



Australian Government



Jobs and Skills Australia

# REOS Recruitment Insights Report – April 2024

Jobs and Skills Australia surveys at least 1,000 employers in 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

Recruitment activity and future staffing expectations both declined over the month to April 2024. While the recruitment difficulty rate rose in April, this only partially offset the decrease recorded in the previous month. Recruitment activity eased considerably in regional Australia in April 2024, alongside a sharp decline in future staffing expectations.

In smoothed terms, the recruitment rate has remained relatively steady over the last year. The smoothed recruitment difficulty rate has been declining for 11 consecutive months, while smoothed future staffing expectations also remain at a similar level to a year ago.

### Recruitment activity

Recruitment activity eased by 1 percentage point over the month, to 48% of employers in April 2024. This is 2 percentage points less than in April 2023, and 11 percentage points lower than the record high of 59% recorded in mid-2022.

In Capital Cities, 49% of employers were recruiting, 3 percentage points higher than a month ago and only 1 percentage point higher than last year.

The recruitment rate eased by 6 percentage points over the month to 47% of employers in Rest of State areas, also 6 percentage points lower than a year ago.

### Recruitment difficulty

Recruitment difficulty increased by 3 percentage points to 53% of recruiting employers in April 2024. This is 9 percentage points lower than last year, and 22 percentage points lower than the peak of 75% recorded in July 2022.

In the Capital Cities, recruitment difficulty increased by 4 percentage points to 50% of recruiting employers in April 2024. This was 9 percentage points lower than April last year.

In April 2024, recruitment difficulty in Rest of State areas remained at 58% of recruiting employers, the same proportion as last month. It is currently 8 percentage points lower than in April 2023.

## **Future hiring intentions**

The proportion of employers expecting to increase staff numbers in the next three months eased by 2 percentage points to 20% of employers in April 2024. This is the same proportion reported in April 2023, and some 16 percentage points lower than the record high of 36% recorded in April 2022.

More employers expected to increase their future staffing levels in Capital Cities (23%) than in Rest of State areas (15%).

Only 4% of employers surveyed in April 2024 expected to decrease their staffing levels in the next 3 months. This proportion was unchanged from March 2024 and was also at the same level in April last year.

## **Staffing changes over the last month**

In April 2024, 11% of employers said their staffing levels had increased compared with a month ago, easing by 1 percentage point from March 2024 and 3 percentage points lower than a year ago.

In comparison, the proportion of employers who decreased their staffing levels over the month was 9%. This was an increase of 2 percentage points from last month and 1 percentage point higher than last year.

## **Reason for recruiting**

The proportion of employers recruiting to fill new positions only (27%) was unchanged from last month. Similarly, the proportion recruiting to fill replacement positions (62%) was also steady over the month. The proportion of employers recruiting to fill both new and replacement positions stood at 10% of recruiting employers in April 2024.

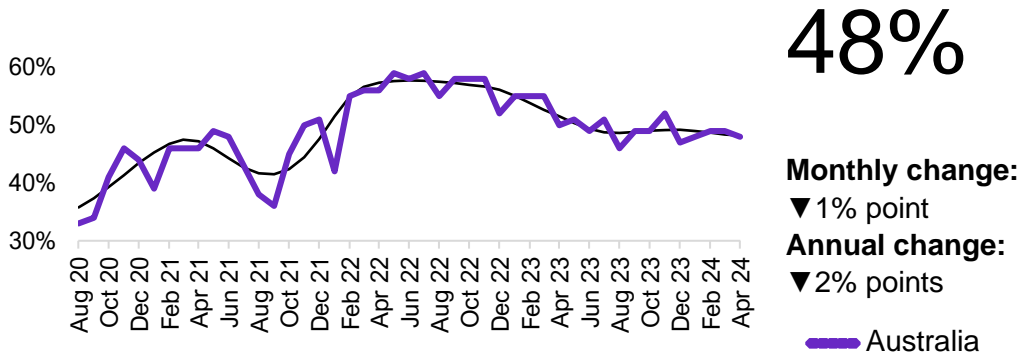
## **Employers not filling vacancies within a month**

The proportion of recruiting employers who did not fill their vacancies within a month eased by 1 percentage point to 50% in April 2024. The April 2024 result (50%) has eased by 22 percentage points from the record high of 72% recorded in August 2022, and is 10 percentage points lower than in April 2023. It should be noted, however, that it remains above the record low of 45% in July 2021.

