Australian Government

Jobs and Skills Australia

Labour Market Update

March 2025

30 June 2025

Contents

Executive summary

While the Australian labour market remains reasonably tight, conditions have eased over the March quarter 2025. Several forward indicators continue to point to some further softening in labour market conditions in the coming months. However, some downside risks to the outlook remain evident, especially global uncertainty around the final scope of U.S. tariffs, which are likely to weigh heavily on international trade and investment. This will have both direct and indirect effects on the Australian economy and labour market in the period ahead.

Over the March quarter 2025, Jobs and Skills Australia's Internet Vacancy Index (IVI) reported a decline in online job advertisements and the Survey of Employers who have Recently Advertised (SERA) indicates an increase in the vacancy fill rate. Meanwhile, data from the Recruitment Experiences and Outlook Survey (REOS) show that recruitment activity has eased compared to a year ago.

During the March quarter, employment rose in all jurisdictions except for Queensland. South Australia recorded the largest increase in employment over the period, followed by Victoria. The Australian Capital Territory recorded the lowest unemployment rate of all jurisdictions in March 2025. By industry, employment increased in 14 out of 19 industries. The highest growth continued to occur in Health Care and Social Assistance, Education and Training, and Construction. The largest decline in employment was recorded for Professional, Scientific and Technical Services, and Manufacturing.

Over the 12 months to the March quarter 2025, employment growth was driven by jobs that typically require post-secondary qualifications (Skill Level 1 to 4 occupations), while employment declined for roles that generally do not require post-school qualifications (Skill Level 5). More specifically, the data shows that more than two-thirds of this growth was in Skill Level 2 to 4 occupations which are typically associated with a Vocational Education and Training (VET) pathway. REOS data also indicates that the recruitment difficulty rate for lower skilled positions experienced a deeper decline when the labour market began to ease in in 2022. On the other hand, the decrease in the difficulty rate for higher skilled vacancies was slower and only recently has it significantly fallen below the 2022 peak. Cohorts less likely to hold post-school qualifications, such as youth and the long-term unemployed, tend to experience less favourable employment outcomes.

Labour market conditions

The labour market remains resilient

The Australian labour market remained resilient in the March quarter 2025 (despite some easing in conditions), supported by strong (though slowing) population growth and public sector demand. According to the Reserve Bank of Australia's latest baseline forecasts, a further softening in labour market activity is expected in the coming months. Employment growth is projected to moderate from 2.1% through the year to the June quarter 2025, to 1.4% in the December quarter 2025. Against the softer backdrop, the unemployment rate is forecast to increase to 4.3% in the December quarter 2025.

That said, several downside risks to these forecasts remain evident. Indeed, the overall impact of heightened global uncertainty and the indirect effects of tariffs (and the associated policy responses of other countries) are likely to weigh heavily on international trade and investment. Additional data and time will be required to assess any resulting economic impacts and their implications for the Australian labour market in the period ahead.

Table 1: Key labour market indicators, March 2025, and change since December 2024

	Mar-25	Change since Dec-24
Employment	14,544,100	0.0%
Full-time employment	10,014,100	↑ 0.1%
Part-time employment	4,530,000	↓ 0.1%
Hours worked	1,964.6 million	↓ 0.5%
Underemployment rate	5.9%	↓ 0.1% pts
Unemployment rate	4.1%	↑ 0.1% pts
Participation rate	66.8%	↓ 0.4% pts

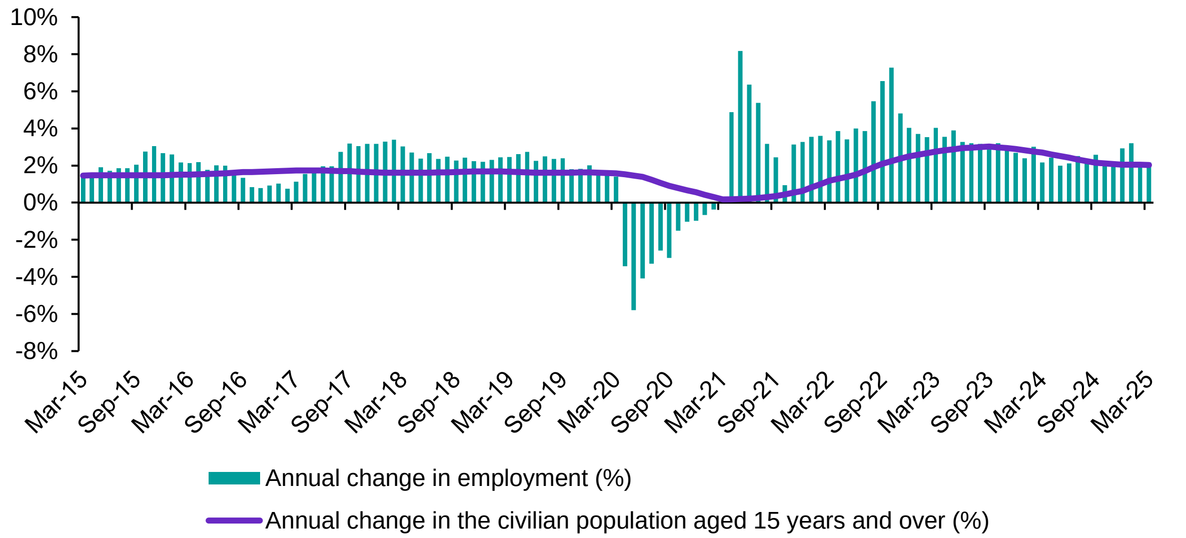
Source: Australian Bureau of Statistics (ABS), Labour Force, Australia, March 2025, seasonally adjusted data.

Employment growth has continued to slow

The Australian Bureau of Statistics (ABS) *Labour Force Survey* data show that seasonally adjusted employment increased by 6,500 over the 3 months to March 2025, down from growth of 90,200 (or 0.6%) recorded in the 3 months to December 2024 (Table 1).

