



Australian Government



Jobs and Skills Australia

Vacancy Report

June 2025

Released 16 July 2025

Job ads up 1.9% nationally in June

This month's results show the continuing resilience of the labour market at the national level with another countertrend increase in online job advertisements recorded in June. Online job advertisements numbers remain at elevated levels, with around 25% more advertisements in the labour market presently than compared with the monthly average for 2019.

- Online job advertisements at the national level increased in June 2025 (up by 1.9% or 3,900 job advertisements) to stand at 213,100.
 - Over the year to June 2025, online job advertisements decreased by 6.7% (or 15,400). Vacancy 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 2.8% decrease in vacancies over the year to May 2025.¹
- Recruitment activity increased across 7 states and territories over the month. The strongest increases were recorded in Tasmania (up by 4.2% or 130 job advertisements) followed by New South Wales (up by 3.2% or 2,000). The only decrease was recorded in the Australian Capital Territory (down by 3.4% or 170).
- Over the month, advertisements increased across all Skill Level groups. The strongest increases were recorded for Skill Level 1 (commensurate with Bachelor degree or higher) occupations (up by 2.6% or 2,000 job advertisements) followed by Skill Level 3 (commensurate with Certificate IV or III) occupations (up by 2.4% or 800).
- Advertisements increased across all Major Occupation groups over the month. The strongest increase was for Technicians and Trades Workers (up by 3.2% or 950 job advertisements) followed by Professionals (up by 2.7% or 1,600) and Managers (up by 2.4% or 590).
- Recruitment activity was concentrated in metropolitan Australia, with 71.3% of job advertisements in June 2025 found in Australia's capital cities. Over the last 12 months, job advertisements have decreased in regional areas (down by 9.5%); however, a larger decrease was recorded for capital cities (down by 13.1%).

Each month the Vacancy Report provides a more detailed analysis of a particular labour market segment. This month's report spotlights vacancy rates in regional Australia.

213,100

Online
Job Advertisements
(Seasonally adjusted)



1.9%

Monthly
change



6.7%

Annual
change

Online job advertisements increased by 1.9% (or 3,900 job advertisements) in June 2025 to stand at 213,100.

Over the year to June 2025, online job advertisements decreased by 6.7% (or 15,400 job advertisements).

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

Vacant Australia: the uneven geography of internet vacancies

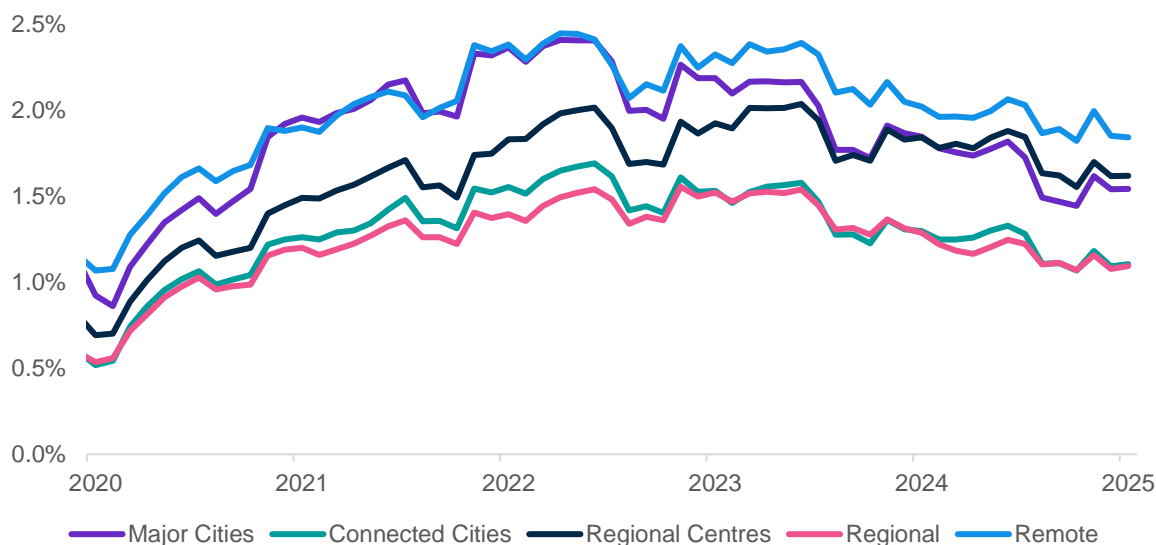
Labour markets across regional Australia are diverse. The differences in population dispersion, natural resources and service infrastructure mean each region faces a unique set of challenges and opportunities.² This diversity is reflected in demand for labour, with the number and types of roles varying markedly across regions. Employers also face different barriers to filling vacancies depending on regions and levels of remoteness, and they deploy varied strategies to overcome these challenges.³ Adding to this complexity, new ways of working and recent trends in population movement have reshaped regional economies.⁴ Internet Vacancy Index results capture aspects of this diversity and complexity. Comparing results across regions, grouped by remoteness categories, highlights the different patterns of labour demand across Australia's regions and how these are changing in context of a resilient labour market.

