



Australian Government
Department of Employment
and Workplace Relations

Ai Group 2024 Policy-Influence- Reform (PIR) Conference

NATALIE JAMES, SECRETARY

AUGUST 2024

Acknowledgment of Country

Female employment share



Construction

11.8% women (2004)

13.6% women (2024)

+1.8%

All industries women

44.6% women (2004)

47.8% women (2024)

+3.2%



Mining

12.8% women (2004)

22.2% women (2024)

+9.3%



Industries, electricity, gas, water and waste services

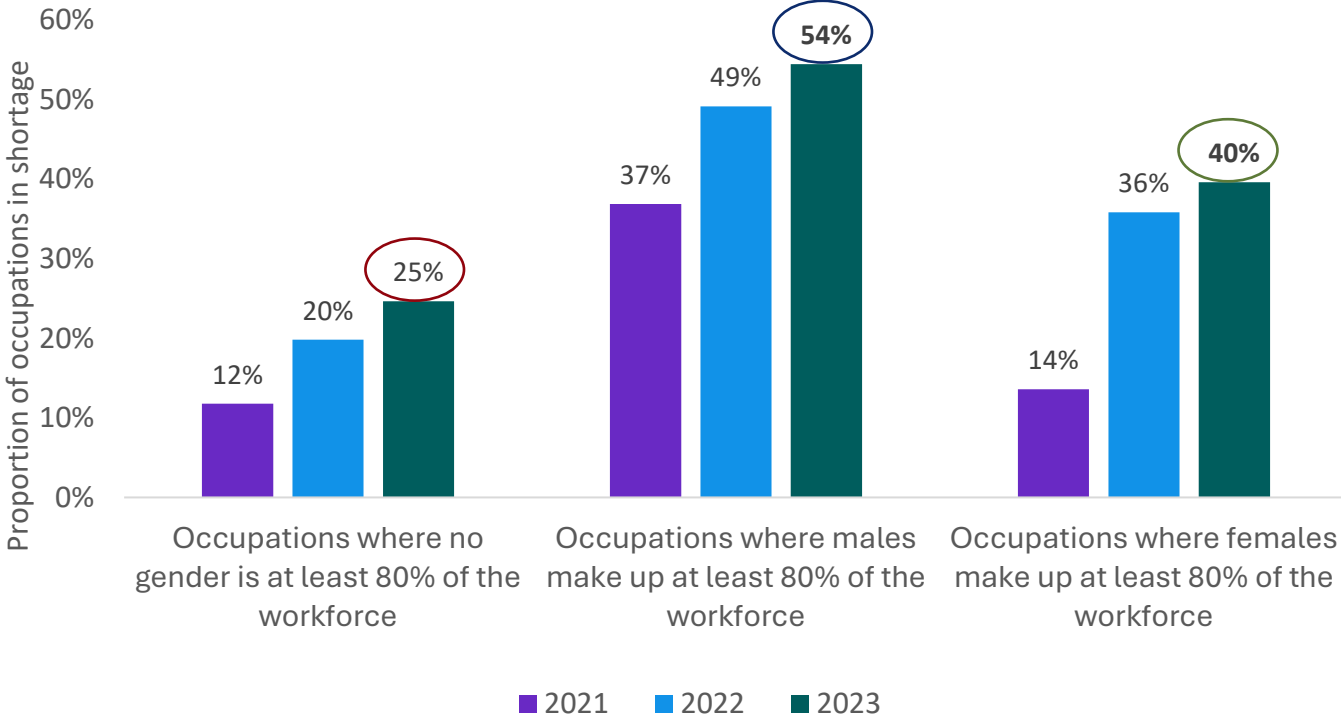
16.9% women (2004)

29.2% women (2024)

+12.3%

Occupations experiencing shortage and have a strong gender imbalance

Proportion of gender-imbalanced occupations that were in shortage on the 2021-2023 SPL

