



Recruitment trends and employers' needs: State Snapshot update

Queensland

Release date: 24 October 2024

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).

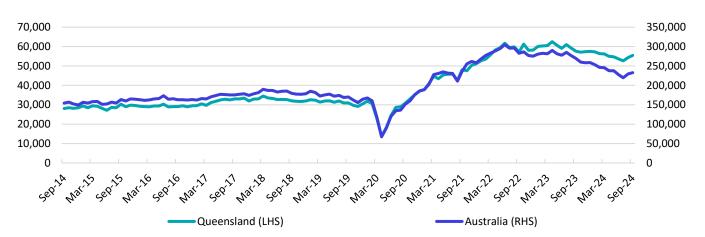


seasonally adjusted count

(or 1,149 job advertisements)

(or -2,176 job advertisements)

Number of online job advertisements over the ten years to September 2024



40,000

35,000

30,000

25,000

20.000

15,000

10.000 5,000

0

Online job advertisements

Source: Jobs and Skills Australia (JSA), Internet Vacancy Index (IVI), seasonally adjusted data, September 2024





11%

Skill level 2

Advanced

Diploma or

Diploma

18%

III or IV

12%

or secondary

education

Skill level 3 Skill level 4 Skill level 5 Certificate Certificate II Certificate I

or III

Source: JSA, IVI, seasonally adjusted data, Sep-2024

Skill level 1

Bachelor

degree or

higher

Queensland

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Recruitment activity and experiences

In Queensland, there were 2,411 responding employers in the 12 months to August 2024, of whom 53% were recruiting or had recruited over the past month. Of these recruiting businesses, 53% had difficulty recruiting. By comparison, 47% of employers were recruiting in Australia over the same period, of whom 54% had difficulty recruiting.

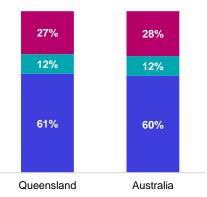
Employers in Queensland were most likely to report the following reasons for recruitment difficulty:

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

A chart showing reasons for recruitment for Queensland and Australia is included to the right.

Note: employers can select multiple reasons for recruitment difficulty.

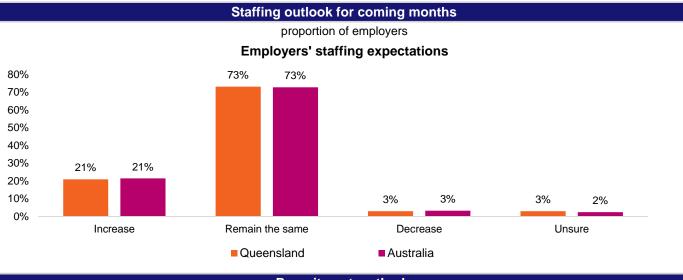
Reasons for recruitment



Newly created positions only

Both newly created positions and turnover

Positions due to turnover only



Recruitment methods proportion of employers who were recruiting Queensland Australia 66% 65% 70% 60% 50% 40% 28% 29% 30% 24% 20% 20% 14% 13% 10% 3% 1% 0% Social media Word of mouth (incl. Online jobs boards and Newspapers **Recruitment agencies** company websites (incl. government poached) employment services)

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 Queensland 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.



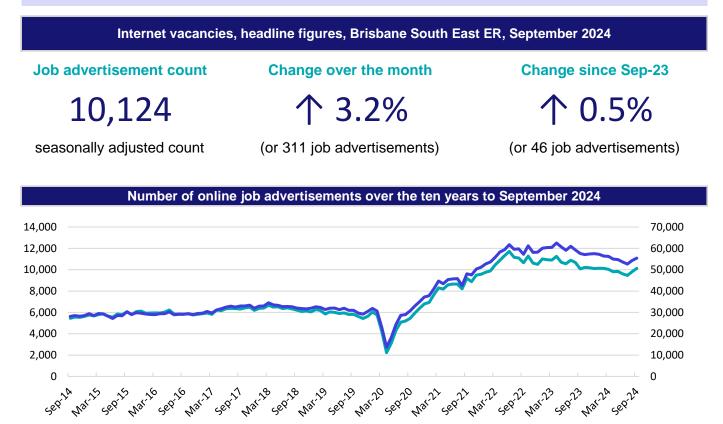


Recruitment trends and employers' needs: Regional Snapshot update

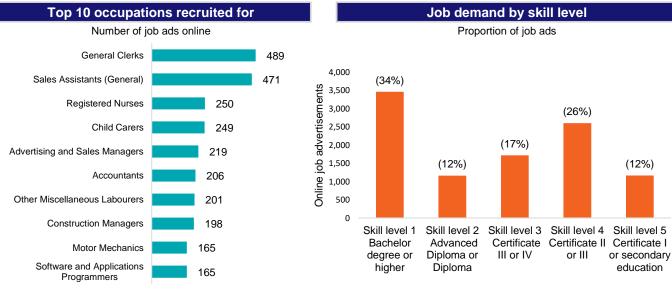
Brisbane South East

Release date: 24 October 2024

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).



