



# Entry level jobs across city, coastal, inland and remote regions

Using data from Jobs and Skills Australia's Recruitment Experiences and Outlook Survey (REOS) dataset, this report provides a regional analysis of employer recruitment practices for job seekers without relevant experience. The insights from this analysis may help targeted employer initiatives and support a better understanding of labour market conditions for early career and disadvantaged job seekers.

## Key findings

- The entry level rate<sup>1</sup> varies significantly by occupation and region.
- Capital city employers are the least likely to open vacancies to entry level job seekers. However, due to the large volume of jobs, the capitals are still likely to account for most entry level opportunities.
- The likelihood of employers considering candidates without experience decreases as education and training requirements for a role increase. Unsurprisingly, the highest entry level rates are for Sales Worker and Labourer positions, with Community and Personal Service Workers also showing a relatively high rate, albeit to a lower extent.
- The lowest entry level rates were recorded for Professionals, except in Coastal country and Remote areas where Technicians and Trades Workers rank lowest.
- A large proportion of entry level vacancies are ultimately filled by experienced job seekers. Around one in three employers hire experienced jobseekers for their entry level vacancy.
- Regions with the overall highest rate of entry level placement<sup>2</sup> were Remote areas (44%), followed by Inland cities (41%). In contrast, Capital cities and Coastal cities had the lowest rates at 29% and 35% respectively.

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<sup>1</sup> Entry level rate: The proportion of recruiting employers who had entry level vacancies in their most recent recruitment round (excluding 'unsure' responses).

<sup>2</sup> Rate of entry level placement: Proportion of recruiting employers who hired at least one entry level candidate in their most recent recruitment round. The rate is calculated as a proportion of all recruiting employers regardless of whether the vacancy was initially open to entry level job seekers or not (excluding 'unsure' responses). It only includes employers who filled at least one vacancy.

- Based on job competition and the rate of entry level placement, occupations in each region fall into four groups:
  - *Lower competition and higher rate of entry level placement:* Almost all were in country areas, and were Labourer, Sales Worker, and Community and Personal Service worker positions.
  - *Higher competition and higher rate of entry level placement:* Common for Labourer and Sales worker positions in the Capital, Coastal and Inland cities.
  - *Higher competition and lower rate of entry level placement:* Typically for Clerical and Administrative Workers in all regions, most occupations in the Capital cities, as well as Machinery Operators and Drivers in cities.
  - *Lower competition and lower rate of entry level placement:* Commonly seen in Professional, and Technicians and Trades Workers roles *outside* the Capital cities and Machinery Operator and Driver roles in country areas.

## Background on the geography used

This report uses the Bureau of Communications, Arts and Regional Research (BCARR) migration geography, which classifies Australia into six regions – Capital cities, Coastal cities, Coastal Country areas, Inland cities, Inland Country areas and Remote areas. The BCARR framework offers an alternative lens for analysing labour market differences across the country.

Population growth, a key factor influencing labour market dynamics, varies widely between these regions, with Capital cities, Coastal cities, and Coastal Country areas experiencing faster growth than inland and remote areas over the last five years<sup>3</sup>.

**Figure 1: Map of the BCARR regions**



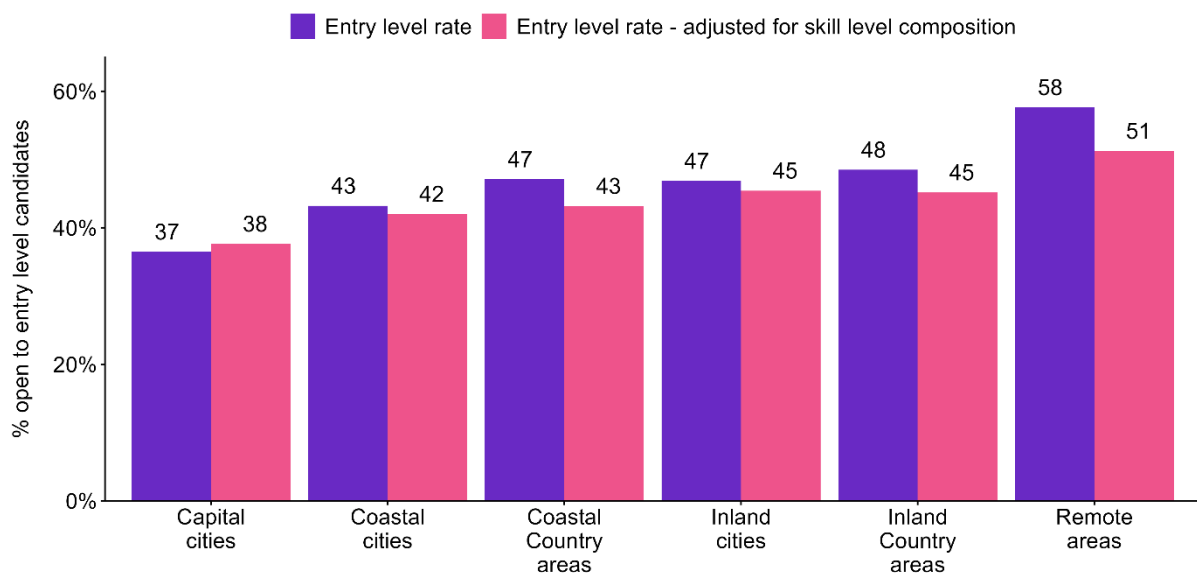
<sup>3</sup> ABS Regional Population Growth, 2021 to 2024

