Recruitment trends and employers' needs: State Snapshot update

South Australia, 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, South Australia, February 2023

Job advertisement count

15,262

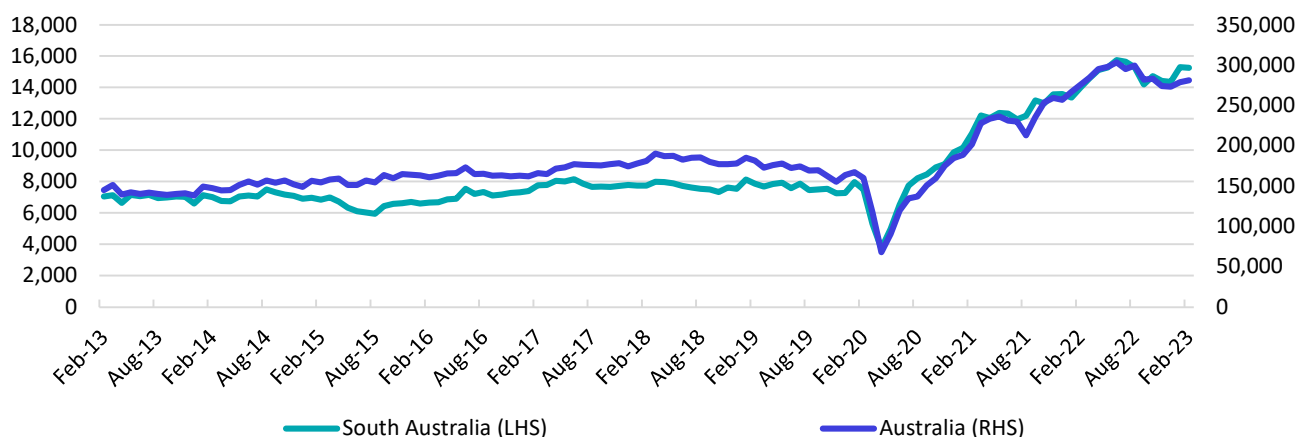seasonally adjusted count

Change over the month

↓ -0.2%

(or -30 job advertisements)

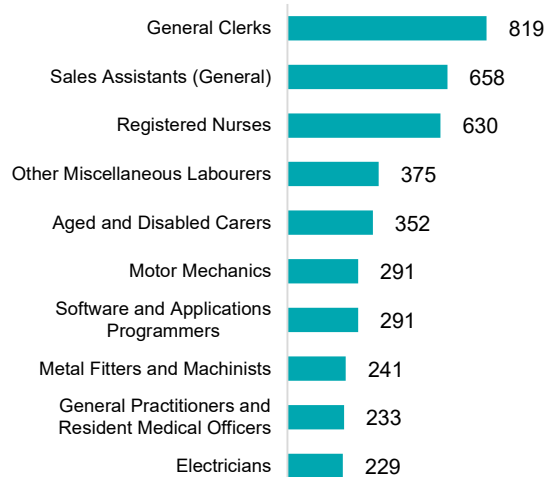**Change since Feb-22**

↑ 9.1%

(or 1,271 job advertisements)

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

Legend: South Australia (LHS) — Australia (RHS)

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

Occupation	Number
General Clerks	819
Sales Assistants (General)	658
Registered Nurses	630
Other Miscellaneous Labourers	375
Aged and Disabled Carers	352
Motor Mechanics	291
Software and Applications Programmers	291
Metal Fitters and Machinists	241
General Practitioners and Resident Medical Officers	233
Electricians	229

Source: JSA, IVI, seasonally adjusted data, Feb-2023

Top 10 skills in demand*

Proportion of job ads

Skill	Proportion
Communication Skills	30%
Building Relationships	22%
Teamwork / Collaboration	14%
Planning	13%
Detail-Orientated	12%
Problem Solving	10%
Time Management	8%
Organisational Skills	8%
Research	7%
Microsoft Office	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

South Australia

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 South Australia, there were 1,186 responding employers in the 12 months to February 2023, of whom 52% were recruiting or had recruited over the past month. Of these recruiting businesses, 60% had difficulty recruiting. By comparison, 57% of employers were recruiting in Australia over the same period, of whom 67% had difficulty recruiting.
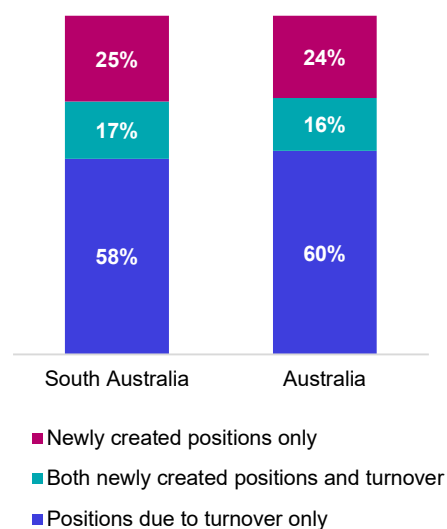
Employers in South Australia were most likely to report the following reasons for recruitment difficulty:
- Lack of suitable applicants
- Lack of applicants
- Undesirable working conditions/hours
- Location, eg remote or regional.

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

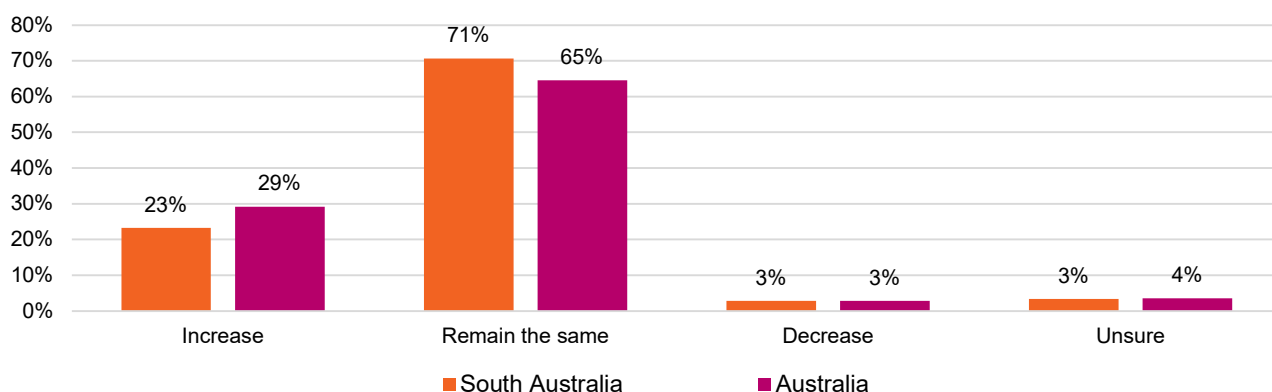Note: employers can select multiple reasons for recruitment difficulty.

