

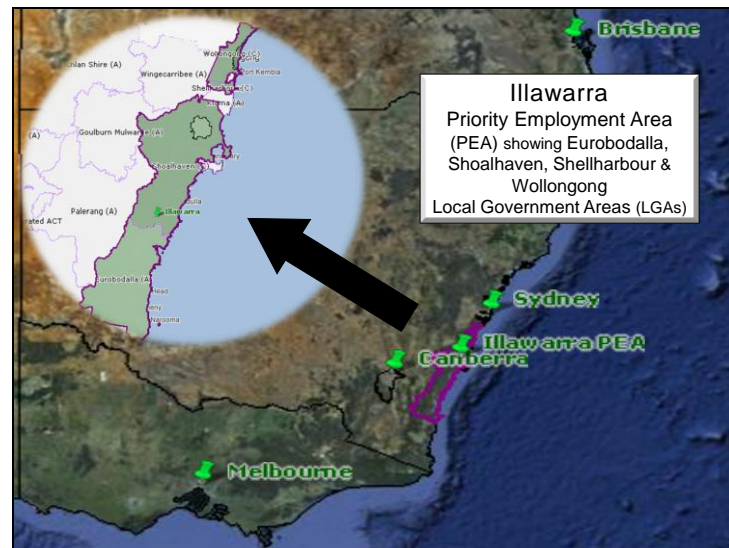
Slide 1



Survey of Employers' Recruitment Experiences – April 2012

382 employers were surveyed in the Illawarra Priority Employment Area (PEA) Survey of Employers' Recruitment Experiences was conducted in April 2012. Previous surveys in this region took place in April 2010 and June 2009.

Slide 2



Map of Illawarra Priority Employment Area

The Illawarra PEA comprises four Local Government Areas (LGAs):

- Eurobodalla
- Shoalhaven
- Shellharbour
- Wollongong

The Illawarra Labour Force Region makes up 91 per cent of the Illawarra Priority Employment Area.

Region	Adult (15+) Population (2011)	Growth (15+) 2006 to 2011	Median Age (2011)
Eurobodalla LGA	29,852	3%	50
Shoalhaven LGA	76,405	7%	46
Wollongong LGA	156,747	5%	38
Shellharbour LGA	50,043	8%	37
Illawarra PEA	313,047	6%	41
New South Wales	5,585,145	6%	38
Australia	17,363,694	9%	37

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

Population and Age Profile

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

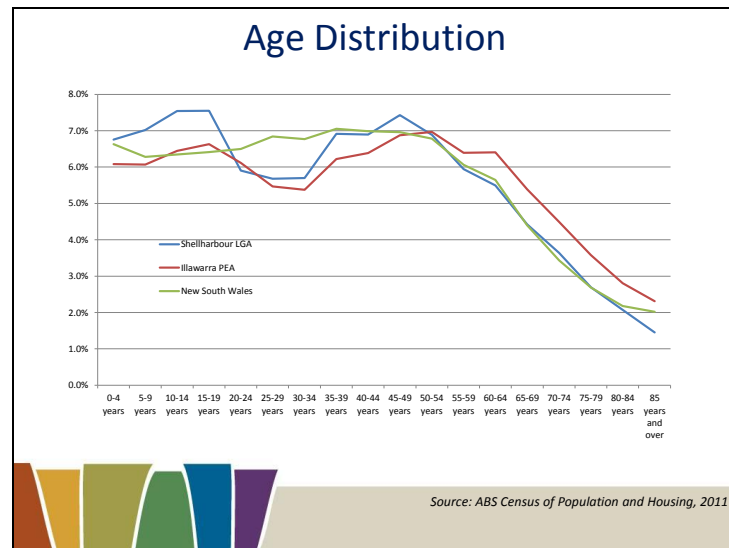
The adult population (15 years+) for the Illawarra PEA at the time of the 2011 Census was 313,047, an increase of 6 per cent from the 2006 Census.

The adult population growth between 2006 and 2011 for New South Wales and Australia was 6 per cent and 9 per cent respectively.

The Shellharbour LGA had the largest population growth (8 per cent) of all the LGAs in the area.

At the time of the 2011 Census the median age in the Illawarra PEA was 41 years, higher when compared to New South Wales (38 years) and Australia (37 years).

Slide 4



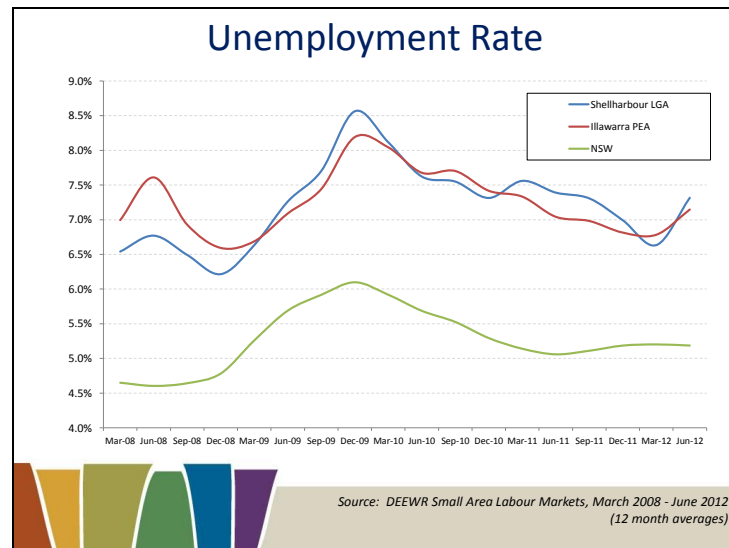
Age Distribution

Source: ABS Census of Population and Housing, 2011

The age distribution of the Illawarra PEA suggests a large migration away from the region for those aged 20 to 34, and a net inflow of persons aged 35 to 54.

