Australian Government
Jobs and Skills Australia

Recruitment trends and employers' needs: Regional Snapshot update

Darwin, 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 Darwin SA4.

Internet vacancies, headline figures, Darwin ER, February 2023

Job advertisement count

2,637

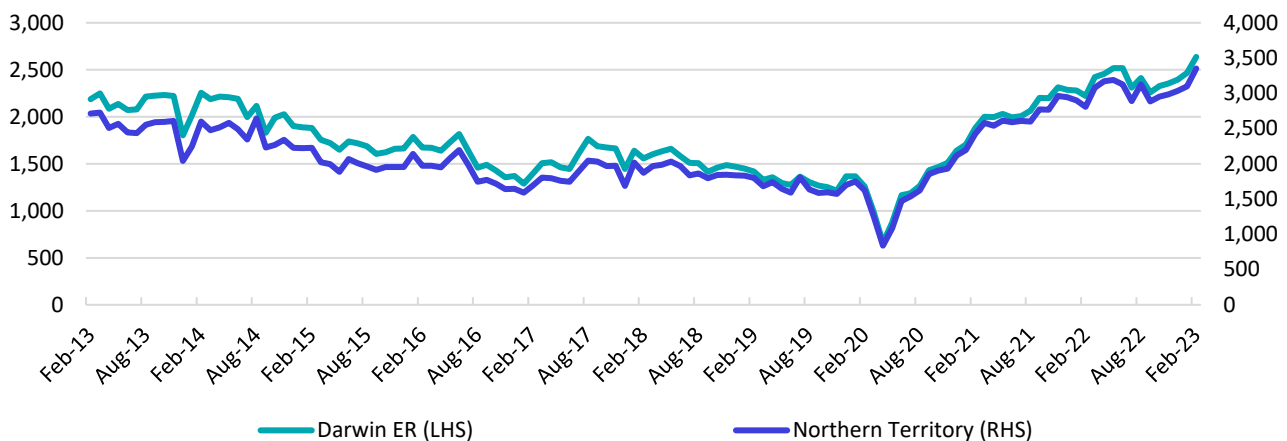seasonally adjusted count

Change over the month

↑ 6.8%

(or 169 job advertisements)
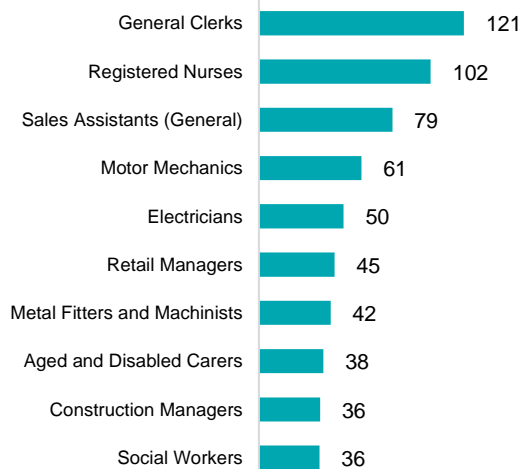
Change since Feb-22

↑ 18.7%

(or 415 job advertisements)

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

— Darwin ER (LHS)   — Northern Territory (RHS)

Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, Feb-2023
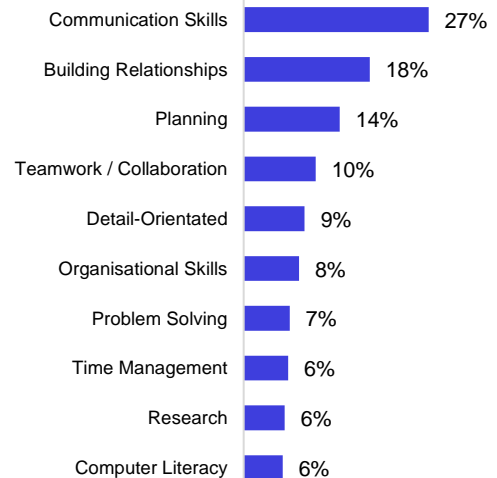
Top 10 occupations recruited for

Number of job ads online

Occupation	Number
General Clerks	121
Registered Nurses	102
Sales Assistants (General)	79
Motor Mechanics	61
Electricians	50
Retail Managers	45
Metal Fitters and Machinists	42
Aged and Disabled Carers	38
Construction Managers	36
Social Workers	36

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

Top 10 skills in demand*

Proportion of job ads

Skill	Proportion
Communication Skills	27%
Building Relationships	18%
Planning	14%
Teamwork / Collaboration	10%
Detail-Orientated	9%
Organisational Skills	8%
Problem Solving	7%
Time Management	6%
Research	6%
Computer Literacy	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
Darwin

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.
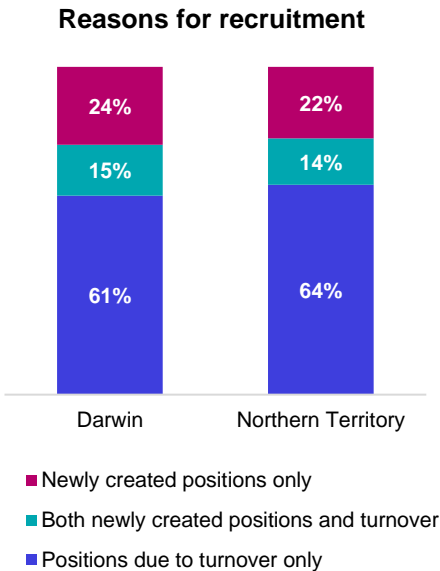
Recruitment activity and experiences

