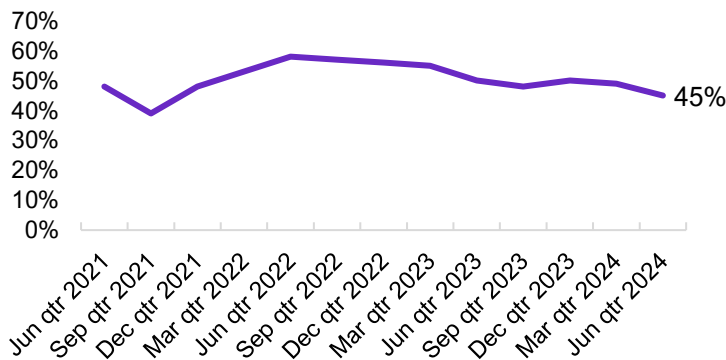




Recruitment Experiences and Outlook Survey: June quarter 2024

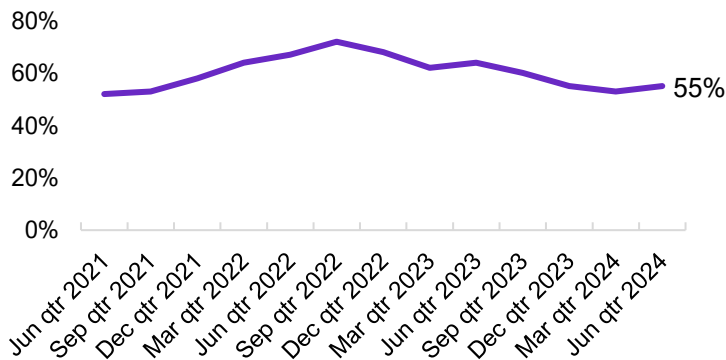
Jobs and Skills Australia conducts the Recruitment Experiences and Outlook Survey (REOS) to monitor recruitment activity and conditions across Australia. Key national indicators from the survey are released monthly; more detailed data disaggregated by state, area, industry and occupation are released in this quarterly report. For further information on these data and the REOS, please refer to the notes on the [last page](#).

Recruitment rate



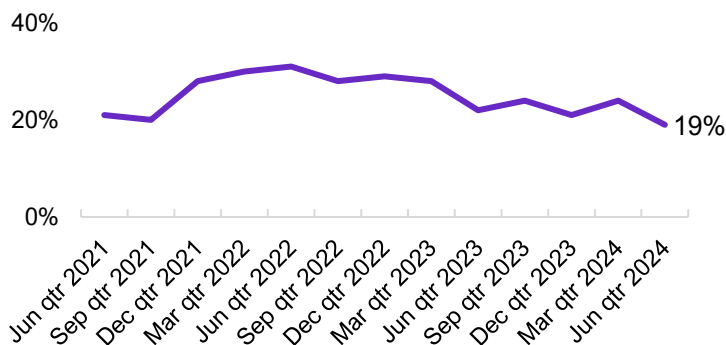
- The recruitment rate in the June quarter 2024 was 45%.
- This was 5 percentage points lower than this time last year (50%).

Recruitment difficulty rate



- The recruitment difficulty rate in the June quarter 2024 was 55%.
- This was 9 percentage points lower than the 64% recorded a year ago.

Expecting to increase staff



- In the June quarter 2024, 19% of employers expected to increase staff. This was 3 percentage points lower than a year ago (22%).
- The proportion of employers who expected to decrease staff was 4% in the June quarter 2024.

Key indicators by state/territory

Of the six states, Queensland and Western Australia (both 48%) recorded the highest recruitment rate in the June quarter 2024. Tasmania recorded the highest rate of recruitment difficulty at 61%. Six-monthly averaged data for the Northern Territory revealed it was the area to report the largest increase in recruitment activity over the year, standing at 70% in the June quarter 2024, up by 5 percentage points from June quarter 2023.