Over the year to March 2025, however, employment rose by 308,000 (or 2.2%), equal to the decade average annual growth rate. The current annual pace of employment growth is now above the annual growth rate in the civilian population aged 15 years and over (of 2.0%) (Figure 1).

Figure 1: Annual change in the civilian population and employment, 2015 to 2025

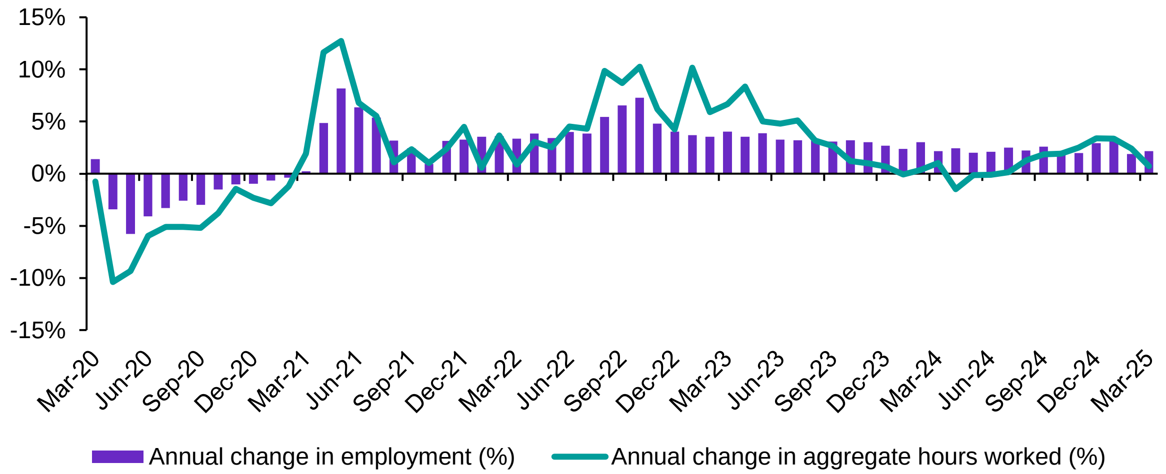


Source: ABS, Labour Force, Australia, March 2025, seasonally adjusted data for employment growth and original data for civilian population growth.

The rise in employment over the quarter was due, entirely, to an increase in full-time jobs, up by 9,100 (or 0.1%), while part-time employment fell by 2,600 (or 0.1%). Over the year to March 2025, full-time employment accounted for the majority (52.4%) of total employment growth.

Aggregate hours worked decreased by 10.5 million hours (or 0.5%) over the 3 months to March 2025 but remain 14.0 million hours (or 0.7%) above the level recorded a year ago. This is well below the current annual pace of employment growth (of 2.2%) and is the lowest annual rate of growth in hours worked since July 2024 (Figure 2).

Figure 2: Annual change in employment and aggregate hours worked, 2020 to 2025



Source: ABS, Labour Force, Australia, March 2025, seasonally adjusted data.

The unemployment rate edged up slightly, from 4.0% in December 2024, to 4.1% in March 2025, while the participation rate decreased by 0.4 percentage points over the period, to stand at 66.8%.

Labour market outcomes for youth (those aged 15-24) improved over the quarter, with the number of young people in employment increasing by 18,900 (or 0.9%). The rise in employment for the cohort over the period was driven, entirely, by an increase in youth full-time employment (up by 23,900 or 2.6%).

The youth unemployment rate declined, from 9.2% in December 2024, to 8.9% in March 2025, although the participation rate for the cohort also fell, by 0.4 percentage points over the period, to 69.9%.

Labour market conditions varied across jurisdictions

Employment rose in 7 out of 8 jurisdictions over the March quarter 2025. South Australia recorded the largest increase in employment, up by 14,900 (or 1.6%), followed by Victoria, up by 8,100 (or 0.2%), and Western Australia, up by 6,100 (or 0.4%) (Table 2).

Five jurisdictions recorded an unemployment rate below 4.0% in March 2025. The Australian Capital Territory recorded the lowest rate at 2.8%, while Victoria had the highest unemployment rate at 4.4%.

In March 2025, the Northern Territory recorded the highest participation rate of any jurisdiction at 72.4%, while Tasmania had the lowest rate at 60.6%.

Table 2: Key labour market indicators, state and territory, March 2025

	Employment			Unemployment rate		Participation rate	
	Mar-25	Change since Dec-24		Mar-25	Change since Dec-24	Mar-25	Change since Dec-24
State/Territory	('000)	('000)	(%)	(%)	(%)	(%)	(%)
NSW	4,491.7	1.0	0.0%	4.2%	0.4 pts	66.3%	-0.1 pts
VIC	3,788.7*	8.1	0.2%	4.4%	-0.1 pts	67.6%	-0.4 pts
QLD	2,978.1	-9.6	-0.3%	3.9%	0.1 pts	66.8%	-0.6 pts
SA	964.7	14.9	1.6%	4.0%	-0.2 pts	63.6%	0.5 pts
WA	1,642.5	6.1	0.4%	3.6%	0.2 pts	68.9%	-0.2 pts
TAS	282.5	2.7	1.0%	3.9%	-0.3 pts	60.6%	0.2 pts
NT	140.2	1.7	1.2%	3.6%	-0.6 pts	72.4%	0.2 pts
ACT	273.0	2.2	0.8%	2.8%	-0.3 pts	71.9%	-0.1 pts
Australia	**14,544.1**	**6.5**	**0.0%**	**4.1%**	**0.1 pts**	**66.8%**	**-0.4 pts**

Source: ABS, Labour Force, Australia, March 2025, seasonally adjusted data. *Denotes a record high

Over the 3 months to March 2025, employment fell in the capital cities (down by 55,100 or 0.5%) and rest of state areas (down by 35,800 or 0.8%) – see Table 3.[1] Over the year to March 2025, however, employment increased by a robust 241,500 (or 2.4%) in the capital cities, while it rose by 68,600 (or 1.6%) in the rest of state areas.

