Note regarding the Broome & Esperance Employment Region profiles

Please note that due to insufficient Recruitment Experiences and Outlook Survey (REOS) sample, the Broome & Esperance Employment Region profiles have not been updated. Instead the previous profiles (April 2024 release) have been provided.

Australian Government | Jobs and Skills Australia

Western 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, Western Australia, September 2024

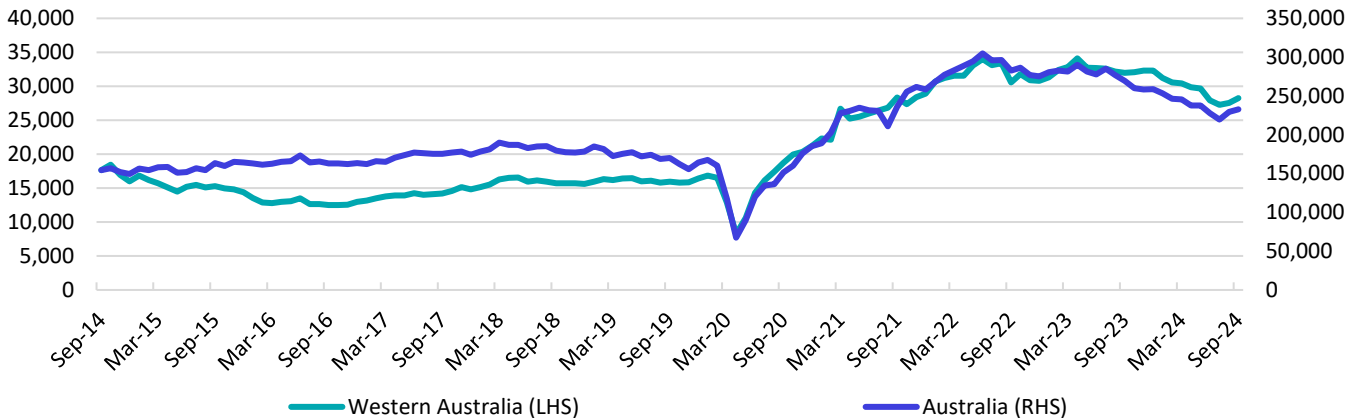| Job advertisement count	Change over the month	Change since Sep-23
28,234	↑ **2.5%**	↓ **-11.7%**
seasonally adjusted count	(or 696 job advertisements)	(or -3,740 job advertisements)

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

Western Australia (LHS) Australia (RHS)

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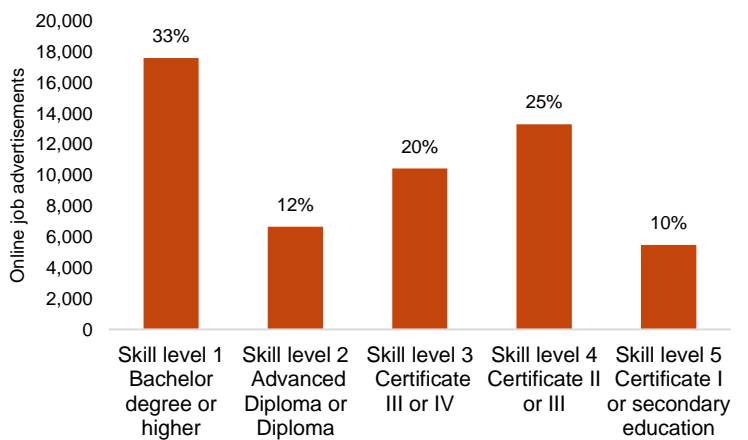
Top 10 occupations recruited for

Number of job ads online

Occupation	Number
General Clerks	1,338
Sales Assistants (General)	1,136
Motor Mechanics	797
Metal Fitters and Machinists	757
Electricians	620
Registered Nurses	583
Retail Managers	582
Advertising and Sales Managers	477
Construction Managers	463
Truck Drivers	455
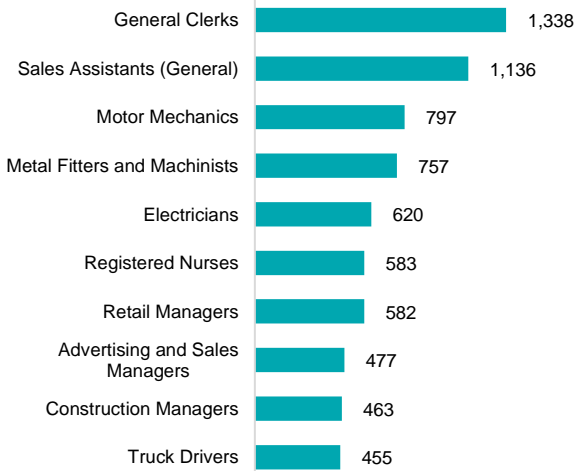
Source: JSA, IVI, seasonally adjusted data, Sep-2024

Job demand by skill level

Proportion of job ads

Skill level	Proportion
Skill level 1 Bachelor degree or higher	33%
Skill level 2 Advanced Diploma or Diploma	12%
Skill level 3 Certificate III or IV	20%
Skill level 4 Certificate II or III	25%
Skill level 5 Certificate I or secondary education	10%

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

Insights from the Recruitment Experiences and Outlook Survey
Western 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 Western Australia, there were 1,770 responding employers in the 12 months to August 2024, of whom 50% 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.
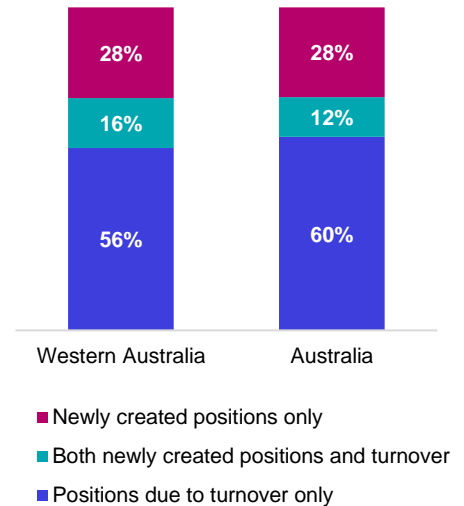
Employers in Western Australia were most likely to report the following reasons for recruitment difficulty:
- Lack of suitable applicants
- Undesirable working conditions/hours
- Location, eg remote or regional
- Lack of applicants.

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

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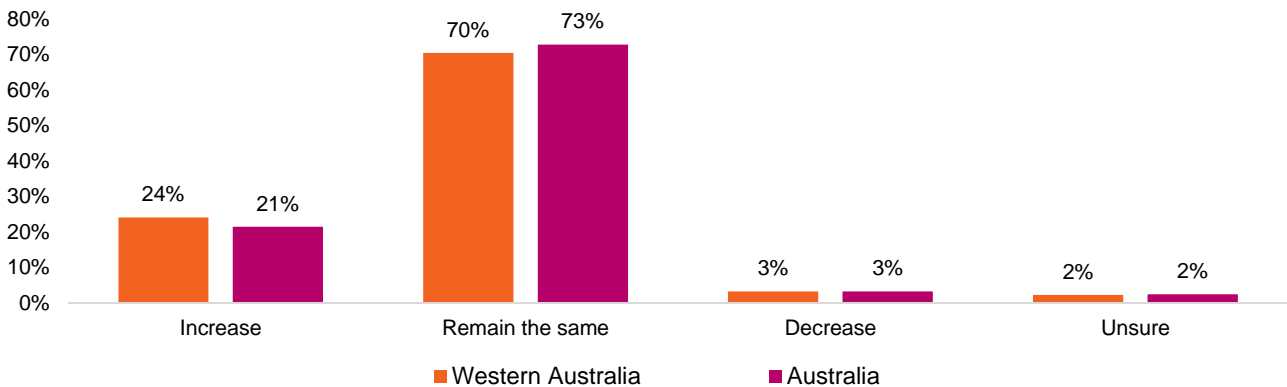
Reasons for recruitment

	Western Australia	Australia
Newly created positions only	28%	28%
Both newly created positions and turnover	16%	12%
Positions due to turnover only	56%	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
Western Australia	24%	70%	3%	2%
Australia	21%	73%	3%	2%

- Western Australia
- Australia

Recruitment methods
proportion of employers who were recruiting

- Western Australia
- Australia

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Western Australia	67%	23%	3%	13%	31%
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 Western 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.

Recruitment trends and employers' needs: Regional Snapshot update

Broome, February 2024

Release date: 4 April 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, Broome ER, February 2024

Job advertisement count

145

seasonally adjusted count

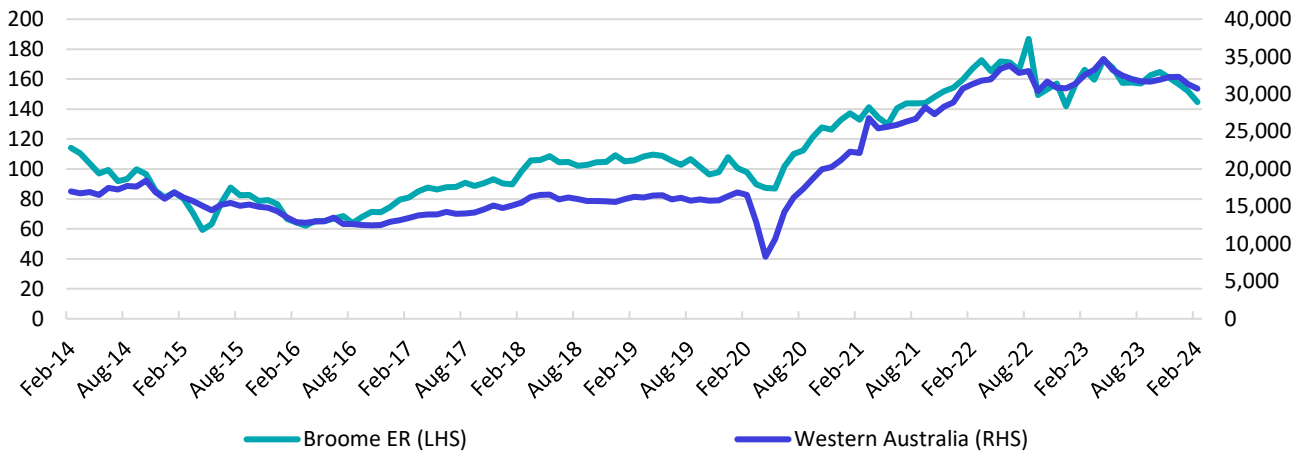### Change over the month

↓ **-4.8%**

(or -7 job advertisements)

