



Seasonally Adjusted  
**303,400**

- Monthly change ↑1.2%
- Annual change ↑29.3%
- Pre-COVID-19 comparison ↑80.3%

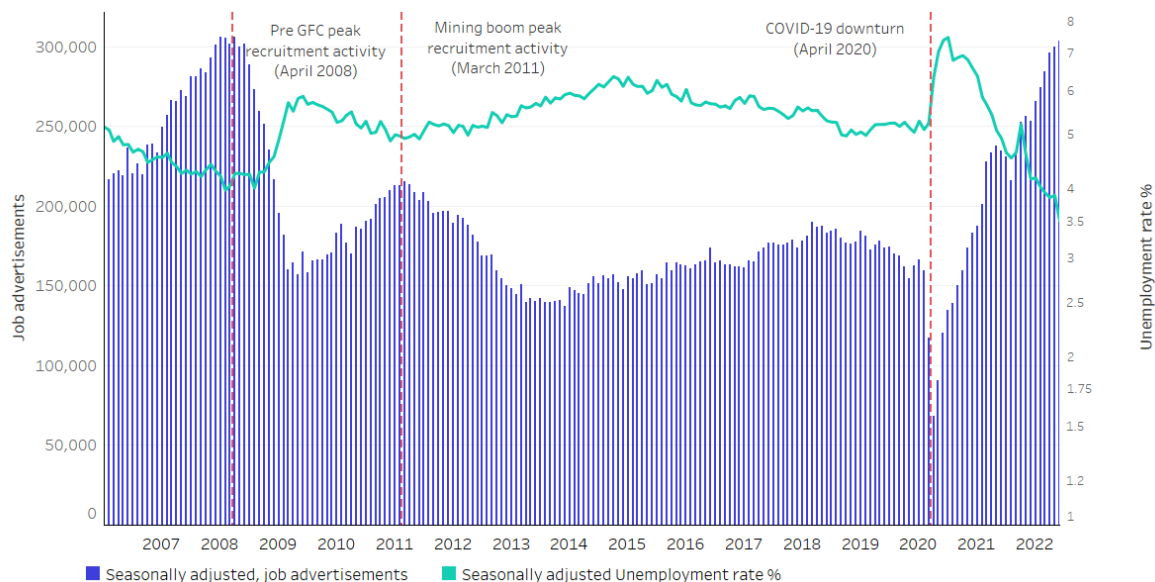
**In seasonally adjusted terms, job advertisements increased by 1.2% (or 3,700 job advertisements) in June 2022 to stand at 303,400.**

**The level of recruitment activity nationally remains significantly elevated compared to pre-COVID-19 levels, up by 80.3% (or 135,200 job advertisements).**

### Detailed Internet Vacancy Index key points – Seasonally Adjusted Series

- Job advertisements rose by 1.2% (or 3,700) in June 2022 to stand at 303,400.
- Recruitment activity increased across all states and territories in June 2022 except for the Northern Territory, with the strongest growth observed in Tasmania (up by 4.7% or 200 job advertisements), followed by Victoria (4.3% or 3,400 job advertisements) and South Australia (2.8% or 430 job advertisements). Recruitment activity decreased in the Northern Territory by 0.8%, or 30 job advertisements.
- Recruitment activity increased across all Skill Level groups in June 2022, with the strongest growth observed for Skill Level 2 occupations (commensurate with Advanced Diploma or Diploma), up by 2.6% (or 840 job advertisements), followed by Skill Level 1 occupations (commensurate with Bachelor Degree or higher), which increased by 1.9% (or 2,000 job advertisements).
- Job advertisements increased in 38 of the 48 detailed occupational groups during June 2022. General-Inquiry Clerks, Call Centre Workers, and Receptionists recorded the largest increase over the month (810 job advertisements or 3.5%), followed by Medical Practitioners and Nurses (630 job advertisements or 5.2%) and Sales Assistants and Sales Persons (430 job advertisements or 2.5%). Food Preparation Assistants recorded the largest decrease in June 2022 (down by 140 job advertisements or 3.7%).
- The majority of recruitment activity (74.8%) remains concentrated in capital cities despite job advertisement growth in regional areas (of 95.8% compared to pre-COVID levels) outpacing capital cities (60.6% compared to pre-COVID levels).

