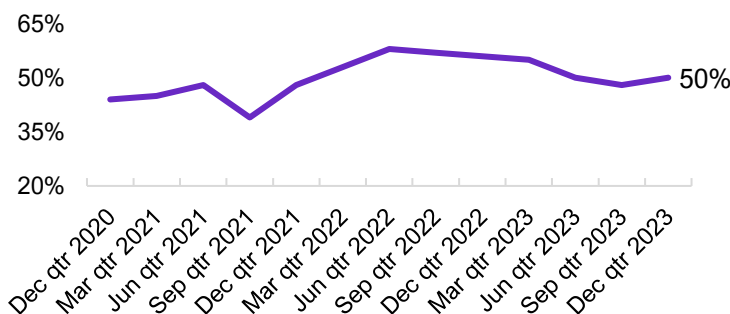




Recruitment Experiences and Outlook Survey: December quarter 2023

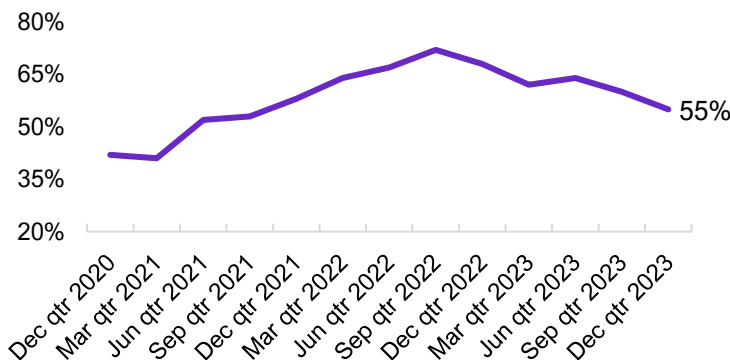
Jobs and Skills Australia conducts the Recruitment Experiences and Outlook Survey (REOS) to monitor recruitment activity and conditions across Australia. Key national indicators from the survey are released monthly; more detailed data disaggregated by state, area, industry, and occupation are released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

Recruitment rate



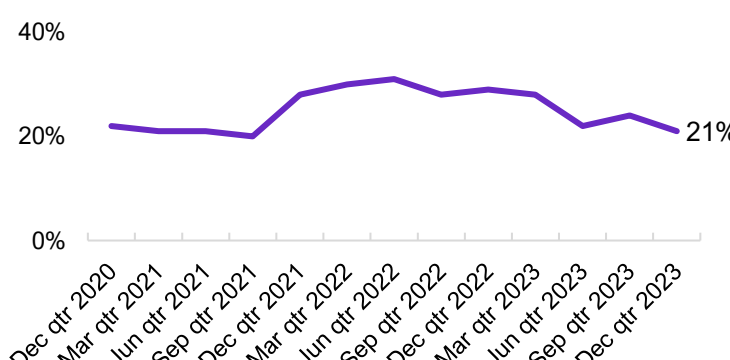
- The recruitment rate in the December quarter 2023 was 50%.
- This was 6 percentage points lower than this time last year (56%).

Recruitment difficulty rate



- The recruitment difficulty rate in the December quarter 2023 was 55%.
- This was 13 percentage points lower than the 68% recorded a year ago.

Expecting to increase staff



- In the December quarter 2023, 21% of employers expected to increase staff. This was 8 percentage points lower than a year ago (29%).
- The proportion of employers who expected to decrease staff was 3% in the December quarter 2023.

Key indicators by state/territory

In the December quarter 2023, Queensland (55%) recorded the highest recruitment rate of the six states. At 60% each, New South Wales and South Australia recorded the highest rates of state recruitment difficulty. Though much smaller, the Northern Territory reported the highest rates of recruitment activity (67%) and recruitment difficulty (62%) in the December quarter 2023.

