



Australian Government



Jobs and Skills Australia

Occupation Shortage Report

September quarter 2025

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Introduction

The Occupation Shortage Report offers quarterly analysis on select data from the Jobs and Skills Australia Survey of Employers who have Recently Advertised (SERA). The [Explanatory notes](#) section defines the metrics covered in this report.

National results

Table 1: National snapshot

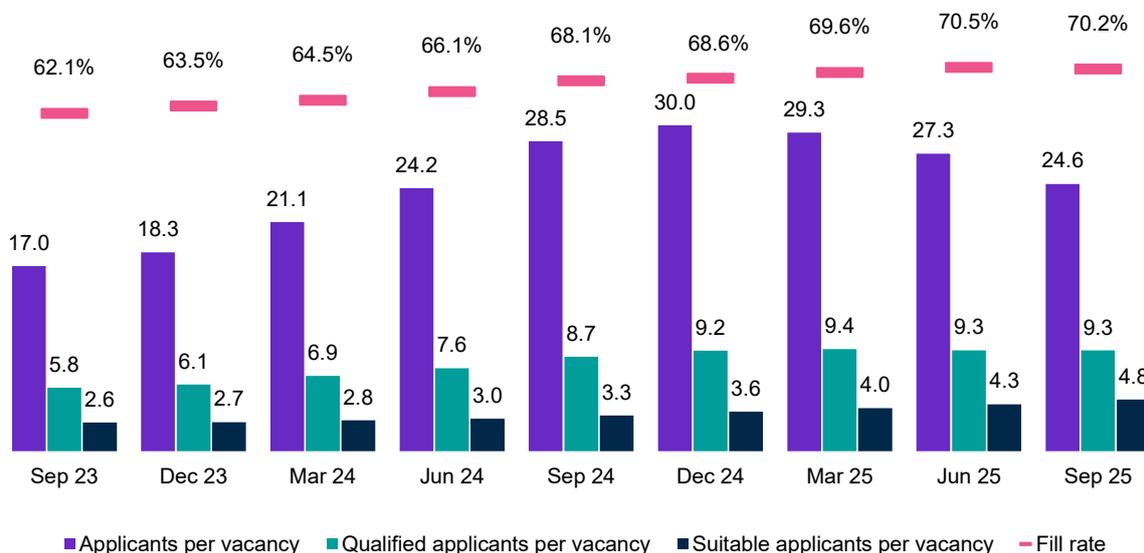
	September quarter 2025	Change over the quarter	Change over 12 months
Vacancy fill rate (%) ¹	70.2%	▼0.3% pts	▲2.2% pts
Applicants per vacancy (no.)	24.6	▼2.8	▼3.9
Qualified applicants per vacancy (no.)	9.3	—	▲0.6
Suitable applicants per vacancy (no.)	4.8	▲0.4	▲1.5

Source: Jobs and Skills Australia, SERA.

Note: The change from previous quarter refers to the change from June quarter 2025 to September quarter 2025. The change from the previous 12 months refers to the change from September quarter 2024 to September quarter 2025.

The vacancy fill rate (fill rate) decreased marginally in the September quarter 2025 by 0.3 percentage points to 70.2%. But, over the last 12 months to the current quarter, the rate increased by 2.2 percentage points (Table 1 and Figure 1).²

Figure 1: Fill rate (%) and total, qualified, and suitable applicants per vacancy (no.), national level



Source: Jobs and Skills Australia, SERA.

¹ This metric shows the percentage of advertised vacancies that are filled by employers.

² 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.

The change in the fill rate over the quarter and the past 12 months were the slowest to date. Previously, the increase in the fill rate averaged:

- 1.2 percentage points per quarter
- 5.2 percentage points in the 12 months to each quarter.³

The number of total applicants per vacancy have decreased over the quarter and past 12 months and have been falling since the peak of 30 reached in December quarter 2024. Qualified applicants per vacancy have been stable over the last 2 quarters, while the number of Suitable applicants per vacancy have continued its steady increase over time.

