# Recruitment trends and employers' needs: State Snapshot update

## Victoria, 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, Victoria, February 2023

**Job advertisement count**

**71,212**

seasonally adjusted count
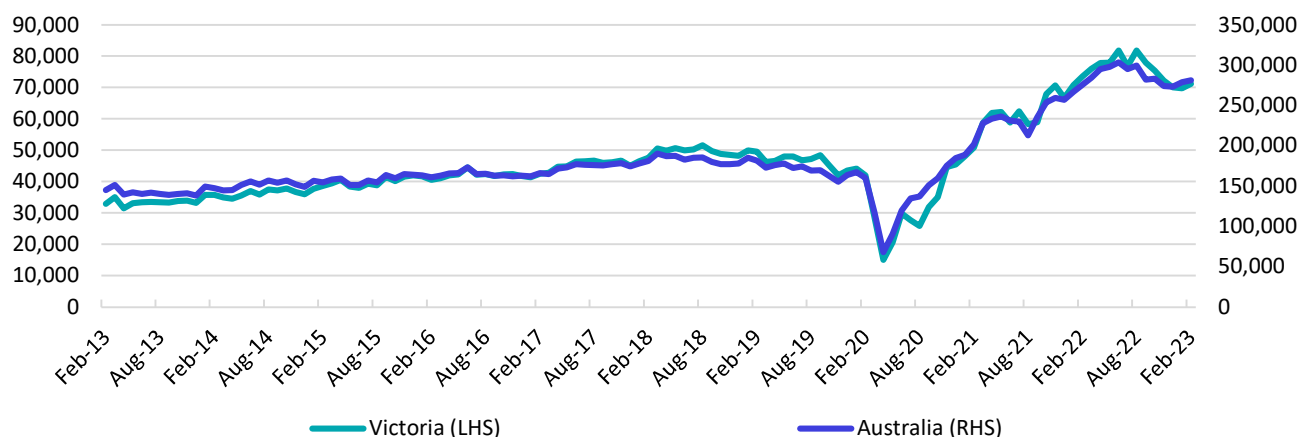
**Change over the month**

↑ 2.1%

(or 1,437 job advertisements)

**Change since Feb-22**
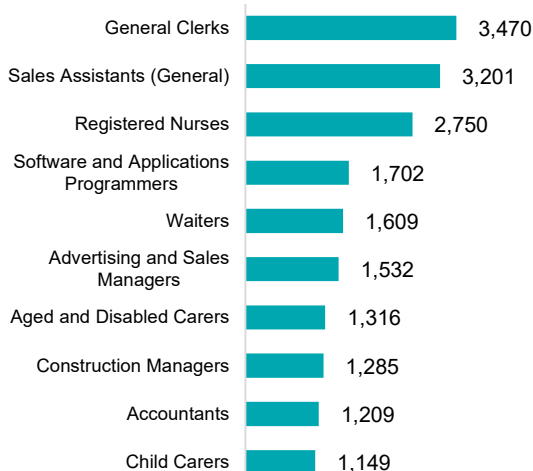
↓ -3.1%

(or -2,266 job advertisements)

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



Victoria (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 | 3,470 |
| Sales Assistants (General) | 3,201 |
| Registered Nurses | 2,750 |
| Software and Applications Programmers | 1,702 |
| Waiters | 1,609 |
| Advertising and Sales Managers | 1,532 |
| Aged and Disabled Carers | 1,316 |
| Construction Managers | 1,285 |
| Accountants | 1,209 |
| Child Carers | 1,149 |

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

## Top 10 skills in demand*

Proportion of job ads

| Skill | Proportion |
|---|---|
| Communication Skills | 37% |
| Building Relationships | 27% |
| Planning | 20% |
| Teamwork / Collaboration | 17% |
| Detail-Orientated | 12% |
| Problem Solving | 10% |
| Organisational Skills | 10% |
| Time Management | 9% |
| Research | 7% |
| Microsoft Excel | 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

## Victoria

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 Victoria, there were 2,094 responding employers in the 12 months to February 2023, of whom 57% were recruiting or had recruited over the past month. Of these recruiting businesses, 70% had difficulty recruiting. By comparison, 57% of employers were recruiting in Australia over the same period, of whom 67% had difficulty recruiting.

Employers in Victoria 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.

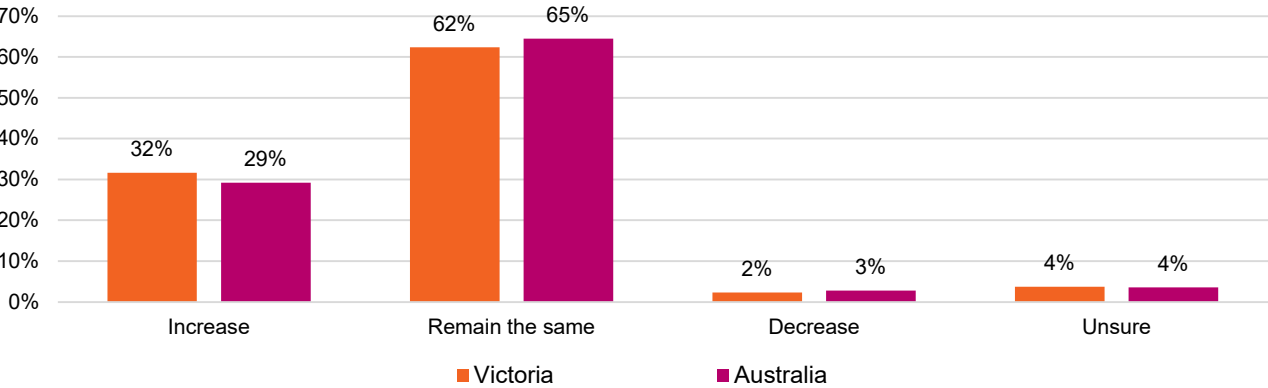A chart showing reasons for recruitment for Victoria and Australia is included to the right.

Note: employers can select multiple reasons for recruitment difficulty.

**Reasons for recruitment**



| | Victoria | Australia |
|---|---|---|
| Newly created positions only | 23% | 24% |
| Both newly created positions and turnover | 17% | 16% |
| Positions due to turnover only | 60% | 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 |
|---|---|---|---|---|
| Victoria | 32% | 62% | 2% | 4% |
| Australia | 29% | 65% | 3% | 4% |

■ Victoria  ■ Australia

## Recruitment methods

proportion of employers who were recruiting

■ Victoria  ■ Australia



| | Online jobs boards and company websites | Social media | Newspapers | Recruitment agencies (incl. government employment services) | Word of mouth (incl. poached) |
|---|---|---|---|---|---|
| Victoria | 69% | 21% | 6% | 16% | 30% |
| Australia | 65% | 25% | 4% | 15% | 32% |
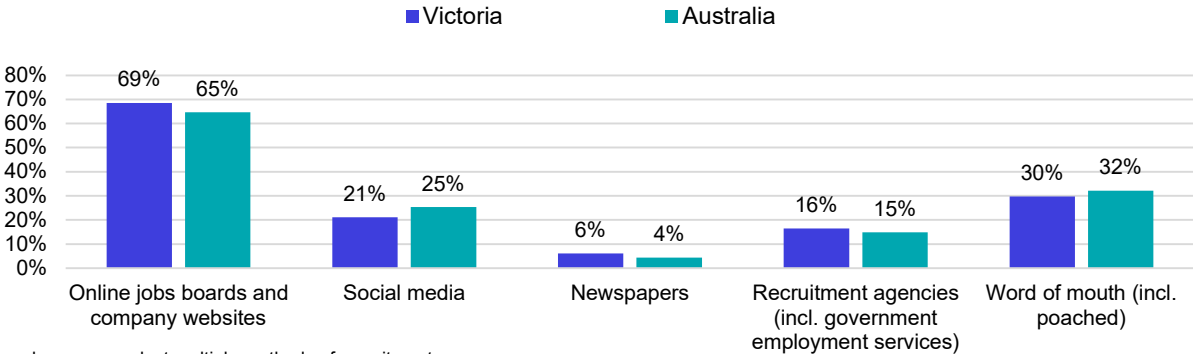
Note: employers can select multiple methods of recruitment.

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

# Ballarat, 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 Ballarat SA4.

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

### Job advertisement count
**1,460**
seasonally adjusted count
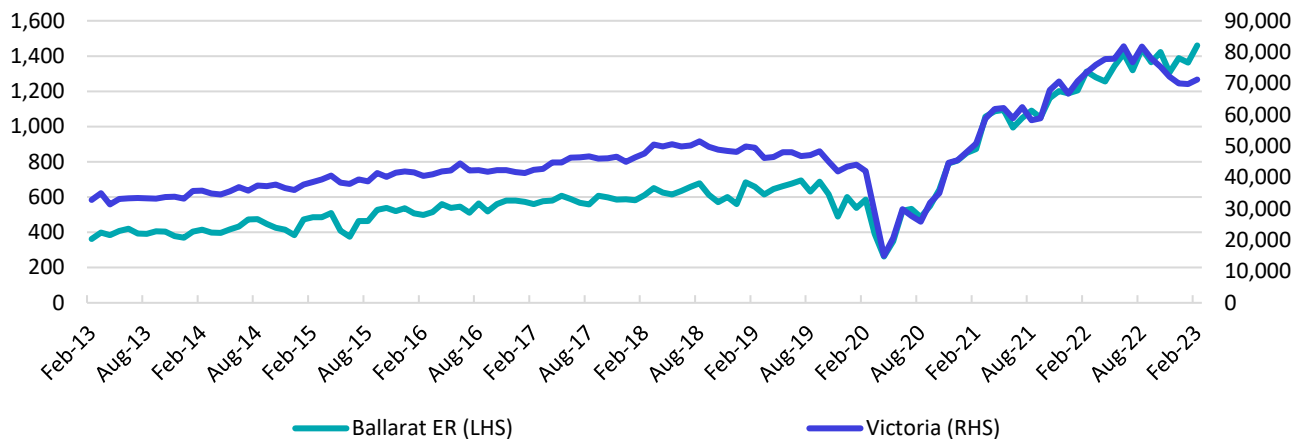
### Change over the month
↑ **7.2%**
(or 98 job advertisements)

### Change since Feb-22
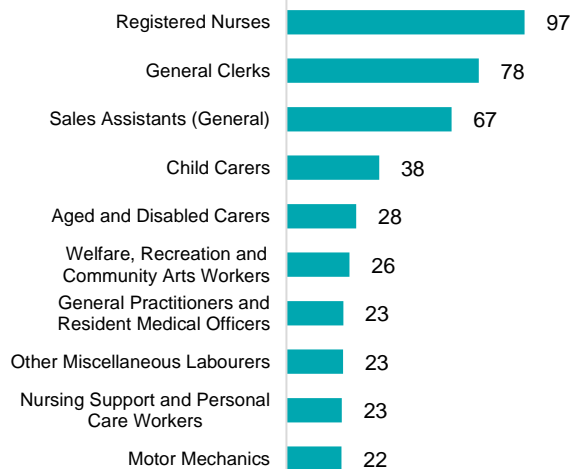↑ **11.4%**
(or 149 job advertisements)

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



— Ballarat ER (LHS)  — Victoria (RHS)

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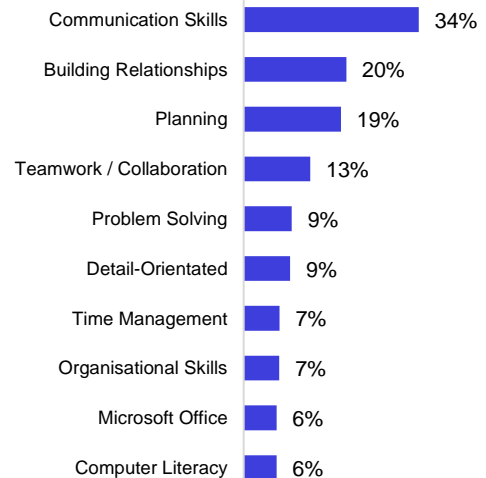
## Top 10 occupations recruited for
Number of job ads online

| Occupation | Number |
|---|---|
| Registered Nurses | 97 |
| General Clerks | 78 |
| Sales Assistants (General) | 67 |
| Child Carers | 38 |
| Aged and Disabled Carers | 28 |
| Welfare, Recreation and Community Arts Workers | 26 |
| General Practitioners and Resident Medical Officers | 23 |
| Other Miscellaneous Labourers | 23 |
| Nursing Support and Personal Care Workers | 23 |
| Motor Mechanics | 22 |

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

## Top 10 skills in demand*
Proportion of job ads

| Skill | Proportion |
|---|---|
| Communication Skills | 34% |
| Building Relationships | 20% |
| Planning | 19% |
| Teamwork / Collaboration | 13% |
| Problem Solving | 9% |
| Detail-Orientated | 9% |
| Time Management | 7% |
| Organisational Skills | 7% |
| Microsoft Office | 6% |
| 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
## Ballarat

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.
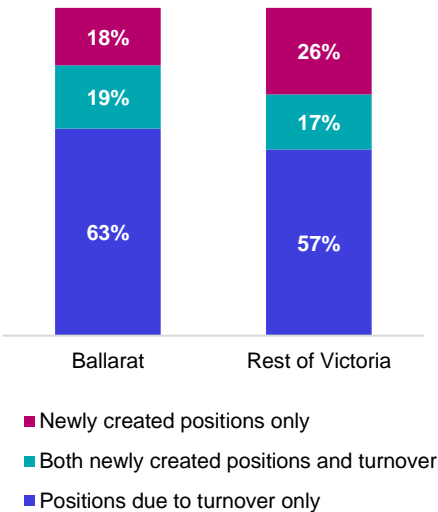
## Recruitment activity and experiences

In Ballarat, there were 85 responding employers in the 12 months to February 2023, of whom 67% were recruiting or had recruited in the past month. Of these recruiting businesses, 82% 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 Ballarat were most likely to report the following reasons for recruitment difficulty:
- Lack of applicants
- Applicants lack technical skills
- Undesirable working conditions/hours
- Location, eg remote or regional.

