

Australian Labour Market for Migrants

The Australian Labour Market for Migrants publication provides information on the Australian labour market. It is intended to inform recent migrants to Australia, people interested in working in Australia on a temporary or permanent basis, and organisations providing services to migrants and potential visa applicants.

The Australian labour market continues to perform well, although some economic indicators point to a further softening in labour market conditions. See the [Jobs and Skills Australia](#) website for recent labour market data and analysis.

Unless otherwise stated, data in this publication are from the Australian Bureau of Statistics (ABS) Labour Force Survey, November 2024.¹

Employment

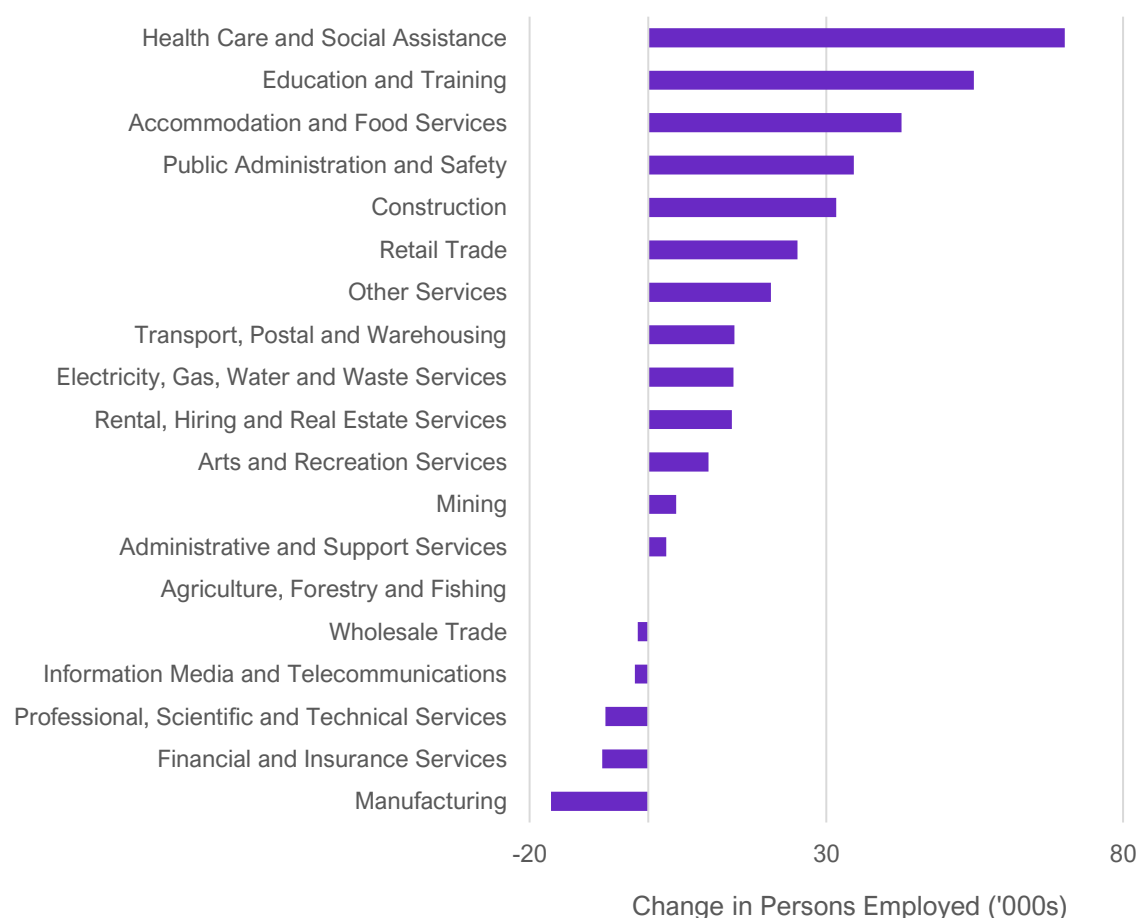
Over the 12 months to November 2024, employment opportunities and growth varied widely across industries.

Figure 1 shows the largest increases in trend employment occurred in Health Care and Social Assistance (up by 70,200), Education and Training (up by 54,900) and Accommodation and Food Services (up by 42,700). The largest decreases in employment occurred in Manufacturing (down by 16,400), Financial and Insurance Services (down by 7,800) and Professional, Scientific and Technical Services (down by 7,200).

