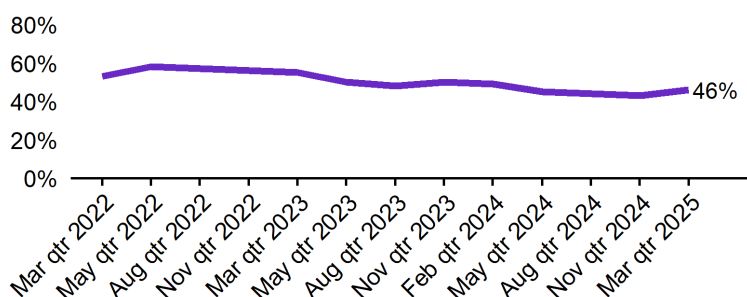


Recruitment Experiences and Outlook Survey: March quarter 2025

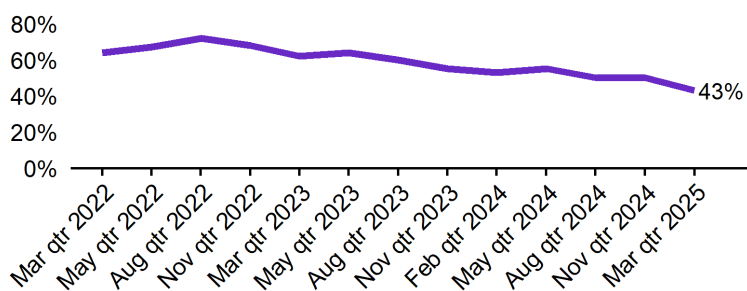
Jobs and Skills Australia conducts the Recruitment Experiences and Outlook Survey (REOS) to monitor recruitment activity and conditions across Australia. Key national indicators from the survey are released monthly; more detailed data disaggregated by state, area, industry, and occupation are released 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 - National level



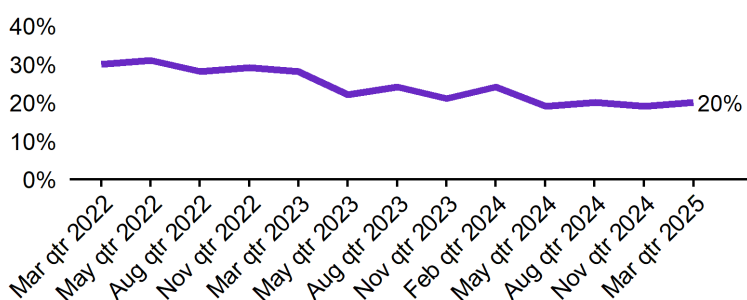
- The recruitment rate in the March quarter 2025 was 46%.
- This was 3 percentage points lower than this time last year (49%).

Recruitment difficulty rate - National level



- The recruitment difficulty rate in the March quarter 2025 was 43%.
- This was 10 percentage points lower than this time last year (53%).

Expecting to increase staff - National level



- In the March quarter 2025, 20% of employers expected to increase staff. This was 4 percentage points lower than this time last year (24%).
- The proportion of employers who expected to decrease staff was 4% in the March quarter 2025.

Key indicators by state/territory

In the March quarter 2025, Queensland recorded the highest recruitment rate (53%) of the six states. At 45%, Queensland also recorded the highest rate of state recruitment difficulty. Out of all states and territories, Northern Territory reported both the highest recruitment rate (61%) and the highest recruitment difficulty (57%*) in the March quarter 2025. The most significant changes in both indicators were observed in ACT, with 10 percentage points decrease in recruitment rate and 18 percentage points decrease in recruitment difficulty rate compared to the same period last year.

The proportion of employers expecting to increase staff also decreased in all states and territories over the year, with the largest drop observed in Tasmania (10 percentage points).

Table 1. Key indicators by state/territory, March quarter 2025

	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	44%	-1 pt	43%	-9 pts	18%	-5 pts
VIC	39%	-7 pts	43%	-9 pts	19%	-5 pts
QLD	53%	-3 pts	45%	-11 pts	22%	-2 pts
SA	52%	7 pts	42%*	-9 pts*	17%	-7 pts
WA	50%	-2 pts	43%	-11 pts	22%	-4 pts
TAS	47%	-3 pts	36%*	-15 pts*	15%	-10 pts
NT#	61%	-9 pts	57%*	-2 pts*	32%	-4 pts
ACT#	45%	-10 pts	31%*	-18 pts*	18%	-9 pts

Due to smaller sample sizes, data for the NT and ACT are based on six-month average data (Dec qtr. 2024 to Mar qtr. 2025).

* Interpret with caution due to low sample size.

