



**Australian Government**  
**Jobs and Skills Australia**

# Skills Shortage Quarterly

**June 2023**



## Skills Shortage Quarterly

The Skills Shortage Quarterly (SSQ) report offers analysis on occupation shortage pressures. Data underpinning the analysis is drawn from Jobs and Skills Australia's (JSA) Survey of Employers who Recently Advertised (SERA). The insights in the SSQ complement and expand on skill shortage discussions in JSA's quarterly Labour Market Update report.

The percentage of advertised occupation vacancies filled (fill rate) is a key metric from SERA and provides a valuable proxy for identifying occupations and parts of the labour market in potential shortage. Generally, lower fill rates imply greater employer difficulty with filling vacant positions and a higher likelihood of occupations in shortage. In contrast, higher fill rates imply fewer challenges – in general – with filling vacancies and a lower likelihood of shortages. This metric is consistent with the definition of shortage used for developing the annual Skills Priority List (SPL). Moreover, analysis of SERA data is pivotal to informing the SPL.

Additional metrics are also reported on. These include, on a per vacancy basis, the average number of total applicants, qualified applicants, and suitable applicants; and the average years of labour market experience sought by employers. This extra information provides further context to fill rate changes over time, including the links between these measures and the fill rate.

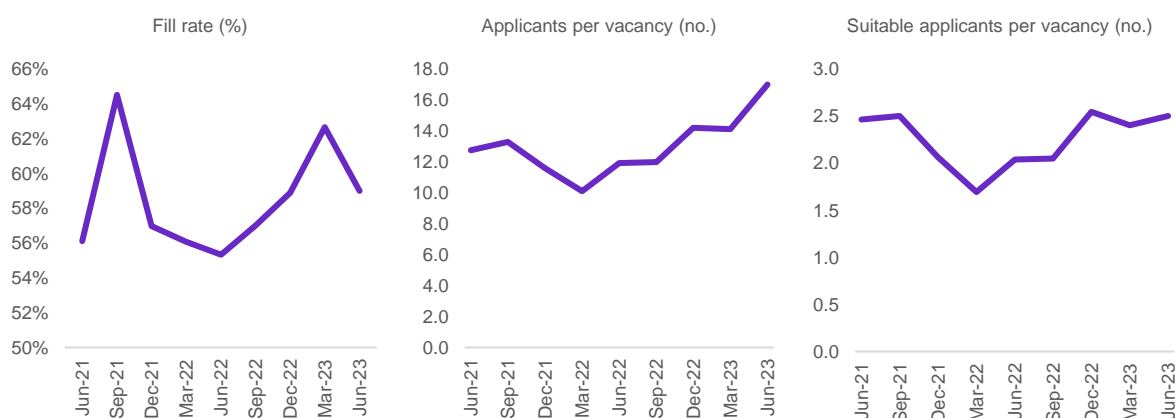
This report also includes discussion of metrics from other data sources, such as the number of vacancies from the Internet Vacancy Index (IVI), recruitment difficulty from the Recruitment Experiences and Outlook Survey (REOS) and labour market data from the Australian Bureau of Statistics. This assists with linking discussion of skill shortage pressures with broader developments in the labour market.

The spotlight piece in this edition of the report compares employer behaviour during the mining boom with behaviour during the current episode of labour market tightness, which began in late 2021.

## National Snapshot

	Fill rate (%)	Applicants per vacancy (no.)	Qualified applicants per vacancy (no.)	Suitable applicants per vacancy (no.)
<b>June 2023 quarter</b>	<b>59%</b>	<b>17.0</b>	<b>6.0</b>	<b>2.5</b>
Change since March 2023 quarter	↓ 4% pts	↑ 2.9	↑ 1.3	↑ 0.1

**Figure 1: Quarterly trends since June quarter 2021**



## Decreasing fill rates point to ongoing tight labour market conditions

The fill rate for occupations within scope of this report decreased in the June 2023 quarter to 59% from 63% the previous quarter (see Table 1 in Appendix). During the quarter, the average number of applicants per vacancy increased by 3; and the average number of qualified applicants per vacancy increased by 1. However, the average number of suitable applicants per vacancy was largely unchanged at 2.5.

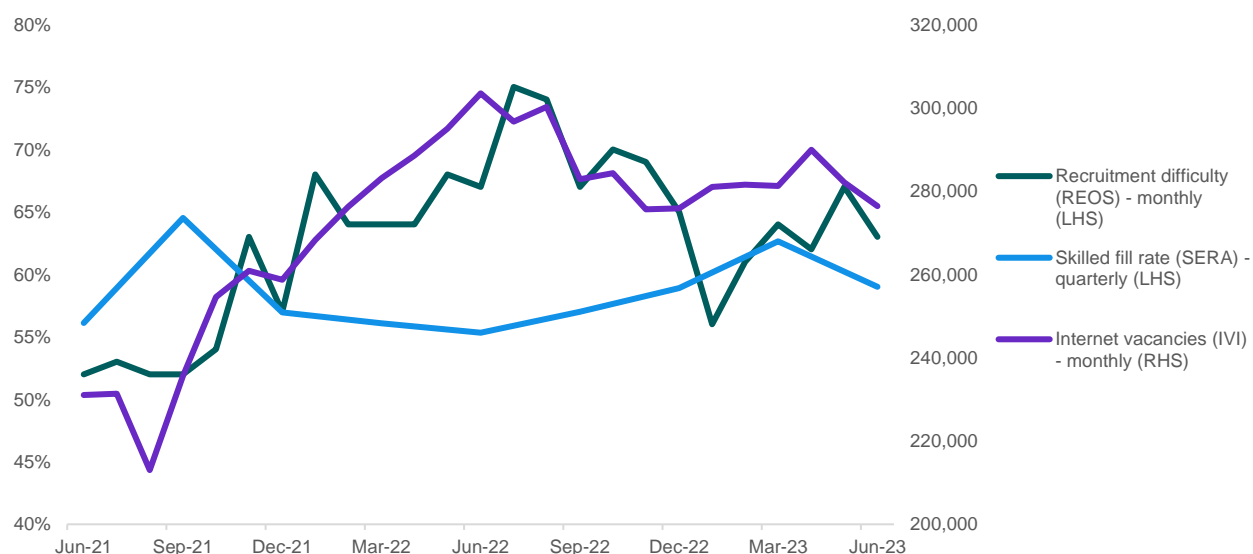
Despite the upward trend in applicants and qualified applicants, employers are still struggling to fill vacant positions, which implies that skill shortage pressures persist.

