



Australian Government



Jobs and Skills Australia

2025 Occupation Shortage List

Key Findings Report

October 2025



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Introduction

Overview

The 2025 Occupation Shortage List (OSL) Key Findings Report provides an overview of the 2025 OSL results, including a summary of select OSL indicators that underpin those results.

This report has been prepared to assist government, Jobs and Skills Councils and bodies representing industry, employees, regions and researchers involved in workforce planning, policy development, and labour market analysis. Following that, the findings and insights derived from the OSL may be useful for informing, along with other sources of information, labour market policies and analysis.

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.

For 2025, two versions of the OSL were produced.

- The OSL results, in the main body of the report, are based on the Occupation Standard Classification for Australia (OSCA) 2024 framework.^{1,2,3} This was due to OSL being embedded in elements of Government policy linked to skilled migration and apprenticeship incentives. But strong assumptions on mapping ANZSCO to OSCA were used as little OSCA-based data exists.
- The Australian and New Zealand Standard Classification of Occupation (ANZSCO) 2022 based results are provided in Appendix A.⁴ This version of the OSL was produced, primarily, for in-depth analyses. ANZSCO is well established, integrated with multiple data sources, and supports consistent trend comparisons over time.

Only skill levels 1 to 4, as defined by OSCA and ANZSCO, are in scope of the OSL because of their stronger links to post-compulsory education and training.⁵

¹ In December 2024, the Australian Bureau of Statistics (ABS) replaced the ANZSCO 2022 framework with the new OSCA 2024 framework.

² ANZSCO and OSCA are skill-based classifications used to classify all jobs in the Australian labour market. They are organised into a 5 level hierarchy: major groups, sub-major groups, minor groups, unit groups and occupations. Occupation refers to the most granular (6 digit) OSCA or ANZSCO definition of a job.

³ Due to a lack of available data on OSCA, assumptions have been made on how occupations in the ANZSCO 2022 should be translated into OSCA 2024. Refer to the 2025 OSL Methodology Report.

⁴ ANZSCO 2022 version of Figures 1, 2 and 3 and Tables 1 and 2 are provided in the appendix.

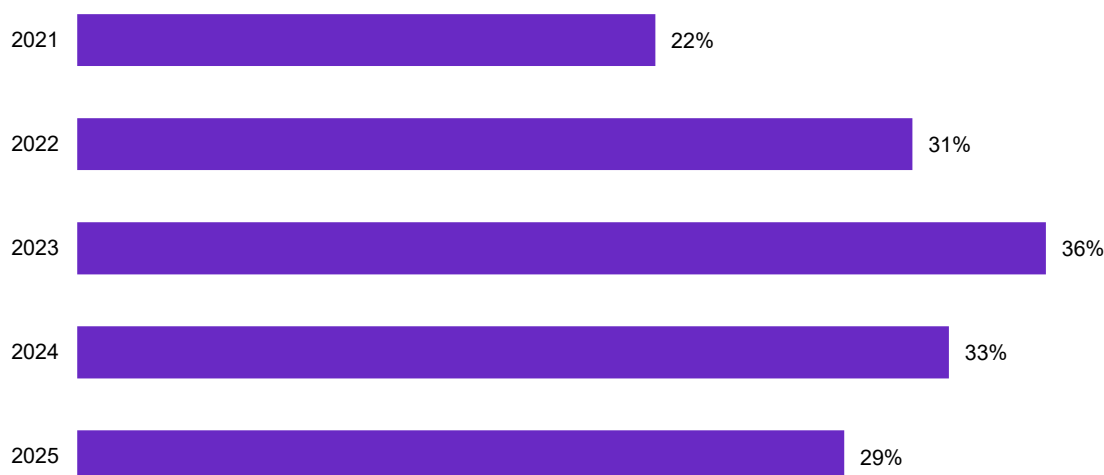
⁵ Skill Level 5 occupations only require the equivalent of compulsory school education.

2025 OSL results

National level findings

In the 2025 OSL, 29% of occupations (293 out of 1022 assessed) were in national shortage (Figure 1).⁶ This is 4 percentage points lower than in 2024 (33%) and more than 7 percentage points lower than the peak reached in 2023 (36%).⁷

Figure 1: Percentage of occupations in shortage (%), 2021 to 2025 OSLs, OSCA basis



Source: Jobs and Skills Australia, OSL, 2021 to 2025.

Note: The figure presents current and past results all on an OSCA basis to support like-for-like comparison.

In 2025, 29 occupations were newly in shortage compared to 2024 (Table 1). These occupations were a mix of roles related to health, science, technicians and trades, and machinery operators and drivers.

Table 1: Summary of occupation rating change between 2024 and 2025 OSLs, OSCA basis

Change from 2024 to 2025	Occupations (No.)	Occupations (%)
Still in shortage	264	26%
No shortage (2024) to shortage (2025)	29	3%
Shortage (2024) to no shortage (2025)	69	7%
Still in no shortage	660	65%
All occupations	1,022	100%

Source: Jobs and Skills Australia, OSL, 2024 to 2025.

Note: The table presents current and past results all on an OSCA basis to support like-for-like comparison.

⁶ The OSL uses 4 ratings to classify the shortage status of occupations.

Shortage: An occupation is in national shortage or overall shortage;

Metropolitan shortage: An occupation is in shortage in metropolitan area(s);

Regional shortage: An occupation is in shortage in regional area(s);

No shortage: An occupation is not in shortage.

⁷ The unrounded difference was 7.5 percentage points, which was calculated as a difference from the percentage in shortage in 2025 (28.7%) and 36.2% in 2023.

In the opposite direction, 69 occupations changed from a shortage in 2024 to no shortage in 2025. Among the 69, 31 occupations were from the Professionals major group, with a cluster of business, finance, engineering and ICT roles.

