



Are you looking for a job in Australia?

The Australian Labour Market Update provides information on the Australian labour market on a quarterly basis. It is targeted at people interested in working in Australia on a temporary or permanent basis.

Further information on job prospects, earnings and related information is available at www.joboutlook.gov.au.

Unless otherwise stated, data are from the Australian Bureau of Statistics (ABS) Labour Force Survey, November 2011.

EMPLOYMENT

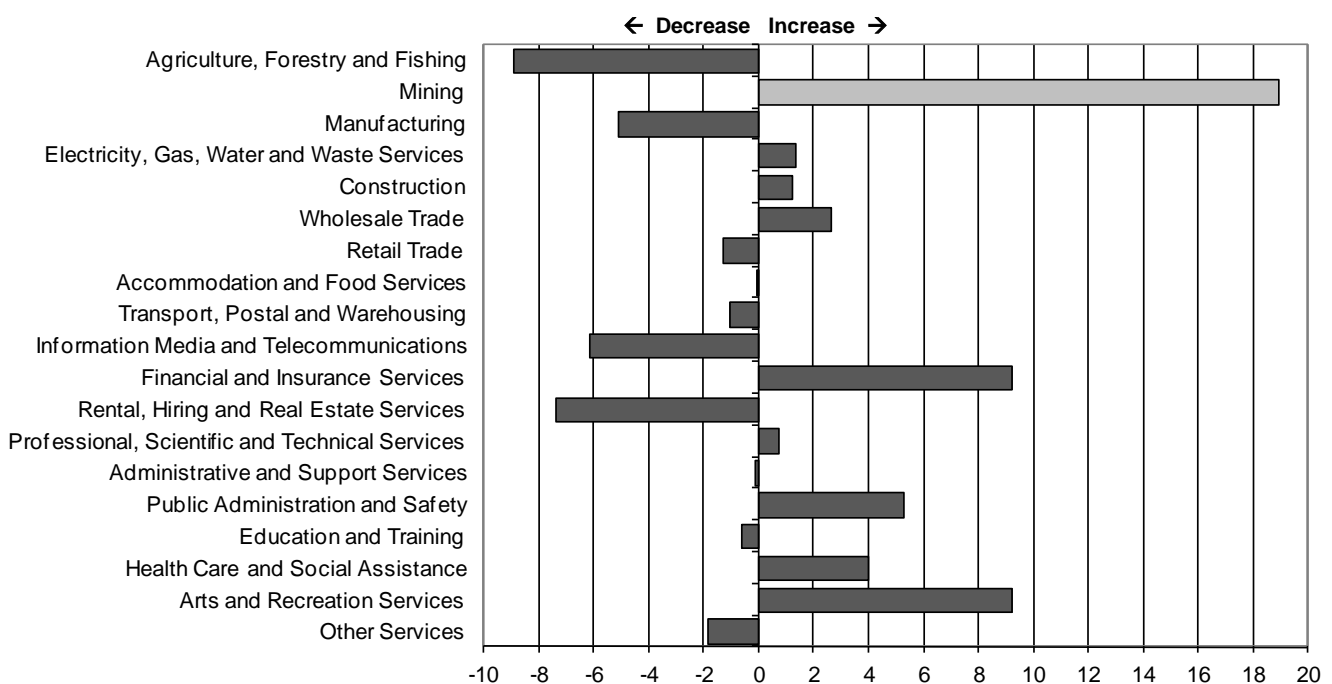
Over the year to November 2011, trend employment increased by 62 800 (or 0.6%). The pace of trend employment growth in recent months has slowed significantly, from its peak of 39 400 jobs per month in August 2010 to 4 200 jobs per month in November 2011.

Going forward, the labour market overall is likely to remain relatively subdued in the near term and should continue to reflect the current patchwork nature of the Australian economy, with strong investment in the resources sector being offset, to some extent, by weaker growth and business confidence in the Manufacturing and Retail sectors.

Over the 12 months to November 2011, employment (in trend terms) increased in all States and Territories (the States) except Tasmania and the Australian Capital Territory (ACT). The largest employment growth occurred in Western Australia (WA, 1.2%) and the Northern Territory (NT, 1.0%), while employment fell in the ACT (-0.5%) and remained steady in Tasmania.

