New South Wales, September 2023

Release date: 27 October 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).

Internet vacancies, headline figures, New South Wales, September 2023

Job advertisement count

82,898

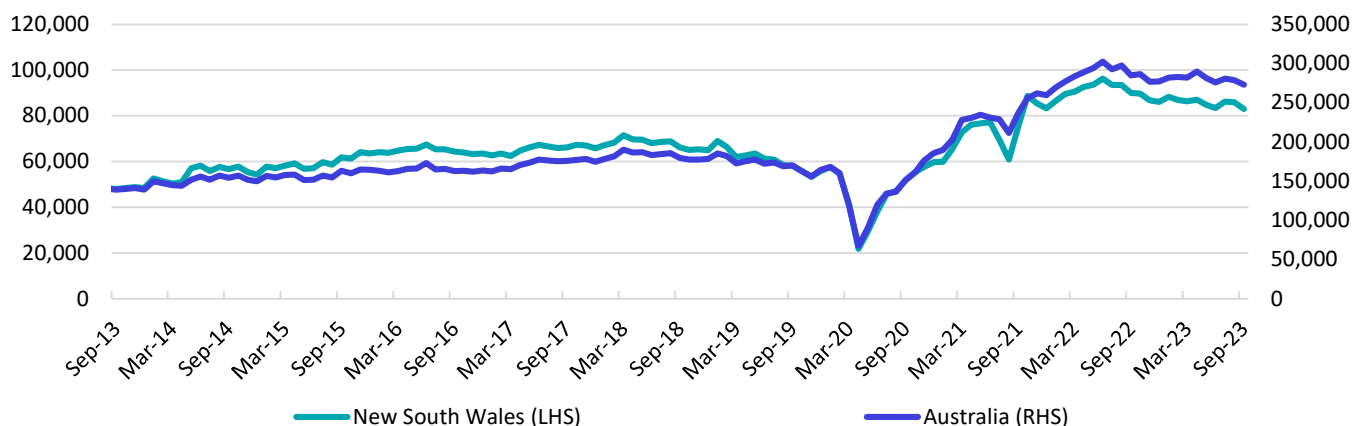seasonally adjusted count

Change over the month

↓ -3.5%

(or -3,043 job advertisements)

Change since Sep-22

↓ -7.8%

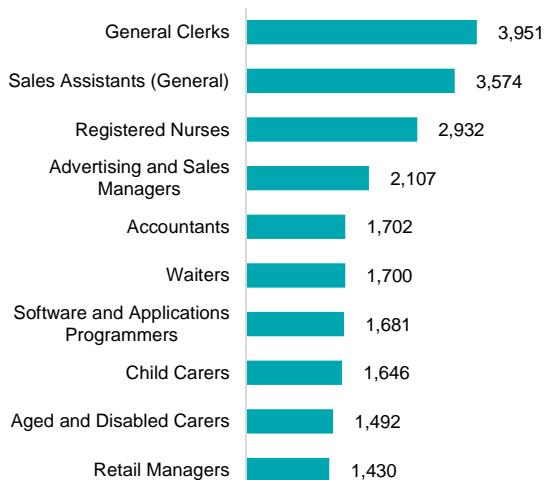(or -7,015 job advertisements)

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

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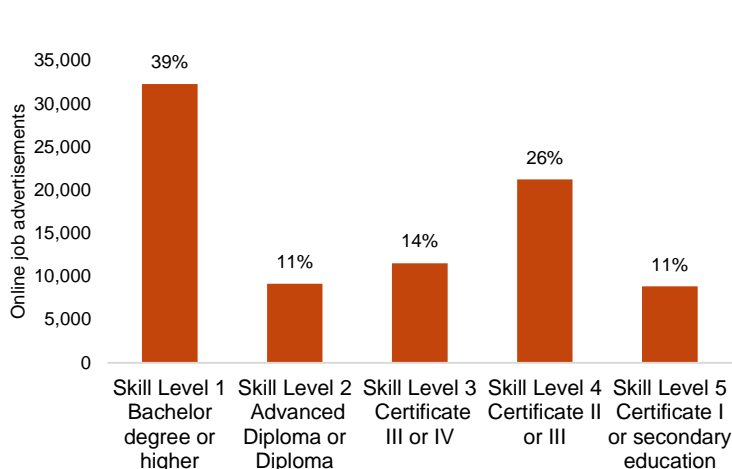
Top 10 occupations recruited for

Number of job ads online

Occupation	Number
General Clerks	3,951
Sales Assistants (General)	3,574
Registered Nurses	2,932
Advertising and Sales Managers	2,107
Accountants	1,702
Waiters	1,700
Software and Applications Programmers	1,681
Child Carers	1,646
Aged and Disabled Carers	1,492
Retail Managers	1,430

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

Job demand by skill level

Proportion of job ads

Skill Level	Proportion
Skill Level 1 Bachelor degree or higher	39%
Skill Level 2 Advanced Diploma or Diploma	11%
Skill Level 3 Certificate III or IV	14%
Skill Level 4 Certificate II or III	26%
Skill Level 5 Certificate I or secondary education	11%

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

Insights from the Recruitment Experiences and Outlook Survey
New South Wales

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 September 2023, unless otherwise indicated.

Recruitment activity and experiences

In New South Wales, there were 2,779 responding employers in the 12 months to September 2023, of whom 51% were recruiting or had recruited over the past month. Of these recruiting businesses, 64% had difficulty recruiting. By comparison, 52% of employers were recruiting in Australia over the same period, of whom 63% had difficulty recruiting.
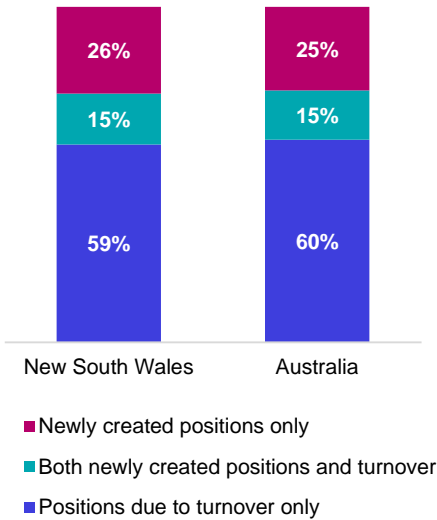
Employers in New South Wales were most likely to report the following reasons for recruitment difficulty:
- Lack of suitable applicants
- Lack of applicants
- Undesirable working conditions/hours
- Applicants lack technical skills.

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

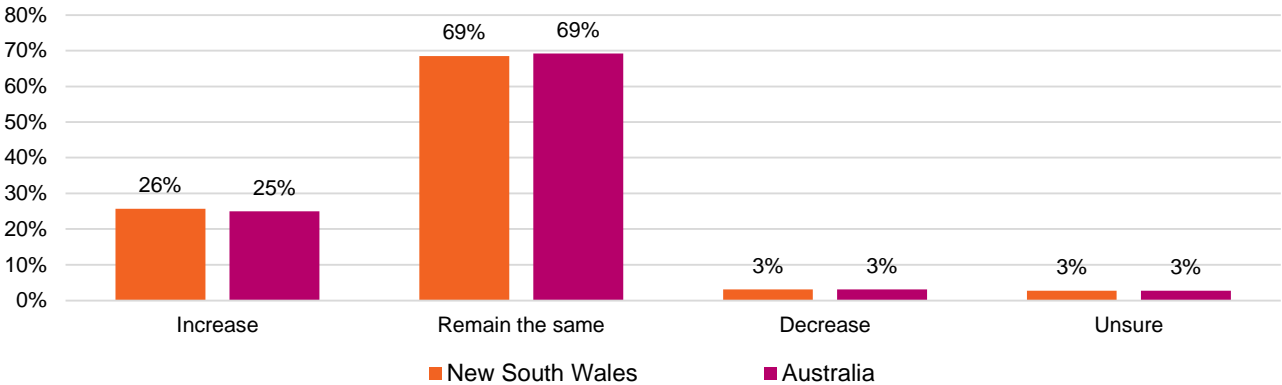Note: employers can select multiple reasons for recruitment difficulty.

Reasons for recruitment

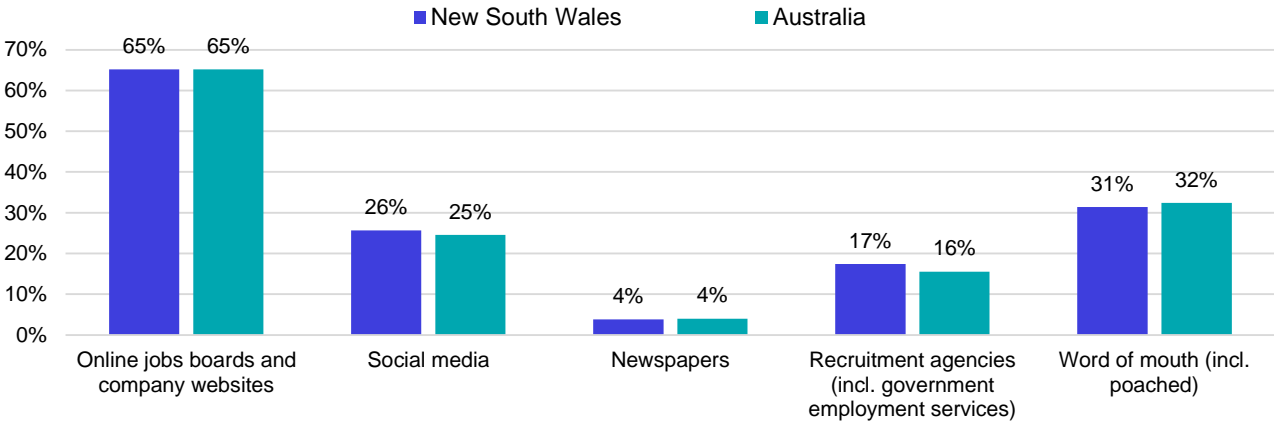|	New South Wales	Australia
Newly created positions only	26%	25%
Both newly created positions and turnover	15%	15%
Positions due to turnover only	59%	60%

- ■ 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
New South Wales	26%	69%	3%	3%
Australia	25%	69%	3%	3%

- ■ New South Wales ■ Australia

Recruitment methods
proportion of employers who were recruiting

- ■ New South Wales ■ Australia

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
New South Wales	65%	26%	4%	17%	31%
Australia	65%	25%	4%	16%	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 New South Wales 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.

Central West, September 2023

Release date: 27 October 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).

Internet vacancies, headline figures, Central West ER, September 2023

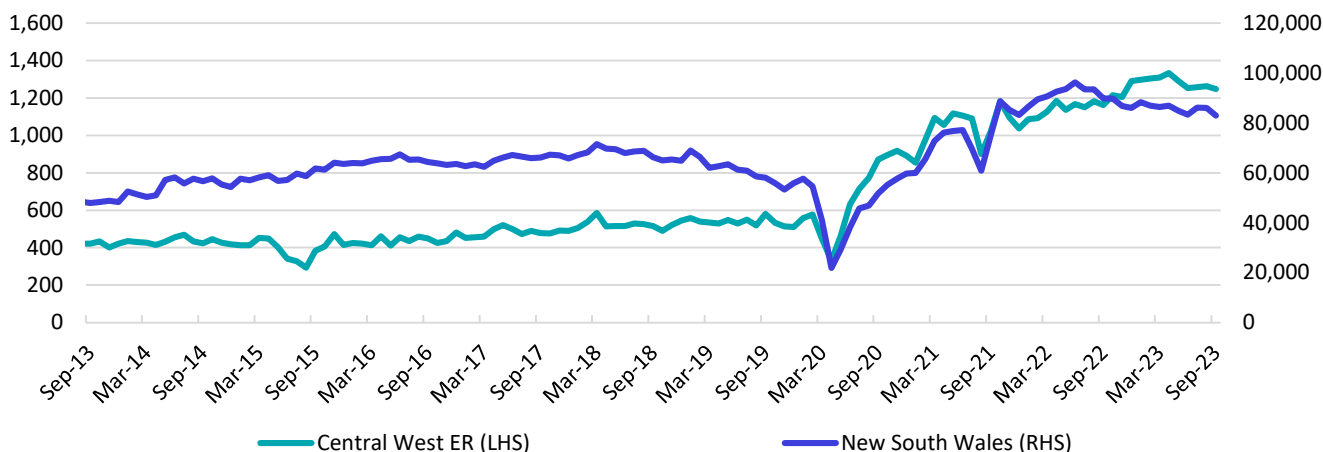| Job advertisement count	Change over the month	Change since Sep-22
1,247	↓ **-1.3%**	↑ **7.4%**
seasonally adjusted count	(or -16 job advertisements)	(or 86 job advertisements)

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

Central West ER (LHS)   New South Wales (RHS)

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

Top 10 occupations recruited for
Number of job ads online

Occupation	Number
Registered Nurses	80
Sales Assistants (General)	77
General Clerks	65
General Practitioners and Resident Medical Officers	39
Waiters	38
Aged and Disabled Carers	36
Other Miscellaneous Labourers	32
Motor Mechanics	30
Truck Drivers	28
Child Carers	26

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

Job demand by skill level
Proportion of job ads

Skill Level	Proportion
Skill Level 1 Bachelor degree or higher	(31%)
Skill Level 2 Advanced Diploma or Diploma	(10%)
Skill Level 3 Certificate III or IV	(15%)
Skill Level 4 Certificate II or III	(30%)
Skill Level 5 Certificate I or secondary education	(14%)
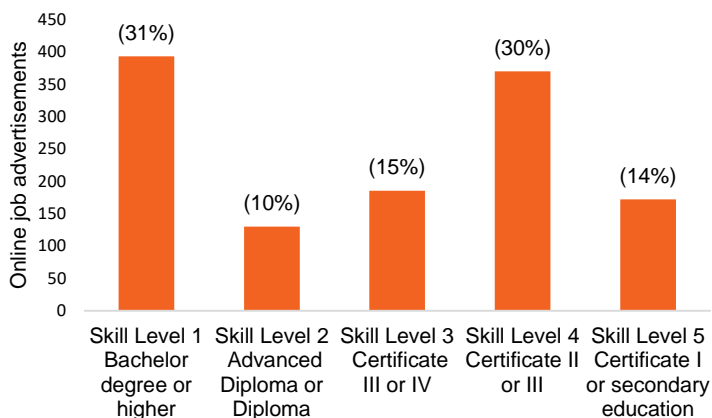
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

Insights from the Recruitment Experiences and Outlook Survey
Central West

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 September 2023, unless otherwise indicated.

Recruitment activity and experiences

In Central West, there were 107 responding employers in the 12 months to September 2023, of whom 50% were recruiting or had recruited in the past month. Of these recruiting businesses, 74% had difficulty recruiting. By comparison, 53% of employers were recruiting in Rest of NSW over the same period, of whom 67% had difficulty recruiting.

