



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.¹

The Australian labour market continues to perform well, although there are signs of 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, August 2025.^{2,3}

Employment

Over the 12 months to August 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 112,000), Professional, Scientific and Technical Services (up by 63,200) and Education and Training (up by 39,300). The largest decreases in employment occurred in Manufacturing (down by 31,300), Wholesale Trade (down by 13,400) and Mining (down by 5,800).

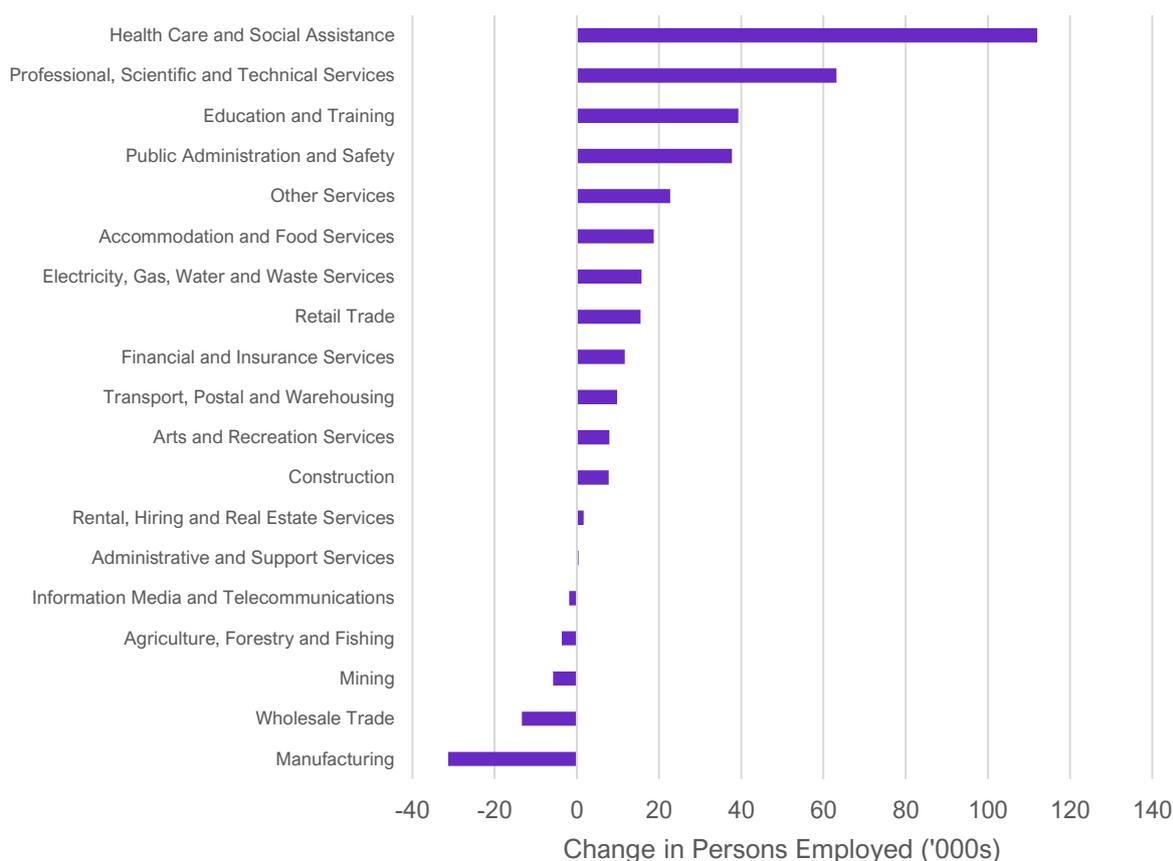
The strongest rates of employment growth were in Electricity, Gas, Water and Waste Services (up by 8.3%), Health Care and Social Assistance (4.9%) and Professional, Scientific and Technical Services (4.8%).

¹ The labour market analysis in this report is relevant to all migrants and potential visa applicants in provisional and permanent visa programs and temporary visa programs with a full or partial work right, administered by the Department of Home Affairs.

² 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 August 2025, released 25 September 2025.

³ 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) – August 2024 to August 2025



Source: ABS, [Labour Force, Australia, Detailed](#), August 2025 (Table 04: Employed persons by Industry division of main job (ANZSIC)), released 25 September 2025. Data trended by Jobs and Skills Australia.

