

REOS Recruitment Insights Report - June 2025

Jobs and Skills Australia surveys around 800 employers in the Recruitment Experiences and Outlook Survey (REOS) each month to find out their experiences recruiting staff, and whether they are expecting to increase staffing levels.

Key Findings

This month's recruitment indicators may suggest relaxed demand from employers in Capital Cities and Rest of State areas, alongside lower rates of recruitment difficulty and an unchanged proportion of employers expecting to increase their staff numbers over the next three months. While there was no overall change in staffing outlook, this month's figure was balanced by a slightly larger proportion of employers expecting to increase staff in Rest of State areas against a slight decrease in the proportion expecting the same in Capital Cities.

The wider backdrop of labour market observations from Jobs and Skills Australia's March Quarter 2025 update¹ stated that the labour market was resilient despite slowing employment growth at the end of that quarter. This month's REOS results could indicate that this climate has flowed through into June 2025, particularly with the continued easing in the smoothed proportion of employers unable to fill vacancies within a month despite a small increase of 2 percentage points since May 2025.

Recruitment activity

The recruitment rate decreased by 6 percentage points to 44% of employers in June 2025. In comparison to the record high for this indicator, June's figure is 15 percentage points lower than most recent peak in July 2022 (59%). Compared to a year ago, this month's recruitment rate is 5 percentage points higher.

The recruitment rate in Capital Cities eased by 5 percentage points in June 2025 to 44% of employers, some 7 percentage points higher than last year. The recruitment rate was slightly higher in Rest of State areas, standing at 45% of employers. This was 1 percentage point higher than last year and 6 percentage points lower than last month. There was a notable decrease of 10 percentage points in the recruitment rate to 69% of employers for businesses with 20 or more employees. The recruitment rate for businesses with 5 to 19 employees was smaller, easing by 4 percentage points to 37% of employers.

¹ Jobs and Skills Australia, Labour Market Update, March quarter 2025, published 30 June 2025.

Recruitment difficulty

Recruitment difficulty eased by 6 percentage points to 44% of recruiting employers in June 2025. This figure was 11 percentage points lower than last year's, and 31 percentage points lower than the peak of 75% recorded in July 2022 when the COVID pandemic's influence was strongest.

Recruitment difficulty decreased in Capital Cities and in Rest of State areas. The change was larger in Rest of State areas where recruitment difficulty eased by 13 percentage points to 42% of recruiting employers. This was 10 percentage points lower than last year. The recruitment difficulty rate decreased in Capital Cities by 2 percentage points to 45% of recruiting employers, some 11 percentage points lower than last year.

Staffing outlook: employers expecting to increase staff

Employer expectations for staffing remained steady in June 2025 with 19% of employers expecting to increase their staff in the next three months, just 1 percentage point higher than the same time last year.

The proportion of employers expecting to increase their staff in Capital Cities eased by 1 percentage point to 18% of employers in June 2025, only 1 percentage point lower than last year. At the same time, the proportion of employers expecting to increase their staff in Rest of State areas increased by 3 percentage points over the month to 21% of employers (3 percentage points more than last year).

Reason for recruiting

The proportion of employers recruiting to fill staff turnover increased by 8 percentage points to 65% in June 2025. This remained the primary reason for recruitment amongst surveyed employers. Fewer employers recruited to fill new positions only in June 2025 (down by 6 percentage points over the month to 26%), while the proportion of employers recruiting to fill both turnover and new positions decreased by 4 percentage points to 9% this month.

Staffing changes over the last month

There were small changes in the proportions of employers whose staffing levels increased or decreased over the last month. In June 2025, the proportion of employers whose staffing levels increased fell by 1 percentage point to 11% of employers, while those whose staffing levels decreased rose by 2 percentage points to 12% of employers. These small changes effectively offset each other, resulting in no net change in overall staffing levels over the month.

