Australian Government

Jobs and Skills Australia

2025 Occupation Shortage List

Additional Insights Report

October 2025

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Introduction

The 2025 Occupation Shortage List (OSL) Additional Insights Report provides a more nuanced understanding of the complex interplays in the labour market. This deeper understanding may further inform government, Jobs and Skills Councils and bodies representing industry, employees, regions and researchers involved in workforce planning, policy development, and labour market analysis.

In this report, Jobs and Skills Australia analyses:

- impacts of employment size and growth on occupation shortage
- shortage pressures within industries and their respective links to productivity growth
- occupations in shortage by various demographic cohorts.

The OSL, produced by Jobs and Skills Australia, provides a list of occupations in shortage in Australia and in each state and territory. The OSL is released annually and is a point-in-time assessment of occupations in the labour market.

In December 2024, the Australian Bureau of Statistics (ABS) released the Occupation Standard Classification for Australia (OSCA) 2024 framework. This was an update to the Australian and New Zealand Standard Classification of Occupations (ANZSCO).

The 2025 OSL was produced using both frameworks. However, as very limited OSCA data exists – particularly employment data – the analysis in this report was based on ANZSCO 2022.

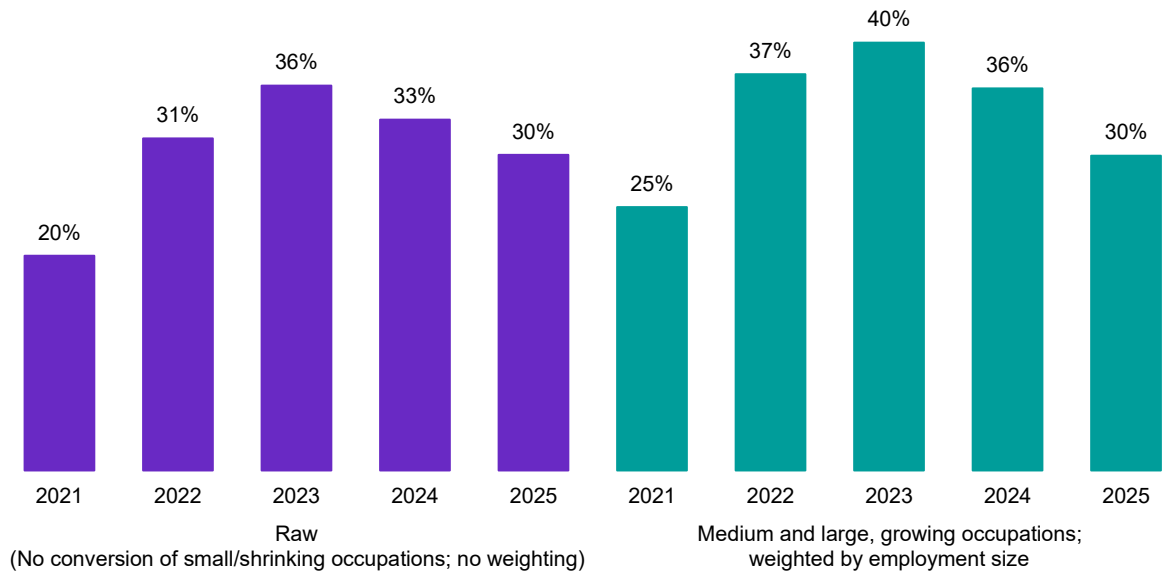
Analysis and insights

Many large and growing occupations are in shortage

Figure 1 presents 2 approaches to illustrating the percentage of occupations in shortage between 2021 and 2025. The left panel shows raw OSL results as published, while the right panel presents the OSL results weighted by employment size.[1] This shifts the interpretation from the percentage of occupations in shortage to the percentage of the workforce in shortage.[2] Additionally, in the right panel, occupations that met either of the following conditions were assumed not to be in shortage:

- Those where employment declined from 2016 to 2021.
- Those with fewer than 1,500 workers in 2021.[3]

Figure 1: Percentage of occupations in shortage (%), comparing raw and weighted, 2021 to 2025



Source: Jobs and Skills Australia, OSL, 2021 to 2025; ABS, 2016 and 2021 Census of Population and Housing.

The OSL results (left panel) are based on the count of occupations in shortage relative to the total number of occupations assessed. This calculation treats all occupations equally regardless of their employment size or growth. Therefore, the percentage of occupations in shortage may be skewed by many small employing occupations or by occupations with declining employment.

[1] The employment numbers of occupations in shortage were summed and divided by the total employment size in the labour market:

$$\frac{\sum_i^n e_i}{E}$$

- e_i is the employment size of occupation *i* that is in shortage
- E represents total employment size in the labour market.

[2] In this report, 'workforce shortage' is defined as the percentage of the workforce employed in occupations that are in shortage.

[3] The conditions were based on ABS, 2016 and 2021 Census of Population and Housing.

Adjusting for occupation employment size and growth minimises the influence of small employing or declining occupations that have limited impact on the labour market. It then provides a clearer estimate of medium, large, and growing occupations in shortage. Examples of large and growing occupations in shortage include registered nurses and various other medical roles such as general practitioner, and surgeons; teachers; engineers; aged and child carers; and roles critical to construction and clean energy generation.

In both panels, the overall trends from 2021 to 2025 were similar – where the shortage peaked in 2023 and fell in 2024 and 2025. This aligned with labour market conditions over that same period.

Percentages in the right panel were generally higher than those in the left. For instance, in 2023, the right panel showed 40% in shortage, compared to 36% in the left panel. These differences occurred because, occupations in shortage, on average, have higher employment than those not in shortage.[4,5] This suggests that there were large-employing and/or growing occupations in the Australian labour market experiencing a shortage. Ongoing workforce shortage among such occupations could impede productivity growth.

[4] The average employment size of occupations in shortage was 18,600 and 8,600 for those not in shortage.

