Australian Government | Jobs and Skills Australia

Labour Market Update

June 2024

Contents

The data in this document largely reflect the latest June month and quarter and were current as of 10 August 2024.

Executive summary

Against the backdrop of strong working-age population growth, the Australian labour market continued to show resilience over the June quarter 2024, albeit, with emerging signs that it is beginning to soften. Labour market outcomes have varied across industries, occupations and skill levels. Overall, the annual pace of employment growth (and aggregate hours worked) has eased from the robust growth rates recorded in 2022 and 2023. Forecasts from Treasury's *2024-25 Budget* are for the unemployment rate to edge up to 4.5% in the June quarter 2025.

Net employment growth over the past year is fully attributable to Skill Level 1 to 4 occupations – that is, occupations typically associated with a post-secondary school qualification. More than half of this employment growth was in occupations which are typically associated with a Vocational Educational Training (VET) pathway. While these results reinforce the importance of tertiary qualifications to employment outcomes, groups who are less likely to have these qualifications (such as youth and the long-term unemployed) have experienced less positive employment outcomes over the past year.

Partial forward indicators of labour demand point to an easing in labour market activity in the period ahead. For instance, Jobs and Skills Australia's *Internet Vacancy Index* data continue to show a gradual decline in the number of job advertisements, below its mid-2022 peak, although it remains elevated compared with pre-COVID levels. Similarly, results from results from Jobs and Skills Australia's June 2024 *Recruitment Experiences and Outlook Survey (REOS)* show the proportion of employers who are recruiting continued to decline in the June quarter 2024 after peaking in the June quarter 2022.

Alongside weaker indicators of labour demand, results from Jobs and Skills Australia's *Survey of Employers who have Recently Advertised (SERA)* point to a softening labour market. For example, over the year to the June quarter 2024 the suitability gap increased by 7 percentage points, to 60.7%, indicating that employers have more choice and can scrutinise qualified applicants more during recruitment. This is accompanied by increases in the fill rate, total number of applicants, qualified applicants, and suitable applicants per vacancy over the quarter and the year to June quarter 2024.

Fill rates continue to rise gradually, indicating employers are filling vacancies more easily. Over the year to the June quarter 2024, fill rates increased across both metropolitan and regional areas, although it is generally lower in regional areas. Similarly, fill rates increased across all skill levels, although it stood at 51.9% for Skill level 3 occupations, suggesting there remains some significant skill shortages. Persistently low fill rates for Skill Level 3 roles may also help to explain why, in percentage terms, employment growth for these roles has been lower over both the past year and the past five years than for Skill Level 1, 2 or 4 roles.

The June quarter labour market

In the June quarter 2024, ABS *Labour Force Survey* data show that seasonally adjusted employment increased by 125,800 (or 0.9%), equivalent to the growth rate recorded in the previous quarter. Employment rose by 388,400 (or 2.8%) over the *year to* June 2024 and is currently above the decade average annual growth rate, of 2.3%.

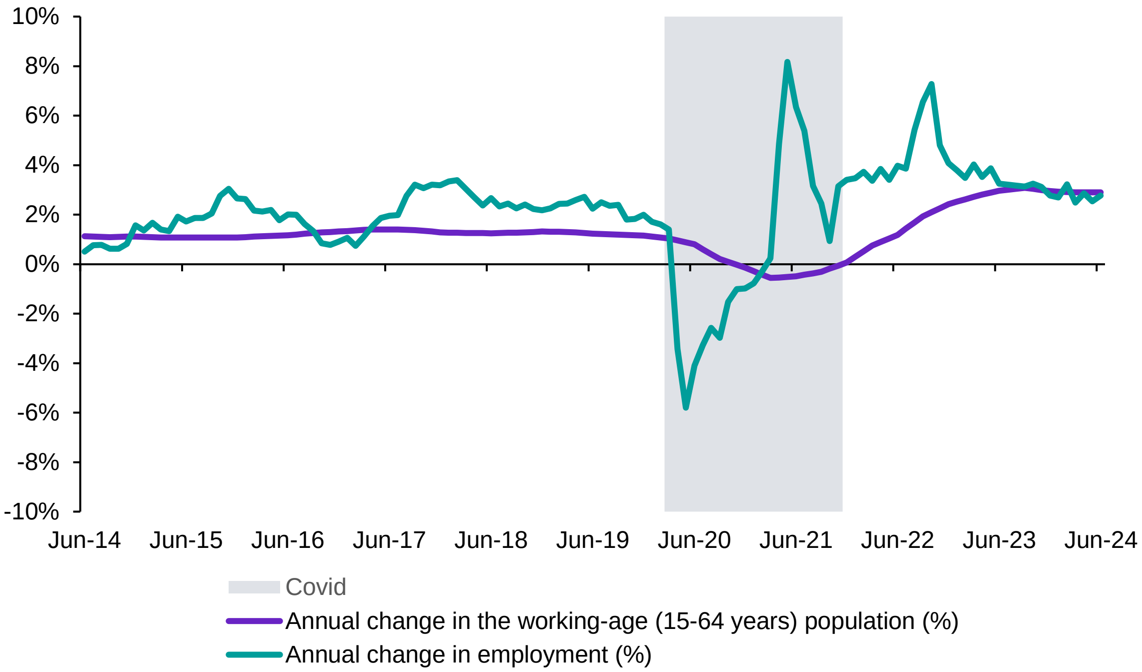
Table 1: Key labour market indicators, June 2024 and change since March 2024

Employment	Full-time employment	Part-time employment	Hours worked	Underemployment rate	Unemployment rate	Participation rate
14,406,100	9,944,200	4,461,800	1,967 million hours	6.5%	4.1%	66.9%
↑0.9%	↑0.8%	↑1.1%	↑0.1%	↑ 0.01% pts	↑ 0.2% pts	↑ 0.3% pts

Source: Australian Bureau of Statistics (ABS), Labour Force, Australia, June 2024, seasonally adjusted data.

With respect to the composition of jobs growth, over the *quarter* the majority (61%) of the increase in employment was due to a rise in full-time employment (of 76,800 or 0.8%), while part-time employment also increased (by 49,000 or 1.1%). Over the last *year*, full-time jobs growth has been reasonably modest, increasing by 122,100 (or 1.2%), while part-time employment has surged over the period, by 266,300 (or 6.3%). The current pace of annual employment growth is broadly in line with working-age (15-64 years) population growth (of 2.9%), although it has clearly eased from its peak of 7.3% in October 2022 (when it was well above the growth in the working-age population at that time, of 2.1%), Figure 1.

