



# REOS Recruitment Insights Report – June 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 declined sharply for June 2024, due to a marked decrease in recruitment activity in both capital cities and regional areas. In addition, there was a decrease in the share of employers expecting to increase their staffing levels in the future, particularly for regional areas. The recruitment difficulty rate also decreased slightly over the month and remains well below levels recorded a year ago.

In *smoothed* terms, the recruitment rate has continued its marked decline since the start of the year and is well below peak levels recorded in mid-2022. In recent months, the *smoothed* future expectations to increase staff has continued to decline and is below levels reported in mid-2021.

### Recruitment activity

Recruitment activity had a marked decline of 8 percentage points over the month to 39% of employers in June 2024. This is 10 percentage points less than in June 2023, and 20 percentage points lower than the record high of 59% in mid-2022. This level of recruitment has not been experienced since September 2021, when recruitment rates dropped to 36%.

In Capital Cities, 37% of employers recruited over the month, some 8 percentage points lower than a month ago and a decline of 9 percentage points from June 2023.

The recruitment rate in Rest of State areas (which typically covers regional Australia) also decreased by 7 percentage points over the month to 44% of employers. This decrease is now 10 percentage points lower than a year ago.

### Recruitment difficulty

Recruitment difficulty decreased by 1 percentage point to 55% of recruiting employers in June 2024. This is 8 percentage points lower than last year and 20 percentage points lower than the peak of 75% recorded in July 2022.

The rate of recruitment difficulty in both Capital Cities (56%) and Rest of State (52%) areas decreased by 1 percentage point over the month. The rate of difficulty experienced in Rest of State remains lower than the level experienced by employers in Capital Cities for the second month in a row. The long-term trend of the recruitment difficulty rate for both regions has been generally declining since the peak in mid-2022.

## **Future hiring intentions**

The proportion of employers expecting to increase staff numbers in the next three months eased by 1 percentage point to 18% of employers in June 2024. This was 3 percentage points lower than June last year.

Expectations to increase staffing levels have been variable across metropolitan and regional areas in recent months. There was a slight increase of 2 percentage points of employers in Capital Cities expecting to increase future staffing levels (19%). In Rest of State areas, 16% of employers expected to do the same, down 7 percentage points from May 2024.

Only 5% of employers expected to decrease their staffing levels in the next 3 months. This proportion is now 2 percentage points higher than in June last year.

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

In June 2024, 9% of employers increased their staffing levels over the past month down by 3 percentage points from May 2024, and 4 percentage points lower than a year ago.

Over the same period, 7% of employers decreased their staffing levels, 2 percentage points lower than last month.

## **Reason for recruiting**

Most employers recruited due to staff turnover only, (64%) in June 2024, while 27% recruited to fill new positions only. Some 9% of employers were recruiting to fill positions due to both staff turnover as well as for new positions.

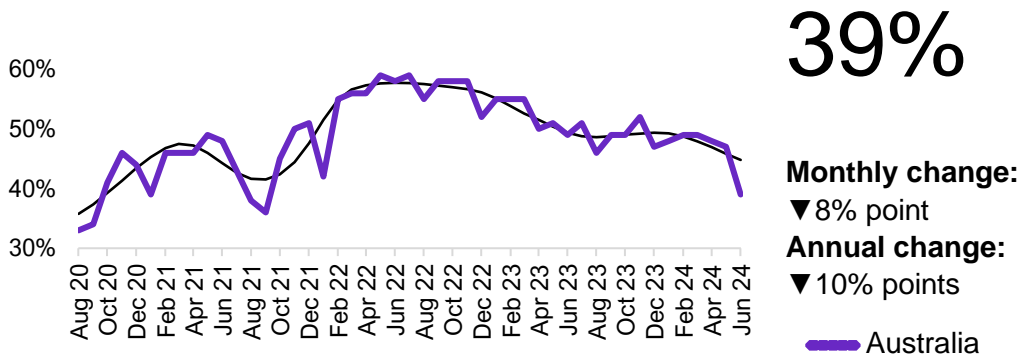
## **Employers not filling vacancies within a month**

The proportion of recruiting employers who did not fill their vacancies within a month eased by a further 2 percentage points to 45% in June 2024, 12 percentage points lower than a year ago, and well below the peak of 72% recorded in August 2022. This is also the lowest rate recorded since the variable has been collected in August 2021.

