



Australian Government



Jobs and Skills Australia

REOS Recruitment Insights Report – September 2024

Jobs and Skills Australia surveys at least 1,000 employers in the Recruitment Experiences and Outlook Survey (REOS) each month to find out their experiences recruiting staff, and whether they are expecting to increase staffing levels.

Key Findings

There were increases in both the recruitment rate and recruitment difficulty rate this month, while the proportion of employers who intended to increase their staffing numbers in the next three months remained the same. Increases in this month's recruitment rate and recruitment difficulty rate were influenced by increases in Rest of State areas for both indicators. These contrasted against decreases in both indicators over the month in Capital Cities.

Recruitment activity

In September 2024, the recruitment rate increased by 2 percentage points from August 2024 to 45% of employers. This figure is 4 percentage points lower than in September 2023.

Over the month, a larger proportion of employers recruited in Rest of State areas (51%, up by 6 percentage points) than in Capital Cities (41%, down by 1 percentage point).

Compared to September 2023, the recruitment rate in Capital Cities is currently 8 percentage points lower, versus an increase of 2 percentage points in Rest of State areas.

Recruitment difficulty

The recruitment difficulty rate increased by 2 percentage points to 52% of recruiting employers in September 2024. But recruitment difficulty is currently 7 percentage points lower than it was a year ago and is 23 percentage points below the record high of 75% in July 2022.

A large proportion of recruiting employers experienced recruitment difficulty in Rest of State areas, increasing by 11 percentage points over the month to 62% in September 2024. However, this figure is 4 percentage points lower than in September 2023.

A smaller proportion of recruiting employers experienced recruitment difficulty in Capital Cities this month, compared to Rest of State areas. The recruitment difficulty rate in Capital Cities eased by 5 percentage points to 45% of recruiting employers this month and is currently 11 percentage points lower than it was last year.

Staffing outlook: employers expecting to increase staff

The proportion of employers expecting to increase their staffing numbers in the next three months remained unchanged at 22% of employers. But this was 3 percentage points lower than was the case in September 2023.

In September 2024, 28% of employers were expecting to increase their staffing levels in Rest of State areas. This figure rose by 6 percentage points from last month and by 3 percentage points from last year. Meanwhile, 19% of employers were expecting to increase staffing levels in Capital Cities, down by 3 percentage points over the month and down by 6 percentage points over the year.

Reason for recruiting

Recruitment due to staff turnover only was the main reason why employers recruited in September 2024 (56% of recruiting employers). Some 31% of recruiting employers aimed to fill new staff positions only, and the remaining 13% were recruiting to fill both new staff and staff turnover positions.

Staffing changes over the last month

Some 10% of employers increased their staff in September 2024, down by 1 percentage point from August 2024. Meanwhile, around 9% of employers said their staff numbers decreased, compared to 7% of employers last month.

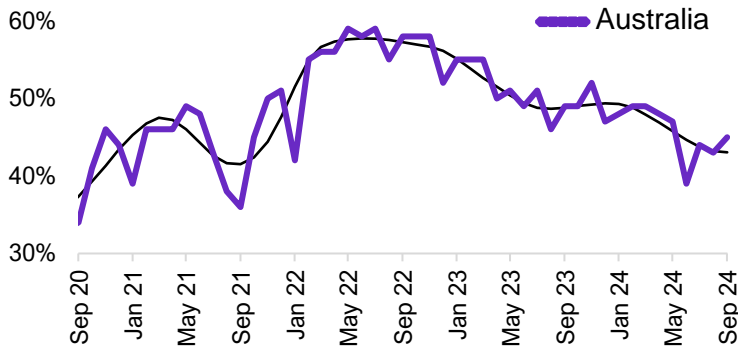
Employers unable to fill vacancies in a month

The proportion of recruiting employers who were unable to fill their vacancies in a month eased by 1 percentage point to 44% in September 2024. This figure is only 2 percentage points higher than the record low of 42% in July this year and is 28 percentage points lower than the record high of 72% in August 2022.

REOS national indicators¹

Recruitment rate

Proportion of employers currently recruiting or who recruited in the previous month.



