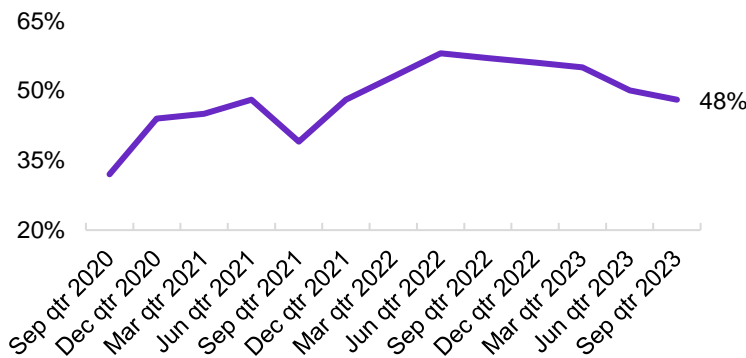




# Recruitment Experiences and Outlook Survey: September quarter 2023

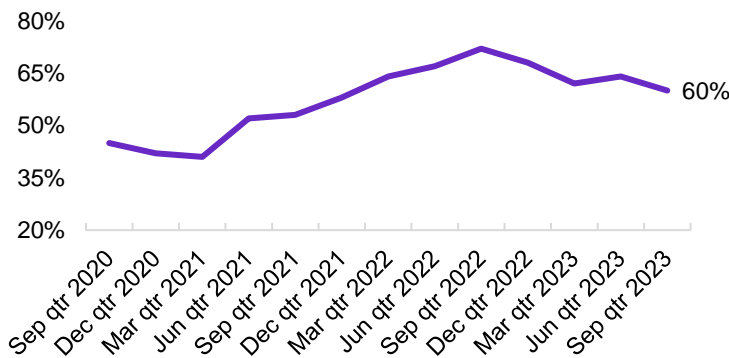
Jobs and Skills Australia conducts the Recruitment Experiences and Outlook Survey (REOS) to monitor recruitment activity and conditions across Australia. Key national indicators from the survey are released monthly; more detailed data disaggregated by state, area, industry and occupation are released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

### Recruitment rate



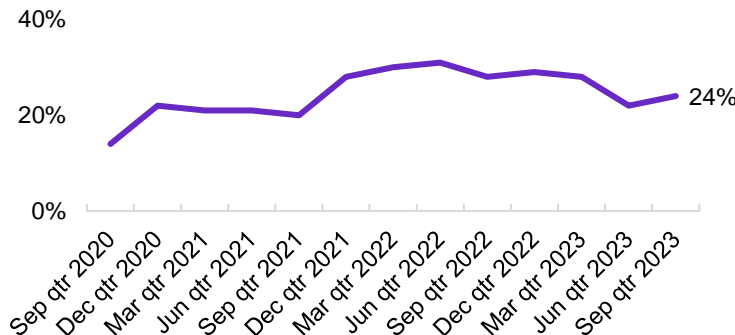
- The recruitment rate in September quarter 2023 was 48%.
- This was 9 percentage points lower than this time last year (57%).

### Recruitment difficulty rate



- The recruitment difficulty rate in the September quarter 2023 was 60%.
- This was 12 percentage points lower than the quarterly peak of recruitment difficulty (72%) recorded a year ago.

### Expecting to increase staff



- In the September quarter 2023, 24% of employers expected to increase staff. This was 4 percentage points lower than a year ago (28%).
- The proportion of employers who expected to decrease staff was 3% in the September quarter.

## Key indicators by state/territory

In the September quarter 2023, the Northern Territory and Western Australia recorded the highest recruitment rate of any state or territory (67% and 55% respectively). The Northern Territory also recorded the highest recruitment difficulty rate (68%). Employers in Tasmania were the most likely to expect to increase staff in the next 3 months (30%).

