



Australian Government



Jobs and Skills Australia

2026 Occupation Shortage List

Key Findings Report

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Introduction

Overview

The Occupation Shortage List (OSL), produced by Jobs and Skills Australia, is released annually and is a point-in-time assessment of occupations in the Australian labour market. More detail on the OSL is provided in the 2026 OSL Methodology Report.

The 2026 OSL Key Findings Report provides an overview of the 2026 OSL results and select indicators that informed the occupation assessments and ratings.

This report, when used alongside other evidence, is intended to provide high-level insights that could assist government, Jobs and Skills Councils, industry, and education and training providers with workforce planning, policy development, and labour market analysis.

The main body of the report presents the OSL results on the Occupation Standard Classification for Australia (OSCA) basis.

2026 OSL results

National level findings

The 2026 OSL results show that occupation shortages continued to ease from the peak reached in 2023.

In the 2026 OSL, 279 of the 1,021 assessed occupations (or 27% of assessed occupations) were in national shortage (Figure 1).¹ This was 2 percentage points lower than in 2025 (29%), and 9 percentage points below the 2023 peak (36%).^{2, 3}

The result was consistent with gradual labour market softening over the 12 months to July 2026, reflected by indicators such as the employment-to-population ratio decreasing by 0.3 percentage points; the unemployment rate increasing by 0.2 percentage points; and the underemployment rate increasing by 0.5 percentage points. At the same time, a range of occupational shortages remain persistent.

Figure 1: Percentage of occupations in shortage, 2022 to 2026 OSLs



Source: Jobs and Skills Australia (2026).

¹ 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 areas only;

Regional shortage: An occupation is in shortage in regional areas only;

No shortage: An occupation is not in shortage.

² Jockey has been excluded from the 2026 OSL scope, to be consistent with the removal of Golfer and Sportsperson in previous years. To support comparison over time, it is also excluded from earlier OSLs results in this report. Some percentages may therefore differ slightly from previously published figures.

³ Note in this report, percentages are rounded to the nearest whole number and may not sum exactly due to rounding.

In 2026, 28 occupations were newly in shortage compared to 2025 (Table 1). These newly rated shortage occupations were spread across several areas, including health, science, technicians and trades, and machinery operator and driver roles.

There were 42 occupations that changed from a shortage in 2025 to no shortage in 2026. Among the 42:

- 20 occupations were from the Professionals major group, with a cluster of health, engineering, science and ICT roles,
- 9 occupations were from the Machinery Operators and Drivers
- 8 occupations were from Technicians and Trades Workers major group and the rest were from Labourers and Community and Personal Service Workers.

Table 1: Occupation rating changes between 2025 and 2026 OSLs

Change from 2025 to 2026	Occupations (No.)	Occupations (%)
Still in shortage	251	25%
Moved into shortage	28	3%
Moved out of shortage	42	4%
Still in no shortage	700	69%
All occupations	1,021	100%

Source: Jobs and Skills Australia (2026).

A quarter of assessed occupations (or 251) were in shortage in both 2025 and 2026. Of these:

- less than half (or 112) were Professionals occupations, with many in health, education, engineering and science.⁴
- about 2 in 5 (or 102) were Technicians and Trades Workers occupations including many from construction trades and those important to a clean energy transition.
- most of the remaining 37 occupations were from Community and Personal Service Workers, Machinery Operators and Drivers, and Labourers.

Persistent shortage by major groups

Persistent shortages were most common among Technicians and Trades Workers and Professionals.

Table 2 shows that 127 occupations that have been in shortage in every OSL from 2021 to 2026. These persistent shortages are highly concentrated in Technicians and Trades Workers and Professionals, which together accounted for 115 occupations (90% of all persistent shortages).

⁴ Even though there was a cluster of engineering occupations that transitioned to no shortage in 2026, there were still other engineering roles that remained in shortage.

- Technicians and Trades Workers made up the largest share, with 69 occupations, or 54% of all persistent shortages. Many of these were in construction, engineering trades, and electrotechnology and telecommunications trades.
- Professionals accounted for a further 46 occupations, or 36% of all persistent shortages, with shortages across health, early childhood education, and engineering and science roles.
- The remaining 12 persistent shortages were mainly in care-related occupations, machinery operator and driver roles, and a small number of manager occupations.

A detailed breakdown of persistent shortages from 2021 to 2026 by sub-major group is provided in Appendix B, Table B1.

Table 2: Number of occupations in persistent shortage, by major group, 2021 to 2026 OSLs

Major group	Occupations (No.)	Occupations (%)
Managers	2	2%
Professionals	46	36%
Technicians and Trades Workers	69	54%
Community and Personal Service Workers	6	5%
Machinery Operators and Drivers	4	3%
All occupations	127	100%

Source: Jobs and Skills Australia (2026).

Note: Persistent shortages are occupations that were in shortage in every OSL from 2021 to 2026. No Clerical and Administrative Workers, Sales Workers, and Labourers occupations were in persistent shortage over this period.

Table 3 shows 66 additional occupations that were in shortages from 2022 to 2026. These occupations were either not in shortage in 2021 or did not have a 2021 rating because they were new to the 2022 Australian and New Zealand Standard Classification of Occupations (ANZSCO).⁵ However, they were in shortage in every OSL since 2022.

Table 3: Number of additional occupations in persistent shortage from 2022 to 2026 OSLs, by major group

Major group	Occupations (No.)	Occupations (%)
Professionals	39	59%
Technicians and Trades Workers	13	20%
Community and Personal Service Workers	6	9%
Clerical and Administrative Workers	1	2%
Machinery Operators and Drivers	4	6%
Labourers	3	5%
All occupations	66	100%

Source: Jobs and Skills Australia (2026).

Note: Additional persistent shortages are occupations that were not in shortage in 2021 (62 occupations), or had no 2021 OSL rating because they were new to the 2022 ANZSCO classification (4 occupations). They were then in shortage in every OSL from 2022 to 2026. Percentages may not sum to 100% due to rounding.

⁵ Results presented in the report are on an OSCA basis. However, new ANZSCO matter as most analysis and assessments were first conducted on the ANZSCO basis with the results then mapped to OSCA. Refer to the 2026 OSL Methodology Report for more information.

These additional persistent shortages were mainly in the Professionals major group, which accounted for 39 out of the 66 occupations, or 59%.