Reasons for recruitment

	South Australia	Australia
Newly created positions only	25%	24%
Both newly created positions and turnover	17%	16%
Positions due to turnover only	58%	60%

■ 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
South Australia	23%	71%	3%	3%
Australia	29%	65%	3%	4%

■ South Australia ■ Australia

Recruitment methods

proportion of employers who were recruiting

■ South Australia ■ Australia

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
South Australia	58%	24%	6%	12%	37%
Australia	65%	25%	4%	15%	32%
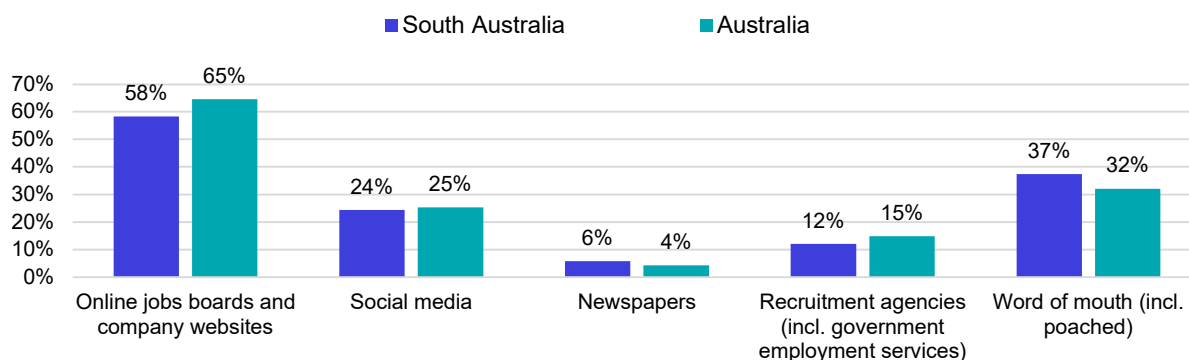
Note: employers can select multiple methods of recruitment.

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

Australian Government
Jobs and Skills Australia

Recruitment trends and employers' needs: Regional Snapshot update

Adelaide North, 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 Adelaide capital city area.

Internet vacancies, headline figures, Adelaide North ER, February 2023

Job advertisement count

5,738

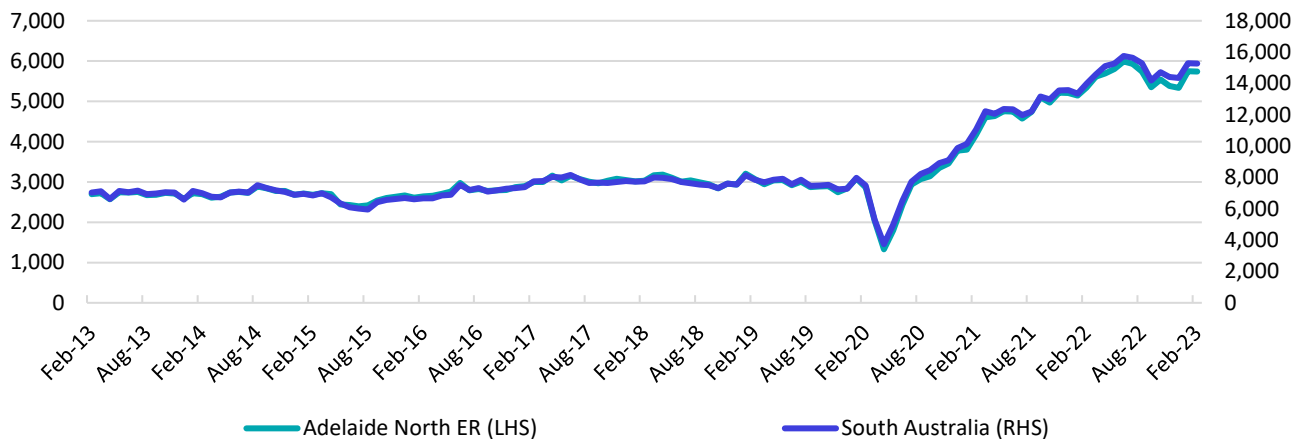seasonally adjusted count

Change over the month

↓ -0.2%

(or -10 job advertisements)

Change since Feb-22

↑ 7.3%

(or 392 job advertisements)

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

— Adelaide North ER (LHS)   — South Australia (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	283
Sales Assistants (General)	204
Registered Nurses	177
Other Miscellaneous Labourers	121
Software and Applications Programmers	119
Aged and Disabled Carers	116
Motor Mechanics	94
Construction Managers	85
Advertising and Sales Managers	77
Receptionists	77

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

Top 10 skills in demand*

Proportion of job ads

Skill	Proportion
Communication Skills	31%
Building Relationships	23%
Teamwork / Collaboration	14%
Planning	14%
Detail-Orientated	13%
Problem Solving	10%
Time Management	9%
Organisational Skills	9%
Research	7%
Microsoft Office	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
Adelaide North

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.
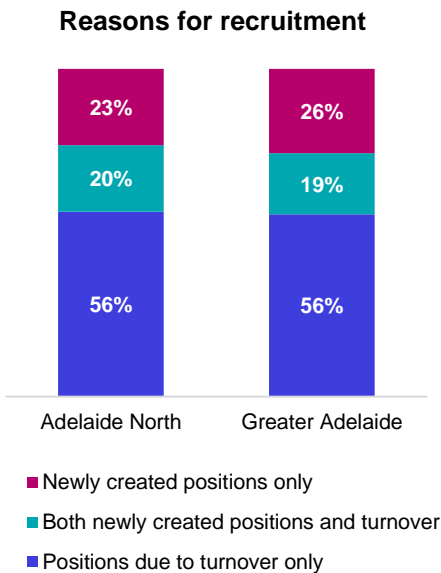
Recruitment activity and experiences

