



# Enrolled Nurse ANZSCO 4114-11

Queensland  
June 2019

## Current labour market rating: Shortage

There are many qualified applicants in this labour market, however, very few are considered suitable. Employers recruiting for enrolled nurses in regional areas appear to have more difficulty filling their vacancies.

## Key research findings

- Surveyed employers were located across metropolitan and regional Queensland and operated in the aged care, hospital, and allied health sector.
- The labour market for enrolled nurses has tightened over the last two years.
- Almost two thirds (63%) of surveyed vacancies were filled and, on average, there was slightly less than one suitable applicant per vacancy. There were almost 25 applicants per vacancy (or 15.4, excluding a vacancy with an unusually high applicant response). Despite most applicants being qualified<sup>1</sup>, the vast majority were not considered to be suitable.
- More than half of all employers surveyed were seeking applicants with specialised experience in areas such as aged care, perioperative, cardiology, acute care, outpatient, and ophthalmology.
- The most common reasons employers assessed applicants as unsuitable was a lack of general or specialist experience, or performing poorly in the recruitment process.
  - Some 50% of employers had applicants without the required length of nursing experience. Most employers were recruiting to fill positions requiring at least 12 months post-graduation experience.
  - A number of applicants were not considered suitable due to their performance during interview or the quality of their written application.
- The research suggests that there is greater difficulty filling vacancies in regional areas. Notably, applicant numbers were considerably lower in areas outside of coastal South East Queensland.

## 2019 Survey Results<sup>2</sup>



63%  
of vacancies  
filled



24.3  
Applicants per  
vacancy

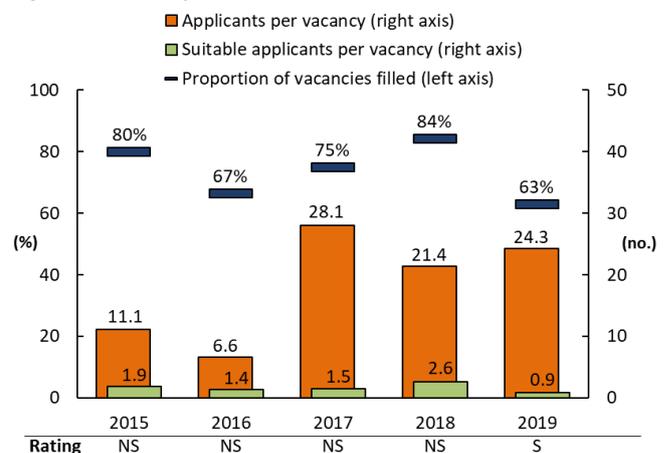


9.6  
Qualified  
applicants  
per vacancy



0.9  
Suitable  
applicants per  
vacancy

Figure 1: Survey results, Enrolled Nurse, QLD, 2015 to 2019



Key to ratings: S = Shortage; NS = No shortage

## Demand and supply<sup>3</sup>

- Future demand for nurses is expected to be strong, driven by an ageing population that is living longer and facing more complex problems, combined with increased consumer expectations and other factors.
- There were 15,111 enrolled nurses holding a general AHPRA registration in Queensland in March 2019, up by 23% over the last five years.
- ABS Labour Force Survey data also indicates that demand for enrolled and mothercraft nurses in Queensland has been strong over the last five years.
- The number of internet vacancies for enrolled nurses in Queensland is up by 17% over the year to June 2019 and more than double the level recorded five years ago.
- Completions for enrolled nursing courses have increased as well, up by 15% since 2014, to stand at 1,575 in 2017.

<sup>1</sup> Based on those employers who were able to provide details on the number of applicants who were qualified.

<sup>2</sup> The methodology underpinning this research is outlined at [Skill Shortage Research Methodology](#).

<sup>3</sup> Data sources: Health Workforce Australia, Australia's Future Health Workforce – Nurses Overview Report, August 2014; Nursing and Midwifery Board of Australia, Registrant data, March 2014, March 2019; ABS Labour Force survey, Department of Employment, Skills, Small and Family Business (DESSFB) trend; DESSFB, Internet Vacancy Index, June 2019; NCVET, Total VET Activity, 2014-2017 (latest available data).