Determining the Future Demand, Supply and Skills Gap for Australia's and New Zealand's Rail Workforce: 2022-2032

FINAL REPORT: November 2023

Prepared by Oxford Economics Australia for the National Transport Commission and the Australasian Railway Association

Oxford Economics

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1. EXECUTIVE SUMMARY

1.1. Introduction

The National Transport Commission (NTC) and the Australasian Railway Association (ARA) commissioned Oxford Economics Australia to update and extend quantitative rail workforce capability modelling last completed in 2018 and published in the ARA's report *ARA Skills Capability Study*.

Since the previous report, there have been several major changes impacting the economy, the labour market and the rail sector, most notably the COVID-19 pandemic. While the value of construction work in rail has not been notably impacted, the pandemic adversely impacted the supply of labour across a number of industries, which when combined with capacity constraints, has contributed to strong cost escalation across many parts of the global economy, including in construction projects. The availability of labour is also one of the biggest challenges for civil contractors and the supply chain.

The COVID-19 pandemic saw a strong commitment from Governments to continue to invest in major construction projects to help stimulate the economy. However, large increases in public debt during the pandemic, sharply higher interest rates, and major cost escalation on existing and planned projects has introduced significant uncertainty to the infrastructure pipeline, including rail projects. Alongside our updated demand profile and a new Census release (which was also impacted by the lockdowns in August 2021), this report captures the latest trends to best understand the impact of changes in the market on the rail workforce.

This analysis is based on the current pipeline of rail projects over the forecasting period and utilises the 2021 and 2018 Census data for Australia and New Zealand respectively. Fundamentally, this report seeks to explain how skills demand will form for the rail industry over the coming decade, what will be the key threats to workforce capability, and what industry and governments can do to respond to meet the challenges of delivering on the significant rail infrastructure investment.

The rail industry faces a convergence of challenges and threats to workforce capability across the coming decade to FY32 and beyond. Across Australia and New Zealand, sharply rising levels of demand for rail operations as well as infrastructure investment is occurring alongside rapid changes in technology, funding and the role and function of representative rail agencies across government, education and industry.

The key aim of the rail workforce capability study is to envisage the skills and capabilities that the railways industry will need over the next 10 years (to FY32) to deliver service objectives (particularly construction, operations and maintenance), match these against the current and projected future workforce, identify potential or emerging workforce capability gaps and provide recommendations to rail agencies and related stakeholders (government, education sector, industry) to meeting these gaps.

This report highlights where and when **workforce gaps** (where workforce demand exceeds existing supply) are likely to be observed over the coming decade for each Australian state and territory and New Zealand. These gaps can create distinct challenges and pressures for the industry that may (at least partially) be resolved through the hiring of new graduates through licensing and registration—recognising that graduates cannot replicate the skills and productivity of an experienced retiring worker, particularly those licensed and registered, with decades of experience—productivity improvements, or through shifting employment from low to high demand regions.

1.2. Key Findings

The estimated current total workforce in Australia and New Zealand across the rail workforce is around 95,950 employees as at FY22. Across Australia, this represents a 36.6% increase in total employment since the last release of this report in 2018. New South Wales, Victoria and Queensland represent nearly 90% of the total workforce in Australia.

The total workforce gap across Australia and New Zealand is expected to initially peak in FY26 at over 15,670 employees. This represents an increase of 16.6% in the workforce supply in the same year. From FY27, the workforce cap is anticipated to fall as the current wave of major projects begins to move to completion. By FY32, the workforce gap is expected to increase reaching around 16,590 people across Australia and New Zealand.

Demand for rail construction labour is anticipated to rise significantly in the coming years in line with the boom in major construction projects. This should increase workforce gaps.

New Zealand and Australia (at the national level) are forecast to experience a shortage in the workforce in each year over the forecast horizon. However, from FY27, this workforce gap is expected to cool as the pipeline of major projects begins to move towards completion, drawing down demand. New Zealand, New South Wales, Queensland, and South Australia are anticipated to experience workforce shortages across the entire forecast period.

1.3. Changes since the 2018 Report

For Australia, at the national level, the construction work done forecasts (in constant prices—which measures the volume of work taking place) that were produced in the previous 2018 *Skills Capability Study* were generally in line with actual activity over the last five years. The cumulative volume of construction work done forecast in the 2018 report over the five-year period to FY22 was only 5% below actual activity. In the previous set of forecasts, we had expected rail construction to peak in FY24, and then decline over the final 3-year period. In our latest forecasts, we now expect activity to continue to rise, peaking in FY26, before seeing a decline in activity as major projects reach completion.

For New Zealand, we had previously expected a stronger level of activity over the five years to FY22 based on major projects in the pipeline. The actual volume of activity over the five years to FY22 was 15% below what we had forecast in the 2018 report. Still, we expect to see a relatively strong level of activity in New Zealand over the next five years.

Since the previous report was published in 2018, there have been several major changes impacting the economy and the rail sector, most notably the COVID-19 pandemic. From a rail construction activity perspective, it is difficult to see the impact of the pandemic on annual construction work done. However, the pandemic has adversely impacted the supply of labour across a number of industries around the world, which when combined with capacity constraints, has contributed to strong cost escalation across many parts of the global economy, including in construction projects. Our understanding is that the availability of skilled and unskilled labour is one of the biggest challenges for civil contractors and the supply chain. The COVID-19 pandemic saw a strong commitment from Governments to continue to invest in major construction projects to help stimulate the economy. However, the large increase in debt levels during the pandemic and major cost escalation on existing and planned projects is now leading to the possible cancelation of several major infrastructure projects.

Alongside our updated demand profile and a new Census release (which was also impacted by the lockdowns in August 2021), this report is being updated to capture the latest trends and to understand the impact of changes in the market on the workforce. We note that the methodology used to quantify the rail workforce in this latest publication has been refined compared to the previous publication in 2018. Australia’s rail workforce is estimated at 63,200 in 2018, with growth of 34% between 2018 and 2022. We had previously expected the overall rail workforce to grow by around 50% between 2018 and 2022.

2. CURRENT STATE OF PLAY

2.1. New Zealand

Economic Outlook

The New Zealand economy began to contract toward the back half of FY22, driven by weakness in government investment and consumer spending. This weakness was inevitable after significant rate hikes by the Reserve Bank of New Zealand and falling house prices in the preceding 12 months. Consumption activity is anticipated to slow further into the short term, driven by continued rate hikes and house price falls being exacerbated by disruptions to activity from Cyclone Gabrielle in March 2023. The outlook into the first half of FY24 has worsened due to tighter monetary policy driven by inflation, natural disasters delaying construction activity, and the recession hitting earlier and harder than anticipated. The country's labour market remains remarkably tight, with the unemployment rate sitting at 3.4%, encouraging the decision to hike interest further in April. Labour demand however appears to be plateauing, and supply is returning through a faster-than-expected pick-up in net inward migration.

Consumer consumption is expected to be hampered by stretched household budgets stemming from higher interest rates and the impacts of Cyclone Gabrielle on business closures and tourism services. The house price downturn stemming from higher interest rates is set to weigh on housing turnover and the spending usually associated with this in addition to damaging consumer confidence. Business investment is also expected to take a hit this year, driven by higher rates and recessionary pressures.

Figure 2.1: New Zealand Unemployment Rate, 2014-2027 (%)

Source: NZ Stats, Oxford Economics Australia

Year ended June

New Zealand's labour market has been remarkably resilient to the significant monetary tightening that has occurred throughout FY22-23 with the 4.1% unemployment rate remaining below pre-COVID-19 levels. While the labour market remains tight, wage growth is anticipated to be strong over the coming months, driving inflationary pressure. Unemployment is expected to continue to rise over the forecasting period, before plateauing at around 4.5% from FY24 onwards as population growth slows. Business closures stemming from the recent cyclone and the pending recession is set to put upward pressure on the unemployment rate in the near term.

Easing construction investment and rising build costs is set to pull back construction activity, easing current labour constraints. Whilst activity is set to bounce back from FY25, the tighter conditions should provide some relief to the rail workforce as demand for the broader construction workforce cools. However, further reconstruction work from natural disasters remains a risk to labour capacity. Construction bottlenecks appear to be easing, allowing the sector to work through the backlog of work to be done.

Construction Outlook

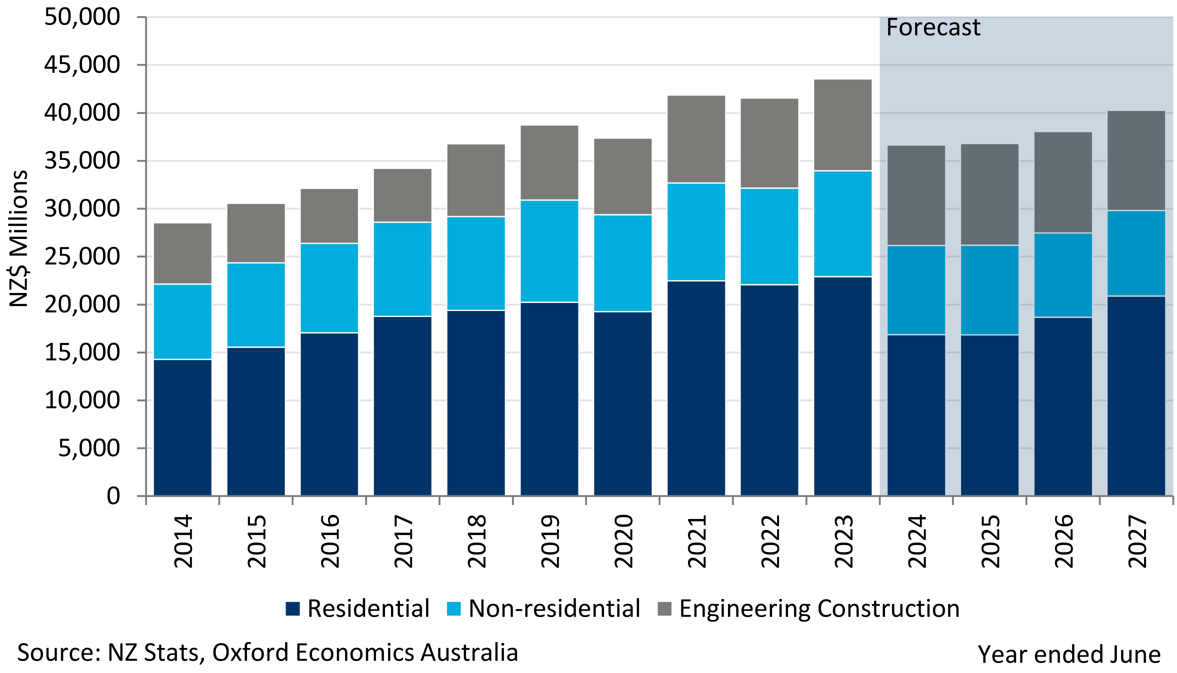
New Zealand construction activity performed strongly despite the impact of COVID-19, with total activity averaging NZ$41.7 billion over FY21-22. The industry has enjoyed a strong period of growth with only a brief dip in levels in FY20 (-3.5%). Much of this momentum has been driven by the residential market, where rising interest rates and construction costs are anticipated to put downward pressure on activity. However, the decline in activity is not expected to fare as bad as previously anticipated, with the unemployment rate to remain at lower levels for longer. Construction costs have been slowing with material and labour cost inflation estimated to ease further, albeit still elevated. In the longer term, activity is forecast to be supported by greater levels of migration with the pace of arrivals continuing to outstrip departures. A larger-than-expected number of approved projects entering the pipeline, as well as construction works related to Cyclone Gabrielle, should be supportive of activity.

Residential building activity has seen almost a decade of strong growth. Activity declined slightly over FY23, albeit remaining at elevated levels on the back of a significant backlog of work delayed during the pandemic and reconstruction costs from the recent cyclone. A significant slowdown is expected into the first half of FY24 due to rising interest rates and heightened construction costs, with activity dropping 26.7% to $15.6 billion. However, with the unemployment rate expected to remain lower for longer, this decline is less severe than earlier anticipated. Activity is set to remain subdued in FY25 before rising 14.3% in FY26.

Non-residential building activity grew consistently in the early stages of the 2010s, however, activity has slowed in recent years. The rebound seen in FY23 was driven by a backlog of factory and health projects, and the re-opening of international borders which is likely to see the return of commercial building demand. However, these growth prospects are set to be short-lived as monetary policy tightens and projects are deferred.

Civil engineering construction was resilient to the effects of COVID-19, rising 2.5% from FY17 to FY22, this trend continued over FY23, rising 1.9%. However, despite a significant pipeline, progress remains slow, pulled down by supply chain constraints and increasing construction costs. Work done is expected to catch up over FY24, driving activity up to 8.2%, before stagnating over the subsequent three years. The slowdown in construction activity over the near term is set to provide relief to the capability of the rail workforce as additional pools of labour supply begin to ‘free up’. Whilst the labour market, more specifically the construction workforce, is set to remain tight over the first half of FY24, conditions should improve for the later half of the year as demand cools.

Figure 2.2: New Zealand Construction Activity, 2014-2027 (NZ$, Millions, 2021/22 Prices)



Rail Outlook

New Zealand rail construction has been steadily increasing over the last decade, rising 94.2% from $870 million in FY14 to $1.8 billion in FY21. This upward trajectory has been driven by significant government investment into New Zealand's metro rail network. Major projects include the City Rail Link, the electrification of the Auckland rail network, the duplication of the Western line from Newmarket to Swanson, the re-opening of the Onehunga line, the construction of a new Manukau rail link, and upgrades to the Wellington metro rail network. Sitting at a sizable $4.4 billion investment and running from FY17-25, the City Rail Link is the biggest driver of activity over the historical period. This project is jointly funded by the New Zealand government and Auckland council and consists of a new underground rail line linking Britomart and the city centre with the existing western line near Mt Eden. Since FY18, rail activity has increased significantly. Activity dipped slightly to $1.7 billion in FY22 (-4.5%), albeit remained elevated.

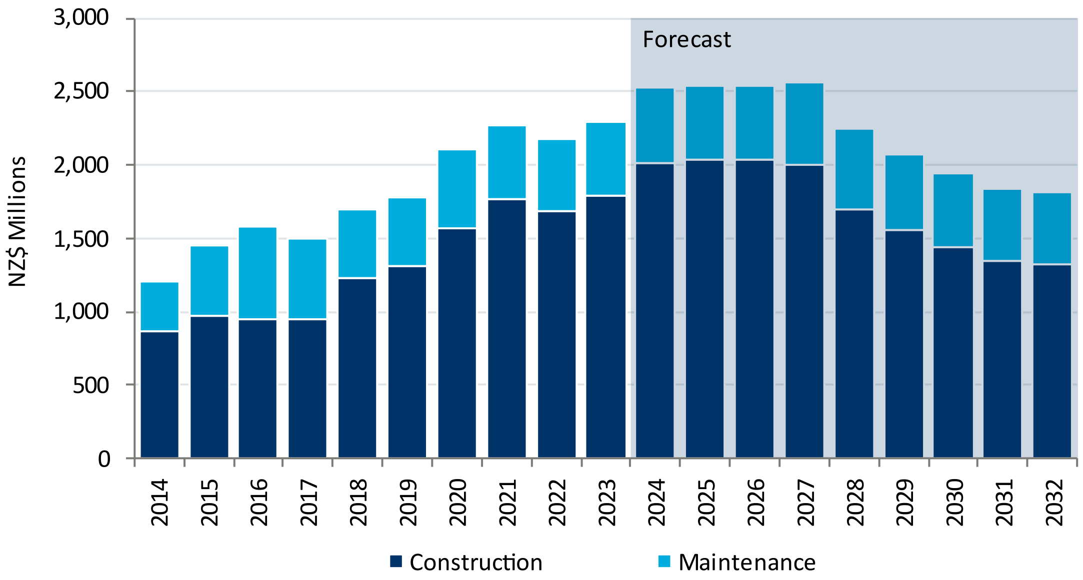
This momentum is expected to return over the coming years as the City Rail Link construction continues, with activity peaking at $2.0 billion in FY25. Construction activity is expected to remain at strong levels until FY27, and then decline gradually, reaching $1.3 billion by FY32. This slowdown reflects the completion of the City Rail Link, and the diminishing pipeline of work into the back half of the decade.

Rail plays an important role in Auckland's transport system, particularly in providing for passenger travel to and from the CBD. Auckland's rail patronage has increased rapidly from 6.8 million trips per year in FY08 to 20 million trips a year in FY18. In Wellington, rail patronage has increased from 11.5 million a year in FY08 to 13.5 million a year in FY18. Although patronage has dipped considerably over the pandemic years, momentum is anticipated to return, putting upward pressure on rail construction and maintenance requirements.

Rail maintenance activity in New Zealand has been volatile over the historical period, averaging $500 million from FY14-23. Maintenance work is expected to increase in the coming years, reaching $560 million in FY27. This increase is underpinned by the expanding rail network and the ageing of existing assets, increasing future maintenance requirements. Natural disasters create upside risks to the forecasts, as seen in recent years.

Additional investment is anticipated through the 10-year Auckland Transport Alignment Project (ATAP) running from 2021-31 which includes $1.4 billion of rail network upgrades (in addition to City Rail Link) over the next decade and $1.8 billion seed funding for the two proposed light rail corridors. This is anticipated to put a floor on both construction and maintenance activity in the country.

Figure 2.3: New Zealand Rail Activity, 2014-2032 ($ Millions, 2020/21 Prices)



Source: NZ Stats, Oxford Economics Australia

2.2. Australia

Economic Outlook

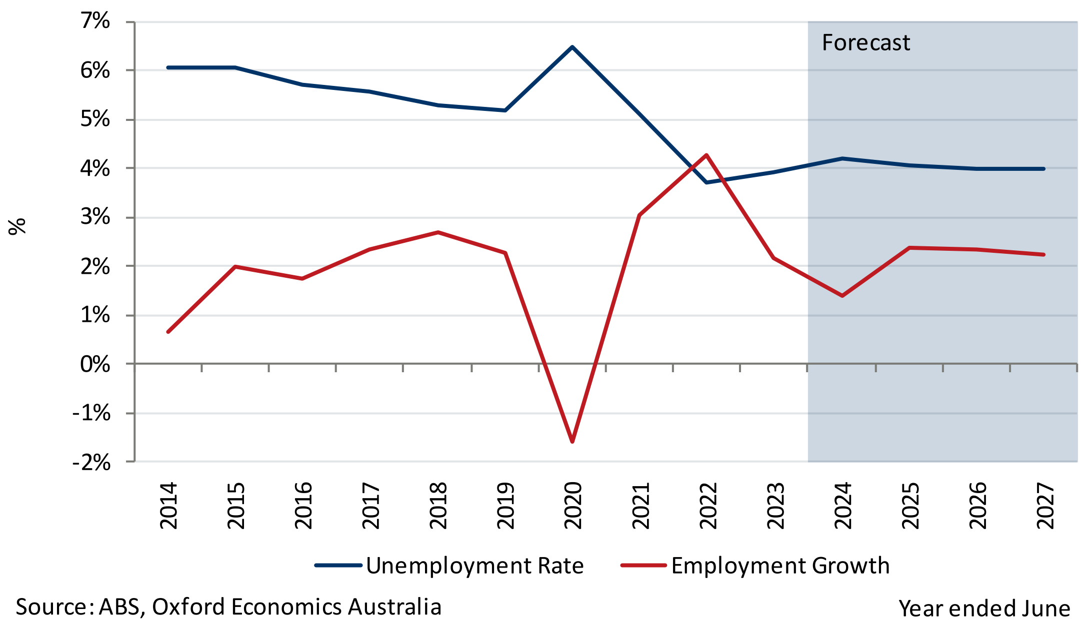
The Australian economy is slowing but has remained resilient to rising interest rates and elevated inflation. The labour market remains tight with unemployment remaining persistently low. Lower unemployment over FY23 and into FY24 along with robust revenue growth due to commodity price rises is adding to inflationary pressures across the economy, contributing to a Federal Budget surplus in FY23.

As rising interest rates and inflationary pressures weigh on the national economy, domestic demand is forecast to experience more moderate growth over the next two years. As domestic and global conditions lighten, growth in domestic demand is anticipated to stabilise over the medium term before slowly declining over the longer horizon. The longer-term outlook for demand is more subdued as population growth slows.

Households' response to higher interest rates are set to dictate economic growth this year. Consumption growth is moderating with the rebound in discretionary spending following lockdowns now largely having run its course. Higher interest rates and price inflation are likely to curb spending growth further in the next few quarters. A complete collapse in growth is not anticipated as the labour market is extremely tight, supporting income growth and cushion the decline in the savings rate. Additionally, the ongoing recovery in net overseas migration places a floor under growth prospects into FY24.

Employment in Australia has experienced a slowdown in recent months following a strong rebound from the initial COVID-19 disruptions, however, the labour market remains relatively tight with the unemployment rate remaining unchanged at 3.5% in June 2023. While conditions are not unambiguously cooling yet, the labour market has reached capacity and is tracking sideways. The tightness in the labour market should generate faster wage growth. It is anticipated the unemployment rate is set to soften slightly and gradually drift higher into the first half of FY24, settling at a little above 4%.

Figure 2.4: Australian Unemployment Rate, 2014-2027 (%)



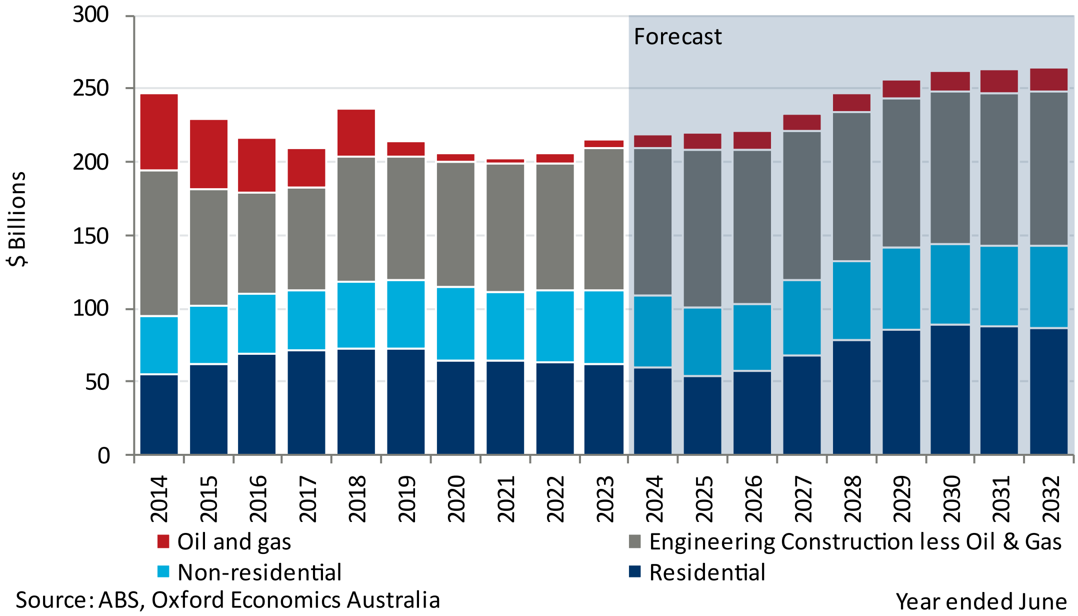
Construction Outlook

Construction activity across Australia plateaued throughout the pandemic years following a steady decline in the years earlier stemming from strong growth from the resource-driven boom of the early 2010s. Total activity slumped 15.7% from $248 billion to $209 billion over FY14-17, before ticking up 12.9% in FY18 to $236 billion.

Australian construction activity is set to rise into FY24 on the back of a strong pipeline of public infrastructure works and an enlarged backlog of residential builds from delayed projects during the pandemic years. Beyond this, residential construction is likely to decrease until the middle of the decade as the sector battles the fall out of a cash-rate peak in mid-2023 weighing on developer sentiment. This is, however, slightly offset by a strong pipeline of civil construction works, where heightened public infrastructure investment and a resurgence in mining investment is set to drive strong growth over the first half of the decade. Transport infrastructure is expected to be sustained at elevated levels in the medium-term outlook, driven by major metropolitan passenger projects in capital cities. A downside risk to this outlook is that current government infrastructure reviews may significantly reduce the uncontracted infrastructure pipeline for the latter half of the decade.

Overall, total construction work done is forecast to grow to a peak of $218 billion in FY24, before softening through to the middle of the decade. A renewed cycle of activity is anticipated in the second half of the decade rising to $264 billion by FY32. This momentum is driven by falling borrowing costs, higher rental yields, the return of price growth, and the normalisation of industry capacity, establishing fertile ground for the next upturn.

Figure 2.5: Australia Construction Activity, 2014-2032 ($ Billions, 2020/21 Prices)



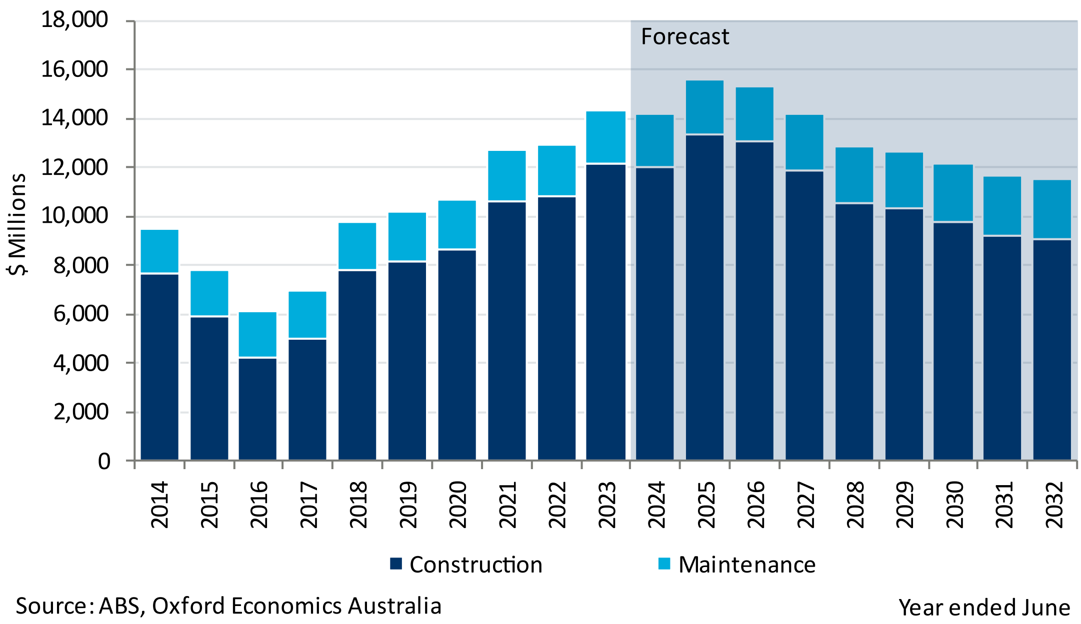
Source: ABS, Oxford Economics Australia

Rail Outlook

Rail construction activity in Australia troughed in FY16 on the back of significant growth from the resource-driven boom of the 2010's, falling 44.9% to $4.2 billion from FY14-16. Work done began to recover into FY17, growing robustly to $11.4 billion by FY22 (a rise of 128.8%). This momentum is expected to continue over the short to medium term forecasting period, growing to $12.9 billion by FY26, surpassing the earlier boom period. The ongoing surge in railway construction activity is being driven by metropolitan rapid transit projects in the major capital cities. The value of work yet to be done is currently at unprecedented levels while additional projects and stages add further to the future pipeline. The large volume of railway construction activity raises the risk of delays, as the industry may not have the capacity to deliver this level of work on time. This may result in a "stronger for longer" tide of work, rather than the projected "tsunami" over the next 5-8 years.

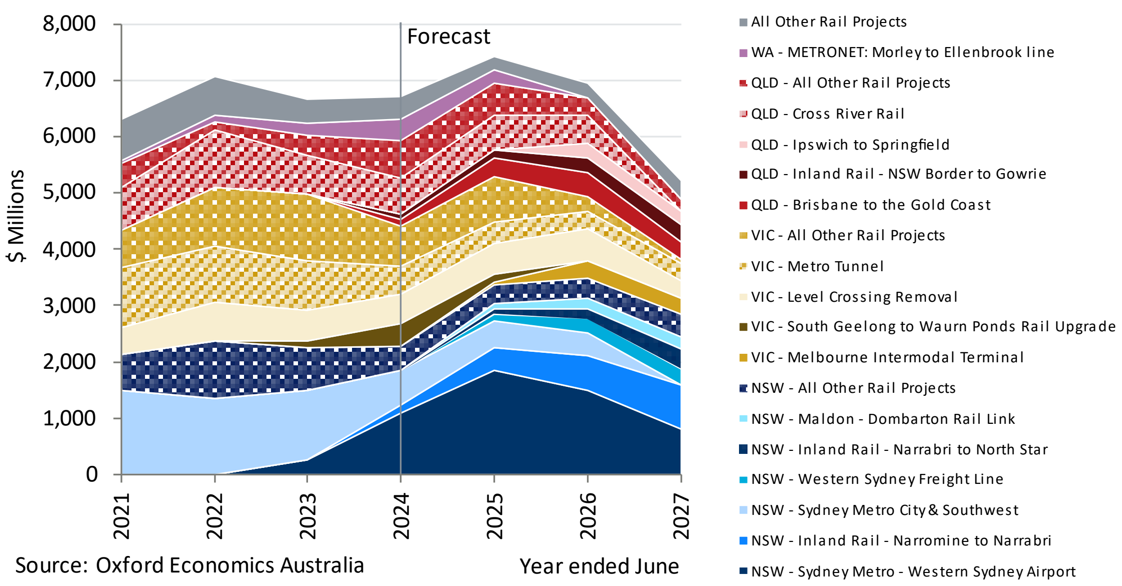
Rail maintenance activity in Australia has grown steadily over the historical period, rising 5.2% from $3.0 billion in FY14 to $3.2 billion in FY23. Activity is anticipated to continue this upward trajectory into the forecasting period, growing 7.8% from current figures to $3.4 billion by FY32. This large pipeline of infrastructure projects is expected expand both the passenger and freight rail networks, thereby increasing future maintenance requirements. Urban passenger maintenance activity is expected to be the strongest sub-sector, supported by the incoming wave of new railway lines in capital cities (which include substantial new tunnelling). The long-term outlook for railway maintenance remains positive as the demand for rail as a form of transport is increasing, existing assets are ageing and in need of repair (particularly in regional areas), and a large volume of new assets are being added. Maintenance for heavy haul coal is likely to begin to decline as the transition away from coal towards net zero sources of energy ramps up. Natural disasters create upside risks to the forecasts, as seen in recent years. When they occur, the urgency of getting assets up and running again presents opportunities for contractors, who are best placed to get the work done quickly, and often at a cost premium.

Figure 2.6: Australia Rail Activity, 2014-2032 ($ Millions, 2020/21 Prices)



The key projects boosting rail activity over FY21-27 include a significant proportion of metro passenger projects in New South Wales and Victoria. These are presented in Figure 2.7. The largest projects include the Inland Rail project (spanning New South Wales, Victoria, and Queensland), the Melbourne Airport Rail Link in Victoria and the Cross River Rail project in Queensland. Construction activity from these projects is set to peak in FY25 at $7.4 billion before cooling as several key projects begin to wind down and the future pipeline diminishes.

Figure 2.7: Major Railway Projects in Australia, 2021-2027



2.3. New South Wales

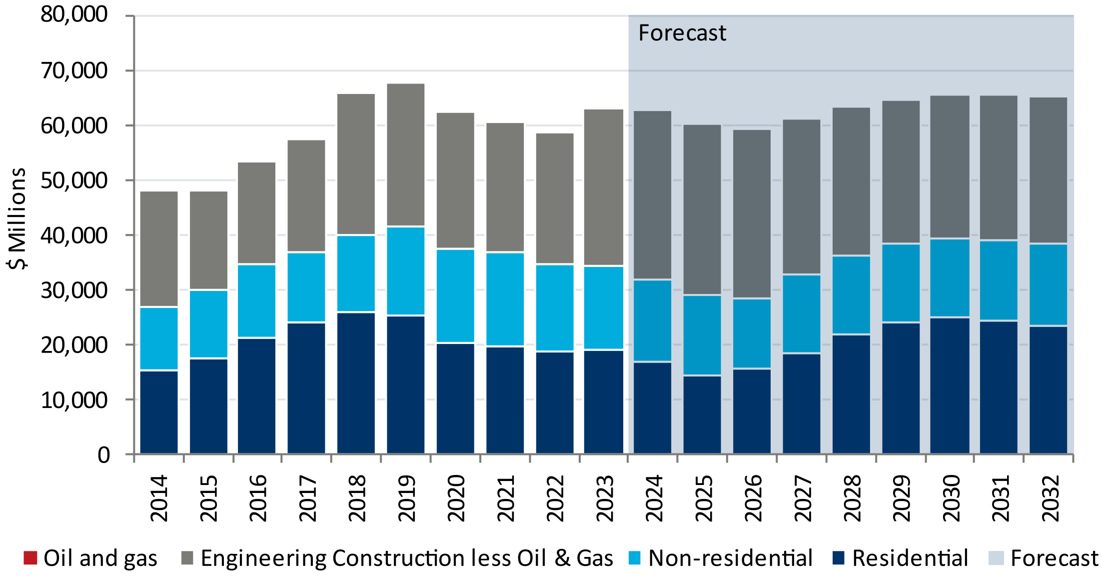
Construction Outlook

Construction activity in New South Wales in the near-term is set to be boosted by a strong pipeline of major infrastructure projects and a backlog of residential activity, rising 4.3% into FY24. However, like the rest of the country, activity is expected to be weighed down by rising interest rates over the coming years, falling 5.8% by FY26. Nonetheless, demand across the construction workforce is forecast to remain tight over the short-term whilst the pipeline of major projects remains deep and residential activity remains buoyant.

Residential and non-residential building activity has been running at an elevated level since 2018, stemming from the state's strong economic performance. COVID-19 lockdowns and capacity issues drove a decline in activity into FY22 for the non-residential sector (falling 7.3%), where residential activity remained steady during the FY22-23 period due to a sizable COVID-19-related backlog of work. With rising borrowing costs, the acceleration of building costs, and land supply constraints in Greater Sydney pushing up dwelling prices, residential activity is expected to see a downturn out to FY25, falling 17.9% from current figures. With sustained pressure on the dwelling stock, easing interest rates expected from mid-FY24 and the return of price growth, growth in total work done is forecast to return from FY26, growing 13.5% by the end of the forecasting period.

Engineering construction tracked flat over FY22 due to similar forces in the residential and non-residential sectors. Momentum is set to return over the coming years with activity set to remain at elevated levels over much of the outlook, growing 11.8% by FY32. This is largely driven by major transportation projects such as the completion of the Sydney Metro City and Southwest, WestConnex, and Metro West, and activity related to energy projects. However, increased budgetary constraints from rising debt levels provides downside risk to engineering construction across the state.

Figure 2.8: New South Wales Construction Activity 2014-2032 ($ Millions, 2020/21 Prices)



Source: ABS, Oxford Economics Australia

Year ended June

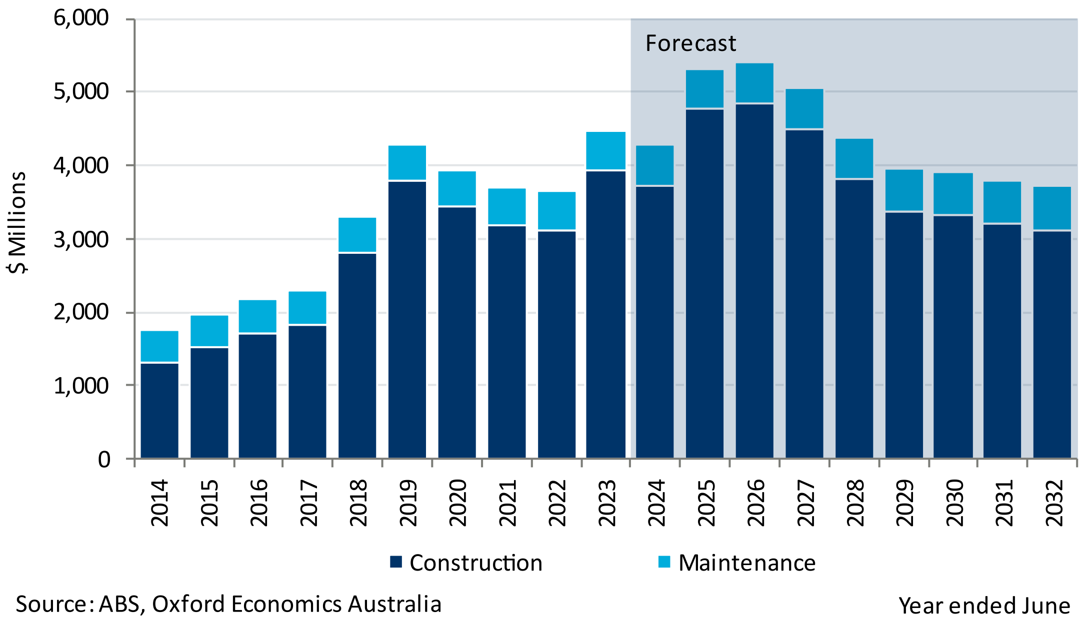
Rail Outlook

In the 5-year period leading up to COVID-19, railway construction activity in New South Wales rose steadily on the back of a major publicly funded transportation infrastructure pipeline, peaking at $3.8 billion in FY19, a rise of 188.4% from FY14. During the pandemic, construction activity was constrained due to supply chain disruptions and elevated building costs, depleting to $3.1 billion in FY22, a decline of 17.7% from FY19.

The pre-pandemic boom is set to regain momentum in the coming years, stemming from major metropolitan passenger rail projects such as the CBD Light Rail project, Metro City & Southwest and Parramatta Light Rail. This cycle in activity is forecast to peak at $4.9 billion in FY26, rising 55.5% from current figures, with work done expected to surpass that of the previous mining-driven boom. Activity is then expected to be subdued towards the later end of the forecast outlook due to the completion of major rail projects, and the diminishing pipeline of known work.

The forecasts assume that governments will not get through their announced pipeline on schedule as rising input cost inflation and industry capacity constraints continue to weigh on activity. The recently announced review of the federal Infrastructure Investment Program suggests that governments will re-evaluate their investment plans in light of these headwinds, and not blindly push ahead with them. There remains, however, a risk that capacity constraints bite harder than anticipated, and governments delay or abandon more work than expected. This may result in a “stronger for longer” tide of work, rather than the projected “tsunami” over the next 5-8 years.

Figure 2.9: New South Wales Rail Activity, 2014-2032 ($ Millions, 2020/21 Prices)



Rail maintenance activity in New South Wales has risen steadily since FY16 (increasing 11.1% by FY23), where large investments in new resources projects in the 2010s drove a surge in new rail construction, increasing the rail network, and thus the requirement for rail maintenance. Over the medium to longer-term government investment in major railway infrastructure is expected to increase maintenance requirements, where work done is expected to rise 8.5% by FY32. Urban passenger maintenance activity is expected to be the strongest sub-sector, supported by the incoming wave of new railway lines in Greater Sydney (which include substantial new tunnelling). Maintenance activity is expected to remain positive in the longer term as the demand for rail as a form of transport is increasing, existing assets are ageing and in need of repair (particularly in regional areas), and a large volume of new assets are being added.

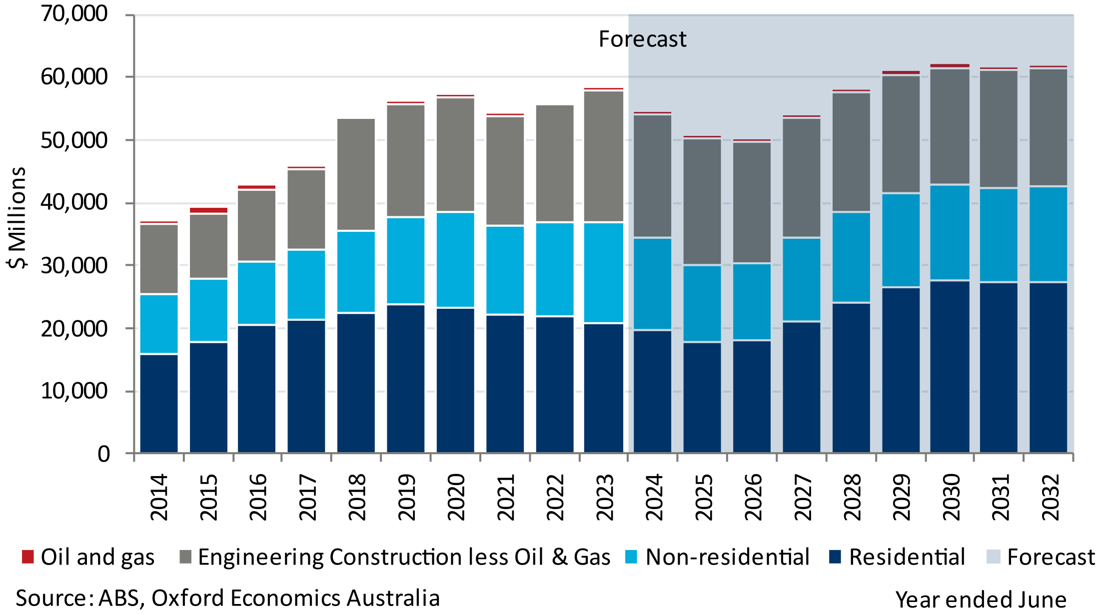
2.4. Victoria

Construction Outlook

Construction activity in Victoria followed a strong growth trend leading up to the COVID-19 pandemic (rising 50.9% between FY14-19) before supply chain disruptions, rising building costs, and higher interest rates began weighing heavily on activity. A slowly cooling residential market has been offset by gains across the non-residential and engineering sectors. This trend continued for the state into FY23 with total activity increasing 1.9% to $56.7 billion. The diminishing pipeline of committed construction work, along with the broader slowdown due to tighter monetary policy is set to make conditions patchy throughout the FY24-26 period. Activity is then expected to pick up again later in the outlook once economic conditions improve.

