Recruitment trends and employers' needs: Regional Snapshot update

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

10,331

seasonally adjusted count
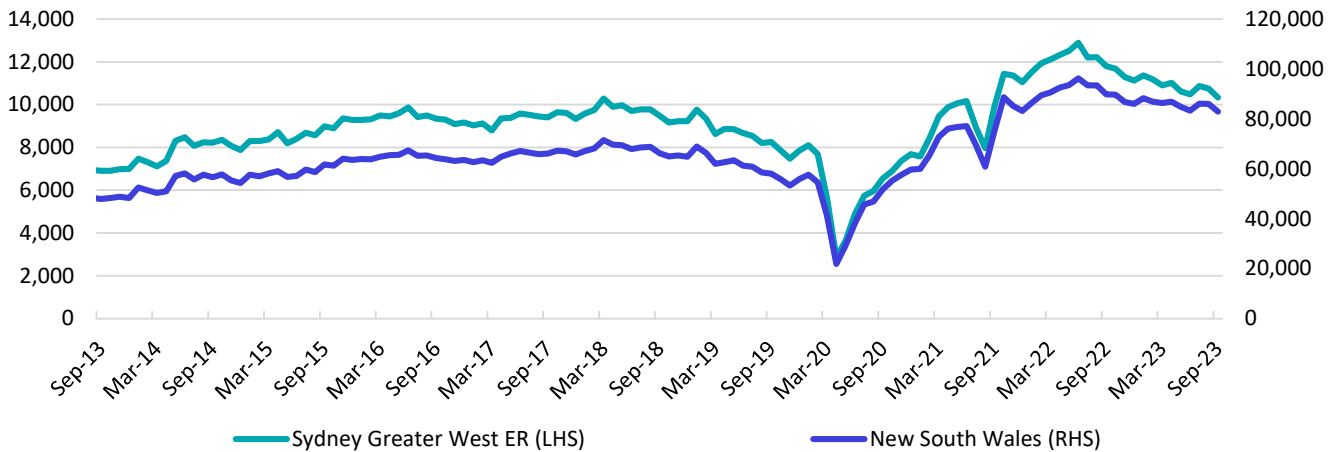
Change over the month

↓ **-4.0%**

(or -426 job advertisements)

Change since Sep-22

↓ **-12.4%**

(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
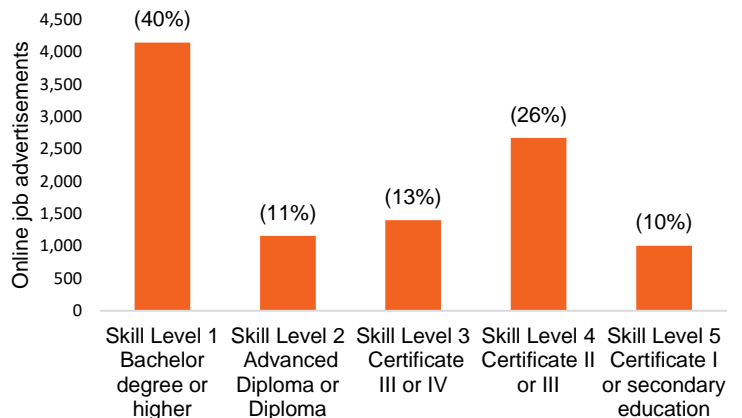
Top 10 occupations recruited for

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.