The strongest rates of employment growth were in Electricity, Gas, Water and Waste Services (up by 8.0%), Rental, Hiring and Real Estate Services (up by 6.1%). Accommodation and Food Services; and Education and Training each saw an increase of 4.6%.

¹ Statistics on employment by industry and occupation in this publication are based on data trended by Jobs and Skills Australia using ABS [Labour Force, Australia, Detailed](#) data for November 2024, released 19 December 2024. Previous editions of this publication used seasonally adjusted data due to a break in the trend time series.

Figure 1: Employment growth by industry ('000s persons) — November 2023 to November 2024



Source: ABS, [Labour Force, Australia, Detailed](#), November 2024 (Table 04: Employed persons by Industry division of main job (ANZSIC)), released 19 December 2024. Data trended by Jobs and Skills Australia.

Occupation by state/territory

Figure 2 shows that in November 2024 (trend data), the Australian Capital Territory (ACT) had the highest share (61.0%) of employment in the selected occupation major groups (i.e. Managers, Professionals, and Technicians and Trade Workers), followed by Victoria (54.9%) and New South Wales (NSW, 54.0%).

In the 12 months to November 2024, the share of workers employed in these selected occupation groups increased in all states and territories except for Queensland (down by 0.1pp) and Northern Territory (NT) which remained the same.² The largest increases were in the ACT (up by 0.7pp) and Tasmania (up by 0.4pp). Increases were also estimated for NSW, Victoria, Western Australia (WA) (up by 0.1pp) and South Australia (SA, up by 0.2pp).

² “pp” means percentage points.

Figure 2: Share of employment in selected occupation groups[#] by state/territory, November 2023 to November 2024



[#] Selected occupation groups include ANZSCO Major Groups 1 to 3 (i.e. Managers, Professionals, Technicians and Trades Workers).

Source: ABS, [Labour Force, Australia, Detailed](#) (Table EQ08: Employed persons by Occupation unit group of main job (ANZSCO, Sex, State and Territory), November 2024, released 19 December 2024. Data trended by Jobs and Skills Australia.

Unemployment

The trend unemployment rate in Australia was 4.0% in November 2024, up from 3.9% in November 2023.

Over the 12 months to November 2024, the unemployment rate decreased in Queensland (4.2% to 3.9%), WA (3.8% to 3.6%), NT (4.5% to 4.4%), and the ACT (3.9% to 3.2%); while remaining at 4.1% in Tasmania. The unemployment rate rose in NSW (3.6% to 4.0%), Victoria (3.9% to 4.4%) and SA (3.8% to 4.0%).

Figure 3 shows that the ACT recorded the lowest unemployment rate at 3.2%, while Victoria and the NT the highest rates at 4.4%.