The results for these roles are consistent with various sectors in the labour market that are integrating artificial intelligence technology. The finance and technology sectors, especially, have been more progressed in digital skills development, including generative AI tools, with emphasis on ensuring workers can effectively operate in AI-augmented roles.⁸

Just over a quarter of occupations (26% or 264) were in shortage in both 2024 and 2025:

- Almost half (46% or 122) were Professionals occupations, with many in health, education, engineering, and science.⁹
- About 2 in 5 (38% or 99) were Technicians and Trades Workers occupations with a lot from construction trades workers and those important to clean energy transition.
- Most of the remaining 43 occupations were from Community and Personal Service Workers, and Machinery Operators and Drivers. These included various care roles and occupations in construction from these respective major groups.

Table 2 shows that there were 139 occupations in persistent shortage from 2021 to 2025.¹⁰

Table 2: Number of occupations in persistent shortage, by major group, 2021 to 2025 OSLs, OSCA basis

In shortage from 2021 to 2025	Occupations (No.)	Occupations (%)
Managers	2	1%
Professionals	52	37%
Technicians and Trades Workers	71	51%
Community and Personal Service Workers	7	5%
Machinery Operators and Drivers	7	5%
All occupations	139	100%

Source: Jobs and Skills Australia, OSL, 2021 to 2025.

Note: No occupations in the Clerical and Administrative Workers, Sales Workers, or Labourers occupational major groups were in persistent shortage. The table presents current and past results all on an OSCA basis to support like-for-like comparison.

- Technicians and Trades Workers made up 51% (71 out of 139), particularly those related to construction, engineering, and automotive trades.
- Professionals made up 37% (52 out of 139), with various roles in health, early childhood education, and roles in engineering and science.
- Care roles and nurses employed in the care sector were the key occupations in persistent shortage within Community and Personal Service Workers.

In 2025, 21 occupations were in regional shortage, without an equivalent shortage in capital cities, compared to 12 in 2024.

⁸ For more details, refer to Jobs and Skills Australia (2025), [Our Gen AI Transition](#), Overarching Report.

⁹ Even though there was a cluster of engineering occupations that transitioned to no shortage in 2025, there were still other engineering roles that remained in shortage.

¹⁰ A persistent shortage is defined as an occupation in shortage for the 5 years over the 2021 to 2025 OSLs.

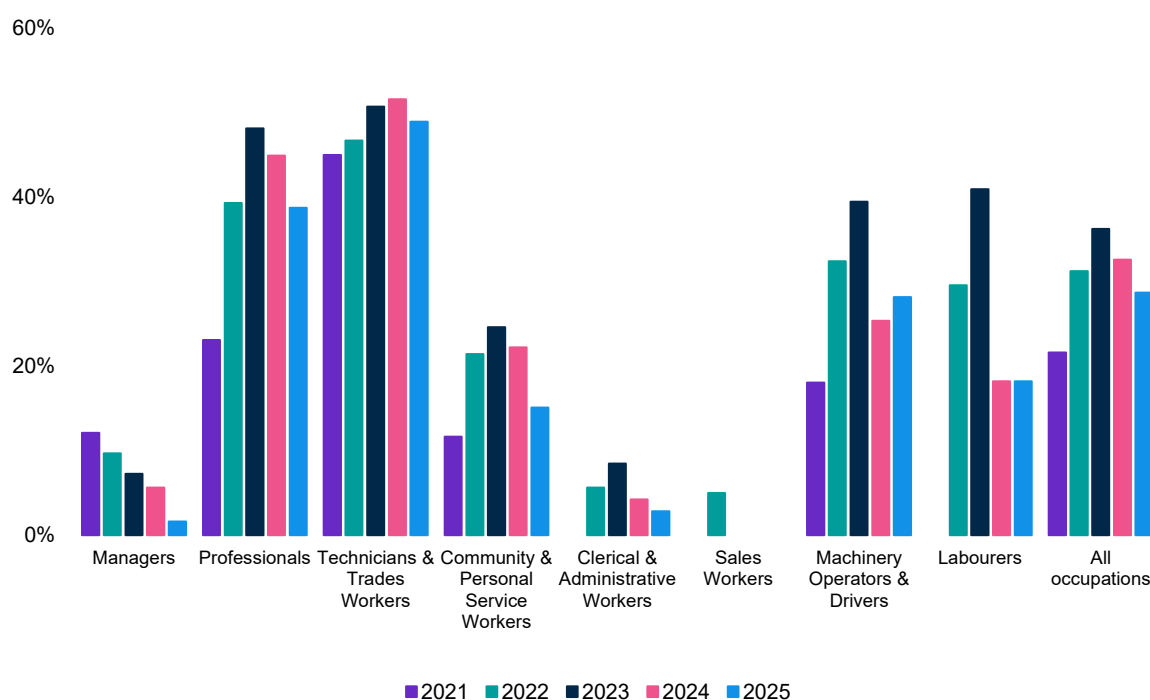
Outcomes for states and territories (state), particularly where these differed from the national outcome, were based on the feedback received from Jobs and Skills Councils, Commonwealth Government departments and state government stakeholders.¹¹

State results generally align with national level outcomes, with variations reflecting:

- unique labour market characteristics of states
- different methodologies and consultation mechanisms used by each stakeholder who provided feedback.

There were fewer shortages across most major groups (Figure 2) in 2025 compared to 2024. However, the overall decline of 12% in national level shortage from 2024 to 2025 (333 to 293) was largely driven by a reduction in shortages for Professionals.

Figure 2: Percentage of occupations in shortage (%), by major group, 2021 to 2025 OSLs, OSCA basis¹²



Source: Jobs and Skills Australia, OSL, 2021 to 2025.

