

Spotlight: Employers who hired a jobless applicant

Earlier this year preliminary results were presented on the types of jobs for which employers hire jobless applicants (featured in the March 2022 Recruitment Insights Report). This month's Spotlight provides an update on this topic using data collected over the 12 months to November 2022.

Key points

- Some 44% of employers who recently filled vacancies hired at least one jobless applicant.
 - For 29% of employers, all new hires were jobless. The remaining 15% hired a mix of jobless and employed applicants.
- Employers were far more likely to hire jobless applicants for lower skilled positions than for higher skilled positions.
 - Casual and part-time positions were much more likely to be filled with jobless applicants than non-casual full-time positions. This was true for both higher skilled and lower skilled positions.
- Employers were most likely to hire jobless applicants in the Accommodation and Food Services or Retail Trade industries, or when recruiting for Labourers or Sales Workers.
 - Cleaners and Laundry Workers (73%), Hospitality Workers (67%) and Factory Process Workers (67%) were the specific occupation groups for which jobless applicants were most likely to be hired.
- Employers who hired jobless applicants had some different recruitment practices to those who hired employed applicants. This trend was prominent for particular occupation groups:
 - When recruiting for Sales Workers, employers who hired jobless applicants were more likely put a sign in their shop window and consider job seekers who approached the business.
 - When recruiting for Machinery Operators and Drivers, employers who hired jobless applicants were far more likely to use recruitment or employment agencies.

Overall results¹

44% of employers who recently filled vacancies hired at least one jobless applicant. All new hires were jobless for 29% of employers, while 15% of employers hired a mixture of jobless applicants and employed applicants. For the remaining employers (56%), all recently hired applicants were employed.



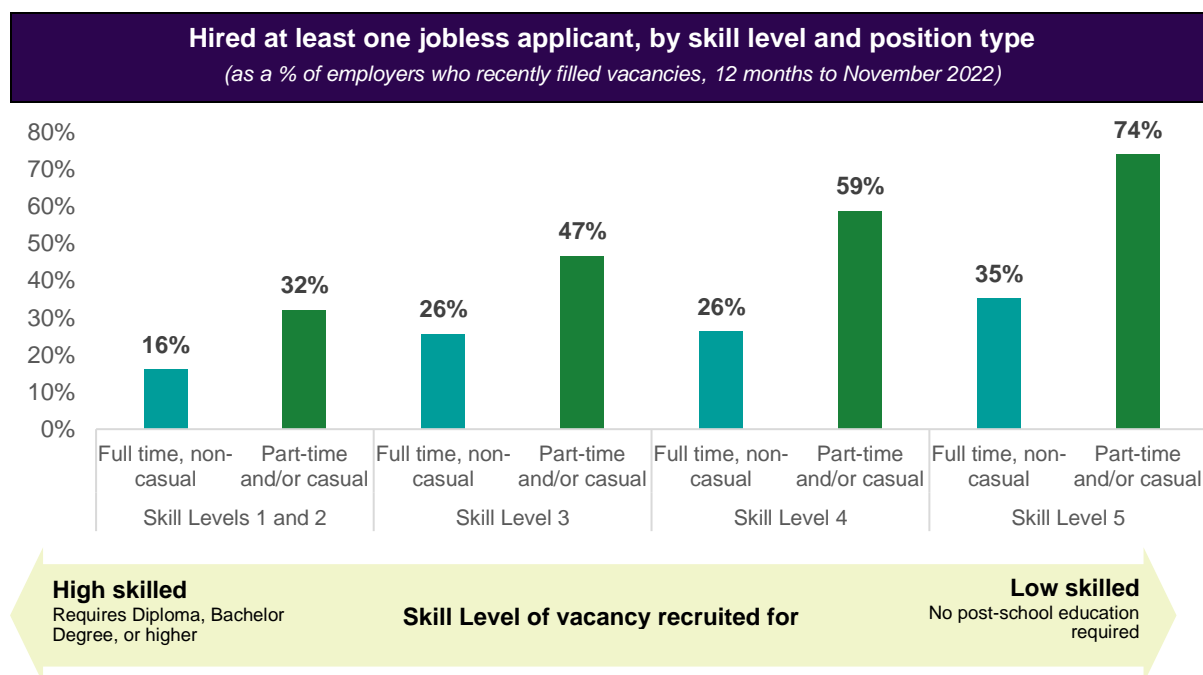
¹ Note: As with most other REOS indicators, the proportions presented in this Spotlight exclude 'unsure' responses. However, this question received a notably high proportion of 'unsure' responses (18% of employers who were asked the question were 'unsure'). These results should therefore be treated with a degree of caution.