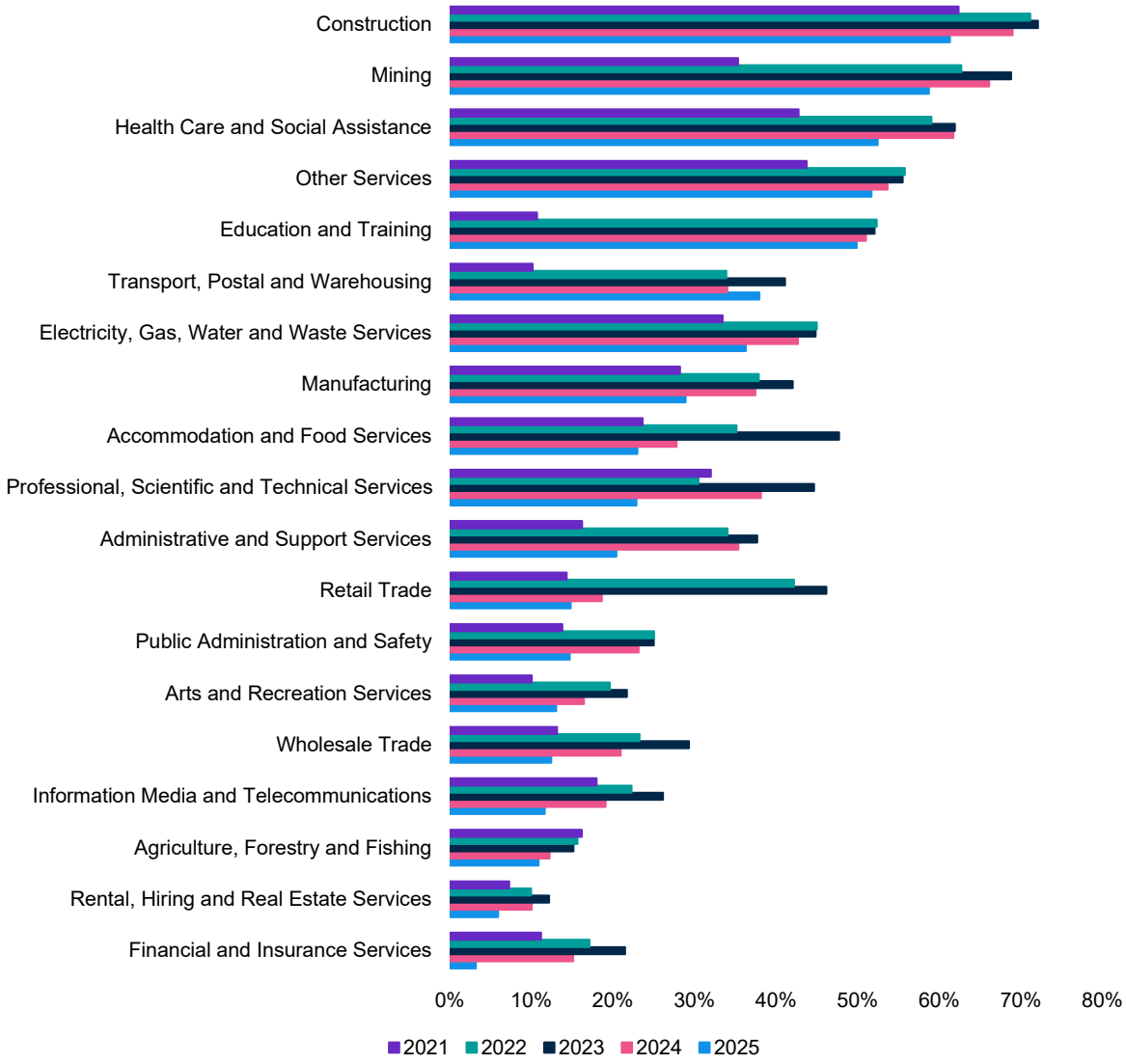
[5] In 2025, the results between the 2 panels are similar. This is because in the 2025 OSL, many small employing and non-growing occupations were assessed as not being in shortage. Consequently, weighting the 2025 OSL results by employment size and filtering out small and non-growing occupations did not create a material difference.

Construction industry has heightened shortage pressures

Figure 2 shows that shortage pressure varies by industry, with some experiencing acute shortage relative to others.

The 2025 OSL occupation shortage ratings were weighted by each occupation's employment within each industry. This was used to calculate a proxy for the percentage of workforce shortage in an industry and is the basis for the results in Figure 2.[6]

Figure 2: Workforce shortage (%), by industry, 2021 to 2025



Source: Jobs and Skills Australia, OSL, 2021 to 2025; ABS, 2021 Census of Population and Housing.

[6] The employment numbers of occupations within an industry that were in shortage in the 2025 OSL were summed and divided by the total employment size for that industry:

$$\frac{\sum_{i,j}^{n} e_{i,j}}{E_j}$$

- $e_{i,j}$ is the employment size of occupation *i* that is in shortage and is in industry *j*
- E_j represents total employment size of industry *j*.

The definition of industry is based on the Australian and New Zealand Standard Industrial Classification (ANZSIC).

For most years from 2021 to 2025, Construction, Mining, Health Care and Social Assistance, Other Services, and Education and Training had the largest percentage of workforce shortage.[7] For these industries, in the 2025 OSL, the shortage ranged from 50% (Education and Training) to 69% (Construction); the other industries had workforce shortage below 40%.

Mining is a highly automated industry and yet often requires extensive construction to develop and maintain mine sites. As such, the industry requires the use of occupations that are also prevalent in Construction. For example, ground-working roles like excavation, drilling, and earth moving; and electricians. With that, there is likely to be competition between mining and construction industries for workers with similar qualifications and skills, potentially exacerbating shortage pressures.

Construction, Health Care and Social Assistance, and Education and Training are large-employing industries; the 2 latter are also fast growing. Shortage in these industries have implications for economic growth. For example, the outputs of the Construction industry serve as critical inputs into other industries.

At the opposite end of the spectrum, Financial and Insurance Services, and Rental, Hiring and Real Estate Services had the lowest percentage of workforce shortage at 3% and 6%, respectively.

The largest decreases were in Professional, Scientific and Technical Services, and Administrative and Support Services. In each of these industries, workforce shortage fell by 15 percentage points to 23% and 20%, respectively.

Acute shortages could dampen productivity growth

Figure 3 (next page) shows the relationship between productivity growth and the percentage of workforce that are in shortage, across industries, from 2021 to 2025.[8] For each industry, the figure shows the difference between:

- the 5 year-average industry productivity growth and the 5 year-average economy-wide productivity growth (of around 1.0%)
- the 5 year-average industry-level workforce shortage and the 5 year-average economy-wide workforce shortage (of around 32%).

