



Australian Labour Market Overview—April 2022

The Australian Labour Market Overview (previously the Australian Labour Market Update) provides information on the Australian labour market. It is intended to inform recent migrants to Australia, and people interested in working in Australia on a temporary or permanent basis.

Analysis by the National Skills Commission suggests the COVID-19 pandemic will have longer term impacts on the Australian labour market. While they may not be dramatic, these effects will be enduring and include the way in which jobs are done and the need for post-secondary qualifications. Information on job prospects, earnings and related information is on the [National Skills Commission](#) and [Labour Market Insights](#) websites.

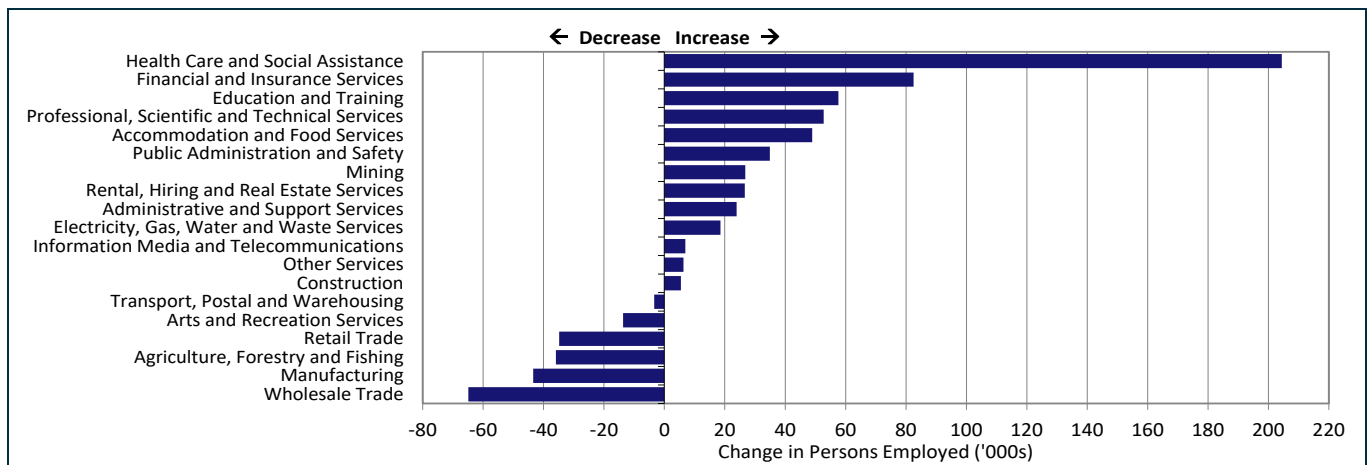
Unless otherwise stated, data in this publication is from the Australian Bureau of Statistics (ABS) Labour Force Survey, February 2022.¹

Employment

Over the 12 months to February 2022, employment opportunities and growth varied widely across industries. The largest increases in employment occurred in Health Care and Social Assistance (up by 204,400), Financial and Insurance Services (up by 82,500), Education and Training (up by 57,700), Professional, Scientific and Technical Services (up by 52,800) and Accommodation and Food Services (up by 48,900). The largest decreases in employment occurred in Wholesale Trade (down by 64,900), Manufacturing (down by 43,400) and Agriculture, Forestry and Fishing (down by 36,000).

The strongest rates of employment growth were in Financial and Insurance Services (up by 17.4%), Electricity, Gas, Water and Waste Services (up by 12.5%), and Rental, Hiring and Real Estate Services (up by 12.4%). Changes in employment by industry are shown in Figure 1.

Figure 1: Employment growth by industry ('000s persons)—February 2021 to February 2022



Source: ABS (2022). Table 04. Employed persons by Industry division of main job (ANZSIC). *Labour Force, Australia, Detailed*. Retrieved March 24, 2022. <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia-detailed/latest-release>.

