



## Queensland, 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) and the percentage of job ads that mention key skills as measured by Lightcast (formerly Burning Glass technologies).

### Internet vacancies, headline figures, Queensland, February 2023

#### Job advertisement count

60,155

seasonally adjusted count

#### Change over the month

↑ 0.7%

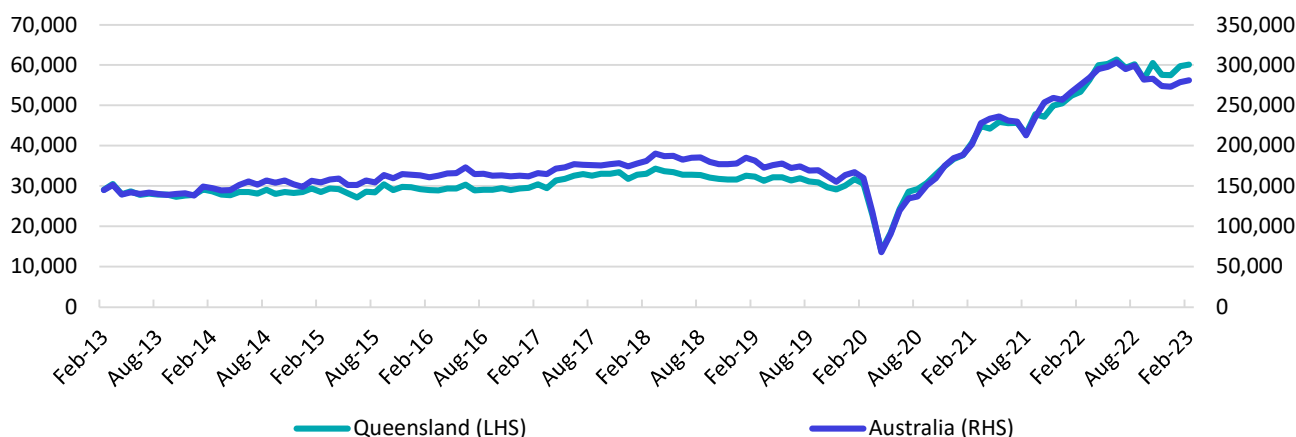
(or 432 job advertisements)

#### Change since Feb-22

↑ 12.7%

(or 6,772 job advertisements)

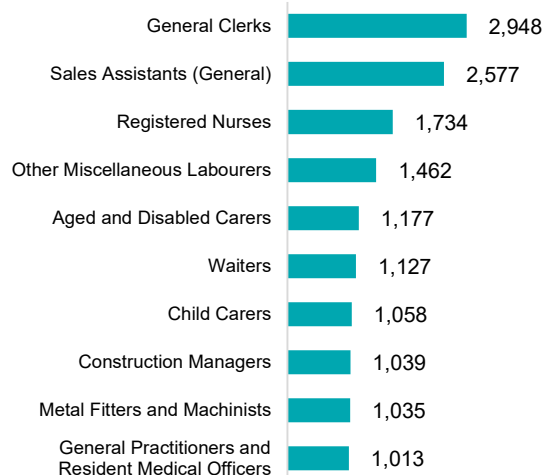
### Number of online job advertisements over the ten years to February 2023



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

#### Top 10 occupations recruited for

Number of job ads online



Source: JSA, IVI, seasonally adjusted data, 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

## Queensland

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 Queensland, there were 2,039 responding employers in the 12 months to February 2023, of whom 59% were recruiting or had recruited over the past month. Of these recruiting businesses, 66% had difficulty recruiting. By comparison, 57% of employers were recruiting in Australia over the same period, of whom 67% had difficulty recruiting.

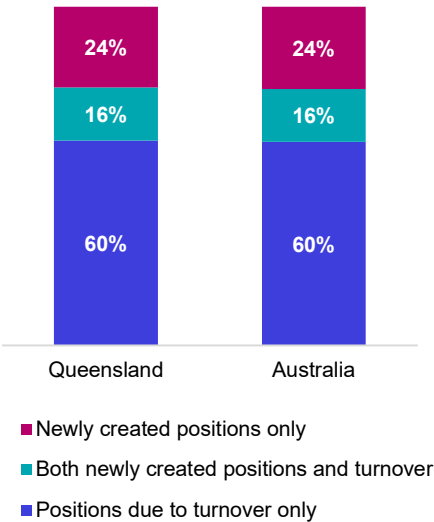
Employers in Queensland were most likely to report the following reasons for recruitment difficulty:

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

A chart showing reasons for recruitment for Queensland and Australia is included to the right.

Note: employers can select multiple reasons for recruitment difficulty.

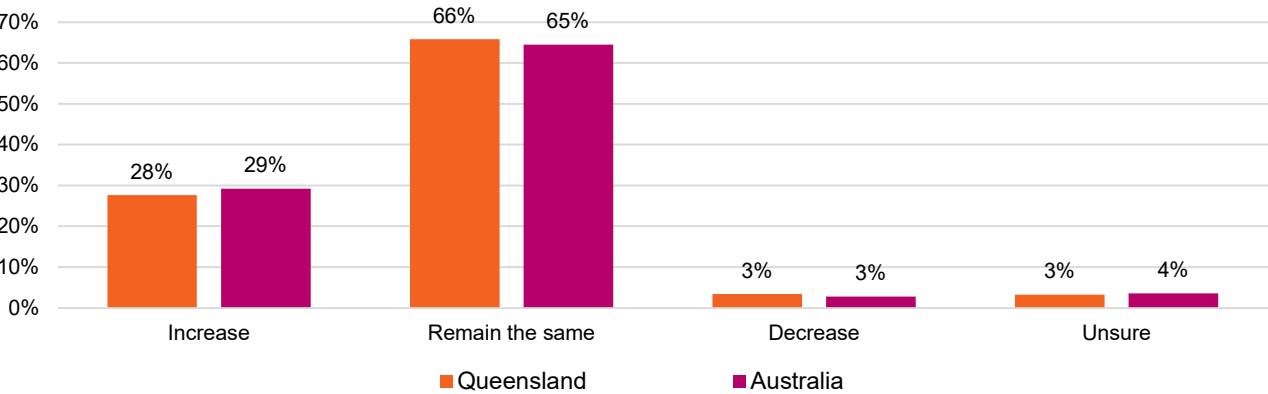
#### Reasons for recruitment



### Staffing outlook for coming months

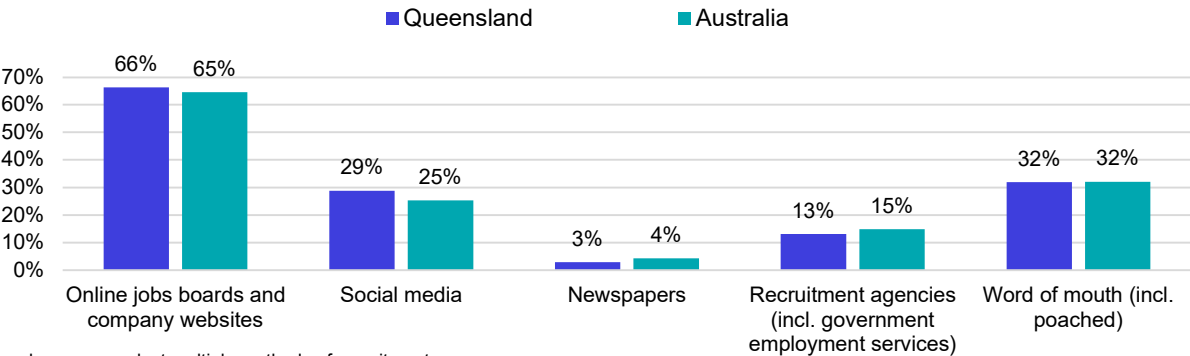
proportion of employers

#### Employers' staffing expectations



### Recruitment methods

proportion of employers who were recruiting



Note: employers can select multiple methods of recruitment.

Due to small sample sizes for data for the territories, caution should be exercised interpreting these results. Weighted data are used for Queensland and Australia. 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.



## Brisbane South East, 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 Brisbane SA4.

### Internet vacancies, headline figures, Brisbane South East ER, February 2023

#### Job advertisement count

10,971

seasonally adjusted count

#### Change over the month

↓ -0.2%

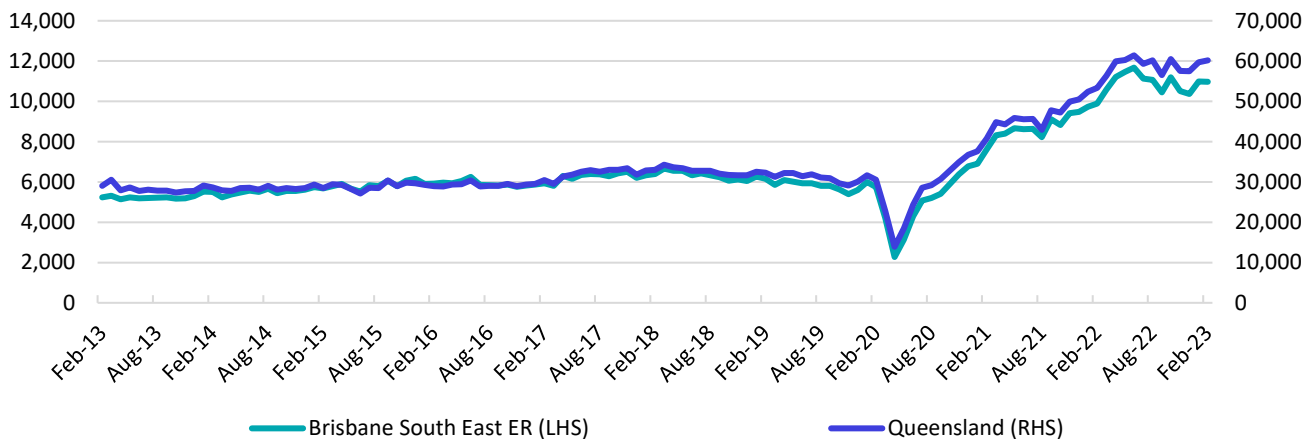
(or -22 job advertisements)

#### Change since Feb-22

↑ 11.0%

(or 1,085 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

## Brisbane South East

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.