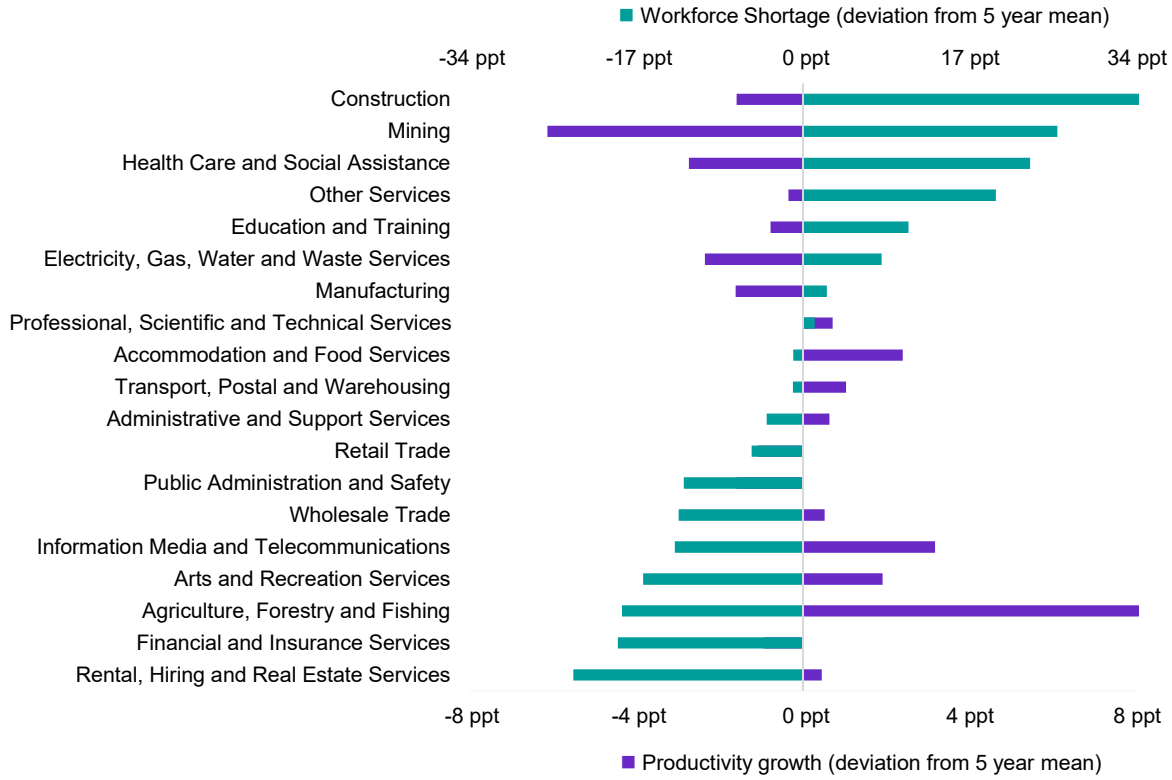
For productivity growth, a negative value implies an industry has lower than average productivity.

For workforce shortage, a positive value implies an industry has above average workforce shortage pressures.

[7] Other Services includes a broad range of services like hairdressing and beauty services; diet and weight management centres; funerals, crematoriums and cemeteries; religious services; car repair and maintenance; machinery repair services; private households employing staff; and other personal services. For more information, see the ABS webpage on ANZSIC.

[8] Productivity growth in each industry was measured as the annual change in the industry gross value added (GVA) per hour worked within the industry. GVA is the chain volume measure. Annual change is based on financial years.

Figure 3: Percentage point (ppt) deviation from the 5 year mean productivity growth and percentage point (ppt) deviation from the 5 year mean workforce shortage, by industry, 2021 to 2025



Source: Jobs and Skills Australia, OSL 2021 to 2025; ABS, 2021 Census of Population and Housing; ABS, Australian National Accounts, June 2025; ABS, Labour Account Australia, June 2025.
Note: Average productivity growth was based on a 5 year average from 2020–21 to 2024–25 financial years. Average workforce shortage was based on the 5 year average workforce shortage measure from 2021 to 2025 OSLs.

The figure shows that, in general, industries with a higher workforce shortage also have lower productivity growth over the past 5 years. For example, Construction, Mining, and Health Care and Social Assistance – industries with the highest workforce shortage – also had the weakest productivity growth over this period.[9]

Conversely, industries with a below-average shortage levels were more likely to have higher than average productivity. This is especially evident for:

- Information Media and Telecommunications
- Arts and Recreation Services
- Agriculture, Forestry and Fishing industries.

Lower productivity industries may experience persistent shortage over time, as they may be more reliant on labour than others to increase output (to meet growing demand). This could be especially true for Construction, and Health Care and Social Assistance, where several occupations have been in shortage since 2021.

Research also identified links between labour shortages and lower productivity amongst firms.[10]

[9] The results for average productivity growth (relative to the economy-wide average) for industries, except for Mining, were consistent when longer time horizons (such as 10 years) were analysed. Average productivity growth in Mining was more volatile and results changed significantly depending on the time horizon analysed.

[10] OECD (2024), OECD Economic Outlook, Volume 2024 Issue 2, OECD Publishing, Paris.

This analysis implies that productivity of Australia's economy may be enhanced through addressing occupation shortage, especially among the large-employing industries.

Gender-skewed workforces worsen shortages

Occupations in the Australian labour market can be strongly gender skewed. The level of skew or imbalance can be quantified using the Duncan Index.[11] ABS Census data showed that the overall Duncan Index for all occupations was 52% in 2021. That is, for all occupations to match the Australian workforce gender breakdown (52% men versus 48% women), 52% of the workforce would need to shift roles.[12]

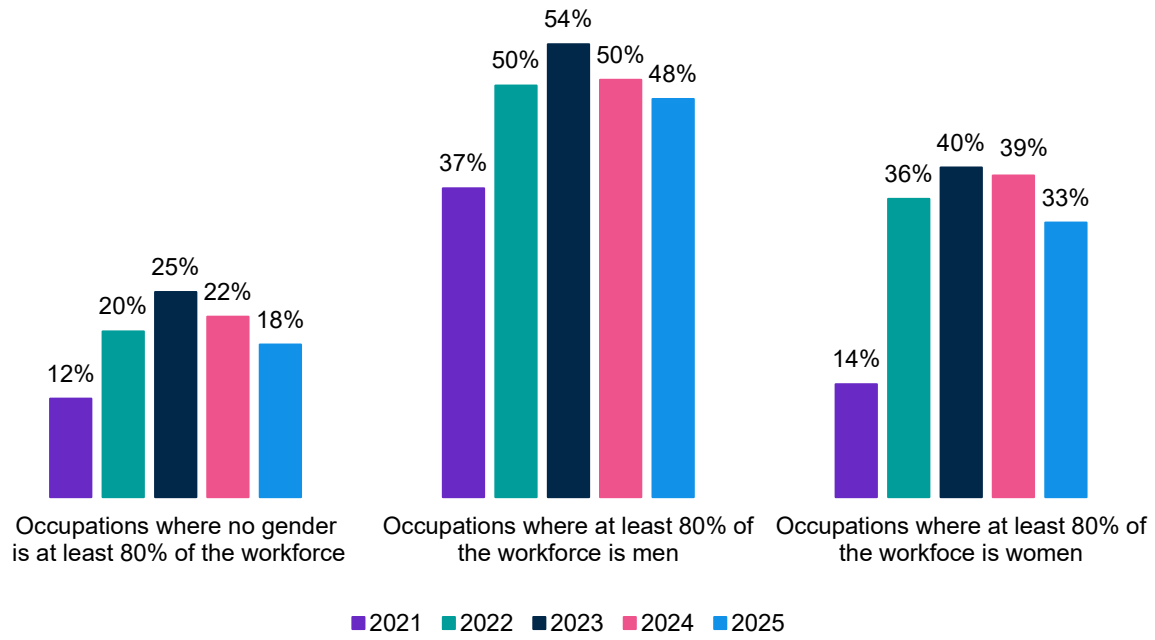
High gender skew in occupations has implications for shortage results. Analysis of the 2025 OSL showed those occupations with a gender-skewed workforce were more likely to be in shortage (Figure 4).

