

This month's Spotlight provides information about employers' recruitment experiences and staffing outlook in the Health Care and Social Assistance industry by 3-digit ANZSIC industry group (referred to as 'sub-sectors').

The NSC projects the Health Care and Social Assistance industry to make the largest contribution to employment growth in the five years to November 2025 (an increase of 249,500 employed persons).¹

Consistent with these projections, REOS results have shown that over the past 10 months, employers in the Health Care and Social Assistance industry are often recruiting, and frequently expect to increase staff numbers over the next 3 months. Survey data also show that employers in some sub-sectors experience difficulty when trying to find workers to fill their vacancies.

The sub-sectors within Health Care and Social Assistance for which REOS can report results on are:

- **Residential Care Services:** This includes aged care residential services, children's homes, hospices, and crisis care accommodation. The REOS results for this sub-sector are mostly based on aged care residential services.
- **Other Social Assistance Services:** This includes welfare counselling services, adoption services, youth welfare services, disabilities assistance services, and aged care assistance services.
- **Child Care Services:** This includes any services that provide day care of infants or children.
- **Medical Services:** This includes both general practice medical services and specialist medical services.
- **Allied Health Services:** This includes dental services, optometry and optical dispensing, physiotherapy services, and chiropractic and osteopathic services.

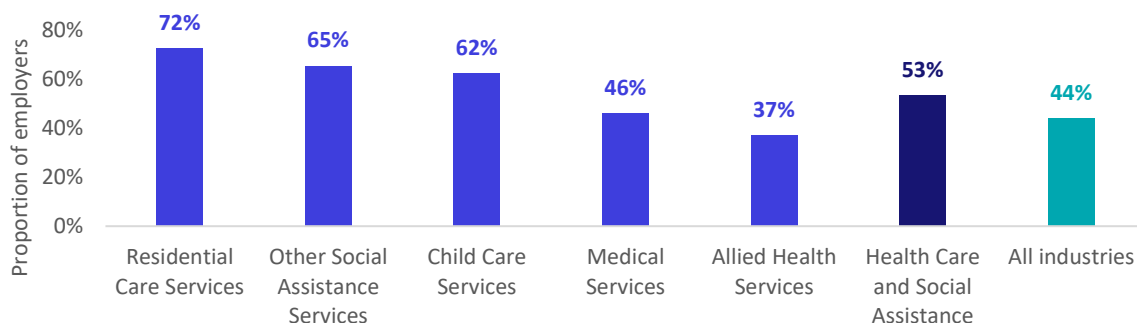
The REOS collects insufficient data to report individually on other sub-sectors in Health Care and Social Assistance, including:

- **Hospitals**
- **Pathology and Diagnostic Imaging Services**
- **Other Health Care Services**

The high rate of recruitment² in Health Care and Social Assistance in the REOS has been mainly driven by 3 sub-sectors. Residential Care Services (72%), Other Social Assistance Services (65%) and Child Care Services (62%) all had a high proportion of employers who were recruiting compared with the industry average (53%) from August 2020 to May 2021. Comparatively, Allied Health Services had a low proportion of employers recruiting (37%).

Recruitment rates - by Health Care and Social Assistance sub-sector

proportion of all employers, August 2020 to May 2021



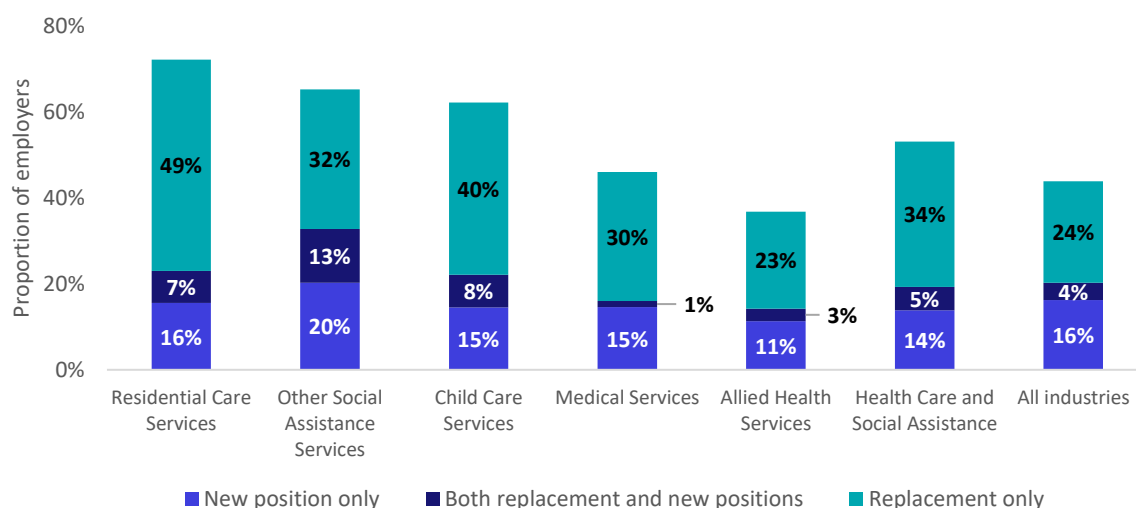
¹ NSC, *2020 Industry Employment Outlook*, available from the [Employment Projections](https://lmp.gov.au/default.aspx?LMIP/GainInsights/EmploymentProjections) page of the Labour Market Information Portal (<https://lmp.gov.au/default.aspx?LMIP/GainInsights/EmploymentProjections>).

