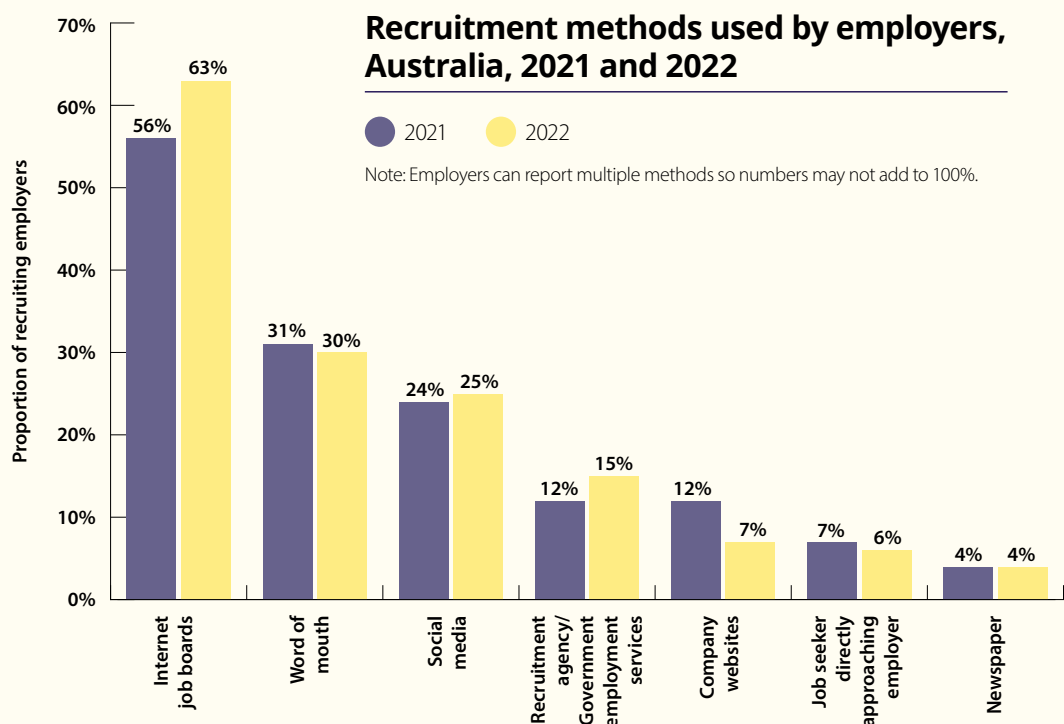


Some employers approach people directly about job opportunities, while others asked other workers, friends, or family members if they knew anyone who may be interested in the position.

Recruiting using social media is a tool used by an increasing number of employers.



A growing trend is using region-based or industry-based Facebook job groups, which are an inexpensive way for employers to post vacancies and allow interactions between employers and local job seekers, especially for lower skilled positions.



JSA, Recruitment Experiences and Outlook Survey, <https://www.jobsandskills.gov.au/work/recruitment-methods-used-by-employers>

Methods of recruitment differ between cities and regional areas

Recruitment methods can differ significantly depending on where the employer or vacancy is located. For example, in Australia's major cities in 2022, 68% of recruiting employers used internet job boards; in regional areas this was just over half (53%) of recruiting employers.

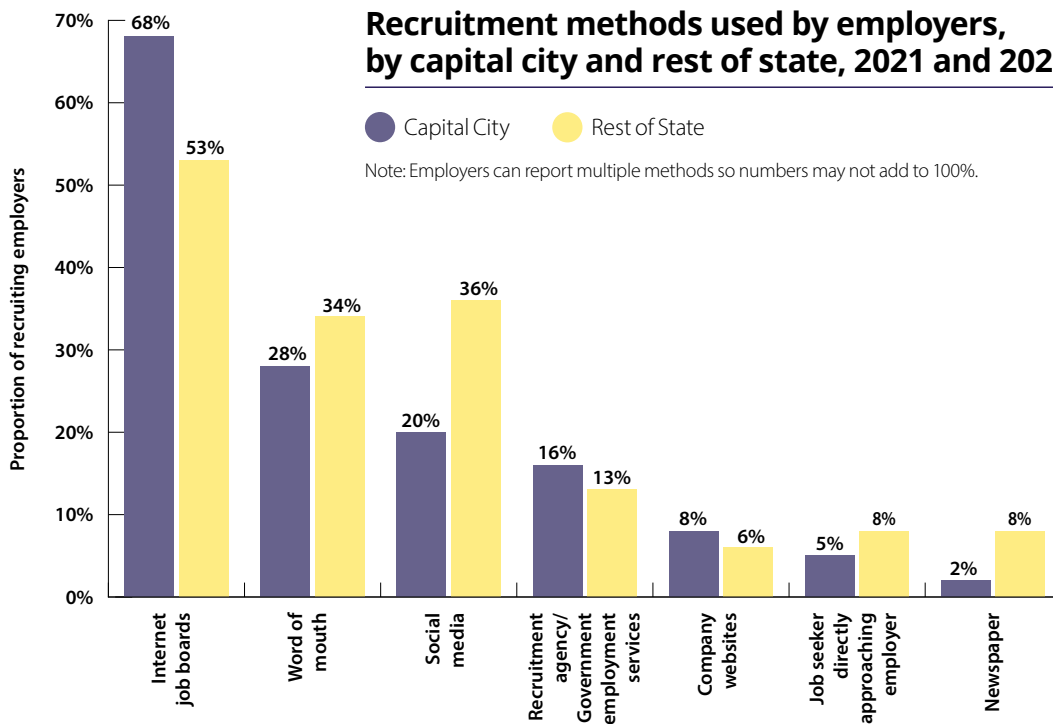
However, regional employers tend to use social media and word of mouth more than in the big cities:

- in regional areas, 36% of employers used social media and 34% used word of mouth
- in major cities, 20% used social media and 28% used word of mouth.



“As a remote and regional employer, attraction and retention of employees is a significant challenge, having apprentices drawn from local communities is the major benefit for our workforce capability.”

Recruitment methods used by employers, by capital city and rest of state, 2021 and 2022



Not all jobs are advertised!
Don't forget to approach employers directly as well.



HOT TIP: Tailor your resume and application for each job you apply for. This helps you stand out from others who may use the same resume and application every time.

Ask friends, family and former co-workers if they know of any work available.



HOT TIP: Meeting and talking to employers is an excellent opportunity to make a good impression! Showing enthusiasm in person gives you a better chance at a job over someone who simply drops off their resume.

HOT TIP: Keep an eye out for jobs posted in your local newspaper, especially if you live in a regional area.

If you are contacting an employer or business for work through a social media platform, make sure your public profile is presentable! Employers often look at profiles to review potential employees.



HOT TIP: Approach employers. Many job seekers approach employers to ask if they have any jobs open or to drop off their resume. Employers often consider these job seekers for current or future opportunities.



What employers are looking for

The labour market is constantly evolving. During COVID few jobs were being advertised, whereas during 2023 the Australian jobs market has experienced widespread skills shortages.

In May 2023 two-thirds (67%) of recruiting employers reported recruitment difficulty and employers were taking longer to fill their vacant positions than was the case prior to the COVID-19 pandemic.¹

Despite this, employers still take the time to look for people who are the right fit for their job and business. Generally, employers look for someone with the whole package: the right educational qualifications can be essential and work experience is often a pre-requisite.

Always remember your employability skills!

Employers may be willing to compromise in some areas, but not on others, depending on the type of job they're looking to fill. For example, an employer may hire someone without work experience as a Checkout Operator but will insist their new employee has good teamwork and communication skills.

Education and training

Overall, work is becoming more highly skilled. Most of the jobs in the future will require a Vocational Education and Training (VET) or university qualification. The workforce has also become more skilled.



In 2022, more than two-thirds of Australians aged 20–64 years (70% or 10.6 million people) had a non-school qualification (a certificate, diploma, or degree). This has increased from 57% or 6.7 million people in 2005.²

Employment outcomes improve for those that have completed further post-school education (see the Education and Employment section on pages 13 to 14 for further detail).

It is important to understand that university is not the only pathway to a good job. Apprenticeships, traineeships, diplomas, Certificate III or IV level qualifications will also set you up for a stable and rewarding career.

If you are considering a VET course or qualification, the best type of training is related to the job you want to do!

Australian Apprenticeships

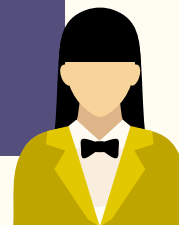
The Department of Employment and Workplace Relations is transitioning information from the Australian Apprenticeships and Traineeships Information Service to a new website, [apprenticeships.gov.au](https://www.apprenticeships.gov.au).

AA Pathways quizzes and downloadable resources will be available from [apprenticeships.gov.au](https://www.apprenticeships.gov.au), and job and training descriptions available from Your Career. To keep this information easily accessible, you should:

- update links and bookmarks to [apprenticeships.gov.au](https://www.apprenticeships.gov.au)
- download an updated Australian Apprenticeships Schools Guide
- update job and training descriptions bookmarks to [yourcareer.gov.au](https://www.yourcareer.gov.au).

All enquiries about apprenticeships and traineeships qualifications should be directed to an Australian Apprenticeships Support Network provider, listed on [apprenticeships.gov.au](https://www.apprenticeships.gov.au).

"We employ around 40 trainees across Australia and have developed internal VET programs to attract and support employees," says one employer. "It's about growing our teams, keeping them engaged, giving them skills, a career path and increasing their confidence and pride."³



Experience

Workplace experience is an important quality highlighted in the results of employer surveys.

All jobs will give you valuable experience and help you develop vital employability skills. Regardless of the job, you will gain an understanding of what is expected in a workplace and be able to demonstrate to employers that you are committed to work, reliable and trustworthy. Most importantly, it gives you a foot in the door and provides you with an opportunity to build your network and gain referees.

Experience can be gained through part-time, casual, or temporary jobs, work experience placements, internships or even by volunteering.

¹ JSA, Recruitment Experiences and Outlook Survey, May 2023.

² ABS, Education and Work, Australia, May 2022.

³ <https://www.yourcareer.gov.au/tnt-express>

What if you do not have any work experience?

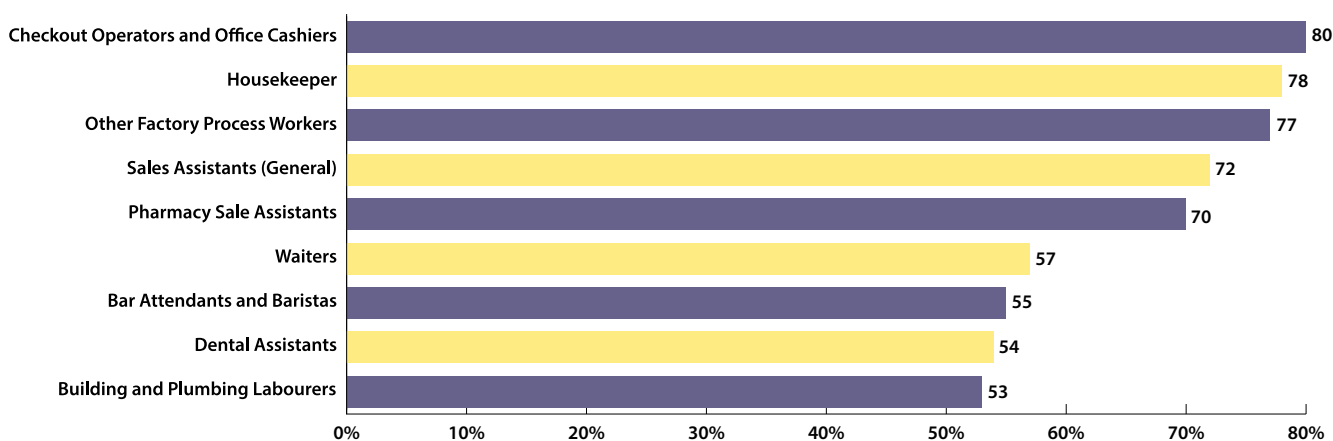
If you don't have any work experience, think about other ways you can demonstrate your transferable skills.

You could provide examples from school activities or work on group projects, working with your local sports club, even participating in debating, theatre or dance performances or chess competitions. Employers are also very encouraged by young people who participate in the community or volunteering activities.

Some employers do not require applicants to have prior work experience for the job they have advertised. Recent examples include employers recruiting Checkout Operators and Office Cashiers, Other Factory Process Workers, Housekeepers, and Sales Assistants.



Proportion of recruiting employers who did not require relevant work experience, selected occupations



⁴ Source: JSA, Recruitment Experiences and Outlook Survey, 2022.

What you offer

Core competencies

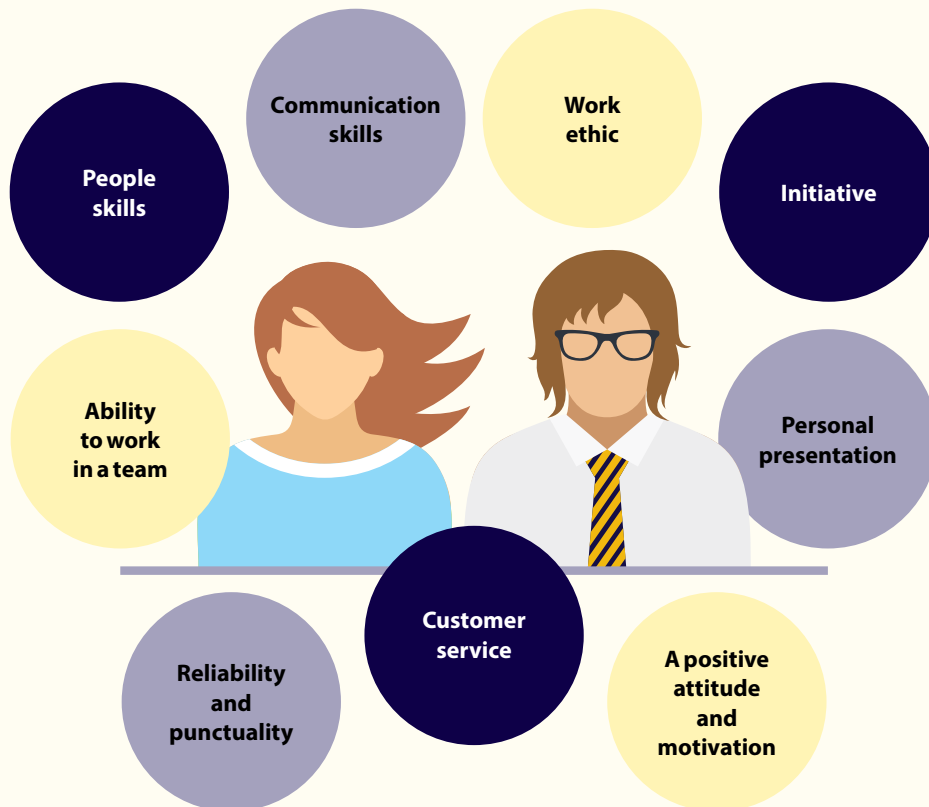
Core competencies are the basic, building block skills commonly used by people employed across most occupations and industries.

This set of non-specialist skills is most often gained in early life and schooling and provides a base to further develop skills and specialties. Popular terms for these include 'foundation skills', 'common skills', 'core skills', 'employability skills' and '21st century skills'.

Employers often place a high value on these skills as they look to employ someone who will be a good fit for their business. While you can gain these skills through work experience, they are not job-specific, cover a range of personal qualities and skills, and transfer across different occupations and industries.

Core skills

Research by JSA highlights the importance of these skills, showing that 75% of employers consider personal qualities at least as important as, if not more than, technical skills.¹



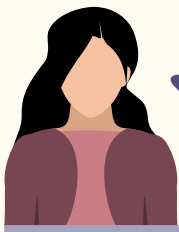
¹ JSA, Survey of Employers' Recruitment Experiences, 2019.

Winning the job

Tell your friends and family you are looking for a job

While the majority of jobs are advertised on the internet, JSA research also indicates that more than a quarter (27%) of employers filled a job with someone they knew, directly or indirectly. This rose to 39% of employers in regional areas.¹ It is common for employers to hire someone who is:

- personally known to them, such as a friend or family contact
- a professional contact, for example, a previous co-worker
- recommended by someone they know.



“It’s important to know about the company you are interviewing for and understanding the job you have applied for.”

(Child care employer, Brisbane QLD)

Recent JSA employer survey results suggest 30% of all employers used word of mouth to advertise their vacancies.² Telling friends, family contacts, school teachers or neighbours that you are currently looking for work can help improve your chances of hearing about a job opening, or even being recommended for one when an opening occurs.

Good old-fashioned knocking on doors can also help — consider dropping off your resume to businesses in your area. Often employers don’t advertise vacancies at all and instead refer back to these resumes and ring people when an opportunity comes up.

Social media is a perfectly good way to contact people too, but don’t ask for a job straight away — send a simple message to say you are looking to start working or move on from a previous job, and ask for some advice or insight. If whoever you tell does become aware of an opportunity, there is every chance they will think of you. But take care! There are scammers who target job seekers online. If the message or email doesn’t look right, or if it sounds too good to be true, delete the message.



Social media is a useful way to approach an employer and signal that you’re looking for a job.

Job application — you on a page

Your resume and application are often your first chance to market yourself to potential employers. To improve your chances of reaching the next stage in the recruitment process, your application will need to stand out.

How do you do this?

- Research the business and job, and tailor your application to show your interest in the position.
- Ring the employer and ask questions about the job and the business. This will help you understand the position, demonstrate your enthusiasm and means the employer may remember you and look out for your application.
- Be succinct — make your application easy and interesting to read. Your application and resume should be around 1–2 pages each.
- If you can, include examples from your current job, work history or extracurricular activities and explain how these directly relate to the position on offer.
- Double and triple-check that there are no spelling or grammatical errors in your application! Ask a family member or trusted friend to do a proofread and sense-check if you feel comfortable.

Tailor your application to each job

Every job and business is different, so write your application specifically for each job.

Do not fall into the trap of using generic applications. Imagine what an employer would think if they received an application aimed at a sales representative role when their position is for an apprentice refrigeration mechanic!

Employers want the right match for their business. Showing you have read the job description carefully and researched their organisation will help set you apart from other candidates.

More advice on writing resumes and job applications can be found at workforceaustralia.gov.au and yourcareer.gov.au.

¹ JSA, Survey of Employers’ Recruitment Experiences, 2018.

² JSA, Recruitment Experiences and Outlook Survey, 2022.

Get out there and talk to employers

If you don't have a wide network of people, or if you have already told people you're looking for work and haven't heard anything, don't be discouraged. Approaching employers directly to ask if they have any positions available can also lead to a job.

Approaching employers lets you show your communication skills, initiative and motivation — traits that many employers are looking for. This can be a daunting prospect for many, however, try to use it as an opportunity to have a conversation and make a lasting impression. This will help you stand out amongst other job seekers who just drop off their resume. If an employer doesn't have a job available at the time, but suggests you get in contact again at a later date, make sure you follow up. It shows initiative, that you were listening and are keen. You could just be in the right place at the right time!

Get ready for the interview — prepare, plan, practise and presentation

The interview is usually the second stage of marketing yourself and landing a job. Interviews can be nerve wracking, but some preparation beforehand can really help you stand out and increase your confidence. Find some tips and videos at yourcareer.gov.au.

- Practise interview questions with a friend or family member.
- Prepare some questions about the job and business to ask at the interview. This demonstrates your interest and shows that you are prepared.
- Think about your presentation and what you will wear. Remember, first impressions count!
- Dress appropriately for the job. While formal business attire may be appropriate for a job based in an office, it may not be suitable for a job in the construction industry.
- Don't be late! Find out where you need to be, plan your trip and aim to arrive at least 10 minutes early.
- Explain the skills that you would bring to the job and talk about your core competencies and employability skills. Employers want to know who they will be working with and the interview is your opportunity to demonstrate this.
- Prepare examples to demonstrate your skills and fit with the organisation based on your real-life experiences, such as at a previous job, while studying or volunteering.

“At the interview, don't be afraid to be honest and show you will give 100% to the job.”

(Construction Employer,
Regional NSW)



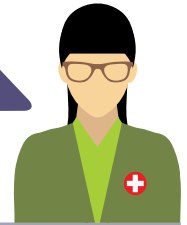
What if your approach is not working?

You may need to consider:

- whether your expectations are realistic — it is unlikely that you will start at the top and you need to show you are willing to work your way up from the bottom
- widening your search to different types of jobs and locations
- applying for contract or casual work, part-time or shift work.

“We look at their skill base and we also look at team fit. By that I mean that will they integrate into our environment in a positive way.”

(Medical centre employer,
regional Tasmania)



Remember all jobs can open doors to something better and give you valuable experience and skills — don't just wait to land the perfect job!

Don't be afraid to ask for feedback if you are unsuccessful. Many employers will tell you why you didn't get the job and give suggestions on how you might improve your approach. With each application and interview you gain experience you can use to improve your job search skills. It is all part of the job search experience.

Looking for a job is hard work. Depending on where you live, there can be competition for jobs. It can take a while to secure a position and you may receive knockbacks in the process, but if you keep trying, your efforts will pay off.

The jobs market is constantly evolving. We now see many opportunities available in the health and care sector, in IT and software development jobs, in the education and training sector and in construction and trades roles (more information on these industries can be found from page 40).

The key message is to think broadly: the perfect opportunity may be waiting, but it could be in a role you hadn't considered before! Remember, whether it is a short-term job or one that is part of your long-term career plan, all jobs provide valuable skills, experience and give you references for the future.

Education and employment

There are many options when you are leaving school or are entering or re-entering the workforce at an older age. For some people, the thought of further study is exciting, but for others it isn't a viable or favoured choice.

If you are considering gaining additional qualifications, there are two main training pathways for you to consider.

- The Vocational Education and Training (VET) system develops workplace-specific skills and knowledge by delivering nationally recognised training. VET includes publicly owned TAFE institutes, private providers (including enterprise and industry providers), community organisations and schools. It provides training for a vast array of occupations, including highly skilled Technician and Trades Worker roles.
- Australia's higher education system is made up of universities and other institutions that offer undergraduate degrees and higher qualifications. Higher education is the pathway to a range of jobs, including the most highly skilled professional occupations.
- Employment and training decisions should be based on a variety of factors including aptitude, interests, expectations of pay and working conditions, training and goals.

Educational attainment is rising

The number of people undertaking tertiary training is increasing and more of the workforce now holds post-school qualifications.

In 2022 68% of Australians aged 15 to 74 years held, or were currently studying, post-school qualifications.¹



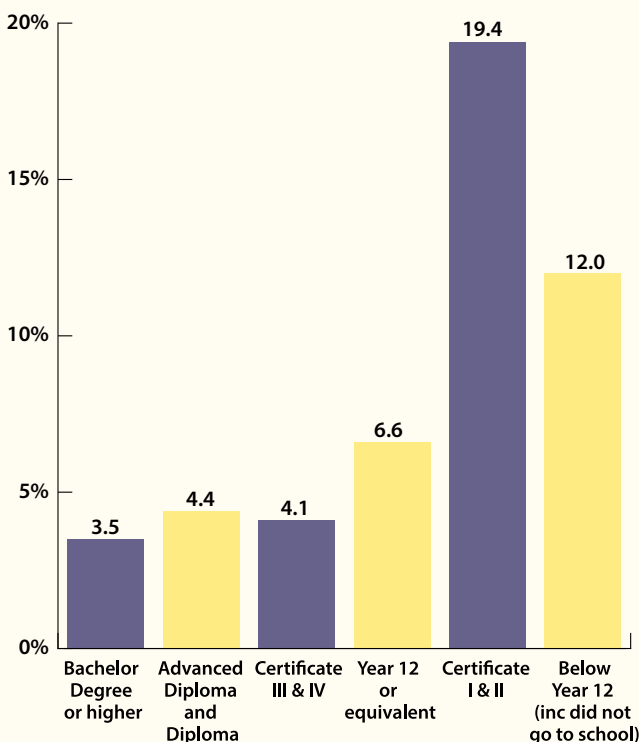
Post-school qualifications are beneficial in today's jobs market

People with higher level qualifications generally have better employment outcomes than those who have not completed further education after leaving school.

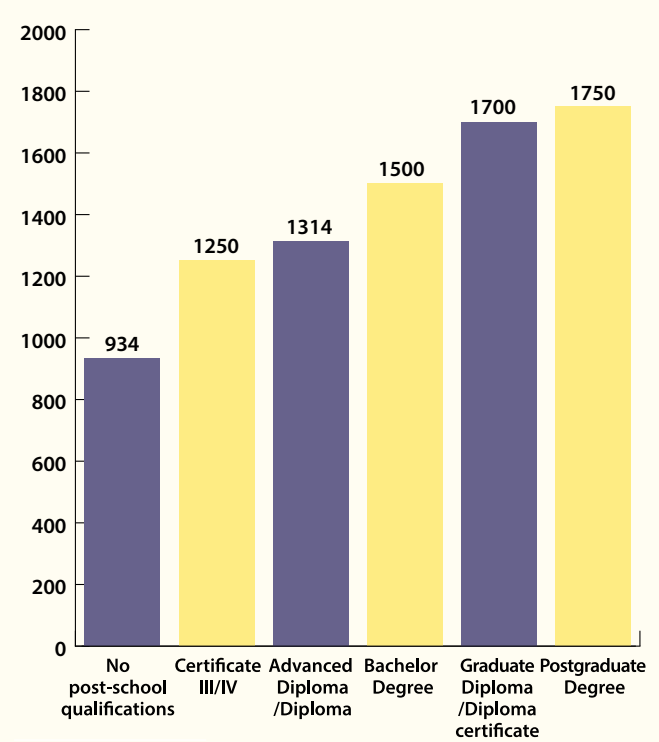
- Almost 90% of jobs currently being advertised require post-school qualifications.
- Almost 40% of jobs currently being advertised require a Bachelor degree or higher.
- Around half of jobs currently being advertised require a VET qualification.

As well as better employment outcomes, higher qualifications also generally lead to increased wages. Some lower skill level occupations, though, have relatively high pay, sometimes to compensate for unsociable working hours or difficult working conditions.

Unemployment rates, persons aged 25–34, by highest level of education, Australia, 2022 (%)



Median weekly earnings in main job, by highest level of post-school qualification, Australia, 2022 (\$)



Source: ABS, Education and Work, ABS Characteristics of Employment

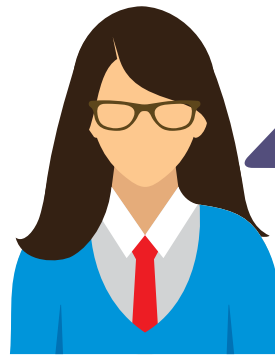
¹ <https://www.abs.gov.au/statistics/people/education/education-and-work-australia/latest-release#qualifications-held>

What if I don't complete further education?

Although most new jobs created in recent years (and those expected in the future) are in skilled occupations, there will continue to be jobs in lower skill level occupations (that is, jobs which do not usually require post-school qualifications). Lower skill level occupations generally have higher turnover rates than those which require post-school qualifications and many job openings are available each year across all industries.

Significant proportions of Labourers (64%), Sales Workers (59%) and Machinery Operators and Drivers (56%) do not hold post-school qualifications. This includes occupations like General Sales Assistants, Waiters and Checkout Operators and Office Cashiers.

There are opportunities in all industries for people who do not have post-school qualifications. For example, more than half of the jobs in Accommodation and Food Services and Retail Trade are held by workers who do not have such qualifications.

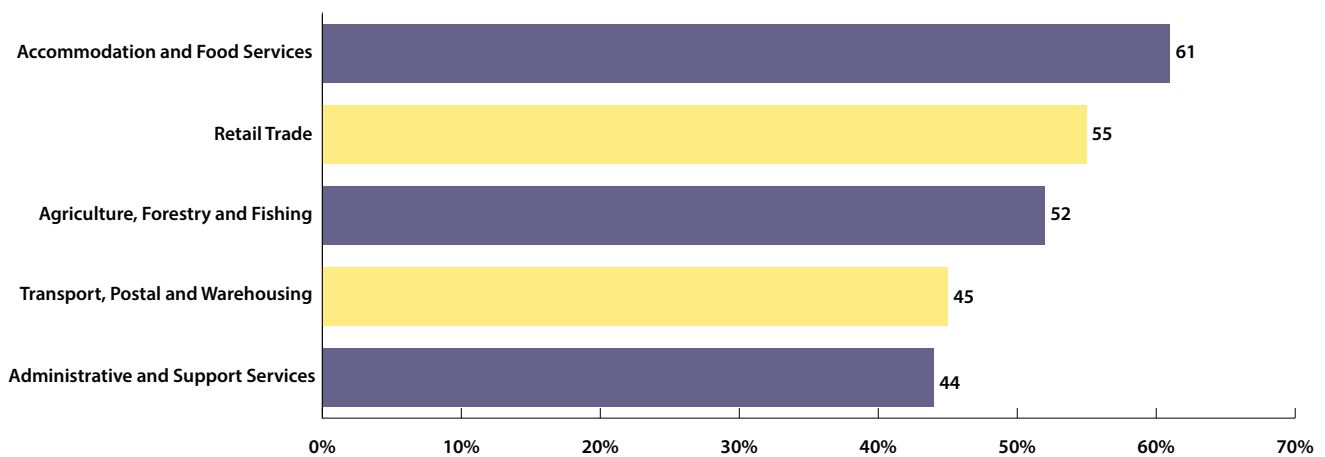


What is needed to gain employment without post-school qualifications?

There is often strong competition for jobs which do not require post-school qualifications. Previous experience is commonly required by employers and this can be a key barrier for new job seekers. There are, though, a number of strategies which can enhance a job seeker's prospects. These are outlined on page 10.



Proportion of workforce without post-school qualifications, top 5 industries, 2022 (%)



Source: ABS, Census of Population and Housing, 2021; ABS, Education and Work, 2022; ABS Characteristics of Employment, 2022; JSA, Internet Vacancy Index, May 2023, *seasonally adjusted* and three month moving average.

Vocational Education and Training

The Vocational Education and Training (VET) system provides a skilled workforce with nationally recognised qualifications and knowledge-based competencies. Students can enrol in qualifications (with around 1,200 on offer), accredited courses, industry recognised skill sets and units of competency, allowing them to gain the specific skills they need, when they need them. Training takes place in classrooms, at work and online, and can be full-time or part-time.



In 2022, most VET program enrolments were in the Management and commerce, and Society and culture fields of education.

There were 4.5 million VET students in 2022, and around 3 million of these students were enrolled in training outside of a full program. This study (referred to as *nationally accredited stand-alone subjects*) includes training that is critical to supporting employers and the Australian economy. Examples include enabling employers to meet workplace and public health and safety requirements, such as 'construction white cards' for building sites, responsible service of alcohol and first-aid certifications.

VET program enrolments only counts enrolments in full programs, including short courses. As some students enrol in stand-alone subjects, there are more VET students than course enrolments.

Graduates in 2021 in the fields of Education, Architecture and building, and Engineering and related technologies commonly reported employability benefits from their study, with more than 70% of these graduates stating they improved their employment status after training.

Mixed field program and Information technology graduates reported the least improvements in employment status after graduating (39% and 42% respectively).

VET Program enrolments, by field of education and age of student, 2022 ('000)

Field of education	Program enrolments				
	Total	Under 25 years	25–44 years	45 years or older	Age not known
Totals	2,765,485	1,255,815	1,097,780	409,610	2,275
Management and Commerce	520,700	192,185	255,785	71,680	1,055
Society and Culture	475,550	186,725	200,645	87,965	215
Engineering and Related Technologies	444,680	228,915	163,890	51,845	30
Architecture and Building	241,525	144,075	78,345	19,085	20
Food, Hospitality and Personal Services	228,640	150,240	66,430	11,940	30
Health	190,410	73,605	77,900	38,785	120
Education	179,715	51,715	94,350	33,315	335
Mixed Field Programs	176,715	70,475	59,215	47,020	5
Not Known	109,025	39,770	41,740	27,055	460
Creative Arts	65,360	46,965	12,815	5,570	10
Agriculture, Environmental and Related Studies	64,485	34,790	20,880	8,810	5
Information Technology	48,480	26,940	17,775	3,760	–
Natural and Physical Sciences	20,205	9,410	8,010	2,780	< 5

Proportion of 2021 graduates who reported an improved employment status after training, by field of education

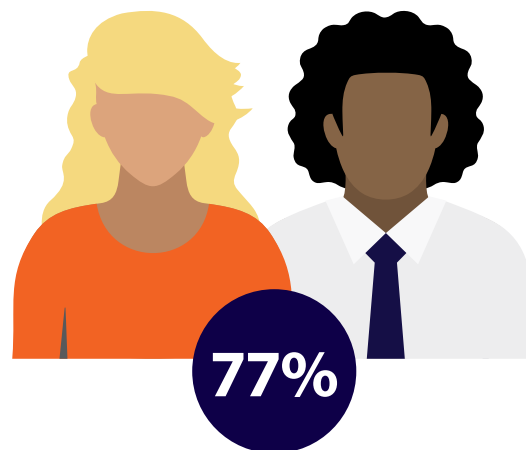
Field of education	Improved employment status after training (%)
Totals	65.0
Education	77.1
Architecture and Building	73.0
Engineering and Related Technologies	71.3
Society and Culture	67.6
Health	66.5
Agriculture, Environmental and Related Studies	65.9
Management and Commerce	65.8
Food, Hospitality and Personal Services	64.6
Natural and Physical Sciences	55.0
Creative Arts	42.5
Information Technology	41.7
Mixed Field Programs	39.3

Do VET graduates have high earnings?