In Adelaide North, there were 331 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, 60% had difficulty recruiting. By comparison, 51% of employers were recruiting in Greater Adelaide over the same period, of whom 58% had difficulty recruiting.
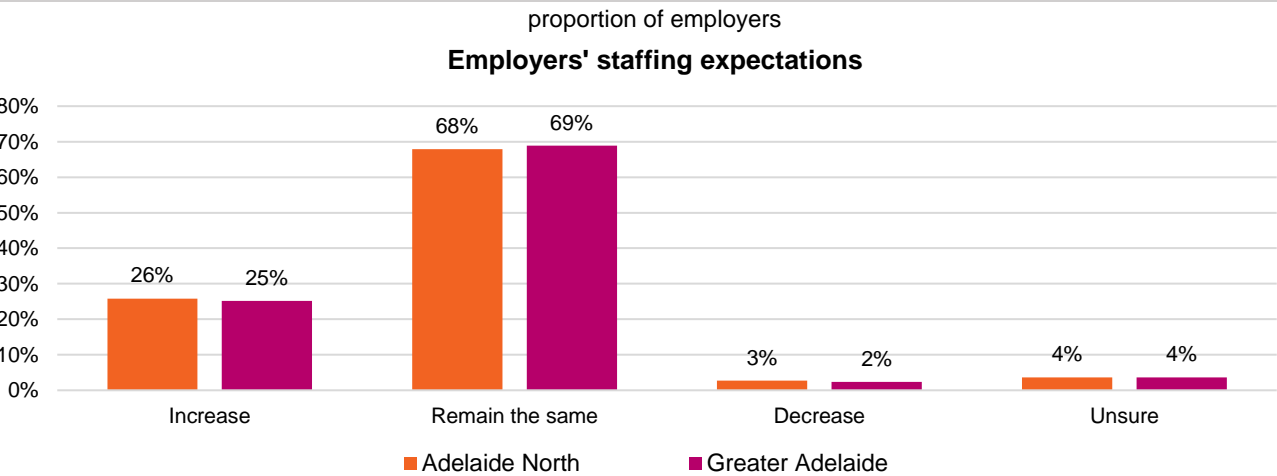
Employers in Adelaide North were most likely to report the following reasons for recruitment difficulty:
- Lack of suitable applicants
- Lack of applicants
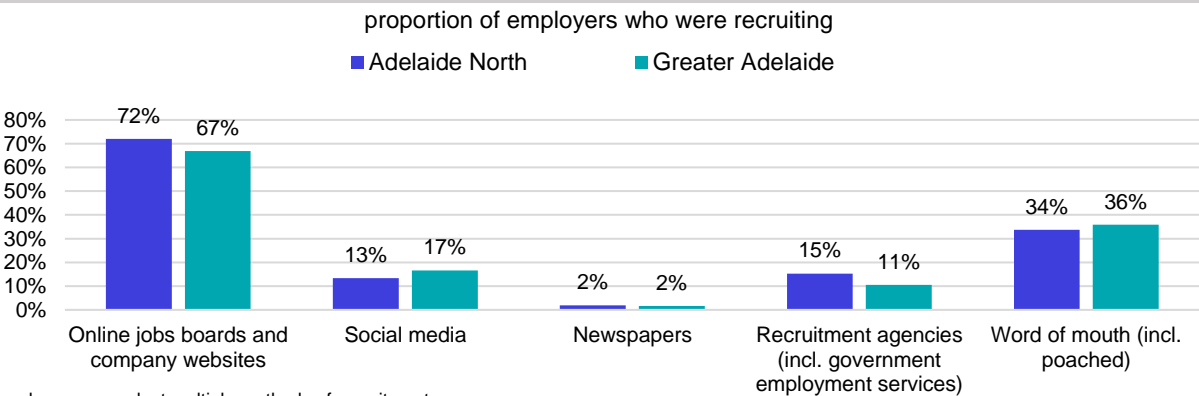- Undesirable working conditions/hours
- Applicants lack experience.

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

Reasons for recruitment

	Adelaide North	Greater Adelaide
Newly created positions only	23%	26%
Both newly created positions and turnover	20%	19%
Positions due to turnover only	56%	56%

■ 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
Adelaide North	26%	68%	3%	4%
Greater Adelaide	25%	69%	2%	4%

■ Adelaide North   ■ Greater Adelaide

Recruitment methods
proportion of employers who were recruiting

■ Adelaide North   ■ Greater Adelaide

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Adelaide North	72%	13%	2%	15%	34%
Greater Adelaide	67%	17%	2%	11%	36%

Note: employers can select multiple methods of recruitment.

Australian Government
Jobs and Skills Australia

Recruitment trends and employers' needs: Regional Snapshot update

Adelaide South, 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 Adelaide capital city area.

Internet vacancies, headline figures, Adelaide South ER, February 2023

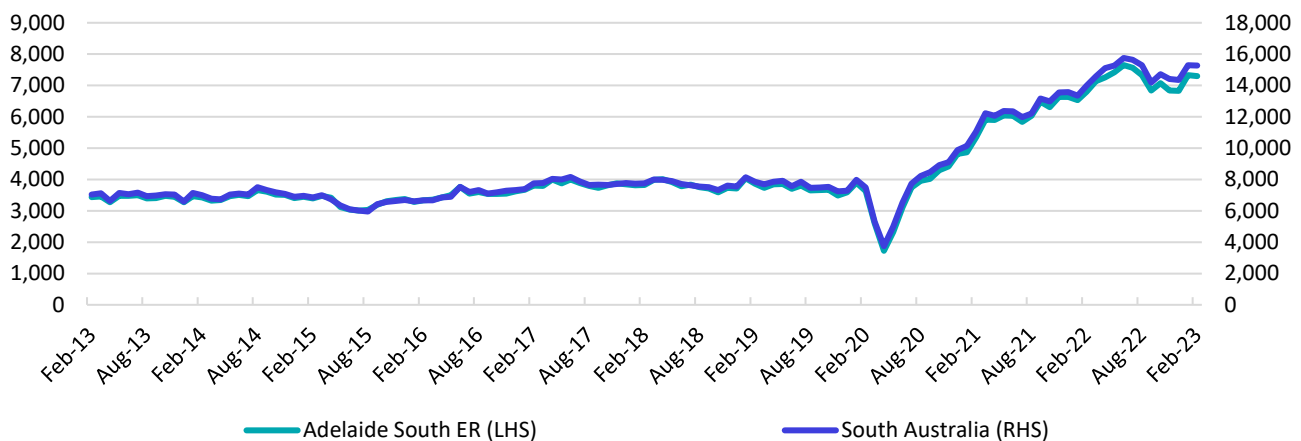| Job advertisement count	Change over the month	Change since Feb-22
7,302	**↓ -0.3%**	**↑ 7.3%**
seasonally adjusted count	(or -25 job advertisements)	(or 499 job advertisements)