Employers in Central West 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 Central West and Rest of NSW is included to the right.
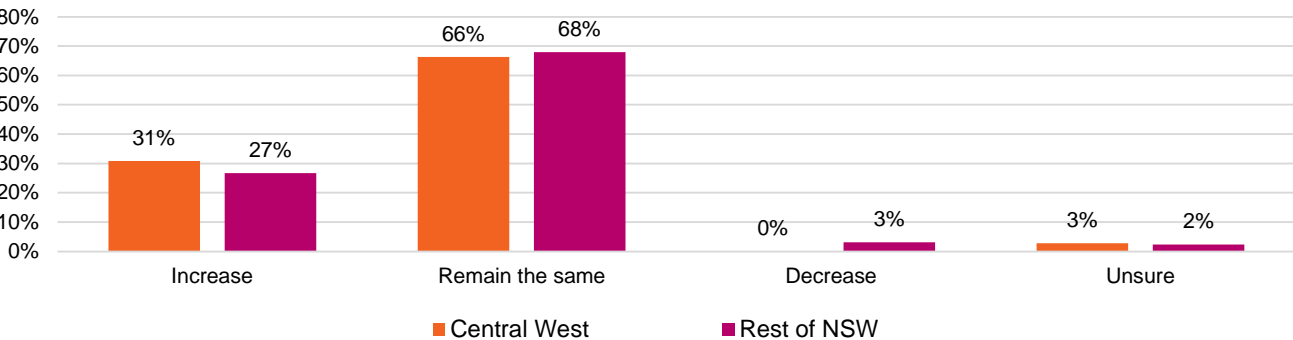
Reasons for recruitment

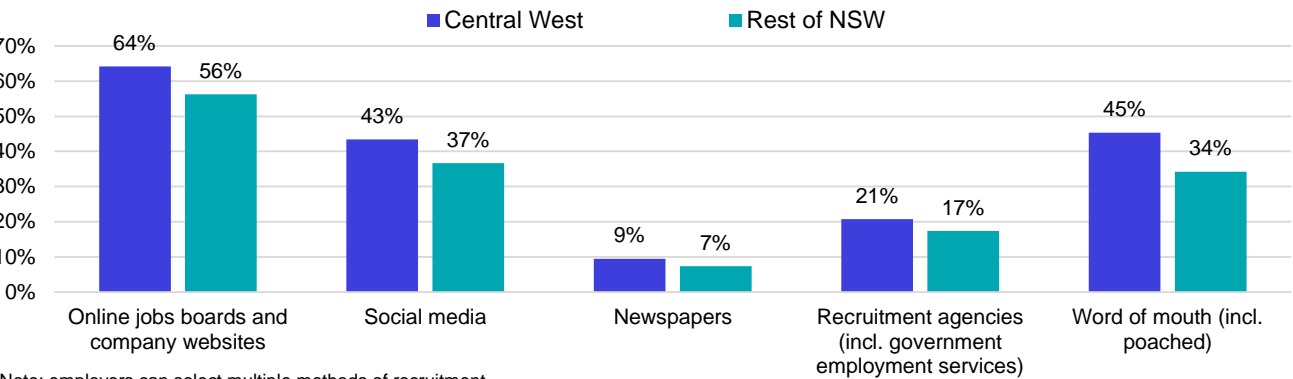|	Central West	Rest of NSW
Newly created positions only	22%	24%
Both newly created positions and turnover	19%	17%
Positions due to turnover only	59%	60%

- ■ 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
Central West	31%	66%	0%	3%
Rest of NSW	27%	68%	3%	2%

- ■ Central West ■ Rest of NSW

Recruitment methods
proportion of employers who were recruiting

- ■ Central West ■ Rest of NSW

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Central West	64%	43%	9%	21%	45%
Rest of NSW	56%	37%	7%	17%	34%

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 Central West, while weighted data are used for Rest of NSW. 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.

Far West Orana, September 2023

Release date: 27 October 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).

Internet vacancies, headline figures, Far West Orana ER, September 2023

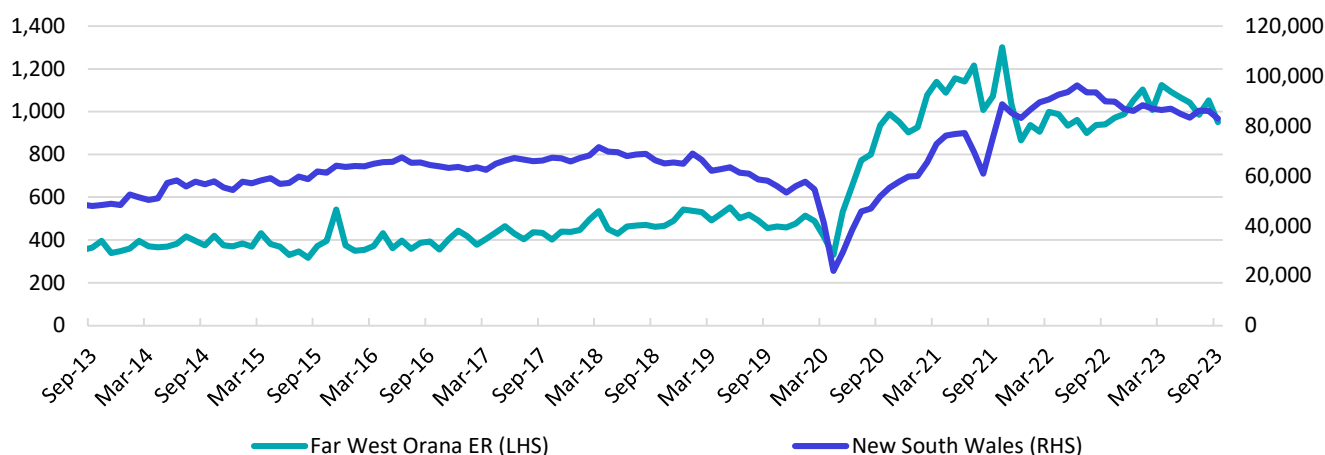| Job advertisement count	Change over the month	Change since Sep-22
951	↓ **-9.6%**	↑ **1.1%**
seasonally adjusted count	(or -102 job advertisements)	(or 11 job advertisements)

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

Far West Orana ER (LHS) ——— New South Wales (RHS) ———

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

Top 10 occupations recruited for

Number of job ads online

Occupation	Count
Registered Nurses	99
General Clerks	65
Sales Assistants (General)	56
General Practitioners and Resident Medical Officers	35
Motor Mechanics	29
Aged and Disabled Carers	27
Other Miscellaneous Labourers	22
Truck Drivers	22
Welfare, Recreation and Community Arts Workers	21
Nursing Support and Personal Care Workers	21

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

Job demand by skill level

Proportion of job ads

Online job advertisements

- Skill Level 1 Bachelor degree or higher (34%)
- Skill Level 2 Advanced Diploma or Diploma (10%)
- Skill Level 3 Certificate III or IV (14%)
- Skill Level 4 Certificate II or III (28%)
- Skill Level 5 Certificate I or secondary education (14%)
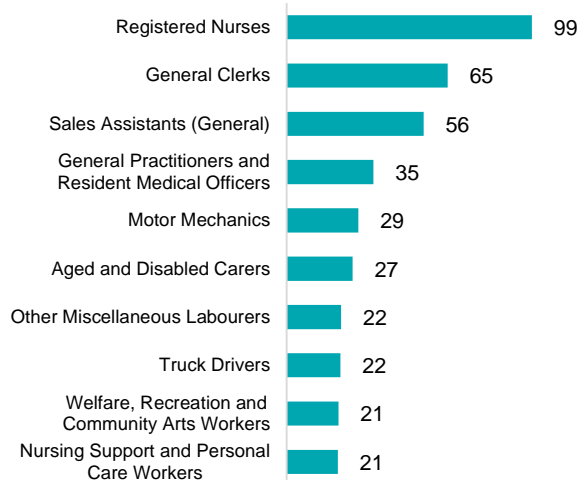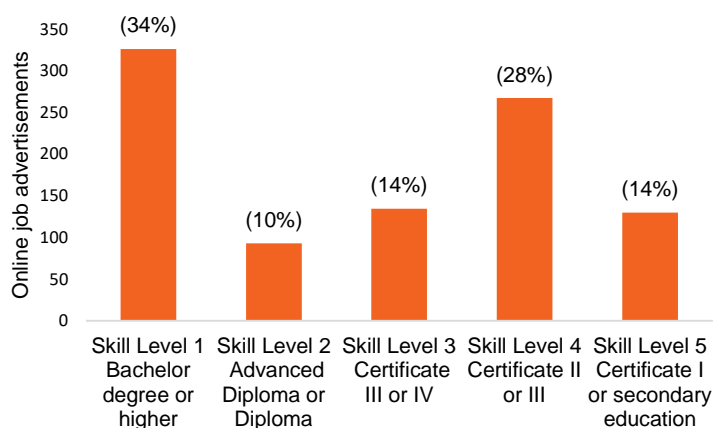
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

Insights from the Recruitment Experiences and Outlook Survey

Far West Orana

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 September 2023, unless otherwise indicated.

Recruitment activity and experiences

In Far West Orana, there were 65 responding employers in the 12 months to September 2023, of whom 62% were recruiting or had recruited in the past month. Of these recruiting businesses, 74% had difficulty recruiting. By comparison, 53% of employers were recruiting in Rest of NSW over the same period, of whom 67% had difficulty recruiting.

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

A chart showing reasons for recruitment for Far West Orana and Rest of NSW is included to the right.
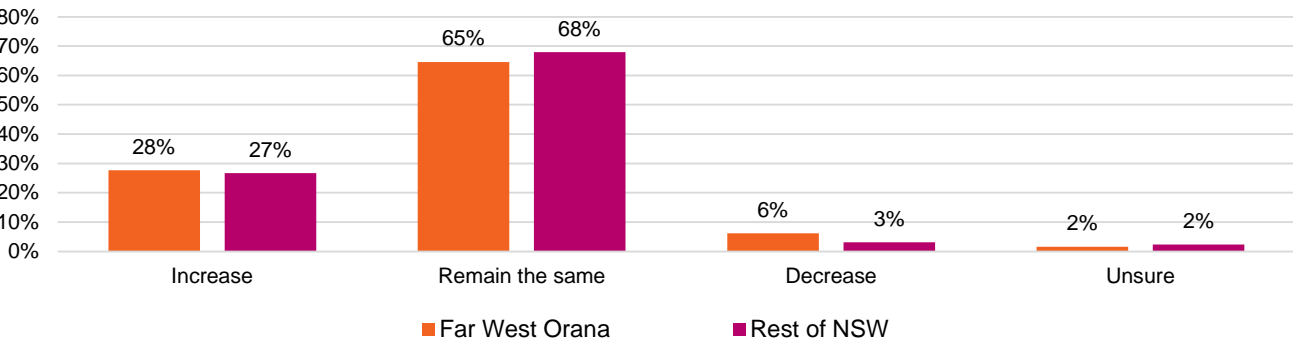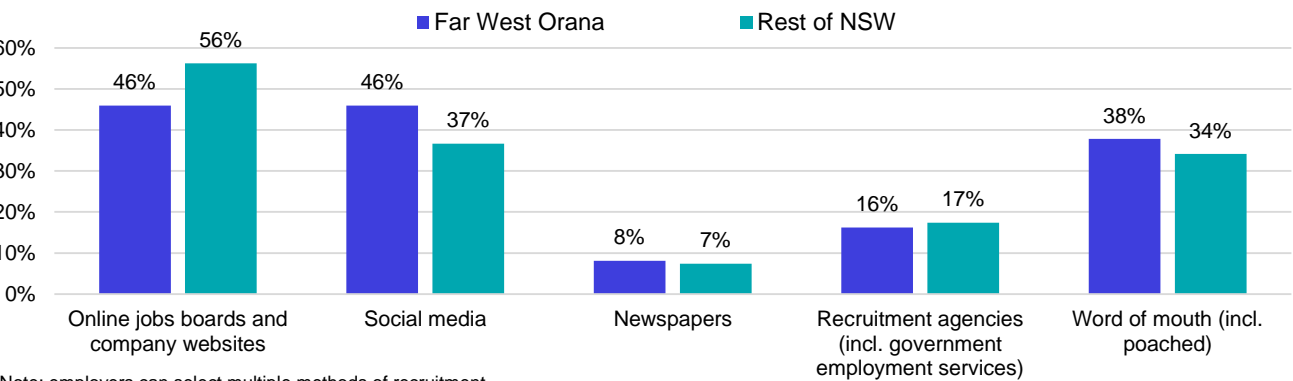
Reasons for recruitment

	Far West Orana	Rest of NSW
Newly created positions only	25%	24%
Both newly created positions and turnover	20%	17%
Positions due to turnover only	55%	60%

Staffing outlook for coming months

proportion of employers

Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
Far West Orana	28%	65%	6%	2%
Rest of NSW	27%	68%	3%	2%

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)
Far West Orana	46%	46%	8%	16%	38%
Rest of NSW	56%	37%	7%	17%	34%

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 Far West Orana, while weighted data are used for Rest of NSW. 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

Hunter, September 2023

Release date: 27 October 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).

Internet vacancies, headline figures, Hunter ER, September 2023

Job advertisement count

6,395

seasonally adjusted count

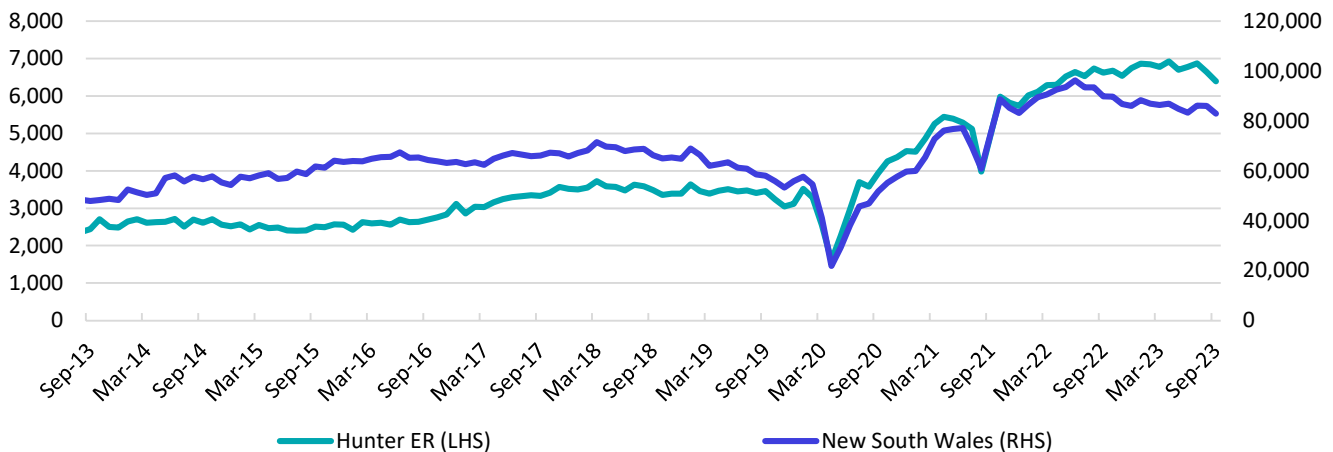**Change over the month**

↓ -3.7%

(or -246 job advertisements)

Change since Sep-22

↓ -3.5%
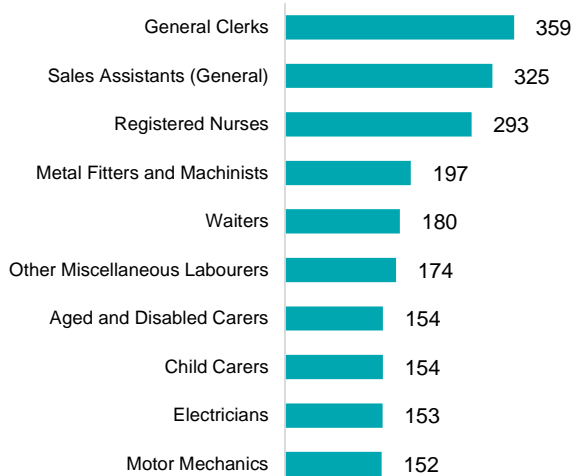
(or -229 job advertisements)