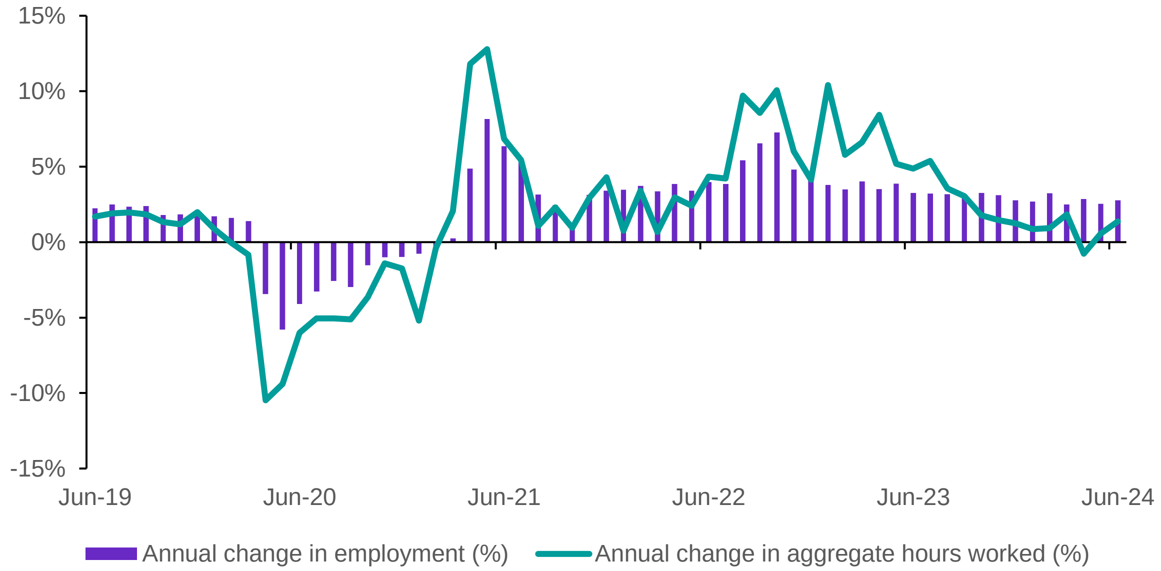
Figure 1: Annual change in employment and the working-age population, June 2014 to June 2024



Source: ABS, Labour Force, Australia, June 2024, seasonally adjusted data for employment growth and original data for working-age population growth.

The number of hours worked increased slightly over the quarter, by 1.9 million hours (or 0.1%). While the aggregate hours worked series can be volatile, the *annual* rate of growth in hours worked has softened considerably, from its recent peak of 10.4% in January 2023 (significantly higher than the 3.8% increase in employment at that time), to its current rate, of just 1.4% (well *below* the annual employment growth rate, of 2.8%), Figure 2.

Figure 2: Annual change in employment and aggregate hours worked, June 2019 to June 2024



Source: ABS, Labour Force, Australia, June 2024, seasonally adjusted data

The slower annual pace of aggregate hours worked and the strong rise in part-time employment noted above, suggests that employers may be hoarding workers in what is still a reasonably tight labour market (with some skill shortages) and are instead preferring to reduce employee hours, at least in the first instance, rather than letting staff go in response to the gradual softening in conditions.

Net employment growth has varied significantly by skill level (discussed further on page 7), with a net decline in employment in Skill Level 5 occupations, which do not typically require any tertiary qualifications. Groups who are less likely to have tertiary qualifications, such as youth and the long-term unemployed, have experienced less positive employment outcomes over the past year.

Youth employment increased by 30,100 (or 1.4%) over the quarter, although the rise was due entirely to strong growth in part-time employment, up by 48,900 (or 4.0%), while full-time employment fell by 19,100 (or 2.0%). While the youth unemployment rate fell over the quarter, by 0.1 percentage points, to stand at 9.5% in June 2024, it has risen by 1.5 percentage points over the *year*. Similarly, the number of long-term unemployed people increased by 9.1% over the year to June 2024.

Employment has been resilient across geographies

Employment rose in 6 out of 8 jurisdictions over the June quarter 2024, with the largest increase occurring in Queensland (up by 53,500 or 1.8%), followed by Victoria (up by 36,200 or 1.0%) — see Table 2.

Six jurisdictions recorded an unemployment rate below 4.0% in June 2024, with the lowest rate recorded in the Australian Capital Territory (of 3.0%), followed by Tasmania (of 3.7%). The Northern Territory recorded the highest unemployment rate in June 2024 (of 4.6%).

The Northern Territory also recorded the highest participation rate, of 72.8% in June 2024, while Tasmania recorded the lowest participation rate, of 61.0%.

Table 2: Key labour market indicators by state and territory, June 2024

	Employment ('000)			Unemployment rate (%)		Participation rate (%)	
	Jun-24	Quarterly change ('000)	Quarterly change (%)	Jun-24	Quarterly change (% pts)	Jun-24	Quarterly change (% pts)
New South Wales	4,449.8	13.4	0.3	3.9	0.1	66.0	-0.1
Victoria	3,747.8	36.2	1.0	4.5	0.4	67.9	0.5
Queensland	2,960.6	53.5	1.8	3.9	-0.3	67.2	0.5
South Australia	939.1	-0.4	0.0	3.9	0.0	62.4	-0.3
Western Australia	1,607.4	2.4	0.2	3.8	0.4	68.8	-0.2
Tasmania	283.9	0.7	0.3	3.7	-0.1	61.0	0.0
Northern Territory	138.9	-1.8	-1.3	4.6	0.8	72.8	-0.6
Australian Capital Territory	271.3	4.0	1.5	3.0	0.1	72.5	0.8
Australia	**14,406.1**	**125.8**	**0.9**	**4.1**	**0.2**	**66.9**	**0.3**

Source: ABS, Labour Force, Australia, June 2024, seasonally adjusted data.

