

JOB REPORT OCTOBER

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Job market booms,
but still under pressure



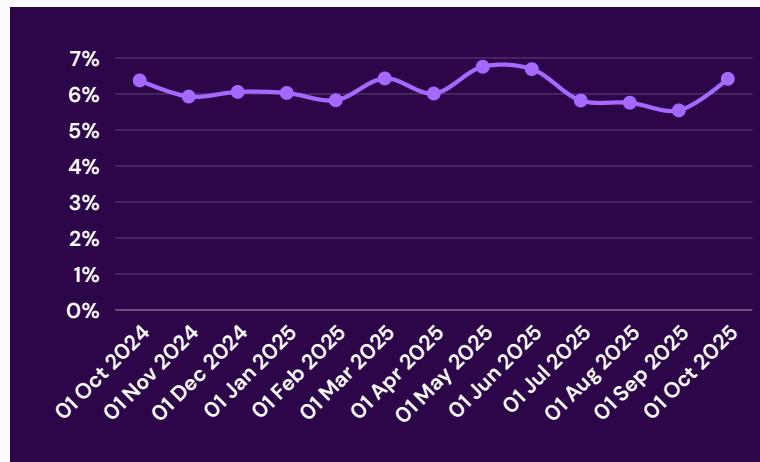
FINDINGS



🔍 Employment Growth

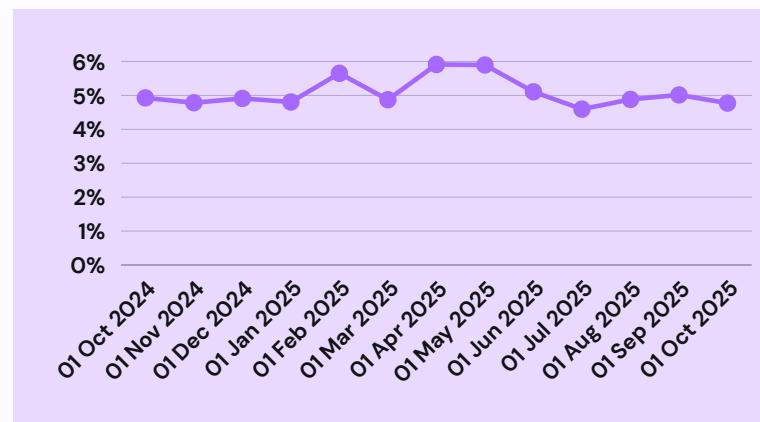
Jobs surge is back, especially in engineering and the east-west corridor

- **Employment up 6.4% YoY and 1.6% MoM:** Showcasing a strong signal that SMBs are hiring again and planning for growth.
- **Engineering leads the way**, with jobs up **20.4% YoY**, followed by **Construction (+8.2%)** and **Retail & Hospitality (+7.3%)** as businesses gear up for holiday season.
- **WA (+7.1%) and QLD (+5.8%)** record the strongest state hiring growth nationwide, underscoring the strength of resources, infrastructure and tourism in these regions.
- **Science & Tech hiring is softening**, with declines in Brisbane (-6.0% YoY), Adelaide (-3.6% YoY) and Perth (-0.4% YoY), pointing to a short-term lull in tech roles even as AI adoption accelerates.



🔍 Wages continue to rise

- The median wage reached **\$45.20 per hour in October**, with wages up **4.8% year-on-year** and **0.3% month-on-month**.
- **Consulting & Strategy** recorded the strongest wage growth at **+9.2% YoY**, followed by **Engineering (+7.5% YoY)**, reflecting intense competition for specialised skills.
- **Mid-career workers (25–34)** saw the biggest gains of any age group, with wages up **6.7% YoY** – a critical cohort for long-term productivity and leadership pipelines.
- With inflation at **3.2%**, many employers are stretching to keep wage growth ahead of rising living costs, but it's getting harder to fully shield staff from financial pressure.



FINDINGS



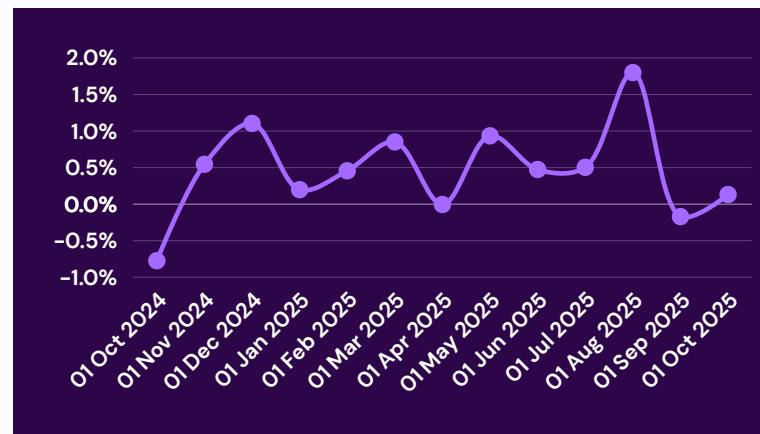
More people in jobs, fewer hours on the clock

Despite strong hiring, **average hours worked fell 1.0% MoM**, continuing a trend that has persisted through most of 2025.

The drop in hours is **broad-based**, affecting casual, part-time and full-time workers, a warning sign for both productivity and job security.

Casual employment is up 9.5% YoY, signalling a structural shift toward more flexible work, while **full-time employment still grew 3.7% YoY**, showing businesses are maintaining core teams but flexing hours at the margins.

For many Australians, this means **more roles but fewer hours per job**, and greater reliance on multiple jobs to make ends meet.



At-a-Glance Graphics

October's data shows a job market that's roaring back to life after a sluggish few months, but with a red flag: while more Australians are finding work, they're working fewer hours on average. This mini report pulls out the key trends from SMBs across Australia.

