

acknowledgement
of country

Scott Philp

A/Senior Manager

Workforce Planning and Analysis

Department of State Development

South Australian workforce planning

Scott Philp
Senior Manager Workforce Planning and Analysis
Department of State Development

12/11/2025



**Government
of South Australia**

Department of
State Development

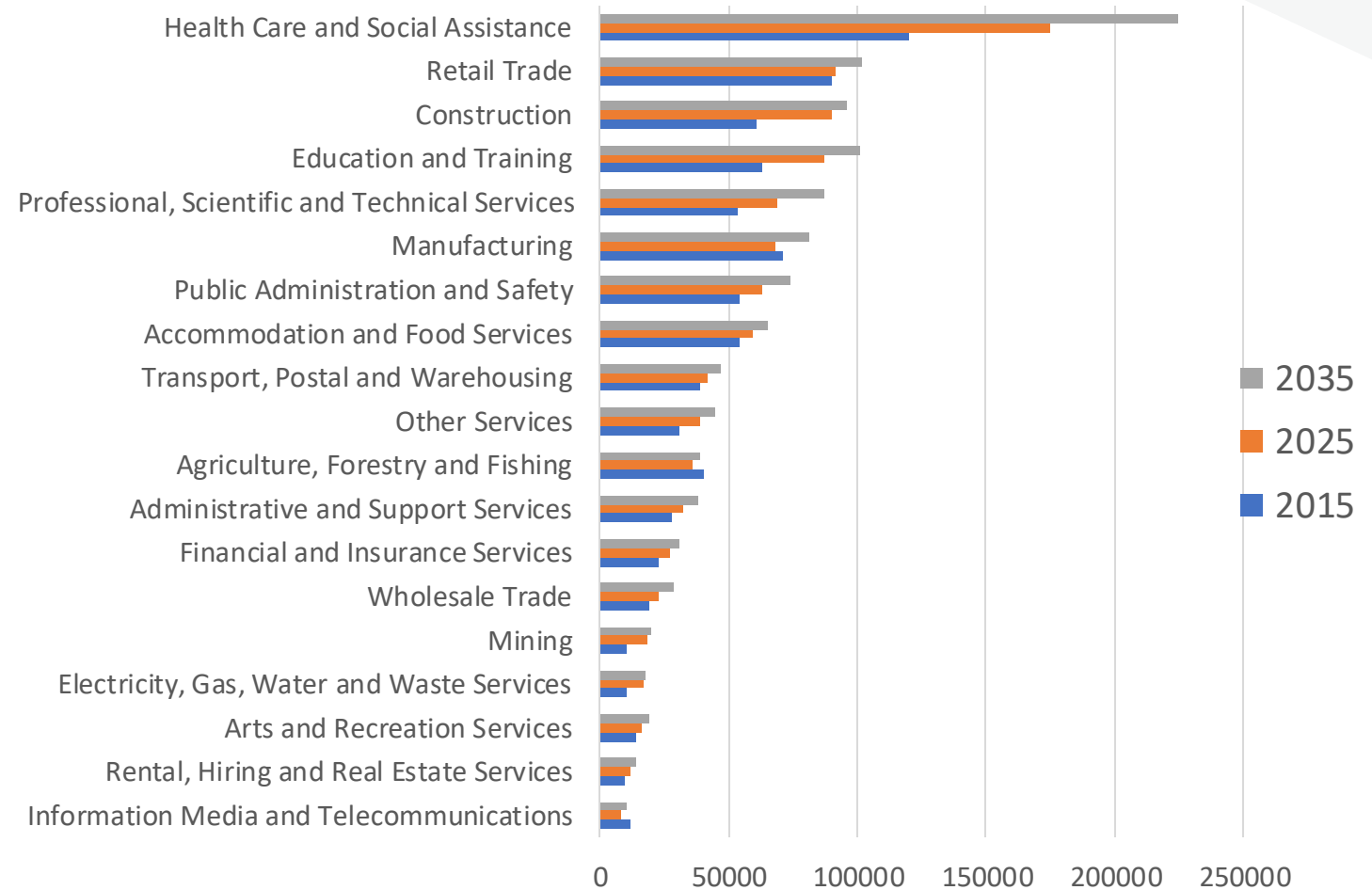
State Workforce Planning

- Understanding labour market trends and challenges
- Working with industries and stakeholders to profile demand outside of existing labour market trend data
- Creating workforce plans to overcome challenges and position the state for growth



Top growing industries in South Australia

- 975,000 workers in 2025
 - 21% workforce growth since 2015
- 1,140,000 workers in 2035
 - 17% workforce growth projected to 2035



Sources: ABS Labour Force Detailed (2015, 2025) and Victoria University Employment Forecasts (2035 projections)

Top growing occupations in South Australia

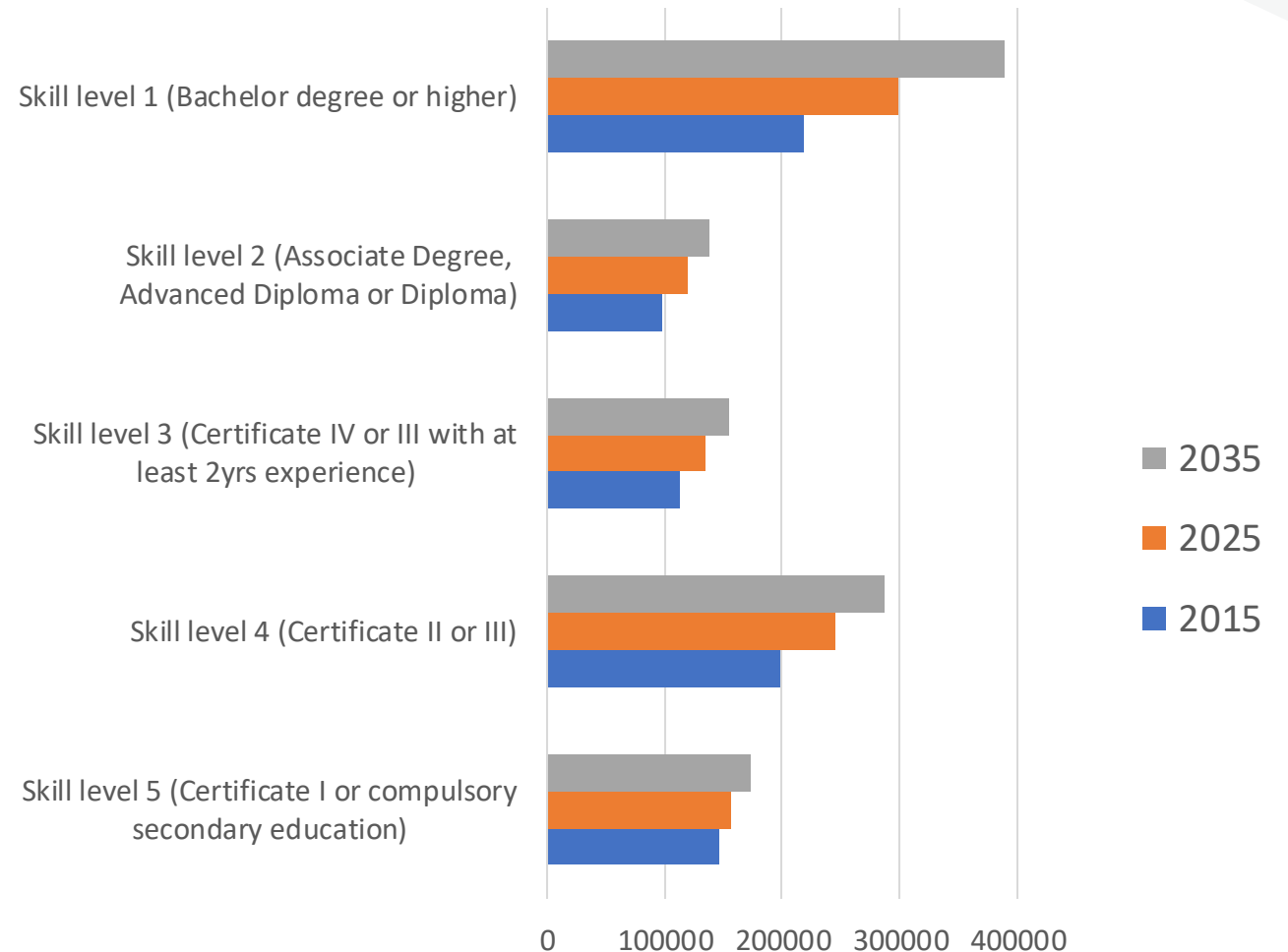
- Increase in share of Professionals
 - 21% share in 2015
 - 24% share in 2025
 - 25% share in 2035
- Community and Personal Service Workers grew 48% from 2015
 - Projected to grow by 20% to 2035
- Technicians and Trades Workers have grown 28% in 10 years
 - Projected to grow 12% to 2035



Sources: ABS Labour Force Detailed (2015, 2025) and Victoria University Employment Forecasts (2035 projections)

Changing skill level requirements

- Share of roles with Bachelor degree or higher increasing
 - 28% in 2015
 - 31% in 2025
 - 34% in 2035
- Second highest growth has been in Certificate II or II roles
 - This is projected to continue into 2035
- Certificate I or secondary education roles are projected to continue to decrease
 - 19% in 2015
 - 16% in 2025
 - 15% in 2035



Sources: ABS Labour Force Detailed (2015, 2025) and Victoria University Employment Forecasts (2035 projections)

Workforce and skills priorities

- \$2.3B national skills agreement
- Additional Fee Free TAFE places
- 5 new technical colleges
- Creation of Adelaide University
- Skilled Migration Talent and Industry Connection Program
- The Alternative graduate program



Workforce Plans

- South Australian Defence Industry Workforce and Skills Action Plan
 - Released November 2023, updated November 2024, 2025 update currently being developed
- 22 workforce development initiatives
 - Degree apprenticeship pilots
 - Skills and Training Academy
 - Defence Industry Connection Program

South Australian Defence Industry Workforce and Skills Action Plan

Building a skilled workforce to deliver
sovereign defence capabilities



Workforce Plans

- Upper Spencer Gulf Workforce Strategy
 - Released August 2025
- Spencer Gulf Jobs and Skills Hub
 - Supporting the community during steelwork administration
 - Growing and developing the workforce long term
- Construction Workforce Plan
 - Currently being developed



Thank you



**Government
of South Australia**

Department of
State Development

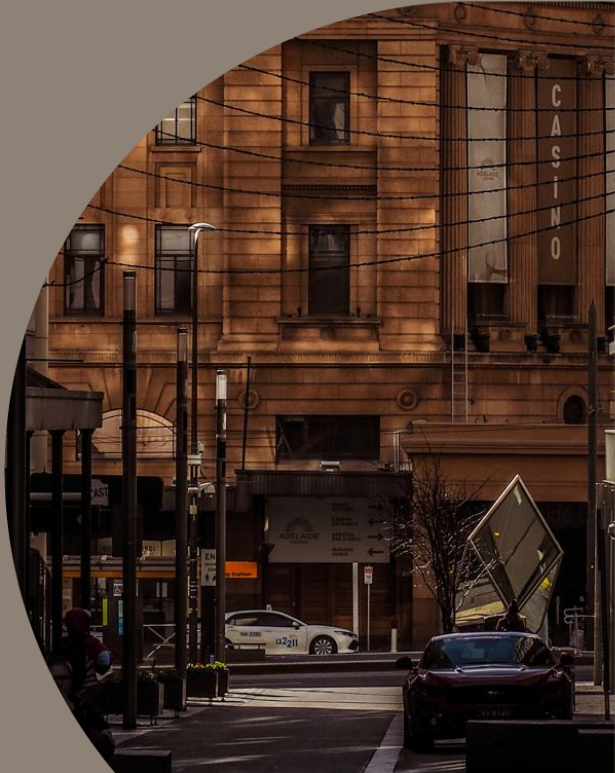
Jordon Tomopoulos

Economic Research Advisor

Adelaide Economic Development Agency

AEDA Insights

Reimagining City Jobs: How Talent and Industry are Shaping the Adelaide Economy



29%

of City of Adelaide users are workers

143,593

full-time equivalent employed in the City of Adelaide
(+22,593 / +19% growth since 2018/19)

172,652

total people employed in the City of Adelaide
(+30,301 / 21% growth since 2018/19)

\$72

average individual spend per day

\$274

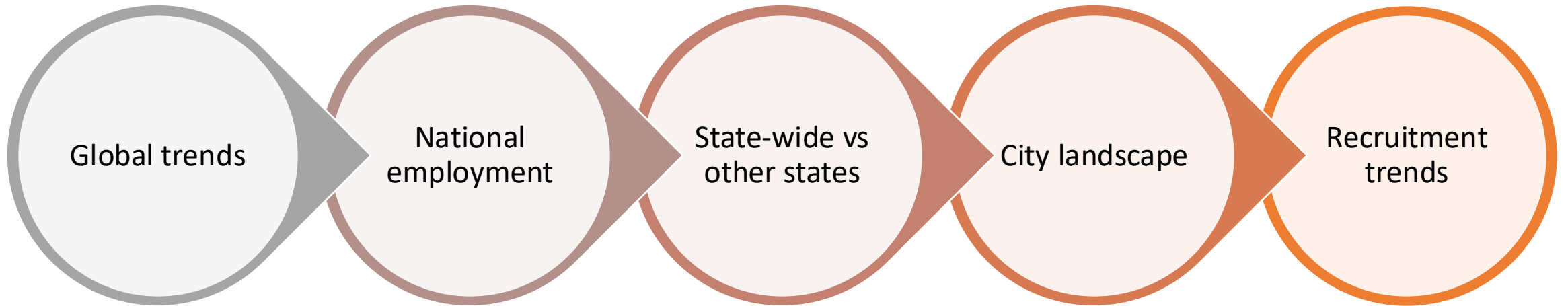
average individual spend per week

\$205m

collective expenditure per month

\$2.5b

collective expenditure per year



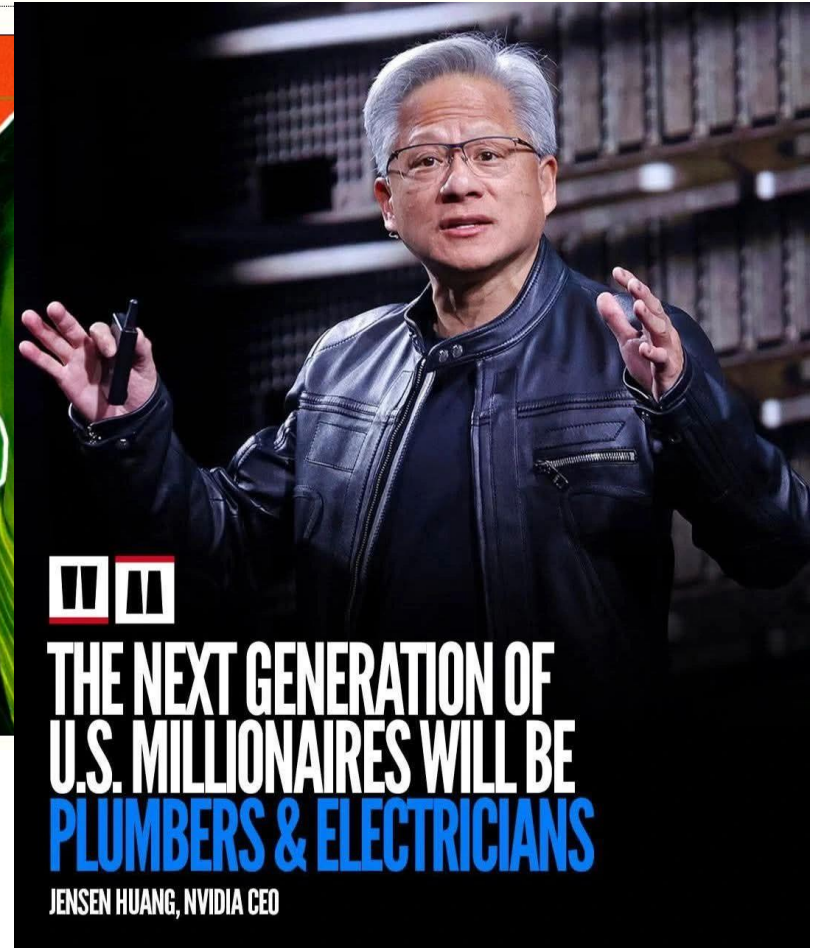


TECHNOLOGY | ARTIFICIAL INTELLIGENCE [Follow](#)

The Big Short Guy Just Bet \$1 Billion That the AI Bubble Pops

"Sometimes, we see bubbles."