Table B2 in Appendix B shows that many of these were Health Professionals, with 31 occupations in this sub-major group. This suggests that some shortages that emerged around 2022 have continued over several years, particularly in health-related professional roles.

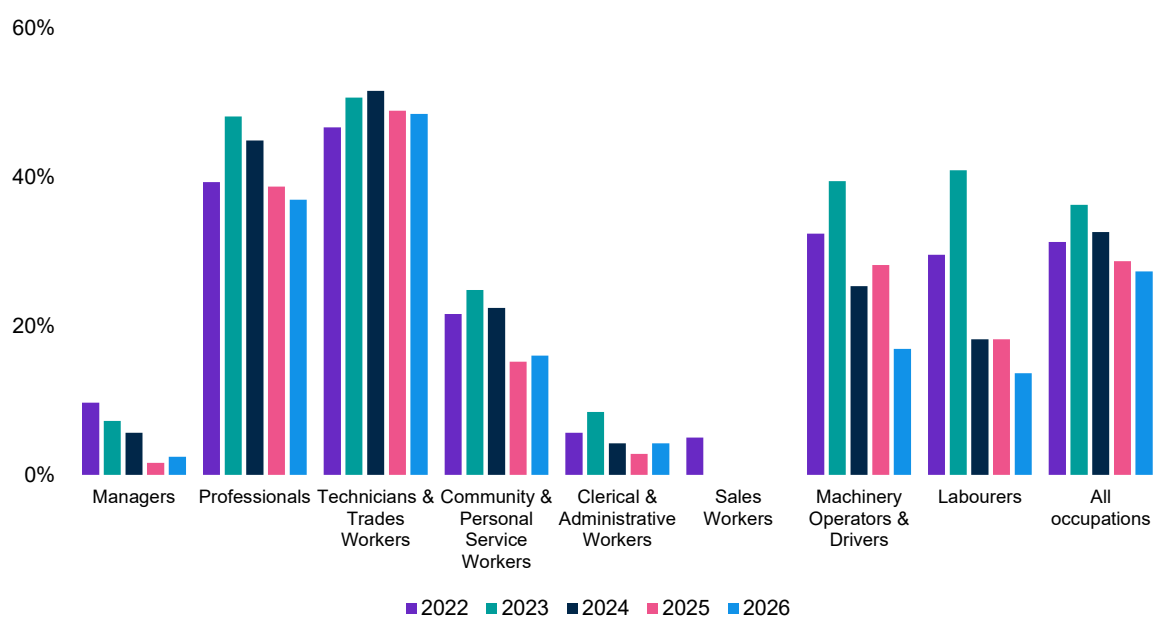
This may partly reflect a higher demand for health professionals during and after the COVID-19 pandemic, as well as the time needed to train and qualify workers in many health occupations.

Taken together, Table 2 and Table 3 show that persistent shortages are not spread evenly across the labour market. Long-running shortages are concentrated in professional, and technician and trade occupations. The newer group of shortages from 2022 to 2026 is especially concentrated in health-related professions.

Shortages by major groups

The shortage results vary by major group (Figure 2).

Figure 2: Percentage of occupations in shortage, by major group, 2022 to 2026 OSLs⁶



Source: Jobs and Skills Australia (2026).

Shortage varied across major groups. In 2026, 48% of Technicians and Trades Workers occupations were in shortage. This was the highest proportion of any major group:

- Professionals had a relatively high percentage of 37%.
- Results for other major groups ranged from 2% to 16%.
- No Sales Workers occupations were in shortage.

⁶ Differences between the OSCA and ANZSCO results reflect changes in how occupations are classified. Under OSCA, some occupations moved between major groups and skill levels, which changed the number of occupations in each group and the number rated as in shortage. Some differences may also reflect the experimental method used to map occupations between ANZSCO and OSCA. For more detail about the mapping between OSCA and ANZSCO, see the 2026 OSL Methodology Report.

Machinery Operator and Drivers had the largest fall (11 percentage points) from 28% in 2025 to 17% in 2026, this was followed by Labourers and Professionals.⁷ The decline was partly offset by small increases in Managers, Community and Personal Service Workers, and Clerical and Administrative Workers.

Shortages by skill level

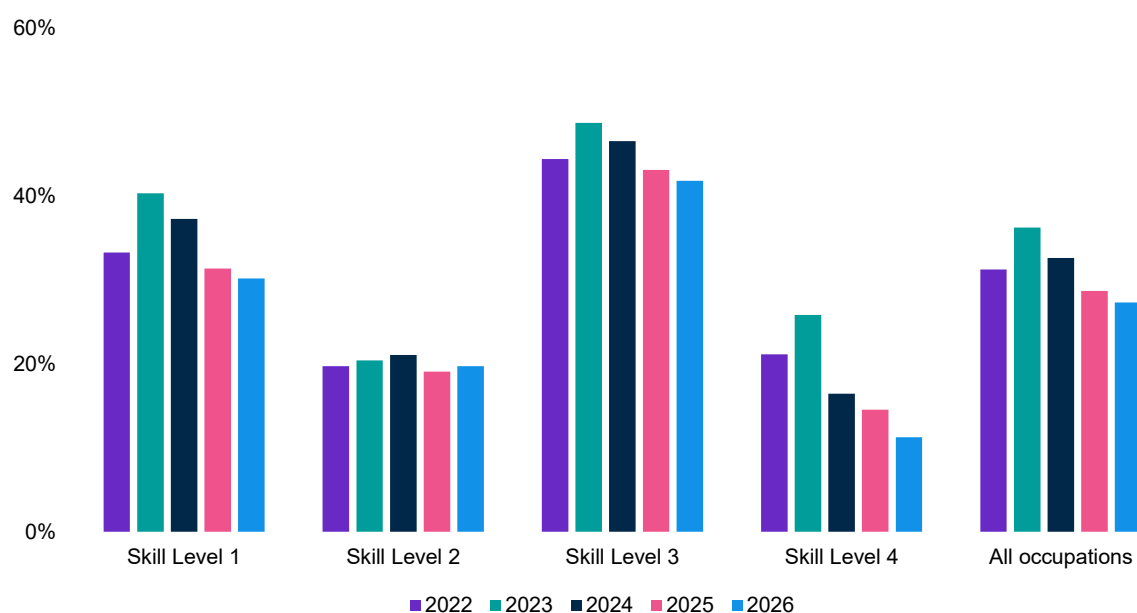
Figure 3 shows the percentage of shortages by OSCA skill level.

