Australian Government
Jobs and Skills Australia

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
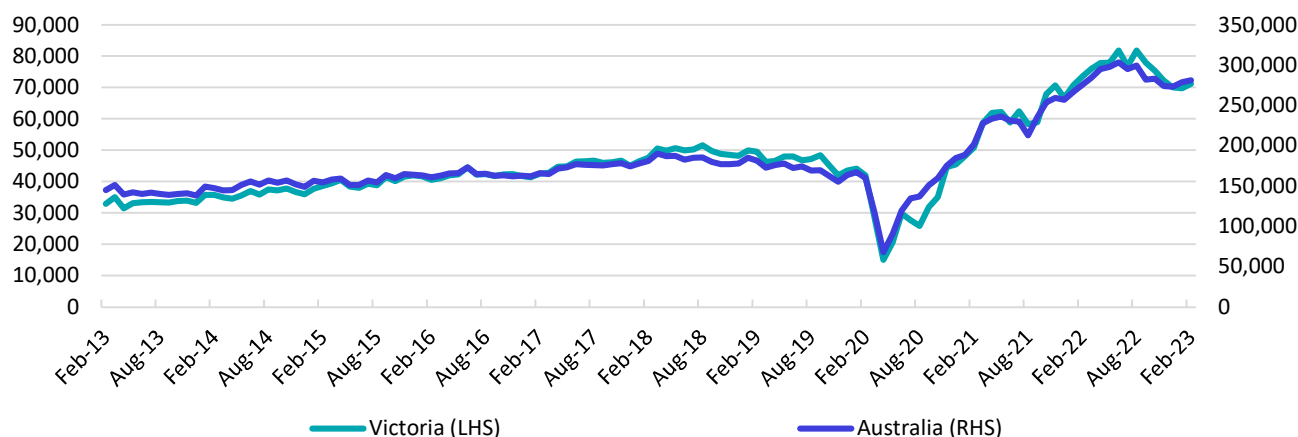
seasonally adjusted count

Change over the month

↑ 2.1%

(or 1,437 job advertisements)

Change since Feb-22
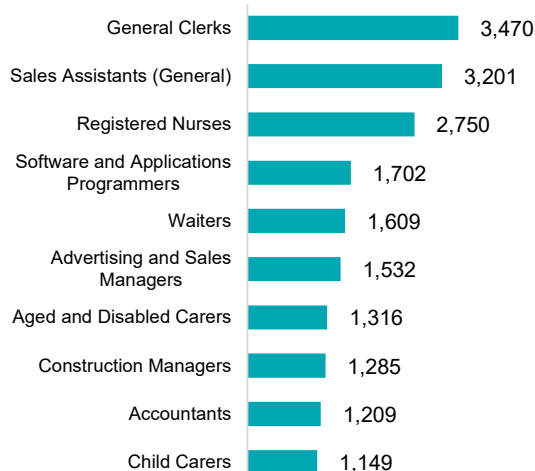
↓ -3.1%

(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.
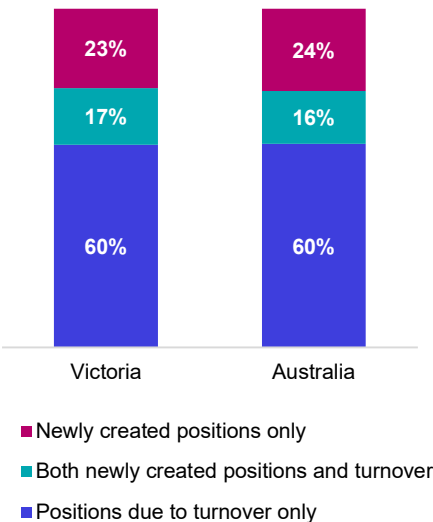
Recruitment activity and experiences

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.
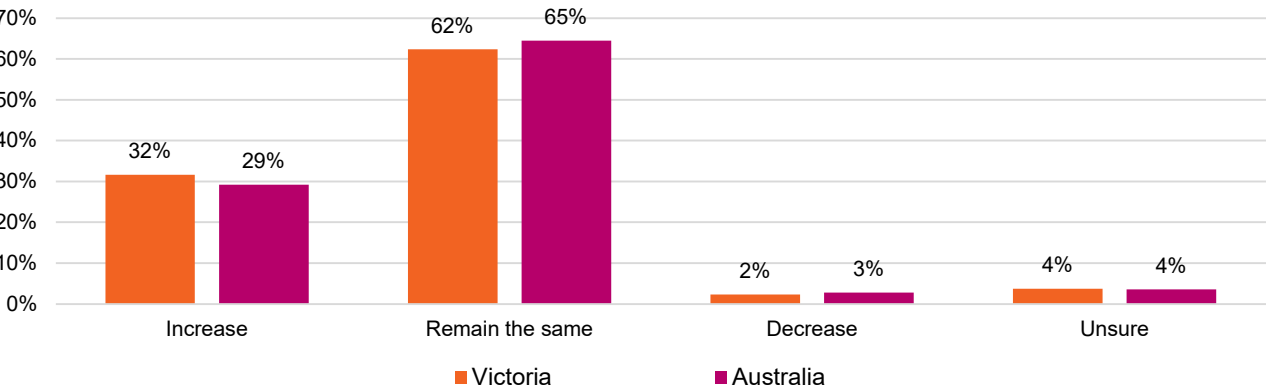
Reasons for recruitment

	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

Note: employers can select multiple reasons for recruitment difficulty.

Staffing outlook for coming months

proportion of employers
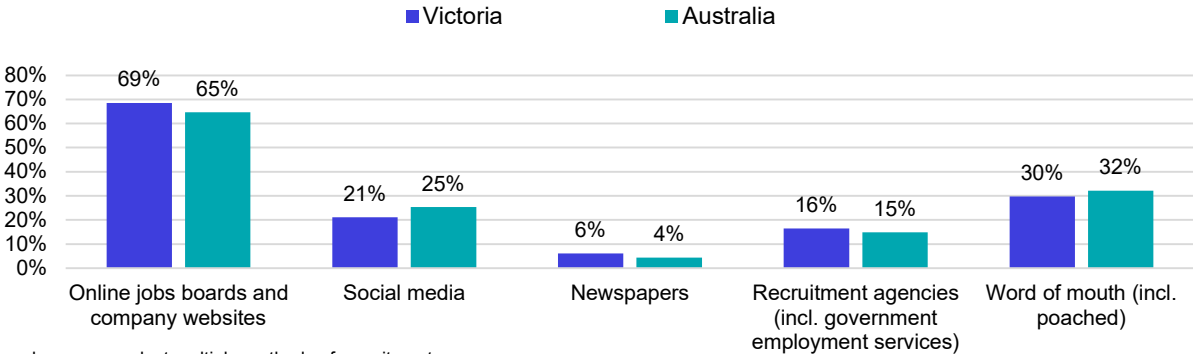
Employers' staffing expectations

	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.