Modelled estimates show employment rose strongly in capital cities (up by 98,000 or 1.0%) and rest of state areas (up by 55,900 or 1.3%) over the June quarter 2024 (Table 3). Against the backdrop of strong labour market activity, the unemployment rate fell in capital cities (by 0.2 percentage points) and rest of state areas (by 0.3 percentage points) over the quarter, to stand at 4.1% and 3.6%, respectively, in June 2024. The participation rate increased in the capital cities (by 0.1 percentage points) and rest of state areas (by 0.2 percentage points) over the same period, to 68.7% and 63.5%, respectively, in June 2024

Table 3: Key labour market indicators by capital cities and rest of state areas, June 2024

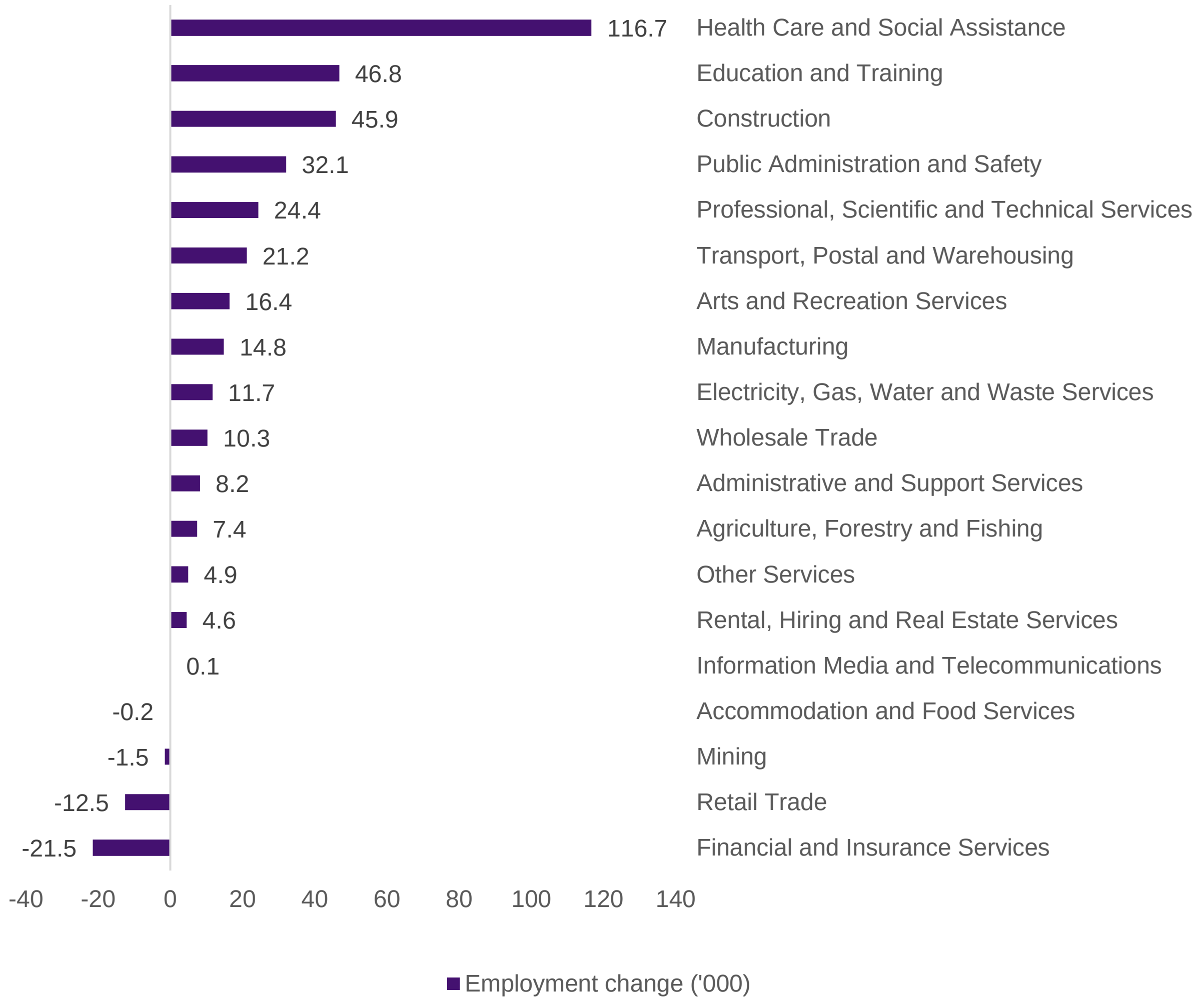
	Capital cities			Rest of state areas		
	Jun-24	Quarterly change ('000)	Quarterly change (%)	Jun-24	Quarterly change ('000)	Quarterly change (%)
Employment ('000)	9,951.1	98.0	1.0	4,505.1	55.9	1.3
Unemployment rate (%)	4.1	-	-0.2 pts	3.6	-	-0.3 pts
Participation rate (%)	68.7	-	0.1 pts	63.5	-	0.2 pts

Source: ABS, *Labour Force, Australia, Detailed*, June 2024, table MRM1 - Modelled estimates of labour force status, by SA4.

Employment outcomes have varied by industry, occupation and skill level[1]

Employment increased in 15 industries and declined in 4 over the year to May 2024 (Figure 3). Health Care and Social Assistance; Education and Training; and Construction made the largest contributions to employment growth over the year. The largest falls in employment over the year were recorded in Financial and Insurance Services; Retail Trade; and Mining.

Figure 3: Employment change by industry (Jobs and Skills Australia trend series), May 2023 to May 2024



Employment increased in all 8 major occupation groups over the *year* to May 2024. Over the 5 years to May 2024, however, employment rose in 7 major occupation groups and declined in one (Table 4).

Over the year to May 2024 the largest increases in employment were recorded for Professionals (up by 116,100 or 3.2%), Community and Personal Services Workers (up by 100,300 or 6.4%), and Technicians and Trades Workers (up by 66,400 or 3.5%).

[1] The industry, occupation and skill level employment data in the analysis below are sourced from ABS, Labour Force, Australia, Detailed, May 2024 and trended by Jobs and Skills Australia, while total employment data have been trended by the ABS.

Over the 5 years to May 2024 the largest increases in employment were recorded for Professionals (up by 668,900 or 21.6%), Managers (up by 330,900 or 21.6%), and Community and Personal Service Workers (up by 281,900 or 20.3%).

Employment increased in 4 of the 5 Skill Level groups over the year to May 2024 (Table 5). Skill Level 4 occupations (commensurate with a Certificate III or II) recorded the largest increase in employment over the year (up by 168,800 or 5.0%). Skill Level 1 occupations (commensurate with a Bachelor Degree or higher) recorded the second largest increase (up by 149,700 or 3.1%), followed by Skill Level 3 occupations (commensurate with a Certificate IV or III) (up by 50,200 or 2.4%) and Skill Level 2 occupations (commensurate with an Advanced Diploma or Diploma) (up by 48,200 or 2.8%). Skill Level 5 occupations (commensurate with a Certificate I or secondary education) recorded a decrease in employment over the past year (down by 18,600 or 0.9%).

Net employment growth over the past year is fully attributable to Skill Level 1 to 4 occupations – that is, occupations typically associated with a post-secondary school qualification. More than half of this employment growth was in to Skill Level 2 to 4 occupations, which are typically associated with a Vocational Educational Training (VET) pathway.

