

# Recruitment Experiences and Outlook Snapshot - 9 November to 4 December 2020

Release Date: 11 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.lmp.gov.au](http://www.lmp.gov.au)).

**47%** of surveyed employers are recruiting

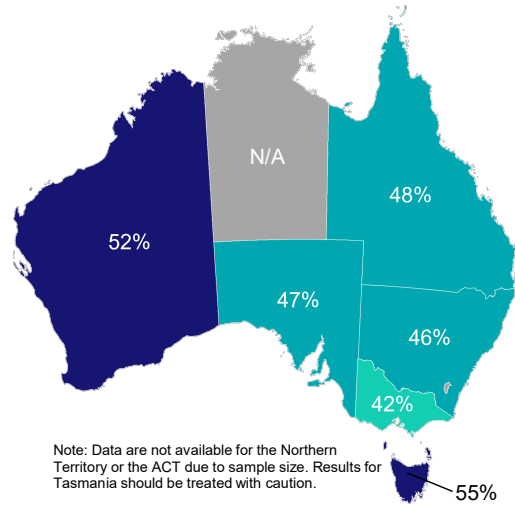
Of whom: **41%** have had difficulty recruiting



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

## Recruitment by state and territory

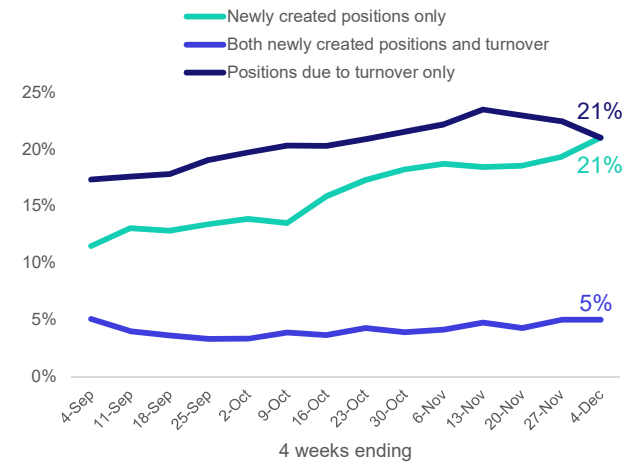
proportion of employers who are recruiting by state



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

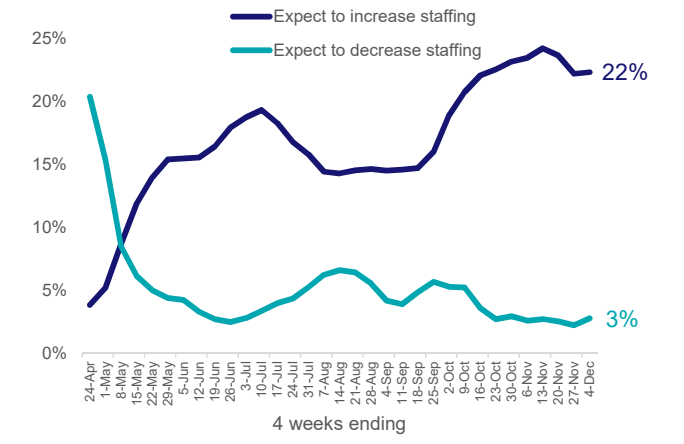
## Reason for recruitment

as a proportion of all employers



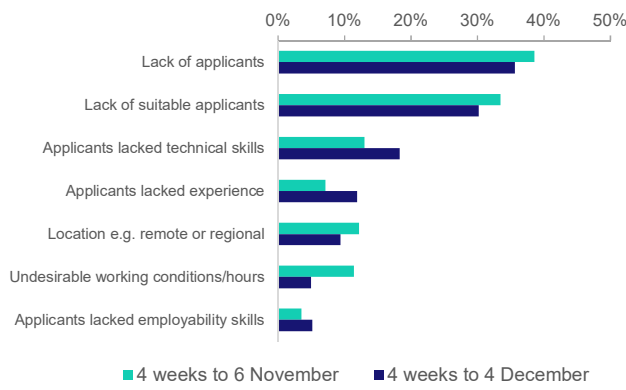
## Staffing outlook for the coming months

as a proportion of all employers



## Reasons for recruitment difficulty

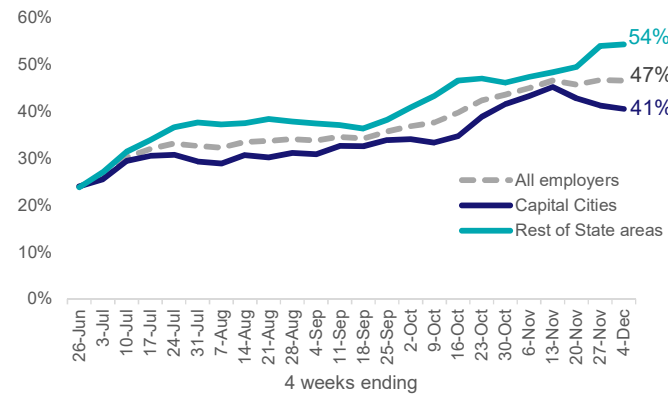
as a proportion of employers who had experienced difficulty



Note: Employers can provide multiple responses.