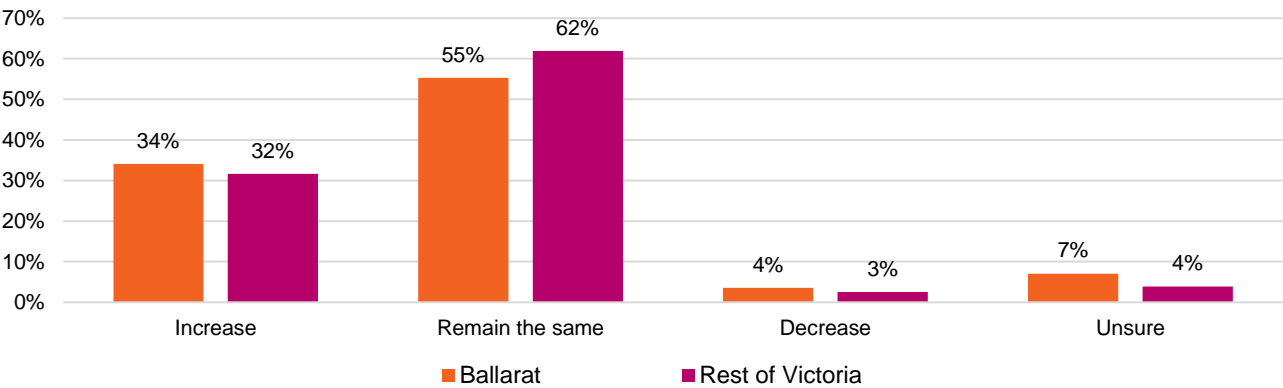A chart showing reasons for recruitment for Ballarat and Rest of Victoria is included to the right.

**Reasons for recruitment**



Ballarat: 18%, 19%, 63%
Rest of Victoria: 26%, 17%, 57%

- 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**



| | Ballarat | Rest of Victoria |
|---|---|---|
| Increase | 34% | 32% |
| Remain the same | 55% | 62% |
| Decrease | 4% | 3% |
| Unsure | 7% | 4% |

■ Ballarat  ■ Rest of Victoria

## Recruitment methods

proportion of employers who were recruiting

■ Ballarat  ■ Rest of Victoria
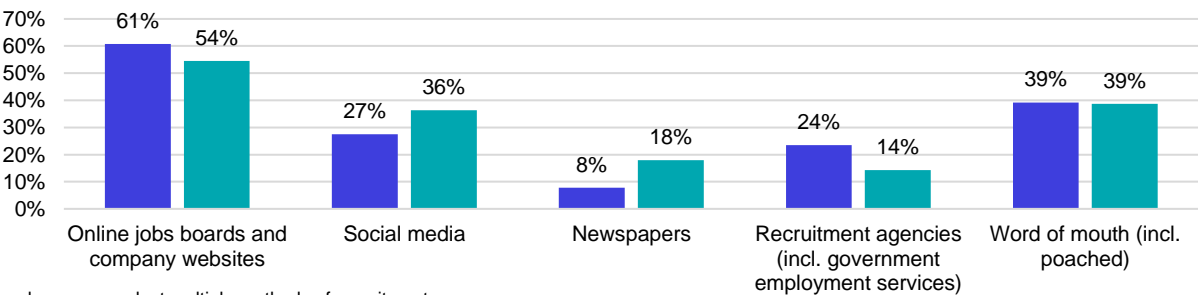


| | Ballarat | Rest of Victoria |
|---|---|---|
| Online jobs boards and company websites | 61% | 54% |
| Social media | 27% | 36% |
| Newspapers | 8% | 18% |
| Recruitment agencies (incl. government employment services) | 24% | 14% |
| Word of mouth (incl. poached) | 39% | 39% |

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 Ballarat, 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.

**Australian Government**
**Jobs and Skills Australia**

# Recruitment trends and employers' needs: Regional Snapshot update

## Barwon, 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 Geelong SA4.

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

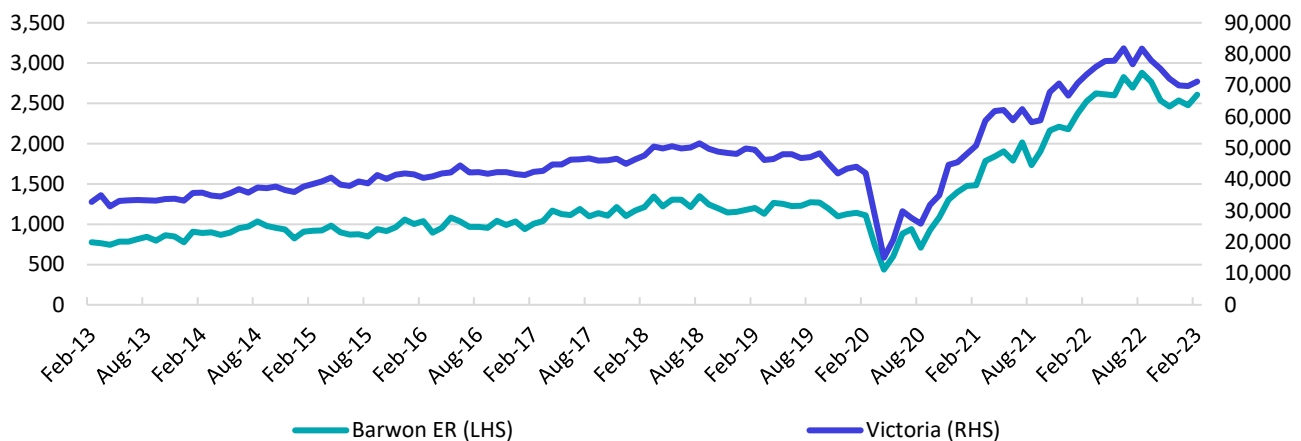| Job advertisement count | Change over the month | Change since Feb-22 |
|---|---|---|
| **2,607** | ↑ **5.3%** | ↑ **3.3%** |
| seasonally adjusted count | (or 131 job advertisements) | (or 84 job advertisements) |

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



— Barwon 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 |
|---|---|
| Registered Nurses | 191 |
| General Clerks | 142 |
| Sales Assistants (General) | 126 |
| Aged and Disabled Carers | 58 |
| Retail Managers | 57 |
| Child Carers | 55 |
| Other Miscellaneous Labourers | 54 |
| Chefs | 46 |
| Nursing Support and Personal Care Workers | 41 |
| Receptionists | 39 |

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

### Top 10 skills in demand*
Proportion of job ads

| Skill | Proportion |
|---|---|
| Communication Skills | 35% |
| Building Relationships | 23% |
| Planning | 21% |
| Teamwork / Collaboration | 14% |
| Detail-Orientated | 11% |
| Time Management | 10% |
| Organisational Skills | 9% |
| Problem Solving | 7% |
| 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
## Barwon

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.
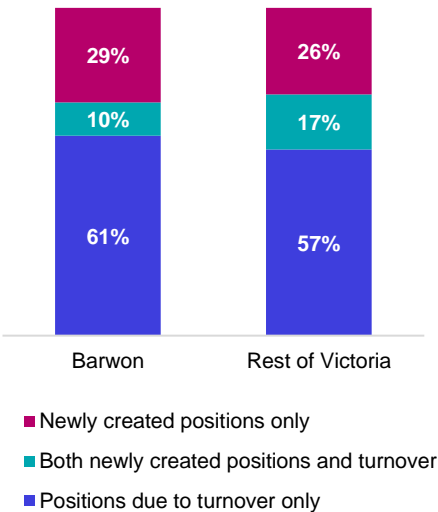
## Recruitment activity and experiences

In Barwon, there were 115 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, 71% 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 Barwon 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 Barwon and Rest of Victoria is included to the right.
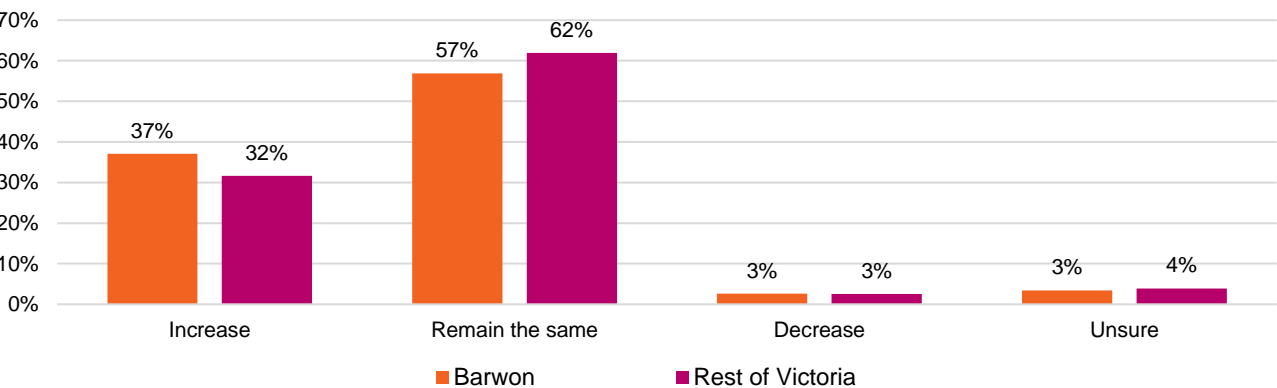
**Reasons for recruitment**

| | Barwon | Rest of Victoria |
|---|---|---|
| Newly created positions only | 29% | 26% |
| Both newly created positions and turnover | 10% | 17% |
| Positions due to turnover only | 61% | 57% |

■ 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 |
|---|---|---|---|---|
| Barwon | 37% | 57% | 3% | 3% |
| Rest of Victoria | 32% | 62% | 3% | 4% |

■ Barwon  ■ Rest of Victoria

## Recruitment methods

proportion of employers who were recruiting

■ Barwon  ■ Rest of Victoria
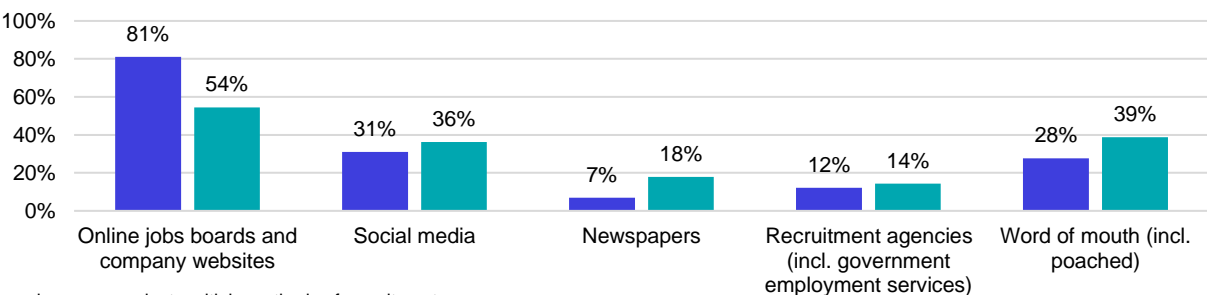
| | Online jobs boards and company websites | Social media | Newspapers | Recruitment agencies (incl. government employment services) | Word of mouth (incl. poached) |
|---|---|---|---|---|---|
| Barwon | 81% | 31% | 7% | 12% | 28% |
| Rest of Victoria | 54% | 36% | 18% | 14% | 39% |

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 Barwon, 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.