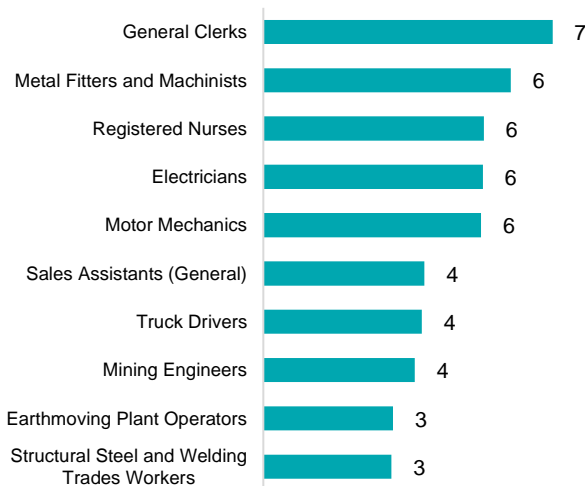### Change since Feb-23

↓ **-13.0%**

(or -22 job advertisements)

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

— Broome ER (LHS)   — Western Australia (RHS)

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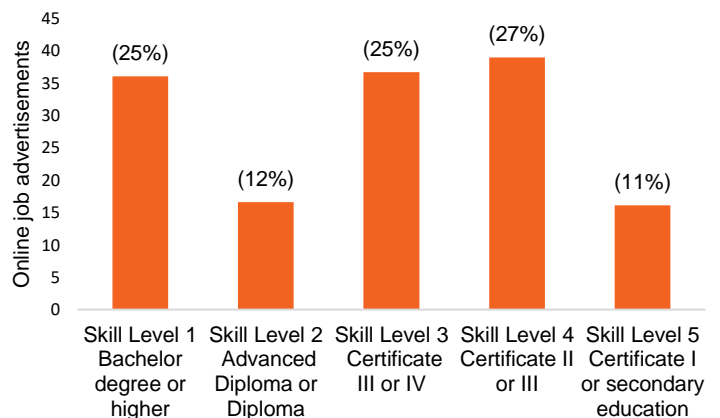
Top 10 occupations recruited for

Number of job ads online

Occupation	Number
General Clerks	7
Metal Fitters and Machinists	6
Registered Nurses	6
Electricians	6
Motor Mechanics	6
Sales Assistants (General)	4
Truck Drivers	4
Mining Engineers	4
Earthmoving Plant Operators	3
Structural Steel and Welding Trades Workers	3

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

Job demand by skill level

Proportion of job ads

Skill Level	Proportion
Skill Level 1 Bachelor degree or higher	(25%)
Skill Level 2 Advanced Diploma or Diploma	(12%)
Skill Level 3 Certificate III or IV	(25%)
Skill Level 4 Certificate II or III	(27%)
Skill Level 5 Certificate I or secondary education	(11%)

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

Insights from the Recruitment Experiences and Outlook Survey

Broome

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. **Note: data are for the the 18 months to February 2024.*

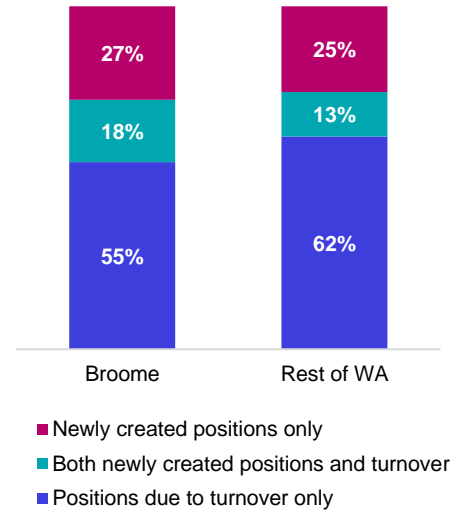## Recruitment activity and experiences

In Broome, there were 32 responding employers in the 18 months to February 2024, of whom 69% were recruiting or had recruited in the past month. Of these recruiting businesses, 77% had difficulty recruiting. By comparison, 58% of employers were recruiting in Rest of WA over the same period, of whom 70% had difficulty recruiting.

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

A chart showing reasons for recruitment for Broome and Rest of WA is included to the right. Figures for Rest of WA for this graph and those below are for the 12 months to February 2024.
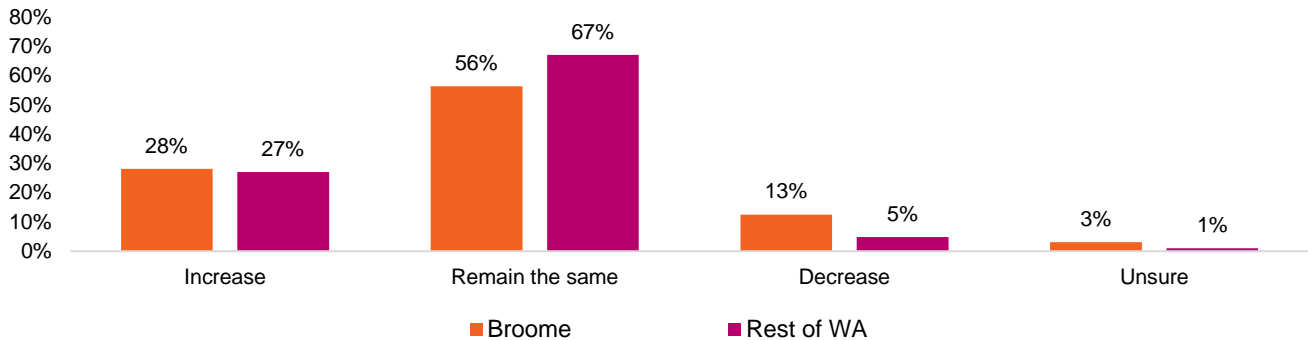
Reasons for recruitment

	Broome	Rest of WA
Newly created positions only	27%	25%
Both newly created positions and turnover	18%	13%
Positions due to turnover only	55%	62%

■ 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
Broome	28%	56%	13%	3%
Rest of WA	27%	67%	5%	1%

■ Broome   ■ Rest of WA

Recruitment methods

proportion of employers who were recruiting

■ Broome   ■ Rest of WA

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Broome	57%	38%	0%	10%	33%
Rest of WA	58%	40%	9%	14%	38%
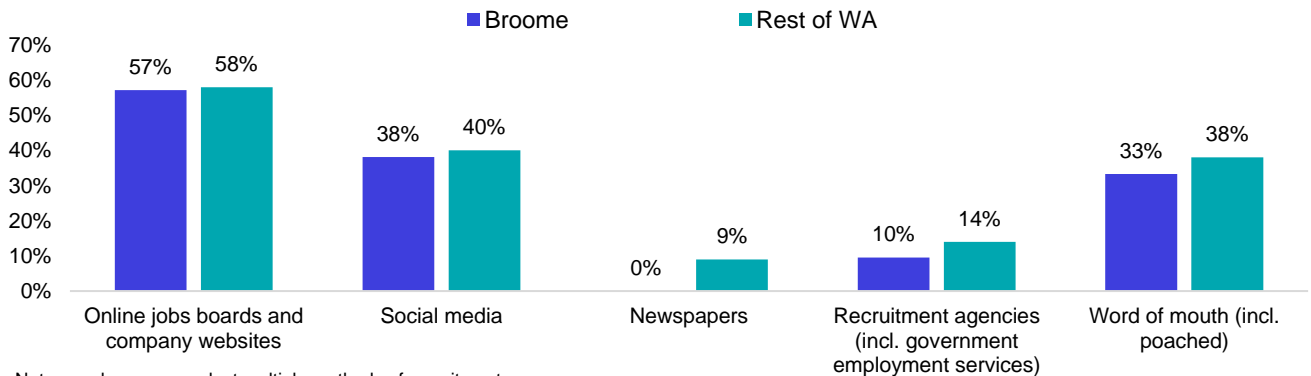
Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Broome, while weighted data are used for Rest of WA. 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.

Esperance, February 2024

Release date: 4 April 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, Esperance ER, February 2024

Job advertisement count

180

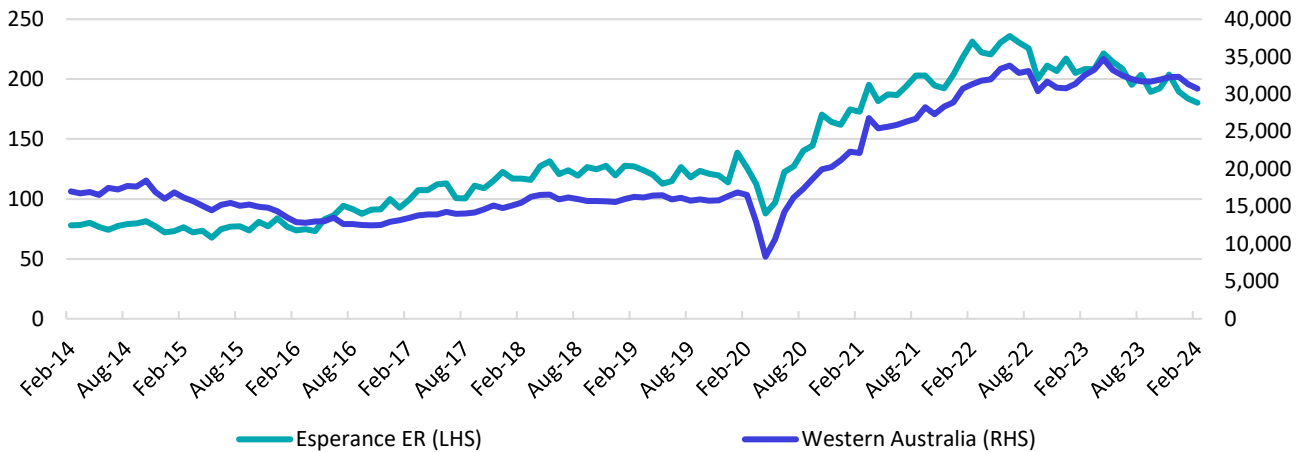seasonally adjusted count

Change over the month

↓ -1.8%

(or -3 job advertisements)

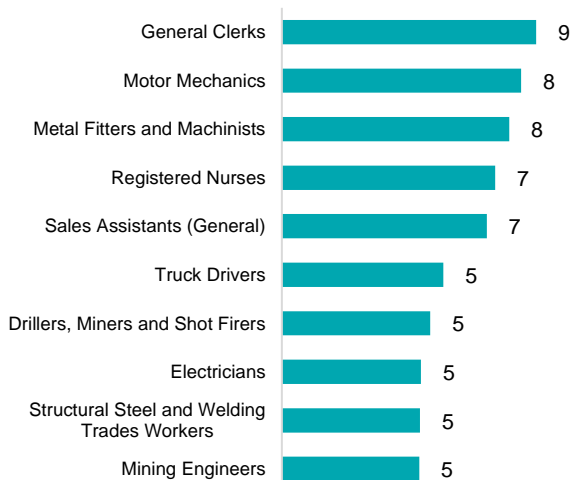**Change since Feb-23**

↓ -13.4%

(or -28 job advertisements)