Brisbane South East ER (LHS)
Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, September 2024



Source: JSA, Internet Vacancy Index, three month averages, Sep-2024

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

Queensland (RHS)

Brisbane South East

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Recruitment activity and experiences

In Brisbane South East, there were 485 responding employers in the 12 months to August 2024, of whom 50% were recruiting or had recruited in the past month. Of these recruiting businesses, 51% had difficulty recruiting. By comparison, 51% of employers were recruiting in Greater Brisbane over the same period, of whom 52% had difficulty recruiting.

Employers in Brisbane South East were most likely to report the following reasons for recruitment difficulty:

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

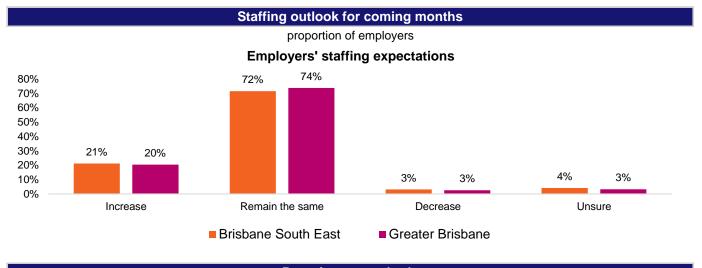
A chart showing reasons for recruitment for Brisbane South East and Greater Brisbane is included to the right.

Reasons for recruitment

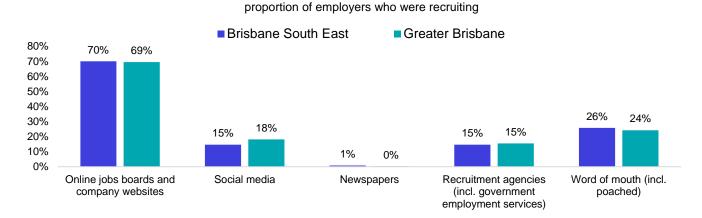


Brisbane South East Greater Brisbane

- Newly created positions only
- Both newly created positions and turnover
- Positions due to turnover only



Recruitment methods



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 Brisbane South East, while weighted data are used for Greater Brisbane. 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.



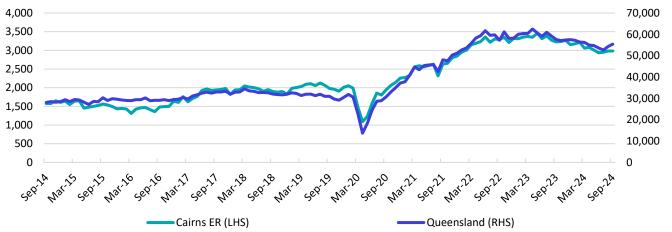


Cairns

Release date: 24 October 2024

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).





900

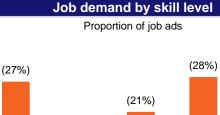
700

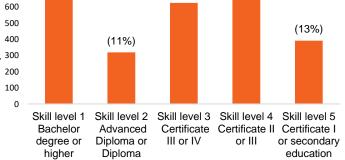
<u>ମ</u>୍ଚ 800

Online job advertisement

Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, September 2024







Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

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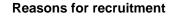
Recruitment activity and experiences

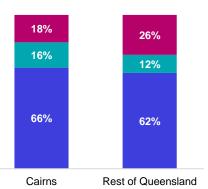
In Cairns, there were 139 responding employers in the 12 months to August 2024, of whom 53% were recruiting or had recruited in the past month. Of these recruiting businesses, 47% had difficulty recruiting. By comparison, 54% of employers were recruiting in Rest of Queensland over the same period, of whom 55% had difficulty recruiting.

