



## Recruitment Insights Report – July 2023

July 2023  
Recruitment activity<sup>1</sup>  
**51%**

Monthly change: ▲2% pts  
Yearly change: ▼8% pts

July 2023  
Recruitment difficulty rate<sup>2</sup>  
**59%**

Monthly change: ▼4% pts  
Yearly change: ▼16% pts

July 2023  
Expect to increase staff<sup>3</sup>  
**23%**

Monthly change: ▲2% pts  
Yearly change: ▼2% pts

### Key findings from the Recruitment Experiences and Outlook Survey (REOS)

July 2023 REOS results indicate that there were small increases in the recruitment rate and proportion of employers expecting to increase staffing levels, while recruitment difficulty continued to ease. Labour market conditions have softened considerably compared with this time last year when recruitment activity and difficulty were at all-time highs.

- 51% of employers recruited over the month to July 2023. This was 2 percentage points higher than last month but 8 percentage points lower than a year ago.
  - In Capital Cities, 50% of employers recruited in July 2023, an increase of 4 percentage points over the month and 7 percentage points lower than in July 2022.
  - Recruitment activity in Rest of State areas decreased by 2 percentage points over the month to 52%. Recruitment activity in Rest of State areas remains 10 percentage points lower than a year ago.
- 14% of employers increased their staffing levels in July 2023. This was 1 percentage point lower than last month, and very similar to a year ago.
- Recruitment difficulty eased by 4 percentage points to 59% of recruiting employers in July 2023, (representing 30% of *all employers*). Notably, recruitment difficulty is now 16 percentage points lower than a year ago.
  - The decrease in recruitment difficulty over the month is due to declining difficulty in Capital Cities, down by 7 percentage points to 55%. By contrast, the recruitment difficulty rate increased by 2 percentage points for Rest of State areas, to 66% in July 2023.
  - Compared with a year ago, recruitment difficulty for Capital Cities is now 19 percentage points below the 74% recorded in July 2022; while for Rest of State areas, the difficulty rate is 11 percentage points below the series high of 77%.
- The proportion of employers who expected to increase staffing levels over the next 3 months rose by 2 percentage points, to 23% in July 2023. Even though the data can change from month to month, staffing expectations remain low compared with results recorded during early to mid-2022.
  - A small proportion (3%) of employers expected to decrease staff levels in the next 3 months, remaining steady from last month.

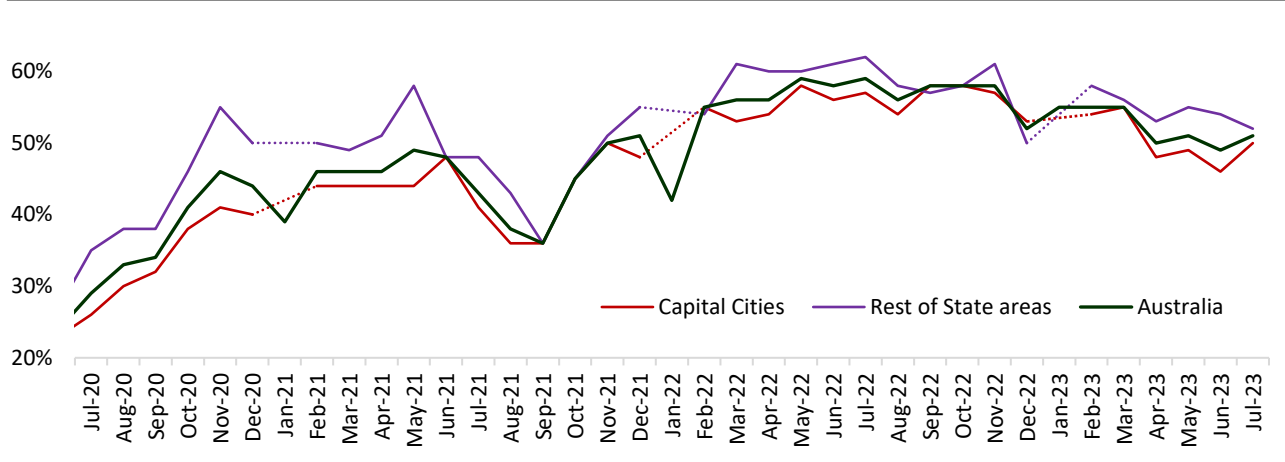
<sup>1</sup> Recruitment activity (or the 'recruitment rate') is the proportion of all employers who are either currently recruiting or who had recruited in the previous month.

<sup>2</sup> The 'recruitment difficulty rate' is the proportion of recruiting employers who experienced difficulty hiring staff in their most recent recruitment round.

