

# Factsheet: What employers want

Jobs in Demand Employer Survey<sup>1</sup>

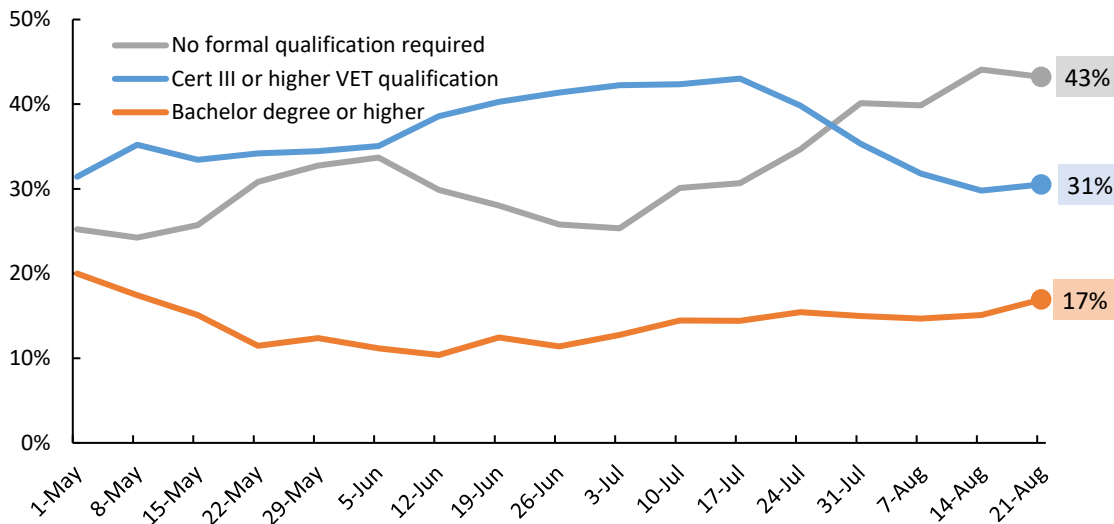
7 April to 21 August 2020

## What qualifications are commonly required?

Vocational qualifications have been highly valued by employers in the surveyed industries over the research period. The National Skills Commission's research shows that employers have been more likely to require a certificate III or higher VET qualification than a bachelor degree or higher-level university qualification.

Importantly, there are opportunities for those who do not currently hold post-school qualifications, with a significant share of employers recruiting for roles that do not require such qualifications.

**Figure 1: Qualifications required (% of employers recruiting), 4-week moving averages**



## What skills are in demand?

Operating Vehicles, Mechanised Devices, or Equipment was the most highly sought after skill in April and May 2020, in part reflecting the strong demand for Truck Drivers at that time, and this skill has continued to be in strong demand. Recently, however, the most in demand skill has been Assisting and Caring for Others, in line with the strong demand for Child Carers and Nurses.

Over the research period, the top five skills in demand have been

1. Assisting and Caring for Others
2. Operating Vehicles, Mechanised Devices, or Equipment
3. Customer and Personal Service
4. Controlling Machines and Processes
5. Selling or Influencing Others.

<sup>1</sup> The Jobs in Demand Employer Survey targets businesses that operate in industries that are likely to be currently experiencing relatively strong demand for goods and services. The five industries targeted in this research are Health Care and Social Assistance; Transport, Postal and Warehousing; Manufacturing; Retail Trade; and Wholesale Trade.

## What employability skills or personal traits are valuable?

Reliability and Work ethic/motivation have consistently been the top two most in demand employability skills. Social/people skills, communication and teamwork are also highly valued by employers.

**Figure 2: Top five employability skills required (% of recruiting employers), 7 April to 21 August 2020**

