

# 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?**

**Both application & interview**

**Interview
only**

**Application
only**

**Neither**

### **At Application stage - Relevant work experience and skills - Qualifications and licences - Communication and interpersonal skills - Showed interest and passion - Availability  At Interview stage - Approach and attitude to work - Cultural fit - Skills, knowledge and experience - Strength of responses including understanding the business and role - Communication and interpersonal skillsWhat were the most important qualities employers were looking for?**

### **Employers most important part of the recruitment process**

Employer Focus

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](https://www.jobsandskills.gov.au/data/recruitment-experiences-and-outlook-survey)