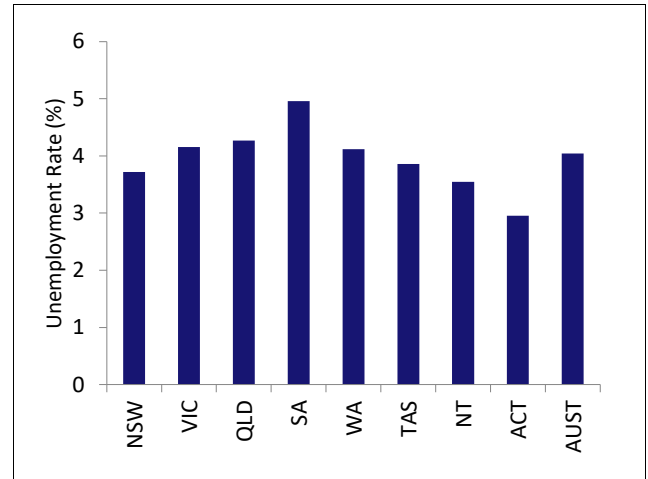
¹ The first paragraph of the Employment section and the Unemployment section use seasonally adjusted data for February 2022 from the ABS' Labour Force, Australia, February 2022 time series spreadsheets. Previous ALMU publications used trend data which is not currently available due to a break in time series.

Unemployment

The seasonally adjusted rate of unemployment in Australia was 4.0% in February 2022, compared with 5.9% in February 2021.

Over the 12 months to February 2022, the unemployment rate decreased in all states and territories. The largest falls were in Western Australia (WA, 6.1% to 4.1%), Queensland (6.2% to 4.3%), New South Wales (NSW, 5.6% to 3.7%) and Tasmania (5.7% to 3.9%), and South Australia (SA, 6.7% to 5.0%). Smaller declines were recorded for Victoria (5.7% to 4.2%), Northern Territory (NT, 5.1% to 3.5%) and the Australian Capital Territory (ACT, 4.2% to 3.0%). See Figure 2.

