



**REGIONAL
AUSTRALIA**
INSTITUTE



REGIONAL JOBS 2022

THE BIG SKILLS CHALLENGE

MAY 2023

ABOUT THE REGIONAL AUSTRALIA INSTITUTE

The Regional Australia Institute (RAI) is the nation's first and only independent think-tank dedicated to empowering Australia's regions.

We are a not-for-profit organisation that undertakes research to stimulate and activate our rural and regional communities.

RAI celebrated 10 years in 2021. We are proud of the vast array of research, data, and detailed insights the RAI has provided into many of the significant issues and challenges facing regional Australia.

The work of the Institute is made possible through research partnerships with Federal and State governments, the national Regions Rising event series, regional consultancy projects, membership, and philanthropic funding.

The RAI exists so that decision-makers at all levels of government, not-for-profits, industry, and community have the information they need to ensure the best outcomes for regional Australia.

By replacing myths and stereotypes with facts and knowledge, the RAI builds bridges between city and country Australians.

We care about the regions, because when our regions are strong, Australia is strong.

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REGIONALISATION AMBITION 2032

In September 2022, the RAI launched the Regionalisation Ambition 2032 – A Framework to Rebalance the Nation (the Framework), to help direct the actions of government, industry, and the community to achieve more ambitious and balanced growth across our nation's regions.

By setting the ambition to Rebalance the Nation and see more Australians calling regional Australia home, the RAI is seeking to lead a shift in mindset in how we plan for the nation's future.

The Framework outlines cross-cutting themes, and five pillars with key targets, actions and benefits that will each contribute to building stronger regional communities, and a stronger Australia. The five pillars are:



Within Regional Jobs 2022: The Big Skills Challenge report, (the Regional Jobs Report) the key focus is on the Jobs and Skills pillar. Within this pillar, RAI has identified several targets and strategies to address issues impacting current recruitment vacancies in regional Australia:

TARGET: REDUCE THE RECRUITMENT DIFFICULTY IN REGIONAL AUSTRALIA TO BELOW 40%

In December 2022, 68% of recruiters in regional Australia reported difficulty filling advertised jobs. While easing slightly over the year from a peak of 77% in July, recruitment difficulty remains significantly higher than pre-Covid levels (at 37% in 2019) in our regions.¹

TARGET: INCREASE THE SHARE OF SKILLED WORKERS EMPLOYED IN REGIONAL AUSTRALIA TO 80% OF THE REGIONAL WORKFORCE

The proportion of skilled occupations in regional Australia has steadily increased over the past two decades from 67% in May 2001 to 73% in May 2022 – with the strongest growth occurring in only the last ten years. Nationally, skilled employment is projected to grow by 10% between 2021 and 2026.²

TARGET: INCREASE THE SCHOOL ATTAINMENT RATE OF YOUNG PEOPLE IN REGIONAL AUSTRALIA TO 75% OR ABOVE

The Year 12 certificate attainment rate for regional students, on average, was 65% in 2020. In very remote areas, the completion rate was 47%. In contrast, the attainment rate for students in major cities sits at 79%, contributing to a 76% national average.³ According to the OECD, increased education of regional Australians can foster increased engagement in the local market, increased earnings, as well as improved wellbeing and lifestyle outcomes.⁴

TARGET: BOOST POST-SCHOOL QUALIFICATION COMPLETION IN REGIONAL AUSTRALIA TO 65% OR ABOVE

The proportion of regional Australians with post-school qualifications (aged 15-74) in May 2021 was 57%.⁵ The RAI estimates that if people in regions had the same share of bachelor-level qualifications as in metropolitan areas, there would be just over 461,000 more graduates living and working in regional Australia.⁶ Importantly, this would ensure that the regional workforce is well-matched to the regional labour market with employers finding the right workers and workers finding the right jobs.

INSIGHTS

- 1. Job vacancies in regional Australia in December 2022, grew at three times the rate of metro areas.** Regional vacancies showed an increase of 10% year on year, compared to 3% vacancy increase in metropolitan areas. The number of roles advertised in regions grew by 97% compared to five years earlier, more than doubling the metropolitan vacancy growth rates.
- 2. Many regions are competing for the same applicants** with just four occupation groupings (of the 48 listed) appearing as the most in-demand in 30 of 31 regional IVI areas. These are: Medical Practitioners and Nurses; General Inquiry clerks, Call Centre workers and Receptionists; Carers and Aides; and Automotive and Engineering Trade workers.
- 3. Medical Practitioners and Nurses are the most in-demand roles in regional Australia based on total vacancy numbers.** December 2022 vacancies of 6,166 were up 25% year on year and nearly 200% from five years prior. Despite regional Australia representing a third of the population, nearly half of Medical Practitioner and Nursing vacancies are in regional Australia. Of all regional IVI areas, half have this grouping as the most in-demand in their region.
- 4. Demand for General Inquiry clerks, Call Centre workers and Receptionists in regions has grown by 116%** in the last five years, making it the second most in-demand occupation group for employers, with 5,941 positions advertised in December 2022. Unlike all Professional roles which require a level of skill commensurate with a bachelor degree or higher, these roles generally require a Certificate III or equivalent.



- 5. Carers and Aides are the most in-demand role for seven of the 30 regions IVI areas.** Vacancies in these roles have risen more than 180% since 2017, just two years after the commencement of the National Disability Insurance Scheme (NDIS). This category also takes in childcare workers, as well as educational aides.
- 6. Chronic skills gaps are emerging in certain parts of regional Australia that are battling high unemployment along with high job vacancy rates.** Examples include Outback Queensland where job vacancies in 2022 were 25% higher year on year while unemployment is over 10%. Supply of high-skilled trades and professionals is declining in part due to the longer-term erosion of regional post-school learning opportunities (VET and tertiary) making it harder to get those qualifications in region.
- 7. Tight housing markets and childcare constraints are impacting regions' ability to fill roles with people outside of the regions.** Despite rising populations in regions, the number of homes approved for construction declined in five of the last 10 years between 2010 and 2020. In 2022, more than 3.7 million regional Australians lived in a childcare desert.
- 8. Job vacancies for Arts and Media Professionals and Jewellers, Arts and Other Trades experienced some of the largest year on year growth rates (46% and 81% respectively).** Thriving regional centres can often be identified by the health of their arts scene. The fact that so many regional areas showed increases in these professions shows the increasing desirability and livability of such regional areas.

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1. EXECUTIVE SUMMARY

In 2022, when Australia saw one of the tightest labour markets on record, regional job vacancies grew faster, regional recruitment difficulty tracked higher, and regional unemployment remained lower than metropolitan areas.

While the regional labour markets expanded, the supply of workers did not keep up with demand, leaving critical shortages in many areas.

Regional Jobs 2022: The Big Skills Challenge, compiled by the Regional Australia Institute (RAI), analyses regional job vacancy data from both 2022 and from the last decade to present a view of the labour market challenges and opportunities in regional Australia.

Using Internet Vacancy Index (IVI) data from Jobs and Skills Australia, this report shows that the job vacancies in regional Australia in December 2022 were up 10% compared to December 2021 and three times the rate of metropolitan areas. Regional job vacancies in December 2022 were 97% higher than what they were five years ago – and almost double the growth rate experienced in cities.

In 2022, job vacancies in regions reached a record peak of 94,100 in October and while they fell to just under 81,000 in December 2022, this was still nearly double the pre-pandemic monthly average. The momentum has continued in 2023, with 93,000 vacancies advertised in March.

The top four occupational groupings by total vacancies in December 2022 were:

1. Medical Practitioners and Nurses

2. General-Inquiry Clerks, Call Centre Workers, and Receptionists

3. Carers and Aides

4. Sales Assistants and Salespersons

Medical Practitioners and Nurses had 6,166 vacancies, representing nearly half the national vacancies, despite regional Australia representing only a third of the population. Many IVI regions listed Medical Practitioners and Nurses as their most in-demand in professions and for some regions, the issue is becoming increasingly chronic. As the IVI breakdown in this report documents, in the NSW North Coast IVI area, Medical Practitioner and Nursing vacancies are up 430% compared to five years ago.

To strengthen educational pathways in region to meet demand for workers, understanding the roles that are most in-demand, on a regional level, is critical. While Professional roles account for more than 26% of all jobs advertised and require a qualification commensurate with a bachelor degree or higher, the remaining most in-demand occupations above require a minimum Certificate III.

Preliminary economic modelling undertaken by the RAI indicates that filling the top four positions above would create an immediate \$1.24 billion in economic activity. In addition, these roles represent a total of \$1.76bn in direct wages paid to regional workers.

Regional Jobs 2022: The Big Skills Challenge highlights several policy considerations, many derived from targets set in RAI's Regionalisation Ambition 2032 to address challenges in jobs and skills over the next decade. As the Ambition emphasises, solving jobs and skills shortages means addressing other interlinked challenges such as a shortage of regional housing and community services critical to liveability.

The recommendations require a holistic approach from government, industry, and regional stakeholders to tackle the jobs skills crisis in regional Australia.

Regional Australia is on the cusp of a new era - one in which regional Australian towns have the opportunity to grow and thrive like never before. Accelerating support will enable regional Australia to play a bigger role in national prosperity.

2. POLICY CONSIDERATIONS

1. PLANNING FOR GROWTH

A first priority is to ensure that regional Australia is planning and resourced for population growth. A National Population Plan is needed, which considers projected population growth at a regionally disaggregated level, industry growth, and structural changes, and would address associated liveability (housing, infrastructure, and services) needs. RAI's Liveability Toolkit helps communities and policymakers map strengths and weaknesses in relation to the types of people each region needs.

2. INVEST IN EDUCATION AND TRAINING

To further bolster regional labour markets, it is important to 'grow from within'. Existing residents of regional Australia are the best talent and opportunity for regions to tap into. Ensuring they receive a quality education, and continue to aspire to learn, grow, and acquire new qualifications through Vocational education and Training (VET) or university, is critical to achieving a stronger, rebalanced Australia. The jobs and skills on offer in regional Australia must keep pace with that of our larger capitals, and it is essential that our nation shifts the dial in regional Australia to increase school completion and further post-school or tertiary qualifications.

3. INCENTIVISE REGIONAL EMPLOYMENT

Trade and professional shortages tend to be most significant — and chronic — in small and remote communities. Policymakers might consider what incentives could be deployed to encourage people to develop and then practice their professions and trades in regional and remote settings where the shortages are severe and ongoing.

4. PROMOTE THE REGIONS

To continue to raise awareness amongst city dwellers about the opportunities in regional Australia, and to bolster the attraction of regional careers, the RAI's Move to More campaign could be built upon and expanded. In addition, working with industry to encourage and incentivise the role industry can play in working with regional communities to identify potential future skills gaps and solutions can be explored. The RAI has a target to reduce the recruitment difficulty in regional Australia to below 40%. It also has a target to increase the share of skilled workers to 80% of the regional workforce. The Institute's recently formed Regionalisation Alliance, a group of over 30 peak industry bodies, has identified Jobs & Skills as a major focus and priority for 2023.

5. FOCUS ON HOUSING AND LIVEABILITY

As emphasised in RAI's Regionalisation Ambition 2032, challenges in regional Jobs and Skills cannot be viewed in isolation from the impact of other important issues in regional Australia such as housing and liveability. Across regional Australia, housing shortages and a decade of undersupply is having a significant impact on many regional employers successfully recruiting staff. A significant step in filling job vacancies in regional Australia is the need for policy intervention in the facilitation of additional housing. The RAI's Employment White Paper Submission highlighted a number of liveability and housing policy considerations that can be used to address challenges in these areas.

6. REPORT DATA AT A DISAGGREGATED LEVEL

Monthly job vacancies are collected and reported only at an aggregated regional level (31 non-metro regions across Australia). This does not provide the relevant details for government, communities, and industry to support place-based solutions to fill roles. Effort should be put into providing more disaggregated labour market data on a consistent basis, and RAI should be consulted to realign boundaries.

7. TAILORING AUSTRALIA'S MIGRATION SYSTEM TO FILL ROLES IN THE REGIONS

Currently only 17% of international migrants settle in regional Australia. In RAI's submission to the Commonwealth Government's review of Australia's migration system, A Migration System for Regional Australia's Future, supporting locally led migration attraction and settlement support programs were key recommendations to encourage greater international migrant settlement in the regions. The RAI's target is to double the proportion of overseas migrants settling in regional Australia by 2032. A National Population Plan would involve re-designing Australia's migration system so that it works more effectively for regional Australia.



3. OVERVIEW OF THE REGIONAL JOB MARKET 2022

3.1 JOB VACANCIES

In 2022, the labour market in regional Australia grew faster than in metropolitan areas, continuing a decade-long trend. RAI analysis of December 2022 job vacancy data shows regional vacancies increased by 10% year on year, compared to a metropolitan increase of 3%. Comparing these vacancy growth rates over five and ten years shows that this is an acceleration of a long-run phenomenon of regional vacancies growing at nearly twice the rate of metropolitan areas.

	Dec 2022 Vacancies	Change Since Dec 2021	Change Since Dec 2017	Change Since Dec 2012
Australia total	254,961	+5%	+56%	+78%
Metro total	174,085	+3%	+43%	+68%
Regional total	80,876	+10%	+97%	+105%

Source: Internet Vacancy Index¹⁰, Jobs and Skills Australia (www.jobsandskills.gov.au), RAI analysis

While labour conditions remained tight nationally throughout 2022, the data for regional Australia began to significantly diverge from metropolitan data in February 2022 when metropolitan vacancy growth halted abruptly, at the same time as interest rate rises commenced. In contrast, regional vacancy growth continued its momentum through to a record high in October 2022 of over 94,000 vacancies. While the year rounded out with almost 81,000 job vacancies in December 2022, the figure remains almost double the pre-pandemic average.¹¹

Overall, the data shows that workforce expansion in regional Australia in 2022 failed to keep up with demand and is struggling to respond to supply and demand trends that have been gaining momentum over the last five to ten years.

Number of advertised job vacancies	Dec-21	Nov-22	Dec-22	% change (monthly)	% change (annual)
Regional Australia	73,471	90,645	80,876	-10.8%	10.1%
Regional NSW	21,867	26,344	23,233	-11.8%	6.2%
Regional VIC	11,742	13,910	12,876	-7.4%	9.7%
Regional QLD	20,322	27,119	23,879	-11.9%	17.5%
Regional SA	1,557	2,038	1,795	-11.9%	15.3%
TAS	3,025	3,732	3,312	-11.3%	9.5%
Regional WA	5,560	6,214	5,698	-8.3%	2.5%
NT	2,700	3,066	2,749	-10.3%	1.8%
ACT	6,698	8,221	7,335	-10.8%	9.5%
Mainland State Capital Cities	168,971	199,157	174,085	-12.6%	3.0%

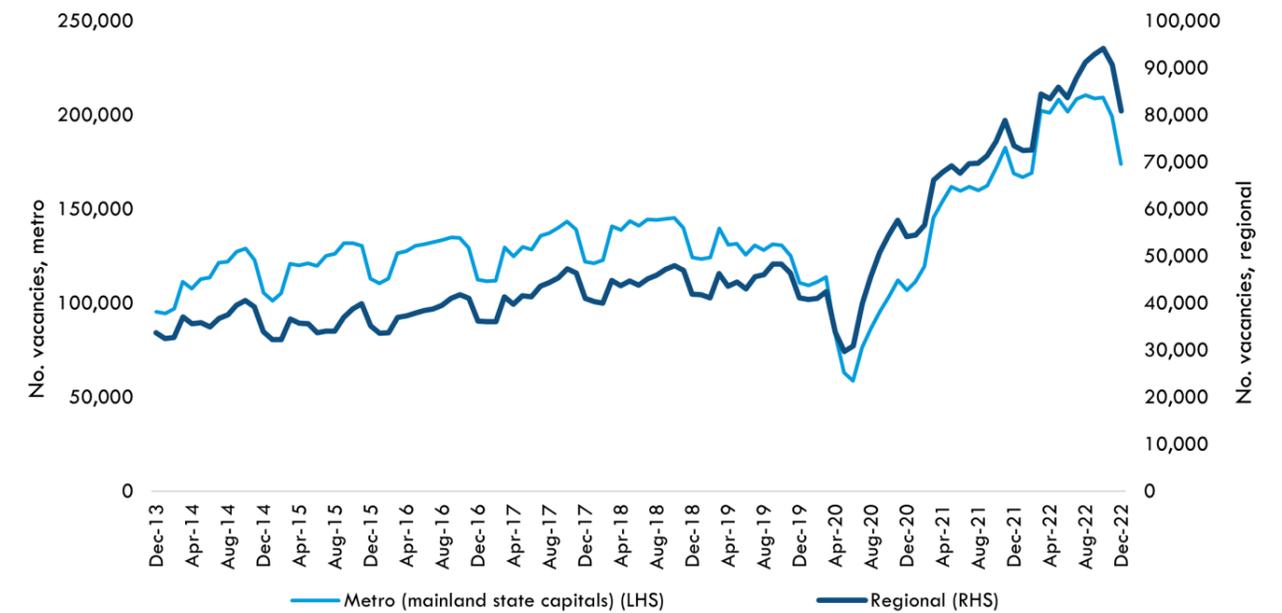
Source: Internet Vacancy Index, Jobs and Skills Australia (www.jobsandskills.gov.au), RAI analysis

Regional Queensland (QLD) and Regional New South Wales (NSW) have been posting the largest number of job vacancies for many years, and in December 2022 advertised over 23,000 vacancies each, approximately 58% of all regional job vacancies. Across 2022, regional QLD demonstrated the largest increase in job vacancies at 17.5%. With the slowing national market in December and the usual seasonal fall in advertising, regional areas in all states posted declines between November and December of 7% or more.

ABOUT THE INTERNET VACANCY INDEX

The Internet Vacancy Index (IVI) provides a consistent monthly data series over 12 and a half years. It counts the number of advertisements on the major internet jobs boards in Australia, removing duplicates as much as possible. Some of the jobs advertised are new positions, while others are to replace people who have left jobs. Jobs and Skills Australia (JSA), which tracks the split of advertisements nationally, found that in 2022 an average of 60% of advertisements were for replacement positions, 24% were for new positions only, and 15% a mix of both.¹² JSA also researches the mix of recruitment methods that employers use in addition to internet advertising. In 2021-2022, JSA found that the use of internet advertising by all employers was trending up.¹³ It also found that regional employers are more likely to use word of mouth and social media advertising for positions than metropolitan employers. Overall, 53% of regional employers used internet advertising in 2022, compared with 68% of metropolitan employers. This means that while the IVI is a long running and consistent data source, it only reflects around half the positions that for which regional employers are recruiting for.

Chart 1: Job Vacancy Trends, Metro Vs Regional



Source: Internet Vacancy Index, Jobs and Skills Australia (www.jobsandskills.gov.au), RAI analysis



In contrast with traditional stereotypes that job opportunities in the regions are predominantly related to agriculture, the highest number of advertised vacancies in the regions in 2022 were for the Australian and New Zealand Standard Classification of Occupations (ANZSCO) groups of Professionals, Technical and Trade Workers, and Community and Personal Services Workers as outlined in Table 3 below:

ANZSCO Major Group	Detailed Occupation Groups	% of roles
Professionals	Medical Practitioners and Nurses, ICT, Business, Finance and Human Resources, Legal, Social and Welfare, Health Diagnostics and Therapy, Engineers, Education, Sales, Marketing and Public Relations, Science, Arts and Media.	26.7%
Technicians and Trade Workers	Automotive and Engineer Trade Workers, Food Trade Workers, Engineering, ICT and Science Technicians, Electrotechnology and Telecommunication, Construction, Skilled Animal and Horticultural workers, Jewellers, Hairdressers, Printing, Clothing and Wood Trade Workers.	15.1%
Community and Personal Service Workers	Carers and Aides (childcare, education and health), Hospitality workers, Health and Welfare Support workers, Sports, Travel and Personal Service workers, and Protective Service Workers	13.5%
Clerical and Administrative Workers	General-Inquiry Clerks, Call Centre Workers and Receptionists and Numerical Clerks, Clerical and Administrative Workers, Office Managers, Administrator and Secretaries.	12.7%
Labourers	Cleaners and Laundry workers, Factory Process Workers, Food Preparation Assistants, Construction and Mining Labourers and Farm Forestry and Garden Workers.	9.5%
Managers	Corporate Managers, Hospitality, Retail and Service Managers, Construction, Production and Distribution Managers, Chief Executives, Managing Directors and Legislators and Farm Managers.	8.7%
Sales Workers	Sales Assistant, Sales Representatives and Agents and Sales and Support Workers.	7.7%
Machinery Operators and Drivers	Drivers and Storepersons, Mobile Plant Operators and Machinery and Stationary Plant Operators.	6.1%

Source: Internet Vacancy Index, Jobs and Skills Australia (www.jobsandskills.gov.au), RAI analysis

For the full list of occupations covered in the IVI see Appendix 3.

The most in-demand occupational group in regional Australia in December 2022 was Medical Practitioners and Nurses, with 6,166 vacancies advertised. Medical Practitioner and Nursing vacancies in regions represented nearly half the total of vacancies nationally, despite regional Australia only representing a third of the population.

This group saw a 25% increase in vacancies from the previous year and was almost triple the number of vacancies advertised five years ago (Table 4). Other health occupation groups including Carers and Aides, and Health Diagnostics and Therapy Professionals were also in the top 10 most in-demand roles for our regions. Carers and Aides across the childcare, education and health sectors represented the third highest group of vacancies. The care economy, described by the Federal Treasurer as a 'drag on productivity' as our population ages,¹⁶ saw vacancies increase by 22% in regional Australia year on year, continuing a 10-year growth trajectory. Regional vacancies for Carers and Aides in December 2022 were 3,506 higher than five years earlier and three times what was advertised a decade ago.

Reflecting the known challenges in the housing and construction industries, December 2022 vacancies for Construction Trades Workers, were up 40% from five years prior, with more than 1000 roles advertised.

While Education Professional vacancies fell outside the top 10 for total vacancies, this group experienced the third highest year on year growth with a 35% jump, totalling twice the number of vacancies advertised at the same time five years ago.

Role	Regional				Metro			
	Dec Vacancies	Compared to Dec 2021	Compared to Dec 2017	Compared to Dec 2012	Dec Vacancies	Compared to Dec 2021	Compared to Dec 2017	Compared to Dec 2012
Medical Practitioners and Nurses	6,166	+25% +1,250	+197% +4,090	+404% +4,942	6,443	+14% +799	+108% +3,339	+226% +4,465
General Inquiry Clerks, Call Centre Workers and Receptionists	5,941	+6% +341	+116% +3,188	+140% +3,469	12,693	+4% +444	+46% +3,973	+72% +5,321
Carers and Aides	5,416	+22% +966	+184% +3,507	+321% +4,129	8,476	+21% +1,450	+106% +4,353	+198% +5,631
Sales Assistants and Salespersons	4,527	0% +15	+103% +2,302	+71% +1,883	8,615	-3% -236	+43% +2,595	+53% +2,980
Automotive and Engineering Trades Workers	4,080	+16% +569	+68% +1,647	+84% +1,862	5,777	+10% +502	+51% +1,953	+104% +2,940
Legal, Social and Welfare Professionals	3,135	+20% +518	+179% +2,011	+358% +2,451	5,019	+14% +607	+66% +1,989	+101% +2,525
Health Diagnostics and Therapists	2,997	+15% +380	+144% +1,771	+303% +2,253	4,405	+13% +492	+116% +2,365	+237% +3,099
Hospitality Workers	2,847	+6% +154	+153% +1,723	+107% +1,471	6,678	-10% -723	+156% +4,069	+261% +4,830
Other Labourers	2,704	+10% +254	+53% +937	+12% +295	4,069	0% -18	+37% 1,104	+49% +1,345
Drivers and Storepersons	2,595	+11% +262	+95% +1,266	+63% +1,002	4,407	-2% -96	+57% +1,599	+64% +1,725

Source: Internet Vacancy Index, Jobs and Skills Australia (www.jobsandskills.gov.au), RAI analysis

TOP FIVE OCCUPATIONS IN REGIONAL AUSTRALIA BY YEAR ON YEAR VACANCY GROWTH BASED ON DECEMBER 2022 VACANCIES

The highest growth rates in advertised vacancies in 2022 were in occupations with relatively small numbers of vacancies. Rises in vacancies from these smaller bases have led to high percentage growth figures.

For example, job vacancies for Arts and Media Professionals and Jewellers, Arts and Other Trades experienced some of the largest year on year growth rates (46% and 81% respectively). RAI research has shown a correlation between the presence of creative industries in smaller and mid-sized towns and perceptions of liveability, so the increasing demand for these occupations may be viewed as a positive indicator of increasing liveability in regional Australia.¹⁷

Table 5: Top five in-demand occupations by growth

Role	Regional				Metro			
	Dec Vacancies	Compared to Dec 2021	Compared to Dec 2017	Compared to Dec 2012	Dec Vacancies	Compared to Dec 2021	Compared to Dec 2017	Compared to Dec 2012
Jewellers, Arts, and Other Trade Workers	522	+80% +232	+232% +364	+405% +418	1,118	+56% +400	+214% +762	+383% +886
Arts & Media Professionals	387	+46% +122	+135% +222	+140% +226	986	+20% +162	+75% +415	+112% +511
Education Professionals	1,484	+35% +385	+255% +1,066	+363% +1,164	3,411	+58% +1,257	+202% +2,281	+289% +2,534
Engineers	1,636	+25% +323	+65% +648	+11% +162	4,339	+26% +885	+50% +1,446	+3% +131
Medical Practitioners and Nurses	6,166	+25% +1,250	+197% +4,090	+404% +4,942	6,443	+14% +799	+108% +3,339	+226% +4,465

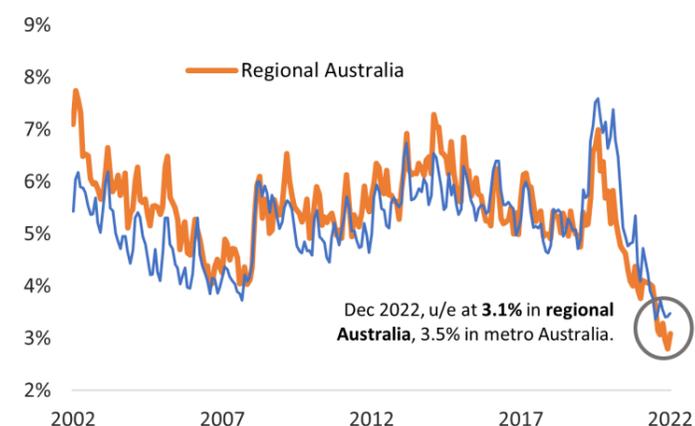
Source: Internet Vacancy Index, Jobs and Skills Australia (www.jobsandskills.gov.au), RAI analysis

3.2 UNEMPLOYMENT

Regional unemployment has been tracking at a lower rate than metropolitan unemployment over the last two years. Historically, it has been the other way around and this is another sign that recent years have brought significant changes to regional labour markets.

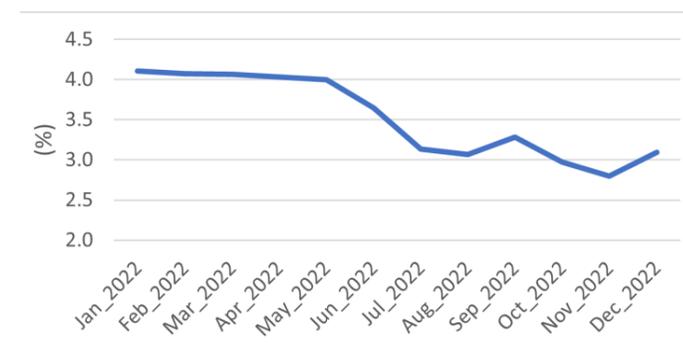
REGIONAL UNEMPLOYMENT REACHED A LOW OF 2.8% IN THE MONTH OF NOVEMBER, AVERAGING 3.0% OVER OCTOBER, NOVEMBER, AND DECEMBER. BY COMPARISON, UNEMPLOYMENT IN METRO AUSTRALIA WAS SITTING AT 3.5% IN DECEMBER.¹⁸

Chart 2: Regional and metro Australia unemployment rates



ABS Labour Force (detailed), RAI analysis

Chart 3: Regional unemployment rate fluctuations in 2022



ABS Labour Force (detailed), RAI analysis

While there has been some diversity across different regions, the high demand for labour in the regions was almost universal. Even in regions where unemployment had been persistently high it has now started falling, and job vacancies and demand continue to grow significantly.

Regions with stubbornly high unemployment and strong job vacancy growth exemplify the workforce shortage in many regional locations. For example, Outback Queensland had an unemployment rate of 10.6% during the December 2022 quarter, during which it also had the greatest growth in job vacancies.¹⁹

Meanwhile, for NSW's Blue Mountains, Bathurst and Central West region, the virtually non-existent unemployment rate indicates that the pool of labour available locally had just about dried up.

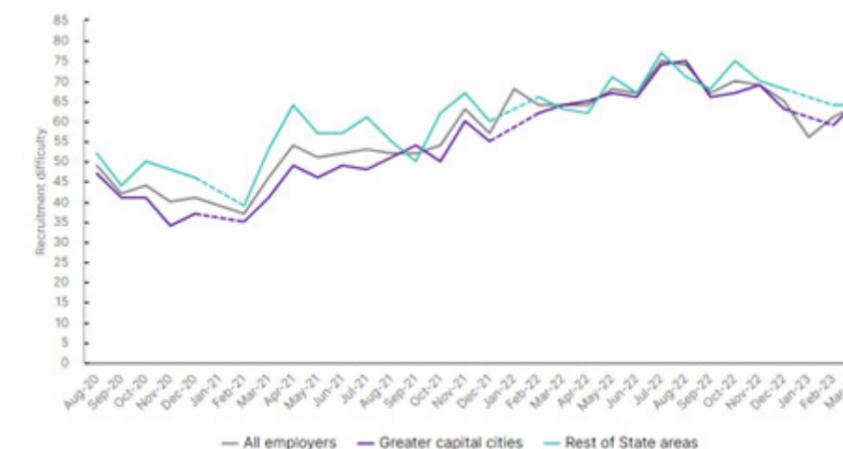
Table 6: Unemployment Rates and Job Vacancy Growth, December Quarter 2022

Region	Unemployment Rate (%)	Job Vacancies - annual growth (%)
By highest unemployment rate		
Outback Queensland	10.6	25.4
Port Augusta & Eyre Peninsula	5.7	14.0
Regional Northern Territory	5.1	-1.7
By lowest unemployment rate		
Blue Mountains, Bathurst & Central West NSW	1.2	20.1
Illawarra & South Coast	1.4	-0.7
Ballarat & Central Highlands	1.7	15.0

Source: ABS Labour Force (detailed), National Skills Commission, RAI analysis

Chart 4: Proportion of employers who experienced recruitment difficulty

As a result of these tightening labour market conditions, recruitment difficulty peaked in mid-July 2022. Jobs and Skills Australia's Recruitment Insights Reports show that 77% of regional employers reported difficulties recruiting in July versus 74% of employers in metropolitan areas. By December, although the gap had widened, the rates had fallen to 68% for regional employers and 63% for capital city employers.