The percentage of occupations in shortage has fallen since 2023, regardless of whether occupations were gender skewed or balanced – indicating broader labour market conditions. However, across all years, occupations in shortage were much higher for occupations that disproportionately employed either men or women.

For example, in 2025, where at least 80% of the workforce were:

- men, 48% of occupations were in shortage
- women, 33% of occupations were in shortage.

Figure 4: Percentage of occupations in shortage (%), by gender balance, 2021 to 2025



Source: Jobs and Skills Australia, OSL, 2021 to 2025; ABS, 2021 Census of Population and Housing.

[11] The Duncan Index can be used to measure whether there is a larger share of one gender over another in an occupation. An index value of zero signifies balance between men and women in the occupation workforce. A value of one (or 100%) indicates complete segregation. That is, the occupation workforce is entirely composed of one gender.

[12] The 52% men and 52% shift is coincidental.

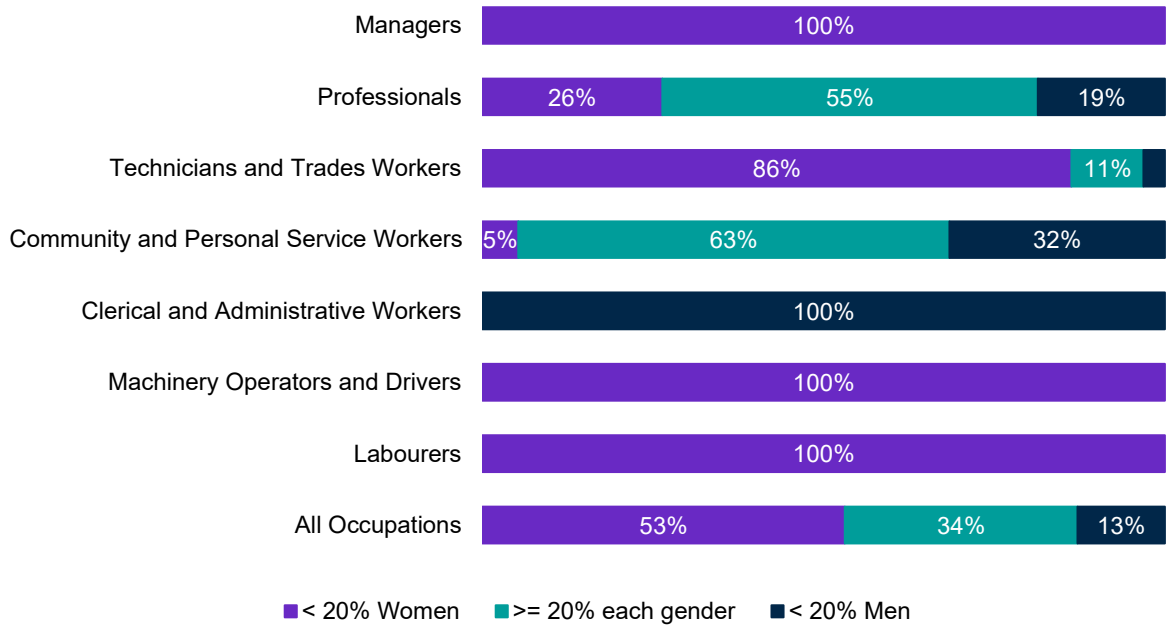
Examples of large-employing occupations which had a majority-men workforce include Carpenter, Motor Mechanic (General), Fitter (General) and Electrician (General). Majority-women occupations include Child Care Worker, Registered Nurse (Critical Care and Emergency), Primary School Teacher and Hairdresser.

Only 18% of occupations that employed a balance of men and women were in shortage. Further, occupations that were not in shortage in 2025 were more likely to have at least 20% of both genders.

Figure 5 shows the percentage of occupations in shortage in 2025, within each major group, and where:

- women constituted fewer than 20% of the occupation workforce
- women and men each constituted at least 20% (each) of the occupation workforce
- men constituted fewer than 20% of the occupation workforce.

Figure 5: Gender composition of occupations in shortage (%), by major group, 2025



Source: Jobs and Skills Australia, OSL, 2025; ABS, 2021 Census of Population and Housing.
Note: Sales Workers was not included because there were no occupations in shortage among Sales Workers.

In the Managers major group, only the Construction Manager occupation was in shortage; and this occupation has a workforce almost entirely composed of men. Similarly, only 2 occupations were in shortage among Clerical and Administrative Workers major group. Both have a majority-women workforce.

Most occupations in Technicians and Trades Workers (86%), Machinery Operators and Drivers (100%), and Labourers (100%) major groups had workforces where women were fewer than 20%.

Over half of the occupations in the Professionals (55%) and Community and Personal Services Workers (63%) major groups had at least 20% representation of both men and women.

Analysis shows that men seem to concentrate in occupations with workforces that are mostly men. Approximately 20% of the male workforce are employed in occupations where over 95% of their peers are men.[13,14]

The female workforce is comparably less concentrated: approximately 9% of the female workforce are employed in occupations where over 95% of their peers are women.[15]

With the above, implications for the likelihood of occupation shortage are likely stronger for occupations with majority men workforces. Previous Jobs and Skills Australia publications revealed the following:

- The higher the gender skew with dominance of men in an occupation, the lower the occupation vacancy fill rate. This relationship was also statistically significant.[16]
- The Labour Supply Index showed those occupations where over 80% of the workforce were men, typically require about four times as many applicants per vacancy as occupations where over 80% of the workforce were women to achieve the same vacancy fill rate.[17,18]

Further research also indicates that occupation shortages typically worsen as gender skew intensifies, particularly in completely male dominated occupations.[19]

The analysis suggests that heavily gender-skewed workforces increase the likelihood of entrenched shortages. Addressing the gender imbalance of occupations may be a sound long-term strategy to mitigate occupation shortages in the labour market.

[13] Similar analysis and insights can also be found in Jobs and Skills Australia (2025), Gender Economic Equality Study, Paper 1.

[14] Refer to the Spotlight analysis in the Occupation Shortage Report – 2025 March.

[15] Analysis was based on ABS, 2021 Census of Population and Housing.

[16] Refer to the Spotlight analysis in the Occupation Shortage Report – 2023 September.

