



REOS Recruitment Insights Report – November 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

Recruitment activity rose slightly this month but remains lower than a year ago. The period around November is often associated with seasonal recruitment for the shopping and holiday season, which may have influenced the rise in recruitment activity this month. The recruitment difficulty rate eased this month and is below levels recorded a year ago.

In smoothed terms, the recruitment rate has been continuing to ease over the last year and now sits at around the same level as in October 2021. Recruitment difficulty has been generally tapering off over the last year and is at similar levels recorded in mid-2021. These results have occurred in the context of a decline in the level of internet job vacancies over the year to October 2024 as well as an increase in the unemployment rate over the same period. While employment growth remains strong, there has also been a softening in the pace of *trend* of growth since mid-2024.

Recruitment activity

In November 2024, the recruitment rate increased by 1 percentage point from October 2024 to 43% of employers. This figure is 9 percentage points lower than a year ago (November 2023).

Over the month, the recruitment rate fell by 2 percentage points to 40% in the Capital Cities, compared with a rise of 8 percentage points to 50% in Rest of State areas.

The recruitment rate in both the Capital Cities and Rest of State areas currently stands 8 percentage points lower than a year ago.

Recruitment difficulty

The recruitment difficulty rate fell by 2 percentage points to 50% in November 2024. Recruitment difficulty is now 6 percentage points lower than it was a year ago and is 25 percentage points below the record high of 75% in July 2022.

Analysing the recent month-to-month variation in regional results, it is noted that recruitment difficulty fell sharply over the month in Rest of State areas, down by 11 percentage points to 44%. As a result of this sharp fall, the recruitment difficulty rate in the Capital Cities (54%, up by 4 percentage points over the month) now exceeds that recorded in Rest of State areas.

Compared to a year ago, recruitment difficulty is now 14 percentage points lower in Rest of State areas, while in the Capital Cities it remains at the same level.

Staffing outlook: employers expecting to increase staff

Over the month, the proportion of employers expecting to increase their staffing numbers in the next three months fell by 1 percentage point to 18% of employers in November 2024. This was 3 percentage points lower than a year ago.

This month, employers in both Capital Cities and Rest of State areas had similar staffing outlooks, with 18% of employers in Capital Cities and 19% in Rest of State areas expecting to increase their staffing levels in the next three months. While this figure remained unchanged over the month in Rest of State areas, it fell by 1 percentage point from last month in the Capital Cities areas.

Reason for recruiting

Recruitment due to staff turnover only was the main reason why employers recruited in November 2024 (57% of recruiting employers). Some 28% of recruiting employers were hiring to fill new staff positions only, while the remaining 15% were recruiting for both new positions and replacement positions.

Staffing changes over the last month

Some 13% of employers increased their staff in November 2024, 3 percentage points higher than last month. Around 7% of employers said their staff numbers had decreased, compared to 8% of employers in the previous month.

Employers unable to fill vacancies in a month

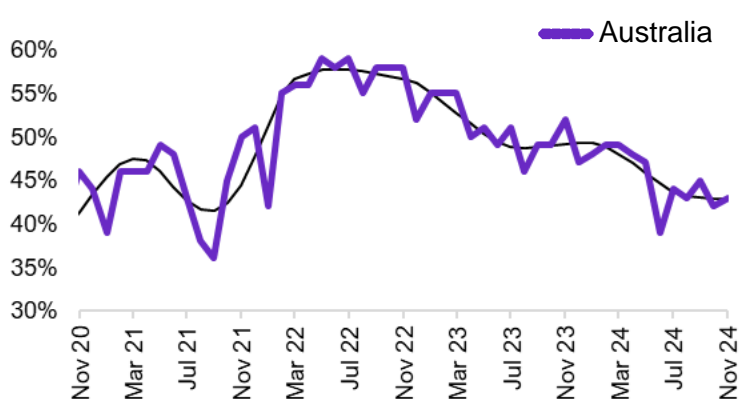
The proportion of recruiting employers who were unable to fill their vacancies in a month rose by 4 percentage points to 48% in November 2024. Despite the rise, this figure is only 6 percentage points higher than the recorded low¹ of 42% in July this year.

¹ This series started in May 2021.