By skill level and type of position

The skill level of the position had a strong influence on whether a jobless applicant was hired. Only 21% of employers who recently filled Skill Level 1 and 2 positions² hired a jobless applicant, while for Skill Level 5 positions, more than two thirds (68%) hired a jobless applicant.



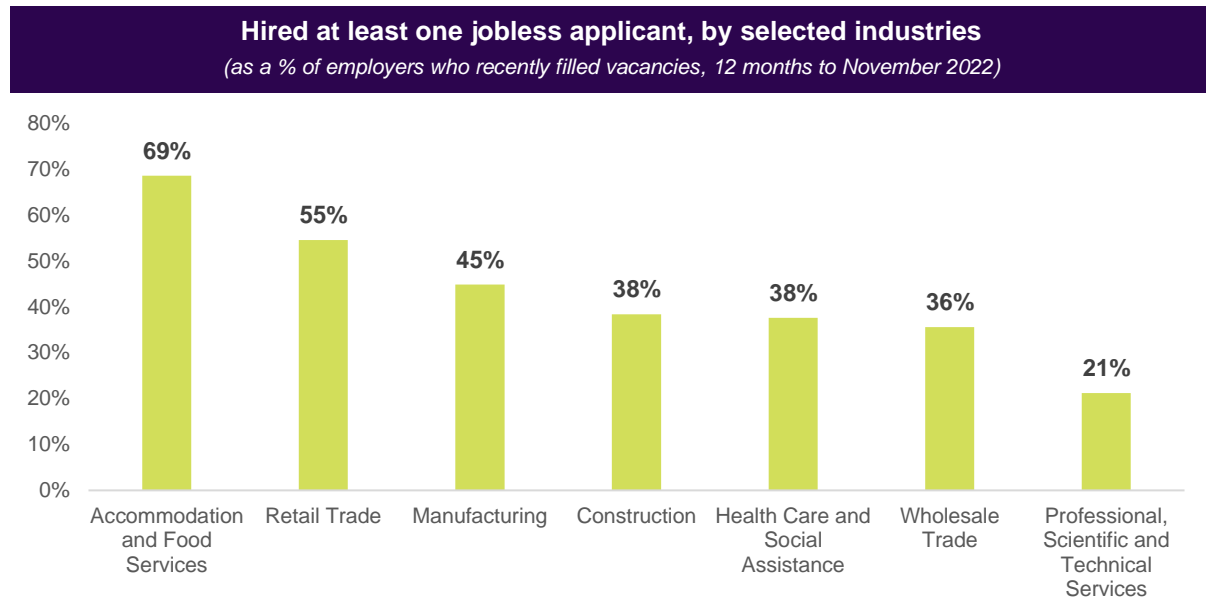
The chart below shows that for each Skill level, employers recruiting for part-time and/or casual positions were far more likely to hire a jobless applicant than those recruiting for full-time non-casual positions. To some extent, this can be explained by the type of occupation recruited for. For example, Cleaner and Laundry Worker positions, which are often filled with jobless applicants, are nearly all part-time and/or casual positions.



² Occupation Skill Levels are as defined by the Australian and New Zealand Standard Classification of Occupations (ANZSCO). Skill Level 1 and 2 occupations generally require a diploma, advanced diploma, Bachelor degree or higher education. Skill Level 3 occupations generally require a Certificate III or IV. Skill Level 4 occupations generally require a Certificate II or III. Skill Level 5 occupations generally have no post-school qualification requirements.

Results by Industry and occupation

Employers were most likely to hire jobless applicants in the Accommodation and Food Services (69%), Retail Trade (55%), and Manufacturing (45%) industries. Employers recruiting for positions in Professional, Scientific and Technical Services (21%) were the least likely to have hired jobless applicants.