**Australian Government**
**Jobs and Skills Australia**

# Recruitment trends and employers' needs: Regional Snapshot update

## Bendigo, 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 Bendigo SA4.

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

**Job advertisement count**

1,180

seasonally adjusted count

**Change over the month**
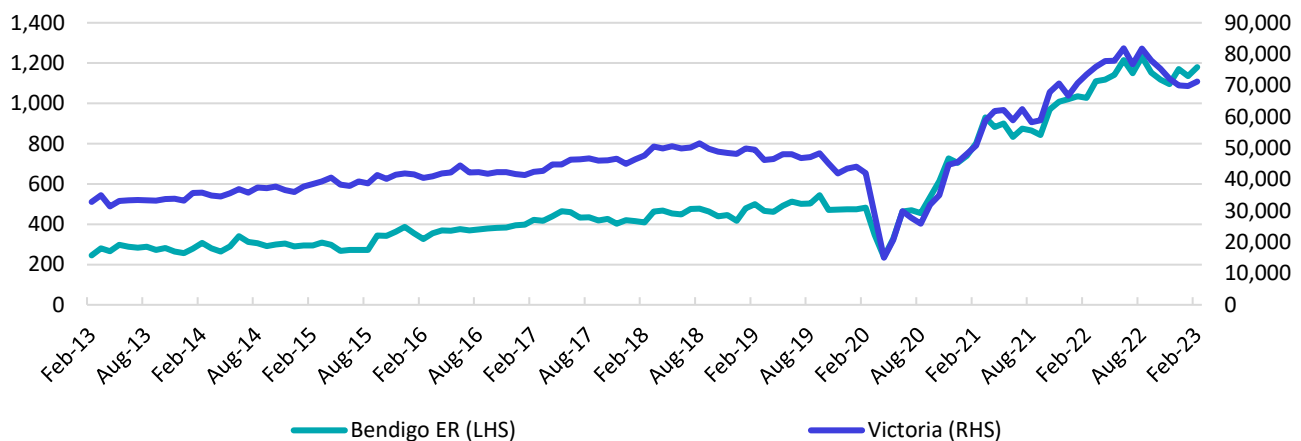
↑ 4.0%

(or 45 job advertisements)

**Change since Feb-22**
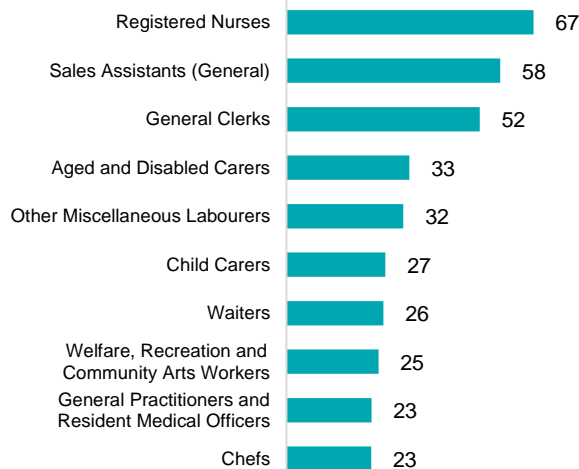
↑ 14.8%

(or 152 job advertisements)

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



Bendigo ER (LHS) ——— Victoria (RHS)

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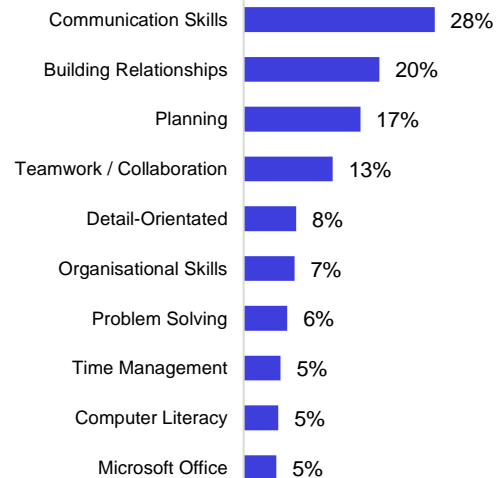
### Top 10 occupations recruited for
Number of job ads online

| Occupation | Count |
|---|---|
| Registered Nurses | 67 |
| Sales Assistants (General) | 58 |
| General Clerks | 52 |
| Aged and Disabled Carers | 33 |
| Other Miscellaneous Labourers | 32 |
| Child Carers | 27 |
| Waiters | 26 |
| Welfare, Recreation and Community Arts Workers | 25 |
| General Practitioners and Resident Medical Officers | 23 |
| Chefs | 23 |

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

### Top 10 skills in demand*
Proportion of job ads

| Skill | Proportion |
|---|---|
| Communication Skills | 28% |
| Building Relationships | 20% |
| Planning | 17% |
| Teamwork / Collaboration | 13% |
| Detail-Orientated | 8% |
| Organisational Skills | 7% |
| Problem Solving | 6% |
| Time Management | 5% |
| Computer Literacy | 5% |
| Microsoft Office | 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
## Bendigo

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.
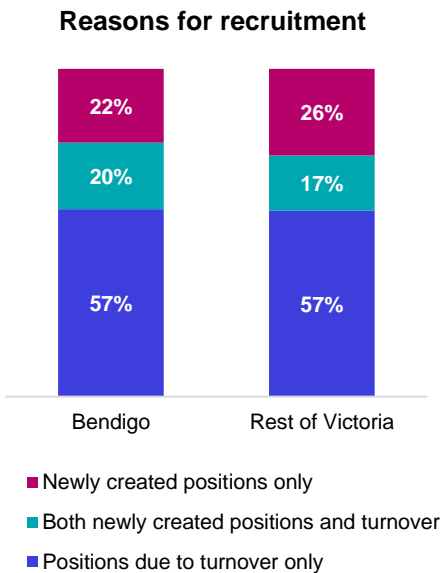
## Recruitment activity and experiences

In Bendigo, there were 82 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, 76% 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 Bendigo were most likely to report the following reasons for recruitment difficulty:
- Lack of applicants
- Undesirable working conditions/hours
- Lack of suitable applicants
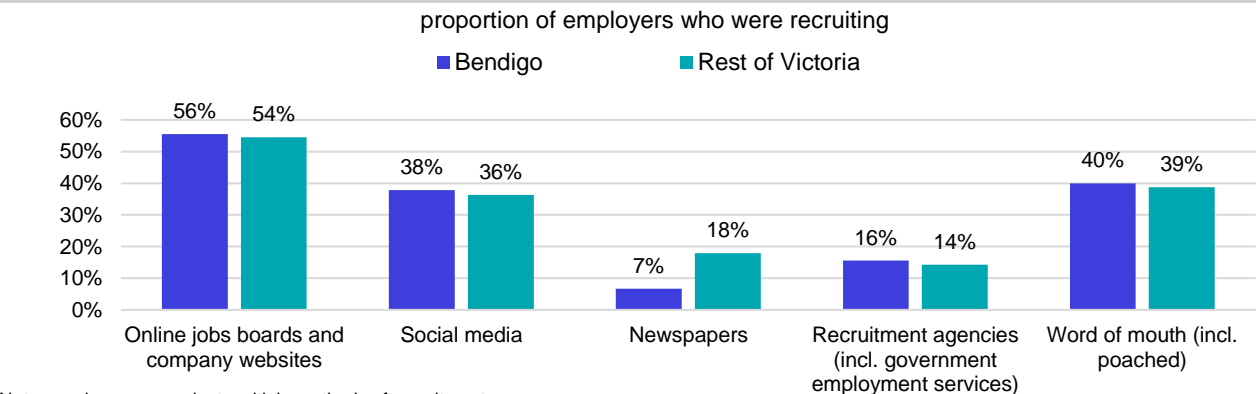- Applicants lack technical skills.

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

### Reasons for recruitment

| | Bendigo | Rest of Victoria |
|---|---|---|
| Newly created positions only | 22% | 26% |
| Both newly created positions and turnover | 20% | 17% |
| Positions due to turnover only | 57% | 57% |

■ 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 |
|---|---|---|---|---|
| Bendigo | 23% | 73% | 1% | 2% |
| Rest of Victoria | 32% | 62% | 3% | 4% |

■ Bendigo  ■ Rest of Victoria

## Recruitment methods
### proportion of employers who were recruiting

■ Bendigo  ■ Rest of Victoria

| | Online jobs boards and company websites | Social media | Newspapers | Recruitment agencies (incl. government employment services) | Word of mouth (incl. poached) |
|---|---|---|---|---|---|
| Bendigo | 56% | 38% | 7% | 16% | 40% |
| Rest of Victoria | 54% | 36% | 18% | 14% | 39% |

Note: employers can select multiple methods of recruitment.

# Recruitment trends and employers' needs: Regional Snapshot update

**Australian Government**
**Jobs and Skills Australia**

## 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

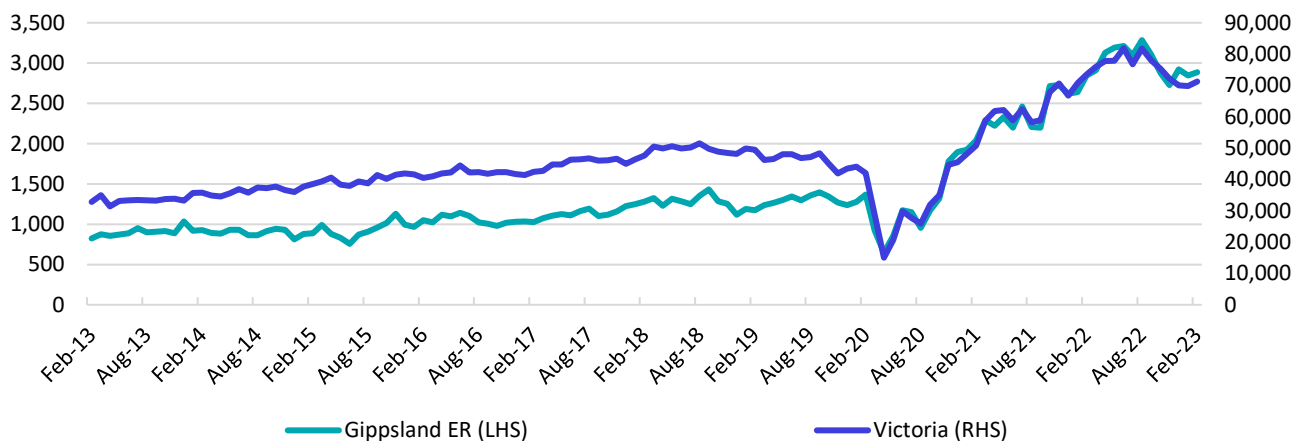### Change over the month
# ↑ 1.4%
(or 39 job advertisements)

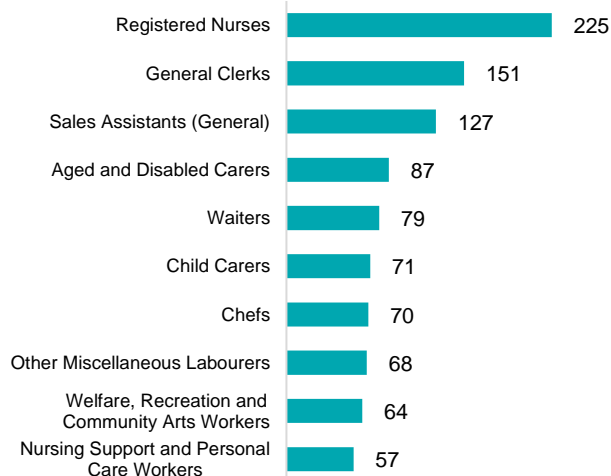### Change since Feb-22
# ↑ 1.3%
(or 38 job advertisements)

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



Gippsland ER (LHS)　　　Victoria (RHS)

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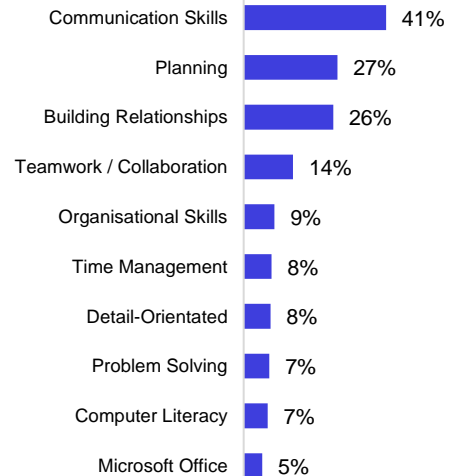
## Top 10 occupations recruited for
Number of job ads online

| Occupation | Number |
|---|---|
| Registered Nurses | 225 |
| General Clerks | 151 |
| Sales Assistants (General) | 127 |
| Aged and Disabled Carers | 87 |
| Waiters | 79 |
| Child Carers | 71 |
| Chefs | 70 |
| Other Miscellaneous Labourers | 68 |
| Welfare, Recreation and Community Arts Workers | 64 |
| Nursing Support and Personal Care Workers | 57 |

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

## Top 10 skills in demand*
Proportion of job ads

| Skill | Proportion |
|---|---|
| Communication Skills | 41% |
| Planning | 27% |
| Building Relationships | 26% |
| Teamwork / Collaboration | 14% |
| Organisational Skills | 9% |
| Time Management | 8% |
| Detail-Orientated | 8% |
| Problem Solving | 7% |
| Computer Literacy | 7% |
| Microsoft Office | 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
## 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.
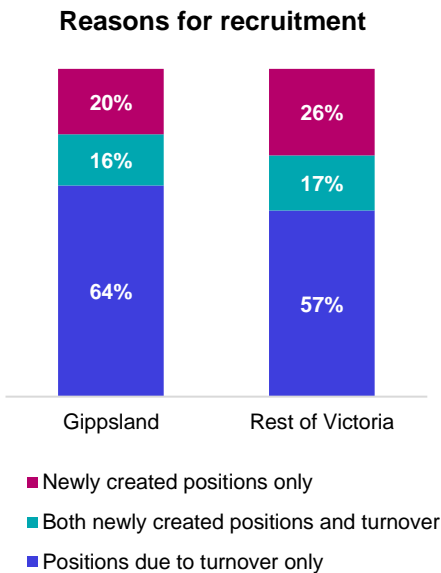
## Recruitment activity and experiences

