



# Employer perspectives on recruitment difficulty, 2018

Recruitment difficulty is widespread and increasing

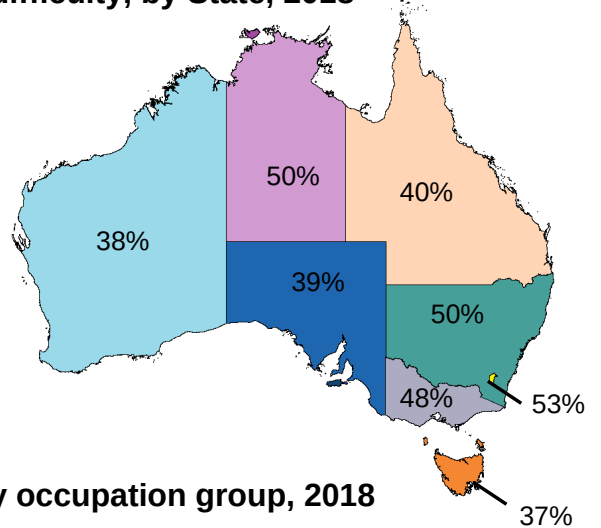
## 45% of Australian employers had difficulty recruiting in 2018

Recruitment difficulty was 7 percentage points higher across Australia than in 2017.

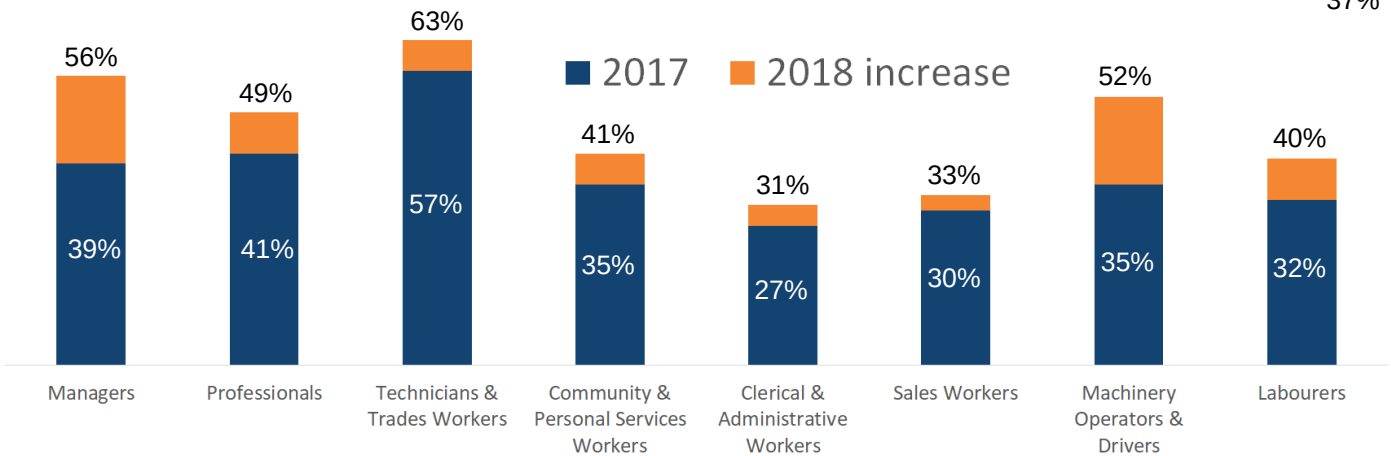
Recruitment difficulty increased in:

- Every State and Territory
- All capital cities except Hobart
- 31 out of 33 regional areas
- All occupation groups (see below)

Per cent of employers with recruitment difficulty, by State, 2018



Per cent of employers with recruitment difficulty, by occupation group, 2018



## Reasons for recruitment difficulty

The most commonly cited reasons for difficulty were:

- A lack of qualified or experienced applicants
- Applicants lacking interest in the position
- Applicants lacking employability skills
- Nature of the work - employers believe job seekers are not interested in the occupation or work conditions
- Competition with other employers for workers.

Applicants with the **right technical skills** are often hard to find due to the employer's location:

"Just not enough licensed electricians in this area to fill all the jobs that are available."

- Employer in regional Victoria

Finding applicants with **relevant experience** was often challenging:

"All the experienced ones are taken."

- Employer on the Gold Coast, recruiting for a timber worker



**Around 2 in 3 employers had difficulty due to the skill or qualification requirements of the vacancy.**

## Recruitment difficulty for lower skilled occupations

Employers recruiting for lower skilled occupations often stated that many applicants submitted poor quality applications, showed no interest in the position or lacked the required employability skills, particularly personal presentation skills.

"Applying for positions but not reading the requirements of the job."

- Employer in Sydney



**Around 60% of employers had difficulty due to applicants lacking interest or employability skills.**

Applicants were often not demonstrating professionalism by dressing inappropriately or taking the interview too casually. Some employers mentioned that applicants had weaker communication skills, and were less enthusiastic compared with previous years.

## Why do employers think recruitment has become more difficult?

Around 50 per cent of the employers surveyed reported that recruitment was **more difficult than in previous years**, due to reasons such as:

- There were fewer applicants than in previous years (for some employers)
- Fewer workers were entering the industry
- Increased competition for workers due to growth in the industry or region
- Lower quality applicants than previous years.

"The number of applicants has certainly reduced over the last two years... if I [placed] an ad two or three years ago [I] probably would have got 50 or 60 applicants."

- Employer on the Gold Coast

## How does recruitment difficulty affect employers and how do they respond?

### Some employers were affected significantly...

For many employers, recruitment difficulty impacted on their ability to meet the demand for their goods and services.

An aged care facility was unable to accept all residents due to a lack of nurses.

A child care centre was unable to offer long day care services due to a lack of teachers.

"[We] can't get jobs done in a timely manner or take on new work because [we] don't have the staff to do the work."

- Employer in regional Victoria



**Despite having difficulty, 76 per cent of employers managed to fill their vacancies.**

### ...but most employers were able to respond by:

- Lowering their requirements
- Spending more time on training
- Changing staff arrangements to cover the vacancy
- Using labour hire or contractors
- Extending the recruitment process or re-advertising.

"You can find really good staff but they don't have the qualifications so you have to go through the time training them up."

- Employer on the Gold Coast