Figure 1. Recruitment rate by state, March quarter 2024 - March quarter 2025

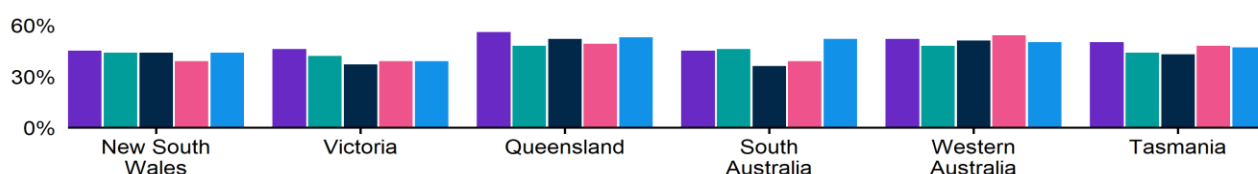


Figure 2. Recruitment difficulty rate by state, March quarter 2024 - March quarter 2025

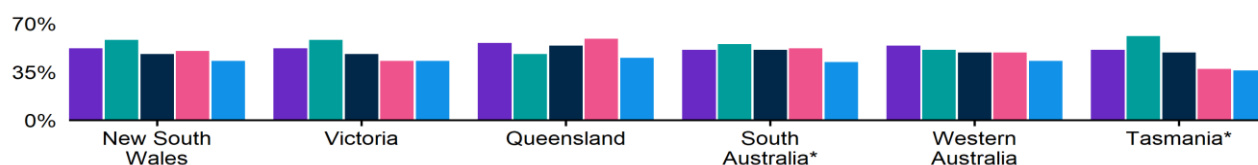
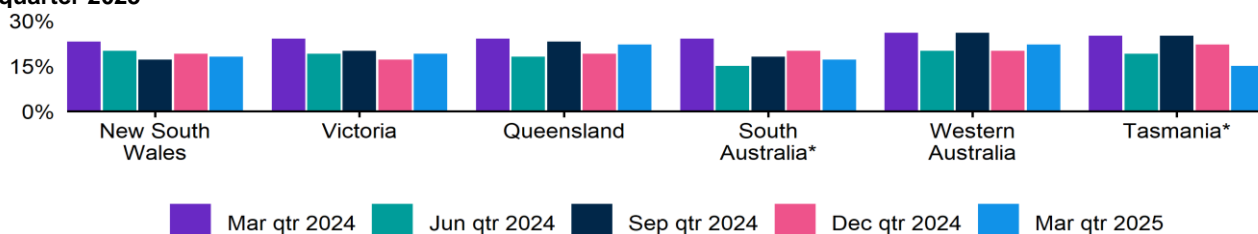


Figure 3. Expecting to increase staff numbers over the next 3 months by state, March quarter 2024 - March quarter 2025



Key indicators by remoteness classification¹ (ARIA location)

In the March quarter 2025, Outer Regional, Remote and Very Remote Australia recorded the highest recruitment rate (54%) of the ARIA locations. At 52%, Inner Regional Australia recorded the highest rate of recruitment difficulty. Outer Regional, Remote and Very Remote Australia experienced the largest drop in recruitment difficulty rate (24 percentage points lower compared to the same period last year). The region also had the highest proportion of employers with an expectation to increase staffing level in the next three months (23%).

Table 2. Key indicators by ARIA location, March quarter 2025

	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	44%	-2 pts	41%	-8 pts	19%	-5 pts
Inner Regional Australia	47%	-7 pts	52%	-7 pts	20%	-4 pts
Outer Regional, Remote and Very Remote Australia	54%	0 pts	41%	-24 pts	23%	-5 pts

* Interpret with caution due to low sample size. 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.

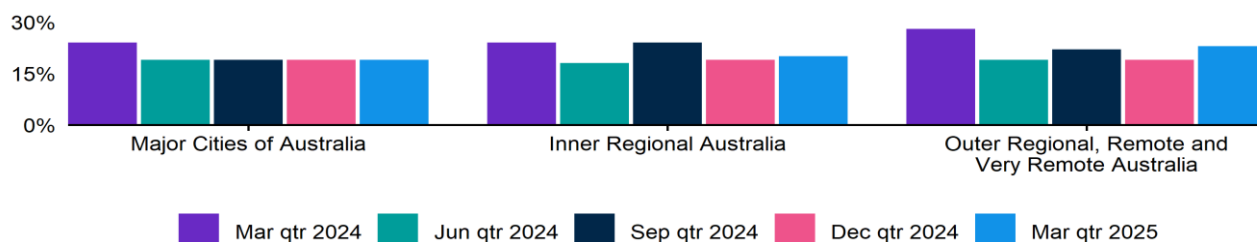
Figure 4. Recruitment rate by ARIA location, March quarter 2024 - March quarter 2025