There is a higher proportion of older persons in the Illawarra PEA compared with New South Wales and Australia.

Slide 5



Unemployment Rate

Source: DEEWR Small Area Labour Markets, March 2008 – June 2012 (12 month averages)

The PEA has remained consistently above the state and national unemployment rate for the last two decades.

The unemployment rate for the Illawarra PEA was sitting on 7.1 per cent in June 2012 compared with 5.2 per cent for both New South Wales and Australia.

Region	Unemployment Rate June 2012	Participation Rate Census 2011
Eurobodalla LGA	5.6 %	66.4%
Shoalhaven LGA	8.1 %	68.1%
Wollongong LGA	7.0 %	72.5%
Shellharbour LGA	7.3 %	72.9%
Illawarra PEA	7.1 %	71.1%
New South Wales	5.2 %	74.4%
Australia	5.2 %	75.8%

Source: DEEWR Small Area Labour Markets, June 2012, ABS Census of Population and Housing, 2011

Regional Disparity

Source: DEEWR Small Area Labour Markets, June 2012, ABS Census of Population and Housing, 2011 and 2006

In June 2012, the unemployment rate in the Illawarra PEA was 7.1 per cent, higher than the state and national unemployment rates both 5.2 per cent.

The LGA of Shoalhaven reported the highest unemployment rate within the PEA for June 2012 (8.1 per cent), while the Eurobodalla LGA reported the lowest unemployment rate within the PEA (5.6 per cent).

At the time of the 2011 Census, the participation rate for the Illawarra PEA (71.1 per cent) working age population was lower than NSW and Australia (74.4 per cent and 75.8 per cent respectively).

Unemployment Rate by Age and Gender

Region	Males		Females		Total	
	15-44 years	45-64 years	15-44 years	45-64 years	15-44 years	45-64 years
Shellharbour LGA	8.3%	3.8%	8.7%	4.3%	8.5%	4.0%
Illawarra PEA	9.4%	4.9%	8.6%	4.1%	9.0%	4.5%
New South Wales	7.0%	4.5%	7.1%	4.0%	7.1%	4.3%
Australia	6.8%	4.0%	6.9%	3.7%	6.9%	3.9%

Source: ABS Census of Population and Housing, 2011

Unemployment Rate by Age and Gender

Source: ABS Census of Population and Housing, 2011

At the time of the 2011 Census, the unemployment rate for younger workers (15 to 44 year olds) in the Illawarra PEA (9.0 per cent) was high compared with NSW and Australia (7.1 per cent and 6.9 per cent respectively).

The unemployment rate for younger male workers (15 to 44 year olds) in the Illawarra PEA (9.4 per cent) was higher compared with NSW and Australia (7.0 per cent and 6.8 per cent respectively).

The unemployment rate for younger female workers (15 to 44 year olds) in the Illawarra PEA (8.6 per cent) was also high compared with NSW and Australia (7.1 per cent and 6.9 per cent respectively).

Participation Rate by Age and Gender

Region	Males		Females		Total	
	15-44 years	45-64 years	15-44 years	45-64 years	15-44 years	45-64 years
Shellharbour LGA	82.3%	76.6%	70.8%	59.2%	76.5%	67.7%
Illawarra PEA	78.8%	72.7%	70.0%	60.7%	74.4%	66.6%
New South Wales	81.0%	78.8%	70.6%	66.2%	75.7%	72.4%
Australia	82.1%	80.2%	72.0%	67.7%	77.0%	73.9%

Source: ABS Census of Population and Housing, 2011

Participation Rate by Age and Gender

Source: ABS Census of Population and Housing, 2011

At the time of the 2011 Census, the participation rate for older workers (45 to 64 year olds) in the Illawarra PEA (66.6 per cent) was low compared with NSW and Australia (72.4 per cent and 73.9 per cent respectively).

The participation rate for older male workers (45 to 64 year olds) in the Illawarra PEA (72.7 per cent) was lower compared with NSW and Australia (78.8 per cent and 80.2 per cent respectively).

The participation rate for older female workers (45 to 64 year olds) in the Illawarra PEA (60.7 per cent) was also low compared with NSW and Australia (66.2 per cent and 67.7 per cent respectively).

Impact not evenly felt
Change over the 12 months to October 2012, Illawarra LFR

Change in....	Males	Females
Full-time employed	6,800	7,200
Part-time employed	-4,400	-2,300
Total employed	2,400	4,900

Source: ABS Labour Force, October 2012 (3 month averages of original data).

Impact not evenly felt

Source: ABS Labour Force, October 2012 (3 month averages)

Numbers of full-time, part-time and total employed have been rounded to the nearest 100.

Full-time employment increased and part-time employment decreased over the past 12 months for both males and females in the Illawarra PEA. However, the increase in full-time employment was smaller (6,800) and decrease in part-time employment larger (-4,400) for males, leading to a lower total increase (2,400) in employment.