Occupation by state/territory

Figure 2 shows that in August 2025 (trend data), the Australian Capital Territory (ACT) had the highest share (59.6%) of employment as Managers, Professionals, and Technicians and Trade Workers⁴, followed by Victoria (55.3%) and New South Wales (NSW, 54.9%).

In the 12 months to August 2025, the share of workers employed in these occupation groups increased in all states and territories except for Tasmania (down by 0.2pp).⁵ The largest increases were in NSW and Queensland (up by 0.7pp) and Victoria (up by 0.5pp). Increases were also estimated for South Australia (SA, up by 0.3pp), Western Australia (WA, up by 0.3pp) and the Northern Territory (NT, up by 0.2pp). The ACT remained the same.

⁴ In August 2025, the Public Administration and Safety industry (where Australian citizenship and security clearances may be a condition of appointment), accounted for 26.3% of employment in the ACT. Source: ABS Labour Force Survey August 2025, sourced from [JSA Atlas](#).

⁵ "pp" means percentage points.

Figure 2: Share of employment in selected occupation groups# by state/territory – August 2024 to August 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), August 2025, released 25 September 2025. Data trended by Jobs and Skills Australia.

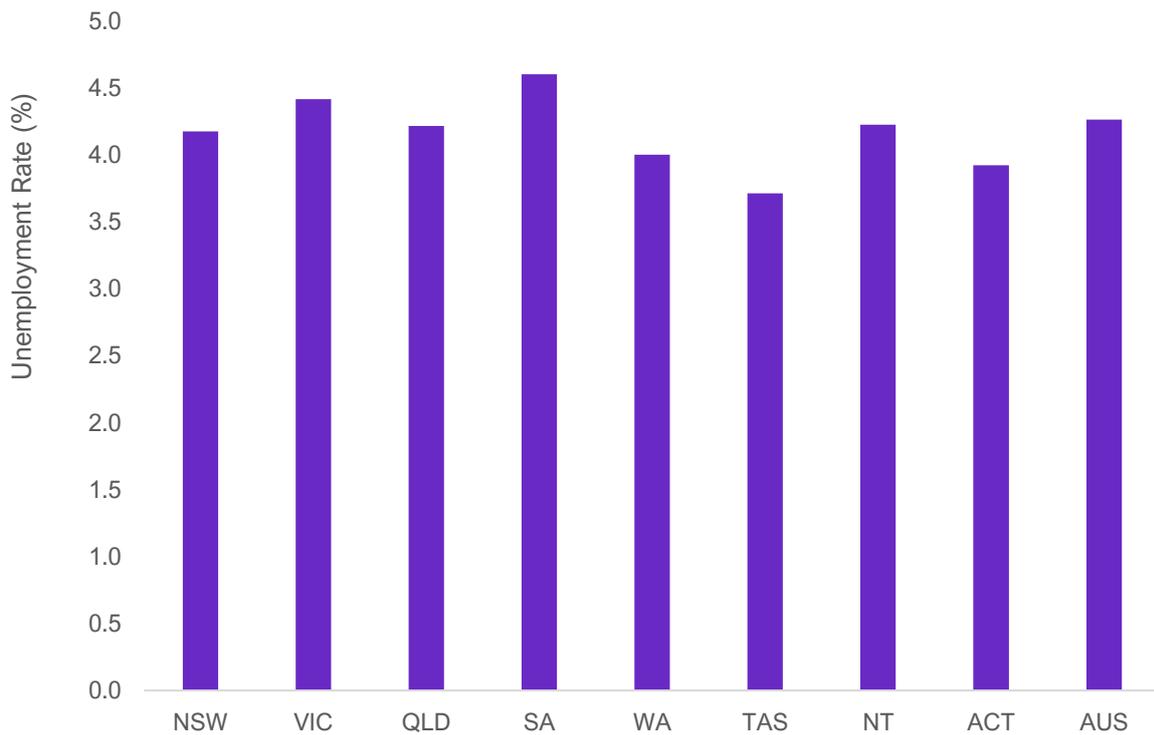
Unemployment

The trend unemployment rate in Australia was 4.3% in August 2025, up from 4.1% in August 2024.

