Australian Government | Jobs and Skills Australia

Jobs and Skills Australia

Annual Report 2024-25

30 October 2025

Appendix H – Annual Report of Jobs and Skills Australia

About Jobs and Skills Australia

On 16 November 2022 Jobs and Skills Australia (JSA) was formally established, with an amendment to the *Jobs and Skills Australia Act 2022* (JSA Act) in August 2023 transitioning JSA to its permanent arrangement.

The main functions of JSA are:

- Provide advice to the Minister for Skills and Training and to the Secretary on Australia's current and emerging labour market (including workforce needs and priorities) and Australia's current, emerging and future skills and training needs and priorities (including in relation to apprenticeships).
- Provide reports on the labour market and workforce skills and training needs and priorities to assist with government policy development and program delivery.

JSA is a secondary statutory body within the Department of Employment and Workplace Relations (DEWR). JSA comprises the JSA Commissioner and staff made available by the Secretary of the department to assist the Commissioner in delivering their legislative functions. Professor Barney Glover AO began his 5-year term as Commissioner of JSA on 15 April 2024.

In line with the JSA Act, the appointment of 2 Deputy Commissioners was announced by the Minister for Skills and Training on 14 August 2024. Ms Megan Lilly and Mr Trevor Gauld commenced their 3- and 5-year terms (respectively) on 9 September 2024 and 14 October 2024. The role of the Deputy Commissioners is to help drive JSA's enhanced tripartite stakeholder engagement, involving the Commonwealth, state and territory governments, industry, employers, unions and training providers, while leading the delivery of key projects, including specific sector capacity, cohort and regional studies.

The amendment to the JSA Act also provided for the Minister for Skills and Training to establish a Ministerial Advisory Board (MAB) to advise in relation to the performance of the functions of JSA. Chaired by Cath Bowtell, the MAB provides independent, expert and strategic advice to the minister and to the JSA Commissioners in relation to JSA's legislated functions and the development of annual work plans. It also ensures tripartite partners and leaders, with knowledge and experience of key workforce groups, help plan for the nation's current and future skills, labour market and workforce needs.

Our people

JSA's people are located all over Australia and come from diverse backgrounds and bring unique perspectives. Our values were developed and agreed by staff, and they underpin how we operate and behave. JSA is **collaborative** and understands that the best advice considers a range of evidence and perspectives to reach a more holistic understanding of the issues, as well as better solutions. JSA is **respectful** in how it works internally and externally, valuing the unique experiences, opinions, skills, and qualities of others, and how these can enrich both the organisation's work and the workplace. JSA is **innovative**, trying new ideas, methods, and solutions to deliver impactful and meaningful work. JSA's people are **courageous** and not afraid to take risks as this leads to learning and growth. JSA is **accurate** and considers the full suite of available evidence to formulate the best advice. Importantly, at JSA **we make a difference**. JSA considers how the organisation's outputs, products and advice will have meaningful impact and builds this into project design.

JSA's performance

The Jobs and Skills Australia Performance and Measurement Framework outlines JSA's approach to measuring our performance in the context of its purpose. The framework provides annual review on the success of the JSA work plan. The framework has been developed this year and applied for the first time. It is expected that the impact will continue to grow over time, as JSA establishes itself as central to the skills system architecture.

The framework has been developed in alignment with the 2024–2027 Strategic Plan, which outlines JSA's strategic priorities and operational settings, as well as the annual JSA work plan, which outlines work priorities for the year, developed in collaboration with stakeholders and agreed by the JSA MAB and government. These planning documents are complementary to ensure JSA's core operating principles are embedded across work processes, and resources are aligned to progressing the Commissioner's outcomes. Together, these documents outline what JSA plans to achieve, how these things will be achieved, and what success looks like.

JSA is an advisory body. Its role is to advise and assist the Australian Government and other stakeholders to make connected and well-informed decisions on the current, emerging and future skills and workforce needs of the Australian economy. JSA contributes by providing quality, independent advice and facilitating informed dialogue within a collaborative network of engaged stakeholders. The outputs are expected to inform decisions across skills system partners, noting the different levers each have for bringing about system influence.

JSA does not have the ability to directly impact the skills system through programs or policy; therefore the framework is centred around the 3 operating principles that make JSA's work influential. For JSA's outputs to be influential, they must:

1. be of high **quality**
2. be **relevant** to JSA's skills system partners
3. **benefit** the skills system.

Excelling in JSA's core operating principles is key for its products to influence the skills system and drive an inclusive and productive economy. From this foundation, JSA trusts that skills system partners will champion the organisation's work and bring about benefit to Australia. The 3 operating principles noted above serve as the building blocks to progressing JSA's purpose, with each being an opportunity to check on our performance. JSA is currently collating the first set of metrics for its performance and measurement framework, and the outcomes will be available on the JSA website later this year.

The JSA Performance and Measurement Framework

Our purpose	**Activating the potential of all individuals to meet present and future skills needs within an inclusive labour market and a productive economy.**				
Our Commissioner's outcomes (what we do)	**Foster inclusive participation**	**Understand today's workforce**	**Shape Australia's future workforce**	**Optimise pathways and system settings**	**Activate an informed dialogue**
Primary operating principle	**Benefit** *JSA benefits Australia when our advice and analysis contribute to decisions that positively impact the drivers of productivity and inclusive economic growth.*				
Key indicators	Within the context of the Commissioner's outcomes: • Contributions to major Government initiatives. • Uptake of findings or recommendations in Government policy. • Advisory contributions to policy and initiatives. • Broad influence on the skills system.				
Core operating principles (what our work should reflect)	**Quality** *We provide fit-for-purpose advice and analysis on Australia's current, emerging, and future skills needs.*			**Relevance** *Our processes are open, transparent, and founded on genuine tripartite collaboration and community-wide engagement.* *Our work plan is responsive to stakeholder priorities.* *Our products are accessible and relevant to their intended audience.* *We facilitate opportunities for skills system connection and cohesion.*	
Key indicators	• Products are founded on robust methodologies and evidence bases. • Products closely reflect their planned scope, are accurate, evidence-based, timely and transparent. • Our work incorporates community-wide insights, intelligence, and evidence from an appropriate range of sources. • We embed tripartite collaboration and genuine community-wide stakeholder engagement into our processes. • Our staff reflect the community we serve.			• Our work plan priorities are aligned to our Commissioner's outcomes, and developed with input from stakeholders. • We clearly communicate our advice and analysis so it is accessible and useable. • Our communication is timely, clear and best practice. • Strategic advice products include specific findings or recommendations, aligned to our Commissioner's outcomes, that could be actioned by our skills system partners. • We support our skills system partners through providing expert input to their activities. • We work collaboratively with our skills system partners.	
Our values (how we do it)	**Innovative**	**Collaborative**	**Accurate**	**Respectful**	**Courageous**	**We make a difference**

