

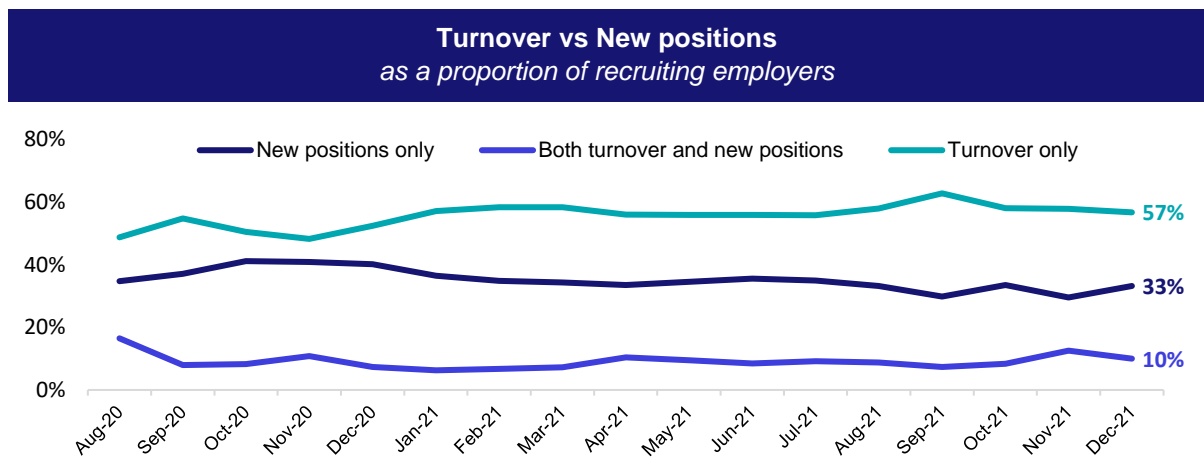
Reason for recruitment by industry and occupation

January 2022 Spotlight

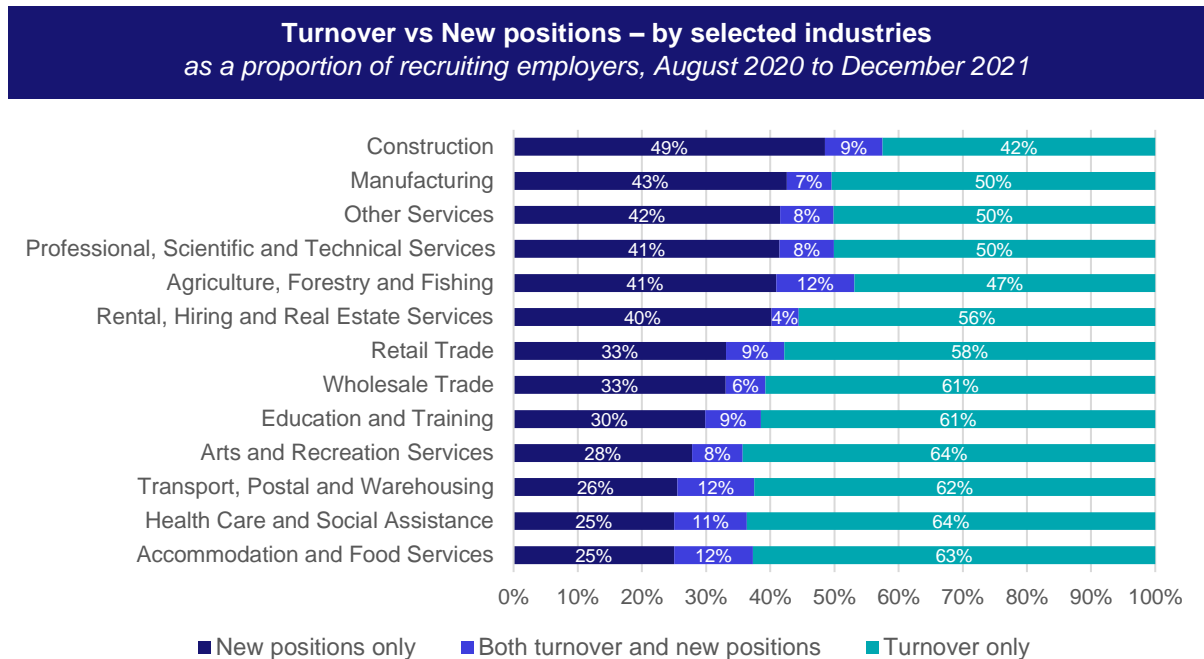
For employers that are in the process of recruiting at the time of the survey or had recruited in the past month, the Recruitment Experiences and Outlook Survey includes a question about whether the recruitment was to fill a new position or replace someone who left the business.