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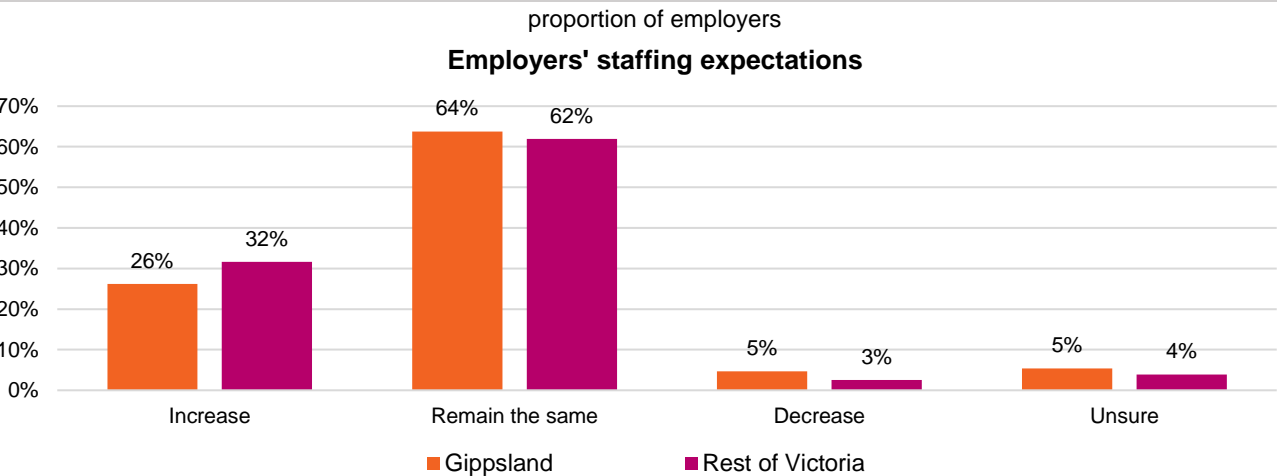
Employers in Gippsland were most likely to report the following reasons for recruitment difficulty:
- Lack of applicants
- Undesirable working conditions/hours
- Applicants lack technical skills
- Lack of suitable applicants.

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

**Reasons for recruitment**

| | Gippsland | Rest of Victoria |
|---|---|---|
| Newly created positions only | 20% | 26% |
| Both newly created positions and turnover | 16% | 17% |
| Positions due to turnover only | 64% | 57% |

## Staffing outlook for coming months
proportion of employers

### Employers' staffing expectations

| | Increase | Remain the same | Decrease | Unsure |
|---|---|---|---|---|
| Gippsland | 26% | 64% | 5% | 5% |
| Rest of Victoria | 32% | 62% | 3% | 4% |

## 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) |
|---|---|---|---|---|---|
| Gippsland | 46% | 23% | 18% | 12% | 33% |
| Rest of Victoria | 54% | 36% | 18% | 14% | 39% |

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.

**Australian Government**
**Jobs and Skills Australia**

# Recruitment trends and employers' needs: Regional Snapshot update

## Goulburn/Murray, 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 Hume SA4.

### Internet vacancies, headline figures, Goulburn/Murray ER, February 2023

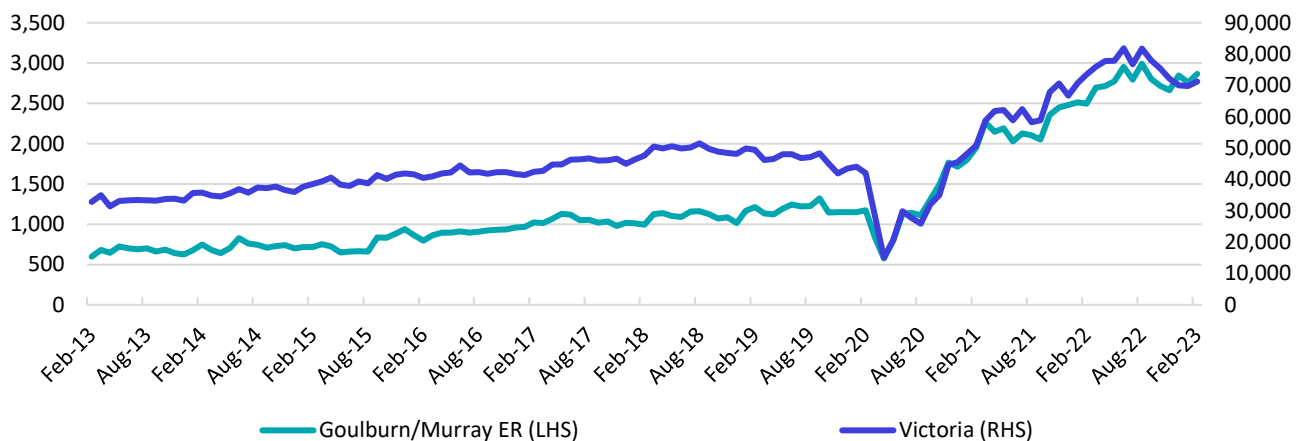| Job advertisement count | Change over the month | Change since Feb-22 |
|---|---|---|
| **2,867** | ↑ **4.0%** | ↑ **14.8%** |
| seasonally adjusted count | (or 109 job advertisements) | (or 369 job advertisements) |

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



—— Goulburn/Murray ER (LHS)    —— Victoria (RHS)

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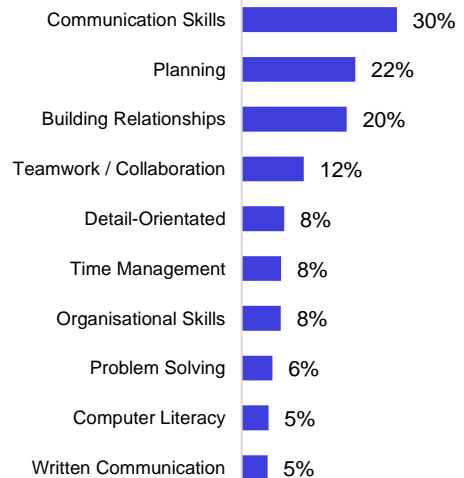
### Top 10 occupations recruited for
Number of job ads online

| Occupation | Count |
|---|---|
| Registered Nurses | 163 |
| Sales Assistants (General) | 141 |
| General Clerks | 128 |
| Aged and Disabled Carers | 81 |
| Other Miscellaneous Labourers | 77 |
| Child Carers | 65 |
| Waiters | 64 |
| Welfare, Recreation and Community Arts Workers | 61 |
| General Practitioners and Resident Medical Officers | 56 |
| Chefs | 56 |

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

### Top 10 skills in demand*
Proportion of job ads

| Skill | Proportion |
|---|---|
| Communication Skills | 30% |
| Planning | 22% |
| Building Relationships | 20% |
| Teamwork / Collaboration | 12% |
| Detail-Orientated | 8% |
| Time Management | 8% |
| Organisational Skills | 8% |
| Problem Solving | 6% |
| Computer Literacy | 5% |
| Written Communication | 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
Goulburn/Murray

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.
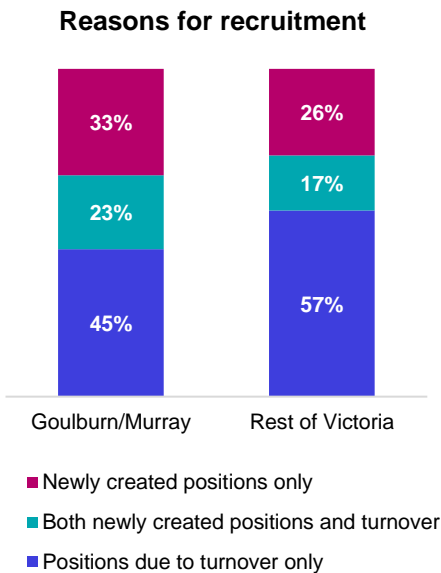
## Recruitment activity and experiences

In Goulburn/Murray, there were 212 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, 73% 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 Goulburn/Murray were most likely to report the following reasons for recruitment difficulty:
- Lack of applicants
- Lack of suitable applicants
- Location, eg remote or regional
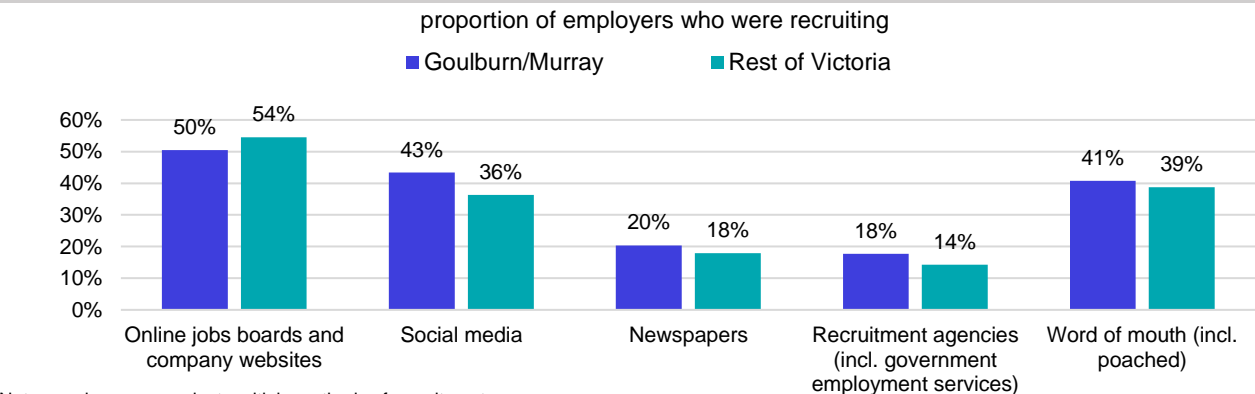- Undesirable working conditions/hours.

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

**Reasons for recruitment**

| | Goulburn/Murray | Rest of Victoria |
|---|---|---|
| Newly created positions only | 33% | 26% |
| Both newly created positions and turnover | 23% | 17% |
| Positions due to turnover only | 45% | 57% |

## Staffing outlook for coming months
proportion of employers

### Employers' staffing expectations

| | Increase | Remain the same | Decrease | Unsure |
|---|---|---|---|---|
| Goulburn/Murray | 35% | 61% | 2% | 2% |
| Rest of Victoria | 32% | 62% | 3% | 4% |

## 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) |
|---|---|---|---|---|---|
| Goulburn/Murray | 50% | 43% | 20% | 18% | 41% |
| Rest of Victoria | 54% | 36% | 18% | 14% | 39% |

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 Goulburn/Murray, 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.

