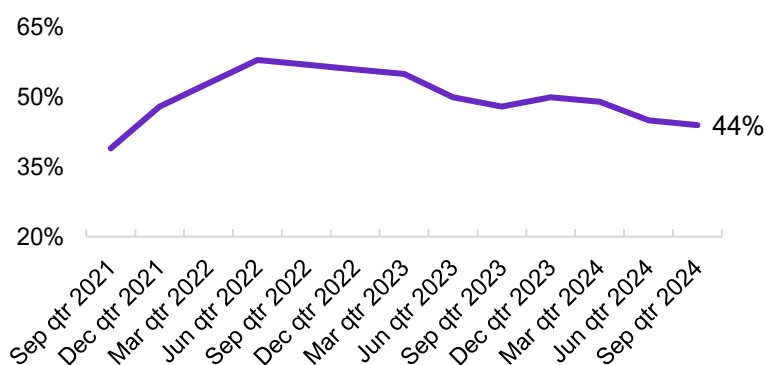




# Recruitment Experiences and Outlook Survey: September quarter 2024

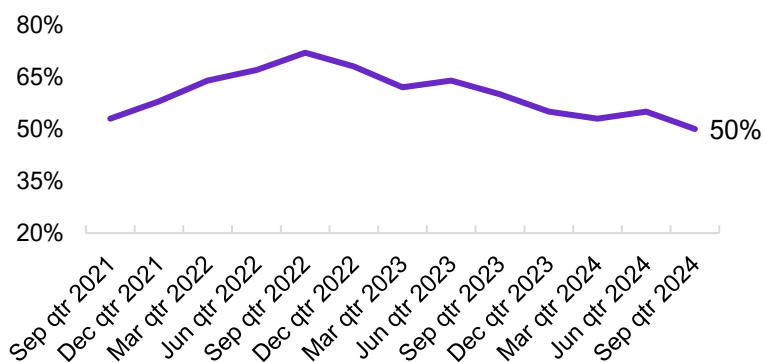
Jobs and Skills Australia conducts the Recruitment Experiences and Outlook Survey (REOS) to monitor recruitment activity and conditions across Australia. Key national indicators from the survey are released monthly; more detailed data disaggregated by state, area, industry and occupation are released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

### Recruitment rate – National level



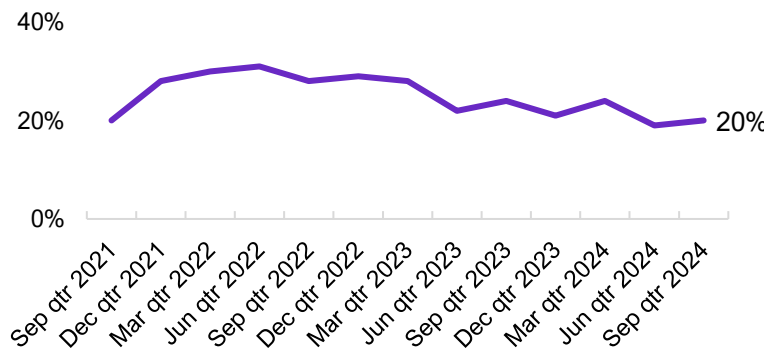
- The recruitment rate in the September quarter 2024 was 44%.
- This was 4 percentage points lower than this time last year (48%).

### Recruitment difficulty rate – National level



- The recruitment difficulty rate in the September quarter 2024 was 50%.
- This was 10 percentage points lower than the level recorded a year ago (60%).

### Expecting to increase staff – National level



- In the September quarter 2024, 20% of employers expected to increase staff, 4 percentage points lower than a year ago (24%).
- The proportion of employers who expected to decrease staff was 4% in the September quarter 2024, 1 percentage point higher than at the same time last year.

## Key indicators by state/territory

Of the six states, Queensland recorded the highest recruitment rate in the September quarter 2024 (52%). South Australia recorded the largest annual fall in recruitment activity, down by 11 percentage points to 36%. In terms of recruitment difficulty, Queensland also recorded the highest difficulty rate at 54%. Six-monthly averaged data for the Northern Territory (NT) and the Australian Capital Territory (ACT) revealed a higher recruitment rate for NT, at 66%, compared to 44% for the ACT.

