



REOS Recruitment Insights Report – December 2024

Jobs and Skills Australia surveys around 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

Results for December 2024 continue to reflect an ongoing, very gradual softening of the recruitment market in Australia over the past year. Despite a slight increase in the recruitment rate this month (by 1 percentage point), the smoothed series has remained relatively flat for the last six months and is below that recorded a year ago. This has occurred in the context of declining internet job vacancies over the year to November 2024 and slower employment growth over the last six months.

The recruitment difficulty rate in December 2024 has fallen by 3 percentage points compared with the previous month, also below that recorded a year ago.

While the proportion of employers expecting to increase staff in the following three months has increased marginally by 1 percentage point in December 2024, in smoothed terms the proportion remains at the lowest level since September 2020.

Recruitment activity

In December 2024, the recruitment rate increased by 1 percentage point from last month to 44% of employers. This figure is 3 percentage points lower than a year ago.

The recruitment rate for Capital Cities increased by 2 percentage points to 42% in December 2024 but is 2 percentage points lower than a year ago. By contrast, the recruitment rate for Rest of State areas fell by 4 percentage points over the month to 46% and is 7 percentage points lower than a year ago.

Recruitment difficulty

The recruitment difficulty rate fell by 3 percentage points to 47% in December 2024. Recruitment difficulty is now 4 percentage points lower than it was a year ago and is 28 percentage points below the record high of 75% in July 2022.

Despite the fluctuation in recruitment difficulty over recent months, December 2024 has shown somewhat typical results, with the recruitment difficulty rate for Capital Cities (45%) being lower than for Rest of State areas (52%), reversing the trend observed last month. Both regions have shown similar decreases over the last year (around 3 percentage points). However, compared with last month, the recruitment difficulty rate in Capital Cities went down by 9 percentage points, while it increased by 8 percentage points in Rest of State areas.

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 increased by 1 percentage point to 19% of employers in December 2024. This was 1 percentage point lower than a year ago.

For the first time since June 2024, a higher proportion of employers in Capital Cities expected to increase their staffing levels in the next three months compared with Rest of State areas (20% and 17% respectively in December 2024).

Reason for recruiting

Recruitment due to *staff turnover only* was the main reason why employers recruited in December 2024 (61% of recruiting employers cited this reason). Some 29% of recruiting employers were hiring to fill new staff positions only, while the remaining 10% were recruiting for both new positions and replacement positions.

Staffing changes over the last month

Some 11% of employers increased their staff in December 2024, 2 percentage points lower than last month. Around 9% of employers said their staff numbers had decreased, compared with 7% of employers in the previous month.

Employers unable to fill vacancies in a month

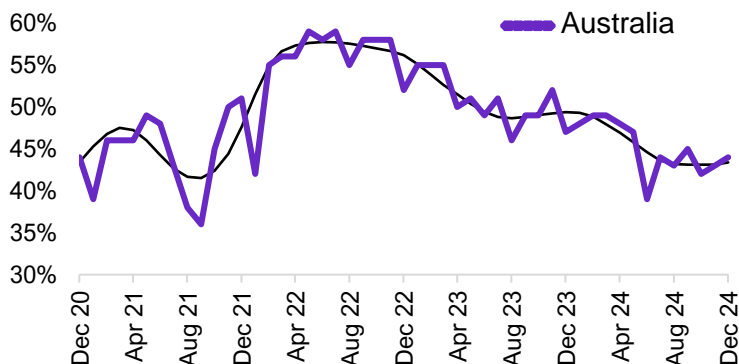
The proportion of recruiting employers who were unable to fill their vacancies within a month fell by 5 percentage points to 43% in December 2024, only 1 percentage point higher than the recorded low¹ of 42% in July this year.

¹ This series started in May 2021.

REOS national indicators²

Recruitment rate

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



44%

Monthly change:

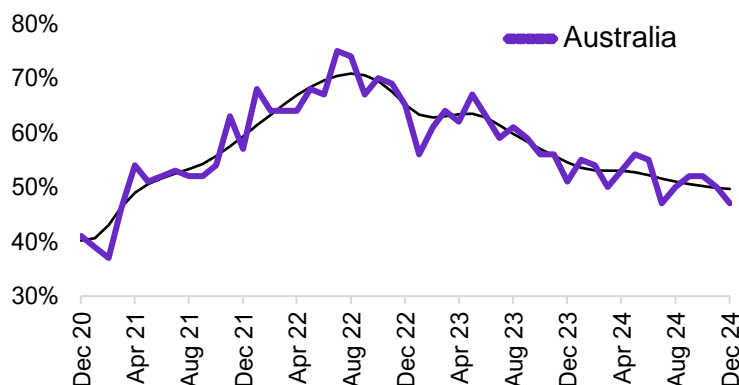
▲ 1% point

Annual change:

▼ 3% points

Recruitment difficulty rate

Proportion of recruiting employers who stated they had difficulty hiring staff



47%

Monthly change:

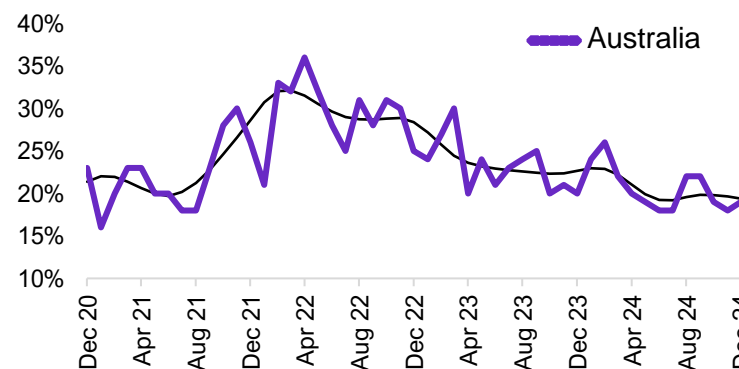
▼ 3% points

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:

▲ 1% point

Annual change:

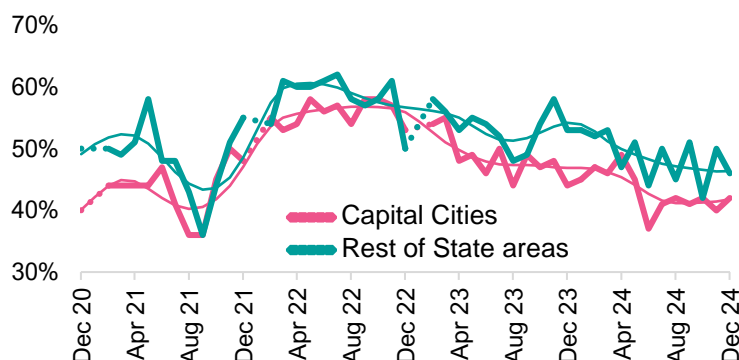
▼ 1% point

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

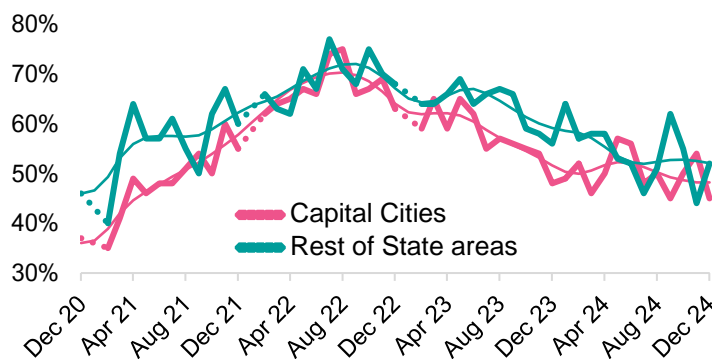


Capital Cities: 42%
 Monthly change: ▲2% points
 Annual change: ▼2% points

Rest of State: 46%
 Monthly change: ▼4% points
 Annual change: ▼7% points

Recruitment difficulty rate

Proportion of recruiting employers who stated they had difficulty hiring staff

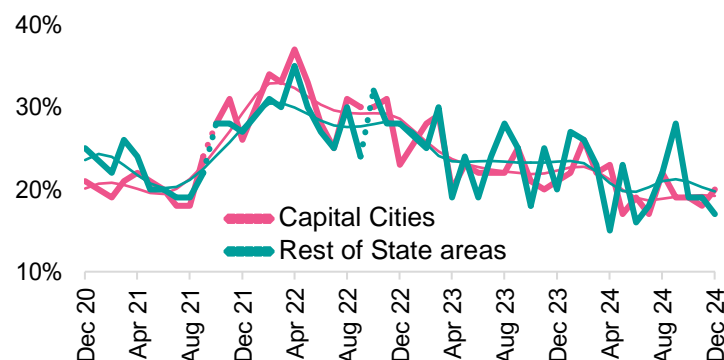


Capital Cities: 45%
 Monthly change: ▼9% points
 Annual change: ▼3% points

Rest of State: 52%
 Monthly change: ▲8% 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: 20%
 Monthly change: ▲2% points
 Annual change: ▼1% point