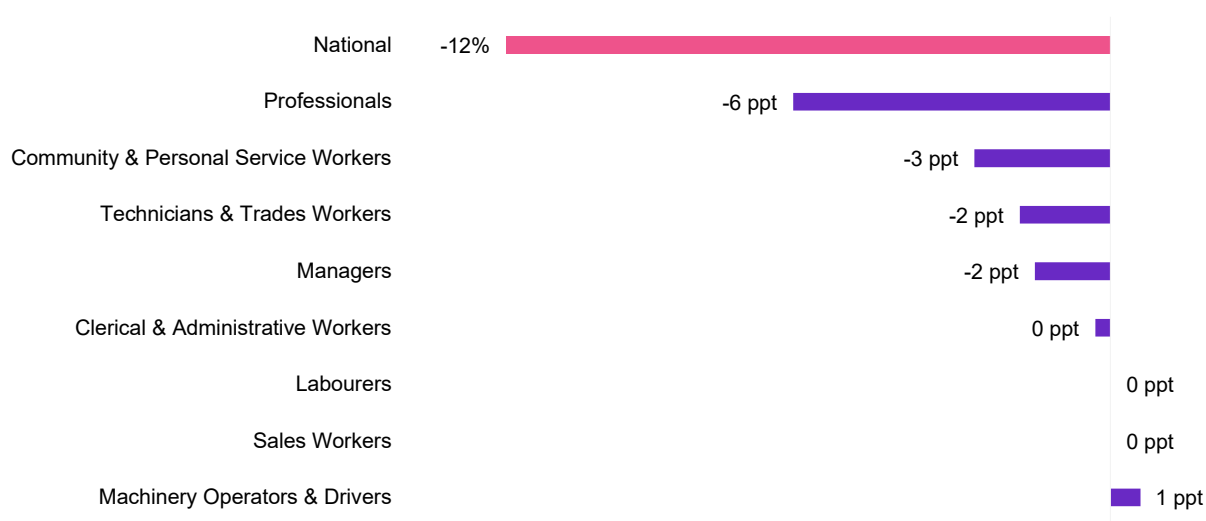
Note: The figure presents current and past results all on an OSCA basis to support like-for-like comparison. The percentage of occupations in shortage for Labourers appears 4 to 6 percentage points higher in 2022 and 2023 in the OSCA version than the ANZSCO 2022 version. This is due to relatively few Labourers occupations within scope of the OSL (39 and 44 occupations on ANZSCO 2022 and OSCA 2024, respectively). Thus, small differences between the number of occupations in shortage between the 2 frameworks may yield large differences in percentages.

¹¹ For details on how feedback was incorporated, refer to the 2025 OSL Methodology Report.

¹² The differences in the percentage of occupations in shortage by major group between OSCA and ANZSCO frameworks are mainly due to the structural changes or reclassification of occupations among major groups and skill levels under OSCA. For example, 22 out of 225 OSCA occupations in Technician and Trades Workers were reclassified from Professionals, Community and Personal Services Workers, Machinery Operators and Drivers and Labourers. These shifts have changed the number of occupations and the count in shortage within OSCA major groups, affecting the calculated shortage percentages. In addition, the difference may also be a result of the experimental concordance between OSCA and ANZSCO which is based on the assumed employment share of occupations.

Figure 3 shows the contribution of each major group to the overall decline in shortage from 2024 to 2025 OSL.

Figure 3: Percentage points (ppt) contribution by each major group to the overall change in occupations in shortage from 2024 to 2025 OSLs, OSCA basis



Source: Jobs and Skills Australia, OSL, 2024 to 2025.

The figure shows that Professionals occupations contributed about 6 percentage points to the 12% reduction. That is, the decrease in shortage among Professionals contributed about half of the net decline in the national level shortage result. This is consistent with the relatively large decline in occupations in shortage for the major group in Figure 2 where occupations in shortage for Professionals fell 6 percentage points to 39%.

Despite the large fall, challenges remain for Professionals with almost 2 in 5 occupations in shortage. Challenges are also particularly acute for Technicians and Trades Workers with almost 1 in 2 occupations in shortage.

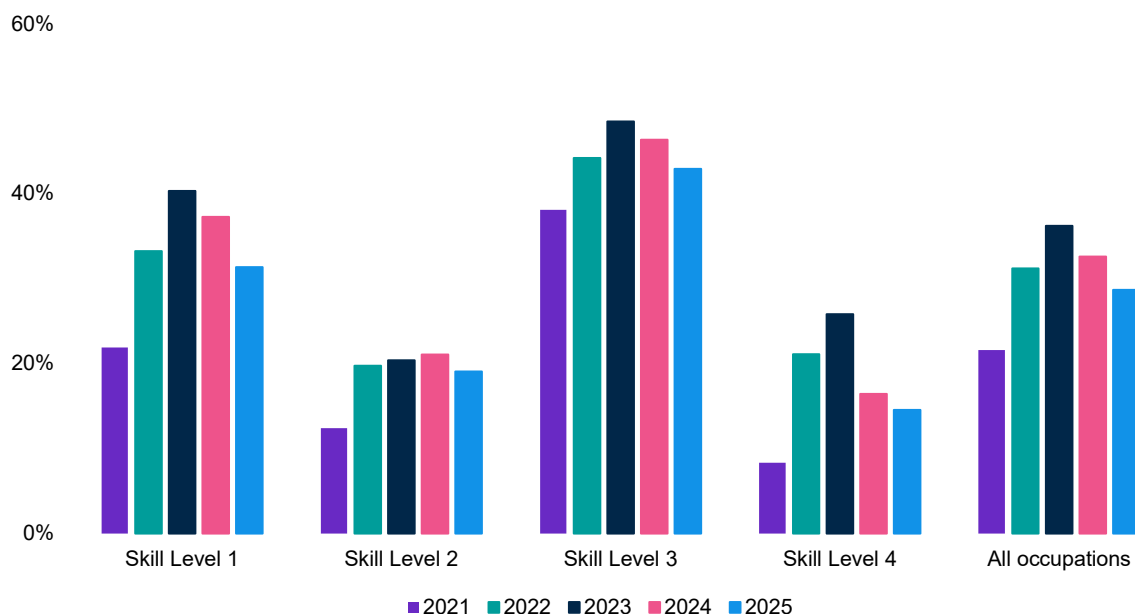
Contrary to the broader labour market trend, in 2025, Machinery Operators and Drivers occupations in shortage increased by 3 percentage points to 28%. The result for Machinery Operators and Drivers occupations reflected:

- weak employment growth from 2024 to 2025, reflecting constraints in labour supply
- data from the 2025 OSL Stakeholder Survey, which showed an undersupply and higher demand for workers, including relatively weak vacancy fill rates (fill rate).¹³

¹³ For further details on the OSL Stakeholder Survey refer to the 2025 OSL Stakeholder Survey Snapshot Report. The vacancy fill rates is a measure of the percentage of advertised vacancies that are filled.

