Australian Government | Jobs and Skills Australia

Total New Vacancies (TNV)

What is TNV?

The Total New Vacancies (TNV) series is a quarterly dataset produced by Jobs and Skills Australia (JSA) that estimates the total number of new job vacancies created across Australia.

Unlike measures that only capture online job advertisements, TNV provides a broader view of labour demand by estimating vacancies filled through all recruitment methods. This includes jobs advertised online as well as those recruited through word of mouth, social media, signage, newspaper advertisements and other informal channels.

The series combines data from JSA's Internet Vacancy Index (IVI) with information collected through the Recruitment Experiences and Outlook Survey (REOS) to estimate the total number of new vacancies generated each quarter. By accounting for changes in recruitment methods over time, TNV provides a clearer picture of labour market trends and hiring activity throughout Australia.

JSA data for workforce analysis

TNV improves the evidence base on labour demand by providing insights into job opportunities that are not visible in online vacancy measures alone. The dataset supports analysis of labour market demand across occupations, industries and regions, particularly where online advertising is less common.

The series helps reveal "hidden" labour demand and provides a more complete understanding of recruitment activity across the economy. This supports place-based workforce planning, regional job strategies and evidence-based policy development.

What can you use TNV for?

Vacancy data is an important indicator of labour demand. TNV can be used to:

- Understand total hiring activity across Australia, including vacancies not visible in online job advertisement data.
- Compare labour demand across regions, industries and occupations where recruitment practices differ.
- Support workforce planning, skills analysis and labour market research by providing a more comprehensive measure of recruitment activity.
- Inform place-based initiatives, regional development strategies and policy responses to emerging labour market trends.
- Complement other labour market datasets such as IVI, REOS and ABS labour market statistics to provide a fuller picture of labour demand.

In combination with other data sources, TNV can help identify where labour demand may be stronger than online vacancy measures suggest and improve understanding of workforce needs in occupations and regions that rely heavily on informal recruitment methods.

What can’t you use TNV for?

TNV is designed to estimate the total number of new vacancies created each quarter. It should not be used to:

- Measure current unfilled job vacancies at a point in time. TNV measures new vacancies created during a quarter rather than vacancies that remain open.
- Analyse specific job characteristics such as wages, employment conditions, hours of work, contract type or workplace flexibility. These are not collected as part of the TNV series.
- Determine how individual vacancies were recruited or filled. TNV provides estimates of overall vacancy volumes rather than details of individual recruitment processes.
- Use as a standalone measure of labour market conditions. TNV is best interpreted alongside complementary labour market datasets.

Caveats and limitations

As a new data series, users should exercise caution when interpreting TNV data. JSA welcomes feedback on the series and potential future improvements.

Key limitations include:

- TNV estimates are model-based and combine multiple data sources rather than directly counting every vacancy in the economy.
- Estimates depend on reported recruitment methods from employers and observed online vacancy activity. Changes in recruitment behaviour may affect the estimates.
- Quarter-to-quarter movements may be volatile. JSA recommends focusing on annual changes where possible rather than interpreting short-term fluctuations.
- TNV should be used alongside other labour market information, including IVI, REOS and ABS datasets, when analysing labour demand and workforce trends.
- As the series is relatively new, methodology and outputs may continue to be refined over time in response to user feedback and ongoing development.

Further information

If you have any questions about how to use TNV please contact JSA via the Connect with us QR code below:

Connect with us

Roadshow 2026