ABS Labour Force (detailed), RAI analysis

3.3 WORKFORCE PARTICIPATION

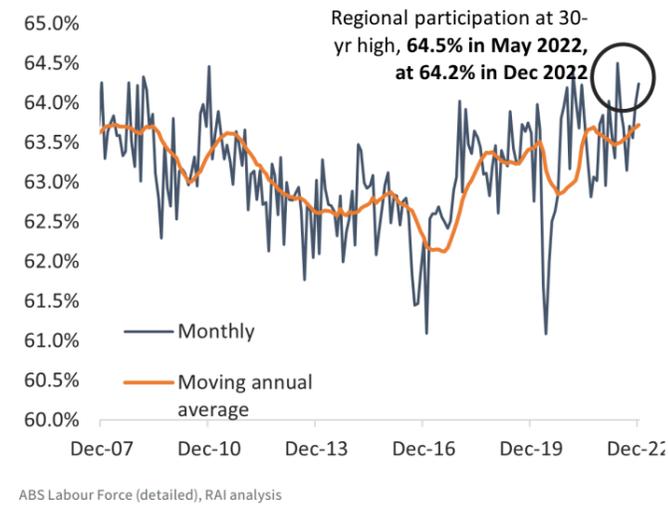
Another sign of tightness in regional labour markets is the high labour force participation rates in many regions. The RAI analysed labour force participation rates in regional Australia using the latest census data (2021) from the Australian Bureau of Statistics (ABS). This analysis found that labour force participation rates in some regional areas were well above those in metropolitan areas.

Overall, regional workforce participation in 2022 hit a record 30-year high in May 2022 at 64.5% and ended the year at 64.2%. This was broadly in line with Australia's average participation rate of 66.6% in December.

2021 CENSUS DATA

RAI analysed ABS Census 2021 data to examine variations in labour force participation across regional Australia, and investigated the patterns for younger people, older people, and people with a disability. Participation rate is a crude measure of labour force engagement, and RAI's ongoing research into the systems which help or hinder workforce engagement is showing how impactful local efforts to engage people in the world of work can be.

Chart 5: Regional Australia participation rate



The nation's top 10 LGAs with the highest labour force participation rates were all located in regional Australia, and 81 regional LGAs had participation rates above the national average of 64.9%. LGAs with high participation rates were mainly heartland regions with strong mining and tourism industries. There were also above average national participation levels in regional centres with populations in the range 15,000 to 50,000. In contrast, the regions were also home to some of the lowest participation rates, with 26 regional LGAs recording a participation rate below 50% – compared to just one metropolitan LGA, Fairfield, in Sydney's west. On balance, regional Australia has a participation rate below the national average, as the places with especially low participation rates outweigh those places with high participation rates.

Regional areas had the highest percentage of workforce participation among 15 – 24-year-olds at 70.6% versus the metro average of 65.5%. Many regional areas with strong mining and tourism industries had participation rates of well over 80%. The tourist destination of Exmouth on Western Australia's coastline had the nation's highest labour force participation rate for people between 15 and 24 years at 86.5%, while the Whitsundays in QLD came in at fourth spot, at 80.8%. Longreach in central QLD recorded the nation's second highest labour participation rate, at 83.8%, while the mining areas of Isaac (82.2%) and Weipa (80.7%) rounded out the top five.

Over 55s in some parts of regional Australia are working longer, with the cohort growing by 100,000 in the 10 years to 2021. While the regional average participation rate of 35.3% trailed the metropolitan average of 37.5%, areas in WA, QLD and the Northern Territory with strong mining and tourism industries have seen participation rates far higher than the highest metro rate. Regional LGA Ashburton had the highest participation nationally with 78.9%, far higher than the leading metro area of Peppermint Grove in Perth which had a participation rate of 48.6%. 33 regional LGAs recorded rates higher than this leading metropolitan rate.

While the average workforce participation rate for people with a disability in regions was similar to metropolitan rates (10.6% and 10.7% respectively), the LGA with the highest participation rate was in regional Australia: Ashburton at 36.3%. This was far higher than the highest metropolitan rate of 19.3% in Perth and joined a group of nine regional LGAs which had higher rates than the metropolitan average.

3.4 REGIONAL LABOUR FORCE

In 2022, the supply of workers did not keep up with demand from employers. While the regional labour force has expanded at a near record rate, the record high number of vacancies suggests that the labour force needs to grow faster. Regional and metropolitan labour markets decoupled during the COVID-19 period, with vacancy growth coming to a halt in the major cities but continuing to grow in the regions; this split, although lessened, has continued through to 2023.²¹

For regional Australia, the pace of labour force expansion quickened toward the end of 2022, with annual growth above 3% in the December 2022 quarter, a faster rate than at the height of the mining boom of 2011-12. However, by comparison, job vacancies in the regions during that period peaked at 59,100 compared to 2022's peak of 94,100 in October.

The tight regional labour market was underscored by strong economic fundamentals, in large part driven by high inbound migration from the major cities – particularly Melbourne and Sydney. Participation rates were also solid, although there is significant diversity among the regions, with industrial or mining regions having participation rates well above the national average, and the lifestyle regions understandably lower. Likewise, in many regions, there is an unemployment rate of around 1%, indicating that that the pool of locally available labour is virtually non-existent.

As at the end of 2022, the regional labour force was on the cusp of reaching five million people, with the largest employers being the healthcare and social assistance, retail trade, construction and education industries.

Chart 6: Regional Australia labour force - size

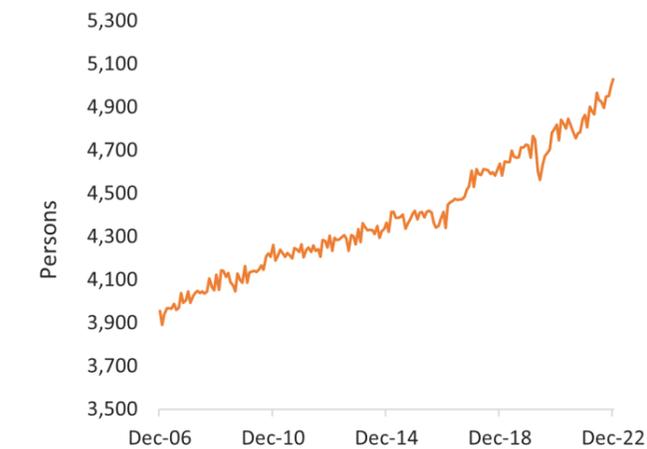
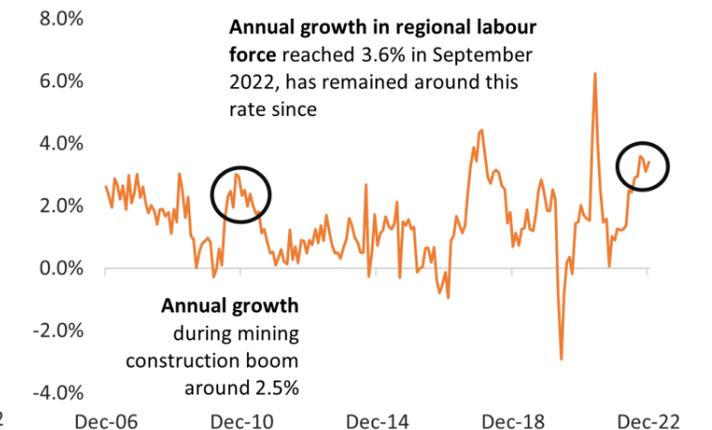


Chart 7: Regional Australia labour force – annual growth





4. DRIVERS OF REGIONAL JOB VACANCY GROWTH

The high demand for labour in the regions in 2022 was underscored by a number of factors, the first being high and enduring business confidence and conditions in the regions.

HIGH AND ENDURING BUSINESS CONFIDENCE AND CONDITIONS

Favourable economic conditions in regions have given businesses the confidence to invest in additional staff. Generally, the pandemic's impact on regions was not as significant as in the capitals with fewer lockdowns. For tourism and hospitality businesses in particular, international border closures diverted holidaymakers to Australian regions and the tourism sector did not suffer as much as was first feared.

Meanwhile, in the agriculture sector, growing conditions were favourable through 2021 and 2022 – and these have coincided with high commodity prices. Flooding through eastern Australia in 2022 undermined some of the impact of that good run.

Commonwealth and State governments are funding record levels of infrastructure investment, much of it in regional Australia. Business conditions in regions are also likely to be less sensitive to interest rate hikes than in the capitals. The lower dwelling prices (and smaller mortgages) in some regions are likely to be cushioning the effect of rate hikes compared with what's experienced in the capitals – given that the housing sector (and mortgage market) is a key channel for the transmission of monetary policy into the wider economy. There is some sign of this in the timing of the flattening of the metro vacancy growth trend, which coincided with the interest rate rises in early 2022.

REGIONAL POPULATION GROWTH

The pandemic also created the impetus for many city dwellers to relocate to regional Australia. The scale of this is discussed in the section below. With this additional population comes additional demand for goods and services locally and therefore the demand for additional workers to provide these. This is especially the case with many new arrivals bringing their city-based jobs with them rather than filling local jobs.

ONGOING EXPANSION OF THE SERVICES SECTOR

Long-term structural economic changes continue to favour the expansion of labour-intensive service industries like health, allied health, education, community services, aged care and childcare. As the population ages, demand for aged care, health and allied health services continues to climb, and childcare and education services continue to do the same as the population expands. This is not just a metropolitan phenomenon and is a significant driver of labour demand in regional Australia.

4.1 REGIONAL POPULATIONS HAVE BEEN GROWING

Unlike other OECD countries, over the last 15 years Australia has seen net outflows of people from the mainland capital cities to regional Australia. In June 2020, the RAI released the Big Movers Report, which showed that since 2006 more people have been moving away from Australia's capital cities to the regions than in the opposite direction.

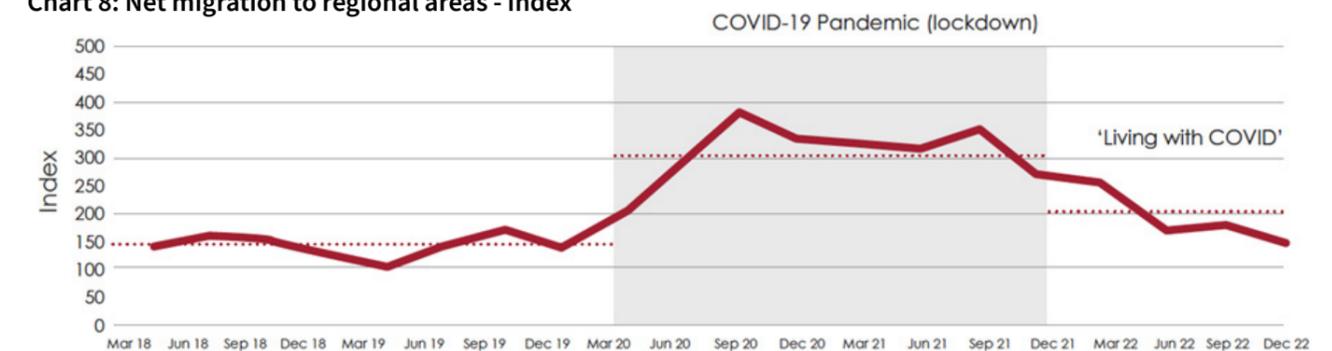
From 2011 to 2016, our two biggest cities, Sydney and Melbourne, lost more residents to regions than they gained – and this was well before COVID-19. During this timeframe, regional Australia attracted 65,204 more people than it lost to our capital cities, and for the decade 2006-2016 more than 135,000 more people moved from capital cities to regions than the other way around.

The latest Census data (2021) has confirmed Australians are still on the march to regions, with more people moving away from capital cities to regional Australia. The RAI will release its Big Mover Report: Edition Two later in 2023.

At the height of the COVID-19 pandemic, the RAI received many enquiries about the growth in the regions. In June 2021, RAI launched the Regional Movers Index (RMI) in partnership with the Commonwealth Bank of Australia, giving decision makers, including government, additional data intelligence to plan for the country's growth. Population growth hotspots can now be identified faster than ever before in Australia, with the RMI issued each quarter – tracking movement away from metropolitan Australia to the regions. The December 2022 Quarterly RMI report also focussed on movement from one region to another for the first time.

After a peak between mid-2020 to mid-2021, net migration to regional areas trended downwards through 2022. The level of net migration from capitals to regions fell by 22% in the December quarter 2022 to be 48.7% lower than a year earlier. But the base from which these declines are occurring is historically high. Overall net migration from capitals to regions in 2022 still averaged 45% more than the average in the two years prior to the pandemic.

Chart 8: Net migration to regional areas - index

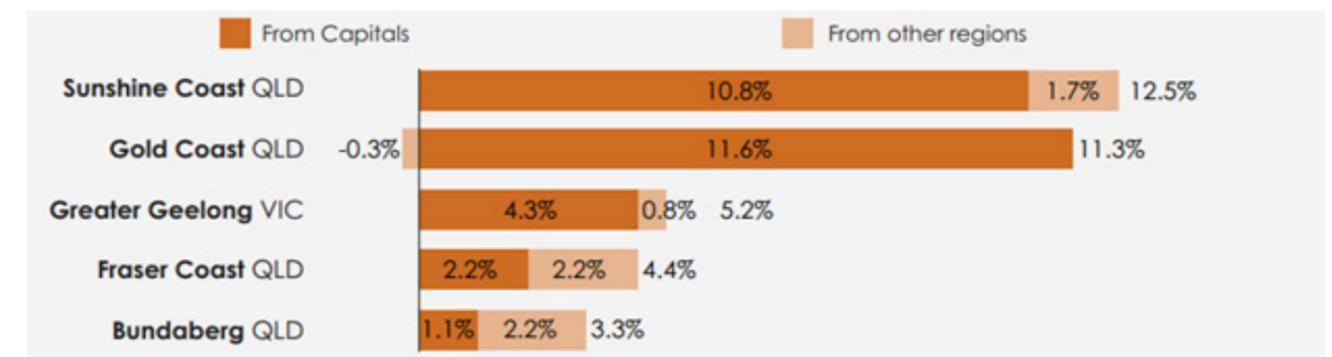


RAI-CBA Regional Movers Index (RMI) December Quarter 2022, page 4

The regional Local Government Areas (LGAs) experiencing the largest net internal migration inflows had a clear coastal Queensland theme in 2022, with the Sunshine Coast topping the list. Greater Geelong – receiving the third largest net internal migration inflows – was the only LGA outside of Queensland to make the Top Five.

When looking at job vacancies, at a state level, regional Queensland also recorded the highest level of vacancies of any state, with almost 24,000 roles advertised.

Chart 9: Top five LGAs by share of total net internal migration to regional Australia CY 2022



RAI-CBA Regional Movers Index (RMI) December Quarter 2022, page 6

This data points to the scale of population growth in regional Australia in recent years. While some of these new residents will be filling local jobs, others are likely to have brought their jobs with them and be working remotely for a distant employer. These new residents will further increase demand for local jobs due to their local spend on goods and services.

4.2 CONSTRAINED REGIONAL LABOUR SUPPLY

Despite the increased flow of new residents into regional Australia, a number of factors are constraining the growth of regional labour supply.

Low unemployment and high participation

The pool of workers ready and available to work is limited. With unemployment at record low levels in regions and participation rates at record highs, there are few additional people ready and able to work. Employers are being forced to advertise more widely, and it is likely that part of the record number of vacancies being advertised reflects this with employers having to re-advertise or go through these internet-based channels compared with more informal channels preferred previously.²³

High labour mobility

The record vacancies being advertised are a mix of new and replacement jobs with approximately 60% of advertisements for replacement positions, 24% for new positions and around 15% mixed.²⁴ With overall labour mobility currently quite high, employers need to backfill jobs left by people moving on – so employers are needing to backfill jobs more than usual.

Closed international borders

Between 2020 and 2022, the closure of international borders stopped the flow of migrants into regions for both long-term and short-term settlement. While borders have now re-opened, the key sources of seasonal transient labour – backpackers and students – will take some time to return to pre-pandemic levels.

Skills and education

There are some signs of significant gaps in many regions, in that demand is greatest for high-skilled trades and professionals but supply of these in regions has fallen. The Regional Education Expert Advisory Group reported to the Commonwealth Government in late 2019 on the erosion of regional post school learning opportunities (VET and Tertiary) which is making it harder to get those qualifications in region.²⁵

Infrastructure and service gaps

Regional labour markets are being constrained by gaps in key regional soft and hard infrastructure. Three examples are housing, childcare and the quality and availability of post Year 10 education. Suitable housing is in short supply in regions as demonstrated recently by a surge in house prices and falls in rental availability. Lack of suitable housing is putting a cap on the number of people who can move into the regions with high job vacancies. Pressures in housing markets have been almost universal across the regions. While these pressures are partly driven by cyclical and macroeconomic factors largely stemming from the pandemic, they are underscored by a shortage of regional housing with regional home building not keeping pace with population growth over the last 10 years. Regional Australia's population had been growing at an average of 76,500 people per annum between 2010-2020, however, the number of homes approved for construction declined in five out of the ten years between 2010-2020.²⁶

Childcare is also in short supply in regional Australia, restricting the ability of people with young children to take up work. More than 3.7 million regional Australians live in a 'childcare desert' – a region where there are three children per childcare place.²⁷ Childcare deserts are disproportionately located in rural and regional areas, with towns of less than 1,500 the most at risk of a lack of childcare.

The RAI's Maranoa and Western Downs Childcare Report conducted at the end of 2022 showed regional Queenslanders waited up to 12 months to access services, and that this is hampering the ability of residents in this region to maximise their contribution to the local workforce – a scenario which is being played out in many regional town and cities.

5. OCCUPATION TRENDS

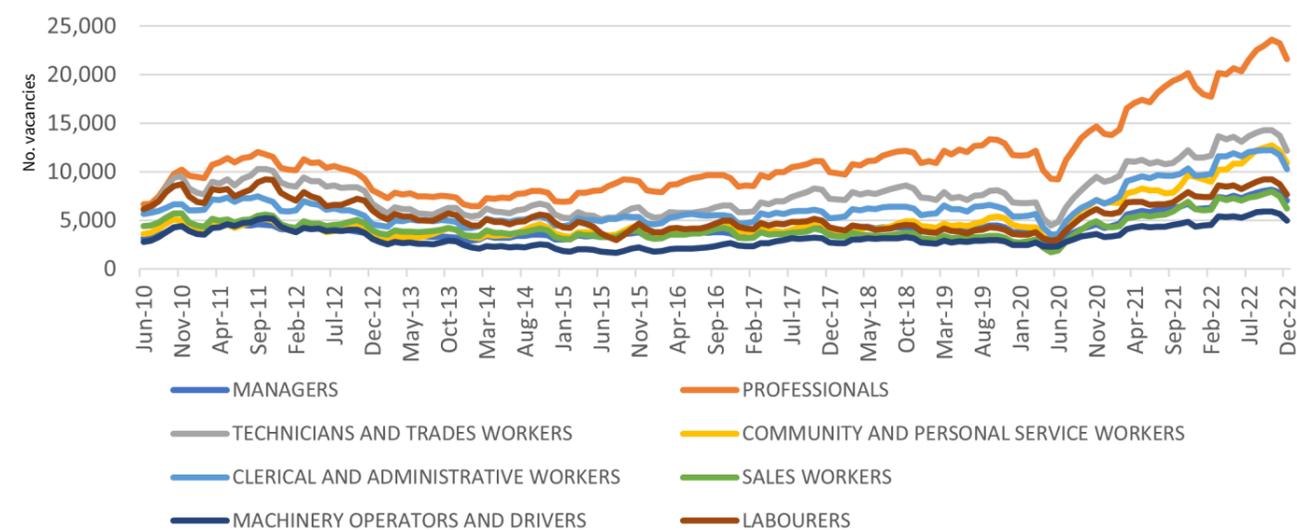
In December 2022, professional occupations made up more than a quarter of all roles advertised in regional Australia.²⁸ Consistent with vacancies over the last five years, Technicians and Trade Workers was the second most significant grouping with 15.1%.

Demand for Community and Personal Service roles began to rise from August and appeared in the top three in-demand roles for the remainder of the year, averaging 13.5% of advertised roles from August through to December.

The long-term trend in job vacancies shows a clear trend towards increasing professionalisation in the kinds of jobs regional employers need filling. A decade ago, at the peak of the last mining and construction boom, labourers and trade skills were in highest demand in regional Australia. These occupations were tied to the mining industry and, geographically, the peak in vacancies was focused on mining regions and not distributed across regional Australia. Much has changed in the decade since.

The pattern since 2012 shows the dip after the mining peak, and then the steady growth in regional vacancies across a wide range of occupations after late 2015. This accelerated sharply after the COVID trough in April 2020. The growth has been concentrated in high skilled jobs – professions of all types, and trades. But there has also been strong growth in the demand for community and personal service workers. This current growth cycle shows that demand is high across all of regional Australia – not just in the mining regions - and is across a much wider spread of occupations than in the last vacancy boom.

Chart 10: Job vacancies per occupation grouping



Source: Internet Vacancy Index, Jobs and Skills Australia (www.jobsandskills.gov.au), RAI analysis



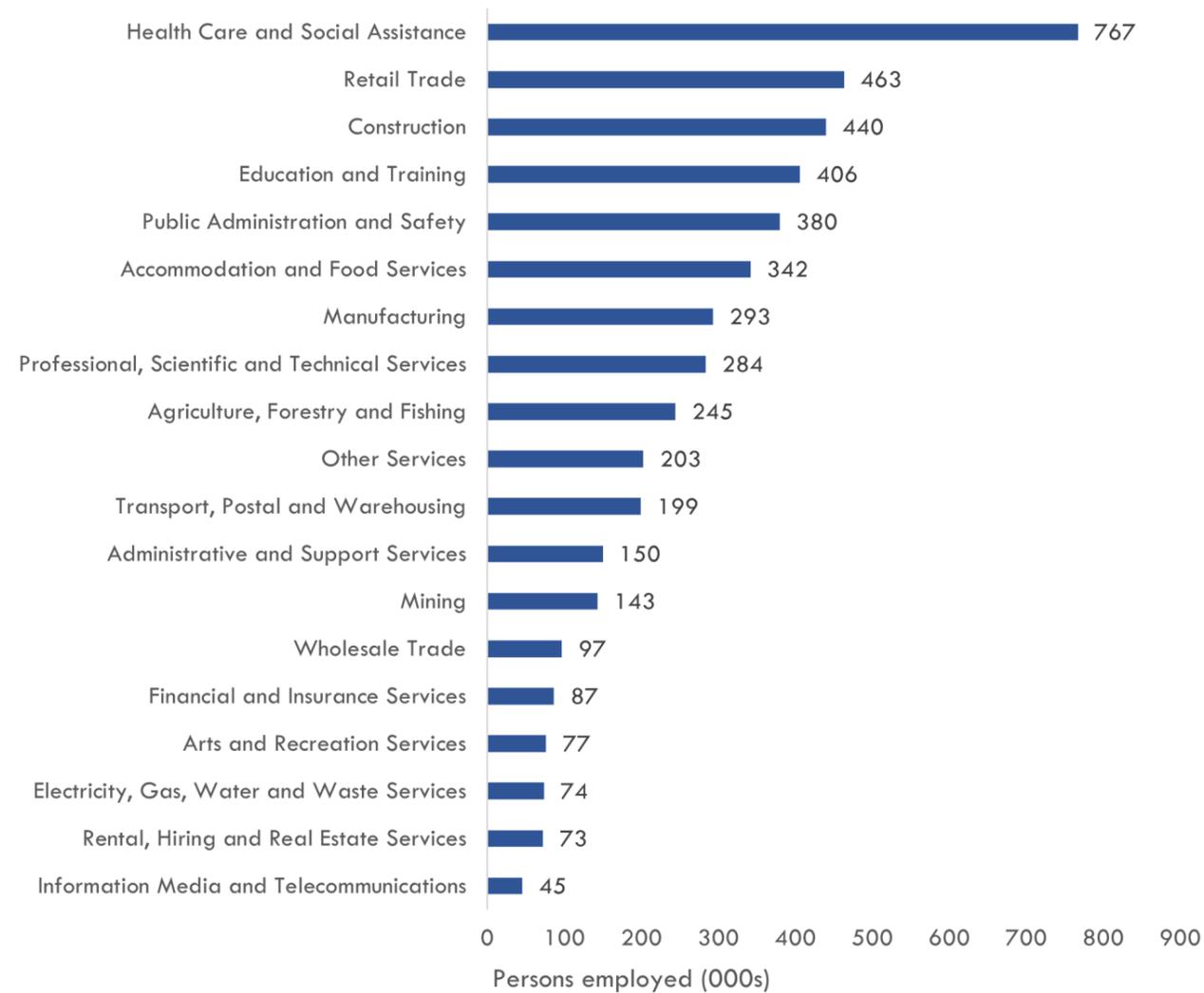
6. INDUSTRY TRENDS

The current mix of employment in regional Australia favours labour intensive industries like Healthcare and Social Assistance, Retail, Construction, Education and Training, Public Administration and Safety and Hospitality (Accommodation and Food Services). Together these six industries accounted for 59% of employment in regional Australia at the end of 2022.

The top employing industries are critical in providing the mix of services that determine the liveability of a regional place. The significance of these in the regional employment mix demonstrates the importance of local service provision and availability of key liveability components like health, retail and hospitality service and education.

The employment mix presents a different picture to the overall economic contributions by different industries – with these still dominated by extractive industries, agriculture, construction and manufacturing. The level of industry value added per worker is high in these industries so they are economically important to regions, even while they no longer provide such a large share of employment.

Chart 11: Regional employment by industry 2022 (000s)



Source: ABS Labour Force (detailed), RAI analysis

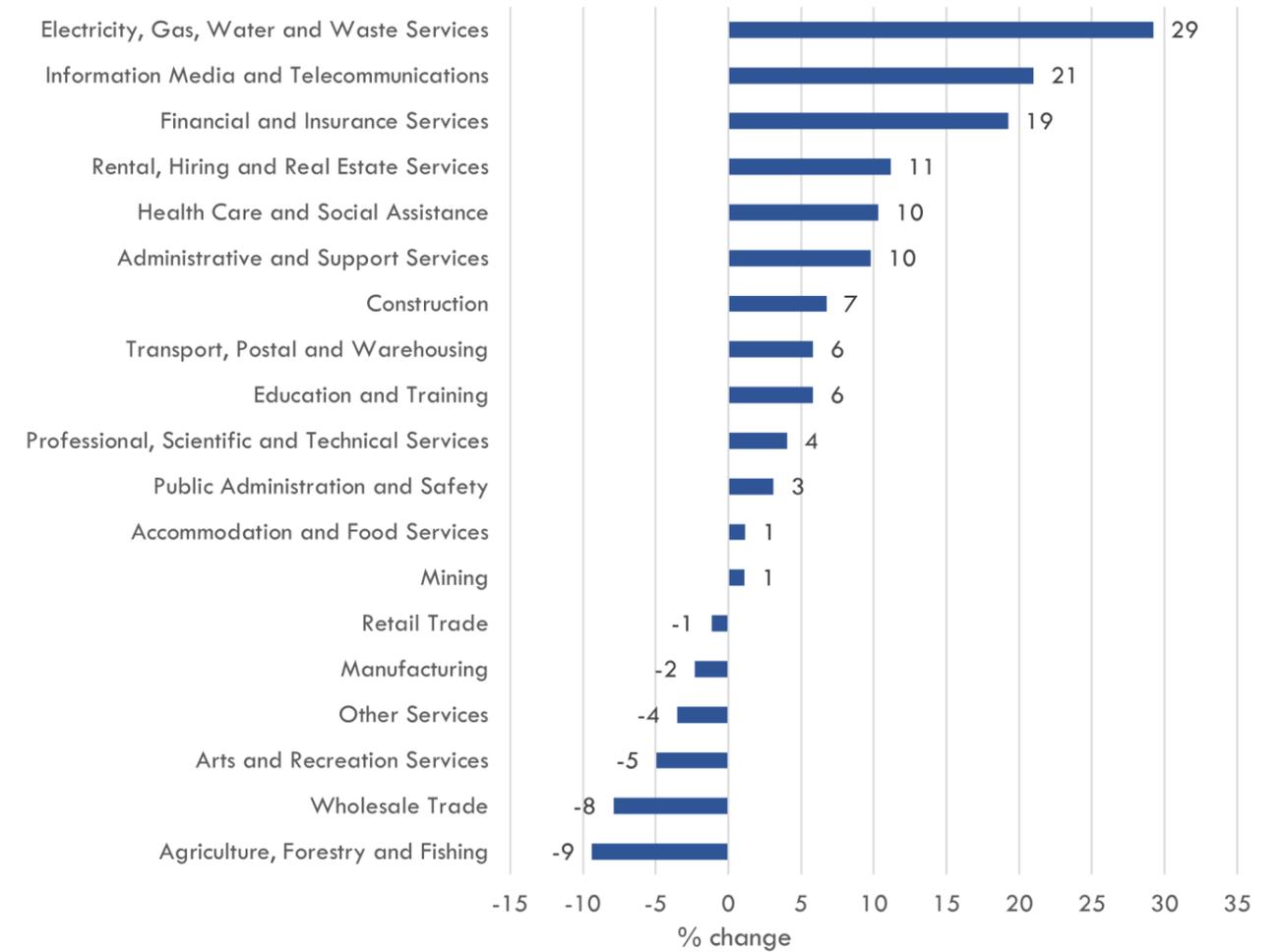
The mix of regional jobs is continuing to evolve. As noted above in Section 4 of this report, over the last decade the big growth in regional job vacancies has been in high skilled professional, trades and community service occupations. This pattern is also seen in the changes in employment in regional Australia across 2022.

Professional, Scientific and Technical Services jobs grew by 4% over the year, while Healthcare and Social Assistance jobs grew another 10% off a large base, and Education jobs by 6%. Construction jobs grew another 7%, again off a large base.

Section 5 noted the increasing sophistication of regional labour markets over the last decade, when measured through the occupational mix of job vacancies. The annual employment trends reinforce this message, with the biggest percentage growth over the year (each off a small base) in high skill occupations Electricity, Gas and Water Services (up 29%), Information, Media and Communications (up 21%), and even Finance and Insurance Services showing 19% growth through 2022 despite historically being more centralised in capital cities.