The JSA work plan

The JSA Act requires the JSA Commissioner to prepare a work plan for each financial year. In preparing the work plan, the Commissioner must consult with the Minister for Skills and Training and the MAB and may consult with any other minister and any other person the Commissioner considers appropriate. The JSA Commissioner must also invite public submissions on the work plan. JSA's annual work plans are focused on providing high-quality advice to underpin Australia's response to current, emerging and future workforce, skills and training needs. Each work plan sets out the outcomes and priorities for the financial year such as major in-depth studies, research and analytic projects.

On 20 November 2024, following extensive consultation, JSA published its 2024–25 work plan. The plan was developed and finalised after a period of consultation with the MAB, state and territory officials, Jobs and Skills Councils (JSCs) and other Commonwealth agencies to ensure partner and stakeholder input into the work of JSA. Over 75 public submissions were received from a variety of stakeholders including unions, employer bodies, individuals, tertiary education providers, non-government organisations and peak bodies.

The 2024–25 work plan is guided by JSA's 5 strategic Commissioner's outcomes:

- **Fostering inclusive participation –** broadening employment opportunities through identifying and removing barriers for people and communities.
- **Understanding today's workforce –** building the evidence base to inform and address current and emerging labour market and skills needs.
- **Shaping Australia's future workforce –** projecting forward to plan for the opportunities and challenges for our nation's future workforce needs.
- **Optimising pathways and system architecture –** monitoring, analysing and advising on the effectiveness of the national skills system.
- **Activating an informed dialogue –** convening stakeholders across the skills system to provide the best evidence and advice on Australia's current and future workforce and skills needs.

Key highlights and achievements against these outcomes are identified below.

Fostering inclusive participation

A key area of focus for JSA this year was to continue embedding cohort analysis into and across its work, to generate nuanced insights on how gender, cultural and linguistic diversity, First Nations status, disability, geography, socio-economic indicators and other demographics intersect and compound to shape labour market and education outcomes and inequalities.

Gender economic equality study

This study examines the gendered nature of work, education, skills and training, providing new perspectives and reform recommendations on gendered occupational segregation and education and training divides.

It fills key evidence gaps, to support progress towards gender economic equality by using intersectional and longitudinal approaches to data, including in relation to gender pay gap data. This data and evidence will support progress beyond workforce participation to broader structural reforms and policy levers to speed up progress towards gender economic equality.

The study also offers Australia's first occupational insights from the new Australian Bureau of Statistics (ABS) classification system Occupational Standard Classification for Australia (OSCA). This will significantly improve understanding of Australia's gendered jobs, pay, work, skills, and pathways in particular female-dominated jobs, which again fills key evidence gaps and will be of interest to diverse stakeholders across industry and government.

As part of the study, the first iteration of JSA's Gender Framework was released on 14 March 2025. The framework guides policymakers, analysts, and stakeholders in embedding gendered and intersectional analysis. Analysing Australia's labour market and skills systems through gendered and intersectional lenses is beneficial for developing effective evidence-based policy and making faster progress towards gender economic equality.

Developed through collaboration and consultation with tripartite stakeholders, the framework aligns with other government initiatives, like Closing the Gap and Working for Women: A Strategy for Gender Equality, to work towards better intersectional data to create the policy levers we need to manage inequalities in the world of work and education. It positions JSA as an innovator across government and has already been used in an industry discussion paper published by the National Centre for Vocational Education Research (NCVER) as a framework for registered training organisations (RTOs) and other training providers to embed inclusive practices into the VET sector.

Foundation skills study – national survey

JSA continued to progress the National Survey of Adult Literacy and Numeracy Skills across Australia. The national survey, known as Understanding Skills Across Australia, forms a key part of the Foundation Skills Study, developed in response to the House of Representatives Standing Committee on Employment, Education and Training report *Don't take it as read: inquiry into adult literacy and its importance*. The survey will measure adult literacy and numeracy skill levels and form an up-to-date national evidence base. The main wave of the survey's data collection commenced in February 2025, with ongoing data collection until the end of October 2025.

The survey is a central component of the National Foundation Skills Strategy: a 5-year agreement between the Australian and state and territory governments aimed at improving foundation skill levels among Australian adults. The survey will provide governments and stakeholders with essential data to improve access and inclusion, workforce sustainability, and system design for foundation skills. It will help build the evidence base to inform research and policy development, and guide funding to areas of greatest need. The survey aims to collect data for priority cohorts including culturally and linguistically diverse people, individuals living with long-term health conditions, women, and those living in rural and remote areas.

The survey has broad influence on the skills system by delivering key insights into the current foundation skills landscape to inform policy, program, and system improvements. Stakeholders consulted in the development of the survey include DEWR's Foundation Skills Steering Committee, a panel of subject matter advisors, and the MAB. In addition to its core objectives, the survey will include an in-depth qualitative study with some of the survey participants to explore the behaviours, attitudes, and personal experiences that may influence foundation skill levels.

International student pathways and outcomes study

An under-researched group facing their own set of employment challenges is Australia's international student cohort. To shed light on these issues, JSA has conducted a cohort study on employment outcomes for international students, establishing the evidence base needed to support ongoing reforms across government, including the Migration Strategy, National Skills Agreement and outcomes from the Universities Accord. Observations from the international student pathways and outcomes study will help inform better understanding of the post-study outcomes of international students as they enter the Australian workforce as graduates, by providing new insights, analysis and data for Commonwealth and state governments, education and training providers, businesses and unions. The cohort study may also inform elements of Australia's International Education and Skills Strategic Framework and initiatives to enhance the prospects of those international students who stay in Australia as permanent migrants playing a significant role in enhancing Australia's skills profile. The study emphasises the importance of international students having access to work-relevant practical and cultural experience to help set them up for success in the workforce and will help build a more nuanced understanding of international education and the role international students play in Australia's social and economic future.