The lower national fill rate was mostly driven by New South Wales, Queensland, and Northern Territory, where the fill rate fell by 10, 7 and 8 percentage points respectively.<sup>1</sup> South Australia experienced the largest increase in the fill rate in the June 2023 quarter, increasing by six percentage points to 67%. The fill rate in Western Australia was the highest at 70%, with the rate increasing by 4 percentage points over the quarter.

The fill rate fell for Skill Level 3 and 4 occupations (down by 4 and 2 percentage points respectively) to 42% and 64% respectively. In addition to the decline, the fill rate for these lower skilled occupations were also the lowest this quarter. This may be an indication that skill shortages pressures may be more prevalent in occupations with Vocational and Education Training (VET) pathways to the labour market.

Metropolitan area fill rates (62%) were again higher than fill rates in regional areas (54%), demonstrating that in general, finding skilled workers is more challenging for regional employers. This quarter, metropolitan area fill rates fell by one percentage point while regional fill rates decreased by 8 percentage points. Fill rates in both locations have now returned to levels similar to six months ago.

**Figure 2: Fill rate (%), recruitment difficulty rate (%) and internet vacancies (no.)**



Source: Jobs and Skills Australia - Survey of Employers who Recently Advertised (SERA), Recruitment Experiences and Outlook Survey (REOS) and Internet Vacancy Index (IVI) (seasonally adjusted).

The drop in the June 2023 quarter national fill rate has coincided with a fall in the number of internet vacancies as measured by JSA's Internet Vacancy Index (a proxy measure of labour demand). This likely explains the higher average number of total and qualified applicants per vacancy this quarter.

<sup>1</sup> The raw fill rate (the fill rate including outliers and no additional adjustments) for the Northern Territory was only 24% in June 2023 quarter. This was due to one survey record advertising 130 resident medical officer vacancies, none of which were filled. Such records can have a disproportionate impact on regions and jurisdictions with a small sample size. To adjust for the bias introduced by large scale recruitment rounds, records of employers with 100 or more vacancies are excluded when calculating the fill rate. This amounted to three records out of approximately 2,400 this quarter.

Given the decline in fill rate, the higher number of qualified applicants per vacancy has not transpired into more suitable applicants. Moreover, the recruitment difficulty rate – as measured by JSA’s Recruitment Experiences and Outlook Survey – decreased last month. However, the difficulty rate remains elevated (see Figure 2 above). The change in the fill rate along with elevated recruitment difficulty is consistent with the latest Australian Bureau of Statistics data, showing persistent tightness in the labour market.

## The gap between qualified and suitable applicants jumped

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In the June 2023 quarter, across Australia, there was a gap of 3.5 between qualified and suitable applicants per vacancy.<sup>2</sup> That is, the number of qualified applicants per vacancy employers received was 6.0, while the number of suitable applicants per vacancy was 2.5. The suitability gap jumped from 2.3 the previous quarter. In this quarter, more qualified applicants were found unsuitable by employers for advertised vacant positions.

Given the average number of suitable applicants per vacancy was around the same as in the previous quarter (2.5 this quarter compared with 2.4 in the March 2023 quarter), the uptick in the suitability gap is not the result of a deterioration in applicant skills. Instead, the jump is result of the higher average in qualified applicants per vacancy, which in turn – as mentioned previously – is the result of a fall in vacancies this quarter.

The suitability gap is unlikely to be zero, given the level of on-the-job-learning that take place in the labour market. Thus, the existence of a gap, in and of itself, may not be meaningful. Movements in the gap and the persistence of the magnitude of a gap over time, however, provide more useful insight.

For example, a large or widening suitability gap, including persistently high gaps may signal that formal qualifications alone may not be sufficient to meet employer skill needs and education and training providers have a key role in narrowing the gap by more closely aligning their course material with employer expectations.

Historically, increases and large suitability gaps have coincided with higher or rising fill rates, while declines and low gaps have occurred alongside falling fill rates and tight labour market conditions. In the current June 2023 quarter, the suitability gap increased but coincided with a falling fill rate. This may signal that employers are becoming more discerning in their assessment of applicants, especially since both the number of total and qualified applicants per vacancy have been increasing over time. Refer to the [March 2023 quarter SSQ report](#) for a more detailed discussion of the suitability gap and its correlation with movements in the fill rate and potential links to labour market conditions.

