



REOS Recruitment Insights Report – October 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

While there were decreases in the recruitment rate and the proportion of employers who intended to increase their staffing numbers in the next three months, the recruitment difficulty rate remained unchanged. The decrease in this month's recruitment rate was influenced by a notable decrease in Rest of State areas. This contrasted against an increase in both recruitment activity and recruitment difficulty indicators over the month in Capital Cities.

Recruitment activity

In October 2024, the recruitment rate decreased by 3 percentage points from September 2024 to 42% of employers. This figure is 7 percentage points lower than in October 2023.

Over the month, there was no difference in the proportion of employers that recruited between Capital Cities and Rest of State areas (both 42%). However, the recruitment rate increased by 1 percentage point for employers in Capital Cities and decreased by 9 percentage point for employers in Rest of State areas.

Compared to October 2023, the recruitment rate in Capital Cities is currently 5 percentage points lower, versus a decrease of 12 percentage points in Rest of State areas.

Recruitment difficulty

The recruitment difficulty rate remained the same as last month, staying at 52% of recruiting employers in October 2024. However, recruitment difficulty is currently 4 percentage points lower than it was a year ago and is 23 percentage points below the record high of 75% in July 2022.

A larger proportion of recruiting employers experienced recruitment difficulty in Rest of State areas, easing by 7 percentage points over the month to 55% in October 2024. This figure is 4 percentage points lower than in October 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 increased by 5 percentage points to 50% of recruiting employers this month and is currently 5 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 decreased by 3 percentage points over the month to 19% of employers in October 2024. This was 1 percentage point lower than a year ago.

This month, employers in both Capital Cities and Rest of State areas had similar staffing outlook, with 19% of employers in each region expecting to increase their staffing levels in the next three months. While this figure remained unchanged over the month for employers in Capital Cities, it fell by 9 percentage points from last month in Rest of State areas.

Reason for recruiting

Recruitment due to staff turnover only was the main reason why employers recruited in October 2024 (63% of recruiting employers). Some 25% 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 October 2024, this remained unchanged from September 2024. Meanwhile, around 8% of employers said their staff numbers decreased, compared to 9% of employers last month.

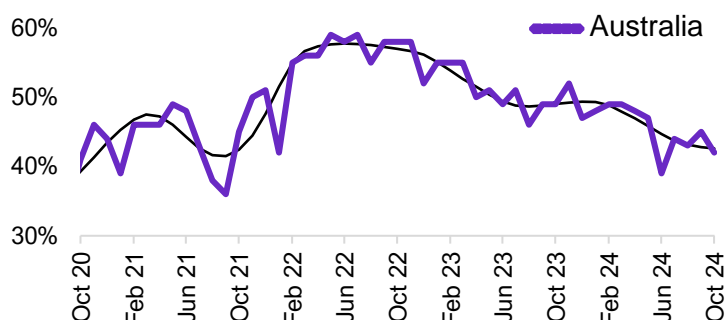
Employers unable to fill vacancies in a month

The proportion of recruiting employers who were unable to fill their vacancies in a month remained the same at 44% in October 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.



42%

Monthly change:

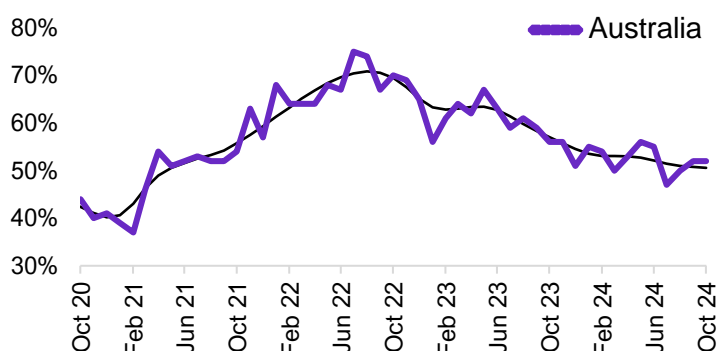
▼-3% points

Annual change:

▼-7% points

Recruitment difficulty rate

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



52%

Monthly change:

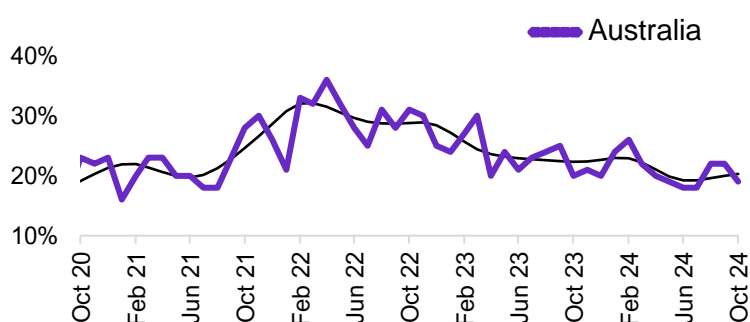
0% points

Annual change:

