



REOS Recruitment Insights Report November 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

The recruitment rate rose in November 2023, likely reflecting, at least in part, some seasonal recruitment. Increased recruitment activity was most notable in regional Australia. There was also a small rise in the share of employers expecting to increase their staffing levels in the future. The proportion of employers experiencing recruitment difficulty remained unchanged over the month.

In *smoothed* terms, recruitment activity has edged upward slightly in recent months but remains well below peak levels recorded in mid-2022. Recruitment difficulty has eased over the last six months, consistent with improved labour supply, as well as the labour force participation rate being at record high levels.¹

Recruitment activity

In November 2023, 52% of employers recruited, 3 percentage points higher than last month but 6 percentage points lower than in November 2022.

- In Capital Cities, 48% of employers recruited in November 2023, 1 percentage point higher than last month but 9 percentage points lower than a year ago.
- The recruitment rate was 58% in Rest of State areas, 4 percentage points higher than last month but 3 percentage points lower than a year ago.

Recruitment difficulty

Recruitment difficulty was unchanged in November 2023, with 56% of recruiting employers having difficulty recruiting staff. The recruitment difficulty rate is currently 13 percentage points lower than November 2022 and 19 percentage points less than the peak of 75% in July 2022.

- In Capital Cities, 54% of recruiting employers had recruitment difficulty, 1 percentage point lower than last month and is 15 percentage points lower than a year ago.

¹ ABS *Labour Force Survey*, November 2023, seasonally adjusted data.

- Recruitment difficulty in Rest of State areas also fell by 1 percentage point over the month to 58%, 12 percentage points lower than in November 2022.

In November 2023, 60% of smaller businesses (with 5 to 19 employees) had recruitment difficulty compared with 46% for larger businesses (with 20 or more employees).

- Recruitment difficulty for smaller businesses has declined by 11 percentage points since November 2022 compared with a fall of 18 percentage points for larger businesses.

Employers recruiting for Skill level 1–3 positions were more likely to have recruitment difficulty (71%) in November 2023, compared with 45% for those hiring for Skill level 4–5 positions.

Staffing outlook: employers expecting to increase staff

The proportion of employers expecting to increase their staff in the next three months increased by 1 percentage point to 21% in November 2023.

- Only 3% of employers were expecting their staffing levels to decrease, 1 percentage point higher than last month.

Staffing changes over the last month

In November 2023, 12% of employers increased their staffing levels, down by 1 percentage point over the last month. Over the same period, 8% of employers decreased their staffing levels, up by 1 percentage point.

- In the Capital Cities, 10% of employers increased their staffing levels in November 2023, down by 4 percentage points.
- 15% of employers in Rest of State areas increased staffing over the month, 2 percentage points higher than last month.

Reason for recruiting

Most employers recruited due to staff turnover only (57%) in November 2023, while 29% recruited to fill new positions only. Some 15% of employers were recruiting to fill positions due to both staff turnover as well as new positions.

Employers unable to fill vacancies in a month

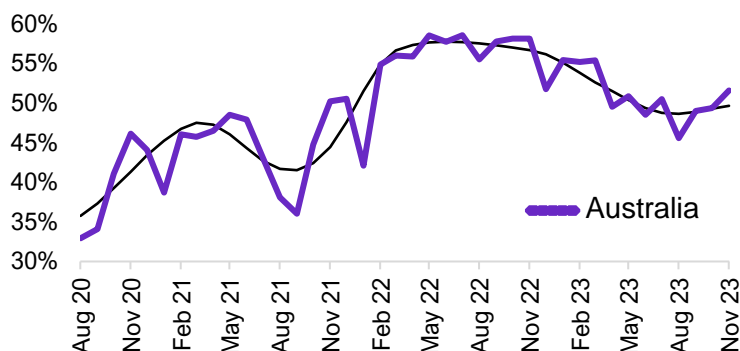
The proportion of recruiting employers who were unable to fill their vacancies within a month was 48% in November 2023. This was 2 percentage points lower than a month ago, and 23 percentage points lower than November 2022.

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.



52%

Monthly change:

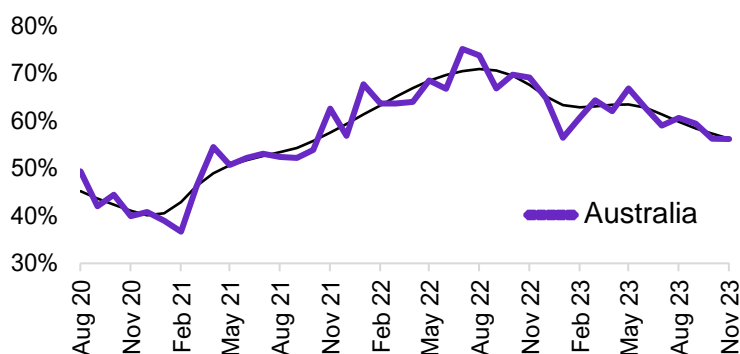
▲3% points

Annual change:

▼6% points

Recruitment difficulty rate

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



56%

Monthly change:

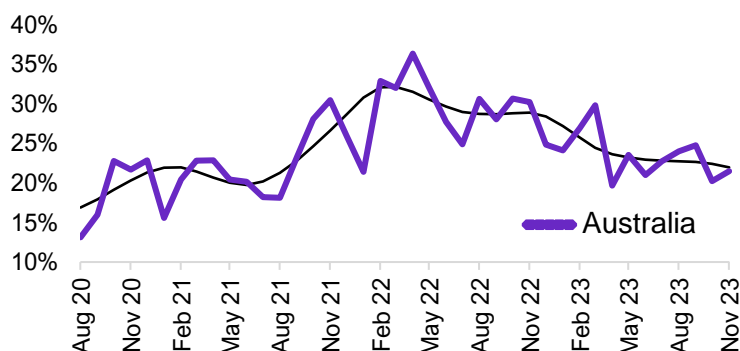
▶0% points

Annual change:

▼13% points

Staffing outlook – Expecting to increase staff

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



21%

Monthly change:

▲1% point

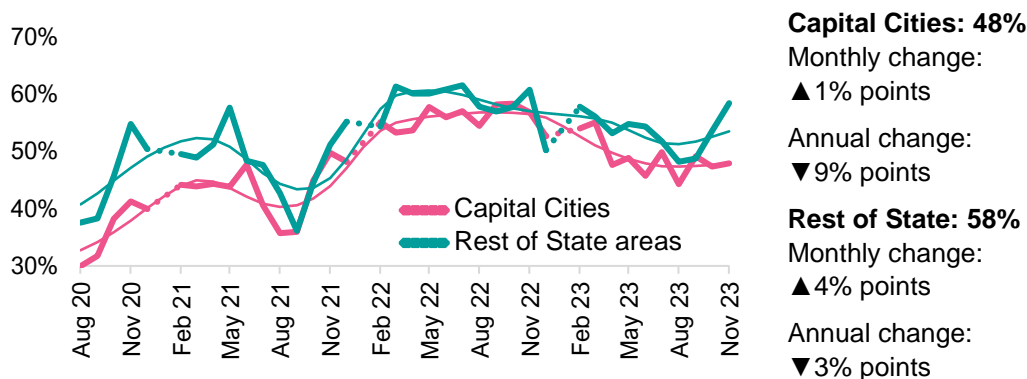
Annual change:

▼9% points

Capital City/Rest of State areas²

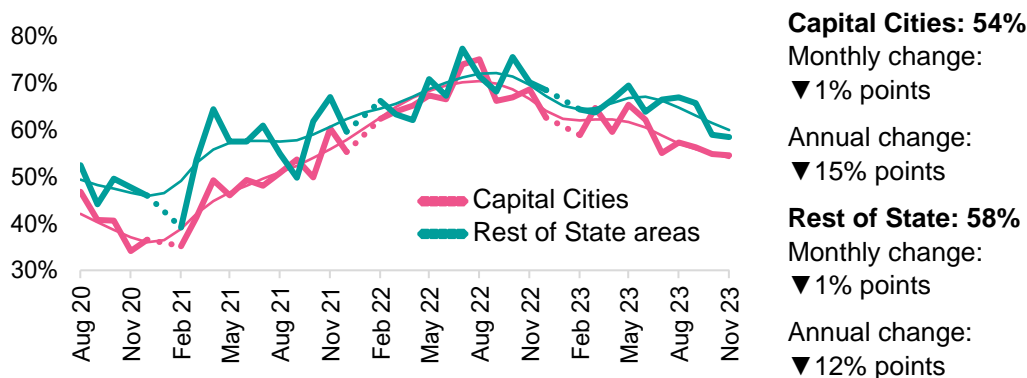
Recruitment rate

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



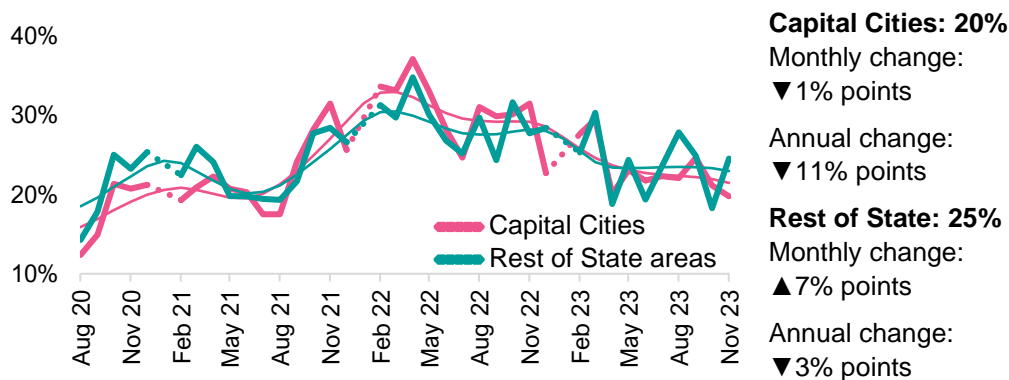
Recruitment difficulty rate

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.