² The recruitment rate is the proportion of employers who were recruiting at the time of the survey or who had recruited in the previous month.

The chart below shows whether employers recruited due to a new position, turnover or both. Employers in Health Care and Social Assistance recruited for new positions at a similar rate as that for all industries. However, the proportion that recruited only to replace staff (34%) was much higher compared with the all industries average (24%). The Residential Care Services (49%) and Child Care Services (40%) sub-sectors had particularly high proportions of employers that recruited only to replace staff. On the other hand, the Other Social Assistance Services sub-sector had a high proportion of employers (20%) that recruited due to new positions only.

Reason for recruitment - by Health Care and Social Assistance sub-sector

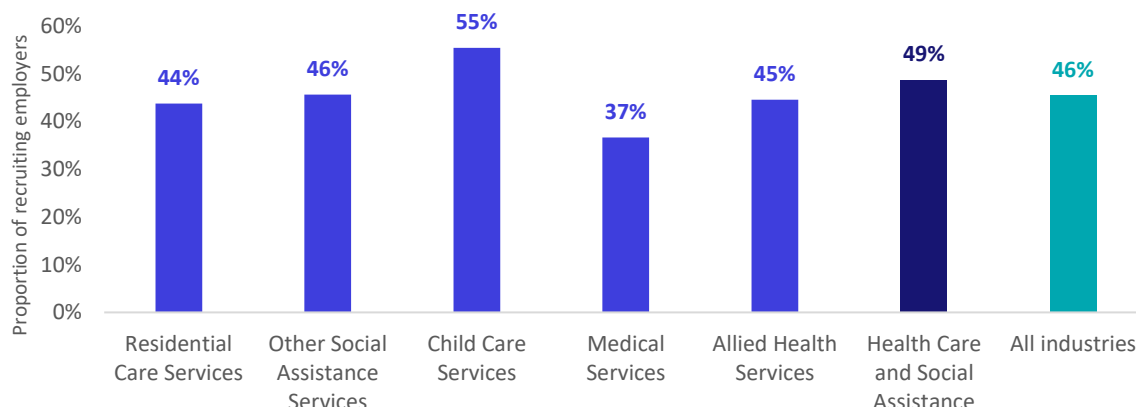
proportion of all employers, August 2020 to May 2021



For most sub-sectors, the rate of recruitment difficulty was in line with the average for all industries (46%). However, recruitment difficulty was high in Child Care Services (55%) and low in Medical Services (37%).³ Occupations within Health Care and Social Assistance for which employers commonly reported recruitment difficulty include Early Childhood Teachers, Child Carers, Dental Assistants, and Aged and Disabled Carers.

Rate of recruitment difficulty - by Health Care and Social Assistance sub-sector

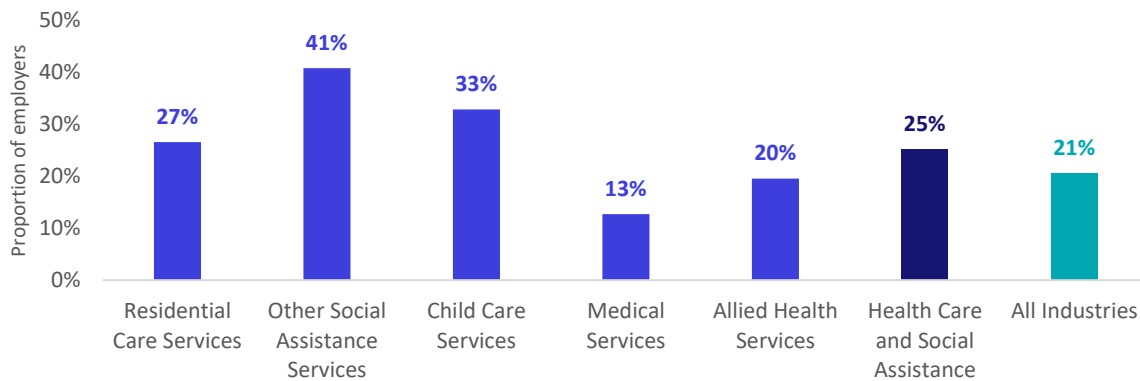
proportion of recruiting employers, August 2020 to May 2021



³ The low rate of recruitment difficulty in Medical Services is driven by recruitment for Receptionists and General Clerks. The limited data available for General Practitioners and Resident Medical Officers suggest that the recruitment difficulty rate for these occupations is very high.

Employers in the Other Social Assistance Services (41%) and Child Care Services (33%) sub-sectors were the most likely to expect to increase staffing levels over the 3 months after being surveyed. Employers in Medical Services (13%) were the least likely to expect to increase staffing numbers.

Expect to increase staff numbers - by Health Care and Social Assistance sub-sector *proportion of all employers, August 2020 to May 2021*



Background

Information in this report is based on the *Recruitment Experiences and Outlook Survey (REOS)*, which is an ongoing survey of employers across Australia. Approximately 1,200 employers are surveyed each month, with data published on the Labour Market Insights website. While the data are indicative of recruitment activity, they may be subject to seasonal factors and other volatility and should therefore be used with caution. In addition, the survey is targeted towards employers with 5 or more employees, and excludes many government organisations.

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