

# Recruitment trends and employers' needs: State Snapshot update

## New South Wales

Release date: 27 March 2025

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, New South Wales, February 2025

#### Job advertisement count

61,269

seasonally adjusted count

#### Change over the month

↓ -6.2%

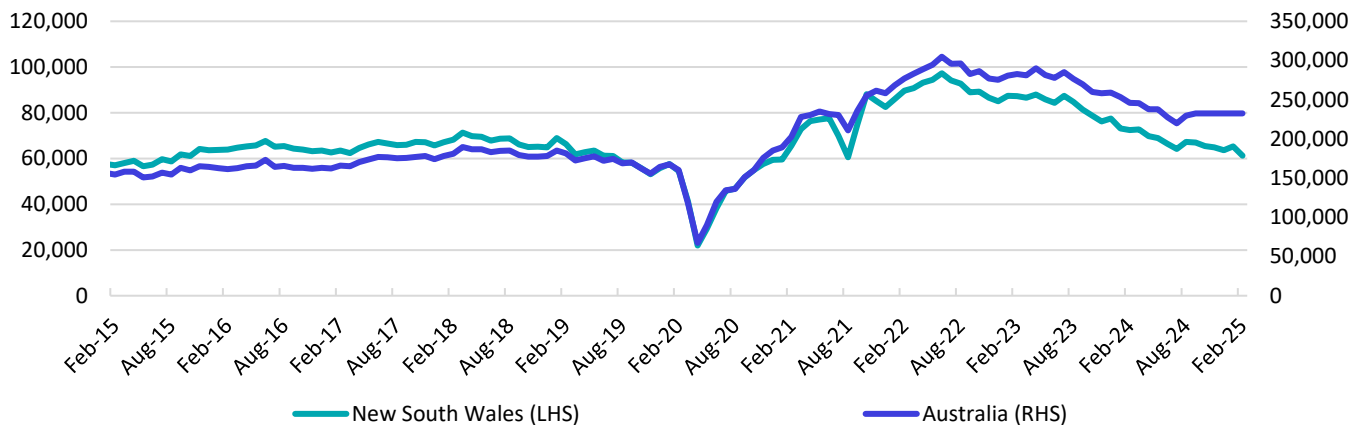
(or -4,018 job advertisements)

#### Change since Feb-24

↓ -15.4%

(or -11,132 job advertisements)

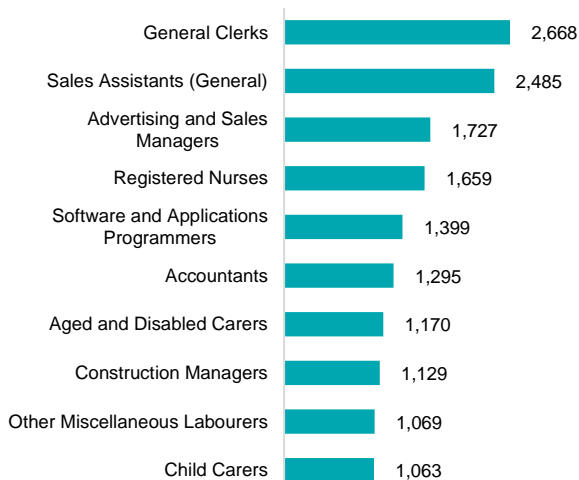
### Number of online job advertisements over the ten years to February 2025



Source: Jobs and Skills Australia (JSA), Internet Vacancy Index (IVI), seasonally adjusted data, February 2025

### Top 10 occupations recruited for

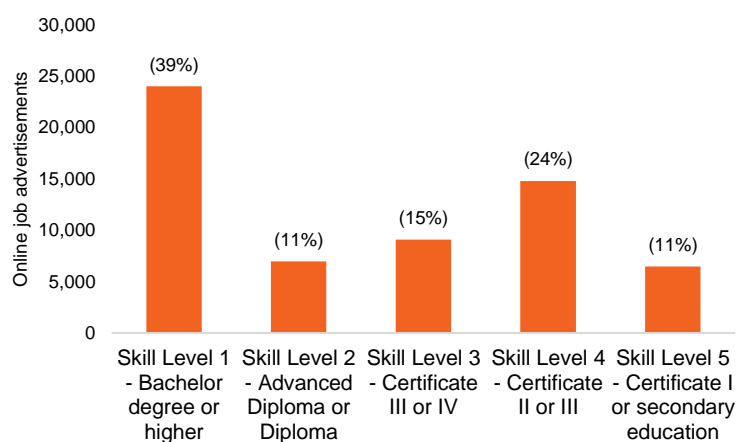
Number of job ads online



Source: JSA, IVI, seasonally adjusted data, Feb-2025

### Job demand by skill level

Proportion of job ads



Source: JSA, IVI, seasonally adjusted data, Feb-2025

# Insights from the Recruitment Experiences and Outlook Survey

## New South Wales

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 February 2025, unless otherwise indicated.