Figure 3: Unemployment rates (%) by state/territory — November 2024

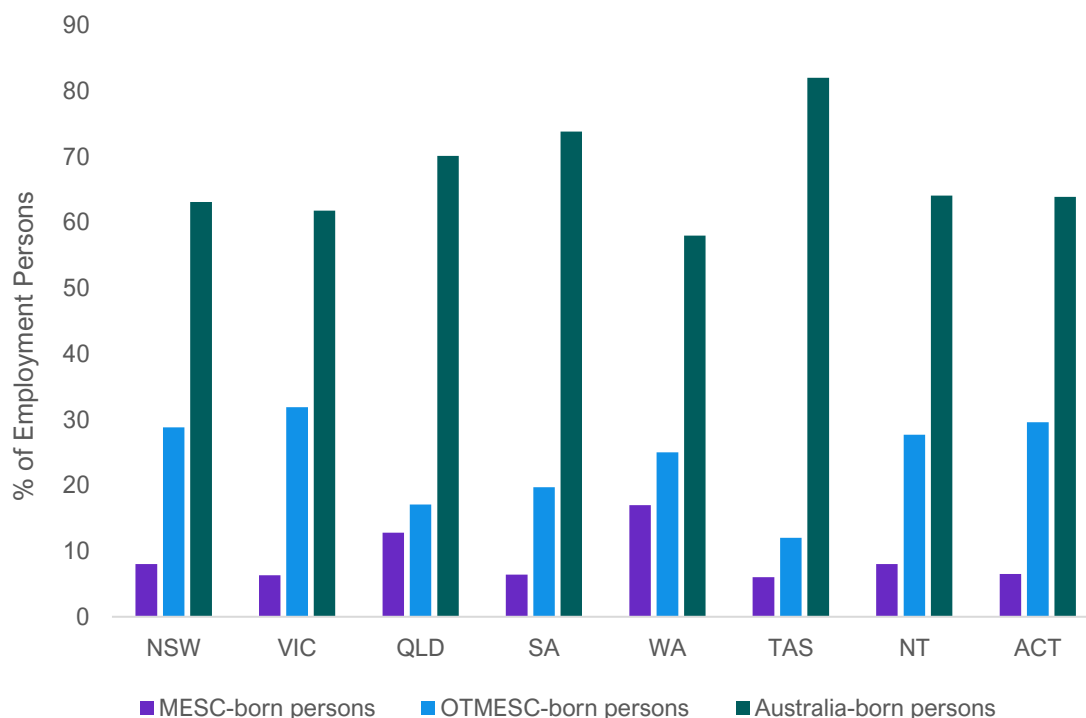


Source: ABS [Labour Force, Australia](#), November 2024 (Table 12: Trend unemployment rate), released 19 December 2024.

Migrant employment

Australian-born people represent the highest share of people employed in Tasmania (82.0%) and the lowest share in WA (58.0%). The share of employed people born in other than main English-speaking countries (OTMESC)³ is highest in Victoria, the ACT and NSW (31.9%, 29.6% and 28.8% respectively). See Figure 4.

Figure 4: Share of employment by state/territory and place of birth, November 2024



Source: ABS, [Labour Force, Australia, Detailed](#), November 2024, (Table LM7: Labour force status by elapsed years since arrival, main English-speaking countries, sex, state and territory), released 19 December 2024.

