**Recruitment trends and employers' needs: Regional Snapshot update**

# 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

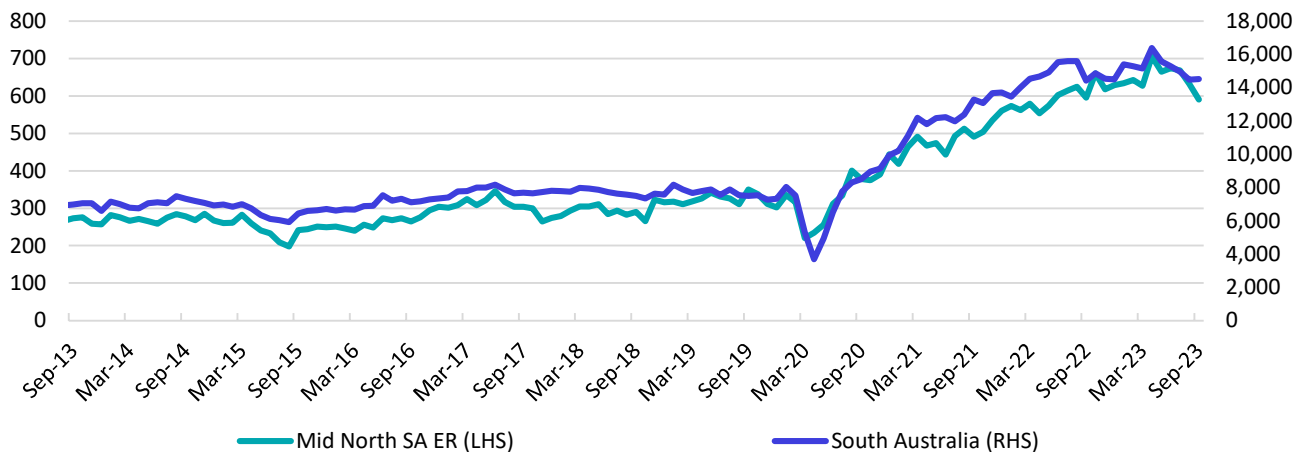**Change over the month**

↓ -6.7%

(or -43 job advertisements)

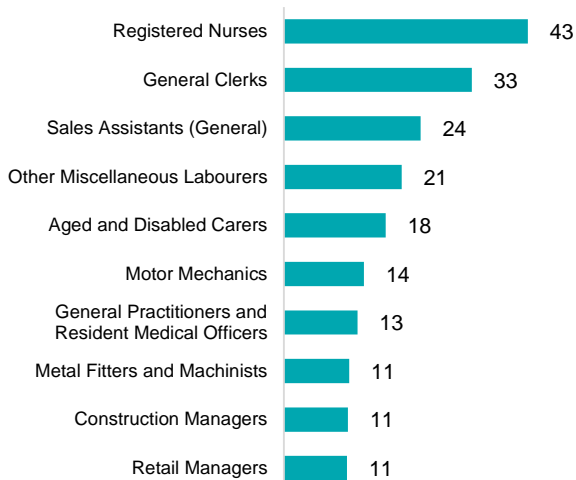**Change since Sep-22**

↓ -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 | Count |
|---|---|
| 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.

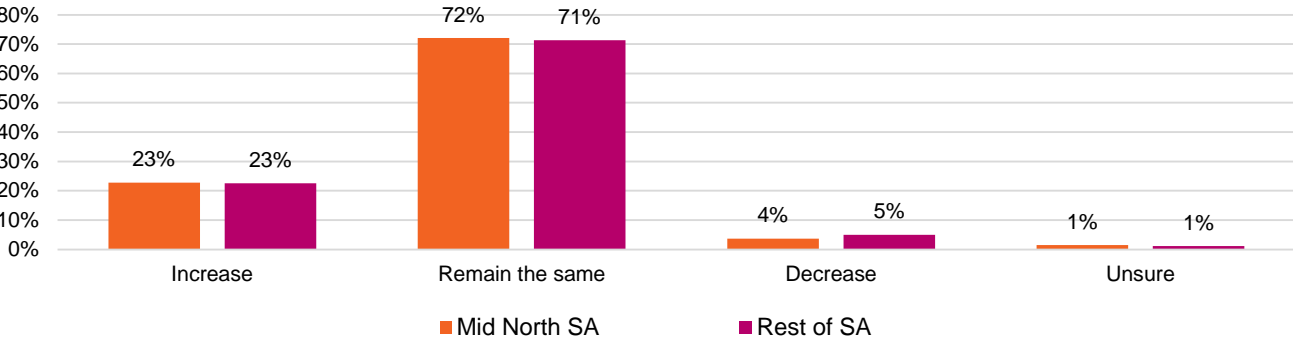A chart showing reasons for recruitment for Mid North SA and Rest of SA is included to the right.
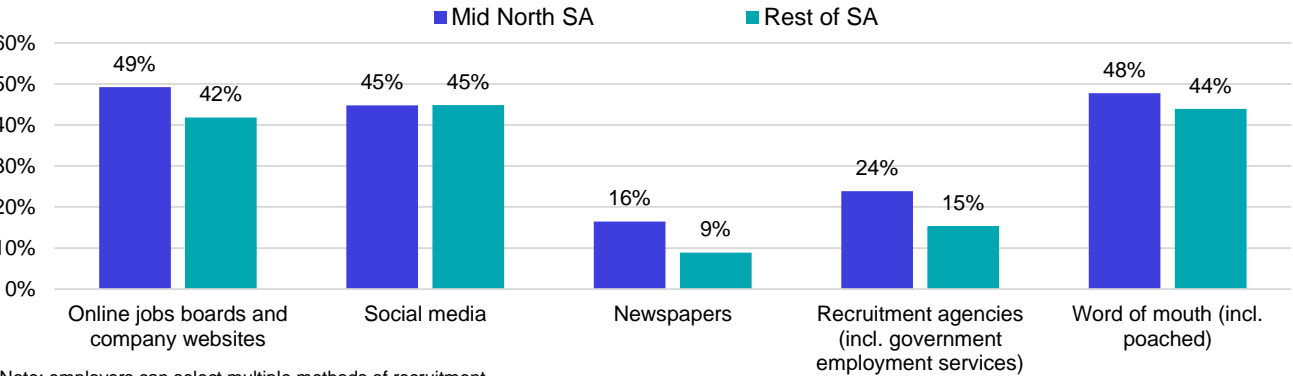
**Reasons for recruitment**

| | 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% |

## 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% |

## 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) |
|---|---|---|---|---|---|
| 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.