Employers in Cairns were most likely to report the following reasons for recruitment difficulty:

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

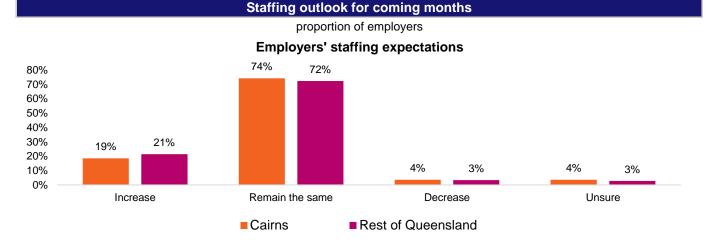
A chart showing reasons for recruitment for Cairns and Rest of Queensland is included to the right.



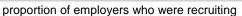


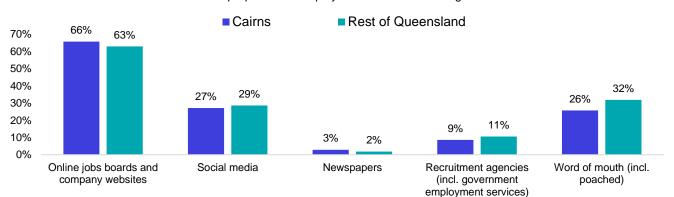
Newly created positions only

- Both newly created positions and turnover
- Positions due to turnover only



Recruitment methods





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 Cairns, while weighted data are used for Rest of Queensland. 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.



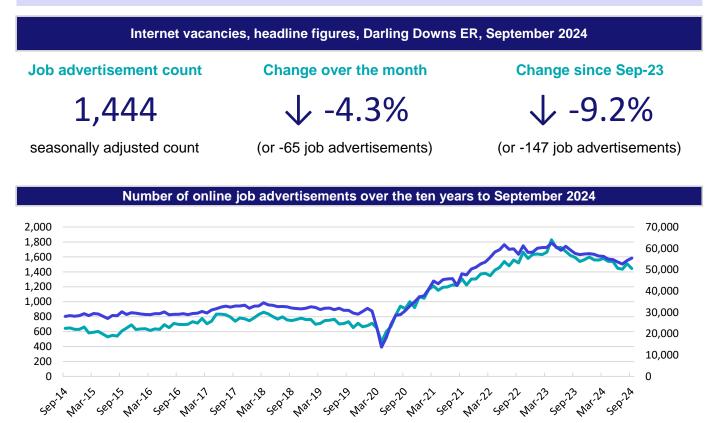


Recruitment trends and employers' needs: Regional Snapshot update

Darling Downs

Release date: 24 October 2024

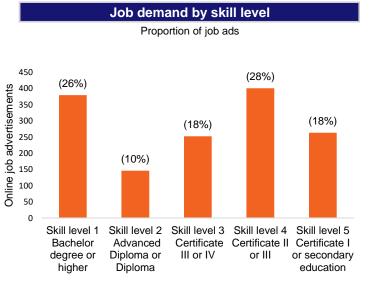
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Darling Downs ER (LHS)

Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, September 2024





Queensland (RHS)

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

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Recruitment activity and experiences

In Darling Downs, there were 168 responding employers in the 12 months to August 2024, of whom 49% were recruiting or had recruited in the past month. Of these recruiting businesses, 62% had difficulty recruiting. By comparison, 54% of employers were recruiting in Rest of Queensland over the same period, of whom 55% had difficulty recruiting.

Employers in Darling Downs were most likely to report the following reasons for recruitment difficulty:

- · Lack of suitable applicants
- Location, eg remote or regional
- Lack of applicants
- · Undesirable working conditions/hours.

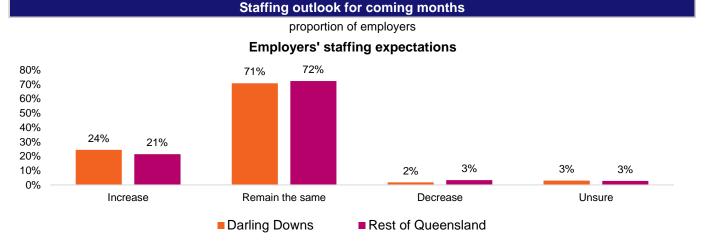
A chart showing reasons for recruitment for Darling Downs and Rest of Queensland is included to the right.