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

Esperance ER (LHS) Western Australia (RHS)

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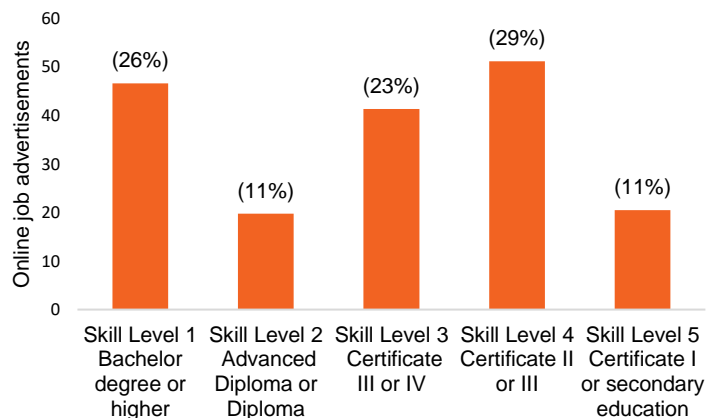
Top 10 occupations recruited for

Number of job ads online

Occupation	Count
General Clerks	9
Motor Mechanics	8
Metal Fitters and Machinists	8
Registered Nurses	7
Sales Assistants (General)	7
Truck Drivers	5
Drillers, Miners and Shot Firers	5
Electricians	5
Structural Steel and Welding Trades Workers	5
Mining Engineers	5

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

Job demand by skill level

Proportion of job ads

Skill Level 1 Bachelor degree or higher (26%)
Skill Level 2 Advanced Diploma or Diploma (11%)
Skill Level 3 Certificate III or IV (23%)
Skill Level 4 Certificate II or III (29%)
Skill Level 5 Certificate I or secondary education (11%)

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

Insights from the Recruitment Experiences and Outlook Survey
Esperance

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. ***Note: data are for the the 18 months to February 2024.**
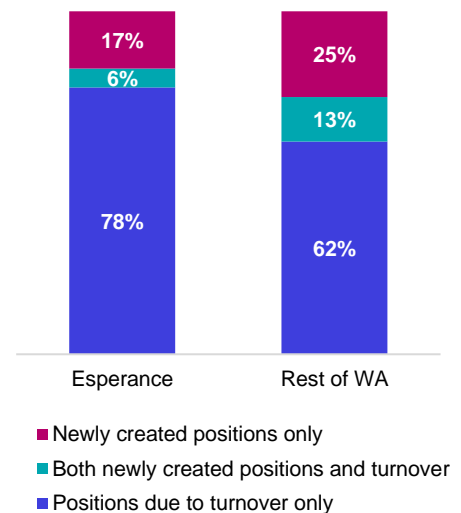
Recruitment activity and experiences

In Esperance, there were 31 responding employers in the 18 months to February 2024, of whom 58% were recruiting or had recruited in the past month. Of these recruiting businesses, 71% had difficulty recruiting. By comparison, 58% of employers were recruiting in Rest of WA over the same period, of whom 70% had difficulty recruiting.

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

A chart showing reasons for recruitment for Esperance and Rest of WA is included to the right. Figures for Rest of WA for this graph and those below are for the 12 months to February 2024.
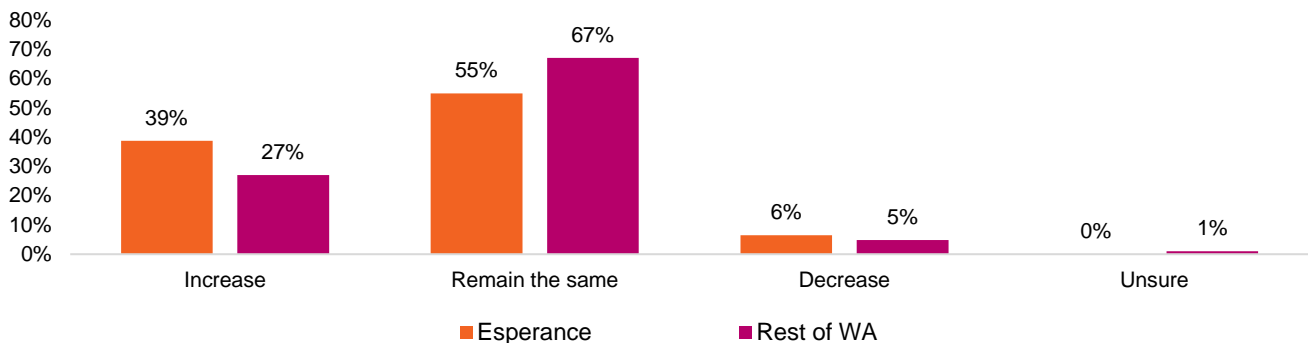
Reasons for recruitment

Esperance: 17%, 6%, 78%
Rest of WA: 25%, 13%, 62%

- ■ 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
Esperance	39%	55%	6%	0%
Rest of WA	27%	67%	5%	1%

- ■ Esperance ■ Rest of WA

Recruitment methods
proportion of employers who were recruiting

- ■ Esperance   ■ Rest of WA

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Esperance	50%	50%	6%	0%	56%
Rest of WA	58%	40%	9%	14%	38%
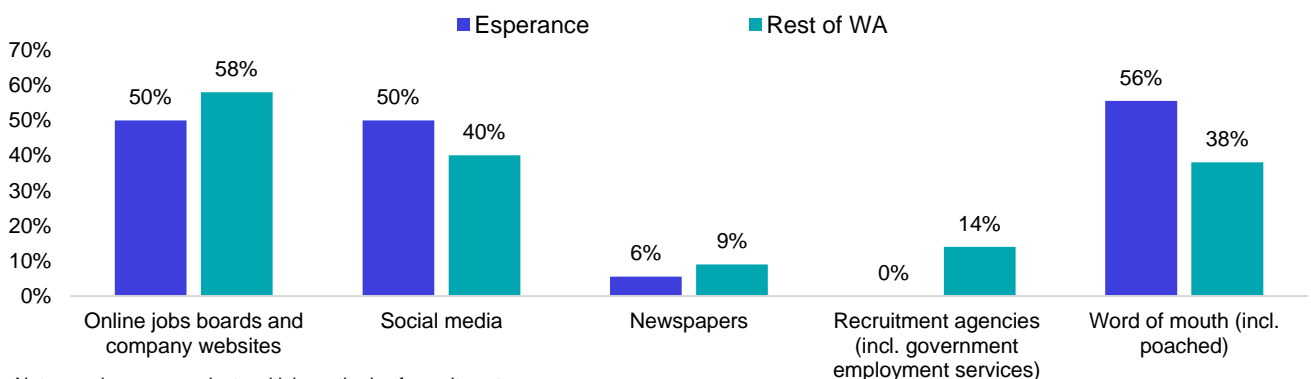
Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Esperance, while weighted data are used for Rest of WA. 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

Geraldton

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, Geraldton ER, September 2024

Job advertisement count

281

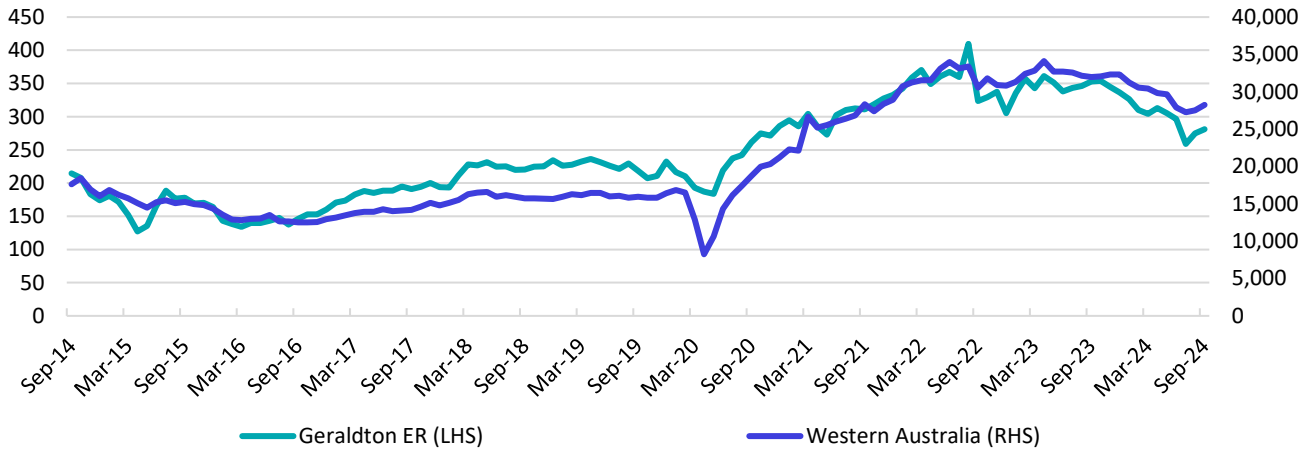seasonally adjusted count

Change over the month

↑ 2.3%

(or 6 job advertisements)

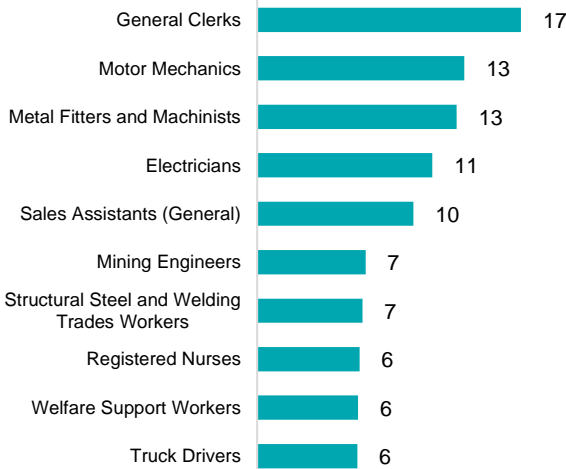**Change since Sep-23**

↓ -20.4%

(or -72 job advertisements)

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

Geraldton ER (LHS)　　　　Western Australia (RHS)