REOS national indicators²

Recruitment rate

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



43%

Monthly change:

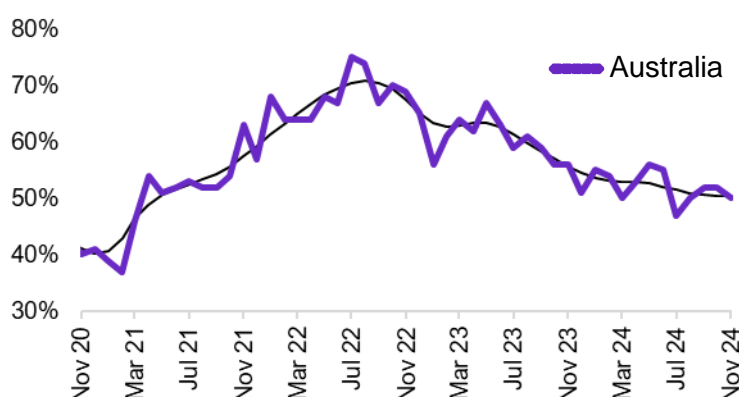
▲ 1% point

Annual change:

▼ 9% points

Recruitment difficulty rate

Proportion of recruiting employers who stated they had difficulty hiring staff



50%

Monthly change:

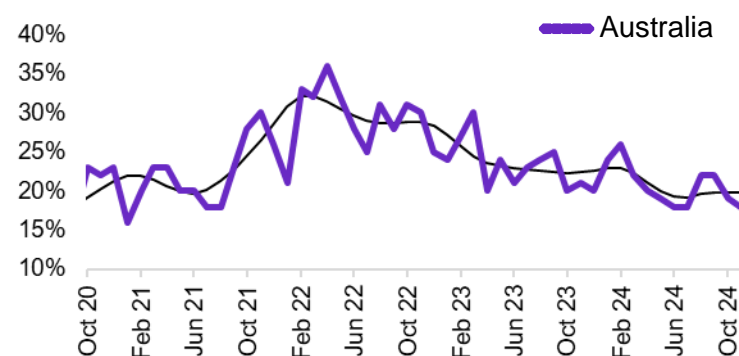
▼ 2% points

Annual change:

▼ 6% points

Staffing outlook – Expecting to increase staff

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



18%

Monthly change:

▼ 1% point

Annual change:

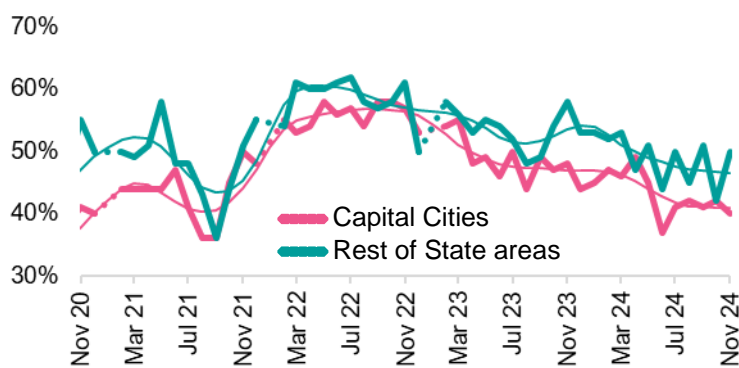
▼ 3% points

² 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 areas³

Recruitment rate

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



Capital Cities: 40%

Monthly change:

▼2% points

Annual change:

▼8% points

Rest of State: 50%

Monthly change:

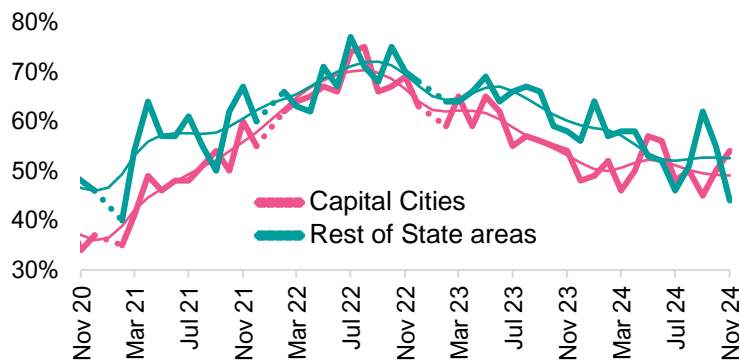
▲8% points

Annual change:

▼8% points

Recruitment difficulty rate

Proportion of recruiting employers who stated they had difficulty hiring staff



Capital Cities: 54%

Monthly change:

▲4% points

Annual change:

0% points

Rest of State: 44%

Monthly change:

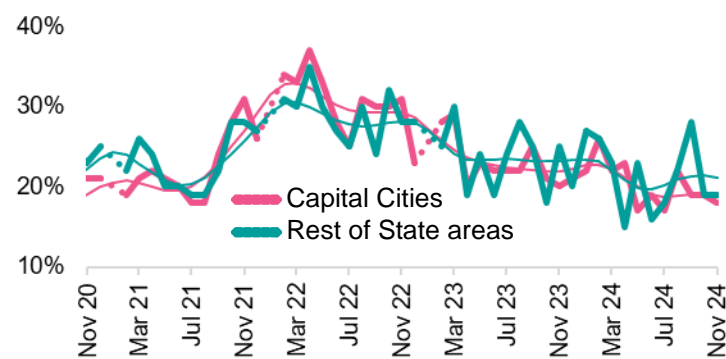
▼11% points

Annual change:

▼14% points

Staffing outlook – Expecting to increase staff

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



Capital Cities: 18%

Monthly change:

▼1% point

Annual change:

▼2% points

Rest of State: 19%

Monthly change:

0% points

Annual change:

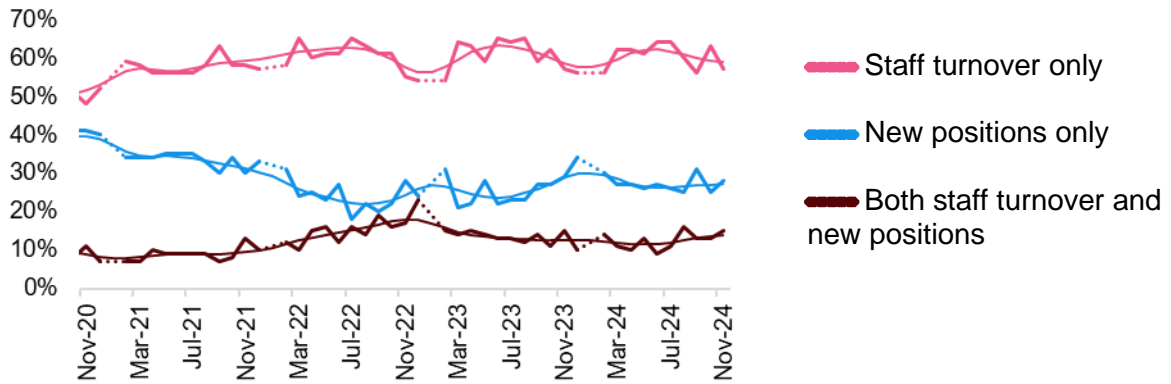
▼6% points

³ 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

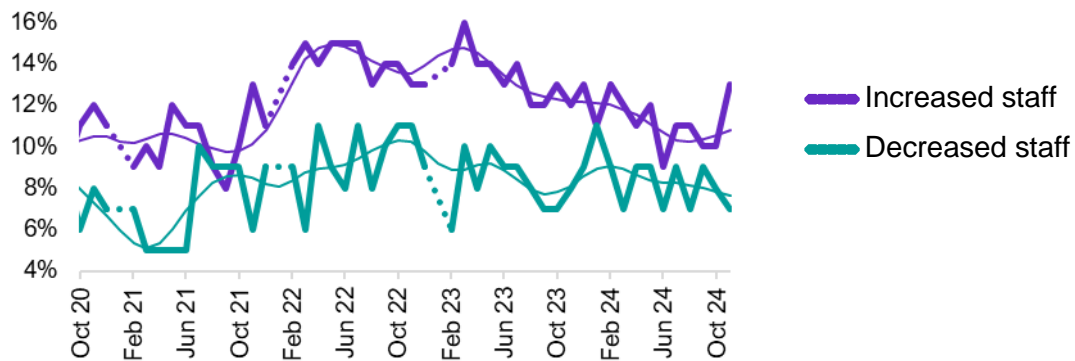
Reason for recruiting

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



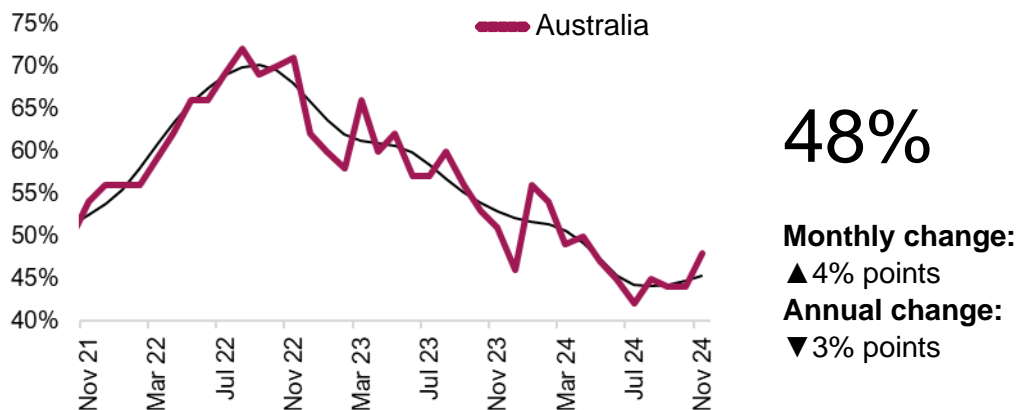
Staffing changes over the last month

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. Details of the survey methodology can be accessed from the [JSA website](#).

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, November 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:

- December 2024 Recruitment Insights Report – 21 January 2025

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:

- February spotlight –December Quarter 2024 Results – 6 February 2025

Recent spotlights:

- December spotlight – Trends and change in recruitment difficulty
- November spotlight –September Quarter 2024 Results