



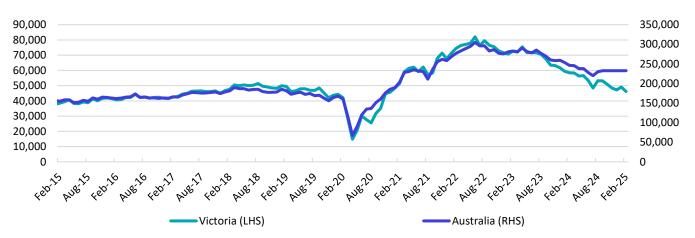
# Victoria

Release date: 27 March 2025

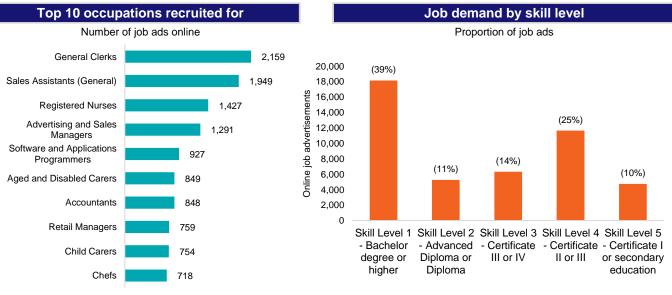
This snapshot provides information about trends in employers' recruitment experiences and future staffing outlook. Information on this page is sourced from the online job advertisements measured by the Internet Vacancy Index (IVI).

Internet vacancies, headline figures, Victoria, February 2025			
Job advertisement count	Change over the month	Change since Feb-24	
46,118	↓ -6.1%	<b>↓</b> -21.0%	
seasonally adjusted count	(or -2,984 job advertisements)	(or -12,273 job advertisements)	

### Number of online job advertisements over the ten years to February 2025



Source: Jobs and Skills Australia (JSA), Internet Vacancy Index (IVI), seasonally adjusted data, February 2025



Source: JSA, IVI, seasonally adjusted data, Feb-2025

Source: JSA, IVI, seasonally adjusted data, Feb-2025

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to February 2025, unless otherwise indicated.

#### **Recruitment activity and experiences**

In Victoria, there were 2,131 responding employers in the 12 months to February 2025, of whom 40% were recruiting or had recruited over the past month. Of these recruiting businesses, 49% had difficulty recruiting. By comparison, 44% of employers were recruiting in Australia over the same period, of whom 51% had difficulty recruiting.

Employers in Victoria were most likely to report the following reasons for recruitment difficulty:

- · Lack of suitable applicants
- · Undesirable working conditions/hours
- Applicants lack experience
- Applicants lack technical skills.

A chart showing reasons for recruitment for Victoria and Australia is included to the right.

### **Reasons for recruitment**



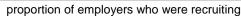
Newly created positions only

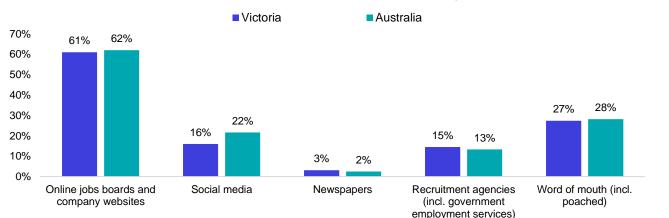
- Both newly created positions and turnover
- Positions due to turnover only

Note: employers can select multiple reasons for recruitment difficulty.



### Recruitment methods





Note: employers can select multiple methods of recruitment.

Due to small sample sizes for data for the territories, caution should be exercised interpreting these results. Weighted data are used for Victoria and Australia. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.





**Recruitment trends and employers' needs: Regional Snapshot update** 

## Ballarat

600

400

200

0

feb.15

Release date: 27 March 2025

This snapshot provides information about trends in employers' recruitment experiences and future staffing outlook. Information on this page is sourced from the online job advertisements measured by the Internet Vacancy Index (IVI).

Internet vacancies, headline figures, Ballarat ER, Februrary 2025			
Job advertisement count	Change over the month	Change since Feb-24	
946	↓ -2.3%	↓ -15.1%	
seasonally adjusted count	(or -22 job advertisements)	(or -169 job advertisements)	
Number of online job advertisements over the ten years to February 2025			
1,600		90,000	
1,400		80,000	
1,200		70,000	
1,000		60,000	
800	my /	50,000 40,000	
		40,000	

AUBID

feb.2

AUSÍ

400

AUBILI

4e0.23

Victoria (RHS)

AUBIZS

feb.24

AUBIZA

4e0.25

Ballarat ER (LHS) Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, February 2025

AUSIS

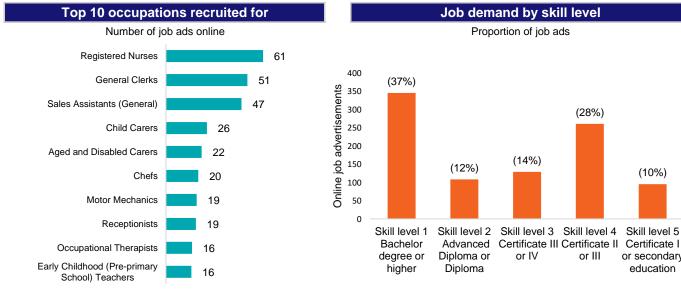
4e<sup>01,10</sup>

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febril?



AUEI

feb.20

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Feb-2025

30,000

20,000

10,000

(10%)

Skill level 5

or secondary

education

0

Source: JSA, Internet Vacancy Index, three month averages, Feb-2025

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to February 2025, unless otherwise indicated.

#### **Recruitment activity and experiences**

In Ballarat, there were 101 responding employers in the 12 months to February 2025, of whom 48% were recruiting or had recruited in the past month. Of these recruiting businesses, 59% had difficulty recruiting. By comparison, 43% of employers were recruiting in Rest of Victoria over the same period, of whom 54% had difficulty recruiting.

