

REOS Recruitment Insights Report - October 2025

Jobs and Skills Australia surveys around 800 employers each month through the Recruitment Experiences and Outlook Survey (REOS) to understand their recruitment experiences and staffing expectations.

Due to operational reasons, fewer employers were surveyed in October 2025. As a result, this report and the associated datafile present data for key recruitment indicators at the national level only.

Key Findings

A smaller proportion of employers recruited in October 2025, though the smoothed trend indicates that the recruitment rate has been gradually increasing over the past six months. Recruitment difficulty also eased in October, continuing the downward trend (in smoothed terms) from the record high observed in 2022. The staffing outlook decreased over the month, with the smoothed trend indicating a gradual increase in this indicator since around October 2024.

Recruitment activity

In October 2025, 48% of employers recruited. This is 3 percentage points lower than last month, and 6 percentage points higher than in October 2024.

Recruitment difficulty

The recruitment difficulty rate decreased by 5 percentage points in October to 40% of recruiting employers. This figure is 12 percentage points lower than last year, and only 3 percentage points higher than the record low observed in February 2021 (37%).

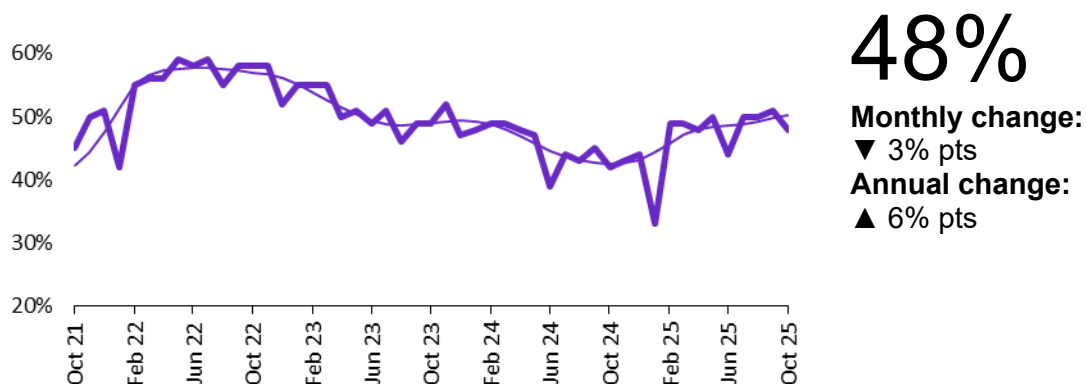
Staffing outlook: employers expecting to increase staff

In October 2025, 18% of employers expected to increase staffing levels in the next three months. This is a 6 percentage point decrease from September and is 1 percentage point lower than a year ago.

REOS national indicators ¹

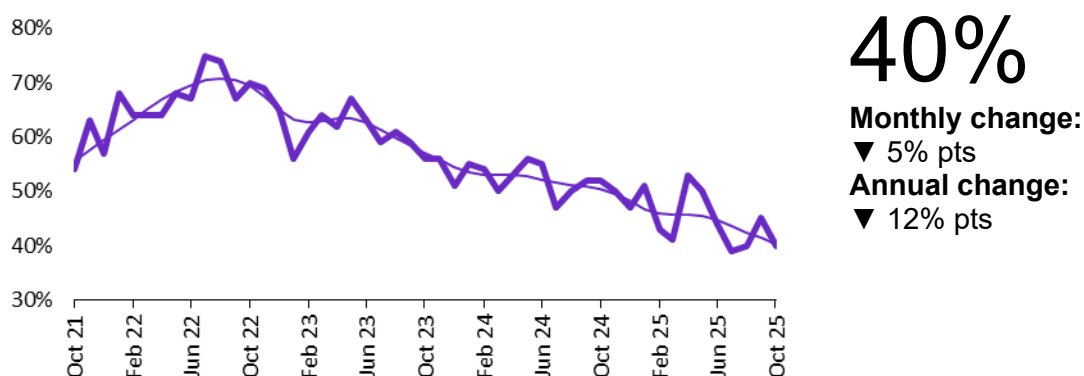
Recruitment rate

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



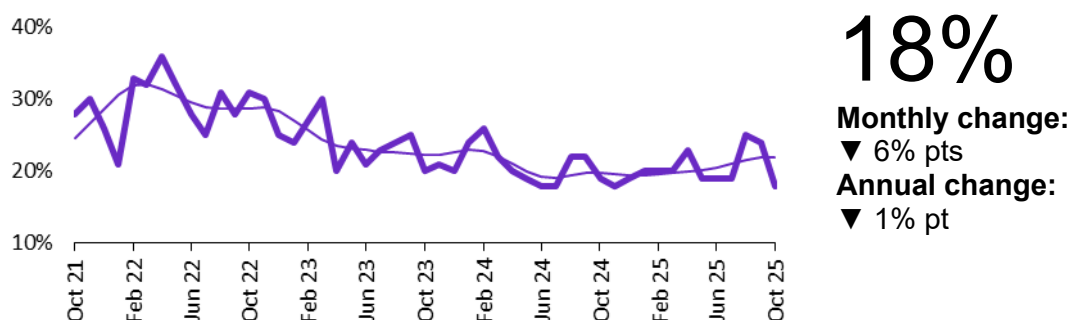
Recruitment difficulty rate

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.



¹ 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.

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.

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.

Referencing this report

Data in this release should be referenced as: Jobs and Skills Australia, Recruitment Insights Report, October 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 additional detail by state, [ARIA](#) (ABS' Accessibility and Remoteness Index of Australia) as well as selected industry and occupation groups.

Next Recruitment Insights Report release:

- November 2025 Recruitment Insights Report – 16th December 2025

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- Entry level jobs across city, coastal, inland and remote regions – 27th November 2025

Recent spotlights:

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- July spotlight – Employers' experiences with retention issue – July 2025