



Australian Government



Jobs and Skills Australia

# REOS Recruitment Insights Report October 2023

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

## Key Findings

October 2023 REOS results indicate that recruitment activity has eased significantly since peaking in mid-2022. The new REOS smoothed series (see charts overleaf) indicates the steep decline in the recruitment rate between mid-2022 and mid-2023 has now flattened with little change recorded during recent months. On the other hand, smoothed recruitment difficulty has continued to ease in recent months.

### Recruitment activity

In October 2023, 49% of employers recruited, the same proportion as last month, and 9 percentage points less than in October last year.

- In Capital Cities, 47% of employers recruited in October 2023, 2 percentage points lower than last month and 11 percentage points lower than a year ago. The recruitment rate was 54% in Rest of State areas, 5 percentage points higher than last month but 4 percentage points lower than this time last year.

### Recruitment difficulty

Recruitment difficulty eased by 3 percentage points in October 2023, with 56% of recruiting employers having difficulty recruiting staff. The recruitment difficulty rate is currently 14 percentage points lower than October 2022.

- In Capital Cities, 55% of recruiting employers had recruitment difficulty, 1 percentage point lower than last month and 12 percentage points lower than a year ago.
- Recruitment difficulty in Rest of State areas eased by 7 percentage points from last month to 59% (16 percentage points lower than October last year).

### Staffing changes over the last month

Around 13% of employers increased their staffing levels in October 2023, while 7% of employers decreased their staffing levels.

### **Staffing outlook: employers expecting to increase staff**

The proportion of employers expecting to increase their staff in the next three months eased by 5 percentage points to 20% in October 2023. Only 2% of employers were expecting their staffing levels to decrease.

### **Employers unable to fill vacancies in a month**

The proportion of recruiting employers who were unable to fill their vacancies within a month was 50% in October 2023. This was 3 percentage points lower than a month ago, and 20 percentage points lower than October 2022.

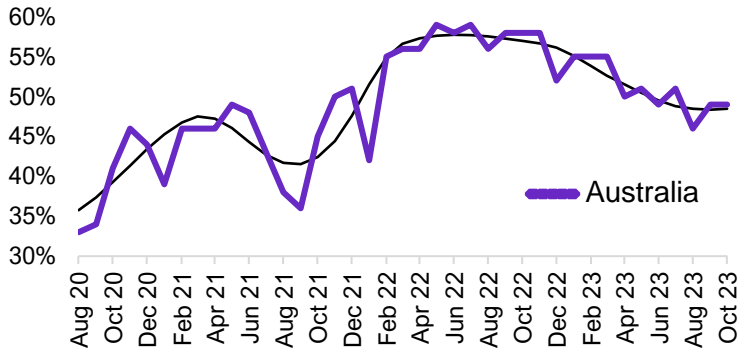
**From this edition of the REOS Recruitment Insights Report, Henderson smoothing has been introduced for key indicators in the survey. The smoothed series aims to remove month to month volatility and illustrates long term patterns in the underlying data. See the explanatory note at the end of this document for more information.**

# REOS national indicators

Henderson smoothing has been included in our charts to remove month to month volatility and illustrate long term patterns. See the explanatory note for more information.