Employers in Ballarat were most likely to report the following reasons for recruitment difficulty:

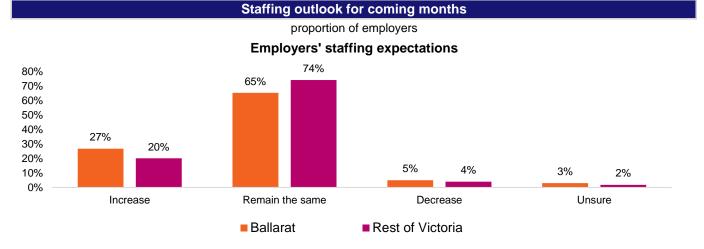
- Lack of suitable applicants
- · Undesirable working conditions/hours
- · Applicants lack technical skills
- · Location, eg remote or regional.

A chart showing reasons for recruitment for Ballarat and Rest of Victoria is included to the right.



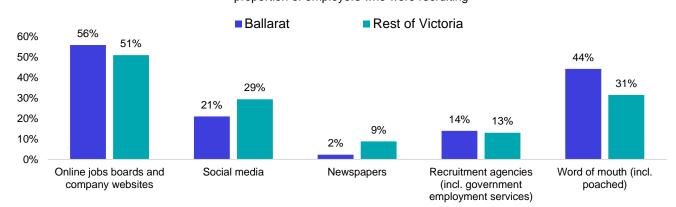


- Newly created positions only
- Both newly created positions and turnover
- Positions due to turnover only



#### Recruitment methods

proportion of employers who were recruiting



Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Ballarat, while weighted data are used for Rest of Victoria. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.



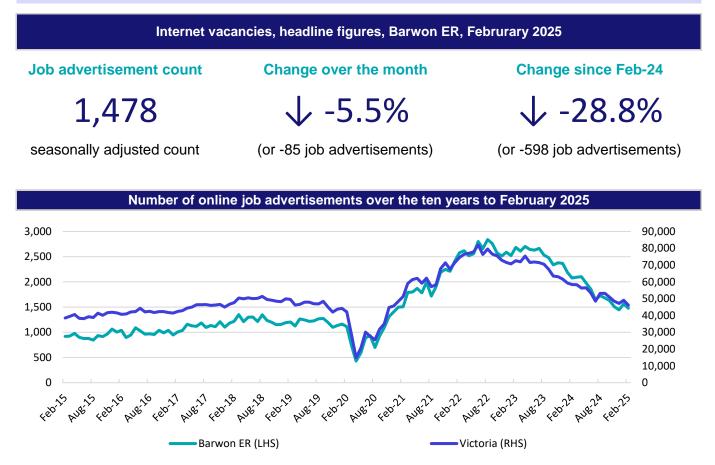


Recruitment trends and employers' needs: Regional Snapshot update

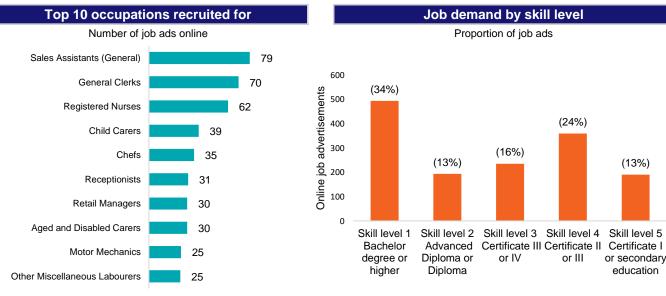
### Barwon

Release date: 27 March 2025

This snapshot provides information about trends in employers' recruitment experiences and future staffing outlook. Information on this page is sourced from the online job advertisements measured by the Internet Vacancy Index (IVI).



Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, February 2025



Source: JSA, Internet Vacancy Index, three month averages, Feb-2025

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Feb-2025

Barwon

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to February 2025, unless otherwise indicated.

### **Recruitment activity and experiences**

In Barwon, there were 126 responding employers in the 12 months to February 2025, of whom 37% were recruiting or had recruited in the past month. Of these recruiting businesses, 33% had difficulty recruiting. By comparison, 43% of employers were recruiting in Rest of Victoria over the same period, of whom 54% had difficulty recruiting.

Employers in Barwon were most likely to report the following reasons for recruitment difficulty:

- Lack of suitable applicants
- · Undesirable working conditions/hours
- · Location, eg remote or regional
- Applicants lack experience.

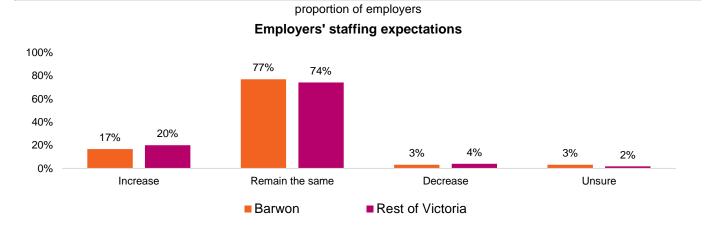
A chart showing reasons for recruitment for Barwon and Rest of Victoria is included to the right.





Newly created positions only

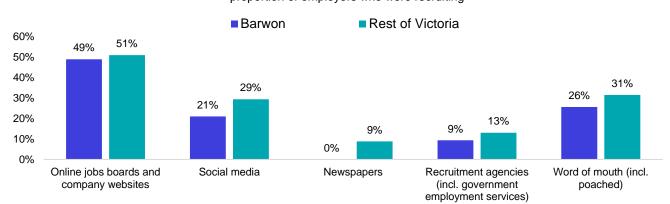
- Both newly created positions and turnover
- Positions due to turnover only



Staffing outlook for coming months

#### Recruitment methods

proportion of employers who were recruiting



Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Barwon, while weighted data are used for Rest of Victoria. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.





