

Slide 1



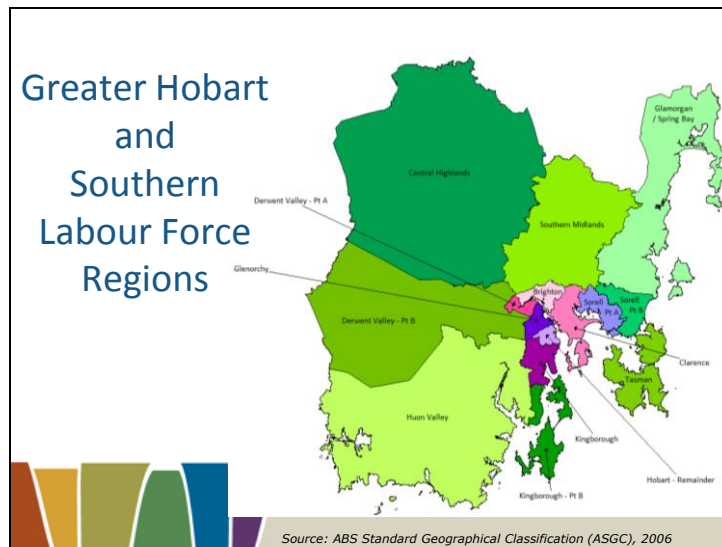
Australian Government
Department of Education, Employment and Workplace Relations

Labour Market Conditions and Survey of Employers' Recruitment Experiences

Hobart

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This chart shows the Greater Hobart – Southern LFR

•About 85% of the Adult population in the LFR reside in Hobart so the LFR results are generally a pretty good reflection of what is going on in Hobart.

There are 7 SLAs in Greater Hobart region (colored in Pink & Purple shades)

- Kingborough
- Hobart – Remainder
- Glenorchy
- Derwent Vally – Pt A
- Brighton
- Clarence
- Sorell – Pt A

The employer survey covered the Hobart Statistical region.

There are 8 SLAs in the Southern Region (colored in shades of Green):

- Tasman
- Sorell – Pt B
- Glamorgan / Spring Bay
- Southern Midlands
- Central Highlands
- Derwent Valley- Pt B
- Huon Valley
- Kingborough- Pt B

Together the Greater Hobart – Southern LFR comprises of 12 LGA's:

- Brighton
- Central Highlands
- Clarence
- Derwent Valley – split across both LFRs
- Glamorgan/Spring Bay
- Glenorchy
- Hobart
- Huon Valley
- Kingborough – split across both LFRs
- Sorell – split across both LFRs
- Southern Midlands
- Tasman

Greater Hobart and Southern labour market profile

	Greater Hobart	Southern	Australia
Adult population (15+)	174, 090	30, 525	18,098,642
% aged 65 and over	18%	20%	17%
Employment	103,990	15,760	11,439,500
<i>Annual % change to July 2011</i>	0.3%	-2.0%	2.0%
<i>6 month % change Feb-July 2011</i>	0.7%	1.0%	0.2%
Unemployment rate	4.0%	7.6%	4.9%
<i>Percentage point change July 2010 to July 2011</i>	-0.7 pt	1.5 pt	-0.2 pts
Participation rate (15-64)	74.7%	67.5%	76.6%
<i>Percentage point change July 2010 to July 2011</i>	-1.0	-4.8	0.4

