



Australian Government  
Department of Education, Employment  
and Workplace Relations



# AUSTRALIAN JOBS2008

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## HOW CAN I USE AUSTRALIAN JOBS 2008?

*Australian Jobs 2008* presents information for people exploring careers, and education and training options, as well as those currently looking for work or wanting assistance to enter or re-enter the labour market. The publication includes information about employment trends, projected employment growth by industry and occupation, and job prospects.

The 2008 edition focuses on regional labour markets, using data from the Australian Bureau of Statistics 2006 Census of Population and Housing. Inclusion of information about population and employment for individual regions allows users to gain a better understanding of their local labour markets.

Further regional labour market information is published at **[www.workplace.gov.au](http://www.workplace.gov.au)** and includes the Labour Market Information Portal **[www.workplace.gov.au/lmip](http://www.workplace.gov.au/lmip)**, Australian Regional Labour Markets, Small Area Labour Markets, regional reports and Better Connections Workshop presentations **[www.workplace.gov.au/bcw](http://www.workplace.gov.au/bcw)**.

The information contained in *Australian Jobs* provides useful background for people interested in employment, but the changeable nature of the labour market means that current strong demand for skills or a rating of good prospects should not be used as the sole basis for employment decisions.

Before making decisions about training courses, jobs or careers it is important to build a balanced assessment of all relevant factors, including aptitude and interests, salary and employment condition expectations and the requirements of training courses and occupations.

It is worth considering information from a wide range of sources so think about consulting: your school careers adviser; Australian and State/Territory government websites; or employment service providers.

### Useful sites include

- **[www.joboutlook.gov.au](http://www.joboutlook.gov.au)** for characteristics of individual occupations, including age profile, hours of work, State distribution, earnings and prospects
- **[www.skillsinfo.gov.au](http://www.skillsinfo.gov.au)** for industry employment trends and skills issues
- **[www.jobguide.deewr.gov.au](http://www.jobguide.deewr.gov.au)** for information about career options and job requirements
- **[www.myfuture.edu.au](http://www.myfuture.edu.au)** to get the facts and personalise your careers exploration
- **[www.deewr.gov.au](http://www.deewr.gov.au)** to find out about education and training options and incentives
- **[www.jobsearch.gov.au](http://www.jobsearch.gov.au)** for current employment vacancies throughout Australia, the Australian Government's JobSearch site
- **[www.workplace.gov.au](http://www.workplace.gov.au)** for information about workplace relations and employment services.

*Information about the data sources used in Australian Jobs 2008 is provided on page 39.*

**Inquiries about Australian Jobs should be directed to [AustralianJobs@deewr.gov.au](mailto:AustralianJobs@deewr.gov.au)**

The contents of *Australian Jobs 2008* are 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 report or for any negligence in the compilation of the report and disclaim liability for any loss suffered by any person arising from the use of this report. 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 and expectations, and the requirements of occupations.



The Rudd Government is firmly committed to creating a strong and prosperous economy with opportunities for all Australians.

Through its *Skilling Australia for the Future* policy the Government is targeting Australia's skills gap to lift the constraint this has placed on growth of Australia's productive capacity. The 2008–09 Budget extends the Government's commitment to training to 630 000 new training places over the next five years offered to Australians already in, or seeking to join, the workforce.

Reforms to the childcare system to increase availability and affordability, and a review of disability employment are also planned. The Government is particularly focused on granting greater access to the labour market and economic opportunities for Australia's pool of underutilised workers, including younger workers, underemployed workers, the long-term unemployed, parents and older Australians.

*Australian Jobs 2008* supports these goals by providing a valuable source of labour market information to people thinking about entering or re-entering the workforce or changing employment. The 2008 publication also reflects the importance of regional labour markets, including, for the first time, an analysis of regional population and employment trends. This will provide job seekers, career advisers and employers with an understanding of local issues in addition to information about current and future employment to allow them to make sound employment choices and provide well based advice.

The publication also highlights the wide range of assistance provided by the Australian Government to those seeking employment, education or training, providing links for further information and advice for all Australians interested in developing skills and finding rewarding employment.

I commend *Australian Jobs 2008* to all those interested in participating in the Australian workforce and I encourage you to investigate the wealth of information provided and to seek the support of Government organisations and resources available to help you.

A handwritten signature in black ink that reads "Julia Gillard". The signature is fluid and cursive, with a horizontal line at the end.

Julia Gillard

## LABOUR MARKET TRENDS

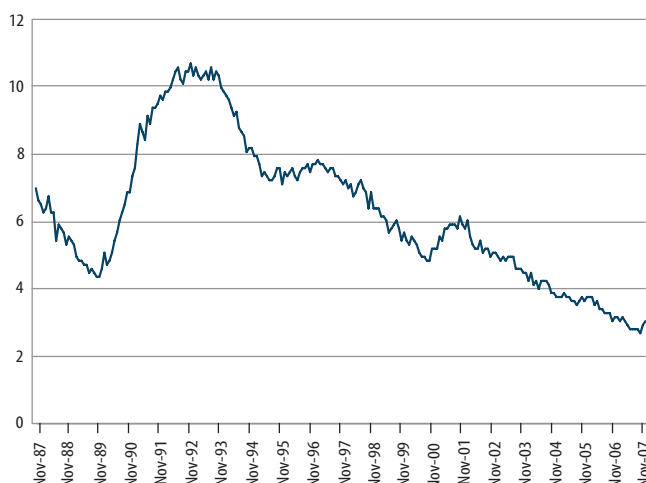
### The changing labour market

Over the past few decades, not only has the way we work changed but the environment in which we work has changed dramatically too. Employers and employees of today both want greater flexibility, with employers being faced with increased competitive pressures and significant technological and structural change, which together have contributed to greater demand for a more highly skilled workforce. From an employee's perspective, men and women both view their work and family roles very differently from the ones that existed several decades ago, which is reflected in their work preferences and the lifestyle choices they make. Against this changed backdrop, workers of today also realise the importance of gaining post-school qualifications, to earn higher wages, or in response to the demands of employers who often need more highly trained workers.

Accordingly, and in view of the changed structure of the labour market, job seekers in the 21<sup>st</sup> century need to think very differently about the nature of work than their predecessors did in previous decades. Fortunately, labour market conditions are much stronger today than they were 20 years ago. For instance, the unemployment rate stood at just 4.5% in November 2007, compared with an average unemployment rate of 7.1% over the last 20 years. The pace of employment growth has also been exceptionally strong, increasing by 3.4 million (or 47.5%) over the last two decades to stand at a record high of almost 10.6 million.

It is worth noting that the rise in employment over the period has been relatively evenly split between full-time work (up by nearly 1.9 million, or 32.4%) and part-time employment (up by over 1.5 million, or 107.6%). While the substantial growth in part-time employment has been from a much lower base, it nonetheless reflects the shift in the structure of employment that has taken place over the last few decades. It is also important to note that, despite the substantial increase in part-time employment over this time, more than 70% of all workers are still employed on a full-time basis.

### Unemployment Rate (%), November 1987 to November 2007



Source: ABS Labour Force, Australia – Spreadsheet (seasonally adjusted), Electronic Delivery Cat. no. 6202.0.55.001

### Regional developments

In line with the overall strengthening in labour market activity at the national level, metropolitan and non-metropolitan regions have both recorded improvements in labour market conditions. For instance, over the

past decade<sup>1</sup>, the unemployment rate has fallen significantly in both metropolitan areas (down by 3.2 percentage points to 4.0%) and non-metropolitan areas (down by 4.6 percentage points to 4.4%). Over the same period, the level of employment increased substantially, by 22.4% in metropolitan areas and by 27.2% in non-metropolitan areas.

- Labour market conditions have been particularly robust in regional areas over the past year. For instance, employment in non-metropolitan areas has risen by 3.0% over the last 12 months, compared with growth of 2.5% in metropolitan areas.

Significantly, the vast majority of ABS labour force regions<sup>2</sup> have recorded a fall in their unemployment rate over the decade and a rise in employment over the period. Importantly, there were no regions with a double-digit unemployment rate in November 2007.

Regions recording a marked improvement in labour market conditions over the last 10 years include Gippsland in Victoria, (where employment increased by 71.0% and the unemployment rate fell by 4.0 percentage points to 5.9%) and North and West Moreton in Queensland (where employment increased by 70.0% and the unemployment rate fell by 7.1 percentage points to 3.5%).

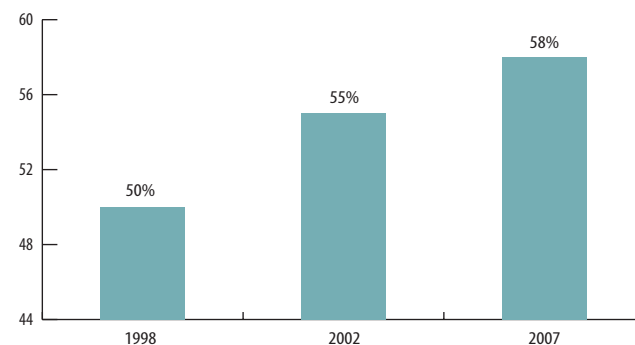
While labour market conditions have improved in the vast majority of labour force regions over the past decade, pockets of regional disadvantage nonetheless remain. For instance, while labour market conditions in Wollongong in New South Wales and Mersey-Lyell in Tasmania have improved, their respective unemployment rates (of 8.3% and 7.1%) remain well above the national average, while their labour force participation rates (of 58.5% and 59.4% respectively) remain well below the national average participation rate of 65.1%.

### The importance of further education

Over the past decade, there has been a marked increase in the proportion of people participating in education, reflecting the fact that employers looking to fill many of today's jobs are demanding highly trained, well educated employees. For instance, over the period from May 1998<sup>3</sup> to May 2007 the proportion of employed persons who had a post-school qualification increased from 50% to 58% (see graph below).

Further information about the skill level of the Australian workforce is available on page 27.

### Proportion of employed persons who held post-school qualifications (% of total)



Source: ABS Education and Work May 2007 (original data) Cat. No. 6227.0

<sup>1</sup> Due to the considerable boundary changes that have occurred at the regional level over the last 20 years, a 10 year time comparison has been used in this instance to provide a more meaningful analysis of the regional data.

<sup>2</sup> The discussion of regional labour markets is based on the 77 ABS Labour Force Regions which differ from the Statistical Divisions which are referred to in the State and Territory labour market section of this publication.

<sup>3</sup> Earliest available comparable data are for May 1998

## NATIONAL OVERVIEW

Australia's population is close to 21.2 million and employment is about 10.6 million. Australia's population and workforce are highly concentrated, with three states, New South Wales, Victoria and Queensland together accounting for over three-quarters of both employment and population. The largest State in terms of population and employment is New South Wales (which has a population of 6.5 million and employment of 3.3 million), which makes up about one third of the country's population and employment, followed by Victoria (population of 4.9 million and employment of almost 2.6 million).

The fastest growing labour market in number and percentage terms over the last five years has been Queensland, which added 379 500 new jobs at a growth rate of 21.7%. Driven by strong growth in *Mining* and *Construction*, employment in Western Australia has also grown strongly, with 163 800 new jobs, a growth rate of 17.4%.

Over the past decade, the Australian workforce has experienced significant demographic changes. The proportion of workers aged 45 years and over increased significantly, although the proportion of workers aged 24 years or younger remained relatively stable.

There are some significant regional variations across Australia in terms of industry employment, proportion of the workforce holding post-school qualifications and the age of the workforce. These are summarised at the State and Territory level in the table below, and information at the ABS Statistical Division level is provided on the following pages.

### Population

State	Number '000	% of total	% Change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older
New South Wales	6 539.0	33	4.3	33	39
Victoria	4 926.0	25	6.5	33	38
Queensland	3 891.6	20	11.8	32	37
South Australia	1 511.7	8	3.9	32	41
Western Australia	1 952.8	10	8.2	34	37
Tasmania	475.5	2	4.7	33	42
Northern Territory	190.9	1	4.3	40	27
Australian Capital Territory	323.3	2	4.9	35	35
<b>Australia</b>	<b>21 184.9<sup>1</sup></b>	<b>100</b>	<b>6.6</b>	<b>33</b>	<b>38</b>

1. ABS website, January 2008.

Source: ABS 2006 Census of Population and Housing, Community Profiles

### Workforce

State	Employment		Employment Change 5 years to Nov 07		Education Attainment				
	'000	% of total	'000	%	% Aged 24 years or younger	% Aged 45 or older	% Bachelor degree or higher qualification	% Certificate III/IV	% No post-school qualification
New South Wales	3 338.1	32	260.1	8.4	17	37	25	18	39
Victoria	2 589.1	25	283.4	12.3	17	37	27	17	40
Queensland	2 129.0	20	379.5	21.7	19	36	20	21	44
South Australia	762.6	7	69.9	10.1	17	40	22	18	43
Western Australia	1 105.2	11	163.8	17.4	19	38	22	19	42
Tasmania	226.2	2	27.7	14.0	18	40	18	22	45
Northern Territory	106.0	1	6.4	6.5	17	35	21	18	45
Australian Capital Territory	187.9	2	14.5	8.3	19	35	38	11	34
<b>Australia<sup>1</sup></b>	<b>10 559.8</b>	<b>100</b>	<b>1 189.4</b>	<b>12.7</b>	<b>18</b>	<b>37</b>	<b>24</b>	<b>18</b>	<b>41</b>

1. Trend Data, totals do not add.

Sources: ABS Labour Force Survey, Nov 2007.

ABS Education and Work 2007 Cat. no. 6227.0, May 2007

## NEW SOUTH WALES

The New South Wales labour force is the largest in Australia, accounting for close to one third of the country's employment (3.3 million). Two thirds of those employed in the State work in the Sydney area. The largest employing industries are *Retail Trade* (485 800), *Property and Business Services* (421 800) and *Health and Community Services* (352 600), which collectively account for more than one third of the State's employment. Employment has grown by 8.4% over the last five years with the largest

number of new jobs being in *Construction* (53 900), *Health and Community Services* (42 500) and *Retail Trade* (39 300). The New South Wales workforce is relatively highly skilled with one quarter of workers holding a Bachelor degree or higher qualification and 18% holding Certificate III/IV qualifications. However, it is notable from the table below that workers outside Sydney are significantly less likely to hold post-school qualifications than their city counterparts.

### Population

REGION	Number '000	% Change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older
Central West	170.9	1.9	34	41
Hunter	589.2	4.8	33	42
Illawarra	394.2	3.6	33	42
Mid-North Coast	284.7	6.7	30	48
Murray	110.5	4.3	33	43
Murrumbidgee	147.3	2.7	36	39
North Western and Far West	133.3	-1.0	34	41
Northern	172.4	-1.0	34	42
Richmond-Tweed	219.3	6.9	31	46
South Eastern	197.9	8.2	31	44
Sydney	4 119.2	4.3	33	36
<b>New South Wales</b>	<b>6 539.0</b>	<b>4.3</b>	<b>33</b>	<b>39</b>

Source: ABS 2006 Census of Population and Housing, Community Profiles

### Workforce

REGION	Employed '000	% of total	% Employment change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older	% Bachelor degree or higher qualification	% Certificate III/IV	% No post school qualification	Key employing sectors <sup>1</sup>	Employed '000
Central West	73.3	2	4.8	16	44	14	27	45	Grain, Sheep and Beef Cattle Farming Specialised Food Retailing	6.8 2.0
Hunter	247.5	8	12.0	18	38	16	28	42	Coal Mining Community Care Services	6.9 6.1
Illawarra	160.3	5	7.7	17	40	18	28	39	Iron and Steel Manufacturing Specialised Food Retailing	6.5 5.0
Mid-North Coast	102.9	3	14.4	14	46	13	28	43	Specialised Food Retailing Supermarket and Grocery Stores	3.8 3.3
Murray	50.3	2	8.6	16	44	13	26	48	Grain, Sheep and Beef Cattle Farming Road Freight Transport	4.4 1.4
Murrumbidgee	66.5	2	5.3	18	40	13	26	48	Grain, Sheep and Beef Cattle Farming Meat and Meat Product Manufacturing	5.7 1.8
North Western and Far West	55.0	2	2.3	15	44	13	25	49	Grain, Sheep and Beef Cattle Farming Specialised Food Retailing	6.6 1.5
Northern	72.7	3	3.6	15	45	14	25	47	Grain, Sheep and Beef Cattle Farming Post School Education	9.2 1.8
Richmond-Tweed	86.3	3	17.8	15	45	16	26	43	Specialised Food Retailing Building Construction	3.4 2.5
South Eastern	87.6	3	14.4	14	44	17	25	43	Grain, Sheep and Beef Cattle Farming Specialised Food Retailing	4.6 2.5
Sydney	1903.5	66	4.5	16	36	28	19	36	Other Business Services Legal and Accounting Services	62.8 52.4

1. Key employing sectors are not necessarily the largest employing sectors in a particular region.

Source: ABS 2006 Census of Population and Housing, Community Profiles



## VICTORIA

Almost 2.6 million people or one in four Australian workers are employed in Victoria. Employment is heavily concentrated in Melbourne, which accounts for close to three quarters of the State's workforce. Slightly less than half of Victoria's employment is in four industries, *Retail Trade* (375 400 jobs), *Manufacturing* (334 000), *Property and Business Services* (312 900) and *Health and Community Services* (265 400). Employment has increased by 12.3% over the last five years, similar to national employment growth, with significant increases in *Health and Community Services* (39 700), *Construction* (38 700) and *Property and Business Services* (37 400). *Manufacturing* is an important employing industry

in Victoria, with the State having close to one third of total employment in the industry. The Victorian workforce is relatively highly skilled with slightly more than one quarter of workers holding a Bachelor degree or higher qualification and 17% holding Certificate III/IV qualifications. However, it is notable from the table below that workers in regions outside Melbourne are significantly less likely to hold post-school qualifications than their city counterparts.



## Population

REGION	Number '000	% Change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older
Barwon	259.0	6.4	33	42
Central Highlands	142.2	5.7	34	41
East Gippsland and Gippsland	239.6	4.3	32	45
Goulburn	195.2	6.1	33	42
Loddon	168.9	6.7	33	42
Mallee and Wimmera	137.0	1.9	33	43
Melbourne	3 592.6	7.0	33	37
Ovens-Murray	92.6	5.1	33	42
Western District	98.9	3.5	33	43
<b>Victoria</b>	<b>4 926.0</b>	<b>6.5</b>	<b>33</b>	<b>38</b>

Source: ABS 2006 Census of Population and Housing, Community Profiles

## Workforce

REGION	Employed '000	% of total	% Employment change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older	% Bachelor degree or higher qualification	% Certificate III/IV	% No post school qualification	Key employing sectors <sup>1</sup>	Employed '000
Barwon	114.5	5	12.2	17	40	18	24	43	Specialised Food Retailing	3.6
									Building Construction	3.3
Central Highlands	62.2	3	12.0	17	41	18	23	45	Grain, Sheep and Beef Cattle Farming	2.1
									Building Construction	1.5
East Gippsland and Gippsland	99.8	4	10.9	16	45	13	27	46	Grain, Sheep and Beef Cattle Farming	3.1
									Dairy Cattle Farming	3.9
Goulburn	86.6	4	9.5	15	44	13	25	50	Grain, Sheep and Beef Cattle Farming	3.6
									Dairy Cattle Farming	3.5
Loddon	73.3	3	12.3	16	43	18	25	44	Grain, Sheep and Beef Cattle Farming	2.1
									Building Construction	1.8
Mallee and Wimmera	60.2	3	3.5	15	45	12	23	52	Grain, Sheep and Beef Cattle Farming	6.3
									Horticulture and Fruit Growing	3.4
Melbourne	1 686.0	74	8.8	16	36	28	18	39	Other Business Services	57.6
									Building Construction	40.3
Ovens-Murray	43.8	2	12.0	16	43	15	26	45	Grain, Sheep and Beef Cattle Farming	1.6
									Defence	1.1
Western District	45.6	2	9.4	15	44	13	24	49	Grain, Sheep and Beef Cattle Farming	4.0
									Dairy Cattle Farming	3.1

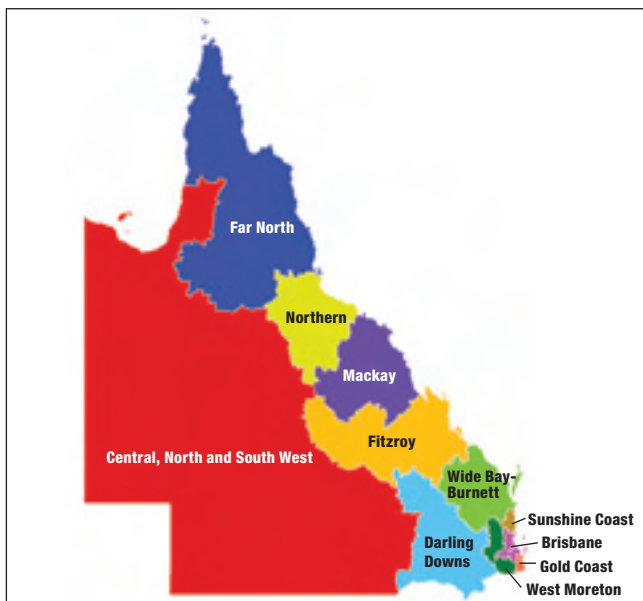
1. Key employing sectors are not necessarily the largest employing sectors in a particular region.

Source: ABS 2006 Census of Population and Housing, Community Profiles

## QUEENSLAND

Queensland is Australia's third largest employing State with one fifth of the country's workforce (2.1 million). The largest employing industries are *Retail Trade* (331 700 jobs), *Property and Business Services* (250 800) and *Construction* (229 500) which together account for 38% of the State's jobs. Queensland has experienced strong employment growth in the past five years, up by 379 500 (21.7%). The strongest growth was in *Construction*, which increased by 89 500 (63.9%) and *Property and*

*Business Services*, up by 76 500 (43.9%). Over the same period, employment in *Agriculture, Forestry and Fishing* fell by 27 200 (25.5%). Slightly less than half of all workers in Queensland do not hold post-school qualifications although there is significant variation across regions. The proportion is highest in West Moreton (56%) and lowest in Brisbane (43%).