In the near-term, residential work done in Victoria is set to continue the historical downward trend seen from FY19, falling 23.6% by FY26 due to considerable weakness in high density activity and rising interest rates slowing the rate of new dwelling commitments. Strong growth in activity for attached dwellings slightly offset this downturn in FY23 on the back of a steady pipeline of build-to-rent projects and increased social housing developments. Lower borrowing costs and rising pressure on the dwelling stock are set to boost new dwelling demand in the back half of the decade. Non-residential activity rose 7.1% in FY22, driven by strong growth in health sector activity. This growth continued into FY23 supported by strong activity in both commercial & industrial and social & institutional building before declining 24.5% by FY26. The decline reflects a fall in private investment stemming from heightened interest rates and biting construction costs. No new major projects were announced in the Victorian budget, with the near-term public pipeline thinning slightly.

Figure 2.10: Victoria Construction Activity 2014-2032 ($ Millions, 2020/21 Prices)



Source: ABS, Oxford Economics Australia

Victoria's engineering construction activity rose 7.3% in FY22 to $18,750 million. Activity is forecast to remain at a historically high level over the coming years, averaging $18,890 million over the 9-year period from FY24 to FY32. Like New South Wales, this momentum is supported by major metropolitan transportation projects over the next 5-years to FY27, such as the Metro Tunnel, the Melbourne Airport rail link, and the level crossing removal program. Private sector funded activity is also expected to rise in the near term in line with lifting resources investment. However, questions remain over the capability of the industry to deliver this volume of work within the specified timeframes. This may result in a "stronger for longer" tide of work, rather than the projected "tsunami" over the next 5-8 years.

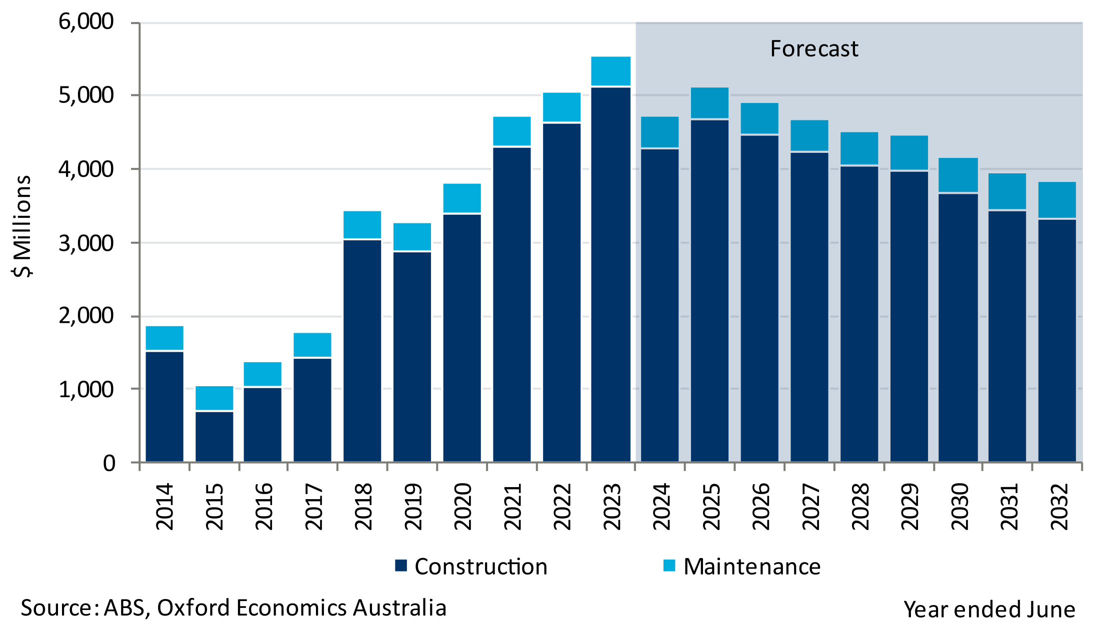
Rail Outlook

Similarly to New South Wales, Victoria experienced a sustained upswing in rail construction activity in the 5 years preceding COVID-19 with work done increasing 301.2% to $2.9 billion during the period from FY15-19. This was driven by a significant publicly funded rail infrastructure pipeline and increased investment in new resources projects. Growth subsequently slowed (although remained strong and positive) during the pandemic to a rate of 36.3% from FY20-22 due to project delays, supply chain disruptions and increased building costs. Activity then peaked in FY23 at $4.7 billion.

Despite growth rates slowing into the forecasting period, construction activity is expected to be sustained at elevated levels relative to historical figures, reaching at $4.5 billion in FY24 and averaging $3,960 million over the 9-year period from FY24-32. This momentum is driven by a major metropolitan transport pipeline encompassing projects such as the Metro Tunnel, the Melbourne Airport Rail, the Sunbury Line Upgrade, the Suburban Rail Loop, and the Geelong Fast Rail.

The forecasts assume that governments will not get through their announced pipeline on schedule as rising input cost inflation and industry capacity constraints continue to weigh on activity. The recently announced review of the federal Infrastructure Investment Program suggests that governments will re-evaluate their investment plans in light of these headwinds, and not blindly push ahead with them. There remains, however, a risk that capacity constraints bite harder than anticipated, and governments delay or abandon more work than expected. This may result in a "stronger for longer" tide of work, rather than the projected "tsunami" over the next 5-8 years.

Figure 2.11: Victoria Rail Activity, 2014-2032 ($ Millions, 2020/21 Prices)



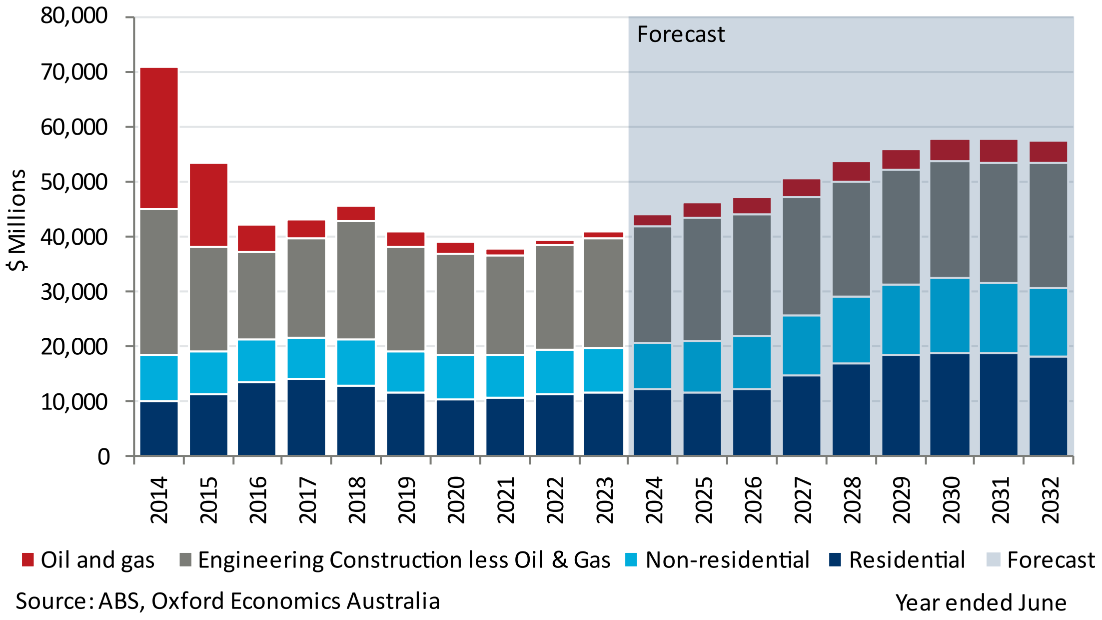
Rail maintenance activity in Victoria has historically been quite steady, averaging $980 million over the 10-year period between FY14-23. This trend is set to continue into the forecasting period, growing 7.8% by FY32. Urban passenger maintenance activity is expected to be the strongest sub-sector, supported by the incoming wave of new railway lines in Greater Melbourne (which include substantial new tunnelling). This strength is driven by the increase in major rail projects, where factors such as the size of the rail network and the ageing of current infrastructure (particularly in regional areas) play a role in larger maintenance requirements. Natural disasters also create upside risks to the forecasts, as seen in recent years. When they occur, the urgency of getting assets up and running again presents opportunities for contractors, who are best placed to get the work done quickly, and often at a cost premium. In the longer term, rail maintenance for heavy haul coal is expected to decline as the transition away from coal towards net zero sources of energy ramps up.

2.5. Queensland

Construction Outlook

In line with the state's overall economic performance, construction activity was relatively resilient to disruption from COVID-19, inclement weather, supply disruptions and labour constraints, rising 1.4% over FY20-22. This momentum continued into FY23 with activity increasing 3.5% over FY23, reaching $40.8 billion. The state's outperformance over the past three years has been partly driven by a rise in interstate migration, which has provided both additional demand for goods and services and additional supply of workers. Activity is expected to continue this upswing into FY24, growing 8.9% to $44.5 billion, before weakening to a growth of 3.3% in FY25 as net interstate migration runs out of steam.

Figure 2.12: Queensland Construction Activity 2014-2032 ($ Millions, 2020/21 Prices)



Residential building activity began trending downwards in the years preceding COVID-19, falling 23.9% over FY17-20 to $10.3 billion. Activity remained remarkably strong during the pandemic years, despite the impact of flooding and supply chain disruptions in the first half of FY22, growing 5.2% in FY22 and 2.6% in FY23. Further growth is expected into FY24, rising by 5.6%. This short-term growth prospect is driven by a large pandemic-driven backlog of work not yet done on commenced projects. Into FY25, this backlog is set to continue to slow the progress of contractors onto new projects, coupled with rising interest rates and higher construction costs, activity is expected to moderate. Growth is set to accelerate from mid-decade in response to a projected dwelling stock shortage for the state and easing interest rates, growing 48.5% from FY26-32. Non-residential work has historically been quite sluggish in the state, falling 15.4% over FY14-19. Activity began to recover in FY22, rising 3.6% to $8 billion as internal migration inflows and improving conditions in the hospitality sector stimulated private demand. This growth is expected to continue into FY24, rising 1.3%. As public investment recovers, total non-residential work done is forecast to grow steadily to $10.8 billion in FY27. The 2032 Summer Olympics boosts the outlook from mid-decade, especially for entertainment building.

Civil engineering construction activity in Queensland remained slow in the early pandemic years before growing 5.1% in FY22. This growth is expected to continue in the near term before plateauing at elevated levels in the latter half of the decade, supported by a strong uptick in electricity generation and railway construction. The Olympics is expected to also underpin so major developments in the mid-decade which are forecast to help drive longer term growth in the sector.

Rail Outlook

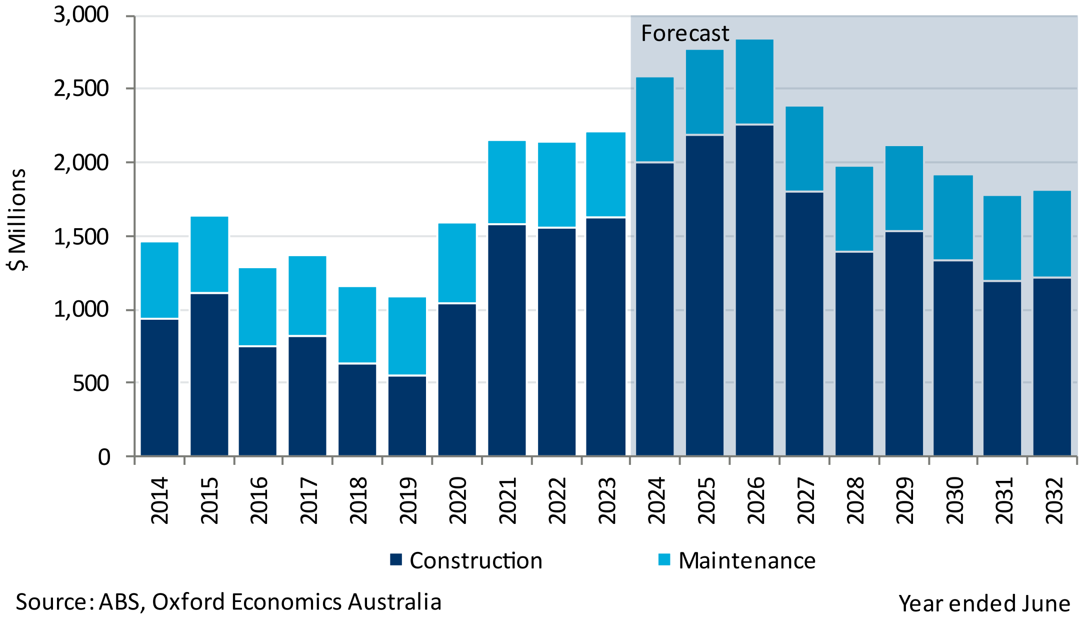
Queensland rail construction activity was low and volatile in the years leading up to COVID-19, before taking off in FY19-22, rising 181.2% to $1.5 billion. This momentum was driven by a significant rail infrastructure pipeline over FY20-26, including major projects such as the Cross River Rail running from FY20-26, the Gold Coast Light Rail running from FY22-25, and the Adani Carmichael Rail Project running between FY20-25. As these projects continue to run, activity is projected to expand further in the near term, growing 48.3% to $2.4 billion by FY26. Activity is projected to fall off following FY26 due to the completion of these major rail projects, and the diminishing pipeline later in the decade.

The forecasts assume that governments will not get through their announced pipeline on schedule as rising input cost inflation and industry capacity constraints continue to weigh on activity. As a result, the estimated total costs of many major projects have been scaled upwards, including the Brisbane Metro, the Cross River Rail, and the Queensland component of Inland Rail. The recently announced review of the federal Infrastructure Investment Program suggests that governments will re-evaluate their investment plans in light of these headwinds, and not blindly push ahead with them. There remains, however, a risk that capacity constraints bite harder than anticipated, and governments delay or abandon more work than expected. This may result in a “stronger for longer” tide of work, rather than the projected “tsunami” over the next 5-8 years.

Unlike the previous states looked at, Queensland has the largest component of their rail activity stemming from the heavy haul and freight rail, with passenger rail still also holding significant weight. Heavy haul rail includes 30 to 40-tonne axle loads transporting bulk iron ore and coal from mines to ports. The Bowen Basin in Queensland stands as a key hub for coal activity in Australia, therefore the state is adversely vulnerable to volatility in the fossil fuel sector. The diminishing public investment in the mining sector into the future is anticipated to put downward pressure on rail activity into the latter half of the decade, with activity averaging $1.3 billion over FY28-32.

Rail maintenance activity has historically remained quite steady in Queensland, averaging $540 million over FY14-20. This picked up slightly over the FY21-23 period, rising by 4.2%, driven by the expanding rail network. Over the medium to longer-term government investment in major railway infrastructure and the ageing of current assets is forecast to increase maintenance requirements, where work done is expected to rise 7.9% over the FY24-32 period. Urban passenger maintenance activity is expected to be the strongest sub-sector, supported by the incoming wave of new railway lines in Greater Brisbane (which include substantial new tunnelling).

Figure 2.13: Queensland Rail Activity, 2014-2032 ($ Millions, 2020/21 Prices)



2.6. South Australia

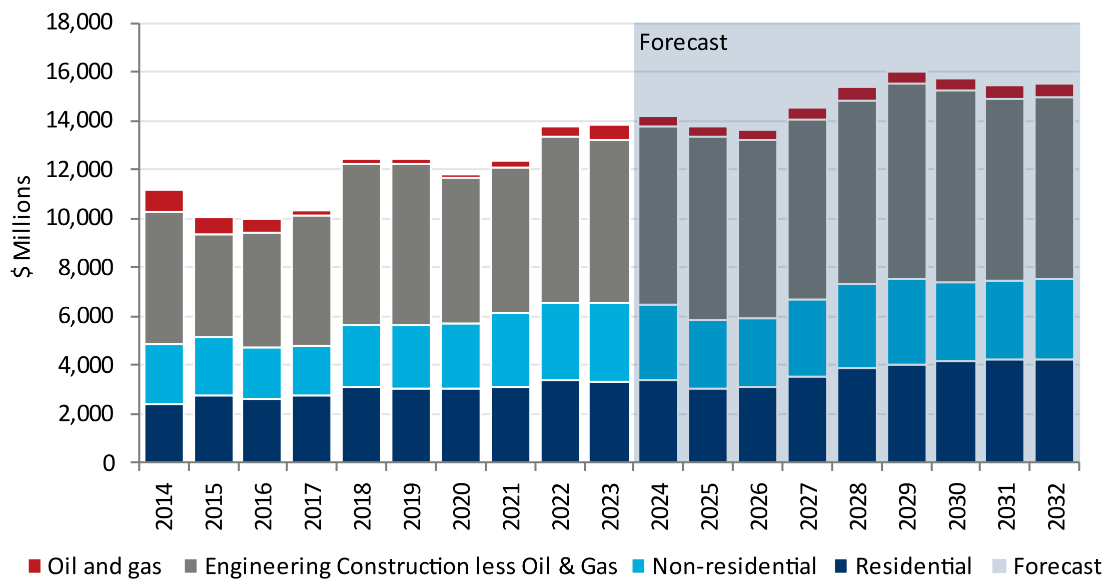
Construction Outlook

Construction across South Australia has performed strongly in recent years, averaging $12.2 billion over FY18-21 before peaking at $14.0 billion in FY23, a growth of 13.3%. This growth trend is expected to continue into FY24, growing 2.4% to $14.3 billion. This growth has been underpinned by a recovery in the mining sector—a trend that is set to maintain activity for the state over the coming decade.

Residential building activity followed a steady growth trend over the FY16-22 period, rising 28.4% to $3.4 billion. Dwelling commencements in particular was a strong growth area for the state, reflecting the only positive results among the major states in Australia. The region's long-running internal migration outflow has turned into an inflow and overseas migrant flows have resumed, adding meaningfully to the requirement for dwellings. As with the other states, a growing backlog of work is set to also work to support growth in the near-term. Adelaide property prices surged through the pandemic and have proved resilient to sequential interest rate hikes. With worsening affordability, delays dragging on new dwelling sales, and the normalisation of migration flows, activity softened over FY23, rising a mere 0.5%. With pressure on the dwelling stock holding over the forecast and interest rates easing, growth is forecast to return in FY2026 (+7.1%). South Australian non-residential activity performed well in FY22, increasing 5.7% to $3.2 billion. This was supported by a considerable office pipeline, with work commencing on the $200 million King William Street development. Non-residential building grew further into FY23 (+4.6%), bolstered by the Entrepreneur & Innovation Centre and Festival Plaza Office Tower commencements. Activity is set to normalise over the mid-decade as both public and private investment pull back before picking up again in FY26 (13.0%) and FY27 (8.5%) driven by health, office, and entertainment activities.

Civil engineering in South Australia slowed during the COVID-19 pandemic, falling from $6.5 billion in FY19 to $5.9 billion in FY20, a decrease of 9.9%. Activity began to recover in FY22, growing 12.9% to $6.7 billion. This upswing is expected to continue until FY24, when activity is set to stabilise for the remainder of the outlook, averaging $7.4 billion. This stable level is expected to be supported by an increase in mining-related activity, driven by the Leigh Creek Urea project, and large transportation infrastructure projects such as the North-South Corridor – River Torrens to Darlington.

Figure 2.14: South Australia Construction Activity, 2014-2032 ($ Millions, 2020/21 Prices)



Source: ABS, Oxford Economics Australia

Rail Outlook

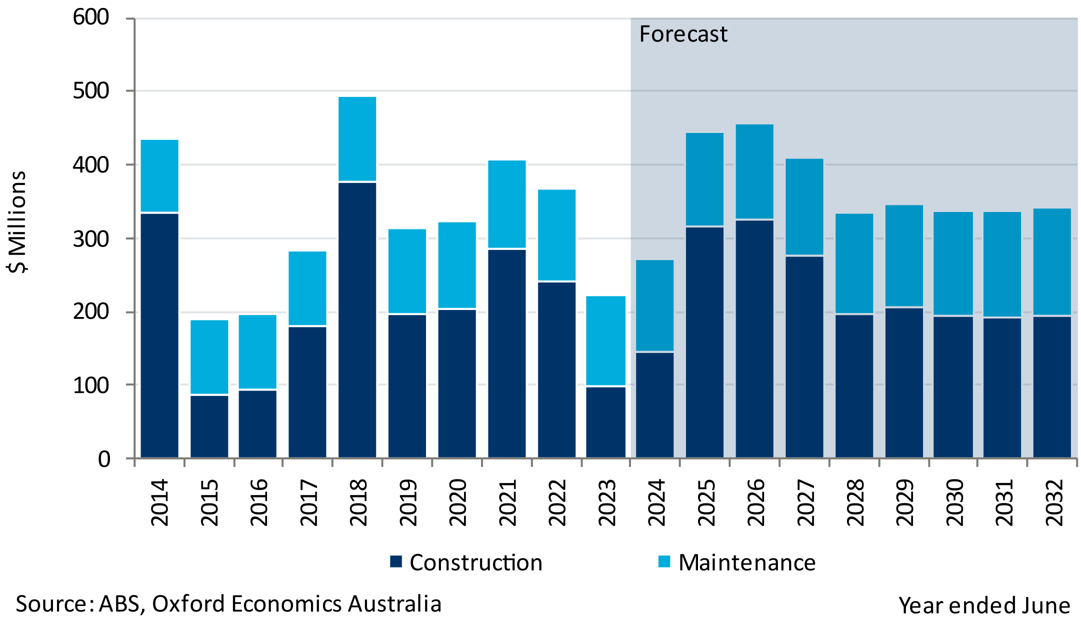
South Australia's rail outlook is largely driven by maintenance activity, as opposed to the other states previously looked at where construction makes up the largest component of work done. Construction work has historically been low and volatile, following the boom/bust cycle expected from an industry of this nature. Activity peaked at $380 million in FY2018, reflecting a 109.4% y/y growth. Growth then stagnated over FY19-20 before ticking up slightly in FY21 to $290 million (rise of 58.3% y/y).

Over the next 5-years, publicly funded metropolitan passenger rail projects are set to be a key driver of growth, with construction activity reaching $290 million in FY25, a y/y increase of 100.7%. These major rail projects include the Goodwood and Torrens Rail Junction upgrade, the North-South Corridor (Northern Connector), and the Central Eyre Iron rail project. Freight rail activity is also set for a strong phase of growth underpinned by the Adelaide-Tarcoola improvement program.

The forecasts assume that governments will not get through their announced pipeline on schedule as rising input cost inflation and industry capacity constraints continue to weigh on activity. The recently announced review of the federal Infrastructure Investment Program suggests that governments will re-evaluate their investment plans in light of these headwinds, and not blindly push ahead with them. There remains, however, a risk that capacity constraints bite harder than anticipated, and governments delay or abandon more work than expected. This may result in a "stronger for longer" tide of work, rather than the projected "tsunami" over the next 5-8 years.

Rail maintenance activity in South Australia has historically remained steady and a relatively significant component of activity, averaging $290 million over FY14-23. As the rail network continues to expand and the current assets begin the age, maintenance is expected to steadily increase for the entirety of the forecasting period, reaching $340 million by FY32, a rise of 7.3% from FY23. Natural disasters also create upside risks to the forecasts, as seen in recent years. When they occur, the urgency of getting assets up and running again presents opportunities for contractors, who are best placed to get the work done quickly, and often at a cost premium.

Figure 2.15: South Australia Rail Activity, 2014-2032 ($ Millions, 2020/21 Prices)



2.7. Western Australia

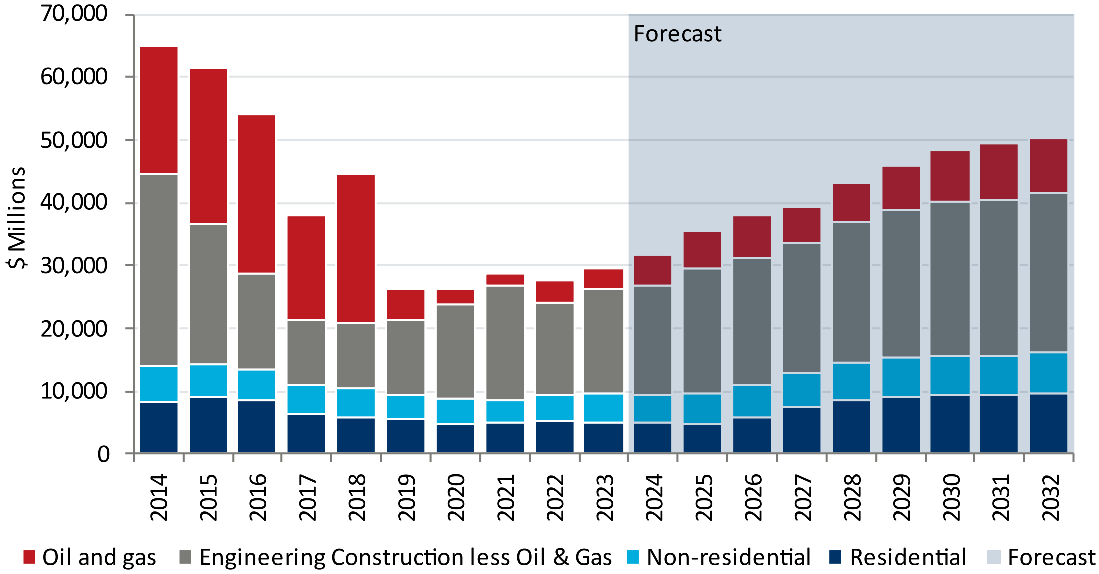
Construction Outlook

Construction activity in Western Australia has continued to recover following its trough in FY19 exceeding $29.6 billion in FY23. Following the mining boom during the mid-2010s, activity plummeted to just above $26.3 billion, a 59.5% decline from the peak in FY14, since then recovering investment in mining and elevated non-residential activity has seen work done across the state improve. This momentum is expected to continue over the forecast period with a strong forecast in residential activity set to add to the sector across the next decade.

Building construction in Western Australia has recovered recently following a stagnate end to the 2010s. Sharing a similar profile to engineering construction, building construction fell away from a peak in activity in FY15 ($14.3 billion) to trough in FY21 at $8.5 billion. Activity has since risen since, nearly surpassing $9.6 billion in FY23. Non-residential was spurred by major developments in health including the construction on the Joondalup Health Campus Expansion. However, growth was limited due to severe materials and labour shortages, with these capacity constraints to linger, gradually subsiding. Non-residential activity is forecast to continue to rise over the next decade, increasing 43.8% to reach $6.5 billion by FY32. Much of this growth is anticipated to be driven by development in transport and entertainment building and a strong pipeline of developments connected to the Perth City Deal is anticipated to pad out the forecast. Recovery in residential stalled over FY23, a 1.9% fall in activity to $5.1 billion in FY23 reflected a tempering of development across houses and apartments due to capacity constraints. However, the outlook for residential work is optimistic, with elevated levels of migration inflows, favorable housing affordability and a strong labour market expected to power underlying demand from FY25 onwards. Total residential work done is anticipated to exceed $9.7 billion in FY32.

Engineering construction, driven by the mining sector, has always been a key component of construction activity in WA and a continued recovery in investment is set to see work done increase consistently over the next decade. A strong mining and heavy industry sector with such projects as the Gorgon Stage 2, Mulga Downs Iron Ore Mine and the Iron Bridge Stage 2 is set to drive activity over the forecast period. Total engineering construction is forecast to grow over the next decade, reaching $25.3 billion by FY32, 51.6% above the activity in FY23 ($16.7 billion).

Figure 2.16: Western Australia Construction Activity, 2014-2032 ($ Millions, 2020/21 Prices)



Source: ABS, Oxford Economics Australia

Year ended June

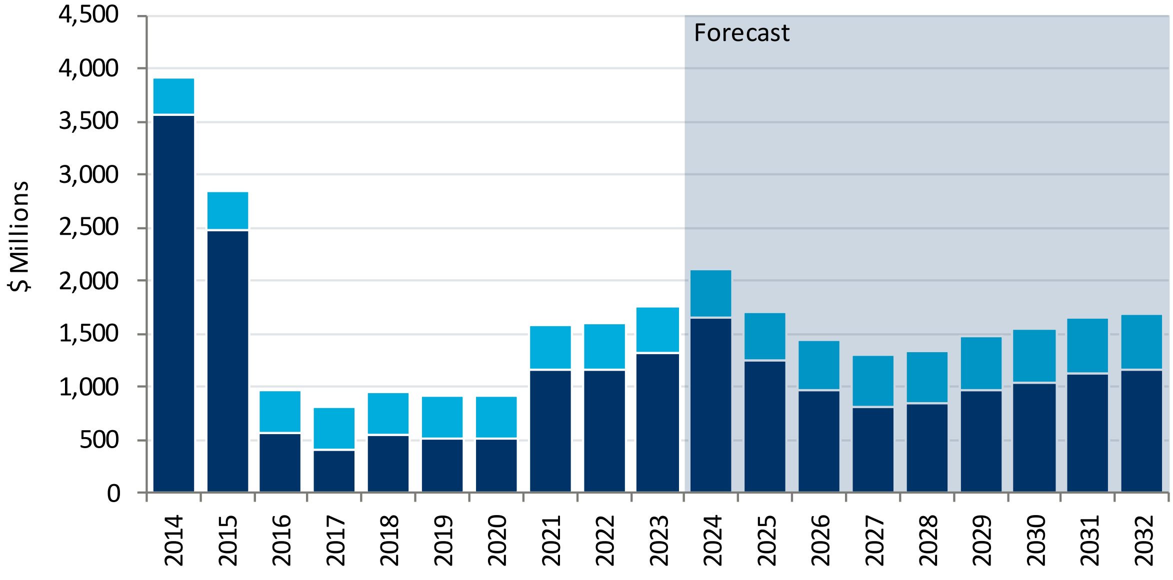
Rail Outlook

Rail activity in Western Australia has climbed over recent years following subdued activity following the mining boom. Whilst activity has historically been supported by private investment (supporting increased mining development), a strong pipeline of public projects including the Forrestfield Airport Rail Link and various Metronet development has underpinned the elevated levels from FY21 – total rail activity has averaged $1.6 billion over the past three years.

Construction activity has been supported by major publicly funded projects and this momentum is anticipated to be maintained over FY24 before cooling over the mid-decade. Development on Forrestfield Airport Rail Link (FY16–FY23), Metronet: Thornlie-Cockburn Link (FY21–FY25), Metronet: Yanchep Rail Extension (FY21–FY24) and Metronet: Morley to Ellenbrook Line (FY21–FY25) has underpinned rail activity in recent years. As these projects move towards completion, construction work done is set to peak in FY24 at $1.7 billion, 25.7% above FY23 levels. As the pipeline cools, construction activity is expected to stagnate, troughing at $818 million in FY27.

Similarly to Queensland, Western Australia has a significant component of their rail activity stemming from heavy haul and freight rail activity. Heavy haul rail includes the 30 to 40 tonne axle loads transporting bulk iron ore and coal from mines to ports. The Pilbara region in Western Australia stands as a key hub for iron ore activity in Australia, therefore the state is adversely vulnerable to volatility in the fossil fuel sector. The diminishing public investment into the mining sector into the future is expected to put downward pressure on rail activity into the latter half of the decade. Australian iron ore production is forecast to continue growing, supported by mines including South Flank, Eliwana, Marillana and Mulga Downs. The increased export capacity at Port Hedland in Western Australia is anticipated to also support activity. This is set to lead to further growth in heavy haul rail demand, which in turn is expected to support maintenance activity on iron ore railway lines.

Figure 2.17: Western Australia Rail Activity, 2014-2032 ($ Millions, 2020/21 Prices)



Source: ABS, Oxford Economics Australia

Year ended June

2.8. Other Regions

Construction Outlook

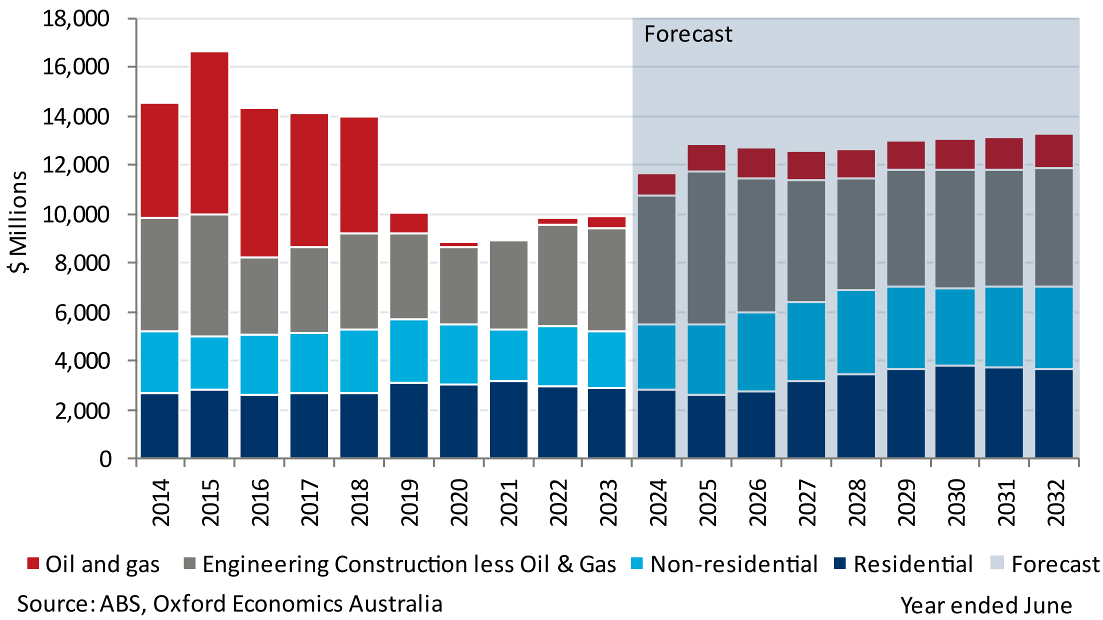
Construction activity across the remainder of Australian states has followed a historic downward trend off the back of a strong resource-driven boom in the 2010's, driven largely by the engineering construction, the oil and gas, and to a lesser extent, the residential sector. Total work done from FY15 to FY20 fell 46.6% from $16.6 billion to $8.9 billion. Over the pandemic years, activity picked up slightly, rising 11.4% from the trough in FY20 to $9.9 billion in FY23. A recovery in engineering construction has underpinned much of the growth over recent years. The outlook over the coming decade looks considerably more positive across all sectors, where consistent y/y growth is anticipated, strengthening 34.0% to $13.3 billion by FY32. It's important to note that a key driver in 'other regions' is the Northern Territory, which is heavily influenced by the commodity market.

Residential activity has tapered in recent years across the other regions as momentum from the HomeBuilder programs wains and capacity constrains hinder construction. From a peak in activity in FY21 at $3.2 billion, residential activity fell 8.8% to around $2.9 billion in FY23. These constraints are set to continue to weigh across residential sector over the coming years, dragging activity to trough at $2.6 billion in FY25. As conditions begin to normalise and pressure from interest rates ease, residential activity is set to begin to recover. A strong population outlook and subdued rate of new supply sustaining pressure on new dwelling stock is anticipated to drive the upswing over the late decade. Total residential activity is set to reach $3.8 billion by FY30. Whilst non-residential activity has remained relatively stable across the other regions in recent years, the outlook is strong

Non-residential work done slowed significantly over the historical period, falling 27.9% from $8 billion to $5.7 billion over FY14-21. Activity recovered slightly over FY23, lifting 18.5% to $6.8 billion and is projected to continue experiencing robust growth for the remainder of the forecasting period, reaching $9.8 billion by FY32 (+47.5%). The commencement of nearly $1 billion worth of defence building in the Northern Territory, considerable uplifts in the transport and entertainment sectors, and. If not for severe material and labour shortages, growth would have been stronger. These capacity constraints are set to linger, subsiding gradually.

Civil engineering construction declined significantly towards the latter half of the 2010s again on the back of the considerable mining boom in the years prior, falling 36.5% from a peak of $5.0 billion in FY15 to a trough of $3.1 billion in FY20. Activity began to recover from FY21, growing 34.2% to $4.2 billion in FY23. This sector is set to strengthen in the short term as mining investment spurs growth particularly across the Norther Territory, growing by 47.0% to $6.2 billion by FY25. Mining activity is forecast to also drive the short-term outlook, particularly over FY24 with projects including the Perdaman Urea Project in the Northern Territory ramping up. A slight downside risk exists due to the concerns around the contracting of the Darwin Ship Lift Project; however, the project is expected to continue. Additionally, electricity generation projects are set to support growth in the sector over five years to FY27, with the Australia-Asia Power Link generation and transmission components contributing significantly.

Figure 2.18: Other Regions Construction Activity, 2014-2032 ($ Millions, 2020/21 Prices)



Source: ABS, Oxford Economics Australia

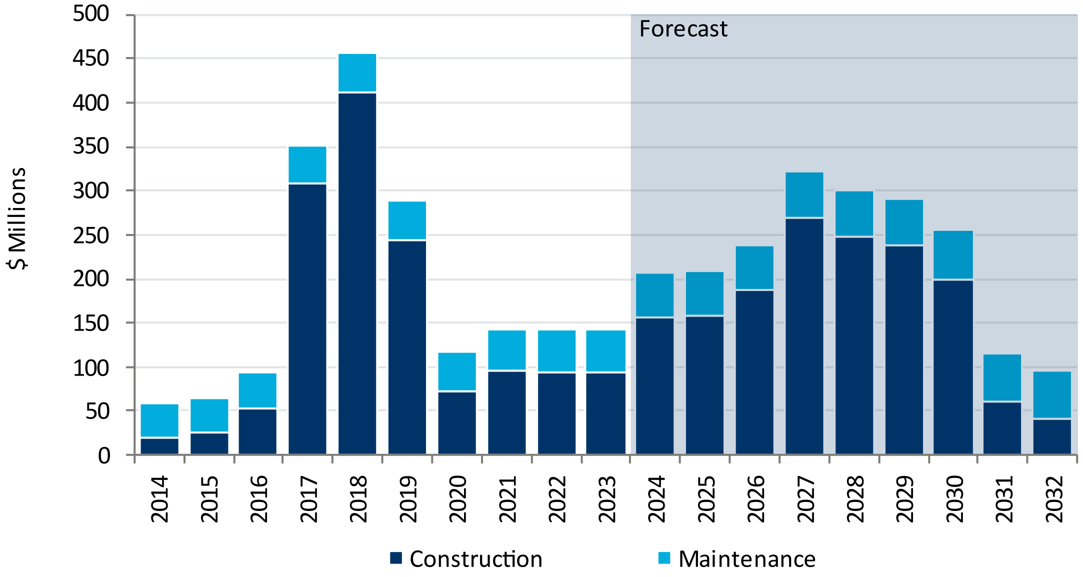
Rail Outlook

Rail activity in the other regions has been relatively volatile due to the significance of major projects to overall work done. Due to a limited network of public railways across the Northern Territory and Tasmania, the various Canberra Light Rail developments play a critical role in the outlook for rail construction.

Following a peak in construction from FY17-FY19 as the Canberra Light Rail Stage 1 was underdevelopment, activity has averaged $143 million over the past three years. Activity is set to see a modest upswing on the back of a strong pipeline of metropolitan rail infrastructure projects in capital cities, such as the Canberra Light Rail Stage 2A running from FY24-27 and Stage 2B running from FY27-30. Accordingly, activity is forecast to peak across the other regions in FY27 at $322 million, a 125.9% increase on FY23 levels. Following this, activity is set to dip as major projects are completed.

An increased network, particularly across Canberra, is anticipated to see an increase in maintenance activity – in FY32, maintenance is forecast to account for 58.2% of total rail activity.

Figure 2.19: Other Regions Rail Activity, 2014-2032 ($ Millions, 2020/21 Prices)



Source: ABS, Oxford Economics Australia

Year ended June

3. QUANTITATIVE RESULTS

3.1. New Zealand

Around 7,730 people are estimated to have been in employed in the rail workforce across New Zealand in FY22. Machinery operators and drivers are estimated to be the largest employing occupation group employing around 37.9% of the total workforce, followed by managers (15.3%) and technicians and trade workers (13.1%).