By [Victor Tangemann](#) / Published Nov 5, 2025 11:07 AM EST



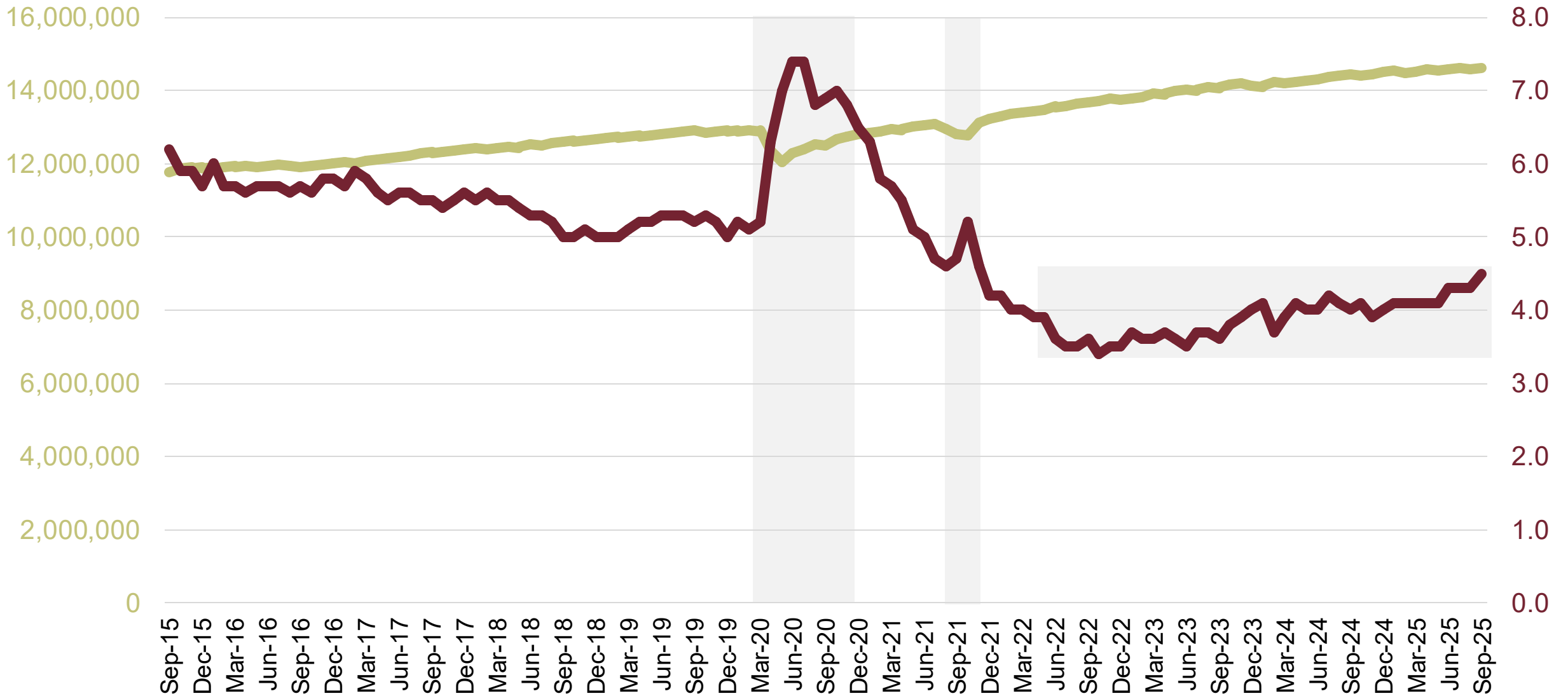
Share of working age population with a job before and after the pandemic

	Pre-Covid	Covid low	June 2025	Change since pre-Covid (ppts)
Australia	74.1%	71.8%	77.2%	3.1
France	66.8%	65.2%	69.6%	2.8
European Union	68.3%	66.0%	71.0%	2.7
Germany	75.1%	73.1%	77.4%	2.3
Japan	78.1%	77.1%	80.1%	2.0
OECD	68.9%	63.3%	70.3%	1.4
United States	71.7%	62.4%	71.8%	0.1
New Zealand	77.3%	76.1%	77.3%	0.0
Canada	74.5%	64.6%	74.1%	-0.4
United Kingdom	76.4%	74.3%	75.3%	-1.1

Australia's employment landscape

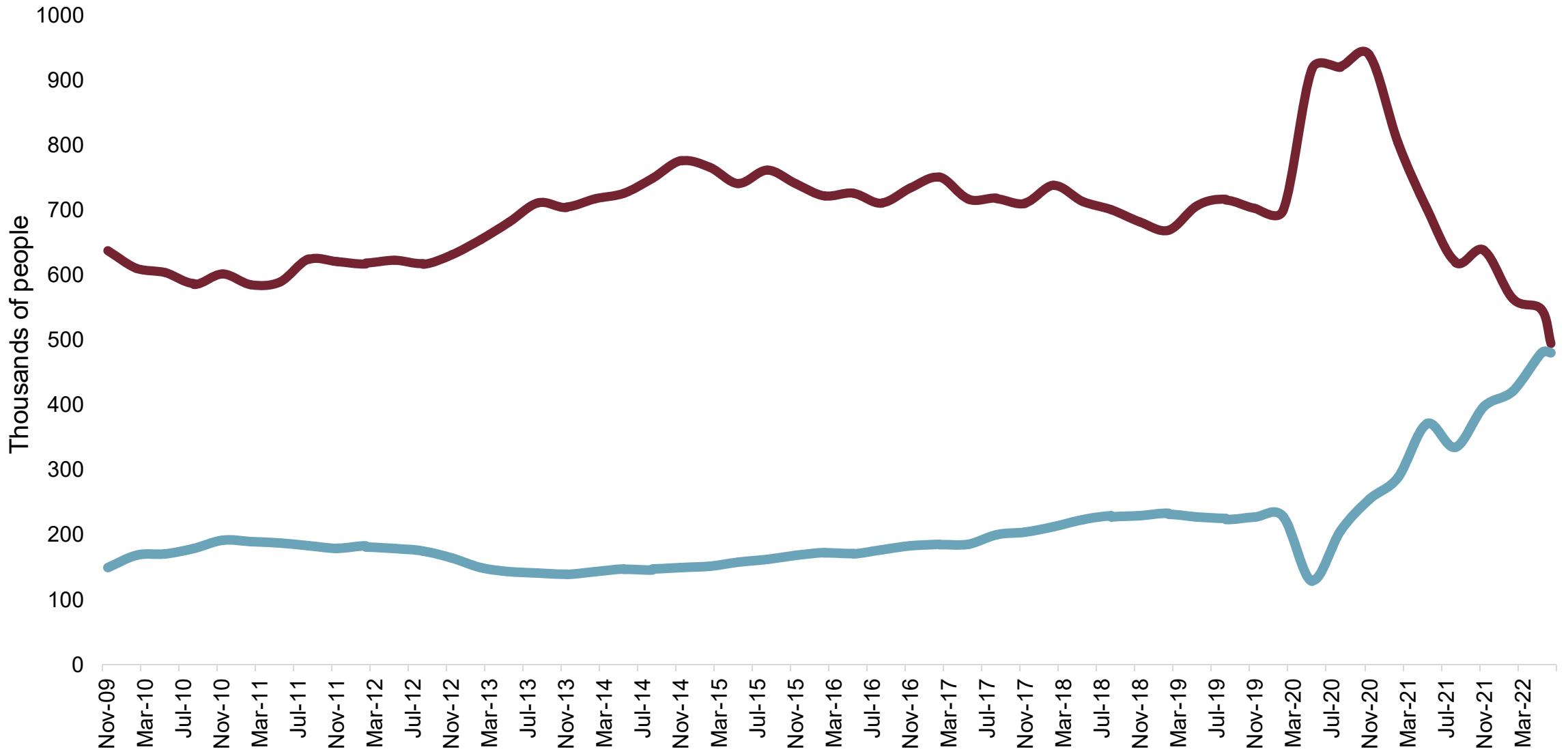
(Seasonally adjusted)

— Employed people — Unemployment rate (%)