Australian Government
Jobs and Skills Australia

# Recruitment trends and employers' needs: Regional Snapshot update

## Inner Metropolitan 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, Inner Metropolitan Melbourne ER, February 2023

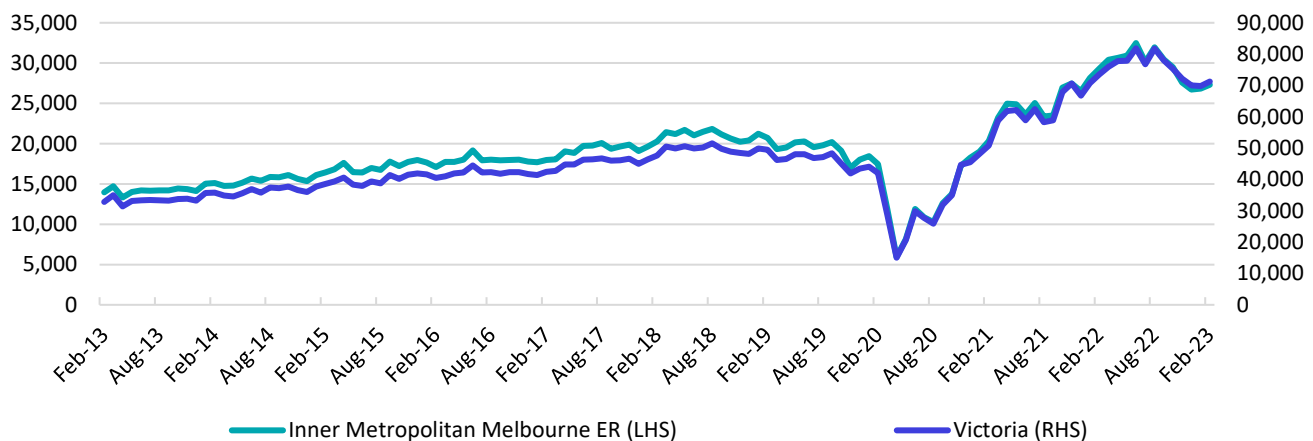| Job advertisement count | Change over the month | Change since Feb-22 |
|---|---|---|
| **27,295** | ↑ **1.7%** | ↓ **-6.8%** |
| seasonally adjusted count | (or 455 job advertisements) | (or -1,983 job advertisements) |

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



Inner Metropolitan 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 | 1,234 |
| Sales Assistants (General) | 1,021 |
| Software and Applications Programmers | 834 |
| Registered Nurses | 735 |
| Advertising and Sales Managers | 658 |
| Accountants | 534 |
| Waiters | 531 |
| Construction Managers | 506 |
| Retail Managers | 414 |
| Aged and Disabled Carers | 396 |

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

Inner Metropolitan 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.
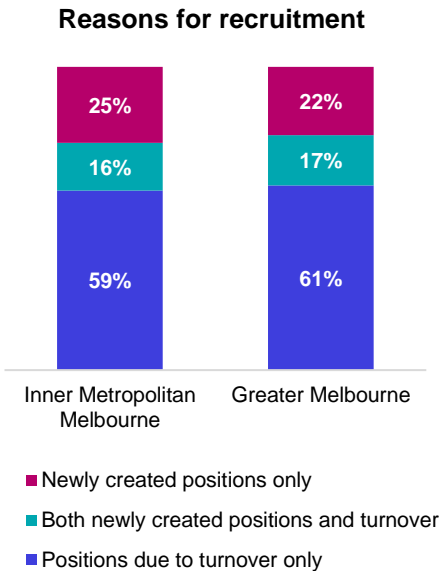
## Recruitment activity and experiences

In Inner Metropolitan Melbourne, there were 482 responding employers in the 12 months to February 2023, of whom 56% were recruiting or had recruited in the past month. Of these recruiting businesses, 64% had difficulty recruiting. By comparison, 58% of employers were recruiting in Greater Melbourne over the same period, of whom 69% had difficulty recruiting.
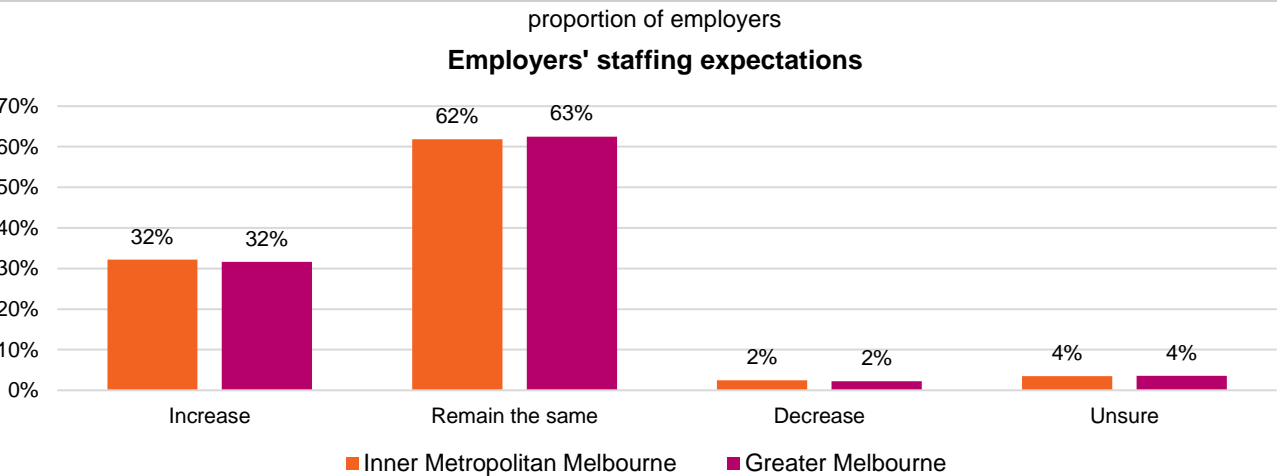
Employers in Inner Metropolitan Melbourne were most likely to report the following reasons for recruitment difficulty:
- Lack of applicants
- Lack of suitable applicants
- Undesirable working conditions/hours
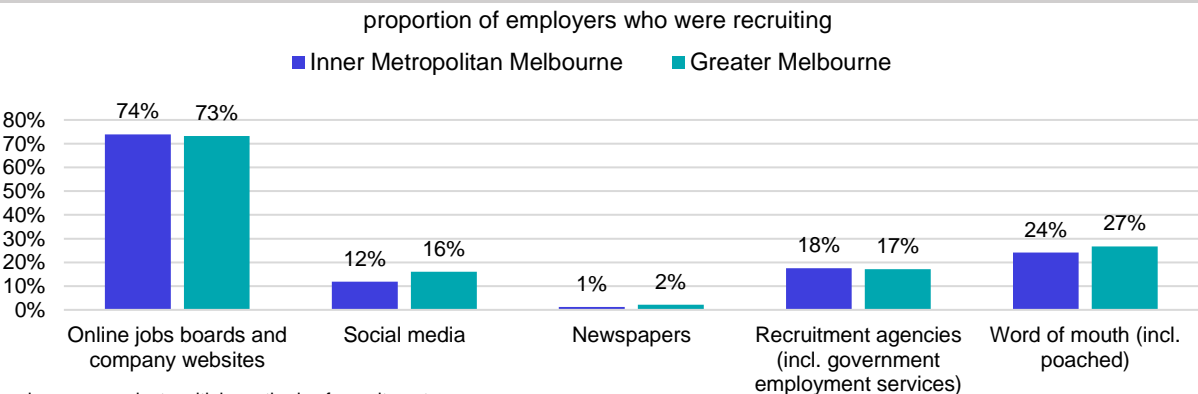- Applicants lack experience.

A chart showing reasons for recruitment for Inner Metropolitan Melbourne and Greater Melbourne is included to the right.

**Reasons for recruitment**

Inner Metropolitan Melbourne: Newly created positions only 25%, Both newly created positions and turnover 16%, Positions due to turnover only 59%

Greater Melbourne: Newly created positions only 22%, Both newly created positions and turnover 17%, Positions due to turnover only 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 |
|---|---|---|---|---|
| Inner Metropolitan Melbourne | 32% | 62% | 2% | 4% |
| Greater Melbourne | 32% | 63% | 2% | 4% |

- Inner Metropolitan Melbourne
- Greater Melbourne

## Recruitment methods

proportion of employers who were recruiting

- Inner Metropolitan Melbourne
- Greater Melbourne

| | Online jobs boards and company websites | Social media | Newspapers | Recruitment agencies (incl. government employment services) | Word of mouth (incl. poached) |
|---|---|---|---|---|---|
| Inner Metropolitan Melbourne | 74% | 12% | 1% | 18% | 24% |
| 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 Inner Metropolitan 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.

**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

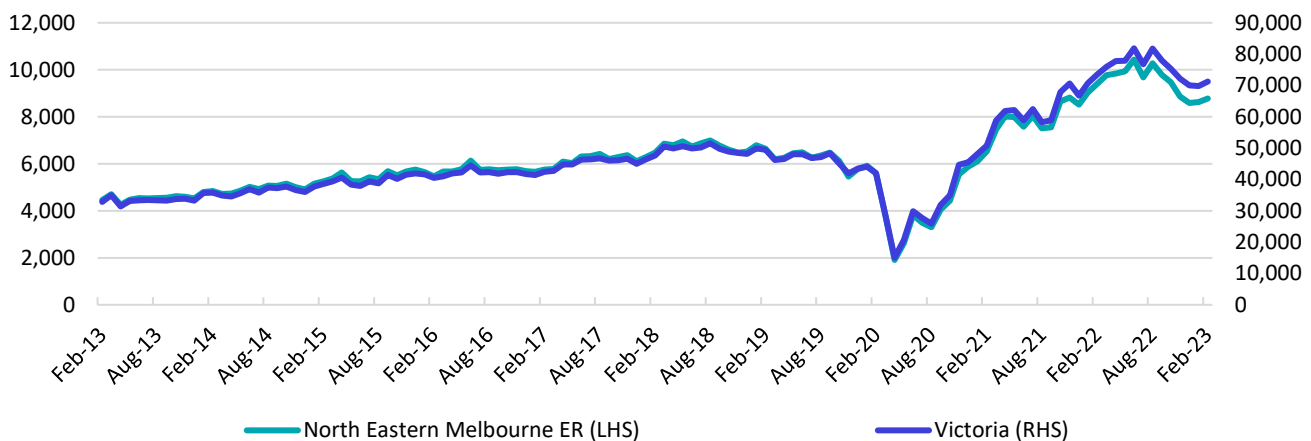| Job advertisement count | Change over the month | Change since Feb-22 |
|---|---|---|
| **8,778** | ↑ **1.7%** | ↓ **-6.6%** |
| seasonally adjusted count | (or 147 job advertisements) | (or -623 job advertisements) |

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



— North Eastern Melbourne ER (LHS)    — Victoria (RHS)
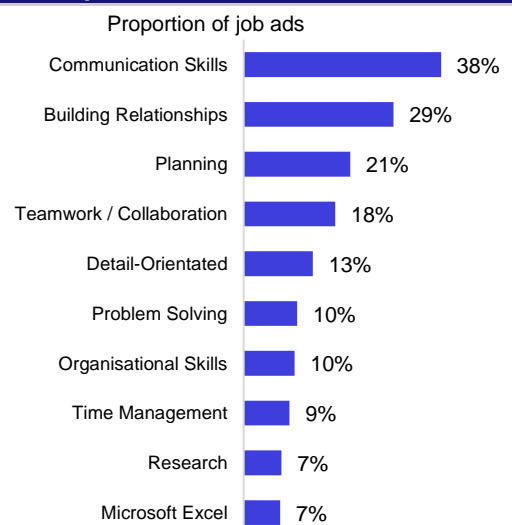
Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, Feb-2023

### 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.

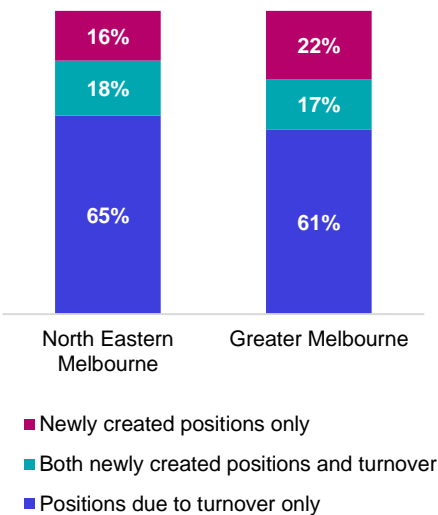## Recruitment activity and experiences

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.

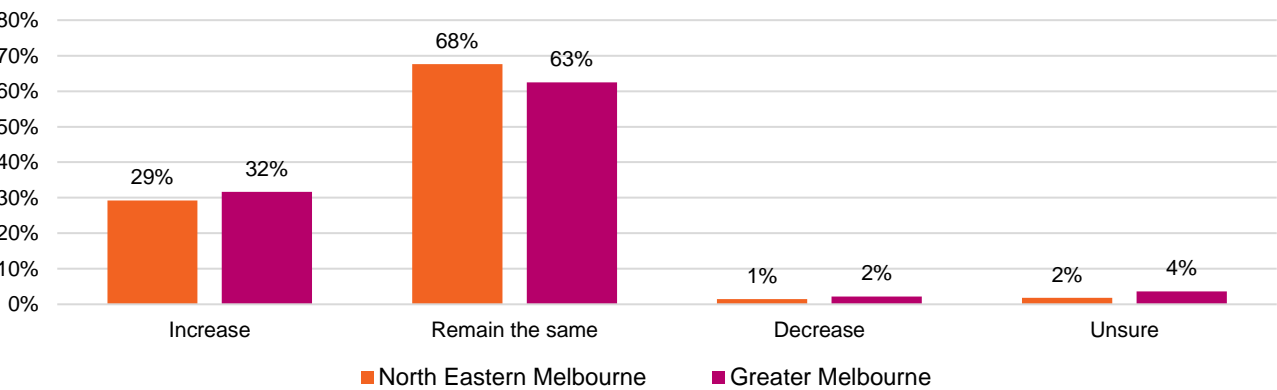A chart showing reasons for recruitment for North Eastern Melbourne and Greater Melbourne is included to the right.

