



Vacancy Report December 2025

Released 21 January 2026

Job ads up 3.2% nationally in December

Online job advertisements rose slightly in December, continuing the recent pattern of minor monthly variations and indicating a potential slowing of the medium-term downward trend that was observed from June 2022 to early-2025. Advertisement 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 December 2025 (up by 3.2% or 6,500) to stand at 212,600.
 - Over the year to December 2025, online job advertisements decreased by 0.8% (or 1,800). 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 5.2% decrease in vacancies over the year to November 2025.¹
- Recruitment activity increased across all states and territories over the month. The strongest increases were recorded in Australian Capital Territory (up by 8.9% or 390 job advertisements) followed by Tasmania (up by 5.9% or 190) and Queensland (up by 5.1% or 2,600).
- Over the month, advertisements increased across 4 Skill Level groups. The strongest increases were recorded for Skill Level 1 (commensurate with Bachelor degree or higher) occupations (up by 7.3% or 5,400 job advertisements) followed by Skill Level 3 (commensurate with Certificate IV or III) occupations (up by 1.5% or 490).
- Advertisements increased across 6 Major Occupation groups over the month. The strongest increase was for Managers (up by 7.6% or 1,800 job advertisements) followed by Professionals (up by 5.7% or 3,300).
- Recruitment activity was concentrated in metropolitan Australia, with 69.3% of job advertisements in December 2025 found in Australia's capital cities. Over the last 12 months, job advertisements have decreased in regional areas (down by 3.3%); however, a larger decrease was recorded for capital cities (down by 8.2%).

Each month the Vacancy Report provides a more detailed analysis of a particular labour market segment. This month Jobs and Skills Australia reviews some of the most popular topics covered in the Vacancy Report over 2025 to provide updated analysis.

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

212,600

Online
Job Advertisements

(seasonally adjusted)



3.2%

Monthly
change



0.8%

Annual
change

Online job advertisements increased by 3.2% (or 6,500 job advertisements) in December 2025 to stand at 212,600.

Over the year to December 2025, online job advertisements decreased by 0.8% (or 1,800 job advertisements).

2025 in review: Persistent pressure beneath easing indicators

Australia's labour market has shifted markedly since the post-pandemic surge, with online job advertisement to employment ratios trending back toward pre-COVID-19 norms. At the national level, online job advertisements remain above 2019 averages even as month-to-month movements signal a slowing of the recent downward trend. Beneath these aggregate signals structural challenges persist. These were noted in terms of Health Care and Social Assistance and among Community & Personal Service Workers, where multiple job holding has become more prevalent complicating capacity and planning. Recent changes may improve workforce attraction and labour supply; however, time is needed to assess whether they will ease persistent challenges.

This month's spotlight revisits popular topics from the Vacancy Reports in 2025, offering updated analysis.

[Bringing care home: Softening demand for Aged and Disabled Carers may not signal easing workforce pressures.](#)

[The April 2025 Vacancy Report](#) examined Aged and Disabled Carers and the vital role they play in helping more than a million Australians to maintain health, independence, and safety in their homes and communities. This workforce is becoming increasingly critical as demographic change accelerates and expectations for in-home care rise. Although Internet Vacancy Index results show a decline in job advertisements since late 2022, demand remains historically high and notably regional.

In December 2025, there were 3,300 online job advertisements for Aged & Disabled Carers. This represents a 60% increase from the 2019 monthly average, despite declines from post-pandemic peaks (compared with 25% across all occupations).² More than 45% of online job advertisements for Aged & Disabled Carers were outside capital cities (compared with around 30% across all occupations), with the second half of 2025 seeing the stronger growth in online job advertisements outside capital cities continue. Employment grew by 60% over five years to November 2025, with projections showing a further 10.7% increase by May 2030, nearly double the all-occupation rate.³ Despite these gains, shortages persist, driven mainly by retention challenges and regional workforce constraints.⁴

Considerable efforts are underway to support this workforce—from recent pay increases to the new Aged Care Act and emerging technology-enabled care models.⁵ These measures will take time to make an impact, especially given the added complexity of regional workforce challenges. Careful monitoring remains essential as demand for these services grows over the medium to long term.

