South Australia, 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, South Australia, September 2023

Job advertisement count

14,523

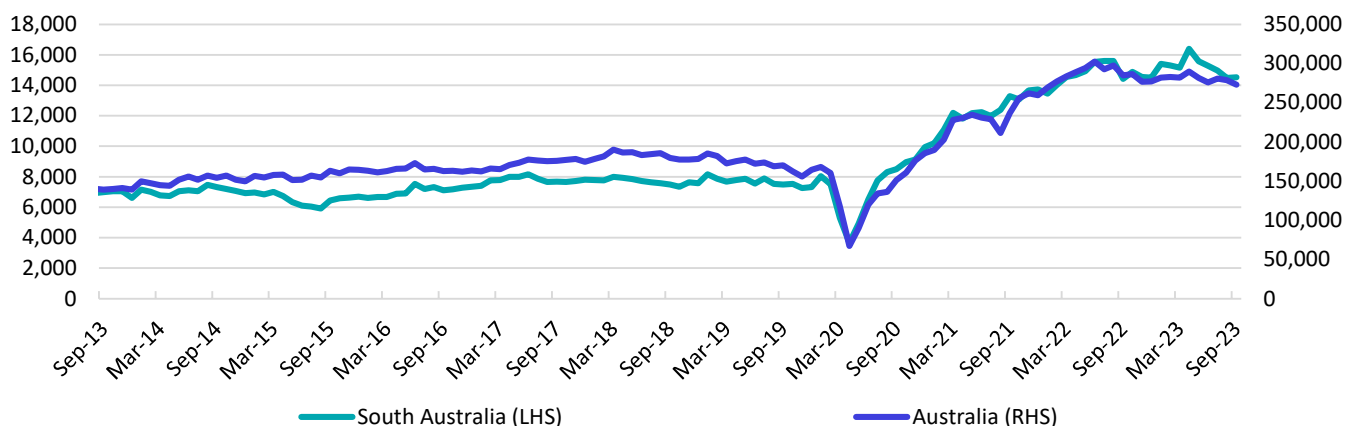seasonally adjusted count

Change over the month

↑ 0.3%

(or 49 job advertisements)

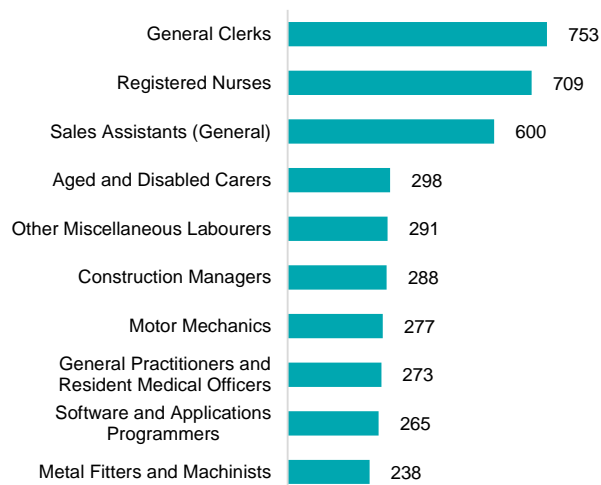### Change since Sep-22

↑ 0.8%

(or 110 job advertisements)

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

— South Australia (LHS)   — Australia (RHS)

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

Top 10 occupations recruited for

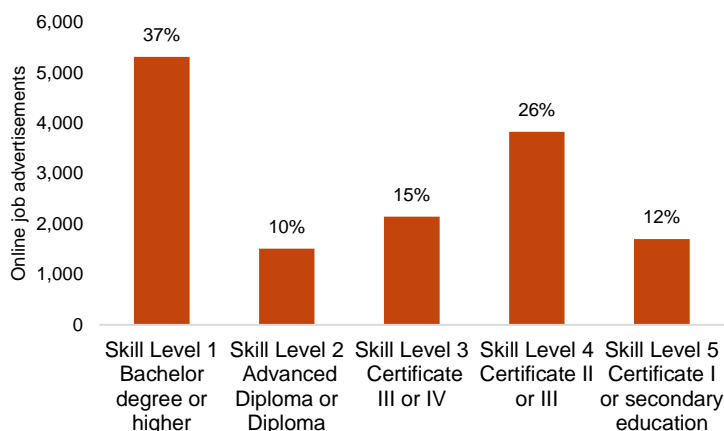Number of job ads online

Occupation	Job ads
General Clerks	753
Registered Nurses	709
Sales Assistants (General)	600
Aged and Disabled Carers	298
Other Miscellaneous Labourers	291
Construction Managers	288
Motor Mechanics	277
General Practitioners and Resident Medical Officers	273
Software and Applications Programmers	265
Metal Fitters and Machinists	238

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

Job demand by skill level

Proportion of job ads

Online job advertisements

- Skill Level 1 Bachelor degree or higher — 37%
- Skill Level 2 Advanced Diploma or Diploma — 10%
- Skill Level 3 Certificate III or IV — 15%
- Skill Level 4 Certificate II or III — 26%
- Skill Level 5 Certificate I or secondary education — 12%

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

Insights from the Recruitment Experiences and Outlook Survey
South Australia

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

Recruitment activity and experiences

In South Australia, there were 1,269 responding employers in the 12 months to September 2023, of whom 48% were recruiting or had recruited over the past month. Of these recruiting businesses, 62% had difficulty recruiting. By comparison, 52% of employers were recruiting in Australia over the same period, of whom 63% had difficulty recruiting.
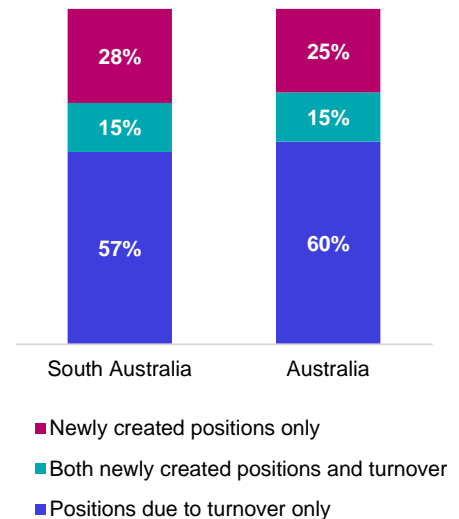
Employers in South Australia were most likely to report the following reasons for recruitment difficulty:
- Lack of suitable applicants
- Lack of applicants
- Undesirable working conditions/hours
- Applicants lack technical skills.

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

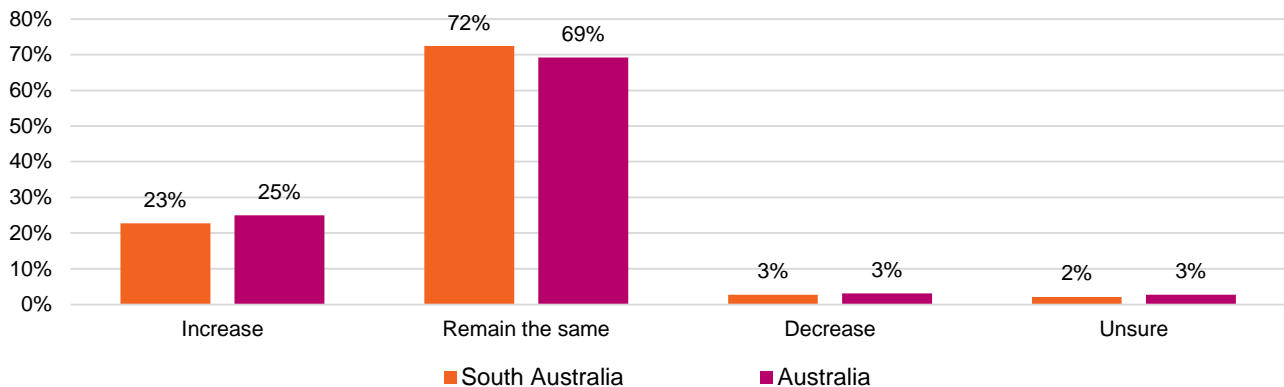Note: employers can select multiple reasons for recruitment difficulty.

