

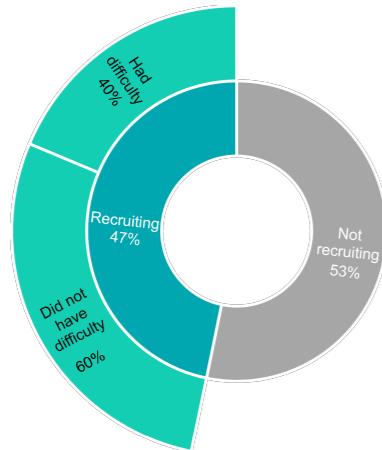
Recruitment Experiences and Outlook Snapshot - 2 November to 27 November 2020

Release Date: 7 December 2020

Information in this snapshot is based on the *Recruitment Experiences and Outlook Survey*, which is an ongoing survey of employers across Australia. This snapshot is published weekly on the Labour Market Information Portal (www.lmip.gov.au).

47% of surveyed employers are recruiting

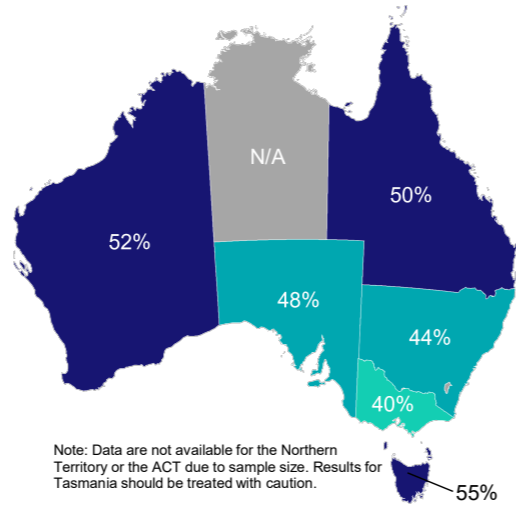
Of whom: **40%** have had difficulty recruiting



Note: *Employers recruiting* is defined as employers who are currently recruiting or have recruited in the past month.

Recruitment by state and territory

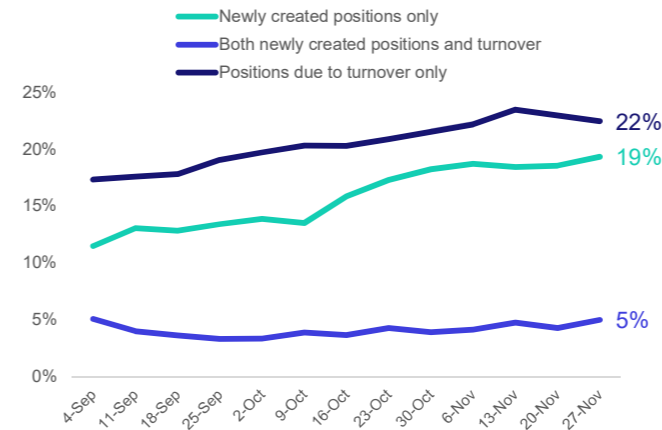
proportion of employers who are recruiting by state



Note: Data are not available for the Northern Territory or the ACT due to sample size. Results for Tasmania should be treated with caution.

