

# Recruitment Experiences and Outlook Snapshot - 16 November to 11 December 2020

Release Date: 18 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](http://www.lmip.gov.au)).

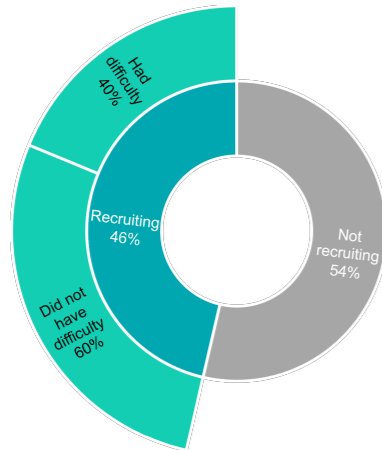
46%

of surveyed employers are recruiting

Of whom:

40%

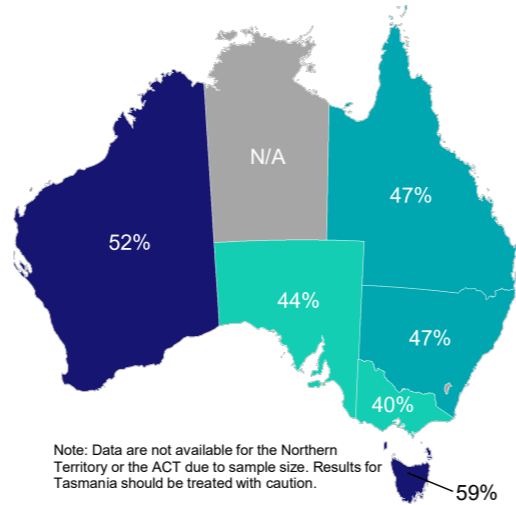
have had difficulty recruiting



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

## Recruitment by state and territory

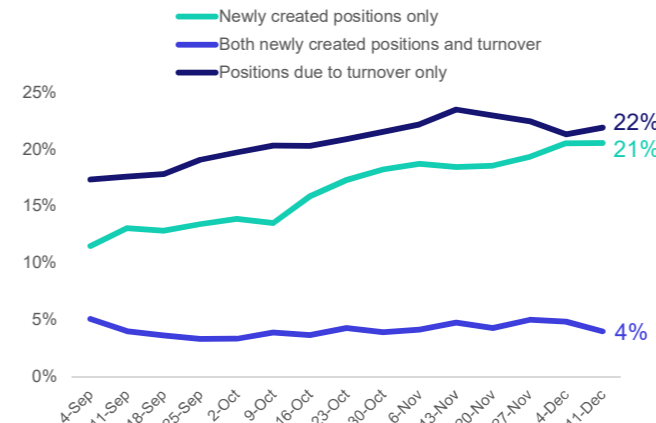
proportion of employers who are recruiting by state



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

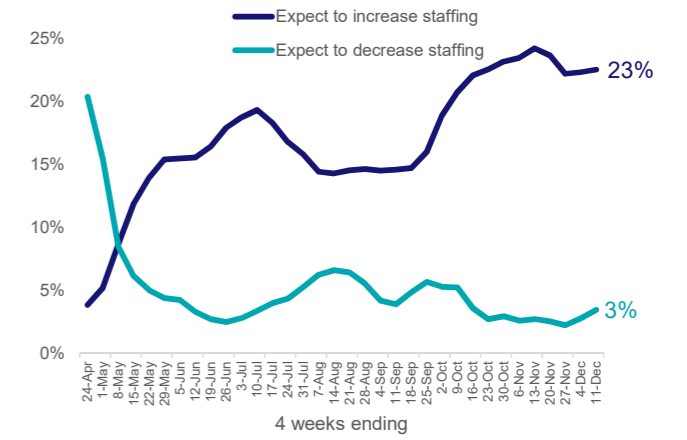
## Reason for recruitment

as a proportion of all employers



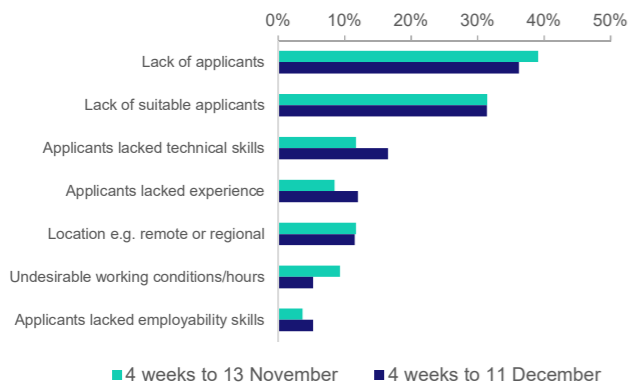
## Staffing outlook for the coming months