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

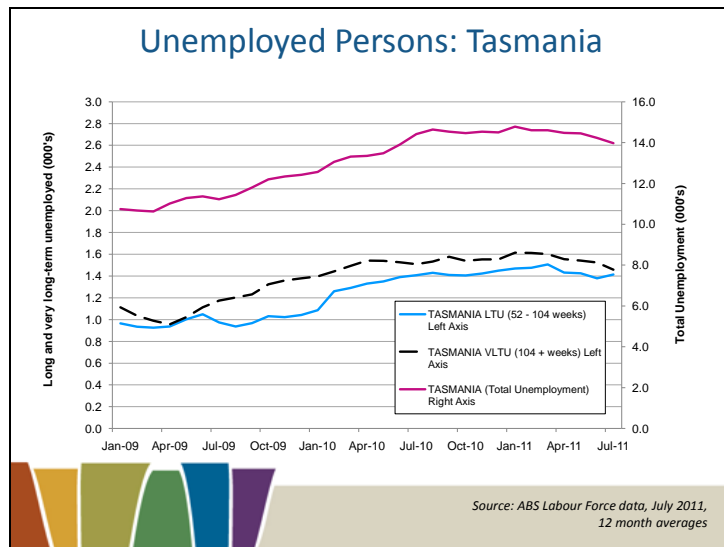
Employment growth in Greater Hobart has been modest, but a decline in the participation rate has seen the unemployment rate decline.

Regional Diversity

Region	Unemployment Rate (March 2011)	Change in Unemployment rate over the year to March 2011 (percentage point)	WAP Participation Rate (2006)	% WAP on Centrelink Benefits
Brighton LGA	7.5%	-0.4	66%	32%
Central Highlands LGA	6.3%	-0.8	61%	36%
Clarence LGA	4.2%	-0.1	74%	20%
Derwent Valley LGA	7.2%	-0.3	66%	33%
Glamorgan/Spring Bay LGA	5.3%	-0.5	68%	27%
Glenorchy LGA	7.4%	0.3	72%	32%
Hobart LGA	3.6%	0.1	77%	17%
Huon Valley LGA	5.4%	-0.4	66%	29%
Kingborough LGA	2.8%	0.2	76%	16%
Sorell LGA	5.5%	-0.4	73%	25%
Southern Midlands LGA	6.4%	-0.6	68%	34%
Tasman LGA	5.6%	-0.8	62%	35%
Greater Hobart - Southern LFR	4.9%	-0.1	73%	23%
Tasmania	5.8%	+0.4	72%	25%
Australia	5.1%	-0.5	75%	17%

Source: DEEWR Small Area Labour Markets, March 2010; DEEWR admin data, June 2011; ABS Estimated Residential Population as at June 2010, ABS 2011.

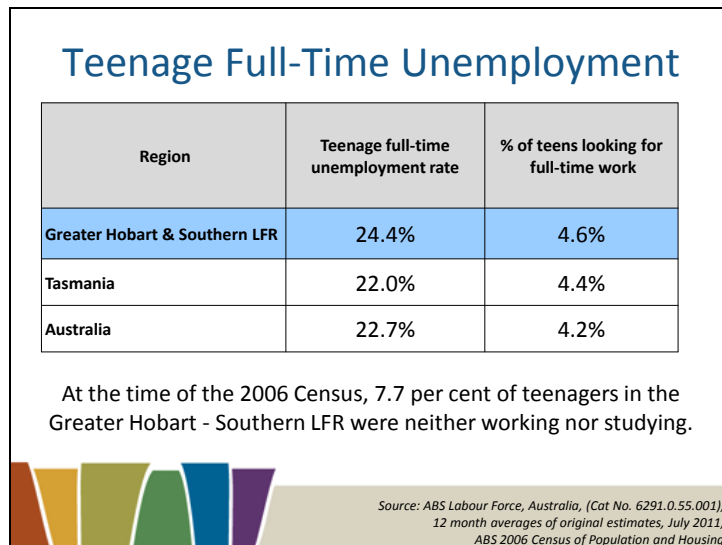
- The Working Age Population (WAP) (those aged 15-64) in Hobart had a lower participation rate than Australia (73% compared with 75%). The participation rate also varied considerably across Local Government Areas (LGA's) in Hobart (eg. Central Highlands 61%, Hobart 77%).
- The labour force region has a lower unemployment rate than the national average (4.9% compared with 5.1%) but there are LGA's with higher levels of unemployment (Brighton 7.5%, Derwent Valley 7.2% and Glenorchy 7.4%).
- The Greater Hobart & Southern LFRs have a high proportion of WAP of Centrelink Benefits (24% compared with 17% for Australia). Six LGA's in the region had over 30% of the WAP on a Centrelink Benefit.