### Population

REGION	Number '000	% Change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older
Brisbane	1 763.1	11.5	30	35
Central, North and South West	66.6	-3.6	38	33
Darling Downs	213.8	7.3	36	39
Far North	231.1	9.1	35	36
Fitzroy	188.4	9.9	37	35
Gold Coast	482.3	16.6	32	40
Mackay	150.2	15.4	35	35
Northern	196.7	8.3	37	34
Sunshine Coast	276.3	17.5	31	44
West Moreton	68.6	9.4	33	42
Wide Bay-Burnett	254.7	13.1	31	46
Queensland	3 891.6	11.8	32	37

Source: ABS 2006 Census of Population and Housing, Community Profiles

### Workforce

REGION	Employed '000	% of total	% Employment change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older	% Bachelor degree or higher qualification	% Certificate III/IV	% No post school qualification	Key employing sectors <sup>1</sup>	Employed '000
Brisbane	862.4	47	17.6	19	35	23	20	43	Building Construction Legal and Accounting Services	23.1 19.1
Central, North and South West	32.9	2	-2.9	17	37	11	22	55	Grain, Sheep and Beef Cattle Farming Road Freight Transport	5.4 0.7
Darling Downs	96.8	5	11.7	18	41	14	22	52	Grain, Sheep and Beef Cattle Farming Meat and Meat Product Manufacturing	6.9 2.6
Far North	107.5	6	12.0	16	39	14	25	47	Accommodation Building Construction	4.9 3.3
Fitzroy	87.6	5	16.7	19	37	13	25	52	Coal Mining Grain, Sheep and Beef Cattle Farming	4.7 3.5
Gold Coast	222.9	12	26.0	18	37	15	25	46	Building Construction Other Business Services	9.7 7.1
Mackay	72.8	4	24.4	18	37	11	28	51	Coal Mining Accommodation	6.8 2.5
Northern	94.4	5	13.7	20	35	15	24	49	Defence Building Construction	4.4 2.6
Sunshine Coast	119.6	7	30.6	17	41	15	26	44	Building Construction Cafés and Restaurants	5.2 3.4
West Moreton	28.7	2	14.8	16	44	9	23	56	Horticulture and Fruit Growing Grain, Sheep and Beef Cattle Farming	1.3 1.2
Wide Bay-Burnett	95.3	5	19.8	16	43	11	26	51	Horticulture and Fruit Growing Grain, Sheep and Beef Cattle Farming	3.2 2.9

1. Key employing sectors are not necessarily the largest employing sectors in a particular region.  
Source: ABS 2006 Census of Population and Housing, Community Profiles



## SOUTH AUSTRALIA

With employment in excess of 760 000, South Australia has Australia's fifth largest workforce. The South Australian labour market is highly concentrated in Adelaide, which accounts for almost three quarters of State employment. The largest employing industries are *Retail Trade* (116 000), *Health and Community Services* (93 900) and *Manufacturing*

(91 600), which together comprise about 40% of total employment. Over the past five years, employment has grown by 10.1% with most of the new jobs being in *Retail Trade* (18 600) and *Construction* (13 700). Although *Mining* is a relatively small industry in the State, it has almost trebled in size over the past five years to 10 700. About 32% of South Australia's workforce is employed part-time and the workforce is ageing, with the State sharing with Tasmania the highest proportion of workers aged 45 years or older (40%). Similar to other States, the proportion of workers who do not hold post-school qualifications in South Australia is higher in regions outside the metropolitan area.



## Population

REGION	Number '000	% Change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older
Adelaide	1 105.8	3.3	32	41
Eyre	33.3	3.6	33	41
Murray Lands	66.8	2.5	31	44
Northern	75.9	-0.3	33	40
Outer Adelaide	123.7	13.8	31	44
South East	62.2	4.6	33	40
Yorke and Lower North	43.9	3.8	28	51
<b>South Australia</b>	<b>1 511.7</b>	<b>3.9</b>	<b>32</b>	<b>41</b>

Source: ABS 2006 Census of Population and Housing, Community Profiles

## Workforce

REGION	Employed '000	% of total	% Employment change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older	% Bachelor degree or higher qualification	% Certificate III/IV	% No post school qualification	Key employing sectors <sup>1</sup>	Employed '000
Adelaide	509.3	74	8.5	17	38	21	21	44	Community Care Services	16.1
									Motor Vehicle and Part Manufacturing	10.5
Eyre	15.4	2	8.9	15	43	10	23	55	Grain, Sheep and Beef Cattle Farming	2.6
									Aquaculture	0.6
Murray Lands	29.4	4	4.1	14	45	8	22	58	Horticulture and Fruit Growing	3.1
									Grain, Sheep and Beef Cattle Farming	2.2
Northern	30.7	4	6.9	15	40	11	26	51	Grain, Sheep and Beef Cattle Farming	1.8
									Iron and Steel Manufacturing	1.6
Outer Adelaide	56.7	8	17.8	14	44	14	25	48	Beverage and Malt Manufacturing	2.3
									Horticulture and Fruit Growing	1.9
South East	29.9	4	5.7	15	42	9	24	55	Grain, Sheep and Beef Cattle Farming	3.1
									Log Sawmilling and Timber Dressing	1.3
Yorke and Lower North	17.6	3	9.8	13	48	10	23	55	Grain, Sheep and Beef Cattle Farming	3.1
									Supermarket and Grocery Stores	0.5

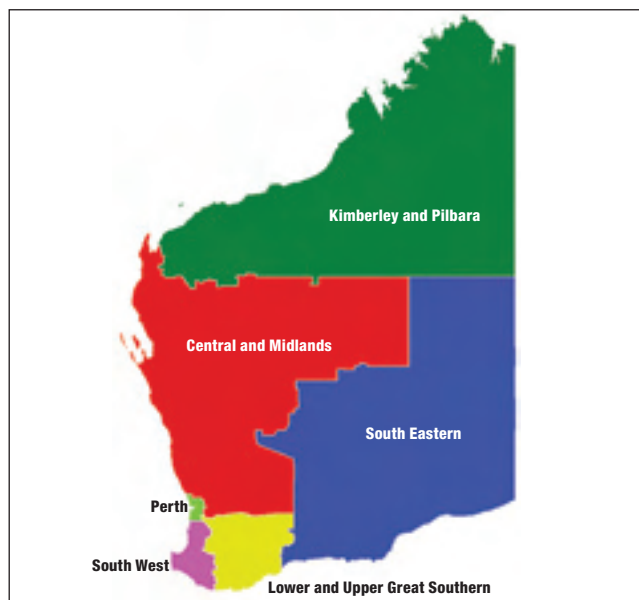
1. Key employing sectors are not necessarily the largest employing sectors in a particular region.

Source: ABS 2006 Census of Population and Housing, Community Profiles

## WESTERN AUSTRALIA

Employment in Western Australia has grown strongly over the past five years (up by 17.4% or 163 800 jobs), the second fastest rate of employment growth after Queensland. Slightly more than 10% of Australia's workforce is employed in Western Australia and the largest employing industries are *Retail Trade* (154 700), *Property and Business Services* (136 300) and *Construction* (112 200). *Mining* is an important employing industry in Western Australia, accounting for 51 300 jobs and

influencing activity and employment in many other industries. Although Western Australia has one in every ten Australian workers overall, it has more than one in every three mining workers. Most new jobs are in *Construction* (36 200), *Property and Business Services* (34 700), *Health and Community Services* (27 800) and *Mining* (16 300). The Western Australian workforce is highly concentrated in Perth, with 75% of the State's workers in the metropolitan area. About 29% of the State's workforce is employed part-time, but there are some regional differences, with the Kimberley and Pilbara regions having lower proportions of their workers employed part-time (23%).



### Population

REGION	Number '000	% Change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older
Central and Midlands	107.9	1.1	33	40
Kimberley and Pilbara	70.3	4.2	40	24
Lower and Upper Great Southern	70.3	4.8	33	42
Perth	1 445.1	8.5	34	37
South Eastern	51.9	1.1	38	29
South West	207.3	15.0	33	42
<b>Western Australia</b>	<b>1 952.8</b>	<b>8.2</b>	<b>34</b>	<b>37</b>

Source: ABS 2006 Census of Population and Housing, Community Profiles

### Workforce

REGION	Employed '000	% of total	% Employment change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older	% Bachelor degree or higher qualification	% Certificate III/IV	% No post school qualification	Key employing sectors <sup>1</sup>	Employed '000
Central and Midlands	48.4	5	4.9	11	35	11	23	53	Grain, Sheep and Beef Cattle Farming	6.9
									Metal Ore Mining	1.3
Kimberley and Pilbara	32.4	3	3.6	12	25	14	28	46	Metal Ore Mining	4.3
									Accommodation	0.9
Lower and Upper Great Southern	32.6	3	9.6	8	26	12	22	52	Grain, Sheep and Beef Cattle Farming	6.4
									Community Care Services	0.7
Perth	704.1	75	14.8	10	21	22	21	42	Other Business Services	21.6
									Specialised Food Retailing	20.0
South Eastern	25.2	3	3.9	10	20	12	26	51	Metal Ore Mining	3.1
									Grain, Sheep and Beef Cattle Farming	1.2
South West	90.9	10	21.4	9	23	12	26	49	Building Construction	2.9
									Metal Ore Mining	2.0

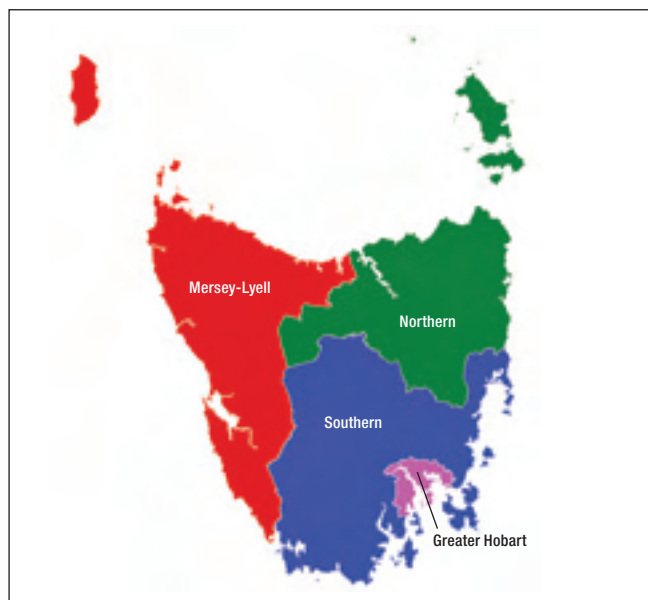
1. Key employing sectors are not necessarily the largest employing sectors in a particular region.

Source: ABS 2006 Census of Population and Housing, Community Profiles

## TASMANIA

Tasmania has a small labour market, with employment of 226 200 or about 2% of Australian employment. The largest employing industries are *Retail Trade* (34 000), *Health and Community Services* (26 900), *Manufacturing* (23 300) and *Education* (18 200), with these four industries accounting for about 45% of the State's employment. An additional 27 700 jobs, representing relatively strong growth of 14.0%, were created over the last five years. However, the growth was not spread evenly across

all industries. Most new jobs were in *Construction* (5700) and *Accommodation, Cafés and Restaurants* (5100), while employment fell in *Agriculture, Forestry and Fishing* (1800) and *Wholesale Trade* (1300). Tasmania, with the Northern Territory, has the highest proportion of workers who do not hold post-school qualifications (45%) and, like other States, workers in regions outside the metropolitan area are less likely to hold post-school qualifications than their city counterparts. Tasmania also has a relatively old workforce, with 40% of workers aged 45 years or older. Employment in Tasmania is relatively regionally dispersed with Hobart having slightly more than 40% of the State's employment and Northern Tasmania and Mersey-Lyell also having relatively high shares of the State's employment.



## Population

REGION	Number '000	% Change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older
Greater Hobart	200.5	4.9	33	41
Mersey-Lyell	106.1	4.3	32	43
Northern	133.9	4.3	33	42
Southern	34.9	5.7	30	46
Tasmania	475.5	4.7	33	42

Source: ABS 2006 Census of Population and Housing, Community Profiles

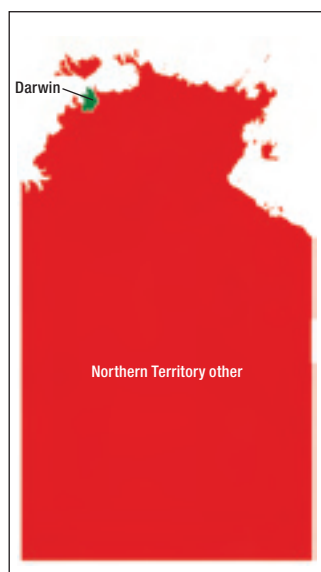
## Workforce

REGION	Employed '000	% of total	% Employment change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older	% Bachelor degree or higher qualification	% Certificate III/IV	% No post school qualification	Key employing sectors <sup>1</sup>	Employed '000
Greater Hobart	89.7	44	12.6	17	40	22	22	43	Community Care Services	2.7
									Cafés and Restaurants	2.1
Mersey-Lyell	43.8	21	14.3	16	41	11	27	50	Community Care Services	1.2
									Road Freight Transport	1.1
Northern	57.0	28	11.0	16	41	15	25	48	Grain, Sheep and Beef Cattle Farming	1.4
									Road Freight Transport	1.2
Southern	14.0	7	14.3	11	48	12	24	50	Grain, Sheep and Beef Cattle Farming	0.9
									Horticulture and Fruit Growing	0.5

1. Key employing sectors are not necessarily the largest employing sectors in a particular region.

Source: ABS 2006 Census of Population and Housing, Community Profiles

## NORTHERN TERRITORY



The Northern Territory has Australia's smallest labour market, with employment of 106 000 (1% of the Australian workforce). The largest employing industries are *Retail Trade* (12 500 jobs), *Government Administration and Defence* (12 400) and *Health and Community Services* (9600), which together make up one third of the Territory's employment. Employment has grown by 6.5% over the past five years with most new jobs being in *Personal and Other Services* (3800) and

*Accommodation, Cafés and Restaurants* (3200). Over the same period, employment fell in *Government Administration and Defence* by 6900 jobs (35.7%), although this industry continues to be a significant employer in the Northern Territory. The Northern Territory has a relatively low proportion of workers in part-time work (21%) compared with the national average (28%), though there are some regional differences.

## Population

REGION	Number '000	% Change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older
Darwin	106.0	6.7	37	29
Northern Territory other	84.9	1.3	44	24
<b>Northern Territory</b>	<b>190.9</b>	<b>4.3</b>	<b>40</b>	<b>27</b>

Source: ABS 2006 Census of Population and Housing, Community Profiles

## Workforce

REGION	Employed '000	% of total	% Employment change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older	% Bachelor degree or higher qualification	% Certificate III/IV	% No post school qualification	Key employing sectors <sup>1</sup>	Employed '000
Darwin	54.2	63	8.4	17	34	20	24	42	Defence	3.9
									Public Order and Safety Services	1.3
Northern Territory other	32.3	37	1.3	17	34	15	23	49	Community Care Services	1.5
									Accommodation	1.3

1. Key employing sectors are not necessarily the largest employing sectors in a particular region.

Source: ABS 2006 Census of Population and Housing, Community Profiles

## AUSTRALIAN CAPITAL TERRITORY

With about 188 000 workers, the Australian Capital Territory (ACT) has 2% of Australia's employment. The largest employing industries are *Government Administration and Defence* (52 000), *Property and Business Services* (25 600) and *Retail Trade* (19 700). As Australia's capital city, Canberra has a relatively high proportion of the nation's public servants, with more than one in every ten workers in *Government Administration and Defence* located in the ACT. Employment has risen by 8.3% over the past five years with most new jobs being in *Government Administration and Defence* (10 900) and *Construction* (4100). The ACT has Australia's most highly educated workforce with 38% of workers holding a Bachelor degree or higher qualification, and the lowest proportion of workers who do not hold post-school qualifications (34%). The ACT is a single ABS Statistical Division so regional data are not available.

One quarter of the ACT labour force is employed part-time which is slightly lower than the national average of 28% and it is second only to the Northern Territory in having the highest proportion of full-time employment. The ACT also has a relatively high proportion of its workforce in the under 25 year age group (19%).

## Population

REGION	Number '000	% Change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older
Canberra and ACT	323.3	4.9	35	35

Source: ABS 2006 Census of Population and Housing, Community Profiles

## Workforce

REGION	Employed '000s	% Employment change (past 5 years)	% Aged 24 years or younger	% Aged 45 years or older	% Bachelor degree or higher qualification	% Certificate III/IV	% No post school qualification	Key employing sectors	Employed '000
Canberra and ACT	187.9	8.3	19	35	38	11	34	Government Administration	45.1
								Defence	6.8

Sources: ABS Labour Force Survey (Original) for 4 quarters to Nov 2007.

ABS Education and Work 2007 Cat. no. 6227.0

## INDUSTRY OVERVIEW

### In which industries do Australians work?

Australia's 10.6 million workers can be classified into 17 broad industries. Four of these industries provide almost half of Australia's jobs. The largest employer is *Retail Trade* which has almost one in every seven workers (1.6 million people, 15% of national employment). Three other industries also employ in excess of one million Australians, *Property and Business Services* (1.3 million, more than one in every ten workers), *Health and Community Services* and *Manufacturing* (1.1 million each, about one in every ten jobs).

Apart from industry-specific factors, such as level of retail spending and demand for Australian exports, there are many factors which influence the level of employment in these industries, including the rate of economic growth, structural and technological change and labour market flexibility. The rate of employment growth has been strongest in some of the smaller industries, such as *Mining* and *Transport and Storage* although, given their relatively small employment size, they have not contributed as many jobs as slower growing but larger industries. *Construction* has grown strongly and contributed the most new jobs over the past five years.

### Where are the new jobs?

In the past five years, nearly 1.2 million new jobs were created. Much of this growth was driven by four key industries, accounting for more than three of every five new jobs

- Construction (236 200)
- Property and Business Services (182 000)
- Health and Community Services (163 700)
- Retail Trade (154 000).

In percentage terms, employment growth was strongest in the following industries

- Mining (64.6%)
- Construction (33.6%)
- Transport and Storage (24.5%)
- Cultural and Recreational Services (22.5%).

More information about new jobs is available in *New Jobs at* [www.skillsinfo.gov.au](http://www.skillsinfo.gov.au).

### Do any industries have declining employment?

Employment has increased in most Australian industries over the past five years, with all except four industries growing by more than 10%. However, employment has fallen in two industries, *Manufacturing* and *Agriculture, Forestry and Fishing*.

Employment in *Manufacturing* has declined by 39 900, 3.5% over the past five years. However, *Manufacturing* remains the fourth largest employer of Australian workers and it also plays an important role in Australia's export earnings. In addition, it makes a significant contribution to employment in other industries such as *Transport and Storage* and *Property and Business Services*.

Largely reflecting the continuing drought, employment in *Agriculture, Forestry and Fishing* has also declined (down by 11 000 jobs, or 3.0%) over the past five years. Despite this fall, *Agriculture, Forestry and Fishing* remains a major employer in regional Australia, and projections suggest there will be employment gains over the next five years.

Industry Employment <sup>1</sup>	Employment Nov 07		Employment Change 5 years to Nov 07						Projected annual jobs growth to 2012-13	
	'000	% of total	'000	%	% Working part-time	% Female	% Aged 45 years or older	% of employment outside State capital cities	'000 pa	% pa
Accommodation, Cafés and Restaurants	499.9	5	52.5	11.7	48	56	26	43	8.8	1.7
Agriculture, Forestry and Fishing	362.2	3	-11.0	-3.0	26	31	54	86	3.9	1.1
Communication Services	189.3	2	19.3	11.4	15	31	40	24	3.0	1.5
Construction	939.2	9	236.2	33.6	14	12	33	41	21.2	2.2
Cultural and Recreational Services	295.5	3	54.2	22.5	42	49	32	34	5.9	1.9
Education	750.8	7	84.6	12.7	35	68	49	38	15.6	2.0
Electricity, Gas and Water Supply	85.6	1	14.5	20.4	6	20	41	43	1.0	1.2
Finance and Insurance	400.1	4	50.6	14.5	20	51	30	19	3.1	0.8
Government Administration and Defence	483.2	5	52.2	12.1	16	52	45	46	6.0	1.2
Health and Community Services	1 108.8	11	163.7	17.3	42	79	46	37	31.9	2.7
Manufacturing	1 088.0	10	-39.9	-3.5	13	26	39	33	-5.8	-0.5
Mining	141.0	1	55.4	64.6	2	14	34	63	4.3	2.9
Personal and Other Services	413.2	4	30.7	8.0	30	51	36	36	3.3	0.8
Property and Business Services	1 255.4	12	182.0	17.0	25	45	37	27	31.4	2.4
Retail Trade	1 579.9	15	154.0	10.8	46	53	26	38	26.7	1.6
Transport and Storage	501.0	5	98.7	24.5	17	25	44	33	8.2	1.6
Wholesale Trade	442.1	4	0.4	0.1	16	32	37	30	-2.1	-0.5
<b>Total (all industries)</b>	<b>10 559.8<sup>2</sup></b>	<b>100<sup>2</sup></b>	<b>1 189.4<sup>2</sup></b>	<b>12.7<sup>2</sup></b>	<b>28</b>	<b>45</b>	<b>37</b>	<b>37</b>		

1. Industries are Division level of the Australian and New Zealand Standard Industrial Classification (ANZSIC)

2. Trend data, totals do not add.

Source: ABS Labour Force Survey, Nov 2007.



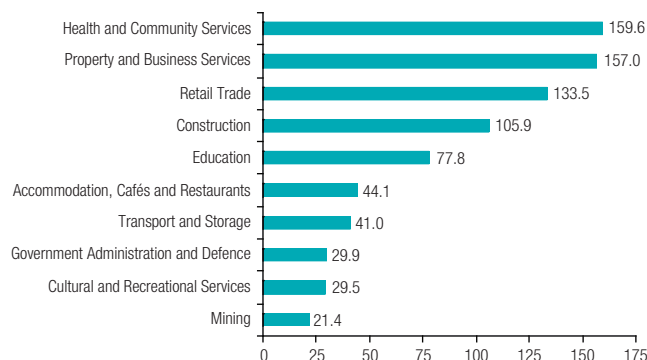
## Where will the new jobs be?

Over half of new employment over the five years to 2012-13 is expected to come from three industries. *Health and Community Services* and *Property and Business Services* are expected to add over 150 000 new jobs each and *Retail Trade* is expected to contribute 133 500 over the next five years.

Large numbers of new jobs are also projected in *Construction* (105 900) and *Education* (77 800). *Accommodation, Cafés and Restaurants* (44 100) and *Transport and Storage* (41 000) are both expected to contribute significantly to jobs growth.