Metropolitan area results

Table 2: Metropolitan snapshot

	September quarter 2025	Change over the quarter	Change over 12 months
Vacancy fill rate (%)	71.5%	▼0.7% pts	▲1.7% pts
Applicants per vacancy (no.)	29.6	▼3.1	▼3.4
Qualified applicants per vacancy (no.)	11.3	▲0.1	▲1.1
Suitable applicants per vacancy (no.)	5.5	▲0.6	▲1.9

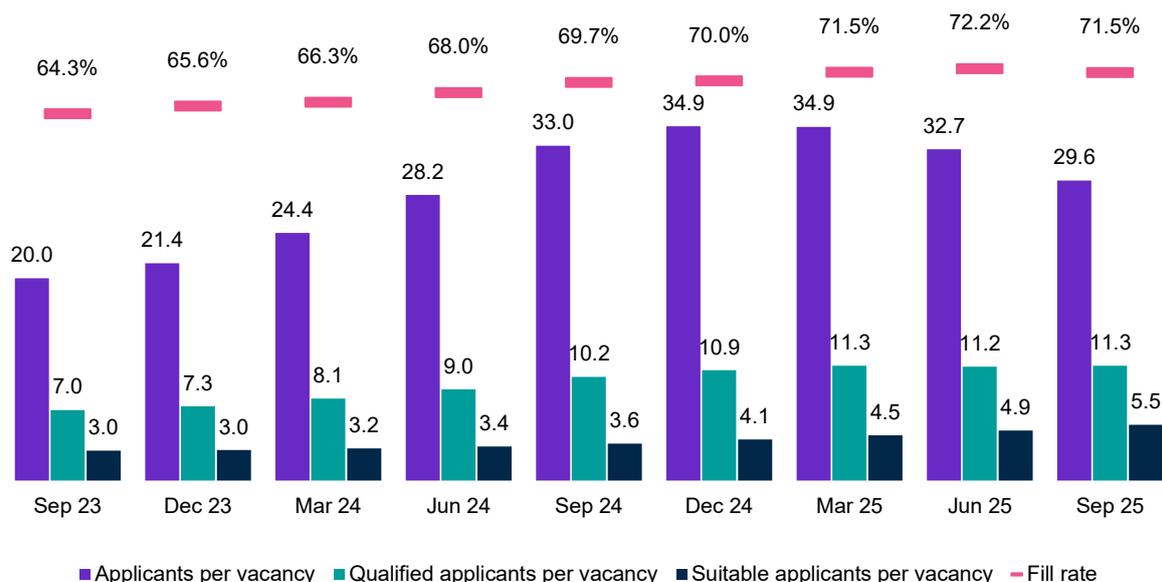
Source: Jobs and Skills Australia, SERA.

The changes in metropolitan areas over the quarter and past 12 months to the current quarter mirrored the national level results (Table 2).

- Fill rates in September quarter 2025 was 71.5%. The rate slightly decreased over the quarter but improved over the past 12 months.
- Total applicants per vacancy decreased over the quarter and past 12 months.
- Qualified and Suitable applicants per vacancy increased over the quarter and last 12 months.

³ The changes in the metrics could, in part, reflect the amendments to the SERA methodology. Since November 2024, SERA methodology has undergone significant change, including the underlying source used to construct the population frame, survey samples, and data stratification among others.

Figure 2: Metropolitan fill rate (%) and applicants, qualified, and suitable applicants per vacancy (no.)



Source: Jobs and Skills Australia, SERA.

Regional area results

Table 3: Regional snapshot

	September quarter 2025	Change over the quarter	Change over 12 months
Vacancy fill rate (%)	67.1%	▲ 1.3% pts	▲ 4.3% pts
Applicants per vacancy (no.)	14.9	▼ 1.4	▼ 2.5
Qualified applicants per vacancy (no.)	5.4	—	▲ 0.2
Suitable applicants per vacancy (no.)	3.3	▲ 0.3	▲ 0.9