# REOS national indicators<sup>1</sup>

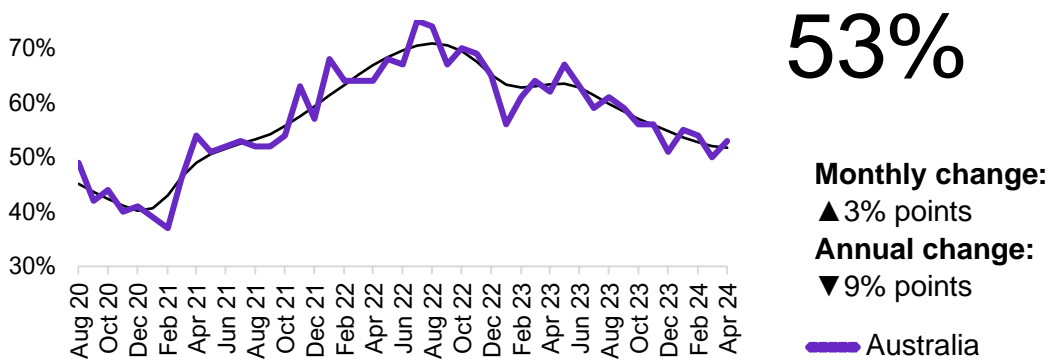
## Recruitment rate

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



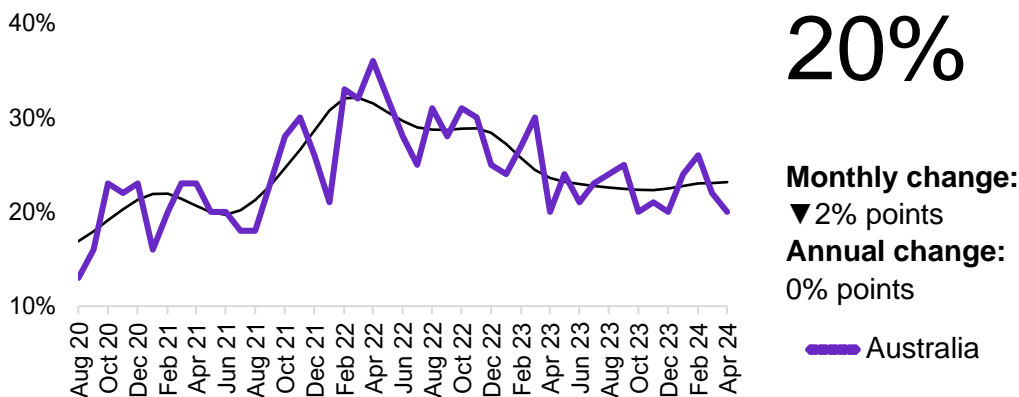
## Recruitment difficulty rate

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



## Future hiring intentions – expecting to increase staff

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

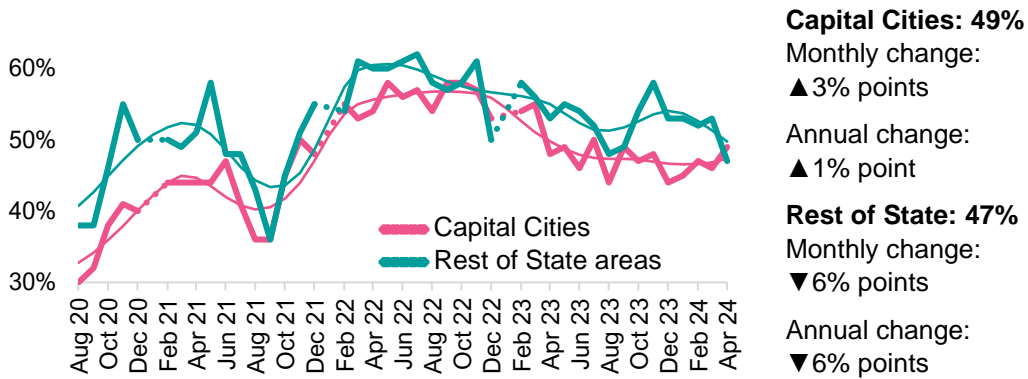


<sup>1</sup> A Henderson smoothed line has been included in the charts to reduce month to month volatility and illustrate long term patterns. See the explanatory note for more information.