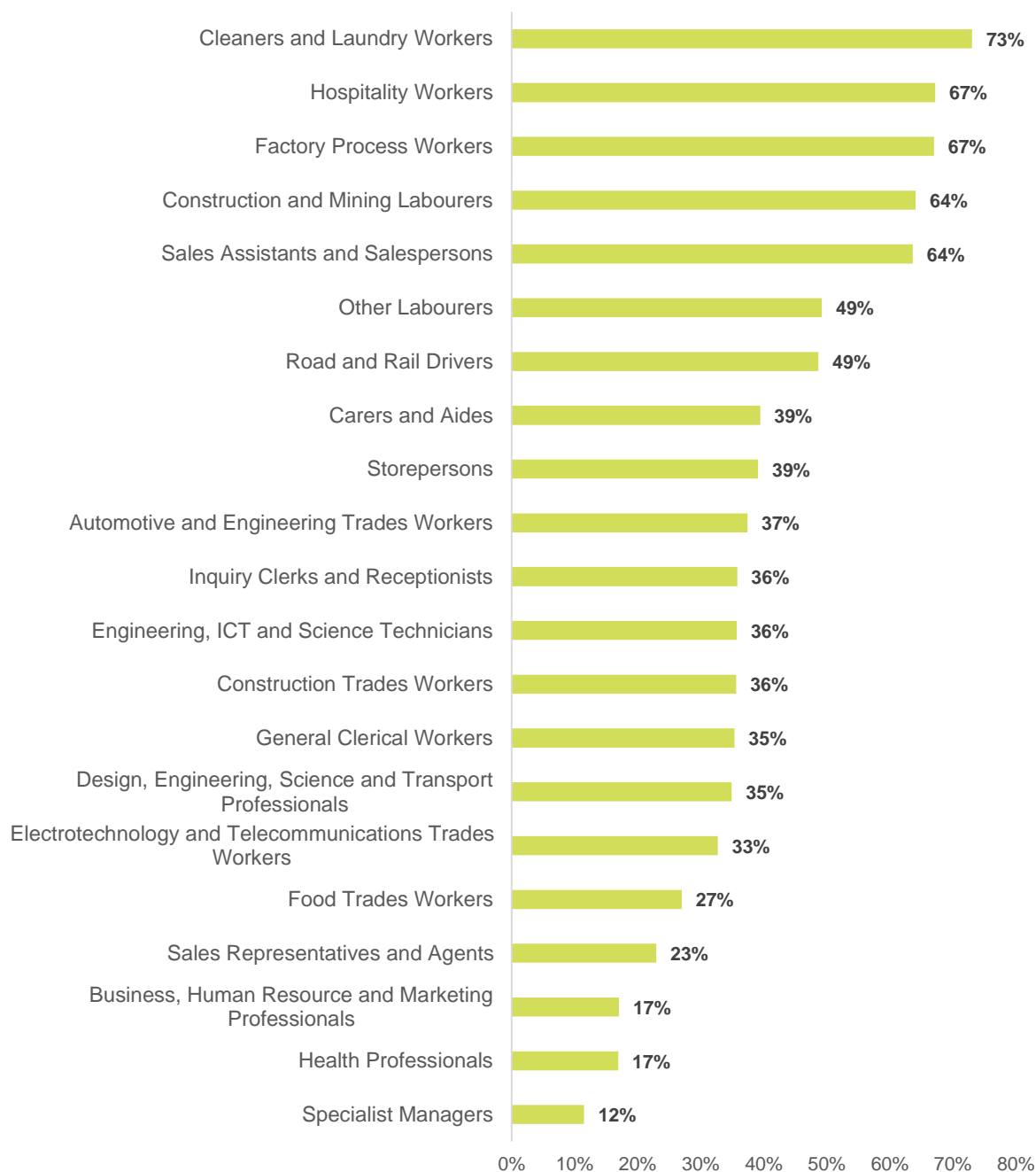


Employers who recruited Labourers were most likely to have hired at least one jobless applicant (67%), followed by those who hired Sales Workers (58%), Community and Personal Service Workers (49%), and Machinery Operators and Drivers (48%). Professionals (21%) and Clerical and Administrative Workers (31%) were the two occupation groups for which employers were least likely to have hired a jobless applicant in their most recent recruitment round.