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

Hunter ER (LHS)   New South Wales (RHS)

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

Top 10 occupations recruited for

Number of job ads online

Occupation	Count
General Clerks	359
Sales Assistants (General)	325
Registered Nurses	293
Metal Fitters and Machinists	197
Waiters	180
Other Miscellaneous Labourers	174
Aged and Disabled Carers	154
Child Carers	154
Electricians	153
Motor Mechanics	152

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

Job demand by skill level

Proportion of job ads

Skill Level	Proportion
Skill Level 1 Bachelor degree or higher	(29%)
Skill Level 2 Advanced Diploma or Diploma	(10%)
Skill Level 3 Certificate III or IV	(19%)
Skill Level 4 Certificate II or III	(29%)
Skill Level 5 Certificate I or secondary education	(13%)
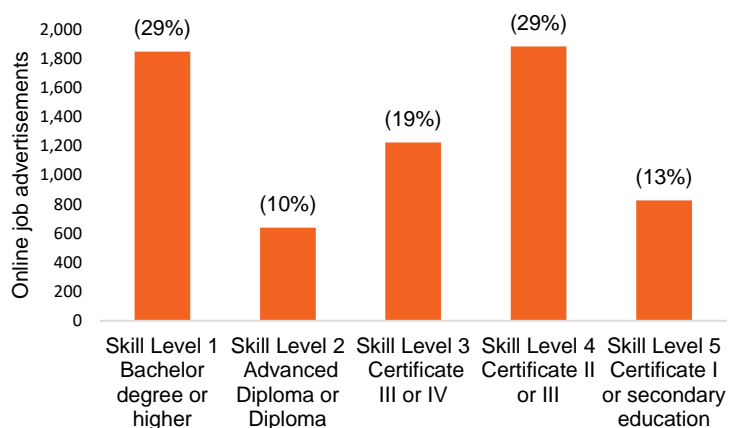
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

Insights from the Recruitment Experiences and Outlook Survey
Hunter

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 September 2023, unless otherwise indicated.

Recruitment activity and experiences

In Hunter, there were 270 responding employers in the 12 months to September 2023, of whom 52% were recruiting or had recruited in the past month. Of these recruiting businesses, 64% had difficulty recruiting. By comparison, 53% of employers were recruiting in Rest of NSW over the same period, of whom 67% had difficulty recruiting.

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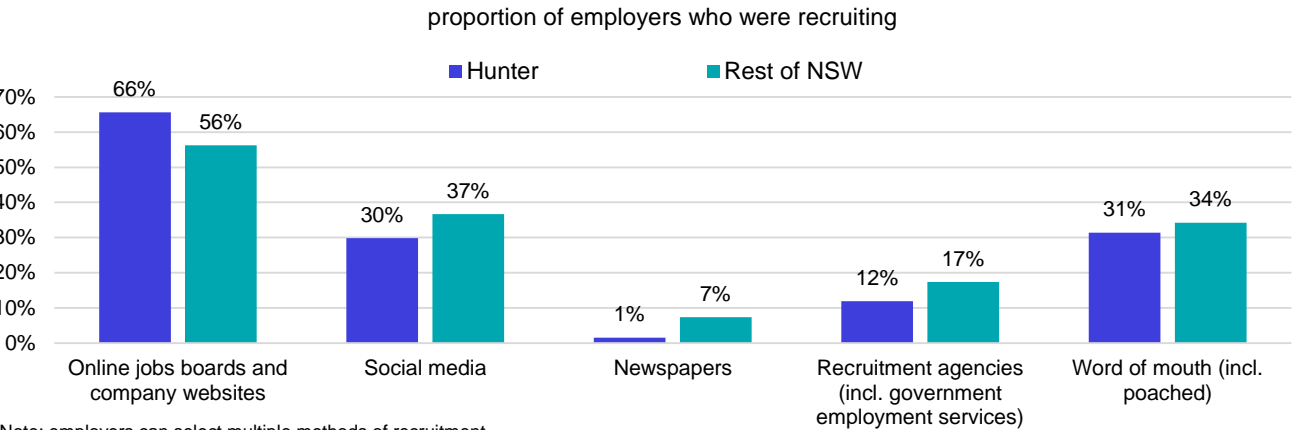- Lack of suitable applicants.

A chart showing reasons for recruitment for Hunter and Rest of NSW is included to the right.

Reasons for recruitment

	Hunter	Rest of NSW
Newly created positions only	27%	24%
Both newly created positions and turnover	20%	17%
Positions due to turnover only	53%	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
Hunter	32%	61%	3%	4%
Rest of NSW	27%	68%	3%	2%

■ Hunter ■ Rest of NSW

Recruitment methods
proportion of employers who were recruiting

■ Hunter ■ Rest of NSW

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Hunter	66%	30%	1%	12%	31%
Rest of NSW	56%	37%	7%	17%	34%

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 Hunter, while weighted data are used for Rest of NSW. 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.

Illawarra South Coast, September 2023

Release date: 27 October 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).

Internet vacancies, headline figures, Illawarra South Coast ER, September 2023

Job advertisement count
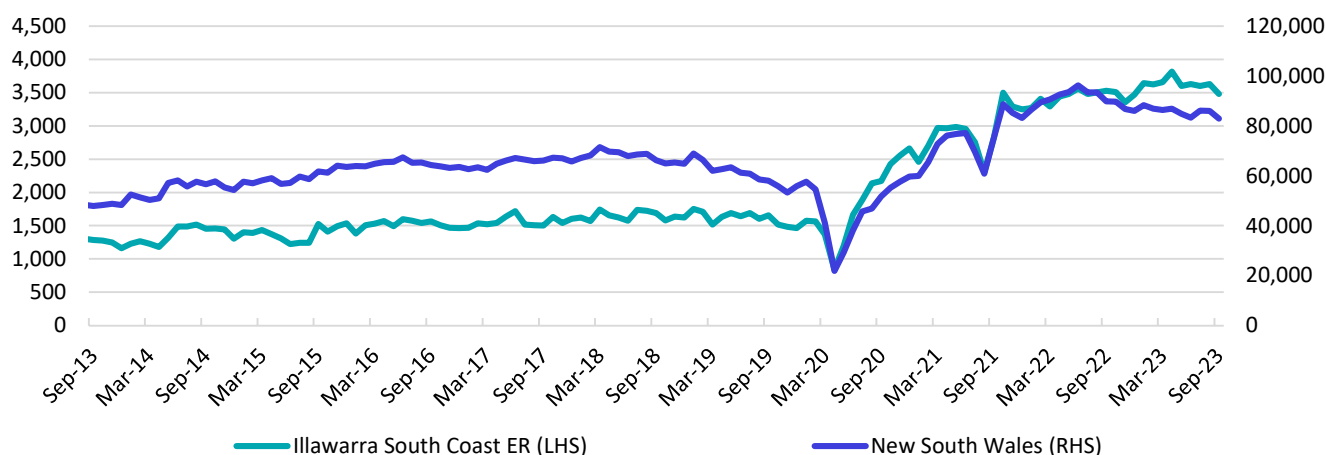
3,480

seasonally adjusted count

Change over the month

↓ -4.1%

(or -148 job advertisements)

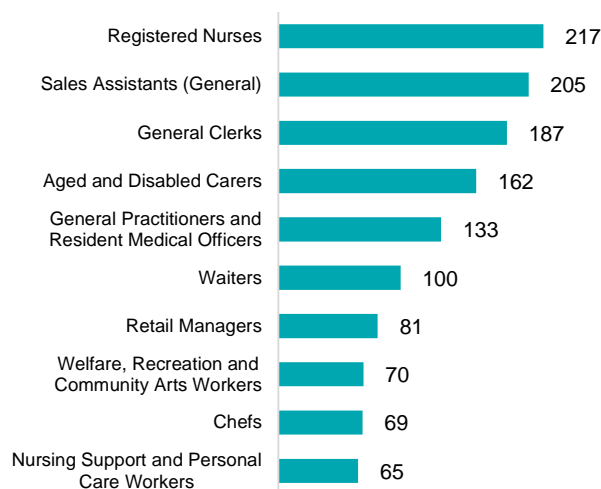**Change since Sep-22**

↓ -1.4%

(or -50 job advertisements)

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

— Illawarra South Coast ER (LHS)   — New South Wales (RHS)

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

Top 10 occupations recruited for

Number of job ads online

Occupation	Count
Registered Nurses	217
Sales Assistants (General)	205
General Clerks	187
Aged and Disabled Carers	162
General Practitioners and Resident Medical Officers	133
Waiters	100
Retail Managers	81
Welfare, Recreation and Community Arts Workers	70
Chefs	69
Nursing Support and Personal Care Workers	65

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

Job demand by skill level

Proportion of job ads
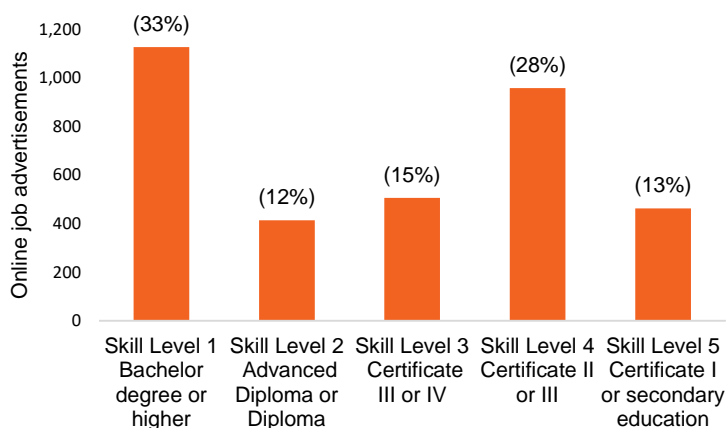
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

Insights from the Recruitment Experiences and Outlook Survey
Illawarra South Coast

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to September 2023, unless otherwise indicated.

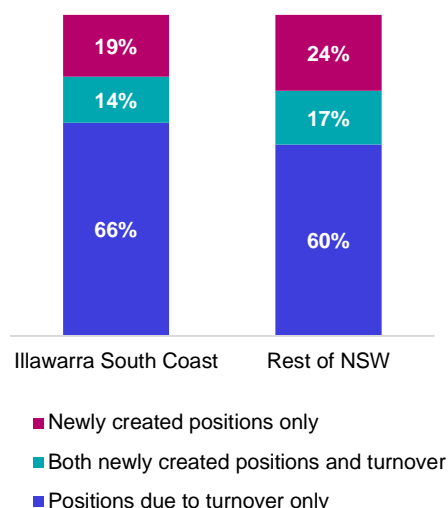## Recruitment activity and experiences

In Illawarra South Coast, there were 229 responding employers in the 12 months to September 2023, of whom 46% were recruiting or had recruited in the past month. Of these recruiting businesses, 58% had difficulty recruiting. By comparison, 53% of employers were recruiting in Rest of NSW over the same period, of whom 67% had difficulty recruiting.

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

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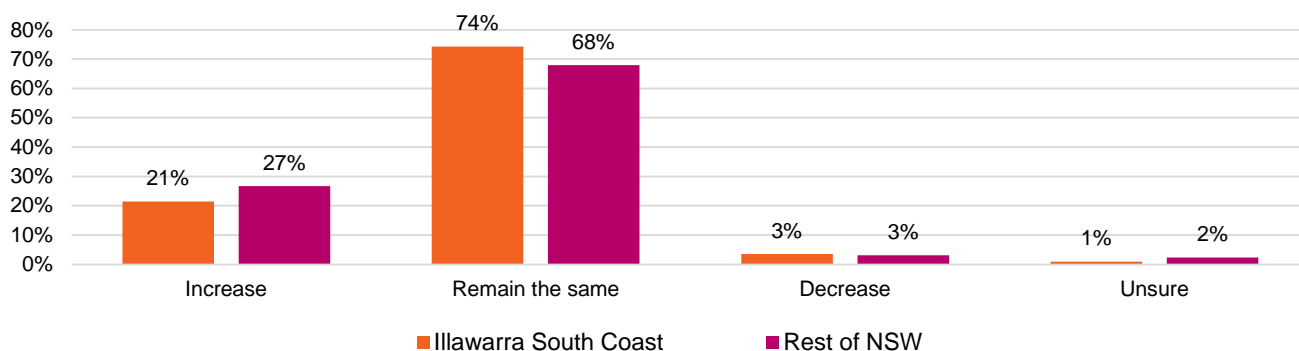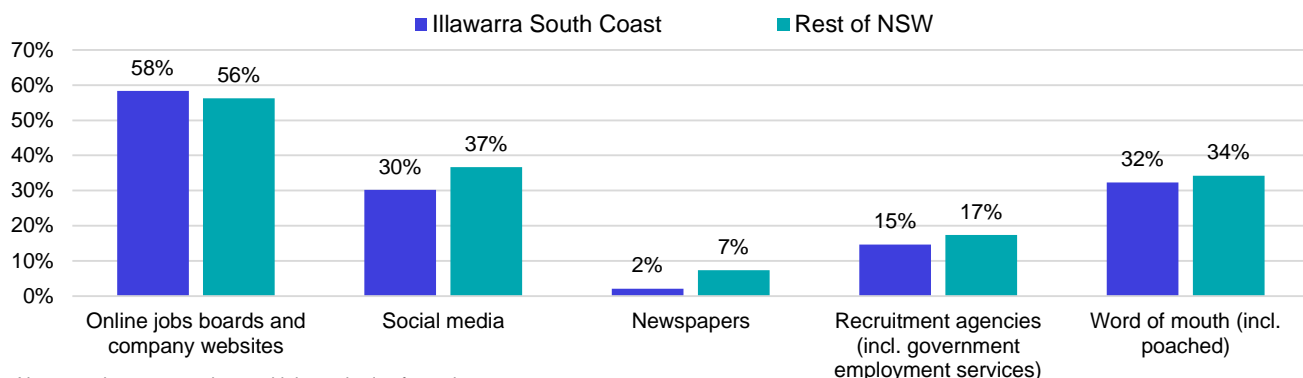
Reasons for recruitment

	Illawarra South Coast	Rest of NSW
Newly created positions only	19%	24%
Both newly created positions and turnover	14%	17%
Positions due to turnover only	66%	60%

Staffing outlook for coming months
proportion of employers
Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
Illawarra South Coast	21%	74%	3%	1%
Rest of NSW	27%	68%	3%	2%

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)
Illawarra South Coast	58%	30%	2%	15%	32%
Rest of NSW	56%	37%	7%	17%	34%

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 Illawarra South Coast, while weighted data are used for Rest of NSW. 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

Mid North Coast, September 2023

Release date: 27 October 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).