Figure 5. Recruitment difficulty rate by ARIA location, March quarter 2024 - March quarter 2025



Figure 6. Expecting to increase staff numbers over the next 3 months by ARIA location, March quarter 2024 - March quarter 2025



¹ Australian Bureau of Statistics, Remoteness Areas, Australian Statistical Geography Standard (ASGS) Edition 3, <https://www.abs.gov.au/statistics/standards/australian-statistical-geography-standard-asgs-edition-3/jul2021-jun2026/remoteness-structure/remoteness-areas>

Key indicators by selected industries

In the March quarter 2025, Accommodation and Food Services (62%) recorded the highest recruitment rate of the selected industries. At 51%, Manufacturing recorded the highest rate of recruitment difficulty. It is important to note that the Accommodation and Food Services industry reported the lowest recruitment difficulty rate for the quarter (27%) and at the same time, the greatest proportion of employers expecting to increase staff (23%). Both the Construction and Manufacturing industries indicated a comparably high expected increase in future staffing levels, with 23% and 22% respectively.

Table 3. Key indicators by industry, March quarter 2025

	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	48%	2 pts	51%	-10 pts	22%	-3 pts
Construction	42%	-6 pts	42%*	-13 pts*	23%	0 pts
Wholesale Trade	36%	-7 pts	39%*	-8 pts*	16%	-5 pts
Retail Trade	38%	-5 pts	50%*	-2 pts*	18%	-5 pts
Accommodation and Food Services	62%	-2 pts	27%*	-9 pts*	23%	-3 pts
Professional, Scientific and Technical Services	41%	0 pts	50%*	-4 pts*	17%	-6 pts
Health Care and Social Assistance	52%	-3 pts	35%	-15 pts	17%	-8 pts

*Interpret with caution due to low sample size.

Figure 7. Recruitment rate by industry, March quarter 2024 - March quarter 2025

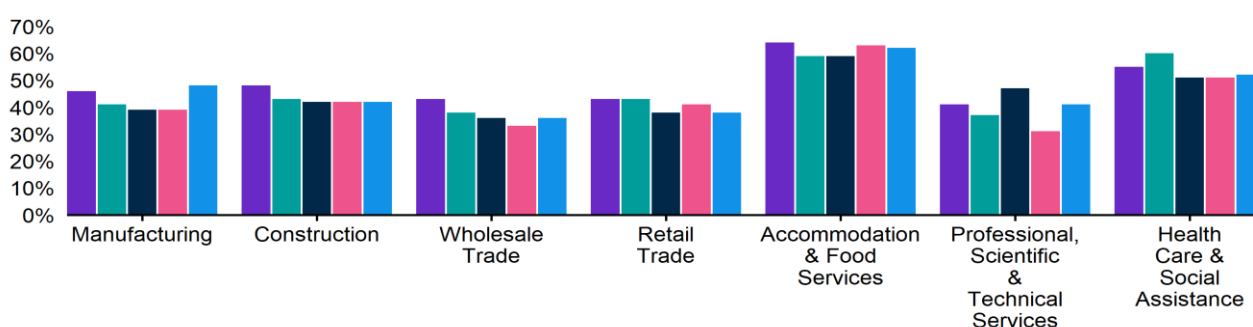
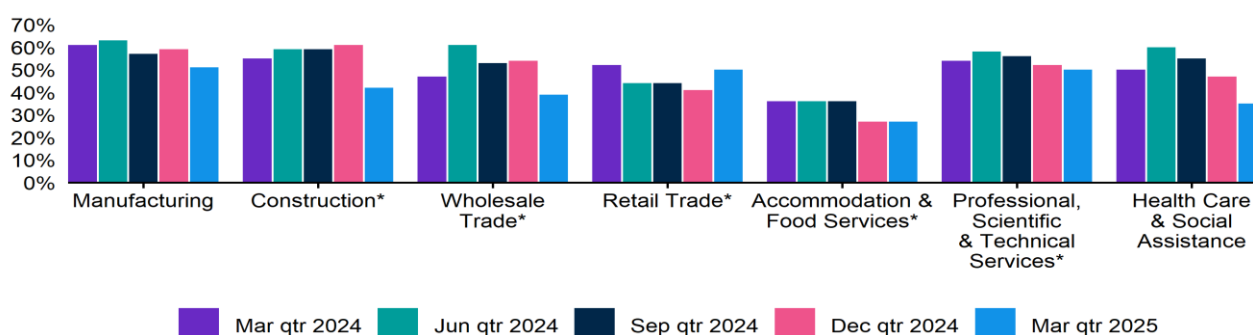


Figure 8. Recruitment difficulty rate by industry, March quarter 2024 - March quarter 2025



Key indicators by selected occupation groups

In the March quarter 2025, Technicians and Trades Workers (61%), recorded the highest rate of recruitment difficulty. Employers recruiting for Professionals (52%*) and Technicians and Trades Workers (52%) had the highest proportion of employers with vacancies that have remained unfilled for longer than a month. Compared with a year ago, there are declines in both the recruitment difficulty rate and the share of vacancies taking longer than one month to fill across six out of the seven reported occupation groups.

