Recruitment trends and employers' needs: State Snapshot update

South Australia

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).

Internet vacancies, headline figures, South Australia, September 2024

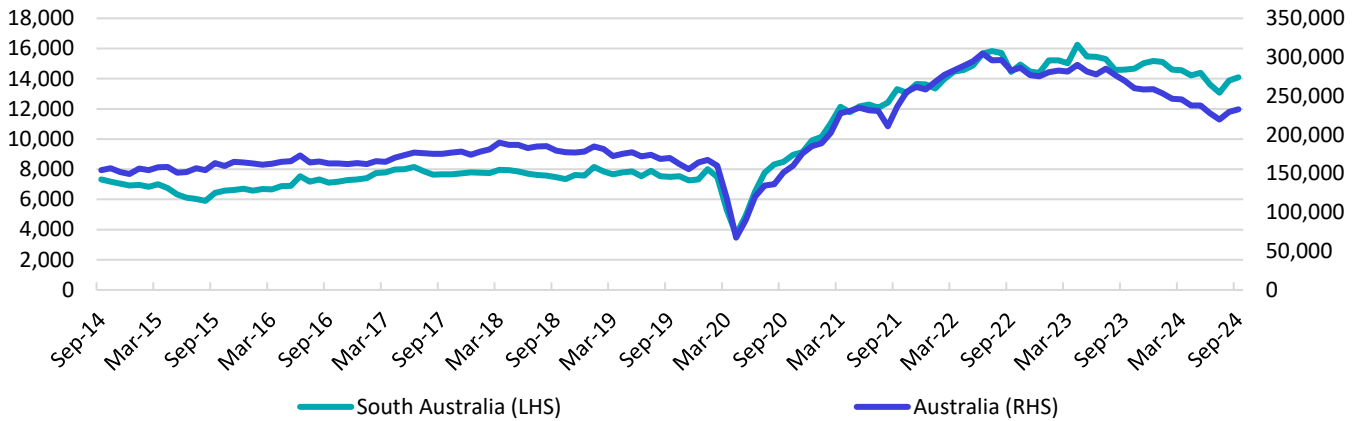| Job advertisement count	Change over the month	Change since Sep-23
14,104	↑ **1.7%**	↓ **-3.4%**
seasonally adjusted count	(or 231 job advertisements)	(or -492 job advertisements)

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

South Australia (LHS) — Australia (RHS)

Source: Jobs and Skills Australia (JSA), Internet Vacancy Index (IVI), seasonally adjusted data, September 2024
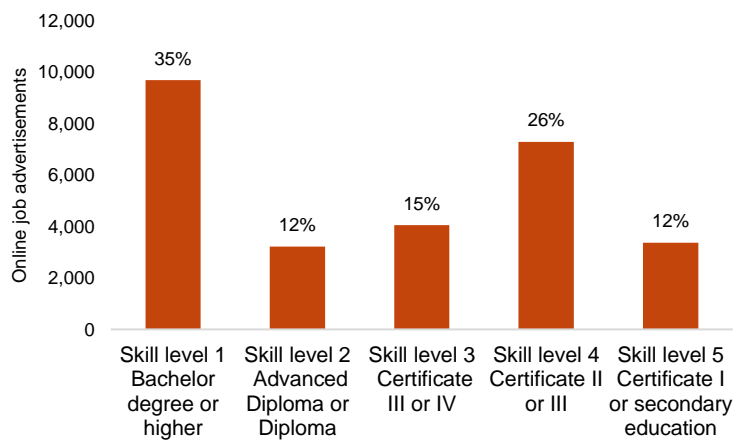
Top 10 occupations recruited for

Number of job ads online

Occupation	Number
General Clerks	822
Registered Nurses	780
Sales Assistants (General)	668
Aged and Disabled Carers	360
Other Miscellaneous Labourers	248
Advertising and Sales Managers	234
Motor Mechanics	229
Retail Managers	220
Construction Managers	219
Child Carers	214
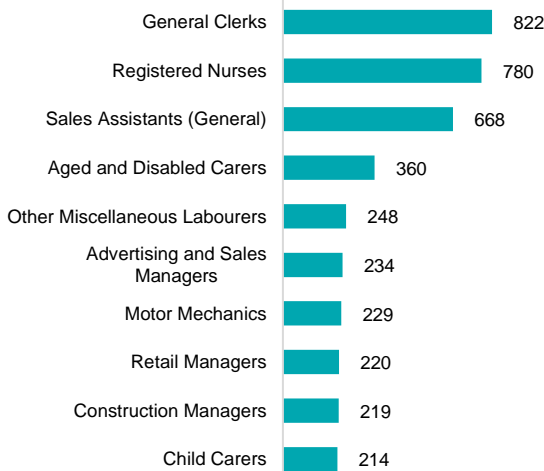
Source: JSA, IVI, seasonally adjusted data, Sep-2024

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	12%
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-2024

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 August 2024, unless otherwise indicated.

Recruitment activity and experiences

In South Australia, there were 1,442 responding employers in the 12 months to August 2024, of whom 45% were recruiting or had recruited over the past month. Of these recruiting businesses, 54% had difficulty recruiting. By comparison, 47% of employers were recruiting in Australia over the same period, of whom 54% had difficulty recruiting.
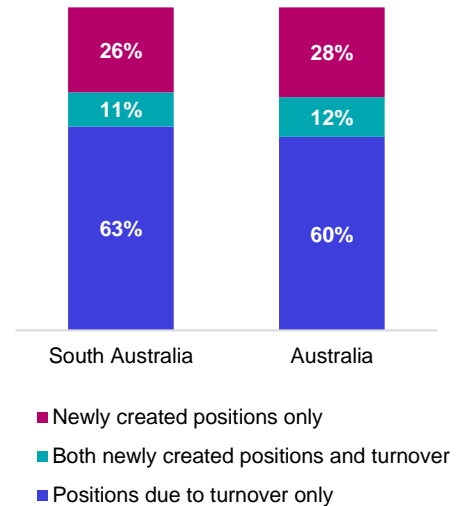
Employers in South Australia were most likely to report the following reasons for recruitment difficulty:
- Lack of suitable applicants
- Undesirable working conditions/hours
- Location, eg remote or regional
- Applicants lack technical skills.