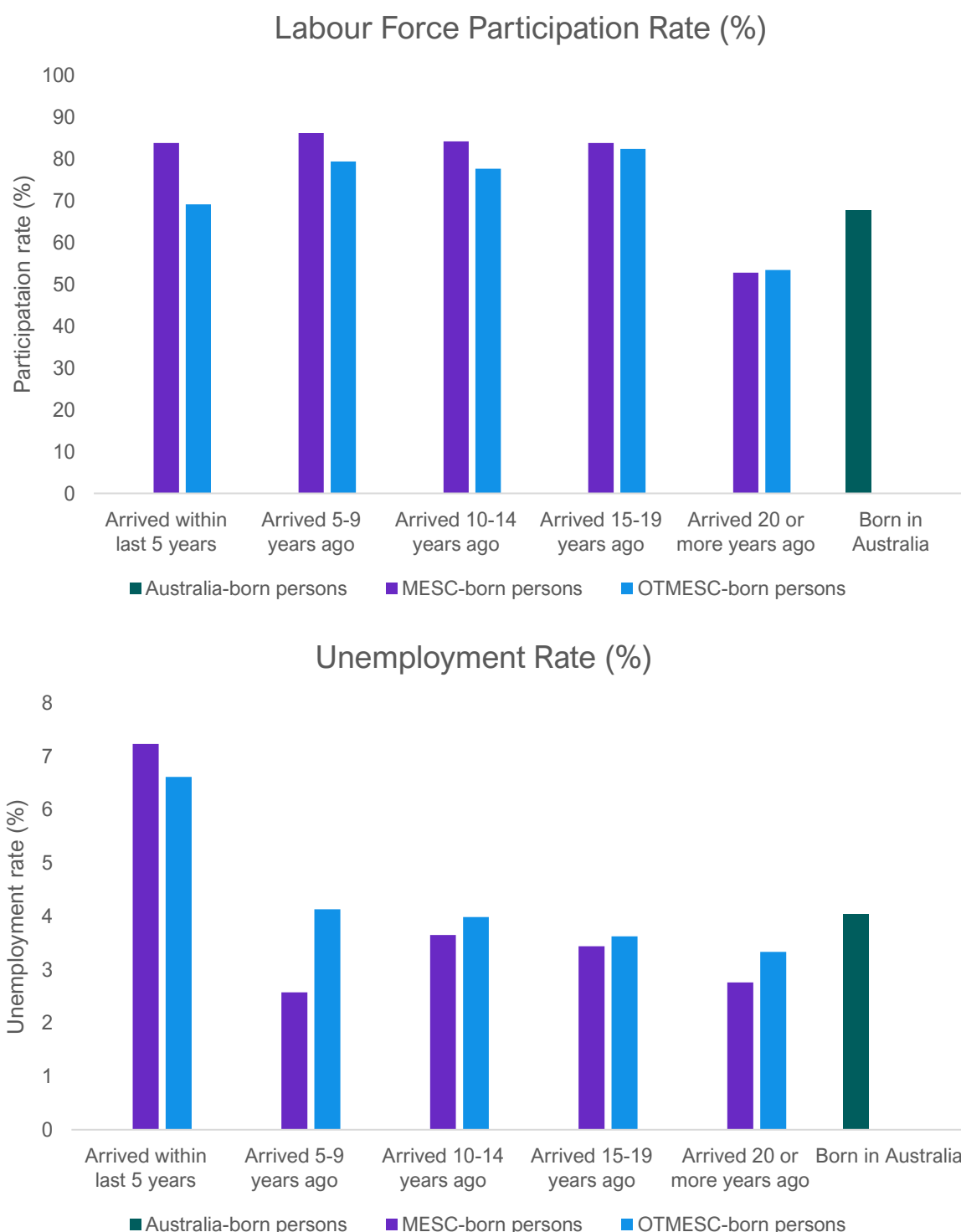
Migrant unemployment

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

Figure 5 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 November 2024).

³ Main English-speaking countries (MESC) are the United Kingdom, the Republic of Ireland, South Africa, Canada, the United States of America and New Zealand.

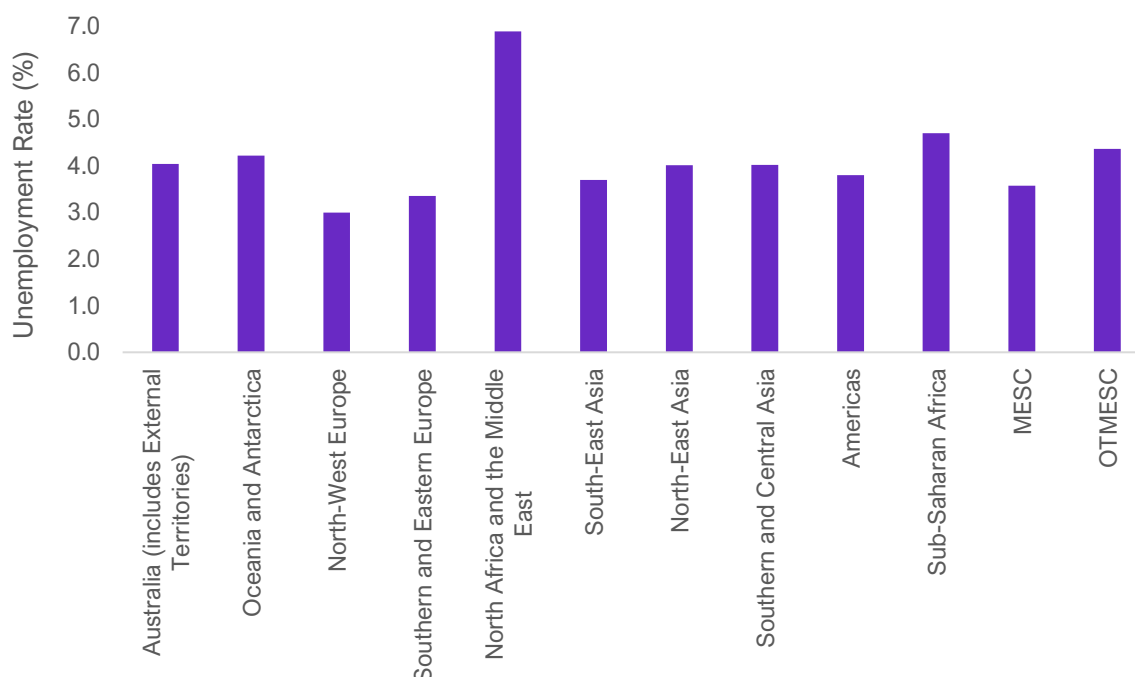
Figure 5: Labour force participation rate and unemployment rate, by years since arrival in Australia for broad country of birth groups — 12 months to November 2024 average



Source: ABS [Labour Force, Australia, Detailed](#), November 2024 (Table LM7: Labour force status by elapsed years since arrival, main English-speaking countries, sex, state and territory), released 19 December 2024.