Internet vacancies, headline figures, Mid North Coast ER, September 2023

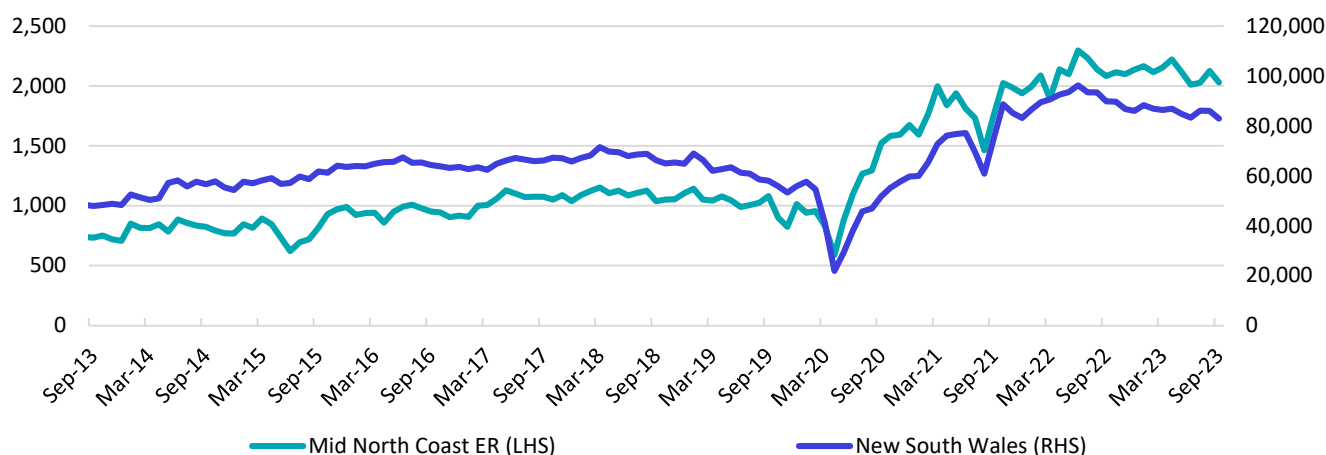| Job advertisement count	Change over the month	Change since Sep-22
2,030	↓ **-4.5%**	↓ **-2.6%**
seasonally adjusted count	(or -96 job advertisements)	(or -54 job advertisements)

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

— Mid North Coast ER (LHS)   — New South Wales (RHS)

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

Top 10 occupations recruited for

Number of job ads online

Occupation	Number
Registered Nurses	185
Sales Assistants (General)	127
General Clerks	105
Aged and Disabled Carers	97
General Practitioners and Resident Medical Officers	55
Nursing Support and Personal Care Workers	54
Waiters	52
Other Miscellaneous Labourers	44
Commercial Cleaners	40
Retail Managers	39
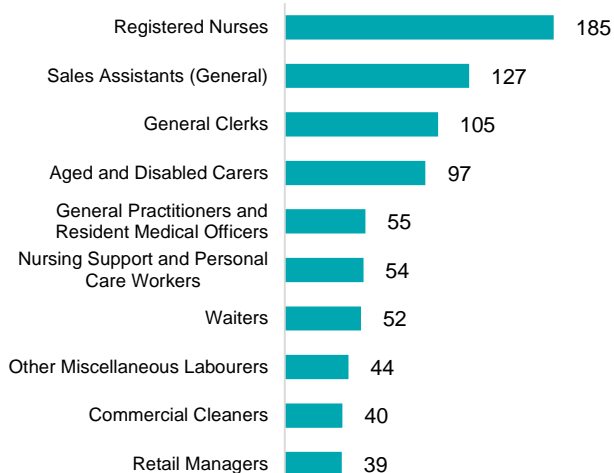
Source: JSA, Internet Vacancy Index, three month averages, Sep-2023

Job demand by skill level

Proportion of job ads
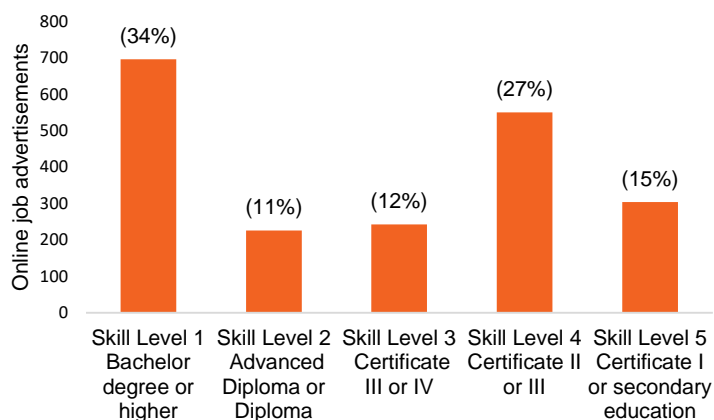
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

Insights from the Recruitment Experiences and Outlook Survey
Mid North Coast

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to September 2023, unless otherwise indicated.

Recruitment activity and experiences

In Mid North Coast, there were 143 responding employers in the 12 months to September 2023, of whom 55% were recruiting or had recruited in the past month. Of these recruiting businesses, 68% had difficulty recruiting. By comparison, 53% of employers were recruiting in Rest of NSW over the same period, of whom 67% had difficulty recruiting.

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

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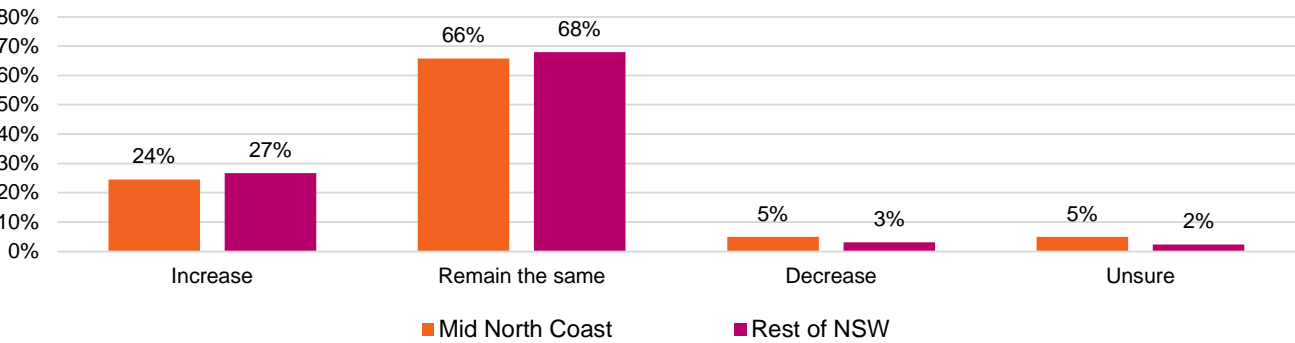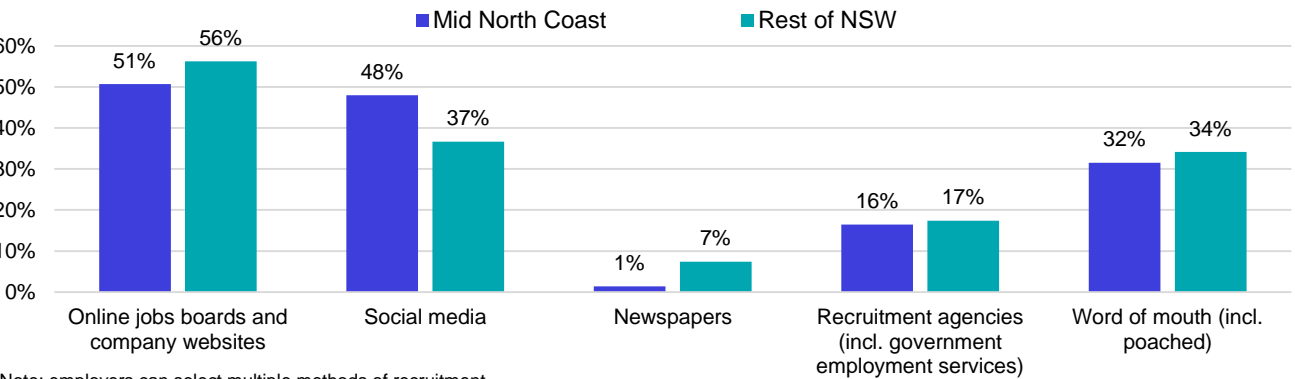
Reasons for recruitment

	Mid North Coast	Rest of NSW
Newly created positions only	24%	24%
Both newly created positions and turnover	23%	17%
Positions due to turnover only	53%	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
Mid North Coast	24%	66%	5%	5%
Rest of NSW	27%	68%	3%	2%

- ■ Mid North Coast
- ■ Rest of NSW

Recruitment methods
proportion of employers who were recruiting

- ■ Mid North Coast
- ■ Rest of NSW

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Mid North Coast	51%	48%	1%	16%	32%
Rest of NSW	56%	37%	7%	17%	34%

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 Coast, while weighted data are used for Rest of NSW. 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

Murray Riverina, September 2023

Release date: 27 October 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).

Internet vacancies, headline figures, Murray Riverina ER, September 2023

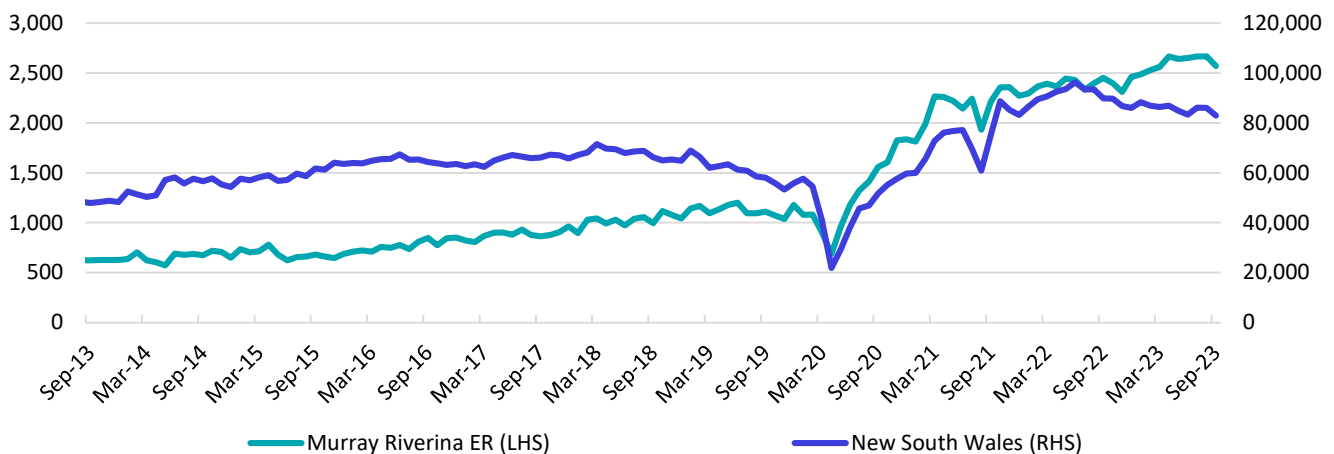| Job advertisement count	Change over the month	Change since Sep-22
2,570	↓ **-3.7%**	↑ **4.9%**
seasonally adjusted count	(or -99 job advertisements)	(or 120 job advertisements)

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

Murray Riverina ER (LHS) ——— New South Wales (RHS)

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

Top 10 occupations recruited for
Number of job ads online

Occupation	Job ads
Registered Nurses	290
General Clerks	155
Sales Assistants (General)	137
Motor Mechanics	72
Aged and Disabled Carers	67
General Practitioners and Resident Medical Officers	67
Enrolled and Mothercraft Nurses	59
Nursing Support and Personal Care Workers	58
Other Miscellaneous Labourers	52
Child Carers	45

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

Job demand by skill level
Proportion of job ads

Skill Level	Proportion
Skill Level 1 Bachelor degree or higher	(37%)
Skill Level 2 Advanced Diploma or Diploma	(10%)
Skill Level 3 Certificate III or IV	(14%)
Skill Level 4 Certificate II or III	(25%)
Skill Level 5 Certificate I or secondary education	(13%)
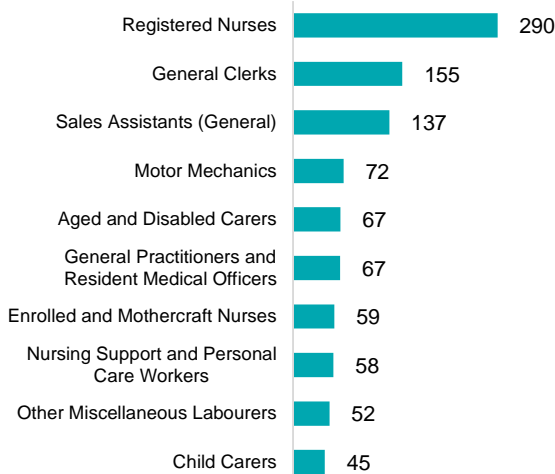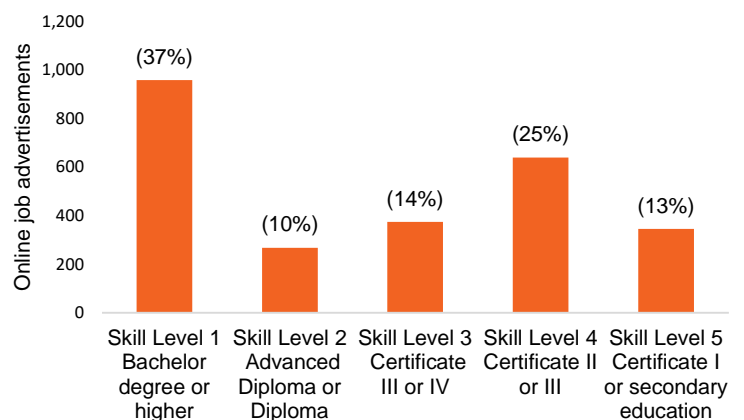
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

Insights from the Recruitment Experiences and Outlook Survey

Murray Riverina

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 September 2023, unless otherwise indicated.
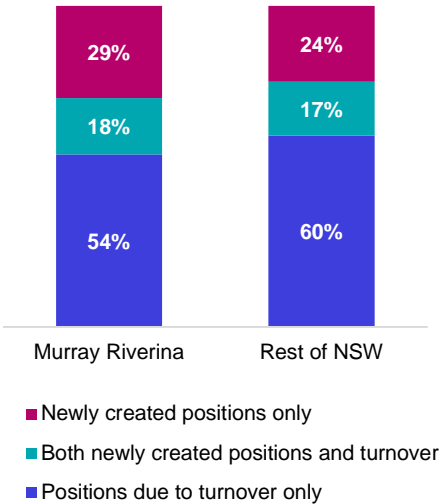
Recruitment activity and experiences

In Murray Riverina, there were 137 responding employers in the 12 months to September 2023, of whom 58% were recruiting or had recruited in the past month. Of these recruiting businesses, 71% had difficulty recruiting. By comparison, 53% of employers were recruiting in Rest of NSW over the same period, of whom 67% had difficulty recruiting.

Employers in Murray Riverina were most likely to report the following reasons for recruitment difficulty:
- Lack of applicants
- Location, eg remote or regional
- Applicants lack technical skills
- Lack of suitable applicants.

