



Australian Government

Jobs and Skills Australia

# Improving the employment prospects of young people

A resource for career advisors

Labour Market and Migration Branch

April 2023

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

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

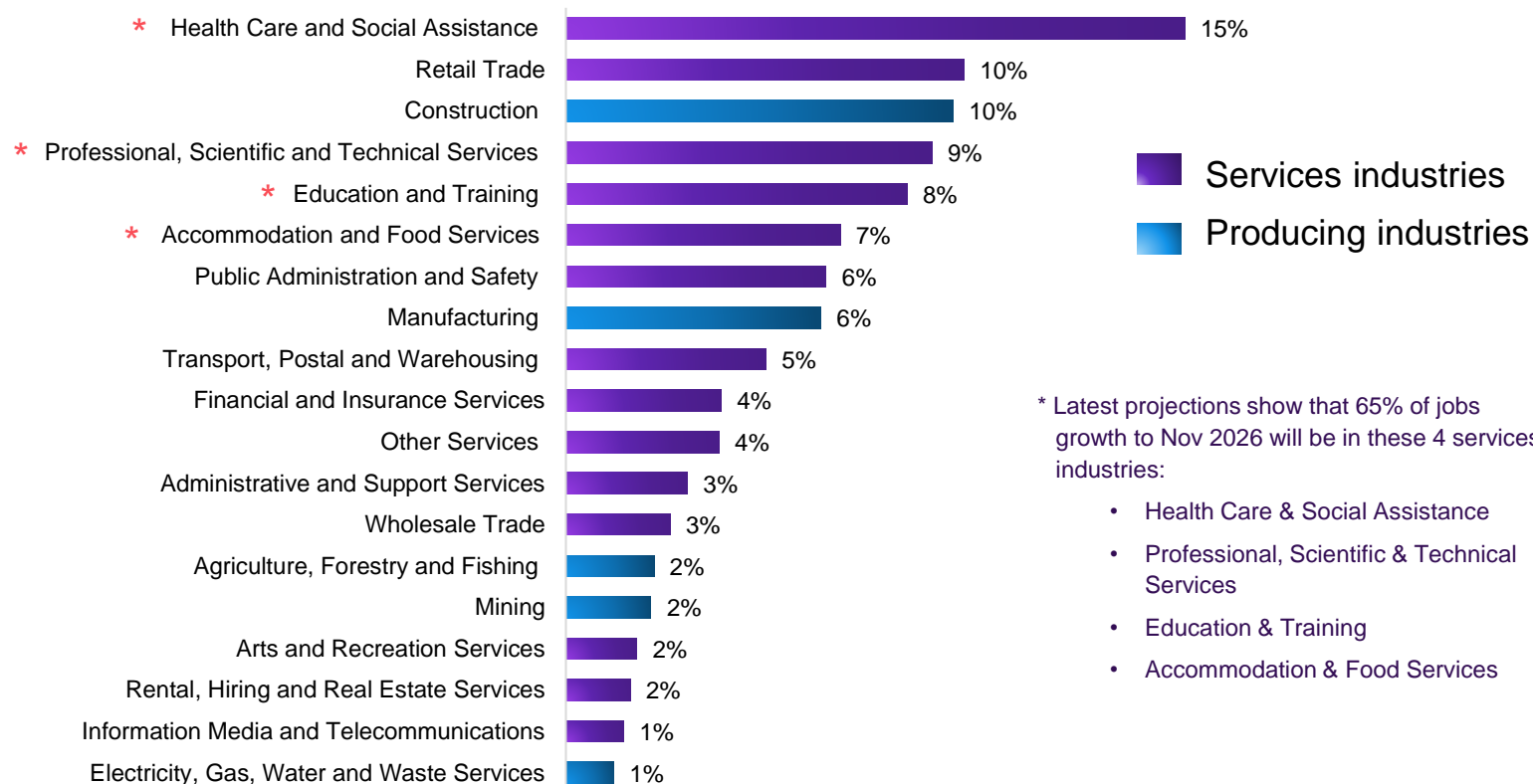
- Social distancing
- Working from home
- The increased/different use of technology