45%

Monthly change:

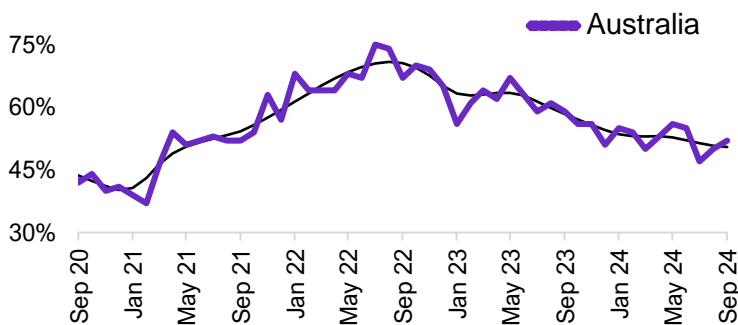
▲ 2% points

Annual change:

▼ -4% points

Recruitment difficulty rate

Proportion of recruiting employers who stated they had difficulty hiring staff.



52%

Monthly change:

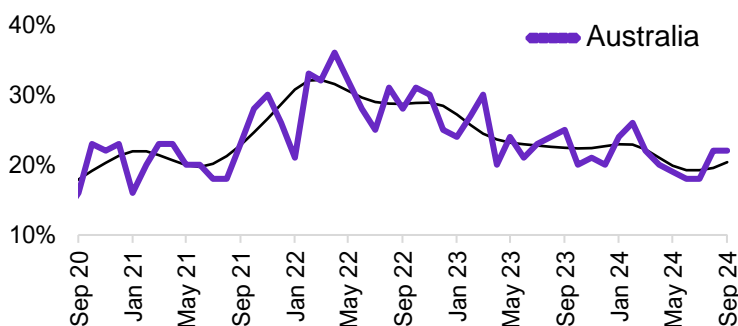
▲ 2% points

Annual change:

▼ -7% points

Staffing outlook – Expecting to increase staff

Proportion of employers who expected to increase staffing numbers over the next three months.



22%

Monthly change:

0% points

Annual change:

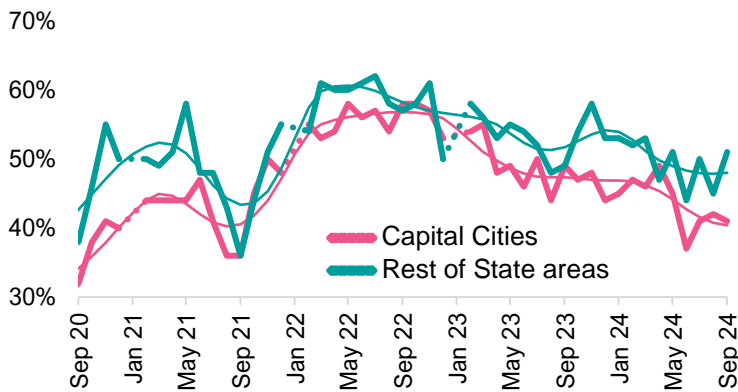
▼ -3% points

¹ A Henderson smoothed line has been included in the charts to reduce month to month volatility and illustrate long term patterns. See the explanatory note for more information.

Capital City/Rest of State areas²

Recruitment rate

Proportion of employers currently recruiting or who recruited in the previous month.



Capital Cities: 41%

Monthly change:

▼ -1% point

Annual change:

▼ -8% points

Rest of State: 51%

Monthly change:

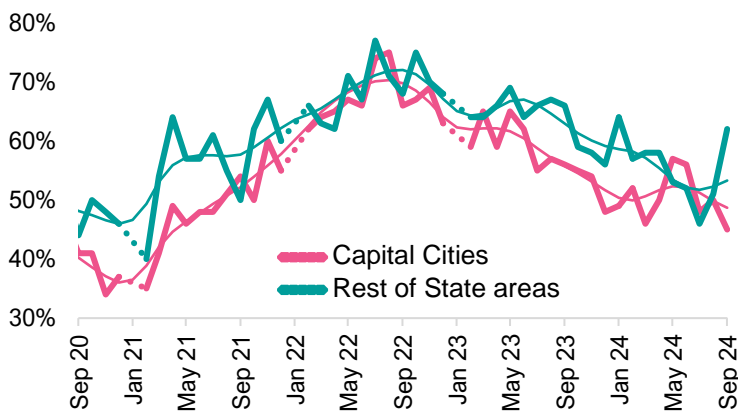
▲ 6% points

Annual change:

▲ 2% points

Recruitment difficulty rate

Proportion of recruiting employers who stated they had difficulty hiring staff.



