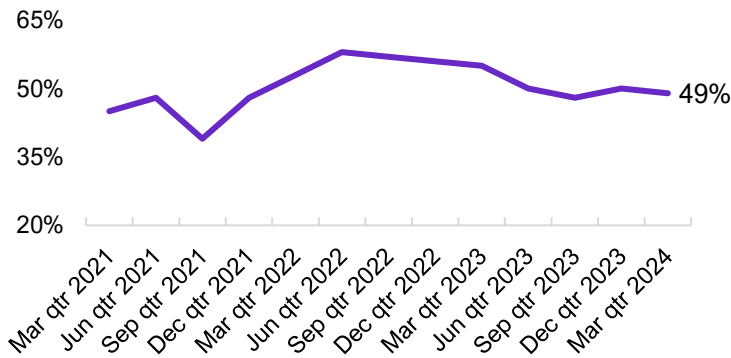




Recruitment Experiences and Outlook Survey: March quarter 2024

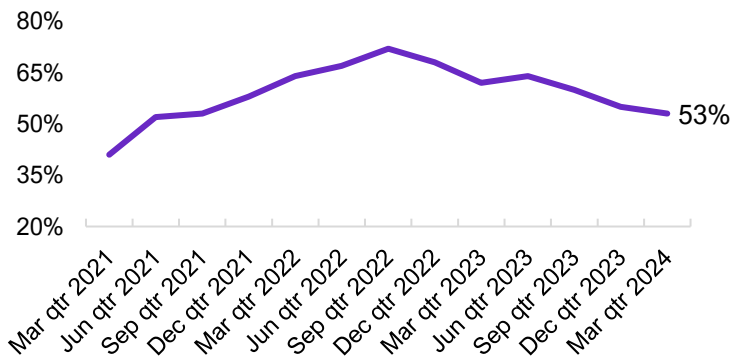
Jobs and Skills Australia conducts the Recruitment Experiences and Outlook Survey (REOS) to monitor recruitment activity and conditions across Australia. Key national indicators from the survey are released monthly; more detailed data disaggregated by state, area, industry and occupation are released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

Recruitment rate



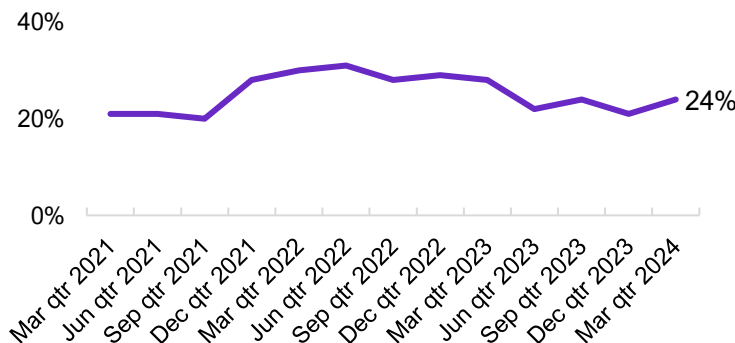
- The recruitment rate in the March quarter 2024 was 49%.
- This was 6 percentage points lower than this time last year (55%).

Recruitment difficulty rate



- The recruitment difficulty rate in the March quarter 2024 was 53%.
- This was 9 percentage points lower than the 62% recorded a year ago.

Expecting to increase staff



- In the March quarter 2024, 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 March quarter 2024.

Key indicators by state/territory

Of the states, Queensland (56%) recorded the highest recruitment in the March quarter 2024. Queensland and Western Australia recorded the highest rates of recruitment difficulty, 56% and 54%, respectively. Six-monthly averaged data for the Northern Territory revealed it was the only area to report an increase in recruitment activity over the year, standing at 70% in the March quarter 2024, while it also had the highest rate of recruitment difficulty (59%).

Table 1. Key indicators by state/territory March quarter 2024

	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	45%	-12 pts	52%	-7 pts	23%	-3 pts
VIC	46%	-7 pts	52%	-13 pts	24%	-9 pts
QLD	56%	-4 pts	56%	-1 pt	24%	-1 pt
SA	45%	-4 pts	51%	-13 pts*	24%	0 pts
WA	52%	-1 pt	54%	-19 pts*	26%	1 pt
TAS	50%	0 pts	51%	-8 pts*	25%	-1 pt
NT#	70%	12 pts	59%	-7 pts*	36%	6 pts
ACT#	55%	-3 pts	49%	-8 pts*	27%	-5 pts

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

* Interpret with caution due to low sample size.

