



Australian Capital Territory, February 2023

Release date: 6 April 2023

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) and the percentage of job ads that mention key skills as measured by Lightcast (formerly Burning Glass technologies).

Internet vacancies, headline figures, Australian Capital Territory, February 2023

Job advertisement count

7,614

seasonally adjusted count

Change over the month

↓ -3.2%

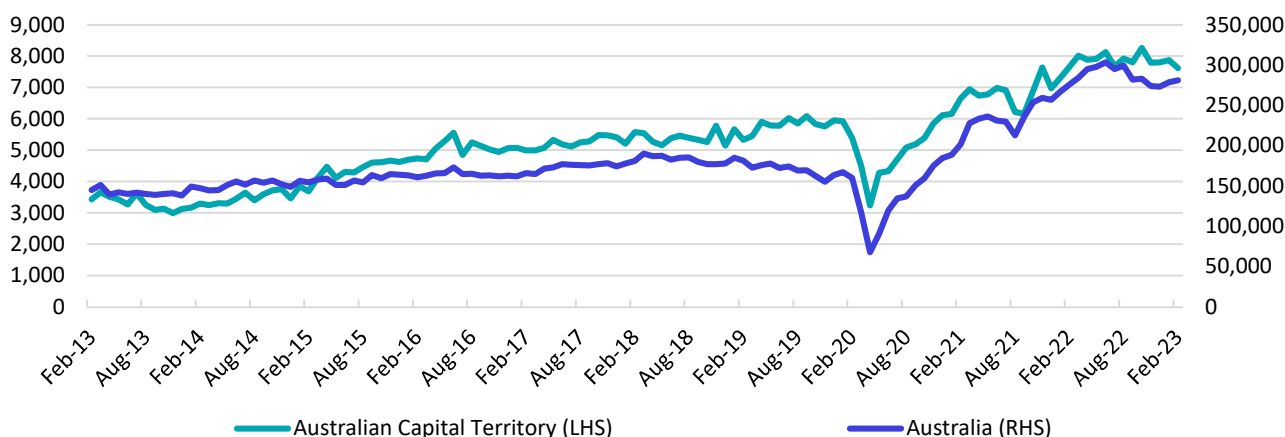
(or -254 job advertisements)

Change since Feb-22

↓ -0.5%

(or -38 job advertisements)

Number of online job advertisements over the ten years to February 2023



Top 10 occupations recruited for

Number of job ads online

General Clerks	533
Software and Applications Programmers	472
Construction Managers	258
Sales Assistants (General)	233
Registered Nurses	229
Policy and Planning Managers	226
ICT Business and Systems Analysts	185
Intelligence and Policy Analysts	144
General Practitioners and Resident Medical Officers	141
Child Carers	132

Source: JSA, IVI, seasonally adjusted data, Feb-2023

Top 10 skills in demand*

Proportion of job ads

Communication Skills	35%
Building Relationships	30%
Teamwork / Collaboration	17%
Planning	16%
Research	12%
Organisational Skills	12%
Detail-Orientated	12%
Problem Solving	11%
Writing	8%
Time Management	7%

Source: Lightcast, Nov-2022 to Jan-2023

*Lightcast (formerly Burning Glass technologies) is the source for skills in demand as it provides detailed text descriptions used in job vacancies. The JSA Internet Vacancy Index and Lightcast data are not directly comparable. The top 10 skills are baseline skills and exclude specialised skills. Proportions are calculated as a share of job ads which mention baseline skills. Some skills may have similar names but have different definitions in the Lightcast skills taxonomy.

Insights from the Recruitment Experiences and Outlook Survey

Australian Capital Territory

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 February 2023, unless otherwise indicated.

Recruitment activity and experiences

In Australian Capital Territory, there were 386 responding employers in the 12 months to February 2023, of whom 61% were recruiting or had recruited over the past month. Of these recruiting businesses, 64% had difficulty recruiting. By comparison, 57% of employers were recruiting in Australia over the same period, of whom 67% had difficulty recruiting.

