

Slide 1



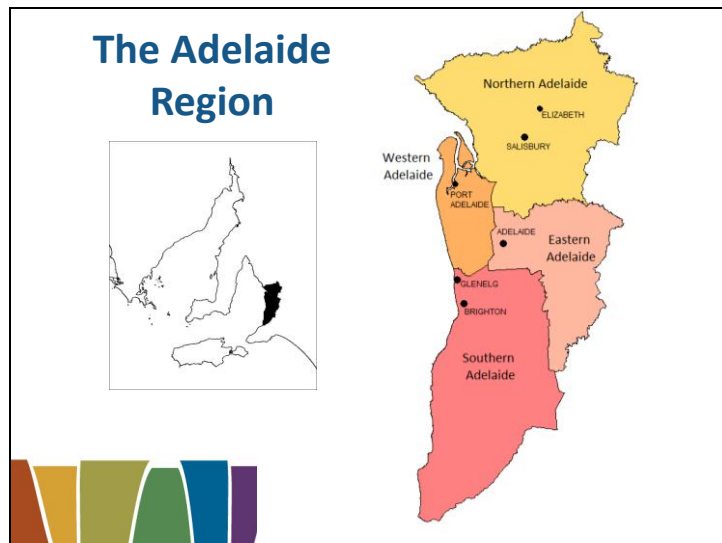
Australian Government
Department of Education, Employment and Workplace Relations

Overview of the Adelaide Labour Market

27 November 2012

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The Adelaide Region:

This map shows the four labour force regions that make up the Adelaide Statistical Division. The regions contain the following Local Government Areas (LGAs):

Eastern Adelaide

- Adelaide
- Adelaide Hills
- Burnside
- Campbelltown
- Norwood Payneham
- Prospect
- Unley
- Walkerville

Northern Adelaide

- Gawler
- Playford
- Port Adelaide Enfield (split with Western Adelaide LFR)
- Salisbury
- Tee Tree Gully

Southern Adelaide

- Holdfast Bay
- Marion
- Mitcham
- Onkaparinga

Western Adelaide

- Charles Sturt
- Port Adelaide Enfield (split with Northern Adelaide LFR)
- West Torrens

Adelaide labour market profile

	Adelaide	South Australia	Australia
Total Employment	600,700	810,600	11,511,400
% Change: Year to Oct 12	-0.6 %	-1.1%	0.5%
Unemployment Rate	5.6%	5.6%	5.2%
% Pt Change: Year to Oct 12	0.3% pts	0.3% pts	0.1% pts
Participation Rate (WAP)	75.9%	75.3%	76.3%
% Pt Change: Year to Oct 12	-0.2% pts	-0.7 % pts	-0.3% pts

Source: ABS Labour Force, Electronic Delivery, cat. no. 6291.0.55.001, October 2012 three month averages of original data.

Adelaide Labour Market Profile:

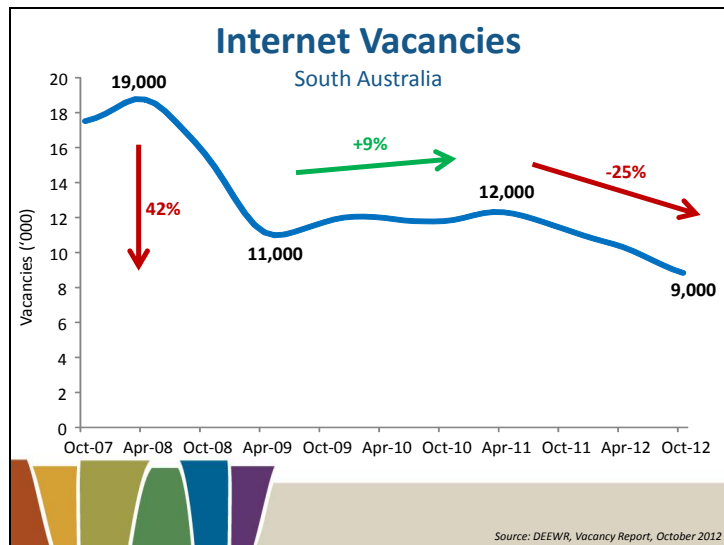
Source: ABS Labour Force, Electronic Delivery, cat. no. 6291.0.55.001, October 2012 three month averages of original data.

Total employment in Adelaide and South Australia have decreased by 0.6% and 1.1% respectively over the past 12 months, while total employment in Australia has increased by 0.5%.

The unemployment rate in Adelaide has increased by 0.3% pts in the last 12 months to 5.6%, and remains above the Australia unemployment rate (5.2%).

Labour market participation in Adelaide (75.9%) and South Australia (75.3%) are both lower than for Australia (76.3%).