### Recruitment activity and experiences

In New South Wales, there were 2,532 responding employers in the 12 months to February 2025, of whom 42% were recruiting or had recruited over the past month. Of these recruiting businesses, 50% had difficulty recruiting. By comparison, 44% of employers were recruiting in Australia over the same period, of whom 51% had difficulty recruiting.

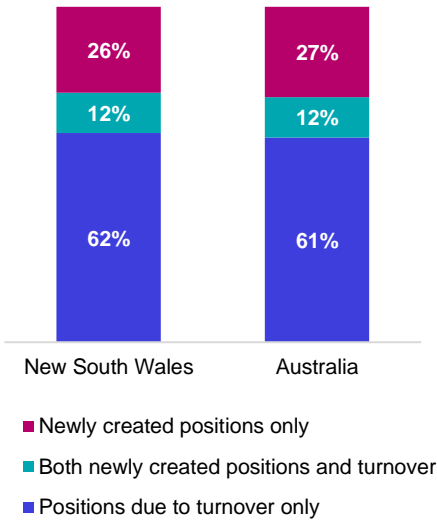
Employers in New South Wales were most likely to report the following reasons for recruitment difficulty:

- Lack of suitable applicants
- Undesirable working conditions/hours
- Applicants lack experience
- Applicants lack technical skills.

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

Note: employers can select multiple reasons for recruitment difficulty.

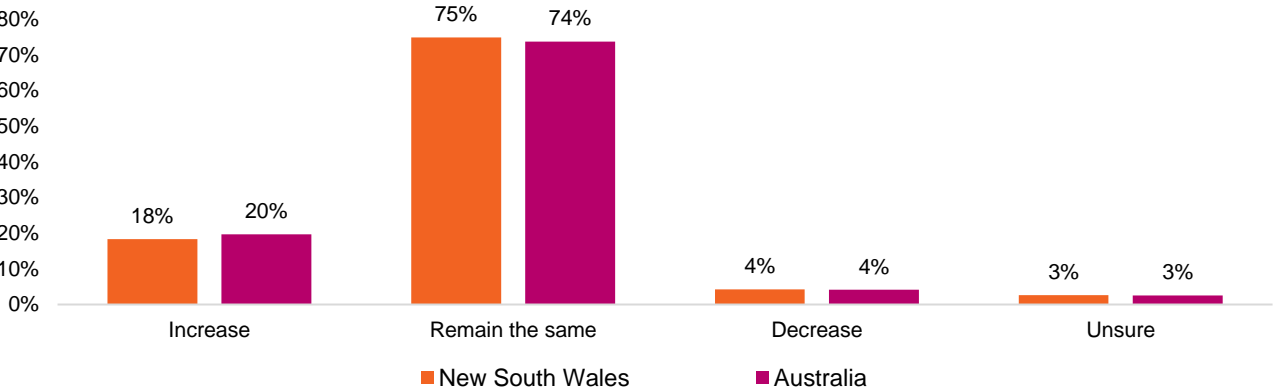
#### Reasons for recruitment



### Staffing outlook for coming months

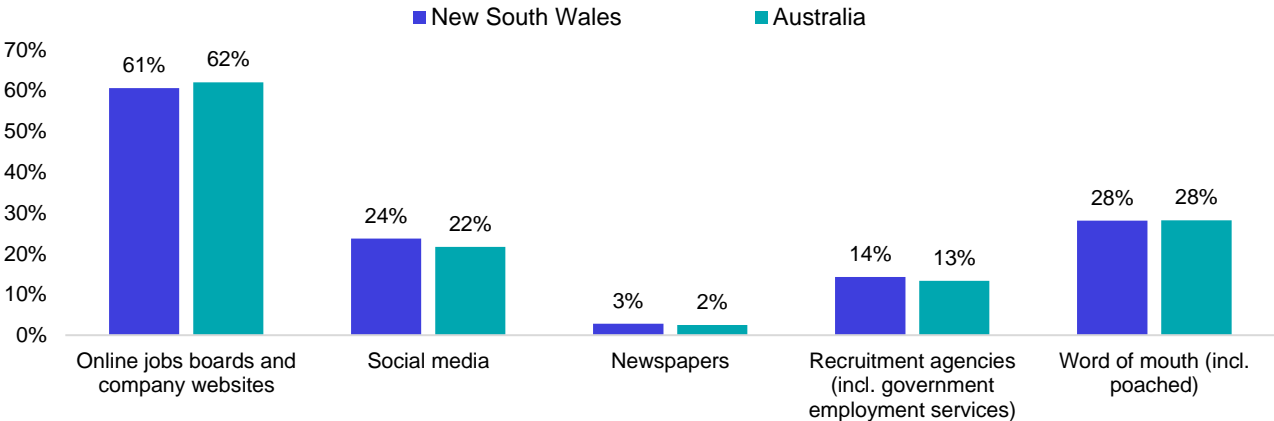
proportion of employers

#### Employers' staffing expectations



### Recruitment methods

proportion of employers who were recruiting



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 New South Wales 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.