



eS4W: WAVE Career Pathways for Women and Girls

Emergent and Non-traditional Occupations and Industries (Viable Work)

Women in Adult and Vocational Education Inc and economic Security 4 Women

2011

This project aims to build a map of viable work for Australian women by identifying industries & occupations with viable career pathways – work that is emergent, in identified areas of existing &/or potential skills shortages; including non traditional fields - where existing participation of women remains at a low ratio. WAVE is concerned about the continuing inequities experienced by many women in work, including that mirrored by enrolments in the VET sector. Investment in accessible, affordable and relevant education and training for women and girls must be increased. The gap in equitable employment outcomes must be addressed. Vocational training in areas of high skill demand and in the emerging green economy is also essential for women.

In summary:

- Women are concentrated in feminised fields of work and training.
- Women are under-represented in emerging and growth areas with better than average remuneration opportunities, such as green industries, technology, mining industries and managerial occupations.
- Women are concentrated in casual and part-time work, which makes them vulnerable in times of economic downturn while also providing them with less opportunity for work based training and career progression.
- Women's earnings on average are below those of men.
- Significantly more women than men live in poverty and below the poverty line.

Viability Indicators

WAVE proposes to investigate and then promote the notion of the career viability (industry and occupation) for women through available information via www.joboutlook.gov.au

The factors we are considering to identify viable work include the requirement that an industry &/or occupation will:

- have a good record of employment opportunities, supported by identifiable pathways to careers that evolve from such employment
- recognise skills, and expertise in pay levels and work conditions and/or offer above average remuneration opportunities
- expect growth or are sustaining themselves
- plan for and promote future needs that includes women

While we also view family friendly work practices and flexible work as an essential indicator of viable work for women, the capacity to assess this factor is beyond the scope of this small project.

The following material is cited at www.joboutlook.gov.au February 2011.