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

Top 10 occupations recruited for

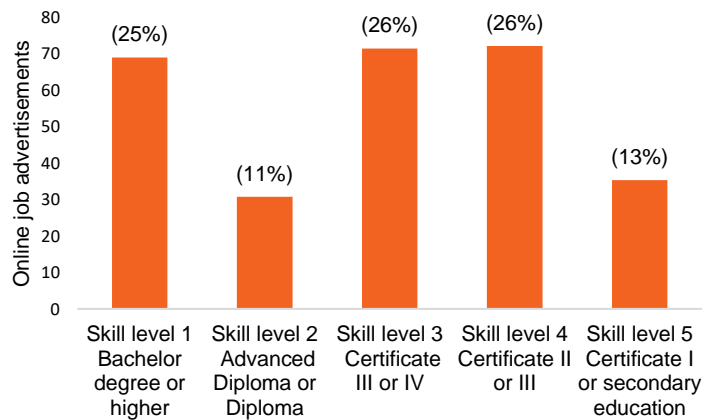Number of job ads online

Occupation	Number
General Clerks	17
Motor Mechanics	13
Metal Fitters and Machinists	13
Electricians	11
Sales Assistants (General)	10
Mining Engineers	7
Structural Steel and Welding Trades Workers	7
Registered Nurses	6
Welfare Support Workers	6
Truck Drivers	6

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	(25%)
Skill level 2 Advanced Diploma or Diploma	(11%)
Skill level 3 Certificate III or IV	(26%)
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
Geraldton

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.
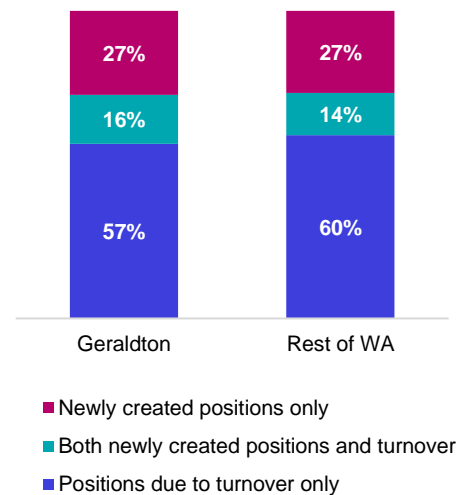
Recruitment activity and experiences

In Geraldton, there were 85 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, 56% had difficulty recruiting. By comparison, 57% of employers were recruiting in Rest of WA over the same period, of whom 63% had difficulty recruiting.

Employers in Geraldton were most likely to report the following reasons for recruitment difficulty:
- Lack of suitable applicants
- Lack of applicants
- Location, eg remote or regional
- Applicants lack technical skills.

A chart showing reasons for recruitment for Geraldton and Rest of WA is included to the right.
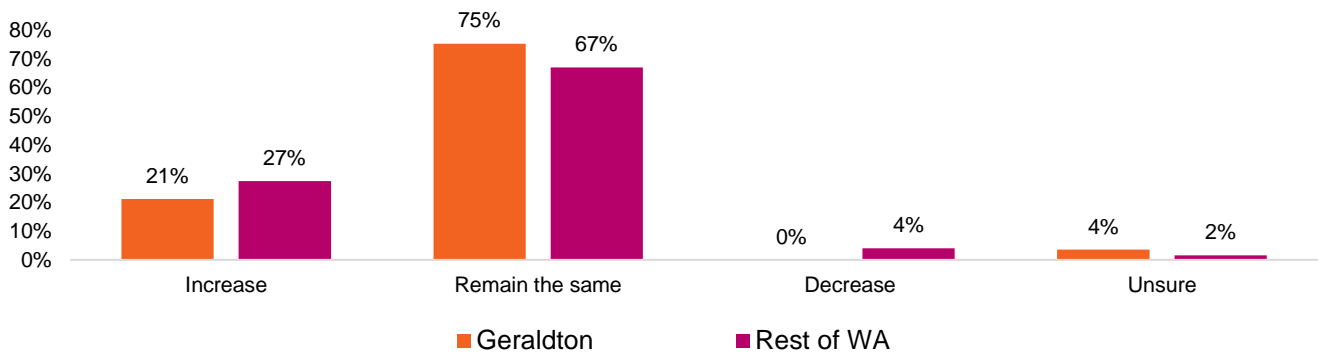
Reasons for recruitment

	Geraldton	Rest of WA
Newly created positions only	27%	27%
Both newly created positions and turnover	16%	14%
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
Geraldton	21%	75%	0%	4%
Rest of WA	27%	67%	4%	2%

- Geraldton
- Rest of WA

Recruitment methods

proportion of employers who were recruiting

- Geraldton
- Rest of WA

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Geraldton	55%	32%	0%	11%	43%
Rest of WA	57%	42%	9%	12%	37%
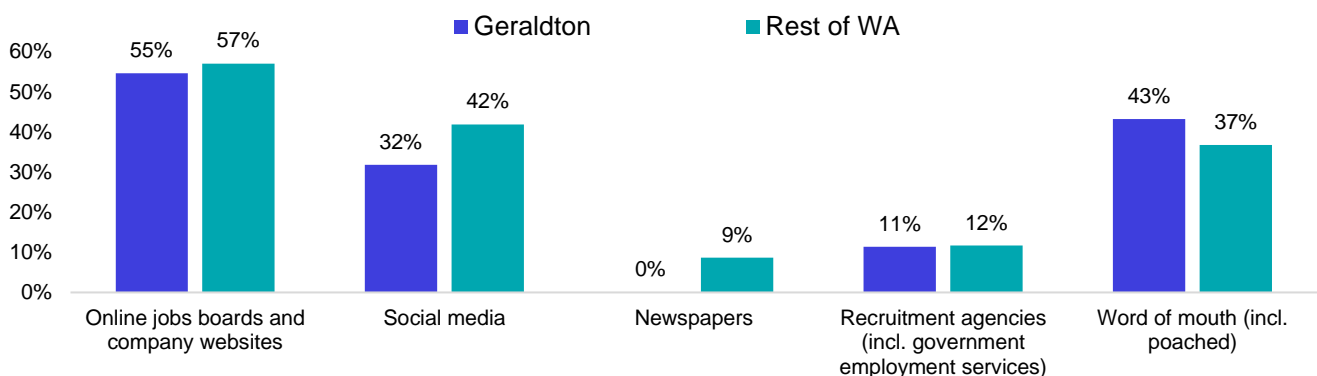
Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Geraldton, while weighted data are used for Rest of WA. 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.

Great Southern - Wheatbelt

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, Great Southern - Wheatbelt ER, September 2024

Job advertisement count

1,154

seasonally adjusted count
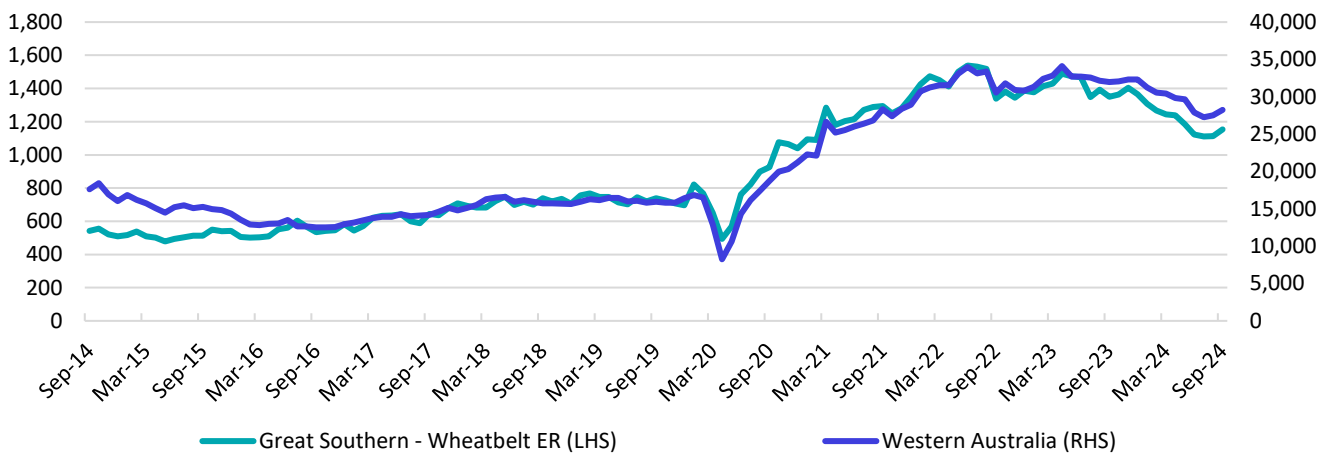
Change over the month

↑ 3.6%

(or 40 job advertisements)

Change since Sep-23
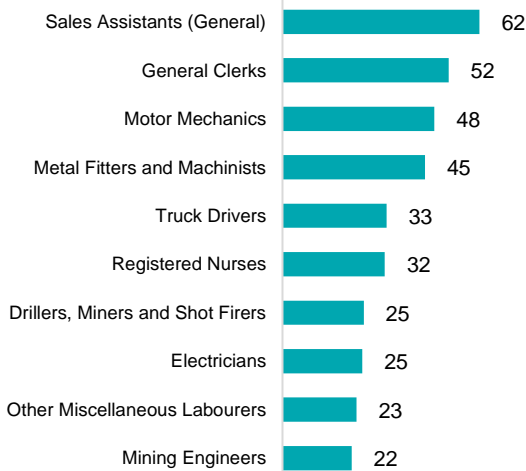
↓ -14.6%

(or -197 job advertisements)

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

Great Southern - Wheatbelt ER (LHS) ——— Western Australia (RHS)

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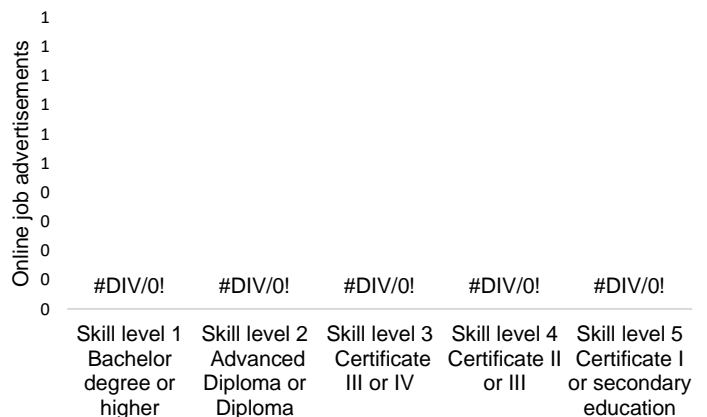
Top 10 occupations recruited for

Number of job ads online

Occupation	Count
Sales Assistants (General)	62
General Clerks	52
Motor Mechanics	48
Metal Fitters and Machinists	45
Truck Drivers	33
Registered Nurses	32
Drillers, Miners and Shot Firers	25
Electricians	25
Other Miscellaneous Labourers	23
Mining Engineers	22

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

Job demand by skill level

Proportion of job ads

Online job advertisements

Skill level 1 Bachelor degree or higher	Skill level 2 Advanced Diploma or Diploma	Skill level 3 Certificate III or IV	Skill level 4 Certificate II or III	Skill level 5 Certificate I or secondary education
#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

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

Insights from the Recruitment Experiences and Outlook Survey

Great Southern - Wheatbelt

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.

