



Media release

Recruitment activity and difficulty both reach new peaks

Recruitment activity
50%

Change since October
2021^[1]:
▲ 5% pts

Recruitment difficulty rate
63%

Change since October 2021:
▲ 9% pts

Expect to increase staff
30%

Change since October 2021:
▲ 2% pts

An increase in recruitment activity and continued improvement in employer sentiment has been recorded by the National Skills Commission's November Recruitment Experiences and Outlook Survey. The data captured directly from surveyed employers shows consistency with recruitment trends highlighted by the NSC's Internet Vacancy Index.

The November 2021 data shows record high survey results (dating back to April 2020) for the percentage of employers who:

- are currently recruiting or recruited in the past month (50%)
- increased their staff numbers over the past month (13%)
- expect to increase staff numbers over the next three months (30%)

The data also shows record low results for the percentage of employers who:

- had staff stood down or on reduced hours (6%)
- expect to decrease staff numbers over the next three months (1%)

Growth in national recruitment activity was primarily driven by results for Victoria and New South Wales. The recruitment rate in Victoria increased by 14 percentage points over the month to stand at 51%, the highest level in the history of the survey. The recruitment rate in New South Wales increased by 7 percentage points over the month, to stand at 47%.

Industry results show that recruitment rates in Accommodation and Food Services (76%) and Retail Trade (60%) are also at record highs.

However, the rate of recruitment difficulty also increased, by 9 percentage points over the month to stand at a new peak of 63% of recruiting employers (representing 31% of total employers).

The rate of difficulty also reached a new peak in both capital city and regional areas, of 60% (30% of total employers) and 67% (34% of total employers) respectively.

The report can be viewed in full at lmip.gov.au.

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MEDIA NOTES

- National Skills Commissioner, Adam Boyton, is available for written response media enquiries on the Recruitment Experiences and Outlook Survey.
- Information in the Recruitment Insights Reports are based on the *Recruitment Experiences and Outlook Survey*, which is an ongoing survey of employers across Australia. Approximately 1,200 employers are surveyed each month, with data published on the Labour Market Information Portal (LMIP) in a monthly report and data file.
- Recruitment activity is defined as the proportion of employers who were recruiting at the time of the survey or who had recruited in the previous month.
- While the data are indicative of recruitment activity, they may be subject to seasonal factors and other volatility and should therefore be treated with caution. In addition, the survey is targeted towards employers with five or more employees, and excludes many government organisations.