Teenage Full-Time Unemployment

Region	Teenage full-time unemployment rate (15 – 19 years) October 2012	Full-time unemployment to population ratio (October 2012)
Illawarra Labour Force Region	20.0%	4.8%
New South Wales	22.9%	3.7%
Australia	24.1%	4.3%

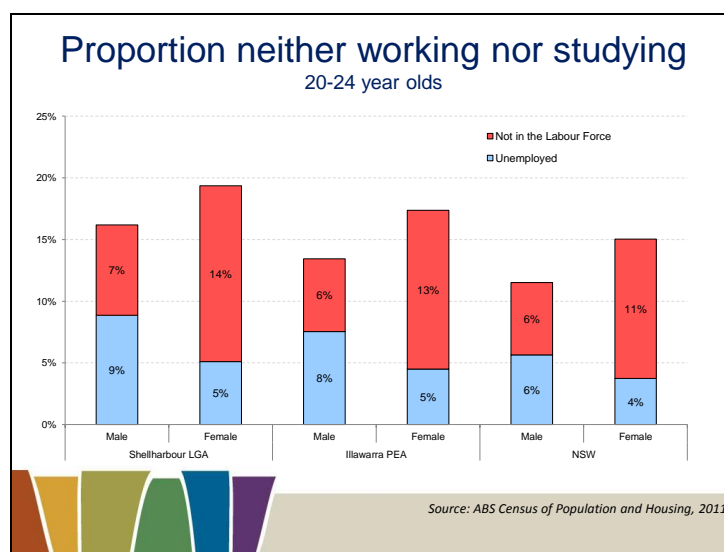
Source: ABS Labour Force, October 2012 (12 month averages)

The Teenage Labour Market

Source: ABS labour Force, October 2012 (12 month averages)

The Illawarra Labour Force Region makes up 91 per cent of the Illawarra Priority Employment Area.

The teenage full-time unemployment rate in the Illawarra LFR (20.0 per cent) was lower than both the state (22.9 per cent) and national average (24.1 per cent).



Proportion of 20-24 year olds neither working nor studying

Source: ABS Census of Population and Housing, 2011

At the time of the 2011 Census, the proportion of both males and females aged 20-24 in the Illawarra PEA who were neither employed nor studying was higher compared with NSW and Australia.

Some 8 per cent of males aged 20-24 were unemployed and not studying in the PEA (compared with 6 per cent for Australia), while 6 per cent were not in the labour force and not studying, the same as NSW and Australia.

The proportion of males aged 20-24 in the Shellharbour LGA who were unemployed and not studying (9 per cent) was particularly high.

Some 5 per cent of females aged 20-24 were unemployed and not studying, higher than NSW and Australia (both 4 per cent), while 13 per cent were not in the labour force and not studying, also higher than NSW and Australia (both 11 per cent).

In the Illawarra PEA, 33 per cent of all females aged 20-24 were in receipt of an income support payment (compared with 25 per cent for Australia). Some 8 per cent of all females aged 20-24 were in receipt of parenting payment single (compared with 5 per cent for Australia).

Long-Term Unemployment

Region	Long-Term Unemployed (52 weeks or more)		Duration of unemployment (weeks)
	Persons	Percent of all unemployed	
Illawarra Labour Force Region	4,100	28%	61
New South Wales	43,700	22%	45
Australia	118,400	19%	37

Source: ABS Labour Force, October 2012 (12 month averages)

Long term unemployment

Source: ABS labour Force, October 2012 (12 month averages)

The Illawarra Labour Force Region makes up 91 per cent of the Illawarra Priority Employment Area.

Long-term unemployed are those who have been unemployed and looking for work for at least 52 weeks.

The proportion of unemployed persons who were long-term unemployed in the Illawarra LFR (28 per cent) was greater than both the state (22 per cent) and national average (19 per cent).

The average duration of unemployment in the Illawarra LFR was 61 weeks, significantly longer compared with the state (45 weeks) and national averages (37 weeks).

Higher Rates of Income Support

Region	Proportion of WAP on Centrelink benefits	Proportion of WAP on unemployment benefits	Proportion of WAP on disability benefits	Annual change of Centrelink benefits
Eurobodalla LGA	29%	8%	11%	-3%
Shoalhaven LGA	27%	7%	10%	-3%
Wollongong LGA	21%	5%	7%	-2%
Shellharbour LGA	21%	5%	7%	-4%
Illawarra PEA	23%	6%	8%	-3%
New South Wales	17%	4%	5%	-2%
Australia	17%	4%	5%	-2%

Source: DEEWR administrative data, September 2012;
ABS Census of Population and Housing, 2011

Recipients of Centrelink Benefits

Source: DEEWR administrative data, September 2012; ABS Census of Population and Housing, 2011

In June 2012, 23 per cent of the Working Age Population (WAP) in the Illawarra PEA were in receipt of an income support payment. This was larger when compared with state and national levels (both 17 per cent).

Overall the proportion of the WAP in receipt of an income support payment within the PEA decreased by 3 per cent, with the Shellharbour experiencing the largest decrease (4 per cent) over the year to September 2012.

Six per cent of the Illawarra PEA were in receipt of an unemployment benefit, higher than the state and national levels (both 4 per cent). The Eurobodalla and Shoalhaven LGAs reported the highest proportion of the WAP in receipt of unemployment benefits (8 per cent and 7 per cent respectively).

Eight per cent of income support payment recipients within the Illawarra PEA were in receipt of Disability Support Payments, this was larger compared to both New South Wales and Australia (both 5 per cent).

Jobless Families
with children under 15 years

Region	Number of jobless families (2011)	Percentage change from 2006 to 2011	Proportion of all families who are jobless (2011)	Proportion of lone-parent families who are jobless (2011)
Eurobodalla LGA	605	-12%	22%	47%
Shoalhaven LGA	1,709	-10%	21%	50%
Wollongong LGA	2,884	-8%	16%	48%
Shellharbour LGA	1,142	-8%	16%	48%
Illawarra PEA	6,340	-9%	17%	48%
NSW	100,685	-6%	15%	46%
Australia	294,880	-2%	14%	44%

Source: ABS 2011, 2006 Census of Population and Housing

Jobless Families

Source: ABS 2011, 2006 Census of Population and Housing

Nearly one in five (17 per cent) families with children under 15 years of age in the Illawarra PEA did not have an employed parent, which was higher than the rate for NSW and Australia (15 per cent and 14 per cent respectively).

