Australian Government | Jobs and Skills Australia

Vacancy Report

May 2025

Released 18 June 2025

Job ads down 2.8% nationally in May

This month's report shows the downward trend in online job advertisements resumed in May, with IVI results having decreased in 8 of the past 12 months. Despite this, vacancy numbers remain at elevated levels, with around 20% more advertisements in the labour market presently than compared with the monthly average for 2019.

- Online job advertisements at the national level decreased in May 2025 (down by 2.8% or 5,900 job advertisements) to stand at 208,000.
  - Over the year to May 2025, online job advertisements decreased by 12.7% (or 30,300). Online job advertisement numbers, though, are at high levels historically.
  - This downward trend is present in other demand indicators, with the Australian Bureau of Statistics' *Job Vacancies, Australia* series showing a 9.3% decrease in vacancies over the year to February 2025.[1]
- Recruitment activity decreased across all states and territories over the month. The strongest decreases were recorded in Tasmania (down by 7.7% or 260 job advertisements) and the Northern Territory (down by 7.7% or 240) followed by Australian Capital Territory (down by 4.9% or 250).
- Over the month, advertisements decreased across all Skill Level groups. The strongest decreases were recorded for Skill Level 3 (commensurate with Certificate IV or III) occupations (down by 3.6% or 1,200) followed by Skill Level 1 (commensurate with Bachelor degree or higher) occupations (down by 3.4% or 2,700).
- Advertisements decreased across all Major Occupation groups over the month. The strongest decrease was for Managers (down by 5.1% or 1,300 job advertisements) followed by Clerical and Administrative Workers (down by 4.5% or 1,500).
- Recruitment activity was concentrated in metropolitan Australia, with 71.5% of job advertisements in May 2025 found in Australia's capital cities. Over the last 12 months, job advertisements have decreased in regional areas (down by 12.5%); however, a larger decrease was recorded for capital cities (down by 14.1%).

Each month the IVI report provides a more detailed analysis of a particular labour market segment. This month's spotlight contextualises IVI results against changing labour market conditions.

208,000
Online Job Advertisements
(Seasonally adjusted)

▼ **2.8%** Monthly change

▼ **12.7%** Annual change

Online job advertisements decreased by 2.8% (or 5,900 job advertisements) in May 2025 to stand at 208,000.

Over the year to May 2025, online job advertisements decreased by 12.7% (or 30,300 job advertisements).

[1] Australian Bureau of Statistics (ABS), 'Job Vacancies, Australia', seasonally adjusted data, February 2025.

In the boom's wake: normalising labour demand and the rise of multiple job holding

The post-COVID-19 pandemic period has been marked by rapidly changing labour market conditions. A notable facet has been the persistence of strong demand for labour, as suggested by Internet Vacancy Index results and other indicators, relative to historical observations of cyclical economic conditions.[2] Expert commentators have explored the drivers of demand, jobs growth and labour underutilisation; employing new data sources and international comparisons.[3] The causes were considered difficult to untangle but were identified as: rapidly surging demand following the removal of pandemic-related restrictions, the resulting congestion in job search and hiring processes, greater misalignment between available jobs and jobseekers, and the interruption then resumption of migration.[4] Some highly visible shifts in the labour market conditions emerged from the rapid acceleration of economic activity following the pandemic; including enduring low rates of unemployment, record high participation rates and jobs growth. Yet other shifts have been identified, such as the growing uptake of multiple job holding, that play a role in the changing patterns in demand for labour.[5] While multiple job holding is likely to be facilitating the growing requirements of Australia's care sector, the continuation of this trend raises questions about individuals' motivations and non-economic consequences.

