



Australian Government



Jobs and Skills Australia

Labour Market Update

September 2024



Contents

Executive summary	1
The September quarter labour market	3
Employment outcomes have varied by industry, occupation and skill level.....	6
Labour demand indicators are easing	8
Jobs are more competitive	9
Recruitment difficulties are easing.....	12
In focus: Labour demand and difficulties facing Veterinarians	15
Jobs and Skills Australia resources	16

The data in this document largely reflect the latest September month and quarter and were current as of 14 November 2024.

Executive summary

Against the backdrop of challenging economic conditions, the Australian labour market continued to display resilience over the September quarter 2024, supported by strong working age population growth. Despite a reasonably tight labour market, several partial forward indicators of labour demand continue to point to a gradual softening in labour market activity in the coming months – with the unemployment rate expected to drift higher in the period ahead.

Net employment growth over the past year is fully attributable to Skill Level 1 to 4 occupations, typically associated with a post-secondary school qualification. More than half of this employment growth was in occupations typically associated with a Vocational Educational Training 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 favourable employment outcomes over the past year.

Partial forward indicators of labour demand point to a further softening in labour market activity. For instance, the number of job advertisements measured by Jobs and Skills Australia's **Internet Vacancy Index (IVI) data** increased over the September quarter 2024. It remains below its mid-2022 peak although is still elevated compared to pre-COVID levels. Similarly, results from Jobs and Skills Australia's September 2024 **Recruitment Experiences and Outlook Survey (REOS)** showed signs that the proportion of employers that are recruiting is reaching a plateau after a period of almost 2 years of gradual softening.

Results from Jobs and Skills Australia's **Survey of Employers who have Recently Advertised (SERA)** point to a continued softening in the labour market. Fill rates continued to rise over the year to September quarter 2024, indicating that employers are filling vacancies more easily. Increases in fill rates and improvements in the suitability gap may both be attributable to softening labour market conditions, employers may be able to exercise greater scrutiny of candidates at recruitment. Over the same period, fill rates increased in both metropolitan and regional areas, but regional areas still lagged behind. This suggests that shortage pressures are easing faster in metropolitan areas.

The September quarter labour market

The Australian Bureau of Statistics (ABS) Labour Force Survey data showed that seasonally adjusted employment increased by 155,600 (or 1.1%) over the September quarter 2024, above the growth rate of 0.8% recorded in the June quarter 2024.

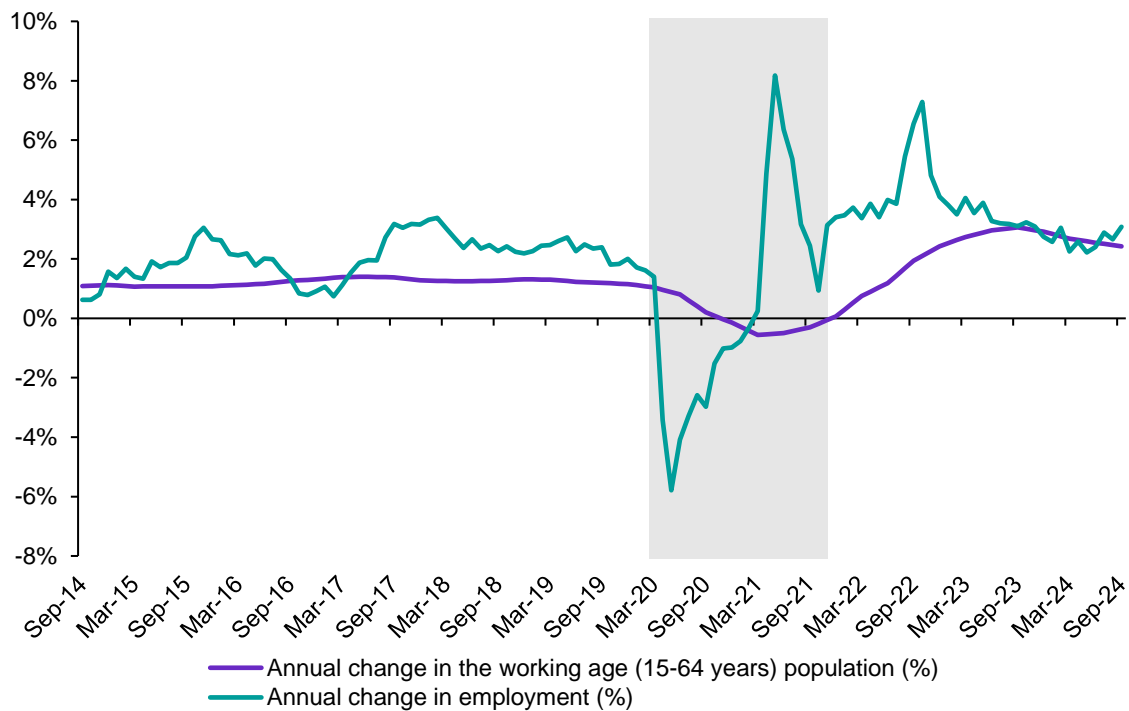
Table 1: Key labour market indicators, September 2024 and change since June 2024

Employment	Full-time employment	Part-time employment	Hours worked	Underemployment rate	Unemployment rate	Participation rate
14,521,900	10,028,400	4,493,500	1,968.3 million hours	6.3%	4.1%	67.2%
↑1.1%	↑1.1%	↑ 1.1%	↑1.1%	↓ 0.1pp	0.0pp	↑ 0.3pp

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

Employment rose by 434,900 (or 3.1%) over the year to September 2024, above the decade average annual growth rate of 2.3%. The current annual pace of employment growth is also above the working age (15-64 years) population growth rate (of 2.4%) although it has eased considerably, from its peak of 7.3% in October 2022 (when it was well above the growth rate of the working age population at that time, of 2.1%) – see Figure 1.

