



How employers recruit — Heath Care and Social Assistance industry

Findings from the Recruitment Experiences and Outlook Survey (REOS)

As part of the REOS we contact employers across Australia throughout the year to learn about their recruitment experiences and activity. Employers were asked how they recruit new staff and the most important skills and qualities they look for. These are the results for employers in the Health Care and Social Assistance industry.

Did employers require an application or interview for their vacancy?



What were the most important qualities employers were looking for?

- Relevant work experience and skills
- · Qualifications & licences
- Communication & interpersonal skills
- Showed interest and passion
- Availability

Application stage

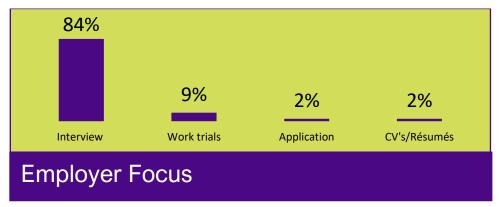


- Approach & attitude to work
- · Cultural fit
- Skills, knowledge and experience
- Strength of responses including understanding the business & role
- Communication & interpersonal skills

Interview stage



Employers most important part of the recruitment process



From time-to-time short question modules on topics of interest are added to the REOS. These findings are from the *How Employers Recruit Module*, conducted from August 2022 to October 2022. More information about the REOS along with further findings can be found on the JSA website at jobsandskills.gov.au/data/recruitment-experiences-and-outlook-survey