## How likely are employers to consider entry level candidates across regions?

Definitions of indicators are provided in the [Definitions and methodology](#) section.

Employers in Capital cities were the least likely to have vacancies open to entry level job seekers, with around 37% of vacancies classified as entry level. Meanwhile, employers in remote areas were the most likely to consider entry level candidates with an entry level rate of 58%. These figures highlight significant regional differences in entry level opportunities, reflecting the distinct profiles of each region (see Appendix A).

**Figure 2: Entry level rate, combined data from August 2020 to December 2024.**



Source: JSA, Recruitment Experiences and Outlook Survey

In Coastal cities, 43% of employers had entry level vacancies, placing the region midway between the Capital cities and Inland cities in terms of opportunities for job seekers without experience. Country Coastal areas and Inland cities had entry level rates at 47%, while Inland Country areas were slightly higher at 48%.

The composition of vacancies in each region influences entry level rates. For example, Capital cities tend to have a higher share of jobs that require a university degree or higher. When adjusting for this factor, the differences in the entry level rates between regions<sup>4</sup> narrow, as shown in Figure 1.

Analysis of the REOS dataset reveals a moderately strong positive association between recruitment difficulty and the entry level rate in the Capital cities. That is, an increasing recruitment difficulty rate is associated with a higher proportion of employers having vacancies open to applicants without experience. This may possibly reflect the large and diverse labour markets found in capital cities and when experienced candidates become scarcer, employers expand their search to include early career job seekers.

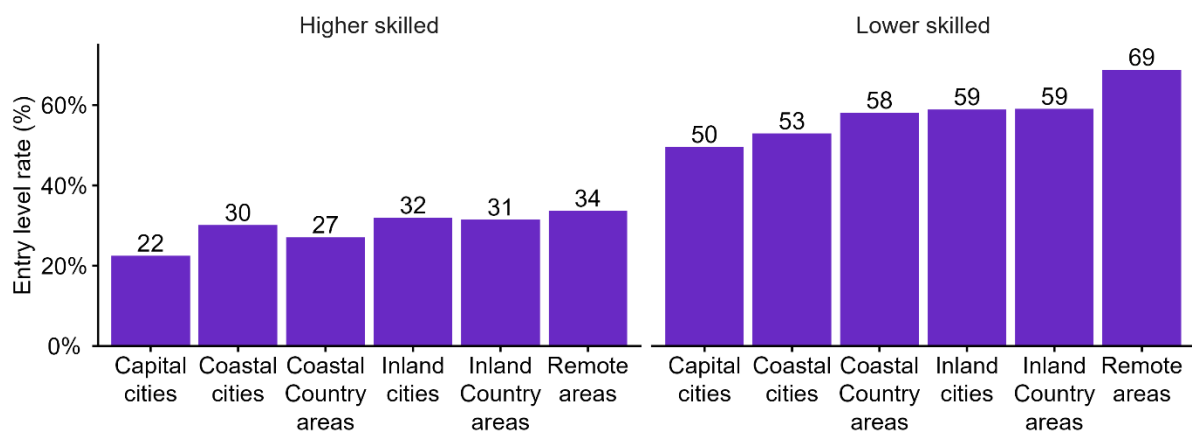
<sup>4</sup> The adjustment is made by calculating the entry level rate if all regions had 13% of employers hiring for Skill level (SL) 1 positions, 6% hiring for SL2, 27% for SL3, 32% for SL4 and 22% for SL5. This is the average distribution across the REOS sample.

