

Press release

23 January 2024

9 in 10 Australian employers will continue to hire in 2024, up from 2023

- 95% of employers intend to maintain or increase permanent headcount in 2024
- 91% of companies are planning to do the same with contract positions
- Hiring intentions for tech skills remain strongly in demand

Sydney, 23 January, 2024 - The Australian job market remains strong despite an unsteady previous year. The recent Robert Half survey finds 95% of employers intend to maintain or increase permanent positions in 2024 and 91% plan to do the same with contract positions.

Businesses banking on hiring in 2024

Comparing to the same time last year, hiring intentions for 2024 are much stronger. In 2023, three-quarters (75%) of employers intended to maintain or increase permanent headcount and almost two-thirds (63%) planned to do the same with contract positions.

Now, the vast majority of businesses are planning on hiring permanent and contract staff in 2024:

	Permanent staff	Contract staff
Expanding – adding new positions	50%	33%
Maintaining – only filling vacated positions	45%	58%
Freezing – not filling vacated positions or creating new ones	3%	6%
Reducing – eliminating positions	2%	3%

Independent survey commissioned by Robert Half among 500 business leaders including 100 CFOs and 100 CIOs.

"Australian businesses are looking to bounce back from a tumultuous 2023. While some businesses in more affected industries have stalled hiring, the majority are now looking to make strategic hires – by backfilling vacant roles or selectively interviewing highly skilled candidates aligned to strategic business objectives or to expand their teams," said **Nicole Gorton, Director at Robert Half.**

"While the country's economy and hiring market will continue to shift, we're coming off an incredibly elevated hiring period so jobseekers should continue to search with confidence but perhaps with less bargaining power than they would've had a couple of years ago."

Finance and technology are leading the hiring charge

Technology is driving overall hiring intentions in 2024 due to the high demand in skills and planned digital transformation projects for improvements in data usage, customer experience and artificial intelligence.

Meanwhile, CFOs are taking a more cautious approach to hiring compared to CIOs. The strategic business priorities for the finance sector include cost management, which has resulted in CFOs taking a more cautious approach to expanding headcount at a time of uncertainty.

	CIO hiring intentions	CFO hiring intentions
Expanding – adding new positions	54%	44%
Maintaining – only filling vacated positions	45%	47%
Freezing – not filling vacated positions or creating new ones	1%	7%
Reducing – eliminating positions	0%	3%

Independent survey commissioned by Robert Half among 500 business leaders including 100 CFOs and 100 CIOs.

Looking for a new job in 2024? Check out these tips from Robert Half:

1. Search proactively

Applying for roles through job boards can be fiercely competitive and challenging to stand out from the crowd. Working with a talent solutions firm gives you direct access to suitable roles that leverages the recruiters’ existing client relationships.

2. Tailor your resume to the role

Many jobseekers make the mistake of using a generic resume for every application. It's important to tailor your resume to the specific job you are applying for. Highlight your relevant experience and skills, and make sure you use language that mirrors the job description.

3. Network

When there is more competition in the market, networking is more important than ever. Make sure you attend industry events, connect with people on LinkedIn, and join relevant professional organisations. Let your network know that you are looking for a new role and ask for their advice and support.

4. Be flexible

As the hiring and work landscape evolves, it's important to be open to new opportunities. Recruiters are well positioned to provide insights and advice. Demonstrating your ability to adapt to the new world of work - for instance, leveraging AI to become more efficient - can help to differentiate you from your peers.

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Notes to editors

About the research

The study is developed by Robert Half and was conducted online in November 2023 by an independent research company, surveying 500 hiring managers, including 100 CFOs and 100 CIOs, and 1,000 workers from companies across Australia. This survey is part of the international workplace survey, a questionnaire about job trends, talent management, and trends in the workplace.

About Robert Half

Robert Half is the global, specialised talent solutions provider that helps employers find their next great hire and jobseekers uncover their next opportunity. Robert Half offers both contract and

permanent placement services, and is the parent company of Protiviti, a global consulting firm. Robert Half Australia has offices in Brisbane, Melbourne, Mount Waverley, Perth, and Sydney. More information on roberthalf.com.au.

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