



Australian Government



National  
**Skills**  
Commission

# Improving the employment prospects of young people

A resource for career advisors

Labour Market Research and Analysis Branch

National Skills Commission

May 2022

# COVID-19 has had a significant impact on the jobs market

- Some industries have been hit hard, e.g. the arts, hospitality, arts and recreation, and tourism, but these impacts have varied across the country
- Global issues are also impacting the jobs market: e.g. costs of importing goods, shortages for some products, and manufacturing delays in overseas factories

# COVID-19 has had a significant impact on the jobs market

## ***But, it's not all doom and gloom!***

- We know the economy bounced back quickly after each lockdown lifted, as businesses returned to relatively normal operation
- Recruitment activity has increased strongly
- Many employers are recruiting and are ***having trouble*** finding the right people for their businesses - the main reason being a lack of applicants or suitable applicants

# COVID-19 has had a significant impact on the jobs market

## ***COVID-19 has changed the way we work***

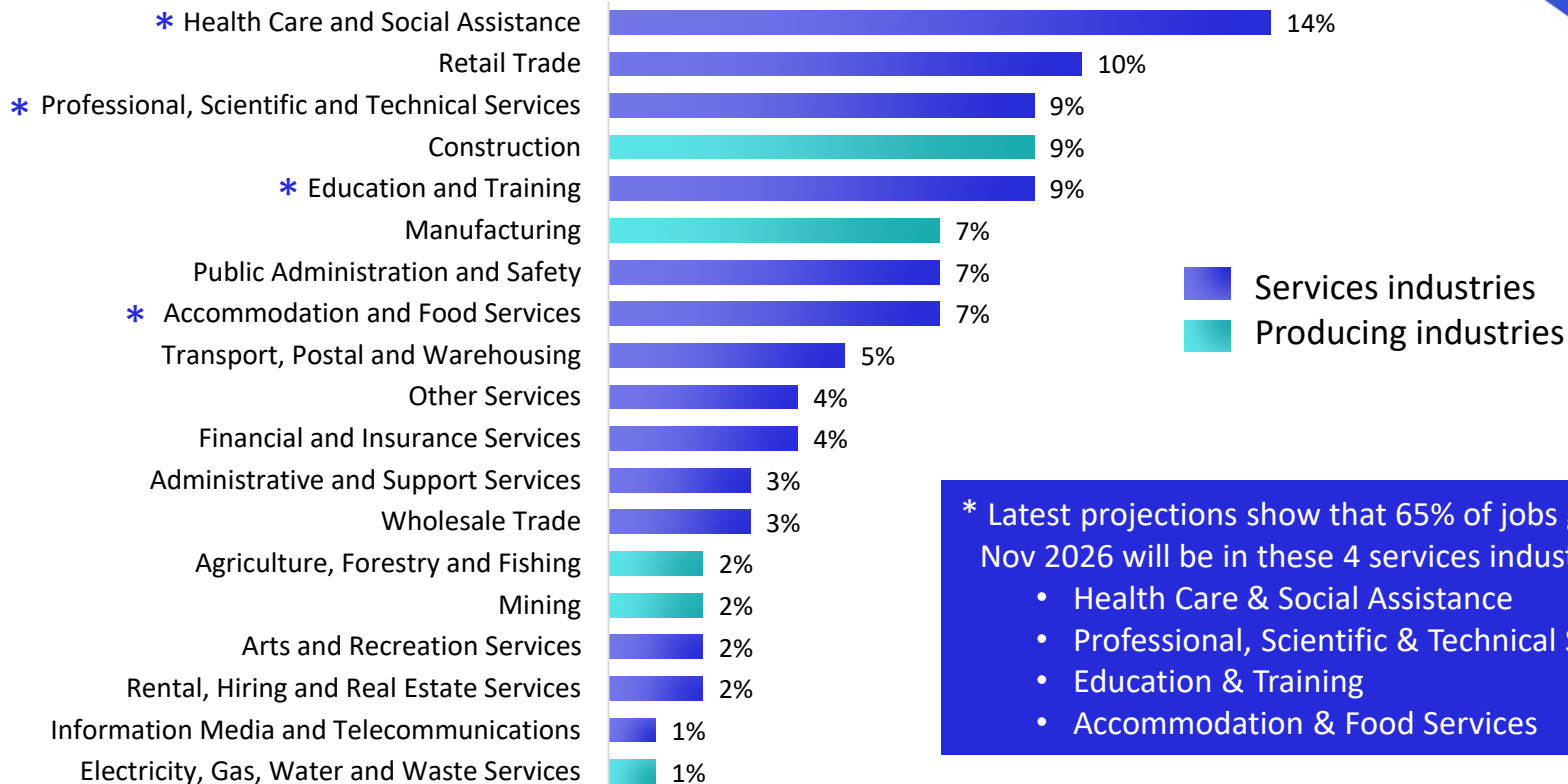
- Social distancing, working from home, and the increased/different use of technology