**Figure 1: Job Advertisements and Unemployment Rate – January 2006 to June 2022**



## Snapshot – Duplicate job advertisements over time in the Internet Vacancy Index data

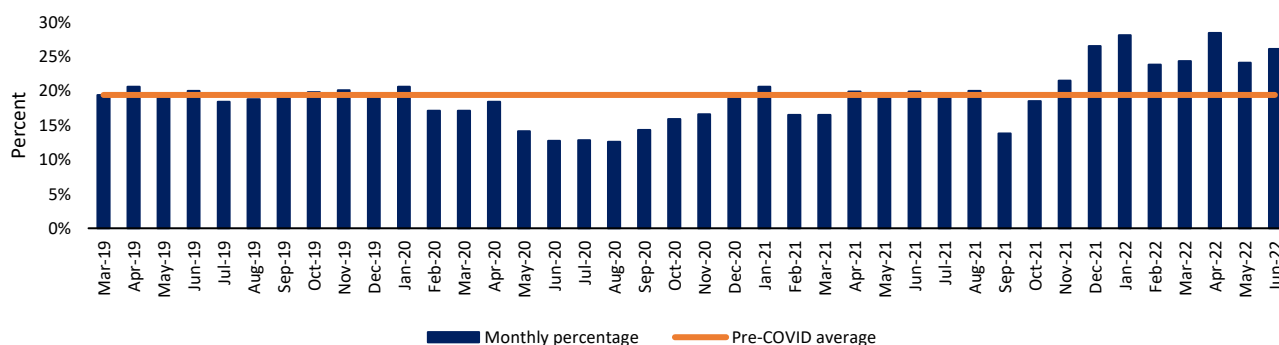
Duplicate job advertisements posted in the same month (within-month duplicates) are excluded from the Internet Vacancy Index (IVI) series during the processing of job advertisements supplied by our contributors, to ensure that job advertisements are not double counted.

However, some job advertisements that are duplicates of those posted in *previous* months (across-month duplicates) actually represent newly posted vacancies in the month, and are therefore retained in the IVI.

Across-month duplicates constitute a notable part of total job advertisements. They are likely to increase in a tight labour market where more unfilled vacancies from previous months are re-advertised, or where employers advertise new vacancies by re-using text from job advertisements in previous months for similar vacancies. The pattern of across-month duplicates may help to contextualise the high levels of recruitment activity observed in the IVI in recent months.

In June 2022, 26.1% of total job advertisements<sup>1</sup> have been identified as across-month duplicates<sup>2</sup> by applying the same business rules used in the IVI data processing stage to manage within-month duplicates. This is higher than the level of across-month duplicates in May 2022 (24.1% of total job advertisements), and higher than the pre-COVID average (19.4% of total job advertisements). The proportion of total job advertisements identified as across-month duplicates has been above the pre-COVID average since November 2021. (See Figure 2) This echoes the difficulty recruiting employers are experiencing finding workers highlighted by recent National Skills Commission data from the Recruitment Experiences and Outlook Survey (REOS)<sup>3</sup>, where the recruitment difficulty rate in June 2022 was 15 percentage points higher than a year ago.