The Eurobodalla and Shoalhaven LGAs had the largest proportion of jobless families with children under the age of 15 (22 per cent and 21 per cent respectively).

The Shoalhaven LGA had the largest proportion of jobless lone-parent families with children under the age of 15 (50 per cent).

Since 2006 there has been a decrease in the number of all families who are jobless in the Illawarra PEA (9 per cent) compared with a 6 per cent decrease across NSW.

Indigenous Population Aged 15-64					
Region	% WAP who are indigenous	Unemployment Rate (WAP)		Participation Rate (WAP)	
		Indigenous	Non-Indigenous	Indigenous	Non-Indigenous
Eurobodalla LGA	5%	28%	7%	48%	67%
Shoalhaven LGA	5%	22%	7%	53%	69%
Wollongong LGA	2%	18%	7%	59%	73%
Shellharbour LGA	3%	16%	7%	57%	73%
Illawarra PEA	3%	20%	7%	55%	72%
New South Wales	2%	17%	6%	56%	75%
Australia	2%	17%	6%	56%	76%

Source: ABS Census of Population and Housing, 2011

Indigenous Population Aged 15-64

Source: ABS Census of Population and Housing, 2011

At the time of the 2011 Census, the proportion of the working age population in the Illawarra PEA who identified as Indigenous was 3 per cent, higher than New South Wales and Australia (both 2 per cent).

The unemployment rate for Indigenous residents in the Illawarra PEA was 20 per cent, compared with 7 per cent for non-Indigenous residents.

The participation rate (55 per cent) was lower for Indigenous residents in the Illawarra PEA compared with non-Indigenous residents (72 per cent).

Australia (persons aged 15 – 74)			
	Has a disability/health condition that restricts their employment or schooling	Has a disability/health condition that does NOT restrict their employment or schooling	Without a reported disability or health condition
Share of total employment (%)	Accounts for 10.4% of total employment	Accounts for 18.3% of total employment	Accounts for 71.3% of total employment
Key Labour Market Indicators			
Unemployment rate	10.1%	4.6%	5.5%
Participation rate*	54.4%	80.5%	81.9%

** Please note, data excludes persons aged 65-74 years who are not in or are not marginally attached to the labour force*

Source: ABS Customised Tables, Survey of Education and Training, 2009

Labour Market Outcomes for Persons (aged 15-74) with a Disability, 2009

Source: ABS Customised Tables, Survey of Education and Training, 2009

This slide shows the effect of having a disability on labour market outcomes.

In 2009, over one in four (28.7 per cent) of employed persons aged 15-74 years reported having a disability.

10.4 per cent of employed persons (aged 15-74 years) reported having a disability that restricted their employment or schooling.

In contrast, almost one in three (32.9 per cent) of the total population aged 15-74 years reported having a disability in 2009.

15.5% of the population (aged 15-74 years) reported having a disability that restricted their employment or schooling.

The unemployment rate was much higher and the participation rate was much lower for people with a disability that restrict their employment/schooling.

Please note: data excludes persons aged 65-74 years who are not in or marginally attached to the labour force.

Lower Educational Attainment
Persons aged 25-34 years

Region	Completed Year 12		Advanced Diploma, Diploma or Certificate III & IV	Attained Bachelor Degree or Higher
	2011	Change since 2006		
Eurobodalla LGA	51%	+4% pts	39%	14%
Shoalhaven LGA	55%	+6% pts	42%	15%
Wollongong LGA	69%	+6% pts	34%	31%
Shellharbour LGA	55%	+6% pts	42%	15%
Illawarra PEA	63%	+6% pts	37%	24%
New South Wales	75%	+5% pts	29%	37%
Australia	75%	+6% pts	29%	34%

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

Educational Attainment – persons aged 25-34 years

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

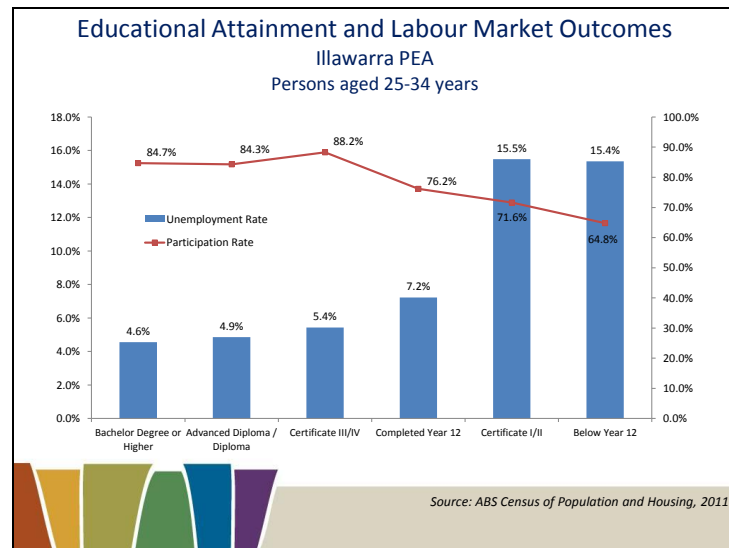
At the time of the 2011 Census, the proportion of 25 to 34 year olds in the Illawarra PEA who had completed Year 12 or equivalent was 63 per cent, smaller than New South Wales and Australia (both 75 per cent). This varied across the PEA, with the Eurobodalla LGA having the smallest Year 12 attainment level (51 per cent of 25 to 34 year olds), while the Wollongong LGA had the largest (69 per cent).