Workers who hold a VET qualification at the Certificate III or higher level generally earn more than those who have not studied after leaving school (see page 10). For 2021 graduates, at the Certificate II level or higher, working full-time after completing their training, the median annual income was \$62,000.

The highest median full-time, annual salaries were for those who studied:

- Engineering and related technologies (\$68,500)
- Education (\$67,800)
- Management and commerce (\$65,200).



77%
of 2021 graduates in the field of education improved their employment status after training.

VET employment outcomes after graduation, 2021

Level of education	Median annual income (\$)
Diploma and above	70,400
Certificate IV	72,900
Certificate III	54,800
Certificate II	46,300

Source: NCVET 2023, Total VET students and courses 2022, NCVET, Adelaide. NCVET 2022, VET student outcomes 2022, NCVET, Adelaide.

Higher education

Universities offer courses at the undergraduate and postgraduate levels, including associate degrees, bachelor degrees, masters and PhD qualifications. The vast majority of students study at the bachelor degree level (62.1% in 2021).

There were 1.6 million students enrolled in higher education in 2021 (up by 27.4% over the past decade).

What subject areas are available?

The higher education sector provides training in all fields of education, but one of the largest numbers of enrolments are in Society and Culture (350,654 enrolments in 2021), which is a diverse field of education including studies in law, psychology, human welfare and society, language and linguistics, economics and sport and recreation.

Further information on higher education enrolments can be found at education.gov.au/higher-education-statistics.



Higher education usually involves a commitment to at least 3 years of full-time equivalent study to attain a bachelor degree, but many courses involve longer periods of education.

Higher education enrolments, by field of education, Australia, 2021

	2021 enrolments ('000)	10 year change (%)
Management and Commerce	353	5.41
Society and Culture	351	28.47
Health	288	55.46
Natural and Physical Sciences	140	39.53
Information Technology	116	134.83
Engineering and Related Technologies	113	22.80
Education	142	18.84
Creative Arts	99	13.84
Architecture and Building	44	48.47
Agriculture, Environmental and Related Studies	21	8.96
Mixed Field programs	10	16.13
Non-award courses	10	-45.65
Food, Hospitality and Personal Services	0.3	13.54
All	1,603	27.42

The data takes into account the coding of Combined Courses to 2 fields of education. As a consequence, counting both fields of education for Combined Courses means that the totals may be less than the sum of all broad fields of education.

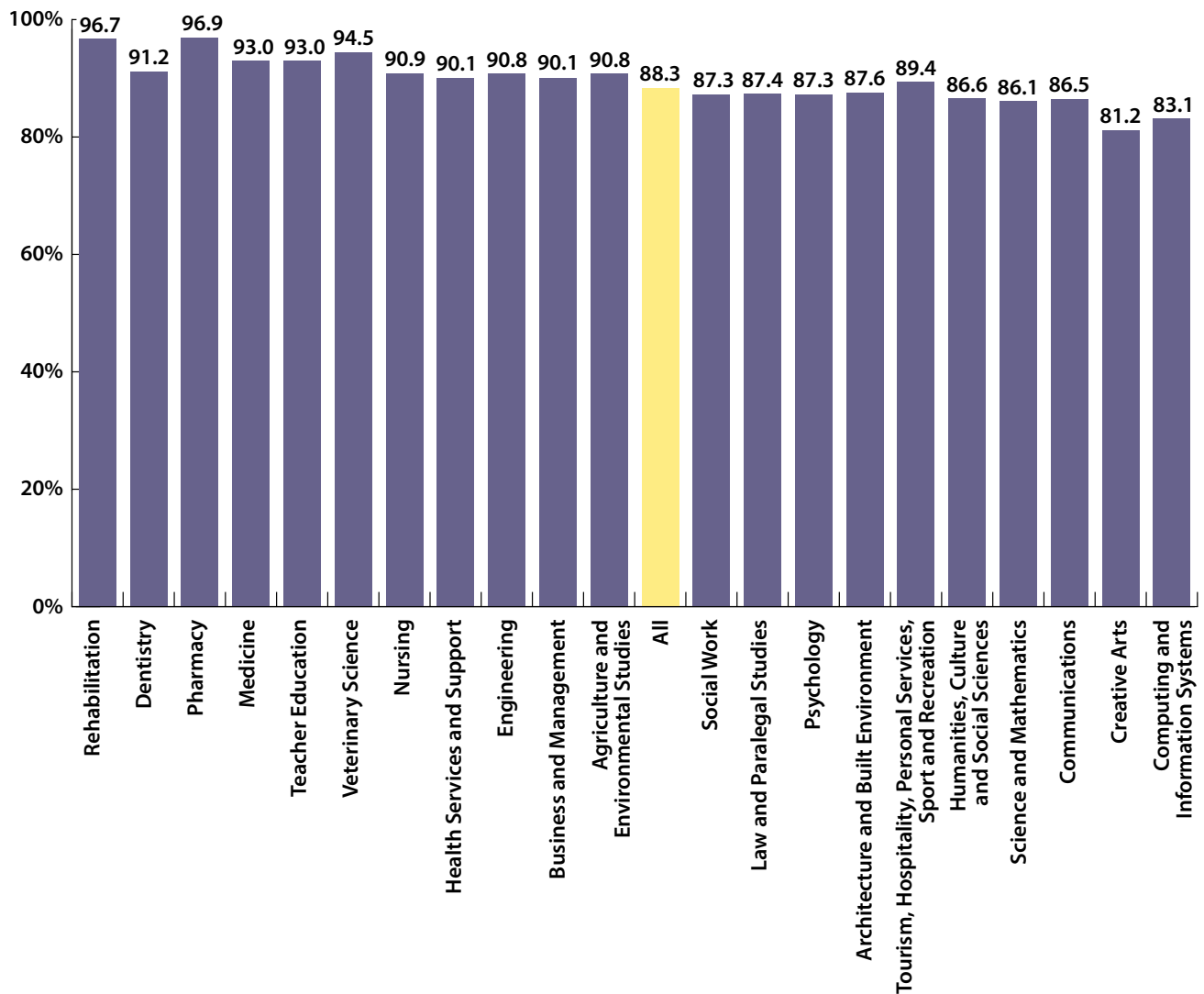
Higher education graduate employment outcomes

Higher education graduates generally have strong employment outcomes, especially as graduates gain experience in the labour market. In 2022, 78.5% of undergraduates were employed 4 months after completing their degree. For graduates who had completed their degree 3 years earlier in 2019, 93% were employed in 2022.

Vocationally oriented study areas (such as Rehabilitation, Pharmacy, Teacher Education and Engineering) generally have stronger employment outcomes immediately after graduation. Graduates with more generalist degrees (such as Humanities, culture and social sciences or Science and mathematics) have weaker employment outcomes immediately after graduation, but they do improve significantly over time.

Sources: Department of Education, Higher Education Student Data Collection. Graduate Outcome Survey, 2022. The GOS is completed by graduates approximately four months after completion of their studies.

Bachelor degree graduates employed 4 months after graduation, 2022 (%)



Salaries

In 2022, the median annual full-time salary for an undergraduate was \$68,000. Study areas with the highest median salaries included:

- Dentistry, \$100,000
- Medicine, \$79,800
- Social Work, \$75,000
- Teacher Education, \$72,200.

Postgraduate coursework graduates had a median salary of \$91,600 and for postgraduate research graduates it was \$96,000.

Further information

ComparED lets you explore and compare the quality of higher education institutions and study areas you are interested in, based on the experiences of current students and graduates.

<https://www.compared.edu.au/>

Course Seeker helps potential students make informed decisions about future study. It provides clear, meaningful and transparent information about ATARs, pre-requisites and enrolment practices and policies of higher education providers across Australia.

<https://www.courseseeker.edu.au/>

Sources: Graduate Outcome Survey, 2022. The GOS is completed by graduates approximately four months after completion of their studies.

Skills for the future

What types of skills will be in demand?

When applying for jobs, remember to emphasise your core competencies (employability skills), rather than just the technical skills you may have. Oral communication, teamwork, problem solving, and initiative and innovation are required for all jobs, and this will continue to be the case in the future. These skills are also highly valued by employers across all sectors, as they are necessary in every job.

We also know it is important to have the skills that help you work with technology. Almost all jobs will require the use of at least one technology tool, and several technology tools are so universal they are likely to be used by most, if not all jobs. These common technology tools include using the internet, sending emails, texts or instant messages, and video conferencing.

Other technology tools are highly specialised and are specific to a job. For example, the primary task for Childcare Centre Managers is teaching classes in areas of specialisation, but technology tools support them to perform this and other tasks, such as using project management software to develop staffing rosters and organise classes.

Can skills gained in one job be transferred to another job?

Many jobs have a similar set of skills. If you are looking for work or needing to change jobs, the good news is that you are likely to have many transferable skills. Identifying your transferable skills can open a broad range of job opportunities.

Resources such as Your Career can help you identify the skills employers are looking for. The work activities or specialist tasks a person undertakes specific to a job can often look similar across a range of jobs, such as planning or solving problems. When considering a new job, review your full range of skills, including relevant skills picked up through work experience, formal education and on-the-job training, and look for transferable skills you may have.

Will training and qualifications be necessary?

There are many pathways to work, and it is important to make decisions based on your own strengths. In a competitive labour market, training and qualifications matter. It also helps to understand the skills you acquire through your education, training and work experience.

You can use the government's resources, like Your Career, to identify your transferable skills and address skills gaps. These resources also identify local labour market trends and opportunities — so you know your training and qualifications will lead to ongoing work.

Skills development and lifelong learning will expand your opportunities as some jobs change, new jobs emerge, and technological progress continues. For more information see yourcareer.gov.au.

Jobs with similar skills



Industrial Designer

Similar skill set to a...

- Interior Designer
- Industrial Engineer
- Mechanical Engineer
- Engineering Technologist



Naval Architect/ Marine Designer

Similar skill set to a...

- Boat Builder and Shipwright
- Ship's Officer
- Civil Engineer
- Aeronautical Engineer



Complementary Health Therapist

Similar skill set to a...

- Occupational Therapist
- Registered Nurse
- Therapy Aide
- Diversional Therapist



Secretary (General)

Similar skill set to a...

- Legal Secretary
- Personal Assistant
- Office Manager
- Production Clerk

The future is clean

Clean energy is an exciting, new and technology rich sector. Australia's commitments to transform to a Net Zero economy mean the clean energy sector and enabling industries will grow over the next few decades.

You may be curious about what a career in clean energy might look like, and how to enter the field.

What is clean energy?





Clean energy (sometimes referred to as 'green', 'new' or 'renewable' energy) comes from natural resources that are constantly replaced and never run out. There are many clean energy sources and technologies such as solar, wind, hydroelectricity, hydrogen, geothermal and bioenergy.

Where will the opportunities be?

Clean energy will offer attractive career opportunities throughout Australia in both regional and metropolitan locations.

Different regions in Australia are developing their clean energy sector using technologies that best suit the local environment. For example, hydropower is dominant in Tasmania and the Snowy Mountains and wind power is more dispersed with higher concentrations in Victoria, New South Wales and South Australia.

The clean energy sector also includes many traditional job roles across a range of skill levels, including:

 <p>Technicians and Trade Workers</p> <p>Such as ...</p> <ul style="list-style-type: none"> Electricians Mechanics Plant Operators and Technicians 	 <p>Professionals</p> <p>Such as ...</p> <ul style="list-style-type: none"> Engineers Environmental Scientists 	 <p>Managers</p> <p>Such as ...</p> <ul style="list-style-type: none"> Construction Managers Engineering Managers Research and Development Managers 	 <p>Labourers</p> <p>Such as ...</p> <ul style="list-style-type: none"> Construction Workers
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Jobs that are very recognisable in other sectors are also appearing in the clean energy sector:

- Electrical Engineering Draftspersons and Technicians
- Automotive Electricians
- Motor Mechanics
- Electricians
- Electrical Distribution Trades Workers
- Chemical, Gas, Petroleum and Power Generation Plant Operators
- Structural Steel Construction Workers

State, territory or local government websites can be a good source of information on what clean energy projects are operating, in development, or being planned near you.

What are the jobs?

Clean energy includes many of the occupations you can read about in other sections of Australian Jobs, where the job is focused primarily on working to generate energy from renewable, zero emissions sources.

There are many different types of job roles in the clean energy sector, including:

- designing, developing, constructing and operating infrastructure to generate, store, transmit and distribute clean energy (clean energy supply)
- reducing or managing the energy required to deliver energy services (energy efficiency and management)
- installing and maintaining the technology that uses clean energy (installation and maintenance).

- Marine Transport Professionals
- Urban and Regional Planners
- Chemical and Materials Engineers
- Electrical Engineers
- Agricultural, Fisheries and Forestry Scientists
- Geologists, Geophysicists and Hydrogeologists
- University Lecturers and Tutors/Vocational Education Teacher
- Occupational and Environmental Health Professional
- Construction Managers

How to get qualified?

Most of the clean energy jobs over the next few decades are expected to require tertiary-level qualifications that you can gain through a range of pathways.

You might like to consider qualifications that can lead to work in clean energy or other sectors. This can include things like Certificate III in Electrotechnology, or a Bachelor of Electrical Engineering. Qualifications like this can be enhanced through selecting relevant electives or completing top up courses that are clean energy specific.

For example, a solar installer is a specialised electrician and is required to complete the same Certificate III in Electrotechnology as a generalised electrician, but can choose to do top up units or electives relating to solar energy. Universities have also introduced clean energy specialisations within electrical engineering undergraduate and postgraduate degrees such as Photovoltaics and Solar Energy.

Alternatively, there are new, more targeted clean energy specific qualifications that are being developed that lead more directly to a role in clean energy.

You can become a light automotive EV mechanic by completing a Certificate III in Automotive Electric Vehicle Technology.

For more specific information and advice on a career in clean energy and qualification pathways, talk to a career professional at your school, TAFE, University or in your local community. Alternatively, you can find specific industry and occupational information on yourcareer.gov.au.

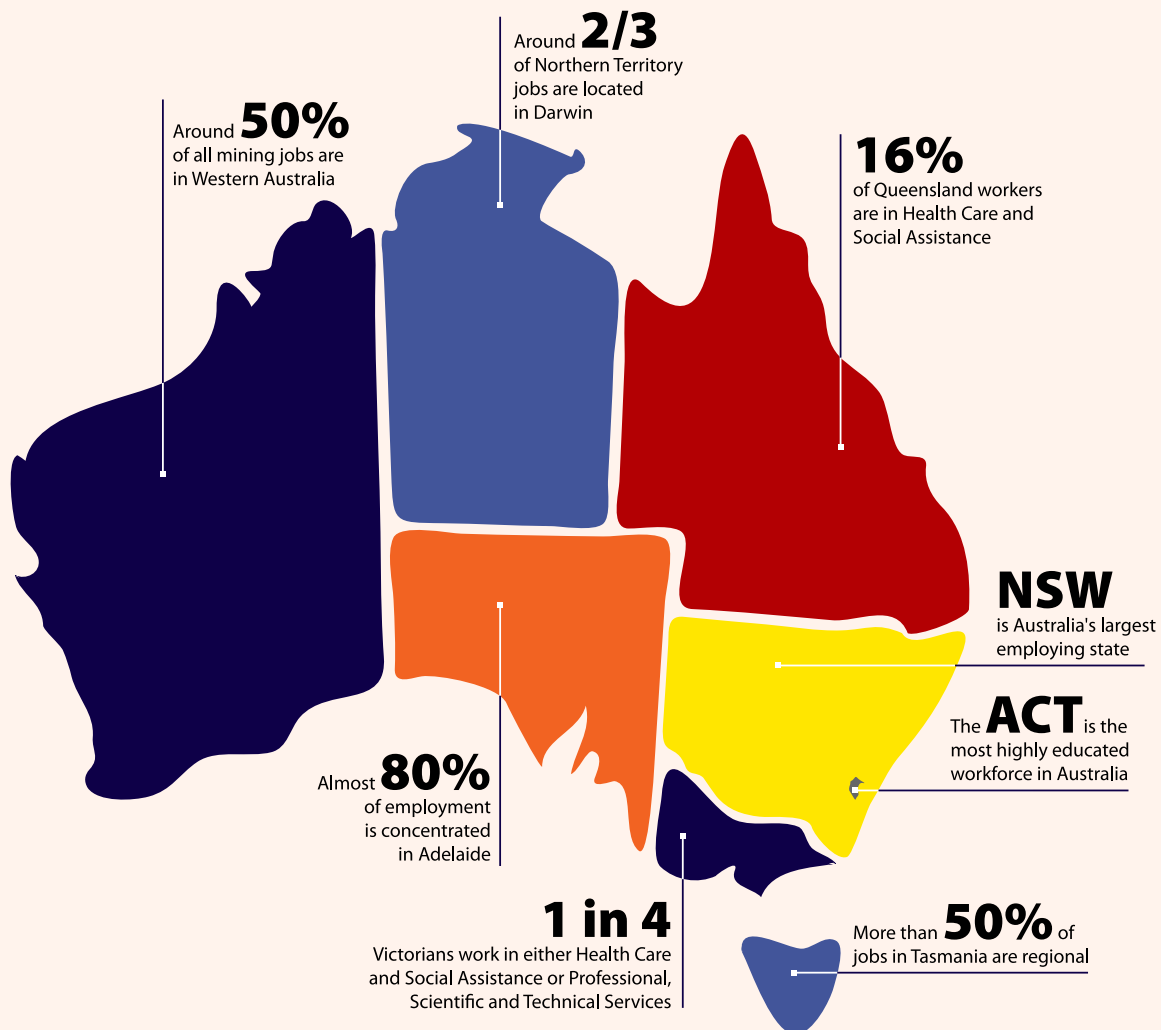
If you're still in school, make sure to check the pre-requisites for the courses you're interested in and plan your subject choices accordingly. While science, technology, engineering and math (STEM) subjects are not the only subjects relevant to clean energy, they are important to a wide variety of jobs, not just jobs requiring a university degree. For example, a sound knowledge of science and mathematics is required for many apprenticeships relating to clean energy including electrotechnology and automotive.



Interested in a clean energy apprenticeship?

Clean energy jobs will be so important to Australia's future that the government is working to increase skilled workers in the sector. The New Energy Apprentice Support Payment offers up to \$10,000 to encourage apprentices to select and gain valuable skills in the sector. More information on the payment and eligibility is available from the Department of Employment and Workplace Relations: www.dewr.gov.au/australian-apprenticeships/resources/new-energy-apprenticeships-program-flyer.

National overview



Labour market conditions in Australia were robust over the year to May 2023. Indeed, employment increased by 465,500 (or 3.4%) over the period, to stand at a record high of 14,011,800 in May 2023, well above the decade average growth rate of 2.0%. Full-time employment accounted for the vast majority (82.8%) of the rise in employment over the year and is now 385,300 (or 4.1%) above the level recorded in May 2022. By contrast, part-time employment increased by 80,300 (or 2.0%) over the period.



Encouragingly, female employment increased by 249,000 (or 3.9%) over the year, to a record high of 6,684,400 in May 2023, while male employment also rose, by 216,500 (or 3.0%), to 7,327,400, also a record high.

Importantly, full-time employment for women increased by a robust 228,600 (or 6.3%) over the year to May 2023, to stand at a record high of 3,865,200, while full-time employment for men rose by 156,700 (or 2.7%) over the period, to 5,960,900.

Against the backdrop of strong labour market activity, the unemployment rate fell over the year, from 3.9% in May 2022, to 3.6% in May 2023, while the participation rate rose over the period, by 0.2 percentage points, to a record high of 66.9% in May 2023.

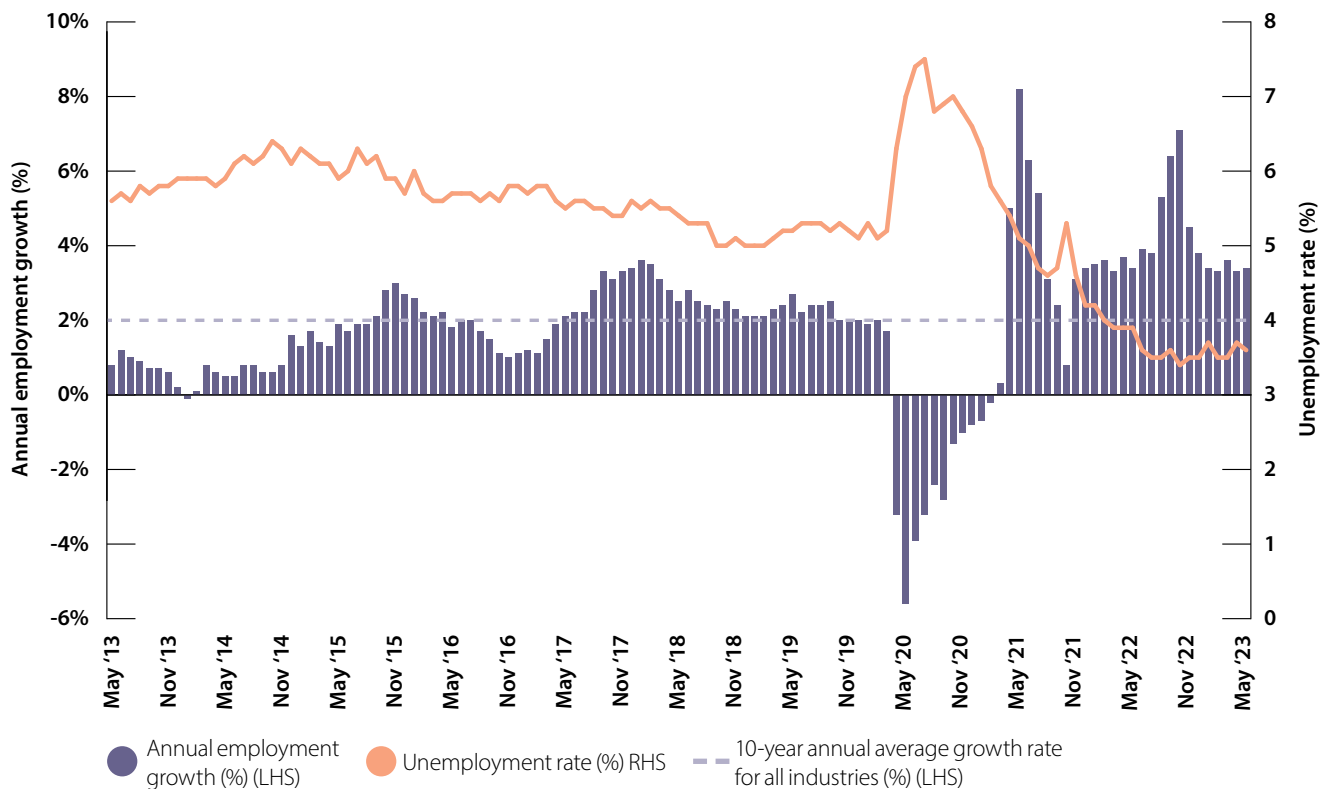
The female participation rate increased by 0.5 percentage points over the year, to a record high of 62.7% in May 2023, although it remains well below the 71.2% recorded for men.

While the underemployment rate increased by 0.5 percentage points over the year, to 6.4% in May 2023, it remains well below the 8.7% recorded in March 2020, at the beginning of the pandemic.

Reflecting an extended period of strong underlying labour market conditions, the level of long-term unemployment fell significantly over the year, by 41,000 (30.9%), to stand at 91,500 in May 2023. Male and female long-term unemployment both decreased over the year to May 2023, down by 24,000 (30.8%) to 53,800, and 17,000 (31.1%) to 37,700, respectively.

Sources: ABS, *Labour Force, Australia, May 2023, seasonally adjusted estimates* for all data except for long-term unemployment data which are from ABS, *Labour Force, Australia, Detailed, May 2023, seasonally adjusted estimates* (for all persons) and 12-month averages of original estimates (for youth).

Figure 1: Unemployment rate and annual employment growth, Australia, May 2013 to May 2023



It is worth noting that the pace of employment growth is forecast to slow in 2023–24 which, after a lag, will likely place considerable upward pressure on the long-term unemployment series going forward.

The May 2023 ABS Labour Force Survey results continued to reflect the underlying strength and resilience of the Australian labour market. That said, weaker economic growth, together with a number of other partial forward indicators, suggests that the labour market is likely to soften in the coming months. The ongoing impact of high interest rates and inflation, together with continued global uncertainty, is expected to weigh more heavily on economic growth and labour market activity in the second half of 2023. Ongoing strong net overseas migration, however, is likely to provide some offset and a support to the labour market, going forward.

Youth labour market

Reflecting the underlying strength of the overall labour market in the year to May 2023, conditions for youth have remained solid. For instance, the level of youth employment increased by 94,200 (or 4.6%) over the period, to stand at 2,159,700 in May 2023, well above its decade annual average growth rate (of 1.7%). Encouragingly, the rise in employment for the youth cohort over the period was due, predominantly, to an increase in full-time employment, up by 59,500 (or 6.3%), to 1,010,000 in May 2023.

The youth unemployment rate fell by 1.2 percentage points over the year, to 7.6% in May 2023, although it remains more than double the rate recorded for all persons (of 3.6%). The fall in the youth unemployment rate, however, occurred in conjunction with a 1.4 percentage point decrease in the youth participation rate, which fell to 70.6% in May 2023, although it remains well above the 68.1% recorded in March 2020.

The youth underemployment rate rose over the year, from 12.9% in May 2022, to 14.4% in May 2023, but remains well below the 19.2% recorded in March 2020.

The level of youth long-term unemployment fell significantly over the year, by 16,000 (or 38.7%), to stand at 25,400 in May 2023, and is now at its lowest level since March 2010. Youth comprised 23.0% of the total long-term unemployment pool in May 2023, compared with their 16.1% share of the labour force aged 15 years and over. The youth share of long-term unemployment is below the 24.9% recorded a year ago but above the 22.6% recorded in September 2008 (at the onset of the Global Financial Crisis).

While it is encouraging that labour market conditions for the cohort have remained reasonably solid over the last year, it is important to bear in mind that young people are particularly vulnerable during economic downturns, as they tend to have fewer skills and less experience than their older counterparts and are often the first to be retrenched by employers in times of economic difficulty.

Jobs and Skills Atlas

The Jobs and Skills Atlas is available at jobsandskills.gov.au/jobs-and-skills-atlas-dashboard. The Atlas uses a range of data sources to provide a regularly updated overview of the labour market at national, state and regional level by occupations, skills and industries. Explore employment rates, recent job vacancies, the job vacancy rate and some information about demand for these occupations, and compare between regions, or regions with states or national data.

Sources: ABS, *Labour Force, Australia, May 2023, seasonally adjusted estimates* for all data except for long-term unemployment data which are from ABS, *Labour Force, Australia, Detailed, May 2023, seasonally adjusted estimates* (for all persons) and 12-month averages of original estimates (for youth).

New South Wales

New South Wales is the largest employing state in Australia. Most jobs are in Sydney, which accounts for almost two-thirds of the state's employment.

The largest employing industry in New South Wales is Health Care and Social Assistance, followed by Professional, Scientific and Technical Services. Retail Trade, Construction and Education and Training are also major employing industries in this state.

Current conditions (to May 2023)

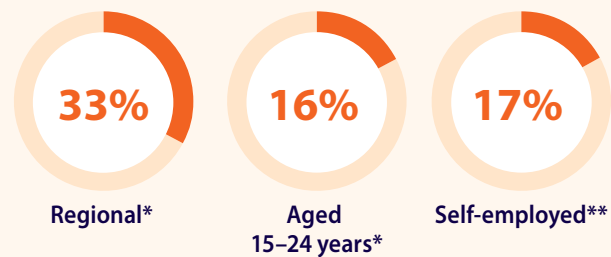
Labour market conditions were strong in New South Wales over the year to May 2023. For instance, employment increased by 147,200 (3.5%) over the period, to stand at a record high, of 4,356,800 in May 2023. The increase in employment over the year was due, predominantly, to a surge in full-time employment, up by 126,100 (4.2%), to a record high of 3,112,600 in May 2023, while part-time employment also increased, by 21,000 (1.7%), to 1,244,200. Against the stronger backdrop, the state's unemployment rate declined considerably, from 4.0% in May 2022, to 3.0% in May 2023, the equal lowest rate recorded since the inception of the monthly series in February 1978 and the lowest rate of any state or territory.

Top 5 Industries	Emp't May 2023	Share of State emp't	5 year change to May 2023	5 year change to May 2023
Industries	'000	%	'000	%
Health Care and Social Assistance	636.2	14.5	117.3	22.6
Professional, Scientific and Technical Services	454.3	10.4	59.3	15.0
Retail Trade	428.5	9.8	27.1	6.8
Construction	406.4	9.3	37.8	10.3
Education and Training	351.2	8.0	31.7	9.9

The state's participation rate remained steady over the year, at 66.1% in May 2023, although it remains below the 66.9% recorded nationally.

Reflecting the strong overall labour market conditions in the state, the youth labour market in New South Wales also strengthened over the year to May 2023, with youth employment increasing by 82,100 (13.9%), to a record high of 672,600. The state's youth unemployment rate fell sharply, from 9.5% in May 2022, to 6.7% in May 2023, the lowest rate recorded since January 1979 (earliest available 12 month average original data). The fall in the state's youth unemployment rate over the period occurred in conjunction with a 3.4 percentage point increase in the youth participation rate, to 70.8% in May 2023.

Over the year to May 2023, the number of job advertisements in New South Wales fell by 9.6% (the largest decline of any state or territory). That said, vacancy numbers overall remain at relatively high levels with plenty of job opportunities available. Over the year, vacancies in New South Wales continued to increase for Secondary School Teachers, Panelbeaters, Audiologists and Speech Pathologists. More information on these occupations can be found in the Occupation Matrix (page 56).



Employment by region, New South Wales	Employment					Employment profile		Unemployment rate		Participation rate	
	May 2023	Change over the year	5 year change	Part-time	Female	May 2023	Change over the year	May 2023	Change over the year		
	'000	'000	%	'000	%	%	%	%	% pts		
Region											
Greater Sydney	2,877.2	102.5	3.7	194.8	7.3	27.4	47.3	3.5	-0.4	68.6	1.0
Capital Region	122.9	7.7	6.7	11.2	10.0	27.9	47.8	1.8	-2.9	61.2	0.0
New South Wales — Central West	108.8	-2.4	-2.1	11.1	11.4	26.4	48.3	1.4	-0.6	62.5	-3.3
Coffs Harbour — Grafton	66.7	-0.8	-1.2	3.0	4.7	40.4	47.6	3.9	0.0	54.6	-2.7
Far West and Orana	58.0	0.0	0.0	2.5	4.5	18.4	44.8	4.3	-0.7	63.3	-1.8
Hunter Valley exc Newcastle	152.0	17.8	13.3	17.8	13.3	32.9	45.3	3.7	0.1	63.6	5.1
Illawarra	165.9	3.3	2.0	22.3	15.5	32.9	48.7	2.9	-0.6	64.2	-0.9
Mid North Coast	83.0	-5.2	-5.9	-11.2	-11.9	35.2	47.6	3.8	0.1	42.9	-4.2
Murray	72.3	11.4	18.6	22.2	44.3	37.4	50.7	3.5	0.8	71.6	9.9
New England and North West	95.1	9.6	11.3	12.8	15.5	31.6	49.0	2.0	-5.6	62.8	1.6
Newcastle and Lake Macquarie	231.2	25.2	12.2	46.6	25.3	32.0	49.3	2.9	-1.5	70.9	4.5
Richmond — Tweed	129.3	-1.0	-0.7	12.5	10.7	37.7	47.9	2.5	-2.1	59.8	-3.6
Riverina	89.8	4.7	5.6	9.3	11.5	24.7	46.6	1.5	-1.5	67.7	0.8
Southern Highlands and Shoalhaven	78.1	7.0	9.9	20.8	36.4	33.1	47.0	2.4	-1.5	57.6	2.6
New South Wales	4,356.8	147.2	3.5	390.7	9.9	28.6	47.5	3.0	-1.0	66.1	0.0
Australia	14,011.8	465.5	3.4	1,515.7	12.1	29.9	47.7	3.6	-0.4	66.9	0.2

Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data. (Top 5 Industries table)

*ABS Labour Force, Detailed, May 2023, 12-month moving averages of original data; **ABS, Characteristics of Employment Survey, 2022, TableBuilder extract.

Data for capital cities and non-metropolitan SA4s are from ABS, Labour Force, Australia, Detailed, May 2023, 6-month averages of original estimates.