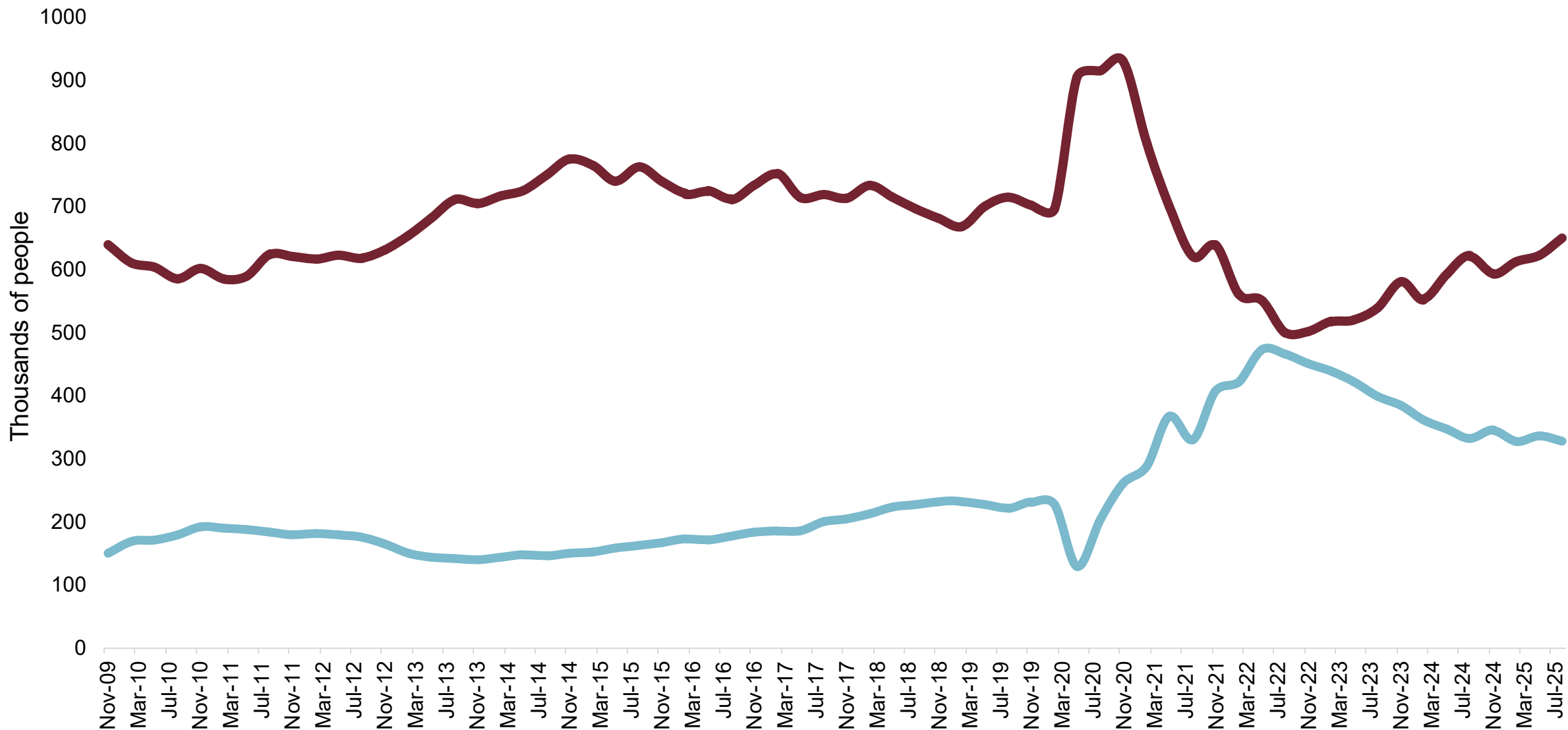
Australia's jobs market

Unemployed people Job vacancies



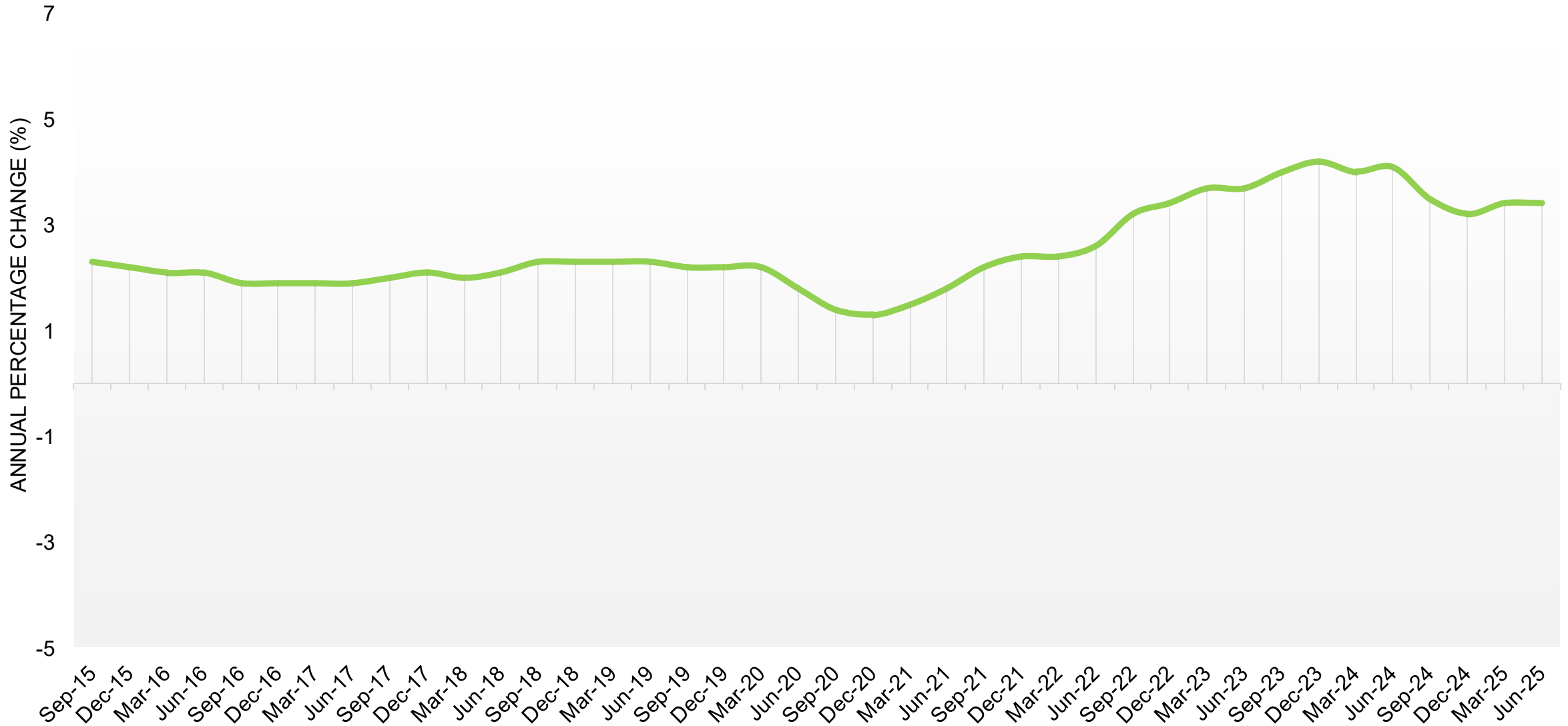
Australia's jobs market

— Job vacancies — Unemployed people



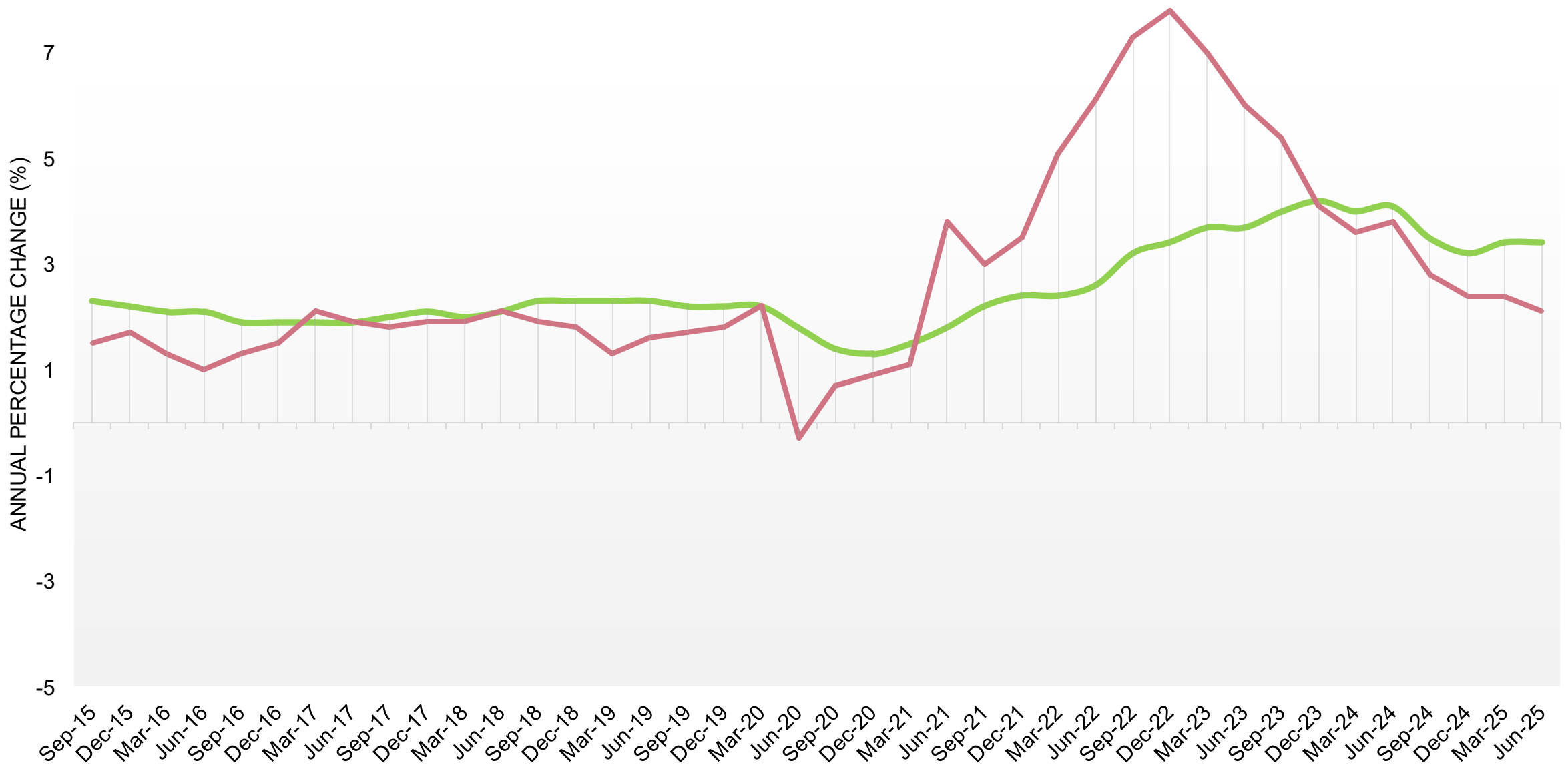
Australian Wage Growth

Nominal Wage Price Index (all sectors)



Australian Wage Growth

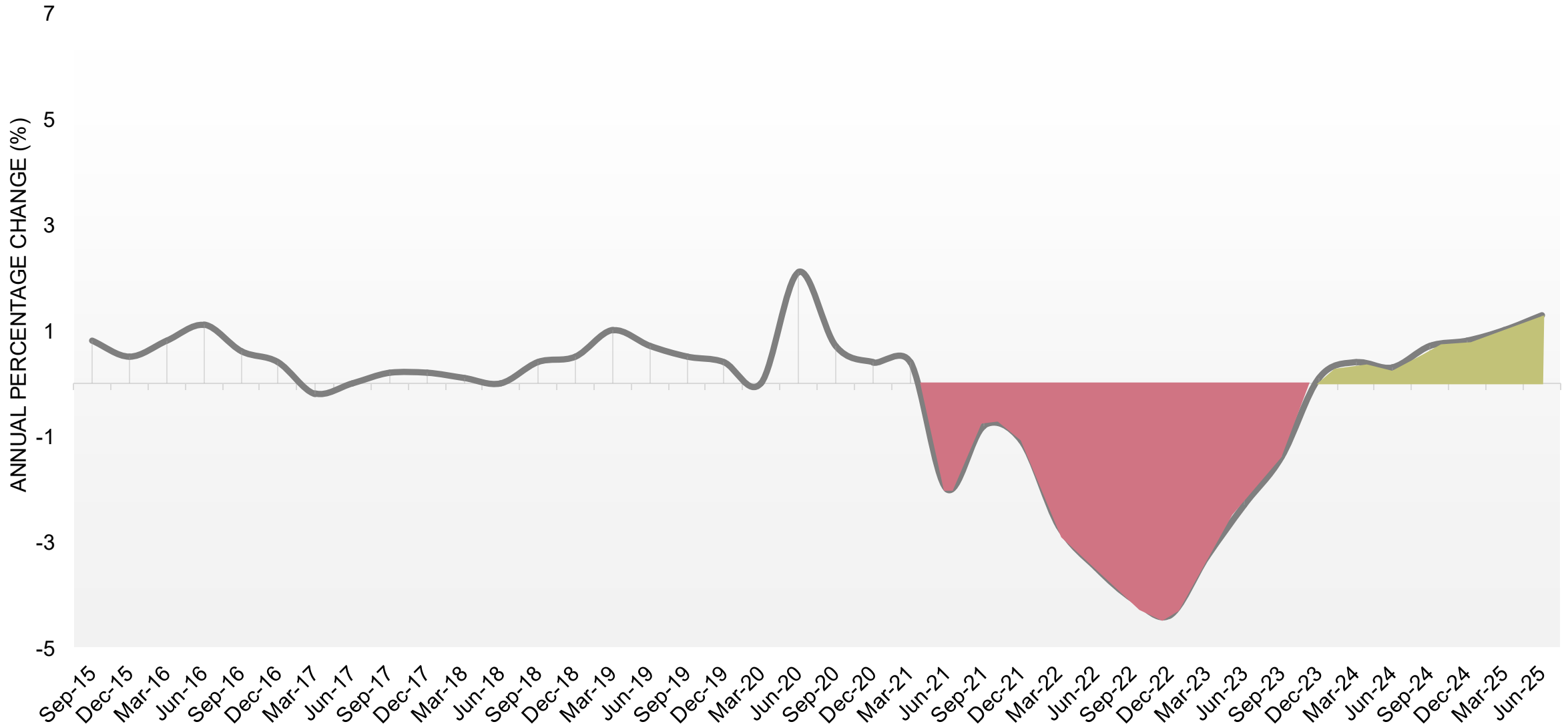
Nominal Wage Price Index (all sectors) Consumer Price Index (all groups)



Source: ABS – Wage Price Index & Consumer Price Index, Australia

Australian Wage Growth

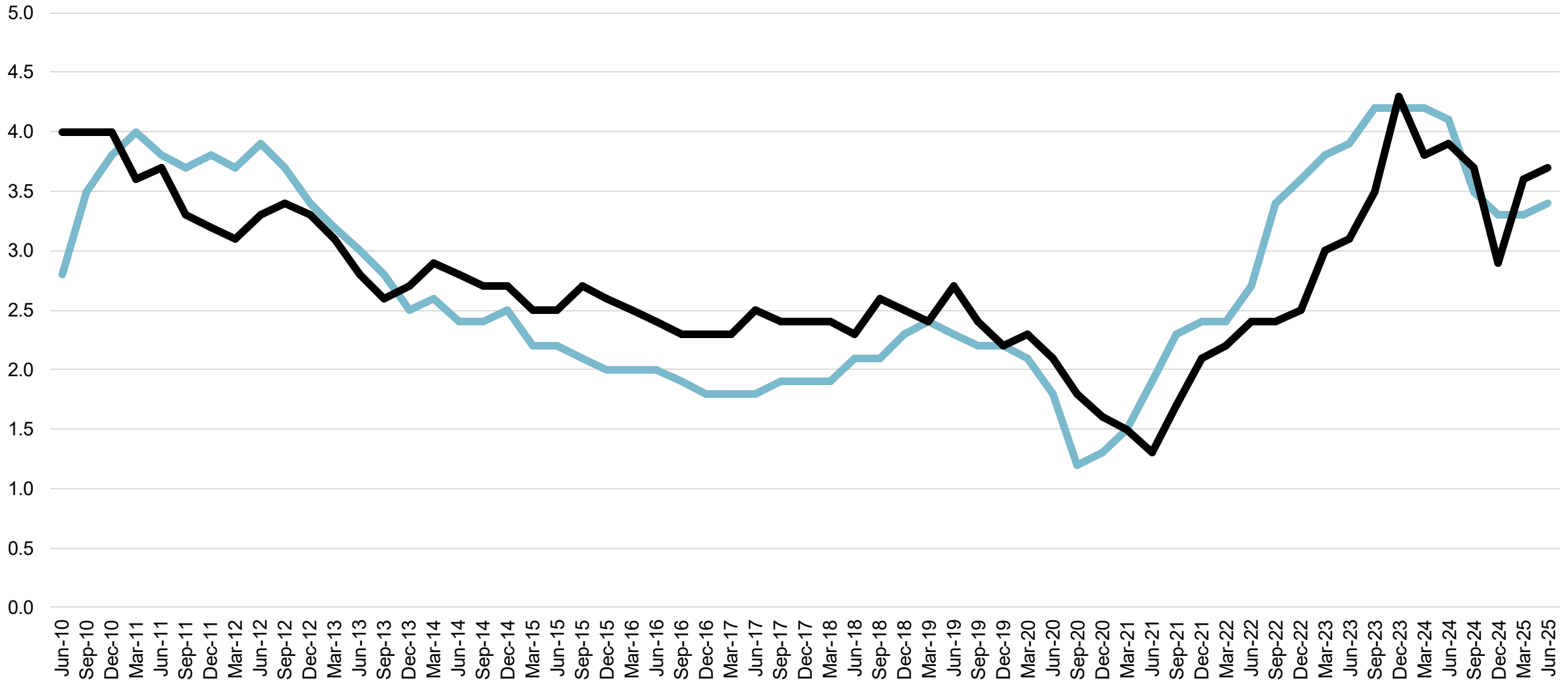
— Real Wage Growth



Annual wage growth by sector

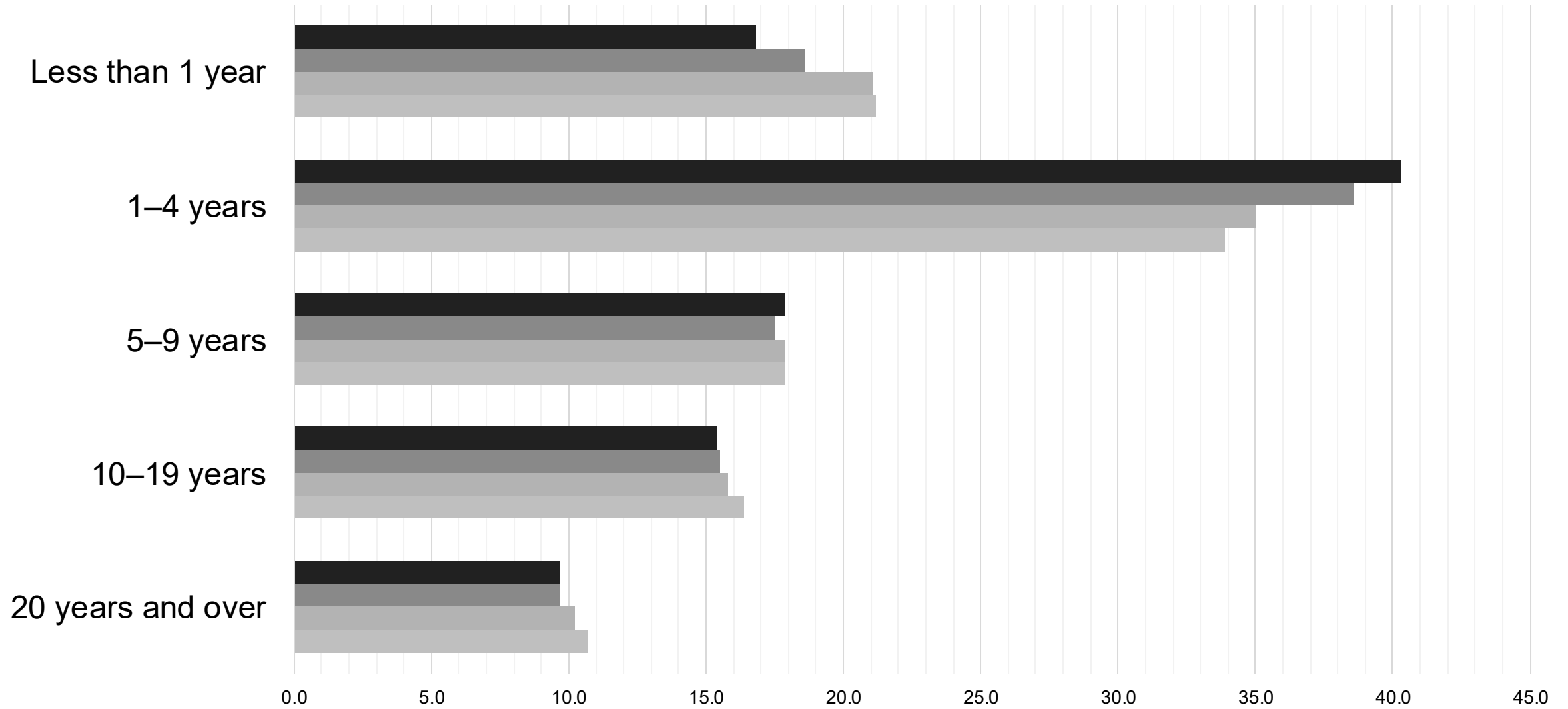
(Australia seasonally adjusted)