Slide 4

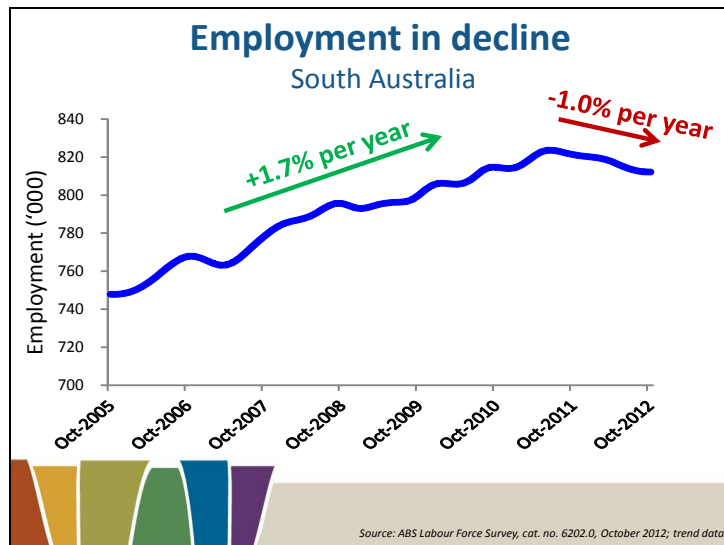


Internet vacancies:

Source: DEEWR, Vacancy Report, October 2012.

The number of internet job ads in South Australia fell by 42 per cent from February 2008 (19,000) to May 2009 (11,000).

There was a slight recovery in 2010 and early 2011, but vacancy numbers have now fallen back to levels below that of June 2009 (currently 9,000).



Employment in Decline:

Source: ABS Labour Force Survey, cat. no. 6202.0, October 2012; trend data.

Employment growth in South Australia averaged 1.7% per year in the years up to June 2011, but employment has since then fallen at a rate of 1.0% per year.

Impact not evenly felt

Change over the 12 months to October 2012, South Australia

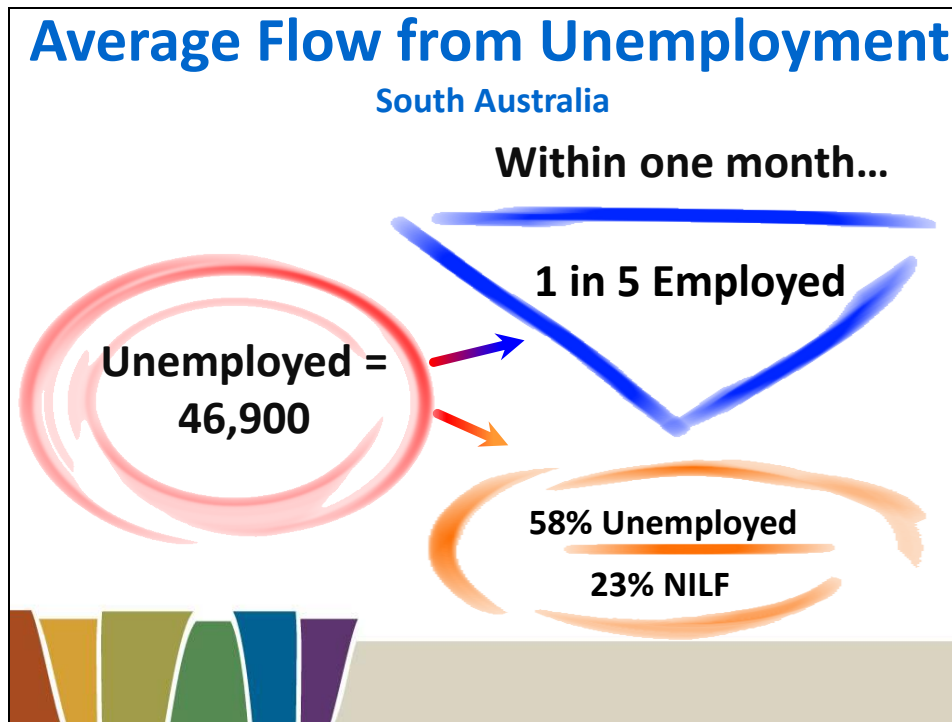
Change in....	Males	Females
Full-time employed	-10,300	+2,600
Part-time employed	900	-2400
Total employed	-9,400	+200
Unemployment rate	+0.5% pts	+0.2% pts
Participation rate (WAP)	-1.4% pts	+0.1% pts

Source: ABS Labour Force, Electronic Delivery, cat. no. 6291.0.55.001, October 2012
3 month averages of original data.

Impact not evenly felt:

Source: ABS Labour Force, Electronic Delivery, cat. no. 6291.0.55.001, October 2012, 3 month averages of original data.

In the 12 months to October 2012, full-time employed Males decreased by 10,300 persons in South Australia while part-time employed Males increased by 900 persons. By contrast, full-time employed females increased by 2,600 persons while part-time employed females decreased by 2,400 persons.



Average Flow from Unemployment:

Source: ABS Labour Force Survey, cat. no. 6202.0, October 2012

Over the 12 months to October 2012, there were on average 46,900 unemployed people in South Australia.

Longitudinal data showed that on average 1 in 5 (19%) unemployed persons in any given month will have found unemployment one month later. The majority of those that have found work were employed part-time. The majority of unemployed persons will remain unemployed one month later (58%), but almost one quarter (23%) will have left the labour force.