## Recruitment rate

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

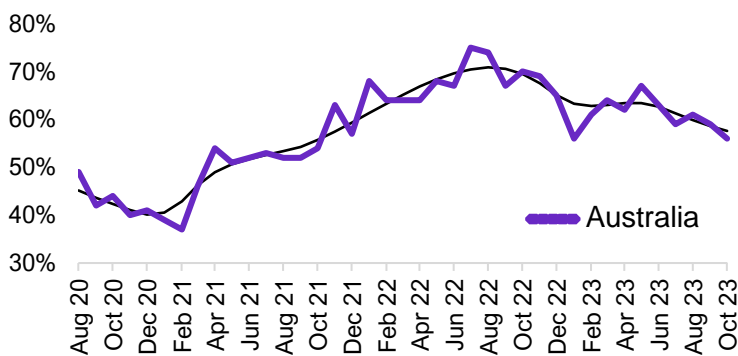


**49%**

**Monthly change:**  
 ▶ 0% points  
**Annual change:**  
 ▼ 9% points

## Recruitment difficulty rate

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

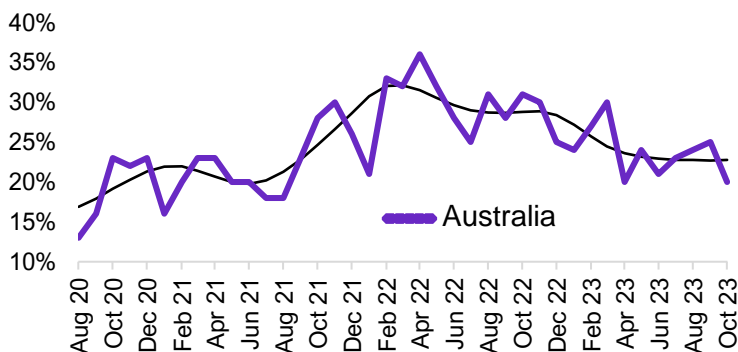


**56%**

**Monthly change:**  
 ▼ 3% 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.



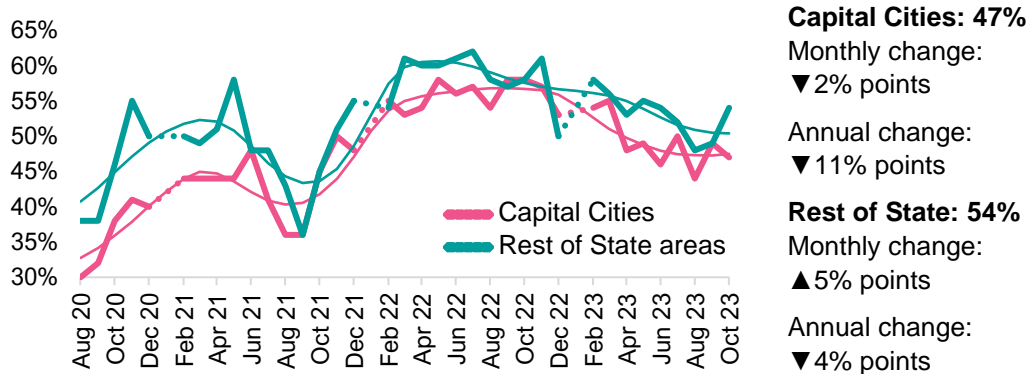
**20%**

**Monthly change:**  
 ▼ 5% points  
**Annual change:**  
 ▼ 11% points

# Capital City/Rest of State areas<sup>1</sup>

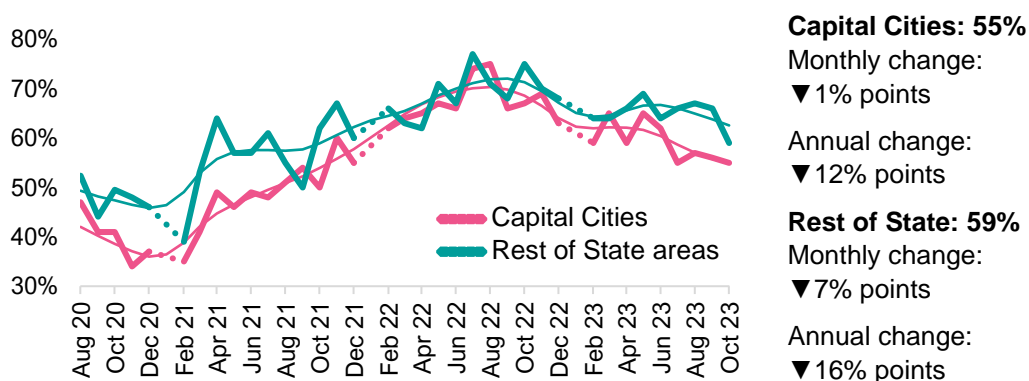
## Recruitment rate

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



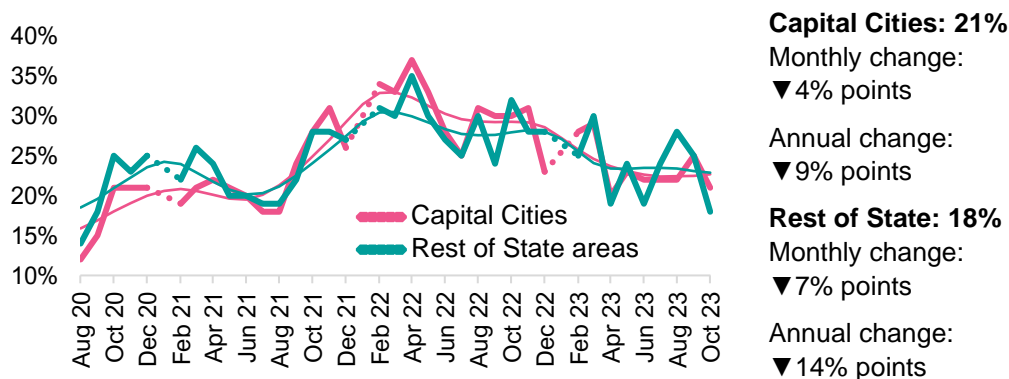
## Recruitment difficulty rate

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.

