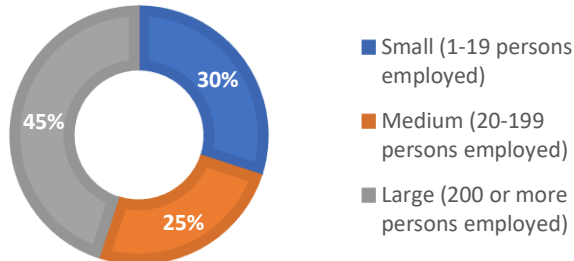


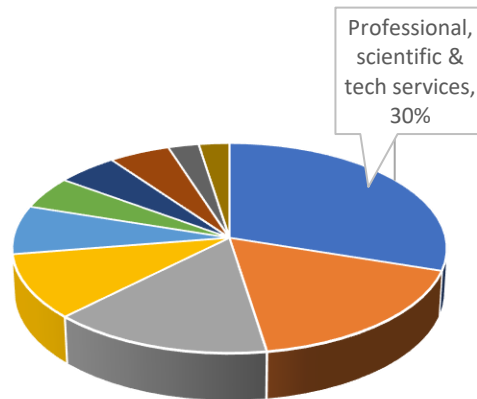
1. What best describes your business size?



- Respondents were from businesses of all sizes, consistent with our overall membership base

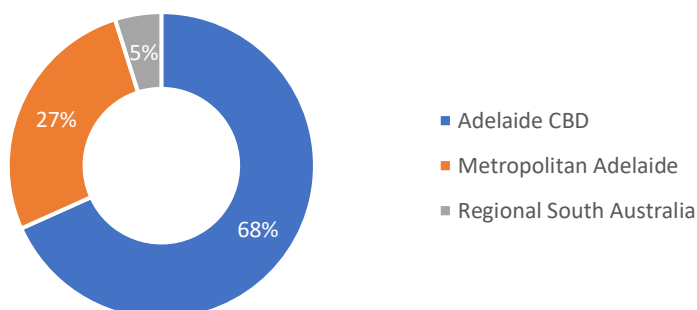
2. What sector does your business primarily operate in?

- Professional, scientific & tech services
- Other
- Education & Training
- Construction
- Hospitality & Tourism
- Arts and culture
- ICT/Digital
- Health/social assistance
- Logistics & transport
- Retail



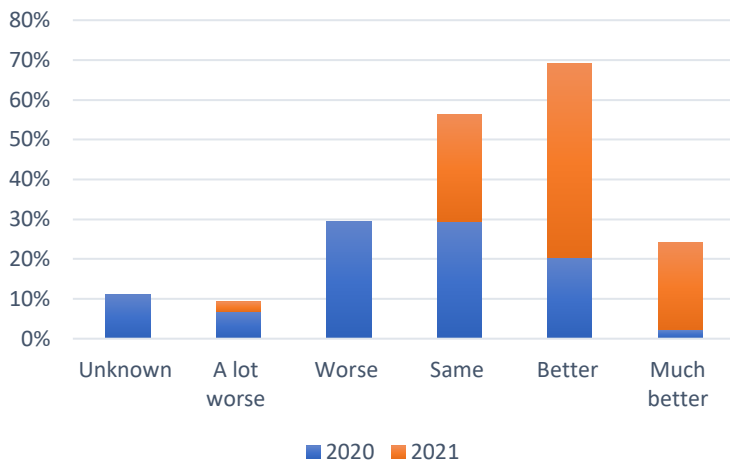
- Responses were spread across the sectors with 30% identifying as professional, scientific and technical services, which is consistent with our membership base overall