In the Shellharbour LGA, a low proportion (55 per cent) of 25 to 34 year olds had completed year 12 or equivalent compared to the NSW and national averages (both 75 per cent). Similarly, a low proportion (15 per cent) of 25 to 34 year olds had attained a Bachelor Degree or higher compared with the NSW and national averages (37 per cent and 34 per cent respectively).

Since 2006, there was a 6 percentage point increase in Year 12 completion in both the Illawarra PEA and the Shellharbour LGA, slightly higher than NSW overall (5 percentage point increase).

Job seekers who have not completed Year 12 and have limited experience in the workforce are likely to lack many basic employability skills that employers value and look for in applicants, particularly for lower skilled vacancies and entry level positions such as apprenticeships and traineeships.

The proportion of 25 to 34 year olds who had attained an Advanced Diploma, Diploma or Certificate level III or IV in the Illawarra PEA (37 per cent) was higher than state and national averages (both 29 per cent). The proportion who had attained a Bachelor Degree or higher (24 per cent) was lower than the state and national averages (37 per cent and 34 per cent respectively).



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 Illawarra PEA, there were high unemployment rates for those who had completed Certificate I & II but did not complete Year 12 (15.5 per cent) and those who did not complete Year 12 without any further post school qualification (15.4 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 vastly 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 and II.

Literacy and Numeracy

	Shellharbour LGA	Eurobodalla LGA	Shoalhaven LGA	NSW	Australia
Year 9 govt school students who did not meet minimum standard for reading in 2011	13%	10%	13%	6%	6%
Year 9 govt school students who did not meet minimum standard for numeracy in 2011	9%	7%	10%	6%	6%

Source: MySchool website, 2011
Figures in the table are based on a selected government school in the LGA and are not an average of schools in the LGA

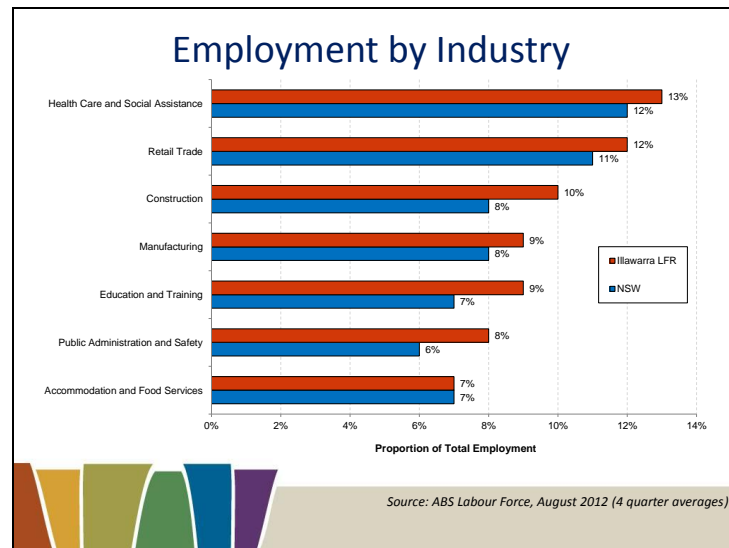
Literacy and Numeracy

<http://www.myschool.edu.au> 2011

Figures for Australia and New South Wales represent proportions of all Year 9 students who did not meet minimum standards for literacy and numeracy.

This slide shows the proportion of Year 9 students at selected government high schools in the Illawarra PEA who did not meet minimum standards for literacy and numeracy in 2011, compared with the proportions of Year 9 students who did not meet minimum standards for literacy and numeracy in NSW and nationally.

While the selected government schools' data is not necessarily representative of all Year 9 students in the LGA, it demonstrates that there are at least pockets of disadvantage within these LGAs.

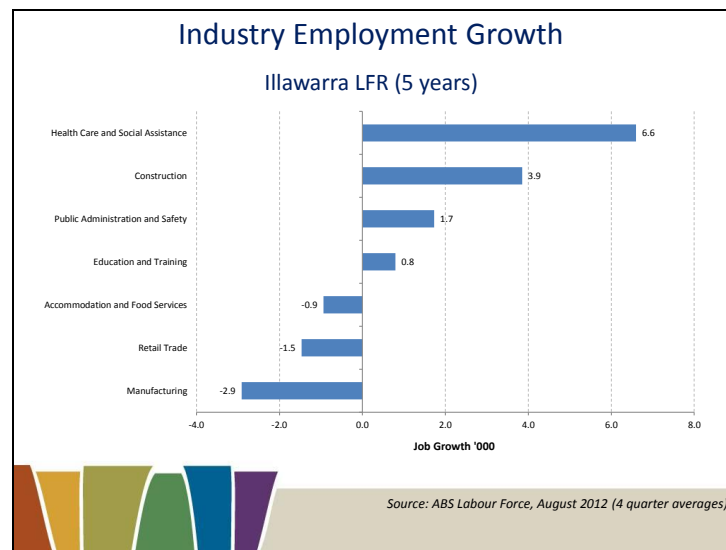


Employment by Industry

Source: ABS Labour Force, August 2012 (4 quarter averages)

The Illawarra Labour Force Region makes up 91 per cent of the Illawarra Priority Employment Area.

In the Illawarra LFR the Health Care and Social Assistance and Retail Trade industries were the largest employing industries (13 per cent and 12 per cent of total employed persons respectively), followed by Construction (10 per cent) and Manufacturing (9 per cent).



Industry employment growth ('000) - 5 years to August 2012, Illawarra LFR
Source: ABS Labour Force, August 2012 (4 quarter averages)

The Illawarra Labour Force Region makes up 91 per cent of the Illawarra Priority Employment Area.

