

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 there are ongoing signs of an easing in labour market conditions. See the [Jobs and Skills Australia](#) website for recent labour market data and analysis. Appendix A provides some additional economic and labour market data for each state and territory.

Unless otherwise stated, data in this publication are from the Australian Bureau of Statistics (ABS) Labour Force Survey, February 2025.^{1,2}

Employment

Over the 12 months to February 2025, employment opportunities and growth varied widely across industries.

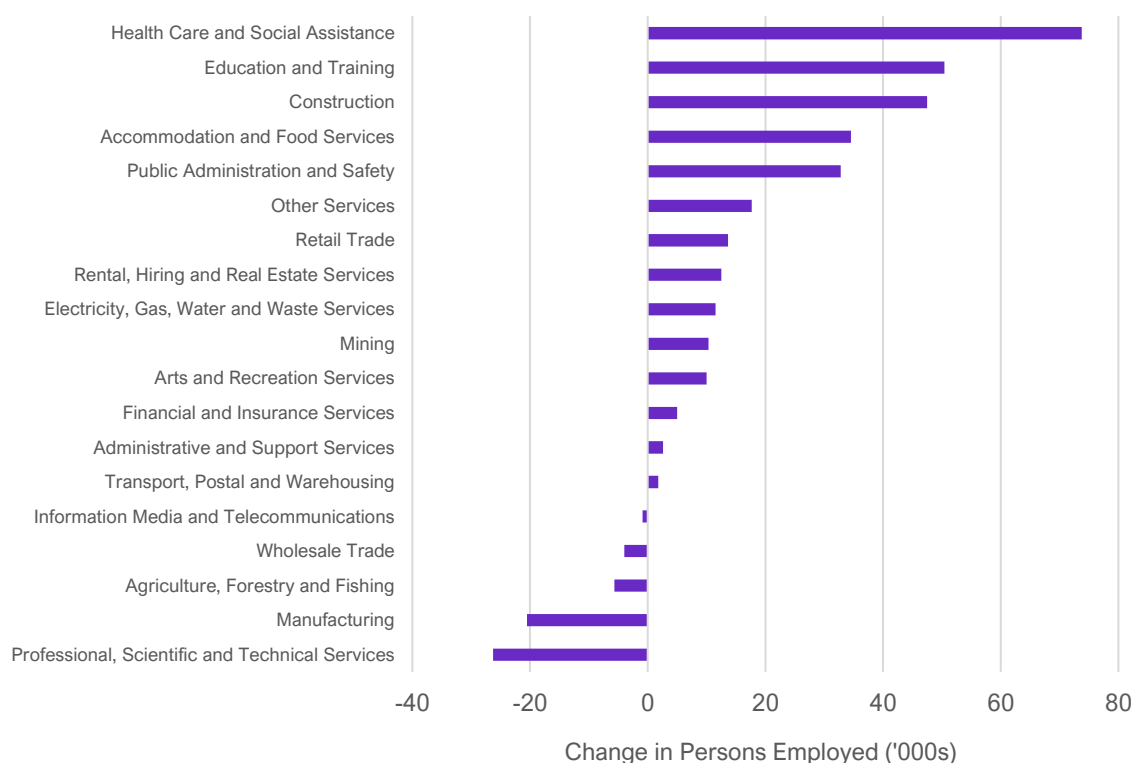
Figure 1 shows the largest increases in trend employment occurred in Health Care and Social Assistance (up by 73,800), Education and Training (up by 50,500) and Construction (up by 47,500). The largest decreases in employment occurred in Professional, Scientific and Technical Services (down by 26,300), Manufacturing (down by 20,500) and Agriculture, Forestry and Fishing (down by 5,700).

The strongest rates of employment growth were in Electricity, Gas, Water and Waste Services (up by 6.4%), Rental, Hiring and Real Estate Services (up by 5.4%) and Education and Training (up by 4.2%).

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 February 2025, released 3 April 2025.

² The analysis in this publication uses the 2022 edition of [Australian and New Zealand Standard Classification of Occupations \(ANZSCO\)](#). The timeframe for use of the [Occupation Standard Classification for Australia \(OSCA\)](#) for this publication will be determined by the release of official statistics using this new classification.

Figure 1: Employment growth by industry ('000s persons) – February 2024 to February 2025



Source: ABS, [Labour Force, Australia, Detailed](#), February 2025 (Table 04: Employed persons by Industry division of main job (ANZSIC)), released 27 March 2025. Data trended by Jobs and Skills Australia.