— Private — Public



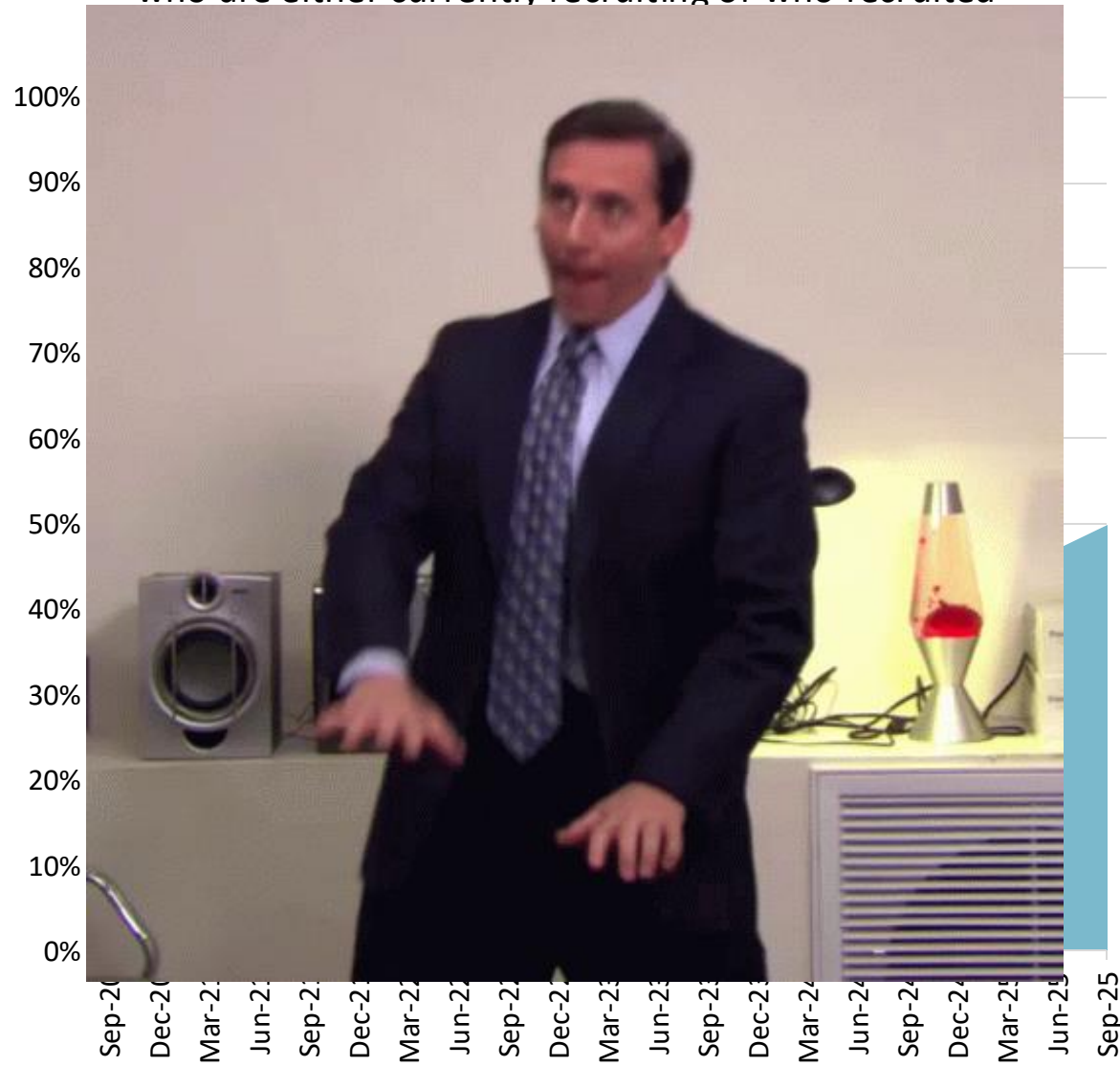
Duration of employment in current job (Australia)

■ Feb-25 ■ Feb-24 ■ Feb-23 ■ Feb-22



Recruitment rate

(The recruitment rate is the proportion of employers who are either currently recruiting or who recruited)



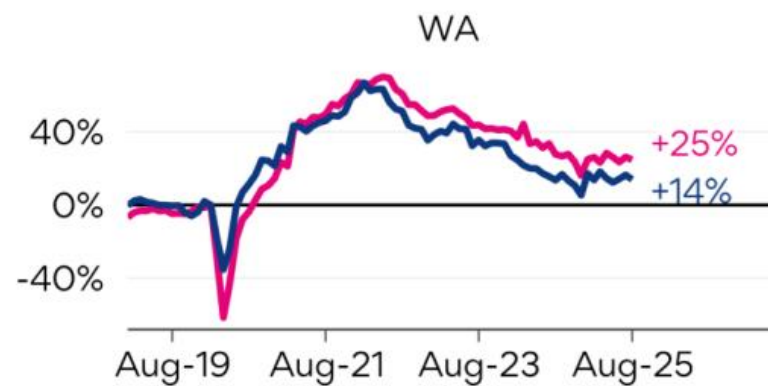
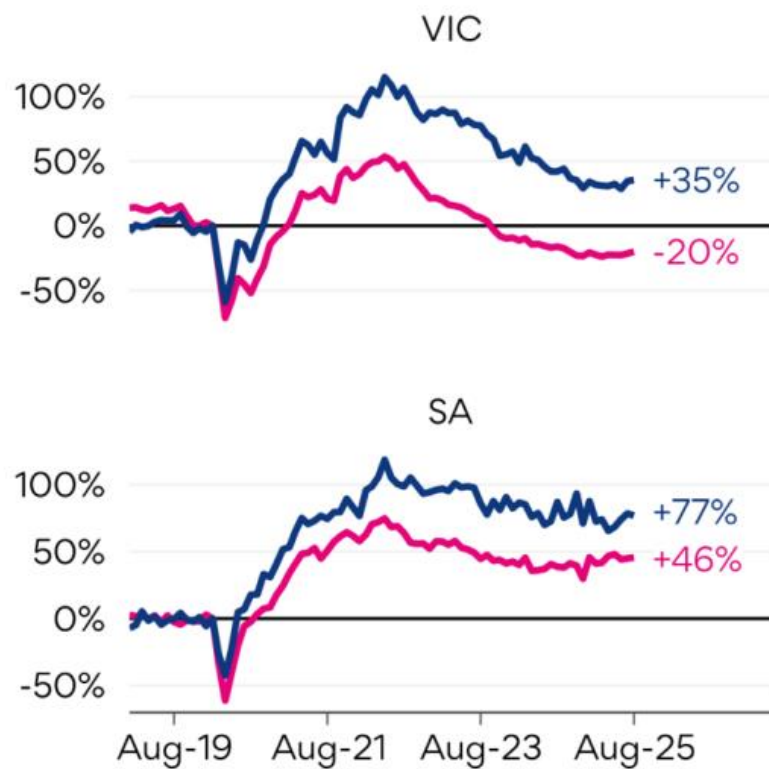
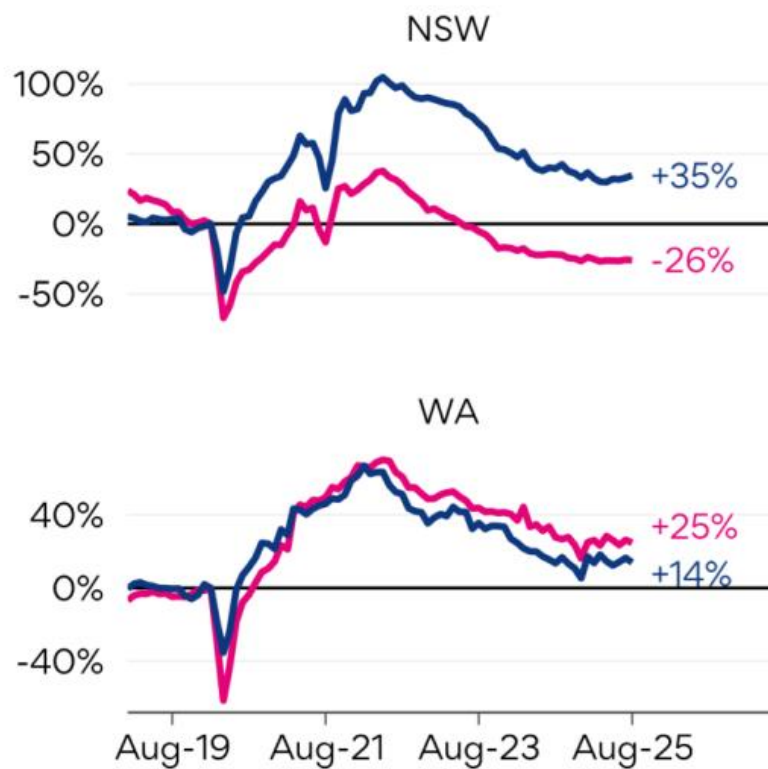
Recruitment difficulty

(The recruitment difficulty rate is the proportion of recruiting employers who experienced difficulty hiring)



Job ads by region

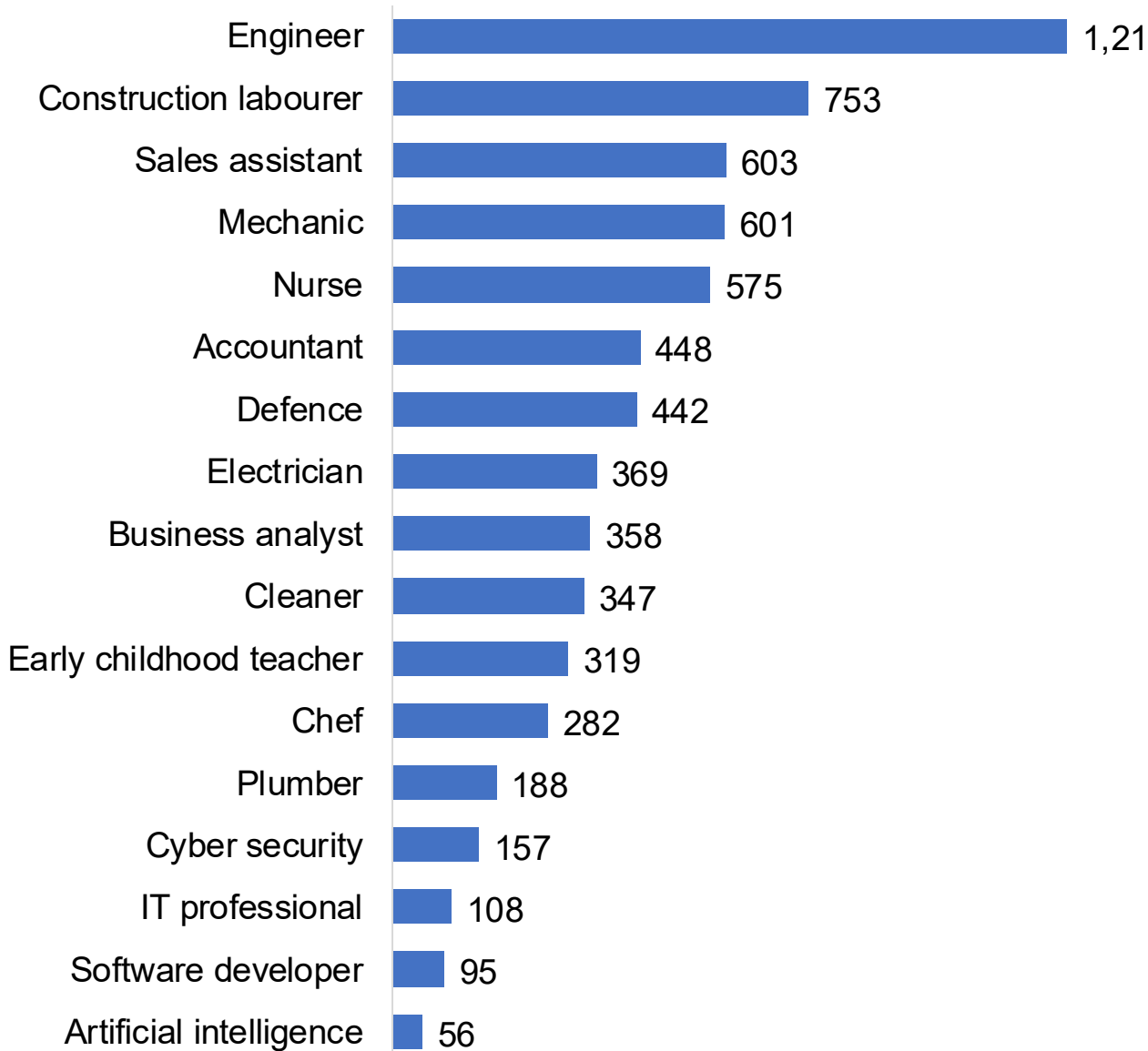
Cumulative growth since Feb 2020



— Metro — Regions

Job listings

(Adelaide, November 2025)



New to you

Mechanical Engineer

Babcock International Group ★ 2.8

Adelaide SA

Full time

Hybrid

- Apply technical expertise to deliver high-quality engineering solutions
- Contribute to product performance, reliability, and safety across programs
- Collaborate, share knowledge, and stay updated on engineering technologies

Posted 1d ago

Save

New to you

Labourer

Link Talent

North Adelaide SA

\$60,000 - \$75,000 a year

Full time

- Support build team with projects and site works
- Carry out grounds and property maintenance tasks
- Assist HVAC/R team with installations and repairs

Quick apply

Posted 20h ago

Save



THIS WAS
MADE USING
AI....
STILL
NERVOUS?