## ***But some things won't change***

- 9 out of every 10 new jobs in the future will be higher skilled and will require post-school qualifications (i.e. advanced VET or university)
- There will continue to be more jobs growth in 'services' industries (89%) compared to 'producing' industries (11%)

# Where are the jobs in Australia?

## Share of employment by industry, February 2022



# What does the future jobs market look like?

Projected employment growth, five years to November 2026, is expected to be in occupations requiring:

Bachelor degree or higher qualification  
→ Skill level 1

**53%**

Certificate II, III, IV, Advanced Diploma or Diploma  
qualifications  
→ Skill levels 2 to 4

**39%**

Certificate I or secondary education  
→ Skill level 5

**8%**

***Post school studies will be vital***

# Jobs growth will be significant in the health care and social assistance industry

**Aged & Disabled Carers are projected to grow by almost 74,900 (28%) and Registered Nurses by 40,400 (14%).**

## Growth is also expected in:

- **Physiotherapists**
- **Audiologists & Speech Pathologists\Therapists**
- **Podiatrists**
- **Physiotherapists**
- **Dental Practitioners**
- **Medical Technicians**
- **General Practitioners**



- **Welfare, Recreation & Community Arts Workers**
- **Welfare Support Workers**
- **Social Workers**
- **Counsellors**
- **School Teachers & Early Childhood (Pre-primary School) Teachers**
- **Education Aides**
- **Child Carers**

...and more

# Jobs growth will also be strong in IT and related occupations

**Software & Application Programmers are projected to grow by 42,200 (27%) and Database & Systems Administrators, & ICT Security Specialists by 29,100 (39%).**

## Growth is expected in:

- ICT Managers
- ICT Support Technicians
- Graphic and Web Designers, and Illustrators
- Computer Network Professionals
- ICT Business and Systems Analysts
- ICT Support and Test Engineers
- Telecommunications Engineering Professionals
- Multimedia Specialists and Web Developers



...and more



# But jobs growth will be varied and across many different industries

**Management & Organisation Analysts are projected to grow by 28,200 (32%) and Electricians by 14,700 (10%)**

## Growth is also expected in:

- Solicitors
- Human Resource Managers & Professionals
- Accountants & Auditors
- Construction Managers
- Chefs
- Real Estate Agents
- Drillers, Miners and Shot Firers
- Advertising and Marketing Professionals
- Architectural, Building and Surveying Technicians
- Plumbers



# What do employers want?

Knowing what employers want in uncertain times is even more important for job seekers