### 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% |

## Staffing outlook for coming months

proportion of employers

### Employers' staffing expectations

| | North Eastern Melbourne | Greater Melbourne |
|---|---|---|
| Increase | 29% | 32% |
| Remain the same | 68% | 63% |
| Decrease | 1% | 2% |
| Unsure | 2% | 4% |

## Recruitment methods

proportion of employers who were recruiting

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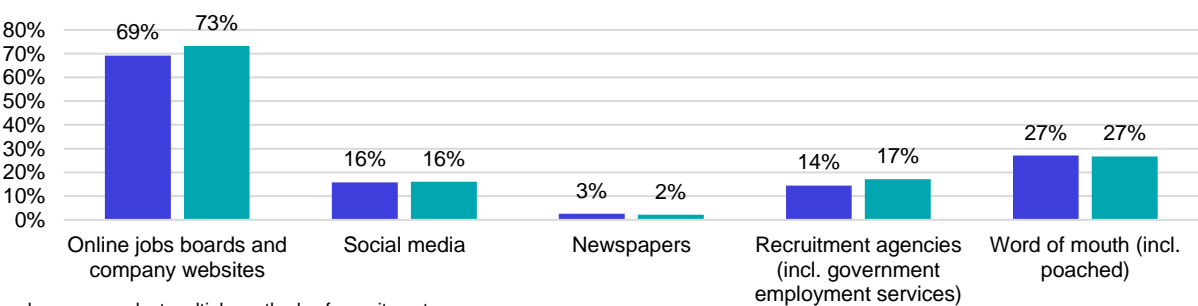
Note: employers can select multiple methods of recruitment.

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.

**Australian Government**
**Jobs and Skills Australia**

# Recruitment trends and employers' needs: Regional Snapshot update

## North Western 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 Western Melbourne ER, February 2023

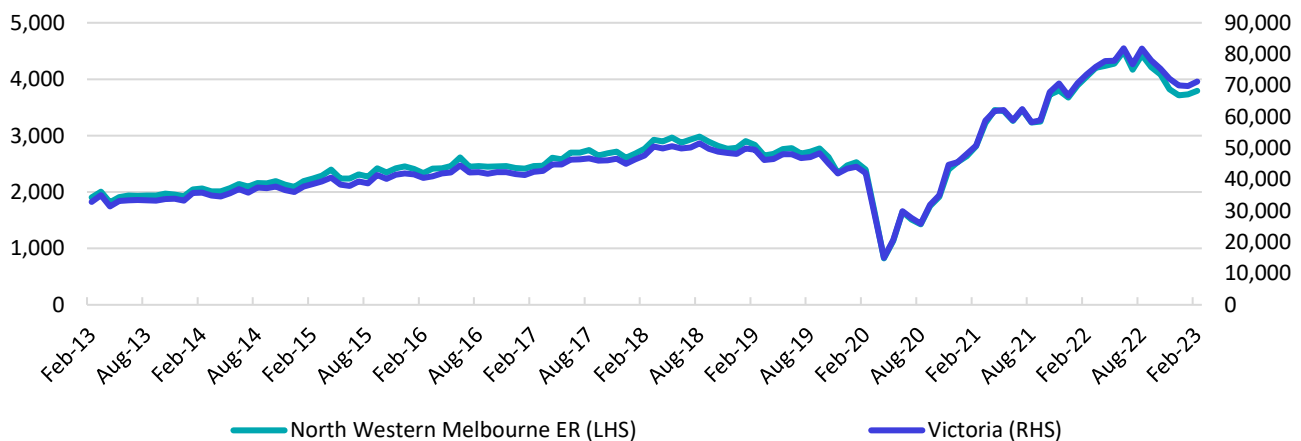| **Job advertisement count** | **Change over the month** | **Change since Feb-22** |
|---|---|---|
| **3,795** | ↑ **1.8%** | ↓ **-6.2%** |
| seasonally adjusted count | (or 66 job advertisements) | (or -249 job advertisements) |

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



Legend: ■ North Western 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 | 171 |
| Sales Assistants (General) | 144 |
| Software and Applications Programmers | 112 |
| Registered Nurses | 106 |
| Advertising and Sales Managers | 89 |
| Waiters | 74 |
| Accountants | 73 |
| Construction Managers | 69 |
| Retail Managers | 57 |
| Aged and Disabled Carers | 57 |

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 Western 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 Western Melbourne, there were 100 responding employers in the 12 months to February 2023, of whom 59% were recruiting or had recruited in the past month. Of these recruiting businesses, 83% had difficulty recruiting. By comparison, 58% of employers were recruiting in Greater Melbourne over the same period, of whom 69% had difficulty recruiting.
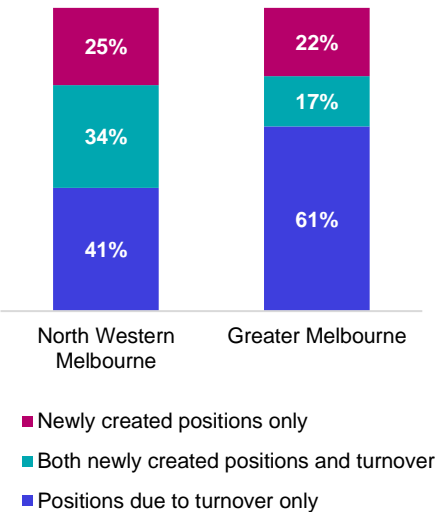
Employers in North Western Melbourne were most likely to report the following reasons for recruitment difficulty:

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

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

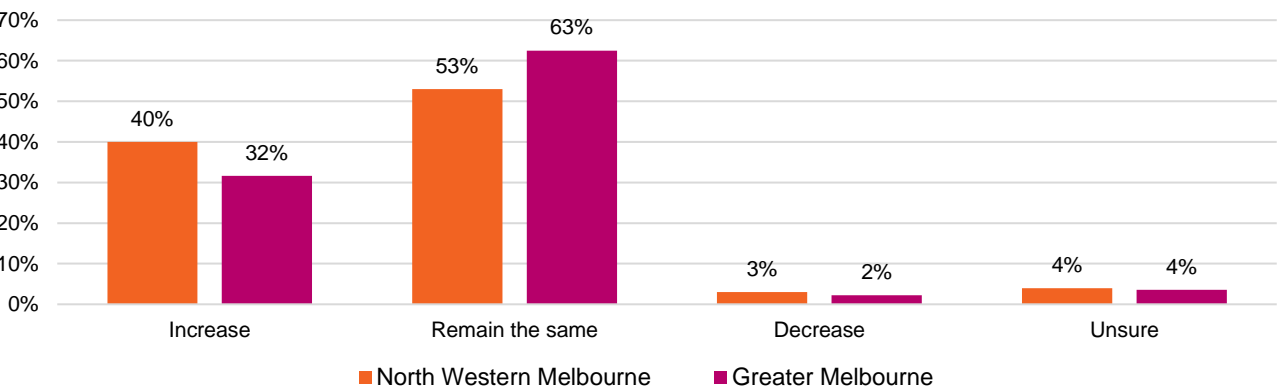Note: employers can select multiple reasons for recruitment difficulty.

### Reasons for recruitment

| | North Western Melbourne | Greater Melbourne |
|---|---|---|
| Newly created positions only | 25% | 22% |
| Both newly created positions and turnover | 34% | 17% |
| Positions due to turnover only | 41% | 61% |

## Staffing outlook for coming months

proportion of employers

### Employers' staffing expectations

| | North Western Melbourne | Greater Melbourne |
|---|---|---|
| Increase | 40% | 32% |
| Remain the same | 53% | 63% |
| Decrease | 3% | 2% |
| Unsure | 4% | 4% |

## Recruitment methods

proportion of employers who were recruiting

| | North Western Melbourne | Greater Melbourne |
|---|---|---|
| Online jobs boards and company websites | 81% | 73% |
| Social media | 9% | 16% |
| Newspapers | 2% | 2% |
| Recruitment agencies (incl. government employment services) | 19% | 17% |
| Word of mouth (incl. poached) | 22% | 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 Western 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.

![Australian Government Jobs and Skills Australia]

# Recruitment trends and employers' needs: Regional Snapshot update

## South Coast of Victoria, 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 Warrnambool and South West SA4.

### Internet vacancies, headline figures, South Coast of Victoria ER, February 2023

**Job advertisement count**

# 1,187

seasonally adjusted count

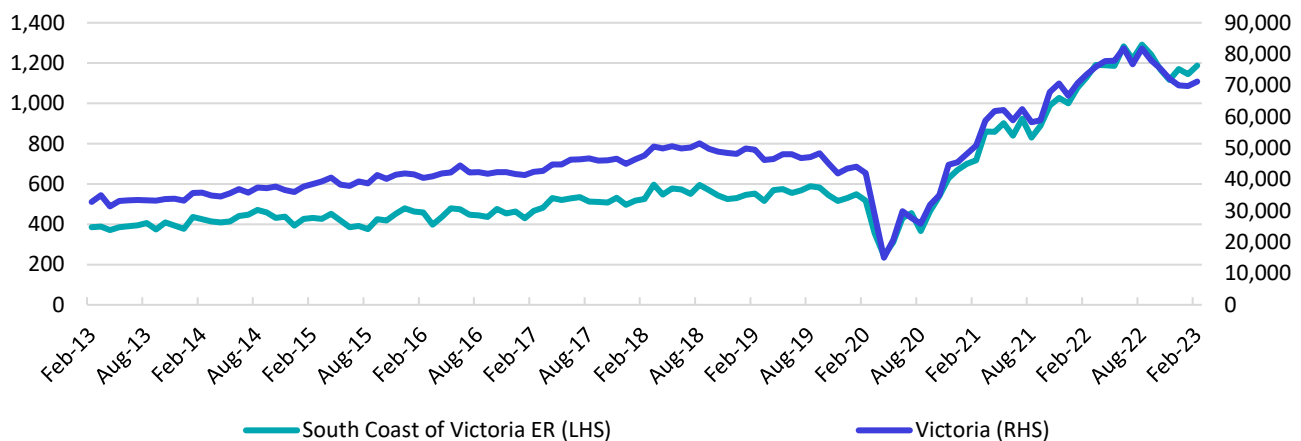**Change over the month**

↑ 3.7%

(or 43 job advertisements)

**Change since Feb-22**

↑ 5.1%

(or 58 job advertisements)

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



— South Coast of Victoria ER (LHS)   — Victoria (RHS)

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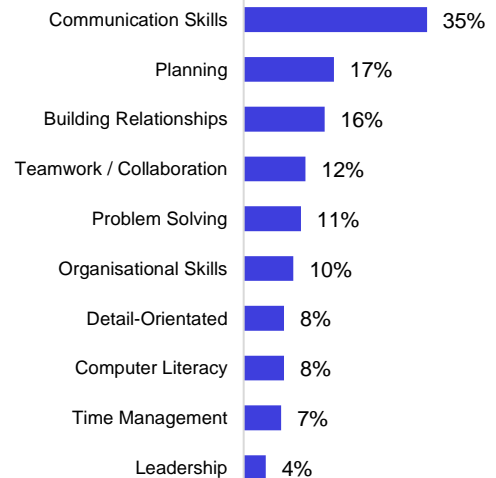
### Top 10 occupations recruited for

Number of job ads online

| Occupation | Count |
|---|---|
| Registered Nurses | 89 |
| General Clerks | 63 |
| Sales Assistants (General) | 56 |
| Aged and Disabled Carers | 30 |
| Retail Managers | 27 |
| Other Miscellaneous Labourers | 24 |
| Child Carers | 23 |
| General Practitioners and Resident Medical Officers | 23 |
| Chefs | 20 |
| Nursing Support and Personal Care Workers | 19 |

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

### Top 10 skills in demand*

Proportion of job ads

| Skill | Proportion |
|---|---|
| Communication Skills | 35% |
| Planning | 17% |
| Building Relationships | 16% |
| Teamwork / Collaboration | 12% |
| Problem Solving | 11% |
| Organisational Skills | 10% |
| Detail-Orientated | 8% |
| Computer Literacy | 8% |
| Time Management | 7% |
| Leadership | 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
## South Coast of Victoria

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.

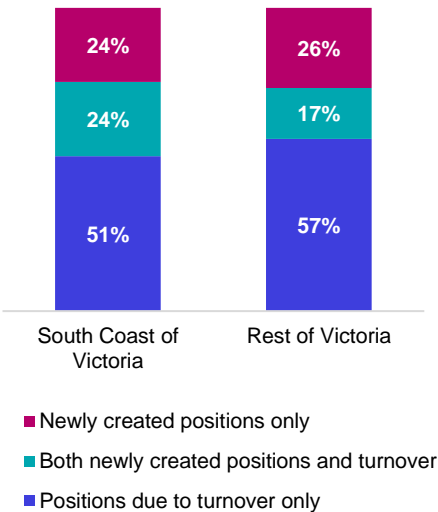## Recruitment activity and experiences

In South Coast of Victoria, there were 80 responding employers in the 12 months to February 2023, of whom 56% were recruiting or had recruited in the past month. Of these recruiting businesses, 68% 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 South Coast of Victoria were most likely to report the following reasons for recruitment difficulty:
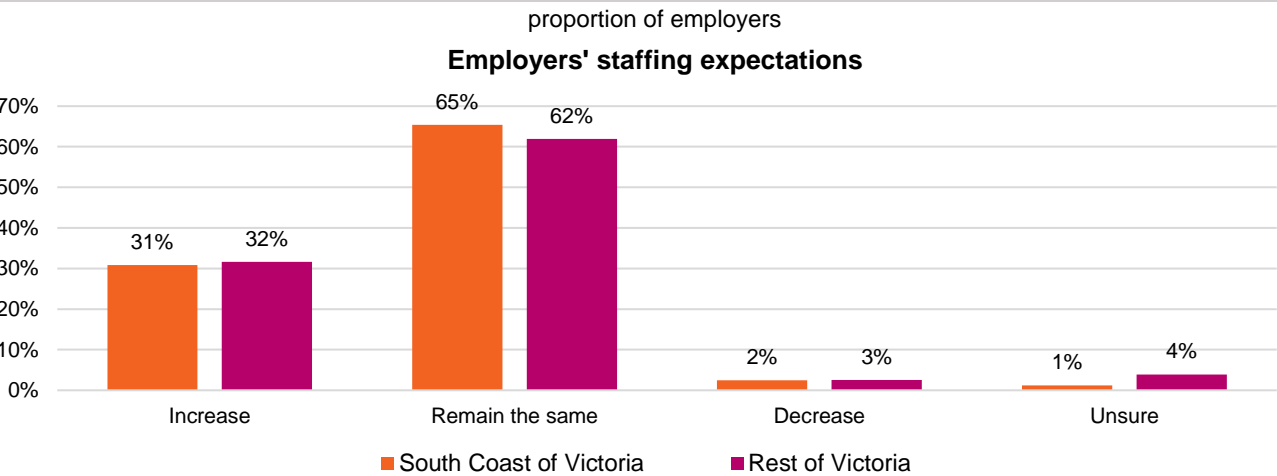- Lack of applicants
- Lack of suitable applicants
- Undesirable working conditions/hours
- Location, eg remote or regional.