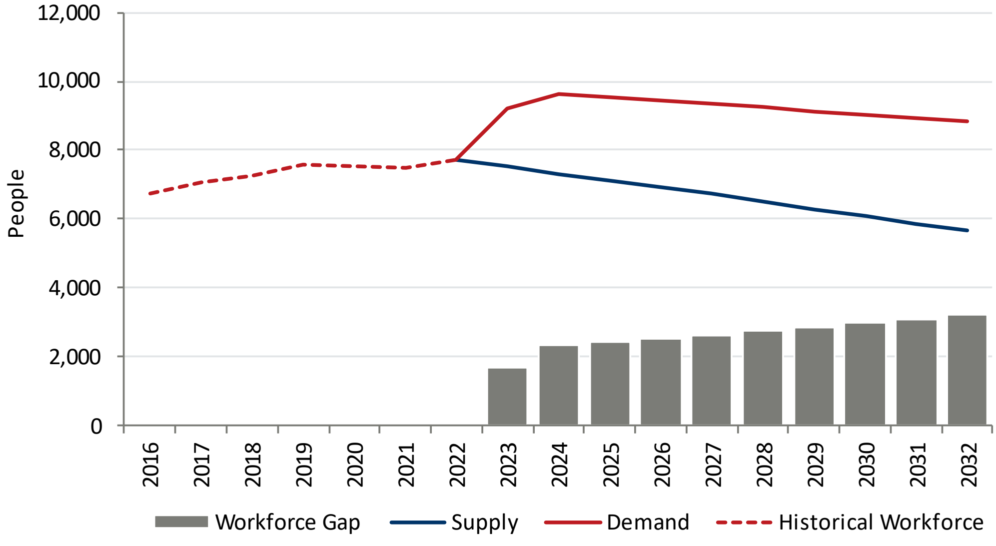
Between FY18 and FY22, the rail workforce increased by 7%. Workforce growth was driven by the construction and manufacturing segment. Growth in construction was driven by investment in New Zealand's metro rail network.

As detailed in the rail outlook in Section 2.1, New Zealand rail activity is currently in a boom, largely driven by the 'City Rail Link' project and as this project, in combination with various other major projects, continues to ramp up, demand across the rail sector is anticipated to rise over the immediate few years. Demand is anticipated to peak in FY24 at 9,640 people, 24.7% above existing supply. As the City Rail and other project begin to move into completion, demand, particularly for construction and manufacturer workers is forecast to cool. Demand is expected to steadily decline over the remainder of the forecast, reaching 8,850 people by FY32, 8.1% lower than the peak.

Supply from the current workforce is anticipated to lose around 2.7% of the workforce through attrition each year. This is around one percentage point higher than the attrition rate across Australia. Supply is forecast to fall to 5,650 over the next decade. Taking into consideration the relatively more stable demand profile, the workforce gap is expected to continue to rise over the forecast period, reaching 3,210 people – this represents 56.7% of the supply in the same year. Whilst demand is set to peak in FY24, the continually increasing workforce gap reflects the strong attrition rate and increased operations and maintenance demand.

Note that a detailed breakdown of the existing workforce, demand, supply, and workforce gap of each occupation is shown in the tables in Appendix B – Quantitative Results.

Figure 3.1: New Zealand Workforce Gap, 2016-2032



Source: Oxford Economics Australia

Year ended June

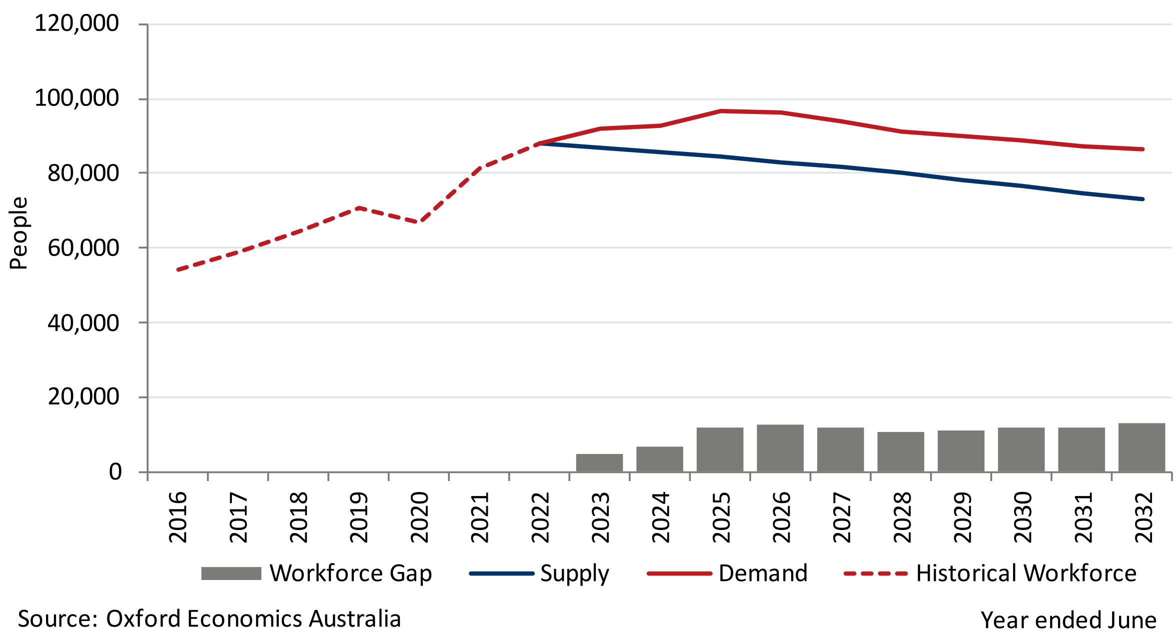
3.2. Australia

Around 88,220 people are estimated to have been in employed in the rail workforce across Australia in FY22. Machinery operators and drivers are estimated to be the largest employing occupation group employing around 22.4% of the total workforce, followed by technicians and trade workers (20.0%) and labourers (13.9%).

Between FY18 and FY22, underpinned by major railway projects, the rail workforce increased by 37%. Over 70% of the increase in the rail workforce has come from New South Wales and Victoria, with the balance of workforce growth largely coming from Queensland and Western Australia. The rail workforce is estimated to have grown continuously in all but one year (FY20—which was impacted by the COVID19-pandemic). The construction and manufacturing rail workforce increased marginally over FY20, with the falling level of employment coming from the operations and maintenance sectors. We note that rail workforce levels between Census years are estimated based on high-level labour force data, which may or may not accurately reflect year-to-year changes in the rail workforce between 2016 and 2021.

On the back of the boom in major publicly funded rail projects, demand across the Australian rail workforce is set to remain strong over the first half of the outlook before cooling in the later stages. From the current workforce size of around 88,220 people, demand is expected to peak in FY25 at 96,550, a 9.4% increase. Therefore, the greatest pressure on the rail workforce nationally is anticipated come over the current cycle of major projects. From FY26, as the pipeline of projects moves towards completion, demand pressures are set to ease, with total demand declining to 86,3400 by FY32, 10.6% lower than the peak.

Figure 3.2: Australia Workforce Gap, 2016-2032



Supply from the current workforce is anticipated to lose around 1.7% of the workforce through attrition each year. Supply is forecast to fall to 72,960 over the next decade. Taking into consideration the demand profile, the workforce gap is expected to peak in FY26 at 13,150 people – this represents 15.8% of the supply in the same year. New supply from education and migration are set to be key sources in order to eliminate this anticipated workforce gap. Note that a detailed breakdown of the existing workforce, demand, supply, and workforce gap of each occupation is shown in the tables in Appendix B – Quantitative Results.

3.3. New South Wales

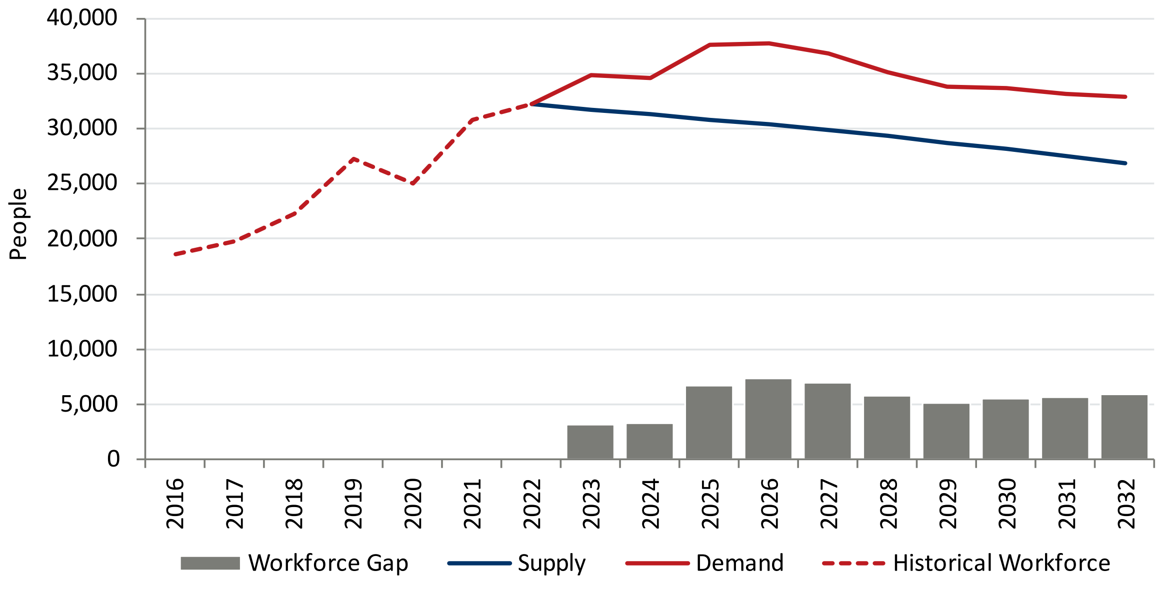
Around 32,180 people are estimated to have been in employed in the rail workforce across New South Wales in FY22. The New South Wales rail workforce accounts for an estimated 36.5% of the national workforce. Machinery Operators and Drivers are estimated to be the largest employing occupation group employing around 21.2% of the total workforce, followed by technicians and trade workers (19.0%) and managers (14.6%).

Between FY18 and FY22, underpinned by major railway projects, the rail workforce increased by 44%. Both the construction and manufacturing, and operations and maintenance segments grew strongly over this period. Major projects over this period included the various stages of the Sydney Metro, Inland Rail, Parramatta Light Rail, and CBD and South East Light Rail.

As detailed in the rail outlook above, New South Wales is set to experience continued elevation in activity over the next four years on the back of a strong pipeline of publicly funded projects. This is anticiapted to drive demand for the workforce, with a forecast peak in demand FY26 at 37,780 – 17.4% above the existing workforce size. From FY27, as the pipeline of projects moves towards completion, demand pressures are set to ease, with total demand declining to 32,840 by FY32, 13.1% lower than the peak.

Supply from the current workforce is anticipated to lose around 1.6% of the workforce through attrition each year. Supply is forecast to fall to 26,870 over the next decade. Taking into consideration the demand profile, the workforce gap is expected to peak in FY26 at 7,400 people – this represents 24.3% of the supply in the same year. New supply from education and migration are set to be key sources in order to eliminate this anticipated workforce gap. Note that a detailed breakdown of the existing workforce, demand, supply, and workforce gap of each occupation is shown in the tables in Appendix B – Quantitative Results.

Figure 3.3: New South Wales Workforce Gap, 2016-2032



Source: Oxford Economics Australia

3.4. Victoria

Around 25,120 people are estimated to have been in employed in the rail workforce across Victoria in FY22. The Victorian rail workforce accounts for an estimated 28.5% of the national workforce. Machinery operators and drivers are estimated to be the largest employing occupation group employing around 20.4% of the total workforce, followed by technicians and trade workers (19.6%) and professionals (14.4%).

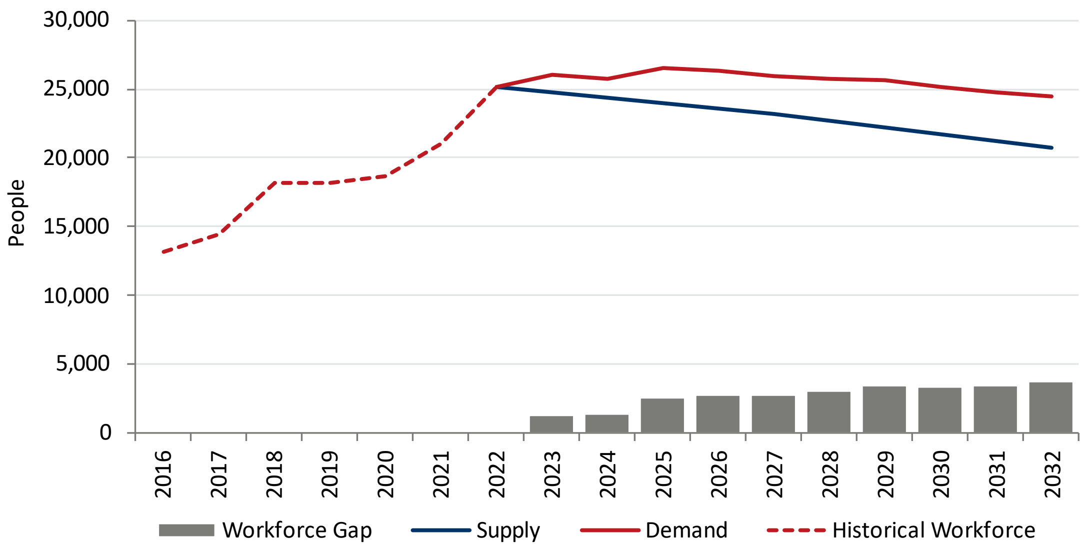
Between FY18 and FY22, underpinned by major railway projects, the rail workforce increased by 38%. Both the construction and manufacturing, and operations and maintenance segments grew strongly over this period. Major projects over this period included Metro Tunnel and the Level Crossing Removal Program.

As detailed in rail outlook above, rail activity in Victoria is currently at a historically high level and as this momentum carries activity over the next few years, demand is set to peak in FY25 at 26,570, 5.8% above FY22 levels. Demand is set to remain relatively stable, slowly declining over the remaining years of the outlook, gradually falling to 24,510 by FY32, 7.7% lower than current demand.

Supply from the current workforce is anticipated to lose around 1.8% of the workforce through attrition each year. Supply is forecast to fall to 20,720 over the next decade. Taking into consideration the demand profile, the state is expected to experience a peak in the workforce gap in FY32 at 3,790 people, this represents 18.3% of the supply in the same year. New supply from education and migration are set to be key sources in order to eliminate this anticipated workforce gap.

Note that a detailed breakdown of the existing workforce, demand, supply, and workforce gap of each occupation is shown in the tables in Appendix B – Quantitative Results.

Figure 3.4: Victoria Workforce Gap, 2016-2032



Source: Oxford Economics Australia

3.5. Queensland

Around 18,900 people are estimated to have been in employed in the rail workforce across Queensland in FY22. The Queensland rail workforce accounts for an estimated 21.0% of the national workforce. Machinery operators and drivers are estimated to be the largest employing occupation group employing around 24.6% of the total workforce, followed by technicians and trade workers (18.9%) and labourers (15.9%).

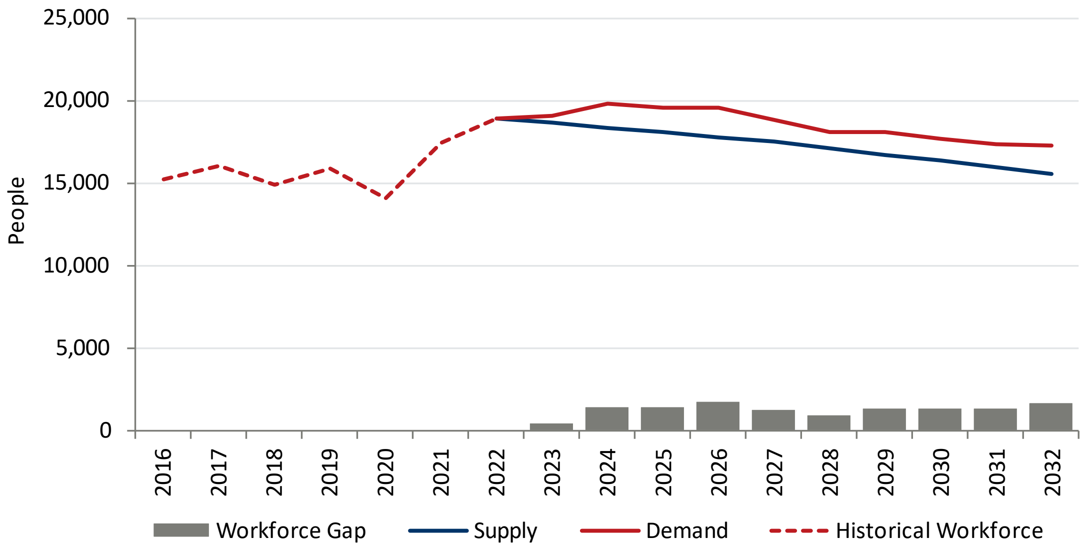
Between FY18 and FY22, the rail workforce increased by 27%. The growth in the workforce was driven by the construction and manufacturing segment. Major projects over this period included Cross River Rail and the Carmichael Rail Project.

As detailed in rail outlook above, Queensland is set to experience an increase in rail activity over the next four years on the back of a strong pipeline of publicly funded projects. This is anticipated to drive demand for the workforce, with a forecast peak in demand FY24 at 19,800 people – 4.8% above the existing workforce size. Demand is set to remain relatively stable until FY27 as major projects driver activity. From FY27 demand pressures are set to ease, with total demand declining to 17,270 people by FY32, 12.8% lower than the peak.

Supply from the current workforce is anticipated to lose around 1.8% of the workforce through attrition each year. Supply is forecast to fall to 15,530 over the next decade. Taking into consideration the demand profile, the workforce gap is expected to peak in FY26 at 1,800 people – this represents 10.1% of the supply in the same year. New supply from education and migration are set to be key sources in order to eliminate this anticipated workforce gap.

Note that a detailed breakdown of the existing workforce, demand, supply, and workforce gap of each occupation is shown in the tables in Appendix B – Quantitative Results.

Figure 3.5: Queensland Workforce Gap, 2016-2032



Source: Oxford Economics Australia

Year ended June

3.6. South Australia

Around 2,220 people are estimated to have been in employed in the rail workforce across South Australia in FY22. The South Australian rail workforce accounts for an estimated 2.5% of the national workforce. Machinery operators and drivers are estimated to be the largest employing occupation group employing around 37.1% of the total workforce, followed by technicians and trade workers (24.2%) and labourers (10.8%).

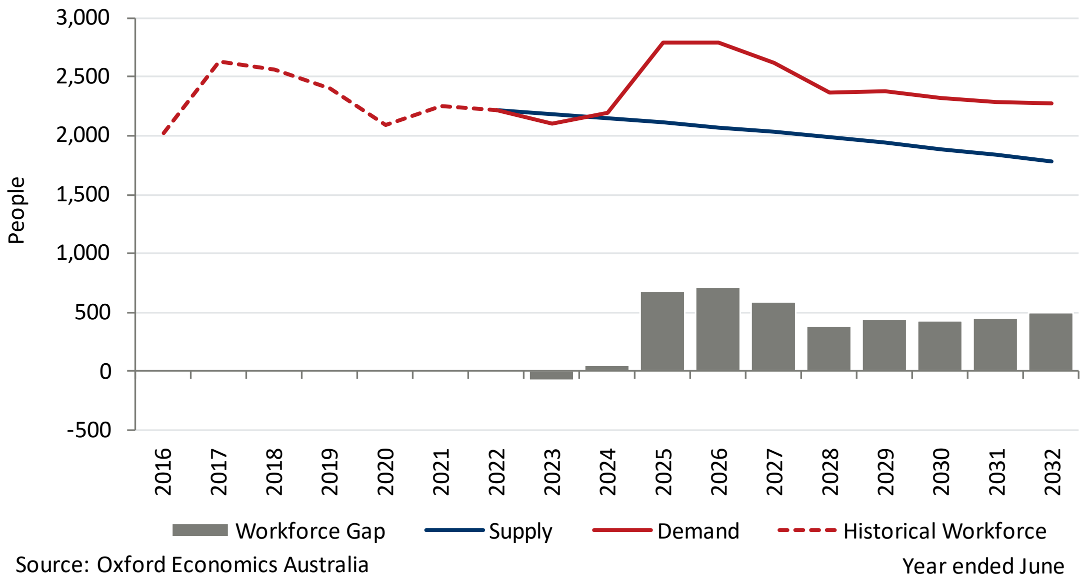
Between FY18 and FY22, the rail workforce declined by 13%. The contraction in the workforce was driven by falling levels of employment in the operations and maintenance segment of the workforce.

As detailed in rail outlook above, South Australia's relatively volatile levels of rail activity is set to continue over the short-term. Accordingly, demand is to remain relatively flat over the next two years before quickly increasing over the mid-decade. Demand is forecast to reach a peak of 2,790 in FY26, 25.8% above current levels. Elevated demand is set to be maintained over the following years albeit slowly declining – demand is not expected to fall below current levels over the entire forecast period.

Supply from the current workforce is anticipated to lose around 2.0% of the workforce through attrition each year. Supply is forecast to fall to 1,780 over the next decade. Taking into consideration the demand profile, the workforce gap is expected to peak in FY26 at 710 people – this represents 34.4% of the supply in the same year. The strong outlook for rail construction activity relatively to current levels, is expected to underpin a decade of strong demand across the state. Whilst activity is set to cool over the later years of the forecast, South Australia is not anticipated to experience as dramatic of a decline as other regions. New supply from education and migration are set to be key sources in order to eliminate this anticipated workforce gap.

Note that a detailed breakdown of the existing workforce, demand, supply and workforce gap of each occupation is shown in the tables in Appendix B – Quantitative Results.

Figure 3.6: South Australia Workforce Gap, 2016-2032



Source: Oxford Economics Australia

3.7. Western Australia

Around 9,120 people are estimated to have been in employed in the rail workforce across Western Australia in FY22. The Western Australian rail workforce accounts for an estimated 10.3% of the national workforce. Machinery operators and drivers are estimated to be the largest employing occupation group employing around 30.3% of the total workforce, followed by technicians and trades workers (16.0%) and clerical and administrative workers (12.0%).

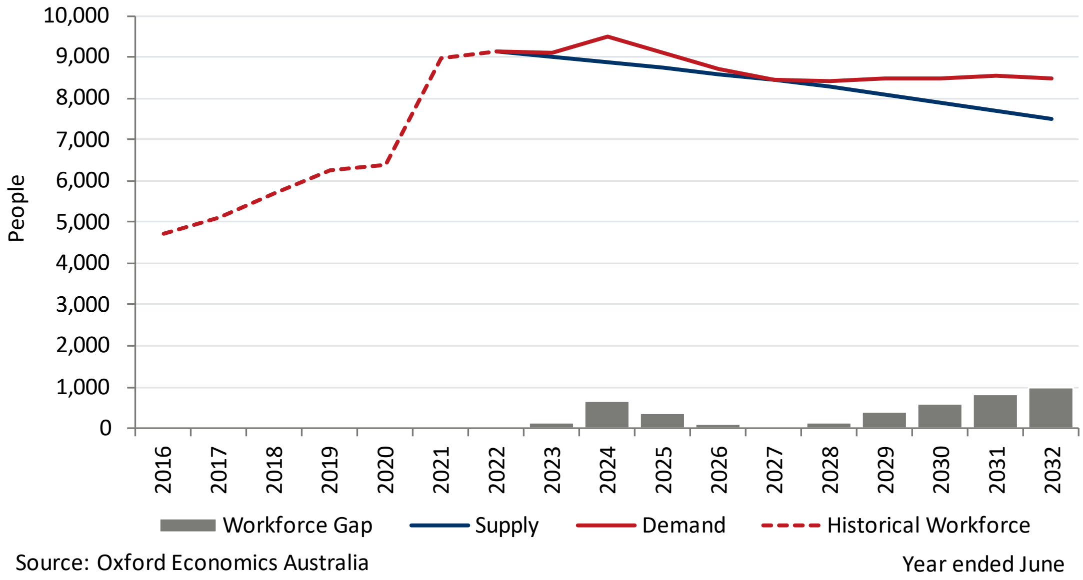
Between FY18 and FY22, the rail workforce increased by 60%. Both the construction and manufacturing, and operations and maintenance segments grew strongly over this period. Major projects over this period included Forrestfield Airport Rail Link, the various stages of METRONET, and iron ore related rail projects including Eliwana Rail and Koodaideri Rail.

As detailed in rail outlook above, Western Australia's rail activity is set to remain at elevated levels for the short-term, driving demand across the rail workforce over the coming years. Accordingly, demand is anticipated to peak in FY24 at 9,510 people, a 4.3% increase on the existing workforce in FY22. From FY24, demand is set to taper over the following few years, however, demand is forecast to remain relatively over the second half of the forecast, averaging 8,510 from FY29.

Supply from the current workforce is anticipated to lose around 1.8% of the workforce through attrition each year. Supply is forecast to fall to 7,500 over the next decade. Taking into consideration the demand profile, the workforce gap is expected to peak in FY32 at 990 people – this represents 13.2% of the supply in the same year. Western Australia faces a long-term challenge to filling potential workforce gaps due to stable long-term outlook of rail activity. New supply from education and migration are set to be key sources in order to eliminate this anticipated workforce gap.

Note that a detailed breakdown of the existing workforce, demand, supply and workforce gap of each occupation is shown in the tables in Appendix B – Quantitative Results.

Figure 3.7: Western Australia Workforce Gap, 2016-2032



Source: Oxford Economics Australia

3.8. Other Regions

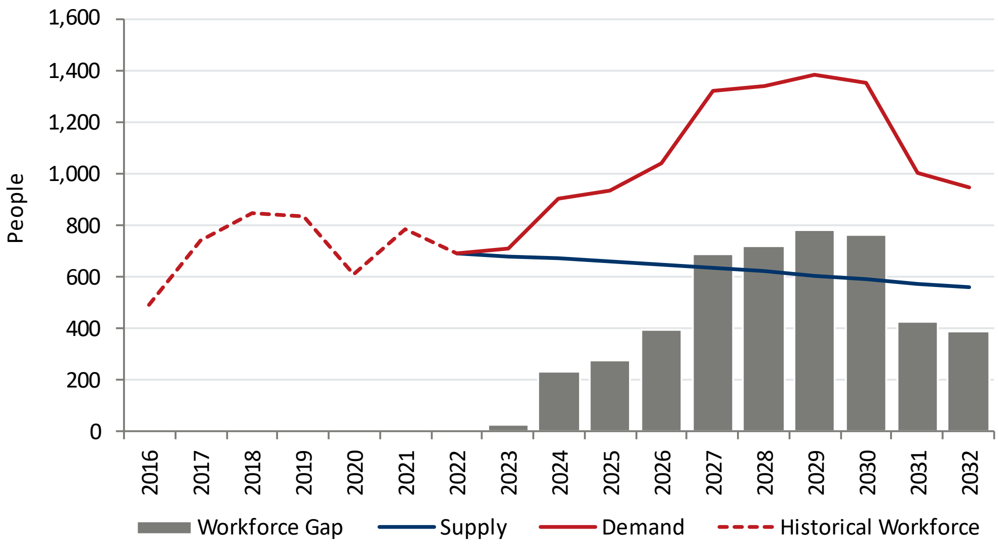
Around 690 people are estimated to have been in employed in the rail workforce across the combined Other Regions in FY22. The Other Regions rail workforce accounts for an estimated 0.8% of the national workforce. Machinery operators and drivers are estimated to be the largest employing occupation group employing around 31.0% of the total workforce, followed by technicians and trade workers (16.0%) and clerical and administrative workers (12.0%).

As detailed in the rail outlook above, the combined rail activity across the Other Regions is set to be driven by work done on the Canberra Light Rail Stage 2. A peak in activity is anticipated across the other regions in FY29 at 1,390 people, 100.3% above the existing workforce in FY22. Whilst, demand is forecast to cool over the final years of the outlook, it is not anticipated to fall below the existing workforce in FY22 – by FY32, demand is set to reach 950 people.

Supply from the current workforce is anticipated to lose around 1.9% of the workforce through attrition each year. Supply is forecast to fall to 560 over the next decade. Taking into consideration the demand profile, the workforce gap is expected to peak in FY29 at 780 people – this represents 128.8% of the supply in the same year. This is a significant scaling of the workforce and, whilst this comes in context to the smaller workforce across the other regions, it does present an elevated challenge to capture demand. Whilst activity is set to cool over the later years of the forecast, the other regions are not anticipated to experience a surplus over the forecast period. New supply from education and migration are set to be key sources in order to eliminate this anticipated workforce gap.

Note that a detailed breakdown of the existing workforce, demand, supply, and workforce gap of each occupation is shown in the tables in Appendix B – Quantitative Results.

Figure 3.8: Other Regions Workforce Gap, 2016-2032



Source: Oxford Economics Australia

4. APPENDIX A – METHODOLOGY

In assessing the simultaneous impact of challenges and threats to workforce capability across the coming decade to FY32 and beyond, Oxford Economics Australia has embarked on a multi-faceted approach. For consistency and cost effectiveness, this update will replicate the quantitative methodology used in the ARA's 2018 rail workforce study. The methodology involves several steps as described below:

Step 1: Define and estimate the current skilled rail workforce

To quantify the skills capability gap we need to first classify and define the skills being considered in the workforce capability study. This report largely adopts the same workforce classification as previous studies, categorising the overall rail workforce into several occupation groups by main areas of specialisation, level of qualification and other supporting professions.

The task of identifying a rail workforce is complicated by the fact that there is no precise ABS definition of a 'rail' industry sector. While ABS Census data does have 'Rail Transport' as an industry category, the reality is that using only Census data from this industry sector would, in our view, severely underestimate the size of the rail workforce.

Consequently, Oxford Economics Australia considers that the rail sector not only includes the 'Rail Transport' sector but also a proportion of people employed in Construction, Manufacturing, and Freight/Transport Services. The size of the rail industry labour force has been estimated based on the 2021 Census for Australia and 2018 Census for New Zealand.

Step 2: Forecast the skilled labour demand

The methodology involves, firstly, the estimation of a skilled (rail) labour 'usage coefficient'. This is the amount of labour that is currently required to perform a certain volume of rail-related activity. Then, projections of end use sector activity over the decade to 2032 will be translated, using these coefficients, into forecasts of future skilled labour demand. We firstly relate our estimates of 'base year' demand to an appropriate 'base year' activity indicator to derive a 'usage coefficient' per unit of end-use sector activity. We then apply this usage coefficient to our forecasts of the activity indicator to derive forecasts of future demand.

Step 3: Model existing workforce attrition

Given the timeframe of the study, attrition of the existing workforce through ageing (e.g., via retirement and death) also becomes an important issue. The existence of workforce attrition means that the total additional skilled labour workforce requirement will end up higher than the total labour demand estimated by changed end-use sector activity alone. This is because skilled labour also must be found to replace existing skills lost because of the ageing workforce.

To account for this attrition component, we estimate the age profile of the workforce in each state using the 2021 Census data and calculated the likelihood of retirement for each age group using ABS' *Retirement and Retirement Intentions* report.

The retirement assumptions for each age group are used uniformly across all states and territories. The expected workforce attrition will vary in each state and territory according to the size and age profile of the workforce in each region.

Step 4: Analysis of forecasted demand for skilled labour with projected levels of labour supply

The final step involves the comparison of the expected demand for skilled labour with our projected levels of labour supply. The difference between the total labour demand and the size of the existing workforce is referred to as the 'workforce gap'. This gap, when positive, will need to be met by additional supply if projected levels of end use sector activity are to be achieved. We will use the occupation set previously established for the 2018 ARA study which was drawn from Australia and New Zealand Standard Classification of Occupations (ANZSCO) and illustrated in the table reprinted from the 2018 study below. As previously, coverage will be provided for all Australian states and territories (with results aggregated for WA, NT, Tasmania and the ACT) and New Zealand.

A key limitation of the model is that it measures workforce requirements in terms of the volume of labour, not necessarily the skills and experience required. The role of a retiring skilled professional with many years of experience cannot be matched by a new graduate. This is particularly true when supply is focused on new graduates, but the impact may be lessened by the hiring of personnel from other industries, or via immigration, where existing skills and experience may be more developed. Other important limitations include the fact that the model does not consider underemployment of labour or existing skills deficits but instead assumes that demand and supply are perfectly matched in the base year.

5. APPENDIX B – QUANTITATIVE RESULTS

5.1. New Zealand

Table D.01: New Zealand, Workforce by Occupation, 2022-2032

Occupation	Sector	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
Managers	Supply	1,186	1,162	1,137	1,113	1,089	1,065	1,037	1,008	980	951	923
	Demand	1,186	1,349	1,395	1,380	1,366	1,352	1,337	1,323	1,309	1,296	1,282
	Workforce Gap	0	188	257	267	277	287	301	315	329	344	359
Specialist Managers	Supply	844	828	813	798	782	767	747	728	709	689	670
	Demand	844	953	984	973	963	953	943	933	924	914	904
	Workforce Gap	0	125	171	176	181	187	196	205	215	225	234
Advertising, Public Relations and Sales Managers	Supply	62	61	60	59	58	57	56	55	54	53	51
	Demand	62	73	77	76	75	74	74	73	72	71	71
	Workforce Gap	0	13	17	17	17	17	17	18	18	19	19
Business Administration Managers	Supply	304	298	292	286	280	274	266	258	250	242	233
	Demand	304	362	378	374	370	367	363	359	355	352	348
	Workforce Gap	0	63	86	88	91	93	97	101	105	110	114
Construction, Distribution and Production Managers	Supply	435	427	419	412	404	396	387	378	369	360	351
	Demand	435	468	476	471	465	461	456	451	446	442	437
	Workforce Gap	0	41	56	59	62	65	69	73	77	82	86
Construction Managers	Supply	310	304	299	294	289	283	277	271	265	259	253
	Demand	310	313	312	309	305	302	299	296	293	290	287
	Workforce Gap	0	8	13	15	17	19	22	25	28	31	34
Engineering Managers	Supply	13	13	12	12	12	12	11	11	10	10	9
	Demand	13	15	16	16	15	15	15	15	15	14	14
	Workforce Gap	0	2	3	3	3	4	4	4	4	5	5
Other/Unclassified Construction, Distribution and Production Managers	Supply	112	110	108	105	103	101	99	96	94	91	89
	Demand	112	140	148	147	145	143	142	140	139	137	136
	Workforce Gap	0	30	40	41	42	42	43	44	45	46	47
Other/Unclassified Specialist Managers	Supply	43	43	42	41	40	39	38	37	36	35	34
	Demand	43	51	53	53	52	52	51	50	50	49	49
	Workforce Gap	0	8	11	12	12	12	13	13	14	14	15
Hospitality, Retail and Service Managers	Supply	96	94	92	90	87	85	83	81	78	76	73
	Demand	96	119	126	124	123	122	120	119	118	116	115
	Workforce Gap	0	25	34	35	36	36	37	39	40	41	42
Call or Contact Centre and Customer Service Managers	Supply	33	32	32	32	31	30	30	29	28	27	27
	Demand	33	42	45	44	44	43	43	42	42	41	41
	Workforce Gap	0	9	13	13	13	13	13	13	14	14	14
Rail Station, Transport Company, and Other Transport Services Managers	Supply	29	28	27	26	25	25	24	23	22	21	21
	Demand	29	36	38	37	37	37	36	36	35	35	35
	Workforce Gap	0	8	11	11	12	12	12	13	13	14	14
Other/Unclassified Hospitality, Retail and Service Managers	Supply	34	33	33	32	31	30	29	28	28	27	26
	Demand	34	41	43	43	42	42	41	41	40	40	39
	Workforce Gap	0	8	11	11	11	12	12	12	13	13	14
Other/Unclassified Managers	Supply	247	240	233	226	219	213	206	200	193	187	180
	Demand	247	277	286	283	280	277	274	271	268	265	262
	Workforce Gap	0	38	53	57	60	64	67	71	75	79	82
Professionals	Supply	882	864	846	828	810	792	773	755	736	717	698
	Demand	882	1,027	1,068	1,057	1,046	1,036	1,025	1,014	1,003	993	982
	Workforce Gap	0	163	222	230	236	243	251	259	268	276	284
Arts and Media Professionals	Supply	3	3	3	3	3	3	3	3	3	2	2
	Demand	3	3	3	3	3	3	3	3	3	3	3
	Workforce Gap	0	0	0	0	0	0	0	0	0	1	1
Business, Human Resource and Marketing Professionals	Supply	227	222	217	212	208	203	198	193	189	184	179
	Demand	227	282	298	295	292	289	286	283	280	277	274
	Workforce Gap	0	60	81	83	84	86	88	90	91	93	95
Accountants, Auditors and Company Secretaries	Supply	64	63	61	59	58	56	55	54	52	51	49
	Demand	64	78	82	81	80	79	78	78	77	76	75
	Workforce Gap	0	15	21	21	22	23	23	24	25	25	26
Human Resource and Training Professionals	Supply	36	36	35	34	34	33	32	32	31	30	30
	Demand	36	47	50	49	49	48	48	47	47	46	46
	Workforce Gap	0	11	15	15	15	15	15	15	16	16	16
Information and Organisation Professionals	Supply	76	74	72	70	68	67	65	63	61	59	57
	Demand	76	93	98	97	96	95	94	93	92	91	90
	Workforce Gap	0	19	26	27	28	29	30	31	31	32	33
Sales, Marketing and Public Relations Professionals	Supply	41	40	40	39	39	38	38	37	36	36	35
	Demand	41	51	54	54	53	53	52	52	51	51	50
	Workforce Gap	0	11	15	15	15	15	15	15	15	15	15
Other/Unclassified Business, Human Resource and Marketing Professionals	Supply	10	10	9	9	9	9	8	8	8	8	8
	Demand	10	13	14	14	13	13	13	13	13	13	13
	Workforce Gap	0	3	4	5	5	5	5	5	5	5	5
Design, Engineering, Science and Transport Professionals	Supply	500	489	477	466	455	445	433	422	411	400	389
	Demand	500	561	577	571	565	560	554	548	542	537	531
	Workforce Gap	0	72	100	105	110	115	120	126	131	137	142

Source: NZ Stats, Oxford Economics Australia

Architects, Designers, Planners and Surveyors	Supply	31	31	30	30	29	29	28	28	27	26	26
	Demand	31	34	35	34	34	33	33	33	32	32	32
	Workforce Gap	0	3	5	5	5	5	5	5	5	6	6
Engineering Professionals	Supply	423	413	403	394	384	375	365	356	346	336	327
	Demand	423	469	481	476	471	466	461	457	452	447	443
	Workforce Gap	0	56	78	82	87	91	96	101	106	111	116
Civil Engineering Professionals	Supply	151	147	144	141	138	135	132	128	125	122	119
	Demand	151	161	164	162	160	159	157	155	154	152	151
	Workforce Gap	0	14	20	21	23	24	26	27	28	30	31
Electrical Engineers	Supply	54	53	51	50	49	48	46	45	44	42	41
	Demand	54	64	67	66	65	65	64	63	63	62	61
	Workforce Gap	0	11	15	16	17	17	18	18	19	20	20
Construction, Distribution and Production Managers	Supply	435	427	419	412	404	396	387	378	369	360	351
	Demand	435	468	476	471	465	461	456	451	446	442	437
	Workforce Gap	0	41	56	59	62	65	69	73	77	82	86
Industrial, Mechanical and Production Engineers	Supply	209	204	199	194	189	185	180	175	170	165	160
	Demand	209	234	241	239	236	234	232	229	227	224	222
	Workforce Gap	0	30	42	45	47	49	52	54	57	60	62
Other/Unclassified Engineering Professionals	Supply	9	9	8	8	8	8	8	8	7	7	7
	Demand	9	9	9	9	9	9	9	9	9	9	8
	Workforce Gap	0	0	1	1	1	1	1	1	1	1	1
Natural and Physical Science Professionals	Supply	4	4	3	3	3	3	3	3	3	3	3
	Demand	4	4	4	4	3	3	3	3	3	3	3
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	1
Other/Unclassified Design, Engineering, Science and Transport Professionals	Supply	42	41	41	40	39	38	37	36	35	34	33
	Demand	42	54	58	58	57	56	56	55	55	54	53
	Workforce Gap	0	13	18	18	18	18	19	19	19	20	20
Occupational and Environmental Health Professionals	Supply	20	19	19	18	18	17	17	16	16	15	15
	Demand	20	24	25	25	25	24	24	24	24	23	23
	Workforce Gap	0	4	6	6	7	7	7	7	8	8	8
ICT Professionals	Supply	109	108	107	106	105	104	102	101	99	97	96
	Demand	109	130	135	134	133	131	130	129	127	126	125
	Workforce Gap	0	21	28	28	28	28	28	28	28	29	29
Other/Unclassified Professionals	Supply	23	22	22	21	21	20	20	19	19	18	18
	Demand	23	28	29	29	29	28	28	28	27	27	27
	Workforce Gap	0	5	7	7	8	8	8	8	9	9	9
Technicians and Trades Workers	Supply	1,011	991	970	950	929	909	886	863	839	816	793
	Demand	1,011	1,077	1,092	1,080	1,068	1,057	1,046	1,035	1,024	1,014	1,003
	Workforce Gap	0	86	121	131	139	148	160	173	185	198	210
Engineering, ICT and Science Technicians	Supply	180	177	173	170	166	162	158	154	150	146	141
	Demand	180	187	188	186	184	182	180	178	176	175	173
	Workforce Gap	0	10	15	16	18	20	22	24	27	29	31
Architectural, Building and Surveying Technicians	Supply	61	60	59	58	57	55	54	53	51	50	49
	Demand	61	63	63	63	62	61	61	60	59	59	58
	Workforce Gap	0	3	4	5	5	6	6	7	8	9	9
Other/Unclassified Engineering, ICT and Science Technicians	Supply	119	117	114	112	109	107	104	101	98	95	93
	Demand	119	124	125	123	122	121	119	118	117	116	115
	Workforce Gap	0	7	10	12	13	14	15	17	19	20	22
Automotive and Engineering Trades Workers	Supply	219	214	209	204	199	195	189	183	178	172	167
	Demand	219	255	266	263	260	257	254	252	249	246	244
	Workforce Gap	0	41	57	59	61	63	66	68	71	74	77
Automotive Electricians and Mechanics	Supply	87	85	83	82	80	78	76	74	72	71	69
	Demand	87	104	110	108	107	106	105	104	103	102	101
	Workforce Gap	0	19	26	27	27	28	29	29	30	31	32
Fabrication Engineering Trades Workers	Supply	34	33	33	32	32	31	31	30	29	28	28
	Demand	34	38	39	38	38	37	37	37	36	36	35
	Workforce Gap	0	4	6	6	6	6	6	7	7	7	8
Mechanical Engineering Trades Workers	Supply	87	84	82	79	77	75	72	69	66	64	61
	Demand	87	99	103	102	101	100	99	98	96	95	94
	Workforce Gap	0	15	21	23	24	25	27	28	30	32	33
Panelbeaters, and Vehicle Body Builders, Trimmers and Painters	Supply	11	11	11	11	11	10	10	10	10	9	9
	Demand	11	14	15	14	14	14	14	14	14	13	13
	Workforce Gap	0	3	3	3	4	4	4	4	4	4	4
Other/Unclassified Automotive and Engineering Trades Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Construction Trades Workers	Supply	211	208	205	201	198	194	190	186	182	177	173
	Demand	211	213	212	210	208	206	204	202	200	198	196
	Workforce Gap	0	5	8	9	10	12	14	16	18	20	22

