



Skills in demand relevant to youth employment

Has the employment status of young people improved?

Though the unemployment rate dropped to 4.2% in December 2021, and young people are the age group most benefiting from jobs growth (see graph), the national youth unemployment rate is still high at 9% (Jan 2022).

Note that the ABS counts as 'employed' anyone who in the week before the survey had anything upwards of 1 hour of paid work.

Young people continue to be twice as likely to be under-employed as the rest of the working age population. They want more work hours.

Access to some jobs has improved with fewer international students and working holiday makers, but most of those jobs are lower-quality jobs.

This means there is definitely still a role for the Decent Work focus area.

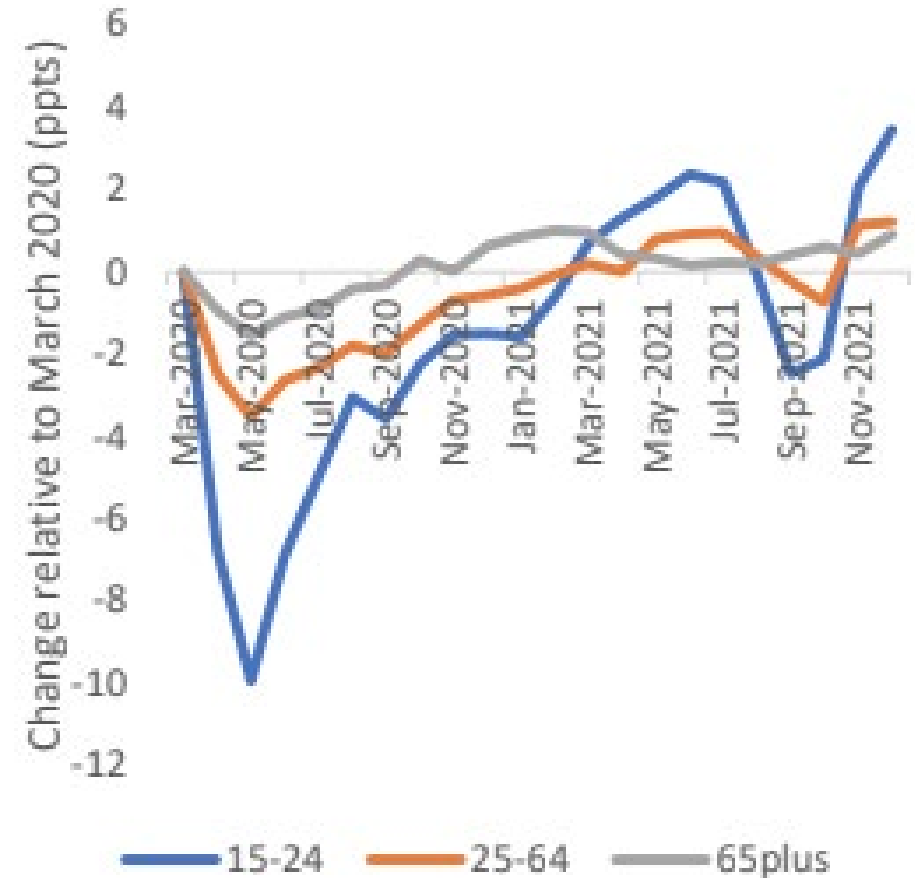


Chart 2: Change in employment/population rates by age, compared against March 2020, seasonally adjusted. (Borland, 2022)