In 2025, the percentage of occupations in shortage fell across all skill levels 1 to 4 (Figure 4), consistent with major group results.

Figure 4: Percentage of occupations in shortage (%), by Skill Level, 2021 to 2025 OSLs, OSCA basis



Source: Jobs and Skills Australia, OSL, 2021 to 2025.

Note: The figure presents current and past results all on an OSCA basis to support like-for-like comparison.

The percentage of Skill Level 1 occupations in shortage decreased the most, from 37% in 2024 to 31% in 2025. The decrease in shortage for skill levels 2 to 4 ranged from 2 to 3 percentage points.

Even though there were fewer occupations in shortage across the skill level groups, the likelihood of shortages remains high for:

- Skill Level 1 occupations (31% in shortage); these are associated with a bachelor degree or above and have higher education as the primary pathway to the labour market
- Skill Level 3 occupations (43% in shortage); these typically require a Certificate III/IV and with Vocational Education and Training as the primary pathway to the labour market, including through apprenticeships.

Summary of select OSL indicators

Labour market indicators suggest easing conditions

The overall OSL results reflect softening trends in the labour market as suggested by Jobs and Skills Australia labour market indicators. These include the following:

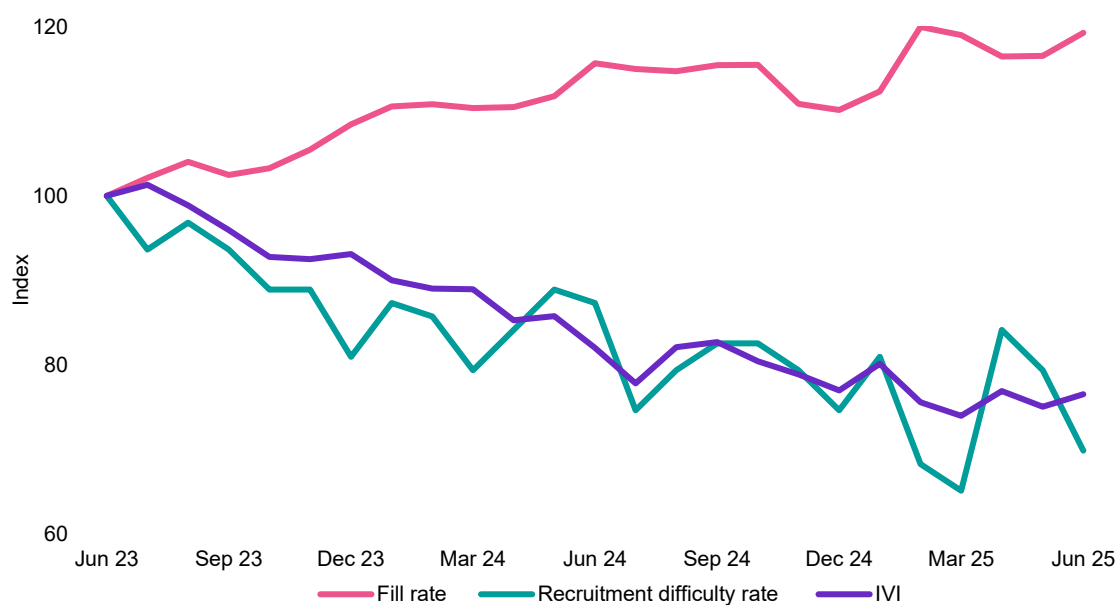
- Internet Vacancy Index (IVI), which showed that monthly online job vacancies have been falling over time. It fell 6.7% from 228,800 in June 2024 to 213,500 in June 2025.
- Recruitment Experiences and Outlook Survey (REOS), which indicated that the recruitment difficulty rate fell from 55% in June 2024 to 44% in June 2025.¹⁴
- Survey of Employers who have Recently Advertised (SERA), which suggested that the fill rate increased from 68.7% in June 2024 to 70.9% in June 2025.

Figure 5 shows an indexed comparison of IVI, recruitment difficulty rate and SERA fill rate. That is, each metric is placed on the same number scale, using a value of 100 at June 2023 as a reference point for all 3 metrics. This allows them to be easily compared. From a value of 100:

- IVI and the recruitment difficulty rate indexes decreased to 77 and 70, respectively, in June 2025
- SERA fill rate index increased to almost 120 in June 2025.

This suggests that – consistent with the last 2 years – demand for skilled labour has eased and employers' ability to fill vacancies has improved.

Figure 5: Fill rate, recruitment difficulty rate and IVI, Index values (no.), 2023 to 2025



Source: Jobs and Skills Australia, IVI, SERA and REOS, 2023 to 2025.

¹⁴ The recruitment difficulty rate is the percentage of all recruiting employers who reported experiencing difficulty hiring. The indicator is calculated as: employers who recruited and reported difficulty, divided by all employers who recruited (excluding 'unsure' responses). See the detailed explanation in [REOS - concepts methods and questionnaire](#).