Looking at specific occupation groups³ (for which REOS collects sufficient data), employers were most likely to hire jobless applicants when recruiting for Cleaners and Laundry Workers (73%), Hospitality Workers (67%), Factory Process Workers (67%), Construction and Mining Labourers (64%), and Sales Assistants and Salespersons (64%).

Hired at least one jobless applicant, by selected occupation groups*
(as a % of employers who recently filled vacancies, 12 months to November 2022)



**Note: Occupations in this chart have been selected based on sample size. Even so, the sample sizes are relatively small and therefore these results should be considered with caution.*

³ Occupations here are classified according to ANZSCO sub-major (3-digit) groups.

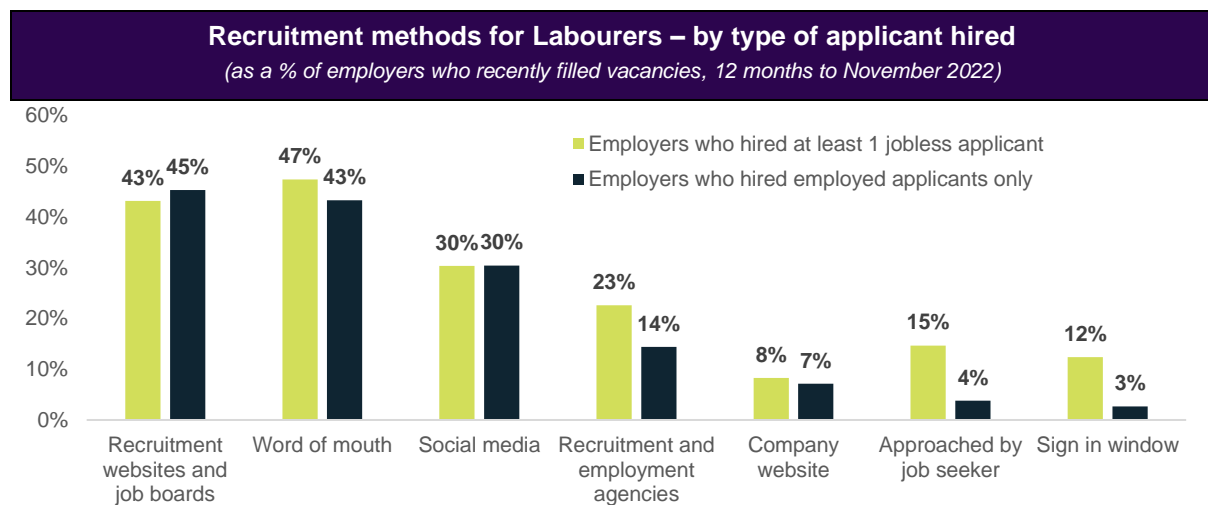
Recruitment methods of employers who hired jobless applicants

The following analysis looks at how recruitment methods differ between employers who hired jobless applicants and those who didn't, focusing on the four occupation groups for which employers most commonly hire jobless applicants.