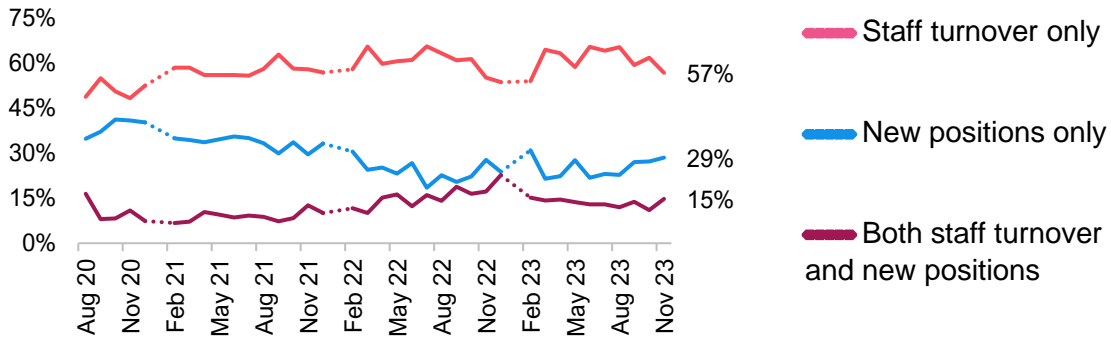


² Data are not available for January. Data points have been joined by a dotted line between December and February to reflect this. 'Rest of State' refers to areas outside the capital cities.

Other recruitment indicators

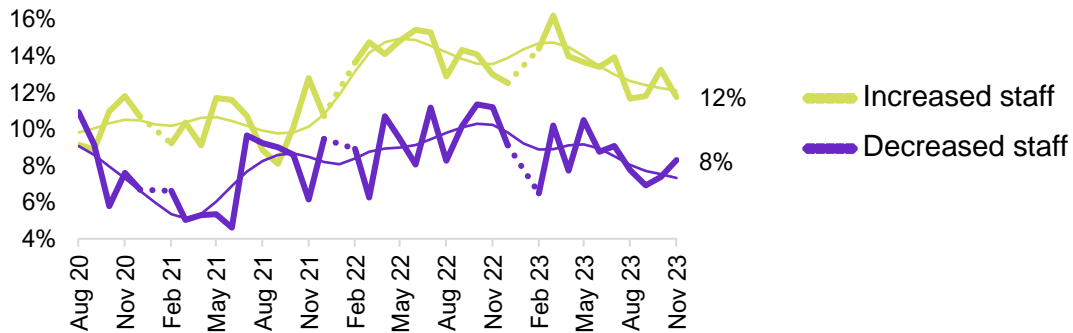
Reason for recruiting

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



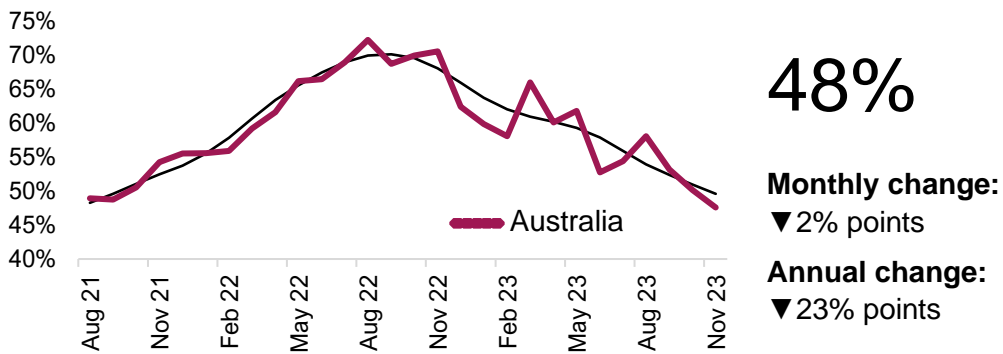
Staffing changes over the last month

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, November 2023*.

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 REOS release:

- December 2023 Recruitment Insights Report and data file - 23 January 2024

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:

- December quarter 2023 REOS results - 5 February 2024

Recent spotlights:

- Employers who hired a jobless applicant
- Employers' Greatest Future Concern for the next three months