Table 1. Key indicators by state/territory June quarter 2024

	Recruitment rate		Recruitment difficulty rate		Expect to increase staff	
	% of employers	Annual change (% points)	% of recruiting employers	Annual change (% points)	% of employers	Annual change (% points)
NSW	44%	-4 pts	58%	-7 pts	20%	-1 pts
VIC	42%	-5 pts	58%	-9 pts	19%	-3 pts
QLD	48%	-8 pts	48%	-13 pts	18%	-5 pts
SA	46%	2 pts	55%	-11 pts	15%	-3 pts
WA	48%	-2 pts	51%	-11 pts	20%	-2 pts
TAS	44%	1 pts	61%*	-7 pts*	19%	-5 pts
NT#	70%	5 pts	56%	-10 pts*	37%	10 pts
ACT#	51%	1 pts	43%	-13 pts*	22%	-5 pts

Due to smaller sample sizes, data for the NT and ACT are based on six-month average data (Mar quarter to Jun quarter).

* Interpret with caution due to low sample size.

Figure 1. Recruitment rate by state, June quarter 2023 – June quarter 2024

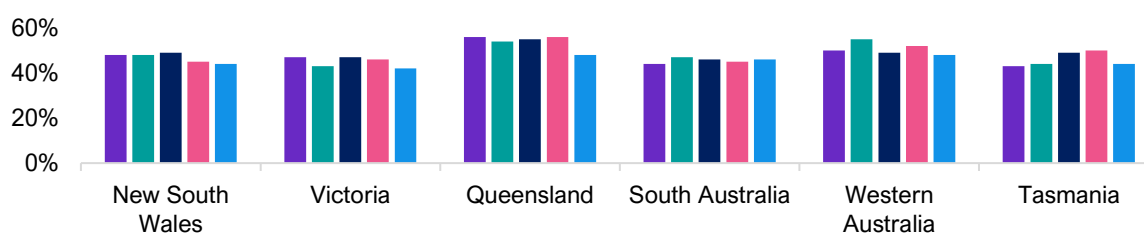


Figure 2. Recruitment difficulty rate by state, June quarter 2023 – June quarter 2024

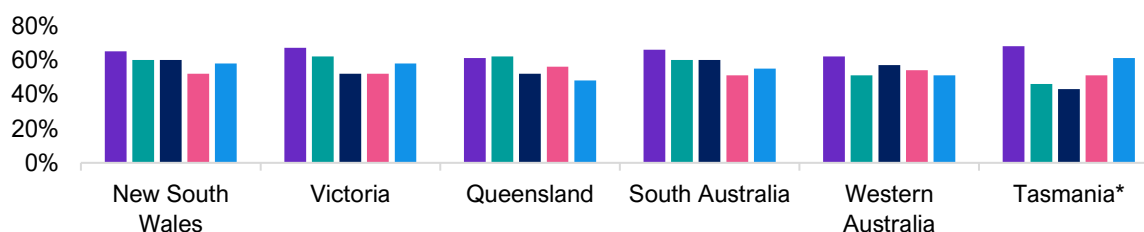
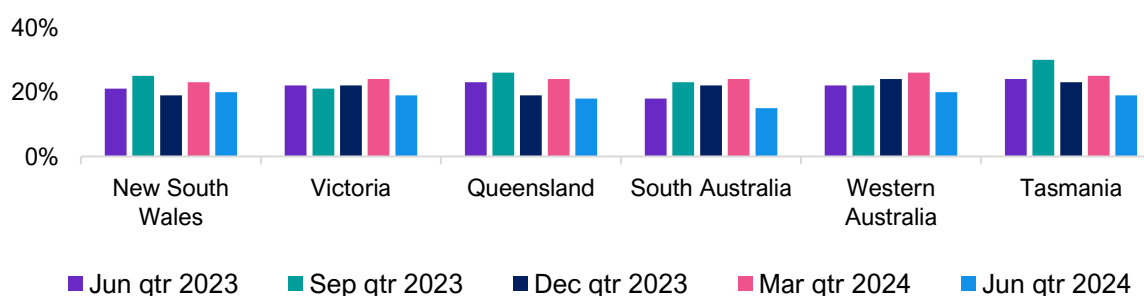


Figure 3. Expecting to increase staff numbers over the next 3 months by state, June quarter 2023 – June quarter 2024



Key indicators by ARIA location

In the June quarter 2024, *Inner Regional Australia* recorded a recruitment rate of 52%, compared with 43% for Australia's major cities (which have recorded a 5 percentage point decline since a year prior). *Inner Regional Australia* also recorded the highest level of recruitment difficulty (59%), while expectations to increase staff fell in each region over the quarter, to just below 20%.