The unemployment rate in the capital cities rose by 0.5 percentage points over the March quarter 2025, to stand at 4.4%, and is above the 4.2% recorded a year ago. The unemployment rate in the rest of state areas also increased by 0.5 percentage points over the quarter, to stand at 4.0% in March 2025, and is above the 3.9% recorded in March 2024. The participation rate in the capital cities decreased over the quarter, by 0.5 percentage points, to 68.7% in March 2025, and fell by 0.4 percentage points in the rest of state areas,

[1] It is important to note, however, that regional data (unlike labour force estimates for Australia and the states and territories) are not adjusted for seasonal variations. Due to the impact of seasonal variations, annual changes can provide a more accurate reflection of labour market conditions at the regional level.

to 63.6%. That said, the participation rate remains above the rate recorded a year ago in both capital cities and rest of state areas, at 68.6% and 63.2%, respectively.

Table 3: Key labour market indicators, capital cities and rest of state regions, March 2025

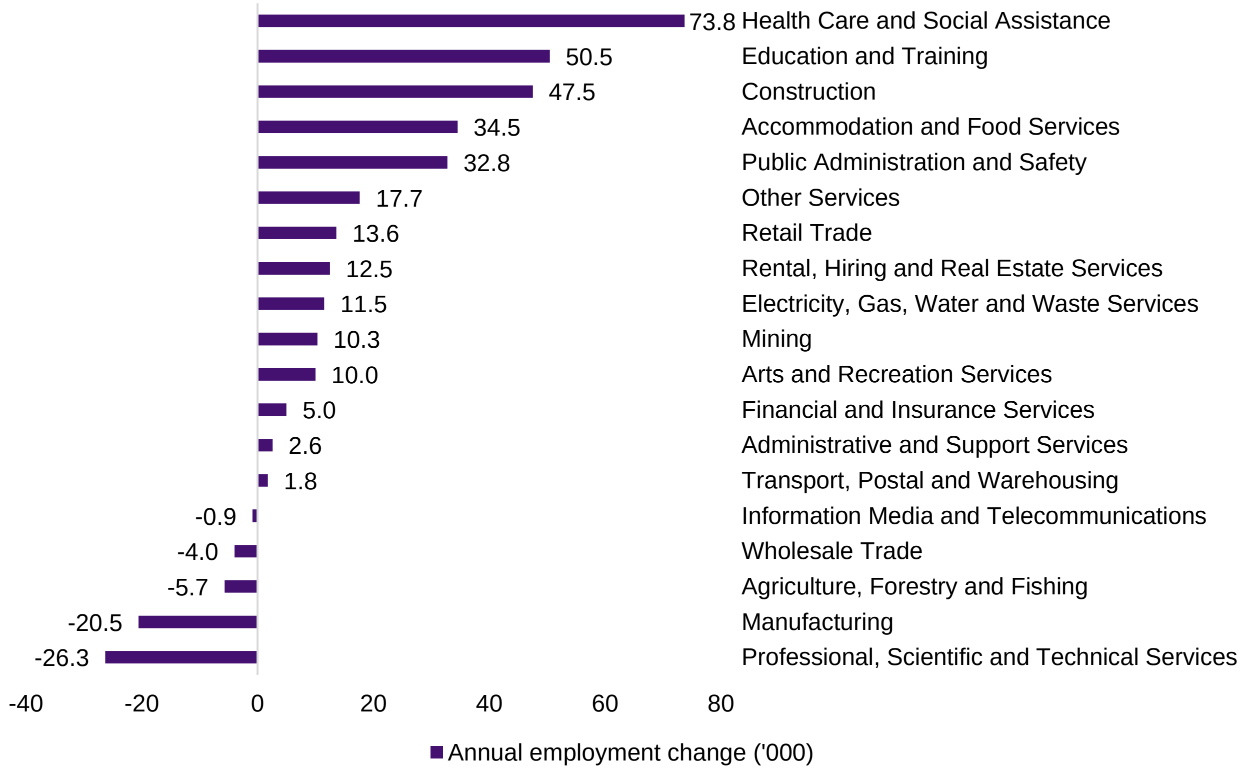
	Capital cities			Rest of state regions		
	Mar-25	Change since Dec-24 ('000)	Change since Dec-24 (%)	Mar-25	Change since Dec-24 ('000)	Change since Dec-24 (%)
Employment ('000)	10,150.0	-55.1	-0.5%	4,421.5	-35.8	-0.8%
Unemployment rate (%)	4.4	-	0.5 pts	4.0	-	0.5 pts
Participation rate (%)	68.7	-	-0.5 pts	63.6	-	-0.4 pts

Source: ABS, Labour Force, Australia, Detailed, March 2025, modelled estimates.

Health Care and Social Assistance, Education and Training and Construction led employment growth

Over the year to February 2025, employment increased in 14 out of 19 industries and declined in 5 (Figure 3).[2] Health Care and Social Assistance, Education and Training, and Construction were the largest contributors to employment growth. The largest declines in employment were in Professional, Scientific and Technical Services, Manufacturing, and Agriculture, Forestry and Fishing.

Figure 3: Employment change by industry, February 2024 to February 2025



Source: ABS, Labour Force, Australia, Detailed, February 2025, data trended by Jobs and Skills Australia.

[2] The industry, occupation and skill level employment data in the analysis below are sourced from ABS, Labour Force, Australia, Detailed, February 2025 and trended by Jobs and Skills Australia, while total employment data have been trended by the ABS.

Higher skilled occupations drove employment growth

Employment increased in 6 major occupation groups and declined in 2 major occupation groups over the year to February 2025 (Table 4). Professionals, up by 100,600 (2.7%); Community and Personal Services Workers, up by 71,700 (4.4%); and Technicians and Trades Workers, up by 49,400 (2.6%) recorded the largest employment growth. Clerical and Administrative Workers, down by 6,600 (0.4%) recorded the largest decline in employment.

