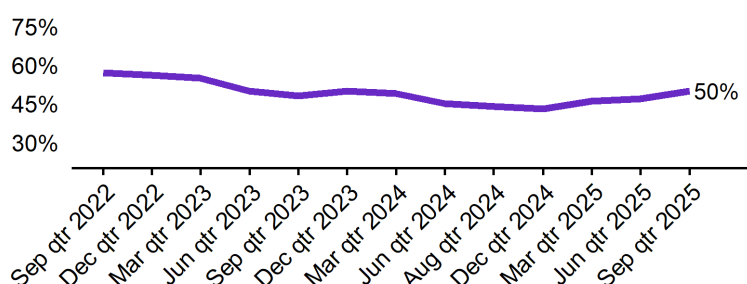


Recruitment Experiences and Outlook Survey: September quarter 2025

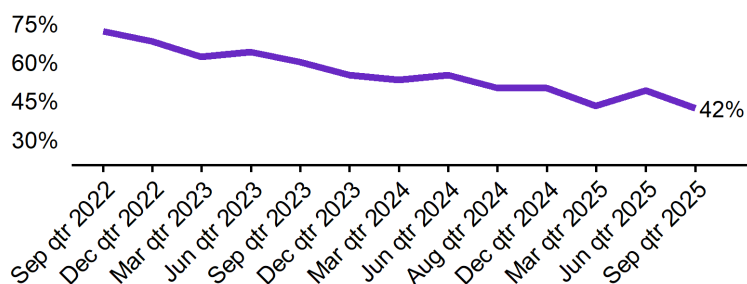
Jobs and Skills Australia conducts the Recruitment Experiences and Outlook Survey (REOS) to monitor recruitment activity and conditions across Australia. Key national indicators from the survey are released monthly. This quarterly report provides more detailed data, disaggregated by state, area, industry,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

Recruitment rate - National level



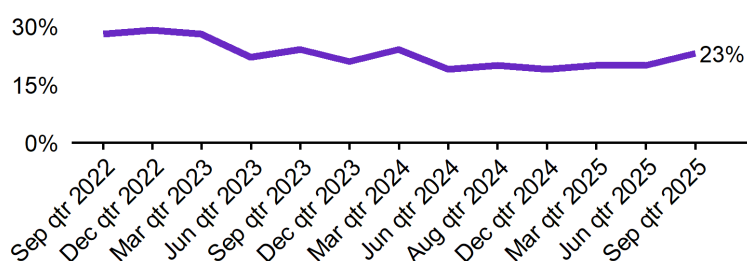
- The recruitment rate in the September quarter 2025 was 50%.
- This was 6 percentage points higher than the September quarter 2024 (44%).

Recruitment difficulty rate - National level



- The recruitment difficulty rate in the September quarter 2025 was 42%.
- This was 8 percentage points lower than the same period last year (50%).

Expecting to increase staff - National level



- In the September quarter 2025, 23% of employers expected to increase staff - up 3 percentage points from the same time last year (20%).
- The proportion of employers who expected to decrease staff was 3% in the September quarter 2025.

Key indicators by state/territory

In the September quarter 2025, Queensland recorded the highest recruitment rate among the six states, at 57%. Western Australia recorded the highest state recruitment difficulty rate, with 49% of recruiting employers reporting hiring challenges. Out of all states and territories, Northern Territory continues to report the highest recruitment rate (69%*) and recruitment difficulty rate (57%*), though these figures should be interpreted with caution due to the small sample size. Queensland recorded the highest proportion of employers expecting to increase staff levels over the next three months, at 26%.

Table 1. Key indicators by state/territory, September 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	49%	5 pts	42%	-6 pts	24%	7 pts
VIC	46%	9 pts	33%	-15 pts	20%	0 pts
QLD	57%	5 pts	46%	-8 pts	26%	3 pts
SA	45%	9 pts	43%*	-8 pts*	20%	2 pts
WA	56%	5 pts	49%	0 pts	22%	-4 pts
TAS	42%	-1 pts	35%*	-14 pts*	17%	-8 pts
NT [#]	69%	3 pts	57%*	2 pts*	23%	-10 pts
ACT [#]	40%	-4 pts	40%*	-8 pts*	19%	-2 pts

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

* Interpret with caution due to low sample size.