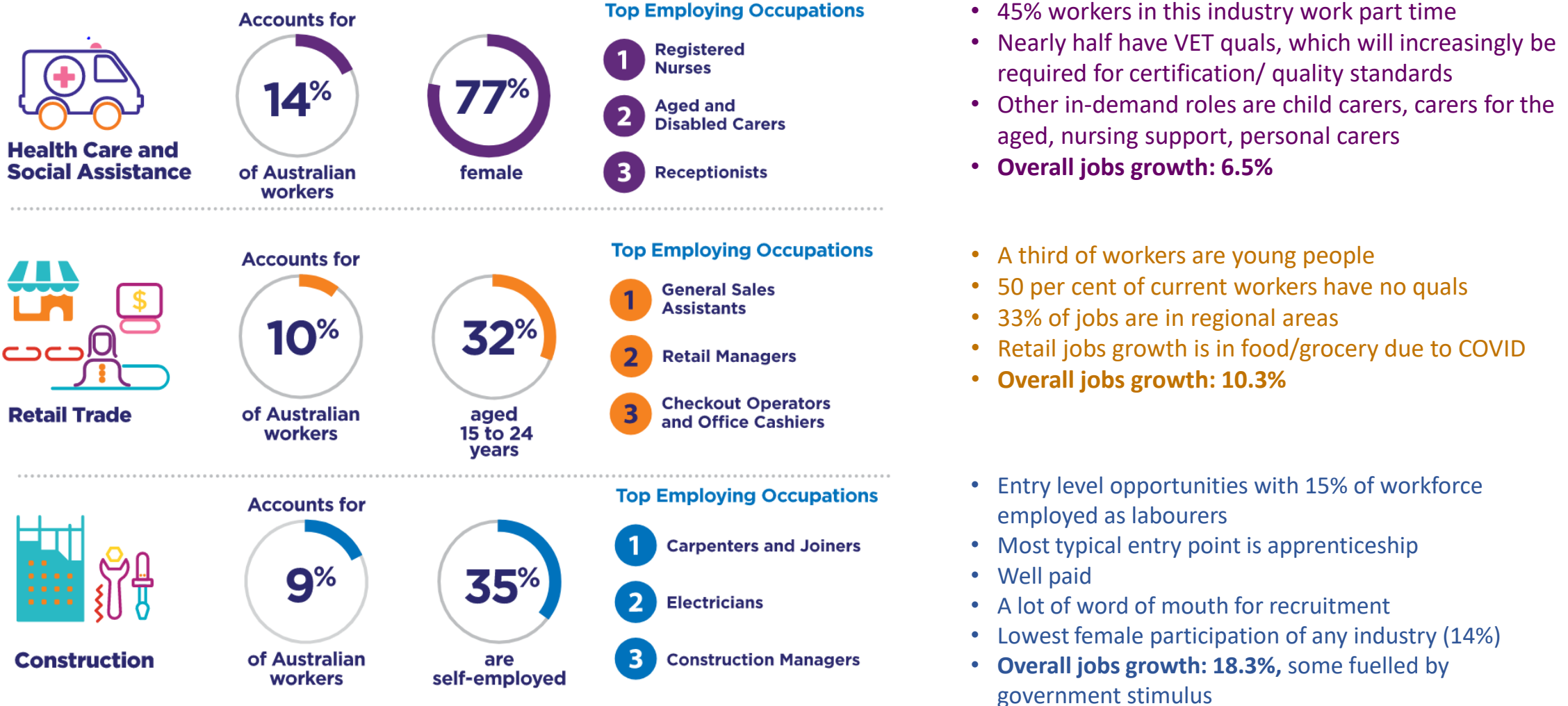
Where are the jobs for young people?

From among the many sources of **skills-in-demand** data, we need to:

1. Retain a **focus on the industries/ occupations that can inform VFFF grant making**, remembering that our goal is to support Decent Work activities that get good outcomes and set a good example.
2. Understand **which industries represent good outcome prospects** in order to identify which types of organisations to approach and who might have solutions in mind or in train. This might include employer/industry groups, social enterprises or partnership initiatives.
3. Identify **good jobs that don't have a degree pre-requisite**, so focusing on jobs with VET studies pathways and opportunities to learn on the job and upgrade and broaden qualifications through working life.
4. Informed by this clearer picture of skills-in-demand, identify and **build the capacity of relevant charities/not-for-profit organisations** (including social enterprises), to partner and work with employer/industry sector organisations to realise opportunities for good jobs for young people.

Top five employing industries

Source: [National Skills Commission](#)



Notes:

- Projected jobs growth is annual: growth by each sector can be compared with the annual national average of 1.7 per cent growth across all industries.
- These sector-level data need to be interpreted carefully, to identify both **entry level job opportunities**, and the growth that can be sustained long-term.

Top five employing industries



Professional, Scientific and Technical Services

Accounts for



of Australian workers



full-time

Top Employing Occupations

- 1 Accountants
- 2 Software and Applications Programmers
- 3 Solicitors

- This is a highly skilled industry; 80% have post-school qualifications
- 17% of roles are regional
- 9% are aged 15-24
- There are a very few entry-level occupations, but this has high quality work potential
- The IT Council of Australia is worried about pipeline for future recruitment and unhappy with the industry relevance of VET qualifications
- **Overall jobs growth: 11.6%**



Education and Training

Accounts for



of Australian workers



hold post-school qualifications

Top Employing Occupations

- 1 Primary School Teachers
- 2 Secondary School Teachers
- 3 Education Aides

- 100,000 roles are for education aides, closer to entry level
- This sector overall is set for strong growth
- Only 9% of the current workforce are young people
- Ageing workforce indicates potential for young people to join. Schools could and should foster youth-focused recruitment

Rural and regional jobs focus

The Regional Australia Institute reports acute skills shortages in the regions, and significantly greater competition for workers.

