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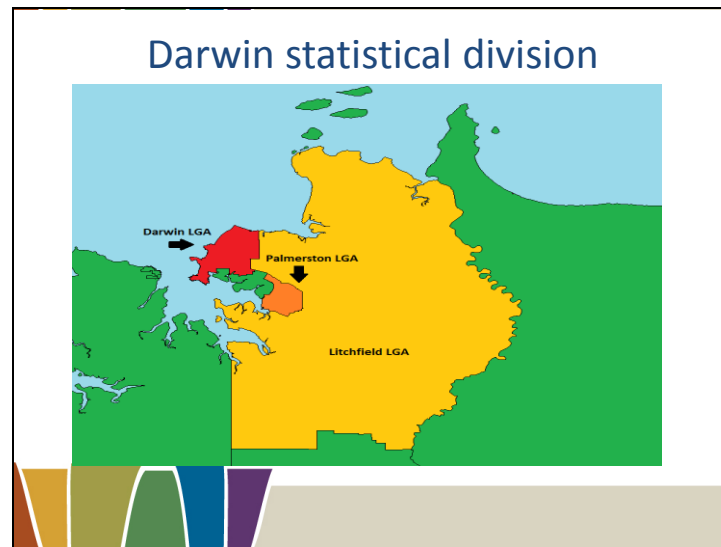
Australian Government
Department of Education, Employment and Workplace Relations

Overview of the Darwin Labour Market

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Darwin Statistical Division

The Darwin Statistical Division (SD) comprises of three Local Government Areas:

- Darwin LGA
- Palmerston LGA
- Litchfield LGA

What has changed?

Darwin and Northern Territory

	Until late 2011	More recently
Population Growth	2.5% annual growth	2.0% annual growth
Employment Growth	4000 new jobs/year	3000 new jobs/year
Vacancies	Remained high despite GFC	Declined by 27% since 2011 peak
Unemployment Rate	As low as 1.3%	Increased to 1.8%

Source: ABS, Estimated Residential Population, 2006 – 2012;
 ABS Labour Force, May 2013 (12 month average);
 Source: DEEWR, Internet Vacancies Index, April 2013;
 DEEWR Small Area Labour Market data, March 2013

What has Changed?

Source: ABS, Estimated Residential Population, 2006 – 2012; ABS Labour Force, May 2013 (12 month average); Source: DEEWR, Internet Vacancies Index, April 2013; DEEWR Small Area Labour Market data, March 2013

Labour market conditions in Darwin appear encouraging.

Population growth

Age Breakdown	2011 Census	Proportion	Growth
< 20 years old	33,300	28%	7%
20-29	20,200	17%	23%
30-59	52,900	44%	9%
60 +	13,200	11%	38%
Total	119,600		13%

Source: ABS, Census of Population and Housing 2011 & 2006

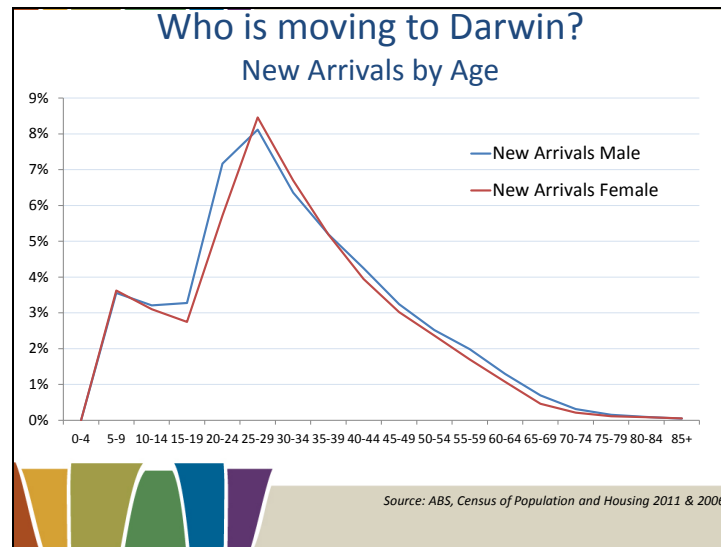
Population Growth

Source: ABS, Census of Population and Housing, 2011 and 2006

Since the 2006 Census the Darwin population grew by 13 per cent overall, and now has 119,600 people who usually reside in the Statistical District (SD).