Outside capital cities, this relationship is not evident. Anecdotal evidence from surveyed employers indicates that employers operating in smaller labour markets and more remote regions often encounter greater recruitment challenges, largely due to persistent mismatches between the skills required and those available locally. As a result, many of these employers are likely to already consider entry level candidates, given that elevated recruitment difficulties are a feature of the local job market.

### Differences by skill level across the BCARR regions

As training requirements for a role increase, reflected in the skill level of surveyed vacancies, employers become less likely to consider early career candidates or those without relevant workplace experience (Figure 3). This trend highlights the importance placed on qualifications and experience for higher skilled positions, while entry level opportunities remain more common in roles requiring lower levels of formal training and/or relevant work experience.

**Figure 3: Entry level rate, by skill level, August 2020 to December 2024**



Source: JSA, Recruitment Experiences and Outlook Survey

Figure 4 (below) shows the percentage of surveyed employers with positions open to entry level workers across different occupations and regions.

### Differences by occupation and BCARR regions<sup>5</sup>

#### Which occupations are most likely to offer entry level opportunities

Across all regions, the highest entry level rates were recorded for Labourer and Sales Worker vacancies, with Sales Workers in Remote areas (86%) showing the overall highest rate. Entry level rates were also relatively high for Community and Personal Service Workers, particularly in Remote areas (58%), Coastal Country (54%) and Inland cities (53%).

<sup>5</sup> Analyses were limited to the ANSCO1 level (Major occupation groups) due to sample size. This was necessary to provide reasonable comparisons across the BCARR regions.



Community and Personal Service workers. This is likely driven, at least in part, by an oversupply of candidates for Clerical and Administrative Worker roles, with around 45% of employers receiving 20 or more applicants per vacancy – compared with the average of about 20% for other occupations. Competition for Clerical and Administrative roles is elevated in the cities, where almost half of the employers had 20 or more applicants, compared with nearly 15% outside the city areas. At the entry level, this occupation group is consistently amongst the most competitive in terms of the number of applicants per vacancy.<sup>7</sup>

## Do entry level candidates get entry level jobs?

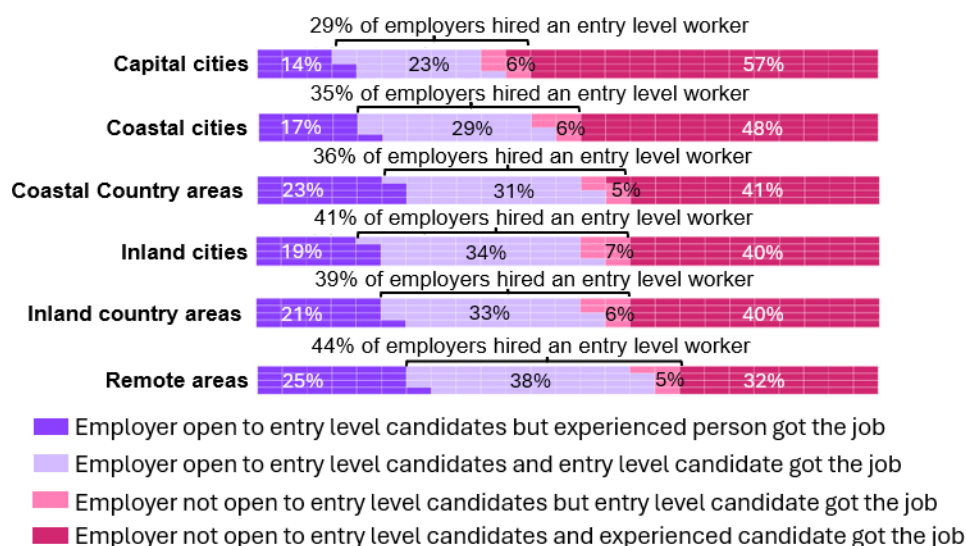
In January 2023, the REOS questionnaire was updated to include a new question on whether the person/s hired had workplace experience or not. This addition enables analysis from two perspectives.<sup>8</sup>

- **Employers open to hiring entry level workers:** Did they actually hire someone without experience? This helps identify challenges entry level candidates might face when entering the workforce.
- **Employers not open to hiring entry level workers:** Who compromised and hired a candidate without experience?

This data shows that a large proportion of entry level positions are ultimately filled by experienced candidates. Considering only vacancies that are open to entry level job seekers, around one in three employers hire experienced jobseekers. Previous work indicates that this is an enduring attitude favouring relevant experience in addition to training and qualifications at all occupation skill levels in the workplace.<sup>9</sup>

Figure 5 (below) looks at this from a different perspective and breaks down recruitment outcomes for vacancies that were both open and closed to entry level candidates.