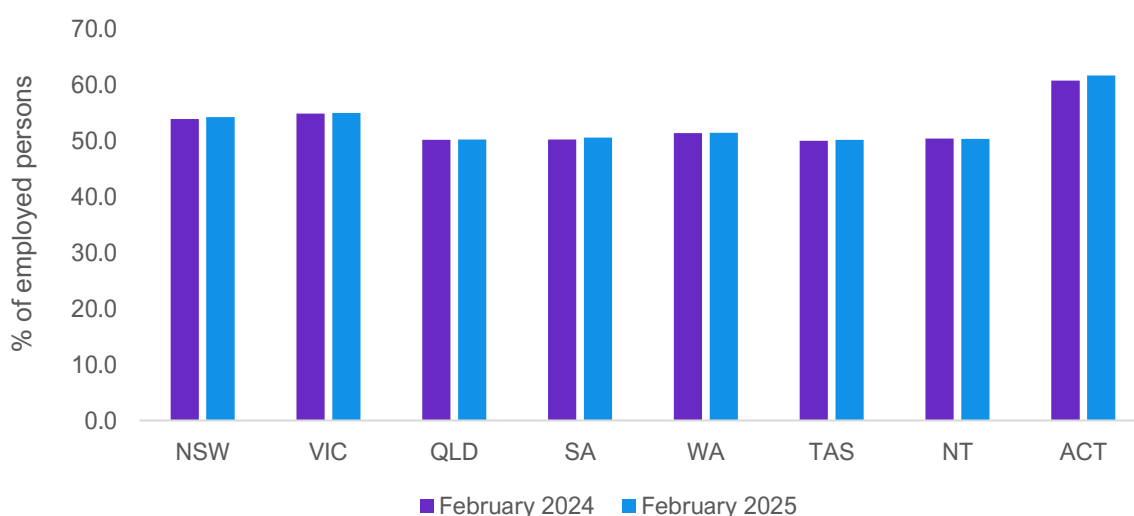
Occupation by state/territory

Figure 2 shows that in February 2025 (trend data), the Australian Capital Territory (ACT) had the highest share (61.6%) of employment in the selected occupation major groups (i.e. Managers, Professionals, and Technicians and Trade Workers), followed by Victoria (55.0%) and New South Wales (NSW, 54.2%).

In the 12 months to February 2025, the share of workers employed in these selected occupation groups increased in all states and territories except for Northern Territory (NT, down by 0.1pp) and Western Australia (WA) which remained the same.³ The largest increases were in the ACT (up by 0.9pp) and NSW (up by 0.4pp). Increases were also estimated for South Australia (SA, up by 0.3pp), Tasmania (up by 0.2pp), and Victoria (up by 0.1pp).

³ "pp" means percentage points.

Figure 2: Share of employment in selected occupation groups[#] by state/territory – February 2024 to February 2025



[#] 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), February 2025, released 27 March 2025. Data trended by Jobs and Skills Australia.

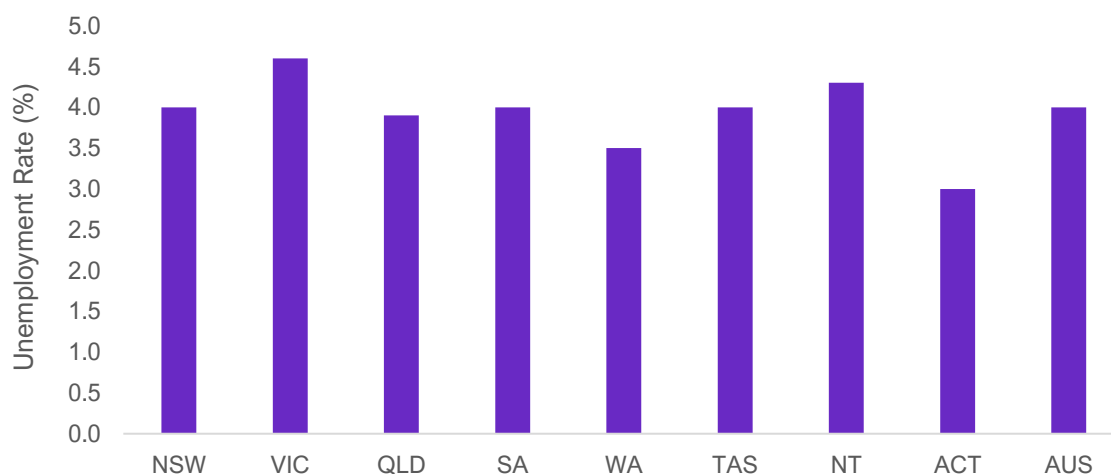
Unemployment

The trend unemployment rate in Australia was 4.0% in February 2025, up from 3.9% in February 2024.