Despite declines over the last 3 years, Internet Vacancy Index results at the national level continue to be elevated relative to historical results.[6] In May 2025, online job advertisements were 20% higher than the monthly average during 2019. That said, current recruitment activity is more aligned with pre-pandemic levels when considered alongside broader changes in labour market conditions. When measured as a proportion of all jobs (or vacancy rates) online job advertisements are now comparable to levels before the onset of the COVID-19 pandemic.[7] Over the five years to February 2025 employment increased 12.8% and online job advertisements fell by 29.2% since their recent peak in May 2022.[8] Together, these changes have pushed the national vacancy rate down. In February 2025, the vacancy rate (1.4%) was approximately equivalent to the average vacancy rate recorded across 2019 (1.3%).

The easing in labour demand and employment growth has not, however, been equal across different labour market segments. The abrupt increase in demand for Managers and Professionals during the post-pandemic period fuelled job advertisement and employment growth.[9] In line with recent declines in job advertisements for these occupation groups, employment numbers have plateaued for Mangers (up by 0.2%) and growth has slowed for Professionals (up by 2.7%) over the last year.[10] Community and Personal Service Workers have experienced especially volatile labour market conditions during this period. This Major Occupation group recorded among the strongest declines in online job advertisements since post-pandemic peak recruitment activity in early 2022 (down by 40.1%), while employment growth has been strongest for this group over the last year (up by 4.4%), sustaining a longer-term growth trend.[11] This combination of easing demand and growing employment culminated in Community and Personal Service Workers recording strongest decrease in vacancy rates since their peak in 2022 (down by 0.8%). Concurrent to this volatility, an increasing proportion of workers are engaging in multiple job holding, particularly Community and Personal Service Workers. Multiple job holding contributes to meeting the requirements of Australia's growing care sector but adds complexity to unpacking the changing conditions across labour market segments.

Data from the Australian Bureau of Statistics shows the number of Australians holding multiple jobs reached 1 million for the first time in late 2024 before easing slightly in Q1 of 2025.[12] The proportion of the labour force engaging in multiple job holding (6.5%) has increased and sustained an elevated level during the post-pandemic period, breaking out of a stable lower level observed for more than 2 decades (between 5%-6% since 1995). On average multiple job holders worked longer hours than single job holders, more than 10% more per week, and a larger proportion of women (7.6%) were multiple job holders than men (5.3%). Almost 1-in-10 Community and Personal Service Workers are multiple job holders, the largest proportion of any Major Occupation group. Multiple job holders whose main job is in Health Care and Social Assistance were most likely to hold another job in this industry.[13] This rise highlighted strong growth in multiple job holders in Health Care and Social Assistance, with an additional 4,000 people in the December 2024 quarter alone in this industry.[14]

The continuing elevated levels of online job advertisements may be considered historically typical demand for labour in context of persistent changes to other labour market conditions. Nevertheless, the resilience of the Australian labour

[2] For example, see: ABS, 'Job Vacancies, Australia', February 2025; Jobs and Skills Australia (JSA), 'Internet Vacancy Index', May 2025.
[3] J Borland, 'Labour Market Snapshot #104: The Beveridge 'bubble'', Department of Economics, University of Melbourne, 8 April 2024.
[4] J Borland, 'Labour Market Snapshot #105: More on the Beveridge bubble', Department of Economics, University of Melbourne, 28 October 2024.
[5] ABS, 'Labour Account, Australia [media release]', December 2024.
[6] JSA, 'Internet Vacancy Index'.
[7] IVI vacancy rates were calculated by dividing online job advertisements counts by total employment plus online job advertisements counts.
[8] ABS, 'Labour Force, Australia', trend data, April 2025; JSA, 'Internet Vacancy Index', trend data, May 2025.
[9] J Borland, 'Labour Market Snapshot #103: How 2023 ended', Department of Economics, University of Melbourne, 13 February 2024.
[10] JSA, 'Labour Force Trending – National Occupation Trend', February 2025.
[11] JSA, 'Labour Force Trending – National Occupation Trend'; JSA, 'Internet Vacancy Index', trend data.
[12] ABS, 'Labour Account, Australia', March 2025.
[13] ABS, 'Multiple Job-Holders', March 2025.
[14] ABS, 'Labour Account, Australia [media release]'.

