



Australian Government



Jobs and Skills Australia

# Jobs and Skills Report

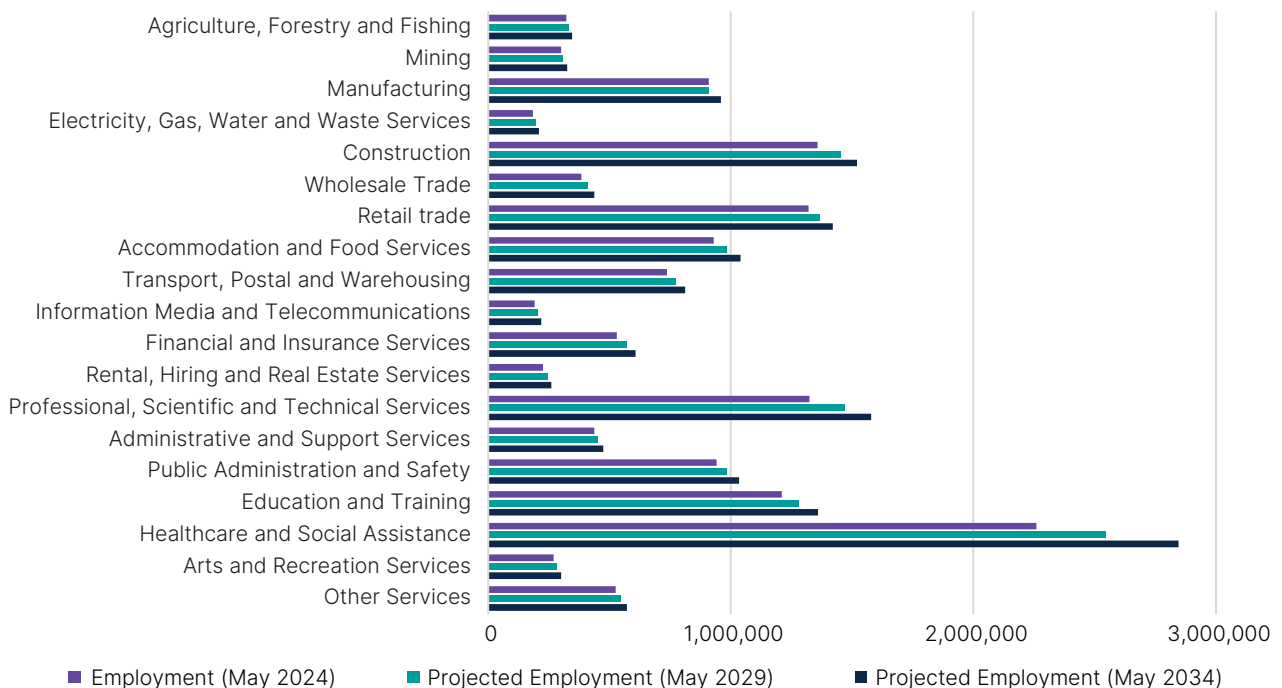
## Shaping Australia's future workforce



Australia's workforce is continuing to shift towards a greater share of higher skilled roles. Employment projections show the long-term structural shift in employment towards services-related industries is projected to continue over the next decade.

- By May 2029, total employment in Australia is projected to increase by 6.6%, or around 950,000 people, reaching 15.3 million employed persons.
- By May 2034, total employment is projected to increase by 13.7%, or nearly 2.0 million people, reaching 16.3 million employed persons.
- All major occupation groups are projected to increase in employment over the next decade with the largest growth among Professionals.
- The top five largest employing industries in terms of share of total employment in Australia are the same over both the 5- and 10-year projections.

### 5 and 10-year employment outlook by industry, persons, Australia



- The most noticeable growth (by share of employment) is projected to occur in the Health Care and Social Assistance industry.
- Retail Trade and Manufacturing industries are projected to decrease their respective shares of total employment, yet will remain large employers.

It is estimated that over 90% of the employment growth over the next 10 years, will be in occupations commensurate with post-secondary qualifications.

- 51 % of the projected growth is expected in occupations related to a bachelor's degree or higher as the primary education pathway (skill level 1) and 42.6% is expected in occupations with VET as the primary pathway (skill levels 2 to 4).

An alternative employment projections scenario was also explored, where post-secondary training and education is responsive to market signals, diverting the supply of labour into occupations where demand is strong.

- In general, we found that when skill supply responds to market demand, there is increased employment in occupations with a VET pathway relative to the baseline, with lower growth in employment in higher education trained occupations.
- The proportion of the projected growth in occupations related to a bachelor's degree or higher as the primary education pathway (skill level 1) declines from 51.0% to 48.5% and increases from 42.6% to around 45.0% for occupations with VET as the primary pathway (skill levels 2 to 4).

## Emerging roles in the labour market

JSA has conducted research to identify new insights on emerging roles in the job market, with 37 emerging roles in the Australian labour market identified.

The roles were identified across four key themes that align broadly with the major forces shaping our economy:

- Health, Care and Medical (13 roles)
- Data and Technologies (10 roles)
- Net Zero (9 roles)
- Science and Engineering (5 roles).

### Highlight – Early Childhood Education and Care Profession

JSA's capacity study was undertaken in partnership with the Jobs and Skills Council HumanAbility, with a focus on ECEC workforce and skills issues, with particular attention on training, attraction, and retention.



Modelling indicates that there is a current (2024) shortfall of:

- around 21,000 workers to meet existing demand and support more sustainable working conditions
- around 17,700 workers to meet existing unmet service demand
- around 18,400 workers to fully meet the participation levels intended by the changes to Child Care Subsidy and expanded preschool provision.

It is expected by 2034 (with no further interventions) there would be a shortfall of:

- around 12,600 workers to meet existing demand and support more sustainable working conditions
- around 20,100 workers to meet existing unmet service demand
- around 34,000 workers to fully meet the participation levels intended by the changes to Child Care Subsidy and expanded preschool provision.

## Find out more

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