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

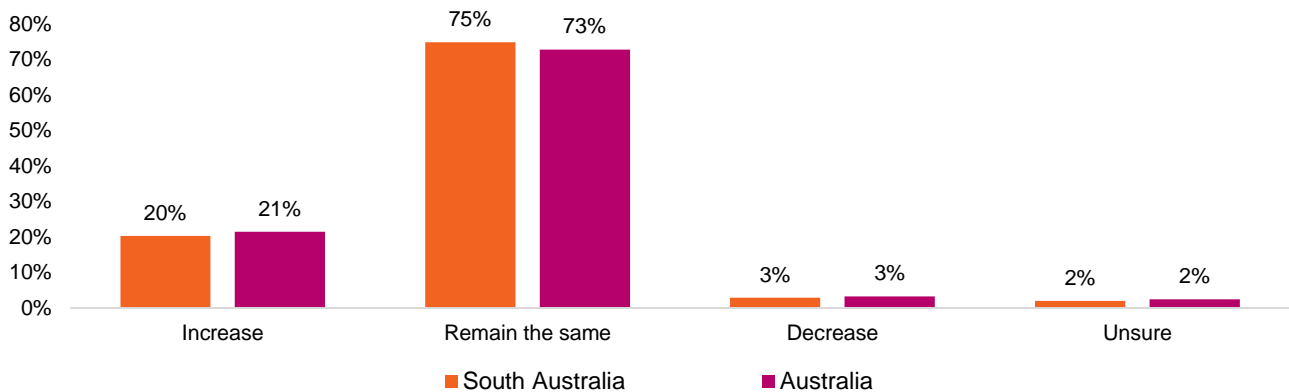Note: employers can select multiple reasons for recruitment difficulty.
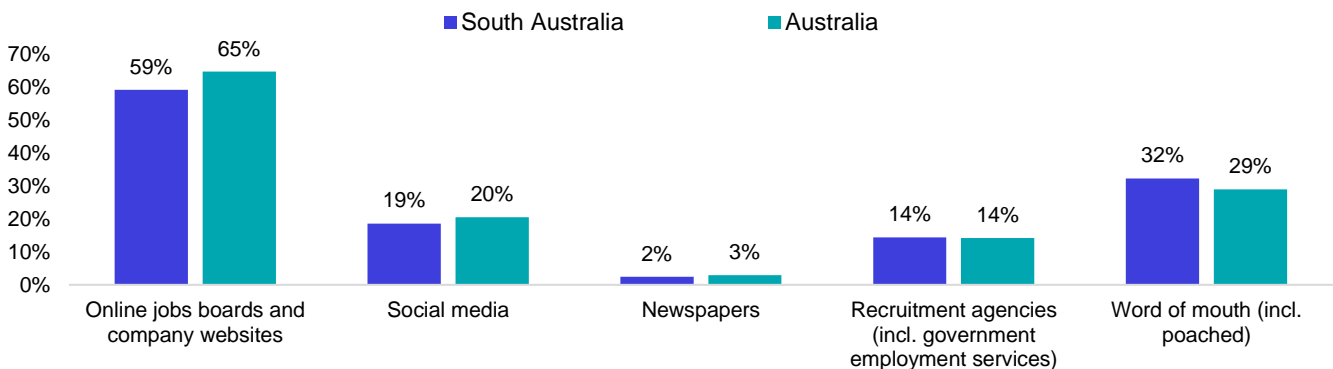
Reasons for recruitment

	South Australia	Australia
Newly created positions only	26%	28%
Both newly created positions and turnover	11%	12%
Positions due to turnover only	63%	60%

Staffing outlook for coming months

proportion of employers

Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
South Australia	20%	75%	3%	2%
Australia	21%	73%	3%	2%

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)
South Australia	59%	19%	2%	14%	32%
Australia	65%	20%	3%	14%	29%

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.

Adelaide North

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).

Internet vacancies, headline figures, Adelaide North ER, September 2024

Job advertisement count
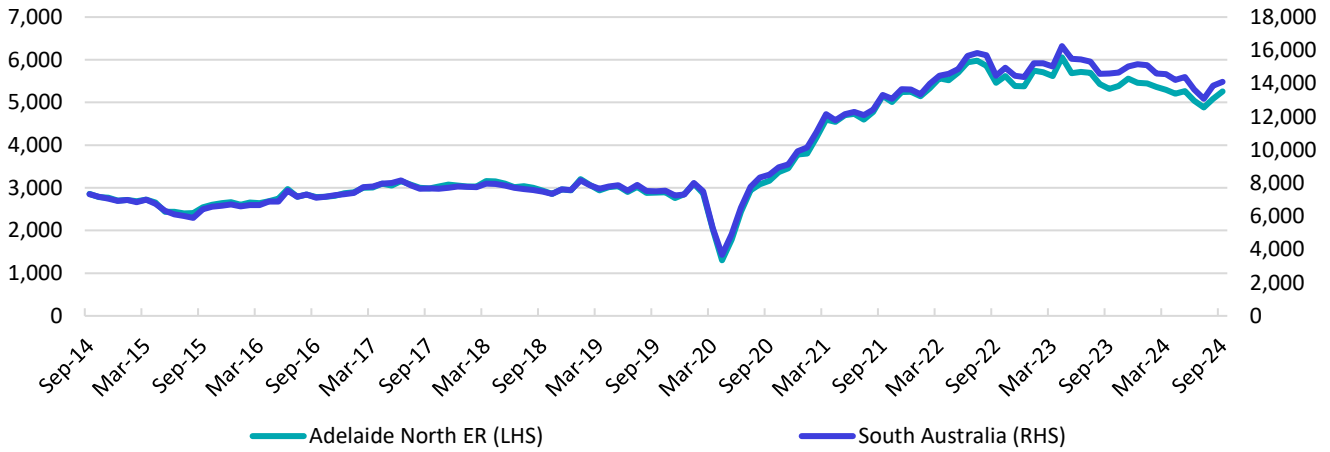
5,255

seasonally adjusted count

Change over the month

↑ 3.3%

(or 166 job advertisements)

Change since Sep-23

↓ -1.2%

(or -64 job advertisements)

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

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

Top 10 occupations recruited for

Number of job ads online

Occupation	Number
General Clerks	312
Sales Assistants (General)	266
Registered Nurses	252
Aged and Disabled Carers	114
Construction Managers	106
Advertising and Sales Managers	93
Other Miscellaneous Labourers	91
Child Carers	88
Accountants	86
Retail Managers	83

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

Job demand by skill level

Proportion of job ads
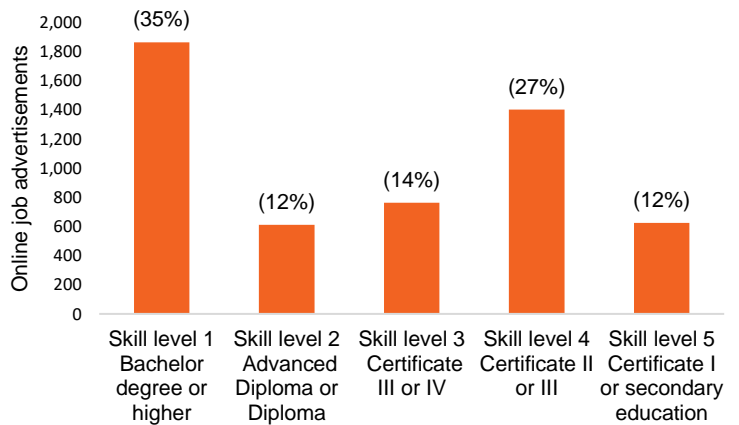
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

Insights from the Recruitment Experiences and Outlook Survey

Adelaide North

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.
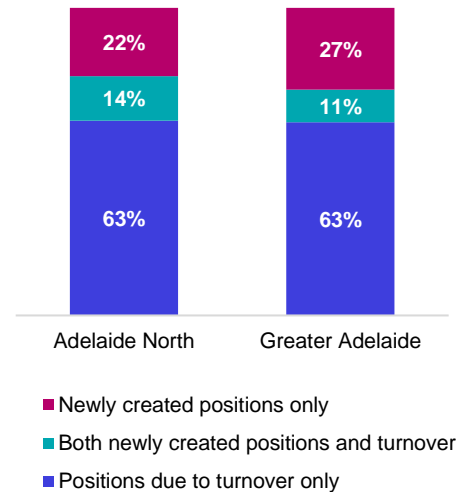
Recruitment activity and experiences

In Adelaide North, there were 361 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, 59% had difficulty recruiting. By comparison, 45% of employers were recruiting in Greater Adelaide over the same period, of whom 55% had difficulty recruiting.