Growth was driven by two different age groups. The 20-29 year age group which grew by 23 per cent and the 60 + age group which grew by 38 per cent.

These two age groups now make up a larger proportion of the total population in Darwin.



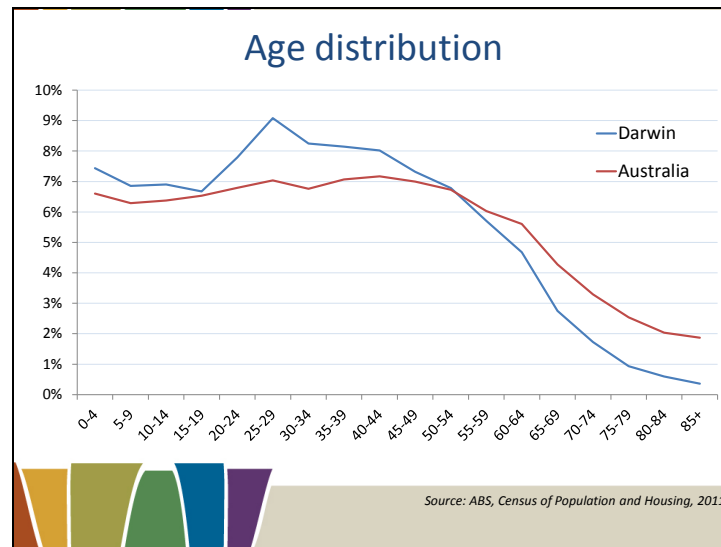
Who is moving to Darwin? - New Arrivals by Age

Source: ABS, Census of Population and Housing 2011 & 2006

Of the 30,700 people who migrated to Darwin in the last five years, 51 per cent were male and 49 per cent were female. This near 50-50 split remained consistent regardless of age.

A large proportion (43 per cent) of total migration was made up of people aged between 20-34.

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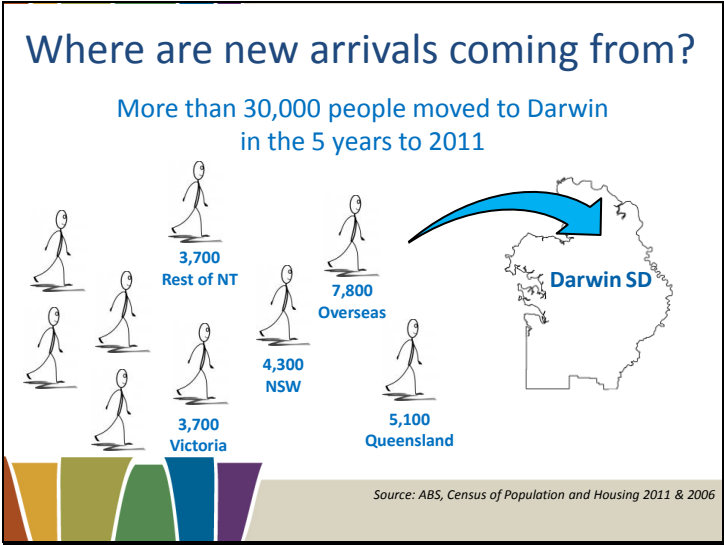


Age Distribution

Source: ABS, Census of Population and Housing, 2011

This graph shows the age distribution for Darwin compared with the age distribution for Australia. The Darwin age distribution shows that a larger proportion of the population is made up of people aged between 20 and 39 years (33 per cent), when compared with Australia (28 per cent).

The age distribution for Darwin, is somewhat different to that of other regional areas in Australia. Usually in these regional areas, there is an exodus of people aged between 20-39 as they look to move to major urban centres in pursuit of greater opportunities. However in Darwin, there is an increase of people in this age range.



Where are new arrivals coming from?

Source: ABS Census of Population and Housing, 2011 and 2006

In the five years to the 2011 Census, 30,700 people (32 per cent of the population) of all ages moved to Darwin.