Employment opportunities and growth varied across industries. Over the 12 months to November 2011, the largest increases in trend employment occurred in Health Care and Social Assistance (up 51 100), Mining (up 38 000), Public Administration and Safety (up 36 800) and Financial and Insurance Services (up 36 300). The strongest rates of employment growth were in Mining (18.9%), Arts and Recreation Services (9.2%) and Financial and Insurance Services (9.2%). Employment growth rates by industry are shown in Figure 1.

Figure 1: Percentage change in trend employment by industry – November 2010 to November 2011



Source: ABS, Labour Force, Australia, Detailed, Quarterly, November 2011, ABS Cat. No. 6291.0.55.003.

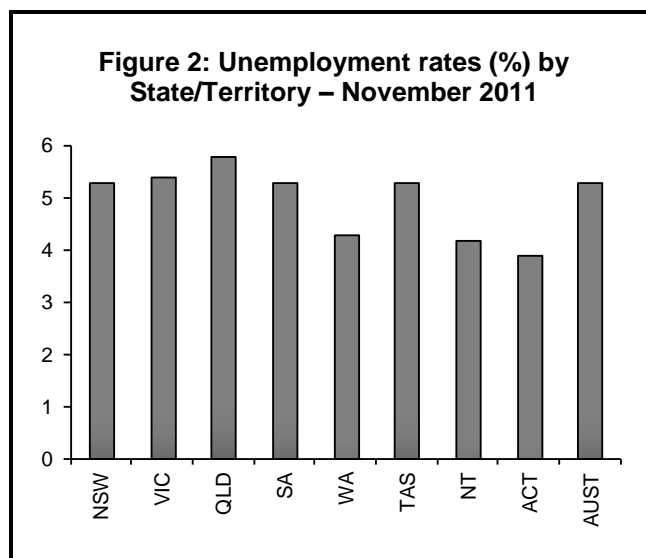
UNEMPLOYMENT

The trend rate of unemployment was 5.3% in November 2011, compared with 5.1% in November 2010.

In the past year, trend unemployment rates decreased in SA (from 5.6% to 5.3%), Tasmania (from 5.5% to 5.3%) and WA (from 4.5% to 4.3%).

In November 2011, the trend unemployment rate was highest in Queensland (5.8%) and lowest in the ACT (3.9%). See Figure 2.