Figure 2: Unemployment rates (%) by State/Territory—February 2022

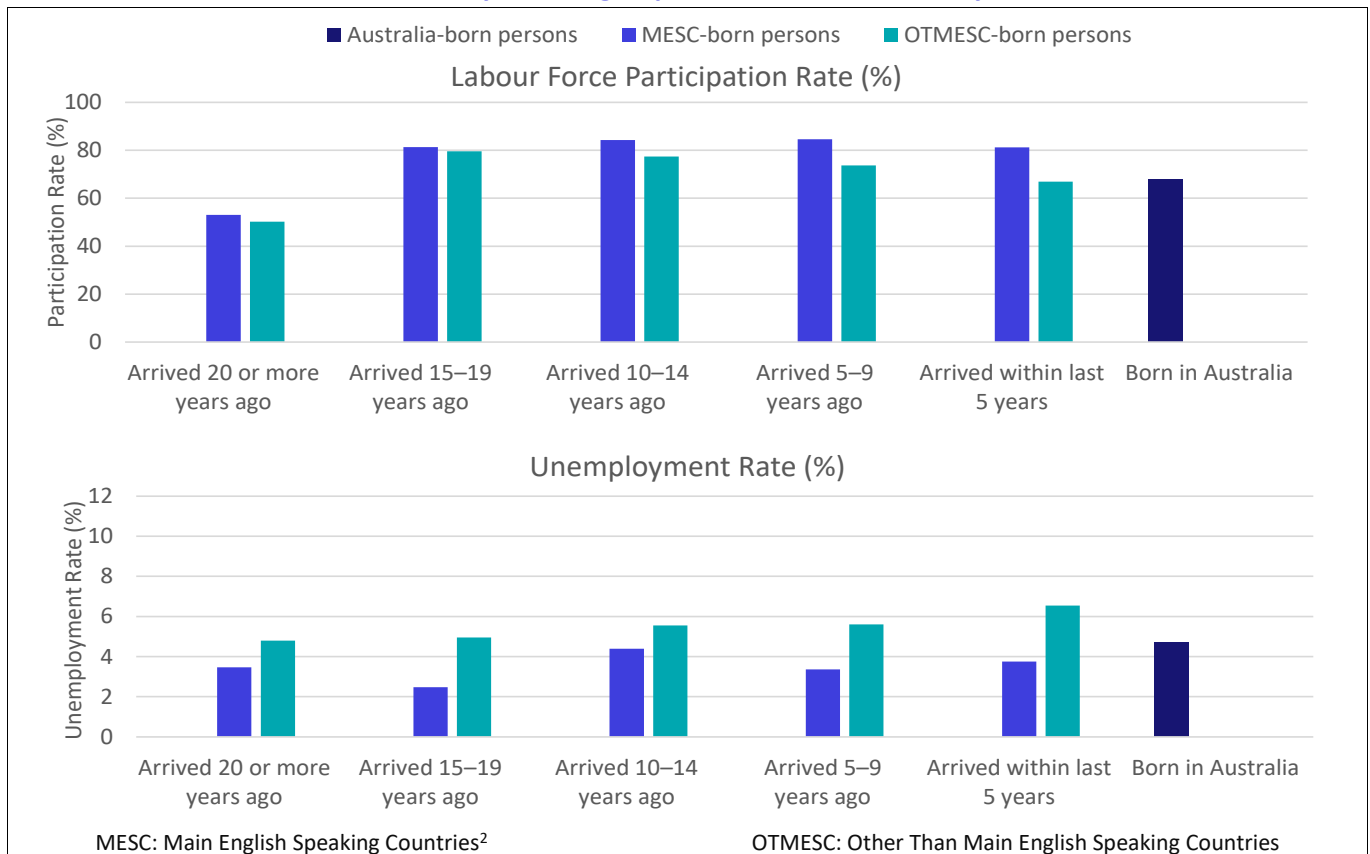


Migrant Unemployment

The unemployment rates for people who migrate to Australia vary appreciably. Several factors influence migrant unemployment rates including skill level, age, English proficiency, recent and relevant work experience, and the period since arrival in Australia. Data consistently shows recently arrived migrants have a higher unemployment rate on average than those who have lived in Australia for some years.

Figure 3 below shows the participation and unemployment rates of the Australian-born and migrants by broad country of birth groups and period of residence in Australia (average of the last 12 months to February 2022).

Figure 3: Years since arrival in Australia by labour force participation rates (%) and unemployment rates (%) for broad country of birth groups—12 months to February 2022