Capital Cities: 45%

Monthly change:

▼ -5% points

Annual change:

▼ -11% points

Rest of State: 62%

Monthly change:

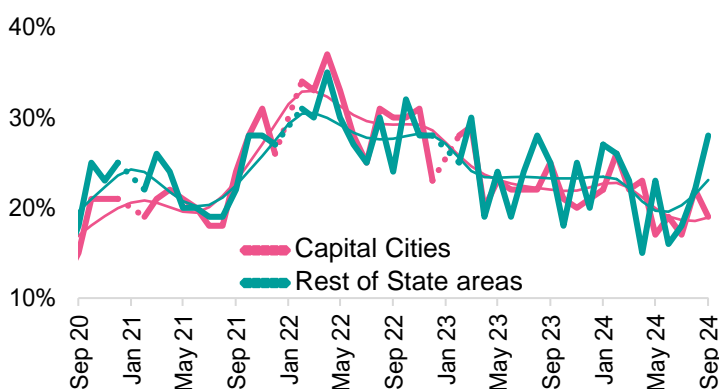
▲ 11% points

Annual change:

▼ -4% points

Staffing outlook – Expecting to increase staff

Proportion of employers who expected to increase staffing numbers over the next three months.



Capital Cities: 19%

Monthly change:

▼ -3% points

Annual change:

▼ -6% points

Rest of State: 28%

Monthly change:

▲ 6% points

Annual change:

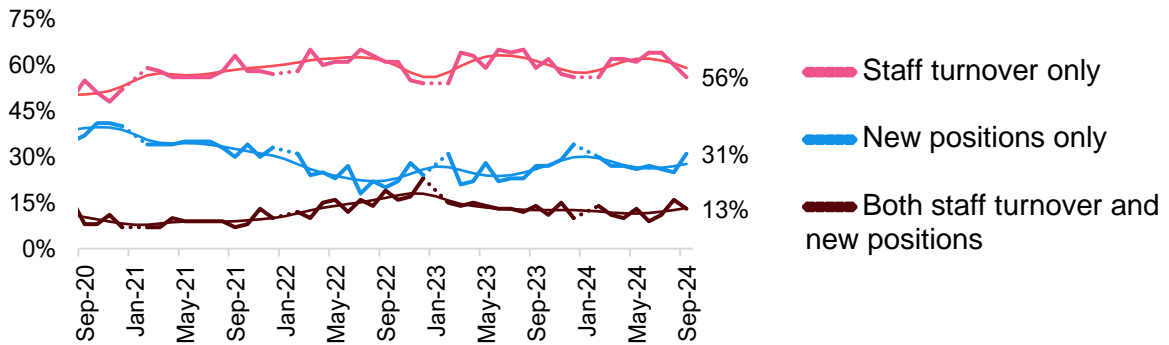
▲ 3% points

² Data are not available for January. Data points have been joined by a dotted line between December and February to reflect this. 'Rest of State' refers to areas outside the capital cities.