3. Thinking of your South Australian base, where is your business primarily located?



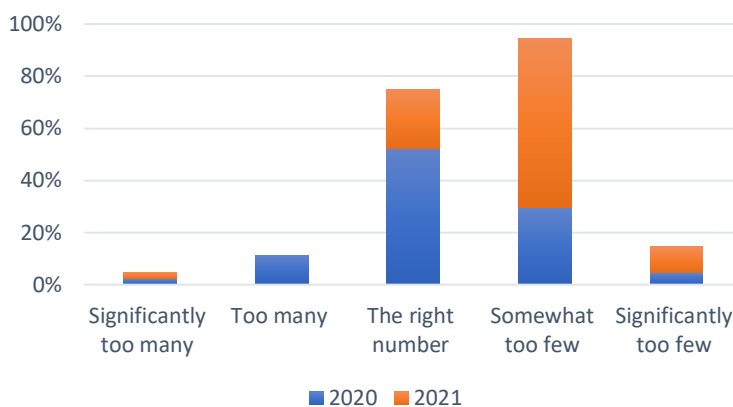
- Majority of respondents were located in the CBD which is consistent with our overall membership base

4. How are your organisation's business prospects between now and December 2021?



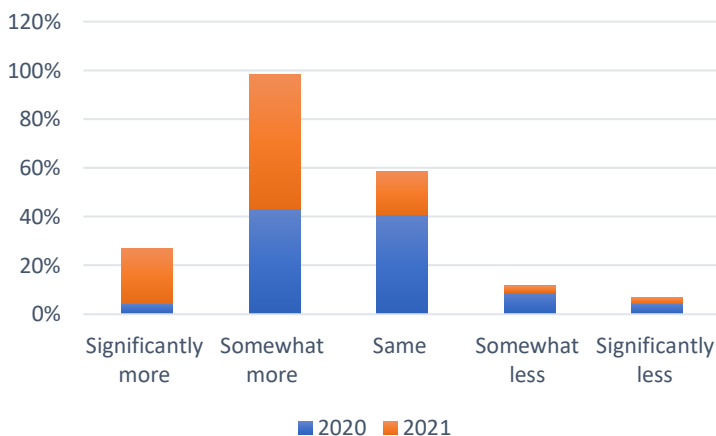
- Members were asked the same question last year enabling comparison across the years
- Major positive shift from last year with 71% of members currently reporting business prospects were *better or much better* for the remainder of the year, compared with just 23% in 2020

5. Regarding staffing numbers, do you currently have?



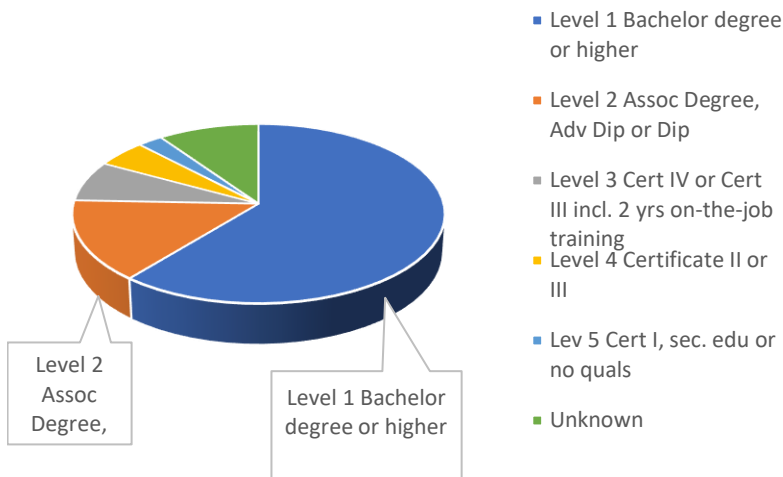
- Members were asked the same question last year enabling comparison across the years
- Significantly more businesses (75%) reporting *somewhat too few or significantly too few* staff compared to 34% at a similar time last year