Civil Engineer, Mechanical Engineer, Electrical Engineer, Structural Engineer, Mining Engineer, Engineering Technologist ICT Business Analyst, Systems Analyst, Software Engineer, Developer Programmer, Network Administrator, Database Administrator, Cyber Security Specialist, Architect, Urban and Regional Planner Surveyor, Quantity Surveyor, Accountant, Auditor, Management Consultant, Marketing Specialist, Graphic Designer, Civil Draftsperson, Mechanical Draftsperson, Construction Project Manager, Supply Chain Specialist Early Childhood Teacher, Primary School Teacher, Secondary School Teacher, Special Needs Teacher, Vocational Education Teacher Education Aide Carpenter and Joiner Bricklayer Stonemason Plumber (General, Roof, Gasfitter) Electrician (General, Special Class), Air Conditioning and Refrigeration Mechanic, Metal Fabricator, Welder Fitter and Turner, Sheetmetal Trades Worker, Motor Mechanic, Diesel Mechanic, Panel Beater, Vehicle Painter, Painter and Decorator Tiler (Wall, Floor), Glazier, Roof Tiler, Plasterer, Builder's Labourer, Construction Estimator Chef, Cook Restaurant Manager, Cafe or Hotel Manager, Pastry cook, Baker, Waiter, Barista Housekeeper, Truck Driver (General Freight), Bus Driver, Delivery Driver, Forklift Operator, Supply and Distribution Manager, Warehouse Manager, Aircraft Maintenance Engineer (Avionics, Mechanical) Agricultural Technician, Mixed Crop Farmer, Viticulturist, Horticulturalist, Farm Manager, Dairy Farmer, Shearer, Agricultural Equipment Mechanic, Veterinarian, Veterinary Nurse, Carpenter and Joiner, Bricklayer, Stonemason, Plumber (General, Roof, Gasfitter), Electrician (General, Special Class), Airconditioning and Refrigeration Mechanic, Metal Fabricator, Welder, Fitter and Turner, Sheetmetal Trades Worker, Motor Mechanic, Diesel Mechanic, Panel Beater, Vehicle Painter, Painter and Decorator, Tiler (Wall, Floor), Glazier, Roof Tiler, Plasterer, Builder's Labourer, Construction Estimator, Hairdresser, Beauty Therapist, Security Officer, Cleaner, Pest Control Technician, Waste Water or Water Plant Operator

307

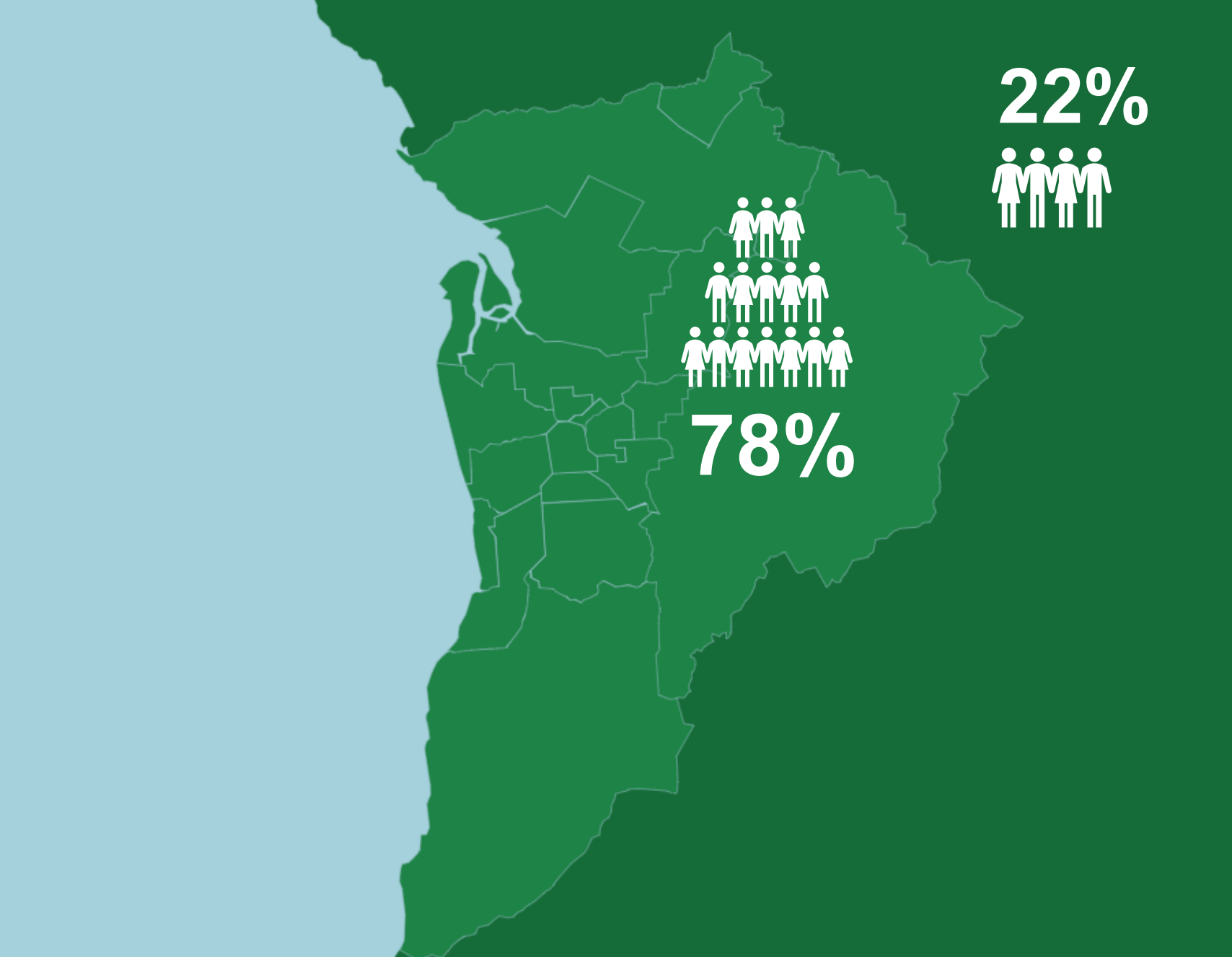




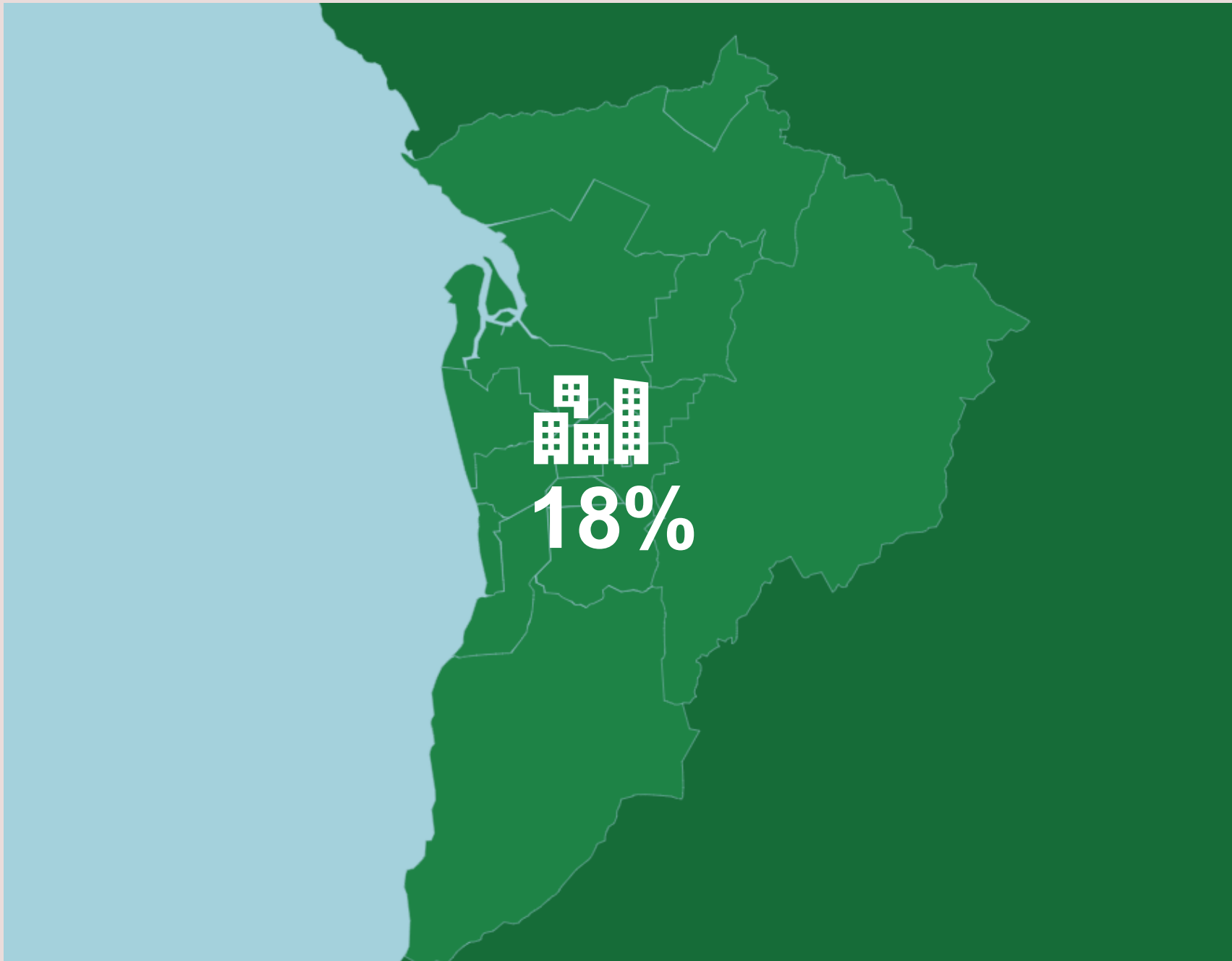






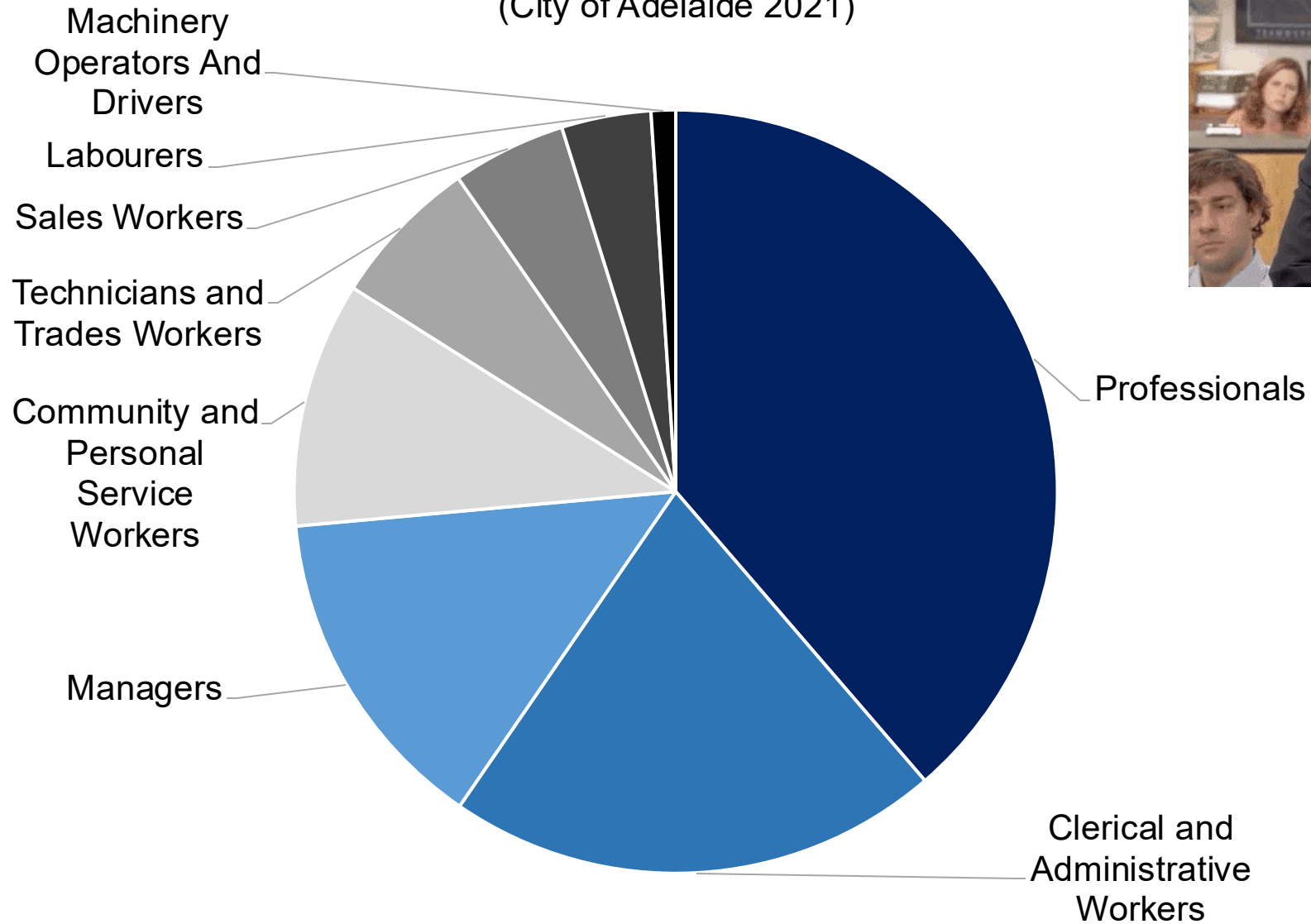


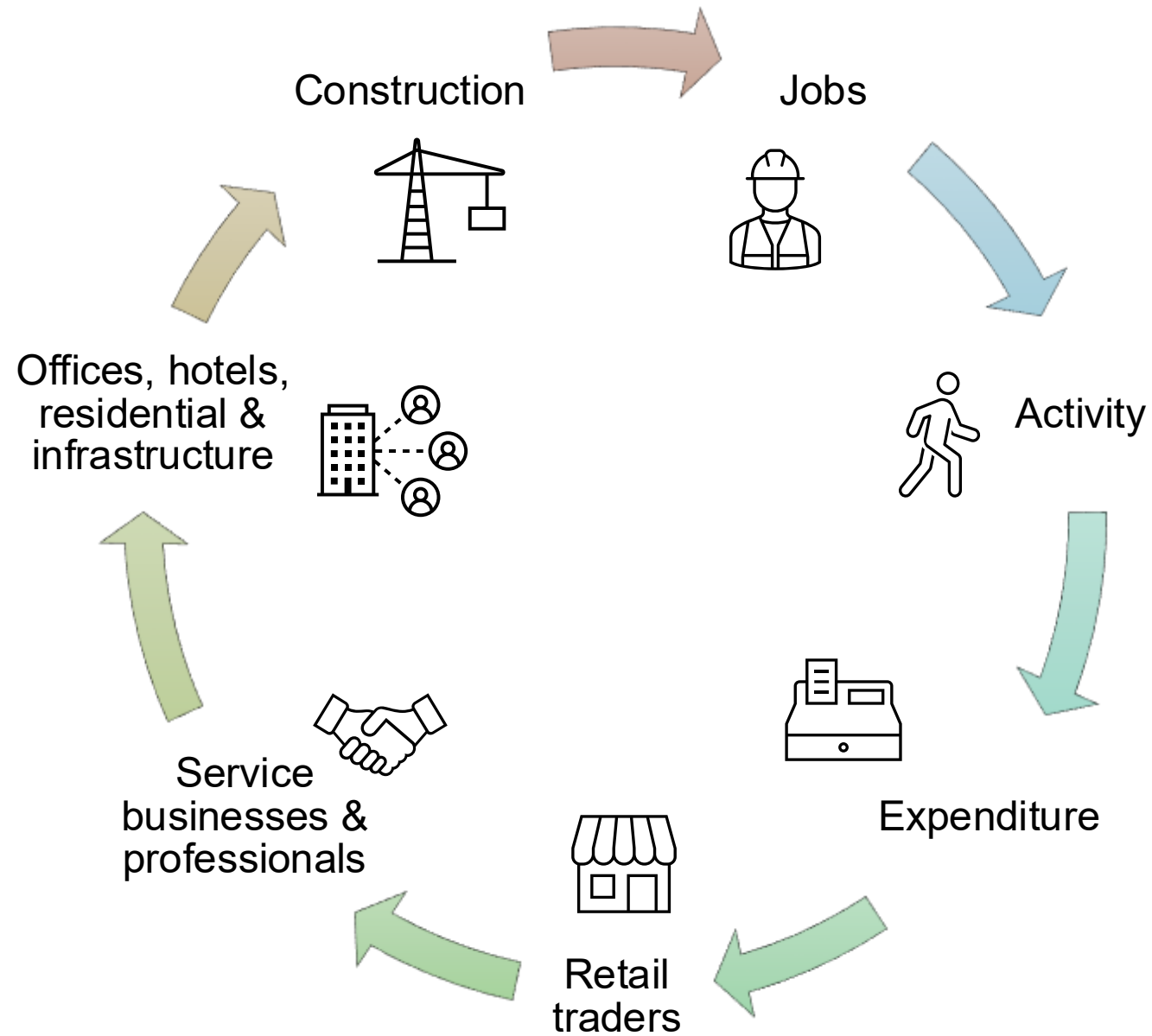
Source: National Skills Commission – Australian jobs 2021



