



## Recruitment trends and employers' needs: Regional Snapshot update

### Gippsland, 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 Latrobe - Gippsland SA4.

#### Internet vacancies, headline figures, Gippsland ER, February 2023

##### Job advertisement count

2,885

seasonally adjusted count

##### Change over the month

↑ 1.4%

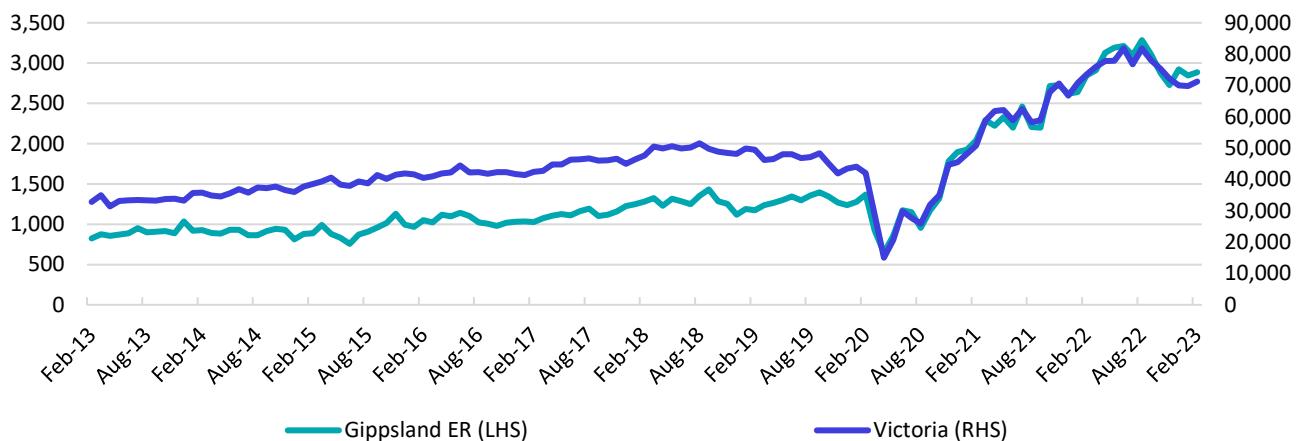
(or 39 job advertisements)

##### Change since Feb-22

↑ 1.3%

(or 38 job advertisements)

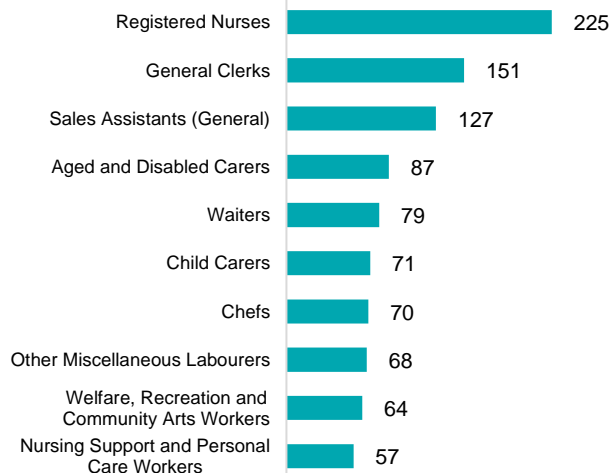
#### Number of online job advertisements over the ten years to February 2023



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

#### Top 10 occupations recruited for

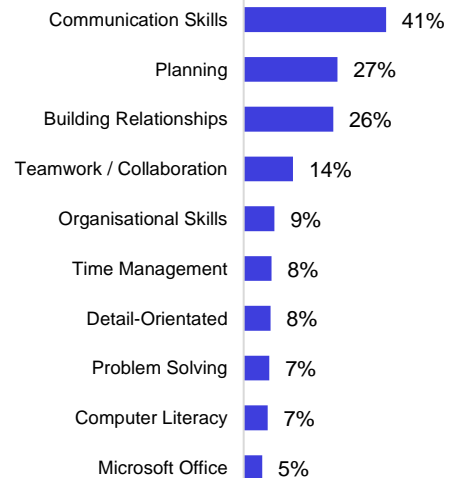
Number of job ads online



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

#### Top 10 skills in demand\*

Proportion of job ads



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

## Gippsland

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.