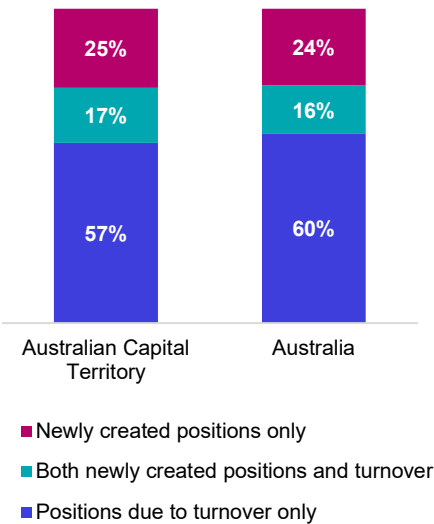
Employers in Australian Capital Territory were most likely to report the following reasons for recruitment difficulty:

- Lack of suitable applicants
- Lack of applicants
- Undesirable working conditions/hours
- Applicants lack technical skills.

A chart showing reasons for recruitment for Australian Capital Territory and Australia is included to the right.

Note: employers can select multiple reasons for recruitment difficulty.

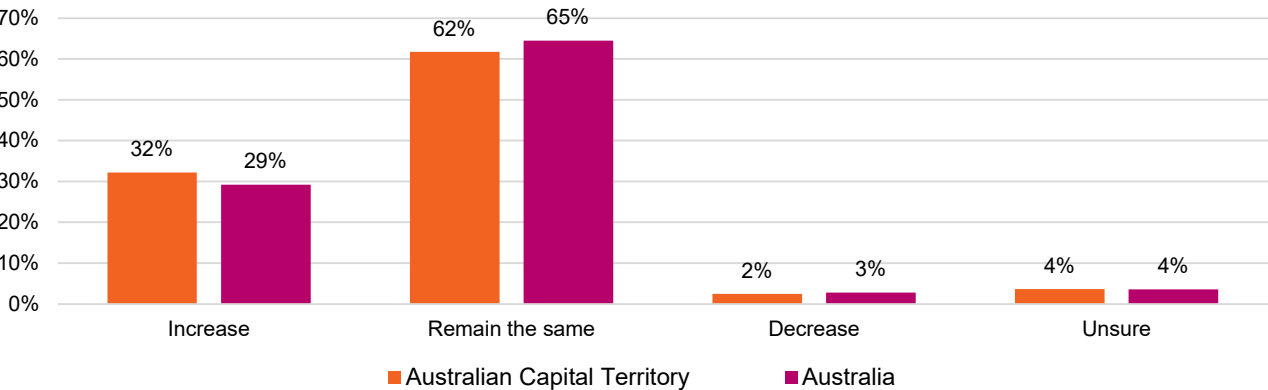
Reasons for recruitment



Staffing outlook for coming months

proportion of employers

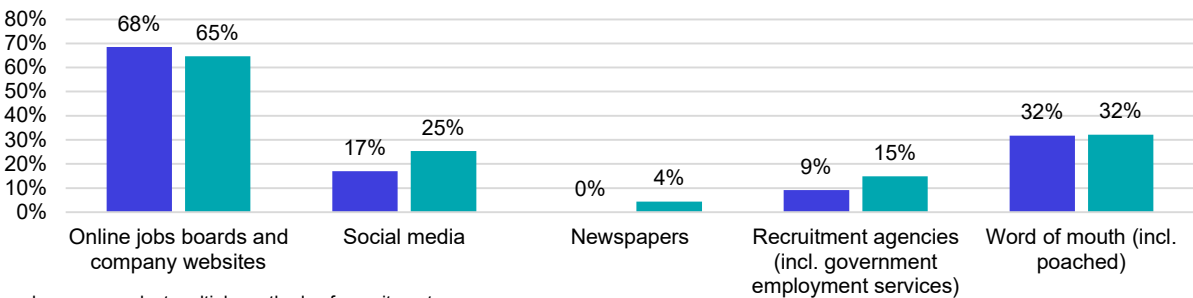
Employers' staffing expectations



Recruitment methods

proportion of employers who were recruiting

Australian Capital Territory Australia



Note: employers can select multiple methods of recruitment.

Due to small sample sizes for data for the territories, caution should be exercised interpreting these results. Weighted data are used for Australian Capital Territory and Australia. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.