# Employers want the whole package



## Education and Training *IS ESSENTIAL*

Post-school education has become increasingly important

## Experience *IS NECESSARY*

Australian employers want new staff to have experience

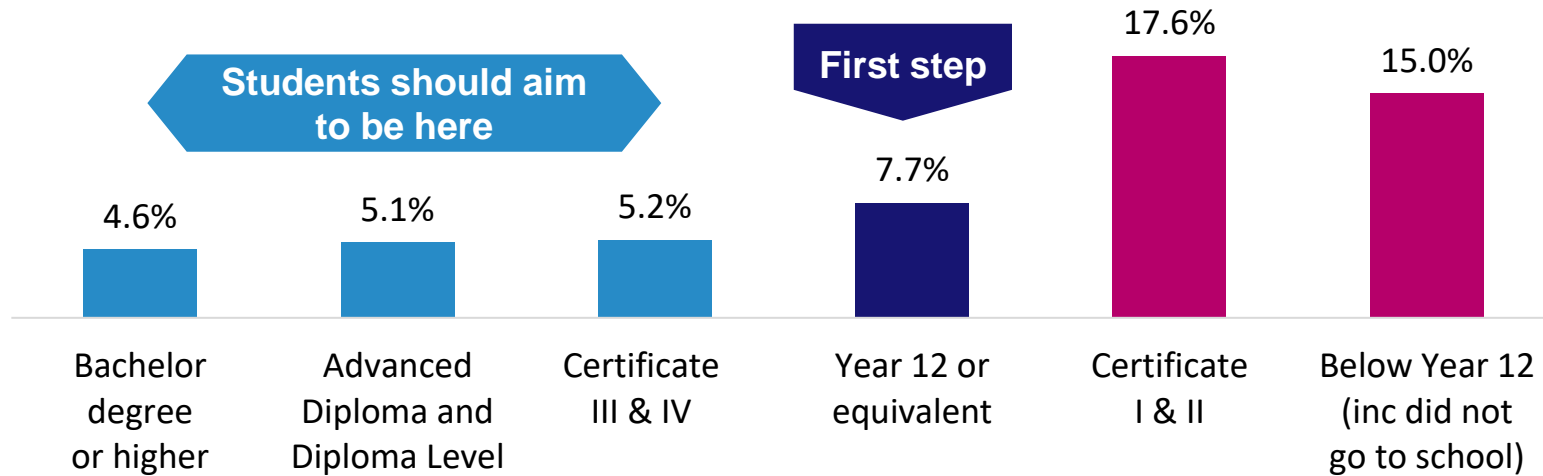
## Employability Skills *ARE VITAL*

Employers want the right match for their business

**Education and training**  
**will help job seekers get ahead**

# The right qualifications improve job prospects

## Unemployment rates, by highest level of education, 25-34 years, Australia

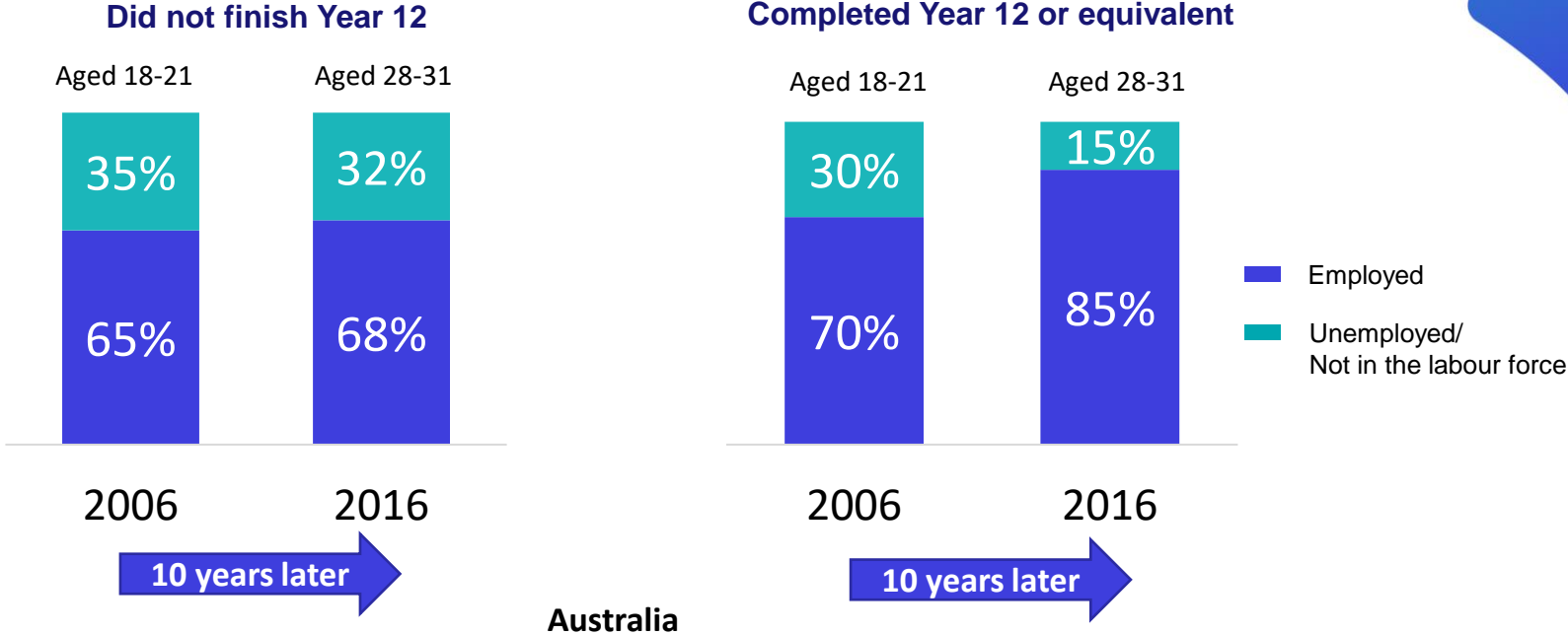


The jobs market is also becoming more highly skilled... Over **90%** of new jobs will require advanced vocational education or university qualifications

# Completing Year 12 is an important first step

While school may not be for everyone, completing Year 12 or equivalent has a substantial impact on future employment outcomes