Employers in Adelaide North were most likely to report the following reasons for recruitment difficulty:
- Lack of suitable applicants
- Undesirable working conditions/hours
- Applicants lack technical skills
- Applicants lack experience.

A chart showing reasons for recruitment for Adelaide North and Greater Adelaide is included to the right.
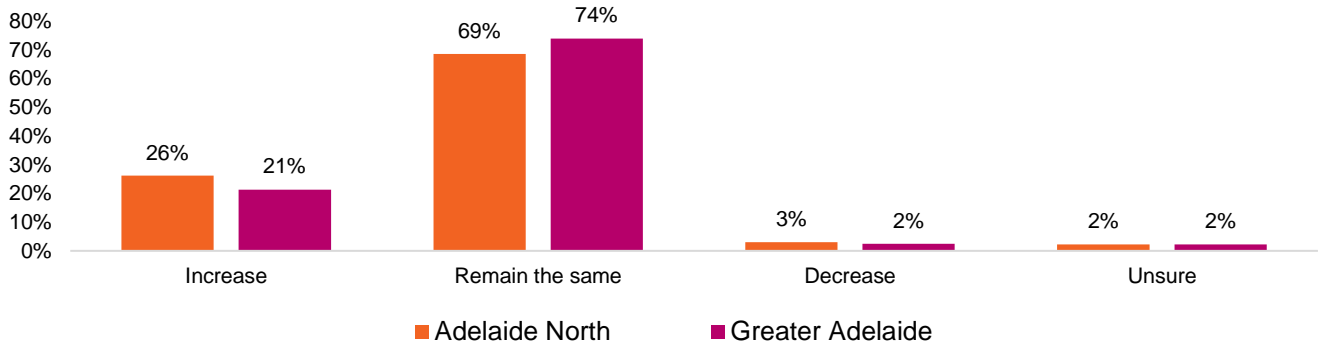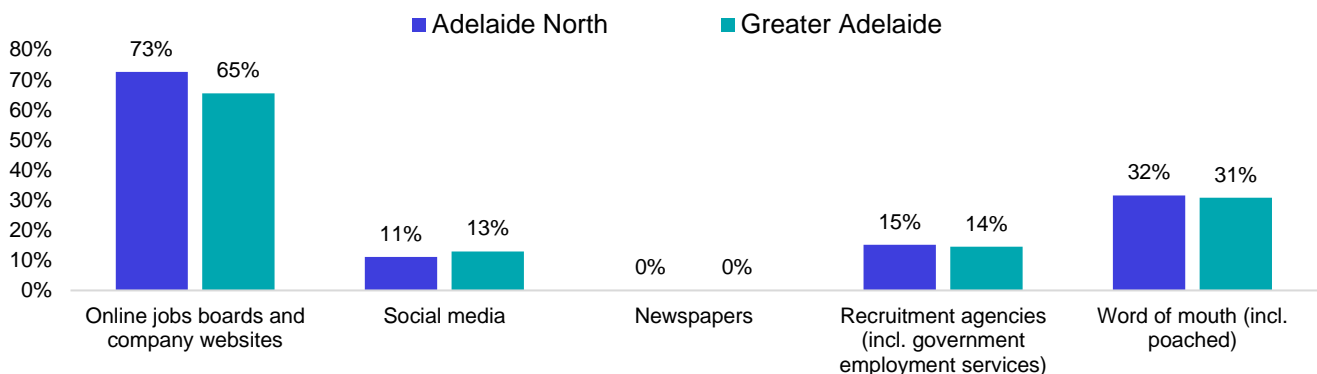
Reasons for recruitment

	Adelaide North	Greater Adelaide
Newly created positions only	22%	27%
Both newly created positions and turnover	14%	11%
Positions due to turnover only	63%	63%

- 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
Adelaide North	26%	69%	3%	2%
Greater Adelaide	21%	74%	2%	2%

- Adelaide North
- Greater Adelaide

Recruitment methods

proportion of employers who were recruiting

- Adelaide North
- Greater Adelaide

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Adelaide North	73%	11%	0%	15%	32%
Greater Adelaide	65%	13%	0%	14%	31%

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 Adelaide North, while weighted data are used for Greater Adelaide. 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.

Adelaide South

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).

Internet vacancies, headline figures, Adelaide South ER, September 2024

Job advertisement count
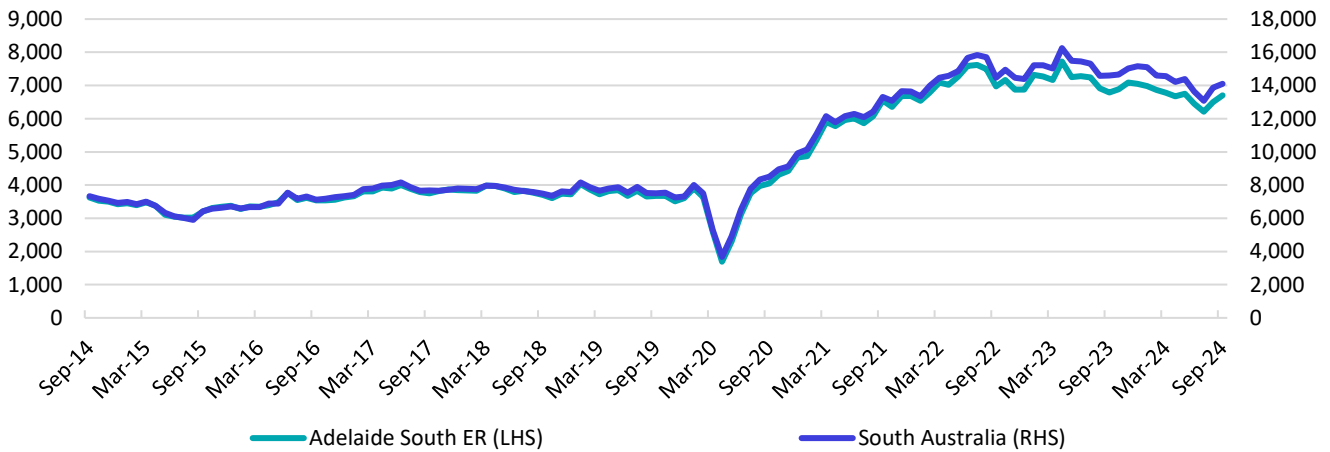
6,703

seasonally adjusted count

Change over the month

↑ 3.1%

(or 201 job advertisements)

Change since Sep-23

↓ -1.3%

(or -85 job advertisements)

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

— Adelaide South ER (LHS)   — South Australia (RHS)