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

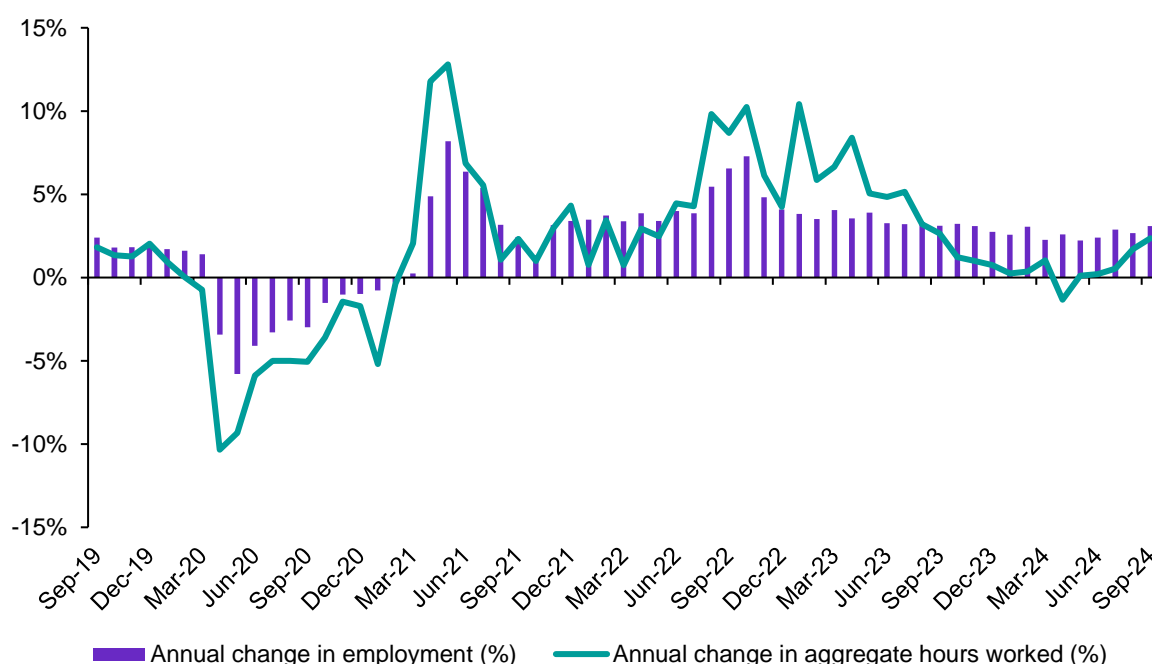


Source: ABS, Labour Force, Australia, September 2024, seasonally adjusted data for employment growth and original data for working age population growth.

The majority (69.3%) of the increase in employment over the September quarter 2024 was due to a strong rise in full-time employment of 107,700 (or 1.1%), while part-time employment also rose, by 47,800 (or 1.1%). The annual rate of growth in full-time employment increased from a low of 0.6% in May 2024 to 2.6% in September 2024, while the annual rate of part-time employment growth has eased, from 5.9%, to 4.2% over the same period.

In line with the strengthening in full-time jobs growth, aggregate hours worked increased by 20.9 million hours (or 1.1%) over the September quarter 2024. Aggregate hours rose by 45.3 million hours (or 2.4%) over the year to September 2024, up from the recent trough (where hours were declining by 1.3%) but still below the current pace of annual employment growth (of 3.1%) – see Figure 2.

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



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

The unemployment rate was steady over the quarter, at 4.1% in September 2024, while the participation rate increased by 0.3 percentage points (pp), to a record high of 67.2%.

Reflecting the underlying strength of the labour market, conditions for young people were reasonably resilient over the quarter, with the number of 15 to 24 year olds in employment increasing by 47,400 (or 2.2%). The rise in youth employment was attributed to strong growth in part-time employment, up by 31,700 (or 2.5%), while full-time employment rose by just 600 (or 0.1%).

The youth unemployment rate fell by 0.4pp over the September quarter 2024, to 9.1%, but rose by 1.1pp over the year to September 2024. In addition, the participation rate for young people fell by 0.1pp over the September quarter 2024, to 70.3%, but is 0.7pp above the 69.6% recorded in September 2023.

Despite the resilient labour market, the number of people who were long-term unemployed increased by 19,500 (or 17.5%) over the September quarter 2024 and is 21,400 (or 19.5%) above the level recorded in September 2023.

Employment has been resilient across geographies

Employment rose in all jurisdictions over the September quarter 2024 except in Tasmania (where employment fell by 1,500 or 0.5%). The largest increase occurred in Victoria (up by 64,800 or 1.7%), followed by New South Wales (up by 52,200 or 1.2%) – see Table 2.

Three jurisdictions recorded an unemployment rate of less than 4.0% in September 2024, with the Australian Capital Territory (ACT) recording the lowest rate of 3.4%. While Victoria recorded the highest unemployment rate, at 4.4% in September 2024, conditions in the state remain reasonably strong, with the participation rate increasing by 0.6pp over the period, to 68.5%.

The ACT recorded the highest participation rate of any jurisdiction, of 72.7% in September 2024. Tasmania recorded the lowest participation rate, of 60.7%.

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

	Employment ('000)			Unemployment rate (%)		Participation rate (%)	
	Sep-24	Quarterly change ('000)	Quarterly change (%)	Sep-24	Quarterly change (pp)	Sep-24	Quarterly change (pp)
New South Wales	4,483.1	52.2	1.2	3.8	-0.1	66.2	0.3
Victoria	3,806.6	64.8	1.7	4.4	-0.1	68.5	0.6
Queensland	2,958.9	9.4	0.3	4.1	0.1	67.1	-0.1
South Australia	947.2	9.4	1.0	4.3	0.4	63.0	0.6
Western Australia	1,619.9	16.2	1.0	3.6	-0.1	68.8	0.0
Tasmania	281.9	-1.5	-0.5	4.0	0.2	60.7	-0.2
Northern Territory	138.5	0.2	0.1	4.2	-0.4	72.3	-0.4
Australian Capital Territory	272.5	1.7	0.6	3.4	0.4	72.7	0.3
Australia	14,521.9	155.6	1.1	4.1	0.0	67.2	0.3

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

From a regional perspective, employment rose by 70,100 (or 0.7%) in capital cities and by 19,200 (or 0.4%) in rest of state areas over the September quarter 2024. Despite the stronger backdrop, the unemployment rate remained steady in capital cities and rest of state areas over the quarter, at 4.0% and 3.6%, respectively. The participation rate decreased by 0.1pp in the capital cities over the quarter, to 68.5% in September 2024, and remained unchanged in the rest of state areas over the period, at 63.5% (Table 3).

