



Australian Government  
Department of Employment

Slide 1 Department of Employment. Presentation given on 18 September 2014 on the Labour market of the Far South Coast of New South Wales.

Presentation given by Ivan Neville Branch Manager Labour Market Research and Analysis Branch based on survey undertaken in February 2014 of Illawarra Priority Employment Area.

## Slide 2 Map of Far South Coast (Regional Development Australia RDA)



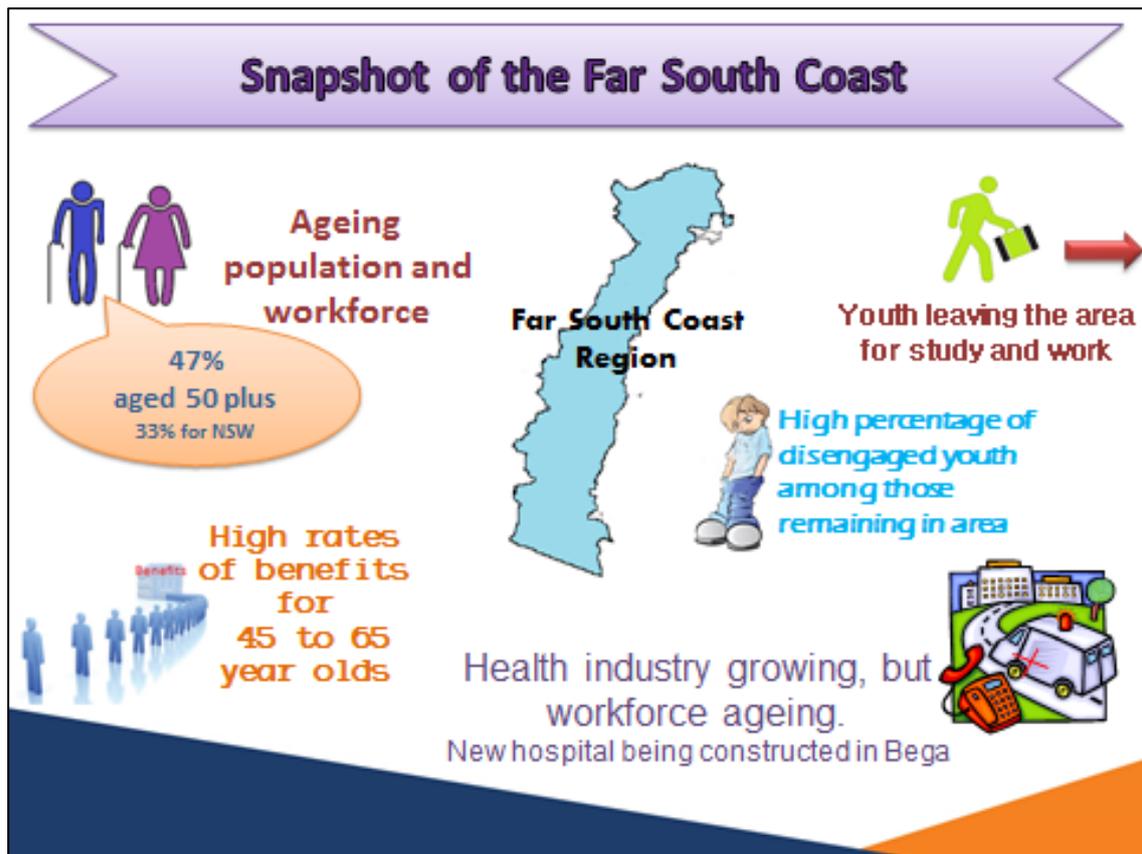
Far south Coast RDA is made up of the following Local Government Areas (LGAs)

Shoalhaven LGA

South Coast LGA

Bega Valley LGA

## Slide 3 Snapshot of the Far South Coast



## Slide 4 Population and age profile

| Region          | Adult (15+) population | Growth (15+) 2007 to 2012 | Median age (Census 2011) |
|-----------------|------------------------|---------------------------|--------------------------|
| Shoalhaven      | 80,100                 | 8%                        | 46                       |
| Eurobodalla     | 31,000                 | 4%                        | 50                       |
| Bega Valley     | 27,600                 | 6%                        | 48                       |
| Far South Coast | 138,700                | 6%                        | 47                       |
| New South Wales | 5,925,700              | 8%                        | 38                       |

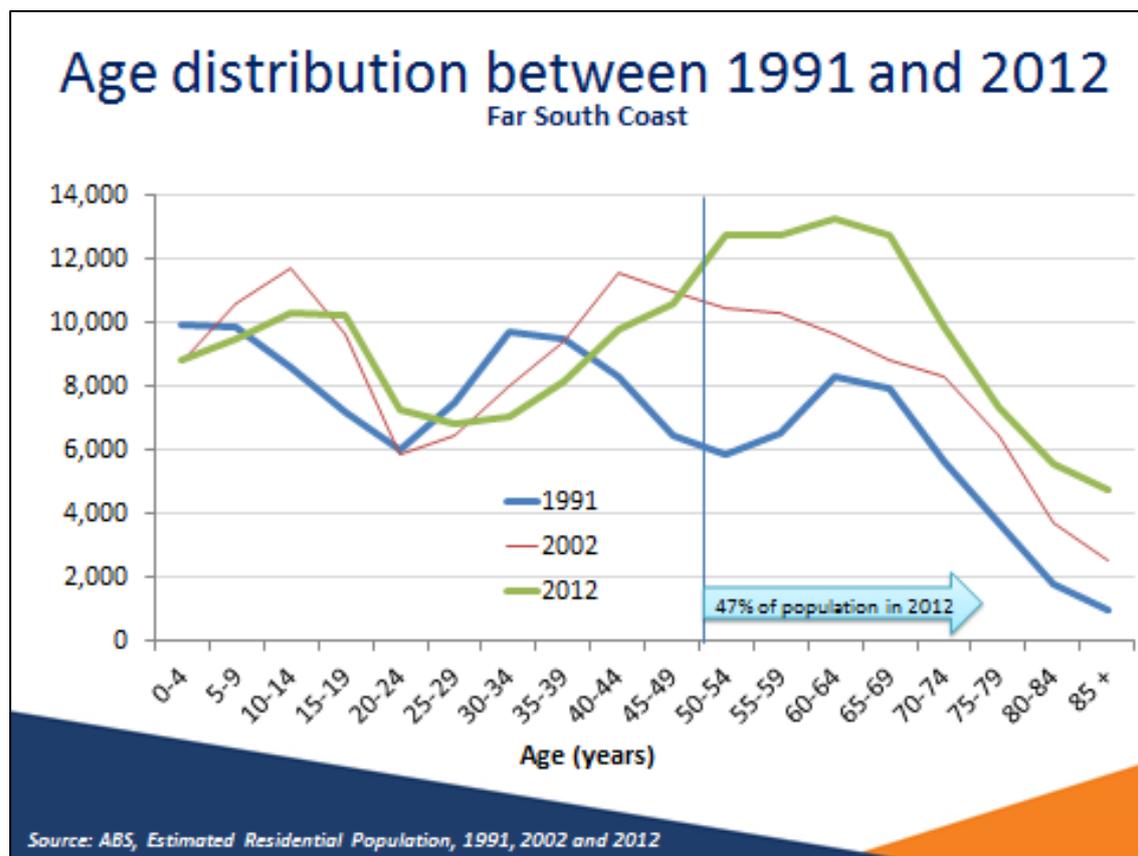
*Source: ABS, Estimated Residential Population, 2012; ABS, Census of Population and Housing, 2011*

The adult population (15 years+) for the Far South Coast in 2012 was 138,700, an increase of 6 per cent from 2007, below the growth rates for both New South Wales and Australia (8 per cent and 10 per cent respectively). The largest adult population growth in the region was in Shoalhaven (8 per cent), while the adult population in Eurobodalla grew by only 4 per cent.

At the time of the 2011 Census, the proportion of the population aged between 18 and 24 years (6 per cent) was lower than New South Wales (11 per cent).

At the time of the 2011 Census, the median age in the Far South Coast was 47 years, considerably higher when compared with New South Wales (38 years) and Australia (37 years). The median age was highest in the Eurobodalla LGA (50 years). A larger proportion of the Eurobodalla population (27 per cent) is aged over 65 years of age when compared the Far South Coast overall (24 per cent).