These graphs show the industry sectors employing significant numbers in the regions, and youth representation in those sectors.

Agriculture, forestry and fishing

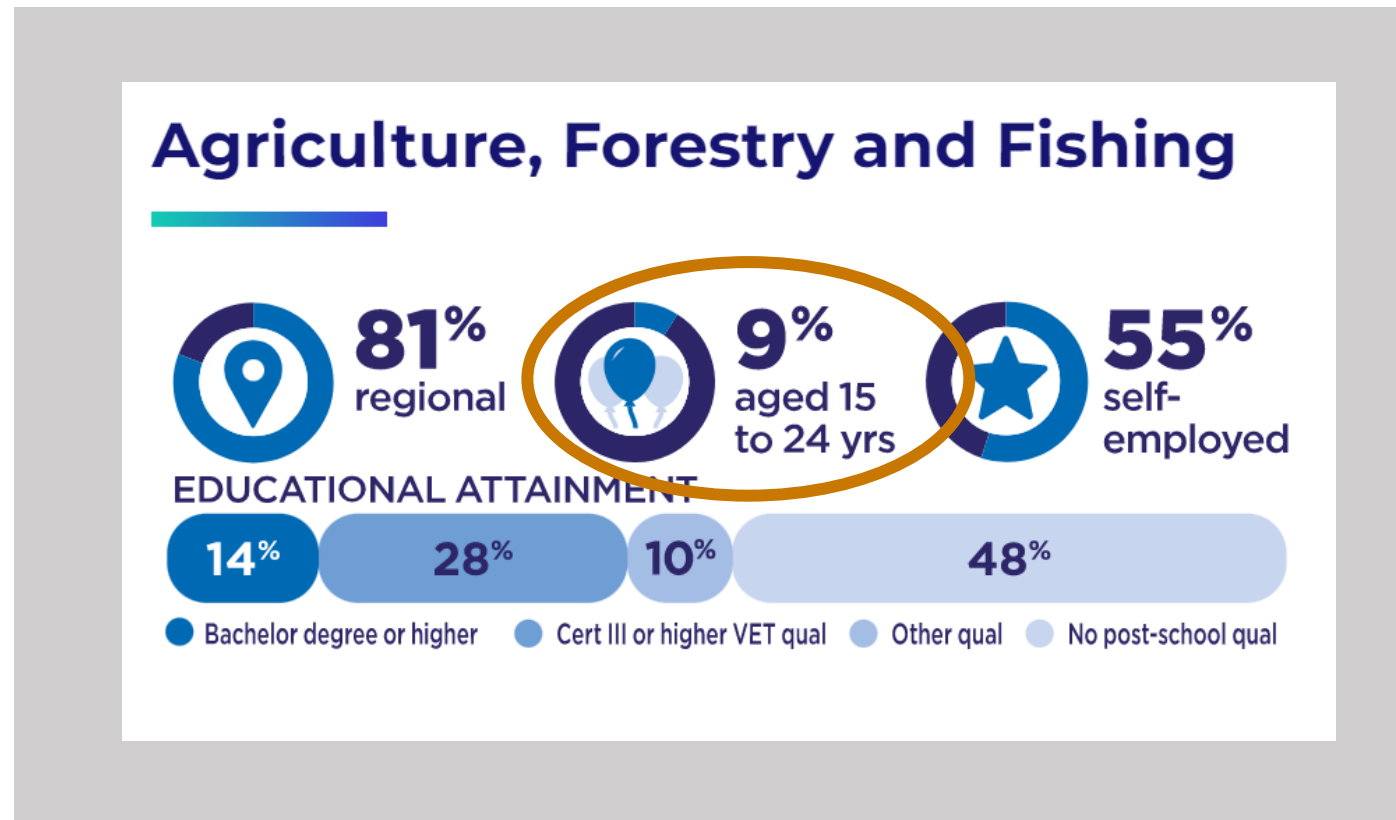
Crop farm workers are in critically short supply and have been sensitive to border closures.

Annual employment fell by 14% to May 2021.

Most of the 150,000 livestock and crop farmers in this industry are self-employed.

This is an ageing sector: 43% are over 55.

Technological advances in production systems will mean the need for fewer and more skilled workers.