The suitability gap increased for all states and territories, except for the Australian Capital Territory. The largest increases occurred in New South Wales, South Australia, and Tasmania, where the gap increased by around 1.5. South Australia, again, had the widest suitability gap at 5.1. Driving the large gap is the considerable number of qualified applicants per vacancy in the state compared with other jurisdictions, while the number of suitable applicants per vacancy is akin to that in other jurisdictions.

Skill Level 1 occupations had the widest suitability gap of 5.9 in the June 2023 quarter, increasing by almost two compared to the previous quarter. Skill Level 2 occupations also had a wide gap of 3.1, rising from 2.7 in the previous quarter. A potential reason for higher skilled occupations having larger suitability gaps could be due to the greater weight placed by employers on qualifications compared to employers of lower skilled occupations. For example, for Technicians and Trades Workers, a significant percentage of employers within this group value experience over qualifications.<sup>3</sup>

The suitability gap is much larger in metropolitan areas at 4.2 compared with 1.8 in regional areas. The gap increased the most in metropolitan areas over the quarter, rising by over one. Metropolitan areas have a greater number of qualified applicants and suitable applicants per vacancy. This is driven by the

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<sup>2</sup> For readability this metric was not included in Table 1 but can be calculated by subtracting the suitable applicants per vacancy from the qualified applicants per vacancy as described.

<sup>3</sup> For additional reasons for higher suitability gaps among high skilled occupations, please refer to March 2023 quarter SSQ report and *The State of Australia’s Skills 2021: Now and Into the Future (2021)* and *Australia’s Current, Emerging and Future Workforce Skills Needs (2022)* reports.

concentration of economic activity and population in capital cities as well as the higher composition of high skilled occupations.

## Professionals Snapshot

	Fill rate (%)	Applicants per vacancy (no.)	Qualified applicants per vacancy (no.)	Suitable applicants per vacancy (no.)
<b>June 2023 quarter</b>	<b>64%</b>	<b>18.0</b>	<b>7.7</b>	<b>2.6</b>
Change since March 2023 quarter	↑ 1% pts	↑ 3.4	↑ 1.7	↑ 0.1

The fill rate, the number of applicants per vacancy and the number of qualified applicants per vacancy all increased in the June quarter 2023 for occupations within the Professionals major group. The suitability gap was 5.1, which was the largest gap among the other major occupation groups. This gap increased from 3.5 in the previous quarter.

### Regions

The fill rate for Professionals was significantly lower in regional areas (54%) than in metropolitan areas (68%). The fill rate increased three percentage points in metropolitan areas while it fell by 5 percentage points in the regions.

Further, the number of total applicants and qualified applicants per vacancy were higher in metropolitan areas than in regional areas. However, the number of suitable applicants per vacancy was only slightly higher in metropolitan (2.8) than in regional locations (2.2).

The above outcomes have resulted in the difference in suitability gap between metropolitan locations (5.9) and regional areas (2.9) becoming wider compared to the previous quarter. The difference in the suitability gap between the two locations is three this quarter compared to two previously.

The larger suitability gap in metropolitan areas could be due to the greater share of high skilled occupations in those locations compared to regional areas for the Professionals occupation group. For other occupation groups, the distribution of occupations between metropolitan and regional two areas are more balanced.

### Sub-major groups

Fill rate movements for the sub-major occupation groups in the June 2023 quarter were mixed. The fill rate for occupations within the Health Professionals sub-major group increased this quarter by 16 percentage points to 56% but remains low. Fill rates in Education and ICT group occupations fell by almost 20 percentage points to 56% and 67%.

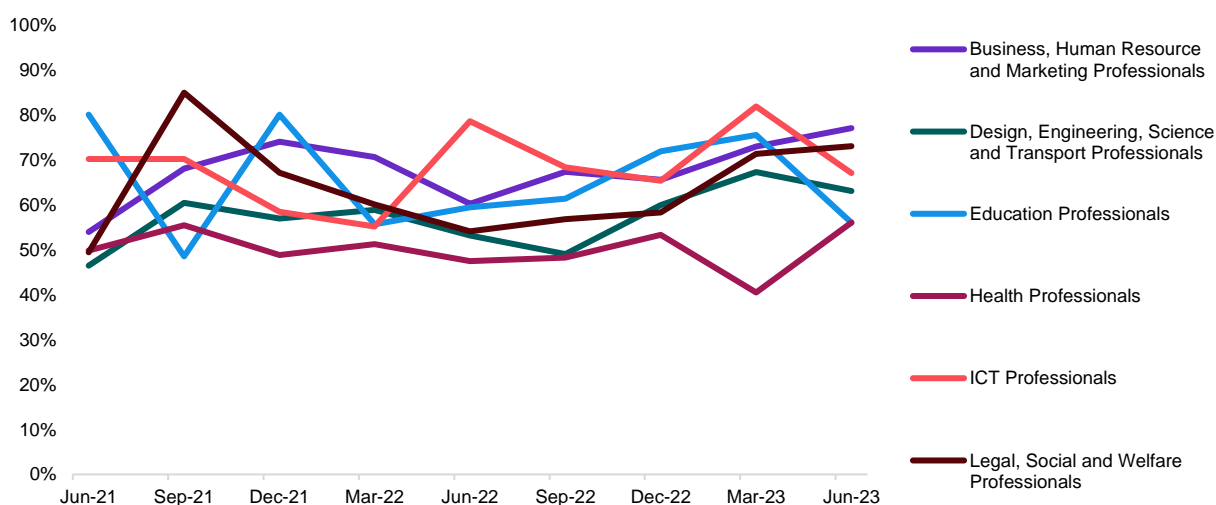
Shortage pressures were likely to be less in Business, Human Resource and Marketing and Legal, Social and Welfare occupation groups, which had high fill rates at above 70%.