A broad range of stakeholder groups were consulted for qualitative research to inform the study and as part of gaining feedback and input about the study's preliminary observations. These include the JSA MAB (and education subcommittee), the Council for International Education, the expert subcommittee of the Ministerial Advisory Council on Skilled Migration, public and private higher education and VET peak bodies and providers, as well as business, union and community peak bodies. During consultation, stakeholders acknowledged the importance of understanding outcomes for international students to support future workforce development and welcomed the study's findings.

OUTCOME 1 CASE STUDY: MURTU YAYNGILIYN

Beyond shining a spotlight on the employment barriers facing people and communities, JSA is also fostering inclusive participation through adopting transformative ways of working. One piece of work JSA is currently undertaking with this approach is a feasibility study into how best to collect the literacy, numeracy and digital literacy skills data among First Nations communities. The study, known as Murtu Yayngiliyn (meaning Walking Together), has been developed in response to an absence of a contemporary and cohesive national dataset on First Nations people's foundation skills.

The Murtu Yayngiliyn project demonstrates a strong commitment to embedding First Nations practices and values into public policy and governance. It contributes directly to key national reforms, including Closing the Gap Priority Reforms 1, 2, 3 and 4, and directly supports several socio-economic targets, including educational attainment, employment and digital inclusion.

The study upholds Indigenous data sovereignty and governance principles, adheres to Indigenous procurement policies, and applies co-design practices in genuine partnership with First Nations communities.

The project is built on collaboration with other government agencies, such as the National Indigenous Australians Agency and the Australian Bureau of Statistics. It is also guided by the reconciliation commitments outlined in DEWR's draft Reconciliation Action Plan.

Central to the project is a Cultural Advisory Panel made up of respected First Nations leaders, comprising representatives including First Nations peak bodies, subject matter experts, traditional owners and cultural custodians. This panel holds decision-making authority and ensures First Nations voices shape the study's key outcomes and directions, aligning with Priority Reform 1 (formal partnerships) and Priority Reform 3 (transforming government institutions) of the Closing the Gap framework.

Understanding today's workforce

As a key economic advisory body, JSA provides independent advice on current, emerging and future workforce, skills and training needs to improve employment opportunities and economic growth. JSA has engaged with stakeholders to effectively provide advice to government and inform decision-making, and released significant reports, data tools and regular analysis of the labour market.

Regional workforce insights and tools

JSA is committed to recognising the unique experience and perspectives of those living outside of Australia's cities by focusing on the workforce and skills needs of regional, rural and remote Australia. One way that JSA has contributed towards Australia's understanding of its current regional workforce is through its work in delivering Phase 1 of the Regional Jobs and Skills Roadmap, which it released on 3 July 2025.

JSA engaged extensively with stakeholders throughout its development of the roadmap, drawing on the advice of a tripartite Regional Advisory Group. Further consultation was conducted through a series of 7 field trips across Regional Australia, which allowed JSA to closely engage with a range of tripartite stakeholders across the system. The Regional Jobs and Skills Roadmap will provide a framework for strategic analysis, evaluation and advice on regional Australia's employment, education and training system.

JSA's regional roadmap and related regional work has influenced and been noted in several research papers this year, including in research on vacancy indicators and matching efficiency published by the economic research institute e61 and the Australian Journal of Labour Economics, as well as in research being developed by other stakeholders such as the Reserve Bank of Australia.

Further supporting regions across Australia, JSA supports the Workforce Australia program through its continued delivery of ratings of regional labour market conditions, based on JSA's Regional Labour Market Indicator throughout 2024–25. These ratings provide data and evidence that influences job seeker activity requirements based on local labour market conditions. This aligns closely with the Australian Government's approach to consider a broader range of labour market indicators to measure progress towards sustained and inclusive full employment, as outlined in *Working future: the Australian Government's white paper on jobs and opportunities*. JSA also produces in-depth profiles and targeted dashboards for all 51 individual employment regions to support the DEWR Local Jobs Program, particularly by informing the activities of Employment Facilitators (job coordinators) about the current local labour market and local skills needs.

Migration-related advice and analytical insights

Released on 11 December 2023, the Migration Strategy formalises a role for JSA's labour market analysis and tripartite stakeholder engagement in targeting migration to Australia's skilled workforce needs. On 9 August 2024, JSA delivered advice to government on the 2024 Core Skills Occupations List (CSOL), which is a key element of the Migration Strategy's objective to target the Core Skills stream of the employer-sponsored temporary Skills in Demand visa to Australia's current, future and emerging workforce needs. JSA's advice was accepted by the Australian Government without change and came into effect on 7 December 2024. The CSOL will also contribute to productivity by ensuring that businesses (including in regional Australia) can supplement their workforce needs with suitably skilled foreign workers.

The comprehensive tripartite stakeholder engagement process for the 2024 CSOL included structured surveys, a public submissions process, and bilateral meetings with Commonwealth, state and territory government departments, industry bodies, businesses and occupation regulatory bodies. Input was also sought from the JSA MAB; the Ministerial Advisory Council on Skilled Migration (MACSM) and the MACSM Expert Sub Committee; the Skilled Migration Officials Group; Commonwealth, state and territory government departments responsible for employment and training; and the JSCs.

Sharing further insights on the topic of migration, JSA's Australian Labour Market for Migrants publication includes analysis to better inform potential and recent migrants on the Australian labour market, along with organisations supporting migrants such as migration agents, education providers, skills assessing bodies, registration authorities and migrant resource and settlement centres.

Skills shortage analysis

JSA leads work on skills shortage analysis through the annual Occupation Shortage List (OSL) (formerly known as the Skills Priority List) and quarterly reports on skills shortages via the Occupation Shortage Report. A publicly available tool, the OSL provides stakeholders with a point-in-time assessment of the shortage status of occupations in the Australian labour market at the national, state and territory level. JSA released its 2024 OSL on 14 October 2024.