**Recruitment trends and employers' needs: Regional Snapshot update** 

## **Bendigo**

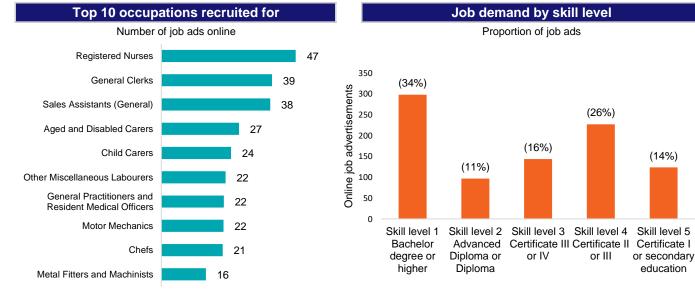
Release date: 27 March 2025

This snapshot provides information about trends in employers' recruitment experiences and future staffing outlook. Information on this page is sourced from the online job advertisements measured by the Internet Vacancy Index (IVI).

Internet vacancies, headline figures, Bendigo ER, Februrary 2025			
Job advertisement count	Change over the month	Change since Feb-24	
884	↓ -4.8%	↓ -13.4%	
seasonally adjusted count	(or -45 job advertisements)	(or -137 job advertisements)	
Number of online job advertisements over the ten years to February 2025			
1,400		90,000	
1,200		80,000	
1,000	and a second	60,000	
800	man from	50,000	
600		40,000	
400		30,000	
200	· · · · · · · · · · · · · · · · · · ·	10,000	
0		· · · · · · · · · 0	
reput and reput and reput and reput and reput	put ter have ter but ter to be the ter ter ter ter ter ter ter ter ter te	ME FERSE NESS FERSE NESS FERSE	

Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, February 2025

Bendigo ER (LHS)



Source: JSA, Internet Vacancy Index, three month averages, Feb-2025

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Feb-2025

(14%)

Victoria (RHS)

Bendigo

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to February 2025, unless otherwise indicated.

#### **Recruitment activity and experiences**

In Bendigo, there were 82 responding employers in the 12 months to February 2025, of whom 49% were recruiting or had recruited in the past month. Of these recruiting businesses, 33% had difficulty recruiting. By comparison, 43% of employers were recruiting in Rest of Victoria over the same period, of whom 54% had difficulty recruiting.

Employers in Bendigo were most likely to report the following reasons for recruitment difficulty:

- Lack of suitable applicants
- · Location, eg remote or regional
- · Undesirable working conditions/hours
- Applicants lack experience.

A chart showing reasons for recruitment for Bendigo and Rest of Victoria is included to the right.

#### **Reasons for recruitment**



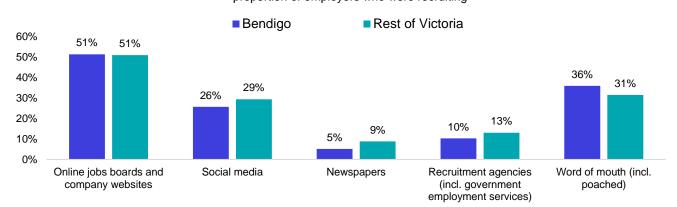
5

- Newly created positions only
- Both newly created positions and turnover
- Positions due to turnover only



#### Recruitment methods

proportion of employers who were recruiting



Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Bendigo, while weighted data are used for Rest of Victoria. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.



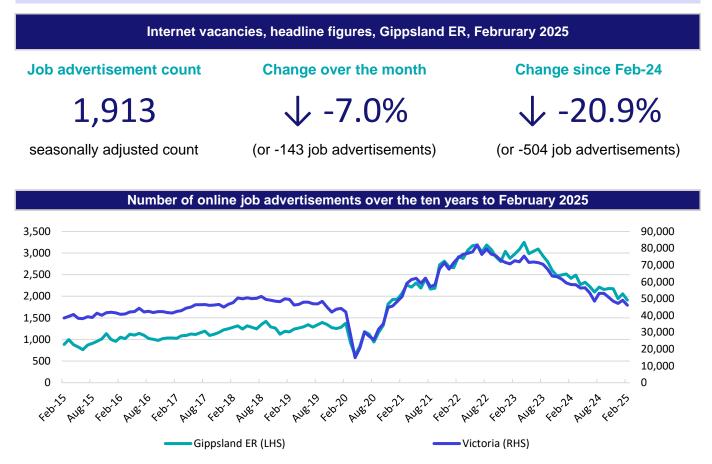


Jobs and Skills Australia

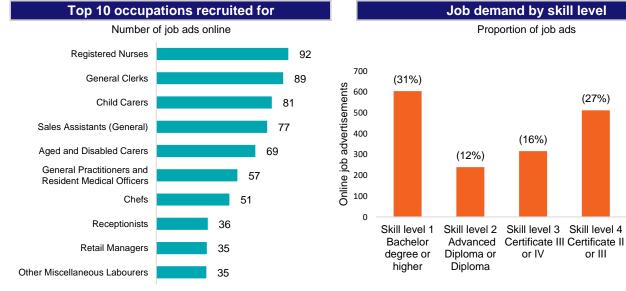
# Gippsland

Release date: 27 March 2025

This snapshot provides information about trends in employers' recruitment experiences and future staffing outlook. Information on this page is sourced from the online job advertisements measured by the Internet Vacancy Index (IVI).



Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, February 2025



Source: JSA, Internet Vacancy Index, three month averages, Feb-2025

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Feb-2025

(13%)

Skill level 5

Certificate I

or secondary

education

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to February 2025, unless otherwise indicated.

#### Recruitment activity and experiences

In Gippsland, there were 151 responding employers in the 12 months to February 2025, of whom 43% were recruiting or had recruited in the past month. Of these recruiting businesses, 46% had difficulty recruiting. By comparison, 43% of employers were recruiting in Rest of Victoria over the same period, of whom 54% had difficulty recruiting.

Employers in Gippsland were most likely to report the following reasons for recruitment difficulty:

- Lack of suitable applicants
- · Undesirable working conditions/hours
- · Applicants lack technical skills
- · Applicants lack experience.

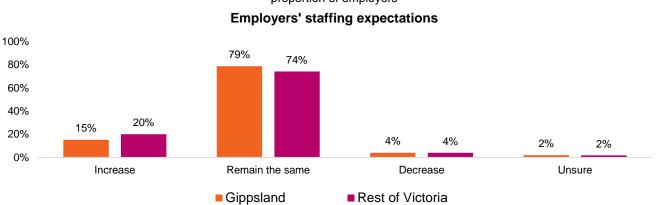
A chart showing reasons for recruitment for Gippsland and Rest of Victoria is included to the right.