The suitability gap was largest for the Design, Engineering, Science and Transport and, ICT Professionals sub-major occupations. The gap was above 9 for both occupation groups and has remained high over time. In the last three years, the suitability gap for both occupation groups averaged above 6.5 each quarter.

The magnitude of the suitability gap for Design, Engineering, Science and Transport and ICT sub-majors may signify that the acquisition of skills occurs to a greater extent through on-the-job-learning. This could be gauged by looking at labour market experience employers require within these occupations relative to others: the average years of relevant labour market experience required from applicants is highest for these occupations (above 3.5 years) compared to all occupations across all the major occupation groups.

The suitability gap for Business, Human Resource and Marketing (6.4), and Design, Engineering, Science and Transport (9.7) increased by three over the quarter. This rise is the largest among all occupation groups in this report. As fill rates are trending upward, the change in the suitability gap may be the result of employers being more scrupulous when recruiting.

**Figure 3: Quarterly fill rates (%), June 2021 to June 2023, by sub-major groups**



Source: Jobs and Skills Australia – Survey of Employers who Recently Advertised (SERA)

## Technicians and Trades Workers Snapshot

	Fill rate (%)	Applicants per vacancy (no.)	Qualified applicants per vacancy (no.)	Suitable applicants per vacancy (no.)
<b>June 2023 quarter</b>	<b>44%</b>	<b>12.4</b>	<b>3.7</b>	<b>1.5</b>
Change since March 2023 quarter	↓ 5% pts	↑ 2.3	↑ 1.0	No change

The Technicians and Trades Workers major occupation group experienced a 5 percentage point drop in the fill rate. At 44%, the fill rate for this broad group is relatively lower than the other two major groups, which had rates at or around 60%.

Even though the number of applicants per vacancy increased, the low fill rate indicates that employers are still facing challenges finding suitably skilled workers to fill vacancies.

The results indicate that skill shortage pressures persist for Technicians and Trades Workers occupations. These occupations tend to have VET and or apprenticeship training pathways. As a result, improving VET and apprenticeship completion outcomes could greatly alleviate the shortage pressures within this occupation group.

### Regions

The fill rate for Technicians and Trades Workers fell and remains low in both regional and metropolitan areas. The rate remains slightly higher in regional areas (46%) compared to metropolitan areas (43%). While metropolitan areas have higher number of total applicants per vacancy, the number of qualified and suitable applicants per vacancy were similar across both areas. With that, the suitability gap in both locations were also not too dissimilar at 2.3 and 1.4, respectively.

## Sub-major groups

Changes in fill rates in the quarter across the sub-major occupations were mixed. Fill rates for Automotive and Engineering Trades Workers dropped by 11 percentage points, while the rate jumped 12 percentage points for Electrotechnology and Telecommunications Trades Workers.

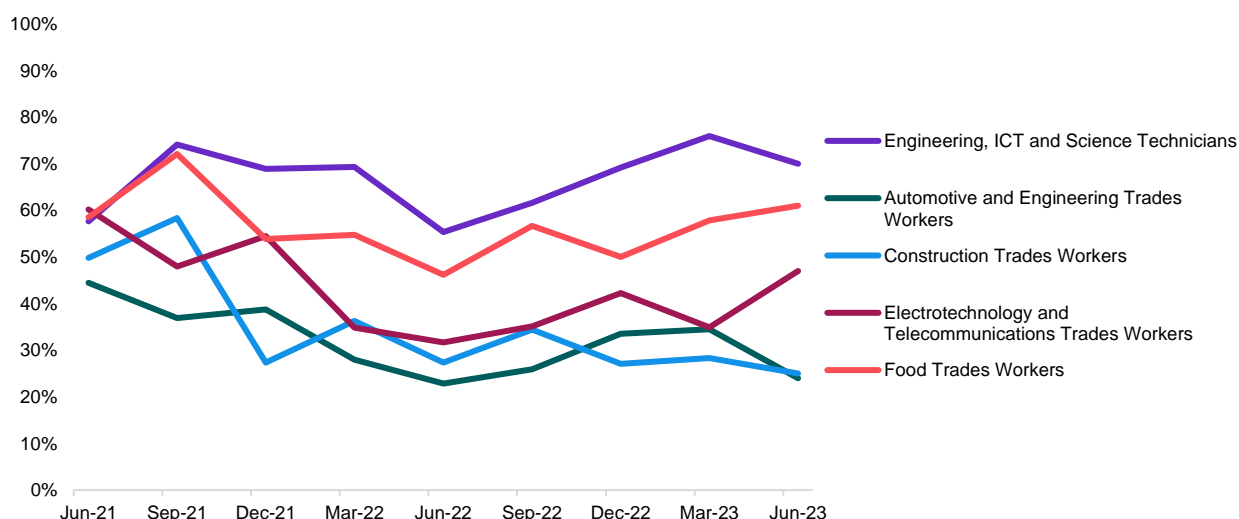
Other than Engineering, ICT and Science Technicians (70%), the fill rates remain low for the other sub-major groups. Of particular note are the rates for Automotive and Engineering Trades Workers (24%) and Construction Trades Workers (25%). Since the June 2021 quarter, both had average fill rates of 30%. Consequently, shortage pressures may be acute and persistent for occupations in these two sub-major groups.