Long-term Unemployment			
Region	Long-term unemployed (52 weeks or more)		Average duration of unemployment
	Persons ('000)	Annual Change ('000)	
Northern Adelaide	4100	-200	55 Weeks
Eastern Adelaide	800	100	27 Weeks
Adelaide	7600	200	41 Weeks
Australia	118,400	500	37 Weeks

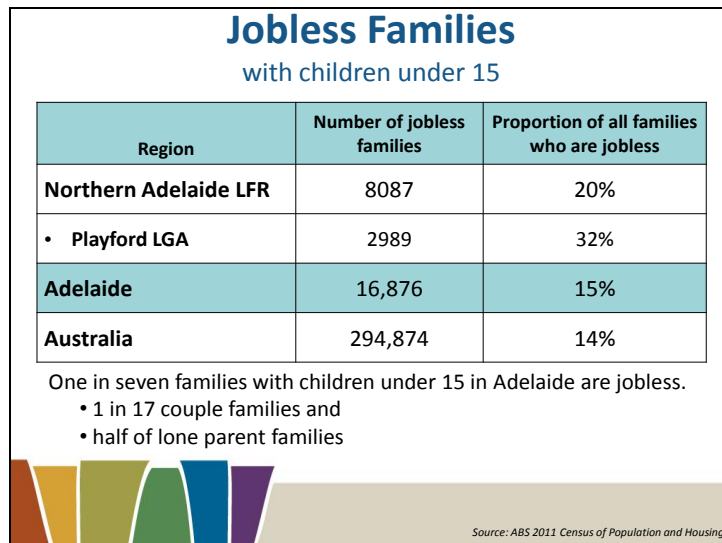
Source: ABS Labour Force Data, October 2012,
12 month averages of original data.

Long Term Unemployment

Source: ABS Labour Force Data, October 2012, 12 month averages of original data.

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

The number of long-term unemployed in Adelaide has slightly increased (by 200 persons) over the 12 months to October 2012. The average duration of unemployment for unemployed persons in Adelaide (41 weeks) was higher than the national result (37 weeks), although the duration varied greatly across regions within Adelaide.

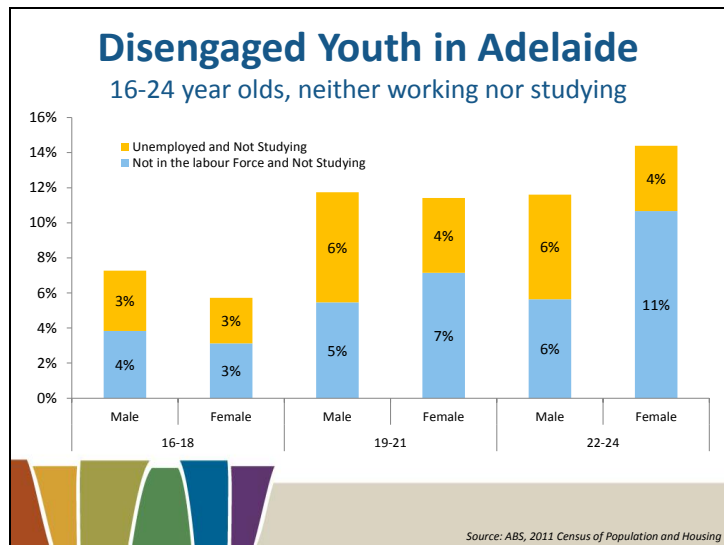


Jobless Families:

Source: ABS 2011 Census of Population and Housing

Jobless families are families in which no parent is employed (*ABS 2006 Census of Population and Housing*)

The proportion of families with children aged under 15 years in Adelaide who have no employed parent (15%) is slightly above and Australia (14%). However, there are areas within South Australia where the percentage of families who are jobless is much higher, such as the Playford LGA (32%).



Disengaged Youth – Adelaide

Source: ABS, 2011 Census of Population and Housing

This chart shows the proportion of people aged between 16 to 24 years, who are not working or studying by gender in Adelaide

There are a high proportion of females not studying and not in the labour force aged 22 to 24 (11%) compared with males (6%). Yet there was higher proportion of males aged 19 to 24 that were unemployed and not studying compared with females in the same age group (6% and 4%).

Mixed school results by area

% of Yr 9 government students who did not meet the minimum standards in:	Playford LGA	Port Adelaide-Enfield LGA (2010)	South Australia	Australia
Reading	18%	44%	7%	6%
Grammar & Punctuation	27%	31%	9%	9%
Persuasive Writing	38%	46%	16%	14%

Source: Myschool website, 2011

Mixed school results by area:

Source: Myschool website

This slide shows the proportion of Year 9 students at a selected government high school in the Playford and Port Adelaide-Enfield LGAs who did not meet minimum standards for Reading, Grammar & Punctuation and Persuasive Writing in 2011, compared with the proportions of Year 9 students who did not meet minimum standards for Reading, Grammar & Punctuation and Persuasive Writing in South Australia and nationally.

While the selected government school's data are not necessarily representative of all Year 9 students in the regions identified, it demonstrates that there are some pockets of disadvantage.


Selected School: Fremont – Elizabeth High School (Playford LGA) & *Enfield High School (Port Adelaide-Enfield LGA)

*Enfield High School has amalgamated with three other sites (Ross Smith Secondary School, Gepps Cross Girls High School and Gepps Cross Senior School) therefore data is only available until 2010.