Worker occupations

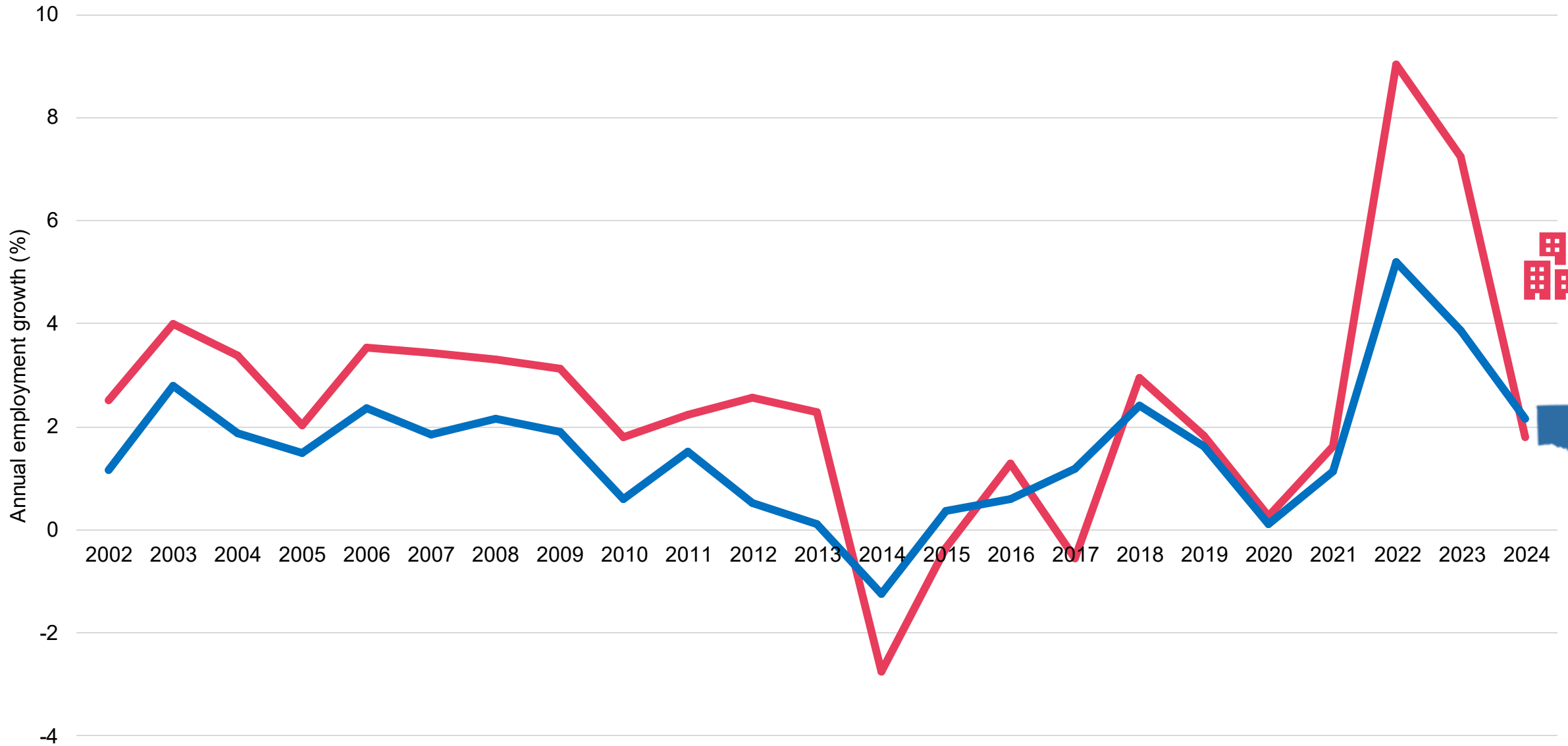
(City of Adelaide 2021)





Annual employment growth

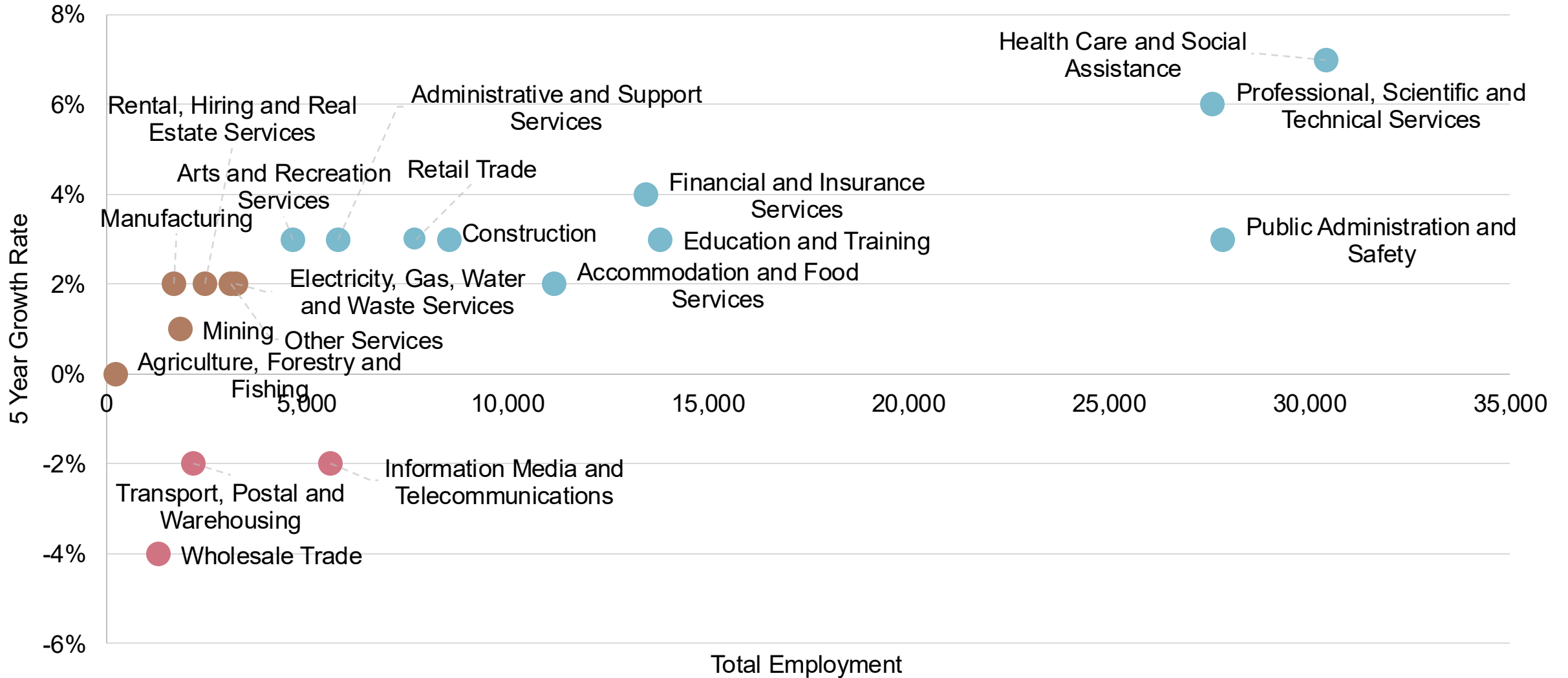
City of Adelaide South Australia



Highest Growing Industries by Employment

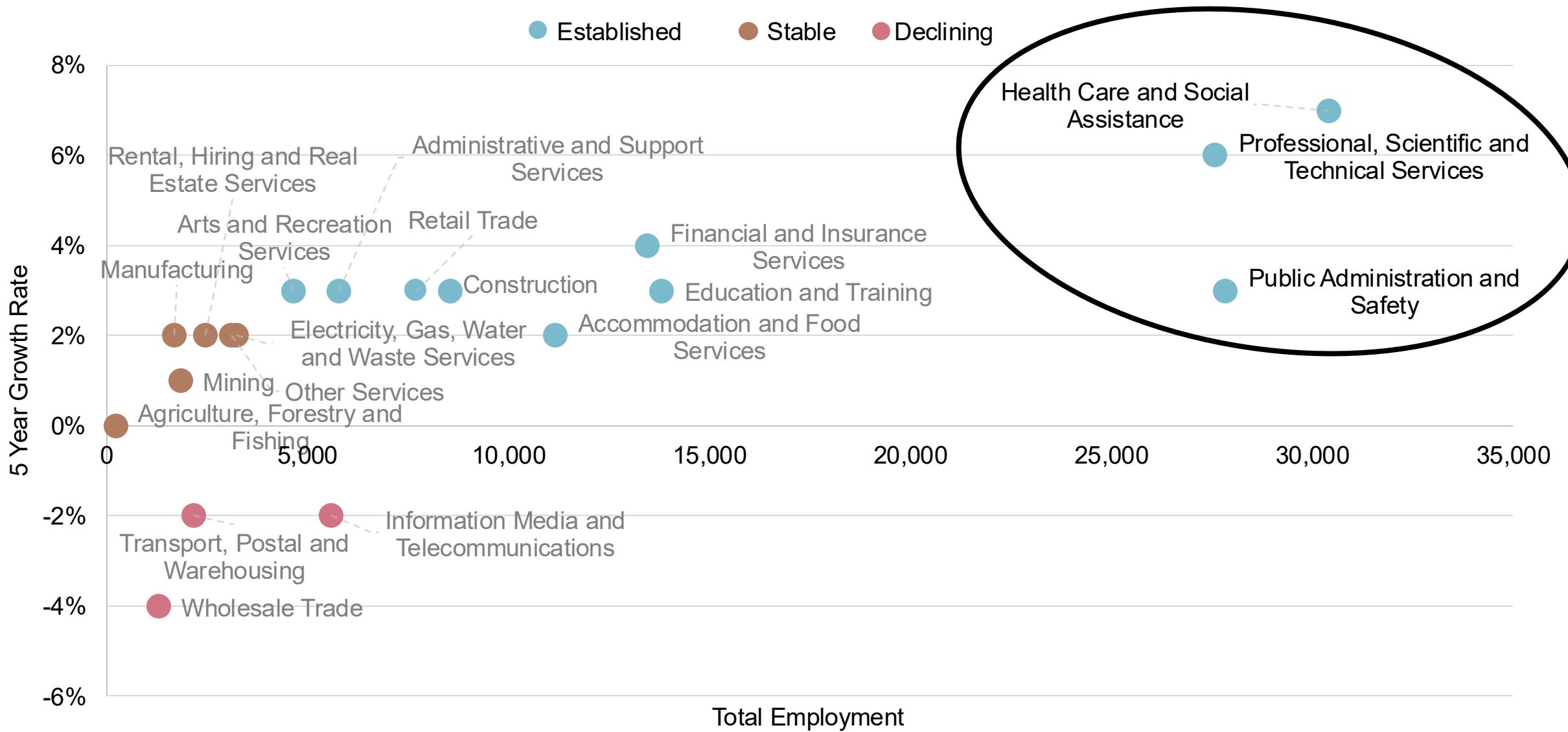
(City of Adelaide LGA area as of 2023/24 FY)

Established Stable Declining



Highest Growing Industries by Employment

(City of Adelaide LGA area as of 2023/24 FY)



Highest Growing Industries by Employment

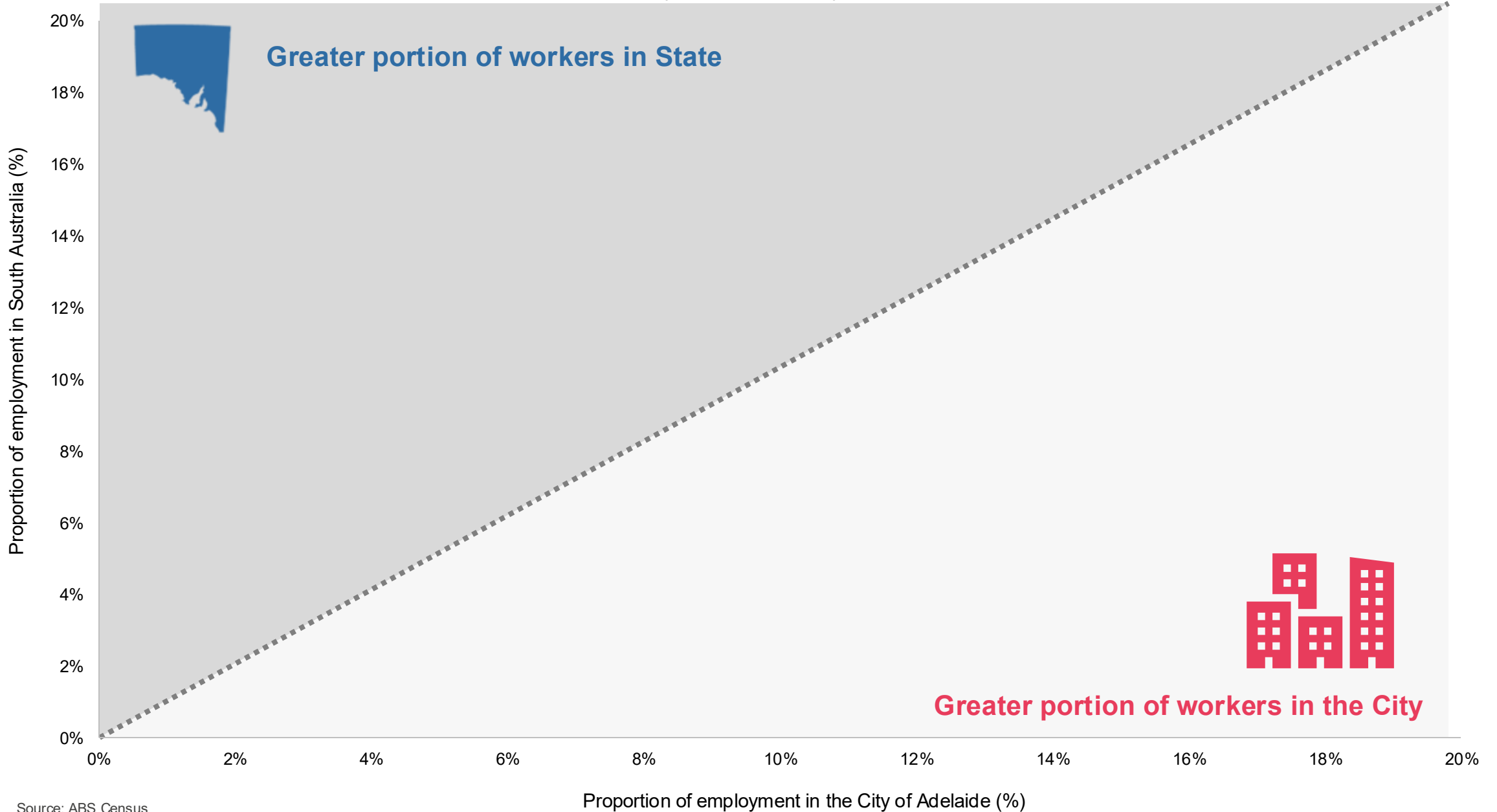
(City of Adelaide LGA area as of 2023/24 FY)