The majority of people came from the following localities:

Region	People	% of people who moved Darwin
Overseas	- 7,800	(25%)
Queensland	- 5,100	(17%)
New South Wales	- 4,300	(14%)
Rest of Northern Territory	- 3,700	(12%)
Victoria	- 3,700	(12%)

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Where are new arrivals working?

Industry (1 Digit Level)	Number of People	% of New Arrivals
Public Administration and Safety	5554	18%
<i>Defence (2 Digit Level)</i>	3213	10%
Health Care and Social Assistance	2260	7%
Construction	1620	5%
Retail Trade	1613	5%
Accommodation and Food Services	1570	5%
Education and Training	1465	5%
Professional, Scientific and Technical Services	1177	4%
Transport, Postal and Warehousing	1031	3%

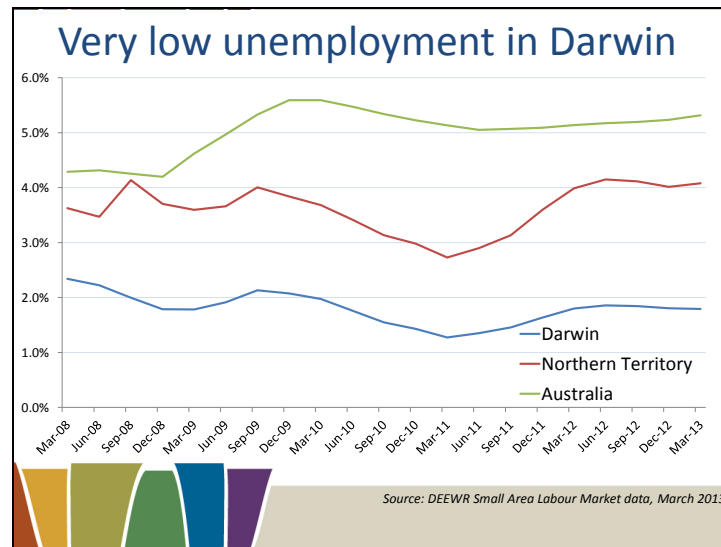
Source: ABS, Census of Population and Housing, 2011

Where are new arrivals working?

Source: ABS, Census of Population and Housing, 2011

This slide shows the largest industries that employ people who have moved from areas outside of Darwin (including overseas).

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Consistently low unemployment in the Darwin SD

Source: DEEWR Small Area Labour Market data, March 2013

This graph shows DEEWR Small Area Labour Markets by Darwin, Northern Territory and Australia over time.

Prior to the Global Financial Crisis, the unemployment rate for Northern Territory was similar to that for Australia, although in recent years, it has dropped to below Australia's.

The unemployment rate for Darwin has been consistently lower than that for Northern Territory and Australia, and has not been impacted by the Global Financial Crisis to the same extent as Australia.

Regional disparity across the NT

Region	Unemployment Rate	Participation Rate
Alice Springs LGA	2.5%	77.7%
Katherine LGA	3.3%	74.3%
West Arnhem LGA	11.9%	59.9%
East Arnhem LGA	10.3%	43.8%
Barkly LGA	7.7%	53.0%
Victoria-Daly LGA	14.0%	52.3%
Roper Gulf LGA	13.1%	56.5%
MacDonnell LGA	19.3%	43.3%
Darwin	1.8%	77.6%
Australia	5.6%	65.0%

Source: ABS, Census of Population and Housing, 2011; ABS, Labour Force, May 2013; DEEWR, Small Area Labour Market, March 2013

Regional disparity across the NT – Adult Population 15+

Source: ABS, Census of Population and Housing, 2011; ABS, Labour Force, May 2013; DEEWR, Small Area Labour Market, March 2013

Please note: The unemployment rate for the LGA’s and Darwin is calculated using Small Area Labour Market (March 2013) data, while the Australia unemployment rate is from ABS trend data (May 2013).

There are large differences in unemployment and participation rates across the Northern Territory.

The Alice Springs LGA had the lowest unemployment rate (2.5 per cent), the MacDonnell LGA had the highest unemployment rate (19.3%).
 At the time of the 2011 census, the Alice Springs LGA also had the highest participation rate (77.7 per cent), the lowest was in the East Arnhem LGA (43.8 per cent).