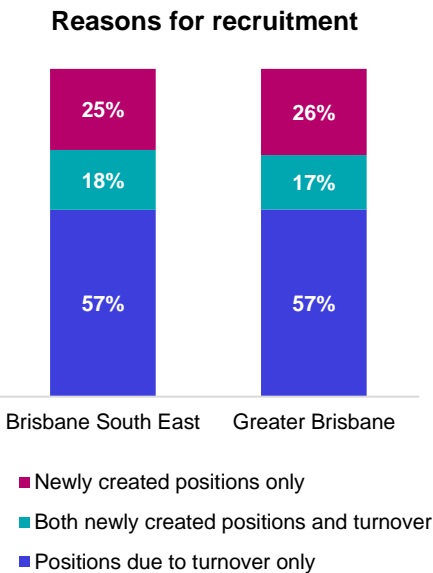
### Recruitment activity and experiences

In Brisbane South East, there were 405 responding employers in the 12 months to February 2023, of whom 57% were recruiting or had recruited in the past month. Of these recruiting businesses, 65% had difficulty recruiting. By comparison, 58% of employers were recruiting in Greater Brisbane over the same period, of whom 64% had difficulty recruiting.

Employers in Brisbane South East were most likely to report the following reasons for recruitment difficulty:

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

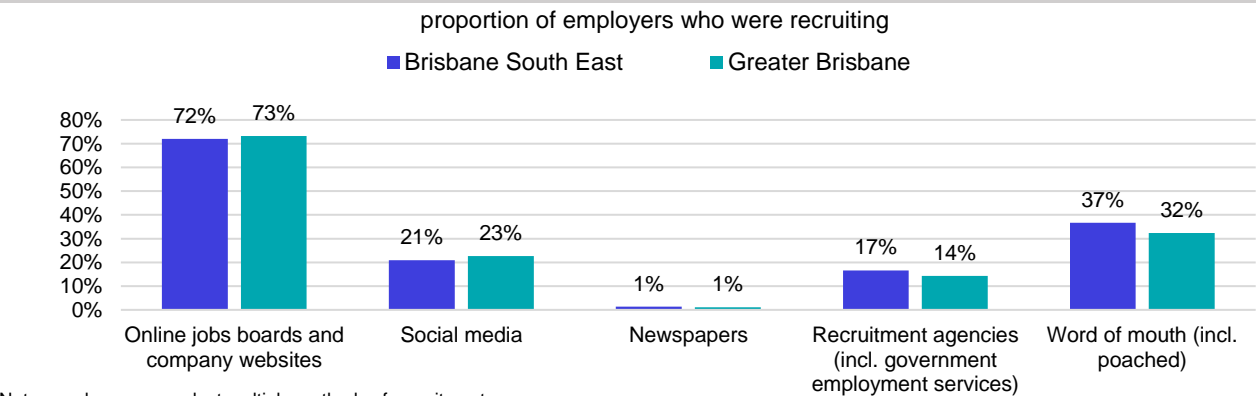
A chart showing reasons for recruitment for Brisbane South East and Greater Brisbane is included to the right.



### 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 Brisbane South East, while weighted data are used for Greater Brisbane. 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.



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

### Cairns, 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 Cairns SA4.

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

##### Job advertisement count

3,394

seasonally adjusted count

##### Change over the month

↑ 2.7%

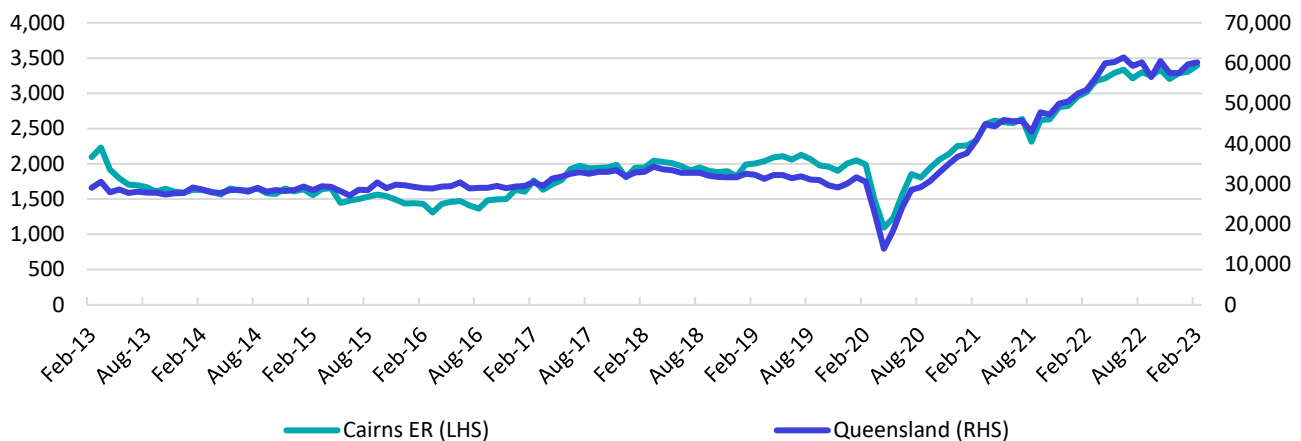
(or 88 job advertisements)

##### Change since Feb-22

↑ 12.4%

(or 375 job advertisements)

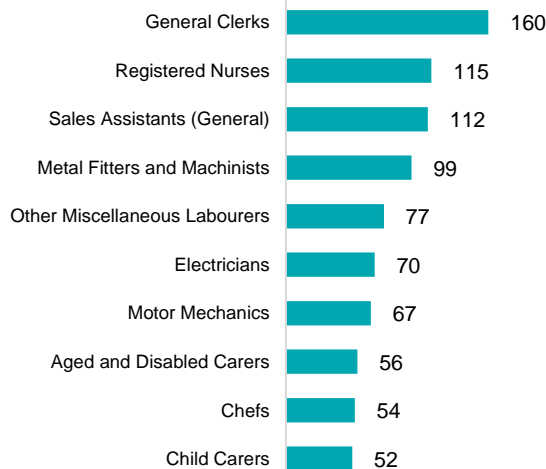
#### Number of online job advertisements over the ten years to February 2023



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

#### Top 10 occupations recruited for

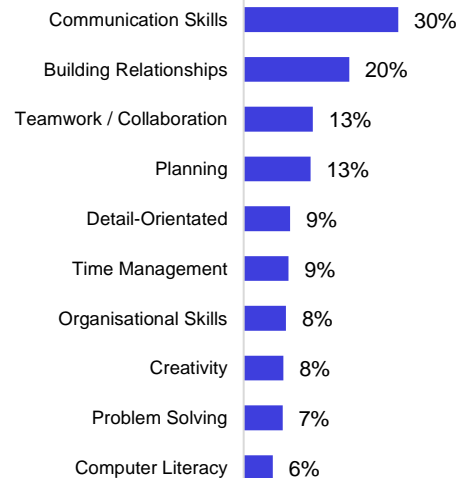
Number of job ads online



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

## Cairns

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

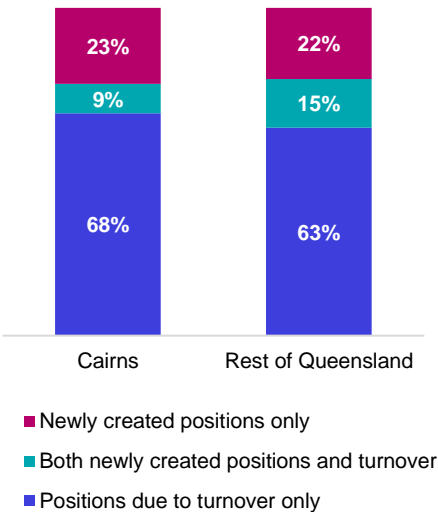
In Cairns, there were 113 responding employers in the 12 months to February 2023, of whom 50% were recruiting or had recruited in the past month. Of these recruiting businesses, 64% had difficulty recruiting. By comparison, 60% of employers were recruiting in Rest of Queensland over the same period, of whom 67% had difficulty recruiting.

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

- Lack of applicants
- Lack of suitable applicants
- Applicants lack technical skills
- Applicants lack experience.

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

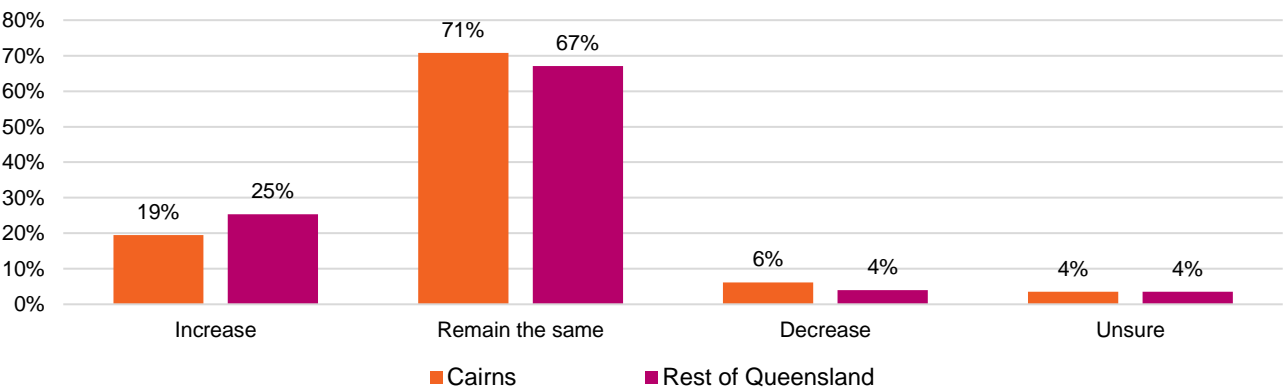
#### Reasons for recruitment



### Staffing outlook for coming months

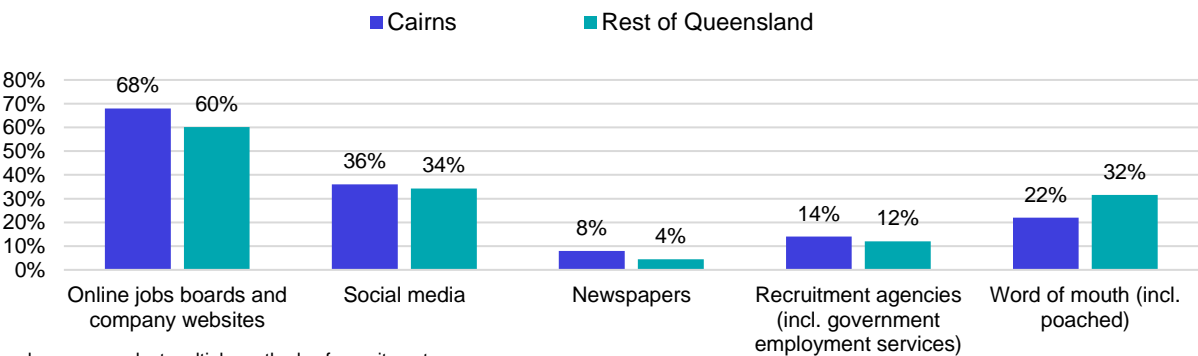
proportion of employers

#### Employers' staffing expectations



### Recruitment methods

proportion of employers who were recruiting



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 Cairns, 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.



