



Recruitment trends and employers' needs: Regional Snapshot update

Mackay, February 2023

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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 Mackay SA4.

Internet vacancies, headline figures, Mackay ER, February 2023

Job advertisement count

1,526

seasonally adjusted count

Change over the month

↑ 1.0%

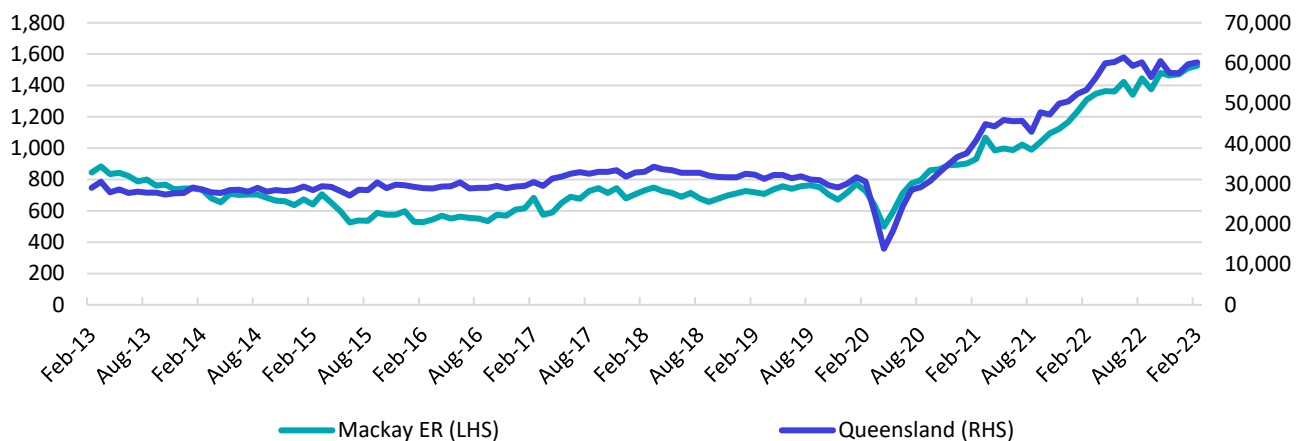
(or 15 job advertisements)

Change since Feb-22

↑ 16.7%

(or 218 job advertisements)

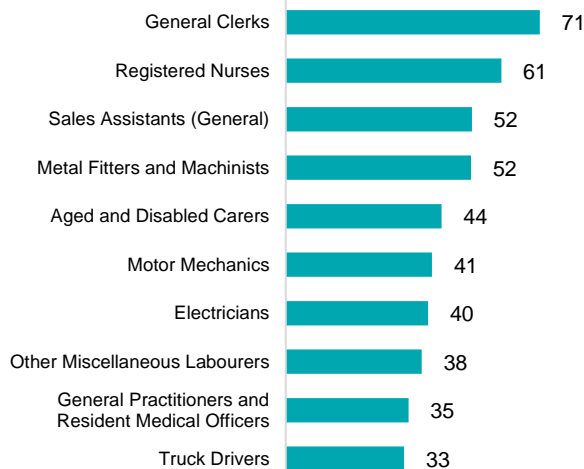
Number of online job advertisements over the ten years to February 2023



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

Mackay

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.

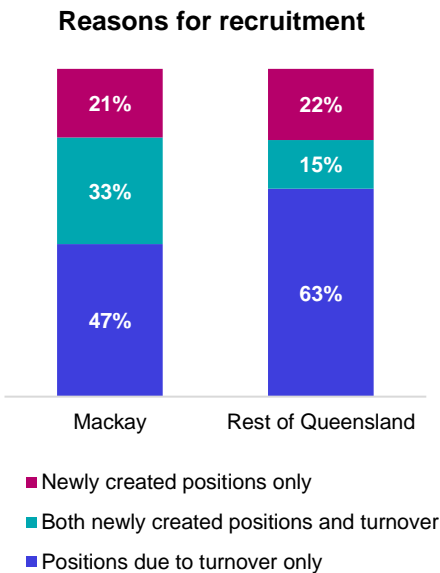
Recruitment activity and experiences

In Mackay, there were 80 responding employers in the 12 months to February 2023, of whom 55% were recruiting or had recruited in the past month. Of these recruiting businesses, 67% had difficulty recruiting. By comparison, 60% of employers were recruiting in Rest of Queensland over the same period, of whom 67% had difficulty recruiting.

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

- Undesirable working conditions/hours
- Location, eg remote or regional
- Lack of applicants
- Applicants lack technical skills.

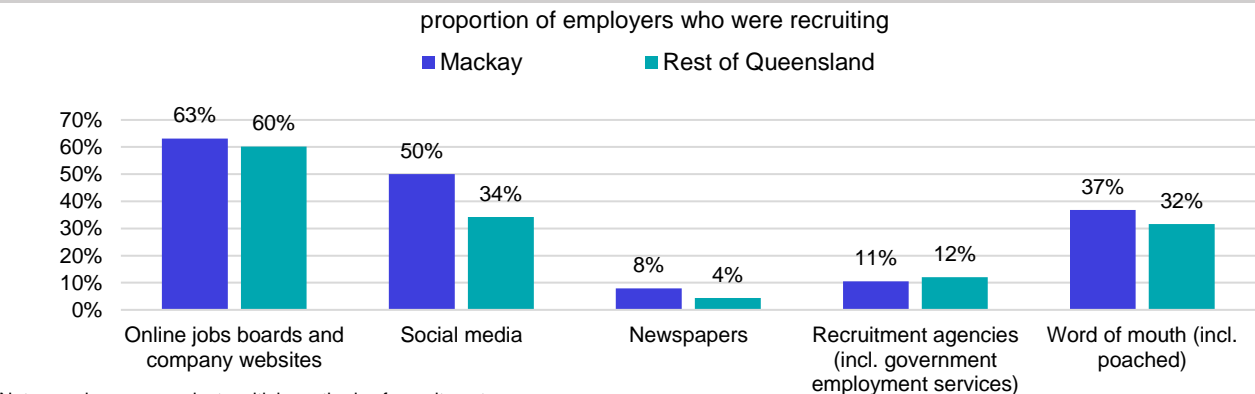
A chart showing reasons for recruitment for Mackay and Rest of Queensland is included to the right.



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 Mackay, while weighted data are used for Rest of Queensland. 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.