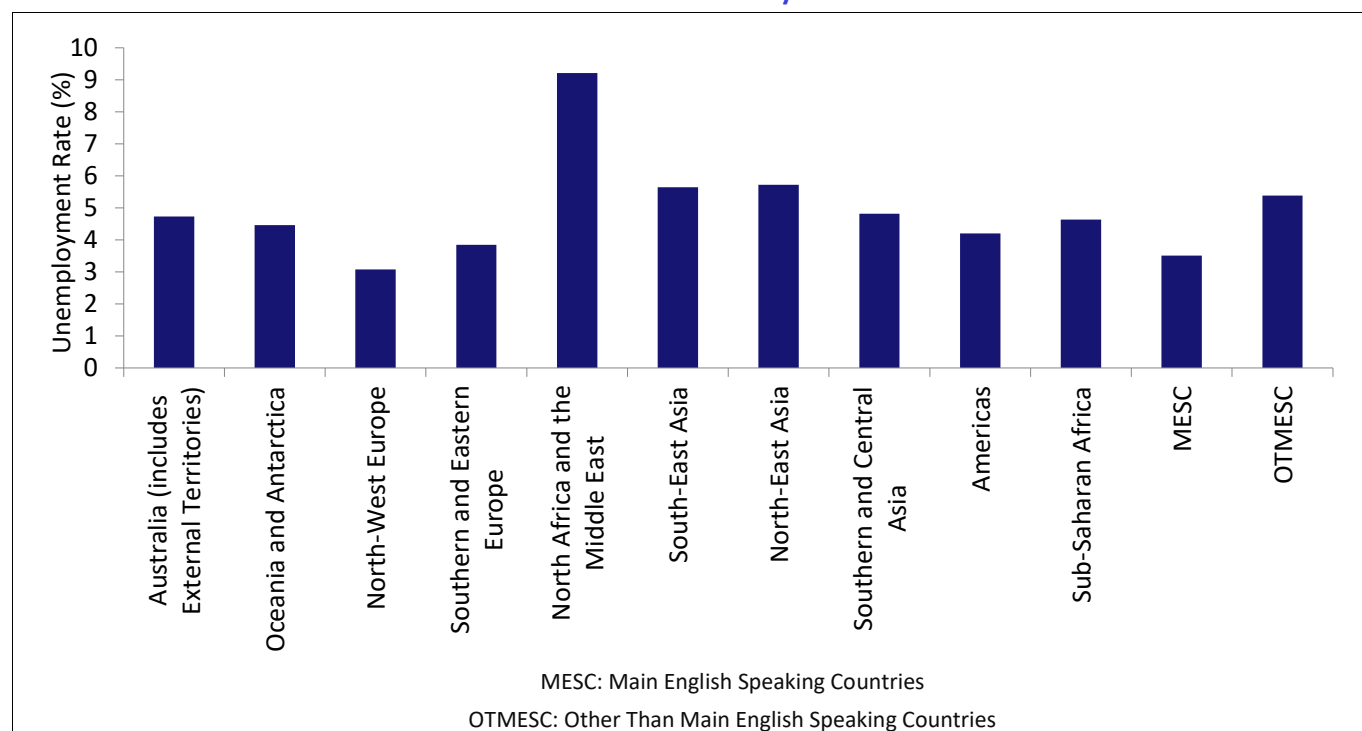


Source: ABS (2022). LM7 – Labour force status by elapsed years since arrival, main English-speaking countries, sex, state and territory. *Labour Force, Australia, Detailed*. Retrieved April 5, 2022. <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia-detailed/latest-release>

² MESC are the United Kingdom, the Republic of Ireland, South Africa, Canada, the United States of America and New Zealand.
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Figure 4 below shows unemployment rates (average of the last 12 months to February 2022) for people resident in Australia born in major country groups (by subcontinent). People born in North-West Europe, and Southern and Eastern Europe have relatively low unemployment rates (3.1%, and 3.8% respectively), while unemployment rates for people born in North Africa and the Middle East (9.2%) and North-East Asia (5.7%) are relatively high (possibly reflecting English language proficiency and period of residence in Australia).

Figure 4: Unemployment rates (%) by major country groups (subcontinent) of birth—12 months to February 2022³



Source: ABS (2022). LM5 - Labour force status by age, major country group (subcontinent) of birth (SACC), and sex & LM7 - Labour force status by elapsed years since arrival, main English-speaking countries, sex, state and territory. *Labour Force, Australia, Detailed*. Retrieved April 5, 2022. <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia-detailed/latest-release>.

Employment by occupation⁴

Over the 12 months to February 2022, the largest increases in employment (in seasonally adjusted terms) occurred for Professionals (up by 203,600), and Managers (up by 88,800). The largest decrease occurred for Machinery Operators and Drivers (down by 14,900). Employment growth rates for the major occupation groups are shown in Table 1 below.

Table 1: Seasonally adjusted employment growth by occupation—12 months to February 2022

Occupational Group	1 Year Change ('000 persons)	1 Year Change (%)
Managers	88.8	5.3
Professionals	203.6	6.1
Technicians and Trades Workers	21.7	1.2
Community and Personal Service Workers	41.3	3.0
Clerical and Administrative Workers	75.5	4.4
Sales Workers	-9.4	-0.9
Machinery Operators and Drivers	-14.9	-1.7
Labourers	-11.1	-1.0

Additional information on occupational groups is provided in the following section on internet vacancy data.