Consistent with signs of easing labour market conditions, the job mobility rate fell.¹⁵

In the 12 months to February 2025, the job mobility rate was 7.7%.¹⁶ This was below the 8.0% in February 2024 and the post-COVID-19 peak of 9.6% in February 2023. From February 2024 to February 2025, involuntary separation increased.

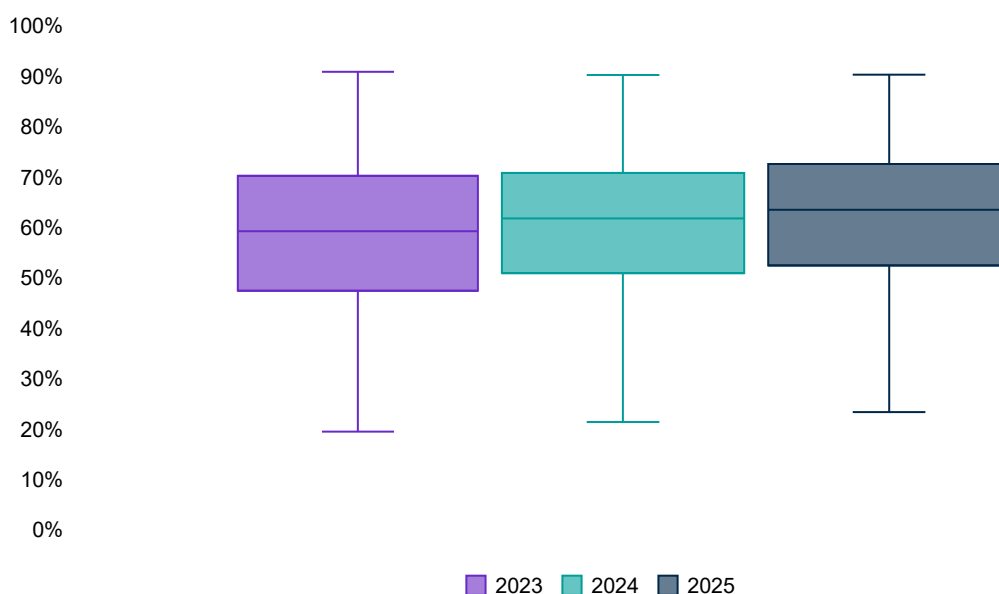
Predicted occupation fill rates have improved over time

Estimated fill rates from the OSL Gradient Boosting Machine learning model supports the trends in the abovementioned labour market indicators.

The median estimated occupation fill rate, represented by the middle lines in the boxes in Figure 6, increased over time from 59.2% in 2023 to 63.4% in 2025.¹⁷

The boxplots show fill rates from each year arranged from lowest to highest, then divided into four parts. Each part (“quartile”) is a quarter of the data. The bottom line of each box (the 25th percentile) is an occupation with a low fill rate, whereas the top line of each box (the 75th percentile) is an occupation with a high fill rate. Both lines have moved up from 2023 to 2025. That is, the boxplots show that the fill rates were increasing over time.¹⁸

Figure 6: Boxplots of predicted fill rates (%) for the 2023, 2024 and 2025 OSLs



Source: Jobs and Skills Australia.

¹⁵ Mackey, W (2024), [Labour Market Matching across Skills and Regions in Australia](#), Treasury Round Up, March, Australian Government, Canberra. Reserve Bank of Australia (2025), [Statement on Monetary Policy – May 2025](#).

¹⁶ Data is sourced from the Australian Bureau of Statistics, [Participation, Job Search and Mobility, Australia, February 2025](#). The job mobility rate refers to the percentage of employed people who changed jobs.

¹⁷ The median is the middle value in a data set that has been arranged order from smallest to largest. It splits the data into two halves, with 50% of the values being less than or equal to the median and 50% being greater than or equal to it.

¹⁸ Further analysis also shows that the percentage of occupations with fill rates below 67% at an 80% confidence interval has fallen during the 2025 OSL assessment period. A confidence interval is the range of values a measure is expected to lie within, with a certain level of certainty (in this case 80%). An occupation can have a range of fill rates within the year, from low to high. The analysis shows that for occupations, generally, more fill rates were above 67% and fewer had fill rates less than 67%. That is, the data suggests more employers are finding it easier to fill vacancies.

Further, the mean estimated fill rate for each year also increased over time from 67% in 2024 to 68% in 2025.¹⁹ While the machine learning model median and mean fill rate were different to those from SERA in Figure 5, the fill rates from both sources were trending up.²⁰

OSL Stakeholder Survey supports the labour market indicators

Data from the 2025 OSL Stakeholder Survey is consistent with the occupation shortage results previously discussed.

The survey included questions on vacancy fill rates and current supply and change in demand for workers. Table 3 shows the average fill rates from responses, categorised by each of the supply and demand question combinations.

Table 3: Fill rates from 2025 OSL Stakeholder Survey responses, by worker supply and demand

Survey questions on supply of and demand for workers	Much higher demand	Higher demand	About the same demand	Lower demand
Severe undersupply	28.2%	35.7%	38.7%	49.0%
Undersupply	27.3%	49.7%	68.1%	56.0%
About right	97.5%	75.0%	71.1%	73.8%
Oversupply	—	84.2%	91.0%	85.9%

Source: Jobs and Skills Australia, Stakeholder Survey of the 2025 OSL.

In 2025, there was a total of 352 responses which indicated that worker supply was either about right or oversupplied, for all responses to change in demand.²¹ Of the 352 responses:

- 84 indicated that there was an oversupply of workers and that demand for workers was lower — these responses had an average fill rate of 85.9% (bottom right-hand corner)
- 166 indicated that the supply of workers was about right and that demand for workers was about the same — these responses had an average fill rate of 71.1%
- 57 indicated that the supply of workers was about right and that demand for workers was higher — these responses had an average fill rate of 75.0%.

