Australian Government
Jobs and Skills Australia

Recruitment trends and employers' needs: Regional Snapshot update

North Eastern Melbourne, 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 Greater Melbourne capital city area.

Internet vacancies, headline figures, North Eastern Melbourne ER, February 2023

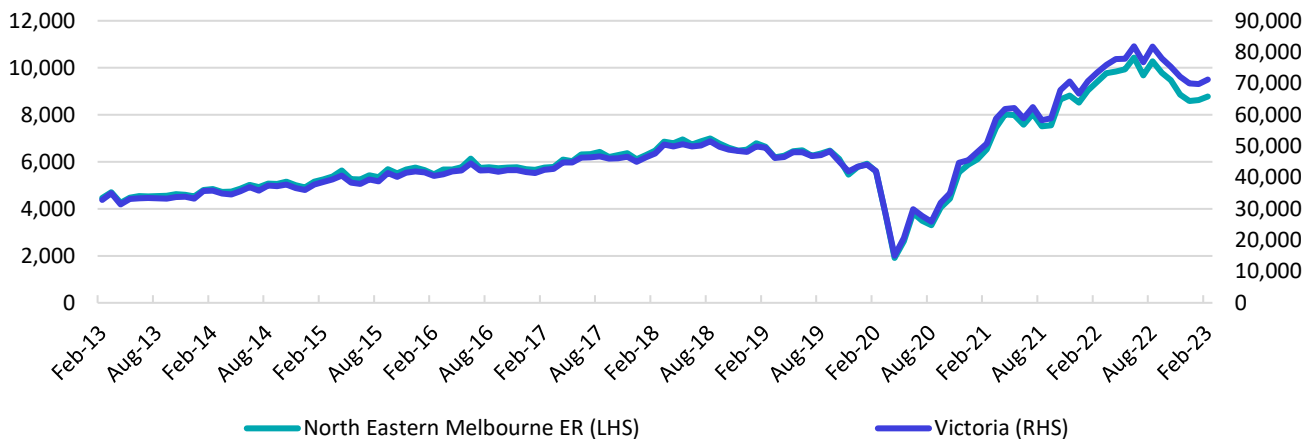| Job advertisement count	Change over the month	Change since Feb-22
8,778	↑ **1.7%**	↓ **-6.6%**
seasonally adjusted count	(or 147 job advertisements)	(or -623 job advertisements)

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

— North Eastern Melbourne ER (LHS)   — Victoria (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	397
Sales Assistants (General)	329
Software and Applications Programmers	266
Registered Nurses	240
Advertising and Sales Managers	210
Waiters	171
Accountants	171
Construction Managers	162
Retail Managers	133
Aged and Disabled Carers	129

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

Top 10 skills in demand*
Proportion of job ads

Skill	Proportion
Communication Skills	38%
Building Relationships	29%
Planning	21%
Teamwork / Collaboration	18%
Detail-Orientated	13%
Problem Solving	10%
Organisational Skills	10%
Time Management	9%
Research	7%
Microsoft Excel	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

North Eastern Melbourne

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.

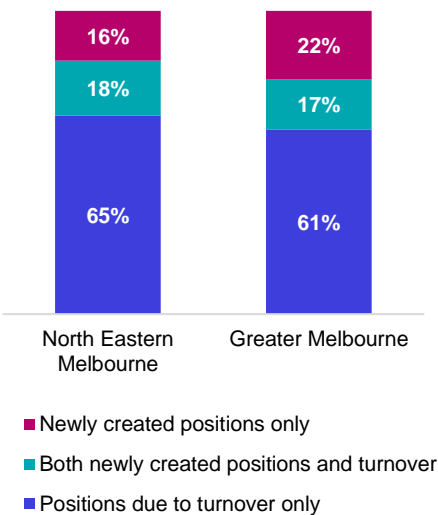## Recruitment activity and experiences

In North Eastern Melbourne, there were 278 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, 71% had difficulty recruiting. By comparison, 58% of employers were recruiting in Greater Melbourne over the same period, of whom 69% had difficulty recruiting.