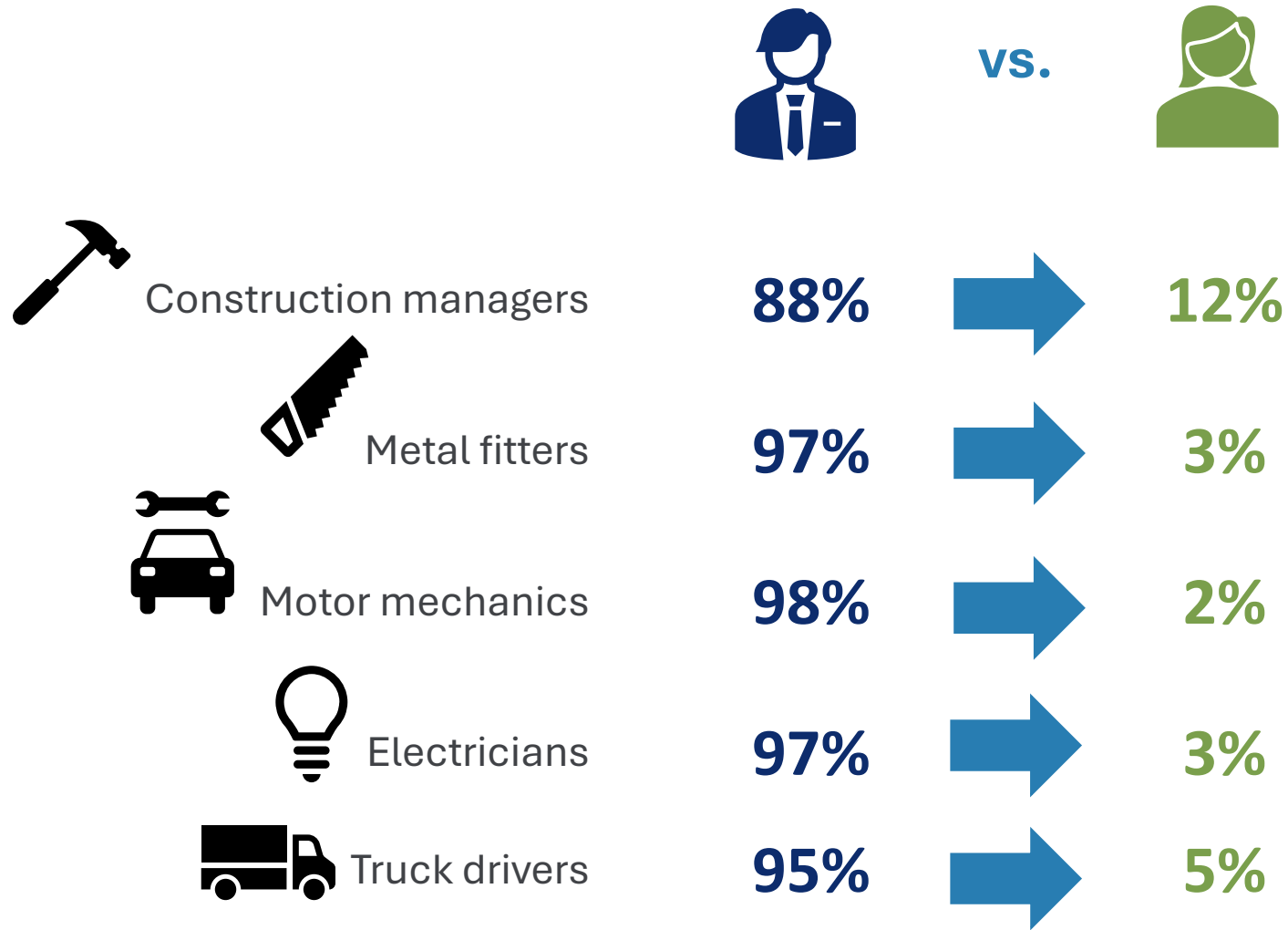


54% are male-dominated occupations.

40% of female-dominated occupations (i.e. where that gender makes up at least 80% of the workforce) were found to be in shortage in 2023.

By comparison, only **25%** of occupations with better workforce gender balance, were in shortage.

