![Australian Government — Jobs and Skills Australia]

Recruitment trends and employers' needs: Regional Snapshot update

Brisbane South East, 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). Lightcast (formerly Burning Glass Technologies) data are based on the Brisbane SA4.

Internet vacancies, headline figures, Brisbane South East ER, February 2023

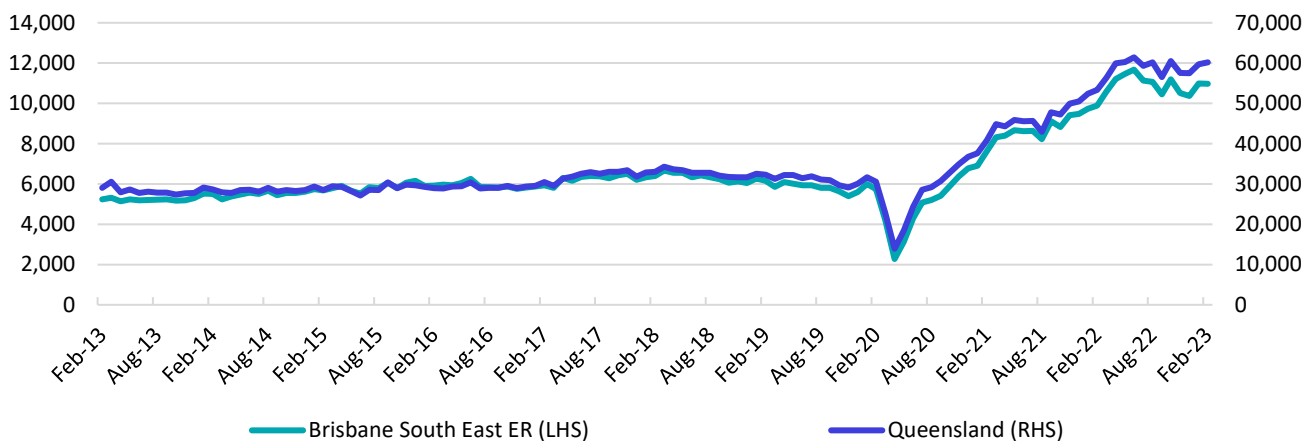| Job advertisement count	Change over the month	Change since Feb-22
10,971	↓ **-0.2%**	↑ **11.0%**
seasonally adjusted count	(or -22 job advertisements)	(or 1,085 job advertisements)

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

Brisbane South East ER (LHS) — Queensland (RHS)

Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, Feb-2023

Top 10 occupations recruited for

Number of job ads online

Occupation	Number
General Clerks	495
Sales Assistants (General)	385
Registered Nurses	226
Software and Applications Programmers	225
Other Miscellaneous Labourers	206
Construction Managers	203
Child Carers	192
Advertising and Sales Managers	191
Accountants	177
Aged and Disabled Carers	162

Source: JSA, Internet Vacancy Index, three month averages, Feb-2023

Top 10 skills in demand*

Proportion of job ads

Skill	Proportion
Communication Skills	34%
Building Relationships	27%
Teamwork / Collaboration	17%
Planning	16%
Detail-Orientated	14%
Problem Solving	11%
Organisational Skills	9%
Creativity	8%
Time Management	8%
Research	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
Brisbane South East

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.
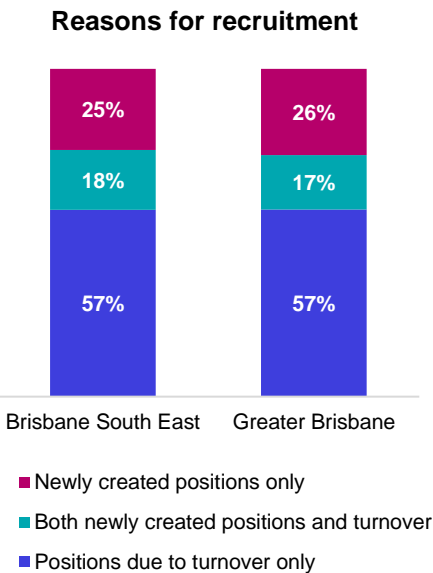
Recruitment activity and experiences