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

**Reasons for recruitment**

| | South Coast of Victoria | Rest of Victoria |
|---|---|---|
| Newly created positions only | 24% | 26% |
| Both newly created positions and turnover | 24% | 17% |
| Positions due to turnover only | 51% | 57% |

■ 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 Coast of Victoria | 31% | 65% | 2% | 1% |
| Rest of Victoria | 32% | 62% | 3% | 4% |

■ South Coast of Victoria   ■ Rest of Victoria

## Recruitment methods

proportion of employers who were recruiting

■ South Coast of Victoria   ■ Rest of Victoria

| | Online jobs boards and company websites | Social media | Newspapers | Recruitment agencies (incl. government employment services) | Word of mouth (incl. poached) |
|---|---|---|---|---|---|
| South Coast of Victoria | 40% | 38% | 33% | 12% | 31% |
| Rest of Victoria | 54% | 36% | 18% | 14% | 39% |

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 South Coast of Victoria, 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.

# South Eastern Melbourne and Peninsula, 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, South Eastern Melbourne and Peninsula ER, February 2023

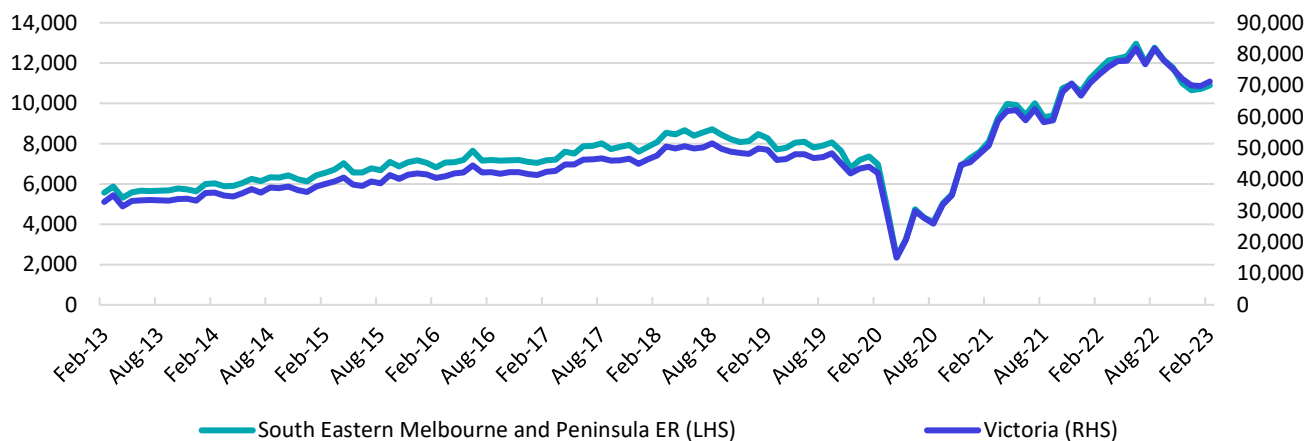| Job advertisement count | Change over the month | Change since Feb-22 |
|---|---|---|
| **10,892** | ↑ **1.7%** | ↓ **-6.8%** |
| seasonally adjusted count | (or 182 job advertisements) | (or -791 job advertisements) |

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



South Eastern Melbourne and Peninsula 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 | 493 |
| Sales Assistants (General) | 408 |
| Software and Applications Programmers | 333 |
| Registered Nurses | 293 |
| Advertising and Sales Managers | 263 |
| Accountants | 213 |
| Waiters | 212 |
| Construction Managers | 202 |
| Retail Managers | 165 |
| Aged and Disabled Carers | 158 |

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

## South Eastern Melbourne and Peninsula

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 Eastern Melbourne and Peninsula, there were 307 responding employers in the 12 months to February 2023, of whom 59% were recruiting or had recruited in the past month. Of these recruiting businesses, 70% had difficulty recruiting. By comparison, 58% of employers were recruiting in Greater Melbourne over the same period, of whom 69% had difficulty recruiting.
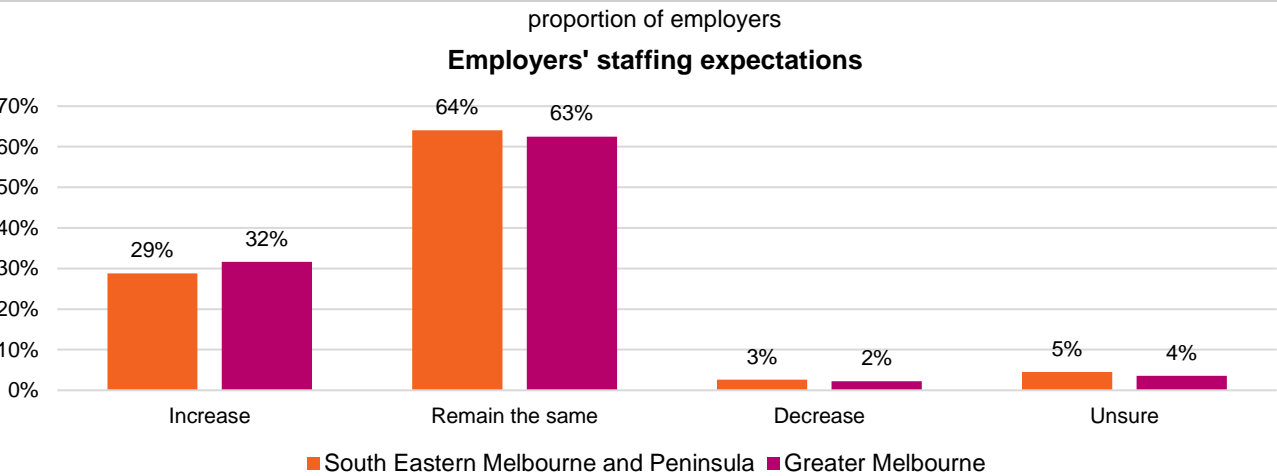
Employers in South Eastern Melbourne and Peninsula were most likely to report the following reasons for recruitment difficulty:

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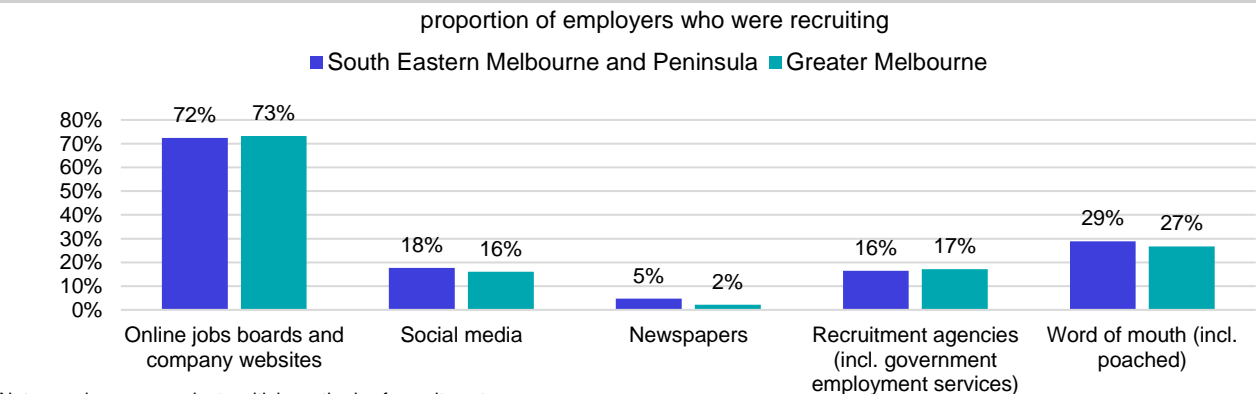- Applicants lack technical skills.

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

### Reasons for recruitment

| | South Eastern Melbourne and Peninsula | Greater Melbourne |
|---|---|---|
| Newly created positions only | 26% | 22% |
| Both newly created positions and turnover | 16% | 17% |
| Positions due to turnover only | 58% | 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 |
|---|---|---|---|---|
| South Eastern Melbourne and Peninsula | 29% | 64% | 3% | 5% |
| Greater Melbourne | 32% | 63% | 2% | 4% |

- ■ South Eastern Melbourne and Peninsula ■ Greater Melbourne

## Recruitment methods

proportion of employers who were recruiting

- ■ South Eastern Melbourne and Peninsula ■ Greater Melbourne

| | Online jobs boards and company websites | Social media | Newspapers | Recruitment agencies (incl. government employment services) | Word of mouth (incl. poached) |
|---|---|---|---|---|---|
| South Eastern Melbourne and Peninsula | 72% | 18% | 5% | 16% | 29% |
| 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 South Eastern Melbourne and Peninsula, 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.

**Australian Government**
**Jobs and Skills Australia**

# Recruitment trends and employers' needs: Regional Snapshot update

# Western 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, Western Melbourne ER, February 2023

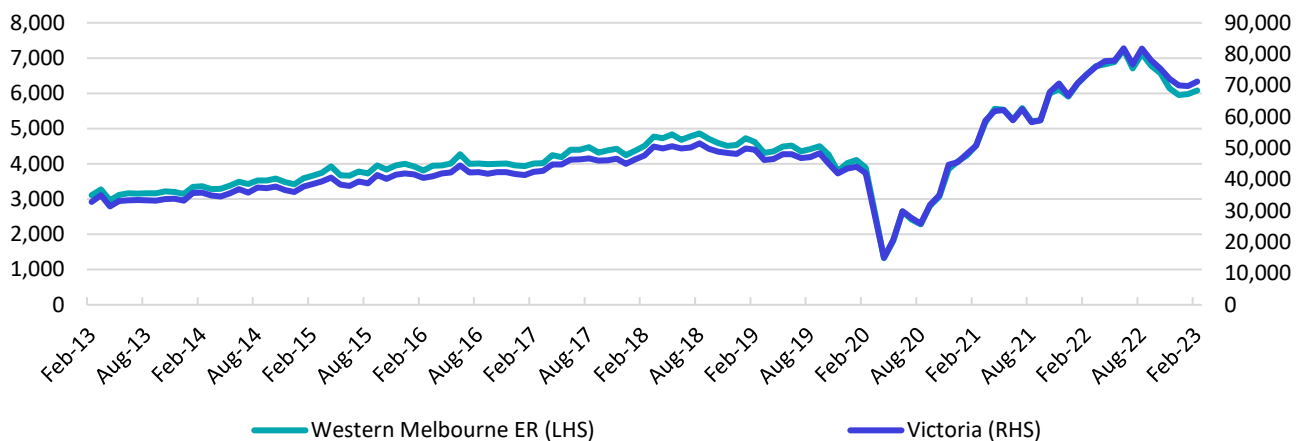| Job advertisement count | Change over the month | Change since Feb-22 |
|---|---|---|
| **6,078** | ↑ **1.7%** | ↓ **-6.8%** |
| seasonally adjusted count | (or 101 job advertisements) | (or -442 job advertisements) |

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



Western 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 | 275 |
| Sales Assistants (General) | 227 |
| Software and Applications Programmers | 186 |
| Registered Nurses | 164 |
| Advertising and Sales Managers | 147 |
| Accountants | 119 |
| Waiters | 118 |
| Construction Managers | 113 |
| Retail Managers | 92 |
| Aged and Disabled Carers | 88 |

