



Survey of Employers' Recruitment Experiences

SNAPSHOT 2019

The Survey of Employers' Recruitment Experiences identifies how job seekers can address the needs of employers and improve their employment prospects. It measures recruitment activity, which reflects turnover, jobs growth and job opportunities in the labour market.

Findings in this snapshot do not reflect the impacts of the bushfires in late December 2019/January 2020, or the COVID-19 pandemic, as data were collected before these events.



13,600 employers surveyed



70% attempted to recruit **↓** 2% pts

20% of employers increased \checkmark 3% pts staffing levels

17% of employers decreased staffing levels

Recruitment activity was high in...



Accommodation and Food Services



Remote and Very Remote Areas

√ 3% pts

of recruiting **42%** employers experienced recruitment difficulty



√ 5% pts



of employers **58%** recruiting for **Technicians** and Trades Workers had recruitment difficulty

On average, employers received 21 applicants per advertised vacancy

Employers' recruitment methods





Social media

14%

↑ 1% pts



Approached by job seeker 12%

↑ 3% pts

75%

of employers place at least as much importance on personal qualities than technical skills

Note: Employers may have used multiple methods of recruitment.

The National Skills Commission undertakes the Survey of Employers' Recruitment Experiences across metropolitan, regional and remote areas of Australia. Changes from 2018 are shown in percentage points terms (% pts).

For more labour market information, see www.lmip.gov.au and www.nationalskillscommission.gov.au