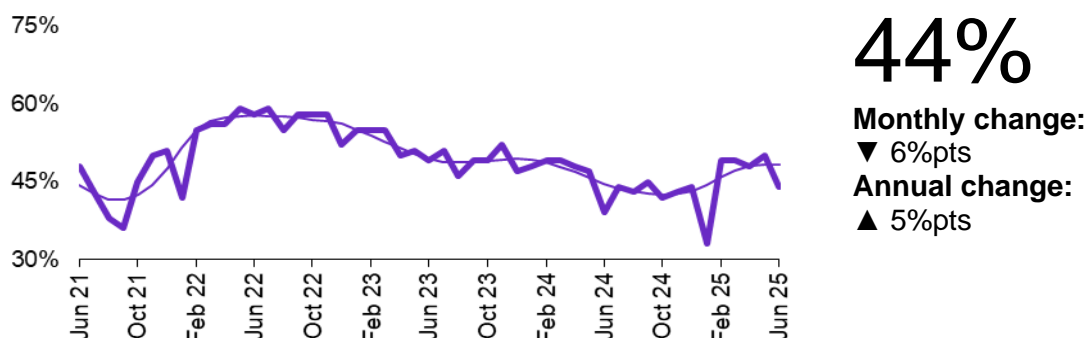
Employers unable to fill vacancies in a month

The proportion of recruiting employers who were unable to fill their vacancies within a month rose by 2 percentage points to 39% of recruiting employers in June 2025. This figure is 6 percentage points lower than the same time last year, and 33 percentage points below the peak of 72% in August 2022.