Figure 6 shows average unemployment rates for the 12 months to November 2024 for people resident in Australia by their major birth country groups (by subcontinent). People born in North-West Europe had the lowest unemployment rate (3.0%), while the unemployment rate for people born in North Africa and the Middle East (6.9%) was relatively high (possibly reflecting English language proficiency and period of residence in Australia).

Figure 6: Unemployment rate by broad country of birth groups — 12 months to November 2024 average



Note: Australia (includes External Territories) is within 'Oceania and Antarctica'.

Source: ABS [Labour Force, Australia, Detailed](#), November 2024 (Table LM5: Labour force status by age, major country group (subcontinent) of birth (SACC) and sex; and Table LM7: Labour force status by elapsed years since arrival, main English-speaking countries, sex, state and territory), released 19 December 2024.

Employment by occupation

Over the 12 months to November 2024, the largest increases in employment (trend data) occurred for Professionals (up by 136,100), Community and Personal Service Workers (up by 60,100) and Technicians and Trades Workers (up by 45,200). The smallest increase occurred for Managers (up by 4,300). Employment growth for the major occupation groups is shown in Table 1.

Table 1: Trend employment growth by occupation — 12 months to November 2024

Occupational Group	1 Year Change ('000 persons)	1 Year Change (%)
Managers	4.3	0.2
Professionals	136.1	3.6
Technicians and Trades Workers	45.2	2.3
Community and Personal Service Workers	60.1	3.7
Clerical and Administrative Workers	26.6	1.4
Sales Workers	17.0	1.5
Machinery Operators and Drivers	11.1	1.2
Labourers	25.3	2.1

Source: ABS, [Labour Force, Australia, Detailed](#) (Table EQ08: Employed persons by Occupation unit group of main job (ANZSCO, Sex, State and Territory), November 2024, released 19 December 2024. Data trended by Jobs and Skills Australia.

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

Internet Vacancy data⁴

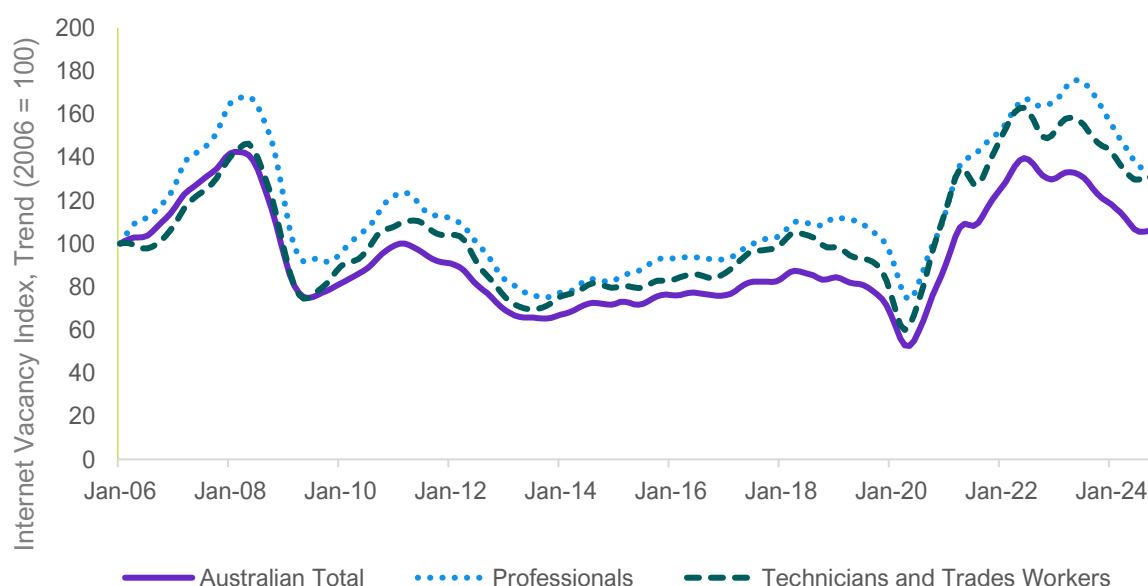
Jobs and Skills Australia produces the monthly Vacancy Report which contains the Internet Vacancy Index (IVI). See Figure 7.