Source: ABS Labour Force data, July 2011, 12 month averages

There are about 3,000 more unemployed people in Tasmania now than there were two and a half years ago.

- Long Term Unemployed are people who have been unemployed for 52 up to 104 weeks.
- Very long-term unemployed are people who have been unemployed for 104 weeks or more.




In the Greater Hobart & Southern LFR 4.6% of teenagers who were looking for full time work were unemployed, as at July 2011.

- At the time of the 2006 Census, 7.7 per cent of teenagers in Hobart were neither working nor studying.

Indigenous Labour Market Outcomes

Greater Hobart - Southern LFR	Unemployment Rate	Participation Rate
Indigenous	12.1%	62.6%
Non-Indigenous	5.9%	73.1%



Source: ABS 2006 Census of Population and Housing

Indigenous persons have significantly higher unemployment rates and lower participation rates than the general population.

Labour Market Outcomes for Persons with a Disability, 2009

	Australia (persons aged 15 – 74)	
	Has a disability/health condition that restricts their employment or schooling	Without a reported disability or health condition
Share of total employment (%)	Accounts for 10.4% of total employment	Accounts for 71.3% of total employment
Key Labour Market Indicators		
Unemployment rate	10.1%	5.5%
Participation rate*	54.4%	81.9%

In Greater Hobart, 7.6 per cent of the working age population was in receipt of Disability Support Pension compared with 5.3 per cent for Australia. In the Southern area, 11.1 per cent of the working age population was in receipt of Disability Support Pension.

* 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; DEEW, Administrative Data, June 2011.


This slide shows the impact 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.

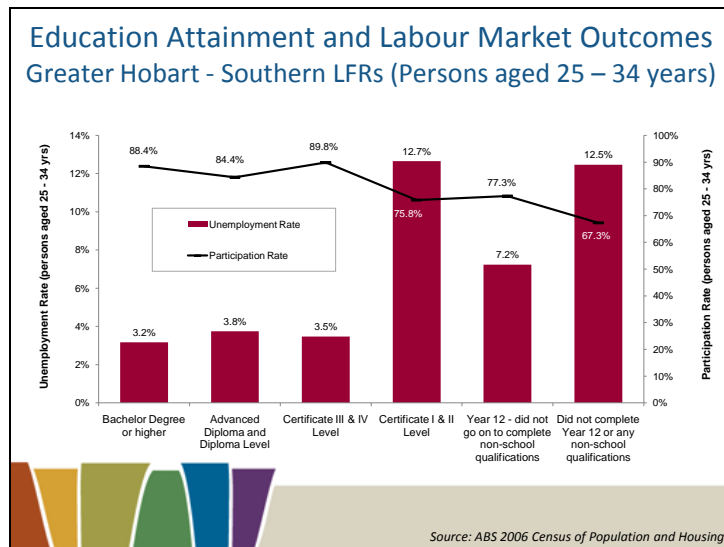
Educational Attainment 25-34 years of age

Region	Completed Year 12 or equivalent	Attained Bachelor degree or higher
Greater Hobart LFR	61%	27%
Southern LFR	40%	12%
Greater Hobart and Southern LFR	58%	25%
Tasmania	50%	20%
Australia	69%	29%