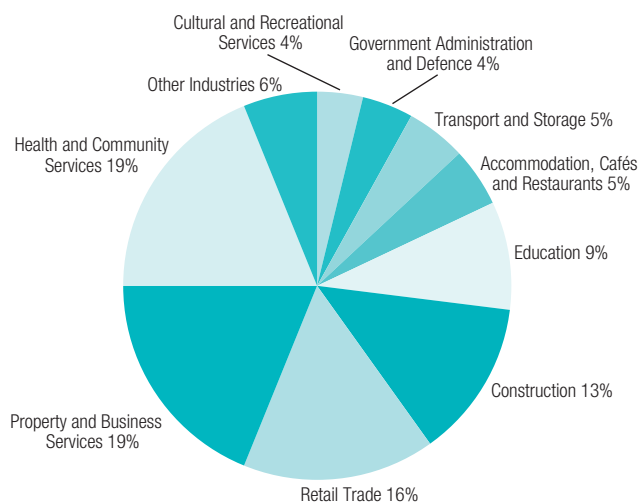
### Projected Employment Growth to 2012-13

#### Top 10 Industries ('000)



DEEWR has prepared indicative projections of employment growth for around 150 industries (at the ANZSIC 3 digit level) to 2012-13. These are based on forecasts from economic forecasting organisations, especially the Centre of Policy Studies (CoPS) at Monash University, and information on recent employment, industry trends and prospective industry developments.

### Projected Employment Growth by Industry to 2012-13 (% share)



## Accommodation, Cafés and Restaurants

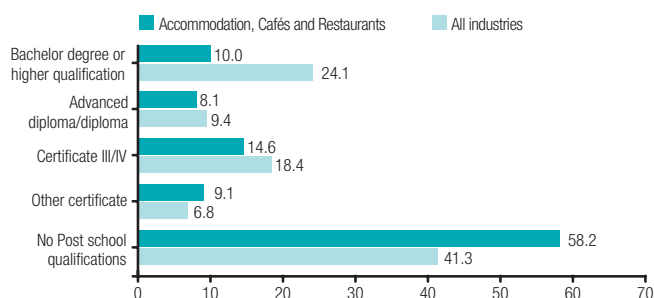
	This industry	All industries
Employment (number)	499 900	10 559 800
% Employment change (past 5 years)	11.7	12.7
% Working part-time	48	28
% Female	56	45
% Aged 45 years or older	26	37
% of employment outside State capital cities	43	37

#### Top 5 occupations

	This industry	All industries
Waiters	101 300	109 900
Bar Attendants	53 600	59 800
Chefs	53 400	64 200
Kitchenhands	45 300	109 200
Restaurant and Catering Managers	37 100	52 900

Half a million Australian workers are employed in *Accommodation, Cafés and Restaurants*, approximately 5% of the Australian workforce. In the past five years 52 500 jobs have been created, with most of the new jobs being in Cafés and Restaurants (33 400) and Pubs, Taverns and Bars (21 300). Employment fell slightly in Accommodation (down by 2000). Over the next five years employment in *Accommodation, Cafés and Restaurants* is expected to grow by about 44 000, a rate of 1.7% per year.

### Accommodation, Cafés and Restaurants Education Profile, May 2007 (%)

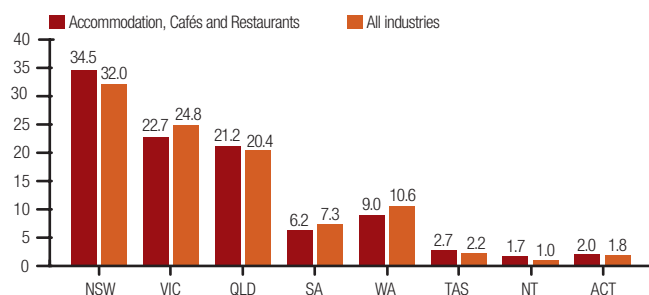


Source: ABS Education and Work 2007 Cat. no. 6227.0

*Accommodation, Cafés and Restaurants* provides good entry level opportunities to the labour market. Almost three in every five workers do not hold post-school qualifications and the workforce is relatively young with more than one third of workers (36%) aged less than 25 years.

This industry is regionally diverse, with a relatively high proportion of its employment outside State capital cities (43% compared with 37% of total employment) although jobs are spread throughout the States and Territories in approximately the same ratio as employment for all industries.

### Industry Employment by State (% share)



Source: ABS Labour Force, Australia-Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

Nearly half of all employment is part-time which together with the young age profile suggests this industry provides employment for students who combine study and employment.

#### Useful links

[www.aha.org.au/school2work.html](http://www.aha.org.au/school2work.html)  
[www.serviceskills.com.au](http://www.serviceskills.com.au)  
[www.tourismtraining.com.au](http://www.tourismtraining.com.au)



## Agriculture, Forestry and Fishing

	This industry	All industries
Employment (number)	362 200	10 559 800
% Employment change (past 5 years)	-3.0	12.7
% Working part-time	26	28
% Female	31	45
% Aged 45 years or older	54	37
% of employment outside State capital cities	86	37

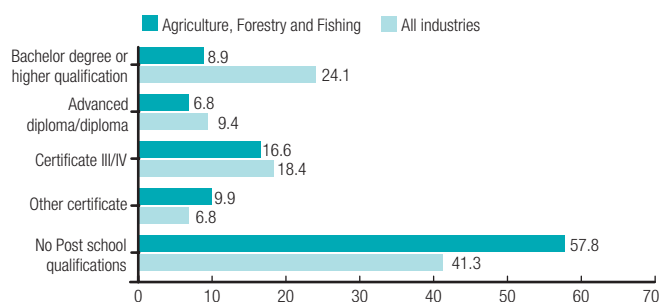
### Top 5 occupations

Livestock Farmers	96 000	96 600
Farm Hands	57 500	63 200
Crop Farmers	53 000	57 000
Mixed Crop and Livestock Farmers	38 100	39 600
General Mobile Plant Operators	14 100	26 800

*Agriculture, Forestry and Fishing* is relatively small, with 362 200 employed people or 3% of the Australian workforce. However, it is a very significant employer in regional areas, representing almost 8% of Australia's employment outside State capital cities, and having 86% of its workforce in regional areas.

Reflecting the impact of the long-standing drought, employment has dropped by about 11 000 since 2002. However, over the next five years employment growth projections are more positive with an expected increase of around 19 700 jobs, or a growth rate of 1.1% per year.

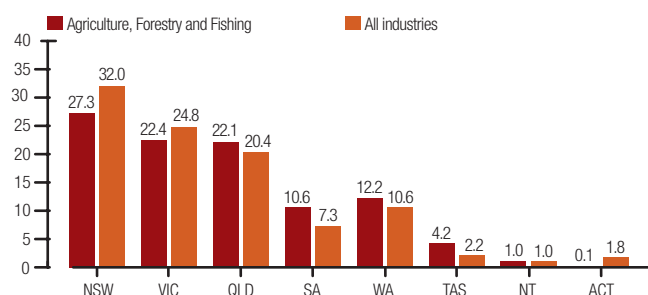
### Agriculture, Forestry and Fishing Education Profile, May 2007 (%)



Source: ABS Education and Work 2007 Cat. no.6227.0

Close to 60% of workers do not hold post-school qualifications, indicating on-the-job training and experience may be more important than formal qualifications. However, one quarter of workers hold Certificate level qualifications.

### Industry Employment by State (% share)



Source: ABS Labour Force, Australia-Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

Less than one third of the workers in this industry are female, significantly lower than the 45% across all industries, and most workers are employed full-time. Over half of the workers are aged 45 years or older so there is likely to be high replacement demand for labour in the future, although workers in this industry often work past the age considered in other industries to be retirement age.

### Useful links

[www.dairy.com.au/industry/careers](http://www.dairy.com.au/industry/careers)  
[www.ruralskills.com.au/ontrack/index.html](http://www.ruralskills.com.au/ontrack/index.html)  
[www.agrifoodskills.net.au](http://www.agrifoodskills.net.au)

## Communication Services

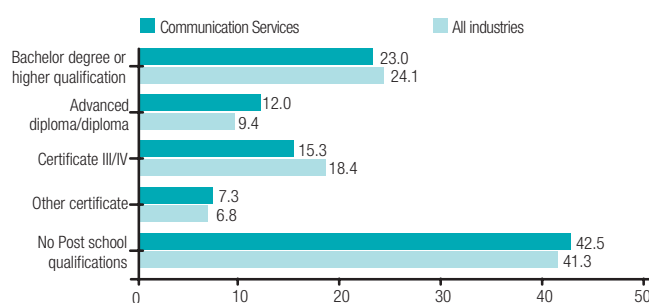
	This industry	All industries
Employment (number)	189 300	10 559 800
% Employment change (past 5 years)	11.4	12.7
% Working part-time	15	28
% Female	31	45
% Aged 45 years or older	40	37
% of employment outside State capital cities	24	37

### Top 5 occupations

Delivery Drivers	25 100	70 300
Communications Trades	16 700	24 300
Mail Sorting Clerks	14 800	18 500
Messengers	13 200	13 500
Computing Professionals	11 200	185 600

*Communication Services* employs 189 300 people, making it one of the smallest employing industries. Employment has grown by 19 300 in the past five years with much of this growth being in Postal and Courier Services (up by 11 700). The largest employing sector is Telecommunication Services with employment of 103 700 and 7700 new jobs in the past five years, despite some employment loss over the past two years. Employment in *Communication Services* is projected to increase by 14 900 over the next five years, a rate of 1.5% per year.

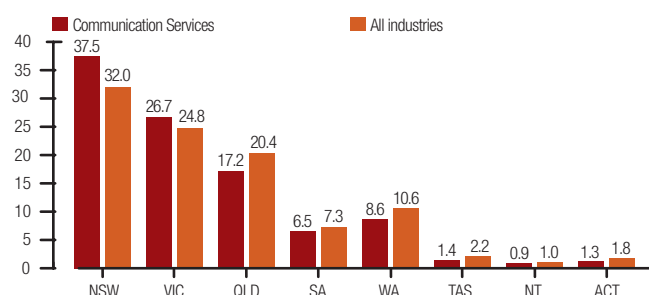
### Communication Services Education Profile, May 2007 (%)



Source: ABS Education and Work 2007 Cat. no.6227.0

The education profile for *Communication Services* is very similar to that for the Australian workforce as a whole. More than 40% of workers do not hold post-school qualifications and almost one in every four holds a Bachelor degree or higher qualification.

### Industry Employment by State (% share)



Source: ABS Labour Force, Australia-Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

*Communication Services* has a male-dominated workforce, with nearly 70% of its workers being male, significantly higher than the average across all industries (55%). Employment is predominantly full-time (85%) and is concentrated in State capital cities (76%).

### Useful links

[www.nswcitab.org.au/careers.htm](http://www.nswcitab.org.au/careers.htm)  
[www.acs.org.au/ictcareers/index.cfm](http://www.acs.org.au/ictcareers/index.cfm)  
[www.ee-oz.com.au](http://www.ee-oz.com.au)

## Construction

	This industry	All industries
Employment (number)	939 200	10 559 800
% Employment change (past 5 years)	33.6	12.7
% Working part-time	14	28
% Female	12	45
% Aged 45 years or older	33	37
% of employment outside State capital cities	41	37

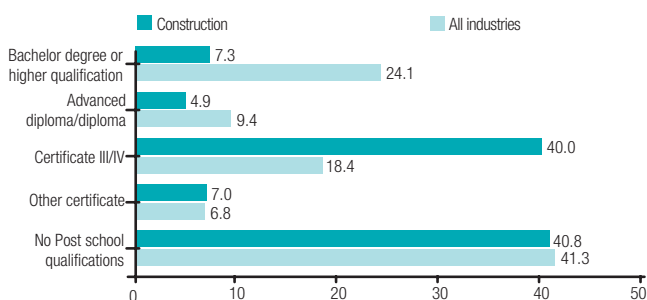
### Top 5 occupations

Carpenters and Joiners	88 900	117 300
Electricians	75 100	110 300
Plumbers	60 900	66 900
Building and Construction Managers	51 600	63 000
Painters and Decorators	46 300	50 000

*Construction* employs 939 200 people, making it Australia's fifth largest employing industry with nearly 9% of Australia's workforce. It is also Australia's second fastest growing industry with around 236 200 new jobs added in the past five years, an increase of 33.6% (second only to *Mining*). Employment growth is expected to continue over the next five years, although at a slightly slower rate, with around 105 900 new jobs, an increase of 2.2% per year.

## Construction

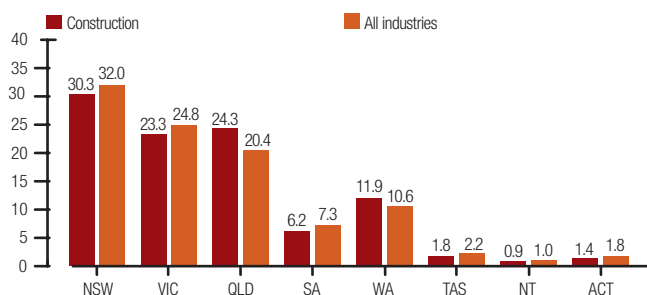
### Education Profile, May 2007 (%)



Source: ABS Education and Work 2007 Cat. no.6227.0

The proportion of workers in *Construction* who do not hold post-school qualifications is the same as that for the Australian workforce as a whole. However, the industry has a far higher proportion of workers who hold Certificate III/IV qualifications (40%).

### Industry Employment by State (% share)



Source: ABS Labour Force, Australia—Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

Employment is spread across the States and Territories in approximately the same ratio as employment overall, although Queensland's share of *Construction* employment is higher than for all industries. Almost 41% of workers are located outside State capital cities.

Around one third of workers in this industry are 45 years or older, compared with 37% for all industries. *Construction* has the lowest level of female employment of any industry (12% of the workforce). The rate of part-time employment (14%) is also much lower than for all industries (28%).

### Useful links

[www.constructmycareer.com.au](http://www.constructmycareer.com.au)  
[www.plumbingcareer.com.au](http://www.plumbingcareer.com.au)  
[www.citb.org.au/career/careers.asp](http://www.citb.org.au/career/careers.asp)  
[www.cpsisc.com.au](http://www.cpsisc.com.au)

## Cultural and Recreational Services

	This industry	All industries
Employment (number)	295 500	10 559 800
% Employment change (past 5 years)	22.5	12.7
% Working part-time	42	28
% Female	49	45
% Aged 45 years or older	32	37
% of employment outside State capital cities	34	37

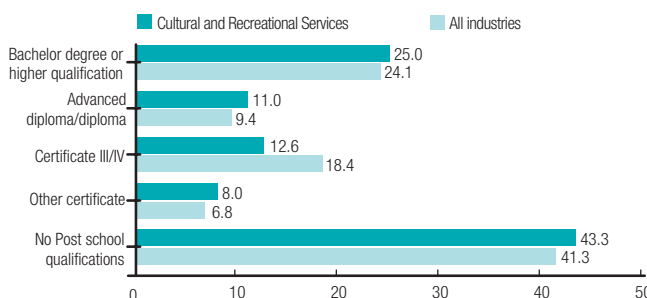
### Top 5 occupations

Fitness Instructors	25 000	27 500
Sportspersons, Coaches and Sporting Officials	22 900	27 000
Musicians and Singers	8200	11 400
Sales Assistants	7500	558 200
Media Equipment Operators	7000	13 500

*Cultural and Recreational Services* is a relatively small but diverse industry, with employment of 295 500, less than 3% of the Australian workforce. However, it has grown strongly over the past five years, at 22.5% (54 200 new jobs), compared with growth across all industries of 12.7%. Much of the industry's employment growth has been in Sports (27 700) and Libraries, Museums and The Arts (21 700). Employment in Motion Pictures, Radio and Television fell slightly, down by 5200. Future growth is expected to remain strong, with 29 500 new jobs projected in the next five years, an annual growth rate of 1.9%.

## Cultural and Recreational Services

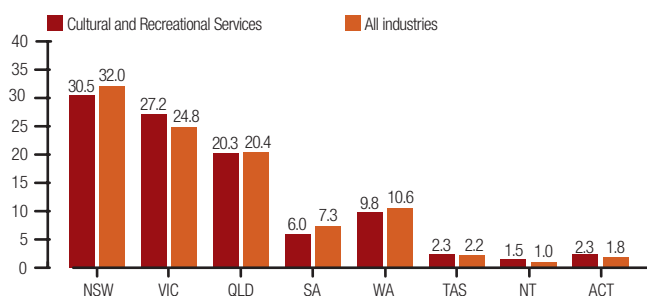
### Education Profile, May 2007 (%)



Source: ABS Education and Work 2007 Cat. no.6227.0

The education profile of workers in *Cultural and Recreational Services* is similar to that for the Australian workforce as a whole although there is a lower proportion of workers who hold Certificate III/IV qualifications.

### Industry Employment by State (% share)



Source: ABS Labour Force, Australia—Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

The industry has a relatively young workforce with 24% aged younger than 25 years. The industry provides good opportunities for part-time work, with 42% of workers employed part-time compared with the average (28%) across all industries.

Males and females are relatively evenly represented in the *Cultural and Recreational Services* workforce and around one third of jobs are located outside State capital cities.

### Useful links

[www.collectionscouncil.com.au/careers.aspx](http://www.collectionscouncil.com.au/careers.aspx)  
[www.serviceskills.com.au](http://www.serviceskills.com.au)

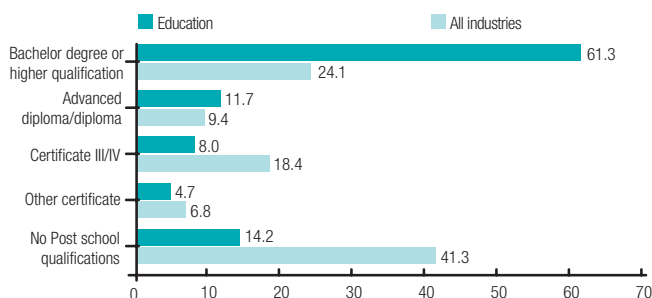
## Education

	This industry	All industries
Employment (number)	750 800	10 559 800
% Employment change (past 5 years)	12.7	12.7
% Working part-time	35	28
% Female	68	45
% Aged 45 years or older	49	37
% of employment outside State capital cities	38	37
<b>Top 5 occupations</b>		
Primary School Teachers	141 200	146 100
Secondary School Teachers	131 500	136 300
Teachers' Aides	57 200	63 900
University Lecturers and Tutors	40 200	43 200
Vocational Education Teachers	29 200	34 100

Three quarters of a million people work in *Education*, around 7% of Australia's workforce. Employment has grown at the same rate as total national employment, adding 84 600 new jobs (up by 12.7%). Most of these new jobs have been in Post-school Education (35 400) and School Education (33 500). Over the next five years, employment is expected to grow at 2.0% per annum, adding 77 800 new jobs by 2012-13.

### Education

#### Education Profile, May 2007 (%)

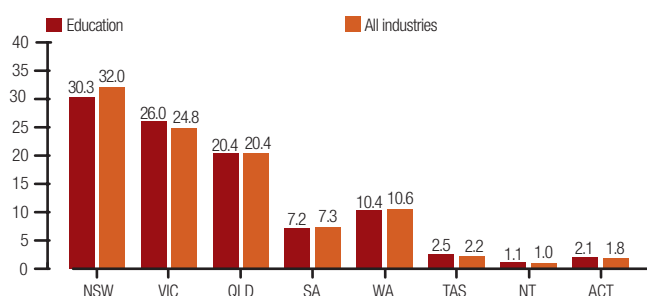


Source: ABS Education and Work 2007 Cat. no.6227.0

The industry is highly skilled with almost two thirds of workers holding a Bachelor degree or higher qualification. More than half the workers in *Education* are teachers which confirms the importance of higher education to the skills of the industry.

Less than 15% of workers do not hold post-school qualifications, compared with 41% across all industries.

#### Industry Employment by State (% share)



Source: ABS Labour Force, Australia-Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

*Education* has one of the highest rates of female employment of any industry (68%). There are good opportunities for part-time work, with 35% employed part-time. Almost two in every five jobs in *Education* are located outside State capital cities.

Nearly half the workers in *Education* are aged 45 years or older, suggesting there will be high replacement demand over the next few decades.

#### Useful links

[www.teach.nsw.edu.au](http://www.teach.nsw.edu.au)  
[www.ibsa.org.au](http://www.ibsa.org.au)

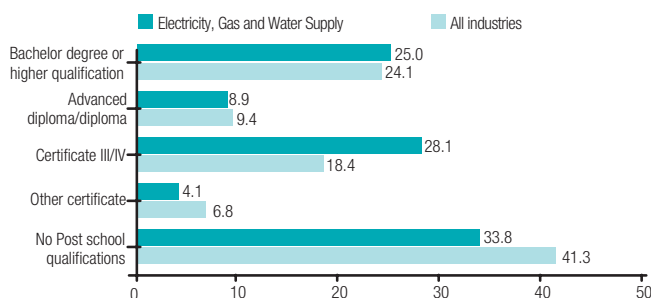
## Electricity, Gas and Water Supply

	This industry	All industries
Employment (number)	85 600	10 559 800
% Employment change (past 5 years)	20.4	12.7
% Working part-time	6	28
% Female	20	45
% Aged 45 years or older	41	37
% of employment outside State capital cities	43	37
<b>Top 5 occupations</b>		
Electrical Powerline Trades	6000	8 900
Electrical and Electronics Engineers	3700	34 800
Electricians	3500	110 300
Project and Program Administrators	3000	116 200
Inquiry and Admission Clerks	2700	103 700

*Electricity, Gas and Water Supply* is the smallest employing industry in Australia, with 85 600 workers, less than 1% of the Australian workforce. However, employment growth has been strong in the last five years, with around 14 500 new jobs created, at a rate of 3.8% per annum. Gas Supply provided 4100 new jobs and Water Supply, Sewerage and Drainage provided 3900 new jobs. While employment growth is expected to continue over the next five years, it is likely to be at a slower rate, 1.2% per annum, adding 5000 new jobs.

