



Approaching employers for work

Many job seekers approach employers directly to enquire if they have any jobs available or to drop off a résumé. For 10 per cent of vacancies, employers consider job seekers who have approached them, with a significant proportion actually hiring these job seekers¹. These vacancies are often not advertised by other means so they present an opportunity for proactive job seekers to get a foot in the door.

When approaching employers directly, job seekers have an opportunity to demonstrate their communication skills, initiative, and motivation and often stand a better chance of getting a job than those who simply drop off their résumé.

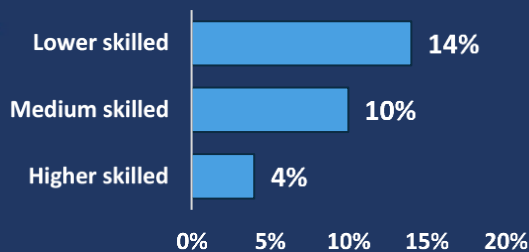
Employers most commonly consider job seekers who approach the business for lower skilled vacancies (Figure 1), and as part of larger recruitment exercises where there are multiple vacancies (Figure 2). Employers with large recruitment rounds often use multiple recruitment methods to fill their vacancies, which may explain the more frequent recruitment of job seekers who approach the business.



Considering job seekers who approached the business is most common for:

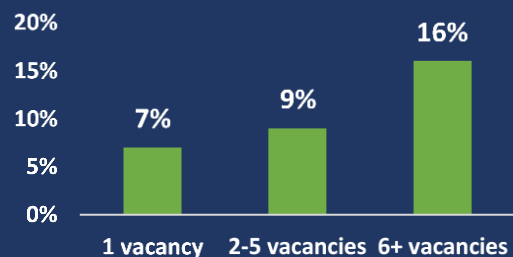
Lower skilled vacancies

Figure 1: Skill level of vacancies



Larger recruitment exercises

Figure 2: Size of recruitment exercise



The table below shows that job seekers are more likely to be successful approaching employers when looking for jobs such as Bus and Coach Drivers, Aged and Disabled Carers, and Bar Attendants and Baristas.

Top 10 occupations
for which employers are more likely to consider job seekers who approached them directly

Occupation	Approached by job seeker
1. Bus and Coach Drivers	34%
2. Aged and Disabled Carers	28%
3. Nursing Support & Personal Care Workers	27%
4. Bar Attendants and Baristas	27%
5. Garden and Nursery Labourers	26%
6. Checkout Operators and Office Cashiers	24%
7. Waiters	21%
8. Timber and Wood Process Workers	21%
9. Freight and Furniture Handlers	20%
10. Packers	20%

¹ Statistics in this report are based on results from the Department of Jobs and Small Business' Survey of Employers' Recruitment Experiences. Headline results, including Figures 1 and 2, are based on 2017-18 data, and have been weighted by location, industry and workplace size. The occupation table is based on combined 2016-17 and 2017-18 unweighted data.