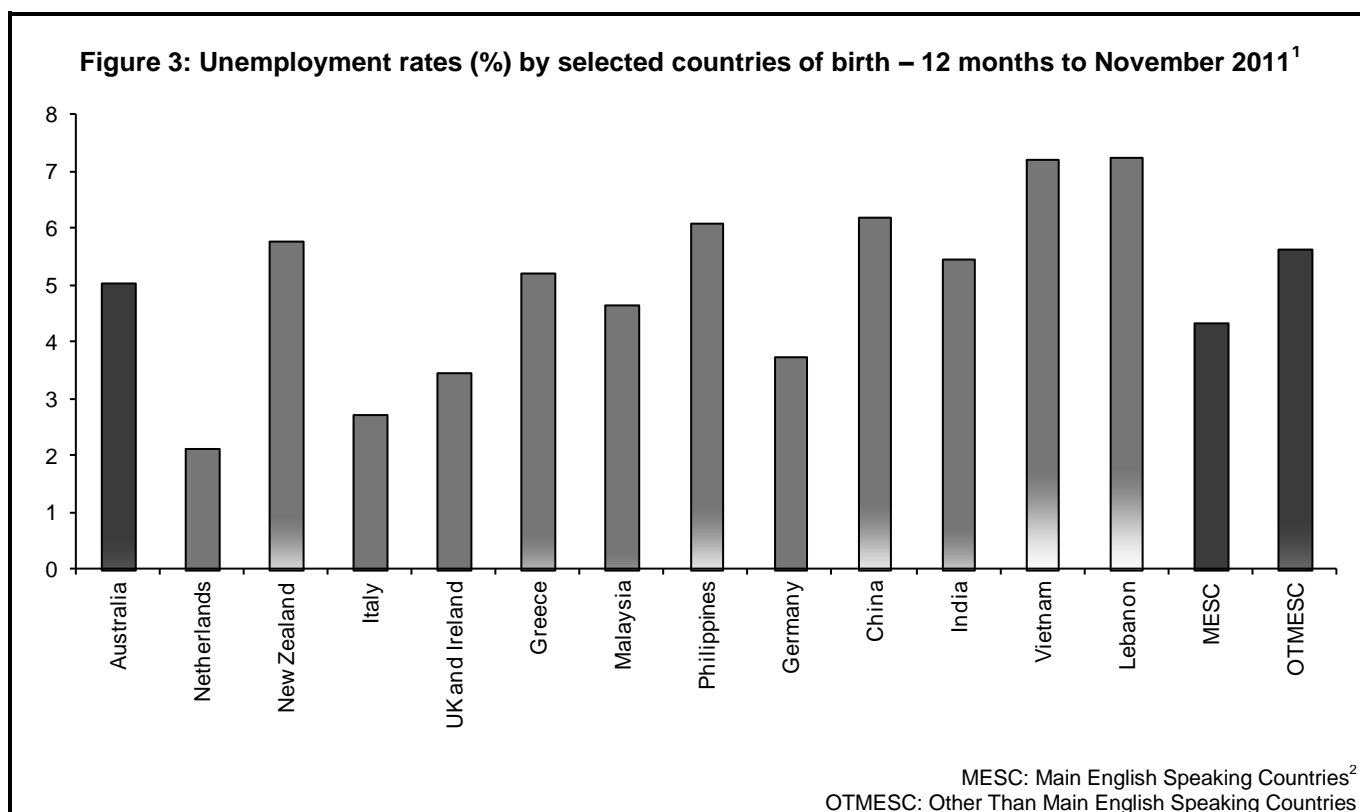
Generally, people in more highly-skilled occupational groups are less likely to experience unemployment. For the four quarters to November 2011, the unemployment rate for those formerly employed as Labourers was around three and a half times that of former Professionals.



MIGRANT UNEMPLOYMENT

The unemployment rates for people who migrate to Australia vary appreciably. Several factors influence migrant unemployment rates including skill level, age, English proficiency, recent and relevant work experience, and the period since arrival in Australia (data consistently show recently-arrived migrants have a higher unemployment rate than those who have lived in Australia for some years).

Figure 3 below shows unemployment rates (original data – average of the last 12 months to November 2011) for people resident in Australia who were born in selected overseas countries. In the data below, people born in the Netherlands and Italy have low unemployment rates (2.1% and 2.7% respectively), while unemployment rates for people born in Lebanon and Vietnam are relatively high (7.3% and 7.2% respectively).



¹ The estimates for individual countries in Figure 3 may be subject to high sampling variability.

² MESC are the United Kingdom, Republic of Ireland, South Africa, Canada, the United States of America and New Zealand.

EMPLOYMENT AND UNEMPLOYMENT BY OCCUPATION

While employment growth is not the only factor influencing job prospects, it is often easier to obtain a job in an occupation which is experiencing strong employment growth than one growing only slowly or declining. Over the 12 months to November 2011 (original data – average of the last four quarters), the largest increases in employment occurred for Professionals (up 56 700), Clerical and Administrative Workers (up 47 300), Community and Personal Service Workers (up 43 700) and Machinery Operators and Drivers (up 42 100). Employment growth rates, in descending skill order, are shown below.

Employment Growth Rates for the 12 months to November 2011		Unemployment Rates for the 12 months to November 2011	
Managers	-1.2%	Managers	1.6%
Professionals	2.4%	Professionals	1.8%
Technicians and Trades Workers	1.2%	Technicians and Trades Workers	2.9%
Community and Personal Service Workers	4.2%	Community and Personal Service Workers	3.5%
Clerical and Administrative Workers	2.9%	Clerical and Administrative Workers	2.6%
Sales Workers	-0.7%	Sales Workers	4.6%
Machinery Operators and Drivers	5.8%	Machinery Operators and Drivers	3.8%
Labourers	0.1%	Labourers	6.4%

The unemployment rate for occupational groups generally reflects skill levels. Highly skilled occupational groups experience lower rates of unemployment, while higher unemployment rates are generally associated with less-skilled occupations. The unemployment rates (for those who had worked for two weeks or more in the past two years) by occupational group are presented in descending skill order (original data – average of the last four quarters).

