



Australian Government



Jobs and Skills Australia

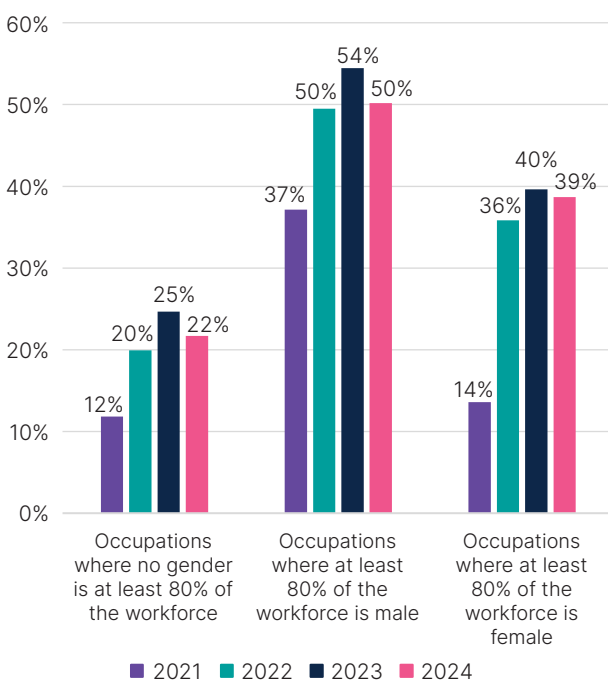
Jobs and Skills Report

Fostering inclusive participation

With the unemployment rate historically low but rising, and with persistent skills shortages across industries and occupations, we have an opportunity and a responsibility to do more work across sectors to improve access to skills and training and employment opportunities, and to remove barriers to participation. JSA's work across the board has a strong focus on equity, access, and inclusion across education and employment.

Greater gender equality is beneficial for society and individuals, but also for the labour market. Based on results and analysis from the 2024 Occupation Shortage List (OSL), occupations that have a stronger gender imbalance in the labour market were more likely to be in shortage. This is true for both male- and female-dominated occupations.

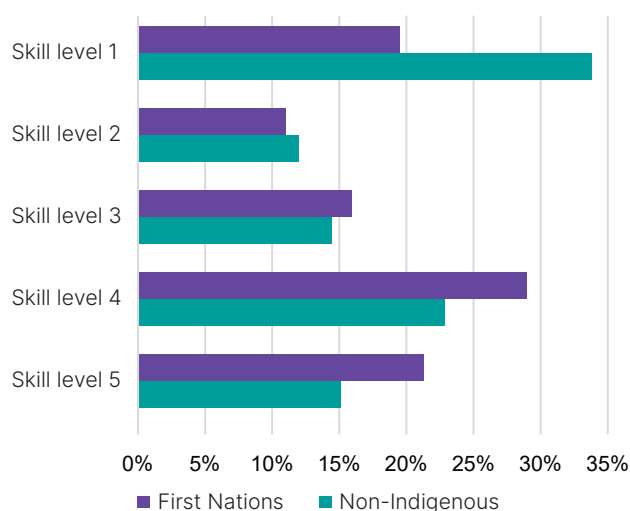
Percentage of gender-imbalanced occupations that were in shortage (%), 2021-2024 OSL



Heavily gender-skewed workforces may inadvertently constrain the labour supply, thereby increasing the likelihood of entrenched shortages. Addressing the gender imbalance of occupations is a sound long-term strategy to mitigate occupation shortages in the labour market.

JSA analysis shows that First Nations workers account for a lower share of higher-skilled occupations and a larger share of lower-skilled occupations. This may indicate the presence of persisting barriers to participation for First Nations people that are also complex and often interconnected.

First Nations workers share of occupations by skill level



Vocational Education and Training pathways may be attractive options for groups that have historically experienced labour market and other disadvantage. Completion of VET training may contribute to higher levels of employment, income uplift, and higher chance of undertaking further training at a higher level.



Analysis of 2019–20 graduates’ outcomes from the VET National Data Asset (VNDA) shows that completion of a VET course may contribute to an increase in employment, with 84% of graduates employed post-training compared with 69% employed before commencing their studies.

- Completion of a VET qualification also likely contributed to a medium income uplift for graduates of \$11,800. The uplift was higher for First Nations graduates.
- Completion of VET training may also contribute to the pursuit of further study. A greater proportion of First Nations students, females, and people with disability who had completed VET training, went on to pursue further VET programs at a higher level, compared with the national figure.
- Of the students that were on income support prior to study, 39% were no longer on income support two years after the completion of their VET course.

Outcomes - Post VET course completion

Measure	National	Females	First Nations people	People with disability
Employment rate after completion	84%	83%	79%	65%
Change in employment rate	15 percentage points	17 percentage points	16 percentage points	14 percentage points
Progression to further VET	16%	18%	20%	21%
Progression to Higher Education	8%	10%	5%	7%

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