



# Vacancy Report

## November 2023

Released 13 December 2023

### Internet Vacancy Index Key Points

This month's report shows underlying labour market conditions generally holding steady, with online job advertisements decreasing marginally at the national level and across some regions. While online recruitment grew in some regional areas, declines were recorded for most Major Occupation and Skill Level groups. Nationally, vacancy numbers remain at relatively high levels.

- Online job advertisements at the national level decreased marginally in November 2023 (down by 0.3% or 690 job advertisements) to stand at 259,500.
  - Over the year to November 2023, online job advertisements decreased by 6.6% (or 18,500 job advertisements). Vacancy numbers, though, are at high levels historically, with current declines coming from a near series peak recorded in June 2022.
- Recruitment activity declined in four states and territories over the month, with the strongest decreases recorded in New South Wales (down by 2.8% or 2,200) and the Australian Capital Territory, also down by 2.8% (or 210).
  - South Australia bucked the trend, increasing by 3.0% (or 440 job advertisements), with smaller increases recorded in Western Australia (up by 1.4% or 460), Tasmania (up by 1.1% or 50) and Queensland (up by 0.7% or 430).
- Over the month, advertisements decreased slightly across three Skill Level groups. Online job advertisements for Skill Level 4 (commensurate with certificate II or III) occupations recorded the strongest decrease (down by 1.3% or 840 job advertisements), followed by Skill Level 2 (commensurate with advanced diploma or diploma) occupations (down by 0.9% or 240) and Skill Level 1 (commensurate with bachelor degree or higher) occupations (down by 0.5% or 470).
- Recruitment activity decreased across six Major Occupation groups in November 2023. The strongest declines were among Machinery Operators and Drivers (down by 1.8% or 250 job advertisements) followed by Managers (down by 1.0% or 310).
- Recruitment activity was concentrated in metropolitan Australia, with 71.4% of job advertisements in November 2023 found in Australia's capital cities. Over the last 12 months, job advertisements have decreased slightly in regional areas (down by 3.4%), whereas a larger decrease was recorded for capital cities (down by 11.1%).
- Each month the IVI report provides a more detailed analysis of a particular labour market segment. This month's report spotlights demand for Sports Coaches, Instructors and Officials

**259,500**  
Seasonally adjusted

▼ **0.3%** Monthly change

▼ **6.6%** Annual change

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# The Umpire Strikes Back: Demand for Sports Coaches, Instructors and Officials is booming

The summer experience for many Australians involves attending iconic events such as the Boxing Day Test or the Australian Open, kids going to sports-based school holiday programs, and seasonal recreations like going for a swim at the local pool. Sports Coaches, Instructors and Officials play a pivotal role to make these things possible, especially through the summer months.<sup>1</sup> Results from the Internet Vacancy Index show demand for these occupations is strong, with vacancy numbers at historic levels. This is particularly true in regional areas, where growth in these job advertisements is outperforming those located in the capital cities. With an upward trend in employment, skills shortages emerging and favourable employment outcomes across both gender and age demographics, Sports Coaches, Instructors and Officials are likely to experience sustained demand into the near and medium-term.

## Internet Vacancy Index Trends

Internet Vacancy Index results show an upward trend in online job advertisements for Sports Coaches, Instructors and Officials over the decade preceding the COVID-19 shock. Results for these occupations have been stronger than the all-occupations average during the COVID-19 recovery period, with recent results suggesting resilient demand.<sup>2</sup>

- Over the decade to January 2020, online job advertisements for Sports Coaches, Instructors and Officials increased by 37.4% (or 110 job advertisements) across Australia. By comparison, job advertisements for all occupations declined by 1.0% at the national level over this period.
- Over the five years to November 2023, online job advertisements for Sports Coaches, Instructors and Officials increased by 135.7% (or 630 job advertisements). In comparison, vacancies for all occupations increased by 45.4% over this period.
- Since the peak of recruitment activity during the COVID-19 recovery, online job advertisements for these occupations have declined by 7.3% but remain at relatively high levels historically (a notably smaller decrease than the 11.4% decline recorded for all occupations).

