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 dusters each currently comprise a variety of occupations, ranging from 10 up to 140 occupations depending on the particular cluster.

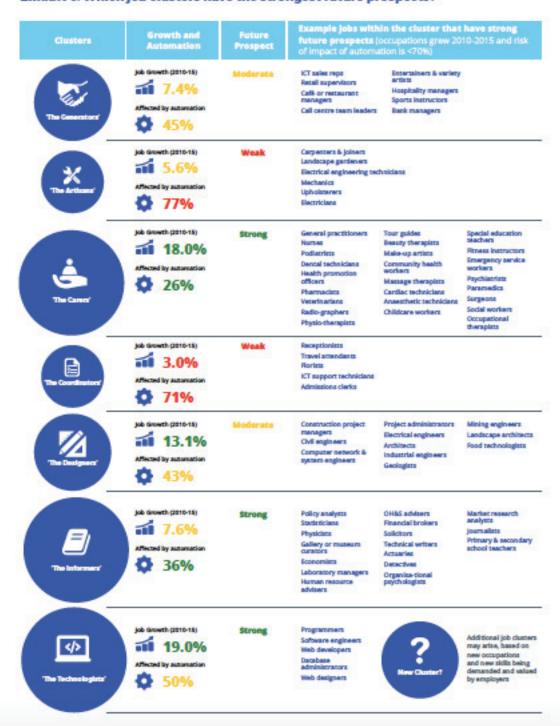
	Comprises jobs that	Occupations currently in this job cluster
The Generators'	require a high level of interpersonal interaction in retail, sales, hospitality and entertainment.	Total: 65 Includes: sales representatives, retail supervisors, cafe managers, hotel managers, bank managers, entertainers, interpreters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





WHAT ARE JOB CLUSTERS?

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



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