



# Enrolled Nurses ANZSCO 4114-11

Victoria  
May 2019

## Current labour market rating: Regional recruitment difficulty (aged care)

Employers were generally able to fill advertised vacancies except regional employers in aged care settings.

### Key research findings

- Employers filled 73 per cent of vacancies from averages of 7.6 qualified applicants and 1.2 suitable applicants per vacancy.
- Metropolitan employers filled 81 per cent of vacancies from averages of 13.8 qualified applicants and 1.6 suitable applicants per vacancy.
- Regional employers filled 65 per cent of vacancies. On average, they received 1.8 qualified and 0.8 suitable applicants per vacancy.
- Regional employers in aged care settings had more difficulty attracting suitable applicants and filling roles:
  - These employers filled 55 per cent of vacancies from an average of 1.9 applicants and 0.5 suitable applicants per vacancy.
  - Some employers compromised to fill their vacancies by employing enrolled nurses with less experience or lower levels of clinical skills than desired or by offering additional hours to existing registered nurse staff to cover the gap.
  - A number of employers reported high turnover in this sector due to employment conditions, citing pay, hours and staff ratios.
- Two-thirds of employers considered applicants unsuitable as they lacked experience in the occupation. Other reasons included a lack of specific experience or poor quality applications.

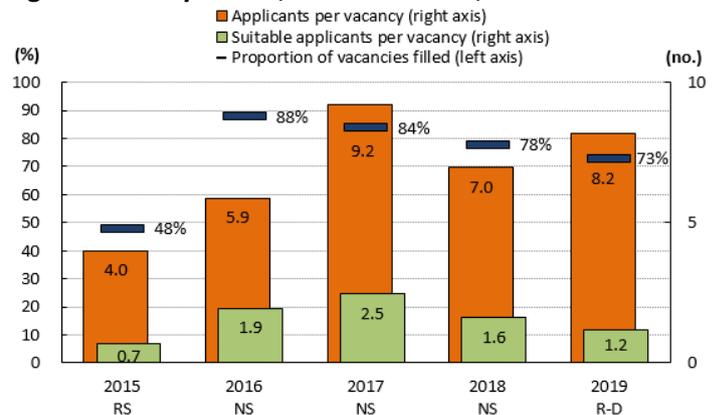
### Demand and supply

- Demand and supply for enrolled nurses continues to grow in line with population growth and ageing.
- Internet vacancies for enrolled nurses in Victoria increased by almost 30 per cent over the year to May 2019 and increased by an average of 15 per cent per annum over five years to May 2019.

## 2019 Survey Results<sup>1</sup>



Figure 1: Survey results, Enrolled Nurses, 2015 to 2019



Key to ratings: RS = Regional shortage; NS = No shortage; R-D = Regional recruitment difficulty

- The number of enrolled nurses practicing in Victoria in March 2019 increased by 0.9 per cent over the year and by an average annual rate of 0.6 per cent in the five years to March 2019.
- Entry to this occupation is via a Diploma in Nursing.
  - In Victoria, this course is part of the Victorian Government Free TAFE for Priority Courses Initiative which covers tuition fees for students who are eligible for government-subsidised training.
- In May 2019, the Victorian Government announced a \$50 million Nursing and Midwifery Workforce Development Fund to address workforce challenges. This will include an enrolled nurse graduate program in public health services.

<sup>1</sup> The methodology underpinning this research is outlined at [Skill Shortage Research Methodology](#)

Additional Data Sources: Department of Education and Training, Higher Education Student Data Collection customised tables; Department of Employment, Skills, Small and Family Business, Internet Vacancy Index, May 2019; Nursing and Midwifery Board of Australia, Registrant Data March 2014 to March 2019; Victorian Government Department of Education and Training, [Free TAFE](#); Victorian Government Department of Health & Human Services, Health Workforce - Nursing and Midwifery.