Reasons for recruitment

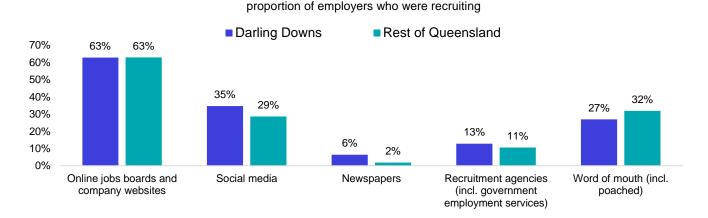


Darling Downs Rest of Queensland

- Newly created positions only
- Both newly created positions and turnover
- Positions due to turnover only



Recruitment methods



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 Darling Downs, while weighted data are used for Rest of Queensland. 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.



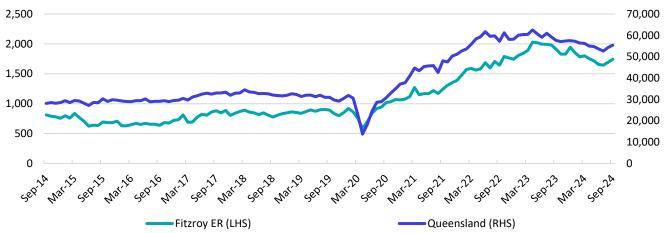


Fitzroy

Release date: 24 October 2024

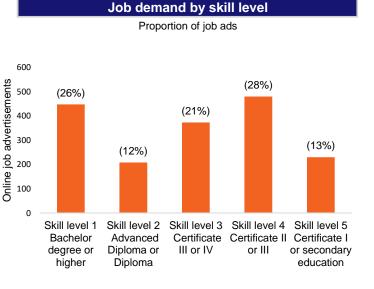
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Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, September 2024





Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

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 August 2024, unless otherwise indicated.

Recruitment activity and experiences

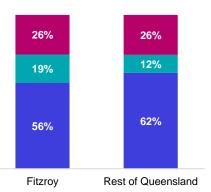
In Fitzroy, there were 116 responding employers in the 12 months to August 2024, of whom 60% were recruiting or had recruited in the past month. Of these recruiting businesses, 62% had difficulty recruiting. By comparison, 54% of employers were recruiting in Rest of Queensland over the same period, of whom 55% had difficulty recruiting.

Employers in Fitzroy were most likely to report the following reasons for recruitment difficulty:

- · Lack of suitable applicants
- Undesirable working conditions/hours
- Location, eg remote or regional
- Applicants lack experience.

A chart showing reasons for recruitment for Fitzroy and Rest of Queensland is included to the right.



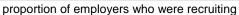


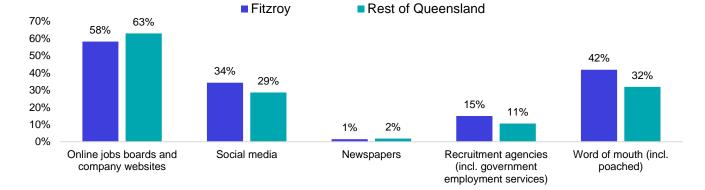
Newly created positions only

- Both newly created positions and turnover
- Positions due to turnover only



Recruitment methods





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 Fitzroy, while weighted data are used for Rest of Queensland. 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.





ment Jobs and Skills Australia

Gold Coast

4,000

3,000 2,000

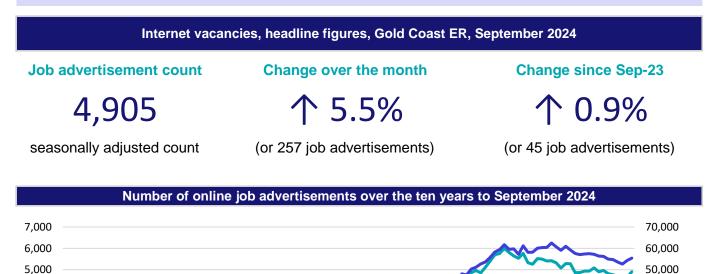
1,000

0

sep.14

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Mar.20

Sep-19

sep?20

Nat

Nat

Queensland (RHS)

Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, September 2024

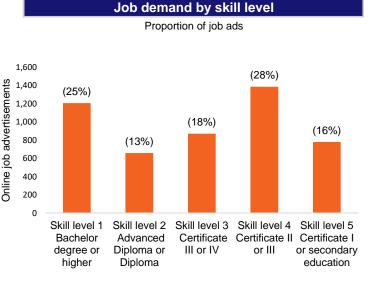
Gold Coast ER (LHS)

Mar.18

sep.18

Mar.19





War-53

40,000 30,000

20,000

10,000

0

Source: JSA, Internet Vacancy Index, three month averages, Sep-2024

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

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Recruitment activity and experiences

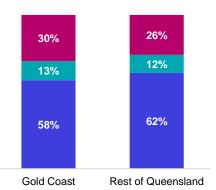
In Gold Coast, there were 234 responding employers in the 12 months to August 2024, of whom 51% were recruiting or had recruited in the past month. Of these recruiting businesses, 46% had difficulty recruiting. By comparison, 54% of employers were recruiting in Rest of Queensland over the same period, of whom 55% had difficulty recruiting.

