

SEEK Employment Report

September 2022

12 October, 2022

SEPTEMBER 2022 KEY FINDINGS:

NATIONAL INSIGHTS:

- Job ads declined 5.2% month-on-month (m/m) but are 15.5% higher year-on-year (y/y). The additional national public holiday had an impact on hiring activity in September.
- Applications per job ad grew 10.3% from July to August, the greatest monthly increase in over two years.

STATE & TERRITORY INSIGHTS:

- All states and territories declined in job ads m/m and rose in applications per job ad.
- The states and territories to record the biggest drop in job ads were Northern Territory (-7.5%), Queensland (-5.3%) and Western Australia (-5.1%).
- Tasmania (+18%), the Australian Capital Territory (+15%) and Victoria (+12%) recorded the greatest increase in applications per job ad from the month prior.

INDUSTRY INSIGHTS:

- Job ads in every single industry declined m/m and quarter-on-quarter (q/q).
- Job ads in all but four industries increased y/y, the most notable increases being Hospitality & Tourism (+60.4%), Administration & Office Support (30.3%) and Education & Training (+35.5%).

Of the September data, Kendra Banks, Managing Director, SEEK ANZ, says:

"The unexpected national public holiday had an impact on hiring activity in September, resulting in a 5.2% drop in job ad volumes from August. Since May, there have been small declines in ad numbers, but not enough to call an end to the incredibly tight market. All sectors are still at higher job ad volumes than they were pre-pandemic.

"The incremental market easing has allowed for an increase in candidate application activity, with double digit growth in applications per job ad for the first time since April 2020.

"Pre-pandemic, what we would expect to see from August to October is a pickup in hiring for certain industries, particularly those in Retail & Consumer Services and Hospitality & Tourism ahead of the busy holiday season. While we know that demand for staff is greatly outweighing supply for many businesses in these industries, we have not yet seen the usual upward trend in hiring ahead of the end of the year.

"Over the past two years seasonal trends have been superseded by the impacts of the pandemic, and although we are no longer dealing with lockdowns restricting hiring habits, the consistently tight labour market, paired with increasing economic pressures, means this year has been, and continues to be, an atypical year for the job market."

NATIONAL INSIGHTS

Job ads declined by 5.2% in September, the greatest monthly fall in the past twelve months, having been impacted by state and national public holidays. Job ads remain 15.5% higher y/y, and 42.5% higher than September 2019.

The decline was not exclusive to only one region or sector, with every state and territory recording a m/m decline as well as each of the 28 industries.

Applications per job ad rose by 10.3% m/m, the greatest rise since April 2020.

Figure 1: National SEEK job ad percentage change m/m September 2021 to September 2022

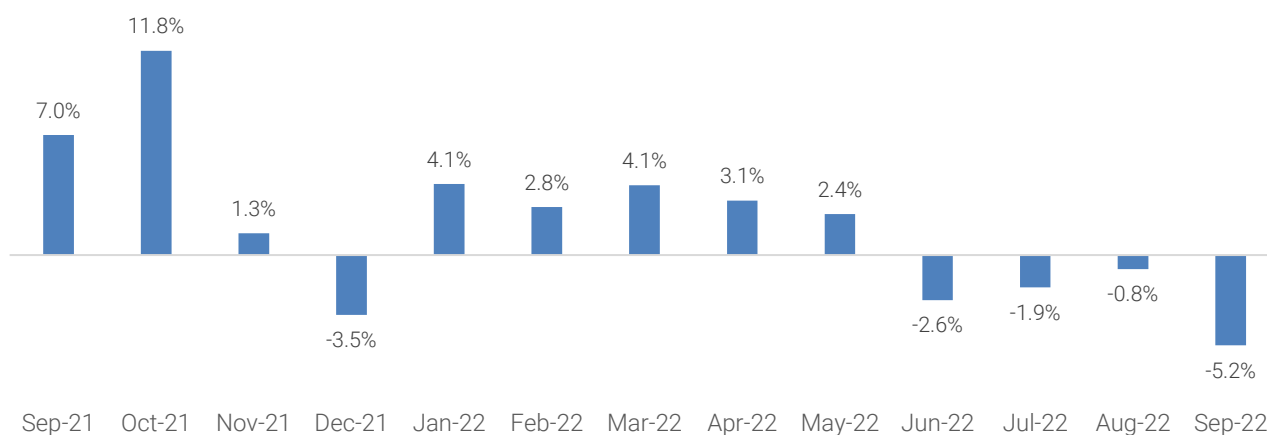


Table 1: National, state and territory job ad growth/decline comparing September 2022 to: i) August 2022 (m/m), ii) September 2021 (y/y) and iii) September 2019.