▼-4% points

Staffing outlook – Expecting to increase staff

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



19%

Monthly change:

▼-3% points

Annual change:

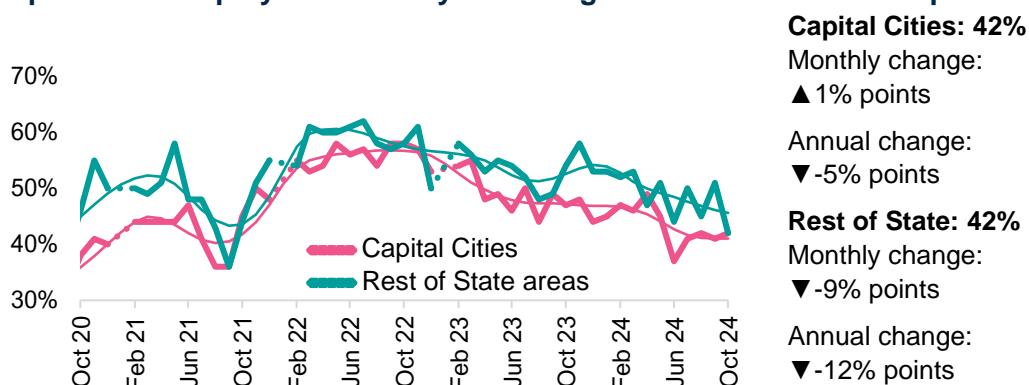
▼-1% points

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

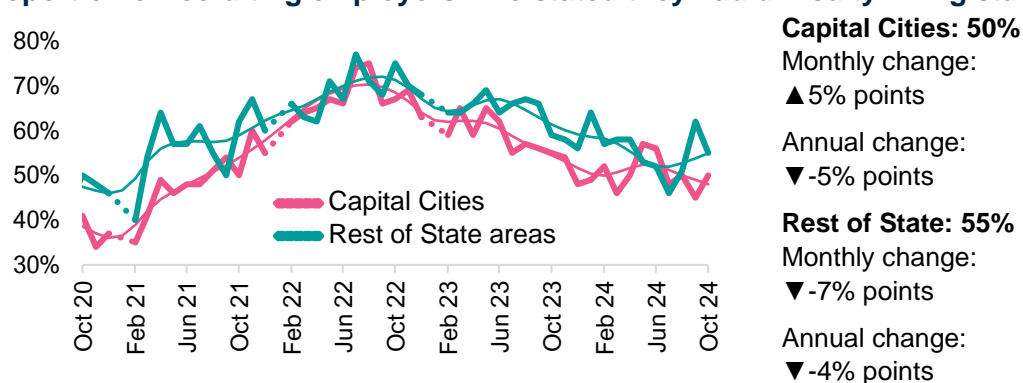
Recruitment rate

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



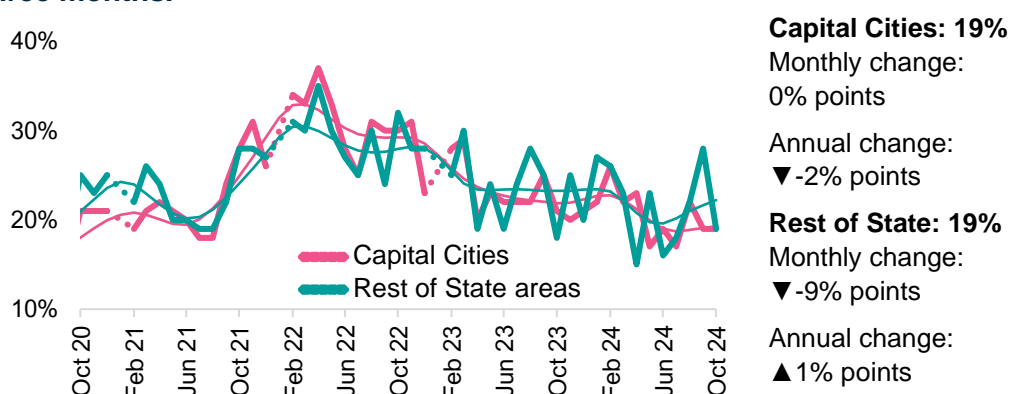
Recruitment difficulty rate

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



Staffing outlook – Expecting to increase staff

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

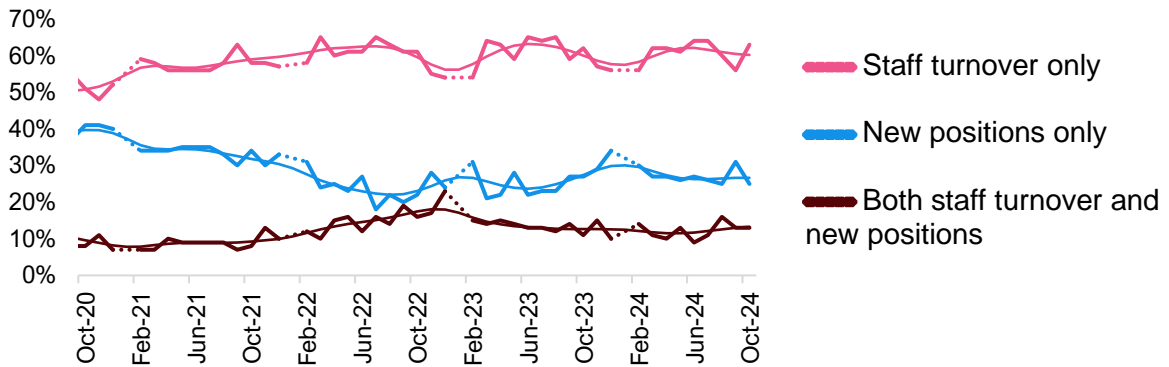


² Data are not available for January in some years. Data points have been joined by a dotted line between December and February to reflect this. 'Rest of State' refers to areas outside the capital cities.