Educational Attainment

Persons aged 25-34 years

Region	Completed Year 12	Diploma/ Certificate level	Bachelor Degree or Higher
Northern Adelaide LFR	62%	35%	23%
• Playford LGA	45%	38%	8%
Eastern Adelaide LFR	87%	23%	56%
Adelaide	72%	33%	34%
Australia	75%	33%	35%



Source: ABS, 2011 Census of Population and Housing

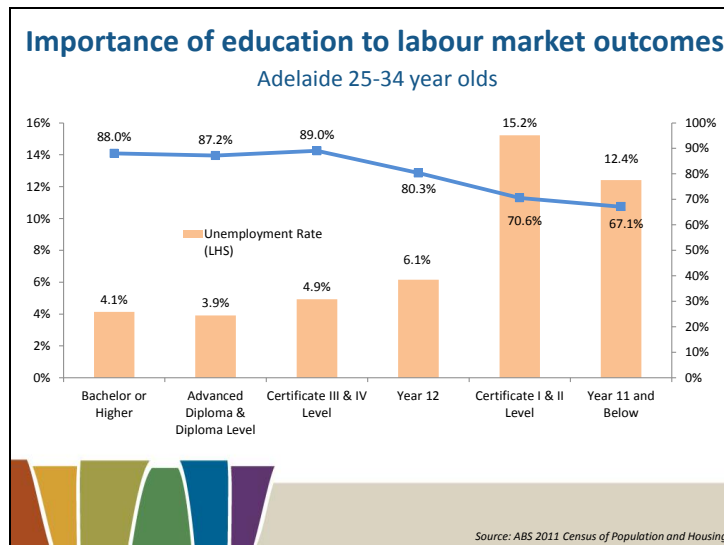
Educational Attainment

Source: ABS, 2011 Census of Population and Housing

Year 12 completion rates for people aged 25-34 years old are lower in Adelaide (72%) than Australia (75%). However, results vary across the city, with 87% of 25-34 year olds in the Eastern Adelaide LFR having a Year 12 Certificate compared with 45% for those in the Playford LGA.

A similar result can be seen for the proportion of people aged 25-34 years old who have attained a Bachelor Degree or higher.

The results in this slide have been calculated based on the educational attainment of 25-34 year olds at the time of the 2011 Census, and take no account of whether people were studying at school or for a post-school qualification.

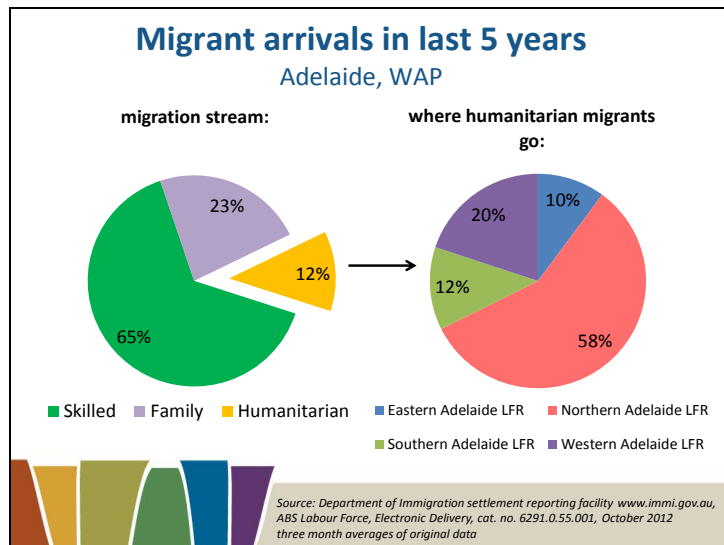


Educational Attainment and Labour Market Outcomes:

Source: ABS 2011 Census of Population and Housing

This slide illustrates the correlation between education and labour market outcomes in Adelaide, with higher labour force participation rates and lower unemployment rates for those with higher levels of educational attainment. This reflects the pattern seen across Australia and demonstrates the importance of continuing education to help job seekers obtain employment and participate in the labour market.

The results in this slide have been calculated based on the educational attainment of 25-34 year olds at the time of the 2011 Census, and take no account of whether people were studying at school or for a post-school qualification.



Migrant arrivals in last 5 years:

Source: Department of Immigration settlement reporting facility www.immi.gov.au, ABS Labour Force, Electronic Delivery, cat. no. 6291.0.55.001, October 2012 three month averages of original data

This slide shows the migrant arrivals to Adelaide in the five years from 4 November 2007 to 4 November 2012.

There were 39,579 migrant arrivals in last 5 years, who make up 5% of Adelaide’s WAP (compared with 4% for migrant arrivals to Australia in the last 5 years).

OTMESC Labour Market Outcomes					
Migrants born in an Other Than Main English Speaking Country					
Region	OTMESC proportion of working age population	Unemployment Rate		Participation Rate	
		OTMESC	Non-OTMESC	OTMESC	Non-OTMESC
Enfield	35%	9.6%	5.8%	63.7%	73.4%
Adelaide	21%	9.0%	5.4%	64.8%	77.6%
Australia	24%	7.7%	5.3%	69.1%	77.5%

