

Projecting employment to 2026

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

Our latest projections - covering growth between November 2021 and November 2026 - show that jobs growth will be highest in service industries and in jobs requiring higher level qualifications. 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 services industries and higher skill level jobs.

Jobs growth over the next five years – by industry

The NSC's five-year employment projections show four services industries accounting for almost two-thirds of employment growth to November 2026.

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

301,000

Health Care and
Social Assistance



206,600

Professional,
Scientific and
Technical Services



149,600

Education and
Training



112,400

Accommodation
and Food Services



Jobs growth over the next five years – by occupation

Our five-year employment projections show very strong employment growth for professionals (up by 494,200 or 14.7%) and community and personal service workers (up by 188,900 or 13.5%).

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

Growth in jobs by occupation group



14.7%

Professionals



13.5%

**Community and
Personal Services**



9.2%

Managers



6.9%

Labourers



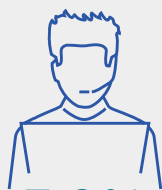
6.1%

**Technicians
and Trades**



4.7%

**Machinery Operators
and Drivers**



3.9%

**Clerical and
Administrative**



3.3%

Sales

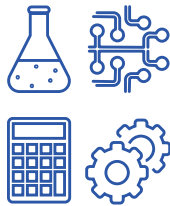
At a more detailed level, the jobs projected to have the largest increases in employment are aged and disabled carers, software and applications programmers, and registered nurses.

Occupations expected to see lower employment growth face ongoing challenges, such as from technological change. Some of these are occupations where work is routine and susceptible to automation. These include secretaries, bookkeepers and bank workers.

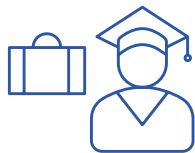
More than nine out of 10 jobs will require further study after school

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

More than nine out of 10 new jobs to be created in the next five years will require post-secondary qualifications.



Jobs in Science, Technology, Engineering and Maths (STEM) are predicted to grow by 14.2%, twice as fast as non-STEM jobs (7.4%).



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

Where the job opportunities will be

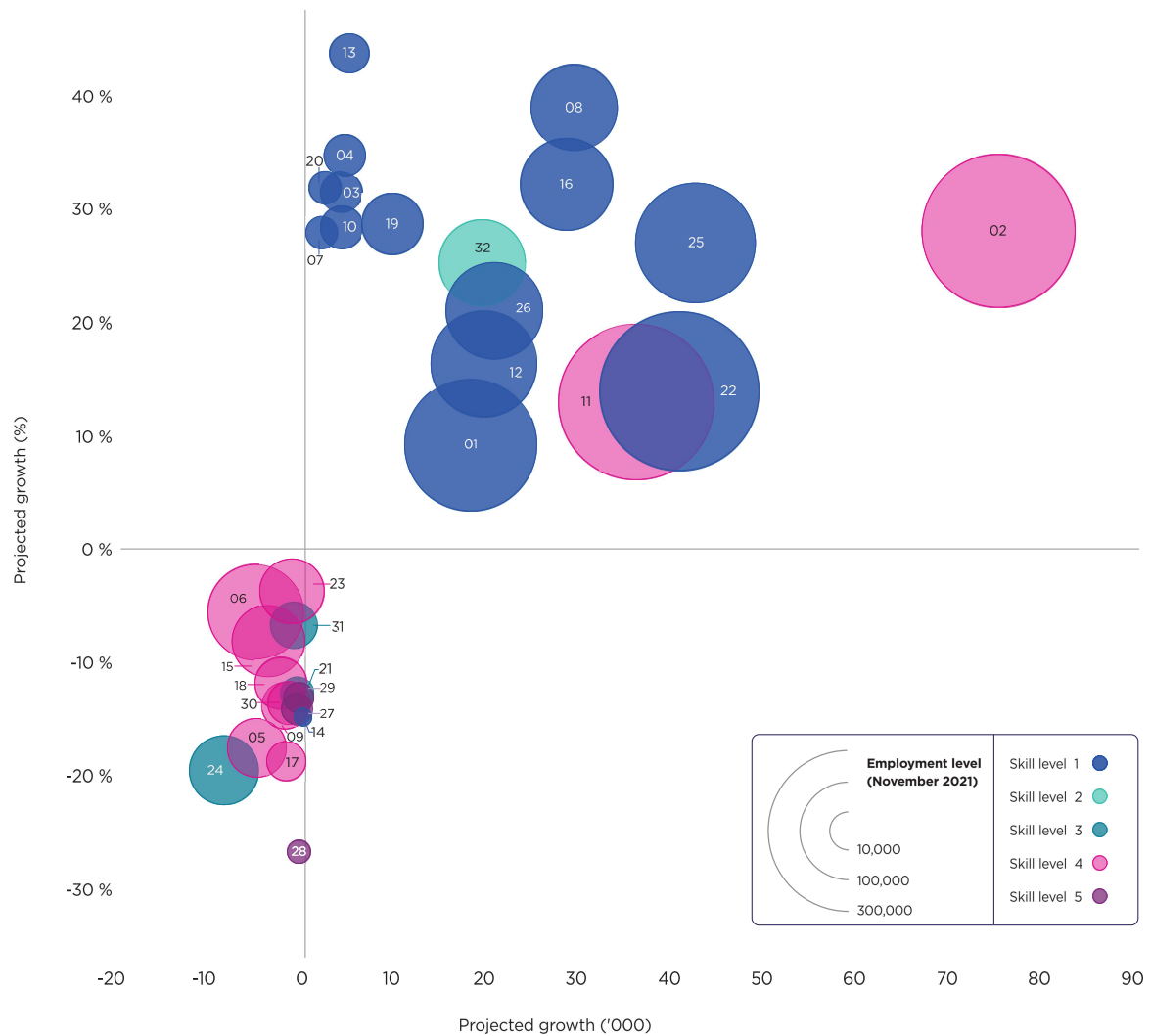
At the more detailed occupation level, employment is projected to grow in 291 out of 358 occupations over the five years to November 2026.