While the concentration of online job advertisements for Sports Coaches, Instructors and Officials in capital cities (72.2%) marginally exceeded the all-occupation average (71.4%) in November 2023, growth in regional Australia has outstripped that recorded in the metropolitan centres.<sup>3</sup>

- Over the five years to November 2023, online job advertisements for Sports Coaches, Instructors and Officials increased by 176.6% (or 190 job advertisements) in regional Australia compared to 113.3% (or 410) in capital cities.
- Over this period, job advertisement growth in regional New South Wales (123.7%) and Victoria (205.3%) was almost double the rates recorded in Sydney and Melbourne.
- Western Australia recorded the strongest growth over this period for both capital cities and regional areas.

## Other recruitment methods

The strong demand indicated by these Internet Vacancy Index results may be an underestimation, with complimentary data from the Recruitment Experiences and Outlook Survey suggesting employers seeking Sports Coaches, Instructors and Officials use online job boards less frequently than the average employer.<sup>4</sup>

- Over the last three financial years, almost half of the surveyed employers (47%) recruiting for these occupations used word-of-mouth to find applicants, exceeding the all-occupation average (32%).
- Over the same period, 58% of employers used online job boards on average, while only 41% of those seeking Sports Coaches, Instructors and Officials did so.

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<sup>1</sup> 4523 Sports Coaches, Instructors and Officials is a broad group which encompasses Diving Instructor (Open Water), Gymnastics Coach or Instructor, Horse Riding Coach or Instructor, Snowsport Instructor, Swimming Coach or Instructor, Tennis Coach, Other Sports Coach or Instructor, Dog or Horse Racing Official, Sports Development Officer, Sports Umpire and Other Sports Official.

<sup>2</sup> Jobs and Skills Australia, 'Internet Vacancy Index', three-month averaged data, November 2023.

<sup>3</sup> Jobs and Skills Australia, 'Internet Vacancy Index', unpublished three-month averaged data, November 2023.

<sup>4</sup> Jobs and Skills Australia, 'Recruitment Experiences and Outlook Survey', unpublished data, October 2023.

## Key features of this occupation group

An upward trend in employment, indications of an overall favourable gender distribution in employment alongside opportunities for youth and mature age workers suggest a positive outlook for this set of occupations.

- In August 2023, there were around 52,800 Sports Coaches, Instructors and Officials employed across Australia, with this number increasing by 11.1% over the last 5 years.<sup>5</sup> This is the largest employing occupation within the Arts and Recreation Services industry.<sup>6</sup>
- The workforce has an even gender distribution, with women accounting for approximately 50% of Sports Coaches, Instructors and Officials.<sup>7</sup>
  - Some of the specialisations within this occupation, though, are highly gendered. For example, more than three-quarters of Gymnastics, Horse Riding and Swimming Coaches and Instructors are women.<sup>8</sup>
- Part-time work is also relatively common (accounting for around 80% of this workforce).<sup>9</sup>
- Australians of diverse ages find employment in these occupations.<sup>10</sup>
  - More than 85% of male or female Sports Umpires are aged 15 to 19 years, suggesting some gain their first experiences of the labour market in the familiar environment of a sporting endeavour.
  - Conversely, employment in some of the more specialised occupations, such as Racing and Other Sports Officials, are comprised of large proportions of mature age workers.

## Shortages: Gymnastics Coach or Instructor and Swimming Coach or Instructor

Skills shortages identified for two of the larger employing occupations in the Sports Coaches, Instructors and Official unit group may present discrete but salient challenges.

- Both Gymnastics Coach and Instructor and Swimming Coach and Instructor were found to be in shortage nationally in Jobs and Skills Australia's Skills Priority List for both 2022 and 2023.<sup>11</sup>
- Responses to the employer survey underpinning skills shortage research indicate vacancies for these occupations attract fewer than average suitable and/or qualified applicants and a relatively high rate of turnover contribute to the shortage of skilled professionals at the national level.
- These two occupations account for around two-fifths of employment in the unit group and have strongly gendered employment proportions. Census data suggest a rapid decline in engagement in these occupations among men beyond the age of 25 years.<sup>12</sup>
- Australian and international research typically focusses on gendered employment issues in coaching and officiating professions at the elite level, where women continue to be underrepresented.<sup>13</sup>