The suitability gap for Engineering, ICT and Science Technicians occupations (5.4) far exceeded that of the other Technician and Trades Workers sub-majors, which had suitability gaps at or below three. This was despite Engineering, ICT and Science Technicians having a greater number of qualified and suitable applicants per vacancy than the other sub-majors.

Moreover, the gap has averaged over 4 each quarter in the last three years and employers' experience requirements of applicants for this occupation group were also extensive at almost 3 years. Analogous to Design, Engineering, Science and Transport and ICT Professionals, skills acquisition through on-the-job-learning may play a key role for Engineering, ICT and Science Technicians.

Compared to Professionals, occupations within Technicians and Trades Workers tend to have low suitability gaps. As mentioned previously, this finding could be due to more employers in this major group valuing experience over qualifications.

**Figure 4: Quarterly fill rates (%), June 2021 to June 2023, by sub-major groups**



Source: Jobs and Skills Australia - Survey of Employers who Recently Advertised (SERA)



# Community and Personal Service Workers Snapshot

	Fill rate (%)	Applicants per vacancy (no.)	Qualified applicants per vacancy (no.)	Suitable applicants per vacancy (no.)
<b>June 2023 quarter</b>	<b>58%</b>	<b>12.1</b>	<b>3.9</b>	<b>2.4</b>
Change since March 2023 quarter	↓ 4% pts	↑ 3.7	↑ 0.8	↑ 0.7

The fill rate for Community and Personal Service Workers in the June 2023 quarter fell by 4 percentage points even though the total number of applicants per vacancy increased by almost 4 persons. Unlike the other major groups, the number of qualified and suitable applicants per vacancy only increased marginally. This may signal a rise in recruitment challenges for employers among this major group.

## Regions

The fill rate for Community and Personal Service Workers was a little higher in metropolitan (59%) than regional areas (57%). In the previous quarter, regional areas had a higher fill rate. The reversal in outcomes reflects the 10 percentage point fall in regional fill rates this quarter.

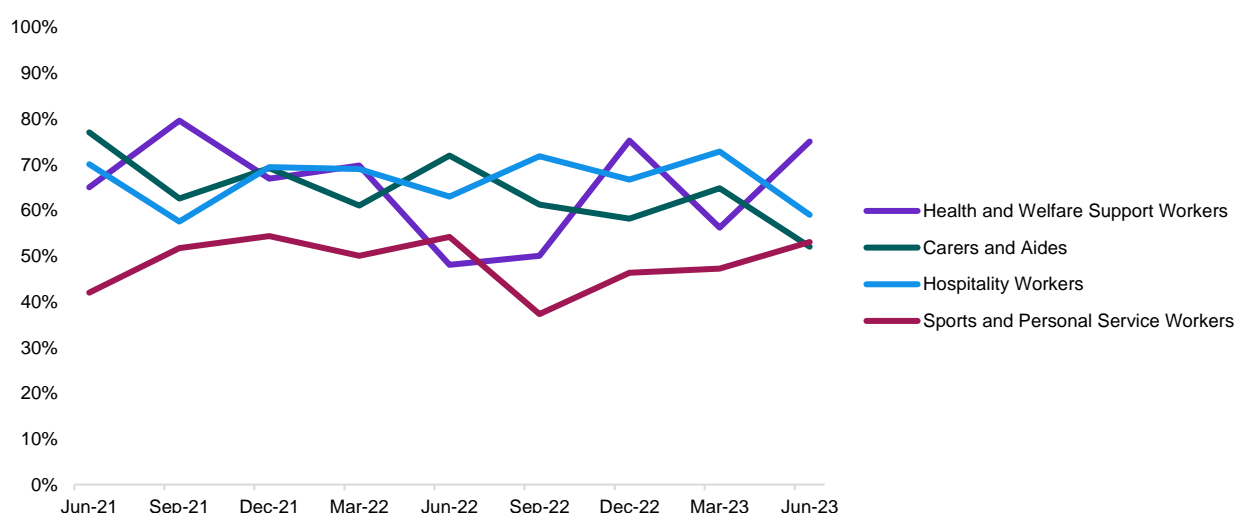
## Sub-major groups

Fill rates increased over the quarter for two of the four sub-major occupation groups considered in this report. The Health and Welfare Support group fill rate increased by 19 percentage points to 75%, while the fill rate for Sports and Personal Service rose by 6 percentage points to 53%.

The fill rates for Carers and Aides and Hospitality Workers declined by 13 and 14 percentage points respectively to now be below 60%. For Sports and Personal Service Workers, fill rates have been consistently low (currently 53%) since the survey started including these occupations in the June quarter 2021. This sub-major group includes a diverse set of occupations such as beauty therapists, fitness instructors and sports coaches.

The suitability gap jumped for Hospitality workers to 3.9 compared to no gap in the previous quarter. This was underpinned by the disproportionately largely increase in total and qualified applicants per vacancy than suitable applicants per vacancy compared to the previous quarter.