## Darling Downs, 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 Darling Downs - Maranoa SA4.

### Internet vacancies, headline figures, Darling Downs ER, February 2023

#### Job advertisement count

1,619

seasonally adjusted count

#### Change over the month

↑ 0.1%

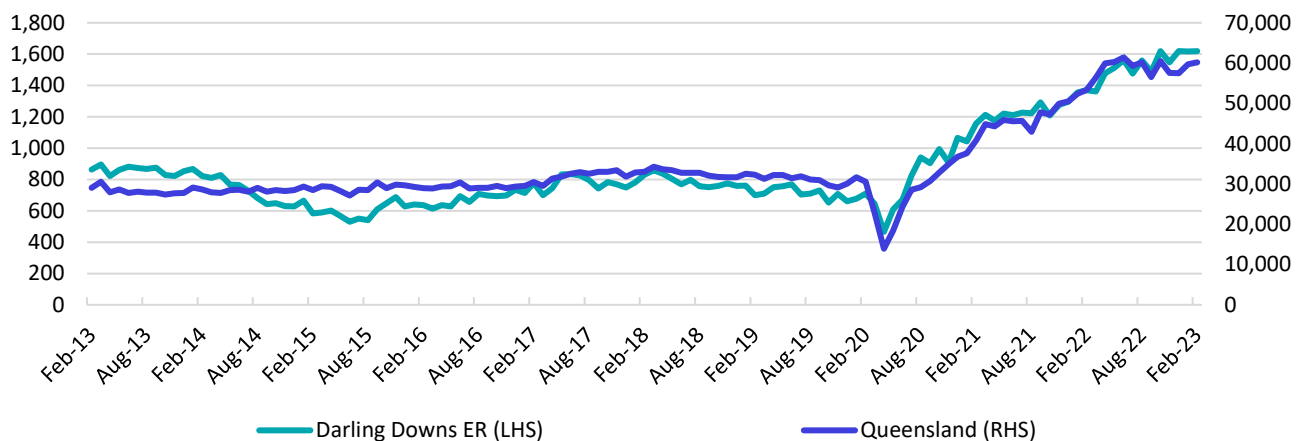
(or 1 job advertisements)

#### Change since Feb-22

↑ 18.1%

(or 248 job advertisements)

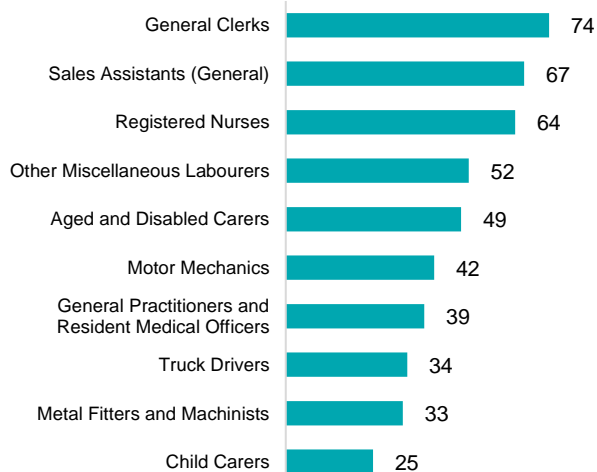
### Number of online job advertisements over the ten years to February 2023



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

### Top 10 occupations recruited for

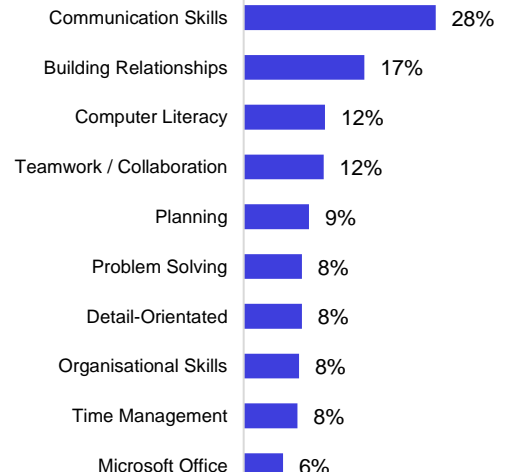
Number of job ads online



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

## Darling Downs

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.

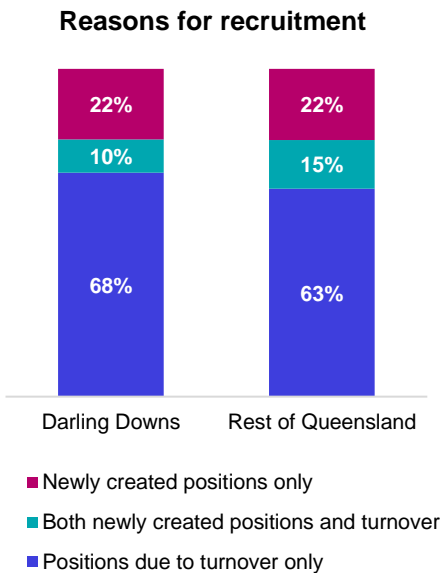
### Recruitment activity and experiences

In Darling Downs, there were 131 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, 70% had difficulty recruiting. By comparison, 60% of employers were recruiting in Rest of Queensland over the same period, of whom 67% had difficulty recruiting.

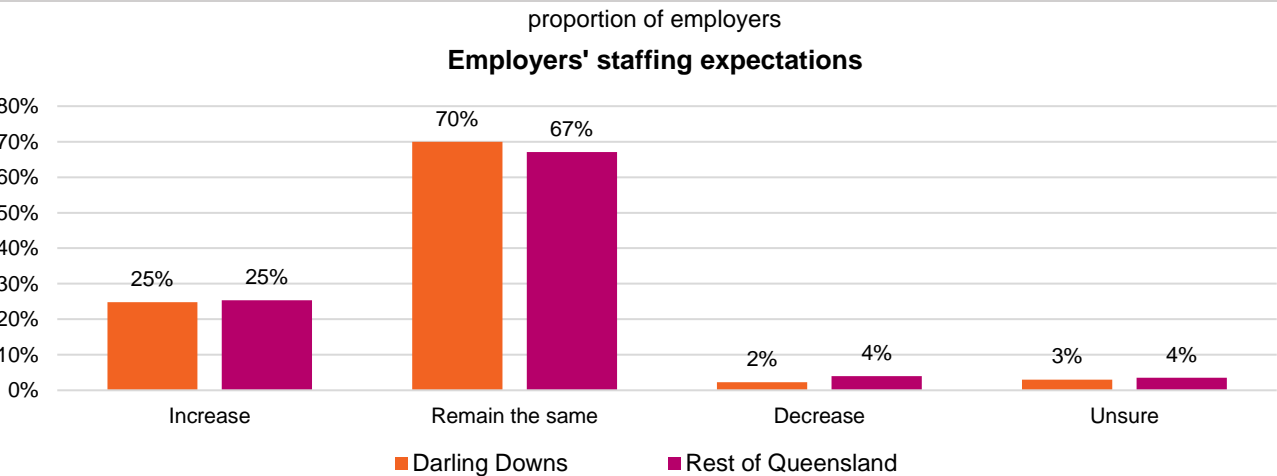
Employers in Darling Downs were most likely to report the following reasons for recruitment difficulty:

- Lack of applicants
- Location, eg remote or regional
- Lack of suitable applicants
- Undesirable working conditions/hours.

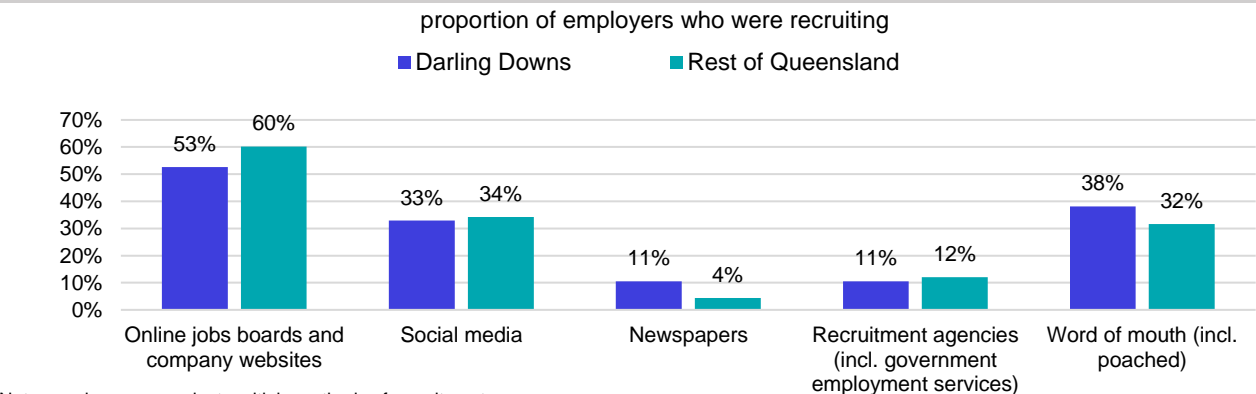
A chart showing reasons for recruitment for Darling Downs and Rest of Queensland is included to the right.



### 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 Darling Downs, 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.