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

Adelaide South ER (LHS) ——— South Australia (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	357
Sales Assistants (General)	261
Registered Nurses	240
Other Miscellaneous Labourers	156
Aged and Disabled Carers	152
Software and Applications Programmers	144
Motor Mechanics	124
Construction Managers	104
Metal Fitters and Machinists	98
Receptionists	98

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

Top 10 skills in demand*
Proportion of job ads

Skill	Proportion
Communication Skills	31%
Building Relationships	23%
Teamwork / Collaboration	14%
Planning	14%
Detail-Orientated	13%
Problem Solving	10%
Time Management	9%
Organisational Skills	9%
Research	7%
Microsoft Office	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
Adelaide South

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.
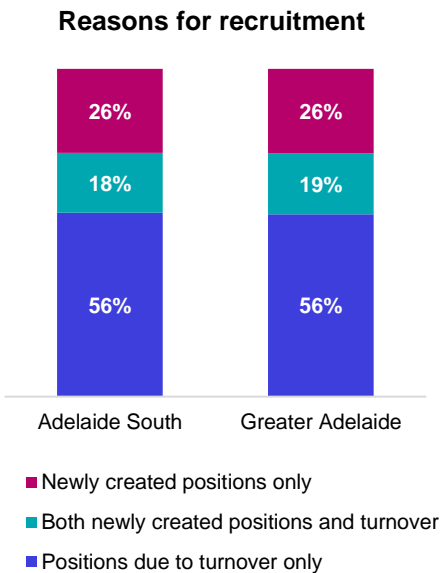
Recruitment activity and experiences

In Adelaide South, there were 433 responding employers in the 12 months to February 2023, of whom 53% were recruiting or had recruited in the past month. Of these recruiting businesses, 61% had difficulty recruiting. By comparison, 51% of employers were recruiting in Greater Adelaide over the same period, of whom 58% had difficulty recruiting.

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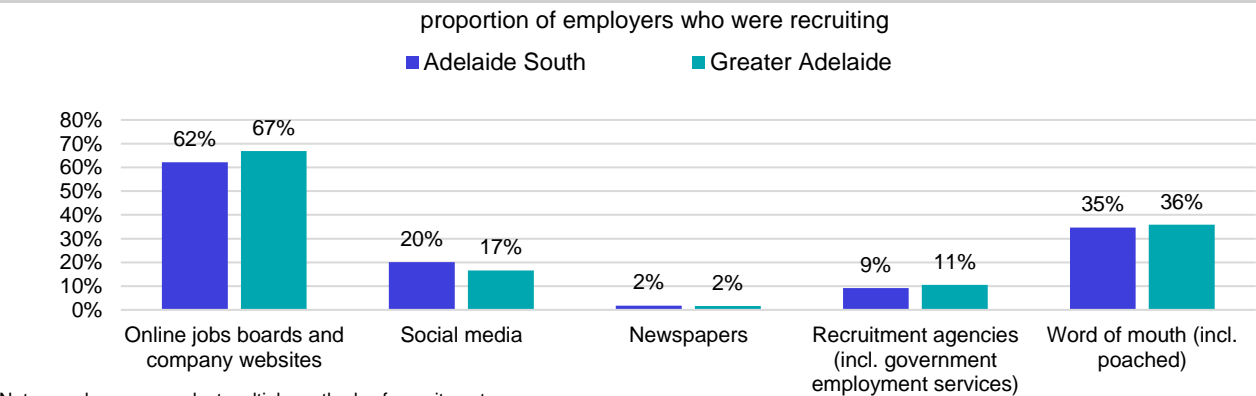- Applicants lack technical skills.

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

Reasons for recruitment

	Adelaide South	Greater Adelaide
Newly created positions only	26%	26%
Both newly created positions and turnover	18%	19%
Positions due to turnover only	56%	56%

■ 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
Adelaide South	26%	69%	2%	3%
Greater Adelaide	25%	69%	2%	4%

■ Adelaide South ■ Greater Adelaide

Recruitment methods
proportion of employers who were recruiting

■ Adelaide South ■ Greater Adelaide

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Adelaide South	62%	20%	2%	9%	35%
Greater Adelaide	67%	17%	2%	11%	36%

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 Adelaide South, while weighted data are used for Greater Adelaide. 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.

Australian Government
Jobs and Skills Australia

Recruitment trends and employers' needs: Regional Snapshot update

Mid North SA, 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 Barossa - Yorke - Mid North SA4.

Internet vacancies, headline figures, Mid North SA ER, February 2023

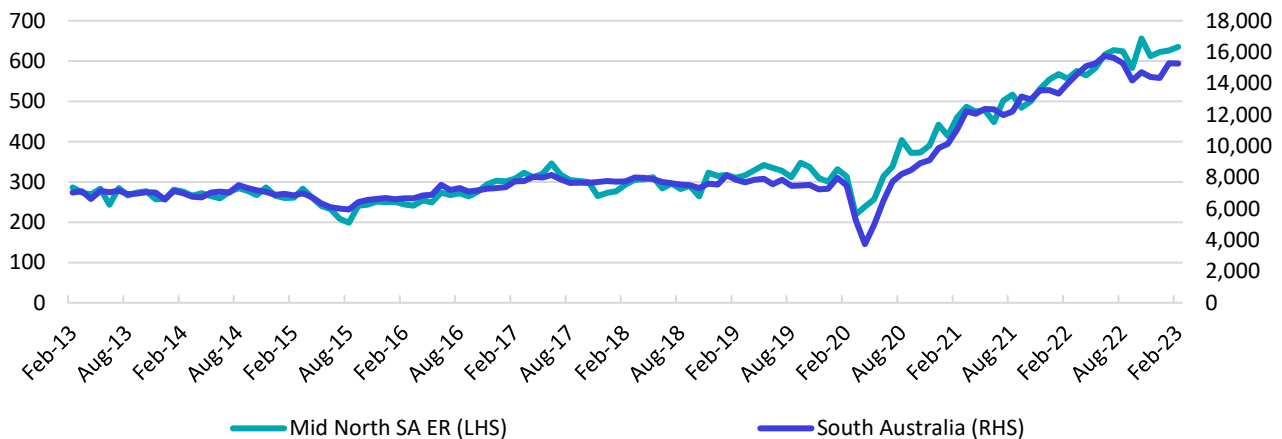| Job advertisement count	Change over the month	Change since Feb-22
636	↑ **1.4%**	↑ **14.2%**
seasonally adjusted count	(or 9 job advertisements)	(or 79 job advertisements)