The figure shows that, while shortages have fallen over time:

- they remain prevalent in skill level 1 and 3 occupations in 2026 (30% and 42%, respectively).
- between 2025 and 2026, shortages fell most for Skill Level 4 occupations, from 15% to 11%.

Together, skill level 2 and 3 accounted for more than 60% of occupations in shortage. These occupations commonly require at least Certificate III or IV and with vocational education and training (VET) or apprenticeships.

Figure 3: Percentage of occupations in shortage, by skill level, 2022 to 2026 OSLs



Source: Jobs and Skills Australia (2026).

⁷ Note that percentage changes for Machinery Operators and Drivers and Labourers should be interpreted with caution, as these major groups contain relatively few occupations within the scope of the OSL compared with larger groups such as Professionals. As a result, a change in the shortage status of a small number of occupations can lead to relatively large changes in the percentage of occupations in shortage.

Select labour market indicators informing the OSL

Occupation assessments for the OSL draw on a broad range of quantitative and qualitative evidence, including stakeholder engagement. The 2026 OSL Methodology Report explains the assessment process.

This section compares key labour market indicators —that informed the 2026 OSL—for occupations in shortage and occupations not in shortage.

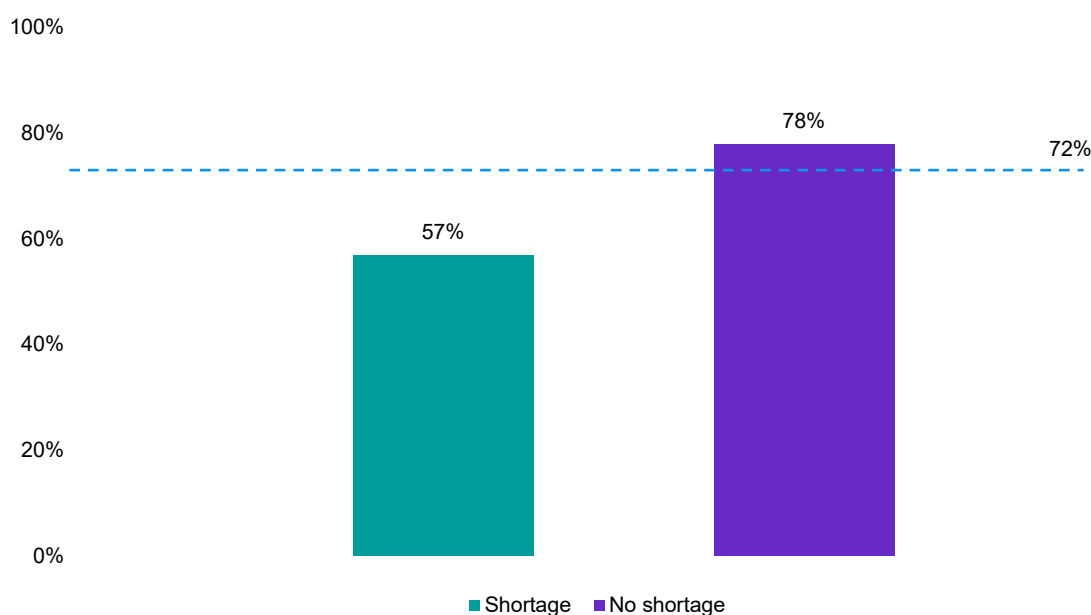
The indicators showed that occupations rated in shortage generally faced tighter labour market conditions than occupations not in shortage, including compared to the national average (average across all occupations).

Most labour market indicators presented below are analysed on the ANZSCO 2022 basis.⁸

Recruitment outcome indicators

Figure 4 shows that during the 2026 OSL assessment period, occupations in shortage had a fill rate of 57%, compared with 78% for occupations not in shortage and an average 72% across all occupations.⁹

Figure 4: Vacancy fill rates (%), 2025–26



Source: Jobs and Skills Australia (2026). *Survey of Employers who have Recently Advertised (SERA)*, 2025–26.

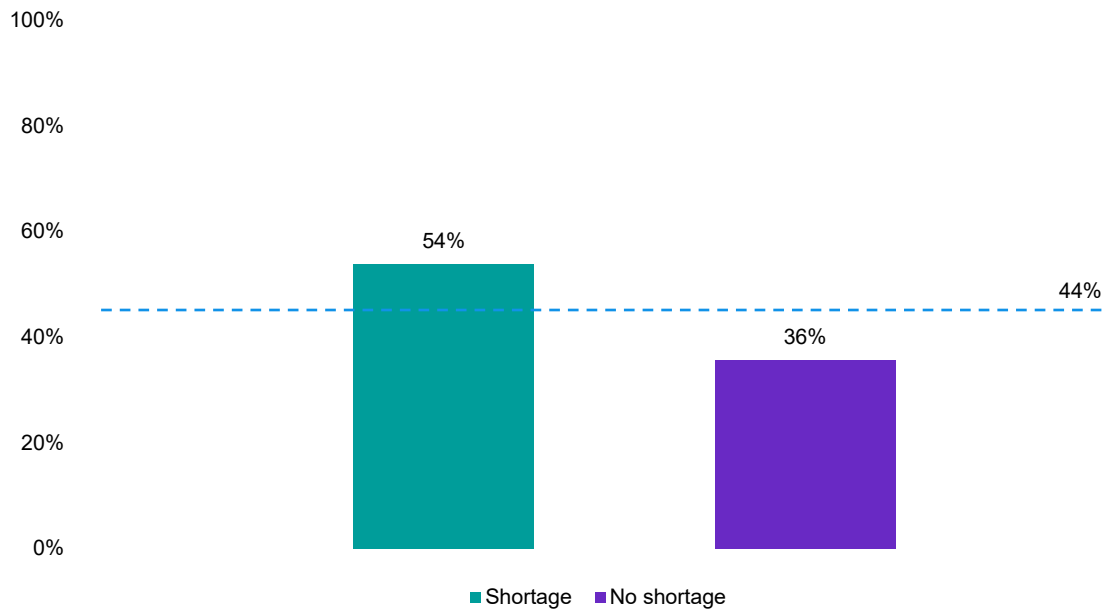
Figure 5 shows that occupations in shortages had a higher recruitment difficulty rate (54%) than occupations not in shortage (36%). Across all occupations, the average recruitment difficulty was 44%.¹⁰

⁸ Data presented in the figures in this section is based on 2025–26 financial year, which aligns with the 2026 OSL assessment cycle.