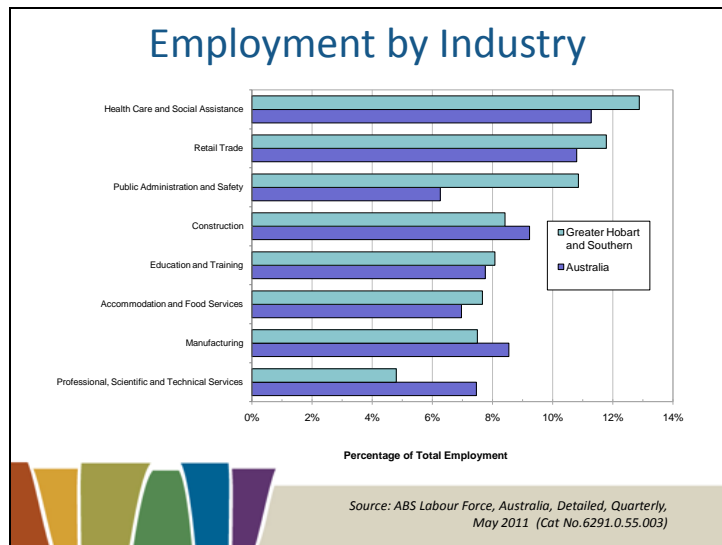


Source: ABS 2006 Census of Population and Housing

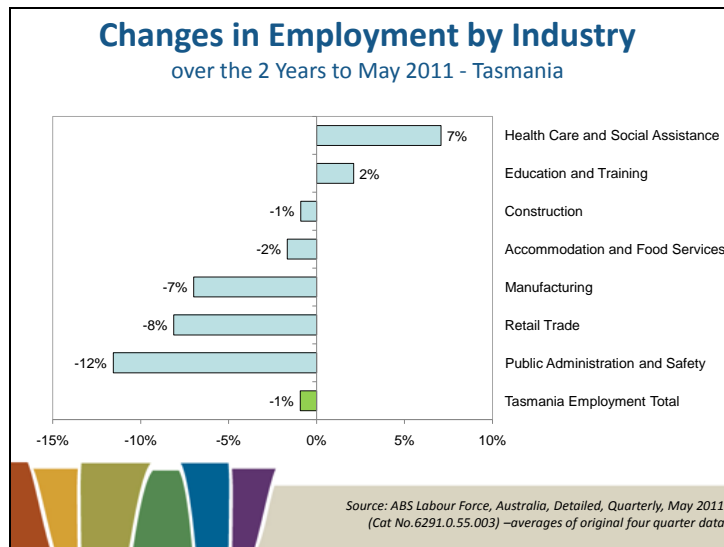
Year 12 completion rates are lower in the Greater Hobart-Southern LFR than for Australia.



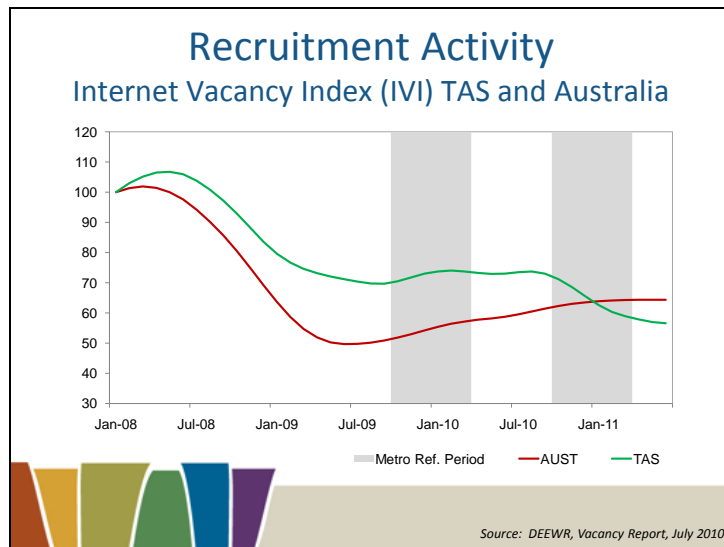
People in the Greater Hobart – Southern LFR with higher levels of education perform better in the labour market, with higher labour force participation rates and lower unemployment rates. This reflects the pattern seen across Australia and emphasises the importance of continuing education to help job seekers obtain employment and participate in the labour market.