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>1. Automotive/Engineering (Metal Fitters and Machinists; Structural Steel and Welding Trades Workers; Aircraft Maintenance Engineers; Vehicle Painters; Panel beaters; Precision Metal Trades Workers; Vehicle Body Builders and Trimmers; Metal Casting; Forging and Finishing Trades; Automotive Electricians; Sheet metal Trades Workers; Toolmakers and Engineering Patternmakers; and Motor Mechanics) 3.3% of total workforce. Employment Outlook for Automotive and Engineering Trades.pdf</p>	<p>Predominantly male, the majority of whom work F/T (94.1 % compared with 45.6 % for all occupations). In 2009, the female share of employment in the occupational cluster was 1.0 %, substantially lower than the average for all occupations (45.6%).</p>	<p>67.6% had completed a post-school qualification compared with 54% for all occupations. Of these, 61.8 % had obtained Certificate III and IV qualifications, well above the average of 18.6% for all occupations.</p>	<p>Aircraft Maintenance Engineers (\$1500), Metal Fitters and Machinists (\$1200) and Precision Metal Trades Workers (\$1053) had higher median weekly earnings than the all occupations average of \$1000. The median weekly F/T earnings for Toolmakers and Engineering Patternmakers were the lowest of the cluster (\$643).</p>	<p>Compared with all occupations, the age profile of Automotive and Engineering Trades is skewed towards youth with 43.8% under the age of 34 compared with 38.5% for all occupations. Polarised work force. Cluster of older workers.</p>	<p>Employment projected to grow at an average rate of 0.6% per annum, which equates to around 9500 new jobs in the five years to 2014-15. This compares with an average annual growth rate of 1.8% for all occupations over the same period.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>2. Business, Finance and Human Resource (Accountants; Auditors and Company Secretaries; Financial Brokers; Financial Dealers; Financial Investment Advisers and Managers; Human Resource Professionals; ICT Trainers; and Training and Development Professionals) 3.3% of the total workforce.</p> <p>Employment Outlook for Business Finance and Human Resource Professionals.pdf</p>	<p>Predominantly male (52.3 %, lower than the all occupations average of 54.3 %), a large proportion of whom work F/T (47.7% compared with 45.6 % for all occupations). The proportion of female F/T workers in this cluster (37.4%) is higher than the all occupation average of 24.9 %).</p>	<p>In May 2008, eight in ten (82.7 %) had completed a post-school qualification compared with 54.0 % for all occupations. Nearly half (48.2 %) had obtained a Bachelor degree, well above the average of 17.8 % for all occupations. The share of Business, Finance and Human Resource Professionals who held a Postgraduate degree (9.2%) was nearly double the average for all occupations (4.5 %). The share of workers with a Graduate diploma/certificate (4.6%) and Advanced diploma and diploma (14.0 %) were above the all occupations average.</p>	<p>The median weekly F/T earnings for all occupations in the Business, Finance and Human Resource Professionals cluster were above the all industries average of \$1000. Within the cluster, median weekly F/T earnings were highest in Financial Investment Advisors (\$1609), and lowest in Human Resource Professionals (\$1100).</p>	<p>Compared with all occupations, the age profile of Business, Finance & Human Resource Professionals is skewed towards workers aged 25 - 44 years (56.5% compared with 44.7 % for all occupations). By contrast, the share of workers aged 15 - 24 years (9.2 %) and 45 years and over (34.3%) are below the average for all occupations (16.8 % and 38.5% respectively).</p>	<p>Strong long-term growth. In the 10 years to May 2010, employment for Business, Finance and Human Resource Professionals rose by 99 100 (or 37.6 %) to 362 400. This represents an average annual growth rate of 3.2%, compared to 2.1 % for all occupations. The five year average annual growth rate for Business, Finance and Human Resource Professionals was also higher than the all occupations average (3.4 % per annum, compared to 2.1 %).</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>3. Carers and Aides (Child Carers, Aged and Disabled Carers, Nursing Support and Personal Care Workers, Education Aides, Dental Assistants and Special Care Workers.) 3.8% of total workforce. Employment Outlook for Carers and Aides.pdf</p>	<p>Carers and Aides are predominantly female (87.7 %, substantially higher than the all occupations average of 45.6 %) and a relatively large proportion work part time (55.3 % compared with 20.7% for all occupations). Around six in ten (60.7%) Carers and Aides were employed on a part time basis, compared with 29.4% for all occupations.</p>	<p>In May 2008, six in ten (59.9 %) Carers and Aides have completed a post-school qualification compared with 54.0 % for all occupations. More than one third (36.7 %) had obtained a Certificate III and IV, which was well above the average of 18.6% for all occupations. The share of Carers and Aides who held a Bachelor degree (7.9 %) was less than half the average for all occupations (17.8 %). The share of workers with a Graduate diploma / certificate (1.3 %) and Postgraduate degree (0.9%) were below the share of workers at these education levels for all occupations.</p>	<p>Median weekly F/T earnings for Carers and Aides was \$700, below all industries average of \$1000. Earnings in the cluster reflect the mix of higher paying professional occupations and support staff with lower earnings. Within Carers and Aides Cluster, median weekly F/T earnings were highest in Special Care Workers (\$919). Median weekly F/T earnings of Education Aides (\$635) were lowest.</p>	<p>Ageing of the workforce is evident in the Carers & Aides cluster. Compared with all occupations, the age profile of Carers & Aides is skewed towards workers aged 45 - 64 years (43.2% compared with 35.9 % for all occupations). By contrast, the share of workers aged 15-19, 25-34 and 35-44, is below the average for all occupations (42.4 % compared with 51.1%).</p>	<p>Strong long-term growth. In the 10 years to May 2010, employment of Carers and Aides rose by 129 000 (or 53.5 %) to 370 100. This represents an average annual growth rate of 4.4 %, compared to 2.1 % for all occupations. In the 5 years to May 2010, employment for this cluster increased by 71 400 (or 23.9 %), representing an average annual growth rate of 4.4 % compared with 2.0 % for all occupations.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>4. Construction Trades (Bricklayers and Stonemasons; Carpenters and Joiners; Floor Finishers; Painting Trades Workers; Glaziers, Plasterers; Roof Tilers; Wall and Floor Tilers; and Plumbers.) 3.2% of total workforce.</p> <p>Employment Outlook for Construction Trades.pdf</p>	<p>Construction Trades workers are predominantly male, the large majority of whom F/T (89.7% compared with 45.6% for all occupations). In 2009, the female share of employment in the occupational cluster was relatively low (1.1 % compared with 45.6 %). Around one in ten (9.6 %) Construction Trades workers were employed on a part time basis, compared with 29.4% for all occupations.</p>	<p>In May 2008, 59.2 % of Construction Trades workers had completed a post-school qualification compared with 54.0 % for all occupations. Most had obtained a Certificate III and IV (54.6 %), which was well above the average of 18.6 % for all occupations. However, Construction Trades workers had lower shares in all other educational levels.</p>	<p>In 2009, two occupations in this occupational cluster had median weekly earnings (F/T and before tax) above the all occupations average (\$1000). Painting Trades Workers had the highest median weekly earnings (\$1100), followed by Plasterers (\$1060) and Plumbers (\$1000). Wall and Floor Tilers had the lowest median weekly earnings (\$538).</p>	<p>A relatively young workforce. Compared with all occupations, the age profile of Construction Trades is skewed towards workers aged 15 -34 years (45.1 % compared with 38.5 % for all occupations). By contrast, the share of workers aged 35-44 (21.3% compared with 23.0 %) and 45 years and over (33.5 % compared with 38.5%), are below the average for all occupations.</p>	<p>1.3% growth Employment for Construction Trades has shown long-term growth. In the 10 years to May 2010, employment for Construction Trades rose by 63 100 (or 21.8%) to 353 100. This represents an average annual growth rate of 2.0 %, compared with 2.1 % for all occupations. In the five years to May 2010, employment rose by 18 400 (or 5.5 %). This represents an average annual growth rate of 1.1%, compared with 2.0 % for all occupations.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>5. Construction, Production and Distribution Managers Construction; Engineering ; Importers, Exporters and Wholesalers; Manufacturers; Production; Supply and Distribution .Employment Outlook for Construction Production and Distribution Managers.pdf</p>	<p>Construction, Production and Distribution Managers are predominantly male (88.5 %, substantially higher than the all occupations average of 54.3 %). Around nine in ten (92.0 %) of Construction, Production and Distribution Managers were employed F/T, compared to 70.5 % for all occupations.</p>	<p>In May 2008, nearly two thirds (64.0 %) of Construction, Production and Distribution Managers had completed a post-school qualification, compared with 54.0 % for all occupations. More than two fifths (26.3 %) had obtained a Certificate III and IV, well above the average of 18.6 % for all occupations. The share of Construction, Production and Distribution Managers who held a Bachelor Degree (18.6 %) was slightly higher than the average for all occupations (17.8 %).</p>	<p>The median weekly F/T earnings for most occupations in the Construction, Production and Distribution Managers cluster were above the all industries average of \$1000, with the exception of Manufacturers (\$900). Within the Construction, Production and Distribution Managers cluster, median weekly F/T earnings were highest for Engineering Managers (\$2057).</p>	<p>Ageing of the workforce is evident in the Construction, Production and Distribution Managers occupational cluster. The age profile of Construction, Production and Distribution Managers is skewed towards workers aged 35 years and over (76.0 % compared with for 61.5 % all occupation).</p>	<p>Employment for Construction, Production and Distribution Managers has shown strong long-term growth. In the 10 years to May 2010, employment for Construction, Production and Distribution Managers rose by 81 400 (or 53.4%) to 233 800. This represents an average annual growth rate of 4.4 %, compared to 2.1% for all occupations. The five year average annual growth rate for Construction, Production and Distribution Managers was also higher than the all occupations average 5.6 %.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>6. Drivers and Storepersons (Automobile Drivers; Bus and Coach Drivers; Train and Tram Drivers; Delivery Drivers; and Truck Drivers and Storepersons.) 3.7% of the workforce. Employment Outlook for Drivers and Storepersons.pdf</p>	<p>Drivers and Storepersons are predominantly male (91.9 %), substantially higher than the average for all occupations (54.3%), the large majority of whom work F/T (76.9 % compared with 45.6% for all occupations). A higher proportion of Drivers and Storepersons were employed on a F/T basis (81.9%), compared with 70.5% for all occupations.</p>	<p>In May 2008, three in ten (32.1 %) workers in the Drivers and Storepersons cluster had completed a post-school qualification compared with 54.0 % for all occupations. More than one fifth of Drivers and Storepersons (21.3%) had obtained Certificate III and IV, which was above the average for all occupations (18.6 %).