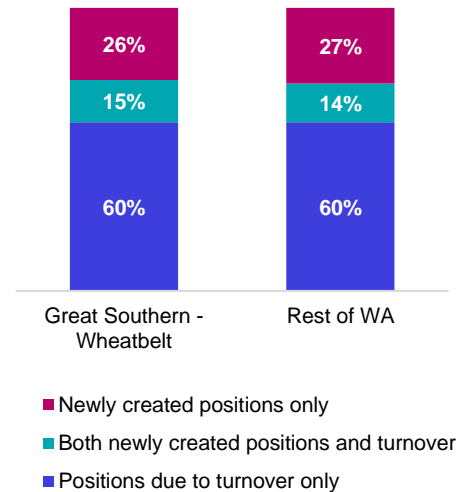## Recruitment activity and experiences

In Great Southern - Wheatbelt, there were 181 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, 71% had difficulty recruiting. By comparison, 57% of employers were recruiting in Rest of WA over the same period, of whom 63% had difficulty recruiting.

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

A chart showing reasons for recruitment for Great Southern - Wheatbelt and Rest of WA is included to the right.
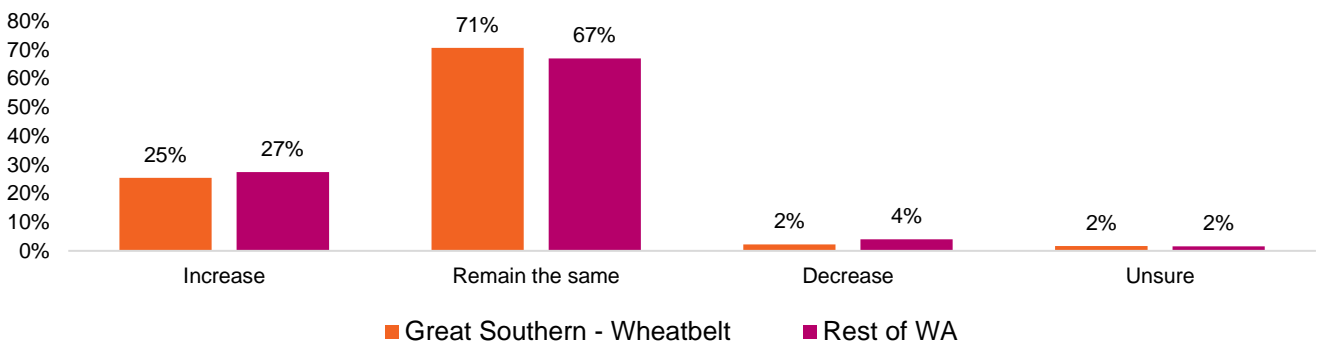
Reasons for recruitment

	Great Southern - Wheatbelt	Rest of WA
Newly created positions only	26%	27%
Both newly created positions and turnover	15%	14%
Positions due to turnover only	60%	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
Great Southern - Wheatbelt	25%	71%	2%	2%
Rest of WA	27%	67%	4%	2%

■ Great Southern - Wheatbelt   ■ Rest of WA

Recruitment methods

proportion of employers who were recruiting

■ Great Southern - Wheatbelt   ■ Rest of WA

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Great Southern - Wheatbelt	54%	54%	19%	9%	45%
Rest of WA	57%	42%	9%	12%	37%
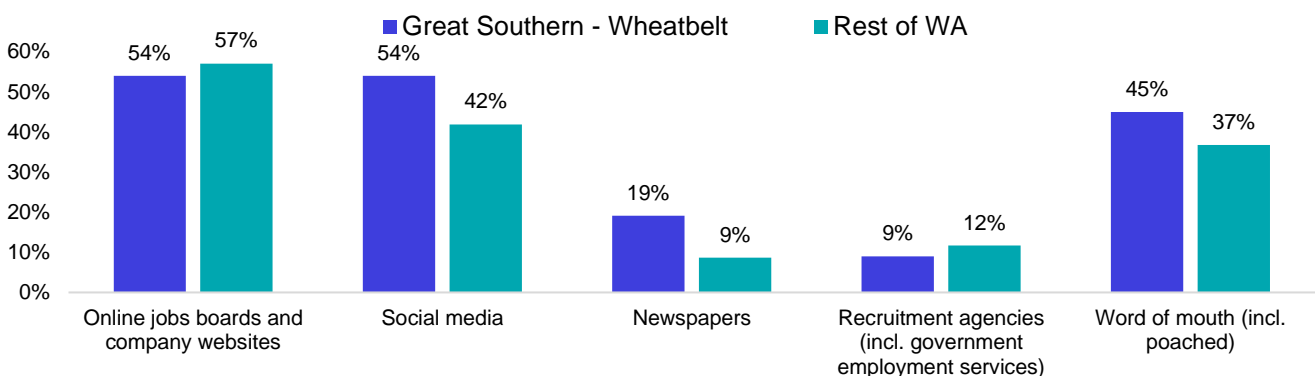
Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Great Southern - Wheatbelt, while weighted data are used for Rest of WA. 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.

Kalgoorlie

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, Kalgoorlie ER, September 2024

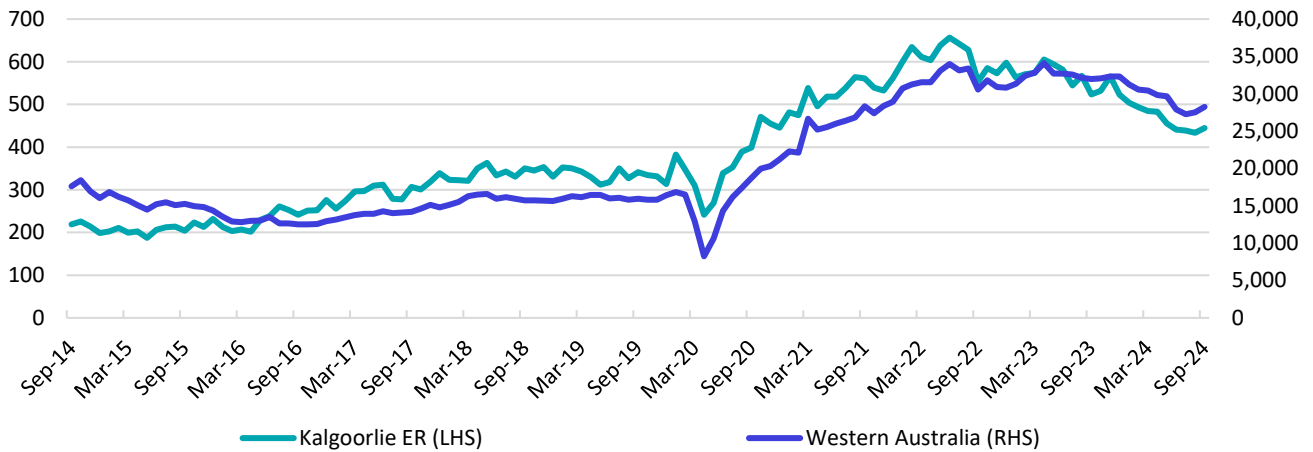| Job advertisement count	Change over the month	Change since Sep-23
445	↑ **2.6%**	↓ **-15.0%**
seasonally adjusted count	(or 11 job advertisements)	(or -79 job advertisements)

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

— Kalgoorlie ER (LHS)　　　— Western Australia (RHS)

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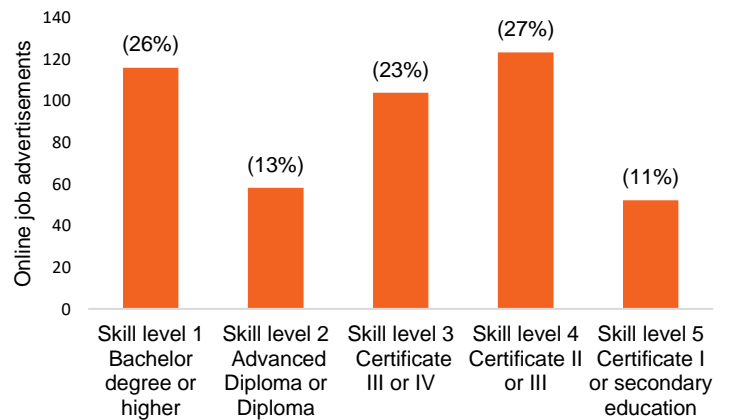
Top 10 occupations recruited for
Number of job ads online

Occupation	Number
General Clerks	22
Motor Mechanics	21
Sales Assistants (General)	21
Metal Fitters and Machinists	21
Drillers, Miners and Shot Firers	15
Truck Drivers	14
Registered Nurses	12
Mining Engineers	11
Electricians	11
Structural Steel and Welding Trades Workers	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	(26%)
Skill level 2 Advanced Diploma or Diploma	(13%)
Skill level 3 Certificate III or IV	(23%)
Skill level 4 Certificate II or III	(27%)
Skill level 5 Certificate I or secondary education	(11%)
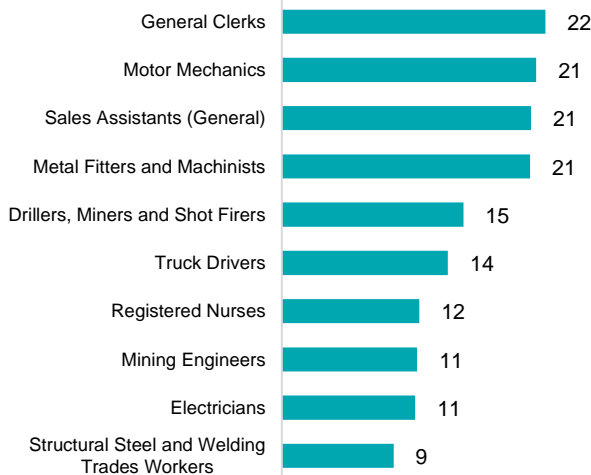
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

Insights from the Recruitment Experiences and Outlook Survey

Kalgoorlie

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.
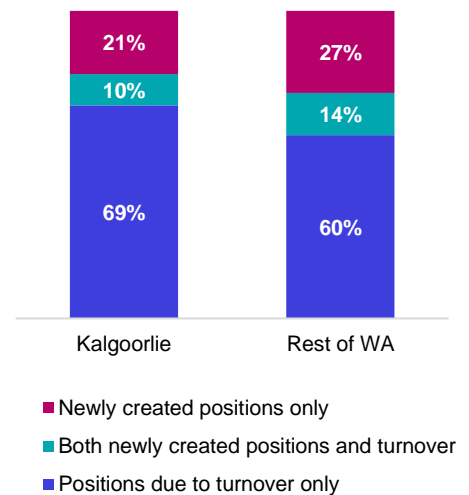
Recruitment activity and experiences

In Kalgoorlie, there were 61 responding employers in the 12 months to August 2024, of whom 66% were recruiting or had recruited in the past month. Of these recruiting businesses, 74% had difficulty recruiting. By comparison, 57% of employers were recruiting in Rest of WA over the same period, of whom 63% had difficulty recruiting.