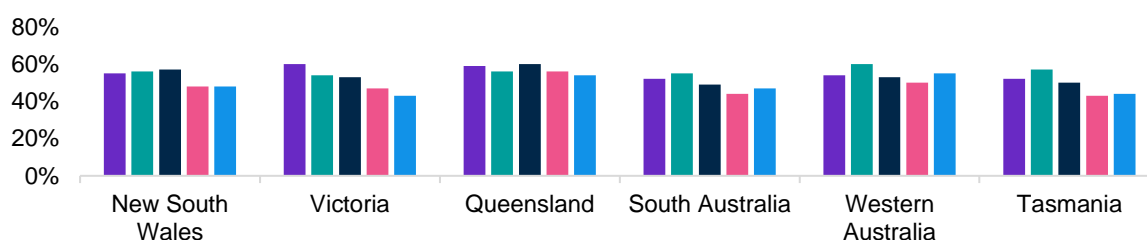
**Table 1. Key indicators by state/territory, September quarter 2023**

	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	48%	-7 pts	60%	-11 pts	25%	-1 pts
VIC	43%	-17 pts	62%	-13 pts	21%	-11 pts
QLD	54%	-5 pts	62%	-8 pts	26%	-3 pts
SA	47%	-5 pts	60%	-4 pts	23%	2 pts
WA	55%	1 pts	51%	-24 pts	22%	-6 pts
TAS	44%	-8 pts	46%*	-21 pts*	30%	9 pts
NT#	67%	-9 pts	68%	-6 pts	24%	-10 pts
ACT#	51%	-10 pts	50%	-22 pts	25%	-9 pts

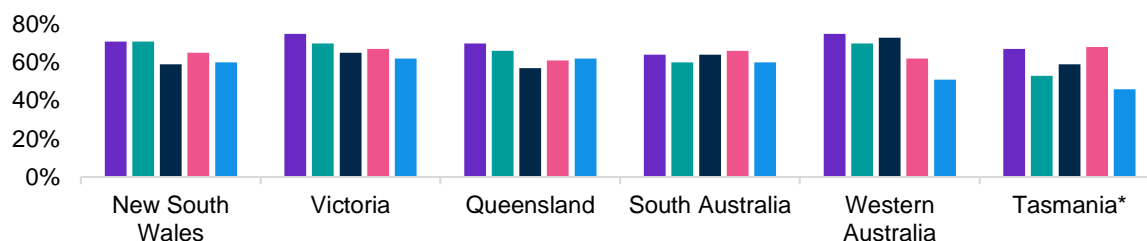
# Due to smaller sample sizes, data for the NT and ACT are based on six-month average data (June qtr to Sep qtr).

\* Interpret with caution due to low sample size.

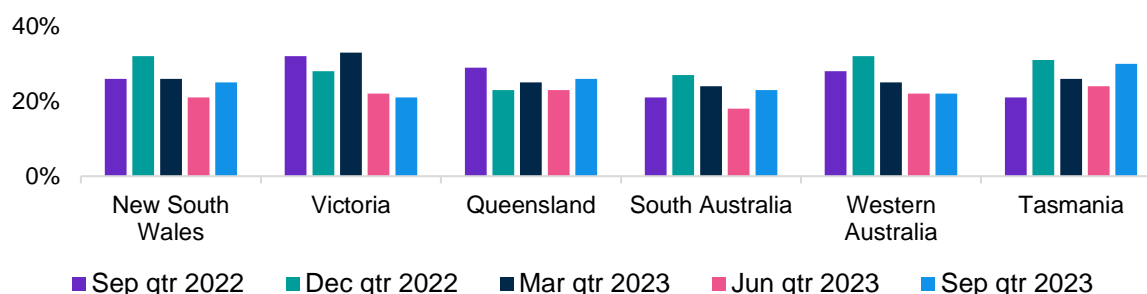
**Figure 1. Recruitment rate by state, September quarter 2022 – September quarter 2023**



**Figure 2. Recruitment difficulty rate by state, September quarter 2022 – September quarter 2023**



**Figure 3. Expecting to increase staff numbers over the next 3 months by state, September quarter 2022 – September quarter 2023**



## Key indicators by ARIA location

In the September quarter 2023, Outer Regional, Remote, and Very Remote Australia recorded the highest recruitment rate (55%) and the highest level of recruitment difficulty (67%). Expectations to increase staffing was the highest in Inner Regional Australia (27%).