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

### Fitzroy, 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 Queensland SA4.

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

##### Job advertisement count

1,810

seasonally adjusted count

##### Change over the month

↑ 1.0%

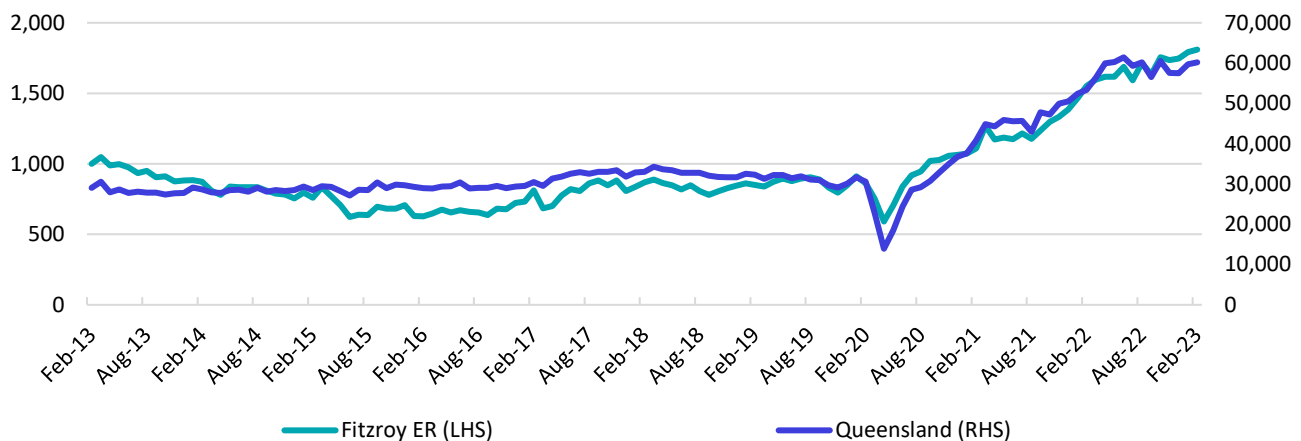
(or 18 job advertisements)

##### Change since Feb-22

↑ 16.7%

(or 259 job advertisements)

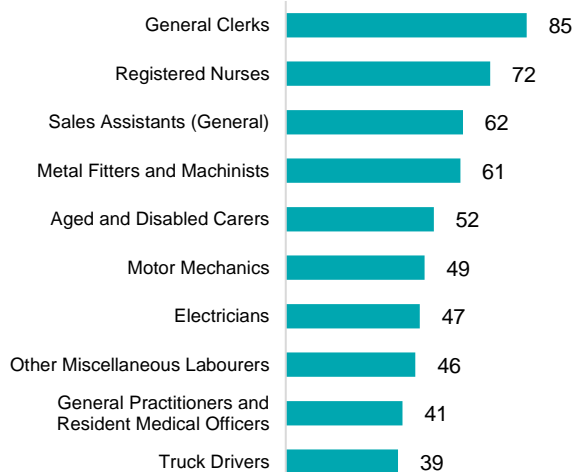
#### Number of online job advertisements over the ten years to February 2023



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

#### Top 10 occupations recruited for

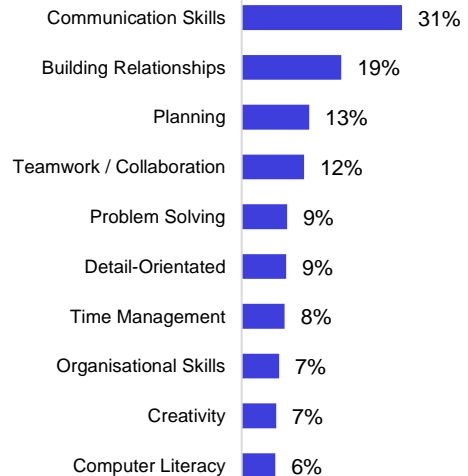
Number of job ads online



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

## Fitzroy

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

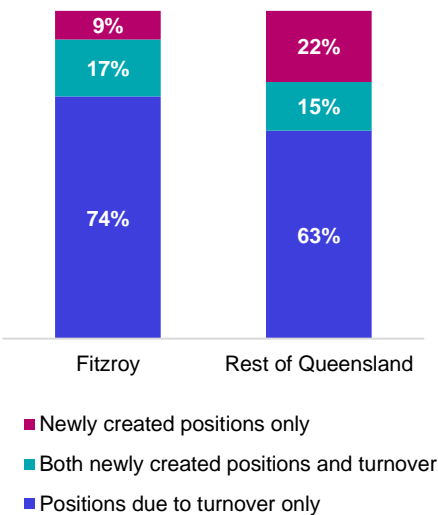
In Fitzroy, there were 120 responding employers in the 12 months to February 2023, of whom 58% were recruiting or had recruited in the past month. Of these recruiting businesses, 64% had difficulty recruiting. By comparison, 60% of employers were recruiting in Rest of Queensland over the same period, of whom 67% had difficulty recruiting.

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

- Lack of applicants
- Undesirable working conditions/hours
- Lack of suitable applicants
- Location, eg remote or regional.

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

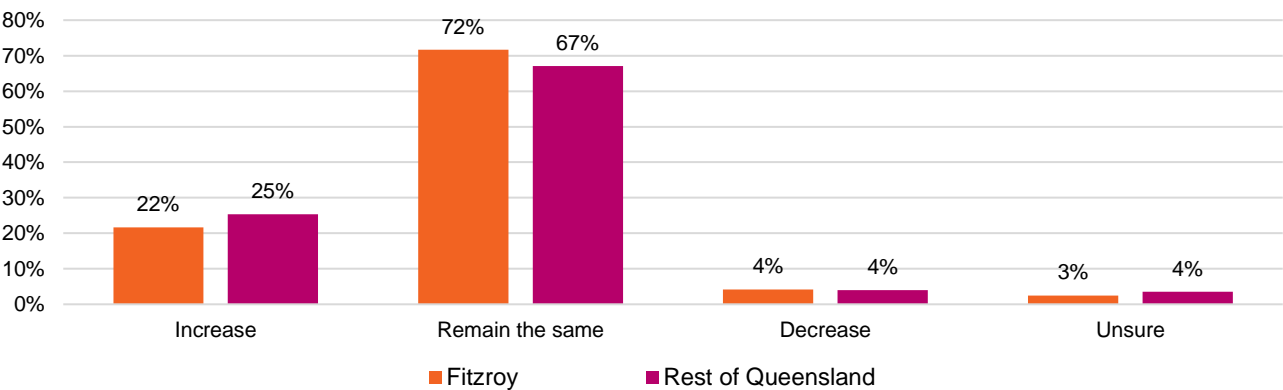
#### Reasons for recruitment



### Staffing outlook for coming months

proportion of employers

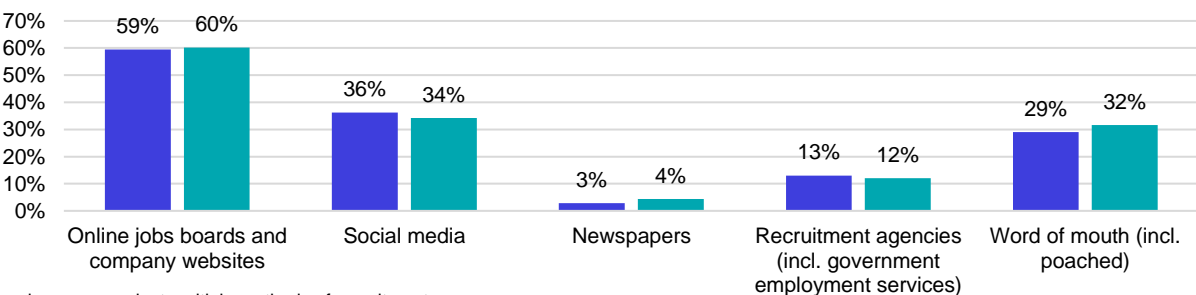
#### Employers' staffing expectations



### Recruitment methods

proportion of employers who were recruiting

■ Fitzroy ■ Rest of Queensland



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 Fitzroy, 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.

## Gold Coast, 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 Gold Coast SA4.

### Internet vacancies, headline figures, Gold Coast ER, February 2023

#### Job advertisement count

5,516

seasonally adjusted count

#### Change over the month

↓ -1.0%

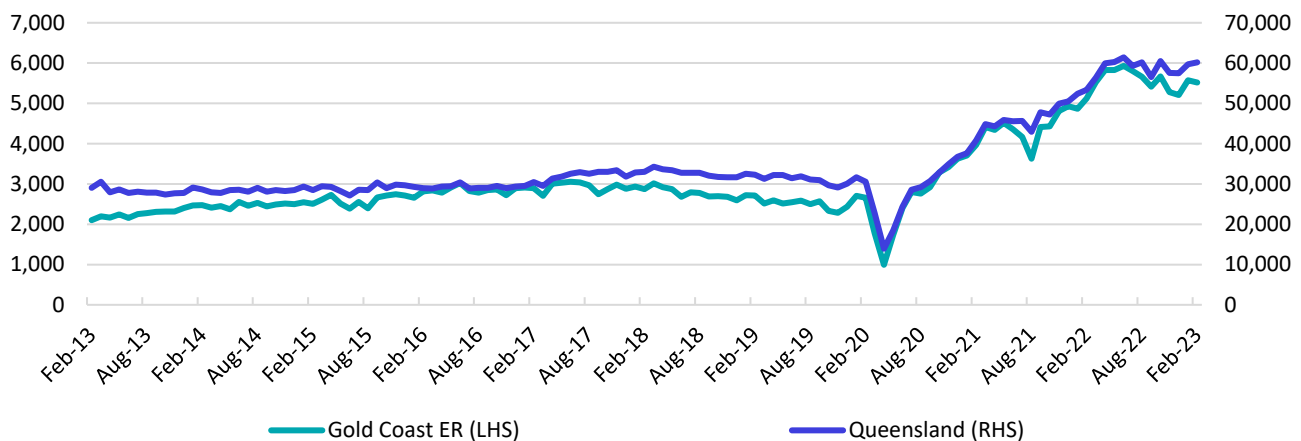
(or -55 job advertisements)

#### Change since Feb-22

↑ 7.8%

(or 397 job advertisements)

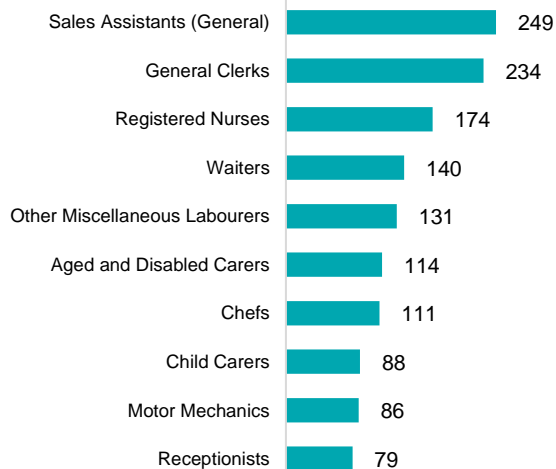
### Number of online job advertisements over the ten years to February 2023



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

## Gold Coast

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.

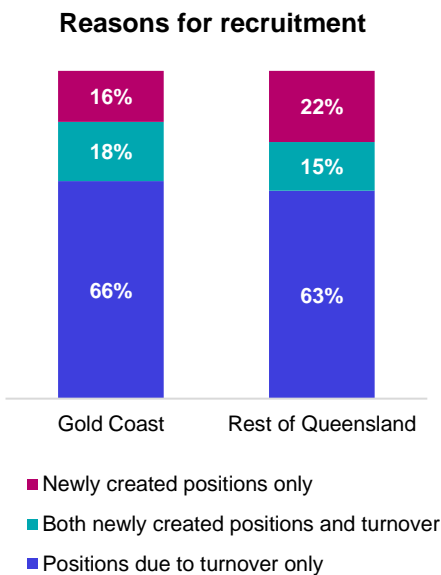
### Recruitment activity and experiences

In Gold Coast, there were 215 responding employers in the 12 months to February 2023, of whom 57% 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.

