Recruitment trends and employers' needs: State Snapshot update

Australian Capital Territory

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, Australian Capital Territory, February 2025

Job advertisement count

5,335

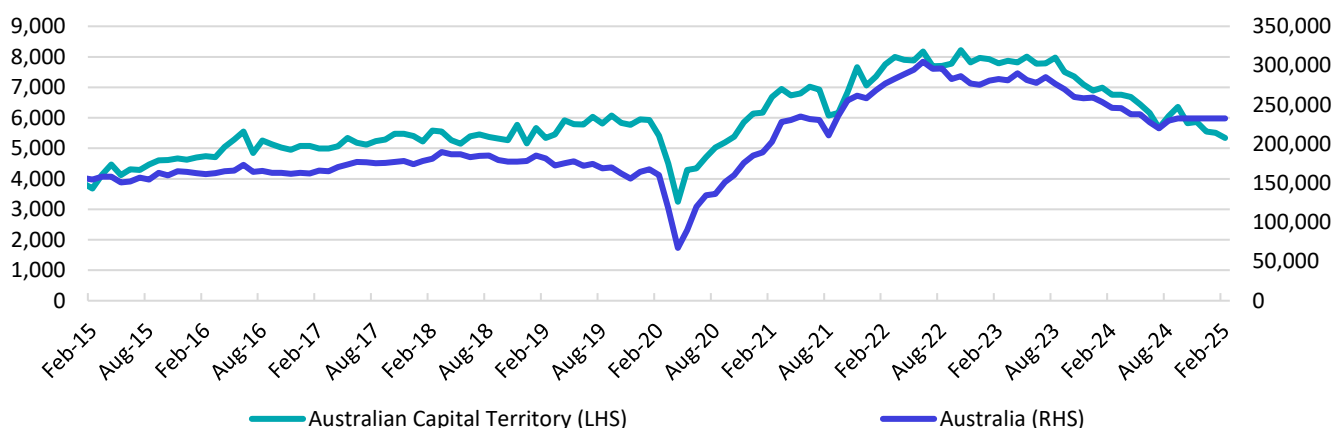seasonally adjusted count

Change over the month

↓ -3.2%

(or -175 job advertisements)

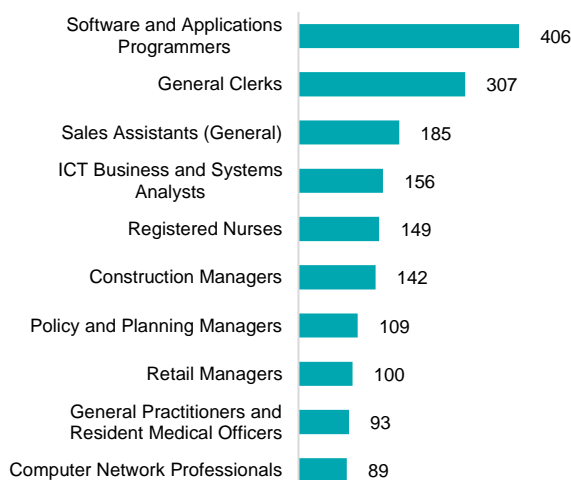**Change since Feb-24**

↓ -21.0%

(or -1,419 job advertisements)

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

— Australian Capital Territory (LHS)   — Australia (RHS)

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

Top 10 occupations recruited for
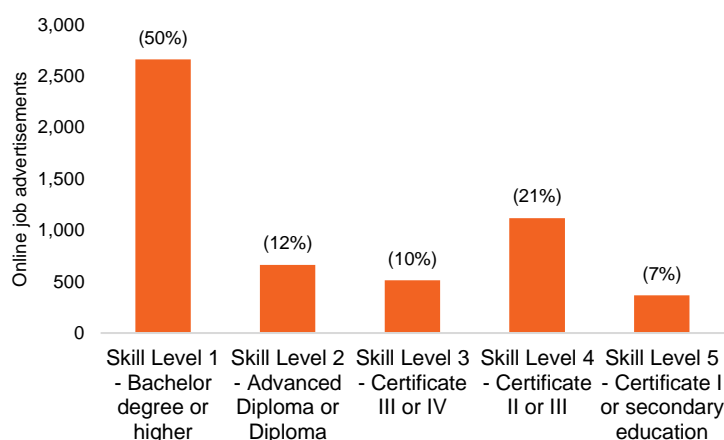
Number of job ads online

Occupation	Number of job ads
Software and Applications Programmers	406
General Clerks	307
Sales Assistants (General)	185
ICT Business and Systems Analysts	156
Registered Nurses	149
Construction Managers	142
Policy and Planning Managers	109
Retail Managers	100
General Practitioners and Resident Medical Officers	93
Computer Network Professionals	89

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

Job demand by skill level

Proportion of job ads

Skill Level	Proportion
Skill Level 1 - Bachelor degree or higher	(50%)
Skill Level 2 - Advanced Diploma or Diploma	(12%)
Skill Level 3 - Certificate III or IV	(10%)
Skill Level 4 - Certificate II or III	(21%)
Skill Level 5 - Certificate I or secondary education	(7%)