#### Reasons for recruitment



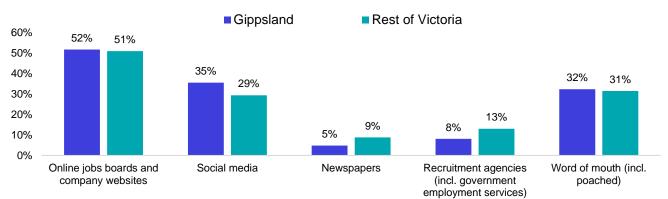
Newly created positions only

- Both newly created positions and turnover
- Positions due to turnover only



#### **Recruitment methods**

proportion of employers who were recruiting



#### Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Gippsland, while weighted data are used for Rest of Victoria. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.

# proportion of employers

Staffing outlook for coming months



4e<sup>0-15</sup>



### **Recruitment trends and employers' needs: Regional Snapshot update**

# Goulburn/Murray

Release date: 27 March 2025

This snapshot provides information about trends in employers' recruitment experiences and future staffing outlook. Information on this page is sourced from the online job advertisements measured by the Internet Vacancy Index (IVI).

Internet vacancies, headline figures, Goulburn/Murray ER, Februrary 2025 Job advertisement count Change over the month Change since Feb-24 2,149 -4.8% -13.4% seasonally adjusted count (or -109 job advertisements) (or -333 job advertisements) Number of online job advertisements over the ten years to February 2025 3,500 90,000 80,000 3,000 70,000 2,500 60,000 2,000 50,000 40,000 1,500 30,000 1,000 20,000 500 10,000 0 0 AUB 18 AUBILO AUE 20

Goulburn/Murray ER (LHS)

4e<sup>0128</sup>

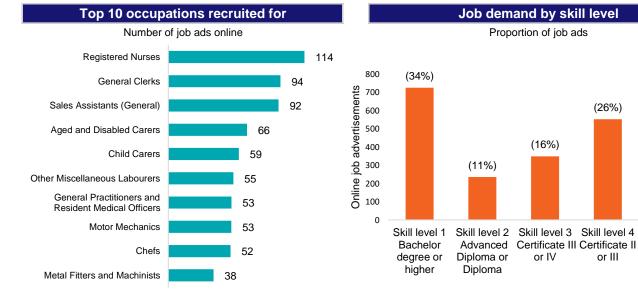
AUBIT

feb.19

feb.20

Victoria (RHS)

Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, February 2025



Source: JSA, Internet Vacancy Index, three month averages, Feb-2025

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Feb-2025

AUBIZ

feb.21

(14%)

Skill level 5

Certificate I

or secondary

education

febili

### Goulburn/Murrav

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to February 2025, unless otherwise indicated.

### **Recruitment activity and experiences**

In Goulburn/Murray, there were 245 responding employers in the 12 months to February 2025, of whom 49% were recruiting or had recruited in the past month. Of these recruiting businesses, 53% had difficulty recruiting. By comparison, 43% of employers were recruiting in Rest of Victoria over the same period, of whom 54% had difficulty recruiting.

Employers in Goulburn/Murray were most likely to report the following reasons for recruitment difficulty:

- Lack of suitable applicants
- · Location, eg remote or regional
- · Undesirable working conditions/hours
- · Lack of applicants.

A chart showing reasons for recruitment for Goulburn/Murray and Rest of Victoria is included to the right.

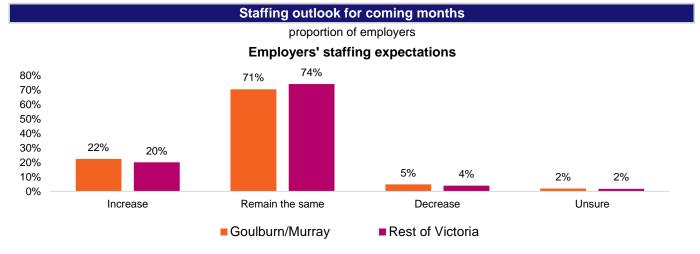
### Reasons for recruitment



Goulburn/Murray Rest of Victoria

- Newly created positions only
- Both newly created positions and turnover
- Positions due to turnover only

employment services)



#### **Recruitment methods**

proportion of employers who were recruiting Goulburn/Murray Rest of Victoria 56% 60% 51% 50% 40% 31% 29% 30% 30% 23% 20% 14% 13% 10% 9% 10% 0% Online jobs boards and Social media Newspapers Recruitment agencies Word of mouth (incl. company websites (incl. aovernment poached)

Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Goulburn/Murray, while weighted data are used for Rest of Victoria. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.





# Inner Metropolitan Melbourne

Release date: 27 March 2025

This snapshot provides information about trends in employers' recruitment experiences and future staffing outlook. Information on this page is sourced from the online job advertisements measured by the Internet Vacancy Index (IVI).

Internet vacancies, headline figures, Inner Metropolitan Melbourne ER, Februrary 2025

Job advertisement count

Change over the month

-6.0%

**Change since Feb-24** 

17,307

(or -1,109 job advertisements)

-20.8% (or -4,550 job advertisements)

(25%)

or III

(9%)

Skill level 5

Certificate I

or secondary

education

(13%)