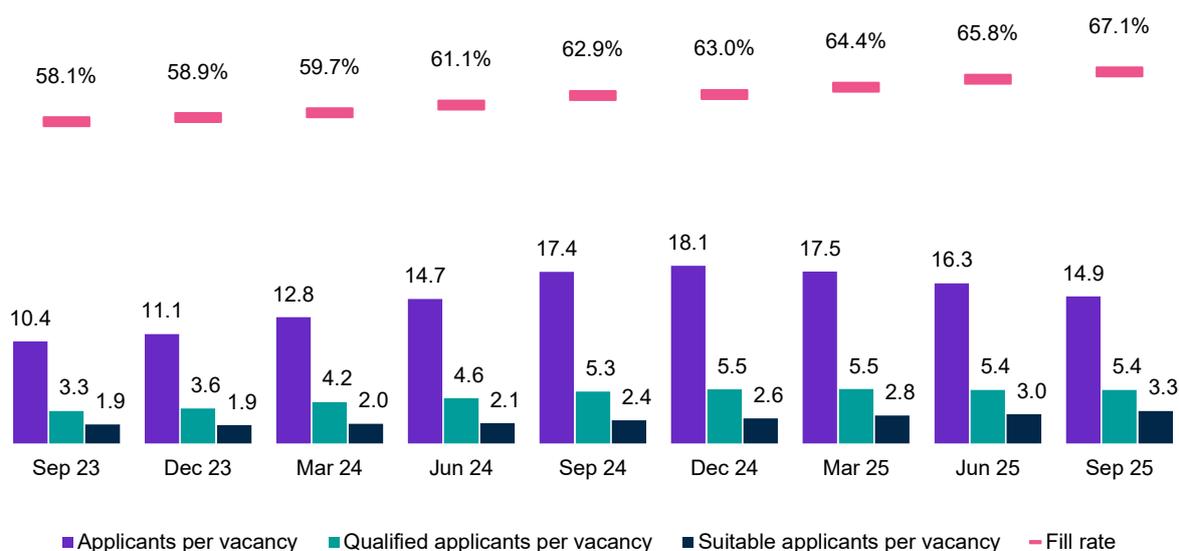
Source: Jobs and Skills Australia, SERA.

In contrast, regional areas recorded a stronger quarterly improvement and a larger annual increase in the fill rate, reaching 67.1% (Table 3).

While fill rates in regional areas still remained well below that of metropolitan areas in September quarter 2025, the gap narrowed to 4.4 percentage points. This is well below the average gap of 6.7% that prevailed in the past 2 years prior to the September quarter 2025.

The direction of changes in the three metrics shown in Table 3 for regional areas was similar to metropolitan areas and to the national level (Table 1).

Figure 3: Regional fill rate (%) and total applicants, qualified, and suitable applicants per vacancy (no.)



Source: Jobs and Skills Australia, SERA.

Results by Skill Level

In September quarter 2025, the fill rate was above 72% for Skill Level 1 (72.8%), 2 (74.4%) and 4 (72.1%) occupation groups. Skill Level 3 occupations, however, had a significantly lower fill rate at 54.3% (Table 4).

The fill rate dynamics over time varied by skill level.

- Skill Level 1 occupations was the only group for which the fill rate continued to increase each quarter and when compared to the past 12 months.
- For skill level 2, 3 and 4 occupations, the fill rates decreased slightly over the quarter. Further, for skill level 2 and 4 occupations, the fill rates were also lower compared to 12 months ago.
- Skill Level 4 occupations recorded the largest decrease in fill rate over the quarter and past 12 months.

Similar to that reported in previous sections of the report, Total applicants per vacancy fell across the skill level 1 to 4 groups over the quarter and past 12 months.

Qualified applicants per vacancy was largely stable for skill level 1 and 2 occupations but increased over the quarter for skill level 3 and 4 occupation groups.

Suitable applicants per vacancy improved over the quarter and past 12 months across all the skill level occupations.

Table 4: ANZSCO skill level snapshot

Skill group		September quarter 2025	Change over the quarter	Change over 12 months
Skill level 1	Vacancy fill rate (%)	72.8%	▲0.4% pts	▲3.1% pts
	Applicants per vacancy (no.)	24.5	▼2.5	▼6.5
	Qualified applicants per vacancy (no.)	11.1	▼0.2	▼0.3
	Suitable applicants per vacancy (no.)	4.6	▲0.3	▲1.3
Skill level 2	Vacancy fill rate (%)	74.4%	▼0.7% pts	▼0.6% pts
	Applicants per vacancy (no.)	29.4	▼3.2	▼3.6
	Qualified applicants per vacancy (no.)	11.0	▼0.2	▲1.5
	Suitable applicants per vacancy (no.)	5.6	▲0.6	▲1.8
Skill level 3	Vacancy fill rate (%)	54.3%	▼0.9% pts	▲0.3% pts
	Applicants per vacancy (no.)	15.5	▼2.1	▼1.2
	Qualified applicants per vacancy (no.)	5.3	▲0.4	▲1.3
	Suitable applicants per vacancy (no.)	2.7	▲0.3	▲0.6
Skill level 4	Vacancy fill rate (%)	72.1%	▼1.2% pts	▼2.6% pts
	Applicants per vacancy (no.)	26.2	▼3.7	▼6.6
	Qualified applicants per vacancy (no.)	7.7	▲0.5	▼0.3
	Suitable applicants per vacancy (no.)	5.5	▲0.4	▲1.4

Source: Jobs and Skills Australia, SERA.