Among other significant regional industries, mining employment held steady through 2022 with 1% growth, while employment in Agriculture, Forestry and Fishing continued its long-term decline as capital investment and scale economies continue to drive production and productivity growth and reduce direct employment.

Chart 12: Regional employment by industry annual change, 2022 (%)



Source: ABS Labour Force (detailed), RAI analysis

7. THE MOST IN-DEMAND OCCUPATION – BY IVI REGION

This report, Regional Jobs 2022: The Big Skills Challenge, shows which roles are most in demand across regional Australia. While there is obviously diversity between regions, there is a clear story about which jobs are most in demand. Looking at the job groupings with the highest number of vacancies for each individual IVI region, just four occupational groupings (from 48) appeared consistently among the number one roles for 30 of the 31 IVI areas. These occupation groups were:

1. Medical Practitioners and Nurses	3. Carers and Aides
2. General-Inquiry Clerks, Call Centre Workers, and Receptionists	4. Automotive and Engineering Trade Workers

In terms of the total volume of vacancies across regional Australia, these roles remained the top five, joining the Sales Assistant and Salesperson occupation grouping. There are a large number of total vacancies in the Sales Assistant and Salesperson (4,527) occupation grouping, although this grouping is less important in some regions than others.

Occupation Group	Regional				Metro			
	Dec Vacancies	Compared to Dec 2021	Compared to Dec 2017	Compared to Dec 2012	Dec Vacancies	Compared to Dec 2021	Compared to Dec 2017	Compared to Dec 2012
Medical Practitioners and Nurses	6,166	+25% +1,250	+197% +4,090	+404% +4,942	6,443	+14% +799	+108% +3,339	+226% +4,465
General Inquiry Clerks, Call Centre Workers and Receptionists	5,941	+6% +341	+116% +3,188	+140% +3,469	12,693	+4% +444	+46% +3,973	+72% +5,321
Carers and Aides	5,416	+22% +966	+184% +3,507	+321% +4,129	8,476	+21% +1,450	+106% +4,353	+198% +5,631
Sales Assistants and Salespersons	4,527	0% +15	+103% +2,302	+71% +1,883	8,615	-3% -236	+43% +2,595	+53% +2,980
Automotive and Engineering Trades Workers	4,080	+16% +569	+68% +1,647	+84% +1,862	5,777	+10% +502	+51% +1,953	+104% 2,940

Source: Internet Vacancy Index, Jobs and Skills Australia (www.jobsandskills.gov.au), RAI analysis

This analysis has identified significant increases in these most in-demand roles across all regions. The Blue Mountains, Bathurst and Central West IVI recorded a 404% increase in job vacancies for Carers and Aides in December 2022, compared to five years prior.

The NSW North Coast area saw a 430% increase in the number of Medical Practitioner and Nurse roles advertised, with more than 408 positions on offer. In the Tamworth and North West area, Medical Practitioner and Nurse job advertisements jumped from 24 in 2017, to 109 at the end of 2022. This equates to a 354% increase for this category.

A similar scenario has played out for the Bendigo and High-Country area in Victoria, with Medical Practitioner and Nurse roles increasing by 289%, from 92 in December 2017 to 358 at the end of 2022.

The Wimmera and Western area of Victoria recorded the highest growth increase in vacancies for these roles, with a 523% increase from 2017 to 2022. Fleurieu Peninsula and Murray Mallee area and Port Augusta and Eyre Peninsula areas increased 442% and 450% respectively. York Peninsula and Clare Valley joined its South Australian counterparts to see significant growth in vacancies of 483%

In December 2022, employers in Far North Queensland had more than 460 roles available in the General-Inquiry Clerks, Call Centre Workers and Receptionist category, almost on par with the Newcastle and Hunter area with 485 available. Sales Assistants and Salespersons were typically the most in-demand in the lifestyle regions, with the Gold Coast (450), the Hunter (348), the NSW North Coast (250), and the Sunshine Coast (246) all posting high numbers of vacancies. Far North Queensland (341) and Canberra (277) also had high numbers of job vacancies.

7.1 REGIONS COMPETING WITH EACH OTHER

When looking at the most in-demand role across the regional IVI areas, it is evident that regions are competing against each other to fill the positions advertised.

For the Carers and Aides occupation group, the regions with these roles as the most in-demand (most jobs advertised) were looking to recruit 1,398 workers in December. These were predominantly in NSW and QLD. Across all regions, there were 5,416 roles advertised in December 2022.

The regions with Medical Practitioners and Nurses as the most in-demand occupation group were spread across NSW, VIC, QLD, SA, TAS and WA. To fill those positions across regional Australia required nearly 6,200 professionals.

General-Inquiry Clerks, Call Centre Workers and Receptionist appeared as the number one occupation grouping for five regional IVI areas, located across NSW, QLD and TAS. Job vacancies for this group totalled more than 1,724.

Automotive and Engineering Trade Workers appeared as the number one occupation grouping in the following IVI regions: Goldfields and Southern WA, Pilbara and Kimberly WA and Outback QLD.

And finally, while the Sales Assistants and Salespersons occupation grouping did not appear as the top occupation grouping in any IVI area, across all areas it totalled 4,500 roles advertised.

7.2 REQUIRED SKILLS AND QUALIFICATIONS

To address the impact these growing vacancy numbers are having locally in each region, it is important to understand the nature of the jobs included within each category, the training needed and tasks required to tackle growing job vacancies in these areas (further detail in Appendix 2).

Medical Practitioner and Nurse roles require a minimum skill level commensurate with a bachelor's degree or higher qualifications, and one to two years hospital-based training. In some instances, at least five years study and training are also required.

In contrast, the Carers and Aides occupational group, which is made up of childcare workers, education aides as well as personal carers, require a Certificate IV or III including at least two years on-the-job training.

According to ANZSCO, General-Inquiry Clerks, Call Centre Workers and Receptionists, and Sales Assistants and Salespersons, normally require a level of education or experience equivalent to a Certificate IV or III and on-the-job training. However, many of these requirements are not formalised, with flexible entry options available.



7.3: STATE AND REGIONAL VACANCIES – DECEMBER 2022

While the overarching regional job vacancy figure of 80,876 in December 2022 provides a collective picture, regional Australia is not a homogenous place. It is important to analyse the job vacancy figures at a regional level, and what this means to the communities who reside in these areas. Understanding job vacancies at an individual regional level allows policy makers, industry leaders and regional stakeholders to identify the largest gaps in critical services and look towards place-based solutions.

In December 2022, regional Queensland had the largest number of job vacancies with 23,879 roles advertised. This figure was a 17.5% increase from 12 months earlier. Regional NSW recorded a 6.2% increase to 23,233 roles in December 2022, with regional Victoria recording the third largest regional vacancy figure, 12,876 jobs advertised.

However, to understand the job vacancy trend for each state and territory, an analysis of the historic vacancies, going back five and 10 years highlights the growing demand being experienced at both a state and regional level.

NSW REGIONAL JOB VACANCY GROWTH VERSUS METRO

Job vacancies in regional NSW in December 2022 were up 6% year on year and 109% from five years prior (2017).

Overall job vacancies in regional NSW grew faster than Sydney, which recorded a -0.8% decrease in year on year job vacancies and a 29% increase in job vacancies compared to five years ago.

	Dec 22	V Dec 21	V Dec 17	V Dec 12
Regional NSW	23,233	+6%	+109%	+148%
Sydney	75,812	-0.8%	+29%	+50%

Regional vacancy breakdown

Blue Mountains, Bathurst and Central West NSW led NSW in terms of job vacancy year on year growth of 20% and five-year growth of 166%.

Seven of NSW's nine regions saw job vacancy growth of around 100% or more compared to five years ago.

Region	Dec 22	% growth since Dec 21	V Dec 17	V Dec 12
Blue Mountains, Bathurst & Central West NSW	2,384	+20%	+166%	+181%
Dubbo and Western NSW	1,340	+11%	+132%	+98%
Gosford and Central Coast	1,935	+3%	+59%	+126%
Illawarra and South Coast	2,732	-.01%	+112%	+155%
NSW North Coast	4,069	+4%	+98%	+103%
Newcastle and Hunter	6,026	+11%	+88%	+142%
Riverina and Murray	2,209	-.4%	+162%	+274%
Southern Highlands and Snowy	1,187	+14%	+155%	+289%
Tamworth and North West NSW	1,351	+18%	+139%	+146%

Roles in highest demand

Carers and Aides had the highest number of December 2022 job vacancies, 29% higher than a year ago and more than twice the number that was advertised five years ago. Medical Practitioners and Nurses came in second. While vacancies in this professional grouping is only up 4%, over a five-year period vacancies are up 220%. Also in health, Health and Welfare Support Workers have increased nearly threefold since 2017 and Health Diagnostics and Therapy Professional vacancies have increased 127% in five years.

In the services sector, vacancies for Cleaners and Laundry Workers were up nearly 80% year on year. A dominant five-year trend was the growing demand for professionals in the health industry.

Over a five-year period, the biggest increase in vacancies has been for Education Professionals, with teacher vacancies in December 2022 more than six times what they were a decade ago and up over 20% year on year.

Top 5 jobs by total vacancies in December 2022

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Carers and Aides	1,964	+29%	+243%	+416%
Medical Practitioners and Nurses	1,865	+4%	+220%	+431%
General Inquiry Clerks, Call Centre Workers, and Receptionists	1,683	+1%	+126%	+179%
Sales Assistants and Salespersons	1,370	-6%	+97%	+91%
Automotive and Engineering Trades Workers	1,123	+25%	+63%	+177%



Top 5 occupation groups by % growth compared to 12 months ago

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Jewellers, Arts, and other trade workers	144	+88%	+228%	+501%
Cleaners & Laundry Workers	617	+72%	+127%	+61%
Arts & Media	92	+51%	+156%	+222%
Farmers & Farm Managers	62	+42%	+205%	+541%
Engineers	470	+31%	+87%	+70%

Top 5 occupation groups by % growth compared to 5 years ago

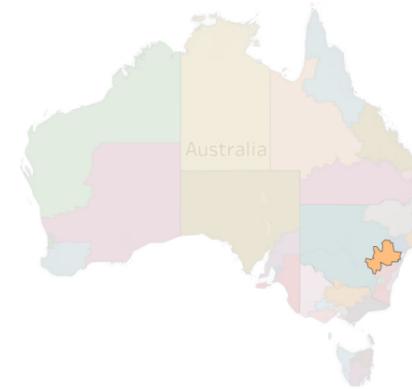
Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Education Professionals	480	+22%	+306%	+617%
Health and Welfare Support	420	-5%	+281%	+462%
Carers and Aides	1,964	+29%	+243%	+416%
Jewellers, Arts and other Trade Workers	144	+88%	+228%	+501%
Legal, Social and Welfare	988	+4%	+222%	+491%



NSW IVI REGIONS

Blue Mountains, Bathurst and Central West NSW

In December 2022, the Blue Mountains, Bathurst and Central West area had a total of **2384** job vacancies. This was up from **897** five years prior. Of the 31 regional IVI areas, Blue Mountains, Bathurst and Central West NSW ranked 13 in terms of the total number of roles advertised.



The Blue Mountains, Bathurst and Central West area recorded a 20% increase in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 2,384 roles represent a 166% increase compared to five years previous.

THIS AREA SAW CARERS AND AIDES AS THE MOST "IN-DEMAND" JOB CATEGORY, WITH 232 ROLES ADVERTISED IN DECEMBER 2022. THIS CATEGORY SAW A 404% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

- | | |
|---------------------------------|--------------------------------|
| 1. Gosford and Central Coast | 4. Tamworth and North West NSW |
| 2. Illawarra and South Coast | 5. Sunshine Coast |
| 3. Southern Highlands and Snowy | 6. Toowoomba and South West |

Of all roles advertised in the Blue Mountains, Bathurst and Central West region, the following represented the most in demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Carers and Aides	21	46	153	232
General-Inquiry Clerks, Call Centre Workers, and Receptionists	54	57	135	156
Sales Assistants and Salespersons	62	55	164	148
Medical Practitioners and Nurses	13	52	117	138
Education Professionals	3	15	52	116
Automotive and Engineering Trades Workers	34	61	81	115
Hospitality Workers	41	29	79	113
Other Labourers	110	60	85	101
Legal, Social and Welfare Professionals	10	20	56	88
Hospitality, Retail and Service Managers	20	28	82	86

This region includes the LGAs of Bathurst Regional (Bathurst, Georges Plains, Peel, Rockley, Wattle Flat, Yetholme), Blayney (Blayney, Carcoar, Lyndhurst, Mandurama, Millthorpe), Blue Mountains (Blackheath, Blaxland, Bullaburra, Faulconbridge, Glenbrook, Hawkesbury Heights, Hazelbrook, Katoomba, Lapstone, Lawson, Leura, Linden, Medlow Bath, Mount Riverview, Mount Victoria, Penrith, Springwood, Valley Heights, Warrimoo, Wentworth Falls, Winmalee, Woodford, Yellow Rock), Cabonne (Canowindra, Cargo, Cudal, Cumnock, Eugowra, Manildra, Molong, Nashdale, Yeoval), Cowra (Cowra, Darby Falls, Gooloogong, Woodstock, Wyangala), Hawkesbury (Bilpin, Blaxlands Ridge, Bligh Park, Bowen Mountain, Cattai, Colo Heights, East Kurrajong, Ebenezer, Freemans Reach, Glossodia, Grose Vale, Grose Wold, Hobartville, Kurmond, Kurrajong, Kurrajong Heights, Kurrajong Hills, Leets Vale, Maraylya, McGraths Hill, Mountain Lagoon, North Richmond, Pit Town, Richmond, Sackville, St Albans, South Windsor, Tennyson, The Slopes, Vineyard, Webbs Creek, Wilberforce, Windsor, Wisemans Ferry, Yarramundi), Hilltops (Young, Boorowa, Harden, Jugiong, Murrumburrah, Frogmore, Galong, Koorawatha, Monteagle, Murringo, Rye Park, Wombat), Lithgow (Lithgow, Bowenfels, Clarence, Cullen Bullen, Hartley, Hartley Vale, Little Hartley, Marrangaroo, Meadow Flat, Portland, Rydal, Wallerawang), Mid-Western Regional (Mudgee, Gulgong, Rylstone, Kandos), Oberon (Oberon, Black Springs, O'Connell), Orange (Orange, Lucknow, Spring Hill), Penrith (Penrith, St Marys), The Hills Shire (Annangrove, Baulkham Hills, Beaumont Hills, Bella Vista, Box Hill, Castle Hill, Cattai, Dural, Gables, Glenhaven, Glenorie, Kellyville, Kenthurst, Leets Vale, Lower Portland, Maraylya, Maroota, Middle Dural, Nelson, North Kellyville, North Rocks, Norwest, Rouse Hill, Sackville North, South Maroota, West Pennant Hills, Winston Hills, Wisemans Ferry) and Weddin (Grenfell, Greenethorpe, Caragabal, Quandialla).

Dubbo and Western NSW

In December 2022, the Dubbo and Western area recorded **1,340** job vacancies. This was up from **578** five years prior. Of the 31 regional IVI areas, Dubbo and Western NSW ranked 22 in terms of the total number of roles advertised – accounting for the smallest number of positions for any NSW IVI area.



While Dubbo and Western NSW saw an 11% decrease in the number of job vacancies in December 2022, compared to December 2021, the recorded 1,340 roles represent a 132% increase compared to five years previous.

THIS AREA SAW MEDICAL PRACTITIONERS AND NURSES AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 164 JOBS ADVERTISED. THIS CATEGORY SAW A 152% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. NSW North Coast	8. Central QLD
2. Riverina and Murray	9. Fleurieu Peninsula and Murray Mallee
3. Ballarat and Central Highlands	10. Port Augusta and Eyre Peninsula
4. Bendigo and High Country	11. Yorke Peninsula and Clare Valley
5. Geelong and Surf Coast	12. South West WA
6. Gippsland	13. Regional NT
7. Wimmera and Western VIC	14. North West Tasmania

Of all roles advertised in the Dubbo and Western NSW area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Medical Practitioners and Nurses	33	65	204	164
General-Inquiry Clerks, Call Centre Workers, and Receptionists	27	31	127	108
Carers and Aides	17	31	92	82
Sales Assistants and Salespersons	44	44	81	75
Automotive and Engineering Trades Workers	33	35	66	71
Legal, Social and Welfare Professionals	14	28	86	64
Drivers and Storepersons	19	13	42	62
Other Labourers	44	20	50	52
Hospitality, Retail and Service Managers	24	22	45	42
Health Diagnostic and Therapy Professionals	16	22	70	41

This region includes the LGAs of Bland (West Wyalong, Barmedman, Tallimba, Ungarie, Weethalle, Mirrool), Bogan (Nyngan), Bourke, Brewarrina (Brewarrina, Goodooga), Broken Hill, Central Darling (Ivanhoe, Menindee, Wilcannia, White Cliffs), Cobar (Cobar, Euabalong and Euabalong West), Coonamble (Coonamble, Gulargambone, Quambone), Forbes, Gilgandra, Lachlan (Condobolin, Fifield, Lake Cargelligo, Tottenham, Tullibigeal), Narramine (Narramine, Trangie, Tomingelly), Parkes (Parkes, Peak Hill, Bogan Gate, Trundle, Tullamore), Unincorporated NSW (Tibooburra, Milparinka, Silverton), Warren (Warren, Nevertire), Warrumbungle Shire (Binnaway, Coolah, Coonabarabran, Dunedoo, Baradine, Mendooran) and Western Plains Regional (Dubbo, Brocklehurst, Euchareena, Eumungerie, Geurie, Mumbil, Stuart Town, Wellington, Wongarbon).

Gosford and Central Coast

In December 2022, the Gosford and Central Coast area recorded **1,935** job vacancies. This was up from **1,215** five years prior. Of the 31 regional IVI areas, Gosford and Central Coast area ranked 17 in terms of the total number of roles advertised.



Gosford and Central Coast saw a modest 3% increase in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 1,935 roles represent a 59% increase compared to five years previous.

THIS AREA SAW CARERS AND AIDES AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 236 ROLES ADVERTISED. THIS CATEGORY SAW A 258% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Illawarra and South Coast	4. Sunshine Coast
2. Southern Highlands and Snowy	5. Toowoomba and South West
3. Tamworth and North West NSW	6. Blue Mountains, Bathurst and Central West NSW

Of all roles advertised in the Gosford and Central Coast area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Carers and Aides	51	66	163	236
Medical Practitioners and Nurses	39	63	115	148
Hospitality Workers	41	41	114	123
Sales Assistants and Salespersons	68	70	145	117
General-Inquiry Clerks, Call Centre Workers, and Receptionists	48	66	129	116
Legal, Social and Welfare Professionals	14	24	72	89
Food Trades Workers	38	57	90	83
Health Diagnostic and Therapy Professionals	12	36	84	79
Other Labourers	58	59	65	70
Drivers and Storepersons	31	38	57	59

This region accounts for just one LGA – Central Coast.

Illawarra and South Coast

In December 2022, the Illawarra and South Coast area recorded **2,732** job vacancies. This was up from **1,286** five years prior. Of the 31 regional IVI areas, Illawarra and South Coast ranked 11 in terms of the total number of roles advertised.



Illawarra and South Coast saw a less than a 1% increase in job vacancies in December 2022, compared to December 2021. However, the recorded 2,732 roles represent a 112% increase compared to five years previous.

THIS AREA SAW CARERS AND AIDES AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 250 ROLES ADVERTISED. THIS CATEGORY SAW A 198% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Gosford and Central Coast	4. Sunshine Coast
2. Southern Highlands and Snowy	5. Toowoomba and South West
3. Tamworth and North West NSW	6. Blue Mountains, Bathurst and Central West NSW

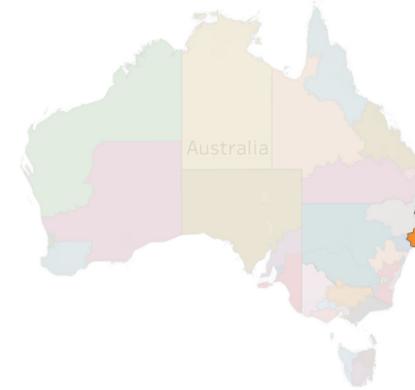
Of all roles advertise in the Illawarra and South Coast area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Carers and Aides	46	84	198	250
Medical Practitioners and Nurses	33	89	247	248
General-Inquiry Clerks, Call Centre Workers, and Receptionists	76	83	231	191
Sales Assistants and Salespersons	98	82	176	156
Health Diagnostic and Therapy Professionals	30	59	136	140
Legal, Social and Welfare Professionals	19	38	134	127
Automotive and Engineering Trades Workers	35	61	91	116
Hospitality Workers	74	35	103	115
Hospitality, Retail and Service Managers	28	42	95	112
Food Trades Workers	55	61	110	96

This region covers the following LGAs – Eurobodalla (Araluen, Batehaven, Broulee, Central Tilba, Catalina, Congo, Dalmeny, Denhams Beach, Lilli Pilli, Long Beach, Maloneys Beach, Moruya, Malua Bay, Mogo, Mossy Point, Batemans Bay, Narooma, Nelligen, North Batemans Bay, Rosedale, South Durras, Sunshine Bay, Surf Beach, Surfside, Tilba Tilba, Tomakin, Tuross Head), Kiama (Kiama, Gerringong, Gerroa, Jamberoo, Werri Beach), Shellharbour (Albion Park, Albion Park Rail, Barrack Heights, Barrack Point, Blackbutt, Dunmore, Flinders, Lake Illawarra, Mount Warrigal, Oak Flats, Shell Cove, Shellharbour, Tullimbar, Warilla, Yellow Rock), Shoalhaven (Nowra, Berry, Jervis Bay, Bangalee, Bomaderry, Cambewarra, Cambewarra Village, North Nowra, Nowra Hill, South Nowra, Terara, West Nowra, Worrigea, Basin View, Callala Bay, Callala Beach, Erowal Bay, Huskisson, Old Erowal Bay, Sanctuary Point, St Georges Basin, Vincentia, Woollamia, Worrowing Heights, Berrara, Cudmirrah, Burrill Lake, Dolphin Point, Kings Point, Milton, Mollymook, Mollymook Beach, Narrawallee, Barrengarry, Coolangatta, Far Meadow, Jaspers Brush, Kangaroo Valley, Meroo Meadow, Shoalhaven Heads, Culburra Beach, Currarong, Falls Creek, Greenwell Point, Orient Point, Tomerong, Bawley Point, Conjola Park, Fishermans Paradise, Kioloa, Lake Conjola, Manyana, Tabourie Lake, Termeil) and Wollongong.

NSW North Coast

The NSW North Coast IVI region recorded **4,069** job vacancies in December 2022. This was up from **2,059** five years prior. Of the 31 regional IVI areas, NSW North Coast ranked 7 in terms of the total number of roles advertised.



While the NSW North Coast IVI area saw an increase of just 4% in the number of job vacancies in December 2022, compared to December 2021, the recorded 4,069 roles represent a 98% increase compared to five years previous.

THIS AREA SAW MEDICAL PRACTITIONERS AND NURSES AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 408 ROLES ADVERTISED. THIS CATEGORY SAW A 430% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Dubbo and Western NSW	8. Central QLD
2. Riverina and Murray	9. Fleurieu Peninsula and Murray Mallee
3. Ballarat and Central Highlands	10. Port Augusta and Eyre Peninsula
4. Bendigo and High Country	11. Yorke Peninsula and Clare Valley
5. Geelong and Surf Coast	12. South West WA
6. Gippsland	13. Regional NT
7. Wimmera and Western VIC	14. North West Tasmania

Of all roles advertised in the NSW North Coast area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Medical Practitioners and Nurses	106	77	415	408
Carers and Aides	106	121	319	407
General-Inquiry Clerks, Call Centre Workers, and Receptionists	146	171	300	297
Sales Assistants and Salespersons	161	127	299	250
Legal, Social and Welfare Professionals	30	46	197	207
Hospitality Workers	117	90	188	178
Health Diagnostic and Therapy Professionals	49	56	144	154
Food Trades Workers	122	96	175	153
Cleaners and Laundry Workers	72	77	146	143
Other Labourers	148	133	140	135

This region includes the LGAs of Ballina (Ballina, Alstonvale, Alstonville, Brooklet, Dalwood, Lennox Head, Lynwood, McLeans Ridges, Meerschaum Vale, Newrybar, Pimlico, Rous, Teven, Titenbar, Uralba, Wardell, Wollongbar), Bellingen (Bellingen, Dorrigo, Mylestrom, Raleigh, Repton, Urunga), Byron (Byron Bay, Bangalow, Coopers Shoot, Ewingsdale, Newrybar, Skinners Shoot, Suffolk Park, Mullumbimby, Brunswick Heads, Billinudgel, Crabbes Creek, Montecollum, Mullumbimby Creek, Myocum, New Brighton, Ocean Shores, South Golden Beach, The Pocket, Wilsons Creek, Binna Burra, Coorabell, Eureka, Federal, Goonengerry, Main Arm, Nashua, Possum Creek, Upper Main Arm), Clarence Valley (Grafton, South Grafton, Angourie, Copmanhurst, Coutts Crossing, Glenreagh, Culmarrad, Harwood, Iluka, Lanitza, Lawrence, Maclean, Nymboida, Shark Creek, Tucabia, Ulmarra, Wooloweyah, Woombah, Yamba), Coffs Harbour (Coffs Harbour, Boambee, Bonville, Coramba, Corindi Beach, Karangi, Korora, Lowanna, Nana Glen, Toormina, Corindi, Moonee Beach, Red Rocks, Sawtell, Ulong, Woolgoolga), Kempsey (Kempsey, Aldavilla, Arakoon, Bellbrook, Crescent Head, Dondingalong, Frederickton, Hat Head, Kundabung, New Entrance, Oceanside, Smithtown, South West Rocks), Kyogle (Kyogle, Bonalbo, Tabulam, Woodenbong, Cawongla, Loadstone, Old Bonalbo), Lismore (Lismore, Bentley, Bexhill, Blue Knob, Clunes, Dunoon, Jiggi, Koonorigan, Modanville, Monaltrie, Nimbin), Mid-Coast (Gloucester, Taree, Forster-Tuncurry, Tea Gardens-Hawks Nest, Wingham, Hallidays Point, Harrington, Old Bar), Nambucca (Bowraville, Macksville, Missabotti, Nambucca Heads, Scotts Head, Taylors Arm, Valla), Port Macquarie-Hastings (Port Macquarie, Bonny Hills, Camden Have, Comboyne, Dunbogan, Ellenborough, Herons Creek, Kendall, Kew, Lake Cathie, Laurieton, North Haven, Telegraph Point, Wauchope), Richmond Valley (Casino, Broadwater, Coraki, Evans Head, Leeville, Woodburn) and Tweed (Tweed Heads, Banora Point, Bilambil, Chinderah, Fingal Head, Kingscliff, Piggabeen, Terranora, Bogangar, Casuarina, Cudgen, Hastings Point, Kingscliff, Pottsville, Murwillumbah, Bray Park, Byangum, Fernvale, Burringbar, Chillingham, Condong, Tumbulgum, Tyalgum, Uki).

Newcastle and Hunter

The Newcastle and Hunter IVI region recorded **6,026** job vacancies in December 2022. This was up from **3,191** five years prior. Of the 31 regional IVI areas, Newcastle ranked fourth in terms of the total number of roles advertised – the highest number for any NSW IVI area.



While the Newcastle and Hunter IVI area saw a 10% increase in the number of vacancies in December 2022, compared to December 2021, the recorded 6,026 roles represent an 88% increase compared to five years previous.

THIS AREA SAW GENERAL INQUIRY CLERKS, CALL CENTRE WORKERS, AND RECEPTIONISTS AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 485 POSITIONS ROLES ADVERTISED. THIS CATEGORY SAW A 112% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Far North QLD	3. Hobart and Southeast Tasmania
2. Gold Coast	4. Launceston and Northeast Tasmania

Of all roles advertised in the Newcastle and Hunter area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
General-Inquiry Clerks, Call Centre Workers, and Receptionists	153	229	431	485
Automotive and Engineering Trades Workers	137	282	298	416
Carers and Aides	88	127	300	372
Sales Assistants and Salespersons	174	197	325	348
Medical Practitioners and Nurses	71	106	262	317
Hospitality Workers	87	90	222	260
Other Labourers	149	143	212	233
Drivers and Storepersons	92	120	182	219
Engineers	126	99	144	203
Legal, Social and Welfare Professionals	46	84	188	199

This region includes the LGAs of Cessnock (Cessnock, Kurri Kurri, Weston, Pelaw Main, Abermain, Aberdare, Bellbird, Kearsley, Mulbring, Kitchener, Paxton, Millfield, Ellalong, Wollombi, Branxton, Greta), Dungog (Dungog, Gresford, Paterson, Vacy, Martins Creek, Clarence Town), Lake Macquarie (Belmont, Cardiff, Charlestown, Cooranbong, Glendale, Morisset, Mount Hutton, Swansea, Toronto, Valentine, Warners Bay), Maitland, Muswellbrook (Muswellbrook, Denman), Newcastle, Port Stephens (Raymond Terrace, Port Stephens, Anna Bay, Boat Harbour, Corlette, Fingal Bay, Karuah, Lemon Tree Passage, Mallabula, Nelson Bay, One Mile, Salamander Bay, Shoal Bay, Soldiers Point, Tanilba Bay, Taylors Beach, Duns Creek, Eagleton, East Seaham, Glen Oak, Hinton, Nelsons Plains, Seaham, Wallalong, Woodville), Singleton (Singleton, Broke, Bulga, Branxton), and Upper Hunter Shire (Scone, Aberdeen Murrurundi, Merriwa, Parkville, Wingen, Cassilis).

Riverina and Murray

The Riverina and Murray IVI region recorded **2,209** job vacancies in December 2022. This was up from **843** five years prior. Of the 31 regional IVI areas, Riverina and Murray ranked 14 in terms of the total number of roles advertised.



While the Riverina and Murray IVI area saw a slight drop of 1% in the number of vacancies in December 2022, compared to December 2021, the recorded 2,209 roles represent a 162% increase compared to five years previous. This increase in roles was the fifth largest of all IVI regions.