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

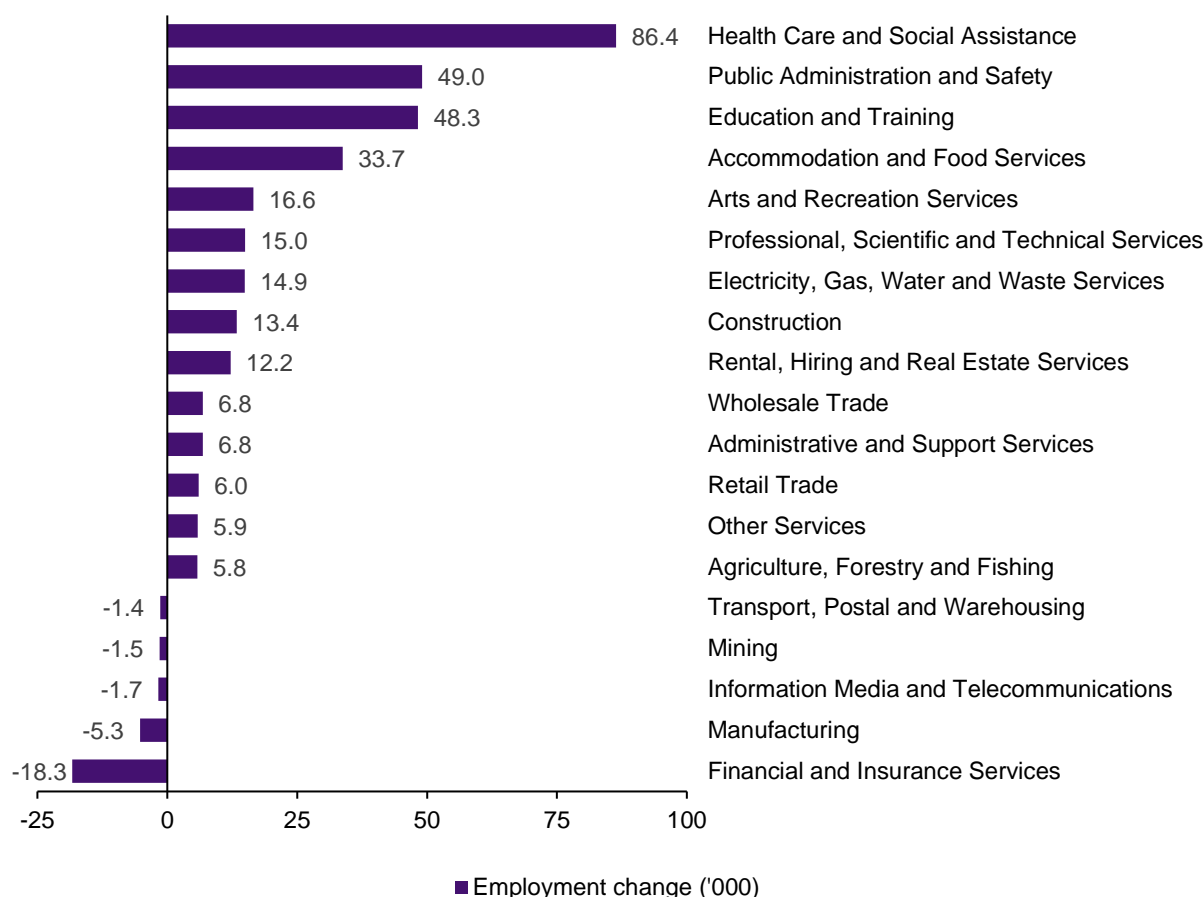
	Capital cities			Rest of state areas		
	Sep-24	Quarterly change		Sep-24	Quarterly change	
		('000)	(%)		('000)	(%)
Employment ('000)	10,072.3	70.1	0.7	4,422.2	19.2	0.4
Unemployment rate (%)	4.0	-	0.0pp	3.6	-	0.0pp
Participation rate (%)	68.5	-	-0.1pp	63.5	-	0.0pp

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

Employment outcomes have varied by industry, occupation and skill level¹

Employment increased in 14 of the 19 industries and declined in 5 over the year to August 2024 (Figure 3). Employment grew the most in the Health Care and Social Assistance, Public Administration and Safety and Education and Training industries over the year to August 2024. The largest falls in employment were in the Financial and Insurance services and Manufacturing industries.

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



Source: ABS, Labour Force, Australia, Detailed, August 2024, trended data; Jobs and Skills Australia (JSA)

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

Over the year to August 2024 the largest increases in employment were Professionals (up by 120,200 or 3.3%), Community and Personal Services Workers (up by 75,200 or 4.7%) and Technicians and Trades Workers (up by 57,800 or 3.0%).

Over the 5 years to August 2024 the largest increases in employment were Professionals (up by 686,800 or 21.9%), Managers (up by 337,900 or 22.0%) and Community and Personal Service Workers (up by 268,600 or 19.2%).

¹ The industry, occupation and skill level employment data in the analysis below are sourced from ABS, Labour Force, Australia, Detailed, August 2024 and trended by JSA, while total employment data are trended by the ABS.