Over the 12 months to August 2025, the unemployment rate decreased in Tasmania (4.1% to 3.7%), and Victoria (4.5% to 4.4). The unemployment rate rose in the ACT (3.3% to 3.9%), SA (4.1% to 4.6%), NSW (3.9% to 4.2%), WA (3.8% to 4.0%), Queensland (4.1% to 4.2%) and NT (4.1% to 4.2%).

Figure 3 shows that Tasmania recorded the lowest unemployment rate at 3.7%, while SA recorded the highest rate at 4.6%.

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



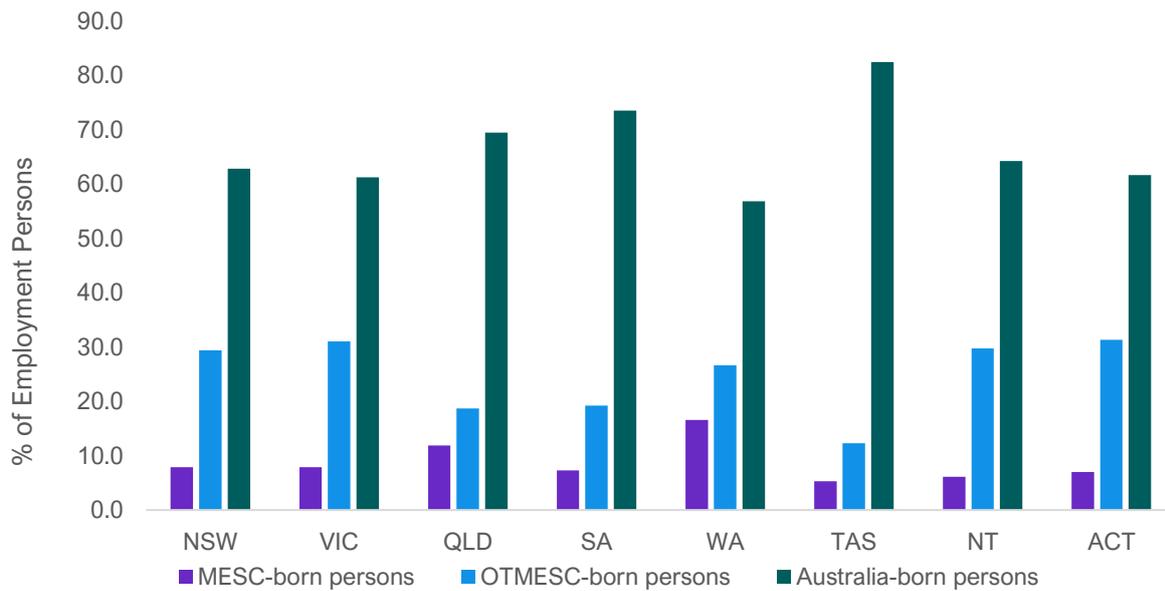
Source: ABS [Labour Force, Australia](#), August 2025 (Table 12: Labour force status by Sex, State and Territory - Trend, Seasonally adjusted and Original), released 25 September 2025.

Migrant employment

Australian-born people represent the highest share of people employed in Tasmania (82.4%) and the lowest share in WA (56.8%). The share of employed people born in other than main English-speaking countries (OTMESC)⁶ is highest in the ACT, Victoria and NT (31.3%, 31.0% and 29.7% respectively). See Figure 4.

⁶ 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 4: Share of employment by state/territory and place of birth – July 2025