</p>	<p>Median weekly earnings F/T and before tax for the Drivers and Storepersons occupations. In 2009, the median weekly F/T earnings for Drivers and Storepersons was \$923, which was below the all industries' average of \$1000. The highest earnings were for Train and Tram Drivers (\$1250) and the lowest for Delivery Drivers (\$752).</p>	<p>The Drivers and Storepersons cluster is skewed towards workers aged 45 years and over (49.5 % compared with 38.5 % for all occupations). The share of Drivers and Storepersons aged 15 to 34 years was below the average for all occupations (27.2 % compared with 38.5 % for all occupations).</p>	<p>In the 10 years to May 2010, employment of Drivers and Storepersons rose by 95 200 (or 30.3 %) to 409 500. This represents an average annual growth rate of 2.7 %, compared to 2.1 % for all occupations. In the five years to May 2010, employment increased by 51 300 (or 14.3 %). This represents an average annual growth of 2.7 %, compared to 2.0 % for all occupations.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>7. Education (Early Childhood; Primary School Teachers; Secondary School Teachers; Special Ed. Teachers; Lecturers and Tutors; Voc.Ed. Teachers; Ed.Advisers and Reviewers; Tutors and ESOL 4.2% of total workforce. Employment Outlook for Education Professionals.pdf</p>	<p>Education Professionals are predominantly female (68.4 %, compared to 45.6 % for all occupations). A relatively large proportion of female Education Professionals work F/T (44.0 %) compared with the all occupations average (24.9 %). The share of F/T Education Professionals is similar to the average for all occupations (69.2 % compared with 70.5%).</p>	<p>In May 2008, a very high proportion of Education Professionals had completed a post-school qualification 94.8%, compared to 54.0% for all occupations. Education Professionals are very highly skilled with 50.8% holding a Bachelor degree and 15.6 % holding a Postgraduate degree (compared with 17.8% & 4.5 % respectively for all occupations). The share of those with a Graduate diploma/ certificate (16.5%) is well above average for all occupations (2.7%). Education Professionals have a relatively low share of workers with Cert III and IV, 2.7%, compared to 18.6% for all occupations.</p>	<p>The median weekly earnings (F/T and before tax) for the occupations within the Educational Professionals occupational cluster. With the exception of Middle School Teachers (\$750), all occupations in this cluster had higher median weekly earnings (F/T and before tax) than the average of \$1000. Teachers of English had the highest median weekly earnings (\$1500). This was followed by University Lecturers and Tutors (\$1442) and Private Tutors and Teachers (\$1400).</p>	<p>Ageing of the workforce is evident in Education Professionals. Compared with all occupations, the age profile of Education Professionals is skewed towards workers aged 45-64 years (47.4 % compared with 35.9 % for all occupations). In contrast, the share of workers aged 15-34 years, is below the average for all occupations (26.9 % compared to 38.5%).</p>	<p>Employment of Education Professionals has shown long-term growth. In the 10 years to May 2010, employment of Education Professionals rose by 104 000 (or 28.7%) to 466 400. This represents an average annual growth rate of 2.6%, compared with 2.1 % for all occupations.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>8. Electrotechnology and Telecommunications Trades (Electricians; Air Conditioning and Refrigeration Mechanics; Electrical Distribution Trades Workers; Electronics Trades Workers; and Telecommunications Trades. 2.1% of total workforce. Employment Outlook for Electrotechnology and Telecommunications Trades.pdf</p>	<p>97.8% male Electrotechnology & Telecommunications Trades workers are predominantly male (97.8 %, substantially higher than the all occupations average of 54.3 %), the large majority of whom work F/T (91.2 % compared with 45.6% for all occupations). Only 7.3 % of Electrotechnology and Telecommunications Trades workers were employed on a part time basis, compared with 29.4% for all occupations.</p>	<p>In May 2008, two thirds (63.3 %) Electrotechnology and Telecommunications Trades workers had completed a post-school qualification compared with 54.0 % for all occupations. More than half (52.2 %) had obtained a Certificate III and IV, which was well above the average of 18.6 % for all occupations. The share of Electrotechnology and Telecommunications Trades in all other education level categories was below the share of workers for all occupations.</p>	<p>Within the Electrotechnology and Telecommunications Trades cluster, Electrical Distribution Trades (\$1238) and Electricians (\$1128) had median weekly F/T earnings higher than the all occupations average of \$1000. The median weekly F/T earnings of Air Conditioning and Refrigeration Mechanics (\$800) were lowest in the cluster.</p>	<p>A relatively younger workforce, a median age of 35.5 yrs in 2009, compared with a median 39 yrs for all occupations. Compared with all occupations, the age profile of this cluster is skewed towards workers 15-44 yrs, 71.8% compared to 61.5%. By contrast, the share of workers 45 yrs and older is below average (28.3% compared to 38.5%).</p>	<p>In the 10 years to May 2010, employment for Electrotechnology and Telecommunications Trades rose by 43 400 (or 23.2 %) to 230 100. This represents an average annual growth rate of 2.1%, equal to that for all occupations. In the five years to May 2010, employment rose by 44 600 (or 24.1 %). This represents an annual growth rate of 4.4 %, compared with 2.0 % for all occupations.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>9. Engineering, ICT and Science Technicians (Agricultural ,Medical ; Primary Products Inspectors; Science; Architectural, Building & Surveying ; Civil Engineering; Electrical Engineering; Electronic Engineering ;Mechanical; Safety Inspectors; Other Building and Engineering; ICT Support; Telecommunications Technical Specialists. 2% of total workforce. Employment Outlook for Engineering ICT and Science Technicians Inspectors.pdf</p>	<p>Engineering, ICT and Science Technicians are predominantly male (77.3 %, substantially higher than the all occupations average of 54.3 %), a relatively large majority of whom work F/T (70.4 % compared with 45.6% for all occupations). Around one in ten (14.2 %) Engineering, ICT and Science Technicians were employed on a part time basis, compared to 29.4 % for all occupations.</p>	<p>Engineering, ICT & Science Technicians are relatively high skilled with 68.9% having completed a post-school qualifications in May 2008, compared with 54% for all occupations. 24.4% had obtained a Certificate III & IV, above the average of 18.6% for all occupations. The share of workers with a Bachelor degree (19.7%) and an Advanced diploma and diploma (19.3%) were above the share of workers for all occupations. The share of Engineering, ICT & Science Technicians who held a Postgraduate degree (3.7%) and a Graduate diploma/certificate (1.5%) was less than the average for all occupations (4.5 and 2.7% respectively).</p>	<p>The median weekly F/T earnings for most Engineering, ICT and Science Technicians occupations was above the all industries average of \$1000. Within the Engineering, ICT and Science Technicians Cluster, median weekly F/T earnings were highest for Other Building and Engineering Technicians (\$1726). The median weekly F/T earnings of Medical Technicians (\$830) were lowest in the cluster.</p>	<p>Compared with all occupations, the age profile of Engineering, ICT and Science Technicians is skewed towards workers aged 25 to 44 years (51.0% compared with 44.7 % for all occupations). By contrast, the share of workers aged 15 to 24 years is below the average for all occupations (11.0 % compared with 16.8%).</p>	<p>Employment for Engineering, ICT and Science Technicians has shown strong long-term growth. In the 10 years to May 2010, employment for Engineering, ICT and Science Technicians rose by 58 100 (or 35.3 %) to 222 900. This represents an average annual growth rate of 3.1 %, compared with 2.1 % for all occupations. In the 5 years to May 2010, employment for this cluster increased by 14 600 (or 7.0 %), representing an average annual growth rate of 1.4% compared with 2.0% for all occupations.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>10. Engineers Chemical and Materials Engineers; Civil Engineering Professionals; Electrical Engineers; Electronics Engineers; Industrial, Mechanical and Production Engineers; Mining Engineers; and Other Engineering Professionals. 1.1% of total workforce. Employment Outlook for Engineers.pdf</p>	<p>Engineers are predominantly male, the large majority of whom work F/T (87.3% compared with 45.6 % for all occupations). In 2009, the male share of employment in the occupational cluster was 92.2 %, substantially higher than the average for all occupations (54.3%). There was a very high proportion of F/T Engineers (94.4 %) compared with 70.5 % for all occupations.</p>	<p>In May 2008, almost nine in ten (88.9 %) Engineers had completed a post-school qualification compared with 54.0 % for all occupations. Engineers are very highly skilled with more than half (52.7 %) holding a Bachelor degree and almost one in five (19.0%) holding a Postgraduate degree (compared with 17.8 % and 4.5 % respectively for all occupations). The share of workers with Certificate III and IV (4.2%) was well below the share of workers for all occupations (18.6 %).</p>	<p>The median weekly earnings (F/T and before tax) for the occupations within the Engineers occupational cluster. The median weekly F/T earnings for each occupation within the Engineers cluster are higher than the all occupations' median (\$1000). In 2009, Mining Engineers had the largest median F/T weekly earnings (\$2250), substantially higher than the other occupations within the cluster. This was followed by Electrical Engineers and Industrial, Mechanical, and Production Engineers (both \$1610).</p>	<p>The share of workers aged 55 and over (19.2%) was also higher than the average for all occupations (16.2 %). The Engineers cluster employs a higher than average share of workers aged 25-34 years (30.8 % compared with 21.7 % for all occupations). The share of workers aged 55 and over (19.2%) was also higher than the average for all occupations (16.2 %).</p>	<p>Employment of Engineers has shown overall growth in the past decade. In the 10 years to May 2010, employment of Engineers rose by 46 300 (or 58.7 %) to 124 900. This represents an average annual growth rate of 4.7 %, compared with 2.1 % for all occupations.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>11. Farmers and Farm managers Livestock Farmers, Crop Farmers, Mixed Crop and Livestock Farmers and Aquaculture Farmers. Employment Outlook for Farmers and Farm Managers.pdf</p>	<p>Almost three quarters of Farmers and Farm Managers are male (74.4 % compared to 54.4% for all occupations. A large proportion of workers are employed on a F/T basis (79.5 % compared with 70.5% for all occupations).</p>	<p>In May 2008 almost two thirds (64.0 %) of Farmers and Farm Managers possessed no post-school qualifications compared to 54.0 % for all occupations. Of those that were employed as Farmers and Farm Managers, 12.0 % had obtained a Certificate III and IV, and 7.7 % a Bachelor degree, both lower than the all occupations average.</p>	<p>The median weekly earnings for the Farmers and Farm Managers occupational cluster were lower than the all occupations average of \$1000. The median weekly F/T earnings for Livestock Farmers were \$886, while Aquaculture Farmers had the lowest median weekly earnings of \$580.</p>	<p>Ageing of the workforce is pronounced in Farmers and Farm Managers. Compared with all occupations, the age profile of Farmers and Farm Managers is skewed towards workers aged 45 years and over (70.2 % compared to 38.5 % for all occupations).</p>	<p>In the 10 years to May 2010, employment for Farmers and Farm Managers rose by 16.4%. This represents an average annual growth rate of 1.8%, compared to 2.1% for all occupations. In the five years to May 2010, employment declined by 2.2%. This represents an average annual decline of 0.4%, compared to an increase of 2.0% for all occupations.