Accommodation and food services

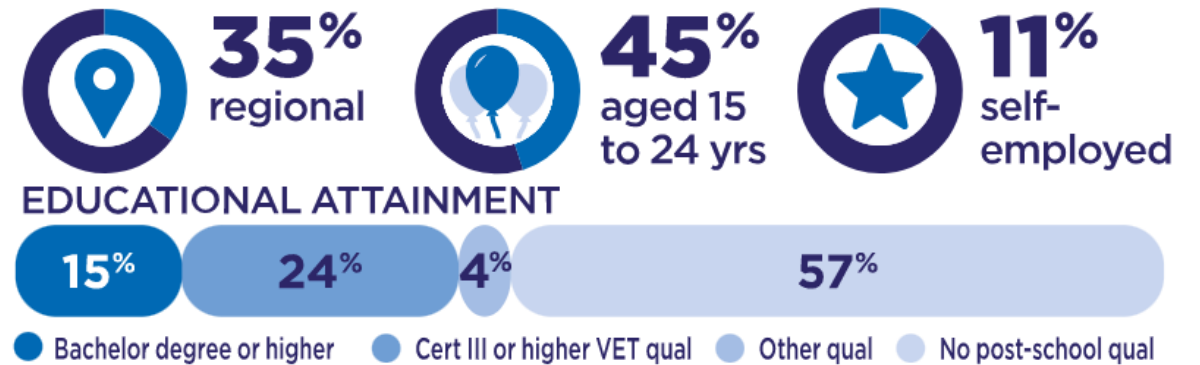
Annual employment growth
36.3%.

The main roles are for waiters,
kitchen hands, bar attendants,
sales.

These are obviously entry level
jobs, and subject to casual
work and just-in-time
assignment.