Employers in Gold Coast were most likely to report the following reasons for recruitment difficulty:

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

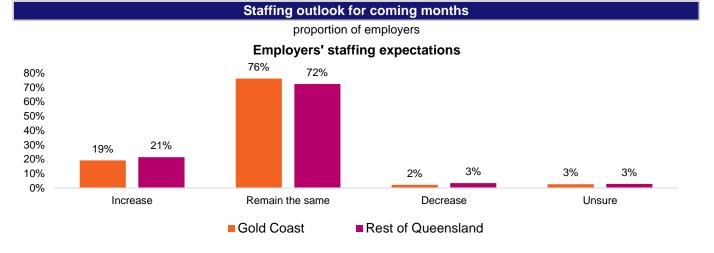
A chart showing reasons for recruitment for Gold Coast and Rest of Queensland is included to the right.



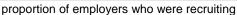


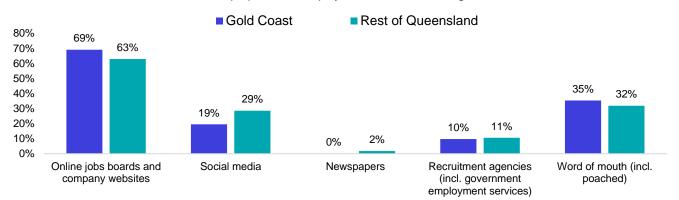
Newly created positions only

- Both newly created positions and turnover
- Positions due to turnover only



Recruitment methods





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 Gold Coast, while weighted data are used for Rest of Queensland. 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.



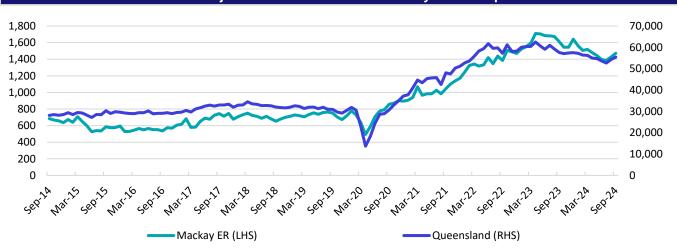


Mackay

Release date: 24 October 2024

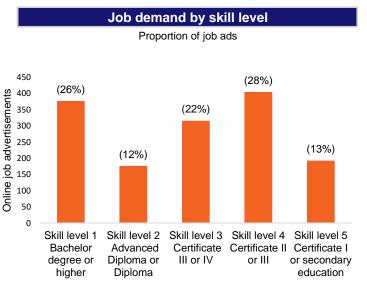
This snapshot provides information about trends in employers' recruitment experiences and future staffing outlook. Information on this page is sourced from the online job advertisements measured by the Internet Vacancy Index (IVI).





Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, September 2024





Source: JSA, Internet Vacancy Index, three month averages, Sep-2024

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

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Recruitment activity and experiences

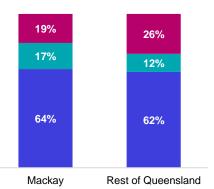
In Mackay, there were 88 responding employers in the 12 months to August 2024, of whom 60% were recruiting or had recruited in the past month. Of these recruiting businesses, 62% had difficulty recruiting. By comparison, 54% of employers were recruiting in Rest of Queensland over the same period, of whom 55% had difficulty recruiting.

Employers in Mackay were most likely to report the following reasons for recruitment difficulty:

- · Lack of suitable applicants
- · Location, eg remote or regional
- Lack of applicants
- · Undesirable working conditions/hours.

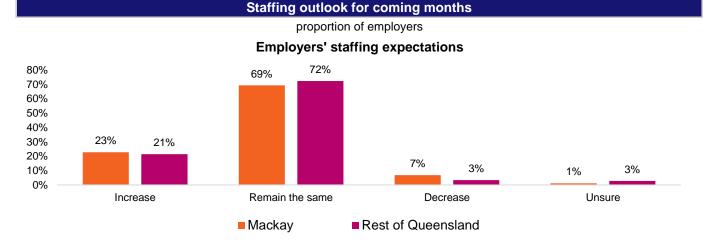
A chart showing reasons for recruitment for Mackay and Rest of Queensland is included to the right.