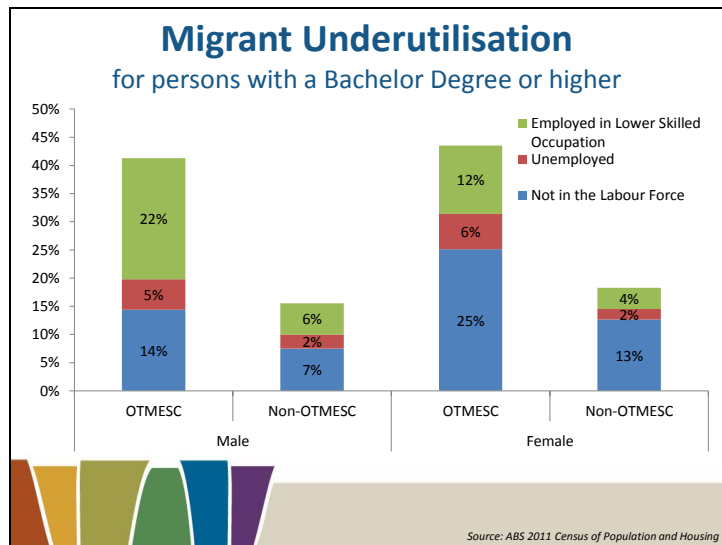
Source: ABS 2011 Census of Population and Housing

OTMESC Labour Market Outcomes:

Source: ABS 2011 Census of Population and Housing

This table shows that unemployment is higher and participation in the labour market is lower for those born in an Other Than Main English Speaking Country.

Enfield refers to the Port Adelaide-Enfield - East and Port Adelaide-Enfield - Inner SLAs.



Migrant Underutilisation:

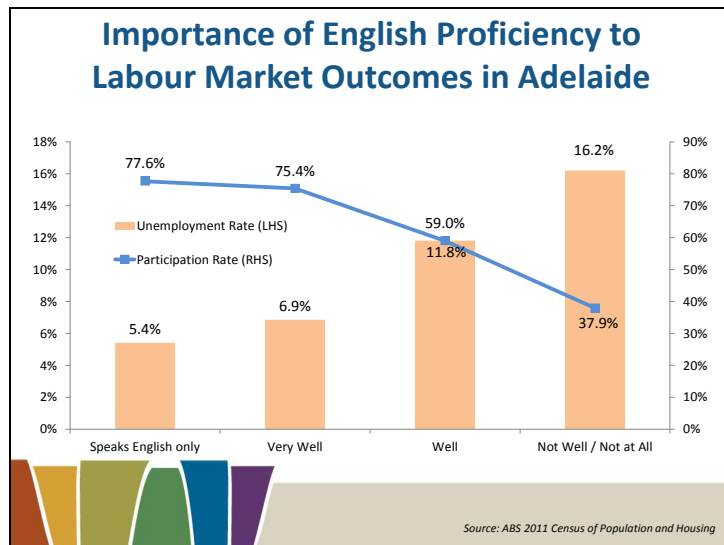
Source: ABS 2011 Census of Population and Housing

This chart illustrates migrant underutilisation by comparing labour market participation of those with a Bachelor Degree or higher by whether or not they were a migrant from an Other Than Main English Speaking Country.

Lower Skilled Occupation refers to those in the Machinery Operators and Drivers, Sales Workers and Labourers occupation groups.

Overall, 33 per cent of the working age population in Adelaide born in an OTMESC have obtained a Bachelor Degree or higher qualification, compared with 20 per cent for the Non-OTMESC population.

Of the working age population, there was a lower level of labour market participation for highly qualified OTMESC persons compared with the Non-OTMESC population. For both males and females, a higher proportion of the OTMESC population with a Bachelor Degree or higher were either not in the labour force, unemployed or employed in a lower skilled occupation.

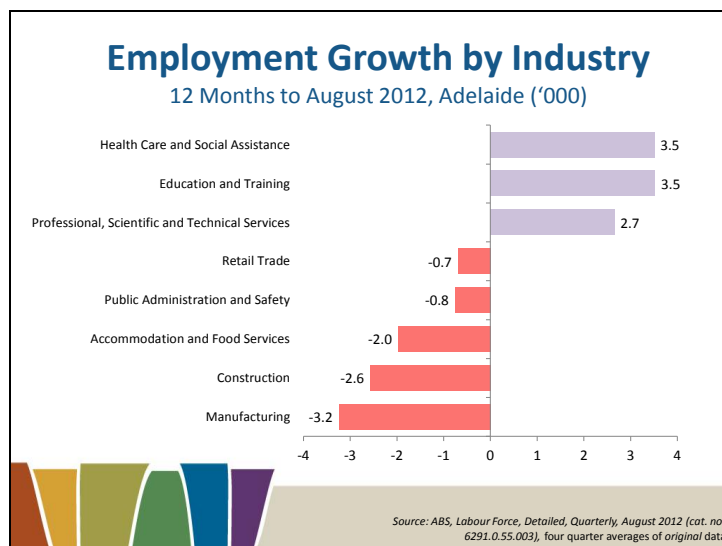


English Proficiency and Labour Market Outcomes:

Source: ABS 2011 Census of Population and Housing

There is a clear correlation between English language proficiency and labour market outcomes. Among those who reported lower levels of proficiency in spoken English, unemployment rates were higher and participation rates lower.