**Figure 5: Quarterly fill rates (%), June 2021 to June 2023, by sub-major groups**



Source: Jobs and Skills Australia - Survey of Employers who Recently Advertised (SERA)



## Spotlight piece: employer behaviour during the mining boom and now

This section explores employer behaviour during the 2006-2012 mining boom and during the episode of tight labour market conditions that commenced around late 2021.<sup>4</sup> Analysis was undertaken for select occupations prevalent in mining industry and separately for all occupations for which there was historical SERA data.<sup>5</sup>

The time span chosen for the analysis was 2006 to 2023.<sup>6</sup> The length of time was divided into, roughly, three equal periods (see Figure 6 below):

- Period 1 covered 2006 to 2012 and was characterised by strong labour demand due to the mining boom.
- Period 2 covered 2013 to 2017 and was a time of softer labour market conditions.
- Period 3 covered 2018 to 2023 and encompasses the current tight labour market episode of surging labour demand.

**Figure 6: IVI vacancies (no.) and percentage of IVI (%) for select mining occupations, March 2006 to June 2023**



Source: Jobs and Skills Australia - Internet Vacancy Index (IVI) (3 month moving average).

Similar to the current episode of labour market tightness (period 3), the mining boom period (period 1) was characterised by low fill rates for occupations that have a relatively high employment share in the mining industry (see Figure 7 below). However, the fill rates appear to be lower for the mining occupations under period 3. In contrast, period 2 had higher fill rates for the select mining occupations.

Analysing the slope of the relationship between fill rate and suitable applicants per vacancy of the mining occupations provides insights into how employers responded during the three distinct labour market periods.

The slope in period 1 and 3 was steeper than in period 2 (see Figure 7). This means that fill rates, in general, are more responsive to small changes in suitable applicants per vacancy during tighter labour market conditions than during softer labour markets. However, it appears that employers of the select

<sup>4</sup> The aim of this section is not to define the mining boom nor analyse the impacts of the period on the broader economy.

<sup>5</sup> Mining-relevant occupations selected for analysis include Mining Engineers, Geologists and Geophysicists, Production Manager (Mining), Metallurgist, Metal Machinist (First Class), Metal Fabricator, Fitter (General), Electrical Engineer, Mechanical Engineer, Civil Engineer, Environmental Health Officer, Welder (First Class), Electrician (General), and Metallurgical or Material Technician.

<sup>6</sup> The mining boom was considered to have begun in early 2000s. However, SERA data was only available from 2006.

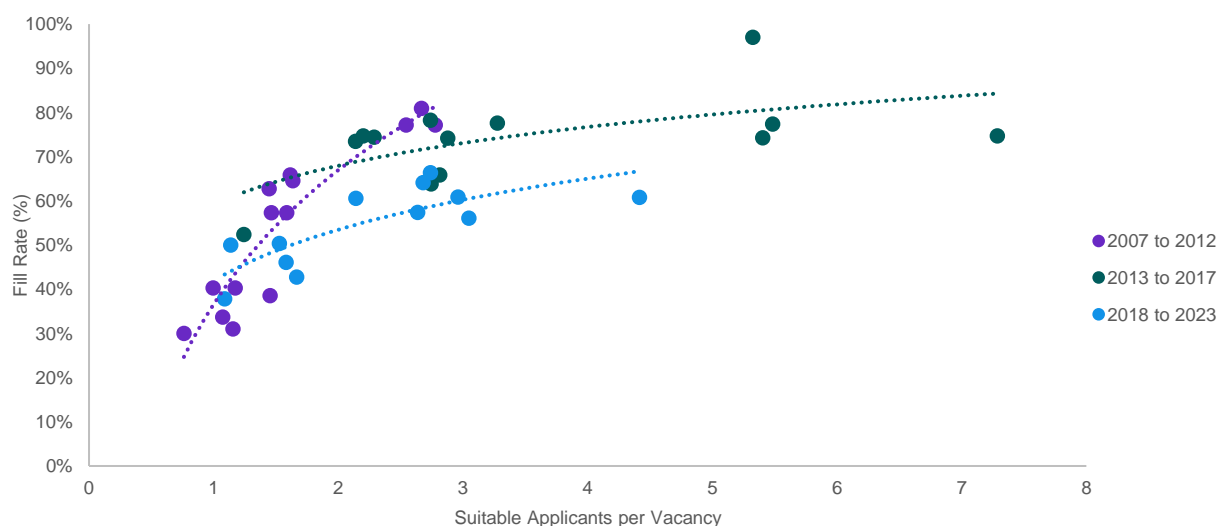
mining occupations were much more responsive to small changes in suitable applicants per vacancy during the mining boom given the much steeper slope in period 1 compared to period 3.

Moreover, to establish whether employers were more responsive during the mining boom, statistical tests were performed. This testing showed that the slope of the relationship between fill rates and suitable applicants per vacancy in period 1 was statistically different to the slopes in periods 2 and 3. However, there was no statistically significant difference in the slopes between periods 2 and 3. In the current episode of labour market tightness, labour demand is not uniquely strong or stronger for the select mining occupations relative to other occupations as it was during the mining boom. This could explain the lack of a statistically significant difference in the slopes between periods 2 and 3.

The reason could be that when commodity prices skyrocketed during the mining boom, the marginal economic benefit per extra worker was substantially higher, leading to increased recruitment. Thus, it can be said that employers during the mining boom were more likely to accept a suitable applicant when they presented themselves. Further, during the period of rising and elevated commodity prices the opportunity cost of leaving vacancies open for long could have been high.