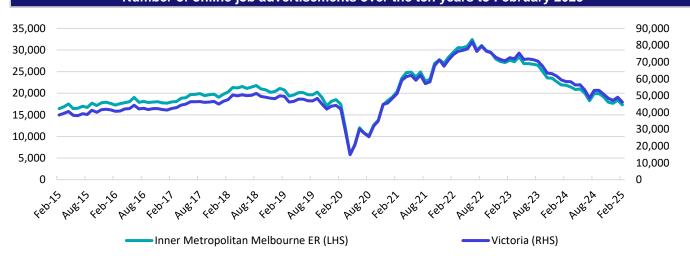
or IV

Skill level 3 Skill level 4

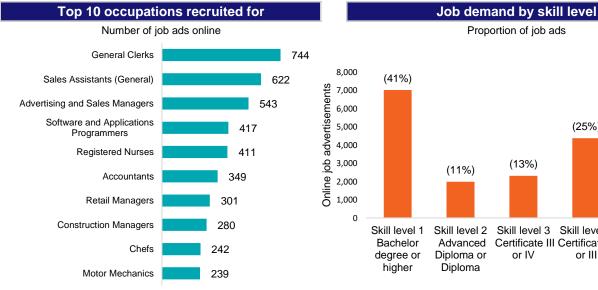
Certificate III Certificate II

seasonally adjusted count

### Number of online job advertisements over the ten years to February 2025



Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, February 2025



Source: JSA, Internet Vacancy Index, seasonally adjusted data, Feb-2025

Source: JSA, Internet Vacancy Index, three month averages, Feb-2025

### Inner Metropolitan Melbourne

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to February 2025, unless otherwise indicated.

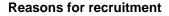
#### **Recruitment activity and experiences**

In Inner Metropolitan Melbourne, there were 472 responding employers in the 12 months to February 2025, of whom 43% were recruiting or had recruited in the past month. Of these recruiting businesses, 43% had difficulty recruiting. By comparison, 39% of employers were recruiting in Greater Melbourne over the same period, of whom 47% had difficulty recruiting.

Employers in Inner Metropolitan Melbourne were most likely to report the following reasons for recruitment difficulty:

- · Lack of suitable applicants
- · Applicants lack experience
- · Applicants lack technical skills
- · Undesirable working conditions/hours.

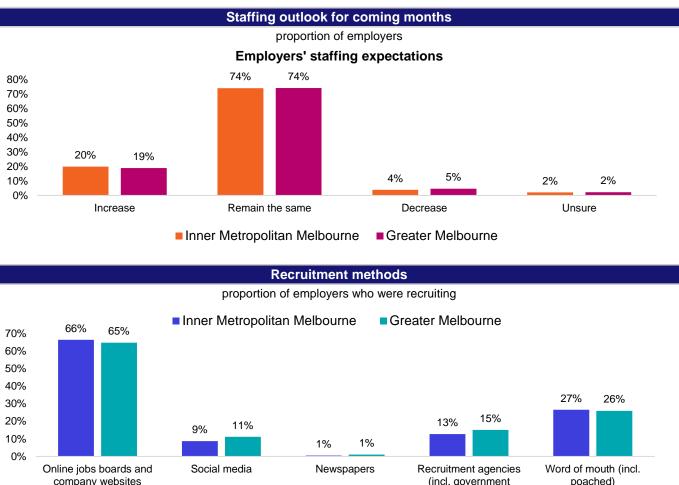
A chart showing reasons for recruitment for Inner Metropolitan Melbourne and Greater Melbourne is included to the right.





Inner Metropolitan Greater Melbourne

- Newly created positions only
- Both newly created positions and turnover
- Positions due to turnover only



Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Inner Metropolitan Melbourne, while weighted data are used for Greater Melbourne. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.

employment services)



8,000

6,000

4,000

2,000

0

400.14



### Recruitment trends and employers' needs: Regional Snapshot update

### North Eastern Melbourne

Release date: 27 March 2025

This snapshot provides information about trends in employers' recruitment experiences and future staffing outlook. Information on this page is sourced from the online job advertisements measured by the Internet Vacancy Index (IVI).

Internet vacancies, headline figures, North Eastern Melbourne ER, Februrary 2025 Job advertisement count Change over the month **Change since Feb-24** 5,573 -6.0% -20.8% seasonally adjusted count (or -357 job advertisements) (or -1,461 job advertisements) Number of online job advertisements over the ten years to February 2025 12,000 90,000 80,000 10,000 70,000

Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, February 2025

AUEI28

North Eastern Melbourne ER (LHS)

feb.18

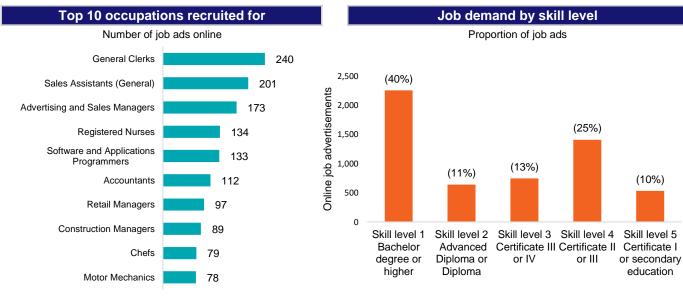
AUBILO

feb-19

feb.20

AUB:20

repi



Source: JSA, Internet Vacancy Index, three month averages, Feb-2025

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Feb-2025

AUB<sup>22</sup>

Victoria (RHS)

4e0'

feb.21

AUSI

60,000

50,000

40,000

30,000 20,000

10,000

0

### North Eastern Melbourne

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to February 2025, unless otherwise indicated.

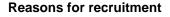
#### **Recruitment activity and experiences**

In North Eastern Melbourne, there were 292 responding employers in the 12 months to February 2025, of whom 39% were recruiting or had recruited in the past month. Of these recruiting businesses, 54% had difficulty recruiting. By comparison, 39% of employers were recruiting in Greater Melbourne over the same period, of whom 47% had difficulty recruiting.

Employers in North Eastern Melbourne were most likely to report the following reasons for recruitment difficulty:

- Lack of suitable applicants
- · Applicants lack experience
- · Undesirable working conditions/hours
- Applicants lack technical skills.

A chart showing reasons for recruitment for North Eastern Melbourne and Greater Melbourne is included to the right.

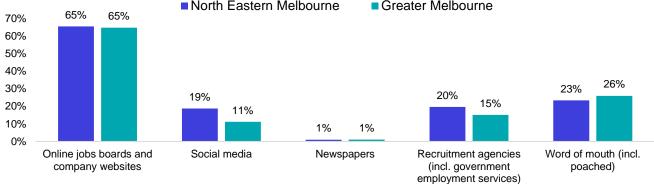




Newly created positions only

- Both newly created positions and turnover
- Positions due to turnover only





Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for North Eastern Melbourne, while weighted data are used for Greater Melbourne. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.