## Labour market outcomes by highest year of school completed, Australia



Source: ABS, Australian Census Longitudinal Dataset, 2006 and 2016

# Both university and VET provide very good pathways to employment

## Australia, 2021

### University undergraduate outcomes

84.8%

undergraduates employed after graduation

\$65,000

median salary for graduates employed full-time

### VET outcomes for Apprentices and Trainees

91.8%

of Apprentices and trainees employed after training

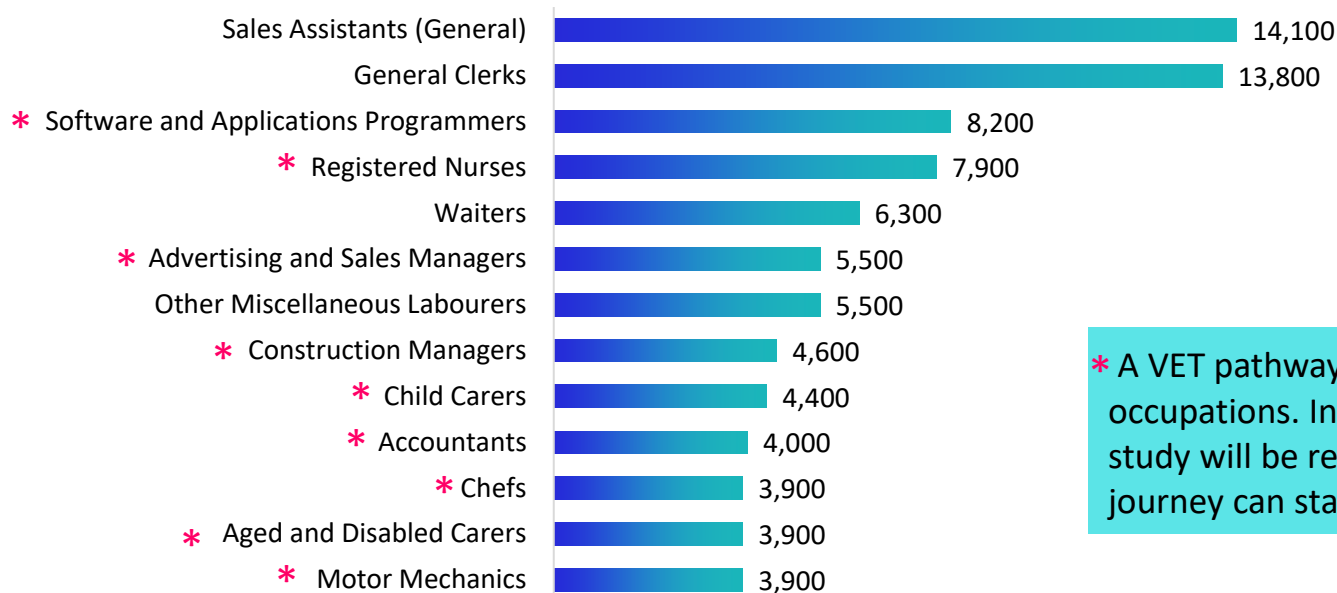
\$52,200

median full-time salary of Apprentice and trainees\*

*Note: VET student outcomes refer to six months after completion while university outcomes refer to four months after graduation. \*Median full-time salary after training for Certificate II and above qualification completers. Source: NCVET 2022, VET student outcomes, 2021; Quality Indicators for Learning and Teaching, Graduate Outcomes Survey, 2021*

# VET also offers *pathways* to many jobs in demand

## Top 14 occupations advertised online, Australia, March 2022



\* A VET pathway exists for these occupations. In many cases, further study will be required but your journey can start in VET

VET studies *can open* the door to many opportunities!



**A qualification is not  
enough...**

**Employers also want people with  
experience**

# Why is work experience important for young people?

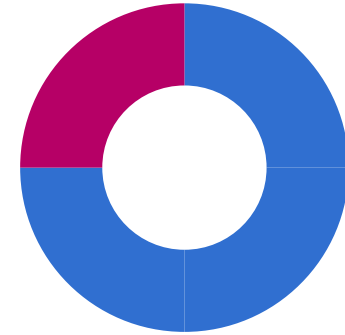
Shows they are reliable and trustworthy

Shows they know how to work

Provides contacts and references

Improves confidence

Provides opportunities to develop skills



**Three** out of **four** employers require applicants with work experience

Remember, there are many ways for young people to get experience such as through volunteering, sports clubs, school work experience programs and part-time or casual employment

**Employers will not  
compromise on  
personal qualities**

