

August 2022
Recruitment activity¹
56%

Monthly change: ▼ 3%pts
Yearly change: ▲ 18%pts

August 2022
Recruitment difficulty rate
74%

Monthly change: ▼ 1%pt
Yearly change: ▲ 22%pts

August 2022
Expect to increase staff
31%

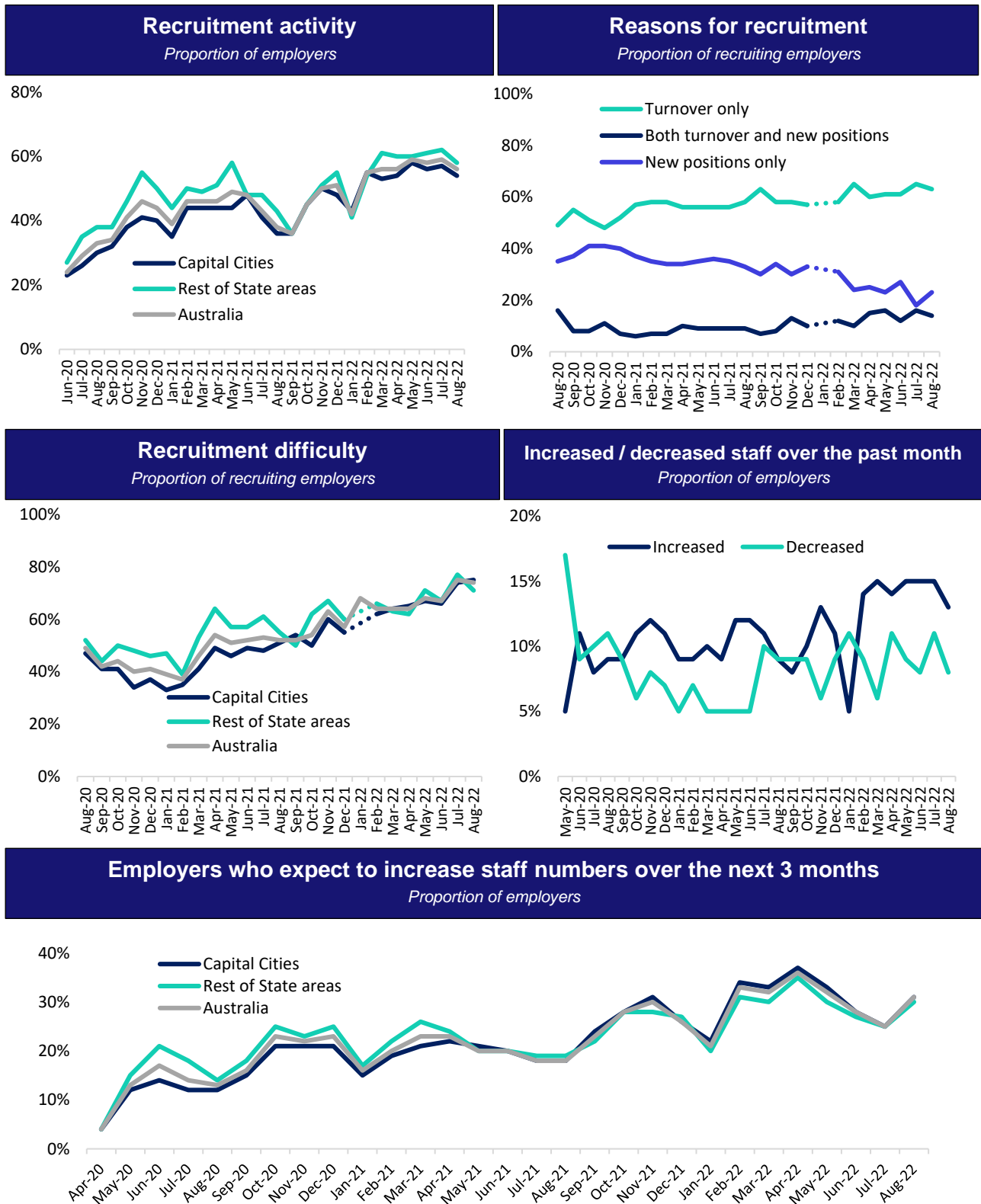
Monthly change: ▲ 6%pts
Yearly change: ▲ 13%pts

Key findings from the Recruitment Experiences and Outlook Survey (REOS)

- REOS results suggest labour market conditions remained tight in August 2022. Recruitment activity declined modestly over the month but remains at a high level, while recruitment difficulty was prevalent - only slightly below last month's record high. Additionally, expectations to increase staff rose over the month.
- Some 56% of employers reported recruitment activity, which was 3 percentage points lower than last month, but 18 percentage points higher than in August last year (when lockdowns affected much of the country).
 - In Capital Cities, the recruitment rate decreased by 3 percentage points to 54%, while in Rest of State areas, the recruitment rate decreased by 4 percentage points to 58%.
 - The share of recruitment that was due to turnover alone remained high at 63% (although slightly lower than the 65% recorded last month). The share of recruitment that was due to *both* turnover and new positions also declined slightly from 16% to 14% over the month, while the proportion of employers recruiting due only to new positions rose from 18% to 23% over the month.
- Some 13% of employers increased staffing levels over the past month, 2 percentage points lower than last month (15%). The proportion of employers who decreased staff over the past month was 8%, also lower than last month (11%).
- Over the month the recruitment difficulty rate eased by 1 percentage point to 74% of recruiting employers (representing 41% of all employers). This is the second-highest recruitment difficulty rate recorded for this series.
 - The recruitment difficulty rate increased by 1 percentage point in Capital Cities to 75% of recruiting employers, while in Rest of State areas recruitment difficulty fell by 6 percentage points to 71%.
- Employers' expectations to increase staffing levels over the next 3 months rose by 6 percentage points to 31%. Some 3% of employers were expecting to decrease staffing in the next three months, the same proportion as last month.

¹ Note: Recruitment activity (also referred to as the 'recruitment rate') refers to the proportion of all employers who are either currently recruiting or who had recruited in the previous month. The recruitment difficulty rate is the proportion of recruiting employers who experienced difficulty hiring staff. The 'expect to increase staff' figure is the proportion of all employers who expect to increase staff numbers over the next three months.

Recruitment indicators – key charts



Note: Some disaggregated data was not publishable in January 2022; hence in some of the above charts data points from December 2021 to February 2022 have been joined by a dotted line.

Background

Information in the monthly Recruitment Insight Reports is based on the *Recruitment Experiences and Outlook Survey* (REOS), which is an ongoing survey of employers across Australia. Approximately 1,200 employers are surveyed each month, with data published on the Labour Market Insights website (labourmarketinsights.gov.au). While the data are indicative of recruitment activity, they may be subject to seasonal factors and other volatility and should therefore be used with caution. In addition, the survey is targeted towards employers with 5 or more employees, and excludes many government organisations.

REOS results may not reflect the full impact that outbreaks of COVID-19 and associated restrictions have had on employers and their recruitment experiences since the survey is unable to gather data from employers who have closed down (even temporarily) and response rates can vary significantly by industry in areas under lockdown restrictions.

Please note that data collection paused over the Christmas and New Year period from 21 December 2020 until 8 January 2021, and 18 December 2021 to 7 January 2022.

Data in this release should be referenced as: National Skills Commission, Recruitment Insights Report, August 2022.

For additional information email RecruitmentAnalysis@skillscommission.gov.au.