Analysing the data over a longer time span – 5 years to February 2025 – all major occupation groups recorded employment growth, with the largest increases for Professionals, up by 683,200 (21.5%) and Community and Personal Service Workers, up by 301,700 (21.5%).

Table 4: Employment by major occupation group[3]

Occupation	Feb-25	Feb-24	Annual change to Feb-25		5-year change to Feb-25	
	('000)	('000)	('000)	(%)	('000)	(%)
Managers	1,840.9	1,836.4	4.6	0.2	277.8	17.8
Professionals	3,860.0	3,759.4	100.6	2.7	683.2	21.5
Technicians and Trades Workers	1,984.3	1,934.8	49.4	2.6	181.8	10.1
Community and Personal Service Workers	1,704.4	1,632.7	71.7	4.4	301.7	21.5
Clerical and Administrative Workers	1,858.2	1,864.8	-6.6	-0.4	100.8	5.7
Sales Workers	1,143.3	1,117.7	25.6	2.3	42.9	3.9
Machinery Operators and Drivers	903.7	908.5	-4.8	-0.5	65.2	7.8
Labourers	1,232.8	1,212.4	20.4	1.7	6.7	0.5
Total employment	**14,557.8**	**14,288.9**	**268.9**	**1.9**	**1,620.7**	**12.5**

Source: ABS, Labour Force, Australia, Detailed, February 2025, data trended by Jobs and Skills Australia.

Employment increased in all Skill Level groups over the year to February 2025 (Table 5). Skill Level 3 occupations recorded the largest increase, up by 77,200 (3.7%).[4] Skill Level 1 occupations saw the second largest increase, up by 75,600 (1.5%); followed by Skill Level 4 occupations, up by 63,700 (1.8%). Skill Level 5 occupation employment remained relatively stable.

Net employment growth over the year was attributable to Skill Level 1 to 4 occupations – those typically associated with post-secondary qualifications. More than two-thirds of this growth was in Skill Level 2 to 4 occupations, typically associated with a Vocational Education and Training (VET) pathway. The shift towards higher skill levels is a long-term trend as the workforce becomes more educated, employment moves towards service-based industries and employers seek to implement technologies into their business processes to improve productivity.

[3] 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 different trending methodologies, and occupation group data do not sum to total employment figures.

[4] Skill Level 1 occupations are commensurate with a Bachelor Degree or higher; Skill Level 2 occupations are commensurate with an Advanced Diploma or Diploma; Skill Level 3 occupations are commensurate with a Certificate IV or III; Skill Level 4 occupations are commensurate with a Certificate II or III; and Skill Level 5 occupations are commensurate with a Certificate I or secondary education.

As of February 2025, Skill Level 1 occupations accounted for 34.7% of total employment, an increase of 2.3 percentage points from February 2020. Over 5 years to February 2025, the share of total employment for Skill Level 2 to 5 occupations fell: Skill Level 5 recorded the largest fall of 1.8 percentage points to 13.7%.

Table 5: Employment by Skill Level[5]

Occupations in Skill Level	Feb-25	Feb-24	Annual change to Feb-25		5-year change to Feb-25	
	('000)	('000)	('000)	(%)	('000)	(%)
Skill Level 1	5,047.8	4,972.1	75.6	1.5	873.2	20.9
Skill Level 2	1,790.6	1,746.2	44.4	2.5	203.4	12.8
Skill Level 3	2,178.4	2,101.2	77.2	3.7	237.5	12.2
Skill Level 4	3,538.2	3,474.5	63.7	1.8	371.0	11.7
Skill Level 5	1,991.1	1,990.7	0.3	0.0	-7.3	-0.4
Total employment	**14,557.8**	**14,288.9**	**268.9**	**1.9**	**1,620.7**	**12.5**

Source: ABS, Labour Force, Australia, Detailed, February 2025, data trended by Jobs and Skills Australia.

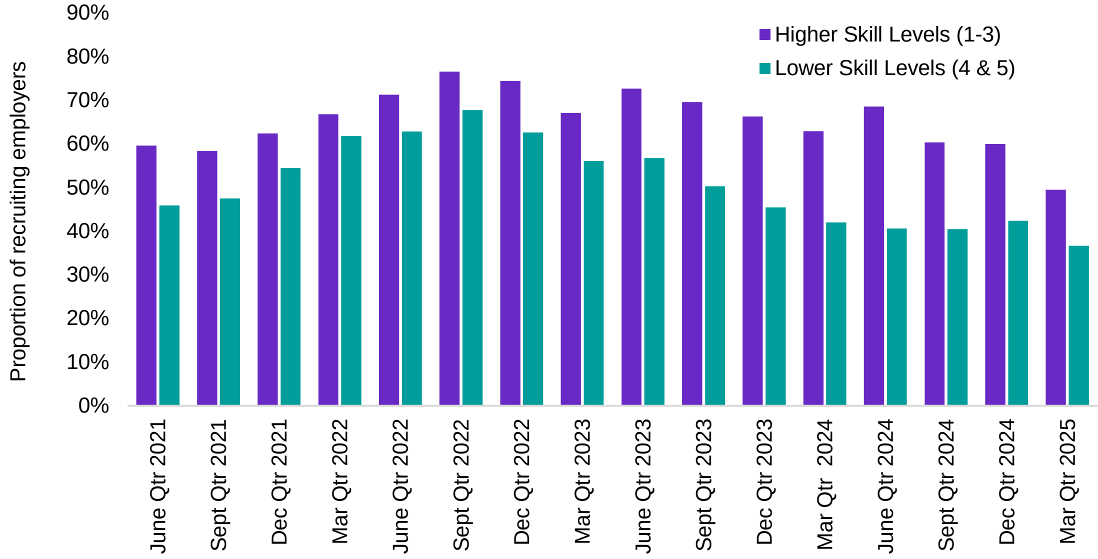
Ease of filling lower skilled jobs

In general, employers tend to face greater challenges when recruiting for higher skilled jobs, compared with positions that do not require extensive post-school qualifications. Over the year to the March quarter 2025, 60% of employers had difficulty filling higher skilled vacancies (Skill Levels 1 to 3), well above the 40% reported for lower skilled roles (Skill Level 4 and 5).