Table 4: Employment by major occupation group²

Occupation	Employment		Annual change to Aug-24		5-year change to Aug-24	
	Aug-24	Aug-23	Aug-24		Aug-24	
	('000)	('000)	('000)	(%)	('000)	(%)
Managers	1,871.3	1,829.9	41.4	2.3	337.9	22.0
Professionals	3,819.5	3,699.2	120.2	3.3	686.8	21.9
Technicians and Trades Workers	1,971.3	1,913.5	57.8	3.0	159.8	8.8
Community and Personal Service Workers	1,667.4	1,592.2	75.2	4.7	268.6	19.2
Clerical and Administrative Workers	1,862.5	1,841.3	21.2	1.2	95.3	5.4
Sales Workers	1,132.1	1,119.7	12.3	1.1	29.6	2.7
Machinery Operators and Drivers	905.5	901.7	3.9	0.4	41.3	4.8
Labourers	1,224.1	1,207.2	16.9	1.4	-4.3	-0.3
TOTAL EMPLOYMENT	14,486.9	14,116.7	370.2	2.6	1,597.7	12.4

Source: ABS, Labour Force, Australia, Detailed, August 2024, trended data; JSA

Employment increased in 4 of the 5 Skill Level groups over the year to August 2024 (Table 5). Skill Level 1 occupations (commensurate with a Bachelor degree or higher qualification) recorded the largest increase (up by 155,000 or 3.2%). Skill Level 4 occupations (commensurate with a Certificate II or III) recorded the second largest increase (up by 119,100 or 3.5%), followed by Skill Level 2 occupations (commensurate with an Advanced Diploma or Diploma) (up by 51,100 or 3.0%) and Skill Level 3 occupations (commensurate with a Certificate IV or III (including at least 2 years' on-the-job training)) (up by 25,200 or 1.2%). Skill Level 5 occupations (commensurate with a Certificate I or secondary education) recorded a slight decrease in employment over the past year (down by 3,100 or 0.2%).

Net employment growth over the past year is fully attributable to Skill Level 1 to 4 occupations (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 pathway.

The shift towards higher skill levels in recent years is a continuation of a long-term trend. The workforce has become more highly educated and employment has transitioned towards services-based industries. Over the 5 years to August 2024, the share of total employment accounted for by Skill Level 1 occupations increased by 3.0pp to 35.0% in August 2024. The share of total employment accounted for by Skill Level 5 occupations fell by 1.7pp to 13.8%.

² Occupation group data are trended by JSA. Total employment data are trended by the ABS. JSA and ABS use distinct trending methodologies, therefore occupation group data do not sum to total employment figures.

Table 5: Employment by skill levels³

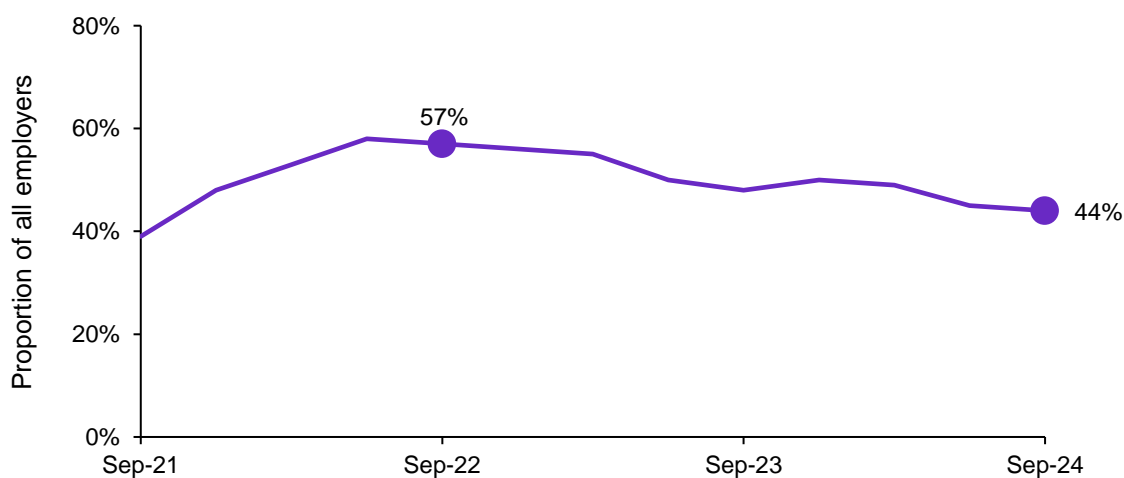
Skill Levels	Employment		Annual change to Aug-24		5-year change to Aug 24	
	Aug-24	Aug-23				
	('000)	('000)	('000)	(%)	('000)	(%)
Skill Level 1 Occupations	5059.4	4904.4	155.0	3.2	957.9	23.4
Skill Level 2 Occupations	1777.5	1726.4	51.1	3.0	194.3	12.3
Skill Level 3 Occupations	2111.5	2086.3	25.2	1.2	118.6	5.9
Skill Level 4 Occupations	3522.5	3403.4	119.1	3.5	350.7	11.1
Skill Level 5 Occupations	1999.5	2002.5	-3.1	-0.2	-0.5	0.0
TOTAL EMPLOYMENT	14,486.9	14,116.7	370.2	2.6	1,597.7	12.4

Source: ABS, Labour Force, Australia, Detailed, August 2024, trended data; JSA and ABS

Labour demand indicators are easing

Results from Jobs and Skills Australia’s September 2024 REOS confirmed labour market conditions remained softer than a year ago. The REOS recruitment rate is the proportion of employers who were recruiting at the time of the survey or had recruited in the month prior. 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), September quarter 2021 to September quarter 2024