[17] The Labour Supply Index (LSI) measures how far the applicants per vacancy for a specific unit group deviates from the overall average as a measure of how oversupplied, undersupplied or balanced the unit group is. The LSI was produced at the unit group level using SERA, REOS and the Australian Skills Classification. For more detail on the LSI, refer to the Spotlight analysis in the Occupation Shortage Report – 2025 March. The analysis was also based on unit groups, but results are generally applicable to occupations too.

[18] The fill rate measures the percentage of vacancies filled for occupations. It is a key indicator of occupational shortage used in the OSL analysis and assessments.

[19] Jobs and Skills Australia (2025), Gender Economic Equality Study, Paper 1.

Age diversity in the workforce matters

More mature aged workers, fewer shortages

Figure 6 shows the age distribution of workers in occupations in shortage (top panel) and those not in shortage (bottom panel), by major group.

Across all occupations, those not in shortage had higher shares of mature aged workers than those that were in shortage (24% versus 21%).[20]

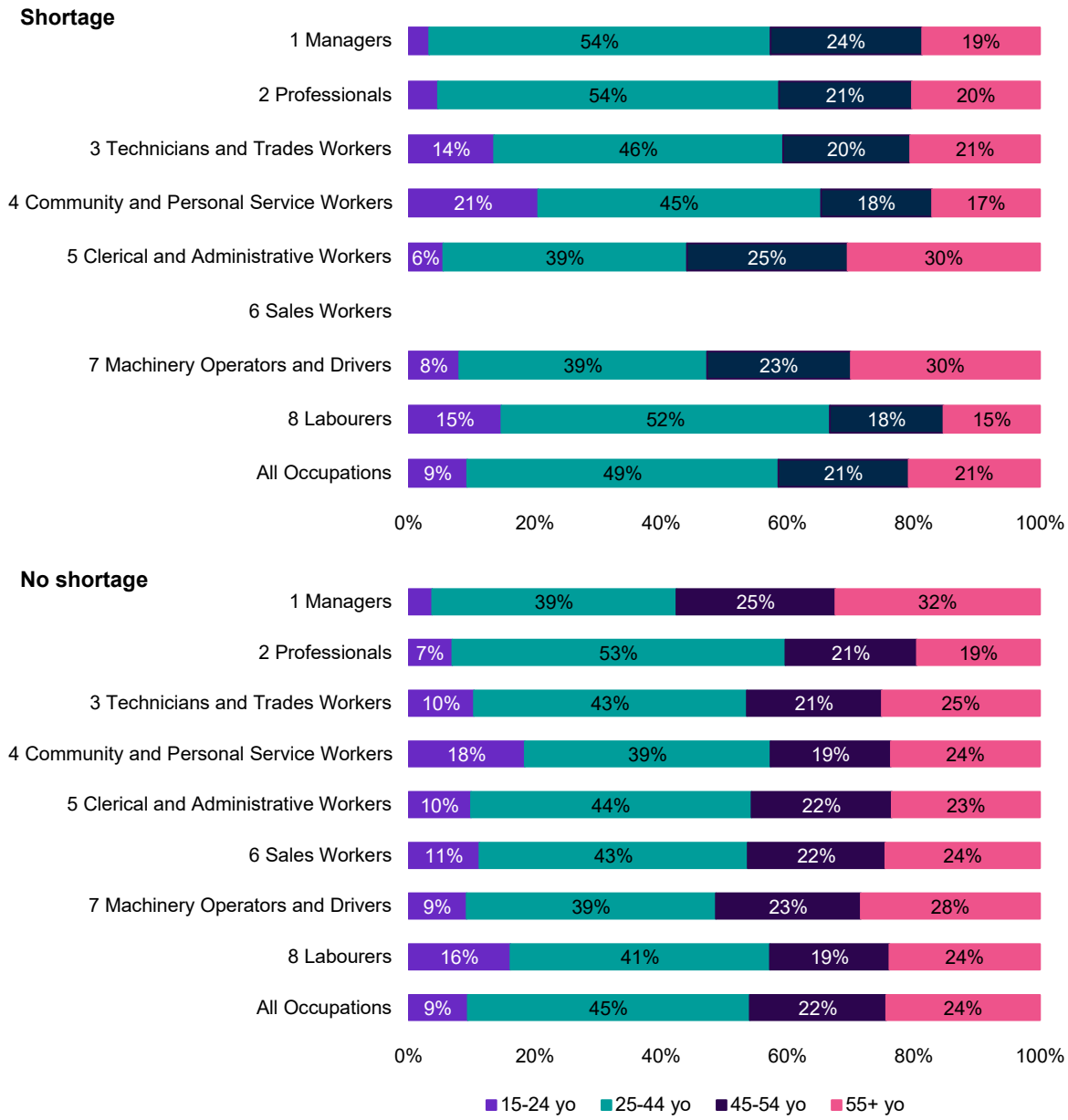
The pattern of more mature aged workers among occupations in the no shortage group was generally consistent across the major groups. However, occupations in shortage in the Professionals, and Machinery Operators and Drivers major groups had slightly more mature aged workers (1 to 2% points higher) in their respective workforce.[21]

Regardless of whether the occupation was in shortage or not, the highest concentration of workers for all major groups was in the primary working age group (25 and 44 years of age).

[20] The definition of mature aged workers varies in literature and studies. In this report, mature aged workers are defined as people aged 55 and above.

[21] Only 1 and 2 occupations (ANZSCO 2022) were in shortage for Managers and Community and Personal Service workers, respectively, in the 2025 OSL. Caution should be exercised in interpreting the age distribution of workers in shortage for these major groups.

Figure 6: Age distribution of workers in occupations (%), by shortage rating, by major group, 2025

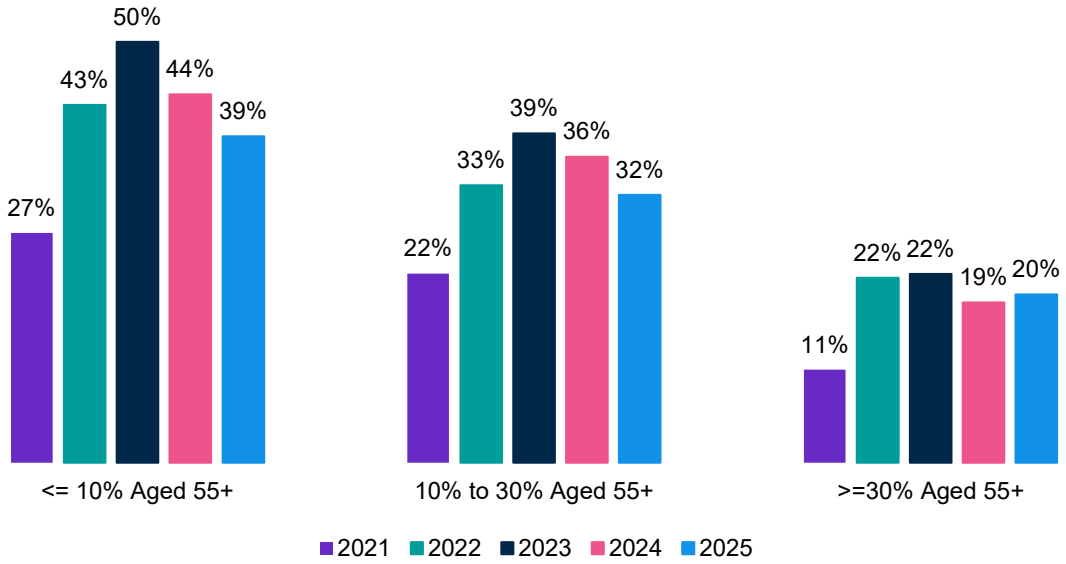


Source: Jobs and Skills Australia, OSL, 2025; ABS, 2021 Census of Population and Housing.
Note: In 2025, no occupations in Sales Workers major group were in shortage.