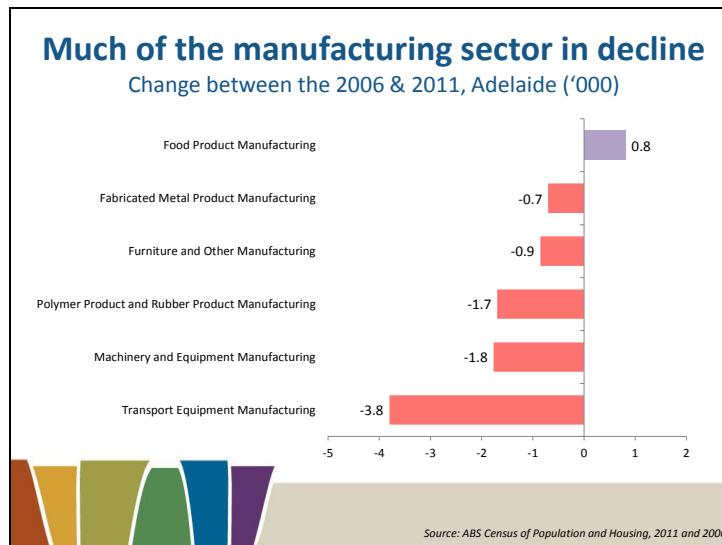
This data is from the 2011 Census of Population and Housing, which asked for the English proficiency of those who primarily spoke a language other than English at home.



Employment Growth by Industry – Adelaide

Source: ABS, Labour Force, Detailed, Quarterly, August 2012 (cat. no. 6291.0.55.003), four quarter averages of original data

This slide shows the strong employment growth over the past year in industries such as the Health Care and Social Assistance , Education and Training and Professional, Scientific and Technical Services industries. By contrast, the Manufacturing and Constructions industries have both experienced a large decrease in employment.

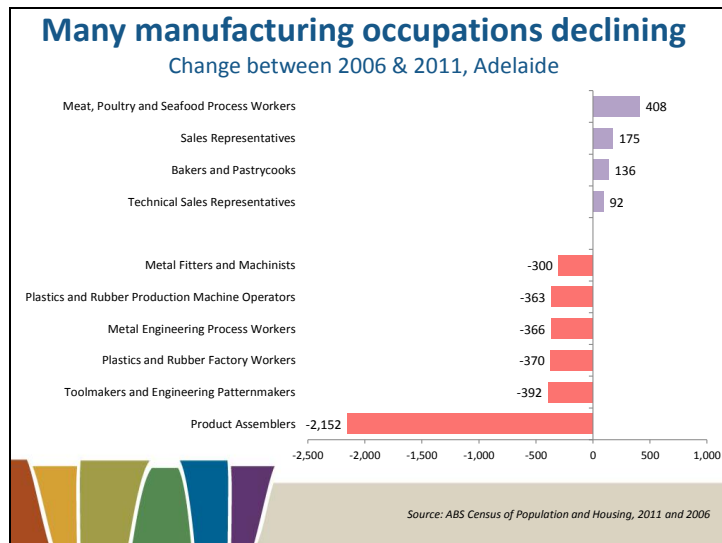


Employment Change in Manufacturing

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

Change between the 2006 to 2011 Censuses, Manufacturing subdivisions, Adelaide ('000).

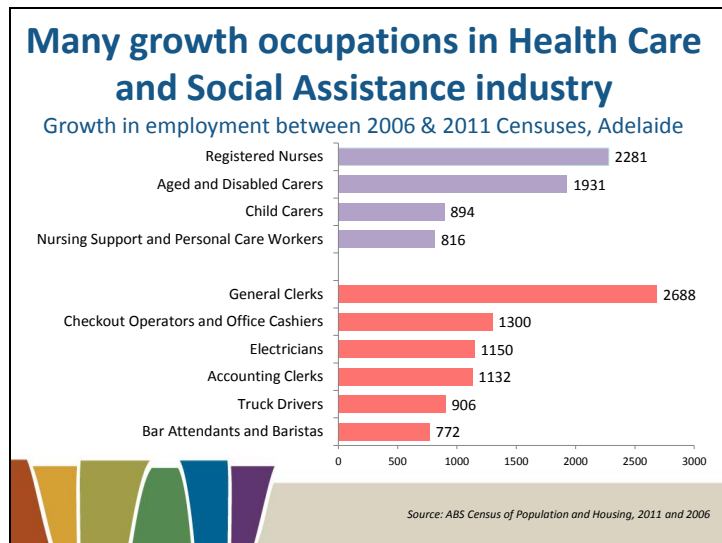
Within the Manufacturing industry, the Food Product Manufacturing industry was the only industry to have shown a relatively large increase (800 persons) between the 2006 and 2011 Censuses. By contrast, most industries within Manufacturing have reduced employment, particularly Transport Equipment Manufacturing (a decrease of 3800).



Manufacturing occupations

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

This Chart displays the occupations in the Manufacturing industry in Adelaide with the greatest change in employment between the 2006 and 2011 Censuses. Given the overall decrease in employment in Manufacturing between the Censuses (-8,900), many occupations have experienced a decrease in employment.



Fastest growing occupations

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

This Chart shows the growth occupations in Adelaide between the 2006 and 2011 Censuses. Employment in many of the occupations are predominantly in the Health Care and Social Assistance industry (highlighted in purple).