Figure 1. Recruitment rate by state, March quarter 2023 – March quarter 2024

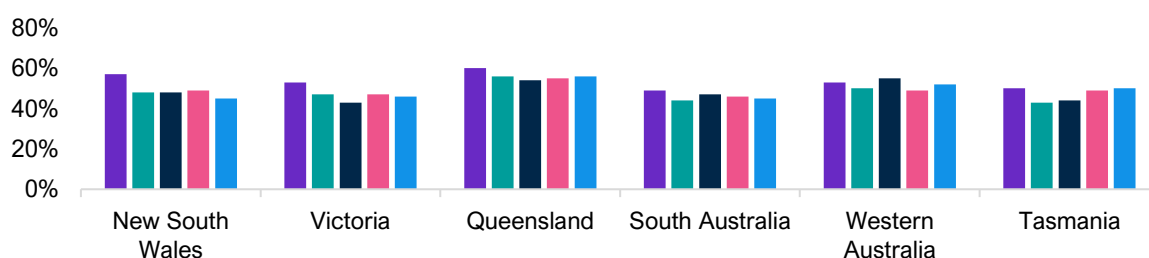


Figure 2. Recruitment difficulty rate by state, March quarter 2023 – March quarter 2024

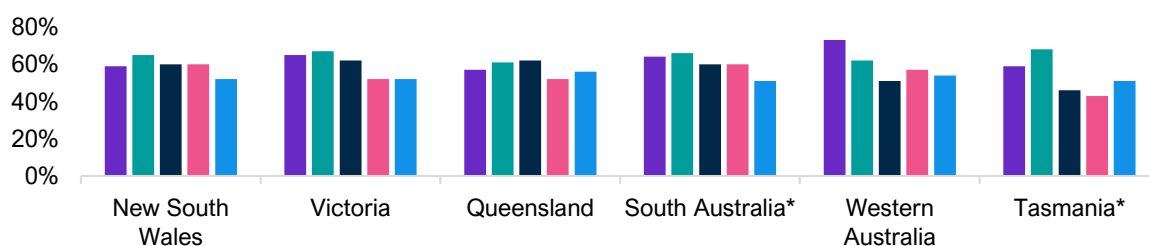
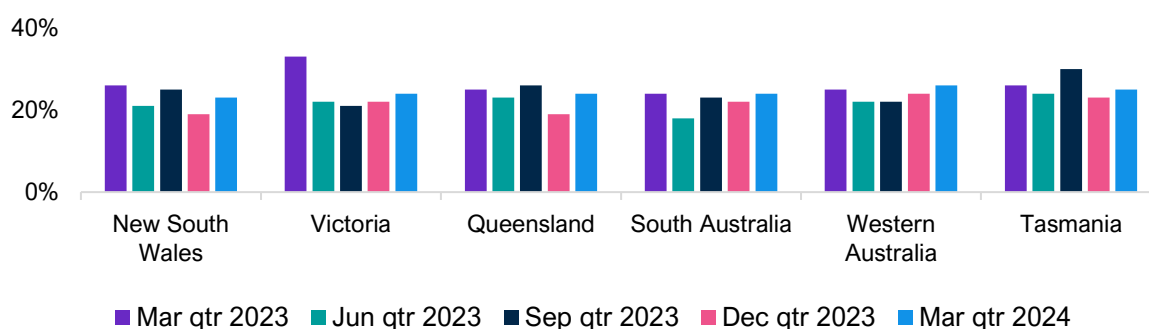


Figure 3. Expecting to increase staff numbers over the next 3 months by state, March quarter 2023 – March quarter 2024



Key indicators by ARIA location

In the March quarter 2024, *Inner Regional Australia* and *Outer Regional, Remote, & Very Remote Australia* each recorded a recruitment rate of 54%, compared with 46% for Australia’s major cities. *Outer Regional, Remote, & Very Remote Australia* recorded the highest level of recruitment difficulty (65%) and the highest share of employers expecting to increase staffing in the next three months (28%).

Table 2. Key indicators by ARIA location, March quarter 2024

	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	46%	-8 pts	49%	-12 pts	24%	-4 pts
Inner Regional Australia	54%	-2 pts	59%	0 pts	24%	0 pts
Outer Regional, Remote, & Very Remote Australia	54%	-9 pts	65%	-3 pts	28%	-5 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, March quarter 2023 – March quarter 2024