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>12. Food Prep. Assistants Fast Food Cooks; Food Trades Assistants; and Kitchenhands. 1.4% of total workforce. Employment Outlook for Food Preparation Assistants.pdf</p>	<p>Food Preparation Assistants are predominantly male and a relatively large proportion of them work P/T (42.1% compared with 8.7% for all occupations). In 2009, the male share of employment was 51.1 %, lower than the average for all occupations, 54.4%. 79.1 % of Food Preparation Assistants were employed on a P/T basis, compared with 29.4% for all occupations.</p>	<p>In May 2008, eight in ten (83.7 %) Food Preparation Assistants had not completed a post-school qualification compared with 46.0 % for all occupations. The share of Food Preparation Assistants who held a Certificate III & IV (8.0%) was less than half the average for all occupations (18.6%).</p>	<p>In May 2008, eight in ten (83.7 %) Food Preparation Assistants had not completed a post-school qualification compared with 46.0% for all occupations. The share of Food Preparation Assistants who held a Certificate III and IV (8.0%) was less than half the average for all occupations (18.6%).</p>	<p>The age profile of Food Preparation Assistants is skewed towards younger workers with 41.0 % aged 15 to 19 years (compared with 6.4 % for all occupations).</p>	<p>In the 10 years to May 2010, employment for Food Preparation Assistants rose by 24 900 (or 19.0 %) to 156 400. This represents an average annual growth rate of 1.8%, compared to 2.1 % for all occupations. In the five years to May 2010, employment rose by 22 800 (or 17.1 %). This represents an average annual growth rate of 3.2%, compared to 2.0% for all occupations.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>13. Food Trades Bakers and Pastry Cooks; Butchers and Smallgoods Makers; Chefs; and Cooks. 1.4% of total workforce. Employment Outlook for Food Trades.pdf</p>	<p>Food Trades workers are predominantly male 68.8 %, substantially higher than the average for all occupations (54.3%), a large majority of whom work F/T (56.3 % compared with 45.6% for all occupations). Most Food Trades workers (72.7 %) were employed on a F/T basis, compared with 70.5 % for all occupations.</p>	<p>In May 2008, over half (56.4 %) of Food Trades workers have completed a non-post qualification compared with 54.0 % for all occupations. Two fifths (39.6 %) had obtained Certificate III and IV, above the all industries average of 18.6 %.</p>	<p>The median weekly earnings F/T and before tax for the Food Trades occupations. In 2009, the median weekly F/T earnings for Food Trades was \$800, which was below the all industries average of \$1000. The highest earnings was for Chefs (\$900) and the lowest for Cooks (\$700).</p>	<p>Food Trades is skewed towards workers aged 15 to 34 years old (52.5 % compared with 38.5 % for all occupations). By contrast the share of workers aged 35 to 65 years and over is lower (47.5 %) than the all occupations average (61.5%).</p>	<p>In the 10 years to May 2010, employment of Food Trades rose by 29 900 (or 24.7 %) to 150 800. This represents an average annual growth rate of 2.2%, compared to 2.1 % for all occupations. In the five years to May 2010, employment increased by 18 100 (or 13.7 %). This represents an average annual growth of 2.6 %, compared to 2.0 % for all occupations.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>14. Hairdressers, Printing, Clothing and Wood Trades Hairdressers; Binders, Finishers and Screen Printers; Graphic Pre-press Trades Workers; Printers; Canvas and Leather Goods Makers; Clothing Trades Workers; Upholsterers; Cabinetmakers; Wood Machinists and Other Wood Trades¹; and Boat Builders and Shipwrights.</p> <p>Employment Outlook for Hairdressers Printing Clothing and Wood Trades.pdf</p>	<p>Hairdressers, Printing, Clothing and Wood Trades workers are overall predominantly male who work F/T (45.7%). In 2009, the female share of employment in the occupational cluster was 47.3 %, slightly higher than the average for all occupations (45.6 %). Almost three-quarters (73.7 %) of Hairdressers, Printing, Clothing and Wood Trades workers were employed on a F/T basis, compared with 70.5 % for all occupations.</p>	<p>In May 2008, six in ten (58.3 %) Hairdressers, Printing, Clothing and Wood Trades workers had completed a post-school qualification compared with 54.0 % for all occupations. Almost half (46.8 %) had obtained a Certificate III and IV, well above the average of 18.6 % for all occupations. The share of Hairdressers, Printing, Clothing and Wood Trades workers who held a Bachelor degree (4.2 %) was less than the average for all occupations (17.8 %).</p>	<p>The median weekly earnings (F/T and before tax) for the occupations within the Hairdressers, Printing, Clothing and Wood Trades occupational cluster. In 2009, Boat Builders and Shipwrights had the largest median F/T weekly earnings, equal to the all occupations average (\$1000). This was followed by Printers (\$820) and Upholsterers (both \$789). Hairdressers had the lowest median weekly F/T earnings (\$635).</p>	<p>The Hairdressers, Printing, Clothing and Wood Trades occupational cluster has a relatively young workforce. Compared with all occupations, its age profile is skewed towards workers aged 15 to 24 years (24.6% compared with 16.8 % for all occupations). By contrast, the share of workers aged 45 to 64 years (27.8 %) is below the average for all occupations (35.9 %).</p>	<p>Employment of Hairdressers, Printing, Clothing and Wood Trades workers has shown an overall downward trend. In the 10 years to May 2010, employment of Hairdressers, Printing, Clothing and Wood Trades workers decreased by 23 300 (or 14.7 %) to 134 700. This represents an average annual rate of decline of 1.6 %, compared with an annual rate of increase of 2.1 % for all occupations. Over the five years to May 2010 employed has declined by 1.8 % per annum, compared to 2.0 % for all occupations.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>15. Health and Welfare Support Workers Welfare Support Workers; Enrolled and Mothercraft Nurses; Massage Therapists; Ambulance Officers and Paramedics; Diversional Therapists; Dental Hygienists and Technicians; and Indigenous Health Workers. 1% of total workforce.</p> <p>Employment Outlook for Health and Welfare Support Workers.pdf</p>	<p>Health and Welfare Support Workers are predominantly female (74.2 %), substantially higher than the average for all occupations (45.6%), the large majority of whom work F/T (42.8 % compared with 24.9% for all occupations). Around a third of Health and Welfare Support Workers (35.5 %) were employed on a part time basis, compared with 29.4% for all occupations.</p>	<p>In May 2008, nearly nine in ten (87.2 %) Health and Welfare Support Workers had completed a post-school qualification compared with 54.0 % for all occupations. Almost one third (30.4%) had obtained Certificate III and IV qualifications, which was well above the average of 18.6 % for all occupations. The proportion in this occupational cluster holding an Advanced diploma and diploma (29.7 %) or a Bachelor degree (21.5 %) was also higher than the average for all occupations.</p>	<p>The median weekly earnings (F/T and before tax) for the Health and Welfare Support Workers occupational cluster. In 2009, the median weekly F/T earnings for Health and Welfare Support Workers was \$900, which was below the all occupations average of \$1000. The highest earnings were for Ambulance Officers and Paramedics (\$1250) and the lowest were for Diversional Therapists (\$700)</p>	<p>Ageing of the workforce is evident in the Health and Welfare Support Workers occupational cluster. Compared with all occupations, the age profile of Health and Welfare Support Workers is skewed towards workers aged 45 to 64 years (48.4% compared with 35.9 % for all occupations). By contrast, the share of workers aged 15 to 34 years, is below the average for all occupations (26.2 % compared with 38.5%).</p>	<p>Employment for Health and Welfare Support Workers has shown strong long-term growth. In the 10 years to May 2010, employment for Health and Welfare Support Workers rose by 39 300 (or 54.7 %) to 111 300. This represents an average annual growth rate of 4.5 %, compared with 2.1 % for all occupations. In the five years to May 2010, employment rose by 14 300 (or 14.7 %) representing an annual growth rate of 2.8 %, compared with 2.0 % for all occupations.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>16. Health Diagnostic and Therapy Professionals Dieticians; Medical Imaging ; Optometrists / Orthoptists; Pharmacists; Other Health Diagnostic, Promotion Professionals1; Chiropractors/ Osteopaths; Complementary Health Therapists; Dental Practitioners; Occupational Therapists; Physiotherapists; Podiatrists; Speech Professionals/ Audiologists. 1.2% of total workforce. Employment Outlook for Health Diagnostic and Therapy Professionals.pdf</p>	<p>Health Diagnostic and Therapy Professionals are predominantly female (60.6 %, substantially higher than the all occupations average of 45.6 %) and a relatively large proportion work part time (25.2 % compared with 20.7% for all occupations).</p>	<p>In May 2008, nine in ten (91.8 %) Health Diagnostic and Therapy Professionals had completed a post-school qualification compared with 54.0 % for all occupations. More than half (55.0 %) had obtained a Bachelor degree, well above the average of 17.8 % for all occupations. The share of Health Diagnostic and Therapy Professionals who held a Postgraduate degree (10.0 %), Graduate diploma / certificate (6.3 %) and advanced diploma and diploma (15.8 %) were above the share of workers at these education levels for all occupations.</p>	<p>With the exception of Dieticians (\$825) and Optometrists and Orthoptists (\$961), occupations in the Health Diagnostic and Therapy Professionals occupational cluster have higher median weekly earnings (F/T and before tax) than the all occupations average (\$1000). Chiropractors and Osteopaths had the highest median weekly earnings (\$2876), followed by Dental Practitioners (\$1700) and Occupational and Environmental Health Professionals (\$1555).</p>	<p>The workforce in the Health Diagnostic and Therapy Professionals occupational cluster employs a higher proportion of workers aged 25-34 (28.5 %) than the all occupations average (21.7%). In contrast, the share of workers aged 15-24 (10.6%), and 35-54 (43.3 %) are below the average for all occupations (16.8 % and 45.3% respectively).</p>	<p>Employment of Health Diagnostic and Therapy Professionals has shown strong long-term growth. In the 10 years to May 2010, employment of Health Diagnostic and Therapy Professionals rose by 58 400 (or 74.5 %) to 136 800. This represents an average annual growth rate of 5.7 %, compared to 2.1 % for all occupations. The average annual growth for rate over the five years to May 2010 was 6.4 %, compared to 2.0% for all occupations.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>17. Health, Education, ICT and Other Child Care Centre Managers; Health and Welfare Services Managers; School Principals; ICT Managers; Commissioned Officers. 1.2% of total workforce. Employment Outlook for Health Education ICT and Other Managers.pdf</p>	<p>Health, Education, ICT and Other Managers are predominantly male (55.5 %) and a relatively low proportion work part time (1.4 % compared with 8.7 % for all occupations). Female workers were mostly employed F/T (37.4 %), higher than the all occupations average of 24.9 %.</p>	<p>In May 2008, over eight tenths (84.3 %) of Health, Education, ICT and Other Managers had completed a post-school qualification compared with 54.0 % for all occupations. Nearly a third (31.8 %) had obtained a Bachelor degree, well above the average of 17.8 % for all occupations. The share of Health, Education, ICT and Other Managers who held a Postgraduate degree (17.6 %) was also higher than the average for all occupations (4.5%). The share of workers with a Graduate diploma/certificate (9.3%) and an Advanced diploma and diploma (15.3 %) were above the share of workers at these education levels for all occupations.