Organising Internet Vacancy Index results by remoteness reveals the disparities and recent trends in labour markets across Australia. For this analysis, bespoke remoteness categories were used that align more directly with standard labour market regions. Drawing from recent analyses of the [Regional Labour Market Indicator](#), the 5 remoteness categories capture a more nuanced understanding of regional labour markets than those used previously to analyse Internet Vacancy Index results. This system groups Australia's major cities (Sydney, Melbourne, Brisbane, Adelaide, Perth and the Australian Capital Territory), and differentiates between other regional centres. 'Connected cities' are non-capital cities, such as Geelong, Sunshine Coast and Newcastle, that are closely connected to one of Australia's largest capital cities. 'Regional centres' (Cairns, Townsville, Hobart and Darwin) are other significant centres that are separated or isolated from major metropolitan cities. 'Regional' areas are towns and smaller communities that are separated from major cities or connected/regional centres and 'remote' regions are sparsely populated regions that are isolated or well away from population centres.⁵

Internet Vacancy Index vacancy rates, which express online job advertisements as a proportion of the total number of jobs (number of employed people and online job advertisements), enable meaningful comparisons and point to tight labour markets. As shown in Figure 1, labour demand surged following the removal of COVID-19 related restrictions, particularly in connected cities where average vacancy rates rose by up to 236% by late-2022.⁶

Since the peak in late 2022, average vacancy rates have declined across all remoteness categories (Figure 1). The strongest declines occurred in major cities and connected cities - down 36.4% and 34.7% respectively. Regional centres recorded the softest decline in average vacancy rates over this period (down by 20.1%). Remote regions have maintained the highest average vacancy rates in recent years. Connected cities and regional areas have recorded the lowest average vacancy rates. These differences stem from distinct dynamics across remoteness categories.

Figure 1: Average vacancy rate of regions across remoteness categories, May 2020 to May 2025.



Source: Australian Bureau of Statistics, Labour Force, Detailed, Australia, modelled estimates, May 2025; Jobs and Skills Australia, Internet Vacancy Index, 3-month average data, June 2025. (Calculations by Jobs and Skills Australia)

² Jobs and Skills Australia, 'Jobs and Skills Roadmap for Regional Australia – Phase 1', June 2025.

³ JSA, 'From the big smoke to the back of Bourke: Recruitment experiences across Australia's regions' [PDF 490KB], October 2024.

⁴ L Risse, 'Working from home is producing economic benefits return-to-office rules would quash', *The Conversation*, 22 February 2024; Regional Australia Institute, 'Regional Movers Index – March 2025 quarter report' [PDF 15,460KB], May 2025.

⁵ While imperfect and in some ways less refined than other remoteness categorisations (for example see the [Accessibility/Remoteness Index of Australia Plus \(ARIA+\)](#)) this system was used because of its foundational connection to differing labour markets across regional Australia.

⁶ ABS, 'Labour Force, Detailed, Australia', modelled estimates, May 2025; JSA, 'Internet Vacancy Index', 3-month average data, June 2025; Average vacancy rates were determined by calculating the vacancy rate for each region and then averaging these within remoteness categories.

The variation in employment and online job advertisement growth across remoteness categories highlights different challenges and trends since the COVID-19 pandemic.⁷ By examining each remoteness category - excluding major cities - the interplay between employment growth and labour demand helps contextualise vacancy rates. From recruitment challenges in remote areas, to rapid growth in connected cities, more modest changes in regional areas, and unmet demand in regional centres, the underlying drivers become clear.

