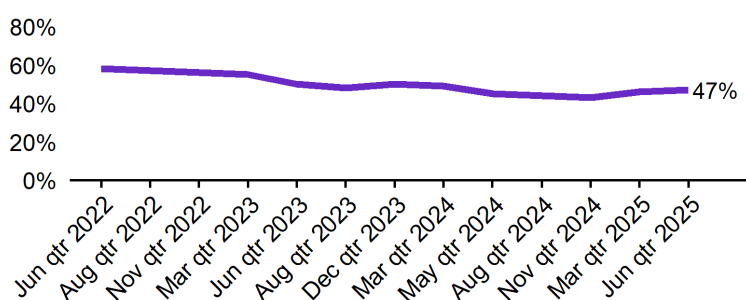


Recruitment Experiences and Outlook Survey: June quarter 2025

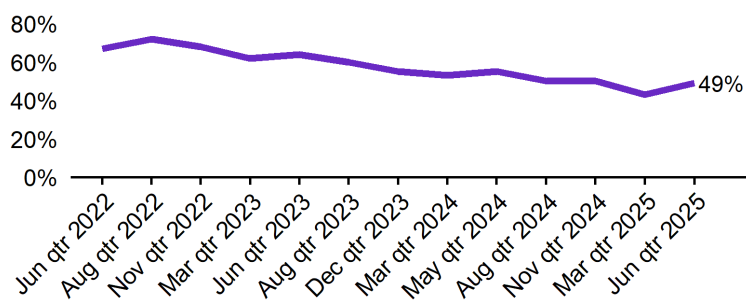
Jobs and Skills Australia conducts the Recruitment Experiences and Outlook Survey (REOS) to monitor recruitment activity and conditions across Australia. Key national indicators from the survey are released monthly; more detailed data disaggregated by state, area, industry, and occupation are released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



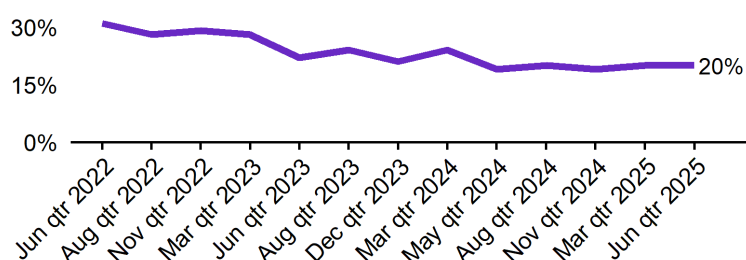
- The recruitment rate in the June quarter 2025 was 47%.
- This was 2 percentage points higher than a year prior (45%).

Recruitment difficulty rate - National level



- The recruitment difficulty rate in the June quarter 2025 was 49%.
- This was 6 percentage points lower than a year prior (55%).

Expecting to increase staff - National level



- In the June quarter 2025, 20% of employers expected to increase staff. This was 1 percentage point higher than a year prior (19%).
- The proportion of employers who expected to decrease staff was 3% in the June quarter 2025.

Key indicators by state/territory

In the June quarter 2025, Queensland and Western Australia recorded the highest recruitment rate (both 54%) of the six states. At 54%*, South Australia recorded the highest rate of recruitment difficulty among the states. Out of all states and territories, Northern Territory reported both the highest recruitment rate (65%) and the highest recruitment difficulty (56%*) in the June quarter 2025. The most significant change in recruitment difficulty was observed in Tasmania, where a decrease of 13 percentage points was recorded compared to June quarter 2024. For future staffing outlook, most states reported a similar proportion of employers expecting to increase staff levels over the next three months (around 18–22%). The NT stood out with the highest at 31%, while the ACT was lowest at 14%.

Table 1. Key indicators by state/territory, June 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	47%	3 pts	51%	-7 pts	21%	1 pt
VIC	41%	-1 pt	52%	-6 pts	18%	-1 pt
QLD	54%	6 pts	44%	-4 pts	22%	4 pts
SA	45%	-1 pt	54%*	-1 pt*	18%	3 pts
WA	54%	6 pts	46%	-5 pts	21%	1 pt
TAS	51%	7 pts	48%*	-13 pts*	20%	1 pt
NT [#]	65%	-5 pts	56%*	0 pts*	31%	-6 pts
ACT [#]	42%	-9 pts	37%*	-6 pts*	14%	-8 pts

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

* Interpret with caution due to low sample size.