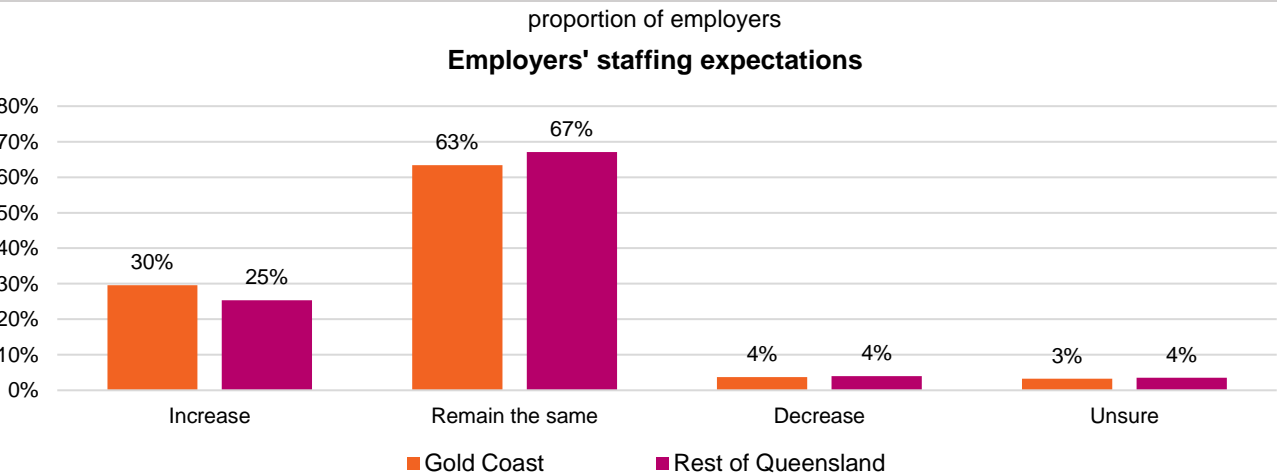
Employers in Gold Coast were most likely to report the following reasons for recruitment difficulty:

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

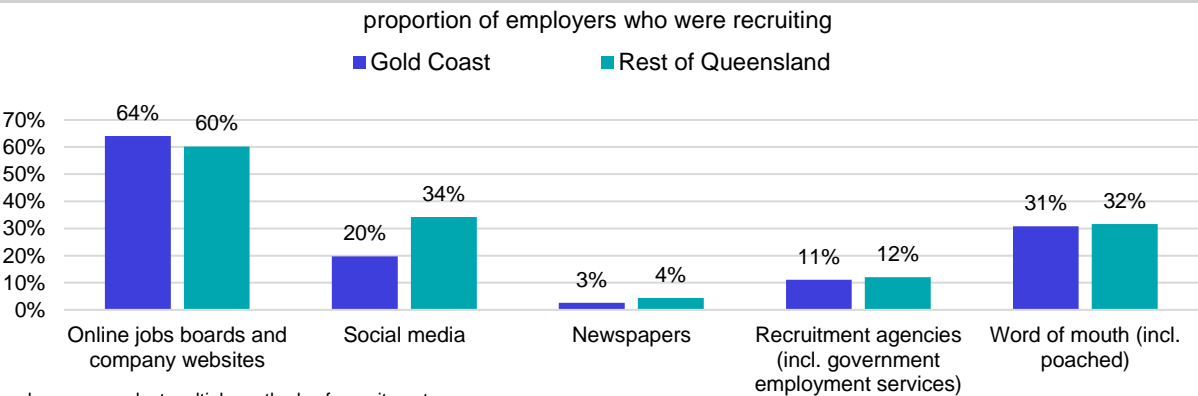
A chart showing reasons for recruitment for Gold Coast and Rest of Queensland is included to the right.



### 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 Gold Coast, 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.



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

### Mackay, 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 Mackay SA4.

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

##### Job advertisement count

1,526

seasonally adjusted count

##### Change over the month

↑ 1.0%

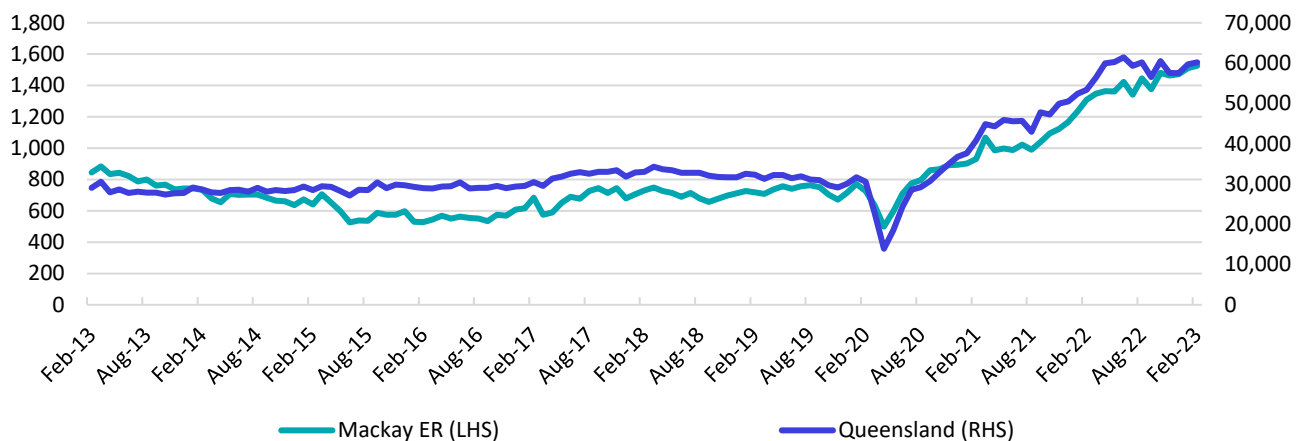
(or 15 job advertisements)

##### Change since Feb-22

↑ 16.7%

(or 218 job advertisements)

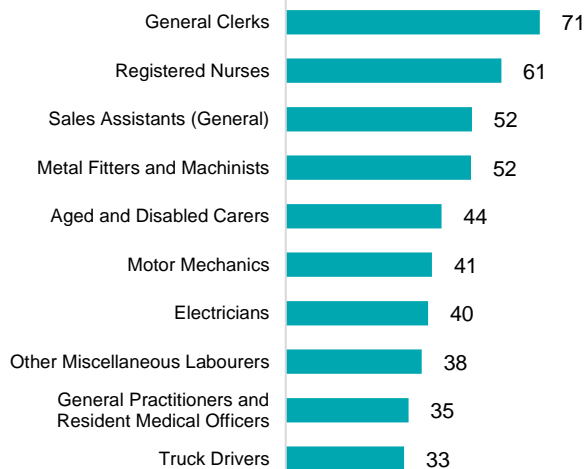
#### Number of online job advertisements over the ten years to February 2023



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

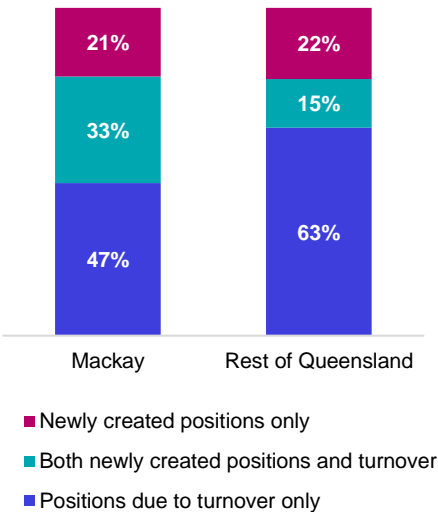
In Mackay, there were 80 responding employers in the 12 months to February 2023, of whom 55% were recruiting or had recruited in the past month. Of these recruiting businesses, 67% had difficulty recruiting. By comparison, 60% of employers were recruiting in Rest of Queensland over the same period, of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

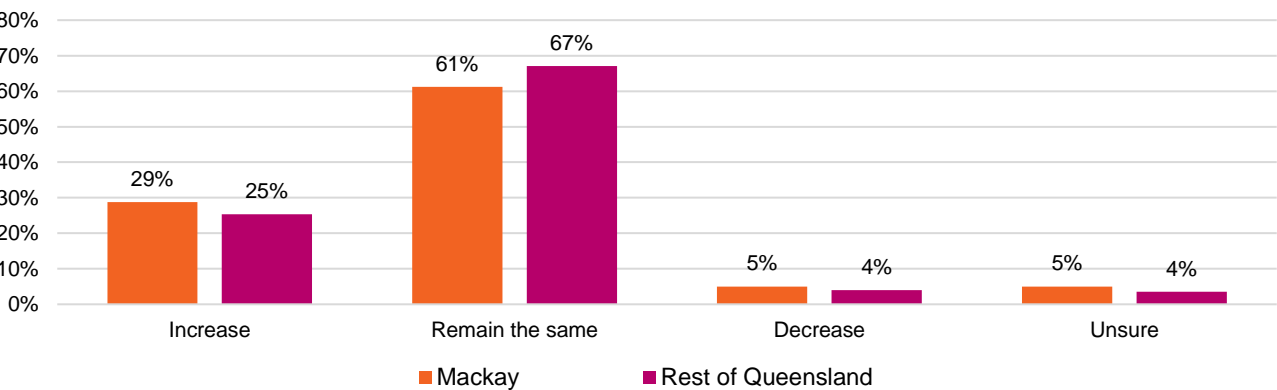
#### Reasons for recruitment



### Staffing outlook for coming months

proportion of employers

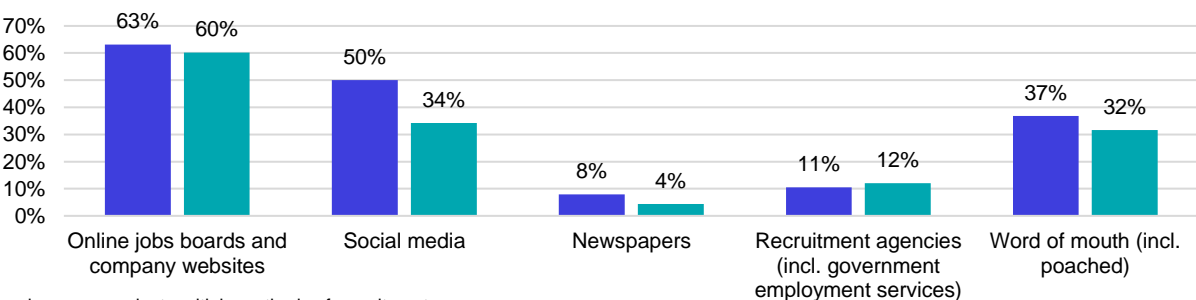
#### Employers' staffing expectations



### Recruitment methods

proportion of employers who were recruiting

Mackay Rest of Queensland



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.