Table 4: Employment by major occupation group[2]

Occupation	Employment		Annual change to May-24		5-year change to May-24	
	May-24	May-23				
	('000)	('000)	('000)	(%)	('000)	(%)
Managers	1,861.3	1,826.5	34.8	1.9	330.9	21.6
Professionals	3,771.8	3,655.8	116.1	3.2	668.9	21.6
Technicians and Trades Workers	1,972.3	1,905.9	66.4	3.5	159.9	8.8
Community and Personal Service Workers	1,669.9	1,569.5	100.3	6.4	281.9	20.3
Clerical and Administrative Workers	1,859.3	1,823.0	36.3	2.0	90.4	5.1
Sales Workers	1,118.6	1,118.1	0.5	0.0	15.1	1.4
Machinery Operators and Drivers	922.3	897.5	24.9	2.8	53.5	6.2
Labourers	1,220.7	1,210.7	10.0	0.8	-3.8	-0.3
TOTAL EMPLOYMENT	**14,410.4**	**14,006.6**	**403.8**	**2.9**	**1,574.4**	**12.3**

The shift towards higher skill levels in recent years is a continuation of a long-term trend, as the workforce has become more highly educated and employment has transitioned towards services-based industries. Over the 5 years to May 2024, the share of total employment accounted for by Skill Level 1 occupations increased by 3.0 percentage points to 34.7% in May 2024, while the share of total employment accounted for by Skill Level 5 occupations fell by 1.8 percentage points to 13.8%.

[2] Occupation group data are trended by Jobs and Skills Australia. Total employment data are trended by the ABS. Jobs and Skills Australia and ABS use trending methodologies, and occupation group data do not sum to total employment figures.

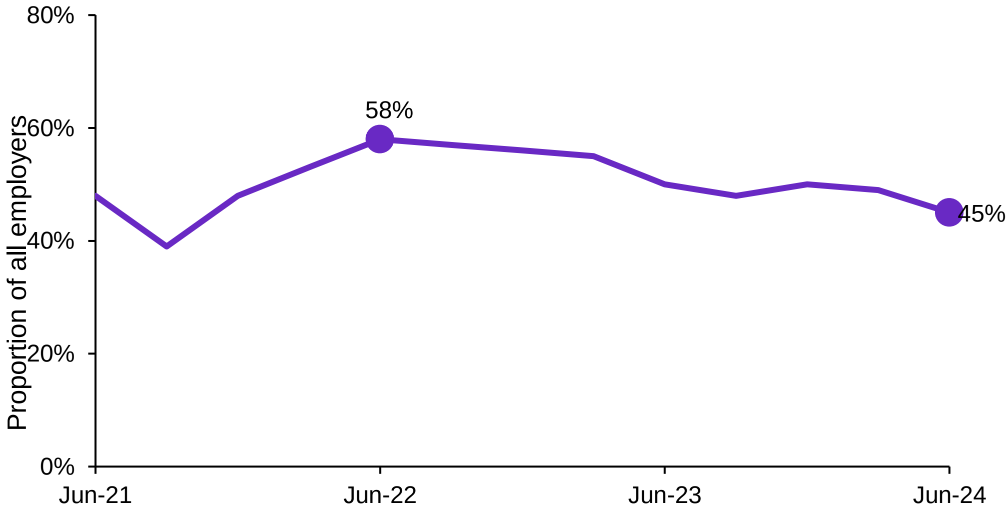
Table 5: Employment by skill levels[3]

Skill Levels	Employment May-24 ('000)	Employment May-23 ('000)	Annual change to May-24 ('000)	Annual change to May-24 (%)	5-year change to May 24 ('000)	5-year change to May 24 (%)
Skill Level 1 Occupations	5,005.9	4,856.2	149.7	3.1	937.1	23.0
Skill Level 2 Occupations	1,763.4	1,715.2	48.2	2.8	184.2	11.7
Skill Level 3 Occupations	2,129.6	2,079.4	50.2	2.4	123.9	6.2
Skill Level 4 Occupations	3,531.9	3,363.1	168.8	5.0	373.8	11.8
Skill Level 5 Occupations	1,988.6	2,007.2	-18.6	-0.9	-10.4	-0.5
TOTAL EMPLOYMENT	**14,410.4**	**14,006.6**	**403.8**	**2.9**	**1,574.4**	**12.3**

Labour demand indicators are weaker

Results from Jobs and Skills Australia's June 2024 *Recruitment Experiences and Outlook Survey (REOS)* confirm that labour market conditions remain softer than a year ago. The REOS **recruitment rate** is the proportion of employers who were recruiting at the time of the survey. The recruitment rate is a robust indicator of the demand for workers and an indicator of employers' confidence in business conditions.

Figure 4: Recruitment rate (proportion of employers currently recruiting or who recruited in the past month), June quarter 2021 to June quarter 2024



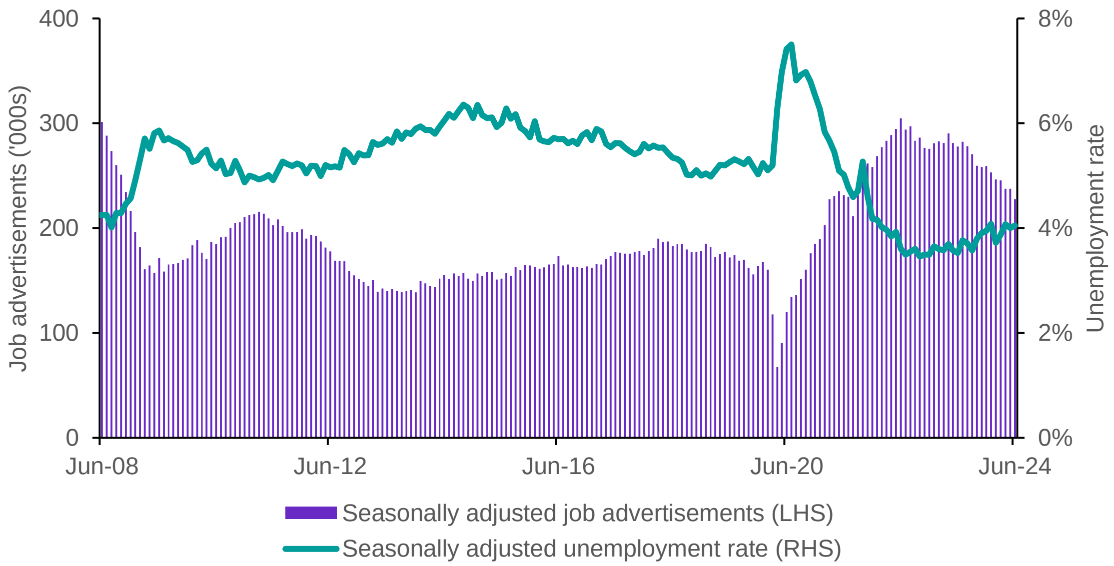
Source: Jobs and Skills Australia (JSA), Recruitment Experiences and Outlook Survey, June 2024

[3] Skill Level data are trended by Jobs and Skills Australia. Total employment data are trended by the ABS. Jobs and Skills Australia and ABS use different trending methodologies, and Skill Level data do not sum to total employment figures.