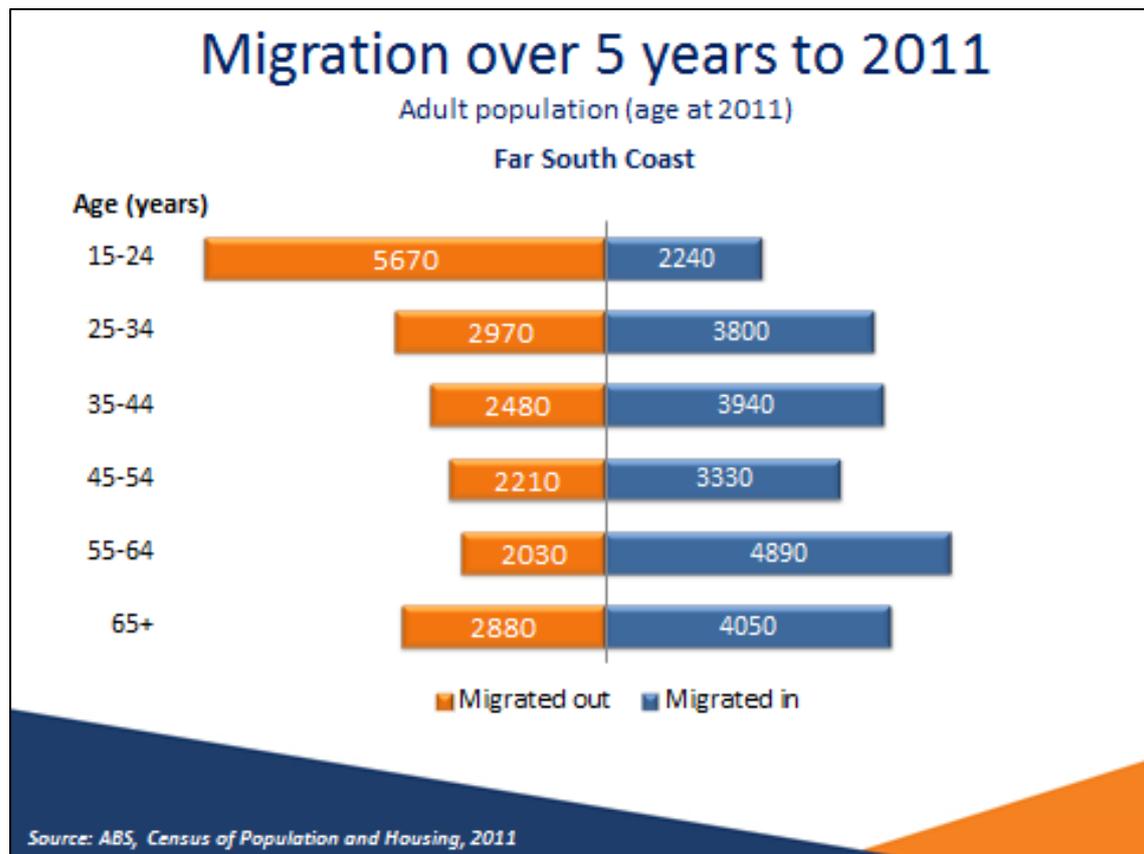
## Slide 5 Age distribution between 1991 and 2012



Source: ABS, Estimated Residential Population, 1991, 2002, and 2012

In the 21 years from 1991 to 2012 the largest growth in population in the Far South Coast region has been in the 45 years plus age group. This has coincided with a slight increase of those under the age of 15 years. In contrast, there has been a 18 per cent decrease in the 25 year to 39 year old (prime age) age group over this period. This is a common demographic feature for many regional areas and is partially due to young people not returning to the area after departing for better opportunities and study. Some 47 per cent of all residents in the Far South Coast Region are aged 50 years and over compared to 33 per cent nationally.

## Slide 6 Migration over 5 years to 2011

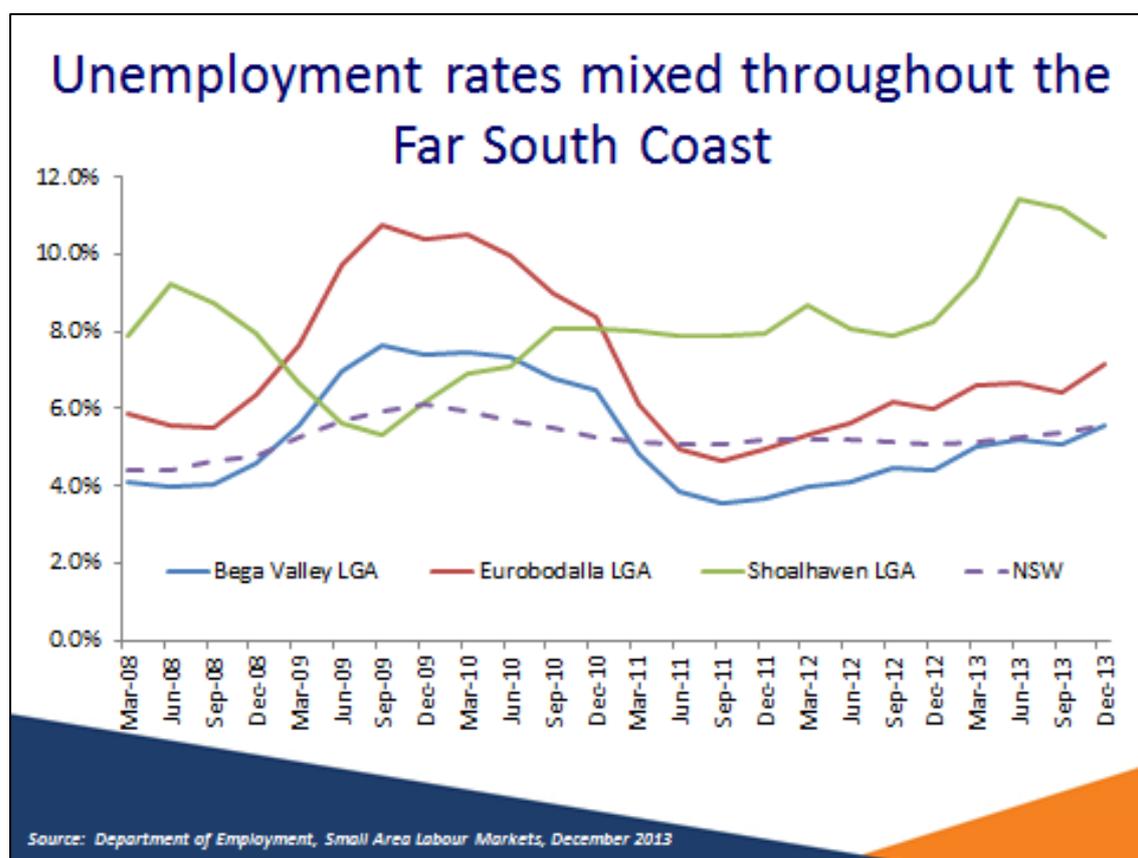


Source: ABS, Census of Population and Housing, 2011

The age group responsible for the largest migration out of the Far South Coast is the 15 to 24 years age group (a net figure of 3430 persons moving out of the region).

The largest migration into the area occurred in the 55 to 64 years age group (a net figure of 2860 persons moving into the region).

## Slide 7 Unemployment rate mixed throughout the Far South Coast



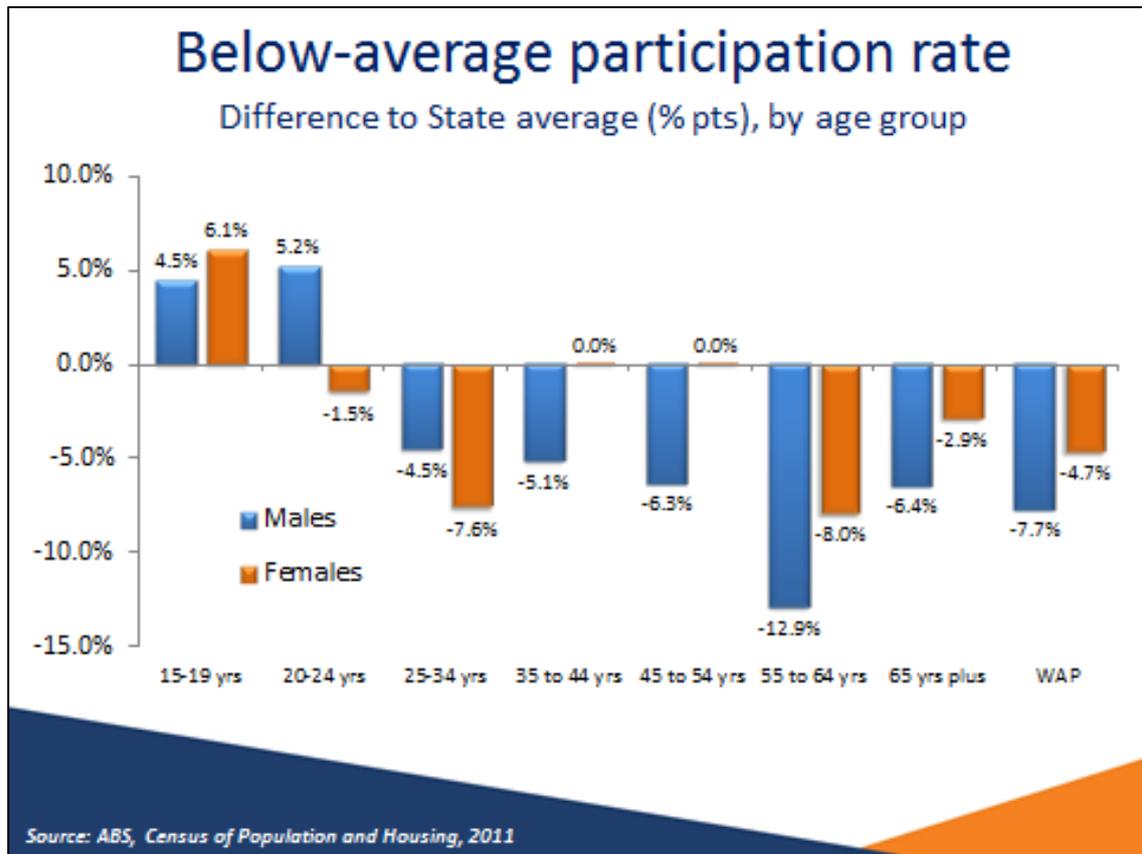
Source: Department of Employment Small Area Labour Markets, December 2013

The Unemployment rate for the Far South Coast stood at 8.7 per cent as of December 2013, a rise of 1.8 percentage points in 12 months. The unemployment rate for the Far South Coast has been consistently higher than that for New South Wales; however, the story is somewhat different for the three LGAs that make up the region.

Both the Eurobodalla LGA and Bega Valley LGA unemployment rates rose sharply following the October 2008 GFC, peaking at 10.7 per cent and 7.6 per cent respectively in September 2009. Eurobodalla LGA's unemployment rate has since fallen to 7.1 per cent while Bega LGA has fallen to 5.6 per cent in line with New South Wales (also 5.6 per cent). In contrast Shoalhaven has experienced a gradual and prolonged increase from a low in September 2009 of 5.3 per cent to a high in June 2013 of 11.4 per cent.