In Brisbane South East, there were 405 responding employers in the 12 months to February 2023, of whom 57% were recruiting or had recruited in the past month. Of these recruiting businesses, 65% had difficulty recruiting. By comparison, 58% of employers were recruiting in Greater Brisbane over the same period, of whom 64% had difficulty recruiting.
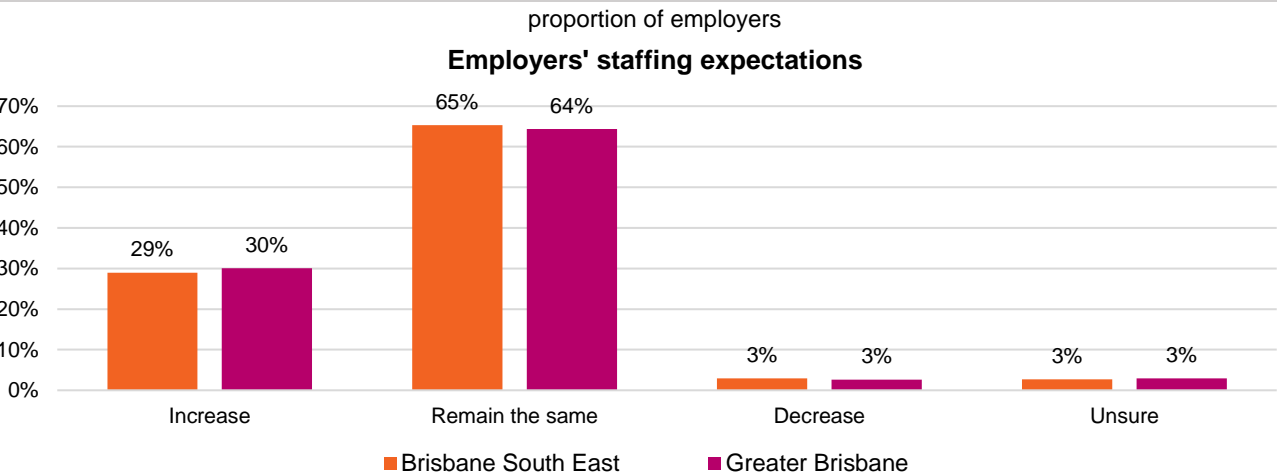
Employers in Brisbane South East were most likely to report the following reasons for recruitment difficulty:
- Lack of suitable applicants
- Lack of applicants
- Undesirable working conditions/hours
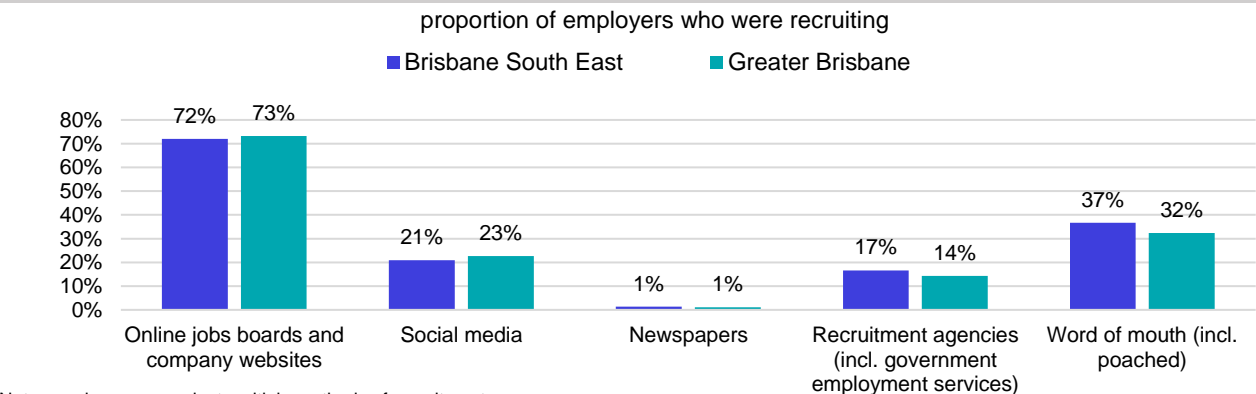- Applicants lack technical skills.

A chart showing reasons for recruitment for Brisbane South East and Greater Brisbane is included to the right.

Reasons for recruitment

	Brisbane South East	Greater Brisbane
Newly created positions only	25%	26%
Both newly created positions and turnover	18%	17%
Positions due to turnover only	57%	57%

- 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
Brisbane South East	29%	65%	3%	3%
Greater Brisbane	30%	64%	3%	3%

- Brisbane South East
- Greater Brisbane

Recruitment methods
proportion of employers who were recruiting

- Brisbane South East
- Greater Brisbane

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Brisbane South East	72%	21%	1%	17%	37%
Greater Brisbane	73%	23%	1%	14%	32%

Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Brisbane South East, while weighted data are used for Greater Brisbane. 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.