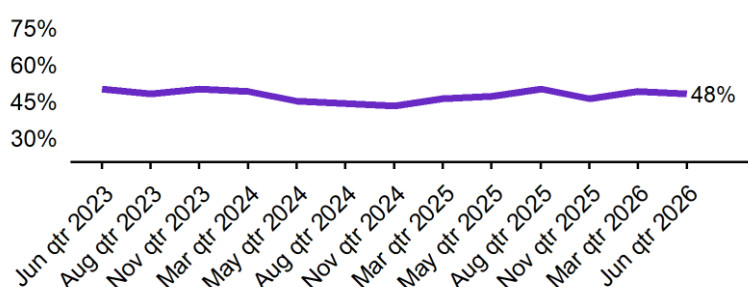


Recruitment Experiences and Outlook Survey: June quarter 2026

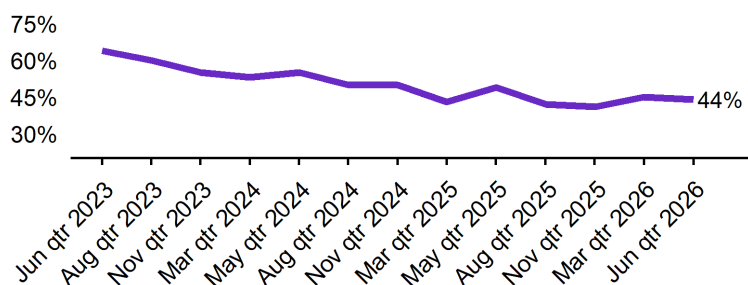
Jobs and Skills Australia conducts the Recruitment Experiences and Outlook Survey (REOS) to monitor recruitment activity and conditions across Australia. Key national indicators from the survey are released monthly. Detailed data disaggregated by state, area, industry, and occupation are released in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

Recruitment rate - National level



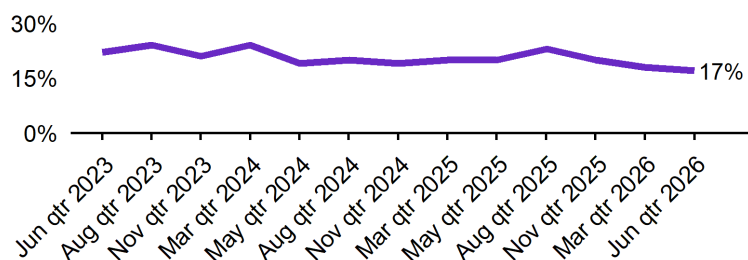
- The recruitment rate in the June quarter 2026 was 48%.
- This was 1 percentage point higher than this time last year (47%).

Recruitment difficulty rate - National level



- The recruitment difficulty rate in the June quarter 2026 was 44%.
- This was 5 percentage points lower than this time last year (49%).

Expecting to increase staff - National level



- In the June quarter 2026, 17% of employers expected to increase staff. This was 3 percentage points lower than this time last year (20%).
- The proportion of employers who expected to decrease staff was 5% in the June quarter 2026.

Key indicators by state/territory

In the June quarter 2026, Western Australia recorded the highest recruitment rate of the six states (55%). At 56%, Tasmania recorded the highest rate of state recruitment difficulty. Out of all states and territories, Northern Territory reported the highest recruitment rate (57%). 20% of employers in Queensland expected to increase staff level, the highest among all states and territories.

Table 1. Key indicators by state/territory, June quarter 2026

	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	46%	-1 pt	47%	-4 pts	17%	-4 pts
VIC	44%	3 pts	35%	-17 pts	15%	-3 pts
QLD	52%	-2 pts	45%	1 pt	20%	-2 pts
SA	48%	3 pts	48%	-6 pts	17%	-1 pt
WA	55%	1 pt	47%	1 pt	18%	-3 pts
TAS	40%	-11 pts	56%*	8 pts*	10%	-10 pts
NT#	57%	-8 pts	53%*	-3 pts*	18%	-13 pts
ACT#	45%	3 pts	33%*	-4 pts*	13%	-1 pt

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

* Interpret with caution due to low sample size.