The findings and insights derived from the OSL, along with other analysis from JSA, can be useful for informing labour market policies and programs. The information can also help identify priority occupations and support government, industry and education and training providers to undertake targeted steps to build the skills in demand in the Australian economy both now and into the future. It also helps jobseekers identify employment opportunities within occupations that are in shortage and provides employers with data-driven insights to support recruitment-related decision-making. Additionally, the OSL findings were a key input to the April 2025 update to the Australian Apprenticeships Priority List (AAPL), underpinning the financial incentives offered to apprenticeships in occupations deemed to be in shortage, and informed JSA's 2024 CSOL model and analysis.

The OSL results have also informed the analysis of various JSA capacity studies (including the food supply chain workforce report, the early childhood education and care workforce report, the clean energy generation report, and the VET workforce report) and are used by JSCs in their annual workforce plans.

Labour market analysis

JSA publishes a range of labour market data and analysis throughout the year that provides insights into how the labour market is performing. An overview of JSA's regular releases and data tools is presented in Table H.1.

Table H.1: JSA periodic releases and data tools

Publication	Description	Frequency	Publications
Employment Projections	The annual projections give insights into trends and growth areas in the labour market.	Annual	1
Internet Vacancy Index (IVI)	The Internet Vacancy Index (IVI) is a monthly count of online job advertisements compiled by JSA. Data are available by occupational groups, skill level groups, state or territory and by regional areas.	Monthly	12
Nowcast of Employment by Region and Occupation (NERO)	The Nowcast of Employment by Region and Occupation (NERO) provides estimates of employment in 355 occupations across 88 regions in Australia.	Monthly	12
Recruitment Experiences and Outlook Survey (REOS) and spotlight reports	Each spotlight focuses on a different/specific topic or area of interest from the REOS.	No fixed frequency	7
Recruitment Insights Report	The report uses REOS data to provide information on key indicators, such as recruitment activity, recruitment difficulty and employers' intentions.	Monthly	12
Vet National Data Asset graduate outcomes reports	These reports explore the economic, employment and further study outcomes for VET graduates following course completion. In 2024–25, JSA released the 2019–2020 graduate outcomes report.	N/A	1
International Labour Market Update	Quarterly publication providing key labour market data for Australia and selected overseas countries and country groups.	Quarterly	4
Quarterly Labour Market Update	The Labour Market Update is a quarterly report that provides information about issues affecting the Australian labour market.	Quarterly	4
Employment region dashboards and profiles	JSA develops a range of resources which provide insights on the labour market and employment conditions across Australia including monthly labour market dashboards, recruitment trends and industry profiles.	Monthly	12
Labour Force Trending	This data is designed to give a view of longer-term changes in industries and occupations.	Quarterly	4
Australian Jobs	JSA provides significant analysis to the annual Australian Jobs report, which supports job seekers navigating the career landscape, employment providers and career advisors through an easy-to-read overview of the Australian labour market.	Annual	1

OUTCOME 2 CASE STUDY: JOBS AND SKILLS ATLAS

Further building the evidence base to inform and address current and emerging labour market and skills needs, JSA's Jobs and Skills Atlas, launched on 14 August 2024, provides easy access to national state and regional data including on employment, region, occupation, education and training, and cohort data including gender. Regular and ongoing 2-way engagement and feedback from schools, students, careers advisors, industry, business and government continue to inform the development and design of the Atlas to support policy and decision-making.

The Jobs and Skills Atlas has already proven its value for a variety of stakeholders. The *Australian Financial Review* has cited it as being a 'treasure trove of employment and training data, broken down to regional levels' (August 2024). In addition to being cited in academic publications like the *Journal of Higher Education Policy and Management*, the Atlas has received international interest from the Maltese and Canadian governments, which are seeking to emulate it for their own countries' needs. The information in the Atlas is also being used by Jobs and Skills Councils in the development of industry workforce plans and future training packages, and state and territory governments to shape trends and inform workforce-related policies.

Throughout 2024–25, JSA delivered 3 public Jobs and Skills Atlas masterclasses in webinar format to a total of 849 attendees, 2 in-person masterclasses, and over 25 Atlas demonstrations to large stakeholder cohorts including the National Career Development Advisors Association, universities, registered training organisations, regional development associations and overseas government departments. These events provided a platform to share other JSA products and gave stakeholders an opportunity to offer feedback to inform future work.

Shaping Australia's future workforce

JSA provides advice to government in relation to Australia's emerging and future skills and training needs and priorities. The advice JSA provides will support understanding how jobs and skills are likely to evolve to help the national skills system respond to, and deliver, the required skills pipeline.

Food supply chain capacity study

JSA undertook a major study to help understand the key challenges and opportunities of the food supply chain (specifically the production, manufacturing and distribution of food) and how they can be addressed through the national skills system. *An Essential Ingredient: The Food Supply Chain Workforce report* was released on 22 January 2025. The report made 41 recommendations in relation to the workforce needs of Australia's food production, manufacturing, transport and distribution industries, and identified key opportunities to improve outcomes for students, workers and employers. It also examined the critical role of Australia's veterinary and biosecurity workforces. The report is anticipated to help inform the upcoming national food security strategy, Feeding Australia, and its analysis and advice will support future workforce planning activities of JSCs.

The study was developed in close consultation with academia, employer groups, unions, JSCs, and multiple Commonwealth departments. It also played a key role in bringing together employer groups and unions to explore opportunities within the Pacific Australia Labour Mobility scheme and the Working Holiday Maker program, helping to build the evidence base and foster tripartite consensus to support future reform. JSA also received valuable engagement from members of its project advisory group, JSCs and the Australian Government Department of Agriculture, Fisheries and Forestry.

Generative artificial intelligence study

Artificial intelligence (AI) is an emerging technology that will play an increasingly influential role in the everyday life of Australians. To better understand the opportunities and challenges presented by this technology, JSA undertook a capacity study on the implications and opportunities of generative AI for the labour market and education and training systems.