## ***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%)

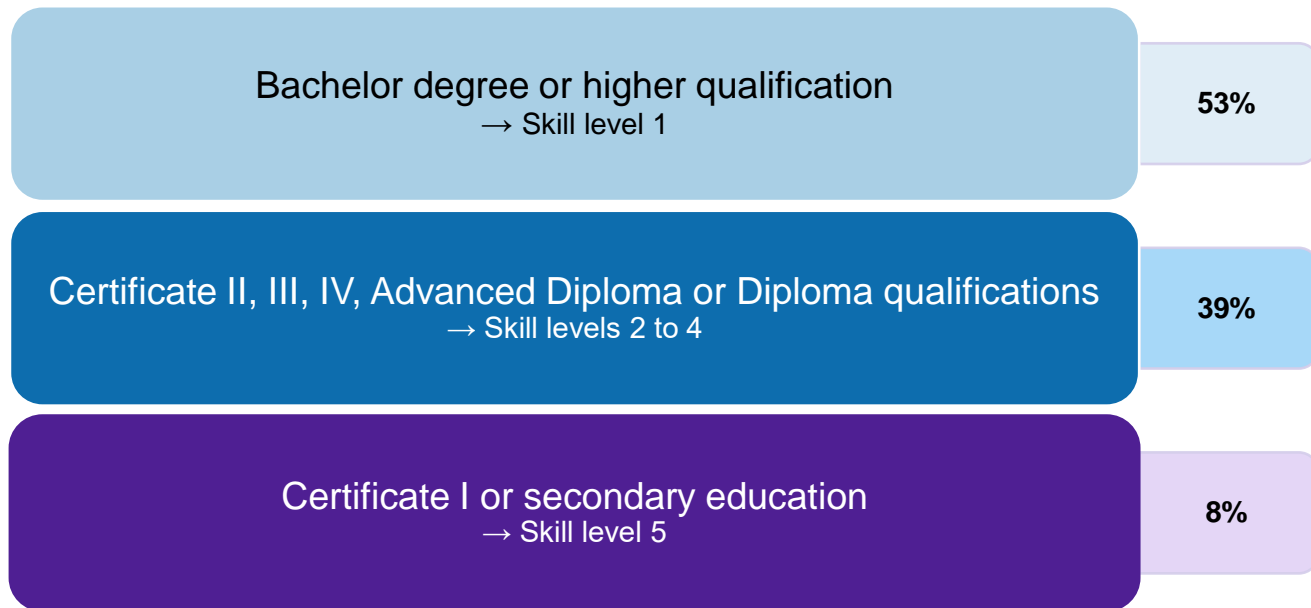
# Where are the jobs in Australia?

Share of employment by industry, August 2022



# What does the future jobs market look like?

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



***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%)  
» **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%)
- » **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%)
- » **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 is important for job seekers regardless of the state of the jobs market