Table 1. Key indicators by state/territory, December 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	49%	-7 pts	60%	-11 pts	19%	-13 pts
VIC	47%	-7 pts	52%	-18 pts	22%	-6 pts
QLD	55%	-1 pts	52%	-14 pts	19%	-4 pts
SA	46%	-9 pts	60%	0 pts	22%	-5 pts
WA	49%	-11 pts	57%	-13 pts	24%	-8 pts
TAS	49%	-8 pts	43%	-10 pts*	23%	-8 pts
NT#	67%	-4 pts	62%	-14 pts*	27%	-6 pts
ACT#	54%	-8 pts	51%	-11 pts*	29%	-1 pts

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

* Interpret with caution due to low sample size.

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

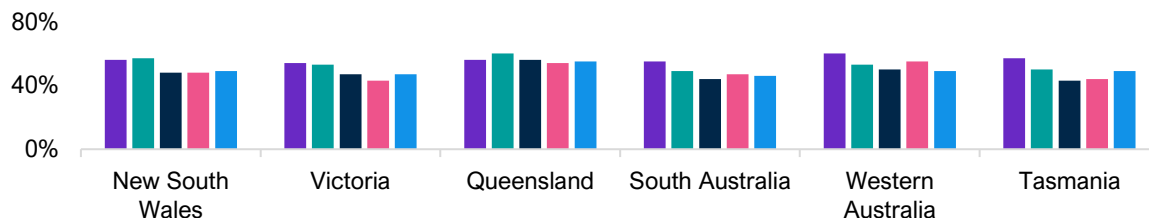


Figure 2. Recruitment difficulty rate by state, December quarter 2022 – December quarter 2023

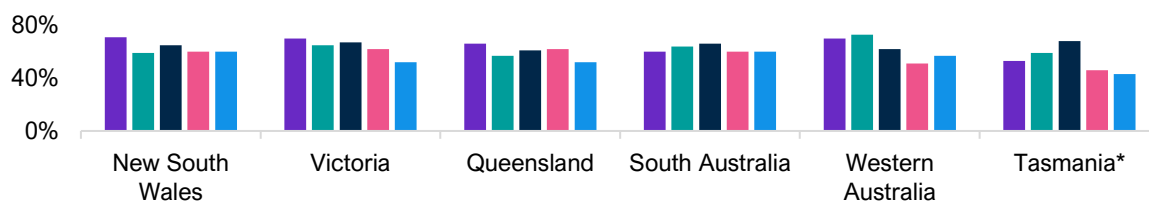
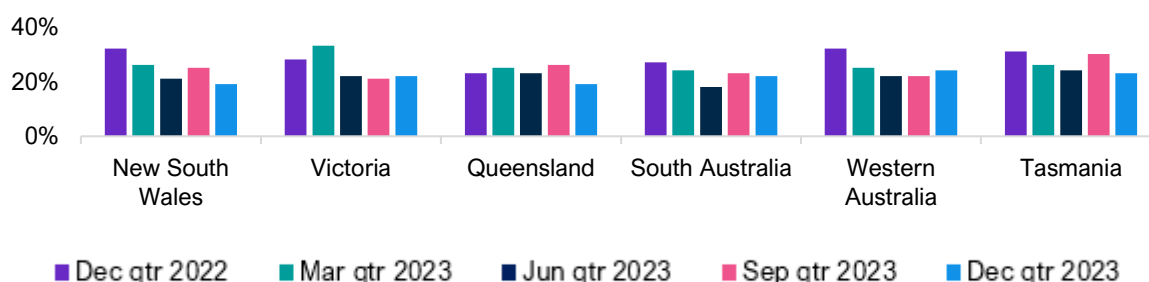


Figure 3. Expecting to increase staff numbers over the next 3 months by state, December quarter 2022 – December quarter 2023



Key indicators by ARIA location

In the December quarter 2023, Inner Regional Australia recorded the highest recruitment rate (57%) and the highest level of recruitment difficulty (60%). There was little variation in the share of employers expecting to increase staffing in the next three months across these regions.

