Inner Metropolitan Melbourne

Release date: 24 October 2024

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, Inner Metropolitan Melbourne ER, September 2024

Job advertisement count
20,103
seasonally adjusted count
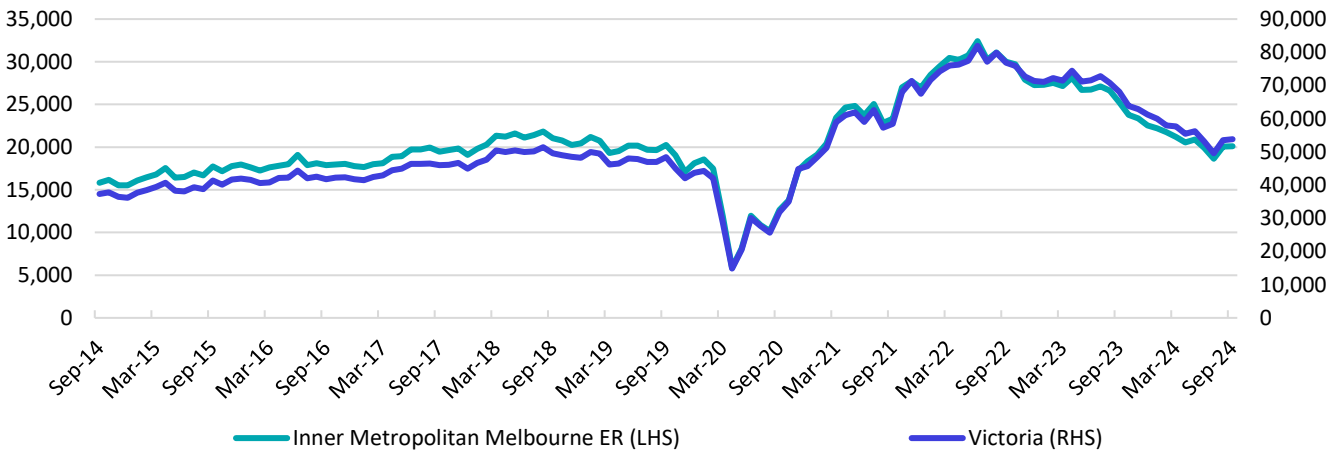
Change over the month
↑ 0.3%
(or 54 job advertisements)

Change since Sep-23
↓ -20.3%
(or -5,119 job advertisements)

Number of online job advertisements over the ten years to September 2024

Inner Metropolitan Melbourne ER (LHS) —— Victoria (RHS)

Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, September 2024

Top 10 occupations recruited for
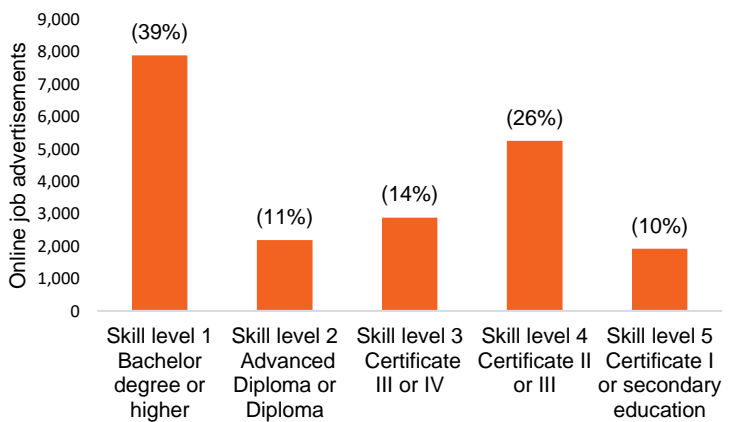Number of job ads online

Occupation	Number of job ads
Sales Assistants (General)	901
General Clerks	899
Advertising and Sales Managers	627
Registered Nurses	502
Software and Applications Programmers	477
Accountants	420
Waiters	384
Retail Managers	362
Construction Managers	336
Aged and Disabled Carers	299

Source: JSA, Internet Vacancy Index, three month averages, Sep-2024

Job demand by skill level
Proportion of job ads

Skill level	Proportion
Skill level 1 Bachelor degree or higher	(39%)
Skill level 2 Advanced Diploma or Diploma	(11%)
Skill level 3 Certificate III or IV	(14%)
Skill level 4 Certificate II or III	(26%)
Skill level 5 Certificate I or secondary education	(10%)

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

Insights from the Recruitment Experiences and Outlook Survey

Inner Metropolitan Melbourne

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 2024, unless otherwise indicated.