³ In Figure 4, 'Australia (includes External Territories)' is within 'Oceania and Antarctica'.

⁴ This section is based on February 2022 National Skills Commission seasonally adjusted data derived from ABS Labour Force Survey data. Occupational Groups are from the Australian and New Zealand Standard Classification of Occupations (ANZSCO) (ABS Cat. No. 1220.0).

Internet Vacancy Data

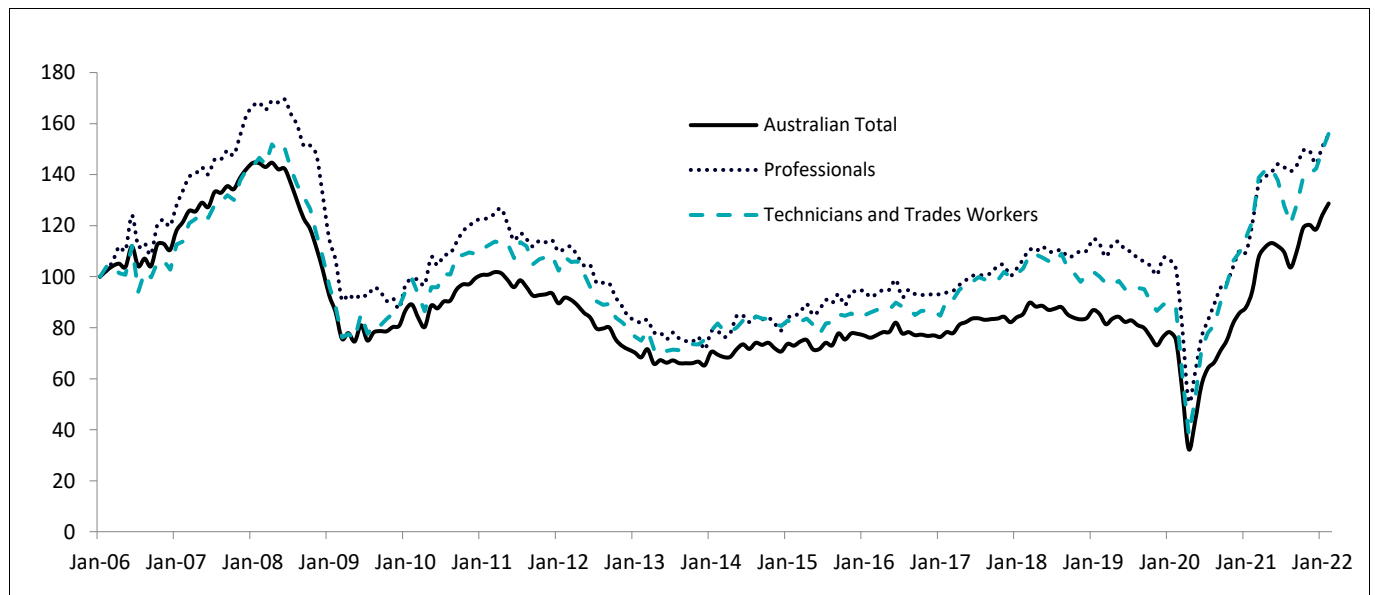
The National Skills Commission produces the monthly Vacancy Report which contains the Internet Vacancy Index (IVI) (see Figure 5). Over the year to February 2022, the seasonally adjusted IVI increased by 36.4% with the largest increases for Sales Workers (up by 46.1%), Labourers (up by 46.1%) and Community and Personal Service Workers (up by 45.5%).

While there were no occupational group decreases in seasonally adjusted IVI, the smallest occupational group increases recorded were for Technicians and Trades workers (up by 28.2%) and Professionals (up by 29.0%).

At the more detailed occupation level, seasonally adjusted vacancies increased in all of the 48 occupation clusters over the year to February 2022, with the strongest increases for Food Preparation Assistants (up by 88.7%), Sales Support Workers (up by 86.4%) and Jewellers, Arts and Other Trades Workers (up by 59.6%). The weakest increases were for Hairdressers, Printing, Clothing and Wood Trades Workers (up by 9.7%), Farmers and Farm Managers (up by 12.7%) and Mobile Plant Operators (up by 13.3%).