To understand the potential implications of generative AI, JSA conducted extensive engagement with tripartite stakeholders across the skills system via a series of roundtables, interviews and focus groups, engaging with over 80 organisations and separate individuals, including industry bodies, businesses, workers, trade unions, Commonwealth and state and territory governments, JSCs, education and training providers, academic institutions and non-government organisations. The breadth of JSA's engagement supported development of recommendations that will advise government and labour market and skills system actors on best practice approaches to negotiating the medium-term transition.

Analysing the exposure of different occupations to generative AI is a foundational piece that, coupled with its engagement mechanisms, is positioning JSA as a leader in thinking about, understanding, monitoring and navigating Australia's early stages of the AI transition. The methodology JSA has developed to disaggregate the automation and augmentation effects of generative AI is the first of its kind in Australia and is being validated by the International Labour Organization.

This study will be an important input into the National AI Capability Plan being developed by the Department of Industry, Science and Resources. It will fill current gaps in Australian research through extensive qualitative and quantitative analysis, providing a framework for employment and skills policy to better engage with both the opportunities and challenges offered by generative AI. More broadly, the study will contribute to a more constructive public discussion of generative AI, with its findings and recommendations expected to influence actors across the labour market and the entire skills system.

VET Workforce Blueprint national actions

Announced on 3 October 2024, the VET Workforce Blueprint is a roadmap of action to address long standing challenges within the sector. The blueprint outlines 8 opportunities and 14 actions to attract, retain, develop and support the VET workforce. It was developed as an outcome of the 2022 Jobs and Skills Summit, led by DEWR and overseen by Skills Ministers. JSA contributed to this initiative through its VET workforce study report, published on 3 October 2024, which provided the evidence base for the blueprint.

The blueprint supports action under the National Skills Agreement, which includes an Australian Government investment of $30 million for national action and $70 million for state and territory workforce initiatives, with matched funding. JSA is progressing 3 foundational national actions that support the blueprint's broader objectives by improving understanding of the VET workforce. These actions include occupational mapping (Action 1), development of a national VET workforce data collection (Action 2), an ongoing research program into VET workforce issues (Action 3), and (related to Action 3) undertaking targeted research into the drivers and impacts of VET workforce casualisation. This multi-year advisory project will report progress, insights and implementation advice to the Commonwealth and state and territory governments through DEWR.

Stakeholder consultation has been central to the development of the VET Workforce Blueprint national actions. Between May and June 2025, 30 consultations were held with a broad range of stakeholders including data custodians, researchers, VET provider peak bodies, governments and unions. These consultations explored data scope and use cases, data components and fields, collection mechanisms and standards, and data integrity and security. The findings will inform a public consultation phase in November 2025, supported by a consultation plan, facilitation guide and discussion paper developed by Deloitte. A strong emphasis will be placed on amplifying the voice of VET workers.

Supply and demand framework

To develop a forward outlook of Australia's workforce and skills needs, JSA is building a national skills supply and demand framework that will assess the supply of skills across the economy over time and identify future supply. This framework helps JSA understand the current and future demand for skills across various industries and occupations and compare that with the available supply of skilled workers.

By mapping this supply and demand, JSA can identify skills shortages, predict future workforce needs, and more accurately inform training and migration policies. The framework introduces a greater level of discipline in the expectation of how many new jobs may eventuate and enhances the ability to analyse the potential impacts of policy changes on workforce outcomes. JSA has created an occupational dashboard that combines disparate data sources relevant to an occupation's employment outlook to determine possible unused (or latent) supply of workers, how workers currently move to and from relevant occupations, and how that might develop in the future.

Clean energy workforce capacity study

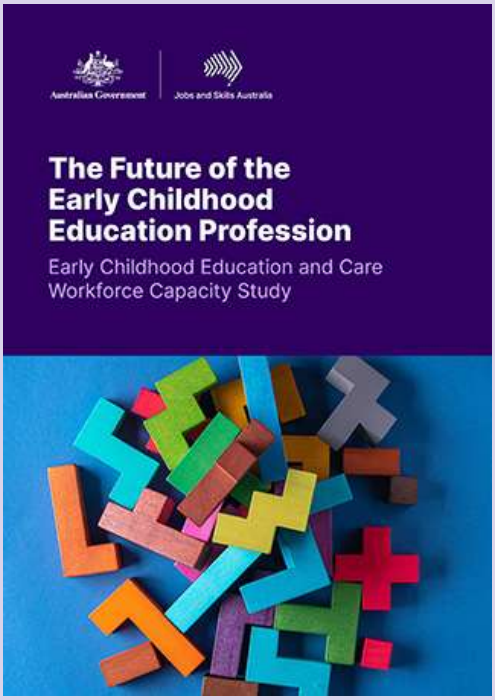
Demonstrating how JSA's advice is continuing to influence policymaking and being used by stakeholders, the recommendations from JSA's clean energy workforce capacity study report, *The Clean Energy Generation: workforce needs for a net zero economy* are continuing to help inform decision-making. Released in October 2023, the report provides important analysis to support Australia's transformation to net zero. The study included 50 recommendations aimed at ensuring Australia has the skills and workforce required to meet the nation's clean energy ambitions. The report included a holistic analysis of the existing and future needs of the clean energy workforce, training and education pathways, and opportunities to transform existing sectors through decarbonisation.

The capacity study has influenced research on working futures in Australia's renewable industries, with its findings referenced in several publications including *The Economic and Labour Relations Review* and the OECD's *Getting skills right: assessing and anticipating skills for the green transition*. Furthermore, the recommendations from the report continue to be taken up, including through the National Indigenous Australians Agency's inclusion of the following actions in the *Commonwealth Closing the Gap 2024 Annual Report* and *Commonwealth Closing the Gap 2025 Implementation Plan*, which were delivered by the Prime Minister on 10 February 2025:

- expansion of the Indigenous Rangers Program to create 1,000 new jobs, including 770 positions for First Nations women
- strengthening the Indigenous Procurement Policy to boost opportunities for First Nations businesses to grow and create jobs
- release of the Australian Government's first-ever First Nations Clean Energy Strategy, to maximise the nation-wide potential for First Nations people to benefit from the clean energy transformation.

