



Australian Government



National
Skills
Commission

Australia's emerging skills

As technology changes, it can have an impact on how we do our jobs. When businesses take up new technologies and ways of working, they will require workers with new and different skills.

Understanding the changing nature of jobs is one way of ensuring we have the right skills, not just now, but into the future.

One way to examine how jobs are changing is to look for skills that are emerging or trending. Emerging skills are those showing up in jobs for the first time in the last five years. Trending skills are ones we already know about, but have grown in importance over the last five years.

Emerging and trending skills are already required for many jobs



Infection Control



Data Analysis



Social Media



Equipment Repair and Maintenance



Graphic and Visual Design Software



Enterprise Resource Planning (ERP)



Patient Care



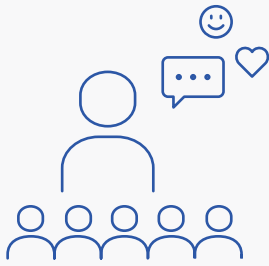
Data Management



General Medicine



Engineering Design/Drafting



Job advertisements requiring childcare centre managers to have social media skills grew from less than 1% in 2015, to just under 15% in 2020.

Our analysis of online job advertisements shows the emerging and trending skills required for many jobs across the labour market.

For example, a decade ago, social media skills would not have been needed by a child care centre manager or hotel manager. But with the growth of social media, employers are increasingly seeking social media skills in these roles. And while not yet that widespread, social media skills are also now emerging for fitness instructors.

This is important for several reasons.

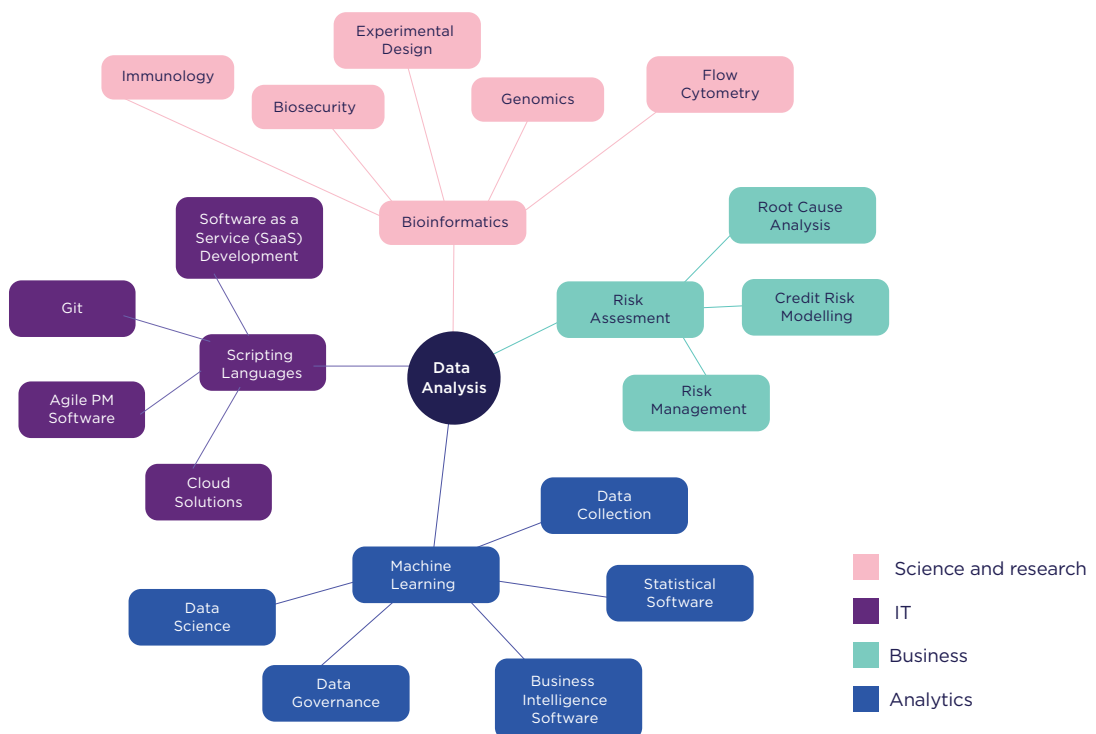
First, knowing what skills are emerging enables us to better equip the workforce for skills that are becoming more important now and into the future. It can also help identify skills that have a high degree of transferability between jobs, such as social media skills. This can, in turn, help inform training decisions.

Data and digital skills are the fastest growing emerging skills

Our research shows that data and digital skills are the fastest growing emerging skills. These include skills such as software orchestration/automation, artificial intelligence, data analysis, cyber security and online marketing.