Table 2. Key indicators by ARIA location, September quarter 2023

	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	47%	-9 pts	57%	-15 pts	23%	-6 pts
Inner Regional Australia	49%	-11 pts	64%	-7 pts	27%	0 pts
Outer Regional, Remote, & Very Remote Australia	55%	-3 pts	67%	-6 pts	24%	-1 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 2022 – September quarter 2023

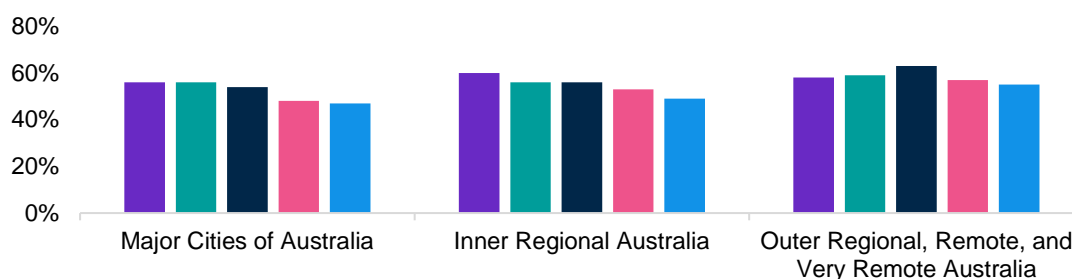


Figure 5. Recruitment difficulty rate by ARIA location, September quarter 2022 – September quarter 2023

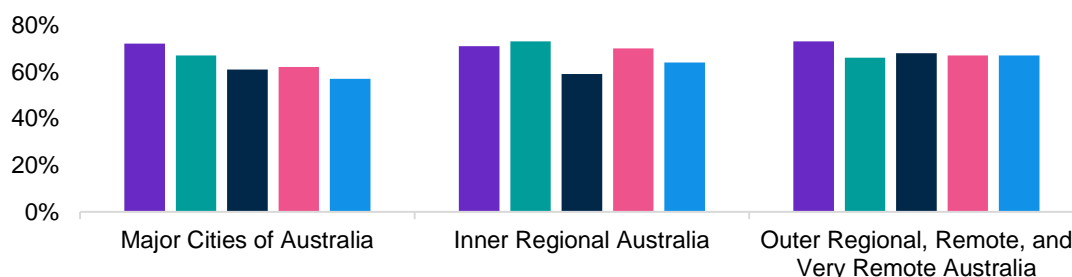
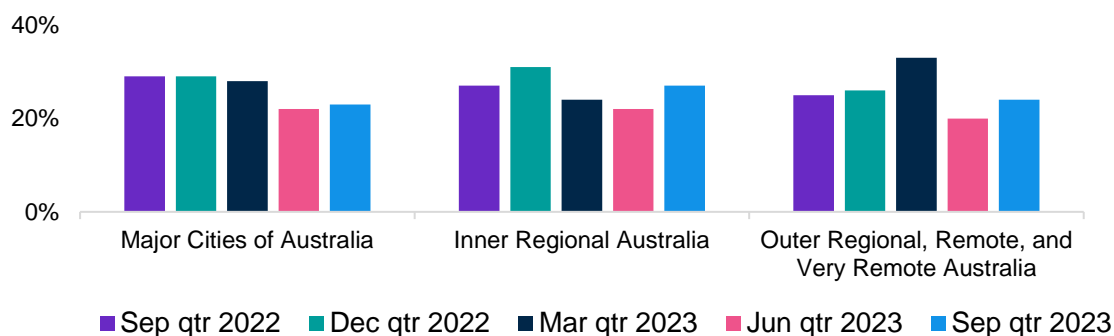


Figure 6. Expecting to increase staff numbers over the next 3 months by ARIA location, September quarter 2022 – September quarter 2023