# 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

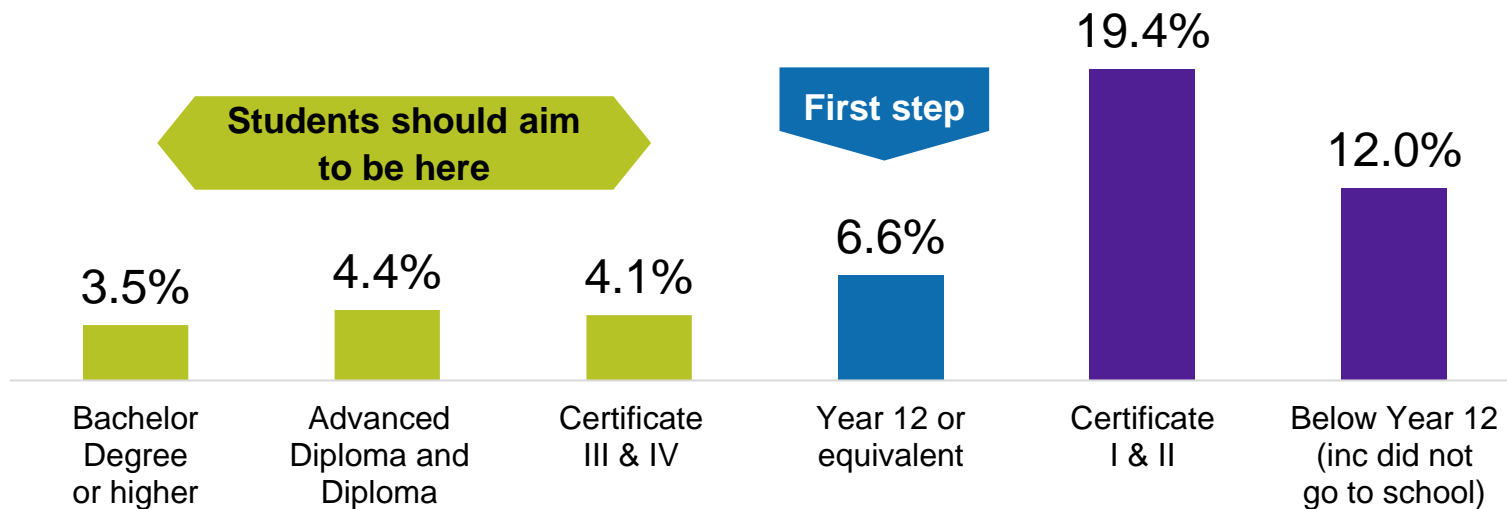
# Education and training

will help job seekers get ahead



# The right qualifications improve job prospects

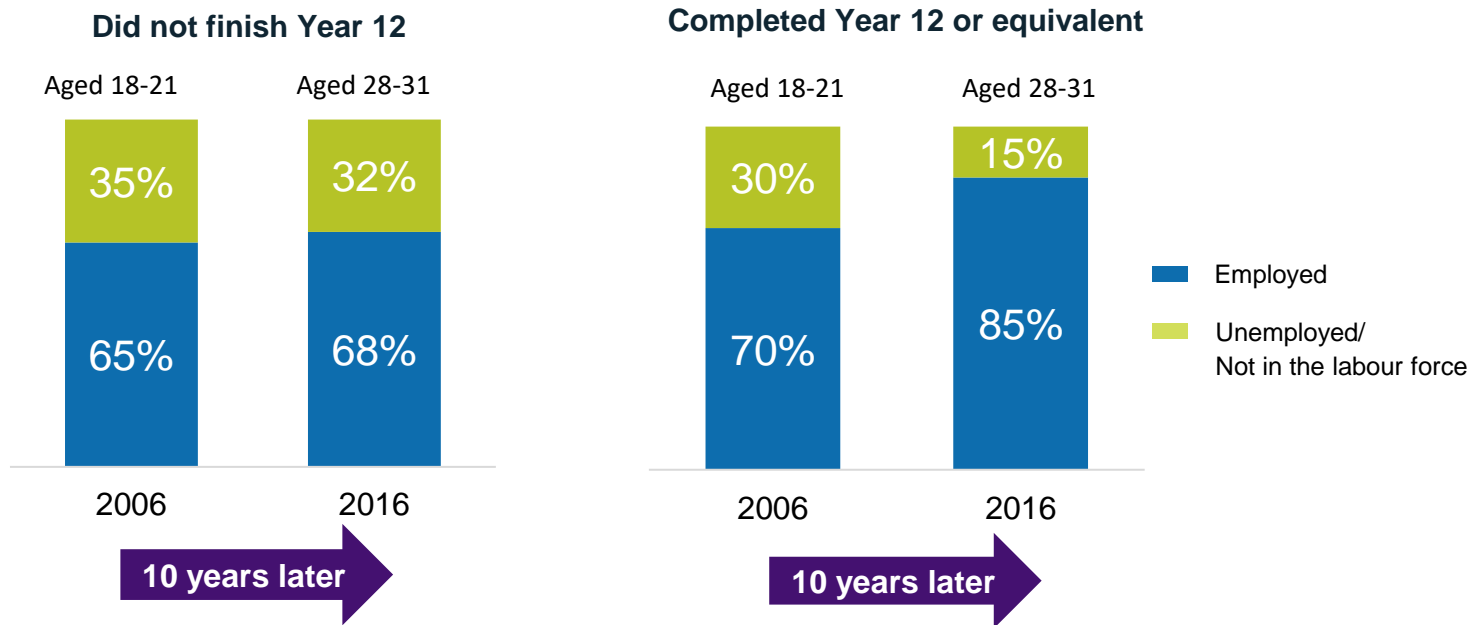
Unemployment rates, by highest level of education, 25-34 years, Australia