### **Recruitment trends and employers' needs: Regional Snapshot update**

### North Western Melbourne

Release date: 27 March 2025

This snapshot provides information about trends in employers' recruitment experiences and future staffing outlook. Information on this page is sourced from the online job advertisements measured by the Internet Vacancy Index (IVI).

Internet vacancies, headline figures, North Western Melbourne ER, Februrary 2025

Job advertisement count

Change over the month

-6.0%

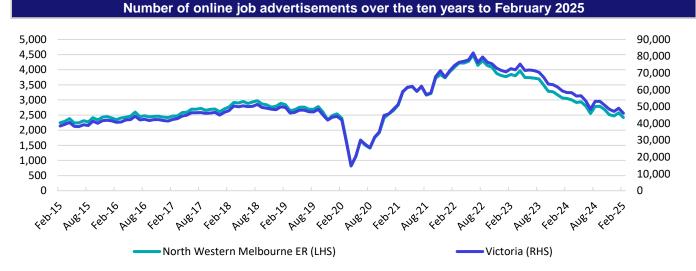
**Change since Feb-24** 

2,422

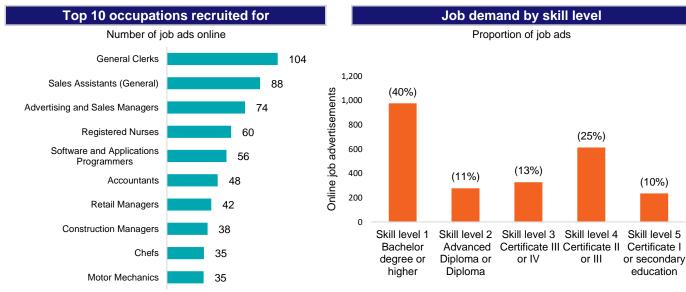
(or -154 job advertisements)

/ -20.5% (or -626 job advertisements)

seasonally adjusted count



Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, February 2025



Source: JSA, Internet Vacancy Index, three month averages, Feb-2025

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Feb-2025

### North Western Melbourne

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to February 2025, unless otherwise indicated.

#### Recruitment activity and experiences

In North Western Melbourne, there were 97 responding employers in the 12 months to February 2025, of whom 34% were recruiting or had recruited in the past month. Of these recruiting businesses, 34% had difficulty recruiting. By comparison, 39% of employers were recruiting in Greater Melbourne over the same period, of whom 47% had difficulty recruiting.

Employers in North Western Melbourne were most likely to report the following reasons for recruitment difficulty:

- Undesirable working conditions/hours
- · Applicants lack technical skills
- · Lack of suitable applicants
- Applicants lack experience.

A chart showing reasons for recruitment for North Western Melbourne and Greater Melbourne is included to the right.

Note: employers can select multiple reasons for recruitment difficulty.





Melbourne

- Newly created positions only
- Both newly created positions and turnover

29%

16%

15%

Recruitment agencies

(incl. aovernment

employment services)

26%

Word of mouth (incl.

poached)

Positions due to turnover only



Note: employers can select multiple methods of recruitment.

Online jobs boards and

company websites

11%

6%

Social media

40%

30%

20%

10%

0%

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for North Western Melbourne, while weighted data are used for Greater Melbourne. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.

Newspapers

3%

1%





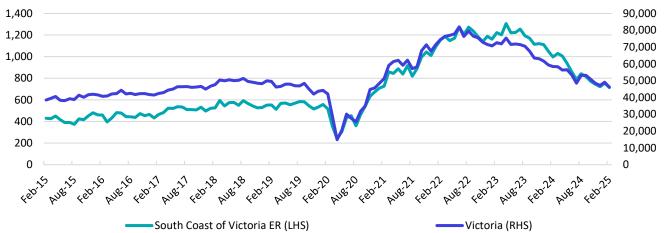
### Recruitment trends and employers' needs: Regional Snapshot update

### South Coast of Victoria

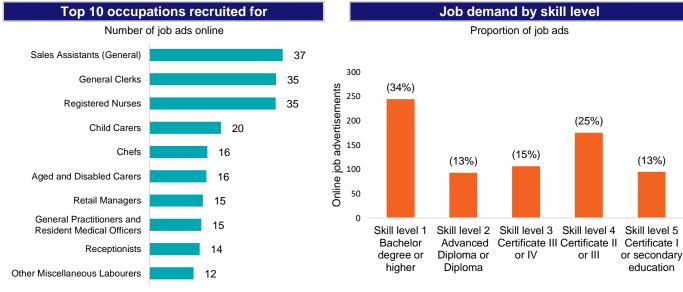
Release date: 27 March 2025

This snapshot provides information about trends in employers' recruitment experiences and future staffing outlook. Information on this page is sourced from the online job advertisements measured by the Internet Vacancy Index (IVI).

Internet vacancies, headline figures, South Coast of Victoria ER, Februrary 2025			
Job advertisement count	Change over the month	Change since Feb-24	
714	↓ -5.5%	↓ -28.4%	
seasonally adjusted count	(or -41 job advertisements)	(or -284 job advertisements)	
Number of online job advertisements over the ten years to February 2025			



Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, February 2025



Source: JSA, Internet Vacancy Index, three month averages, Feb-2025

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Feb-2025

### South Coast of Victoria

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to February 2025, unless otherwise indicated.

#### **Recruitment activity and experiences**

In South Coast of Victoria, there were 65 responding employers in the 12 months to February 2025, of whom 40% were recruiting or had recruited in the past month. Of these recruiting businesses, 62% had difficulty recruiting. By comparison, 43% of employers were recruiting in Rest of Victoria over the same period, of whom 54% had difficulty recruiting.