Results by major group

Table 5: ANZSCO major group snapshot⁴

Major group		September quarter 2025	Change over the quarter	Change over 12 months
Managers	Vacancy fill rate (%)	77.6%	▼0.5% pts	▼5.0% pts
	Applicants per vacancy (no.)	34.2	▼2.0	▼2.8
	Qualified applicants per vacancy (no.)	13.7	▲0.3	▲1.9
	Suitable applicants per vacancy (no.)	6.2	▲0.5	▲1.8
Professionals	Vacancy fill rate (%)	71.3%	▲0.1% pts	▲3.6% pts
	Applicants per vacancy (no.)	22.0	▼3.1	▼6.9
	Qualified applicants per vacancy (no.)	10.2	▼0.4	▼0.6
	Suitable applicants per vacancy (no.)	4.2	▲0.2	▲1.1
Technicians and Trades Workers	Vacancy fill rate (%)	55.3%	▼1.9% pts	▲1.0% pts
	Applicants per vacancy (no.)	21.0	▼2.5	▲0.4
	Qualified applicants per vacancy (no.)	7.9	▲0.5	▲2.2
	Suitable applicants per vacancy (no.)	3.9	▲0.8	▲1.7
Community and Personal Service Workers	Vacancy fill rate (%)	67.8%	▼0.6% pts	▼6.7% pts
	Applicants per vacancy (no.)	16.3	▼3.3	▼7.6
	Qualified applicants per vacancy (no.)	6.1	▲0.1	▼0.7
	Suitable applicants per vacancy (no.)	3.3	▲0.3	▲0.2
Clerical and Administrative Workers	Vacancy fill rate (%)	82.0%	▲0.2% pts	▲0.6% pts
	Applicants per vacancy (no.)	38.0	▼2.7	▼14.5
	Qualified applicants per vacancy (no.)	10.6	▲0.7	▲1.4
	Suitable applicants per vacancy (no.)	7.3	▲0.5	▲1.3
Sales Workers	Vacancy fill rate (%)	70.6%	▲0.8% pts	▼1.0% pts
	Applicants per vacancy (no.)	26.2	▲1.1	▼0.2
	Qualified applicants per vacancy (no.)	6.2	▲0.2	▲1.3
	Suitable applicants per vacancy (no.)	4.1	▲0.3	▲1.0
Machinery Operators and Drivers	Vacancy fill rate (%)	66.6%	▼2.0% pts	▼3.8% pts
	Applicants per vacancy (no.)	21.9	▼4.8	▼8.2
	Qualified applicants per vacancy (no.)	8.5	—	▼1.1
	Suitable applicants per vacancy (no.)	5.0	▲0.3	▲1.3

Source: Jobs and Skills Australia, SERA.

⁴ Australian Bureau of Statistics, Australian and New Zealand Standard Classification of Occupations, 2022 version.

Major group		September quarter 2025	Change over the quarter	Change over 12 months
Labourers	Vacancy fill rate (%)	63.3%	▼2.2% pts	▲4.6% pts
	Applicants per vacancy (no.)	16.2	▼1.1	▲2.7
	Qualified applicants per vacancy (no.)	5.6	▲0.7	▲1.4
	Suitable applicants per vacancy (no.)	3.8	▲1.6	▲1.6

Source: Jobs and Skills Australia, SERA.

Fill rate movements varied by major groups in the September quarter 2025 and over the past 12 months to the current quarter.

- For Professionals and Clerical and Administrative Workers, fill rates increased in both the current quarter and over the past 12 months.
- For Technicians and Trades Workers and Labourers, fill rates decreased over the quarter but still improved over the past 12 months
- For Managers, Community and Personal Service Workers and Machinery Operators and Drivers, the fill rates decreased over the quarter and past 12 months.
- Sales Workers was the only major group where fill rates increased over the quarter but fell over the past 12 months.

In the September quarter 2025, despite some of the above movements for Managers and Sales Workers, the fill rates remained high at 77.6% and 70.6%, respectively.

During the quarter, the fill rate was highest for Clerical and Administrative Workers at 82.0%.

Total applicants per vacancy and Qualified applicants per vacancy results were mixed, including being varied by the major groups over both periods. But for Machinery Operators and Drivers, Total applicants and Qualified applicants per vacancy fell over the quarter and past 12 months.

Suitable applications per vacancy improved over the quarter and past 12 months for all the major groups.