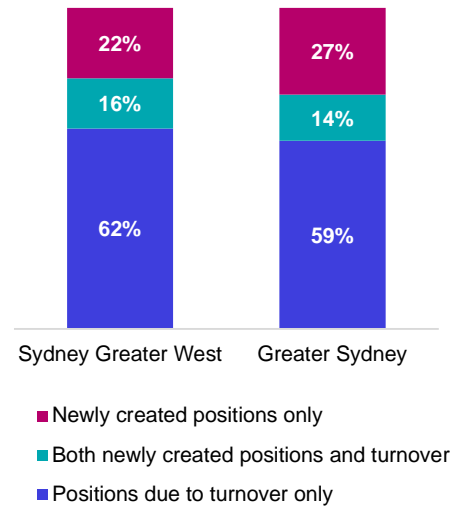## Recruitment activity and experiences

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.
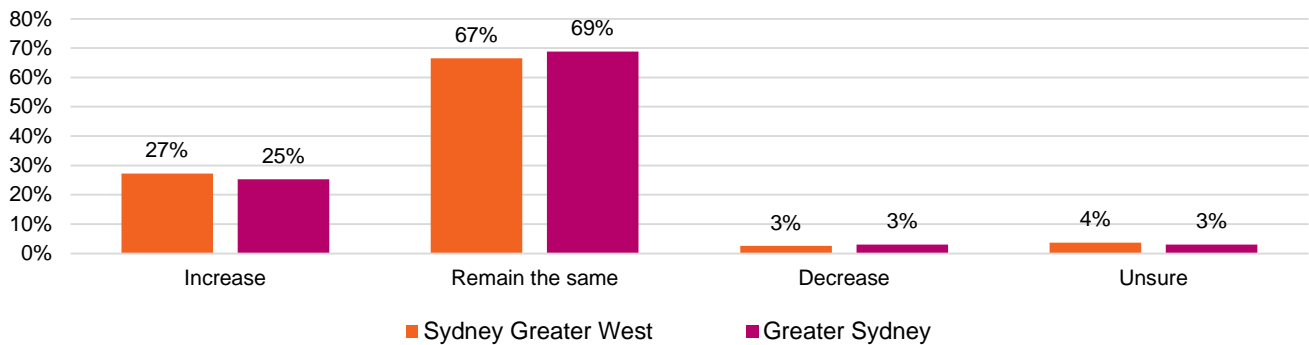
Reasons for recruitment

	Sydney Greater West	Greater Sydney
Newly created positions only	22%	27%
Both newly created positions and turnover	16%	14%
Positions due to turnover only	62%	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%

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 Greater West	68%	16%	1%	19%	28%
Greater Sydney	70%	20%	2%	17%	30%
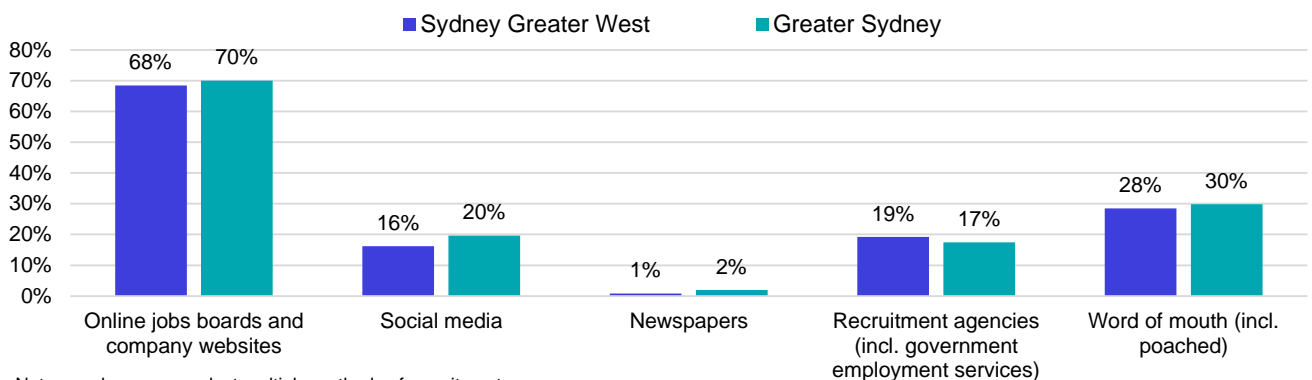
Note: employers can select multiple methods of recruitment.

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.