Overall, occupations covered by these 352 responses had an average fill rate that was significantly above 67%, pointing towards a lower likelihood of national shortage.²²

¹⁹ These are employment size weighted mean fill rates from the machine learning model. The employment size weighted median fill rates from the machine learning model were 69.0% in 2024 and 71.0% in 2025.

²⁰ The fill rates from the machine learning model were based on 23 different data sources, and predicts fill rates for over 900 ANZSCO skill level 1 to 4 occupations. SERA fill rates are based on data collected directly from employers in the labour market and for 577 ANZSCO skill level 1 to 4 occupations. This, coupled with different data smoothing adjustments applied to SERA and the modelled outputs lead to slight differences in fill rates from the two sources. Once the machine learning model fill rates are weighted by employment size, they become very similar to the SERA fill rates.

²¹ That is, the bottom 2 rows of Table 3.

²² Jobs and Skills Australia uses a fill rate threshold of 67% to determine the likelihood of an occupation shortage, with fill rates below 67% implying a higher likelihood of an occupation in shortage. However, to ensure assessments of occupations are comprehensive, the OSL methodology considers a broader set of evidence beyond fill rates. Consequently, not all occupations with a fill rate below 67% are assessed as being in shortage and not all occupations with fill rates above 67% are automatically assessed as not in shortage.

In 2025, there was a total of 1,809 responses which indicated that the supply of workers was either undersupplied or severely undersupplied, for all responses to change in demand.²³ Of the 1,809 responses:

- 331 indicated a severe undersupply of workers and a much higher demand for workers — these responses had an average fill rate of 28.2% (top left-hand corner)
- 48 indicated a severe undersupply of workers and a lower demand for workers — these responses had an average fill rate of 49.0% (top right-hand corner)
- 355 indicated an undersupply of workers with a higher demand for workers — these responses had an average fill rate of 49.7%.

Overall, occupations covered by these 1,809 responses had low fill rates, ranging from 27 to 68%.²⁴ These results from the 2025 OSL Stakeholder Survey may indicate that limited supply has more impact (compared to recent changes in demand) on shortages.

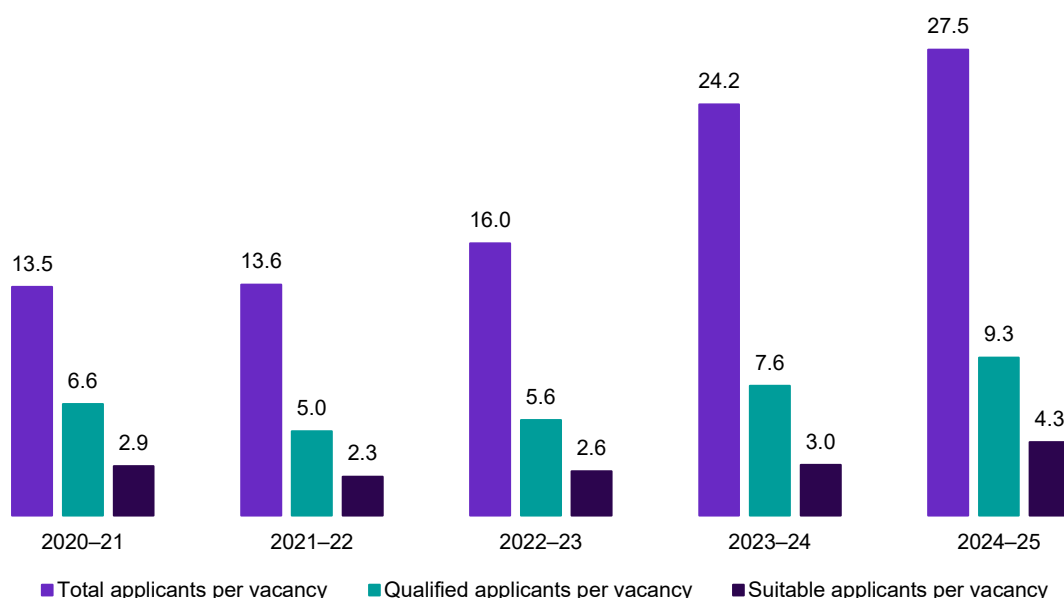
Indicators suggest improved or more balanced supply of workers

Data from SERA suggested that the number of total applicants, qualified applicants and suitable applicants per vacancy increased in 2024–25 compared to 2023–24 (Figure 7).

Additional analysis of SERA data on the duration of vacancies showed that the average duration fell in 2024–25, compared to the previous year.

The improvements in the SERA metrics underscores the decline in occupation shortages.

Figure 7: Number of applicants, qualified applicants and suitable applicants per vacancy (No.), 2020-21 to 2024-25



Source: Jobs and Skills Australia, SERA, 2020–21 to 2024–25.

²³ That is, the top 2 rows of Table 3

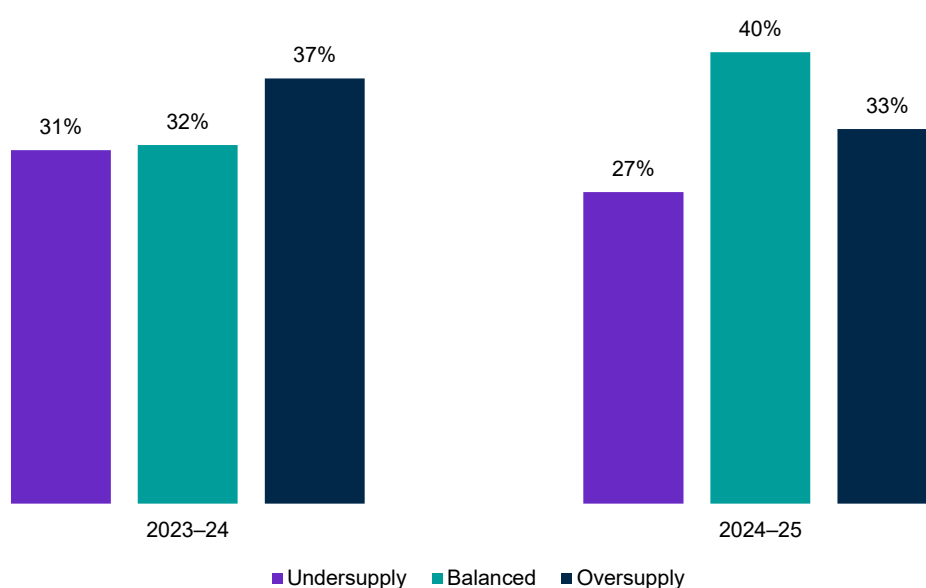
²⁴ The fill rates are calculated based on stakeholder self-reported figures or are estimated from responses provided (by stakeholders) on the proportion of vacancies filled.