This slide shows employment growth by industry over the five years to August 2012 in the Illawarra LFR. The Health Care and Social Assistance industry had the greatest employment growth, increasing by some 6,600 workers.

The Manufacturing and Retail Trade industries experienced decreases in employment, down 2,900 and 1,500 workers respectively.

Change in Employment for Manufacturing
Illawarra PEA (2006-2011)

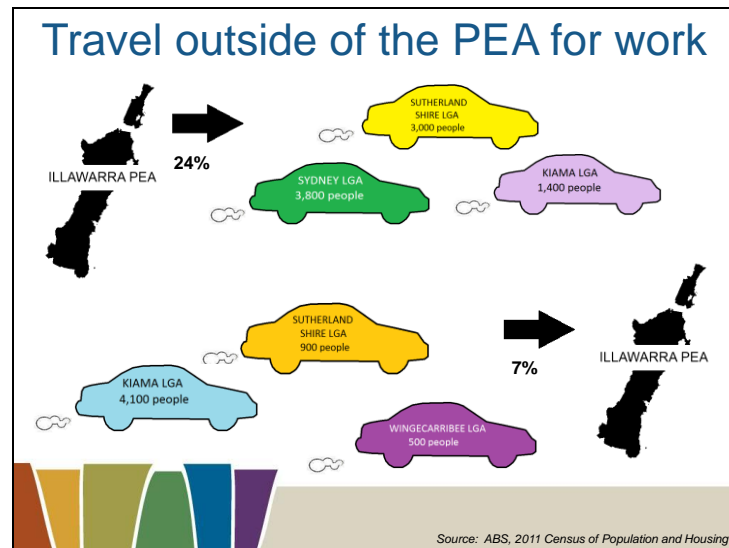
Manufacturing in NSW	Employed Persons (WAP)	Change	% change
Food Product Manufacturing	1,169	85	8%
Non-Metallic Mineral Product Manufacturing	747	29	4%
Basic Chemical and Chemical Product Manufacturing	333	14	4%
Furniture and Other Manufacturing	392	-88	-18%
Textile, Leather, Clothing and Footwear Manufacturing	288	-351	-55%
Primary Metal and Metal Product Manufacturing	5,612	-1,080	-16%
Total Manufacturing	14,183	-1,847	-12%

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

Change in Employment for Manufacturing – Illawarra PEA (2006-2011)

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

This table includes selected subdivisions within the Manufacturing industry for the Illawarra PEA. There are 16 Manufacturing subdivisions within the Manufacturing industry. This table shows the subdivisions with the largest increases and decreases in employment over the 5 years between the 2006 and 2011 census.



Journey to Work

Source: ABS Census of Population and Housing, 2011

Almost one quarter (24 per cent) of the working age population who live in the PEA travel outside the PEA for work. Of these people a relatively high number work in the Sydney (3,800 people), Sutherland Shire (3,000 people) and Kiama (1,400) LGAs.

A small proportion of the working age population who work within the PEA (7 per cent) live outside the PEA. This includes relatively large numbers from the Kiama (4,100 people), Sutherland Shire (900 people) and Wingecarribee (500 people) LGAs.

Survey Results			
Recruitment experiences in the 12 months preceding the survey			
	Illawarra PEA		All Regions (12 months to June 2012)
	April 2012	April 2010	
Employers who recruited	66%	61%	65%
- Due to increase in staff numbers	43%	57%	48%
- Due to staff turnover	83%	76%	85%
Vacancies per 100 staff	12	13	19
Vacancies unfilled	4.7%	3.7%	6.3%
Experienced difficulty	43%	43%	56%

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2012, April 2010 Illawarra Priority Employment Area and combined data to June 2012

Survey Results

Recruitment Experiences 12 Months Preceding the Survey

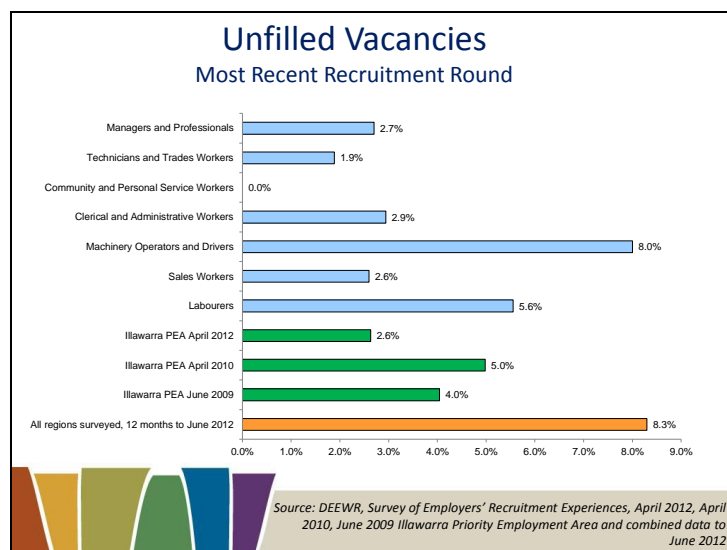
Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2012, April 2010 Illawarra Priority Employment Area and combined data to June 2012

382 employers were surveyed in the Illawarra PEA in April 2012.

The proportion of employers in the Illawarra PEA who had recruited in the past 12 months (66 per cent) was similar to all regions surveyed 12 months to June 2012 (65 per cent). However, the proportion who recruited to increase staff (43 per cent) had decreased significantly since the April 2010 survey (57 per cent).

There were a smaller number of vacancies per 100 staff for the PEA (12 vacancies per 100 staff) compared with all regions surveyed (19 vacancies per 100 staff).

The rate of unfilled vacancies over the past 12 months for the Illawarra PEA (4.7 per cent) was lower than for all regions (6.3 per cent). A smaller proportion of employers (43 per cent) reported recruitment difficulty compared with all regions (56 per cent).