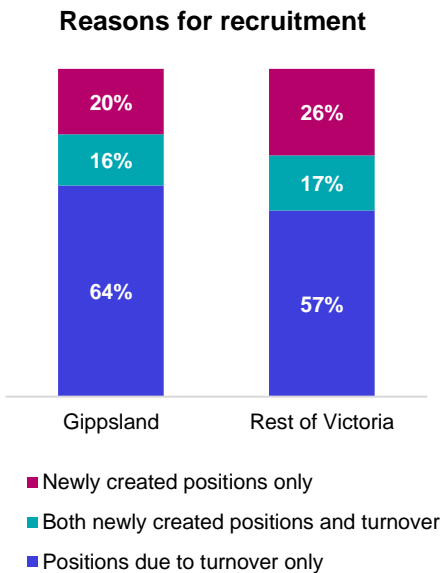
### Recruitment activity and experiences

In Gippsland, there were 149 responding employers in the 12 months to February 2023, of whom 60% were recruiting or had recruited in the past month. Of these recruiting businesses, 60% had difficulty recruiting. By comparison, 57% of employers were recruiting in Rest of Victoria over the same period, of whom 75% had difficulty recruiting.

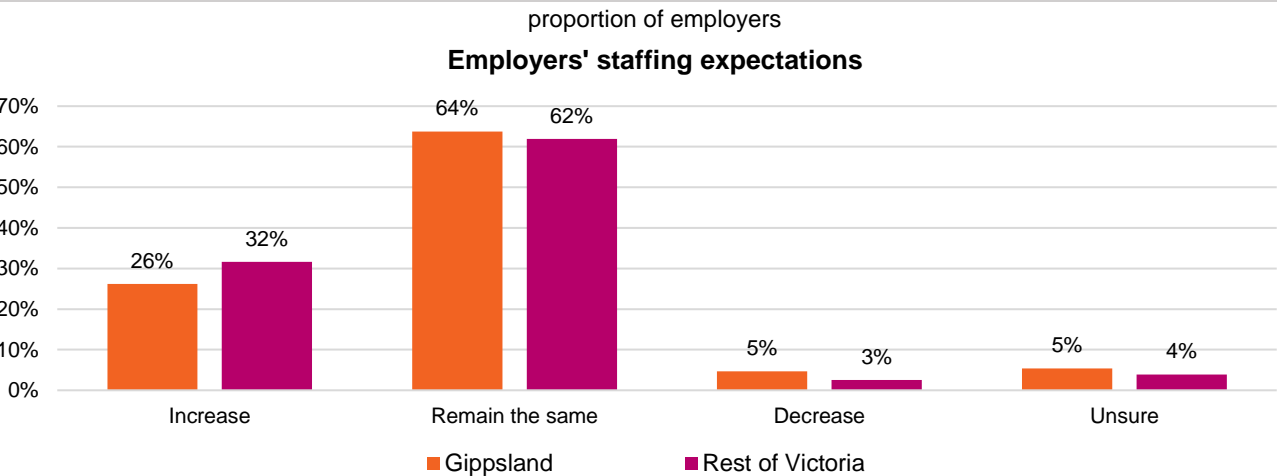
Employers in Gippsland were most likely to report the following reasons for recruitment difficulty:

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

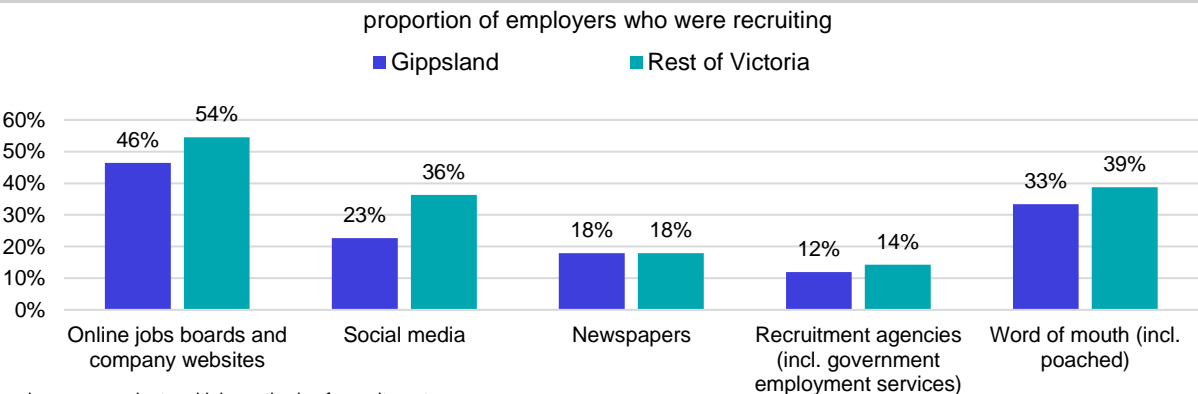
A chart showing reasons for recruitment for Gippsland and Rest of Victoria is included to the right.



### Staffing outlook for coming months



### Recruitment methods



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 Gippsland, while weighted data are used for Rest of Victoria. 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.