The rate in December 2013 stood at 10.4 per cent, much higher than the New South Wales rate of 5.6 per cent.

## Slide 8 Below-average participation rate



Source: ABS, Census of Population and Housing, 2011

Participation rates for adults in the Far South Coast are well below the national average, except for young adults (aged 15-24 years) who are less likely to be studying than young adults living elsewhere. Participation rates are particularly low for adult males aged between 45-64 years.

## Slide 9 High rates of income support

| Region          | Proportion of the working age population (WAP) on |                       |                     |
|-----------------|---|-----------------------|---------------------|
|                 | Centrelink benefits                               | Unemployment benefits | Disability benefits |
| Shoalhaven      | 27%   | 9%                    | 10%                 |
| Eurobodalla     | 29%   | 9%                    | 11%                 |
| Bega Valley     | 23%   | 7%                    | 10%                 |
| Far South Coast | 26%   | 9%                    | 10%                 |
| New South Wales | 17%   | 5%                    | 5%                  |

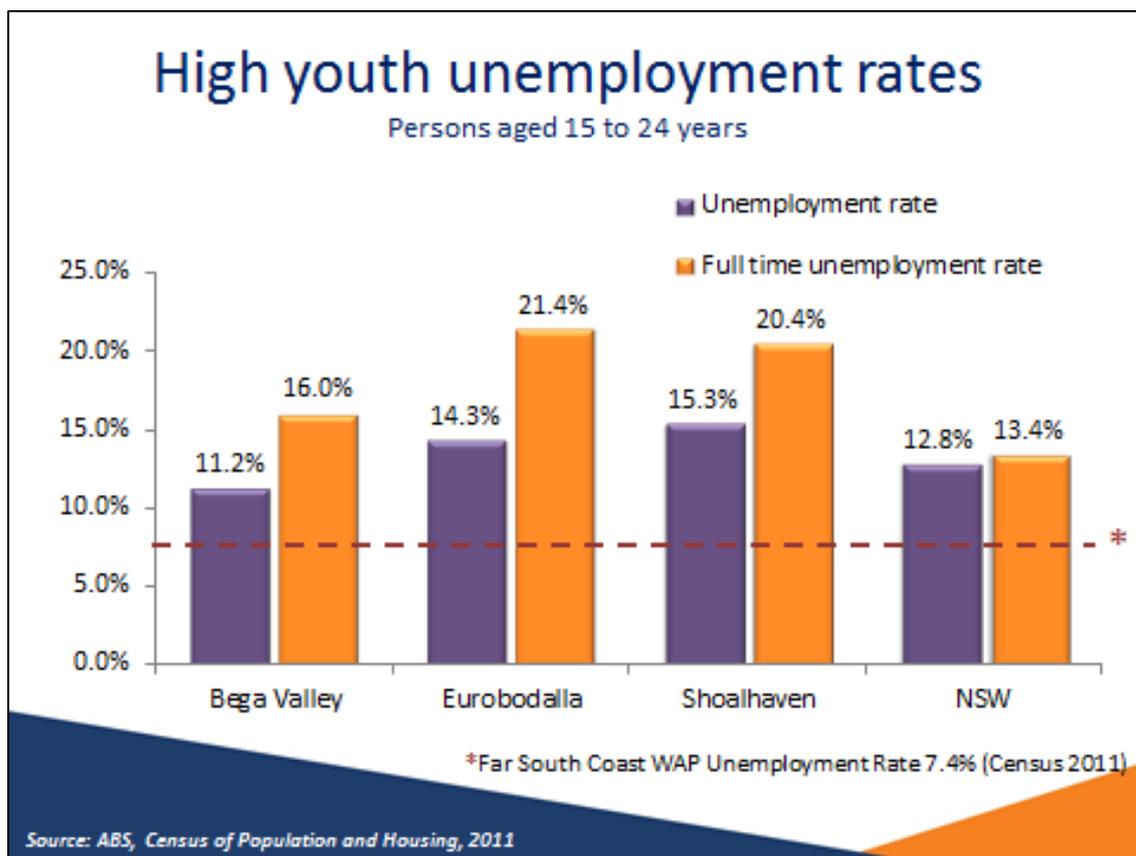
*Source: Department of Employment administrative data, June 2014; ABS, Estimated Residential Population, 2012*

In June 2014, 26 per cent of the working age population in the Far South Coast were in receipt of an income support payment. This figure is higher when compared with New South Wales overall (17 per cent).

Some 9 per cent of the working age population in the Far South Coast region were in receipt of an unemployment benefit, also higher than New South Wales (5 per cent). Eurobodalla and Shoalhaven had the largest proportion of the working age population in receipt of unemployment benefits (both 9 per cent).

Some 10 per cent of the working age population within the Far South Coast region were in receipt of Disability Support Payments, this was larger compared to both New South Wales and Australia (both 5 per cent). Similarly, the working age population in Eurobodalla had higher levels of people receiving Disability Support Payments (11 per cent).

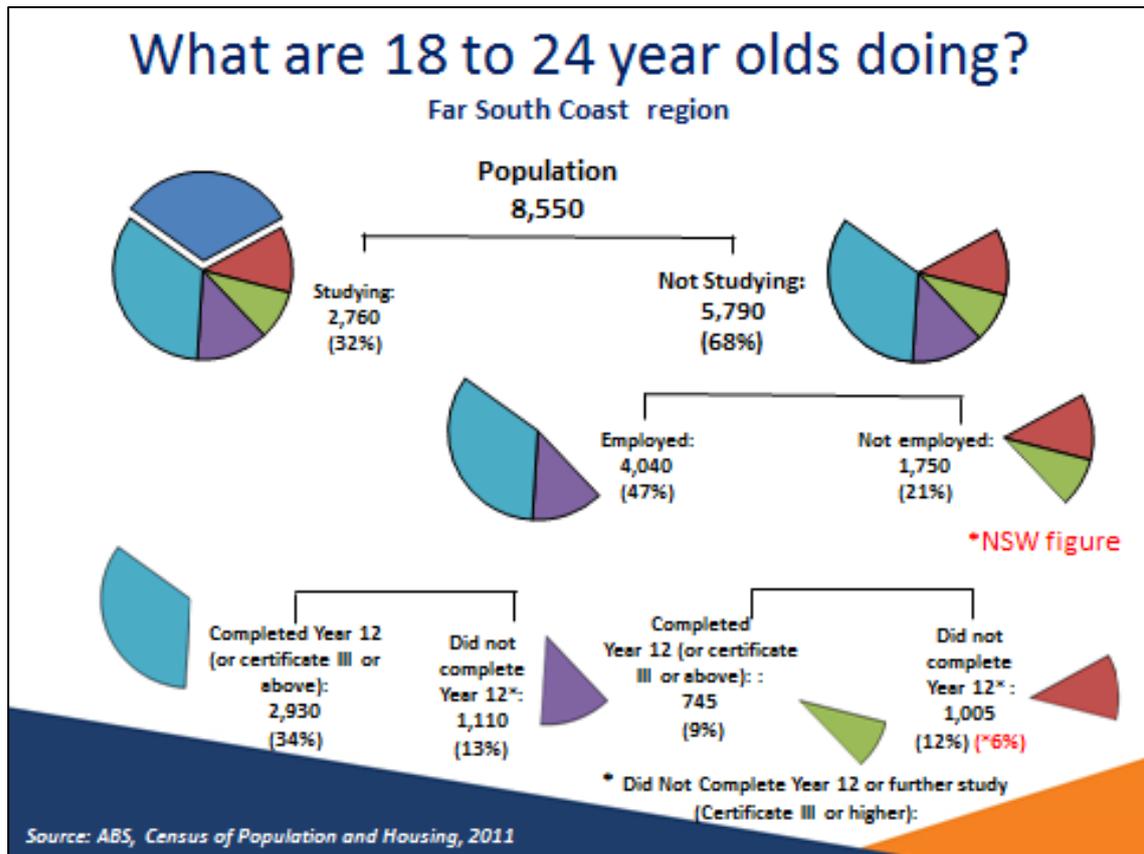
## Slide 10 High youth unemployment rates



Source: ABS, Census of Population and Housing, 2011

At the time of the 2011 Census, the youth unemployment rate in the Far South Coast (14.5 per cent) was 1.7 percentage points higher than NSW and the full-time unemployment rate (19.7 per cent) was 6.3 percentage points higher than NSW. The youth unemployment rate in the Bega Valley (11.2 per cent) was the lowest in the region, while Shoalhaven had the highest youth unemployment rate (15.3 per cent). Eurobodalla had the highest youth full-time unemployment rate (21.4 per cent).