THIS AREA SAW MEDICAL PRACTITIONERS AND NURSES AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 249 ADVERTISED. THIS CATEGORY SAW A 236% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Dubbo and Western NSW	8. Central QLD
2. NSW North Coast	9. Fleurieu Peninsula and Murray Mallee
3. Ballarat and Central Highlands	10. Port Augusta and Eyre Peninsula
4. Bendigo and High Country	11. Yorke Peninsula and Clare Valley
5. Geelong and Surf Coast	12. South West WA
6. Gippsland	13. Regional NT
7. Wimmera and Western VIC	14. North West Tasmania

Of all roles advertised in the Riverina and Murray area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Medical Practitioners and Nurses	24	74	290	249
Carers and Aides	15	39	131	165
General-Inquiry Clerks, Call Centre Workers, and Receptionists	38	53	160	164
Automotive and Engineering Trades Workers	28	56	113	135
Sales Assistants and Salespersons	45	47	108	112
Health Diagnostic and Therapy Professionals	14	34	95	81
Drivers and Storepersons	23	26	74	78
Health and Welfare Support Workers	5	11	66	49
Cleaners and Laundry Workers	24	12	42	49
Food Trades Workers	20	24	46	49

This region includes the LGAs of Albury, Balranald (Balranald, Euston), Berrigan (Berrigan, Finley, Tocumwal, Barooga), Carrathool (Hillston, Goolgowi, Rankins Springs, Carrathool), Coolamon (Coolamon, Ganmain, Ardlethan, Marrar), Edward River (Deniliquin, Blighty), Federation (Corowa, Urana, Mulwala, Hopefield, Howlong, Oaklands), Greater Hume Shire (Holbrook, Culcairn, Brocklesby, Burrumbuttock, Gerogery, Gerogery West, Henty, Jindera, Morven, Walla Walla), Griffith (Griffith, Hanwood, Beelbanger, Bilbul, Yoogali, Yenda, Tharbogang), Gundagai (Gundagai, Coolac, Tumbalong, Nangus), Hay, Junee (Junee, Wantabadgery, Old Junee), Leeton (Leeton, Yanco, Whitton, Wamoon, Murrumbidgee, Merungie Hill, Stanbridge), Lockhart (Lockhart, The Rock), Murray River (Moama, Barham, Koraleigh, Mathoura, Moulamein, Murray Downs, Tooleybuc, Wakool), Murrumbidgee (Coleambally, Darlington Point), Narrandera (Narrandera, Grong Grong, Barellan), Snowy Valleys (Adelong, Batlow, Tumbarumba, Tumut, Khancoban, Rosewood, Talbingo), Temora (Temora, Arian Park), Wagga Wagga (Wagga Wagga, Collingullie, Ladysmith, Mangoplah, Oura, Tarcutta, Uranquinty), and Wentworth (Wentworth, Buronga, Gol Gol, Dareton, Pooncarie).

Southern Highlands and Snowy

The Southern Highlands and Snowy IVI region recorded **1,187** job vacancies in December 2022. This was up from **465** five years prior. Of the 31 regional IVI areas, the Southern Highlands and Snowy area ranked 24 in terms of the total number of roles advertised.



The Southern Highlights and Snowy area saw a 14% increase in the number vacancies in December 2022, compared to December 2021, with the recorded 1,187 roles representing a 155% increase compared to five years previous.

THIS AREA SAW CARERS AND AIDES AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 106 ROLES ADVERTISED. THIS CATEGORY SAW A 242% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Gosford and Central Coast	4. Sunshine Coast
2. Illawarra and South Coast	5. Toowoomba and South West
3. Tamworth and North West NSW	6. Blue Mountains, Bathurst and Central West NSW

Of all roles advertised in the Southern Highlands and Snowy area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Carers and Aides	16	31	85	106
Medical Practitioners and Nurses	6	29	80	85
Sales Assistants and Salespersons	26	28	72	77
General-Inquiry Clerks, Call Centre Workers, and Receptionists	22	26	75	65
Hospitality, Retail and Service Managers	8	19	44	60
Automotive and Engineering Trades Workers	14	27	40	57
Food Trades Workers	13	29	49	43
Legal, Social and Welfare Professionals	7	12	48	42
Drivers and Storepersons	9	22	31	42
Health Diagnostic and Therapy Professionals	3	16	38	40

This region includes the LGAs of Bega Valley (Bega, Bermagui, Eden, Tathra, Merimbula, Tura Beach, Wolumla, Cobargo, Bemboka, Pambula, Pambula Beach), Goulburn Mulwaree (Goulburn, Baw Baw, Boxers Creek, Bungonia, Gundary, Lake Bathurst, Marulan, Quialigo, Run-O-Waters, Tallong, Tarago, Tirrannville, Currawang, Windellama, Wingello), Queanbeyan-Palerang Regional (Araluen, Braidwood, Bundawang, Bungendore, Burra, Bywong, Captains Flat, Carwoola, Charleys Forest, Collector, Crestwood, Currawang, Googong, Greenleigh, Jembaicumbene, Jerrabattgulla, Jerrabomberra, Karabar, Kindervale, Lake George, Majors Creek, Mayfield, Monga, Mount Fairy, Palerang, Queanbeyan, Royalla, Sutton, Tarago, Wamboin, Yarrow), Snowy Monaro Regional (Adaminaby, Berridale, Bombala, Cooma, Delegate, Jindabyne, Bombala, Nimmitabel, Bredbo, Burra, Dalgety, Michelago, Numeralla) Upper Lachlan Shire (Crookwell, Dalton, Gunning, Taralga, Collector, Grabben Gullen, Laggan, Taralga, Brayton, Middle Arm), Wingecarribee (Mittagong, Bowral, Moss Vale, Robertson, Bundanoon, Avoca, Balaclava, Balmoral, Berrima, Braemar, Burradoo, Burrawang, Canyonleigh, Colo Vale, Exeter, Fitzroy Falls, Glenquarry, High Range, Hill Top, Kangaloon, New Berrima, Penrose, Renwick, Welby, Wildes Meadow, Willow Vale, Wingello, Woodlands, Yerrinbool), Wollondilly (Appin, Bargo, Lakesland, Menangle, Mount Hunter, Oakdale, Orangeville, Tahmoor, Pheasants Nest, Picton, Razorback, Silverdale, Theresa Park, The Oaks, Thirlmere, Wallacia, Warragamba, Werombi, Wilton, Yanderra) and Yass Valley (Yass, Binalong, Bowning, Gundaroo, Murrumbateman, Sutton, Wallaroo).

Tamworth and North West NSW

The Tamworth and North West IVI region recorded **1,351** job vacancies in December 2022. This was up from **564** five years prior. Of the 31 regional IVI areas, Tamworth and North West NSW area ranked 21 in terms of the total number of roles advertised.



The Tamworth and North West IVI area saw an 18% increase in the number vacancies in December 2022, compared to December 2021, with the recorded 1,351 roles representing a 139% increase compared to five years previous.

THIS AREA SAW CARERS AND AIDES AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 114 ROLES ADVERTISED. THIS CATEGORY SAW A 338% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Gosford and Central Coast	4. Sunshine Coast
2. Illawarra and South Coast	5. Toowoomba and South West
3. Southern Highlands and Snowy	6. Blue Mountains, Bathurst and Central West NSW

Of all roles advertised in the Tamworth and North West NSW area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Carers and Aides	21	26	82	114
Medical Practitioners and Nurses	27	24	66	109
General-Inquiry Clerks, Call Centre Workers, and Receptionists	42	28	73	100
Sales Assistants and Salespersons	39	43	82	87
Legal, Social and Welfare Professionals	10	24	77	76
Other Labourers	51	25	52	72
Automotive and Engineering Trades Workers	15	42	60	67
Health Diagnostic and Therapy Professionals	8	22	44	45
Drivers and Storepersons	26	24	45	43
Health Diagnostic and Therapy Professionals	3	16	38	40

This region includes the LGAs of Armidale Regional (Armidale, Gurya, Black Mountain), Glen Innes Severn (Glen Innes, Emmaville, Deepwater), Gunnedah (Gunnedah, Curlewis, Carroll), Gwydir (Wyallda, Bingara, Gravesend, North, Star, Wyallda Rail), Inverell (Inverell, Gilgai, Elsmore, Ashford, Yetman, Oakwood, Delungra, Mount Russell, Tingha), Liverpool Plains (Quirindi, Ardglan, Currabubula, Spring Ridge, Wallabadah, Werris Creek, Willow Tree), Moree Plains (Moree, Ashley, Boomi, Boggabilla, Garah, Gurley, Mungindi, Pallamallawa), Narrabri (Narrabri, Bellata, Boggabri, Gwabegar, Pilliga, Wee Waa), Tamworth Regional (Tamworth, Attunga, Barraba, Bendemeer, Duri, Kootingal, Limbri, Manilla, Moonbi, Nundle, Somerton, Woolbrook), Tenterfield (Tenterfield, Drake, Jennings, Sandy Flat, Urbenville), Uralla (Uralla, Bundarra, Invergowrie), Walcha (Walcha, Woolbrook), and Walgett (Walgett, Lightning Ridge, Collarenebri, Rowena, Burren Junction, Cumborah).

VIC REGIONAL JOB VACANCY GROWTH VERSUS METRO

Job vacancies in regional Victoria in December 2022 were up 10% year on year, experiencing double the growth rate of Melbourne.

Over a five-year period, job vacancies in regional Victoria grew at three times the rate of Melbourne with vacancies up 145%.

	Dec 22	V Dec 21	V Dec 17	V Dec 12
Regional Victoria	12,876	+10%	+146%	+221%
Melbourne	81,324	+5%	+53%	+89%

Regional vacancy breakdown

Ballarat and Central Highlands led job vacancy growth year on year with a 15% increase while over a five-year period, Bendigo and High Country recorded the largest growth at 175%. That being the case, all regional Victoria's regions experienced a triple digit percentage increase in vacancies compared to five years ago.

Region	Dec 22	% growth since Dec 21	V Dec 17	V Dec 12
Ballarat and Central Highlands	1,361	+15%	+141%	+256%
Bendigo and High Country	4,082	+11%	+175%	+257%
Geelong and Surf Coast	3,347	+12%	+118%	+201%
Gippsland	2,895	+3%	+145%	+221%
Wimmera and Western Downs	1,191	+10%	+145%	+146%

Roles in highest demand

Reflecting the national trend, demand for Medical Practitioners and Nurses was number one in Victoria in terms of total vacancies. Demand was up 58% year on year and represents more than 10 times the number of vacancies a decade ago. Also in the health field, vacancies for Health Diagnostics and Therapy Professionals were up 31% year on year and over 172% compared to five years ago, with Health and Welfare Support Worker vacancies up 20% year on year and twice the number of five years ago.

Jewellers, Arts and Other Trade Workers experienced the biggest year on year increase in terms of growth, with Education Professional vacancies at number two, up 66% year on year and more than three times the number of vacancies five years ago.

Legal, Social and Welfare Professional vacancies were also some of the fastest growing in-demand with a 57% increase in roles advertised year on year, up 249% on five years ago.

Top 5 jobs by total vacancies in December 2022

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Medical Practitioners and Nurses	1,344	+58%	+274%	+1086%
Carers and Aides	1,095	+30%	+267%	+684%
General Inquiry Clerks, Call Centre Workers, and Receptionists	980	+9%	+166%	+279%
Sales Assistants and Salespersons	785	-6%	+145%	+132%
Legal, Social and Welfare Professionals	629	+59%	+249%	+604%

Top 5 occupation groups by % growth compared to 12 months ago

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Jewellers, Arts and Other Trade Workers	70	+83%	+191%	+677%
Education Professionals	313	+66%	+315%	+658%
Medical Practitioners and Nurses	1,344	+58%	+274%	+1085%
Legal, Social and Welfare Professionals	629	+57%	+249%	+604%
Arts & Media Professionals	60	+41%	+189%	+384%

Top 5 occupation groups by % growth compared to 5 years ago

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Education Professionals	313	+66%	+315%	+658%
Medical Practitioners and Nurses	1,344	+58%	+274%	+1085%
Carers and Aides	1,095	+30%	+267%	+684%
Farmers and Farm Managers	59	-7%	+258%	+633%
Legal, Social and Welfare Professionals	629	+59%	+249%	+604%



VIC IVI REGIONS

Ballarat and Central Highlands

In December 2022, the Ballarat and Central Highland region had a total of **1,361** job vacancies. This was up from **563** five years prior. Of the 31 regional IVI areas, Ballarat and Central Highlands ranked 20 in terms of the total number of roles advertised.



Ballarat and Central Highlands saw a 15% increase in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 1,361 roles represent a 141% increase compared to five years previous.

THIS AREA SAW MEDICAL PRACTITIONERS AND NURSES AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 152 ROLES ADVERTISED. THIS CATEGORY SAW A 69% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Dubbo and Western NSW	8. Central QLD
2. Riverina and Murray	9. Fleurieu Peninsula and Murray Mallee
3. NSW North Coast	10. Port Augusta and Eyre Peninsula
4. Bendigo and High Country	11. Yorke Peninsula and Clare Valley
5. Geelong and Surf Coast	12. South West WA
6. Gippsland	13. Regional NT
7. Wimmera and Western VIC	14. North West Tasmania

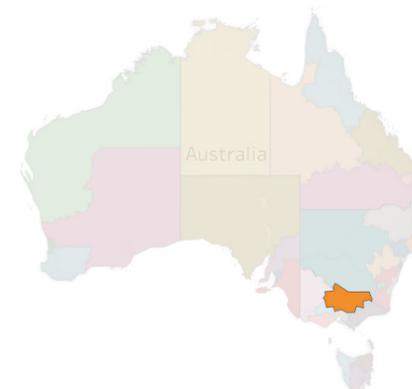
Of all roles advertised in the Ballarat and Central Highlands region, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Medical Practitioners and Nurses	12	53	90	152
General-Inquiry Clerks, Call Centre Workers, and Receptionists	26	51	111	136
Carers and Aides	14	33	87	111
Sales Assistants and Salespersons	34	30	69	92
Legal, Social and Welfare Professionals	9	25	42	85
Health Diagnostic and Therapy Professionals	10	24	60	62
Automotive and Engineering Trades Workers	13	20	50	46
Education Professionals	7	9	21	37
Food Trades Workers	15	22	45	37
Corporate Managers	10	19	24	34

This region includes the LGAs of Ararat (Ararat, Elmhurst, Lake Bolac, Moyston, Pomonal, Willaura), Ballarat (Ballarat, Burrumbeet, Cardigan, Invermay Park, Learmonth, Miners Rest, Mitchell Park, Mount Rowan, Sulky, Wendouree), Hepburn (Daylesford, Creswick, Clunes, Hepburn Springs, Trentham), Moorabool (Ballan, Bacchus Marsh, Balliang, Myrning, Blackwood, Greendale, Gordon, Mount Egerton, Bungaree, Elaine, Wallace) and Pyrenees (Avoca, Beaufort, Lexton).

Bendigo and High Country

In December 2022, the Bendigo and High Country area recorded a total of **4,082** job vacancies. This was up from **1,483** five years prior. Of the 31 regional IVI areas, Bendigo and High Country ranked sixth in terms of the total number of roles advertised. This area was the Victorian region with the most job vacancies for December 2022.



The Bendigo and High Country area saw an 11% increase in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 4,082 roles represent a 175% increase compared to five years previous. This was the third biggest increase of all regional areas, behind York Peninsula and Clare Valley (202%) and North West Tasmania (177%)

THIS AREA SAW MEDICAL PRACTITIONERS AND NURSES AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 358 ROLES ADVERTISED. THIS CATEGORY SAW A 289% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Dubbo and Western NSW	8. Central QLD
2. NSW North Coast	9. Fleurieu Peninsula and Murray Mallee
3. Riverina and Murray	10. Port Augusta and Eyre Peninsula
4. Ballarat and Central Highlands	11. Yorke Peninsula and Clare Valley
5. Geelong and Surf Coast	12. South West WA
6. Gippsland	13. Regional NT
7. Wimmera and Western VIC	14. North West Tasmania

Of all roles advertised in the Bendigo and High Country region, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Medical Practitioners and Nurses	26	92	251	358
Carers and Aides	34	80	264	356
General-Inquiry Clerks, Call Centre Workers, and Receptionists	66	96	278	271
Sales Assistants and Salespersons	103	92	259	257
Legal, Social and Welfare Professionals	31	53	118	178
Hospitality Workers	49	65	180	172
Health Diagnostic and Therapy Professionals	27	61	111	162
Automotive and Engineering Trades Workers	44	67	144	160
Food Trades Workers	41	81	170	159
Other Labourers	102	68	130	148

This region includes the LGAs of Alpine (Bright, Dinner Plain, Mount Beauty, Myrtleford), Benalla (Benalla, Baddaginnie, Devenish, Glenrowan, Gooramab, Swanpool, Tatong), Campaspe (Girgarre, Echuca, Kyabram, Rochester, Tongala, Rushworth), Central Goldfields (Bealiba, Carisbrook, Dunolly, Maryborough, Talbot), Greater Bendigo (Bendigo, Axedale, Elmore, Heathcote, Marong, Raywood, Strathfieldsaye), Greater Shepparton (Shepparton, Mooropna, Tatura, Murchison, Dookie), Indigo (Beechworth, Chiltern, Ruterhglan, Yackandandah), Loddon (Inglewood, Boort, Pyramid Hill, Wedderburn), Macedon Ranges (Gisborne, Kyneton, Lancefield, Macedon, Malmsbury, Mount Macedon, Riddells Creek, Romsey, Woodend), Mansfield (Mansfield, Maindample, Mount Buller, Bonnie Doon, Jamieson, Merrijig, Tolmie), Mitchell (Broadford, Kilmore, Seymour, Tallarook, Pyalong, Wallan), Moira (Cobram, Nathalia, Numurkah, Tungamah, Yarrawonga), Mount Alexander (Castle Creek, Castlemaine, Chewton, Harcourt, Maldon, Guildford, Newstead, Taradale), Murrindindi (Alexandra, Buxton, Eildon, Flowerdale, Kinglake, Marysville, Taggerty, Yea), Strathbogie (Avenel, Euroora, Longwood, Nagambie, Strathbogie, Violet Town), Towong (Corryong, Tallangatta, Cudgewa, Bethanga, Bellbridge), Wangaratta (Wangaratta, Eldorado, Everton, Peechelba, Springhurst, Tarrawingee), and Wodonga.

Geelong and Surf Coast

In December 2022, the Geelong and Surf Coast area recorded **3,347** job vacancies. This was up from **1,532** in December 2017. Of the 31 regional IVA areas, Geelong Surf Coast ranked ninth in terms of the total of number of roles advertised, just behind Sunshine Coast with 3,431.



The Geelong and Surf Coast area saw a 12% increase in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 3,347 roles represent an 118% increase compared to five years previous.

THIS AREA SAW MEDICAL PRACTITIONERS AND NURSES AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 363 ROLES ADVERTISED. THIS CATEGORY SAW A 252% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Dubbo and Western NSW	8. Central QLD
2. NSW North Coast	9. Fleurieu Peninsula and Murray Mallee
3. Riverina and Murray	10. Port Augusta and Eyre Peninsula
4. Bendigo and High Country	11. Yorke Peninsula and Clare Valley
5. Ballarat and Central Highlands	12. South West WA
6. Gippsland	13. Regional NT
7. Wimmera and Western VIC	14. North West Tasmania

Of all roles advertised in the Geelong and Surf Coast area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Medical Practitioners and Nurses	39	103	189	363
Carers and Aides	45	83	197	263
General-Inquiry Clerks, Call Centre Workers, and Receptionists	75	118	237	260
Sales Assistants and Salespersons	82	87	203	209
Legal, Social and Welfare Professionals	22	43	103	160
Health Diagnostic and Therapy Professionals	24	61	112	147
Food Trades Workers	81	76	131	117
Hospitality, Retail and Service Managers	43	39	75	112
Other Labourers	65	53	102	101
Hospitality Workers	40	56	167	99

This region includes the LGAs of Colac-Otway (Apollo Bay, Beeac, Birregurra, Colac, Forrest), Corangamite (Camperdown, Terang, Cobden, Timboon, Port Campbell, Skipton), Golden Plains (Bannockburn, Dereel, Lethbridge, Linton, Teesdale, Rokewood, Meredith), Greater Geelong (Geelong, Anakie, Balliang, Barwon Heads, Batesford, Ceres, Clifton Springs, Drysdale, Lara, Ocean Grove, Portarlington, St Leonards), Moyne (Port Fairy, Koroit, Mortlake, Macarthur, Peterborough, Caramut, Garvoc, Hawesdale, Panmure, Mailors Flat, Purnim, Wangoom, Woolsthorpe), Queenscliffe (Queenscliff, Point Lonsdale), Surf Coast (Aireys Inlet, Anglesea, Lorne, Torquay, Winchelsea), and Warrnambool.

Gippsland

The Gippsland area recorded **2,895** job vacancies in December 2022. This was up from **1,180** in December 2017. Of the 31 regional IVA areas, Gippsland ranked 10 in terms of the total of number of roles advertised, just behind Victoria counterpart Geelong and Surf Coast (3,347).



The Gippsland area saw a 3% increase in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 2,895 roles represent a 145% increase compared to five years previous, which was on par with the Wimmera and Western area.

THIS AREA SAW MEDICAL PRACTITIONERS AND NURSES AS THE MOST ‘IN-DEMAND’ OCCUPATION CATEGORY, WITH 283 ROLES ADVERTISED. THIS CATEGORY SAW A 245% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Dubbo and Western NSW	8. Central QLD
2. NSW North Coast	9. Fleurieu Peninsula and Murray Mallee
3. Riverina and Murray	10. Port Augusta and Eyre Peninsula
4. Bendigo and High Country	11. Yorke Peninsula and Clare Valley
5. Geelong and Surf Coast	12. South West WA
6. Ballarat and Central Highlands	13. Regional NT
7. Wimmera and Western VIC	14. North West Tasmania

Of all roles advertised in the Gippsland area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Medical Practitioners and Nurses	22	82	189	283
Carers and Aides	38	78	230	277
General-Inquiry Clerks, Call Centre Workers, and Receptionists	59	73	210	232
Sales Assistants and Salespersons	72	82	223	164
Hospitality Workers	58	58	170	152
Health Diagnostic and Therapy Professionals	19	50	108	137
Food Trades Workers	79	79	154	132
Legal, Social and Welfare Professionals	17	40	95	131
Automotive and Engineering Trades Workers	28	34	96	93
Hospitality, Retail and Service Managers	35	34	98	85

This region includes the LGAs Bass Coast (Bass, Cape Paterson, Cape Woolamai, Corinella, Coronet Bay, Cowes, Inverloch, Kilcunda, Lang Lang, Newhaven, Rhyll, San Remo, Wonthaggi), Baw Baw (Drouin, Longwarry, Neerim South, Trafalgar, Warragul, Yarragon), Latrobe (Moe, Morwell, Taralgon, Churchill, Boolarra, Callignee, Glengarry, Newborough, Toongabbie, Tyers, Yalloom North, Yinnar), East Gippsland (Bairnsdale, Bruthen, Buchan, Lakes Entrance, Mallacoota, Metung, Omeo, Orbost, Paynesville, Swan Reach, Swift Creek), South Gippsland (Leongatha, Korumburra, Foster, Poowong, Mirboo North, Meeniyan), Unincorporated Vic, (French Island in Western Port, Falls Creek, Lake Mountain, Mount Baw Baw, Mount Buller, Mount Hotham, Mount Stirling, Gabo Island, Sandstone Island, Elizabeth Island), Wellington (Heyfield, Rosedale, Maffra, Sale, Stratford, Coongulla, Newry, Tinamba, Yarram) and Yarra Ranges (Badger Creek, Belgrave, Belgrave South, Chirnside Park, Chum Creek, Coldstream, Dixons Creek, Don Valley, East Warburton, Emerald, Ferny Creek, Gladysdale, Gruyere, Healesville, Hoddles Creek, Kallista, Kalorama, Kilsyth, Launching Place, Lilydale, Lysterfield, Macclesfield, Menzies Creek, Millgrove, Monbulk, Montrose, Mooroolbark, Mount Dandenong, Mount Evelyn, Narre Warren East, Olinda, Powelltown, Sassafras, Selby, Seville, Seville East, Sherbrooke, Silvan, Steels Cree, Tecoma, The Patch, Toolangi, Upper Ferntree Gully, Upwey, Wandin East, Wandin North, Warburton, Wesburn, Wonga Park, Woori Yallock, Yarra Glen, Yellingbo).

Wimmera and Western

The Wimmera and Western Area recorded **1,191** job vacancies in December 2022. This was up from **486** in December 2017. Of the 31 regional IVI areas, Wimmera and Western ranked 23 in terms of the total of number of roles advertised, the smallest in Victoria.



Wimmera and Western saw a 10% increase in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 1,191 roles represent a 145% increase compared to five years previous, which was on par with Victorian counterpart Gippsland.

THIS AREA SAW MEDICAL PRACTITIONERS AND NURSES AS THE MOST 'IN-DEMAND' OCCUPATION CATEGORY, WITH 187 ROLES ADVERTISED. THIS CATEGORY SAW A 523% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Dubbo and Western NSW	8. Central QLD
2. NSW North Coast	9. Fleurieu Peninsula and Murray Mallee
3. Riverina and Murray	10. Port Augusta and Eyre Peninsula
4. Bendigo and High Country	11. Yorke Peninsula and Clare Valley
5. Geelong and Surf Coast	12. South West WA
6. Ballarat and Central Highlands	13. Regional NT
7. Gippsland	14. North West Tasmania

Of all roles advertised in the Wimmera and Western area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Medical Practitioners and Nurses	14	30	130	187
Carers and Aides	9	25	64	87
General-Inquiry Clerks, Call Centre Workers, and Receptionists	32	31	63	81
Legal, Social and Welfare Professionals	10	19	39	75
Health Diagnostic and Therapy Professionals	12	18	54	72
Sales Assistants and Salespersons	47	30	78	62
Automotive and Engineering Trades Workers	20	16	53	46
Hospitality, Retail and Service Managers	11	18	35	42
Farm, Forestry and Garden Workers	42	32	60	34
Drivers and Storepersons	27	23	30	33

This region includes the LGAs of Buloke (Birchip, Charlton, Donald, Sea Lake, Wycheproof), Gannawarra (Cohuna, Kerang, Koondrook, Leitchville, Quambatook), Glenelg (Casterton, Heywood, Merino, Portland), Hindmarsh (Dimboola, Nhill, Rainbow, Jeparit), Horsham (Dooen, Haven, Horsham, Natimuk), Mildura (Birdwoodton, Cabarita, Cardross, Colignan, Irymple, Koorlong, Merbein, Merbein South, Red Cliffs), Northern Grampians (Stawell, St Arnaud, Great Western, Halls Gap), Southern Grampians (Coleraine, Hamilton, Dunkeld, Peshurst), Swan Hill (Swan Hill, Beverford, Lake Boga, Manangatang, Nyah, Nyah West, Piangil, Robinvale, Woorinen, Woorinen South), West Wimmera (Apsley, Edenhope, Goroke, Harrow, Kaniva) and Yarriambiack (Hopetoun, Murtoa, Rupanyup, Warracknabeal).

QLD REGIONAL JOB VACANCY GROWTH VERSUS METRO

Job vacancies in regional QLD experienced an 18% increase in December 2022 compared to a year ago, three times the growth of Brisbane job vacancies.

Over a five-year period, job vacancies in regional QLD have grown by 89%.

	Dec 22	V Dec 21	V Dec 17	V Dec 12
Regional QLD	23,878	+18%	+89%	+81%
Brisbane	78,044	+6%	+56%	+90%

Regional vacancy breakdown

Central QLD led in greatest year on year job vacancy increase at 29% closely followed by Outback QLD and Toowoomba and South West at 25%. Vacancies in Outback QLD, up 71% on five years ago, are taking place at a time when the unemployment rate during the December 2022 quarter was 10.6%. This suggests a significant mismatch between the jobs available and local jobseeker profile.

Over a five-year period, vacancies have increased the most in terms of percentage on the Sunshine Coast, up 124%, nearly twice the advertised vacancies of a decade ago.

Region	Dec 22	% growth since Dec 21	V Dec 17	V Dec 12
Central QLD	4,103	+29%	+103%	+63%
Far North QLD	6,542	+17%	+68%	+38%
Gold Coast	6,535	+14%	+85%	+131%
Outback QLD	708	+25%	+71%	+53%
Sunshine Coast	3,431	+8%	+124%	+194%
Toowoomba and South West	2,559	+25%	+105%	+73%

Roles in highest demand

General Inquiry Clerks, Call Centre Workers, and Receptionists had the highest total vacancies in regional QLD followed by Medical Practitioners and Nurses, up 32% year on year. Other roles in the health sector showed strong growth with Health and Welfare Support roles up 25% year on year and 173% over five years, and Health Diagnostics and Therapy Professionals up 12% year on year and over 150% over five years. Carers and Aides were up 16% year on year and 130% over five years.

Educational Professionals are also in high demand with vacancies up 17% year on year and an increase of 178% over the last five years.

Reflecting ongoing momentum in Queensland's construction and infrastructure industries, Mobile Plant Operators (up 52% year on year), Construction and Mining Labourers (up 35%) and Engineers (up 33%) also all made the top five for job vacancy growth over the last five years.

Top 5 jobs by total vacancies in December 2022

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
General Inquiry Clerks, Call Centre Workers, and Receptionists	1,718	+13%	+94%	+105%
Medical Practitioners and Nurses	1,552	+32%	+150%	+339%
Carers and Aides	1,513	+16%	+130%	+285%
Sales Assistants and Salespersons	1,433	+9%	+104%	+53%
Automotive and Engineering Trades Workers	1,339	+21%	+71%	+76%

Top 5 occupation groups by % growth compared to 12 months ago

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Arts and Media Professionals	115	+103%	+136%	+161%
Jewellers, Arts and Other Trades Workers	150	+89%	+184%	+292%
Mobile Plant Operators	431	+52%	+75%	+67%
Construction and Mining Labourers	272	+35%	+61%	+47%
Engineers	507	+33%	+74%	+12%

Top 5 occupation groups by % growth compared to 5 years ago

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Jewellers, Arts and Other Trades Workers	150	+89%	+184%	+292%
Health and Welfare Support Workers	404	+25%	+173%	+396%
Science Professionals and Veterinarians	166	+17%	+178%	+47%
Education Professionals	360	+17%	+171%	+215%
Farmers and Farm Managers	36	-4%	+153%	+304%



QLD IVI REGIONS

Central Queensland

Central Queensland recorded **4,103** job vacancies in December 2022. This was up from **2,026** in December 2017. Of the 31 regional IVI areas Central Queensland ranked fifth in terms of the total of number of roles advertised, above the Sunshine Coast (3,431) but behind the Gold Coast (6,535) and Far North Queensland (6,542).



Central Queensland saw a 29% increase in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 4,103 roles represent a 103% increase compared to five years previous.