## Key indicators by selected industries

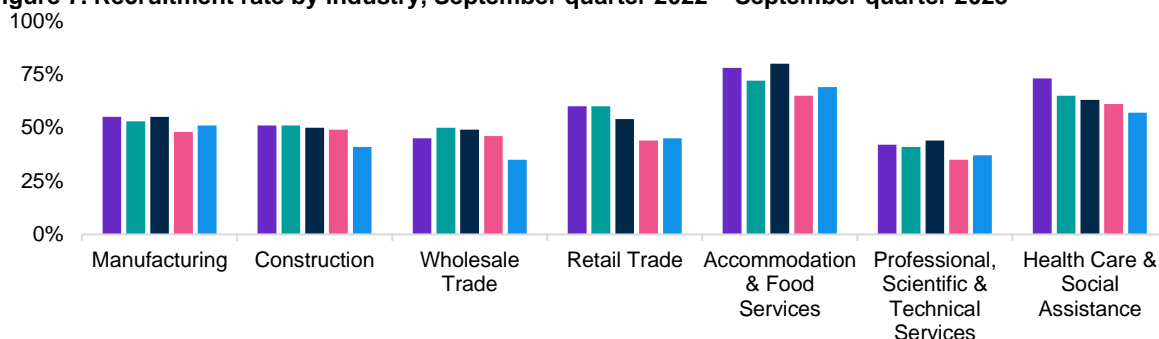
In the September quarter 2023, the highest recruitment rate was recorded by the Accommodation and Food Services industry (69%), whilst the lowest was recorded for Wholesale Trade (35%). Health Care and Social Assistance recorded the highest recruitment difficulty rate (71%). Expectations to increase staff was the highest in the Accommodation and Food Services industry (36%).

**Table 3. Key indicators by industry, September quarter 2023**

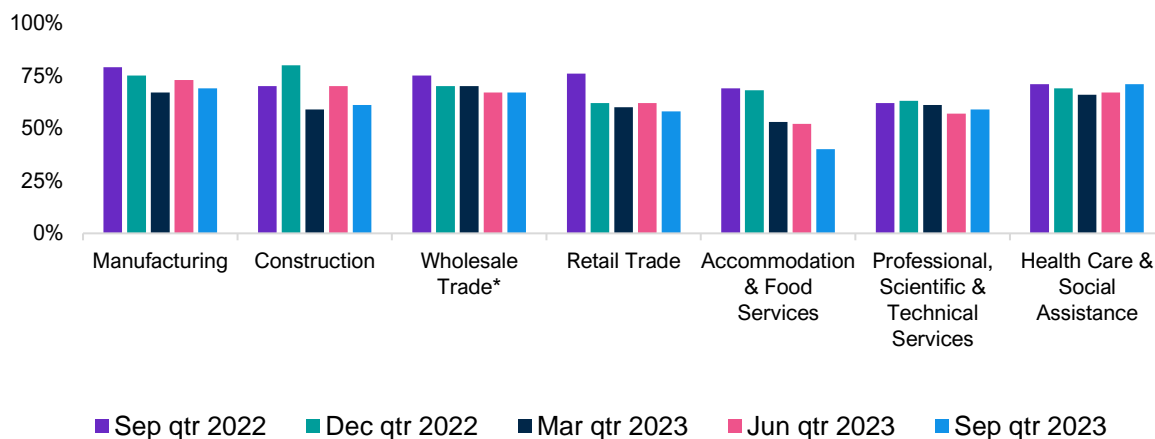
	Recruitment rate		Recruitment difficulty rate		Expect to increase staff	
	% of employers	Annual change (% points)	% of recruiting employers	Annual change (% points)	% of employers	Annual change (% points)
Manufacturing	51%	-4 pts	69%	-10 pts	23%	-5 pts
Construction	41%	-10 pts	61%	-9 pts	21%	-7 pts
Wholesale Trade	35%	-10 pts	67%*	-8 pts*	21%	-5 pts
Retail Trade	45%	-15 pts	58%	-18 pts	22%	-8 pts
Accommodation and Food Services	69%	-9 pts	40%	-29 pts	36%	-8 pts
Professional, Scientific & Technical Services	37%	-5 pts	59%	-3 pts	23%	5 pts
Health Care & Social Assistance	57%	-16 pts	71%	0 pts	29%	-1 pts

\* Interpret with caution due to low sample size.

**Figure 7. Recruitment rate by industry, September quarter 2022 – September quarter 2023**



**Figure 8. Recruitment difficulty rate by industry, September quarter 2022 – September quarter 2023**



## Key indicators by selected occupation groups

In the September quarter 2023, the highest recruitment difficulty rate was recorded for Technicians and Trades Workers (75%). Employers recruiting for Technicians and Trades Workers, as well as Professionals were the most likely have been recruiting for longer than a month.