Reasons for recruitment



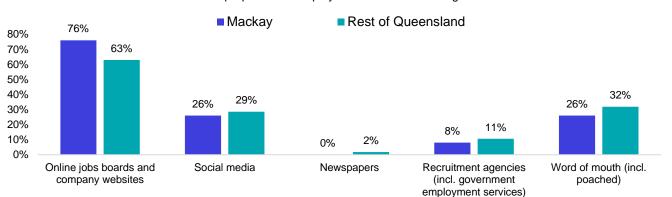
Newly created positions only

- Both newly created positions and turnover
- Positions due to turnover only



Recruitment methods

proportion of employers who were recruiting



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 Mackay, while weighted data are used for Rest of Queensland. 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.





Jobs and Skills Australia

Somerset

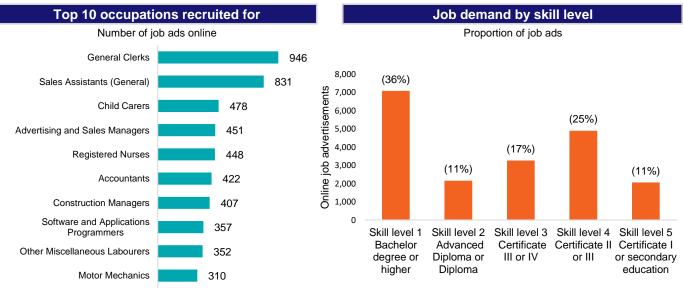
Release date: 24 October 2024

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Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, September 2024

Somerset ER (LHS)



Source: JSA, Internet Vacancy Index, three month averages, Sep-2024

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

Queensland (RHS)

Somerset

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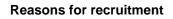
Recruitment activity and experiences

In Somerset, there were 558 responding employers in the 12 months to August 2024, of whom 50% were recruiting or had recruited in the past month. Of these recruiting businesses, 50% had difficulty recruiting. By comparison, 51% of employers were recruiting in Greater Brisbane over the same period, of whom 52% had difficulty recruiting.

Employers in Somerset 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 Somerset and Greater Brisbane is included to the right.





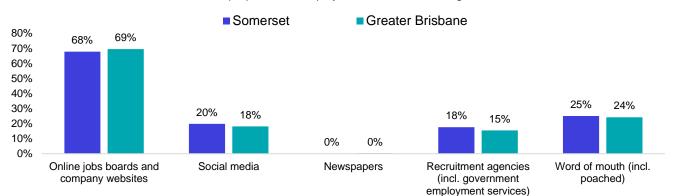
Newly created positions only

- Both newly created positions and turnover
- Positions due to turnover only



Recruitment methods





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 Somerset, while weighted data are used for Greater Brisbane. 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.



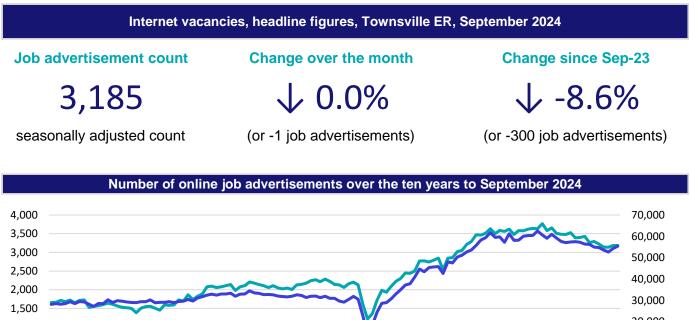


Jobs and Skills Australia

Townsville

Release date: 24 October 2024

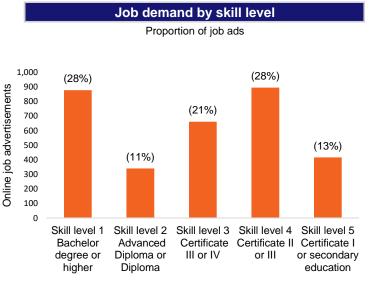
This snapshot provides information about trends in employers' recruitment experiences and future staffing outlook. Information on this page is sourced from the online job advertisements measured by the Internet Vacancy Index (IVI).





Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, September 2024





Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

Townsville

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 August 2024, unless otherwise indicated.