Employers in South Coast of Victoria were most likely to report the following reasons for recruitment difficulty:

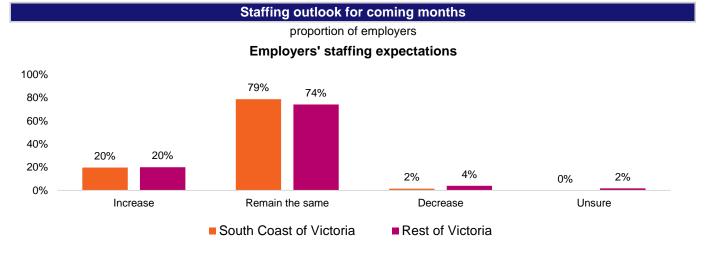
- Lack of suitable applicants
- · Location, eg remote or regional
- · Undesirable working conditions/hours
- Applicants lack technical skills.

A chart showing reasons for recruitment for South Coast of Victoria and Rest of Victoria is included to the right.

#### **Reasons for recruitment**

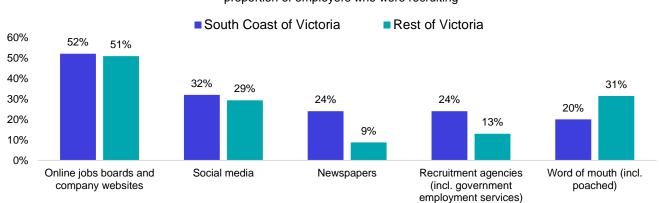


- Newly created positions only
- Both newly created positions and turnover
- Positions due to turnover only



### Recruitment methods

proportion of employers who were recruiting



Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for South Coast of Victoria, while weighted data are used for Rest of Victoria. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.





# South Eastern Melbourne and Peninsula

Release date: 27 March 2025

This snapshot provides information about trends in employers' recruitment experiences and future staffing outlook. Information on this page is sourced from the online job advertisements measured by the Internet Vacancy Index (IVI).

Internet vacancies, headline figures, South Eastern Melbourne and Peninsula ER, Februrary 2025

Job advertisement count

Change over the month

-6.0%

**Change since Feb-24** 

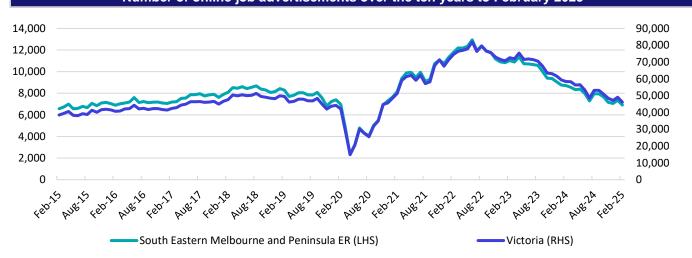
6,906

-20.8% (or -1,816 job advertisements)

seasonally adjusted count

(or -442 job advertisements)

### Number of online job advertisements over the ten years to February 2025

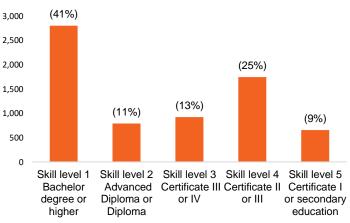


Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, February 2025





Proportion of job ads



Source: JSA, Internet Vacancy Index, three month averages, Feb-2025

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Feb-2025

### South Eastern Melbourne and Peninsula

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to February 2025, unless otherwise indicated.

#### **Recruitment activity and experiences**

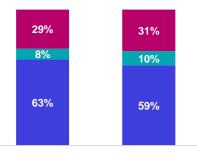
In South Eastern Melbourne and Peninsula, there were 301 responding employers in the 12 months to February 2025, of whom 34% were recruiting or had recruited in the past month. Of these recruiting businesses, 44% had difficulty recruiting. By comparison, 39% of employers were recruiting in Greater Melbourne over the same period, of whom 47% had difficulty recruiting.

Employers in South Eastern Melbourne and Peninsula were most likely to report the following reasons for recruitment difficulty:

- · Lack of suitable applicants
- · Applicants lack experience
- · Undesirable working conditions/hours
- Applicants lack technical skills.

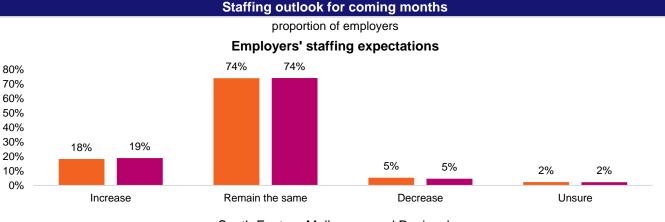
A chart showing reasons for recruitment for South Eastern Melbourne and Peninsula and Greater Melbourne is included to the right.

### **Reasons for recruitment**



South Eastern Greater Melbourne Melbourne and Peninsula

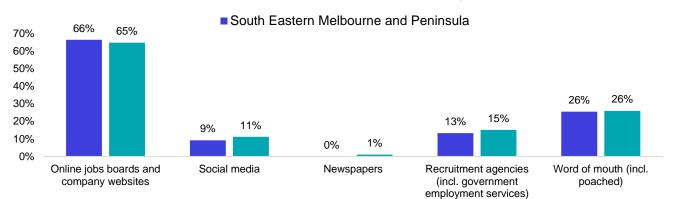
- Newly created positions only
- Both newly created positions and turnover
- Positions due to turnover only



South Eastern Melbourne and Peninsula

Recruitment methods

proportion of employers who were recruiting



Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for South Eastern Melbourne and Peninsula, while weighted data are used for Greater Melbourne. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.



5,000

4,000

3,000

2,000

1,000

0

feb.15



Recruitment trends and employers' needs: Regional Snapshot update

### Western Melbourne

Release date: 27 March 2025

This snapshot provides information about trends in employers' recruitment experiences and future staffing outlook. Information on this page is sourced from the online job advertisements measured by the Internet Vacancy Index (IVI).