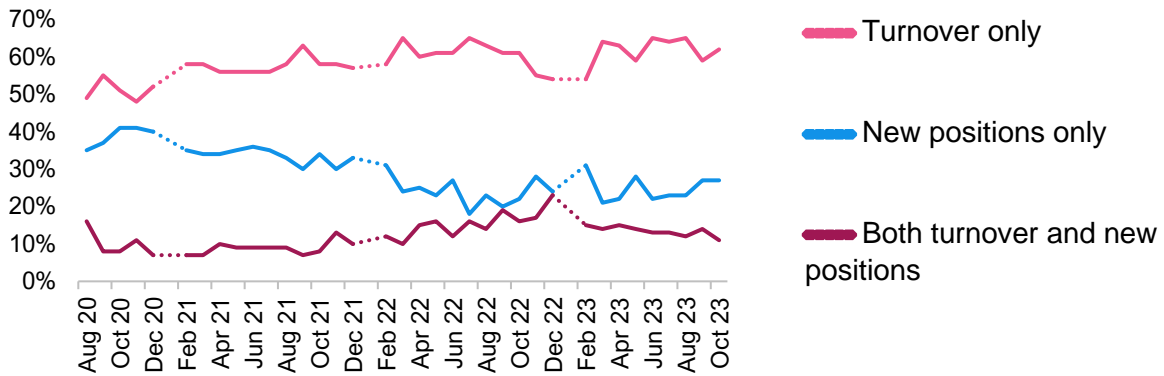


<sup>1</sup> Data are not available for January 2021, 2022, and 2023. Data points have been joined by a dotted line between December and February to reflect this. 'Rest of State' refers to areas outside the capital cities.

# Other recruitment indicators

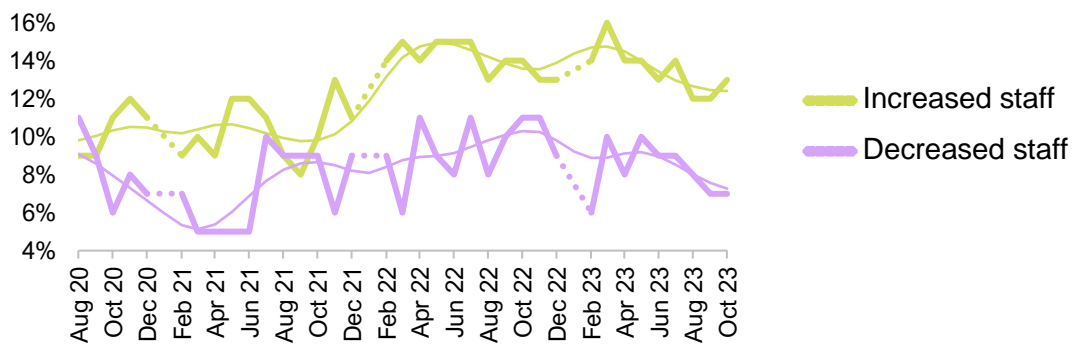
## Reason for recruiting

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



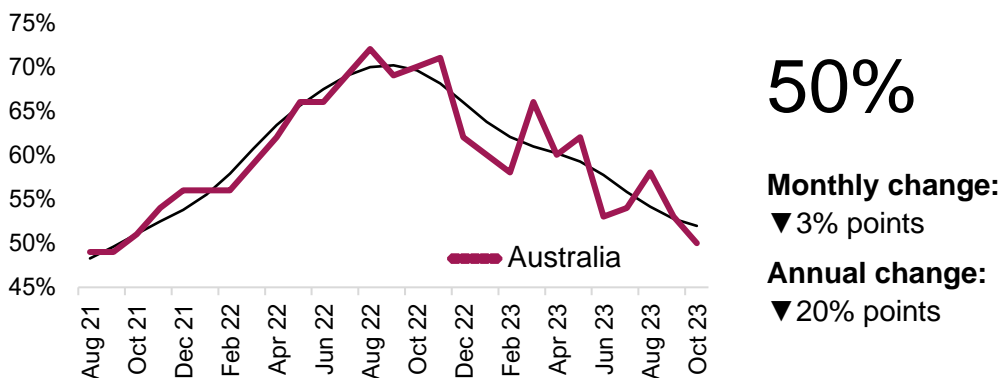
## Staffing changes over the last month

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



## Employers unable to fill jobs within a month

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



\*This excludes employers with unfilled vacancies 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 2023.*

## Contact us

For additional information, email [REOS@jobsandskills.gov.au](mailto: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.

### 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:

- Coming 5 December 2023.

#### Recent spotlights:

- Employers' Greatest Future Concern for the next three months
- Unrealised vacancies