Recruitment activity and experiences

In Townsville, there were 136 responding employers in the 12 months to August 2024, of whom 57% were recruiting or had recruited in the past month. Of these recruiting businesses, 59% had difficulty recruiting. By comparison, 54% of employers were recruiting in Rest of Queensland over the same period, of whom 55% had difficulty recruiting.

Employers in Townsville were most likely to report the following reasons for recruitment difficulty:

- Lack of suitable applicants
- · Lack of applicants
- · Undesirable working conditions/hours
- Location, eg remote or regional.

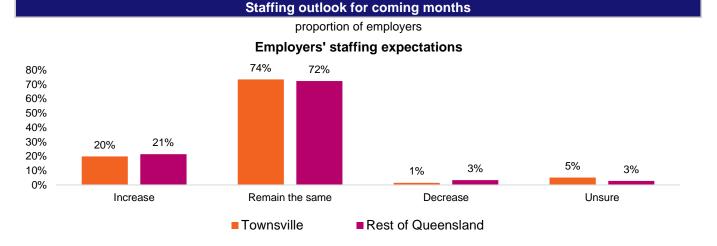
A chart showing reasons for recruitment for Townsville and Rest of Queensland is included to the right.

Reasons for recruitment

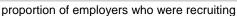


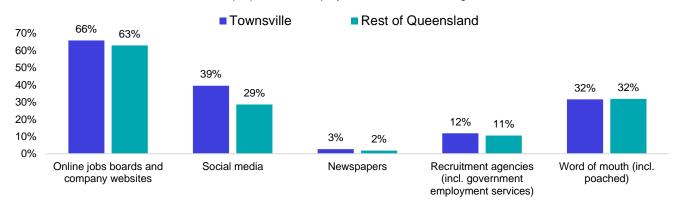
Newly created positions only

- Both newly created positions and turnover
- Positions due to turnover only



Recruitment methods





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 Townsville, while weighted data are used for Rest of Queensland. 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.





Wide Bay and Sunshine Coast

Release date: 24 October 2024

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Internet vacancies, headline figures, Wide Bay and Sunshine Coast ER, September 2024

Job advertisement count

4,582

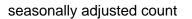
Change over the month 13.4%

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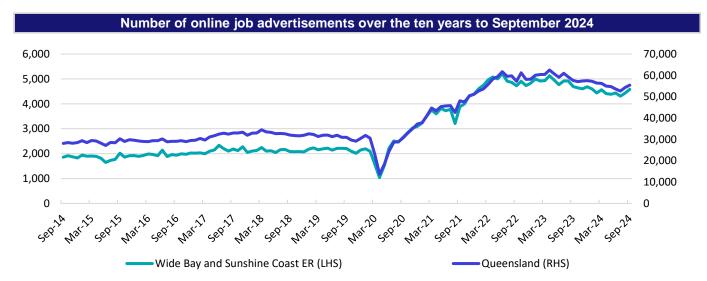
(or -110 job advertisements)

Change since Sep-23

↓ -2.4%

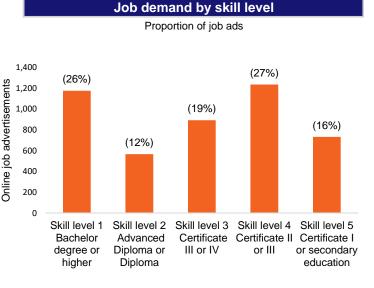


(or 151 job advertisements)



Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, September 2024





Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

Wide Bay and Sunshine Coast

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 August 2024, unless otherwise indicated.

Recruitment activity and experiences

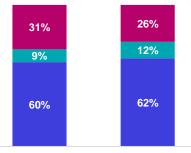
In Wide Bay and Sunshine Coast, there were 321 responding employers in the 12 months to August 2024, of whom 52% were recruiting or had recruited in the past month. Of these recruiting businesses, 57% had difficulty recruiting. By comparison, 54% of employers were recruiting in Rest of Queensland over the same period, of whom 55% had difficulty recruiting.

Employers in Wide Bay and Sunshine Coast were most likely to report the following reasons for recruitment difficulty:

- Lack of suitable applicants
- · Lack of applicants
- · Undesirable working conditions/hours
- Location, eg remote or regional.

