# Recruitment trends and employers' needs: State Snapshot update

## Victoria

Release date: 22 September 2026

This snapshot provides information about trends in employers' recruitment experiences and future staffing outlook. Information on this page is sourced from the online job advertisements measured by the Internet Vacancy Index (IVI).

### Internet vacancies, headline figures, Victoria, August 2026

**Job advertisement count**

46,600

seasonally adjusted count

**Change over the month**

↑ 1.0%

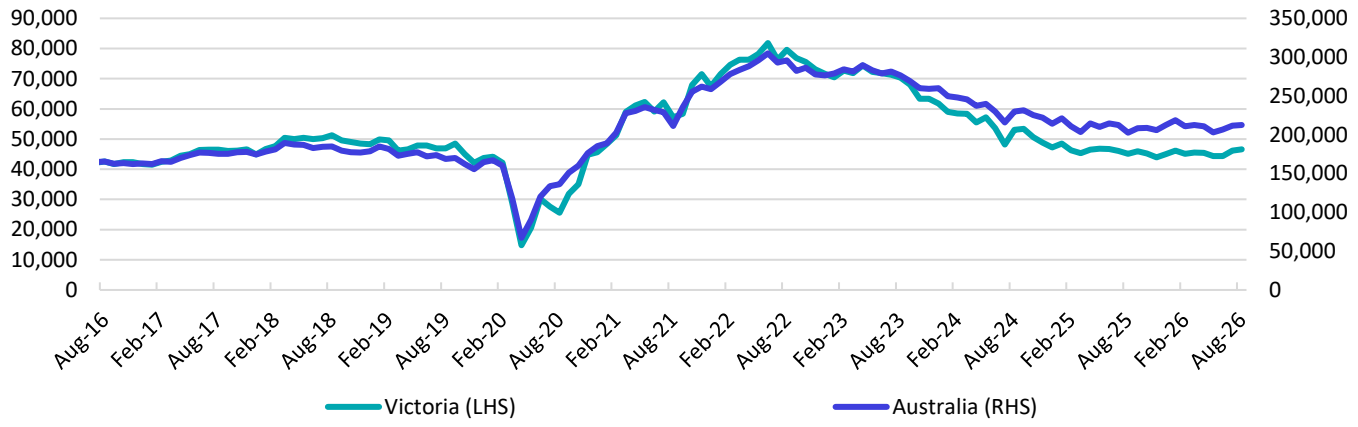
(or 400 job advertisements)

**Change since Aug-25**

↑ 3.4%

(or 1,500 job advertisements)

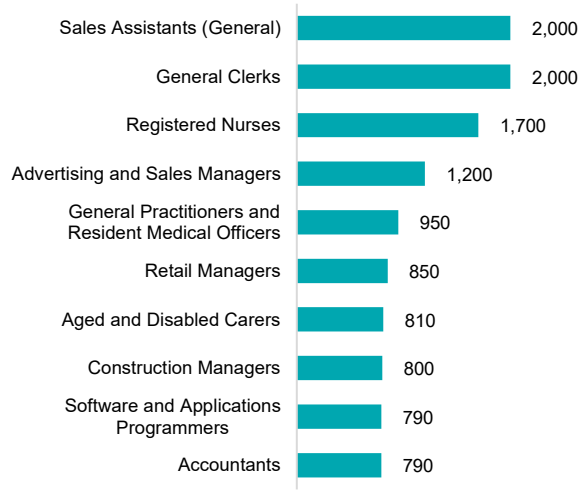
### Number of online job advertisements over the ten years to August 2026




Source: Jobs and Skills Australia (JSA), Internet Vacancy Index (IVI), seasonally adjusted data, August 2026

### Top 10 occupations recruited for

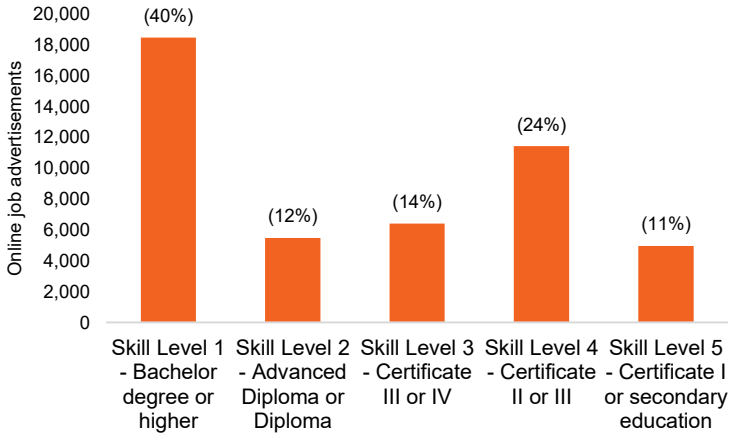
Number of job ads online




Source: JSA, IVI, original data (3MA), August-2026

### Job demand by skill level

Proportion of job ads




Source: JSA, IVI, seasonally adjusted data, August-2026

# Insights from the Recruitment Experiences and Outlook Survey

Victoria

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to August 2026, unless otherwise indicated.