## Recruitment in capital cities and rest of state areas

proportion of employers who are recruiting by area



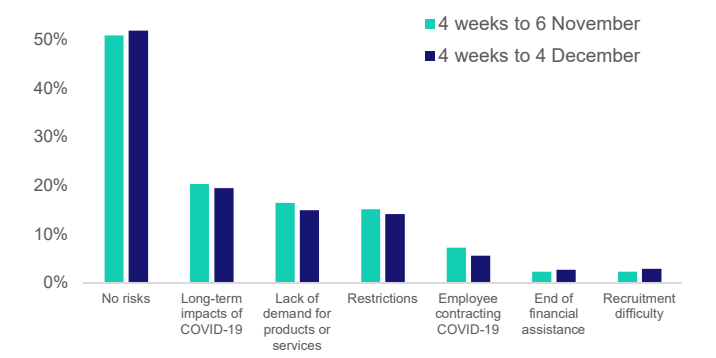
## Recruitment methods

as a proportion of employers who are recruiting



## Risks to staying open over the next six months

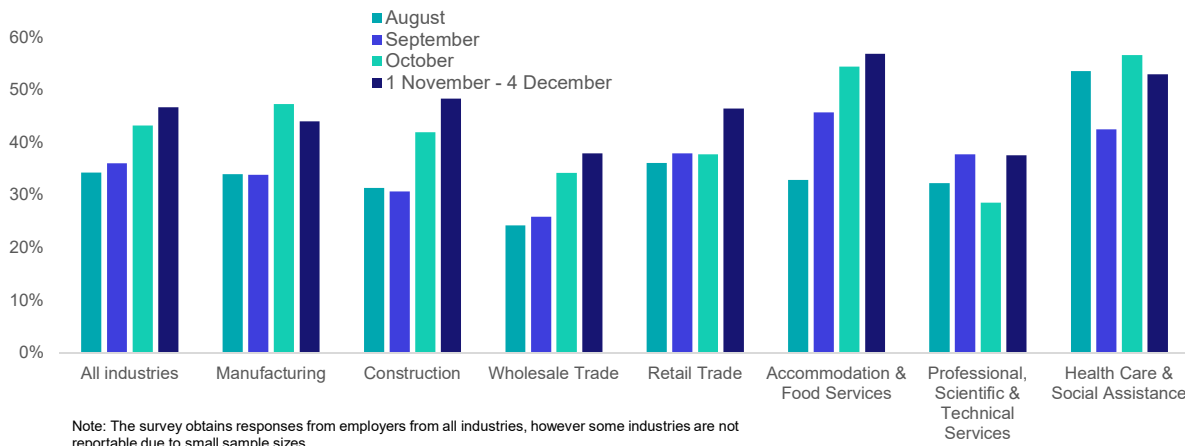
as a proportion of all employers



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, however some industries are not reportable due to small sample sizes.

## SPOTLIGHT: Month in Review

This week's Spotlight highlights some monthly trends from the Recruitment Experiences and Outlook Survey.

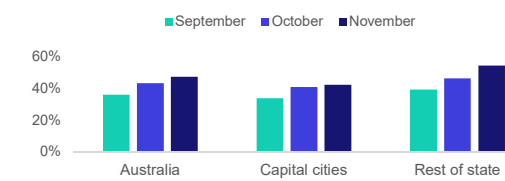
Overall, recruitment activity in Australia has continued to increase over the past month. In November, 47 per cent of employers were recruiting or had recruited in the previous month, an increase on the 43 per cent recorded in October. Between September and November, recruitment activity increased by 15 percentage points in rest of state areas and by 8 percentage points in capital cities.

The proportion of employers recruiting increased significantly in Victoria (up by 12 percentage points over the month), while other states remained fairly stable.

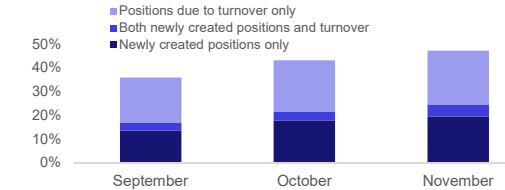
The proportion of employers who recruited only to fill newly created positions increased from 14 per cent in September to 20 per cent in November. Similarly, the proportion of employers recruiting only due to turnover increased from 19 per cent in September to 23 per cent in November.

While there was a substantial increase in the proportion of employers expecting to increase staff between September and October (17 per cent and 24 per cent respectively), the proportion fell slightly to 22 per cent in November. Meanwhile, the proportion of employers expecting to decrease staff declined marginally from 3 per cent in October to 2 per cent in November.

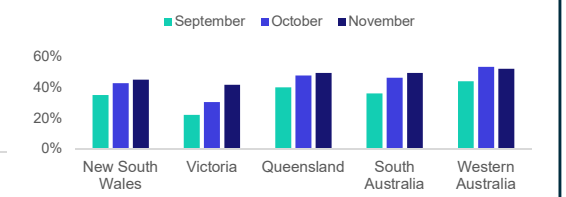
### Recruitment activity continues to increase - most notably in rest of state areas



### Recruitment has increased for both new positions and positions due to turnover



### Recruitment activity has increased significantly in Victoria



### Little change in staffing expectations