	AUS	ACT	NSW	NT	QLD	SA	TAS	VIC	WA
September 2022 vs August 2022 (m/m)	-5.2%	-3.9%	-4.1%	-7.5%	-5.3%	-3.4%	-3.8%	-4.9%	-5.1%
September 2022 vs September 2021 (y/y)	15.5%	6.0%	21.8%	-0.7%	12.1%	1.0%	4.9%	25.5%	-2.0%
September 2022 vs September 2019	42.5%	-1.1%	31.5%	58.3%	60.3%	68.6%	81.0%	37.6%	57.1%

STATE & TERRITORY INSIGHTS

Each state and territory recorded a fall in job ad numbers in September.

The decline, which follows three months of incremental drops in job ad numbers, can be somewhat attributed to the additional public holiday which took place during the month, leading to decreased hiring activity.

The Northern Territory recorded the greatest monthly decline, dropping 7.5%, followed by Queensland which fell 5.3%.

The major contributor to job ad decline in our most populous states was led by drops in some of the largest hiring industries m/m:

	VIC	NSW	QLD
Hospitality & Tourism	-14.0	-9.8	-6.4
Trades & Services	-9.9	-8.0	-7.2
Manufacturing Transport & Logistics	-9.4	-7.1	-6.5

Applications per job ad increased in all states and territories, most notably Tasmania (+18%), Australian Capital Territory (+15%) and Victoria (+12%).

Figure 2: Major state job ad volumes – September 2019 to September 2022

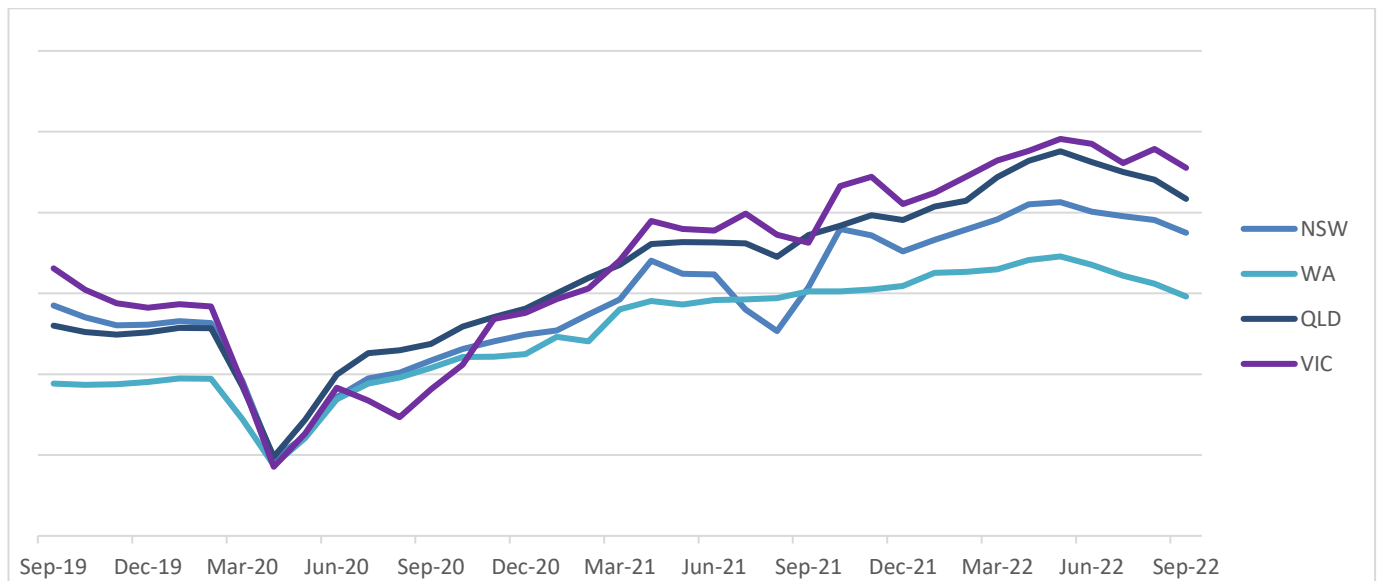
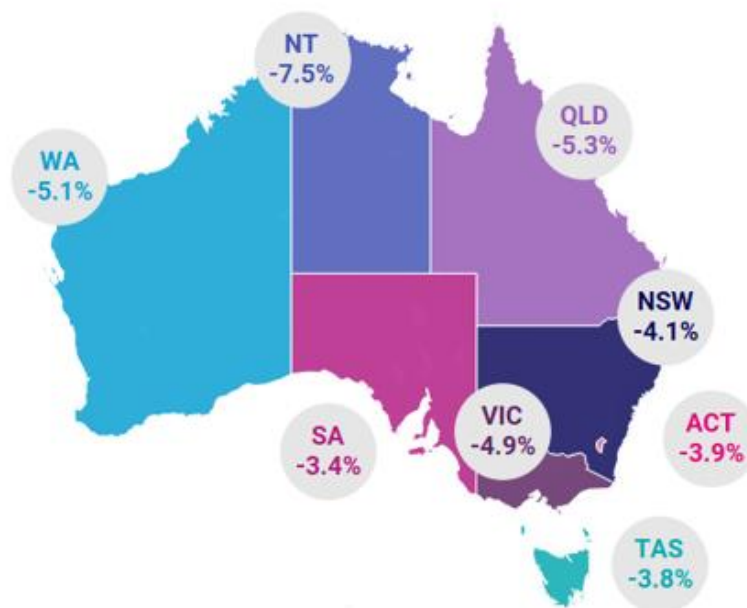


