



Australian Government



Jobs and Skills Australia

# Jobs and Skills Report

## Understanding today's workforce

The Australian labour market has displayed remarkable resilience, but continues to face considerable economic challenges and some uncertainty around the economic and labour market outlook. 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.

The rate of economic growth has slowed considerably, with GDP rising by just 1.0% over the year to June 2024 (and declining by 1.5% over the period in per-capita terms). Despite these challenging economic conditions, the Australian labour market has remained reasonably tight, and the pace of jobs growth has been strong over the last year.

Full-time employment has increased by 1.7% over the last 12 months to August 2024, while part-time employment has risen by 4.9%. There has been a gradual increase in the unemployment rate over the year, from 3.7% in August 2023, to 4.2% in August 2024.

The structure of Australia's labour market has changed over the past few decades. Health Care and Social Assistance is now the largest employing industry, while in 1994 it was Manufacturing. There has been a trend toward service-based industries as well as higher-skilled occupations.

## Understanding labour market shortages

The percentage of occupations in shortage has declined (33% of occupations are in national level shortage in 2024, compared to 36% in 2023). Occupations with higher education and Vocational Education and Training as the primary pathway to the labour market had a larger percentage of occupations in shortage.

The proportion of occupations in shortage was much higher in Construction, Mining, Health Care and Social Assistance, Other Services, and Education and Training – indicating a higher demand for skilled workers in these industries.

JSA's Occupation Shortage Drivers (OSD) is a classification of occupation shortages into 4 types, based on the most likely cause of the shortage. The classification types include long training gap, short training gap, suitability gap, and retention gap, in addition to uncertain / unknown.

## Top 10 largest employing unit groups for each shortage driver

Long training gap	Short training gap	Suitability gap	Retention gap	Unknown/ Uncertain
Registered Nurses	Truck Drivers	Advertising, Public Relations and Sales Managers	Aged and Disabled Carers	Earthmoving Plant Operators
Primary School Teachers	Landscape Gardeners and Irrigation Technicians	Software and Applications Programmers	Child Carers	Auditors, Company Secretaries and Corporate Treasurers
Secondary School Teachers	Electronics Trades Workers	Construction Managers	Nursing Support and Personal Care Workers	Plasterers and Renderers
Electricians	Telecommunications Trades Workers	Civil Engineering Professionals	Chefs	Other Medical Practitioners
Carpenters and Joiners	Aircraft Maintenance Engineers	Security Officers and Guards	Structural Steel and Welding Trades Workers	Air Transport Professionals
Motor Mechanics	Floor Finishers	Financial Investment Advisers and Managers	Drillers, Miners and Shot Firers	Veterinary Nurses
Metal Fitters and Machinists		Industrial, Mechanical and Production Engineers	Enrolled and Mothercraft Nurses	Train and Tram Drivers
Plumbers		Architects and Landscape Architects	Cooks	Civil Engineering Draftspersons and Technicians
Solicitors		Engineering Managers	Bakers and Pastrycooks	Tourism and Travel Advisers
General Practitioners and Resident Medical Officers		Electrical Engineers	Structural Steel Construction Workers	Agricultural, Forestry and Horticultural Plant Operators

## Investing in our regions

The June 2024, JSA's Regional Labour Market Indicator (RLMI) results confirm that regional and remote areas are more likely to experience weaker labour market conditions than their metropolitan city counterparts.

- The overwhelming majority (72%) of ABS Statistical Area Level 4 (SA4s) that were rated either 'strong' or 'above average' were located in metropolitan cities, whereas 68% of SA4s rated 'below average' or 'poor' were located in regional or remote areas.

The occupation mix in regional Australia has changed markedly over the last decade.


- The largest increases in the share of total advertisements in regional Australia were recorded for Professionals, and Community and Personal Service Workers.

The increasing demand for more highly skilled jobs in the Australian labour market has had an uneven impact on our regions.

- Regional and remote areas have experienced a shift in the share of employment towards occupations where VET is the primary pathway (skill levels 2 to 4), in addition to an increase in skill level 1 occupations.

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