Figure 1. Recruitment rate by state, June quarter 2025 - June quarter 2026

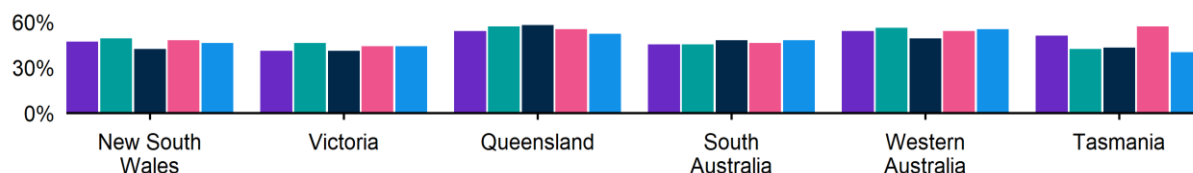
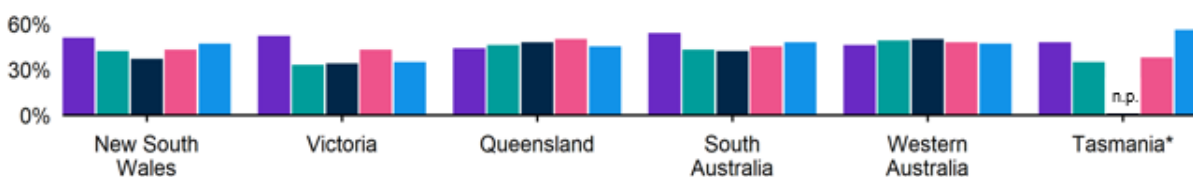
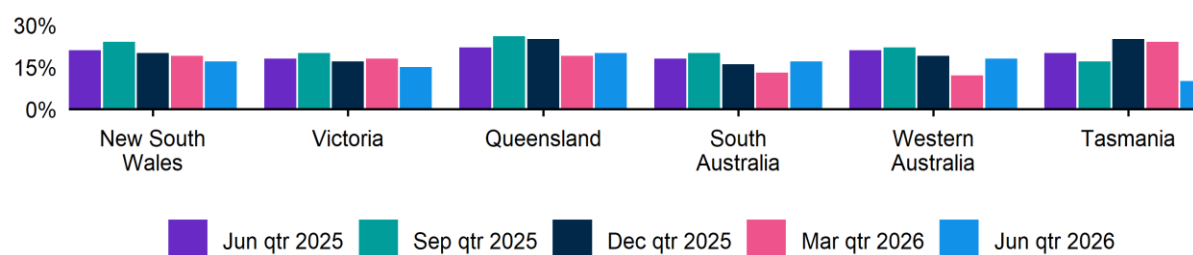


Figure 2. Recruitment difficulty rate by state, June quarter 2025 - June quarter 2026



Note: No data are shown for Tasmania in the December quarter 2025 due to a small sample size

Figure 3. Expecting to increase staff numbers over the next 3 months by state, June quarter 2025 - June quarter 2026



Key indicators by remoteness classification (ARIA location)¹

In the June quarter 2026, Outer Regional, Remote and Very Remote Australia recorded the highest recruitment rate (53%) and the highest recruitment difficulty rate (52%) of the ARIA regions. At 18%, this region also recorded the highest proportion of employers who expected to increase staff level in the next three months.

Table 2. Key indicators by ARIA location, June quarter 2026

	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	47%	1 pt	42%	-5 pts	17%	-2 pts
Inner Regional Australia	48%	1 pt	44%	-9 pts	16%	-5 pts
Outer Regional, Remote and Very Remote Australia	53%	-2 pts	52%	-4 pts	18%	-10 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 2025 - June quarter 2026

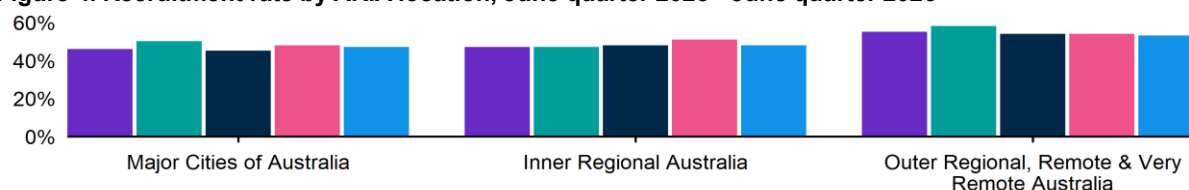


Figure 5. Recruitment difficulty rate by ARIA location, June quarter 2025 - June quarter 2026