Figure 3: National SEEK Job Ad percentage change by state (September 2022 vs August 2022)



INDUSTRY INSIGHTS

Applications per job ad rose m/m in 26 out of the 28 industries, most notably by 22% in Hospitality & Tourism and 15% in Trades and Services.

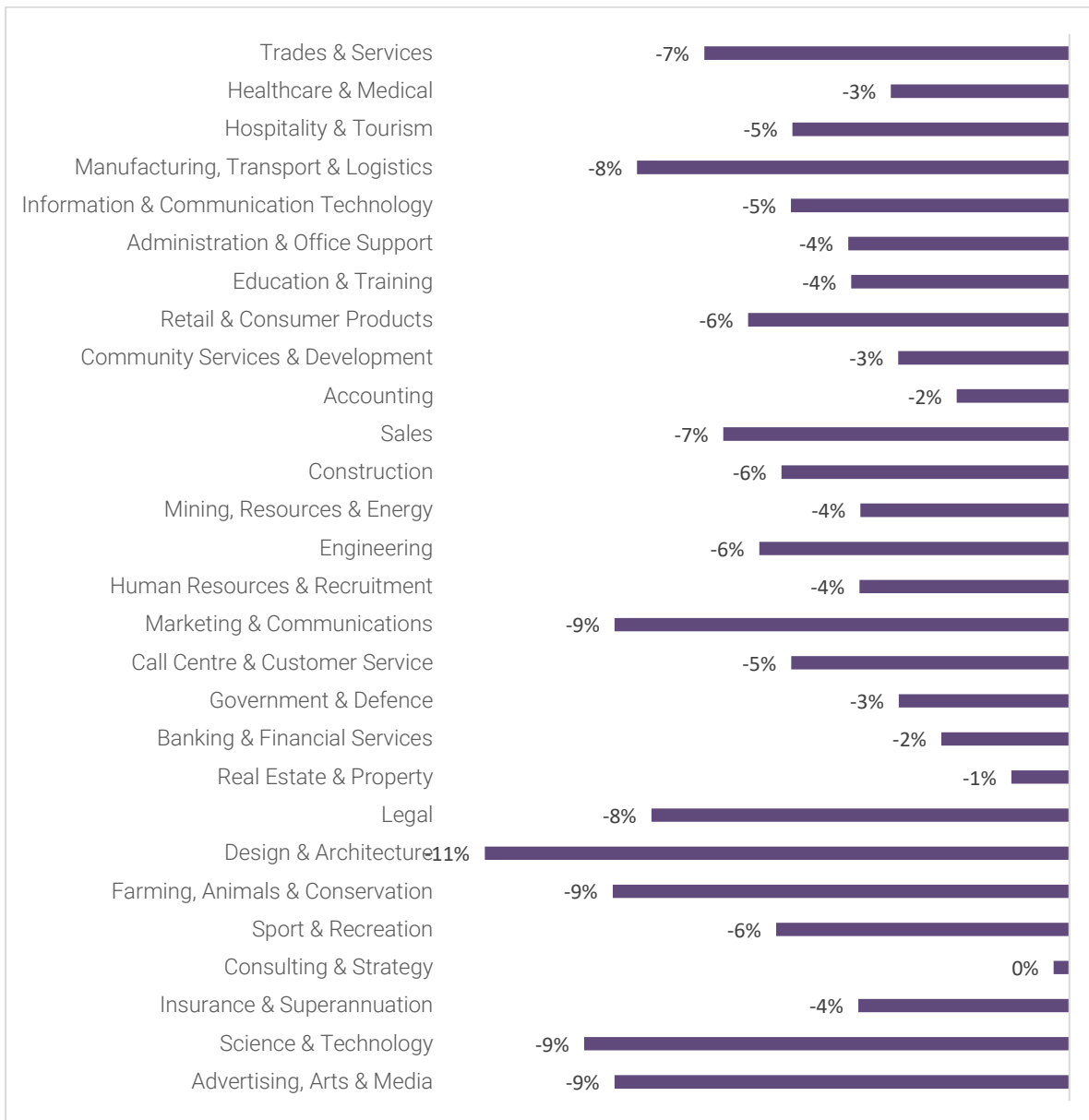
Every industry recorded a drop in job ads in September, including the largest industries of Trades & Services (-7.1%), Manufacturing, Transport & Logistics (-8.4%) and Hospitality & Tourism (-5.4%).