**Figure 5: Employers with filled vacancies, by whether they considered entry level candidates and whether an entry level person got the position, by region, Jan 2023 to Dec 2024**



<sup>7</sup> An example of an occupation in this group can be seen in [Labour market for receptionists, Department of Employment, 2016](#).

<sup>8</sup> Due to the shorter timeframe (January 2023 to December 2024), a smaller sample of employers are available for analysis, limiting the available break down by occupation and region. The dataset also excludes any positions that were not filled and any positions where the employer was not sure of whether the successful candidate/s had experience.

<sup>9</sup> [Entry Level Jobs: Opportunities and Barriers, Department of Education, Skills and Employment, 2015](#).

Source: JSA, Recruitment Experiences and Outlook Survey.

The gap in the entry level rate narrows when looking at the rate of entry level placement, which is defined as the proportion of employers who hired at least one entry level candidate.<sup>10</sup> Employers in Capital cities were the least likely to hire an entry level candidate in their most recent recruitment round, with only 29% doing so.

The next lowest rates were in Coastal cities (35%) and Coastal Country areas (36%). Remote areas had the highest rate at 44%, followed by Inland cities (41%) and Inland Country areas (39%) (see Figure 5).

## Quadrant analysis for occupational and regional groupings

This section looks at the rate of entry level placement and applicant numbers per vacancy to group occupations and regions. Results for Managers and Remote areas are excluded due to the small number of employers surveyed. Occupations in each region are grouped into four types based on:

- Availability of entry level opportunities (using the rate of entry level placement as a proxy)
- Competition for vacancies between job seekers (using the % of employers who received more than five applicants as a proxy).

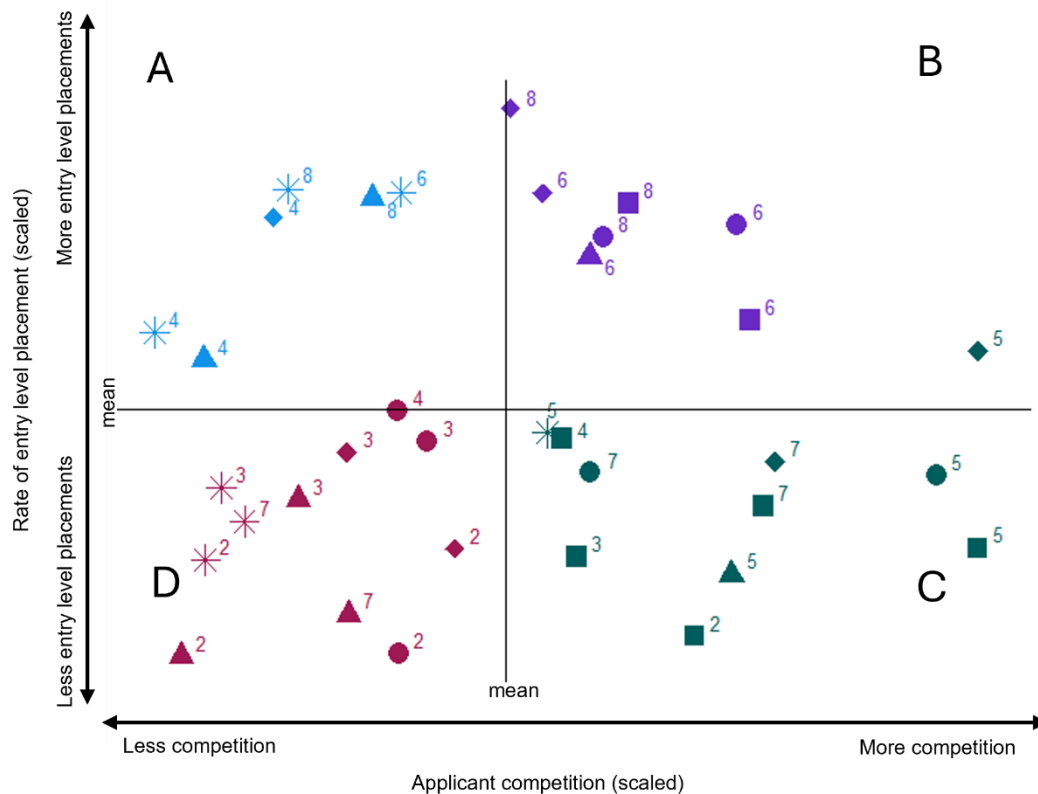
Occupations in each region have been grouped into four clusters:

- *Group A: Lower competition, higher rate of entry level placement:* Mostly found in Coastal or Inland Country areas. Includes Labourers, and Community and Personal Service Workers, as well as Sales Workers in Inland Country areas.
- *Group B: Higher competition, higher rate of entry level placement:* Comprises Sales Workers in all regions (except in Inland Country areas), as well as Labourer occupations in Capital, Coastal and Inland cities.
- *Group C: Higher competition and lower rate of entry level placement:* Includes Clerical and Administrative Workers across all regions. Five of the seven Capital city occupation groups fall within this cluster, as well as Machinery Operators and Drivers in the Capital, Inland and Coastal cities.
- *Group D: Lower competition, lower rate of entry level placement:* Predominantly Professionals in Coastal and Inland Cities and in both country areas. All Technicians and Trades Workers occupations fell in this group, except for those in Capital cities. This group also covers Machinery Operators and Drivers in country areas and Community and Personal Service workers in Coastal cities.

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<sup>10</sup> Only includes employers who filled at least one vacancy.

**Figure 6: Grouping of ANZSCO occupations, by region**



**FIGURE LEGEND**

**Groups**

- Group A: Lower competition amongst applicants, tends towards higher entry level placement
- Group B: Higher competition amongst applicants, tends towards higher entry level placement
- Group C: Higher competition amongst applicants, tends towards lower entry level placement
- Group D: Lower competition amongst applicants, tends towards lower entry level placement

**Regions**

- Capital cities
- Coastal cities
- ▲ Coastal Country areas
- ◆ Inland cities
- ✱ Inland Country areas

*Note: Remote areas are excluded due to small sample*

**Major Occupation Groups**

- |   |   |
|---|---|
| 1 = Managers (excluded due to small sample) | 5 = Clerical and Administrative Workers |
| 2 = Professionals                           | 6 = Sales Workers                       |
| 3 = Technicians and Trades Workers          | 7 = Machinery Operators and Drivers     |
| 4 = Community and Personal Service Workers  | 8 = Labourers                           |

Source: JSA, Recruitment Experiences and Outlook Survey

The results suggest that occupations tend to cluster together, sharing similar broad characteristics in terms of applicant competition and the rate of entry level placement across regions. However, regional differences are evident.

Several broad trends can be observed:

- Country areas are more likely to sit in the low competition quadrants (A and D), while the cities are most likely to be placed in the high applicant competition quadrants (B and C).
- The higher entry level placement rate quadrants (A and B) are dominated by Sales Worker, Labourer and, to a lesser extent, Community and Personal Service Workers occupations, with regional variations in applicant competition.

- The higher competition, lower entry level placement rate quadrant (C) is dominated by Capital city employers and Clerical and Administrative worker occupations.
- Professional occupations cluster in the low entry level placement and low competition (D) quadrant, with the only exception being Capital city-based employers. This also includes several Technicians and Trades Workers occupations.

## Summary table with additional supporting indicators

Table 1 (overleaf) presents the two key indicators used in the occupational and regional grouping analysis (the rate of entry level placement and the share of employers who received more than five vacancies), the associated group, as well as the following additional variables (which were not used for grouping):

- The proportion of employers who did not advertise their vacancies.
- A proxy estimate for the annual range of new entry level job openings.<sup>11</sup>

### Vacancies that are not formally advertised

Formally advertising vacancies<sup>12</sup> is the norm for most employers, regardless of whether the positions are open to entry level applicants or not. Just under a fifth of all recruiting employers do not formally advertise their vacancies, instead relying on word of mouth, direct approaches from candidates, or poaching employees from other businesses. Nationally, only 13% of employers recruiting to fill Professional roles will not use formal recruitment methods. In contrast, Labourers (25%) and Sales Worker (22%) roles are more likely occupation groups to feature recruitment opportunities where employers do not formally advertise.

Employers in Coastal Country areas are the most likely to not formally advertise their vacancies (30%), with lower proportions reported in cities. Even when positions are not formally advertised, most employers still require experience from their successful applicants. Less than 1 in 10 employers did not formally advertise and hired an entry level applicant. These employers are more likely to be encountered in country and remote areas. Regional variation across occupations (in terms of the share of employers not advertising) is the greatest for Labourers, Sales Workers, and Machinery Operators and Driver positions, while differences for other occupations are minimal.

### Differences between regions in the volume of entry level positions available

The proxy estimates for annual new entry level job openings indicate that while the Capital cities have lower entry level rates, the large size of the labour market in these regions means that they still account for the largest volume of entry level jobs. This is particularly the case for Professional, Sales Worker and Labourer roles.