Reasons for recruitment

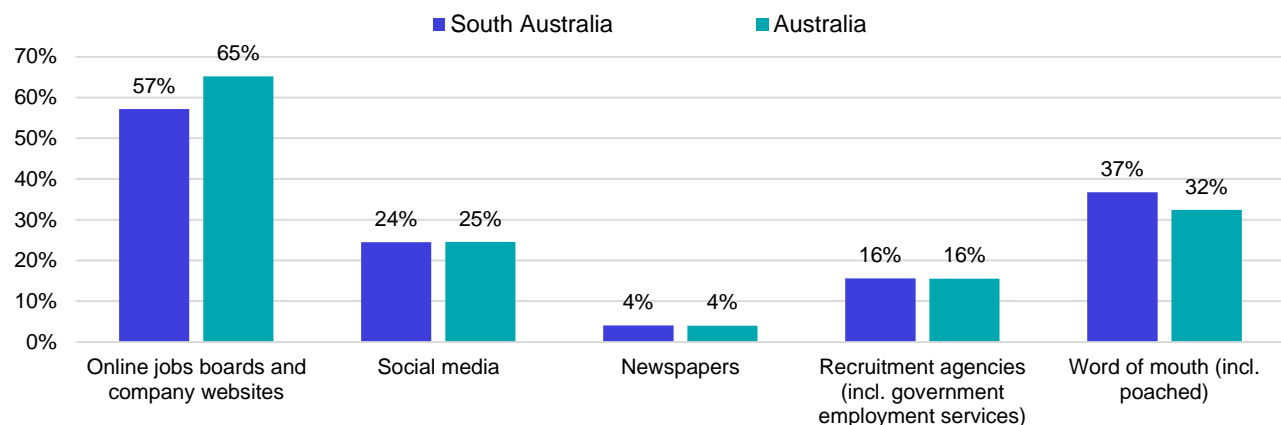|	South Australia	Australia
Newly created positions only	28%	25%
Both newly created positions and turnover	15%	15%
Positions due to turnover only	57%	60%

■ Newly created positions only
■ Both newly created positions and turnover
■ Positions due to turnover only

Staffing outlook for coming months
proportion of employers

Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
South Australia	23%	72%	3%	2%
Australia	25%	69%	3%	3%

■ South Australia ■ Australia

Recruitment methods
proportion of employers who were recruiting

■ South Australia ■ Australia

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
South Australia	57%	24%	4%	16%	37%
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 South Australia and Australia. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.

Recruitment trends and employers' needs: Regional Snapshot update

Adelaide North, 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, Adelaide North ER, September 2023

Job advertisement count

5,273

seasonally adjusted count
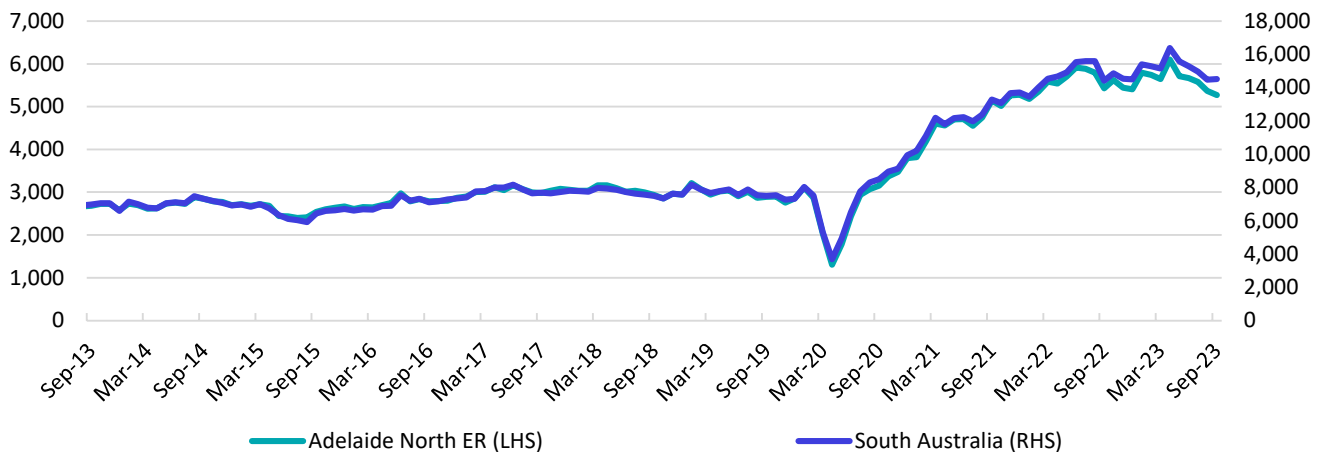
Change over the month

↓ -1.7%

(or -93 job advertisements)

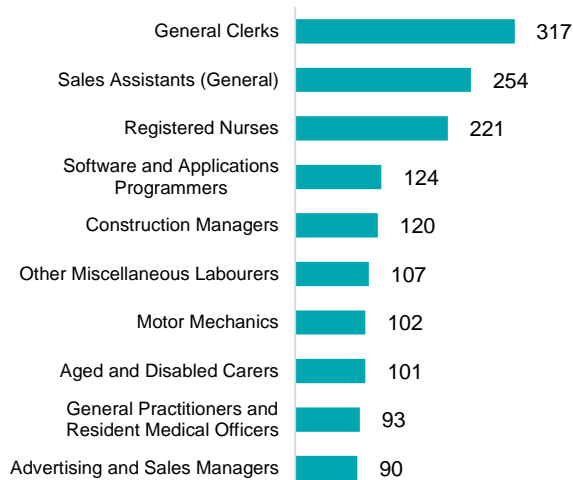**Change since Sep-22**

↓ -2.9%

(or -157 job advertisements)

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

— Adelaide North ER (LHS)   — South Australia (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	317
Sales Assistants (General)	254
Registered Nurses	221
Software and Applications Programmers	124
Construction Managers	120
Other Miscellaneous Labourers	107
Motor Mechanics	102
Aged and Disabled Carers	101
General Practitioners and Resident Medical Officers	93
Advertising and Sales Managers	90

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

Job demand by skill level

Proportion of job ads

Online job advertisements

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	(27%)
Skill Level 5 Certificate I or secondary education	(11%)

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

Insights from the Recruitment Experiences and Outlook Survey
Adelaide North

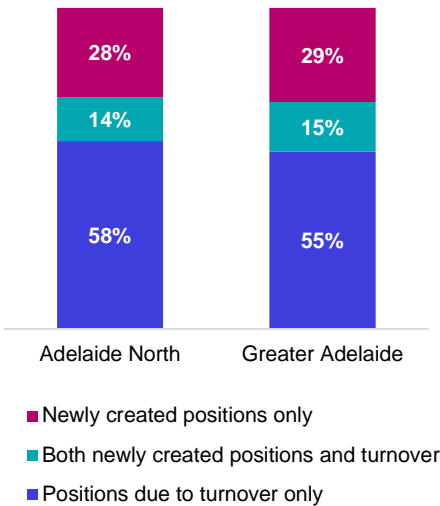## Recruitment activity and experiences

In Adelaide North, there were 323 responding employers in the 12 months to September 2023, of whom 48% were recruiting or had recruited in the past month. Of these recruiting businesses, 62% had difficulty recruiting. By comparison, 48% of employers were recruiting in Greater Adelaide over the same period, of whom 63% had difficulty recruiting.