## Recruitment activity and experiences

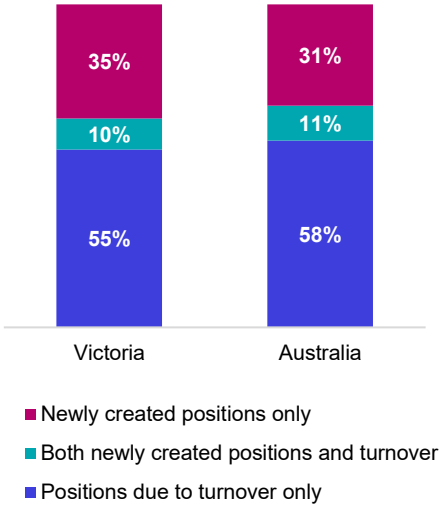
In Victoria, there were 2,174 responding employers in the 12 months to August 2026, of whom 42% were recruiting or had recruited over the past month. Of these recruiting businesses, 37% had difficulty recruiting. By comparison, 48% of employers were recruiting in Australia over the same period, of whom 44% had difficulty recruiting.

Employers in Victoria were most likely to report the following reasons for recruitment difficulty:

- Lack of suitable applicants
- Applicants lack technical skills
- Applicants lack experience
- Undesirable working conditions/hours.

A chart showing reasons for recruitment for Victoria and Australia is included to the right.

**Reasons for recruitment**

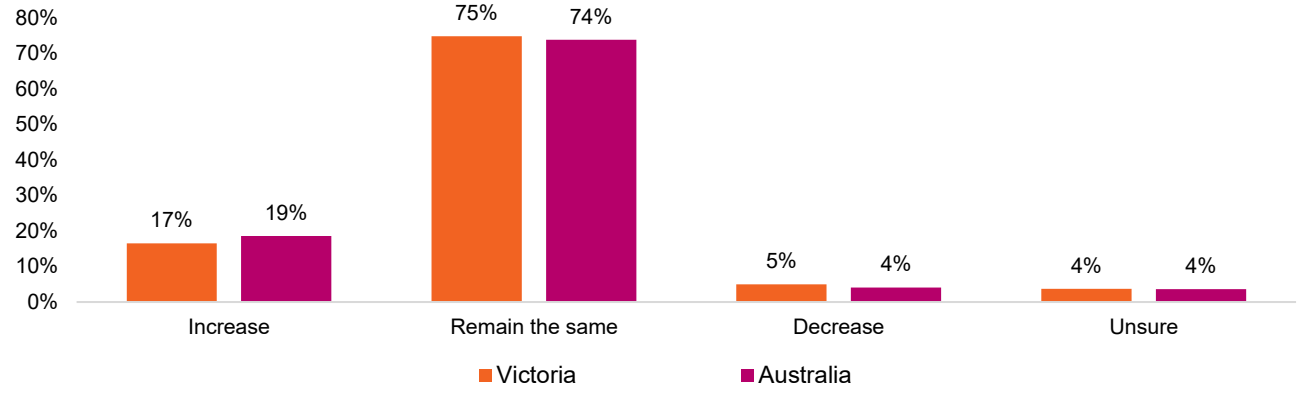



Note: employers can select multiple reasons for recruitment difficulty.

## Staffing outlook for coming months

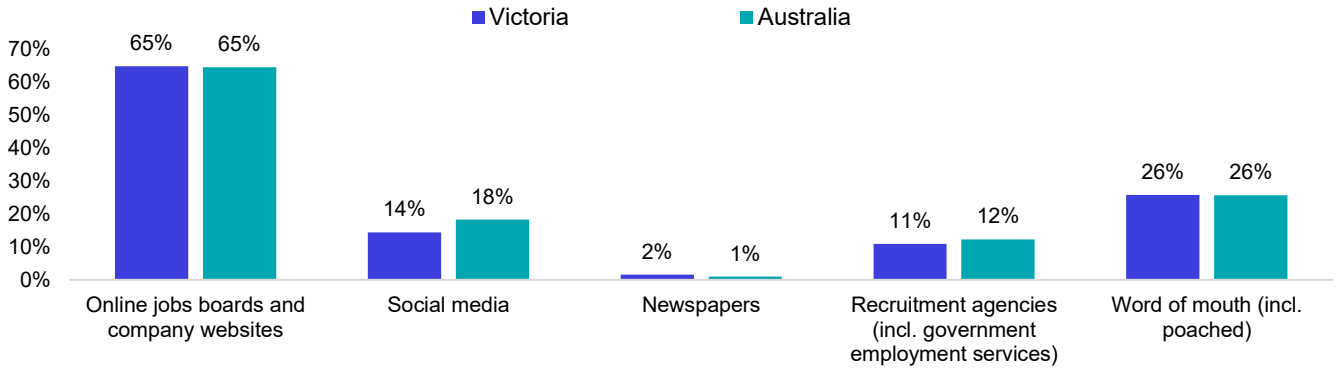
proportion of employers

**Employers' staffing expectations**




## Recruitment methods

proportion of employers who were recruiting




Note: employers can select multiple methods of recruitment.

Due to small sample sizes for data for the territories, caution should be exercised interpreting these results. Weighted data are used for Victoria and Australia. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.