[In the boom's wake: Normalising labour demand and the rise of multiple job holding](#)

[The May 2025 Vacancy Report](#) highlighted that Internet Vacancy Index results have largely normalised from post-pandemic highs. Online job-advertisement-to-employment ratios are now close to 2019 levels, as employment expanded and job advertisements declined from their 2022 peaks. In November 2025, national job advertisements stood at 206,100 (still approximately 20% above the 2019 average), with the online job advertisement to employment ratio at 1.4%, close to a baseline (2019 average of 1.3%).⁶ The composition matters: Managers and Professionals surged post-pandemic before easing, while Community & Personal Service Workers saw steep declines in job advertisements despite strong employment growth, reducing their ratio.⁷

Meanwhile, multiple job holding has risen and stayed high. Australians holding more than one job hit a record 987,500 in late 2024 and remained high, at 973,000, in September 2025.⁸ Women hold multiple jobs more often than men (7.6% versus 5.6%). This trend is most evident in female-dominated occupations like Community & Personal Service Workers, where more than one in ten hold multiple jobs—the highest share of any major occupation group.

Easing job advertisement numbers can mask shortfalls and intensify workloads where multiple job holding fills hours but not headcount. This trend may raise sustainability and wellbeing concerns, particularly in the fast-growing Health Care & Social Assistance industry.

² Jobs and Skills Australia (JSA), '[Internet Vacancy Index](#)', 3-month average data, December 2025.

³ JSA, '[Labour Force Trending – National Occupation Trend](#)', November 2025; JSA, '[Employment Projections - May 2025 to May 2035](#)', May 2025.

⁴ JSA, '[Occupation Shortage List](#)', October 2025.

⁵ A Wells, '[Historic aged care reform passes Parliament](#)' [media release], Commonwealth of Australia, 25 November 2024; Department of Health and Aged Care, '[Better and fairer wages for aged care workers resources](#)', DHAC, 2024; Independent Health and Aged Care Pricing Authority, '[Virtual Care Project – Final Report](#)', IHACPA, 2025; M Varnfield, L Higgins, D O'Driscoll, G Carter, N Stekelenburg, K Loi, K Ebrill, D Hansen, A Schmiede and I Frean, '[The Australian aged care data landscape: Gaps, opportunities and future directions](#)', CSIRO, 2025.

⁶ JSA, '[Internet Vacancy Index](#)', seasonally adjusted and trend data, December 2025; ABS, '[Labour Force, Australia](#)', trend data, November 2025.

⁷ JSA, '[In the boom's wake – normalising labour demand and the rise of multiple job holding](#) [PDF 481.7KB]', May 2025.

⁸ ABS, '[Multiple Job-Holders](#)', seasonally adjusted data, September 2025.

The missing dose: Understanding growing labour demand for Psychiatrists

[The February 2025 Vacancy Report](#) explored the growing demand for mental health services and the role of Psychiatrists for addressing these. Recruitment activity remains historically high even as job advertisements ease from the 2024 peak. In December 2025, monthly online advertisements for Psychiatrists reached 150, more than double the 2019 average, after peaking near 250 in April 2024.⁹ Employment doubled over five years to 7,400 by November 2025, and is projected to rise another 18% by May 2030—almost triple the all-occupation rate.¹⁰ Shortages remain acute (especially regional) due to lengthy specialist training and limited registrar pathways, even as these pathways expand.¹¹

Access barriers persist, with long wait times and uneven geographic distribution limiting care. Rapid solutions may be unrealistic for such a highly specialised workforce. Optimising Australia's mental health system offers significant economic and social benefits; warranting calls for coordinated efforts from governments, service providers, and education institutions.

⁹ JSA, '[Internet Vacancy Index](#)', 3-month average data, December 2025.

¹⁰ ABS, 'Labour Force, Australia'; JSA, 'Labour Force Trending'; JSA, 'Employment Projections - May 2025 to May 2035'.

¹¹ CM Hayter, S Allison, T Bastiampillai, S Kisely S and JCL Looi, '[The changing psychiatry workforce in Australia: Still lacking in rural and remote regions](#)', *The Australian Journal of Rural Health*, 28 February 2024, doi: 10.1111/ajr.13092; JSA, '[Occupation Shortage List](#)', 2025; The Australian Health Practitioner Regulation Agency, '[Fast track registration pathway expanded](#)' [media release], AHPRA, 20 December 2024.