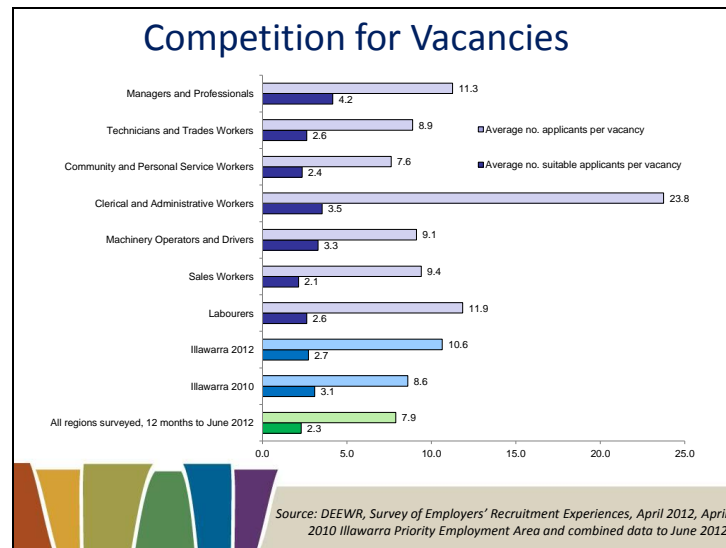


Unfilled Vacancies

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2012, April 2010, June 2009 Illawarra Priority Employment Area and combined data to June 2012

There was a low proportion of unfilled vacancies (2.6 per cent) compared with previous surveys of the region (5.0 per cent in April 2010 and 4.0 per cent in June 2009) and all regions surveyed (8.3 per cent).

Employers in the Illawarra PEA reported a high proportion of unfilled vacancies for Machinery Operators and Drivers (8.0 per cent) and Labourers (5.6 per cent). By contrast, employers filled all vacancies for Community and Personal Service Workers.



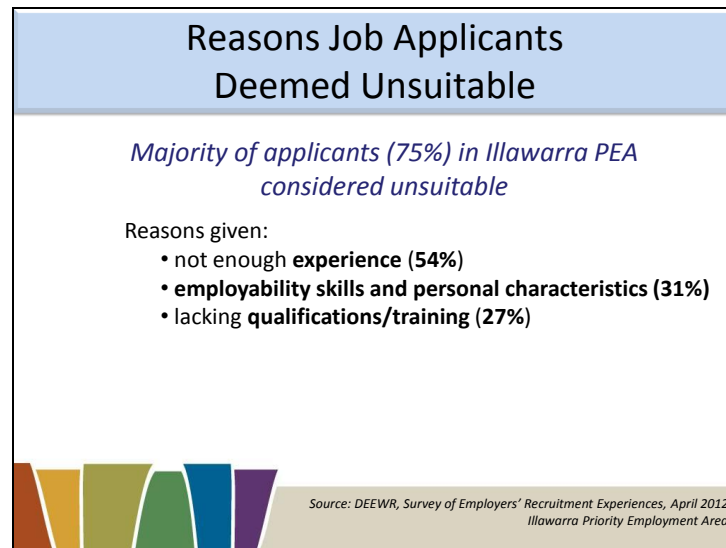
Competition for vacancies

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2012, April 2010 Illawarra Priority Employment Area and combined data to June 2012

There was, on average, more competition for vacancies in the Illawarra PEA (10.6 applicants per vacancy and 2.7 applicants considered suitable) compared with all regions surveyed (7.9 applicants per vacancy and 2.3 applicants considered suitable).

There was a high level of competition for Clerical and Administrative Workers, with an average of 23.8 applicants per vacancy, of whom, only an average of 3.5 were considered suitable. The competition was also high on average for Labourers (11.9 applicants with only 2.6 considered suitable) and for Managers and Professionals (11.3 applicants with 4.2 considered suitable).

There was a lower average number of suitable applicants per vacancy for Community and Personal Service Workers (2.4) and Sales Workers (2.1).



Reasons Applicants Unsuitable

*Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2012
Illawarra Priority Employment Area*

75 per cent of applicants were regarded by employers as unsuitable in the Illawarra Priority Employment Area.

Reasons cited by employers as to why applicants were considered unsuitable included:

- insufficient experience to perform job duties (54 per cent)
- employability skills and personal characteristics (31 per cent)
- insufficient qualifications or training (27 per cent)



Basic Employability Skills

Source: DEEWR, Survey of Employers' Recruitment Experiences, All regions surveyed in the 12 months to December 2010

Most importance placed on:


- 30 per cent personal traits and qualities only
- 28 per cent technical skills only
- 41 per cent both equally important

Personal traits and qualities applicants lacked:

- Enthusiasm
- Motivation
- Communication
- Confidence
- Teamwork

Occupations Difficult to Fill

Higher Skill Level – Bachelor Degree or higher Medium Skill Level - Certificate IV to Associate Degree	
Chefs	Motor Mechanics
Metal Fitters and Machinists	Accountants
Registered Nurses	Structural Steel and Welding Trades Workers
Lower Skill Level – Compulsory Secondary Education to Certificate III	
Truck Drivers	Housekeepers
Delivery Drivers	Other Miscellaneous Labourers



Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2012
Illawarra Priority Employment Area

Occupations Difficult to Fill

*Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2012
Illawarra Priority Employment Area*

This slide shows the vacancies that employers considered difficult to fill in the Illawarra PEA.