Other recruitment indicators

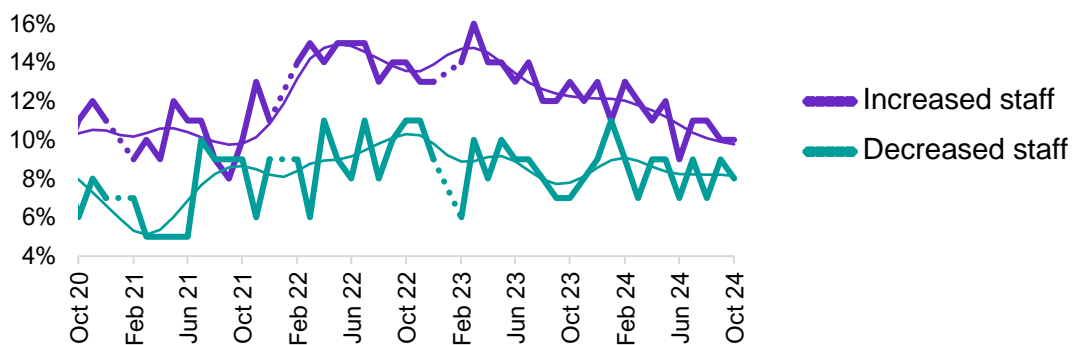
Reason for recruiting

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



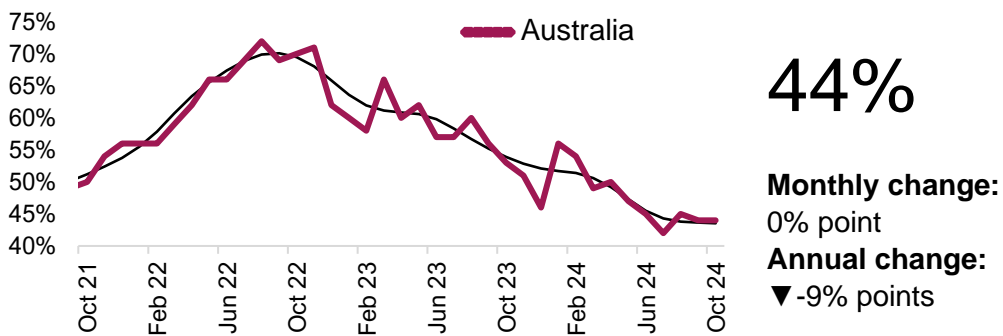
Staffing changes over the last month

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, October 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:

- November 2024 Recruitment Insights Report – 17 December 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:

- Recruitment difficulty in focus – 5 December 2024

Recent spotlights:

- November spotlight –September Quarter 2024 Results – 7 November 2024
- Recruitment experiences in the Construction industry – 15 October 2024