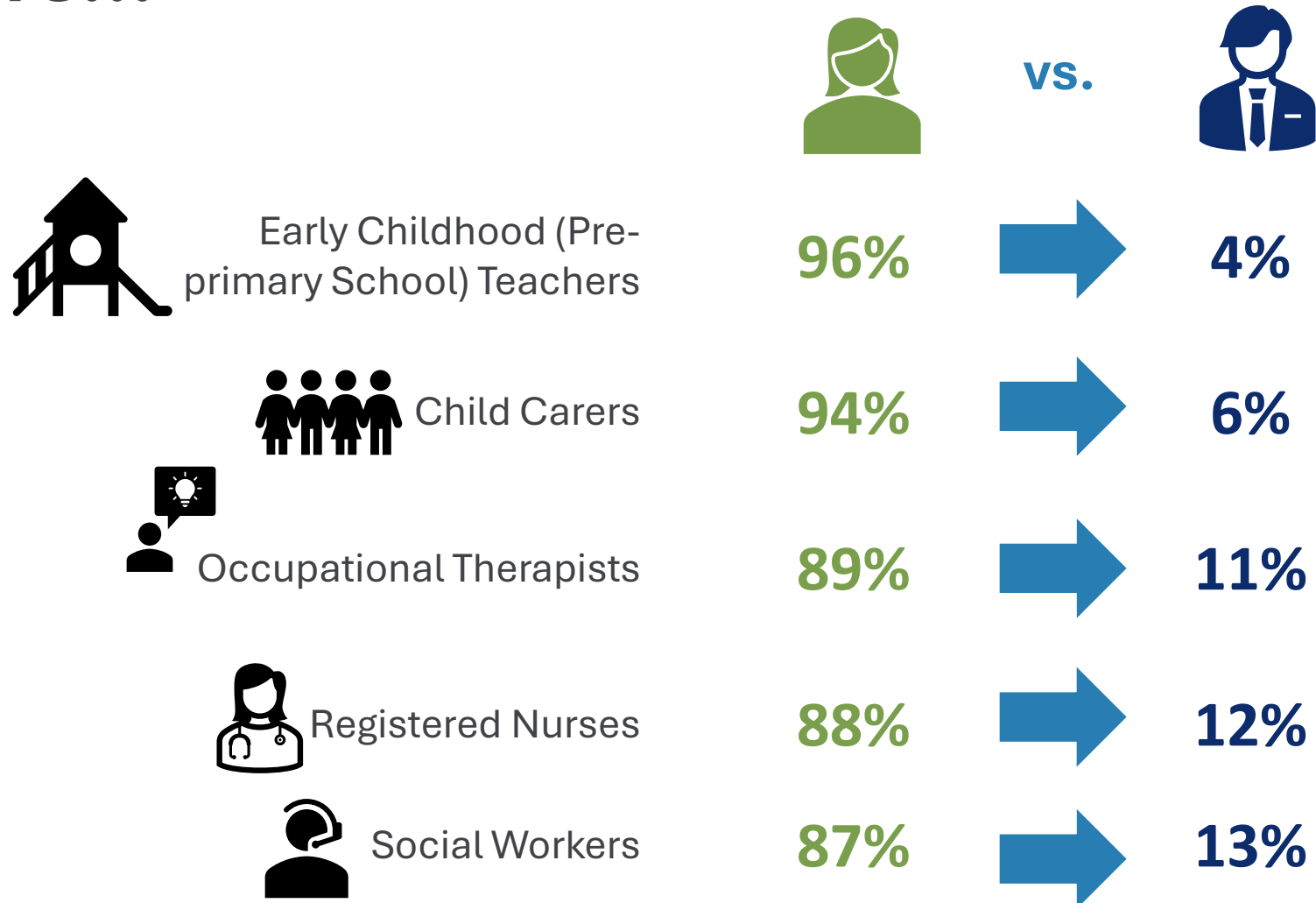
Within the **54%**, the top 5 occupations are...



Source: Gender share based on ABS LFS, 4 quarter average for 2023.

Source: Based on IVU job ads, July 2024 (3-month average)

Within the 40%, the top 5 occupations are...



Source: Gender share based on ABS LFS, 4 quarter average for 2023.

Source: Based on IVU job ads, July 2024 (3-month average)

General shortages in these industries are not all about supply

Longer training Gap Few qualified applicants per vacancy, Bachelor degree, Certificate IV or apprenticeship required	Shorter training gap Few qualified applicants per vacancy, Certificate I-III or less required	Suitability gap Many qualified applicants per vacancy, but few suitable applicants per qualified applicant	Retention Gap Above-average job mobility (below-average rates of retention), potentially reinforced by low number of new applicants per vacancy
<ul style="list-style-type: none"> • Registered Nurses • Primary School Teachers • Secondary School • Electricians • Carpenters and Joiners • Motor Mechanics • Metal Fitters and Machinists • Plumbers • Solicitors • General Practitioners and Resident Medical Officers 	<ul style="list-style-type: none"> • Retail Managers • Truck Drivers • Security Officers and Guards • Bus and Coach Drivers • Technical Sales Representatives • Landscape Gardeners and Irrigation Technicians • Bricklayers and Stonemasons • Electronics Trades Workers • Telecommunications Trades Workers • Tourism and Travel Advisers 	<ul style="list-style-type: none"> • Advertising, Public Relations and Sales Managers • Software and Applications Programmers • Construction Managers • Advertising and Marketing Professionals • Civil Engineering Professionals • Financial Investment Advisers and Managers • Industrial, Mechanical and Production Engineers • Auditors, Company Secretaries and Corporate Treasurers • Architects and Landscape Architects • Computer Network Professionals 	<ul style="list-style-type: none"> • Aged and Disabled Carers • Child Carers • Nursing Support and Personal Care Workers • Chefs • Waiters • Human Resource Professionals • Drillers, Miners and Shot Firers • Enrolled and Mothercraft • Nurses • Cooks • Bakers and Pastrycooks

Source: Jobs and Skills Australia, Skills Priority List (ANZSCO4 level), 2023; Skills Shortage Drivers, 2024

Note: The occupations are the top 10 employing occupations within each category. The occupations are also at the Unit Group (ANZSCO4) level.

Thank you