6. By the end of next financial year (30 June 2022), how many people do you expect to employ in your business?



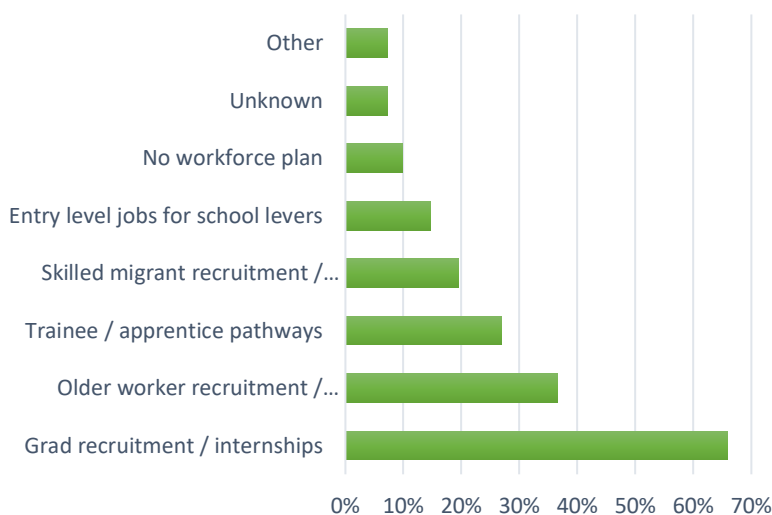
- Members were asked the same question last year enabling comparison across the years
- Majority (77.5%) of members indicating that they expect to employ *significantly or somewhat more staff* by the end of the financial year 21-22
- In 2020 only 48% expected to employ *significantly or somewhat more staff* and 14% expecting *somewhat less or less*

7. Based on your previous response, thinking of the next financial year to 30 June 2022, what [ANZSCO Occupational skill level](#) are you most likely to recruit?



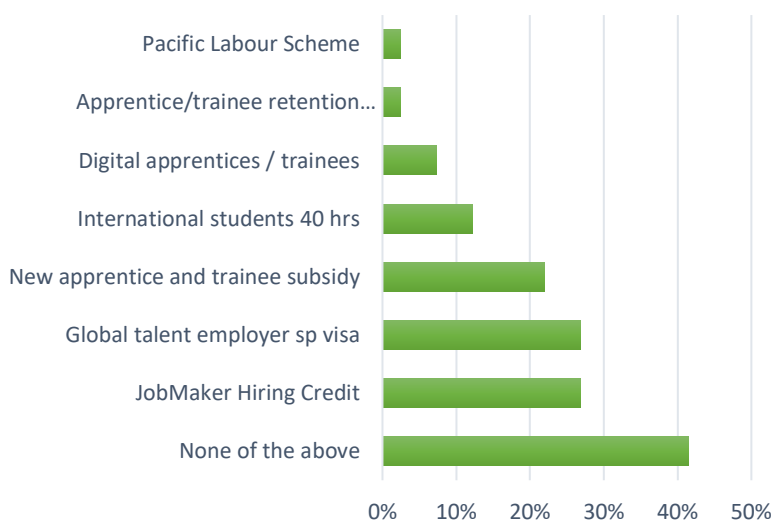
- Majority of respondents (61%) indicated that they expect to recruit more staff with Bachelor degree or higher qualifications
- Only 2.5% indicating intent to hire unskilled staff

8. Looking ahead in your workforce planning, do you actively plan for (select all that apply)



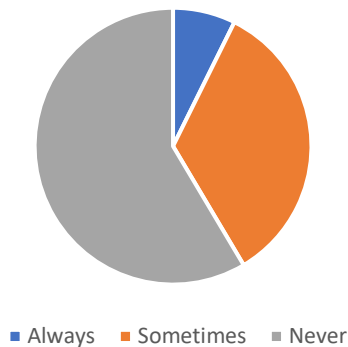
- In terms of workforce planning, a considerable proportion (66%) of respondents indicated they planned ahead for graduate recruitment and to a lesser extent (36%) older worker recruitment and retention
- 19.5% planned for skilled migrants to fill skills gaps
- 26% planned ahead for trainee and apprentice pathways for young people and to a lesser extent only 14.5% for entry level positions

9. The federal government recently announced a range of measures to address skills shortages and help people get back into work. Which measures are you most likely to access in the next 12 months (select all that apply)?