Over the year to February 2022, seasonally adjusted vacancies rose in all states and territories. Vacancies rose in Victoria (by 44.2%), WA (by 41.2%), NSW (by 36.2%), Tasmania (by 32.5%), Queensland (by 30.8%), SA (by 26.5%), NT (by 16.5%) and ACT (by 14.7%). For a full list of occupations and their recent growth in vacancies, see the [Vacancy Report](#).

Figure 5: Internet Vacancy Index, January 2006 to February 2022



Source: National Skills Commission, [Vacancy Report](#) (March 2022), Seasonally Adjusted Index data.

Future Employment Change⁵

The [National Skills Commission](#) website contains information on projected future employment change over the five years to November 2026 for different occupations and industries.

Future employment change estimates are indicative only and are intended to provide a guide to opportunities likely to be available over the five years to November 2026. It is important to note that these estimates do not provide any guidance about the number of people looking for opportunities in each occupation. As the Australian labour market can change quickly, information should be re-assessed prior to making a decision to lodge a visa application.

Further Information

Queries on the Australian Labour Market Overview publication, including requests for copies of previous Hot Topics, should be emailed to migration@skillscommission.gov.au.

⁵ See National Skills Commission, [Vacancy Report](#) (March 2022). The IVI is based on a count of online job advertisements newly lodged on SEEK, CareerOne and Australian JobSearch during the month. Duplicate advertisements are removed before IVI vacancies are coded by the National Skills Commission to occupations based on ANZSCO. The data are seasonally adjusted and trended, then indexed (January 2006=100). February 2022 data is used in Figure 5 to be consistent with all other data used in this publication...



Hot Topic

Child Care Worker (ANZSCO 421111)

Child care workers (also referred to as early childhood educators) support young children’s learning, wellbeing and development in early childhood education and care services (such as centre based day care, preschool and kindergarten). In the Australian labour market, most child care workers have completed at least an Australian Qualifications Framework (AQF) Certificate III in Early Childhood Education and Care.

Labour Market Profile

Employment growth projections produced by the National Skills Commission (NSC) indicate that the occupation group of Child Carers is expected to grow strongly in the five years to November 2026. Most child care workers are employed in the Healthcare and Social Assistance (68.2%) industry (e.g. centre based long day care services), and the Education and Training (25.4%) industry (e.g. preschool and kindergartens). **Table 1** summarises key labour market indicators for child care workers from the [Labour Market Insights](#) website¹.

The NSC’s [Skills Priority List \(2021\)](#) report found the occupation of child care worker to be in national shortage, and with strong future demand.

Table 1: Child Care Workers Key Labour Market Indicators

Key Indicator	Child Care Workers
Occupation Size (February 2022)	96,300
Most common level of educational attainment	Advanced Diploma/Diploma
Average age	33
Full-time share of employment	49%
Average weekly hours (full-time)	40
Median weekly earnings (full-time and before tax, ANZSCO 4211 Child Carers)	\$1,059
Unemployment rate (% ANZSCO 4211 Child Carers)	Above Average
Projected employment size (five years to November 2026, ANZSCO 4211 Child Carers)	142,100

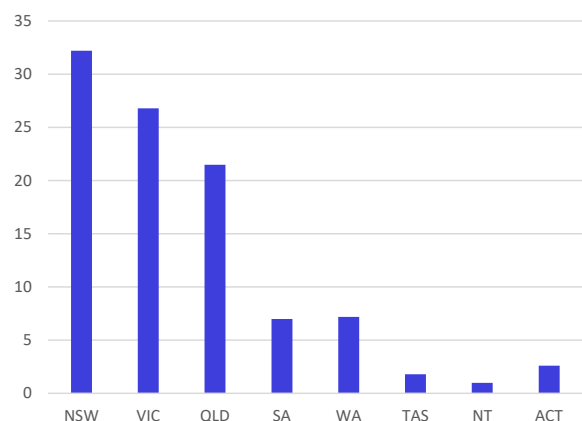
Regional Employment

Child care workers are employed in all states and territories in Australia.