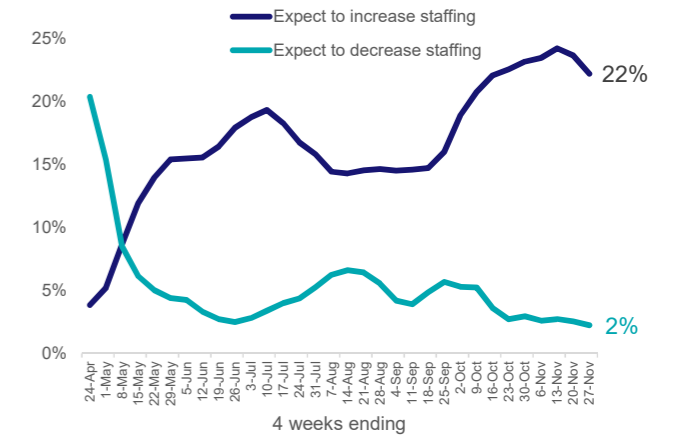
Reason for recruitment

as a proportion of all employers



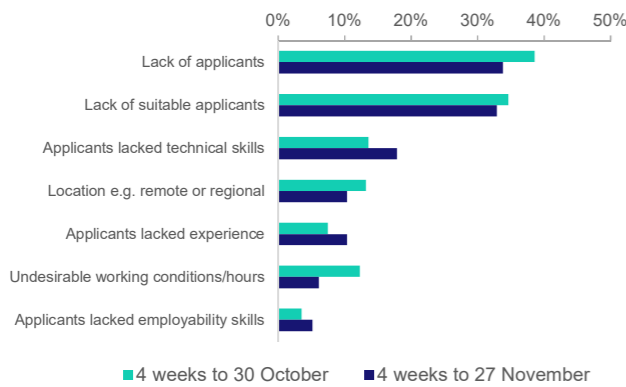
Staffing outlook for the coming months

as a proportion of all employers



Reasons for recruitment difficulty

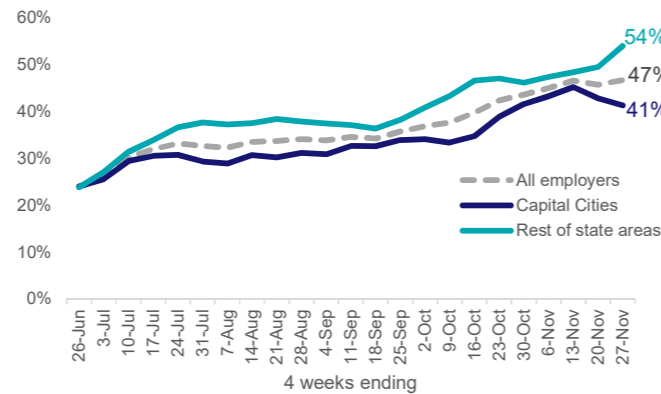
as a proportion of employers who had experienced difficulty



Note: Employers can provide multiple responses.

Recruitment in capital cities and rest of state areas

proportion of employers who are recruiting by area



Recruitment methods

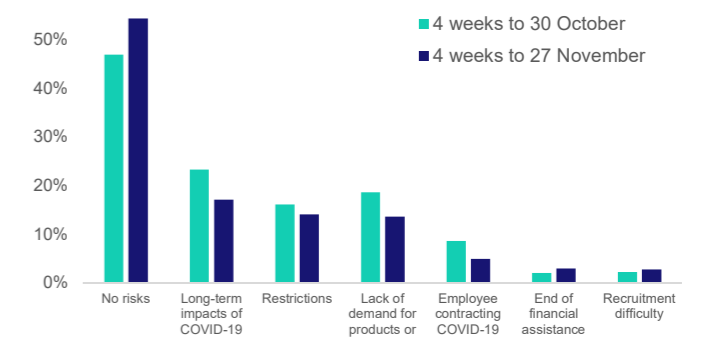
as a proportion of employers who are recruiting



Note: Employers can provide multiple methods.