Figure 7 shows the percentage of occupations in shortage, by the composition of mature aged workers. Each occupation is categorised into one of the 3 groups:

- no more than 10% of mature aged workers
- between 10% and 30% of mature aged workers
- at least 30% of mature aged workers.

Figure 7: Percentage of occupations in shortage (%), by mature age worker composition, 2021 to 2025



Source: Jobs and Skills Australia, OSL, 2021 to 2025; ABS, 2021 Census of Population and Housing.

Consistent with previous results, Figure 7 implies that occupations that were more inclusive of mature aged workers were less likely to be in shortage. In 2025, for occupations with:

- at least 30% of workers aged 55 and above, 20% were in shortage
- no more than 10% of workers aged 55 and above, 39% were in shortage.

In 2025, there was a slight uptick in shortages among occupations with workforce with at least 30% mature aged workers. This could have been due to the increase in shortage in Machinery Operators and Drivers occupations which, generally, have an older than average workforce age profile.

The result (that increased employment of mature aged workers reduce shortages) holds with varied definitions. For example, the result holds when:

- categorisations of the percentage of mature aged worker are changed to no more than 15%, 15 to 30%, and at least 30% of workers aged 55 and above
- mature age workers are defined as individuals aged 45 and above
- employment size, including growing occupations are considered.

These results point to the importance of age-inclusive employment in alleviating shortages, particularly as our population ages. Forecasting employment size and growth in occupations may clarify where greater representation of mature aged workers will be critical.

For example, the economy is shifting towards health and care, education, and other high-skilled, knowledge-intensive services. These are large-employing and fast-growing occupations with many in shortage. Attracting a greater proportion of older workers to these roles may alleviate shortage pressure in the labour market and enable these structural changes taking place to be smoother.

Younger workers matter too

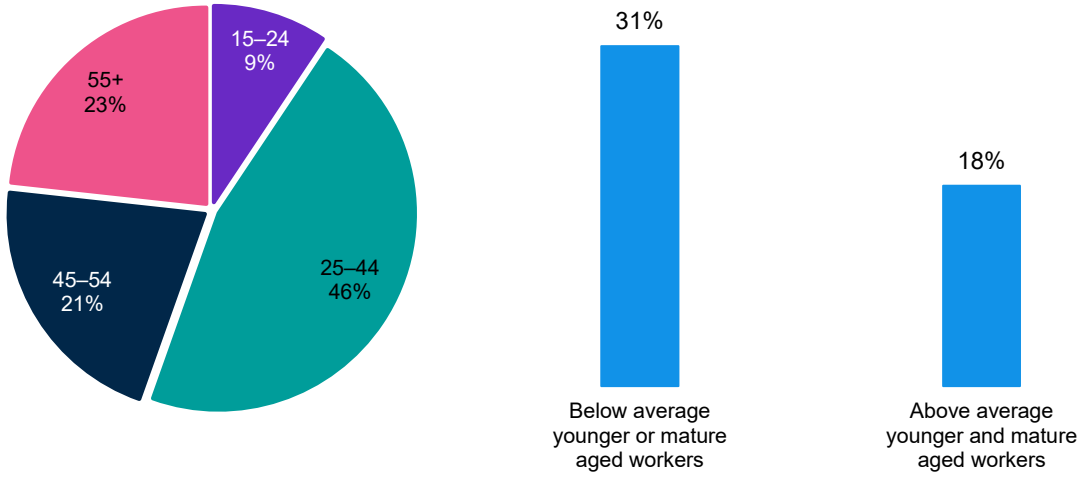
Additional analysis was conducted to explore the existence of systemic trends between the age distribution of an occupation's workforce and the likelihood of that occupation being in shortage.

Figure 8 (left panel) shows the average workforce share by age group across all occupations. On average:

- Young workers (aged 15 to 24) make up about 9% of the workforce
- Mature age workers (aged 55 and above) account for 23% of the workforce.

The right panel shows that occupations which have average levels of young workers (or above) and average levels of mature aged workers (or above), are more likely to have less shortage pressures.

Figure 8: Average share of all occupations (%), by age group (left panel); occupations in shortage (%), by distribution of multigeneration workforce, 2025 (right panel)



Source: Jobs and Skills Australia, OSL 2025; ABS, 2021 Census of Population and Housing.
Note: Below average younger or mature aged workers was based on occupations which have fewer than 9% of 15 to 24 year olds OR fewer than 23% of 55 year olds (or older). Above average younger or mature aged workers was based on occupations which have 9% or more of 15 to 24 year olds AND 23% or more of 55 year olds (or older).

The analysis shows that fewer occupations were in shortage when employers made use of workers at both 'tail ends' (younger and mature aged workers) of the age spectrum.

There were no consistent patterns indicating that workforce shortages increase or decrease based on different decompositions of the 'prime age' range (25 to 54 years old). Most employees in each occupation are typically prime age. However, the ideal proportion of prime age workers, which helps ensure a workforce with the right mix of skills and experience, differs depending on the occupation.

Shortages may be lower with a more diverse workforce

First Nations people and people with disability often face great challenges seeking and engaging in employment compared to other demographic groups.[22,23] Increasing their representation in the workforce may assist with reducing occupations in shortage.