The June quarter 2024 recruitment rate is 5 percentage points lower than 12 months ago and is now 13 percentage points lower than the peak of 58% recorded in the June quarter 2022 (Figure 4).

Monthly **job advertisements** have also been gradually declining and are below their mid-2022 peak. Indeed, Jobs and Skills Australia's *Internet Vacancy Index (IVI)* shows that there has been an overall decrease in recruitment activity over the quarter to June 2024, with job advertisements declining further, by 7.4% (or 18,100 job advertisements) over the period (Figure 5). Internet job advertisements decreased by 50,200 (or 18.1%) over the year to June 2024, although they remain elevated compared with pre-COVID levels.

Figure 5: IVI job advertisements and unemployment rate, June 2006 to June 2024



Source: ABS, Labour Force, Australia, June 2024, seasonally adjusted data; JSA, Internet Vacancy Index, June 2024, seasonally adjusted data.

Jobs are more competitive

Jobs and Skills Australia's *Survey of Employers who have Recently Advertised (SERA)* shows that the **fill rates** of advertised vacancies continue to rise gradually, indicating that employers fill vacancies relatively more easily. The vacancy fill rate was 66.2% in the June quarter 2024, an increase of 1.7 percentage points over the quarter and 4.8 percentage points over the last 12 months (Table 6).[4] This is underpinned by increases in the total number of applicants, qualified applicants, and suitable applicants per vacancy over the quarter and the year to June quarter 2024.

[4] The fill rate and other metrics in the table are based on using 12 months of data leading to the latest quarter. Using a rolling annual period, as opposed to the latest quarter itself, removes the impact of data volatility attributable to SERA sampling, whereby concentrations of sampling with respect to different occupational major groups can occur at different times of a year.

Table 6: National snapshot of recruitment experiences

	June quarter 2024	Change over the quarter	Change over 12 months
Vacancy fill rate (%)	66.2%	↑1.7% pts	↑4.8% pts
Applicants per vacancy (no.)	24.1	↑3.0	↑8.1
Qualified applicants per vacancy (no.)	7.5	↑0.6	↑1.9
Suitable applicants per vacancy (no.)	3.0	↑0.1	↑0.4
Suitability gap (%)	60.7%	↑1.8% pts	↑7% pts

Source: Jobs and Skills Australia, Survey of Employers who Recently Advertised (SERA).
Note: The change from previous quarter refers to the change from March quarter 2024 to June quarter 2024. The change from the previous year refers to the change from June quarter 2023 to June quarter 2024.

Further, in the June quarter 2024 the suitability gap increased by 1.8 percentage points to 60.7%.[5] The suitability gap captures the percentage of applicants who have the required qualifications but are deemed unsuitable by employers for the job advertised.[6] The gap increased from 53.8% in June quarter 2023 to 60.7% in June quarter 2024. This is a 7 percentage points increase. The increase in suitability gap may indicate that employers have more choice and can scrutinise qualified applicants more during recruitment. During tighter labour market conditions last year, the suitability gap was much narrower.

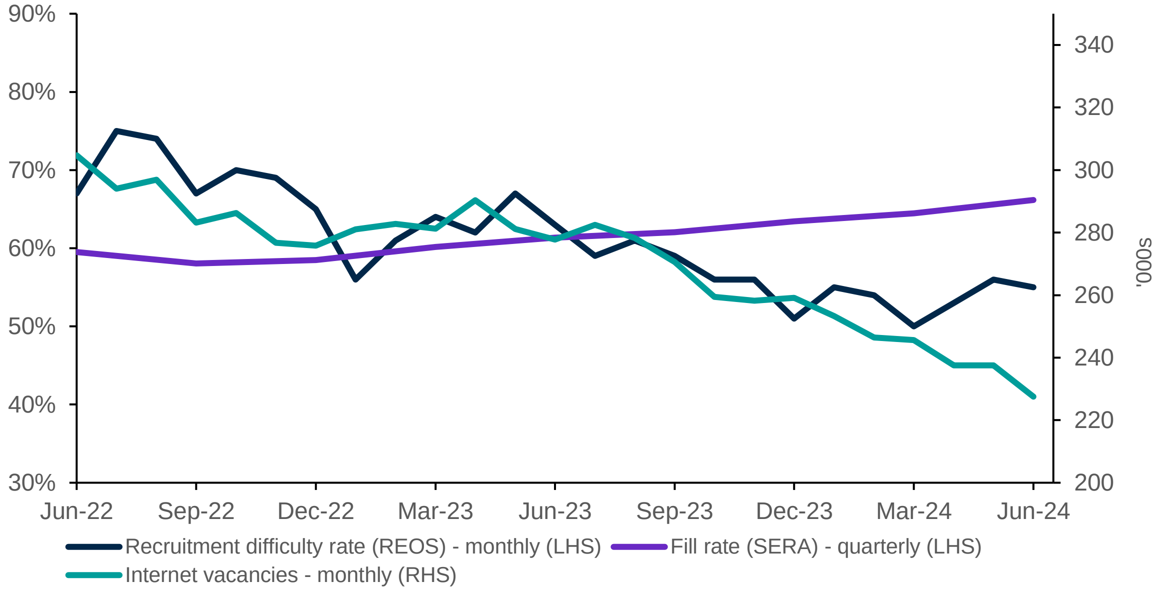
Overall, the number of internet vacancies, as measured by Jobs and Skills Australia's Internet Vacancy Index (IVI), and the recruitment difficulty rate from Jobs and Skills Australia's Recruitment Experiences and Outlook Survey (REOS) have both been trending down since March quarter 2023, generally. Further, they are both lower than a year ago. (Figure 6).

In terms of regional variation, the national metropolitan (metro) area fill rate increased by 1.8 percentage points to 68% over the June quarter 2024, and 5.4 percentage points over the year (Table 7). This is supported by the increases in the total number of applicants, qualified applicants, and suitable applicants per vacancy, over the June quarter 2024 and in the last 12 months. In June quarter 2024, the suitability gap for metro increased by 1.8 percentage points to 62.4% and by 6.2 percentage points from 56.2% in June quarter 2023.

The national regional fill rate increased by 1.5 percentage points to 61.3% in June quarter 2024 and by 3.3 percentage points compared to a year ago (Table 8). Total applicants, qualified applicants and suitable applicants have also increased in regional areas. In June quarter 2024, the suitability gap in regional areas increased by 1.9 percentage points to 54.9% and over the year, it increased 12 percentage points to 54.9% from June quarter 2023.