</p>	<p>The median weekly F/T earnings for most occupations in the Health, Education, ICT and Other Managers cluster were above the all industries average of \$1000. Within the Health, Education, ICT and Other Managers cluster, median weekly F/T earnings were highest in Commissioned Officers (Management) (\$2113). The median weekly F/T earnings of Child Care Centre Managers (\$1000) were lowest in the cluster.</p>	<p>Compared with all occupations, the age profile of Health, Education, ICT and Other Managers is skewed towards workers aged 35 to 64 years (77.1% compared with 58.9 % for all occupations). By contrast, the share of workers aged 15 to 34 years, is below the average for all occupations (20.9 % compared with 38.5%).</p>	<p>Employment of Health, Education, ICT and Other Managers has shown strong long-term growth. In the 10 years to May 2010, employment for Health, Education, ICT and Other Managers rose by 63 500 (or 89.1 %) to 134 700. This represents an average annual growth rate of 6.6%, compared to 2.1 % for all occupations. The average annual growth rate over the five years to May 2010 was also higher than the all occupations average (3.4 % per annum compared to 2.0 % per annum).</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>18. Hospitality, Retail and Service Managers Café and Restaurant ; Caravan Park and Camping Ground; Hotel and Motel; Licensed Club; Other Accommodation and Hospitality Retail; Amusement, Fitness and Sports Centre Call, Contact Centre and Customer Service; Conference and Event Organisers; Transport Services; and Other Hospitality, Retail and Service 4.4% of total workforce. Employment Outlook for Hospitality Retail and Service Managers.pdf</p>	<p>Hospitality, Retail and Service Managers are predominantly male (54.4 %, compared to the all occupations average of 54.3 %), a relatively large proportion of whom work F/T (50.8 % compared with 45.6% for all occupations). There is a lower share of part time Hospitality, Retail and Service Managers workers (13.1 %) than the all occupations average (29.4 %).</p>	<p>In May 2008, 45.2 % of Hospitality, Retail and Service Managers had completed a post-school qualification compared with 54.0 % for all occupations. Nearly a fifth (18.7 %) had obtained Certificate III and IV, similar to the average of 18.6 % for all occupations. The share of Hospitality, Retail and Service Managers who held a Bachelor degree (13.4 %) was less than the average for all occupations (17.8 %). The share of workers with a Graduate diploma/ certificate (1.6%) and Postgraduate degree qualifications (2.4 %) were below the share of workers at these education levels for all occupations.</p>	<p>The median weekly F/T earnings for three occupations within the Hospitality, Retail and Service Managers cluster were above the all industries average of \$1000. Hospitality, Retail and Service Managers had the highest median weekly F/T earnings in the cluster (\$1250), followed by Other Accommodation and Hospitality Managers (\$1100) and Hotel and Motel Managers (\$1072).</p>	<p>Ageing of the workforce is evident in the Hospitality, Retail and Service Managers occupational cluster. Compared with all occupations, the age profile of the cluster is skewed towards workers aged 35 years and over (68.0 % compared with 61.5 % for all occupations). By contrast, the share of workers aged 15 to 34 years, is below the all occupations average (32.0 % compared with 38.5 %).</p>	<p>In the 10 years to May 2010, employment for the Hospitality, Retail and Service Managers cluster rose by 82 300 (or 20.5 %) to 484 600. This represents an average annual growth rate of 1.9 %, compared to 2.1 % for all occupations. Over the five years to May 2010, employment in the Hospitality, Retail and Service Managers cluster grew by an average annual rate of 2.6 % per annum, higher than the all occupations average of 2.0%.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>19. Hospitality Workers Waiters, Bar Attendants and Baristas, Café Workers, Gaming Workers and Hotel Service Managers. 2.1% of total workforce. Employment Outlook for Hospitality Workers.pdf</p>	<p>Hospitality Workers are predominantly female and a relatively large proportion of them work part time (50.0% compared with 20.7 % for all occupations). In 2009, the female share of employment in the occupational cluster was 68.5 %, substantially higher than the average for all occupations (45.6%). Almost seven in ten (67.5 %) Hospitality Workers were employed on a part time basis, compared with 29.4% for all occupations.</p>	<p>In May 2008, three in ten (28.2 %) Hospitality Workers had completed a post-school qualification compared with 54.0 % for all occupations. One in ten (10.1 %) Hospitality Workers had obtained a Certificate III and IV and 8.6 % had obtained a Bachelor degree, both of which were below the all occupations average.</p>	<p>The median weekly earnings for the Hospitality Workers occupational cluster were lower than the all occupations average of \$1000. The median weekly F/T earnings for Gaming Workers were \$839, while Waiters had the lowest median weekly earnings of the cluster (\$675).</p>	<p>The age profile of Hospitality Workers is skewed towards younger workers with over three quarters (75.8%) aged 15 to 34 years compared to 38.5 % for all occupations. This is related to both the skill level required and the part time nature of jobs in this occupational cluster. Many young people combine work in the hospitality industry with education.</p>	<p>In the 10 years to May 2010, employment for Hospitality Workers rose by 43 400 (or 22.7 %) to 234 900. This represents an average annual growth rate of 2.1 %. In the five years to May 2010, employment rose by 28 700 (or 13.9 %). This represents an average annual growth rate of 2.6%.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>20. ICT Professionals Software/Applications Prog. Computer Networks; Database/Systems Admin. IT Security; ICT Business/Systems Analysts; Telecommunications Engineering ; Multimedia Specialists Web Developers; ICT Support Engineers. Employment Outlook for ICT Professionals.pdf</p>	<p>ICT Professionals are predominantly male (81.3 %), the majority of whom work F/T (76.8 % compared with 45.6 % for all occupations). Less than one in ten (7.7%) of ICT Professionals were employed on a part time basis, compared with 29.4 % for all occupations.</p>	<p>In May 2008, eight in ten (79.3 %) ICT Professionals had completed a post-school qualification compared with 54.0 % for all occupations. Nearly two thirds (63.5%) had obtained a Bachelor degree or above, which was well above the average of 25.0 % for all occupations. The share of ICT Professionals who held an Advanced diploma and diploma was also above average (10.5 % compared to 9.5%).</p>	<p>Occupations in the ICT Professionals occupational cluster had higher median weekly earnings (F/T and before tax) than the all occupations average (\$1000). ICT Business and Systems Analysts had the highest median weekly earnings (\$1600), followed by Software and Applications Programmers (\$1470) and Computer Network Professionals (\$1380).</p>	<p>A higher proportion of workers in ICT Professionals are aged between 25 to 44 years (65.1 % compared with 44.7 % for all occupations). By contrast, the share of workers aged 45 and over is below the average for all occupations (28.5 % compared with 38.5%).</p>	<p>In the 10 years to May 2010, employment for ICT Professionals rose by 65 900 (or 43.2 %) to 218 300. This represents an average annual growth rate of 3.7%, compared to 2.1 % for all occupations. In the five years to May 2010, employment rose by 57 600 (or 21.7 %). This represents an average annual growth rate of 6.3%, compared to 2.0% for all occupations.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>21. Information Professionals Actuaries, Mathematicians and Statisticians; Archivists, Curators and Records Managers; Economists; Intelligence and Policy Analysts; Land Economists and Valuers; Librarians; Management and Organisation Analysts; and Other Information Professionals. 1.1% of total workforce Employment Outlook for Information Professionals.pdf</p>	<p>Information Professionals are predominantly male and working on a F/T basis (45.9 % compared with 45.6% for all occupations). In 2009, the male share of employment in the occupational cluster was 53.0 %, compared to the all occupations average of 54.3 %. Most Information Professionals worked on a F/T basis (78.5%) compared with all occupations (70.5 %).</p>	<p>In May 2008, eight in ten (82.2 %) of Information Professionals had completed a post-school qualification compared with 54.0 % for all occupations. More than one third (36.8 %) had obtained a Bachelor degree, which was above the average of 17.8 % for all occupations. The share that obtained a Postgraduate degree (17.0 %) and Graduate diploma/certificate (10.7 %) was higher than the average for all occupations (4.5 % and 2.7 % respectively).</p>	<p>In 2009, all occupations in the Information Professionals occupational cluster have higher median weekly earnings (F/T and before tax) than the all occupations average (\$1000). Economists had the highest median weekly earnings (\$2250), followed by Land Economists and Valuers (\$1841) and Actuaries, Mathematicians and Statisticians (\$1731).</p>	<p>The share of workers in the Information Professionals occupational cluster is higher than for all occupations for most age categories. A higher proportion of Information Professionals are aged 25-34 years (24.6 %), 35-44 years (24.7 %), 55-64 years (18.5 %) and 65 years and over (3.9 %), compared with all occupations. Information Professionals has a smaller youth share (5.9 %) compared with all industries (16.8 %).</p>	<p>In the 10 years to May 2010, employment for Information Professionals rose by 49 000 (or 64.7 %) to 124 600, which is the highest level since the Department of Education, Employment and Workplace Relations (DEEWR) trended series began in August 1986. This represents an average annual growth rate of 5.1%, compared with 2.1 % for all occupations. In the five years to May 2010, employment rose by 32 000 (or 34.6 %). This represents an annual average growth rate of 6.1%, compared with 2.0 % for all occupations.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>22. Jewellers, Arts and Other Trades Workers Chemical, Gas, Petroleum and Power Plant Operators; Gallery, Library Museum Technicians; Jewellers; Performing Arts Technicians; Signwriters; 0.4% of total workforce Employment Outlook for Jewellers Arts and Other Trades Workers.pdf</p>	<p>Jewellers, Arts and Other Trades Workers are predominantly male (69.0 %), substantially higher than the average for all occupations (54.3%) and a relatively large proportion of them work F/T (61.9 % compared with 45.6% for all occupations). Over three quarters (78.0%) of Jewellers, Arts and Other Trades Workers were employed on a F/T basis, compared with 70.5 % for all occupations.</p>	<p>In May 2008, six in ten (58.0 %) Jewellers, Arts and Other Trades Workers had completed a post-school qualification, compared to 54.0 % for all occupations. More than a quarter (27.3 %) had obtained a Certificate III and IV, more than the all occupations average of 18.6 %. Nearly twice as many Jewellers, Arts and Other Trades Workers (18.0 %) than the all occupations average (9.5 %) had completed an Advanced diploma/diploma.</p>	<p>The median weekly earnings F/T and before tax for the Jewellers, Arts & Other Trades Workers cluster. In 2009, the median weekly F/T earnings for four of the occupations in the Jewellers, Arts & Other Trades Workers cluster were above the all industries average of \$1000. The highest earnings were for Chemical, Gas, Petroleum & Power Plant Operators (\$1720), followed by Jewellers (\$1200) and Performing Arts Technicians and Other Technicians and Trades Workers (both \$1112). The lowest earnings in the cluster were for Signwriters (\$670)</p>	<p>The Jewellers, Arts and Other Trades Workers cluster has a mixed age profile with an above average share aged 65 years and over (6.4 % compared with 2.6 % for all occupations) as well as an above average share 20 to 24 years (12.7% compared 10.4%).