Established Stable Declining

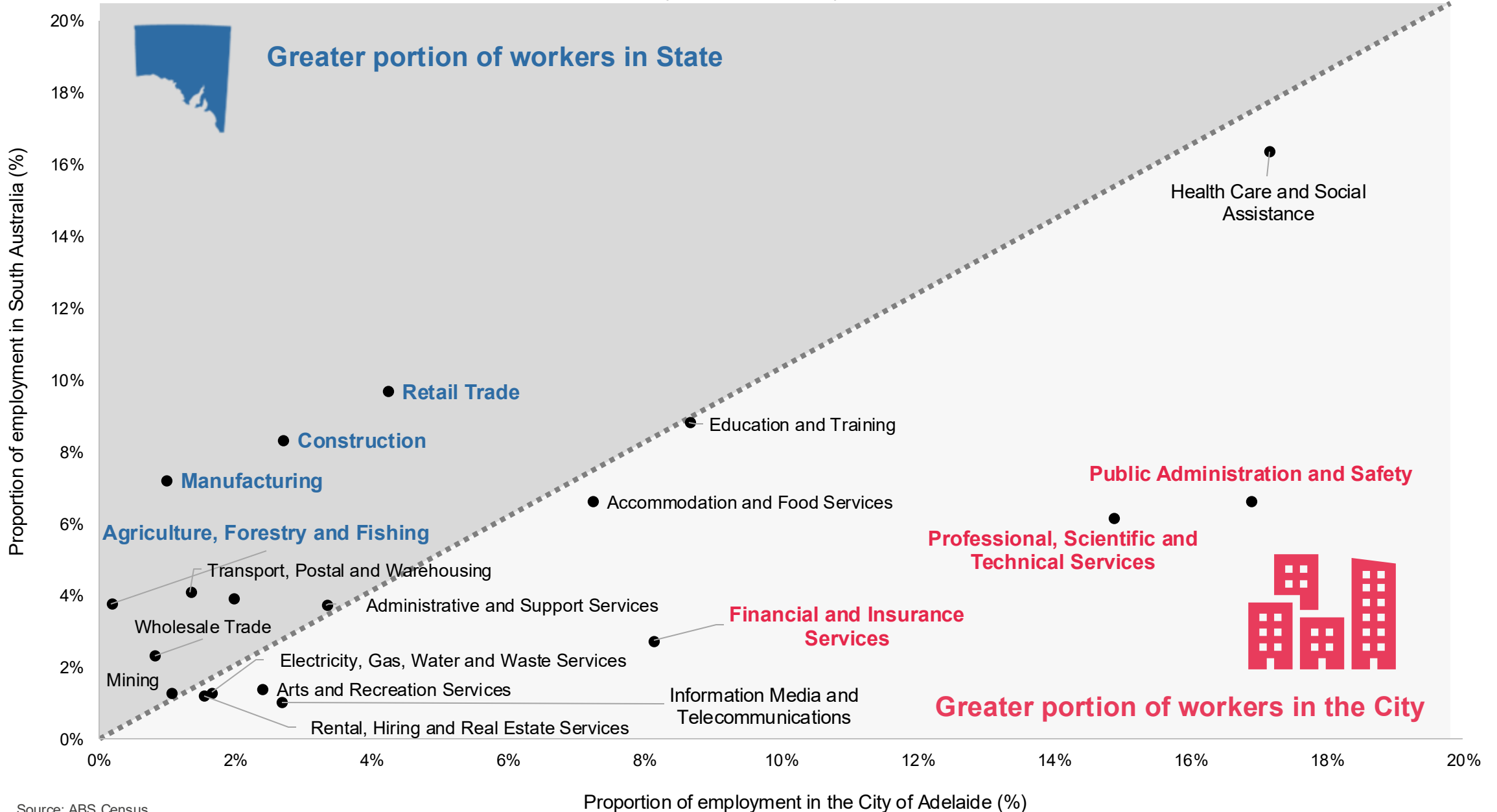


Proportion of employment in City vs State

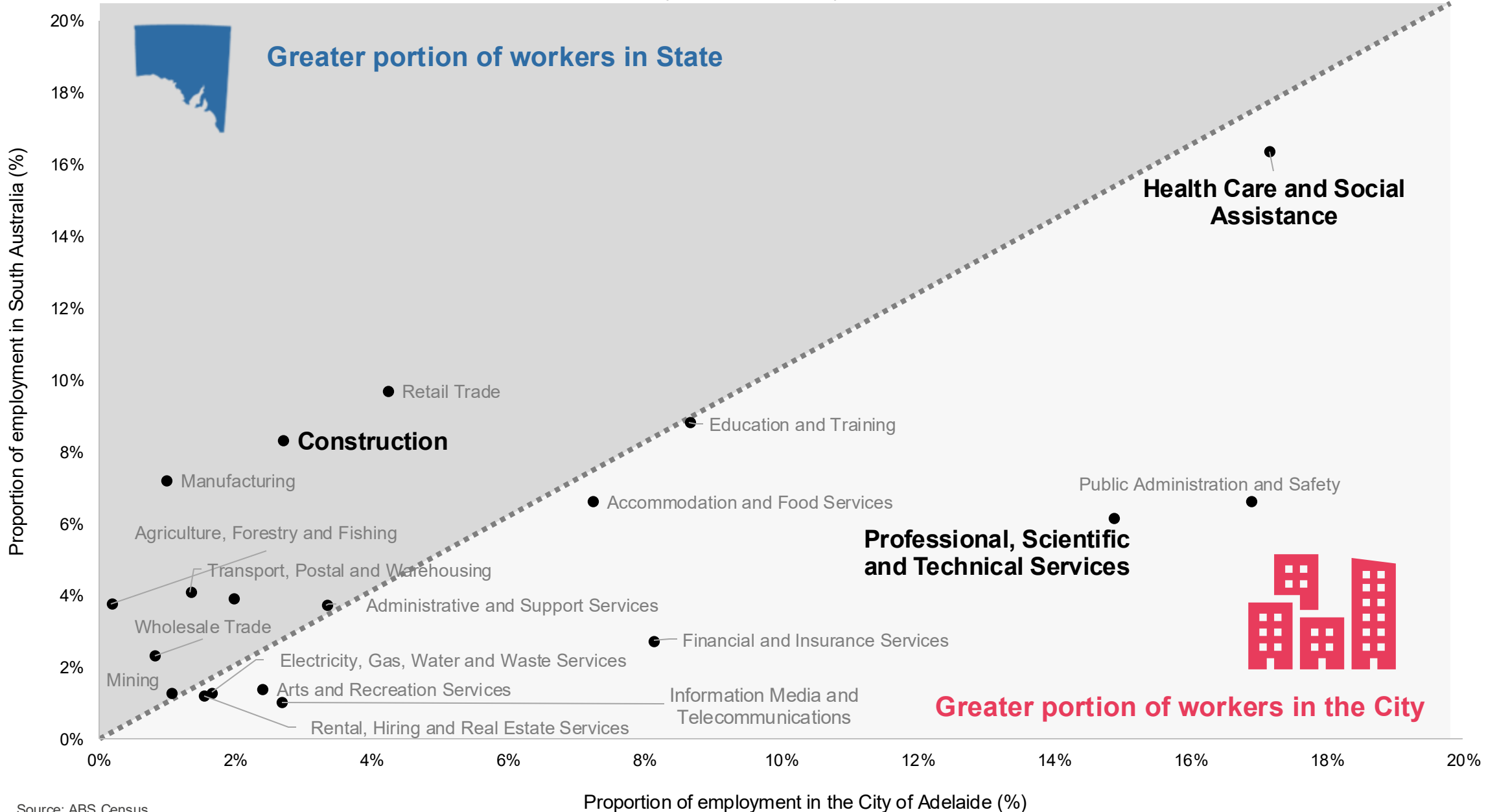
(2021 Census)



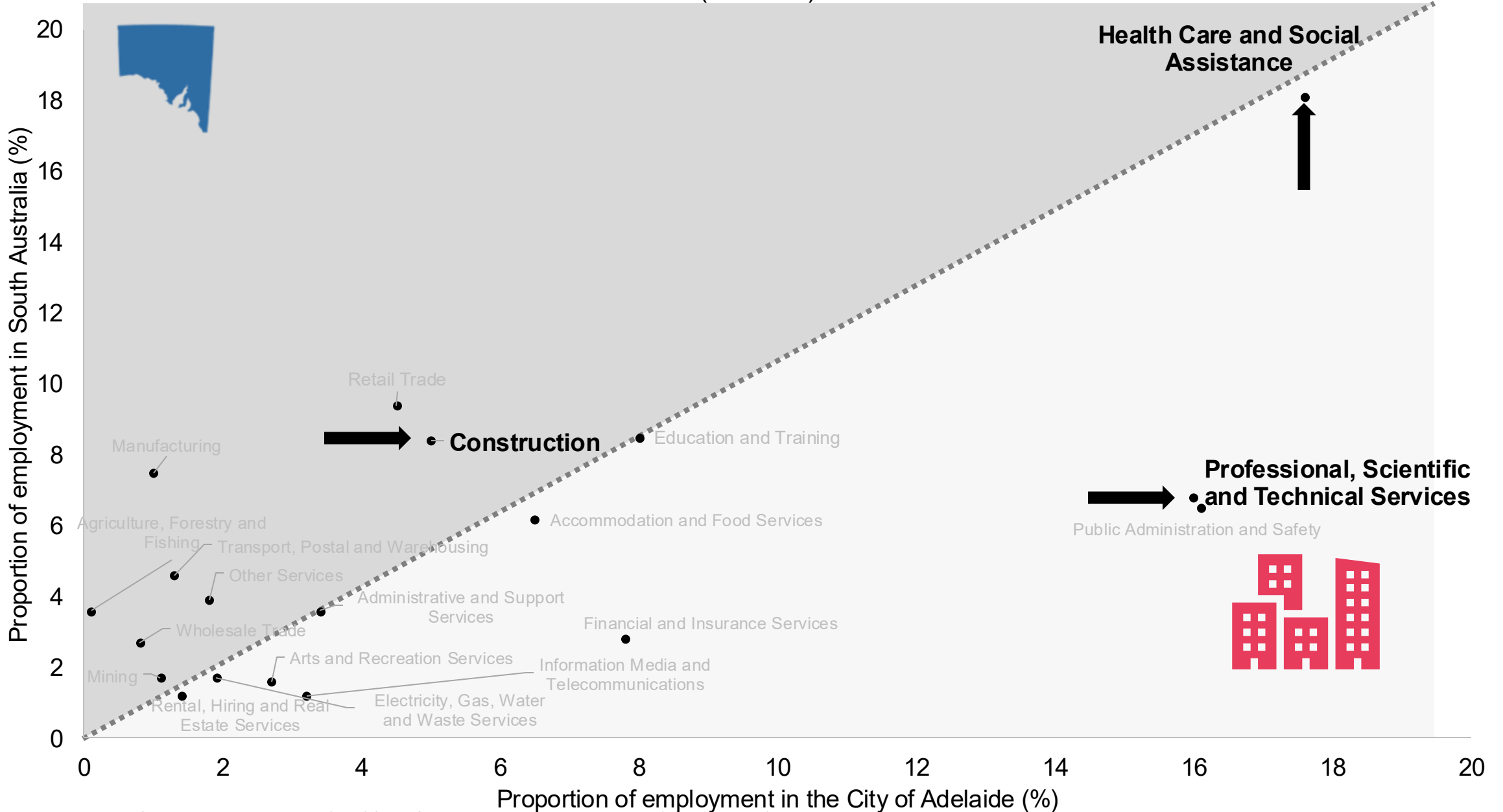
Proportion of employment in City vs State (2021 Census)



Proportion of employment in City vs State (2021 Census)



Share of employment in City of Adelaide vs South Australia (2023/24)



\$170k

average economic value added by a full-time city worker

Highest value add:

Financial and Insurance Services (\$355k)

Electricity, Gas, Water and Waste Services (\$342k)

Rental, Hiring and Real Estate Services (\$320k)

Mining (\$289k)

Business Dynamics

(City of Adelaide)

ESTABLISHED & STABLE



Computer System Design Services



Engineering Consulting



Accounting Services

ESTABLISHED & GROWING



Financial Asset Investing



Legal Services



Specialist Medical Services

CONTRACTING



Art and Non-Vocational Education



Specialised Design Services



Gyms and Fitness Centres

TRANSFORMING



Courier Pick-up and Delivery Services



Technical and Vocational Education and Training



Personal Welfare Services

Emerging Ecosystems

(Adelaide)



Software



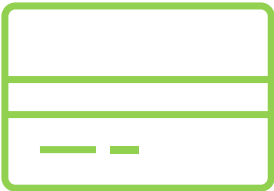
Data/AI/ML



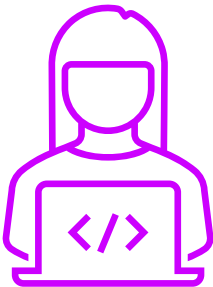
Cybersecurity



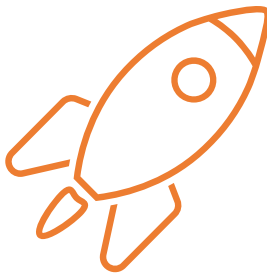
BioTech



FinTech



**Visual Effects/
Gaming**



Space



Defence



C4SPACE

SMARTSAT
Cooperative Research Centre



Australian Government
Department of Defence
Defence Science and
Technology Group

ASC

**AUSTRALIAN Cyber
Collaboration
Centre**

babcockTM



Defence Teaming Centre
Connecting • Developing • Advocating

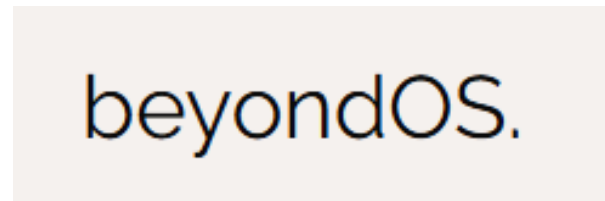


LOCKHEED MARTIN



FIVECAST





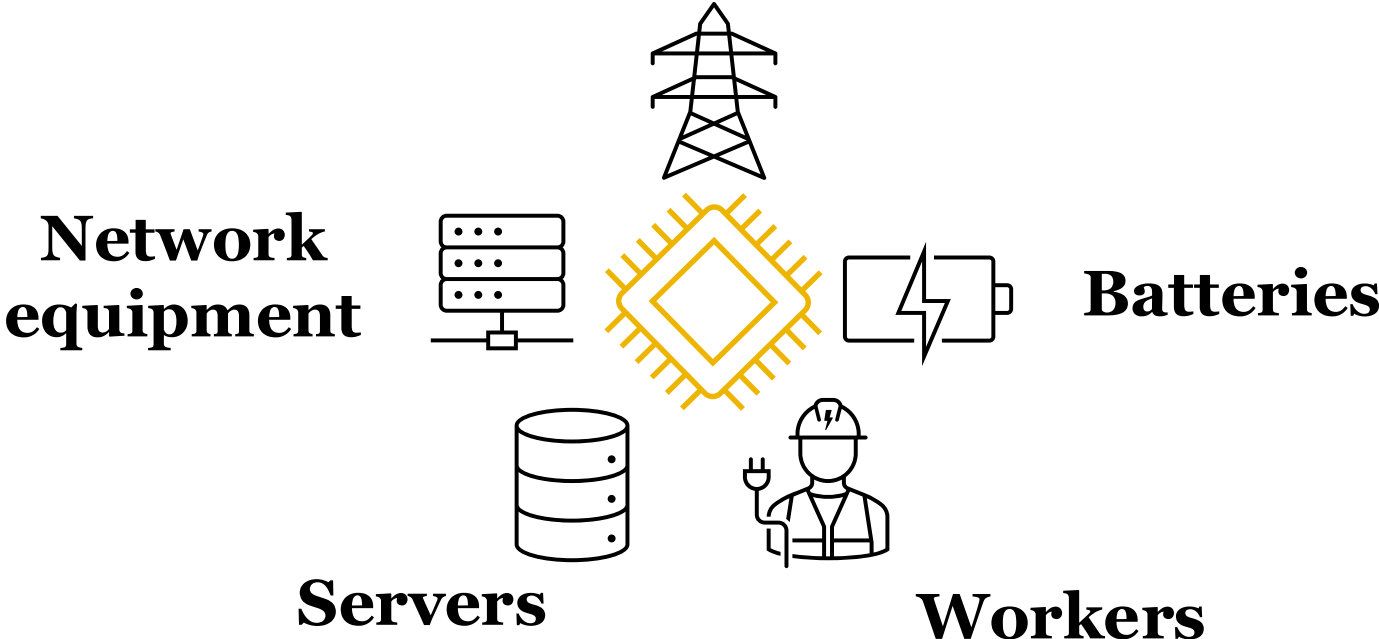
halfgiant



Emerging Ecosystems

(Adelaide)