The equal and opposite can be said of period 2 (2013 to 2017). Post mining boom, there was a large number of available workers in the labour market but vacancies had troughed. With a large pool of suitable applicants per vacancy and low demand, employers were able to fill vacancies with more ease. This led to a low responsiveness between fill rate and suitable applicants per vacancy, hence the flatter slope.<sup>7</sup>

**Figure 7: Fill Rate (%) against Suitable Applicants per Vacancy (no.), 2007 to 2012, 2013 to 2017, and 2018 to 2023**



Source: Jobs and Skills Australia - Survey of Employers who Recently Advertised (SERA)

The same analysis and test was performed for all occupations in SERA (see Figure 8). The analysis and tests produced results which closely mirrored that of the mining industry: the slope in period 1 and period 3 were steeper compared to period 2. However, the slopes in periods 1 and 3 were not statistically significant different to each other. This means that the labour market has become tight in period 3 with skill shortage pressures in a broader set of occupations beyond those prevalent in the mining industry. Further testing showed that the intercepts of the trend lines that characterises the relationship between fill rates and suitable applicants per vacancy in each period were all statistically and significantly different from each other.<sup>8</sup>

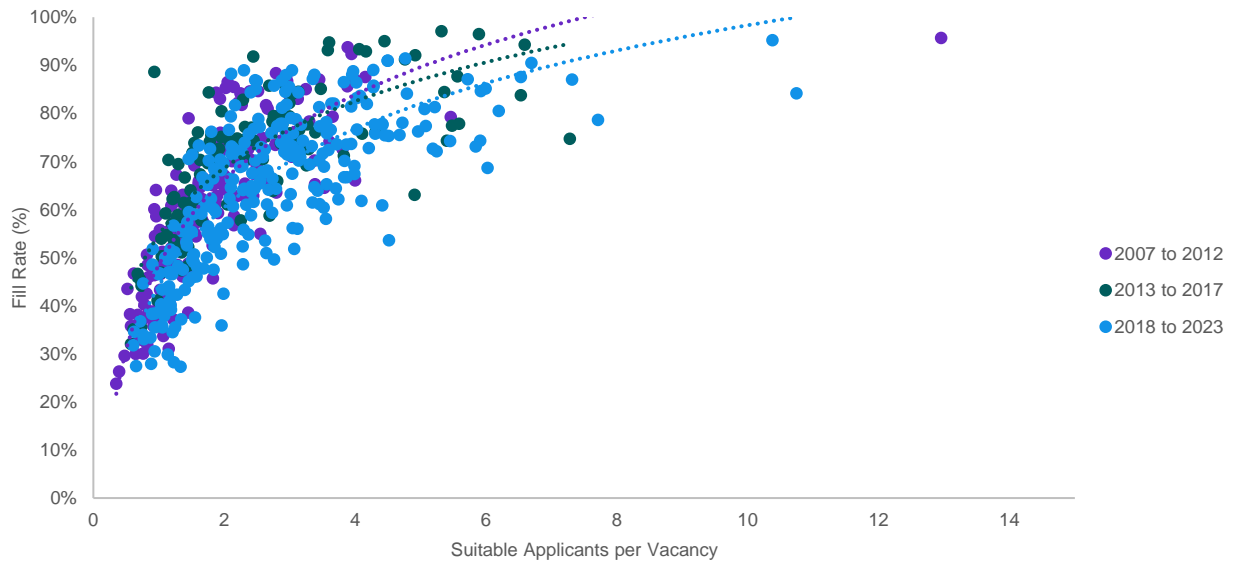
In particular, the intercept in period 2 (the softer labour market period) was higher compared to periods 1 and 3 and was lowest for period 3. This implies that competition among employers to recruit is

<sup>7</sup> A similar analysis was performed with modified time periods, namely 2007 to 2012, 2013 to 2019 and 2020 to now. This was with the aim of observing any changes that could be attributed to COVID. The result was that while the slopes for 2013 to 2019 and 2020 to now were slightly flatter than during their counterpart periods discussed in the body of report above, the difference was not significant and did not affect the overall result discussed above.

<sup>8</sup> The intercept is the point the regression or trend line crossed the vertical axis.

stronger during tighter labour markets. More importantly, the competition has become stronger in the current tight labour market episode (period 3).

**Figure 8: Fill Rate (%) and Suitable Applicants per Vacancy (no.), 2007 to 2012, 2013 to 2017, and 2018 to 2023 for all occupations in SERA**



Source: Jobs and Skills Australia - Survey of Employers who Recently Advertised (SERA)

## Appendix – Table 1: June 2023 quarter data

Category	Fill rate (%)		Applicants per vacancy		Qualified applicants per vacancy		Suitable applicants per vacancy	
	June quarter 2023	Quarterly change	June quarter 2023	Quarterly change	June quarter 2023	Quarterly change	June quarter 2023	Quarterly change
<b>Overall</b>	<b>59%</b>	<b>-4% pts</b>	<b>17.0</b>	<b>+2.9</b>	<b>6.0</b>	<b>+1.3</b>	<b>2.5</b>	<b>+0.1</b>
<i>States and territories</i>								
New South Wales	54%	-10% pts	17.5	+3.1	6.4	+1.8	2.6	+0.3
Victoria	61%	+3% pts	17.9	+3.1	6.5	+0.9	2.5	-0.2
Queensland	60%	-7% pts	14.6	0.0	5.1	+0.4	2.2	-0.4
South Australia	67%	+6% pts	21.8	+6.0	8.0	+2.1	2.9	+0.5
Western Australia	70%	+4% pts	18.6	+6.6	5.7	+2.2	2.9	+1.1
Tasmania*	62%	+2% pts	13.2	-3.1	4.8	-0.9	1.6	-2.4
Northern Territory*	50%	-8% pts	11.0	+2.4	2.4	+0.3	1.8	+0.1
Australian Capital Territory*	60%	0% pts	9.9	-0.6	3.1	+0.1	2.1	+0.4
<i>Skill level<sup>9</sup></i>								
Skill Level 1	66%	0% pts	20.3	+2.9	8.7	+1.8	2.8	0.0
Skill Level 2	72%	0% pts	21.6	+2.3	6.2	+0.5	3.1	+0.1
Skill Level 3	42%	-4% pts	10.5	+3.5	2.9	+1.1	1.5	+0.3
Skill Level 4	64%	-2% pts	14.8	+2.1	4.2	+0.2	2.7	+0.1

<sup>9</sup> Skill level categories are based on the [Australian and New Zealand Standard Classification of Occupations](#) (ANZSCO).