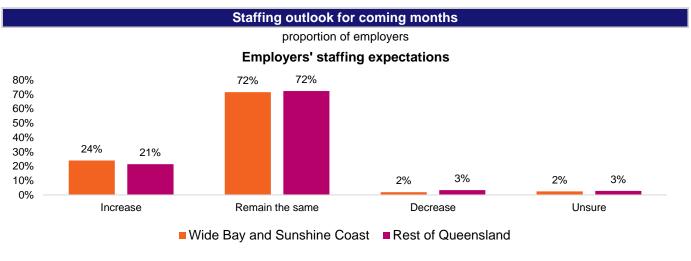
A chart showing reasons for recruitment for Wide Bay and Sunshine Coast and Rest of Queensland is included to the right.

Reasons for recruitment

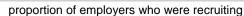


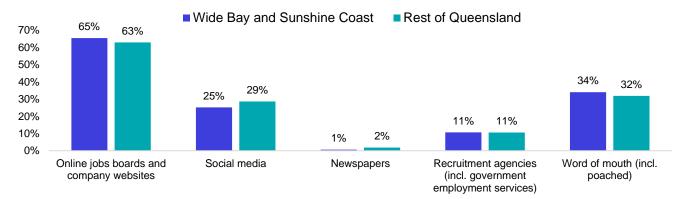
Wide Bay and Sunshine Coast

- Both newly created positions and turnover
- Positions due to turnover only



Recruitment methods





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 Wide Bay and Sunshine Coast, while weighted data are used for Rest of Queensland. 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.

Rest of Queensland

Newly created positions only





ment Jobs and Skills Australia

Wivenhoe

2,500 2,000

1,500

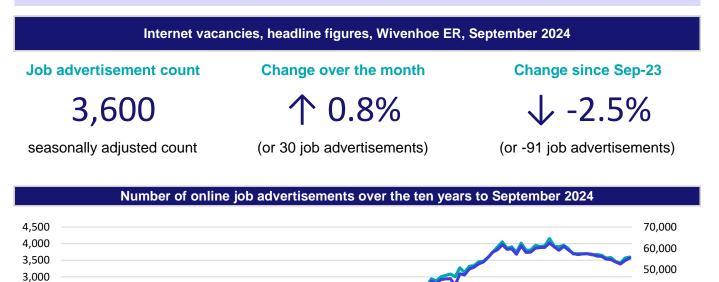
1,000

500 0

sep.14

Release date: 24 October 2024

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).



Mar-20

sep.19

sep?20

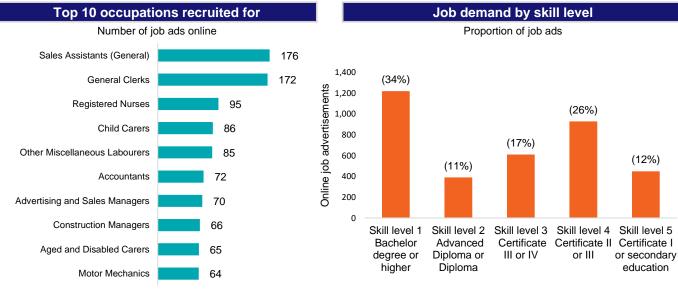
Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, September 2024

Wivenhoe ER (LHS)

Mar.18

Mar.19

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Source: JSA, Internet Vacancy Index, three month averages, Sep-2024

Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

War-53

Queensland (RHS)

40,000

30,000

20,000

10,000

0

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Recruitment activity and experiences

In Wivenhoe, there were 157 responding employers in the 12 months to August 2024, 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 Greater Brisbane over the same period, of whom 52% had difficulty recruiting.

Employers in Wivenhoe were most likely to report the following reasons for recruitment difficulty:

- · Lack of suitable applicants
- Undesirable working conditions/hours

Note: employers can select multiple reasons for recruitment difficulty.

- Applicants lack experience
- · Lack of applicants.

A chart showing reasons for recruitment for Wivenhoe and Greater Brisbane is included to the right.

Reasons for recruitment

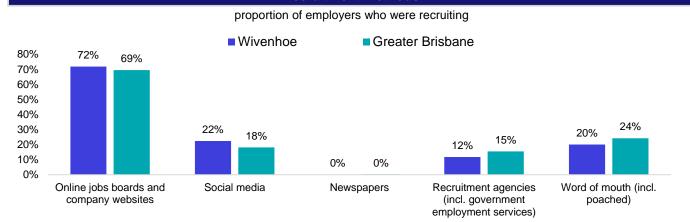


Newly created positions only

- Both newly created positions and turnover
- Positions due to turnover only



Recruitment methods



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 Wivenhoe, while weighted data are used for Greater Brisbane. 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.