



Australian Government



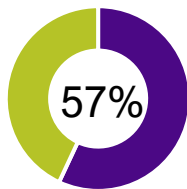
Jobs and Skills Australia

How employers recruit - Technicians and Trades Workers

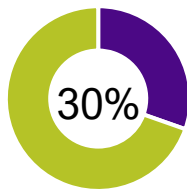
Findings from the Recruitment Experiences and Outlook Survey (REOS)

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 Technicians and Trades Workers.

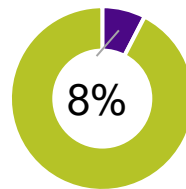
Did employers require an application or interview for their vacancy?



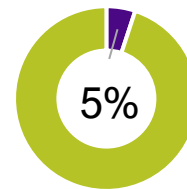
Both application & interview



Interview only



Application only



Neither

What were the most important qualities employers were looking for?

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

Application stage

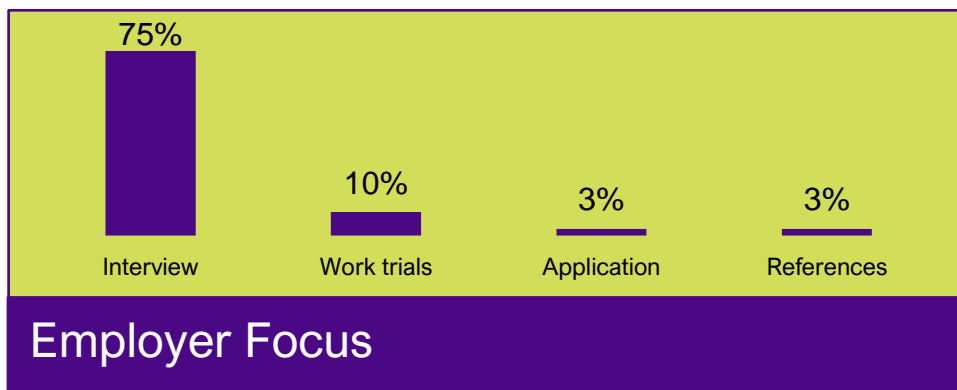


- Skills, knowledge and experience
- Approach & attitude to work
- Cultural fit
- Qualifications and licences
- Communication & interpersonal skills

Interview stage



Employers most important part of the recruitment process



Employer Focus

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