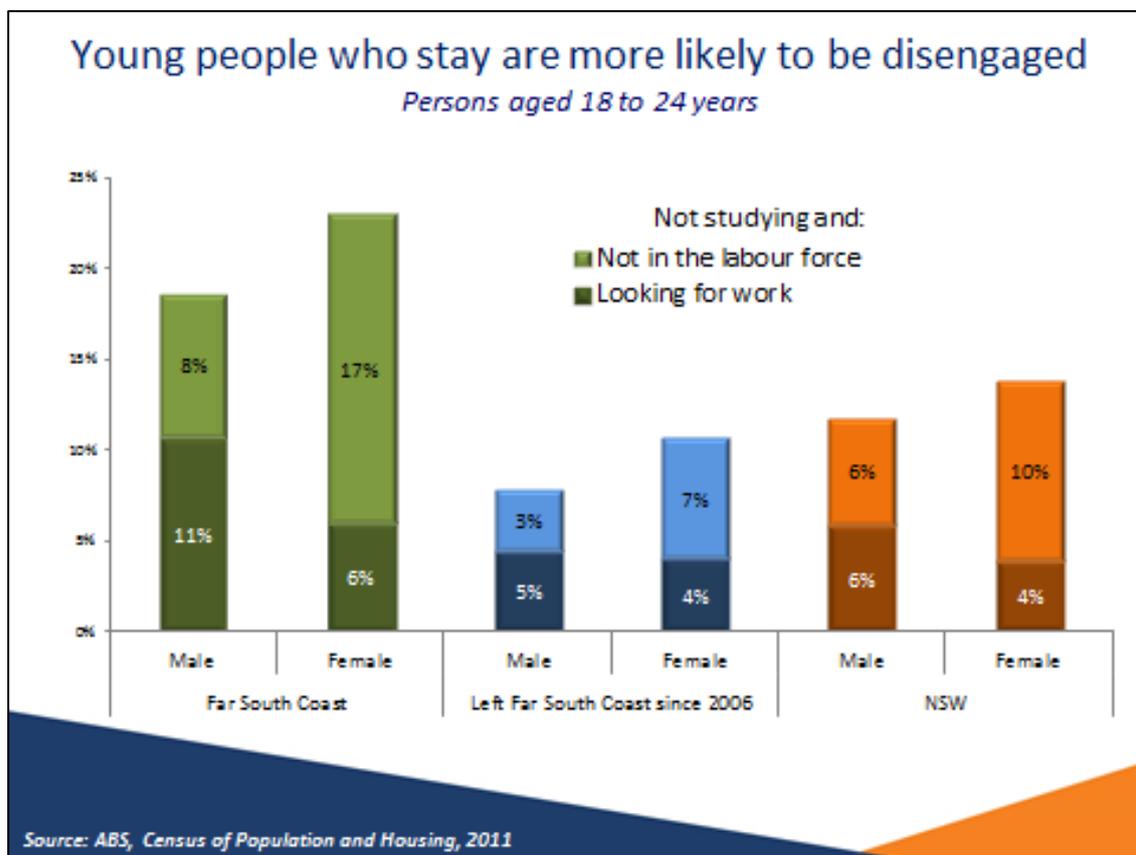
Slide 11 What are 18 to 24 year olds doing?



Source: ABS, Census of Population and Housing, 2011

At the time of the 2011 Census, only 32 per cent of youth aged between 18 and 24 years were studying. Of this cohort, 7 per cent had completed Year 12 or a Certificate III or higher qualification but were unemployed, while had not completed Year 12 or a Certificate III or higher qualification and were unemployed.

## Slide 12 Young people who stay are more likely to be disengaged



Source: ABS, Census of Population and Housing, 2011

Young people who remain in Far South Coast are far more likely to be disengaged than those that had left the region since 2006. Some 20 per cent of young people (aged 18-24 years) in Far South Coast were neither studying nor working compared with 9 per cent for those that had left. Disengagement was particularly high amongst young females in Far South Coast with 23 per cent not studying nor working. In contrast, only 8 per cent of young males who had left the region were not studying or working.

## Slide 13 Lower educational attainment

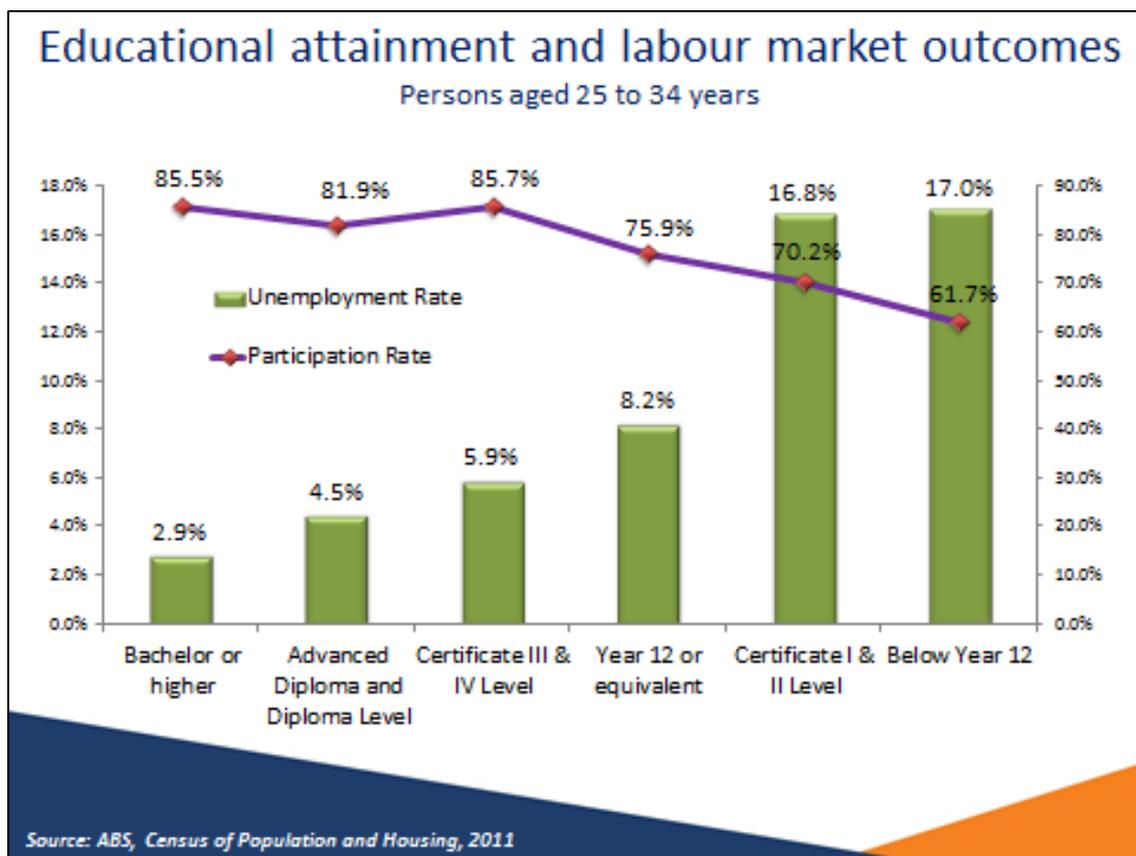
| Region          | Below year 12 | Certificate I & II | Completed Year 12 | Advanced Diploma, Diploma or Certificate III & IV | Attained Bachelor Degree or Higher |
|-----------------|---------------|--------------------|-------------------|---|------------------------------------|
| Shoalhaven      | 22%           | 2%                 | 17%               | 43%   | 16%                                |
| Eurobodalla     | 26%           | 2%                 | 18%               | 40%   | 14%                                |
| Bega Valley     | 24%           | 2%                 | 19%               | 39%   | 16%                                |
| Far South Coast | 23%           | 2%                 | 18%               | 42%   | 15%                                |
| New South Wales | 13%           | 1%                 | 18%               | 30%   | 38%                                |

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

At the time of the 2011 Census, a smaller proportion (57 per cent) of 25 to 34 year olds in the Far South Coast region had gone on to complete a non-school qualification, when compared with New South Wales (68 per cent). Those that did were also far more likely to have completed an Advanced Diploma, Diploma or Certificate III & IV (42 per cent of those aged 25-34 years) than a Bachelor Degree or Higher (15 per cent). In contrast, in New South Wales 30 per cent of those aged 25-34 years had completed an Advanced Diploma, Diploma or Certificate III & IV, while 38 per cent had completed a Bachelor Degree or Higher.

Additionally, 25 per cent of 25 to 34 year olds in the Far South Coast had not completed Year 12 or higher, compared with only 14 per cent for New South Wales.

## Slide 14 Educational attainment and labour market outcomes

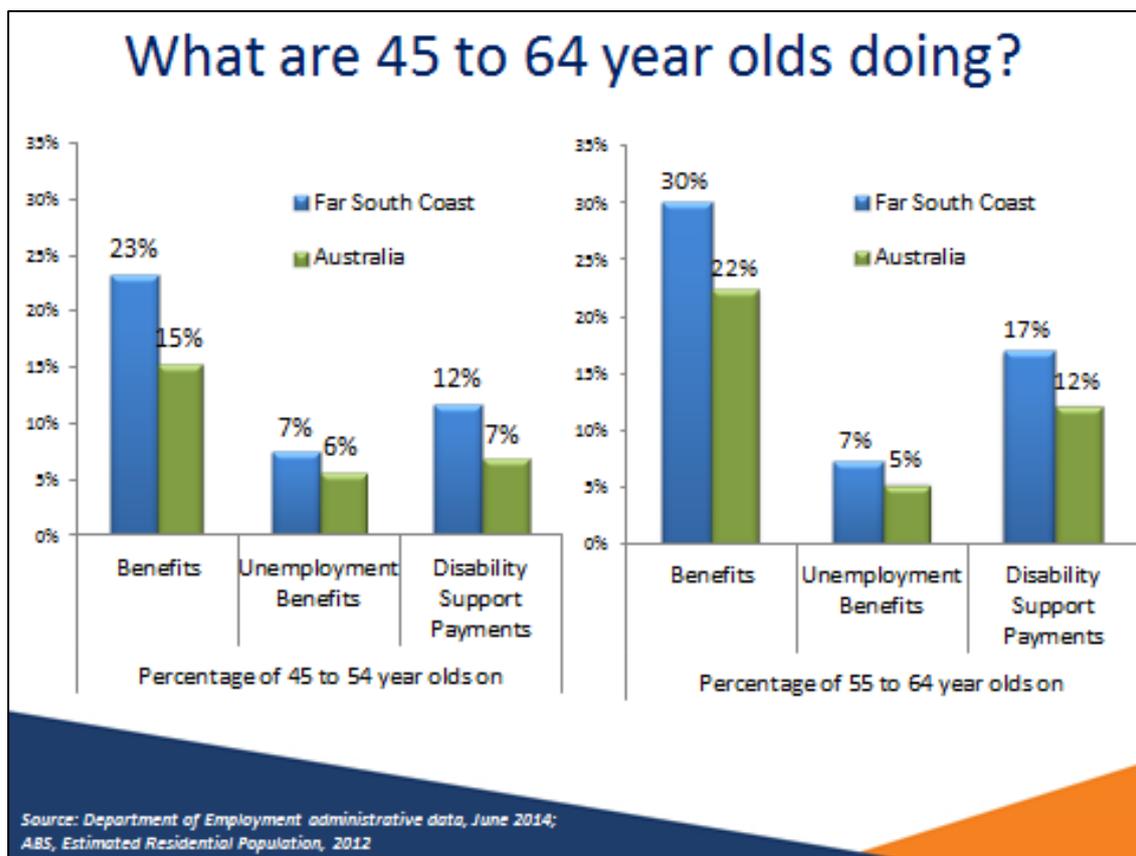


Source: ABS, Census of Population and Housing, 2011

There is a strong relationship between educational attainment and employment outcomes. For those aged 25 to 34 years in the Far South Coast region, there were high unemployment rates for those who had completed Certificate I & II but did not complete Year 12 (16.8 per cent) and those who did not complete Year 12 without any further post school qualification (17.0 per cent).