Spotlight analysis: a deeper look at Professionals in the 2025 OSL

The [2025 Occupation Shortage List \(OSL\)](#) shows that occupation shortages decreased to 29% in 2025 from 33% in 2024 and a peak of 36% in 2023.^{5,6}

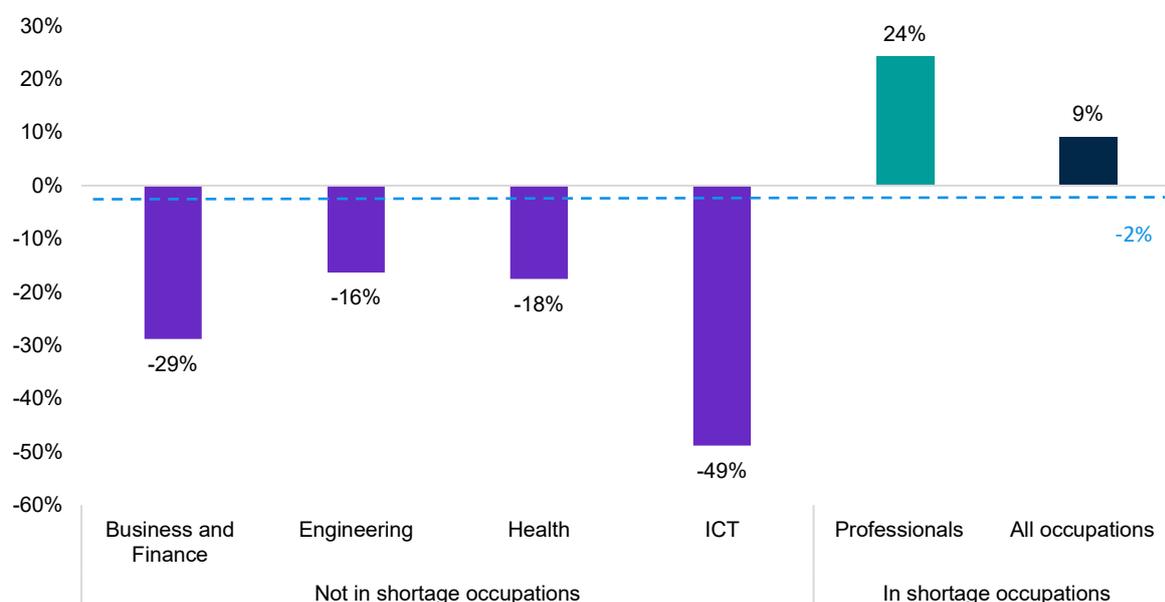
The improved outcome was mostly due to a large drop in occupation shortages within the Professionals major group: of the 69 occupations that transitioned to no shortage in 2025, 31 were professionals occupations. The change was concentrated in Business and Finance, Engineering, Health, and ICT sub majors. Some examples within each sub-major include Financial Investment Advisor, Chemical Engineer, Nurse Educator and Developer Programmer.⁷

This section delves into some of the reasons for easing shortage pressures for the specific cluster of occupations that changed to no shortage in 2025 among the above sub-majors.⁸

On going indications of softening labour market conditions

Trends in demand, as measured by Jobs and Skills Australia's **Internet Vacancy Index (IVI)**, can signal the direction of shortage pressures.⁹

Figure 4: IVI, change from 2021-22 to 2024-25



Source: Jobs and Skills Australia, Internet Vacancy Index, 2025 June.

⁵ These figures are on 2024 OSCA basis. The corresponding 2022 ANZSCO figures are 33% in 2024 and 30% in 2025.

⁶ As very little to no data exists on the OSCA framework, the spotlight analysis from here onwards was based on ANZSCO.

⁷ Not all occupations within the said the sub-majors changed from shortage to no shortage. Examples of occupations within the sub-majors that remain in shortage include Taxation Accountant, Actuary, Civil Engineer, Surveyor, Sonographer, General Practitioner, Software Tester and Cyber Security Engineer.

⁸ Shortage refers to shortages at the national level, regional shortage and metro shortage.

⁹ The [2025 OSL Key Findings Report](#) provides more details.

From 2021–22 to 2024–2025, IVI fell for occupations within the in-focus sub majors. The fall was lower than the economy-wide average change in IVI (-2%) over the period.

However, the average change in IVI increased for all occupations in shortage (9%) and all professionals occupations in shortage (24%) (Figure 5).