## Somerset, 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 Brisbane capital city area.

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

#### Job advertisement count

21,009

seasonally adjusted count

#### Change over the month

↓ 0.0%

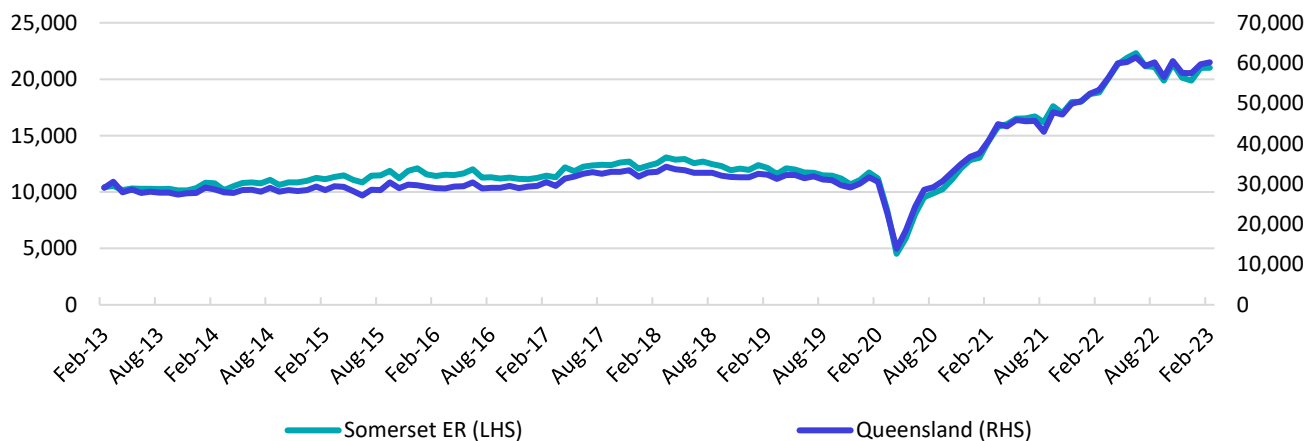
(or -9 job advertisements)

#### Change since Feb-22

↑ 11.6%

(or 2,181 job advertisements)

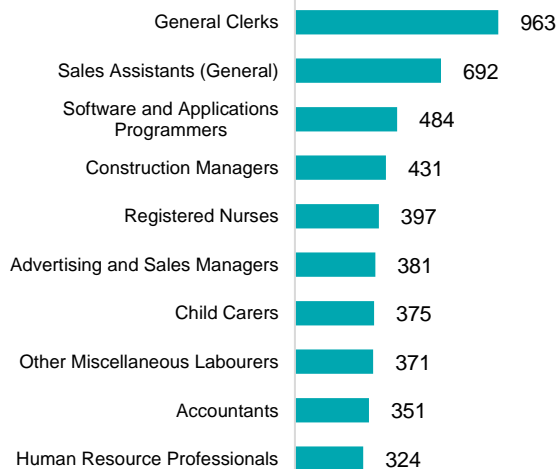
### Number of online job advertisements over the ten years to February 2023



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

## Somerset

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.

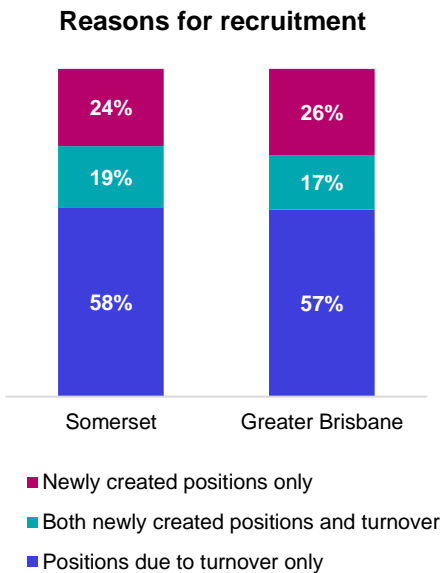
### Recruitment activity and experiences

In Somerset, there were 457 responding employers in the 12 months to February 2023, of whom 58% were recruiting or had recruited in the past month. Of these recruiting businesses, 63% had difficulty recruiting. By comparison, 58% of employers were recruiting in Greater Brisbane over the same period, of whom 64% had difficulty recruiting.

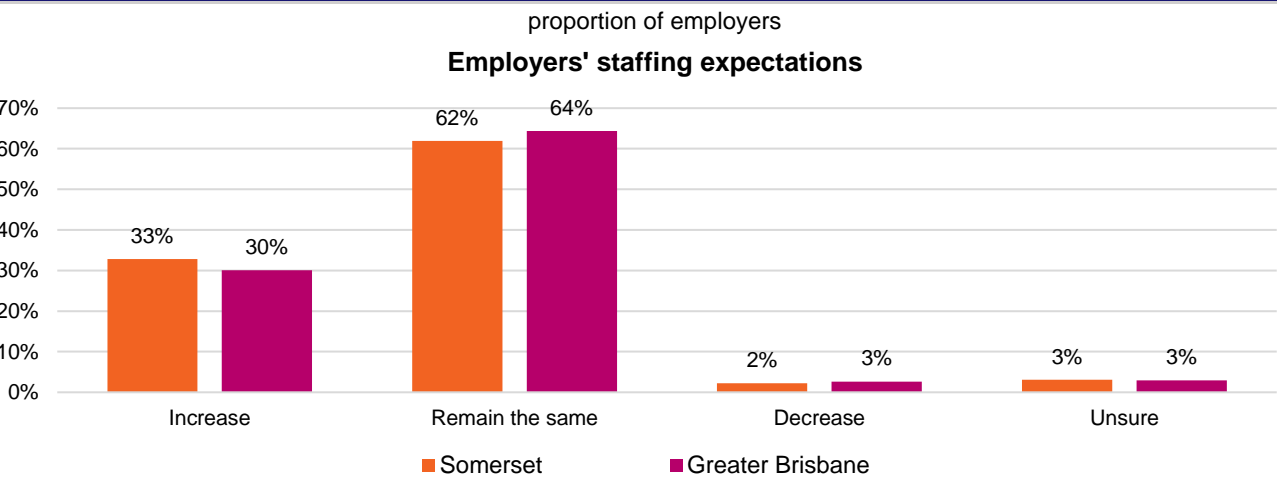
Employers in Somerset were most likely to report the following reasons for recruitment difficulty:

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

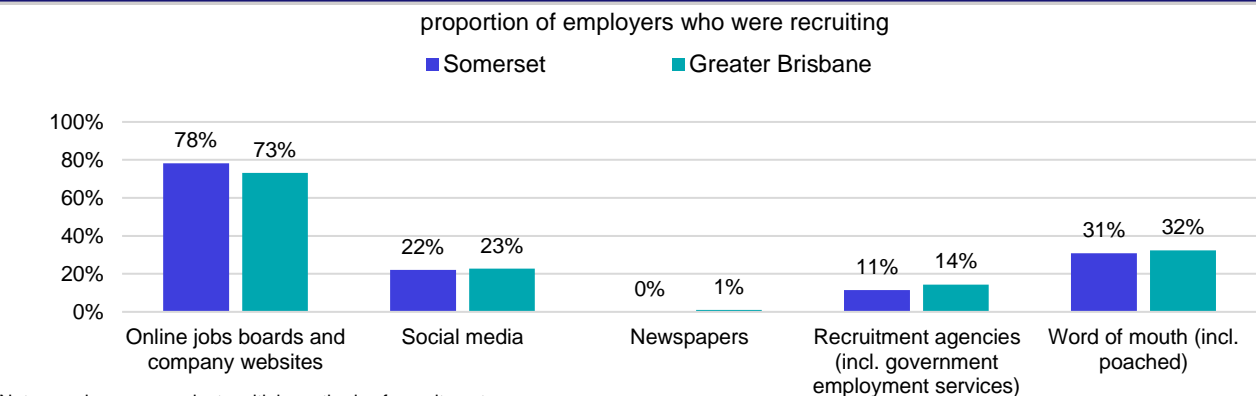
A chart showing reasons for recruitment for Somerset and Greater Brisbane is included to the right.



### 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 Somerset, while weighted data are used for Greater Brisbane. 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.





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

### Townsville, 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 Townsville SA4.

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

##### Job advertisement count

3,648

seasonally adjusted count

##### Change over the month

↑ 2.3%

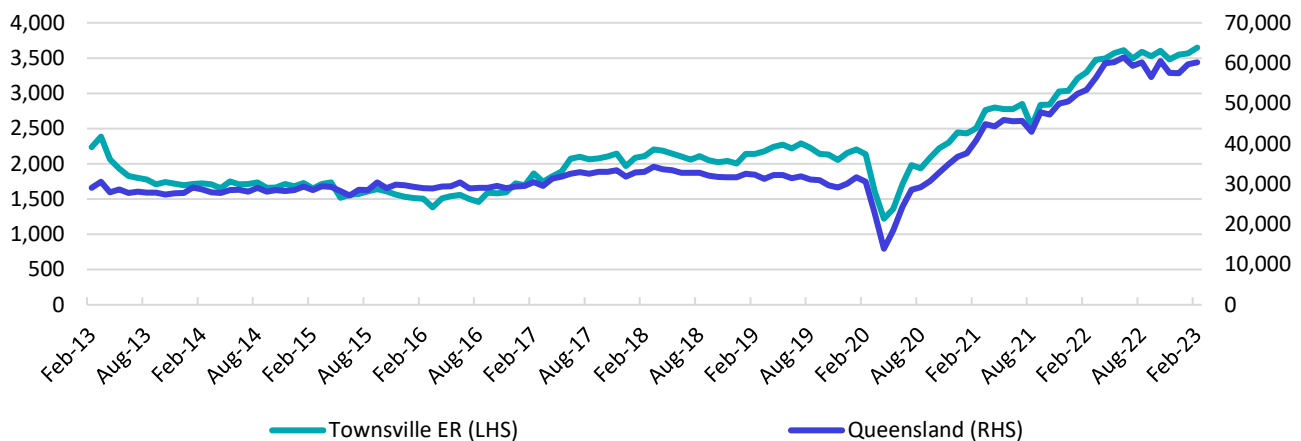
(or 82 job advertisements)

##### Change since Feb-22

↑ 10.6%

(or 348 job advertisements)

