This slide outlines the areas that we are looking at in this presentation.

‘Brisbane’ (the Brisbane Statistical Division) is made up of five Labour Force Regions:

- North BSB Balance
- Brisbane City Inner Ring
- Brisbane City Outer Ring
- Ipswich City
- South and East BSB Balance

*Source: ABS Standard Geographical Classification (ASGC), 2006*
Labour Market Profile: Brisbane Labour Force Regions

<table>
<thead>
<tr>
<th></th>
<th>Brisbane City Inner Ring LFR</th>
<th>Brisbane City Outer Ring LFR</th>
<th>South and East BSD Balance LFR</th>
<th>North BSD Balance LFR</th>
<th>Ipswich City LFR</th>
<th>Australia</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult population (15+)</td>
<td>400,000</td>
<td>310,000</td>
<td>308,000</td>
<td>202,000</td>
<td>223,000</td>
<td>18,098,642</td>
</tr>
<tr>
<td>% change August 2011</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>Employment</td>
<td>294,900</td>
<td>317,700</td>
<td>197,600</td>
<td>177,200</td>
<td>11,412,500</td>
<td>11,312,500</td>
</tr>
<tr>
<td>% change August 2011</td>
<td>2.5%</td>
<td>2.2%</td>
<td>-1.3%</td>
<td>-2.1%</td>
<td>6%</td>
<td>1.6%</td>
</tr>
<tr>
<td>Unemployment rate</td>
<td>3.4%</td>
<td>3.4%</td>
<td>3.0%</td>
<td>3.1%</td>
<td>4.3%</td>
<td>4.0%</td>
</tr>
<tr>
<td>% change Aug 2011</td>
<td>-0.5 pts</td>
<td>-1.0 pts</td>
<td>-0.3 pts</td>
<td>1.7 pts</td>
<td>0.4 pts</td>
<td>-0.1 pts</td>
</tr>
<tr>
<td>Participation rate</td>
<td>82.5%</td>
<td>76.4%</td>
<td>76.0%</td>
<td>75.2%</td>
<td>74.5%</td>
<td>76.4%</td>
</tr>
<tr>
<td>% change Aug 2011</td>
<td>-0.5 pts</td>
<td>-1.5 pts</td>
<td>-2.9 pts</td>
<td>1.2 pts</td>
<td>0.5 pts</td>
<td>0.7 pts</td>
</tr>
</tbody>
</table>

Source: ABS Labour Force, Electronic Delivery, cat. no. 6291.0.55.003, August 2011, three month averages of original data

Proportion of adult population aged 65 and over (for LFRs– from July 2011 Regional Labour Force data cube):
- Brisbane City Inner Ring LFR- 11%
- Brisbane City Outer Ring LFR- 18%
- South and East BSD Balance LFR- 13%
- North BSD Balance LFR- 17%
- Ipswich City LFR- 10%
- Australia- 17%

Data for the Brisbane MSR region (total of the 5 LFRs):
- Adult population: 1,641,300
- Annual % change to July 2011: 1.5%
- Employment: 1,068,250
- Annual % change to July 2011: 0.2%
- 6 month % change Feb - Aug: 0.0%
- Unemployment rate: 4.2%
Percentage point change (UR) August 2010- August 2011: -0.2 pts
Working age Participation Rate: 77.6%
Percentage point change (part-rate) August 2010- August 2011: -1.1 pts
Source: ABS Labour Force, Electronic Delivery, cat. no. 6291.0.55.001, August 2011


Annual change over the year to August 2011
Brisbane: 0.2%
Queensland: 1.1%
Australia: 1.6%
Source: ABS Labour Force data, August 2011, 12 month averages

August 2011 (12 month averages- Unemployment rates- Labour Force data):
Brisbane: 4.9%
Queensland: 5.5%
Australia: 5.1%

August 2010 (12 month averages- Unemployment rates- Labour Force data):
Brisbane: 5.2%
Queensland: 5.7%
Australia: 5.4%

Percentage point change over the year to August 2011
Brisbane: – 0.2
Queensland: – 0.1
Australia: – 0.3
Source: ABS Labour Force data, August 2011, 12 month averages