⁹ The national averages are presented as dashed lines in the figures.

¹⁰ 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](#).

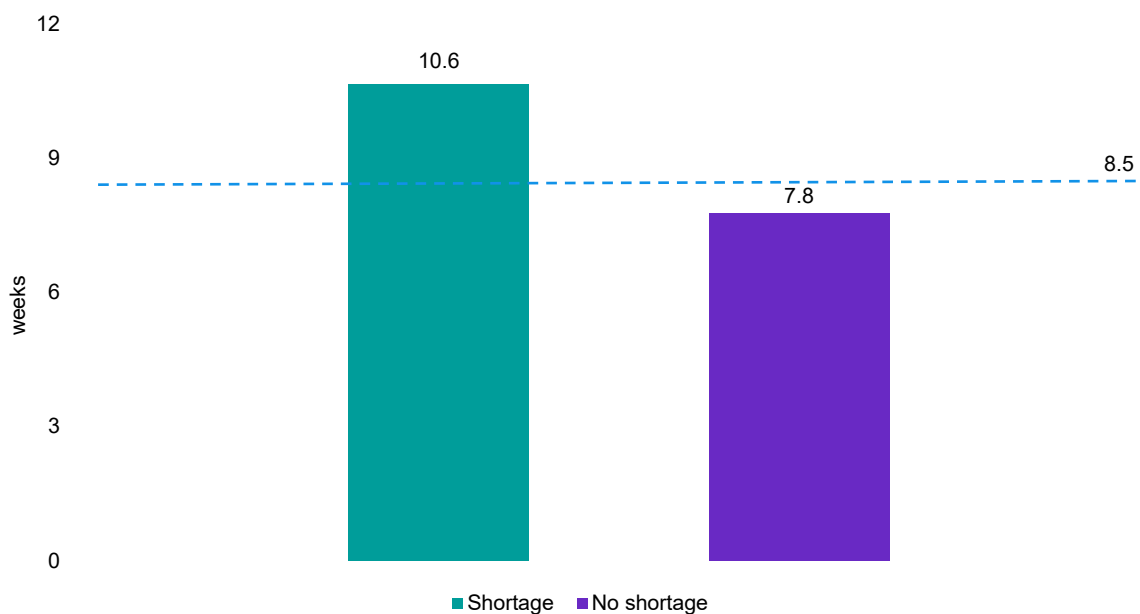
Figure 5: Recruitment difficulty rates (%), 2025–26



Source: Jobs and Skills Australia (2026). Recruitment Experiences and Outlook Survey (REOS), 2025–26.

Figure 6 shows that occupations in shortage had a longer average vacancy duration at 10.6 weeks, compared with 7.8 weeks for occupations not in shortage and 8.5 weeks across all occupations.

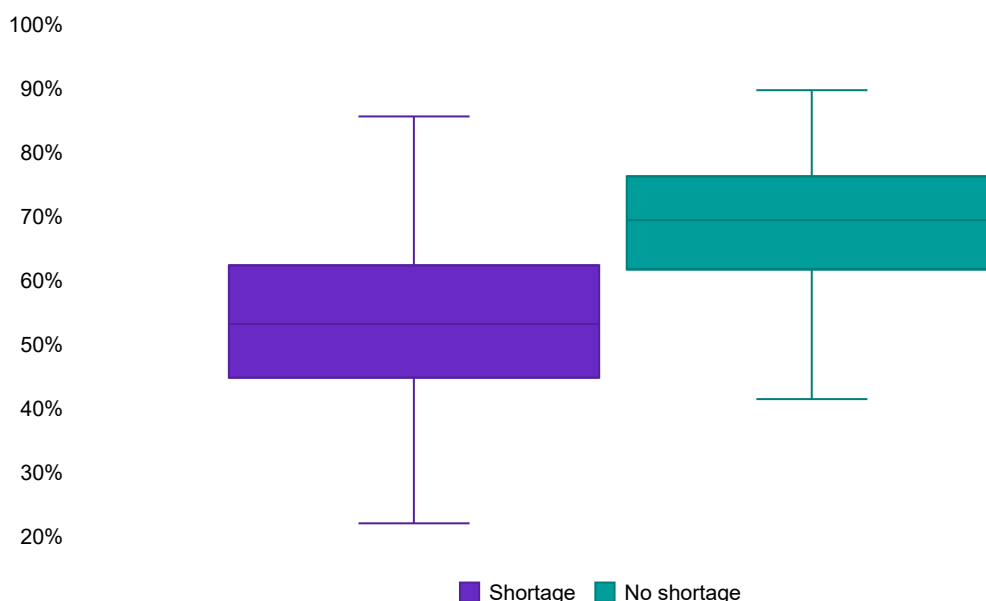
Figure 6: Vacancy durations (no.), 2025–26



Source: Jobs and Skills Australia (2026). *SERA*, 2025–26.

Figure 7 shows the predicted fill rates from the OSL machine learning model for occupations in shortage and those not in shortage.

Figure 7: Boxplots of predicted vacancy fill rates (%) for the 2026 OSL



Source: Jobs and Skills Australia (2026).

The median predicted occupation fill rate, represented by the middle lines in the boxes, was 54% for occupations in shortage and 70% for occupations not in shortage.¹¹

The boxplots show that the distribution of fill rates for occupations in shortage was lower than the distribution for occupations not in shortage.¹² Further, the third quartile of predicted fill rates for shortage occupations was below the 67% threshold used to assess whether an occupation is likely to be in shortage.¹³

While the median and mean fill rate differed between the machine learning model and from the Survey of Employers who have Recently Advertised (SERA) (Figure 4), both sources show the same pattern. That is, occupations in shortage had lower fill rates.

Together, Figure 4 to 6 suggest that employers were less likely to fill vacancies in occupations in shortage. Recruitment for those occupations was also more difficult and took longer than for occupations not in shortage.

¹¹ The mean predicted fill rate was 55% for occupations in shortage and 75% for occupations not in shortage and 69% across all occupations. These are employment sized weighted mean fill rates.