# Capital City/Rest of State areas<sup>2</sup>

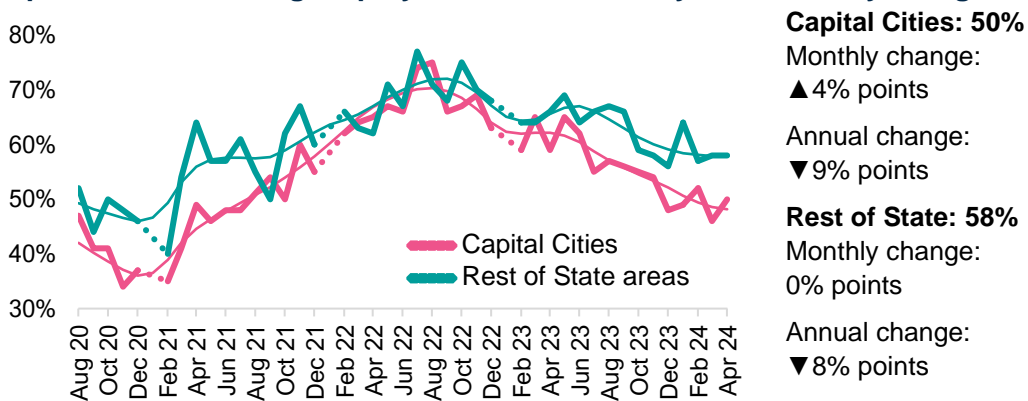
## Recruitment rate

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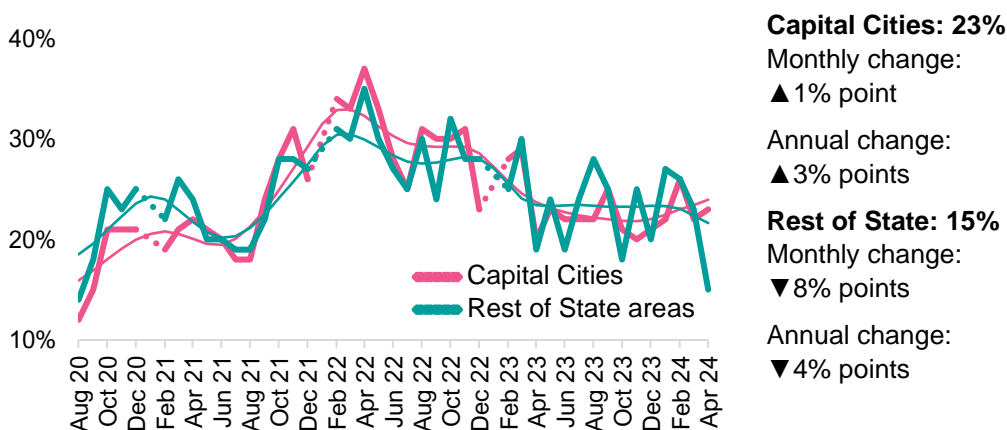
## Recruitment difficulty rate

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## Future hiring intentions – expecting to increase staff