Unemployment rates are lower for those who have completed a tertiary education at the Bachelor degree, Advanced Diploma and Diploma Level. This emphasises the importance post-school education has in ensuring success in gaining employment. It should also be noted that employment outcomes are considerably better for those who have attained Certificate Levels III or IV than for those who have not completed Year 12 or only attained Certificate Levels I & II.

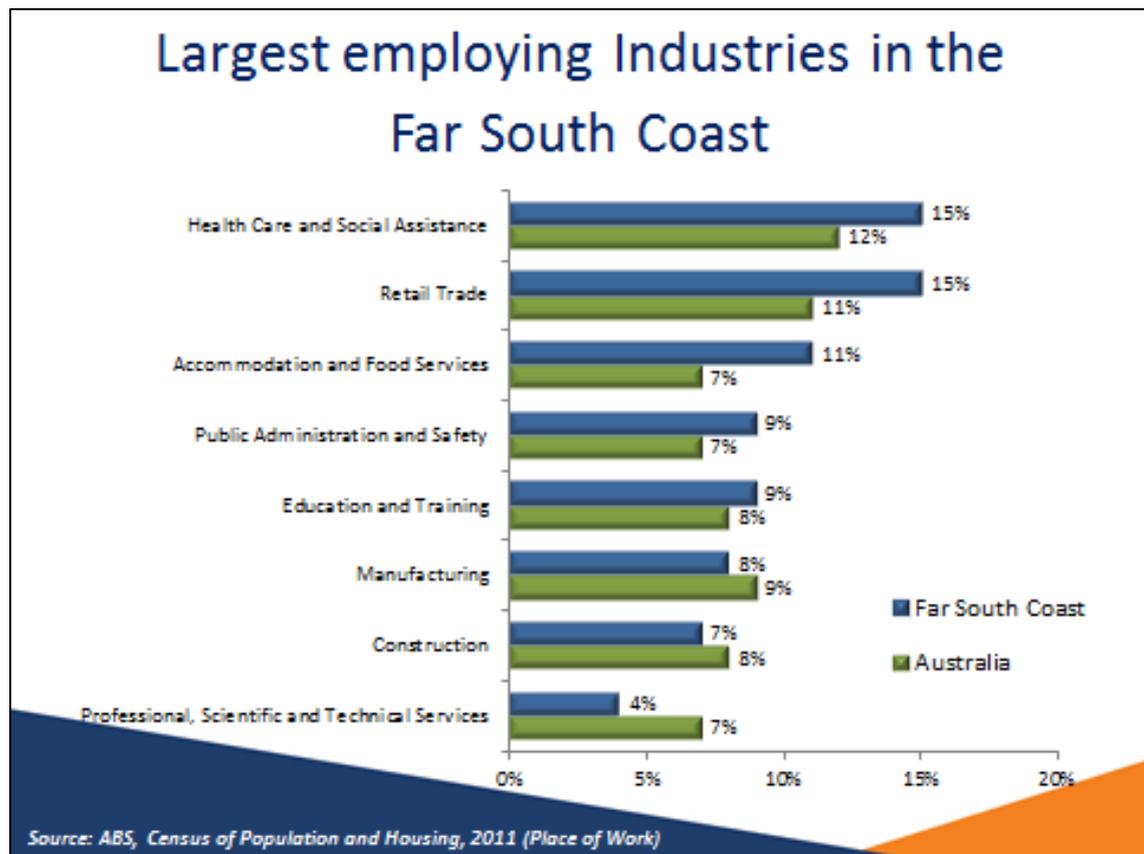
## Slide 15 What are 45 to 64 year olds doing?



Source: Department of Employment administrative data, December 2013; ABS, Estimated Residential Population, 2012

Reliance on Income Support Payments is particularly high for those aged 45 to 64 years in the Far South Coast region when compared with Australia overall. This is especially so for those aged 55 to 64 years. Disability Support Payments are the most common benefit and a far higher proportion of the age group receive this payment when compared to Australia overall.

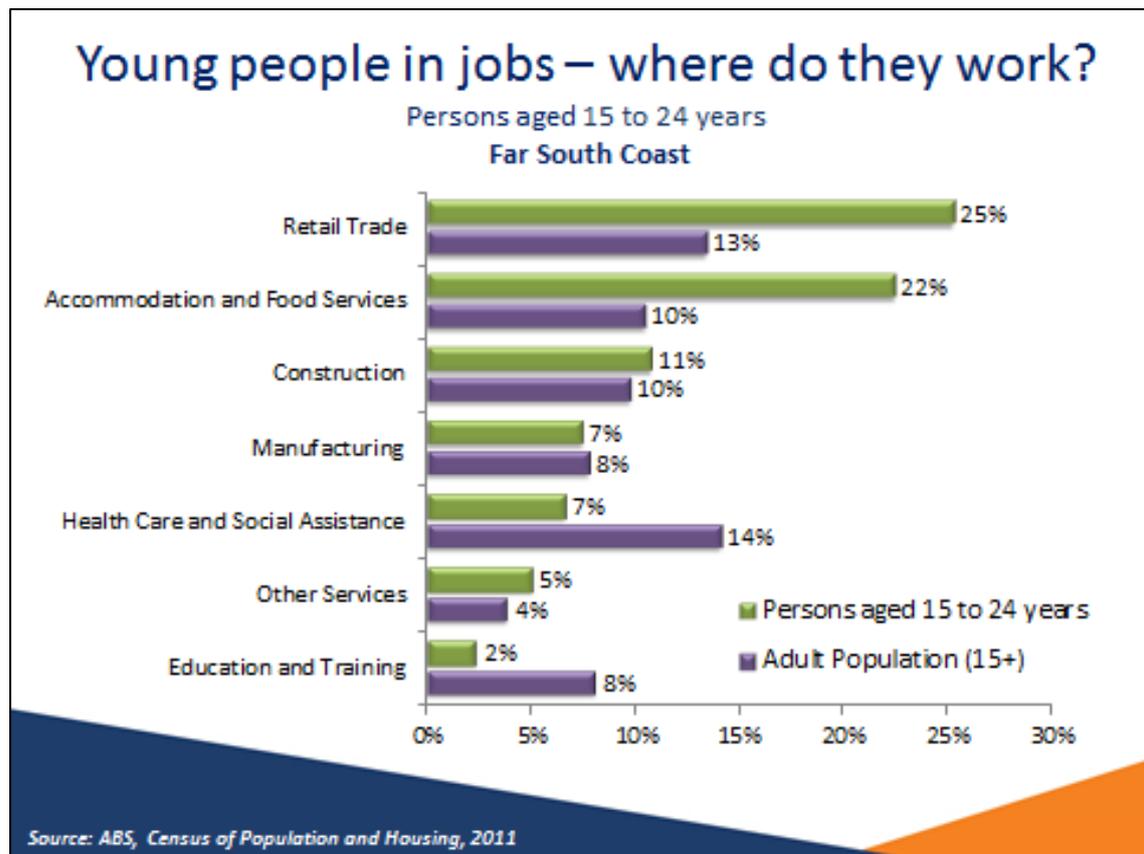
## Slide 16 Largest employing industries in the Far South Coast



Source: ABS, Census of Population and Housing, 2011 (Place Of Work)

The industries with the largest employment in the Far South Coast are the Health Care and Social Assistance and Retail Trade industries (15 per cent). Accommodation and Food Services (11 per cent) is also a large employing industry and accounts for a higher proportion of employment within the Far South Coast region than across Australia overall (7 per cent).