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<sup>11</sup> Due to the underpinning methodology and assumptions, this proxy estimate should not be interpreted as actual entry level opportunities and should be used for comparison between regions only. Source: JSA, Total New Vacancies, August 2025; ABS Census of Population and Housing, 2021.

<sup>12</sup> Formally advertised vacancies: for example, using a recruitment agency, advertising through social media or on online jobs boards, etcetera. Non-formal methods examples include word of mouth, poaching, or being approached by the jobseeker.

**Table 1: Entry level hiring rate, applicant competition, grouping and proxy annual volume of new entry level opportunities**

Region	Occupation group	Rate of entry -level placement <i>% of employers who hired at least one entry level job seeker in their most recent recruitment round</i>	Applicant competition <i>% of employers who had more than 5 applicants</i>	Group	Employers who do not formally advertise <i>% of employers who did not formally advertise their vacancy</i>	Proxy annual volume <i>of new entry level job opportunities</i>
Capital cities	Managers	9%	60%	n.p.	17%	15,000 - 39,999
Capital cities	Professionals	15%	55%	C	13%	130,000 and over
Capital cities	Technicians and Trades Workers	21%	46%	C	16%	80,000 - 129,999
Capital cities	Community & Personal Service Workers	31%	45%	C	17%	80,000 - 129,999
Capital cities	Clerical & Administrative Workers	22%	74%	C	17%	80,000 - 129,999
Capital cities	Sales Workers	42%	58%	B	19%	130,000 and over
Capital cities	Machinery Operators & Drivers	26%	59%	C	18%	15,000 - 39,999
Capital cities	Labourers	52%	50%	B	24%	80,000 - 129,999
Coastal cities	Managers	9%*	67%*	n.p.	20%*	5,000 - 14,999
Coastal cities	Professionals	13%	34%	D	15%	15,000 - 39,999
Coastal cities	Technicians & Trades Workers	31%	36%	D	19%	15,000 - 39,999
Coastal cities	Community & Personal Service Workers	34%	34%	D	19%	15,000 - 39,999
Coastal cities	Clerical & Administrative Workers	28%	71%	C	19%	15,000 - 39,999
Coastal cities	Sales Workers	50%	58%	B	22%	40,000 - 79,999
Coastal cities	Machinery Operators & Drivers	29%	47%	C	20%	5,000 - 14,999
Coastal cities	Labourers	49%	48%	B	24%	15,000 - 39,999
Coastal Country	Managers	n.p.	31%	n.p.	n.p.	5,000 - 14,999
Coastal Country	Professionals	n.p.	19%*	D	17%*	0 - 5,000
Coastal Country	Technicians & Trades Workers	26%*	27%	D	27%	5,000 - 14,999
Coastal Country	Community & Personal Service Workers	38%*	21%	A	28%	5,000 - 14,999
Coastal Country	Clerical & Administrative Workers	20%*	57%*	C	23%	5,000 - 14,999
Coastal Country	Sales Workers	47%*	47%*	B	39%	5,000 - 14,999
Coastal Country	Machinery Operators & Drivers	16%*	31%*	D	37%	0 - 5,000
Coastal Country	Labourers	52%*	32%	A	36%	5,000 - 14,999
Inland cities	Managers	n.p.	46%	n.p.	20%*	0 - 5,000
Inland cities	Professionals	22%*	38%*	D	13%	5,000 - 14,999
Inland cities	Technicians & Trades Workers	30%	31%	D	23%	5,000 - 14,999
Inland cities	Community & Personal Service Workers	50%*	25%	A	21%	5,000 - 14,999
Inland cities	Clerical & Administrative Workers	39%*	74%	C	16%	5,000 - 14,999
Inland cities	Sales Workers	52%	44%	B	23%	5,000 - 14,999
Inland cities	Machinery Operators & Drivers	29%*	60%	C	15%	0 - 5,000
Inland cities	Labourers	60%	42%	B	25%	5,000 - 14,999
Inland Country	Managers	n.p.	40%	n.p.	11%*	5,000 - 14,999
Inland Country	Professionals	21%*	21%*	D	12%	5,000 - 14,999
Inland Country	Technicians and Trades Workers	27%*	22%*	D	23%	5,000 - 14,999
Inland Country	Community & Personal Service Workers	40%*	17%	A	21%	5,000 - 14,999
Inland Country	Clerical & Administrative Workers	32%*	44%*	C	23%	5,000 - 14,999
Inland Country	Sales Workers	52%	34%	A	33%	5,000 - 14,999
Inland Country	Machinery Operators & Drivers	24%*	23%*	D	28%	0 - 5,000
Inland Country	Labourers	53%	26%	A	30%	15,000 - 39,999
Remote areas	Community & Personal Service Workers	53%*	23%*	n.p.	26%	0 - 5,000
Remote areas	Sales Workers	59%*	16%*	n.p.	28%	0 - 5,000
Remote areas	Labourers	40%*	23%*	n.p.	27%*	0 - 5,000