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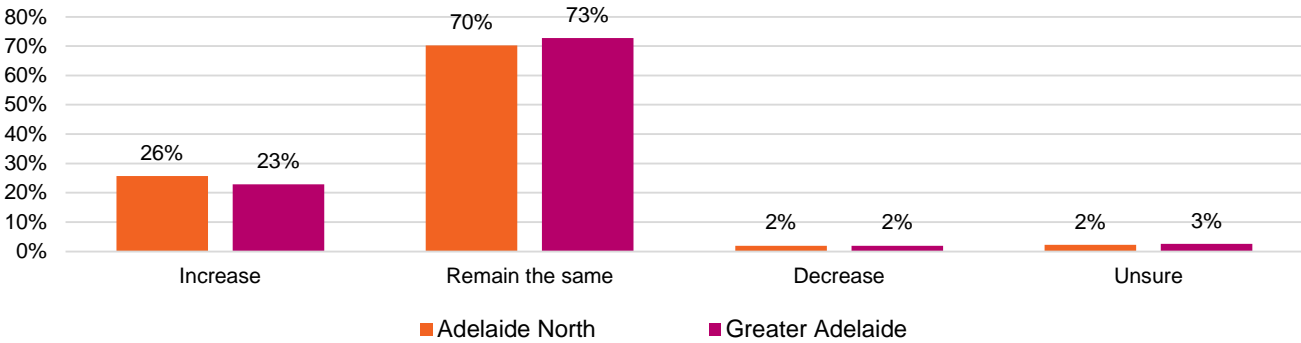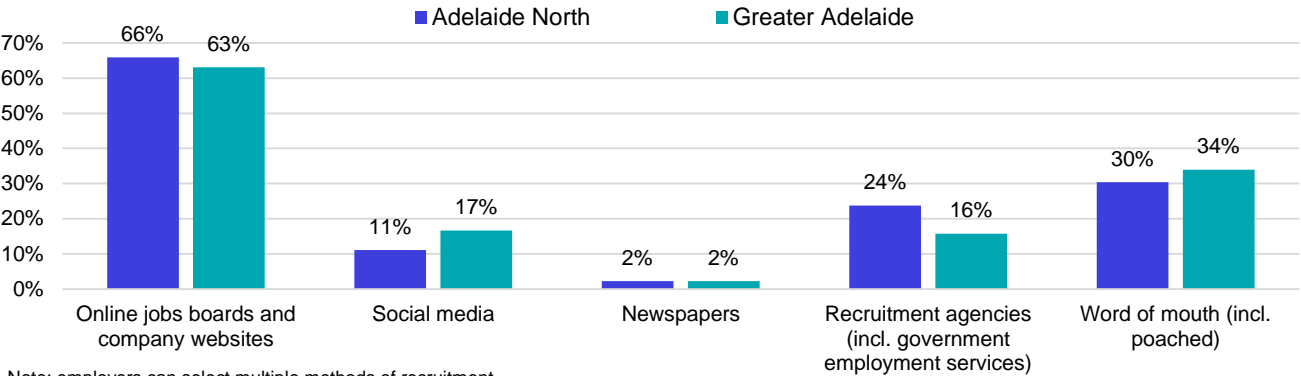
Reasons for recruitment

	Adelaide North	Greater Adelaide
Newly created positions only	28%	29%
Both newly created positions and turnover	14%	15%
Positions due to turnover only	58%	55%

- Newly created positions only
- Both newly created positions and turnover
- Positions due to turnover only

Staffing outlook for coming months
proportion of employers

Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
Adelaide North	26%	70%	2%	2%
Greater Adelaide	23%	73%	2%	3%

■ Adelaide North   ■ Greater Adelaide

Recruitment methods
proportion of employers who were recruiting

■ Adelaide North   ■ Greater Adelaide

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Adelaide North	66%	11%	2%	24%	30%
Greater Adelaide	63%	17%	2%	16%	34%

Note: employers can select multiple methods of recruitment.

Australian Government | Jobs and Skills Australia

Adelaide South, 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, Adelaide South ER, September 2023

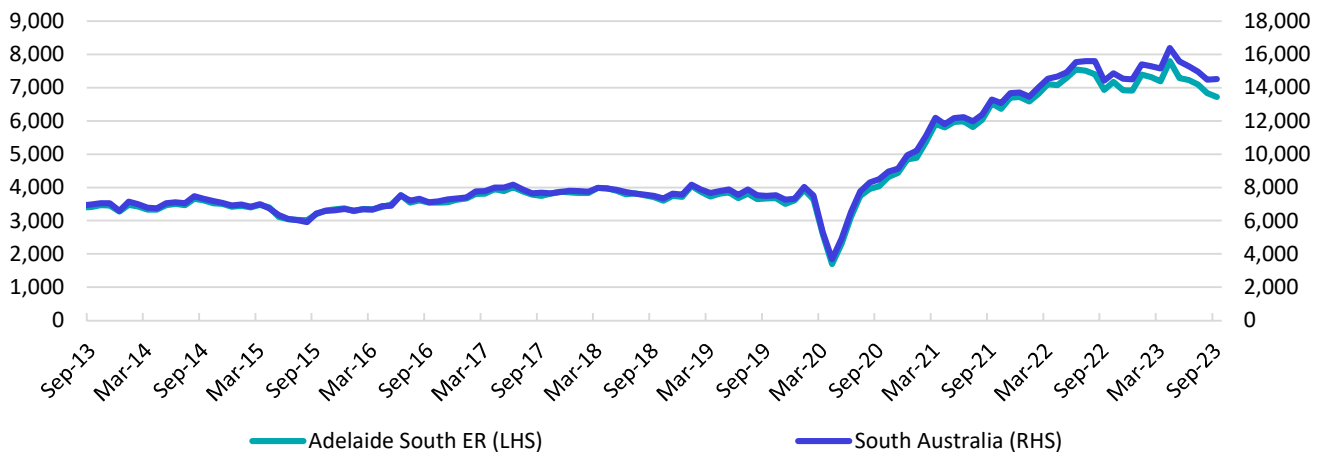| Job advertisement count	Change over the month	Change since Sep-22
6,724	↓ **-1.6%**	↓ **-3.0%**
seasonally adjusted count	(or -110 job advertisements)	(or -207 job advertisements)

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

Adelaide South ER (LHS) ——— South Australia (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
General Clerks	403
Sales Assistants (General)	326
Registered Nurses	298
Software and Applications Programmers	152
Construction Managers	147
Other Miscellaneous Labourers	139
Aged and Disabled Carers	137
Motor Mechanics	135
General Practitioners and Resident Medical Officers	119
Advertising and Sales Managers	111