In Darwin, there were 254 responding employers in the 12 months to February 2023, of whom 66% were recruiting or had recruited in the past month. Of these recruiting businesses, 72% had difficulty recruiting. By comparison, 69% of employers were recruiting in Northern Territory over the same period, of whom 74% had difficulty recruiting.
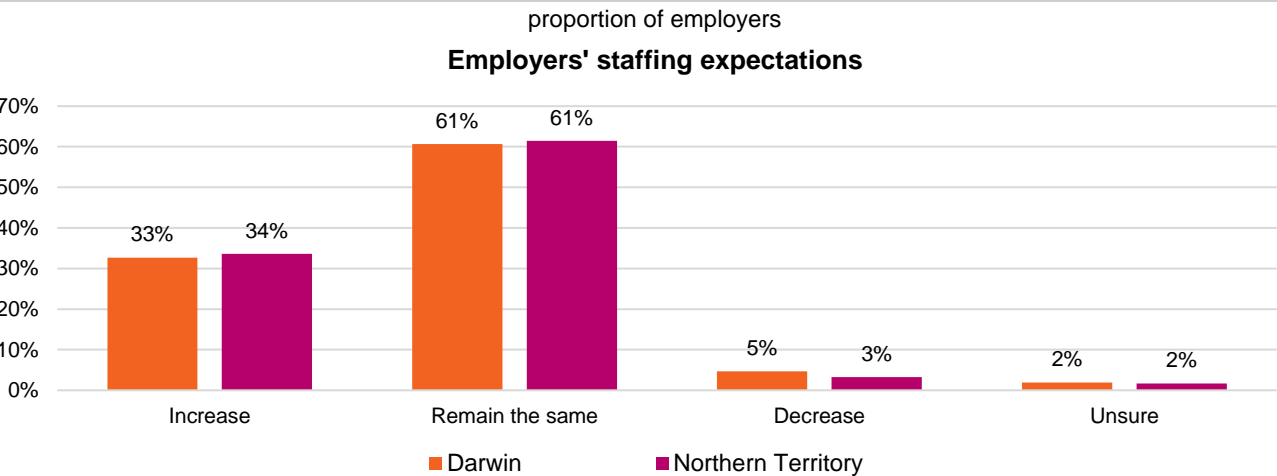
Employers in Darwin were most likely to report the following reasons for recruitment difficulty:
- Lack of suitable applicants
- Lack of applicants
- Location, eg remote or regional
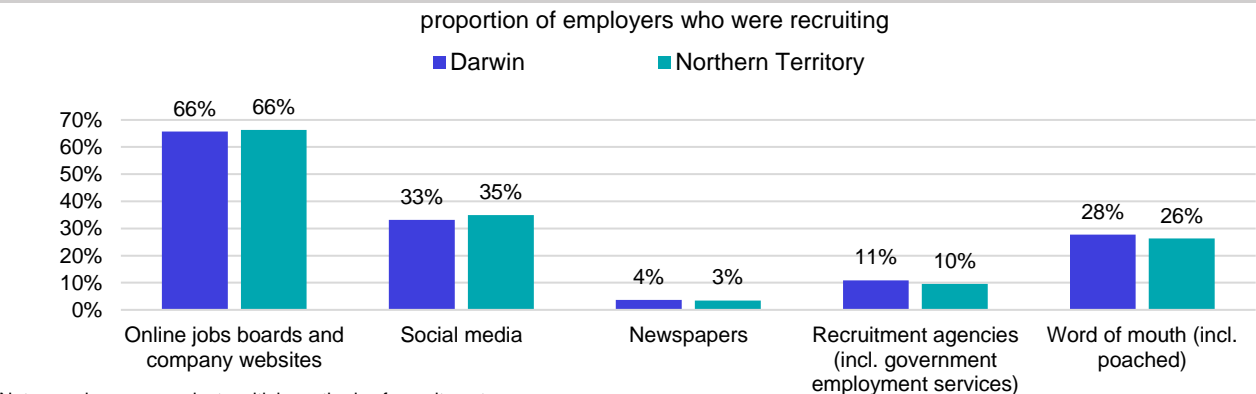- Applicants lack technical skills.

A chart showing reasons for recruitment for Darwin and Northern Territory is included to the right.

Reasons for recruitment

	Darwin	Northern Territory
Newly created positions only	24%	22%
Both newly created positions and turnover	15%	14%
Positions due to turnover only	61%	64%

■ 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
Darwin	33%	61%	5%	2%
Northern Territory	34%	61%	3%	2%

■ Darwin ■ Northern Territory

Recruitment methods
proportion of employers who were recruiting

■ Darwin ■ Northern Territory

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Darwin	66%	33%	4%	11%	28%
Northern Territory	66%	35%	3%	10%	26%

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 Darwin, while weighted data are used for Northern Territory. 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.