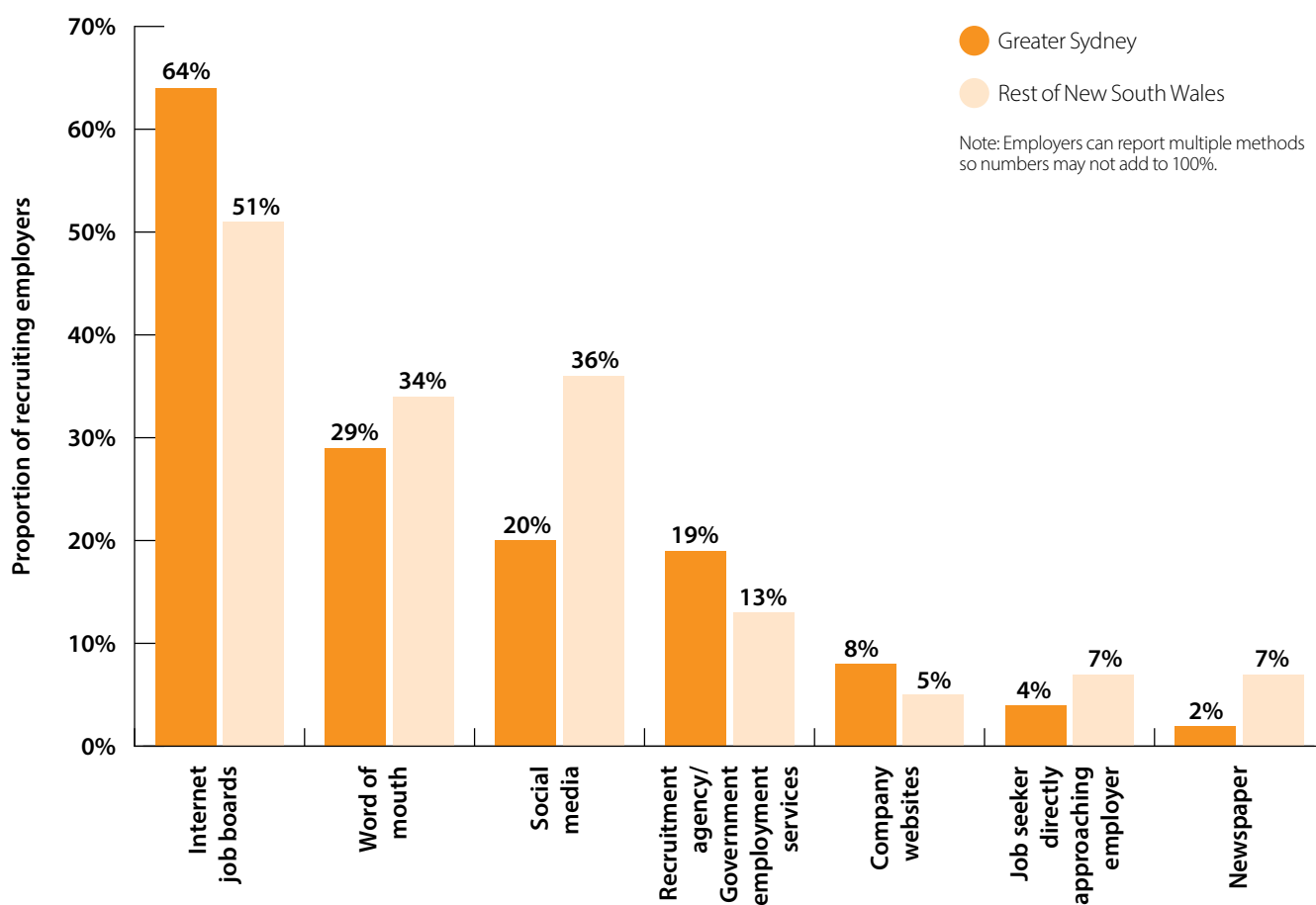
Data for the states and territories and Australia are from ABS, Labour Force, Australia, May 2023, seasonally adjusted estimates.

JSA, Internet Vacancy Index, May 2023, seasonally adjusted and three month moving average.

During the 2022 calendar year, advertising on internet job boards proved to be the most common method of recruiting staff, regardless of location. Around 64% of recruiting employers in Greater Sydney used this method in 2022, compared with 51% of recruiting employers in the rest of New South Wales.

Just over a third of employers in the rest of New South Wales used word of mouth (34%) and social media (36%), the latter almost double the use of social media in Greater Sydney (20%). Recruitment agencies/government employment services (19%) and advertising on company websites (8%) were used more often in Greater Sydney than in regional areas in New South Wales.

Recruitment methods used by employers, Greater Sydney and remaining New South Wales, 2022 calendar year



Source: JSA, Recruitment Experiences and Outlook Survey

Victoria

Victoria is Australia's second largest employing state, with around 3.6 million workers. More than three-quarters of employment is concentrated in Melbourne.

The largest employing industry in Victoria is Health Care and Social Assistance, followed by Professional, Scientific and Technical Services. Retail Trade, Construction and Education and Training are also major employing industries in this state.

Current conditions (to May 2023)

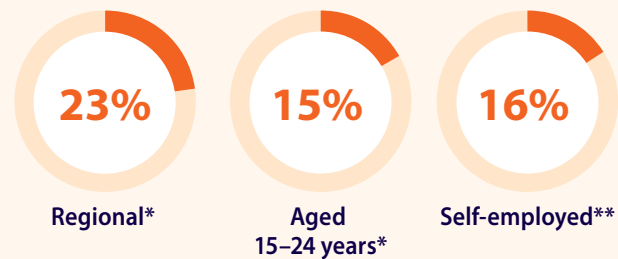
Labour market conditions were strong in Victoria over the year to May 2023. For instance, employment increased by 146,500 (4.2%) over the period, to stand at a record high, of 3,627,800 in May 2023. The increase in employment over the year was due, predominantly, to a surge in full-time employment, up by 127,300 (5.3%), to 2,513,500 in May 2023, while part-time employment also rose, by 19,200 (1.8%), to 1,114,300. Against the stronger backdrop, the state's unemployment rate declined, from 3.8% in May 2022, to 3.7% in May 2023, although it remains just above the national rate, of 3.6%.

Top 5 Industries	Emp't May 2023	Share of State emp't	5 year change to May 2023	5 year change to May 2023
Industries	'000	%	'000	%
Health Care and Social Assistance	558.2	15.4	140.4	33.6
Professional, Scientific and Technical Services	377.3	10.4	80.5	27.1
Retail Trade	354.7	9.8	7.5	2.1
Construction	353.5	9.8	56.6	19.1
Education and Training	300.9	8.3	30.7	11.4

The state's participation rate increased strongly over the year, by 0.8 percentage points, to 67.6% in May 2023, and is now well above the rate recorded nationally, of 66.9%.

Conditions for youth in Victoria have also strengthened over the year, with youth employment increasing by 60,200 (12.7%), to a record high of, 534,000 in May 2023. The state's youth unemployment rate fell sharply, from 10.5% in May 2022, to 8.2% in May 2023, the lowest rate recorded since January 1979 (earliest available 12 month average original data). The fall in the state's youth unemployment rate occurred in conjunction with a significant increase in the youth participation rate, of 3.3 percentage points, to 70.3% in May 2023.

Over the year to May 2023, the number of job advertisements in Victoria fell by 8.1%. That said, vacancy numbers overall remain at relatively high levels with plenty of job opportunities available. Over the year, vacancies in Victoria continue to increase for Registered Nurses, Motor Mechanics and Retail Managers. More information on these occupations can be found in the Occupation Matrix (page 56).



Employment by region, Victoria	Employment					Employment profile		Unemployment rate		Participation rate	
	May 2023	Change over the year	5 year change	Part-time	Female	May 2023	Change over the year	May 2023	Change over the year		
	'000	'000	%	'000	%	%	%	%	% pts	%	% pts
Greater Melbourne	2,748.6	68.1	2.5	222.0	8.8	29.3	47.2	4.1	-0.4	69.1	0.2
Ballarat	81.0	-4.8	-5.6	5.5	7.3	31.0	45.8	3.0	-1.1	54.4	-7.0
Bendigo	93.6	9.8	11.7	23.2	32.9	35.0	51.6	4.1	-0.3	66.5	3.9
Geelong	186.6	6.2	3.4	46.0	32.7	35.3	49.0	3.0	1.0	65.8	-0.9
Hume	102.4	6.3	6.6	17.8	21.0	33.5	48.0	2.4	-0.6	64.8	0.5
Latrobe — Gippsland	155.5	18.9	13.8	26.8	20.8	32.5	47.6	4.0	0.5	60.3	4.6
Victoria — North West	83.6	3.1	3.9	3.5	4.4	24.6	45.0	3.5	-0.7	64.8	-0.1
Shepparton	68.1	4.4	6.8	5.5	8.8	37.0	47.3	1.3	-2.2	57.9	0.2
Warrnambool and South West	70.3	4.2	6.4	1.6	2.4	37.3	50.5	2.8	0.5	64.7	1.8
Victoria	3,627.8	146.5	4.2	379.9	11.7	30.7	47.5	3.7	-0.1	67.6	0.8
Australia	14,011.8	465.5	3.4	1,515.7	12.1	29.9	47.7	3.6	-0.4	66.9	0.2

Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data. (Top 5 Industries table)

*ABS Labour Force, Detailed, May 2023, 12-month moving averages of original data; **ABS, Characteristics of Employment Survey, 2022, TableBuilder extract.

Data for capital cities and non-metropolitan SA4s are from ABS, Labour Force, Australia, Detailed, May 2023, 6-month averages of original estimates.

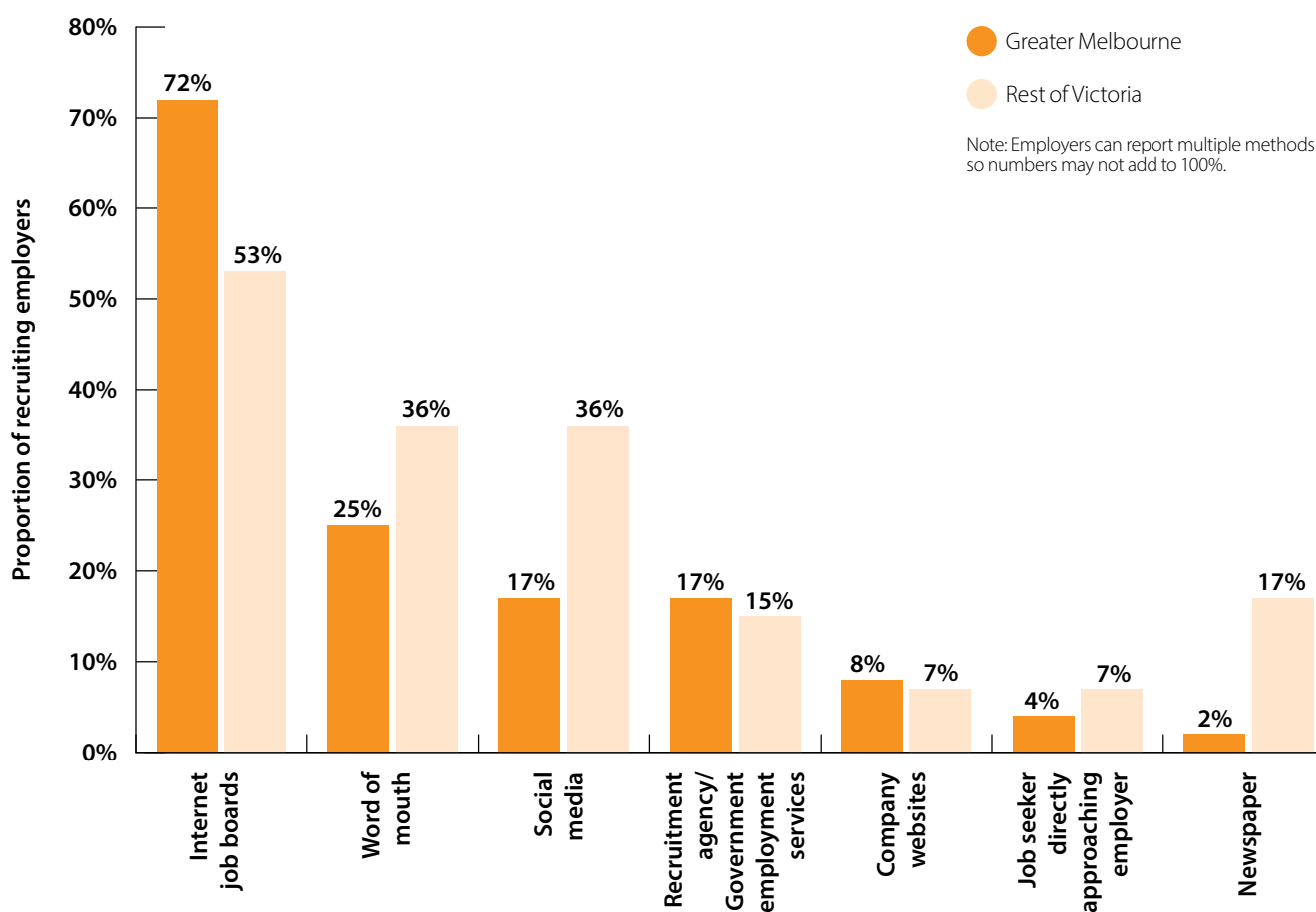
Data for the states and territories and Australia are from ABS, Labour Force, Australia, May 2023, seasonally adjusted estimates.

JSA, Internet Vacancy Index, May 2023, seasonally adjusted and three month moving average.

While Victorian employers had a generally high use of internet jobs boards to recruit new staff, over the 2022 calendar year, employers in Greater Melbourne were much more likely to use the internet than their regional counterparts — 72% compared with 53%. This difference in the use of internet jobs boards between regional and city employers in Victoria is one of the highest in the country, second only to South Australia.

Employers in the rest of Victoria favoured a greater range of methods, with 36% using word of mouth and 36% using social media. This compared with 25% using word of mouth and only 17% using social media in Greater Melbourne. Interestingly, 17% of regional employers bucked the trend and used newspapers (along with regional employers in South Australia, the highest in the country).

Recruitment methods used by employers, Greater Melbourne and remaining Victoria, 2022 calendar year



Source: JSA, Recruitment Experiences and Outlook Survey

Queensland

Queensland is the third largest employing state in Australia, with around half the jobs located in Brisbane and a further 13% in the Gold Coast area.

Given the size and diversity of the Queensland economy, employment opportunities exist across all industries. Health Care and Social Assistance is the largest employing industry in Queensland, with around 16% of the state's employment. There are many roles within this industry that do not require medical qualifications or extensive prior experience. Some of these include Receptionists, General Clerks and Kitchenhands. Retail Trade is another large employing industry, representing around 10% of total employment.

Current conditions (to May 2023)

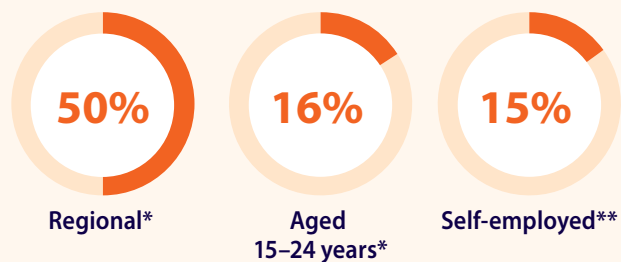
Labour market conditions remained solid in Queensland over the year to May 2023, with employment increasing by 77,400 (2.8%), to stand at a record high, of 2,851,200 in May 2023. Encouragingly, the increase in employment over the year was due, in large part, to an increase in full-time employment, up by 55,600 (2.9%), to a record high of 1,988,200 in May 2023, while part-time employment also rose, by 21,800 (2.6%), to 863,000.

Top 5 Industries	Emp't May 2023	Share of State emp't	5 year change to May 2023	5 year change to May 2023
Industries	'000	%	'000	%
Health Care and Social Assistance	463.1	16.3	122.8	36.1
Retail Trade	273.5	9.6	19.4	7.6
Construction	270.7	9.5	35.9	15.3
Education and Training	248.4	8.8	44.9	22.1
Professional, Scientific and Technical Services	222.6	7.8	50.4	29.2

Against the solid backdrop, the state's unemployment rate declined by 0.1 percentage points, to 3.9% in May 2023, although it remains above the national rate, of 3.6%. That said, the fall in the state's unemployment rate occurred in conjunction with a 0.3 percentage point decrease in the participation rate, to 66.8% in May 2023, just below the 66.9% recorded nationally.

Conditions for youth in Queensland also improved over the year to May 2023, with youth employment increasing by 33,300 (7.8%), to an equal record high, of 461,600. The state's youth unemployment rate fell considerably, from 10.0% in May 2022, to 8.3% in May 2023. Moreover, the state's youth participation rate increased by 1.2 percentage points over the year, to 74.1% in May 2023.

The number of job advertisements in Queensland has remained relatively stable, increasing by 2.3% over the year to May 2023. While the number of new advertisements has slowed in recent months, there remains plenty of job opportunities available. Over the year, vacancies in Queensland continued to increase for Civil Engineering Professionals, Truck Drivers and Advertising and Sales Managers. More information on these occupations can be found in the Occupation Matrix (page 56).



Employment by region, Queensland	Employment					Employment profile		Unemployment rate		Participation rate	
	May 2023	Change over the year	%	5 year change	%	Part-time	Female	May 2023	Change over the year	May 2023	Change over the year
Region	'000	'000	%	'000	%	%	%	%	% pts	%	% pts
Greater Brisbane	1,416.8	38.7	2.8	171.7	13.8	28.7	47.9	4.0	-0.3	68.6	-0.2
Cairns	137.4	-3.8	-2.7	24.7	21.9	26.1	48.9	3.9	-0.8	66.1	-4.2
Darling Downs — Maranoa	66.5	1.4	2.2	3.2	5.1	30.8	48.8	2.7	-4.0	63.4	-2.8
Central Queensland	130.5	13.3	11.4	19.3	17.4	31.9	45.3	4.9	0.0	72.1	5.7
Gold Coast	360.9	-8.0	-2.2	30.2	9.1	34.0	50.0	3.3	-0.8	66.6	-4.2
Mackay — Isaac — Whitsunday	104.0	-2.4	-2.3	2.3	2.3	25.7	45.2	3.5	1.0	69.5	-3.4
Queensland — Outback	36.6	0.3	0.7	3.8	11.7	16.6	42.5	9.5	-3.1	62.0	-3.1
Sunshine Coast	215.5	16.6	8.3	36.1	20.1	37.9	49.2	3.1	0.3	62.6	2.7
Toowoomba	81.2	6.9	9.4	5.7	7.6	34.4	47.6	5.3	-0.3	62.5	3.3
Townsville	133.6	5.3	4.1	26.2	24.4	25.8	48.3	2.3	0.0	70.5	1.0
Wide Bay	133.5	11.7	9.6	19.1	16.7	35.0	51.9	6.4	-0.4	51.8	2.6
Queensland	2,851.2	77.4	2.8	378.9	15.3	30.3	48.5	3.9	-0.1	66.8	-0.3
Australia	14,011.8	465.5	3.4	1,515.7	12.1	29.9	47.7	3.6	-0.4	66.9	0.2

Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data. (Top 5 Industries table)

*ABS Labour Force, Detailed, May 2023, 12-month moving averages of original data; **ABS, Characteristics of Employment Survey, 2022, TableBuilder extract.

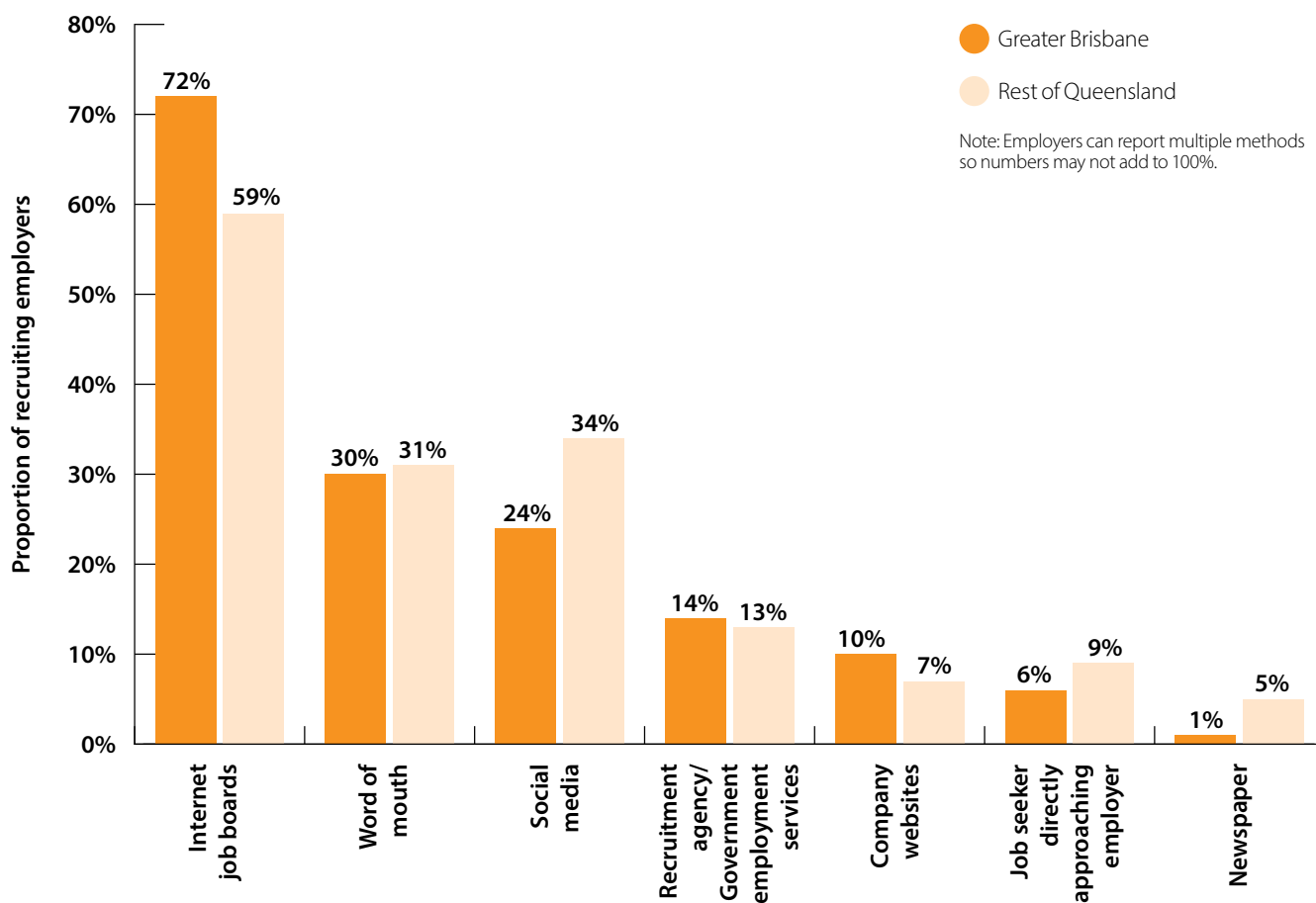
Data for capital cities and non-metropolitan SA4s are from ABS, Labour Force, Australia, Detailed, May 2023, 6-month averages of original estimates.

Data for the states and territories and Australia are from ABS, Labour Force, Australia, May 2023, seasonally adjusted estimates.

JSA, Internet Vacancy Index, May 2023, seasonally adjusted and three month moving average.

In Greater Brisbane, 72% of recruiting employers used internet job boards over the 2022 calendar year, much higher than the 59% of recruiting employers in regional areas of Queensland. Almost a third of employers used word of mouth, regardless of location within the state. The use of social media was higher in regional areas of Queensland, with 34% of recruiting employers using social media, compared with 24% of their Brisbane counterparts.

Recruitment methods used by employers, Greater Brisbane and remaining Queensland, 2022 calendar year



Source: JSA, Recruitment Experiences and Outlook Survey

South Australia

South Australia has a relatively small workforce, with around 7% of national employment. Employment is concentrated in Adelaide, which accounts for almost 80% of state employment.

While there are employment opportunities available across all industries, around one in six workers are employed in Health Care and Social Assistance. Information Media and Telecommunications is South Australia's smallest employing industry, accounting for around 1% of employment.

Part-time employment is relatively common in this state, accounting for around one-third of employment (compared with the national average of around 30%).

Current conditions (to May 2023)

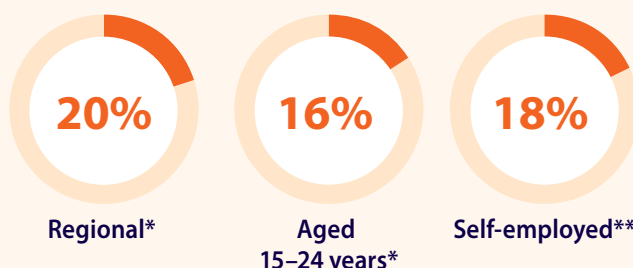
Labour market conditions strengthened considerably in South Australia over the year to May 2023, with employment increasing by 48,600 (5.3%), to stand at a record high, of 956,500 in May 2023. The increase in employment over the year was due, predominantly, to a surge in full-time employment, up by 33,800 (5.6%), to a record high of 638,200 in May 2023, while part-time employment also increased, by 14,800 (4.9%), to 318,300. Against the stronger backdrop, the state's unemployment rate declined, from 4.6% in May 2022, to 4.0% in May 2023, although it remains above the national rate, of 3.6%.

Moreover, the state's participation rate increased over the year, by 1.5 percentage points, to a record high of 64.8% in May 2023, although it remains well below the 66.9% recorded nationally.

Encouragingly, labour market conditions for youth in the state also strengthened over the year. For instance, youth employment increased significantly, by 8,700 (6.3%), to a record high of 147,200 in May 2023. Moreover, the youth unemployment rate in the state fell over the year, by 0.2 percentage points, to 9.4% in May 2023. The fall in the youth unemployment rate in South Australia occurred in conjunction with a significant rise in the youth participation rate, from 72.0% in May 2022, to 74.2% in May 2023, the highest rate recorded of any state or territory.

The number of job advertisements in South Australia has remained relatively stable, increasing by 4.3% over the year to May 2023. While the number of new advertisements has slowed in recent months, there remains plenty of job opportunities available. Over the year, vacancies in South Australia continue to increase for Medical Imaging Professionals, Construction Managers and Product Assemblers. More information on these occupations can be found in the Occupation Matrix (page 56).

Top 5 Industries	Emp't May 2023	Share of State emp't	5 year change to May 2023	5 year change to May 2023
Industries	'000	%	'000	%
Health Care and Social Assistance	162.4	17.4	35.2	27.7
Retail Trade	90.4	9.7	-0.4	-0.4
Construction	78.4	8.4	10.4	15.3
Education and Training	75.0	8.0	9.1	13.8
Manufacturing	71.7	7.7	-1.0	-1.3



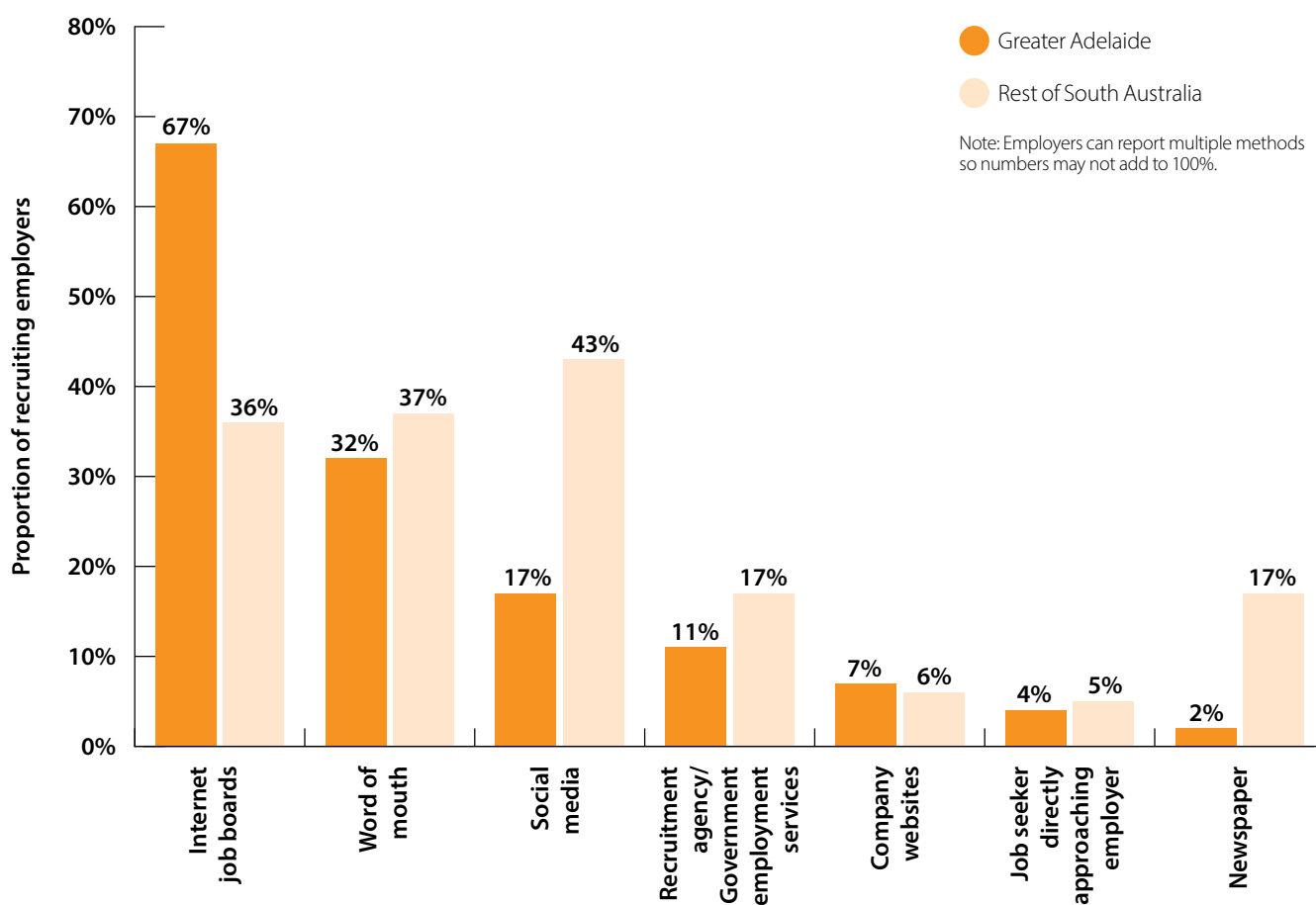
Employment by region, South Australia	Employment					Employment profile		Unemployment rate		Participation rate	
	May 2023	Change over the year	5 year change	Part-time	Female	May 2023	Change over the year	May 2023	Change over the year		
Region	'000	'000	%	'000	%	%	%	%	% pts	%	% pts
Greater Adelaide	751.5	32.2	4.5	89.7	13.6	34.1	48.3	4.0	-0.8	66.0	1.0
Barossa — Yorke — Mid North	52.7	3.1	6.3	1.7	3.4	32.1	42.9	4.1	-2.4	54.9	0.7
South Australia — Outback	41.3	-5.1	-11.1	-0.2	-0.4	32.3	42.3	7.4	2.0	63.1	-7.4
South Australia — South East	98.6	6.9	7.5	4.7	5.0	31.2	47.0	3.5	0.1	59.3	2.8
South Australia	956.5	48.6	5.3	105.6	12.4	33.3	47.8	4.0	-0.7	64.8	1.5
Australia	14,011.8	465.5	3.4	1,515.7	12.1	29.9	47.7	3.6	-0.4	66.9	0.2

Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data. (Top 5 Industries table)
 *ABS Labour Force, Detailed, May 2023, 12-month moving averages of original data; **ABS, Characteristics of Employment Survey, 2022, TableBuilder extract.
 Data for capital cities and non-metropolitan SA4s are from ABS, Labour Force, Australia, Detailed, May 2023, 6-month averages of original estimates.
 Data for the states and territories and Australia are from ABS, Labour Force, Australia, May 2023, seasonally adjusted estimates.
 JSA, Internet Vacancy Index, May 2023, seasonally adjusted and three month moving average.

Over the 2022 calendar year, the trends in Adelaide follow similar patterns to other capital cities, with 67% of recruiting employers relying on internet jobs boards; about a third using word of mouth; and at 17%, a slightly lower than average proportion turning to social media to recruit.

However, employers in regional South Australia are quite different to their regional counterparts in other states. The most frequently used method outside Adelaide was social media, and at 43% was one of the highest uses of this method in the country. Only 36% of employers in this area used the internet to advertise their positions — the lowest of any area in Australia in 2022. Contrary to trends elsewhere, a further 17% of employers relied on newspapers here in 2022, along with regional Victoria, the equal highest in Australia.

Recruitment methods used by employers, Greater Adelaide and remaining South Australia, 2022 calendar year



Source: JSA, Recruitment Experiences and Outlook Survey

Western Australia

Western Australia is the fourth largest employing state (accounting for 11% of the national workforce), with almost 80% of employment located in Perth.

The largest employing industry in Western Australia is Health Care and Social Assistance. Demand for work in this industry is only going to increase given Australia's ageing population. It is worth noting that not everyone employed in this industry is a doctor or a nurse. Unlike the rest of Australia, a large proportion of Western Australians are employed in the Mining industry (around one in ten workers). Reflecting this, around 50% of total Mining employment is in this state.