Regional Profiles			
Indicator	Alice Springs	Darwin	Australia
Unemployment Rate	2.5%	1.8%	5.6%
Participation Rate (15+)	77.7%	77.6%	65.0%
Year 12 Completion (25-34)	65%	69%	75%
Proportion of Indigenous	17%	8%	2%
Population Growth	5%	13%	8%
Median Age	33	33	37

Source: ABS, Census of Population and Housing 2011 & 2006;
DEEWR, Administrative data, March 2013;
DEEWR Small Area Labour Market, March 2013

Alice Springs Profile

Source: ABS, Census of Population and Housing 2011 & 2006; DEEWR, Administrative data, March 2013; DEEWR, Small Area Labour Market, March 2013

Please note:

- The unemployment rate used for Australia is the May 2013 trend.
- The participation rate is for adult population.
- Population growth refers to growth from the 2006 to the 2011 Census.

Unemployment beneficiaries increasing

Region	Centrelink Beneficiaries		Unemployment Beneficiaries	
	%	% Change	%	% Change
Working Age Population (15-64)				
Darwin	13%	-1%	4%	18%
Australia	17%	0%	5%	19%

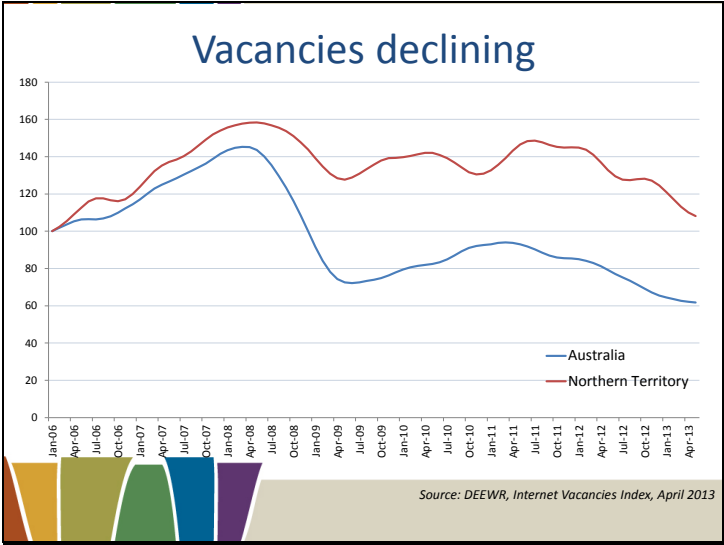
Source: DEEWR, Administrative data, March 2013; ABS, Census of Population and Housing, 2011

More Unemployment Beneficiaries

Source: DEEWR, Administrative data, March 2013; ABS, Census of Population and Housing, 2011

In March 2013, 13 per cent of the Working Age Population (WAP) were in receipt of an income support benefit in Darwin. This was smaller compared with Australia (17 per cent). The proportion of the working age population on an unemployment benefit in Darwin (4 per cent) was also lower compared with Australia (5 per cent).

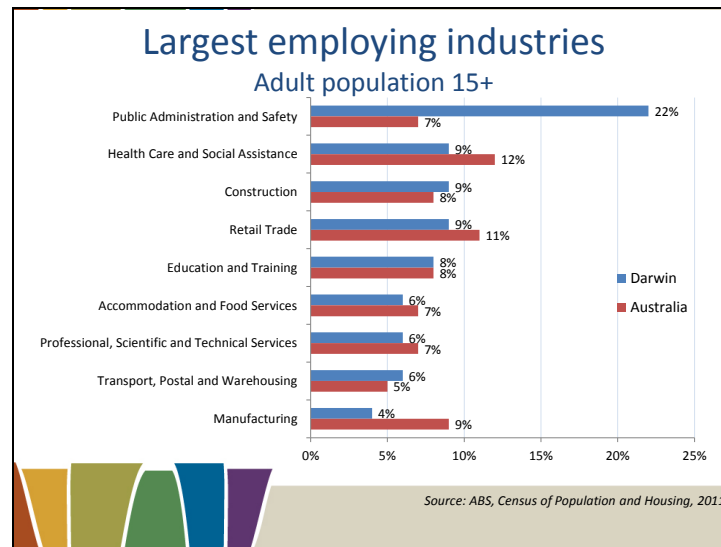
Overall, the proportion of the WAP in Darwin on an income support payment decreased by 1 per cent in the year to March 2013.