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

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



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

# Both university and VET provide very good pathways to employment

Australia, 2022

## University undergraduate outcomes

88.3%

undergraduates employed after graduation

\$68,000

median salary for graduates employed full-time

## VET outcomes for Apprentices and Trainees

94.9%

of trade Apprentices and trainees employed after training

89.3%

of non-trade Apprentices and trainees employed after training

\$52,200

median full-time salary of Apprentice and trainees in first job\*

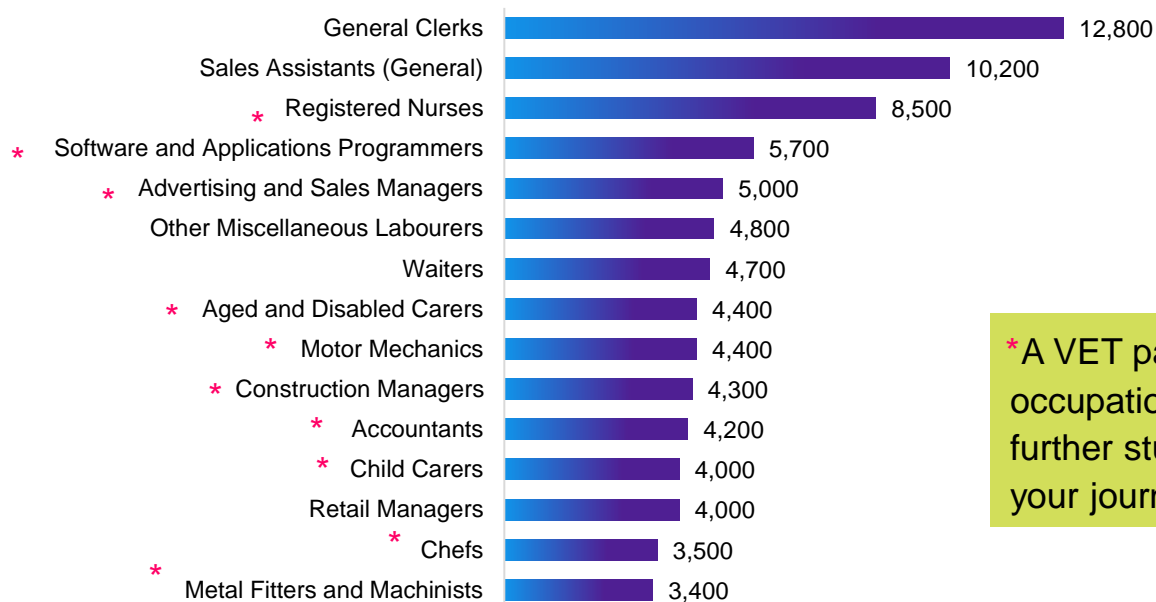
*Note: VET student outcomes refer to six months after completion while university outcomes refer to four months after graduation.*

*Source: NCVER, Apprentice and trainee outcomes, 2022; Quality Indicators for Learning and Teaching, Graduate Outcomes Survey, 2022*