Figure 8 shows the distribution of Jobs and Skills Australia Labour Supply Index (LSI) in 2023–24 and 2024–25. The LSI measures how far applicants per vacancy for a specific unit group deviates from the overall economy-wide average as a measure of how oversupplied, undersupplied or balanced the unit group is.²⁵

The figure showed that in 2024–25, compared to the previous financial year, there was a:

- large increase in the percentage of unit groups with a balanced supply of applicants per vacancy
- decrease in both the percentage of unit groups with an under or oversupply of applicants per vacancy.

Figure 8: Percentage of unit groups, by LSI category, 2023–24 and 2024–25



Source: Jobs and Skills Australia, SERA; REOS, Australian Skills Classification (ASC).

The shift towards a more balanced supply of applicants is consistent with analysis of Jobs and Skills Australia occupation mismatch index (MI), which showed that mismatches fell in 2024–25.²⁶

The 2024-25 MI showed that about 30% of jobseekers would need to change the type of roles they applied for to achieve a balanced labour market. This was an improvement from the 2023-24 peak of 33%. Managers, Technicians and Trades Workers, and Community and Personal Service Workers major groups accounted for most of the improvement (fall in the MI).

Better matching skills in demand and skills supplied by workers is likely to manifest in fewer occupations in shortage.

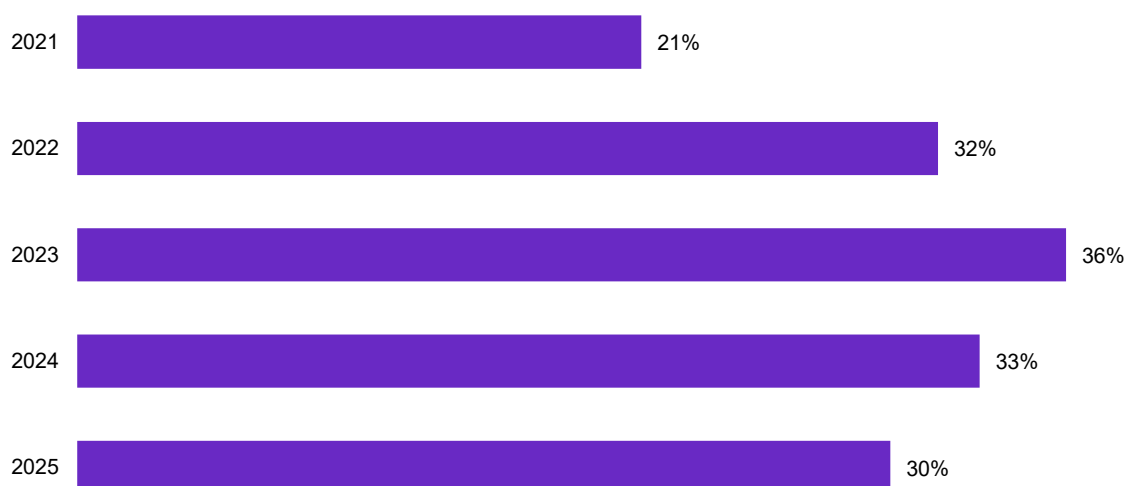
²⁵ The LSI was produced at the unit group level using SERA, REOS and the Australian Skills Classification. For more details about the LSI, refer to the Spotlight Analysis in the [Occupation Shortage Report – 2025 March](#).

²⁶ The mismatch index measures how unevenly vacancies and applicants in the labour market are distributed among different occupations. It is equal to the percentage of applicants that would need to change occupations for there to be an equal ratio of applicants to vacancies across all occupation groups. Data for the index was based on SERA, REOS and the ASC. For more details about the index, refer to the Spotlight analysis in the [Occupation Shortage Report – 2025 June](#).

Appendix A Results on ANZSCO 2022

A.1. Key figures and tables on ANZSCO 2022 basis

Figure A1: Percentage of occupations in shortage (%), 2021 to 2025 OSLs, ANZSCO 2022



Source: Jobs and Skills Australia, OSL, 2021 to 2025.

Note: The figure presents current and past results all on an ANZSCO 2022 basis to support like-for-like comparison.

Table A1: Summary of occupation rating change between 2024 and 2025 OSLs, ANZSCO 2022

Change from 2024 to 2025	Occupations (No.)	Occupations (%)
Still in shortage	244	27
No shortage (2024) to shortage (2025)	29	3
Shortage (2024) to no shortage (2025)	59	6
Still in no shortage	584	64
All occupations	916	100

Source: Jobs and Skills Australia, OSL, 2024 to 2025.

Note: The table presents current and past results all on an ANZSCO 2022 basis to support like-for-like comparison.