Over the 12 months to February 2025, the unemployment rate decreased in the ACT (4.0% to 3.0%), WA (3.8% to 3.5%), Queensland (4.1% to 3.9%), and Tasmania (4.1% to 4.0%); while remaining at 4.3% in NT and 4.0% in SA. The unemployment rate rose in Victoria (4.0% to 4.6%) and NSW (3.8% to 4.0%).

Figure 3 shows that the ACT recorded the lowest unemployment rate at 3.0%, while Victoria recorded the highest rate at 4.6%.

Figure 3: Unemployment rates (%) by state/territory – February 2025

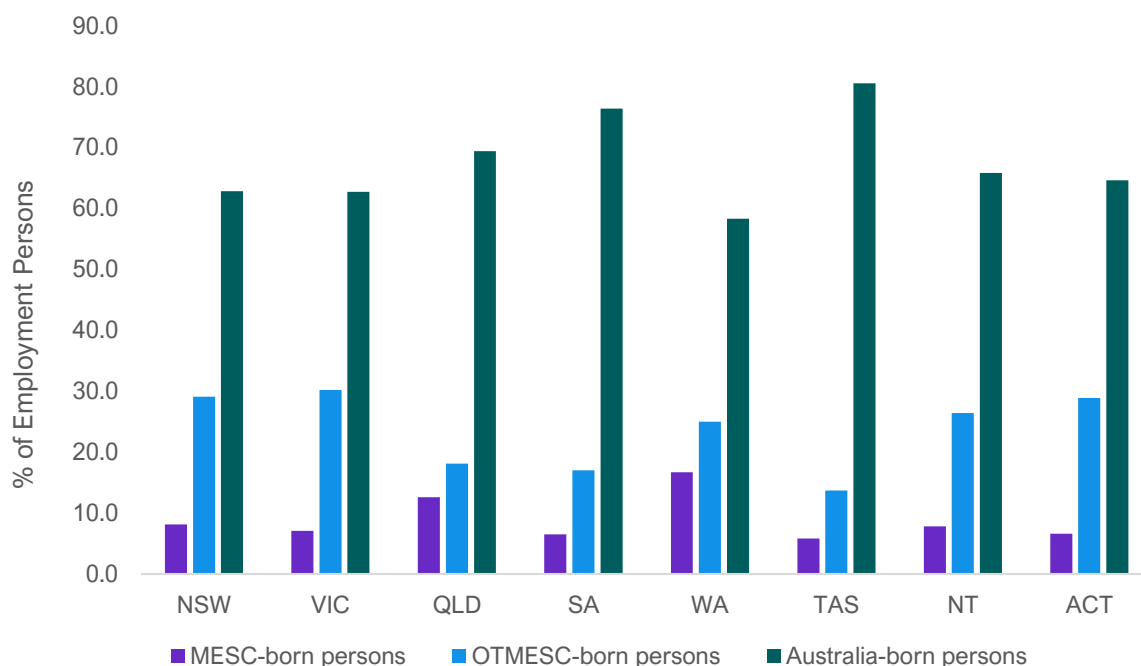


Source: ABS [Labour Force, Australia](#), February 2025 (Table 12: Labour force status by Sex, State and Territory - Trend, Seasonally adjusted and Original), released 20 March 2025.

Migrant employment

Australian-born people represent the highest share of people employed in Tasmania (80.5%) and the lowest share in WA (58.3%). The share of employed people born in other than main English-speaking countries (OTMESC)⁴ is highest in Victoria, NSW and the ACT (30.2%, 28.9% and 29.1% respectively). See Figure 4.

Figure 4: Share of employment by state/territory and place of birth – February 2025



Source: ABS, [Labour Force, Australia, Detailed](#), February 2025, (Table LM7: Labour force status by elapsed years since arrival, main English-speaking countries, sex, state and territory), released 27 March 2025.