Jobs and Skills Australia April 2023

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

## Top 15 occupations advertised online, Australia, February 2023

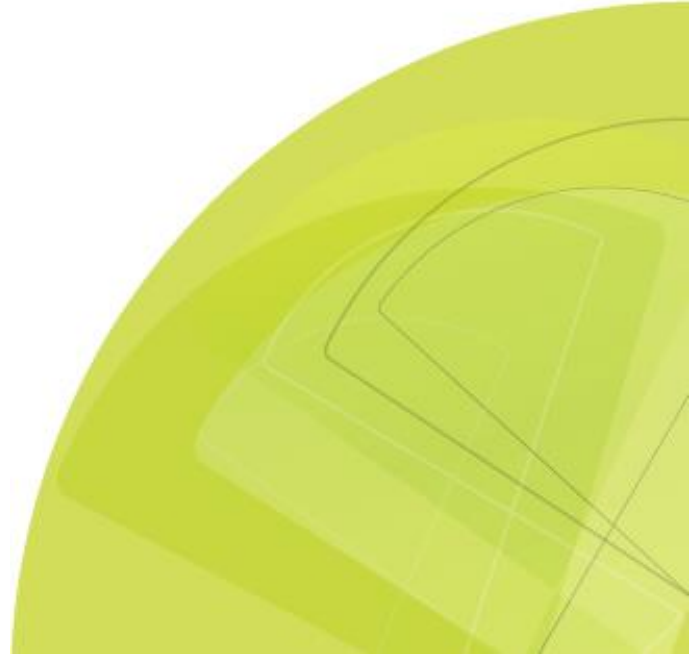


\* A VET pathway exists for these occupations. In many cases, further study will be required but your journey can start in VET

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

Applicants need to demonstrate their skills



# 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

# In closing don't forget

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

# Where you can find more information...

The *Jobs and Skills Australia* website has a range of labour market information that can help.

News **Work** Reports Consultations

## Explore

### Australian Skills Classification

Explore the Australian Skills Classification (ASC) to see the different skills applied in different occupations and which occupations share similar skills.

[→](#)

### Clean Energy Capacity Study

Jobs and Skills Australia (JSA) is preparing a capacity study on the workforce needs for Australia's transition to a clean energy economy.

[→](#)

### Employment Region Dashboards and Profiles

JSA develops a range of resources to provide insights on the labour market and employment conditions across Australia.

[→](#)

### Internet Vacancy Index

The Internet Vacancy Index (IVI) is a monthly count of online job advertisements. Data are available by occupational groups, skill level groups, state or territory and by regional areas.

[→](#)

### Labour Market Updates

JSA analyses different sources of labour market information to provide insights into workforce and employment trends. Information includes the Labour Force Survey.

[→](#)

### Nowcast of Employment by Region and Occupation (NERO)

The Nowcast of Employment by Region and Occupation (NERO) is an experimental dataset providing timely information on employment in 355 occupations across 88 Australian regions.

[→](#)

### Recruitment Experiences and Outlook Survey

JSA surveys approximately 1,200 employers each month to find out about their experiences when recruiting staff and whether they are expecting to increase staffing levels.

[→](#)

### Small Area Labour Markets

JSA produces quarterly Small Area Labour Markets (SALM) estimates of unemployment and the unemployment rate.

[→](#)

### VET Qualification Similarity Analysis

Explore the VET similarity analysis product to identify any similarities between more than 1300 VET training package qualifications.

[→](#)

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# jobsandskills.gov.au

## Welcome to Jobs and Skills Australia

[About us →](#)

## News

News and updates 26 April 2023  
**Online job ads stable in March 2023**  
March IVI shows that, in seasonally adjusted terms, online job advertisements...

[More news](#)

News and updates 18 April 2023  
**Recruitment activity remains steady in March 2023**  
Findings from Jobs and Skills Australia's Recruitment Experiences and Outlook...

News and updates 14 April 2023  
**Online job ads stable in March 2023**  
The March 2023 Preliminary Vacancy Report shows, in seasonally adjusted terms,...

News and updates 04 April 2023  
**Have your say on our clean energy workforce research**  
Jobs and Skills Australia is seeking your views about the workforce and skills...

### Recruitment methods used by employers

Findings from the Recruitment Experiences and Outlook Survey 2021-22 informed a series of reports into the methods of recruitment used by employers across each of the states and territories.