- In May 2011, the Health Care and Social Assistance industry were the largest employing industry in the Greater Hobart – Southern LFR (accounting for 13 per cent of total employment in the State). This was followed by the Retail Trade industry (12 per cent) and the Public Administration and Safety Industry (11 per cent).



Over the past 2 years employment has decreased slightly in Tasmania.



Levels of recruitment activity (as measured by the IVI) were lower in the survey reference period for the survey conducted in 2011 compared with levels recorded in the lead up to the March 2010 survey.

Key Survey Results – Hobart

six months to April 2011 compared with 2010 and All Capital cities

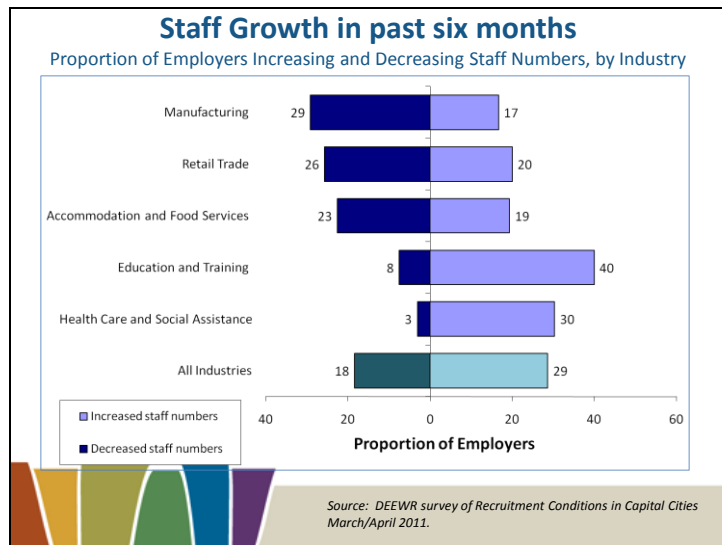
Recruitment Indicator	2011	2010	2011 All Capital Cities
% of Positions Vacant (annualised)	17%	19%	24%
% vacancies unfilled	5%	11%	7%
Recruitment 'difficult'	38%	41%	42%
Staff retention a problem for business	14%	16%	16%
Recruitment or retention difficulties had a negative impact on business.	23%	26%	27%
Recruitment or retention difficulties prevented employer from:			
• meeting market demand for products	12%	16%	17%
• growing or investing in business	12%	9%	19%

Source: DEEWR survey of Recruitment Conditions in Capital Cities March/April 2011.

Survey of Employers in Capital cities, March/April 2011.

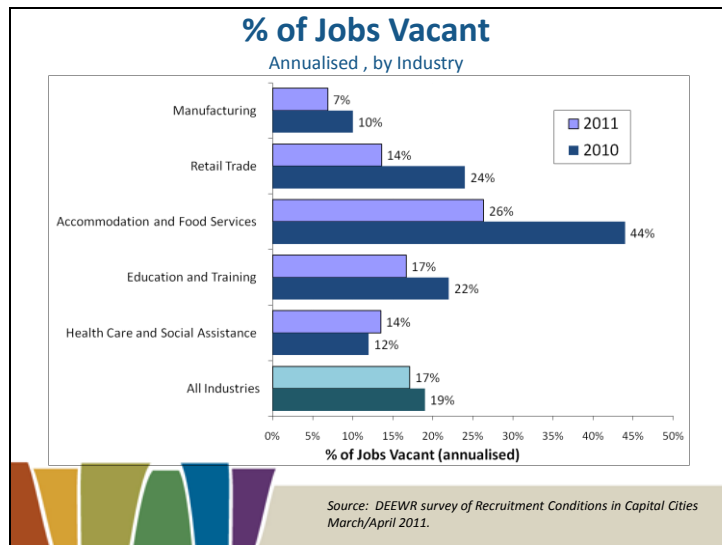
- 2650 responses
- Follows 2010 survey
- Overall survey response rate 76.1%

Results for Hobart show some significant differences with 2010 results and the all capital city composition suggesting both comparative and increasing softness in the Hobart labour market.