Interestingly, the gap in the recruitment difficulty rates between employers recruiting for higher and lower skilled vacancies has decreased since its peak in mid-2024 (Figure 4). The results indicate that the recruitment difficulty rate for lower skilled vacancies eased quickly as the labour supply increased, but the decrease in the rate for higher skilled vacancies was slower and only recently has it significantly fallen below the 2022 peak. This emphasises that, while each individual occupation has different trends, changes to the Australian recruitment market can be felt unevenly.

[5] 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.

Figure 4: Recruitment difficulty rate, by Skill Levels



Source: Jobs and Skills Australia, REOS, March quarter 2025

In focus: How employers’ recruitment experiences differ across jobseeker cohorts

As part of the Recruitment Experiences and Outlook Survey (REOS) survey, Jobs and Skills Australia speaks with around 1000 employers every month to better understand their recruitment experiences. Special modules are periodically included to capture employers’ perspectives on hiring different cohorts of jobseekers who may face disadvantage in the labour market. For more information on the REOS, please visit Recruitment Experiences and Outlook Survey | Jobs and Skills Australia

Youth jobseekers

Recent findings from the Youth Jobseeker Module highlight a key insight: a positive attitude is the most common way that young jobseekers can impress employers when competing for roles. While experience is highly valued — it’s the most commonly cited reason a candidate is deemed unsuitable — the results suggests that a strong, positive attitude can tip the balance in favour of a less experienced applicant.

So, what does this mean for young jobseekers? Before applying, it's important to reflect on how they can demonstrate a positive attitude – both in their application and during interview. This could significantly increase their chances of being hired or securing a work trial that leads to employment.

Discover more insights in the JSA research article: Employers’ experiences of young job applicants | Jobs and Skills Australia

Mature age jobseekers

While the mature age unemployment rate is low, older people often face greater challenges in finding new employment if they lose their job. Insights from the REOS module on mature age jobseekers reveal that employers generally have positive views of older workers, particularly valuing their strong work ethic, experience and reliability. These qualities are frequently cited as key reasons for hiring mature age candidates.

Interestingly, in industries such as hospitality and retail, which tend to be dominated by younger workers, employers were still likely to select mature age workers based on their work ethic, attitude and reliability rather than their experience. In contrast, in other industries like healthcare, experience was the most common reason for hiring a mature age candidate.

Read more about mature age workers: Mature age workers and the labour market | Jobs and Skills Australia

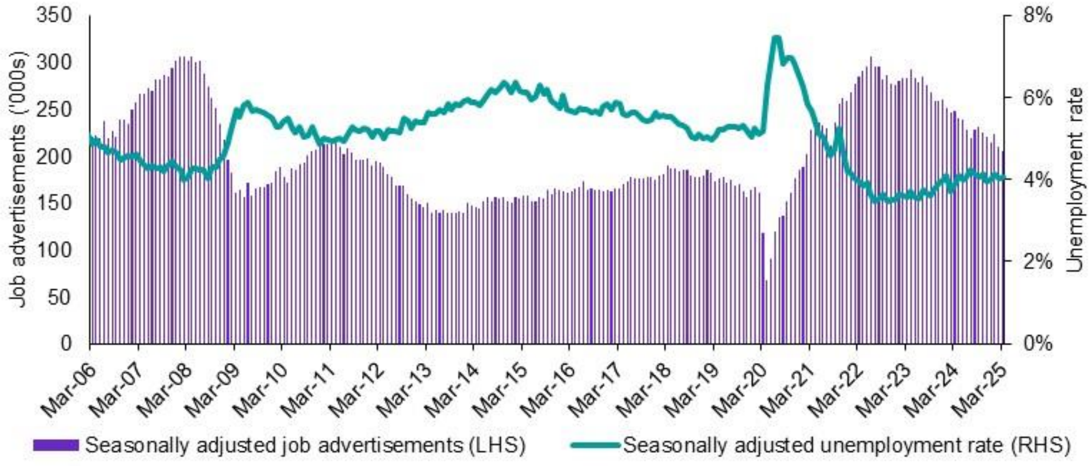
Upcoming special module: Employer experiences of applicants with disability:

Results are expected to be released by the end of 2025.

Easing labour demand continues

Jobs and Skills Australia's IVI showed that the number of monthly job advertisements continued to decline over the March quarter 2025 and remained below the mid-2022 peak. During the quarter, advertisements fell by 9,700 (4.5%); and, over the year to March 2025, decreased by 42,900 (17.3%). The number of job advertisements was still higher than pre-COVID levels (Figure 5).

Figure 5: IVI job advertisements and unemployment rate, March 2006 to March 2025



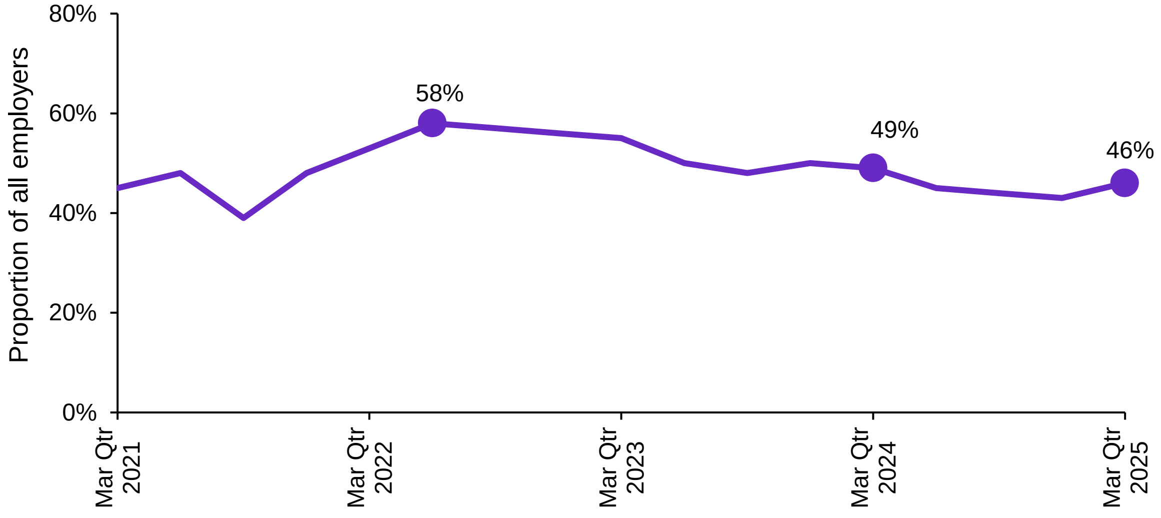
Source: ABS, Labour Force, Australia, seasonally adjusted data, March 2025; Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted data, March 2025.