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

Top 10 occupations recruited for

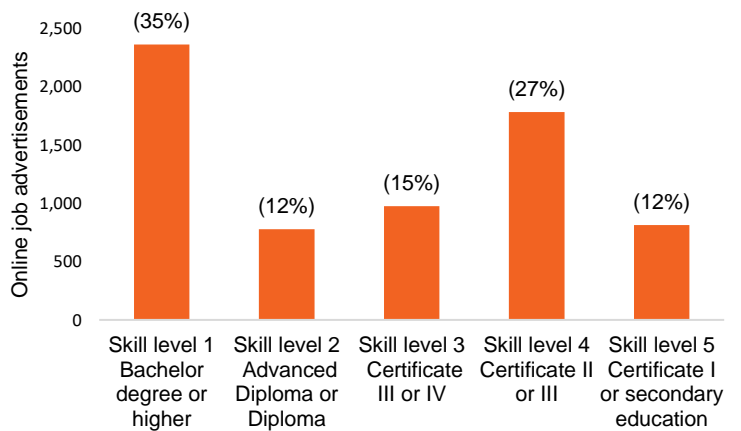Number of job ads online

Occupation	Count
General Clerks	397
Sales Assistants (General)	340
Registered Nurses	336
Aged and Disabled Carers	154
Construction Managers	130
Other Miscellaneous Labourers	117
Advertising and Sales Managers	115
Child Carers	110
Accountants	106
Retail Managers	106

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

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	(12%)
Skill level 3 Certificate III or IV	(15%)
Skill level 4 Certificate II or III	(27%)
Skill level 5 Certificate I or secondary education	(12%)

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

Insights from the Recruitment Experiences and Outlook Survey

Adelaide South

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.
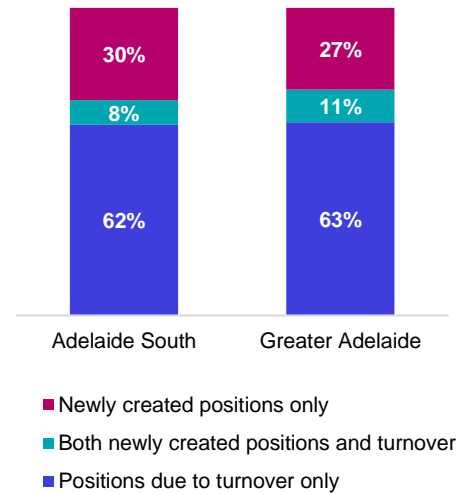
Recruitment activity and experiences

In Adelaide South, there were 473 responding employers in the 12 months to August 2024, of whom 45% were recruiting or had recruited in the past month. Of these recruiting businesses, 45% had difficulty recruiting. By comparison, 45% of employers were recruiting in Greater Adelaide over the same period, of whom 55% had difficulty recruiting.

Employers in Adelaide South 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.

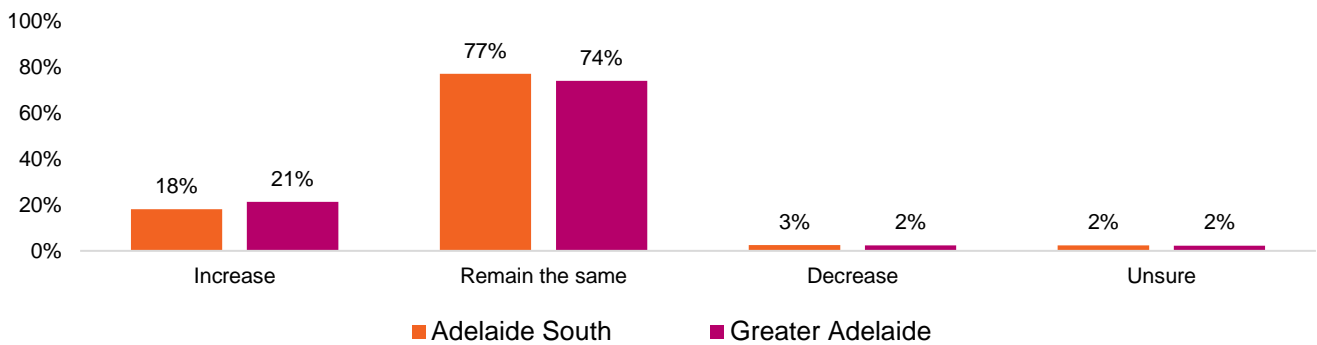A chart showing reasons for recruitment for Adelaide South and Greater Adelaide is included to the right.
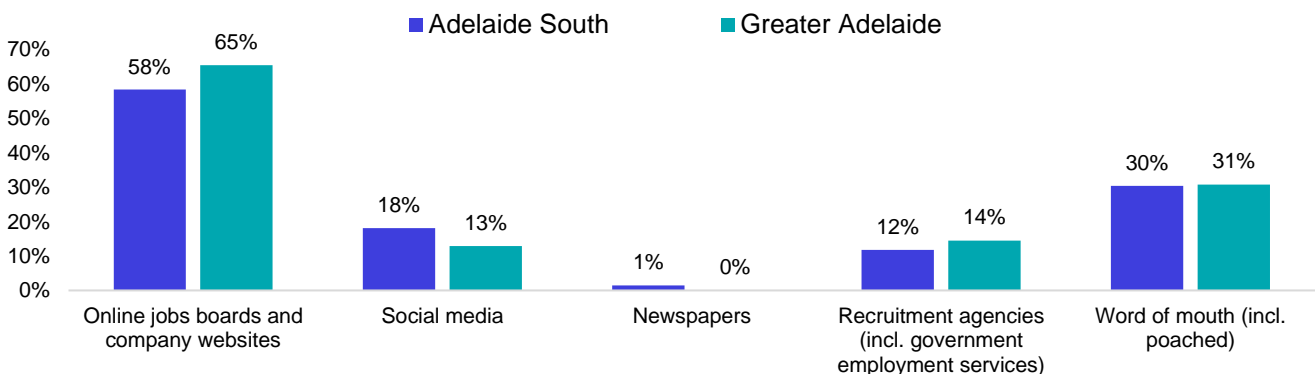
Reasons for recruitment

	Adelaide South	Greater Adelaide
Newly created positions only	30%	27%
Both newly created positions and turnover	8%	11%
Positions due to turnover only	62%	63%

- ■ 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
Adelaide South	18%	77%	3%	2%
Greater Adelaide	21%	74%	2%	2%

- ■ Adelaide South ■ Greater Adelaide

Recruitment methods

proportion of employers who were recruiting

- ■ Adelaide South ■ Greater Adelaide

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Adelaide South	58%	18%	1%	12%	30%
Greater Adelaide	65%	13%	0%	14%	31%

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 Adelaide South, while weighted data are used for Greater Adelaide. 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

Mid North SA

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).