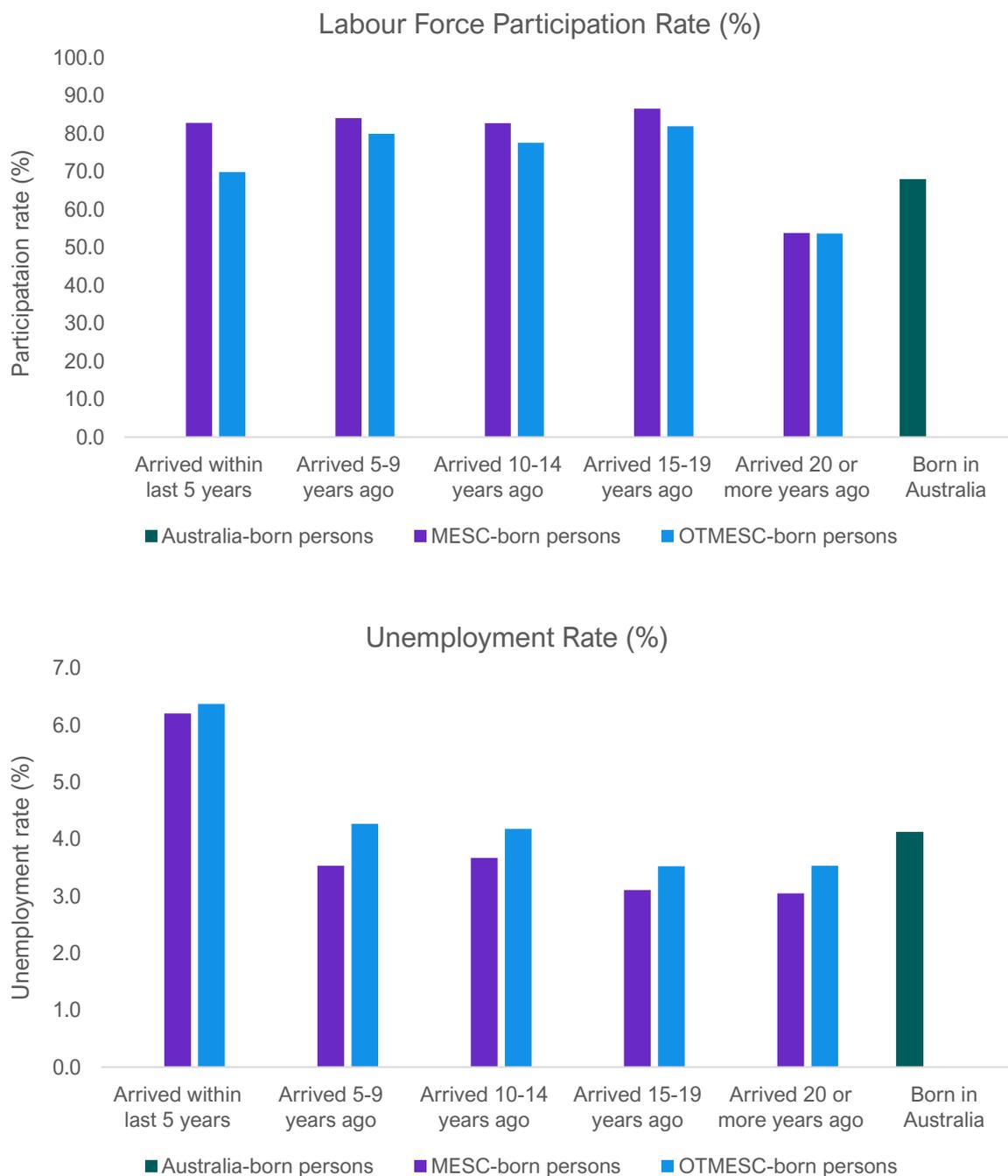
Source: ABS, *Labour Force, Australia, Detailed*, July 2025, (Table LM7: Labour force status by elapsed years since arrival, main English-speaking countries, sex, state and territory), released 21 August 2025.

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 Australian-born and migrants by broad country of birth groups and period of residence in Australia (average of the last 12 months to July 2025).