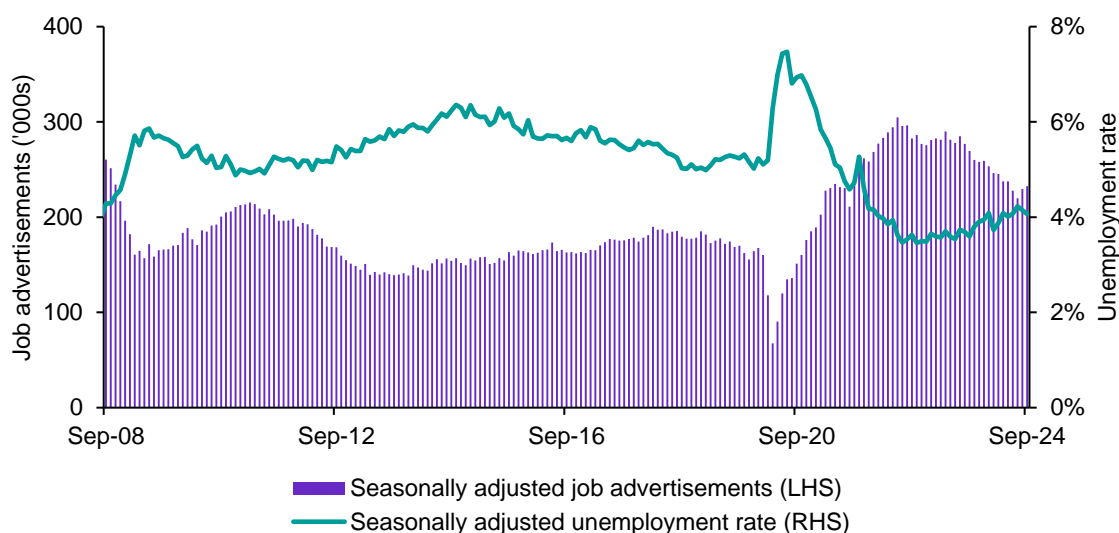
Source: JSA, REOS, September quarter 2024

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 September quarter 2024 recruitment rate was 44%. It was 1pp lower than the June quarter 2024, 4pp lower than 12 months ago and is now 13pp lower than the 57% recorded in the September quarter 2022 (Figure 4).

Monthly job advertisements have recently increased but remain below their mid-2022 peak. Jobs and Skills Australia’s IVI shows there was an overall increase in recruitment activity over the quarter to September 2024 with internet job advertisements increasing by 2.2% (or 4,900). Internet job advertisements decreased by 37,000 (or 13.7%) over the year to September 2024, however vacancies remain at historically high levels – see Figure 5.

Figure 5: IVI job advertisements and unemployment rate, September 2008 to September 2024



Source: ABS, Labour Force, Australia, September 2024, seasonally adjusted data; JSA, IVI, September 2024, seasonally adjusted data.

Competition for available jobs is increasing

Jobs and Skills Australia’s SERA shows the fill rates of advertised vacancies gradually continued to rise, indicating employers filled vacancies relatively more easily. The national level fill rate increased by 2.0pp to 68.1% over the September quarter 2024 (Table 6 and Figure 6). It increased by 6.0pp over the last 12 months to the September quarter 2024. The increase in the fill rates over the quarter and past 12 months is supported by increases in the total number of applicants, qualified applicants, and suitable applicants per vacancy.

Table 6: National snapshot of recruitment experiences

	September quarter 2024	Change over the quarter	Change over 12 months
Vacancy fill rate (%)	68.1%	↑2.0pp	↑6.0pp
Applicants per vacancy (no.)	28.5	↑4.3	↑11.5
Qualified applicants per vacancy (no.)	8.7	↑1.1	↑2.9
Suitable applicants per vacancy (no.)	3.3	↑0.3	↑0.6
Suitability gap (%)	62.3%	↑1.4pp	↑7.5pp

Source: JSA, SERA, September quarter 2024

Note: The change from previous quarter refers to the change from June quarter 2024 to September quarter 2024. The change from the previous year refers to change from September quarter 2023 to September quarter 2024.

In the September quarter 2024, the suitability gap increased by 1.4pp to 62.3%. The gap also increased by 7.5pp over the year to the September quarter 2024.⁴ The increase in suitability gap is consistent with the softening of the labour market conditions which has started since late 2023. With easing labour market conditions, employers may be able to exercise greater scrutiny of candidates at recruitment.

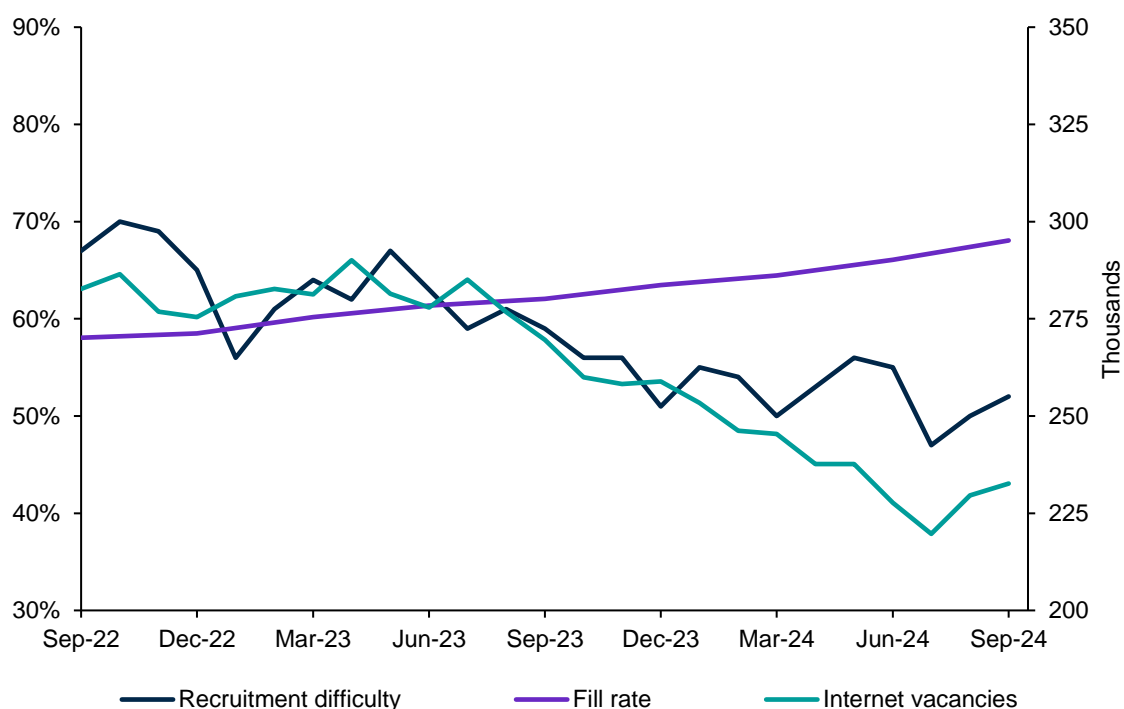
Overall, the number of internet vacancies, as measured by Jobs and Skills Australia’s IVI, and the recruitment difficulty rate from Jobs and Skills Australia’s REOS both trended down since the March quarter 2023. (Figure 6).