Additional information on Professional and Trade occupations is provided in the following section on internet vacancy trends.

INTERNET VACANCY TRENDS

The Department of Education, Employment and Workplace Relations³ produces the monthly Vacancy Report³, containing the Internet Vacancy Index (IVI)⁴ (see Figure 4). Over the year to November 2011, the IVI (trend) declined by 7.1%, with a decline in six of the eight occupational groups.

Over the year to November 2011, vacancies increased in WA (up 12.2%), the NT (up 7.7%) and Queensland (up 5.8%). The most significant IVI decreases were in Tasmania (down 27.0%), New South Wales (down 17.3%), the ACT (down 15.3%) and Victoria (down 13.6%).

Vacancies increased for Community and Personal Service Workers (up 1.4%) and Machinery Operators and Drivers (up 0.7%). The largest decreases were for Sales Workers (down 13.7%), Clerical and Administrative Workers (down 11.8%) and Managers (down 10.8%).

Over the year to November 2011, vacancies increased in 11 of the 48 occupational clusters, with the largest increases being for Science Professionals and Veterinarians (up 28.1%), Mobile Plant Operators (up 15.1%), Automotive and Engineering Trades (up 15.1%) and Engineers (up 11.7%). The largest declines over the same period were for Farmers and Farm Managers (down 47.6%), Construction Trades (down 32.2%), Skilled Animal and Horticultural Workers (down 24.8%), Sales Representatives and Agents (down 21.4%) and ICT Professionals (down 20.8%).

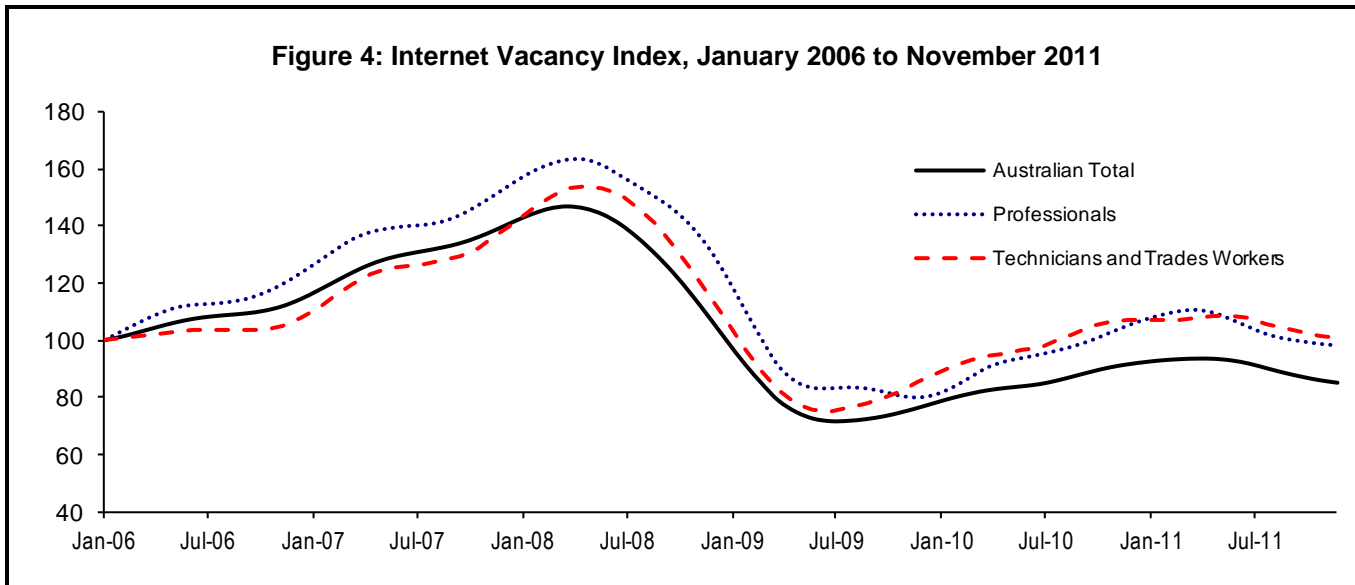
With the decrease in the IVI over the year to November 2011, vacancies are 42.1% below the March 2008 peak.