Internet Vacancy Index Summary Sheet – December 2025

	Number of job ads (no.)	Monthly change (no.)	Monthly change (%)	Annual change (no.)	Annual change (%)
Australia	212,600	6,500	▲ 3.2%	-1,800	▼ -0.8%
New South Wales	62,800	1,800	▲ 2.9%	-770	▼ -1.2%
Victoria	45,000	960	▲ 2.2%	-2,200	▼ -4.7%
Queensland	53,000	2,600	▲ 5.1%	1,200	▲ 2.3%
South Australia	14,000	80	▲ 0.5%	500	▲ 3.7%
Western Australia	26,800	530	▲ 2.0%	770	▲ 3.0%
Tasmania	3,400	190	▲ 5.9%	-230	▼ -6.3%
Northern Territory	2,800	110	▲ 4.0%	-260	▼ -8.5%
Australian Capital Territory	4,800	390	▲ 8.9%	-730	▼ -13.2%

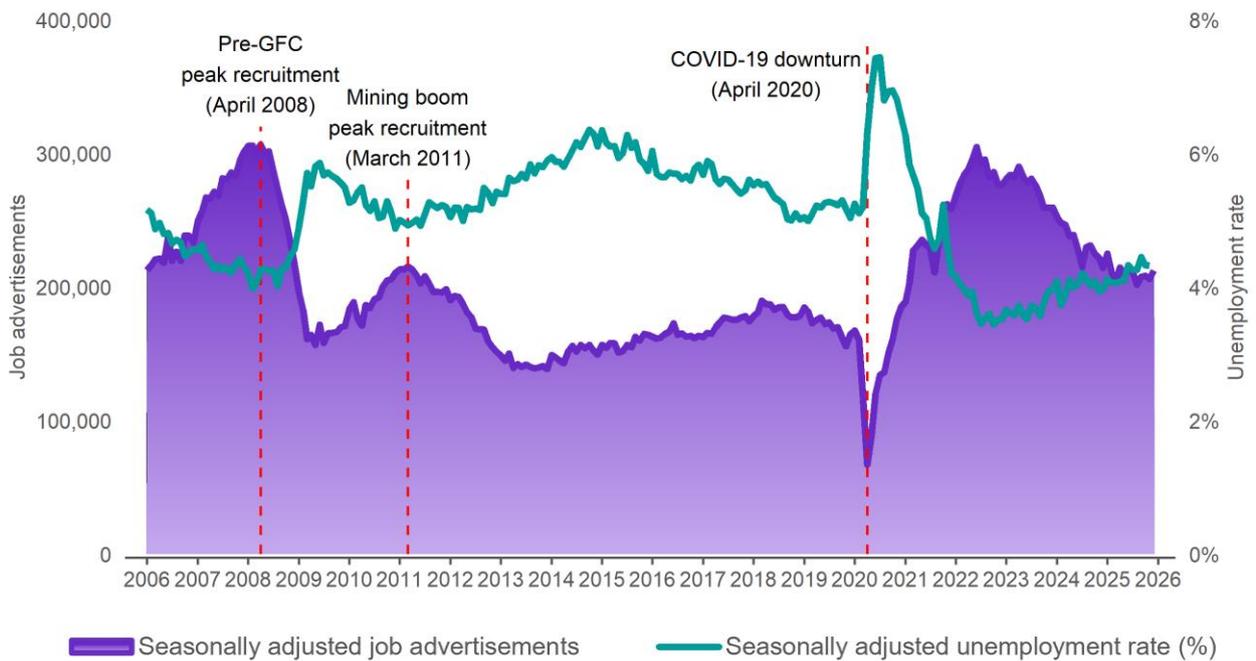
Managers	25,600	1,800	▲ 7.6%	100	▲ 0.4%
Professionals	62,200	3,300	▲ 5.7%	440	▲ 0.7%
Technicians and Trades Workers	29,600	110	▲ 0.4%	-960	▼ -3.2%
Community and Personal Service Workers	21,100	840	▲ 4.2%	-730	▼ -3.4%
Clerical and Administrative Workers	31,000	-50	▼ -0.2%	-1,700	▼ -5.1%
Sales Workers	16,500	310	▲ 1.9%	70	▲ 0.4%
Machinery Operators and Drivers	13,100	250	▲ 2.0%	1,300	▲ 10.8%
Labourers	13,400	-310	▼ -2.2%	-210	▼ -1.5%

Skill Level 1 - Bachelor degree or higher	79,600	5,400	▲ 7.3%	380	▲ 0.5%
Skill Level 2 - Advanced Diploma or Diploma	23,800	360	▲ 1.5%	20	▲ 0.1%
Skill Level 3 - Certificate IV or III* (Skilled VET)	32,600	490	▲ 1.5%	-1,100	▼ -3.3%
Skill Level 4 - Certificate II or III	53,100	640	▲ 1.2%	-790	▼ -1.5%
Skill Level 5 - Certificate I or secondary education	23,000	-140	▼ -0.6%	-280	▼ -1.2%

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

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

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



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



The next IVI release is scheduled for 18 February 2026. 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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