In terms of regional variation, the national metropolitan (metro) area fill rate increased by 1.8pp to 69.7% over the September quarter 2024, and by 5.5pp over the year to September 2024. This is supported by increases in the total number of applicants, qualified applicants, and suitable applicants per vacancy, over the quarter and in the last 12 months (Figure 6). The suitability gap increased to 64.4% in the current quarter.

The national regional fill rate increased by 1.7pp to 62.9% in September quarter 2024 and by 4.8pp over the year to September 2024 (Table 8). Total applicants, qualified applicants and suitable applicants have also increased in regional areas. In the September quarter 2024, the suitability gap also increased to 55.3%.

However, in regional areas the fill rates remained well below those of metro areas. The average difference in fill rates between the two areas has widened over time from 1.9pp in September quarter 2022 to 6.8pp in September quarter 2024, indicating shortage pressures in metro areas are easing faster. This is supported by the greater pool of total applicants, qualified applicants and suitable applicants in metro areas compared to regional areas.

Figure 6: Fill rate (%) and monthly recruitment difficulty rate (% , proportion of recruiting employers) (left axis), and monthly internet vacancy index (right axis), national level



Source: JSA: SERA, REOS, and IVI (seasonally adjusted), September quarter 2024

⁴ 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.

Table 7: Metropolitan snapshot

	September quarter 2024	Change over the quarter	Change over 12 months
Vacancy fill rate (%)	69.7%	↑1.8pp	↑5.5pp
Applicants per vacancy (no.)	33.0	↑4.8	↑13.0
Qualified applicants per vacancy (no.)	10.2	↑1.2	↑3.3
Suitable applicants per vacancy (no.)	3.6	↑0.3	↑0.7
Suitability gap (%)	64.4%	↑1.8pp	↑6.9pp

Source: JSA, SERA, September quarter 2024

Table 8: Regional Snapshot

	September quarter 2024	Change over the quarter	Change over 12 months
Vacancy fill rate (%)	62.9%	↑1.7pp	↑4.8pp
Applicants per vacancy (no.)	17.4	↑2.7	↑7.1
Qualified applicants per vacancy (no.)	5.3	↑0.7	↑2.0
Suitable applicants per vacancy (no.)	2.4	↑0.3	↑0.4
Suitability gap (%)	55.3%	↑0.4pp	↑13.3pp

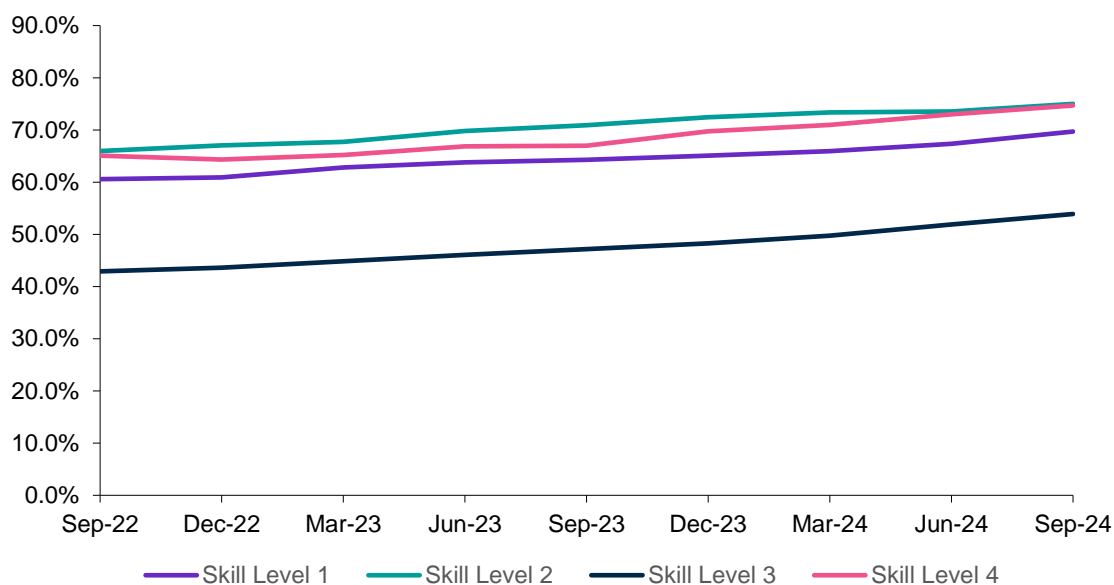
Source: JSA, SERA, September quarter 2024

In terms of Skill levels, in the September quarter 2024 and year to September 2024, fill rates improved across all Skill Level 1 to 4 occupations. This is supported by increases in the total number of applicants, qualified applicants, and suitable applicants per vacancy for these skill level occupation groups (Figure 7).

Despite the increase in fill rates for Skill Level 3 occupations, the fill rate remained very low at 53.9% and is significantly lower than the fill rates of other skill level occupation groups.⁵ In addition, the suitability gap for Skill Level 3 occupations recorded the highest recent increases compared to other Skill Levels. It increased by 5.7pp over the quarter and 13.5pp over the past 12 months. Increases in the suitability gap and improvements in fill rates may both be attributable to softening labour market conditions.

⁵ 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 7: Fill rate, by Skill level, September 2022 to September 2024



Source: JSA, SERA, September quarter 2024

Recruitment difficulties are easing

Results from the REOS shows quarterly recruitment rates decreased in all states and territories over the year to the September quarter 2024 (Figure 8). Recruitment difficulty significantly decreased in all states and territories except Tasmania.