### Electricity, Gas and Water Supply

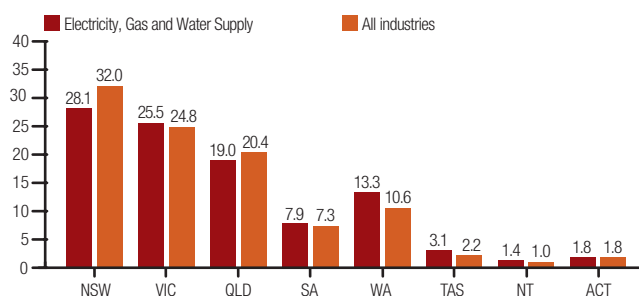
#### Education Profile, May 2007 (%)



Source: ABS Education and Work 2007 Cat. no.6227.0

This industry has a relatively highly skilled workforce with around two thirds of its workers holding post-school qualifications. A high proportion of workers (more than one in every four) holds Certificate III/IV qualifications and one quarter hold a Bachelor degree or higher qualification.

#### Industry Employment by State (% share)



Source: ABS Labour Force, Australia-Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

*Electricity, Gas and Water Supply* offers good opportunities for workers in regional Australia with 43% of employment outside State capital cities. The industry is male dominated (80%) compared with 55% across all industries. Workers in this industry are highly likely to be employed full-time (94%).

#### Useful links

[www.ee-oz.com.au](http://www.ee-oz.com.au)  
[www.sydneywater.com.au/WhoWeAre/CareerOpportunities](http://www.sydneywater.com.au/WhoWeAre/CareerOpportunities)

## Finance and Insurance

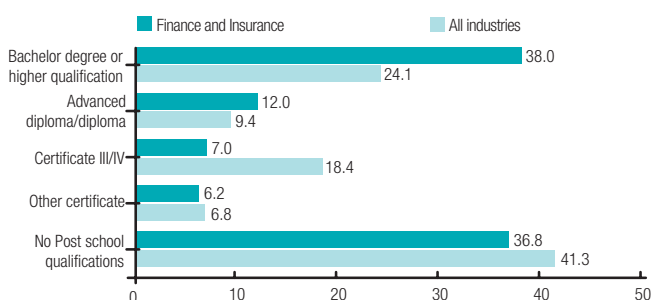
	This industry	All industries
Employment (number)	400 100	10 559 800
% Employment change (past 5 years)	14.5	12.7
% Working part-time	20	28
% Female	51	45
% Aged 45 years or older	30	37
% of employment outside State capital cities	19	37

### Top 5 occupations

Bank Workers	53 800	53 800
Financial Dealers and Brokers	51 800	62 700
Finance Advisers	26 500	29 500
Credit and Loans Officers	25 300	29 300
Computing Professionals	20 900	185 600

Over 400 000 people are employed in *Finance and Insurance*, an increase of 50 600 over the past five years. Most of this growth has been driven by the Finance sector, where 33 100 jobs were created. Slightly lower growth is expected over the next five years, 0.8% per annum, with a projected increase in employment of 15 300 jobs.

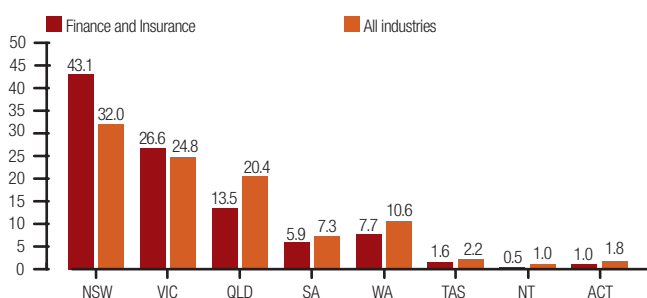
### Finance and Insurance Education Profile, May 2007 (%)



Source: ABS Education and Work 2007 Cat. no.6227.0

The higher education sector is a significant contributor to the skills in this industry, with nearly 40% of workers holding a Bachelor degree or higher qualification, significantly higher than the proportion of workers across all industries.

### Industry Employment by State (% share)



Source: ABS Labour Force, Australia-Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

Employment in *Finance and Insurance* is concentrated in New South Wales and Victoria, and in metropolitan areas, with over four of every five workers based in State capital cities. The high proportion of employment in Sydney and Melbourne reflects the location of head offices of major financial and insurance organisations.

Employment in *Finance and Insurance* is divided evenly between males and females and 80% of workers are employed full-time. The workforce is relatively young with 70% aged less than 45 years.

### Useful links

[www.graduatecareers.com.au](http://www.graduatecareers.com.au)  
[www.theinstitute.com.au](http://www.theinstitute.com.au)  
[www.ibsa.org.au](http://www.ibsa.org.au)

## Government Administration and Defence

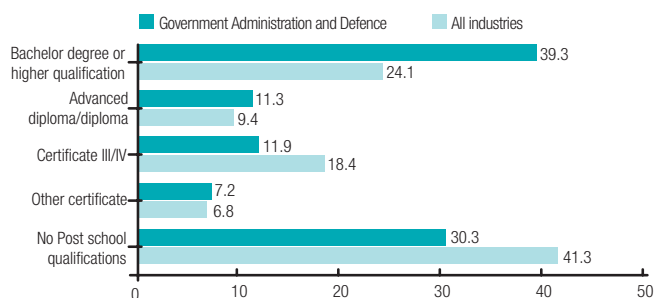
	This industry	All industries
Employment (number)	483 200	10 559 800
% Employment change (past 5 years)	12.1	12.7
% Working part-time	16	28
% Female	52	45
% Aged 45 years or older	45	37
% of employment outside State capital cities	46	37

### Top 5 occupations

General Clerks	30 300	141 800
Project and Program Administrators	25 200	116 200
Government and Corporate Inspectors/Examiners	21 500	29 400
Inquiry and Admissions Clerks	17 500	103 700
Keyboard and Data Entry Operators	16 600	91 000

*Government Administration and Defence* employment totals 483 200. In the past five years, employment has grown at a similar rate to that for all industries, with 52 200 new jobs, an increase of 12.1%. Almost all of the industry growth over the past five years has been in Government Administration (49 800 new jobs). Nearly 30 000 new jobs are expected over the next five years, a growth rate of around 1.2% per year.

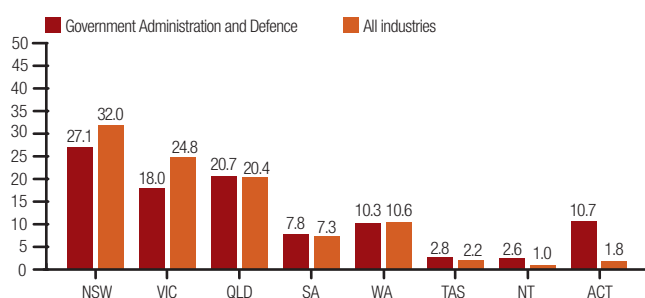
### Government Administration and Defence Education Profile, May 2007 (%)



Source: ABS Education and Work 2007 Cat. no.6227.0

The workforce is relatively highly skilled, with nearly 40% of workers holding a Bachelor degree or higher qualification, compared with 24% across all industries. Less than one third of workers do not hold post-school qualifications.

### Industry Employment by State (% share)



Source: ABS Labour Force, Australia-Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

Employment is divided fairly evenly between State capitals and regional areas. However, there is a relatively high proportion of employment in the ACT (11%) compared with its share of total Australian employment (less than 2%).

Females account for a slightly higher proportion of the workforce than males and there is a relatively low percentage of part-time employment (16%). The workforce in this industry is relatively old with 45% of workers aged 45 years or older, indicating there is likely to be high replacement demand over the next few decades.

### Useful links

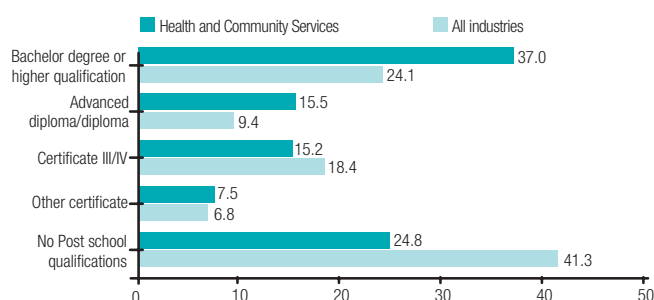
[www.defencejobs.gov.au](http://www.defencejobs.gov.au)  
[www.australia.gov.au/Australian\\_Government\\_Jobs](http://www.australia.gov.au/Australian_Government_Jobs)  
[www.apsjobs.gov.au](http://www.apsjobs.gov.au)  
[www.governmentskills.com.au](http://www.governmentskills.com.au)

## Health and Community Services

	This industry	All industries
Employment (number)	1 108 800	10 559 800
% Employment change (past 5 years)	17.3	12.7
% Working part-time	42	28
% Female	79	45
% Aged 45 years or older	46	37
% of employment outside State capital cities	37	37
Top 5 occupations		
Registered Nurses	162 000	168 300
Child Care Workers	74 300	97 500
Nurses' Aides and Personal Care Assistants	66 500	68 200
Aged and Disabled Carers	66 100	72 100
Receptionists	59 200	170 100

More than 1.1 million people work in *Health and Community Services* making it Australia's third largest employing industry. Strong growth in the last five years has resulted in 163 700 additional jobs. Much of the growth has been in Hospitals and Nursing Homes (46 900 new jobs) and Child Care and Community Care Services (23 000 each). Relatively strong growth is expected to continue over the next five years, with around 159 600 additional jobs, a growth rate of 2.7% per year.

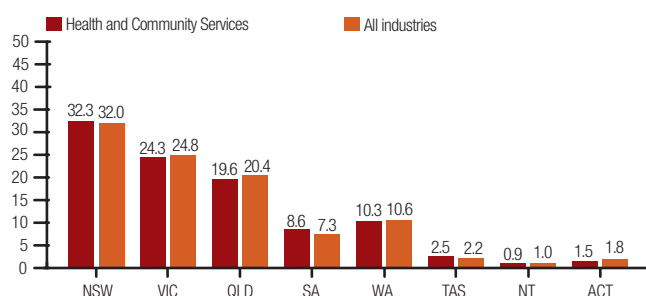
### Health and Community Services Education Profile, May 2007 (%)



Source: ABS Education and Work 2007 Cat. no.6227.0

The industry is highly skilled, with three quarters of workers holding post-school qualifications. This reflects the occupational profile of the industry, with large numbers employed in health professions and support occupations which generally require post-school education and training.

### Industry Employment by State (% share)



Source: ABS Labour Force, Australia—Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

There are good opportunities for part-time work with 42% of the workforce employed part-time, and well over three quarters (79%) of workers are female, the highest proportion of any industry.

Employment is spread across States and between regional and metropolitan areas in much the same ratio as workers across all industries. The industry has a relatively old age profile (46% of workers are aged 45 or older) suggesting there is likely to be high replacement demand in the next few decades.

#### Useful links

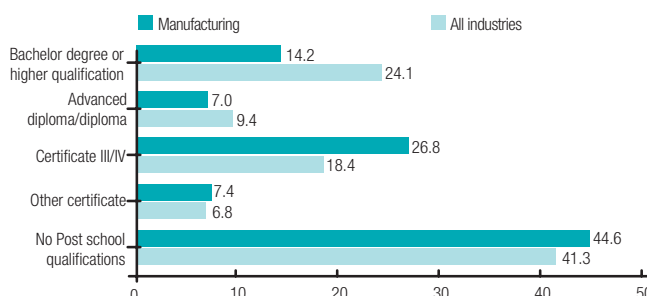
[www.accco.com.au](http://www.accco.com.au)  
[www.cshisc.com.au](http://www.cshisc.com.au)

## Manufacturing

	This industry	All industries
Employment (number)	1 088 000	10 559 800
% Employment change (past 5 years)	-3.5	12.7
% Working part-time	13	28
% Female	26	45
% Aged 45 years or older	39	37
% of employment outside State capital cities	33	37
Top 5 occupations		
Boilermakers and Welders	50 900	75 400
Metal Fitters and Machinists	46 300	93 200
Product Assemblers	35 800	45 100
Production Managers	27 800	40 700
Hand Packers	26 900	58 400

More than one million people are employed in *Manufacturing*, around one in every ten working Australians. Employment in *Manufacturing* has fallen over the past five years, down by 39 900 jobs or 3.5%. However, there is significant variation with some sectors, such as Bakery Product Manufacturing (up by 11 200, growth of 38.4%) and Iron and Steel Manufacturing (7100, growth of 18.5%) recording strong growth. *Manufacturing* is expected to experience a further decline in employment over the next five years of around 0.5% per annum or 28 800 jobs over the five years.

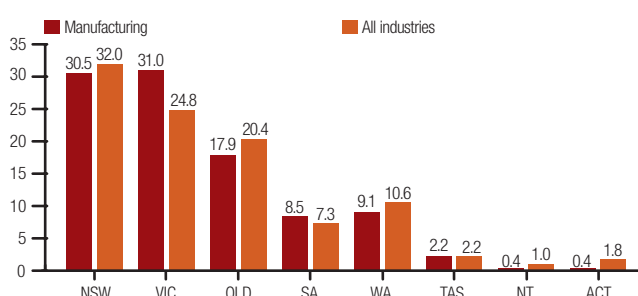
### Manufacturing Education Profile, May 2007 (%)



Source: ABS Education and Work 2007 Cat. no.6227.0

On-the-job training and vocational education and training are important in providing skills to the *Manufacturing* industry. Trades occupations feature prominently in the largest occupations, particularly engineering trades, indicating the importance of the vocational education and training sector in the supply of skills to this industry.

### Industry Employment by State (% share)



Source: ABS Labour Force, Australia—Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

About 87% of workers are employed full-time, higher than the national average of 72%. The industry has a relatively high proportion of male workers (74%), compared with 55% across all industries.

The industry is a key employer in regional Australia with around 350 000 jobs outside State capital cities.

#### Useful links

[www.zoom.aigroup.asn.au](http://www.zoom.aigroup.asn.au)  
[www.mlaust.com](http://www.mlaust.com)  
[www.mskills.com.au](http://www.mskills.com.au)



## Mining

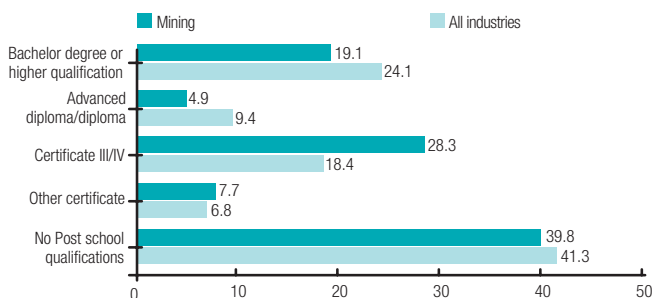
	This industry	All industries
Employment (number)	141 000	10 559 800
% Employment change (past 5 years)	64.6	12.7
% Working part-time	2	28
% Female	14	45
% Aged 45 years or older	34	37
% of employment outside State capital cities	63	37

### Top 5 occupations

Miners	22 200	23 100
Metal Fitters and Machinists	10 400	93 200
Truck Drivers	7 800	167 100
Drillers	6 000	9 400
Metallurgical Technicians and Mine Deputies	5 400	13 500

In employment terms *Mining* is a relatively small industry, employing 141 000 people. However, it generates significant export revenue, making it vital to the Australian economy and it has been the fastest growing industry in employment terms over the past five years. Since 2002, employment in *Mining* has risen by 55 400, an increase of 64.6%. Over the next five years, employment growth is expected to slow slightly, to 2.9% per annum to add 21 400 jobs.

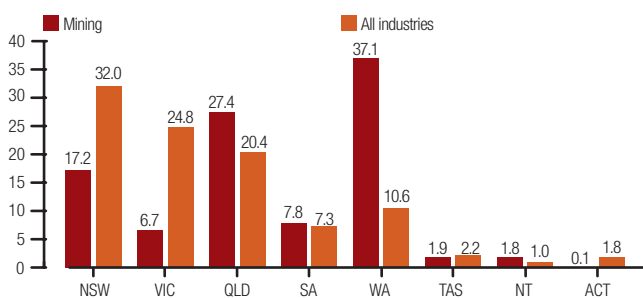
### Mining Education Profile, May 2007 (%)



Source: ABS Education and Work 2007 Cat. no.6227.0

The importance of trade qualifications in the *Mining* industry is reflected in the relatively high proportion of workers who hold Certificate III/IV (28%), which compares with around 18% in the Australian workforce overall.

### Industry Employment by State (% share)



Source: ABS Labour Force, Australia—Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

Almost all employment in *Mining* is full-time (98%) and the workforce is relatively young with around two thirds aged under 45 years. Females account for only 14% of employment compared with 45% across all industries.

Employment in *Mining* is concentrated in Western Australia, which has nearly 40% of the total *Mining* workforce (compared with the State's share of 11% of employment across all industries). Queensland also has a significant share of industry employment with one in every four *Mining* workers employed in that State. The bulk of employment in *Mining* is outside State capital cities (63%).

### Useful links

[www.miningcareers.com/home](http://www.miningcareers.com/home)  
[www.ausimm.com](http://www.ausimm.com)  
[www.skillsdmc.com.au](http://www.skillsdmc.com.au)

## Personal and Other Services

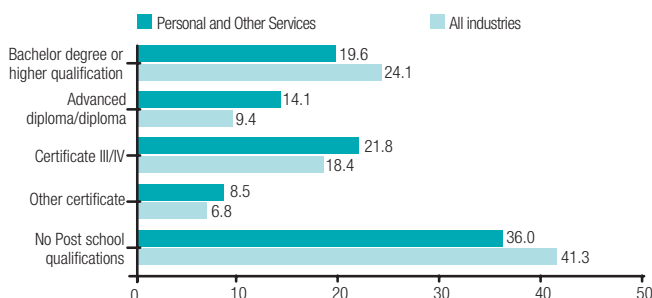
	This industry	All industries
Employment (number)	413 200	10 559 800
% Employment change (past 5 years)	8.0	12.7
% Working part-time	30	28
% Female	51	45
% Aged 45 years or older	36	37
% of employment outside State capital cities	36	37

### Top 5 occupations

Hairdressers	57 800	59 300
Police Officers	47 800	47 800
Ministers of Religion	16 600	19 600
General and Landscape Gardeners	15 000	59 700
Beauty Therapists	14 700	16 600

Around 413 000 people are employed in *Personal and Other Services*, making it a relatively small industry in employment terms. It has seen moderate growth over the past five years with 30 700 jobs created, an increase of 8.0%. Other Personal Services, such as hairdressing, laundry, photographic, gardening and funeral services, contributed almost half of these jobs (15 000). Over the next five years employment is projected to increase by 16 400, a rate of growth of 0.8% per annum.

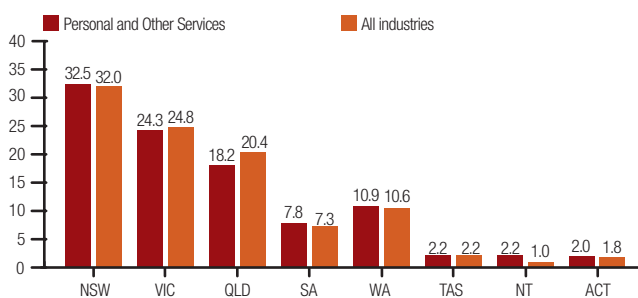
### Personal and Other Services Education Profile, May 2007 (%)



Source: ABS Education and Work 2007 Cat. no.6227.0

Most workers in *Personal and Other Services* have undertaken post-school education or training. Nearly one third hold a Certificate level qualification and almost one in every seven workers holds a Diploma or Advanced Diploma.

### Industry Employment by State (% share)



Source: ABS Labour Force, Australia—Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

The employment profile for *Personal and Other Services* is similar to that for the Australian workforce overall in terms of regional distribution, share of part-time work and age distribution. However, it has a relatively low proportion of male employment (49%) compared with all industries (55%).

### Useful links

[www.afp.gov.au](http://www.afp.gov.au)  
[www.serviceskills.com.au](http://www.serviceskills.com.au)  
[www.ibsa.org.au](http://www.ibsa.org.au)

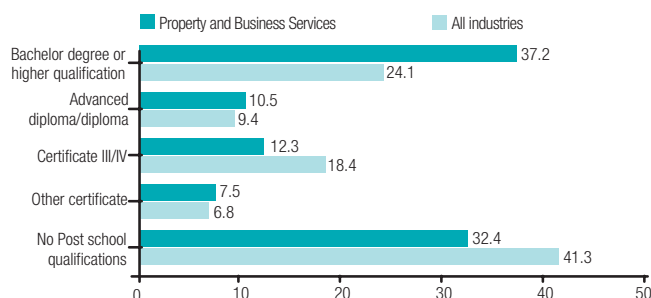


## Property and Business Services

	This industry	All industries
Employment (number)	1 255 400	10 559 800
% Employment change (past 5 years)	17.0	12.7
% Working part-time	25	28
% Female	45	45
% Aged 45 years or older	37	37
% of employment outside State capital cities	27	37
<b>Top 5 occupations</b>		
Cleaners	93 400	191 200
Computing Professionals	85 600	185 600
Accountants	82 700	158 400
Real Estate Agents and Property Managers	61 700	63 800
Secretaries and Personal Assistants	53 300	172 600

*Property and Business Services* is Australia's second largest employing industry and it has experienced strong employment growth over the past five years. It is a diverse industry, including activities such as real estate, legal services, scientific research and equipment leasing. Over the past five years 182 000 new jobs have been created, mainly driven by Business Services, particularly Technical Services (50 000 new jobs) and Marketing and Business Management (41 600). Employment growth is expected to remain strong over the next five years with 157 000 new jobs projected, a growth rate of 2.4% per annum.

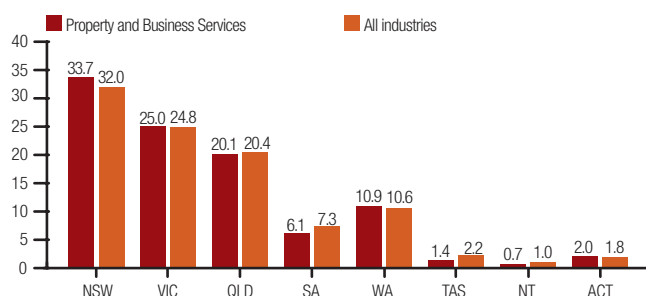
### Property and Business Services Education Profile, May 2007 (%)



Source: ABS Education and Work 2007 Cat. no.6227.0

The industry's workforce is relatively highly skilled with more than two thirds of workers holding post-school qualifications. Higher education is a significant contributor to industry skills with a relatively high proportion of workers (37%) holding a Bachelor degree or higher qualification.