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	(27%)
Skill Level 5 Certificate I or secondary education	(11%)
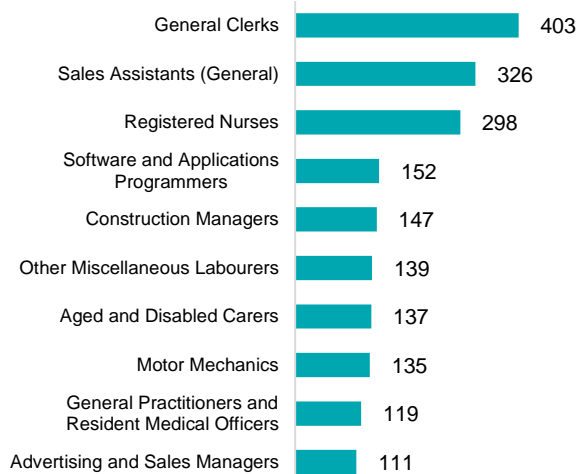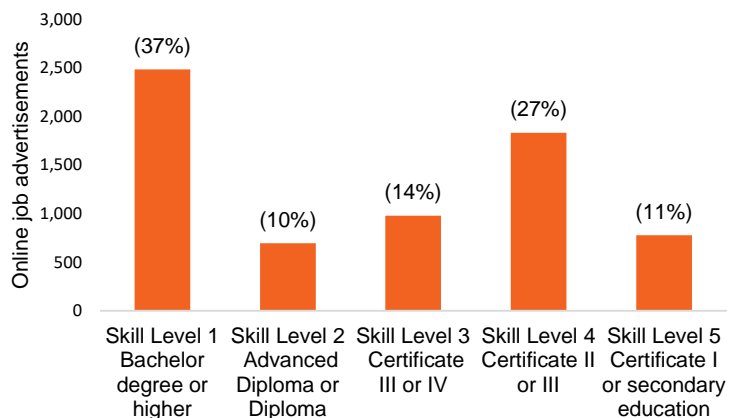
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

Insights from the Recruitment Experiences and Outlook Survey
Adelaide South

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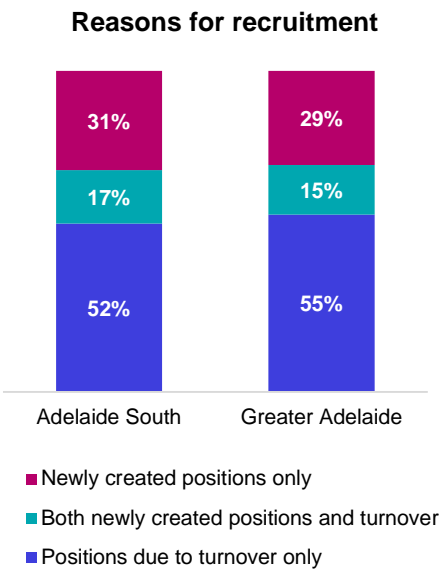
Recruitment activity and experiences

In Adelaide South, there were 466 responding employers in the 12 months to September 2023, of whom 45% were recruiting or had recruited in the past month. Of these recruiting businesses, 62% had difficulty recruiting. By comparison, 48% of employers were recruiting in Greater Adelaide over the same period, of whom 63% had difficulty recruiting.
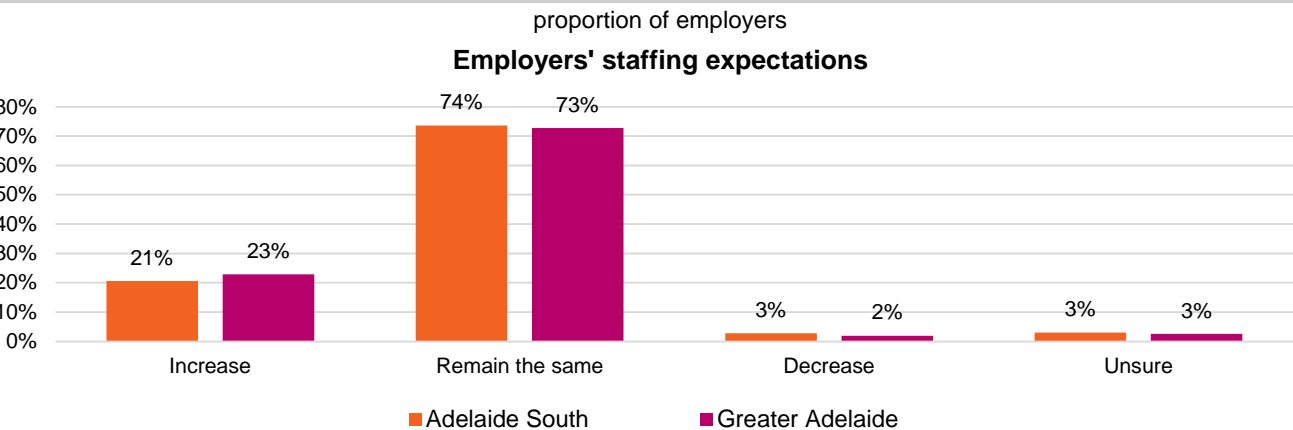
Employers in Adelaide South were most likely to report the following reasons for recruitment difficulty:
- Lack of suitable applicants
- Lack of applicants
- Undesirable working conditions/hours
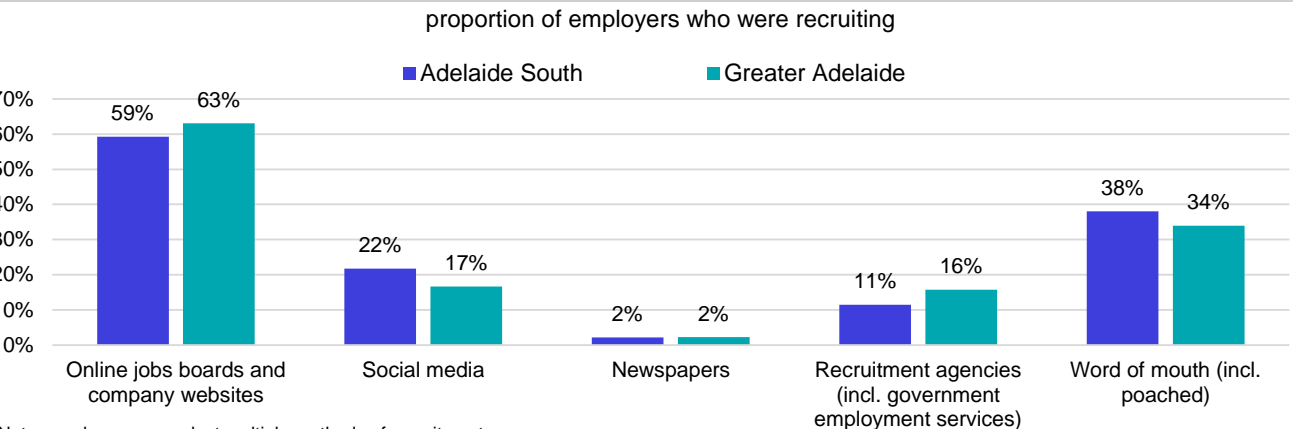- Applicants lack technical skills.

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

Reasons for recruitment

	Adelaide South	Greater Adelaide
Newly created positions only	31%	29%
Both newly created positions and turnover	17%	15%
Positions due to turnover only	52%	55%

Staffing outlook for coming months
proportion of employers

Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
Adelaide South	21%	74%	3%	3%
Greater Adelaide	23%	73%	2%	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)
Adelaide South	59%	22%	2%	11%	38%
Greater Adelaide	63%	17%	2%	16%	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 Adelaide South, while weighted data are used for Greater Adelaide. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.