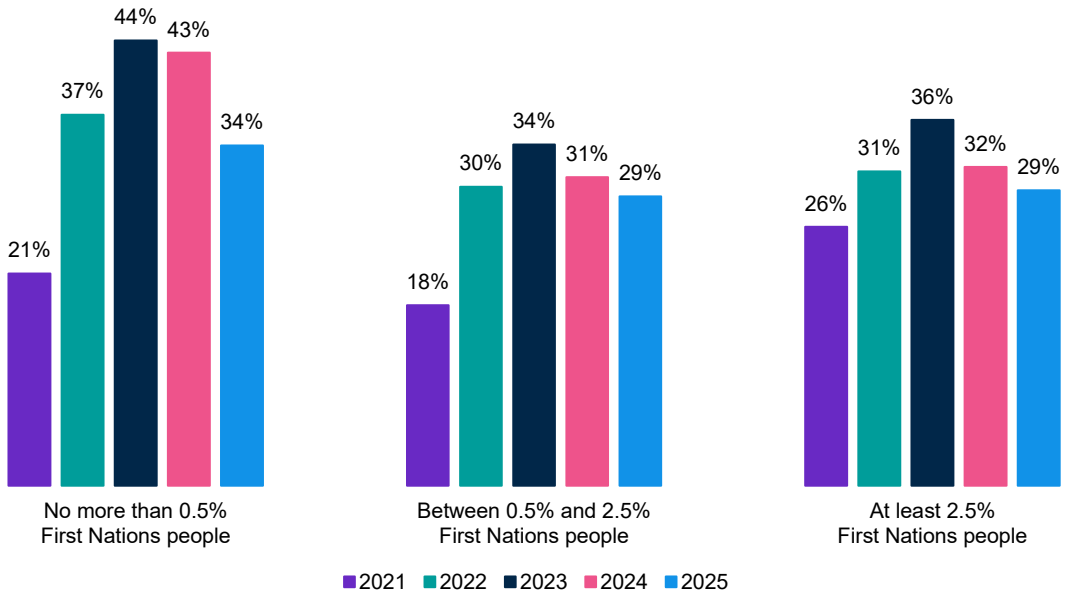
Greater workforce representation of First Nations peoples may help

Figure 9 shows the percentage of occupations in shortage, categorised by the share of First Nations people in each occupation. The categorisations are:

- no more than 0.5% First Nations people
- between 0.5% and 2.5% First Nations people
- at least 2.5% First Nations people.[24]

In 2025, 34% of occupations with 0.5% or fewer First Nations people were in shortage. This percentage was higher compared to occupations with at least 0.5% First Nations people. Specifically, occupations between 0.5% and 2.5% First Nations people, as well as those with at least 2.5%, each had a shortage rate of 29%.

Figure 9: Percentage of occupations in shortage (%), by composition of First Nations people, 2021 to 2025



Source: Jobs and Skills Australia, OSL, 2021 to 2025; ABS, 2021 Census of Population and Housing.

[22] Australian Institute of Health and Welfare (2024) People with disability in Australia, AIHW, Australian Government, accessed 03 July 2025.

[23] Australian Institute of Health and Welfare (2025) Aboriginal and Torres Strait Islander Health Performance Framework: summary report June 2025, AIHW, Australian Government, accessed 08 August 2025

[24] The thresholds were chosen to approximately represent the bottom 25th percentile and top 75th percentile of the percentage of First Nations people in the workforce across the 6 digit occupations, in scope of the OSL. If the shares of First Nations people in each occupation are arranged from lowest to highest, then divided into 4 equal parts, each part is 25% of the data. The lowest 25% is the bottom 25th percentile and the highest 25% is the top 75th percentile. That is, 25% of occupations have 0.5% (or fewer) of First Nations people and 25% of occupations have 2.5% (or more) of First Nations people.

In general, from 2021 to 2025, occupations with lower shares of First Nations workers (no more than 0.5%) were more likely to be in shortage than those with higher shares.

Across most years, the percentage of occupations in shortage stabilised once the share of First Nations people in the workforce increases beyond 2.5%. At first glance, this suggests that increasing the representation of First Nations people beyond 2.5% does not make a material difference in lowering occupations in shortage. However, there may be reason to accept it does; detailed in the analysis below.

Occupations in shortage in the at least 2.5% category are likely in shortage for predominantly other reasons. Among the occupations with more than 2.5% representation of First Nations people, over 70% are skill level 3 or 4 occupations.[25] Many of these are also in shortage.

In particular, occupations within Automotive and Engineering Trades Workers, Construction Trades Workers, and Mobile Plant Operators sub major groups notably contribute to the percentage of occupations in shortage among those in the category more than 2.5% share of First Nations peoples.

Occupations within these sub major groups also have above average representation of First Nations peoples. But these occupations also have a majority of men in their workforces, lack qualified applicants, and/or have poor worker retention which are key drivers of shortage.[26]

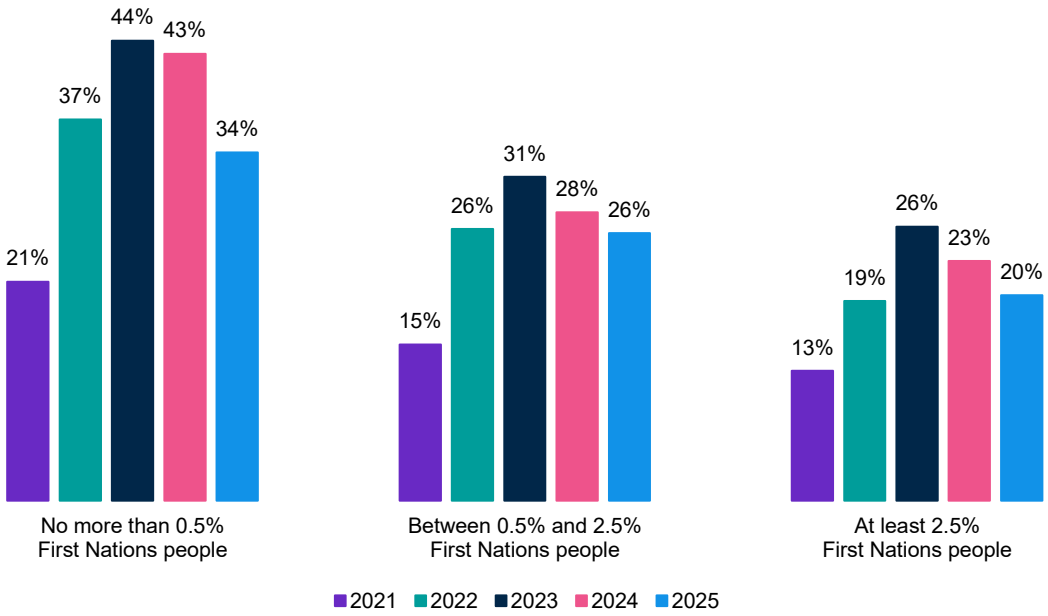
Figure 10 (next page) reproduces Figure 9, but without Automotive and Engineering Trades Workers, Construction Trades Workers and Mobile Plant Operators sub major groups. A clear trend appears once these 3 sub major groups are removed: occupations in shortage fall as the share of First Nations people in the workforce increase. A similar result occurs after excluding the 10 sub major groups with highest share of First Nations people in the workforce.[27]

[25] In general, Skill Level 1 occupations have low shares of First Nations people in their workforces. Among the category of the at least 2.5% share, Skill Level 1 occupations only comprised 17%. In occupations with no more than 0.5% First Nations people, 70% are Skill Level 1 occupations. For occupations with between 0.5% and 2.5% of First Nations people in their workforce, most of the Skill Level 1 occupations had shares less than or equal to 1.5% and only 9% had shares between 2 and 2.5%.