³ Available from www.deewr.gov.au/lmip/default.aspx?LMIP/VacancyReport.

⁴ The Internet Vacancy Index (IVI) is based on a count of online vacancies newly lodged on SEEK, MyCareer, CareerOne and Australian JobSearch during the month. The data are seasonally adjusted and trended, and then indexed (January 2006 = 100). IVI vacancies have been coded by DEEWR to occupations based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO), First Edition (ABS Cat. No. 1220.0). In view of the trending procedure, figures for the six months prior to the current month are subject to revision.



Figure 4: Internet Vacancy Index, January 2006 to November 2011



Source: Department of Education, Employment and Workplace Relations, Internet Vacancy Index (November 2011), www.deewr.gov.au/lmip/default.aspx?LMIP/VacancyReport.

FUTURE JOB PROSPECTS

Future job prospects depend on many factors, some of which are difficult to predict. As there may be significant variation between and within States, information on job prospects should be used with caution.

The table below contains selected occupations with good job prospects over the medium term (to 2015-16). The prospects⁵ are based on employment trends, projected employment growth, unemployment rates, vacancy trends, and other data. For prospects on other occupations, visit Job Outlook (www.joboutlook.gov.au).

Selected Occupational Groups with Good Job Prospects to 2015-16 ⁶	
Managers Child Care Centre Managers	Technicians and Trades Workers Airconditioning and Refrigeration Mechanics Automotive Electricians Bricklayers and Stonemasons Carpenters and Joiners Civil Engineering Draftspersons and Technicians Electricians Motor Mechanics Plasterers Plumbers Sheetmetal Trades Workers Structural Steel and Welding Trades Workers Wall and Floor Tilers
Professionals Architects and Landscape Architects Chemical and Materials Engineers Civil Engineering Professionals Dental Practitioners Early Childhood (Pre-primary School) Teachers Generalist Medical Practitioners Industrial, Mechanical and Production Engineers Medical Imaging Professionals Medical Laboratory Scientists Midwives Physiotherapists Psychiatrists	Community and Personal Service Workers Dental Hygienists, Technicians and Therapists

The Australian Labour Market Update uses the latest available detailed and consistent data at time of production. However, the labour market can change quickly and should be re-assessed prior to making a decision to lodge a visa application. Queries relating to this publication should be emailed to migration@deewr.gov.au.

⁵ Job prospect ratings are based on ANZSCO, First Edition (ABS Cat. No. 1220.0).

⁶ This table does not identify all skilled occupations eligible for temporary or permanent migration to Australia. The list of skilled occupations may include occupations with average or below average future job prospects.



Engineering Manager

In the Australian labour market, engineering managers plan, organise, direct, control and coordinate the engineering and technical operations of organisations. They establish project schedules and budgets, and are responsible for conformity with specifications, laws, regulations and safety standards. The entry requirement for employment in this occupation is the completion of an Australian bachelor degree in a relevant field of study.

LABOUR MARKET PROFILE

Department of Education, Employment and Workplace Relations data show strong employment growth is expected for engineering managers over the five years to 2016-17 with most engineering managers employed in the Professional, Scientific and Technical Services, Manufacturing, Construction and Mining industries. Table A provides a labour market profile for the occupation of engineering manager based on *Job Outlook Online* data (see www.joboutlook.gov.au).