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

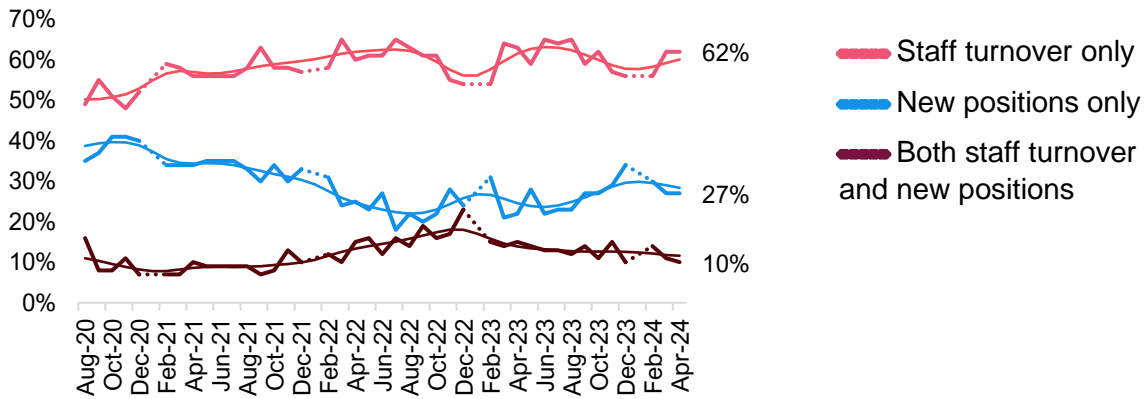


<sup>2</sup> Data are not available for January. Data points have been joined by a dotted line between December and February to reflect this. 'Rest of State' refers to areas outside the capital cities.

# Other recruitment indicators

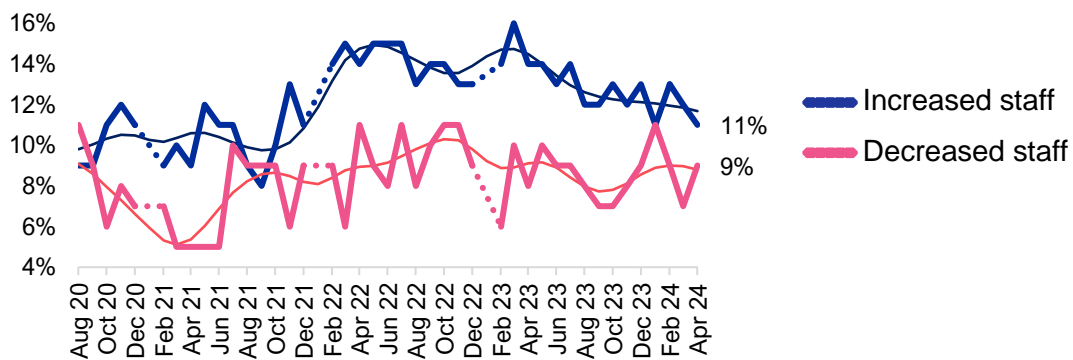
## Reason for recruiting

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



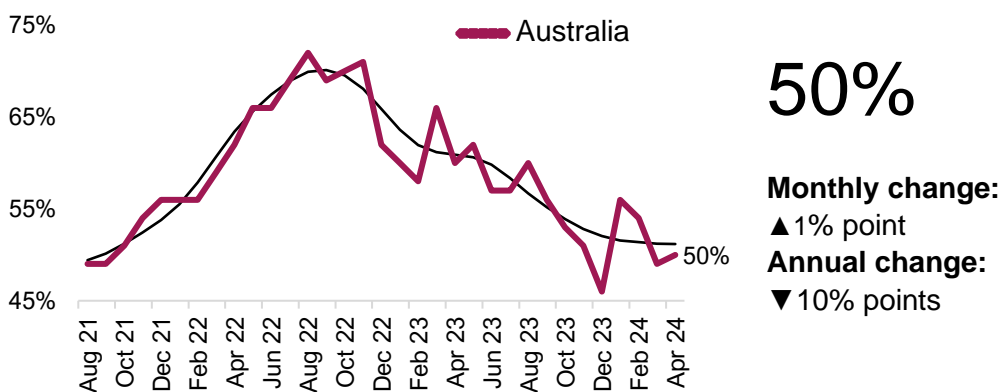
## Staffing changes over the last month

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



## Long-term unfilled vacancies

Proportion of employers whose vacancies remain unfilled after 1 month of recruiting\*.



\*only counts employers who have been recruiting for more than 1 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, April 2024*.

## 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.

### Next Recruitment Insights Report release:

*Recruitment Insights Report, May 2024 – 18 June 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:

- Mid-year update on trends in recruitment difficulty - 4 July 2024

### Recent spotlights:

- Quarterly update – Recruitment Insights Report, March quarter 2024
- Experiences of employers recruiting for apprentices, April 2024