

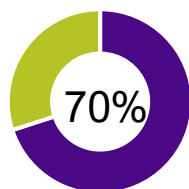


How employers recruit – Retail Trade industry

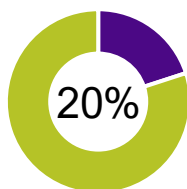
Findings from the Recruitment Experiences and Outlook Survey (REOS)

As part of the REOS we contact employers across Australia throughout the year to learn about their recruitment experiences and activity. Employers were asked how they recruit new staff and the most important skills and qualities they look for. These are the results for employers in the Retail Trade industry.

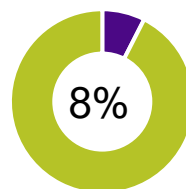
Did employers require an application or interview for their vacancy?



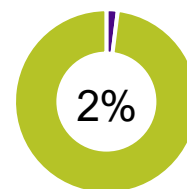
Both application & interview



Interview only



Application only



Neither

What were the most important qualities employers were looking for?

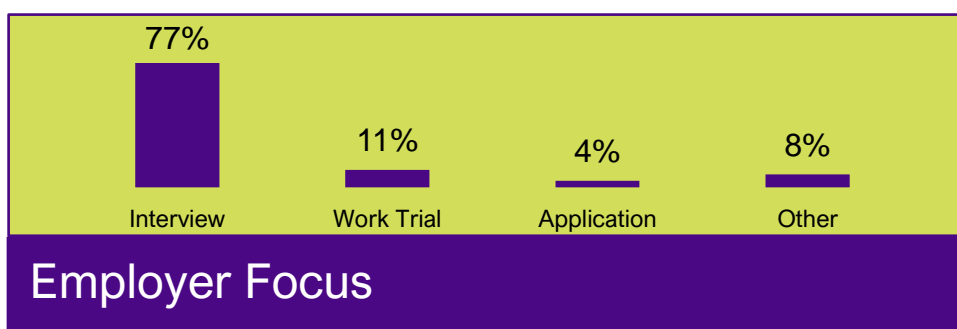
- Relevant work experience and skills
- Availability
- Communication & interpersonal skills
- Approach & attitude to work
- Qualifications & licences

Application stage

- Approach & attitude to work
- Cultural fit
- Communication & interpersonal skills
- Skills, knowledge and experience
- Ability to work in a team

Interview stage

Employers most important part of the recruitment process



From time-to-time short question modules on topics of interest are added to the REOS. These findings are from the *How Employers Recruit Module*, conducted from August 2022 to October 2022. More information about the REOS along with further findings can be found on the JSA website at jobsandskills.gov.au/data/recruitment-experiences-and-outlook-survey