Despite recording the softest growth in online job advertisements over the 5 years to May 2025, persistently high vacancy rates in remote regions reflect the comparatively weak employment growth (Table 1). Recent analysis of [Recruitment Experience and Outlook Survey](#) data reveal these vacancy rates are likely to be substantial underestimates of labour demand in remote regions, with as few as 45% of employers in such regions making use of online job boards to fill vacancies.⁸ Employers' responses to this survey indicated employment growth in these regions is constrained by a smaller pool of candidates, strong competition for workers, aggregate skills mismatch, seasonality of demand and a more transient workforce. These factors contribute to a higher recruitment rate, workforce churn, recruitment difficulty and longer vacancy durations.

Table 1: Percentage change over the five years to May 2025 in online job advertisement and employment across remoteness categories.

Remoteness category	Internet Vacancy Index	Employment
Major Cities	114.5%	22.6%
Connected Cities	179.4%	26.5%
Regional Centres	179.0%	19.0%
Regional	136.3%	16.0%
Remote	76.8%	12.3%

Source: Australian Bureau of Statistics, Labour Force, Detailed, Australia, modelled estimates, May 2025; Jobs and Skills Australia, Internet Vacancy Index, 3-month average data, June 2025. (Calculations by Jobs and Skills Australia)

The similarly low vacancy rates in connected cities and regional areas arise from different dynamics. Connected cities have seen some of the strongest growth in online job advertisements and the strongest employment growth over the last 5 years (Table 1).⁹ With new ways of working untethering occupations from the need to live near capital cities, connected cities have become increasingly attractive due to their liveability and affordability. These areas have experienced booming population.¹⁰ The resilience of labour markets in connected cities was noted in a recent [Regional Labour Market Indicator Report](#). Recent data from the [Regional Australia Institute](#) highlights the draw of these regions with Geelong and Sunshine Coast attracting the largest share of capital city leavers.¹¹ In this context, low vacancy rates reflect strong employment growth in connected cities.

In contrast, low vacancy rates in regional areas result from moderate growth in online job advertisements (up by 136% over the five years to May 2025) and employment growth.¹² Employers in these areas confront similar, though less severe, challenges as those in remote areas.¹³ The impact of stronger online job advertisements growth is evident in regional centres, where numbers rose by 179% over the five years to May 2025, but employment growth has been comparable with regional areas – resulting in the second highest average vacancy rate in May 2025.

Employers and workers continue to adapt to the diverse challenges and opportunities across Australia's regional labour markets. Nevertheless, overcoming structural challenges to labour market efficiency will require a long-term, collaborative effort. Phase 1 of the [Jobs and Skills Roadmap for Regional Australia](#) provides an overarching national framework to help shape the future of regional jobs and skills. This enduring and shared framework seeks to empower stakeholders by offering a starting point for local conversations, planning and action for collaborative work to improve equity, effectiveness and efficiency of the jobs and skills system across regional Australia. The framework is underpinned by 5 vision principles, evaluative measures to monitor progress and is supported by a key list of policy design principles and emerging areas of potential action to drive change.

⁷ ABS, 'Labour Force, Detailed, Australia'; JSA, 'Internet Vacancy Index'.

⁸ JSA, 'From the big smoke to the back of Bourke: Recruitment experiences across Australia's regions' [PDF 490KB], October 2024.

⁹ ABS, 'Labour Force, Detailed, Australia'; JSA, 'Internet Vacancy Index'.

¹⁰ JSA, 'Regional Labour Market Indicator Results – December 2024' [PDF 508KB], December 2024.

¹¹ Regional Australia Institute, 'Regional Movers Index – March 2025 quarter report' [PDF 15,460KB], May 2025.

¹² ABS, 'Labour Force, Detailed, Australia'; JSA, 'Internet Vacancy Index'.

¹³ JSA, 'From the big smoke to the back of Bourke: Recruitment experiences across Australia's regions' [PDF 490KB], October 2024.

Internet Vacancy Index Summary Sheet - June 2025

	Number of job ads (no.)	Monthly change (no.)	Monthly change (%)	Annual change (no.)	Annual change (%)
Australia	213,100	3,900	▲ 1.9%	-15,400	▼ -6.7%
New South Wales	63,600	2,000	▲ 3.2%	-2,700	▼ -4.1%
Victoria	46,300	450	▲ 1.0%	-6,900	▼ -13.0%
Queensland	51,900	980	▲ 1.9%	-2,100	▼ -3.8%
South Australia	14,000	70	▲ 0.5%	300	▲ 2.2%
Western Australia	26,400	340	▲ 1.3%	-1,700	▼ -5.9%
Tasmania	3,300	130	▲ 4.2%	-480	▼ -12.6%
Northern Territory	3,000	70	▲ 2.6%	-40	▼ -1.3%
Australian Capital Territory	4,700	-170	▼ -3.4%	-1,600	▼ -24.8%

