State of the Industry - Automotive Repair and Maintenance

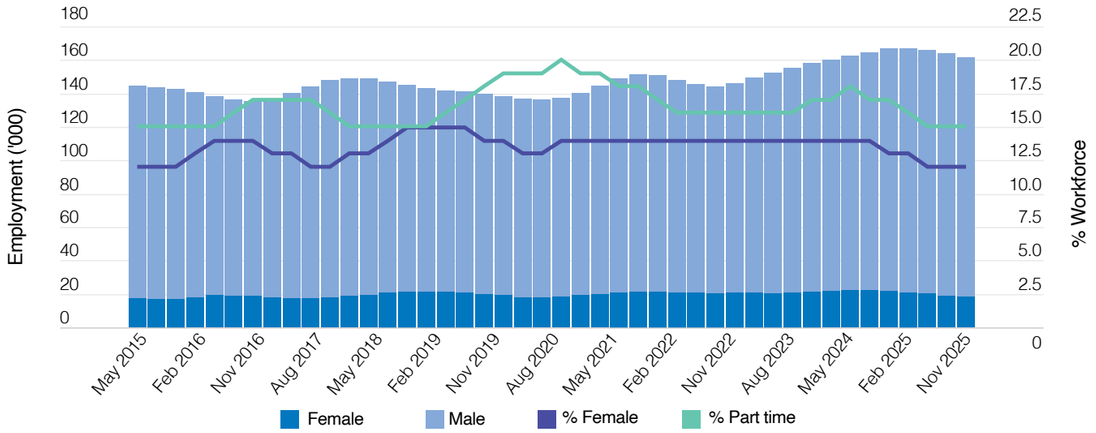
Employment in Automotive Repair and Maintenance increased in 2025.

The repair and maintenance industry employs 163,200 workers, with female participation stable at 11.6% (Figure A12). The proportion of part-time employees peaked at 19.6% in 2020, then declined from 18% in 2024 to 14.6% by November 2025.

New South Wales has the highest concentration of businesses.[1]

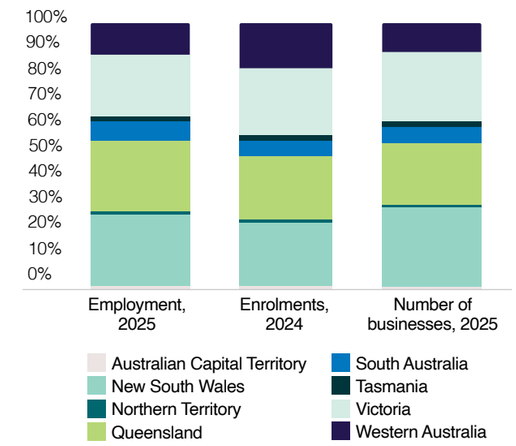
Across employment, enrolments, and the number of businesses, the distribution appears broadly consistent, with NSW, QLD, and VIC ranked as the top three states and territories in the sector. VIC accounts for the largest AUR repair and maintenance enrolments in 2024 (25.1%). Meanwhile, NSW has the highest concentration of businesses, representing 29.6% of the total with 27.0% of employment in Automotive Repair and Maintenance industry (Figure A13).

Figure A12: Automotive Repair and Maintenance employment, 2015–2025



Source: ABS, Labour Force, Australia, Detailed, November 2025; Trended by AUSMASA.

Figure A13: Number of employments, delivery providers and businesses by state, 2024–2025



Source: ABS, Labour Force, Australia, Detailed, 2025; Trended by AUSMASA; ABS, " Counts of Australian Businesses, including Entries and Exits, June 2021 to June 2025", December 2025; VOCSTATS, "Total VET students and courses 2015-2024", 2024.

The industry is a key enabler of road transport.

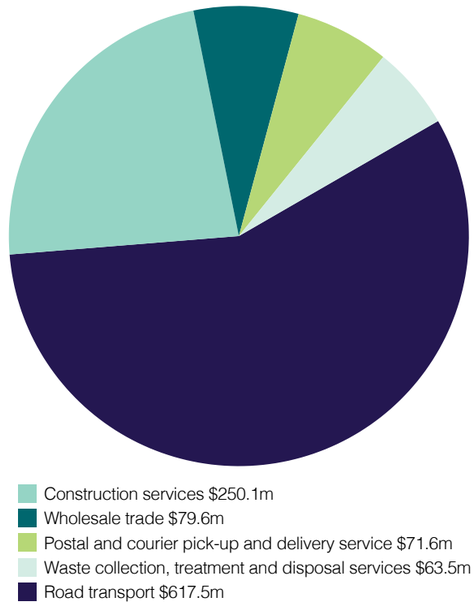
The sector contributes $617.5 m to the road transport sector reflecting the strong dependence of transport operators on repair and maintenance services. This is followed by construction services ($250.1 m), indicating significant use of these services for vehicle upkeep within the construction sector (Figure A14). The growing electrification in the industry has seen increased demand for electrical, digital, and diagnostic skills. However, there are skills bottlenecks, both due to a shortage of VET TAEs and the inaccessibility of OEM repair information for pathway providers.

[1] IBISWorld, "Motor Vehicle Engine and Parts Repair and Maintenance in Australia", 2025.

7 out of 11 key occupations in the Automotive Repair and Maintenance industry are experiencing shortages in 2025.

Employment in Automotive Repair and Maintenance is heavily concentrated in hands-on trade roles, led by Motor Mechanics (71,600), followed by Panelbeaters (11,600) and Car Detailers (7,700) (Table A6). The sector faces challenges in attracting, retaining, and recruiting skilled workers, often exacerbated by a lack of awareness of career pathways and visibility for younger generations. Conversations around licencing are also complicating the discussion, as it will create skills bottlenecks if not undertaken in tandem with evidence-led grandparenting of accreditation. Particularly acute for the regions where substitutability of skills in a workshop is higher than in a large dealer-linked repair facility, where OEM training is likely to be current and have dedicated streams, leading to a lower friction transition to a licensed system.

Figure A14: What does the sector support in 2023?



Source: ABS, "Australian National Accounts: Input-Output Tables, 2022-23", March 2025.

Table A6: Key occupations, 2025

Occupations	Employed	10-Yr vacancies change	Included in CSOL?	Shortage
Motor Mechanics	71,600	108%	Yes	S
Panelbeaters	11,600	33%	Yes	S
Car Detailers	7,700	-6%	No	No data
Motor Vehicle Parts and Accessories Fitters	7,400	11%	No	NS
Vehicle Painters	6,900	377%	Yes	S
Automotive Electricians	5,300	185%	Yes	S
Metal Fitters and Machinists	5,100	148%	Yes	S
Vehicle Body Builders and Trimmers	3,600	28%	Yes	S
General Clerks	3,000	30%	No	NS
Motor Vehicle and Vehicle Parts Salespersons	2,800	49%	No	NS
Diesel Motor Mechanic	2,028	No data	Yes	S

Source: ABS, Labour Force Estimate: Customised Report, 2026; JSA, "Occupation Shortage List", 2025; JSA, "Internet Vacancy Index (IVI)", February 2026; Department of Home Affairs, "The Core Skills Occupation List", 2024; Note: 1. RS: Regional Shortage; S: Shortage; NS: Not in Shortage 2. Employment is calculated as the four-quarter average for 2025 across occupation unit groups within each sub-industry, rounded to the nearest 100. For Diesel Motor Mechanics, the 2021 census employment figure is used instead.