Of the 6 states, Queensland recorded the highest recruitment rate in the September quarter 2024 (52%). South Australia recorded the largest annual fall in recruitment activity, down by 11pp to 36%. It is followed by the ACT down 7pp to 44% then by Victoria down 6pp to 37%. Recruitment difficulty is currently 10pp lower than it was a year ago and is 22pp below the high of 72% in September quarter 2022. Queensland recorded the highest difficulty rate at 54% followed by South Australia at 51% and Tasmania and Western Australia both at 49%.

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

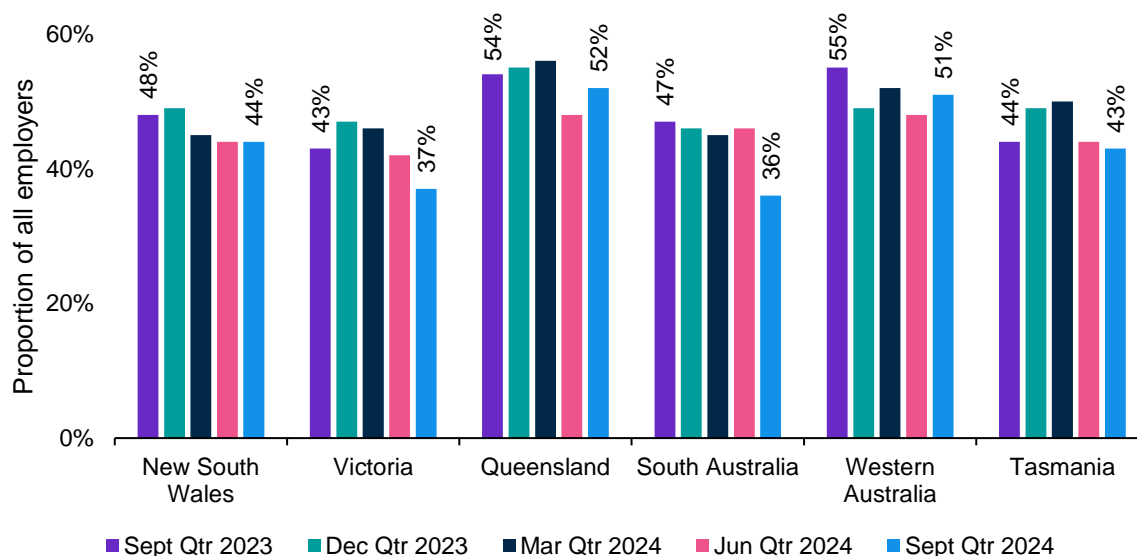
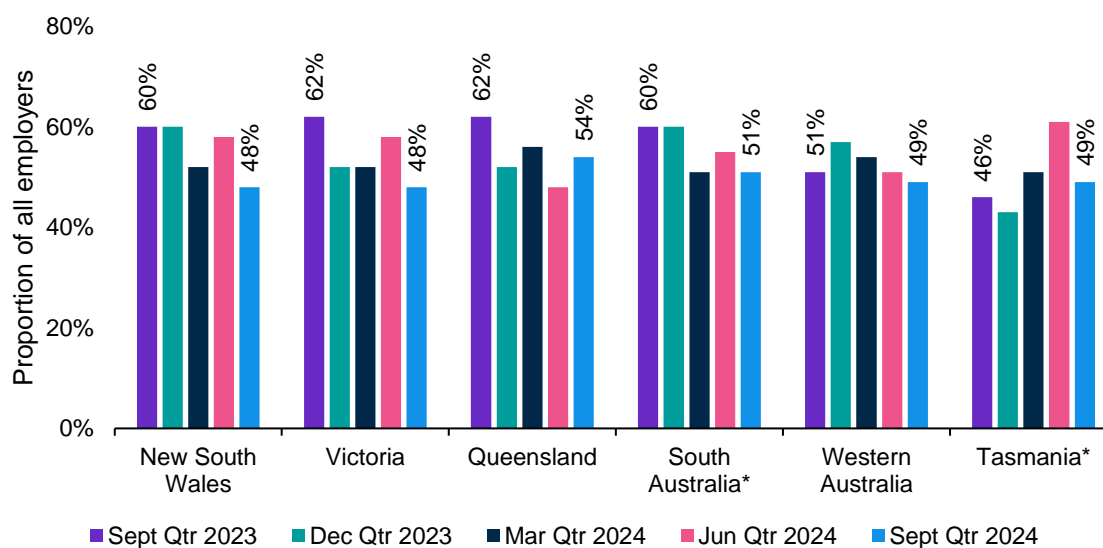


Figure 9: Recruitment difficulty rate by state, September quarter 2023 to September quarter 2024



Source (Figure 8 and 9): JSA, REOS, September 2024.

Note: Data for the ACT and the NT are not available on a quarterly basis, due to small sample sizes.

*Interpret with caution due to low sample size.

In the September quarter 2024, a larger proportion of recruiting employers experienced recruitment difficulties in regions that are further away from large population hubs. Outer Regional, Remote and Very Remote Australia recorded a recruitment difficulty rate of 53% compared with 47% for Australia's major cities, declining over the year by 14pp and 10pp respectively.

Inner Regional Australia recorded both the highest level of recruitment difficulty (57%) and the highest proportion of employers expecting to increase their staffing level in the next 3 months (24%). Both Outer Regional, Remote and Very Remote Australia and Australia's major cities recorded a 5pp decrease in the recruitment rate.

Table 9: Key indicators by occupation, September quarter 2024

	Recruitment difficulty rate		Vacancies taking longer than 1 month to fill	
	% of recruiting employers	Annual change (pp)	% of recruiting employers	Annual change (pp)
Professionals	64	-4	67*	-7*
Technicians and Trades Workers	63	-12	60	-16
Community & Personal Service Workers	53	-7	45	-11
Clerical and Administrative Workers	37	-6	32*	-14*
Sales Workers	32	-20	30	-17
Machinery Operators and Drivers	52*	-5*	35*	-12*
Labourers	44	-4	28	-13

Source: JSA, REOS, September quarter 2024

Note: Data for Managers are not available, due to small sample sizes. The proportion of recruiting employers unable to fill all their vacancies within a month excludes employers with unfilled vacancies who have been recruiting for less than a month.