THIS AREA SAW MEDICAL PRACTITIONERS AND NURSES AS THE MOST 'IN-DEMAND' OCCUPATION CATEGORY, WITH 323 ROLES ADVERTISED. THIS CATEGORY SAW A 208% INCREASE IN JOBS ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Dubbo and Western NSW	8. Gippsland
2. NSW North Coast	9. Fleurieu Peninsula and Murray Mallee
3. Riverina and Murray	10. Port Augusta and Eyre Peninsula
4. Bendigo and High Country	11. Yorke Peninsula and Clare Valley
5. Geelong and Surf Coast	12. South West WA
6. Ballarat and Central Highlands	13. Regional NT
7. Wimmera and Western VIC	14. North West Tasmania

Of all roles advertised in the Central Queensland area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Medical Practitioners and Nurses	84	105	235	323
Automotive and Engineering Trades Workers	139	160	216	320
Carers and Aides	61	111	248	254
General-Inquiry Clerks, Call Centre Workers, and Receptionists	148	147	209	248
Sales Assistants and Salespersons	176	122	220	220
Health Diagnostic and Therapy Professionals	49	79	153	184
Drivers and Storepersons	146	72	120	177
Other Labourers	186	130	121	173
Legal, Social and Welfare Professionals	31	56	129	144
Electrotechnology and Telecommunications Trades Workers	45	54	79	129

This region includes the LGAs Banana (Banana, Baralaba, Biloela, Wowan, Goovigen, Jambin, Kianga, Moura, Prospect, Theodore, Valentine Plains, Taroom), Bundaberg, Central Highlands (Blackwater, Bluff, Capella, Comet, Dingo, Duaringa, Emerald North, Emerald South, Rolleston, Rubyvale, Sapphire, Springsure, Tieri), Fraser Coast (Hervey Bay, Maryborough, Fraser Island), Gladstone (Galdstone, Ambrose, Benaraby, Boyne Island, Burua, Calliope, Tannum Sands, West Stowe, Wurdong Heights, Agnes Water, Bororen, Captain Creek, Colosseum, Deepwater, Miriam Vale, Rosedale), Isaac (Carmila, Clermont, Coppabella, Dysart, Glenden, Greenhill, Ilbilbie, Kilcummin, Middlemount, Moranbah, Nebo, St Lawrence), Livingstone (Glendale, Glenlee, Lakes Creek, Mount Chalmers, Nerimbera, Rockyview, Adelaide Park, Barlows Hill, Barmaryee, Cooee Bay, Emu Park, Farnborough, Hidden

Valley, Inverness, Keppel Sands, Kinka Beach, Lammermoor, Meikleville Hill, Mulambin, Pacific Heights, Rosslyn, Taranganba, Taroomball, Yeppoon, Zilzie, Bondoola, Bungundarra, Byfield, Cawarral, Coowonga, Etna Creek, Great Keppel Island, Tanby, The Caves, Tungamull, Woodbury), Mackay (Mackay, Bakers Creek, Ball Bay, Calen, Farleigh, Hampden, Kuttatubul, McEwens Beach, Midge Point, Mount Ossa, Oakenden, Seaforth, Walkerston, Balberra, Balnagown, Bloomsbury, Dumbleton, Greenmount, Habana, Homebush, Palmyra, Pleystowe, The Leap, Victoria Plains, Elton, Finch Hatton, Gargett, Marian, Mirani, Pinnacle, Alligator Creek, Armstrong Beach, Campwin Beach, Grasree Beach, Hay Point, Koumala, Sarina, Sarina Beach, Sarina Range), North Burnett (Monto, Eidsvold, Mundubbera, Gayndah, Mt Perry, Biggenden), Rockhampton (Rockhampton, Mount Morgan, Gracemere, Alston Downs, Bajool, Bouldercombe, Kabra, Marmor, Pink Lily, Stanwell), Whitsunday (Bowen, Collinsville, Scottville, Proserpine, Airlie Beach, Cannon Valley, Cannonvale, Gregory River, Hideaway Bay, Jubilee Pocket, Mandalay, Mount Julian, Preston, Riordanvale, Strathdickie, Sugarloaf, Woowark), and Wooralinda.

Far North Queensland

Far North Queensland recorded **6,542** job vacancies in December 2022. This was up from **3,890** in December 2017. Of the 31 regional IVI areas Far North Queensland ranked second in terms of the total of number of roles advertised, just below the ACT, which held the number one position of most jobs.



Far North Queensland saw a 17% increase in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 6,542 roles represent a 68% increase compared to five years previous.

THIS AREA SAW GENERAL-INQUIRY CLERKS, CALL CENTRE WORKERS AND RECEPTIONIST AS THE MOST "IN-DEMAND" OCCUPATION CATEGORY, WITH 463 ROLES ADVERTISED. THIS CATEGORY SAW A 75% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

- | | |
|-------------------------|--------------------------------------|
| 1. Newcastle and Hunter | 3. Hobart and Southeast Tasmania |
| 2. Gold Coast | 4. Launceston and Northeast Tasmania |

Of all roles advertised in the Far North Queensland area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
General-Inquiry Clerks, Call Centre Workers, and Receptionists	266	265	392	463
Automotive and Engineering Trades Workers	337	307	417	446
Medical Practitioners and Nurses	122	200	342	432
Carers and Aides	125	213	303	344
Sales Assistants and Salespersons	307	181	323	341
Health Diagnostic and Therapy Professionals	69	113	208	295
Drivers and Storepersons	220	142	217	290
Other Labourers	251	187	191	233
Legal, Social and Welfare Professionals	65	106	177	221
Food Trades Workers	156	131	187	202

This region includes the LGAs of Aurukun, Burdekin (Airville, Alva, Ayr, Brandon, Fredericksfield, Giru, Home Hill, Horseshoe Lagoon, Jarvisfield, Majors Creek, McDesme, Mount Kelly, Osborne), Cairns (Cairns, Brinsmead, Caravonica, Clifton Beach, Freshwater, Holloways Beach, Kamerunga, Kewarra Beach, Machans Beach, Palm Cove, Redlynch, Smithfield, Stratford, Trinity Beach, Trinity Park, Yorkeys Knob, Alooomba, Babinda, Bayview Heights, Bellenden Ker, Bentley Park, East Trinity, Edmonton, Eubenangee, Goldsborough, Gordonvale, Little Mulgrave, Meringa, Miriwinni, Mount Sheridan, White Rock, Woree), Cassowary Coast (Belvedere, Cullinane, East Innisfail, Eubenangee, Goondi Bend, Goondi Hill, Hudson, Innisfail Estate, Mighell, South Innisfail, Webb, Cardwell, Carruchan, Bulgun, East Feluga, Ellerbeck, Feluga, Murray Upper, South Mission Beach, Tully Heads, Wongaling Beach, Bingil Bay, Coconut, El Arish, ETTY Bay, Flying Fish Point, Kurrimine Beach, Mena Creek, Mission Beach, Mourilyan, Mundoo, Silkwood, South Johnstone, Wangan), Charters Towers (Charters Towers, Millchester, Mosman Park, Queenton, Richmond Hill, Southern Cross, Toll, Towers Hill, Breddan, Broughton, Hervey Range, Pentland, Ravenswood, Seventy Mile), Cook (Cooktown, Laura, Coen, Ayton, Bloomfield, Hope Vale, Lakeland, Lockhart River, Mapoon, Mission River, Rossville), Croydon, Douglas (Mossman, Port Douglas, Bonnie Doon, Bloomfield, Cooya Beach, Cow Bay, Craiglie, Miallo, Mossman Gorge, Mowbray, Shannonvale, Wonga Beach), Etheridge (Georgetown), Hinchinbrook (Abergowrie, Bemerside, Blackrock, Baremeadows, Cordelia, Forrest Beach, Halifax, Hawkins Creek, Ingham, Lucinda, Macknade, Taylors Beach, Toobanna, Trebonne), Hope Vale, Kowanyama, Lockhart River, Mapoon, Mareeba (Mareeba, Bibohra, Chillagoe, Dimbulah, Julatten, Koah, Kuranda, Mount Molly, Myola, Paddys Green, Speewah), Napranum, Northern Peninsula Area (Bamaga, Injino, New Mapoon, Seisia, Somerset, Umagico), Palm Island, Pormpuraaw, Tablelands (Atherton, Barrine, Kairi, Tolga, Upper Barron, Walkamin, Wongabel, Malanda, Yungburra, Lake Eacham, Millaa Millaa, Peeramon, Tarzali, Herberton, Evelyln, Millstream, Mount Garnet, Ravenshoe, Wondecla, East Barron), Torres (Thursday Island), Townsville (Townsville, Alligator Creek, Woodstock, Northern Beaches, Magnetic Island), Weipa (Weipa, Rocky Point, Trunding, Nanum), Wujal Wujal and Yarrabah.

Gold Coast

The Gold Coast recorded **6,535** job vacancies in December 2022. This was up from **3,536** in December 2017. Of the 31 regional IVI areas, the Gold Coast ranked third in terms of the total of number of roles advertised, just below the Far North Queensland and the ACT.



The Gold Coast saw a 13% increase in the number of job vacancies in December 2022, compared to December 2021 which was on par with Far North Queensland. However, the recorded 6,535 roles represent an 85% increase compared to five years previous.

THIS AREA SAW GENERAL-INQUIRY CLERKS, CALL CENTRE WORKERS AND RECEPTIONIST AS THE MOST "IN-DEMAND" OCCUPATION CATEGORY, WITH 536 ROLES ADVERTISED. THIS CATEGORY SAW A 94% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

- | | |
|-------------------------|--------------------------------------|
| 1. Newcastle and Hunter | 3. Hobart and Southeast Tasmania |
| 2. Far North QLD | 4. Launceston and Northeast Tasmania |

Of all roles advertised in on the Gold Coast, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
General-Inquiry Clerks, Call Centre Workers, and Receptionists	224	276	491	536
Sales Assistants and Salespersons	237	219	410	450
Carers and Aides	99	144	330	422
Hospitality Workers	158	162	364	404
Medical Practitioners and Nurses	60	129	259	326
Food Trades Workers	166	179	260	300
Hospitality, Retail and Service Managers	83	105	176	238
Automotive and Engineering Trades Workers	100	126	202	237
Other Labourers	138	159	201	234
Drivers and Storepersons	116	111	166	214

This region includes the two LGAs of the Gold Coast (Gold Coast suburbs, Advancetown, Alberton, Austinville, Bonogin, Cedar Creek, Clagiraba, Currumbin Valley, Gaven, Gilston, Guanaba, Kingsholme, Lower Beechmont, Maudsland, Mount Nathan, Numinbah Valley, Ormeau Hills, Springbrook, Stapylton, Steiglitz, Tallebudgera Valley, Willow Valley, Wongawallan, Woongoolba) and Logan (Logan suburbs, Bahrs Scrub, Beenleigh, Waterford, Wolfdene, Buccan, Cedar Creek, Cedar Vale, Chambers Flat, Jimboomba, Logan Village, Mundoolun, Munrugen, New Beith, New Maclean, Park Ridge South, South Maclean, Stockleigh, Tamborine, Veresdale, Woodhill, Yarrabilba).

Outback QLD

Outback Queensland recorded **708** job vacancies in December 2022. This was the smallest number for Queensland regions. However, this was up from **414** in December 2017. Of the 31 regional IVI areas, Outback Queensland ranked 28 in terms of the total of number of roles advertised, just below the Regional Northern Territory.



Outback Queensland saw a 25% increase in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 708 roles represent a 71% increase compared to five years previous.

THIS AREA SAW AUTOMOTIVE AND ENGINEERING TRADE WORKER AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 67 JOBS ADVERTISED. THIS CATEGORY SAW A 46% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Goldfields and Southern WA

2. Pilbara and Kimberley

Of all roles advertised in the Outback Queensland area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Automotive and Engineering Trades Workers	50	46	47	67
Medical Practitioners and Nurses	25	33	52	51
General-Inquiry Clerks, Call Centre Workers, and Receptionists	24	20	44	50
Engineers	44	25	23	41
Legal, Social and Welfare Professionals	9	15	22	33
Carers and Aides	10	14	29	33
Health Diagnostic and Therapy Professionals	14	14	17	30
Sales Assistants and Salespersons	15	12	27	28
Drivers and Storepersons	14	18	22	28
Electrotechnology and Telecommunications Trades Workers	13	20	17	24

This region includes the LGAs of Barcaldine (Barcaldine, Alpha, Aramac, Jericho), Barcoo, Blackall-Tambo, Boulia, Burke (Burketown), Carpentaria (Karumba, Normanton), Cloncurry, Diamantina (Birdsville), Doomadgee, Flinders (Hughendon), Longreach, McKinlay (Julia Creek), Mornington (Wellesley Islands, Mornington Island), Mount Isa (Mount Isa, Camooweal), Richmond and Winton.

Sunshine Coast

The Sunshine Coast recorded **3,431** job vacancies in December 2022. This was up from **1,529** in December 2017. Of the 31 regional IVI areas, Sunshine Coast ranked eighth in terms of the total of number of roles advertised, just below Bendigo and High Country (4,082) and NSW North Coast (4,069).



The Sunshine Coast saw a 7% increase in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 3,431 roles represent a 124% increase compared to five years previous.

THIS AREA SAW CARERS AND AIDES AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 266 ROLES ADVERTISED. THIS CATEGORY SAW A 174% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Blue Mountains, Bathurst & Central West NSW

4. Southern Highlands and Snowy

2. Gosford and Central Coast

5. Tamworth and North West NSW

3. Illawarra and South Coast

6. Toowoomba and South West

Of all roles advertised in the Sunshine Coast area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Carers and Aides	47	97	250	266
General-Inquiry Clerks, Call Centre Workers, and Receptionists	90	101	239	252
Sales Assistants and Salespersons	100	101	217	246
Medical Practitioners and Nurses	33	98	195	234
Food Trades Workers	67	80	188	199
Hospitality Workers	67	74	197	192
Hospitality, Retail and Service Managers	39	51	112	129
Other Labourers	63	63	107	129
Cleaners and Laundry Workers	41	32	105	112
Health Diagnostic and Therapy Professionals	16	41	153	109

This region includes the LGAs Cherbourg, Gympie (Gympie, Araluen, Chatsworth, Jones Hill, Kybong, Monkland, Southside, Tamaree, The Dawn, Veteran, Victory Heights, Amamoor Bollier, Brooloo, Canina, Carters Ridge, Cedar Pocket, Cooloola Cove, Glastonbury, Goomboorian, Greens Creek, Imbil, Kandanga, Kia Ora, Mothar Mountain, North Deep Creek, Pie Creek, Rainbow Beach, The Palms, The Can Beay, Traveston), Noosa (Castaways Beach, Noosa Heads, Noosaville, Sunrise Beach, Sunshine Beach, Tewantin, Marcus Beach, Peregian Beach, Noosa North Shore, Black Mountain, Boreen, Boreen Point, Cooran, Cooroibah, Cooroy, Doonan, Eerwah Vale, Federal, Kin Kin, Lake Macdonald, Pinbarren, Pomona, Ridgewood, Tinbeerwah), South Burnett (Ellesmere, Kingaroy, Kumbia, Memerambi, Benarkin North, Blackbutt, Brooklands, East Nanango, Glen Devon, Nanango, South East Nanango, Taromeo, Murgon, Wondai, Booie, Wattle Camp), and Sunshine Coast (Caloundra, Maroochydore, Kawana Waters, Buderim, Coolum, Nambour).

Toowoomba and South West

The Toowoomba and South West area **2,559** job vacancies in December 2022. This was up from **1,243** in December 2017. Of the 31 regional IVI areas, Toowoomba and South West ranked 12 in terms of the total of number of roles advertised, behind Far North Queensland (6,542), the Gold Coast (6,535), Sunshine Coast (3,431) and Central Queensland (4,103).



The Toowoomba and South West area recorded a 25% increase in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 2,559 roles represent a 105% increase compared to five years previous.

THIS AREA SAW CARERS AND AIDES AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 194 ROLES ADVERTISED. THIS CATEGORY SAW A 149% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Blue Mountains, Bathurst & Central West NSW

4. Southern Highlands and Snowy

2. Gosford and Central Coast

5. Tamworth and North West NSW

3. Illawarra and South Coast

6. Sunshine Coast

Of all roles advertised in the Toowoomba and South West area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Carers and Aides	52	78	144	194
Medical Practitioners and Nurses	30	55	96	186
General-Inquiry Clerks, Call Centre Workers, and Receptionists	83	75	147	169
Automotive and Engineering Trades Workers	86	91	129	162
Sales Assistants and Salespersons	103	68	120	148
Other Labourers	125	83	96	117
Health Diagnostic and Therapy Professionals	18	43	68	110
Drivers and Storepersons	78	50	88	110
Legal, Social and Welfare Professionals	20	37	58	83
Farm, Forestry and Garden Workers	36	32	95	74

This region includes the LGAs Balonne (St George, Bollon, Dirranbandi, Mungindi, Thallon), Bulloo (Thargomindah), Goondiwindi (Goondiwindi, Mungindi, Inglewood, Texas, Yelarbon), Ipswich (Ipswich, Amberley, Calvert, Deebing Heights, Ebenezer, Grandchester, Haigslea, Ironbark, Marburg, Mount Forbes, Mutdapilly, Peak Crossing, Pine Mountain, Purga, Rosewood, South Ripley, Spring Mountain, Tallegalla, Thagoona, Walloon, Willowbank), Lockyer Valley (Gatton, Adare, Grantham, Helidon, Lake Clarendon, Lawes, Lower Tenthill, Murphys Creek, Placid Hills, Thornton, Upper Tenthill, Withcott, Laidley, Blenheim, Forest Hill, Glenore Grove, Regency Downs, Halton Vale, Laidley Heights, Lockrose, Plainland, Brightview, Churchable, Flagstone Creek, Helidon Spa, Kensington Grove, Laidley North, Laidley South, Lockyer Waters, Postmans Ridge, Preston, Spring Creek, Summerholm, Upper Lockyer), Maranoa (Roma, Yuelba, Mitchell, Euthulla, Injune, Surat), Murweh (Charleville), Paroo (Cunnamulla), Quilpie, Scenic Rim (Aratula, Beaudesert, Beechmont, Boonah, Canungra, Harrisville, Kalbar, Kooralbyn, Peak Crossing, Rathdowney, Tambourine Mountain), Somerset (Kilcoy, Hazeldean, Esk, Clarendon, Coominya, Fairney View, Fernvale, Galmorgan Vale, Lowood, Minden, Moore, Mount Hallen, Mount Tarampa, Prenzlau, Toogoolawah, Vernor, Wanora, Atkinsons Dam, Biarra, Brightview, Haigslea, Lockrose, Marburg, Mount Archer, Mount Beppo, Mount Kilcoy, Royston, Sandy Creek, Wivenhoe Pocket, Woomar), Southern Downs (Warwick, Allora, Deuchar, Goomburra, Hendon, Mount Marshall, Killarney, Freestone, Junabee, Maryvale, Sladevale, Womina, Yangan, Rosenthal Heights, Dalveen, Leyburn, Pratten), Toowoomba (Toowoomba, Cabarlah, Cambooya, Cecil Plains, Clifton, Crows Nest, Goombungee, Greenmount, Hampton, Highfields, Oakey, Ravensbourne, Pittsworth, Yarraman) and Western Downs (Dalby, Chinchilla, Condamine, Miles, Meandarra, Tara, Weranga, Bell, Ducklo, Jandowae, Kaimkillenbun, Warra, Wandoan).

WA REGIONAL JOB VACANCY GROWTH VERSUS METRO

Job vacancies in regional WA were up 2% compared to a year ago and up 84% compared to five years ago.

	Dec 22	V Dec 21	V Dec 17	V Dec 12
Regional WA	5,698	+2%	+84%	+31%
Perth	33,074	+7%	+98%	+53%

Regional vacancy breakdown

The Goldfields and Southern WA led year on year vacancy growth, albeit from a low base with a 6% increase in job vacancies. Southwest WA experienced a modest year on year vacancy growth of 3% but vacancies were 150% above levels five years ago.

Region	Dec 22	% growth since Dec 21	V Dec 17	V Dec 12
Goldfields and Southern WA	2,165	+6%	+81%	+75%
Pilbara and Kimberley	2,129	-1%	+60%	-11%
Southwest WA	1,404	+3%	+149%	+86%

Roles in highest demand

In terms of total vacancies, Automotive and Engineering Trades Workers were highest in WA and just over twice as many vacancies as the second highest profession category, Medical Practitioners and Nurses. There was also strong growth in Health and Welfare Support Workers which grew by 37% year on year and over 240% compared to five years ago.

Education Professionals experienced the highest vacancy growth in regional Western Australia over a 12-month and five-year period. An increase of 159% year on year and an increase of 352% over the last five years.

Top 5 jobs by total vacancies in December 2022

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Automotive and Engineering Trades Workers	665	+5%	+37%	-2%
Medical Practitioners and Nurses	350	+15%	+173%	+283%
General Inquiry Clerks, Call Centre Workers, Receptions	322	+3%	+147%	+108%
Engineers	272	-3%	+48%	-40%
Sales Assistants and Salespersons	254	-11%	+141%	+121%

Top 5 occupation groups by % growth compared to 12 months ago

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Education Professionals	95	+159%	+352%	+883%
Jewellers, Arts and Other Trades Workers	53	+148%	+489%	+512%
Information Professionals	23	+79%	+218%	+119%
Health, Education, ICT and other Managers	41	+78%	+261%	+67%
Sales, Marketing and Public Relations Professionals	23	+74%	+70%	+162%

Top 5 occupation groups by % growth compared to 5 years ago

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Education Professionals	95	+159%	+352%	+883%
Hospitality Workers	139	+29%	+271%	+187%
Health, Education, ICT and other Managers	41	+78%	+262%	+66%
Health and Welfare Support Workers	105	+37%	+241%	+383%
Factory Process Workers	43	-21%	+237%	+19%



WA IVI REGIONS

Goldfields and Southern WA

The Goldfields and Southern WA IVI area recorded **2,165** job vacancies in December 2022. This was saw an increase from **1,198** roles in December five years earlier. Of the 31 regional IVI areas, Goldfields and Southern WA ranked 15 in terms of the total of number of roles advertised, ahead of its WA counterparts.



The Goldfields and Southern WA IVI area recorded an increase of a 6% in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 2,165 roles represented an 81% increase compared to five years previous.

THIS AREA SAW AUTOMOTIVE AND ENGINEERING TRADE WORKERS AS THE MOST "IN-DEMAND" OCCUPATION CATEGORY FOR DECEMBER 2022, WITH 290 ROLES ADVERTISED. THIS CATEGORY SAW A 68% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Pilbara and Kimberley

2. Outback QLD

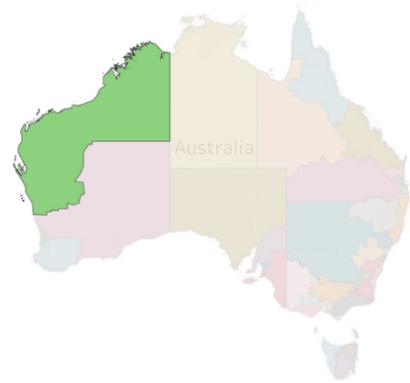
Of all roles advertised in the Goldfields and Southern WA area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Automotive and Engineering Trades Workers	164	173	234	290
Machine and Stationary Plant Operators	74	110	142	117
General-Inquiry Clerks, Call Centre Workers, and Receptionists	39	47	114	112
Medical Practitioners and Nurses	32	61	107	109
Engineers	187	61	101	107
Drivers and Storepersons	42	65	86	101
Sales Assistants and Salespersons	33	43	105	86
Carers and Aides	20	33	71	69
Legal, Social and Welfare Professionals	10	26	67	66
Engineering, ICT and Science Technicians	42	36	68	66

This region includes the LGAs of Beverley, Bruce Rock, Chittering (Bindoon, Chittering, Lower Chittering, Mooliabeenee, Muchea), Coolgardie (Coolgardie, Kambalda East, Kambalda West), Cunderdin (Cunderdin, Meckering), Dalwallinu, Dandaragan (Cervantes, Dandaragan, Jurien Bay), Dowerin, Dundas (Norseman), Esperance (Bandy Creek, Castletown, Condingup, Esperance, Gisbon, Monjingup, Myrup, Nulsen, Pink Lake, Sinclair, West Beach), Gingin (Gabbadah, Gingin, Karakin, Lancelin, Ledge Point, Lennard Brook, Muckenburra, Neergabby, Nilgen, Woodridge), Goomalling, Kalgoorlie/Boulder (Boulder, Broadwood, Hannans, Kalgoorlie, Karlkurla, Lamington, Mullingar, Piccadilly, Somerville, South Boulder, South Kalgoorlie, Victory Heights, West Lamington), Kellerberrin, Koorda, Laverton (Bandy, Laverton), Leonora (Leinster, Leonora), Menzies (Plumridge Lakes), Merredin, Moora, Mount Marshall (Bencubbin), Mukinbudin, Narembeen, Ngaanyatjarraku (Warburton), Northam (Bakers Hill, Burlong, Clackline, Mokine, Muluckine, Northam, Wundowie), Nungarin, Quairading, Ravensthorpe (Hopetoun, Ravensthorpe), Tammin, Toodyay (Coondle, Dumbarton, Julimar, Morangup, Toodyay, West Toodyay), Trayning, Victoria Plains, Westonia, Wiluna, Wongan-Ballidu (Wongan Hills), Wyalkatchem, Yilgarn (Southern Cross), and York.

Pilbara and Kimberley

The Pilbara and Kimberley IVI region in Western Australia recorded **2,129** job vacancies in December 2022. This was an increase from **1,331** roles in December five years earlier. Of the 31 regional IVI areas, Pilbara Kimberley ranked 16 in terms of the total of number of roles advertised, just below WA counterpart Goldfields and Southern WA.



The Pilbara and Kimberley IVI area recorded a drop in the number of job vacancies of less than 1% in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 2,129 roles represented an 80% increase compared to five years previous.

THIS AREA SAW AUTOMOTIVE AND ENGINEERING TRADE WORKERS AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 288 ROLES ADVERTISED FOR DECEMBER 2022. THIS CATEGORY SAW A 8% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Goldfields and Southern WA

2. Outback QLD

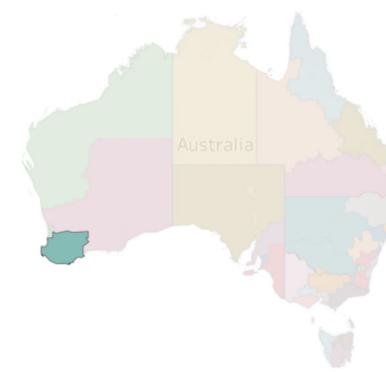
Of all roles advertised in the Pilbara and Kimberley area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Automotive and Engineering Trades Workers	438	267	302	288
Medical Practitioners and Nurses	37	50	120	141
Engineers	228	110	148	128
General-Inquiry Clerks, Call Centre Workers, and Receptionists	80	54	115	128
Electrotechnology and Telecommunications Trades Workers	182	72	113	93
Drivers and Storepersons	70	73	87	85
Mobile Plant Operators	153	67	68	79
Sales Assistants and Salespersons	36	32	86	78
Other Labourers	124	59	83	71
Machine and Stationary Plant Operators	115	65	93	70

This region includes the LGAs of Ashburton (Mount Sheila, Onslow, Pannawonica, Paraburdoo, Tom Price), Broome (Billingurr, Broome, Cable Beach, Dampier Peninsula, Djugun, Lagrange, Roebuck, Waterbank), Carnamah, Carnarvon (Brockman, Carnarvon, Coral Bay, East Carnarvon, Kingsford, Morgantown, North Plantations, South Carnarvon), Chapman Valley (Waggrakine, White Peak), Coorow (Green Head, Leeman), Cue, Derby-West Kimberley (Camballin, Derby, Fitzroy Crossing, King Leopold Ranges, Mount Hardman, Mueller Ranges, Roebuck, St Georges Ranges), East Pilbara (Marble Bar, Newman), Exmouth, Greater Geraldton (Beachlands, Beresford, Bluff Point, Cape Burney, Deepdale, Drummond Cove, Geradldton, Glenfield, Greenough, Karloo, Mahomets Flat, Meru, Moonyoonooka, Moresby, Mount Tarcoola, Mullewa, Rangeway, Rudds Gully, Spalding, Strathalbyn, Sunset Beach, Tarcoola Beach, Utakarra, Waggrakine, Walkaway, Wandina, West End, Wonthella, Woorree), Halls Creek (Halls Creek, Lake Argyle, Mueller Ranges, Sturt Creek, Warmun Community), Irwin (Bonniefield, Dongara, Port Denison, Springfield), Karratha (Baynton, Bulgarra, Dampier, Mardie, Millars Well, Nickol, Pegs Creek, Point Samson, Roebourne, Wickham), Meekatharra, Morawa, Mount Magnet, Murchison, Northampton (Kalbarri, Northampton), Perenjori, Port Hedland (Marble Bar, Port Hedland, South Headland), Sandstone, Shark Bay (Denham), Three Springs, Unincorporated Other Territories, Upper Gascoyne, Wyndham-East Kimberley (Kalumburu, Kununurra, Wyndham, Lake Argyle, Wyndham) and Yalgoo.

South West WA

The South West WA IVI region recorded **1,404** job vacancies in December 2022. This was an increase from **563** roles in December five years earlier. Of the 31 regional IVA areas, South West WA region ranked 19 in terms of the total of number of roles advertised.



The South West IVI area recorded an increase of 3% in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 1,404 roles represented an 150% increase compared to five years previous.