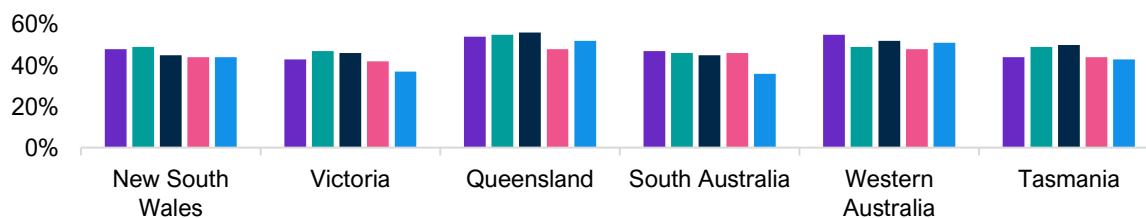
**Table 1. Key indicators by state/territory, September quarter 2024**

	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	48%	-12 pts	17%	-8 pts
VIC	37%	-6 pts	48%	-14 pts	20%	-1 pts
QLD	52%	-2 pts	54%	-8 pts	23%	-3 pts
SA	36%	-11 pts	51%*	-9 pts*	18%	-5 pts
WA	51%	-4 pts	49%	-2 pts	26%	4 pts
TAS	43%	-1 pts	49%*	3 pts*	25%	-5 pts
NT#	66%	-1 pts	55%	-13 pts	33%	9 pts
ACT#	44%	-7 pts	48%*	-2 pts*	21%	-4 pts

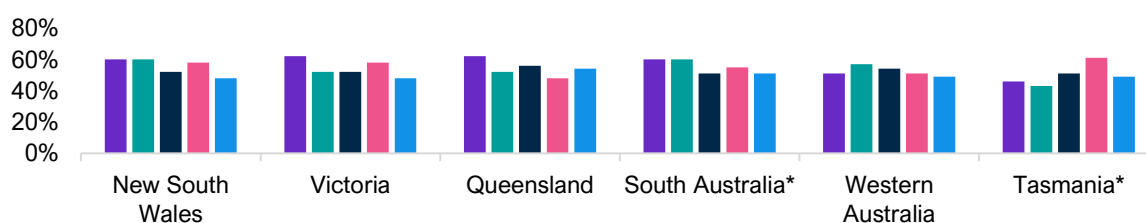
# Due to smaller sample sizes, data for the NT and ACT are based on six-month average data (Jun quarter to Sep quarter).

\* Interpret with caution due to low sample size.

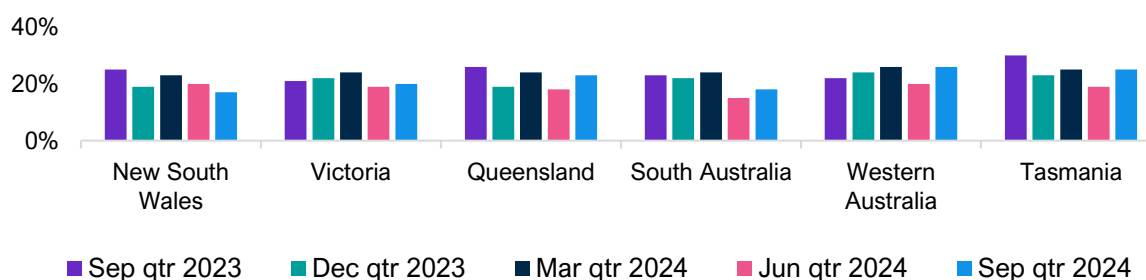
**Figure 1. Recruitment rate by state, September quarter 2023 – September quarter 2024**



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



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



## Key indicators by remoteness classification<sup>1</sup> (ARIA location)

In the September quarter 2024, Outer Regional, Remote and Very Remote Australia recorded a recruitment rate of 50%, compared with 42% for Australia’s major cities (both declining by 5 percentage points over the year). Inner Regional Australia recorded both the highest level of recruitment difficulty (57%) and the highest proportion of employers expecting to increase their staffing level in the next three months (24%).

**Table 2. Key indicators by ARIA location, September 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	42%	-5 pts	47%	-10 pts	19%	-4 pts
Inner Regional Australia	48%	-1 pts	57%	-7 pts	24%	-3 pts
Outer Regional, Remote, & Very Remote Australia	50%	-5 pts	53%	-14 pts	22%	-2 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.