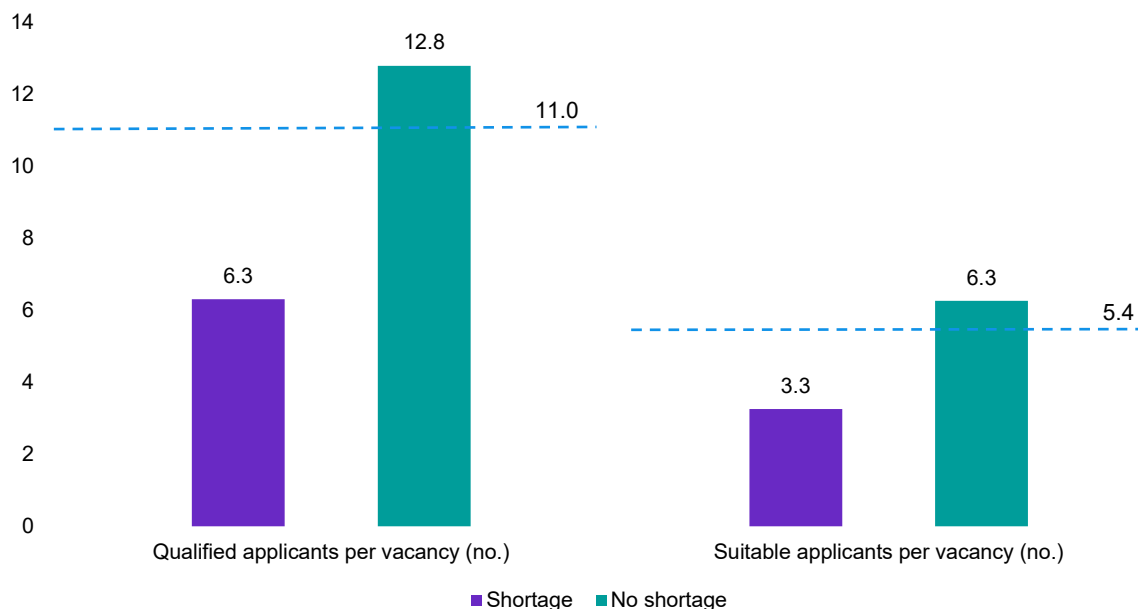
¹² The boxplots show fill rates from each year arranged from lowest to highest, then divided into four parts. Each part ("quartile") is a quarter of the data. The bottom line of each box (the 25th percentile) is an occupation with a low fill rate, whereas the top line of each box (the 75th percentile) is an occupation with a high fill rate.

¹³ Refer to the 2026 OSL Methodology Report for more information.

Supply-side indicators

Supply-side indicators show that shortage occupations had both fewer qualified and suitable applicants per vacancy than occupations not in shortage (Figure 8).

Figure 8: Qualified and suitable applicants per vacancy (no.), 2026



Source: Jobs and Skills Australia (2026). *SERA, 2025–26*

In 2026, shortage occupations had 6.3 qualified applicants and 3.3 suitable applicants per vacancy, compared to 12.8 and 6.3 respectively for occupations not in shortage.

The dashed lines show the averages across all occupations: 11.0 qualified applicants and 5.4 suitable applicants per vacancy.

This suggests that supply constraints were more pronounced for occupations rated in shortage.

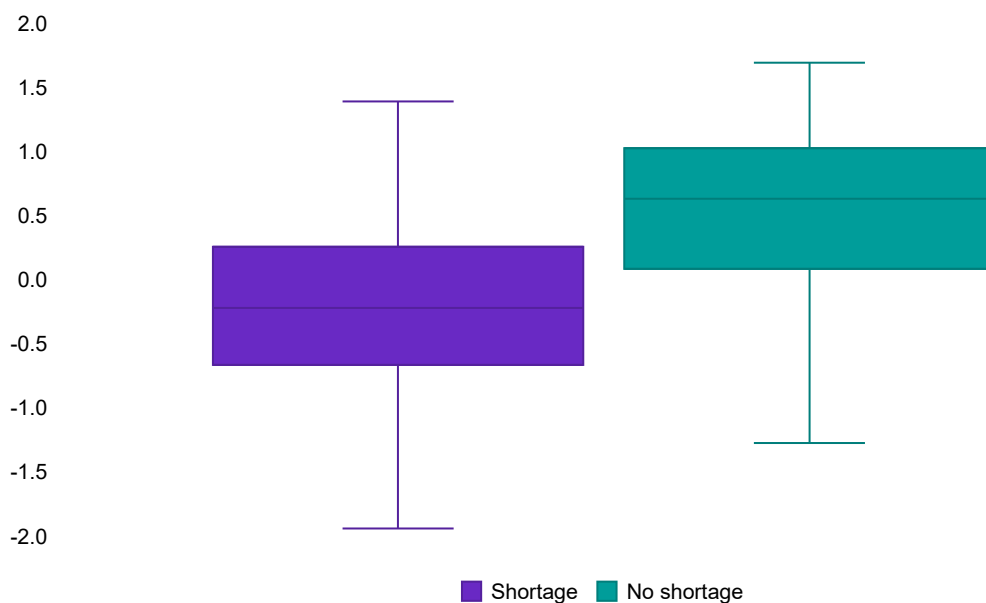
Figure 9 shows the Labour Supply Index (LSI), comparing applicant availability of occupations.

The index is based on the number of applicants per advertised vacancy, using data from the SERA and the REOS. A positive value indicates that applicant availability is above the average across occupations, while a negative value indicates that it is below average.

The distribution of LSI values was lower for occupations in shortage than for occupations not in shortage.

The median LSI was below zero for shortage occupations and above zero for occupations not in shortage, indicating relatively fewer applicants per vacancy for occupations in shortage. This is consistent with other supply-side indicators showing that these occupations faced a more limited pool of available applicants.