The importance of skills needs in the 4 Cs (Care, Computing, Cognitive ability and Communication), are evident. Some of the jobs with the strongest employment increases are:

- Aged and disabled carers (up by 74,900 or 28.0%)
- Registered nurses (up by 40,400 or 13.9%)
- Software and application programmers (up by 42,200 or 27.0%)
- Database and systems administrators, and ICT security specialists (up by 29,100 or 38.9%)
- Management and organisation analysts (up by 28,200 or 32.2%).

The figure on the next page highlights some occupations that are expected to increase or decrease considerably by November 2026.

Projected employment changes by occupation and skill level ('000s and percentage growth)



- | | | |
|--|---|--|
| ● 01 Accountants | ● 11 General Clerks | ● 23 Retail Supervisors |
| ● 02 Aged and Disabled Carers | ● 12 Human Resource Managers | ● 24 Secretaries |
| ● 03 Air Transport Professionals | ● 13 ICT Support and Test Engineers | ● 25 Software and Applications Programmers |
| ● 04 Audiologists and Speech Pathologists/Therapists | ● 14 ICT Trainers | ● 26 Solicitors |
| ● 05 Bank Workers | ● 15 Keyboard Operators | ● 27 Street Vendors and Related Salespersons |
| ● 06 Bookkeepers | ● 16 Management and Organisation Analysts | ● 28 Telemarketers |
| ● 07 Complementary Health Therapists | ● 17 Other Machine Operators | ● 29 Timber and Wood Process Workers |
| ● 08 Database and Systems Administrators, and ICT Security Specialists | ● 18 Other Stationary Plant Operators | ● 30 Tourism and Travel Advisers |
| ● 09 Engineering Production Workers | ● 19 Physiotherapists | ● 31 Wall and Floor Tilers |
| ● 10 Fashion, Industrial and Jewellery Designers | ● 20 Podiatrists | ● 32 Welfare Support Workers |
| | ● 21 Printers | |
| | ● 22 Registered Nurses | |

For more information, see *Employment outlook – Industry and occupation trends over the five years to November 2026* in full at nationalskillscommission.gov.au