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

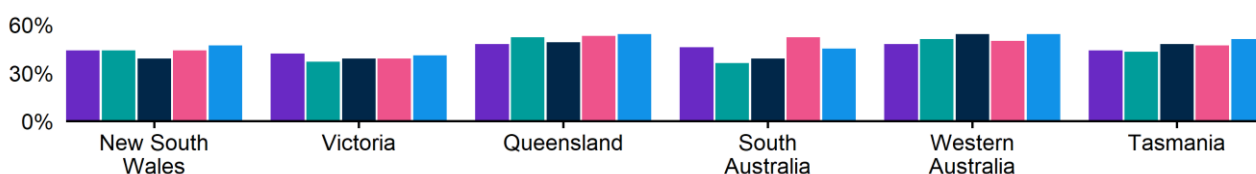


Figure 2. Recruitment difficulty rate by state, June quarter 2024 - June quarter 2025

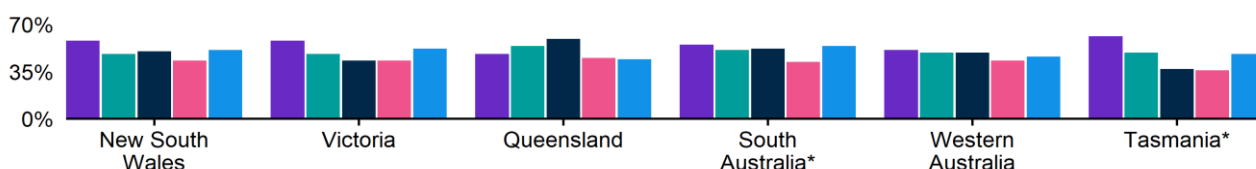
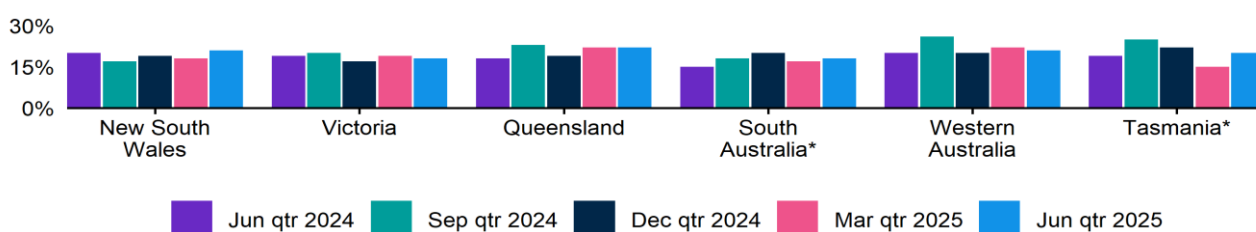


Figure 3. Expecting to increase staff numbers over the next 3 months by state, June quarter 2024 - June quarter 2025



Key indicators by remoteness classification¹ (ARIA location)

In the June quarter 2025, Outer Regional, Remote and Very Remote Australia recorded the highest recruitment rate (55%), the highest rate of recruitment difficulty (56%), and the highest proportion of employers expecting to increase their staff levels over the next 3 months (28%). Conversely, the Major Cities of Australia reported the lowest rates of recruitment, recruitment difficulty, and expectations to increase staffing levels (46%, 47%, and 19% respectively).

Table 2. Key indicators by ARIA location, June 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	46%	3 pts	47%	-6 pts	19%	0 pts
Inner Regional Australia	47%	-5 pts	53%	-6 pts	21%	3 pts
Outer Regional, Remote and Very Remote Australia	55%	8 pts	56%	-1 pt	28%	9 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, June quarter 2024 - June quarter 2025



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

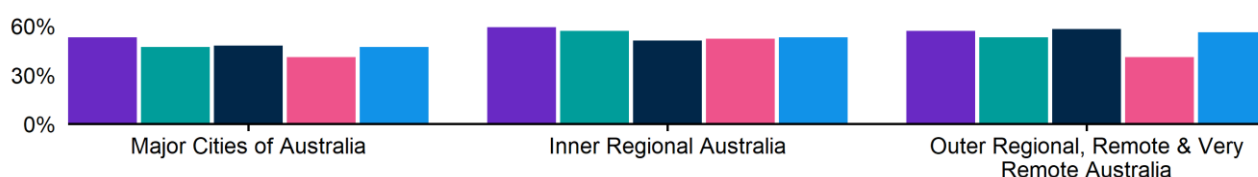
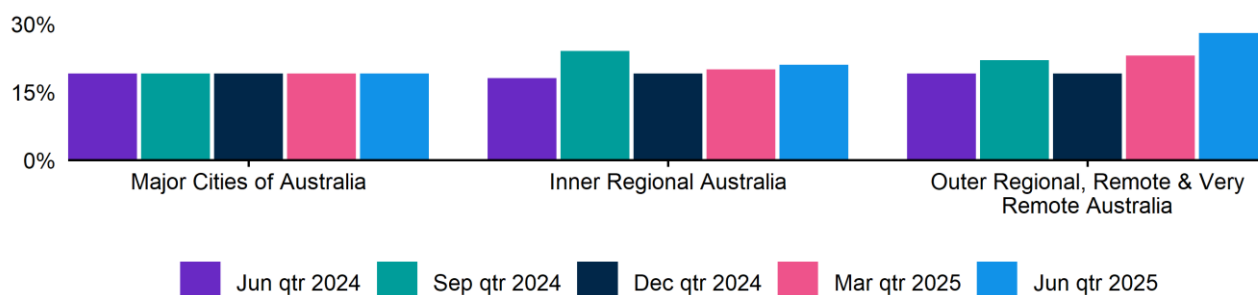