Nationally, as at December 2021, more than half (57%) of recruiting employers recruited only to replace staff, with 33% recruiting only for new positions. The remaining 10% of recruiting employers were both trying to fill new positions and replace staff who had left.

These proportions have remained relatively stable over the past year, which was noted in a recent NSC blog which looked at evidence (or lack-there-of) for the Great Resignation.¹



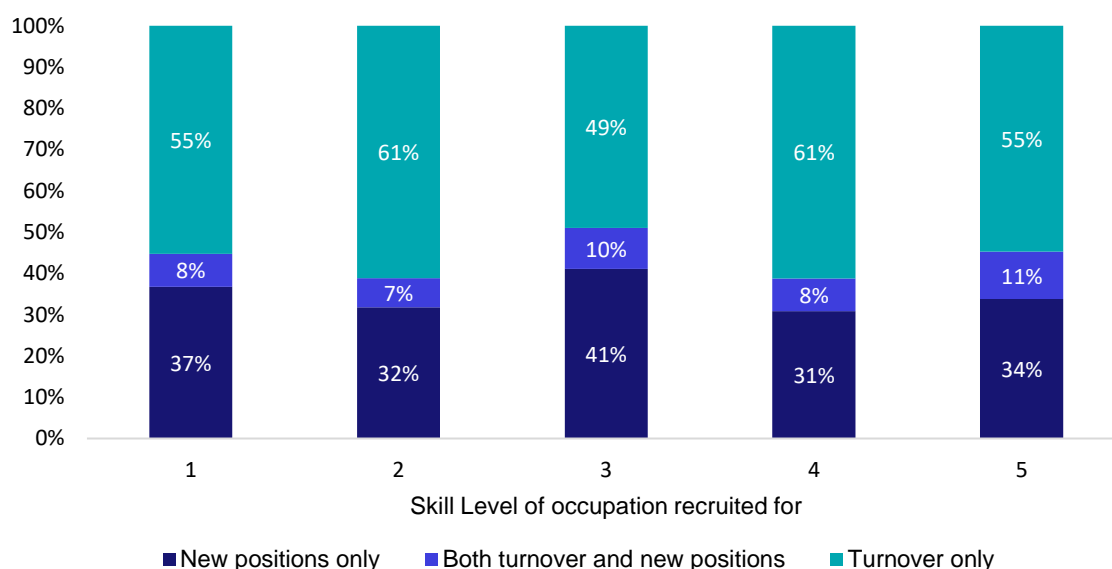
Results by industry show that employers most often recruited for new positions (only) in Construction (49%), Manufacturing (43%) and Other Services (42%). On the other hand, the industries in which employers most often recruited only to replace staff were Health Care and Social Assistance (64%), Arts and Recreation Services (64%), and Accommodation and Food Services (63%).



¹ [Looking for The Great Resignation? What the data tells us so far. | National Skills Commission](#)

Skill Level 3 occupations (which require a Certificate III or IV and include trades occupations) saw the greatest amount of recruitment to only fill new positions (41%), while Skill Level 2 (requiring a Diploma or Advanced Diploma) and Skill Level 4 (requiring a Certificate II or III) occupations had the highest proportion of recruitment to replace staff only (both 61%). The high proportion of recruitment for new Skill Level 3 positions is driven, in part, by apprenticeships for trade occupations.

Turnover vs New positions – skill level of occupation
as a proportion of recruiting employers, August 2020 to December 2021



Looking at specific occupation groups (3-digit ANZSCO) provides a more in-depth picture of where there are new positions being recruited for and where there is high turnover of staff.

Receptionists (72%), School Teachers (71%), and Food Trades Workers (68%) were the occupations with the highest replacement rates. The skill levels of these occupations varied, with School Teachers a Skill Level 1 occupation, Checkout Operators and Office Cashiers at Skill Level 5, and Receptionists a Skill Level 4 occupation. Around a third of Pubs Taverns and Bars, which often employ Food Trades Workers, report having difficulty retaining staff.

Employers trying to recruit for Checkout Operators and Office Cashiers and Personal Carers and Assistants were often trying to fill new positions in addition to replacing staff (both 18%).

The occupations for which employers were most often recruiting to only fill new positions were Technicians and Trades Workers. Of note, as shown in the chart on the next page, the top two occupations (Electricians; Bricklayers, and Carpenters and Joiners) where recruitment was to only fill new positions align broadly with large increases in the numbers of trade apprenticeship commencements in the year to June 2021.²

² National Centre for Vocational Educational Research, *Apprentices and Trainees – Quarterly: June 2021*, VOCSTATS.

Turnover vs New positions – by occupation
as a proportion of recruiting employers, August 2020 to December 2021

