Recruitment trends and employers' needs: State Snapshot update

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

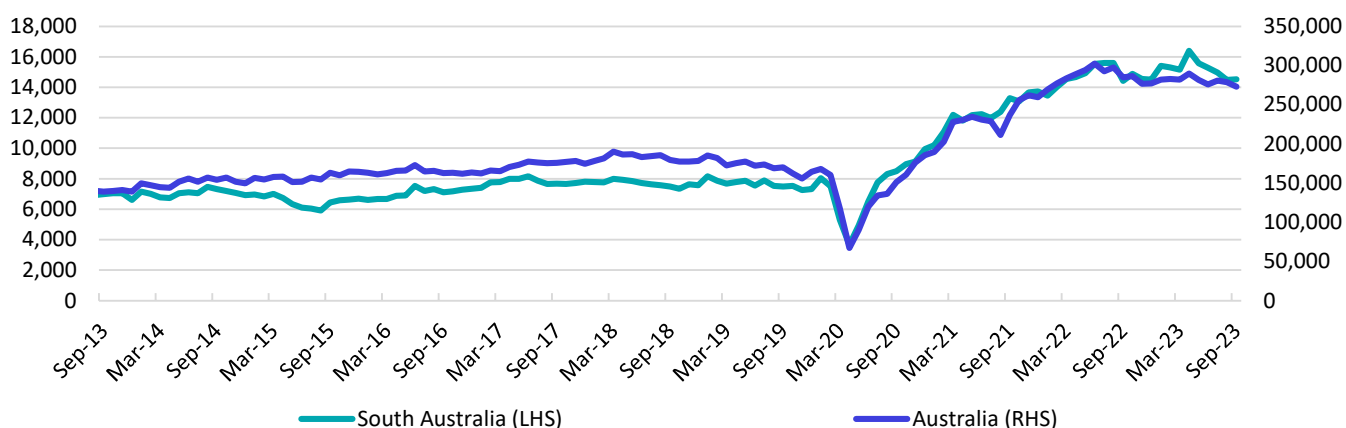seasonally adjusted count

Change over the month

↑ 0.3%

(or 49 job advertisements)

Change since Sep-22

↑ 0.8%
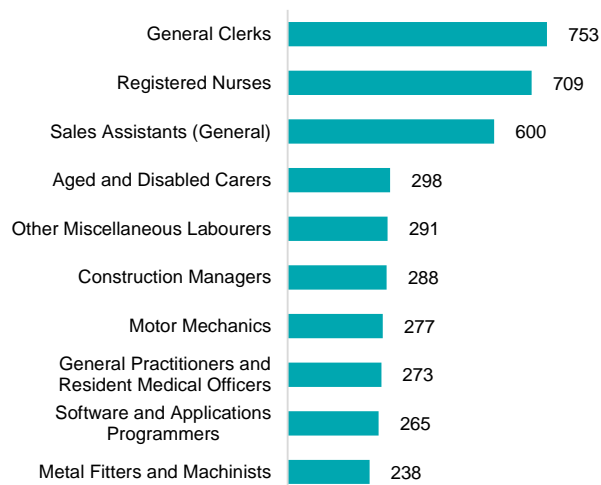
(or 110 job advertisements)

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
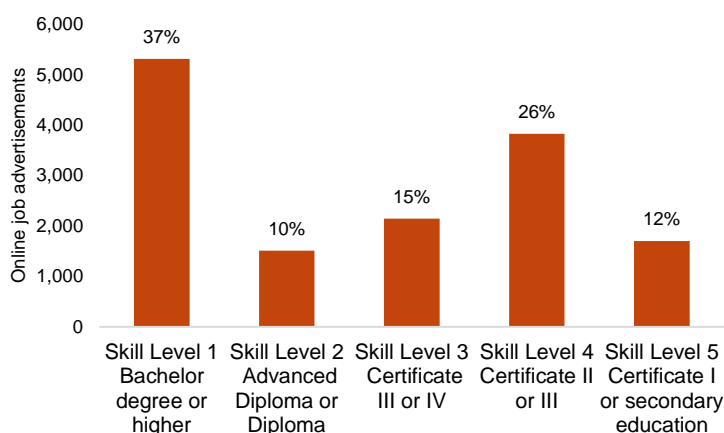
Top 10 occupations recruited for