A chart showing reasons for recruitment for Murray Riverina and Rest of NSW is included to the right.
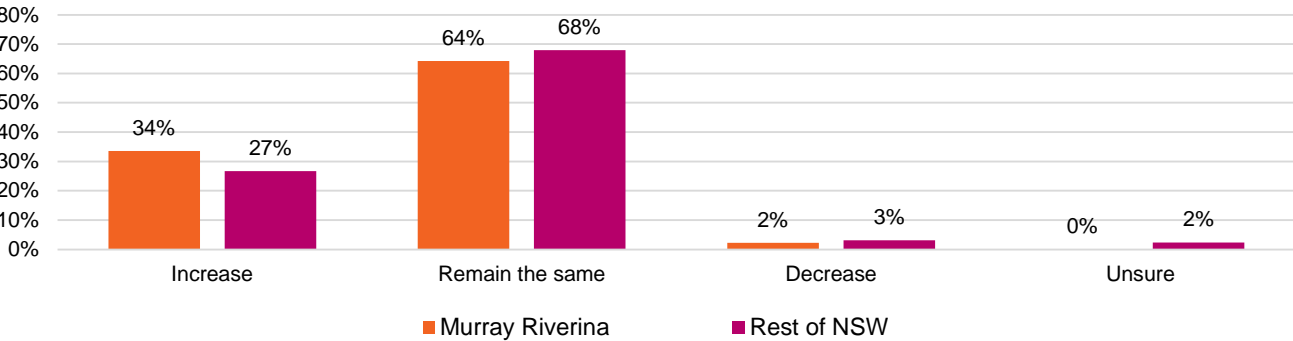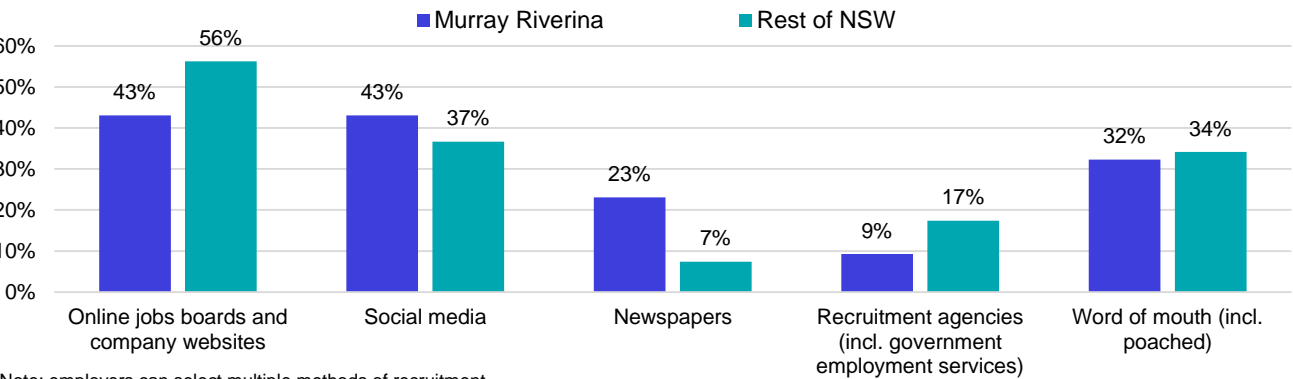
Reasons for recruitment

	Murray Riverina	Rest of NSW
Newly created positions only	29%	24%
Both newly created positions and turnover	18%	17%
Positions due to turnover only	54%	60%

Staffing outlook for coming months

proportion of employers

Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
Murray Riverina	34%	64%	2%	0%
Rest of NSW	27%	68%	3%	2%

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)
Murray Riverina	43%	43%	23%	9%	32%
Rest of NSW	56%	37%	7%	17%	34%

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 Riverina, while weighted data are used for Rest of NSW. 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

New England and North West, September 2023

Release date: 27 October 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).

Internet vacancies, headline figures, New England and North West ER, September 2023

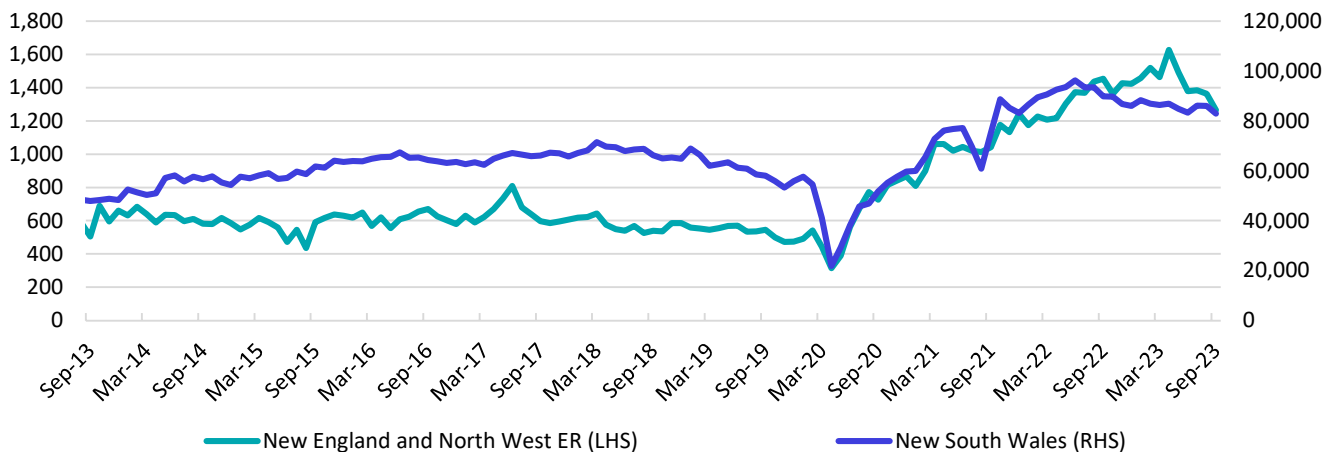| Job advertisement count	Change over the month	Change since Sep-22
1,264	↓ **-7.3%**	↓ **-13.1%**
seasonally adjusted count	(or -100 job advertisements)	(or -190 job advertisements)

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

New England and North West ER (LHS)   New South Wales (RHS)

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

Top 10 occupations recruited for
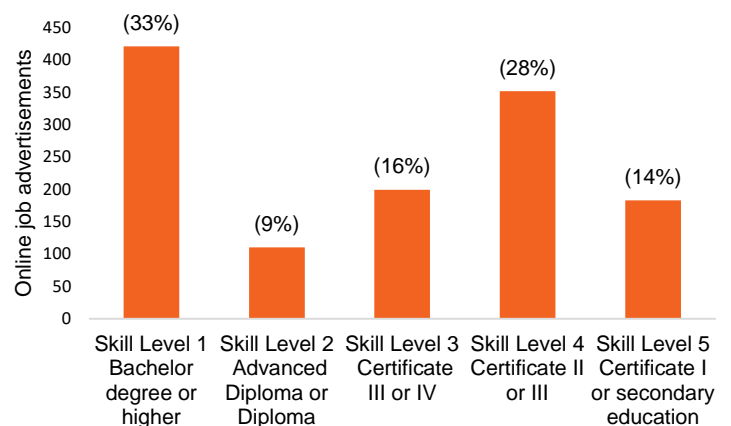### Number of job ads online

Occupation	Count
Registered Nurses	114
General Clerks	68
Sales Assistants (General)	65
Aged and Disabled Carers	57
Motor Mechanics	41
Welfare, Recreation and Community Arts Workers	39
Nursing Support and Personal Care Workers	38
Other Miscellaneous Labourers	34
Child Carers	30
General Practitioners and Resident Medical Officers	28

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

Job demand by skill level
Proportion of job ads

Skill Level	Proportion
Skill Level 1 Bachelor degree or higher	(33%)
Skill Level 2 Advanced Diploma or Diploma	(9%)
Skill Level 3 Certificate III or IV	(16%)
Skill Level 4 Certificate II or III	(28%)
Skill Level 5 Certificate I or secondary education	(14%)
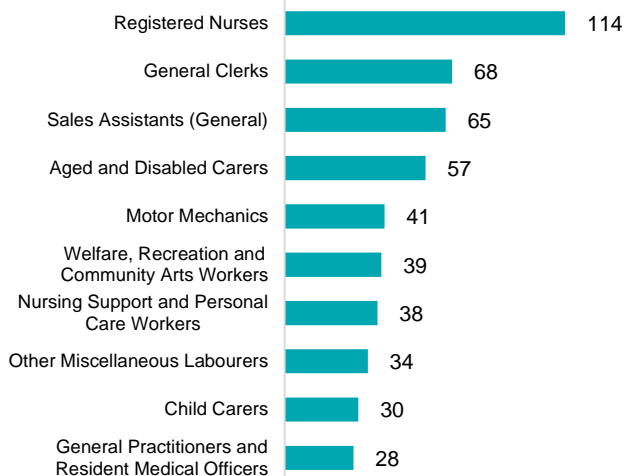
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

Insights from the Recruitment Experiences and Outlook Survey

New England and North West

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 September 2023, unless otherwise indicated.

Recruitment activity and experiences

In New England and North West, there were 119 responding employers in the 12 months to September 2023, of whom 51% were recruiting or had recruited in the past month. Of these recruiting businesses, 72% had difficulty recruiting. By comparison, 53% of employers were recruiting in Rest of NSW over the same period, of whom 67% had difficulty recruiting.

Employers in New England and North West 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.

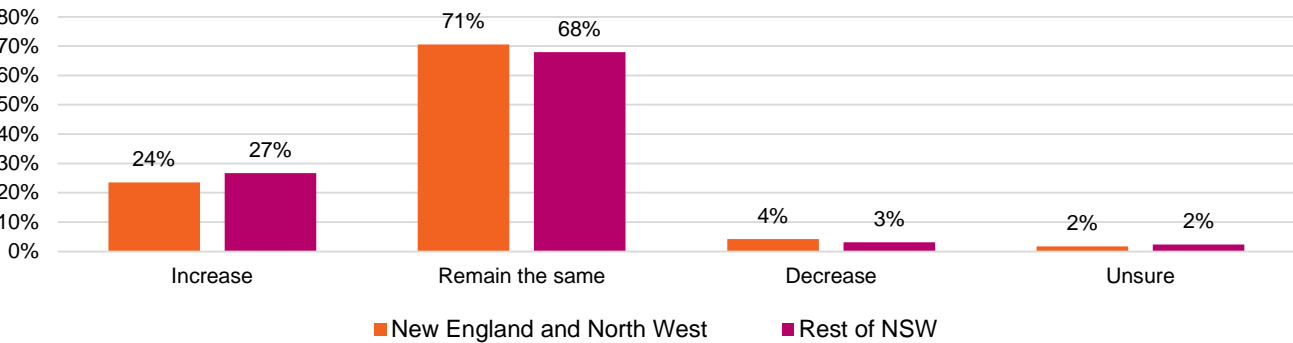A chart showing reasons for recruitment for New England and North West and Rest of NSW is included to the right.
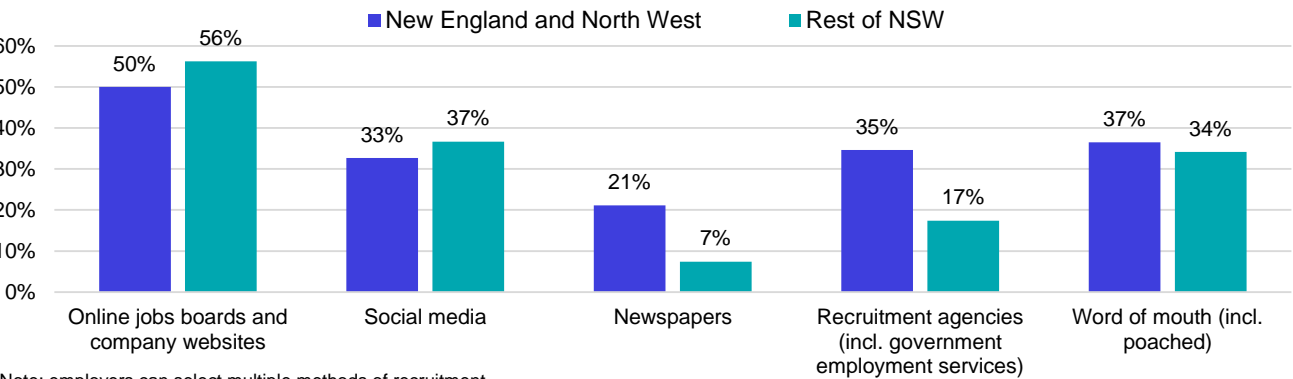
Reasons for recruitment

New England and North West: 22%, 15%, 63%
Rest of NSW: 24%, 17%, 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
New England and North West	24%	71%	4%	2%
Rest of NSW	27%	68%	3%	2%

- New England and North West
- Rest of NSW

Recruitment methods

proportion of employers who were recruiting

- New England and North West
- Rest of NSW

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
New England and North West	50%	33%	21%	35%	37%
Rest of NSW	56%	37%	7%	17%	34%

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 New England and North West, while weighted data are used for Rest of NSW. 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

North Coast, September 2023

Release date: 27 October 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).

Internet vacancies, headline figures, North Coast ER, September 2023

Job advertisement count
1,660
seasonally adjusted count
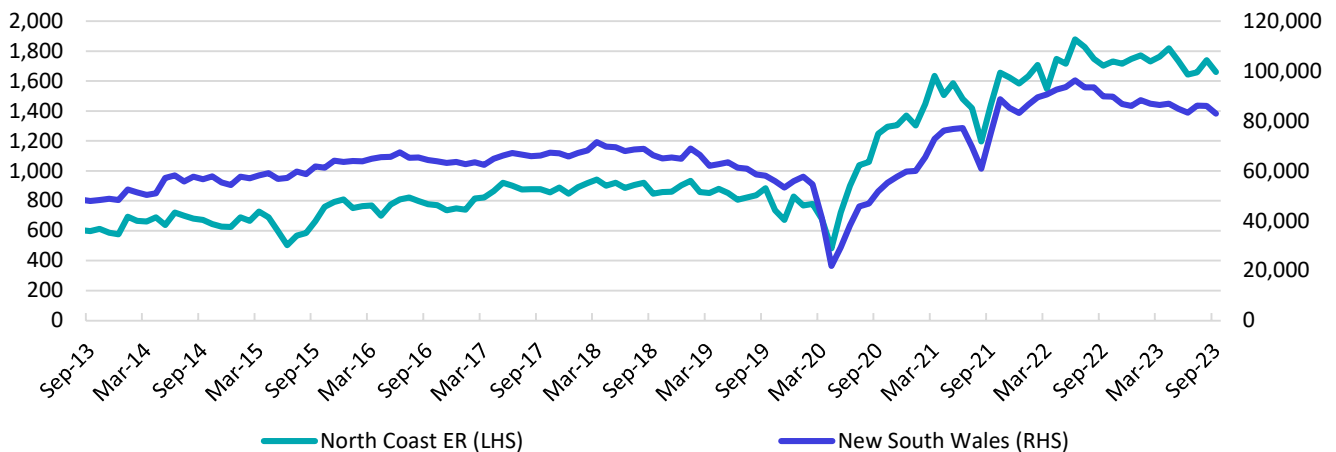
Change over the month
↓ **-4.5%**
(or -78 job advertisements)