[5] The suitability gap is the difference between the number of qualified applicants per vacancy and suitable applicants per vacancy, as a percentage of the number of qualified applicants per vacancy.
[6] The metric has several interpretations. A wide or widening gap may indicate that qualifications of applicants may not be equipping them with all skills and experiences needed, including the need for greater work experience and/or other soft or hard skills. It could also suggest slack in the labour market, allowing employers greater scrutiny of candidates that apply for vacant roles.

Figure 6: Fill rate, recruitment difficulty rate and internet vacancies, June 2022 to June 2024



Source: Jobs and Skills Australia: Survey of Employers who Recently Advertised; Recruitment Experiences and Outlook Survey; and Internet Vacancy Index (seasonally adjusted).

Table 7: Metropolitan snapshot

	June quarter 2024	Change over the quarter	Change over 12 months
Vacancy fill rate (%)	68.0%	↑1.8%	↑5.4%
Applicants per vacancy (no.)	28.0	↑3.7	↑9.8
Qualified applicants per vacancy (no.)	8.9	↑0.8	↑2.4
Suitable applicants per vacancy (no.)	3.3	↑0.2	↑0.5
Suitability gap (%)	62.4%	↑1.8%	↑6.2%

Source: Jobs and Skills Australia, Survey of Employers who Recently Advertised

Table 8: Regional snapshot

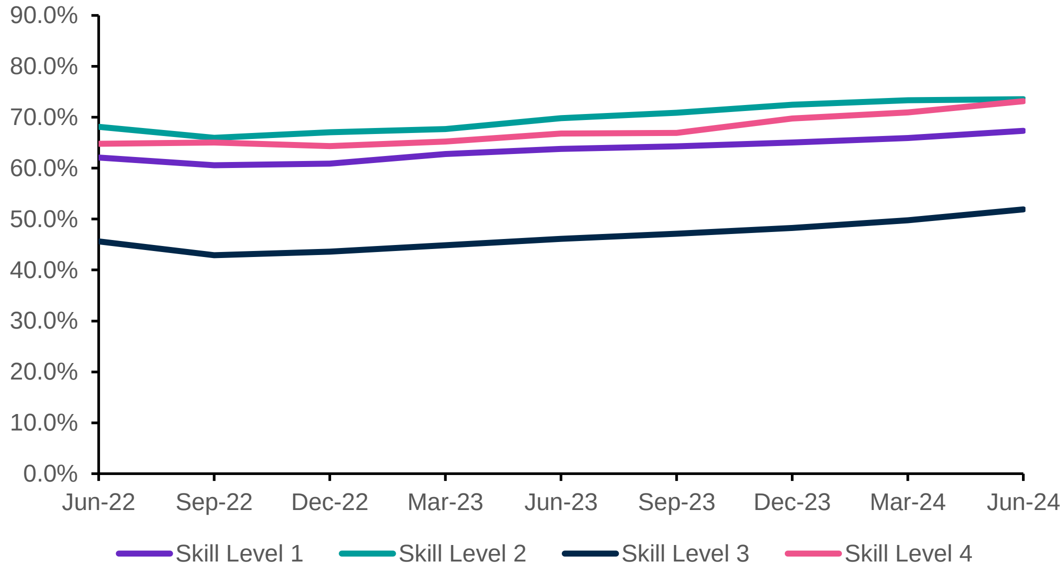
	June quarter 2024	Change over the quarter	Change over 12 months
Vacancy fill rate (%)	61.3%	↑1.5%	↑3.3%
Applicants per vacancy (no.)	14.6	↑1.7	↑4.3
Qualified applicants per vacancy (no.)	4.6	↑0.4	↑1.1
Suitable applicants per vacancy (no.)	2.1	↑0.1	↑0.1
Suitability gap (%)	54.9%	↑1.9%	↑12.0%

Source: Jobs and Skills Australia, Survey of Employers who Recently Advertised

Across both metro and regional areas ‘lacking work experience’, and ‘lacking relevant qualifications’ were the two most common reasons applicants to vacancies were found unsuitable. However, in metro areas, lacking specific skills or experience was third most common reason applicants are deemed unsuitable for employment. On the other hand, in regional areas, lacking working rights was the third most common reason.

In terms of Skill levels, in the current quarter and in over the past 12 months fill rates improved across all Skill Level 1 to 4 occupations (Figure 7). This is supported by increases in the total number of applicants, qualified applicants, and suitable applicants per vacancy for all these skill level occupation groups. The largest improvements have been for Skill Level 3 and 4 occupations, where the fill rates for both increased by 2.1 percentage points over the quarter, although the fill rates for Skill Level 3 occupations remain very low at 51.9%. The result suggests that while there is ongoing improvement in the fill rate, skill shortage pressures remain acute for Skill Level 3[7] occupations.

Figure 7: Fill rate, by Skill level, June 2022 to June 2024



Source: Jobs and Skills Australia, Survey of Employers who Recently Advertised

Recruitment difficulties are easing

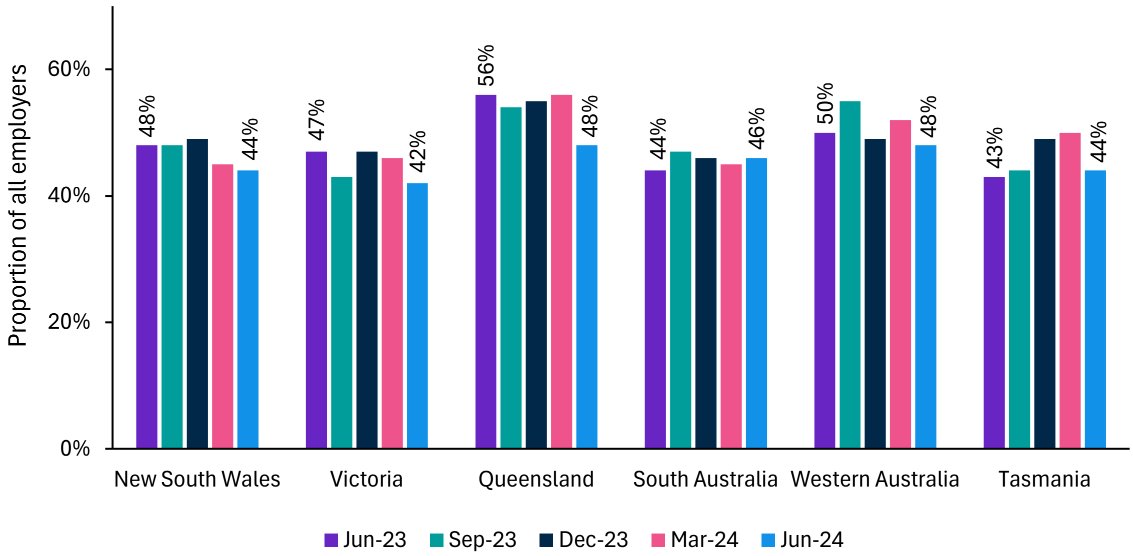
Results from the *Recruitment Experiences and Outlook Survey* show that quarterly recruitment activity has decreased in most states (except Tasmania and South Australia) over the year to the June quarter 2024 (Figure 8).

