Australian Government
Jobs and Skills Australia

Recruitment trends and employers' needs: Regional Snapshot update

Central West, 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 Central West SA4.

Internet vacancies, headline figures, Central West ER, February 2023

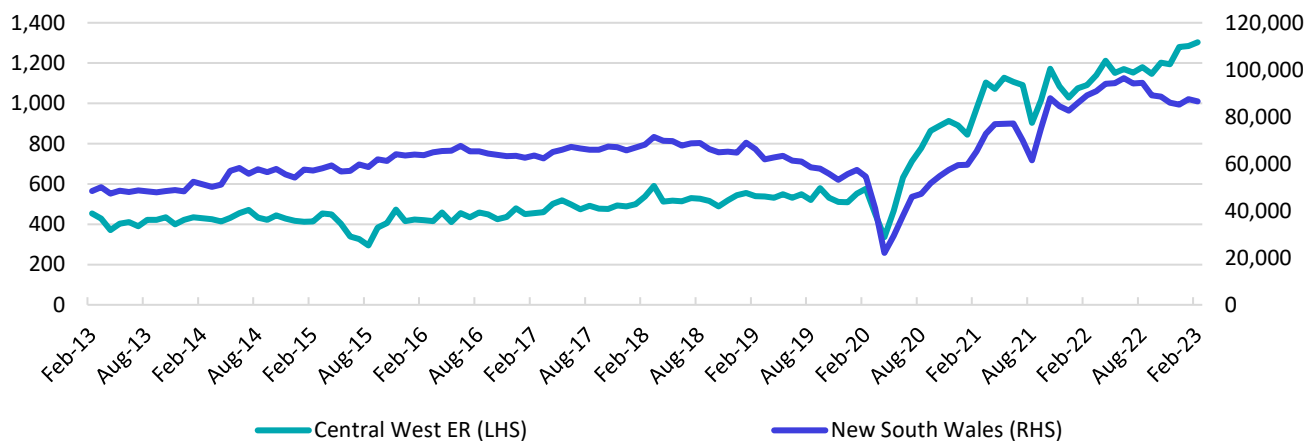| Job advertisement count	Change over the month	Change since Feb-22
1,303	**↑ 1.4%**	**↑ 19.5%**
seasonally adjusted count	(or 18 job advertisements)	(or 213 job advertisements)

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

Central West ER (LHS) ——— New South Wales (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	Count
General Clerks	58
Sales Assistants (General)	57
Registered Nurses	53
Other Miscellaneous Labourers	35
Aged and Disabled Carers	33
Waiters	30
Truck Drivers	27
General Practitioners and Resident Medical Officers	26
Child Carers	24
Motor Mechanics	23

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

Top 10 skills in demand*
Proportion of job ads

Skill	Proportion
Communication Skills	29%
Building Relationships	19%
Planning	15%
Teamwork / Collaboration	13%
Problem Solving	9%
Detail-Orientated	9%
Organisational Skills	8%
Research	8%
Mentoring	7%
Time Management	6%

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
Central West

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 Central West, there were 104 responding employers in the 12 months to February 2023, of whom 63% were recruiting or had recruited in the past month. Of these recruiting businesses, 69% had difficulty recruiting. By comparison, 59% of employers were recruiting in Rest of NSW over the same period, of whom 67% had difficulty recruiting.

Employers in Central West were most likely to report the following reasons for recruitment difficulty:
- Lack of applicants
- Lack of suitable applicants
- Undesirable working conditions/hours
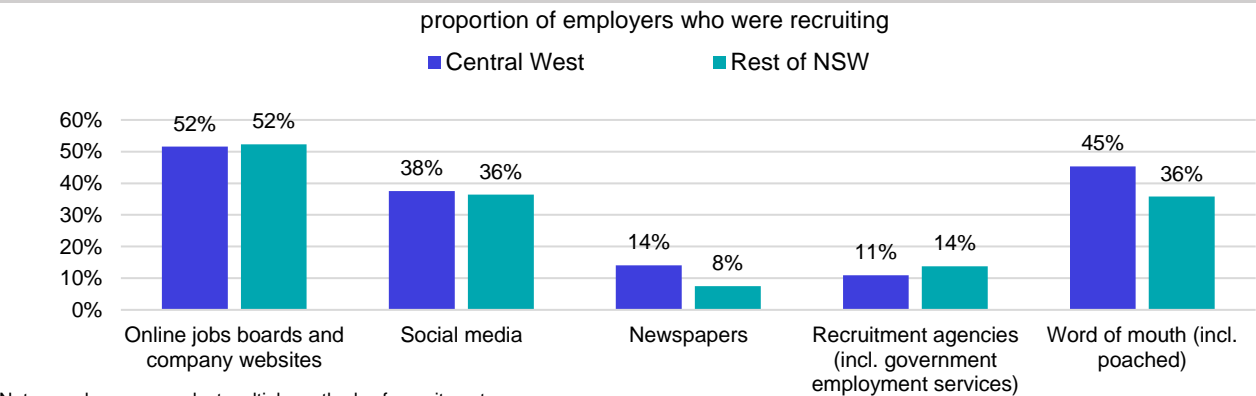- Location, eg remote or regional.

A chart showing reasons for recruitment for Central West and Rest of NSW is included to the right.

Reasons for recruitment

	Central West	Rest of NSW
Newly created positions only	28%	24%
Both newly created positions and turnover	14%	18%
Positions due to turnover only	58%	58%

- 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
Central West	31%	65%	1%	3%
Rest of NSW	31%	63%	3%	3%

- Central West
- Rest of NSW

Recruitment methods

proportion of employers who were recruiting

- Central West
- Rest of NSW

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Central West	52%	38%	14%	11%	45%
Rest of NSW	52%	36%	8%	14%	36%

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 Central West, while weighted data are used for Rest of NSW. 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.