Recruitment activity is easing

Jobs and Skills Australia's REOS data indicates that labour market conditions were softer than in the March quarter 2024. The REOS recruitment rate, an indicator of recruitment activity, provides a robust indication of demand for workers and employer confidence in business conditions.

Despite a small uptick in recruitment in the March quarter 2025 (up by 3 percentage points over the quarter), the national recruitment rate (46%) remains 3 percentage points lower than a year ago (49%). The rate was 12 percentage points lower than the June quarter 2022 peak (58%) (Figure 6).

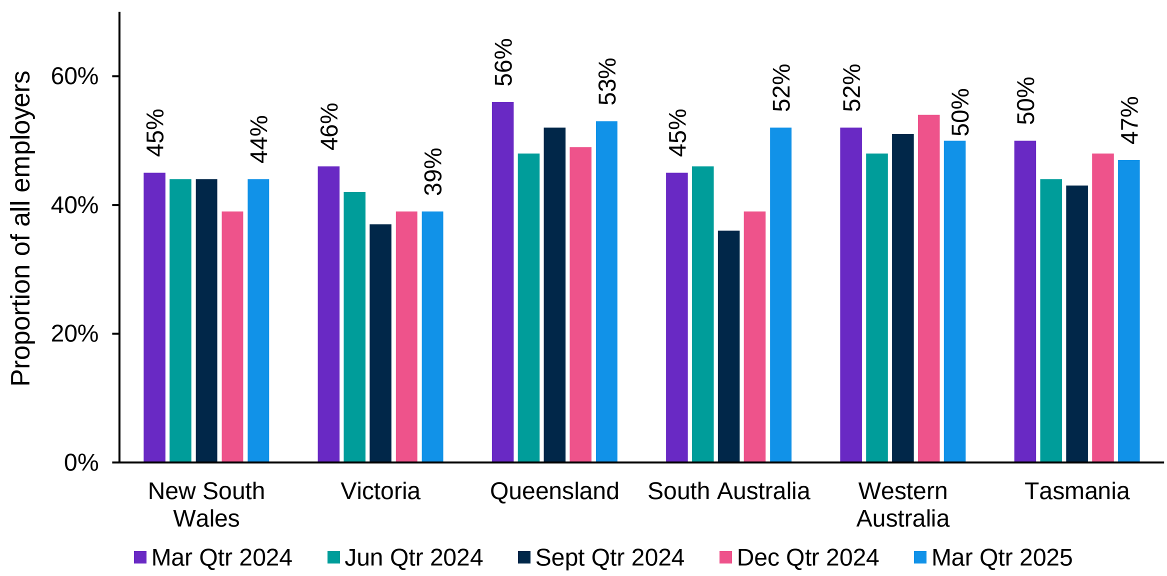
Figure 6: Recruitment rate, March quarter 2021 to March quarter 2025



Source: Jobs and Skills Australia, REOS, March quarter 2025

REOS data shows that recruitment rates decreased in almost all states over the year to the March quarter 2025 (Figure 7). The largest fall was recorded in Victoria, with a decline of 7 percentage points over the year. South Australia was the only state to record an increase in recruitment activity over the year, with a 7 percentage point increase.

Figure 7: Recruitment rate, by state, March quarter 2024 to March quarter 2025



Source: Jobs and Skills Australia, REOS, March quarter 2025.
Note: Data for the ACT and the NT are not available on a quarterly basis, due to small sample sizes.

Employers are experiencing less difficulty recruiting

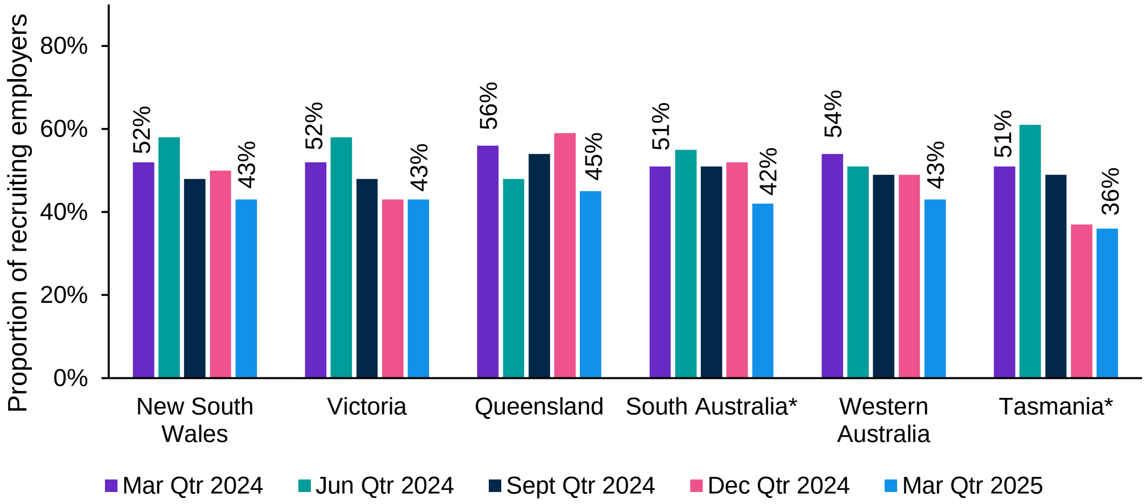
Over the three months to the March quarter 2025, recruitment difficulty rose by three percentage points to 46%. Despite the rise over the quarter, the recruitment difficulty rate[6] is 10 percentage points lower than it was a year ago, in line with lower national recruitment

[6] The percentage of recruiting employers who report they found it difficult to fill a vacancy.

activity over the year. The recruitment difficulty rate remains 29 percentage points below the peak of 72% in the September quarter 2022.