**Figure 2: Share of total job advertisements identified as across-month duplicates – March 2019 to June 2022**



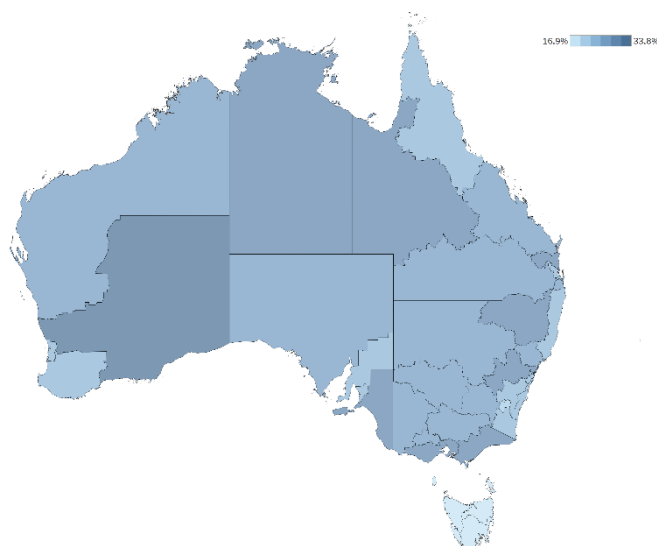
In June 2022, a lower level of across-month duplicates was observed in capital cities (25.7%) than in regional areas (27.3%). The three regions with the highest level of across-month duplicates identified were Goldfields & Southern WA (33.8%), Blue Mountains, Bathurst & Central West (30.7%), and Gippsland (30.1%). The three regions with the lowest level of across-month duplicates identified were Hobart & Southeast Tasmania (16.9%), Launceston and Northeast Tasmania (17.4%) and North West Tasmania (17.4%). Interestingly, REOS data shows that Tasmania has recorded a notably lower rate of recruitment difficulty (58% of recruiting employers) compared with the national figure (66%) in 2022 to date.

<sup>1</sup> Total job advertisements include all job vacancies with valid location information that were posted on IVI job boards in a certain month.

<sup>2</sup> Across-month duplicates are job vacancies posted in the current month which duplicate the contents of at least one vacancy posted in the past three months.

<sup>3</sup> See <https://labourmarketinsights.gov.au/our-research/recruitment-experiences-and-outlook-survey/>

## Share of total job advertisements identified as across-month duplicates by region – June 2022



### Occupational Groups – seasonally adjusted series

Job advertisements increased in 7 out of the 8 broad occupational groups during June 2022. The strongest increase over the month was observed for Sales Workers (3.0% or 730 job advertisements), followed by Machinery Operators and Drivers (2.6% or 400 job advertisements) and Clerical and Administrative Workers (2.5% or 1,200 job advertisements).

- After four consecutive months of growth in job advertisements, recruitment activity decreased for Community and Personal Services Workers in June 2022, by 0.2% (or 70 job advertisements).
- Job advertisements reached series highs in June 2022 for Professionals (83,500 total job advertisements) and Technicians and Trade Workers (40,900 total job advertisements).

The level of recruitment activity nationally remains elevated as compared to pre-COVID-19 levels across all eight major occupational groups. The strongest gains have been recorded for Labourers (up by 151.0% or 14,700 job advertisements), followed by Community and Personal Service Workers (130.2% or 19,100 job advertisements) and Machinery Operators and Drivers (107.1% or 8,300 job advertisements). (See Table 1)

**Table 1: Major Occupational group headline results**

IVI by Occupation - June 2022	Monthly change (%)	Monthly change (no.)	Pre-COVID change (%)	Pre-COVID change (no.)	Number of job advertisements
Managers	1.2%	390	53.1%	11,300	32,600
Professionals	2.0%	1,600	61.9%	31,900	83,500
Technicians and Trades Workers	1.9%	770	83.2%	18,600	40,900
Community and Personal Service Workers	-0.2%	-70	130.2%	19,100	33,700
Clerical and Administrative Workers	2.5%	1,200	70.4%	19,800	48,000
Sales Workers	3.0%	730	99.8%	12,700	25,400
Machinery Operators and Drivers	2.6%	400	107.1%	8,300	16,100
Labourers	1.1%	260	151.0%	14,700	24,500
<b>Australia</b>	<b>1.2%</b>	<b>3,700</b>	<b>80.3%</b>	<b>135,200</b>	<b>303,400</b>

### Detailed Occupations – seasonally adjusted series

Job advertisements increased across 38 of the 48 detailed occupational groups during June 2022.