as a proportion of all employers



## Reasons for recruitment difficulty

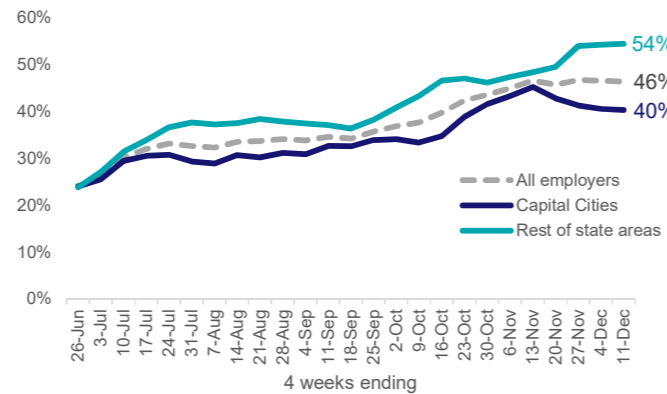
as a proportion of employers who had experienced difficulty



Note: Employers can provide multiple responses.

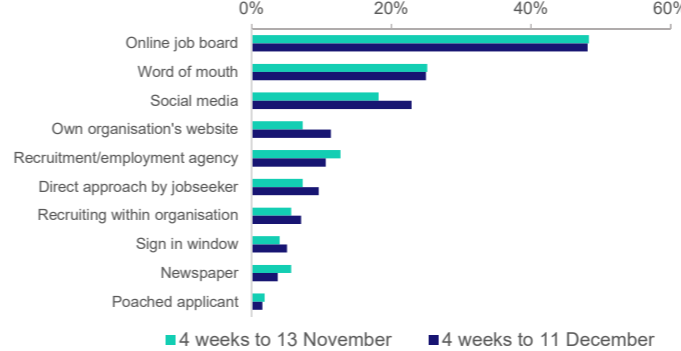
## Recruitment in capital cities and rest of state areas

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

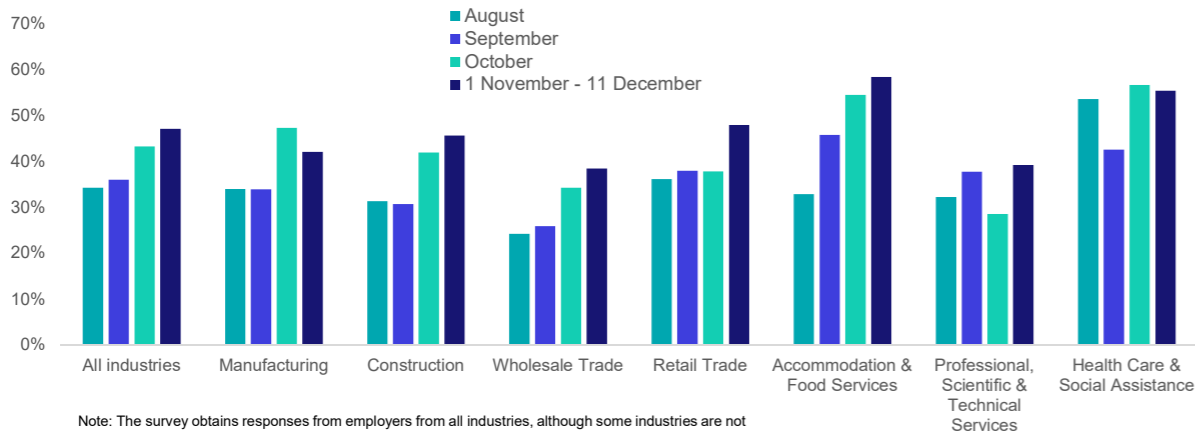
as a proportion of all employers



Note: Employers can provide multiple responses.

## Recruitment by selected industries

proportion of employers who are 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: Expectations to increase staff by selected industries

This week's Spotlight highlights the change since April 2020 in employers' expectations to increase staffing levels across three selected industries.

For employers in the Accommodation and Food Services industry, expectations to increase staff numbers have been quite volatile. By the end of May approximately one in three employers in this industry were anticipating an increase in staffing numbers over the coming months, with many re-engaging staff stood down through the initial lockdown. In response to the second outbreak in Victoria, this proportion fell to around 14 per cent, before increasing again from late August. The current proportion of employers in the Accommodation and Food Services industry expecting to increase staff numbers (37 per cent) currently sits well above the result for all industries. This is likely to reflect that businesses in this industry were more likely to reduce staff numbers during the peak of COVID-19 lockdowns, together with seasonal factors associated with the holiday period of December and January.

A growing proportion of employers in the Construction industry are anticipating an increase in staff numbers; increasing from 8 per cent in the four weeks to 18 September to a peak of 31 per cent in the four weeks to 13 November. Since then, future expectations have eased slightly, with 25 per cent of employers in the Construction industry expecting to take on additional staff in the coming months.

The proportion of employers in the Retail Trade industry who expect to increase staffing levels over the coming months has gradually increased, from 8 per cent in July, to 22 per cent in the four weeks to 16 October, where it has since remained relatively steady and broadly in line with the result for all industries.

## Proportion of employers expecting to increase staff numbers over the coming months