Victoria (42%) had the lowest recruitment rate in the June quarter 2024, while both Western Australia and Queensland had the highest (48%). South Australia (46%) was the only state to record increases in the recruitment rate over both the 12 months to the June quarter 2024 (up 2 percentage points), and since the March quarter 2024 (up 1 percentage point).

Meanwhile, Tasmania's recruitment rate increased by 1 percentage point over the year to the June quarter 2024 to 44% of employers. Queensland's recruitment rate underwent the largest decrease, declining by 8 percentage points in the 12 months to the June quarter 2024, and also over the quarter to June 2024.

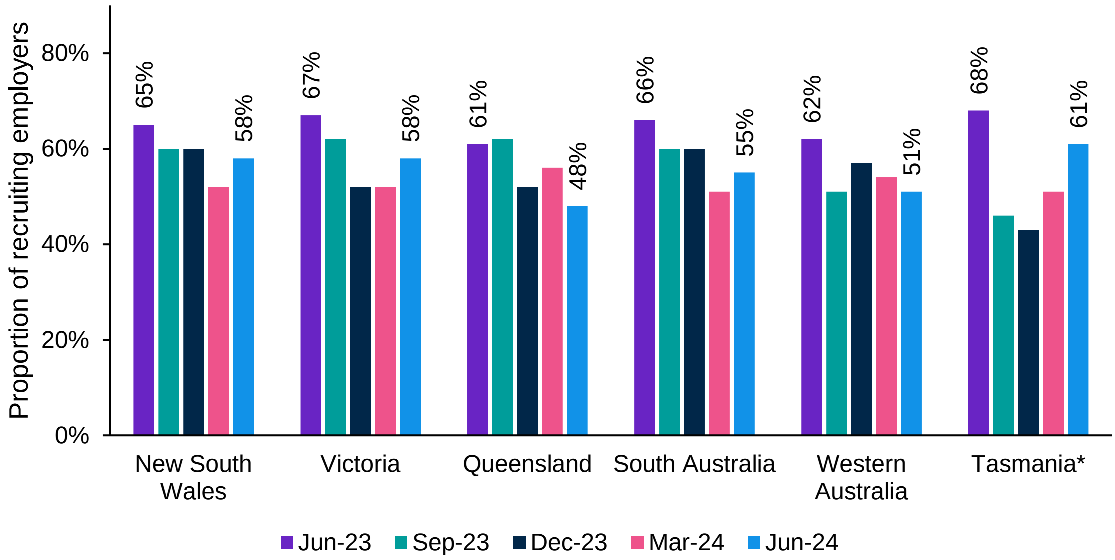
[7] Skill Level 3 occupations are generally those with Vocational Education and Training as the primary pathway to the labour market. These occupations typically require a Certificate III/IV.

Figure 8: Recruitment rate (proportion of employers currently recruiting or who recruited in the past month) by state, June quarter 2023 to June quarter 2024



Source: JSA, Recruitment Experiences and Outlook Survey, June 2024.
Note: Data for Australian Capital Territory and Northern Territory are unavailable on quarterly basis, due to small sample sizes.

Figure 9: Recruitment difficulty rate by state, June quarter 2023 to June quarter 2024



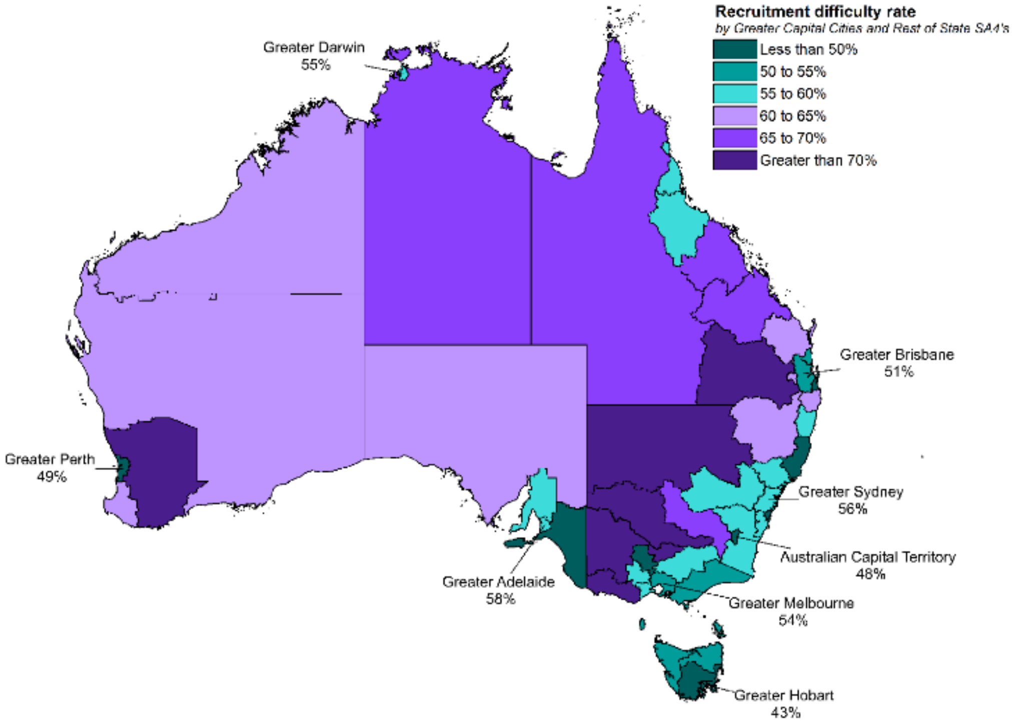
Source: JSA, Recruitment Experiences and Outlook Survey, June 2024.
Note: Data for the Australian Capital Territory and the Northern Territory are not available on a quarterly basis, due to small sample sizes.

*Interpret with caution due to low sample size.

Quarterly recruitment difficulty decreased in all states over the year (Figure 9). Tasmania (61%) recorded the highest level of recruitment difficulty for the June quarter 2024, while Queensland (48%) recorded the lowest difficulty rate. The largest decline over the year occurred in Queensland, down 13 percentage points over the year, it declined by a further 8 percentage points from the March quarter 2024.