Internet vacancies, headline figures, Western Melbourne ER, Februrary 2025 Job advertisement count Change over the month **Change since Feb-24** 3,854 -6.0% -20.8% seasonally adjusted count (or -247 job advertisements) (or -1,013 job advertisements) Number of online job advertisements over the ten years to February 2025 8,000 90,000 80,000 7,000 70,000 6,000

AUB-20

feb.2

feb.20

AUBIL

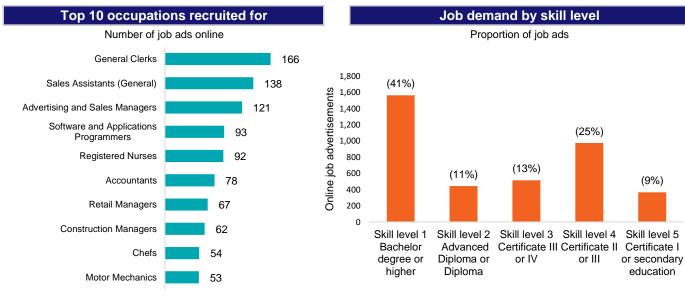
Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, February 2025

Western Melbourne ER (LHS)

AU8-18

feb.19

4e<sup>b128</sup>



Source: JSA, Internet Vacancy Index, three month averages, Feb-2025

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Feb-2025

AU8-23

feb.2

AUSS

feb 2:

Victoria (RHS)

60,000

50,000

40,000

30,000

20,000

10,000

0

### Western Melbourne

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to February 2025, unless otherwise indicated.

#### **Recruitment activity and experiences**

In Western Melbourne, there were 114 responding employers in the 12 months to February 2025, of whom 40% were recruiting or had recruited in the past month. Of these recruiting businesses, 45% had difficulty recruiting. By comparison, 39% of employers were recruiting in Greater Melbourne over the same period, of whom 47% had difficulty recruiting.

Employers in Western Melbourne were most likely to report the following reasons for recruitment difficulty:

- Lack of suitable applicants
- · Applicants lack technical skills
- · Lack of applicants
- · Applicants lack experience.

A chart showing reasons for recruitment for Western Melbourne and Greater Melbourne is included to the right.

Note: employers can select multiple reasons for recruitment difficulty.

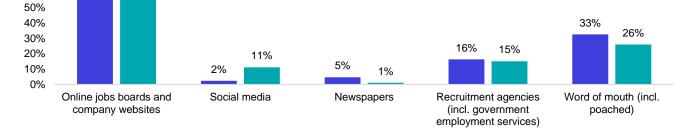




Western Melbourne Greater Melbourne

- Newly created positions only
- Both newly created positions and turnover
- Positions due to turnover only





Note: employers can select multiple methods of recruitment.

60%

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Western Melbourne, while weighted data are used for Greater Melbourne. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.



800

600

400

200

0

4eb.15

red



Jobs and Skills Australia

### Recruitment trends and employers' needs: Regional Snapshot update

### Wimmera Mallee Release date: 27 March 2025

This snapshot provides information about trends in employers' recruitment experiences and future staffing outlook. Information on this page is sourced from the online job advertisements measured by the Internet Vacancy Index (IVI).

Internet vacancies, headline figures, Wimmera Mallee ER, Februrary 2025				
Job advertisement count	Change over the month	Change since Feb-24		
825	↓ -5.1%	↓ -26.1%		
seasonally adjusted count	(or -44 job advertisements)	(or -291 job advertisements)		
Number of online job advertisements over the ten years to February 2025				
1,600		90,000		
1,400		80,000		
1,200	$\sim$	70,000		
1,000		60,000		

Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, February 2025

AUBIT

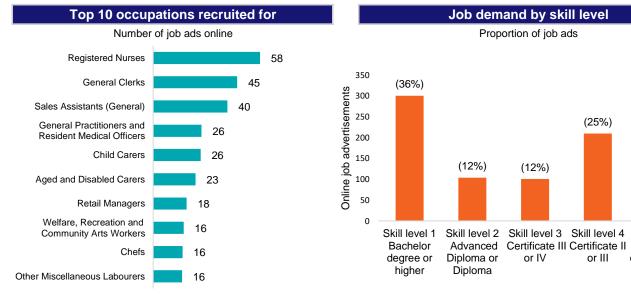
4e0.1

4e<sup>01,20</sup>

AUB:18

Wimmera Mallee ER (LHS)

feb.19



AUEI

feb. 20

AUBID

feb.2

AUSZ

resó.

Source: JSA, Internet Vacancy Index, three month averages, Feb-2025

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Feb-2025

AUBILI

feb.20

4eb.2.

Victoria (RHS)

AUBSZA

4e0.25

50,000

40,000

30,000

20,000

10,000

(14%)

Skill level 5

Certificate I

or secondary

education

0

### Wimmera Mallee

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to February 2025, unless otherwise indicated.

### **Recruitment activity and experiences**

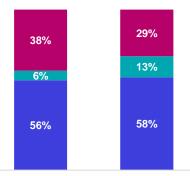
In Wimmera Mallee, there were 118 responding employers in the 12 months to February 2025, of whom 43% were recruiting or had recruited in the past month. Of these recruiting businesses, 72% had difficulty recruiting. By comparison, 43% of employers were recruiting in Rest of Victoria over the same period, of whom 54% had difficulty recruiting.

Employers in Wimmera Mallee were most likely to report the following reasons for recruitment difficulty:

- · Location, eg remote or regional
- · Lack of applicants
- · Lack of suitable applicants
- · Undesirable working conditions/hours.

A chart showing reasons for recruitment for Wimmera Mallee and Rest of Victoria is included to the right.

### **Reasons for recruitment**



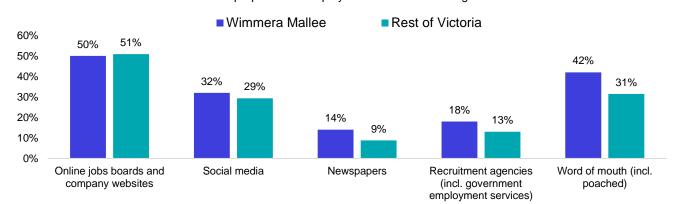
Wimmera Mallee Rest of Victoria

- Newly created positions only
- Both newly created positions and turnover
- Positions due to turnover only



#### Recruitment methods

proportion of employers who were recruiting



Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Wimmera Mallee, while weighted data are used for Rest of Victoria. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.