Over the year to November 2024, trend vacancies decreased for all occupation groups: Professionals (down by 18.4%), Community and Personal Service Workers (down by 16.6%), Clerical and Administrative Workers (down by 15.1%), Managers (down by 12.4%), Sales Workers (down by 12.0%), Machinery Operators and Drivers (down by 11.8%), Technicians and Trades Workers (down by 11.6%) and Labourers (down by 9.6%).

At the more detailed occupation level, trend vacancies decreased in all 48 occupation clusters over the year to November 2024. The largest decreases were for Hospitality Workers (down by 25.6%), Medical Practitioners and Nurses (down by 24.8%) and Engineers (down by 24.1%).

Over the year to November 2024, trend vacancies fell in all states and territories, decreasing in Victoria (down by 21.6%), the ACT (down by 19.1%), NSW (down by 16.9%), WA (down by 14.8%), Tasmania (down by 7.4%), Queensland (down by 6.2%), SA (down by 6.1%) and the NT (down by 5.1%). For a full list of occupations and their recent growth in vacancies, see the [Vacancy Report](#) and supporting datafiles.

Figure 7: Internet Vacancy Index, January 2006 to November 2024



Source: Jobs and Skills Australia, [Internet Vacancy Index](#), (ANZSCO2 Occupations, States and Territories, Trend), November 2024, released 11 December 2024.

⁴ See Jobs and Skills Australia, [Internet Vacancy Index](#) (November 2024, released 11 December 2024). The IVI is based on a count of online job advertisements newly lodged on SEEK, CareerOne and Workforce Australia during the month. Duplicate advertisements are removed before IVI vacancies are coded by Jobs and Skills Australia to occupations based on ANZSCO. The data are seasonally adjusted and trended, then indexed (January 2006=100).

Hot Topic: Engineering Professionals

Engineering Professionals

Engineering Professionals design, plan and organise the testing, construction, installation and maintenance of structures, machines and their components, and production systems and plants, and plan production schedules and work procedures to ensure engineering projects are undertaken efficiently and in a cost effective manner.⁵

Engineers Australia, the recognised professional association for Engineering Professionals, refers to three main categories of engineering professions, which are aligned to International Engineering Alliance mobility arrangements.

This Hot Topic provides an overview on the Australian labour market and related matters for Engineering Professionals. The Skill Level for these occupations is a four-year engineering degree (accredited or recognised by Engineers Australia), or an overseas qualification that is accredited under the Washington Accord.^{6,7} Engineering Professionals should also meet the requirements for the Engineers Australia Professional Engineer occupation category.

Labour Market

Job and Skills Australia's (JSA) labour market analysis for Engineering Professionals covers trends and insights for the occupations within the group as well as the main employing industries, job vacancies, and population demographics.⁸

Industries of Employment

Analysis of 2021 Census of Population and Housing data shows that about one third of Engineering Professionals worked in the Professional, Scientific and Technical Services industry. This is the largest industry of employment for Professional Engineers followed by Construction (14.9%), Manufacturing (12.9%) and Mining (8.6%).

Skill Shortages

JSA's analysis of skill shortages shows that in 2024 Australia had national shortages for all Engineering Professional occupations, with some occupations being in shortage in every state and territory (e.g. Civil Engineers).

⁵ Engineering Professionals comprise the 6-digit occupations appearing in Minor Group 233 of ANZSCO and Minor Group 243 of the Occupation Standard Classification for Australia.

⁶ For more information on professional engineers see: [Occupational categories | Engineers Australia](#)

⁷ For more information on the Washington Accord see: [Washington Accord » International Engineering Alliance](#)

⁸ For Engineers Australia insights on the engineering workforce see: [The engineering profession: a statistical overview, 15th edition | Engineers Australia](#).