This data is for the Brisbane MSR

Average weeks unemployed (August 2011) – 12 month averages
• Brisbane MSR - 27 weeks (a 7% increase from August 2010)
• Australia – 37 weeks (an 8% increase from August 2010)

August 2011- data (with 12 month averages)
Long Term Unemployed persons (52 – 104 weeks): 5552
Very Long Term Unemployed persons (over 104 weeks): 2940
Total Unemployed persons: 55233

August 2010- data (with 12 month averages)
Long Term Unemployed persons (52 – 104 weeks): 5167
Very Long Term Unemployed persons (over 104 weeks): 2274
Total Unemployed persons: 57414

Percentage change from August 2010 to August 2011- data (with 12 month averages)
Long Term Unemployed persons (52 – 104 weeks): +7%
Very Long Term Unemployed persons (over 104 weeks): +29%
Total Unemployed persons: -4%
### Teenage Full-Time Unemployment

<table>
<thead>
<tr>
<th>Region</th>
<th>% of teens looking for full-time work</th>
<th>Teenage full-time unemployment rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brisbane City Inner Ring LFR</td>
<td>2.1%</td>
<td>16.7%</td>
</tr>
<tr>
<td>Brisbane City Outer Ring LFR</td>
<td>3.7%</td>
<td>24.9%</td>
</tr>
<tr>
<td>South and East BSD Balance LFR</td>
<td>8.8%</td>
<td>32.6%</td>
</tr>
<tr>
<td>North BSD Balance LFR</td>
<td>5.1%</td>
<td>25.5%</td>
</tr>
<tr>
<td>Ipswich City LFR</td>
<td>3.6%</td>
<td>16.1%</td>
</tr>
<tr>
<td>Brisbane</td>
<td>4.7%</td>
<td>25.4%</td>
</tr>
<tr>
<td>Australia</td>
<td>4.2%</td>
<td>22.7%</td>
</tr>
</tbody>
</table>

Source: ABS Labour Force, Australia, Detailed – Electronic Delivery, 12 month average of original data, August 2011 (Cat No. 6291.055.001) and ABS 2006 Census of Population and Housing

- In the Brisbane Region 25.4% of teenagers who were looking for full time work were unemployed, as at July 2011.

- At the time of the 2006 Census, 6.7 per cent of teenagers in Brisbane were neither working nor studying.
### Recipients of Centrelink Benefits

<table>
<thead>
<tr>
<th>Region</th>
<th>Proportion of Working Age Population in receipt of a Centrelink Benefit</th>
<th>Annual Growth</th>
<th>Proportion of Working Age Population in receipt of an Unemployment Benefit</th>
<th>Annual Growth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brisbane City Inner Ring LFR</td>
<td>11%</td>
<td>0%</td>
<td>3%</td>
<td>-2%</td>
</tr>
<tr>
<td>Brisbane City Outer Ring LFR</td>
<td>13%</td>
<td>2%</td>
<td>3%</td>
<td>-3%</td>
</tr>
<tr>
<td>South &amp; East BSD Balance LFR</td>
<td>17%</td>
<td>2%</td>
<td>5%</td>
<td>-4%</td>
</tr>
<tr>
<td>North BSD Balance LFR</td>
<td>18%</td>
<td>4%</td>
<td>5%</td>
<td>1%</td>
</tr>
<tr>
<td>Ipswich City LFR</td>
<td>23%</td>
<td>2%</td>
<td>6%</td>
<td>-3%</td>
</tr>
<tr>
<td>Brisbane</td>
<td>15%</td>
<td>2%</td>
<td>4%</td>
<td>-2%</td>
</tr>
<tr>
<td>Australia</td>
<td>17%</td>
<td>0%</td>
<td>4%</td>
<td>-4%</td>
</tr>
</tbody>
</table>

Source:
- DEEWR, Administrative Data, June 2010, June 2011;
- WAP Population for Brisbane total and Australia – from 2010 ERP ABS - *Cat. no. 3235.0*
- WAP Population for LFRs– from July 2011 Regional Labour Force data cube (RM1_Nov07) – Using a 3 month average - *Cat No. 6291.0.55.001*