### Industry Employment by State (% share)



Source: ABS Labour Force, Australia—Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

Employment in this industry shares similar characteristics with the workforce across all industries, including the representation of females (45%), the share of part-time employment and distribution across States and Territories. However, employment in *Property and Business Services* is relatively highly concentrated in State capital cities (73% compared with 63% for all industries).

#### Useful links

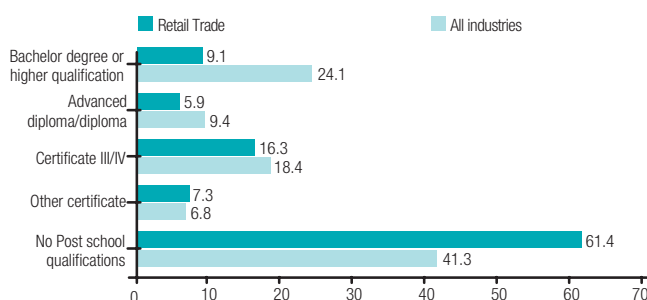
[www.ibsa.org.au](http://www.ibsa.org.au)  
[www.reiaustralia.com.au/careers](http://www.reiaustralia.com.au/careers)  
[www.cpsisc.com.au](http://www.cpsisc.com.au)

## Retail Trade

	This industry	All industries
Employment (number)	1 579 900	10 559 800
% Employment change (past 5 years)	10.8	12.7
% Working part-time	46	28
% Female	53	45
% Aged 45 years or older	26	37
% of employment outside State capital cities	38	37
<b>Top 5 occupations</b>		
Sales Assistants	460 900	558 200
Shop Managers	174 300	219 200
Checkout Operators and Cashiers	121 800	134 000
Storepersons	116 900	211 800
Motor Mechanics	71 600	103 300

*Retail Trade* is the largest employing industry in Australia with more than 1.5 million workers, 15% of the Australian workforce. The industry has grown by 154 000 over the past five years, at 2.1% per annum. Most new jobs are in Personal and Household Good Retailing (62 600) and Food Retailing (38 800). Over the next five years, employment is expected to increase by 133 500, at a slightly slower rate of 1.6% a year.

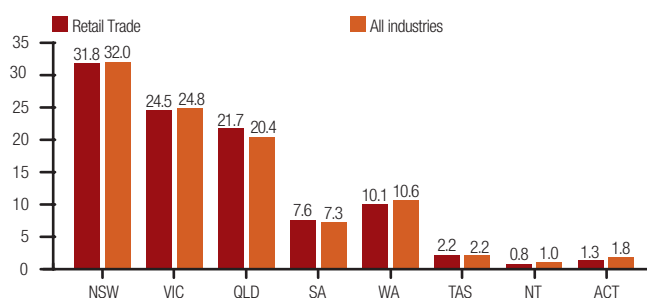
### Retail Trade Education Profile, May 2007 (%)



Source: ABS Education and Work 2007 Cat. no.6227.0

Nearly two thirds of workers in *Retail Trade* do not hold post-school qualifications suggesting this industry provides good entry level opportunities and, in light of its high proportion of part-time employment, it also provides opportunities for students combining study and work. This is reflected in its relatively young workforce, with 38% aged less than 25 years.

### Industry Employment by State (% share)



Source: ABS Labour Force, Australia—Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

There are slightly more females than males employed in *Retail Trade* (53%) and the distribution of full-time and part-time employment is relatively even. Although this industry has about the same proportion of its employment outside State capital cities as the Australian workforce as a whole, its large employment size means there are good job opportunities in this industry in regional Australia, where there are more than 500 000 jobs.

#### Useful links

[www.ara.com.au](http://www.ara.com.au)  
[www.nra.net.au/career-support.html](http://www.nra.net.au/career-support.html)  
[www.serviceskills.com.au](http://www.serviceskills.com.au)

## Transport and Storage

	This industry	All industries
Employment (number)	501 000	10 559 800
% Employment change (past 5 years)	24.5	12.7
% Working part-time	17	28
% Female	25	45
% Aged 45 years or older	44	37
% of employment outside State capital cities	33	37

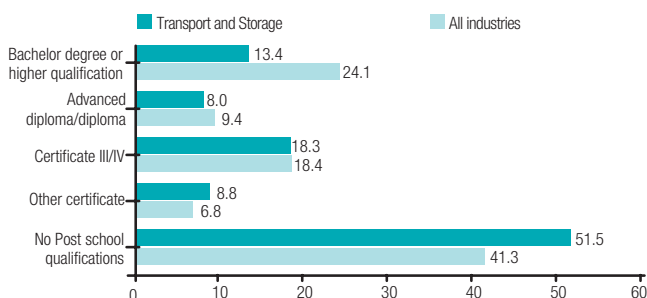
### Top 5 occupations

Truck Drivers	90 100	167 100
Taxi Drivers and Chauffeurs	35 000	36 300
Bus and Tram Drivers	32 200	36 900
Travel Agents and Tour Guides	26 400	31 500
Storepersons	20 100	211 800

Around 5% of Australian workers are employed in *Transport and Storage* and over the past five years employment in this industry has grown at almost twice the rate of growth across all industries, adding 98 700 new jobs, an increase of 24.5%. Road Transport and Storage each accounted for over 20 000 new jobs. Future growth is expected to be slower, adding 41 000 new jobs by 2012-13, an increase of 1.6% per year.

### Transport and Storage

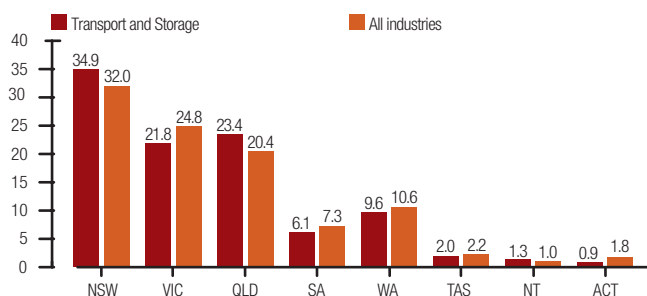
#### Education Profile, May 2007 (%)



Source: ABS Education and Work 2007 Cat. no.6227.0

Over half the workers in *Transport and Storage* do not hold post-school qualifications indicating the industry offers good employment opportunities for those seeking to enter, or re-enter, the workforce. However, vocational education is an important contributor to industry skills with more than one in every four workers holding a Certificate level qualification.

#### Industry Employment by State (% share)



Source: ABS Labour Force, Australia-Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

New South Wales and Queensland have slightly higher shares of *Transport and Storage* employment than for all industries and one in three workers in this industry is employed outside State capital cities.

The majority of employment is full-time (83%). The industry has a relatively old workforce, with 44% of workers aged 45 years or older, suggesting there will be strong replacement demand in the next few decades.

#### Useful links

[www.myfreightcareer.com.au/?&ref=traineefaq](http://www.myfreightcareer.com.au/?&ref=traineefaq)  
[www.laa.asn.au/career\\_opportunities](http://www.laa.asn.au/career_opportunities)  
[www.tlisc.com.au](http://www.tlisc.com.au)

## Wholesale Trade

	This industry	All industries
Employment (number)	442 100	10 559 800
% Employment change (past 5 years)	0.1	12.7
% Working part-time	16	28
% Female	32	45
% Aged 45 years or older	37	37
% of employment outside State capital cities	30	37

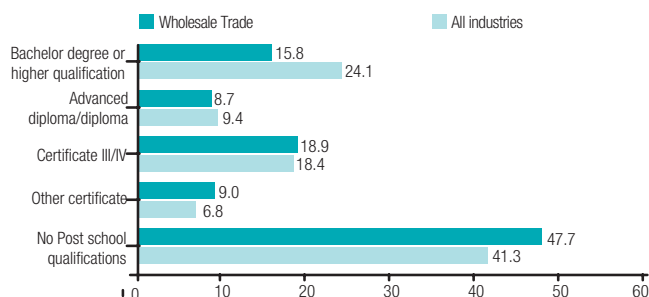
### Top 5 occupations

Storepersons	34 500	211 800
General Sales Representatives	34 100	103 600
Sales and Marketing Managers	21 700	121 700
Sales Assistants	16 500	558 200
Stock and Purchasing Clerks	16 300	69 300

*Wholesale Trade* is a relatively small employing industry (442 100) which has experienced a slight increase in employment over the last five years (4000 jobs). Growth across the sectors in this industry has been varied, with growth in Mineral, Metal and Chemical Wholesaling (5100 new jobs) and Farm Produce Wholesaling (2400 new jobs) but declining employment in Other Wholesaling which includes such activities as toy and sporting good wholesaling, paper product wholesaling and book and magazine wholesaling. Over the next five years there are expected to be some job losses in *Wholesale Trade* (10 600), a decrease of 0.5% per year.

### Wholesale Trade

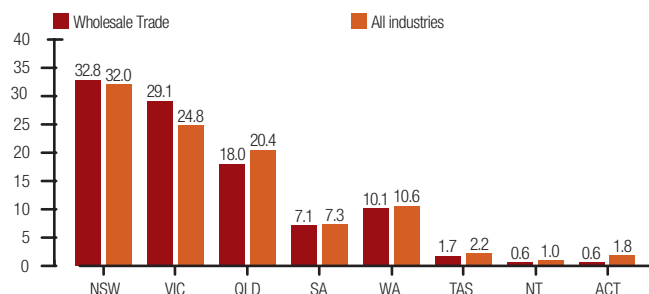
#### Education Profile, May 2007 (%)



Source: ABS Education and Work 2007 Cat. no.6227.0

Nearly half the workers in *Wholesale Trade* do not hold a post-school qualification, slightly higher than the proportion across all industries. However, almost one in every five workers holds Certificate III/IV qualifications and another 9% hold other Certificates, indicating the importance of vocational education and training to skills development in this industry.

#### Industry Employment by State (% share)



Source: ABS Labour Force, Australia-Detailed, Electronic Delivery Cat. no. 6291.0.55.001, average 2007

*Wholesale Trade* has a slightly higher share of its employment in Victoria than the workforce as a whole and 70% of industry employment is in State capital cities.

The proportion of female workers is lower (32%) than the average across all industries. The majority of employment is full-time (84%).

#### Useful links

[www.wrapsa.com.au](http://www.wrapsa.com.au)  
[www.serviceskills.com.au](http://www.serviceskills.com.au)

## OCCUPATIONAL AND SKILL OVERVIEW

### What are the main occupations in Australia?

Australia's workers can be classified into nine occupational groups which are aligned with five skill levels (highest skilled to lowest skilled). These groups allow us to examine both the skill level and the structure of the Australian workforce.

The largest occupational group in terms of both employment growth and employment size is *Professionals*, which includes occupations which generally require higher education qualifications. Over two million workers, about one fifth of all Australian workers, are employed as *Professionals*.

Over the past five years, occupational groups requiring a relatively high level of skill have experienced the strongest growth, with more than 70% of all new jobs created being in the four most highly skilled major groups

- Professionals (286 500 new jobs)
- Associate Professionals (265 200)
- Tradespersons and Related Workers (155 600)
- Managers and Administrators (143 700).

### Employment Growth by Occupation Major Group 5 years to Nov 2007 ('000)



Source: ABS Labour Force Survey, Nov 2007. Data trended by DEEWR

Occupational groups generally requiring a lower level of skill such as *Elementary Clerical, Sales and Service Workers* and *Labourers and Related Workers* experienced a lower rate of employment growth.

This information makes it clear that studying and gaining new skills are important because

- Most new jobs require a high level of skill and
- The more skills you have, the less likely you are to be unemployed.

This relationship is highlighted in Education and Employment on page 27.

### Which occupations have had the strongest growth?

Over the past five years, the growth rate of several occupational groupings within the major groups discussed above has exceeded 25%, including *Business and Administration Associate Professionals*, *Generalist Managers*, *Specialist Managers* and *Science, Engineering and Related Associate Professionals*. All of these occupational groupings are within the three highest skill levels.

**Business and Administration Associate Professionals:** strong growth in this grouping includes *Office Managers* and *Project and Program Administrators*.

**Generalist Managers:** includes *General Managers*, and *Building and Construction Managers* as experiencing strong growth.

**Specialist Managers:** includes *Human Resource and Engineering Managers* are among the fastest growing occupations in this group.

**Science, Engineering and Related Associate Professionals:** occupations such as *Medical Technical Officers* and *Building, Architectural and Surveying Associates* have shown significant employment growth.

More information about new jobs is available in *New Jobs* at [www.skillsinfo.gov.au](http://www.skillsinfo.gov.au).

### Occupational Employment

Skill level	Occupation <sup>1</sup>	Employment Nov 07		Employment Change 5 years to Nov 2007		Gender	
		'000	% of total	'000	%	Males %	Females %
1	Managers and Administrators	858.2	8	143.7	20.1	72	28
1	Professionals	2 005.9	19	286.5	16.7	48	52
2	Associate Professionals	1 346.5	13	265.2	24.5	56	44
3	Tradespersons and Related Workers	1 316.4	13	155.6	13.4	90	10
3	Advanced Clerical and Service Workers	389.1	4	-7.0	-1.8	12	88
4	Intermediate Clerical, Sales and Service Workers	1 715.6	17	144.8	9.2	28	72
4	Intermediate Production and Transport Workers	902.6	9	123.3	15.8	86	14
5	Elementary Clerical, Sales and Service Workers	947.5	9	42.1	4.7	34	66
5	Labourers and Related Workers	889.0	9	19.1	2.2	66	34
Total (all occupations)		10 559.8 <sup>2</sup>	100 <sup>2</sup>	1 189.4 <sup>2</sup>	12.7 <sup>2</sup>	55	45

1. Occupations are Major Group level of the Australian Standard Classification of Occupations (ASCO)

2. Trend data, totals do not add

Source: ABS Labour Force Survey, Nov 2007. Data are trended by DEEWR

## OCCUPATIONAL PROJECTIONS AND PROSPECTS

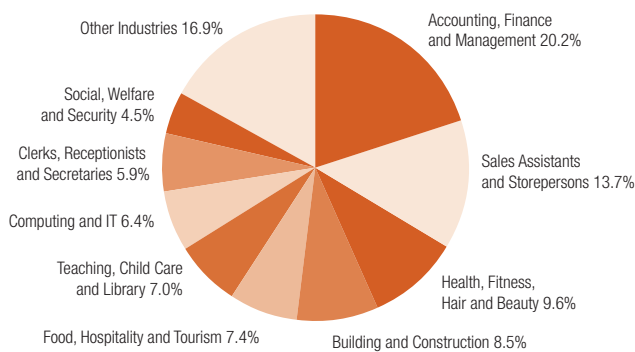
### Which occupations will provide most new jobs?

If you are considering a new or different career, it is worth understanding which occupations will have the strongest growth.

A number of broad occupational groups are expected to grow strongly over the next five years, with more than half of the new jobs projected to come from four occupational groups

- Accounting, Finance and Management (20.2% of new jobs)
- Sales Assistants and Storepersons (13.7%)
- Health, Fitness, Hair and Beauty (9.6%)
- Building and Construction (8.5%).

### Projected Employment Growth by Occupational Group to 2012-13 (% share)



### Employment growth and job prospects

The *Job Prospects Matrix* on page 31 presents information on the prospects for occupations. This information takes account of a variety of factors including: historical and projected employment growth; whether an occupation is in a growth industry; the unemployment rate and job turnover.

Job turnover is an important determinant of employment prospects as it represents the job opportunities that arise due to people changing jobs within an occupation or leaving that occupation for other occupations, retirement or unemployment. Turnover provides more job opportunities than employment growth for many occupations and can help create opportunities in an occupation even when employment levels are steady or declining.

There are likely to be better opportunities in jobs assessed as having good prospects than in other occupations. However, this should not be the sole foundation for deciding on a career. An occupation assessed as having lower prospects does not mean there are no opportunities. Vacancies arise in all occupations as people leave the occupation or change jobs. Therefore, for people with the right skills, aptitude and attitude, employment opportunities are available in all occupations.

More information on job prospects is available on Job Outlook [www.joboutlook.gov.au](http://www.joboutlook.gov.au).

### Which jobs have the best prospects?

It is important to remember that the prospects information provided in the *Job Prospects Matrix* is only a guide and decisions about future career choices should be based primarily on your own skills, interests and expectations.

The *Job Prospects Matrix* also provides information on employment such as gender profiles, median earnings and unemployment. This information is provided for all occupations across all skill levels so it is likely that you will find at least one of interest.

Jobs with good prospects exist across many occupations and all industries. Many opportunities exist in jobs which generally do not require post-school education or training. However, the majority of occupations which have good prospects require a high level of skill, highlighting the importance of developing skills and undertaking post-school education and training to increase your employment opportunities.

Further, skilled occupations generally attract better pay and conditions than those requiring a lower level of skill. Some relatively low skilled occupations may have relatively high pay, but this may be to compensate for difficult working conditions or unsociable hours.

### Case Studies

#### General Labourers

Seventy one per cent of General Labourers work full-time and earnings are below average, in the fourth decile. Unemployment is high and job prospects are average.

#### Electricians

Ninety five per cent of Electricians work full-time and earnings are average, in the sixth decile. Unemployment is average and job prospects are good.

#### Accountants

Eighty four per cent of Accountants work full-time and earnings are high, in the eighth decile. Unemployment is below average and job prospects are good.

## SKILL SHORTAGES

### What is a skill shortage?

When the labour market is strong, as it is in Australia at the moment, there is a high level of demand for skilled workers and employers sometimes have difficulty recruiting because of competition for available skills.

It is important for many reasons that Australia has an adequate supply of skilled workers, including to ensure industry can continue to expand and can contribute to economic growth and the maintenance of high living standards for the Australian population.

The Australian Government places significant importance on understanding demand for skills and, through the Department of Education, Employment and Workplace Relations (DEEWR), undertakes ongoing assessment of skill shortages. This research is undertaken using a range of information, including results of a Survey of Employers who have Recently Advertised to determine how hard it is to fill vacancies, consideration of training, immigration and wastage data as well as assessment of demand trends for particular skills. Key organisations are consulted in the assessment process and results are published as the State and Territory Skill Shortage Lists at [www.workplace.gov.au/skillshortages](http://www.workplace.gov.au/skillshortages).

Results of the research form the basis of a number of policies and initiatives. Some of these may be of assistance to you if you are considering undertaking education or training, but do not make your decision solely on the basis of financial incentives. For example, apprentices are recognised by the Australian Government as one of Australia's most valuable resources. To help apprentices stay the distance, there is now a wide range of financial and other incentives available, including for apprentices in trades assessed as being in shortage. The **National Skills Needs List** provides information about eligible trades.

Results of the research also form the basis of the **Migration Occupations in Demand List** which is used by the Department of Immigration and Citizenship for the targeting of Australia's skilled migration program.

The Department defines skill shortages as occurring when employers are unable to fill, or have considerable difficulty filling, vacancies for an occupation (or specialised skill needs in the occupation) at current levels of remuneration and conditions of employment, and reasonable location.

### Why are there skill shortages?

The causes of skill shortages are complex and include occupational 'wastage' (workers no longer working in occupations that use their qualifications); low training levels; introduction of new technologies which require new skills; and specialist skill requirements for particular working environments.

### Which occupations and skills are in shortage?

The Australian labour market is strong and this has contributed to skill shortages across many trades, professions, associate professions and management occupations.

Occupations including those listed below have been assessed by DEEWR as being in shortage

#### Professions

- Child Care Coordinator
- Engineers (civil, mining, petroleum, mechanical, electrical, electronics, chemical)
- ICT skills (selected specialisations)
- Accountants and Auditors
- Registered Nurses
- Health Specialists (physiotherapist, speech pathologist, medical diagnostic radiographer, sonographer, dentist).

#### Trades

- Engineering Trades (metal machinist, welder, sheetmetal worker, metal fabricator, metal fitter)
- Vehicle Trades (motor mechanic, panel beater, vehicle painter, automotive electrician)
- Electrical/Electronics Trades (electrician, refrigeration and airconditioning mechanic)
- Construction Trades (carpenter, joiner, floor and wall tiler, roof tiler, bricklayer, plumber)
- Food Trades (chef/cook, pastrycook, baker)
- Wood and Furniture Trades (cabinetmaker, wood machinist, furniture finisher, furniture upholsterer).

### What do skill shortages mean for job seekers?

The existence of shortages means there are good opportunities for people with those skills. However, while some skill shortages have been persistent in the Australian labour market, others have become evident more recently as labour demand has been particularly strong. It is interesting to note that sometimes skill shortages can coexist with relatively high occupational unemployment, and occupations may be in shortage in some regions and not in others.

It is possible that in occupations where technology is developing rapidly, there may be relatively large numbers of job seekers who may not have skills in new technologies and do not meet the skill requirements of employers.

If you are considering undertaking training, you need to consider what the labour market will be like when you are ready to work. The labour market can change quickly, and the skills needed by employers may change too. *Australian Jobs 2008* provides forward looking information to help you with your choices, and also includes information about the more generic skills employers are seeking (page 26). Take account of as much information as you can before you make your career choice.

### What is the Government doing to address skill shortages?

The Government has given high priority to addressing skill shortages through the *Skilling Australia* policy, including

- Establishment of Skills Australia, a statutory body that will provide the Government with independent, high quality advice to assist in targeting government investment in training and provide the Government with advice that will assist businesses and workers across the country
- Funding an additional 630 000 training places over the next five years with 20 000 of these places available from April 2008. Initial places are directed to those outside the workforce and will help many Australians gain employment and stimulate workforce participation
- The 630 000 places will include up to 85 000 apprenticeships with 238 000 places for those outside the workforce and up to 392 000 places for existing workers.

**Note: The existence of shortages does not guarantee employment for an individual. Shortages may be limited to specialised skills within occupations and some regions. Although assessment of an occupation as being in shortage nationally indicates that shortages are relatively widespread, they may be particularly evident in rural areas or in major cities. The labour market can change and, due to training lead times, this information should not be used as the primary basis of career decisions.**



## EMPLOYABILITY SKILLS

### What skills do I need in the workforce?

Some occupations require licences, some require formal education and training and others have skill sets which are best taught on-the-job. While there is no doubt technical skills are important, there are skills which are common across most occupations which are also important not only to gaining employment but also to effective employee performance on-the-job.

Employers have understood for some time that effective workers require more than just technical skills. They also need a range of general or transferable skills, known as employability skills, to do the job properly.

Employers value a range of skills, such as good communication and team work, which may be developed through training and experience or which some people may already possess when they leave school.

Eight employability skills are seen by employers as being vital for effective workplace participation.

