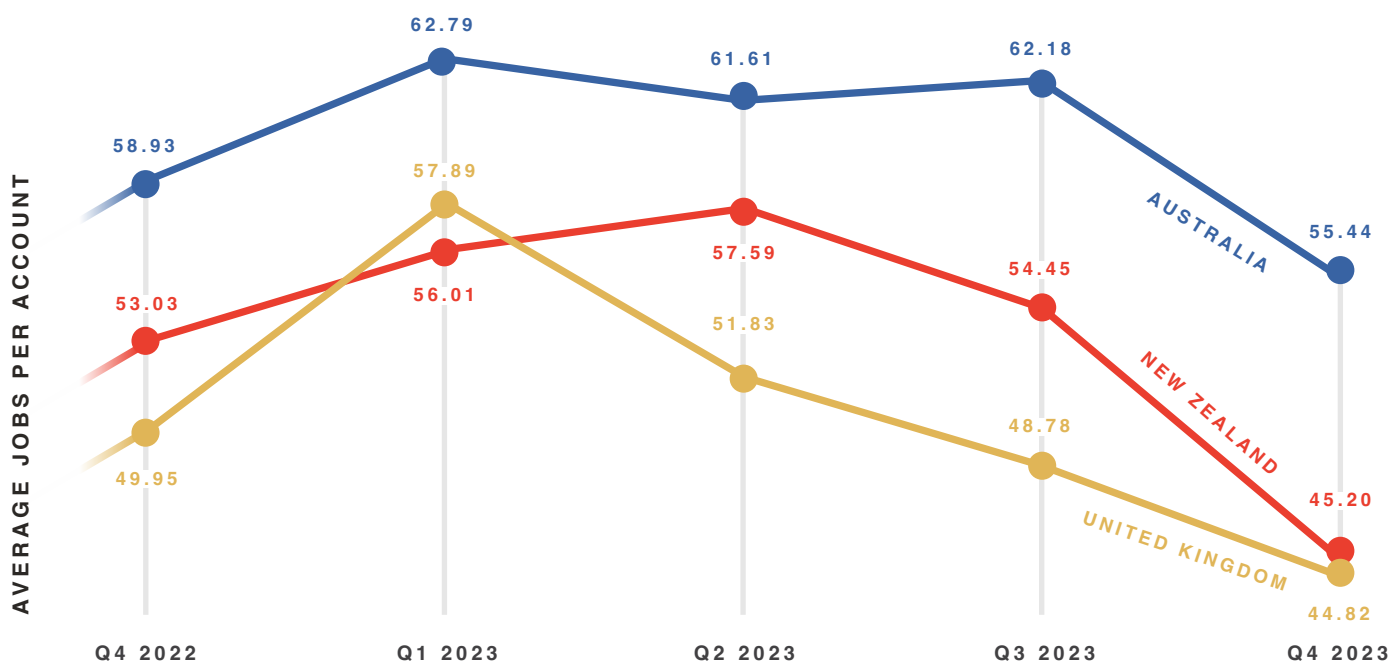


# The search<sup>Q</sup> Report

Marlborough, Nelson & Tasman Labour Market

## The 2023 Dip



As we begin 2024, the global labour market continues to offer differing narratives. Jobadder recruitment software has tracked the average volume of vacancies posted by agencies across New Zealand, Australia, and UK for 2023 – you can view this data on the graph below.

Since this data, the Australian labour market has significantly reduced in activity, and the UK is now in recession!

As for New Zealand, our government projects 5% unemployment in 2024 which, coupled with recent positive net migration stats, hides the biggest issue facing the New Zealand labour market – continued shortages of skilled and qualified talent.

### Search Averages '24

Our current recruitment stats taken from January to March:

3.14

Number of candidate interviews required to appoint position

7.8

New job vacancies per month

89%

Appointment to vacancies



## Attraction & Retention

One of the top talent concerns facing employers is **staff attraction and retention**. Companies are swiftly realising the importance of reviewing and enhancing their employer value propositions – extras such as meaningful benefits, health and wellbeing initiatives, increased leave options, sign-on bonuses, and hybrid work weeks are becoming commonplace across the employment landscape.

Recent surveys show that 79% of employees reported they would be more likely to stay with an employer because of their benefits program. Worth putting some thought into if you're looking to foster happy and healthy employees.



*Tania McCaa*

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Marlborough/Nelson/Tasman

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### Key & Senior Appointments

**Dry Food NZ**  
Operations Manager

**Spring Creek Vintners**  
Engineering Manager

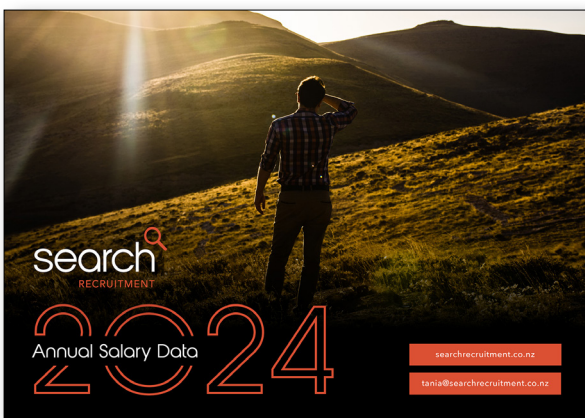
**OneFortyOne NZ**  
Accounting Manager

**Blenheim Toyota**  
Branch Manager

**Kaituna Sawmill**  
HR Manager

### Top 4 Skill Shortages

- 1 Accountants
- 2 HR Managers/ Advisors
- 3 Payroll
- 4 Export Doc Controllers



## Annual Salary Data 2024

It's here! To request your copy of the report, [click here](#).

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