	Illawarra PEA		All Regions June 2012
	April 2012	April 2010	
Expected to recruit	46%	41%	50%
Expected to increase staff	22%	26%	27%
Expected to decrease staff	2%	3%	5%
Expected difficulty	38%	25%	44%
Expected Challenges	59%	52%	58%

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2012, April 2010 Illawarra Priority Employment Area and Combined

Future Recruitment Expectations

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2012, April 2010 Illawarra Priority Employment Area and Combined

Recruitment expectations for the 12 months following the survey were subdued in the Illawarra PEA. A lower proportion of employers (46 per cent) expected to recruit compared with all regions surveyed (50 per cent). Of those that expect to recruit, a lower proportion expected difficulty compared with all regions surveyed (38 per cent compared to 44 per cent). Only 22 per cent of employers expected to increase staff numbers.

Many employers remain cautious about their recruitment expectations for the next 12 months with 59 per cent expecting challenges to their business.

Major challenges reported:

- Reduced business activity and / or customers (36 per cent)
- Business regulations (28 per cent)
- Changes in the structure of the market (22 per cent)

Occupations employers expect to recruit for in the 12 months following the survey

Higher Skill Level - Bachelor Degree or higher and Medium Skill Level - Certificate IV to Associate Degree	
Real Estate Sales Agents	Chefs
Lower Skill Level - Compulsory Secondary Education to Certificate III	
Waiters	Child Carers
Sale Assistants (General)	Truck Drivers
Bar Attendants and Baristas	Kitchenhands

Source: DEEWR, Survey of Employers' Recruitment Experiences April 2012
Illawarra Priority Employment Area

Occupations employers expect to recruit for in the 12 months following the survey

*Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2012
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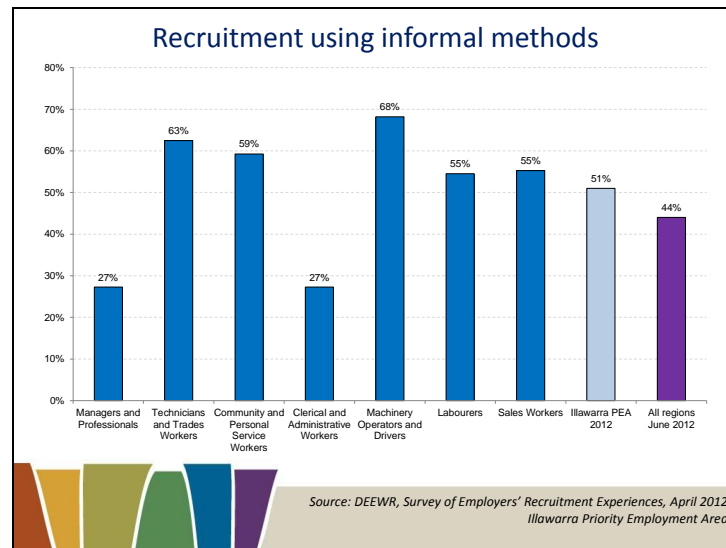
This slide shows the occupations that employers most commonly expected to recruit for in the Illawarra PEA in the 12 months following the survey.

Higher Skill Level (1) - Bachelor Degree or Higher and Medium Skill Level (2&3) - Certificate IV to Associate Degree

- Real Estate Sales Agents
- Chefs

Lower Skill Level (4&5) - Compulsory Secondary Education to Certificate III

- Waiters
- Child Carers
- Sales Assistants (General)
- Truck Drivers
- Bar Attendants and Baristas
- Kitchenhands



Recruitment Using Informal Methods

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2012
Illawarra Priority Employment Area

51 per cent of employers in the Illawarra PEA used informal methods in their most recent recruitment round compared to 44 per cent in all regions combined to June 2012.

In particular, employers reported the highest use of informal methods for Machinery Operators and Drivers (68 per cent) and Technicians and Trades Workers (63 per cent).

In contrast, the use of informal methods was lowest for Managers and Professionals and Clerical and Administrative Workers (both 27 per cent).

Informal recruitment methods most mentioned were:

- Word of mouth (34 per cent)
- Employer approached directly by a job seeker (21 per cent)
- Sign in the window or billboard (2 per cent)

Some 42 per cent of employers in the Illawarra PEA used informal methods *only* in their most recent recruitment round compared with 32 per cent for all regions surveyed.

Conclusion

- Area faces labour market challenges
 - Above average unemployment
 - Low participation rate
 - Recruitment activity remains subdued
 - Excess labour supply
 - Recruitment expectations are subdued
- Disadvantaged groups:
 - Long term unemployed, disengaged youth
 - Persons with lower levels of education
- Opportunities exist:
 - Some large and growing industries (Health)
 - Broad range of occupations difficult to fill
 - Opportunities in broader Sydney labour market
- Job seekers need to be job ready:
 - Opportunities for work experience
 - Education and training
 - Literacy and numeracy
- Ongoing engagement with employers about their needs, expectations and recruitment methods
- Collaboration amongst all key stakeholders, the Local Employment Coordinator and the Government Action Leader.

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A rectangular slide with a light blue header containing the text "Further Information". Below the header is a list of seven blue hyperlinks, each preceded by a hyphen. At the bottom of the slide, there is a decorative horizontal bar with a light beige background and a series of colorful, overlapping shapes on the left side in shades of orange, yellow, green, blue, and purple.

Further Information

- www.deewr.gov.au/lmip
- www.deewr.gov.au/SkillShortages
- www.deewr.gov.au/regionalreports
- www.deewr.gov.au/australianjobs
- www.skillsinfo.gov.au
- www.joboutlook.gov.au
- www.keepaustraliaworking.gov.au

Further Information

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

A report on the survey findings for the Illawarra Priority Employment Area is available on the regional reports section of the DEEWR web site.

Slide 35



Australian Government
Department of Education, Employment and Workplace Relations