Mid North SA, 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 SA ER, September 2023

Job advertisement count

590

seasonally adjusted count

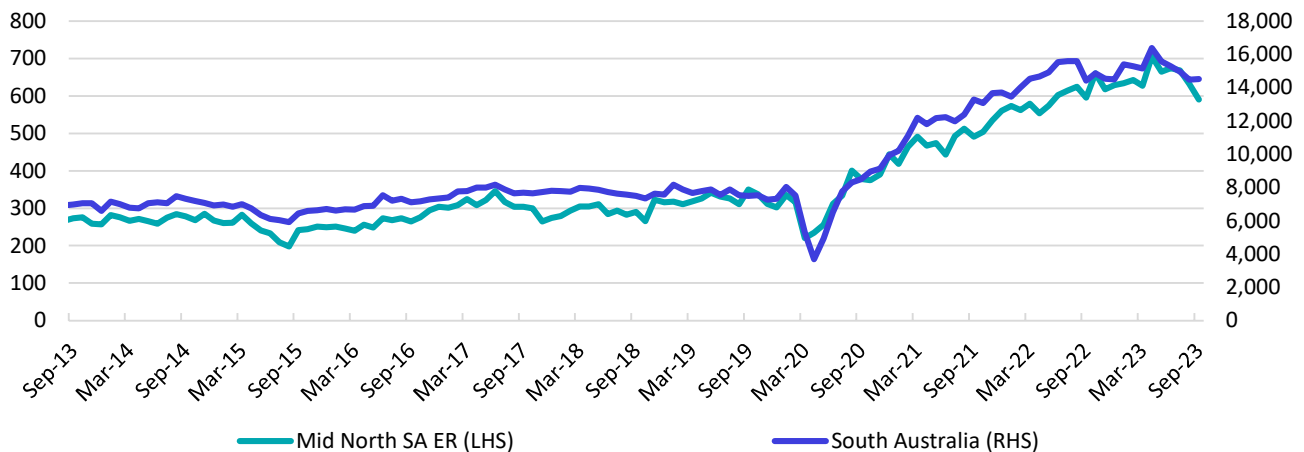**Change over the month**

↓ -6.7%

(or -43 job advertisements)

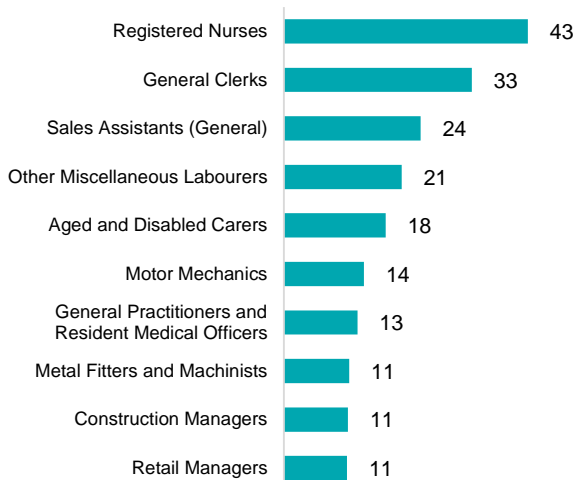**Change since Sep-22**

↓ -1.0%

(or -6 job advertisements)

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

Mid North SA ER (LHS)   South Australia (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	43
General Clerks	33
Sales Assistants (General)	24
Other Miscellaneous Labourers	21
Aged and Disabled Carers	18
Motor Mechanics	14
General Practitioners and Resident Medical Officers	13
Metal Fitters and Machinists	11
Construction Managers	11
Retail Managers	11

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	(35%)
Skill Level 2 Advanced Diploma or Diploma	(11%)
Skill Level 3 Certificate III or IV	(15%)
Skill Level 4 Certificate II or III	(26%)
Skill Level 5 Certificate I or secondary education	(14%)
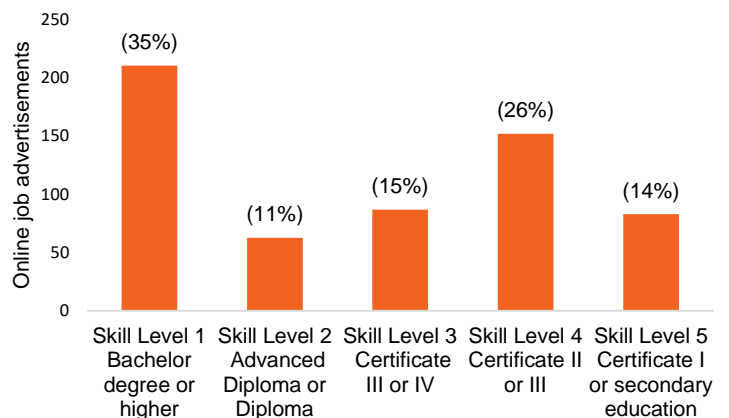
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

Insights from the Recruitment Experiences and Outlook Survey
Mid North SA

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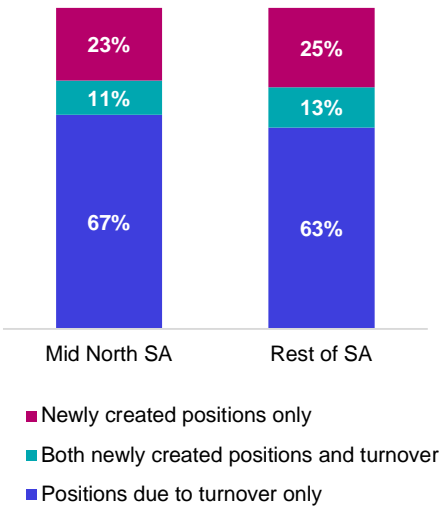
Recruitment activity and experiences

In Mid North SA, there were 136 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, 60% had difficulty recruiting. By comparison, 51% of employers were recruiting in Rest of SA over the same period, of whom 61% had difficulty recruiting.

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

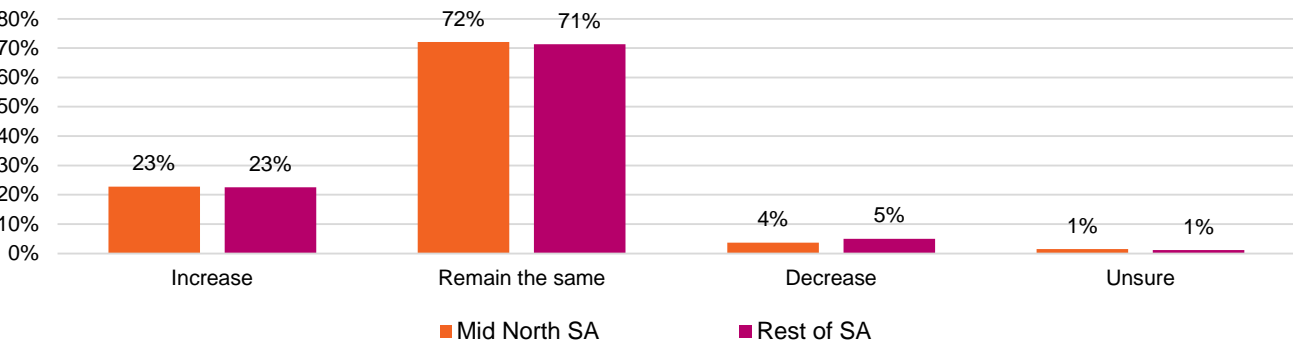A chart showing reasons for recruitment for Mid North SA and Rest of SA is included to the right.