A high proportion of businesses in the Manufacturing, Retail Trade and Accommodation and Food Services industries reduced staff numbers in the six months prior to the survey.

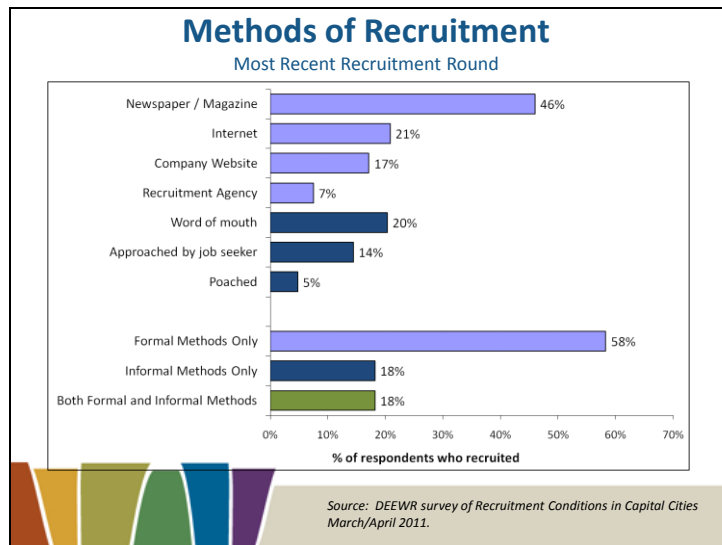
Many businesses in the Education and Training and Health Care and Social Assistance industries increased staff numbers.



This chart shows the proportion of positions that were vacant (on an annualised basis)

- We can see here that in the Accommodation and Food Services industry that, on an annualised basis, more than one in four positions (26%) became vacant
- High turnover in this industry means that jobs frequently come up

This chart annualises (ie doubles) vacancies in the past six months and expresses them as a proportion of total staff numbers.



... So what recruitment methods did employers use to fill these vacancies?

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 who recruited using:

Formal method only: 58% vs 65% for Australia

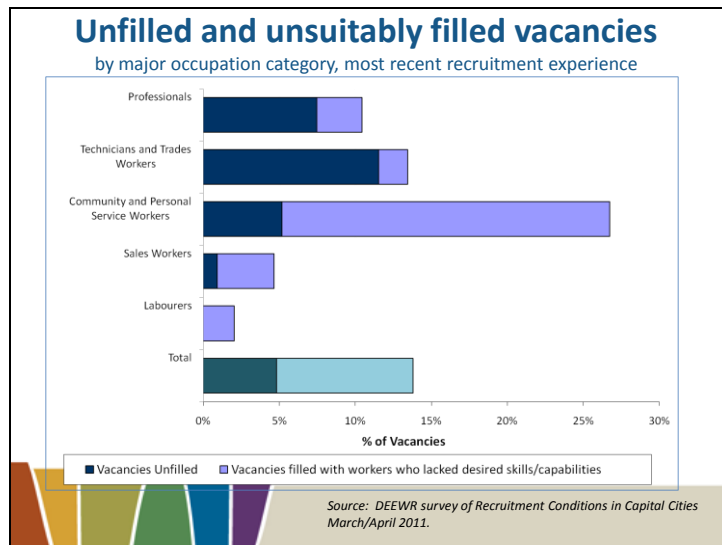
Informal method only: 18% vs 16% for Australia

Both formal and informal methods: 18% vs 17% for Australia

Formality unknown: 5% 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:

- Through an education provider 4%
- JSA provider 3%
- 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 14 per cent of vacancies either remained unfilled (5%) or were filled with a worker who did not have the skills or capabilities that the employer was looking for (9%).

We can see here that employers were unlikely to have difficulty finding appropriate staff for labourers and Sales Assistants.

- Employer's had greater difficulty filling vacancies for occupations requiring a certificate level training or higher.