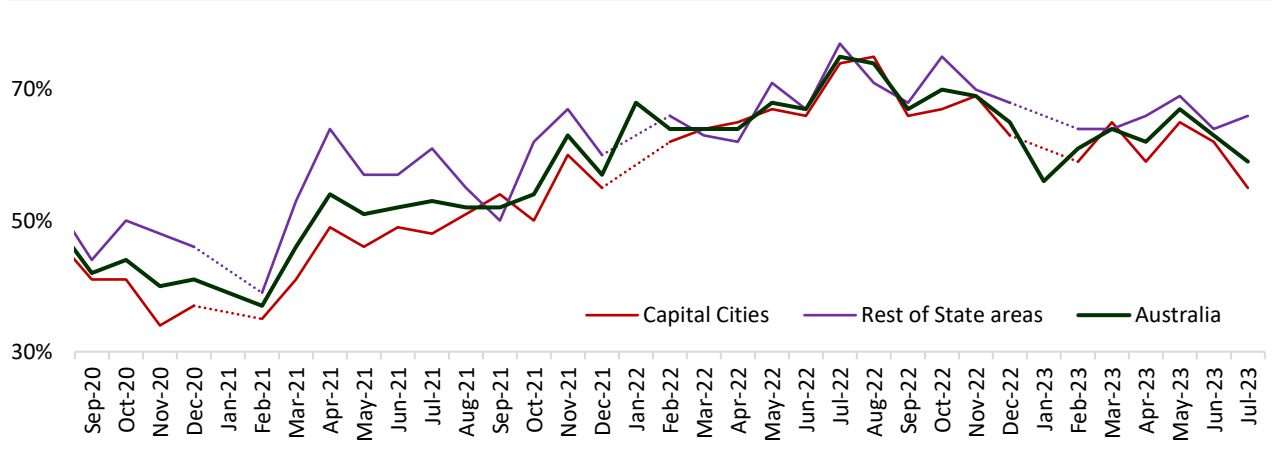
<sup>3</sup> The 'expect to increase staff' (also 'staffing outlook') figure is the proportion of all employers who expect to increase staff numbers over the next three months.

# Recruitment indicators – key charts

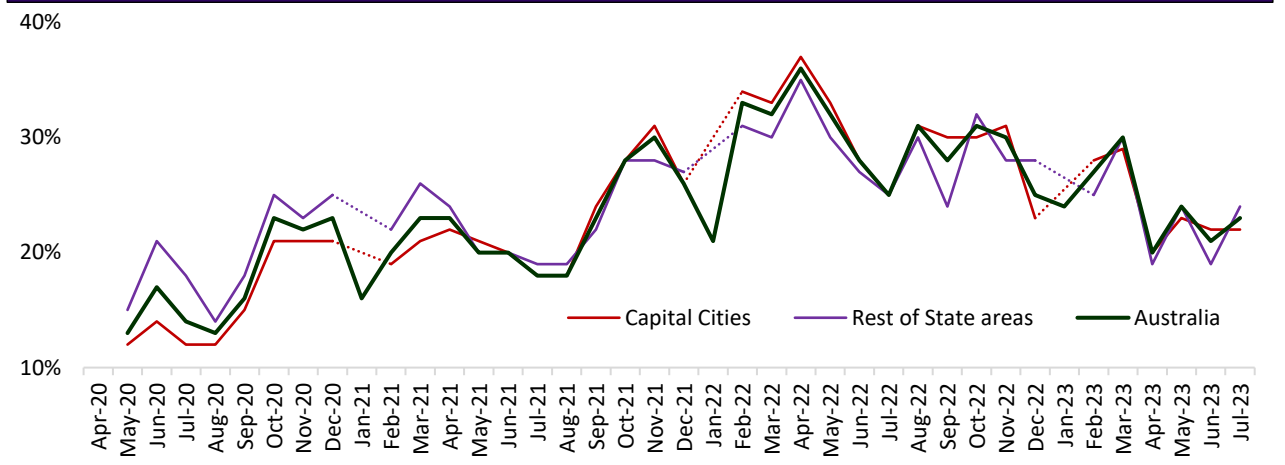
## Recruitment rate *Proportion of employers*



## Recruitment difficulty *Proportion of recruiting employers*



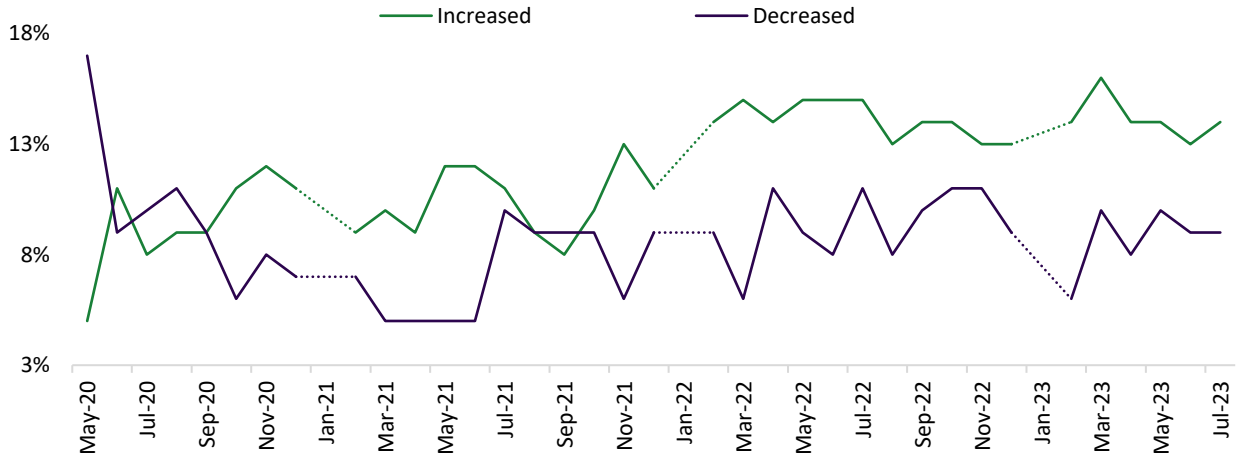
## Employers who expect to increase staff numbers over the next 3 months *Proportion of employers*



