

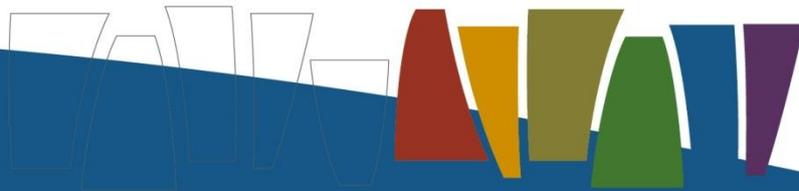


Australian Government

Department of Education, Employment and Workplace Relations

Caboolture-Sunshine Coast Priority Employment Area

**Survey of Employers' Recruitment Experiences
March 2013**





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The document must be attributed as the 'Department of Education, Employment and Workplace Relations Survey of Employers' Recruitment Experiences – Caboolture-Sunshine Coast Priority Employment Area – March 2013'.

This report was prepared by the Labour Market Research and Analysis Branch and is based on research conducted by the Branch.

For further information:

<http://deewr.gov.au/australian-regional-labour-markets-publication>

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About the Region

The Caboolture-Sunshine Coast Priority Employment Area (PEA) is located in Queensland and comprises the Local Government Areas (LGAs) of the Sunshine Coast and Moreton Bay¹. The total population for the region is 461,500².

The largest employing industries in the region are Health Care and Social Assistance, Construction, Retail Trade, Education and Training and Manufacturing.³

- There has been considerable disparity in employment growth between industries. Employment in the Retail Trade, Construction and Manufacturing industries all contracted over the past 12 months, while strong employment growth was recorded in Education and Training and Health Care and Social Assistance.

Labour Market Conditions

Labour market conditions are subdued and continued to soften in the Caboolture-Sunshine Coast PEA over the past year.

- The unemployment rate in the Caboolture-Sunshine Coast PEA increased by 0.8 percentage points in the 12 months to March 2013 to stand at 7.2 per cent⁴. This is significantly higher than the rate for Queensland (5.8 per cent) and Australia (5.5 per cent)⁵.

The teenage full-time unemployment rate in the Sunshine Coast Labour Force Region (LFR) is the highest in Australia at 47.9 per cent (May 2013).

- Educational attainment outcomes in the PEA are below the national and state average with 69 per cent of 20 to 24 year olds attaining their Year 12 certificate or equivalent compared with 76 per cent for Queensland and 75 per cent nationally.²

Moreton Bay

The Moreton Bay region⁶ has more subdued labour market outcomes than the rest of the PEA.

- The unemployment rate stands at 8.5 per cent (March 2013);⁴
- The working age (people aged 15 to 64) participation rate is low at 72.8 per cent;² and
- One in five families with children under 15 years are jobless, with 51 per cent of all lone parent families, with children under 15 years, jobless.

In addition, almost one in four people aged 20 to 24 years in the Moreton Bay region are not working or studying compared with 19 per cent for the PEA and 13 per cent for Queensland as a whole.

- Only 43 per cent of the working age population had attained a Year 12 certificate or equivalent compared with 52 per cent for the PEA and 57 per cent for Australia.²

¹ Only 41 per cent of the Moreton Bay LGA is in the Caboolture-Sunshine Coast PEA. This comprises the Statistical Local Areas of Bribie Island, Burpengary-Narangba, Caboolture-Central, Caboolture-East, Caboolture-Hinterland, Caboolture-Midwest, Deception Bay and Morayfield.

² ABS, Census of Population and Housing, 2011

³ ABS, Labour Force, Detailed Quarterly, May 2013

⁴ DEEWR, Small Area Labour Market, December 2012

⁵ ABS, Labour Force, Seasonally Adjusted, May 2013

⁶ The Moreton Bay region refers to the 41 per cent of the Moreton Bay LGA in the Caboolture-Sunshine Coast PEA. See footnote 1.

Employer Survey Results

The Caboolture-Sunshine Coast PEA survey was conducted in March 2013 with 463 employer responses. Surveys of the PEA were also conducted in November 2011 and July 2010.

Results from the most recent *Survey of Employers' Recruitment Experiences* indicate that, while job vacancies are still arising, recruitment activity in the region is subdued.

- The annual recruitment rate for the region was 16.2 vacancies per 100 jobs, similar to 16.8 vacancies per 100 jobs across all regions surveyed.
- Nonetheless, only 2.9 per cent of vacancies remained unfilled and a smaller proportion of employers (31 per cent) experienced recruitment difficulty compared with all regions (39 per cent).

Consistent with a softer labour market, the large pool of job seekers in the region has resulted in these vacancies attracting high numbers of job applicants.

- On average employers received 12.2 job applicants per vacancy compared with 8.8 applicants per vacancy for all regions surveyed.

Of the average of 12.2 applicants received for every vacancy, employers only rated an average of 3.2 applicants as being 'suitable' for the job.

- The most common reasons that job applicants were not suitable were 'experience' (mentioned by 58 per cent of employers with an unsuitable job applicant), qualifications or training (37 per cent) and soft skills (11 per cent).

Employers in the Construction industry experienced a tighter labour market with 12.1 per cent of their vacancies remaining unfilled, compared with the previous survey when all vacancies were filled. A larger proportion of employers also expected to recruit to increase staff in the year following the survey and to hire an apprentice or trainee, when compared with employers in this industry across all regions survey. The main occupations for which employers expected to recruit were Machinery Operators and Drivers and Labourers.

Opportunities exist in the Manufacturing industry, particularly in the Moreton Bay region, where 12.0 per cent of vacancies remain unfilled. Employers in this industry anticipate that they will be recruiting for occupations such as Boilermakers, Cabinetmakers and Welders in the next year and have indicated they are willing to recruit an apprentices or trainee.

More employers in the Health Care and Social Assistance industry anticipate recruiting to increase staff since the previous survey. Opportunities for job seekers in this industry include jobs in Community and Personal Service Workers occupations such as Child Care Assistants.

Future Recruitment Expectations

While future recruitment and staffing expectations among employers in the region were broadly in line with other regions surveyed there was some caution, in particular in the Moreton Bay region. One in five employers in the PEA were unsure about recruiting in the year after the survey compared with 11 per cent in 2011. Only 17 per cent of employers in the Moreton Bay region expected to recruit to increase staff.

There will continue to be employment opportunities for local job seekers in the region as a large proportion of employers in the largest employing industries, including Health Care and Social Assistance and Construction, expect to recruit and increase staff in the year following the survey.

More Information

- Labour Market Information Portal

<http://deewr.gov.au/labour-market-information-portal-0>

- Skill Shortages

<http://deewr.gov.au/skill-shortages>

- Survey of Employers' Recruitment Experiences

<http://deewr.gov.au/regional-reports-employers-recruitment-experiences>

- SkillsInfo

www.skillsinfo.gov.au

- Australian Jobs

<http://deewr.gov.au/australian-jobs-publication>

- Aussie Jobs

<http://deewr.gov.au/news/aussie-jobs-publication-highlights-employment-growth>