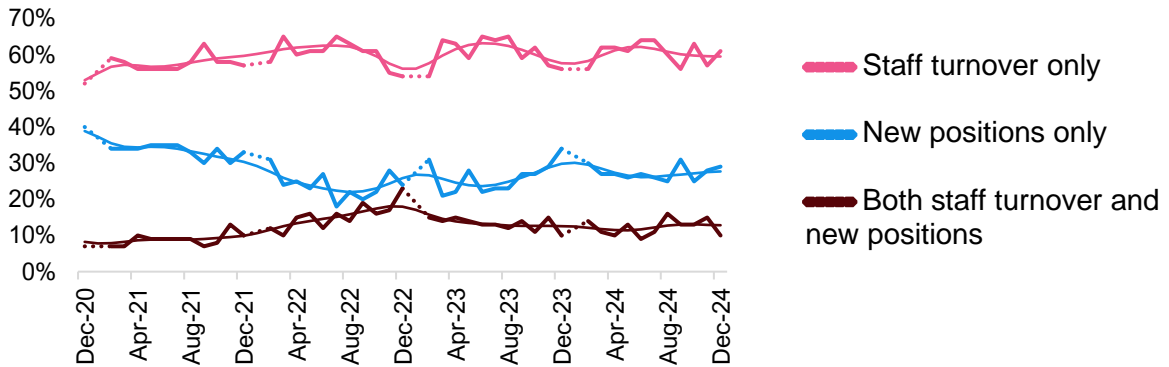
Rest of State: 17%
 Monthly change: ▼2% points
 Annual change: ▼3% points

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

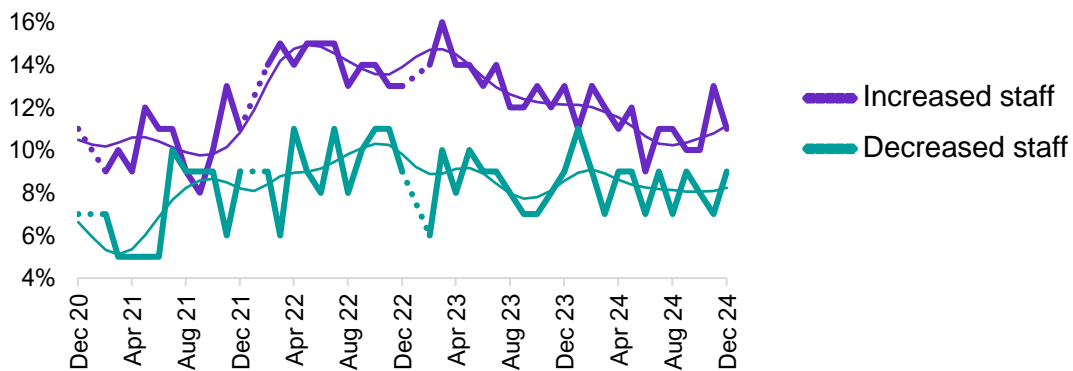
Reason for recruiting

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



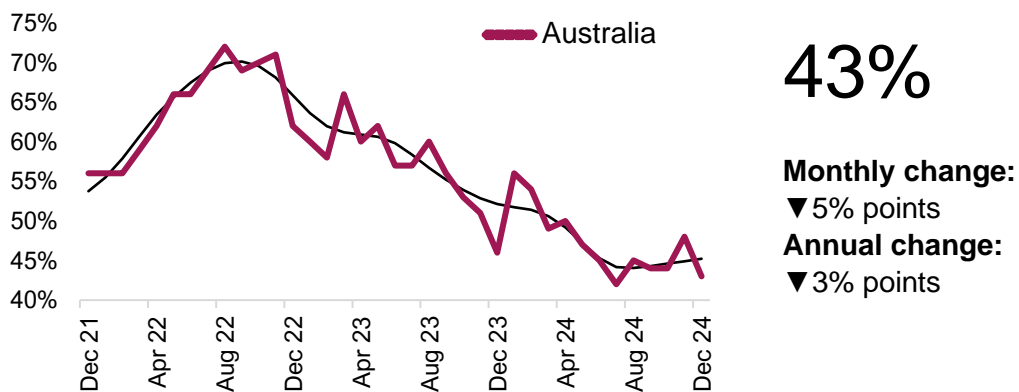
Staffing changes over the last month

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, December 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:

- January 2025 Recruitment Insights Report – 18 February 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