REOS national indicators ²

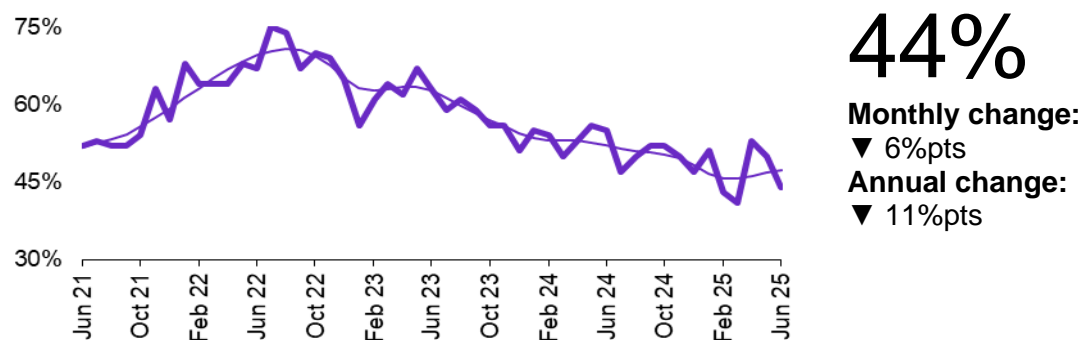
Recruitment rate

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



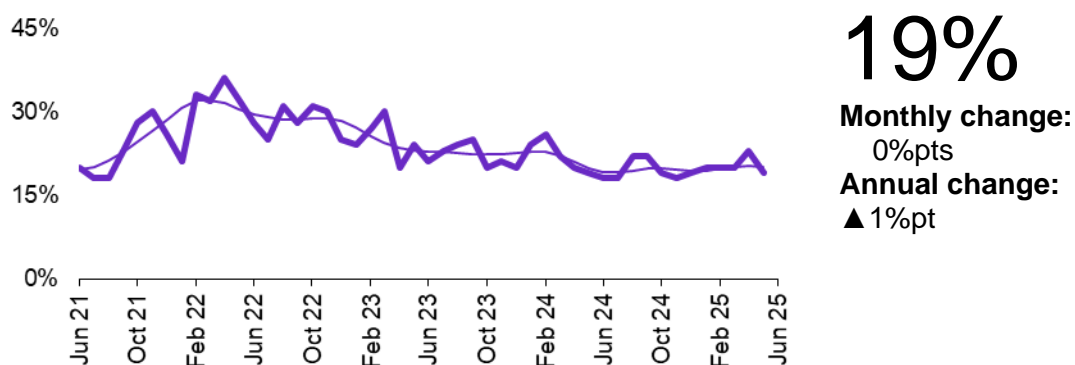
Recruitment difficulty rate

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



Expecting to increase staff

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

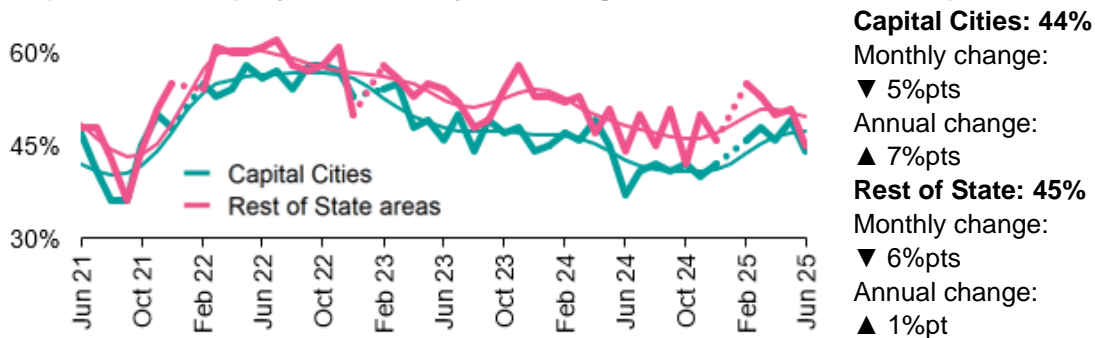


² A Henderson smoothed line has been included in the charts to reduce month to month volatility and illustrate long term patterns. See the explanatory note for more information.

Capital City/Rest of State areas³

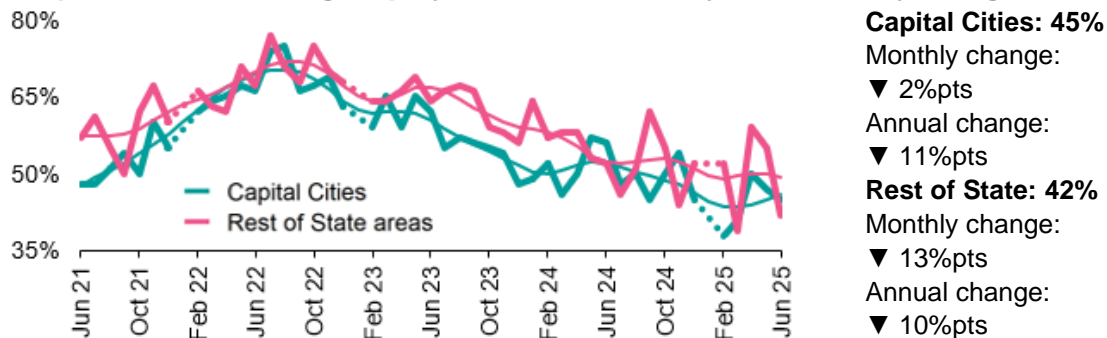
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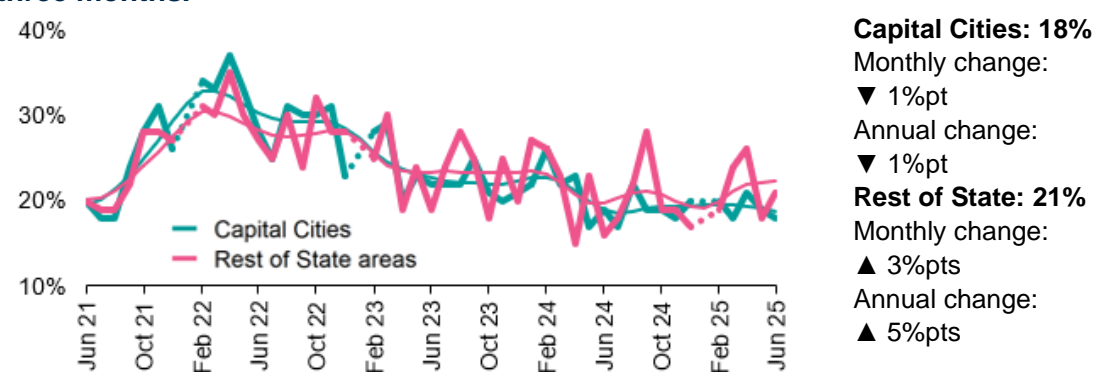
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Staffing outlook – Expecting to increase staff