Reasons for recruitment

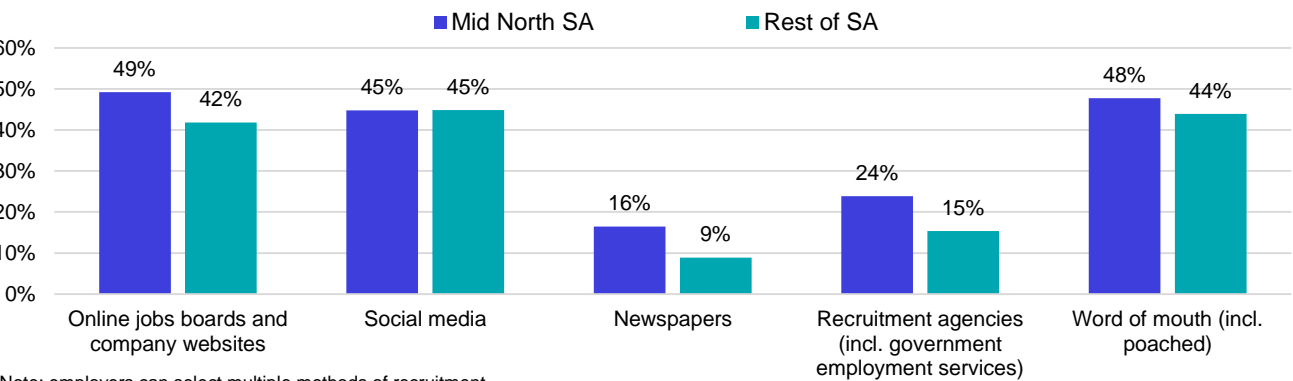|	Mid North SA	Rest of SA
Newly created positions only	23%	25%
Both newly created positions and turnover	11%	13%
Positions due to turnover only	67%	63%

- Newly created positions only
- Both newly created positions and turnover
- Positions due to turnover only

Staffing outlook for coming months

proportion of employers

Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
Mid North SA	23%	72%	4%	1%
Rest of SA	23%	71%	5%	1%

- Mid North SA
- Rest of SA

Recruitment methods

proportion of employers who were recruiting

- Mid North SA
- Rest of SA

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Mid North SA	49%	45%	16%	24%	48%
Rest of SA	42%	45%	9%	15%	44%

Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Mid North SA, while weighted data are used for Rest of SA. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.

Recruitment trends and employers' needs: Regional Snapshot update

Murray and South East, 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 and South East ER, September 2023

Job advertisement count
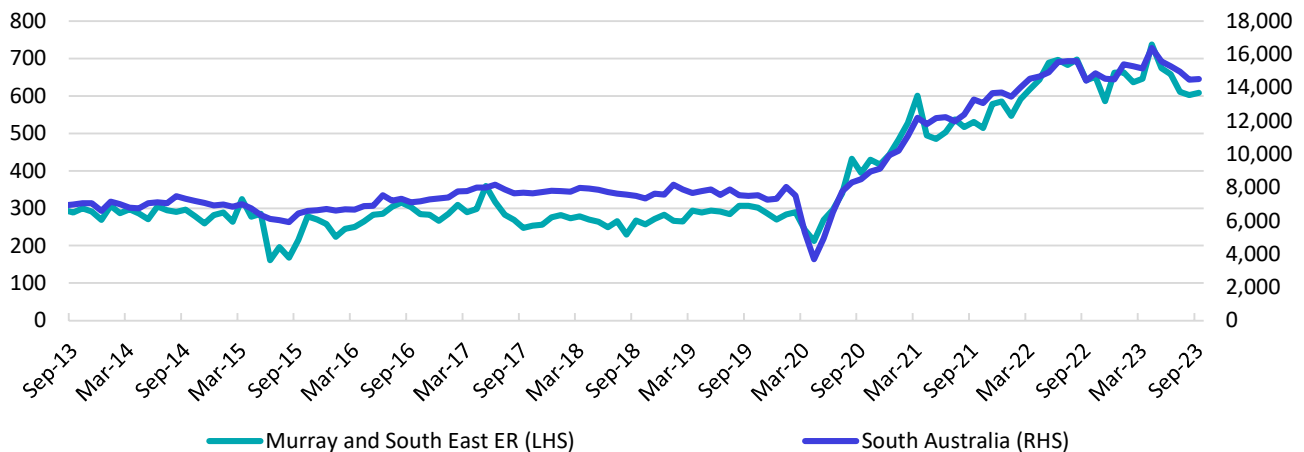
609

seasonally adjusted count

Change over the month

↑ 1.0%

(or 6 job advertisements)

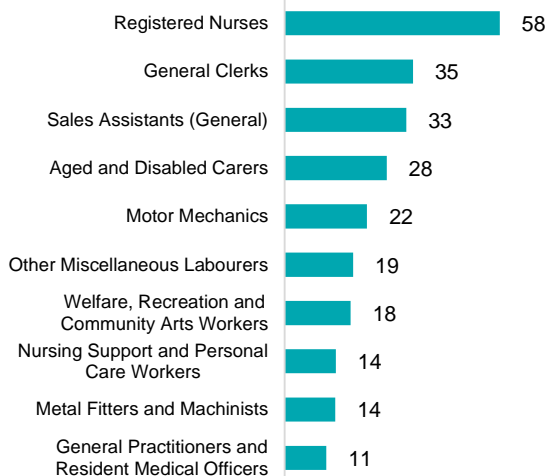**Change since Sep-22**

↓ -5.2%

(or -33 job advertisements)

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

— Murray and South East ER (LHS)   — South Australia (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	58
General Clerks	35
Sales Assistants (General)	33
Aged and Disabled Carers	28
Motor Mechanics	22
Other Miscellaneous Labourers	19
Welfare, Recreation and Community Arts Workers	18
Nursing Support and Personal Care Workers	14
Metal Fitters and Machinists	14
General Practitioners and Resident Medical Officers	11

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

Job demand by skill level
Proportion of job ads
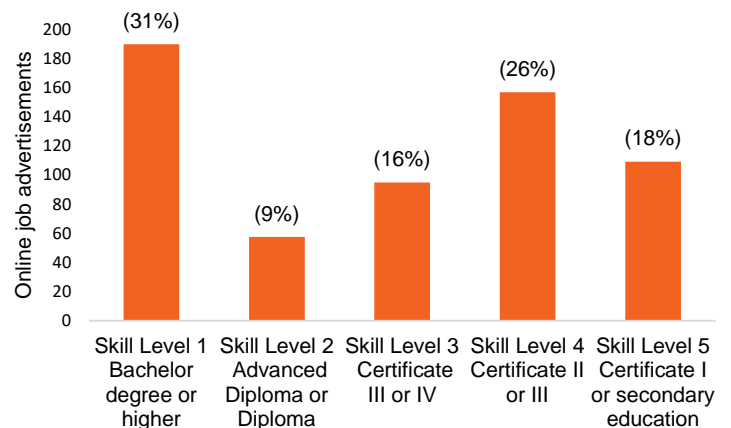
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

Insights from the Recruitment Experiences and Outlook Survey
Murray and South East

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

Recruitment activity and experiences

In Murray and South East, there were 227 responding employers in the 12 months to September 2023, of whom 49% were recruiting or had recruited in the past month. Of these recruiting businesses, 58% had difficulty recruiting. By comparison, 51% of employers were recruiting in Rest of SA over the same period, of whom 61% had difficulty recruiting.