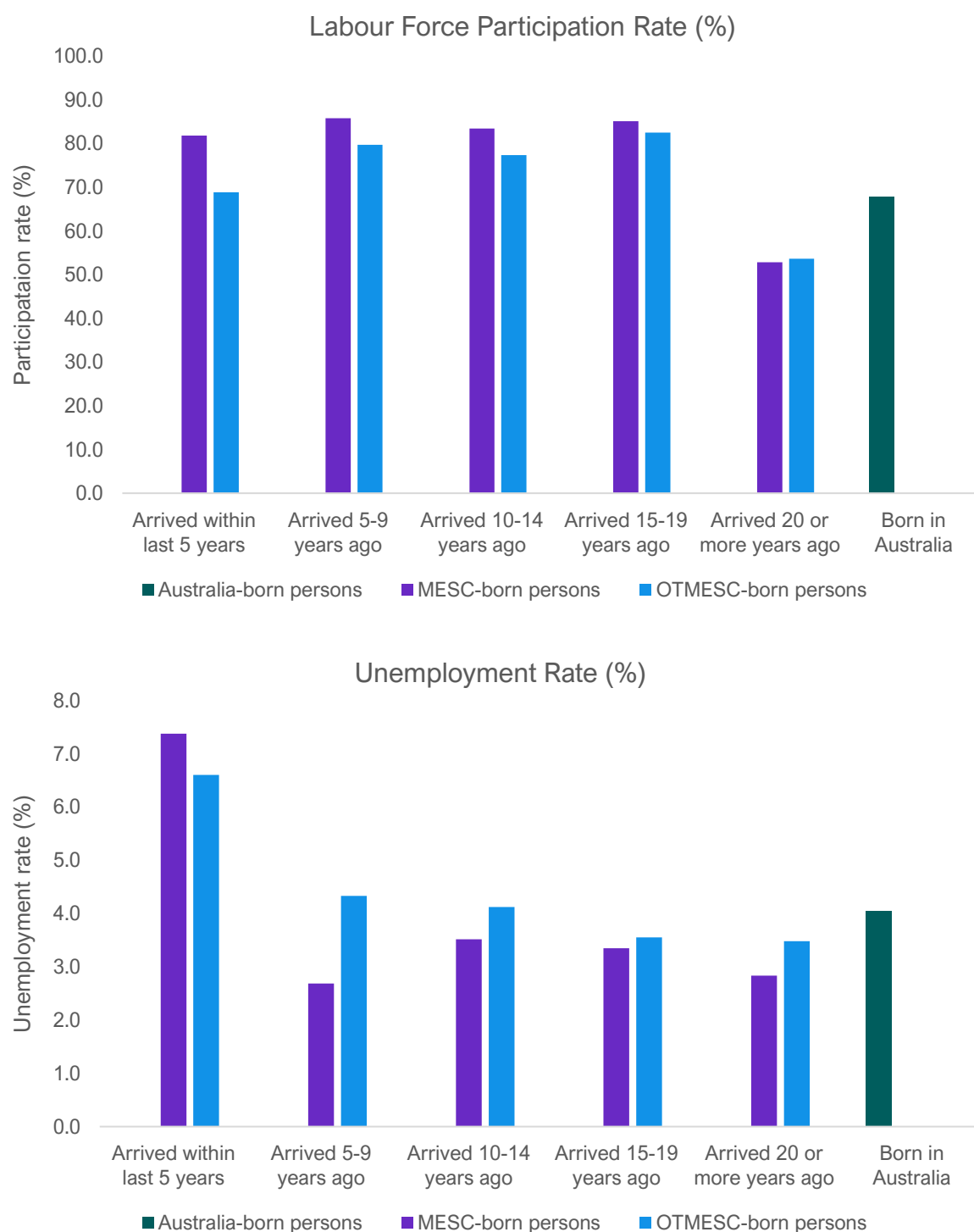
Migrant unemployment

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 February 2025).

⁴ Main English-speaking countries (MESC) are the United Kingdom, the Republic of Ireland, South Africa, Canada, the United States of America and New Zealand.