Employers in Kalgoorlie were most likely to report the following reasons for recruitment difficulty:
- Location, eg remote or regional
- Lack of applicants
- Lack of suitable applicants
- Applicants lack technical skills.

A chart showing reasons for recruitment for Kalgoorlie and Rest of WA is included to the right.
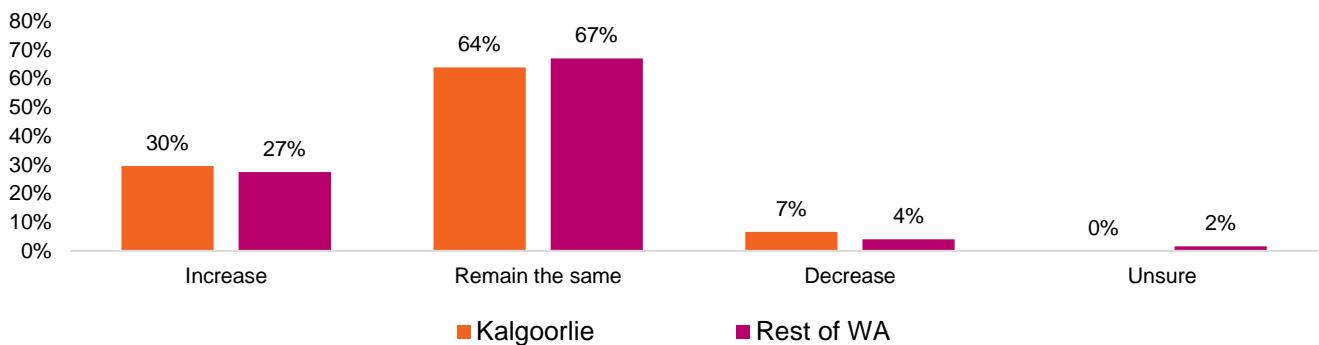
Reasons for recruitment

	Kalgoorlie	Rest of WA
Newly created positions only	21%	27%
Both newly created positions and turnover	10%	14%
Positions due to turnover only	69%	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
Kalgoorlie	30%	64%	7%	0%
Rest of WA	27%	67%	4%	2%

- Kalgoorlie
- Rest of WA

Recruitment methods

proportion of employers who were recruiting

- Kalgoorlie
- Rest of WA

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Kalgoorlie	85%	51%	18%	21%	26%
Rest of WA	57%	42%	9%	12%	37%
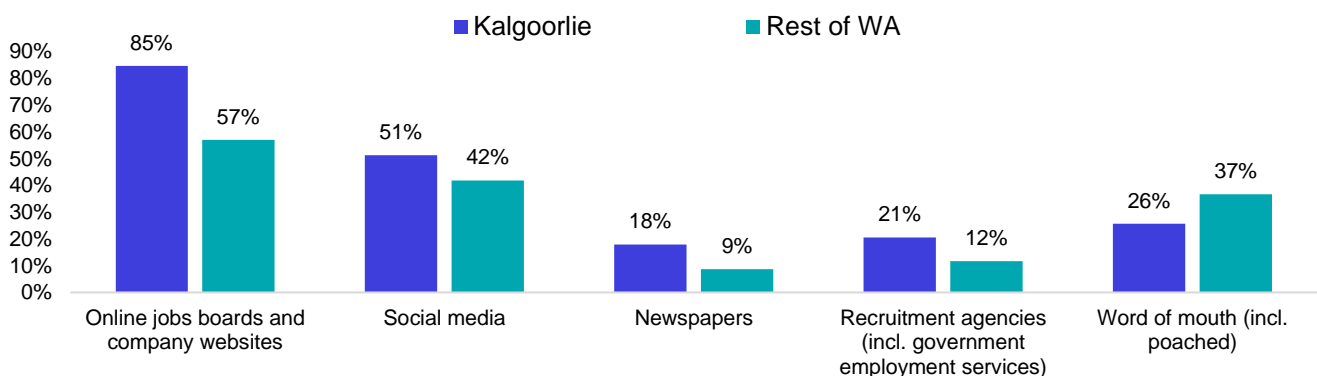
Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Kalgoorlie, while weighted data are used for Rest of WA. 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

Perth 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, Perth North ER, September 2024

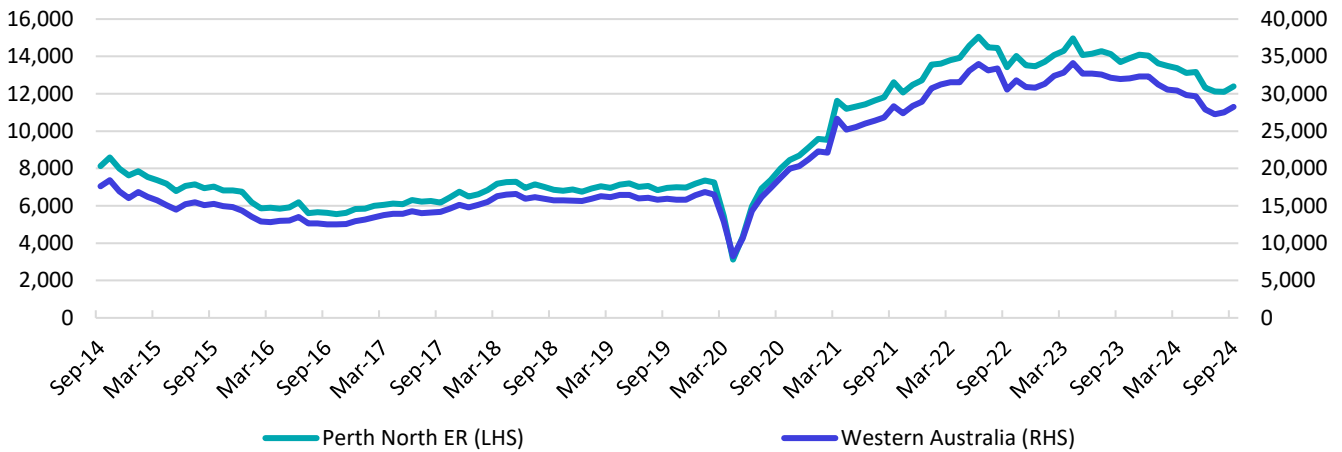| Job advertisement count	Change over the month	Change since Sep-23
12,404	↑ **2.4%**	↓ **-9.5%**
seasonally adjusted count	(or 295 job advertisements)	(or -1,302 job advertisements)

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

Perth North ER (LHS) ——— Western Australia (RHS)

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

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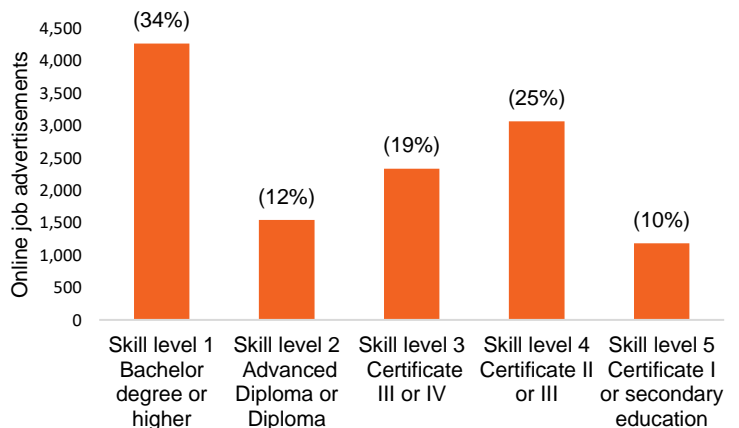### Number of job ads online

Occupation	Number
General Clerks	636
Sales Assistants (General)	507
Metal Fitters and Machinists	314
Motor Mechanics	304
Electricians	287
Advertising and Sales Managers	257
Registered Nurses	254
Retail Managers	248
Construction Managers	226
Civil Engineering Professionals	221

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	(12%)
Skill level 3 Certificate III or IV	(19%)
Skill level 4 Certificate II or III	(25%)
Skill level 5 Certificate I or secondary education	(10%)
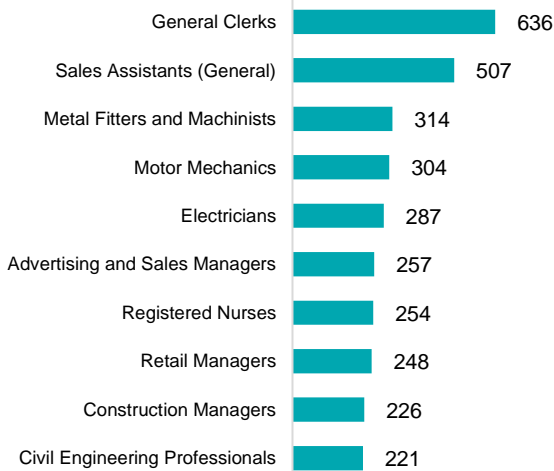
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

Insights from the Recruitment Experiences and Outlook Survey
Perth 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.
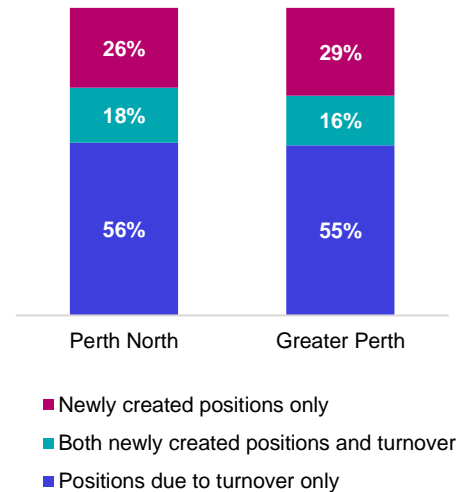
Recruitment activity and experiences

In Perth North, there were 569 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, 47% had difficulty recruiting. By comparison, 48% of employers were recruiting in Greater Perth over the same period, of whom 50% had difficulty recruiting.

Employers in Perth North 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.