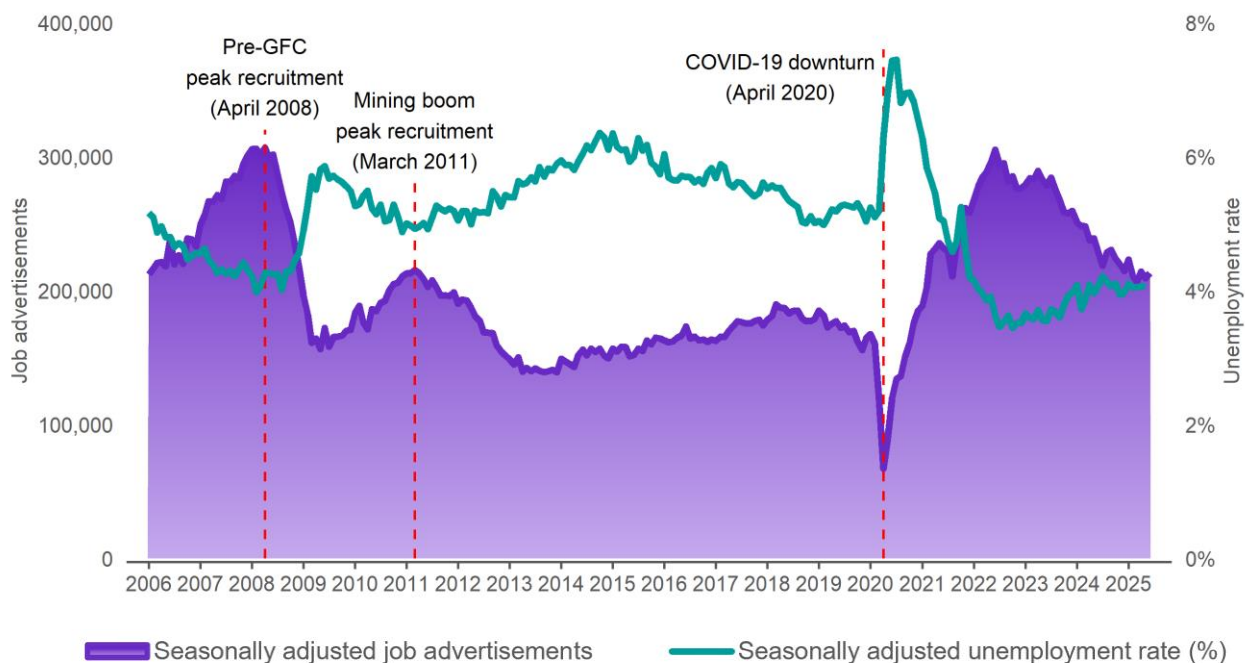
Managers	25,400	590	▲ 2.4%	-1,600	▼ -6.0%
Professionals	62,000	1,600	▲ 2.7%	-3,900	▼ -5.9%
Technicians and Trades Workers	30,900	950	▲ 3.2%	-810	▼ -2.6%
Community and Personal Service Workers	20,600	140	▲ 0.7%	-4,100	▼ -16.5%
Clerical and Administrative Workers	32,100	450	▲ 1.4%	-2,700	▼ -7.7%
Sales Workers	16,700	230	▲ 1.4%	-1,500	▼ -8.0%
Machinery Operators and Drivers	12,100	90	▲ 0.7%	-280	▼ -2.2%
Labourers	13,700	190	▲ 1.4%	-290	▼ -2.1%

Skill Level 1 - Bachelor degree or higher	79,200	2,000	▲ 2.6%	-5,000	▼ -5.9%
Skill Level 2 - Advanced Diploma or Diploma	24,400	550	▲ 2.3%	-1,100	▼ -4.3%
Skill Level 3 - Certificate IV or III* (Skilled VET)	33,800	800	▲ 2.4%	-2,100	▼ -5.8%
Skill Level 4 - Certificate II or III	52,600	540	▲ 1.0%	-5,800	▼ -9.9%
Skill Level 5 - Certificate I or secondary education	23,300	290	▲ 1.3%	-1,200	▼ -5.1%

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

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

Figure 2: Job advertisements and unemployment rate, January 2006 to June 2025



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



The next IVI release is scheduled for 13 August 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.



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