Figure 9: Boxplots of Labour Supply Index, 2026 OSL



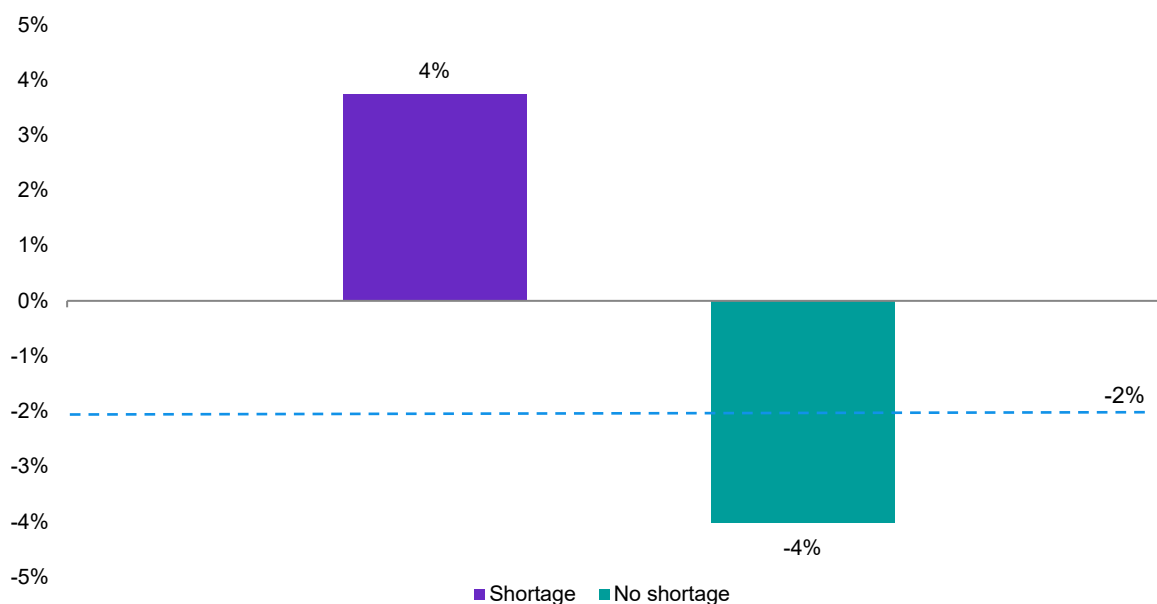
Source: Jobs and Skills Australia (2026). *SERA and REOS, 2025–26*.

Note: Results are presented on an ANZSCO 2022 basis.

Demand-side indicators

The demand-side indicator showed stronger demand for occupations in shortage (Figure 10).

Figure 10: IVI, 5-year change, 2022 to 2026



Source: Jobs and Skills Australia (2026). *Internet Vacancy Index (IVI), 2026 July*.

Note: The dashed line in the figure shows the average values across all occupations. These are calculated on an ANZSCO 2022 basis.

For shortage occupations, the Internet Vacancy Index (IVI) increased by 4% from 2022 to 2026. In contrast, the IVI decreased by 4% for occupations not in shortage.

In line with softer demand in the labour market, the average change in IVI across all occupations was -2% and consistent with trends in Jobs and Skills Australia's Total New Vacancies measure.¹⁴

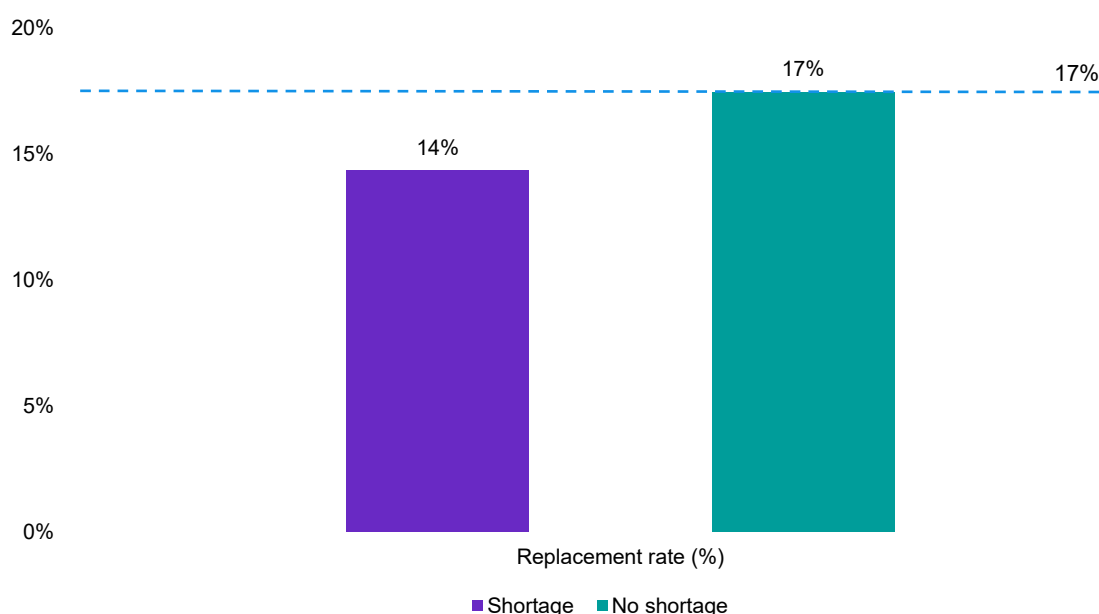
Replacement rates

Figure 11 shows that shortage occupations also had lower replacement rates than those not in shortage.

The replacement rate measures the number of new workers needed to replace those who left their occupation over a given year.¹⁵

Between 2023 and 2025, the average replacement rate was 14% for occupations in shortage, compared with 17% for those not in shortage—similar to the national average.

Figure 11: Replacement rates, 3-year average, 2023–25



Source: Jobs and Skills Australia (2026). Replacement rate was constructed from Data on Occupation Mobility which was created using Person Level Integrated Data Asset, 2010–11 to 2023–24, Income Tax Return data, ABS DataLab.

Lower replacement rates among shortage occupations could reflect fewer workers moving into and replacing workers leaving shortage occupations, consistent with a more limited pool of available labour supply, and vacancies being harder to refill once workers have left.

Occupations not in shortage had higher average replacement rates as they include occupations such as waiters, sales workers, general receptionists and other lower skill level roles. These professions can be filled by individuals undertaking education or training while acquiring valuable foundation skills and experience to improve their employability, filled by new graduates while transitioning into higher-skilled occupations, or filled by individuals looking for casual work that fits with their lifestyle.

¹⁴ Jobs and Skills Australia (2026). [Total new vacancies](#), May 2026.