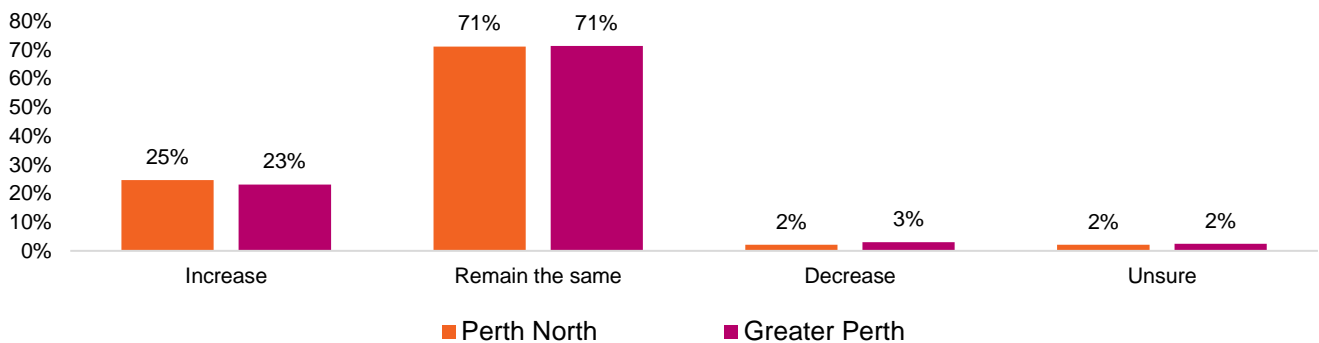A chart showing reasons for recruitment for Perth North and Greater Perth is included to the right.

Reasons for recruitment

	Perth North	Greater Perth
Newly created positions only	26%	29%
Both newly created positions and turnover	18%	16%
Positions due to turnover only	56%	55%

- ■ 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
Perth North	25%	71%	2%	2%
Greater Perth	23%	71%	3%	2%

■ Perth North   ■ Greater Perth

Recruitment methods
proportion of employers who were recruiting

■ Perth North   ■ Greater Perth

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Perth North	77%	15%	1%	11%	30%
Greater Perth	71%	16%	2%	13%	30%
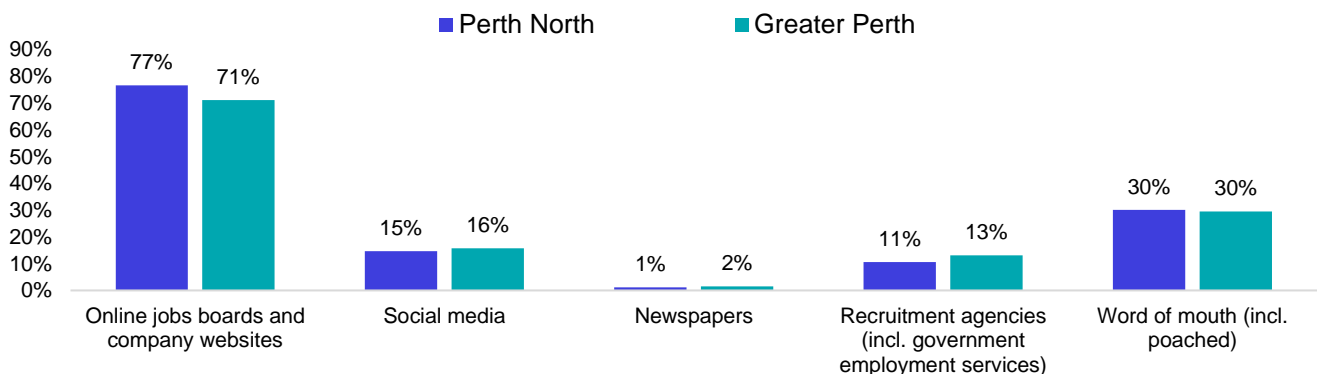
Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Perth North, while weighted data are used for Greater Perth. 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

Perth 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, Perth South ER, September 2024

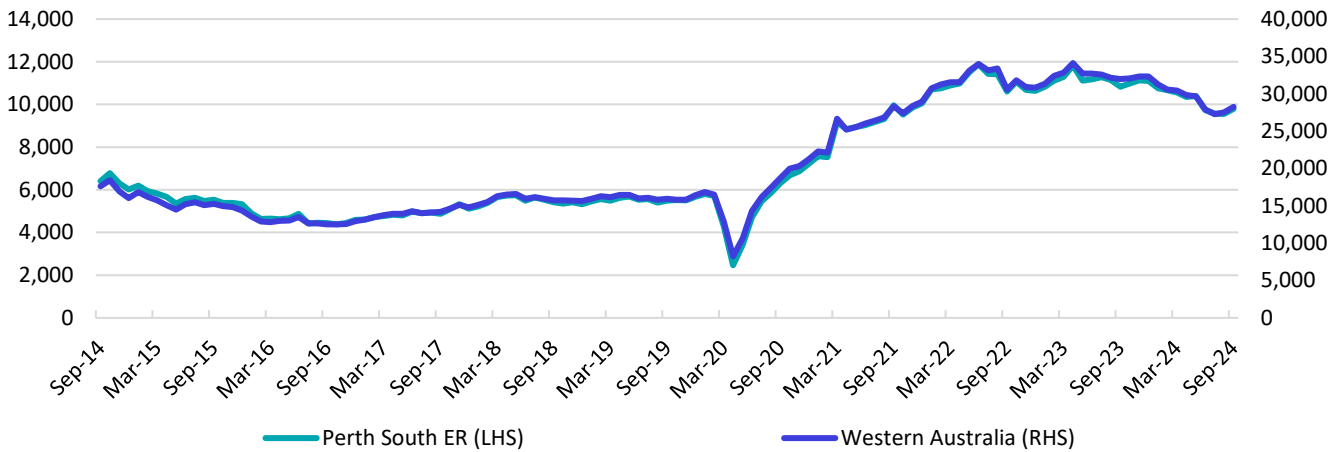| Job advertisement count	Change over the month	Change since Sep-23
9,797	↑ **2.4%**	↓ **-9.5%**
seasonally adjusted count	(or 234 job advertisements)	(or -1,032 job advertisements)

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

Perth South ER (LHS) ——— Western Australia (RHS)

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

Top 10 occupations recruited for
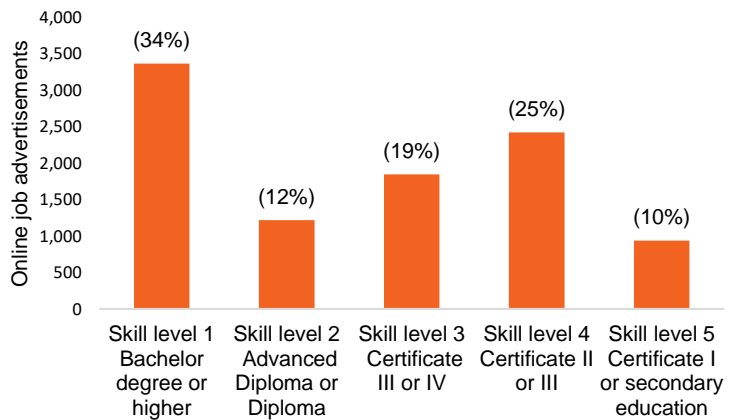Number of job ads online

Occupation	Number
General Clerks	502
Sales Assistants (General)	402
Metal Fitters and Machinists	248
Motor Mechanics	240
Electricians	226
Advertising and Sales Managers	202
Registered Nurses	201
Retail Managers	196
Construction Managers	178
Civil Engineering Professionals	174

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	(12%)
Skill level 3 Certificate III or IV	(19%)
Skill level 4 Certificate II or III	(25%)
Skill level 5 Certificate I or secondary education	(10%)
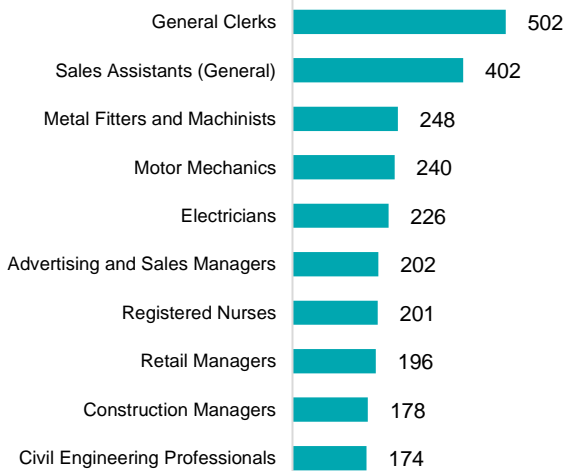
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

Insights from the Recruitment Experiences and Outlook Survey
Perth 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.
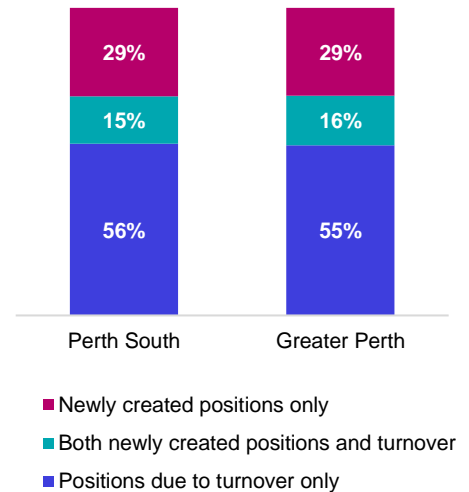
Recruitment activity and experiences

In Perth South, there were 510 responding employers in the 12 months to August 2024, of whom 48% were recruiting or had recruited in the past month. Of these recruiting businesses, 53% had difficulty recruiting. By comparison, 48% of employers were recruiting in Greater Perth over the same period, of whom 50% had difficulty recruiting.

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

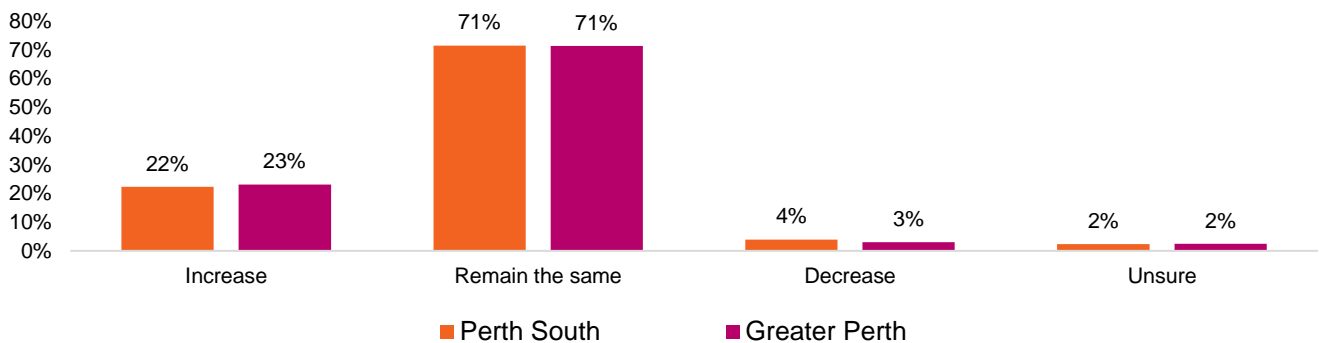A chart showing reasons for recruitment for Perth South and Greater Perth is included to the right.