Internet vacancies, headline figures, Mid North SA ER, September 2024

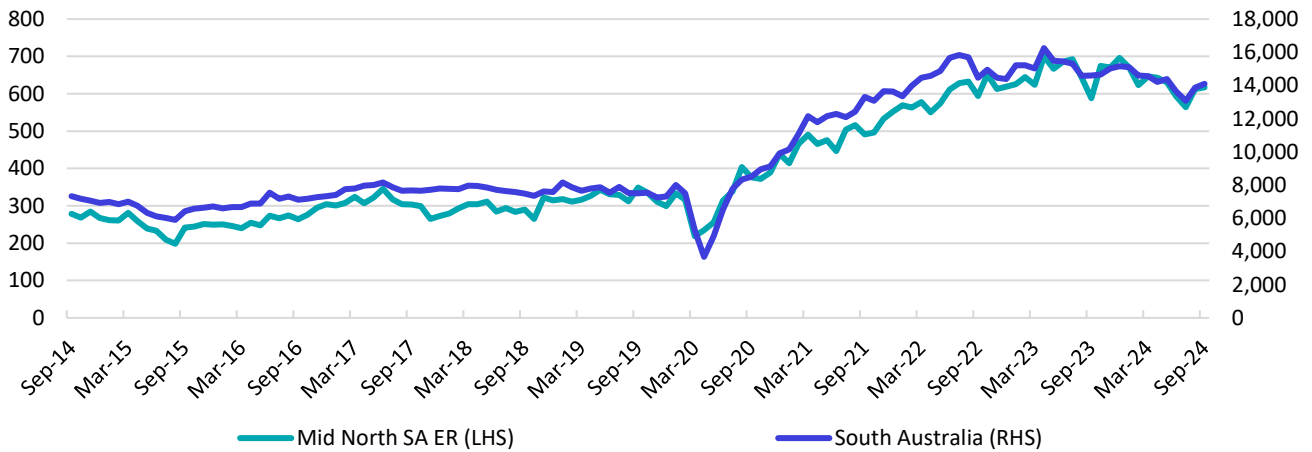| **Job advertisement count**	**Change over the month**	**Change since Sep-23**
617	↑ 0.7%	↑ 4.9%
seasonally adjusted count	(or 4 job advertisements)	(or 29 job advertisements)

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

Mid North SA ER (LHS) ——— South Australia (RHS)

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

Top 10 occupations recruited for
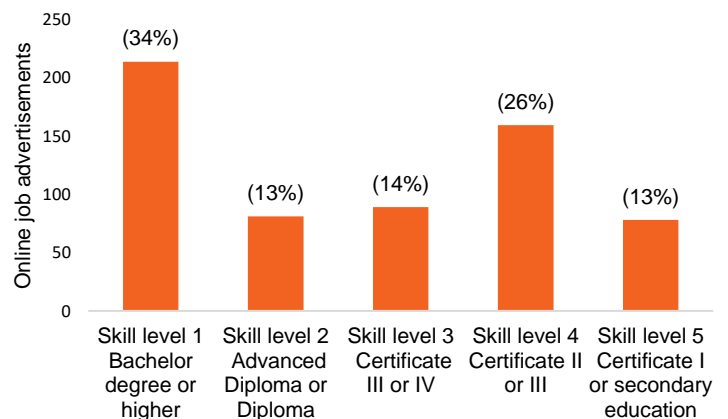### Number of job ads online

Occupation	Count
Registered Nurses	56
General Clerks	34
Sales Assistants (General)	25
Aged and Disabled Carers	20
Other Miscellaneous Labourers	13
Enrolled and Mothercraft Nurses	12
Motor Mechanics	12
Electricians	10
Truck Drivers	10
Retail Managers	9

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

Job demand by skill level
Proportion of job ads

Skill level	Proportion
Skill level 1 Bachelor degree or higher	(34%)
Skill level 2 Advanced Diploma or Diploma	(13%)
Skill level 3 Certificate III or IV	(14%)
Skill level 4 Certificate II or III	(26%)
Skill level 5 Certificate I or secondary education	(13%)
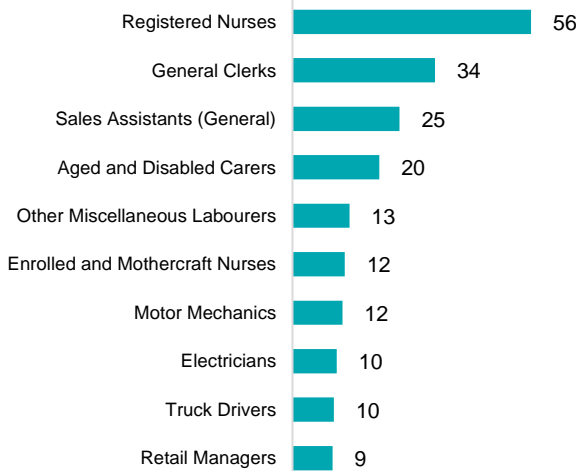
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

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 August 2024, unless otherwise indicated.
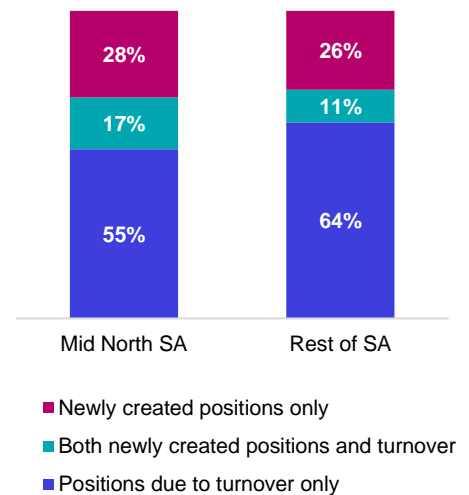
Recruitment activity and experiences

In Mid North SA, there were 179 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, 55% had difficulty recruiting. By comparison, 46% of employers were recruiting in Rest of SA over the same period, of whom 53% had difficulty recruiting.

Employers in Mid North SA were most likely to report the following reasons for recruitment difficulty:
- Location, eg remote or regional
- Undesirable working conditions/hours
- Lack of suitable applicants
- Lack of applicants.