The 2016 Census shows that the share of child care workers is highest in New South Wales (32.2%) and Victoria (26.8%). Tasmania, the Northern Territory and the Australian Capital Territory employed the lowest share of child care workers (at less than 3.0%).

The distribution of child care workers across the country is broadly consistent with population distribution across states and territories. See Figure 1.

Figure A: Employment Distribution of Child Care Workers by State/Territory (%)



Migration Skills Assessment and Related Matters

The Australian Children’s Education and Care Quality Authority (ACECQA) is the Australian assessing authority for the child care worker (group leader) occupation. The ACECQA migration skill assessment criteria for this occupation includes an Australian Qualification Framework (AQF) Diploma level or higher qualification in a highly relevant field of study and at least one year of post-qualification employment that is highly relevant to the nominated occupation.

The ACECQA website includes information on the migration skill assessment process for persons with overseas qualifications ([Migration Skills Assessment](#)) and on the qualification requirements to work in regulated education and care services in Australia ([Qualification Requirements](#)).

Australia’s system for regulating early learning and school aged care is the [National Quality Framework](#) which includes legislation, National Quality Standards and learning frameworks. The *Education and Care Services National Law* and related Regulations outline the legal obligations of approved providers, nominated supervisors and educators, and explain the powers and functions of the state and territory regulatory authorities. ACECQA is also responsible for the national register of approved education and care services and providers and maintains a list of approved educator qualifications for work in regulated education and care settings.

The website of the Fair Work Ombudsman includes information on the [Children’s Services Award](#). This award determines the salary and employment conditions for specified classifications of employees in the children’s services and early childhood education industry in Australia.

Related Occupations

Related occupations include child care centre manager and early childhood (pre-primary school) teacher. Child care centre managers plan, organise, direct and coordinate the activities of early childhood education and care services (including physical and human resources). Early childhood (pre-primary school) teachers teach—through a play based curriculum—early numeracy, literacy, music and art to early childhood (pre-primary) students, and support children’s social, emotional, intellectual and physical development. **Table 2** provides a labour market profile for these occupations from the [Labour Market Insights](#) website.

Table 2: Related Occupations—Key Labour Market Indicators

Key Indicator	Child Care Centre Managers	Early Childhood (Pre-primary School) Teachers
Occupation Size (February 2022)	14,100	68,600
Most common level of educational attainment	Advanced Diploma/Diploma	Bachelor Degree
Average age	40	40
Full-time share of employment	71%	56%
Average weekly hours (full-time)	42	42
Projected employment size (May 2026)	18,700	59,900

Employer-Sponsored Migration

The Australian Government has several employer-sponsored skilled migration (visa) programs. Information on these visa programs and other temporary visas with a work right is on the [Department of Home Affairs](#) website.

Seeking Employment in Australia

Persons with skills relevant to the child care worker and related occupations (see above), should note that acceptance of qualifications for a migration (visa) purpose does not assure employment in these or related occupations in Australia. Employment will depend on other factors such as the number of vacancies, skill needs in the Australian labour market, and suitability of an applicant for employment in a particular job in Australia.

The NSC is not an employment agency and is not able to assist visa applicants or potential migrants to obtain employment in Australia. Australian employers are increasingly using the internet to advertise vacancies, and the websites of relevant Australian professional bodies (which may recognise membership of affiliated overseas bodies) and industry bodies may also include information on vacancies.

Further Information

Queries on the Australian Labour Market Update for Migrants publication, including requests for copies of previous Hot Topics, should be emailed to migration@skillscommission.gov.au.

¹ The LMI website includes some data for ANZCO 6-digit occupations, with other data only available for the broader ANZSCO 4-digit occupational classification.