Many emerging and trending skills help people transfer from one job to another. For example, data analysis skills are used in many occupations in IT, business, analytics, science and research. The diagram below shows the areas of specialisation someone with data analysis skills could consider.

Gateway skill map for data analysis skills



Source: NSC analysis

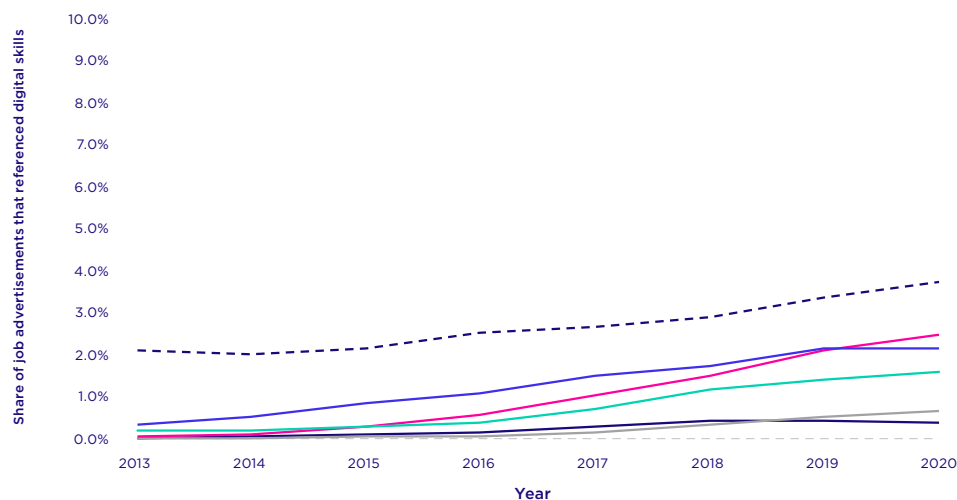
The growth of cutting-edge digital skills

An analysis of the global digital skills market provides an indication of how Australia is faring relative to other countries. By examining skills that are emerging or growing rapidly in other countries we can also better understand potential developments in our own jobs market.

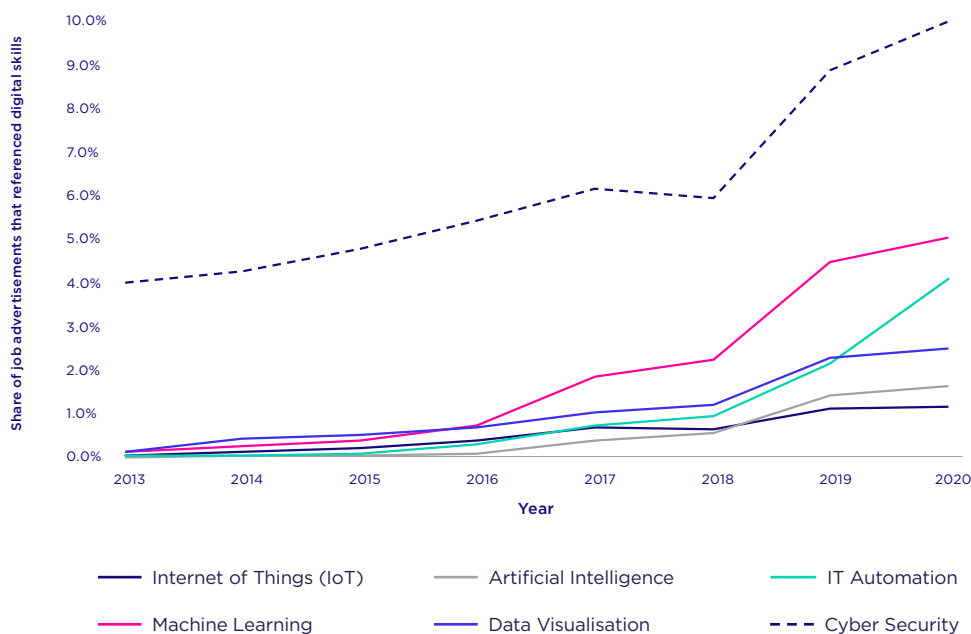
As part of our analysis, we identified a group of cutting-edge digital skills which have grown rapidly in recent years. We found a similar pattern of demand across Australia and the US, but the demand for cutting edge skills in Singapore outstrips those of both countries, particularly for cyber security.

The charts below show the demand for cutting-edge skills in Australia and Singapore.

Demand for cutting edge skills in Australia



Demand for cutting edge skills in Singapore



Given the importance of digital skills to future jobs, understanding these trends will play an important role in identifying emerging and future skills needs.

For more information, see
The state of Australia's skills 2021: now and into the future
in full at

nationalskillscommission.gov.au