- 4.5% of the Brisbane Region WAP are in receipt of a DSP payment compared with 5.3% of the Australian WAP.
Vulnerable groups in the Brisbane labour market

<table>
<thead>
<tr>
<th></th>
<th>Proportion of the Working Age Population</th>
<th>Participation Rate (WAP)</th>
<th>Unemployment Rate (WAP)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Country of Birth OTMESC</td>
<td>13.2%</td>
<td>67.6%</td>
<td>6.9%</td>
</tr>
<tr>
<td>Indigenous</td>
<td>1.6%</td>
<td>64.2%</td>
<td>12.9%</td>
</tr>
<tr>
<td>Working Age Population</td>
<td>-</td>
<td>77.5%</td>
<td>4.4%</td>
</tr>
</tbody>
</table>

Source: ABS, 2006 Census of Population and Housing

This table looks at labour force outcomes for working age (i.e. 15 to 64 years) residents of the Brisbane Statistical Division who were born in Other Than Main English Speaking Countries (OTMESC) and those people who identify as Indigenous.

- Both groups had noticeably lower rates of labour force participation than the general population.

- The unemployment rate for people born in OTMESC is higher, and that for Indigenous people is very much higher, than the rate for the general population.
Labour Market Outcomes for Persons (aged 15-74) with a Disability, 2009

<table>
<thead>
<tr>
<th>Australia (persons aged 15 – 74)</th>
<th>Has a disability/health condition that restricts their employment or schooling</th>
<th>Without a reported disability or health condition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Share of total employment (%)</td>
<td>Accounts for 10.4% of total employment</td>
<td>Accounts for 71.3% of total employment</td>
</tr>
<tr>
<td>Unemployment rate</td>
<td>10.1%</td>
<td>5.5%</td>
</tr>
<tr>
<td>Participation rate*</td>
<td>54.4%</td>
<td>81.9%</td>
</tr>
</tbody>
</table>

In Brisbane region, 4.5 per cent of the working age population was in receipt of Disability Support Pension compared with 5.3 per cent for Australia.

* 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

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

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

- 10.4% 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%) 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.
Regions of Disadvantage

Sources: SEIFA, Index of relative Socio-Economic Disadvantage - ABS 2006 Census of Population and Housing, SLAs.

Regions with a SEIFA score of 1 (highly disadvantaged):
- Inala SLA
- Wacol SLA
- Acacia Ridge SLA
- Kingston SLA
- Woodridge SLA

Regions with a SEIFA score of 2:
- Darra-Summer
- Durack
- Pinkenba-Eagle Farm
- Richlands
- Zillmere
- Archerfield
- Caboolture (s) – Central
- Deception Bay
- Loganlea
- Marsden
- Waterford West
- Margate-Woody Point
- Redland (s) Bal
Regions with High Levels of Disadvantage

<table>
<thead>
<tr>
<th></th>
<th>Inala, Durack and Richlands</th>
<th>Woodridge/Kingston</th>
<th>Acacia Ridge</th>
<th>Australia</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unemployment Rate (SALM)</td>
<td>18%</td>
<td>20%</td>
<td>16%</td>
<td>5%</td>
</tr>
<tr>
<td>Indigenous % of Adult population</td>
<td>5%</td>
<td>4%</td>
<td>4%</td>
<td>2%</td>
</tr>
<tr>
<td>OTMESC % of Adult population</td>
<td>35%</td>
<td>22%</td>
<td>20%</td>
<td>18%</td>
</tr>
<tr>
<td>% of families with children where no parent is working</td>
<td>44%</td>
<td>41%</td>
<td>34%</td>
<td>20%</td>
</tr>
<tr>
<td>% of population aged 25-34 who completed Year 12</td>
<td>55%</td>
<td>52%</td>
<td>62%</td>
<td>69%</td>
</tr>
<tr>
<td>% of population aged 15-64 on a Centrelink allowance</td>
<td>38%</td>
<td>40%</td>
<td>34%</td>
<td>17%</td>
</tr>
<tr>
<td>% of yr 9 Govt School Students below min standard for Reading</td>
<td>33%</td>
<td>39%</td>
<td>22%</td>
<td>8%</td>
</tr>
</tbody>
</table>