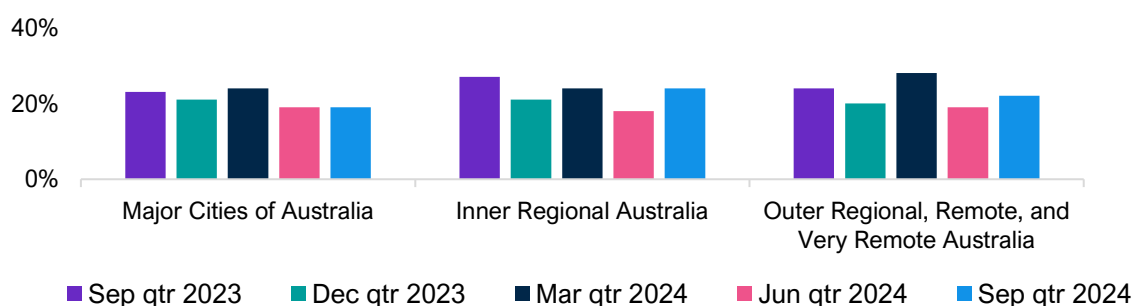
**Figure 4. Recruitment rate by ARIA location, September quarter 2023 – September quarter 2024**



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



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



<sup>1</sup> Australian Bureau of Statistics, Remoteness Areas, Australian Statistical Geography Standard (ASGS) Edition 3, <https://www.abs.gov.au/statistics/standards/australian-statistical-geography-standard-asgs-edition-3/jul2021-jun2026/remoteness-structure/remoteness-areas>

## Key indicators by selected industries

In the September quarter 2024, the Accommodation and Food Services industry recorded the highest recruitment rate (59%), while Wholesale Trade recorded the lowest rate (36%). Recruitment difficulty was highest in the Construction industry (59%). Meanwhile, the Accommodation and Food Services industry reported the lowest recruitment difficulty rate (36%) and the largest proportion of employers expecting to increase staff (31%).

Table 3. Key indicators by industry, September quarter 2024

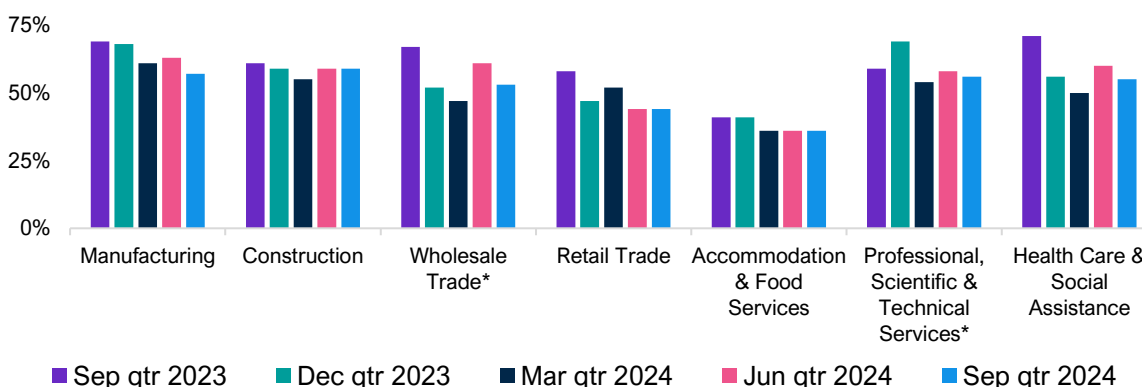
	Recruitment rate		Recruitment difficulty rate		Expect to increase staff	
	% of employers	Annual change (% points)	% of recruiting employers	Annual change (% points)	% of employers	Annual change (% points)
Manufacturing	39%	-12 pts	57%	-12 pts	18%	-5 pts
Construction	42%	1 pts	59%	-2 pts	14%	-7 pts
Wholesale Trade	36%	1 pts	53%*	-14 pts*	21%	0 pts
Retail Trade	38%	-7 pts	44%	-14 pts	19%	-3 pts
Accommodation and Food Services	59%	-10 pts	36%	-5 pts	31%	-5 pts
Professional, Scientific & Technical Services	47%	10 pts	56%*	-3 pts*	24%	1 pts
Health Care & Social Assistance	51%	-6 pts	55%	-16 pts	22%	-7 pts

\* Interpret with caution due to low sample size.

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



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



## Key indicators by selected occupation groups

In the September quarter 2024, the highest recruitment difficulty rate was recorded for Professionals (64%), down by 4 percentage points from last year. Technicians and Trades Workers recorded a large decrease in recruitment difficulty over the year (down by 12 percentage points) to stand at 63%. Compared with a year ago, there are declines in both the recruitment difficulty rate and the share of vacancies taking longer than one month to fill across all reported occupation groups.