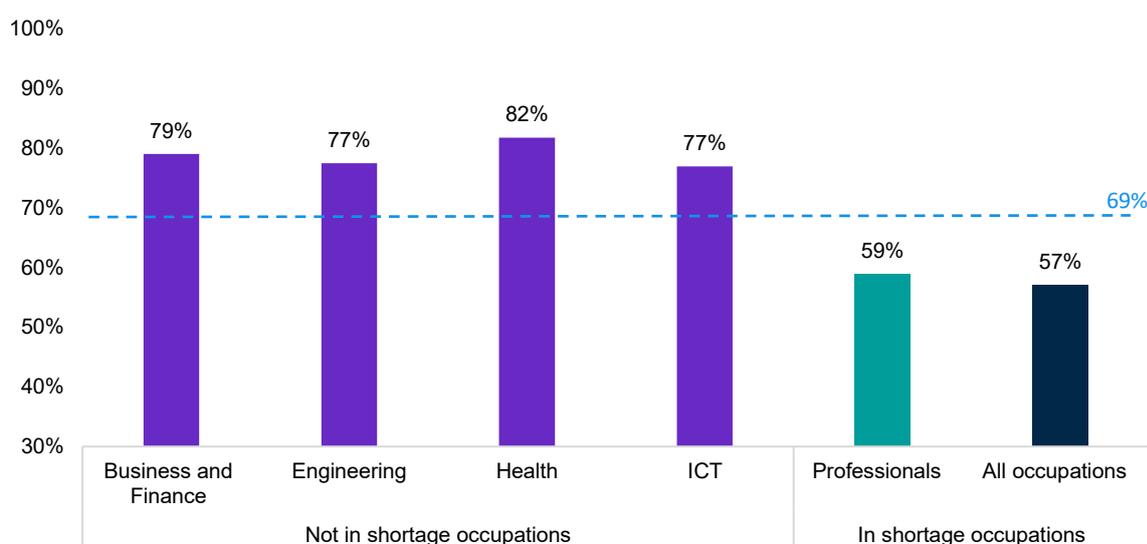
The fall in demand was particularly large for ICT occupations, decreasing by 49% over the period. This is consistent with developments in the sector, including job losses.¹⁰

Easier ability to fill vacancies and recruit

Occupation vacancy fill rates (fill rates) indicate the ability of employers to fill vacant positions – a key proxy measure of shortage pressures used by Jobs and Skills Australia. In 2024–25, the no shortage occupations within Business and Finance, Engineering, Health and ICT, had average fill rates ranging from 77% to 82% and were well above the:

- economy-wide average (the dashed line) of 69%
- average for all occupations in shortage of 57%
- average for all professionals in shortage of 59% (Figure 5).

Figure 5: Fill rates, 2024-25



Source: Jobs and Skills Australia, SERA, 2025.

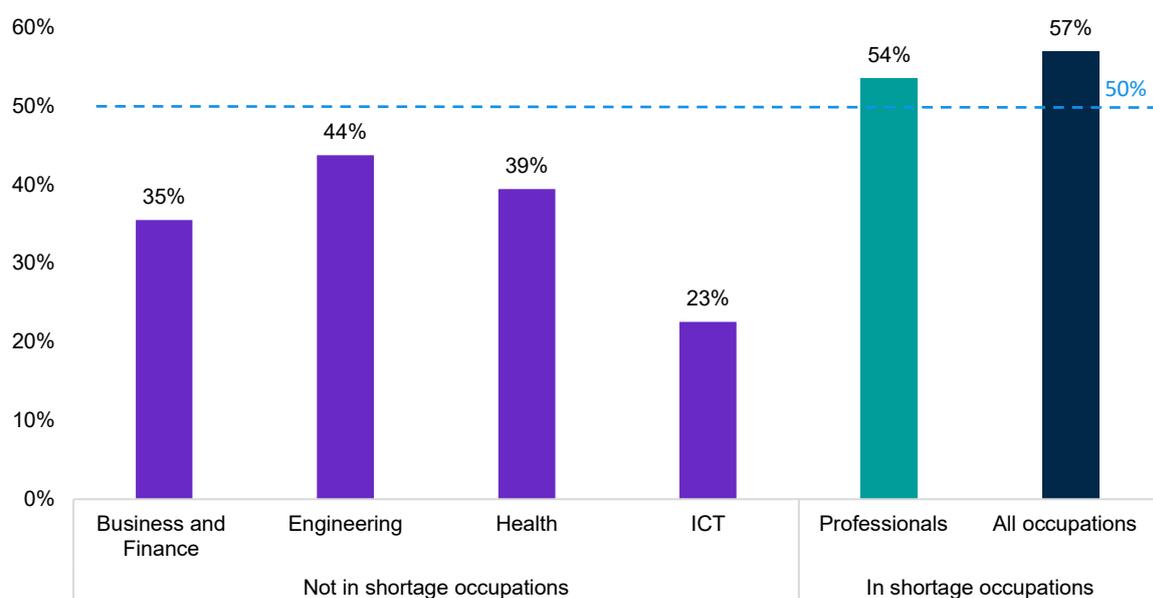
Further, the fill rates of the no shortage occupations from within the sub majors in 2024–25, were also significantly higher than their own respective average fill rates from 2021–22 to 2024–25.¹¹