The eight identified employability skills are

- Communication
- Team work
- Problem solving
- Initiative and enterprise
- Planning and organising
- Self-management
- Learning
- Technology

While all eight employability skills are noted as important for job seekers and employees, particular jobs may require an employee to possess one or more of these eight employability skills to a greater measure. A brief outline of the eight employability skills is given below.

### Communication

Employers see communication skills as critical to customer service and workplace harmony, effective operations and productivity. Importantly, employers do not differentiate between the need for a high standard of communication skills between entry level and ongoing positions, although some jobs require specific skills that come with training and experience. Some of the main elements of communication include effective listening and understanding, speaking clearly and directly, being assertive and persuasive, reading effectively, writing to the needs of the audience and being responsive in negotiations and requests.

### Team work

Team work is regarded by employers as a vital skill because it leads to productive worker relationships and outcomes. Important aspects of teamwork include the capacity to work harmoniously with people of different contexts including age, gender, religion and political persuasion, understanding one's role in team situations, applying teamwork in a wide range of situations (such as crisis planning and future planning) and identifying the strengths of different members of a team and utilising them to meet the objectives of the enterprise.

### Problem solving

Employers place high value on employees who can identify and solve problems before they have a serious impact on business performance. The key aspects of problem solving include the capacity to arrive at creative and practical solutions, applying a range of strategies to solve problems, and utilising the strengths of others to resolve situations in a team environment.

### Initiative and enterprise

While the need for initiative and enterprise varies across different businesses and industries, employers regard the capacity to take the initiative as an important employability skill. In particular, the ability to adapt to change, develop effective work practices, identify opportunities not obvious to others and translate ideas into action are seen as being important by employers.

### Planning and organising

The key aspect of planning and organising is good time management. Employees who can manage priorities by setting timelines, coordinating tasks and working systematically are highly valued. Planning and organising are also closely related to project management and goal-setting, both of which are important to the employee's effectiveness at work and to their future career prospects.

### Self-management

This skill has gained in importance as employers recognise the role of personal aspirations in work performance. Self-management includes having a personal vision and clear goals, evaluating one's own performance at work, seeking continuous self-improvement to enhance performance, having clarity and confidence and taking responsibility.

### Learning

Rapid changes to the economy and business practices driven by technology, business management techniques and new processes mean that learning is an essential component of every workplace. The most important element of this skill is proactive involvement in training and learning opportunities in the workplace as well as in more formal settings (such as at university or vocational education and short courses). Other aspects include contributing to the learning community in the workplace, utilising different forms of learning (such as mentoring, peer support and networking), being open to new ideas and techniques and the capacity to translate new information into practice.

### Technology

The use of technology in the workplace has gained increasing prevalence since it adds to worker effectiveness and, in turn, improves company performance. Accordingly, it is not surprising that employers are looking for workers who are familiar with, or who can quickly familiarise themselves with, various forms of technology in the workplace. While the complexity of technology varies from job to job, a basic understanding of word processing, spreadsheets and Internet/email usage is now seen as essential by many employers. In more labour intensive jobs, the ability to use new equipment is seen as essential to effectiveness at work.



## EDUCATION AND EMPLOYMENT

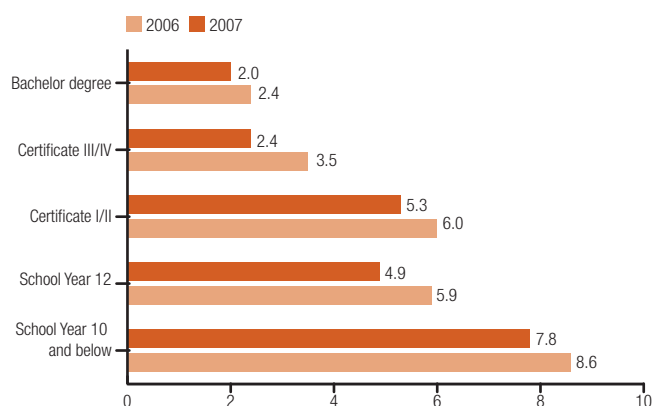
### Does further study increase my chances of getting a job?

There is plenty of evidence to suggest the level of education you attain has a significant effect on your chances of getting a job. The May 2007 ABS *Education and Work* survey shows that unemployment rates decline with increasing levels of educational attainment.

The unemployment rate for people finishing school with Year 10 as their highest qualification was 7.8%. This is a higher rate than that experienced for people who completed Year 12 (4.9%) and much higher than for those who completed a Bachelor degree (2.0%).

Similarly, workers who hold Certificate III/IV qualifications have a lower unemployment rate (2.4%) than those who hold Certificate I/II qualifications (5.3%).

### Unemployment Rate by Qualification May 2006 and May 2007 (%)



Source: ABS Education and Work 2007 Cat. no.6227.0

The table below shows the educational profile of the Australian workforce. About one quarter hold a vocational qualification such as a Certificate I/II or a Certificate III/IV and a similar proportion (24%) hold a Bachelor degree or higher qualification. About 41% do not hold post-school qualifications.

### Educational Profile – All occupations, May 2007

Qualification	'000	%
Postgraduate degree	404.3	4.0%
Graduate diploma/certificate	286.1	2.8%
Bachelor degree	1 738.1	17.3%
Advanced diploma/diploma	946.4	9.4%
Certificate III/IV	1 845.6	18.4%
Certificate I/II	509.0	5.1%
Certificate not further defined	170.3	1.7%
No post-school qualification	4 145.9	41.3%
<b>Total</b>	<b>10 045.7</b>	<b>100.0%</b>

Source: ABS Education and Work 2007 Cat. no.6227.0

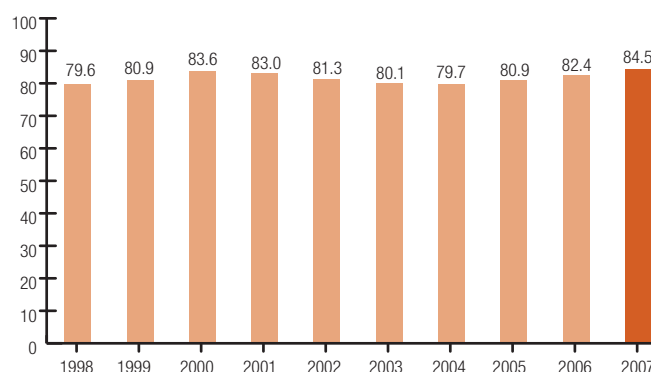
### Useful links

[www.graduatecareers.com.au](http://www.graduatecareers.com.au) – information for graduates  
[www.ncver.edu.au](http://www.ncver.edu.au) – information on TAFE outcomes and Vocational Education and Training (VET) research  
[www.jobsearch.gov.au](http://www.jobsearch.gov.au) – graduate careers in Australian Government and State agencies – Click on 'graduate links'  
[www.goingtouni.gov.au](http://www.goingtouni.gov.au) – more about studying at uni

### What are my chances of gaining full-time employment when I finish my degree?

Graduate Careers Australia's (GCA) annual Australian Graduate Survey for 2007 shows that 84.5% of graduates surveyed found full-time work within four months of finishing their degree in 2006. This is a rise from 82.4% of graduates surveyed in 2006 and the strongest employment outcomes for graduates since 1990. Nonetheless, employment outcomes for graduates have been consistently strong over the last decade.

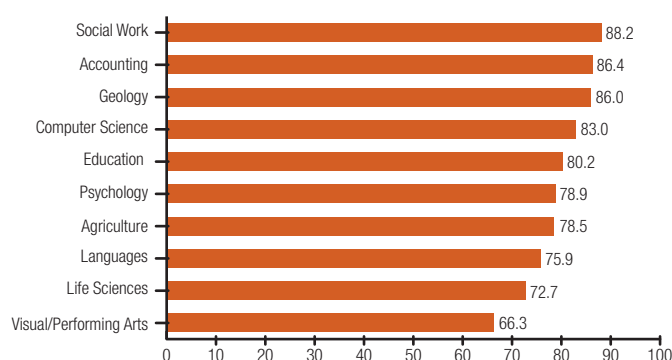
### Graduates Employed Full-time on 30 April Following Graduation, 1998 – 2007 (%)



Source: GCA, GradStats Dec 2007

Graduates in pharmacy, mining engineering, medicine, nursing education, dentistry, architecture, surveying, veterinary science, rehabilitation, aeronautical engineering, law, mechanical engineering and building had the best employment outcomes, with 90% or more in full-time employment four months after graduating. The graph below provides employment outcomes of graduates from selected fields who had employment outcomes of less than 90%.

### Graduate Full-time Employment Outcomes Selected Fields of Study, 2007 (%)



Source: GCA, GradStats Dec 2007

Some disciplines have requirements which ensure graduates are in full-time work. For example, medical graduates always have strong employment outcomes due to the requirement that they serve a registration year.

### Starting salaries for graduates

In 2007, the median annual starting salary for all Bachelor degree graduates aged less than 25 years and in their first full-time jobs in Australia was \$43 000, up by \$1200 from 2006. Dentistry (\$68 000), Optometry (\$56 500) and Medicine (\$51 000) had the highest graduate starting salaries, followed by Earth Sciences and Engineering (\$50 000).

## EMPLOYMENT, EDUCATION AND TRAINING SERVICES

*Australian Jobs* provides a range of information to help with employment and training choices but it is also important to know where to find help to get a job or locate the education or training you need. The Australian Government supports you whether you are looking for work or wanting to increase your skills through education and training including Australian Apprenticeships and higher education.

### Help if you are looking for work?

The Australian Government provides a number of services to help people find the right job. If you are registered with Centrelink for the Newstart Allowance or Youth Allowance you may be referred to a member of the Job Network. People on other income support payments such as the Disability Support Pension may approach Job Network members and register with them directly.

Job Network is a national network of community and private organisations contracted by the Government to help people find employment. Job Network members are located all over the country and although they use different names, and can be specialised to meet the needs of specific groups of job seekers such as Indigenous Australians, youth, people with disability (including those with a mental illness), people with HIV and the mature aged, they can all help you by

- developing your résumé and then finding jobs to match your skills and experience
- giving advice on how to prepare for job interviews and where to look for job vacancies
- sending you to employment and training programs according to your needs and interests
- advising you about other Government services you may be able to use to gain a job or get training.

For more information about Job Network, call **13 62 68** or visit the Job Network site at [www.jobnetwork.gov.au](http://www.jobnetwork.gov.au) where you can search for a Job Network member in your locality. Centrelink can also provide information about Australian Government services. Go to [www.centrelink.gov.au](http://www.centrelink.gov.au) or phone **13 10 21**.

Another handy website for all Australians is the Australian Government's JobSearch site [www.jobsearch.gov.au](http://www.jobsearch.gov.au) where you can access tens of thousands of vacancies throughout Australia and across a wide range of industries.

### Youth services

If you are about to leave school or finish training there is particular help available to make it easier for you to move into work or develop more skills.

For more information go to [www.jobjuice.gov.au](http://www.jobjuice.gov.au). JobJuice provides information on employment services and career opportunities for young people.

### Mature age employment

If you are a mature age person, a range of employment services is provided by the Australian Government to help you gain employment.

For more information go to [www.jobwise.gov.au](http://www.jobwise.gov.au). JobWise is dedicated to promoting mature age employment for employers, mature age job seekers and mature age workers.

### Disability Employment Services

Employment services for people with disability are available Australia-wide and provide assistance to get and keep a job. Disability employment services provide specialised employment help for people with a disability, injury or illness.

A person does not have to be receiving, or be eligible to receive, a payment from Centrelink to use disability employment services but a person will usually require an assessment from a JCAP to test their eligibility for these services.

Disability employment services fall into three main categories

- the Disability Employment Network
- Business Services
- Vocational Rehabilitation Services.

The Disability Employment Network is a national network of community and private organisations contracted by the Government to help people with disability find and keep a job. You can approach a Disability Employment Network member directly for assistance. Disability Employment Network members are located all over the country and assist people with a range of disability types.

There is also a number of Disability Employment Network members who specialise in assisting people with specific disability types, for example hearing impairment, mental health issues and physical disability. Disability Employment Network members can help you by

- identifying your work goals and support needs
- supporting you to become work ready including assistance with job search and sending you to training
- approaching employers to find suitable jobs
- supporting you in the workplace and providing training and advice to your employer and work colleagues.

To search for a Disability Employment Network member in your area go to [www.jobsearch.gov.au](http://www.jobsearch.gov.au).

A handy website is the Government's JobAccess site [www.jobaccess.gov.au](http://www.jobaccess.gov.au) where you can find information on looking for and finding work. JobAccess is a free, confidential online service for employers and job seekers and workers with disability. You can also call **1800 464 800** to speak to a JobAccess adviser.

Centrelink can also provide information about Australian Government services. Go to [www.centrelink.gov.au](http://www.centrelink.gov.au) or phone **13 10 21**.

For more information visit [www.workplace.gov.au/workplace/Individual/DisadvantagedJobseekers](http://www.workplace.gov.au/workplace/Individual/DisadvantagedJobseekers).

### Indigenous employment

The Australian Government supports Indigenous Australians to find work, get on-the-job experience and enter training, and set up their own businesses.

Information is available at [www.workplace.gov.au/workplace/Individual/IndigenousAustralians](http://www.workplace.gov.au/workplace/Individual/IndigenousAustralians).

This site provides access to online services and information including employment information, government assistance, jobs, careers, training and working conditions.

## Parents on income support

Information for parents on income support who are entering or re-entering the workplace is available at [www.workplace.gov.au/workplace/Individual/Parents](http://www.workplace.gov.au/workplace/Individual/Parents).

This site includes advice about child care, training and services for parents which are available through Job Network, such as Employment Preparation. Employment Preparation provides an individually tailored service to parents, carers and mature age job seekers, to assist them in finding work that suits their needs. The type of assistance provided could include

- assessment of current skill levels
- updating of skills and/or qualifications
- addressing self-confidence issues
- improving job search skills.

## Culturally and linguistically diverse

The Australian labour market offers a range of employment options for newly arrived migrants, but it can sometimes be difficult to find the right job, and you may need help to settle in.

Centrelink is the organisation which should be your first point of contact after you arrive in Australia. Information about a range of services is available at [www.workplace.gov.au/workplace/individual/migrant](http://www.workplace.gov.au/workplace/individual/migrant).

## Information about careers, and education and training

If you haven't decided what type of work you'd like, or you have chosen a path which requires you to undertake further education or training, help is available. There are a number of programs and resources designed to support you to explore your options, make choices about work and training, and identify courses which can give you the skills to meet your goals.

*Australian Jobs* is part of a suite of careers information available to help Australians at all stages of their working lives.

If you are looking for a training course, [www.myfuture.edu.au](http://www.myfuture.edu.au) will help, and this site also provides careers information and guides you through activities to help you explore your options and interests.

Other useful information sources include

- [www.australia.gov.au/Career\\_Information](http://www.australia.gov.au/Career_Information) for workplace and careers information and programs, many specifically for students
- Job Juice [www.jobjuice.gov.au](http://www.jobjuice.gov.au)
- Job Guide [www.jobguide.deewr.gov.au](http://www.jobguide.deewr.gov.au) for Year 10 students, parents and career practitioners with information on occupations, and education and training pathways
- Job Outlook [www.joboutlook.gov.au](http://www.joboutlook.gov.au)
- SkillsInfo [www.skillsinfo.gov.au](http://www.skillsinfo.gov.au)
- Career Advice Australia [www.australia.gov.au/careeradviceaustralia](http://www.australia.gov.au/careeradviceaustralia) for programs and activities that help young people, aged 13 to 19, to plan for their future
- [www.skillsandtraininginfo.com.au](http://www.skillsandtraininginfo.com.au) for skills and training information
- Green Corps [www.greencorps.gov.au](http://www.greencorps.gov.au).

In addition, the Australian Government has a range of career, transition and vocational education and training programs and policies to ensure all Australians, particularly young people with the support of their families and communities, have access to services through and beyond school which assist them to

- make informed choices when selecting schools, courses and post-school opportunities
- overcome barriers and re-engage in school, alternative learning or employment options
- connect education and training pathways with career choices and employment prospects
- access the broad range of community services and specialist support available.

Organisations, as diverse as business, government, education providers and community organisations, are working together in partnership to help people make successful transitions. Further information is at [www.careeradviceaustralia.gov.au](http://www.careeradviceaustralia.gov.au).

## Australian Apprenticeships

Australian Apprenticeships combine practical work with structured training to give you a nationally recognised qualification. It doesn't matter what your interests are, Australian Apprenticeships provide an attractive training option you should consider.

You can build your career through Australian Apprenticeships, and because they are competency based, it may be possible for you to complete your training when you have reached the skill level required, rather than having to complete a set time period of training.

More information on Australian Apprenticeships is available at [www.australianapprenticeships.gov.au](http://www.australianapprenticeships.gov.au) or you can contact your local Australian Apprenticeships Centre. To find the address for the Australian Apprenticeships Centre closest to you, call **13 38 73** or go to the 'Find an Australian Apprenticeships Centre' section on the Australian Apprenticeships website.

If you are at school, talk to your careers adviser about the possibility of starting an Australian Apprenticeship while you are still attending school.

Group Training Organisations employ Australian Apprentices and place them with host businesses until they have completed their training. More information about group training is at [www.grouptraining.com.au](http://www.grouptraining.com.au).

If you think an Australian Apprenticeship might be for you, it is also worth exploring options through [www.aajobpathways.com.au](http://www.aajobpathways.com.au) which is an easy to use tool to help you find an Australian Apprenticeship.

## Who can undertake Australian Apprenticeships?

Australian Apprenticeships are open to anyone of working age (many mature age Australian Apprentices find rewarding careers), but you will improve your chances if you complete Year 12, vocational studies at school or gain work experience in the industry in which you are interested.

## Is there help for Australian Apprentices?

Some apprentices are eligible for financial assistance. Information about eligibility and any conditions which apply is available at [www.australianapprenticeships.gov.au](http://www.australianapprenticeships.gov.au) or from an Australian Apprenticeships Centre.

## Higher education

If you are considering undertaking higher education at a university or other provider, the Australian Government provides information about higher education in Australia, providers of higher education and student places, including information about enrolling and course costs, loans, scholarships and income support for students. [www.goingtouni.gov.au](http://www.goingtouni.gov.au) is a good starting point with links to other useful resources.

## GUIDE TO JOB PROSPECTS MATRIX

### How can I use the Job Prospects Matrix?

Look for the occupation in which you are interested. Titles are arranged in alphabetical order and some are duplicated to make them easier to find. For example, data for Boilermakers and Welders appear also as Welders and Boilermakers. Similar occupations may also be clustered together with their titles reversed, for example Mechanical Engineer will be listed under Engineer, Mechanical so it is adjacent to other Engineers.

Descriptions of the data in each column of the Matrix are provided below.

### Summary job prospects

The *Job Prospects Matrix* provides a job prospect rating for each occupation for the period to 2012-13. There are three ratings: *good*, *average* and *below average*.

Ratings are indicative and may vary from region to region and according to the skills and attributes of individual workers. Labour market conditions may change over time and could affect job prospects. Information about factors taken into account in assessing job prospects is available on page 24 *Occupational Projections and Prospects*, but more detail is provided on the Job Outlook site [www.joboutlook.gov.au](http://www.joboutlook.gov.au) which also has additional information about job prospects for individual occupations, as well as key indicators graphs for each occupation.

### Employment and employment growth

The Employment column provides information about the number of people employed in Australia in November 2007 for each occupation. It relates to total employment so it includes both full-time and part-time workers.

Employment Growth shows the change in the number of people employed as well as the percentage change in employment over the past five years.

### Unemployment

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

Unemployment is presented in five categories, *low*, *below average*, *average*, *above average* and *high*.

An occupation may have high unemployment but also be experiencing shortages for particular skills. This can occur when there is a geographic mismatch between workers with skills and employers who are seeking skills, but may also be a result of the skills held by unemployed people not matching those required by employers.

ABS occupational unemployment rates do not include first job seekers or those who have not worked for two weeks or more in the past two years, and are typically lower than the overall unemployment rate.

### Gender

This column shows the proportion of those employed in the occupation who are female. Overall, females comprise 45% of employment in Australia.

### Median age

Data presented on age are the median age for workers in each occupation. That is, half the workers in the occupation are younger and half are older.

### Full-time employment share

Information provided shows the proportion of workers in the occupation who work full-time. Concepts of full-time and part-time are based on the ABS definition of part-time, which is workers who usually work less than 35 hours per week.

### Earnings

Data on weekly earnings are before tax earnings for full-time employees, and are obtained from the ABS publication *Employee Earnings, Benefits and Trade Union Membership* (Cat. No. 6310.0). They are *median* earnings, which means that half the employees in the occupation earn less than the median weekly amount and half earn more.

At the time of publication, weekly earnings data for 2007 were unavailable. Therefore, data reflect figures from August 2006 and are the same as those used in *Australian Jobs 2007*.

Earnings information is presented as 'deciles' with the lowest earnings in the first decile and the highest in the tenth (about 10% of occupations are in each decile). The median earnings are for all ages and levels of experience, so they are indicative only and cannot be used to determine what a worker will actually earn in a particular job.

### Weekly Earnings — decile ranges

1	≤\$569	6	\$855-956
2	\$570-659	7	\$957-1074
3	\$660-724	8	\$1075-1199
4	\$725-799	9	\$1200-1379
5	\$800-854	10	≥\$1380

### Future job growth

Employment growth projections for the period to 2012-13 are based on several inputs: occupational employment projections prepared by the Centre of Policy Studies at Monash University; recent employment growth; future and actual industry employment growth; and qualitative information on occupational developments.