Source: NZ Stats, Oxford Economics Australia

Bricklayers, and Carpenters and Joiners	Supply	99	97	96	94	92	91	89	86	84	82	80
	Demand	99	100	100	99	98	97	96	95	94	93	92
	Workforce Gap	0	3	4	5	6	6	7	8	9	11	12
Floor Finishers and Painting Trades Workers	Supply	19	19	18	18	17	17	17	16	16	15	15
	Demand	19	19	19	19	19	19	19	18	18	18	18
	Workforce Gap	0	1	1	1	2	2	2	2	3	3	3
Glaziers, Plasterers and Tilers	Supply	16	16	16	16	16	16	15	15	15	15	14
	Demand	16	16	16	16	16	16	16	15	15	15	15
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	1
Plumbers	Supply	77	76	75	73	72	71	70	68	67	65	64
	Demand	77	77	77	76	75	75	74	73	72	72	71
	Workforce Gap	0	1	2	3	3	4	4	5	5	6	7
Construction, Distribution and Production Managers	Supply	435	427	419	412	404	396	387	378	369	360	351
	Demand	435	468	476	471	465	461	456	451	446	442	437
	Workforce Gap	0	41	56	59	62	65	69	73	77	82	86
Electricians	Supply	102	100	99	97	95	93	91	89	87	85	83
	Demand	102	112	114	113	112	111	109	108	107	106	105
	Workforce Gap	0	11	15	16	17	17	18	19	20	21	22
Electronics and Telecommunications Trades Workers	Supply	197	194	190	186	183	179	174	170	165	161	156
	Demand	197	203	203	201	199	197	195	193	191	189	187
	Workforce Gap	0	9	13	15	17	18	21	23	26	29	31
Other/Unclassified Electrotechnology and Telecommunications Trades Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Horticultural Trades Workers	Supply	69	66	64	61	59	57	54	52	50	48	47
	Demand	69	72	72	72	71	70	69	69	68	67	67
	Workforce Gap	0	6	9	11	12	14	15	16	17	19	20
Other/Unclassified Technicians and Trades Workers	Supply	32	32	31	30	30	29	29	28	27	26	26
	Demand	32	35	35	35	34	34	34	33	33	33	32
	Workforce Gap	0	3	4	4	5	5	5	6	6	6	7
Community and Personal Service Workers	Supply	123	120	117	115	112	110	107	105	102	100	97
	Demand	123	154	164	162	160	159	157	155	154	152	150
	Workforce Gap	0	34	46	47	48	49	50	51	51	52	53
Security Officers and Guards	Supply	7	7	7	7	7	6	6	6	6	6	5
	Demand	7	9	9	9	9	9	9	9	9	8	8
	Workforce Gap	0	2	2	2	2	2	3	3	3	3	3
Personal Service and Travel Workers	Supply	72	70	68	67	65	64	63	61	60	59	57
	Demand	72	93	100	99	98	97	96	95	94	93	92
	Workforce Gap	0	23	31	32	32	33	33	33	34	34	34
Other/Unclassified Community and Personal Service Workers	Supply	44	43	42	41	40	39	38	37	36	35	34
	Demand	44	52	55	54	54	53	53	52	51	51	50
	Workforce Gap	0	10	13	13	14	14	14	15	15	15	16
Clerical and Administrative Workers	Supply	612	597	583	568	553	539	523	506	490	474	458
	Demand	612	726	759	751	743	736	728	721	713	705	698
	Workforce Gap	0	129	176	183	190	197	205	214	223	231	240
Office Managers and Program Administrators	Supply	206	201	196	191	186	181	175	169	163	157	151
	Demand	206	226	231	228	226	224	221	219	217	215	212
	Workforce Gap	0	25	35	38	40	43	46	50	54	58	61
Personal Assistants and Secretaries	Supply	14	13	13	13	12	12	11	11	10	10	9
	Demand	14	16	17	17	16	16	16	16	16	16	15
	Workforce Gap	0	3	4	4	4	5	5	5	6	6	6
General Clerical Workers	Supply	84	81	78	76	73	71	68	66	63	61	59
	Demand	84	100	105	104	103	102	101	100	99	98	97
	Workforce Gap	0	19	27	28	30	31	33	34	35	36	38
Inquiry Clerks and Receptionists	Supply	16	16	16	15	15	15	14	14	14	13	13
	Demand	16	20	21	20	20	20	20	20	19	19	19
	Workforce Gap	0	4	5	5	5	5	6	6	6	6	6
Numerical Clerks	Supply	60	59	57	55	53	52	50	48	46	45	43
	Demand	60	71	74	73	72	72	71	70	69	69	68
	Workforce Gap	0	12	17	18	19	20	21	22	23	24	25
Accounting Clerks and Bookkeepers	Supply	60	59	57	55	53	52	50	48	46	45	43
	Demand	60	71	74	73	72	72	71	70	69	69	68
	Workforce Gap	0	12	17	18	19	20	21	22	23	24	25
Other/Unclassified Numerical Clerks	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other Clerical and Administrative Workers	Supply	208	204	200	196	193	189	184	179	175	170	165
	Demand	208	263	279	276	273	271	268	265	262	259	257
	Workforce Gap	0	59	79	80	81	82	84	86	87	89	91

Source: NZ Stats, Oxford Economics Australia

Logistics Clerks	Supply	162	159	156	153	150	147	144	140	137	133	130
	Demand	162	204	216	214	212	209	207	205	203	201	199
	Workforce Gap	0	45	60	61	61	62	63	65	66	68	69
Other/Unclassified Other Clerical and Administrative Workers	Supply	46	45	44	43	42	41	40	39	38	37	36
	Demand	46	59	63	63	62	61	61	60	59	59	58
	Workforce Gap	0	14	19	19	20	20	20	21	21	22	22
Other/Unclassified Clerical and Administrative Workers	Supply	24	23	23	22	21	21	20	20	19	18	18
	Demand	24	31	33	32	32	32	32	31	31	30	30
	Workforce Gap	0	7	10	10	11	11	11	11	12	12	12
Sales Workers	Supply	190	186	182	179	175	171	168	164	160	157	153
	Demand	190	232	245	242	240	237	235	232	230	228	225
	Workforce Gap	0	46	62	64	65	66	67	69	70	71	72
Ticket Salespersons	Supply	11	10	10	10	10	9	9	9	9	9	9
	Demand	11	14	15	15	15	15	15	15	14	14	14
	Workforce Gap	0	4	5	5	5	5	5	5	5	6	6
Other/Unclassified Sales Workers	Supply	180	176	172	169	165	162	158	155	151	148	145
	Demand	180	218	230	227	225	223	220	218	216	213	211
	Workforce Gap	0	42	57	59	60	61	62	63	64	65	66
Machinery Operators and Drivers	Supply	2,929	2,826	2,724	2,624	2,526	2,429	2,325	2,221	2,118	2,015	1,913
	Demand	2,929	3,717	3,954	3,913	3,871	3,831	3,790	3,749	3,709	3,669	3,629
	Workforce Gap	0	892	1,229	1,288	1,345	1,401	1,465	1,528	1,591	1,654	1,716
Machine and Stationary Plant Operators	Supply	315	307	299	291	283	275	266	256	247	238	229
	Demand	315	374	392	387	383	379	375	371	367	363	359
	Workforce Gap	0	67	93	97	100	104	109	114	119	125	130
Train Controllers, and Railway Signal, Track Plant and Other Stationary Plant Operators	Supply	195	189	184	178	173	167	161	155	149	143	137
	Demand	195	247	263	260	257	255	252	249	247	244	241
	Workforce Gap	0	58	79	82	84	87	91	94	98	101	104
Other/Unclassified Machine and Stationary Plant Operators	Supply	121	118	115	113	110	108	104	101	98	95	92
	Demand	121	127	129	128	126	124	123	122	120	119	118
	Workforce Gap	0	9	14	15	16	17	18	20	22	24	26
Mobile Plant Operators	Supply	305	297	289	281	274	267	259	252	245	238	231
	Demand	305	317	320	316	312	309	305	302	299	296	292
	Workforce Gap	0	21	31	35	38	42	46	50	54	58	62
Road and Rail Drivers	Supply	2,265	2,179	2,094	2,011	1,928	1,848	1,760	1,674	1,588	1,502	1,418
	Demand	2,265	2,974	3,188	3,156	3,123	3,091	3,058	3,025	2,993	2,961	2,928
	Workforce Gap	0	795	1,095	1,145	1,195	1,243	1,298	1,352	1,405	1,458	1,511
Train and Tram Drivers	Supply	1,083	1,050	1,018	985	951	918	873	828	783	738	693
	Demand	1,083	1,432	1,538	1,522	1,506	1,491	1,475	1,459	1,444	1,428	1,412
	Workforce Gap	0	382	520	537	555	573	602	632	661	690	719
Delivery Drivers	Supply	5	5	5	5	4	4	4	4	4	4	4
	Demand	5	6	7	7	7	7	7	6	6	6	6
	Workforce Gap	0	1	2	2	2	2	2	2	2	2	3
Truck Drivers	Supply	181	175	169	163	158	152	146	139	133	127	121
	Demand	181	202	208	206	204	202	199	197	195	193	191
	Workforce Gap	0	27	39	43	46	50	54	58	62	66	70
Other/Unclassified Road and Rail Drivers	Supply	996	948	902	858	815	774	738	703	668	634	600
	Demand	996	1,333	1,436	1,421	1,407	1,392	1,377	1,363	1,348	1,333	1,319
	Workforce Gap	0	385	534	563	591	618	639	660	680	700	719
Storepersons	Supply	44	43	42	42	41	40	39	38	37	37	36
	Demand	44	51	54	53	53	52	51	51	50	50	49
	Workforce Gap	0	8	11	12	12	12	12	13	13	13	14
General Clerical Workers	Supply	84	81	78	76	73	71	68	66	63	61	59
	Demand	84	100	105	104	103	102	101	100	99	98	97
	Workforce Gap	0	19	27	28	30	31	33	34	35	36	38
Other/Unclassified Machinery Operators and Drivers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Labourers	Supply	794	776	758	740	723	706	687	668	650	631	613
	Demand	794	925	962	952	942	932	922	912	902	893	883
	Workforce Gap	0	149	204	212	218	226	235	244	253	262	271
Construction and Mining Labourers	Supply	393	384	374	365	356	347	336	325	315	304	294
	Demand	393	465	486	481	476	471	466	461	456	451	446
	Workforce Gap	0	82	112	116	120	124	130	136	141	147	153
Railway Track Workers	Supply	241	235	229	223	218	212	205	197	190	183	176
	Demand	241	312	333	330	327	323	320	316	313	310	306
	Workforce Gap	0	77	104	107	109	111	115	119	123	127	130
Other/Unclassified Construction and Mining Labourers	Supply	152	149	145	142	138	135	131	128	124	121	118
	Demand	152	153	153	151	149	148	146	144	143	141	140
	Workforce Gap	0	5	8	10	11	13	15	17	18	20	22
Railways Assistants and Other Miscellaneous Labourers	Supply	189	185	182	179	176	172	169	165	162	159	155
	Demand	189	206	210	208	206	204	202	200	198	196	194
	Workforce Gap	0	21	28	29	31	32	33	34	36	37	39
Other/Unclassified Labourers	Supply	212	207	202	197	192	187	182	178	173	168	164
	Demand	212	253	265	262	260	257	254	251	249	246	243
	Workforce Gap	0	47	64	66	68	70	72	74	76	78	79
Inadequately described	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0

Source: NZ Stats, Oxford Economics Australia

5.2. Australia

Table D.02: Australia, Workforce by Occupation, 2022-2032

Occupation	Sector	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
Managers	Supply	11,815	11,614	11,412	11,209	11,004	10,796	10,557	10,309	10,053	9,791	9,522
	Demand	11,815	12,463	12,753	13,590	13,527	13,155	12,624	12,405	12,194	11,921	11,791
	Workforce Gap	0	849	1,341	2,381	2,523	2,359	2,067	2,096	2,140	2,130	2,268
Specialist Managers	Supply	8,058	7,956	7,851	7,742	7,630	7,514	7,371	7,221	7,065	6,903	6,736
	Demand	8,058	8,542	8,778	9,448	9,395	9,106	8,692	8,514	8,350	8,137	8,036
	Workforce Gap	0	586	927	1,706	1,765	1,592	1,321	1,293	1,285	1,234	1,300
Advertising, Public Relations and Sales Managers	Supply	465	461	456	452	447	442	436	429	422	415	407
	Demand	465	496	509	553	548	528	500	487	476	461	454
	Workforce Gap	0	35	52	101	101	86	64	58	53	46	47
Business Administration Managers	Supply	1,690	1,672	1,652	1,632	1,610	1,588	1,560	1,530	1,499	1,466	1,432
	Demand	1,690	1,765	1,800	1,888	1,883	1,847	1,795	1,775	1,754	1,726	1,711
	Workforce Gap	0	94	148	257	273	259	235	245	256	260	280
Construction, Distribution and Production Managers	Supply	4,865	4,795	4,724	4,650	4,575	4,499	4,406	4,309	4,209	4,106	4,000
	Demand	4,865	5,196	5,361	5,846	5,805	5,595	5,293	5,159	5,042	4,891	4,820
	Workforce Gap	0	400	638	1,196	1,230	1,096	887	850	833	785	819
Construction Managers	Supply	2,526	2,490	2,453	2,415	2,377	2,337	2,289	2,240	2,189	2,137	2,084
	Demand	2,526	2,752	2,864	3,237	3,207	3,051	2,822	2,714	2,628	2,516	2,464
	Workforce Gap	0	263	411	822	830	713	532	475	439	379	380
Engineering Managers	Supply	735	727	718	708	698	688	675	661	647	632	616
	Demand	735	771	793	834	829	810	784	774	763	749	743
	Workforce Gap	0	44	75	126	130	122	109	113	116	117	126
Other/Unclassified Construction, Distribution and Production Managers	Supply	1,604	1,579	1,553	1,527	1,500	1,473	1,441	1,408	1,373	1,337	1,300
	Demand	1,604	1,672	1,705	1,775	1,770	1,735	1,687	1,671	1,651	1,626	1,613
	Workforce Gap	0	94	152	248	269	261	245	263	278	289	313
Other/Unclassified Specialist Managers	Supply	1,037	1,028	1,019	1,008	997	985	970	953	935	917	897
	Demand	1,037	1,085	1,108	1,161	1,158	1,136	1,105	1,092	1,078	1,060	1,051
	Workforce Gap	0	56	89	153	161	151	135	139	143	143	154
Hospitality, Retail and Service Managers	Supply	2,068	2,028	1,988	1,948	1,907	1,866	1,816	1,764	1,712	1,658	1,605
	Demand	2,068	2,137	2,155	2,209	2,210	2,184	2,144	2,133	2,118	2,097	2,086
	Workforce Gap	0	109	167	261	303	318	328	369	407	438	481
Call or Contact Centre and Customer Service Managers	Supply	313	310	308	305	302	298	294	289	284	279	274
	Demand	313	330	334	352	350	342	330	325	321	316	313
	Workforce Gap	0	20	27	47	49	44	36	36	37	36	39
Rail Station, Transport Company, and Other Transport Services Managers	Supply	1,340	1,309	1,278	1,247	1,215	1,184	1,145	1,106	1,067	1,027	987
	Demand	1,340	1,367	1,372	1,380	1,386	1,386	1,381	1,383	1,382	1,377	1,374
	Workforce Gap	0	59	94	133	171	202	236	277	315	351	388
Other/Unclassified Hospitality, Retail and Service Managers	Supply	415	409	403	397	390	384	376	369	361	353	344
	Demand	415	440	449	478	474	456	433	424	415	404	399
	Workforce Gap	0	31	46	81	83	72	56	55	54	51	55
Other/Unclassified Managers	Supply	1,689	1,630	1,573	1,519	1,467	1,416	1,370	1,323	1,277	1,229	1,182
	Demand	1,689	1,784	1,820	1,933	1,921	1,865	1,788	1,758	1,726	1,687	1,669
	Workforce Gap	0	154	247	414	455	449	418	434	449	458	487
Professionals	Supply	11,349	11,227	11,103	10,976	10,846	10,714	10,554	10,388	10,217	10,041	9,862
	Demand	11,349	11,825	12,067	12,657	12,605	12,357	12,008	11,855	11,698	11,502	11,400
	Workforce Gap	0	598	964	1,681	1,758	1,643	1,455	1,467	1,482	1,460	1,538
Arts and Media Professionals	Supply	44	43	43	42	41	41	40	39	38	38	37
	Demand	44	46	47	50	49	48	46	45	44	43	43
	Workforce Gap	0	3	5	8	8	7	6	6	6	6	6
Business, Human Resource and Marketing Professionals	Supply	3,436	3,397	3,358	3,318	3,277	3,235	3,186	3,134	3,081	3,026	2,970
	Demand	3,436	3,565	3,623	3,756	3,745	3,681	3,592	3,555	3,516	3,466	3,440
	Workforce Gap	0	168	265	438	468	446	406	421	436	441	471
Accountants, Auditors and Company Secretaries	Supply	871	859	847	835	823	811	798	785	771	757	743
	Demand	871	912	929	978	975	955	925	911	898	881	872
	Workforce Gap	0	52	81	143	152	144	126	126	127	124	129
Human Resource and Training Professionals	Supply	798	792	786	779	771	764	754	743	732	721	709
	Demand	798	823	837	858	855	843	827	821	815	806	802
	Workforce Gap	0	31	51	79	84	80	74	78	83	85	93
Information and Organisation Professionals	Supply	1,347	1,330	1,313	1,295	1,278	1,259	1,238	1,215	1,192	1,168	1,143
	Demand	1,347	1,391	1,409	1,447	1,445	1,426	1,400	1,390	1,378	1,362	1,354
	Workforce Gap	0	61	96	152	167	167	163	175	186	195	211
Sales, Marketing and Public Relations Professionals	Supply	355	353	350	347	344	341	338	334	329	325	320
	Demand	355	372	381	401	398	387	372	366	360	353	349
	Workforce Gap	0	20	31	54	54	46	35	33	31	28	28
Other/Unclassified Business, Human Resource and Marketing Professionals	Supply	64	63	62	61	60	60	58	57	56	55	54
	Demand	64	67	68	72	71	70	68	67	66	64	64
	Workforce Gap	0	4	6	10	11	10	9	9	9	9	10
Design, Engineering, Science and Transport Professionals	Supply	5,451	5,391	5,330	5,268	5,205	5,142	5,067	4,990	4,911	4,831	4,750
	Demand	5,451	5,711	5,858	6,225	6,191	6,044	5,839	5,746	5,654	5,539	5,481
	Workforce Gap	0	320	528	957	986	902	772	757	743	708	731

Source: ABS, Oxford Economics Australia

Architects, Designers, Planners and Surveyors	Supply	648	641	635	628	622	615	606	598	589	580	571
	Demand	648	678	690	728	724	707	683	672	661	648	641
	Workforce Gap	0	37	55	100	103	92	76	74	72	68	70
Engineering Professionals	Supply	4,644	4,592	4,539	4,486	4,432	4,377	4,313	4,247	4,180	4,112	4,043
	Demand	4,644	4,866	4,996	5,316	5,287	5,161	4,985	4,906	4,826	4,728	4,678
	Workforce Gap	0	274	457	830	855	784	672	658	646	616	635
Civil Engineering Professionals	Supply	2,035	2,013	1,991	1,970	1,948	1,926	1,901	1,875	1,849	1,823	1,797
	Demand	2,035	2,139	2,204	2,381	2,364	2,298	2,205	2,162	2,119	2,067	2,040
	Workforce Gap	0	126	213	411	416	372	305	287	270	244	243
Electrical Engineers	Supply	1,159	1,146	1,132	1,118	1,104	1,090	1,072	1,054	1,036	1,016	997
	Demand	1,159	1,198	1,212	1,249	1,249	1,235	1,214	1,203	1,194	1,180	1,173
	Workforce Gap	0	52	79	131	144	145	142	149	158	164	176
Construction, Distribution and Production Managers	Supply	4,865	4,795	4,724	4,650	4,575	4,499	4,406	4,309	4,209	4,106	4,000
	Demand	4,865	5,196	5,361	5,846	5,805	5,595	5,293	5,159	5,042	4,891	4,820
	Workforce Gap	0	400	638	1,196	1,230	1,096	887	850	833	785	819
Industrial, Mechanical and Production Engineers	Supply	796	787	778	769	760	750	739	727	715	703	690
	Demand	796	844	875	946	939	910	869	852	835	814	804
	Workforce Gap	0	56	97	177	179	160	131	125	120	111	113
Other/Unclassified Engineering Professionals	Supply	654	646	637	628	620	611	601	591	580	570	559
	Demand	654	685	705	740	734	718	697	688	679	667	661
	Workforce Gap	0	39	68	112	115	107	95	98	98	97	102
Natural and Physical Science Professionals	Supply	118	117	115	114	112	111	109	107	106	104	102
	Demand	118	124	128	136	135	132	127	125	123	120	119
	Workforce Gap	0	7	13	22	23	21	18	17	17	17	17
Other/Unclassified Design, Engineering, Science and Transport Professionals	Supply	42	41	41	40	39	39	38	37	36	36	35
	Demand	42	43	44	45	45	45	44	44	44	43	43
	Workforce Gap	0	2	3	5	6	6	6	6	7	8	8
Occupational and Environmental Health Professionals	Supply	629	622	614	605	597	588	575	563	549	535	521
	Demand	629	651	668	690	685	671	654	649	641	632	627
	Workforce Gap	0	30	54	85	88	83	79	87	92	97	106
ICT Professionals	Supply	1,300	1,292	1,283	1,274	1,265	1,254	1,241	1,226	1,211	1,195	1,178
	Demand	1,300	1,345	1,360	1,410	1,409	1,393	1,367	1,353	1,342	1,326	1,317
	Workforce Gap	0	53	77	135	144	139	126	127	131	131	139
Other/Unclassified Professionals	Supply	489	482	475	469	462	454	445	436	426	417	407
	Demand	489	506	512	527	526	520	510	506	501	495	491
	Workforce Gap	0	24	36	59	65	65	65	70	74	78	85
Technicians and Trades Workers	Supply	16,739	16,584	16,421	16,251	16,074	15,891	15,648	15,396	15,135	14,865	14,593
	Demand	16,739	17,903	17,904	19,215	19,040	18,147	16,963	16,535	16,097	15,571	15,335
	Workforce Gap	0	1,320	1,483	2,964	2,966	2,256	1,314	1,139	963	706	742
Engineering, ICT and Science Technicians	Supply	2,865	2,834	2,802	2,768	2,733	2,697	2,649	2,599	2,548	2,495	2,441
	Demand	2,865	3,067	3,199	3,497	3,462	3,318	3,127	3,051	2,972	2,877	2,833
	Workforce Gap	0	233	397	729	729	622	478	452	424	382	392
Architectural, Building and Surveying Technicians	Supply	1,414	1,398	1,380	1,363	1,344	1,325	1,301	1,276	1,250	1,224	1,197
	Demand	1,414	1,543	1,629	1,835	1,810	1,715	1,586	1,533	1,480	1,415	1,386
	Workforce Gap	0	145	248	472	466	389	285	257	229	191	189
Other/Unclassified Engineering, ICT and Science Technicians	Supply	1,451	1,437	1,422	1,406	1,389	1,371	1,348	1,323	1,298	1,271	1,244
	Demand	1,451	1,524	1,570	1,662	1,651	1,604	1,541	1,518	1,493	1,462	1,447
	Workforce Gap	0	88	148	256	263	232	193	195	195	191	203
Automotive and Engineering Trades Workers	Supply	4,817	4,765	4,710	4,652	4,593	4,531	4,451	4,367	4,280	4,190	4,099
	Demand	4,817	5,121	5,400	5,958	5,904	5,631	5,271	5,165	5,039	4,886	4,822
	Workforce Gap	0	356	691	1,306	1,311	1,100	820	798	760	696	723
Automotive Electricians and Mechanics	Supply	502	497	492	486	480	474	467	459	451	443	434
	Demand	502	528	545	587	588	576	555	550	545	534	529
	Workforce Gap	0	31	53	101	107	101	88	91	94	91	95
Fabrication Engineering Trades Workers	Supply	971	961	952	941	931	920	904	889	872	855	838
	Demand	971	1,027	1,080	1,166	1,147	1,091	1,023	1,002	975	945	931
	Workforce Gap	0	66	128	225	216	171	119	113	102	90	93
Mechanical Engineering Trades Workers	Supply	3,048	3,013	2,976	2,938	2,898	2,858	2,805	2,750	2,693	2,634	2,574
	Demand	3,048	3,242	3,435	3,834	3,802	3,612	3,359	3,286	3,203	3,101	3,060
	Workforce Gap	0	230	459	896	903	755	554	536	510	467	486
Panelbeaters, and Vehicle Body Builders, Trimmers and Painters	Supply	214	212	209	207	204	201	198	194	190	186	182
	Demand	214	233	245	264	262	252	238	234	227	220	217
	Workforce Gap	0	21	35	57	58	50	41	40	37	34	35
Other/Unclassified Automotive and Engineering Trades Workers	Supply	83	82	81	80	79	78	77	75	74	72	71
	Demand	83	90	96	107	105	101	95	92	90	87	86
	Workforce Gap	0	8	14	26	26	23	18	17	16	15	15
Construction Trades Workers	Supply	3,357	3,333	3,307	3,279	3,251	3,221	3,180	3,138	3,095	3,050	3,005
	Demand	3,357	3,624	3,231	3,329	3,288	3,068	2,779	2,651	2,550	2,433	2,375
	Workforce Gap	0	291	-76	50	38	-153	-402	-487	-545	-617	-629

Source: ABS, Oxford Economics Australia

Bricklayers, and Carpenters and Joiners	Supply	1,483	1,473	1,463	1,452	1,441	1,429	1,413	1,396	1,379	1,361	1,343
	Demand	1,483	1,588	1,470	1,539	1,521	1,435	1,316	1,258	1,217	1,168	1,142
	Workforce Gap	0	115	7	87	81	6	-97	-138	-161	-193	-201
Floor Finishers and Painting Trades Workers	Supply	385	380	376	371	366	361	354	347	340	332	324
	Demand	385	424	358	358	354	321	282	268	255	240	234
	Workforce Gap	0	43	-18	-13	-12	-40	-72	-79	-85	-93	-91
Glaziers, Plasterers and Tilers	Supply	473	470	466	462	458	454	448	442	435	428	421
	Demand	473	518	458	466	461	424	378	361	346	328	320
	Workforce Gap	0	48	-9	4	2	-30	-70	-81	-90	-100	-101
Plumbers	Supply	986	979	972	964	956	948	937	926	914	902	890
	Demand	986	1,063	915	934	921	858	775	737	707	672	655
	Workforce Gap	0	84	-57	-30	-35	-90	-162	-189	-207	-230	-235
Construction, Distribution and Production Managers	Supply	4,865	4,795	4,724	4,650	4,575	4,499	4,406	4,309	4,209	4,106	4,000
	Demand	4,865	5,196	5,361	5,846	5,805	5,595	5,293	5,159	5,042	4,891	4,820
	Workforce Gap	0	400	638	1,196	1,230	1,096	887	850	833	785	819
Electricians	Supply	3,724	3,697	3,668	3,637	3,605	3,572	3,528	3,482	3,434	3,385	3,336
	Demand	3,724	3,979	3,945	4,156	4,132	3,965	3,744	3,669	3,588	3,489	3,448
	Workforce Gap	0	282	278	519	526	393	216	187	154	104	112
Electronics and Telecommunications Trades Workers	Supply	983	974	965	955	945	935	920	906	890	874	858
	Demand	983	1,053	1,065	1,138	1,127	1,082	1,023	1,001	974	944	930
	Workforce Gap	0	79	100	182	182	148	103	95	84	70	72
Other/Unclassified Electrotechnology and Telecommunications Trades Workers	Supply	83	83	82	82	81	81	80	79	79	78	77
	Demand	83	93	90	98	97	91	83	80	77	74	72
	Workforce Gap	0	10	8	16	16	10	3	1	-1	-4	-5
Horticultural Trades Workers	Supply	293	288	284	279	275	270	264	258	252	246	240
	Demand	293	304	296	304	304	296	283	281	277	270	265
	Workforce Gap	0	16	12	25	29	26	19	22	25	23	25
Other/Unclassified Technicians and Trades Workers	Supply	616	610	604	598	591	584	576	567	557	547	538
	Demand	616	663	677	734	727	695	652	636	619	598	589
	Workforce Gap	0	53	73	136	136	110	77	70	62	51	51
Community and Personal Service Workers	Supply	1,227	1,212	1,196	1,181	1,164	1,148	1,127	1,105	1,083	1,060	1,038
	Demand	1,227	1,277	1,282	1,293	1,280	1,264	1,240	1,224	1,208	1,191	1,176
	Workforce Gap	0	66	85	113	116	116	114	119	125	130	139
Security Officers and Guards	Supply	614	606	598	589	581	572	560	548	536	524	511
	Demand	614	643	641	645	639	630	619	611	603	595	588
	Workforce Gap	0	37	44	56	58	59	59	63	67	71	77
Personal Service and Travel Workers	Supply	435	429	424	418	412	406	399	392	385	377	370
	Demand	435	451	451	449	445	442	436	432	427	422	417
	Workforce Gap	0	21	27	31	33	35	37	40	42	45	48
Other/Unclassified Community and Personal Service Workers	Supply	178	177	175	174	172	170	168	165	162	160	157
	Demand	178	184	189	199	196	192	185	182	178	174	171
	Workforce Gap	0	8	14	26	24	22	17	17	15	14	15
Clerical and Administrative Workers	Supply	9,942	9,808	9,669	9,527	9,380	9,229	9,035	8,835	8,628	8,416	8,201
	Demand	9,942	10,111	10,013	10,026	10,037	9,986	9,904	9,878	9,838	9,775	9,731
	Workforce Gap	0	303	344	500	658	758	869	1,043	1,209	1,358	1,530
Office Managers and Program Administrators	Supply	2,756	2,719	2,680	2,640	2,599	2,556	2,501	2,443	2,384	2,323	2,260
	Demand	2,756	2,805	2,775	2,783	2,781	2,756	2,723	2,709	2,691	2,669	2,655
	Workforce Gap	0	86	95	143	182	200	222	265	307	347	395
Personal Assistants and Secretaries	Supply	308	302	295	288	281	275	267	260	252	244	236
	Demand	308	315	308	309	308	304	298	296	293	290	288
	Workforce Gap	0	13	14	21	27	29	31	36	41	46	51
General Clerical Workers	Supply	1,351	1,330	1,309	1,287	1,265	1,243	1,215	1,185	1,155	1,125	1,094
	Demand	1,351	1,374	1,357	1,358	1,357	1,344	1,327	1,321	1,313	1,301	1,293
	Workforce Gap	0	44	48	71	91	101	113	136	158	177	200
Inquiry Clerks and Receptionists	Supply	509	504	498	491	485	478	469	459	450	440	430
	Demand	509	518	512	512	513	510	506	504	502	499	497
	Workforce Gap	0	14	14	21	28	32	37	45	53	59	67
Numerical Clerks	Supply	1,103	1,080	1,057	1,034	1,011	988	960	932	903	874	845
	Demand	1,103	1,124	1,097	1,101	1,095	1,075	1,050	1,039	1,026	1,012	1,003
	Workforce Gap	0	44	40	67	84	87	89	107	123	138	159
Accounting Clerks and Bookkeepers	Supply	1,099	1,077	1,054	1,031	1,008	985	957	929	900	871	842
	Demand	1,099	1,121	1,094	1,098	1,092	1,071	1,046	1,035	1,023	1,009	1,000
	Workforce Gap	0	44	40	67	84	87	89	106	123	138	158
Other/Unclassified Numerical Clerks	Supply	3	3	3	3	3	3	3	3	3	3	3
	Demand	3	3	3	3	3	3	3	3	3	3	3
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other Clerical and Administrative Workers	Supply	3,621	3,584	3,544	3,503	3,460	3,415	3,355	3,292	3,227	3,160	3,091
	Demand	3,621	3,678	3,667	3,665	3,686	3,699	3,704	3,713	3,717	3,710	3,703
	Workforce Gap	0	94	123	162	226	284	349	421	490	550	612

Source: ABS, Oxford Economics Australia

Logistics Clerks	Supply	2,008	1,989	1,969	1,947	1,924	1,900	1,868	1,834	1,798	1,761	1,724
	Demand	2,008	2,039	2,034	2,036	2,046	2,051	2,050	2,054	2,054	2,047	2,040
	Workforce Gap	0	49	65	89	122	151	182	220	256	285	316
Other/Unclassified Other Clerical and Administrative Workers	Supply	1,613	1,595	1,576	1,556	1,536	1,515	1,487	1,458	1,429	1,398	1,367
	Demand	1,613	1,639	1,634	1,628	1,640	1,648	1,654	1,660	1,663	1,663	1,663
	Workforce Gap	0	45	58	72	104	134	167	201	234	265	296
Other/Unclassified Clerical and Administrative Workers	Supply	294	290	286	282	278	274	269	263	257	251	246
	Demand	294	298	297	298	298	298	296	296	295	294	292
	Workforce Gap	0	7	11	15	20	23	28	33	38	42	47
Sales Workers	Supply	3,111	3,080	3,047	3,013	2,978	2,943	2,897	2,849	2,800	2,750	2,700
	Demand	3,111	3,174	3,142	3,124	3,144	3,157	3,165	3,172	3,175	3,174	3,172
	Workforce Gap	0	94	95	111	165	215	268	323	375	424	472
Ticket Salespersons	Supply	2,600	2,574	2,546	2,518	2,488	2,458	2,419	2,379	2,337	2,294	2,250
	Demand	2,600	2,660	2,646	2,639	2,660	2,677	2,689	2,698	2,704	2,707	2,708
	Workforce Gap	0	86	100	121	171	219	270	320	368	413	457
Other/Unclassified Sales Workers	Supply	511	506	501	495	490	484	478	471	464	457	449
	Demand	511	514	496	486	484	480	476	474	471	467	464
	Workforce Gap	0	8	-4	-9	-6	-4	-2	3	7	11	15
Machinery Operators and Drivers	Supply	20,453	20,175	19,879	19,565	19,235	18,891	18,412	17,913	17,394	16,860	16,315
	Demand	20,453	20,956	21,042	21,476	21,472	21,215	20,860	20,767	20,608	20,410	20,305
	Workforce Gap	0	781	1,164	1,911	2,237	2,324	2,448	2,855	3,213	3,550	3,990
Machine and Stationary Plant Operators	Supply	3,420	3,384	3,344	3,302	3,257	3,210	3,143	3,073	3,000	2,925	2,848
	Demand	3,420	3,533	3,584	3,703	3,692	3,616	3,521	3,500	3,460	3,412	3,389
	Workforce Gap	0	149	240	401	435	406	378	427	460	487	541
Train Controllers, and Railway Signal, Track Plant and Other Stationary Plant Operators	Supply	2,330	2,305	2,278	2,249	2,219	2,186	2,140	2,092	2,041	1,989	1,935
	Demand	2,330	2,369	2,367	2,376	2,387	2,390	2,386	2,388	2,386	2,378	2,372
	Workforce Gap	0	64	88	127	169	204	246	296	345	390	437
Other/Unclassified Machine and Stationary Plant Operators	Supply	1,090	1,079	1,066	1,053	1,038	1,024	1,003	982	959	936	912
	Demand	1,090	1,164	1,218	1,327	1,305	1,226	1,135	1,113	1,074	1,033	1,016
	Workforce Gap	0	85	152	274	266	203	132	131	114	97	104
Mobile Plant Operators	Supply	2,212	2,186	2,157	2,127	2,096	2,063	2,019	1,973	1,925	1,876	1,826
	Demand	2,212	2,338	2,374	2,595	2,566	2,422	2,243	2,187	2,113	2,033	2,000
	Workforce Gap	0	152	217	468	470	358	224	215	188	158	174
Road and Rail Drivers	Supply	14,151	13,942	13,720	13,486	13,239	12,982	12,626	12,253	11,867	11,470	11,064
	Demand	14,151	14,381	14,356	14,406	14,452	14,444	14,399	14,392	14,364	14,312	14,271
	Workforce Gap	0	439	636	921	1,213	1,462	1,774	2,139	2,497	2,842	3,207
Train and Tram Drivers	Supply	12,634	12,455	12,262	12,057	11,842	11,616	11,302	10,973	10,630	10,277	9,916
	Demand	12,634	12,801	12,758	12,724	12,778	12,818	12,836	12,845	12,842	12,822	12,796
	Workforce Gap	0	346	496	667	936	1,202	1,534	1,872	2,212	2,545	2,880
Delivery Drivers	Supply	46	45	45	44	44	43	42	42	41	40	39
	Demand	46	48	48	50	50	49	47	46	45	44	44
	Workforce Gap	0	3	3	6	6	6	4	4	4	4	4
Truck Drivers	Supply	1,229	1,210	1,189	1,167	1,145	1,122	1,090	1,056	1,022	988	953
	Demand	1,229	1,287	1,303	1,382	1,371	1,322	1,260	1,242	1,216	1,186	1,172
	Workforce Gap	0	77	114	214	226	201	171	186	193	198	220
Other/Unclassified Road and Rail Drivers	Supply	241	233	225	217	209	201	192	182	173	164	156
	Demand	241	246	247	250	253	255	257	259	261	260	259
	Workforce Gap	0	13	23	33	44	54	65	77	88	95	103
Storepersons	Supply	473	469	465	461	457	452	446	439	432	425	418
	Demand	473	497	512	540	535	516	493	486	476	465	460
	Workforce Gap	0	27	46	79	78	63	47	47	44	40	42
General Clerical Workers	Supply	1,351	1,330	1,309	1,287	1,265	1,243	1,215	1,185	1,155	1,125	1,094
	Demand	1,351	1,374	1,357	1,358	1,357	1,344	1,327	1,321	1,313	1,301	1,293
	Workforce Gap	0	44	48	71	91	101	113	136	158	177	200
Other/Unclassified Machinery Operators and Drivers	Supply	196	194	191	189	186	183	179	175	170	165	161
	Demand	196	208	216	231	228	217	204	201	195	189	186
	Workforce Gap	0	14	25	43	42	34	25	26	25	23	25
Labourers	Supply	12,203	12,032	11,857	11,679	11,498	11,314	11,084	10,847	10,605	10,358	10,111
	Demand	12,203	12,822	13,028	13,663	13,586	13,242	12,786	12,628	12,418	12,168	12,051
	Workforce Gap	0	790	1,171	1,984	2,089	1,928	1,702	1,781	1,813	1,810	1,939
Construction and Mining Labourers	Supply	6,679	6,620	6,556	6,487	6,414	6,337	6,226	6,110	5,990	5,866	5,741
	Demand	6,679	7,063	7,195	7,619	7,551	7,301	6,985	6,879	6,729	6,560	6,483
	Workforce Gap	0	444	640	1,132	1,138	964	759	769	739	695	743
Railway Track Workers	Supply	3,881	3,843	3,801	3,756	3,707	3,656	3,580	3,500	3,418	3,333	3,248
	Demand	3,881	3,936	3,947	3,973	3,977	3,964	3,940	3,929	3,915	3,897	3,883
	Workforce Gap	0	93	146	218	270	308	360	429	497	563	635
Other/Unclassified Construction and Mining Labourers	Supply	2,797	2,777	2,754	2,731	2,706	2,681	2,646	2,610	2,572	2,533	2,493
	Demand	2,797	3,127	3,248	3,645	3,574	3,337	3,044	2,949	2,814	2,664	2,601
	Workforce Gap	0	350	494	914	867	656	398	339	242	131	108
Railways Assistants and Other Miscellaneous Labourers	Supply	3,785	3,695	3,608	3,523	3,439	3,356	3,269	3,181	3,092	3,004	2,916
	Demand	3,785	3,885	3,908	3,952	3,953	3,928	3,893	3,885	3,865	3,843	3,828
	Workforce Gap	0	190	300	429	514	572	625	704	773	839	912
Other/Unclassified Labourers	Supply	1,739	1,717	1,693	1,670	1,645	1,621	1,589	1,556	1,523	1,489	1,455
	Demand	1,739	1,874	1,924	2,093	2,082	2,012	1,907	1,865	1,823	1,765	1,739
	Workforce Gap	0	157	231	423	437	392	319	309	301	277	285
Inadequately described	Supply	1382	1231	1095	974	866	768	731	697	669	643	617
	Demand	1382	1437	1455	1507	1503	1476	1440	1430	1412	1390	1379
	Workforce Gap	0	207	359	533	637	708	709	733	743	747	762