Category	Fill rate (%)		Applicants per vacancy		Qualified applicants per vacancy		Suitable applicants per vacancy	
	June quarter 2023	Quarterly change	June quarter 2023	Quarterly change	June quarter 2023	Quarterly change	June quarter 2023	Quarterly change
<i>Occupations – select categories<sup>10</sup></i>								
Professionals	64%	+1% pts	18.0	+3.4	7.7	+1.7	2.6	+0.1
Business, Human Resource and Marketing	77%	+4% pts	27.1	+8.6	10.3	+4.0	3.9	+1.1
Design, Engineering, Science and Transport	63%	-4% pts	25.7	+6.0	12.7	+3.5	3.0	+0.4
Education	56%	-19% pts	6.6	+1.1	3.8	+1.1	1.7	+0.5
Health	56%	+16% pts	5.9	+1.9	3.5	+1.6	1.7	+0.6
ICT	67%	-15% pts	38.4	+1.9	12.6	-4.3	3.5	-4.0
Legal, Social and Welfare	73%	+2% pts	9.2	-1.0	3.9	+0.2	2.2	+0.1
Technicians and Trades Workers	44%	-5% pts	12.4	+2.3	3.7	+1.0	1.5	0.0
Engineering, ICT and Science Technicians	70%	-6% pts	24.4	+4.2	8.4	+2.4	3.0	+0.2
Automotive and Engineering Trades	24%	-11% pts	8.6	+3.5	3.7	+2.0	0.8	0.0
Construction Trades	25%	-3% pts	6.1	+2.1	1.0	+0.3	0.6	-0.1
Electrotechnology and Telecomm. Trades	47%	+12% pts	8.5	+2.5	2.7	+1.0	1.6	+0.5
Food Trades	61%	+3% pts	12.1	+3.1	4.6	+2.0	2.1	+0.5
Community and Personal Service Workers	58%	-4% pts	12.1	+3.7	3.9	+0.8	2.4	+0.7
Health and Welfare Support	75%	+19% pts	14.5	+3.6	4.9	+0.6	2.8	+1.0
Carers and Aides	52%	-13% pts	7.5	+0.5	2.7	-0.3	1.7	+0.1

<sup>10</sup> Sub-occupations are based on the 2-digit ANZSCO level and only includes those with a large enough sample size over the quarter.

Category	Fill rate (%)		Applicants per vacancy		Qualified applicants per vacancy		Suitable applicants per vacancy	
	June quarter 2023	Quarterly change	June quarter 2023	Quarterly change	June quarter 2023	Quarterly change	June quarter 2023	Quarterly change
Hospitality	59%	-14% pts	24.1	+9.3	8.8	+5.7	4.9	+2.1
Sports and Personal Service	53%	+6% pts	9.0	+2.7	2.5	+0.5	1.4	+0.3
<i>Metro/regional</i>								
Metro	62%	-1% pts	19.4	+3.6	6.9	+1.5	2.7	+0.1
Regional	54%	-8% pts	11.2	+1.0	3.8	+0.5	2.0	0.0
<i>Metro/regional – broad occupation groups</i>								
Professionals								
Metro	68%	+3% pts	20.3	+4.5	8.7	+3.3	2.8	0.0
Regional	54%	-5% pts	11.7	+1.9	5.1	+1.4	2.2	+0.5
Technicians and Trades Workers								
Metro	43%	-5% pts	13.6	+2.7	3.9	+0.9	1.6	0.0
Regional	46%	-6% pts	9.1	+1.0	2.8	+0.6	1.4	0.0
Community and Personal Service Workers								
Metro	59%	-1% pts	13.9	+5.1	4.9	+1.8	2.8	+1.1
Regional	57%	-10% pts	8.8	+1.5	2.3	-0.6	1.8	0.0

Source: Jobs and Skills Australia, Survey of Employers who Recently Advertised (SERA), June 2023 quarter

## Notes

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- SERA is based on approximately 2,000 responses each quarter. The survey covers occupations, as defined by [Australian and New Zealand Standard Classification of Occupations](#) – generally requiring a university degree, trade apprenticeship or Certificate III or IV. As a result, the survey outcomes are reflective of occupations requiring post-school education.
- Only those occupations with a sufficient quarterly sample size are included for analysis in this report to ensure data changes are more reflective of labour market developments.
- SERA is designed for the specific purpose of assessing occupational shortages and provides a direct measure of the employer experience when recruiting.
- Data found in Skilled Shortage Quarterly is not an indicator of occupations appearing on the 2023 SPL. Additional to SERA, the SPL is based on modelling, analysis of other labour market data and stakeholder consultation.
- Caution should be exercised for data for Tasmania, the Northern Territory and the Australian Capital Territory given the lower sample sizes compared to the larger states.