THIS AREA SAW MEDICAL PRACTITIONERS AND NURSES AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY FOR DECEMBER 2022, WITH 100 ROLES ADVERTISED. THIS CATEGORY SAW A 488% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Dubbo and Western NSW

8. Fleurieu Peninsula and Murray Mallee

2. NSW North Coast

9. Port Augusta and Eyre Peninsula

3. Riverina and Murray

10. Yorke Peninsula and Clare Valley

4. Geelong and Surf Coast

11. Regional NT

5. Gippsland

12. North West Tasmania

6. Wimmera and Western VIC

13. Ballarat and Central Highlands

7. Central QLD

14. Bendigo and High Country

Of all roles advertised in the South West area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Medical Practitioners and Nurses	22	17	78	100
Sales Assistants and Salespersons	46	30	96	89
Automotive and Engineering Trades Workers	76	44	97	87
General-Inquiry Clerks, Call Centre Workers, and Receptionists	36	30	83	82
Carers and Aides	27	22	61	66
Drivers and Storepersons	40	23	63	61
Food Trades Workers	30	37	53	56
Hospitality Workers	17	14	48	55
Health Diagnostic and Therapy Professionals	11	15	52	52
Other Labourers	57	29	60	51

This region includes the LGAs of Albany (Albany, Bayonet Head, Big Grove, Centennial Park, Collingwood Heights, Collingwood Park, Elleker, Emu Point, Gledhow, Goode Beach, Kalgan, King River, Kronkup, Lange, Lockyer, Lower King, Marbleup, McKail, Middleton Beach, Millbrook, Milpara, Mira Mar, Mount Clarence, Mount Melville, Napier, Orana, Redmond, Robinson, Spencer Park, Torbay, Torndirrup, Warrenup, Willyung, Yakamia, Youngs Sidings), Augusta-Margaret River (Augusta, Burnside, Cowaramup, Forest Grove, Gnarabup, Gracetown, Karridale, Margaret River, Prevelly, Rosa Brook, Witchcliffe), Boddington (Boddington, Ranford), Boyup Brook, Bridgetown-Greenbushes (Bridgetown, Greenbushes, Kangaroo Gully), Brookton, Broomehill-Tambellup (Broomehill Village, Tambellup), Bunbury, Busselton (Busselton, Dunsborough, Metricup, Quindalup, Yallingup), Capel (Boyanup, Capel, Dalyellup, Gelorup, North Boyanup, Peppermint Grove Beach, Stratham), Collie (Allanson, Collie), Corrigin, Cranbrook (Cranbrook, Frankland River, Tenterden), Cuballing (Cuballing, Popanyinning), Dardanup (Burekup, Crooked Brook, Dardanup, Dardanup West, Eaton, Ferguson, Millbridge), Denmark (Denmark, Hay, Ocean Beach, Scotsdale, Shadforth), Donnybrook-Balingup (Argyle, Balingup, Brookhampton, Donnybrook), Dumbleyung, Gnowangerup, Harvey (Australind, Binningup, Brunswick Junction, Cookernup, Harvey, Leschenault, Myalup, Roelands, Udoc, Wokalup, Yarloop), Jerramungup (Bremer Bay, Jerramungup), Katanning, Kent (Nyabing, Pingrup), Kojonup, Kondinin (Hyden, Kondinin), Kulin, Lake Grace, Manjimup (Deanmill, Manjimup, Middlesex, Northcliffe, Pemberton, Walpole), Nannup, Narrogin (Highbury, Narrogin), Pingelly (East Pingelly, Pingelly), Plantagenet (Kendenup, Mount Barker, Narrikup, Porongurup), Wagin, Wandering, Waroona (Hamel, Lake Clifton, Preston Beach, Waroona), West Arthur (Darkan), Wickiepin, Williams, and Woodanilling.

SA REGIONAL JOB VACANCY GROWTH VERSUS METRO

Job vacancy growth in regional SA outran growth in Adelaide with regional vacancies up 15% year on year and up 144% compared to five years ago, compared to Adelaide's negative year on year growth and modest increase of 24% for vacancies over the last five years.

	Dec 22	V Dec 21	V Dec 17	V Dec 12
Regional SA	1,795	+15%	+144%	+102%
Adelaide	59,364	-2%	+24%	+60%

Regional vacancy breakdown

All SA regions experienced double digit year on year growth and triple digit vacancy growth compared to five years ago. These growth rates exceeded the metro and Australian average.

Yorke Peninsula and Clare Valley led vacancy growth with job vacancies up 33% year on year and more than double the vacancies advertised five years ago.

Region	Dec 22	% growth since Dec 21	V Dec 17	V Dec 12
Fleurieu Peninsula and Murray Mallee	901	+11%	+139%	+92%
Port Augusta and Eyre Peninsula	581	+14%	+128%	+94%
Yorke Peninsula and Clare Valley	313	+33%	+202%	+164%

Roles in highest demand

Demand for roles in the health sector were high with vacancies for Medical Practitioners and Nurses up 46% year on year, a 450% increase on vacancies five years ago and an almost 10-fold increase on a decade ago. Health Diagnostics and Therapy Professionals are up 23% year on year and over double what they were five years ago. Carers and Aides vacancies were up 8% year on year and are three times what they were five years ago.

There were also 131 vacancies for Automotive and Trade Workers in December 2022, which is a 48% increase year on year and an increase of 139% over five years.

Top 5 jobs by total vacancies in December 2022

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Medical Practitioners and Nurses	205	+46%	+449%	+908%
Automotive and Engineering Trades Workers	131	+48%	+139%	+149%
Carers and Aides	121	+7%	+313%	+309%
General Inquiry Clerks, Call Centre Workers, and Receptionists	105	-13%	+166%	+88%
Sales Assistants and Salespersons	95	+10%	+136%	+19%

Top 5 occupation groups by % growth compared to 12 months ago

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Sports, Travel and Personal Service Workers	28	+124%	+260%	+493%
Mobile Plant Operators	31	+80%	+51%	+67%
Information Professionals	6	+73%	+19%	+851%
Jewellers, Arts and Other Trades Workers	8	+56%	+213%	+178%
Construction, Production and Distribution Managers	33	+69%	+58%	+292%

Top 5 occupation groups by % growth compared to 5 years ago

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
ICT Professionals	4	-15%	+1001%	+175%
Clerical and Office Support Workers	10	+12%	+867%	+81%
Medical Practitioners and Nurses	205	+46%	+449%	+908%
Carers and Aides	121	+8%	+314%	+309%
Other Clerical and Admin	21	+33%	+300%	+540%



SA IVI REGIONS

Fleurieu Peninsula and Murray Mallee

The Fleurieu Peninsula and Murray Mallee area recorded **901** job vacancies in December 2022. This was up from **377** in December 2017. Of the 31 regional IVI area, Fleurieu Peninsula and Murray Mallee ranked 25 in terms of the total of number of roles advertised, however had the highest for South Australia.



The Fleurieu Peninsula and Murray Mallee saw a 11% increase in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 901 roles represent a 139% increase compared to five years previous.

THIS AREA SAW MEDICAL PRACTITIONERS AND NURSES AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 103 ROLES ADVERTISED. THIS CATEGORY SAW A 442% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Dubbo and Western NSW	8. Port Augusta and Eyre Peninsula
2. NSW North Coast	9. Yorke Peninsula and Clare Valley
3. Riverina and Murray	10. Regional NT
4. Geelong and Surf Coast	11. North West Tasmania
5. Gippsland	12. Ballarat and Central Highlands
6. Wimmera and Western VIC	13. Bendigo and High Country
7. Central QLD	14. South West WA

Of all roles advertised in the Fleurieu Peninsula and Murray Mallee area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Medical Practitioners and Nurses	7	19	83	103
Carers and Aides	18	19	67	66
Sales Assistants and Salespersons	45	21	52	56
Automotive and Engineering Trades Workers	17	25	38	53
General-Inquiry Clerks, Call Centre Workers, and Receptionists	31	18	56	50
Health Diagnostic and Therapy Professionals	11	10	30	43
Other Labourers	52	18	37	40
Legal, Social and Welfare Professionals	7	12	25	35
Hospitality Workers	20	10	26	32
Hospitality, Retail and Service Managers	10	10	20	28

This region includes the LGAs Adelaide Hills (Birdwood, Echunga, Gumeracha, Hahndorf, Littlehampton, Lobethal, Macclesfield, Meadows, Mount Barker, Oakbank, Stirling, Woodside), Alexandrina (Ashbourne, Clayton Bay, Currency Creek, Finniss, Goolwa, Hindmarsh Island, Langhorne Creek, Middleton, Milang, Mount Compass, Port Elliot, Strathalbyn) Berri and Barmera (Barmera, Berri, Cobdogla, Glossop, Katarapko, Loveday, Winkie), Grant, Kangaroo Island, Karoonda East Murray, Kingston, Loxton Waikerie (Alawoona, Kingston on Murray, Loxton, Waikerie), Mid Murray (Blanchetown, Cadell, Cambrai, Keyneton, Mannum, Morgan, Palmer, Sedan, Swan Reach, Truro, Tungkillo), Mount Barker (Brukunga, Callington, Dawesley, Echunga, Hahndorf, Harrogate, Kanmantoo, Littlehampton, Macclesfield, Meadows, Mount Barker, Nairne, Wistow), Mount Gambier (Glencoe, Kalangadoo, Lucindale, Mount Burr, Nangwarry, Port MacDonnell, Rendelsham, Southend, Tantanoola, Tarpeena, Kingston SE, Port Macdonnell), Murray Bridge (Monarto, Mypolonga,

Wellington, Jervois, Callington), Naracoorte and Lucindale (Frances, Lucindale, Naracoorte), Renmark Paringa (Cooltong, Crescent, Lyrup, Renmark, Paringa), Robe, Southern Mallee (Lameroo, Pinnaroo), Tatiara (Bordertown, Brimbago, Carew, Keith, Mundulla, Swede Flat, Padthaway, Sherwood), The Coorong (Coonalpyn, Meningie, Tailem Bend, Tintinara), Victor Harbor (Encounter Bay, Hayborough, Hindmarsh Valley, Inman Valley, Mount Jagged, McCracken, Victor Harbor, Waitpinga), Wattle Range (Beachport, Glencoe, Kalangadoo, Millicent, Moerlong, Mount Burr, Nangwarry, Penola, Rendelsham, Southend, Wattle Range, Wattle Range East), and Yankalilla.

Port Augusta and Eyre Peninsula

The Port Augusta Eyre Peninsula recorded **581** job vacancies in December 2022. This was an increase from **255** roles in December five years earlier. Of the 31 regional IVI areas, Port Augusta and Eyre Peninsula ranked 30 in terms of the total of number of roles advertised, ahead of the Yorke Peninsula and Clare Valley IVI region.



The Port Augusta Eyre Peninsula IVI area recorded an increase of a 14% in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 581 roles represented a 128% increase compared to five years previous.

THIS AREA SAW MEDICAL PRACTITIONERS AND NURSES AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 66 ROLES ADVERTISED. THIS CATEGORY SAW A 450% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Dubbo and Western NSW	8. Fleurieu Peninsula and Murray Mallee
2. NSW North Coast	9. Yorke Peninsula and Clare Valley
3. Riverina and Murray	10. Regional NT
4. Geelong and Surf Coast	11. North West Tasmania
5. Gippsland	12. Ballarat and Central Highlands
6. Wimmera and Western VIC	13. Bendigo and High Country
7. Central QLD	14. South West WA

Of all roles advertised in the Port Augusta Eyre Peninsula area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Medical Practitioners and Nurses	7	12	38	66
Automotive and Engineering Trades Workers	30	23	38	58
General-Inquiry Clerks, Call Centre Workers, and Receptionists	16	15	47	38
Carers and Aides	9	5	24	33
Other Labourers	23	11	21	30
Sales Assistants and Salespersons	27	15	23	24
Legal, Social and Welfare Professionals	9	6	20	23
Health Diagnostic and Therapy Professionals	2	8	22	20
Engineers	17	14	12	19
Electrotechnology and Telecommunications Trades Workers	9	14	19	17

This region includes the LGAs Anangu Pitjantjatjara, Ceduna (Ceduna, Smoky Bay, Thevenard), Cleve (Arno Bay, Cleve), Coober Pedy, Elliston (Elliston, Lock, Colton), Flinders Ranges (Hawker, Quorn, Wilmington), Franklin Harbour (Cowell, Midgee, Mitchellville, Port Gibbon), Kimba, Lower Eyre Peninsula (Cummins, Coffin Bay, Boston, Duck Ponds, North Shields, Poonindie, Wangary), Maralinga Tjarutja, Mount Remarkable (Booleeroo Centre, Melrose, Port Germein, Weeroona Island, Wirrabara), Port Augusta (Commissariat Point, Port Augusta, Stirling North), Port Lincoln, Roxby Downs, Streaky Bay, Tumbly Bay (Butler, Lipson, Moody, Tumbly Bay, Ungarra, Yallunda Flat), Unincorporated SA, Whyalla, and Wudinna.

Yorke Peninsula and Clare Valley

The Yorke Peninsula and Clare Valley recorded a modest **313** job vacancies in December 2022. This was saw an increase from **104** roles in December five years earlier. Of the 31 regional IVI areas, Yorke Peninsula and Clare Valley ranked 31 in terms of the total of number of roles advertised.



The Yorke Peninsula and Clare Valley IVI area recorded an increase of a 33% in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 313 roles represented a 202% increase compared to five years previous. This region saw the largest jump in growth of any regional IVI area in the country for that 5-year period.

THIS AREA SAW MEDICAL PRACTITIONERS AND NURSES AS THE MOST "IN-DEMAND" OCCUPATION CATEGORY, WITH 35 ROLES ADVERTISED. THIS CATEGORY SAW A 483% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Dubbo and Western NSW	8. Fleurieu Peninsula and Murray Mallee
2. NSW North Coast	9. Port Augusta and Eyre Peninsula
3. Riverina and Murray	10. Regional NT
4. Geelong and Surf Coast	11. North West Tasmania
5. Gippsland	12. Ballarat and Central Highlands
6. Wimmera and Western VIC	13. Bendigo and High Country
7. Central QLD	14. South West WA

Of all roles advertised in the Yorke Peninsula and Clare Valley area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Medical Practitioners and Nurses	7	6	20	35
Carers and Aides	3	5	22	22
Automotive and Engineering Trades Workers	6	7	12	20
Other Labourers	9	8	13	20
General-Inquiry Clerks, Call Centre Workers, and Receptionists	9	7	18	17
Health Diagnostic and Therapy Professionals	7	8	12	16
Sales Assistants and Salespersons	7	4	11	15
Cleaners and Laundry Workers	7	2	4	10
Farm, Forestry and Garden Workers	5	2	8	10
Health and Welfare Support Workers	1	3	5	9

This region includes the LGAs of Barunga West (Bute, Port Broughton, Ward Hill), Clare and Gilbert Valleys (Auburn, Clare, Marrabel, Mintaro, Penwortham, Riverton, Saddleworth, Stockport, Tarlee, Watervale), Copper Coast (Jerusalem, Kadina, Moonta, Moonta Bay, New Town, North Beach, North Moonta, Port Hughes, Wallaroo, Wallaroo Mines, Warburto), Goyder (Burra, Booborowie, Eudunda, Farrell Flat, Hallett, Point Pass, Robertstown), Northern Areas (Gladstone, Jamestown, Laura, Spalding, Stone Hut, Tarcowie), Orroroo/Carrieton (Orroroo, Carrieton, Tarcowie), Peterborough (Peterborough, Yongala), Port Pirie City and Dists (Port Pirie, Crystal Brook, Napperby, Warnertown), Wakefield (Balaklava, Brinkworth, Port Wakefield, Blyth, Hamley Bridge, Snowtown) and Yorke Peninsula (Ardrossan, Clinton, Coobowie, Curramulka, Edithburgh, Maitland, Minlaton, Nalyappa, Point Souttar, Point Turton, Port Victoria, Port Vincent, Price, Sandilands, Stansbury, Sultana Point, The Pines, Warooka, Winulta, Yorketown).

TAS REGIONAL JOB VACANCY GROWTH VERSUS METRO

Job vacancy growth in Tasmania was 10%, more than three times the metropolitan job vacancy growth rate for the same period.

	Dec 22	V Dec 21	V Dec 17	V Dec 12
Tasmania total	3,313	+10%	+138%	+127%

Due to the IVI groupings for Tasmania, a comparison of metropolitan versus regional in this state cannot be ascertained, as Hobart sits within the Hobart Southeast Tasmania IVI grouping. For the purpose of this report, Hobart is included in the total regional vacancy figures.

Regional vacancy breakdown

All Tasmanian regions grew job vacancies closely line with the average regional growth of 10% but experienced triple digit growth over the last five years.

North West Tasmania experienced the highest job vacancy increase both year on year (11%) and over the last five years (177%).

Region	Dec 22	% growth since Dec 21	V Dec 17	V Dec 12
Hobart and Southeast Tasmania	1,827	+9%	+123%	+113%
Launceston & Northeast Tasmania	835	+10%	+146%	+153%
North West Tasmania	651	+11%	+177%	+138%

Roles in highest demand

With 293 advertised positions, Medical Practitioners and Nurses had the highest number of vacancies of any job category in December 2022, representing a 10% increase year on year and a 202% increase on vacancies five years ago. There were also 152 Health Diagnostic and Therapy professional roles advertised, a 23% year on year increase and a nearly two-fold increase on five years ago.

There were 195 Sales Assistants and Salespersons roles advertised, a 19% increase year on year and a 152% increase on five years ago.

Roles in the construction sector were in strong demand with a 39% year on year increase in vacancies for Construction and Mining Labourers, Construction Production and Distribution Managers, nearly double the vacancies five years ago.

Top 5 jobs by total vacancies in December 2022

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Medical Practitioners and Nurses	293	+10%	+202%	+435%
General Inquiry Clerks, Call Centre Workers, and Receptionists	284	+12%	+168%	+194%
Sales Assistants and Salespersons	195	+19%	+152%	+80%
Health Diagnostic and Therapy Professionals	152	+23%	+194%	+430%
Legal, Social and Welfare	145	+35%	+286%	+379%

Top 5 occupation groups by % growth compared to 12 months ago

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Farms and Farms Managers	16	+236%	+147%	+1600%
Arts and Media Professionals	21	+55%	+343%	+287%
Mobile Plat Operators	42	+45%	+172%	+98%
Construction, Production and Distribution Managers	68	+39%	+191%	+234%
Other Labourers	104	+35%	+175%	+26%

Top 5 occupation groups by % growth compared to 5 years ago

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Arts and Media Professionals	21	+55%	+343%	+288%
Skilled Animal and Horticulture Workers	19	-8%	+338%	+200%
Legal, Social and Welfare Professionals	145	+35%	+286%	+379%
Jewellers, Arts and Other Trades Workers	24	+32%	+274%	+545%
Protective Service Workers	32	+25%	+265%	+48%



TAS IVI REGIONS

Hobart and Southeast Tasmania

Hobart and Southeast Tasmania recorded **1,827** vacancies in December 2022. This was an increase from **819** roles in December five years earlier. Of the 31 regional IVI areas, Hobart and Southeast Tasmania was ranked 18 in terms of the total of number of roles advertised.



The Hobart and Southeast Tasmania area recorded an increase of 9% in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 1,827 roles represented an 123% increase compared to five years previous.

THIS AREA SAW GENERAL INQUIRY CLERKS, CALL CENTRE WORKERS, AND RECEPTIONISTS AS THE "MOST IN-DEMAND" OCCUPATION CATEGORY, WITH 164 ROLES ADVERTISED FOR DECEMBER 2022. THIS CATEGORY SAW A 165% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Newcastle and Hunter

3. Gold Coast

2. Far North QLD

4. Launceston and Northeast Tasmania

Of all roles advertised in the Hobart and Southeast Tasmania area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
General-Inquiry Clerks, Call Centre Workers, and Receptionists	58	62	143	164
Medical Practitioners and Nurses	30	65	150	161
Sales Assistants and Salespersons	57	47	96	105
Health Diagnostic and Therapy Professionals	16	26	74	87
Legal, Social and Welfare Professionals	21	22	58	82
Carers and Aides	32	40	64	76
Hospitality Workers	51	28	68	74
Corporate Managers	23	37	58	70
Hospitality, Retail and Service Managers	21	28	51	57
Business, Finance and Human Resource Professionals	31	30	58	56

This region includes the LGAs of Brighton (Brighton, Bridgewater, Gagebrook, Honeywood, Herdsmans Cove, Dromedary, Old Beach, Tea Tree, Portville), Central Highlands (Bothwell, Hamilton), Clarence (Otago, Cambridge, Richmond, Seven Mile Beach), Derwent Valley (Claremont Valley, Collinsville, Glenlusk, Granton, Gretna, Lachlan, Lawitta, Magra, Maydena, Molesworth, New Norfolk), Glamorgan/Spring Bay (Bicheno, Coles Bay, Swansea, Triabunna, Orford), Glenorchy (Glenorchy, Austins Ferry, Berriedale, Chigwell, Claremont, Collinsvale, Derwent Park, Glenlusk, Goodwood, Granton, Lutana, Montrose, Moonah, Rosetta, West Moonah, Lenah, Valley, New Town, Wellington Park), Hobart (Battery Point, Dynnyrne, Fern Tree, Glebe, Hobart City Centre, Lenah Valley, Mount Nelson, Mount Stuart, New Town, North Hobart, Sandy Bay, South Hobart, Tolmans Hill, West Hobart), Huon Valley (Cygnet, Dover, Franklin, Geeveston, Huonville), Kingborough (Kingston, Bruny Island, Taroona, Kettering, Margate, Snug, Blackmans Bay, Woolbridge, Adventure Bay, Bonnet Hill, Howden, Huntingfield, Kingston Beach, Taroona, Allens Rivulet, Conningham, Electrona, Fern Tree, Garden Island Creek, Kaoota, Leslie Vale, Longley, Lower Longley, Lower Snug, Middleton, Mount Nelson, Oyster Cove, Pelverata, Sandfly, Tinderbox), Sorell (Midway Point, Penna, Sorell, Forcett, Lewisham, Dodges Ferry, Carlton, Primrose Sands, Carlton River, Dunalley, Orielson), Southern Midlands (Bagdad, Brighton, Campania, Colebrook, Dromedary, Dysart, Kempton, Magra, Mangalore, Oatlands, Orielson, Prattah, Pontville, Tea Tree) and Tasman (Port Arthur, Nubeena, Dunalley, Murdunna, White Beach).

Launceston and Northeast Tasmania

Launceston and Northeast Tasmania recorded **835** job vacancies in December 2022. This was an increase from **339** roles in December five years earlier. Of the 31 regional IVI areas, Launceston and Northeast Tasmania ranked 26 in terms of the total of number of roles advertised.



Launceston and Northeast Tasmania IVI area recorded an increase of 9% in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 835 roles represented an 146% increase compared to five years previous.

THIS AREA SAW GENERAL INQUIRY CLERKS, CALL CENTRE WORKERS, AND RECEPTIONISTS AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 76 ROLES FOR DECEMBER 2022. THIS CATEGORY SAW A 171% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Newcastle and Hunter	3. Gold Coast
2. Far North QLD	4. Hobart and Southeast Tasmania

Of all roles advertised in the Launceston and Northeast Tasmania area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
General-Inquiry Clerks, Call Centre Workers, and Receptionists	20	28	71	76
Medical Practitioners and Nurses	15	16	50	63
Sales Assistants and Salespersons	27	20	43	56
Legal, Social and Welfare Professionals	4	9	31	38
Hospitality Workers	20	8	23	38
Health Diagnostic and Therapy Professionals	6	19	36	38
Carers and Aides	6	16	33	34
Food Trades Workers	14	18	25	32
Drivers and Storepersons	16	13	38	32
Other Labourers	27	10	21	29

This region includes the LGAs of Break O’Day (Binalong Bay, Stieglitz, Beaumaris, Scamander, Fingal, St Mary’s, St Helen’s), Dorset (Bridport, Scottsdale, Ringarooma, Branxholm, Winnaleah), Flinders (Whitemark), George Town (George Town, Low Hea, Hillwood, Mount Direction, Pipers River), Launceston (Launceston, Karoola, Lilydale, Nunamara, Pipers River, Prospect Vale, Relbia, Swan Bay, Turners Marsh, Underwood, Windermere), Meander Valley (Bracknell, Carrick, Chudleigh, Hagley, Meander, Mole Creek, Westbury, Elizabeth Town, Travellers Rest, Blackstone Heights, Prospect Vale, Hadspen), Northern Midlands (Evandale, Longford, Campbell Town, Devon Hills, Western Junction, Avoca, Ross, Cressy, Conara) and West Tamar (Riverside, Legana, Exeter, Beaconsfield, Beauty Point, Greens Beach).

North West Tasmania

North West Tasmania recorded **651** job vacancies in December 2022. This was an increase from **235** roles in December five years earlier. Of the 31 regional IVI areas, North West Tasmania was ranked 29 in terms of the total of number of roles advertised.



The North West Tasmania IVI area recorded an 11% increase in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 621 roles represented an 177% increase compared to five years previous.

THIS AREA SAW MEDICAL PRACTITIONERS AND NURSES AS THE MOST “IN-DEMAND” OCCUPATION CATEGORY, WITH 69 POSITIONS ADVERTISED DECEMBER 2022. THIS CATEGORY SAW A 360% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Dubbo and Western NSW	8. Fleurieu Peninsula and Murray Mallee
2. NSW North Coast	9. Port Augusta and Eyre Peninsula
3. Riverina and Murray	10. Yorke Peninsula and Clare Valley
4. Geelong and Surf Coast	11. Regional NT
5. Gippsland	12. Ballarat and Central Highlands
6. Wimmera and Western VIC	13. Bendigo and High Country
7. Central QLD	14. South West WA

Of all roles advertised in the North West Tasmania area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Medical Practitioners and Nurses	10	15	66	69
General-Inquiry Clerks, Call Centre Workers, and Receptionists	19	16	40	44
Automotive and Engineering Trades Workers	14	24	37	42
Sales Assistants and Salespersons	25	11	25	34
Carers and Aides	4	8	26	31
Health Diagnostic and Therapy Professionals	7	7	14	28
Drivers and Storepersons	14	8	27	28
Legal, Social and Welfare Professionals	5	7	19	25
Other Labourers	21	12	20	22
Engineering, ICT and Science Technicians	2	6	16	19

This region includes the LGAs of Burnie (Burnie, Brooklyn, Hillcrest, Montello, Park Grove, Parklands, Shorewell Park, South Burnie, Upper Burnie, Wivenhoe, Stowport), Central Coast (Forth, Gawler, Penguin, Sulphur Creek, Turners Beach, Ulverstone, West Ulverstone), Circular Head (Marrawah, Smithton, Stanley, Forest, Irishtown, Rocky Cape), Devonport (Devonport, Don, East Devonport, Quoiba, Spreyton, Stony Rise, Tugrah), Kentish (Acacia Hills, Railton, Sheffield), King Island (King Island, Currie), Latrobe (Hawley Beach, Latrobe, Moriarty, Sassafra, Shearwater) and Waratah/Wynyard (Boat Harbour, Calder, Mount Hicks, Sisters Beach, Somerset, Waratah, Wynyard).

NT REGIONAL JOB VACANCY GROWTH VERSUS METRO

Job vacancy growth in regional NT declined 2% year on year, but job vacancies in Darwin grew slightly higher than the metro average of +3%.

	Dec 22	V Dec 21	V Dec 17	V Dec 12
Regional NT	805	-2%	+114%	+13%
Darwin	1,944	+4%	+41%	-0.8%

Roles in highest demand

The highest number of advertised positions (215) were for Medical Practitioners and Nurses which were up 14% year on year. Also in health, vacancies for Health Diagnostics and Therapy Professionals were up 36% year on year and Carers and Aides were up 25% year on year.

The second highest total vacancies were for General Inquiry Clerks, Call Centre Workers and Receptionists which while down 7% year on year, was up 65% compared to five years ago.

Legal, Social and Welfare Support Workers (155 vacancies) experienced a significant year on year increase of 35% and a 130% increase on five years ago.

Top 5 jobs by total vacancies in December 2022

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Medical Practitioners and Nurses	215	+14%	+56%	+26%
General Inquiry Clerks, Call Centre Workers, and Receptionists	195	-7%	+65%	-16%
Automotive and Engineering Trades Workers	161	+9%	+59%	+37%
Legal, Social and Welfare Professionals	155	+35%	+130%	+86%
Carers and Aides	154	+25%	+117%	+29%

Top 5 occupation groups by % growth compared to 12 months ago

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Factory Process workers	11	+70%	-80%	-21%
Arts and Media Professionals	12	+59%	+106%	+21%
Mobile Plant Operators	49	+57%	+85%	-24%
Science Professionals and Veterinarians	38	+52%	+245%	+20%
Health Diagnostic and Therapy Professionals	117	+36%	+147%	+80%

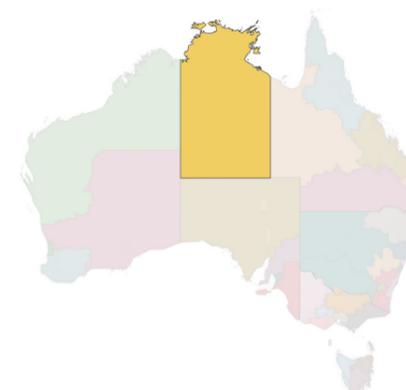
Top 5 occupation groups by % growth compared to 5 years ago

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Science Professionals and Veterinarians	38	+52%	+245%	+20%
Jewellers, Arts and Other Trade Workers	15	+28%	+207%	+35%
Hairdressers, Printing, Clothing and Wood Trades Workers	16	+9%	+172%	+32%
Farmers and Farm Managers	3	-47%	+167%	+14%
Information Professionals	28	+8%	+159%	+89%

NT IVI REGIONS

Regional Northern Territory

Regional NT recorded **805** job vacancies in December 2022. This was increase from **377** roles in December five years earlier. Of the 31 regional IVI areas, Regional Northern Territory was ranked 27 in terms of the total of number of roles advertised.



The Regional NT IVI area recorded a slight decrease of 2% in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 805 roles represented an 110% increase compared to five years previous.

THIS AREA SAW MEDICAL PRACTITIONERS AND NURSES AS THE "MOST IN-DEMAND" OCCUPATION CATEGORY FOR DECEMBER 2022, WITH 105 ROLES ADVERTISED. THIS CATEGORY SAW A 62% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Other areas that recorded this category as most in demand included:

1. Dubbo and Western NSW	8. Fleurieu Peninsula and Murray Mallee
2. NSW North Coast	9. Port Augusta and Eyre Peninsula
3. Riverina and Murray	10. Yorke Peninsula and Clare Valley
4. Geelong and Surf Coast	11. North West Tasmania
5. Gippsland	12. Ballarat and Central Highlands
6. Wimmera and Western VIC	13. Bendigo and High Country
7. Central QLD	14. South West WA

Of all roles advertised in the Regional NT area, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
Medical Practitioners and Nurses	72	65	103	105
General-Inquiry Clerks, Call Centre Workers, and Receptionists	64	17	58	64
Legal, Social and Welfare Professionals	33	21	43	55
Carers and Aides	41	20	49	53
Health Diagnostic and Therapy Professionals	15	14	32	37
Sales Assistants and Salespersons	48	17	47	33
Hospitality, Retail and Service Managers	18	10	28	32
Automotive and Engineering Trades Workers	23	17	31	32
Health and Welfare Support Workers	21	14	27	25
Other Labourers	39	9	18	19

This region includes the LGAs Alice Springs, Barkly (Anmatjere, Elliott, Sandover, Tablelands, Tennant Creek, Ali Curung, Alpuurrulam), Belyuen, Central Desert (Anmatjere, Sandover, Atitjere, Lajamanu, Laramba, Nyirripi, Yuelamu, Yuendumu), Coomalie (Adelaide River, Batchelor), East Arnhem (Angurugu, Gapuwiyak, Ramingining, Umbakumba, Yirrkala), Katherine, Litchfield (Bees Creek, Coolalinga, Girraween, Holtze, Howard Springs, Humpty Doo, Knuckey Lagoon, McMinns Lagoon, Noonamah, Virginia, Berry Springs, Darwin River, Livingstone, Southport, Wickham, Acacia Hills, Herbert, Lambells Lagoon), MacDonnell (Dockar River, Impana, Areyonga, Hermannsburg, Kintore, Mount Liebig, Papunya, Amoonguna, Aputula Santa Teres, Titjkala), Roper Gulf (Borrooloola, Barunga, Beswick, Bulman Weemol, Ngukurr, Numbulwar), Tiwi Islands (Tiwi Islands, Milikapiti, Pirlangimpi), Unicorporated NT, Victoria Daly (Baines, Douglas-Daly, Pine Creek, Timber Creek, Daguragu, Kalkarindji, Yarralin), Wagait (Wagait Beach), West Arnhem (Jabiru, Gunbalanya, Minjilang, Maningrida, Waruwil), and West Daly (Nganmarriyanga, Wadeye).

