

# WHAT ARE JOB CLUSTERS?

Different jobs are more related than we might first think. Not all different jobs require an entirely new skill set, instead, the skill sets of many jobs are 'portable' to other jobs. In fact, on average, when an individual trains or works in 1 job, they acquire skills for 13 other jobs. This is because, for many jobs, employers demand very similar skills. Most young people are skilled for more jobs than they or potential employers, actually realise.

Of course job switches will often require additional technical skills or subject matter expertise. Even in related fields with many common characteristics, moving between jobs can be challenging. On the other hand, some job switches only demand a few new skills. In fact, for someone who has already trained for or worked in one job, 44 different jobs only request one additional skill.


The portability (or transferability) of skills has important implications for how we think about our careers. Many jobs are related and require similar skills. Rather than choosing an occupation that starts at the bottom and has a set path to seniority, a young person could think about developing a portfolio of skills that opens doors to a group or 'cluster' of jobs. Rather than asking a young person, what is your 'dream job', it may be more useful to ask what is your 'dream job cluster'?



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## Exhibit 2: There are 7 job clusters in the Australian economy, based on skills demanded by employers

These job clusters each currently comprise a variety of occupations, ranging from 10 up to 140 occupations depending on the particular cluster.<sup>12</sup>

	Comprises jobs that...	Occupations currently in this job cluster
 <b>'The Generators'</b>	...require a high level of interpersonal interaction in retail, sales, hospitality and entertainment.	<b>Total:</b> 65 <b>Includes:</b> sales representatives, retail supervisors, cafe managers, hotel managers, bank managers, entertainers, interpreters and airline ground crew. <b>Industries closely linked with this job cluster include:</b> Tourism, Retail & Wholesale Trade, Accommodation & Food Services, and Arts & Recreation Services.
 <b>'The Artisans'</b>	...require skill in manual tasks related to construction, production, maintenance or technical customer service.	<b>Total:</b> 118 <b>Includes:</b> machinery operators, landscape gardeners, electricians, crop & livestock farm workers, plumbers, and carpenters. <b>Industries closely linked with this job cluster include:</b> Construction, Agriculture, Mining, Manufacturing, Utilities and Logistics.
 <b>'The Carers'</b>	...seek to improve the mental or physical health or well-being of others, including medical, care and personal support services.	<b>Total:</b> 131 <b>Includes:</b> GPs, social workers, childcare workers, fitness instructors, surgeons, counsellors and beauty therapists. <b>Industries closely linked with this job cluster include:</b> Health Care & Social Assistance
 <b>'The Coordinators'</b>	...involve repetitive administrative and behind-the-scenes process or service tasks	<b>Total:</b> 59 <b>Includes:</b> bookkeepers, printers, fast food cooks, bus drivers, furniture removalists, law clerks, receptionists and car park attendants. <b>Industries closely linked with this job cluster include:</b> Administrative Services and Logistics.
 <b>'The Designers'</b>	...involve deploying skills and knowledge of science, mathematics and design to construct or engineer products or buildings.	<b>Total:</b> 70 <b>Includes:</b> architects, electrical engineers, clothing patternmakers, food technologists, building inspectors, product testers, industrial engineers, geologists and draftspersons. <b>Industries closely linked with this job cluster include:</b> Architectural, Engineering & Technical Services.
 <b>'The Informers'</b>	...involve professionals providing information, education or business services	<b>Total:</b> 142 <b>Includes:</b> primary and secondary school teachers, economists, intelligence officers, accountants, policy analysts, solicitors, organisational psychologists, museum curators, and HR advisers. <b>Industries closely linked with this job cluster include:</b> Professional, Scientific & Technical services and Education & Training.
 <b>'The Technologists'</b>	...require skilled understanding and manipulation of digital technology.	<b>Total:</b> 10 <b>Includes:</b> programmers, software engineers, database administrators, web designers and ICT business analysts. <b>Industries closely linked with this job cluster include:</b> Computer System Design & Related Services and Information Media & Telecommunication Services.

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Exhibit 6: Which job clusters have the strongest future prospects?

Clusters	Growth and Automation	Future Prospect	Example jobs within the cluster that have strong future prospects (occupations grew 2010-2015 and risk of impact of automation is <70%)
 The Generators	Job growth (2010-15) <b>7.4%</b> Affected by automation <b>45%</b>	Moderate	ICT sales reps Retail supervisors Cafe or restaurant managers Call centre team leaders Entertainers & variety artists Hospitality managers Sports instructors Bank managers
 The Artisans	Job growth (2010-15) <b>5.6%</b> Affected by automation <b>77%</b>	Weak	Carpenters & joiners Landscape gardeners Electrical engineering technicians Mechanics Lipshapers Electricians
 The Carers	Job growth (2010-15) <b>18.0%</b> Affected by automation <b>26%</b>	Strong	General practitioners Nurses Podiatrists Dental technicians Health promotion officers Pharmacists Veterinarians Radio-graphers Physio-therapists Tour guides Beauty therapists Make-up artists Community health workers Massage therapists Cardiac technicians Anaesthetic technicians Childcare workers Special education teachers Fitness instructors Emergency service workers Psychiatrists Paramedics Surgeons Social workers Occupational therapists
 The Coordinators	Job growth (2010-15) <b>3.0%</b> Affected by automation <b>71%</b>	Weak	Receptionists Travel attendants Rorists ICT support technicians Admissions clerks
 The Designers	Job growth (2010-15) <b>13.1%</b> Affected by automation <b>43%</b>	Moderate	Construction project managers Civil engineers Computer network & system engineers Project administrators Electrical engineers Architects Industrial engineers Geologists Mining engineers Landscape architects Food technologists
 The Informers	Job growth (2010-15) <b>7.6%</b> Affected by automation <b>36%</b>	Strong	Policy analysts Statisticians Physicians Gallery or museum curators Economists Laboratory managers Human resource advisers OH&S advisers Financial brokers Solicitors Technical writers Actuaries Detectives Organisational psychologists Market research analysts Journalists Primary & secondary school teachers
 The Technologists	Job growth (2010-15) <b>19.0%</b> Affected by automation <b>50%</b>	Strong	Programmers Software engineers Web developers Database administrators Web designers  New Cluster?
			Additional job clusters may arise, based on new occupations and new skills being demanded and valued by employers

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