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



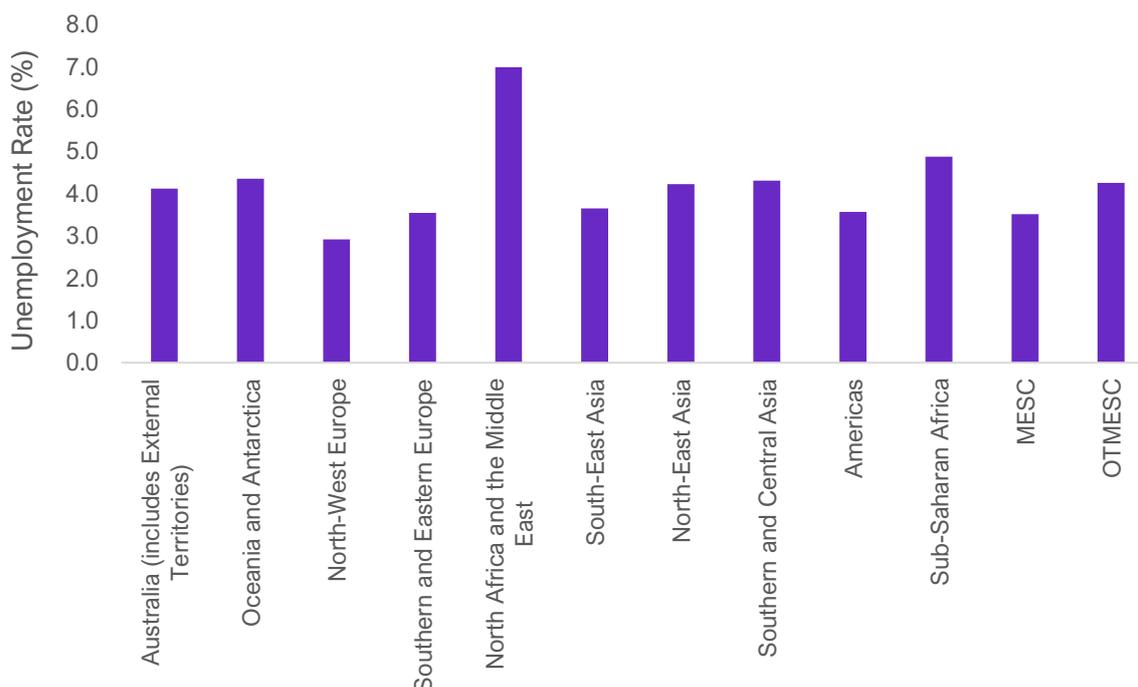
Source: ABS [Labour Force, Australia, Detailed](#), July 2025 (Table LM7: Labour force status by elapsed years since arrival, main English-speaking countries, sex, state and territory), released 21 August 2025.

Figure 6 shows average unemployment rates for the 12 months to July 2025 for people resident in Australia by their major birth country groups (by subcontinent)⁷. People born in North West Europe had the lowest unemployment rate (2.9%), while the unemployment rate for people born in North Africa and the Middle East (7.0%) was relatively high⁸.

⁷ Analysis of ABS Labour Force data is major birth country groups by subcontinent, and the cohort covers people resident in or who entered Australia under all temporary and permanent visa programs.

⁸ The variation in unemployment rates between major birth country groups (by subcontinent) may reflect English language proficiency and period of residence in Australia, noting prescribed minimum English language proficiency standards mainly apply to primary applicants in the temporary, provisional and permanent skill related visa programs.

Figure 6: Unemployment rate by major birth country groups – 12 months to July 2025 average



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

Source: ABS [Labour Force, Australia, Detailed](#), July 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 21 August 2025.

Employment by occupation

Over the 12 months to August 2025, the largest increases in employment (trend data) occurred for Professionals (up by 177,400), Community and Personal Service Workers (up by 64,500) and Technicians and Trades Workers (up by 34,000). Declines in employment growth occurred for Labourers (down by 26,300), Machinery Operators and Drivers (down by 18,000) and Clerical and Administrative Workers (down by 16,500). Employment growth for the major occupation groups is shown in Table 1.

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

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

Occupational Group	1 Year Change ('000 persons)	1 Year Change (%)
Managers	26.0	1.4
Professionals	177.4	4.7
Technicians and Trades Workers	34.0	1.7
Community and Personal Service Workers	64.5	3.9
Clerical and Administrative Workers	-16.5	-0.9
Sales Workers	1.2	0.1
Machinery Operators and Drivers	-18.0	-2.0
Labourers	-26.3	-2.2

Source: ABS, [Labour Force, Australia, Detailed](#) (Table EQ08: Employed persons by Occupation unit group of main job (ANZSCO, Sex, State and Territory), August 2025, released 25 September 2025. Data trended by Jobs and Skills Australia.