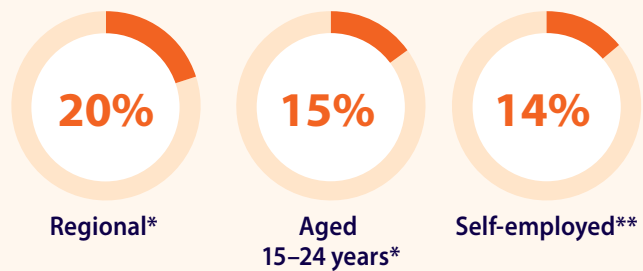
Current conditions (to May 2023)

Labour market conditions in Western Australia softened over the year to May 2023, although the level of employment continued to expand over the period, up by 18,400 (1.2%), to stand at 1,539,300 in May 2023. The increase in employment over the year was due, in large part, to a rise in full-time employment, up by 13,900 (1.3%), to 1,063,000 in May 2023, while part-time employment also increased, by 4,600 (1.0%), to 476,200. The state's unemployment rate rose over the year, by 0.6 percentage points, to 3.7% in May 2023, and is just above the national rate, of 3.6%. In addition, the state's participation rate decreased over the year, by 0.9 percentage points, to 68.9% in May 2023, although it remains well above the national rate, of 66.9%.

Conditions for youth in Western Australia remained solid over the year, with youth employment rising by 10,100 (4.6%), to a record high, of 226,500 in May 2023. The state's youth unemployment rate fell over the year, by 1.4 percentage points, to 8.0% in May 2023. That said, the fall in the state's youth unemployment rate occurred in conjunction with a 0.3 percentage point decline in the youth participation rate over the year, to 72.9% in May 2023.

The number of job advertisements in Western Australia has remained relatively stable, decreasing by 0.6% over the year to May 2023. While the number of new advertisements has slowed in recent months, there remains plenty of job opportunities available. Over the year, vacancies in Western Australia continue to increase for Aircraft Maintenance Engineers, Child Care Centre Managers and Checkout Operators and Office Cashiers. More information on these occupations can be found in the Occupation Matrix (page 56).

Top 5 Industries	Emp't May 2023	Share of State emp't	5 year change to May 2023	5 year change to May 2023
Industries	'000	%	'000	%
Health Care and Social Assistance	207.8	13.4	42.6	25.8
Mining	156.4	10.1	52.7	50.9
Construction	139.8	9.0	7.8	5.9
Retail Trade	134.0	8.7	6.4	5.0
Education and Training	124.7	8.1	16.3	15.0



Employment by region, Western Australia	Employment					Employment profile		Unemployment rate		Participation rate	
	May 2023	Change over the year	5 year change	Part-time	Female	May 2023	Change over the year	May 2023	Change over the year		
Region	'000	'000	%	'000	%	%	%	%	% pts	%	% pts
Greater Perth	1,221.8	18.3	1.5	160.8	15.2	29.8	46.9	3.8	0.2	69.0	-0.8
Bunbury	112.9	9.2	8.9	13.8	13.9	33.3	48.8	3.7	-0.2	70.8	3.3
Western Australia — Outback (North and South)	120.6	-4.9	-3.9	-3.4	-2.7	22.1	42.7	3.6	0.3	70.3	-4.1
Western Australia — Wheat Belt	79.0	4.6	6.2	12.1	18.0	31.1	44.1	2.5	-0.9	67.2	1.7
Western Australia	1,539.3	18.4	1.2	184.2	13.6	30.9	46.8	3.7	0.6	68.9	-0.9
Australia	14,011.8	465.5	3.4	1,515.7	12.1	29.9	47.7	3.6	-0.4	66.9	0.2

Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data. (Top 5 Industries table)

*ABS Labour Force, Detailed, May 2023, 12-month moving averages of original data; **ABS, Characteristics of Employment Survey, 2022, TableBuilder extract.

Data for capital cities and non-metropolitan SA4s are from ABS, Labour Force, Australia, Detailed, May 2023, 6-month averages of original estimates.

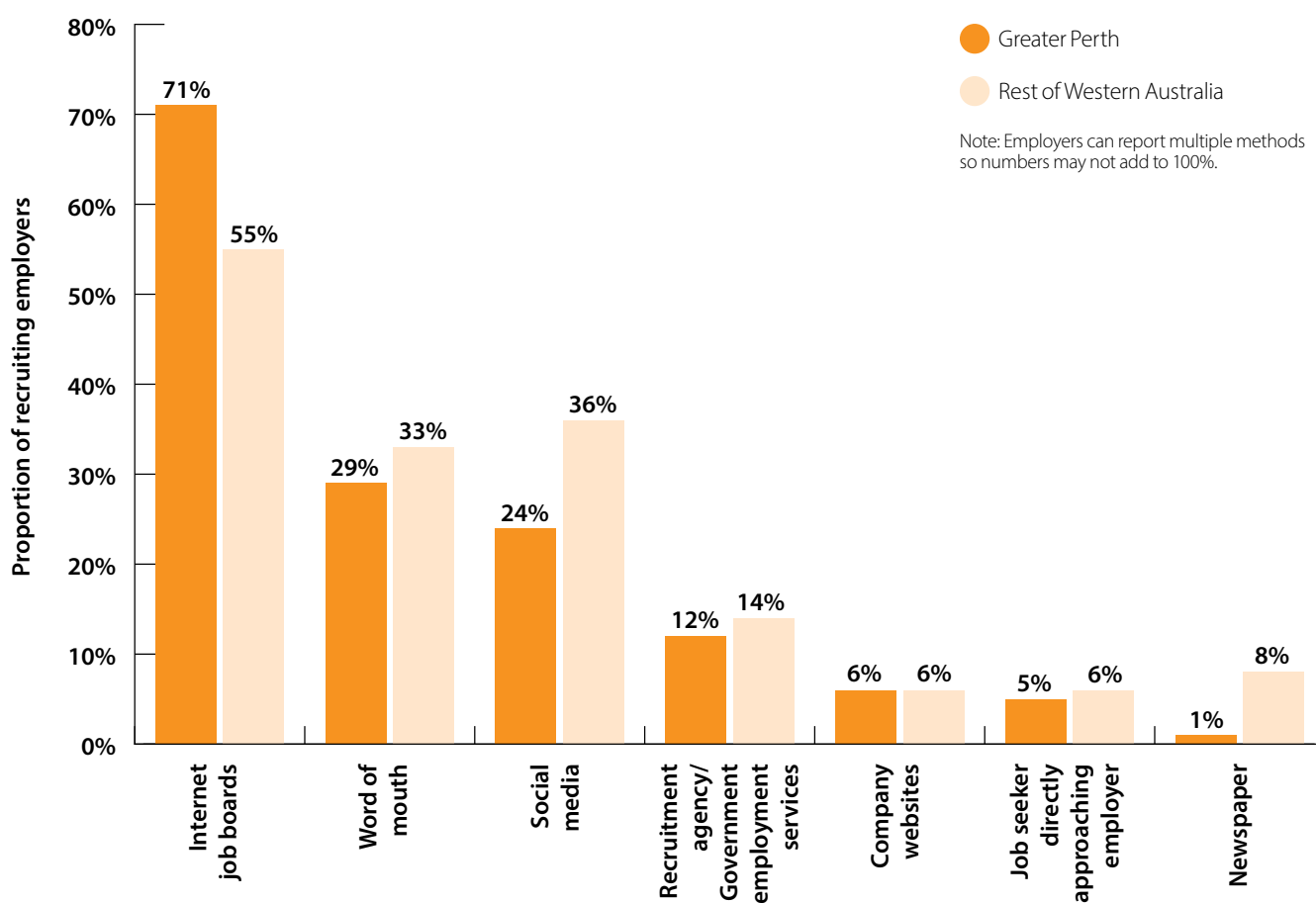
Data for the states and territories and Australia are from ABS, Labour Force, Australia, May 2023, seasonally adjusted estimates.

JSA, Internet Vacancy Index, May 2023, seasonally adjusted and three month moving average.

During the 2022 calendar year, 71% of recruiting employers in Perth relied on internet jobs boards to recruit, well above the national average of 63%. By comparison, 55% of employers in regional Western Australia used the internet for recruitment. Around 36% of regional employers used social media and 33% used word of mouth.

Despite the decrease in popularity of newspapers over time, 8% of recruiting employers in the rest of Western Australia still used this method of advertising compared to only 1% of recruiting employers in Greater Perth.

Recruitment methods used by employers, Greater Perth and remaining Western Australia, 2022 calendar year



Source: JSA, Recruitment Experiences and Outlook Survey

Tasmania

While Tasmania is the smallest employing state, there are employment opportunities available across all industries.

Health Care and Social Assistance is the largest employing industry (accounting for around 17% of the workforce), followed by Retail Trade and Education and Training.

Tasmania has the most regionally diverse workforce in Australia, with more than half of all workers employed outside of Hobart. Part-time work is also relatively common (around 35% of state employment, the largest share in Australia).

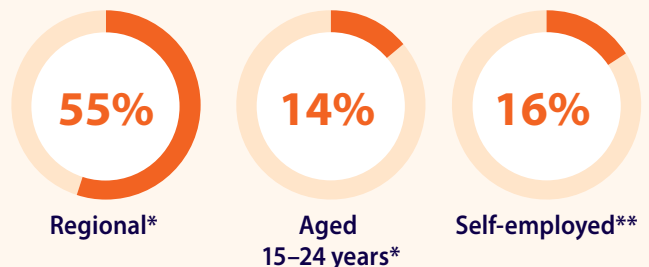
Current conditions (to May 2023)

Labour market conditions remained solid in Tasmania over the year to May 2023. Employment increased by 7,700 (2.7%) over the period, to stand at 290,900 in May 2023. The increase in employment was driven, entirely, by a strong rise in full-time employment, of 9,000 (5.0%), to a record high of 189,500 in May 2023, while part-time employment decreased over the period, by 1,400 (1.3%), to 101,400. The state's unemployment rate declined over the year, by 0.2 percentage points, to 4.2% in May 2023, although it remains above the national rate, of 3.6%. The state's participation rate increased over the year, by 0.8 percentage points, to 63.1% in May 2023, although it remains the lowest rate recorded of any state or territory and well below the 66.9% recorded nationally.

Conditions for youth in Tasmania improved over the year, with youth employment in the state increasing modestly, by 600 (1.4%) over the period, to 39,300 in May 2023. The state's youth unemployment rate declined, by 0.2 percentage points, to 10.1% in May 2023, although it remains the highest youth unemployment rate of any state or territory. The youth participation rate in Tasmania increased over the year, by 0.5 percentage points, to 69.2% in May 2023.

Over the year to May 2023, the number of job advertisements in Tasmania increased by 8.4% (the largest increase of any state or territory). While the number of new advertisements has slowed in recent months, there remains plenty of job opportunities available. Over the year, vacancies in Tasmania continued to increase for Early Childhood (Pre-primary School) Teachers, Forklift Drivers and Nursing Support and Personal Care Workers. More information on these occupations can be found in the Occupation Matrix (page 56).

Top 5 Industries	Emp't May 2023	Share of State emp't	5 year change to May 2023	5 year change to May 2023
Industries	'000	%	'000	%
Health Care and Social Assistance	48.0	16.7	9.3	24.2
Retail Trade	28.9	10.1	1.8	6.5
Education and Training	25.4	8.8	4.1	19.2
Construction	23.8	8.3	2.5	11.8
Accommodation and Food Services	22.5	7.8	1.7	8.1

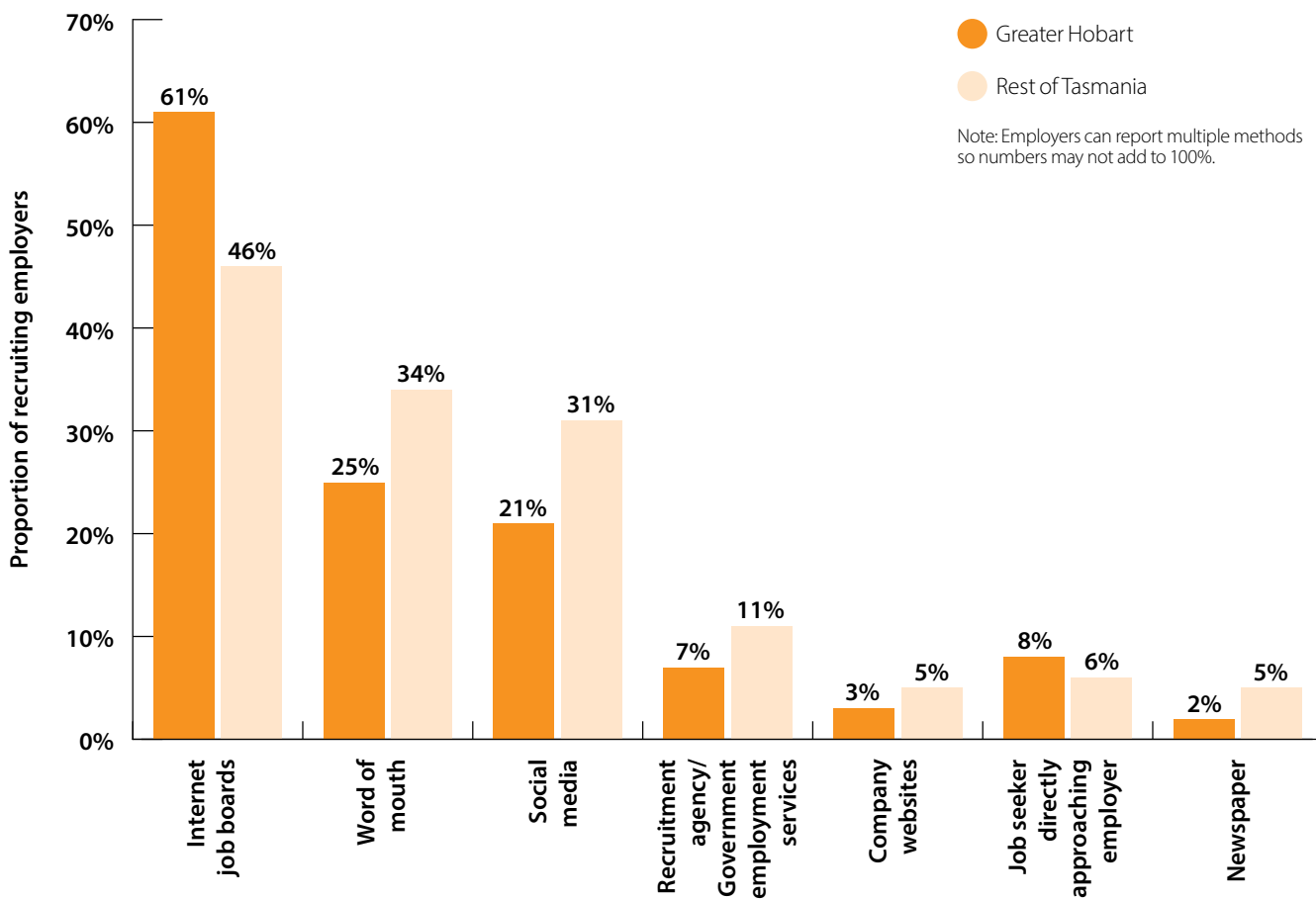


Employment by region, Tasmania	Employment					Employment profile		Unemployment rate		Participation rate	
	May 2023	Change over the year	5 year change	Part-time	Female	May 2023	Change over the year	May 2023	Change over the year		
Region	'000	'000	%	'000	%	%	%	%	% pts	%	% pts
Greater Hobart	132.9	4.0	3.1	16.0	13.7	36.4	49.2	3.8	-0.3	65.4	1.2
Launceston and North East	80.0	2.1	2.7	9.9	14.2	34.6	47.9	3.9	0.0	63.5	1.0
Tasmania — South East	21.6	2.0	10.0	4.0	22.8	42.8	46.2	3.5	-0.3	59.9	4.2
Tasmania — West and North West	56.3	0.1	0.2	4.4	8.4	34.0	46.7	4.1	-0.1	58.4	-0.5
Tasmania	290.9	7.7	2.7	34.4	13.4	34.9	48.4	4.2	-0.2	63.1	0.8
Australia	14,011.8	465.5	3.4	1,515.7	12.1	29.9	47.7	3.6	-0.4	66.9	0.2

Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data. (Top 5 Industries table)
 *ABS Labour Force, Detailed, May 2023, 12-month moving averages of original data; **ABS, Characteristics of Employment Survey, 2022, TableBuilder extract.
 Data for capital cities and non-metropolitan SA4s are from ABS, Labour Force, Australia, Detailed, May 2023, 6-month averages of original estimates.
 Data for the states and territories and Australia are from ABS, Labour Force, Australia, May 2023, seasonally adjusted estimates.
 JSA, Internet Vacancy Index, May 2023, seasonally adjusted and three month moving average.

During the 2022 calendar year, around 61% of Hobart employers relied on internet job boards compared with 46% of employers located in regional areas. However, regional employers relied more heavily on word of mouth (34%) and social media (31%) compared with their Hobart counterparts. Interestingly, more regional employers (11%) in Tasmania used recruitment agencies/government employment services than in Hobart (7%).

Recruitment methods used by employers, Greater Hobart and remaining Tasmania, 2022 calendar year



Source: JSA, Recruitment Experiences and Outlook Survey

Northern Territory

There are around 142,000 workers in the Northern Territory, which is the least of any state or territory. Most are employed in Darwin, with just under 40% of the workforce located in regional areas.

Around 63% of the Northern Territory's workforce has attained at least a Certificate III or higher qualification. The largest employing industry is the Health Care and Social Assistance industry, followed by Public Administration and Safety. Together they account for nearly a third of all workers in the Northern Territory.

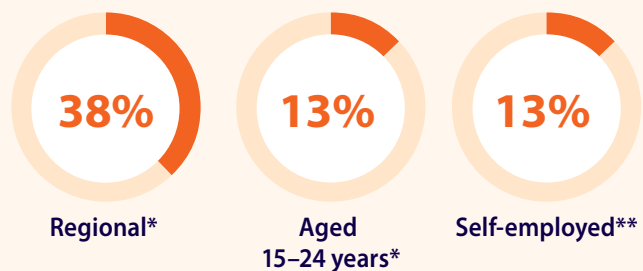
Current conditions (to May 2023)

Labour market conditions in the Northern Territory improved over the year to May 2023. Employment increased by 3,600 (2.6%) over the period, to stand at 142,000 in May 2023. Full-time employment in the Territory increased by 1,900 (1.8%), to 107,800 in May 2023, while part-time employment also rose, by 1,800 (5.5%), to a record high of 34,200 in May 2023. Against the backdrop of solid conditions, the Territory's unemployment rate declined, from 4.2% in May 2022, to 3.1% in May 2023, below the 3.6% recorded nationally. In addition, the Territory's participation rate increased over the year, by 0.3 percentage points, to 74.7% in May 2023, the highest rate of any state or territory and well above the 66.9% recorded nationally.

Encouragingly, labour market conditions also improved for youth over the year in the Northern Territory. Youth employment increased by 1,200 (6.9%) over the period, to 18,700 in May 2023. While the youth unemployment rate in the Territory rose slightly, from 8.8% in May 2022, to 8.9% in May 2023, this occurred in conjunction with a significant rise in the youth participation rate, from 61.5% in May 2022, to 66.0% in May 2023, although it remains the lowest rate recorded of any state or territory.

Over the year to May 2023, the number of job advertisements in the Northern Territory increased by 5.6%. While the number of new advertisements has slowed in recent months, there remains plenty of job opportunities available. Over the year, vacancies in the Northern Territory continued to increase for Registered Nurses, General Clerks and Welfare, Recreation and Community Arts Workers. More information on these occupations can be found in the Occupation Matrix (page 56).

Top 5 Industries	Emp't May 2023	Share of State emp't	5 year change to May 2023	5 year change to May 2023
Industries	'000	%	'000	%
Health Care and Social Assistance	23.4	16.8	4.3	22.7
Public Administration and Safety	21.5	15.5	-0.5	-2.5
Education and Training	12.9	9.3	0.5	4.0
Retail Trade	11.0	7.9	-0.1	-1.0
Accommodation and Food Services	10.7	7.7	0.7	7.1



Employment by region, Northern Territory	Employment					Employment profile		Unemployment rate		Participation rate	
	May 2023	Change over the year	%	5 year change	%	Part-time	Female	May 2023	Change over the year	May 2023	Change over the year
Region	'000	'000	%	'000	%	%	%	%	% pts	%	% pts
Greater Darwin	86.7	4.8	5.8	0.0	0.0	21.2	47.8	3.4	-0.4	77.1	3.4
Northern Territory — Outback	55.4	1.1	2.0	3.8	7.3	25.2	49.4	4.3	0.1	73.6	0.7
Northern Territory	142.0	3.6	2.6	2.0	1.4	24.1	47.5	3.1	-1.0	74.7	0.3
Australia	14,011.8	465.5	3.4	1,515.7	12.1	29.9	47.7	3.6	-0.4	66.9	0.2

Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data. (Top 5 Industries table)

*ABS Labour Force, Detailed, May 2023, 12-month moving averages of original data; **ABS, Characteristics of Employment Survey, 2022, TableBuilder extract.

Data for capital cities and non-metropolitan SA4s are from ABS, Labour Force, Australia, Detailed, May 2023, 6-month averages of original estimates.

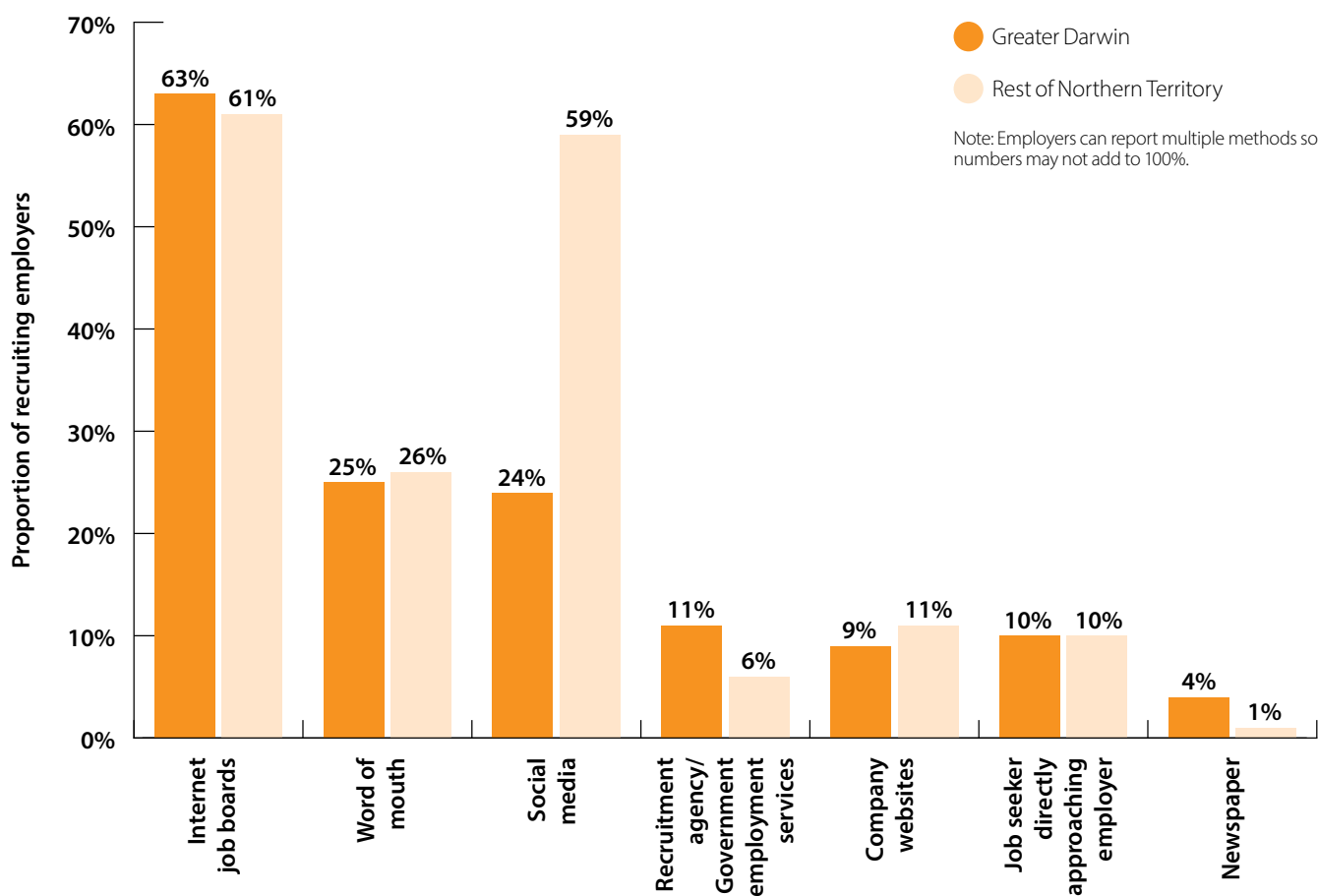
Data for the states and territories and Australia are from ABS, Labour Force, Australia, May 2023, seasonally adjusted estimates.

JSA, Internet Vacancy Index, May 2023, seasonally adjusted and three month moving average.

Recruiting employers in Greater Darwin and the Rest of the Northern Territory were most likely to use internet jobs boards to recruit staff (63% and 61% respectively) over the 2022 calendar year.

Notably, 59% of regional employers in the Northern Territory used social media to recruit, the highest use of this method in the country. About a quarter of recruiting employers used word of mouth in both Darwin and the Rest of NT.

Recruitment methods used by employers, Greater Darwin and remaining Northern Territory, 2022 calendar year



Source: JSA, Recruitment Experiences and Outlook Survey

Australian Capital Territory

In the ACT, around 28% of those employed work in the Public Administration and Safety Industry — the highest share of any state or territory. The second largest employing industry is Professional, Scientific and Technical Services, followed by Health Care and Social Assistance. The territory has the most highly educated workers in Australia, with 46% of workers holding a bachelor degree or higher.

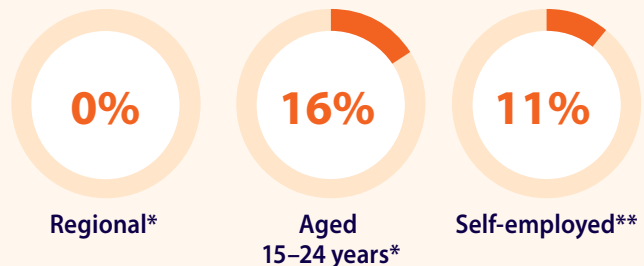
Current conditions (to May 2023)

Labour market conditions were robust in the ACT over the year to May 2023. Employment increased by 15,300 (6.1%) over the period, to stand at a record high of 267,800 in May 2023. The increase in employment over the year was due, predominantly, to a strong rise in full-time employment, up by 14,200 (7.5%), to a record high of 203,600 in May 2023, while part-time employment also increased, by 1,100 (1.8%), to 64,300. Against the stronger backdrop, the Territory's unemployment rate fell, from 3.4% in May 2022, to 3.1% in May 2023, and is below the 3.6% recorded nationally. In addition, the participation rate rose significantly in the ACT over the year, by 2.4 percentage points, to 73.6% in May 2023, well above the 66.9% recorded nationally.

Conditions for youth in the ACT were also strong over the year, with youth employment increasing by 2,600 (6.7%), to 41,400 in May 2023, while the youth unemployment rate declined over the period, by 1.9 percentage points, to 6.4% in May 2023, the lowest rate recorded of any state or territory. Moreover, the youth participation rate rose strongly over the year, by 1.7 percentage points, to 72.7% in May 2023.

The number of job advertisements in the ACT has remained relatively stable, increasing by 1.5% over the year to May 2023. While the number of new advertisements has slowed in recent months, there remains plenty of job opportunities available. Over the year, vacancies in the ACT continued to increase for ICT Managers, Social Workers and Primary School Teachers. More information on these occupations can be found in the Occupation Matrix (page 56).

Top 5 Industries	Emp't May 2023	Share of State emp't	5 year change to May 2023	5 year change to May 2023
Industries	'000	%	'000	%
Public Administration and Safety	73.9	28.0	6.8	10.1
Professional, Scientific and Technical Services	37.2	14.1	11.7	46.0
Health Care and Social Assistance	32.8	12.5	7.1	27.6
Education and Training	22.1	8.4	1.2	5.8
Retail Trade	17.7	6.7	1.7	10.3



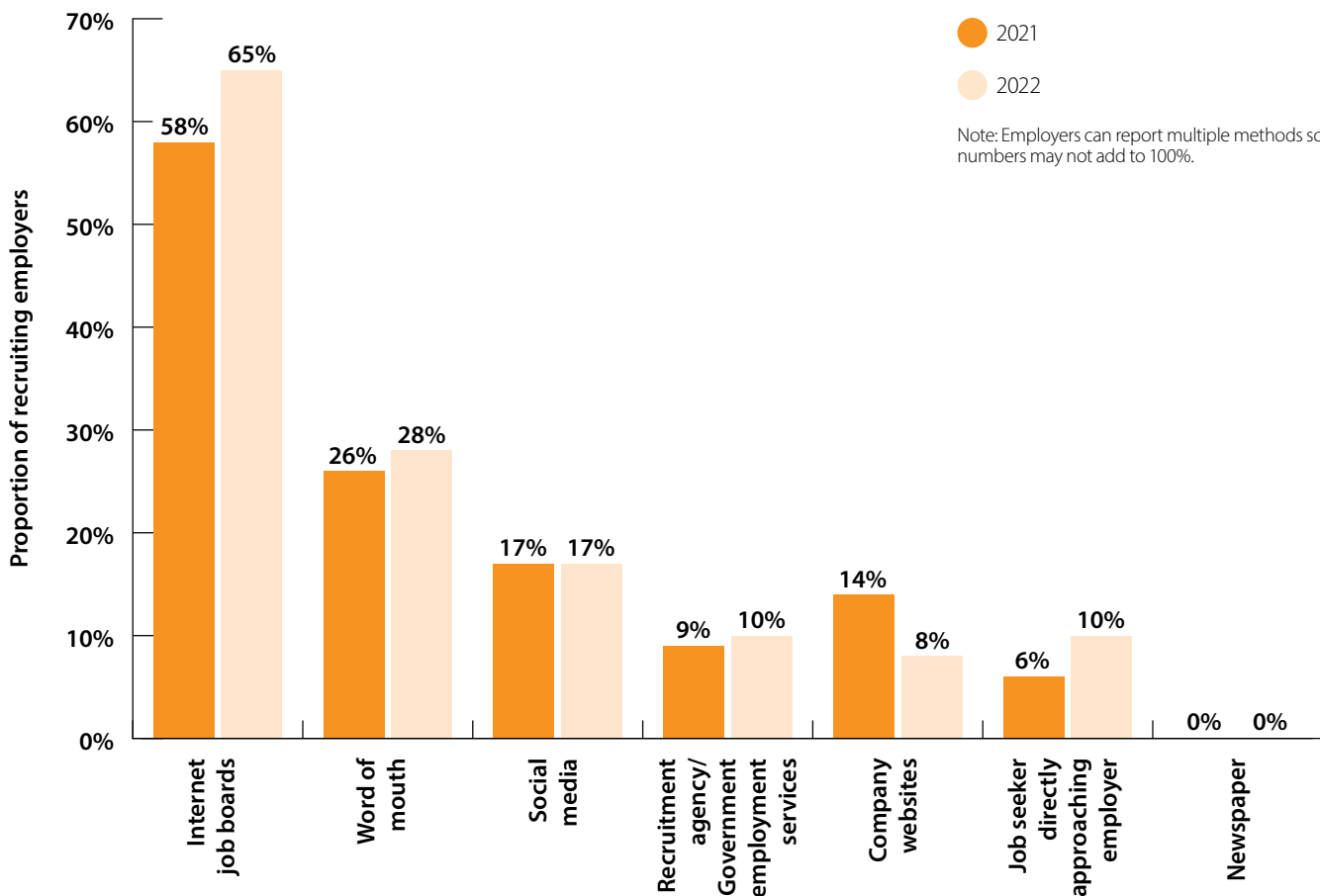
Employment by region, Australian Capital Territory	Employment					Employment profile		Unemployment rate		Participation rate	
	May 2023	Change over the year	%	5 year change	%	Part-time	Female	May 2023	Change over the year	May 2023	Change over the year
Region	'000	'000	%	'000	%	%	%	%	% pts	%	% pts
Australian Capital Territory	267.8	15.3	6.1	36.4	15.7	24.0	48.6	3.1	-0.4	73.6	2.4
Australia	14,011.8	465.5	3.4	1,515.7	12.1	29.9	47.7	3.6	-0.4	66.9	0.2

Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data. (Top 5 Industries table)
 *ABS Labour Force, Detailed, May 2023, 12-month moving averages of original data; **ABS, Characteristics of Employment Survey, 2022, TableBuilder extract.
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 Data for the states and territories and Australia are from ABS, Labour Force, Australia, May 2023, seasonally adjusted estimates.
 JSA, Internet Vacancy Index, May 2023, seasonally adjusted and three month moving average.

In the ACT close to two-thirds of recruiting employers used internet jobs boards in their most recent recruitment round in 2022, up from 58% in 2021.