## Slide 17 Young people in jobs – where do they work?



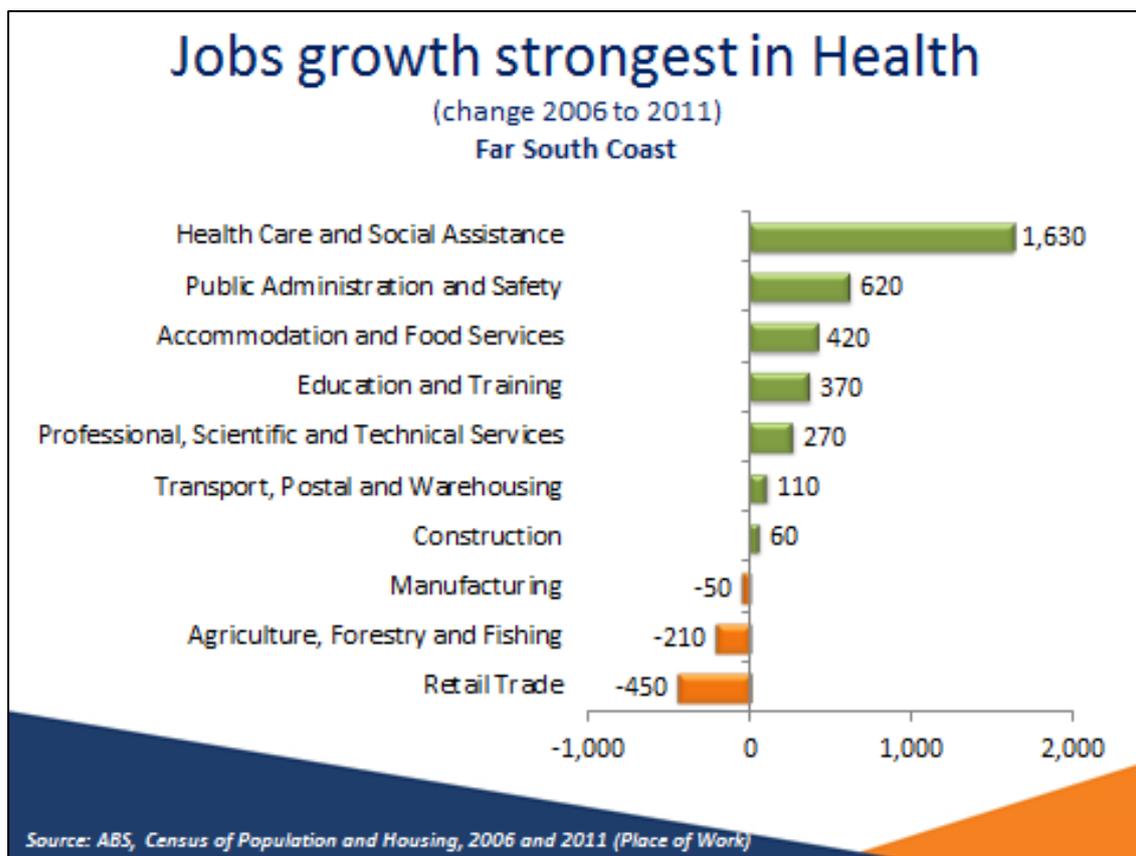
Source: ABS, Census of Population and Housing, 2011

The Retail Trade and Accommodation and Food Service industries employ nearly half (25 and 22 per cent respectively) of people aged 15 to 24 years in the Far South Coast. These industries offer a range of entry level occupations for young people such as Sales Assistants, Baristas and Wait staff, however, these industries can also be extremely vulnerable to economic instability.

The third largest employing industry for young people in the region is the Construction industry (11 per cent), which accounted for a similar proportion of total employment as it did for NSW and Australia (8 per cent and 9 per cent respectively). This was followed by the Manufacturing (7 per cent, same as NSW and Australia) and Health Care and Social Assistance (8 per cent, NSW 8 per cent and Australia 7 per cent) industries.

Other Industries includes Automotive Repair and Maintenance; Personal and Other Services such as Hairdressers and Beauty, Funeral and Crematorium, Laundry and Dry Cleaning, Photographic and Brothel services; Religious Services; Business and Professional Association Services; Labour Association Services and Other Interest Groups such as RSPCA, Community Animal Shelters, Landcare Groups and Parent and Teacher Associations.

## Slide 18 Jobs growth strongest in Health



Source: ABS, Census of Population and Housing, 2006 and 2011 (Place of Work)

From 2006 to 2011 total employment growth was 2,700. The Health Care and Social Assistance industry had the highest employment growth (1,630 people), followed by Public Administration and Safety (620 people) and Accommodation and Food Services (420 people). Retail Trade had the largest declined in employed people (450 people) followed by Agriculture (210 people).

#### Public Administration and Safety Industry

The growth in the Public Administration and Safety Industry was due in most part by the opening of the new South Coast correctional facility located in Nowra, December 2010.

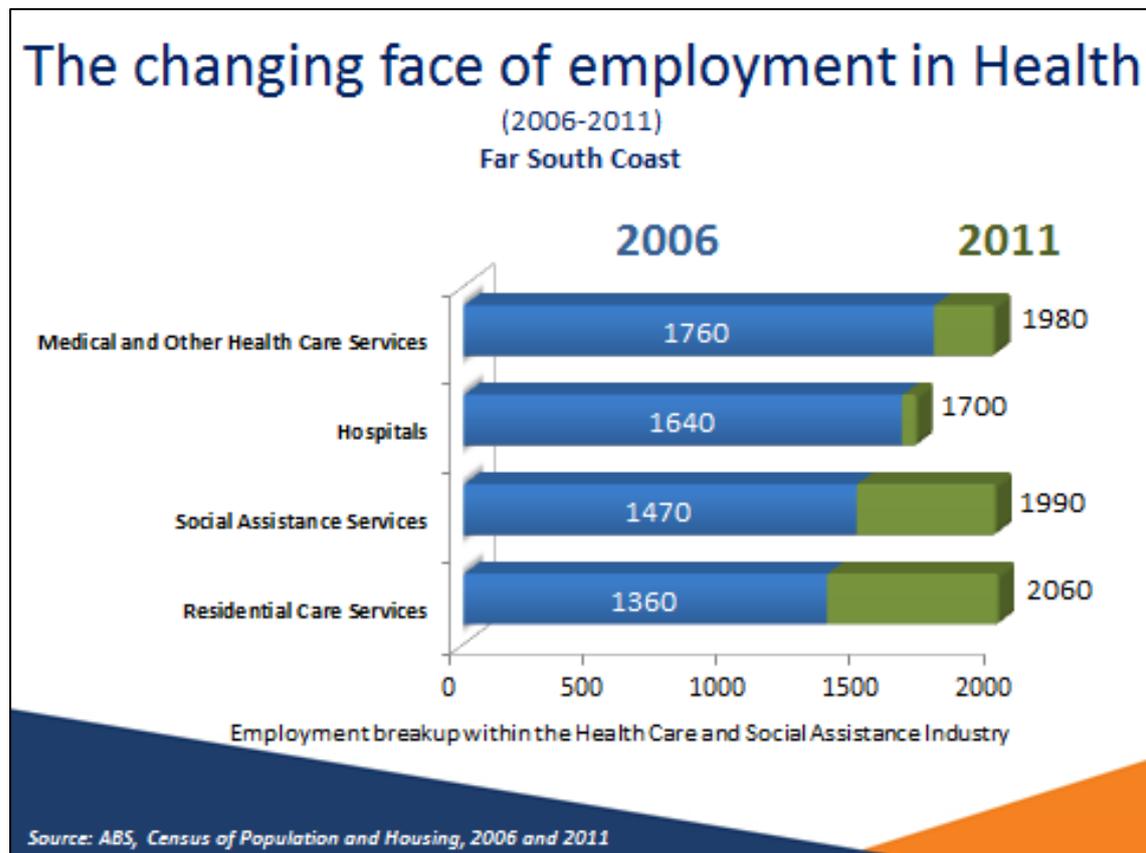
Consequently employment in the Correctional and Detention Services grew by over 170 places.

The majority of all employment growth in the Public and Administration and Safety Industry was largely in skilled jobs.

|  |     |
|--|-----|
| Professionals and Managers             | 22% |
| Technicians and Trades Workers         | 23% |
| Community and Personal Service Workers | 39% |

The growth in Technicians and Trades Workers was predominantly in Defence. HMAS Albatross is located in Nowra.

## Slide 19 The changing face of employment in Health (2006-2011)



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

The growth within the Health and Social Assistance Industry in the years between 2006 and 2011 occurred in:

- Residential Care Services with 705 employment growth
- Social Assistance Services with 520 employment growth
- Medical and Other Health Care Services with 225 employment growth
- Hospitals with 55 employment growth.

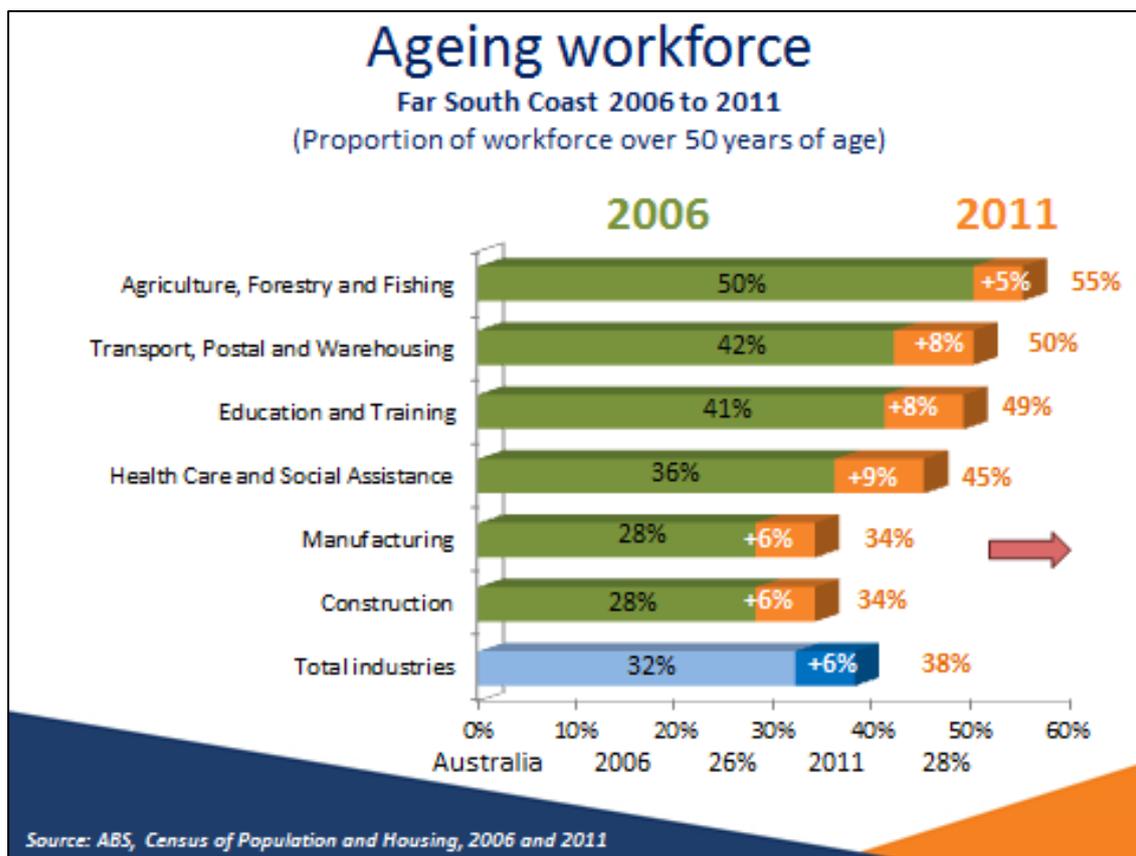
Growth

- 9 per cent of the overall growth was in the Child care Services
- 10 per cent was in Other Allied Health Services
- 23 per cent was in Other Social Assistances Services
- 43 per cent was Aged Care Residential Services

The increase in employment in the Aged Care Residential Services was predominantly in Community and Personal Service Workers (58 per cent) and Professionals and Managers (27 per cent).

