



Australian Government



Jobs and Skills Australia

Total New Vacancies

November 2025 quarter

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Uncovering hidden labour demand: JSA's Total New Vacancies series

Total New Vacancies (TNV) is a new quarterly data series from Jobs and Skills Australia which provides a more comprehensive view of job vacancy trends across Australia. While online recruitment methods are popular, their use can vary, including across regions and industries, and as labour market conditions change. This can make it difficult to accurately identify emerging trends in the economy and labour market.

JSA's new TNV series helps address this challenge. The TNV estimates the total number of new vacancies created each quarter, offering insights into hiring activity beyond online job ads or point in time estimates. It combines data from JSA's Internet Vacancy Index (IVI) with employer feedback on recruitment methods obtained from JSA's Recruitment Experiences and Outlook Survey (REOS). Using these insights, the TNV estimates the total number of jobs that were available in a given quarter, including through informal channels such as word of mouth, signs in shop windows, and social media groups.

Improving the evidence base on regional and occupational labour demand is a core tenet of the Jobs and Skills Australia legislation. The TNV series plays a critical role in achieving this goal by providing a more complete picture of job opportunities across occupations and regions. This richer data will support the development of place-based initiatives and regional planning, ensuring industry policy responses are better tailored to emerging trends.

1,310,400	▼ 2.0%
New vacancies (Nov-25 qtr)	Annual Change

Over the year to November 2025, vacancies decreased by 2.0% (or around 26,500 job advertisements) to stand at 1,310,400.

In some occupations and regions, over half of job vacancies are advertised online. The new TNV offers a broader measure, estimating total new vacancies across all recruitment methods.

Figure 1: Total New Vacancies, Feb 2019 to Nov 2025



Source: JSA, Total New Vacancies, November 2025

The Right Tools for the Job: Widening the methods to recruit for trades

Presently, almost 2 million Australians are employed as Technicians and Trades Workers, with this occupation group accounting for around 14% of national employment.¹ There is significant demand for these workers as they play a central role in delivering Australia's construction, infrastructure and essential services. Given the current public and private investment in housing, transport and the clean energy transition, JSA projections show the number of Technicians and Trades Workers employed is expected to increase by 195,800 (9.8%) over the next decade.²

Reflecting this level of demand, 71 occupations within the broad occupation of Technicians and Trades Workers are considered to be in persistent shortage by Jobs and Skills Australia.³ Looking at individual occupations, employers for Airconditioning and Refrigeration Mechanics have been generally unable to fill advertised vacancies for these roles for nearly a quarter of a century, while some critical fabrication occupations (Sheetmetal Trades Workers, Metal Fabricators and First Class Welders) have experienced shortages since 1995.^{4,5}

One feature of the JSA Total New Vacancies (TNV) series is that it offers a broader picture of recruitment activity across the country. This provides insight into the broad methods of recruitment used for occupation groups – including key trades facing recruitment difficulty. These figures indicate that while major online platforms capture the bulk of vacancies for these selected occupations, a substantial portion of recruitment also occurs via alternative channels (such as word of mouth, recruitment agencies, social media groups and notices on local job boards).

Table 1: Comparison of Internet Vacancy Index (IVI) and Total New Vacancies (TNV), selected occupations

Occupation	Online job ads -	Total new vacancies -
	JSA IVI (Nov-25 qtr)	JSA TNV (Nov-25 qtr)
Automotive and Engineering Trades Workers	26,900	40,100
Skilled Animal and Horticultural Workers	4,700	7,300
Electrotechnology and Telecommunications Trades Workers	11,400	18,000
Engineering, ICT and Science Technicians	14,900	24,800
Construction Trades Workers	10,200	17,200
Food Trades Workers	13,400	22,900

Source: Jobs and Skills Australia, Internet Vacancy Index, January 2025; Jobs and Skills Australia, Total New Vacancies, November 2025.

¹ Jobs and Skills Australia, Australian Jobs 2025, 2025.

² JSA Employment Projections, 2025.

³ Jobs and Skills Australia, 2025 OSL Key Findings Report, 2025.

⁴ Powering Skills Organisation, The New Power Generation: Challenges and Opportunities Within Australia's Energy Sector, 2025.

⁵ Manufacturing Industry Skills Alliance, Manufacturing Workforce Plan 2025: Pathways to Transformation, 2025.



The next TNV release is scheduled for May 2026. The TNV is published on the JSA website at jobsandskills.gov.au.

The TNV uses insights from JSA's Recruitment Experiences and Outlook Survey (REOS) to estimate the total number of new vacancies created each quarter. It combines online job ad data with employer survey responses to capture vacancies not advertised online (such as word of mouth, signage, and social media). As a new release, JSA is seeking feedback on the series including suggestions for possible improvements. Caution should also be exercised when utilising the JSA TNV data. This provides a quarterly measure of new job openings across Australia. More information is available on the Jobs and Skills Australia website.