Table 4. Key indicators by occupation, September 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%	-4 pts	67%*	-7 pts*
Technicians and Trades Workers	63%	-12 pts	60%	-16 pts
Community & Personal Service Workers	53%	-7 pts	45%	-11 pts
Clerical and Administrative Workers	37%	-6 pts	32%*	-14 pts*
Sales Workers	32%	-20 pts	30%	-17 pts
Machinery Operators and Drivers	52%*	-5 pts*	35%*	-12 pts*
Labourers	44%	-4 pts	28%	-13 pts

\* Interpret with caution due to low sample size.

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

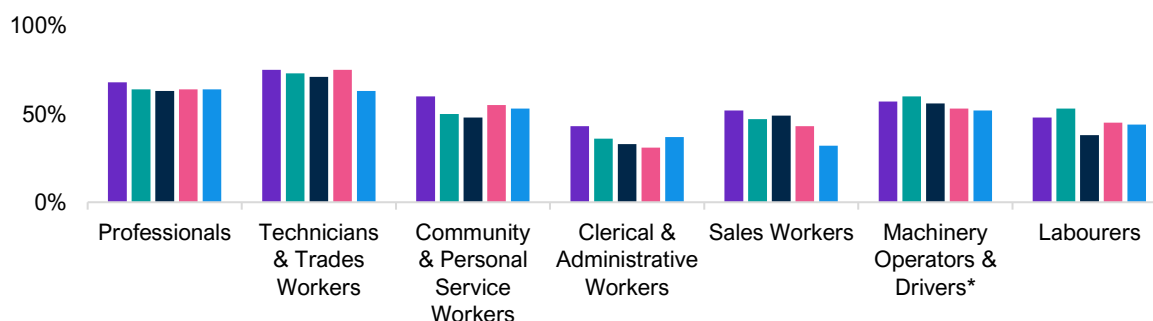
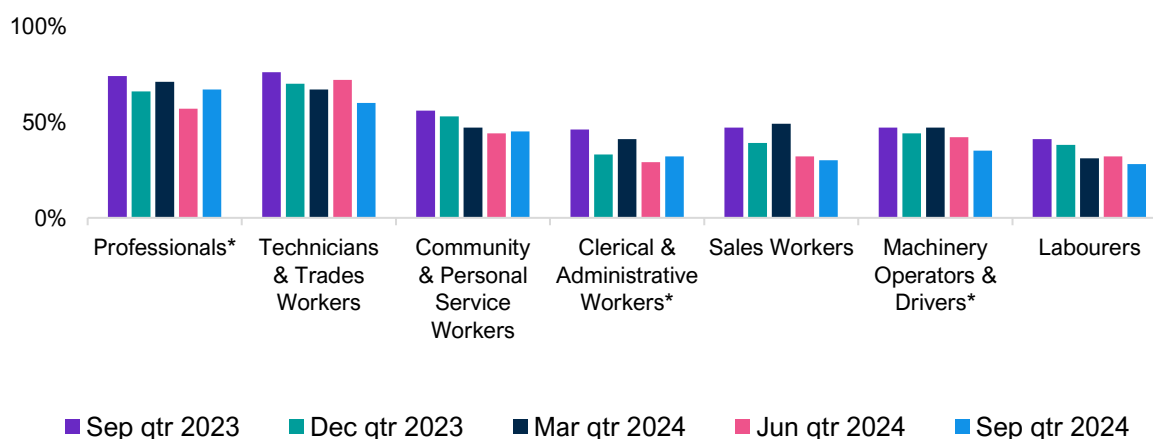


Figure 10. Vacancies taking longer than 1 month to fill, by occupation group, September quarter 2023 – September 2024



## REOS Background and Notes

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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: September quarter 2024*

### Data notations

\* Interpret with caution due to low sample size.

### Recruitment rate

The proportion of employers either currently recruiting or had recruited in the previous month. It is calculated by dividing the number of employers who recruited or were attempting to recruit by the total 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 responding to the survey. 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 September 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 the construction industry, recruitment patterns across Australia's regions, recruitment difficulty, employers' experiences with staff retention, and experiences of employers recruiting for apprentices.

For queries, contact: [REOS@jobsandskills.gov.au](mailto:REOS@jobsandskills.gov.au)