# Employability skills are important – employers want the right match for their business



**75%** of employers place at least as much emphasis, if not more, on **personal qualities** than they do on **technical skills**

## Essential employability skills

- Interpersonal & people skills
- Communication & teamwork skills
- Organisation & planning skills
- Adaptability & resilience
- Reliability & motivation
- Critical thinking & problem solving
- Digital literacy

**Some final  
thoughts...**

## In closing...

Despite the pandemic shock, the 'old rules' still apply: **education, experience** and **employability skills** are essential

There are many emerging occupations as technology and the jobs market evolve

Large employing industries, particularly services-based industries, will continue to provide many jobs, and many of these roles are in shortage

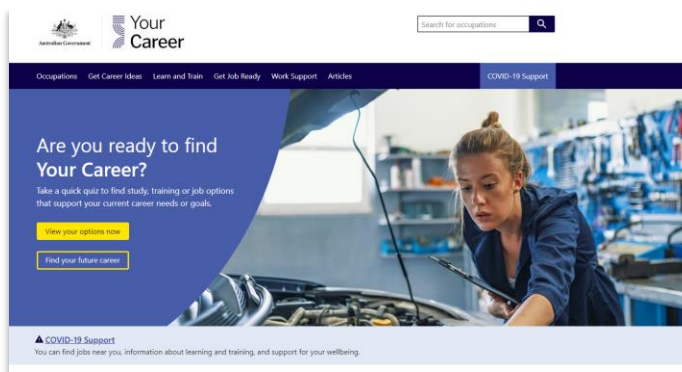
Youth are on the radar: a focus on diverse/subsidised training; support for apprenticeships; career planning and work by the National Careers Institute

# Useful websites are available



[nci.dese.gov.au](https://nci.dese.gov.au)

The front door to careers information and support



[yourcareer.gov.au](https://yourcareer.gov.au)

Find career ideas, information about training, being job ready and work support on the Your Career website

# Useful websites are available

[nationalskillscommission.gov.au](https://nationalskillscommission.gov.au)

Provides updates on the National Skills Commission including labour market and workforce analysis, skills forecasting and analysis, and VET pricing and performance



Discover trends in the Australian Jobs Market

We share the latest insights from the National Skills Commission to help you understand your local labour market.

[labourmarketinsights.gov.au/](https://labourmarketinsights.gov.au/)

Labour Market Insights brings together data from a range of official sources to help you understand your local labour market.





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