Employer Survey Results - Adelaide

- Recruitment activity easing on 2011 levels
 - 1 in 10 jobs became vacant in last six months
- Almost three in five recruiting employers had difficulty filling a vacancy in the last six months
 - Difficulty most common when recruiting for Technicians and Trades Workers occupations
- Employers most commonly concerned about low or uncertain demand for the six months following the survey



Source: DEEWR, Survey of Employers' Recruitment Experiences in All Capital Cities, March 2012

Employer Survey Results - Melbourne:

Source: DEEWR, Survey of Employers' Recruitment Experiences in Capital Cities, March 2012

Survey of Employers in Capital cities, March/April 2012.

- 3,295 responses
- Follows 2011 survey

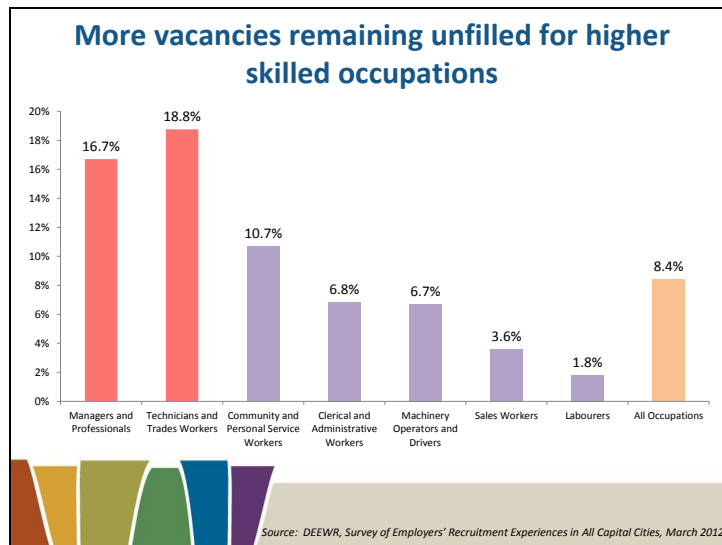
Recruitment activity easing slightly on 2011 levels

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More vacancies remaining unfilled for higher skilled occupations:

Source: DEEWR, Survey of Employers' Recruitment Experiences in Capital Cities, March 2012

8.4% of vacancies in Adelaide remained unfilled in employers' most recently recruitment round. There were proportionally more unfilled vacancies for Managers and Professionals (16.7%) and Technicians and Trades Workers (18.8%) occupations compared with the medium to lower level occupations.

Although 8.4% of vacancies remained unfilled (higher compared with 7.7% compared with All Capital Cities), 17% of employers extended their most recent recruitment round with the majority of employers stating a lack of suitable applicants as the reason.

Occupation Based Classifications	
Higher Skilled Occupation Categories	
Professionals and Managers	
Hospitality, Retail and Service Managers	Green
Teachers	Yellow
Registered Nurses	Red
ICT Professionals	Yellow
Technicians and Trades Workers	
Automotive Electricians and Mechanics	Red
Mechanical Engineering Trades Workers	Red
Food Trades Workers	Red
Structural Steel and Welding Trades Workers	Yellow

Source: DEEWR, Survey of Employers' Recruitment Experiences in Capital Cities, March 2012

Occupation Based Classifications – Higher Skilled Occupation Categories:

Source: DEEWR, Survey of Employers' Recruitment Experiences in Capital Cities, March 2012

This table shows high skilled occupations by level of difficulty in all capital cities March 2012

Red = the majority of employers reported the occupation was difficult to recruit for or a relatively high number of vacancies remained unfilled or both.

Yellow = employers often reported it being difficult to recruit for or employers often recruited a worker who did not have the desired skills or capabilities or both.

Green = few or no indicators of difficulty recruiting for the occupation.

However, other indicators, such as the suitability of staff hired, the number of applicants and whether the employer extended the recruitment process, were also used when categorising each occupation.

Occupation Based Classifications	
Lower Skilled Occupation Categories	
Community and Personal Services Workers	
Aged, Disability and Nursing Support Workers	Yellow
Hospitality Workers	Yellow
Clerical and Administrative Workers	
General Clerks	Yellow
Receptionists	Yellow
Sales Workers	
Sales Representatives	Red
Sales Assistants and Checkout Operators	Green
Machinery Operators and Drivers	
Plant and Machine Operators	Yellow
Bus and Truck Drivers	Yellow
Labourers	
Factory Process Workers	Yellow
Food Preparation Assistants	Green

Source: DEEWR, Survey of Employers' Recruitment Experiences in Capital Cities, March 2012

Occupation Based Classifications – Lower Skilled Occupation Categories:

Source: DEEWR, Survey of Employers' Recruitment Experiences in Capital Cities, March 2012

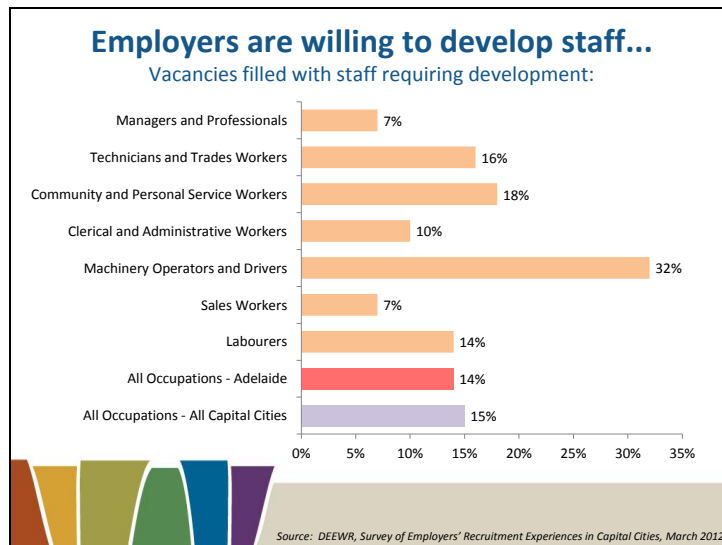
This table shows lower skilled occupations by level of difficulty in all capital cities March 2012