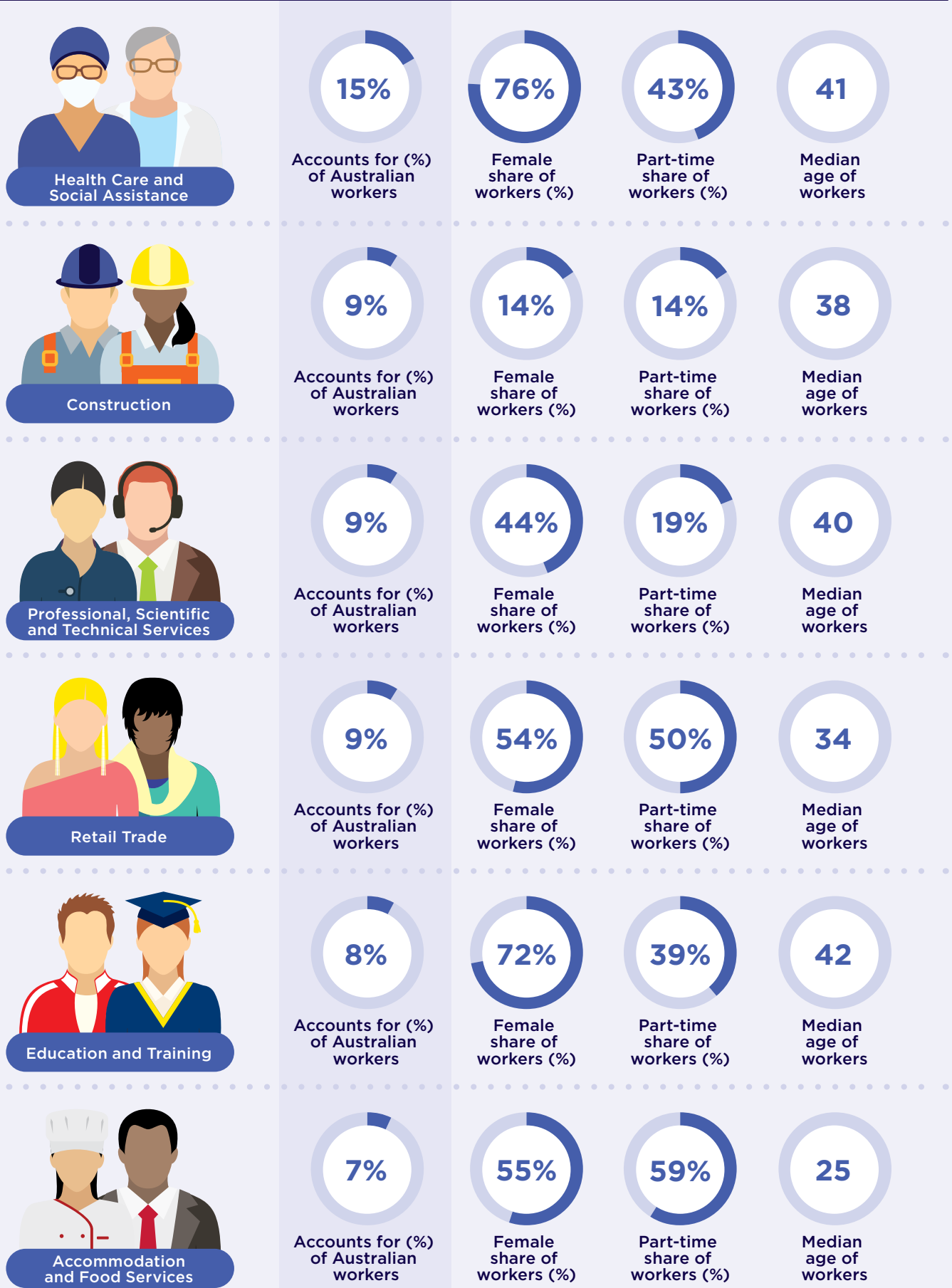
Word of mouth was used by 28% of recruiting employers in 2022, up from 26% in 2021. The job seeker direct approach method used by 10% of recruiting employers in 2022 was the highest use of this method in Australia. By contrast, the use of company websites decreased by 4 percentage points to 8% in 2022. Use of social media, recruitment agencies and government employment services remained stable between 2021 and 2022.

Recruitment methods used by employers, Australian Capital Territory, 2022 calendar year



Source: JSA, Recruitment Experiences and Outlook Survey

Jobs by industry



Source: Share of Australian Workers: ABS, Labour Force Survey, Detailed, May 2023, trend data; Female and Part-time shares: ABS Labour Force, Detailed, May 2023, four quarter average; Median age: ABS, Labour Force Survey, 2022, four-quarter average data, customised report

Health Care and Social Assistance

The Health Care and Social Assistance industry is Australia's largest and fastest growing industry. It delivers medical and care services, and includes the work of aged and disabled carers, childcare workers, doctors, nurses, allied health professionals, and more. Working in this industry can include community or home-based work and can be in a variety of locations, including childcare centres, aged care facilities, hospitals, medical centres, pharmacies and laboratories.

Employment growth in Health Care and Social Assistance has been strong over the last year. In trend terms, employment grew by 5.9% over the past 12 months, with this industry making up around 15% of total employment. This is consistent with a long-term trend of strong growth — employment in this industry has grown by more than 50% over the past 10 years.

ABS Job Vacancy Survey data showed that job vacancies grew by more than 5% over the past 12 months and have more than doubled since February 2020 (prior to the COVID-19 pandemic), with this industry making up around 18% of total job vacancies.

A number of large-employing occupations currently have a skills shortage, including Registered Nurses, Aged and Disabled Carers, Child Carers, Nursing Support and Personal Care Workers, and General Practitioners and Resident Medical Officers.

Top employing occupations

Rank	Occupation
1	Registered Nurses
2	Aged and Disabled Carers
3	Receptionists
4	Nursing Support and Personal Care Workers
5	Child Carers

Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. ABS, Job Vacancies, Australia, May 2023, original data. JSA, Skills Priority List 2023.

Education and Training

The Education and Training industry provides teaching and training at all levels, from pre-school to secondary school, higher education, vocational education and training, adult and community education and private tutoring. Most people in this industry work as teachers, lecturers, trainers or instructors. A small number provide education support services, such as education aides, careers counsellors and laboratory technicians.

In trend terms, employment grew by 4.9% over the past 12 months, with this industry making up more than 8% of total employment. This is consistent with a long-term trend of strong growth — employment in this industry has grown by more than 30% over the past 10 years.

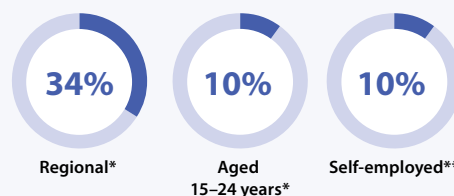
ABS Job Vacancy Survey data showed that job vacancies grew by more than 25% over the past 12 months and have more than doubled since February 2020 (prior to the COVID-19 pandemic), with this industry making up around 4% of total job vacancies.

A number of large-employing occupations currently have a skills shortage, including Early Childhood (Pre-primary School) Teachers, Primary School Teachers, Secondary School Teachers and Vocational Education Teachers.

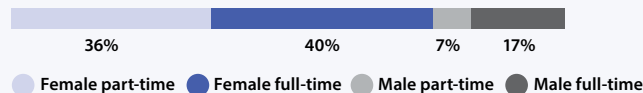
Top employing occupations

Rank	Occupation
1	Primary School Teachers
2	Secondary School Teachers
3	Education Aides
4	University Lecturers and Tutors
5	Private Tutors and Teachers

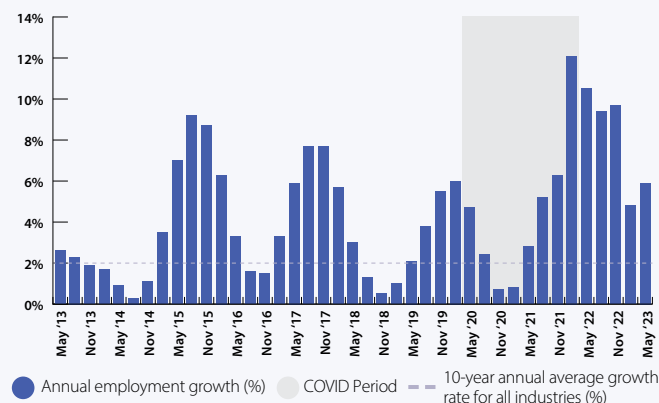
Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. ABS, Job Vacancies, Australia, May 2023, original data. JSA, Skills Priority List 2023.



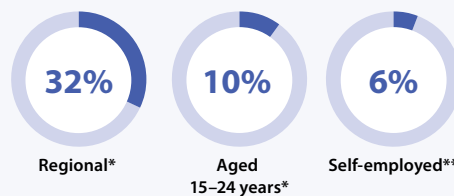
Share of Industry Employment



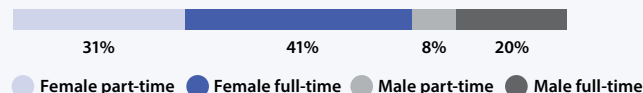
Annual Employment Growth (%)



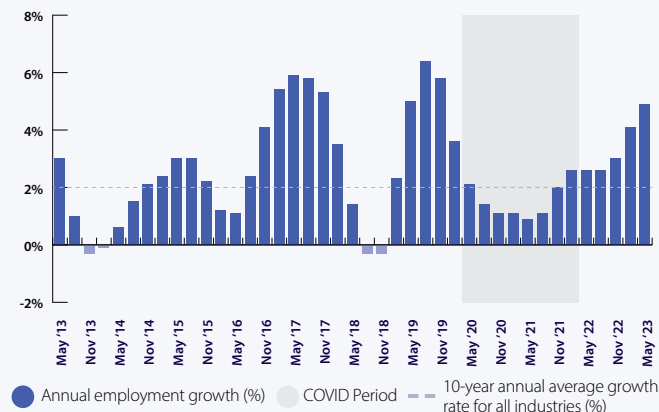
Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Characteristics of Employment Survey, 2022. Share of Industry Employment Source: ABS Labour Force, Detailed, May 2023, four quarter average. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. ABS, Labour Force Survey, Detailed, May 2023, trend data.



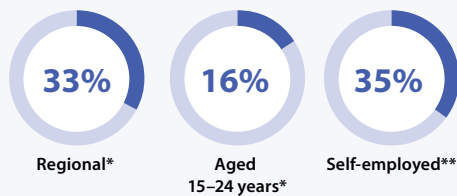
Share of Industry Employment



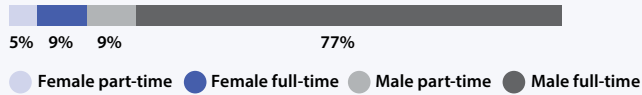
Annual Employment Growth (%)



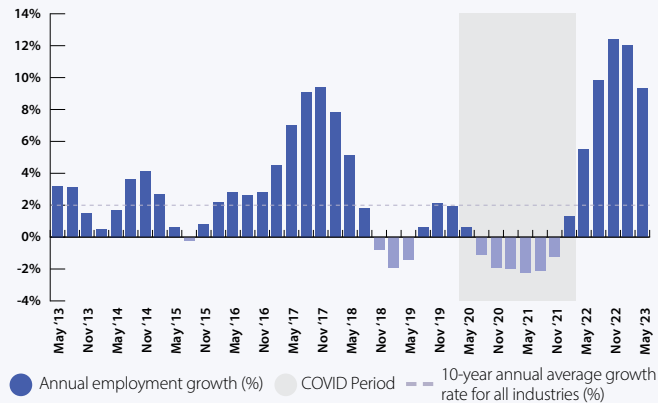
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Share of Industry Employment



Annual Employment Growth (%)



Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Characteristics of Employment Survey, 2022. Share of Industry Employment Source: ABS Labour Force, Detailed, May 2023, four quarter average. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. ABS, Labour Force Survey, Detailed, May 2023, trend data.

Construction

The Construction industry is one of Australia's largest industries. It covers planning and building everything from homes to hospitals and office blocks, to roads and bridges and infrastructure for renewable energy. Sometimes it involves demolition and earthworks. Most of the people in this industry work on building or transport infrastructure sites.

Employment growth in the Construction industry is cyclical, meaning it often has periods of strong employment growth followed by periods when employment in the industry falls.

In trend terms, employment grew by 9.3% over the past 12 months, with this industry making up more than 9% of total employment. Over the past 10 years, construction has been one of the fastest growing sectors, with total employment growth of more than 30% over that period.

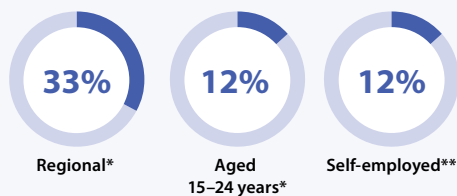
ABS Job Vacancy Survey data showed that job vacancies fell by 17% over the past 12 months but are still at almost double their February 2020 (pre COVID-19 pandemic) level, with this industry making up around 8% of total job vacancies.

A number of large-employing occupations currently have a skills shortage, including Carpenters and Joiners, Electricians, Construction Managers, Plumbers and Painting Trades Workers.

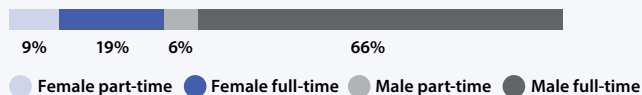
Top employing occupations

Rank	Occupation
1	Carpenters and Joiners
2	Electricians
3	Construction Managers
4	Plumbers
5	Painting Trades Workers

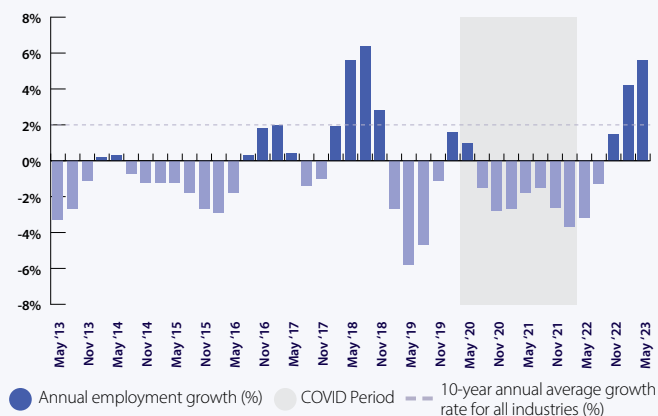
Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. ABS, Job Vacancies, Australia, May 2023, original data. JSA, Skills Priority List 2023.



Share of Industry Employment



Annual Employment Growth (%)



Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Characteristics of Employment Survey, 2022. Share of Industry Employment Source: ABS Labour Force, Detailed, May 2023, four quarter average. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. ABS, Labour Force Survey, Detailed, May 2023, trend data.

Manufacturing

The Manufacturing industry employs a large number of people and covers manufacturing processes for products such as food and beverages, clean energy, clothing and footwear, medicine, mineral and metals, machinery and equipment. The industry is moving towards a digital future creating new career opportunities in specialised processes, working with the latest technologies and manufacturing techniques.

In trend terms, employment grew by 5.6% over the past 12 months, with this industry making up around 6% of total employment. However, employment in Manufacturing has generally been on a long-term declining trend. Despite growth in the past year, current employment in Manufacturing is still below the level it was 10 years ago.

ABS Job Vacancy Survey data showed that while job vacancies fell by just over 20% over the past 12 months, they remain more than 80% above their February 2020 (pre COVID-19 pandemic) level, with this industry making up around 5% of total job vacancies.

Large-employing occupations that currently have a skills shortage include Structural Steel and Welding Trades Workers and Metal Fitters and Machinists.

Top employing occupations

Rank	Occupation
1	Structural Steel and Welding Trades Workers
2	Production Managers
3	Metal Fitters and Machinists
4	Packers
5	Food and Drink Factory Workers

Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. ABS, Job Vacancies, Australia, May 2023, original data. JSA, Skills Priority List 2023.

Professional, Scientific and Technical Services

The major service provided by this industry is specialist professional, scientific and technical expertise that adds value to other businesses and individuals outside this sector. Jobs in this industry are related to scientific research, architecture, engineering, computer systems design, law, accountancy, advertising, market research, management and other consultancy, veterinary science and professional photography.

In trend terms, employment grew by 4.9% over the past 12 months, with this industry making up more than 9% of total employment. This is consistent with a long-term trend of strong growth — employment in this industry has grown by more than 40% over the past 10 years.

ABS Job Vacancy Survey data showed that job vacancies grew by around 4% over the past 12 months and by almost 70% since February 2020 (prior to the COVID-19 pandemic), with this industry making up around 11% of total job vacancies.

A number of large-employing occupations currently have a skills shortage including Software and Applications Programmers, Advertising and Marketing Professionals and Solicitors.

Top employing occupations

Rank	Occupation
1	Accountants
2	Software and Applications Programmers
3	Solicitors
4	Management and Organisation Analysts
5	Advertising and Marketing Professionals

Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. ABS, Job Vacancies, Australia, May 2023, original data. JSA, Skills Priority List 2023.

Financial and Insurance Services

Working in the Financial and Insurance Services industry means being responsible for the management of money, with jobs including creating, facilitating and managing financial assets and transactions, and the management of risks and liabilities. Jobs can be in government or private companies.

In the public sector (government), occupations cover areas like financial policy and regulation, managing government funds and economy, and monitoring large financial movements and companies. In the private sector, services can range from lending finances and operating money transfer systems, dealing stocks, foreign currency exchanges, providing financial advice planning to companies and people, and managing risk and assets. Jobs can be in banks, credit unions, superannuation and insurance providers, investment managers and stockbrokers.

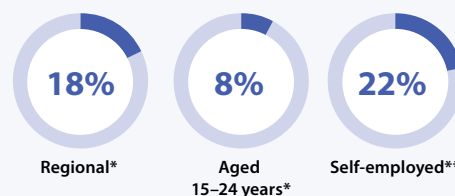
In trend terms, employment fell by 2.8% over the past 12 months, with this industry making up around 4% of total employment.

ABS Job Vacancy Survey data showed that while job vacancies fell by around one-third (34%) over the past 12 months, they remain above February 2020 (pre COVID-19 pandemic) levels, with this industry making up around 3% of total job vacancies.

Top employing occupations

Rank	Occupation
1	Financial Investment Advisers and Managers
2	Credit and Loans Officers
3	Bank Workers
4	Financial Brokers
5	Insurance, Money Market and Statistical Clerks

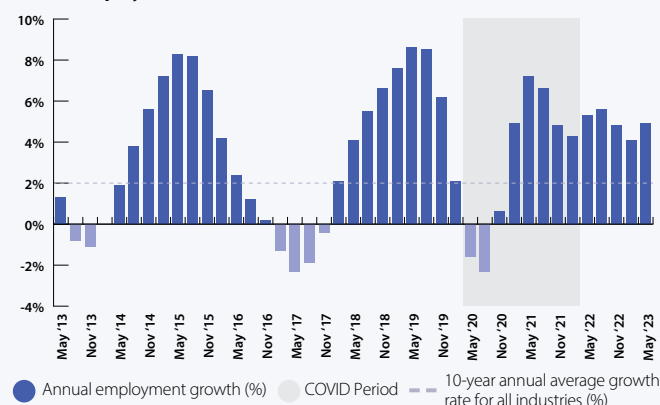
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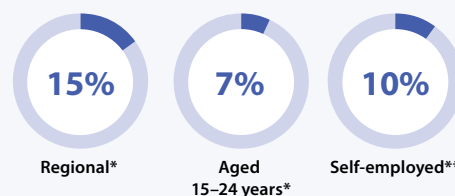
Share of Industry Employment



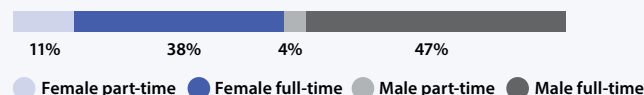
Annual Employment Growth (%)



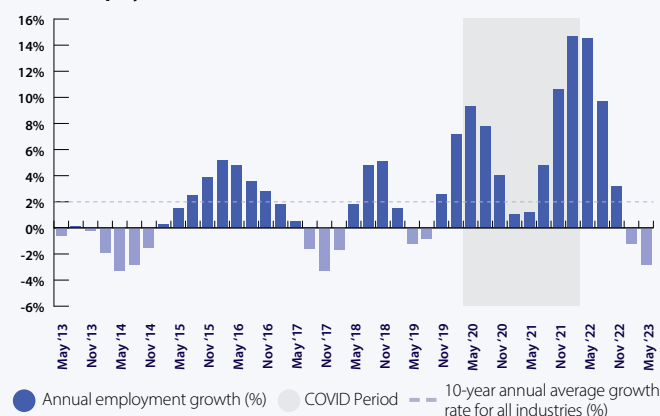
Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Characteristics of Employment Survey, 2022. Share of Industry Employment Source: ABS Labour Force, Detailed, May 2023, four quarter average. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. ABS, Labour Force Survey, Detailed, May 2023, trend data.



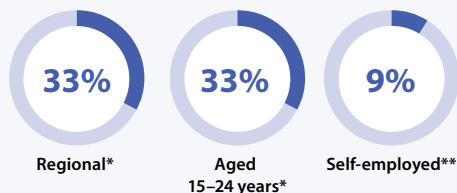
Share of Industry Employment



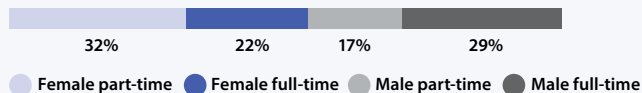
Annual Employment Growth (%)



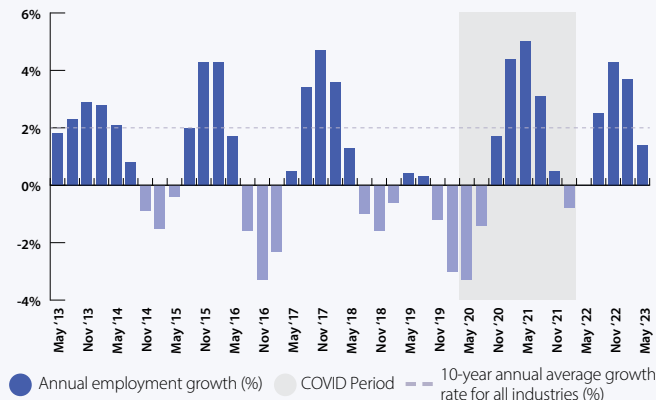
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Share of Industry Employment



Annual Employment Growth (%)



Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Characteristics of Employment Survey, 2022. Share of Industry Employment Source: ABS Labour Force, Detailed, May 2023, four quarter average. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. ABS, Labour Force Survey, Detailed, May 2023, trend data.

Retail Trade

Retail Trade is one of Australia's largest employing industries, and accounts for more than 1.3 million workers. This industry covers the display and sale of new or used goods to consumers, for personal or household consumption, including online sales. It also includes purchase and on-selling, commission-based buying, and commission-based selling of goods (without significant transformation).

Jobs are in any retail setting that offers goods for public sale, department stores, non-store retailing and retail commission-based buying and/or selling. Jobs involve selling food, fuel, motor vehicles and their parts, pharmaceuticals, hardware, building and garden supplies, clothing, footwear and personal accessories, recreational goods, furniture, floor coverings, houseware and textile goods, and electrical and electronic goods.

Retail Trade employs more young people than most other industries (33% are aged 15 to 24) because entry level roles within the industry generally do not require prior experience or qualifications and flexible work conditions are common.

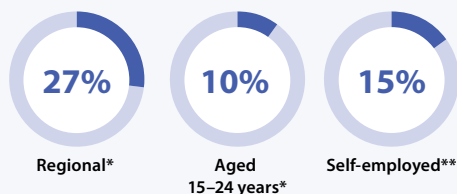
In trend terms, employment grew by 1.4% over the past 12 months, with this industry making up more than 9% of total employment.

ABS Job Vacancy Survey data showed that while job vacancies fell by just over 20% over the past 12 months, they remain more than 70% above their February 2020 (pre COVID-19 pandemic) level, with this industry making up around 8% of total job vacancies.

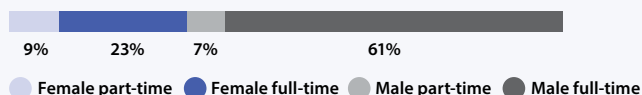
Top employing occupations

Rank	Occupation
1	Sales Assistants (General)
2	Retail Managers
3	Checkout Operators and Office Cashiers
4	Shelf Fillers
5	Storepersons

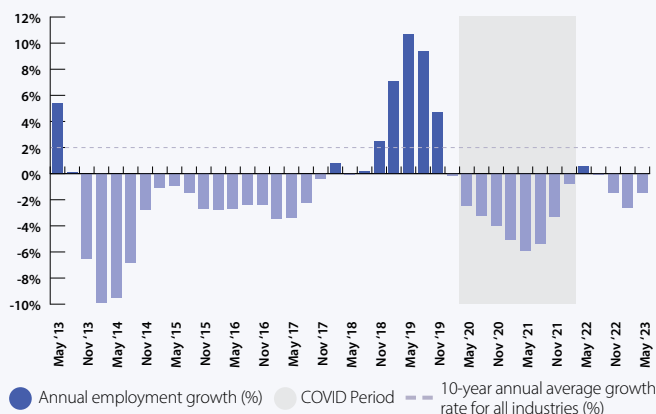
Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. ABS, Job Vacancies, Australia, May 2023, original data.



Share of Industry Employment



Annual Employment Growth (%)



Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Characteristics of Employment Survey, 2022. Share of Industry Employment Source: ABS Labour Force, Detailed, May 2023, four quarter average. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. ABS, Labour Force Survey, Detailed, May 2023, trend data.

Wholesale Trade

Businesses in the Wholesale Trade industry sell and distribute goods to other businesses (in both the private sector and the public sector). They sell (or arrange the purchase or sale of) goods for resale as well as raw and intermediate materials and supplies that are used in production.

Wholesaling involves high value and/or bulk volume transactions, and customers are generally reached through trade-specific contacts. Therefore, wholesalers do not usually have a shop front to sell their items; they are the middle step between producers and retailers. Premises usually include warehouses or large storage facilities, or offices with little or no display of goods.

In trend terms, employment fell by 1.5% over the past 12 months, with this industry making up just under 3% of total employment. This is consistent with the longer-run trend, with current employment in wholesale trade being around 15% below the level it was 10 years ago.

ABS Job Vacancy Survey data showed that while job vacancies fell by around 20% over the past 12 months, they remain above February 2020 (pre COVID-19 pandemic) levels, with this industry making up around 4% of total job vacancies.

Top employing occupations

Rank	Occupation
1	Storepersons
2	Sales Assistants (General)
3	Advertising, Public Relations and Sales Managers
4	Importers, Exporters and Wholesalers
5	Purchasing and Supply Logistics Clerks

Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. ABS, Job Vacancies, Australia, May 2023, original data.

Mining

The Mining industry extracts naturally occurring mineral solids such as coal and ores, liquid minerals such as crude petroleum, and gases such as natural gas. Mining activities include underground or open cut mining, dredging, quarrying, well operations or evaporation pans, recovery from ore dumps or tailings as well as beneficiation (or improvement) activities (preparing, including crushing, screening, washing and flotation). Other preparation work is customarily performed at the mine site and as a part of mining activity.

Mining is an important industry in terms of its export revenue, but it is a relatively small employing industry, accounting for around 2% of Australian jobs. Employment in this industry tends to have periods of strong growth followed by periods when total employment falls. In trend terms, employment grew by 5.2% over the past 12 months.

ABS Job Vacancy Survey data showed that job vacancies grew by almost 5% over the past 12 months and by almost 80% since February 2020 (prior to the COVID-19 pandemic), with this industry making up around 3% of total job vacancies.

A number of large-employing occupations currently have a skills shortage include Drillers, Miners and Shot Firers, Metal Fitters and Machinists, Truck Drivers, Electricians and Mining Engineers.

Top employing occupations

Rank	Occupation
1	Drillers, Miners and Shot Firers
2	Metal Fitters and Machinists
3	Other Building and Engineering Technicians
4	Truck Drivers
5	Electricians

Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. ABS, Job Vacancies, Australia, May 2023, original data. JSA, Skills Priority List 2023.

Agriculture, Forestry and Fishing

The Agriculture, Forestry and Fishing industry uses natural resources (land and water) to produce food, raw material and goods for sale in Australia and overseas. Work in this industry is diverse. Agriculture can involve the production of crops and farming of animals. Forestry can include growing, maintaining and harvesting forests. Fishing activities include breeding and farming of seafood.

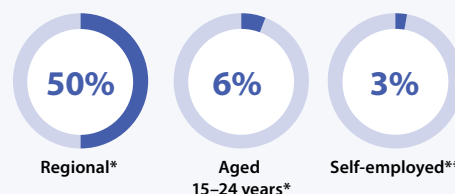
Sustainable management of natural resources is a key responsibility of the industry and technology is changing crop production, farming of animals, and the management of our forests and fisheries.

In trend terms, employment grew by 2.3% over the past 12 months, with this industry making up around 2% of total employment. However, employment in this industry remains below the level it was 5 years ago.

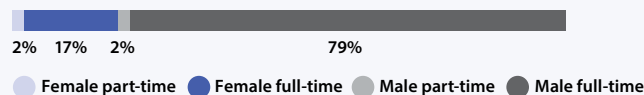
Top employing occupations

Rank	Occupation
1	Livestock Farmers
2	Crop Farmers
3	Mixed Crop and Livestock Farmers
4	Crop Farm Workers
5	Livestock Farm Workers

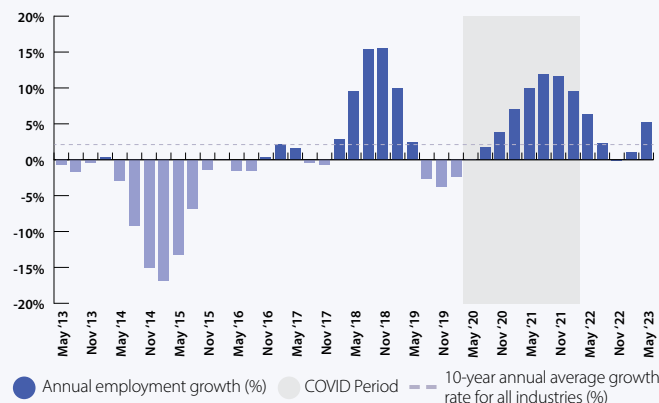
Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. ABS, Job Vacancies, Australia, May 2023, original data.



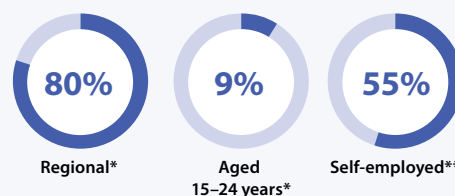
Share of Industry Employment



Annual Employment Growth (%)



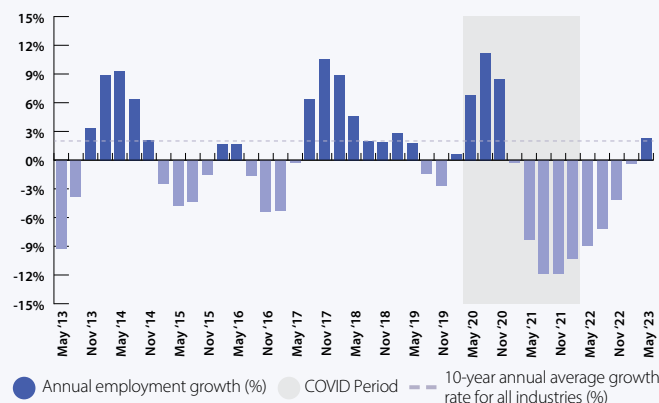
Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Characteristics of Employment Survey, 2022. Share of Industry Employment Source: ABS Labour Force, Detailed, May 2023, four quarter average. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. ABS, Labour Force Survey, Detailed, May 2023, trend data.



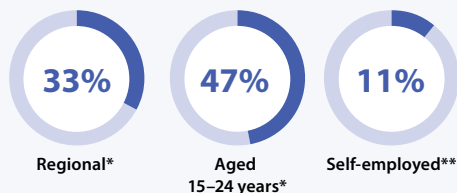
Share of Industry Employment



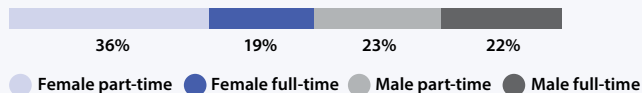
Annual Employment Growth (%)



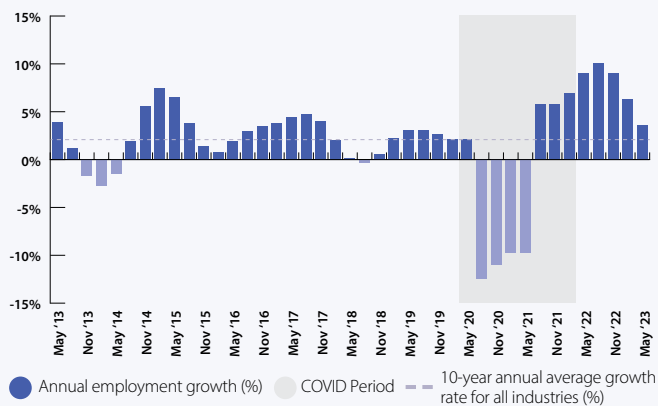
Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Characteristics of Employment Survey, 2022. Share of Industry Employment Source: ABS Labour Force, Detailed, May 2023, four quarter average. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. ABS, Labour Force Survey, Detailed, May 2023, trend data.