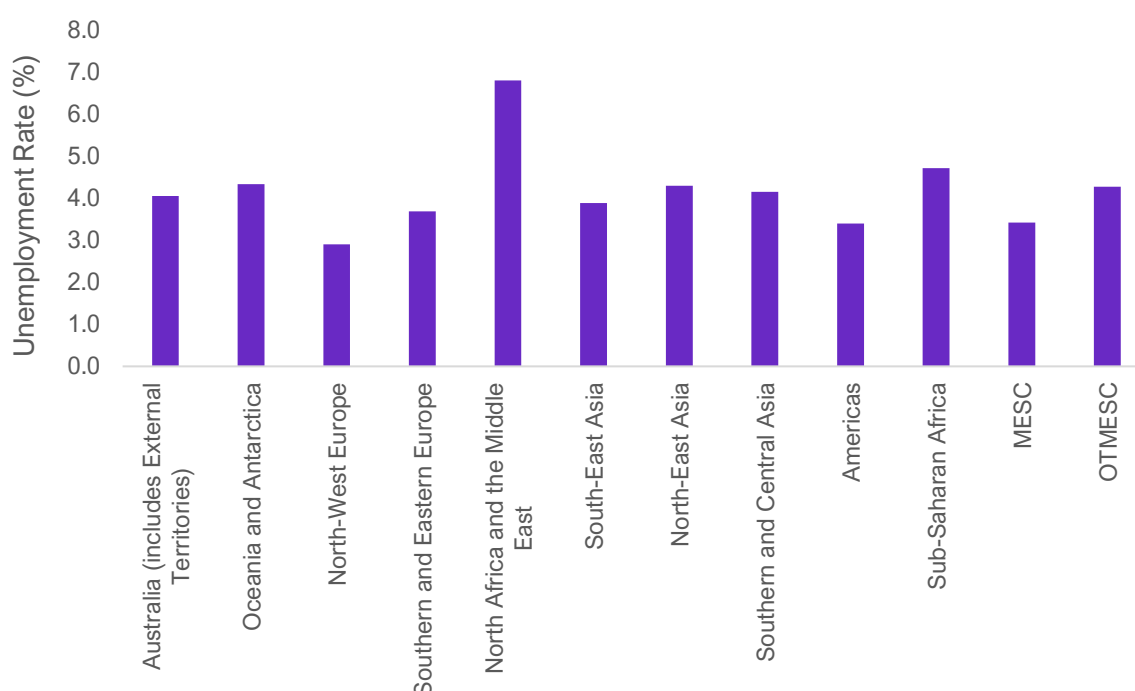
Figure 5: Labour force participation rate and unemployment rate, by years since arrival in Australia for broad country of birth groups – 12 months to February 2025 average



Source: ABS [Labour Force, Australia, Detailed](#), February 2025 (Table LM7: Labour force status by elapsed years since arrival, main English-speaking countries, sex, state and territory), released 27 March 2025.

Figure 6 shows average unemployment rates for the 12 months to February 2025 for people resident in Australia by their major birth country groups (by subcontinent). People born in the North West Europe had the lowest unemployment rate (2.9%), while the unemployment rate for people born in North Africa and the Middle East (6.8%) 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 February 2025 average



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

Source: ABS [Labour Force, Australia, Detailed](#), February 2025, (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 27 March 2025.

Employment by occupation

Over the 12 months to February 2025, the largest increases in employment (trend data) occurred for Professionals (up by 100,600), Community and Personal Service Workers (up by 71,700) and Technicians and Trades Workers (up by 49,400). Declines in employment growth occurred for both Clerical and Administrative workers (down by 6,600) and Machinery Operators and Drivers (down by 4,800). Employment growth for the major occupation groups is shown in Table 1.

Table 1: Trend employment growth by occupation – 12 months to February 2025

Occupational Group	1 Year Change ('000 persons)	1 Year Change (%)
Managers	4.6	0.2
Professionals	100.6	2.7
Technicians and Trades Workers	49.4	2.6
Community and Personal Service Workers	71.7	4.4
Clerical and Administrative Workers	-6.6	-0.4
Sales Workers	25.6	2.3
Machinery Operators and Drivers	-4.8	-0.5
Labourers	20.4	1.7

Source: ABS, [Labour Force, Australia, Detailed](#) (Table EQ08: Employed persons by Occupation unit group of main job (ANZSCO, Sex, State and Territory), February 2025, released 27 March 2025. Data trended by Jobs and Skills Australia.