Employers commonly had difficulty filling vacancies for Community and Personal Service Workers. A large proportion of this category is made up of Carers and Hospitality Workers .

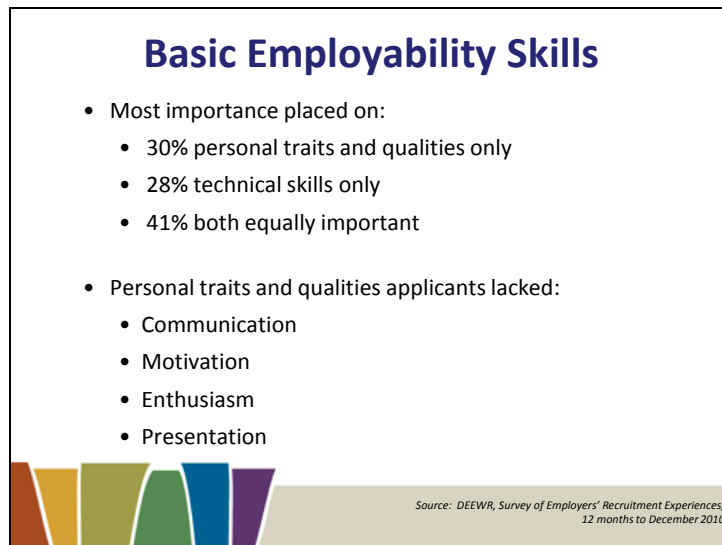
Occupations with Strong Job Prospects in Hobart				
Occupation	Female	Part Time	Median Age	Future Employment Growth
CARERS				
<ul style="list-style-type: none"> • Informal recruitment methods used by 25% of employers • Difficult to find qualified job seekers • Great long-term employment prospects 				
Child Carer	96%	52%	32	Very Strong
Aged and Disabled Carers	83%	64%	46	Very Strong
Personal and Nursing Support Carers	79%	57%	44	Very Strong
HOSPITALITY WORKERS				
<ul style="list-style-type: none"> • Informal recruitment methods used by 39% of employers • Many employers want job seekers to have work experience • Likely to be recruiting for the high season soon 				
Waiters	71%	77%	21	Very Strong
Bar Attendants and Baristas	50%	74%	24	Moderate
Gaming Workers	44%	25%	31	Moderate

Source: DEEWR survey of Recruitment Conditions in Capital Cities March/April 2011, Australian Jobs 2011.

This table shows occupations in the Community and Personal Service Occupation category for which we just saw employers in Hobart were having difficulty filling.

 Info on this table is for all capital cities.

Table refers to informal recruitment methods ONLY (ie did not use any formal recruitment methods).

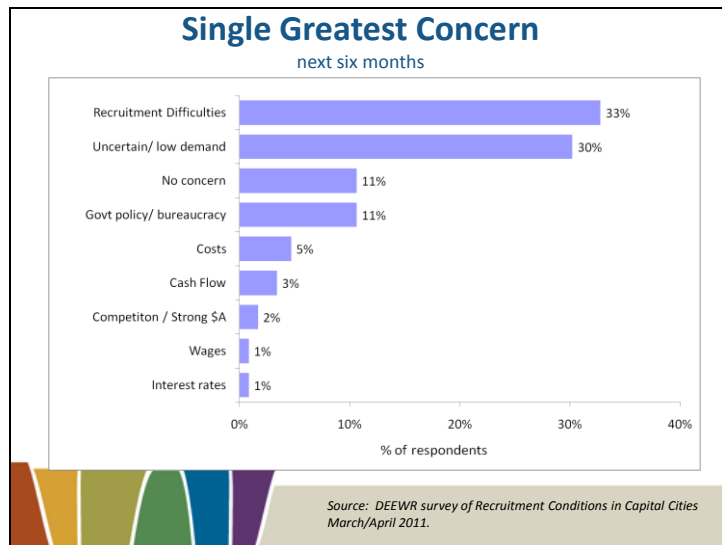


Results from all regions surveyed in the 12 months to December 2010 showed that, when recruiting, employers placed most importance placed on:

- 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:

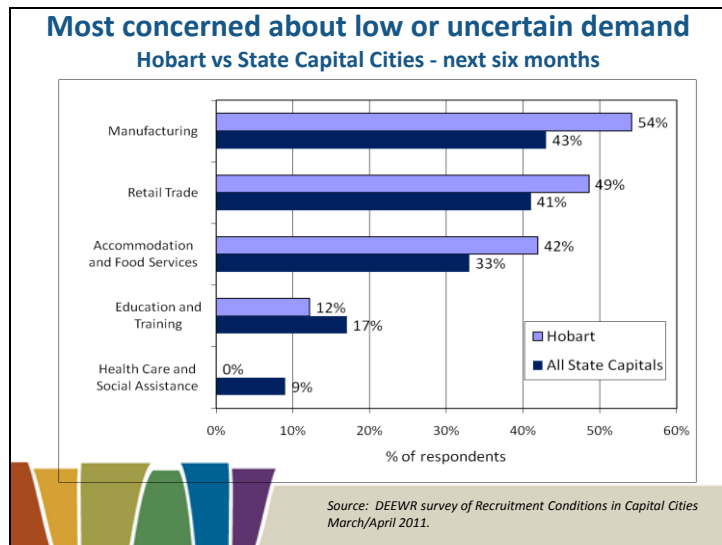
- Communication
- Motivation
- Enthusiasm
- Presentation



Employers were asked what their single greatest concern for their business was for the next six months. This chart shows their responses.

Government Policy / Bureaucracy more likely to be the biggest problem for workplaces in:

- Health Care and Social Assistance.
- Public Administration and Safety.
- Education and Training.



There were significant differences in the proportion of employers who were most concerned about low or uncertain levels of demand in the next six months by industry.

Uncertain or low levels of product demand was the greatest concern over the next six months for more than half of Manufacturers (54%) and for more than 40% of employers in:

- Retail Trade (49%); and
- Accommodation and Food Services (42%)

Employers in Hobart are more likely to be most concerned about future demand than employers in other State capital cities.

Recruitment Conditions in Capital Cities				
Survey Results				
	CHANGE IN RECRUITMENT ACTIVITY	RECRUITMENT DIFFICULTIES	CHANGE IN RECRUITMENT DIFFICULTIES	RECRUITMENT OUTLOOK
	2010 - 2011	METRO '11	2010 - 2011	NEXT SIX MONTHS
SYDNEY	INCREASE	MODERATE	EASING	STEADY
MELBOURNE	INCREASE	MODERATE	STEADY	STEADY
BRISBANE	STEADY	MODERATE	HIGHER	STEADY
ADELAIDE	INCREASE	MODERATE	EASING	SUBDUED
PERTH	INCREASE	HIGH	HIGHER	STRONG
HOBART	STEADY	MILD	EASING	SUBDUED
DARWIN	N/A	VERY HIGH	N/A	VERY STRONG
STATE CAPITALS	INCREASE	MODERATE	STEADY	STEADY

This table summarises recruitment conditions in each capital city and how they have changed between March 2010, and when the survey was first conducted in March/April 2011.

- 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 over time.

Conclusions

Labour market conditions are mixed.

- Unemployment remains low by historical standards.
- Divergent industry performance.

Some groups are particularly vulnerable

- Teenagers; Indigenous; less educated; persons with a disability; VLTU

Yet there are still local job opportunities

- Employers still have vacancies.
- Vacancies requiring Certificate level training or higher often difficult to fill.
- Growth industries – Health, Education

Soft Skills are essential to tap into these opportunities

- Communication, motivation, enthusiasm, presentation, literacy
- Also important: work experience, training, apprenticeships.

Continue to work with employers regarding their needs and expectations



Further Information

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



Further Information

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

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

Thank you.