OVERALL ACT REGIONAL JOB VACANCY GROWTH

Job vacancy growth in ACT grew three times the national metropolitan average in 2022. At the end of 2022, the ACT had a total of **7,335** job vacancies. This was up from **5,008** five years prior. Of the 31 regional IVI areas, ACT ranked 1 in terms of the total number of roles advertised.

The ACT saw a 10% increase in the number of job vacancies in December 2022, compared to December 2021. However, the recorded 7,334 roles represent a 46% increase compared to five years prior.

	Dec 22	V Dec 21	V Dec 17	V Dec 12
ACT total	7,335	+10%	+46%	+118%



THIS AREA SAW ICT PROFESSIONALS AS THE MOST IN-DEMAND OCCUPATION CATEGORY, WITH 904 ROLES ADVERTISED. THIS CATEGORY SAW A 1% INCREASE IN JOB ADVERTISED COMPARED TO THE FIVE YEARS PRIOR.

Top 5 jobs by total vacancies in December 2022

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
ICT Professionals	904	-15%	+1%	+59%
General Inquiry Clerks, Call Centre Workers, and Receptionists	654	+5%	+80%	+180%
Corporate Managers	428	+47%	+137%	+200%
Medical Practitioners and Nurses	343	+79%	+195%	+395%
Construction, Production and Distribution Managers	299	-1%	+29%	+182%

Top 5 occupation groups by % growth compared to 12 months ago

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Education Professionals	149	+93%	+266%	+355%
Medical Practitioners and Nurses	343	+79%	+195%	+395%
Engineers	100	+74%	+24%	+26%
Farm, Forestry and Garden Workers	19	+71%	+66%	+544%
Protective Service Workers	122	+61%	+173%	+369%

Top 5 occupation groups by % growth compared to 5 years ago

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Jewellers, Arts and Other Trades Workers	57	+48%	+325%	+963%
Education Professionals	149	+93%	+266%	+355%
Health and Welfare Support Workers	54	+40%	+206%	+376%
Medical Practitioners and Nurses	343	+79%	+195%	+395%
Protective Services Workers	122	+61%	+173%	+369%

The ACT region was the only region that recorded ICT Professionals as the highest in-demand role.

Of all roles advertised in the ACT region, the following represented the most in-demand for the month of December 2022.

IVI OCCUPATION GROUP	Dec-12	Dec-17	Dec-21	Dec-22
ICT Professionals	569	897	1072	904
General-Inquiry Clerks, Call Centre Workers, and Receptionists	234	363	623	654
Corporate Managers	142	180	291	428
Medical Practitioners and Nurses	69	116	191	343
Construction, Production and Distribution Managers	106	231	302	299
Business, Finance and Human Resource Professionals	195	240	250	283
Legal, Social and Welfare Professionals	87	150	257	282
Office Managers, Administrators and Secretaries	147	213	240	278
Sales Assistants and Salespersons	199	197	231	276
Carers and Aides	126	141	229	252

The region includes the LGAs of Unincorporated ACT and Queanbeyan-Palerang.

8. THE ECONOMIC IMPACT — ADDRESSING THE SKILLS SHORTAGE

As demonstrated throughout this report, job vacancies have reached all-time highs. The demand for labour is outstripping supply and resulting in shortages throughout the labour market. As of December 2022, the top four occupation groups (by volume) in the IVI represented 22,050 advertised positions across regional Australia.

Preliminary economic modelling undertaken by the RAI (see Appendix 4) indicates that filling these positions would have significant economic impacts on both the regional and national economies. The modelling examines both the wages paid to labour, and Industry Value Added (IVA) – an important measure of industry activity and productivity.

Using a simple IVA per person metric, it is estimated that filling these 22,050 positions would create an immediate \$1.24bn in economic activity. In addition, these roles represent a total of \$1.76bn in direct wages paid to residents of regional Australia. Along with the population growth resulting from migration to regional Australia, this initial economic stimulus \$1.24bn in IVA would increase productivity growth and Australia's GDP.

When examining the economic contribution of filling these vacancies, sizable variances appear in the direct economic contribution. For example, whilst the care economy provides comparatively little direct economic activity when measured through traditional indicators, it is important to consider its important role in enabling the workforce. Given the typical ratio of one daycare educator to seven children, the estimated 1,670 advertised child carer roles in regional Australia can potentially enable 11,690 parents/guardians to participate in the workforce (or increase their existing level of workforce participation such as moving from part-time to full-time work). These 11,690 jobs enabled by childcare represent \$1.10bn in wages to regional residents, and a further \$1.00bn in IVA (assuming the 11,690 parents/guardians now able to enter the workforce work in one of the top 10 jobs with high vacancy rates).

It is also worth noting the high concentration of job vacancies. As of December 2022, the top four occupation groups accounted for 22,050 advertisements, representing 27% of total job advertisements. These vacancies represent a significant portion of the total industry workforce and likely represent barriers to industry productivity. For example, delays in delivery of materials due to a shortage of truck drivers has detrimental impacts on the productivity of the construction industry. By filling these roles, it is possible to alleviate bottlenecks and unlock productivity in regional Australia. This itself is a complex problem and requires solutions ranging from access to training, enabling workforce participation and appropriately skilled migration.



9. MEETING JOB DEMAND IN REGIONS

There is a plentiful supply of jobs available in regional Australia, the ongoing challenge is to find the people with the right skills to fill these positions. Often it is difficult to find enough people locally to take up these positions. This means new strategies are required in addition to the strategies that have positive impacts when there are less jobs. The resettlement of people from elsewhere is one path to filling job vacancies, which triggers interrelated challenges like additional needs for housing and services provision.

A first priority is to ensure that regional Australia is planning and resourced for population growth. A National Population Plan is needed, which considers projected population growth at a regionally disaggregated level, industry growth and structural changes, and would address associated liveability (housing, infrastructure, and services) needs. RAI's Liveability Toolkit helps communities map their strengths and weaknesses in relation to the types of people their region needs.

Part of a National Population Plan would involve re-designing Australia's migration system so that it works more effectively for regional Australia. Currently only 17% of international migrants settle in regional Australia. In RAI's submission to the Commonwealth Government's review of Australia's migration system, A Migration System for Regional Australia's Future, supporting locally led migration attraction and settlement support programs were key recommendations to encourage greater international migrant settlement in the regions. The RAI's target is to double the proportion of overseas migrants settling in regional Australia by 2032.

Second, to further bolster regional labour markets, it is important to 'grow from within'. Our young regional Australians are the best talent and opportunity for regions to tap into. Ensuring they receive a quality education, and continue to aspire to learn, grow, and acquire new qualifications through VET or university is critical to achieving a stronger, rebalanced Australia. The jobs and skills on offer in regional Australia must keep pace with that of our larger capitals, and it is essential that our nation shifts the dial in regional Australia to increase school completion, and further post-school or tertiary qualifications. The RAI recommends that Australia lifts the level of investment in regional post-school learning to provide more young people with an ability to study locally, in their home regional community. This includes ensuring reliable, good quality digital access. The RAI has two targets for regional learning:

1. Increase the school attainment rate of young people in regional Australia to 75% or above.
2. Boost post-school qualification completion in regional Australia to 65% or above.

Third, trade and professional shortages tend to be most significant (and chronic) in small and remote communities. Policymakers might consider what incentives could be deployed to encourage people to develop and then practice their professions and trades in regional and remote settings where the shortages are severe and ongoing.

Fourth, the RAI's Move to More campaign could be built upon to continue to raise awareness and attraction amongst city dwellers to consider the benefits of regional careers. In addition, working with industry to encourage and incentivise the role industry can play in working with regional communities to identify potential future skills gaps and solutions can be explored. The RAI has a target to reduce the recruitment difficulty in regional Australia to below 40%. The RAI also has a target to increase the share of skilled workers employed in regional Australia to 80% of the regional workforce. The RAI's recently formed Regionalisation Alliance, a group of over 30 peak industry bodies, has identified Jobs & Skills as a major focus and priority for 2023 and could be one such vehicle.

Fifth, while there are presently jobs available and people willing to move, the current main obstacle is the availability of housing in many of the areas where the jobs are available. A significant step in filling job vacancies in regional Australia is the need for policy intervention in the facilitation of additional housing.

Finally, monthly job vacancies are collected and reported at an SA4 and SA3 Level. This doesn't provide the relevant details for government, communities, and industry to support place-based solutions to fill roles. Effort should be put to providing more disaggregated labour market data on a consistent basis, and RAI should be consulted to realign boundaries.

10. 2023 INTERGOVERNMENTAL SHARED INQUIRY PROGRAM (ISIP)

The Intergovernmental Shared Inquiry Program (ISIP) is a research partnership model between the RAI and the Commonwealth, State and Territory Governments, supported by a number of Australian universities.

Since its inception in 2018, an annual research agenda is agreed between the RAI and the participating governments to produce high-quality and robust research into one or more priority policy areas. Policy workshops are held throughout the year to discuss findings and their implications for policy.

This year, a key focus of this agenda is on the regional labour market. Getting the Most out of your Local Labour Force, aims to identify how local communities – given their overall local labour market dynamics – can enhance existing labour force capacity. The research takes an ecosystems approach to unpack ‘regional learning systems’ and identify and understand the key enablers of local workforce participation.

This body of research will be released in the second half of 2023.



11. CONCLUSION

While COVID-headlines heralded a once-in-a-lifetime bump in traffic from the cities to the regions, as Census data shows, the trend of net city to region migration has been in play over the last decade. With net city to region migration still 16% higher than pre-pandemic levels, this trend is showing no sign of abating. More people want to call regional Australia home.

Meeting demand has changed not only the volume of jobs and skills needed but the type of jobs and skills communities require to thrive and grow in 2023 and beyond.

With the top four roles in demand representing over a quarter of all vacancies, much could be achieved by focussing on vacancies in these occupational groupings. Focusing on Medical Practitioners and Nurses, and Carers and Aides in particular, has the potential to unlock new, untapped workforce supply. Greater access to medical services will make regional areas more viable for many Australians looking for a sea or tree change and to take up local positions. More childcare services will allow more parents, already in the regions, to get back into the workforce and fill other roles in high demand.

Regional job vacancies growing year on year show that the regions are falling further and further behind in trying to attract supply to meet demand. Without intervention, the gap potentially will widen.

However, interventions need to be viewed holistically. Regional Australia’s job shortage challenge cannot be addressed in isolation from other key influences such as current housing shortages, skills and career pathways for regional residents, the role of migration and other regional liveability factors. This is why at the core of RAI’s Regionalisation Ambition 2032 is a call for a holistic and coordinated approach from government, industry, and regional communities.

Filling jobs in regional Australia will allow communities to prosper and those who want to, to grow, ensuring regional Australia can play a bigger role in Australia’s overall prosperity and productivity.

APPENDIX 1: TOP 3 MOST IN-DEMAND OCCUPATIONS IN EACH IVI REGION

Ranking	Occupation Group	Vacancies December 2022	Vacancies 2017	% increase
NSW				
Blue Mountains, Bathurst & Central West NSW				
1	Carers and Aides	232	46	404%
2	General-Inquiry Clerks, Call Centre Workers, and Receptionists	156	57	174%
3	Sales Assistants and Salespersons	148	55	169%
Dubbo & Western NSW				
1	Medical Practitioners and Nurses	164	65	152%
2	General-Inquiry Clerks, Call Centre Workers, and Receptionists	108	31	248%
3	Carers and Aides	82	31	165%
Gosford and Central Coast				
1	Carers and Aides	236	66	258%
2	Medical Practitioners and Nurses	148	63	135%
3	Hospitality Workers	123	41	200%
Illawarra and South Coast				
1	Carers and Aides	250	84	198%
2	Medical Practitioners and Nurses	248	89	179%
3	General-Inquiry Clerks, Call Centre Workers, and Receptionists	191	83	130%
NSW North Coast				
1	Medical Practitioners and Nurses	408	77	430%
2	Carers and Aides	407	121	236%
3	General-Inquiry Clerks, Call Centre Workers, and Receptionists	297	171	74%
Newcastle and Hunter				
1	General-Inquiry Clerks, Call Centre Workers, and Receptionists	485	229	112%
2	Automotive and Engineering Trades Workers	416	282	48%
3	Carers and Aides	372	127	193%
Riverina and Murray				
1	Medical Practitioners and Nurses	249	74	236%
2	Carers and Aides	165	39	323%
3	General-Inquiry Clerks, Call Centre Workers, and Receptionists	164	53	209%
Southern Highlands and Snowy				
1	Carers and Aides	106	31	242%
2	Medical Practitioners and Nurses	85	29	193%
3	Sales Assistants and Salespersons	77	28	175%
Tamworth and North West NSW				
1	Carers and Aides	114	26	338%
2	Medical Practitioners and Nurses	109	24	354%
3	General-Inquiry Clerks, Call Centre Workers, and Receptionists	100	28	257%

Ranking	Occupation Group	Vacancies December 2022	Vacancies 2017	% increase
VIC				
Ballarat and Central Highlands				
1	Medical Practitioners and Nurses	152	90	69%
2	General-Inquiry Clerks, Call Centre Workers, and Receptionists	136	111	23%
3	Carers and Aides	111	87	28%
Bendigo and High Country				
1	Medical Practitioners and Nurses	358	92	289%
2	Carers and Aides	356	80	345%
3	General-Inquiry Clerks, Call Centre Workers, and Receptionists	271	96	182%
Geelong and Surf Coast				
1	Medical Practitioners and Nurses	363	103	252%
2	Carers and Aides	263	83	217%
3	General-Inquiry Clerks, Call Centre Workers, and Receptionists	260	118	120%
Gippsland				
1	Medical Practitioners and Nurses	283	82	245%
2	Carers and Aides	277	78	255%
3	General-Inquiry Clerks, Call Centre Workers, and Receptionists	232	73	218%
Wimmera and Western				
1	Medical Practitioners and Nurses	187	30	523%
2	Carers and Aides	87	25	248%
3	General-Inquiry Clerks, Call Centre Workers, and Receptionists	81	31	161%

Ranking	Occupation Group	Vacancies December 2022	Vacancies 2017	% increase
SA				
Fleurieu Peninsula and Murray Mallee				
1	Medical Practitioners and Nurses	103	19	442%
2	Carers and Aides	66	19	247%
3	Sales Assistants and Salespersons	56	21	167%
Port Augusta and Eyre Peninsula				
1	Medical Practitioners and Nurses	66	12	450%
2	Automotive and Engineering Trades Workers	58	23	152%
3	General-Inquiry Clerks, Call Centre Workers, and Receptionists	38	15	153%
Yorke Peninsula and Clare Valley				
1	Medical Practitioners and Nurses	35	6	483%
2	Carers and Aides	22	5	340%
3	Automotive and Engineering Trades Workers	20	7	186%

Ranking	Occupation Group	Vacancies December 2022	Vacancies 2017	% increase
NT				
Regional NT				
1	Medical Practitioners and Nurses	105	65	62%
2	General-Inquiry Clerks, Call Centre Workers, and Receptionists	64	17	276%
3	Legal, Social and Welfare Professionals	55	21	162%

Ranking	Occupation Group	Vacancies December 2022	Vacancies 2017	% increase
QLD				
Central QLD				
1	Medical Practitioners and Nurses	323	105	208%
2	Automotive and Engineering Trades Workers	320	160	100%
3	Carers and Aides	254	111	129%
Far North QLD				
1	General-Inquiry Clerks, Call Centre Workers, and Receptionists	463	265	75%
2	Automotive and Engineering Trades Workers	446	307	45%
3	Medical Practitioners and Nurses	432	200	116%
Gold Coast				
1	General-Inquiry Clerks, Call Centre Workers, and Receptionists	536	276	94%
2	Sales Assistants and Salespersons	450	219	105%
3	Carers and Aides	422	144	193%
Outback QLD				
1	Automotive and Engineering Trades Workers	67	46	46%
2	Medical Practitioners and Nurses	51	33	55%
3	General-Inquiry Clerks, Call Centre Workers, and Receptionists	50	20	150%
Sunshine Coast				
1	Carers and Aides	266	97	174%
2	General-Inquiry Clerks, Call Centre Workers, and Receptionists	252	101	150%
3	Sales Assistants and Salespersons	246	101	144%
Toowoomba and South West				
1	Carers and Aides	194	78	149%
2	Medical Practitioners and Nurses	186	55	238%
3	General-Inquiry Clerks, Call Centre Workers, and Receptionists	169	75	125%

Ranking	Occupation Group	Vacancies December 2022	Vacancies 2017	% increase
WA				
Goldfields and Southern WA				
1	Automotive and Engineering Trades Workers	290	173	68%
2	Machine and Stationary Plant Operators	117	110	6%
3	General-Inquiry Clerks, Call Centre Workers, and Receptionists	112	47	138%
Pilbara and Kimberley				
1	Automotive and Engineering Trades Workers	288	267	8%
2	Medical Practitioners and Nurses	141	50	182%
3	Engineers	128	110	16%
South West WA				
1	Medical Practitioners and Nurses	100	17	488%
2	Sales Assistants and Salespersons	89	30	197%
3	Automotive and Engineering Trades Workers	87	44	98%

Ranking	Occupation Group	Vacancies December 2022	Vacancies 2017	% increase
ACT				
All ACT				
1	ICT Professionals	904	897	0.001%
2	General-Inquiry Clerks, Call Centre Workers, and Receptionists	654	363	80%
3	Corporate Managers	428	181	136%

Ranking	Occupation Group	Vacancies December 2022	Vacancies 2017	% increase
TAS				
Hobart and Southeast Tasmania				
1	General-Inquiry Clerks, Call Centre Workers, and Receptionists	164	62	165%
2	Medical Practitioners and Nurses	161	65	148%
3	Sales Assistants and Salespersons	105	47	123%
Launceston and Northeast Tasmania				
1	General-Inquiry Clerks, Call Centre Workers, and Receptionists	76	28	171%
2	Medical Practitioners and Nurses	63	16	294%
3	Sales Assistants and Salespersons	56	20	180%
North West Tasmania				
1	Medical Practitioners and Nurses	69	15	360%
2	General-Inquiry Clerks, Call Centre Workers, and Receptionists	44	16	175%
3	Automotive and Engineering Trades Workers	42	24	75%

APPENDIX 2: DESCRIPTION OF JOBS UNDER EACH OF THE TOP FOUR OCCUPATIONAL CATEGORIES

MEDICAL PRACTITIONERS AND NURSES

Medical Practitioners

Medical Practitioners diagnose physical and mental illnesses, disorders and injuries, provide medical care to patients, and prescribe and perform medical and surgical treatments to promote and restore good health.

Indicative Skill Level:

Occupations in this minor group have a level of skill commensurate with a bachelor degree or higher qualification and one to two years hospital-based training. In some instances at least five years specialist study and training are also required (ANZSCO Skill Level 1).

Tasks Include:

- examining patients to establish the nature of their complaints, and performing and ordering tests, X-rays and other diagnostic procedures
- determining diagnosis based on examination and results of tests
- selecting and administering appropriate treatments and therapies, and advising patients of further treatment options and preventative and therapeutic measures
- prescribing, administering, preparing and dispensing medication and prosthetic and corrective devices
- monitoring patients' progress and response to treatment
- recording patients' illnesses, treatment given and patients' responses and progress
- advising on diet, exercise and other measures to prevent and aid treatment of diseases and disorders

Subcategories:

- 2531 General Practitioners and Resident Medical Officers
- 2532 Anaesthetists
- 2533 Specialist Physicians
- 2534 Psychiatrists
- 2535 Surgeons
- 2539 Other Medical Practitioners

Nurse

Midwifery and Nursing Professionals provide care to mothers and their babies, the elderly, and physically and mentally ill patients in hospitals, nursing homes, medical centres and the community; provide clinical education to midwives and nurses; conduct research into clinical nursing practice; and manage health service units and sub-units.

Indicative Skill Level:

Occupations in this minor group have a level of skill commensurate with a bachelor degree or higher qualification. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification (ANZSCO Skill Level 1).

Tasks Include:

- assisting in examining patients, administering prescribed treatment, monitoring patients' progress, and facilitating lifestyle options and treatment plans in conjunction with patients' families, other carers and the community
- evaluating nurses' ongoing educational needs and planning relevant syllabus structures
- directing and controlling the allocation of human and material resources for a health service unit such as recruiting staff, human resource management, preparing budgets and financial management
- providing care and management of pregnancy and birth
- undertaking and promoting nursing and interdisciplinary research projects, and promoting uptake of findings into clinical nursing practice and patient management

Subcategories:

- 2531 General Practitioners and Resident Medical Officers
- 2532 Anaesthetists
- 2533 Specialist Physicians
- 2534 Psychiatrists
- 2535 Surgeons
- 2539 Other Medical Practitioners

CARERS AND AIDES

Carers and Aides provide basic care, supervision and other support services to individuals for the enhancement of their education, health, welfare and comfort.

Indicative Skill Level:

Most occupations in this sub-major group have a level of skill commensurate with the qualifications and experience outlined below.

- AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV or at least three years of relevant experience (ANZSCO Skill Level 3); or
- AQF Certificate II or III, or at least one year of relevant experience (ANZSCO Skill Level 4)

Tasks Include:

- planning, conducting and participating in educational and recreational activities to encourage the physical, social, emotional and intellectual development of children
- supervising children in recreational activities
- preparing and distributing educational aids
- assisting children with intellectual, physical and behavioural difficulties with their academic studies
- assisting Professionals in the provision of care and support to aged and disabled persons, patients in hospitals, clinics and nursing homes, and children in residential care establishments
- assisting patients and clients with personal care needs, rehabilitative exercises and providing emotional support

Subcategories:

- 421 Child Carers
- 422 Education Aides
- 423 Personal Carers and Assistants

GENERAL-INQUIRY CLERKS, CALL CENTRE WORKERS AND RECEPTIONISTS

Inquiry Clerks and Receptionists respond to requests for information, and receive and greet people.

Indicative Skill Level:

Most occupations in this sub-major group have a level of skill commensurate with the qualifications and experience outlined below.

- AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV, or at least three years of relevant experience (ANZSCO Skill Level 3); or
- AQF Certificate II or III, or at least one year of relevant experience (ANZSCO Skill Level 4)

Tasks Include:

- answering customer inquiries for information about the organisation and the goods and services it offers
- resolving customer complaints and problems with goods and services provided
- recording information about inquiries and complaints
- greeting and welcoming visitors, and directing them to the appropriate person
- arranging and recording details of appointments
- answering, connecting and transferring telephone calls

Subcategories:

- 541 Call or Contact Centre Information Clerks
- 542 Receptionists

SALES ASSISTANTS AND SALESPERSONS

Sales Assistants and Salespersons sell a range of goods and services directly to the public on behalf of retail and wholesale establishments.

Indicative Skill Level:

Most occupations in this sub-major group have a level of skill commensurate with the qualifications and experience outlined below.

In Australia:

- AQF Certificate II or III, or at least one year of relevant experience (ANZSCO Skill Level 4); or
- AQF Certificate I, or compulsory secondary education (ANZSCO Skill Level 5)

Tasks Include:

- determining customer requirements and advising on product range, price, delivery, warranties and product use and care
- demonstrating and explaining to customers the establishments goods and services
- selling goods and services
- accepting payment for goods and services by a variety of payment methods and preparing sales invoices
- assisting with the ongoing management of stock such as product inventories and participating in stocktakes
- stacking and displaying goods for sale, and wrapping and packing goods sold

Subcategories:

- 6211 Sales Assistants (General)
- 6212 ICT Sales Assistants
- 6213 Motor Vehicle and Vehicle Parts Salespersons
- 6214 Pharmacy Sales Assistants
- 6215 Retail Supervisors
- 6216 Service Station Attendants
- 6217 Street Vendors and Related Salespersons
- 6219 Other Sales Assistants and Salespersons

Australian and New Zealand Standard Classification of Occupations (ANZSCO)

APPENDIX 3: OCCUPATION GROUP IN IVI

	Occupation number	Occupation group title
Managers	11	Chief Executives, Managing Directors & Legislators
	12	Farmers and Farm Managers
	14	Hospitality, Retail and Service Managers
	1A	Corporate Managers
	1B	Construction, Production and Distribution Managers
	1C	Health, Education, ICT and Other Managers
Professionals	21	Arts and Media Professionals
	24	Education Professionals
	26	ICT Professionals
	27	Legal, Social and Welfare Professionals
	2A	Business, Finance and Human Resource Professionals
	2B	Information Professionals
	2C	Sales, Marketing & Public Relations Professionals
	2D	Transport and Design Professionals, and Architects
	2E	Engineers
	2F	Science Professionals and Veterinarians
	2G	Health Diagnostic and Therapy Professionals
	2H	Medical Practitioners and Nurses
Technicians and Trade Workers	31	Engineering, ICT and Science Technicians
	32	Automotive and Engineering Trades Workers
	33	Construction Trades Workers
	34	Electrotechnology and Telecommunications Trades Workers
	35	Food Trades Workers
	36	Skilled Animal and Horticultural Workers
	3A	Hairdressers, Printing, Clothing and Wood Trades Workers
	3B	Jewellers, Arts and Other Trades Workers
Community and Personal Service Workers	41	Health and Welfare Support Workers
	42	Carers and Aides
	43	Hospitality Workers
	44	Protective Service Workers
	45	Sports, Travel and Personal Service Workers
Clerical and Administrative Workers	55	Numerical Clerks
	56	Clerical and Office Support Workers
	59	Other Clerical and Administrative Workers
	5A	Office Managers, Administrators and Secretaries
	5B	General-Inquiry Clerks, Call Centre Workers, and Receptionists
Sales Workers	61	Sales Representatives and Agents
	62	Sales Assistants and Salespersons
	63	Sales Support Workers
Machinery Operators and Drivers	71	Machine and Stationary Plant Operators
	72	Mobile Plant Operators
	7A	Drivers and Storepersons
Labourers	81	Cleaners and Laundry Workers
	82	Construction and Mining Labourers
	83	Factory Process Workers
	84	Farm, Forestry and Garden Workers
	85	Food Preparation Assistants
	89	Other Labourers

APPENDIX 4: ECONOMIC IMPACT MODELLING

Notes on the economic modelling:

- The full economic impact (such as contribution to GDP) of filling these roles has not been modelled. These economic impact calculations utilise Industry Value Added sourced from the Australian Bureau of Statistics. IVA is a measure of industry activity and has been used in this instance to calculate the initial economic activity level. Importantly, IVA is distinct from GDP and GVA (gross value added), which incorporates adjustments for prices, taxes, subsidies and intermediary services.
- The calculations utilise national average metrics. IVA and average earnings of the occupations are not specific to regional Australia.
- The indicative economic activity did not extend to occupations and industries dominated by the public sector – such as the contribution of healthcare professionals working in the public healthcare system. However, healthcare professionals working in the private sector have been included.
- It is assumed that 1/3 of Medical Practitioners and Nurses work in the private healthcare sector and thus incorporated into the IVA modelling. The IVA of the public healthcare sector (which is assumed to account for 2/3 of vacancies) has not been incorporated.
- The 11,690 jobs enabled by filling the childcare vacancies utilise the average weekly ordinary time earnings for full-time adults of \$1,807.70 for November 2022 as per the Australian Bureau of Statistics. It is assumed that the 11,690 parents/guardians now able to enter the workforce move from full-time caring responsibilities (unemployment) to full-time work.
- The filling of the 22,050 roles is a hypothetical scenario involving the international migration of 22,050 suitably qualified migrants. It does not examine the internal migration of workers and any subsequent net impacts on the Australian economy.
- Data sources:
 - Australian Bureau of Statistics. (2020-21). Australian Industry. ABS. <https://www.abs.gov.au/statistics/industry/industry-overview/australian-industry/latest-release>.
 - Jobs and Skills Australia. (2022-23). Internet Vacancy Index. Internet Vacancy Index | Jobs and Skills Australia.
 - Jobs and Skills Australia Labour Market Insights. (2022-23). Occupation Profiles. Occupation Profiles | Labour Market Insights.

APPENDIX 5: REGIONAL IVI RANKINGS

STATE	REGION	Dec-22	V Dec 2021	V Dec 2017
ACT	Act Total	7,335	10%	46%
QLD	Far North QLD	6,542	17%	68%
QLD	Gold Coast	6,535	13%	85%
NSW	Newcastle and Hunter	6,026	10%	88%
QLD	Central QLD	4,103	29%	103%
VIC	Bendigo & High Country	4,082	11%	175%
NSW	NSW North Coast	4,069	4%	98%
QLD	Sunshine Coast	3,431	7%	124%
VIC	Geelong and Surf Coast	3,347	12%	118%
VIC	Gippsland	2,895	3%	145%
NSW	Illawarra and South Coast	2,732	-0.01%	112%
QLD	Toowoomba and South West	2,559	25%	105%
NSW	Blue Mountains, Bathurst & Central West NSW	2,384	20%	166%
NSW	Riverina and Murray	2,209	-1%	162%
WA	Goldfields and Southern WA	2,165	6%	81%

WA	Pilbara and Kimberley	2,129	-1%	60%
NSW	Gosford and Central Coast	1,935	3%	6%
TAS	Hobart and Southeast Tas	1,827	9%	123%
WA	Southwest WA	1,404	3%	150%
VIC	Ballarat and Central Highlands	1,361	15%	141%
NSW	Tamworth	1,351	18%	139%
NSW	Dubbo	1,340	-11%	132%
WA	Wimmera and Western Downs	1,191	10%	145%
NSW	Southern Highlands and Snowy	1,187	14%	155%
SA	Fleurieu Peninsula and Murray Mallee	901	11%	139%
TAS	Launceston & Northeast Tas	835	10%	146%
NT	Regional NT	805	-2%	110%
QLD	Outback QLD	708	25%	71%
TAS	North West TAS	651	11%	177%
SA	Port Augusta and Eyre Peninsula	581	14%	128%
SA	Yorke Peninsula and Clare Valley	313	33%	202%

APPENDIX 6: FULL IVILIST

Tables in Appendix 6 show relative changes in the number of vacancies over time. These changes are shown as a ratio comparing the number of vacancies for each occupational grouping as at December 2022 (shown in column Dec 22) against a previous period. The ratio is shown as a positive or negative decimal.