General-Inquiry Clerks, Call Centre Workers, and Receptionists recorded the largest increase over the month (810 job advertisements or 3.5%), followed by Medical Practitioners and Nurses (630 job advertisements or 5.2%), and Sales Assistants and Sales Persons (430 job advertisements or 2.5%). Food Preparation Assistants recorded the largest decrease in June 2022 (down by 140 job advertisements or 3.7%). (See Table 2)

**Table 2: Detailed Occupational groups – Largest growth, month to June 2022**

Largest growing detailed occupations – June 2022	Monthly change (%)	Monthly change (no.)	Number of job advertisements
General-Inquiry Clerks, Call Centre Workers and Receptionists	3.5%	810	23,900
Medical Practitioners and Nurses	5.2%	630	12,800
Sales Assistants and Salespersons	2.5%	430	17,400
Engineers	6.1%	390	6,800
Automotive and Engineering Trades Workers	3.0%	330	11,200

Recruitment activity exceeds pre-COVID-19 levels across all 48 detailed occupational groups. General-Inquiry Clerks, Call Centre Workers, and Receptionists recorded the largest increase (11,500 job advertisements or 92.8%), followed by Sales Assistants and Salespersons (10,100 job advertisements or 136.9%) and Carers and Aides (8,000 job advertisements or 120.3%). (See Table 3)

- The strongest increases from pre-COVID-19 levels in percentage terms were recorded for Food Preparation Assistants (up by 263.2%), Cleaners and Laundry Workers (263.0%) and Hospitality Workers (184.4%).

**Table 3: Detailed Occupational groups – Largest growth, compared to pre-COVID-19 levels**

Largest growing detailed occupations – pre-COVID levels	Pre-COVID change (%)	Pre-COVID change (no.)	Number of job advertisements
General-Inquiry Clerks, Call Centre Workers, and Receptionists	92.8%	11,500	23,900
Sales Assistants and Salespersons	136.9%	10,100	17,400
Carers and Aides	120.3%	8,000	14,600
Hospitality Workers	184.4%	7,600	11,800
Medical Practitioners and Nurses	105.0%	6,500	12,800

### Skill Level – seasonally adjusted series

Recruitment activity increased across all Skill Level groups in June 2022, with the strongest growth observed for Skill Level 2 occupations (commensurate with Advanced Diploma or Diploma), up by 2.6% (or 840 job advertisements), followed by Skill Level 1 occupations (commensurate with Bachelor Degree or Higher), which increased by 1.9% (or 2,000 job advertisements). (See Table 4)

The level of recruitment activity remains elevated across all Skill Level groups compared with pre-COVID-19 job advertisement levels. The strongest increases have been for lower skilled occupations, with Skill Level 5 (commensurate with Certificate I or secondary education) occupations recording the strongest increase (up by 149.1% or 24,700 job advertisements), followed by Skill Level 4 occupations (commensurate with Certificate II or III) (96.8% or 40,200 job advertisements) and Skill Level 3 occupations (83.4% or 19,900 job advertisements).

**Table 4: Skill Level groups headline results**

IVI by Skill Level - June 2022	Monthly change (%)	Monthly change (no.)	Pre-COVID change (%)	Pre-COVID change (no.)	Number of job advertisements
Skill Level 1 - Bachelor degree or higher	1.9%	2,000	57.5%	38,700	106,000
Skill Level 2 - Advanced Diploma or Diploma	2.6%	840	71.0%	13,600	32,600
Skill Level 3 - Certificate IV or III* (Skilled VET)	1.6%	670	83.4%	19,900	43,700
Skill Level 4 - Certificate II or III	1.6%	1,300	96.8%	40,200	81,700
Skill Level 5 - Certificate I or secondary education	1.7%	680	149.1%	24,700	41,300
<b>Australia</b>	<b>1.2%</b>	<b>3,700</b>	<b>80.3%</b>	<b>135,200</b>	<b>303,400</b>

The skill level of an occupation is based on the level of educational attainment/experience normally required to work in the occupation according to the Australian and New Zealand Standard Classification of Occupations (ANZSCO). \*Includes at least two years of on-the-job training.

### States and Territories – seasonally adjusted series

Recruitment activity increased across all states and territories in June 2022 except for the Northern Territory, with the strongest growth observed in Tasmania (up by 4.7% or 200 job advertisements), followed by Victoria (4.3% or 3,400 job advertisements) and South Australia (2.8% or 430 job advertisements). Following an increase in the

previous month of 0.5% (or 10 job advertisements), recruitment activity decreased in the Northern Territory by 0.8% (or 30 job advertisements). (See Table 5)