¹⁰ Lynch, J 2025, Tech sector struggling to meet goal of creating 1.2 million jobs by 2030', The Australian, 12 November, viewed 12 November 2025, [Australia's bid to create 1.2 million tech jobs faces derailment, threatening nation's digital future | The Australian](#).

¹¹ To minimise clutter and for simplicity, the figures were not shown in Figure 5.

Recruitment difficulty rates indicate challenges experienced by employers when hiring.

Figure 6: Recruitment difficulty rate (%), 2024–25



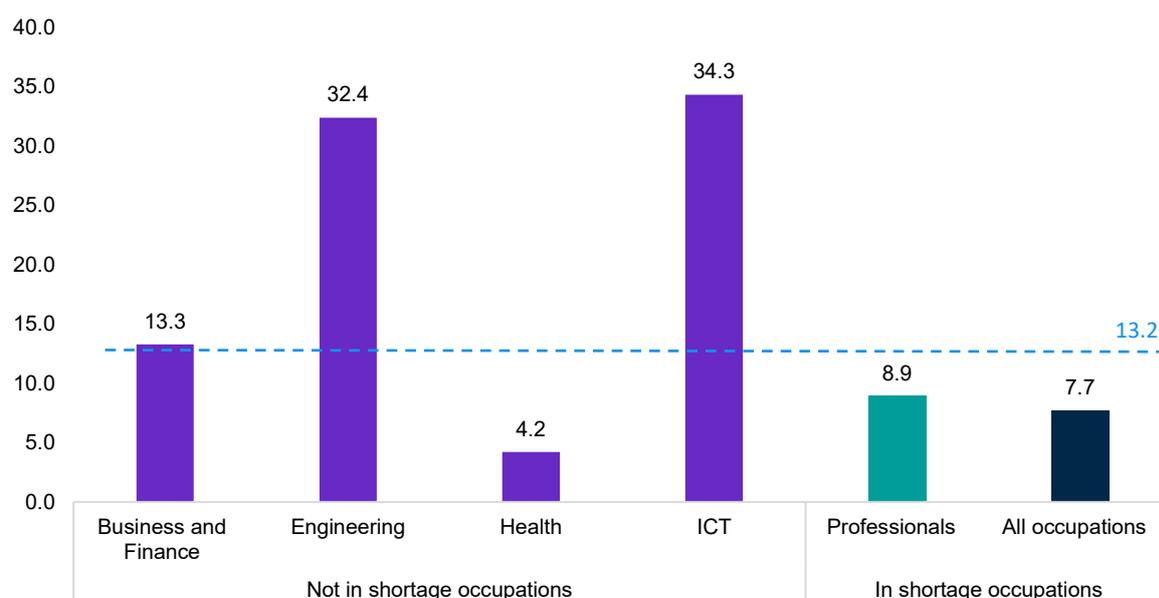
Source: Jobs and Skills Australia, REOS, 2025 June.

In 2024–25, the recruitment difficulty rates for the no shortage occupations within the sub-majors were below those of in-shortage occupations, and economy-wide average rate (Figure 7).

More throughput of qualified workers and shorter duration of vacancies

The number of **qualified applicants per vacancy** serves as a proxy for labour market supply. A large figure, including increases over time reflects improvement in the supply of workers.

Figure 7: Qualified applicants per vacancy, 2024-25



Source: Jobs and Skills Australia, SERA, 2025.

In 2024–25, the number of qualified applicants per vacancy for no shortage occupations within Business and Finance, Engineering and ICT was above:

- economy-wide average (the dashed line) of 13.2
- average for all occupations in shortage of 7.7
- average for all professionals in shortage of 8.9 (Figure 7).