Labourers

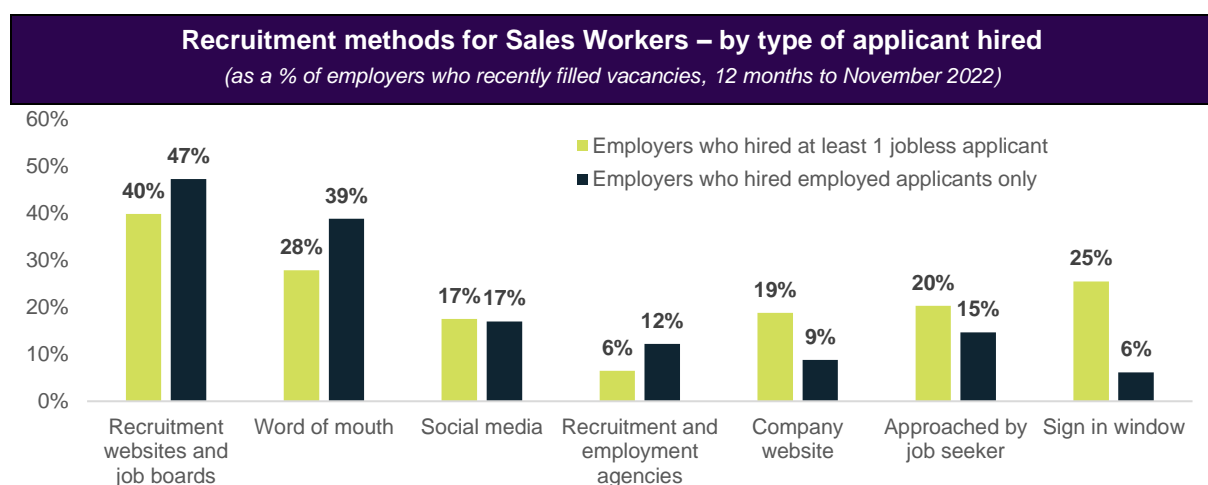
Employers who hired jobless applicants for Labourer vacancies most commonly used word of mouth (47%), recruitment websites and job boards (43%), and social media (30%). These methods were used at broadly similar rates to those of employers for whom all hired applicants were employed.

Other methods used by employers who hired jobless applicants for Labourer vacancies included recruitment and employment agencies (23%), recruiting job seekers who approached the business (15%), and placing a sign in the shop window (12%) - all three of these methods were more common for hiring jobless applicants than for employed applicants.



Sales Workers

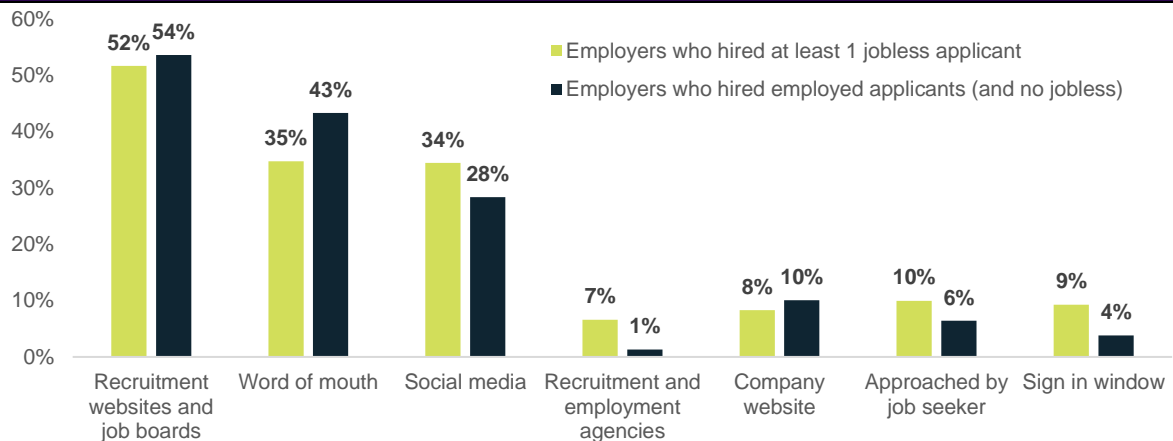
When recruiting for Sales Workers, employers who hired jobless applicants were more likely to place a sign in the shop window (25%) than those who recruited employed applicants (6%). They were also more likely to consider the job seekers who approached them (20% versus 15%), and to advertise on their company website (19% versus 9%).



Community and Personal Service Workers

Recruitment methods for Community and Personal Service Workers were similar regardless of whether jobless applicants or employed applicants were hired, although there was greater use of social media for those who hired jobless applicants (34%) than those who hired employed applicants and no jobless applicants (28%).

Recruitment methods for Community and Personal Service Workers – by type of applicant hired (as a % of employers who recently filled vacancies, 12 months to November 2022)



Machinery Operators and Drivers

When recruiting for Machinery Operators and Drivers, 40% of employers who hired jobless applicants used recruitment and employment agencies. This was a much larger proportion than the figure for employers who hired employed applicants and no jobless applicants (13%).

Recruitment methods for Machinery Operators and Drivers – by type of applicant hired (as a % of employers who recently filled vacancies, 12 months to November 2022)