Internet Vacancy data⁹

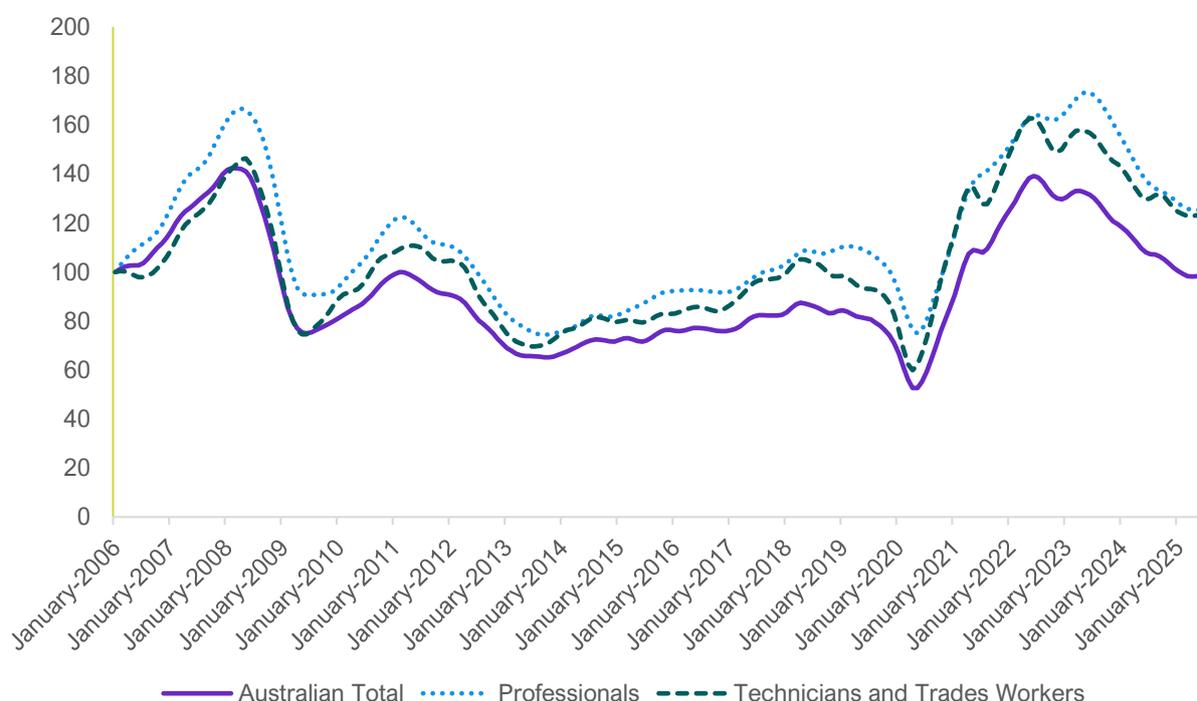
Jobs and Skills Australia produces the monthly Vacancy Report which contains the Internet Vacancy Index (IVI). See Figure 7.

Over the year to August 2025, trend vacancies decreased for most occupation groups: Community and Personal Service Workers (down by 15.8%), Clerical and Administrative Workers (down by 10.8%), Managers (down by 9.5%), Technicians and Trades Workers (down by 8.7%), Sales Workers (down by 7.8%), Professionals (down by 7.4%) and Labourers (down by 2.3%). For Machinery Operators and Drivers, trend vacancies went up by 0.5%.

At the more detailed occupation level, trend vacancies decreased in 39 of 48 occupation clusters over the year to August 2025. The largest decreases were for Hospitality Workers (down by 46.1%), Food Preparation Assistants (down by 31.6%) and Jewellers, Arts and Other Trades Workers (down by 17.0%). The largest increases were for Skilled Animal and Horticultural Workers (up by 6.7%) and Construction Trades Workers (up by 4.3%).

Over the year to August 2025, trend vacancies fell in all states and territories, decreasing in the ACT (down by 23.3%), Victoria (down by 13.7%), Tasmania (down by 11.9%), NT (down by 10.0%), Queensland (down by 8.0%), NSW (down by 6.0%), WA (down by 5.5%) and SA (down by 1.9%). 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 August 2025



Source: Jobs and Skills Australia, [Internet Vacancy Index](#), (ANZSCO2 Occupations, States and Territories, Trend), September 2025, released 15 October 2025.

⁹ See Jobs and Skills Australia, [Internet Vacancy Index](#) (September 2025, released 15 October 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).