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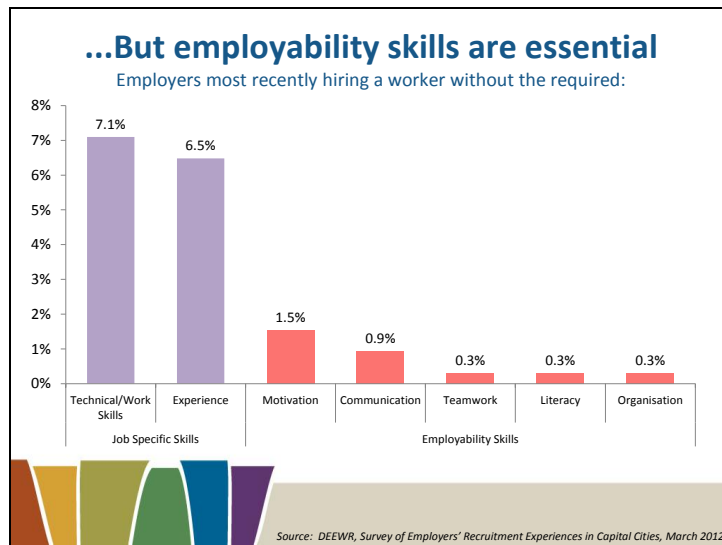
However, other indicators, such as the suitability of staff hired, the number of applicants and whether the employer extended the recruitment process, were also used when categorising each occupation.



Vacancies filled with workers who lacked desired skills/capabilities:

Source: DEEWR, Survey of Employers' Recruitment Experiences in Capital Cities, March 2012

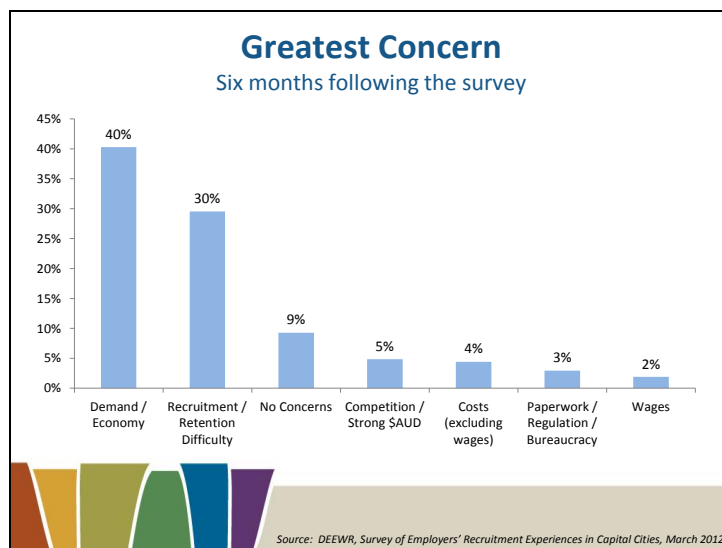
This graph shows the proportion of employers filling vacancies with an applicant who lacked the desired skills and/or capabilities.



Employability skills are essential:

Source: DEEWR, Survey of Employers' Recruitment Experiences in Capital Cities, March 2012

While 14% of employers recently filled a vacancy with an applicant that required further development, employers were generally only willing to hire an applicant who is lacking in Job Specific Skills rather than one lacking in Employability Skills.




Greatest Concern – Six months following the survey:

Source: DEEWR, Survey of Employers' Recruitment Experiences in Capital Cities, March 2012

The greatest single concern for employers in the six months following the survey was most commonly demand for products and services / general economic outlook (40 per cent), followed by recruitment and retention difficulty (30 per cent).

Conclusion

- Adelaide's labour market remains solid with historically low unemployment rate, but...
 - Declining employment, mostly in full-time jobs
 - Declining vacancies
 - Regions of considerable disadvantage
- Disadvantaged groups:
 - Lower educated, disengaged youth, long-term unemployed, jobless families
 - Unemployment and underutilisation of migrants
- Many opportunities still exist:
 - Employers still recruiting in all regions
 - Many higher skilled vacancies are difficult to fill
 - Many lower skilled growth occupations, including General Clerks, Aged and Disabled Carers, Child Carers and Truck Drivers
 - Growth industries including Health Care and Social Assistance, Education and Training & Professional, Scientific and Technical Services
- Job seekers need to be job ready:
 - Training / apprenticeships, work experience
 - Employability skills, positive attitudes
- Stakeholders need to work together: providers, educational institutions, employers and job seekers



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Department of Education, Employment and Workplace Relations

If you have any questions about the presentation please contact
the Regional and Industry Employer Surveys Section on
[1800 059 439](tel:1800059439) or email recruitmentsurveys@deewr.gov.au