Reasons for recruitment

	Perth South	Greater Perth
Newly created positions only	29%	29%
Both newly created positions and turnover	15%	16%
Positions due to turnover only	56%	55%

- 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
Perth South	22%	71%	4%	2%
Greater Perth	23%	71%	3%	2%

- Perth South
- Greater Perth

Recruitment methods
proportion of employers who were recruiting

- Perth South
- Greater Perth

	Online jobs boards and company websites	Social media	Newspapers	Recruitment agencies (incl. government employment services)	Word of mouth (incl. poached)
Perth South	67%	17%	2%	17%	31%
Greater Perth	71%	16%	2%	13%	30%
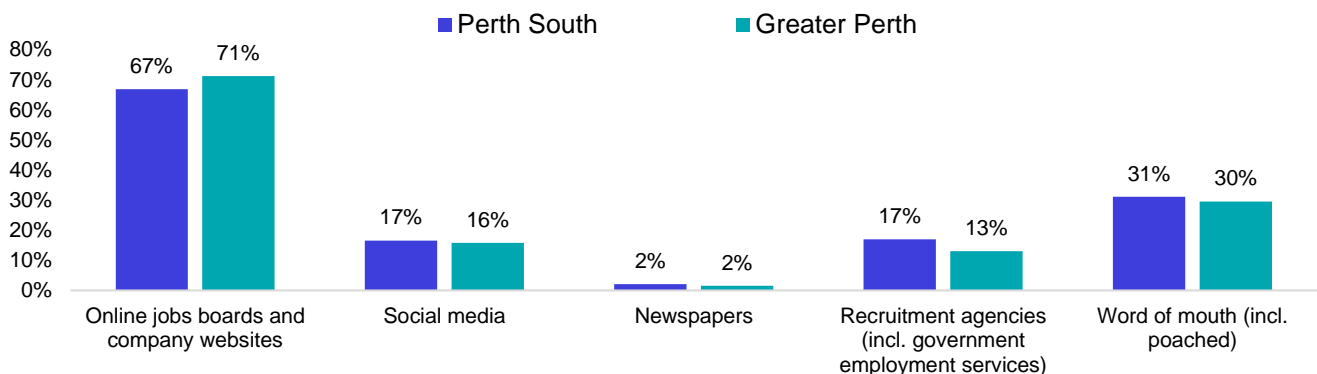
Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for Perth South, while weighted data are used for Greater Perth. 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.

South West WA

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 West WA ER, September 2024

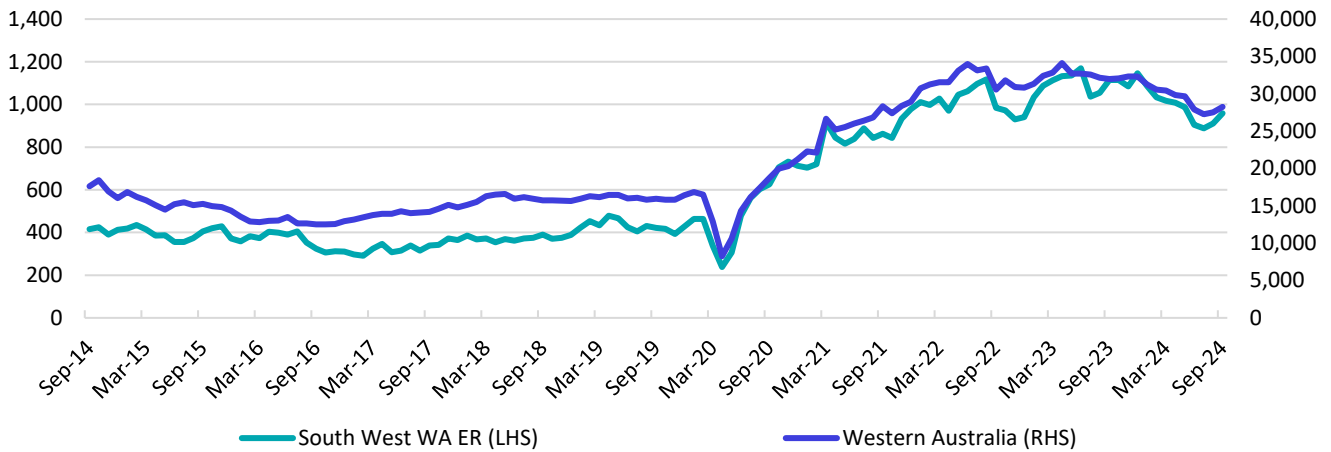| Job advertisement count	Change over the month	Change since Sep-23
959	↑ 5.3%	↓ -14.0%
seasonally adjusted count	(or 48 job advertisements)	(or -156 job advertisements)

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

— South West WA ER (LHS)   — Western Australia (RHS)

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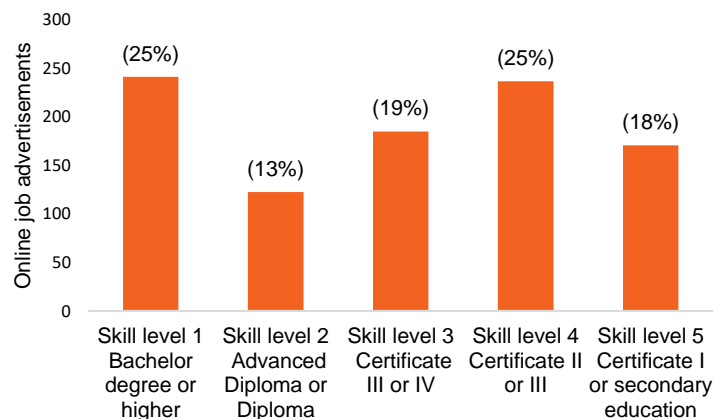
Top 10 occupations recruited for

Number of job ads online

Occupation	Count
Sales Assistants (General)	61
General Clerks	36
Registered Nurses	30
Motor Mechanics	30
Metal Fitters and Machinists	25
Truck Drivers	23
Chefs	21
Other Miscellaneous Labourers	20
Retail Managers	18
Electricians	16

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	(25%)
Skill level 2 Advanced Diploma or Diploma	(13%)
Skill level 3 Certificate III or IV	(19%)
Skill level 4 Certificate II or III	(25%)
Skill level 5 Certificate I or secondary education	(18%)
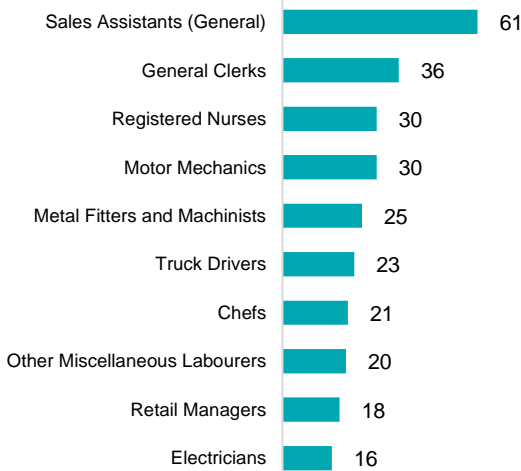
Source: JSA, Internet Vacancy Index, seasonally adjusted data, Sep-2024

Insights from the Recruitment Experiences and Outlook Survey
South West WA

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.
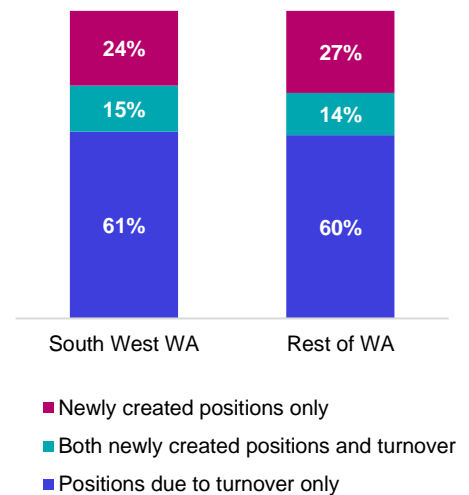
Recruitment activity and experiences

In South West WA, there were 209 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, 59% had difficulty recruiting. By comparison, 57% of employers were recruiting in Rest of WA over the same period, of whom 63% had difficulty recruiting.

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

A chart showing reasons for recruitment for South West WA and Rest of WA is included to the right.

Reasons for recruitment

	South West WA	Rest of WA
Newly created positions only	24%	27%
Both newly created positions and turnover	15%	14%
Positions due to turnover only	61%	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 West WA	29%	64%	5%	2%
Rest of WA	27%	67%	4%	2%

- South West WA
- Rest of WA

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 West WA	62%	31%	4%	13%	35%
Rest of WA	57%	42%	9%	12%	37%

- South West WA
- Rest of WA
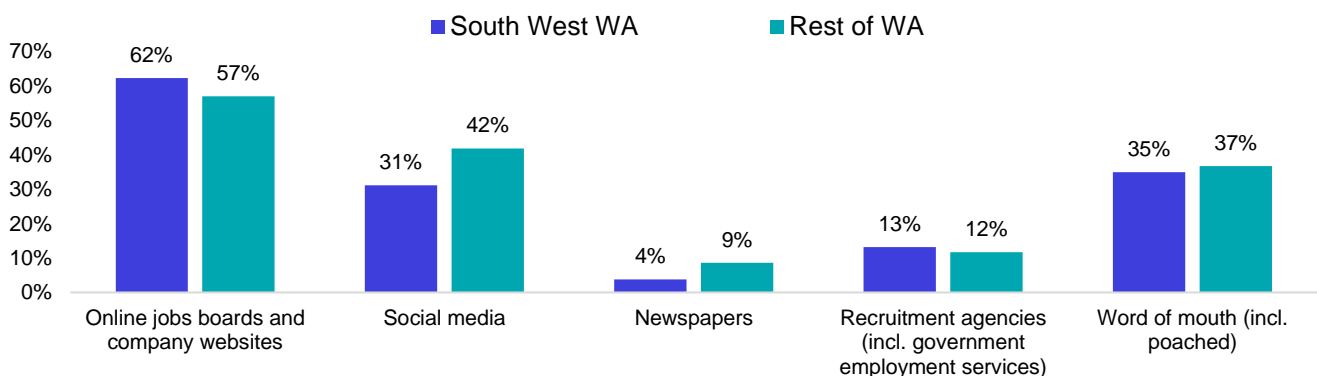
Note: employers can select multiple methods of recruitment.

Due to small sample sizes for regional data, caution should be exercised interpreting these results. Unweighted data are used for South West WA, while weighted data are used for Rest of WA. 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.