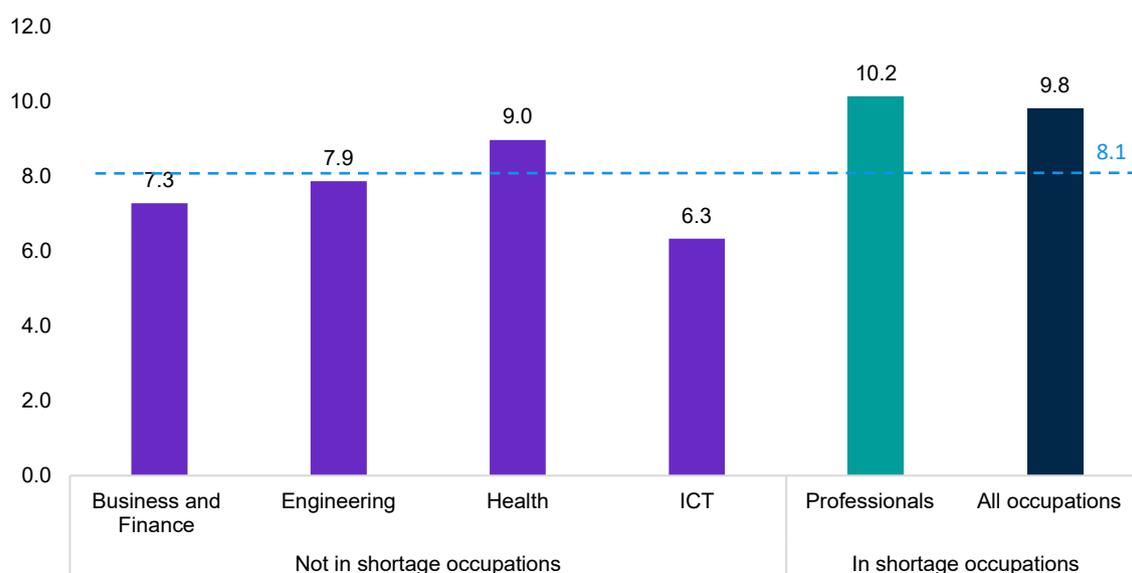
In addition to the above, average number of qualified applicants per vacancy improved strongly overtime for the no-shortage occupations within the sub-majors.

The health-based occupations, however, still show a constrained supply pipeline. This is likely due to limits related to education and training placements, coupled with lengthy lead times for training and education.

Despite the lower stock of average qualified applicants per vacancy, the health roles still transitioned to no shortage in 2025 owing to their high fill rates and lower demand.

Duration of advertised vacancies reflects how quickly vacancies are filled, with shorter periods indicating roles are easier to fill and less likely to be in shortage.

Figure 8: Duration of advertised vacancies (weeks), 2024-25



Source: Jobs and Skills Australia, SERA, 2025.

In 2024–25, the no-shortage occupations within the in-focus sub-majors had average advertising length time from 6.3 to 7.9 weeks (Figure 8). This was well below the duration of vacancies for professionals occupations in shortage (10.2 weeks) and all occupations in shortage (9.8 weeks).

The health occupations with no shortage had an average duration of 9.0 weeks, slightly above the national average of 8.1. Worth remembering is that the national average is weighed down by the duration numbers for all occupations not in shortage.

Explanatory Notes

SERA is a monthly, telephone-based survey of employers with advertised vacancies online. The survey collects information on employers' recruitment experience. Annually, data is collected from over 11,000 employers and covers 577 occupations. Only those occupations with a sufficient quarterly sample size are included for analysis in this report.

The survey covers skill level 1 to 4 occupations, as defined by [2022 Australian and New Zealand Standard Classification of Occupations](#). As a result, the survey outcomes are reflective of occupations requiring post-school education and training.

Definitions of metrics

The fill rate is the percentage of vacancies employers advertised that were filled. The metric is calculated by dividing the number of filled vacancies by total advertised vacancies.

The average number of applicants per vacancy is calculated as the sum of the number of applicants divided by the sum of advertised vacancies.

The average number of qualified applicants per vacancy is calculated as the sum of the number of qualified applicants divided by the sum of advertised vacancies. Qualified applicants are the applicants who are assessed by employers as meeting the required qualification criteria of an advertised vacancy.

The average number of suitable applicants per vacancy is calculated as the sum of the number of suitable applicants divided by the sum of advertised vacancies. Suitable applicants are those who are deemed by employers to be suitable for the job advertised.

The average years of labour market experience sought by employer is the average number of years that employers require applicants to have spent in relevant occupations and is calculated as the mean of the years required per employer.

Metropolitan area refers to Capital City, while **Regional area** refers to Rest of State locations. Capital City and Rest of State areas are defined by the [Australian Statistical Geography Standard \(ASGS\) Edition 3, July 2021](#).

For more information, contact OccupationShortageList@jobsandskills.gov.au.