Table 2. Key indicators by ARIA location, June quarter 2024

	Recruitment rate		Recruitment difficulty rate		Expect to increase staff	
	% of employers	Annual change (% points)	% of recruiting employers	Annual change (% points)	% of employers	Annual change (% points)
Major Cities of Australia	43%	-5 pts	53%	-9 pts	19%	-3 pts
Inner Regional Australia	52%	-1 pts	59%	-11 pts	18%	-4 pts
Outer Regional, Remote, & Very Remote Australia	47%	-10 pts	57%	-10 pts	19%	-1 pts

Note: Accessibility and Remoteness Index of Australia (ARIA) classifications of Outer Regional Australia, Remote Australia, and Very Remote Australia have been combined into one category to increase sample size.

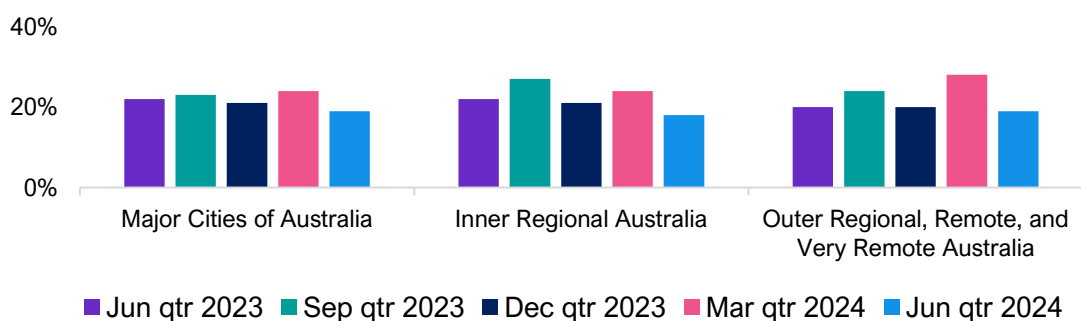
Figure 4. Recruitment rate by ARIA location, June quarter 2023 – June quarter 2024



Figure 5. Recruitment difficulty rate by ARIA location, June quarter 2023 – June quarter 2024



Figure 6. Expecting to increase staff numbers over the next 3 months by ARIA location, June quarter 2023 – June quarter 2024



Key indicators by selected industries

In the June quarter 2024, the Health Care and Social Assistance industry recorded the highest recruitment rate (60%) while Professional, Scientific and Technical Services recorded the lowest rate (37%). Recruitment difficulty was highest in the Manufacturing industry (63%). The Accommodation and Food Services industry reported the lowest recruitment difficulty rate for the quarter (36%) and the greatest proportion of employers expecting to increase staff (28%).

Table 3. Key indicators by industry, June quarter 2024

	Recruitment rate		Recruitment difficulty rate		Expect to increase staff	
	% of employers	Annual change (% points)	% of recruiting employers	Annual change (% points)	% of employers	Annual change (% points)
Manufacturing	41%	-7 pts	63%	-10 pts	19%	1 pts
Construction	43%	-6 pts	59%	-11 pts	17%	-11 pts
Wholesale Trade	38%	-8 pts	61%*	-6 pts*	13%	-2 pts
Retail Trade	43%	-1 pts	44%	-18 pts	16%	-3 pts
Accommodation and Food Services	59%	-6 pts	36%	-16 pts	28%	7 pts
Professional, Scientific & Technical Services	37%	2 pts	58%*	1 pts*	18%	0 pts
Health Care & Social Assistance	60%	-1 pts	60%	-7 pts	22%	-9 pts

* Interpret with caution due to low sample size.