[26] For further details on the occupation shortage drivers refer to the 2025 Occupation Shortage Drivers Report.

[27] These sub major groups include Design, Engineering, Science and Transport Professionals, Automotive and Engineering Trades Workers, Construction Trades Workers, Electrotechnology and Telecommunications Trades Workers, Food Trades Workers, Skilled Animal, Agricultural and Horticultural Workers, Health and Welfare Support Workers, Machine and Stationary Plant Operators, Mobile Plant Operators, and Construction and Mining Labourers.

Figure 10: Percentage of occupations in shortage (%), by composition of First Nations people, 2021 to 2025 (after excluding sub major groups 32, 33, 72)



Source: Jobs and Skills Australia, OSL, 2021 to 2025; ABS, 2021 Census of Population and Housing.

As would greater representation from people with disability

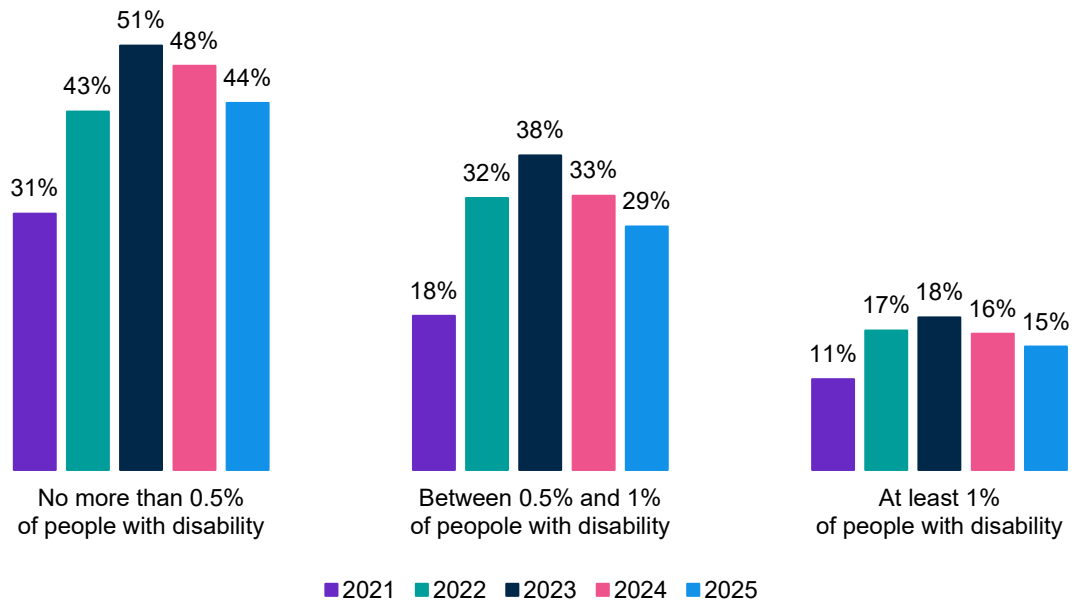
Figure 11 shows the percentage of occupations in shortage, by the share of workers with disability, recognising that self-reporting of a disability via the 2021 Census may not fully align with other analyses and/ or definitions of disability and therefore these results skew towards a lower percentage of Australian workers having a disability than other definitions and data sources may point to.[28] Each occupation is categorised into one of these 3 groups:

- no more than 0.5% of people with disability,
- between 0.5% and 1% of people with disability,
- at least 1% of people with disability.[29]

[28] Persons with disability in this report were defined based on the ABS Core activity need for assistance (ASSNP) in the 2021 Census, where a person has need for assistance with core activities.

[29] The thresholds were chosen to approximately represent the bottom 25th percentile and top 75th percentile of the percentage of people with disability in the workforce across the 6 digit occupations in the scope of the OSL. Similar for the shares of First Nation peoples, if the shares of People with disability in each occupation are arranged from the lowest to highest, then divided into 4 equal parts, each part is a quarter or 25% of the data. The bottom 25th percentile are occupations with the lowest 25% of People with disability shares, which have no more than 0.5% of people with disability. The top 75th percentile are occupations with the highest 25% of People with disability shares, which have at least 1% of people with disability.

Figure 11: Percentage of occupations in shortage (%), by composition of persons with disability, 2021 to 2025



Source: Jobs and Skills Australia, OSL, 2021 to 2025; ABS, 2021 Census of Population and Housing.

Figure 11 is similar to the analysis on mature aged workers and First Nations people. It shows that occupations with a lower share of workers with disability were more likely to be in shortage than those that were more inclusive. In 2025, for occupations comprising:

- no more than 0.5% of workers with disability, 44% were in shortage
- 0.5% to 1% of workers with disability, 29% were in shortage
- at least 1% of workers with disability, 15% were in shortage.

This result, that the likelihood of a shortage declines when there is a greater workforce presence of people with disability, is consistent across skill levels 1 to 4. Skill Level 1 occupations have markedly lower shares of people with disability. This is similar for First Nations people.[30]

In 2025, for Skill Level 1 occupations, the percentage of occupations in shortage declined from 54% to 11% when the share of people with disability increased from 0.5% or less to 1% or more in the workforce.

This result is evident when analysing the percentage of occupations in shortage by major group (Table 1).

[30] Refer to Footnote 25.

Table 1: Occupations in shortage by major group and by share of people with disability, 2025

ANZSCO Major group	Less than or equal to 0.5%	Between 0.5% to 1%	Greater than or equal to 1%
Managers	5%	0%	0%
Professionals	58%	35%	15%
Technicians and Trades Workers	52%	54%	25%
Community and Personal Service Workers	26%	24%	16%
Clerical and Administrative Workers/Sales Workers	0%	4%	0%
Machinery Operators and Drivers/Labourers	22%	29%	19%
Total	44%	29%	15%

Source: Jobs and Skills Australia, OSL, 2025; ABS, 2021 Census of Population and Housing.

Table 1 shows that generally, the likelihood of a shortage decreases as the share of people in the workforce with disability increases from no more than 0.5% to at least 1%. This is especially true for Professionals, which are generally Skill Level 1 occupations. The difference in shortages (from 58% to 15%) with increased participation of people with disability is most pronounced for Professionals.

The results indicate that fostering a more inclusive work environment – particularly for people with disability – in high skill, Professional occupations, may help alleviate shortage pressures.

The section suggests that there may be a need for policies that increase employer incentives for hiring First Nations people and people with disability.