While the above indicates an abundance of employment opportunities, the organisation of work in these roles limit their attractiveness. These opportunities typically offer few working hours and are often scheduled outside traditional business hours.<sup>14</sup> Recent analysis of training advancement among Swimming Coaches and Instructors, the largest employing occupation in the group, suggests only a very small proportion progress to more advanced levels of accreditation more likely to offer secure and remunerative career prospects.<sup>15</sup>

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<sup>5</sup> Australian Bureau of Statistics, 'Labour Force Survey, Detailed', August 2023, trend data by Jobs and Skills Australia.

<sup>6</sup> National Careers Institute and Jobs and Skills Australia, 'Australian Jobs 2023', 2023.

<sup>7</sup> Australian Bureau of Statistics, 'Labour Force Survey, Detailed', August 2023.

<sup>8</sup> Australian Bureau of Statistics, 'Sports Coaches, Instructors and Officials Employment (OCCP) by Sex (SEXP) 2021' [Census TableBuilder], 2021.

<sup>9</sup> Australian Bureau of Statistics, 'Sports Coaches, Instructors and Officials Employment (OCCP) by Status in Employment (SIEMP) 2021' [Census TableBuilder], 2021.

<sup>10</sup> Australian Bureau of Statistics, 'Sports Coaches, Instructors and Officials Employment (OCCP) by Sex (SEXP) and Age-Group (AGEP) 2021' [Census TableBuilder], 2021.

<sup>11</sup> Jobs and Skills Australia, 'Skills Priority List', 2023.

<sup>12</sup> Australian Bureau of Statistics, 'Sports Coaches, Instructors and Officials Employment (OCCP) by Sex (SEXP) and Age-Group (AGEP) 2021' [Census TableBuilder], 2021.

<sup>13</sup> C Zehntner, J McMahon and K R McGannon, 'Gender order through social censure: an examination of social exclusion in sport coaching', *Sport, Education and Society*, 2023, 28:1, 105-116, DOI: 10.1080/13573322.2021.1979506; G B Cunningham, N Y Ahn, A J Anderson and M A Dixon, 'Gender, coaching, and occupational turnover' [PDF 250KB], *Women in Sport and Physical Activity Journal*, 2019, 27(2), 63-72, DOI: 10.1123/wspaj.2018-0038.

<sup>14</sup> Australian Bureau of Statistics, 'Labour Force Survey, Detailed', August 2023

<sup>15</sup> C Zehntner, J McMahon and K R McGannon, 'Gender order through social censure: an examination of social exclusion in sport coaching', *Sport, Education and Society*, 2023, 28:1, 105-116, DOI: 10.1080/13573322.2021.1979506

# Internet Vacancy Index Summary Sheet - November 2023

	Number of job ads (no.)	Monthly change (no.)	Monthly change (%)	Annual change (no.)	Annual change (%)
<b>Australia</b>	<b>259,500</b>	<b>-690</b>	<b>▼ -0.3%</b>	<b>-18,500</b>	<b>▼ -6.6%</b>
New South Wales	76,900	-2,200	▼ -2.8%	-10,300	▼ -11.8%
Victoria	63,500	-570	▼ -0.9%	-9,800	▼ -13.3%
Queensland	57,600	430	▲ 0.7%	-700	▼ -1.2%
South Australia	15,100	440	▲ 3.0%	570	▲ 3.9%
Western Australia	32,600	460	▲ 1.4%	1,500	▲ 4.9%
Tasmania	4,100	50	▲ 1.1%	400	▲ 10.9%
Northern Territory	3,400	-50	▼ -1.4%	400	▲ 13.4%
Australian Capital Territory	7,200	-210	▼ -2.8%	-690	▼ -8.7%