Share of Industry Employment



Annual Employment Growth (%)



Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Characteristics of Employment Survey, 2022. Share of Industry Employment Source: ABS Labour Force, Detailed, May 2023, four quarter average. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. ABS, Labour Force Survey, Detailed, May 2023, trend data.

Accommodation and Food Services

The Accommodation and Food Services industry provides hospitality services with most jobs in hotels, motels, cafes, restaurants, take-away shops, bars and pubs. Other businesses providing hospitality services include catering, short-stay accommodation, such as bed and breakfast and serviced apartments, caravan parks, holiday houses, ski lodges, student and youth hostels.

Accommodation and Food Services provides many opportunities for young people looking for their first job, or for mature aged workers looking to re-enter the workforce. One in every 3 workers in this industry live in regional Australia, and almost half of all workers are between 15–24 years of age, the highest of any industry.

Accommodation and Food Services was one of the industries hardest hit by the COVID-19 pandemic, but employment has since rebounded strongly. In trend terms, employment grew by 3.6% over the past 12 months, with this industry making up around 7% of total employment.

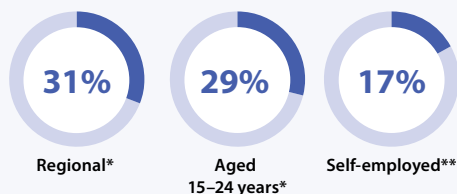
ABS Job Vacancy Survey data showed that while job vacancies fell by almost 20% over the past 12 months, they remain at more than double their February 2020 (pre COVID-19 pandemic) level, with this industry making up around 10% of total job vacancies.

Large-employing occupations that currently have a skills shortage include Chefs and Cooks.

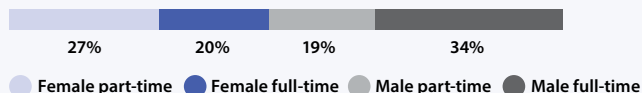
Top employing occupations

Rank	Occupation
1	Waiters
2	Kitchenhands
3	Chefs
4	Bar Attendants and Baristas
5	Sales Assistants (General)

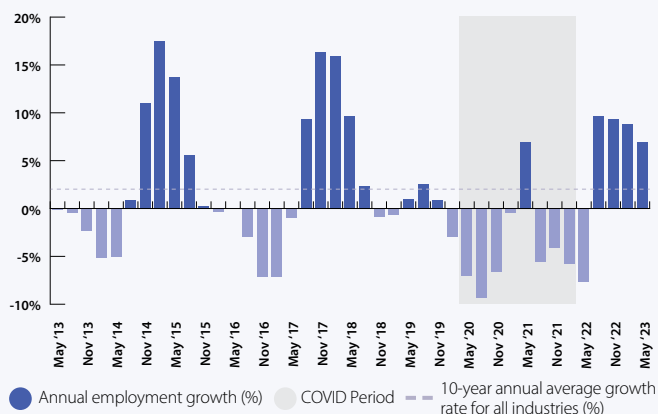
Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. ABS, Job Vacancies, Australia, May 2023, original data. JSA, Skills Priority List 2023.



Share of Industry Employment



Annual Employment Growth (%)



Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Characteristics of Employment Survey, 2022. Share of Industry Employment Source: ABS Labour Force, Detailed, May 2023, four quarter average. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. ABS, Labour Force Survey, Detailed, May 2023, trend data.

Arts and Recreation Services

The Arts and Recreation Services industry supports, fosters and showcases our creative, sporting and cultural resources. Arts industry jobs range from cultural, creative and performing arts, and include work in theatre and TV, music and visual arts, museums and libraries. Recreational jobs cover sports and fitness and the support and management of community spaces and activities.

Jobs in this industry can be located within museums, art galleries, zoos, parks, botanical gardens, sports centres, theatres, studios, libraries, and various entertainment venues.

This is a relatively small employing industry, accounting for around 2% of Australian jobs. Along with Accommodation and Food Services, this was one of the industries hardest hit by the COVID-19 pandemic, but employment has since rebounded strongly. In trend terms, employment grew by 7% over the past 12 months.

ABS Job Vacancy Survey data showed that while job vacancies fell by almost 10% over the past 12 months, they remain at more than triple their February 2020 (pre COVID-19 pandemic) level, with this industry making up just under 2% of total job vacancies.

Top employing occupations

Rank	Occupation
1	Sports Coaches, Instructors and Officials
2	Fitness Instructors
3	Sportspersons
4	Music Professionals
5	Amusement, Fitness and Sports Centre Managers

Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. ABS, Job Vacancies, Australia, May 2023, original data.

Transport, Postal and Warehousing

The Transport, Postal and Warehousing industry includes businesses engaged in providing transportation of passengers and freight by road, rail, water or air. This industry also includes other transportation activities such as postal services, pipeline transport and scenic and sightseeing transport, warehousing and storage.

Businesses that facilitate the movement of freight, such as import/export agents, freight forwarders, and shipping agents, are also part of this industry.

Most jobs are in air, road and rail transport, scenic and sightseeing transport, pipeline transport, postal and courier pick-up and delivery services, rail transport, road transport, transport support services, warehousing and storage services and water transport.

In trend terms, employment grew by 3.8% over the past 12 months, with this industry making up around 5% of total employment.

ABS Job Vacancy Survey data showed that while job vacancies fell by just over 10% over the past 12 months, they remain more than 70% above their February 2020 (pre COVID-19 pandemic) level, with this industry making up around 3% of total job vacancies.

Large-employing occupations that currently have a skills shortage include Bus and Coach Drivers, Train and Tram Drivers and Truck Drivers.

Top employing occupations

Rank	Occupation
1	Truck Drivers
2	Storepersons
3	Automobile Drivers
4	Delivery Drivers
5	Bus and Coach Drivers

Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. ABS, Job Vacancies, Australia, May 2023, original data. JSA, Skills Priority List 2023.

Electricity, Gas, Water and Waste Services

The Electricity, Gas, Water and Waste Services industry is evolving with the growth in renewable sources of energy. The industry includes the generation, transmission and distribution of electricity, the supply of gas and water, sewerage systems and treatment and waste disposal services.

Jobs can be located at power or gas extraction plants and also hydro-electric, solar or wind generation facilities.

This is a relatively small employing industry, accounting for around 1% of Australian jobs. The electricity supply sector is responsible for the generation of electricity as well as its transmission and distribution. It is also responsible for arranging the sale of electricity via power distribution systems operated by others.

In trend terms, employment declined by 5.4% over the past 12 months.

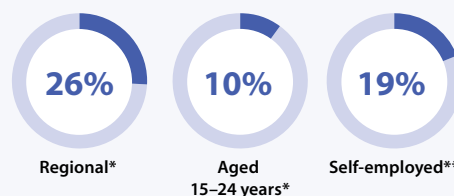
ABS Job Vacancy Survey data showed that job vacancies grew by more than 15% over the past 12 months and have more than doubled since February 2020 (prior to the COVID-19 pandemic), with this industry making up around 1% of total job vacancies.

Large-employing occupations that currently have a skills shortage include Electricians, Electrical Engineers, Electrical Distribution Trades Workers and Truck Drivers.

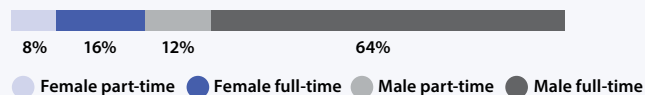
Top employing occupations

Rank	Occupation
1	Truck Drivers
2	Electricians
3	Electrical Engineers
4	Electrical Distribution Trades Workers
5	Contract, Program and Project Administrators

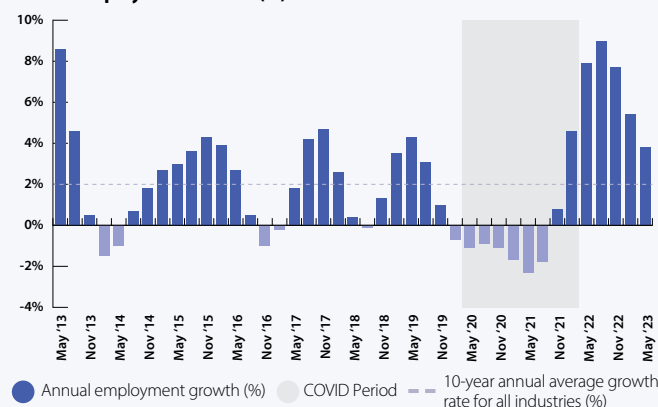
Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. ABS, Job Vacancies, Australia, May 2023, original data. JSA, Skills Priority List 2023.



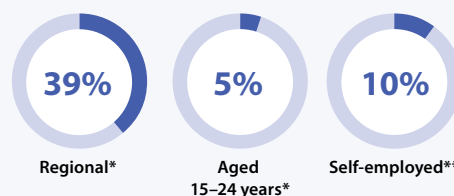
Share of Industry Employment



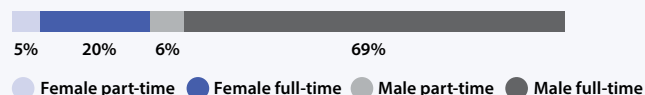
Annual Employment Growth (%)



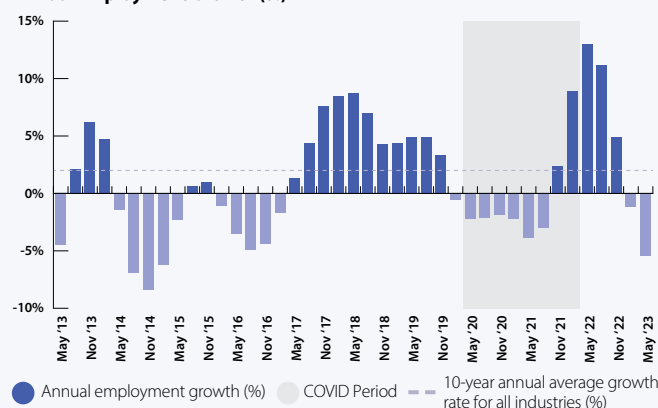
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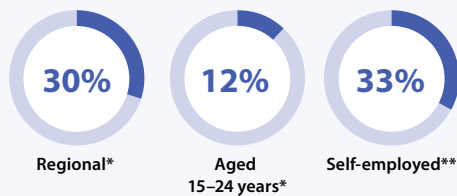
Share of Industry Employment



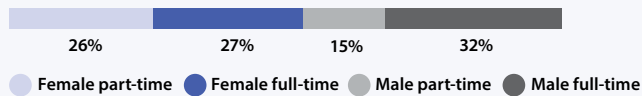
Annual Employment Growth (%)



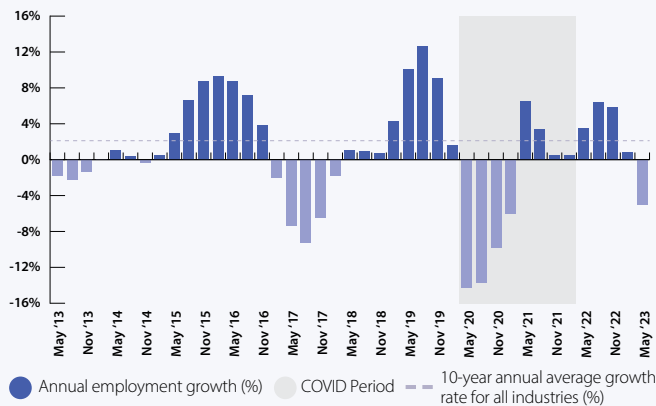
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Share of Industry Employment



Annual Employment Growth (%)



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Administrative and Support Services

The Administrative and Support Services industry provides important services to support the operation of businesses, government bodies and other organisations.

Roles in this small but essential industry can include office administration, call centres, debt collection, hiring personnel, taking sales orders, providing credit reporting, arranging travel, cleaning services, pest control and gardening businesses.

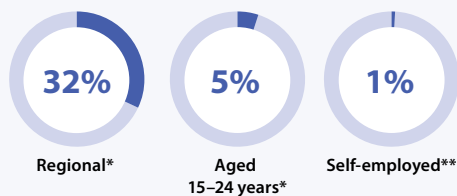
In trend terms, employment declined by 5% over the past 12 months, with this industry making up around 3% of total employment. This was one of the industries hardest hit by the COVID-19 pandemic and current employment is below the level it was 5 years ago.

ABS Job Vacancy Survey data showed that while job vacancies fell by around 2% over the past 12 months, they remain more than 20% above February 2020 (pre COVID-19 pandemic) levels, with this industry making up around 9% of total job vacancies.

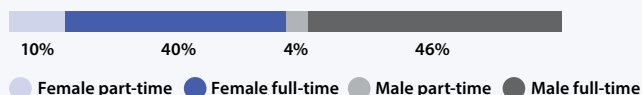
Top employing occupations

Rank	Occupation
1	Commercial Cleaners
2	Domestic Cleaners
3	Human Resource Professionals
4	Gardeners
5	Garden and Nursery Labourers

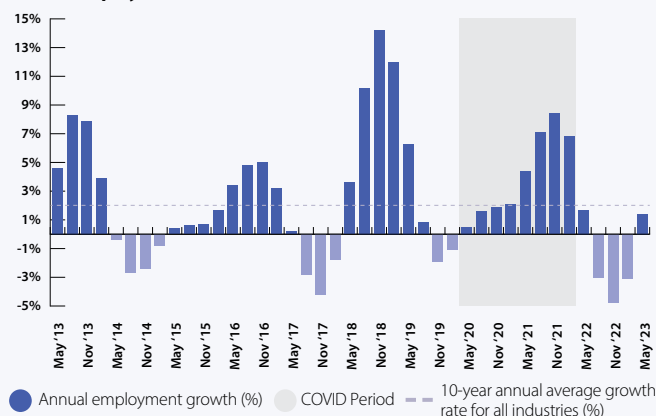
Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. ABS, Job Vacancies, Australia, May 2023, original data.



Share of Industry Employment



Annual Employment Growth (%)



Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Characteristics of Employment Survey, 2022. Share of Industry Employment Source: ABS Labour Force, Detailed, May 2023, four quarter average. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. ABS, Labour Force Survey, Detailed, May 2023, trend data.

Public Administration and Safety

The Public Administration and Safety industry provides services that support physical, social and economic interactions; general public safety and security services; and the enforcing of regulations.

Most jobs are in federal, state and local government administration, the defence force, international government organisations and services like the police force that enforce rules and public order.

In trend terms, employment grew by 1.4% over the past 12 months, with this industry making up more than 6% of total employment. Employment grew significantly early in the COVID-19 pandemic as part of key Government program responses to support citizens, before declining for most of 2022.

ABS Job Vacancy Survey data showed that while job vacancies fell by around 5% over the past 12 months, they remain more than 70% above February 2020 (pre COVID-19 pandemic) levels, with this industry making up around 6% of total job vacancies.

Top employing occupations

Rank	Occupation
1	Police
2	General Clerks
3	Security Officers and Guards
4	Contract, Program and Project Administrators
5	Inspectors and Regulatory Officers

Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. ABS, Job Vacancies, Australia, May 2023, original data.

Information Media and Telecommunications

The Information Media and Telecommunications industry is responsible for a wide range of activities. In media, the industry is responsible for online media and publishing, television and film production and distribution, sound and music recording, print publications such as newspapers and books and the management and storage of information. In telecommunications, the industry is responsible for the design, construction, installation and servicing of telecommunications equipment, systems and facilities.

Jobs in this industry are located in television and radio studios, news companies, libraries, film studios, graphic design companies, advertising companies, publisher houses and telecommunication companies.

While a relatively small industry (representing around 1.5% of employment within Australia), Information Media and Telecommunications has a diverse profile and includes businesses such as newspaper and internet publishers, television and radio broadcasting, and telecommunications infrastructure and networks.

In trend terms, employment declined by 2.3% over the past 12 months. This is consistent with the longer-term trend, with current employment in this industry being around 7% below the level it was 10 years ago. ABS Job Vacancy Survey data showed that while job vacancies fell by more than 25% over the past 12 months, they remain above February 2020 (pre COVID-19 pandemic) levels, with this industry making up around 1% of total job vacancies.

Top employing occupations

Rank	Occupation
1	Telecommunications Trades Workers
2	Film, Television, Radio and Stage Directors
3	Telecommunications Engineering Professionals
4	Journalists and Other Writers
5	Librarians

Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. ABS, Job Vacancies, Australia, May 2023, original data.

Rental, Hiring and Real Estate Services

The Rental, Hiring and Real Estate Services industry includes businesses engaged in selling, buying and managing assets. Real Estate Services include the selling or renting of property, the management of rental properties, and property valuations. Rental and Hiring includes car hiring, farm animal and bloodstock leasing, and leasing of other goods like fashion or heavy machinery. It also includes the hire and lease of assets such as brand names, patents, trademarks and franchise agreements, plus the rental, valuation, selling and management of domestic, commercial and industrial real estate.

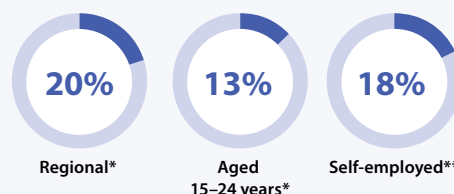
This is a relatively small industry. In trend terms, employment declined by 8.2% over the past 12 months, with this industry making up around 1.5% of total employment.

ABS Job Vacancy Survey data showed that while job vacancies fell by more than 40% over the past 12 months, they remain more than 70% above February 2020 (pre COVID-19 pandemic) levels, with this industry making up just over 1% of total job vacancies.

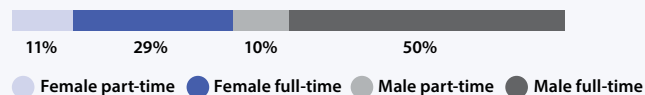
Top employing occupations

Rank	Occupation
1	Real Estate Sales Agents
2	Other Hospitality, Retail and Service Managers
3	General Clerks
4	Accountants
5	Land Economists and Valuers

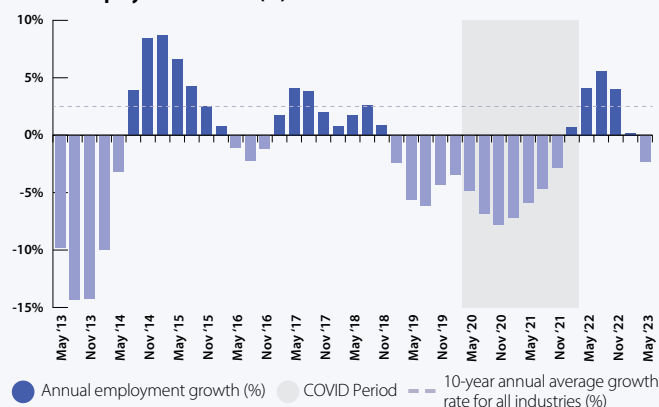
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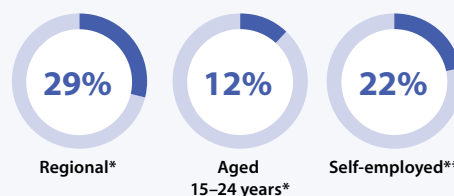
Share of Industry Employment



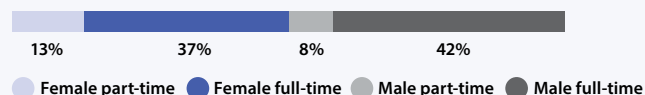
Annual Employment Growth (%)



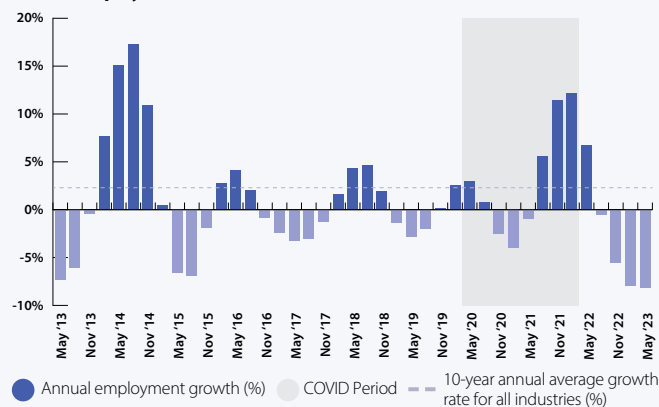
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Share of Industry Employment



Annual Employment Growth (%)



Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Characteristics of Employment Survey, 2022. Share of Industry Employment Source: ABS Labour Force, Detailed, May 2023, four quarter average. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. ABS, Labour Force Survey, Detailed, May 2023, trend data.

Jobs by occupation

Managers

86%

employed full-time

Top employing occupations

- 1 Retail Managers
- 2 Advertising, Public Relations and Sales Managers
- 3 Construction Managers

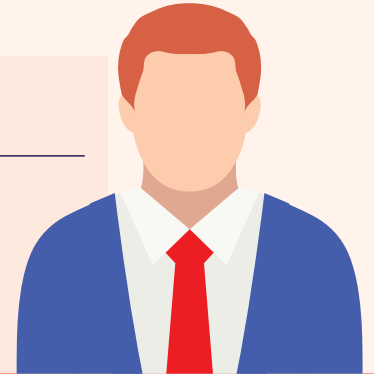
Professionals

More than 1 in 4

Australian workers are Professionals

Top employing occupations

- 1 Registered Nurses
- 2 Accountants
- 3 Primary School Teachers



Technicians and Trades Workers

84%

employed full-time

Top employing occupations

- 1 Electricians
- 2 Carpenters and Joiners
- 3 Metal Fitters and Machinists



Community and Personal Service Workers

Almost 7 in 10

are female

Top employing occupations

- 1 Aged and Disabled Carers
- 2 Child Carers
- 3 Waiters

Clerical and Administrative Workers

Almost 3 in 4

are female

Top employing occupations

- 1 General Clerks
- 2 Receptionists
- 3 Contract, Program and Project Administrators

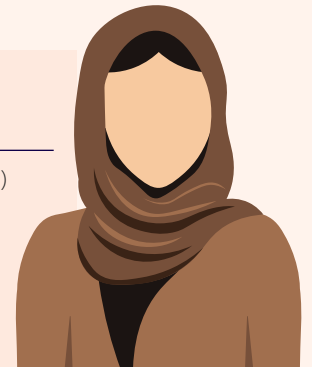
Sales Workers

58%

employed part-time

Top employing occupations

- 1 Sales Assistants (General)
- 2 Checkout Operators and Office Cashiers
- 3 Real Estate Sales Agents



Machinery Operators and Drivers

Almost 9 in 10

workers are male

Top employing occupations

- 1 Truck Drivers
- 2 Storepersons
- 3 Delivery Drivers



Labourers

48%

employed part-time

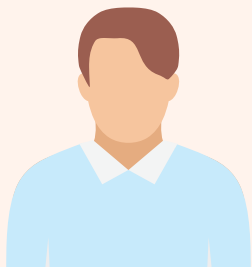
Top employing occupations

- 1 Commercial Cleaners
- 2 Kitchenhands
- 3 Shelf Fillers

Source: Share of Australian workers and Top employing occupations: ABS, Labour Force Survey, Detailed, May 2023, Jobs and Skills Australia (JSA) trend data; Female, Male and Part-time employment shares: ABS, Labour Force Survey, 2022, four-quarter average data, customised report

VET Alumni stories

The Australian VET Alumni is a national community of VET graduates, registered training organisations, practitioners and businesses, who are passionate advocates for VET, encouraging greater participation and best practice in VET. Read more at yourcareer.gov.au.



Ben

Electrotechnician

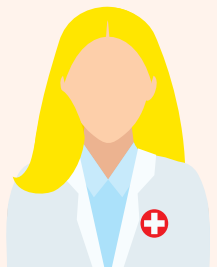
"Apprenticeships are very diverse and offer so many more practical options than a university degree. Often you'll find trades people are much better equipped to hit the ground running than graduates because they've had quality on the job exposure and experience. I really think apprenticeships are the way of the future."



Louise

Apprentice Trainer and Assessor Heavy Vehicle and Plant Mechanic

"I've always loved working with my hands, diagnosing problems and making things. On the farm I loved getting my hands dirty, riding bikes and fixing them up. I did a week's work experience at a diesel engine manufacturer and loved it. I lived my apprenticeship for 4 years and finishing it has been my greatest achievement."



Hannah

Health Care

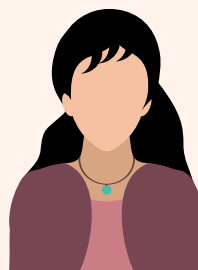
"When I first heard about school apprenticeships, I thought they were only in trades such as being an electrician or carpenter. I was thrilled when I found that options such as aged care or disability care were also available. I've been working part time since my apprenticeship ended. I am hoping to continue working during my time at university and come back as a nurse or occupational therapist."



Peter

Sales representative

"An apprenticeship gives you great opportunities to excel in a career. Once you have finished your trade you have the opportunity to become more independent and one day become your own boss. I always encourage people who are thinking about an Australian Apprenticeship to do one — it can fast-track your career."

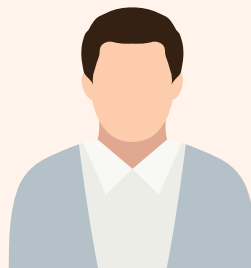


Joanne

Project Officer

Jo has a Masters Degree in Adult Education and Training and a qualification in Indigenous Archaeology and is totally at home in the world of teaching.

"In Australia, VET is a first-class education pathway," says Jo. "Literacy and numeracy is a huge issue for many and can contribute to low self-esteem and restricted opportunities. People leave our courses feeling more confident. When they exit they're at an amazing point and able to do so much."



Robert

Teacher

After completing his Australian Apprenticeship in commercial cookery, Robert became an executive chef and opened his own restaurant. Robert then moved into TAFE hospitality teaching before becoming a secondary school technical and applied studies teacher.

"If you complete a VET qualification you have a high percentage of starting out on your career at a higher base salary than even some university students," says Robert. "When I embarked on my journey, I didn't realise how much freedom I would have, or how much in demand I would be. VET reflects the real world, gives you real skills and supports you in keeping pace with changing times. It equips you well for the future."

Managers

There are over 1.8 million Australians employed in Manager roles across the country. These occupations can be very diverse and Managers work across many different types of organisations and industries. Managers are typically skilled in communication and building relationships, planning, budgeting and problem solving. This is a relatively skilled group, as Managers generally hold senior positions, taking responsibility for staff and operations.

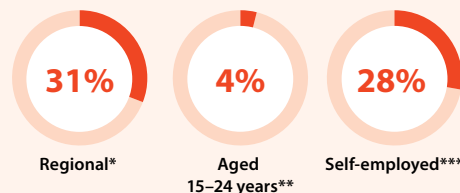
In trend terms, employment grew by 3.5% over the past 12 months, with Managers making up around 13% of total employment. This is consistent with a long-term trend of strong growth — employment of Managers has grown by more than 25% over the past 10 years.

JSA Internet Vacancy Index data showed that online job vacancies grew by 1.9% over the 12 months to May 2023, with roles for Managers making up around 11% of total online job vacancies.

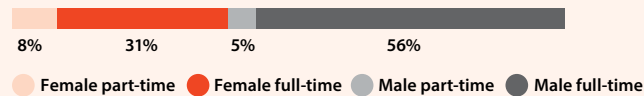
Top employing occupations

Rank	Occupation	Count
1	Retail Managers	243,200
2	Advertising, Public Relations and Sales Managers	167,400
3	Construction Managers	126,600
4	Human Resource Managers	105,800
5	Other Hospitality, Retail and Service Managers	90,900

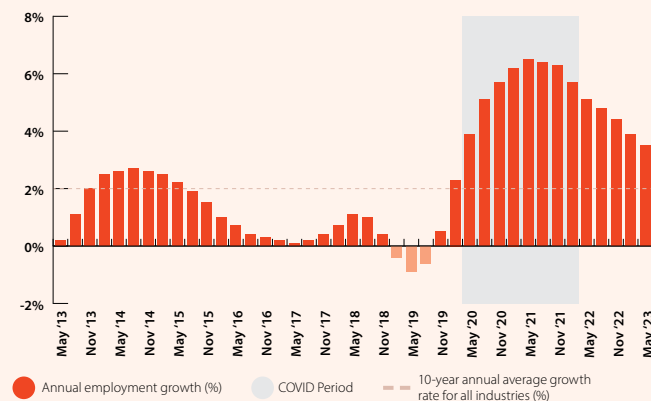
Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data. JSA, Internet Vacancy Index, May 2023, *seasonally adjusted* and three month moving average.



Share of Occupation Employment



Annual Employment Growth (%)



Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Labour Force Survey, 2022, four-quarter average data, customised report, ***ABS, Characteristics of Employment Survey, 2022, Share of Occupation Employment Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. Data have been suppressed for some quarters during this period. Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data.

Professionals

Professionals is the largest employing occupation group in Australia (accounting for more than one in every 4 workers). Professionals perform analytical, conceptual and creative tasks across a range of industries, including the arts, media, business, design, engineering, the physical and life sciences, transport, education, health, information and communication technology, the law, social sciences and social welfare.

In trend terms, employment grew by 4.2% over the past 12 months. This is consistent with a long-term trend of strong growth — employment of Professionals has grown by more than 40% over the past 10 years.

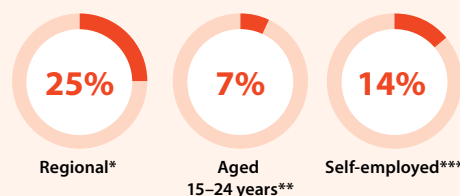
JSA Internet Vacancy Index data showed online job vacancies grew by 5.1% over the 12 months to May 2023, with roles for Professionals making up around 30% of total online job vacancies.

A number of large-employing occupations currently have a skills shortage, including a wide range of Engineering, ICT, Education and Health roles.

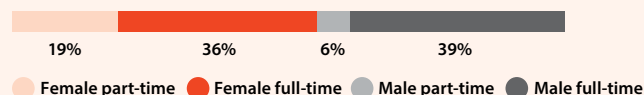
Top employing occupations

Rank	Occupation	Count
1	Registered Nurses	327,800
2	Accountants	205,400
3	Primary School Teachers	164,900
4	Software and Applications Programmers	164,300
5	Secondary School Teachers	141,300

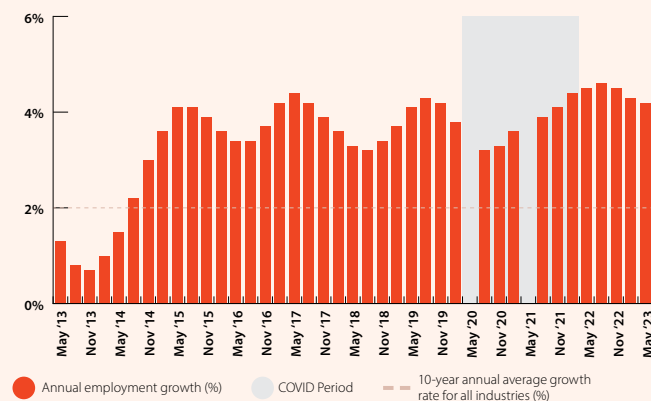
Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data. JSA, Internet Vacancy Index, May 2023, *seasonally adjusted* and three month moving average. JSA, Skills Priority List 2023.



Share of Occupation Employment



Annual Employment Growth (%)



Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Labour Force Survey, 2022, four-quarter average data, customised report, ***ABS, Characteristics of Employment Survey, 2022, Share of Occupation Employment Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. Data have been suppressed for some quarters during this period. Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data.

Technicians and Trades Workers

Technicians and Trades Workers undertake a variety of skilled manual tasks. They apply technical, trade or industry specific knowledge in construction, manufacturing, scientific, engineering and other activities.

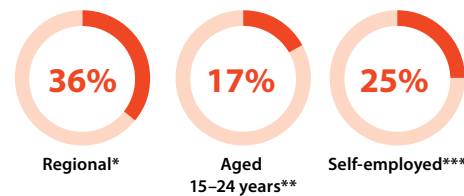
In trend terms, employment grew by 3.5% over the past 12 months, with Technicians and Trades Workers making up around 14% of total employment.

JSA Internet Vacancy Index data showed online job vacancies declined by 1.7% over the 12 months to May 2023, but roles for Technicians and Trades Workers still make up around 14% of total online job vacancies.

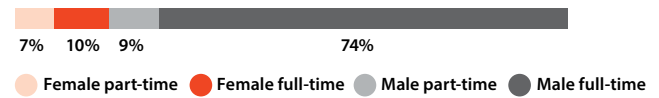
A number of large-employing occupations currently have a skills shortage, including Motor Mechanics, Structural Steel and Welding Trades Workers, Plumbers, Electricians, Carpenters and Joiners, and Hairdressers.