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

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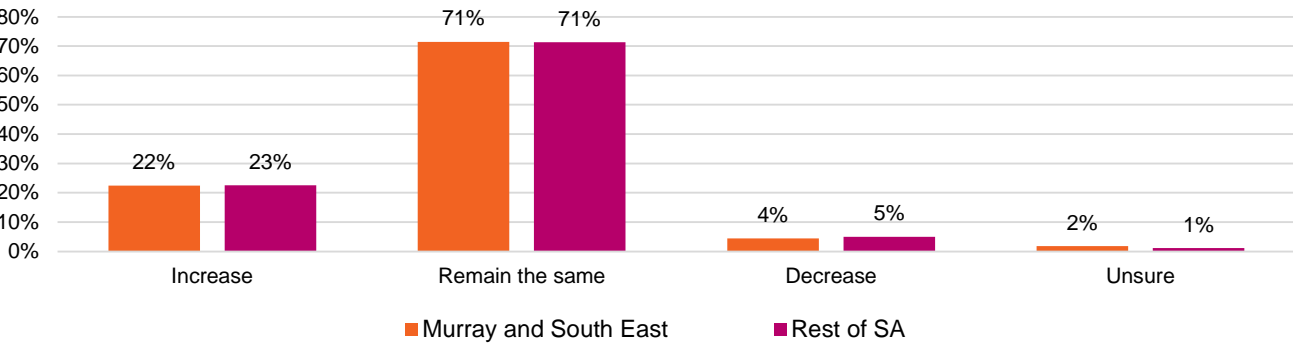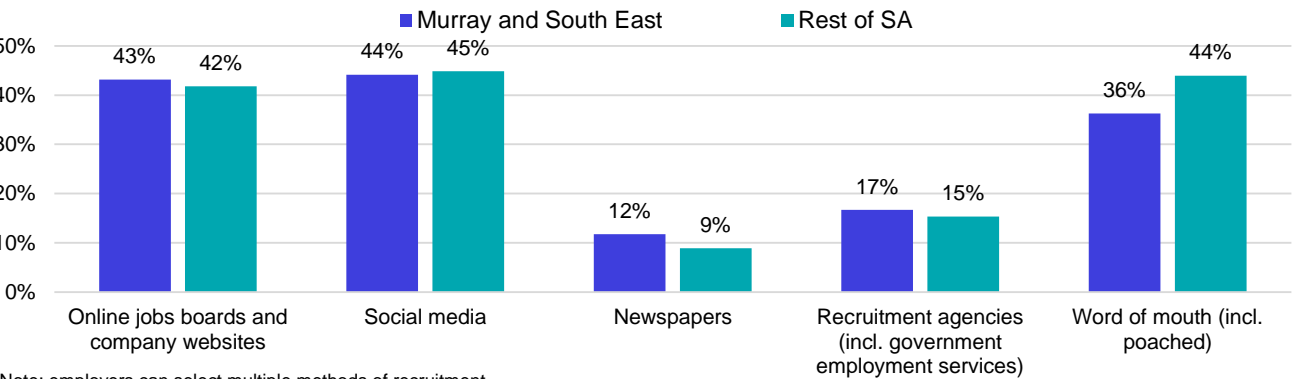
Reasons for recruitment

	Murray and South East	Rest of SA
Newly created positions only	25%	25%
Both newly created positions and turnover	15%	13%
Positions due to turnover only	60%	63%

- ■ Newly created positions only
- ■ Both newly created positions and turnover
- ■ Positions due to turnover only

Staffing outlook for coming months

proportion of employers

Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
Murray and South East	22%	71%	4%	2%
Rest of SA	23%	71%	5%	1%

- ■ Murray and South East
- ■ Rest of SA

Recruitment methods

proportion of employers who were recruiting

- ■ Murray and South East
- ■ Rest of SA

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Murray and South East	43%	44%	12%	17%	36%
Rest of SA	42%	45%	9%	15%	44%

Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Murray and South East, while weighted data are used for Rest of SA. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.

Australian Government | Jobs and Skills Australia

North West Country SA, 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 West Country SA ER, September 2023

Job advertisement count
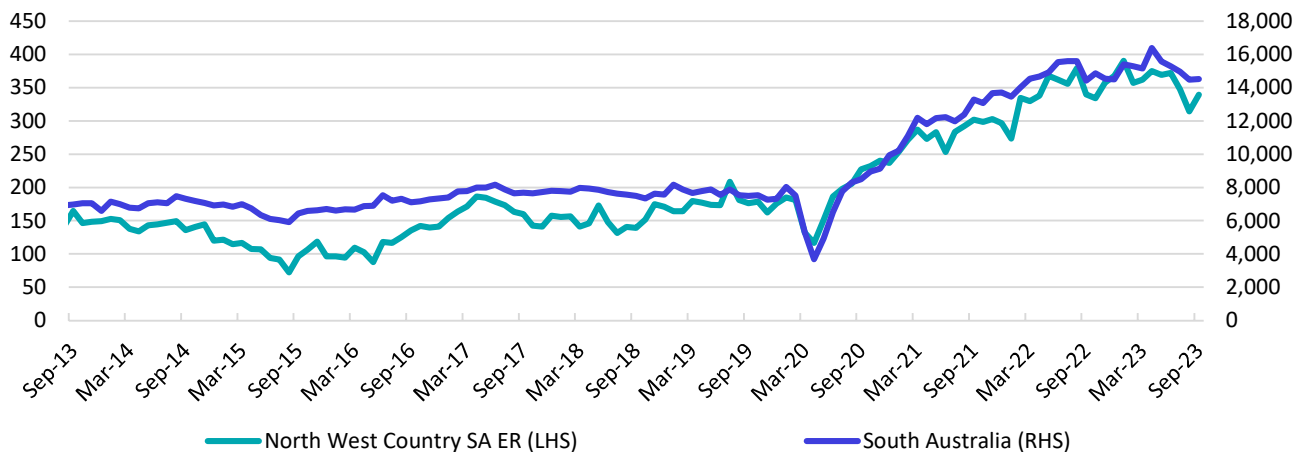
339

seasonally adjusted count

Change over the month

↑ 8.0%

(or 25 job advertisements)

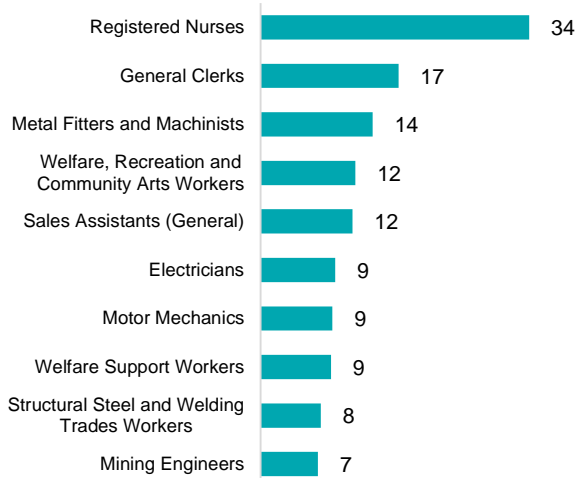**Change since Sep-22**

↓ -0.2%

(or -1 job advertisements)