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

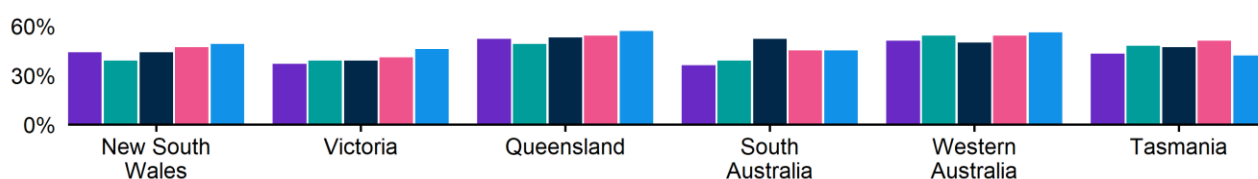


Figure 2. Recruitment difficulty rate by state, September quarter 2024 - September quarter 2025

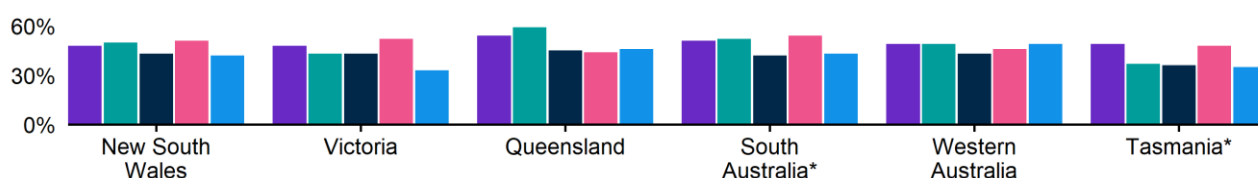
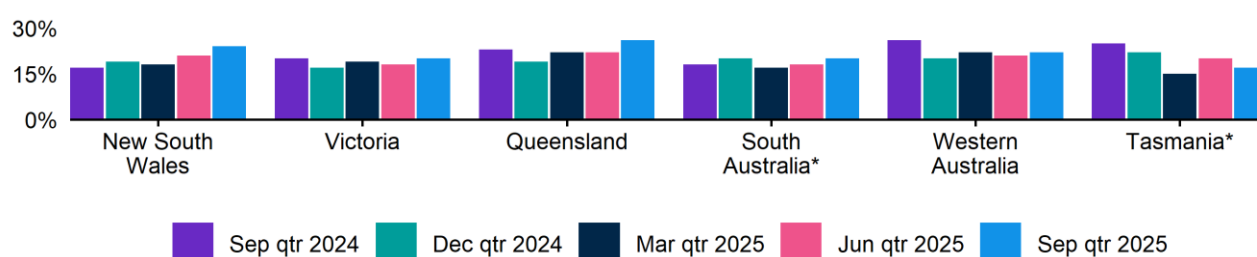


Figure 3. Expecting to increase staff numbers over the next 3 months by state, September quarter 2024 - September quarter 2025



Key indicators by remoteness classification¹ (ARIA location)

In the September quarter of 2025, Outer Regional, Remote, and Very Remote areas of Australia recorded the highest recruitment rate among the ARIA regions, at 58%. These regions also experienced the highest recruitment difficulty rate (49%). In Major Cities, the proportion of employers expecting to increase staff in the next three months rose by 4 percentage points over the year—the largest increase of any region—and this was aligned with a 7 percentage points decrease in recruitment difficulty rate in the same region.

Table 2. Key indicators by ARIA location, September 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	50%	8 pts	40%	-7 pts	23%	4 pts
Inner Regional Australia	47%	-1 pts	45%	-12 pts	22%	-2 pts
Outer Regional, Remote and Very Remote Australia	58%	8 pts	49%	-4 pts	22%	0 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.