Source: ABS, Oxford Economics Australia

5.3. New South Wales

Table D.03: New South Wales, Workforce by Occupation, 2022-2032

Occupation	Sector	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
Managers	Supply	4,706	4,627	4,547	4,467	4,386	4,305	4,211	4,113	4,013	3,910	3,806
	Demand	4,706	5,169	5,200	5,872	5,904	5,721	5,380	5,147	5,108	5,024	4,958
	Workforce Gap	0	543	652	1,405	1,518	1,416	1,169	1,034	1,094	1,113	1,153
Specialist Managers	Supply	3,175	3,136	3,095	3,054	3,011	2,966	2,911	2,854	2,794	2,731	2,667
	Demand	3,175	3,516	3,554	4,088	4,110	3,963	3,693	3,510	3,479	3,413	3,362
	Workforce Gap	0	380	458	1,035	1,099	997	782	656	685	681	694
Advertising, Public Relations and Sales Managers	Supply	167	166	164	163	161	159	157	155	153	151	148
	Demand	167	188	189	223	224	214	197	185	183	178	175
	Workforce Gap	0	22	25	60	63	55	39	29	30	28	27
Business Administration Managers	Supply	664	657	649	642	634	625	615	603	592	579	566
	Demand	664	717	719	787	791	774	741	718	714	706	699
	Workforce Gap	0	61	69	145	158	149	126	115	123	126	133
Construction, Distribution and Production Managers	Supply	1,934	1,907	1,879	1,850	1,821	1,791	1,755	1,717	1,678	1,638	1,597
	Demand	1,934	2,168	2,201	2,592	2,605	2,495	2,296	2,161	2,138	2,090	2,053
	Workforce Gap	0	261	322	742	784	704	541	444	460	452	456
Construction Managers	Supply	1,041	1,027	1,013	998	984	968	949	930	910	889	868
	Demand	1,041	1,204	1,233	1,531	1,538	1,451	1,297	1,193	1,175	1,138	1,110
	Workforce Gap	0	176	220	533	555	483	348	263	266	249	242
Engineering Managers	Supply	265	262	258	255	251	247	243	238	232	227	221
	Demand	265	288	291	326	327	319	302	291	289	285	282
	Workforce Gap	0	27	33	71	76	71	60	54	57	58	61
Other/Unclassified Construction, Distribution and Production Managers	Supply	627	617	607	597	586	576	563	550	536	522	508
	Demand	627	676	677	735	739	725	697	677	674	667	661
	Workforce Gap	0	58	69	138	153	149	134	127	138	145	153
Other/Unclassified Specialist Managers	Supply	411	407	403	399	395	390	384	378	371	364	356
	Demand	411	443	445	487	489	479	459	446	444	439	435
	Workforce Gap	0	36	42	87	94	89	75	68	73	75	78
Hospitality, Retail and Service Managers	Supply	851	835	819	803	786	770	749	728	707	685	663
	Demand	851	908	900	948	954	943	919	901	899	892	887
	Workforce Gap	0	72	81	146	168	173	169	173	192	207	223
Call or Contact Centre and Customer Service Managers	Supply	142	141	139	138	137	135	133	131	129	127	124
	Demand	142	154	153	168	169	165	157	151	150	148	147
	Workforce Gap	0	14	14	30	32	30	24	20	21	22	22
Rail Station, Transport Company, and Other Transport Services Managers	Supply	559	546	533	520	508	495	479	463	446	430	414
	Demand	559	584	579	588	591	592	590	588	587	586	585
	Workforce Gap	0	38	46	67	84	97	111	125	141	156	171
Other/Unclassified Hospitality, Retail and Service Managers	Supply	151	149	147	144	142	140	137	134	131	128	125
	Demand	151	169	168	193	194	186	172	162	161	157	155
	Workforce Gap	0	20	21	48	52	46	35	28	29	29	29
Other/Unclassified Managers	Supply	680	656	633	611	589	569	550	532	513	494	475
	Demand	680	746	746	835	840	815	768	736	730	719	710
	Workforce Gap	0	90	113	225	251	246	218	204	218	225	235
Professionals	Supply	4,074	4,029	3,983	3,937	3,890	3,841	3,783	3,724	3,662	3,599	3,535
	Demand	4,074	4,416	4,449	4,925	4,952	4,834	4,608	4,453	4,427	4,370	4,324
	Workforce Gap	0	387	466	988	1,062	993	825	730	765	771	790
Arts and Media Professionals	Supply	15	15	14	14	14	14	13	13	13	13	12
	Demand	15	16	16	17	18	17	16	16	16	16	15
	Workforce Gap	0	1	2	3	4	3	3	3	3	3	3
Business, Human Resource and Marketing Professionals	Supply	1,214	1,200	1,187	1,173	1,159	1,144	1,128	1,110	1,093	1,074	1,055
	Demand	1,214	1,309	1,311	1,427	1,435	1,407	1,350	1,311	1,304	1,290	1,279
	Workforce Gap	0	108	124	254	277	262	222	201	212	216	223
Accountants, Auditors and Company Secretaries	Supply	330	325	321	316	312	307	302	298	292	287	282
	Demand	330	359	361	401	403	393	372	359	356	351	347
	Workforce Gap	0	34	40	85	92	85	70	61	64	64	65
Human Resource and Training Professionals	Supply	257	255	253	251	249	246	243	240	237	234	230
	Demand	257	275	276	298	300	295	285	278	277	274	272
	Workforce Gap	0	20	23	47	51	48	41	38	40	40	42
Information and Organisation Professionals	Supply	499	493	487	480	474	468	460	452	444	436	427
	Demand	499	532	531	565	569	561	546	535	533	529	525
	Workforce Gap	0	39	45	85	95	94	86	82	89	93	98
Sales, Marketing and Public Relations Professionals	Supply	102	101	101	100	99	98	97	96	95	94	93
	Demand	102	113	114	131	132	127	118	111	110	108	107
	Workforce Gap	0	12	13	31	32	28	20	15	15	14	13
Other/Unclassified Business, Human Resource and Marketing Professionals	Supply	27	26	26	25	25	25	24	24	23	23	23
	Demand	27	29	29	32	32	31	30	29	28	28	28
	Workforce Gap	0	3	3	6	7	6	5	5	5	5	5
Design, Engineering, Science and Transport Professionals	Supply	1,897	1,874	1,852	1,829	1,805	1,782	1,754	1,726	1,697	1,667	1,638
	Demand	1,897	2,078	2,107	2,391	2,403	2,331	2,196	2,104	2,088	2,055	2,029
	Workforce Gap	0	203	255	562	598	549	442	379	391	387	391

Source: ABS, Oxford Economics Australia

Architects, Designers, Planners and Surveyors	Supply	242	240	237	235	232	229	226	223	220	216	213
	Demand	242	263	265	294	295	288	273	264	262	258	255
	Workforce Gap	0	24	27	59	63	58	47	40	42	42	43
Engineering Professionals	Supply	1,598	1,579	1,559	1,539	1,519	1,499	1,475	1,451	1,427	1,402	1,376
	Demand	1,598	1,752	1,780	2,027	2,037	1,974	1,858	1,778	1,764	1,735	1,712
	Workforce Gap	0	174	221	488	518	475	382	327	338	334	336
Civil Engineering Professionals	Supply	680	673	665	657	650	642	633	624	615	606	597
	Demand	680	755	774	908	912	878	816	773	766	751	739
	Workforce Gap	0	82	109	250	262	236	183	149	151	144	142
Electrical Engineers	Supply	419	414	408	403	398	392	385	378	370	363	355
	Demand	419	448	448	480	483	475	460	449	447	443	440
	Workforce Gap	0	35	40	77	85	83	75	71	77	80	85
Construction, Distribution and Production Managers	Supply	1,934	1,907	1,879	1,850	1,821	1,791	1,755	1,717	1,678	1,638	1,597
	Demand	1,934	2,168	2,201	2,592	2,605	2,495	2,296	2,161	2,138	2,090	2,053
	Workforce Gap	0	261	322	742	784	704	541	444	460	452	456
Industrial, Mechanical and Production Engineers	Supply	273	270	266	262	259	255	251	247	242	238	233
	Demand	273	303	310	363	365	351	325	308	305	298	293
	Workforce Gap	0	34	44	100	106	95	74	61	62	60	60
Other/Unclassified Engineering Professionals	Supply	226	223	220	216	213	210	206	202	199	195	191
	Demand	226	246	248	276	278	271	257	248	246	243	240
	Workforce Gap	0	23	28	60	65	61	51	46	48	48	50
Natural and Physical Science Professionals	Supply	43	42	42	41	40	40	39	39	38	37	37
	Demand	43	47	48	54	55	53	50	47	47	46	46
	Workforce Gap	0	5	6	13	14	13	10	9	9	9	9
Other/Unclassified Design, Engineering, Science and Transport Professionals	Supply	14	14	14	14	13	13	13	13	12	12	12
	Demand	14	15	15	16	17	16	16	15	15	15	15
	Workforce Gap	0	1	1	3	3	3	3	3	3	3	3
Occupational and Environmental Health Professionals	Supply	194	192	190	187	184	182	178	174	170	166	162
	Demand	194	209	210	228	229	225	216	210	209	207	205
	Workforce Gap	0	17	20	41	45	43	38	36	39	41	43
ICT Professionals	Supply	541	538	535	531	527	523	517	511	505	498	491
	Demand	541	579	580	623	627	617	598	584	581	576	572
	Workforce Gap	0	41	46	93	100	95	81	73	77	78	81
Other/Unclassified Professionals	Supply	213	210	207	204	200	197	193	189	184	180	176
	Demand	213	226	226	238	240	237	232	228	227	226	224
	Workforce Gap	0	16	19	35	39	40	39	39	43	46	49
Technicians and Trades Workers	Supply	6,127	6,071	6,011	5,950	5,885	5,819	5,731	5,640	5,545	5,448	5,350
	Demand	6,127	7,009	6,852	7,900	7,944	7,551	6,843	6,365	6,286	6,118	5,990
	Workforce Gap	0	938	841	1,950	2,059	1,732	1,112	726	741	671	641
Engineering, ICT and Science Technicians	Supply	1,023	1,012	1,001	989	976	963	946	928	909	890	871
	Demand	1,023	1,153	1,175	1,404	1,411	1,347	1,233	1,155	1,142	1,115	1,094
	Workforce Gap	0	141	175	415	435	384	287	228	233	224	223
Architectural, Building and Surveying Technicians	Supply	522	516	510	504	497	490	481	472	462	452	442
	Demand	522	603	620	775	779	735	657	604	595	577	562
	Workforce Gap	0	87	110	272	282	245	176	133	133	124	120
Other/Unclassified Engineering, ICT and Science Technicians	Supply	501	496	491	485	479	473	465	456	447	438	429
	Demand	501	550	555	628	632	612	576	551	547	538	531
	Workforce Gap	0	54	64	143	153	139	111	95	100	100	103
Automotive and Engineering Trades Workers	Supply	1,525	1,508	1,491	1,472	1,453	1,434	1,409	1,382	1,355	1,327	1,299
	Demand	1,525	1,729	1,782	2,181	2,194	2,087	1,893	1,762	1,741	1,695	1,660
	Workforce Gap	0	221	292	709	741	653	484	380	385	368	361
Automotive Electricians and Mechanics	Supply	176	174	172	170	168	166	163	161	158	155	152
	Demand	176	194	195	224	225	218	204	194	193	190	187
	Workforce Gap	0	20	23	53	57	52	40	34	35	35	35
Fabrication Engineering Trades Workers	Supply	256	254	251	248	245	242	238	234	229	225	220
	Demand	256	293	303	371	372	352	318	295	291	283	276
	Workforce Gap	0	39	52	123	127	110	81	62	62	58	56
Mechanical Engineering Trades Workers	Supply	998	986	974	962	949	936	919	902	884	865	846
	Demand	998	1,135	1,175	1,456	1,466	1,391	1,256	1,165	1,150	1,119	1,095
	Workforce Gap	0	149	201	494	517	455	336	263	266	254	249
Panelbeaters, and Vehicle Body Builders, Trimmers and Painters	Supply	55	55	54	53	53	52	51	50	49	48	47
	Demand	55	62	63	75	76	73	66	62	62	60	59
	Workforce Gap	0	7	9	22	23	21	15	12	13	12	12
Other/Unclassified Automotive and Engineering Trades Workers	Supply	40	40	39	39	38	38	37	36	35	35	34
	Demand	40	45	46	55	55	53	48	45	45	44	43
	Workforce Gap	0	5	7	16	17	15	11	9	9	9	9
Construction Trades Workers	Supply	1,452	1,442	1,430	1,418	1,405	1,392	1,375	1,356	1,337	1,318	1,298
	Demand	1,452	1,725	1,578	1,715	1,721	1,610	1,415	1,283	1,260	1,213	1,177
	Workforce Gap	0	283	148	297	316	218	40	-73	-77	-105	-121

Source: ABS, Oxford Economics Australia

Bricklayers, and Carpenters and Joiners	Supply	653	649	644	640	635	629	622	615	608	600	592
	Demand	653	766	725	805	807	759	675	617	607	586	570
	Workforce Gap	0	118	81	166	173	129	52	2	-1	-14	-22
Floor Finishers and Painting Trades Workers	Supply	168	166	164	162	159	157	154	151	147	144	140
	Demand	168	204	175	182	183	169	145	129	127	121	117
	Workforce Gap	0	38	11	20	24	12	-9	-21	-21	-23	-24
Glaziers, Plasterers and Tilers	Supply	204	203	201	199	197	195	193	190	187	183	180
	Demand	204	245	219	234	235	219	190	171	168	161	156
	Workforce Gap	0	42	18	34	37	23	-2	-19	-19	-22	-24
Plumbers	Supply	417	414	411	408	405	401	397	392	387	382	377
	Demand	417	498	448	481	483	451	394	356	349	335	325
	Workforce Gap	0	84	37	73	79	50	-3	-36	-38	-47	-52
Construction, Distribution and Production Managers	Supply	1,934	1,907	1,879	1,850	1,821	1,791	1,755	1,717	1,678	1,638	1,597
	Demand	1,934	2,168	2,201	2,592	2,605	2,495	2,296	2,161	2,138	2,090	2,053
	Workforce Gap	0	261	322	742	784	704	541	444	460	452	456
Electricians	Supply	1,417	1,406	1,395	1,383	1,370	1,357	1,339	1,321	1,302	1,283	1,263
	Demand	1,417	1,599	1,532	1,705	1,717	1,646	1,514	1,425	1,412	1,381	1,358
	Workforce Gap	0	193	138	322	347	289	175	104	109	98	95
Electronics and Telecommunications Trades Workers	Supply	336	333	330	327	324	320	315	311	305	300	295
	Demand	336	380	367	416	419	401	368	345	342	334	328
	Workforce Gap	0	47	37	89	96	81	52	35	37	34	34
Other/Unclassified Electrotechnology and Telecommunications Trades Workers	Supply	44	43	43	43	43	42	42	42	41	41	40
	Demand	44	50	47	53	53	51	46	43	42	41	40
	Workforce Gap	0	7	4	10	11	8	4	1	1	1	0
Horticultural Trades Workers	Supply	79	77	76	75	74	73	72	70	69	67	65
	Demand	79	90	90	104	104	98	89	82	81	78	76
	Workforce Gap	0	13	14	28	30	25	17	12	12	11	11
Other/Unclassified Technicians and Trades Workers	Supply	251	248	246	243	240	237	234	230	226	222	218
	Demand	251	282	279	322	324	311	286	269	266	261	256
	Workforce Gap	0	34	34	79	84	73	52	39	40	39	38
Community and Personal Service Workers	Supply	344	340	335	330	325	320	314	308	301	294	287
	Demand	344	369	368	383	380	373	363	355	351	346	342
	Workforce Gap	0	30	33	53	54	53	49	48	50	52	54
Security Officers and Guards	Supply	136	134	133	131	129	126	124	121	118	115	112
	Demand	136	147	146	154	153	150	145	141	139	137	135
	Workforce Gap	0	12	14	23	24	23	21	20	21	22	23
Personal Service and Travel Workers	Supply	161	159	157	154	152	149	146	143	140	137	134
	Demand	161	171	169	170	168	167	165	163	162	160	158
	Workforce Gap	0	12	13	16	17	18	19	20	21	23	24
Other/Unclassified Community and Personal Service Workers	Supply	47	46	46	46	45	45	44	43	43	42	41
	Demand	47	52	53	59	59	57	53	51	50	49	48
	Workforce Gap	0	5	7	13	14	12	9	8	8	7	7
Clerical and Administrative Workers	Supply	3,582	3,532	3,481	3,428	3,373	3,318	3,248	3,175	3,101	3,024	2,946
	Demand	3,582	3,741	3,661	3,709	3,720	3,696	3,642	3,600	3,588	3,567	3,549
	Workforce Gap	0	209	181	281	347	378	394	425	487	543	602
Office Managers and Program Administrators	Supply	1,053	1,038	1,023	1,007	991	975	954	932	909	886	862
	Demand	1,053	1,099	1,075	1,091	1,094	1,085	1,065	1,051	1,047	1,040	1,033
	Workforce Gap	0	61	52	84	103	110	112	119	138	154	172
Personal Assistants and Secretaries	Supply	120	118	115	112	110	107	104	101	98	95	92
	Demand	120	126	122	123	123	121	118	115	115	114	113
	Workforce Gap	0	9	7	11	14	14	14	14	16	18	20
General Clerical Workers	Supply	502	494	486	477	468	460	449	437	426	414	402
	Demand	502	525	511	517	518	514	504	497	495	492	489
	Workforce Gap	0	31	26	40	50	54	56	60	69	78	87
Inquiry Clerks and Receptionists	Supply	189	186	184	181	179	176	173	169	165	162	158
	Demand	189	197	193	195	196	194	192	189	189	188	187
	Workforce Gap	0	11	9	14	17	18	19	20	23	26	29
Numerical Clerks	Supply	358	351	343	335	328	320	311	302	293	284	274
	Demand	358	376	360	367	367	359	345	335	333	328	324
	Workforce Gap	0	26	17	32	39	39	34	33	40	44	50
Accounting Clerks and Bookkeepers	Supply	358	350	343	335	327	320	311	302	293	283	274
	Demand	358	376	360	367	367	359	345	335	332	328	324
	Workforce Gap	0	26	17	32	39	39	34	33	40	44	50
Other/Unclassified Numerical Clerks	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	1	1	1	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other Clerical and Administrative Workers	Supply	1,278	1,265	1,250	1,235	1,220	1,204	1,182	1,160	1,137	1,113	1,089
	Demand	1,278	1,331	1,317	1,329	1,336	1,337	1,333	1,328	1,327	1,323	1,320
	Workforce Gap	0	66	66	94	116	133	150	168	189	210	231

Source: ABS, Oxford Economics Australia

Logistics Clerks	Supply	745	738	730	722	713	704	692	679	666	653	639
	Demand	745	776	767	777	780	780	775	771	770	768	765
	Workforce Gap	0	38	37	55	67	76	83	92	104	115	127
Other/Unclassified Other Clerical and Administrative Workers	Supply	533	527	520	514	507	500	490	481	471	461	451
	Demand	533	555	549	552	556	557	557	557	557	556	555
	Workforce Gap	0	28	29	39	49	58	67	76	86	95	104
Other/Unclassified Clerical and Administrative Workers	Supply	82	81	80	79	78	76	75	73	72	70	69
	Demand	82	85	84	86	86	86	85	84	83	83	83
	Workforce Gap	0	4	4	7	8	9	10	10	12	13	14
Sales Workers	Supply	1,490	1,474	1,458	1,441	1,423	1,405	1,382	1,358	1,333	1,307	1,281
	Demand	1,490	1,548	1,525	1,524	1,531	1,537	1,537	1,536	1,535	1,533	1,530
	Workforce Gap	0	74	67	83	108	131	155	178	202	226	249
Ticket Salespersons	Supply	1,308	1,294	1,280	1,265	1,249	1,233	1,213	1,191	1,168	1,145	1,122
	Demand	1,308	1,362	1,348	1,354	1,362	1,368	1,371	1,372	1,372	1,371	1,369
	Workforce Gap	0	68	68	89	113	135	159	181	203	225	247
Other/Unclassified Sales Workers	Supply	182	180	178	176	174	172	170	167	165	162	159
	Demand	182	186	177	170	169	168	166	165	164	162	161
	Workforce Gap	0	6	-1	-6	-5	-4	-3	-3	-1	0	2
Machinery Operators and Drivers	Supply	6,809	6,733	6,651	6,563	6,470	6,372	6,236	6,092	5,940	5,783	5,621
	Demand	6,809	7,207	7,136	7,485	7,527	7,449	7,275	7,151	7,129	7,080	7,040
	Workforce Gap	0	474	485	921	1,058	1,077	1,039	1,059	1,189	1,297	1,418
Machine and Stationary Plant Operators	Supply	1,044	1,033	1,021	1,008	994	979	958	937	914	891	867
	Demand	1,044	1,116	1,105	1,190	1,197	1,173	1,127	1,096	1,090	1,078	1,068
	Workforce Gap	0	84	85	183	203	194	169	159	176	187	201
Train Controllers, and Railway Signal, Track Plant and Other Stationary Plant Operators	Supply	753	745	736	727	717	706	691	675	658	641	624
	Demand	753	789	780	794	799	798	793	788	787	785	783
	Workforce Gap	0	44	44	67	82	92	102	113	129	144	159
Other/Unclassified Machine and Stationary Plant Operators	Supply	291	288	284	281	277	273	268	262	256	250	243
	Demand	291	327	325	397	398	375	335	308	303	293	285
	Workforce Gap	0	40	41	116	121	102	67	46	47	43	42
Mobile Plant Operators	Supply	628	620	612	603	594	585	572	559	545	531	517
	Demand	628	711	709	869	873	823	734	674	664	643	627
	Workforce Gap	0	91	97	266	279	238	162	115	119	112	110
Road and Rail Drivers	Supply	4,946	4,891	4,831	4,767	4,699	4,627	4,527	4,421	4,310	4,193	4,073
	Demand	4,946	5,171	5,115	5,187	5,218	5,222	5,200	5,180	5,176	5,165	5,153
	Workforce Gap	0	280	283	419	519	596	673	759	866	972	1,080
Train and Tram Drivers	Supply	4,493	4,447	4,397	4,342	4,283	4,221	4,135	4,042	3,944	3,841	3,734
	Demand	4,493	4,679	4,632	4,652	4,681	4,702	4,711	4,712	4,712	4,709	4,703
	Workforce Gap	0	232	235	310	397	481	576	670	768	868	969
Delivery Drivers	Supply	11	11	11	10	10	10	10	10	10	10	9
	Demand	11	12	12	13	13	13	11	11	11	10	10
	Workforce Gap	0	1	1	3	3	2	1	1	1	1	1
Truck Drivers	Supply	365	359	353	347	340	333	324	314	304	294	283
	Demand	365	399	392	440	442	426	396	377	373	366	360
	Workforce Gap	0	40	38	93	102	93	73	63	69	72	77
Other/Unclassified Road and Rail Drivers	Supply	77	74	71	68	65	62	59	56	52	49	46
	Demand	77	81	80	82	82	82	81	80	80	80	80
	Workforce Gap	0	7	9	14	17	20	22	25	28	31	34
Storepersons	Supply	140	139	138	136	135	134	132	130	127	125	123
	Demand	140	153	152	172	173	167	155	148	146	143	141
	Workforce Gap	0	14	14	36	38	33	24	18	19	18	18
General Clerical Workers	Supply	502	494	486	477	468	460	449	437	426	414	402
	Demand	502	525	511	517	518	514	504	497	495	492	489
	Workforce Gap	0	31	26	40	50	54	56	60	69	78	87
Other/Unclassified Machinery Operators and Drivers	Supply	51	50	49	49	48	47	46	45	44	43	41
	Demand	51	56	56	66	66	63	57	54	53	51	50
	Workforce Gap	0	6	7	17	18	16	11	9	9	9	9
Labourers	Supply	4,591	4,530	4,468	4,405	4,340	4,274	4,191	4,106	4,018	3,928	3,837
	Demand	4,591	4,937	4,857	5,274	5,305	5,181	4,943	4,780	4,752	4,693	4,645
	Workforce Gap	0	407	389	869	964	907	752	674	735	765	808
Construction and Mining Labourers	Supply	1,962	1,945	1,927	1,907	1,886	1,864	1,833	1,801	1,767	1,732	1,696
	Demand	1,962	2,149	2,097	2,355	2,368	2,283	2,125	2,018	2,001	1,963	1,933
	Workforce Gap	0	204	170	448	482	419	292	217	233	230	237
Railway Track Workers	Supply	1,110	1,099	1,088	1,075	1,062	1,048	1,028	1,007	985	963	939
	Demand	1,110	1,163	1,154	1,185	1,192	1,189	1,178	1,169	1,167	1,163	1,159
	Workforce Gap	0	64	66	110	130	141	150	162	182	201	220
Other/Unclassified Construction and Mining Labourers	Supply	853	846	839	832	824	816	805	794	782	770	757
	Demand	853	986	943	1,170	1,176	1,094	947	849	833	799	774
	Workforce Gap	0	140	104	338	352	278	142	56	51	30	17
Railways Assistants and Other Miscellaneous Labourers	Supply	1,736	1,705	1,674	1,643	1,613	1,582	1,547	1,511	1,475	1,438	1,401
	Demand	1,736	1,818	1,799	1,836	1,847	1,845	1,831	1,820	1,818	1,813	1,808
	Workforce Gap	0	113	125	193	234	263	284	309	344	375	406
Other/Unclassified Labourers	Supply	892	880	868	855	842	828	811	794	776	757	739
	Demand	892	970	961	1,084	1,090	1,054	987	941	934	917	904
	Workforce Gap	0	90	93	229	248	225	176	148	158	160	165
Inadequately described	Supply	453	404	361	321	286	255	243	231	222	213	205
	Demand	453	484	477	510	513	504	485	472	470	465	461
	Workforce Gap	0	80	117	189	227	249	242	241	248	252	256

Source: ABS, Oxford Economics Australia

5.4. Victoria

Figure D.04. Victoria, Workforce by Occupation, 2022-2032

Occupation	Sector	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
Managers	Supply	3,546	3,488	3,430	3,371	3,311	3,251	3,182	3,110	3,036	2,959	2,882
	Demand	3,546	3,680	3,718	3,905	3,848	3,777	3,727	3,707	3,608	3,530	3,491
	Workforce Gap	0	192	289	535	537	526	545	597	572	571	609
Specialist Managers	Supply	2,554	2,522	2,489	2,455	2,420	2,385	2,340	2,294	2,245	2,195	2,143
	Demand	2,554	2,653	2,690	2,841	2,792	2,733	2,690	2,672	2,592	2,529	2,496
	Workforce Gap	0	131	201	386	371	348	350	378	346	334	353
Advertising, Public Relations and Sales Managers	Supply	145	144	142	141	139	138	136	134	132	130	127
	Demand	145	152	154	165	161	156	153	151	145	141	138
	Workforce Gap	0	9	12	24	21	18	17	17	13	11	11
Business Administration Managers	Supply	508	502	496	490	484	477	469	461	451	442	432
	Demand	508	525	532	553	548	541	537	536	525	517	513
	Workforce Gap	0	23	36	63	64	64	67	75	73	75	81
Construction, Distribution and Production Managers	Supply	1,570	1,548	1,525	1,502	1,478	1,454	1,424	1,394	1,362	1,330	1,297
	Demand	1,570	1,633	1,655	1,758	1,721	1,679	1,648	1,633	1,577	1,533	1,509
	Workforce Gap	0	85	130	256	243	225	223	239	214	203	213
Construction Managers	Supply	905	892	879	866	852	839	822	805	787	769	751
	Demand	905	944	955	1,030	1,000	966	941	927	885	851	833
	Workforce Gap	0	51	76	164	148	127	119	122	97	82	82
Engineering Managers	Supply	237	234	232	229	226	223	218	214	210	205	200
	Demand	237	247	253	264	262	258	256	255	250	246	244
	Workforce Gap	0	12	21	35	36	36	37	41	40	41	44
Other/Unclassified Construction, Distribution and Production Managers	Supply	428	421	414	407	400	393	384	375	366	356	346
	Demand	428	442	447	464	460	455	451	451	442	436	433
	Workforce Gap	0	21	33	57	60	62	67	76	77	80	87
Other/Unclassified Specialist Managers	Supply	332	329	326	323	319	315	310	305	300	294	288
	Demand	332	343	350	365	362	357	353	352	345	339	336
	Workforce Gap	0	15	24	43	43	41	43	47	45	45	48
Hospitality, Retail and Service Managers	Supply	488	479	471	462	453	444	433	422	410	398	386
	Demand	488	501	500	509	509	508	508	510	506	503	502
	Workforce Gap	0	22	29	47	56	64	75	88	96	105	116
Call or Contact Centre and Customer Service Managers	Supply	102	101	100	99	98	97	96	94	93	91	89
	Demand	102	105	105	108	107	106	106	105	104	102	101
	Workforce Gap	0	4	5	9	9	9	10	11	11	11	12
Rail Station, Transport Company, and Other Transport Services Managers	Supply	287	281	275	269	262	256	248	239	231	223	214
	Demand	287	293	293	292	296	299	301	304	305	307	308
	Workforce Gap	0	11	18	24	33	43	54	65	74	84	94
Other/Unclassified Hospitality, Retail and Service Managers	Supply	99	97	96	95	93	92	90	88	86	85	83
	Demand	99	104	102	108	106	103	101	100	97	94	92
	Workforce Gap	0	6	6	14	13	12	11	12	10	9	10
Other/Unclassified Managers	Supply	504	486	469	453	437	422	408	394	380	366	352
	Demand	504	526	528	555	546	536	528	525	510	499	493
	Workforce Gap	0	39	59	102	109	114	120	131	130	133	141
Professionals	Supply	3,624	3,586	3,546	3,507	3,466	3,425	3,376	3,325	3,273	3,220	3,166
	Demand	3,624	3,734	3,793	3,953	3,912	3,860	3,824	3,813	3,734	3,672	3,642
	Workforce Gap	0	149	247	446	446	435	448	488	461	452	476
Arts and Media Professionals	Supply	15	15	14	14	14	14	13	13	13	13	12
	Demand	15	15	16	17	17	16	16	16	15	15	14
	Workforce Gap	0	1	2	3	3	3	2	3	2	2	2
Business, Human Resource and Marketing Professionals	Supply	921	911	901	891	880	870	857	844	830	816	801
	Demand	921	951	961	994	987	978	971	971	955	942	936
	Workforce Gap	0	39	59	103	107	108	115	127	125	126	135
Accountants, Auditors and Company Secretaries	Supply	216	213	210	207	204	201	198	195	191	188	185
	Demand	216	224	228	240	237	232	229	228	221	216	214
	Workforce Gap	0	12	19	34	33	31	31	33	30	28	29
Human Resource and Training Professionals	Supply	213	211	209	207	205	203	201	198	195	192	189
	Demand	213	218	220	225	225	225	225	225	224	222	222
	Workforce Gap	0	7	11	17	20	21	24	27	29	30	33
Information and Organisation Professionals	Supply	362	358	353	349	344	340	334	328	323	316	310
	Demand	362	372	375	385	384	382	380	381	376	372	371
	Workforce Gap	0	15	22	36	40	42	46	52	54	56	61
Sales, Marketing and Public Relations Professionals	Supply	114	113	113	112	111	110	109	108	107	105	104
	Demand	114	119	120	125	123	121	120	120	117	115	114
	Workforce Gap	0	5	7	13	12	11	11	12	10	9	10
Other/Unclassified Business, Human Resource and Marketing Professionals	Supply	17	16	16	16	16	15	15	15	15	14	14
	Demand	17	17	17	18	18	18	17	17	17	16	16
	Workforce Gap	0	1	1	3	2	2	2	2	2	2	2
Design, Engineering, Science and Transport Professionals	Supply	2,043	2,020	1,997	1,974	1,951	1,928	1,901	1,873	1,845	1,816	1,787
	Demand	2,043	2,104	2,143	2,244	2,215	2,179	2,154	2,145	2,093	2,053	2,033
	Workforce Gap	0	84	145	270	264	252	254	272	249	237	246

Source: ABS, Oxford Economics Australia

Architects, Designers, Planners and Surveyors	Supply	174	172	170	169	167	165	163	161	159	157	155
	Demand	174	181	183	193	190	186	183	181	176	172	169
	Workforce Gap	0	9	12	24	22	20	19	20	17	15	15
Engineering Professionals	Supply	1,823	1,803	1,782	1,761	1,740	1,719	1,695	1,670	1,645	1,619	1,594
	Demand	1,823	1,876	1,911	2,000	1,975	1,944	1,923	1,915	1,870	1,835	1,817
	Workforce Gap	0	73	129	239	235	225	228	244	225	216	224
Civil Engineering Professionals	Supply	870	862	853	844	835	826	816	805	795	785	774
	Demand	870	891	907	956	940	921	907	900	874	853	842
	Workforce Gap	0	30	55	113	105	95	91	95	79	69	68
Electrical Engineers	Supply	401	396	391	386	381	376	370	364	358	352	346
	Demand	401	410	416	426	425	424	423	424	420	416	415
	Workforce Gap	0	14	24	39	44	47	52	59	61	64	70
Construction, Distribution and Production Managers	Supply	1,570	1,548	1,525	1,502	1,478	1,454	1,424	1,394	1,362	1,330	1,297
	Demand	1,570	1,633	1,655	1,758	1,721	1,679	1,648	1,633	1,577	1,533	1,509
	Workforce Gap	0	85	130	256	243	225	223	239	214	203	213
Industrial, Mechanical and Production Engineers	Supply	301	297	294	290	287	283	279	274	270	265	260
	Demand	301	313	323	341	335	329	325	323	314	307	303
	Workforce Gap	0	16	29	50	49	46	46	48	44	42	43
Other/Unclassified Engineering Professionals	Supply	251	248	244	241	238	234	230	226	222	218	214
	Demand	251	260	266	277	275	271	269	268	263	258	256
	Workforce Gap	0	12	21	36	37	37	39	42	41	40	43
Natural and Physical Science Professionals	Supply	29	28	28	28	27	27	27	26	26	25	25
	Demand	29	30	31	33	32	31	31	30	29	29	28
	Workforce Gap	0	2	3	5	5	4	4	4	4	3	3
Other/Unclassified Design, Engineering, Science and Transport Professionals	Supply	17	17	17	16	16	16	16	15	15	15	14
	Demand	17	18	18	18	18	18	18	18	18	18	18
	Workforce Gap	0	1	1	1	2	2	3	3	3	4	4
Occupational and Environmental Health Professionals	Supply	182	180	177	175	172	170	166	162	159	155	151
	Demand	182	188	192	200	198	196	194	194	190	187	186
	Workforce Gap	0	8	15	25	26	26	28	31	31	32	35
ICT Professionals	Supply	354	352	350	348	345	343	339	335	331	327	323
	Demand	354	363	367	377	376	373	372	372	367	364	362
	Workforce Gap	0	11	17	30	31	31	33	37	36	36	39
Other/Unclassified Professionals	Supply	109	108	106	105	103	102	100	98	96	94	91
	Demand	109	113	115	120	119	117	116	116	113	112	111
	Workforce Gap	0	5	9	15	16	16	16	18	18	18	19
Technicians and Trades Workers	Supply	4,933	4,884	4,834	4,782	4,728	4,672	4,599	4,523	4,445	4,365	4,283
	Demand	4,933	5,077	4,720	4,947	4,818	4,670	4,561	4,509	4,316	4,166	4,086
	Workforce Gap	0	193	-114	165	90	-2	-38	-15	-129	-198	-197
Engineering, ICT and Science Technicians	Supply	926	916	906	896	885	874	860	845	829	813	797
	Demand	926	973	999	1,074	1,047	1,016	993	982	942	911	894
	Workforce Gap	0	57	92	178	162	142	133	137	113	97	97
Architectural, Building and Surveying Technicians	Supply	503	497	492	486	480	474	466	459	450	442	433
	Demand	503	534	552	605	584	561	544	534	506	483	471
	Workforce Gap	0	36	60	119	104	87	77	76	55	41	37
Other/Unclassified Engineering, ICT and Science Technicians	Supply	423	419	415	410	405	400	393	386	379	371	364
	Demand	423	439	447	469	463	455	449	447	436	427	423
	Workforce Gap	0	20	32	59	58	55	56	61	57	56	59
Automotive and Engineering Trades Workers	Supply	1,301	1,283	1,265	1,246	1,226	1,206	1,180	1,153	1,125	1,097	1,068
	Demand	1,301	1,376	1,417	1,517	1,483	1,444	1,416	1,403	1,351	1,311	1,290
	Workforce Gap	0	93	152	271	257	238	236	249	226	214	222
Automotive Electricians and Mechanics	Supply	153	151	150	148	146	144	142	140	137	134	132
	Demand	153	162	167	174	173	171	169	169	166	163	162
	Workforce Gap	0	11	17	26	26	26	27	30	29	29	30
Fabrication Engineering Trades Workers	Supply	302	299	296	292	288	284	279	274	268	263	257
	Demand	302	303	305	327	317	307	299	295	282	272	266
	Workforce Gap	0	4	10	35	29	23	20	21	14	9	9
Mechanical Engineering Trades Workers	Supply	733	721	709	697	684	671	655	638	620	602	584
	Demand	733	788	815	875	856	833	816	808	778	754	741
	Workforce Gap	0	66	106	178	171	161	161	170	157	152	157
Panelbeaters, and Vehicle Body Builders, Trimmers and Painters	Supply	93	92	91	90	89	88	86	84	83	81	79
	Demand	93	102	107	115	113	110	108	108	104	101	99
	Workforce Gap	0	10	16	25	24	23	22	23	21	20	20
Other/Unclassified Automotive and Engineering Trades Workers	Supply	20	19	19	19	19	18	18	18	17	17	16
	Demand	20	22	23	25	24	24	23	23	22	21	21
	Workforce Gap	0	2	4	6	6	5	5	5	5	4	4
Construction Trades Workers	Supply	1,041	1,035	1,027	1,020	1,012	1,003	992	980	968	955	943
	Demand	1,041	986	655	630	598	563	537	523	480	446	428
	Workforce Gap	0	-49	-372	-390	-413	-440	-455	-457	-488	-509	-515