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

North West Country SA ER (LHS)   South Australia (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	34
General Clerks	17
Metal Fitters and Machinists	14
Welfare, Recreation and Community Arts Workers	12
Sales Assistants (General)	12
Electricians	9
Motor Mechanics	9
Welfare Support Workers	9
Structural Steel and Welding Trades Workers	8
Mining Engineers	7

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	(32%)
Skill Level 2 Advanced Diploma or Diploma	(13%)
Skill Level 3 Certificate III or IV	(20%)
Skill Level 4 Certificate II or III	(24%)
Skill Level 5 Certificate I or secondary education	(11%)
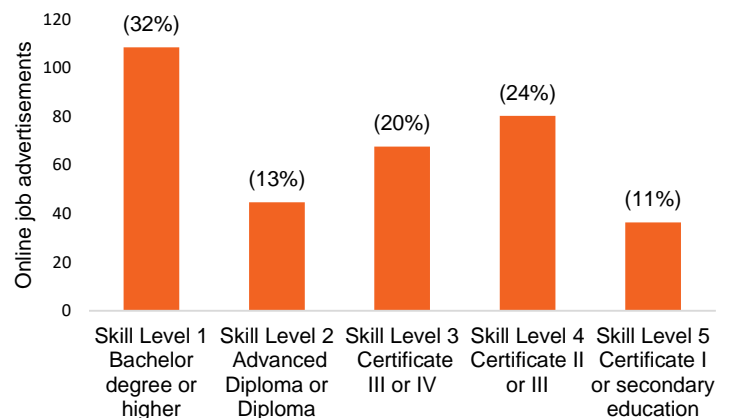
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2023

Insights from the Recruitment Experiences and Outlook Survey

North West Country SA

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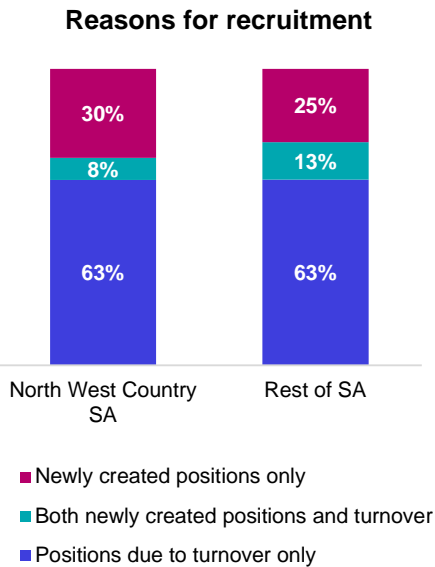
Recruitment activity and experiences

In North West Country SA, there were 77 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, 68% had difficulty recruiting. By comparison, 51% of employers were recruiting in Rest of SA over the same period, of whom 61% had difficulty recruiting.
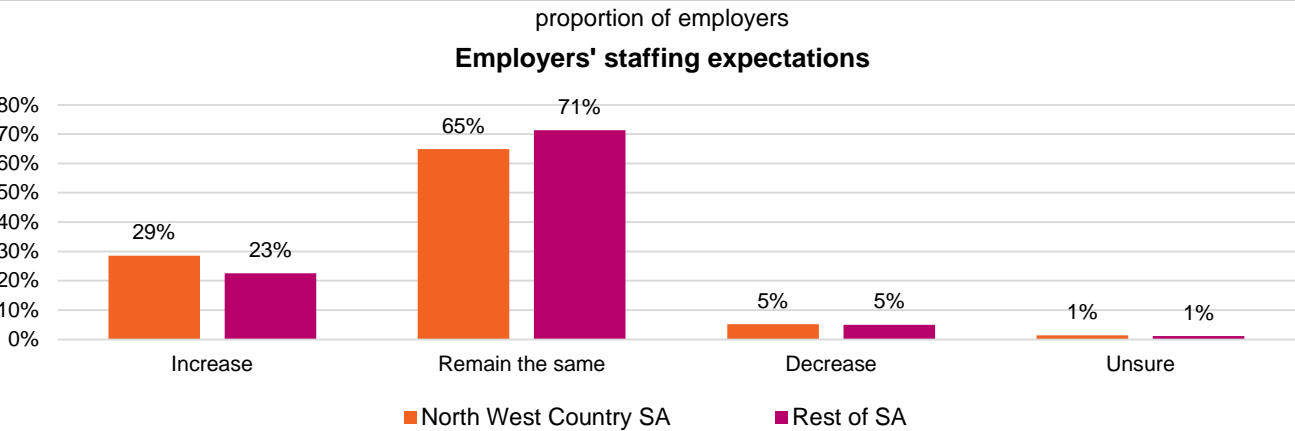
Employers in North West Country SA were most likely to report the following reasons for recruitment difficulty:
- Lack of suitable applicants
- Location, eg remote or regional
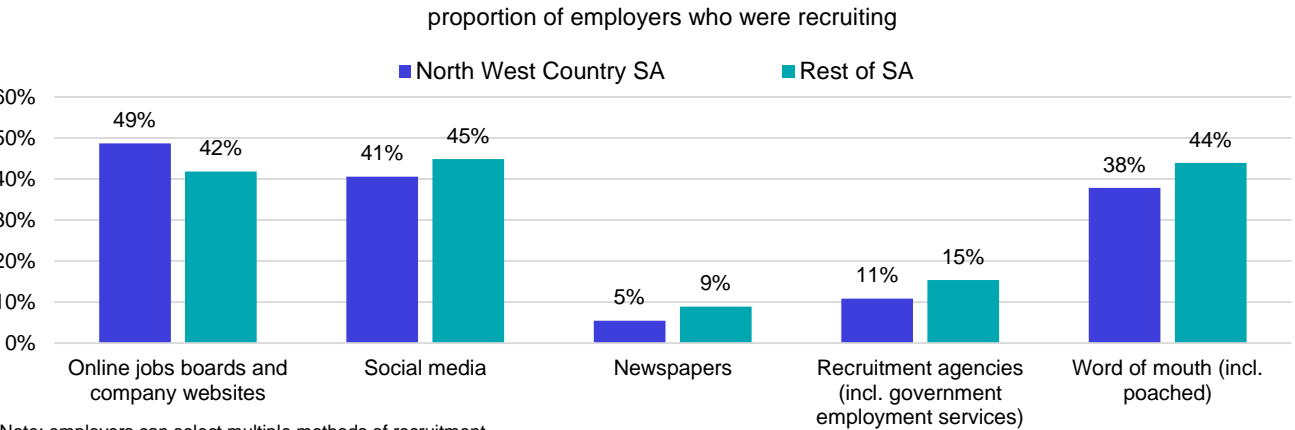- Applicants lack technical skills
- Lack of applicants.

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

Reasons for recruitment

	North West Country SA	Rest of SA
Newly created positions only	30%	25%
Both newly created positions and turnover	8%	13%
Positions due to turnover only	63%	63%

- Newly created positions only
- Both newly created positions and turnover
- Positions due to turnover only

Staffing outlook for coming months

proportion of employers

Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
North West Country SA	29%	65%	5%	1%
Rest of SA	23%	71%	5%	1%

- North West Country SA
- Rest of SA

Recruitment methods

proportion of employers who were recruiting

- North West Country SA
- Rest of SA

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
North West Country SA	49%	41%	5%	11%	38%
Rest of SA	42%	45%	9%	15%	44%

Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for North West Country SA, while weighted data are used for Rest of SA. Number of responses for each item varies depending on whether employers recruited or not. Reasons for recruitment difficulty data are only available for employers who have completed recruitment.