Risks to staying open over the next six months

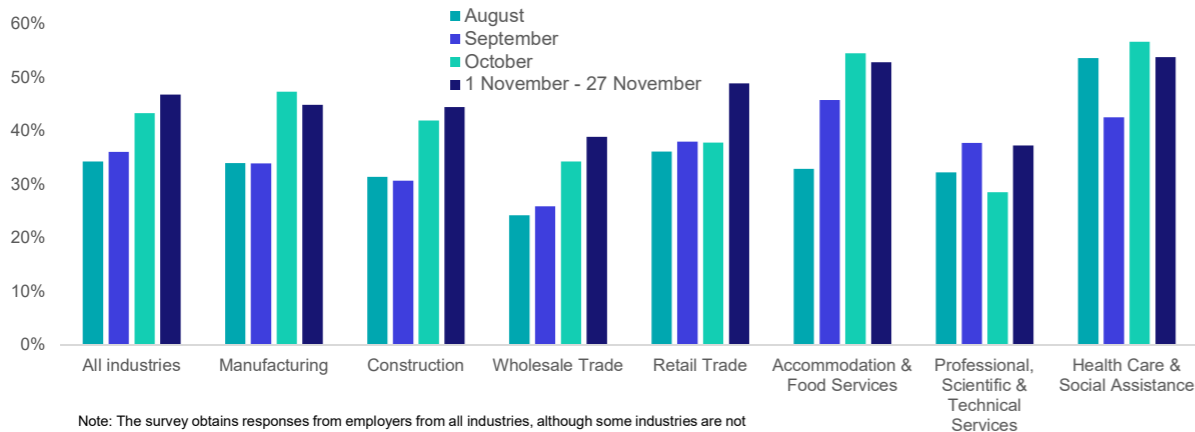
as a proportion of all employers



Note: Employers can provide multiple responses.

Recruitment by selected industries

proportion of employers who were recruiting by industry



Note: The survey obtains responses from employers from all industries, although some industries are not reportable due to small sample sizes.

SPOTLIGHT: Key Trends by Business Size

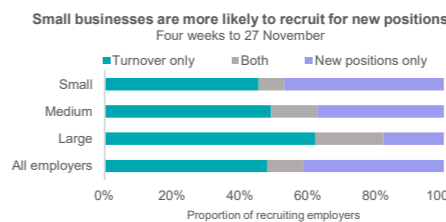
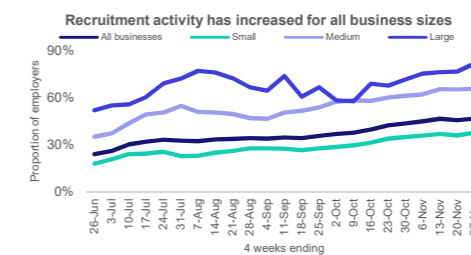
This week's Spotlight highlights some of the key recruitment trends by business size. The classification of business size is small (less than 20 employees), medium (20-99 employees) and large (100 or more employees).

Unsurprisingly, the proportion of large businesses currently recruiting (82 per cent) was higher than medium and small businesses (66 per cent and 38 per cent respectively) in the four weeks to 27 November. There has been a significant increase in recruitment activity for businesses of all sizes since the four weeks to 26 June (52 per cent, 35 per cent and 18 per cent respectively).

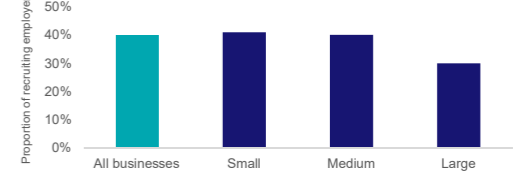
Small businesses were more likely to be recruiting for new positions (47 per cent of recruiting employers), while large businesses were more likely to be recruiting due to turnover (62 per cent).

Small businesses were the most likely to report recruitment difficulty in the four weeks to 27 November (41 per cent of recruiting employers), compared with medium (40 per cent) and large (30 per cent) businesses.

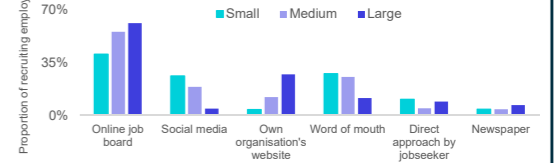
The most common recruitment methods for small businesses were online job boards (40 per cent), word of mouth (28 per cent) and social media (26 per cent). Large businesses were most likely to use online job boards (61 per cent) and their own organisation's website (27 per cent).



Small businesses are more likely to have difficulty recruiting



Small and medium businesses often use word of mouth and social media to recruit



Note: Results for large employers are based on small sample sizes and should be treated with caution.