</p>	<p>In the 10 years to May 2010 employment of Jewellers, Arts and Other Trades Workers rose by 2600 (or 6.2 %) to 45 200. This represents an average annual growth rate of 0.6%, compared to 2.1% for all occupations. In the five years to May 2010, employment declined by 7000 (or 13.4 %), which equates to an annual average rate of 2.8 % (compared to an increase of 2.0 % for all occupations).</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>23. Legal, Social and Welfare Professionals Solicitors; Counsellors; Psychologists; Welfare, Recreation and Community Arts Workers; Social Workers; Ministers of Religion; Social Professionals; and Barristers.1.8 % of the total workforce</p> <p>Employment Outlook for Legal Social and welfare Professionals.pdf</p>	<p>Legal, Social and Welfare Professionals are predominantly female, the majority of whom work F/T (41.1 % compared with 24.9 % for all occupations). In 2009, the female share of employment in the occupational cluster was 60.1 %, substantially higher than the average for all occupations (45.6%). Around a quarter (24.1 %) of Legal, Social and Welfare Professionals were employed on a part time basis, compared with 29.4% for all occupations.</p>	<p>In May 2008, over nine in ten (93.6 %) Legal, Social and Welfare Professionals had completed a post-school qualification compared with 54.0 % for all occupations. More than half (56.5 %) had obtained a Bachelor degree compared with the average of 17.8 % for all occupations. The share of Legal, Social and Welfare Professionals who held a Postgraduate degree (19.3 %) was four times the average for all occupations (4.5 %).</p>	<p>The median weekly earnings (F/T and before tax) for the Legal, Social and Welfare Professionals occupations. In 2009, the median weekly F/T earnings for occupations in the Legal, Social and Welfare Professionals cluster was higher than the all occupations average of \$1000, except for Ministers of Religion (\$700). The highest median weekly earnings within the cluster was for Solicitors (\$1730) followed by Barristers (\$1296).</p>	<p>Ageing of the workforce is evident in the Legal, Social and Welfare Professionals occupational cluster with 46.5% aged over 45 years (compared with 38.5 % for all occupations). The share of workers aged 25 to 34 years is also above the average for all occupations (26.7 % compared with 21.7%).</p>	<p>Employment for Legal, Social and Welfare Professionals has shown strong long-term growth. In the 10 years to May 2010, employment for Legal, Social and Welfare Professionals rose by 83 400 (or 71.6 %) to 199 900. This represents an average annual growth rate of 5.6%, compared to 2.1 % for all occupations. Over the 5 years to May 2010, employment grew at an annual average rate of 7.3%.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>24. Medical Practitioners/Nurses</p> <p>Registered Nurses; Generalist Medical Practitioners; Nurse Managers; Other Medical Practitioners¹; Midwives; Surgeons; Internal Medicine Specialists; Nurse Educators and Researchers; Anaesthetists; and Psychiatrists.</p> <p>Employment Outlook for Medical Practitioners and Nurses.pdf</p>	<p>Ageing of the workforce is evident in the Medical Practitioners and Nurses occupational cluster. Compared with all occupations, the age profile of Medical Practitioners and Nurses is skewed towards workers aged 35 years and older (73.1 % compared with 61.5% for all occupations). By contrast, the share of workers aged 15 to 24, is below the average for all occupations (5.4 % compared with 16.8%).</p>	<p>In May 2008, nine in ten (94.1 %) of Medical Practitioners and Nurses had completed a post-school qualification compared with 54.0 % for all occupations. More than half (51.4 %) had obtained a Bachelor degree compared with 17.8 % for all occupations. The share that held a Postgraduate degree (10.9 %) and a Graduate diploma/certificate (11.0 %) were both above the average for all occupations (4.5 % and 2.7 % respectively).</p>	<p>With the exception of Nurse Educators and Researchers (\$700), occupations in the Medical Practitioners and Nurses occupational cluster have higher median weekly earnings (F/T and before tax) than the all occupations average (\$1000). Anaesthetists had the highest median weekly earnings (\$4972), followed by Internal Medicine Specialists (\$2500) and Surgeons (\$2141).</p>	<p>Medical Practitioners and Nurses are predominantly female (77.2%, higher than the average for all occupations of 45.6 %), a relatively large proportion of whom work part time (32.5 % compared with 20.7 % for all occupations). More than a third (35.5 %) of Medical Practitioners and Nurses were employed on a part time basis, compared with 29.4 % for all occupations.</p>	<p>The Medical Practitioners and Nurses cluster has shown strong long-term employment growth. In the 10 years to May 2010, employment for Medical Practitioners and Nurses rose by 84 700 (or 35.6 %) to 322 300. This represents an average annual growth rate of 3.1 %, compared to 2.1 % for all occupations. Employment for Medical Practitioners and Nurses is influenced by several factors such as the ageing of the population, the demand for new and improved care services, technological changes, and government budget pressures.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>25. Sales Assistants and Salespersons Sales Assistants (General); ICT Sales Assistants; Motor Vehicle; Vehicle Parts Salespersons; Pharmacy Sales Assistants; Retail Supervisors; Service Station Attendants; Street Vendors</p> <p>Employment Outlook for Sales Assistants and Salespersons.pdf</p>	<p>Sales assistants and Salespersons are predominantly 65.2% female substantially higher than the average for all occupations (45.6%), the majority of whom work part time (46.5% compared with 20.7% for all occupations). 62.5% of Sales Assistants and Salespersons were employed on a part time basis compared with 29.4% for all occupations</p>	<p>In May 2008, one quarter (25.7 %) of Sales Assistants and Salespersons had completed a post-school qualification compared with 54.0 % for all occupations. A lower than average share of Sales Assistants and Salespersons had obtained each qualification compared to all occupations, except for Certificate 1 & 11 [0.1% compared to 0.7% for all occupations] and certificate not defined (0.4 %, compared to 0.1 %).</p>	<p>\$950.00 (motor vehicle Parts/Sales) - \$564.00 (Pharmacy Assist.)</p>	<p>The Sales Assistants and Salespersons cluster is skewed towards young workers, with an above average share aged 15 to 24 (48.0 % compared with 16.8 % for all occupations). The share of workers aged 25 years and over was below the all industries average (52.1 % compared to 83.2 %).</p>	<p>In the 10 years to May 2010, employment for Sales Assistants and Salespersons rose by 70 100 (or 11.9 %) to 661 000. This represents an average annual growth rate of 1.1%, compared to 2.1 % for all occupations. In the five years to May 2010, employment declined by 20 900 (or 3.1 %). This represents an average annual decline of 0.6 %, compared to an increase of 2.0 % for all occupations.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>26. Science Professionals and Veterinarians Agricultural and Forestry Scientists; Chemists and Food and Wine Scientists; Environmental Scientists; Geologists and Geophysicists; Life Scientists; Medical Laboratory Scientists; Veterinarians; and Other Natural and Physical Science Professionals.</p> <p>Employment Outlook for Science Professionals and Veterinarians.pdf</p>	<p>Science Professionals and Veterinarians are predominantly male (56.7 %, higher than the all occupations average of 54.3 %). A relatively small proportion of Science Professionals and Veterinarians work part time (15.0 % compared with 29.4% for all occupations).</p>	<p>In May 2008 most (90.2%) Science Professionals and Veterinarians completed a post-school qualification compared with 54.0 % for all occupations. Nearly half (49.2 %) had obtained a Bachelor degree, which was well above the average of 17.8 % for all occupations. The share of Science Professionals and Veterinarians who held a Postgraduate degree (31.7 %) was substantially higher than the average for all occupations (4.5 %). The share of workers with an Advanced diploma or diploma (3.7%) and Certificate III or IV (1.6%) was below the share of workers at these education levels for all occupations.</p>	<p>The median weekly F/T earnings in the cluster range from \$1575 for Geologists and Geophysicists to \$1029 for Agricultural and Forestry Scientists, the lowest in the Cluster. All of the occupations within the cluster have higher median weekly earnings than the all occupations average (\$1000).</p>	<p>Compared with all occupations, the age profile of Science Professionals and Veterinarians had a higher than average share of workers aged 25 to 44 years in 2009 (53.0 % compared with 44.7 % for all occupations). By contrast, the share of workers aged 15-24 was below the average for all occupations (9.4% compared with 16.8 %).</p>	<p>2.7% growth Environ. Scientists Employment of Science Professionals and Veterinarians has shown strong long-term growth. In the 10 years to May 2010, employment of Science Professionals and Veterinarians rose by 25 800 (or 36.5 %) to 96 300. This represents an average annual growth rate of 3.2%, compared to 2.1 % for all occupations. Over the five years to May 2010, employment grew by an average annual rate of 5.6, higher than the all occupations average of 2.0%. Despite long term growth employment in the cluster fell slightly over the year to May 2009 due to the Global Recession.</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>27. Skilled Animal and Horticultural Workers Gardeners; Veterinary Nurses; Animal Attendants and Trainers; Greenkeepers; Florists; Nurserypersons; and Shearers.</p> <p>Employment Outlook for Skilled Animal and Horticultural Workers.pdf</p>	<p>Skilled Animal and Horticultural Workers are predominantly male, the large majority of whom work F/T (59.1 % compared with 45.6% for all occupations). In 2009, the male share of employment in the occupational cluster was 72.9 %, substantially higher than the average for all occupations (54.3%). Around seven in ten (72.0 %) Skilled Animal and Horticultural Workers were employed on a F/T basis, compared with 70.5 % for all occupations.</p>	<p>In May 2008, two in five (43.8 %) Skilled Animal and Horticultural Workers had completed a post-school qualification compared with 54.0 % for all occupations. Over one quarter (27.6%) had obtained Certificate III and IV qualifications, which was well above the average of 18.6 % for all occupations. The share of Skilled Animal and Horticultural Workers who held an Advanced diploma and diploma (8.6 %) was slightly lower than the average for all occupations.</p>	<p>Animal Attendants and Trainers had higher median weekly earnings (\$1200) than the all occupations average of \$1000, while Shearers equalled the all occupations average. The median weekly F/T earnings for Florists were the lowest of the cluster (\$599).</p>	<p>Compared with all occupations, the age profile of Skilled Animal and Horticultural Workers is skewed towards younger workers (41.4% are aged 15 to 34 years compared with 38.5 % for all occupations). The share of workers aged 65 years and over is also above average (3.8 % compared to 2.6%).</p>	<p>Employment for Skilled Animal and Horticultural Workers has shown an overall upward trend. In the 10 years to May 2010, employment rose by 25 600 (or 30.0 %) to 111 200. This represents an average annual growth rate of 2.7%, compared to 2.1 % for all occupations. Over the five years, employment grew by 2.5 % per annum (compared to 2.0 % per annum for all occupations).</p>