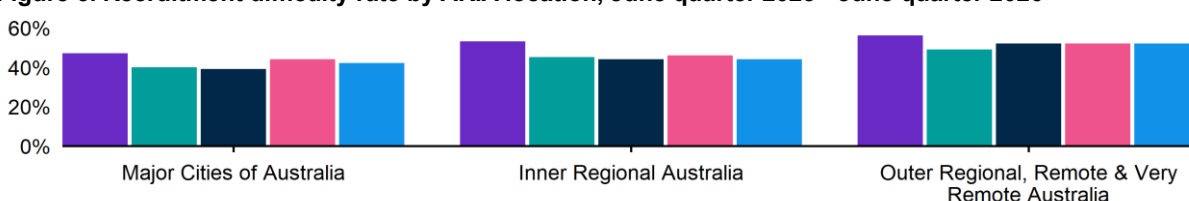
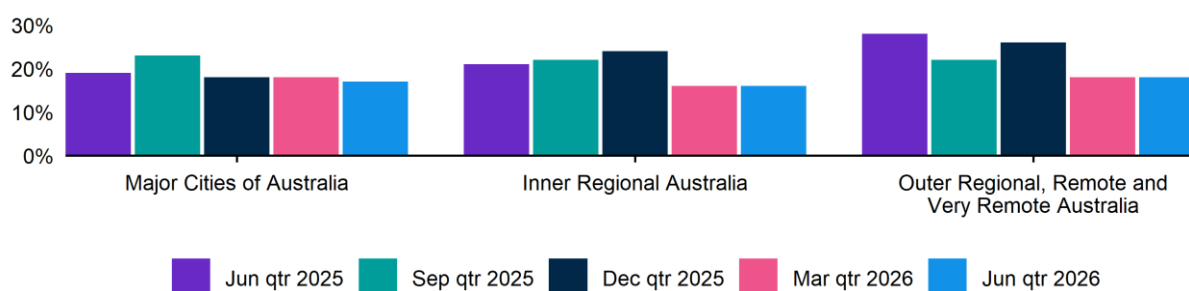


Figure 6. Expecting to increase staff numbers over the next 3 months by ARIA location, June quarter 2025 - June quarter 2026



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 2026, Accommodation and Food Services recorded the highest recruitment rate of the selected industries (62%). At 54%*, Wholesale Trade recorded the highest rate of recruitment difficulty. At 20%, Construction, Accommodation and Food Services, and Professional, Scientific and Technical Services recorded the equal highest proportion of employers expecting to increase their staffing levels over the next three months.

Table 3. Key indicators by industry, June quarter 2026

	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	40%	-4 pts	53%	-2 pts	17%	-6 pts
Construction	47%	4 pts	50%	-1 pt	20%	-1 pt
Wholesale Trade	39%	3 pts	54%*	4 pts*	15%	-1 pt
Retail Trade	46%	1 pt	39%	0 pts	13%	-3 pts
Accommodation and Food Services	62%	-5 pts	27%	-7 pts	20%	-7 pts
Professional, Scientific and Technical Services	40%	-5 pts	48%*	-12 pts*	20%	3 pts
Health Care and Social Assistance	55%	0 pts	44%	-6 pts	18%	-2 pts

*Interpret with caution due to low sample size.

Figure 7. Recruitment rate by industry, June quarter 2025 - June quarter 2026

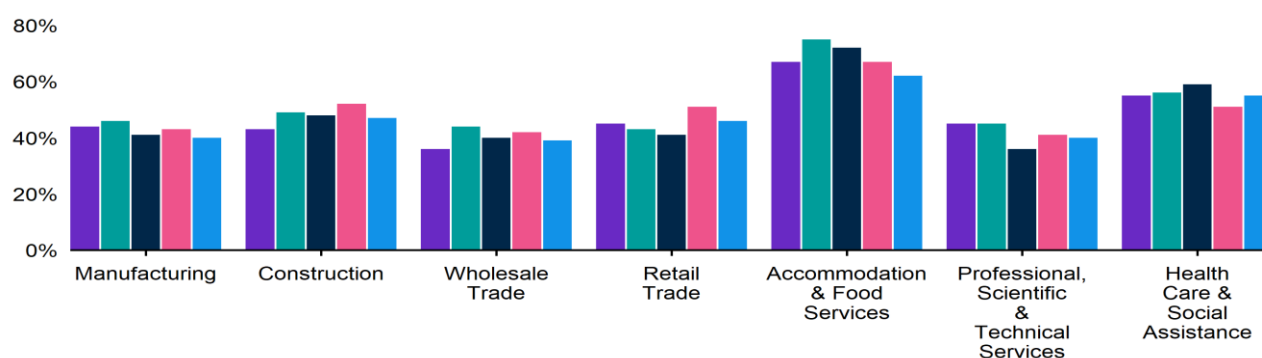


Figure 8. Recruitment difficulty rate by industry, June quarter 2025 - June quarter 2026



Key indicators by selected occupation groups

In the June quarter 2026, Technicians and Trades Workers recorded the highest rate of recruitment difficulty (58%). At 53%, employers recruiting for Technicians and Trades Workers also had the highest proportion of vacancies unfilled for longer than a month.