Internet vacancies

Source: DEEWR, Internet Vacancies Index, April 2013

	% Change from March 2008 to August 2011	% Change from August 2011 to May 2013	% Change from March 2008 to May 2013
Australia	-39%	-30%	-57%
Northern Territory	-6%	-27%	-31%

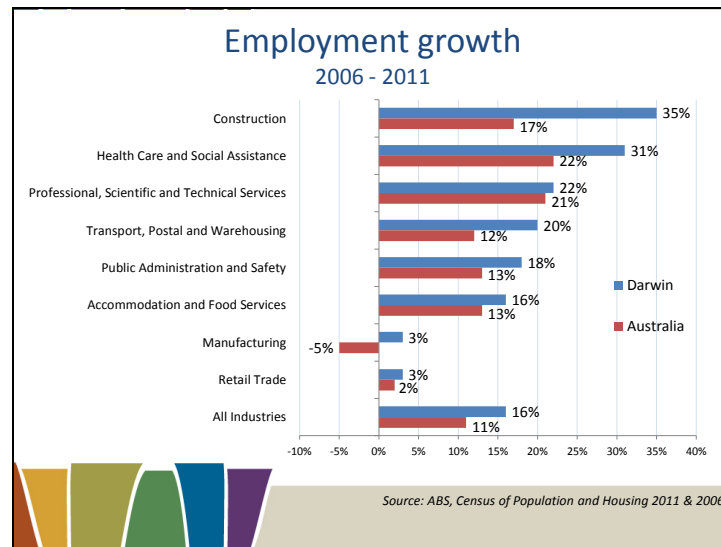


Largest Employing Industries – Adult Population (15+)

Source: ABS, Census of Population and Housing, 2011

In Darwin, the Public Administration and Safety industry was the largest employing industry with 22 per cent of total Darwin employment. The employment in this industry is driven by Public Administration, Defence and Public Order, Safety and Regulatory Services at the 2 digit level.

The Public Administration and Safety Industry (22 per cent) was followed by the Health Care and Social Assistance, Construction and Retail Trade Industries (All 9 per cent)



Employment growth

Source: ABS, Census of Population and Housing 2011 & 2006


This graph shows the growth rates for the largest industries in Darwin in comparison with Australia.

The largest growth rate was seen in the Construction industry which grew by 35 per cent, far larger when compared with Australia (17 per cent), this was followed by the Health Care and Social Assistance industry (31 per cent).

The Education and Training industry was the only industry to have a growth rate smaller than Australia.

Largest growing occupations
for males and females (2006-2011)

Male			Female		
Occupation	Number Employed	Growth	Occupation	Number Employed	Growth
Protective Service Workers	2,839	37%	Office Managers and Program Administrators	1,544	32%
Construction Trades Workers	1,683	30%	Health Professionals	1,930	29%
Electro technology and Telecommunications Trades Workers	1,623	23%	Carers and Aides	1,862	27%
Specialist Managers	2,676	19%	Specialist Managers	1,522	26%
Automotive and Engineering Trades Workers	2,567	13%	General Clerical Workers	1,872	24%

 - Jobs attracting workers from outside Darwin

Source: ABS, Census of Population and Housing 2011 & 2006

Largest employing occupations - for males and females (2006-2011)

Source: ABS, Census of Population and Housing 2011 & 2006

This table shows the largest growing occupations at a 2 digit level by gender.

The largest growing occupations were noticeably different between gender.

The largest growing occupations for males were Protective service workers, followed by Construction Trades Workers and Electro technology Telecommunications Trades Workers. Three of the top five largest growing occupations for males were occupations that employed a large amount of people from outside Darwin.

The largest growing occupations for females were Office managers and program administrators, followed by Health Professionals and Carers and Aides. Similarly to males, three of the top five largest growing occupations for females were occupations that employed large amounts of people from outside Darwin.