Top employing occupations		
Rank	Occupation	
1	Electricians	177,000
2	Carpenters and Joiners	140,000
3	Metal Fitters and Machinists	120,200
4	Chefs	119,500
5	Motor Mechanics	109,000

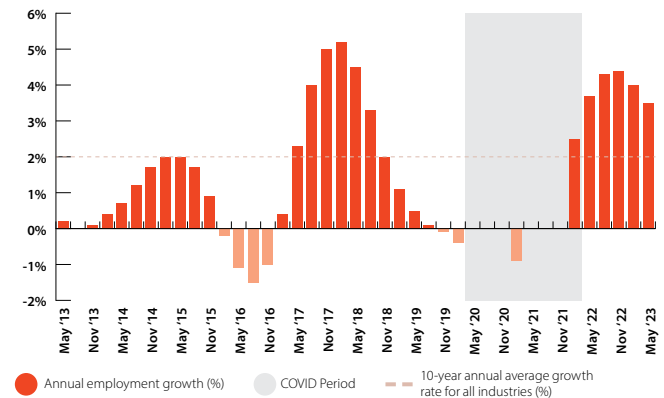
Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data. JSA, Internet Vacancy Index, May 2023, *seasonally adjusted* and three month moving average. JSA, Skills Priority List 2023.



Share of Occupation Employment



Annual Employment Growth (%)



Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Labour Force Survey, 2022, four-quarter average data, customised report; ***ABS, Characteristics of Employment Survey, 2022, four-quarter average data, customised report. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. Data have been suppressed for some quarters during this period. Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data.

Community and Personal Services Workers

Community and Personal Service Workers provide a wide range of services, including aged and disability care, health and social welfare, child care, hospitality, policing, tourism, fitness, sports and personal services.

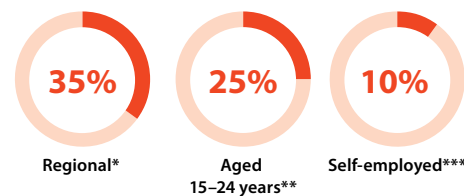
In trend terms, employment grew by 6.0% over the past 12 months, with Community and Personal Service Workers making up around 11% of total employment. This is consistent with a long-term trend of strong growth, with employment of Community and Personal Service Workers having grown by almost 40% over the past 10 years.

JSA Internet Vacancy Index data showed that online job vacancies declined by 9.6% over the 12 months to May 2023. That said, vacancy numbers overall remain at relatively high levels with plenty of opportunities available (particularly in the health and care sectors). Roles for Community and Personal Services Workers still make up around 11% of total online job vacancies.

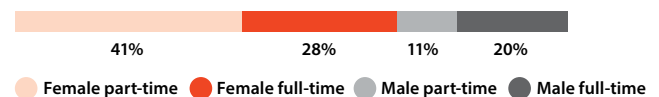
A number of large-employing occupations currently have a skills shortage, particularly in the care sector (such as Child Carers and Aged and Disabled Carers).

Top employing occupations		
Rank	Occupation	
1	Aged and Disabled Carers	296,600
2	Child Carers	162,700
3	Waiters	132,000
4	Education Aides	118,500
5	Bar Attendants and Baristas	111,300

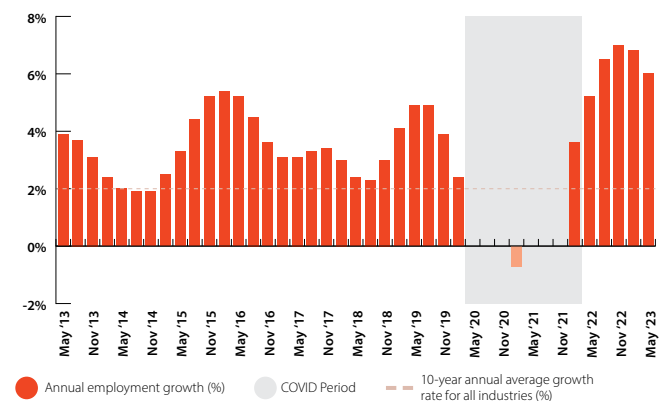
Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data. JSA, Internet Vacancy Index, May 2023, *seasonally adjusted* and three month moving average. JSA, Skills Priority List 2023.



Share of Occupation Employment



Annual Employment Growth (%)



Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Labour Force Survey, 2022, four-quarter average data, customised report; ***ABS, Characteristics of Employment Survey, 2022, four-quarter average data, customised report. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. Data have been suppressed for some quarters during this period. Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data.

Clerical and Administrative Workers

Clerical and Administrative Workers provide support to businesses by organising, storing, manipulating and retrieving information.

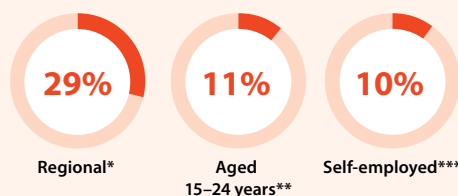
In trend terms, employment grew by 1.9% over the past 12 months, with Clerical and Administrative Workers making up around 13% of total employment. Over the past 10 years, employment growth has been modest (less than 10% for Clerical and Administrative Workers, compared to over 20% for the labour market as a whole).

JSA Internet Vacancy Index data showed online job vacancies declined by 7.6% over the 12 months to May 2023, but roles for Clerical and Administrative Workers still make up around 15% of total online job vacancies.

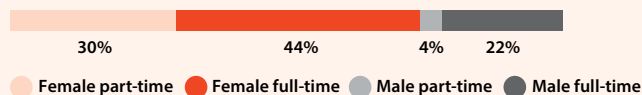
Top employing occupations

Rank	Occupation	Count
1	General Clerks	307,600
2	Receptionists	186,700
3	Contract, Program and Project Administrators	154,800
4	Office Managers	134,300
5	Accounting Clerks	133,600

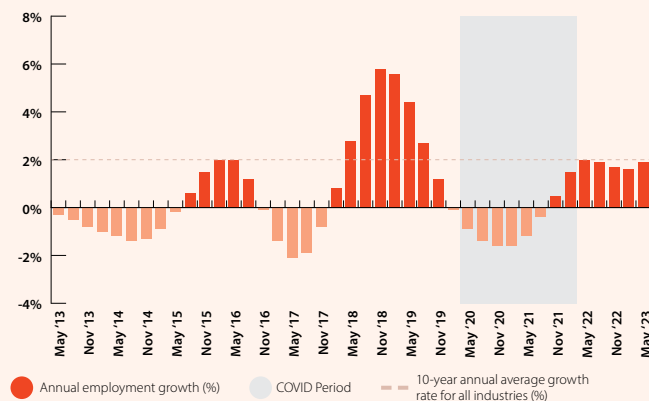
Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data. JSA, Internet Vacancy Index, May 2023, *seasonally adjusted* and three month moving average.



Share of Occupation Employment



Annual Employment Growth (%)



Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Labour Force Survey, 2022, four-quarter average data, customised report, ***ABS, Characteristics of Employment Survey, 2022, Share of Occupation Employment Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. Data have been suppressed for some quarters during this period. Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data.

Sales Workers

Sales Workers sell goods, services and property, and provide sales support.

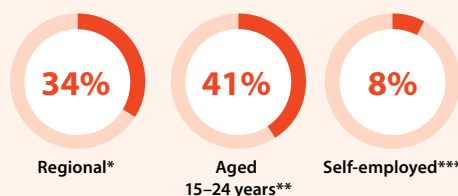
In trend terms, employment grew by 1.2% over the past 12 months, with Sales Workers making up around 8% of total employment. Over the past 10 years, employment growth has been modest (less than 5% for Sales Workers, compared to more than 20% for the labour market as a whole).

JSA Internet Vacancy Index data showed online job vacancies declined by 15.7% over the 12 months to May 2023, but roles for Sales Workers still make up around 7% of total online job vacancies.

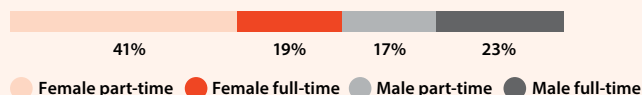
Top employing occupations

Rank	Occupation	Count
1	Sales Assistants (General)	570,000
2	Checkout Operators and Office Cashiers	137,400
3	Real Estate Sales Agents	98,300
4	Sales Representatives	68,900
5	Retail Supervisors	42,600

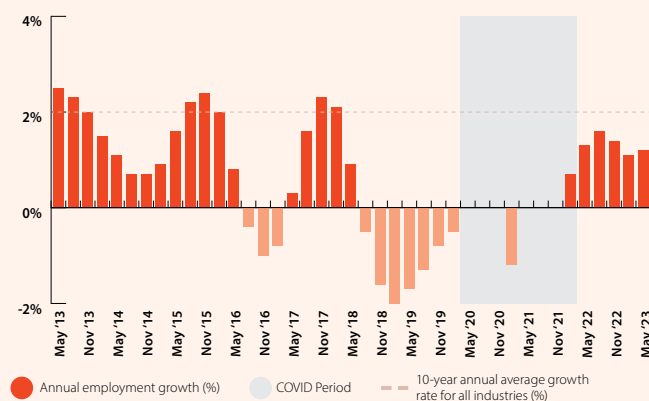
Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data. JSA, Internet Vacancy Index, May 2023, *seasonally adjusted* and three month moving average.



Share of Occupation Employment



Annual Employment Growth (%)



Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Labour Force Survey, 2022, four-quarter average data, customised report, ***ABS, Characteristics of Employment Survey, 2022, Share of Occupation Employment Source: ABS, Labour Force Survey, 2022, four-quarter average data, customised report. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. Data have been suppressed for some quarters during this period. Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data.

Machinery Operators and Drivers

Machinery Operators and Drivers operate machines, vehicles and other equipment to perform a range of agricultural, manufacturing and construction functions, move materials, and to transport passengers and freight.

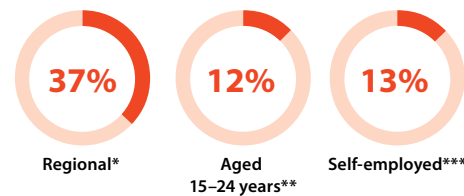
In trend terms, employment grew by 1.4% over the past 12 months, with Machinery Operators and Drivers making up around 6% of total employment.

JSA Internet Vacancy Index data showed that online job vacancies remained relatively stable (declining by 0.9% over the 12 months to May 2023) and that roles for Machinery Operators and Drivers still make up around 5% of total online job vacancies.

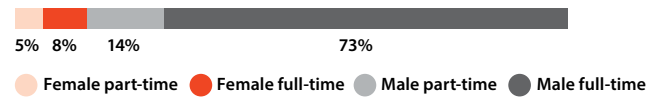
A number of large-employing occupations currently have a skills shortage, including Truck Drivers, Earthmoving Plant Operators, and Drillers, Miners and Shot Firers and Crane, Hoist and Lift Operators.

Top employing occupations		
Rank	Occupation	
1	Truck Drivers	197,000
2	Storepersons	155,500
3	Delivery Drivers	84,900
4	Forklift Drivers	70,300
5	Drillers, Miners and Shot Firers	61,000

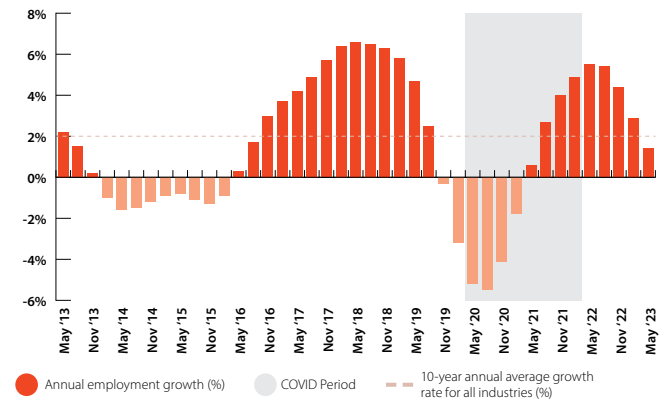
Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data. JSA, Internet Vacancy Index, May 2023, *seasonally adjusted* and three month moving average. JSA, Skills Priority List 2023.



Share of Occupation Employment



Annual Employment Growth (%)



Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Labour Force Survey, 2022, four-quarter average data, customised report, ***ABS, Characteristics of Employment Survey, 2022, four-quarter average data, customised report. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. Data have been suppressed for some quarters during this period. Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data.

Labourers

Labourers perform a variety of routine and repetitive physical tasks. Some Labourer jobs require physical fitness (like Building and Plumbing Labourers) but not all involve heavy work (for example, Fast Food Cooks).

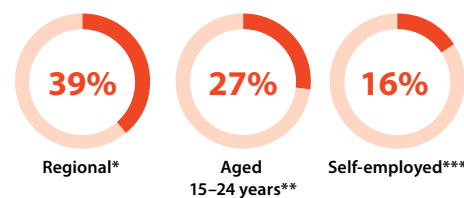
In trend terms, employment grew by 4.3% over the past 12 months, with Labourers making up around 9% of total employment.

The result for the last year is in contrast to modest employment growth over the past 10 years (of less than 10% for Labourers, compared to more than 20% for the labour market as a whole).

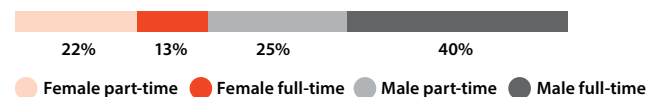
JSA Internet Vacancy Index data showed online job vacancies declined by 24.9% over the 12 months to May 2023, but roles for Labourers still make up around 6% of total online job vacancies.

Top employing occupations		
Rank	Occupation	
1	Commercial Cleaners	152,500
2	Kitchenhands	148,000
3	Shelf Fillers	69,000
4	Building and Plumbing Labourers	68,700
5	Other Miscellaneous Labourers	65,200

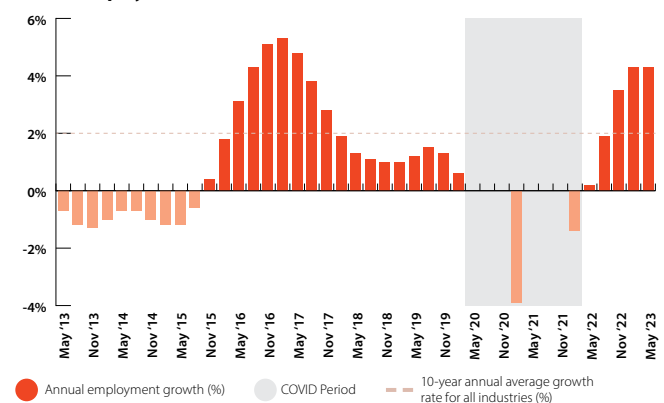
Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data. JSA, Internet Vacancy Index, May 2023, *seasonally adjusted* and three month moving average.



Share of Occupation Employment



Annual Employment Growth (%)



Source: *ABS Labour Force, Detailed, May 2023, four quarter averages; **ABS, Labour Force Survey, 2022, four-quarter average data, customised report, ***ABS, Characteristics of Employment Survey, 2022, four-quarter average data, customised report. Annual employment growth graph note: Given large month-to-month changes during the COVID-19 pandemic, resulting in multiple trend breaks, the ABS recommends caution when using trend estimates during the period from May 2020 to February 2022 inclusive. Data have been suppressed for some quarters during this period. Source: ABS, Labour Force Survey, Detailed, May 2023, JSA trend data.

Guide to the Occupation Matrix

How do I use the Matrix?

Employment and training decisions should be made after consideration of all relevant issues, including aptitude, interests, expectations about pay and working conditions, training requirements and goals.

The Occupation Matrix (the Matrix) includes summary statistical information for around 350 occupations, which can provide useful background, but it needs to be read in conjunction with other occupational resources.

Titles in the Matrix have been grouped into broad categories based on field of work to assist users to better explore the labour market. There are 21 groupings.

- Accounting, Banking and Financial Services
- Administration and Human Resources
- Advertising, Public Relations, Media and Arts
- Agriculture, Animal and Horticulture
- Automotive, Transport and Logistics
- Construction, Architecture and Design
- Education and Training
- Electrical and Electronics
- Engineers and Engineering Trades
- Executive and General Management
- Government, Defence and Protective Services
- Health and Community Services
- Hospitality, Food Services and Tourism
- Information and Communication Technology (ICT)
- Legal and Insurance
- Manufacturing
- Mining and Energy
- Personal Services
- Sales, Retail, Wholesale and Real Estate
- Science
- Sports and Recreation

Some titles appear in more than one category.

The relevant occupation major group is listed in brackets after each occupation title. These refer to the groups on pages 50 to 55.

Key	Occupation
M	Managers
P	Professionals
TT	Technicians and Trades Workers
CP	Community and Personal Service Workers
CA	Clerical and Administrative Workers
SW	Sales Workers
MO	Machinery Operators and Drivers
L	Labourers

Employment May 2023 and 5 year (employment) change to May 2023

The employment information gives the total number of people employed in the occupation at May 2023. It includes both full-time and part-time workers.

Employment change refers to levels of employment increasing or decreasing, as well as the percentage change, over the 5 years to May 2023.

Data Source: ABS, Labour Force Survey, Detailed, May 2023, data trended by Jobs and Skills Australia

Working part-time

This column shows the proportion of workers in the occupation who work part-time. The information uses the ABS definition of part-time, which is working less than 35 hours per week.

Share of females who are part-time

This shows the proportion of employed females who work part-time.

Share of males who are part-time

This shows the proportion of employed males who work part-time.

Data Source: ABS, Labour Force Survey, Detailed (2023 Custom Report), 2022 four-quarter average

Female

This shows the proportion of those employed in the occupation who are female.

Data Source: ABS, Labour Force Survey, Detailed (2023 Custom Report), 2022 four-quarter average

Aged 15 to 24 years

This shows the proportion of those employed in the occupation who are aged 15 to 24 years.

Data Source: ABS, Labour Force Survey, Detailed (2023 Custom Report), 2022 four-quarter average

Unemployment rate

The unemployment rate is the number of unemployed persons as a percentage of the labour force (employed plus unemployed).

The unemployment rate is presented in three categories: below average, average and above average. These categories are based on the occupation's average unemployment rate in 2022 relative to the average across all occupations.

Occupational unemployment rates do not reflect underutilised skills (such as an Accountant working as an Accounting Clerk).

The occupational unemployment rate may be lower than the published national unemployment rate as it does not include first-time job seekers and those who have not worked full-time or part-time in the past 2 years. An occupation may have a high unemployment rate but also be experiencing shortages for particular skills.

Data Source: ABS, Labour Force Survey, Detailed (2023 Custom Report), 2022 four-quarter average

Median earnings

Median weekly earnings are before tax and are for full-time workers. The median earnings ranges are for all ages and levels of experience. They are indicative only and cannot be used to determine what a worker will actually earn. Data are not available for all occupations.

Key	Earnings
\$	< \$1,153 (below the 20th percentile)
\$\$	\$1,153 – \$1,428 (in the 20th to 40th percentile)
\$\$\$	\$1,429 – \$1,782 (in the 40th to 60th percentile)
\$\$\$\$	\$1,783 – \$2,304 (in the 60th to 80th percentile)
\$\$\$\$\$	> \$2,304 (above the 80th percentile)

Data Source: ABS Survey of Employee Earnings and Hours, May 2021

Skill levels

Skill Level 1 is commensurate with a Bachelor degree or higher qualification; Skill Level 2 is commensurate with an Advanced Diploma or Diploma; Skill Level 3 is commensurate with a Certificate IV or III (including at least 2 years' on-the-job training); Skill Level 4 is commensurate with a Certificate II or III; Skill Level 5 is commensurate with a Certificate I or secondary education.

	Employment	5 year change		Working	Female	Share of females	Share of males	Aged 15	Unemployment	Median	Skill
	May 2023	to May 2023	%	Part-time (p/t)	%	who are p/t	who are p/t	to 24 years			
	'000	'000	%	%	%	%	%	%			
Accounting, Banking and Financial Services											
Accountants (P)	205.4	15.2	8.0	20	57	28	11	6	Below Average	\$\$\$	1
Accounting Clerks (CA)	133.6	-0.3	-0.2	33	78	39	14	6	Below Average	\$\$	4
Auditors and Company Secretaries (P)	31.1	8.5	37.6	12	56	17	5	10	Below Average	\$\$\$\$	1
Bank Workers (CA)	44.3	-7.2	-13.9	28	66	36	10	10	Below Average	\$\$	3
Bookkeepers (CA)	94.3	-9.3	-9.0	66	91	68	46	2	Below Average	\$\$	3
Credit and Loans Officers (CA)	36.1	6.7	22.7	13	51	21	5	7	Below Average	\$\$\$	3
Debt Collectors (CA)	4.4	-3.7	-45.7	17	70	22	0	13	Below Average	\$\$	4
Economists (P)	4.8	-0.6	-11.0	20	44	19	20	8	Above Average	\$\$\$\$	1
Finance Managers (M)	71.6	14.2	24.7	12	49	16	8	1	Below Average	\$\$\$\$\$	1
Financial Brokers (P)	47.0	15.1	47.5	22	38	39	12	4	Below Average	\$\$\$\$\$	2
Financial Dealers (P)	18.0	0.8	4.8	16	33	25	12	6	Below Average	\$\$\$\$\$	1
Financial Investment Advisers and Managers (P)	60.7	12.3	25.4	15	32	23	12	5	Below Average	\$\$\$\$\$	1
Insurance, Money Market and Statistical Clerks (CA)	34.3	4.2	14.1	21	66	27	11	10	Below Average	\$\$	4
Payroll Clerks (CA)	46.9	7.4	18.8	28	81	34	5	4	Below Average	\$\$\$	4
Administration and Human Resources											
Archivists, Curators and Records Managers (P)	8.1	0.9	12.0	17	61	20	9	10	Above Average	\$\$\$\$	1
Call or Contact Centre and Customer Service Managers (M)	39.9	4.0	11.1	11	47	13	9	5	Below Average	\$\$\$\$	2
Call or Contact Centre Workers (CA)	30.1	-3.1	-9.3	23	72	26	16	19	Above Average	\$\$	4
Contract, Program and Project Administrators (CA)	154.8	31.4	25.4	14	57	20	6	4	Below Average	\$\$\$\$	2
Corporate Services Managers (M)	21.9	7.7	54.3	12	57	14	10	1	Average	-	1
Filing and Registry Clerks (CA)	15.9	-2.2	-12.0	44	73	46	42	15	Below Average	\$\$\$	5
General Clerks (CA)	307.6	47.8	18.4	38	81	42	22	13	Below Average	\$\$	4
Human Resource Managers (M)	105.8	48.8	85.7	10	53	17	3	2	Below Average	\$\$\$\$\$	1
Human Resource Professionals (P)	85.8	17.0	24.6	16	73	19	9	10	Below Average	\$\$\$	1
Information Officers (CA)	80.7	1.6	2.0	28	72	33	16	17	Average	\$\$	4
Keyboard Operators (CA)	47.5	-12.1	-20.3	41	84	44	26	15	Above Average	\$\$	4
Mail Sorters (CA)	15.6	4.3	38.1	36	60	41	29	13	Above Average	\$	5
Management and Organisation Analysts (P)	107.0	38.8	56.8	17	44	21	14	4	Below Average	\$\$\$\$	1
Office Managers (CA)	134.3	-2.5	-1.8	30	82	33	16	5	Below Average	\$\$\$	2
Personal Assistants (CA)	49.2	-1.3	-2.6	23	96	23	0	5	Below Average	\$\$\$	2
Receptionists (CA)	186.7	11.2	6.4	55	92	56	48	23	Below Average	\$	4
Secretaries (CA)	37.2	-4.7	-11.3	48	91	50	28	9	Below Average	\$\$	2
Survey Interviewers (CA)	2.7	-0.1	-3.9	70	67	0	0	11	Above Average	-	5
Switchboard Operators (CA)	2.2	-1.5	-39.8	42	88	48	0	25	Above Average	-	5
Advertising, Public Relations, Media and Arts											
Actors, Dancers and Other Entertainers (P)	5.2	-2.3	-30.9	63	69	68	0	37	Above Average	\$\$\$\$	1
Advertising and Marketing Professionals (P)	89.5	15.7	21.3	19	58	25	10	13	Below Average	\$\$\$	1
Advertising, Public Relations and Sales Managers (M)	167.4	26.1	18.5	9	45	16	4	3	Below Average	\$\$\$\$\$	1

Large percentage changes should be interpreted with caution. Percentages of zero should also be interpreted with caution.

	Employment May 2023	5 year change to May 2023		Working Part-time (p/t)	Female	Share of females who are p/t	Share of males who are p/t	Aged 15 to 24 years	Unemployment Rate 2023	Median Earnings	Skill Level
	'000	'000	%	%	%	%	%	%			
Artistic Directors, Media Producers and Presenters (P)	13.2	-0.1	-0.7	26	41	16	33	4	Average	\$\$\$\$	1
Authors, and Book and Script Editors (P)	6.6	-0.6	-8.5	40	51	53	26	3	Below Average	-	1
Fashion, Industrial and Jewellery Designers (P)	15.8	3.9	32.4	13	64	15	5	13	Average	-	1
Film, Television, Radio and Stage Directors (P)	14.6	-0.3	-1.8	25	26	21	28	5	Average	\$\$\$\$	1
Gallery, Library and Museum Technicians (TT)	6.1	-1.4	-18.9	43	86	45	0	9	Below Average	\$\$	2
Graphic and Web Designers, and Illustrators (P)	52.1	-5.1	-9.0	24	49	33	16	8	Below Average	\$\$\$	1
Jewellers (TT)	4.6	-0.4	-8.2	23	37	0	33	3	Below Average	-	3
Journalists and Other Writers (P)	24.6	0.2	0.9	33	52	42	23	12	Below Average	\$\$\$	1
Models and Sales Demonstrators (SW)	9.6	-1.4	-12.8	64	71	72	42	11	Above Average	-	5
Music Professionals (P)	11.5	1.2	11.5	64	22	73	62	14	Above Average	\$\$\$\$	1
Performing Arts Technicians (TT)	16.4	2.7	19.8	44	42	62	30	18	Above Average	\$\$\$	3
Photographers (P)	14.6	-0.3	-2.1	46	54	54	38	7	Below Average	-	2
Public Relations Professionals (P)	28.8	5.0	20.8	22	72	25	15	14	Below Average	\$\$\$\$	1
Signwriters (TT)	5.4	-0.7	-11.5	3	20	0	4	3	Below Average	-	3
Visual Arts and Crafts Professionals (P)	10.8	1.0	10.3	48	54	63	30	3	Average	-	1
Agriculture, Animal and Horticulture											
Agricultural and Forestry Scientists (P)	8.6	-1.5	-14.5	13	38	21	11	4	Below Average	\$\$\$\$	1
Agricultural Technicians (TT)	2.1	-0.2	-6.9	8	35	0	0	38	Below Average	-	2
Agricultural, Forestry and Horticultural Plant Operators (MO)	16.9	2.5	17.1	17	10	0	13	17	Above Average	\$\$	4
Animal Attendants and Trainers (TT)	23.0	5.3	29.8	46	71	50	35	15	Above Average	\$\$	4
Aquaculture Farmers (M)	2.1	-0.7	-25.1	10	24	0	0	7	Below Average	-	1
Aquaculture Workers (L)	0.6	-0.8	-59.8	0	0	0	0	0	Below Average	-	5
Crop Farm Workers (L)	22.4	-2.4	-9.6	35	29	53	28	14	Above Average	\$\$	5
Crop Farmers (M)	35.7	-6.6	-15.5	21	18	39	17	5	Below Average	-	1
Deck and Fishing Hands (L)	6.6	-1.0	-13.4	33	9	0	28	6	Above Average	-	4
Forestry and Logging Workers (L)	1.6	-0.7	-31.0	0	0	0	0	20	Below Average	-	4
Gardeners (TT)	84.1	11.1	15.2	27	10	46	25	17	Below Average	\$\$	3
Garden and Nursery Labourers (L)	40.1	7.0	21.0	44	21	55	41	18	Above Average	\$	5
Livestock Farm Workers (L)	29.5	-2.7	-8.4	37	39	51	28	29	Above Average	\$	5
Livestock Farmers (M)	83.7	2.5	3.1	28	30	40	23	2	Below Average	-	1
Mixed Crop and Livestock Farm Workers (L)	3.9	0.0	0.6	46	41	0	33	33	Below Average	-	5
Mixed Crop and Livestock Farmers (M)	27.0	-1.5	-5.2	12	21	33	7	2	Below Average	-	1
Nurserypersons (TT)	5.7	2.0	52.3	40	38	0	24	6	Above Average	-	3
Primary Products Inspectors (TT)	4.0	0.4	11.3	0	0	0	0	0	Below Average	\$\$	2
Shearers (TT)	1.8	-2.5	-58.1	19	10	0	0	14	Below Average	-	3
Veterinarians (P)	12.4	2.0	19.6	27	61	36	13	5	Below Average	-	1
Veterinary Nurses (TT)	15.2	2.8	22.8	50	97	51	0	34	Below Average	\$	3
Automotive, Transport and Logistics											
Air Transport Professionals (P)	15.6	0.4	2.8	19	5	0	19	4	Below Average	\$\$\$\$\$	1
Automobile Drivers (MO)	56.3	2.6	4.9	32	6	53	31	3	Below Average	-	4
Automotive Electricians (TT)	9.2	1.5	19.2	6	0	0	6	2	Above Average	\$\$	3
Bus and Coach Drivers (MO)	38.8	-4.7	-10.7	40	12	58	38	0	Average	\$\$\$	4

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	Employment	5 year change		Working	Female	Share of females	Share of males	Aged 15	Unemployment	Median	Skill
	May 2023	to May 2023	%	Part-time (p/t)	%	who are p/t	who are p/t	to 24 years			
	'000	'000	%	%	%	%	%	%			
Car Detailers (L)	18.7	1.4	8.3	33	17	44	31	32	Above Average	\$	5
Couriers and Postal Deliverers (CA)	42.3	-1.9	-4.2	21	12	48	17	7	Below Average	\$\$	5
Delivery Drivers (MO)	84.9	26.5	45.3	41	14	60	38	22	Above Average	\$	4
Forklift Drivers (MO)	70.3	7.7	12.4	7	7	12	6	10	Above Average	\$\$	4
Freight and Furniture Handlers (L)	14.7	-1.1	-6.7	33	13	0	31	21	Below Average	\$\$	5
Marine Transport Professionals (P)	10.2	1.5	16.7	13	4	0	11	7	Average	\$\$\$\$	2
Motor Mechanics (TT)	109.0	6.5	6.3	9	3	19	9	22	Below Average	\$\$	3
Motor Vehicle Parts and Accessories Fitters (L)	12.4	0.1	0.4	10	6	0	5	30	Above Average	\$\$	4
Panelbeaters (TT)	10.9	-3.3	-23.4	9	5	0	8	10	Average	\$\$\$	3
Purchasing and Supply Logistics Clerks (CA)	98.9	6.4	6.9	16	44	24	10	11	Below Average	\$\$	4
Railway Track Workers (L)	4.7	-0.2	-3.1	2	0	0	2	0	Below Average	\$\$\$\$	4
Recycling and Rubbish Collectors (L)	3.3	0.5	18.2	37	15	0	39	15	Above Average	\$\$	5
Supply, Distribution and Procurement Managers (M)	50.0	5.6	12.6	6	24	12	4	3	Below Average	\$\$\$\$	1
Train and Tram Drivers (MO)	12.3	-1.5	-10.9	1	16	0	1	1	Average	\$\$\$\$	4
Transport and Despatch Clerks (CA)	42.7	3.4	8.6	10	33	15	7	8	Below Average	\$\$	4
Transport Services Managers (M)	19.8	2.4	13.8	15	20	44	8	1	Below Average	\$\$\$\$	2
Truck Drivers (MO)	197.0	0.1	0.0	10	4	18	10	6	Average	\$\$\$	4
Vehicle Body Builders and Trimmers (TT)	6.5	1.0	18.3	20	7	0	19	0	Below Average	\$\$	3
Vehicle Painters (TT)	9.4	-1.5	-13.4	4	5	0	4	9	Above Average	\$\$\$	3
Construction, Architecture and Design											
Architects and Landscape Architects (P)	29.3	0.6	2.0	15	36	22	12	4	Below Average	\$\$\$\$	1
Architectural, Building and Surveying Technicians (TT)	78.2	8.3	11.9	11	15	35	7	4	Below Average	\$\$\$\$	2
Bricklayers and Stonemasons (TT)	29.0	0.7	2.6	12	1	0	12	13	Below Average	\$\$	3
Building and Plumbing Labourers (L)	68.7	4.1	6.3	20	5	18	20	30	Above Average	\$\$\$	5
Cabinetmakers (TT)	28.0	0.2	0.7	11	7	0	11	22	Below Average	\$\$	3
Carpenters and Joiners (TT)	140.0	10.7	8.3	9	1	0	9	26	Below Average	\$\$\$	3
Civil Engineering Draftspersons and Technicians (TT)	14.8	3.7	33.1	7	16	27	4	9	Below Average	\$\$\$	2
Civil Engineering Professionals (P)	74.4	22.7	43.8	6	12	22	4	9	Below Average	\$\$\$\$	1
Concreters (L)	38.5	-1.0	-2.6	15	2	0	15	17	Average	\$\$\$	5
Construction Managers (M)	126.6	28.8	29.5	8	10	15	7	3	Below Average	\$\$\$\$	1
Crane, Hoist and Lift Operators (MO)	14.4	0.7	5.0	4	4	0	4	0	Above Average	\$\$\$\$	4
Earthmoving Plant Operators (MO)	53.4	5.8	12.2	6	4	0	6	8	Above Average	\$\$\$	4
Fencers (L)	11.1	1.1	10.6	21	9	0	21	8	Average	-	4
Floor Finishers (TT)	9.0	-1.8	-16.4	8	5	0	6	21	Below Average	\$\$	3
Glaziers (TT)	8.1	-2.4	-22.9	8	2	0	8	15	Above Average	-	3
Insulation and Home Improvement Installers (L)	25.6	2.3	9.6	12	6	0	12	13	Above Average	\$\$	4
Interior Designers (P)	18.4	5.8	45.8	38	76	43	22	6	Above Average	\$\$\$	2
Land Economists and Valuers (P)	11.6	0.3	2.3	13	35	20	9	4	Below Average	\$\$\$	1
Other Building and Engineering Technicians (TT)	34.2	8.1	31.0	2	14	2	2	5	Below Average	\$\$\$\$	2
Painting Trades Workers (TT)	56.6	6.0	12.0	17	6	48	15	11	Average	\$\$	3
Paving and Surfacing Labourers (L)	7.9	-0.7	-8.5	4	3	0	4	10	Below Average	\$\$	5