The upcoming National Energy Workforce Strategy, led by the Department of Climate Change, Energy, the Environment and Water, will also build on the analysis and advice of JSA's clean energy workforce capacity study. The study's findings are also informing the activities of TAFE Centres of Excellence to strengthen teaching and learning products in areas of national priority.

OUTCOME 3 CASE STUDY: EARLY CHILDHOOD EDUCATION AND CARE STUDY



On 3 September 2024, JSA released its report *The Future of the Early Childhood Education Profession*. The early childhood education and care (ECEC) workforce capacity study provided critical evidence and insights to support current and future workforce planning for this important sector.

The study was undertaken in partnership with HumanAbility, the Jobs and Skills Council with responsibility for the children's education and care, aged and disability, health, human services, and sport and recreation industries. The study established a comprehensive overview of the sector's challenges, detailing 28 key findings and making 41 recommendations that focus on addressing current challenges and building strong foundations for rewarding ECEC careers.

Findings from the ECEC study's final report have already contributed to government policy initiatives, including the worker retention payment, and have provided a robust evidence base for Jobs and Skills Council workforce plans and the skills and training activities of the Commonwealth, state and territory governments. JSA's ECEC study is also beginning to have academic impact, with its analysis being cited in the December 2024 issue of the *Journal of Australian Political Economy*.

Optimising pathways and system architecture

JSA has a role to play in better understanding the interactions between, and adequacy of, the skills system and employment pathways. Through monitoring, analysing and advising on the effectiveness of the national skills system, JSA is helping to improve connections between different employment pathways and support reform to Australia's skills architecture.

National Skills Taxonomy

The National Skills Taxonomy (NST) is a foundational initiative designed to support the development of an integrated, responsive, and skills-first national skills system. Serving as a common language framework, the NST aims to align workforce capabilities with industry needs, enhance occupational mobility, and enable clearer qualification pathways while also supporting recognition of prior learning and facilitating transitions between vocational education and training (VET) and higher education.

To ensure the NST reflects the full skills ecosystem, JSA has taken a tripartite approach to consultation, engaging over 500 stakeholders – including governments, employer groups, unions, education and training providers, Jobs and Skills Councils, industry bodies, and academics – through workshops, interviews, and written submissions. An expert advisory group was also formed to guide the development of the NST. Beyond its technical design, the NST is starting to contribute to and reshape national conversations about skills, productivity, and economic resilience, and has gained international recognition from forums such as the OECD and World Economic Forum. It is increasingly seen as a reform enabler across initiatives like tertiary harmonisation and the Training Package Organising Framework.

Tertiary education

On 13 November 2024, JSA released its latest data from the Vocational Education and Training National Data Asset (VNDA) assessing VET graduate outcomes. The report – titled *Strong and Responsive VET Pathways: 2019–20 graduate outcomes from the VET National Data Asset* – provided insights on domestic, non-school students who completed a nationally recognised VET qualification in the 2019–20 financial year. The analysis explored the economic, employment and further study outcomes for VET graduates following course completion, with key findings highlighting the benefits of completing a VET qualification, including for First Nations and female graduates and graduates with disability.

A new stream of research focused on student-level outcomes in higher education is currently being undertaken, with the first tranche of findings to be released later in 2025. This ongoing work will provide valuable insights into the contribution of higher education to Australia's skills base and workforce supply, including analysis of where graduates are employed and how closely their jobs align with their field of study. The project supports major government initiatives by informing understanding of higher education's role in the national skills system and contributes advice to policy development. Key stakeholders consulted in the development of this work include the Australian Centre for Student Equity and Success, the Social Research Centre, and the Department of Education.

Supporting the National Skills Agreement

The National Skills Agreement (NSA) is a 5-year agreement between the Australian and state and territory governments to ensure that the national VET system provides high-quality, responsive and accessible education and training. The NSA aims to boost productivity, deliver national priorities, and support Australians to obtain the skills and capabilities to obtain well-paid, secure jobs. The NSA Outcomes Framework – the first of its kind for the VET sector – will enhance governments' ability to track, monitor and respond to system performance over the life of the NSA.

JSA worked closely with DEWR to support the development of the first iteration of the outcome framework, published in December 2024, including indicators and measures that draw on JSA's unique data assets, such as the VNDA. JSA will also lead the ongoing monitoring and reporting of the NSA Outcomes Framework, by integrating and analysing national data from multiple sources.

OUTCOME 4 CASE STUDY: TERTIARY HARMONISATION

JSA's work on tertiary harmonisation aims to improve the alignment between the VET and higher education sectors. Rather than merging the two, it focuses on fostering greater coordination and collaboration to create a more accessible, efficient and responsive tertiary education system that better meets the needs of learners and the labour market.

In February of 2025, JSA released the report *Opportunity and Productivity: Towards a Tertiary Harmonisation Roadmap*, which articulates the benefits of a more harmonised tertiary sector and provides recommendations on how to create a sustainable pathway forward. JSA's work on tertiary harmonisation has played a pivotal role in supporting national reform direction, contributing to major government initiatives, including the Australian Universities Accord, the establishment of the Australian Tertiary Education Commission (ATEC), and the 2024–25 Federal Budget Tertiary Harmonisation measure.

The newly established (interim) ATEC will promote a more joined-up tertiary education system by strengthening linkages between VET and higher education. As part of its remit, ATEC will draw on expert advice from JSA, including recommendations outlined in the report. The report also provides a framework for measuring the impacts and benefits of tertiary harmonisation while outlining other benefits including improved productivity and labour market outcomes with higher wages while achieving stable, low inflation.

Media analysis from 22 February 2025 to 14 April 2025 showed strong initial coverage of the Tertiary Harmonisation Roadmap report, reaching a potential audience of over 1.29 million people through 56 mentions across news and social media platforms. The report also had positive public reception from key stakeholders including Universities Australia, the Independent Tertiary Education Council Australia, TAFE Directors Australia (TDA) and business peak groups, highlighting its contribution to the national dialogue.

Activating an informed dialogue

JSA values the knowledge and experience of its tripartite partners and stakeholders in helping plan for the nation's current and future skills, labour market and workforce needs and in bringing the voices of all Australians to these important workforce and skills issues.