For example, there were 92 vacancies for Arts and Media Professionals in NSW in December 2022. This is an increase of 0.505241 or 50.5241% compared with vacancies for this occupation grouping in December 21. It is an increase of 1.564778 or 156.4778% since December 2017, and an increase of 2.220846 or 220.0846% since December 2012.

Negative values represent a decline in the number of vacancies over the compared periods. For example, there were 492 vacancies in NSW in December 2022 for Business, Finance and Human Resource Professionals. This represents a decline in demand for this occupational grouping since 2021 of -0.06163 or a 6.163% decline. However, the December 2022 vacancies for this occupational grouping have grown in the five years since 2017 at a rate of 0.277679 of 27.7679%. Vacancies for Business, Finance and Human Resource Professionals have increased by 0.488904 since 2012, with the number of vacancies in December 2022 48.8904% higher than in 2012.

NSW DECEMBER 2022 VACANCIES AND 1 YR, 5YR, 10 YR

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Arts and Media Professionals	92	0.505421	1.564778	2.220846
Automotive and Engineering Trades Workers	1,123	0.246304	0.625662	1.771379
Business, Finance and Human Resource Professionals	492	-0.06163	0.277679	0.488904
Carers and Aides	1,964	0.28956	2.431575	4.159365
Chief Executive, Managing Directors and Legislators	68	-0.05094	1.411661	2.306654
Cleaners and Laundry Workers	617	0.723575	1.269599	0.613237
Clerical and office support workers	101	0.081832	0.72727	1.171384
Construction and Mining Labourers	187	0.133057	0.319254	0.931258
Construction Trade Workers	309	-0.0211	0.30154	0.870969
Construction, Production and Distribution Managers	377	0.142819	0.624996	1.257466
Corporate Managers	393	0.002549	0.295282	0.650357
Drivers and Storepersons	769	0.135332	1.014843	0.981951
Education Professionals	480	0.217065	3.059129	6.169256
Electrotechnology and Telecommunications Trades Workers	363	0.09667	0.745188	2.147399
Engineering, ICT and Science Technicians	460	0.038348	0.777358	1.581302
Engineers	470	0.312551	0.873837	0.697947

Factory Process Workers	228	-0.03667	0.850951	0.339218
Farm, Forestry and Garden Workers	195	-0.1357	0.878156	0.205746
Farmers and Farm Managers	62	0.419859	2.049279	5.414339
Food Preparation Assistants	253	0.013368	1.00531	0.375687
Food Trades Workers	713	-0.05184	0.780366	0.848011
General-Inquiry Clerks, Call Centre Workers, and Receptionists	1,683	0.013044	1.260636	1.785862
Hairdressers, Printing, Clothing and Wood Trades Workers	94	-0.07817	0.466316	-0.02075
Health and Welfare Support Workers	420	-0.05618	2.841475	4.62505
Health Diagnostic and Therapy Professionals	827	-0.0236	1.272889	3.42427
Health, Education, ICT and Other Managers	192	-0.1686	1.658943	2.651781
Hospitality Workers	930	0.116942	1.840129	1.178913
Hospitality, Retail and Service Managers	785	0.154412	1.232232	2.408109
ICT Professionals	180	-0.1049	0.241944	1.566671
Information Professionals	115	0.002912	1.163588	3.195222
Jewellers, Arts and Other Trades Workers	144	0.882621	2.28037	5.014126
Legal, Social and Welfare Professionals	988	0.044028	2.218227	4.916162
Machine and Stationary Plant Operators	308	0.105129	0.968098	1.761174
Medical Practitioners and Nurses	1,865	0.038797	2.216099	4.30929
Mobile Plant Operators	286	0.175588	0.763372	1.455606
Numerical Clerks	392	0.016438	0.796646	0.984822
Office Managers, Administrators and Secretaries	333	-0.51198	-0.03946	0.102766
Other Clerical and Administrative Workers	331	-0.06935	1.064453	2.747122
Other Labourers	864	0.094173	0.566504	0.210182
Protective Service Workers	96	0.091243	0.805019	0.471785
Sales Assistants and Salespersons	1,370	-0.05691	0.974066	0.908966
Sales Representatives and Agents	316	-0.03947	0.319886	0.31806
Sales Support Workers	177	0.027134	0.352032	0.432431
Sales, Marketing & Public Relations Professionals	127	-0.04762	0.342775	0.979188
Science Professionals and Veterinarians	191	0.102116	2.125672	0.833362
Skilled Animal and Horticultural Workers	185	0.007263	1.381964	2.343333
Sports, Travel and Personal Service Workers	202	0.120373	1.093448	1.15301
Transport and Design Professionals, and Architects	114	-0.20968	0.355733	1.578901

VIC DECEMBER 2022 VACANCIES AND 1 YR, 5YR, 10 YR

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Arts and Media Professionals	60	0.409411	1.887158	3.837522
Automotive and Engineering Trades Workers	440	0.015371	1.497153	2.269791
Business, Finance and Human Resource Professionals	276	-0.01309	0.648122	1.16449
Carers and Aides	1,095	0.300474	2.67038	6.84007
Chief Executive, Managing Directors and Legislators	48	-0.00689	1.24993	2.512109
Cleaners and Laundry Workers	275	-0.05815	1.735087	0.31111
Clerical and Office Support Workers	51	0.149212	1.655064	2.142708
Construction and Mining Labourers	73	-0.02656	1.135933	1.156853
Constructions Trades Workers	162	-0.17065	0.928583	1.122265
Construction, Production and Distribution Managers	204	0.143927	0.961557	2.731685
Corporate Managers	225	0.209683	0.739689	1.678615
Drivers and Storepersons	341	-0.14524	0.999994	1.124475
Education Professionals	313	0.657852	3.159264	6.580722
Electrotechnology and Telecommunications Trades Workers	122	-0.00816	1.744366	2.067184
Engineering, ICT and Science Technicians	218	-0.01654	1.422222	2.715951

Engineers	115	0.168923	0.209778	0.965892
Factory Process Workers	134	-0.09276	1.386935	0.530533
Farm, Forestry and Garden Workers	151	-0.3126	0.490151	0.313043
Farmers and Farm Managers	59	-0.0737	2.591869	6.33325
Food Preparation Assistants	184	-0.13906	1.884807	0.849003
Food Trades Workers	474	-0.10559	0.733249	1.041608
General-Inquiry Clerks, Call Centre Workers, and Receptionists	980	0.091684	1.663941	2.785084
Hairdressers, Printing, Clothing and Wood Trades Workers	52	-0.1381	0.405432	0.1387
Health and Welfare Support Workers	278	0.1917	2.179357	4.784708
Health Diagnostic and Therapy Professionals	580	0.306074	1.716063	5.330882
Health, Education, ICT and Other Managers	117	0.280006	1.86178	4.028629
Hospitality Workers	471	-0.18933	1.339401	-0.17457
Hospitality, Retail and Service Managers	398	0.092489	1.610505	2.098704
ICT Professionals	112	0.043347	0.746133	1.905165
Information Professionals	86	0.343729	1.835196	4.733716
Jewellers, Arts and Other Trades Workers	70	0.826103	1.916667	6.776914
Legal, Social and Welfare Professionals	629	0.586552	2.489838	6.044799
Machine and Stationary Plant Operators	126	0.218652	1.687957	2.354059
Medical Practitioners and Nurses	1,344	0.582645	2.739323	10.85591
Mobile Plant Operators	129	-0.14726	0.679649	1.713261
Numerical Clerks	222	0.06041	0.900298	1.96444
Office Managers, Administrators and Secretaries	191	0.127703	0.945776	3.484566
Other Clerical and Administrative Workers	169	0.051973	1.090918	3.147593
Other Labourers	388	0.028244	0.84921	0.307522
Protective Service Workers	66	0.335602	0.913462	2.209658
Sales Assistants and Salespersons	785	-0.05611	1.44548	1.317915
Sales Representatives and Agents	134	-0.13949	0.463497	0.616933
Sales Support Workers	90	-0.24302	0.355009	0.759745
Sales, Marketing & Public Relations Professionals	60	-0.14354	0.704771	1.294885
Science Professionals and Veterinarians	86	0.04472	1.855471	3.942422
Skilled Animal and Horticultural Workers	96	-0.1162	1.651318	2.074392
Sports, Travel and Personal Service Workers	119	-0.10723	1.435417	1.753796
Transport and Design Professionals, and Architects	74	0.099015	0.531013	2.217391

QLD DECEMBER 2022 VACANCIES AND 1 YR, 5YR, 10 YR

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Arts and Media Professionals	115	1.0294	1.362998	1.613636
Automotive and Engineering Trades Workers	1,339	0.207031	0.712276	0.762614
Business, Finance and Human Resource Professionals	612	0.222369	0.571919	0.041406
Carers and Aides	1,513	0.160235	1.302232	2.853976
Chief Executive, Managing Directors and Legislators	59	0.017341	0.614658	1.000034
Cleaners and Laundry Workers	610	0.053508	1.177164	0.313485
Clerical and Office Support Workers	95	0.288284	0.798736	0.300001
Construction and Mining Labourers	272	0.354891	0.608269	0.474725
Construction Trades Workers	358	-0.04791	0.344622	0.479997
Construction, Production and Distribution Managers	359	0.170651	0.506296	0.536381
Corporate Managers	471	0.307406	0.541479	0.489459
Drivers and Storepersons	916	0.324977	1.174052	0.4656
Education Professionals	360	0.174994	1.709271	2.151582

Electrotechnology and Telecommunications Trades Workers	506	0.190735	0.678097	0.910574
Engineering, ICT and Science Technicians	499	0.138296	0.508559	0.633585
Engineers	507	0.325197	0.741133	0.123432
Factory Process Workers	241	0.008364	0.997249	0.348878
Farm, Forestry and Garden Workers	235	-0.15852	0.558514	0.249557
Farmers and Farm Managers	36	-0.03539	1.534919	3.037
Food Preparation Assistants	281	0.101957	1.284545	0.364073
Food Trades Workers	765	0.071961	0.776921	0.747141
General-Inquiry Clerks, Call Centre Workers, and Receptionists	1,718	0.128806	0.943794	1.05381
Hairdressers, Printing, Clothing and Wood Trades Workers	146	-0.03103	0.289077	-0.02672
Health and Welfare Support Workers	404	0.248445	1.733605	3.963127
Health Diagnostic and Therapy Professionals	891	0.167321	1.527903	3.513518
Health, Education, ICT and Other Managers	142	0.009461	0.541529	0.750015
Hospitality Workers	890	0.077514	1.252322	0.768722
Hospitality, Retail and Service Managers	764	0.285314	1.084545	1.071366
ICT Professionals	187	0.038961	0.238938	1.323636
Information Professionals	84	0.240191	0.664489	1.581596
Jewellers, Arts and Other Trades Workers	150	0.88703	1.836491	2.921791
Legal, Social and Welfare Professionals	719	0.205144	1.343492	3.060266
Machine and Stationary Plant Operators	438	0.246683	0.728947	0.496585
Medical Practitioners and Nurses	1,552	0.316459	1.500003	3.387367
Mobile Plant Operators	431	0.518215	0.750675	0.673568
Numerical Clerks	417	0.121079	0.819507	0.617082
Office Managers, Administrators and Secretaries	342	0.077814	0.331165	0.507348
Other Clerical and Administrative Workers	421	0.209965	1.131757	1.403806
Other Labourers	904	0.235081	0.430607	0.151657
Protective Service Workers	116	0.048335	0.515275	0.489268
Sales Assistants and Salespersons	1,433	0.087529	1.037442	0.526635
Sales Representatives and Agents	414	0.158731	0.547385	0.254803
Sales Support Workers	169	0.159815	0.149322	-0.12715
Sales, Marketing & Public Relations Professionals	168	0.174419	0.816556	1.036253
Science Professionals and Veterinarians	166	0.174943	1.776526	0.474772
Skilled Animal and Horticultural Workers	183	0.141375	1.018375	1.071706
Sports, Travel and Personal Service Workers	241	0.331497	0.528554	0.635757
Transport and Design Professionals, and Architects	139	-0.07964	0.469984	0.032271

SA DECEMBER 2022 VACANCIES AND 1 YR, 5YR, 10 YR

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Arts and Media Professionals	9	-0.03568	1.70027	4.39892
Automotive and Engineering Trades Workers	131	0.479255	1.390235	1.49679
Business, Finance and Human Resource Professionals	26	0.05404	0.344851	0.949903
Carers and Aides	121	0.076917	3.136399	3.08983
Chief Executive, Managing Directors and Legislators	4	-0.49994	1	3.004004
Cleaners and Laundry Workers	49	0.21665	1.393449	1.222876
Clerical and Office Support Workers	10	0.11538	8.667	0.812676
Construction and Mining Labourers	16	-0.03918	0.166714	0.400017
Construction Trades workers	16	-0.02081	1.04343	1.473867
Construction, Production and Distribution Managers	33	0.689702	0.580712	2.920197
Corporate Managers	34	0.397279	1.487744	2.40034

Drivers and Storepersons	45	0.505612	1.126899	-0.06944
Education Professionals	10	-0.26193	2.874391	1.58325
Electrotechnology and Telecommunications Trades Workers	41	-0.03176	0.936524	1.17855
Engineering, ICT and Science Technicians	32	0.043468	1.666583	2.000094
Engineers	25	0.415148	0.442335	0.339334
Factory Process Workers	24	-0.1125	0.47928	-0.33643
Farm, Forestry and Garden Workers	38	-0.11717	0.34525	-0.21529
Farmers and Farm Managers	19	0.208313	1.071245	4.273595
Food Preparation Assistants	20	0.404786	1.185222	0.017276
Food Trades Workers	46	-0.04863	0.670728	0.383776
General-Inquiry Clerks, Call Centre Workers, and Receptionists	105	-0.12708	1.655431	0.880946
Hairdressers, Printing, Clothing and Wood Trades Workers	3	-0.49991	0.59988	-0.2727
Health and Welfare Support Workers	47	-0.15477	1.406844	6.474025
Health Diagnostic and Therapy Professionals	79	0.227986	2.118339	3.016881
Health, Education, ICT and Other Managers	12	0.333222	1.11772	3.499063
Hospitality Workers	51	0.429893	2.731616	0.514836
Hospitality, Retail and Service Managers	50	0.21142	1.191159	1.811446
ICT Professionals	4	-0.15393	10.00901	1.750188
Information Professionals	6	0.727769	0.187699	8.510511
Jewellers, Arts and Other Trades Workers	8	0.562535	2.125656	1.777667
Legal, Social and Welfare Professionals	66	0.228389	2.31665	2.55368
Machine and Stationary Plant Operators	30	-0.08248	0.893598	0.679232
Medical Practitioners and Nurses	205	0.457335	4.491094	9.081587
Mobile Plant Operators	31	0.803941	0.508238	0.672685
Numerical Clerks	19	-0.35229	0.425036	1.111111
Office Managers, Administrators and Secretaries	20	0.196059	1.904299	2.210643
Other Clerical and Administrative Workers	21	0.333313	2.999438	5.39862
Other Labourers	90	0.273579	1.432432	0.071429
Protective Service Workers	9	0.238143	2.250938	0.85748
Sales Assistants and Salespersons	95	0.096162	1.355391	0.192479
Sales Representatives and Agents	12	-0.21274	0.423263	-0.05123
Sales Support Workers	23	-0.04106	0.428641	0.060636
Sales, Marketing & Public Relations Professionals	4	-0.29416	1.40096	4
Science Professionals and Veterinarians	12	-0.05131	0.370333	1.642597
Skilled Animal and Horticultural Workers	12	0.1667	2.182488	0.750225
Sports, Travel and Personal Service Workers	28	1.243331	2.609053	4.928219
Transport and Design Professionals, and Architects	6	-0.45166	0.888667	1.833

WA DECEMBER 2022 VACANCIES AND 1 YR, 5YR, 10 YR

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Arts and Media Professionals	12	-0.1428	0.28576	-0.50684
Automotive and Engineering Trades Workers	665	0.049449	0.373967	-0.01869
Business, Finance and Human Resource Professionals	111	0.009109	0.897142	0.52292
Carers and Aides	174	-0.09201	1.283848	2.005793
Chief Executive, Managing Directors and Legislators	21	0.431786	0.909091	2.31544
Cleaners and Laundry Workers	109	-0.25741	2.260013	0.46844
Clerical and Office Support Workers	26	0.375067	1.851889	0.638284
Construction and Mining Labourers	105	-0.06269	0.433795	0.009646
Construction Trades Workers	95	-0.03402	0.753074	1.119372

Construction, Production and Distribution Managers	80	-0.11397	0.41765	-0.37726
Corporate Managers	68	-0.14346	0.115384	0.085573
Drivers and Storepersons	247	0.048021	0.529901	0.627191
Education Professionals	95	1.590886	3.52381	8.828264
Electrotechnology and Telecommunications Trades Workers	188	-0.04722	0.691619	-0.29109
Engineering, ICT and Science Technicians	157	-0.03484	0.764034	-0.17945
Engineers	272	-0.02512	0.479128	-0.40856
Factory Process Workers	43	-0.20989	2.36828	0.1852
Farm, Forestry and Garden Workers	58	0.253603	1.621227	1.135815
Farmers and Farm Managers	25	0.666778	2.00012	3.999
Food Preparation Assistants	38	0.130021	1.973867	0.284117
Food Trades Workers	144	-0.03131	0.519305	0.84257
General-Inquiry Clerks, Call Centre Workers, and Receptionists	322	0.034222	1.466828	1.084045
Hairdressers, Printing, Clothing and Wood Trades Workers	23	0.228117	1.257887	1.499786
Health and Welfare Support Workers	105	0.371176	2.413096	3.830887
Health Diagnostic and Therapy Professionals	152	-0.03586	1.48372	0.446213
Health, Education, ICT and Other Managers	41	0.782686	2.617753	0.66214
Hospitality Workers	139	0.287916	2.714202	1.868912
Hospitality, Retail and Service Managers	168	0.10792	0.890963	1.206132
ICT Professionals	19	-0.19442	0.487231	0.318197
Information Professionals	23	0.794846	2.181484	1.1874
Jewellers, Arts and Other Trades Workers	53	1.484414	4.888889	5.115855
Legal, Social and Welfare Professionals	150	0.044074	1.743867	3.891219
Machine and Stationary Plant Operators	217	-0.19605	0.147888	-0.00761
Medical Practitioners and Nurses	350	0.146449	1.731773	2.828485
Mobile Plant Operators	179	0.154839	0.24884	-0.2103
Numerical Clerks	80	0.004167	0.777756	0.348305
Office Managers, Administrators and Secretaries	69	0.019603	1.059376	0.395957
Other Clerical and Administrative Workers	58	-0.05979	0.965909	0.383973
Other Labourers	188	-0.1146	0.528443	-0.1215
Protective Service Workers	36	0.018701	2.303391	1.270875
Sales Assistants and Salespersons	254	-0.11409	1.408229	1.205791
Sales Representatives and Agents	46	0.289708	0.266067	0.095238
Sales Support Workers	41	0.137585	0.512201	0.549968
Sales, Marketing & Public Relations Professionals	23	0.743615	0.700068	1.615322
Science Professionals and Veterinarians	87	-0.25073	0.710502	-0.32643
Skilled Animal and Horticultural Workers	38	0.03635	1.19235	2.166667
Sports, Travel and Personal Service Workers	46	0.544467	1.895875	1.527355
Transport and Design Professionals, and Architects	59	0.113925	1.378319	-0.2143

TAS DECEMBER 2022 VACANCIES AND 1 YR, 5YR, 10 YR

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Arts and Media Professionals	21	0.549873	3.428112	2.875117
Automotive and Engineering Trades Workers	115	-0.01429	0.500013	1.875
Business, Finance and Human Resource Professionals	91	-0.09029	0.971022	0.83782
Carers and Aides	142	0.145553	1.213531	2.455184
Chief Executive, Managing Directors and Legislators	15	0.022774	0.153846	0.799856
Cleaners and Laundry Workers	69	0.17613	1.797259	0.078125
Clerical and Office Support Workers	13	0.081083	1.499625	0.24993

Construction and Mining Labourers	29	0.060216	2.259222	0.955533
Construction Trades Workers	37	-0.30817	1.115322	0.692297
Construction, Production and Distribution Managers	68	0.387755	1.914202	2.344153
Corporate Managers	98	0.147852	0.787873	1.633943
Drivers and Storepersons	101	-0.06461	1.643519	0.747138
Education Professionals	32	-0.03027	2.096671	2.096671
Electrotechnology and Telecommunications Trades Workers	45	0.022704	1.25	1.045548
Engineering, ICT and Science Technicians	78	-0.10729	0.991436	2.065803
Engineers	67	0.195285	2.206228	0.474456
Factory Process Workers	41	0.099081	2.485856	0.232303
Farm, Forestry and Garden Workers	38	-0.20977	0.637696	0.614323
Farmers and Farm Managers	16	2.356975	1.473476	16
Food Preparation Assistants	24	-0.04058	1.15165	-0.23658
Food Trades Workers	88	-0.01488	0.531777	0.193689
General-Inquiry Clerks, Call Centre Workers, and Receptionists	284	0.12105	1.679245	1.937921
Hairdressers, Printing, Clothing and Wood Trades Workers	14	0.343896	1.687793	0.023857
Health and Welfare Support Workers	46	-0.00714	1.278759	1.896056
Health Diagnostic and Therapy Professionals	152	0.229115	1.941936	4.302299
Health, Education, ICT and Other Managers	30	0.072288	1.34207	1.9667
Hospitality Workers	125	0.213592	2.099199	0.54958
Hospitality, Retail and Service Managers	96	0.120607	1.013951	2.06383
ICT Professionals	54	-0.11539	0.98763	1.728733
Information Professionals	34	0.030581	2.3666	2.740251
Jewellers, Arts and Other Trades Workers	24	0.314851	2.736344	5.453777
Legal, Social and Welfare Professionals	145	0.345676	2.858364	3.79125
Machine and Stationary Plant Operators	36	0.285714	1.634275	1.117647
Medical Practitioners and Nurses	293	0.097504	2.017217	4.353632
Mobile Plant Operators	42	0.453483	1.717472	0.984048
Numerical Clerks	58	0.107582	1.91665	1.083396
Office Managers, Administrators and Secretaries	54	0.124116	0.873487	1.295825
Other Clerical and Administrative Workers	57	0.055556	1.342498	2.5625
Other Labourers	104	0.354974	1.745605	0.262088
Protective Service Workers	32	0.24998	2.653744	0.484414
Sales Assistants and Salespersons	195	0.193873	1.52153	0.799989
Sales Representatives and Agents	51	-0.05002	0.853657	0.670326
Sales Support Workers	28	-0.19049	-0.25439	0.024072
Sales, Marketing & Public Relations Professionals	23	-0.18607	0.206838	1.692476
Science Professionals and Veterinarians	24	-0.08749	1.517224	1.607028
Skilled Animal and Horticultural Workers	19	-0.08062	3.383941	2.000158
Sports, Travel and Personal Service Workers	43	0.194444	1.480817	1.224176
Transport and Design Professionals, and Architects	22	-0.0833	0.941234	1.75

NT DECEMBER 2022 VACANCIES AND 1 YR, 5YR, 10 YR

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Arts and Media Professionals	12	0.591027	1.058761	0.207014
Automotive and Engineering Trades Workers	161	0.090291	0.588821	0.372163
Business, Finance and Human Resource Professionals	69	0.05909	0.344165	-0.278748
Carers and Aides	154	0.24528	1.169014	0.286904
Chief Executive, Managing Directors and Legislators	22	0.222222	0.783687	0.137951

Cleaners and Laundry Workers	46	-0.19882	0.161035	-0.45635
Clerical and Office Support Workers	15	-0.33332	0.629667	-0.38028
Construction and Mining Labourers	21	-0.34044	-0.1622	-0.24395
Construction Trade Workers	41	-0.30898	0.41785	-0.01087
Construction, Production and Distribution Managers	69	-0.05505	0.514691	0.170474
Corporate Managers	84	0.135748	0.342242	0.120522
Drivers and Storepersons	88	-0.14563	0.306918	-0.32133
Education Professionals	44	-0.07637	1.55778	0.07259
Electrotechnology and Telecommunications Trades Workers	73	0.013889	0.44078	0.209951
Engineering, ICT and Science Technicians	50	-0.09696	0.273513	-0.22395
Engineers	80	0.257887	0.659729	-0.05904
Factory Process Workers	11	0.700015	0.359971	-0.20924
Farm, Forestry and Garden Workers	14	0	-0.24563	-6.9764
Farmers and Farm Managers	3	-0.4668	1.666	0.142735
Food Preparation Assistants	8	-0.46667	-0.22586	-0.54718
Food Trades Workers	47	-0.22405	0.173526	-0.33019
General-Inquiry Clerks, Call Centre Workers, and Receptionists	195	-0.07448	0.654389	-0.15971
Hairdressers, Printing, Clothing and Wood Trades Workers	16	0.088933	1.722333	0.324307
Health and Welfare Support Workers	49	-0.10842	0.044212	0.0571722
Health Diagnostic and Therapy Professionals	117	0.361871	1.147201	0.804104
Health, Education, ICT and Other Managers	40	0.214321	0.98335	0.48755
Hospitality Workers	47	0.009458	1.029918	-0.25134
Hospitality, Retail and Service Managers	102	0.112315	0.607316	0.401822
ICT Professionals	40	-0.17125	0.6351	0.983623
Information Professionals	28	0.077924	1.593606	0.886275
Jewellers, Arts and Other Trades Workers	15	0.27775	2.0666	0.352832
Legal, Social and Welfare Professionals	155	0.350722	1.29555	0.856585
Machine and Stationary Plant Operators	29	-0.11225	0.500026	-0.163445
Medical Practitioners and Nurses	215	0.137809	0.559321	0.260278
Mobile Plant Operators	49	0.574474	0.849964	-0.24103
Numerical Clerks	37	-0.18977	0.037373	-0.4
Office Managers, Administrators and Secretaries	59	0.16037	0.471103	-0.043
Other Clerical and Administrative Workers	41	-0.04651	0.64	-0.13382
Other Labourers	70	-0.1804	0.148334	-0.53659
Protective Service Workers	27	0.06664	0.538364	0.095878
Sales Assistants and Salespersons	119	-0.16432	0.374499	-0.19457
Sales Representatives and Agents	33	0.162806	0.176473	-0.36307
Sales Support Workers	21	0.291625	0.40911	-0.20515
Sales, Marketing & Public Relations Professionals	20	-0.07577	0.386309	0.219956
Science Professionals and Veterinarians	38	0.52	2.4545	0.99987
Skilled Animal and Horticultural Workers	22	-0.17501	1.538657	-0.27474
Sports, Travel and Personal Service Workers	34	0.311684	0.942252	-0.11403
Transport and Design Professionals, and Architects	21	-0.19231	0.46515	-0.466097

ACT DECEMBER 2022 VACANCIES AND 1 YR, 5YR, 10 YR

Occupation Group	Dec 22	V Dec 21	V Dec 17	V Dec 12
Arts and Media Professionals	67	0.099	1.38	0.90
Automotive and Engineering Trades Workers	106	0.314	2.35	2.35
Business, Finance and Human Resource Professionals	283	0.132	4.19	0.45
Carers and Aides	253	0.102	0.79	1.01
Chief Executive, Managing Directors and Legislators	53	0.37	1.16	2.04
Cleaners and Laundry Workers	67	0.116	1.22	1.15
Clerical and Office Support Workers	28	0.313	0.58	0.65
Construction and Mining Labourers	25	-0.361	-0.01	0.95
Construction Trades Workers	73	-0.272	0.07	3.23
Construction, Production and Distribution Managers	299	-0.011	0.29	1.82
Corporate Managers	428	0.471	1.37	2.00
Drivers and Storepersons	88	-0.011	0.31	1.74
Education Professionals	149	0.931	2.66	3.55
Electrotechnology and Telecommunications Trades Workers	61	-0.197	-0.31	0.42
Engineering, ICT and Science Technicians	153	-0.125	-0.03	0.39
Engineers	100	0.740	0.24	0.26
Factory Process Workers	58	-0.163	-0.22	0.35
Farm, Forestry and Garden Workers	19	0.706	0.66	5.44
Farmers and Farm Managers	1	0.000	-0.40	2.00
Food Preparation Assistants	34	0.202	0.80	0.91
Food Trades Workers	105	0.068	0.33	1.17
General-Inquiry Clerks, Call Centre Workers, and Receptionists	654	0.049	0.80	1.80
Hairdressers, Printing, Clothing and Wood Trades Workers	31	0.148	0.75	1.58
Health and Welfare Support Workers	54	0.397	2.06	3.76
Health Diagnostic and Therapy Professionals	198	0.526	0.92	2.99
Health, Education, ICT and Other Managers	85	-0.038	0.74	1.05
Hospitality Workers	195	0.196	1.41	3.25
Hospitality, Retail and Service Managers	216	0.196	0.51	0.48
ICT Professionals	904	-0.157	0.01	0.59
Information Professionals	247	0.001	0.79	2.84
Jewellers, Arts and Other Trades Workers	57	0.478	3.25	9.63
Legal, Social and Welfare Professionals	282	0.099	0.10	2.23
Machine and Stationary Plant Operators	22	0.585	0.51	3.33
Medical Practitioners and Nurses	343	0.794	1.95	3.95
Mobile Plant Operators	24	-0.099	-0.03	1.03
Numerical Clerks	149	-0.030	0.32	0.74
Office Managers, Administrators and Secretaries	278	0.157	0.31	0.88
Other Clerical and Administrative Workers	165	0.138	0.78	2.15
Other Labourers	96	-0.091	-0.16	0.17
Protective Service Workers	122	0.612	1.73	3.69
Sales Assistants and Salespersons	277	0.194	0.40	0.39
Sales Representatives and Agents	90	0.004	-0.05	0.32
Sales Support Workers	34	0.031	0.19	0.10
Sales, Marketing & Public Relations Professionals	134	0.104	0.41	1.72
Science Professionals and Veterinarians	40	-0.024	1.31	2.24
Skilled Animal and Horticultural Workers	40	-0.048	0.38	1.12
Sports, Travel and Personal Service Workers	59	0.211	0.47	0.80
Transport and Design Professionals, and Architects	86	-0.243	-0.25	0.53

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Key RAI documents referred to throughout this report

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Regional Movers Index - Regional Movers Index (regionalaustralia.org.au)

Maranoa and Western Downs Childcare Study - Maranoa and Western Downs Childcare Study.pdf

RAI MEMBERS

The RAI has an extensive network of businesses and organisations through its membership programs – The Regional Australia Council and the Regional Activators Alliance.

These vast membership networks provide the RAI with a unique understanding of the employment issues impacting the jobs and skills market throughout regional Australia. The following organisation make up the membership organisations associated with the RAI through both the Regional Australia Council and the Regional Activators Alliance.





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