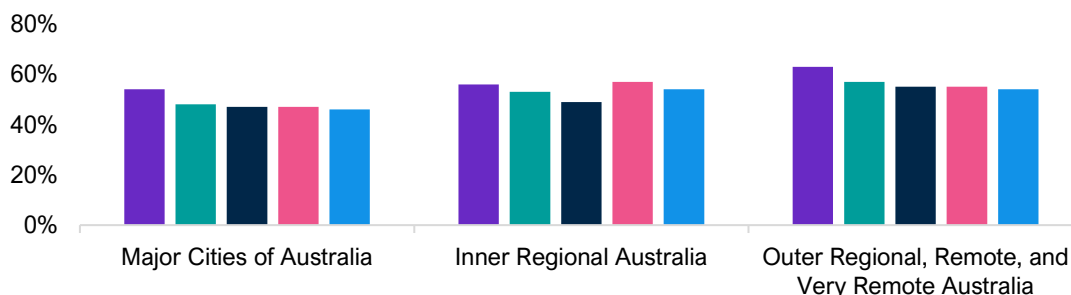
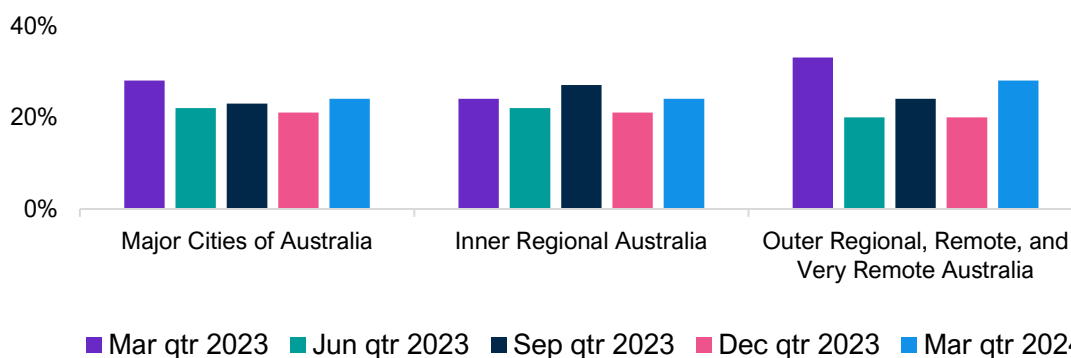


Figure 5. Recruitment difficulty rate by ARIA location, March quarter 2023 – March quarter 2024



Figure 6. Expecting to increase staff numbers over the next 3 months by ARIA location, March quarter 2023 – March quarter 2024



Key indicators by selected industries

In the March quarter 2024, the Accommodation and Food Services industry recorded the highest recruitment rate (64%) and the lowest recruitment difficulty rate (36%). The expectation to increase staff was also highest in the Accommodation and Food Services industry (26%), though this was an 8 percentage point decrease in comparison to last year.

Table 3. Key indicators by industry, March quarter 2024

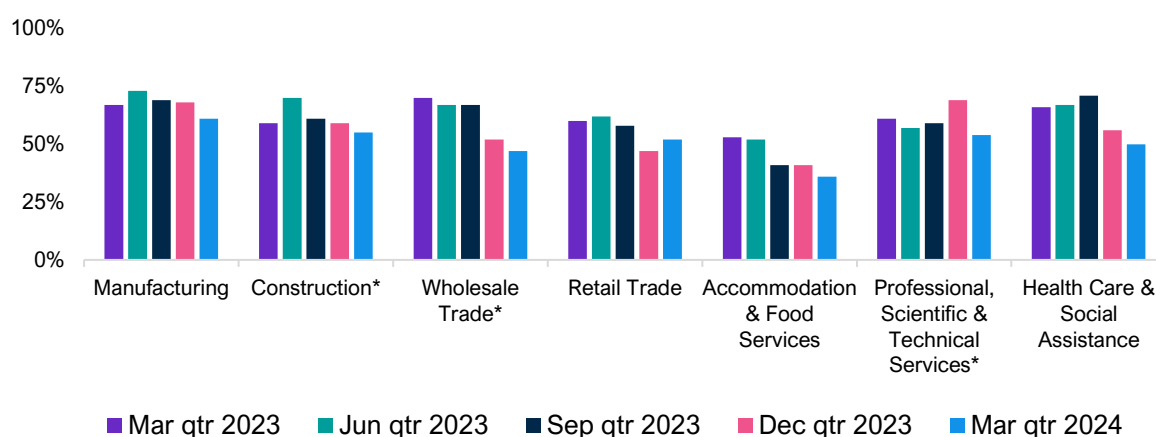
	Recruitment rate		Recruitment difficulty rate		Expect to increase staff	
	% of employers	Annual change (% points)	% of recruiting employers	Annual change (% points)	% of employers	Annual change (% points)
Manufacturing	46%	-9 pts	61%	-6 pts	25%	-3 pts
Construction	48%	-2 pts	55%	-4 pts*	23%	-5 pts
Wholesale Trade	43%	-6 pts	47%*	-23 pts*	21%	-4 pts
Retail Trade	43%	-11 pts	52%	-8 pts	23%	3 pts
Accommodation and Food Services	64%	-16 pts	36%	-17 pts	26%	-8 pts
Professional, Scientific & Technical Services	41%	-3 pts	54%	-7 pts*	23%	-2 pts
Health Care & Social Assistance	55%	-8 pts	50%	-16 pts	25%	-8 pts

* Interpret with caution due to low sample size.