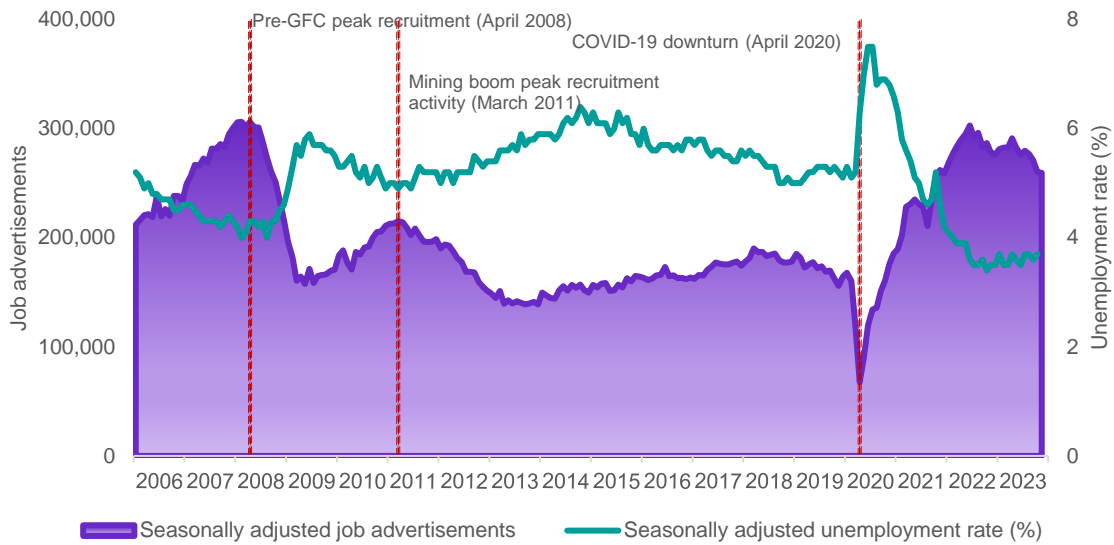
Managers	29,900	-310	▼ -1.0%	-460	▼ -1.5%
Professionals	79,100	-390	▼ -0.5%	-860	▼ -1.1%
Technicians and Trades Workers	35,900	150	▲ 0.4%	-650	▼ -1.8%
Community and Personal Service Workers	27,800	-30	▼ -0.1%	-3,300	▼ -10.6%
Clerical and Administrative Workers	39,200	-100	▼ -0.3%	-3,800	▼ -8.9%
Sales Workers	19,000	-50	▼ -0.3%	-2,200	▼ -10.5%
Machinery Operators and Drivers	13,500	-250	▼ -1.8%	-1,300	▼ -8.9%
Labourers	15,400	180	▲ 1.2%	-5,400	▼ -25.8%

Skill Level 1 - Bachelor degree or higher	99,900	-470	▼ -0.5%	-1,100	▼ -1.1%
Skill Level 2 - Advanced Diploma or Diploma	28,200	-240	▼ -0.9%	-1,200	▼ -4.2%
Skill Level 3 - Certificate IV or III* (Skilled VET)	39,800	520	▲ 1.3%	270	▲ 0.7%
Skill Level 4 - Certificate II or III	65,400	-840	▼ -1.3%	-8,700	▼ -11.7%
Skill Level 5 - Certificate I or secondary education	26,400	30	▲ 0.1%	-7,500	▼ -22.0%

\*Includes at least two years of on-the-job training.

Source: Jobs and Skills Australia, Internet Vacancy Index, November 2023, seasonally adjusted data.

Figure 1: Job advertisements and unemployment rate, January 2006 to November 2023



The next IVI release is scheduled for 13 December 2023. The IVI is published on the JSA website at [jobsandskills.gov.au/work/internet-vacancy-index](https://jobsandskills.gov.au/work/internet-vacancy-index).

The Internet Vacancy Index (IVI) is a monthly data series measuring online job advertisements, compiled by Jobs and Skills Australia (JSA). The IVI counts job advertisements newly lodged on the SEEK, CareerOne and Workforce Australia online job boards. Commencing in 2006, the IVI is the longest continuous time series for vacancy data in Australia. JSA research indicates the proportion of all vacancies covered by IVI has increased from 38% in 2016 to 60% in 2022. More detail on the IVI is available at [jobsandskills.gov.au/work/internet-vacancy-index](https://jobsandskills.gov.au/work/internet-vacancy-index).



Australian Government



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