



Australian Government



Jobs and Skills Australia

Jobs and Skills Report

Summary

JSA's Jobs and Skills Report 2024 outlines evidence and analysis across five strategic pillars that guide our work and help us collaborate effectively to achieve a more prosperous future: fostering inclusive participation, understanding today's workforce, shaping Australia's future workforce, optimising pathways and system architecture, and activating an informed dialogue. Key themes from each chapter of this report are outlined below.

Chapter 1 – Fostering inclusive participation

- JSA explored developments in the sustained and inclusive full employment indicators outlined in the Australian Government's White Paper on Jobs and Opportunities, Working Future, released in September 2023. Reflecting an overall softening in economic and labour market conditions over the last year, a number of indicators have weakened slightly over the period – although they are still tracking well by historical standards.
- First Nations workers account for a lower share of higher-skilled occupations and a larger share of lower-skilled occupations, which may indicate the presence of persisting barriers to full participation.
- Part-time employment is still more common for female workers and gender-imbalanced occupations are more likely to be in shortage.
- The changing demography of the student population, a complex visa environment, and challenges in achieving relevant work outcomes are shaping the international education experience in Australia.

- JSA is undertaking three studies to better understand the foundation skills levels of Australian adults as these skills are critical for their effective participation in communities, education, training, and the workplace.

Chapter 2 – Understanding today's workforce

- JSA's intelligence can enable Australians to better understand the realities of today's labour market, the opportunities present under current conditions, and the skills required to realise them. Our insights provide key evidence about the economy and labour market over the past year, including the picture for Australia's regions.
- Despite significant economic challenges, the Australian labour market has remained reasonably tight, although the unemployment rate has drifted up over the last year.
- While the labour market outlook remains uncertain, a number of partial forward indicators of labour demand continue to point to a softening in labour market activity in the period ahead.
- Skills shortages in the labour market are persistent, but the driving factors are varied and require different responses.
- Our regions continue to face unique challenges, and categorising regional labour markets can help inform and target policy responses. The June 2024 JSA's Regional Labour Market Indicator results confirm that regional and remote areas are more likely to experience weaker labour market conditions than their metropolitan city counterparts.

Chapter 3 – Shaping Australia’s future workforce

- Major forces and megatrends are shifting the way we live and how we work – so understanding evolving skills and workforce needs, and potential areas of growth, can help Australia better adapt to a changing economy and ensure more Australians can share in the benefits of growth.
- Employment projections produced by Victoria University for JSA show the long-term structural shift in employment towards services-related industries is projected to continue over the next decade. More than 90% of projected employment growth is in roles that require post-secondary qualifications.
- 37 emerging roles have been identified in the Australian Labour Market, across 4 key themes that align broadly with the major forces shaping our economy – Health, Care and Medical, Data and Technologies, Net Zero, and Science and Engineering.
- JSA’s targeted capacity studies help us to better understand how industries and workforces are changing and emerging – and can inform decision-making about how to prepare for a likely future labour market.

Chapter 4 – Optimising pathways and system architecture



- Our education, skills and training, and migration systems must work in concert to deliver quality outcomes and to address skills shortages. JSA provides analysis and advice on the performance and outcomes of various components that can inform efforts to better optimise and align the system.

- A more harmonised and better-connected tertiary system, where both sectors can collaborate to improve the timeliness and industry relevance of workforce supply, will play a key role in addressing national challenges by increasing the supply of industry-ready graduates, helping to facilitate major workforce transitions in response to industry changes, and improving access and mobility across both sectors by improving recognition of existing skills and knowledge.
- A National Skills Taxonomy could provide a common understanding and language of skills across contexts and help align parties in the national skills system in a collective response to skills challenges.
- JSA’s VET workforce study identified targeted improvements to workforce data collection and recommends the development of a VET workforce taxonomy, job profiles and occupational framework to help identify and address key challenges.
- Australia’s Migration Strategy establishes a formal role for JSA in defining skills needs using evidence. JSA will also have a role in helping to ensure that the migration system complements the domestic skills and training system.

Chapter 5 – Activating an informed dialogue

- JSA is committed to continuing to activate an informed dialogue about Australia’s current and future workforce and skills needs and opportunities, because we recognise that it is only together with all parties in the national skills system that we can achieve a truly dynamic and inclusive future workforce.
- We have worked closely and collaboratively with our key partners and stakeholders – the Ministerial Advisory Board, Commonwealth and state and territory governments, Jobs and Skills Councils, and education and training providers, to shape our work throughout the year and formulate the evidence and insights within this report.

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