



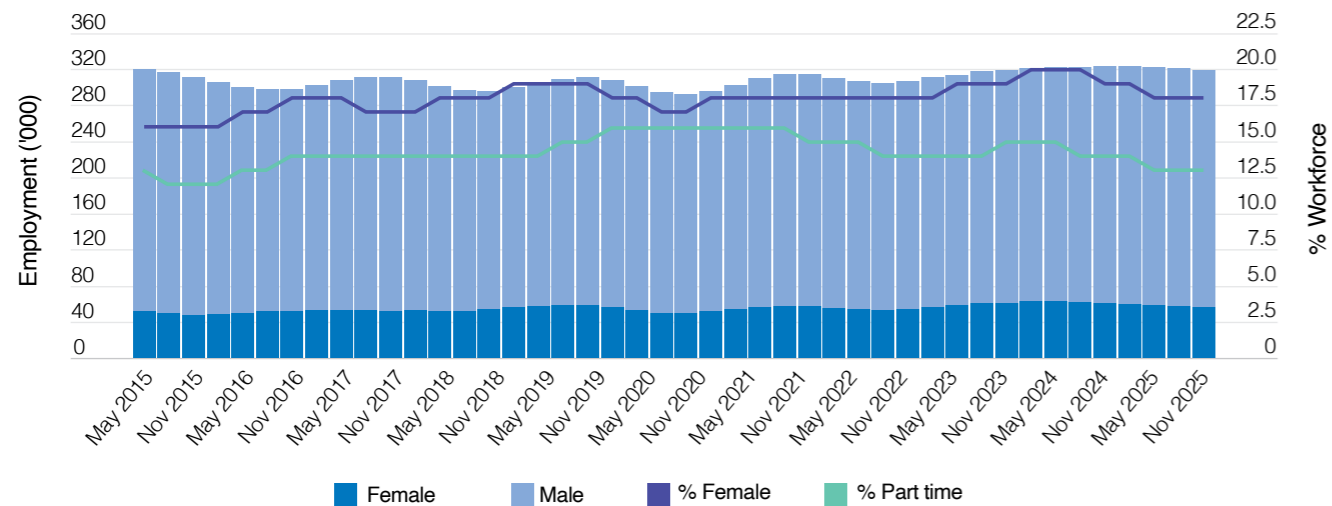
State of the Industry - Automotive

The Automotive industry has stable employment with a workforce of around 320,000.

The Automotive industry experiences largely stable employment (Figure A5). The female workforce declined to 18.1% of the workforce, alongside a part-time workforce of 12.8% in November 2025.

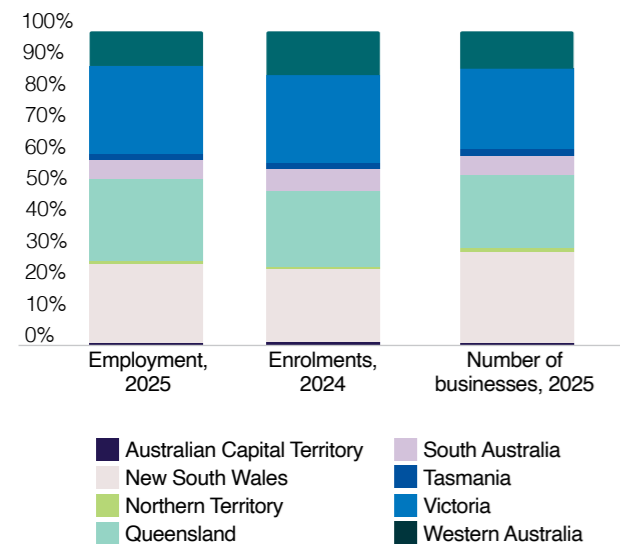
VIC accounts for the largest share of enrolments; however, employers are concentrated in NSW, with a large proportion of businesses being owner-operated (Figure A6). This disparity can be explained by statutory and regulatory nuances across states. However, there is considerable non-accredited training in the industry, and no data source to track such training, which can also account for the pathway disparity.

Figure A5: Automotive employment, 2015–2025



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

Figure A6: Automotive employment size, number of enrolments and businesses by state and territory, 2024–2025



Source: ABS, Labour Force, Australia, Detailed, November 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



7 out of the 11 key occupations in the Automotive industry are experiencing shortages in 2025 (Table A3).

Many of the Automotive industry's key occupations have seen sustained growth in vacancies over the past decade and remain in shortage, as the industry faces increasing competition to attract and retain skilled technicians. Despite these workforce pressures, the industry remains resilient, maintaining strong vehicle sales and continued strong vehicle demand. Australia recorded 1.2 m new vehicle sales in 2025, and December volumes rose 3% from the previous year. SUVs accounted for 61% of total sales, while hybrid (+15%) and plug-in hybrid (+131%) vehicles posted significant growth and battery electric vehicles accounted for an 8% share.¹

Table A3: Key occupations, 2025

Occupations	Employed	10-Yr vacancies change	Included in CSOL?	Shortage
Motor Mechanics	86,300	108%	Yes	S
Motor Vehicle and Vehicle Parts Salespersons	32,900	49%	No	NS
Motor Vehicle Parts and Accessories Fitters	12,500	11%	No	NS
Panelbeaters	11,900	33%	Yes	S
Retail Managers	11,500	19%	Yes	NS
Car Detailers	11,200	-6%	No	No data
Metal Fitters and Machinists	6,900	148%	Yes	S
Vehicle Painters	6,900	377%	Yes	S
Structural Steel and Welding Trades Workers	6,100	72%	Yes	S
Automotive Electricians	5,800	185%	Yes	S
Diesel Motor Mechanic	2831	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.

Key strategic challenges in the industry

The Automotive industry is undergoing rapid **technological** transformation as **electrification**, **digitalisation**, and advanced vehicle systems reshape business models, service requirements, and workforce capabilities. Demand is accelerating for higher-level **electrical**, **diagnostic** and **software**-aligned skills to support EVs, connected vehicles and emerging **autonomous technologies**. However, persistent **skills shortages**, lower **apprenticeship** completion rates (since 2012), constrained **trainer** capacity, and inconsistent **licensing** settings are limiting supply and slowing productivity. Training providers face high costs associated with OEM tooling and compliance under Right to Repair arrangements, while RPL remains underutilised despite clear workforce gaps. The absence of a dedicated Automotive **ANZSIC** classification further obscures workforce data and planning.

¹ FCAI, "Australia's new vehicle market remains resilient", 2026.