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

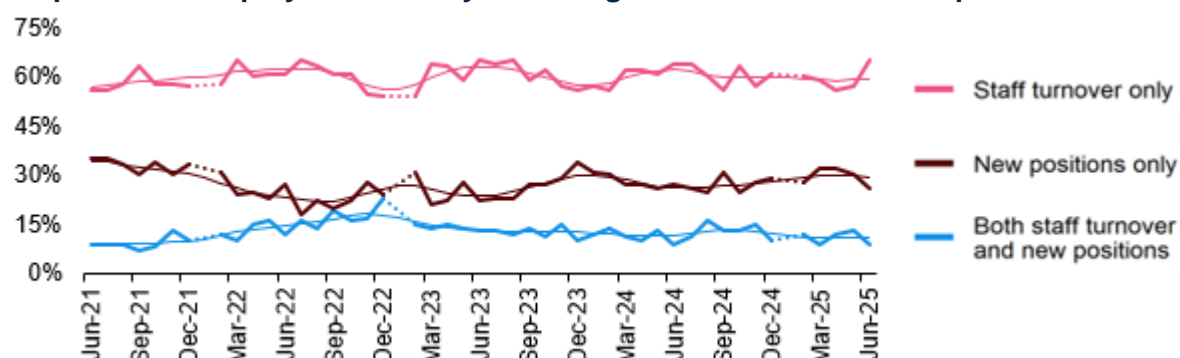


³ Data are not available for January in some years. Data points have been joined by a dotted line between December and February to reflect this. 'Rest of State' refers to areas outside the capital cities.

Other recruitment indicators

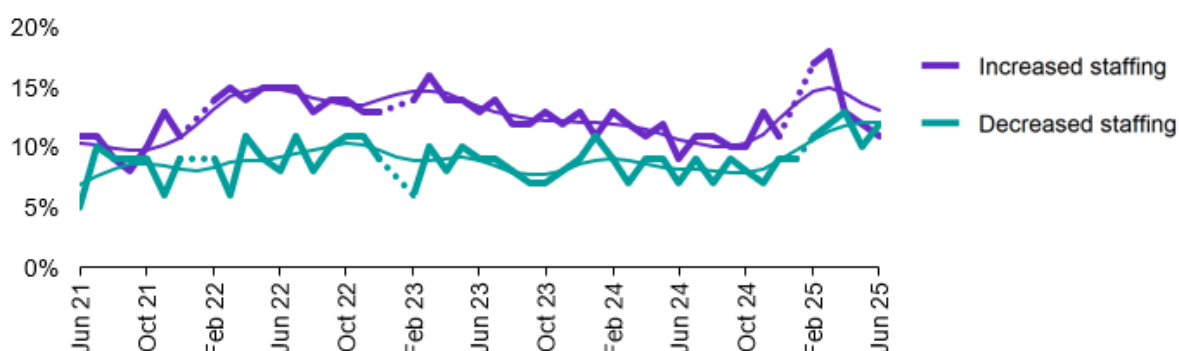
Reason for recruiting

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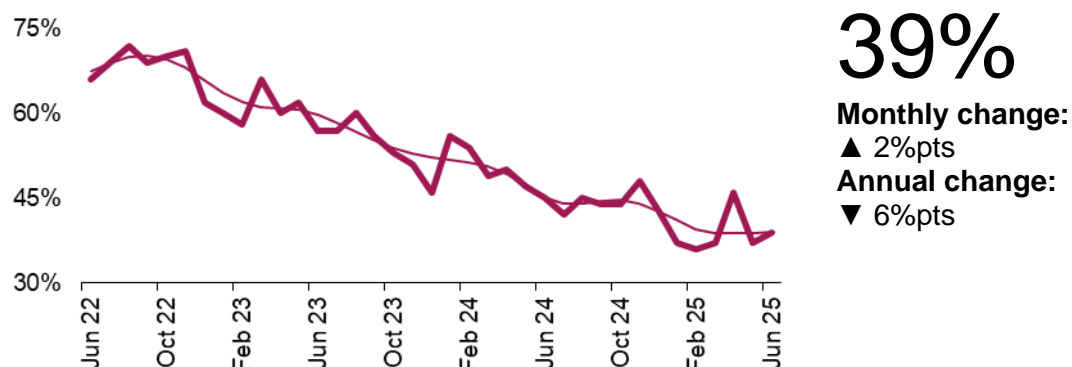
Staffing changes over the last month

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



Employers unable to fill vacancies within a month

Proportion of recruiting employers who were unable to fill their vacancies within a month.*



* Excludes employers who have been recruiting for less than a month.

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. Around 800 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. Details of the survey methodology can be accessed from the JSA website.

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 each month.

How to reference data from this report

Jobs and Skills Australia, Recruitment Insights Report, June 2025.

Contact us

For additional information, email 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:

- July 2025 Recruitment Insights Report – 19 August 2025

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:

- Update – Employers' experiences with retention issues – 24 July 2025

Recent spotlights:

- How recruitment challenges impact businesses – 26 June 2025
- REOS Spotlight - March quarter 2025 results – 8 May 2025