### Future Employment Growth (% per annum) ranges

1	≤-0.9	Decline	★
2	-0.8 to 0.6	Remain relatively stable	★★
3	0.7 to 1.3	Slight growth	★★★
4	1.4 to 2.3	Moderate growth	★★★★
5	≥2.4	Strong growth	★★★★★

Occupation	Job Prospects	Employ't	Employ't		Unemp Nov	Gender	Median	F-T	Earnings	Future Jobs
		Nov 2007	Growth 5 yrs	to Nov 2007				Share of		
		'000	'000	%	2007	Females	Age	Employ't	Decile	Growth
						%	Years	%	1-10	
<b>A</b>										
Accountants	good	158.4	17.7	12.6	below average	48	38	84	8	★★★★★
Actors and Dancers	average	5.8	3.3	131.2	high	61	33	37	1	★★★
Actuaries, Mathematicians and Statisticians	good	4.6	0.6	13.6	above average	45	37	81	7	★★★
Acupuncturists and Naturopaths	good	6.7	0.5	7.4	average	81	44	58	-	★★★
Advertising Professionals, Marketing and PR	good	55.1	10.8	24.4	below average	58	35	84	7	★★★★★
Air Traffic Controllers	good	1.8	0.5	35.6	average	4	46	85	10	★★★★★
Ambulance Officers and Paramedics	good	10.1	0.7	7.1	low	21	40	98	9	★★★
Animal Attendants	average	9.9	2.7	37.2	average	43	41	59	3	★★★★★
Animal Trainers	average	6.1	0.9	16.3	low	39	41	84	5	★★★★★
Architects and Landscape Architects	good	19.7	2.6	15.2	average	30	39	83	9	★★★★★
Architectural, Building and Surveying Associates	good	57.9	20.0	52.9	low	10	41	94	8	★★★★★
Archivists and Intelligence Professionals	good	4.6	1.1	31.8	low	66	39	86	9	★★★★★
Auctioneers	average	1.7	0.1	2.9	above average	55	39	64	7	★★
Audiologists, Orthoptists and Orthotists	good	4.2	2.1	93.3	low	81	48	55	8	★★★★★
Auditors	good	13.4	4.0	42.5	low	41	38	90	8	★★★★★
Authors and Book Editors	good	7.4	2.6	54.4	below average	70	41	67	4	★★★★★
Automotive Electricians	good	7.9	-0.4	-4.7	low	0	32	97	6	★★★
<b>B</b>										
Bakers and Pastrycooks	good	31.3	8.3	36.1	high	22	31	82	3	★★★★★
Bank Workers	below average	53.8	-8.0	-13.0	above average	73	38	63	4	★
Bar Attendants	good	59.8	7.2	13.8	high	52	24	42	3	★★★★★
Beauty Therapists	good	16.6	3.9	30.7	above average	94	32	53	1	★★★★★
Binders and Finishers	average	3.2	0.2	5.2	low	13	41	99	5	★★
Blacksmiths and Farriers	below average	1.3	-0.6	-32.3	low	0	47	97	-	★
Blasting Workers	good	1.6	0.6	56.5	low	0	32	97	10	★★★★★
Boat Builders and Shipwrights	average	5.8	-0.5	-7.7	below average	2	34	94	2	★★★
Boilermakers and Welders	good	75.4	15.9	26.6	above average	1	36	96	6	★★★★★
Bookkeepers	good	124.2	9.8	8.6	below average	93	44	31	4	★★★★★
Branch Accountants and Managers (Banking)	below average	16.9	-3.0	-15.1	low	47	40	91	9	★
Bricklayers	good	27.6	2.3	9.0	below average	0	34	92	6	★★★
Brokers and Financial Dealers	good	62.7	14.7	30.8	below average	29	41	84	7	★★★★★
Builders' or Plumbers' Assistants	average	49.7	14.2	39.9	high	2	31	84	5	★★★★★
Building, Architectural and Surveying Associates	good	57.9	20.0	52.9	low	10	41	94	8	★★★★★
Butchers and Slaughterers	average	25.1	0.9	3.8	high	2	38	88	3	★★
<b>C</b>										
Cabinetmakers	good	27.2	-2.1	-7.3	average	2	31	93	2	★★
Car Parts and Accessories Fitters	average	11.9	0.1	1.1	average	2	32	88	3	★★
Carers, Aged and Disabled	good	72.1	-0.4	-0.6	average	82	46	39	2	★★★★★
Carers, Child and Youth Residential	good	8.5	-0.1	-0.6	average	82	46	39	2	★★★★★
Caretakers	below average	5.8	-0.8	-12.0	above average	20	55	56	2	★★
Carpenters and Joiners	good	117.3	26.9	29.7	above average	0	34	94	6	★★★★★
Cartographers and Surveyors	good	12.9	4.4	51.4	low	8	38	91	8	★★★★★
Checkout Operators and Cashiers	average	134.0	5.9	4.6	high	75	20	22	2	★★★
Cheesemakers and Buttermakers	below average	0.8	0.4	118.6	low	32	38	81	2	★★
Chefs	good	64.2	19.3	42.9	above average	21	32	80	4	★★★★★
Chemists	good	8.6	3.1	54.8	above average	35	39	82	8	★★★★★
Child Care Coordinators	good	10.1	3.6	55.3	low	94	37	76	6	★★★★★
Child Care Workers	good	97.5	17.9	22.5	high	96	32	51	2	★★★★★
Chiropractors and Osteopaths	good	3.8	0.5	15.7	below average	35	39	54	-	★★★★★
Clay, Stone and Concrete Processing Operators	below average	2.2	-1.7	-43.8	low	12	31	95	3	★

Decline ★

Remain relatively stable ★★

Slight growth ★★★

Moderate growth ★★★★

Strong growth ★★★★★



# JOB PROSPECTS MATRIX

Occupation	Job Prospects	Employ't	Employ't		Unemp Nov 2007	Gender Females	Median Age	F-T	Earnings Decile	Future Jobs Growth
		Nov 2007	Growth 5 yrs to Nov 2007	%				Share of Employ't 2007		
		'000	'000	%		%	Years	%	1-10	
Cleaners	average	191.2	-33.8	-15.0	high	58	45	38	2	★
Clerks, Accounting	average	115.4	-38.8	-25.2	below average	82	40	68	4	★
Clerks, Betting	below average	3.7	-1.4	-27.0	low	60	55	19	6	★
Clerks, General	good	141.8	17.1	13.7	above average	82	40	65	4	★★★★
Clerks, Inquiry and Admissions	good	103.7	11.9	12.9	above average	69	34	72	4	★★★★
Clerks, Insurance	average	19.5	-2.8	-12.5	low	80	33	80	4	★
Clerks, Law	good	21.5	3.2	17.6	average	77	31	74	6	★★★★★
Clerks, Mail Sorting	below average	18.5	0.7	4.0	above average	49	46	61	3	★★
Clerks, Money Market and Statistical	average	2.7	1.0	55.9	above average	36	36	73	-	★★★★
Clerks, Payroll	average	27.6	3.6	15.1	below average	86	42	70	5	★
Clerks, Personnel	below average	10.5	-0.2	-1.7	below average	64	43	89	5	★
Clerks, Production Recording	below average	4.7	-0.1	-1.2	below average	34	39	86	6	★★
Clerks, Registry and Filing	below average	18.7	6.3	51.3	above average	78	36	62	4	★★
Clerks, Stock and Purchasing	below average	69.3	-3.4	-4.7	above average	38	40	85	5	★
Clerks, Transport and Despatching	average	30.3	0.0	0.0	average	29	43	91	5	★★
Clerks, Travel and Coding	average	4.0	1.1	37.2	above average	66	43	77	5	★★★
Clothing Trades	below average	10.9	-0.6	-4.8	below average	75	50	67	1	★
Communications Trades	average	24.3	-0.4	-1.4	below average	4	41	99	7	★★
Community and Welfare Workers	good	38.5	9.4	32.4	above average	79	45	68	6	★★★★★
Company Secretaries	below average	0.8	-1.0	-54.8	low	55	49	74	-	★★
Computing Professionals	good	185.6	11.1	6.4	average	19	37	94	9	★★★★★
Computing Support Technicians	good	51.2	21.4	71.5	below average	25	32	88	7	★★★★★
Concreters	good	35.5	6.6	22.7	high	1	35	88	5	★★★★
Confectioners	below average	1.7	0.9	118.6	low	32	38	81	2	★★
Conservators, and Museum and Gallery Curators	good	4.6	2.1	86.6	low	61	43	72	6	★★★★★
Cooks, Fast Food	good	32.9	9.1	38.5	high	34	19	22	2	★★★★★
Cooks, General	good	37.9	6.2	19.6	high	57	39	57	2	★★★
Corporate Treasurers	average	2.4	1.5	169.8	average	42	40	91	10	★★★
Counsellors	good	19.2	6.4	49.8	average	76	46	65	7	★★★★★
Crane, Hoist and Lift Operators	average	13.2	0.4	3.2	below average	3	46	96	9	★★★
Credit and Loans Officers	good	29.3	5.1	21.3	low	59	37	85	6	★★★★★
<b>D</b>										
Dancers and Actors	average	5.8	3.3	131.2	high	61	33	37	1	★★★
Data Entry and Keyboard Operators	below average	91.0	-10.1	-10.0	above average	84	39	60	3	★
Debt Collectors	average	17.3	4.7	37.2	above average	66	43	77	5	★★★
Dental Assistants	good	17.4	-0.5	-3.0	below average	100	30	58	2	★★
Dental Therapists, Technicians and Hygienists	good	6.0	0.9	18.3	average	45	38	72	8	★★★★
Dentists	good	9.8	2.5	34.7	low	19	45	79	10	★★★
Designers and Illustrators	good	56.2	10.2	22.2	above average	47	34	81	6	★★★★
Desktop Publishers	below average	1.7	-0.8	-31.4	high	62	41	61	-	★★
Dietitians	good	4.5	1.7	61.1	low	91	38	56	9	★★★★★
Directors (Film, Television, Radio and Stage )	good	9.0	3.0	50.0	above average	28	38	87	8	★★★★
Divers	average	2.3	0.8	50.3	average	32	40	87	5	★★
Drillers	average	9.4	4.7	100.6	below average	3	36	100	10	★★★★★
Drivers, Bus and Tram	good	36.9	2.5	7.3	below average	10	53	66	5	★★★
Drivers, Delivery	average	70.3	6.0	9.3	high	12	41	77	3	★★★
Drivers, Forklift	good	62.1	10.2	19.7	high	5	38	93	4	★★★★
Drivers, Taxi and Chauffeurs	good	36.3	5.0	15.9	average	6	48	70	2	★★★★
Drivers, Train	average	11.0	1.6	16.3	above average	3	43	99	10	★★★★
Drivers, Truck	good	167.1	22.3	15.4	above average	2	44	93	6	★★★★
Driving Instructors	average	6.9	1.9	37.2	average	43	41	59	3	★★★★★

Decline ★

Remain relatively stable ★★

Slight growth ★★★

Moderate growth ★★★★

Strong growth ★★★★★



Occupation	Job Prospects	Employ't	Employ't		Unemp Nov	Gender	Median	F-T	Earnings	Future Jobs
		Nov 2007	Growth 5 yrs	to Nov 2007				Share of		
		'000	'000	%	2007	Females	Age	Employ't	Decile	Growth
						%	Years	%	1-10	
<b>E</b>										
Economists	good	2.2	-0.9	-28.7	high	35	35	94	8	★
Education Officers	average	10.3	-1.4	-11.8	low	67	50	74	9	★★
Electrical and Telecommunications Workers	below average	2.1	-0.7	-24.9	high	8	37	77	9	★
Electrical Powerline Trades	good	8.9	0.8	9.9	low	0	41	99	8	★★★★
Electricians	good	110.3	13.0	13.4	average	1	35	95	6	★★★★★
Electronic and Office Equipment Tradespersons	good	40.1	3.1	8.3	below average	4	35	82	5	★★★★
Electronic Instrument Trades	average	2.4	1.4	124.2	low	0	36	97	10	★★★★
Engine and Boiler Operators	below average	2.2	0.3	17.1	above average	0	44	100	-	★★
Engineering Associates, Civil	average	7.3	-0.9	-10.7	average	16	38	87	8	★
Engineering Associates, Electrical	average	8.3	0.3	3.7	below average	8	40	95	9	★★★★
Engineering Associates, Electronic	average	14.3	-0.3	-1.7	average	3	42	92	7	★★
Engineering Associates, Mechanical	average	5.9	1.1	23.3	average	6	39	94	7	★★
Engineering Technologists	below average	0.3	0.1	69.8	low	81	-	100	-	★★
Engineering Trades, Fabrication	average	2.4	1.5	171.7	high	0	-	96	-	★★★★
Engineering Trades, Mechanical	good	6.6	1.5	28.1	low	0	42	99	10	★★★★★
Engineers, Aircraft Maintenance	good	14.5	4.4	44.3	above average	2	39	94	8	★★★★★
Engineers, Chemical, Industrial and Aeronautical	good	13.4	3.0	28.4	low	12	35	91	10	★★★★
Engineers, Civil	good	32.1	2.2	7.5	low	10	39	95	9	★★★★
Engineers, Electrical and Electronics	good	34.8	9.0	35.1	low	6	40	93	9	★★★★★
Engineers, Mechanical, Production and Plant	average	18.3	2.8	18.3	below average	5	43	96	10	★
Engineers, Mining and Materials	good	8.1	3.1	63.2	below average	7	37	96	10	★★★★★
Environmental and Agricultural Scientists	good	15.7	-0.6	-3.5	low	31	38	89	7	★★★★★
Environmental and OH&S Professionals	good	14.4	4.1	39.3	average	44	39	90	7	★★★★★
<b>F</b>										
Farm Hands	average	63.2	-24.2	-27.7	high	32	35	63	2	★★
Farm Overseers	average	1.9	0.2	9.6	high	27	35	99	5	★★★★
Farmers, Aquaculture and Seafood	average	1.4	-0.6	-29.4	high	6	38	74	-	★★★★
Farmers, Crop	average	57.0	5.5	10.6	below average	22	51	83	5	★★★★
Farmers, Livestock	average	96.6	1.7	1.8	low	30	54	77	3	★★★★
Farmers, Mixed Crop and Livestock	average	39.6	-12.3	-23.7	low	23	49	88	1	★★
Fence Erectors	below average	9.6	0.0	-0.2	high	1	39	80	7	★★
Finance Advisers	good	29.5	-1.6	-5.2	average	33	39	89	8	★★★★
Financial Dealers and Brokers	good	62.7	14.7	30.8	below average	29	41	84	7	★★★★★
Fire Fighters	average	10.3	-1.1	-9.5	low	4	40	98	8	★★
Fishing and Deck Hands	below average	8.4	-0.4	-4.8	high	3	38	87	8	★★
Fitness Instructors	good	27.5	7.8	39.6	average	62	32	27	3	★★★★★
Fitters and Machinists, Metal	good	93.2	5.0	5.7	average	0	39	97	7	★★
Flight Attendants	average	7.7	1.5	24.3	below average	71	35	59	6	★★★★
Flight Specialists	good	1.9	0.5	35.6	average	4	46	85	10	★★★★★
Floor Finishers	good	10.2	0.1	1.0	high	2	33	80	2	★★
Florists	average	6.7	1.0	16.9	high	90	43	59	2	★★★★
Flying Instructors	good	0.8	0.2	35.6	average	4	46	85	10	★★★★★
Food Processing Workers	average	25.0	5.2	26.6	high	28	40	89	4	★★
Forestry and Logging Workers	below average	4.3	1.0	28.5	high	11	36	91	4	★★
Forestry and Soil Professionals	good	3.9	-0.1	-3.5	low	31	38	89	7	★★★★★
Freight and Furniture Handlers	below average	11.6	-2.2	-16.2	high	5	35	85	6	★★
Furniture Finishers	average	1.7	0.3	20.4	high	2	39	64	2	★★

Decline ★

Remain relatively stable ★★

Slight growth ★★★

Moderate growth ★★★★

Strong growth ★★★★★

# JOB PROSPECTS MATRIX

Occupation	Job Prospects	Employ't	Employ't		Unemp Nov 2007	Gender Females	Median Age	F-T	Earnings Decile	Future Jobs Growth
		Nov 2007	Growth 5 yrs to Nov 2007					Share of Employ't 2007		
		'000	'000	%		%	Years	%	1-10	
<b>G</b>										
Gaming Workers	average	7.1	1.6	29.3	below average	37	32	84	6	★★★
Garbage Collectors	below average	2.6	-2.6	-50.2	high	7	40	57	4	★
Garden Labourers and Nursery Assistants	below average	32.8	-7.4	-18.5	high	19	41	62	2	★
Gardeners, General and Landscape	good	59.7	13.5	29.2	above average	12	40	67	3	★★★
General Process Workers	below average	19.7	4.8	32.5	high	20	37	78	3	★★
Geologists and Geophysicists	good	8.9	-0.5	-5.5	low	18	40	89	10	★★★
Glass Trades	good	10.2	1.7	19.9	above average	1	36	93	3	★★★★
Graphic Pre-Press Trades	below average	4.7	-1.2	-19.8	low	26	43	85	9	★
Greenkeepers	average	12.5	2.4	23.4	high	1	46	80	2	★★★
<b>H</b>										
Hairdressers	good	59.3	8.4	16.4	above average	87	30	63	1	★★★★
Hand Packers	below average	58.4	-1.9	-3.2	high	62	39	66	2	★★
Handypersons	average	41.2	-1.4	-3.2	above average	6	49	67	3	★★★
Health Info Managers and Records Administrators	good	2.7	0.7	31.8	low	66	39	86	9	★★★★★
Historians	average	0.9	-0.1	-11.4	average	62	47	57	9	★★
Hotel Service Supervisors	average	8.0	2.7	52.1	low	48	34	76	5	★★★★
Housekeepers, Domestic	below average	2.4	0.2	9.6	average	90	50	35	-	★★
Human Resource Professionals	good	76.1	22.2	41.3	below average	61	37	85	7	★★★★★
<b>I</b>										
Importers, Exporters and Wholesalers	average	17.0	1.3	8.4	low	24	43	81	6	★★★
Indigenous Health Workers	average	2.0	0.2	12.3	average	53	47	83	-	★★★
Inspectors/Examiners, Govt and Corporate	good	29.4	4.8	19.3	below average	41	44	87	7	★★★★
Insulation and Home Improvements Installers	good	20.9	6.2	42.1	above average	2	37	86	4	★★★★★
Insurance Agents	average	10.7	0.6	5.4	low	61	34	88	7	★★
Insurance Investigators and Loss Assessors	good	7.2	1.4	23.4	below average	43	38	88	7	★★★★★
Interior Decorators	average	2.1	-0.1	-5.7	below average	36	43	73	8	★
Interpreters and Translators	average	4.6	-0.6	-11.4	average	62	47	57	9	★★
Interviewers	below average	7.0	1.5	27.6	high	46	42	51	4	★★★
<b>J</b>										
Jewellers	average	4.6	-0.5	-9.5	low	34	44	72	4	★
Joiners and Carpenters	good	117.3	26.9	29.7	above average	0	34	94	6	★★★★
Journalists	average	22.0	1.0	4.6	average	48	37	79	8	★★
<b>K</b>										
Keyboard and Data Entry Operators	below average	91.0	-10.1	-10.0	above average	84	39	60	3	★
Kitchenhands	average	109.2	12.2	12.6	high	56	25	25	2	★★★
<b>L</b>										
Labourers, Earthmoving	below average	3.1	0.1	4.1	high	0	28	79	3	★★
Labourers, General	average	31.4	8.9	39.3	high	22	37	71	4	★★★★
Labourers, Paving and Surfacing	average	10.3	3.7	56.7	high	0	41	95	4	★★★
Labourers, Railway	average	5.6	2.0	55.2	low	0	39	97	4	★★★
Laggers and Crane Chasers	below average	1.7	0.0	-0.2	high	1	39	80	7	★★
Land Economists and Valuers	good	15.9	5.5	52.9	low	17	43	79	7	★★★★★
Landscape Architects and Architects	good	19.7	2.6	15.2	average	30	39	83	9	★★★★
Laundry Workers	below average	16.3	0.1	0.5	high	67	48	63	1	★★
Leather and Canvas Goods Makers	below average	1.7	-1.6	-47.5	above average	45	37	66	1	★
Legal Professionals	good	55.8	7.4	15.3	below average	43	38	88	9	★★★★
Librarians	average	11.7	2.4	26.2	below average	79	48	65	7	★★
Library Assistants	below average	8.0	-3.9	-32.8	average	84	47	23	4	★
Library Technicians	average	6.2	-0.1	-2.2	above average	89	47	45	4	★★