Table 4. Key indicators by occupation, March quarter 2025

	Recruitment difficulty rate		Vacancies taking longer than 1 month to fill	
	% of recruiting employers	Annual change (% points)	% of recruiting employers	Annual change (% points)
Professionals	51%	-12 pts	52%*	-19 pts*
Technicians and Trades Workers	61%	-10 pts	52%	-15 pts
Community and Personal Service Workers	28%	-20 pts	16%*	-31 pts*
Clerical and Administrative Workers	29%*	-4 pts*	26%*	-15 pts*
Sales Workers	33%	-16 pts	28%	-21 pts
Machinery Operators and Drivers	46%*	-10 pts*	34%*	-13 pts*
Labourers	45%	7 pts	37%*	6 pts*

*Interpret with caution due to low sample size.

Figure 9. Recruitment difficulty rate by occupation, March quarter 2024 - March quarter 2025

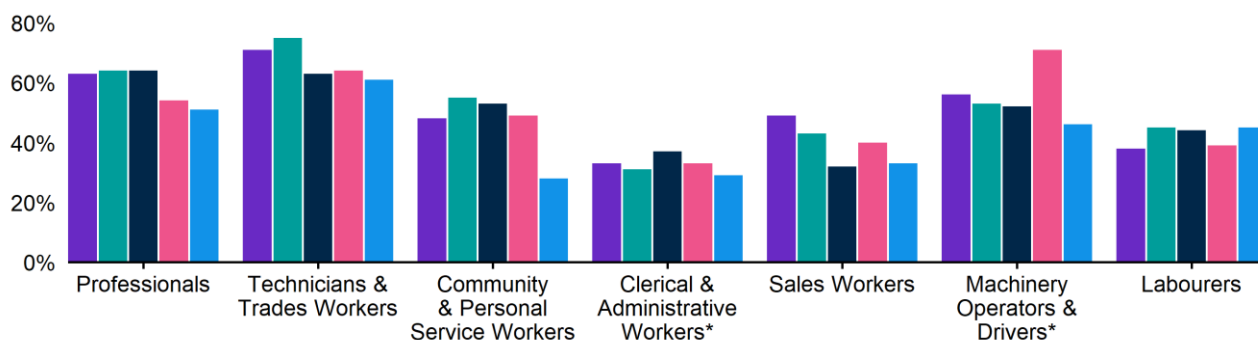
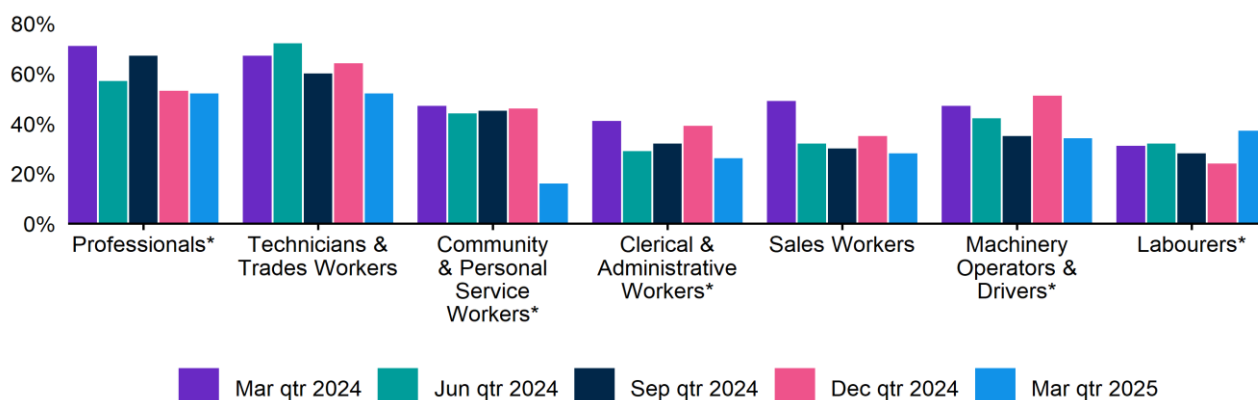


Figure 10. Vacancies taking longer than 1 month to fill, by occupation group, March quarter 2024 - March quarter 2025



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: March quarter 2025*.

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 March 2025 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 report. Recent spotlight releases cover the trends and changes in recruitment difficulty, and recruitment experiences in the Construction industry.

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