Source: ABS, Oxford Economics Australia

Bricklayers, and Carpenters and Joiners	Supply	471	468	465	462	459	455	451	446	441	435	430
	Demand	471	441	335	333	319	304	293	287	269	255	247
	Workforce Gap	0	-27	-130	-129	-139	-151	-157	-159	-172	-181	-183
Floor Finishers and Painting Trades Workers	Supply	98	97	96	95	94	93	91	89	88	86	84
	Demand	98	95	43	36	32	29	26	25	20	16	14
	Workforce Gap	0	-2	-53	-59	-61	-64	-65	-65	-68	-70	-70
Glaziers, Plasterers and Tilers	Supply	122	121	120	119	118	117	116	115	113	112	110
	Demand	122	116	66	60	57	52	49	47	42	38	35
	Workforce Gap	0	-5	-54	-59	-62	-65	-67	-67	-71	-74	-74
Plumbers	Supply	338	336	334	331	329	326	323	319	315	312	308
	Demand	338	321	202	191	180	168	160	155	141	129	123
	Workforce Gap	0	-15	-132	-141	-149	-158	-163	-164	-175	-182	-184
Construction, Distribution and Production Managers	Supply	1,570	1,548	1,525	1,502	1,478	1,454	1,424	1,394	1,362	1,330	1,297
	Demand	1,570	1,633	1,655	1,758	1,721	1,679	1,648	1,633	1,577	1,533	1,509
	Workforce Gap	0	85	130	256	243	225	223	239	214	203	213
Electricians	Supply	1,033	1,026	1,018	1,010	1,001	992	980	968	956	943	930
	Demand	1,033	1,083	1,012	1,046	1,029	1,008	993	988	958	935	924
	Workforce Gap	0	58	-6	37	28	16	13	20	2	-8	-6
Electronics and Telecommunications Trades Workers	Supply	310	307	303	300	297	293	289	284	279	273	268
	Demand	310	331	331	356	347	336	328	324	310	299	293
	Workforce Gap	0	24	28	56	50	43	39	40	31	26	26
Other/Unclassified Electrotechnology and Telecommunications Trades Workers	Supply	21	21	20	20	20	20	20	20	20	19	19
	Demand	21	23	21	23	21	20	19	19	17	16	15
	Workforce Gap	0	2	0	2	1	0	-1	-1	-2	-4	-4
Horticultural Trades Workers	Supply	102	101	99	98	96	95	93	91	89	87	85
	Demand	102	95	78	79	76	73	71	69	65	62	61
	Workforce Gap	0	-6	-21	-19	-20	-22	-22	-22	-24	-25	-24
Other/Unclassified Technicians and Trades Workers	Supply	198	197	195	193	191	188	186	183	180	177	173
	Demand	198	209	207	222	216	209	204	201	193	186	182
	Workforce Gap	0	13	13	30	26	21	18	19	13	9	8
Community and Personal Service Workers	Supply	173	171	169	167	165	163	160	157	154	151	148
	Demand	173	175	175	178	175	172	169	166	162	159	157
	Workforce Gap	0	4	6	11	10	9	8	9	8	8	8
Security Officers and Guards	Supply	54	53	53	52	51	51	50	49	48	47	46
	Demand	54	55	55	56	55	54	53	52	51	50	49
	Workforce Gap	0	2	2	4	4	3	3	4	3	3	4
Personal Service and Travel Workers	Supply	64	63	62	61	60	59	58	57	56	55	54
	Demand	64	64	64	64	63	62	62	61	60	60	59
	Workforce Gap	0	2	2	3	3	3	3	4	4	4	5
Other/Unclassified Community and Personal Service Workers	Supply	55	55	54	54	53	53	52	51	50	49	49
	Demand	55	55	56	59	57	55	54	53	51	49	48
	Workforce Gap	0	0	1	5	4	3	2	2	1	0	0
Clerical and Administrative Workers	Supply	3,014	2,974	2,933	2,891	2,847	2,803	2,745	2,685	2,624	2,561	2,497
	Demand	3,014	3,048	2,986	2,970	2,982	2,988	2,995	3,005	3,000	2,995	2,993
	Workforce Gap	0	74	53	80	134	186	250	320	376	434	496
Office Managers and Program Administrators	Supply	767	756	746	735	723	712	696	681	664	647	630
	Demand	767	775	757	754	754	754	753	754	750	747	745
	Workforce Gap	0	19	11	19	31	42	57	73	86	100	115
Personal Assistants and Secretaries	Supply	80	78	76	74	73	71	69	67	65	63	61
	Demand	80	81	77	77	77	76	76	76	75	74	74
	Workforce Gap	0	3	1	3	4	5	7	9	10	12	13
General Clerical Workers	Supply	313	309	304	299	294	289	283	276	269	262	255
	Demand	313	317	306	304	304	303	302	302	299	297	296
	Workforce Gap	0	8	2	5	10	14	19	26	30	35	41
Inquiry Clerks and Receptionists	Supply	149	147	146	144	142	140	138	135	132	129	127
	Demand	149	151	147	146	147	147	148	148	148	148	148
	Workforce Gap	0	3	2	2	5	7	10	14	16	19	22
Numerical Clerks	Supply	372	365	358	350	342	335	325	316	306	296	286
	Demand	372	377	358	357	355	352	349	348	343	340	337
	Workforce Gap	0	12	1	7	12	17	24	32	38	44	51
Accounting Clerks and Bookkeepers	Supply	370	362	355	347	340	332	323	313	304	294	284
	Demand	370	375	356	354	352	349	346	345	341	337	335
	Workforce Gap	0	12	1	7	12	17	24	32	37	43	51
Other/Unclassified Numerical Clerks	Supply	3	3	3	3	3	3	3	3	2	2	2
	Demand	3	3	3	3	3	3	3	3	3	3	3
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other Clerical and Administrative Workers	Supply	1,212	1,199	1,186	1,173	1,158	1,143	1,124	1,103	1,082	1,059	1,037
	Demand	1,212	1,225	1,219	1,211	1,224	1,236	1,246	1,256	1,262	1,267	1,271
	Workforce Gap	0	26	33	38	66	92	122	153	181	207	235

Source: ABS, Oxford Economics Australia

Logistics Clerks	Supply	507	502	497	492	486	480	472	464	455	446	437
	Demand	507	512	509	506	510	514	517	520	521	522	523
	Workforce Gap	0	10	12	14	24	33	44	56	66	76	87
Other/Unclassified Other Clerical and Administrative Workers	Supply	705	697	689	681	672	663	651	639	626	613	600
	Demand	705	712	710	705	714	722	729	736	741	745	748
	Workforce Gap	0	15	21	24	42	59	78	97	114	131	148
Other/Unclassified Clerical and Administrative Workers	Supply	121	119	118	116	115	113	111	109	106	104	102
	Demand	121	122	121	121	121	122	122	122	122	121	121
	Workforce Gap	0	3	3	5	7	9	11	13	15	17	20
Sales Workers	Supply	1,017	1,008	998	987	977	966	951	937	922	907	892
	Demand	1,017	1,028	1,017	1,005	1,018	1,029	1,039	1,049	1,056	1,062	1,067
	Workforce Gap	0	20	19	17	41	64	88	112	134	155	175
Ticket Salespersons	Supply	847	839	830	822	813	803	791	779	766	753	740
	Demand	847	856	855	846	859	871	881	891	899	905	911
	Workforce Gap	0	18	24	24	47	68	90	112	133	152	170
Other/Unclassified Sales Workers	Supply	171	169	167	166	164	162	160	158	156	153	151
	Demand	171	171	162	159	159	158	158	158	157	157	156
	Workforce Gap	0	2	-5	-7	-5	-4	-2	0	1	3	5
Machinery Operators and Drivers	Supply	5,137	5,051	4,961	4,869	4,773	4,675	4,545	4,410	4,273	4,133	3,990
	Demand	5,137	5,310	5,280	5,344	5,349	5,341	5,341	5,357	5,319	5,289	5,280
	Workforce Gap	0	260	319	476	576	666	796	947	1,046	1,157	1,289
Machine and Stationary Plant Operators	Supply	991	980	967	954	940	926	906	884	862	839	816
	Demand	991	1,037	1,042	1,067	1,062	1,055	1,050	1,050	1,036	1,026	1,021
	Workforce Gap	0	57	74	113	122	129	145	166	174	187	205
Train Controllers, and Railway Signal, Track Plant and Other Stationary Plant Operators	Supply	635	628	621	613	604	595	583	570	556	542	527
	Demand	635	647	645	642	650	657	663	669	672	675	678
	Workforce Gap	0	18	24	29	46	61	80	99	116	134	151
Other/Unclassified Machine and Stationary Plant Operators	Supply	356	351	347	342	336	331	323	315	306	297	289
	Demand	356	390	397	425	412	398	388	381	364	351	343
	Workforce Gap	0	39	50	83	76	68	65	67	58	53	54
Mobile Plant Operators	Supply	715	707	698	689	679	669	655	641	626	610	594
	Demand	715	766	736	774	751	726	706	696	664	639	624
	Workforce Gap	0	59	38	86	72	57	51	55	38	28	30
Road and Rail Drivers	Supply	3,222	3,157	3,090	3,022	2,952	2,881	2,788	2,693	2,597	2,499	2,400
	Demand	3,222	3,283	3,272	3,262	3,298	3,328	3,357	3,386	3,400	3,411	3,424
	Workforce Gap	0	126	182	240	346	447	568	692	803	912	1,024
Train and Tram Drivers	Supply	2,787	2,730	2,671	2,610	2,549	2,486	2,404	2,320	2,235	2,149	2,062
	Demand	2,787	2,819	2,813	2,784	2,828	2,866	2,901	2,933	2,958	2,979	2,997
	Workforce Gap	0	89	142	174	279	381	497	612	723	830	935
Delivery Drivers	Supply	13	13	13	13	13	13	12	12	12	12	11
	Demand	13	14	14	14	14	14	14	14	13	13	13
	Workforce Gap	0	1	1	2	2	1	1	2	1	1	1
Truck Drivers	Supply	359	354	348	342	336	329	320	311	302	292	283
	Demand	359	386	381	398	391	383	377	374	363	354	349
	Workforce Gap	0	32	33	56	55	53	56	62	60	61	66
Other/Unclassified Road and Rail Drivers	Supply	62	60	59	57	55	54	52	50	48	46	44
	Demand	62	64	64	65	65	65	65	66	66	65	65
	Workforce Gap	0	4	6	8	10	11	14	16	18	20	21
Storepersons	Supply	142	141	140	138	137	136	134	132	130	127	125
	Demand	142	152	155	162	160	156	154	153	149	146	144
	Workforce Gap	0	11	15	24	23	21	20	21	19	18	18
General Clerical Workers	Supply	313	309	304	299	294	289	283	276	269	262	255
	Demand	313	317	306	304	304	303	302	302	299	297	296
	Workforce Gap	0	8	2	5	10	14	19	26	30	35	41
Other/Unclassified Machinery Operators and Drivers	Supply	67	67	66	65	64	63	61	60	58	57	55
	Demand	67	73	75	79	77	75	74	73	70	68	67
	Workforce Gap	0	7	9	14	13	12	12	13	12	11	12
Labourers	Supply	3,211	3,161	3,111	3,061	3,011	2,960	2,901	2,840	2,779	2,716	2,654
	Demand	3,211	3,504	3,565	3,752	3,690	3,617	3,564	3,540	3,441	3,363	3,321
	Workforce Gap	0	343	454	691	680	657	664	700	662	647	667
Construction and Mining Labourers	Supply	2,075	2,057	2,039	2,018	1,997	1,975	1,942	1,908	1,873	1,838	1,802
	Demand	2,075	2,285	2,321	2,456	2,408	2,353	2,312	2,292	2,218	2,160	2,129
	Workforce Gap	0	228	283	438	411	378	370	384	345	323	328
Railway Track Workers	Supply	911	902	893	882	871	859	841	822	803	783	763
	Demand	911	931	936	938	947	954	961	968	971	973	976
	Workforce Gap	0	29	44	55	76	95	120	147	168	190	213
Other/Unclassified Construction and Mining Labourers	Supply	1,164	1,155	1,146	1,136	1,126	1,115	1,101	1,086	1,071	1,055	1,038
	Demand	1,164	1,354	1,385	1,518	1,462	1,399	1,351	1,324	1,247	1,187	1,153
	Workforce Gap	0	199	239	382	336	283	250	237	177	133	115
Railways Assistants and Other Miscellaneous Labourers	Supply	748	720	694	669	645	623	602	583	563	544	525
	Demand	748	777	784	796	798	798	798	801	797	793	792
	Workforce Gap	0	56	90	127	153	175	196	219	234	249	267
Other/Unclassified Labourers	Supply	388	384	379	374	368	363	356	349	342	335	327
	Demand	388	443	460	499	484	467	454	447	426	409	400
	Workforce Gap	0	59	81	126	116	104	98	98	84	75	73
Inadequately described	Supply	465	414	368	327	291	258	246	235	226	217	209
	Demand	465	491	496	513	508	502	498	496	486	479	475
	Workforce Gap	0	77	128	186	218	245	252	261	260	261	266

Source: ABS, Oxford Economics Australia

5.5. Queensland

Figure D.05. Queensland, Workforce by Occupation, 2022-2032

Occupation	Sector	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
Managers	Supply	2,268	2,229	2,189	2,148	2,108	2,067	2,019	1,970	1,919	1,866	1,813
	Demand	2,268	2,327	2,432	2,386	2,387	2,275	2,174	2,185	2,127	2,081	2,070
	Workforce Gap	0	98	244	237	279	208	154	216	208	214	258
Specialist Managers	Supply	1,438	1,419	1,400	1,381	1,360	1,339	1,313	1,286	1,257	1,227	1,197
	Demand	1,438	1,485	1,561	1,527	1,528	1,447	1,374	1,384	1,343	1,310	1,304
	Workforce Gap	0	66	161	146	168	108	61	98	85	83	108
Advertising, Public Relations and Sales Managers	Supply	101	100	99	98	97	96	94	93	91	89	87
	Demand	101	104	109	107	107	101	97	97	94	92	92
	Workforce Gap	0	4	10	9	10	6	2	5	3	3	4
Business Administration Managers	Supply	326	323	319	315	310	306	300	294	288	281	274
	Demand	326	332	343	338	337	325	315	315	309	303	301
	Workforce Gap	0	9	25	23	27	20	14	21	21	22	27
Construction, Distribution and Production Managers	Supply	813	802	789	777	764	751	735	718	701	683	665
	Demand	813	849	901	878	880	824	774	782	754	732	730
	Workforce Gap	0	47	112	101	116	73	39	63	53	49	65
Construction Managers	Supply	350	344	339	333	327	322	314	307	299	291	283
	Demand	350	375	408	396	397	360	328	335	317	304	304
	Workforce Gap	0	31	69	62	70	39	14	28	18	13	21
Engineering Managers	Supply	140	138	136	135	133	131	128	126	123	121	118
	Demand	140	143	148	145	145	139	134	135	132	129	129
	Workforce Gap	0	5	12	11	12	9	6	9	8	9	11
Other/Unclassified Construction, Distribution and Production Managers	Supply	324	319	314	309	304	299	292	286	279	272	265
	Demand	324	331	345	338	338	324	311	312	305	299	297
	Workforce Gap	0	12	30	29	34	25	19	27	26	27	33
Other/Unclassified Specialist Managers	Supply	197	195	193	191	189	187	184	181	177	173	170
	Demand	197	201	208	204	204	196	189	190	186	182	181
	Workforce Gap	0	6	15	13	15	10	6	9	9	9	12
Hospitality, Retail and Service Managers	Supply	530	519	508	497	485	474	460	447	432	418	403
	Demand	530	533	546	540	539	525	513	512	504	497	494
	Workforce Gap	0	13	38	43	53	51	52	66	72	79	91
Call or Contact Centre and Customer Service Managers	Supply	43	43	42	42	41	41	40	39	39	38	37
	Demand	43	44	46	45	45	43	41	41	40	39	39
	Workforce Gap	0	1	4	4	4	2	1	2	1	1	2
Rail Station, Transport Company, and Other Transport Services Managers	Supply	383	374	364	355	346	337	326	314	303	291	280
	Demand	383	382	388	384	383	377	372	371	367	363	360
	Workforce Gap	0	8	23	28	37	41	46	56	64	72	81
Other/Unclassified Hospitality, Retail and Service Managers	Supply	104	103	101	100	98	97	95	93	91	89	87
	Demand	104	107	112	111	111	105	100	101	98	95	95
	Workforce Gap	0	4	11	11	13	8	5	8	7	6	8
Other/Unclassified Managers	Supply	300	290	280	271	262	253	246	238	229	221	213
	Demand	300	309	325	319	320	302	287	289	280	273	272
	Workforce Gap	0	19	45	48	58	49	41	51	51	52	59
Professionals	Supply	2,455	2,430	2,403	2,376	2,347	2,318	2,282	2,245	2,206	2,166	2,125
	Demand	2,455	2,484	2,556	2,512	2,508	2,438	2,372	2,372	2,330	2,295	2,281
	Workforce Gap	0	54	153	136	161	119	89	127	124	129	156
Arts and Media Professionals	Supply	10	10	10	10	9	9	9	9	9	9	9
	Demand	10	10	11	11	11	10	10	10	9	9	9
	Workforce Gap	0	1	1	1	1	1	0	1	1	0	1
Business, Human Resource and Marketing Professionals	Supply	924	913	902	891	879	867	853	838	823	807	791
	Demand	924	930	953	939	938	915	894	893	879	867	862
	Workforce Gap	0	17	51	49	59	48	41	55	56	60	71
Accountants, Auditors and Company Secretaries	Supply	221	218	215	212	209	206	202	199	195	191	188
	Demand	221	223	229	226	225	219	214	214	210	207	206
	Workforce Gap	0	5	14	14	17	14	12	15	15	16	18
Human Resource and Training Professionals	Supply	224	222	220	218	216	214	211	208	205	202	198
	Demand	224	225	231	227	227	222	217	216	213	211	209
	Workforce Gap	0	3	10	9	10	8	6	8	8	9	11
Information and Organisation Professionals	Supply	374	369	363	358	353	347	341	334	327	320	312
	Demand	374	375	383	378	377	369	362	361	356	352	350
	Workforce Gap	0	6	20	20	24	22	21	27	29	32	37
Sales, Marketing and Public Relations Professionals	Supply	90	89	88	88	87	86	85	84	83	81	80
	Demand	90	91	95	93	93	90	86	87	85	83	83
	Workforce Gap	0	2	6	6	6	4	1	3	2	2	2
Other/Unclassified Business, Human Resource and Marketing Professionals	Supply	16	15	15	15	15	14	14	14	14	13	13
	Demand	16	16	16	16	16	15	15	15	15	15	15
	Workforce Gap	0	0	1	1	1	1	1	1	1	1	2
Design, Engineering, Science and Transport Professionals	Supply	964	954	944	934	924	913	900	887	873	859	844
	Demand	964	983	1,019	998	997	961	927	929	909	893	888
	Workforce Gap	0	29	75	64	73	47	27	43	36	34	44

Source: ABS, Oxford Economics Australia

Architects, Designers, Planners and Surveyors	Supply	156	155	153	151	150	148	146	144	142	139	137
	Demand	156	158	163	160	160	155	151	151	148	146	145
	Workforce Gap	0	4	10	9	10	7	5	7	6	6	8
Engineering Professionals	Supply	770	762	755	747	738	730	719	709	698	686	675
	Demand	770	787	817	799	798	768	740	742	726	712	708
	Workforce Gap	0	24	62	52	60	38	21	34	28	26	34
Civil Engineering Professionals	Supply	300	297	294	291	288	284	280	276	272	268	264
	Demand	300	309	323	315	314	300	287	288	281	275	273
	Workforce Gap	0	12	29	24	27	16	6	12	8	7	9
Electrical Engineers	Supply	236	234	231	229	226	224	220	217	213	209	205
	Demand	236	237	241	238	237	233	229	229	226	223	222
	Workforce Gap	0	3	10	9	11	10	9	12	13	14	16
Construction, Distribution and Production Managers	Supply	813	802	789	777	764	751	735	718	701	683	665
	Demand	813	849	901	878	880	824	774	782	754	732	730
	Workforce Gap	0	47	112	101	116	73	39	63	53	49	65
Industrial, Mechanical and Production Engineers	Supply	138	137	136	134	133	131	130	128	126	124	122
	Demand	138	143	150	146	146	139	132	133	129	126	126
	Workforce Gap	0	6	14	12	13	7	2	5	3	2	3
Other/Unclassified Engineering Professionals	Supply	96	95	94	93	92	90	89	88	86	85	83
	Demand	96	99	103	101	101	96	92	93	90	88	88
	Workforce Gap	0	4	9	8	9	6	3	5	4	3	5
Natural and Physical Science Professionals	Supply	29	29	29	28	28	28	27	27	26	26	25
	Demand	29	30	31	30	30	29	28	28	28	27	27
	Workforce Gap	0	1	2	2	2	1	1	1	1	1	2
Other/Unclassified Design, Engineering, Science and Transport Professionals	Supply	8	8	8	8	8	8	8	8	7	7	7
	Demand	8	9	9	9	9	8	8	8	8	8	8
	Workforce Gap	0	0	1	1	1	1	0	1	1	1	1
Occupational and Environmental Health Professionals	Supply	165	163	161	159	156	154	150	147	143	139	135
	Demand	165	167	172	169	169	164	159	160	157	154	153
	Workforce Gap	0	4	11	11	13	10	9	13	14	15	18
ICT Professionals	Supply	262	260	259	257	255	252	250	246	243	240	236
	Demand	262	262	267	263	262	259	255	254	251	248	247
	Workforce Gap	0	2	8	6	8	6	5	7	8	9	10
Other/Unclassified Professionals	Supply	130	129	127	125	124	122	120	117	115	112	110
	Demand	130	131	133	131	131	129	126	126	125	123	122
	Workforce Gap	0	2	6	6	7	7	7	9	10	11	12
Technicians and Trades Workers	Supply	3,571	3,540	3,507	3,473	3,437	3,399	3,349	3,296	3,241	3,185	3,127
	Demand	3,571	3,697	3,945	3,893	3,905	3,616	3,360	3,407	3,267	3,160	3,151
	Workforce Gap	0	157	438	421	469	217	11	111	25	-24	24
Engineering, ICT and Science Technicians	Supply	607	600	593	586	578	570	560	549	537	525	513
	Demand	607	634	672	655	656	615	577	584	563	547	545
	Workforce Gap	0	33	79	69	78	44	18	35	26	22	32
Architectural, Building and Surveying Technicians	Supply	247	244	240	237	233	230	225	220	215	210	204
	Demand	247	264	287	278	279	254	231	236	224	215	215
	Workforce Gap	0	21	47	41	46	24	7	16	9	5	11
Other/Unclassified Engineering, ICT and Science Technicians	Supply	360	357	353	349	345	340	335	329	322	316	309
	Demand	360	370	385	377	377	361	346	348	339	332	330
	Workforce Gap	0	13	32	28	32	20	11	19	16	16	21
Automotive and Engineering Trades Workers	Supply	1,124	1,114	1,103	1,092	1,081	1,068	1,052	1,035	1,017	999	980
	Demand	1,124	1,168	1,241	1,209	1,213	1,125	1,047	1,062	1,019	986	984
	Workforce Gap	0	55	138	117	132	57	-5	27	2	-12	4
Automotive Electricians and Mechanics	Supply	78	78	77	76	75	74	73	72	71	70	69
	Demand	78	80	84	83	83	79	75	75	73	71	71
	Workforce Gap	0	3	7	7	8	4	1	3	2	1	2
Fabrication Engineering Trades Workers	Supply	212	211	209	207	205	203	200	197	194	190	187
	Demand	212	228	245	234	234	218	204	207	199	193	192
	Workforce Gap	0	18	36	27	29	15	4	10	5	2	5
Mechanical Engineering Trades Workers	Supply	770	764	756	749	741	732	721	709	696	684	671
	Demand	770	794	841	823	826	764	709	720	690	668	666
	Workforce Gap	0	30	85	74	86	32	-11	11	-6	-16	-5
Panelbeaters, and Vehicle Body Builders, Trimmers and Painters	Supply	53	53	52	51	51	50	49	48	47	46	46
	Demand	53	56	61	59	60	54	50	51	48	46	46
	Workforce Gap	0	4	9	8	9	4	1	2	1	0	1
Other/Unclassified Automotive and Engineering Trades Workers	Supply	9	9	9	9	9	9	9	8	8	8	8
	Demand	9	10	10	10	10	9	9	9	9	8	8
	Workforce Gap	0	0	1	1	1	1	0	0	0	0	0
Construction Trades Workers	Supply	573	569	564	559	554	549	541	533	526	517	509
	Demand	573	593	650	657	660	594	536	548	517	494	493
	Workforce Gap	0	24	86	98	106	45	-5	14	-9	-24	-16

Source: ABS, Oxford Economics Australia

Bricklayers, and Carpenters and Joiners	Supply	243	242	240	238	236	234	231	228	225	222	219
	Demand	243	254	274	271	271	250	231	234	224	216	215
	Workforce Gap	0	12	34	33	35	16	0	6	-1	-6	-4
Floor Finishers and Painting Trades Workers	Supply	79	79	78	77	76	75	73	72	70	69	67
	Demand	79	81	92	97	97	84	72	75	69	65	65
	Workforce Gap	0	3	14	20	22	9	-1	3	-1	-4	-3
Glaziers, Plasterers and Tilers	Supply	97	96	96	95	94	93	92	91	90	88	87
	Demand	97	100	112	115	116	102	89	92	86	81	81
	Workforce Gap	0	4	16	20	22	8	-3	1	-4	-8	-6
Plumbers	Supply	149	147	146	145	143	142	140	138	136	134	132
	Demand	149	153	167	170	170	154	139	142	134	128	128
	Workforce Gap	0	5	21	25	27	12	-1	4	-2	-6	-4
Construction, Distribution and Production Managers	Supply	813	802	789	777	764	751	735	718	701	683	665
	Demand	813	849	901	878	880	824	774	782	754	732	730
	Workforce Gap	0	47	112	101	116	73	39	63	53	49	65
Electricians	Supply	854	848	842	835	828	820	810	800	789	777	766
	Demand	854	876	929	924	927	864	807	818	787	763	761
	Workforce Gap	0	28	87	89	99	43	-3	18	-2	-14	-5
Electronics and Telecommunications Trades Workers	Supply	245	243	240	238	236	233	230	226	222	218	215
	Demand	245	250	263	261	261	246	233	235	228	222	221
	Workforce Gap	0	7	22	23	26	13	4	9	5	4	7
Other/Unclassified Electrotechnology and Telecommunications Trades Workers	Supply	10	10	10	10	10	10	10	10	10	10	9
	Demand	10	11	12	13	13	11	9	10	9	8	8
	Workforce Gap	0	1	2	3	3	1	-1	0	-1	-1	-1
Horticultural Trades Workers	Supply	56	55	54	53	52	51	50	49	47	46	45
	Demand	56	59	62	61	61	57	54	54	52	51	50
	Workforce Gap	0	4	8	7	8	6	4	5	5	4	6
Other/Unclassified Technicians and Trades Workers	Supply	102	101	101	100	99	98	96	95	93	92	90
	Demand	102	107	116	114	115	105	96	98	93	90	89
	Workforce Gap	0	6	15	15	16	7	0	3	0	-2	-1
Community and Personal Service Workers	Supply	290	286	283	279	276	272	267	262	257	252	247
	Demand	290	296	300	296	295	291	286	284	280	276	273
	Workforce Gap	0	9	17	17	19	19	19	21	23	24	27
Security Officers and Guards	Supply	83	82	81	80	78	77	75	73	71	69	67
	Demand	83	85	86	85	85	84	82	82	81	80	79
	Workforce Gap	0	3	5	5	7	7	7	8	9	10	11
Personal Service and Travel Workers	Supply	158	156	155	153	151	149	147	144	142	139	137
	Demand	158	162	164	162	161	159	156	155	153	151	149
	Workforce Gap	0	5	9	9	10	10	10	10	11	12	12
Other/Unclassified Community and Personal Service Workers	Supply	48	48	47	47	47	46	45	45	44	43	43
	Demand	48	49	50	49	49	48	48	47	47	46	45
	Workforce Gap	0	1	3	2	3	2	2	2	2	3	3
Clerical and Administrative Workers	Supply	1,977	1,952	1,925	1,897	1,869	1,840	1,802	1,762	1,721	1,679	1,636
	Demand	1,977	1,964	1,993	1,983	1,977	1,939	1,902	1,896	1,871	1,848	1,835
	Workforce Gap	0	12	68	86	108	99	100	134	149	169	199
Office Managers and Program Administrators	Supply	558	551	544	536	528	520	509	497	485	473	460
	Demand	558	555	564	562	560	547	535	534	526	519	516
	Workforce Gap	0	4	20	26	32	28	27	37	41	46	55
Personal Assistants and Secretaries	Supply	77	75	74	72	71	69	67	66	64	62	60
	Demand	77	76	77	77	77	75	74	74	73	72	71
	Workforce Gap	0	1	4	5	6	6	6	8	9	10	11
General Clerical Workers	Supply	346	341	336	331	326	320	313	306	299	291	283
	Demand	346	344	349	348	347	339	332	331	327	322	320
	Workforce Gap	0	2	13	17	21	19	19	25	28	31	37
Inquiry Clerks and Receptionists	Supply	69	68	67	67	66	65	64	63	62	60	59
	Demand	69	68	69	69	69	67	66	66	65	64	63
	Workforce Gap	0	0	2	3	3	2	2	3	3	4	4
Numerical Clerks	Supply	212	207	203	198	194	189	184	179	173	167	162
	Demand	212	210	215	216	215	208	200	201	196	193	192
	Workforce Gap	0	3	13	18	22	18	16	22	23	25	30
Accounting Clerks and Bookkeepers	Supply	211	207	203	198	194	189	184	178	173	167	162
	Demand	211	210	215	216	215	207	200	201	196	193	191
	Workforce Gap	0	3	13	18	22	18	16	22	23	25	30
Other/Unclassified Numerical Clerks	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other Clerical and Administrative Workers	Supply	663	657	650	643	635	627	616	605	593	581	568
	Demand	663	659	665	659	657	650	643	640	634	628	624
	Workforce Gap	0	2	15	16	21	23	27	35	41	47	55

Source: ABS, Oxford Economics Australia

Logistics Clerks	Supply	430	426	422	417	412	407	401	393	386	378	369
	Demand	430	427	432	428	426	421	416	414	410	406	403
	Workforce Gap	0	1	10	10	14	14	16	21	24	29	34
Other/Unclassified Other Clerical and Administrative Workers	Supply	233	231	228	226	223	220	216	212	208	203	199
	Demand	233	231	234	231	231	229	227	226	224	222	220
	Workforce Gap	0	1	5	6	8	9	11	14	16	19	22
Other/Unclassified Clerical and Administrative Workers	Supply	53	52	51	51	50	49	48	47	46	45	44
	Demand	53	52	53	52	52	52	51	51	50	50	49
	Workforce Gap	0	0	2	2	2	3	3	4	4	5	6
Sales Workers	Supply	401	397	393	389	385	380	375	369	363	357	350
	Demand	401	397	400	398	397	393	388	386	383	379	376
	Workforce Gap	0	0	7	9	12	12	14	17	20	23	26
Ticket Salespersons	Supply	303	300	296	293	290	287	282	278	273	269	264
	Demand	303	300	302	299	298	297	295	293	291	289	287
	Workforce Gap	0	0	6	6	8	10	12	15	17	20	23
Other/Unclassified Sales Workers	Supply	99	98	97	96	95	93	92	91	89	88	86
	Demand	99	97	98	99	98	96	94	93	92	90	90
	Workforce Gap	0	-1	1	3	4	2	1	3	2	3	3
Machinery Operators and Drivers	Supply	4,643	4,583	4,518	4,449	4,375	4,297	4,184	4,066	3,944	3,817	3,687
	Demand	4,643	4,638	4,750	4,715	4,710	4,572	4,445	4,447	4,367	4,300	4,275
	Workforce Gap	0	54	231	266	335	276	261	380	423	483	587
Machine and Stationary Plant Operators	Supply	811	803	794	785	775	764	748	732	715	698	680
	Demand	811	818	847	840	840	803	770	774	754	739	735
	Workforce Gap	0	15	52	55	65	40	22	42	39	41	55
Train Controllers, and Railway Signal, Track Plant and Other Stationary Plant Operators	Supply	572	566	559	552	545	537	525	513	500	487	474
	Demand	572	567	574	569	568	562	556	553	548	543	539
	Workforce Gap	0	2	15	17	23	25	30	40	47	55	65
Other/Unclassified Machine and Stationary Plant Operators	Supply	240	238	235	233	230	227	223	219	215	210	206
	Demand	240	251	272	271	272	242	215	221	207	196	196
	Workforce Gap	0	13	37	38	42	15	-8	2	-8	-14	-10
Mobile Plant Operators	Supply	458	452	446	440	433	426	417	407	397	387	377
	Demand	458	463	497	500	503	449	400	411	386	367	367
	Workforce Gap	0	10	51	60	70	22	-17	4	-12	-20	-10
Road and Rail Drivers	Supply	3,217	3,172	3,123	3,071	3,015	2,957	2,871	2,782	2,688	2,592	2,493
	Demand	3,217	3,195	3,235	3,207	3,197	3,163	3,127	3,113	3,084	3,056	3,034
	Workforce Gap	0	23	112	135	182	206	256	331	396	464	541
Train and Tram Drivers	Supply	2,925	2,886	2,843	2,797	2,747	2,695	2,618	2,536	2,452	2,364	2,274
	Demand	2,925	2,898	2,923	2,895	2,885	2,871	2,852	2,835	2,816	2,795	2,774
	Workforce Gap	0	12	80	99	138	176	235	299	364	431	501
Delivery Drivers	Supply	14	14	14	14	14	13	13	13	13	13	12
	Demand	14	14	15	15	15	14	14	14	13	13	13
	Workforce Gap	0	0	1	1	1	1	0	1	0	0	1
Truck Drivers	Supply	234	230	226	222	218	213	207	200	194	187	180
	Demand	234	239	253	253	253	235	219	222	213	206	205
	Workforce Gap	0	9	27	31	36	22	12	22	19	19	26
Other/Unclassified Road and Rail Drivers	Supply	44	42	41	39	37	36	34	32	30	29	27
	Demand	44	44	44	44	44	43	43	43	42	42	41
	Workforce Gap	0	1	4	5	7	8	9	11	12	13	15
Storepersons	Supply	118	117	116	116	115	114	112	111	109	107	106
	Demand	118	121	127	125	125	118	111	112	109	106	105
	Workforce Gap	0	4	10	10	11	5	-1	2	0	-1	0
General Clerical Workers	Supply	346	341	336	331	326	320	313	306	299	291	283
	Demand	346	344	349	348	347	339	332	331	327	322	320
	Workforce Gap	0	2	13	17	21	19	19	25	28	31	37
Other/Unclassified Machinery Operators and Drivers	Supply	39	38	38	37	37	36	36	35	34	33	32
	Demand	39	41	44	43	44	39	36	36	34	33	33
	Workforce Gap	0	2	6	6	7	3	0	2	0	0	1
Labourers	Supply	3,005	2,958	2,909	2,860	2,809	2,758	2,692	2,625	2,557	2,487	2,417
	Demand	3,005	3,027	3,128	3,110	3,110	2,987	2,874	2,884	2,817	2,764	2,749
	Workforce Gap	0	69	219	250	301	229	181	259	261	277	332
Construction and Mining Labourers	Supply	1,501	1,485	1,468	1,450	1,430	1,410	1,380	1,348	1,316	1,282	1,248
	Demand	1,501	1,520	1,587	1,582	1,585	1,499	1,423	1,434	1,391	1,357	1,351
	Workforce Gap	0	35	119	132	154	90	43	86	75	75	103
Railway Track Workers	Supply	1,036	1,024	1,010	995	980	963	939	914	887	860	833
	Demand	1,036	1,029	1,040	1,030	1,027	1,018	1,009	1,003	995	987	980
	Workforce Gap	0	5	30	35	47	55	70	90	108	126	147
Other/Unclassified Construction and Mining Labourers	Supply	465	461	458	454	450	446	441	435	428	422	415
	Demand	465	491	547	552	558	481	414	431	396	370	372
	Workforce Gap	0	30	89	98	108	35	-27	-4	-33	-52	-43
Railways Assistants and Other Miscellaneous Labourers	Supply	1,170	1,142	1,115	1,088	1,061	1,035	1,005	975	944	914	885
	Demand	1,170	1,164	1,181	1,170	1,167	1,151	1,136	1,131	1,119	1,108	1,100
	Workforce Gap	0	22	66	82	106	117	131	157	175	194	216
Other/Unclassified Labourers	Supply	335	331	327	322	318	314	308	302	296	290	284
	Demand	335	342	360	358	359	336	315	319	307	298	297
	Workforce Gap	0	12	34	36	41	22	7	17	11	8	13
Inadequately described	Supply	285	254	226	201	178	158	150	142	136	131	125
	Demand	285	287	297	294	294	283	273	273	267	262	261
	Workforce Gap	0	33	71	93	116	125	123	131	131	132	136

Source: ABS, Oxford Economics Australia

5.6. South Australia

Figure D.06. South Australia, Workforce by Occupation, 2022-2032

Occupation	Sector	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
Managers	Supply	223	219	215	210	206	201	196	191	185	180	174
	Demand	223	214	230	299	300	278	246	247	240	237	236
	Workforce Gap	0	-5	15	89	94	77	49	56	55	57	61
Specialist Managers	Supply	158	156	153	151	148	146	143	139	136	132	129
	Demand	158	152	164	212	213	198	174	175	170	167	167
	Workforce Gap	0	-3	11	62	65	52	31	36	34	35	38
Advertising, Public Relations and Sales Managers	Supply	10	10	10	10	10	9	9	9	9	9	8
	Demand	10	10	10	13	13	12	11	11	11	11	10
	Workforce Gap	0	0	0	4	4	3	2	2	2	2	2
Business Administration Managers	Supply	41	40	40	39	38	38	37	36	35	34	33
	Demand	41	39	41	52	52	49	44	44	43	42	42
	Workforce Gap	0	-1	2	13	13	11	7	8	8	8	9
Construction, Distribution and Production Managers	Supply	89	88	86	85	83	82	80	78	76	74	72
	Demand	89	86	95	126	127	116	100	101	98	97	96
	Workforce Gap	0	-2	8	41	43	35	21	23	22	23	25
Construction Managers	Supply	42	41	41	40	39	38	37	36	35	34	33
	Demand	42	40	47	68	69	62	50	51	49	48	48
	Workforce Gap	0	-1	6	29	30	23	13	14	13	13	14
Engineering Managers	Supply	8	8	8	8	8	8	7	7	7	7	7
	Demand	8	8	8	10	10	9	9	9	8	8	8
	Workforce Gap	0	0	0	2	2	2	1	1	1	1	1
Other/Unclassified Construction, Distribution and Production Managers	Supply	39	39	38	37	37	36	35	34	33	32	32
	Demand	39	38	40	48	48	46	42	42	41	40	40
	Workforce Gap	0	-1	2	11	11	10	7	8	8	8	9
Other/Unclassified Specialist Managers	Supply	18	18	17	17	17	17	16	16	16	15	15
	Demand	18	17	18	21	21	20	19	19	18	18	18
	Workforce Gap	0	0	0	4	4	3	2	3	3	3	3
Hospitality, Retail and Service Managers	Supply	33	32	31	31	30	29	28	27	26	25	24
	Demand	33	31	33	43	43	40	36	36	35	35	34
	Workforce Gap	0	-1	1	12	13	11	8	9	9	10	11
Call or Contact Centre and Customer Service Managers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	2	3	3	2	2	2	2	2	2
	Workforce Gap	0	0	0	1	1	1	0	0	0	0	0
Rail Station, Transport Company, and Other Transport Services Managers	Supply	27	26	25	25	24	23	22	21	21	20	19
	Demand	27	25	26	32	32	31	28	28	28	27	27
	Workforce Gap	0	-1	1	7	8	7	6	7	7	8	9
Other/Unclassified Hospitality, Retail and Service Managers	Supply	5	5	5	4	4	4	4	4	4	4	4
	Demand	5	4	5	8	8	7	6	6	6	5	5
	Workforce Gap	0	0	1	4	4	3	1	2	2	1	2
Other/Unclassified Managers	Supply	33	31	30	29	28	27	26	25	24	23	22
	Demand	33	31	33	44	44	41	36	36	35	35	34
	Workforce Gap	0	0	3	15	16	14	10	11	11	12	13
Professionals	Supply	130	128	127	125	124	122	120	118	116	114	112
	Demand	130	126	133	163	163	154	139	140	137	135	134
	Workforce Gap	0	-2	6	38	39	32	19	21	20	21	22
Arts and Media Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Business, Human Resource and Marketing Professionals	Supply	47	46	46	45	45	44	43	42	41	41	40
	Demand	47	46	47	56	55	53	49	49	48	48	47
	Workforce Gap	0	-1	1	10	11	9	6	7	7	7	8
Accountants, Auditors and Company Secretaries	Supply	22	22	22	21	21	21	20	20	19	19	19
	Demand	22	22	22	25	25	24	23	23	23	22	22
	Workforce Gap	0	0	1	4	4	4	3	3	3	3	4
Human Resource and Training Professionals	Supply	12	12	12	12	12	12	12	11	11	11	11
	Demand	12	12	12	14	13	13	13	13	12	12	12
	Workforce Gap	0	0	0	1	2	1	1	1	1	1	1
Information and Organisation Professionals	Supply	10	10	10	10	10	10	9	9	9	9	9
	Demand	10	10	11	13	13	13	11	11	11	11	11
	Workforce Gap	0	0	0	3	4	3	2	2	2	2	2
Sales, Marketing and Public Relations Professionals	Supply	2	2	2	2	2	2	2	2	2	2	2
	Demand	2	2	2	3	3	3	2	2	2	2	2
	Workforce Gap	0	0	0	1	1	1	0	1	0	0	0
Other/Unclassified Business, Human Resource and Marketing Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Design, Engineering, Science and Transport Professionals	Supply	51	50	50	49	48	48	47	47	46	45	45
	Demand	51	49	53	71	71	66	57	57	55	55	54
	Workforce Gap	0	-1	4	22	23	18	9	10	9	9	10