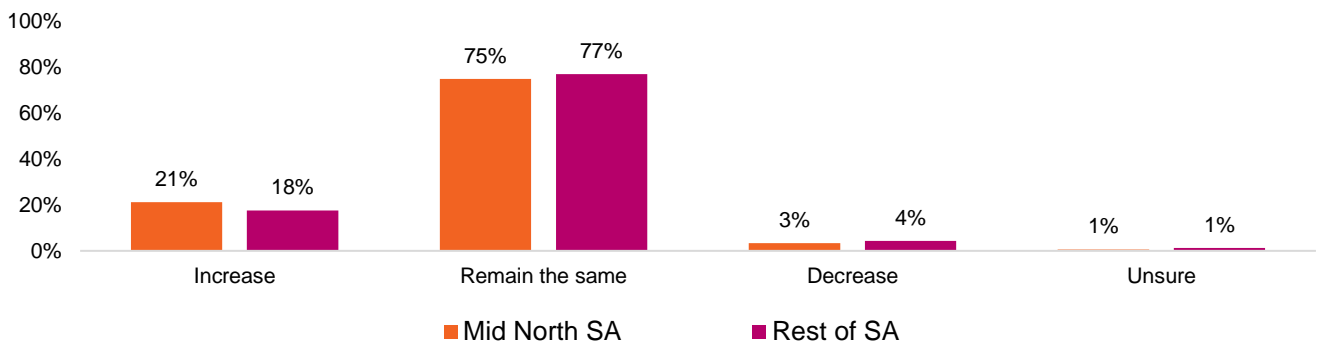A chart showing reasons for recruitment for Mid North SA and Rest of SA is included to the right.
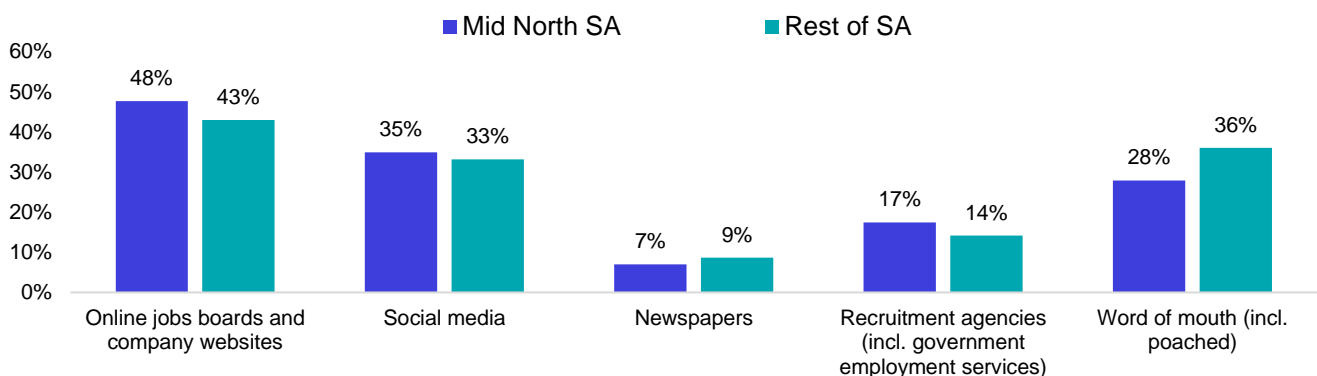
Reasons for recruitment

	Mid North SA	Rest of SA
Newly created positions only	28%	26%
Both newly created positions and turnover	17%	11%
Positions due to turnover only	55%	64%

- 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
Mid North SA	21%	75%	3%	1%
Rest of SA	18%	77%	4%	1%

■ Mid North SA   ■ Rest of SA

Recruitment methods
proportion of employers who were recruiting

■ Mid North SA   ■ Rest of SA

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Mid North SA	48%	35%	7%	17%	28%
Rest of SA	43%	33%	9%	14%	36%

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.

Australian Government | Jobs and Skills Australia

Murray and 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).

Internet vacancies, headline figures, Murray and South East ER, September 2024

Job advertisement count

610

seasonally adjusted count
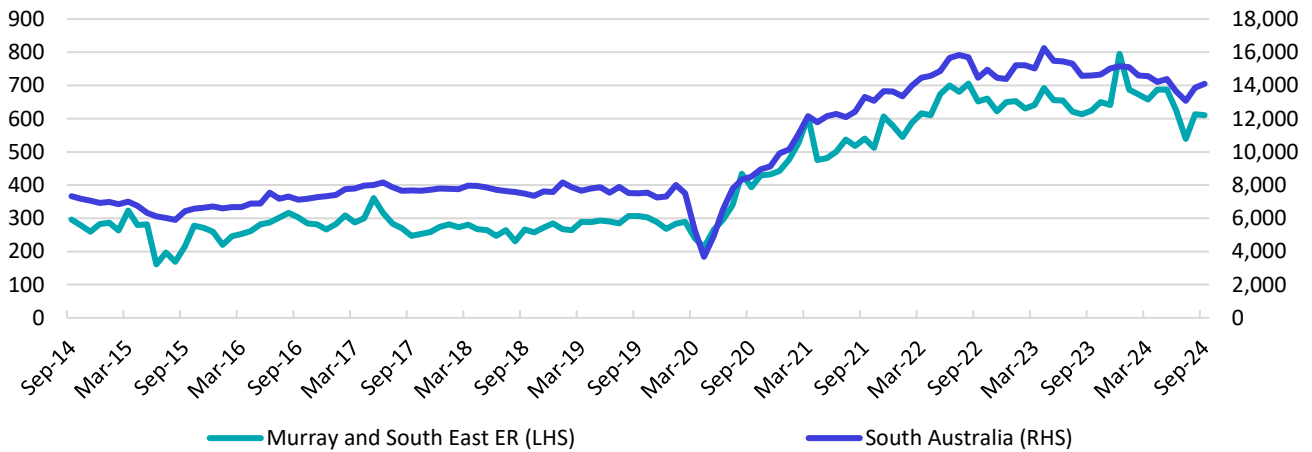
Change over the month

↓ -0.4%

(or -3 job advertisements)

Change since Sep-23

↓ -2.1%

(or -13 job advertisements)

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

Murray and South East ER (LHS) ——— South Australia (RHS)

Source: Jobs and Skills Australia (JSA), Internet Vacancy Index, seasonally adjusted data, September 2024
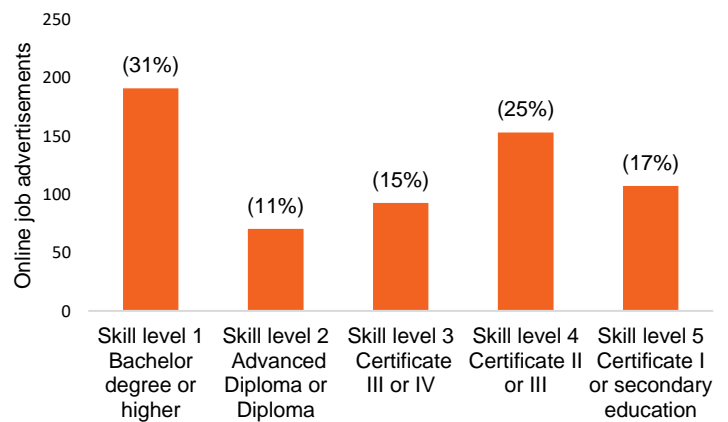
Top 10 occupations recruited for

Number of job ads online

Occupation	Number
Registered Nurses	58
General Clerks	35
Sales Assistants (General)	34
Aged and Disabled Carers	30
Welfare, Recreation and Community Arts Workers	17
Motor Mechanics	17
Other Miscellaneous Labourers	12
Metal Fitters and Machinists	12
Nursing Support and Personal Care Workers	12
Retail Managers	11

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

Job demand by skill level

Proportion of job ads

Skill level	Proportion
Skill level 1 Bachelor degree or higher	(31%)
Skill level 2 Advanced Diploma or Diploma	(11%)
Skill level 3 Certificate III or IV	(15%)
Skill level 4 Certificate II or III	(25%)
Skill level 5 Certificate I or secondary education	(17%)

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

Insights from the Recruitment Experiences and Outlook Survey

Murray and South East

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.
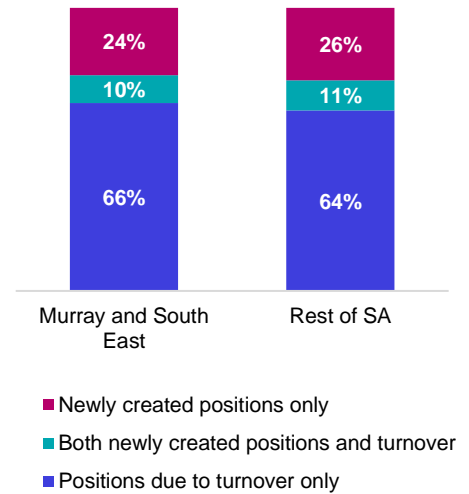
Recruitment activity and experiences

In Murray and South East, there were 287 responding employers in the 12 months to August 2024, of whom 43% were recruiting or had recruited in the past month. Of these recruiting businesses, 53% had difficulty recruiting. By comparison, 46% of employers were recruiting in Rest of SA over the same period, of whom 53% had difficulty recruiting.