Decline ★

Remain relatively stable ★★

Slight growth ★★★

Moderate growth ★★★★

Strong growth ★★★★★

Occupation	Job Prospects	Employ't	Employ't		Unemp Nov	Gender	Median	F-T	Earnings	Future Jobs
		Nov 2007	Growth 5 yrs	to Nov 2007				Share of		
		'000	'000	%	2007	Females	Age	Employ't	Decile	Growth
						%	Years	%	1-10	
Loss Assessors and Insurance Investigators	good	7.2	1.4	23.4	below average	43	38	88	7	★★★★★
Lotteries Agents	below average	0.6	-0.1	-7.3	high	34	36	75	3	★★
<b>M</b>										
Machine Operators, Chemical Production	below average	2.5	0.0	-0.4	high	30	40	76	6	★
Machine Operators, General	below average	12.2	-2.5	-16.9	high	4	37	93	5	★★
Machine Operators, Glass Production	below average	1.4	-0.1	-5.2	high	16	46	100	-	★
Machine Operators, Paper Products	below average	2.1	-1.8	-46.3	low	17	44	85	6	★
Machine Operators, Plastics Production	below average	10.1	-4.6	-31.3	above average	11	43	96	2	★
Machine Operators, Rubber Production	below average	3.8	0.5	16.7	low	4	33	93	5	★★
Machine Operators, Textile and Footwear	below average	4.5	-2.0	-30.1	above average	22	39	93	3	★
Machine Operators, Wood Processing	below average	6.7	0.3	5.0	above average	1	35	97	2	★★
Mail Supervisors	average	2.7	0.7	37.2	above average	66	43	77	5	★★★
Management Consultants and QA Managers	good	52.1	9.6	22.6	average	35	41	84	9	★★★★★
Managers, Building and Construction	good	63.0	14.2	29.1	below average	4	45	93	9	★★★★
Managers, Caravan Park and Camping Ground	below average	2.6	-3.5	-56.7	above average	50	49	93	2	★
Managers, Club (Licensed Premises)	below average	6.4	-1.2	-15.7	average	32	42	87	5	★
Managers, Customer Service	good	39.7	18.4	86.3	average	41	39	91	7	★★★★★
Managers, Engineering	good	14.1	8.9	174.1	low	9	45	97	10	★★★★
Managers, Finance	good	55.5	14.7	35.9	average	36	45	90	10	★★★★★
Managers, General	good	91.5	40.1	77.8	below average	22	47	92	10	★★★★★
Managers, Hostel and Retirement Village	average	7.8	0.7	9.9	average	54	56	61	6	★★★★
Managers, Hotel and Motel	average	24.3	-0.5	-2.2	above average	40	46	90	4	★★
Managers, Human Resource	good	43.1	21.6	100.6	below average	53	42	90	10	★★★★★
Managers, IT	good	42.8	12.9	43.0	above average	25	40	96	10	★★★★★
Managers, Nursing	good	12.7	7.2	130.4	low	87	47	80	9	★★★★★
Managers, Office	good	163.7	59.6	57.3	below average	80	43	69	6	★★★★★
Managers, Policy and Planning	good	24.5	10.4	73.6	average	47	44	91	10	★★★★★
Managers, Production	average	40.7	-2.0	-4.6	average	10	43	98	9	★★
Managers, Records	good	3.5	0.9	31.8	low	66	39	86	9	★★★★★
Managers, Restaurant and Catering	good	52.9	1.6	3.1	high	57	42	76	2	★★★★
Managers, Sales and Marketing	good	121.7	25.6	26.6	below average	33	40	92	9	★★★★★
Managers, Shop	average	219.2	8.4	4.0	below average	43	41	88	4	★★★
Managers, Specialist	good	37.2	15.1	68.1	below average	27	44	93	9	★★★★★
Managers, Sport and Recreation	average	7.7	0.6	8.6	above average	49	34	88	6	★★★
Managers, Supply and Distribution	good	26.4	7.5	40.0	below average	14	46	96	8	★★★★
Managers, Transport Company	average	12.6	6.1	92.3	low	9	49	94	5	★★★
Managing Supervisors (Sales and Service)	average	51.7	-12.9	-19.9	average	40	44	85	6	★
Manufacturers	average	27.5	4.9	21.6	above average	13	48	88	7	★★★
Marine Specialists	average	2.1	0.2	7.9	average	6	44	90	9	★★
Marketing, PR and Advertising Professionals	good	55.1	10.8	24.4	below average	58	35	84	7	★★★★
Massage Therapists	good	10.5	4.1	63.9	low	77	37	31	-	★★★★★
Materials Recyclers and Rental Salespersons	below average	5.9	-0.5	-7.3	high	34	36	75	3	★★
Mathematicians, Statisticians and Actuaries	good	4.6	0.6	13.6	above average	45	37	81	7	★★★
Meat and Fish Workers	average	21.5	1.5	7.4	high	22	34	86	4	★★
Media Equipment Operators	average	13.5	2.7	24.8	average	32	30	72	6	★★★
Media Presenters	average	3.5	0.7	23.4	low	29	39	59	9	★★★
Media Producers	average	6.8	-0.3	-3.6	high	35	37	89	10	★★
Medical Administrators and Nursing Directors	good	8.1	2.2	38.1	average	81	49	86	10	★★★★★
Medical Imaging Professionals	good	12.9	3.2	32.4	below average	74	37	68	9	★★★★★
Medical Practitioners, General	good	37.0	-2.1	-5.4	low	41	44	82	10	★★
Medical Practitioners, Specialist	good	23.9	4.2	21.6	low	34	44	82	10	★★★★★

Decline ★

Remain relatively stable ★★

Slight growth ★★★

Moderate growth ★★★★

Strong growth ★★★★★

# JOB PROSPECTS MATRIX

Occupation	Job Prospects	Employ't Nov 2007	Employ't Growth 5 yrs to Nov 2007		Unemp Nov 2007	Gender Females	Median Age	F-T Share of Employ't 2007	Earnings Decile	Future Jobs Growth
		'000	'000	%		%	Years	%	1-10	
Medical Technical Officers	good	20.9	5.0	31.5	average	74	39	73	4	★★★★
Messengers	below average	13.5	0.2	1.2	below average	26	44	71	5	★★
Metal Casting Trades	below average	0.8	-0.3	-29.3	high	7	49	100	-	★★
Metal Polishers and Electroplaters	below average	0.8	-0.8	-50.3	high	8	40	100	4	★
Metal Production Assistants	below average	15.5	-1.7	-10.0	high	3	38	95	3	★
Metal Production Machine Workers	below average	31.5	-11.9	-27.5	above average	5	41	98	6	★
Metallurgical Technicians and Mine Deputies	good	13.5	6.0	79.0	low	20	42	92	8	★★★★★
Metallurgists	average	1.7	-1.4	-45.0	below average	26	41	94	10	★
Meteorologists	average	0.8	-0.6	-45.0	below average	26	41	94	10	★
Meter Readers	below average	3.2	0.7	27.6	high	46	42	51	-	★★★★
Midwives, Registered	good	12.2	3.5	40.5	low	100	47	46	6	★★
Millers	below average	0.6	0.3	118.6	low	32	38	81	2	★★
Miners	good	23.1	9.7	72.6	below average	3	41	98	10	★★★★
Mining and Drilling Assistants	good	5.4	3.3	151.9	high	3	34	91	10	★★★★★
Ministers of Religion	average	19.6	1.0	5.3	low	23	49	81	3	★★★★
Motor Mechanics	good	103.3	10.8	11.6	average	1	35	94	4	★★
Motor Vehicle and Parts Salespersons	average	30.5	2.6	9.2	above average	14	36	92	4	★★★★
Musicians and Singers	average	11.4	-0.4	-3.4	low	31	36	39	2	★★
<b>N</b>										
Natural Remedy Consultants	good	2.9	0.7	30.7	above average	94	32	53	1	★★★★
Naturopaths and Acupuncturists	good	6.7	0.5	7.4	average	81	44	58	-	★★★★
Nurse Educators and Researchers	good	3.7	1.2	47.6	low	85	48	54	10	★★★★
Nurserypersons	average	7.1	0.4	6.1	above average	42	44	71	3	★★★★
Nursery Assistants and Garden Labourers	below average	32.8	-7.4	-18.5	high	19	41	62	2	★
Nurses' Aides and Personal Care Assistants	good	68.2	11.5	20.2	above average	80	45	46	2	★★★★
Nurses, Enrolled	good	28.6	3.5	14.0	below average	90	44	59	4	★★★★
Nurses, Registered	good	168.3	0.8	0.5	below average	93	44	52	7	★★★★
Nurses, Registered Mental Health	good	11.4	7.0	159.5	low	67	46	69	9	★★★★
Nursing Directors and Medical Administrators	good	8.1	2.2	38.1	average	81	49	86	10	★★★★★
<b>O</b>										
Occupational Therapists	good	8.9	4.2	89.6	below average	90	35	56	8	★★★★★
OH&S and Environmental Professionals	good	14.4	4.1	39.3	average	44	39	90	7	★★★★★
Optical Mechanics	average	6.4	2.1	50.3	average	32	40	87	5	★★
Optometrists	good	2.6	-2.0	-43.6	low	45	39	75	8	★★★★
Osteopaths and Chiropractors	good	3.8	0.5	15.7	below average	35	39	54	-	★★★★
<b>P</b>										
Packagers and Container Fillers	average	15.2	-5.1	-25.0	high	48	40	82	3	★
Painters and Decorators	good	50.0	8.9	21.5	above average	3	41	89	5	★★★★★
Painters, Potters and Sculptors	below average	12.8	-1.3	-9.4	above average	53	49	58	9	★
Panel Beaters	average	14.8	0.1	0.4	average	1	36	94	6	★★
Paramedics and Ambulance Officers	good	10.0	0.7	7.1	low	21	40	98	9	★★★★
Park Rangers	good	3.2	-0.1	-3.5	low	31	38	89	7	★★★★
Parking Inspectors	below average	1.2	0.3	27.6	high	46	42	51	-	★★★★
Pastrycooking and Baking Assistants	below average	4.7	-0.4	-8.5	high	58	31	45	2	★
Pastrycooks and Bakers	good	31.3	8.3	36.1	high	22	31	82	3	★★★★
Personal Care Assistants and Nurses' Aides	good	68.2	11.5	20.2	above average	80	45	46	2	★★★★
Pest and Weed Controllers	average	9.2	2.5	37.2	average	43	41	59	3	★★★★★
Pharmacists	good	18.3	2.7	17.0	low	57	39	73	9	★★★★
Photographers	average	7.7	0.1	0.9	below average	40	43	54	6	★★
Photographers' Assistants	average	1.0	0.0	2.9	above average	55	39	64	7	★★
Photographic Developers and Printers	below average	2.4	-4.3	-64.4	above average	61	30	54	1	★

Decline ★

Remain relatively stable ★★

Slight growth ★★★

Moderate growth ★★★★

Strong growth ★★★★★

Occupation	Job Prospects	Employ't	Employ't		Unemp Nov 2007	Gender Females	Median Age	F-T	Earnings Decile	Future Jobs Growth
		Nov 2007	Growth 5 yrs to Nov 2007					Share of Employ't 2007		
		'000	'000	%		%	Years	%	1-10	
Physicists	average	0.8	-0.7	-45.0	below average	26	41	94	10	★
Physiotherapists	good	15.6	6.2	65.6	low	72	39	69	8	★★★★★
Piano Tuners	average	0.8	0.3	50.3	average	32	40	87	5	★★
Picture Framers	average	2.0	0.3	20.4	high	19	39	64	2	★★
Pilots	good	6.8	1.8	35.6	average	4	46	85	10	★★★★★
Plant Operators, Chemical, Petroleum and Gas	average	6.7	0.8	12.6	below average	5	44	100	9	★★★★
Plant Operators, Construction	average	58.0	5.0	9.4	average	1	42	95	6	★★★★
Plant Operators, General Mobile	good	26.8	8.3	45.2	above average	9	40	85	5	★★★★★
Plant Operators, General Stationary	below average	12.9	1.2	10.7	average	9	41	94	7	★★
Plant Operators, Power Generation	below average	2.7	-0.5	-14.7	low	0	50	100	10	★
Plasterers, Fibrous	average	22.4	-5.3	-19.1	above average	0	36	95	4	★★
Plasterers, Solid	good	8.2	3.3	64.9	above average	0	36	97	6	★★★★
Plumbers	good	66.9	8.9	15.4	below average	1	35	95	5	★★★★
Podiatrists	good	3.7	3.2	587.4	low	73	35	81	-	★★★★
Police Officers	average	47.8	0.2	0.3	low	23	37	95	8	★★
Policy Analysts	good	11.6	2.8	31.8	low	66	39	86	9	★★★★★
PR, Marketing and Advertising Professionals	good	55.1	10.8	24.4	below average	58	35	84	7	★★★★
Precision Metal Tradespersons	average	5.7	-2.5	-30.4	low	10	39	94	2	★
Primary Products Inspectors	average	5.9	-0.7	-10.9	low	36	40	78	8	★★
Printers and Photographic Developers	below average	2.4	-4.3	-64.4	above average	61	30	54	1	★
Printing Assistants	below average	5.4	-1.7	-24.1	high	50	42	65	3	★
Printing Machinists and Offset Printers	below average	16.3	-4.1	-19.9	average	10	38	90	6	★
Prison Officers	average	7.7	-4.2	-35.5	below average	24	45	99	7	★★★★
Product Assemblers	below average	45.1	-6.2	-12.1	high	29	39	86	2	★★
Product Quality Controllers	below average	17.1	-4.3	-20.3	high	46	44	86	4	★
Project and Program Administrators	good	116.2	35.0	43.1	average	47	41	87	8	★★★★★
Proof Readers	average	2.7	0.7	37.2	above average	66	43	77	5	★★★★
Property Managers and Real Estate Agents	average	63.8	0.9	1.5	average	45	45	83	6	★★★★
Psychologists	good	14.9	2.4	19.6	below average	77	40	66	7	★★★★★
Pulp and Paper Mill Operators	below average	1.9	0.3	15.2	low	10	42	96	8	★
<b>Q</b>										
Quantity Surveyors	good	2.5	1.5	146.6	low	7	30	81	10	★★★★
<b>R</b>										
Radio Despatchers	average	3.5	0.1	2.9	above average	55	39	64	7	★★
Radio Operators	average	4.3	-0.3	-5.7	below average	36	43	73	8	★
Real Estate Agents and Property Managers	average	63.8	0.9	1.5	average	45	45	83	6	★★★★
Receptionists	good	170.1	24.1	16.5	above average	96	37	55	2	★★★★★
Recreation Officers	good	11.7	5.4	86.6	low	61	43	72	6	★★★★★
Recreational Therapists	good	6.6	3.2	93.3	low	81	48	55	8	★★★★
Refrigeration and Airconditioning Mechanics	good	26.3	6.4	31.9	average	0	35	95	6	★★★★★
Refuge and Hostel Workers	good	4.2	0.0	-0.6	average	82	46	39	2	★★★★
Reporters, Court and Hansard	average	1.7	0.8	100.5	below average	100	55	40	5	★★★★
Retail and Checkout Supervisors	average	30.8	3.9	14.7	below average	57	34	74	3	★★★★
Retail Buyers	average	3.4	-2.1	-38.8	low	50	36	83	7	★
Roof Slaters and Tilers	good	10.5	1.7	19.9	above average	3	34	86	3	★★★★★
Rural Trainees, Jackeroos and Jilleroos	average	5.6	0.2	2.7	high	23	28	84	3	★★★★
<b>S</b>										
Safety Inspectors	good	8.3	1.5	21.4	low	20	44	86	8	★★★★★
Sail Makers	below average	0.3	-0.2	-47.5	above average	45	37	66	1	★
Sales Assistants	good	558.2	-7.4	-1.3	high	71	24	34	2	★★★★
Sales Demonstrators and Models	below average	3.2	-2.1	-39.3	above average	86	45	14	-	★

Decline ★

Remain relatively stable ★★

Slight growth ★★★

Moderate growth ★★★★

Strong growth ★★★★★



# JOB PROSPECTS MATRIX

Occupation	Job Prospects	Employ't	Employ't		Unemp Nov 2007	Gender Females	Median Age	F-T	Earnings Decile	Future Jobs Growth
		Nov 2007	Growth 5 yrs to Nov 2007	%				Share of Employ't 2007		
		'000	'000	%		%	Years	%	1-10	
Sales Representatives, General	good	103.6	-3.0	-2.8	average	36	39	84	6	★★
Sales Representatives, Technical	good	33.2	5.4	19.2	above average	27	39	91	7	★★★★
School Principals and Faculty Heads	good	31.7	12.4	64.1	low	50	50	96	10	★★★★
Science Technical Officers	below average	19.1	-2.1	-10.1	above average	51	40	76	5	★
Scientists, Life	good	8.8	1.8	24.8	low	50	34	83	8	★★★★
Scientists, Material	average	0.2	-0.2	-45.0	below average	26	41	94	10	★
Scientists, Medical	good	17.5	0.3	1.4	low	72	35	76	8	★★★
Screen Printers	average	3.2	-0.9	-22.7	high	9	32	80	-	★
Secretaries and Personal Assistants	average	172.6	-21.3	-11.0	average	98	42	63	5	★
Security Advisers	average	1.0	-0.1	-5.7	below average	36	43	73	8	★
Security Officers and Guards	good	47.8	6.6	15.9	above average	14	39	77	5	★★★★
Senior Fire Fighters	average	0.5	-0.2	-23.8	low	15	37	100	-	★★
Service Assistants	good	62.9	21.8	53.0	high	65	43	31	3	★★★★★
Service Attendants	average	1.8	0.5	37.2	average	43	41	59	3	★★★★★
Service Station Attendants	below average	8.4	1.6	23.4	high	41	28	41	2	★
Sewing Machinists	below average	16.2	-5.0	-23.7	high	81	49	71	2	★
Shearers	average	4.8	0.2	3.8	high	3	37	87	9	★
Sheetmetal Workers	average	7.3	-1.6	-17.7	high	0	41	99	5	★
Ships' Engineers and Officers	average	4.0	0.3	7.9	average	6	44	90	9	★★
Ships' Masters	average	4.1	0.3	7.9	average	6	44	90	9	★★
Shoemakers	below average	1.7	-0.2	-11.5	low	12	45	95	1	★
Signwriters	good	8.1	3.2	66.4	low	14	40	80	3	★★★★
Social Science Professionals	average	2.1	-0.3	-11.4	average	62	47	57	9	★★
Social Workers	good	16.1	6.6	70.2	low	83	41	77	7	★★★★★
Speech Pathologists	good	4.1	0.0	0.3	low	100	32	53	6	★★★★
Sportspersons, Coaches and Sporting Officials	good	27.0	5.3	24.7	average	37	25	38	4	★★★★★
Stonemasons	good	4.3	1.1	32.6	above average	2	31	89	4	★★★★★
Storepersons	good	211.8	79.5	60.1	high	32	31	56	3	★★★★★
Street Vendors and Door-to-Door Salespersons	below average	14.1	-1.8	-11.0	high	56	45	42	5	★
Structural Steel Construction Workers	good	18.7	7.9	72.6	high	0	38	95	8	★★★★
Survey Hands	average	2.1	-0.6	-22.2	above average	5	30	95	5	★
Surveying, Building and Architectural Associates	good	57.9	20.0	52.9	low	10	41	94	8	★★★★★
Surveyors and Cartographers	good	12.9	4.4	51.4	low	8	38	91	8	★★★★
Switchboard Operators	below average	7.3	-0.9	-11.5	below average	79	41	62	3	★
<b>T</b>										
Teachers' Aides	good	63.9	9.0	16.5	below average	91	44	27	2	★★★★
Teachers, English as a Second Language (ESL)	good	5.2	1.2	30.6	above average	74	45	50	7	★★★★
Teachers, Kindergarten and Preschool	good	14.3	-2.9	-16.7	low	96	37	56	5	★★★
Teachers, Music, Dance and Other Extra-Systemic	average	27.9	-1.8	-6.2	below average	63	42	27	7	★
Teachers, Primary School	good	146.1	14.0	10.6	below average	85	42	71	8	★★★★
Teachers, Secondary School	good	136.3	4.0	3.0	below average	55	43	83	8	★★★
Teachers, Special Education	good	14.0	5.1	58.1	low	83	48	57	9	★★★★
Teachers, Vocational Education	good	34.1	1.5	4.6	above average	46	49	60	7	★★★★
Telecommunications and Electrical Workers	below average	2.1	-0.7	-24.9	high	8	37	77	9	★
Telemarketers	below average	13.7	-2.9	-17.3	high	59	29	54	3	★
Ticket Sellers	below average	14.3	2.3	18.8	below average	68	35	60	4	★
Tilers and Roof Slaters	good	10.5	1.7	19.9	above average	3	34	86	3	★★★★★
Tilers, Wall and Floor	good	17.1	4.2	32.6	above average	2	31	89	4	★★★★★
Toolmakers	average	4.8	-3.1	-38.9	below average	0	40	97	4	★

Decline ★

Remain relatively stable ★★

Slight growth ★★★

Moderate growth ★★★★

Strong growth ★★★★★

Occupation	Job Prospects	Employ't Nov 2007	Employ't Growth 5 yrs to Nov 2007		Unemp Nov 2007	Gender Females	Median Age	F-T Share of Employ't 2007	Earnings Decile	Future Jobs Growth
		'000	'000	%		%	Years	%	1-10	
Translators and Interpreters	average	4.6	-0.6	-11.4	average	62	47	57	9	★★
Transport Stewards	average	0.9	0.2	24.3	below average	71	35	59	6	★★★★
Travel Agents and Tour Guides	good	31.5	6.0	23.3	above average	74	35	77	4	★★★★★
<b>U</b>										
University Lecturers and Tutors	average	43.2	9.8	29.5	above average	38	47	72	10	★★★★★
Upholsterers, Furniture	good	2.8	-3.2	-53.1	above average	8	45	90	3	★★★
Urban and Regional Planners	good	10.9	2.0	22.1	below average	32	39	91	8	★★★★★
Ushers and Porters	below average	7.1	-2.6	-26.9	low	30	29	35	3	★
<b>V</b>										
Valuers and Land Economists	good	15.9	5.5	52.9	low	17	43	79	7	★★★★★
Vehicle Body Makers	average	4.1	1.9	82.5	above average	0	43	99	4	★
Vehicle Painters	average	11.3	-2.5	-17.8	average	4	34	98	3	★
Vehicle Trimmers	average	2.8	-0.4	-11.2	low	6	46	90	-	★★
Veterinarians	good	7.3	2.7	58.6	below average	61	43	79	8	★★★★★
Veterinary Nurses	good	8.1	2.4	42.7	below average	99	31	61	2	★★★★★
<b>W</b>										
Waiters	good	109.9	13.9	14.4	high	78	21	27	2	★★★★★
Weight Loss Consultants	good	1.5	0.4	30.7	above average	94	32	53	1	★★★★★
Welders and Boilermakers	good	75.4	15.9	26.6	above average	1	36	96	6	★★★★★
Welfare and Community Workers	good	38.5	9.4	32.4	above average	79	45	68	6	★★★★★
Window Dressers	average	8.0	0.2	2.9	above average	55	39	64	7	★★
Wine Makers	good	2.5	1.2	86.6	low	61	43	72	6	★★★★★
Wood Machinists and Turners	average	2.0	-2.1	-50.7	low	0	40	98	4	★
Wood Model and Cane Furniture Makers	below average	0.2	0.0	20.4	high	19	39	64	2	★★
Wood Products Workers	below average	9.3	-0.6	-5.9	high	10	35	91	2	★
Wool, Hide and Skin Classers	below average	1.1	-0.3	-18.8	low	63	39	91	5	★
<b>Y</b>										
Youth and Disability Workers	good	22.8	3.2	16.2	above average	71	41	70	5	★★★★★

## Australian Jobs 2008 – data sources

Most data in Australian Jobs are based on

- ABS Labour Force, Australia, Spreadsheets (Cat. no. 6202.0.55.001), Labour Force, Australia, Detailed - Electronic Delivery (Cat. no. 6291.0.55.001) and Labour Force, Australia, Detailed, Quarterly (Cat. no. 6291.0.55.003)

*For many small occupations, standard errors are large relative to the size of the employment estimates. Although trend data are used for employment estimates, employment growth trends are variable for small occupations and should be used with caution. Trend data are used where available, but in other cases, 4 quarter averages for 2007 have been used.*

- 2006 ABS Census of Population and Housing.

Other data sources include

- ABS Employee Earnings, Benefits and Trade Union Membership (Cat. no. 6310.0)
- ABS Education and Work (Cat. no. 6227.0)
- Graduate Careers Australia GradStats December 2007 and Gradlink
- Employment projections are prepared by DEEWR, based in part on forecasts from economic forecasting organisations, especially the Centre of Policy Studies (CoPS), Monash University, recent employment growth; industry trends; and qualitative information on occupational developments.

Decline ★

Remain relatively stable ★★

Slight growth ★★★

Moderate growth ★★★★

Strong growth ★★★★★



# AUSTRALIAN JOBS2008