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

## Western 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 Western Melbourne, there were 128 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, 62% had difficulty recruiting. By comparison, 58% of employers were recruiting in Greater Melbourne over the same period, of whom 69% had difficulty recruiting.
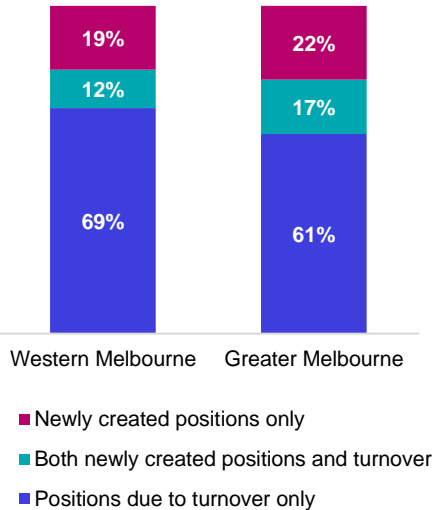
Employers in Western Melbourne were most likely to report the following reasons for recruitment difficulty:
- Lack of applicants
- Undesirable working conditions/hours
- Lack of suitable applicants
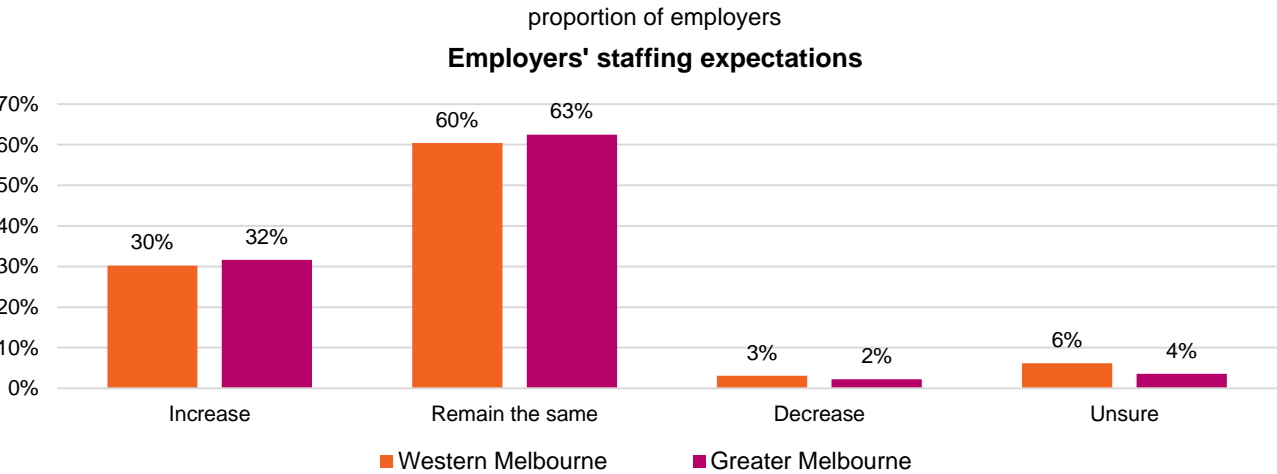- Applicants lack technical skills.

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

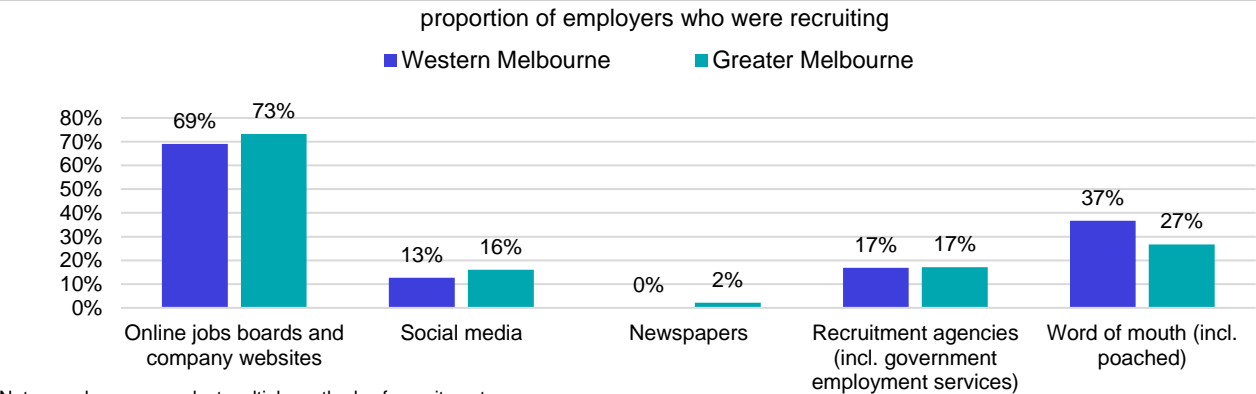Note: employers can select multiple reasons for recruitment difficulty.

**Reasons for recruitment**

| | Western Melbourne | Greater Melbourne |
|---|---|---|
| Newly created positions only | 19% | 22% |
| Both newly created positions and turnover | 12% | 17% |
| Positions due to turnover only | 69% | 61% |

## Staffing outlook for coming months

proportion of employers

**Employers' staffing expectations**

| | Increase | Remain the same | Decrease | Unsure |
|---|---|---|---|---|
| Western Melbourne | 30% | 60% | 3% | 6% |
| Greater Melbourne | 32% | 63% | 2% | 4% |

## 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) |
|---|---|---|---|---|---|
| Western Melbourne | 69% | 13% | 0% | 17% | 37% |
| 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 Western 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.

# Recruitment trends and employers' needs: Regional Snapshot update

**Australian Government**
**Jobs and Skills Australia**

## Wimmera Mallee, 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 North West SA4.

### Internet vacancies, headline figures, Wimmera Mallee ER, February 2023

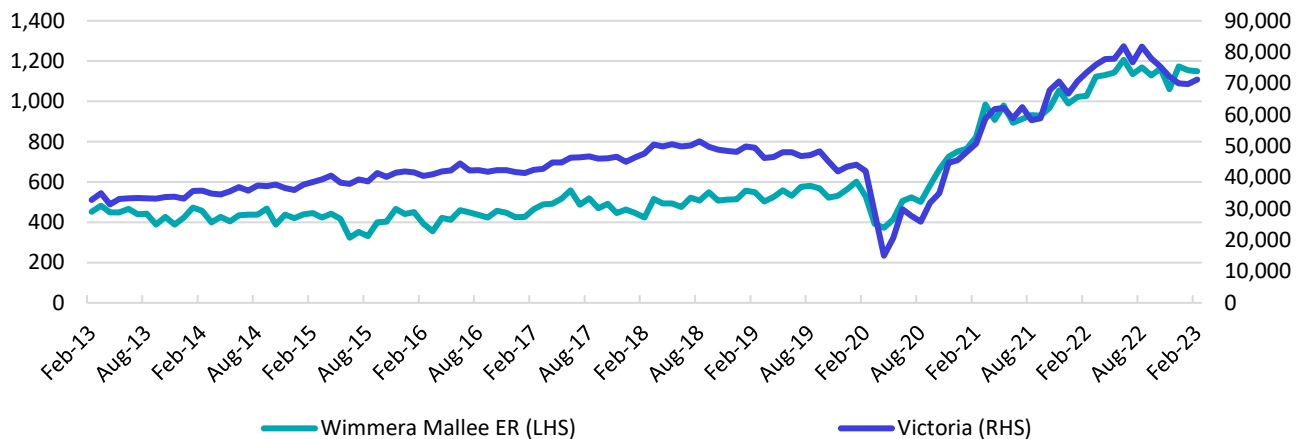| Job advertisement count | Change over the month | Change since Feb-22 |
|---|---|---|
| **1,149** | ↓ **-0.5%** | ↑ **11.9%** |
| seasonally adjusted count | (or -6 job advertisements) | (or 122 job advertisements) |

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



— Wimmera Mallee ER (LHS)    — Victoria (RHS)

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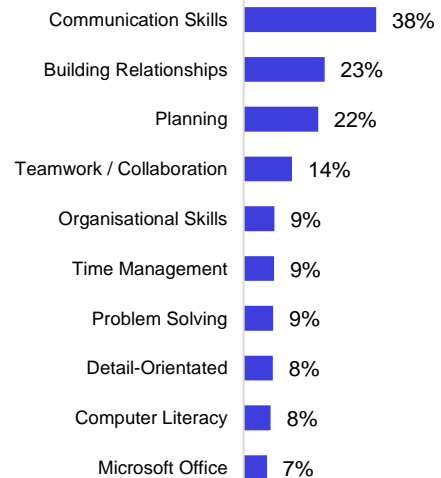
### Top 10 occupations recruited for
Number of job ads online

| Occupation | Number |
|---|---|
| Registered Nurses | 91 |
| General Clerks | 56 |
| Sales Assistants (General) | 50 |
| General Practitioners and Resident Medical Officers | 39 |
| Aged and Disabled Carers | 37 |
| Welfare, Recreation and Community Arts Workers | 28 |
| Retail Managers | 27 |
| Other Miscellaneous Labourers | 23 |
| Motor Mechanics | 20 |
| Nursing Support and Personal Care Workers | 18 |

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 | 23% |
| Planning | 22% |
| Teamwork / Collaboration | 14% |
| Organisational Skills | 9% |
| Time Management | 9% |
| Problem Solving | 9% |
| Detail-Orientated | 8% |
| Computer Literacy | 8% |
| Microsoft Office | 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
## Wimmera Mallee

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.
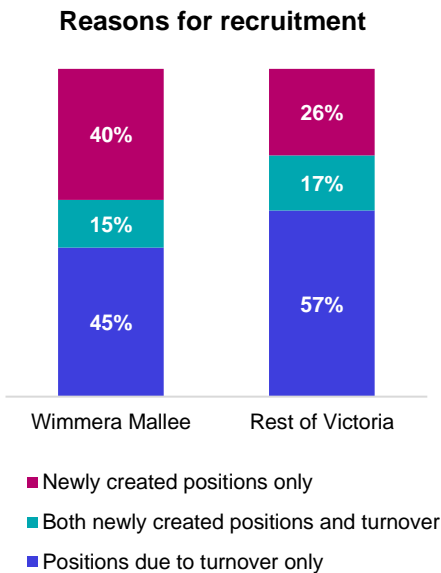
## Recruitment activity and experiences

In Wimmera Mallee, there were 114 responding employers in the 12 months to February 2023, of whom 48% were recruiting or had recruited in the past month. Of these recruiting businesses, 75% 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 Wimmera Mallee were most likely to report the following reasons for recruitment difficulty:
- Lack of applicants
- Location, eg remote or regional
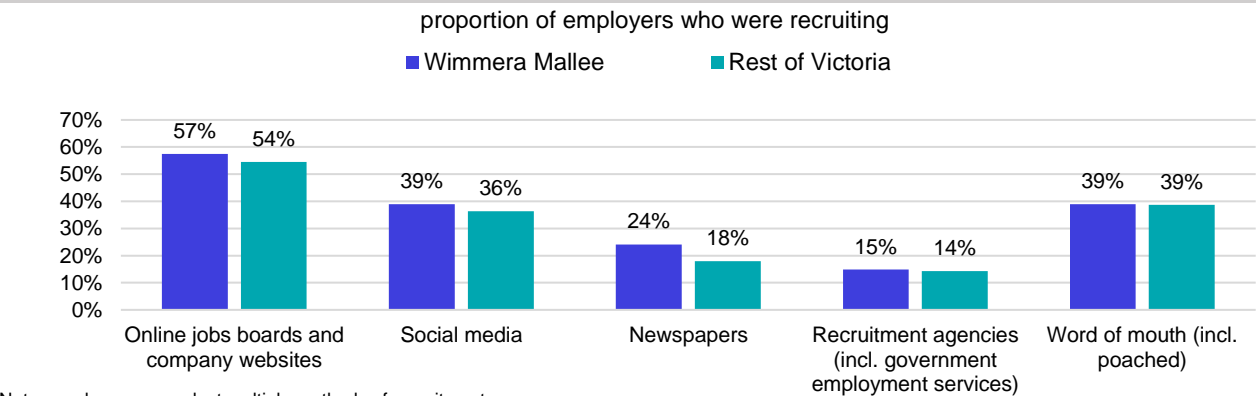- Lack of suitable applicants
- Applicants lack technical skills.

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

**Reasons for recruitment**

| | Wimmera Mallee | Rest of Victoria |
|---|---|---|
| Newly created positions only | 40% | 26% |
| Both newly created positions and turnover | 15% | 17% |
| Positions due to turnover only | 45% | 57% |

■ 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 |
|---|---|---|---|---|
| Wimmera Mallee | 28% | 64% | 4% | 4% |
| Rest of Victoria | 32% | 62% | 3% | 4% |

■ Wimmera Mallee   ■ Rest of Victoria

## Recruitment methods
### proportion of employers who were recruiting

■ Wimmera Mallee   ■ Rest of Victoria

| | Online jobs boards and company websites | Social media | Newspapers | Recruitment agencies (incl. government employment services) | Word of mouth (incl. poached) |
|---|---|---|---|---|---|
| Wimmera Mallee | 57% | 39% | 24% | 15% | 39% |
| Rest of Victoria | 54% | 36% | 18% | 14% | 39% |

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 Wimmera Mallee, 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.