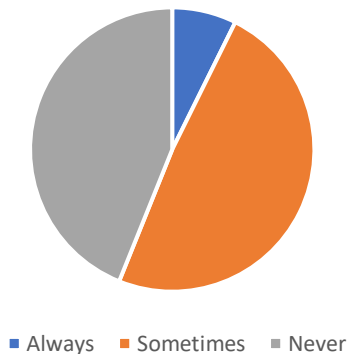
- Over 40% of members who responded indicated that they were unlikely to use any of the federal government measures listed to address skills shortages
- Of those that indicated they would use the measures, the most likely were the Global Talent employer sponsored visa, JobMaker Hiring Credit and new apprentice / trainee subsidy

10. Does your business rely on international students to fill skills shortages?



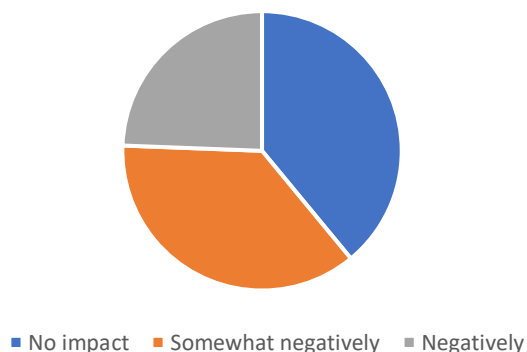
- Most (59%) respondents *never* rely on international students to fill shortages, whilst 35% *sometimes* do and to a much lesser extent only 7% *always* rely on international students to fill skills shortages

11. Does your business rely on skilled migrant visas to fill skills shortages?



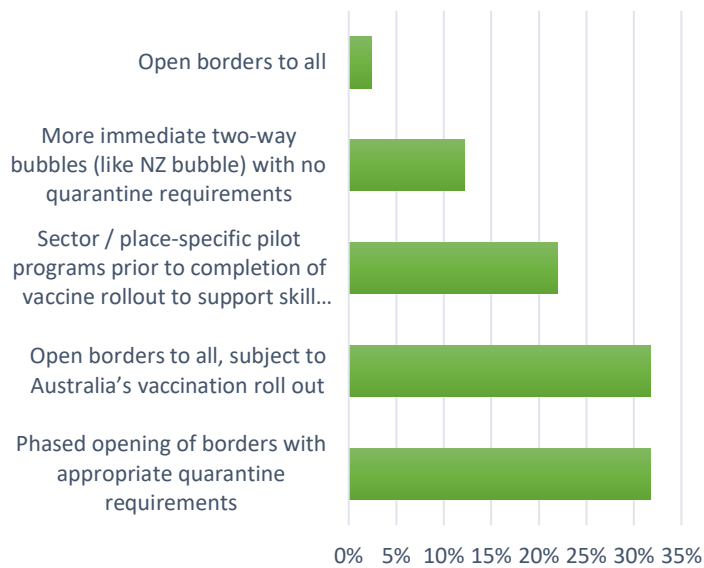
- 49% of respondents *sometimes* rely on skilled migrant visas to fill shortages and to a much lesser extent 7% *always* rely on skilled migrant visas
- Many (44%) businesses indicated that they *never* rely on skilled migrant visas

12. It is expected that international borders will remain closed until mid-2022, how will this impact your workforce planning?



- 61% of respondents indicated a somewhat negative or negative impact on workforce planning with the continued closure of international borders
- 39% felt that international border closures would have no impact on workforce planning

13. A planned approach is needed to re-open our international borders. Which approach/es do you support based on your business workforce needs?



- Based on workforce needs, most respondents equally supported the idea of either opening the border to all-subject to vaccination roll out or phased opening of borders with appropriate quarantine measures
- There was support for sector and place-specific pilots but less support for more immediate 2 way bubbles prior to vaccination rollout
- There was little appetite for opening borders to all