Indigenous labour market outcomes					
Region	Adult Population % Indigenous	Unemployment rate (%)		Participation rate (%)	
		Indigenous	Non-Indigenous	Indigenous	Non-Indigenous
Darwin LGA	8%	12.7%	3.1%	55.4%	78.3%
Litchfield LGA	7%	9.6%	3.0%	68.1%	79.2%
Palmerston LGA	10%	10.8%	3.1%	62.0%	82.3%
Darwin	8%	11.7%	3.1%	58.8%	79.3%
Northern Territory	25%	19.0%	2.9%	44.4%	80.0%
Australia	2%	17.1%	5.4%	53.3%	65.5%

Source: ABS, Census of Population and Housing 2011

Indigenous Labour Market Outcomes

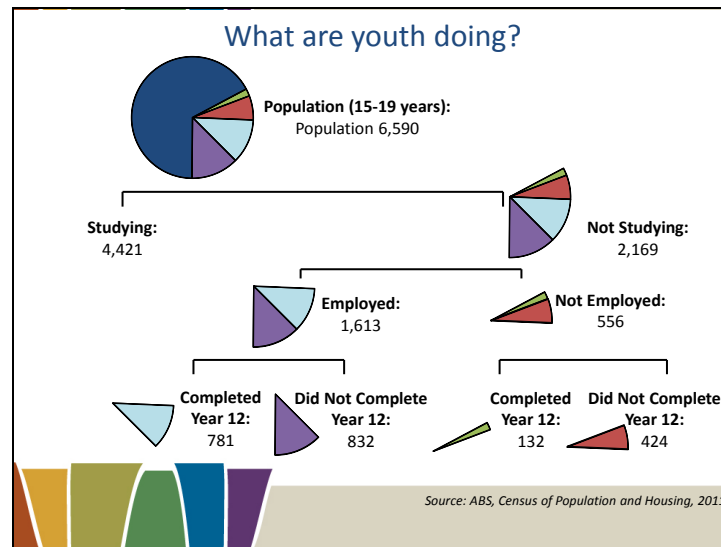
Source: ABS, 2011 Census of Population and Housing

This table shows the differences in labour force outcomes between Indigenous and Non-Indigenous people in the Darwin SD.

The unemployment rate for Indigenous people in Darwin was 11.7 per cent, far larger than non-Indigenous people (3.1 per cent). The Indigenous unemployment rate in Darwin (11.7 per cent) was lower than the territory and national Indigenous unemployment rate (19.0 per cent and 17.1 per cent respectively).

The Darwin LGA had the highest unemployment rate for those people who identified as Indigenous (12.7 per cent), whilst the Litchfield LGA had the lowest (9.6 per cent).

The participation rate for Indigenous people in Darwin (58.8 per cent) was far lower than the participation rate for Non-Indigenous people (79.3 per cent).



What are youth doing?

Source: ABS, Census of Population and Housing, 2011

One third (33 per cent) of 15 to 19 years olds in Darwin, are not currently studying and may experience difficulty entering or staying in the labour market, particularly those who have not completed Year 12.

In particular, over one fifth (21 per cent, 1,400 people) of people aged 15 to 19 are either not studying and not employed or not studying and have not completed Year 12, higher compared with Australia (14 per cent, 179,656 people). This group are especially at risk given their lack of Year 12 Certificate and level of disengagement within the labour market.

Note: Not stated records for FT/PT Student Status, Labour Force Status and Highest Year of School Completed have not been included.

Educational attainment
Persons aged 25-34 years

Region	Completed Year 12 or equivalent	Advanced Diploma and Diploma Level	Attained Bachelor degree or higher
Darwin LGA	74%	30%	36%
Litchfield LGA	57%	41%	15%
Palmerston LGA	61%	40%	16%
Darwin	69%	33%	29%
Northern Territory	58%	29%	24%
Australia	75%	30%	35%