**62% of work in this industry is
part-time.**

Accommodation and Food Services



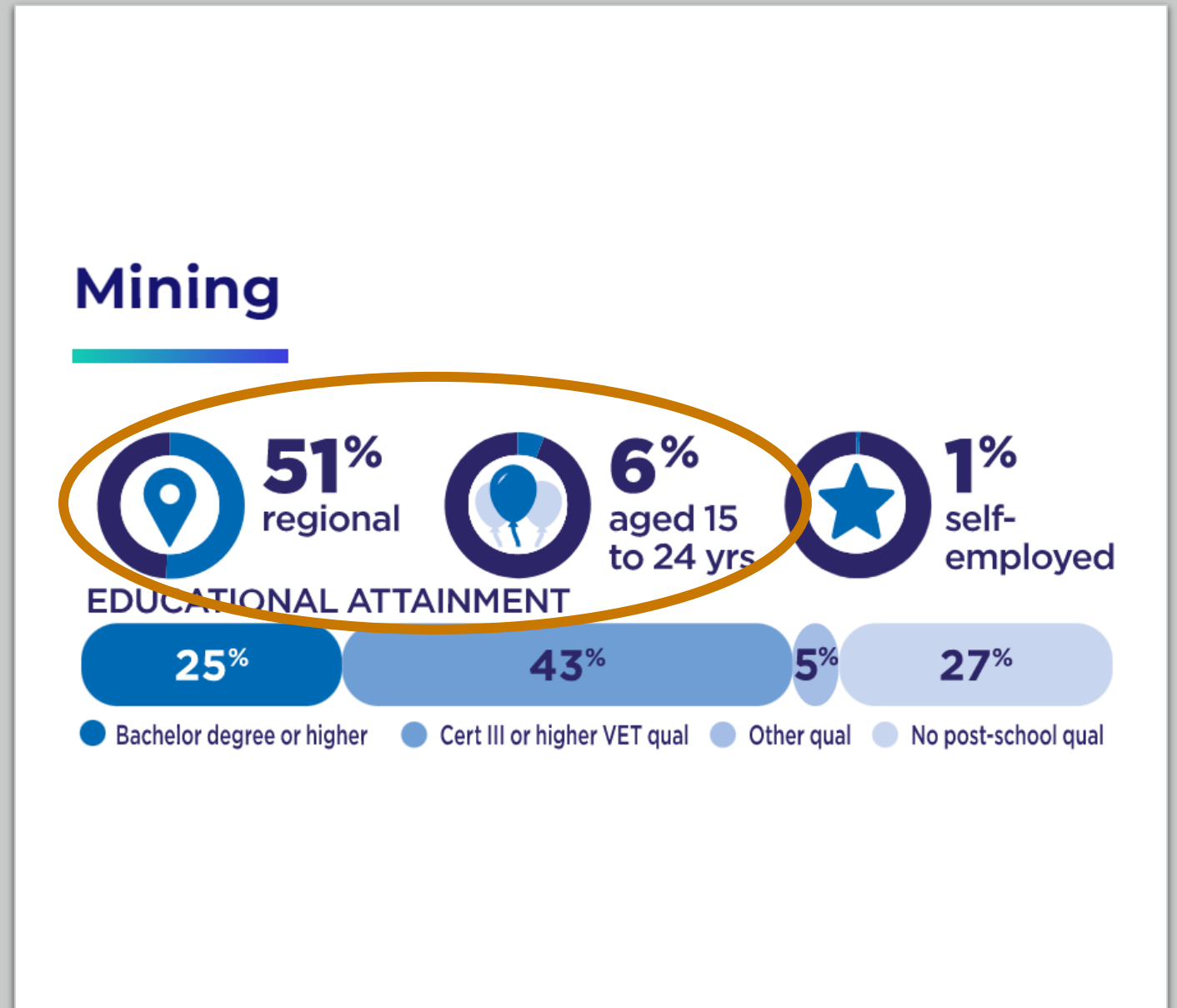
Mining

Annual employment growth is 18.3%.

Most work is in Queensland and WA, much of it on a fly-in, fly-out basis.

Some mines are in NSW, including Broken Hill, with growth of jobs projected there.

Very under-represented with young people.



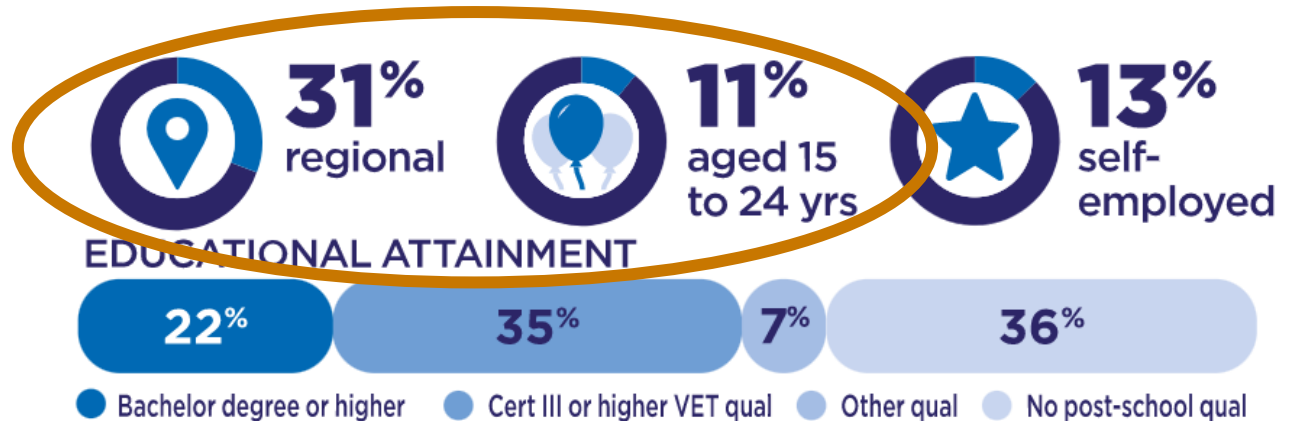
Manufacturing

Annual employment has risen by 5.8%. Specialist / advanced manufacturing is on the rise in some areas.

Includes food/beverages, petroleum and coal, polymer products, machinery, furniture, more.

Trade experience and practical knowledge are valued; less emphasis on formal quals though these will be needed in advanced manufacturing.

Manufacturing



Strategic choices for Decent Work funding opportunities

High quality but lower volume
job opportunities

Eg: IT; construction trades;
education and training

*The solution here is to **improve access** for young people*

Lower quality higher volume job
opportunities

Eg: Aged, disability, social care;
agribusiness

*With so many more jobs on offer, is this a chance to **improve the jobs?***

New solutions will also mean understanding what drives young people's decisions

There are many drivers of youth decision-making around employment and career ideas and pathways. The 2020 *National Youth Commission of Inquiry into Unemployment and Youth Transitions* concluded that while young people do want and expect to work, what they value about working can vary considerably.

There are three sets of factors involved in aspirations, motivation, decision-making, and future success in a chosen pathway. Understanding those kinds of factors is an important key to employer and industry workforce strategies.

Financial value and job factors				Future perceived value		Personal values, needs, concerns
Pay per hour	Enough hours	Stable hours	Working conditions	Staged study and quals pathway	Promotion Progression Prospects	Cultural or environmental values, perceived or actual racism, mental health, identity/image, employer respect for workers, preference for flexibility, balance of work/life/study
<p>Costs of housing and transport How much is left after Centrelink tapers off from working</p>						