Hot Topic: Cyber Security Professionals

Cyber Security Professionals

Cyber Security Professionals develop and implement cyber security standards and guidelines, develop and install cyber security software and systems, conduct risk and security control assessments, analyse and address vulnerabilities in digital infrastructure, and respond to cyber security incidents.¹⁰

This Hot Topic analyses labour market datasets that use the 2022 edition of the Australian and New Zealand Classification of Occupations (ANZSCO), which recognises five Cyber Security Professional occupations: Cyber Governance Risk and Compliance Specialist, Cyber Security Advice and Assessment Specialist, Cyber Security Analyst, Cyber Security Architect and Cyber Security Operations Coordinator.¹¹

The Occupational Standard Classification of Australia (OSCA) released in 2024 recognises seven Cyber Security Professional occupations. OSCA will be progressively introduced by the Australian Bureau of Statistics (ABS) for labour market datasets.

Labour Market

Australia's cyber security workforce faces sustained demand, driven by strong employment growth, elevated vacancies, concentrated industry placements and national shortages.

Employment size and growth

In August 2025, it was estimated that there were 70,900 people employed in Australia as Database and Systems Administrators and ICT Security Specialists (ANZSCO Unit Group 2621). This represented an increase of 3,300 over the previous 12 months.¹² Employment for this Unit Group is also projected to grow strongly for this Unit Group from May 2024 to 2029 (14.2%), outpacing average total employment in Australia (6.6%).¹³

Main employing industries

In 2024, the main employing industries for Cyber Security Professionals were the Professional, Scientific and Technical Services, Public Administration and Safety and Financial and Insurance Services. Employment in smaller industries was recorded but suppressed in data estimates as it comprised less than 5.0% of the occupation.¹⁴

¹⁰ ABS - [OSCA - Occupation Standard Classification for Australia](#) – 6 December 2024

¹¹ ABS - [Australian and New Zealand Standard Classification of Occupations \(ANZSCO\)](#) – 22 November 2022

¹² ABS Labour Force Survey, Detailed, August 2025, Jobs and Skills Australia trend data sourced from JSA - [Database and Systems Administrators, and ICT Security Specialists](#) August 2025

¹³ JSA - [Employment Projections | Jobs and Skills Australia](#) May 2024

¹⁴ Ranked using ABS, Labour Force Survey, 2024, four-quarter average data, custom report sourced from JSA - [Database and Systems Administrators, and ICT Security Specialists](#) August 2025

Geographic distribution

Analysis of ABS Labour Force Survey data for the year to August 2025 shows employment for Database and Systems Administrators and ICT Security Specialists was concentrated in New South Wales (NSW, 34.1%), Victoria (32.0%), Queensland (14.1%), Western Australia (WA, 7.3%) and the Australian Capital Territory (ACT, 6.3%).¹⁵

Job advertisements

Over the 12 months to September 2025, the Internet Vacancy Index recorded an average of 621.2 advertisements per month for Database and Systems Administrators and ICT Security Specialists, which is below the 2019 monthly average of 807.9.¹⁶ While this represents a decline in advertisements over the period, demand remains evident in the labour market.

Skill shortages

JSA's Occupation Shortage List (OSL) analysis for 2025 found the following cyber security occupations were in national shortage: Cyber Governance Risk and Compliance Specialist (ANZSCO 262114), Cyber Security Architect (ANZSCO 262117) and Cyber Security Operations Coordinator (ANZSCO 262118). Cyber Security Advice and Assessment Specialist (ANZSCO 262115) and Cyber Security Analyst (ANZSCO 262116) were assessed as not in national shortage.¹⁷ Ratings are assessed annually by JSA, with national shortages indicating a difficulty in filling vacancies for most jurisdictions.

Table 2: Labour Market Indicators for Cyber Security Professionals

Category	Value	Year
Employment	70,900	2025
Five Year Change	+14.2%	2024-2029
Projected Growth	Stronger than average	2024-2029
Largest Industries	Professional, Scientific and Technical; Public Admin; Finance	2024
Largest States	NSW (34.1%); Victoria (32.0%); Queensland (14.1%); WA (7.3%); ACT (6.3%)	2025
Job Advertisements	Monthly average of last 12 months to September 2025 621.2	2025
Skill Shortage status	Cyber Governance Risk and Compliance Specialist Cyber Security Architect and Cyber Security Operations Coordinator in national shortage Cyber Security Advice and Assessment Specialist and Cyber Security Analyst not in national shortage.	2025

Source: Jobs and Skills Australia including [Occupation and Industry Profile](#); [Occupation Shortage List](#) and [Internet Vacancy Index](#)

¹⁵ ABS Labour Force Survey, Detailed, August 2025, Jobs and Skills Australia trend data sourced from JSA - [Database and Systems Administrators, and ICT Security Specialists](#) August 2025

¹⁶ JSA - [Internet Vacancy Index](#) – 15 October 2025

¹⁷ JSA - [Occupation Shortage List](#) - 2025

Workforce Profile

Cyber Security Professionals in Australia are a well credentialed and predominantly full-time workforce with above-average earnings and a mature age profile.