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

Internet Vacancy data⁵

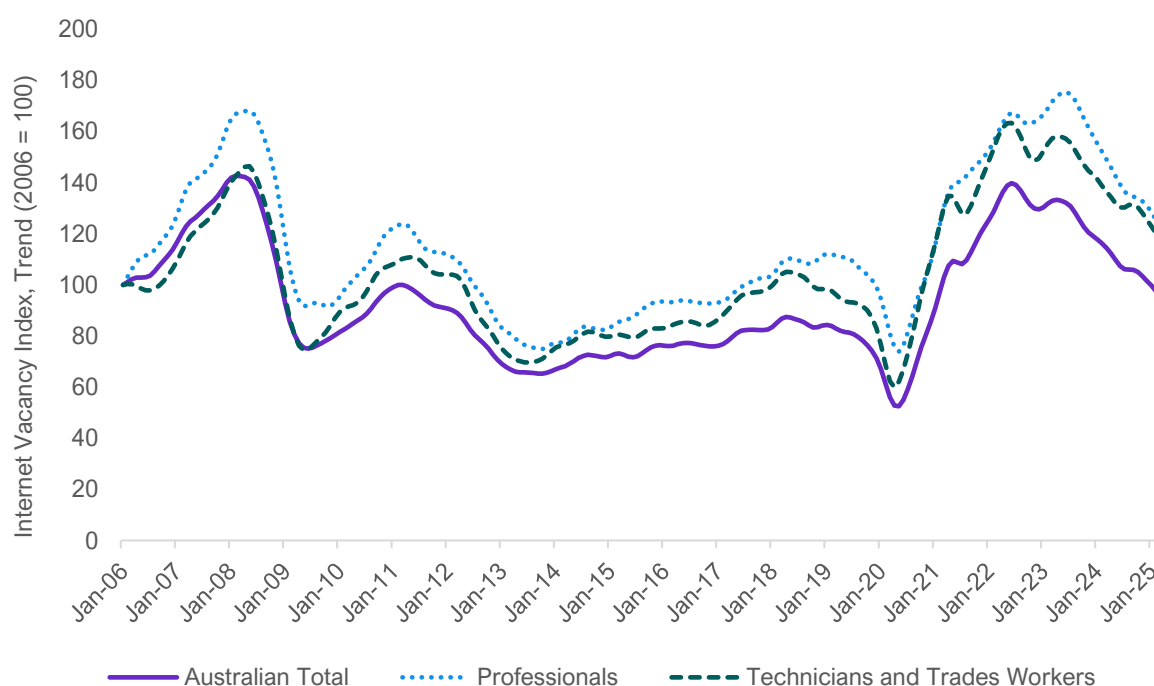
Jobs and Skills Australia produces the monthly Vacancy Report which contains the Internet Vacancy Index (IVI). See Figure 7.

Over the year to February 2025, trend vacancies decreased for all occupation groups: Community and Personal Service Workers (down by 23.4%), Professionals (down by 17.2%), Clerical and Administrative Workers (down by 15.8%), Managers (down by 13.9%), Technicians and Trades Workers (down by 12.9%), Sales Workers (down by 12.3%), Machinery Operators and Drivers (down by 9.1%) and Labourers (down by 9.2%).

At the more detailed occupation level, trend vacancies decreased in all 48 occupation clusters over the year to February 2025. The largest decreases were for Hospitality Workers (down by 44.8%), Education Professionals (down by 26.4%) and Food Preparation Assistants (down by 26.1%).

Over the year to February 2025, trend vacancies fell in all states and territories, decreasing in Tasmania (down by 21.2%), Victoria (down by 21.1%), the ACT (down by 20.7%), WA (down by 16.2%), NSW (down by 15.3%), SA (down by 9.7%), Queensland (down by 8.4%), and the NT (down by 7.4%). 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 February 2025



Source: Jobs and Skills Australia, [Internet Vacancy Index](#), (ANZSCO2 Occupations, States and Territories, Trend), February 2025, released 19 March 2025.

⁵ See Jobs and Skills Australia, [Internet Vacancy Index](#) (February 2025, released 19 March 2025). 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).

Appendix A: Australia – States and Territories

This appendix provides an overview of the Australian population; its regional, state and territory distribution; and labour market. Unless otherwise stated, data are from the ABS Labour Force Survey, February 2025.

In December 2024, the Australian Government released its fifth Population Statement⁶ which explores the continued recovery of Australia's population following the COVID-19 pandemic. The Statement notes that population growth is forecast to decrease from 2.1% in 2023-24 and gradually fall to 1.2% from 2026–27 to 2034–35.

The Australian population

Australia's population is concentrated in NSW and Victoria (with 31.2% and 25.7% of the total population respectively). As of June 2024, just over two-thirds of Australians live in capital cities. Tasmania and Queensland had the highest share of their populations living outside their capital cities (55.7% and 40.2%, respectively).