The Occupation Shortage List (OSL) provides an assessment of the shortage status at both a national level and for each state and territory.⁹ This shows that some occupations within the Engineering Professionals Minor Group¹⁰ experience no shortages in certain states and territories or experience a regional or metropolitan shortage.¹¹

Occupation Group Profiles

The latest overview for Engineering Professionals is on the JSA website under occupation and industry profiles. Table 1 provides the occupation profile for Engineering Professional Unit Groups in the Australian and New Zealand Standard Classification of Occupations (ANZSCO).¹²

Table 2: Occupation Group Profiles in 2024 for Engineering Professionals ANZSCO Unit Groups

	Number Employed (Count)	Median Age (Years)	Female Share (%)	Annual Employment Growth (Count)
Chemical and Materials Engineers	7,000	33	12	400
Civil Engineering Professionals	72,300	35	13	800
Electrical Engineers	28,800	37	12	1,400
Electronics Engineers	6,300	44	10	0
Industrial, Mechanical and Production Engineers	38,500	37	4	-100
Mining Engineers	15,200	38	14	1,000
Other Engineering Professionals	15,400	35	17	0

Source: Jobs and Skills Australia, [Jobs and Skills Atlas | Jobs and Skills Australia](#)

Related Occupations

An Engineering Professional's area of practice for accreditation purposes refers to a specific field or specialisation, which aligns with their qualification, experience and certification.¹³

The analysis of Engineering Professionals in this Hot Topic is classified to ANZSCO. Future analysis will be classified to the Occupation Standard Classification for Australia (OSCA), when data are available and coded to the new classification.

For a comparison of the changes from ANZSCO to OSCA for the Engineering Professionals Minor Group refer to the Australian Bureau of Statistics.^{14,15}

⁹ For information on OSL see: [Occupation Shortage List | Jobs and Skills Australia](#). For the OSL analysis, an occupation is in shortage when "employers are unable to fill or have considerable difficulty filling vacancies for an occupation or cannot meet significant specialised skill needs within that occupation, at current levels of remuneration and conditions of employment and in reasonably accessible locations."

¹⁰ Engineering Professionals Minor Group ANZSCO 233

¹¹ A regional shortage e.g. Production or Plant Engineers, where in 2024 the shortage was assessed as being specific to regional areas in New South Wales.

¹² For more information on occupation and industry profiles see: [Occupation and Industry Profiles | Jobs and Skills Australia](#)

¹³ For more information on area of practice see: [Professional standards library | Engineers Australia](#)

¹⁴ For more information on ANZSCO codes see: [ANZSCO - Australian and New Zealand Standard Classification of Occupations, 2022 | Australian Bureau of Statistics](#)

¹⁵ For more information on OSCA codes see: [OSCA Search | Australian Bureau of Statistics](#)

Emerging Occupations

Under the theme of science and engineering, JSA has identified Reliability Engineer and Logistics Engineer as emerging roles with a high number of online job advertisements. Another occupation that JSA has identified is Robotics Engineer which is now recognised as a specialisation within Mechatronics Engineer in the recently released OSCA.¹⁶

Migration Skills Assessment and Related Matters

Engineers Australia is the Australian assessing authority for Engineering Professionals. The Engineers Australia migration skills assessment framework has a series of pathways to determine whether an applicant's qualifications and experience meet Australian standards.

The Engineers Australia website includes information on the migration skills assessment¹⁷ process and pathways for accredited and non-accredited qualifications. Qualifications can also be checked on the International Engineering Alliance.¹⁸

The registration requirements for Engineering Professionals in Australia vary across states and territories.¹⁹ Persons seeking registration and employment in the Engineering Professions in Australia should also note that acceptance of qualifications for a migration (visa) purpose does not assure employment in these or related occupations in Australia.

Skilled Migration

The Australian Government administers a range of permanent and temporary work visa programs. Information on these visa programs—including the [eligible occupation lists](#) for different visas—is on the [Department of Home Affairs](#) website.

Further information

Queries on the Australian Labour Market for Migrants publication, including requests for inclusion on the distribution list and copies of Hot Topics attached to previous editions, should be emailed to migration@jobsandskills.gov.au.

¹⁶ For more information on emerging roles see: [Emerging Roles | Jobs and Skills Australia](#)

¹⁷ For more information on the migration skills assessment see: [Migration skills assessment | Engineers Australia](#)

¹⁸ To access the qualification checker visit: [Home » International Engineering Alliance](#)

¹⁹ To access registration requirements visit: [State registration | Engineers Australia](#) or seek the relevant authorities.