*Interpret with caution due to low sample size.

In the September quarter 2024, Professionals recorded the highest recruitment difficulty rate (64%). The proportion of recruiting employers with vacancies taking longer than 1 month to fill was also highest for those recruiting for Professionals (67%). Technicians and Trades Workers recorded a large decrease in recruitment difficulty over the year (down by 12pp) to stand at 63%. Compared with a year ago, there are declines in both the recruitment difficulty rate and the proportion of recruiting employers with vacancies taking longer than one month to fill across all reported occupation groups.

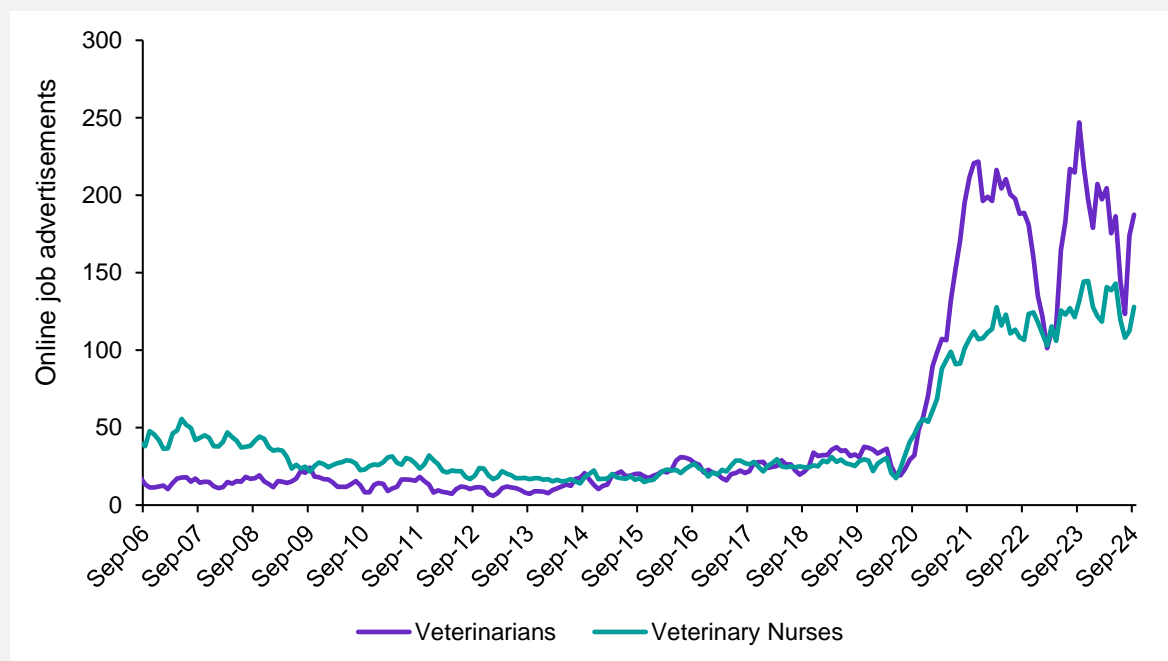
In the September quarter 2024, the Accommodation and Food Services industry recorded the highest recruitment rate (59%), while Wholesale Trade recorded the lowest rate (36%). Recruitment difficulty remained elevated in the Construction (59%) and Manufacturing (57%) industries. Meanwhile, the Accommodation and Food Services industry reported the lowest recruitment difficulty rate (36%) and the largest proportion of employers expecting to increase staff (31%).

In focus: Labour demand and difficulties facing Veterinarians

Recent increases in online job advertisements for Veterinarians in the IVI results are further indicators of the difficulties confronting this workforce. A combination of labour market conditions creates a diverse set of challenges for Veterinarians.

Historically, Veterinarians and related occupations have recorded remarkably low numbers of online job advertisements in the IVI. Below explores recent trends to this occupation.⁶

Figure 10: Job advertisements for Veterinarians and Veterinary Nurses, September 2006 to September 2024



Source: Jobs and Skills Australia, IVI, 3-month average data, September 2024.

Over the decade preceding the COVID-19 downturn, there were 18 job advertisements for Veterinarians on average each month recorded in the IVI. Comparatively 190 advertisements were recorded in September 2024. Since the COVID-19 downturn, the number of vacancies for Veterinarians (and related occupations such as Veterinary Nurses) posted to nonspecialised job boards increased significantly.

Over 2014 to 2023, the average time to fill vacancies increased from 8 weeks to 25 weeks. The proportion of vacancies open to applications from graduates more than doubled to half of all vacancies.⁷ These indicators align with results from JSA's Occupational Shortage List which found Veterinarians and related occupations are in persistent shortage.⁸ Similarly, since international borders re-opened, temporary skill visa grants for Veterinarians have exceeded pre-pandemic levels.⁹

Labour Force Trending data showed employment for Veterinarians (up by 32.1%, to almost 14,000) has grown nearly three-times faster than the national average (up by 12.3%) over the last 5 years.¹⁰ The number of Australians holding Veterinary Science qualifications increased by 61.3% from the 2011 to the 2021 census, to almost 18,000. More than half of this growth came between 2016 and 2021.

⁶ The prominence of specialised online job boards for these occupations, not captured in the IVI, limit visibility of recruitment activity for these occupations. For example, [Kookaburra Veterinary Employment](#).

⁷ W Nathan, 'Update on the Workplace Staff Shortage – May 2023', Kookaburra Veterinary Employment, May 2023.

⁸ JSA, 'Skill Priority List', 2023.

⁹ Department of Home Affairs, 'Temporary Work (skilled) visas granted', July 2024.

¹⁰ JSA, 'Labour Force Trending', August 2024; ABS, Labour Force, Australia, trend data, August 2024.

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