Source: ABS, Oxford Economics Australia

Architects, Designers, Planners and Surveyors	Supply	5	5	5	5	5	5	5	5	5	5	5
	Demand	5	5	6	9	9	8	6	6	6	6	6
	Workforce Gap	0	0	0	3	4	3	1	2	1	1	1
Engineering Professionals	Supply	45	44	44	43	43	42	42	41	41	40	40
	Demand	45	43	47	61	61	57	50	50	49	48	48
	Workforce Gap	0	-1	3	18	18	14	8	9	8	8	8
Civil Engineering Professionals	Supply	27	26	26	26	26	25	25	25	24	24	24
	Demand	27	26	28	35	35	32	29	29	28	28	28
	Workforce Gap	0	0	2	9	9	7	4	4	4	4	4
Electrical Engineers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	2	2	2	2	2	2	2	2
	Workforce Gap	0	0	0	1	1	1	0	0	0	0	0
Construction, Distribution and Production Managers	Supply	89	88	86	85	83	82	80	78	76	74	72
	Demand	89	86	95	126	127	116	100	101	98	97	96
	Workforce Gap	0	-2	8	41	43	35	21	23	22	23	25
Industrial, Mechanical and Production Engineers	Supply	15	15	15	14	14	14	14	14	13	13	13
	Demand	15	14	15	21	21	19	17	17	16	16	16
	Workforce Gap	0	-1	1	7	7	5	3	3	3	3	3
Other/Unclassified Engineering Professionals	Supply	2	2	2	2	2	2	2	2	2	2	2
	Demand	2	2	2	3	3	3	2	2	2	2	2
	Workforce Gap	0	0	0	2	2	1	1	1	1	1	1
Natural and Physical Science Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Design, Engineering, Science and Transport Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Occupational and Environmental Health Professionals	Supply	8	8	8	8	8	8	7	7	7	7	7
	Demand	8	8	9	11	11	10	9	9	9	9	9
	Workforce Gap	0	0	0	3	3	3	2	2	2	2	2
ICT Professionals	Supply	18	18	18	18	17	17	17	17	16	16	16
	Demand	18	18	18	19	19	19	18	18	18	18	18
	Workforce Gap	0	0	0	2	2	2	1	1	1	1	2
Other/Unclassified Professionals	Supply	6	6	6	6	5	5	5	5	5	5	5
	Demand	6	6	6	6	6	6	6	6	6	6	6
	Workforce Gap	0	0	0	1	1	1	1	1	1	1	1
Technicians and Trades Workers	Supply	537	532	526	520	514	507	499	490	480	471	461
	Demand	537	524	581	767	770	705	604	609	590	580	578
	Workforce Gap	0	-8	55	247	257	198	105	119	110	109	117
Engineering, ICT and Science Technicians	Supply	50	49	48	48	47	46	46	45	44	43	42
	Demand	50	46	53	80	80	72	59	60	57	56	56
	Workforce Gap	0	-3	5	32	33	25	13	15	14	14	14
Architectural, Building and Surveying Technicians	Supply	23	23	22	22	22	21	21	20	20	19	19
	Demand	23	21	25	41	41	36	29	29	28	27	27
	Workforce Gap	0	-2	3	19	20	15	8	9	8	8	8
Other/Unclassified Engineering, ICT and Science Technicians	Supply	27	26	26	26	26	25	25	24	24	23	23
	Demand	27	25	28	39	39	36	30	31	30	29	29
	Workforce Gap	0	-1	2	13	13	10	6	6	6	6	6
Automotive and Engineering Trades Workers	Supply	265	262	259	256	252	249	244	239	234	229	224
	Demand	265	242	269	401	403	366	307	311	300	295	294
	Workforce Gap	0	-20	10	146	151	117	63	71	66	65	70
Automotive Electricians and Mechanics	Supply	25	25	24	24	24	23	23	23	22	22	21
	Demand	25	22	23	34	34	32	28	28	27	27	27
	Workforce Gap	0	-2	-1	10	10	8	5	5	5	5	5
Fabrication Engineering Trades Workers	Supply	52	51	51	50	49	49	48	47	46	45	45
	Demand	52	55	63	76	76	69	59	60	58	57	56
	Workforce Gap	0	4	12	26	27	21	11	12	11	11	12
Mechanical Engineering Trades Workers	Supply	179	177	175	173	171	168	165	162	158	154	151
	Demand	179	156	174	281	283	255	211	214	206	202	202
	Workforce Gap	0	-21	-2	108	112	87	46	52	48	48	51
Panelbeaters, and Vehicle Body Builders, Trimmers and Painters	Supply	3	3	3	3	3	3	3	3	3	3	2
	Demand	3	3	3	3	3	3	3	3	3	3	3
	Workforce Gap	0	0	0	1	1	0	0	0	0	0	0
Other/Unclassified Automotive and Engineering Trades Workers	Supply	6	6	6	6	6	6	6	5	5	5	5
	Demand	6	6	6	7	7	7	6	6	6	6	6
	Workforce Gap	0	0	0	1	1	1	1	1	1	1	1
Construction Trades Workers	Supply	65	65	64	63	63	62	61	60	59	58	57
	Demand	65	80	92	78	78	73	66	66	65	64	63
	Workforce Gap	0	16	28	14	15	11	5	6	5	5	6

Source: ABS, Oxford Economics Australia

Bricklayers, and Carpenters and Joiners	Supply	23	23	23	23	22	22	22	22	21	21	21
	Demand	23	29	33	28	28	26	24	24	23	23	23
	Workforce Gap	0	6	10	5	5	4	2	2	2	2	2
Floor Finishers and Painting Trades Workers	Supply	9	9	9	9	9	9	8	8	8	8	8
	Demand	9	11	13	11	11	10	9	9	9	9	9
	Workforce Gap	0	2	4	2	2	2	1	1	1	1	1
Glaziers, Plasterers and Tilers	Supply	13	13	13	13	13	12	12	12	12	12	12
	Demand	13	16	18	16	16	15	13	13	13	13	13
	Workforce Gap	0	3	6	3	3	2	1	1	1	1	1
Plumbers	Supply	19	19	19	18	18	18	18	18	17	17	17
	Demand	19	23	27	23	23	21	19	19	19	18	18
	Workforce Gap	0	5	8	4	4	3	1	2	1	1	1
Construction, Distribution and Production Managers	Supply	89	88	86	85	83	82	80	78	76	74	72
	Demand	89	86	95	126	127	116	100	101	98	97	96
	Workforce Gap	0	-2	8	41	43	35	21	23	22	23	25
Electricians	Supply	116	115	114	113	112	111	110	108	107	105	103
	Demand	116	111	118	150	150	140	125	126	123	121	120
	Workforce Gap	0	-4	4	36	38	29	16	18	16	16	17
Electronics and Telecommunications Trades Workers	Supply	8	8	8	8	8	8	8	8	8	7	7
	Demand	8	7	9	15	15	13	10	10	10	10	10
	Workforce Gap	0	-1	0	7	7	5	2	3	2	2	3
Other/Unclassified Electrotechnology and Telecommunications Trades Workers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	2	2	1	1	1	1	1	1
	Workforce Gap	0	0	0	1	1	1	0	0	0	0	0
Horticultural Trades Workers	Supply	19	18	18	18	17	17	17	16	16	15	15
	Demand	19	23	26	22	22	21	19	19	19	19	18
	Workforce Gap	0	5	8	5	5	4	3	3	3	3	4
Other/Unclassified Technicians and Trades Workers	Supply	14	13	13	13	13	13	13	12	12	12	12
	Demand	14	13	14	20	20	18	16	16	15	15	15
	Workforce Gap	0	-1	1	7	7	6	3	3	3	3	3
Community and Personal Service Workers	Supply	16	16	15	15	15	15	15	14	14	14	14
	Demand	16	16	17	19	19	18	17	17	16	16	16
	Workforce Gap	0	1	2	4	4	3	2	2	2	2	2
Security Officers and Guards	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Personal Service and Travel Workers	Supply	8	8	8	8	8	8	7	7	7	7	7
	Demand	8	8	8	8	8	8	8	8	8	8	8
	Workforce Gap	0	0	0	1	1	1	1	1	1	1	1
Other/Unclassified Community and Personal Service Workers	Supply	7	7	7	7	6	6	6	6	6	6	6
	Demand	7	7	8	9	9	9	7	8	7	7	7
	Workforce Gap	0	1	1	3	3	2	1	1	1	1	1
Clerical and Administrative Workers	Supply	196	193	190	187	184	181	177	172	168	163	159
	Demand	196	192	192	206	205	201	195	194	191	189	188
	Workforce Gap	0	-1	2	19	21	20	18	21	23	26	29
Office Managers and Program Administrators	Supply	39	38	38	37	36	36	35	34	33	32	31
	Demand	39	38	38	41	41	40	39	38	38	38	37
	Workforce Gap	0	0	1	4	5	4	4	4	5	5	6
Personal Assistants and Secretaries	Supply	6	6	6	6	6	5	5	5	5	5	5
	Demand	6	6	6	7	7	6	6	6	6	6	6
	Workforce Gap	0	0	0	1	1	1	1	1	1	1	1
General Clerical Workers	Supply	22	22	22	21	21	21	20	19	19	18	18
	Demand	22	22	22	24	24	23	22	22	22	22	21
	Workforce Gap	0	0	0	3	3	3	2	3	3	3	4
Inquiry Clerks and Receptionists	Supply	10	10	10	10	9	9	9	9	9	9	8
	Demand	10	10	10	10	10	10	10	10	10	10	9
	Workforce Gap	0	0	0	1	1	1	1	1	1	1	1
Numerical Clerks	Supply	27	27	26	26	25	24	24	23	22	21	21
	Demand	27	27	27	29	29	28	27	27	27	26	26
	Workforce Gap	0	0	1	4	4	4	4	4	5	5	6
Accounting Clerks and Bookkeepers	Supply	27	27	26	26	25	24	24	23	22	21	21
	Demand	27	27	27	29	29	28	27	27	27	26	26
	Workforce Gap	0	0	1	4	4	4	4	4	5	5	6
Other/Unclassified Numerical Clerks	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other Clerical and Administrative Workers	Supply	86	85	84	83	82	81	80	78	76	74	72
	Demand	86	85	85	90	89	88	86	86	85	84	83
	Workforce Gap	0	0	0	6	7	7	7	8	9	10	11

Source: ABS, Oxford Economics Australia

Logistics Clerks	Supply	66	66	65	64	64	63	61	60	59	57	56
	Demand	66	66	65	69	68	68	66	66	65	65	64
	Workforce Gap	0	0	0	5	5	5	5	6	6	7	8
Other/Unclassified Other Clerical and Administrative Workers	Supply	20	20	19	19	19	18	18	18	17	17	16
	Demand	20	20	20	21	21	20	20	20	20	19	19
	Workforce Gap	0	0	0	2	2	2	2	2	2	2	3
Other/Unclassified Clerical and Administrative Workers	Supply	5	5	4	4	4	4	4	4	4	4	4
	Demand	5	5	5	5	5	5	5	5	5	4	4
	Workforce Gap	0	0	0	1	1	0	0	0	1	1	1
Sales Workers	Supply	16	16	16	16	15	15	15	15	15	14	14
	Demand	16	16	16	16	16	16	16	15	15	15	15
	Workforce Gap	0	0	0	0	0	0	1	1	1	1	1
Ticket Salespersons	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Sales Workers	Supply	15	15	14	14	14	14	14	14	13	13	13
	Demand	15	14	14	15	14	14	14	14	14	14	14
	Workforce Gap	0	0	0	0	0	0	0	1	1	1	1
Machinery Operators and Drivers	Supply	822	810	796	782	767	751	729	706	682	658	634
	Demand	822	782	789	935	931	898	849	846	833	823	817
	Workforce Gap	0	-27	-7	153	165	147	121	140	150	164	183
Machine and Stationary Plant Operators	Supply	153	151	150	148	146	144	141	138	135	131	128
	Demand	153	142	144	183	183	174	161	161	158	156	155
	Workforce Gap	0	-10	-5	35	37	30	20	23	23	24	27
Train Controllers, and Railway Signal, Track Plant and Other Stationary Plant Operators	Supply	104	103	102	101	100	98	96	94	91	89	86
	Demand	104	102	102	109	108	107	105	104	103	102	101
	Workforce Gap	0	-1	0	8	9	9	9	10	12	13	15
Other/Unclassified Machine and Stationary Plant Operators	Supply	49	48	48	47	47	46	45	44	43	42	41
	Demand	49	39	43	74	75	68	56	57	55	54	53
	Workforce Gap	0	-9	-5	27	28	22	11	12	11	11	12
Mobile Plant Operators	Supply	94	93	92	91	90	88	86	84	82	80	78
	Demand	94	81	87	133	134	122	105	106	102	100	100
	Workforce Gap	0	-12	-5	42	44	34	18	21	20	20	22
Road and Rail Drivers	Supply	558	548	538	527	515	503	486	468	450	432	414
	Demand	558	545	543	593	589	579	565	561	554	548	544
	Workforce Gap	0	-3	5	66	74	76	79	92	104	116	130
Train and Tram Drivers	Supply	483	475	466	456	446	435	420	405	389	373	357
	Demand	483	478	473	496	492	488	484	479	475	470	466
	Workforce Gap	0	4	8	40	46	53	63	74	86	97	109
Delivery Drivers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Truck Drivers	Supply	59	58	57	56	55	54	52	51	49	47	46
	Demand	59	51	54	80	80	74	65	65	63	62	62
	Workforce Gap	0	-7	-3	24	25	20	12	14	14	15	16
Other/Unclassified Road and Rail Drivers	Supply	15	15	14	14	13	13	12	12	11	11	10
	Demand	15	15	15	16	16	15	15	15	15	15	15
	Workforce Gap	0	0	1	2	3	3	3	3	4	4	4
Storepersons	Supply	12	12	12	12	11	11	11	11	11	11	10
	Demand	12	10	11	17	17	16	13	14	13	13	13
	Workforce Gap	0	-2	-1	6	6	4	2	3	2	2	3
General Clerical Workers	Supply	22	22	22	21	21	21	20	19	19	18	18
	Demand	22	22	22	24	24	23	22	22	22	22	21
	Workforce Gap	0	0	0	3	3	3	2	3	3	3	4
Other/Unclassified Machinery Operators and Drivers	Supply	5	5	5	5	5	4	4	4	4	4	4
	Demand	5	4	4	8	8	7	6	6	5	5	5
	Workforce Gap	0	-1	-1	3	3	3	1	1	1	1	1
Labourers	Supply	239	237	234	231	228	225	220	215	210	205	200
	Demand	239	198	207	337	338	310	267	269	261	257	256
	Workforce Gap	0	-39	-27	106	110	86	47	54	51	52	56
Construction and Mining Labourers	Supply	180	179	177	175	173	170	167	163	159	155	151
	Demand	180	150	157	250	251	231	200	202	196	193	192
	Workforce Gap	0	-28	-20	76	79	61	34	39	37	38	41
Railway Track Workers	Supply	110	109	108	106	105	103	100	98	95	92	89
	Demand	110	106	106	122	121	118	113	112	111	109	109
	Workforce Gap	0	-3	-2	15	16	15	12	15	16	18	20
Other/Unclassified Construction and Mining Labourers	Supply	70	70	69	68	68	67	66	65	64	63	62
	Demand	70	45	51	129	130	114	88	90	85	83	83
	Workforce Gap	0	-25	-18	60	63	47	21	24	21	20	21
Railways Assistants and Other Miscellaneous Labourers	Supply	30	30	29	29	29	28	27	27	26	26	25
	Demand	30	25	26	45	45	41	35	35	34	33	33
	Workforce Gap	0	-5	-3	16	17	13	7	8	8	8	8
Other/Unclassified Labourers	Supply	29	28	28	27	27	27	26	26	25	25	24
	Demand	29	23	24	41	42	38	32	33	32	31	31
	Workforce Gap	0	-5	-4	14	15	11	6	7	6	6	7
Inadequately described	Supply	36	31	27	24	21	18	17	16	15	14	14
	Demand	36	32	33	44	44	42	38	38	37	37	36
	Workforce Gap	0	1	6	21	24	24	21	22	22	22	23

Source: ABS, Oxford Economics Australia

5.7. Western Australia

Figure D.07. Western Australia, Workforce by Occupation, 2022-2032

Occupation	Sector	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
Managers	Supply	976	959	941	923	905	887	866	844	821	798	774
	Demand	976	974	1,038	988	930	895	892	908	911	921	918
	Workforce Gap	0	15	97	64	25	8	27	64	91	123	144
Specialist Managers	Supply	672	663	653	643	632	622	608	595	580	565	550
	Demand	672	670	715	681	641	617	615	626	628	635	633
	Workforce Gap	0	8	62	38	9	-5	6	31	48	70	83
Advertising, Public Relations and Sales Managers	Supply	36	36	35	35	34	34	33	33	32	31	31
	Demand	36	36	39	36	34	33	33	33	33	34	34
	Workforce Gap	0	0	3	2	0	-1	-1	1	2	3	3
Business Administration Managers	Supply	131	130	128	126	124	122	120	117	114	111	108
	Demand	131	131	139	133	125	121	120	122	123	124	123
	Workforce Gap	0	1	11	6	1	-2	1	5	8	12	15
Construction, Distribution and Production Managers	Supply	427	420	413	406	399	392	383	374	364	354	344
	Demand	427	426	457	434	407	391	390	397	399	404	403
	Workforce Gap	0	6	43	28	8	-1	6	23	35	49	58
Construction Managers	Supply	173	170	167	164	161	158	154	150	146	142	137
	Demand	173	173	191	179	165	156	156	161	162	165	165
	Workforce Gap	0	3	24	15	4	-2	2	11	16	24	28
Engineering Managers	Supply	85	84	83	82	81	79	78	76	74	72	70
	Demand	85	85	90	86	81	78	78	79	79	80	80
	Workforce Gap	0	1	7	4	1	-1	0	3	5	8	9
Other/Unclassified Construction, Distribution and Production Managers	Supply	169	166	163	161	158	155	152	148	144	141	137
	Demand	169	168	176	169	161	156	156	157	158	159	158
	Workforce Gap	0	2	13	8	3	1	4	9	13	18	21
Other/Unclassified Specialist Managers	Supply	78	77	76	76	75	74	72	71	69	68	66
	Demand	78	78	81	78	75	72	72	73	73	73	73
	Workforce Gap	0	0	5	3	0	-1	0	2	4	5	7
Hospitality, Retail and Service Managers	Supply	145	142	139	136	134	131	127	124	120	116	113
	Demand	145	144	152	145	138	133	132	134	135	136	135
	Workforce Gap	0	2	13	9	4	2	5	11	15	19	22
Call or Contact Centre and Customer Service Managers	Supply	25	25	25	24	24	24	23	23	22	22	21
	Demand	25	25	27	26	24	23	23	23	23	24	24
	Workforce Gap	0	0	3	1	0	-1	-1	0	1	2	2
Rail Station, Transport Company, and Other Transport Services Managers	Supply	66	64	62	61	59	57	55	53	51	49	47
	Demand	66	65	67	65	63	61	61	61	61	61	61
	Workforce Gap	0	1	4	4	4	4	6	8	10	12	14
Other/Unclassified Hospitality, Retail and Service Managers	Supply	54	53	52	51	51	50	49	48	47	45	44
	Demand	54	54	58	55	51	49	49	50	50	51	51
	Workforce Gap	0	1	6	3	1	-1	0	2	4	5	6
Other/Unclassified Managers	Supply	159	154	149	144	139	135	130	125	121	116	111
	Demand	159	159	170	161	152	146	145	148	149	150	150
	Workforce Gap	0	5	21	17	12	11	15	22	28	34	38
Professionals	Supply	1,043	1,032	1,021	1,010	998	986	971	955	939	923	906
	Demand	1,043	1,037	1,085	1,045	999	970	966	976	976	981	977
	Workforce Gap	0	5	63	36	1	-16	-5	20	37	59	71
Arts and Media Professionals	Supply	4	4	4	4	4	4	4	4	4	4	4
	Demand	4	4	4	4	4	4	4	4	4	4	4
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Business, Human Resource and Marketing Professionals	Supply	324	320	316	312	308	304	299	294	288	282	277
	Demand	324	322	337	324	310	301	300	303	303	304	303
	Workforce Gap	0	2	21	12	2	-3	1	9	15	22	26
Accountants, Auditors and Company Secretaries	Supply	80	79	78	77	76	75	73	72	71	70	68
	Demand	80	80	83	80	77	75	75	75	75	75	75
	Workforce Gap	0	1	5	3	1	0	1	3	4	6	7
Human Resource and Training Professionals	Supply	91	90	90	89	88	87	86	84	83	82	80
	Demand	91	91	95	91	87	85	84	85	85	86	85
	Workforce Gap	0	0	5	3	-1	-2	-1	1	2	4	5
Information and Organisation Professionals	Supply	100	99	97	96	94	93	91	89	87	85	83
	Demand	100	100	105	100	96	93	93	94	94	94	94
	Workforce Gap	0	1	7	4	2	0	2	5	7	9	11
Sales, Marketing and Public Relations Professionals	Supply	47	47	46	46	45	45	44	44	43	42	41
	Demand	47	47	49	47	45	43	43	44	44	44	44
	Workforce Gap	0	0	3	1	0	-1	-1	0	1	2	3
Other/Unclassified Business, Human Resource and Marketing Professionals	Supply	5	5	5	5	5	5	5	4	4	4	4
	Demand	5	5	5	5	5	5	5	5	5	5	5
	Workforce Gap	0	0	0	0	0	0	0	0	0	1	1
Design, Engineering, Science and Transport Professionals	Supply	489	484	479	474	468	463	457	450	443	436	429
	Demand	489	486	511	492	468	454	452	457	458	461	459
	Workforce Gap	0	2	32	18	0	-9	-5	7	15	25	30

Source: ABS, Oxford Economics Australia

Architects, Designers, Planners and Surveyors	Supply	70	69	69	68	67	66	65	64	63	62	61
	Demand	70	70	72	70	67	66	65	66	66	66	65
	Workforce Gap	0	0	3	2	0	-1	0	1	2	4	4
Engineering Professionals	Supply	400	397	392	388	384	380	375	369	364	358	352
	Demand	400	398	420	404	384	372	370	375	375	378	376
	Workforce Gap	0	2	27	16	0	-8	-5	5	12	20	24
Civil Engineering Professionals	Supply	151	149	148	146	144	143	141	139	137	134	132
	Demand	151	150	159	153	145	140	140	142	142	143	143
	Workforce Gap	0	1	11	7	1	-3	-1	3	5	9	10
Electrical Engineers	Supply	102	101	100	99	98	97	96	94	93	91	90
	Demand	102	101	103	101	98	96	96	96	96	95	95
	Workforce Gap	0	0	3	2	0	0	0	2	3	4	5
Construction, Distribution and Production Managers	Supply	427	420	413	406	399	392	383	374	364	354	344
	Demand	427	426	457	434	407	391	390	397	399	404	403
	Workforce Gap	0	6	43	28	8	-1	6	23	35	49	58
Industrial, Mechanical and Production Engineers	Supply	69	68	68	67	66	66	65	64	63	62	61
	Demand	69	69	74	70	66	63	63	64	64	65	65
	Workforce Gap	0	0	6	3	-1	-3	-2	0	1	3	4
Other/Unclassified Engineering Professionals	Supply	78	78	77	76	75	74	73	72	71	70	69
	Demand	78	78	84	80	75	72	72	73	73	74	74
	Workforce Gap	0	0	7	4	0	-2	-2	1	2	4	5
Natural and Physical Science Professionals	Supply	16	16	16	16	16	15	15	15	15	15	14
	Demand	16	16	17	17	16	15	15	15	15	15	15
	Workforce Gap	0	0	1	1	0	0	0	0	1	1	1
Other/Unclassified Design, Engineering, Science and Transport Professionals	Supply	2	2	2	2	2	2	2	1	1	1	1
	Demand	2	2	2	2	2	1	1	2	2	2	2
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Occupational and Environmental Health Professionals	Supply	73	72	72	71	70	69	67	66	65	63	62
	Demand	73	73	78	74	70	67	67	68	68	69	69
	Workforce Gap	0	0	6	3	0	-2	-1	2	4	6	7
ICT Professionals	Supply	123	122	121	120	119	118	117	115	113	112	110
	Demand	123	122	124	121	118	116	115	115	115	115	114
	Workforce Gap	0	0	3	1	-1	-2	-2	0	1	3	4
Other/Unclassified Professionals	Supply	30	30	29	29	29	28	27	27	26	26	25
	Demand	30	30	31	30	29	28	28	28	28	28	28
	Workforce Gap	0	0	2	1	1	0	1	1	2	3	3
Technicians and Trades Workers	Supply	1,463	1,450	1,436	1,422	1,407	1,391	1,371	1,349	1,326	1,303	1,279
	Demand	1,463	1,476	1,628	1,518	1,384	1,306	1,305	1,350	1,365	1,394	1,392
	Workforce Gap	0	26	191	96	-23	-85	-65	1	38	91	113
Engineering, ICT and Science Technicians	Supply	248	245	242	239	236	233	228	224	219	214	209
	Demand	248	248	275	256	235	222	222	229	231	236	236
	Workforce Gap	0	3	32	17	-1	-11	-6	5	12	22	27
Architectural, Building and Surveying Technicians	Supply	110	108	107	105	104	102	100	98	95	93	91
	Demand	110	110	126	116	103	96	96	101	102	105	105
	Workforce Gap	0	2	19	11	0	-6	-3	3	7	12	15
Other/Unclassified Engineering, ICT and Science Technicians	Supply	138	137	135	134	132	130	128	126	123	121	118
	Demand	138	137	148	140	131	126	125	128	129	130	130
	Workforce Gap	0	1	13	7	-1	-5	-3	2	5	10	12
Automotive and Engineering Trades Workers	Supply	552	547	542	537	531	526	518	510	502	493	484
	Demand	552	551	616	570	520	490	490	507	513	524	524
	Workforce Gap	0	5	74	34	-12	-35	-28	-3	11	31	40
Automotive Electricians and Mechanics	Supply	53	52	52	51	51	50	49	49	48	47	46
	Demand	53	53	56	53	50	48	48	49	49	49	49
	Workforce Gap	0	0	4	1	-1	-2	-1	0	1	2	3
Fabrication Engineering Trades Workers	Supply	143	142	141	139	138	137	135	132	130	128	126
	Demand	143	143	156	152	139	132	132	136	137	139	139
	Workforce Gap	0	1	15	12	1	-5	-3	3	6	11	13
Mechanical Engineering Trades Workers	Supply	339	336	333	330	327	323	319	314	309	304	298
	Demand	339	339	385	349	316	296	296	308	312	320	320
	Workforce Gap	0	3	52	19	-11	-27	-22	-6	3	17	22
Panelbeaters, and Vehicle Body Builders, Trimmers and Painters	Supply	9	8	8	8	8	8	8	8	8	7	7
	Demand	9	9	9	8	8	8	8	8	8	8	8
	Workforce Gap	0	0	1	0	0	0	0	0	0	0	1
Other/Unclassified Automotive and Engineering Trades Workers	Supply	8	8	8	8	7	7	7	7	7	7	7
	Demand	8	8	10	8	7	6	6	7	7	7	7
	Workforce Gap	0	0	2	1	0	-1	-1	0	0	1	1
Construction Trades Workers	Supply	217	216	214	211	209	207	204	201	197	194	190
	Demand	217	226	240	232	211	198	198	205	207	212	211
	Workforce Gap	0	11	26	21	1	-9	-6	4	10	18	21

Source: ABS, Oxford Economics Australia

Bricklayers, and Carpenters and Joiners	Supply	88	87	87	86	85	84	83	82	80	79	78
	Demand	88	91	96	94	86	82	82	84	85	86	86
	Workforce Gap	0	3	9	9	1	-2	-1	2	4	7	9
Floor Finishers and Painting Trades Workers	Supply	30	29	29	29	28	28	27	27	26	25	25
	Demand	30	31	34	32	28	26	26	27	28	29	29
	Workforce Gap	0	2	5	3	0	-1	-1	1	2	3	4
Glaziers, Plasterers and Tilers	Supply	36	36	36	35	35	35	34	34	33	33	32
	Demand	36	38	41	39	35	33	33	34	34	35	35
	Workforce Gap	0	2	5	3	0	-2	-2	0	1	2	3
Plumbers	Supply	61	61	60	59	59	58	58	57	56	55	54
	Demand	61	63	67	65	59	56	56	58	58	59	59
	Workforce Gap	0	3	7	6	0	-3	-2	1	2	4	5
Construction, Distribution and Production Managers	Supply	427	420	413	406	399	392	383	374	364	354	344
	Demand	427	426	457	434	407	391	390	397	399	404	403
	Workforce Gap	0	6	43	28	8	-1	6	23	35	49	58
Electricians	Supply	287	285	283	281	279	276	273	269	266	262	258
	Demand	287	291	322	295	269	253	253	262	265	271	271
	Workforce Gap	0	5	39	14	-10	-23	-20	-7	0	9	13
Electronics and Telecommunications Trades Workers	Supply	81	81	80	79	78	78	76	75	74	73	71
	Demand	81	82	89	82	77	73	73	75	75	76	76
	Workforce Gap	0	1	9	3	-2	-5	-4	-1	1	4	5
Other/Unclassified Electrotechnology and Telecommunications Trades Workers	Supply	8	8	8	8	7	7	7	7	7	7	7
	Demand	8	8	9	8	7	7	7	7	7	7	7
	Workforce Gap	0	0	1	0	0	-1	-1	0	0	0	0
Horticultural Trades Workers	Supply	22	21	21	20	20	20	19	19	18	17	17
	Demand	22	22	23	23	22	21	21	21	21	21	21
	Workforce Gap	0	1	2	3	2	1	1	2	3	4	4
Other/Unclassified Technicians and Trades Workers	Supply	48	48	47	47	46	46	45	44	44	43	42
	Demand	48	49	55	50	45	42	42	44	45	46	46
	Workforce Gap	0	1	7	3	-1	-3	-3	0	1	3	4
Community and Personal Service Workers	Supply	397	392	387	381	376	371	364	357	350	342	335
	Demand	397	414	413	408	402	397	393	390	386	382	378
	Workforce Gap	0	22	26	27	26	26	29	33	36	40	44
Security Officers and Guards	Supply	339	335	331	326	321	317	311	304	298	292	285
	Demand	339	355	353	349	345	341	337	334	330	327	323
	Workforce Gap	0	20	22	23	23	24	26	29	32	35	38
Personal Service and Travel Workers	Supply	40	40	39	39	38	38	37	36	36	35	34
	Demand	40	42	42	41	41	40	40	39	39	39	38
	Workforce Gap	0	2	3	3	3	3	3	3	3	3	4
Other/Unclassified Community and Personal Service Workers	Supply	17	17	17	17	17	17	16	16	16	16	15
	Demand	17	17	19	19	17	16	16	17	17	17	17
	Workforce Gap	0	0	2	2	0	0	0	1	1	2	2
Clerical and Administrative Workers	Supply	1,092	1,077	1,061	1,045	1,028	1,011	989	966	942	918	894
	Demand	1,092	1,085	1,089	1,066	1,047	1,033	1,026	1,022	1,016	1,011	1,004
	Workforce Gap	0	9	28	21	19	23	37	56	74	93	111
Office Managers and Program Administrators	Supply	323	318	314	309	304	299	292	285	278	270	263
	Demand	323	321	322	315	310	305	303	302	300	299	297
	Workforce Gap	0	3	9	6	6	7	11	17	22	29	34
Personal Assistants and Secretaries	Supply	24	23	23	22	22	21	21	20	19	19	18
	Demand	24	24	25	24	23	22	22	22	22	22	22
	Workforce Gap	0	1	2	1	1	1	2	2	3	3	4
General Clerical Workers	Supply	153	150	148	146	143	141	137	134	130	127	123
	Demand	153	152	153	149	146	144	143	143	142	141	140
	Workforce Gap	0	2	5	4	3	3	6	9	11	14	17
Inquiry Clerks and Receptionists	Supply	91	90	89	88	87	85	84	82	80	78	76
	Demand	91	91	90	89	88	87	86	86	85	85	84
	Workforce Gap	0	0	1	1	1	1	3	4	5	7	8
Numerical Clerks	Supply	128	125	122	120	117	114	111	108	104	101	98
	Demand	128	128	129	125	122	119	118	119	118	118	117
	Workforce Gap	0	3	7	5	4	5	7	11	14	17	19
Accounting Clerks and Bookkeepers	Supply	128	125	122	120	117	114	111	108	104	101	98
	Demand	128	128	129	125	122	119	118	118	118	118	117
	Workforce Gap	0	3	7	5	4	5	7	11	14	17	19
Other/Unclassified Numerical Clerks	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other Clerical and Administrative Workers	Supply	341	337	333	329	325	321	315	309	302	296	289
	Demand	341	338	337	332	328	325	322	320	318	316	314
	Workforce Gap	0	1	3	3	3	4	8	12	16	21	25

Source: ABS, Oxford Economics Australia

Logistics Clerks	Supply	228	226	224	221	218	216	212	208	204	200	195
	Demand	228	226	226	222	220	218	216	215	213	212	210
	Workforce Gap	0	0	2	1	1	2	4	7	9	12	15
Other/Unclassified Other Clerical and Administrative Workers	Supply	112	111	110	108	107	105	103	101	98	96	94
	Demand	112	111	111	110	108	107	107	106	105	104	104
	Workforce Gap	0	0	1	1	2	2	4	5	7	9	10
Other/Unclassified Clerical and Administrative Workers	Supply	33	32	32	31	31	30	29	29	28	27	27
	Demand	33	32	32	32	31	31	31	31	30	30	30
	Workforce Gap	0	0	1	1	1	1	1	2	2	3	3
Sales Workers	Supply	182	180	178	176	174	171	169	166	164	161	158
	Demand	182	180	179	176	175	173	172	171	169	168	167
	Workforce Gap	0	1	1	1	1	2	3	4	6	8	9
Ticket Salespersons	Supply	139	138	136	135	133	131	129	127	125	123	121
	Demand	139	138	137	135	134	133	132	131	130	129	129
	Workforce Gap	0	0	1	1	1	2	3	4	5	6	8
Other/Unclassified Sales Workers	Supply	42	42	41	41	41	40	39	39	38	38	37
	Demand	42	42	42	41	40	40	39	39	39	39	38
	Workforce Gap	0	0	1	0	0	0	0	0	1	1	1
Machinery Operators and Drivers	Supply	2,763	2,724	2,681	2,636	2,589	2,539	2,469	2,395	2,319	2,241	2,162
	Demand	2,763	2,746	2,792	2,704	2,641	2,596	2,579	2,579	2,569	2,564	2,548
	Workforce Gap	0	22	110	68	52	57	111	184	249	323	386
Machine and Stationary Plant Operators	Supply	350	347	343	339	335	331	325	319	312	305	298
	Demand	350	350	370	346	329	318	317	321	321	324	323
	Workforce Gap	0	3	27	7	-6	-13	-8	2	9	19	24
Train Controllers, and Railway Signal, Track Plant and Other Stationary Plant Operators	Supply	213	211	209	206	203	201	197	193	189	184	180
	Demand	213	211	212	208	205	203	201	200	199	198	197
	Workforce Gap	0	0	3	2	2	2	4	8	10	14	17
Other/Unclassified Machine and Stationary Plant Operators	Supply	137	136	134	133	132	130	128	126	123	121	118
	Demand	137	139	159	138	124	115	115	120	122	126	126
	Workforce Gap	0	3	24	5	-8	-15	-13	-5	-1	5	8
Mobile Plant Operators	Supply	273	269	266	262	258	253	247	241	235	229	223
	Demand	273	274	296	272	253	243	242	247	249	252	251
	Workforce Gap	0	5	31	10	-4	-11	-6	6	13	23	29
Road and Rail Drivers	Supply	2,048	2,017	1,983	1,946	1,908	1,868	1,811	1,751	1,690	1,626	1,562
	Demand	2,048	2,030	2,025	1,995	1,973	1,954	1,939	1,928	1,915	1,903	1,890
	Workforce Gap	0	13	43	48	65	86	128	176	225	277	328
Train and Tram Drivers	Supply	1,832	1,804	1,774	1,742	1,709	1,673	1,623	1,569	1,514	1,458	1,400
	Demand	1,832	1,813	1,800	1,781	1,769	1,755	1,741	1,728	1,715	1,703	1,690
	Workforce Gap	0	9	25	39	60	81	118	159	201	245	290
Delivery Drivers	Supply	6	6	6	6	6	5	5	5	5	5	5
	Demand	6	6	6	6	6	5	5	5	5	5	5
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Truck Drivers	Supply	180	177	174	170	167	163	158	153	148	142	137
	Demand	180	180	189	178	169	164	163	165	165	166	166
	Workforce Gap	0	3	15	7	2	1	5	12	18	24	29
Other/Unclassified Road and Rail Drivers	Supply	31	30	29	28	27	26	25	24	22	21	20
	Demand	31	31	31	30	30	29	29	29	29	29	28
	Workforce Gap	0	1	2	2	3	3	4	5	6	7	8
Storepersons	Supply	60	59	59	58	58	57	56	55	55	54	53
	Demand	60	60	65	60	56	53	53	54	55	55	55
	Workforce Gap	0	0	6	1	-2	-4	-3	-1	0	2	2
General Clerical Workers	Supply	153	150	148	146	143	141	137	134	130	127	123
	Demand	153	152	153	149	146	144	143	143	142	141	140
	Workforce Gap	0	2	5	4	3	3	6	9	11	14	17
Other/Unclassified Machinery Operators and Drivers	Supply	32	32	31	31	30	30	29	29	28	27	26
	Demand	32	32	35	32	30	29	29	29	29	30	30
	Workforce Gap	0	0	3	1	-1	-1	-1	1	1	2	3
Labourers	Supply	1,084	1,073	1,063	1,051	1,040	1,027	1,011	994	977	959	940
	Demand	1,084	1,082	1,159	1,071	1,010	974	970	987	990	1,000	996
	Workforce Gap	0	9	97	19	-29	-54	-41	-7	13	41	56
Construction and Mining Labourers	Supply	903	896	889	881	872	863	850	837	823	808	793
	Demand	903	901	953	889	847	820	817	827	828	834	830
	Workforce Gap	0	5	64	8	-26	-43	-34	-10	5	26	37
Railway Track Workers	Supply	679	673	668	662	655	648	638	627	616	604	593
	Demand	679	672	673	661	653	646	641	638	634	630	626
	Workforce Gap	0	-1	5	0	-2	-2	3	11	18	26	34
Other/Unclassified Construction and Mining Labourers	Supply	224	223	221	219	217	215	213	210	207	204	201
	Demand	224	229	280	228	194	174	175	189	194	203	204
	Workforce Gap	0	6	59	9	-24	-41	-37	-21	-13	-1	3
Railways Assistants and Other Miscellaneous Labourers	Supply	98	96	93	91	89	87	85	83	81	79	77
	Demand	98	98	112	99	89	84	84	87	88	90	90
	Workforce Gap	0	3	18	8	0	-3	-1	4	7	11	13
Other/Unclassified Labourers	Supply	83	82	80	79	78	77	76	74	73	71	69
	Demand	83	83	95	83	75	70	70	73	74	76	76
	Workforce Gap	0	2	14	3	-4	-7	-6	-1	1	5	6
Inadequately described	Supply	123	110	98	87	78	69	66	63	60	58	56
	Demand	123	122	128	121	116	113	113	113	113	114	113
	Workforce Gap	0	13	30	34	39	44	47	51	53	56	57

Source: ABS, Oxford Economics Australia

5.8. Tasmania

Figure D.08. Tasmania, Workforce by Occupation, 2022-2032

Occupation	Sector	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
Managers	Supply	69	68	66	65	63	62	60	58	57	55	53
	Demand	69	66	63	56	57	57	56	53	50	50	49
	Workforce Gap	0	-1	-3	-9	-6	-5	-4	-5	-6	-5	-4
Specialist Managers	Supply	44	44	43	43	42	41	40	39	38	37	36
	Demand	44	43	40	35	36	36	35	34	31	31	31
	Workforce Gap	0	-1	-3	-7	-6	-5	-5	-6	-7	-6	-6
Advertising, Public Relations and Sales Managers	Supply	5	5	5	4	4	4	4	4	4	4	4
	Demand	5	4	4	4	4	4	4	4	4	4	4
	Workforce Gap	0	0	0	-1	0	0	0	0	-1	0	0
Business Administration Managers	Supply	15	15	15	15	15	14	14	14	13	13	13
	Demand	15	15	15	14	14	14	14	14	14	13	13
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	1
Construction, Distribution and Production Managers	Supply	23	23	23	22	22	21	21	20	20	19	19
	Demand	23	22	20	16	17	17	17	15	14	14	14
	Workforce Gap	0	-1	-2	-6	-5	-4	-4	-5	-6	-6	-5
Construction Managers	Supply	10	10	10	10	9	9	9	9	9	8	8
	Demand	10	9	7	4	5	5	5	4	2	2	2
	Workforce Gap	0	-1	-2	-5	-4	-4	-4	-5	-6	-6	-6
Engineering Managers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Construction, Distribution and Production Managers	Supply	13	13	13	12	12	12	12	11	11	11	10
	Demand	13	13	13	12	12	12	12	12	11	11	11
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	1
Other/Unclassified Specialist Managers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	0	1	1	1	0	0	0	0
	Workforce Gap	0	0	0	-1	0	0	0	-1	-1	-1	-1
Hospitality, Retail and Service Managers	Supply	15	14	14	13	13	12	12	12	11	11	10
	Demand	15	14	14	13	13	13	13	13	13	12	12
	Workforce Gap	0	0	0	0	1	1	1	1	2	2	2
Call or Contact Centre and Customer Service Managers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Rail Station, Transport Company, and Other Transport Services Managers	Supply	13	13	12	12	12	11	11	10	10	9	9
	Demand	13	13	13	13	13	13	13	12	12	12	12
	Workforce Gap	0	0	1	1	1	1	2	2	2	3	3
Other/Unclassified Hospitality, Retail and Service Managers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	0	0	0
	Workforce Gap	0	0	0	-1	-1	0	0	-1	-1	-1	-1
Other/Unclassified Managers	Supply	10	10	9	9	9	8	8	8	7	7	7
	Demand	10	9	9	7	8	8	8	7	6	6	6
	Workforce Gap	0	0	0	-1	-1	0	0	-1	-1	-1	0
Professionals	Supply	13	13	13	13	12	12	12	12	11	11	11
	Demand	13	13	12	10	10	10	10	9	9	8	8
	Workforce Gap	0	-1	-1	-3	-2	-2	-2	-2	-3	-3	-2
Arts and Media Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Business, Human Resource and Marketing Professionals	Supply	3	3	3	3	3	3	3	3	3	3	3
	Demand	3	3	3	2	2	2	2	2	2	2	2
	Workforce Gap	0	0	0	-1	-1	-1	-1	-1	-1	-1	-1
Accountants, Auditors and Company Secretaries	Supply	1	0	0	0	0	0	0	0	0	0	0
	Demand	1	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Human Resource and Training Professionals	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Information and Organisation Professionals	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Sales, Marketing and Public Relations Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Business, Human Resource and Marketing Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Design, Engineering, Science and Transport Professionals	Supply	3	3	3	3	3	3	3	3	3	3	3
	Demand	3	3	2	1	2	2	2	1	1	1	1
	Workforce Gap	0	0	-1	-2	-1	-1	-1	-2	-2	-2	-2