Recruitment difficulty rates also decreased in all the states over the year to the March quarter 2025 (Figure 8). The recruitment difficulty rate in New South Wales, Victoria, Queensland and Western Australia are now at their lowest, or equal lowest levels since early 2021. Queensland recorded the highest recruitment difficulty rate among all states at 45%, making the third consecutive quarter it has topped the national rankings. It was followed closely by New South Wales, Victoria and Western Australia, each at 43%. Queensland and Western Australia both recorded larger declines in recruitment difficulty over the year to the March quarter 2025 (each falling by 11 percentage points over this period).

Figure 8: Recruitment difficulty rate by state, March quarter 2024 to March quarter 2025



Source: Jobs and Skills Australia, REOS, March quarter 2025.
Note: Data for the ACT and the NT are not available on a quarterly basis, due to small sample sizes.

In general, the recruitment difficulty rate tends to be higher for regions far from large population hubs. Results for the March quarter 2025, however, show the recruitment difficulty rate for Outer Regional, Remote and Very Remote Australia was the same as Major Cities (both 41%). The highest recruitment difficulty rate was recorded in Inner Regional Australia at 52%.

Over the year, the largest annual decrease in the recruitment difficulty rate was observed in Outer Regional, Remote and Very Remote Australia (down by 24 percentage points), while Major Cities and Inner Regional Australia also experienced decreases of 8 and 7 percentage points, respectively. Employers in Outer Regional, Remote and Very Remote Australia were the most likely to anticipate increasing their staffing levels in the next three months (23% of employers), followed by those in Inner Regional Australia (20%) and Major Cities (19%). In each remoteness area, the proportion of employers expecting to increase their staffing levels in the next 3 months declined by approximately 5 percentage points over the year to the current quarter.[7] Recruitment rates also declined over the year in Major Cities and Inner Regional Australia, but remained steady in Outer Regional, Remote and Very Remote Australia.

[7] Remoteness classifications from ABS, Remoteness Areas, Australian Statistical Geography Standard (ASGS) Edition 3.

By major occupation group, during the quarter, Technicians and Trades Workers had the highest recruitment difficulty rate (61%). Along with Professionals, they also had the highest proportion (52%) of recruiting employers reporting vacancies that take longer than 1 month to fill (Table 6).

Over the year, recruitment difficulty rates declined across all major occupation groups apart from Labourers. The largest decline was for Community and Personal Service Workers, down by 20 percentage points to 28% (Table 6).

Table 6: Key REOS indicators by major occupation group, March quarter 2025

	Recruitment difficulty rate		Vacancies taking longer than 1 month to fill	
Major group	% of recruiting employers	Annual change (%)	% of recruiting employers	Annual change (%)
Professionals	51	−12 pts	52*	−19 pts*
Technicians and Trades Workers	61	−10 pts	52	−15 pts
Community & Personal Service Workers	28	−20 pts	16*	−31 pts*
Clerical and Administrative Workers	29*	−4 pts*	26*	−15 pts*
Sales Workers	33	−16 pts	28	−21 pts
Machinery Operators and Drivers	46*	−10 pts*	34*	−13 pts*
Labourers	45	7 pts	37*	6 pts*

Source: JSA, REOS, March quarter 2025
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.

The Accommodation and Food Services industry continued to report the highest recruitment rate at 62%, while Wholesale Trade recorded the lowest rate at 36% (Table 7). The recruitment difficulty rate was elevated in Manufacturing, Retail Trade, and Professional, Scientific and Technical Services, with around 50% of recruiting employers in each industry experiencing recruitment difficulty.

While recording the highest recruitment rate, the Accommodation and Food Services industry also reported the lowest recruitment difficulty rate of 27% in both the March quarter 2025 and the December quarter 2024. Among the industries reported in REOS data, Accommodation and Food Services recorded the lowest recruitment difficulty rate of 27% since the December quarter 2020.

Table 7: Key indicators by select industries, March quarter 2025

	Recruitment rate		Recruitment difficulty rate		Expect to increase staff	
	% of employers	Annual change (%)	% of recruiting employers	Annual change (%)	% of employers	Annual change (%)
Manufacturing	48	2 pts	51	-1 pts	22	-3 pts
Construction	42	-6 pts	42*	-13 pts*	23	0 pts
Wholesale Trade	36	-7 pts	39*	-8 pts*	16	-5 pts
Retail Trade	38	-5 pts	50*	-2 pts*	18	-5 pts
Accommodation and Food Services	62	-2 pts	27*	-9 pts*	23	-3 pts
Professional, Scientific and Technical Services	41	0 pts	50*	-4 pts*	17	-6 pts
Health Care and Social Assistance	52	-3 pts	35	-15 pts	17	-8 pts

Source: Jobs and Skills Australia, REOS, March quarter 2025. *Interpret with caution due to low sample size.

Employers are filling vacancies more easily

The occupation vacancy fill rate increased by 1.1 percentage points to 69.7% over the March quarter 2025 (Table 8).[8,9] Over the last 12 months to the March quarter 2025, it increased by 5.2 percentage points. Total applicants, qualified applicants and suitable applicants per vacancy changed marginally over the quarter but were all higher than 12 months ago.