[→](#)

# Other useful websites


[www.dewr.gov.au/nci](http://www.dewr.gov.au/nci)



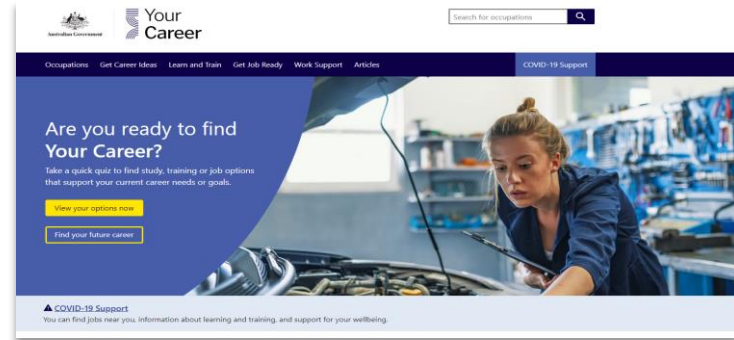
The screenshot shows the homepage of the National Careers Institute. At the top, it features the Australian Government logo and the Department of Employment and Workplace Relations. Below this is the National Careers Institute logo. A search bar and a menu icon are in the top right corner. The main content area has a large blue banner with the text "Are you ready to find Your Career?" and a subtext "Take a quick quiz to find study, training or job options that support your current career needs or goals." There are two buttons: "View your options now" and "Find your future career". Below the banner, there is a section titled "COVID-19 Support" with the text "You can find jobs near you, information about learning and training, and support for your wellbeing."

The National Careers Institute (NCI) ensures Australians have access to reliable and accurate careers information, resources, and support.

Our vision is to be Australia's recognised source of independent careers information for Australians of all ages and at all stages of their career.

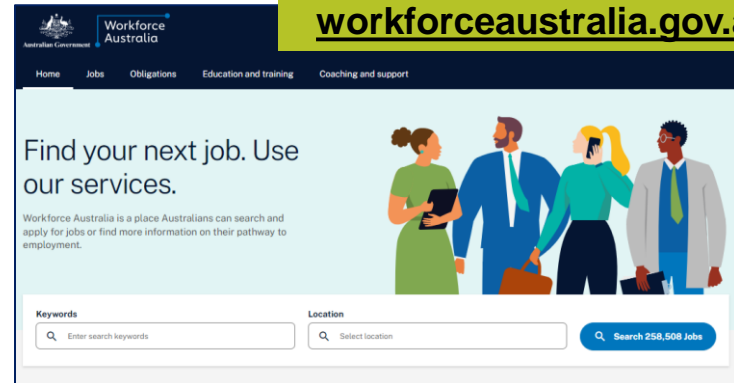


[yourcareer.gov.au](http://yourcareer.gov.au)



The screenshot shows the homepage of yourcareer.gov.au. At the top, it features the Australian Government logo and the Your Career logo. Below this is a search bar with the text "Search for occupations". A navigation menu includes "Occupations", "Get Career Ideas", "Learn and Train", "Get Job Ready", "Work Support", and "Articles". A "COVID-19 Support" link is also present. The main content area has a large blue banner with the text "Are you ready to find Your Career?" and a subtext "Take a quick quiz to find study, training or job options that support your current career needs or goals." There are two buttons: "View your options now" and "Find your future career". Below the banner, there is a section titled "COVID-19 Support" with the text "You can find jobs near you, information about learning and training, and support for your wellbeing."

[workforceaustralia.gov.au](http://workforceaustralia.gov.au)



The screenshot shows the homepage of workforceaustralia.gov.au. At the top, it features the Australian Government logo and the Workforce Australia logo. Below this is a navigation menu with "Home", "Jobs", "Obligations", "Education and training", and "Coaching and support". The main content area has a large blue banner with the text "Find your next job. Use our services." and a subtext "Workforce Australia is a place Australians can search and apply for jobs or find more information on their pathway to employment." There is an illustration of four people (two women and two men) standing together. Below the banner, there is a search bar with the text "Keywords" and "Location". There are two input fields: "Enter search keywords" and "Select location". A button labeled "Search 258,508 Jobs" is also present.



**Australian Government**

**Jobs and Skills Australia**

# Thank you

Any questions please contact  
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