Source: JSA, REOS; JSA, Total New Vacancies, August 2025; ABS Census of Population and Housing. Note: Values marked with (\*) should be interpreted with caution due to a low sample, while (n.p.) values are not published due to a limited sample.

## Conclusions

This analysis highlights the complex and varied landscape of entry level job opportunities across Australia's regions. While Capital cities offer a larger number of entry level jobs due to their large labour market size, the likelihood of employers considering candidates without relevant experience is generally lower in these areas. On the other hand, employers in areas outside the capital cities are more likely to open their vacancies to entry level job seekers. This may, at least in part, be driven by persistent recruitment difficulties and local skills shortages. The REOS dataset also indicates that, in the Capital cities, a higher level of recruitment difficulty is associated with a higher proportion of employers willing to consider candidates without experience.

Applicant competition varies widely across regions and occupations. Capital cities tend to have higher competition for vacancies and lower entry level rates, making it more challenging for early career job seekers to secure employment in these locations, particularly for those seeking to break into a professional role. In contrast, country and remote areas experience lower applicant numbers and higher rates of employers hiring entry level candidates. Despite these differences, the data suggests that occupations tend to cluster together in terms of applicant competition and entry level placement rates, with regional context influencing the extent of these trends.

The analysis highlights that as the skill and training requirements of a role increase, the likelihood of employers considering entry level candidates decreases. Entry level opportunities are most common in lower-skilled occupations such as Sales Workers and Labourers, particularly outside the capital cities, while Professional and Technicians and Trades Worker roles consistently show lower entry level rates. This is largely because Professional roles typically require higher qualifications or prior work experience, while Technician and Trades workers also require formal qualifications and job-ready skills. For many trade positions, apprenticeships have traditionally been the primary pathway into the workforce.

Findings from this analysis emphasise the need to tailor employment initiatives and career guidance to regional and occupational contexts. Efforts to improve employment outcomes for early career job seekers, career changers and disadvantaged job seekers should consider significant regional variations in both opportunity and competition across the diverse labour markets, especially when targeting specific regions or occupations.

## Background

The Recruitment Experiences and Outlook Survey (REOS) is an ongoing survey of employers across Australia. Approximately 800 employers are surveyed each month, with data published on the [Jobs and Skills Australia](#) website. While the data are indicative of recruitment activity, they may be subject to seasonal factors and other volatility and should therefore be used with caution. The survey is targeted towards employers with five or more employees and excludes many government organisations. Further information is available in the [REOS methodology paper](#).

REOS data is published monthly in the Recruitment Insights Report which is generally published on the third Tuesday of the month. Spotlights are also produced in most months.

## Definitions and methodology

REOS data in this report are based on surveyed employers who had recruited in the last three months. Details are then collected *on their most recent vacancy*, which form the basis of the data in this report.

### Entry level vacancy

A vacancy where the recruiting employer does not require relevant experience in the field from a successful job applicant. This includes vacancies where the employer would prefer but not require relevant experience. The determination on whether a vacancy is entry level or not is based on the employer's interpretation.

### Entry level rate

The proportion of recruiting employers who had entry level vacancies in their most recent recruitment round (excluding 'unsure' responses).

### Rate of entry level placement

Proportion of recruiting employers who hired at least one entry level candidate in their most recent recruitment round. The rate is calculated as a proportion of all recruiting employers regardless of whether the vacancy was initially open to entry level job seekers or not (excluding 'unsure' responses). It only includes employers who filled at least one vacancy.

### Employers who do not formally advertise: % recruiting employers who did not formally advertise vacancies

The proportion of recruiting employers who did not formally advertise their vacancies in their most recent recruitment rounds; that is did not use methods such as a recruitment agency, or advertising through social media or online jobs boards. This excludes employers who were unsure of the method(s) used, or who did not provide answers as to how they recruited.