Table 4. Key indicators by occupation, June quarter 2026

	Recruitment difficulty rate		Vacancies taking longer than 1 month to fill	
	% of recruiting employers	Annual change (% points)	% of recruiting employers	Annual change (% points)
Professionals	47%	-14 pts	50%	-11 pts
Technicians and Trades Workers	58%	-9 pts	53%	-8 pts
Community and Personal Service Workers	35%	-10 pts	30%	1 pt
Clerical and Administrative Workers	39%	-4 pts	34%*	3 pts*
Sales Workers	34%	-3 pts	27%	0 pts
Machinery Operators and Drivers	54%*	7 pts*	45%*	11 pts*
Labourers	38%	-5 pts	32%	1 pt

*Interpret with caution due to low sample size.

Figure 9. Recruitment difficulty rate by occupation, June quarter 2025 - June quarter 2026

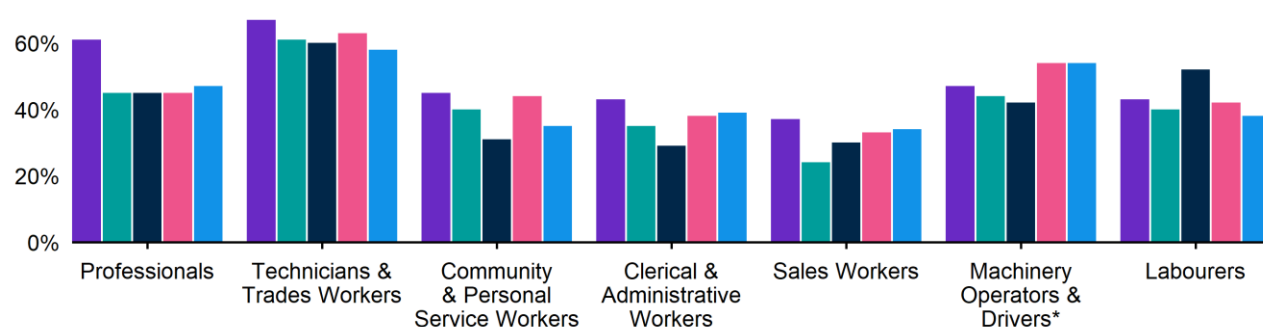
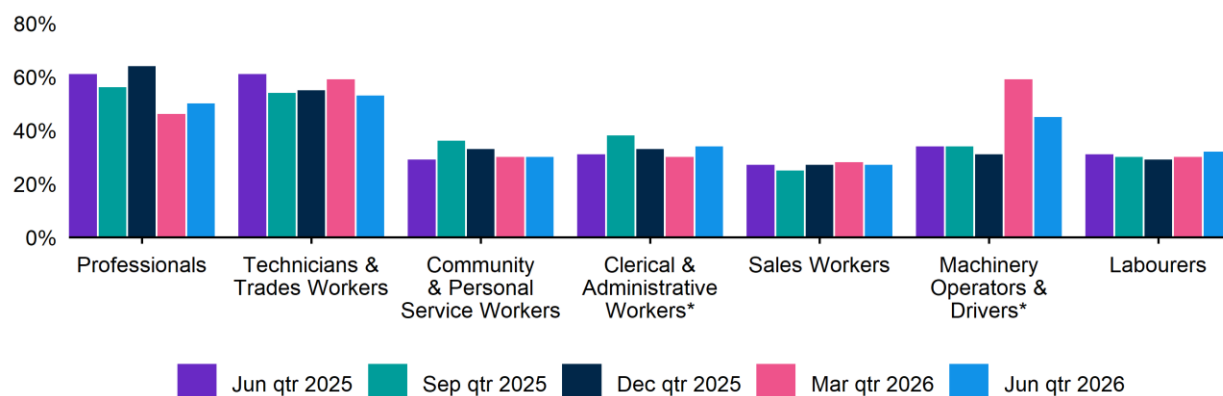


Figure 10. Vacancies taking longer than 1 month to fill, by occupation group, June quarter 2025 - June quarter 2026



REOS Background and Notes

Jobs and Skills Australia conducts the Recruitment Experiences and Outlook Survey (REOS), a telephone administered survey of at least 1,000 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 2026*.

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

This is calculated as the percentage of employers who expect to increase staff over the next 3 months, divided by all employers. 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](https://www.jobsandskills.gov.au/work/reos-survey-methodology) includes:

- The June 2026 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 report. The next analysis analyses employers' experiences of recruitment difficulty and their future concerns around recruitment for higher skilled jobs.

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