Jobs and Skills Report 2024

The Jobs and Skills Report (JSR) is a requirement under the *Jobs and Skills Australia Act 2022*, under which JSA must prepare and give the Minister for Skills and Training a report on Australia's current, emerging and future skills and training needs and priorities. The report must be tabled in parliament by the minister and published by JSA. On 18 November 2024, JSA launched *Better Together: The Jobs and Skills Report 2024* at its national roadshow. The report is structured on JSA's 5 Commissioner outcomes:

1. Fostering inclusive participation
2. Understanding today's workforce
3. Shaping Australia's future workforce
4. Optimising pathways and system architecture
5. Activating informed dialogue.

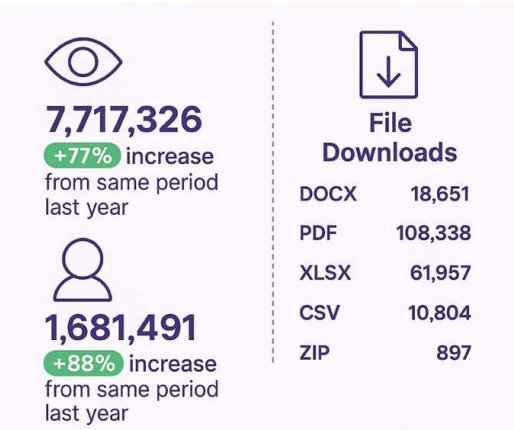
The report has had broad influence on the skills system by sharing insights, including those from partners, and fostering an informed dialogue among stakeholders and system actors about the evolving state of Australia's skills landscape. Stakeholder consultation for the report was conducted on the report's themes and analysis, including with the JSA Ministerial Advisory Board, the Commonwealth Interdepartmental Committee and the State and Territory Partnership Group. The report's findings are primarily reflected through their integration into team-level projects, with the national roadshow accompanying the report having a significant role in bringing together stakeholders from across sectors and regions, further amplifying its impact and encouraging cross-sector engagement.

Publishing and communicating JSA's insights and analysis

Making JSA's data and insights widely available to inform research, policy, programs and initiatives and improve decision-making is a priority of JSA. JSA is committed to sharing its work back with those who have contributed to its development, as well as others who can use it to make a real difference in Australia's skills system. JSA's main driver is that it knows what informs the work of its stakeholders, other organisations, academics and professionals across Australia and overseas. JSA is represented by our Commissioners and SES – supported by our staff – who, throughout 2024–25, made 174 speeches and presentations at forums held by a range of actors across the national skills system. This included a National Press Club address delivered by the JSA Commissioner on 14 August 2024, calling for a rebalancing of Australia's training system to reduce what Professor Glover described as a discrepancy between what students are studying now and the job requirements of the future. Throughout the period, JSA also issued 10 media releases in support of major report announcements and received over 4,000 mentions in media coverage.

JSA also measures its impact by analysing data on how many people are accessing and utilising its work. A key mechanism for communication is the JSA website, where the majority of JSA's work and analysis is published. As shown in Figure H.1, in the year to 30 June 2025 the website had 7,717,326 views, representing 1,681,491 people. The Jobs and Skills Atlas in particular saw a notable increase in viewership this year, with monthly views increasing 213% to 116,097 in June 2025 as compared to June 2024.

Figure H.1: JSA website performance June 2024 to July 2025



JSA published over 100 periodic releases on its website this year, and 26 major publications or reports. Of its publications, the top 3 products viewed on the JSA website throughout 2024–25 were the occupation and industry profiles, the 2024 OSL, and the Jobs and Skills Atlas. Throughout 2024–25, JSA's LinkedIn page gained 4,227 new followers (a 43% gain from 2023–24), making 281,785 impressions and obtaining 207 comments, 861 shares, and 5,402 likes all representing increases from 2023–24.

JSA commissioned a sentiment analysis to track the uptake of its recommendations, review the types of stakeholders using its work, and understand how this work is being used. This analysis shows that the majority of the citations identified were either supportive or neutral about the work cited, demonstrating broad acceptance of JSA's analysis and findings within the skills system. The types of organisations utilising JSA's work are varied, including businesses, government agencies, industry peak bodies, and universities.

OUTCOME 5 CASE STUDY: 2024 NATIONAL ROADSHOW

JSA's 2024 national roadshow provided the opportunity to engage in person with stakeholders across Australia, sharing the 2024 Jobs and Skills Report and key products, and discussing its future direction. Commencing at Parliament House in Canberra on 18 November 2024 and visiting every capital city in Australia, the roadshow provided the opportunity to reach JSA's diverse stakeholders and share tools and insights, including the Jobs and Skills Atlas, the 2024 Occupation Shortage List, employment projections, occupation and industry profiles, and the Nowcast of Employment by Region and Occupation.

This was a fresh way to share JSA's work and hear from more than 1,000 attendees about their experiences and needs. Each city was linked to a different theme, with topics based on JSA's Commissioner outcomes and localised areas of interest relevant to Australia's future workforce (such as the clean economy) and regional participation. These events created a powerful platform for informed dialogue around the Jobs and Skills Report and JSA's broader work, fostering collaboration and deeper understanding of national skills priorities.

JSA engagement approach

JSA's engagement with tripartite partners is central to delivering its legislated functions. This includes working with unions, employers, industry, state and territory governments and the Australian Government, education and training providers, and other key stakeholders in developing and providing advice on Australia's current and future skills needs. JSA's approach to engagement is based on its Engagement and Outreach Strategy 2023–2024, which was developed in consultation with tripartite and other key partners, as well as DEWR.

JSA created and facilitated many engagement opportunities through the way it undertook its work this year, from initial establishment of a concept to providing input and expertise, and in sharing information. The type of engagements varied across the different work JSA undertook and delivered in 2024–25, depending on the impacted and interested stakeholders and their needs. The aim of these engagements was to:

- collaborate
- consult
- share.

Collaborate on activities

All JSA's major projects (projects which appear in the JSA work plan) and its work plan must have a stakeholder engagement plan as part of JSA's project management framework. JSA brought together a mix of stakeholders and partners to inform and advise on aspects of its specific projects (such as capacity studies).