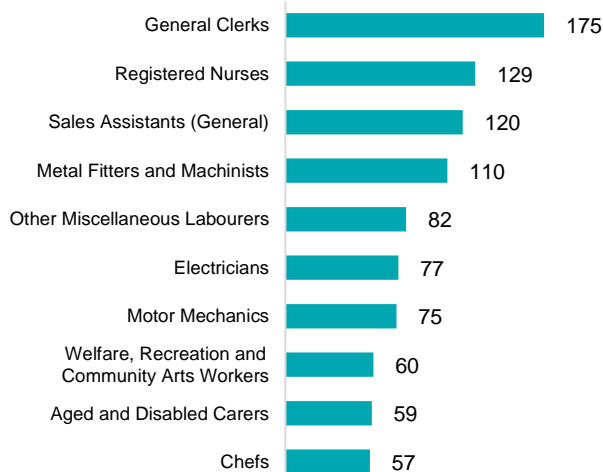
#### Number of online job advertisements over the ten years to February 2023



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

#### Top 10 occupations recruited for

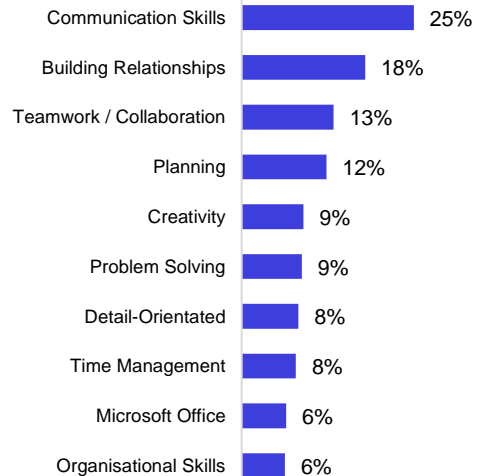
Number of job ads online



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

## Townsville

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.

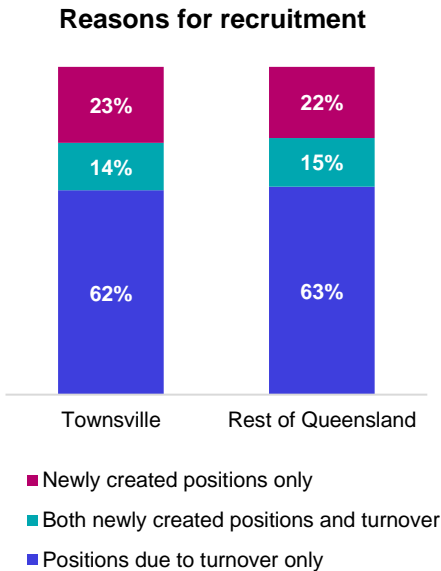
### Recruitment activity and experiences

In Townsville, there were 112 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, 66% 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 Townsville were most likely to report the following reasons for recruitment difficulty:

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

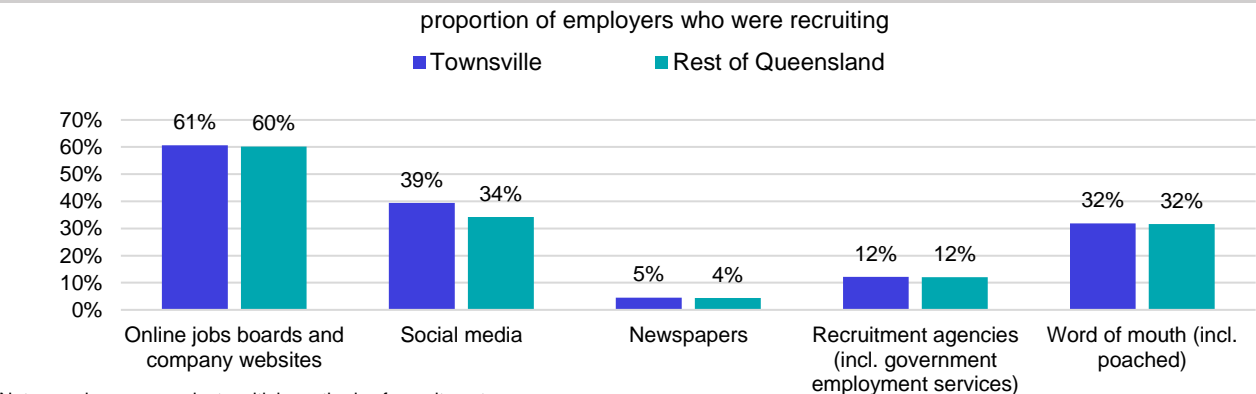
A chart showing reasons for recruitment for Townsville and Rest of Queensland is included to the right.



### 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 Townsville, 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.



## Wide Bay and Sunshine Coast, 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 Sunshine Coast SA4.

### Internet vacancies, headline figures, Wide Bay and Sunshine Coast ER, February 2023

#### Job advertisement count

4,833

seasonally adjusted count

#### Change over the month

↓ -2.7%

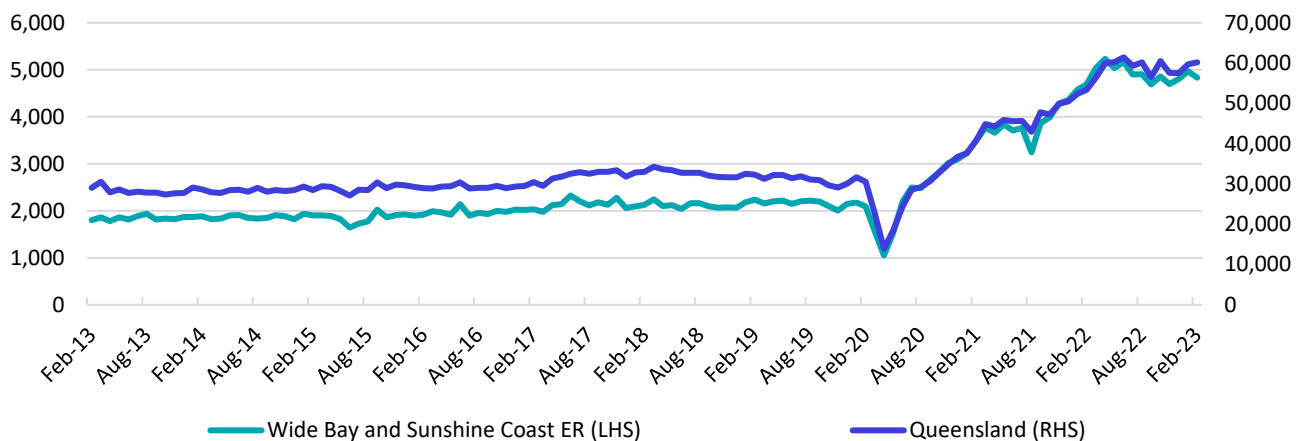
(or -133 job advertisements)

#### Change since Feb-22

↑ 3.1%

(or 146 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

General Clerks	219
Sales Assistants (General)	218
Registered Nurses	185
Aged and Disabled Carers	131
Chefs	125
Other Miscellaneous Labourers	123
General Practitioners and Resident Medical Officers	108
Waiters	91
Motor Mechanics	86
Welfare, Recreation and Community Arts Workers	80

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

### Top 10 skills in demand\*

Proportion of job ads

Communication Skills	27%
Building Relationships	19%
Planning	16%
Teamwork / Collaboration	12%
Detail-Orientated	10%
Organisational Skills	9%
Time Management	8%
Research	8%
Problem Solving	7%
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

## Wide Bay and Sunshine Coast

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.

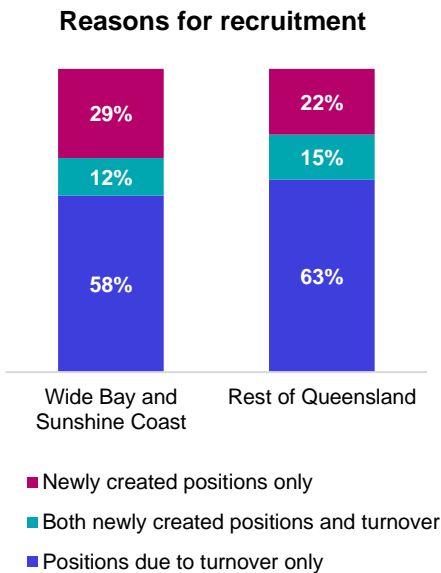
### Recruitment activity and experiences

In Wide Bay and Sunshine Coast, there were 268 responding employers in the 12 months to February 2023, of whom 57% were recruiting or had recruited in the past month. Of these recruiting businesses, 70% had difficulty recruiting. By comparison, 60% of employers were recruiting in Rest of Queensland over the same period, of whom 67% had difficulty recruiting.

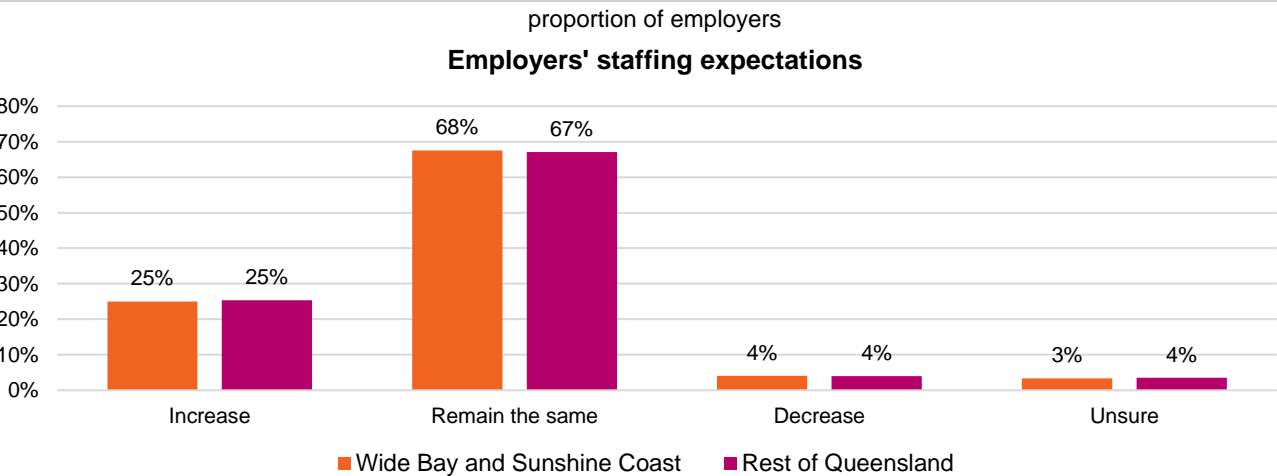
Employers in Wide Bay and Sunshine Coast were most likely to report the following reasons for recruitment difficulty:

- Lack of applicants
- Lack of suitable applicants
- Location, eg remote or regional
- Undesirable working conditions/hours.