Employers in North Eastern Melbourne were most likely to report the following reasons for recruitment difficulty:
- Lack of applicants
- Lack of suitable applicants
- Undesirable working conditions/hours
- Applicants lack technical skills.

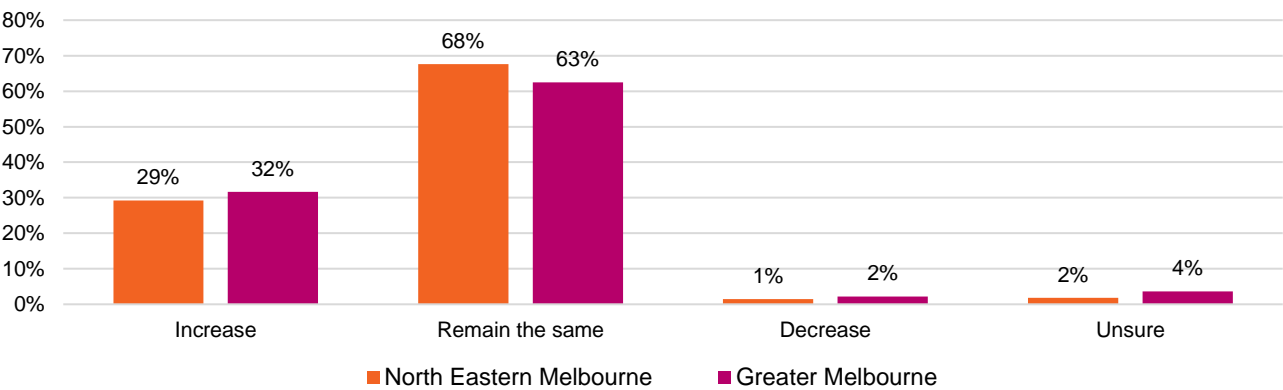A chart showing reasons for recruitment for North Eastern Melbourne and Greater Melbourne is included to the right.

Reasons for recruitment

	North Eastern Melbourne	Greater Melbourne
Newly created positions only	16%	22%
Both newly created positions and turnover	18%	17%
Positions due to turnover only	65%	61%

- ■ 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
North Eastern Melbourne	29%	68%	1%	2%
Greater Melbourne	32%	63%	2%	4%

- ■ North Eastern Melbourne
- ■ Greater Melbourne

Recruitment methods

proportion of employers who were recruiting

- ■ North Eastern Melbourne
- ■ Greater Melbourne

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
North Eastern Melbourne	69%	16%	3%	14%	27%
Greater Melbourne	73%	16%	2%	17%	27%
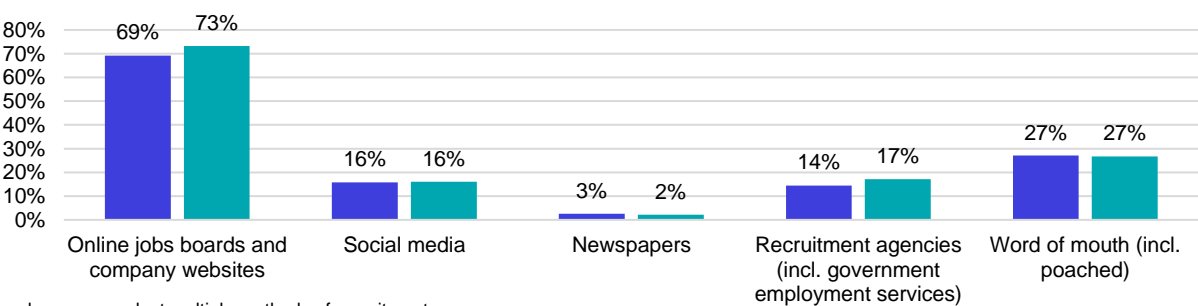
Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for North Eastern Melbourne, while weighted data are used for Greater Melbourne. 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.