Change since Sep-22
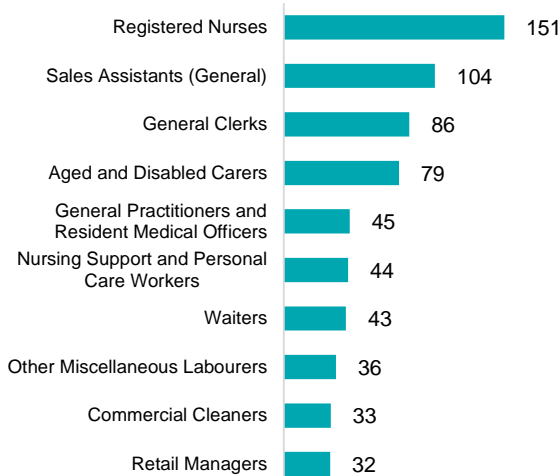↓ **-2.5%**
(or -43 job advertisements)

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

North Coast ER (LHS)   New South Wales (RHS)

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

Top 10 occupations recruited for
Number of job ads online

Occupation	Count
Registered Nurses	151
Sales Assistants (General)	104
General Clerks	86
Aged and Disabled Carers	79
General Practitioners and Resident Medical Officers	45
Nursing Support and Personal Care Workers	44
Waiters	43
Other Miscellaneous Labourers	36
Commercial Cleaners	33
Retail Managers	32

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

Job demand by skill level
Proportion of job ads

Skill Level	Proportion
Skill Level 1 Bachelor degree or higher	(34%)
Skill Level 2 Advanced Diploma or Diploma	(11%)
Skill Level 3 Certificate III or IV	(12%)
Skill Level 4 Certificate II or III	(27%)
Skill Level 5 Certificate I or secondary education	(15%)
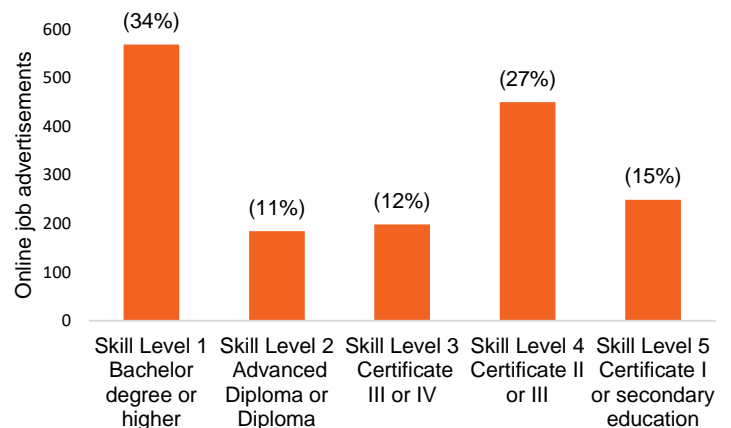
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

Insights from the Recruitment Experiences and Outlook Survey
North Coast

Information on this page is based on the Recruitment Experiences and Outlook Survey, which is an ongoing survey of employers across Australia run by JSA. The survey collects insights on a range of topics, including recruitment activity, recruitment difficulty and employers' future staffing expectations. Data are for the year to September 2023, unless otherwise indicated.
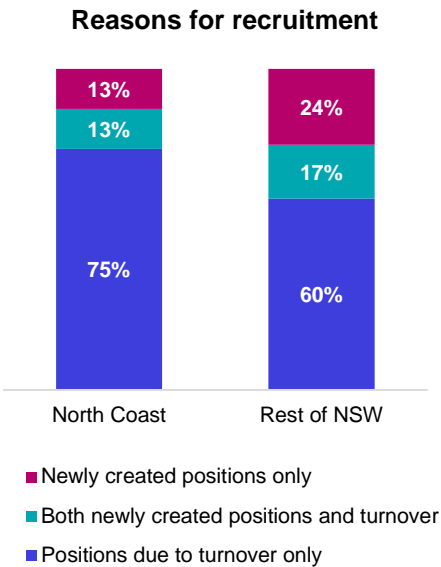
Recruitment activity and experiences

In North Coast, there were 109 responding employers in the 12 months to September 2023, of whom 51% were recruiting or had recruited in the past month. Of these recruiting businesses, 69% had difficulty recruiting. By comparison, 53% of employers were recruiting in Rest of NSW over the same period, of whom 67% had difficulty recruiting.
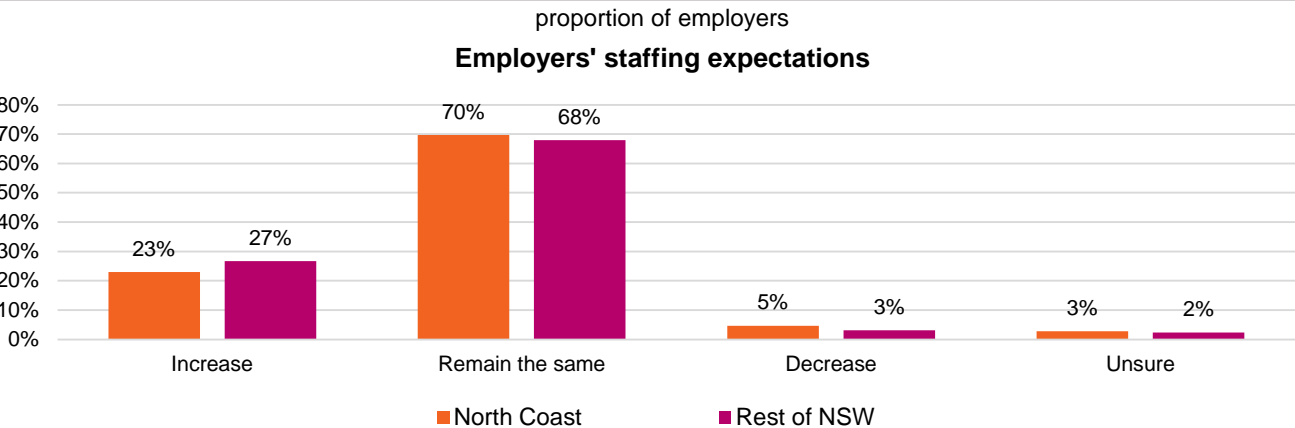
Employers in North Coast were most likely to report the following reasons for recruitment difficulty:
- Lack of suitable applicants
- Applicants lack technical skills
- Lack of applicants
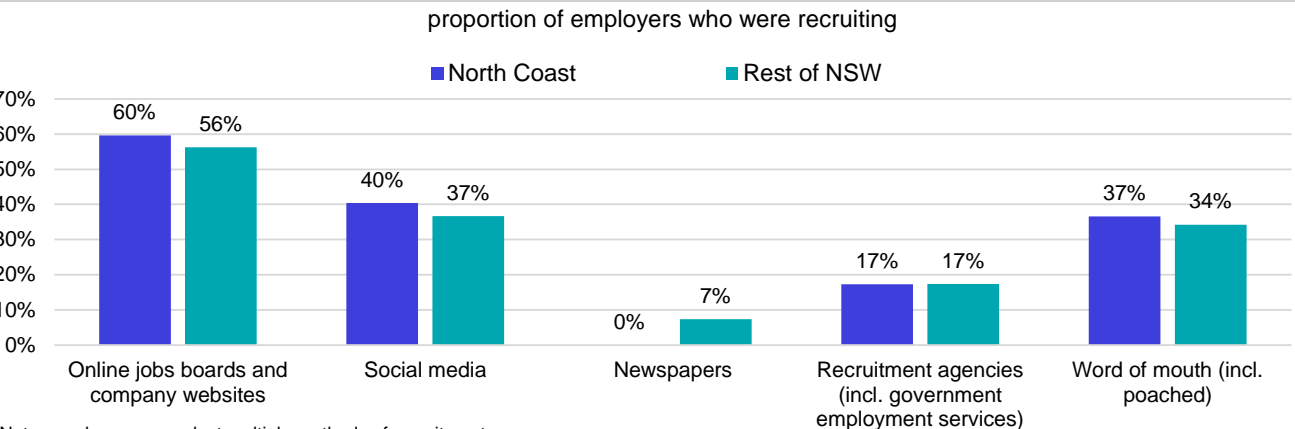- Location, eg remote or regional.

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

Reasons for recruitment

	North Coast	Rest of NSW
Newly created positions only	13%	24%
Both newly created positions and turnover	13%	17%
Positions due to turnover only	75%	60%

Staffing outlook for coming months
proportion of employers

Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
North Coast	23%	70%	5%	3%
Rest of NSW	27%	68%	3%	2%

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)
North Coast	60%	40%	0%	17%	37%
Rest of NSW	56%	37%	7%	17%	34%

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 Coast, while weighted data are used for Rest of NSW. 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.

Sydney East Metro, September 2023

Release date: 27 October 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).

Internet vacancies, headline figures, Sydney East Metro ER, September 2023

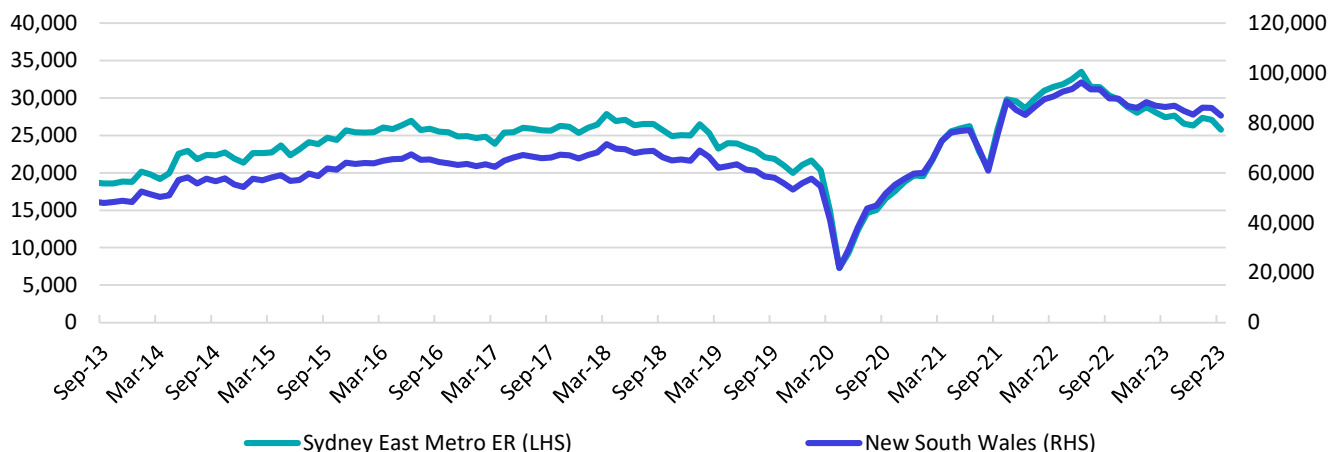| **Job advertisement count**	**Change over the month**	**Change since Sep-22**
25,779	↓ **-4.9%**	↓ **-15.0%**
seasonally adjusted count	(or -1,319 job advertisements)	(or -4,545 job advertisements)

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

Sydney East Metro ER (LHS) ——— New South Wales (RHS)

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

Top 10 occupations recruited for

Number of job ads online

Occupation	Number
General Clerks	1,370
Sales Assistants (General)	1,171
Advertising and Sales Managers	920
Software and Applications Programmers	805
Accountants	734
Registered Nurses	676
Waiters	592
Construction Managers	523
Child Carers	476
ICT Business and Systems Analysts	458

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

Job demand by skill level

Proportion of job ads

Skill Level	Proportion
Skill Level 1 Bachelor degree or higher	(41%)
Skill Level 2 Advanced Diploma or Diploma	(11%)
Skill Level 3 Certificate III or IV	(13%)
Skill Level 4 Certificate II or III	(25%)
Skill Level 5 Certificate I or secondary education	(9%)
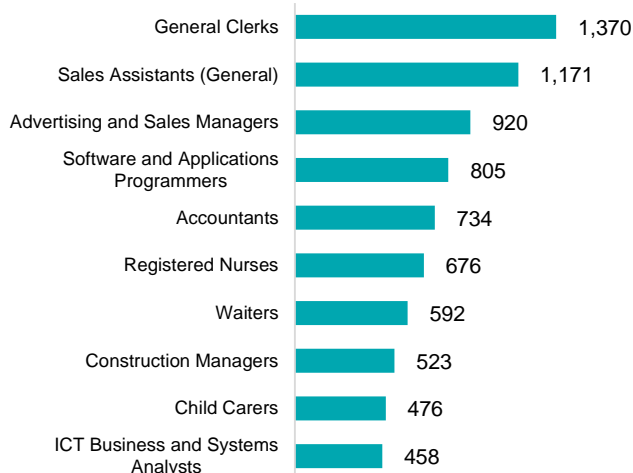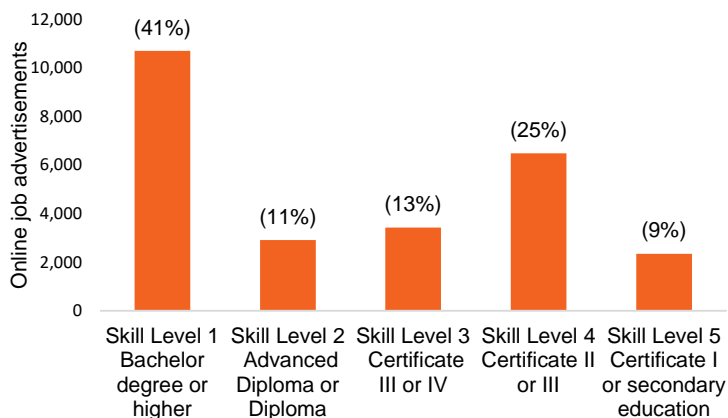
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

Insights from the Recruitment Experiences and Outlook Survey
Sydney East Metro

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 September 2023, unless otherwise indicated.

Recruitment activity and experiences

In Sydney East Metro, there were 486 responding employers in the 12 months to September 2023, of whom 47% were recruiting or had recruited in the past month. Of these recruiting businesses, 54% had difficulty recruiting. By comparison, 51% of employers were recruiting in Greater Sydney over the same period, of whom 62% had difficulty recruiting.