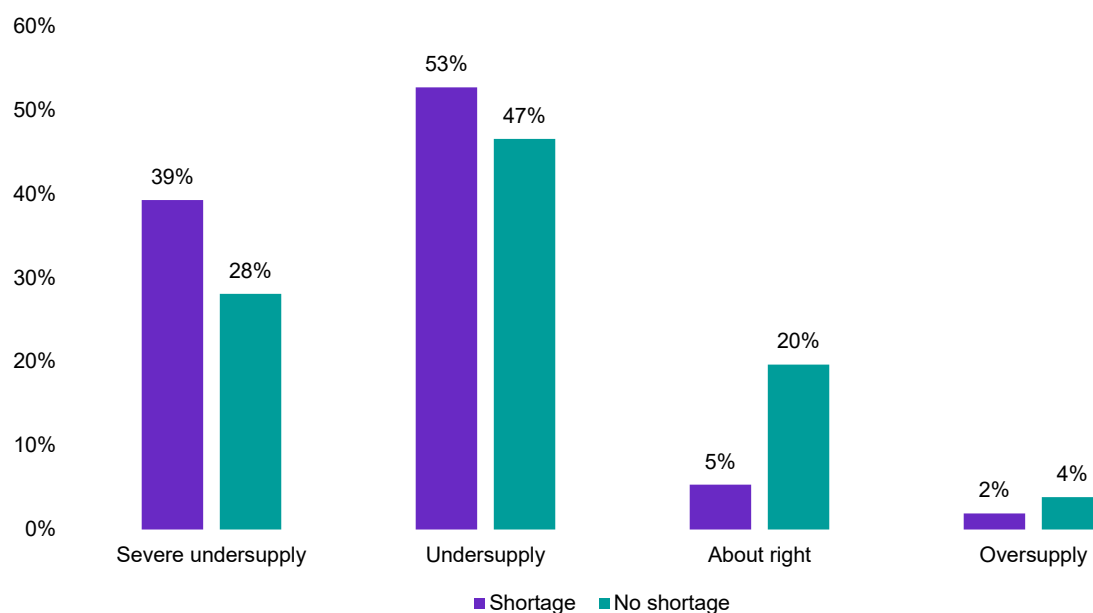
¹⁵ Replacement rate differs from turnover in that it measures the number of new recruitments needed to replace workers who have left their occupation and required replacement, while turnover measures the number of workers who have left their occupation.

While worker transitions into and out of these occupations can be more frequent compared to other occupations, the degree of fluidity shows the labour market is working to assign workers to where demand is.

OSL Stakeholder Survey responses

The OSL Stakeholder Survey (OSS) responses show that shortage occupations were more likely to be reported as being in undersupply or severe undersupply and/or as having much higher demand than in the previous year (Figure 12 and Figure 13).

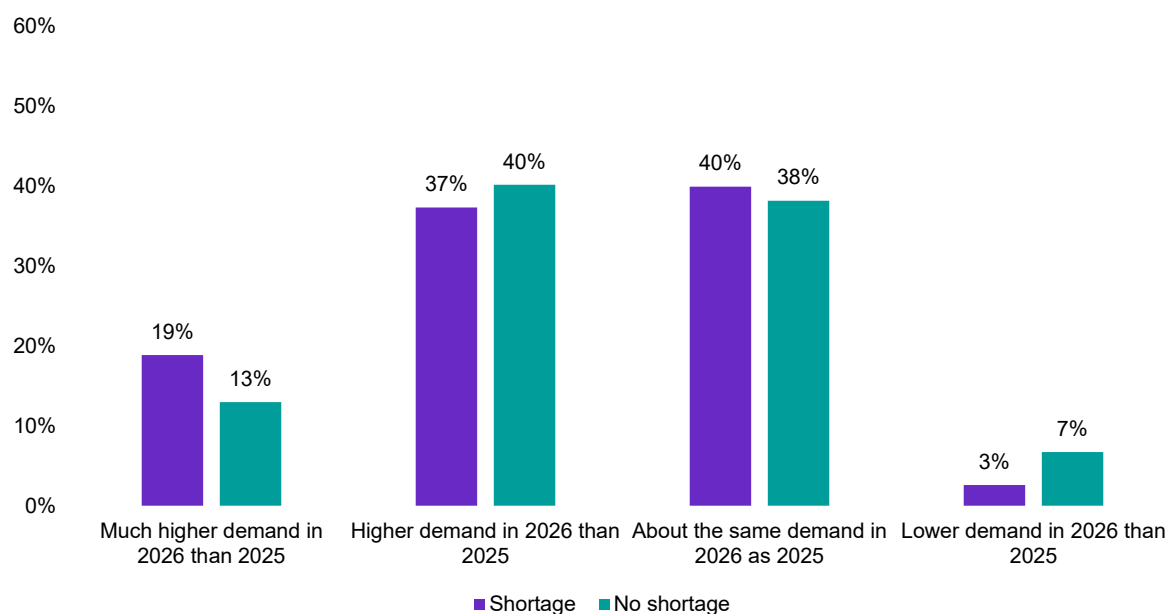
Figure 12: OSS responses on worker supply, 2026 OSL



Source: Jobs and Skills Australia (2026).

Note: Percentages are based on weighted stakeholder survey responses. Due to rounding, percentages by shortage status may not sum to 100%. Results are on the OSCA basis.

Figure 13: OSS responses on change in demand, 2026 OSL



Source: Jobs and Skills Australia (2026).

Note: Percentages are based on weighted stakeholder survey responses. Due to rounding, percentages by shortage status may not sum to 100%. Results are on the OSCA basis.

The survey asked stakeholders about current supply of workers and changes in demand over the past year.¹⁶

Figure 12 and Figure 13 show the following:

- For occupations in shortage, 39% of stakeholders reported a severe undersupply and 53% reported undersupply of workers. For occupations not in shortage, these percentages were lower by 11 and 6 percentage points, respectively.
- For occupations not in shortage, there were significantly more stakeholders reporting that supply of workers was about right (20% compared to 4%).
- For occupations in shortage, stakeholders were more likely to report much higher demand compared with the previous year (19% compared with 13% for occupations not in shortage).

¹⁶ The OSS is an annual survey opening in January and closing in March each year. The survey gathers perspectives from a wide range of organisations, representing employers, employees, regions, education and training providers, and government. The results from the OSS should be interpreted with caution. It is limited because generally responses received for each occupation are small, while skill levels 3 and 4 are overrepresented and there may be self-selection bias, as employers who are not experiencing workforce challenges or those representing them may be less inclined to participate in this survey.

Appendix A

Regional shortages

In 2026, 15 occupations were in shortage in regional areas, but not in capital cities, compared with 21 in 2025. This result is presented on the OSCA basis.

The final OSL outcome, in 2026, was produced as a national rating, informed by national evidence and relevant state and territory insights, collected through consultation with Jobs and Skills Councils, Commonwealth Government departments, and state and territory government stakeholders.¹⁷

Confidence labels

The 2026 OSL ratings were distributed by confidence labels.¹⁸ Of all occupations, 17% were rated as Clear shortage and 10% as On-balance shortage. Further, 36% were rated as Clear no shortage and 37% as On-balance no shortage. With that, 53% of occupations had a Clear confidence label.