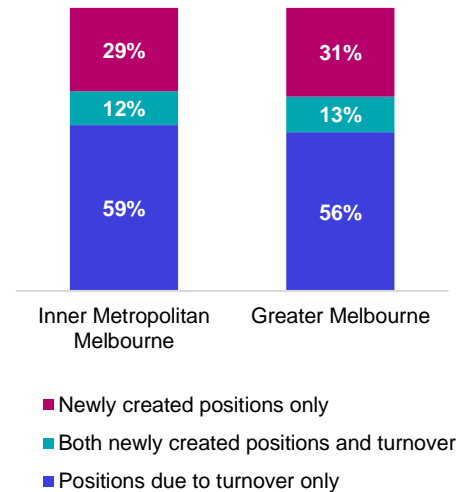## Recruitment activity and experiences

In Inner Metropolitan Melbourne, there were 519 responding employers in the 12 months to August 2024, of whom 42% were recruiting or had recruited in the past month. Of these recruiting businesses, 46% had difficulty recruiting. By comparison, 43% of employers were recruiting in Greater Melbourne over the same period, of whom 52% had difficulty recruiting.

Employers in Inner Metropolitan Melbourne were most likely to report the following reasons for recruitment difficulty:
- Lack of suitable applicants
- Applicants lack experience
- Applicants lack technical skills
- Undesirable working conditions/hours.

A chart showing reasons for recruitment for Inner Metropolitan Melbourne and Greater Melbourne is included to the right.
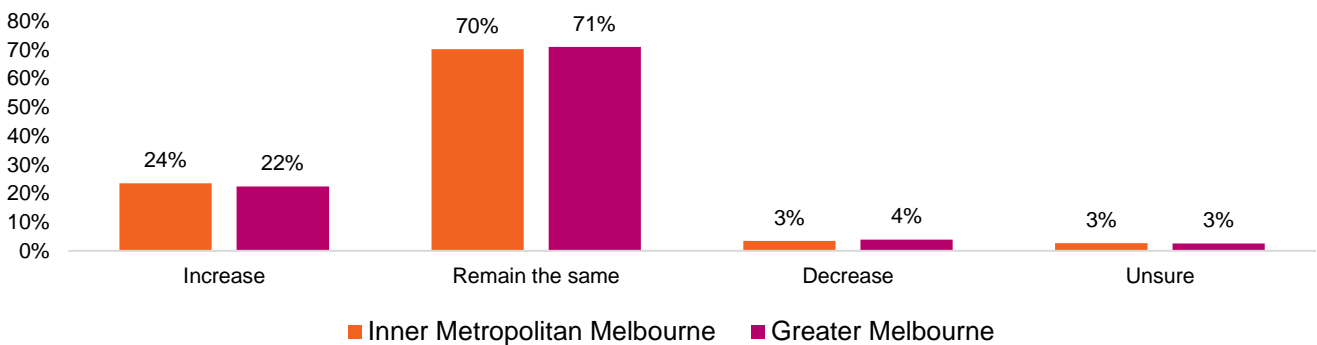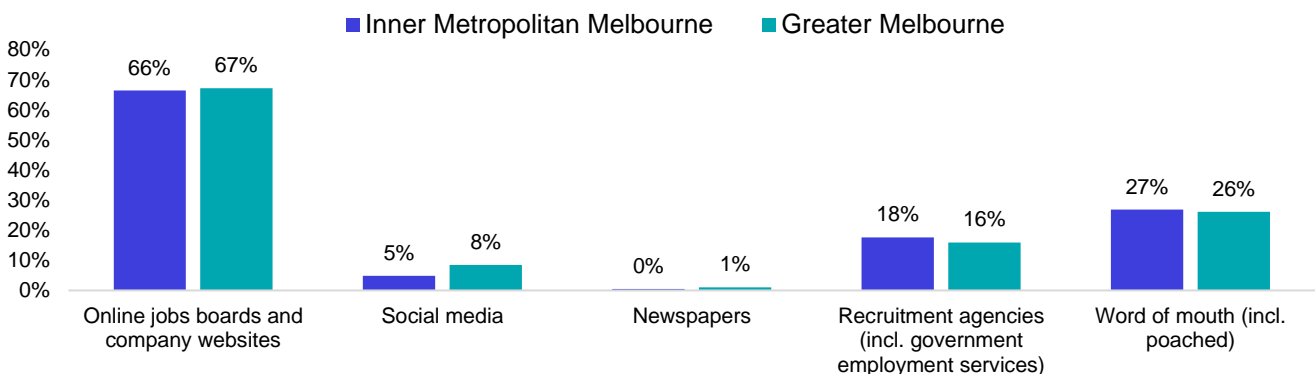
Reasons for recruitment

	Inner Metropolitan Melbourne	Greater Melbourne
Newly created positions only	29%	31%
Both newly created positions and turnover	12%	13%
Positions due to turnover only	59%	56%

- ■ Newly created positions only
- ■ Both newly created positions and turnover
- ■ Positions due to turnover only

Staffing outlook for coming months

proportion of employers

Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
Inner Metropolitan Melbourne	24%	70%	3%	3%
Greater Melbourne	22%	71%	4%	3%

- ■ Inner Metropolitan Melbourne
- ■ Greater Melbourne

Recruitment methods

proportion of employers who were recruiting

- ■ Inner Metropolitan Melbourne
- ■ Greater Melbourne

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Inner Metropolitan Melbourne	66%	5%	0%	18%	27%
Greater Melbourne	67%	8%	1%	16%	26%

Note: employers can select multiple methods of recruitment.