Jobs and skills in the years ahead

Assessing what jobs and skills will be in demand over the coming years is a key focus of the National Skills Commission.

While we have found that there will be a wide range of jobs growth across industries, job types and skill levels, the most growth will be in service industries and in jobs requiring higher skills.

Jobs growth over the next five years – by industry

The NSC's five-year employment projections show four service industries accounting for almost two-thirds of employment growth to November 2025.

That said, future employment growth is not confined to these areas. Jobs growth is projected across a range of industries.

Growth in jobs by industry

249,500
Health Care and Social Assistance

139,900
Accommodation and Food Services

131,100
Professional, Scientific and Technical Services

118,600
Education and Training

Jobs growth over the next five years – by occupation

Our five-year employment projections show very strong employment growth for professionals (up by 439,500 or 13.2%) and community and personal service workers (up by 186,400 or 14.6%).

This reflects the strong growth expected in the service industries that are the leading employers of workers in these occupational groups. Together, these two occupational groups are expected to account for more than 60% of total employment growth over the next five years.

Growth in jobs by occupation group

14.6%
Community and Personal Services

13.2%
Professionals

6.1%
Managers
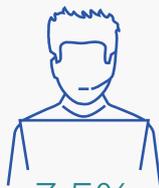
5.4%
Technicians and Trades

4.4%
Labourers

4.4%
Machinery Operators and Drivers

3.5%
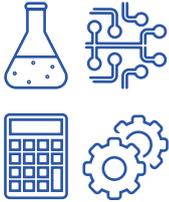**Clerical and Administrative**

2%
Sales

At a more detailed level, the jobs projected to have the largest increases in employment are aged and disabled carers, registered nurses and software and applications programmers.

Occupations expected to see lower employment growth face ongoing challenges, such as from technological change. Some of these occupations are from the clerical and administrative workers groups, where work is routine and susceptible to automation. These include secretaries, retail managers and personal assistants.

More than nine out of 10 jobs will require further study after school

One of the most telling findings from an analysis of the NSC's five-year projections is the importance of education and training.

Of the near 1 million jobs that the NSC expects to be created over the five years to November 2025, more than nine out of 10 of those jobs will require a post-secondary school qualification.

Jobs in Science, Technology, Maths and Engineering (STEM) are predicted to grow twice as fast as non-STEM jobs: 12.9%, compared to the average of 7.8% for all jobs.

More than nine out of 10 new jobs will require a post-secondary school education

What skills within jobs are likely to grow the most?

The NSC is also looking at the skills needed to do the jobs that we project will grow.

The Australian Skills Classification (ASC) is a new tool which takes 600 jobs and identifies the skills that make up those jobs.

These skills fall into three groups:

*   core skills which every job requires. For example, digital engagement, problem-solving, and communicating with one another
*   technology skills
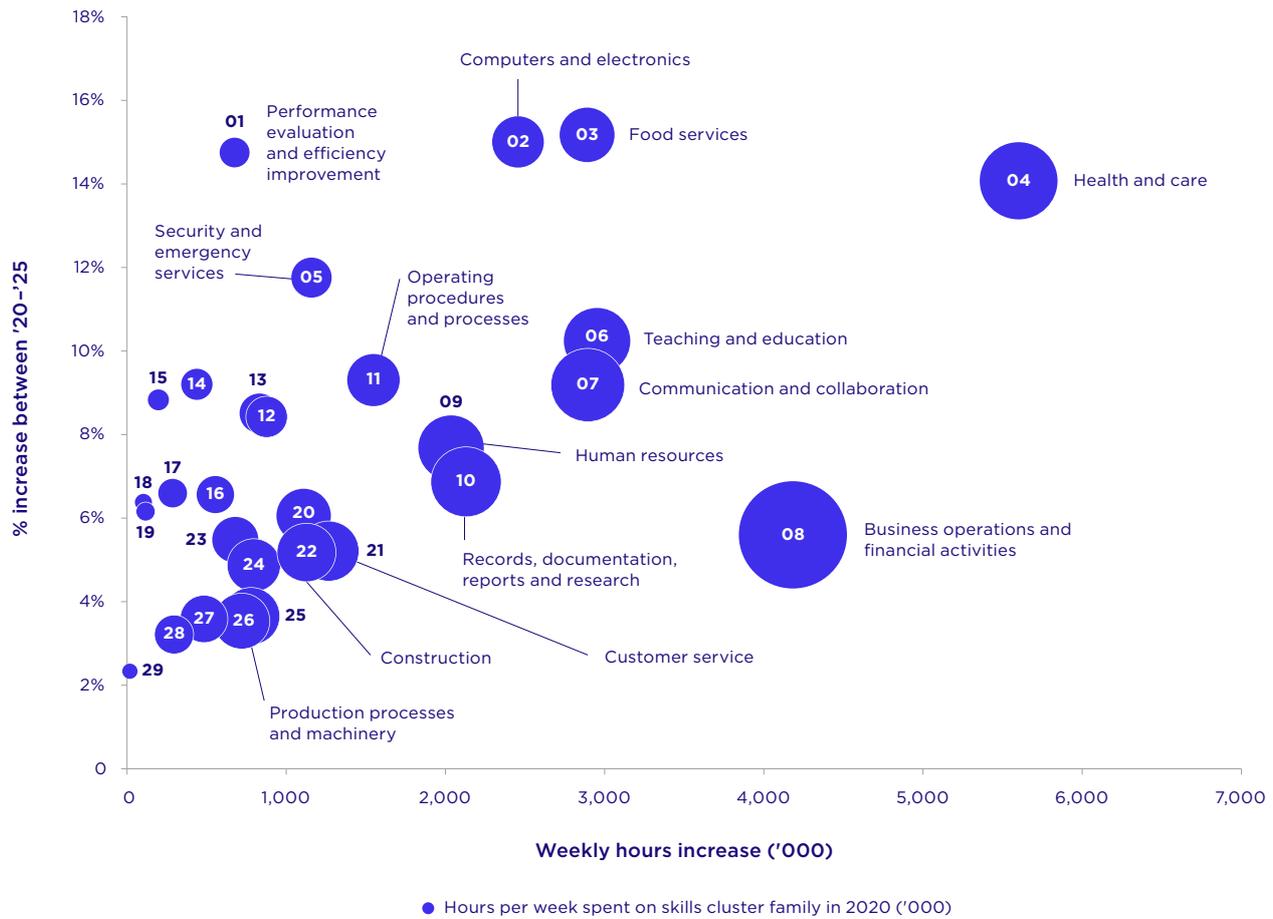*   specialist skills – which are specific to a job.

Skills that are like one another are clustered together. The ASC groups 1925 specialist skills into 279 skills clusters. These are in turn grouped into 29 skills cluster families.

The figure on the next page, shows the expected growth across each skills cluster family over the next five years. The size of the bubbles represents the number of hours Australians currently spend on each skills family in a week.

The large bubble on the far right is the 'health and care' skills family. This family is expected the see the largest increase in hours worked, although the 'food services' cluster family is projected to experience the fastest growth.

'Computer and electronics' and 'performance evaluation and efficiency improvement' are the next fastest growing families. Skills in these families are associated with many professional occupations.

Projected skills growth between 2020 and 2025

Legend: ● Hours per week spent on skills cluster family in 2020 ('000)

X-axis: Weekly hours increase ('000)
Y-axis: % increase between '20–'25

Bubbles and labels:
- 01 Performance evaluation and efficiency improvement
- 02 Computers and electronics
- 03 Food services
- 04 Health and care
- 05 Security and emergency services
- 06 Teaching and education
- 07 Communication and collaboration
- 08 Business operations and financial activities
- 09 Human resources
- 10 Records, documentation, reports and research
- 11 Operating procedures and processes
- 12 Safety and hazard management
- 13 Data, analytics, and databases
- 14 Environmental management
- 15 Recreation and sporting events
- 16 Vehicle operation
- 17 Science and mathematics
- 18 Art and entertainment
- 19 Fashion, grooming, and cosmetics
- 20 Cleaning and maintenance
- 21 Customer service
- 22 Construction
- 23 Work activities preparation
- 24 Quality control and inspections
- 25 Sales and marketing
- 26 Production processes and machinery
- 27 Material transportation
- 28 Agriculture and animals
- 29 Archiving, recording, and translating

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01	Performance evaluation and efficiency improvement	11	Operating procedures and processes	22	Construction
02	Computers and electronics	12	Safety and hazard management	23	Work activities preparation
03	Food services	13	Data, analytics, and databases	24	Quality control and inspections
04	Health and care	14	Environmental management	25	Sales and marketing
05	Security and emergency services	15	Recreation and sporting events	26	Production processes and machinery
06	Teaching and education	16	Vehicle operation	27	Material transportation
07	Communication and collaboration	17	Science and mathematics	28	Agriculture and animals
08	Business operations and financial activities	18	Art and entertainment	29	Archiving, recording, and translating
09	Human resources	19	Fashion, grooming, and cosmetics		
10	Records, documentation, reports and research	20	Cleaning and maintenance		
		21	Customer service		

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