Figure A1: Shortage status of occupations (%), by major group, and confidence labels, 2026 OSL



Source: Jobs and Skills Australia (2026).

Figure A1 shows how the 2026 shortage ratings were distributed by confidence label across major groups.

For Technicians and Trades Workers, Machinery Operators and Drivers and Labourers, there was a relatively large percentage of occupations with On-balance confidence labels.

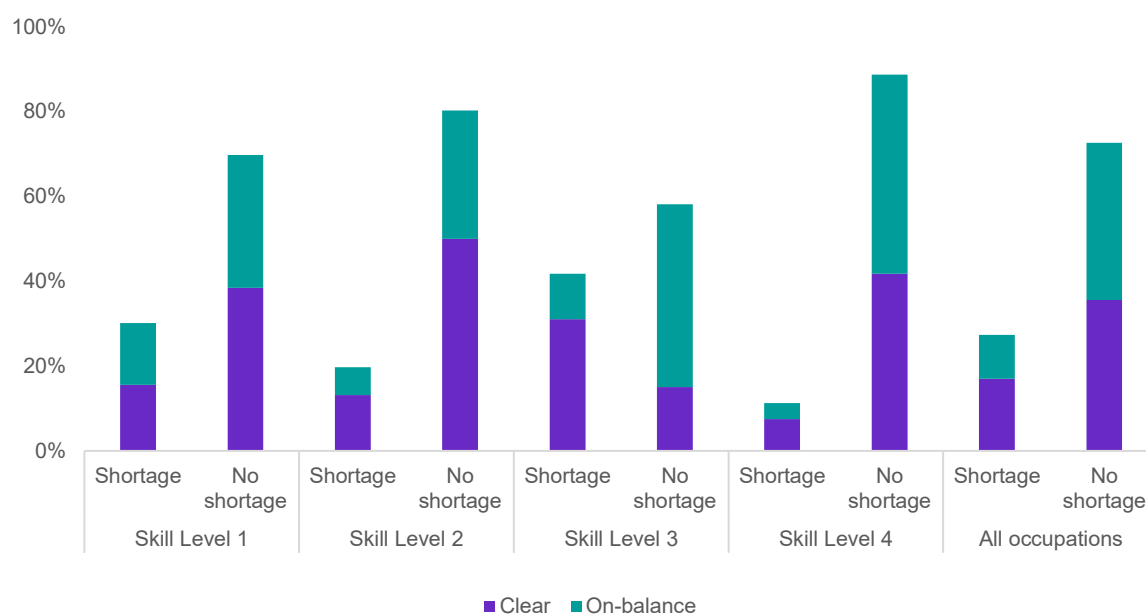
¹⁷ For details on how feedback was incorporated, refer to the 2026 OSL Methodology Report.

¹⁸ For 2026 Jobs and Skills Australia introduced a confidence label, showing whether the rating is Clear: supported by strong and consistent evidence; or On-balance: where the evidence points in one direction, but it is close to the threshold between shortage and no shortage, or the evidence is mixed or limited.

Many occupations within these major groups have low employment levels and limited quantitative and qualitative labour market information. As a result, they are more likely to receive an On-balance confidence label.

Machinery Operators and Drivers and Labourers also contain relatively few occupations within the scope of the OSL. Consequently, a change in the confidence label of a small number of occupations can result in relatively large changes in the percentage of occupations with an On-balance confidence label.

Figure A2: Shortage status of occupations (%), by skill level, and confidence labels, 2026 OSL



Source: Jobs and Skills Australia (2026).

Appendix B

Persistent shortages by sub-major group on OSCA basis

Table B1: Number of occupations in persistent shortage from 2021 to 2026 OSLs, by sub-major group

Sub-major group	Occupations (No.)	Occupations (%)
Construction, Production and Distribution Managers	1	1%
Hospitality and Retail Managers	1	1%
Accounting and Finance Professionals	1	1%
Design, Engineering and Science Professionals	19	15%
Education Professionals	1	1%
Health Professionals	21	17%
ICT Professionals	4	3%
Building, Engineering, ICT and Scientific Technicians	3	2%
Chefs and Food Trades Workers	5	4%
Engineering Trades Workers	14	11%
Skilled Animal, Agricultural and Horticultural Workers	3	2%
Automotive Technicians and Trades Workers	9	7%
Building Completion and Related Trades Workers	15	12%
Building Structural Trades Workers	5	4%
Electrotechnology and Telecommunications Trades Workers	9	7%
Other Technicians and Trades Workers	6	5%
Aged Care and Disability Services and Support Workers	3	2%
Early Childhood Educators, Child Carers and Education Assistants	2	2%
Health Support Workers and Assistants	1	1%
Mobile Plant Operators	4	3%
All occupations	127	100%

Source: Jobs and Skills Australia (2026).

Note: Persistent shortages are occupations that were in shortage in every OSL from 2021 to 2026. Percentages may not sum to 100% due to rounding.

Table B2: Number of additional occupations in persistent shortage from 2022 to 2026 OSLs, by sub-major group

Sub-major group	Occupations (No.)	Occupations (%)
Design, Engineering and Science Professionals	1	2%
Education Professionals	7	11%
Health Professionals	31	47%
Building, Engineering, ICT and Scientific Technicians	7	11%
Engineering Trades Workers	1	2%
Automotive Technicians and Trades Workers	2	3%
Electrotechnology and Telecommunications Trades Workers	1	2%
Other Technicians and Trades Workers	2	3%
Personal Service, Sports and Fitness Workers	6	9%
Executive and Legal Assistants and Secretaries	1	2%
Road and Rail Drivers	2	3%
Machine and Stationary Plant Operators	2	3%
Construction and Mining Labourers	2	3%
Other Labourers	1	2%
All occupations	66	100%

Source: Jobs and Skills Australia (2026).

Note: Additional persistent shortages are occupations that were not in shortage in 2021, or had no 2021 OSL rating because they were new to the 2022 ANZSCO classification. They were then in shortage in every OSL from 2022 to 2026. On OSCA basis, this includes 62 occupations that were not in shortage in 2021 and 4 occupations with no 2021 rating. Percentages may not sum to 100% due to rounding.