The Other Social Assistance Services and Child care Services were also largely a growth in Community and Personal Service Workers (67 per cent and 94 per cent respectively)

## Slide 20 Ageing workforce



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

The Far South Coast has an ageing workforce with 38 per cent of those working aged 50 years or more. This is an increase of 6 percentage points since 2006 and larger than the figure for Australia overall (28 per cent).

The Agriculture, Forestry and Fishing; Transport, Postal and Warehouse, Education and Training; and Health Care and Social Assistance industries have the oldest workforces. The Health Care and Social Assistance industry workforce had seen a greater transition towards a more mature workforce with those aged 50 year or more increasing by 9 percentage points between 2006 and 2011 to stand at 45 per cent.

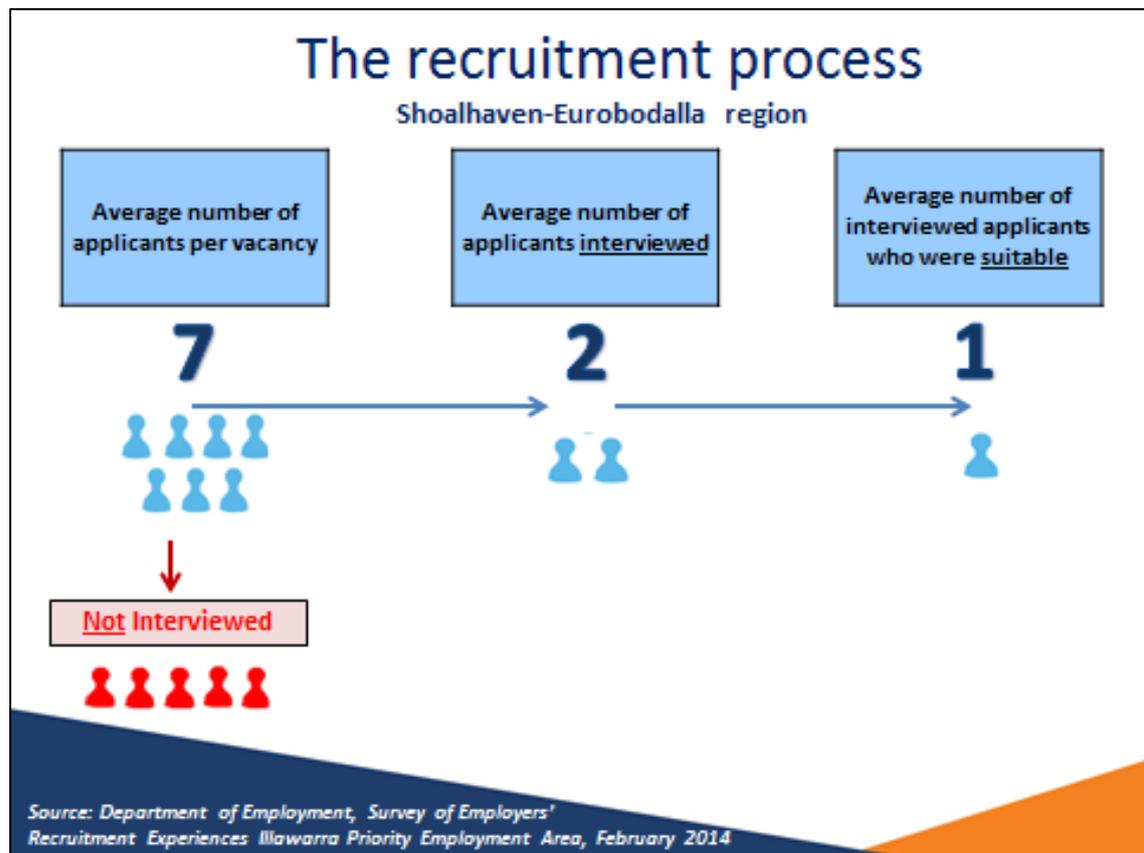
## Slide 21 Where will the jobs be in Australia?



Source: Department of Employment, 2014 Employment Projections to November 2018.

The Department of Employment has projected that, nationally, jobs will grow by 838,100 in the five years to 2018. The largest projected growth will be in the Health Care and Social Assistance industry (229,400 jobs or 16.3 per cent)). This industry accounts for 27 per cent of the overall projected jobs growth for Australia. The Education and Training industry has the second largest projected jobs growth (118,800 jobs) followed by the Retail Trade industry (98,200). The Department has projected that the Manufacturing industry will lose the most jobs (40,300) in the five years to November 2018 followed by the Mining industry (12,300). Although Mining is projected to lose fewer jobs, the impact on the industry is slightly larger than that for Manufacturing (4.5 per cent and 4.3 per cent respectively).

Slide 22 What are Employers telling us The recruitment process Shoalhaven-Eurobodalla region



Source: Department of Employment, Survey of Employers' Recruitment Experiences Illawarra Priority Employment Area, February 2014.

On average 7 individuals applied for every job. Of these 5 did not even get to the interview stage.

## Slide 23 Recruitment conditions in the Shoalhaven and Eurobodalla

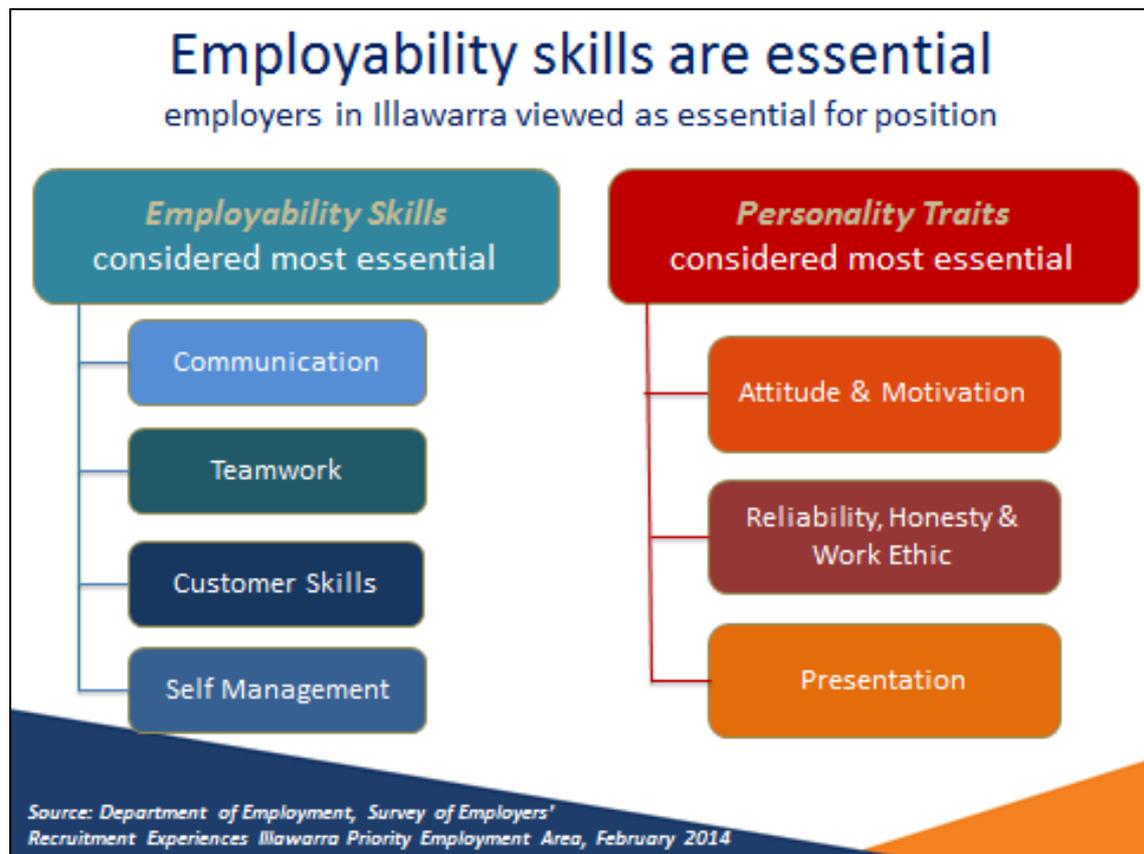


*Source: Department of Employment, Survey of Employers'*  
Recruitment Experiences Illawarra Priority Employment Area, February 2014

58% of vacancies advertised using formal methods 20% of surveyed employers advertising for lower skilled occupations through the internet and newspapers reported that at least one applicant did not qualify for an interview due to lack of experience.

For jobs advertised formally there were on average 14 applicants per position.