Other recruitment indicators

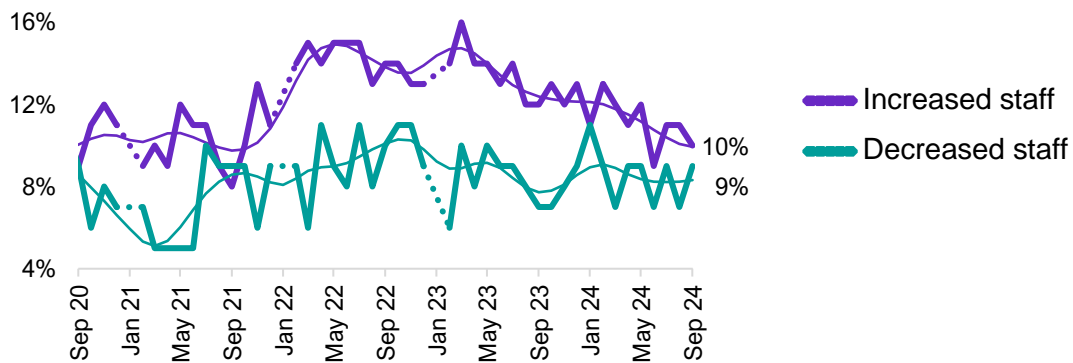
Reason for recruiting

Proportion of employers currently recruiting or who recruited in the previous month.



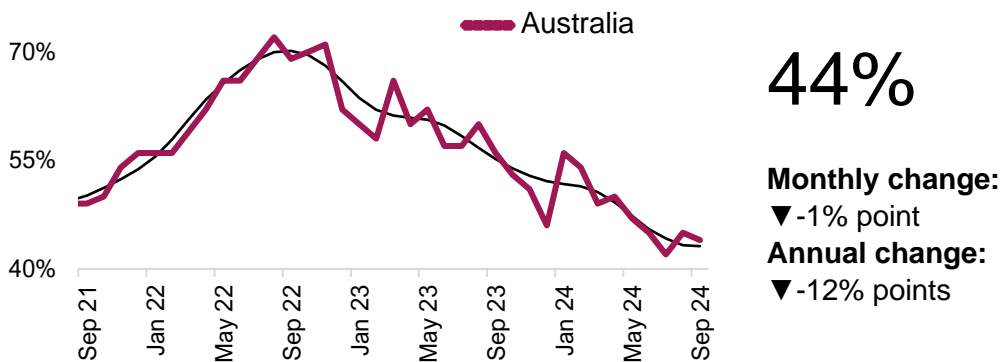
Staffing changes over the last month

Proportion of employers who said they increased or decreased staffing compared to the previous month.



Employers unable to fill vacancies within a month

Proportion of recruiting employers who were unable to fill their vacancies within a month.*



* Excludes employers who have been recruiting for less than a month.

Recruitment Experiences and Outlook Survey (REOS)

Background

Jobs and Skills Australia (JSA) 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 [JSA website](#). 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.

Smoothed series in charts

Charts include Henderson-smoothed lines in addition to original data for most of our recruitment indicators. As the timeseries is not yet long enough for seasonal adjustment, a Henderson smoothed moving average with a 13-term filter (equating to 13 months) has been directly applied to the original series. This provides an indication of the general movement in each recruitment indicator relative to previous months. Due to using 13 months in the moving average, results for the most recent six months will be revised when another month is added to the series.

Referencing this report

Data in this release should be referenced as: *Jobs and Skills Australia, Recruitment Insights Report, September 2024*.

Contact us

For additional information, email REOS@jobsandskills.gov.au

Also available from the REOS

Data file with monthly and quarterly recruitment indicators

A REOS data file is available on the [JSA website](#). Breakdowns by Capital City/Rest of State area, Business size, and ANZSCO Skill Level are included in the monthly results. Quarterly recruitment indicators provide detail by state, ARIA (ABS' Accessibility and Remoteness Index of Australia) as well as selected industry and occupation groups.

Next Recruitment Insights Report release:

- October 2024 Recruitment Insights Report – 19 November 2024

Stay up to date

JSA also releases semi-regular reports including spotlight articles, detailing aspects of the REOS that cannot be included in our monthly Recruitment Insights Report. [Sign up](#) and get the Recruitment Insights Report notifications sent straight to your inbox.

Upcoming spotlight:

- September quarter 2024 Recruitment Insights update – 7 November 2024

Recent spotlights:

- Recruitment experiences in the Construction industry – 15 October 2024
- Recruitment experiences across Australia's regions – 3 October 2024