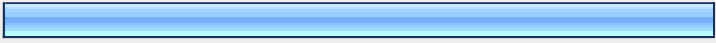
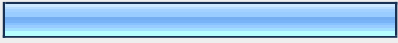




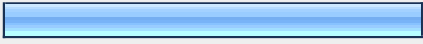
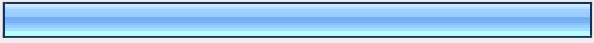
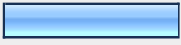
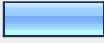
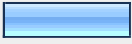



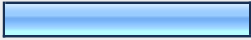


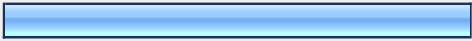




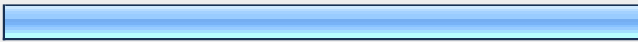

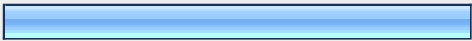
ACS SA &NT HR Survey (March 2009) - A Skilled Workforce into the Future

1. What qualifications do you most need new recruits to have obtained? (Please rank in order of importance)									
	1	2	3	4	5	6	7	8	Response Count
Certificate II	<b>50.0%</b> <b>(5)</b>	10.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)	20.0% (2)	10.0% (1)	10.0% (1)	10
Certificate III	<b>64.7%</b> <b>(22)</b>	8.8% (3)	2.9% (1)	5.9% (2)	2.9% (1)	2.9% (1)	5.9% (2)	5.9% (2)	34
Certificate IV	16.7% (2)	<b>41.7%</b> <b>(5)</b>	33.3% (4)	0.0% (0)	0.0% (0)	0.0% (0)	8.3% (1)	0.0% (0)	12
Diploma	28.6% (6)	<b>38.1%</b> <b>(8)</b>	14.3% (3)	4.8% (1)	4.8% (1)	0.0% (0)	9.5% (2)	0.0% (0)	21
Advanced Diploma	<b>30.0%</b> <b>(3)</b>	10.0% (1)	20.0% (2)	<b>30.0%</b> <b>(3)</b>	10.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)	10
Undergraduate Degree	<b>38.9%</b> <b>(7)</b>	0.0% (0)	16.7% (3)	11.1% (2)	11.1% (2)	5.6% (1)	5.6% (1)	11.1% (2)	18
Postgraduate qualification	<b>41.2%</b> <b>(7)</b>	11.8% (2)	11.8% (2)	5.9% (1)	5.9% (1)	17.6% (3)	5.9% (1)	0.0% (0)	17
	<b>answered question</b>								<b>37</b>
	<b>skipped question</b>								<b>0</b>

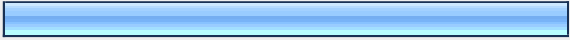
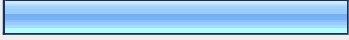

2. In which of the following skill areas do you most frequently need to recruit staff? (tick all that apply)

		Response Percent	Response Count
Aged Care Work		78.4%	29
Home and Community Care		43.2%	16
Leisure and Lifestyle		24.3%	9
Disability Work		5.4%	2
Mental Health		5.4%	2
Hospitality		13.5%	5
Enrolled Nursing		45.9%	17
Registered Nursing		64.9%	24
Allied Health		18.9%	7
Administration		10.8%	4
Management		13.5%	5
Other		5.4%	2
		<b>answered question</b>	<b>37</b>
		<b>skipped question</b>	<b>0</b>

3. Which group do you need more applicants from or would like to target in next 12 months? (tick all that apply)			
		Response Percent	Response Count
Mature aged		62.2%	23
<b>Young</b>		<b>67.6%</b>	<b>25</b>
CALD		27.0%	10
Aboriginal or Torres Strait Islander		21.6%	8
People with a disability		5.4%	2
Parents returning to the workforce		51.4%	19
Retrenched		24.3%	9
Other		16.2%	6
		<b>answered question</b>	<b>37</b>
		<b>skipped question</b>	<b>0</b>

4. Please indicate the type of service which best describes your organisation (Tick all that apply)			
		Response Percent	Response Count
<b>Residential</b>		<b>70.3%</b>	<b>26</b>
Retirement Housing		21.6%	8
Community Care		51.4%	19
		<b>answered question</b>	<b>37</b>
		<b>skipped question</b>	<b>0</b>

5. Please indicate where your organisation is located (Tick all that apply)

		Response Percent	Response Count
Adelaide Metropolitan		62.2%	23
Rural		37.8%	14
Remote		2.7%	1
		<i>answered question</i>	<b>37</b>
		<i>skipped question</i>	<b>0</b>

### **What positions do you regularly find most difficult to fill?**

<b>Position</b>	<b>Number of responses</b>
Registered Nurse	25
Enrolled Nurse	14
Personal care workers	14
Domestic/ hospitality staff	7
Coordinators (various types)	5
Community care specific staff	4
Allied health	3
Lifestyle staff	3
Mental health qualifications	1
Disability qualifications	1

Note – for some of these positions, there were specific descriptors added eg multicultural, night duty, experienced