Number of job ads online

Occupation	Number
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

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	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.
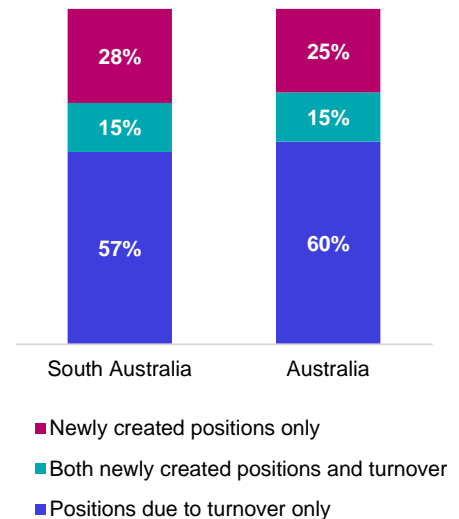
Employers in South Australia were most likely to report the following reasons for recruitment difficulty:

- 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.

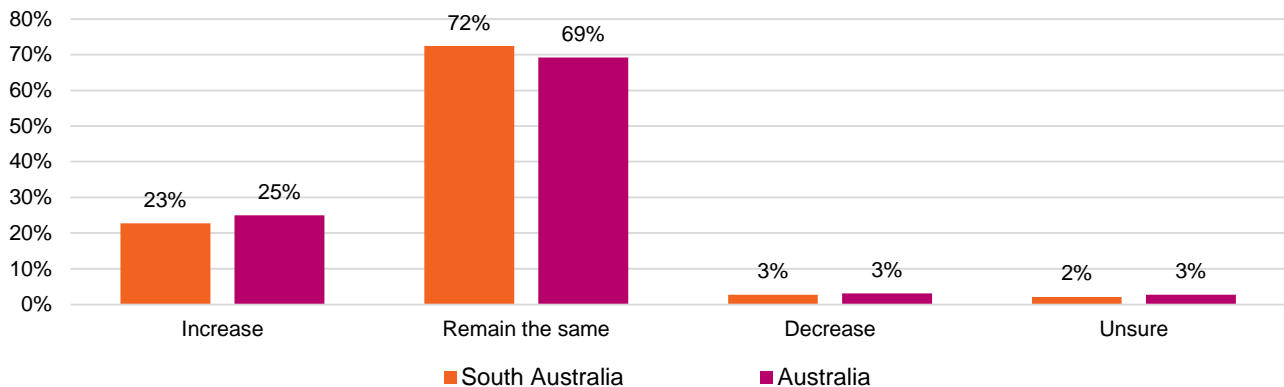Note: employers can select multiple reasons for recruitment difficulty.

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%
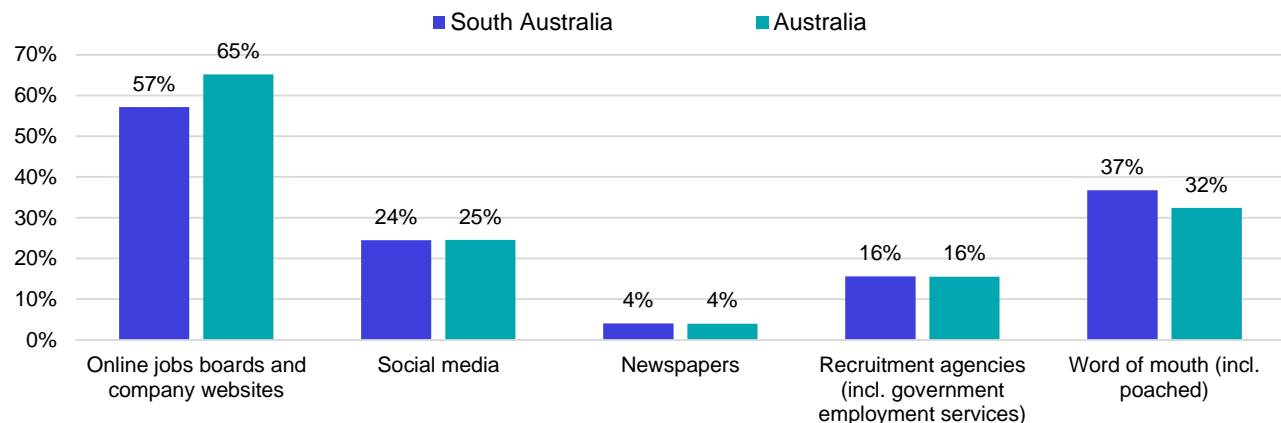
Note: employers can select multiple methods of recruitment.

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.