market has been remarkable in light of external shocks. The uptake of multiple job holding has contributed to meeting the growing demands of Australia's care sector and is notable alongside women's increased labour market participation since the COVID-19 pandemic. Research suggests a broad dichotomy of motivations for multiple job holding; from enrichment (whether supporting professional development or other psychosocial goals) to a means to tackle financial constraints of individuals' main job.[15] While results have been mixed regarding multiple job holding's effect on work quality, empirical support for deteriorating work intensity and physical and emotional strain has been consistent.[16] An important facet of the consequences of multiple job holding has been the costs outside of work, particularly for workers with children, identified in longitudinal analysis.[17] The typically episodic nature of multiple job holding suggests the trend observed in Australia's post-pandemic period may be a transitory response to cost-of-living pressures.[18] However, the changing organisation of work, the growing gig-economy and the projected fragmentation of career biographies are structural enablers of multiple job holding that may increase its uptake.[19] Careful monitoring may be warranted if this trend continues through changing economic conditions.

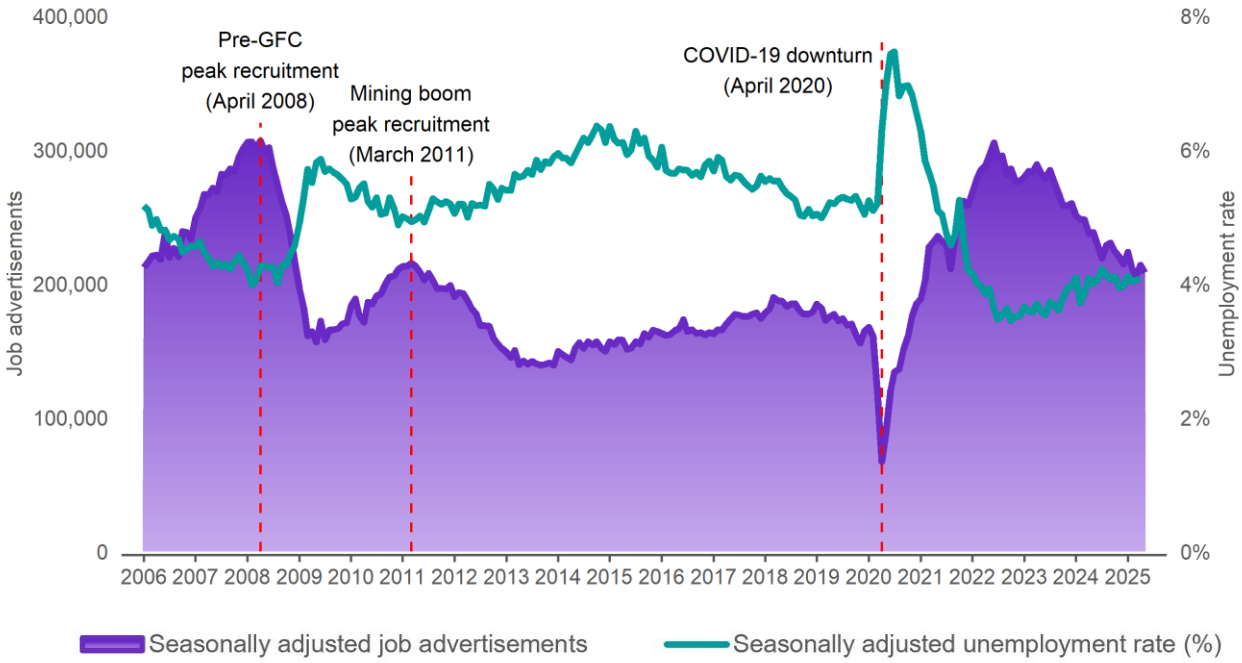
[15] W Conen and P de Beer, 'When two (or more) do not equal one: an analysis of the changing nature of multiple and single jobholding in Europe', *Transfer*, 27(2), 165-180, 2021, doi: 10.1177/10242589211002630
[16] Conen and de Beer, 'When two (or more) do not equal one: an analysis of the changing nature of multiple and single jobholding in Europe'.
[17] W Conen and J Stein, 'A panel study of the consequences of multiple jobholding: enrichment and depletion effects', *Transfer*, 27(2), 219-236, 2021, doi: 10.1177/1024258920985417
[18] Conen and J Stein, 'A panel study of the consequences of multiple jobholding: enrichment and depletion effects'.
[19] World Economic Forum, 'Having many careers will be the norm, experts say', 2 May 2023.