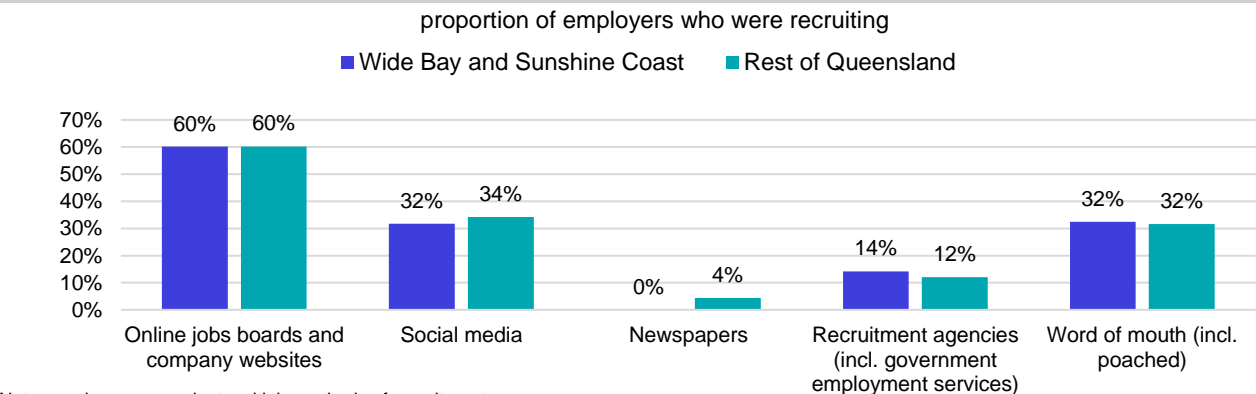
A chart showing reasons for recruitment for Wide Bay and Sunshine Coast and Rest of Queensland is included to the right.



### 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 Wide Bay and Sunshine Coast, 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.



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

### Wivenhoe, 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 Brisbane capital city area.

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

##### Job advertisement count

3,918

seasonally adjusted count

##### Change over the month

↓ 0.0%

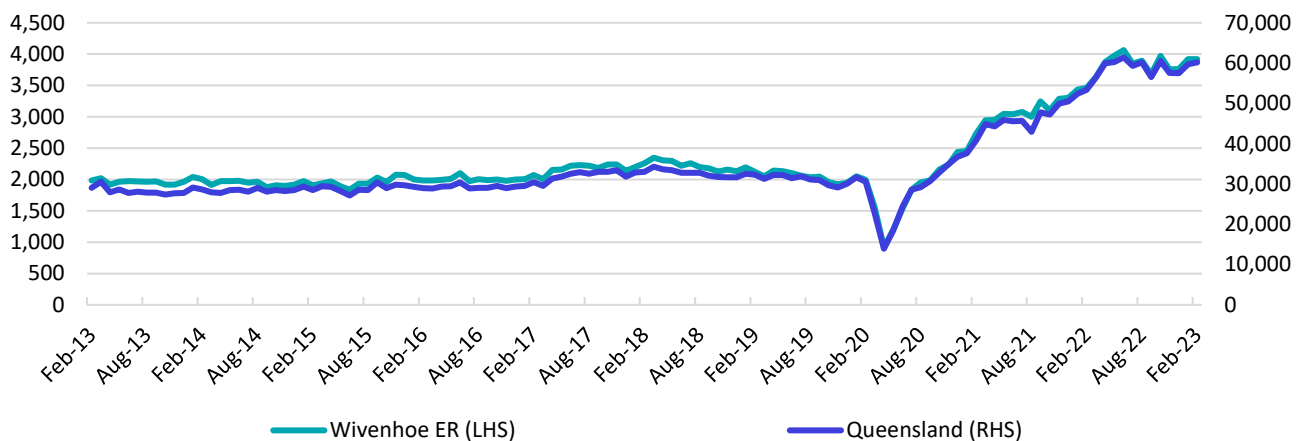
(or -1 job advertisements)

##### Change since Feb-22

↑ 13.2%

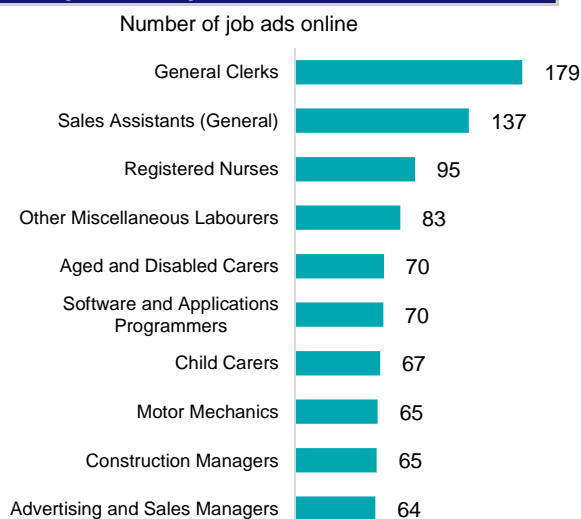
(or 456 job advertisements)

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



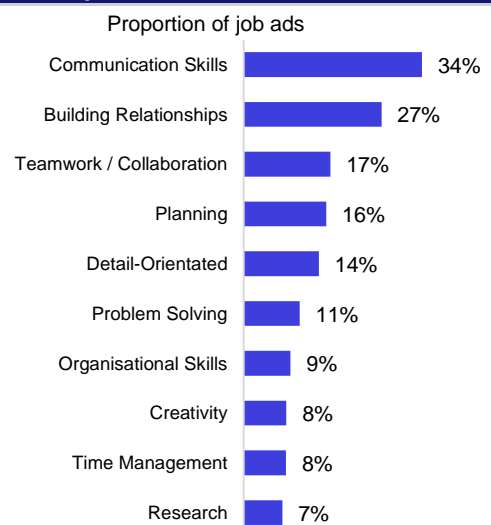
Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, Feb-2023

#### Top 10 occupations recruited for



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

#### Top 10 skills in demand\*



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

## Wivenhoe

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 Wivenhoe, there were 119 responding employers in the 12 months to February 2023, of whom 61% were recruiting or had recruited in the past month. Of these recruiting businesses, 66% had difficulty recruiting. By comparison, 58% of employers were recruiting in Greater Brisbane over the same period, of whom 64% had difficulty recruiting.

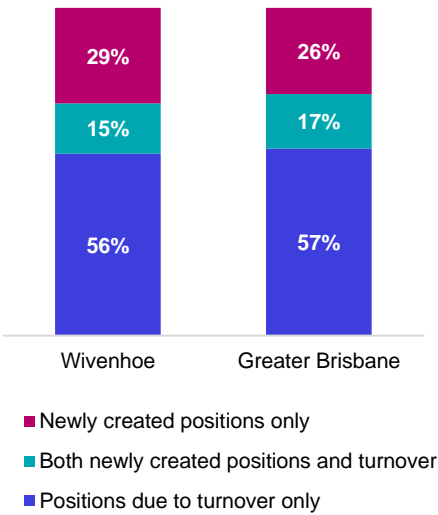
Employers in Wivenhoe were most likely to report the following reasons for recruitment difficulty:

- Lack of applicants
- Lack of suitable applicants
- Applicants lack experience
- Applicants lack technical skills.

A chart showing reasons for recruitment for Wivenhoe and Greater Brisbane is included to the right.

Note: employers can select multiple reasons for recruitment difficulty.

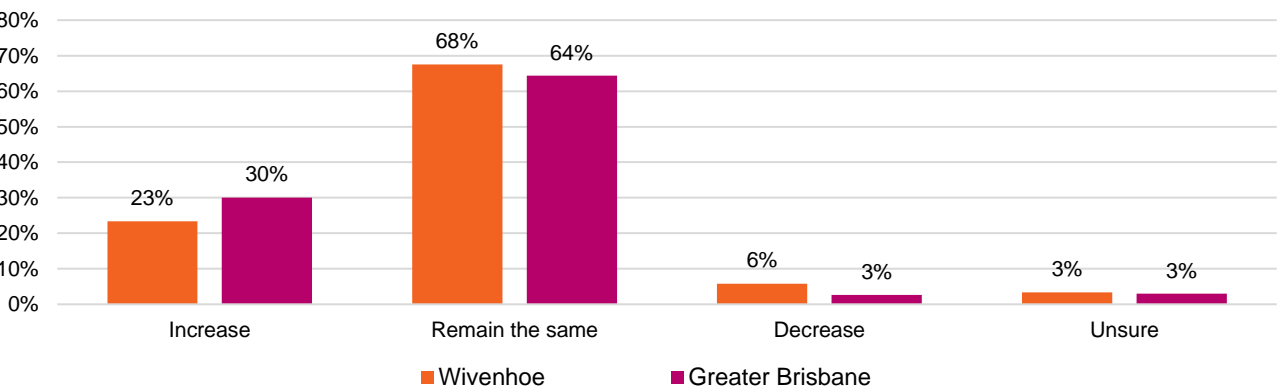
#### Reasons for recruitment



### Staffing outlook for coming months

proportion of employers

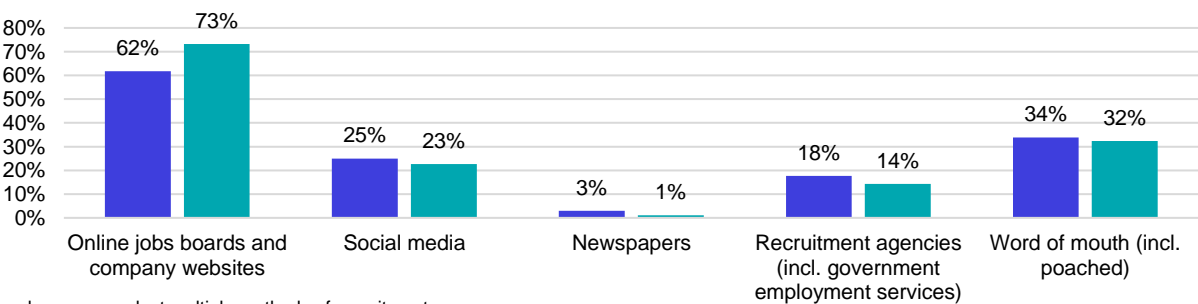
#### Employers' staffing expectations



### Recruitment methods

proportion of employers who were recruiting

■ Wivenhoe ■ Greater Brisbane



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 Wivenhoe, while weighted data are used for Greater Brisbane. 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.