Employers in Murray and South East were most likely to report the following reasons for recruitment difficulty:
- Location, eg remote or regional
- Undesirable working conditions/hours
- Lack of suitable applicants
- Applicants lack technical skills.

A chart showing reasons for recruitment for Murray and South East and Rest of SA is included to the right.
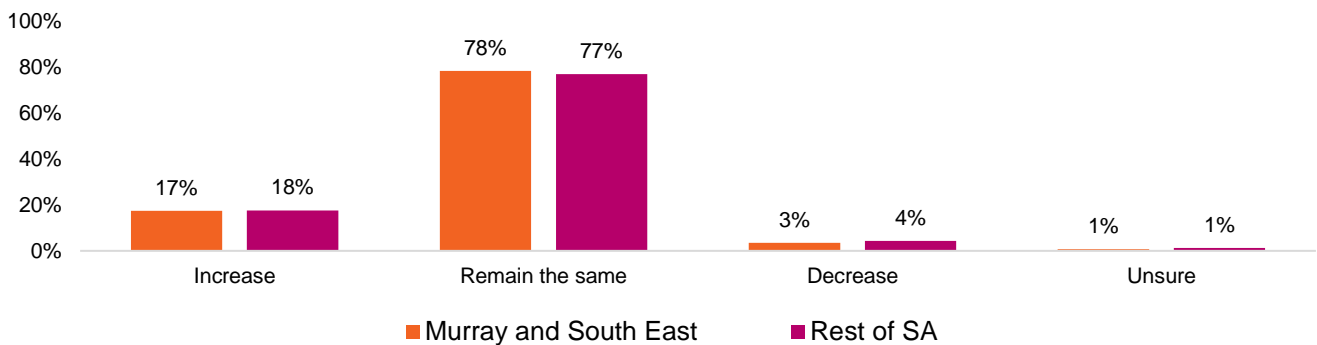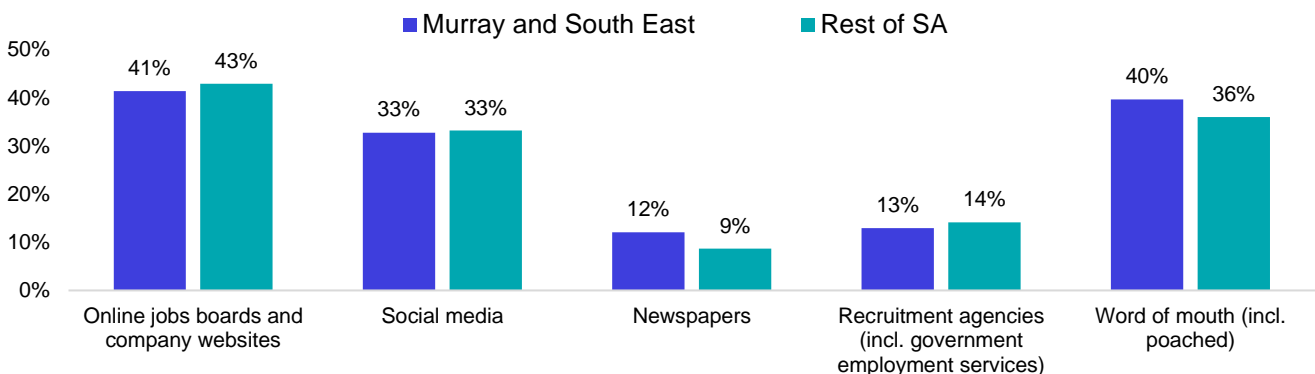
Reasons for recruitment

	Murray and South East	Rest of SA
Newly created positions only	24%	26%
Both newly created positions and turnover	10%	11%
Positions due to turnover only	66%	64%

Staffing outlook for coming months

proportion of employers

Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
Murray and South East	17%	78%	3%	1%
Rest of SA	18%	77%	4%	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)
Murray and South East	41%	33%	12%	13%	40%
Rest of SA	43%	33%	9%	14%	36%

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 Murray and South East, 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.

North West Country SA

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).

Internet vacancies, headline figures, North West Country SA ER, September 2024

Job advertisement count

325

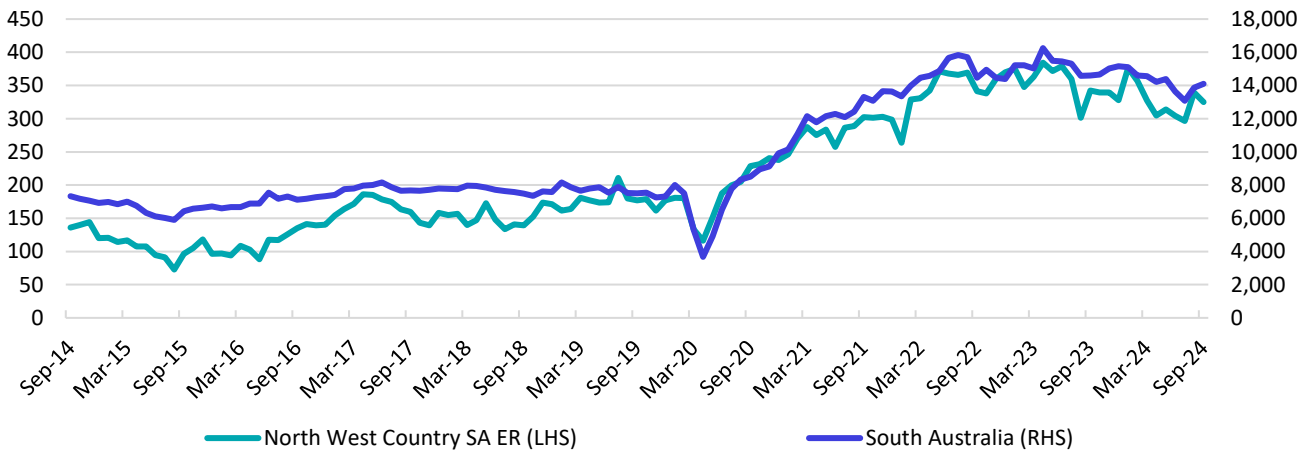seasonally adjusted count

Change over the month

↓ **-4.2%**

(or -14 job advertisements)