**Table 5: State/Territory headline results**

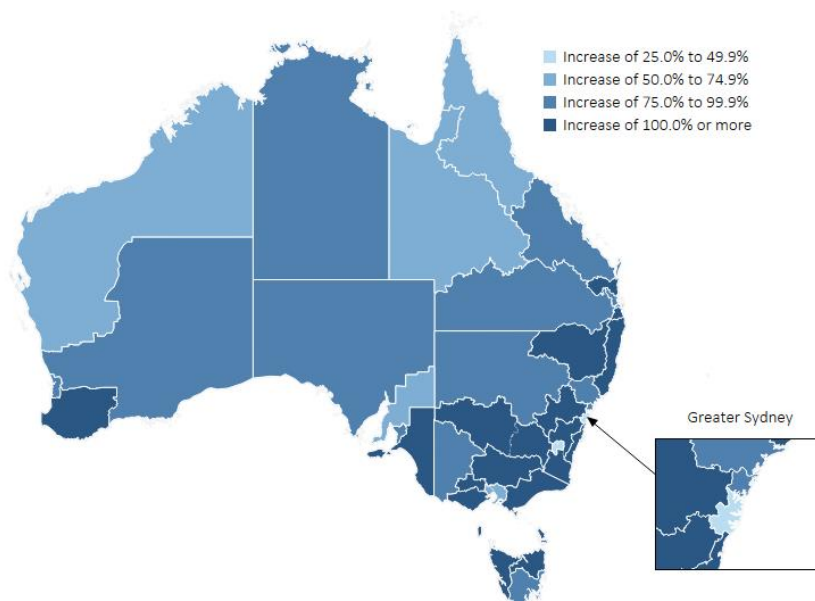
IVI by State/Territory – June 2022	Monthly change (%)	Monthly change (no.)	Pre-COVID change (%)	Pre-COVID change (no.)	Number of job advertisements
New South Wales	1.3%	1,200	63.8%	37,400	96,000
Victoria	4.3%	3,400	79.3%	36,200	81,800
Queensland	1.8%	1,100	99.1%	30,700	61,700
South Australia	2.8%	430	108.6%	8,300	15,900
Western Australia	0.2%	70	112.7%	18,200	34,400
Tasmania	4.7%	200	149.8%	2,600	4,400
Northern Territory	-0.8%	-30	93.4%	1,600	3,200
Australian Capital Territory	2.4%	190	40.8%	2,400	8,200
<b>Australia</b>	<b>1.2%</b>	<b>3,700</b>	<b>80.3%</b>	<b>135,200</b>	<b>303,400</b>

## Regional – three month moving average

In three month moving average terms, job advertisements continue to exceed pre-COVID-19 levels across all 37 IVI regions.<sup>4</sup> The strongest growth in recruitment activity, compared to pre-COVID-19 levels, remains in regional areas. However, the top five largest (change measured in level, rather than percentage terms) growing IVI regions continue to be led by capital cities: Melbourne (up by 23,200 job advertisements or 58.3%) recorded the largest increase, followed by Sydney (20,500 job advertisements or 43.8%), Brisbane (14,500 job advertisements or 80.1%), Perth (12,100 job advertisements or 95.3%) and Adelaide (5,800 job advertisements or 87.3%).

- Capital cities account for 69.6% of the total growth in job advertisements compared to pre-COVID-19 levels.
- Job advertisements in capital cities recorded an increase of 60.6% compared to pre-COVID-19 levels. By contrast, job advertisements in regional areas increased by 95.8%.
- The majority of recruitment activity remains concentrated in capital cities, despite average job advertisement growth in regional areas outpacing capital cities. June 2022 IVI data shows 74.8% of all job advertisements were recorded in capital cities.

## IVI comparison to pre-COVID-19 levels, by Region



<sup>4</sup> At the regional level of detail, in lieu of seasonally adjusted data, the pre-COVID-19 job advertisement levels are defined as the 12-month average in the original IVI series to February 2020.

- For future Internet Vacancy Index (IVI) release dates, please visit the Labour Market Insights website at <https://labourmarketinsights.gov.au/our-research/internet-vacancy-index/>.
- For detailed methodology information regarding the IVI, please visit <https://labourmarketinsights.gov.au/our-research/page/internet-vacancy-index-methodology/>.

## Acknowledgements

The National Skills Commission thanks the following job boards for their contribution to the Vacancy Report:

