

REOS Recruitment Insights Report - June 2026

Jobs and Skills Australia surveys around 1000 employers each month in the Recruitment Experiences and Outlook Survey (REOS) to understand their recruitment experiences and staffing expectations.

Key Findings

Over the month to June 2026, recruitment activity rose by 4 percentage points to stand at 51%, slightly above the average of 49% over the last five years. The recruitment difficulty rate increased by 2 percentage points to stand at 44% in June 2026. The proportion of employers expecting to increase staffing levels increased by 5 percentage points to 20%, breaking a 3-month long steady period.

In smoothed terms, recruitment activity has remained stable over the year to June 2026, while recruitment difficulty remained at low levels. Expectations around increasing staffing over the next three months remained lower than a year earlier in both the Capital Cities and Rest of State areas. In addition, the proportion of vacancies remaining unfilled for more than a month remained near its lowest levels since the series began in May 2021.

Recruitment activity

In June 2026, the recruitment rate was 51%. This was 4 percentage points higher than last month and 7 percentage points higher than a year ago. At 51%, it was slightly higher than the average recorded over the last five years (49%). In smoothed terms, the recruitment rate has largely held steady over the last 12 months.

In the Capital Cities, 50% of employers recruited in June 2026, compared with 53% in Rest of State areas. Over the month, the recruitment rate increased by 6 percentage points in the Capital Cities, compared with an increase of 2 percentage points in Rest of State areas. When compared to a year ago (June 2025), the recruitment rate in the Capital Cities increased by 6 percentage points, while in Rest of State areas it increased by 8 percentage points.

In smoothed terms, the recruitment rate in Rest of State areas increased slightly over the last year, while in the Capital Cities a slight increase was observed in recent months after a period of gentle easing.

Recruitment difficulty

The recruitment difficulty rate increased by 2 percentage points to 44% of recruiting employers in June 2026.

This was unchanged from a year ago and was 31 percentage points below the record high of 75% recorded in July 2022. The series low occurred in February 2021 at 37%.

In June 2026, a slightly lower proportion of recruiting employers experienced recruitment difficulty in the Capital Cities (44%), compared with Rest of State areas (45%).

While noting the month-to-month variability in this series, recruitment difficulty remained steady over the month in the Capital Cities and was 1 percentage point lower relative to a year ago (June 2025). In contrast, recruitment difficulty in Rest of State areas increased by 6 percentage points over the month to stand 3 percentage points higher than in June 2025.

In smoothed terms, the recruitment difficulty rate in the Capital Cities has remained steady over the last 4 months, while it has decreased in Rest of State areas since the beginning of 2026.

Staffing outlook: employers expecting to increase staff

Compared with a month ago, the proportion of employers expecting to increase their staffing numbers in the next three months increased by 5 percentage points to 20% in June 2026. This was 1 percentage point higher than a year earlier. In smoothed terms, however, this series has decreased since October 2025.

The proportion of employers in Capital Cities that were expecting to increase their staffing levels in the next three months was the same as the proportion in Rest of State areas (20%). Over the month, this figure increased by 4 percentage points in the Capital Cities, compared with an increase of 6 percentage points in Rest of State areas.

Looking through month-to-month volatility, in smoothed terms, this indicator has decreased since late 2025 in both Capital Cities and Rest of State areas.

Reason for recruiting

Recruitment due to staff turnover only was the main reason why employers recruited in June 2026 (accounting for 59% of recruiting employers). Some 31% of recruiting employers aimed to fill new staff positions only, and the remaining 11% were recruiting to fill both new staff and staff turnover positions.

Staffing changes over the last month

Some 14% of employers increased their staff in June 2026, compared with 11% at the same time last year. Meanwhile, around 12% of employers reported a decrease in their staff numbers over the month, compared with 12% of employers a year ago.

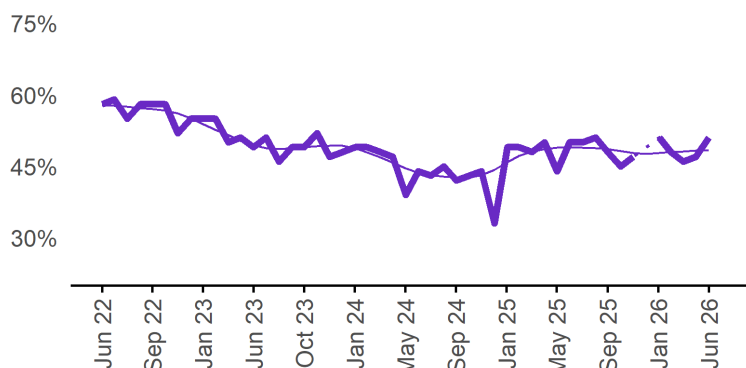
Employers unable to fill vacancies in a month

The proportion of recruiting employers who were unable to fill their vacancies within a month increased by 4 percentage points to 41% in June 2026. This was 2 percentage points higher than the 39% recorded in June 2025. It was 5 percentage points above the series low of 36% recorded in March 2026 and 31 percentage points below the peak of 72% in August 2022.

REOS national indicators¹

Recruitment rate

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



51%

Monthly change:

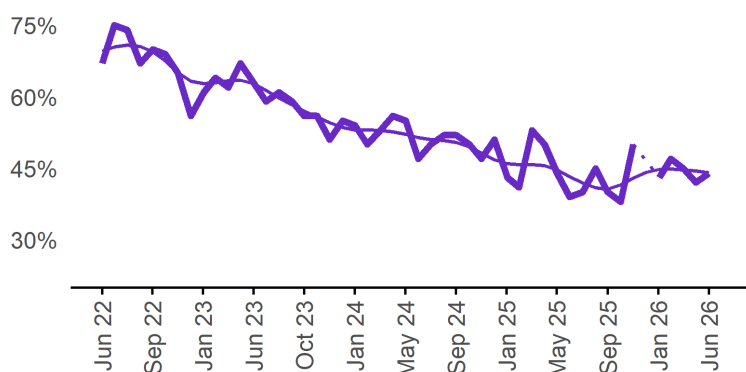
▲ 4%pts

Annual change:

▲ 7%pts

Recruitment difficulty rate

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



44%

Monthly change:

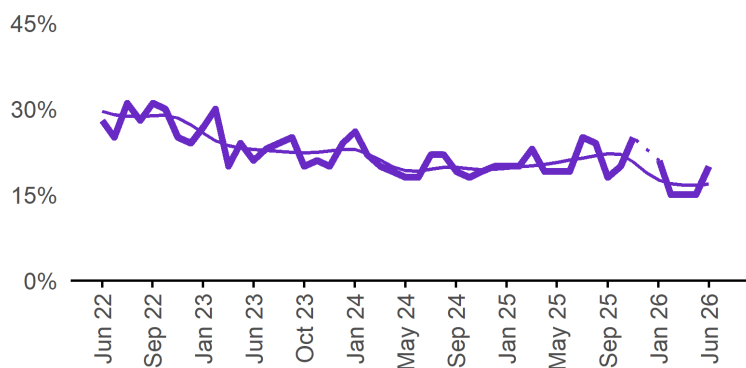
▲ 2%pts

Annual change:

0%pts

Expecting to increase staff

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



20%

Monthly change:

▲ 5%pts

Annual change:

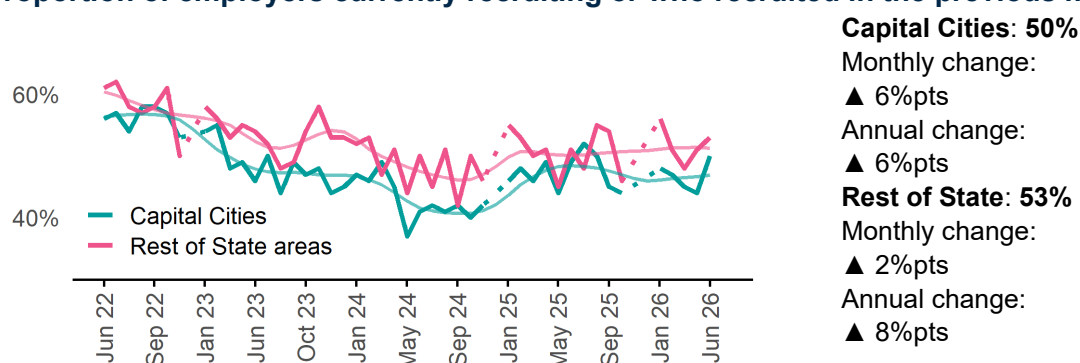
▲ 1%pt

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.

Capital City/Rest of State areas²

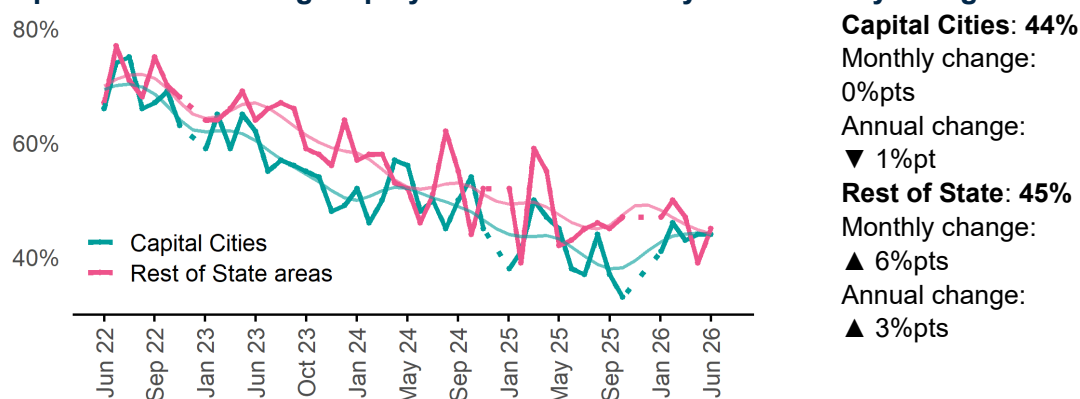
Recruitment rate

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



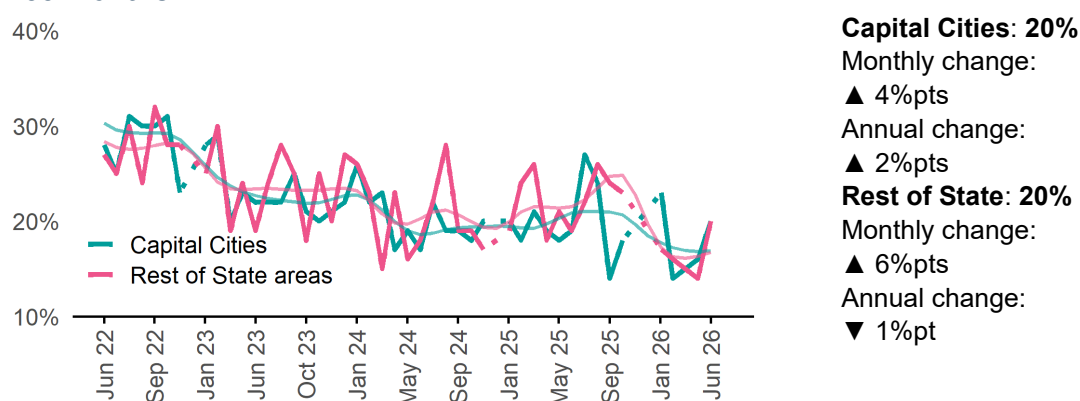
Recruitment difficulty rate

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



Staffing outlook – Expecting to increase staff

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

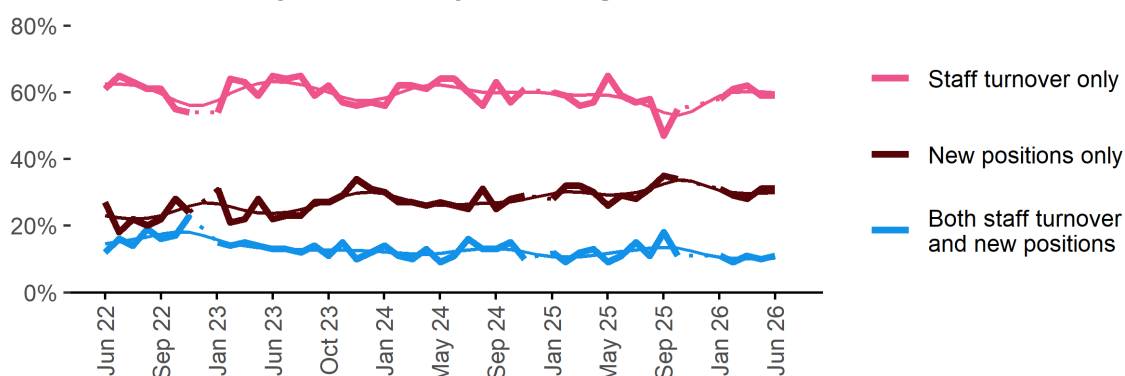


² Data are not available for January in some years. Data points have been joined by a dotted line between December and February to reflect this. 'Rest of State' refers to areas outside the capital cities.

Other recruitment indicators

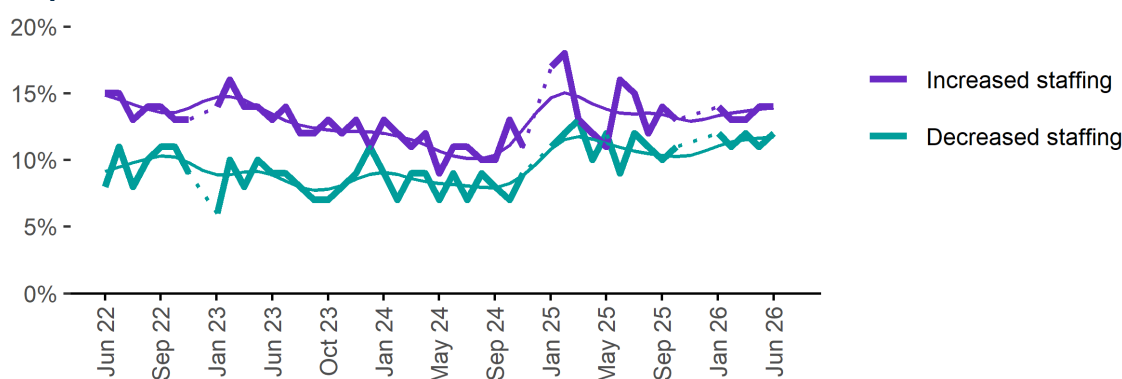
Reason for recruiting

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



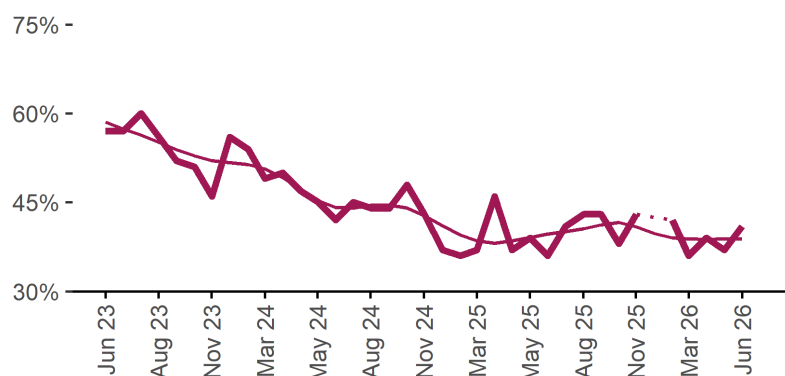
Staffing changes over the last month

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.*



41%

Monthly change:

▲ 4%pts

Annual change:

▲ 2%pts

* 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 1000 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 2026.

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 2026 Recruitment Insights Report – 18 August 2026

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:

- REOS Spotlight – June Quarter 2026 results – 30 July 2026

Recent spotlights:

- May Spotlight – Shifting employers' sentiment – 28 May 2026
- April Spotlight – March Quarter 2026 results – 23 April 2026