Table 8: National snapshot

	March quarter 2025	Change over the quarter	Change over 12 months
Vacancy fill rate	69.7%	↑ 1.1% pts	↑ 5.2% pts
Applicants per vacancy (no.)	29.3	↓0.6	↑8.3
Qualified applicants per vacancy (no.)	9.4	↑0.2	↑2.5
Suitable applicants per vacancy (no.)	4.0	↑0.3	↑1.1

Source: Jobs and Skills Australia, SERA.
Note: The change from previous quarter refers to the change from December quarter 2024 to March quarter 2025. The change from the previous year refers to the change from March quarter 2024 to March quarter 2025.

[8] The fill rate and other metrics in the table are based on a 12 month moving average up to the latest quarter. Using a rolling annual period, as opposed to the latest quarter itself, removes the impact of data volatility.

[9] Data presented in this report for the December quarter 2024 is slightly different to that reported for that period in the previous December quarter 2024 publication. This is due to a change in the SERA methodology and inclusion of additional SERA data for the December quarter 2024.

Vacancies are being filled faster in metropolitan areas

The metropolitan area fill rate increased by 1.6 percentage points to 71.6% over the quarter and 5.3 percentage points over the year (Table 9). However, the number of applicants per vacancy remained stagnant over the quarter but improved by 10.5 percentage points over the past 12 months.

Table 9: Metropolitan snapshot

	March quarter 2025	Change over the quarter	Change over 12 months
Vacancy fill rate	71.6%	↑1.6% pts	↑5.3% pts
Applicants per vacancy (no.)	34.9	0.0	↑10.5
Qualified applicants per vacancy (no.)	11.3	↑0.5	↑3.3
Suitable applicants per vacancy (no.)	4.5	↑0.4	↑1.3

Source: Jobs and Skills Australia, SERA.

The fill rate in regional areas also increased by 1.3 percentage points to 64.3% in the March quarter 2025 and by 4.6 percentage points compared to 12 months ago (Table 10).

Table 10: Regional snapshot

	March quarter 2025	Change over the quarter	Change over 12 months
Vacancy fill rate	64.3%	↑1.3% pts	↑4.6% pts
Applicants per vacancy (no.)	17.6	↓0.5	↑4.7
Qualified applicants per vacancy (no.)	5.5	0.0	↑1.3
Suitable applicants per vacancy (no.)	2.8	↑0.3	↑0.9

Source: Jobs and Skills Australia, SERA.

For both metropolitan and regional areas, total applicants, qualified applicants and suitable applicants per vacancy were largely unchanged over the quarter. But the metrics were all higher than 12 months ago.

In regional areas, the fill rate remained well below that of metropolitan areas. The average difference in fill rates between the two areas has widened over time from 2.6 percentage points in the March quarter 2023 to 7.3 percentage points in the March quarter 2025, indicating that shortage pressures in metropolitan areas are easing faster.

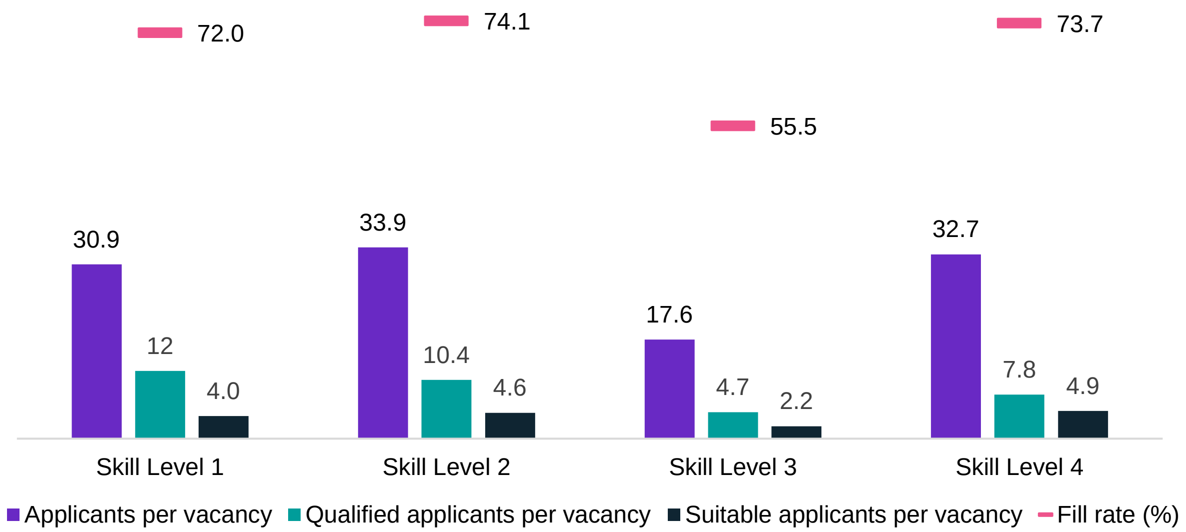
Fill rates remain lowest for Skill Level 3 occupations

In the March quarter 2025, for Skill Levels 1, 2 and 4, fill rates were relatively high at above 70%. For Skill Level 3 occupations, the fill rate has improved over time but remains much lower than the other groups, at 55.5% (Figure 9).

The applicants per vacancy metrics remained generally unchanged over the quarter for skill level groups but were much higher than 12 months ago.[10]

[10] 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 9: Fill rate (%), by Skill Level, March quarter 2025



Source: Jobs and Skills Australia, SERA.

Jobs and Skills Australia resources

Key data, resources and reports can be found on the Jobs and Skills Australia website.

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 around 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 special topic reports are published on an ad-hoc basis.
Occupation Shortages Analysis Occupation shortage analysis including the annual Occupation Shortage List (OSL) and reports on occupation shortages.	The OSL (previously the Skills Priority List) is released annually (around September), while the Occupation 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 data has regular monthly updates; however different data sets have various availability based on frequency of updates from data custodians.
Employment Region Dashboards and Profiles 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.	Released on a quarterly basis.
Australian Labour Market for Migrants Provides information on Australian labour market conditions to inform people interested in working in Australia on a temporary or permanent basis, and to organisations providing services to migrants and visa applicants.	Released on a quarterly basis.