Source: ABS, Census of Population and Housing 2011

Educational Attainment - Persons aged 25-34 years

Source: ABS, 2011 Census of Population and Housing

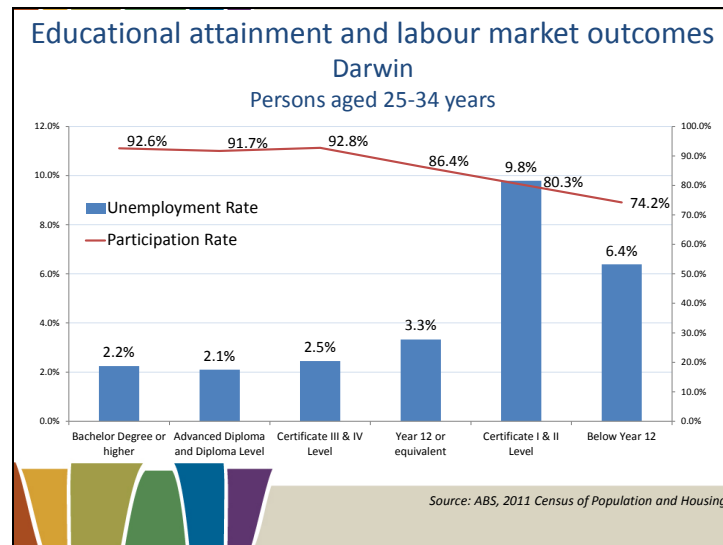
This table shows the educational attainment for 25-34 year old residents of Darwin with comparisons to the Northern Territory and Australia.

Darwin had a large proportion (69 per cent) of people aged 25-34 years who had completed their Year 12 or equivalent compared with the Northern Territory (58 per cent), although lower than for Australia (75 per cent).

The Darwin LGA had the largest proportion of people aged 25-34 years who completed year 12 or equivalent (74 per cent). The Litchfield LGA had a relatively low proportion of people who had completed year 12 or equivalent (57 per cent).

Both the Litchfield and Palmerston LGA's had relatively large proportions of people who had completed an Advanced Diploma and Diploma Level (41 per cent and 40 per cent respectively).

The Darwin LGA had a large proportion of 25-34 year olds who obtained a Bachelor degree or higher (36 per cent), larger than both the Northern Territory (24 per cent) and Australia (35 per cent).



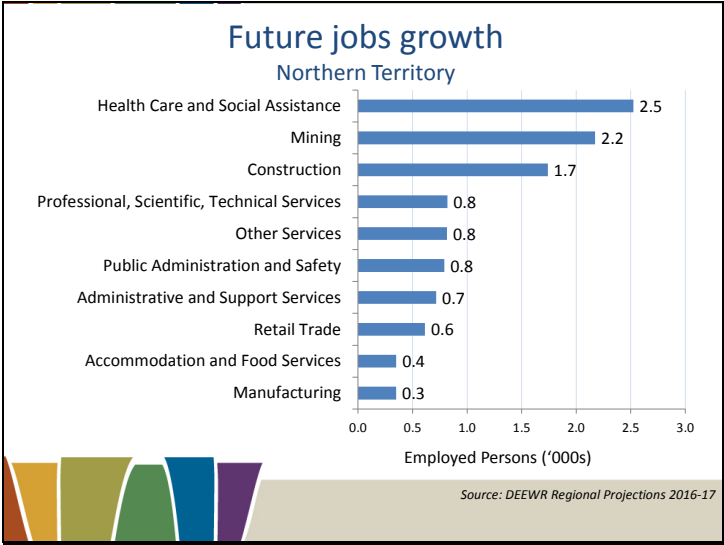
Educational Attainment and Labour Market Outcomes

Source: ABS, Census of Population and Housing, 2011

There is a strong relationship between educational attainment and employment outcomes. For those aged 25 to 34 years in Darwin, there were high unemployment rates for those who had completed Certificate I & II but had not completed Year 12 (9.8 per cent) and those who did not complete Year 12 without any further post school qualification (6.4 per cent).