## Slide 24 Employability skills are essential



Source: Department of Employment, Survey of Employers' Recruitment Experiences Illawarra Priority Employment Area, February 2014

There were was range of general employability skills and personality traits that employers in the Illawarra region commonly viewed as essential for the position they recently recruited for.

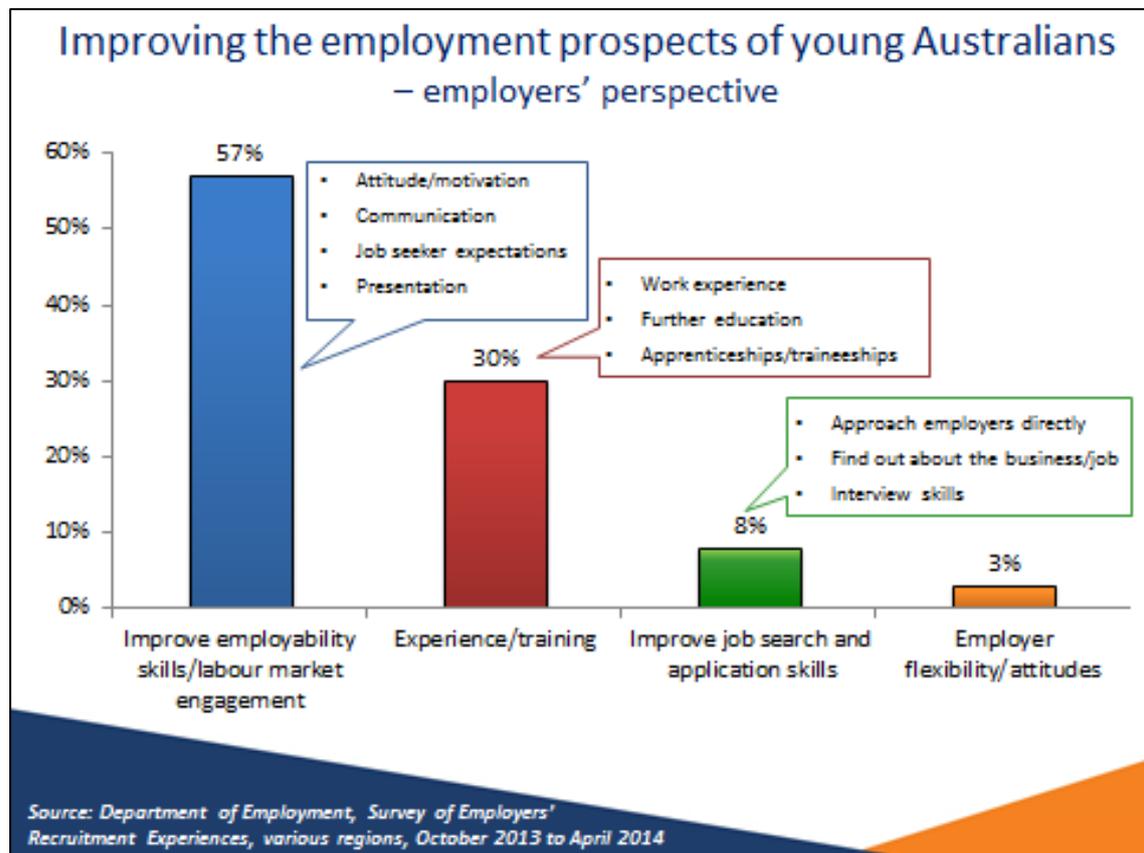
Employability skills commonly considered essential included:

- Communication
- Teamwork
- Customer Skills
- Self-Management

Personality traits commonly considered essential included:

- Attitude and Motivation
- Reliability, Honesty and Work Ethic
- Presentation

## Slide 25 Improving the employment prospects of young Australians



Source: Department of Employment, Survey of Employers' Recruitment Experiences, various regions, October 2013 to April 2014

The results in this graph are based on 2163 responding employers who were surveyed between October 2013 and April 2014 in the Gladstone Employment Service Area (ESA), Bundaberg ESA, Central Victoria region, Port Augusta – Whyalla – Port Pirie region, Sydney West-Blue Mountains region, Illawarra region, Caboolture-Sunshine Coast region and Tasmania (excluding Hobart Statistical District). Some employers provided more than one response to the question “From your experience, what do you think could be done to improve young people’s chances of getting a job?”

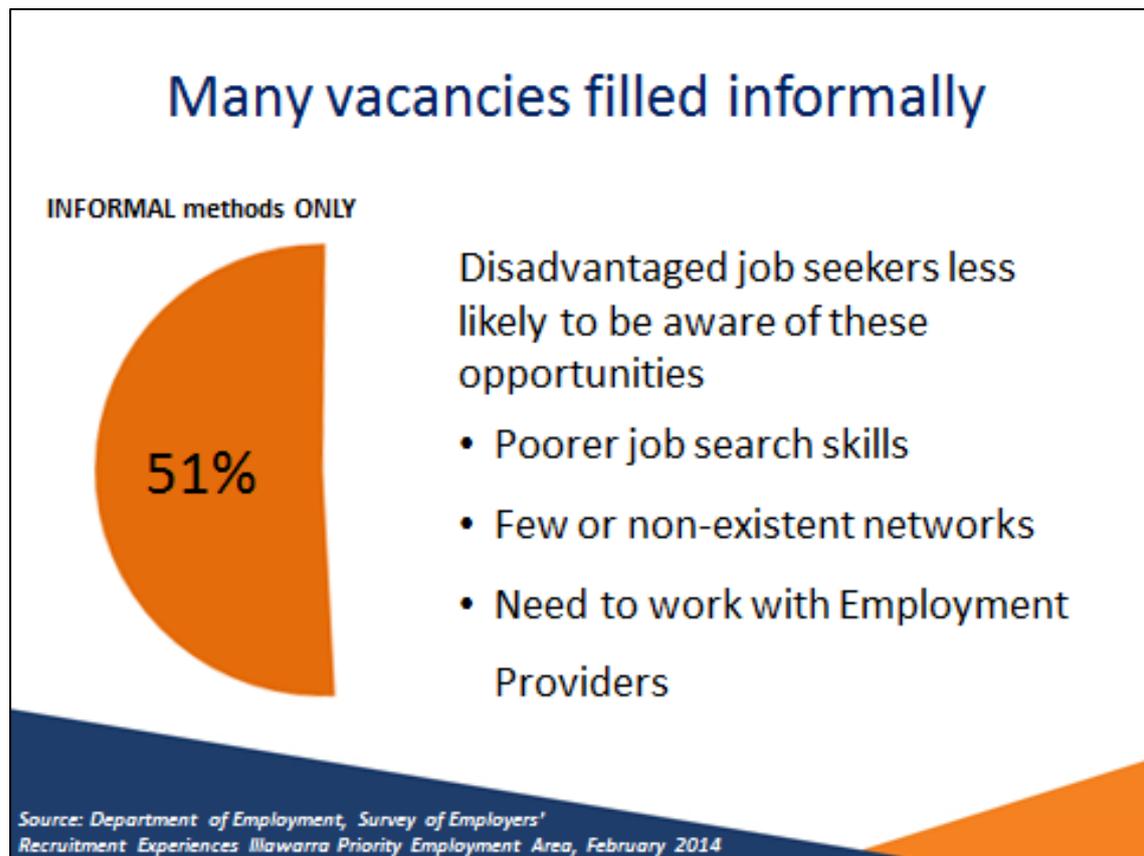
Over half of employers surveyed (57 per cent) believed that improving employability and labour market engagement would improve youth labour market outcomes, most particularly:

- Attitude/motivation
- Communication
- Job seeker expectations
- Presentation

A substantial proportion of employers (30 per cent) believed that work experience, further education or training would improve youth labour market outcomes, in particular:

- Work experience
- Education
- Traineeships

## Slide 26 Many vacancies filled informally



Source: Department of Employment, Survey of Employers' Recruitment Experiences Illawarra Priority Employment Area, February 2014

51 per cent of employers only used informal methods of recruitment.

Disadvantaged job seekers less likely to be aware of these opportunities

- Poorer job search skills
- Few or non-existent networks
- Need to work with Employment Providers

## Slide 27 Conclusion

### Labour market

- High employment in Health Care and Social Assistance, Retail and Accommodation and Food Services
- Slow growth
- Unemployment rising
- Strong competition for vacancies
- Workforce lower skilled or more geared towards occupations requiring trades qualifications

### Demographics

- Ageing population
- Young people moving out for better opportunities
- Decreasing prime age (25-44 years) population

### Disadvantages

- Lower levels of educational attainment
- Young people who remain are more likely to be disengaged
- Mature age more likely to be on benefits

### Opportunities

- Increasing opportunities in Health Care and Social Assistance
- Good employment prospects for those willing to widen their experience and engage employers directly

## Slide 28 Questions and Further information

If you have any questions about the presentation please contact the Employer Surveys Section or Recruitment Analysis Section on:

Tel: [1800 059 439](tel:1800059439) or

[Email: recruitmentsurveys@employment.gov.au](mailto:recruitmentsurveys@employment.gov.au)

More information on labour market conditions and other research on small areas can be found on these web sites

[LMIP](http://www.employment.gov.au/LMIP) [www.employment.gov.au/LMIP](http://www.employment.gov.au/LMIP)

[Skill Shortages](http://www.employment.gov.au/SkillShortages) [www.employment.gov.au/SkillShortages](http://www.employment.gov.au/SkillShortages)

[Regional Reports](http://www.employment.gov.au/RegionalReports) [www.employment.gov.au/RegionalReports](http://www.employment.gov.au/RegionalReports)

[Australian Jobs](http://www.employment.gov.au/australianjobs) [www.employment.gov.au/australianjobs](http://www.employment.gov.au/australianjobs)

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Thank you.

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