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

Mid North SA ER (LHS) —— South Australia (RHS)

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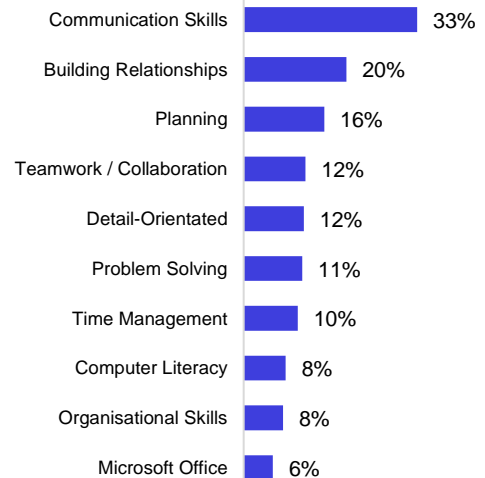
Top 10 occupations recruited for
Number of job ads online

Occupation	Number
General Clerks	29
Registered Nurses	25
Sales Assistants (General)	22
Other Miscellaneous Labourers	17
Aged and Disabled Carers	15
General Practitioners and Resident Medical Officers	14
Motor Mechanics	13
Earthmoving Plant Operators	10
Truck Drivers	10
Metal Fitters and Machinists	9

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

Top 10 skills in demand*
Proportion of job ads

Skill	Proportion
Communication Skills	33%
Building Relationships	20%
Planning	16%
Teamwork / Collaboration	12%
Detail-Orientated	12%
Problem Solving	11%
Time Management	10%
Computer Literacy	8%
Organisational Skills	8%
Microsoft Office	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
Mid North SA

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 Mid North SA, there were 138 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, 63% had difficulty recruiting. By comparison, 53% of employers were recruiting in Rest of SA over the same period, of whom 66% had difficulty recruiting.
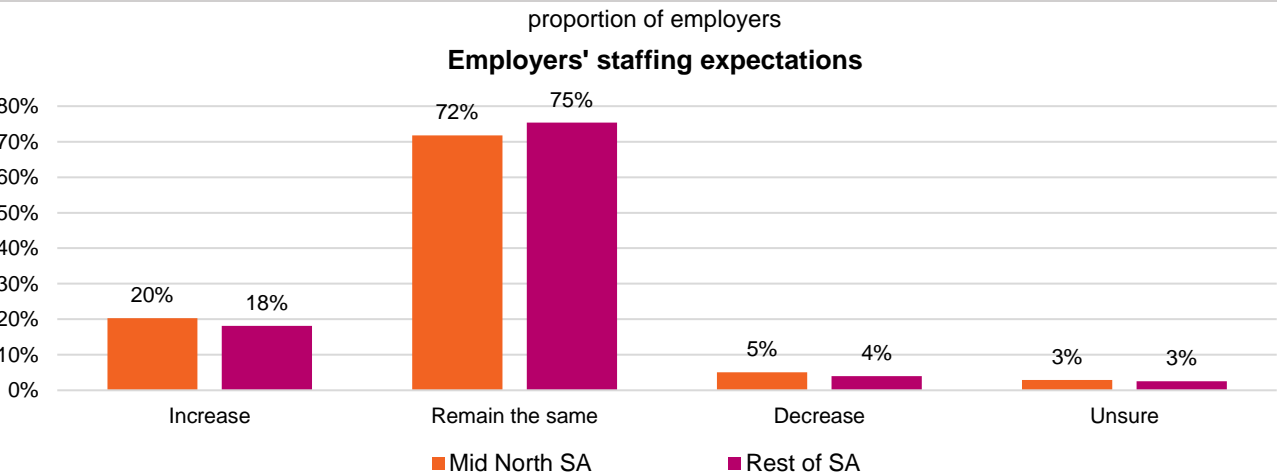
Employers in Mid North SA were most likely to report the following reasons for recruitment difficulty:
- Lack of applicants
- Location, eg remote or regional
- Lack of suitable applicants
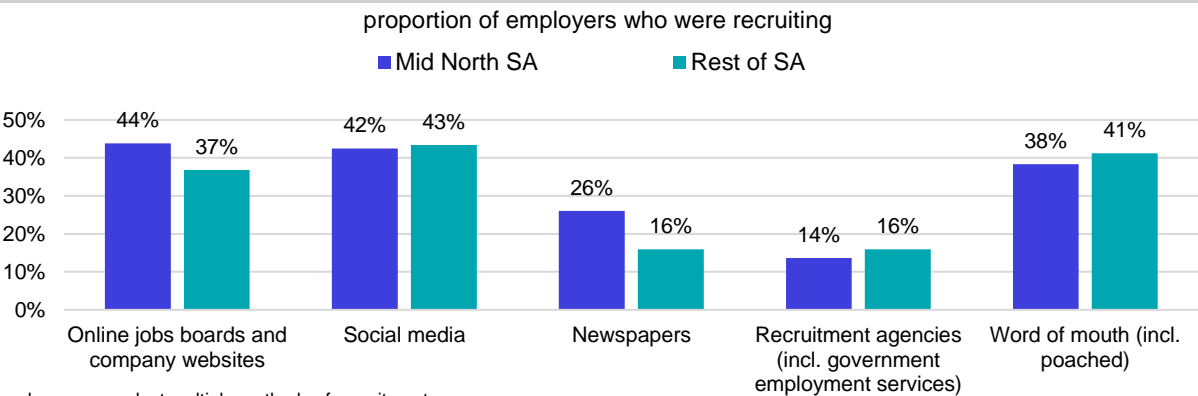- Undesirable working conditions/hours.

A chart showing reasons for recruitment for Mid North SA and Rest of SA is included to the right.

Reasons for recruitment

	Mid North SA	Rest of SA
Newly created positions only	22%	24%
Both newly created positions and turnover	8%	13%
Positions due to turnover only	70%	63%

Staffing outlook for coming months

proportion of employers

Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
Mid North SA	20%	72%	5%	3%
Rest of SA	18%	75%	4%	3%

Recruitment methods

proportion of employers who were recruiting

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Mid North SA	44%	42%	26%	14%	38%
Rest of SA	37%	43%	16%	16%	41%

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 Mid North SA, while weighted data are used for Rest of SA. 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.