Sources: Unemployment Rates - DEEWR Small Area Labour Markets, June 2011 (Smoothed Estimates); Centrelink - DEEWR Administrative data, June 2011 and ABS Estimated Resident Population, June 2010; Other - ABS 2006 Census of Population and Housing, MySchool Website

- The Inala, Durack & Richlands SLAs are in the South West Brisbane ESA, the Brisbane City Outer Ring LFR and the Brisbane LGA.
- The Woodridge/ Kingston SLAs are in the Logan ESA, the South and East BSD Balance LFR and the Logan LGA (one of the 10 identified disadvantaged communities).
- The Acacia Ridge SLA is also in the South West Brisbane ESA, the Brisbane City Outer Ring LFR and the Brisbane LGA.
Persons with educational attainment of a Certificate III-IV or above have higher levels of participation and lower unemployment rates than those with lower levels of education. Persons who did not complete year 12 have particularly worse labour market outcomes than their more educated counterparts.
Source: ABS Labour Force, Australia, August 2011 – average of four quarters (Cat No.6291.0.55.003)

This chart provides a breakdown of Industry of Employment in Brisbane.

When looking at the major employing industries in the Brisbane MSR, there are some significant differences across the 5 LFRs:

The Manufacturing industry accounts for 16 per cent of employment in the Ipswich LFR, this is well above the proportions for the Brisbane MSR and Australia overall (9.0 and 8.7 respectively). Employment in the Manufacturing Industry is also quite predominant in the South and East BSD Balance LFR, making up 12 per cent of total employment.

The Professional, Scientific and Technical Services industry is a major employing industry in the Brisbane City Inner Ring LFR, accounting for 13 per cent of the total employment in the region. This proportion is well above the Brisbane MSR and Australian comparisons, both just 8 per cent.

Construction is a major employing industry in the South and East BSD LFR, with 13 per cent of the total employment in the region occurring in this industry. This is much higher than for the Brisbane MSR and Australia overall, with Construction making up just 9 per cent of total employment for both regions.
Employment has been growing strongly in Health Care and Social Assistance over the past 5 years, but declining in a number of industries including Financial and Insurance Services, Manufacturing and Retail Trade.

Source: ABS Labour Force, Australia, Detailed, Quarterly, August 2010 (Cat No.6291.0.55.003) – averages of original four quarter estimates
Survey of Employers in Capital cities, March/April 2011.

- 2650 responses
- Follows 2010 survey
- 80% of respondents to the 2011 survey also participated in the survey in 2010 which means that, for the most part, we are comparing the same businesses.
- Overall survey response rate 76.1%

Recruitment activity was the same as in 2010 and the all city result while indicators of recruitment difficulties increased on 2010 levels.
A higher proportion of employers reduced staff than the all city result. A lower proportion of employers increased staff than the all city result. • The Brisbane floods may have influenced these results.

Fewer employers reduced staff numbers in the previous six months in the Health Care and Social Assistance industry.
For some businesses it is likely that the floods would have indirectly reduced staff numbers of some businesses by reducing the demand for their goods or services (and would therefore be classified in this response category).
We asked about the methods used to recruit staff in their most recent recruitment round. **Formal Methods** are shown in light blue:

**Definition of Formal Methods:** Vacancies can be accessed by job seekers from publically available and commonly known sources

**Informal Methods:** dark blue

**Definition of informal Methods:** vacancies not advertised where a wide range of job seekers can access them. Often do not have a formal application date or selection process.

Employers often use more than one recruitment method.

- **Formal method only:** 64% vs 65% for Australia
- **Informal method only:** 14% vs 16% for Australia
- Both formal and informal methods: 18% vs 17% for Australia
- Formality unknown: 4% vs 2% for Australia (consisting of ‘other’ where it is not clear if the method was formal or informal + recruited internally – which could be either formal or informal).