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

Insights from the Recruitment Experiences and Outlook Survey

Australian Capital Territory

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 Australian Capital Territory, there were 460 responding employers in the 12 months to February 2025, of whom 45% were recruiting or had recruited over the past month. Of these recruiting businesses, 41% had difficulty recruiting. By comparison, 44% of employers were recruiting in Australia over the same period, of whom 51% had difficulty recruiting.
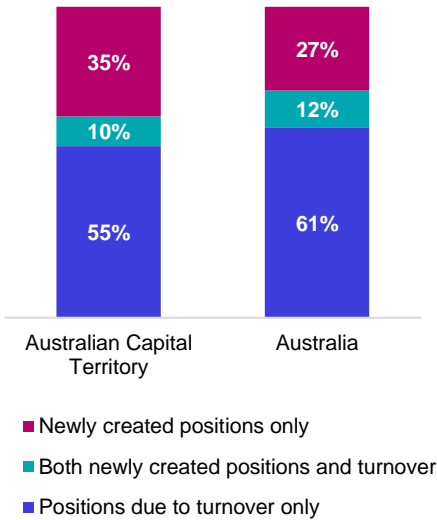
Employers in Australian Capital Territory were most likely to report the following reasons for recruitment difficulty:
- Lack of suitable applicants
- Undesirable working conditions/hours
- Applicants lack experience
- Applicants lack technical skills.

A chart showing reasons for recruitment for Australian Capital Territory and Australia is included to the right.

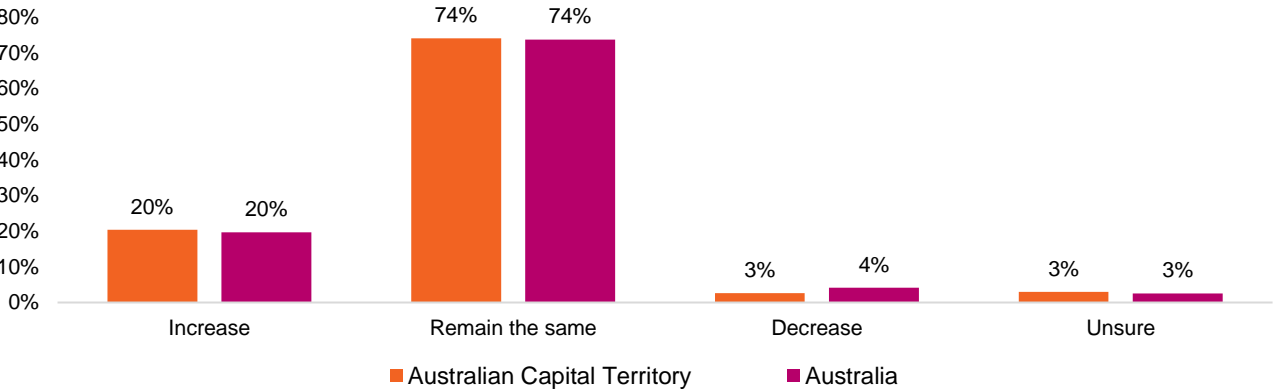Note: employers can select multiple reasons for recruitment difficulty.

Reasons for recruitment

	Australian Capital Territory	Australia
Newly created positions only	35%	27%
Both newly created positions and turnover	10%	12%
Positions due to turnover only	55%	61%

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

Staffing outlook for coming months

proportion of employers

Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
Australian Capital Territory	20%	74%	3%	3%
Australia	20%	74%	4%	3%

■ Australian Capital Territory ■ Australia

Recruitment methods

proportion of employers who were recruiting

■ Australian Capital Territory ■ Australia

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Australian Capital Territory	62%	10%	0%	9%	26%
Australia	62%	22%	2%	13%	28%
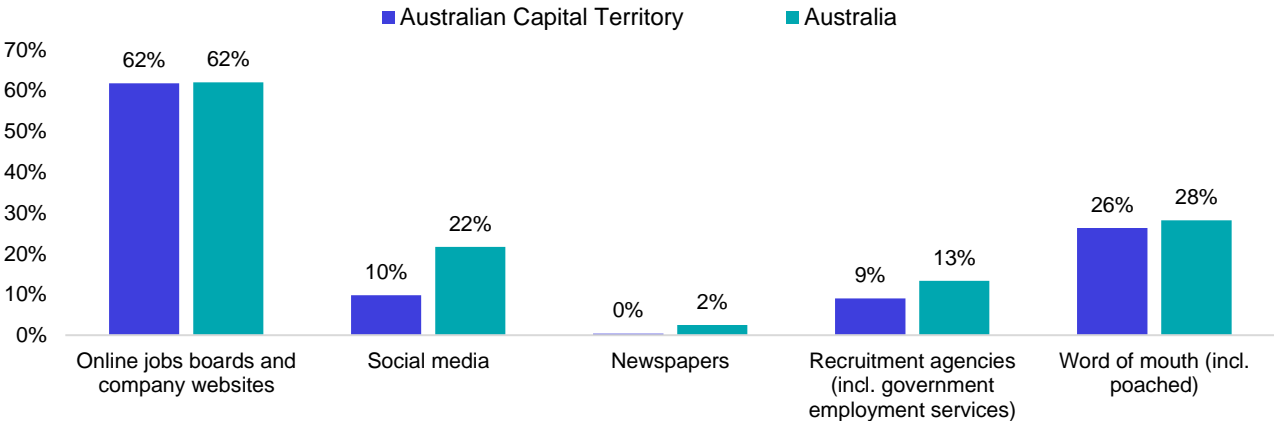
Note: employers can select multiple methods of recruitment.

Due to small sample sizes for data for the territories, caution should be exercised interpreting these results. Weighted data are used for Australian Capital Territory 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.