Australian Government
Jobs and Skills Australia

Recruitment trends and employers' needs: Regional Snapshot update

Murray and 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 South Australia - South East SA4.

Internet vacancies, headline figures, Murray and South East ER, February 2023

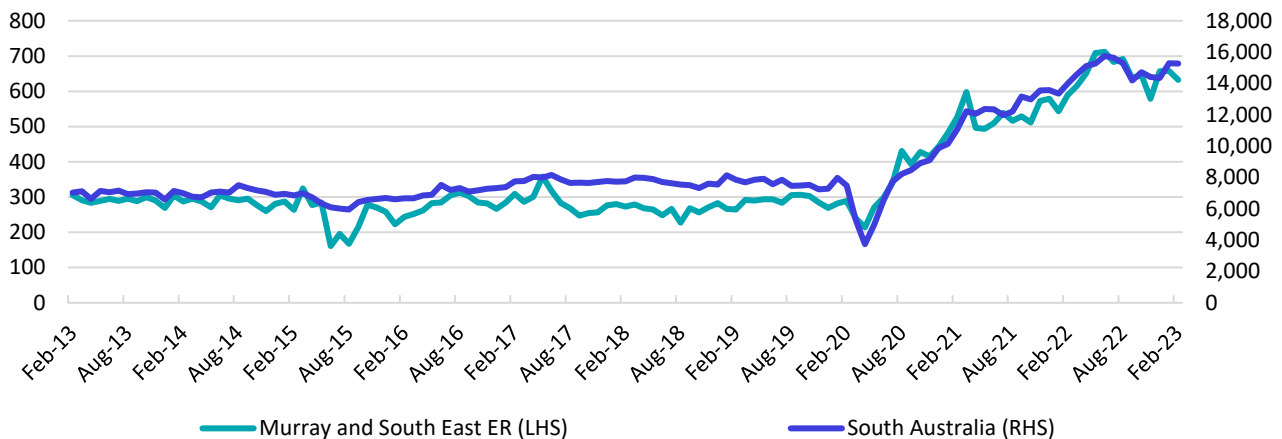| Job advertisement count	Change over the month	Change since Feb-22
632	↓ **-4.0%**	↑ **7.4%**
seasonally adjusted count	(or -26 job advertisements)	(or 44 job advertisements)

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

— Murray and South East ER (LHS) — South Australia (RHS)

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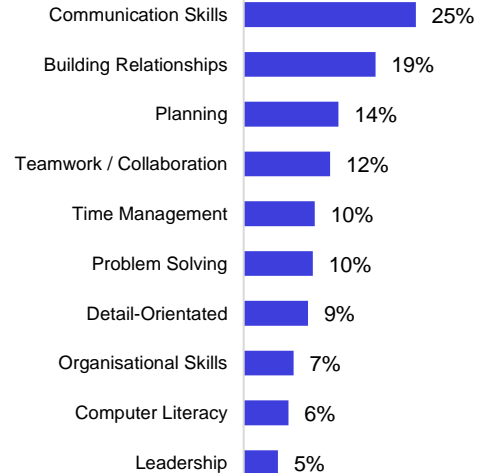
Top 10 occupations recruited for
Number of job ads online

Occupation	Count
Registered Nurses	49
General Clerks	26
Sales Assistants (General)	24
Aged and Disabled Carers	21
Other Miscellaneous Labourers	18
Motor Mechanics	18
Metal Fitters and Machinists	14
Nursing Support and Personal Care Workers	13
General Practitioners and Resident Medical Officers	11
Chefs	11

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

Top 10 skills in demand*
Proportion of job ads

Skill	Proportion
Communication Skills	25%
Building Relationships	19%
Planning	14%
Teamwork / Collaboration	12%
Time Management	10%
Problem Solving	10%
Detail-Orientated	9%
Organisational Skills	7%
Computer Literacy	6%
Leadership	5%

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
Murray and 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.

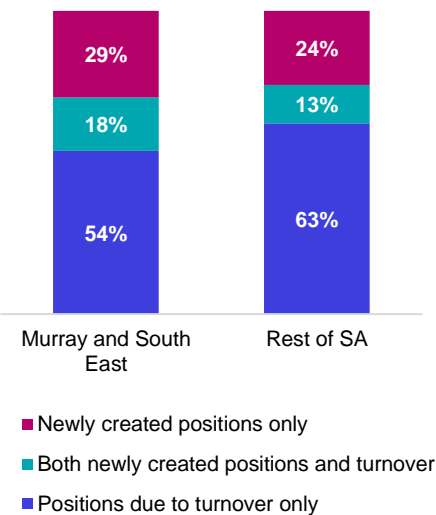## Recruitment activity and experiences

In Murray and South East, there were 181 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, 51% had difficulty recruiting. By comparison, 53% of employers were recruiting in Rest of SA over the same period, of whom 66% had difficulty recruiting.

Employers in Murray and South East were most likely to report the following reasons for recruitment difficulty:
- Location, eg remote or regional
- Lack of applicants
- Lack of suitable applicants
- Undesirable working conditions/hours.

A chart showing reasons for recruitment for Murray and South East and Rest of SA is included to the right.
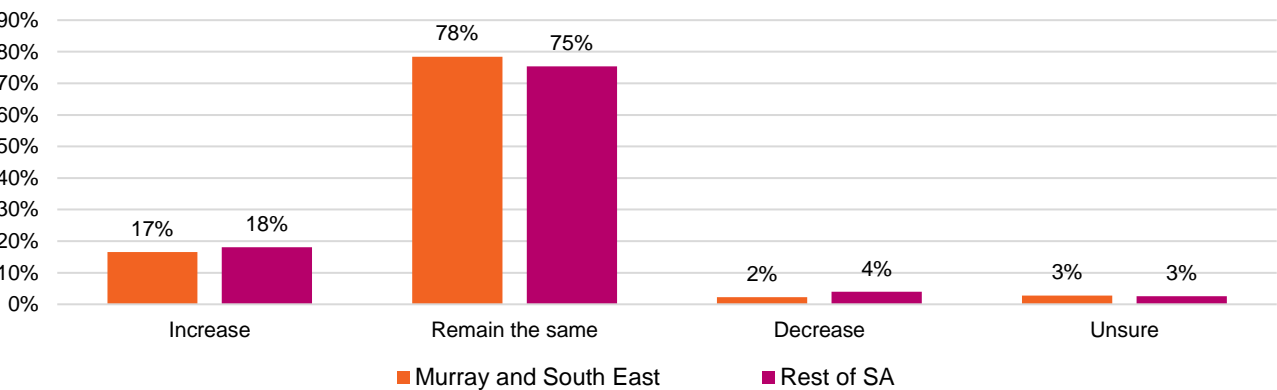
Reasons for recruitment