Other recruitment methods not shown in the chart included:

- Through an education provider 4%
- Sign in Window 1%
- Recruited internally 13%
This chart shows, in employer’s most recent recruitment round, the proportion of vacancies that remain unfilled and the proportion of vacancies that were filled with workers who did not have the skills or capabilities desired by the employer.

Overall 23 per cent of vacancies either remained unfilled (8%) or were filled with a worker who did not have the skills or capabilities that the employer was looking for (15%).

- This is in line with the result for all State Capital cities.
Basic Employability Skills

- Most importance placed on:
  - 30% personal traits and qualities only
  - 28% technical skills only
  - 41% both equally important

- Personal traits and qualities applicants lacked:
  - Communication
  - Motivation
  - Enthusiasm
  - Presentation

Source: DEEWR, Survey of Employers’ Recruitment Experiences, 12 months to December 2010

Results from all regions surveyed in the 12 months to December 2010 showed that, when recruiting, employers placed 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 that employers most commonly stated that applicants lacked:

- Communication
- Motivation
- Enthusiasm
- Presentation
### Occupation Based Classifications

#### High Skilled Occupation Categories

<table>
<thead>
<tr>
<th>Professionals and Managers</th>
<th>Hotels, Retail and Service Managers</th>
<th>Registered Nurses</th>
<th>Production Managers</th>
<th>ICT Professionals</th>
<th>Advertising and Marketing Professionals</th>
<th>Accountants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technicians and Trades Workers</td>
<td>Medical Technicians</td>
<td>Food Trades Workers</td>
<td>Automotive Electricians and Mechanics</td>
<td>Electricians</td>
<td>Welding Tradespersons</td>
<td>Airconditioning Mechanics</td>
</tr>
</tbody>
</table>


For occupations where we got sufficient information to make an assessment...

This table shows the high skilled occupations for which:
- employers commonly had vacancies remaining unfilled;
- employers had difficulty recruiting suitable staff; and
- recruitment difficulties were not widespread.

**Rating Guideline**

RED: employers commonly had unfilled vacancies  >12.5% vacancies remain unfilled
YELLOW: employers had difficulty recruiting suitable staff  >12.5% vacancies unsatisfactorily filled or unfilled
GREEN: recruitment difficulties were not widespread  <12.5% vacancies unsatisfactorily filled or unfilled
Similarly, this table shows the lower skilled occupations (where sufficient information was available to make an assessment) for which:

- employers commonly had vacancies remaining unfilled;
- employers had difficulty recruiting suitable staff; and
- recruitment difficulties were not widespread.
This chart shows the proportion of employers most concerned about “low or uncertain levels of demand” and “Recruitment Difficulties” in the next six months by industry.

More than 50% of employers in Wholesale Trade, Retail Trade and Manufacturing said that their greatest concern to their business in the next six months was uncertain or low levels of demand. Almost 40% of employers in Health Care and Social Assistance were most concerned about recruitment difficulties.
This table summarises recruitment conditions in each capital city and how they have changed since March 2010, when the survey was first conducted.

- In the six cities where the survey was repeated, more than three quarters of respondents to the survey (77.3 per cent) also responded to the survey in 2010. By comparing how the recruitment experiences of the same employers have changed over the past year we can provide very reliable comparisons of how recruitment conditions have changed in each city.
Conclusions

Unemployment remains low
• Divergent regional and industry performance.
• Some groups are particularly vulnerable
  • Teenagers; Indigenous; less educated; persons with a disability;
  • long term unemployed; jobless families.
• Yet there are still plenty of local job opportunities
  • Large labour market with many vacancies
  • Employers reporting ‘difficulty’ finding suitable staff at all skill levels.
  • Growth industries – Health, Education

Job seekers need to be job ready
• Communication, motivation, enthusiasm, presentation, literacy
• Work experience, training, apprenticeships.

Continue to work with employers regarding their needs and expectations

Labour market outlook somewhat uncertain
Further Information

More information on labour market conditions can be found on these web sites.

- www.deewr.gov.au/lmip
- www.deewr.gov.au/skillshortages
- www.deewr.gov.au/regionalreports
- www.joboutlook.gov.au
- www.skillsinfo.gov.au

Thank you.