Occupation	Gender	Educational Attainment	Pay Rates (pw) Examples	Accessibility	Growth/Employment over 5 years
<p>28. Transport and Design Professionals, and Architects Air Transport; Marine Transport; Architects and Landscape Architects; Cartographers Surveyors; Fashion, Industrial and Jewellery Designers; Graphic / Web Designers, Illustrators; Interior Designers; Urban/ Regional Planners. Employment Outlook for Transport and Design Professionals and Architects.pdf</p>	<p>Transport and Design Professionals, and Architects are predominantly male (63.7 %), the majority of whom work F/T (56.1 % compared with 45.6 % for all occupations). About a fifth (18.8 %) of Transport and Design Professionals and Architects were employed on a part time basis, compared with 29.4 % for all occupations.</p>	<p>In May 2008, 83.0 % of Transport & Design Professionals, & Architects had completed a post-school qual compared with 54% for all occupations. 43.3% had obtained a Bachelor degree, well above the average of 17.8% for all occupations. The share of Transport & Design Professionals, & Architects who held an Advanced diploma and diploma, 19.8% was more than twice the average for all occupations, 9.5%. The share of workers with a Graduate diploma/ certificate (3.6%) and Postgraduate degree (5.5%) were above the share of workers at these education levels for all occupations.</p>	<p>The median weekly F/T earnings for all occupations in the Transport and Design Professionals, and Architects cluster were above the all industries average of \$1000. The highest median weekly F/T earnings were for Marine Transport Professionals (\$1841), and lowest for Graphic and Web Designers and Illustrators (\$1060).</p>	<p>Compared with all occupations, the age profile of Transport and Design Professionals, and Architects is skewed towards workers aged 25 to 44 years (56.2% compared with 44.7 % for all occupations). By contrast, the share of workers aged 15 to 24 (11.2 %) and 45 to 64 (28.8 %) are below the average for all occupations (16.8 % and 35.9%, respectively).</p>	<p>Employment for Transport and Design Professionals, and Architects has shown strong long-term growth. In the 10 years to May 2010, employment for Transport and Design Professionals, and Architects rose by 41 000 (or 47.4 %) to 127 600. This represents an average annual growth rate of 4.0%, compared to 2.1 % for all occupations. Employment in the Transport and Design Professionals and Architects has grown by an average annual rate of 2.6% per annum, higher than the all occupations average of 2.0 %.</p>