Figure 7. Recruitment rate by industry, March quarter 2023 – March quarter 2024



Figure 8. Recruitment difficulty rate by industry, March quarter 2023 – March quarter 2024



Key indicators by selected occupation groups

In the March quarter 2024, the highest recruitment difficulty rate was recorded for Technicians and Trades Workers (71%). Businesses recruiting these workers were also the more likely to have been recruiting for longer than a month (67%).

Table 4. Key indicators by occupation, March quarter 2024

	Recruitment difficulty rate		Vacancies taking longer than 1 month to fill	
	% of recruiting employers	Annual change (% points)	% of recruiting employers	Annual change (% points)
Professionals	63%	-3 pts*	71%	-8 pts*
Technicians and Trades Workers	71%	2 pts	67%	-3 pts
Community & Personal Service Workers	48%	-15 pts	47%	-13 pts
Clerical and Administrative Workers	33%	-19 pts*	41%	-12 pts*
Sales Workers	49%	-2 pts	49%	2 pts*
Machinery Operators and Drivers	56%*	-4 pts*	47%*	-16 pts*
Labourers	38%	-23 pts	31%	-20 pts*

* Interpret with caution due to low sample size.

Figure 9. Recruitment difficulty rate by occupation, March quarter 2023 – March quarter 2024

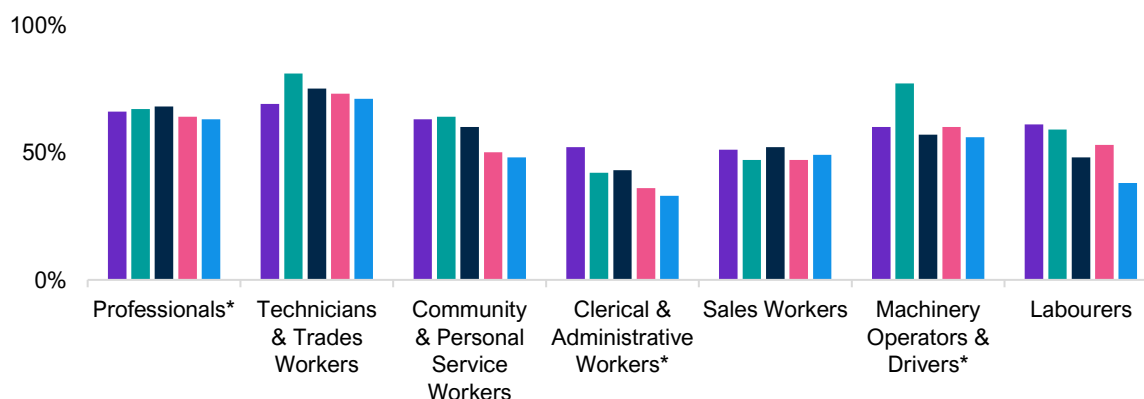
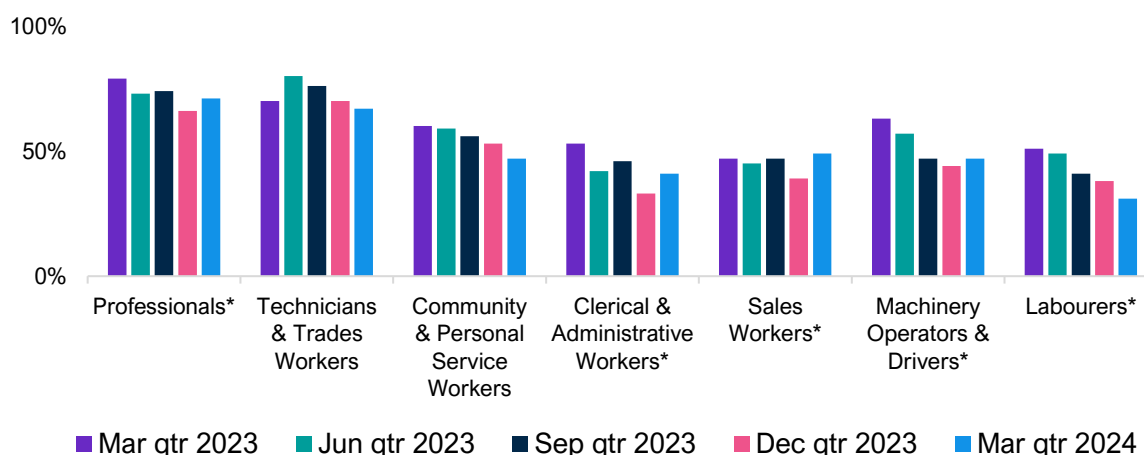


Figure 10. Vacancies taking longer than 1 month to fill, by occupation group, March quarter 2023 – March quarter 2024



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. 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: March quarter 2024*

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 March 2024 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 topics on employers' experiences with staff retention, and experiences of employers recruiting for apprentices.

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