Recruitment difficulty rates generally tend to be higher in regions that are further away from large population hubs. Figure 10 shows recruitment difficulty recorded in the 12 months to June 2024, for each Statistical Area Level 4 region and Greater Capital City area. The higher recruitment difficulty rates in more remote areas can sometimes be explained by tighter labour market conditions, as employers encounter greater challenges finding suitably qualified staff. This can also be further exacerbated in some areas as a result of a narrower industry composition, with a focus on mining or agriculture for example, and the consequent need for specialised skills.

Figure 10: Recruitment difficulty rates, 12 months to June 2024 – heatmap of SA4 regions and Greater Capital City areas



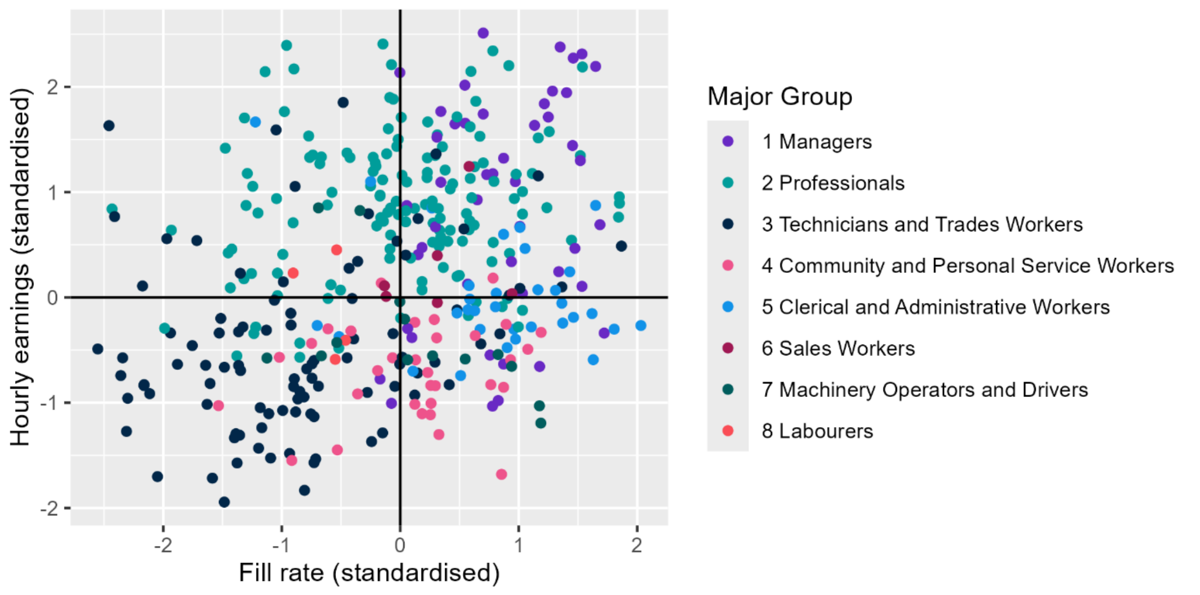
Source: JSA, Recruitment Experiences and Outlook Survey, June 2024.
Note: Results for rest of state SA4s are indicative only, due to small sample sizes for some regions.

In focus: Examining fill rates and hourly earnings of occupations

In this piece, we explore the relationship between hourly earnings and fill rates of occupations. Doing so, we unpack some insights on traits that are similar and different across the various occupation groups

As the data is standardised, above average values of fill rates and hourly earnings are represented by positive values along the horizontal and vertical axis, respectively. Similarly, below average values of fill rates and hourly earnings are represented by negative values along the horizontal and vertical axis, respectively.

Figure 11: Standardised hourly earnings and fill rates at 4-digit ANZSCO, by major occupation group, 2021-23



Source: Jobs and Skills Australia, Survey of Employers who Recently Advertised (SERA), 2021-23 financial year; Australian Bureau of Statistics, Characteristics of Employment, August 2023, TableBuilder.

When the data is grouped in the above manner, some notable similarities and differences between some major occupation groups are apparent:

- The top right quadrant is dominated by occupations within the Managers and Professionals major groups. This includes Finance Managers, General Managers, ICT Managers, Policy and Planning Managers and Production Managers.
- In the top left quadrant, there is a cluster of Professionals occupations with below average fill rates but quite high hourly earnings. This characteristic belongs to Health Professional sub-majors such as Midwives, Medical Imaging Professionals, and Medical Resident Officers. These are high skilled occupations with long lead times for training and require a lot of experience.
- The bottom left quadrant, with low fill rates and low earnings, is dominated by occupations within Technicians and Trades Workers. Plumbers, Bricklayers and Stonemasons, Plasters, Painters, and Cabinet Makers, lie on the extremes of this quadrant.
- The bottom right quadrant is characterised by occupations with high fill rates but low earnings. Occupations within Clerical and Administrative Workers, and Community and Personal Service Workers occupational groups appear the most frequently.

Jobs and Skills Australia resources

Key data, resources and reports can be found on the Jobs and Skills Australia website: https://www.jobsandskills.gov.au/

Resource	Publication notes
Internet Vacancy Index The Internet Vacancy Index (IVI) is a monthly count of online job advertisements compiled by Jobs and Skills Australia.	The Vacancy Report is published on the third Wednesday of the month.
Recruitment Experiences and Outlook Survey Survey of at least 1000 employers each month to find out about their experience when recruiting staff.	The Recruitment Insights Report is published on the third Tuesday of the month, while regular special topic Spotlight reports are also published monthly.
Skill Shortages Analysis Skills shortage analysis including the annual Skills Priority List (SPL) and reports on Skills Shortages.	The SPL is released annually (around September), while the Skills Shortage Quarterly provides quarterly insights.
Small Area Labour Markets (SALM) Estimates of unemployment and the unemployment rate at the Statistical Area Level 2 (SA2) and Local Government Area (LGA) level.	SALM data are released quarterly.
Jobs and Skills Atlas Provides an overview of the labour market at national, state and regional level by occupations, skills and industries.	Atlas will be updated with the data for the previous month, by the last Friday of every month.
Employment Region Dashboards and Profile Monthly Labour Market Dashboards, Recruitment Trends and Employer Needs Profiles, and Industry Profiles.	
Nowcast of Employment Region and Occupation (NERO) Experimental dataset providing information on employment in 355 occupations across 88 regions in Australia.	NERO data will be updated monthly.
International Labour Market Update Provides key labour market data for Australia and selected overseas countries and country groups.	The May 2024 report is currently available.