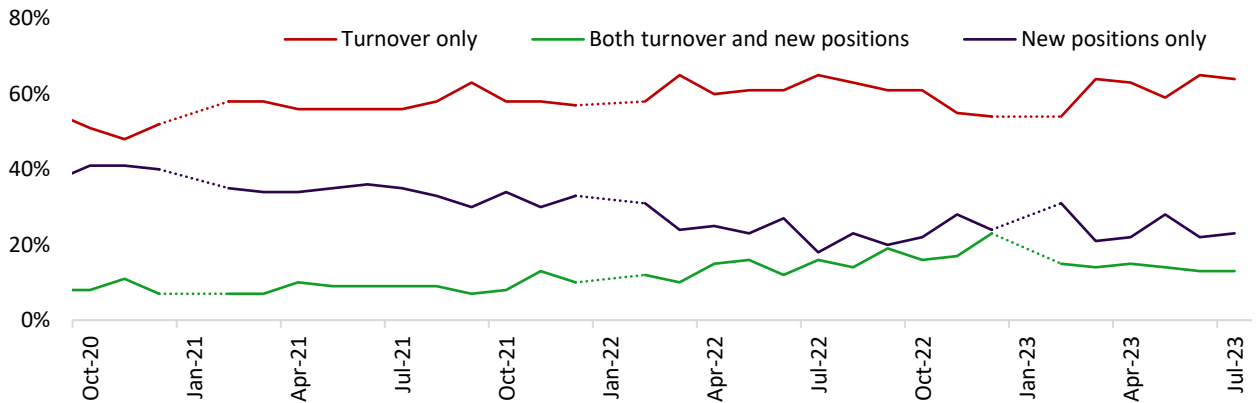
Note: Some disaggregated data are not available for January 2021, 2022, and 2023. Data points have been joined by a dotted line between December and February to reflect this.

## Recruitment indicators – key charts

**Increased / decreased staff over the past month**  
*Proportion of employers*



**Reasons for recruitment**  
*Proportion of recruiting employers*



Note: Some disaggregated data are not available for January 2021, 2022, and 2023. Data points have been joined by a dotted line between December and February to reflect this.

## Technical notes

The *Recruitment Experiences and Outlook Survey* (REOS) is a telephone administered survey with the business owner or other person in the business responsible for recruitment.

All figures presented in this report have been weighted by location and workplace size, according to the Australian Bureau of Statistics [Counts of Australian Businesses, including Entries and Exits](#) (June 2018 to June 2022) publication. The weighted figures are intended to create nationally representative results by correcting for the oversampling of smaller regions compared with larger regions.

Data collected in the survey have been coded and reported according to the following ABS classifications:

- Capital City and Rest of State areas are defined by the [Australian Statistical Geography Standard \(ASGS\): Volume 1 - Main Structure and Greater Capital City Statistical Areas](#), July 2016.

## Recruitment Experiences and Outlook Survey - Background

Jobs and Skills Australia conducts the *Recruitment Experiences and Outlook Survey* (REOS), a telephone administered survey with the business owner or other person in the business responsible for recruitment. At least 1,000 employers are surveyed each month, with data published on the [Jobs and Skills Australia website](#) (jobsandskills.gov.au). While the data are indicative of recruitment activity, they may be subject to seasonal factors and other volatility and should therefore be used with a degree of caution. In addition, the survey is targeted towards employers with 5 or more employees, and excludes many government organisations.

REOS results may not reflect the full impact of COVID-19 and the associated restrictions on employers and their recruitment experiences, as the survey was unable to gather data from employers who closed down (even temporarily). During the height of the pandemic, response rates varied significantly by industry, and by area, as different lockdown restrictions were applied.

Note that data collection pauses over the Christmas and holiday period as follows:

- 21 December 2020 to 8 January 2021
- 18 December 2021 to 7 January 2022
- 17 December 2022 to 9 January 2023.

Data in this release should be referenced as: *Jobs and Skills Australia, Recruitment Insights Report, July 2023*.

For additional information, email [REOS@jobsandskills.gov.au](mailto:REOS@jobsandskills.gov.au).