Internet Vacancy Index Summary Sheet - May 2025

	Number of job ads (no.)	Monthly change (no.)	Monthly change (%)	Annual change (no.)	Annual change (%)
Australia	**208,000**	**-5,900**	▼ **-2.8%**	**-30,300**	▼ **-12.7%**
New South Wales	61,200	-1,400	▼ -2.2%	-7,600	▼ -11.1%
Victoria	45,700	-810	▼ -1.7%	-10,600	▼ -18.8%
Queensland	50,700	-1,800	▼ -3.4%	-4,400	▼ -8.0%
South Australia	13,900	-420	▼ -2.9%	-480	▼ -3.3%
Western Australia	25,900	-1,100	▼ -4.1%	-3,800	▼ -12.9%
Tasmania	3,200	-260	▼ -7.7%	-1,200	▼ -27.7%
Northern Territory	2,900	-240	▼ -7.7%	-370	▼ -11.4%
Australian Capital Territory	4,900	-250	▼ -4.9%	-1,600	▼ -24.7%
Managers	24,700	-1,300	▼ -5.1%	-3,600	▼ -12.6%
Professionals	59,900	-1,700	▼ -2.7%	-9,000	▼ -13.1%
Technicians and Trades Workers	29,700	-1,100	▼ -3.6%	-3,200	▼ -9.7%
Community and Personal Service Workers	20,400	-60	▼ -0.3%	-5,900	▼ -22.3%
Clerical and Administrative Workers	31,500	-1,500	▼ -4.5%	-5,000	▼ -13.8%
Sales Workers	16,400	-380	▼ -2.3%	-2,500	▼ -13.3%
Machinery Operators and Drivers	12,000	-210	▼ -1.7%	-460	▼ -3.7%
Labourers	13,400	-170	▼ -1.2%	-880	▼ -6.2%
Skill Level 1 - Bachelor degree or higher	76,700	-2,700	▼ -3.4%	-11,400	▼ -12.9%
Skill Level 2 - Advanced Diploma or Diploma	23,800	-780	▼ -3.2%	-3,200	▼ -11.8%
Skill Level 3 - Certificate IV or III* (Skilled VET)	32,800	-1,200	▼ -3.6%	-4,400	▼ -11.9%
Skill Level 4 - Certificate II or III	51,800	-1,400	▼ -2.6%	-9,100	▼ -14.9%
Skill Level 5 - Certificate I or secondary education	22,900	-150	▼ -0.7%	-2,400	▼ -9.5%

*Includes at least two years of on-the-job training.
Source: Jobs and Skills Australia, Internet Vacancy Index, seasonally adjusted data, May 2025.

Figure 1: Job advertisements and unemployment rate, January 2006 to May 2025



Source: Australian Bureau of Statistics, Labour Force, Australia, April 2025, seasonally adjusted data; Jobs and Skills Australia, Internet Vacancy Index, May 2025, seasonally adjusted data.

The next IVI release is scheduled for 16 July 2025. The IVI is published on the JSA website at jobsandskills.gov.au/data/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 57% in 2024. More detail on the IVI is available at jobsandskills.gov.au/data/internet-vacancy-index.