A fall in Hospitality & Tourism was the major contributor to overall job ad decline in Victoria, New South Wales and South Australia, where Hospitality & Tourism job ads fell 14.0%, 9.8% and 8.8% respectively.

In comparison to last year, job ads in Hospitality & Tourism have risen 60.4%, Administration & Office Support are up 30.3% and Education & Training have increased 35.5%.

Apart from the Professional Services sector, where job ads are almost on par with levels recorded pre-pandemic, job ads in all sectors remain significantly higher than September 2019 levels. Job ads in Construction are 48.2% higher, in the Public sector are up 55.7%, in Consumer Services they are 60.1% greater and in the Industrial sector are up 68.3%.

Figure 4: National SEEK Job Ad percentage change by industry (September 2022 vs August 2022) – Ordered by job ad volume



MEDIA NOTE: When reporting SEEK data, we request that you attribute [SEEK](#) as the source and refer to SEEK as an employment marketplace.

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About the SEEK Employment Report

The SEEK Employment Report is Australia's leading employment index and provides a comprehensive overview of the Australian Employment Marketplace. The report includes the SEEK New Job Ad Index which measures only new job ads posted within the reported month to provide a clean measure of demand for labour across all classifications.

SEEK's total job ad volume (not disclosed in this report) includes duplicated job advertisements and refreshed job ads. As a result, the SEEK New Job Ad Index does not always match the movement in SEEK's total job ad volume.

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About SEEK

SEEK is a diverse group of companies, comprised of a strong portfolio of online employment, educational, commercial and volunteer businesses. SEEK makes a positive contribution to people's lives on a global scale. SEEK is listed on the Australian Securities Exchange, where it is a top 100 company. In 2022, SEEK was recognised as one of Australia's Top Ten Places to Work in Tech in the AFR BOSS Best Places to Work awards.

This year, SEEK celebrates 25 years of helping Australians live more fulfilling and productive working lives.

Contact details

Andy Maxey

Senior External Communications Specialist, SEEK

E: amaxey@seek.com.au

P: 0467 748 567

Laura Golden

Senior External Communications Specialist, SEEK

E: lgolden@seek.com.au

P: 0403 324 314