In addition, JSA's major projects, the generative AI and gender economic equality studies, the national study on adult literacy, numeracy and digital skills, the VET workforce study, the Regional Jobs and Skills Roadmap and the food supply chain workforce capacity study, included a steering committee to help guide the research and recommendations. These steering groups comprised a mix of tripartite members, key stakeholders in higher education and VET, and experts who helped JSA inform its approach to its studies.

The food supply, NST, regional, labour market dashboards and Rural and Remote Jobs and Skills Roadmap projects also consulted professional reference groups for evaluation processes and direct data collection, as well as gathering feedback received through both project-specific and general engagement channels.

Consult and share activities

JSA works closely with its partners to understand current and future priorities and information needs. In addition to hosting 9 public webinars this year, public consultation processes during 2024–25 included:

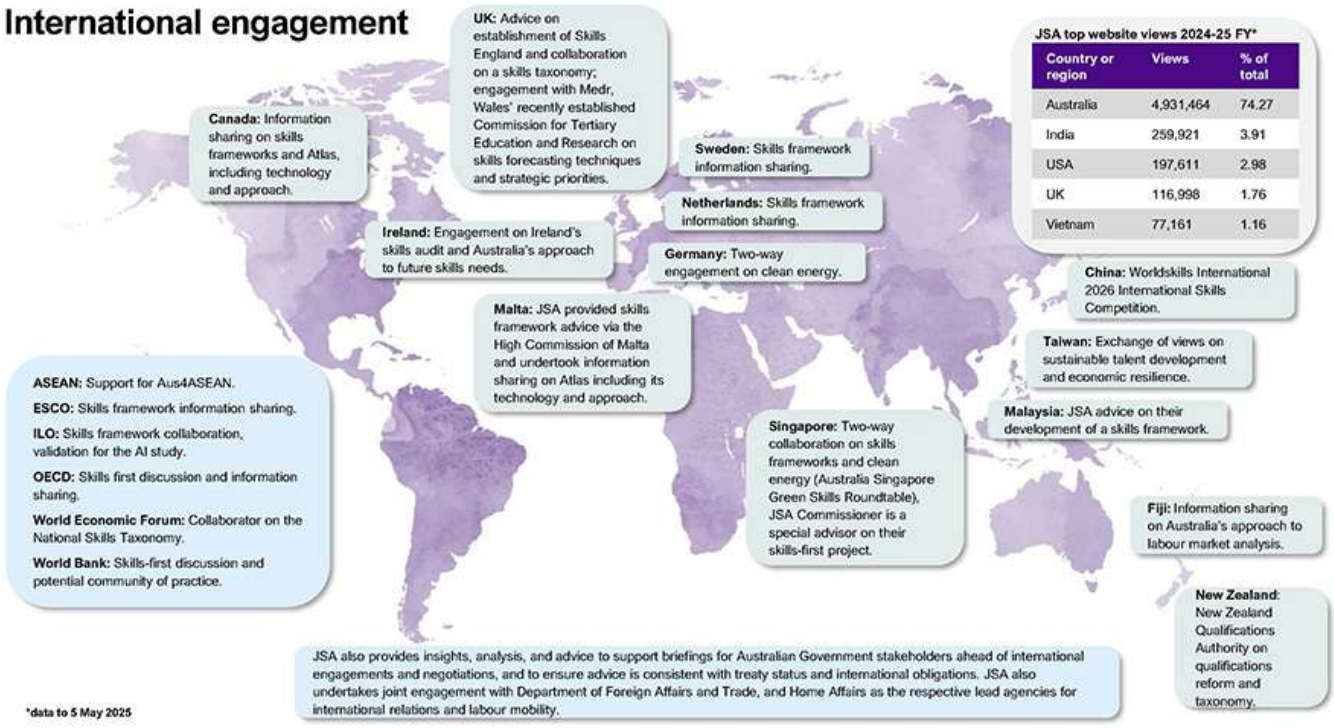
- 2025–26 work plan development from 7 January 2025 to 28 February 2025, with over 70 submissions (note: engagement continued throughout the year and as a result also facilitated important connections between JSA's work and the priorities of stakeholders and actors within the skills system)
- consultation for the generative AI study to gather diverse perspectives on how generative AI is affecting work and workplaces in the Australian labour market from 7 March 2025 to 16 May 2025
- consultation for the gender economic equality study to shape policies that support gender economic equality in Australia, from 18 February to 7 March 2025
- feedback on the NST discussion paper, from 27 June 2024 to 9 August 2024. More than 500 people engaged with consultations through workshops and one-on-one interviews, and over 70 submissions were received from a range of stakeholder groups. Engagements continue to help inform the development of the NST through direct stakeholder meetings and various JSA engagement channels
- the OSL annual survey from 13 November 2024 to 7 March 2025 (1,025 responses).

International engagement

As JSA's impact continues to grow, so does its reputation internationally for providing high-quality skills advice that informs Australia's policymaking. In the last year its international reach has grown, with various jurisdictions globally engaging with JSA on its approach to providing advice on labour market and on current, emerging and future skills and training needs and priorities. Figure H.2 shows JSA's international engagement. Engagement has included (but is not limited to):

- **United Kingdom:** Advice on the establishment of Skills England and collaboration on a skills taxonomy; engagement with Medr, Wales' recently established Commission
- **Singapore:** Two-way collaboration on skills frameworks and clean energy (Australia Singapore Green Skills Roundtable), skills taxonomies. The JSA Commissioner is a special advisor on their skills-first project
- **Fiji:** Information sharing on Australia's approach to labour market analysis
- **New Zealand:** New Zealand Qualifications Authority on qualifications reform and taxonomy.

Figure H.2: JSA's international engagement (as of May 2025)



JSA is committed to continuing to activate an informed dialogue about Australia's current and future workforce and skills needs and opportunities, because we recognise that it is only together with all parties in the national skills system that we can achieve a truly dynamic and inclusive future.

Throughout 2024–25, JSA has worked closely with its key partners and tripartite stakeholders – the Ministerial Advisory Board, Commonwealth and state and territory governments, JSCs, and education and training providers – to shape its work throughout the year and formulate the evidence and insights that help inform our advice on Australia's emerging labour market and skills and training needs and priorities.

Professor Barney Glover AO
Commissioner
Jobs and Skills Australia