Net Overseas Migration (NOM) was 435,198 in the 2023-24 financial year. NOM was highest in NSW and Victoria (receiving 137,430 and 130,226 persons, respectively) and the lowest in Tasmania (3,950 persons) and the NT (3,612 persons).

Table A: Distribution of the Australian resident population as at June 2024*

	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	AUST
Population	8,479,314	6,978,719	5,583,833	1,878,011	2,965,078	575,496	255,069	473,855	27,194,369
Share of Australian Population (%)	31.2	25.7	20.5	6.9	10.9	2.1	0.9	1.7	100.0
Capital City (%)	65.5	76.7	49.8	78.2	80.4	44.3	59.8	100.0	67.7
Balance of State (%)	34.5	23.3	50.2	21.8	19.6	55.7	40.2	1.1	32.3
Net Overseas Migration**	137,430	130,226	72,443	23,255	58,001	3,950	3,612	6,246	435,198

* Source: ABS [National, State and Territory Population](#), September 2024 (States and Territories, from June 1981 onwards.) Year to 30 June 2024. Released 20 March 2025

** Source: ABS [Regional population](#), 2023-24 financial year (Population estimates by SA2 and above, 2001 to 2024). Released 27 March 2025.

State and territory labour force

The labour force participation rate is calculated by expressing the labour force as a percentage of the civilian population aged 15 and over. The labour force is based on employed persons plus unemployed persons.

Over the 12 months to February 2025, the labour force participation rate for Australia (trend data) increased by 0.3pp to 67.0% (see Figure A). Victoria and NSW recorded the largest increases in the participation rate (0.5pp and 0.4pp respectively), with Tasmania and NT recording decreases (down by 0.9pp and 0.4pp, respectively).

⁶ [2024 Population Statement - Centre for Population](#)

Figure A: Labour force participation rates (trend) by state (%) as at February 2025



Source: ABS [Labour Force, Australia](#), February 2025 (Table 12: Labour force status by Sex, State and Territory - Trend, Seasonally adjusted and Original), released 20 March 2025.

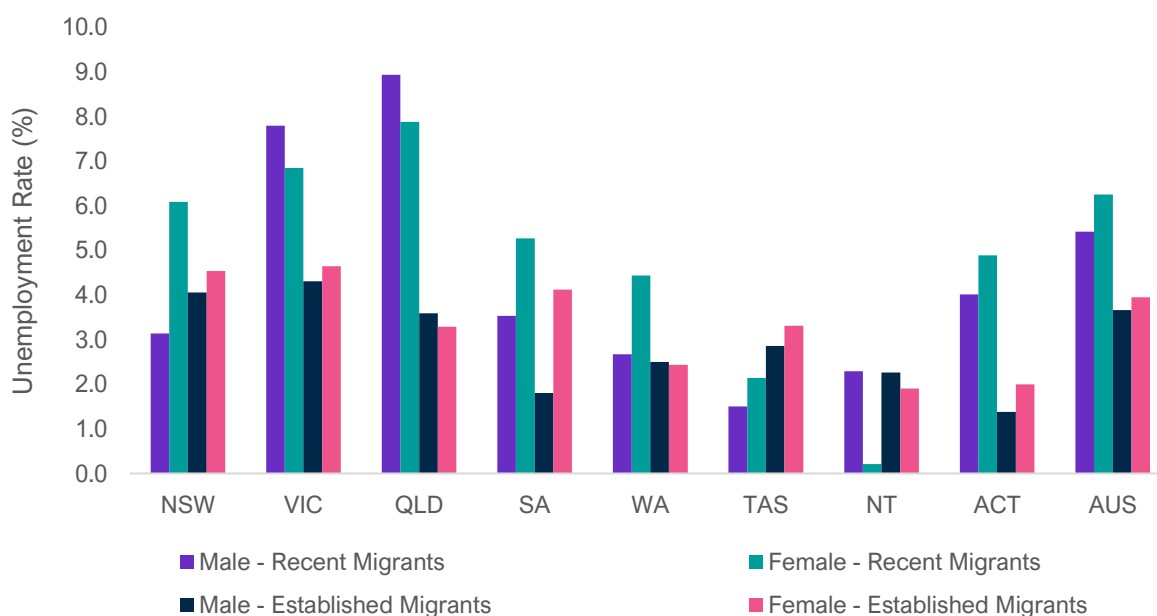
Unemployment and gender

Figure B shows unemployment rates for migrants who have arrived in Australia less than 10 years ago (recent migrants) and more than 10 years ago (established migrants) by gender. Female migrants had higher unemployment rates than male migrants for most states and territories, except for Victoria, Queensland and the NT. Female unemployment rates were lower for established migrants than for recent migrants, except for NT and Tasmania.