Change since Sep-23

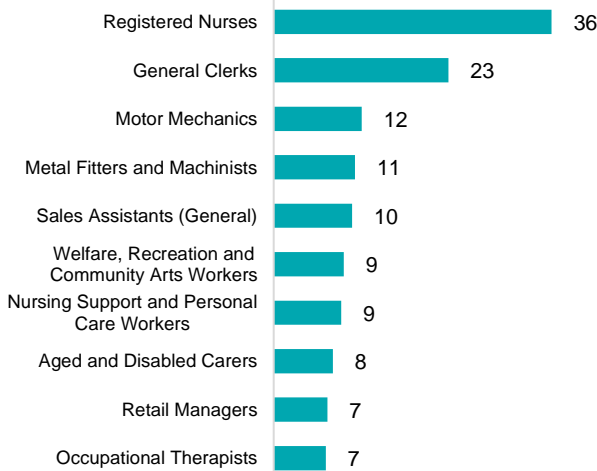↓ **-5.1%**

(or -17 job advertisements)

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

— North West Country SA ER (LHS)   — South Australia (RHS)

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

Top 10 occupations recruited for

Number of job ads online

Occupation	Number
Registered Nurses	36
General Clerks	23
Motor Mechanics	12
Metal Fitters and Machinists	11
Sales Assistants (General)	10
Welfare, Recreation and Community Arts Workers	9
Nursing Support and Personal Care Workers	9
Aged and Disabled Carers	8
Retail Managers	7
Occupational Therapists	7

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

Job demand by skill level

Proportion of job ads
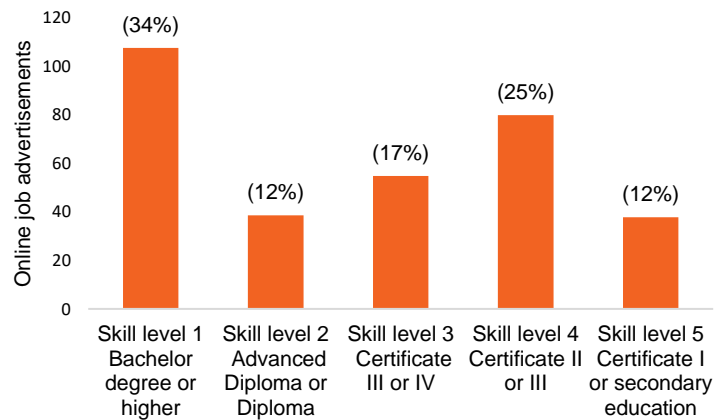
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

Insights from the Recruitment Experiences and Outlook Survey

North West Country SA

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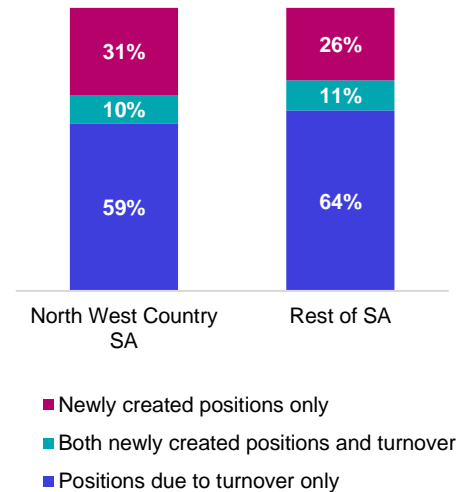
Recruitment activity and experiences

In North West Country SA, there were 92 responding employers in the 12 months to August 2024, of whom 43% were recruiting or had recruited in the past month. Of these recruiting businesses, 63% had difficulty recruiting. By comparison, 46% of employers were recruiting in Rest of SA over the same period, of whom 53% had difficulty recruiting.

Employers in North West Country SA were most likely to report the following reasons for recruitment difficulty:
- Applicants lack experience
- Lack of suitable applicants
- Location, eg remote or regional
- Undesirable working conditions/hours.

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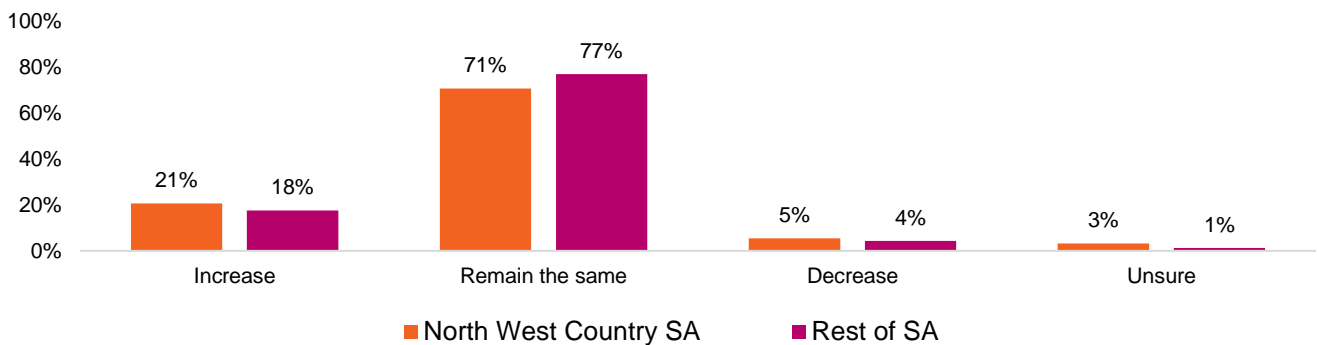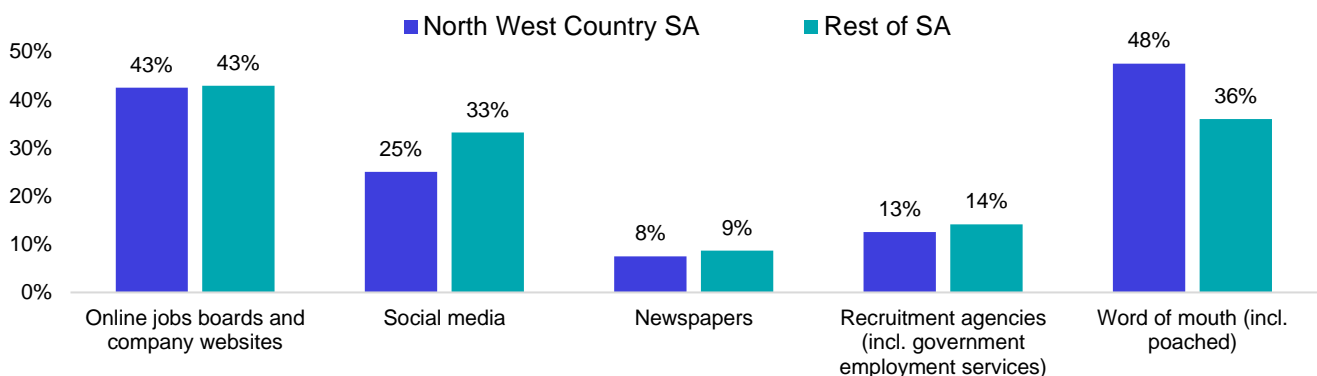
Reasons for recruitment

	North West Country SA	Rest of SA
Newly created positions only	31%	26%
Both newly created positions and turnover	10%	11%
Positions due to turnover only	59%	64%

Staffing outlook for coming months

proportion of employers

Employers' staffing expectations

	Increase	Remain the same	Decrease	Unsure
North West Country SA	21%	71%	5%	3%
Rest of SA	18%	77%	4%	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)
North West Country SA	43%	25%	8%	13%	48%
Rest of SA	43%	33%	9%	14%	36%

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 North West Country 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.