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	Employment	5 year change		Working	Female	Share of females	Share of males	Aged 15	Unemployment	Median	Skill
	May 2023	to May 2023		Part-time (p/t)		who are p/t	who are p/t	to 24 years	Rate 2023	Earnings	Level
	'000	'000	%	%	%	%	%	%			
Plasterers (TT)	30.3	-3.1	-9.2	12	2	0	13	15	Below Average	-	3
Plumbers (TT)	95.4	8.9	10.3	7	1	0	7	26	Below Average	\$\$	3
Roof Tilers (TT)	6.8	-2.9	-29.6	23	9	0	21	32	Above Average	-	3
Safety Inspectors (TT)	5.9	0.9	17.1	14	16	0	13	0	Above Average	-	2
Structural Steel Construction Workers (L)	20.9	-4.2	-16.7	9	1	0	9	9	Above Average	\$\$\$	4
Urban and Regional Planners (P)	17.8	4.0	29.4	10	47	15	6	4	Below Average	\$\$\$\$	1
Wall and Floor Tilers (TT)	20.5	-2.2	-9.7	8	6	0	8	17	Above Average	-	3
Education and Training											
Driving Instructors (CP)	6.6	0.8	12.8	49	22	0	46	0	Below Average	-	3
Early Childhood (Pre-primary School) Teachers (P)	60.2	17.6	41.3	48	97	48	0	12	Average	\$\$\$	1
Education Advisers and Reviewers (P)	27.2	4.4	19.2	28	71	29	27	1	Below Average	\$\$\$\$	1
Education Aides (CP)	118.5	20.2	20.6	74	90	76	55	12	Average	\$	4
Librarians (P)	14.0	2.1	17.7	39	87	38	0	3	Below Average	\$\$\$	1
Library Assistants (CA)	6.3	-0.6	-8.8	65	88	61	0	14	Above Average	-	4
Primary School Teachers (P)	164.9	7.5	4.7	34	88	37	19	5	Below Average	\$\$\$\$	1
Private Tutors and Teachers (P)	45.5	3.7	9.0	76	73	77	74	33	Above Average	-	1
School Principals (M)	27.9	4.5	19.0	3	71	4	0	0	Below Average	-	1
Secondary School Teachers (P)	141.3	3.8	2.7	22	62	26	15	4	Below Average	\$\$\$\$	1
Special Education Teachers (P)	27.3	3.7	15.5	44	81	46	35	7	Below Average	-	1
Teachers of English to Speakers of Other Languages (P)	1.9	-3.1	-62.1	0	0	0	0	0	Above Average	-	1
Training and Development Professionals (P)	29.2	6.4	28.2	21	55	25	17	7	Below Average	\$\$\$\$	1
University Lecturers and Tutors (P)	56.5	-0.3	-0.5	31	50	37	25	4	Above Average	\$\$\$\$\$	1
Vocational Education Teachers (P)	32.7	1.2	3.7	30	52	36	24	1	Below Average	\$\$\$	1
Electrical and Electronics											
Airconditioning and Refrigeration Mechanics (TT)	26.3	-1.2	-4.4	7	2	0	7	22	Below Average	-	3
Electrical Distribution Trades Workers (TT)	9.1	-0.5	-5.5	2	4	0	2	3	Below Average	\$\$\$\$\$	3
Electrical Engineering Draftspersons and Technicians (TT)	9.9	0.7	7.8	9	4	0	8	4	Above Average	\$\$\$\$	2
Electrical Engineers (P)	26.1	6.3	31.5	7	10	8	7	5	Below Average	\$\$\$\$\$	1
Electricians (TT)	177.0	26.2	17.4	6	2	5	6	25	Below Average	\$\$\$\$	3
Electronic Engineering Draftspersons and Technicians (TT)	5.6	-0.4	-6.4	5	14	0	6	3	Below Average	\$\$\$\$	2
Electronics Engineers (P)	6.0	0.4	6.4	8	2	0	8	8	Below Average	\$\$\$\$	1
Electronics Trades Workers (TT)	25.6	-2.3	-8.4	17	6	0	17	14	Below Average	\$\$	3
Engineers and Engineering Trades											
Aircraft Maintenance Engineers (TT)	10.9	0.9	8.9	7	4	0	6	6	Average	\$\$\$\$\$	3
Chemical and Materials Engineers (P)	6.3	0.2	2.7	0	32	0	0	26	Above Average	-	1
Civil Engineering Professionals (P)	74.4	22.7	43.8	6	12	22	4	9	Below Average	\$\$\$\$	1
Electrical Engineers (P)	26.1	6.3	31.5	7	10	8	7	5	Below Average	\$\$\$\$\$	1
Electronics Engineers (P)	6.0	0.4	6.4	8	2	0	8	8	Below Average	\$\$\$\$	1
Engineering Managers (M)	30.4	9.0	41.9	4	11	25	1	1	Below Average	\$\$\$\$\$	1
Industrial, Mechanical and Production Engineers (P)	38.9	6.8	21.3	8	12	16	7	5	Below Average	\$\$\$\$\$	1

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	Employment	5 year change		Working	Female	Share of females	Share of males	Aged 15	Unemployment	Median	Skill
	May 2023	to May 2023		Part-time (p/t)	who are p/t	who are p/t	to 24 years	Rate 2023			
	'000	'000	%	%	%	%	%	%			
Mechanical Engineering Draftspersons and Technicians (TT)	5.9	0.8	15.9	9	18	0	4	2	Below Average	–	2
Metal Casting, Forging and Finishing Trades Workers (TT)	2.8	-0.5	-14.5	32	18	0	29	8	Below Average	–	3
Metal Fitters and Machinists (TT)	120.2	9.5	8.6	4	2	4	4	14	Below Average	\$\$\$\$	3
Mining Engineers (P)	12.6	2.0	18.6	10	13	0	7	6	Average	\$\$\$\$\$	1
Precision Metal Trades Workers (TT)	8.0	0.5	6.8	13	11	0	9	3	Below Average	\$\$\$	3
Sheetmetal Trades Workers (TT)	5.3	-1.5	-21.5	5	2	0	5	27	Above Average	\$\$	3
Structural Steel and Welding Trades Workers (TT)	77.5	1.6	2.2	6	2	0	7	17	Below Average	\$\$\$	3
Telecommunications Engineering Professionals (P)	16.5	3.7	29.0	8	27	19	4	3	Above Average	\$\$\$\$	1
Toolmakers and Engineering Patternmakers (TT)	4.1	0.4	11.3	6	0	0	6	6	Below Average	–	3
Executive and General Management											
Chief Executives and Managing Directors (M)	55.2	5.4	10.8	11	26	12	10	0	Below Average	–	1
General Managers (M)	74.8	28.0	59.7	10	34	17	6	1	Below Average	–	1
Policy and Planning Managers (M)	33.9	11.9	53.8	13	53	23	1	2	Below Average	\$\$\$\$\$	1
Research and Development Managers (M)	18.9	6.6	53.2	11	55	12	10	3	Below Average	\$\$\$\$\$	1
Government, Defence and Protective Services											
Commissioned Officers (Management) (M)	3.3	0.9	37.6	0	7	0	0	0	Below Average	\$\$\$\$\$	1
Fire and Emergency Workers (CP)	18.3	1.4	8.5	2	16	3	2	1	Below Average	\$\$\$\$	3
Inspectors and Regulatory Officers (CA)	39.8	7.9	24.8	11	52	17	6	6	Below Average	\$\$\$	4
Intelligence and Policy Analysts (P)	34.0	6.3	22.6	17	62	25	5	5	Below Average	\$\$\$\$	1
Police (CP)	71.1	6.9	10.8	5	26	18	1	4	Below Average	\$\$\$\$	2
Prison Officers (CP)	24.8	5.4	27.7	9	29	10	7	5	Below Average	\$\$\$\$	4
Security Officers and Guards (CP)	57.4	0.6	1.1	19	15	29	18	12	Above Average	\$\$	4
Health and Community Services											
Aged and Disabled Carers (CP)	296.6	119.4	67.4	56	73	61	45	12	Below Average	\$\$	4
Ambulance Officers and Paramedics (CP)	25.2	7.5	42.8	12	48	17	7	19	Below Average	\$\$\$\$\$	2
Anaesthetists (P)	9.3	5.3	134.9	15	38	19	13	0	Below Average	–	1
Child Care Centre Managers (M)	17.5	2.0	12.7	11	96	11	0	4	Below Average	\$\$\$	1
Child Carers (CP)	162.7	18.7	12.9	49	97	48	69	25	Above Average	\$	3
Chiropractors and Osteopaths (P)	6.9	0.9	15.0	34	48	53	14	4	Below Average	–	1
Counsellors (P)	29.6	3.3	12.6	44	76	45	43	3	Below Average	\$\$\$	1
Dental Assistants (CP)	25.7	0.0	0.2	45	96	45	0	32	Below Average	\$	4
Dental Hygienists, Technicians and Therapists (CP)	7.1	-0.1	-0.9	42	74	57	5	5	Below Average	\$\$	1
Dental Practitioners (P)	16.0	1.8	12.4	38	50	46	30	4	Below Average	\$\$\$\$	1
Enrolled and Mothercraft Nurses (CP)	22.6	-0.9	-3.8	45	90	48	14	14	Below Average	\$\$	2
Generalist Medical Practitioners (P)	75.5	10.9	16.8	24	48	37	12	2	Below Average	\$\$\$\$\$	1
Health and Welfare Services Managers (M)	37.3	13.5	56.6	21	78	23	14	5	Average	\$\$\$\$\$	1
Massage Therapists (CP)	18.5	0.9	5.3	59	75	65	41	1	Below Average	–	2
Medical Imaging Professionals (P)	18.2	-0.7	-3.6	38	79	42	25	14	Below Average	–	1
Medical Technicians (TT)	36.6	5.7	18.3	41	76	46	22	13	Average	\$\$	2
Midwives (P)	18.6	-0.1	-0.3	61	100	61	0	10	Below Average	\$\$\$\$	1

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	Employment	5 year change		Working	Female	Share of females	Share of males	Aged 15	Unemployment	Median	Skill
	May 2023	to May 2023		Part-time (p/t)	%	who are p/t	who are p/t	to 24 years	Rate 2023	Earnings	Level
	'000	'000	%	%	%	%	%	%			
Ministers of Religion (P)	20.2	1.3	6.8	25	26	53	16	2	Below Average	–	1
Nurse Educators and Researchers (P)	7.8	0.8	10.8	49	89	48	0	0	Below Average	\$\$\$\$	1
Nurse Managers (P)	20.7	3.4	19.9	34	82	39	9	0	Below Average	\$\$\$\$\$	1
Nursing Support and Personal Care Workers (CP)	90.2	-4.3	-4.5	55	76	57	48	14	Average	\$\$	4
Nutrition Professionals (P)	8.2	0.1	1.7	48	89	45	0	10	Below Average	–	1
Occupational and Environmental Health Professionals (P)	34.3	8.3	31.7	12	44	18	7	5	Below Average	\$\$\$\$	1
Occupational Therapists (P)	25.9	8.3	47.0	35	91	37	10	20	Below Average	\$\$\$	1
Optometrists and Orthoptists (P)	9.8	3.3	50.4	27	62	40	6	1	Below Average	–	1
Personal Care Consultants (CP)	4.9	-0.8	-13.7	50	88	55	0	0	Below Average	–	4
Pharmacists (P)	37.8	8.4	28.4	26	66	31	15	8	Below Average	\$\$\$\$	1
Physiotherapists (P)	37.3	10.2	37.6	30	68	40	8	13	Below Average	\$\$\$	1
Podiatrists (P)	5.9	1.1	23.0	23	33	57	6	7	Below Average	–	1
Practice Managers (CA)	28.7	4.5	18.7	32	96	33	0	3	Below Average	\$\$\$	2
Psychiatrists (P)	4.5	1.0	27.8	21	48	0	9	0	Below Average	\$\$\$\$\$	1
Psychologists (P)	41.7	11.8	39.3	41	80	45	23	5	Below Average	\$\$\$\$	1
Registered Nurses (P)	327.8	45.8	16.3	45	87	47	31	7	Below Average	\$\$\$\$	1
Social Professionals (P)	13.8	0.1	0.4	53	65	65	33	6	Above Average	\$\$\$	1
Social Workers (P)	43.2	9.9	29.8	32	81	36	18	3	Below Average	\$\$\$	1
Specialist Physicians (P)	14.0	5.2	59.3	26	44	30	22	2	Average	\$\$\$\$\$	1
Speech Pathologists and Audiologists (P)	15.1	5.1	51.4	32	92	35	0	13	Below Average	\$\$\$	1
Surgeons (P)	8.7	1.9	28.6	19	27	17	21	0	Below Average	–	1
Welfare Support Workers (CP)	80.1	22.3	38.5	28	75	31	21	9	Below Average	\$\$\$	2
Welfare, Recreation and Community Arts Workers (P)	41.6	9.6	29.8	37	79	41	25	5	Average	\$\$\$	1
Hospitality, Food Services and Tourism											
Bakers and Pastrycooks (TT)	29.0	-3.0	-9.4	32	42	49	20	15	Above Average	\$\$	3
Bar Attendants and Baristas (CP)	111.3	9.4	9.2	67	59	72	61	55	Above Average	\$	4
Butchers and Smallgoods Makers (TT)	14.0	-3.3	-19.1	19	6	0	19	19	Average	\$	3
Cafe and Restaurant Managers (M)	64.6	-5.4	-7.7	21	53	32	10	9	Below Average	\$\$	2
Cafe Workers (CP)	32.7	5.1	18.6	82	80	86	70	57	Above Average	\$\$	5
Caravan Park and Camping Ground Managers (M)	4.3	0.3	7.6	9	43	0	0	0	Below Average	–	2
Chefs (TT)	119.5	19.8	19.8	18	27	24	15	13	Below Average	\$\$	2
Conference and Event Organisers (M)	29.3	-4.2	-12.6	28	70	32	19	9	Above Average	\$\$	2
Cooks (TT)	38.2	-1.5	-3.7	51	60	56	44	24	Average	\$\$	3
Fast Food Cooks (L)	54.0	7.9	17.3	88	33	86	89	78	Above Average	–	5
Food Trades Assistants (L)	5.9	1.0	20.9	61	61	61	67	45	Above Average	–	5
Gallery, Museum and Tour Guides (CP)	5.8	-1.3	-18.1	48	54	41	61	16	Above Average	–	3
Gaming Workers (CP)	5.9	-0.3	-5.5	26	38	35	21	23	Below Average	\$\$	4
Hotel and Motel Managers (M)	22.5	0.3	1.1	18	46	27	10	4	Below Average	\$\$\$	2
Hotel Service Managers (CP)	9.1	1.7	23.6	35	73	45	7	21	Below Average	\$\$	2
Kitchenhands (L)	148.0	10.9	8.0	78	53	77	79	56	Above Average	\$	5
Licensed Club Managers (M)	7.1	0.6	8.6	10	39	23	2	4	Below Average	\$\$\$	2
Tourism and Travel Advisers (CP)	14.9	-7.8	-34.4	27	75	30	13	9	Below Average	\$	3
Travel Attendants (CP)	10.9	1.0	10.1	35	82	39	0	18	Below Average	\$\$\$	3
Waiters (CP)	132.0	1.1	0.8	82	74	84	75	72	Above Average	\$	4

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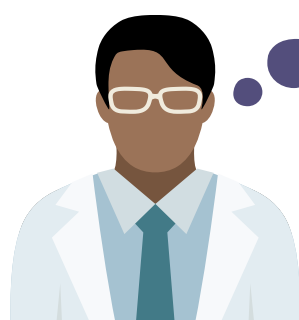
	Employment May 2023	5 year change to May 2023		Working Part-time (p/t)	Female	Share of females who are p/t	Share of males who are p/t	Aged 15 to 24 years	Unemployment Rate 2023	Median Earnings	Skill Level
	'000	'000	%	%	%	%	%	%			
Information and Communication Technology (ICT)											
Computer Network Professionals (P)	39.6	4.5	12.9	4	16	10	3	4	Below Average	\$\$\$\$	1
Database and Systems Administrators, and ICT Security Specialists (P)	64.2	19.9	45.1	7	26	15	5	5	Below Average	\$\$\$\$	1
Graphic and Web Designers, and Illustrators (P)	52.1	-5.1	-9.0	24	49	33	16	8	Below Average	\$\$\$	1
ICT Business and Systems Analysts (P)	51.5	19.8	62.5	7	30	11	5	3	Below Average	\$\$\$\$	1
ICT Managers (M)	87.3	28.9	49.6	5	23	12	3	1	Above Average	\$\$\$\$	1
ICT Sales Professionals (P)	17.3	1.9	12.6	3	29	7	2	3	Below Average	\$\$\$\$	1
ICT Support and Test Engineers (P)	12.9	3.0	30.1	7	21	15	5	8	Below Average	\$\$\$\$	1
ICT Support Technicians (TT)	70.4	9.8	16.1	13	22	17	12	11	Below Average	\$\$\$	2
ICT Trainers (P)	2.5	-0.3	-11.8	20	26	0	23	0	Above Average	\$\$\$	1
Multimedia Specialists and Web Developers (P)	14.1	2.6	22.5	15	19	29	12	3	Below Average	\$\$\$\$	1
Software and Applications Programmers (P)	164.3	45.4	38.1	6	17	12	5	7	Below Average	\$\$\$\$	1
Telecommunications Trades Workers (TT)	18.5	-5.6	-23.1	12	8	0	11	8	Above Average	\$\$\$	3
Legal and Insurance											
Actuaries, Mathematicians and Statisticians (P)	11.9	2.7	30.2	21	52	28	14	4	Above Average	\$\$\$\$	1
Barristers (P)	10.0	0.7	7.8	15	41	26	10	5	Below Average	\$\$\$\$	1
Conveyancers and Legal Executives (CA)	18.3	3.9	27.4	46	81	47	43	18	Above Average	\$	2
Court and Legal Clerks (CA)	14.9	-0.6	-3.7	38	68	35	45	32	Above Average	\$\$	3
Insurance Agents (SW)	14.6	3.6	32.5	20	54	33	3	8	Below Average	\$\$\$	3
Insurance Investigators, Loss Adjusters and Risk Surveyors (CA)	5.7	-0.2	-3.8	12	48	21	3	7	Above Average	\$\$\$\$	3
Solicitors (P)	94.0	21.4	29.4	17	55	22	9	4	Below Average	\$\$\$	1
Manufacturing											
Boat Builders and Shipwrights (TT)	5.9	0.7	14.1	12	2	0	9	24	Below Average	\$\$\$	3
Canvas and Leather Goods Makers (TT)	2.2	-0.3	-13.8	20	23	0	17	3	Below Average	-	3
Clay, Concrete, Glass and Stone Processing Machine Operators (MO)	2.9	-0.8	-20.9	0	0	0	0	11	Above Average	-	4
Clothing Trades Workers (TT)	8.3	1.0	13.3	52	93	54	0	11	Above Average	\$	3
Engineering Production Workers (MO)	21.2	3.6	20.2	3	8	0	4	12	Below Average	\$\$\$	4
Food and Drink Factory Workers (L)	30.7	0.0	0.1	21	29	41	12	10	Average	\$\$	5
Industrial Spraypainters (MO)	6.8	0.7	12.2	9	7	0	3	22	Below Average	\$\$	4
Manufacturers (M)	26.7	3.8	16.5	19	24	37	14	7	Below Average	-	1
Meat Boners and Slicers, and Slaughterers (L)	7.7	-3.1	-28.4	7	16	0	6	14	Above Average	\$\$	4
Meat, Poultry and Seafood Process Workers (L)	15.0	-4.2	-21.7	22	33	22	22	17	Above Average	\$	5
Metal Engineering Process Workers (L)	8.3	-1.9	-18.9	16	6	0	15	23	Above Average	\$\$	5
Packers (L)	62.2	-2.2	-3.5	44	55	43	44	24	Above Average	\$	5
Paper and Wood Processing Machine Operators (MO)	7.3	0.8	12.5	13	6	0	14	6	Above Average	-	4
Plastics and Rubber Factory Workers (L)	2.2	-0.6	-20.4	9	13	0	0	17	Below Average	-	5
Plastics and Rubber Production Machine Operators (MO)	6.7	-1.2	-15.8	5	15	0	4	11	Above Average	\$\$	4

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	Employment	5 year change		Working	Female	Share of females	Share of males	Aged 15	Unemployment	Median	Skill
	May 2023	to May 2023		Part-time (p/t)		who are p/t	who are p/t	to 24 years	Rate 2023	Earnings	Level
	'000	'000	%	%	%	%	%	%		\$	
Print Finishers and Screen Printers (TT)	3.7	-0.5	-11.7	17	24	0	14	0	Below Average	\$	3
Printers (TT)	11.5	-0.8	-6.2	10	15	0	10	3	Average	\$\$\$	3
Printing Assistants and Table Workers (L)	2.5	0.0	-1.0	18	55	0	0	3	Below Average	\$	4
Product Assemblers (L)	23.8	-4.2	-15.1	21	25	26	19	19	Above Average	\$	5
Product Quality Controllers (L)	12.0	-0.8	-6.2	16	41	21	11	21	Above Average	\$	4
Production Managers (M)	64.0	6.3	10.9	5	17	12	3	3	Below Average	\$\$\$\$\$	1
Sewing Machinists (MO)	6.8	-1.6	-19.5	31	83	33	0	6	Above Average	\$	4
Textile and Footwear Production Machine Operators (MO)	1.2	0.0	-1.9	9	27	0	0	0	Below Average	-	4
Timber and Wood Process Workers (L)	5.1	-0.4	-7.8	13	6	0	13	17	Above Average	\$	5
Upholsterers (TT)	2.5	-0.6	-18.8	0	0	0	0	0	Below Average	-	3
Wood Machinists and Other Wood Trades Workers (TT)	2.9	-1.7	-37.5	27	18	0	0	23	Below Average	-	3
Mining and Energy											
Chemical, Gas, Petroleum and Power Generation Plant Operators (TT)	10.4	0.5	5.3	7	13	0	6	4	Below Average	\$\$\$\$\$	3
Drillers, Miners and Shot Firers (MO)	61.0	5.3	9.5	2	7	7	2	4	Above Average	\$\$\$\$\$	4
Geologists and Geophysicists (P)	11.9	1.2	11.5	10	23	24	6	14	Average	\$\$\$\$	1
Mining Engineers (P)	12.6	2.0	18.6	10	13	0	7	6	Average	\$\$\$\$\$	1
Personal Services											
Beauty Therapists (CP)	38.0	3.3	9.6	62	96	63	0	23	Average	\$\$	3
Car Detailers (L)	18.7	1.4	8.3	33	17	44	31	32	Above Average	\$	5
Caretakers (L)	6.4	-0.2	-2.6	38	18	0	31	9	Below Average	\$	5
Commercial Cleaners (L)	152.5	-2.6	-1.7	58	57	64	50	13	Above Average	\$	5
Domestic Cleaners (L)	39.2	6.1	18.6	78	79	83	59	9	Above Average	-	5
Funeral Workers (CP)	4.0	0.2	4.3	24	64	0	0	8	Above Average	\$\$	2
Gardeners (TT)	84.1	11.1	15.2	27	10	46	25	17	Below Average	\$\$	3
Hairdressers (TT)	64.9	1.6	2.5	47	78	51	33	17	Below Average	\$	3
Handypersons (L)	45.3	3.8	9.1	41	6	41	41	7	Above Average	\$\$	5
Housekeepers (L)	31.0	2.5	8.9	71	83	75	54	15	Above Average	\$	5
Laundry Workers (L)	12.7	-1.2	-8.8	43	60	58	21	6	Below Average	\$	5
Sales, Retail, Wholesale and Real Estate											
Advertising, Public Relations and Sales Managers (M)	167.4	26.1	18.5	9	45	16	4	3	Below Average	\$\$\$\$\$	1
Auctioneers, and Stock and Station Agents (SW)	4.8	1.5	46.5	10	14	0	9	4	Below Average	\$\$\$\$	3
Checkout Operators and Office Cashiers (SW)	137.4	-17.1	-11.1	82	72	84	77	62	Above Average	\$	5
Florists (TT)	6.8	0.4	5.8	53	96	52	0	23	Above Average	-	3
ICT Sales Assistants (SW)	15.8	0.0	-0.1	22	27	19	23	17	Below Average	\$	5
Importers, Exporters and Wholesalers (M)	20.9	0.1	0.2	20	25	37	15	2	Below Average	\$\$\$\$	1
Models and Sales Demonstrators (SW)	9.6	-1.4	-12.8	64	71	72	42	11	Above Average	-	5
Motor Vehicle and Vehicle Parts Salespersons (SW)	35.3	-0.7	-1.9	13	16	34	9	21	Below Average	\$\$	4
Pharmacy Sales Assistants (SW)	37.5	-0.1	-0.2	73	85	72	81	46	Below Average	\$	4
Real Estate Sales Agents (SW)	98.3	4.8	5.1	18	47	23	14	10	Below Average	\$\$	3
Retail and Wool Buyers (SW)	8.2	1.5	21.6	8	73	9	5	1	Below Average	\$\$	3
Retail Managers (M)	243.2	10.6	4.6	19	48	28	10	10	Below Average	\$\$	2

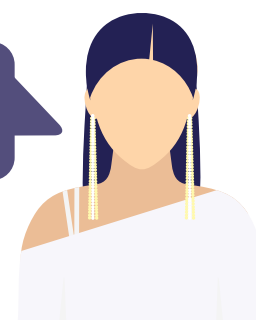
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	Employment	5 year change		Working Part-time (p/t)	Female	Share of females who are p/t	Share of males who are p/t	Aged 15 to 24 years	Unemployment Rate 2023	Median Earnings	Skill Level
	May 2023	'000	%								
Retail Supervisors (SW)	42.6	3.4	8.7	33	58	42	20	25	Below Average	\$\$	4
Sales Assistants (General) (SW)	570.0	53.5	10.4	71	65	78	60	52	Above Average	\$	5
Sales Representatives (SW)	68.9	-17.0	-19.7	13	39	21	8	6	Below Average	\$\$\$	4
Service Station Attendants (SW)	10.8	-2.2	-17.1	64	43	74	56	24	Above Average	-	5
Shelf Fillers (L)	69.0	4.1	6.3	77	35	84	73	52	Above Average	-	5
Storepersons (MO)	155.5	27.1	21.1	29	28	37	25	28	Above Average	\$	4
Street Vendors and Related Salespersons (SW)	5.7	-1.5	-20.8	25	47	36	15	16	Above Average	-	5
Technical Sales Representatives (P)	25.8	-5.5	-17.4	6	29	11	4	4	Below Average	\$\$\$\$	1
Telemarketers (SW)	3.9	-3.5	-47.5	41	63	53	0	19	Above Average	\$\$	5
Ticket Salespersons (SW)	15.4	-3.1	-16.8	57	66	60	49	44	Above Average	\$\$\$	5
Vending Machine Attendants (L)	5.4	-0.2	-3.9	57	60	45	73	32	Above Average	\$	5
Science											
Agricultural and Forestry Scientists (P)	8.6	-1.5	-14.5	13	38	21	11	4	Below Average	\$\$\$\$	1
Chemists, and Food and Wine Scientists (P)	9.9	0.5	5.1	13	31	27	6	15	Below Average	\$\$\$\$\$	1
Environmental Scientists (P)	29.2	5.3	22.4	19	46	30	10	8	Below Average	\$\$\$\$	1
Geologists and Geophysicists (P)	11.9	1.2	11.5	10	23	24	6	14	Average	\$\$\$\$	1
Life Scientists (P)	10.6	2.3	27.2	23	63	28	15	5	Average	\$\$\$\$	1
Medical Laboratory Scientists (P)	27.2	3.0	12.5	29	70	35	15	7	Below Average	\$\$\$\$	1
Science Technicians (TT)	22.2	6.2	38.5	18	39	38	6	11	Average	\$\$\$	2
Surveyors and Spatial Scientists (P)	16.3	2.6	19.4	7	15	24	3	3	Below Average	\$\$\$\$	1
Sports and Recreation											
Amusement, Fitness and Sports Centre Managers (M)	16.8	2.6	18.6	22	47	21	23	23	Below Average	-	2
Fitness Instructors (CP)	35.9	3.2	9.7	64	60	72	53	19	Below Average	-	4
Greenkeepers (TT)	14.1	-1.9	-12.0	24	4	0	22	14	Below Average	\$\$	3
Outdoor Adventure Guides (CP)	3.9	-0.5	-10.7	35	50	0	0	18	Above Average	\$\$	3
Sports Coaches, Instructors and Officials (CP)	49.1	1.5	3.2	78	48	90	67	54	Above Average	\$\$	4
Sportspersons (CP)	13.5	2.1	18.6	59	32	70	52	62	Average	-	3



There are more science technicians in 2023 than five years ago, but we need lots more...

There are 570,000 sales assistants in Australia in 2023



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Useful websites and links

Your Career yourcareer.gov.au

The National Careers Institute has developed the Your Career website to assist Australians of all ages and circumstances better plan and manage their career. Your Career helps people find careers information and advice and acts as a single source of careers information for all Australians. Visit the Your Career website to be connected to further education, training or work options to support your current career needs or goals.

Little Ripples yourcareer.gov.au/resources/little-ripples

Research suggests that children are already starting to make subconscious decisions about their future abilities and opportunities from as young as 7. This is why it's so important to start creating the right Little Ripples early, helping to shape children's future happiness, lives and careers.

Training.gov.au
[Training.gov.au](http://training.gov.au) is the National Register on Vocational Education and Training (VET) in Australia, and provides information on training packages, qualifications, courses, units of competency and Registered Training Organisations.

NCVER
ncver.edu.au
The National Centre for Vocational Education Research (NCVER) is the national professional body responsible for collecting, managing, analysing and communicating research and statistics on the Australian VET sector.

Quality Indicators for Learning and Teaching qilt.edu.au

Quality Indicators for Learning and Teaching (QILT) are a suite of government endorsed surveys for higher education, across the student life cycle from commencement to employment. QILT makes available robust, nationally consistent performance data for Australian higher education, helping drive quality improvement.

What's Next whatsnext.dewr.gov.au

What's Next? helps you decide what to do if you have been retrenched or are looking for a new career. There is help for finding a job, getting some training and looking after yourself. The choice is yours.

Australian Apprenticeships apprenticeships.gov.au

The Australian Apprenticeships website provides information on apprenticeships and traineeships, including factsheets and links. An Australian Apprenticeship offers job seekers the opportunity to explore a new job, gain new skills, work flexible hours and receive a qualification. Eligible employers can receive financial incentives to help take on an apprentice, particularly if the apprenticeship is in a trade experiencing a skill shortage.

Workforce Australia workforceaustralia.gov.au

Workforce Australia is the employment service delivered by the Department of Employment and Workplace Relations, and helps Australians find and keep a job, change jobs or create their own job. Workforce Australia includes a new online service and a network of providers to deliver personalised support.

Transition to work

dewr.gov.au/transition-work

Transition to Work helps young people aged 15–24 into work (including apprenticeships and training) or education. Transition to Work participants receive intensive, pre-employment support to develop practical skills to get a job, connect with education or training, find local job opportunities and connect with relevant local community services.

Disability Employment Services

dss.gov.au/our-responsibilities/disability-and-carers/programmes-services/disability-employment-services

Disability Employment Services help people with disability find work and keep a job. Through Disability Employment Services, people with disability, injury or health condition may be able to receive assistance to prepare for, find and keep a job.

Community Development Program

niaa.gov.au/indigenous-affairs/employment/cdp

The Community Development Program (CDP) is a remote employment and community development service administered by the National Indigenous Australians Agency. The CDP supports job seekers in remote Australia to build skills, address barriers to employment and contribute to their communities through a range of flexible activities. It is designed around the unique social and labour market conditions in remote Australia.

Jobs and Skills Atlas

jobsandskills.gov.au/jobs-and-skills-atlas-dashboard

The Jobs and Skills Atlas provides an overview of the labour market at national, state and regional level by occupations, skills and industries.



Scan to have your say:



This survey is conducted by the National Careers Institute (NCI) to see how the publication Australian Jobs is used and to collect feedback from users on any improvements. No personal information is collected through this survey. The survey will take approximately two minutes to complete and the NCI appreciates your feedback.

yourcareer.gov.au

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