Figure 7. Recruitment rate by industry, June quarter 2023 – June quarter 2024

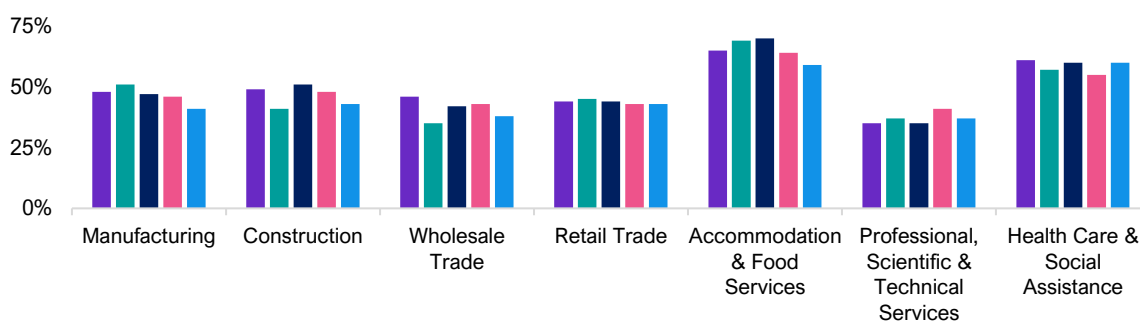
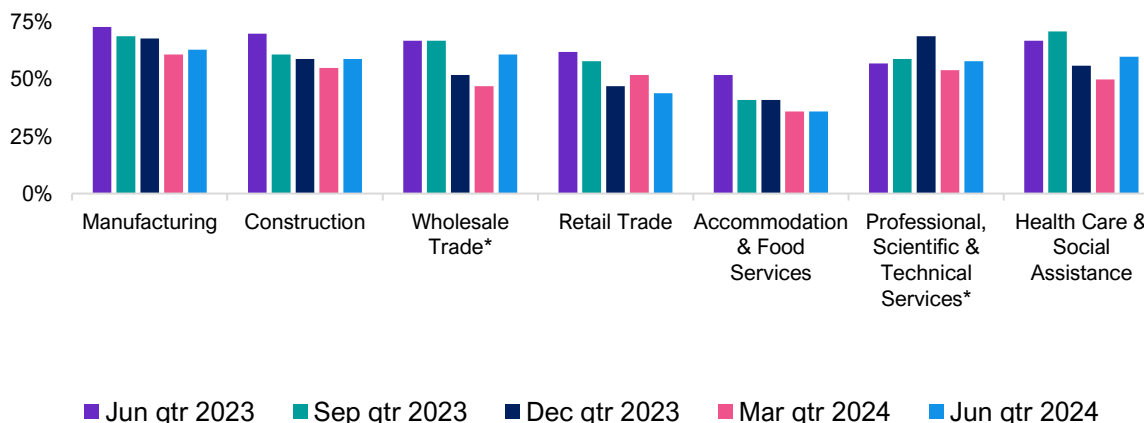


Figure 8. Recruitment difficulty rate by industry, June quarter 2023 – June quarter 2024



Key indicators by selected occupation groups

In the June quarter 2024, the highest recruitment difficulty rate was recorded for Technicians and Trades Workers (75%) – a continuation of prolonged high difficulty for this occupation group, though down 6 percentage points from a year prior. Businesses recruiting for these workers were also the more likely to have been recruiting for longer than a month (72%). Compared with a year ago, there are declines reported across all occupation groups.