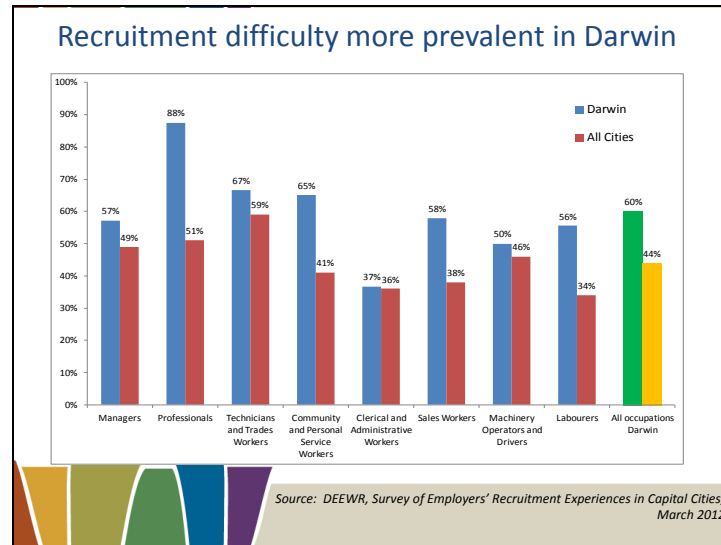
Unemployment rates are considerably lower for those who have completed a tertiary education at the Bachelor degree, Advanced Diploma and Diploma Level. It should also be noted that employment outcomes are better for those who have attained Certificate Levels III or IV. This emphasises the importance of post school education in ensuring success in gaining employment.

Despite the relationship between labour market outcomes and education, people who hold Certificate I & II Levels still have an extremely high participation rate in Darwin.



Regional Projections

Source: DEEWR Regional Projections 2016-17



Employer Survey Results– Darwin

Recruitment difficulty was most frequently reported in the Professionals, Technicians and Trades Workers and Community and Personal Service Workers occupation groups.

For all occupation groups, employers in Darwin more commonly reported recruiting difficulty compared with all cities. This was particularly prevalent for Professionals, Community and Personal Service Workers, Sales Workers and Labourers occupation groups.



Importance of Employability Skills

Source: DEEWR, Survey of Employers' Recruitment Experiences – Darwin 2012

A 2012 survey of employers in Darwin found that:

22% of employers filled vacancies with staff who lacked skills and capabilities to do the job

21% of employers hired staff lacking job specific skills:


- 18% Experience
- 6% Technical/working skills
- 4% Qualifications/licensing /registration requirements

Very few employers willing to hire staff lacking in employability skills (4%):

- 2% Motivation
- 1% Organisation
- No employer hired staff lacking in teamwork or communication skills

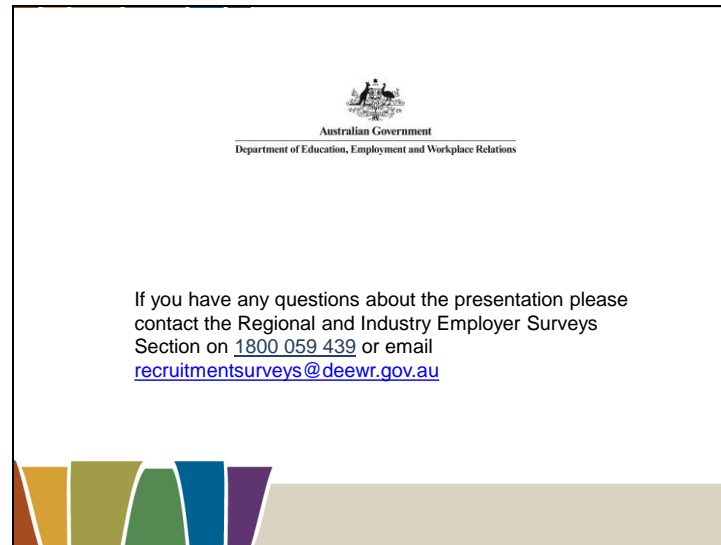
Conclusion

- Labour market conditions remain strong
 - Low unemployment
 - Strong employment growth driving high demand for workers
 - Difficulty recruiting for occupations at all skill levels
 - Some signs that labour market conditions may be moderating
- Meeting the shortage of labour with:
 - Employees from Interstate
 - Employees from overseas (skilled migration)
- However, groups still missing out:
 - Indigenous, lower educated, disengaged youth
- Job seekers need to be job ready
 - Employability skills, positive attitudes
 - Literacy/numeracy, English proficiency
 - Training/apprenticeships
- Stakeholders need to work together: providers, educational institutions, employers and job seekers



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