Employers in Sydney East Metro 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 Sydney East Metro and Greater Sydney is included to the right.
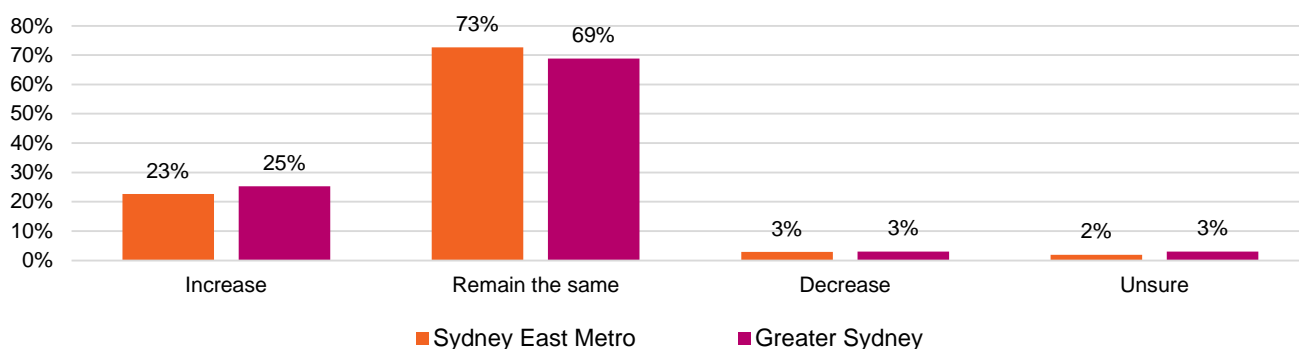
Reasons for recruitment

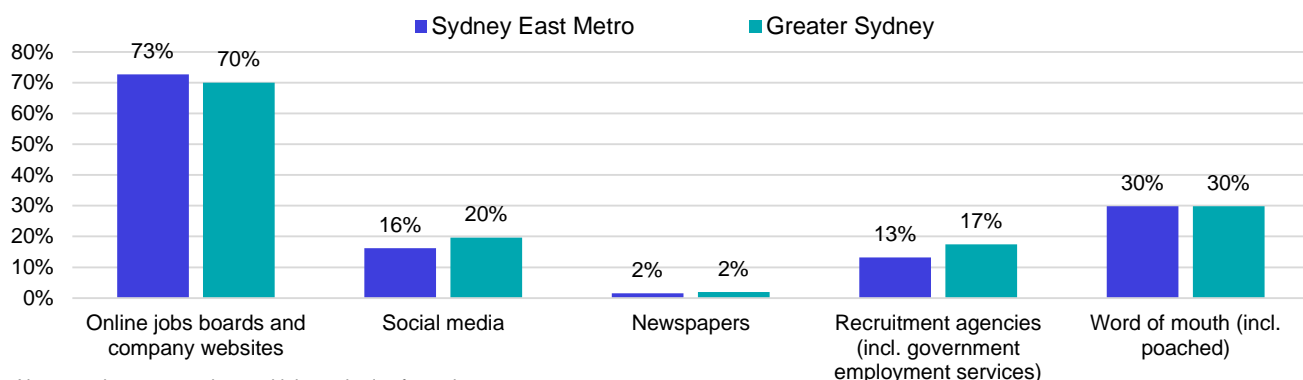|	Sydney East Metro	Greater Sydney
Newly created positions only	24%	27%
Both newly created positions and turnover	11%	14%
Positions due to turnover only	65%	59%

Staffing outlook for coming months
proportion of employers
Employers' staffing expectations

	Sydney East Metro	Greater Sydney
Increase	23%	25%
Remain the same	73%	69%
Decrease	3%	3%
Unsure	2%	3%

Recruitment methods
proportion of employers who were recruiting

	Sydney East Metro	Greater Sydney
Online jobs boards and company websites	73%	70%
Social media	16%	20%
Newspapers	2%	2%
Recruitment agencies (incl. government employment services)	13%	17%
Word of mouth (incl. poached)	30%	30%

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 Sydney East Metro, while weighted data are used for Greater Sydney. 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.

Sydney Greater West, September 2023

Release date: 27 October 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).

Internet vacancies, headline figures, Sydney Greater West ER, September 2023

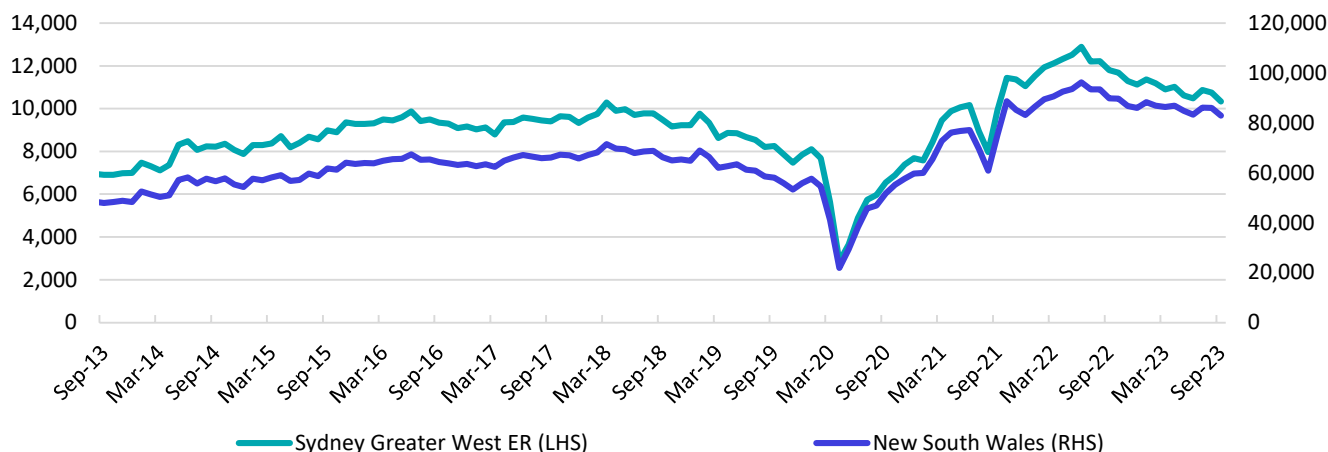| Job advertisement count	Change over the month	Change since Sep-22
10,331	↓ **-4.0%**	↓ **-12.4%**
seasonally adjusted count	(or -426 job advertisements)	(or -1,464 job advertisements)

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

Sydney Greater West ER (LHS) — New South Wales (RHS)

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

Top 10 occupations recruited for

Number of job ads online

Occupation	Number
General Clerks	538
Sales Assistants (General)	492
Advertising and Sales Managers	334
Registered Nurses	300
Software and Applications Programmers	283
Accountants	266
Waiters	253
Child Carers	198
Construction Managers	193
Retail Managers	174

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

Job demand by skill level

Proportion of job ads

Skill Level	Proportion
Skill Level 1 Bachelor degree or higher	(40%)
Skill Level 2 Advanced Diploma or Diploma	(11%)
Skill Level 3 Certificate III or IV	(13%)
Skill Level 4 Certificate II or III	(26%)
Skill Level 5 Certificate I or secondary education	(10%)
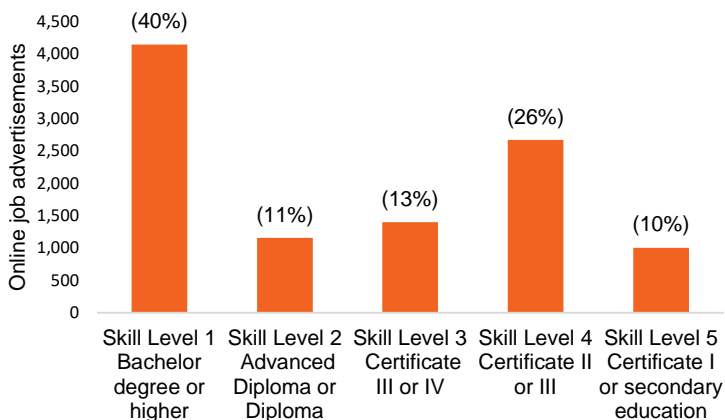
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

Insights from the Recruitment Experiences and Outlook Survey

Sydney Greater West

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 September 2023, unless otherwise indicated.

Recruitment activity and experiences

In Sydney Greater West, there were 272 responding employers in the 12 months to September 2023, of whom 52% were recruiting or had recruited in the past month. Of these recruiting businesses, 65% had difficulty recruiting. By comparison, 51% of employers were recruiting in Greater Sydney over the same period, of whom 62% had difficulty recruiting.

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

A chart showing reasons for recruitment for Sydney Greater West and Greater Sydney is included to the right.
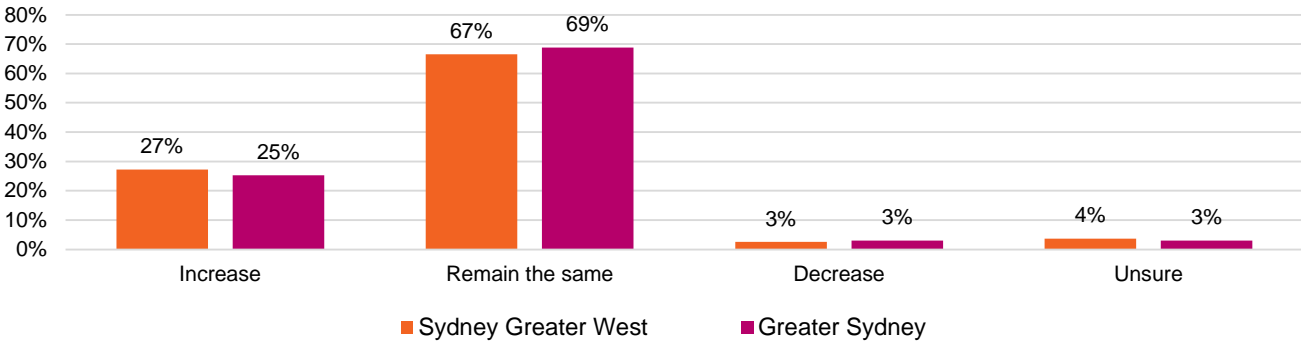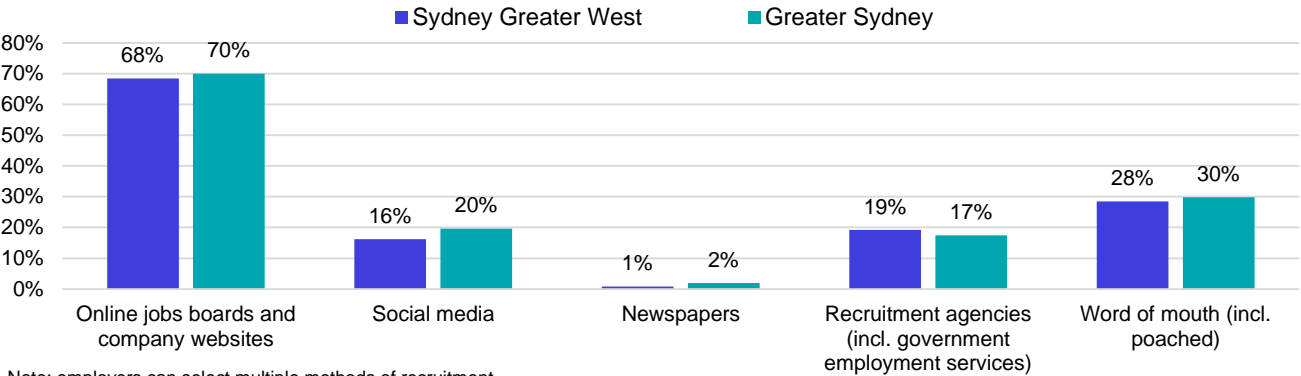
Reasons for recruitment

Sydney Greater West: 22%, 16%, 62%
Greater Sydney: 27%, 14%, 59%

- 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
Sydney Greater West	27%	67%	3%	4%
Greater Sydney	25%	69%	3%	3%

■ Sydney Greater West   ■ Greater Sydney

Recruitment methods

proportion of employers who were recruiting

■ Sydney Greater West   ■ Greater Sydney

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Sydney Greater West	68%	16%	1%	19%	28%
Greater Sydney	70%	20%	2%	17%	30%

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 Sydney Greater West, while weighted data are used for Greater Sydney. 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.

Sydney North and West, September 2023

Release date: 27 October 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).

Internet vacancies, headline figures, Sydney North and West ER, September 2023

Job advertisement count

14,983

seasonally adjusted count
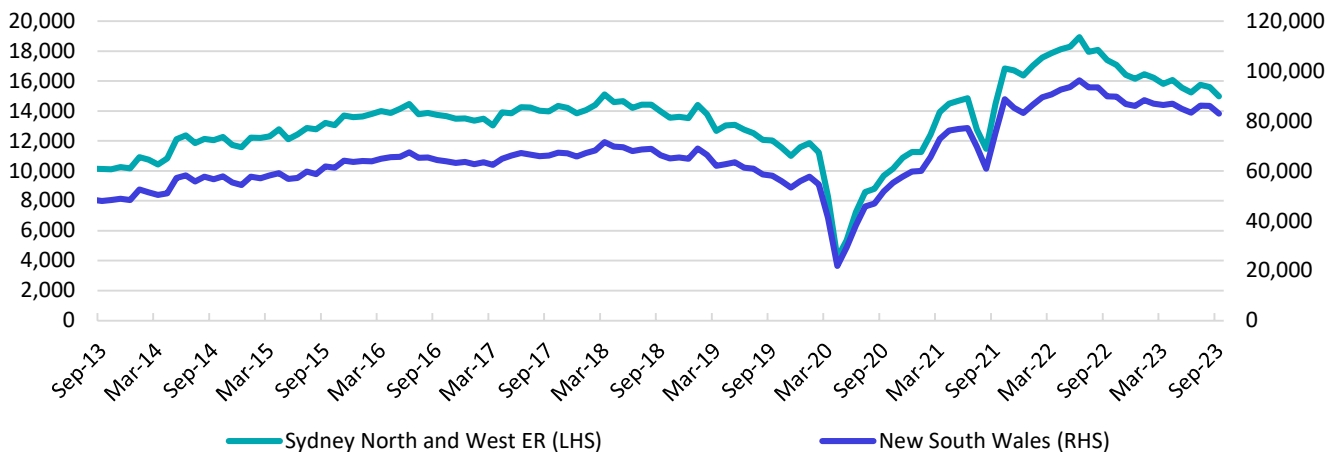
Change over the month

↓ -3.9%

(or -609 job advertisements)

Change since Sep-22
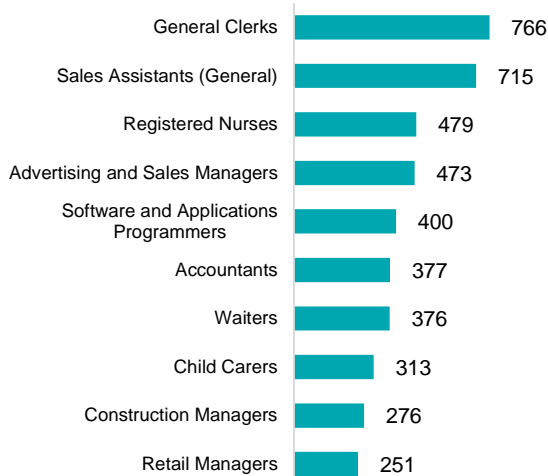
↓ -13.9%

(or -2,418 job advertisements)

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

Sydney North and West ER (LHS) — New South Wales (RHS)

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

Top 10 occupations recruited for

Number of job ads online

Occupation	Number
General Clerks	766
Sales Assistants (General)	715
Registered Nurses	479
Advertising and Sales Managers	473
Software and Applications Programmers	400
Accountants	377
Waiters	376
Child Carers	313
Construction Managers	276
Retail Managers	251

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

Job demand by skill level

Proportion of job ads

Skill Level	Proportion
Skill Level 1 Bachelor degree or higher	(39%)
Skill Level 2 Advanced Diploma or Diploma	(11%)
Skill Level 3 Certificate III or IV	(14%)
Skill Level 4 Certificate II or III	(26%)
Skill Level 5 Certificate I or secondary education	(10%)
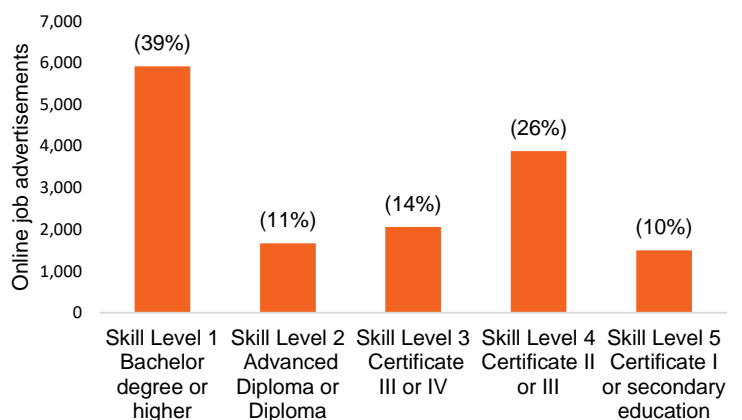
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

Insights from the Recruitment Experiences and Outlook Survey
Sydney North and West

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 September 2023, unless otherwise indicated.