Table 4. Key indicators by occupation, June quarter 2024

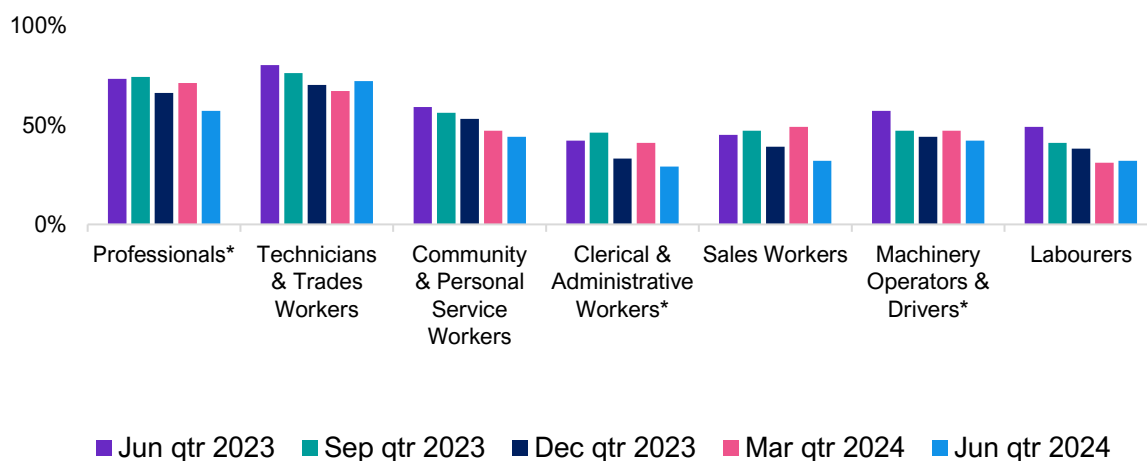
	Recruitment difficulty rate		Vacancies taking longer than 1 month to fill	
	% of recruiting employers	Annual change (% points)	% of recruiting employers	Annual change (% points)
Professionals	64%	-3 pts	57%*	-16 pts*
Technicians and Trades Workers	75%	-6 pts	72%	-8 pts
Community & Personal Service Workers	55%	-9 pts	44%	-15 pts
Clerical and Administrative Workers	31%	-11 pts	29%*	-13 pts*
Sales Workers	43%	-4 pts	32%	-13 pts
Machinery Operators and Drivers	53%*	-24 pts*	42%*	-15 pts*
Labourers	45%	-14 pts	32%	-17 pts

* Interpret with caution due to low sample size.

Figure 9. Recruitment difficulty rate by occupation, June quarter 2023 – June quarter 2024



Figure 10. Vacancies taking longer than 1 month to fill, by occupation group, June quarter 2023 – June 2024



REOS Background and Notes

Jobs and Skills Australia conducts the Recruitment Experiences and Outlook Survey (REOS), a telephone administered survey of at least 1,000 employers each month. While the results 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. More detail is available at <https://www.jobsandskills.gov.au/work/reos-survey-methodology>. REOS data are published on the Jobs and Skills website at: <https://www.jobsandskills.gov.au/work/recruitment-experiences-and-outlook-survey>

Data in this release should be referenced as: *Jobs and Skills Australia, Recruitment Experiences and Outlook Survey: June quarter 2024*

Data notations

* Interpret with caution due to low sample size.

Recruitment rate

The proportion of employers either currently recruiting or who had recruited in the previous month. It is calculated by dividing the number of employers who recruited or were attempting to recruit by the number of employers that responded to the survey (excluding 'unsure' responses).

Recruitment difficulty rate

The proportion of recruiting employers who experienced difficulty hiring staff. This indicator focusses on the most recent recruitment round in the previous month. The indicator is calculated as: employers who recruited and reported difficulty, divided by all employers who recruited (excluding 'unsure' responses).

Expectations to increase staffing levels over the next 3 months

This is calculated as the percentage of employers who expect to increase staff over the next 3 months, divided by all employers. Expectations to decrease staff is also collected.

Vacancies taking longer than 1 month to fill

The proportion of recruiting employers unable to fill all their vacancies within a month. It excludes employers with unfilled vacancies who have been recruiting for less than a month.

Recent REOS releases

The [Jobs and Skills Australia](https://www.jobsandskills.gov.au) website includes:

- The June 2024 monthly REOS report, including a more detailed excel datafile. The datafile includes both the monthly results as well as the quarterly series. The quarterly estimates are aggregated results for the 3 months within each quarter.
- REOS Spotlight series features analysis on topics of interest not covered in the regular monthly. Recent spotlight releases cover topics on recruitment difficulty, employers' experiences with staff retention, and experiences of employers recruiting for apprentices.

For queries, contact: REOS@jobsandskills.gov.au