Figure 6. Expecting to increase staff numbers over the next 3 months by ARIA location, June quarter 2024 - June quarter 2025



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 June quarter 2025, Accommodation and Food Services recorded the highest recruitment rate (67%) of the selected industries. At 60%*, Professional, Scientific and Technical Services recorded the highest rate of recruitment difficulty. Notably, the Accommodation and Food Services industry continues to record the lowest recruitment difficulty rate among the selected industries, while also having the highest proportion of employers expecting to increase staff (27%).

Table 3. Key indicators by industry, June 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	44%	3 pts	55%	-8 pts	23%	4 pts
Construction	43%	0 pts	51%	-8 pts	21%	4 pts
Wholesale Trade	36%	-2 pts	50%*	-11 pts*	16%	3 pts
Retail Trade	45%	2 pts	39%*	-5 pts*	16%	0 pts
Accommodation and Food Services	67%	8 pts	34%*	-2 pts*	27%	-1 pt
Professional, Scientific and Technical Services	45%	8 pts	60%*	2 pts*	17%	-1 pt
Health Care and Social Assistance	55%	-5 pts	50%	-10 pts	20%	-2 pts

*Interpret with caution due to low sample size.

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

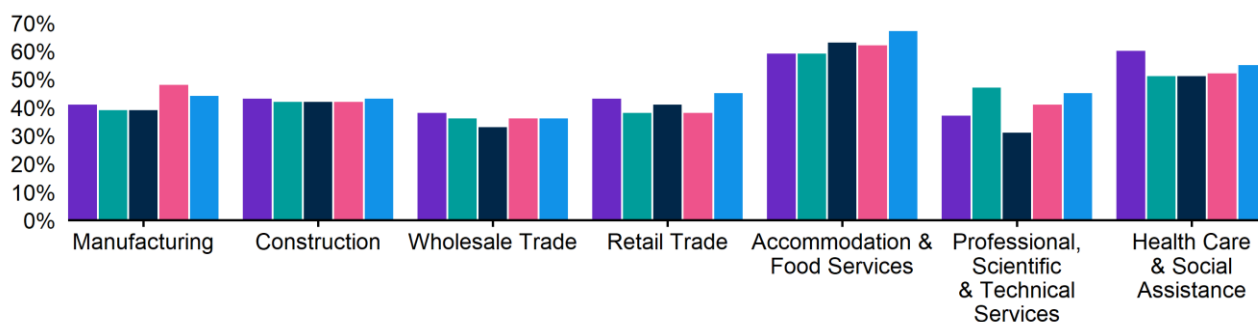
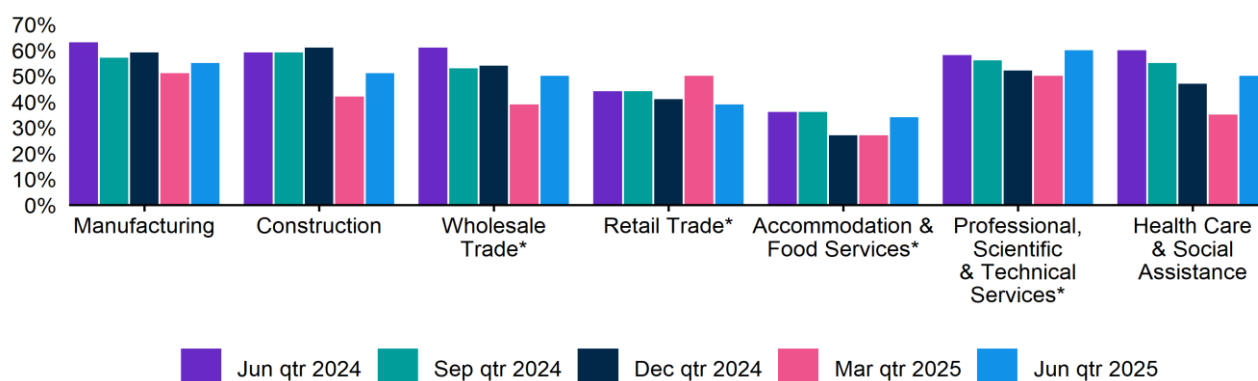


Figure 8. Recruitment difficulty rate by industry, June quarter 2024 - June quarter 2025



Key indicators by selected occupation groups

In the June quarter 2025, Technicians and Trades Workers recorded the highest recruitment difficulty rate (67%) — though it has fallen 8 percentage points from 75% in the same quarter last year. The greatest proportions of recruiting employers with vacancies remaining unfilled for over a month were among those recruiting for Professionals, and Technicians and Trades Workers (both 61%).