In February 2025, recent female migrants had the highest unemployment rate in six states and territories. The highest female recent migrant unemployment rate was in Queensland at 7.9%. The NT had the overall lowest unemployment rates for all groups, with female unemployment at 0.2% for recent migrants and 1.9% for established migrants.

Queensland had the highest male unemployment rate, higher than female unemployment rates, at 8.9% for recent migrants and 3.6% for established migrants.

Figure B: Unemployment rates (%), recent and established migrants by state and gender – February 2025



Source: ABS, [Labour Force, Australia, Detailed](#), February 2025, (Table LM7: Labour force status by elapsed years since arrival, main English-speaking countries, sex, state and territory), released 27 March 2025.

Industry by state and territory

Table B shows industry share of total employment for each state and territory (trend data). The industries that employ the largest number of persons in Australia are Health Care and Social Assistance (15.8%) followed by Construction (9.5%) and Retail Trade (9.2%). These industries feature in the top 6 employing industries in each state and territory. It also shows WA has a considerable proportion of employed persons in Mining (10.0%), and the ACT (28.0%) and NT (15.7%) have considerable proportions of employed persons in Public Administration and Safety.

Table B: Employment Distribution by Industry and state/territory (% of persons) at February 2025

	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	AUS
Agriculture, Forestry and Fishing	1.7	1.9	2.2	3.8	2.1	5.1	2.4	0.2*	2.1
Mining	0.8	0.3	2.8	1.7	10.0	1.1	2.5	0.1*	2.2
Manufacturing	6.1	7.5	6.0	7.4	4.9	6.9	2.4	1.8	6.1
Electricity, Gas, Water and Waste Services	1.0	1.3	1.5	1.6	1.5	1.9	1.8	0.8	1.3
Construction	9.6	9.6	9.8	8.8	9.4	8.5	7.8	6.5	9.5
Wholesale Trade	2.6	2.8	2.4	2.6	2.4	1.8	1.4	1.1	2.5
Retail Trade	9.1	9.4	9.9	9.6	8.5	10.1	7.3	6.1	9.2
Accommodation and Food Services	6.8	6.0	7.1	6.0	6.2	7.7	7.2	5.5	6.6

Transport, Postal and Warehousing	5.2	5.1	5.4	4.3	5.1	3.6	4.5	1.9	5.1
Information Media and Telecommunicat ions	1.6	1.5	0.9	1.0	0.9	1.2	0.8	1.3	1.3
Financial and Insurance Services	5.4	4.4	2.7	2.7	1.9	1.8	0.7	2.0	3.8
Rental, Hiring and Real Estate Services	1.9	1.5	1.8	1.3	1.4	1.4	1.4	1.5	1.7
Professional, Scientific and Technical Services	10.1	9.9	7.6	7.3	8.1	6.7	4.7	13.7	8.9
Administrative and Support Services	2.8	2.9	3.1	3.5	3.0	2.9	3.1	3.0	3.0
Public Administration and Safety	6.0	5.4	6.7	6.9	6.3	8.1	15.7	28.0	6.7
Education and Training	8.6	9.0	8.4	8.3	8.2	8.9	9.5	9.0	8.6
Health Care and Social Assistance	15.4	15.9	16.2	17.7	14.5	16.9	19.1	13.0	15.8
Arts and Recreation Services	1.8	2.1	1.6	1.5	1.9	1.7	3.5	1.9	1.9
Other Services	3.6	3.6	3.8	4.0	3.8	3.8	4.2	2.7	3.7
Total	100	100	100	100	100	100	100	100.0	100.0

Source: ABS, [Labour Force, Australia, Detailed](#), February 2025 (Table EQ06: Employed persons by Industry group of main job (ANZSIC), Sex, State and Territory, November 1984 onwards). Released 27 March 2025. Data trended by Jobs and Skills Australia.

* Note: Data for smaller industries in the ACT can be volatile and estimates should be interpreted with caution.

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.

The next edition of this publication will be released on 31 July 2025.