	Murray and South East	Rest of SA
Newly created positions only	29%	24%
Both newly created positions and turnover	18%	13%
Positions due to turnover only	54%	63%

- ■ 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
Murray and South East	17%	78%	2%	3%
Rest of SA	18%	75%	4%	3%

- ■ Murray and South East
- ■ Rest of SA

Recruitment methods
proportion of employers who were recruiting

- ■ Murray and South East
- ■ Rest of SA
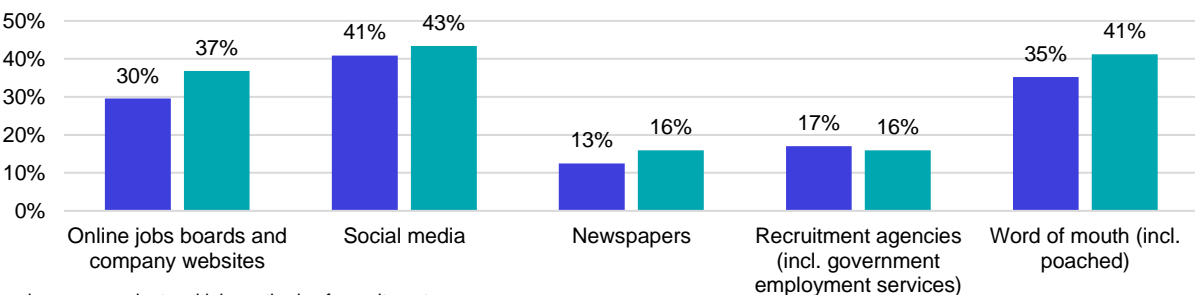
	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Murray and South East	30%	41%	13%	17%	35%
Rest of SA	37%	43%	16%	16%	41%

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 Murray and South East, while weighted data are used for Rest of SA. 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.

Australian Government
Jobs and Skills Australia

Recruitment trends and employers' needs: Regional Snapshot update

North West Country SA, 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 South Australia - Outback SA4.

Internet vacancies, headline figures, North West Country SA ER, February 2023

Job advertisement count

356

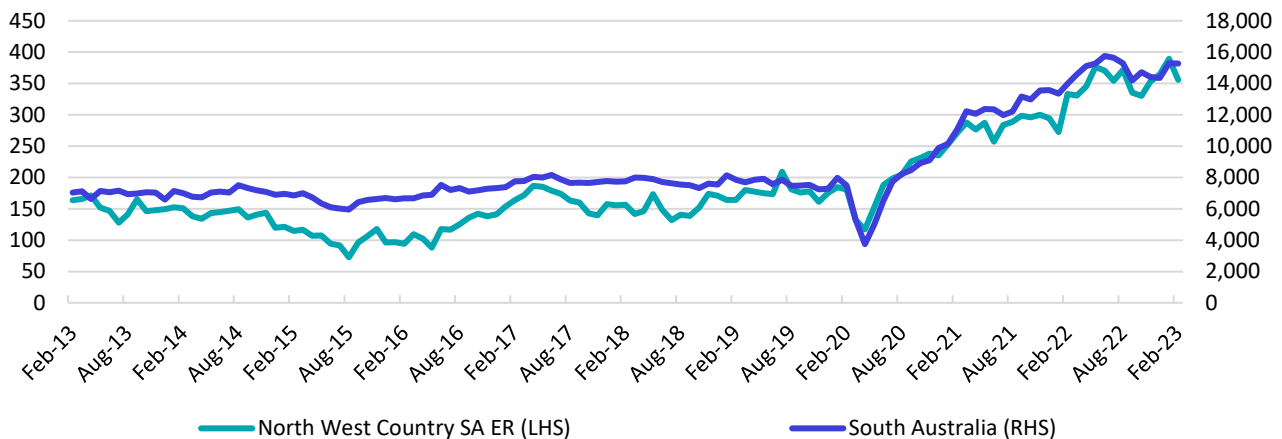seasonally adjusted count

Change over the month

↓ -8.6%

(or -33 job advertisements)

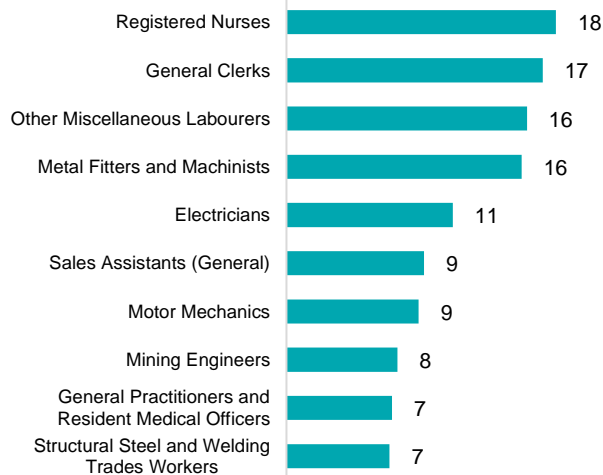**Change since Feb-22**

↑ 6.8%

(or 23 job advertisements)

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

— North West Country SA ER (LHS)   — South Australia (RHS)

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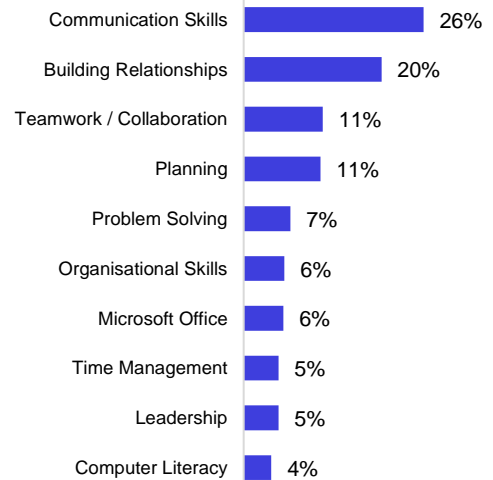
Top 10 occupations recruited for