Table 4. Key indicators by occupation, June 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	61%*	-3 pts*	61%*	4 pts*
Technicians and Trades Workers	67%	-8 pts	61%	-11 pts
Community and Personal Service Workers	45%	-10 pts	29%*	-15 pts*
Clerical and Administrative Workers	43%*	12 pts*	31%*	2 pts*
Sales Workers	37%	-6 pts	27%	-5 pts
Machinery Operators and Drivers	47%*	-6 pts*	34%*	-8 pts*
Labourers	43%	-2 pts	31%*	-1 pt*

*Interpret with caution due to low sample size.

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

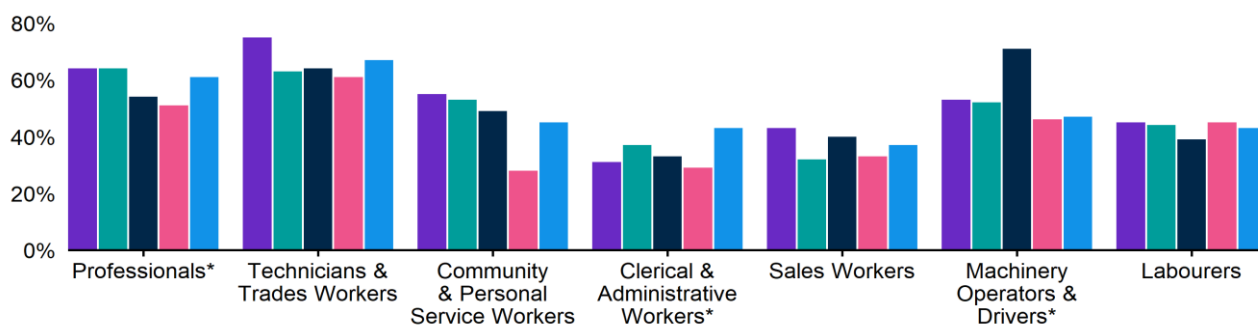
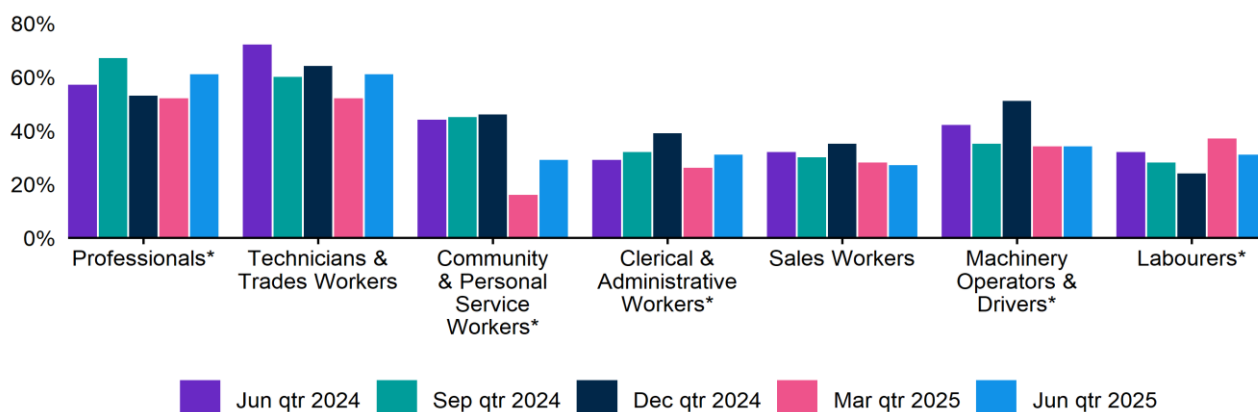


Figure 10. Vacancies taking longer than 1 month to fill, by occupation group, June quarter 2024 - June quarter 2025



REOS Background and Notes

Jobs and Skills Australia conducts the Recruitment Experiences and Outlook Survey (REOS), a telephone administered survey of at least 800 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: June 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 focuses 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

The proportion of employers who expect to increase staff levels over the next 3 months. 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 July 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 REOS report. Recent spotlight releases cover employers' experiences with retention issues, and how recruitment challenges affect businesses.

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