Table 2. Key indicators by ARIA location, December 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	53%	-14 pts	21%	-8 pts
Inner Regional Australia	57%	1 pts	60%	-13 pts	21%	-10 pts
Outer Regional, Remote, & Very Remote Australia	55%	-4 pts	59%	-7 pts	20%	-6 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.

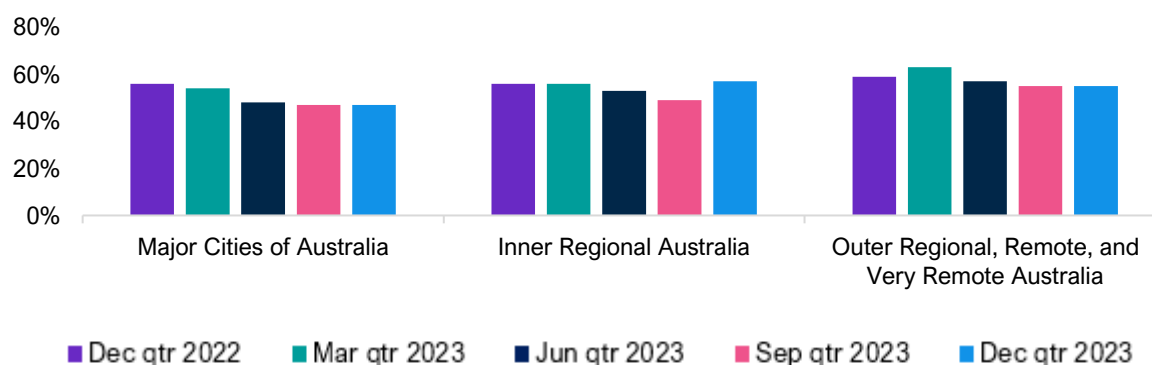
Figure 4. Recruitment rate by ARIA location, December quarter 2022 – December quarter 2023



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



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



Key indicators by selected industries

In the December quarter 2023, the Accommodation and Food Services industry recorded the highest recruitment rate (70%) and the lowest recruitment difficulty rate (41%). The expectation to increase staff was also highest in the Accommodation and Food Services industry (32%), though this was a 14 percentage point decrease in comparison to last year.

Table 3. Key indicators by industry, December 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	47%	-6 pts	68%	-7 pts	23%	-7 pts
Construction	51%	0 pts	59%	-21 pts	19%	-8 pts
Wholesale Trade	42%	-8 pts	52%	-18 pts*	18%	-7 pts
Retail Trade	44%	-16 pts	47%	-15 pts	17%	-9 pts
Accommodation & Food Services	70%	-2 pts	41%	-27 pts	32%	-14 pts
Professional, Scientific & Technical Services	35%	-6 pts	69%*	6 pts*	16%	-7 pts
Health Care & Social Assistance	60%	-5 pts	56%	-13 pts	21%	-6 pts

* Interpret with caution due to low sample size.

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



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



Key indicators by selected occupation groups

In the December quarter 2023, the highest recruitment difficulty rate was recorded for Technicians and Trades Workers (73%). Businesses recruiting these workers were also the most likely to have been recruiting for longer than a month (70%).

Table 4. Key indicators by occupation, December 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	64%	0 pts	66%	-5 pts
Technicians & Trades Workers	73%	-11 pts	70%	-14 pts
Community & Personal Service Workers	50%	-21 pts	53%	-19 pts
Clerical & Administrative Workers	36%	-16 pts	33%	-18 pts*
Sales Workers	47%	-1 pts	39%	-11 pts
Machinery Operators & Drivers	60%	-14 pts	44%*	-26 pts*
Labourers	53%	-20 pts	38%	-27 pts