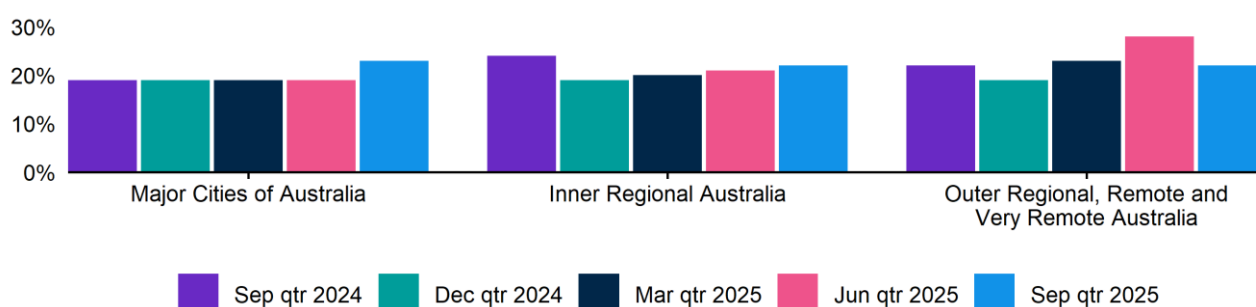
Figure 4. Recruitment rate by ARIA location, September quarter 2024 - September quarter 2025



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



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



¹ Australian Bureau of Statistics, Remoteness of Australia, Remoteness Statistical Geography Standard (ASGS), Edition 3, September 2021, <https://www.abs.gov.au/statistics/geography-standard-asgs-edition-3/jul2021-jun2026/remoteness-structure/remoteness-areas>

Key indicators by selected industries

In the September quarter 2025, Accommodation and Food Services recorded the highest recruitment rate (75%) and the lowest recruitment difficulty rate (22%) of the selected industries. Construction recorded the highest rate of recruitment difficulty, at 56%*. Notably, the Accommodation and Food Services industry reported an expectation to increase staff over the next three months (42%), well above the other industries.

Table 3. Key indicators by industry, September quarter 2025

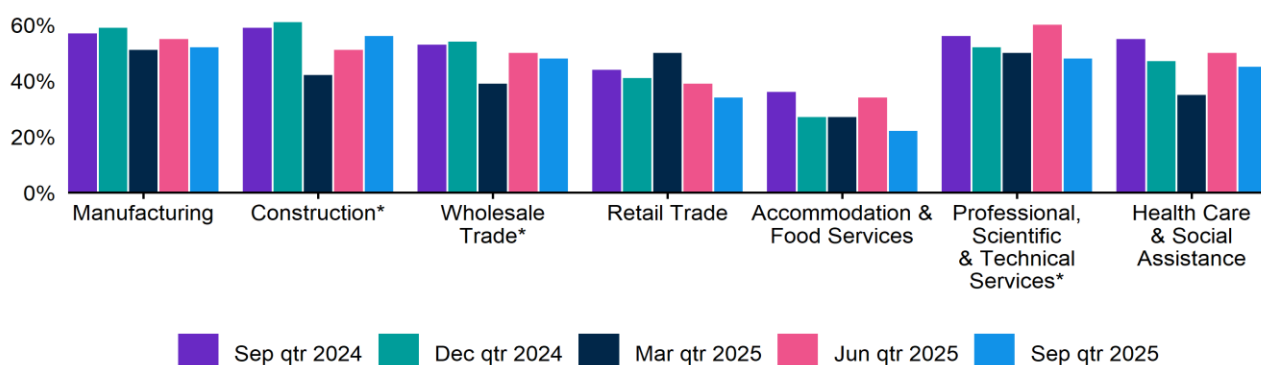
	Recruitment rate		Recruitment difficulty rate		Expect to increase staff	
	% of employers	Annual change (% points)	% of recruiting employers	Annual change (% points)	% of employers	Annual change (% points)
Manufacturing	46%	7 pts	52%	-5 pts	23%	5 pts
Construction	49%	7 pts	56%*	-3 pts*	21%	7 pts
Wholesale Trade	44%	8 pts	48%*	-5 pts*	23%	2 pts
Retail Trade	43%	5 pts	34%	-10 pts	15%	-4 pts
Accommodation and Food Services	75%	16 pts	22%	-14 pts	42%	11 pts
Professional, Scientific and Technical Services	45%	-2 pts	48%*	-8 pts*	20%	-4 pts
Health Care and Social Assistance	56%	5 pts	45%	-10 pts	23%	1 pts

*Interpret with caution due to low sample size.

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



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



Key indicators by selected occupation groups

In the September quarter 2025, Technicians and Trades Workers recorded the highest recruitment difficulty rate at 61%. Employers recruiting for Professionals had the highest proportion of vacancies unfilled for over a month, at 56%*. Over the year, Professionals experienced the largest decrease in recruitment difficulty rate (down 19 percentage points), aligning with the largest decrease in the proportion of vacancies remaining unfilled for over a month (dropping by 11 percentage points).

Table 4. Key indicators by occupation, September 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	45%	-19 pts	56%*	-11 pts*
Technicians and Trades Workers	61%	-2 pts	53%	-7 pts
Community and Personal Service Workers	40%	-13 pts	36%	-9 pts
Clerical and Administrative Workers	35%*	-2 pts*	38%*	6 pts*
Sales Workers	24%	-8 pts	25%	-5 pts
Machinery Operators and Drivers	44%*	-8 pts*	35%*	0 pts*
Labourers	40%	-4 pts	30%*	2 pts*

*Interpret with caution due to low sample size.

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

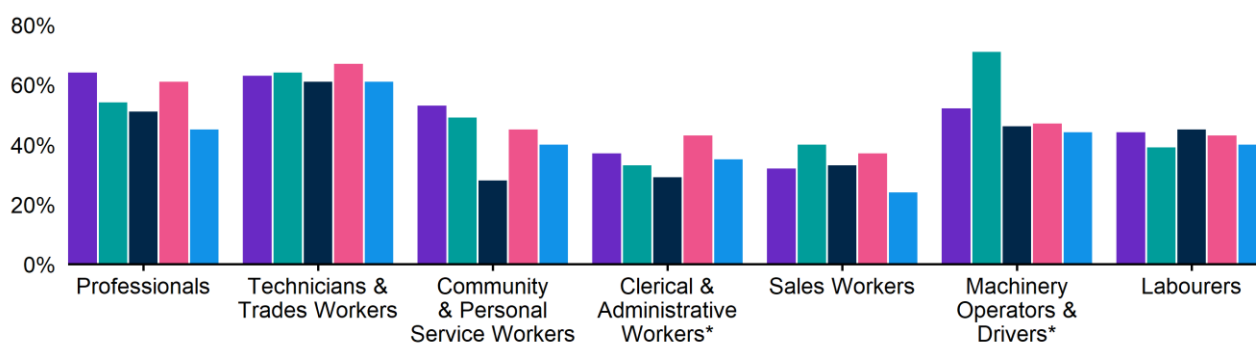
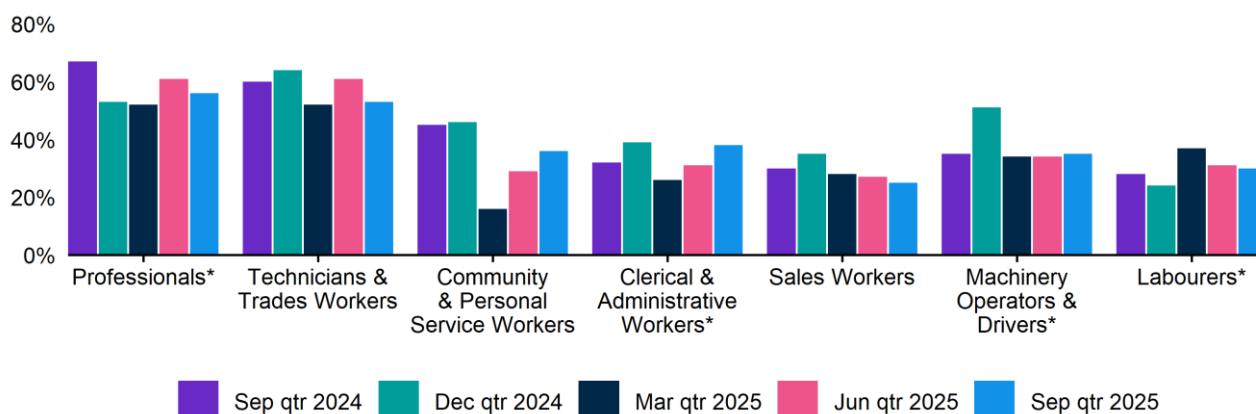


Figure 10. Vacancies taking longer than 1 month to fill, by occupation group, September quarter 2024 - September quarter 2025



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: September 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

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 September 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. Recent spotlight releases cover employers who recruited jobless applicants, and employers' greatest future concern.

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