Power/Optic Fibre



Emerging Ecosystems

(Adelaide)



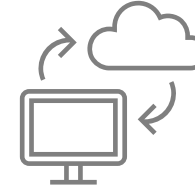
Data/AI/ML



Cybersecurity



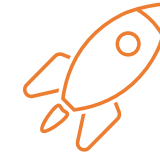
Software



FinTech



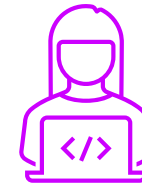
Space



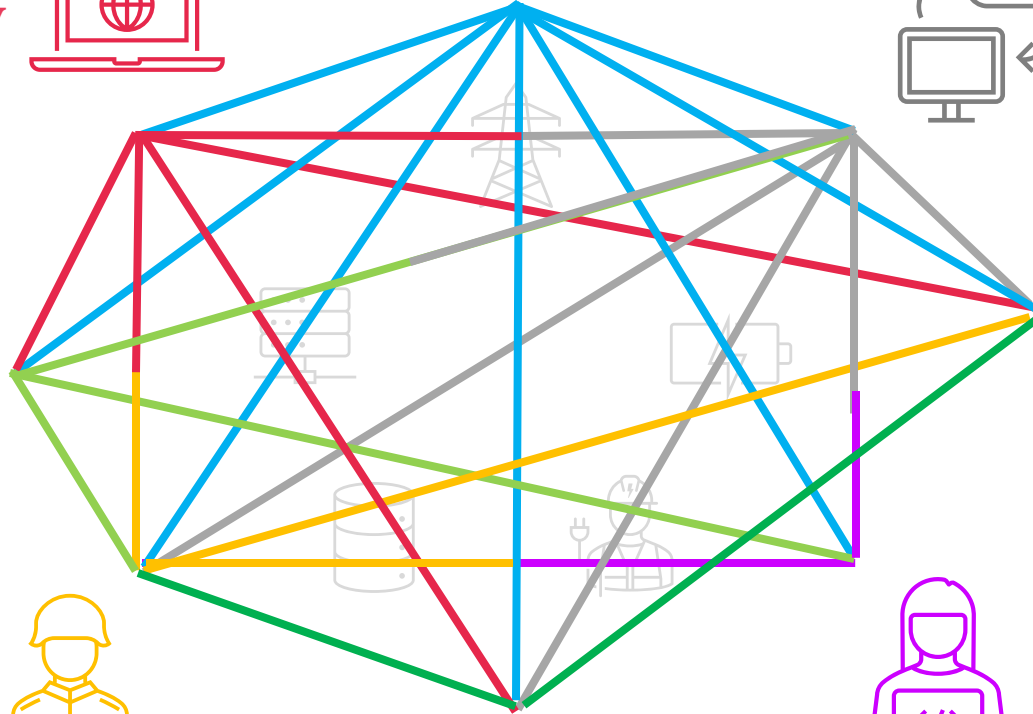
Defence



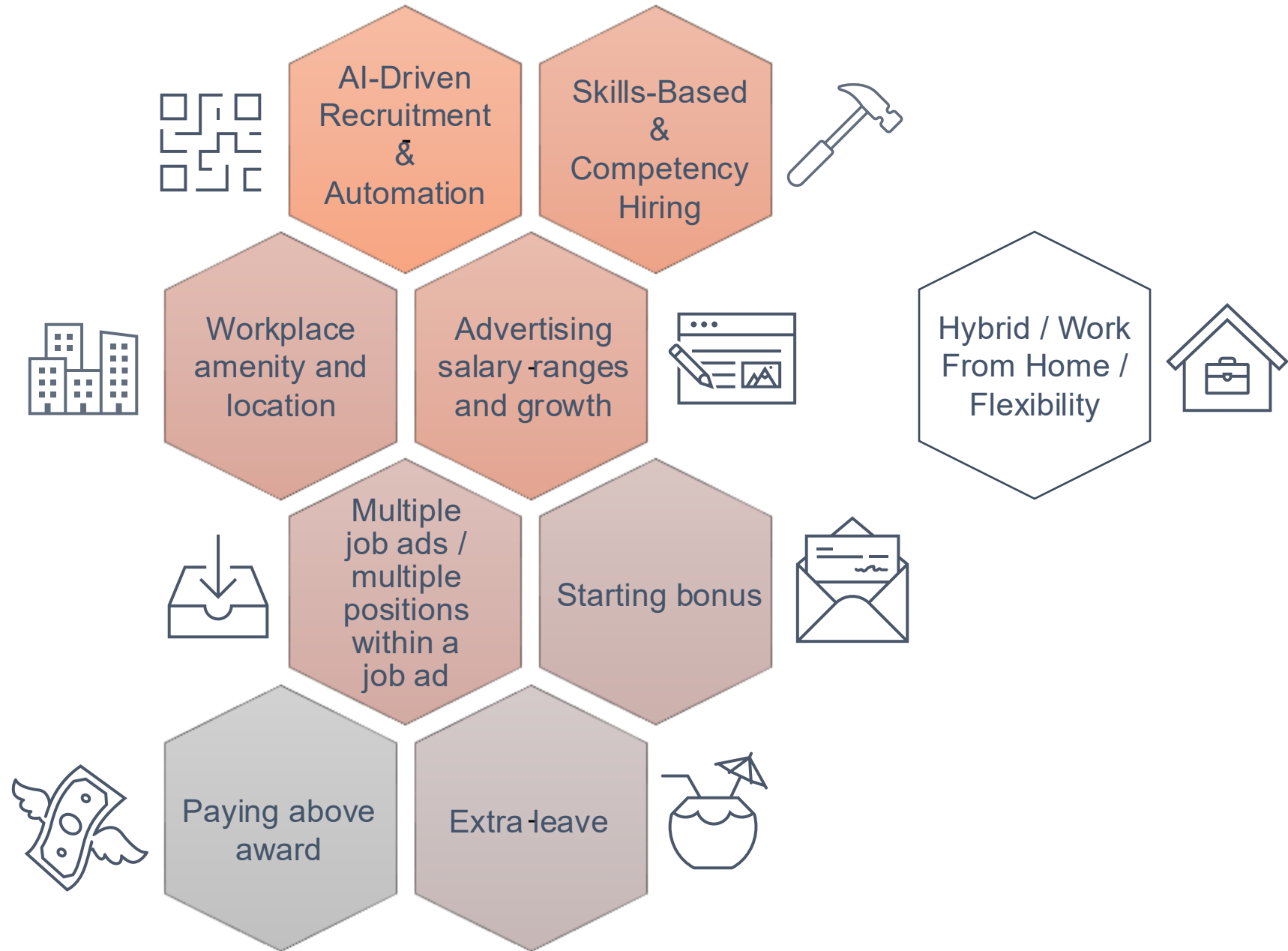
**Visual Effects/
Gaming**



BioTech







DAY IN THE CITY!



traffic, wasted time
spending money
barista coffee
better set up (screens!)
bouncing ideas
socialising!
energy for after work

building ideas
meet ups afterwards
uncomfy chair
uncomfy clothes
people!
opportunity to socialise!
more pre-planning
forgetting lunch

DAY AT HOME!



focused
comfortable
productive (in personal tasks)
homemade meals/drinks
lunchtime walk by the river
slower tone
less energy at the end of the day
sunshine

more time in
the morning
comfier clothes
cheaper
no friends !!
lonely (OR my housemates
are distracting)

FUTURE CITY INTENTIONS →

I WILL SPEND MORE TIME IN THE CITY BECAUSE:

- ARTS EVENTS
- GETTING TO KNOW COLLEAGUES
- NETWORKING OPPS
- SOCIAL EVENTS
- PARKS AND





thank
you

data4lunch

Jane Johnston

Chief Executive
StudyAdelaide

data*4lunch*

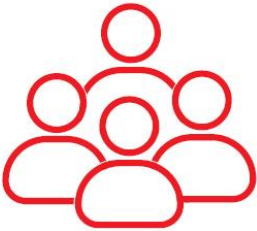
International students and South Australia's workforce needs







How many international students are in South Australia?



59,000

Student enrolments
in 2024



130+

International students
come from more than
130 countries

What countries do international students originate from?



Top 10 Markets

- India
- China
- Nepal
- Vietnam
- Colombia
- Hong Kong
- Brazil
- Philippines
- Pakistan
- Sri Lanka

The importance of international education for South Australia



Student Accommodation

34 facilities across SA provide 9,000 beds

1,500 more beds are in development
2,600 more beds at application stage



\$3.23B

International education is SA's largest export and first export to exceed \$3B (2024)



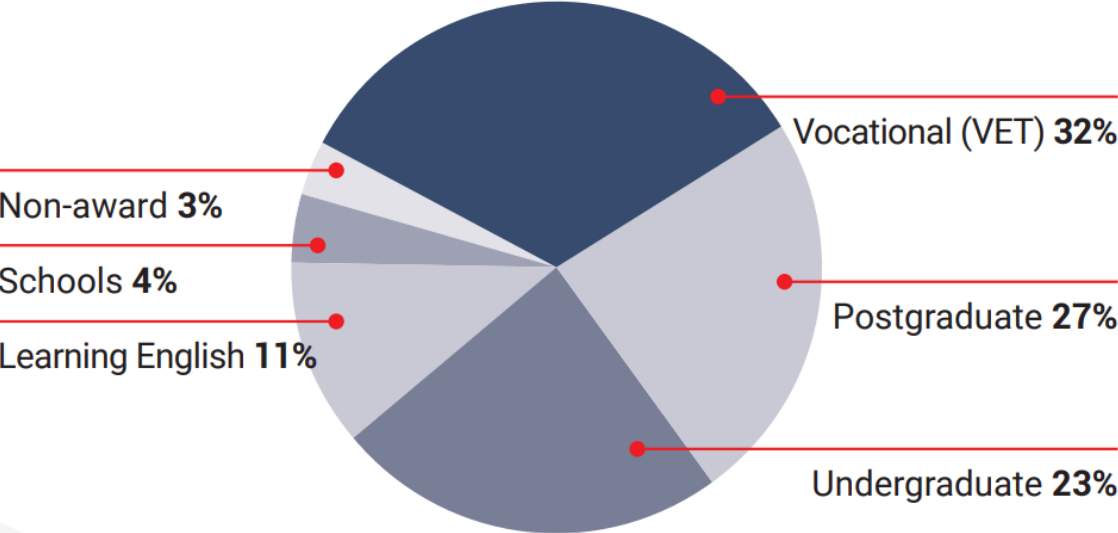
60%

More than 60% of international student expenditure is on rent, living and recreational expenses

What do students study?

Level of Study

International students study at all education levels in SA



Top 5 Fields of Study

Health & Care, Engineering, IT, Commerce, Food & Hospitality

How many are studying in areas of workforce need?

13,800 Management and Commerce

7,200 Information technology

5,900 Food and Hospitality

6,200 Engineering

4,700 Health and care

Can international students work in South Australia after graduating?

- Temporary Graduate visa (subclass 485)
- No cost to business
- No sponsorship required from business
- Duration depends on level of study
- Full working rights
- Enables students to get the required experience in order to apply for permanent visas

VET 1.5 Years	Bachelor's Degree up to 3 Years
Master's Degree up to 3 Years	PhD up to 4 Years

Why employ an international graduate?



No costs involved



Seamless recruitment process



Increase workplace cultural diversity



Reach new Australian and overseas markets

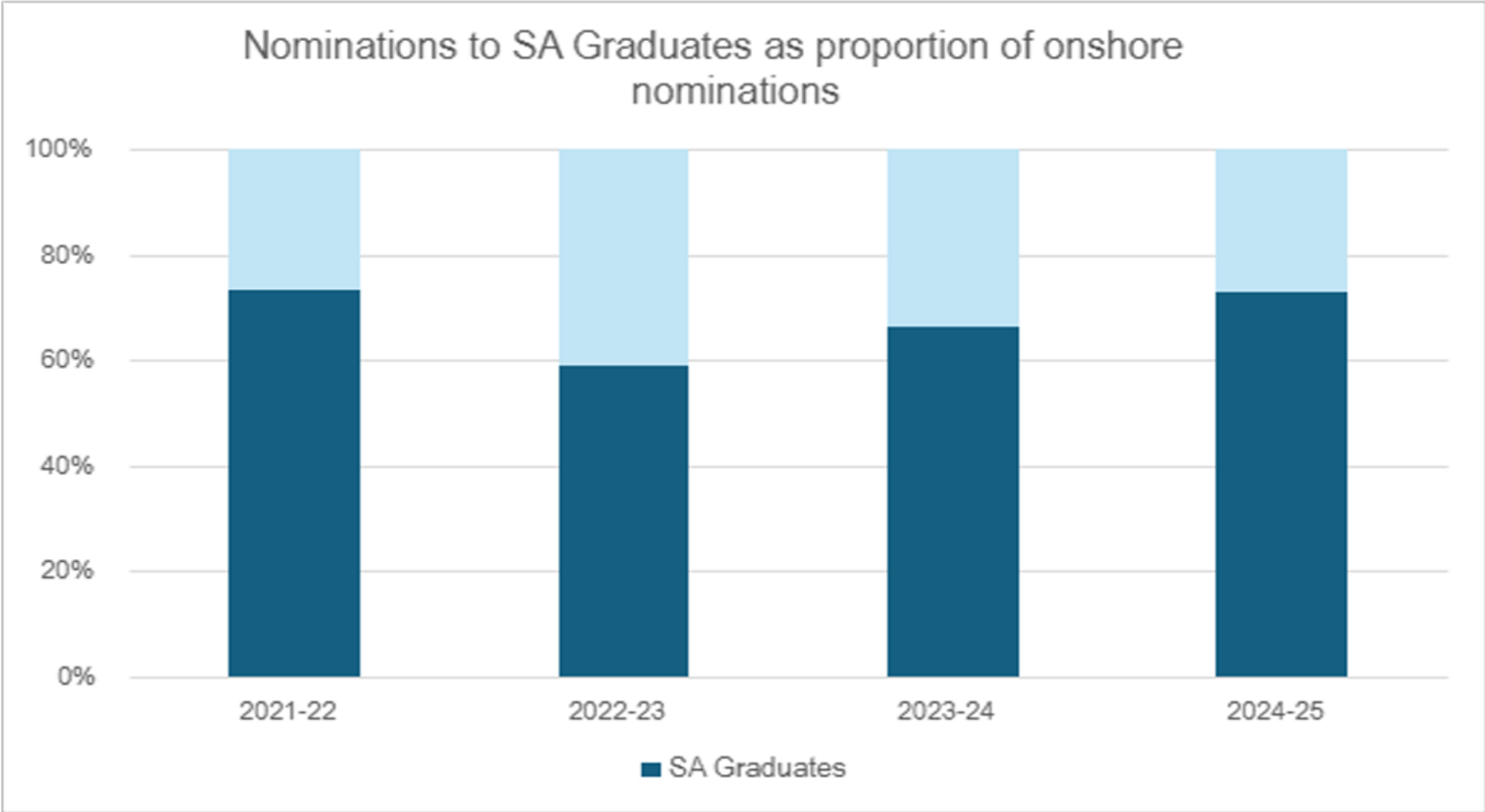


Foreign language skills



Boost innovation and problem solving

What percentage of onshore General Skilled Migration nominations go to international students?



Employment Connect

One-stop resource centre for international students and employers.

- Information about international student talent
- Award-winning Job Shop – part-time/casual and volunteer roles
- Post-study work rights and graduate visa
- Employer guide
- Connection to university and TAFE SA's careers teams





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Data & Insights



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