### Applicant competition: % of recruiting employers who received more than five applicants per vacancy

For recruiting employers who were able to provide the number of applicants they received for their vacancies: this is the proportion of those employers who received more than five applicants per vacancy in their most recent recruitment round. These calculations exclude those employers who did not advertise their vacancy, and those who had been unsuccessfully trying to fill their vacancies for less than one month.

### Proxy indicator: Annual volume of new entry level job opportunities

The indicator uses data from JSA's Total New Vacancy estimates by ANZSCO Major Group. This data is apportioned to each region using ABS Census employment data at the SA2 level as weights to estimate the distribution of this series by region. The rate of entry level placement is then applied to the apportioned data as a proxy of the annual number of new vacancies in which at least one entry level job seeker might be successful.

Due to the underpinning methodology and assumptions, these estimates should not be interpreted as actual entry level opportunities and should be used for comparison between regions only.

## Unemployment rate

This is calculated as the number of unemployed persons as a proportion of the total labour force in the region.

## Participation rate

The participation rate is calculated as the percentage of the population that is either employed or unemployed and actively looking for work.

## Recruitment rate

The recruitment rate is calculated by dividing the number of employers who recruited or were attempting to recruit by the number of employers that responded to the survey (excluding 'unsure' responses).

## Recruitment difficulty rate

The 'recruitment difficulty rate' is the proportion of recruiting employers who experienced difficulty hiring. As businesses may have conducted several or concurrent recruitment rounds, this indicator focusses on the most recent recruitment round in the previous month. The indicator is calculated as: employers who recruited and reported difficulty, divided by all employers who recruited (excluding 'unsure' responses).

## Technical notes

The REOS is a telephone-administered survey with the business owner or other person in the business who is responsible for recruitment. All figures presented in this report have been weighted by location and workplace size, according to the Australian Bureau of Statistics [Counts of Australian Businesses, including Entries and Exits](#) (June 2018 to June 2022) publication. The weighted figures are intended to create nationally representative results by correcting for the oversampling of smaller regions compared with larger regions.

Data for this Spotlight have been coded and reported based on the BCARR migration geography produced by the Bureau of Communications, Arts and Regional Research (BCARR). The regular REOS data survey data are coded and reported according to the following ABS classifications:

- Industry is defined by the [Australian and New Zealand Standard Industrial Classification \(ANZSIC\)](#), 2006, Version 2.0.
- Occupation is defined by the [Australian and New Zealand Standard Classification of Occupations \(ANZSCO\)](#), 2022.
- Capital City and Rest of State areas are defined by the [Australian Statistical Geography Standard \(ASGS\): Volume 1 - Main Structure and Greater Capital City Statistical Areas](#), July 2021.

Data in this release should be referenced as: *Jobs and Skills Australia, REOS Spotlight, Entry level jobs across city, coastal, inland and remote regions, December 2025.*

For more information, email: [reos@jobsandskills.gov.au](mailto:reos@jobsandskills.gov.au)

## Appendix A – Selected indicators, by BCARR region

	Capital cities	Coastal cities	Coastal Country areas	Inland cities	Inland Country areas	Remote areas	Time period
<i>Population</i>							
Population (persons) <sup>1</sup>	18,422,809	4,376,018	1,383,811	1,286,731	1,384,613	338,187	2024
Share of Australia's total population (%) <sup>1</sup>	68%	16%	5%	5%	5%	1%	2024
Population growth last 5 years <sup>1</sup>	7.9%	7.8%	7.5%	4.6%	3.1%	1.2%	2019 to 2024
% of the population aged 15 to 64 <sup>2</sup>	67%	62%	58%	62%	59%	65%	2024
<i>Labour market indicators</i>							
Unemployment rate <sup>3</sup>	4.8%	4.5%	4.2%	4.1%	3.5%	6.3%	Average (June qtr 2020 to Dec qtr 2024)
Participation rate <sup>4</sup>	66.3%	62.5%	57.6%	64.2%	61.8%	62.2%	Census 2021
<i>Employer recruitment indicators</i>							
Recruitment rate <sup>5</sup>	59%	63%	64%	65%	65%	73%	August 2020 to December 2024
Recruitment difficulty rate <sup>5</sup>	52%	54%	54%	59%	59%	61%	August 2020 to December 2024

### Sources:

1. ABS, Population estimates by SA2 and above, 2001 to 2024
2. ABS, Population estimates by age and sex, by SA2, 2024
3. DEWR, Small Area Labour Markets, June quarter 2025
4. ABS, Census of Population and Housing, 2021
5. JSA, Recruitment Outlook and Experience Survey (REOS), includes employers who recruited in the last three months.