Recruitment trends and employers' needs: Regional Snapshot update

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

1,247

seasonally adjusted count

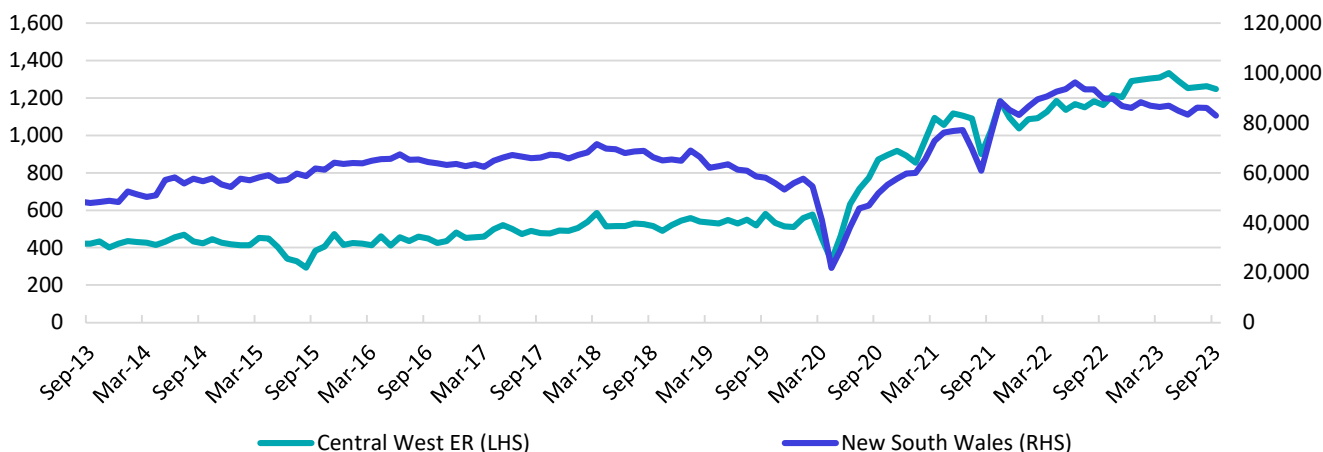**Change over the month**

↓ -1.3%

(or -16 job advertisements)

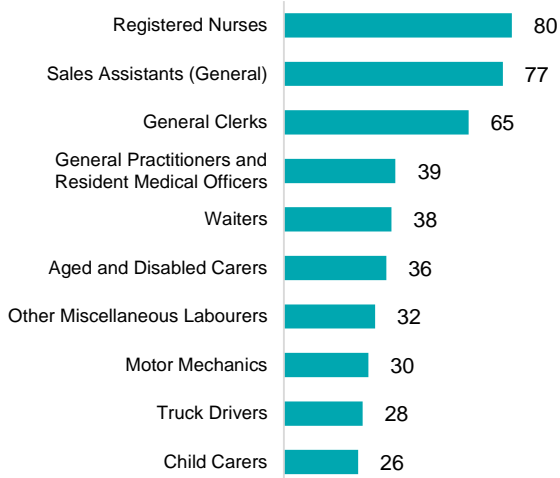**Change since Sep-22**

↑ 7.4%

(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

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.
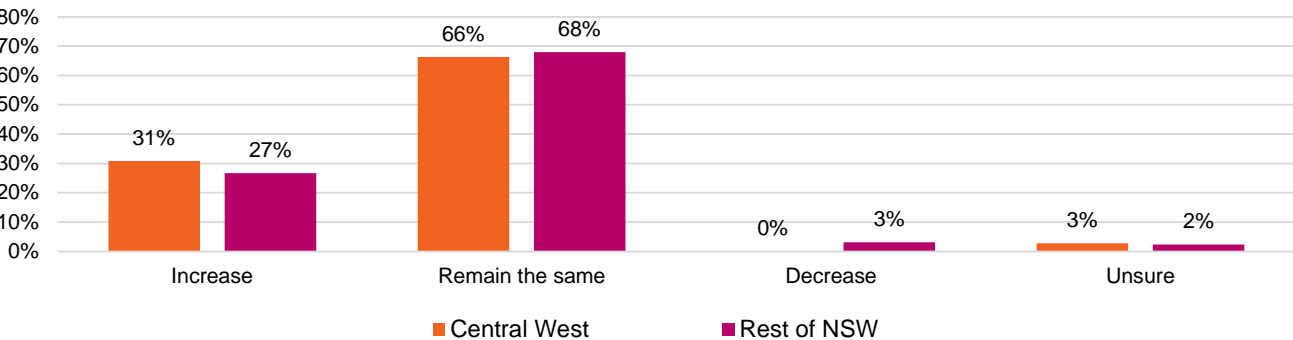
Reasons for recruitment

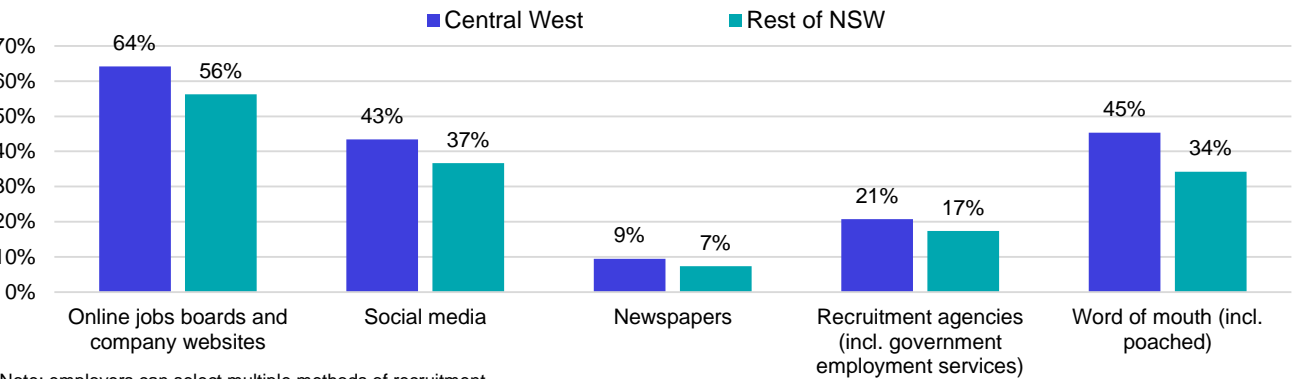|	Central West	Rest of NSW
Newly created positions only	22%	24%
Both newly created positions and turnover	19%	17%
Positions due to turnover only	59%	60%

- 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.