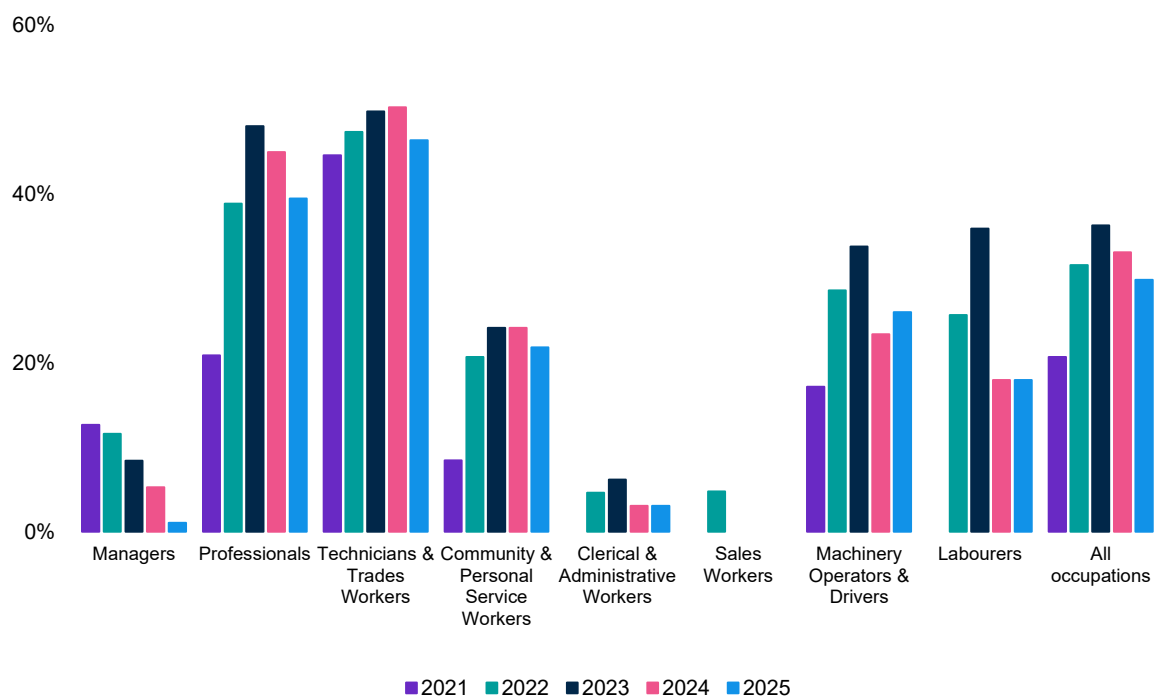
Table A2: Number of occupations in persistent shortage, by major group, 2021 to 2025 OSLs, ANZSCO 2022

In Shortage from 2021 to 2025	Occupations (No.)	Occupations (%)
Managers	1	1%
Professionals	47	38%
Technicians and Trades Workers	65	53%
Community and Personal Service Workers	3	2%
Machinery Operators and Drivers	7	6%
All occupations	123	100%

Source: Jobs and Skills Australia, OSL, 2021 to 2025.

Note: No occupations in the Clerical and Administrative Workers, Sales Workers, or Labourers occupational major groups were in persistent shortage. The table presents current and past results all on an ANZSCO 2022 basis to support like-for-like comparison.

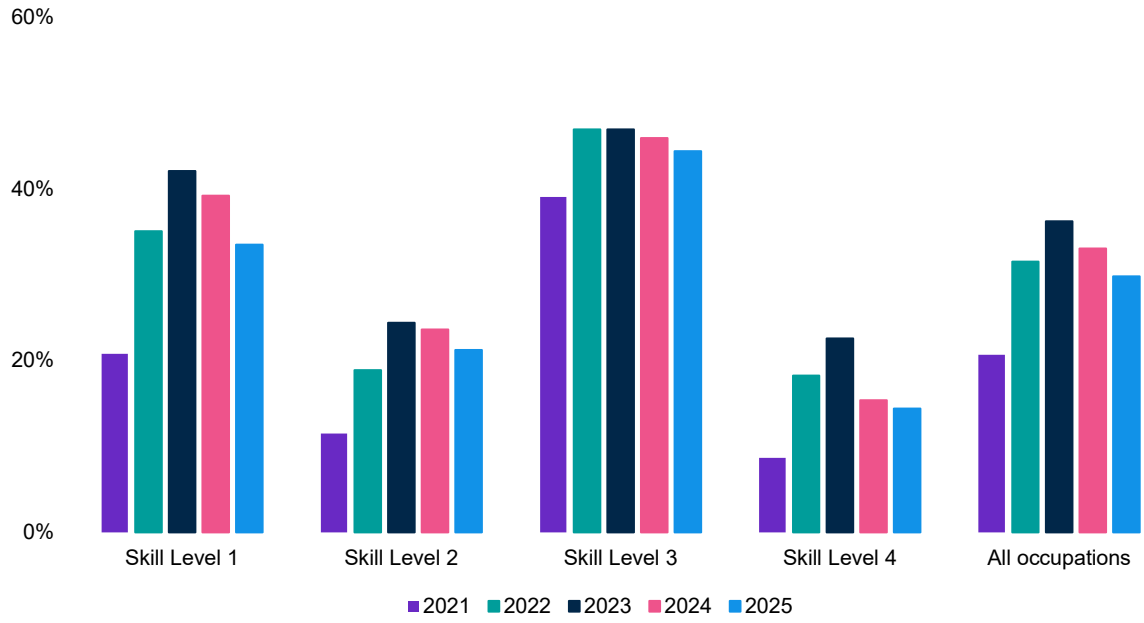
Figure A2: Percentage of occupations in shortage (%), by major group, 2021 to 2025 OSLs ANZSCO 2022



Source: Jobs and Skills Australia, OSL, 2021 to 2025.

Note: The figure presents current and past results all on an ANZSCO 2022 basis to support like-for-like comparison.

Figure A3: Percentage of occupations in shortage (%), by Skill Level, 2021 to 2025 OSLs, ANZSCO 2022



Source: Jobs and Skills Australia, OSL, 2021 to 2025.

Note: The figure presents current and past results all on an ANZSCO 2022 basis to support like-for-like comparison.