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

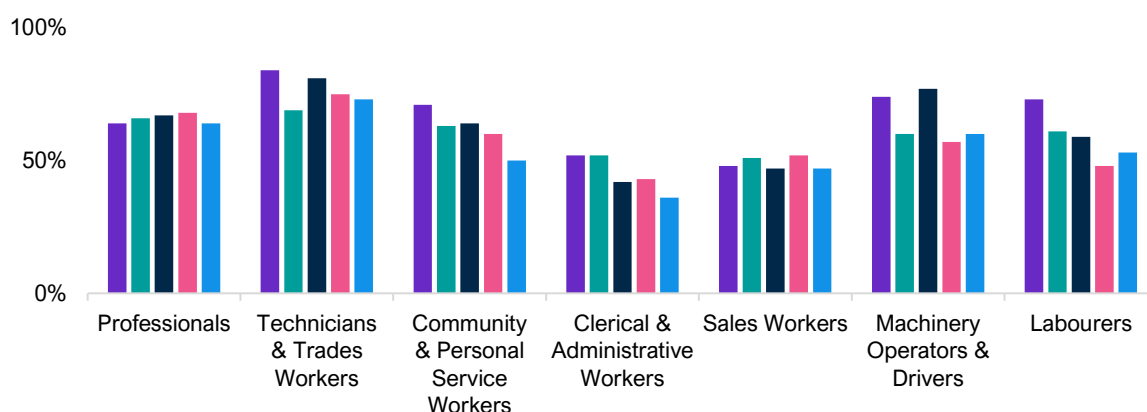
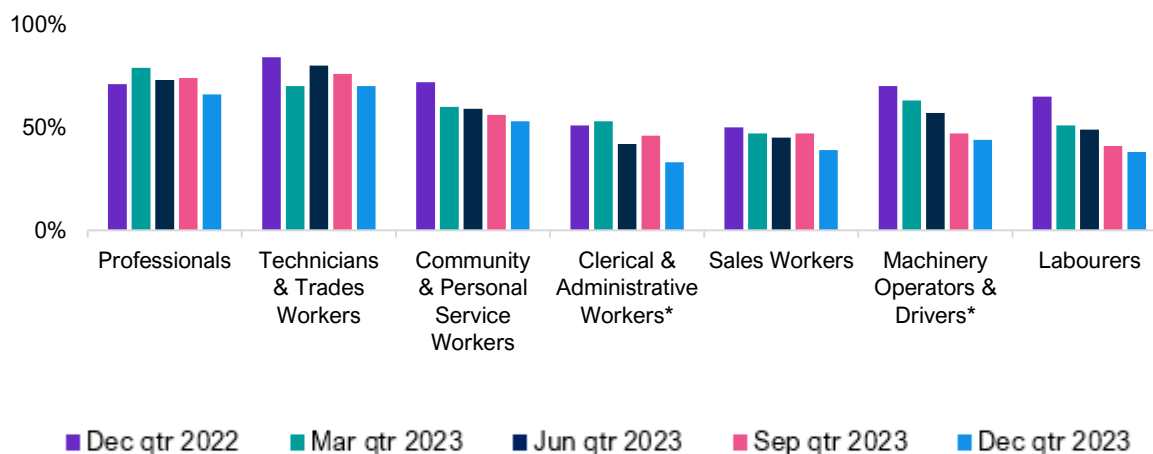


Figure 10. Vacancies taking longer than 1 month to fill, by occupation group, December quarter 2022 – December quarter 2023



REOS Background and Notes

Jobs and Skills Australia conducts the Recruitment Experiences and Outlook Survey (REOS), a telephone administered survey of at least 1,000 employers each month (except for December and January, during which fewer employers are surveyed). 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 Australia website](#).

Data in this release should be referenced as: *Jobs and Skills Australia, Recruitment Experiences and Outlook Survey: December 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 month prior to being surveyed. 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](#) website includes:

- The December 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 featuring analysis on topics of interest not covered in the regular monthly. Recent spotlight releases cover employers who recruited jobless applicants, and employers' greatest future concern.

For queries, contact: REOS@jobsandskills.gov.au