Table 4. Key indicators by occupation, September quarter 2023

	Recruitment difficulty rate		Vacancies taking longer than 1 month to fill	
	% of recruiting employers	Annual change (% points)	% of recruiting employers	Annual change (% points)
Professionals	68%	-6 pts	71%	-4 pts
Technicians and Trades Workers	75%	-7 pts	71%	-10 pts
Community & Personal Service Workers	60%	-15 pts	52%	-24 pts
Clerical and Administrative Workers	43%	-12 pts	47%	-4 pts
Sales Workers	52%	-17 pts	46%	-19 pts
Machinery Operators and Drivers	57%	-15 pts	45%*	-29 pts*
Labourers	48%	-26 pts	39%	-29 pts

Figure 9. Recruitment difficulty rate by occupation, September quarter 2022 – September quarter 2023

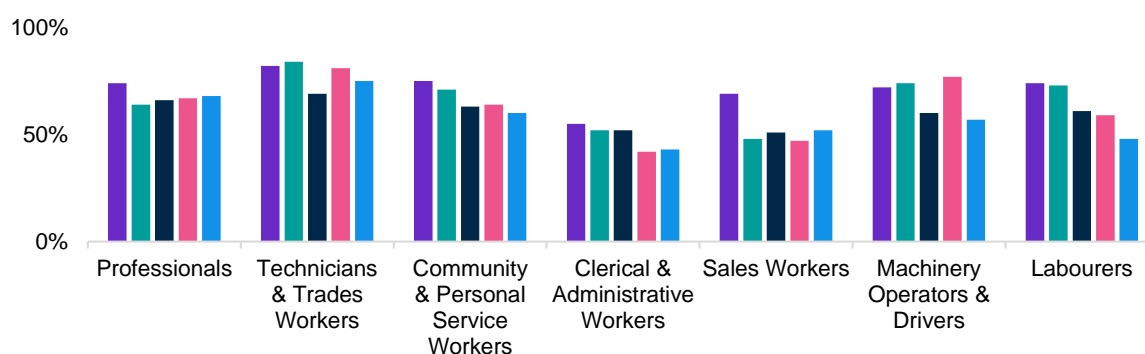
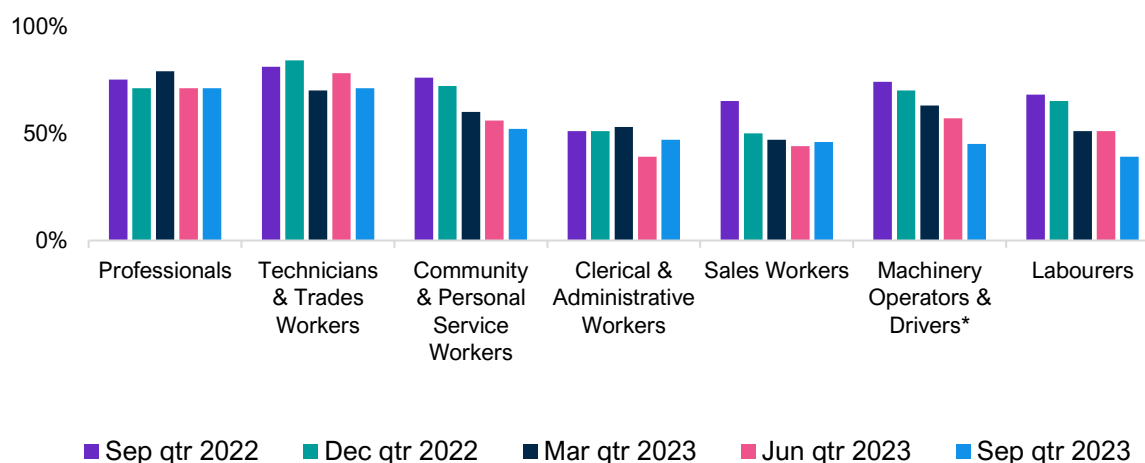


Figure 10. Vacancies taking longer than 1 month to fill, by occupation group, September quarter 2022 – September quarter 2023



## 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 2023*

### Data notations

\* Interpret with caution due to low sample size.

### Recruitment rate

The proportion of employers either currently recruiting or who had recruited in the previous month. It is calculated by dividing the number of employers who recruited or were attempting to recruit by the 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. 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 2023 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 employers' greatest concerns for the future and unrealised vacancies (or employers who had given up recruiting).

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