Gender and age

Women accounted for 24.0% of employment, compared to 48.0% across all occupations. The median age of Cyber Security Professionals is 42 years, compared with 39 years across all occupations.¹⁸

Qualifications

In 2021, 38.6% held a bachelor degree compared to 23.2% across all occupations. A further 21.5% held a postgraduate qualification, compared to 12.2% across all occupations.¹⁹

Employment type, hours, and earnings

ABS data shows that 94.0% of Cyber Security Professionals were employed full-time compared to 69.0% across all occupations.²⁰ Median full-time non-managerial earnings were \$2,284 per week, compared to \$1,697 across all occupations.²¹

Work environment

In Government and Australian Defence Force positions, cyber security roles may require Australian citizenship and a security clearance. Roles in Australian Public Service agencies often specify Baseline as the minimum clearance, with some requiring higher level clearance.²² JSA notes employers often seek prior Australian work experience when recruiting.²³

The Australian Cyber Security Strategy 2023-2030 is the roadmap that will help realise the Australian Government's vision of becoming a world leader in cyber security by 2030. The Strategy includes action to grow and professionalise the nation's cyber workforce, through measures to attract global cyber talent; to target and retain diverse cyber talent; and to build a framework for the professionalisation of the cyber workforce.²⁴

Labour market research reports and findings

Government and industry body reports highlight strong and growing demand for Cyber Security Professionals in Australia. The Australian Cyber Security Strategy 2023-2030 identifies workforce growth as critical to national resilience, noting persistent shortages of skilled cyber workers.²⁵ The annual Australian Computer Society (ACS) Digital Pulse report and JSA's Occupation Shortage List analysis show elevated demand, with shortages in governance, risk and compliance and security operations.^{26,27} ACS estimates Australia will need 54,000 more people skilled in cybersecurity operations and management by the end of the decade.²⁸

¹⁸ ABS Labour Force Survey, 2024, four-quarter average, customised report sourced from JSA - [Database and Systems Administrators, and ICT Security Specialists](#) August 2025

¹⁹ ABS 2021 Census of Population and Housing based on place of usual residence sourced from JSA - [Database and Systems Administrators, and ICT Security Specialists](#) August 2025

²⁰ *ibid*

²¹ ABS Survey of Employee Earnings and Hours, May 2023, customised report sourced from JSA - [Database and Systems Administrators, and ICT Security Specialists](#) August 2025

²² Australian Government Security Vetting Agency - [Eligibility and suitability](#)

²³ JSA - [2024 Occupation Shortage List Methodology](#) 14 October 2024

²⁴ Department of Home Affairs – [Australian Cyber Security Strategy 2023 - 2030](#) and [2023-cyber-security-strategy-action-plan.pdf](#)

²⁵ *ibid*

²⁶ ACS - [Digital Pulse Report 2025 - 2025](#)

²⁷ JSA - [Occupation Shortage List - 2025](#)

²⁸ ACS - [Digital Pulse Report 2025 - 2025](#)

These sources show demand for cyber professionals may remain strong, shaped by digital transformation, rising cyber threats and regulatory requirements.

Skilled Migration

The Australian Government administers a range of permanent and temporary skilled work visa programs. Information on these visa programs is on the [Department of Home Affairs](#) website.

The [2024 Core Skills Occupations List](#) for the Core Skills Stream of the Skills in Demand (subclass 482) and the Direct Entry Stream of the Employer Nomination Scheme (subclass 186) visa programs includes the five Cyber Security Professional occupations that are recognised in the 2022 edition of ANZSCO.²⁹ For each of these occupations, the ACS is the Australian skills assessing authority for migration (visa) application purposes.³⁰

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.

²⁹ Department of Home Affairs - [Skilled Occupation List](#) 6 August 2025

³⁰ ACS - [Migration Skills Assessment](#)