Number of job ads online

Occupation	Count
Registered Nurses	18
General Clerks	17
Other Miscellaneous Labourers	16
Metal Fitters and Machinists	16
Electricians	11
Sales Assistants (General)	9
Motor Mechanics	9
Mining Engineers	8
General Practitioners and Resident Medical Officers	7
Structural Steel and Welding Trades Workers	7

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

Top 10 skills in demand*

Proportion of job ads

Skill	Proportion
Communication Skills	26%
Building Relationships	20%
Teamwork / Collaboration	11%
Planning	11%
Problem Solving	7%
Organisational Skills	6%
Microsoft Office	6%
Time Management	5%
Leadership	5%
Computer Literacy	4%

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 West Country SA

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.
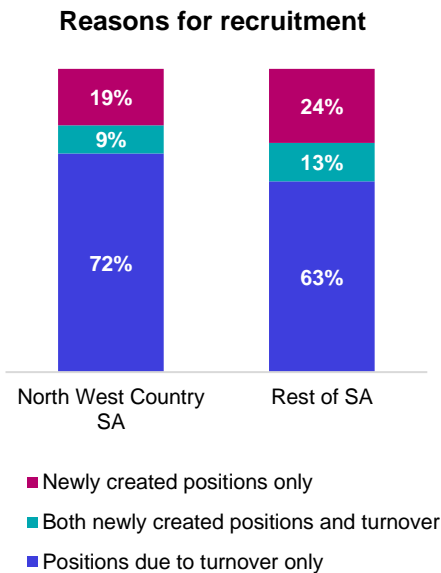
Recruitment activity and experiences

In North West Country SA, there were 67 responding employers in the 12 months to February 2023, of whom 64% were recruiting or had recruited in the past month. Of these recruiting businesses, 77% had difficulty recruiting. By comparison, 53% of employers were recruiting in Rest of SA over the same period, of whom 66% had difficulty recruiting.
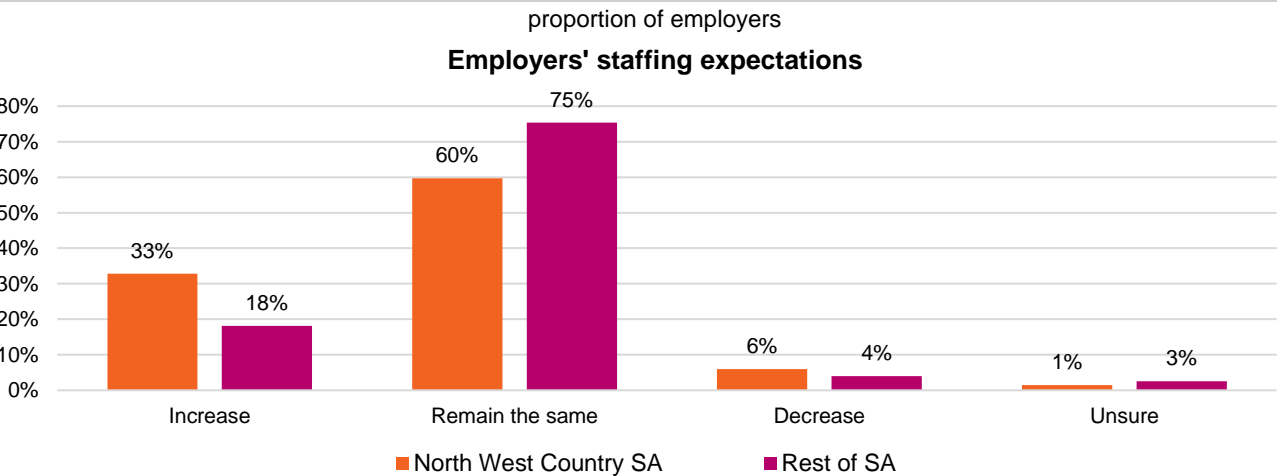
Employers in North West Country SA were most likely to report the following reasons for recruitment difficulty:

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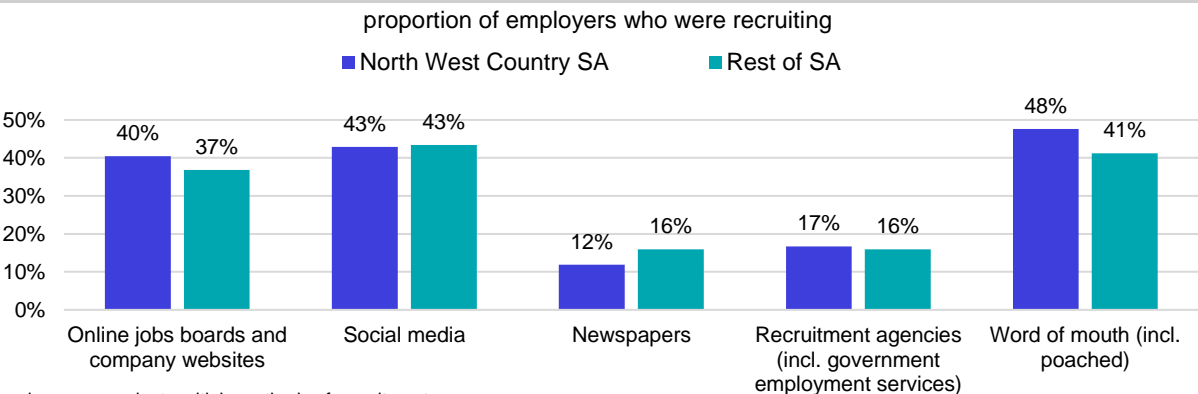- Undesirable working conditions/hours.

A chart showing reasons for recruitment for North West Country SA and Rest of SA is included to the right.

Reasons for recruitment

	North West Country SA	Rest of SA
Newly created positions only	19%	24%
Both newly created positions and turnover	9%	13%
Positions due to turnover only	72%	63%

- ■ 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 West Country SA	33%	60%	6%	1%
Rest of SA	18%	75%	4%	3%

- ■ North West Country SA
- ■ Rest of SA

Recruitment methods

proportion of employers who were recruiting

- ■ North West Country SA
- ■ Rest of SA

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
North West Country SA	40%	43%	12%	17%	48%
Rest of SA	37%	43%	16%	16%	41%

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 West Country SA, while weighted data are used for Rest of SA. 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.