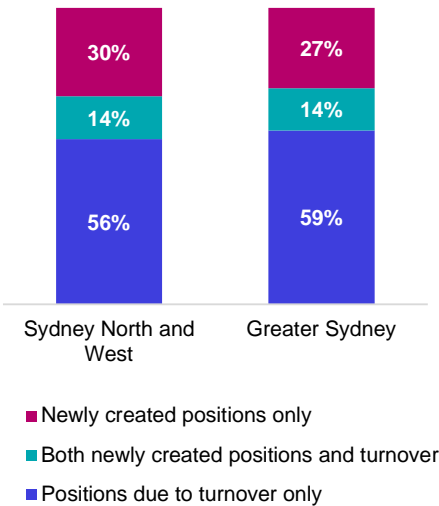## Recruitment activity and experiences

In Sydney North and West, there were 478 responding employers in the 12 months to September 2023, of whom 47% were recruiting or had recruited in the past month. Of these recruiting businesses, 66% had difficulty recruiting. By comparison, 51% of employers were recruiting in Greater Sydney over the same period, of whom 62% had difficulty recruiting.

Employers in Sydney North and West 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 Sydney North and West and Greater Sydney is included to the right.
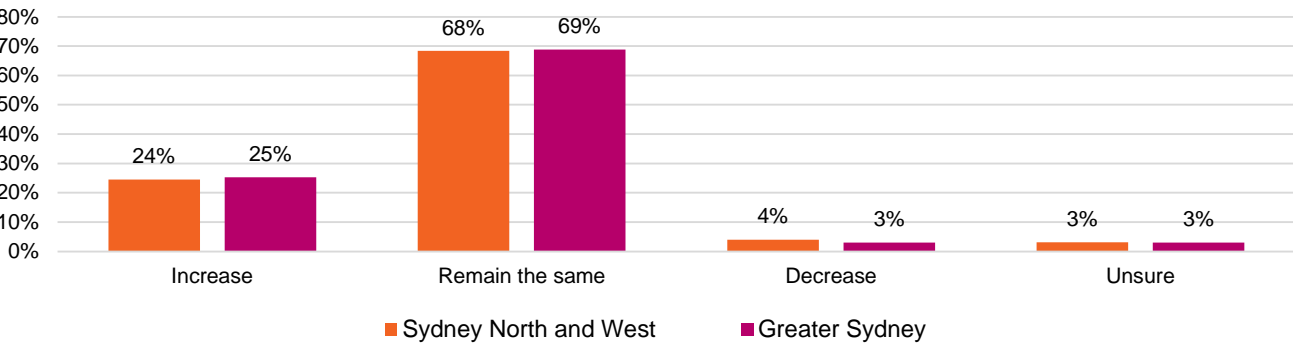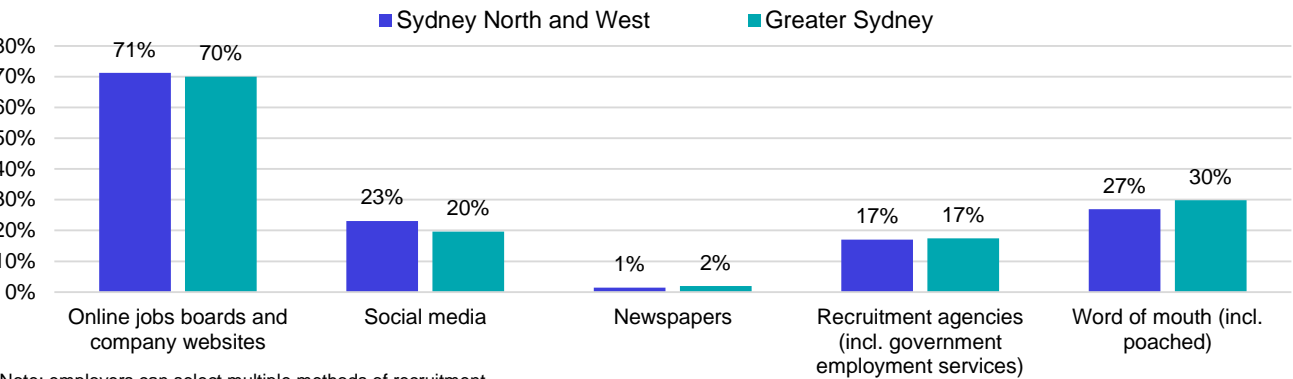
Reasons for recruitment

	Sydney North and West	Greater Sydney
Newly created positions only	30%	27%
Both newly created positions and turnover	14%	14%
Positions due to turnover only	56%	59%

Staffing outlook for coming months
proportion of employers
Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
Sydney North and West	24%	68%	4%	3%
Greater Sydney	25%	69%	3%	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)
Sydney North and West	71%	23%	1%	17%	27%
Greater Sydney	70%	20%	2%	17%	30%

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 Sydney North and West, while weighted data are used for Greater Sydney. 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.

Sydney South West, September 2023

Release date: 27 October 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).

Internet vacancies, headline figures, Sydney South West ER, September 2023

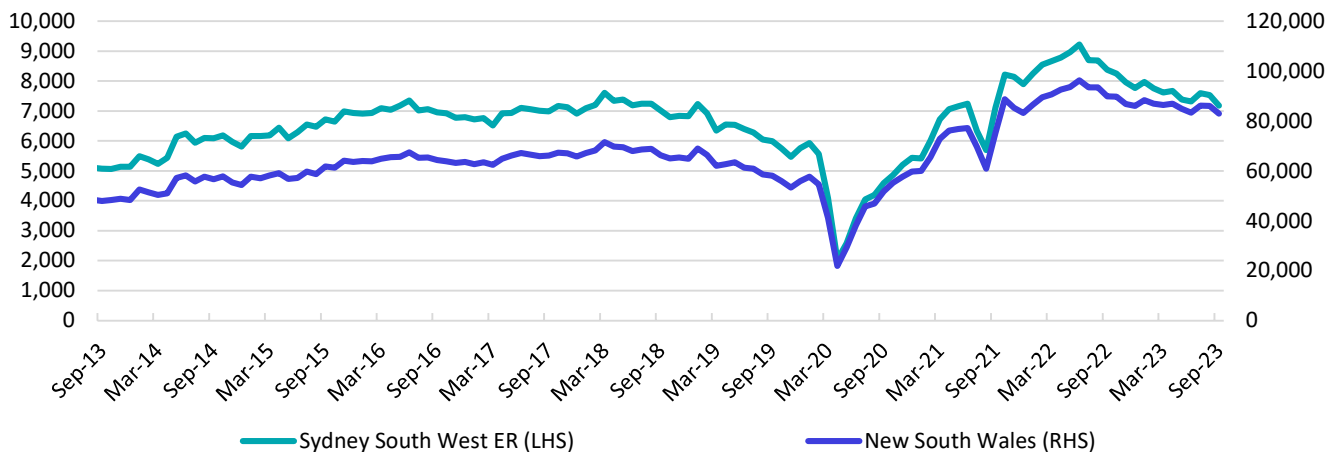| Job advertisement count	Change over the month	Change since Sep-22
7,176	↓ **-4.7%**	↓ **-14.3%**
seasonally adjusted count	(or -354 job advertisements)	(or -1,199 job advertisements)

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

— Sydney South West ER (LHS)   — New South Wales (RHS)

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

Top 10 occupations recruited for
Number of job ads online

Occupation	Number
General Clerks	380
Sales Assistants (General)	327
Advertising and Sales Managers	249
Software and Applications Programmers	218
Registered Nurses	202
Accountants	199
Waiters	167
Construction Managers	144
Child Carers	134
ICT Business and Systems Analysts	124

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

Job demand by skill level
Proportion of job ads

Skill Level	Proportion
Skill Level 1 Bachelor degree or higher	(41%)
Skill Level 2 Advanced Diploma or Diploma	(11%)
Skill Level 3 Certificate III or IV	(13%)
Skill Level 4 Certificate II or III	(25%)
Skill Level 5 Certificate I or secondary education	(9%)
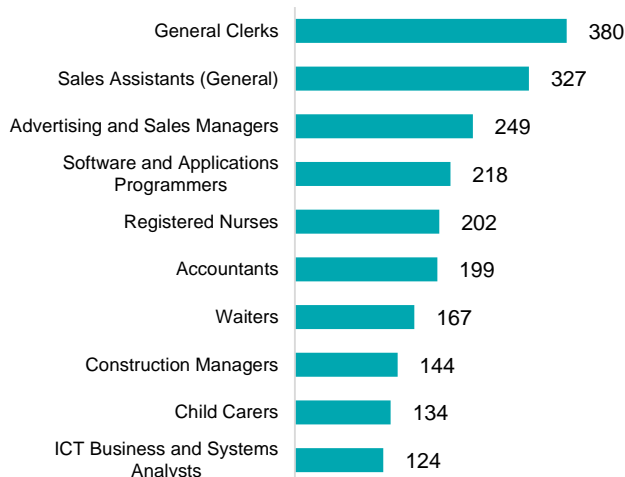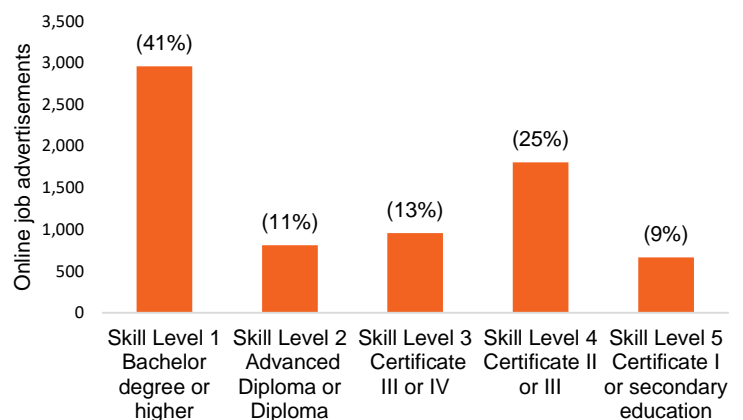
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

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Sydney South West

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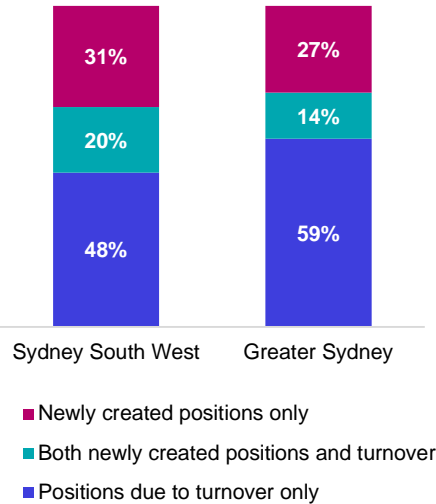## Recruitment activity and experiences

In Sydney South West, there were 237 responding employers in the 12 months to September 2023, of whom 54% were recruiting or had recruited in the past month. Of these recruiting businesses, 71% had difficulty recruiting. By comparison, 51% of employers were recruiting in Greater Sydney over the same period, of whom 62% had difficulty recruiting.

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

A chart showing reasons for recruitment for Sydney South West and Greater Sydney is included to the right.
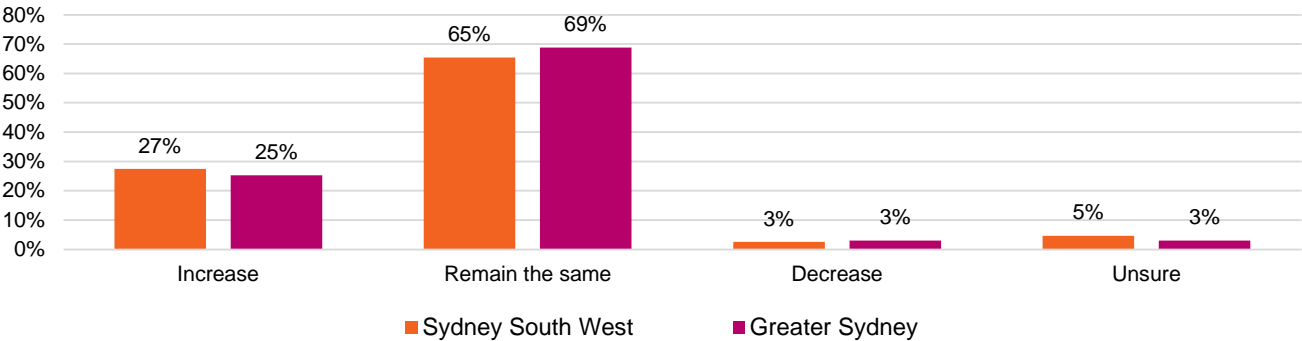
Reasons for recruitment

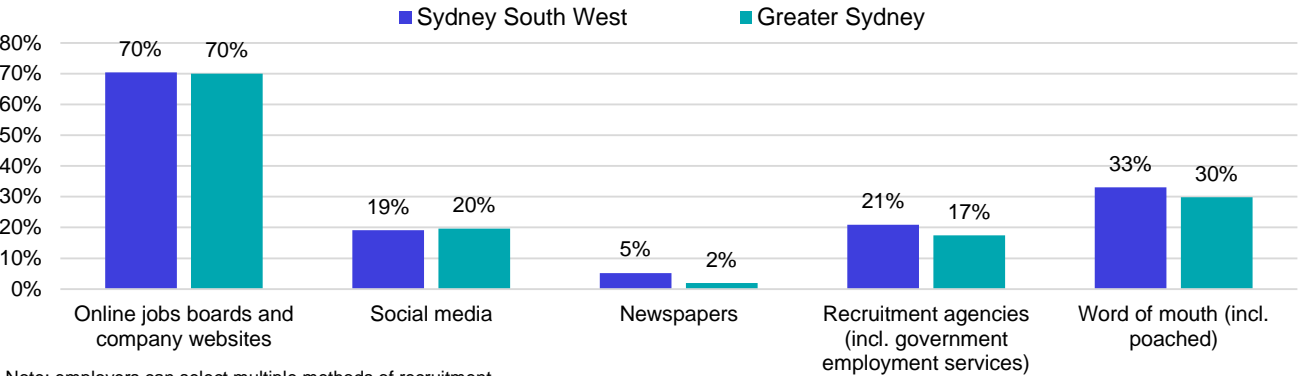|	Sydney South West	Greater Sydney
Newly created positions only	31%	27%
Both newly created positions and turnover	20%	14%
Positions due to turnover only	48%	59%

- 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
Sydney South West	27%	65%	3%	5%
Greater Sydney	25%	69%	3%	3%

- Sydney South West
- Greater Sydney

Recruitment methods

proportion of employers who were recruiting

- Sydney South West
- Greater Sydney

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Sydney South West	70%	19%	5%	21%	33%
Greater Sydney	70%	20%	2%	17%	30%

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 Sydney South West, while weighted data are used for Greater Sydney. 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.