Source: ABS, Oxford Economics Australia

Architects, Designers, Planners and Surveyors	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Engineering Professionals	Supply	3	3	3	3	3	3	3	3	3	3	3
	Demand	3	3	2	1	1	2	1	1	1	1	1
	Workforce Gap	0	0	-1	-2	-1	-1	-1	-2	-2	-2	-2
Civil Engineering Professionals	Supply	2	2	2	2	2	2	2	2	2	2	2
	Demand	2	2	2	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	-1	-1	-1	-1	-1	-1	-1	-1	-1
Electrical Engineers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Construction, Distribution and Production Managers	Supply	23	23	23	22	22	21	21	20	20	19	19
	Demand	23	22	20	16	17	17	17	15	14	14	14
	Workforce Gap	0	-1	-2	-6	-5	-4	-4	-5	-6	-6	-5
Industrial, Mechanical and Production Engineers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Engineering Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Natural and Physical Science Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Design, Engineering, Science and Transport Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Occupational and Environmental Health Professionals	Supply	6	6	6	6	6	6	6	5	5	5	5
	Demand	6	6	6	6	6	6	6	6	6	5	5
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	1
ICT Professionals	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Technicians and Trades Workers	Supply	69	68	68	67	66	65	64	62	61	60	59
	Demand	69	66	61	53	54	55	53	50	46	46	45
	Workforce Gap	0	-3	-6	-14	-12	-10	-10	-12	-15	-14	-13
Engineering, ICT and Science Technicians	Supply	9	9	8	8	8	8	8	8	7	7	7
	Demand	9	8	7	6	6	6	6	6	5	5	5
	Workforce Gap	0	0	-1	-2	-2	-2	-2	-2	-2	-2	-2
Architectural, Building and Surveying Technicians	Supply	8	7	7	7	7	7	7	7	6	6	6
	Demand	8	7	6	5	5	5	5	5	4	4	4
	Workforce Gap	0	0	-1	-2	-2	-1	-1	-2	-2	-2	-2
Other/Unclassified Engineering, ICT and Science Technicians	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Automotive and Engineering Trades Workers	Supply	38	37	37	36	36	35	35	34	33	33	32
	Demand	38	36	35	32	32	32	32	30	29	29	28
	Workforce Gap	0	-1	-2	-5	-4	-3	-3	-4	-5	-4	-4
Automotive Electricians and Mechanics	Supply	9	9	9	9	9	9	9	8	8	8	8
	Demand	9	9	9	9	9	9	8	8	8	8	8
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Fabrication Engineering Trades Workers	Supply	4	4	4	4	4	4	4	4	4	4	4
	Demand	4	4	3	2	2	2	2	2	1	1	1
	Workforce Gap	0	0	-1	-2	-2	-2	-2	-2	-3	-3	-3
Mechanical Engineering Trades Workers	Supply	24	24	23	23	23	23	22	22	21	21	20
	Demand	24	23	23	21	21	21	21	20	20	20	19
	Workforce Gap	0	0	-1	-2	-2	-1	-1	-1	-1	-1	-1
Panelbeaters, and Vehicle Body Builders, Trimmers and Painters	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Automotive and Engineering Trades Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Construction Trades Workers	Supply	5	5	5	5	5	5	5	5	4	4	4
	Demand	5	4	4	2	2	3	2	2	1	1	1
	Workforce Gap	0	-1	-1	-3	-2	-2	-2	-3	-3	-3	-3

Source: ABS, Oxford Economics Australia

Bricklayers, and Carpenters and Joiners	Supply	3	3	3	2	2	2	2	2	2	2	2
	Demand	3	2	2	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	-1	-1	-1	-1	-1	-1	-2	-2	-2
Floor Finishers and Painting Trades Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Glaziers, Plasterers and Tilers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Plumbers	Supply	2	2	2	2	2	2	2	2	1	1	1
	Demand	2	1	1	1	1	1	1	1	0	0	0
	Workforce Gap	0	0	0	-1	-1	-1	-1	-1	-1	-1	-1
Construction, Distribution and Production Managers	Supply	23	23	23	22	22	21	21	20	20	19	19
	Demand	23	22	20	16	17	17	17	15	14	14	14
	Workforce Gap	0	-1	-2	-6	-5	-4	-4	-5	-6	-6	-5
Electricians	Supply	10	10	10	10	10	10	10	9	9	9	9
	Demand	10	10	10	9	9	9	9	9	9	8	8
	Workforce Gap	0	0	0	-1	-1	-1	-1	-1	-1	-1	-1
Electronics and Telecommunications Trades Workers	Supply	2	2	2	2	2	2	2	2	2	2	2
	Demand	2	2	2	1	2	2	2	1	1	1	1
	Workforce Gap	0	0	0	-1	-1	-1	-1	-1	-1	-1	-1
Other/Unclassified Electrotechnology and Telecommunications Trades Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Horticultural Trades Workers	Supply	3	3	3	3	3	3	3	3	3	3	3
	Demand	3	3	3	1	2	2	2	1	1	1	1
	Workforce Gap	0	0	-1	-2	-2	-1	-1	-2	-2	-2	-2
Other/Unclassified Technicians and Trades Workers	Supply	2	2	2	2	2	2	2	2	2	2	2
	Demand	2	2	1	1	1	1	1	1	0	0	0
	Workforce Gap	0	0	0	-1	-1	-1	-1	-1	-1	-1	-1
Community and Personal Service Workers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Security Officers and Guards	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Personal Service and Travel Workers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Community and Personal Service Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Clerical and Administrative Workers	Supply	48	48	47	46	46	45	44	43	42	41	39
	Demand	48	47	47	46	45	45	45	44	43	43	42
	Workforce Gap	0	0	0	-1	0	0	1	1	2	2	3
Office Managers and Program Administrators	Supply	12	11	11	11	11	11	10	10	10	10	9
	Demand	12	11	11	11	11	11	11	10	10	10	10
	Workforce Gap	0	0	0	0	0	0	0	0	0	1	1
Personal Assistants and Secretaries	Supply	1	1	1	1	1	1	1	1	1	0	0
	Demand	1	1	1	1	1	1	1	1	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
General Clerical Workers	Supply	7	7	7	7	7	6	6	6	6	6	6
	Demand	7	7	7	7	7	7	6	6	6	6	6
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	1
Inquiry Clerks and Receptionists	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Numerical Clerks	Supply	3	3	3	3	3	3	2	2	2	2	2
	Demand	3	3	3	3	3	3	2	2	2	2	2
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Accounting Clerks and Bookkeepers	Supply	3	3	3	3	3	3	2	2	2	2	2
	Demand	3	3	3	3	3	3	2	2	2	2	2
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Numerical Clerks	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other Clerical and Administrative Workers	Supply	25	25	24	24	24	23	23	23	22	22	21
	Demand	25	25	24	24	24	24	23	23	23	23	23
	Workforce Gap	0	0	0	0	0	0	0	1	1	1	2

Source: ABS, Oxford Economics Australia

Logistics Clerks	Supply	18	18	17	17	17	17	16	16	16	15	15
	Demand	18	18	17	17	17	17	17	17	16	16	16
	Workforce Gap	0	0	0	0	0	0	0	0	1	1	1
Other/Unclassified Other Clerical and Administrative Workers	Supply	7	7	7	7	7	7	7	6	6	6	6
	Demand	7	7	7	7	7	7	7	7	7	7	6
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Clerical and Administrative Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	Supply	2	2	2	2	2	1	1	1	1	1	1
	Demand	2	2	2	2	2	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Ticket Salespersons	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Sales Workers	Supply	2	2	2	2	2	1	1	1	1	1	1
	Demand	2	2	2	2	2	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Machinery Operators and Drivers	Supply	167	164	162	159	156	153	148	143	138	133	128
	Demand	167	163	157	148	149	148	146	142	138	136	135
	Workforce Gap	0	-2	-4	-11	-7	-4	-2	-1	-1	3	7
Machine and Stationary Plant Operators	Supply	49	48	48	47	46	46	45	44	43	41	40
	Demand	49	48	47	45	45	45	44	43	42	42	41
	Workforce Gap	0	0	-1	-2	-2	-1	-1	-1	-1	0	1
Train Controllers, and Railway Signal, Track Plant and Other Stationary Plant Operators	Supply	35	34	34	33	33	32	32	31	30	29	28
	Demand	35	34	34	33	33	33	33	32	32	31	31
	Workforce Gap	0	0	0	0	0	0	1	1	2	2	3
Other/Unclassified Machine and Stationary Plant Operators	Supply	14	14	14	14	13	13	13	13	12	12	12
	Demand	14	14	13	11	12	12	11	11	10	10	10
	Workforce Gap	0	0	-1	-2	-2	-2	-2	-2	-2	-2	-2
Mobile Plant Operators	Supply	28	27	27	26	26	26	25	24	24	23	22
	Demand	28	26	24	19	20	20	20	18	16	16	16
	Workforce Gap	0	-1	-3	-7	-6	-5	-5	-6	-7	-7	-6
Road and Rail Drivers	Supply	88	86	85	83	81	79	76	73	70	66	63
	Demand	88	87	85	82	82	82	81	79	78	77	76
	Workforce Gap	0	0	0	-1	1	2	4	6	8	11	13
Train and Tram Drivers	Supply	63	62	61	60	58	57	55	53	50	47	45
	Demand	63	62	62	61	61	60	59	59	58	58	57
	Workforce Gap	0	0	1	1	2	3	5	6	8	10	12
Delivery Drivers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Truck Drivers	Supply	20	19	19	19	18	18	17	17	16	16	15
	Demand	20	19	18	16	17	17	16	16	15	15	14
	Workforce Gap	0	0	-1	-2	-2	-1	-1	-1	-1	-1	0
Other/Unclassified Road and Rail Drivers	Supply	5	5	5	4	4	4	4	4	3	3	3
	Demand	5	5	5	5	5	5	5	5	5	5	5
	Workforce Gap	0	0	0	0	1	1	1	1	1	1	2
Storepersons	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	0	0	1	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
General Clerical Workers	Supply	7	7	7	7	7	6	6	6	6	6	6
	Demand	7	7	7	7	7	7	6	6	6	6	6
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	1
Other/Unclassified Machinery Operators and Drivers	Supply	2	2	2	2	2	2	2	2	2	1	1
	Demand	2	2	2	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Labourers	Supply	47	47	46	46	45	45	44	43	43	42	41
	Demand	47	46	44	41	41	41	41	39	38	37	37
	Workforce Gap	0	-1	-2	-5	-4	-4	-4	-4	-5	-4	-4
Construction and Mining Labourers	Supply	41	41	40	40	39	39	38	38	37	36	36
	Demand	41	40	38	36	36	36	36	35	33	33	33
	Workforce Gap	0	-1	-2	-4	-3	-3	-3	-3	-4	-3	-3
Railway Track Workers	Supply	28	28	28	28	27	27	27	26	26	25	25
	Demand	28	28	28	27	27	27	27	26	26	26	26
	Workforce Gap	0	0	0	0	0	0	0	0	0	1	1
Other/Unclassified Construction and Mining Labourers	Supply	13	12	12	12	12	12	12	12	11	11	11
	Demand	13	12	11	9	9	9	9	8	7	7	7
	Workforce Gap	0	-1	-2	-3	-3	-3	-3	-3	-4	-4	-4
Railways Assistants and Other Miscellaneous Labourers	Supply	2	2	2	2	2	2	1	1	1	1	1
	Demand	2	2	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Labourers	Supply	5	5	5	5	5	4	4	4	4	4	4
	Demand	5	5	4	4	4	4	4	3	3	3	3
	Workforce Gap	0	0	0	-1	-1	-1	-1	-1	-1	-1	-1
Inadequately described	Supply	16	14	12	11	9	8	8	7	7	6	6
	Demand	16	16	15	15	15	15	15	14	14	14	14
	Workforce Gap	0	2	3	4	5	7	7	7	7	7	8

Source: ABS, Oxford Economics Australia

5.9. Northern Territory

Figure D.09. Northern Territory, Workforce by Occupation, 2022-2032

Occupation	Sector	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
Managers	Supply	9	9	9	9	8	8	8	8	8	7	7
	Demand	9	7	7	6	6	6	6	6	6	6	6
	Workforce Gap	0	-2	-2	-3	-2	-2	-2	-2	-2	-2	-2
Specialist Managers	Supply	6	6	6	6	5	5	5	5	5	5	5
	Demand	6	4	4	4	4	4	4	4	4	4	4
	Workforce Gap	0	-1	-1	-2	-1	-1	-1	-1	-1	-1	-1
Advertising, Public Relations and Sales Managers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Business Administration Managers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Construction, Distribution and Production Managers	Supply	3	3	3	3	3	3	3	3	3	3	3
	Demand	3	2	2	2	2	2	2	2	2	2	2
	Workforce Gap	0	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1
Construction Managers	Supply	2	2	2	2	2	2	2	2	2	1	1
	Demand	2	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1
Engineering Managers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Construction, Distribution and Production Managers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Specialist Managers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Hospitality, Retail and Service Managers	Supply	2	2	2	2	2	2	2	2	2	2	2
	Demand	2	2	2	2	2	2	2	2	2	2	2
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Call or Contact Centre and Customer Service Managers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Rail Station, Transport Company, and Other Transport Services Managers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Hospitality, Retail and Service Managers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Managers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	-1	-1	-1	-1	0	-1	-1	-1	-1	0
Professionals	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1
Arts and Media Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Business, Human Resource and Marketing Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Accountants, Auditors and Company Secretaries	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Human Resource and Training Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Information and Organisation Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Sales, Marketing and Public Relations Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Business, Human Resource and Marketing Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Design, Engineering, Science and Transport Professionals	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0

Source: ABS, Oxford Economics Australia

Architects, Designers, Planners and Surveyors	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Engineering Professionals	Supply	1	1	1	1	1	1	1	0	0	0	0
	Demand	1	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Civil Engineering Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Electrical Engineers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Construction, Distribution and Production Managers	Supply	3	3	3	3	3	3	3	3	3	3	3
	Demand	3	2	2	2	2	2	2	2	2	2	2
	Workforce Gap	0	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1
Industrial, Mechanical and Production Engineers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Engineering Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Natural and Physical Science Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Design, Engineering, Science and Transport Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Occupational and Environmental Health Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
ICT Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Technicians and Trades Workers	Supply	17	17	16	16	16	16	16	15	15	15	15
	Demand	17	13	13	12	12	12	11	11	11	11	11
	Workforce Gap	0	-4	-4	-4	-4	-4	-4	-4	-4	-4	-4
Engineering, ICT and Science Technicians	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	-1	0	-1	-1	0	-1	-1	-1	-1	0
Architectural, Building and Surveying Technicians	Supply	1	1	1	1	1	1	1	1	1	1	0
	Demand	1	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Engineering, ICT and Science Technicians	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Automotive and Engineering Trades Workers	Supply	6	6	6	6	6	6	6	6	6	6	6
	Demand	6	5	5	5	5	5	5	5	5	5	5
	Workforce Gap	0	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1
Automotive Electricians and Mechanics	Supply	3	3	3	3	3	3	3	3	3	3	3
	Demand	3	3	3	3	2	3	2	2	2	2	2
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Fabrication Engineering Trades Workers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	-1	-1	0	-1	-1	-1	-1	-1
Mechanical Engineering Trades Workers	Supply	2	2	2	2	2	2	2	2	2	2	2
	Demand	2	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	-1	-1	0	-1	-1	-1	-1	-1
Panelbeaters, and Vehicle Body Builders, Trimmers and Painters	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Automotive and Engineering Trades Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Construction Trades Workers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	0	0	1	0	0	0	0	0
	Workforce Gap	0	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1

Source: ABS, Oxford Economics Australia

Bricklayers, and Carpenters and Joiners	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	-1	-1	0	-1	-1	-1	-1	-1
Floor Finishers and Painting Trades Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Glaziers, Plasterers and Tilers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Plumbers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Construction, Distribution and Production Managers	Supply	3	3	3	3	3	3	3	3	3	3	3
	Demand	3	2	2	2	2	2	2	2	2	2	2
	Workforce Gap	0	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1
Electricians	Supply	6	6	6	6	6	6	6	6	6	5	5
	Demand	6	6	6	6	6	6	5	5	5	5	5
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Electronics and Telecommunications Trades Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Electrotechnology and Telecommunications Trades Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Horticultural Trades Workers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	0	0	1	0	0	0	0	0
	Workforce Gap	0	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1
Other/Unclassified Technicians and Trades Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Community and Personal Service Workers	Supply	4	4	4	4	4	4	3	3	3	3	3
	Demand	4	3	3	3	3	3	3	3	3	3	3
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Security Officers and Guards	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Personal Service and Travel Workers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Community and Personal Service Workers	Supply	2	2	2	2	2	2	2	2	2	2	2
	Demand	2	2	2	2	2	2	2	2	2	2	2
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Clerical and Administrative Workers	Supply	10	10	9	9	9	9	9	9	9	8	8
	Demand	10	9	9	9	9	9	9	9	9	9	8
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Office Managers and Program Administrators	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Personal Assistants and Secretaries	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
General Clerical Workers	Supply	3	3	3	3	3	3	3	3	3	3	3
	Demand	3	3	3	3	3	3	3	3	3	3	3
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Inquiry Clerks and Receptionists	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Numerical Clerks	Supply	2	1	1	1	1	1	1	1	1	1	1
	Demand	2	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Accounting Clerks and Bookkeepers	Supply	2	1	1	1	1	1	1	1	1	1	1
	Demand	2	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Numerical Clerks	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other Clerical and Administrative Workers	Supply	3	3	3	3	3	3	3	3	3	2	2
	Demand	3	3	3	3	3	3	3	3	3	3	3
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0

Source: ABS, Oxford Economics Australia

Logistics Clerks	Supply	3	3	3	3	3	3	3	3	2	2	2
	Demand	3	3	3	3	3	3	3	3	3	3	3
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Other Clerical and Administrative Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Clerical and Administrative Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Ticket Salespersons	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Sales Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Machinery Operators and Drivers	Supply	74	73	72	71	70	69	68	66	64	62	61
	Demand	74	70	70	68	68	68	66	66	65	64	64
	Workforce Gap	0	-3	-3	-3	-2	-2	-1	0	1	2	3
Machine and Stationary Plant Operators	Supply	14	14	14	14	13	13	13	13	12	12	12
	Demand	14	13	13	13	13	13	13	12	12	12	12
	Workforce Gap	0	-1	-1	-1	-1	0	-1	0	0	0	0
Train Controllers, and Railway Signal, Track Plant and Other Stationary Plant Operators	Supply	11	11	11	11	11	10	10	10	10	10	9
	Demand	11	11	11	11	11	11	11	10	10	10	10
	Workforce Gap	0	0	0	0	0	0	0	0	1	1	1
Other/Unclassified Machine and Stationary Plant Operators	Supply	3	3	3	3	3	3	3	3	3	2	2
	Demand	3	2	2	2	2	2	2	2	2	2	2
	Workforce Gap	0	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1
Mobile Plant Operators	Supply	11	11	11	11	11	11	10	10	10	10	9
	Demand	11	10	10	9	9	9	9	9	9	9	9
	Workforce Gap	0	-1	-1	-2	-2	-1	-1	-1	-1	-1	-1
Road and Rail Drivers	Supply	48	47	47	46	46	45	44	43	42	40	39
	Demand	48	47	47	46	46	45	45	44	44	43	43
	Workforce Gap	0	0	0	0	0	0	1	1	2	3	4
Train and Tram Drivers	Supply	37	36	36	35	35	34	34	33	32	31	30
	Demand	37	36	36	36	35	35	34	34	34	33	33
	Workforce Gap	0	0	0	0	0	0	1	1	2	2	3
Delivery Drivers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Truck Drivers	Supply	8	8	8	8	8	7	7	7	7	7	6
	Demand	8	8	7	7	7	7	7	7	7	7	7
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Road and Rail Drivers	Supply	3	3	3	3	3	3	3	3	2	2	2
	Demand	3	3	3	3	3	3	3	3	3	3	3
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Storepersons	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
General Clerical Workers	Supply	3	3	3	3	3	3	3	3	3	3	3
	Demand	3	3	3	3	3	3	3	3	3	3	3
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Machinery Operators and Drivers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Labourers	Supply	12	12	12	11	11	11	11	10	10	10	10
	Demand	12	11	11	10	10	10	10	10	10	10	10
	Workforce Gap	0	-1	-1	-1	-1	-1	-1	-1	0	0	0
Construction and Mining Labourers	Supply	11	10	10	10	10	10	10	9	9	8	9
	Demand	11	10	10	9	9	9	9	9	9	9	9
	Workforce Gap	0	-1	-1	-1	-1	0	0	0	0	0	0
Railway Track Workers	Supply	8	8	8	7	7	7	7	7	6	6	6
	Demand	8	8	8	8	8	8	7	7	7	7	7
	Workforce Gap	0	0	0	0	0	0	0	1	1	1	1
Other/Unclassified Construction and Mining Labourers	Supply	3	3	3	3	3	2	2	2	2	2	2
	Demand	3	2	2	2	2	2	2	2	2	2	2
	Workforce Gap	0	-1	-1	-1	-1	-1	-1	-1	-1	-1	-1
Railways Assistants and Other Miscellaneous Labourers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other/Unclassified Labourers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Inadequately described	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0

Source: ABS, Oxford Economics Australia

5.10. Australian Capital Territory

Figure D.10. Australian Capital Territory, Workforce by Occupation, 2022-2032

Occupation	Sector	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
Managers	Supply	16	16	16	16	16	15	15	15	15	14	14
	Demand	16	25	65	78	95	145	144	151	144	73	63
	Workforce Gap	0	9	49	62	80	129	128	136	129	59	49
Specialist Managers	Supply	11	11	11	11	10	10	10	10	10	10	10
	Demand	11	18	48	59	71	108	106	110	103	48	40
	Workforce Gap	0	7	38	48	61	98	96	100	93	38	30
Advertising, Public Relations and Sales Managers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	1	3	3	4	6	5	5	4	1	0
	Workforce Gap	0	0	2	3	4	6	5	5	4	1	0
Business Administration Managers	Supply	4	4	4	4	4	4	4	4	4	4	4
	Demand	4	5	10	11	14	21	23	26	26	19	18
	Workforce Gap	0	1	6	7	10	17	19	22	23	16	15
Construction, Distribution and Production Managers	Supply	5	5	5	5	5	5	5	4	4	4	4
	Demand	5	10	31	39	46	71	66	67	60	19	14
	Workforce Gap	0	5	27	34	42	66	62	62	55	15	9
Construction Managers	Supply	2	2	2	2	2	2	2	2	2	2	2
	Demand	2	7	22	28	32	49	45	44	37	7	2
	Workforce Gap	0	4	20	25	30	47	42	42	35	4	0
Engineering Managers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	2	3	4	6	5	5	4	1	0
	Workforce Gap	0	0	2	3	4	6	5	5	4	1	0
Other/Unclassified Construction, Distribution and Production Managers	Supply	2	2	2	2	2	2	2	2	2	2	2
	Demand	2	3	7	8	10	16	17	18	18	12	11
	Workforce Gap	0	1	5	6	8	13	14	16	16	10	9
Other/Unclassified Specialist Managers	Supply	2	2	2	2	2	2	2	1	1	1	1
	Demand	2	2	5	6	7	11	11	12	13	8	8
	Workforce Gap	0	1	3	4	6	9	10	11	11	7	6
Hospitality, Retail and Service Managers	Supply	4	4	4	4	4	4	4	4	3	3	3
	Demand	4	5	8	9	13	19	21	24	25	20	20
	Workforce Gap	0	1	5	6	9	15	18	21	22	17	16
Call or Contact Centre and Customer Service Managers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	1	1	2	3	2	2	2	0	0
	Workforce Gap	0	0	1	1	2	3	2	2	2	0	0
Rail Station, Transport Company, and Other Transport Services Managers	Supply	4	4	4	4	4	4	4	3	3	3	3
	Demand	4	4	5	6	8	12	15	18	20	20	20
	Workforce Gap	0	0	2	2	4	8	11	14	17	16	16
Other/Unclassified Hospitality, Retail and Service Managers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	2	2	3	5	4	4	3	0	0
	Workforce Gap	0	0	2	2	2	3	4	4	3	0	0
Other/Unclassified Managers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	3	8	10	12	17	16	16	15	5	3
	Workforce Gap	0	1	6	8	10	16	15	15	13	4	2
Professionals	Supply	9	8	8	8	8	8	8	8	8	8	8
	Demand	9	14	40	49	59	91	89	92	86	40	33
	Workforce Gap	0	6	32	41	51	83	81	84	79	32	26
Arts and Media Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Business, Human Resource and Marketing Professionals	Supply	3	3	3	3	3	3	3	3	3	3	3
	Demand	3	5	11	14	17	25	25	26	25	13	11
	Workforce Gap	0	1	8	11	14	22	22	23	22	10	9
Accountants, Auditors and Company Secretaries	Supply	2	2	2	2	2	2	2	2	2	2	2
	Demand	2	2	5	6	7	11	12	13	13	8	8
	Workforce Gap	0	1	3	4	6	9	10	11	11	7	6
Human Resource and Training Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	1	2	2	3	3	3	3	0	0
	Workforce Gap	0	0	1	2	2	3	3	3	3	0	0
Information and Organisation Professionals	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	2	3	4	5	7	7	7	7	4	3
	Workforce Gap	0	0	2	3	4	6	6	6	6	3	2
Sales, Marketing and Public Relations Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	1	2	2	3	3	3	2	0	0
	Workforce Gap	0	0	1	2	2	3	3	3	2	0	0
Other/Unclassified Business, Human Resource and Marketing Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	1	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Design, Engineering, Science and Transport Professionals	Supply	5	4	4	4	4	4	4	4	4	4	4
	Demand	5	8	23	28	34	52	50	52	49	21	18
	Workforce Gap	0	4	18	24	30	48	46	48	44	17	14

Source: ABS, Oxford Economics Australia

Architects, Designers, Planners and Surveyors	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	1	2	3	3	5	5	5	4	1	0
	Workforce Gap	0	0	2	3	3	5	4	4	4	0	0
Engineering Professionals	Supply	4	4	4	4	4	3	3	3	3	3	3
	Demand	4	7	19	24	29	44	43	45	42	18	15
	Workforce Gap	0	3	16	20	25	41	40	41	38	15	12
Civil Engineering Professionals	Supply	3	3	3	3	3	3	3	3	3	3	3
	Demand	3	5	12	14	17	26	27	28	28	16	15
	Workforce Gap	0	2	8	10	14	23	23	25	25	13	12
Electrical Engineers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	2	3	3	5	5	5	4	1	0
	Workforce Gap	0	0	2	3	3	5	5	5	4	0	0
Construction, Distribution and Production Managers	Supply	5	5	5	5	5	5	5	4	4	4	4
	Demand	5	10	31	39	46	71	66	67	60	19	14
	Workforce Gap	0	5	27	34	42	66	62	62	55	15	9
Industrial, Mechanical and Production Engineers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	1	4	5	6	9	8	8	7	1	0
	Workforce Gap	0	1	4	5	5	8	8	8	6	1	0
Other/Unclassified Engineering Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	2	2	3	4	4	4	3	0	0
	Workforce Gap	0	0	2	2	3	4	4	4	3	0	0
Natural and Physical Science Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	1	1	1	1	2	2	3	3	2	2
	Workforce Gap	0	0	1	1	1	2	2	2	2	2	2
Other/Unclassified Design, Engineering, Science and Transport Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Occupational and Environmental Health Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	1	2	2	3	3	3	2	0	0
	Workforce Gap	0	0	1	2	2	3	3	3	2	0	0
ICT Professionals	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	4	5	6	9	9	9	9	5	4
	Workforce Gap	0	1	3	4	5	8	8	8	8	4	3
Other/Unclassified Professionals	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	1	1	1	2	2	2	1	0	0
	Workforce Gap	0	0	1	1	1	2	2	2	1	0	0
Technicians and Trades Workers	Supply	22	22	22	22	21	21	21	21	20	20	20
	Demand	22	42	103	126	152	232	225	233	217	96	80
	Workforce Gap	0	20	81	104	131	211	204	212	196	76	61
Engineering, ICT and Science Technicians	Supply	2	2	2	2	2	2	2	2	2	2	2
	Demand	2	5	17	22	26	40	36	36	31	7	4
	Workforce Gap	0	3	16	20	24	38	35	34	30	6	2
Architectural, Building and Surveying Technicians	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	3	12	15	17	26	24	23	20	3	1
	Workforce Gap	0	2	11	14	16	25	23	22	19	2	0
Other/Unclassified Engineering, ICT and Science Technicians	Supply	1	1	1	1	1	1	1	1	1	0	0
	Demand	1	1	6	7	9	13	13	13	11	4	3
	Workforce Gap	0	1	5	7	8	13	12	12	11	3	3
Automotive and Engineering Trades Workers	Supply	7	7	7	7	7	7	7	7	7	7	7
	Demand	7	12	35	43	53	82	82	86	82	42	38
	Workforce Gap	0	4	28	36	46	75	75	79	75	35	31
Automotive Electricians and Mechanics	Supply	5	5	5	5	5	4	4	4	4	4	4
	Demand	5	5	8	9	12	18	21	25	27	24	23
	Workforce Gap	0	0	4	4	7	13	17	20	22	19	19
Fabrication Engineering Trades Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	1	4	5	6	9	8	8	7	1	0
	Workforce Gap	0	1	4	5	6	9	8	8	7	1	0
Mechanical Engineering Trades Workers	Supply	3	3	3	3	3	2	2	2	2	2	2
	Demand	3	5	22	27	33	50	48	49	45	17	14
	Workforce Gap	0	3	19	24	30	48	46	47	43	15	12
Panelbeaters, and Vehicle Body Builders, Trimmers and Painters	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	1	1	2	2	2	2	2	0	0
	Workforce Gap	0	0	1	1	2	2	2	2	2	0	0
Other/Unclassified Automotive and Engineering Trades Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	1	1	1	2	2	2	1	0	0
	Workforce Gap	0	0	1	1	1	2	2	2	1	0	0
Construction Trades Workers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	9	12	15	17	27	24	24	20	3	1
	Workforce Gap	0	7	10	13	16	25	23	22	19	2	0

Source: ABS, Oxford Economics Australia

Bricklayers, and Carpenters and Joiners	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	4	5	7	8	12	11	11	9	1	0
	Workforce Gap	0	3	5	6	7	11	10	10	8	1	0
Floor Finishers and Painting Trades Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	1	1	2	2	3	3	3	2	0	0
	Workforce Gap	0	1	1	2	2	3	3	3	2	0	0
Glaziers, Plasterers and Tilers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	2	2	2	3	4	4	4	3	1	0
	Workforce Gap	0	1	1	2	2	4	3	3	3	0	0
Plumbers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	2	3	4	5	8	7	7	6	1	0
	Workforce Gap	0	2	3	4	5	7	7	6	5	0	0
Construction, Distribution and Production Managers	Supply	5	5	5	5	5	5	5	4	4	4	4
	Demand	5	10	31	39	46	71	66	67	60	19	14
	Workforce Gap	0	5	27	34	42	66	62	62	55	15	9
Electricians	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	3	17	22	26	40	36	35	30	4	0
	Workforce Gap	0	3	17	22	25	40	36	35	30	4	0
Electronics and Telecommunications Trades Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	1	5	6	7	11	10	10	8	1	0
	Workforce Gap	0	1	4	6	7	11	10	9	8	1	0
Other/Unclassified Electrotechnology and Telecommunications Trades Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	1	1	1	1	1	1	1	0	0
	Workforce Gap	0	0	1	1	1	1	1	1	1	0	0
Horticultural Trades Workers	Supply	11	11	11	10	10	10	10	10	10	10	9
	Demand	11	11	13	13	17	23	28	33	37	37	37
	Workforce Gap	0	0	2	3	7	13	18	24	28	27	27
Other/Unclassified Technicians and Trades Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	1	4	5	5	8	7	7	6	1	0
	Workforce Gap	0	1	3	4	5	8	7	7	6	1	0
Community and Personal Service Workers	Supply	2	2	2	2	2	2	2	2	2	2	2
	Demand	2	2	4	4	4	8	8	8	7	6	6
	Workforce Gap	0	0	1	2	2	6	6	6	5	4	4
Security Officers and Guards	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	1	1	1	1	1	1	0	0
	Workforce Gap	0	0	0	1	1	1	1	1	1	0	0
Personal Service and Travel Workers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	1	3	2	2	2	2	2
	Workforce Gap	0	0	0	0	0	2	2	2	2	2	2
Other/Unclassified Community and Personal Service Workers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	2	2	2	4	4	4	4	4	3
	Workforce Gap	0	0	1	1	1	3	3	3	3	2	2
Clerical and Administrative Workers	Supply	24	24	24	23	23	23	22	22	22	21	21
	Demand	24	25	35	37	51	75	91	108	120	113	111
	Workforce Gap	0	1	12	13	28	52	69	86	98	91	90
Office Managers and Program Administrators	Supply	4	4	4	4	4	4	4	3	3	3	3
	Demand	4	4	7	7	9	13	15	17	19	16	15
	Workforce Gap	0	0	3	3	6	10	12	14	15	12	12
Personal Assistants and Secretaries	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	1	1	1	1	2	2	2	1	1
	Workforce Gap	0	0	0	1	1	1	1	2	2	1	1
General Clerical Workers	Supply	4	4	4	4	4	4	4	3	3	3	3
	Demand	4	4	6	6	8	12	14	17	19	18	18
	Workforce Gap	0	0	2	2	4	8	11	14	16	14	14
Inquiry Clerks and Receptionists	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	2	2	3	4	4	5	4	4
	Workforce Gap	0	0	1	1	1	2	3	4	4	4	4
Numerical Clerks	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	3	3	4	5	5	6	5	3	3
	Workforce Gap	0	0	1	2	2	4	4	5	4	2	2
Accounting Clerks and Bookkeepers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	3	3	4	5	5	6	5	3	3
	Workforce Gap	0	0	1	2	2	4	4	5	4	2	2
Other/Unclassified Numerical Clerks	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	0	0	0	0	0	0	0
	Workforce Gap	0	0	0	0	0	0	0	0	0	0	0
Other Clerical and Administrative Workers	Supply	13	13	13	13	13	13	12	12	12	12	12
	Demand	13	13	17	17	25	37	47	57	65	65	65
	Workforce Gap	0	0	4	4	12	25	35	45	53	54	54

Source: ABS, Oxford Economics Australia

Logistics Clerks	Supply	11	11	11	11	11	11	10	10	10	10	10
	Demand	11	11	14	15	21	31	40	48	55	55	55
	Workforce Gap	0	0	4	4	10	21	29	38	45	45	45
Other/Unclassified Other Clerical and Administrative Workers	Supply	2	2	2	2	2	2	2	2	2	2	2
	Demand	2	2	3	3	4	6	7	9	10	10	10
	Workforce Gap	0	0	1	1	2	4	6	7	8	8	8
Other/Unclassified Clerical and Administrative Workers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	2	3	3	4	5	4	4
	Workforce Gap	0	0	0	0	1	2	3	3	4	4	4
Sales Workers	Supply	3	3	3	3	3	3	3	3	3	3	3
	Demand	3	3	4	4	6	8	11	13	15	15	15
	Workforce Gap	0	0	1	1	3	5	8	10	12	12	12
Ticket Salespersons	Supply	2	2	2	2	2	2	2	2	2	2	2
	Demand	2	2	3	3	4	6	8	10	11	12	12
	Workforce Gap	0	0	1	1	2	4	6	8	9	10	10
Other/Unclassified Sales Workers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	1	1	2	2	3	3	4	4	4
	Workforce Gap	0	0	0	0	1	1	2	2	3	3	3
Machinery Operators and Drivers	Supply	38	37	37	36	36	35	35	34	33	32	32
	Demand	38	40	69	76	97	143	159	179	189	153	147
	Workforce Gap	0	3	32	39	62	107	124	145	156	121	115
Machine and Stationary Plant Operators	Supply	8	8	8	8	7	7	7	7	7	7	7
	Demand	8	8	16	18	24	36	39	44	46	36	34
	Workforce Gap	0	1	9	11	16	28	32	37	39	29	27
Train Controllers, and Railway Signal, Track Plant and Other Stationary Plant Operators	Supply	7	7	7	7	7	7	6	6	6	6	6
	Demand	7	7	10	10	14	21	26	31	35	34	33
	Workforce Gap	0	0	3	3	7	14	19	24	29	28	27
Other/Unclassified Machine and Stationary Plant Operators	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	2	7	9	10	15	14	13	11	2	1
	Workforce Gap	0	1	6	8	9	14	13	12	10	1	0
Mobile Plant Operators	Supply	6	6	6	5	5	5	5	5	5	5	5
	Demand	6	7	16	18	21	29	27	26	23	7	5
	Workforce Gap	0	1	10	13	15	24	22	21	18	3	0
Road and Rail Drivers	Supply	24	23	23	23	23	22	22	21	21	20	20
	Demand	24	24	34	35	48	71	87	102	114	108	107
	Workforce Gap	0	1	11	12	26	49	65	81	93	88	87
Train and Tram Drivers	Supply	15	15	15	15	15	14	14	14	14	14	13
	Demand	15	15	19	19	28	41	53	65	74	75	75
	Workforce Gap	0	0	4	4	13	27	39	51	60	62	62
Delivery Drivers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	0	0	1	1	1	1	1	1	1
	Workforce Gap	0	0	0	0	0	1	1	1	1	1	1
Truck Drivers	Supply	4	4	4	4	4	4	4	4	3	3	3
	Demand	4	4	9	10	12	17	17	17	17	10	9
	Workforce Gap	0	1	5	6	8	13	13	14	13	7	6
Other/Unclassified Road and Rail Drivers	Supply	4	4	4	4	4	4	4	4	3	3	3
	Demand	4	4	6	6	8	12	16	19	22	22	22
	Workforce Gap	0	0	2	2	4	8	12	16	19	19	19
Storepersons	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	2	3	3	5	4	4	4	1	1
	Workforce Gap	0	0	2	2	3	4	4	4	4	1	1
General Clerical Workers	Supply	4	4	4	4	4	4	4	3	3	3	3
	Demand	4	4	6	6	8	12	14	17	19	18	18
	Workforce Gap	0	0	2	2	4	8	11	14	16	14	14
Other/Unclassified Machinery Operators and Drivers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	1	1	2	2	2	2	2	0	0
	Workforce Gap	0	0	1	1	1	2	2	2	2	0	0
Labourers	Supply	14	14	14	13	13	13	13	13	13	13	12
	Demand	14	17	56	68	81	121	116	118	109	46	36
	Workforce Gap	0	4	43	55	68	108	103	106	96	33	24
Construction and Mining Labourers	Supply	7	6	6	6	6	6	6	6	6	6	6
	Demand	7	9	33	41	47	70	63	62	54	12	6
	Workforce Gap	0	2	27	35	41	63	57	56	47	6	0
Railway Track Workers	Supply	0	0	0	0	0	0	0	0	0	0	0
	Demand	0	0	2	3	3	5	5	5	4	1	0
	Workforce Gap	0	0	2	3	3	5	5	5	4	1	0
Other/Unclassified Construction and Mining Labourers	Supply	7	6	6	6	6	6	6	6	6	6	6
	Demand	7	9	31	38	44	64	59	57	50	12	6
	Workforce Gap	0	2	25	32	37	58	52	51	43	6	0
Railways Assistants and Other Miscellaneous Labourers	Supply	1	1	1	1	1	1	1	1	1	1	1
	Demand	1	1	4	5	6	8	8	8	8	4	3
	Workforce Gap	0	0	3	4	5	8	7	8	7	3	2
Other/Unclassified Labourers	Supply	6	6	6	6	6	6	6	6	6	6	6
	Demand	6	7	19	23	28	43	44	48	47	30	27
	Workforce Gap	0	1	13	17	22	37	38	42	42	24	21
Inadequately described	Supply	4	4	3	3	3	2	2	2	2	2	2
	Demand	4	5	8	9	12	17	20	22	24	19	19
	Workforce Gap	0	1	5	6	9	15	17	20	22	17	17

Source: ABS, Oxford Economics Australia

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