Table A: Engineering Manager – Key Labour Market Indicators

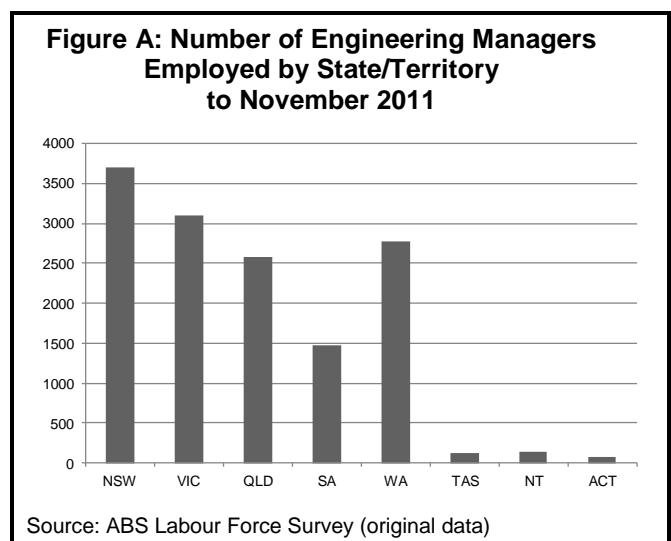
Key Indicator	Engineering Manager ⁷
Occupation size	13 100
Females	4.3%
Males	95.7%
Median age	46 years
Full-time share of employment	97.4%
Average weekly hours (full-time)	44.7
Weekly earnings (full-time and before tax)	\$2 013
Vacancy level (internet)	high
Employment growth over 5 years (to Nov 2011)	-12.0%
Future employment growth (to 2016-17)	strong growth
Job Prospects	good

REGIONAL EMPLOYMENT

Engineering managers are employed in all States and Territories.

For the four quarters to November 2011⁸, average employment of engineering managers was highest in New South Wales (NSW, 3 698), Victoria (VIC, 3 102) and Western Australia (WA, 2 773).

The Northern Territory (NT), Tasmania and the Australian Capital Territory (ACT) employed the smallest number of engineering managers with 147, 123 and 83 respectively employed. See Figure A (original data).



⁷ As estimates have been rounded, minor discrepancies may exist between sums of the component items and totals.

⁸ ABS Labour Force Survey (original data), noting data may not have been recorded for all quarters for each State and Territory.

SKILLS ASSESSMENT

The Australian Government has appointed Australian assessing authorities to assess the skills (qualifications and employment experience) of visa applicants against the Australian standard for managerial, professional and trade occupations appearing on various temporary and permanent migration program occupation lists. These assessing authorities are not employment agencies.

Engineers Australia is an Australian assessing authority appointed to provide advice on the recognition of qualifications for most engineering occupations in Australia. Applicants seeking to migrate to Australia as engineering managers who have an engineering qualification followed by significant work experience in the occupation must complete the Competency Demonstration Report (CDR) assessment through *Engineers Australia* prior to lodging a visa application. The CDR application will enable assessment of qualification and skills (as demonstrated through employment experience) for suitability in the occupation in the Australian labour market.

Engineers Australia will provide an applicant with formal notification on the outcome of the assessment. This assessment does not guarantee a visa outcome or employment.

More information on the skill assessment process and contact details are on the *Engineers Australia* website at www.engineersaustralia.org.au.

The Australian Institute of Management (AIM) is also an Australian assessing authority for migration purposes for the occupation of engineering manager. Information on its skill assessment process and eligibility criteria is on the AIM website at www.aim.com.au/migration/default.html.

EMPLOYER-SPONSORED MIGRATION

The Australian Government has several employer-sponsored migration programs, including Temporary Business Long Stay, Employer Nomination Scheme, Regional Sponsored Migration Scheme and Labour Agreements. Detailed information on these migration programs is on the Department of Immigration and Citizenship (DIAC) website at www.immi.gov.au.

SEEKING EMPLOYMENT IN AUSTRALIA

Overseas-qualified engineering managers seeking to work in Australia who are not Australian citizens or permanent residents will need to contact the nearest Australian Embassy, Consulate or High Commission to apply for a visa with a work right. Addresses of all Australian Embassies, High Commissions and Consulates are available from the DIAC website at www.immi.gov.au/contacts.

Overseas-qualified engineering managers should note acceptance of overseas qualifications for migration does not guarantee employment in the occupation in Australia. Employment will depend on other factors such as the number of vacancies advertised, skill needs in the Australian labour market, State and Territory licensing requirements and suitability of an applicant for employment in a particular job in Australia.

The Department of Education, Employment and Workplace Relations is not an employment agency and is not able to assist visa applicants or potential migrants to obtain employment in Australia. Australian employers are increasingly using the internet to advertise vacancies and websites of Australian professional bodies (which may recognise membership of affiliated overseas bodies) and industry bodies often include information on vacancies.