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

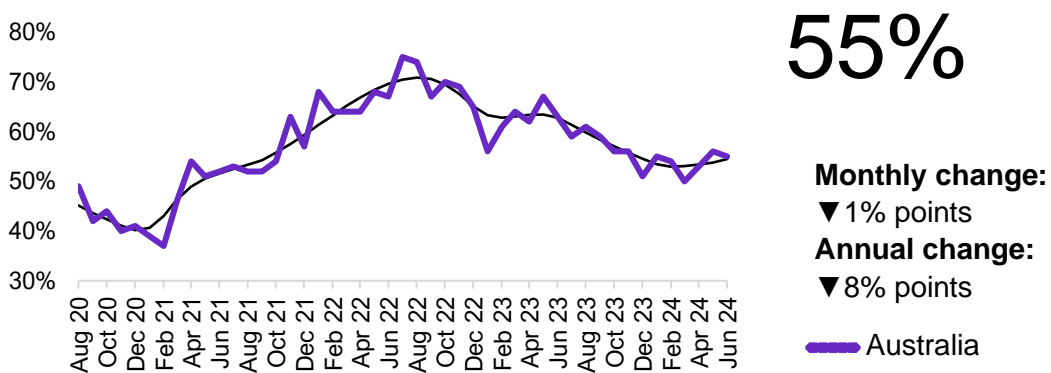
## Recruitment rate

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



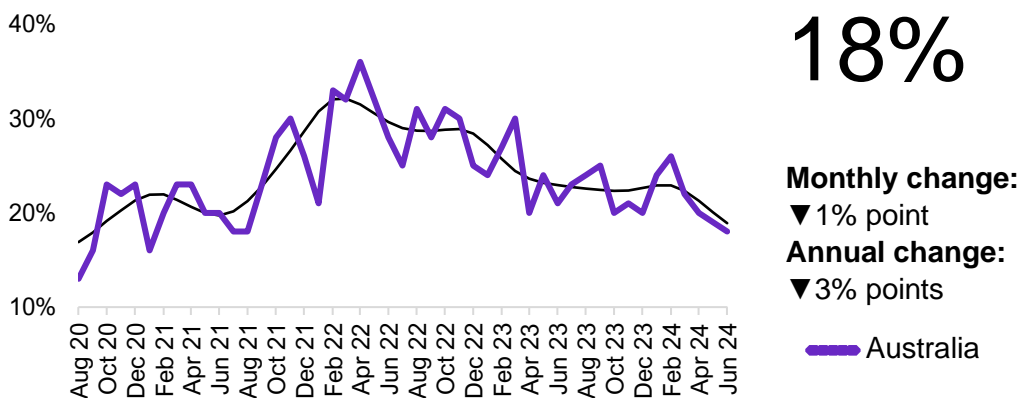
## Recruitment difficulty rate

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.

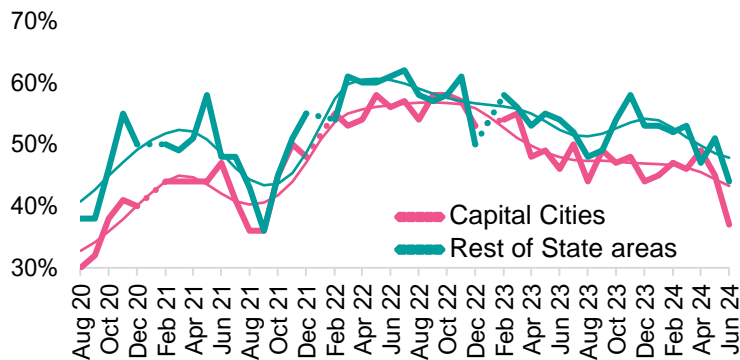


<sup>1</sup> A Henderson smoothed line has been included in the charts to reduce month to month volatility and illustrate long term patterns. See the explanatory note for more information.

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

## Recruitment rate

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



**Capital Cities: 37%**

Monthly change:

▼ 8% points

Annual change:

▼ 9% points

**Rest of State: 44%**

Monthly change:

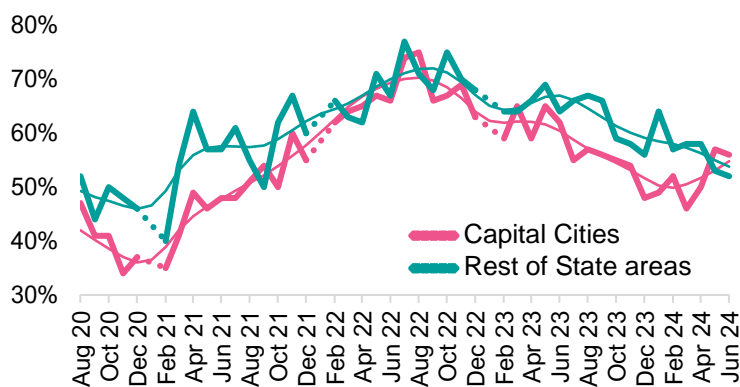
▼ 7% points

Annual change:

▼ 10% points

## Recruitment difficulty rate

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



**Capital Cities: 56%**

Monthly change:

▼ 1% points

Annual change:

▼ 6% points

**Rest of State: 52%**

Monthly change:

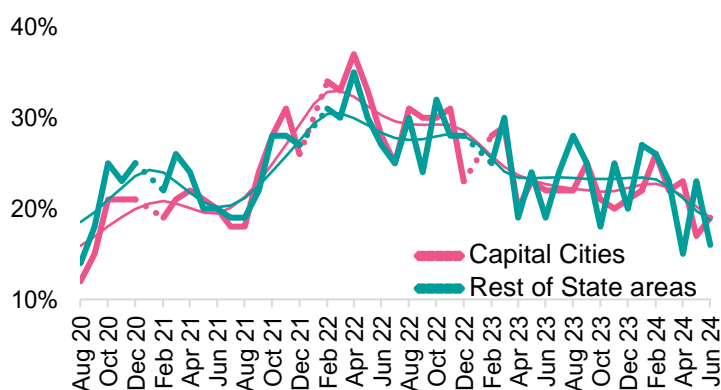
▼ 1% points

Annual change:

▼ 12% points

## Future hiring intentions – expecting to increase staff

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



**Capital Cities: 19%**

Monthly change:

▲ 2% points

Annual change:

▼ 3% points

**Rest of State: 16%**

Monthly change:

▼ 7% points

Annual change:

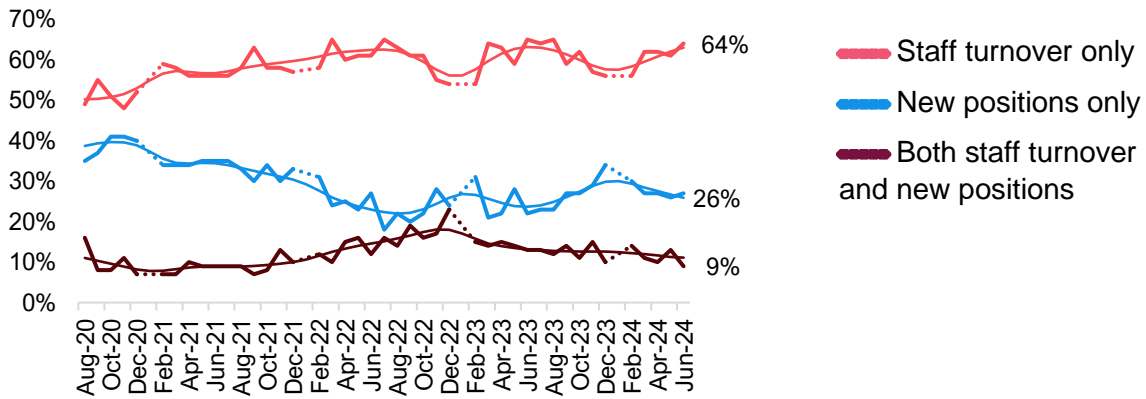
▼ 3% points

<sup>2</sup> Data are not available for January in some years. 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

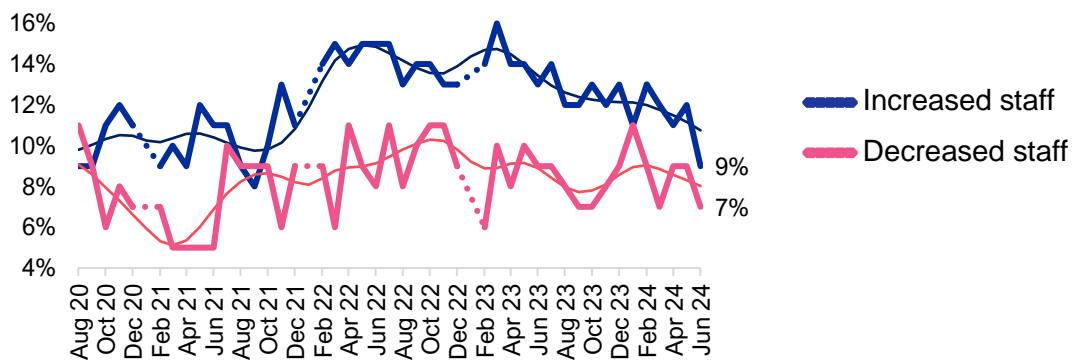
## Reason for recruiting

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



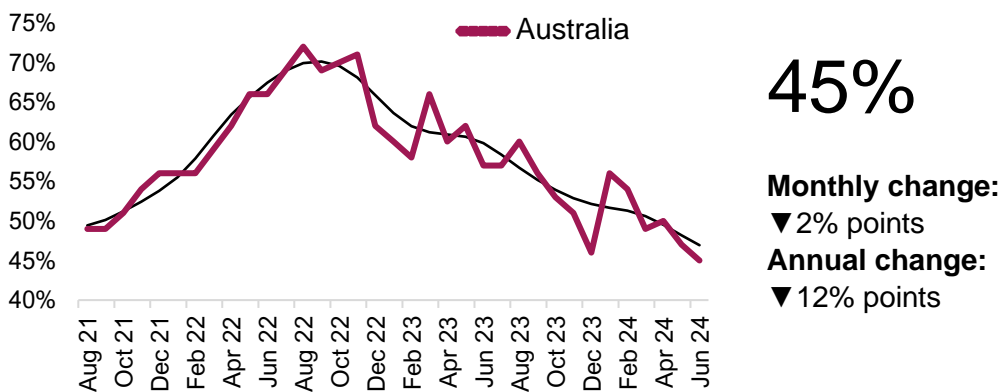
## Staffing changes over the last month

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, June 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, July 2024 – 20 August 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:

- Quarterly update – Recruitment Insights Report, June quarter 2024 – 5 August 2024

### Recent spotlights:

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