Commentary

In Australia, skills shortages in many occupations have persisted for much of the past decade. Skill shortages were widespread before the global recession from 2008, and evident across a range of professions and technical and trades occupations. DEEWR research shows there was a fall in the number of skilled occupations in shortage of about one third from 2008 to 2009, however, over the nine months to June 2010 there were strong signs of a recovery in demand for skills, and shortages again became more widespread. The latest research shows shortages exist in at least one occupation in each industry cluster but are most evident in the professional groups of engineering, health diagnostic and therapy, and nurses; and the trades groups of automotive, construction and food.

Although shortages are evident in the metal/engineering trades, and electrical/telecommunications trades, they are restricted to particular occupations such as telecommunications linesworkers and locksmiths.

Further pressure on the supply of skills is expected in all of Australia, but particularly in Queensland, Western Australia and the Northern Territory, with ongoing recovery, particularly in the construction and resource sectors (Department of Education, Employment and Workplace Relations 2010).

Industry Employment Patterns

In the five years to May 2010, total employment in Australia increased by 10.6 %. The industries creating the most new jobs were Health Care and Social Assistance, Professional, Scientific and Technical Services, and Construction (SkillsInfo 2010).

In the next five years to 2014-15, employment is expected to increase in each of the 19 ANZSIC industries except one. Health Care and Social Assistance and Mining are projected to have the strongest employment growth (both 3.3 per cent per annum), followed by Education and Training (2.7 per cent per annum) and Professional, Scientific and Technical Services (2.6 per cent per annum). Manufacturing is the only industry where employment is expected to decline. The largest employment increases in the five years to 2014-15 are projected to occur in Health Care and Social Assistance, Construction, Education and Training, Professional, Scientific and Technical Services and Retail Trade. Two thirds (66.2 per cent) of total employment growth is expected to occur in these five industries.

Women's Participation in Skills Shortage and Job Growth Areas

Female workers have the highest employment share in seven of the 19 broad ANZSIC industries, with the largest in 'Health Care and Social Assistance (79.1 per cent), Education and Training (69.3 per cent) and Retail Trade (56.4 per cent)'. The industries that recorded the largest number of new jobs for females, in the past five years, included Health Care and Social Assistance, Education and Training and Professional, Scientific and Technical Services. The number of female workers decreased in Manufacturing and Information Media and Telecommunications (SkillsInfo 2010).

Women have benefited from increased employment positions in the Health Care and Social Assistance Industry. 79% of employees in this Industry are women, however, 43.6% of these jobs are part-time, highly casualised and have below average income based on median full-time weekly earnings (In May 2009, the average median weekly full-time earnings income for all industries in Australia was \$1000)

Women are also well represented in the Education and Training Industry with good growth history and expectations, as well as strong income potential. Women represent 69.1% of workers, and are employed at higher levels of full time employment (63.5%) than other industries. The Industry also has higher than average median full-time weekly earnings, however, the lowest income areas include a high concentration of women, for example, Pre-School Education Workers.

Women are quite well represented in the Professional, Scientific and Technical Services at 54.4%, with higher levels of female full time employment (27.8%) than in other industries (24.7%). The industry has higher than average median full-time weekly earnings, however, women are concentrated in the lower paid areas of Veterinary Services (below average median full-time weekly earnings), as well as Legal and Accounting Services and Market Research and Statistical Services, areas also more likely to have part-time employment.

Retail employment rates, are also expected to grow in the next five years and women are well represented in this industry (56.2%). A large proportion of this work for females is currently part time (33.8%). Income levels are the lowest of all industries and women are concentrated in the lowest earning areas within the industry (SkillsInfo 2010).

Women continue to be underrepresented in the Construction Industry, with the lowest female employment rate of all industries at 12.1%. Women are employed in areas that have lower than average median full-time weekly earnings. Women are not benefiting from the historical and predicted growth of jobs in this industry.

The Mining industry's expected high employment growth rates are also not being enjoyed by women representing just 13.2% of employees, the second lowest of all industries. Women were employed at the highest levels in Oil and Gas Extraction (18%) and this, amongst all other sectors in the industry has above average median full-time weekly earnings.

The Automotive Industry is identified as a skills shortage area, particularly in the occupations of Motor Mechanic and Automotive Electrician, however, there has been and is expected to be, negative employment growth in this industry. Women are highly underrepresented in this industry at 13.2%. This industry has below average median full-time weekly earnings.

Other reported skills shortage areas include Food Trades, Locksmiths and Telecommunications Lines Workers. Women are represented in the Accommodation and Food Services Industry at 55.7%, with most work being part-time. The industry has below average median full-time weekly earnings. Women are highly underrepresented as Locksmiths (8.1%). This industry has slightly above average median full-time weekly earnings. Women are also highly underrepresented as Telecommunications Trades Workers (4.1%) and median full-time weekly earnings are average.

Summary

Although women are well represented in some skills shortage and employment growth industries such as Education & Training, Health Care and Social Assistance, Professional, Scientific & Technical Services, Retail and Accommodation and Food Services industries, their positions are mostly in lower income, part-time and/or casualised jobs within these industries.

Women are not well represented in the skills shortages industries of Construction, Mining, Automotive, Locksmith and Telecommunications.

Areas with average or higher than average median weekly full time earnings such as Education & Training, Professional, Scientific & Technical Services, Construction, Mining, Accommodation & Food services, Locksmiths and Telecommunications should provide opportunities for women to obtain secure, gainful employment in the future as predicted by the Government.