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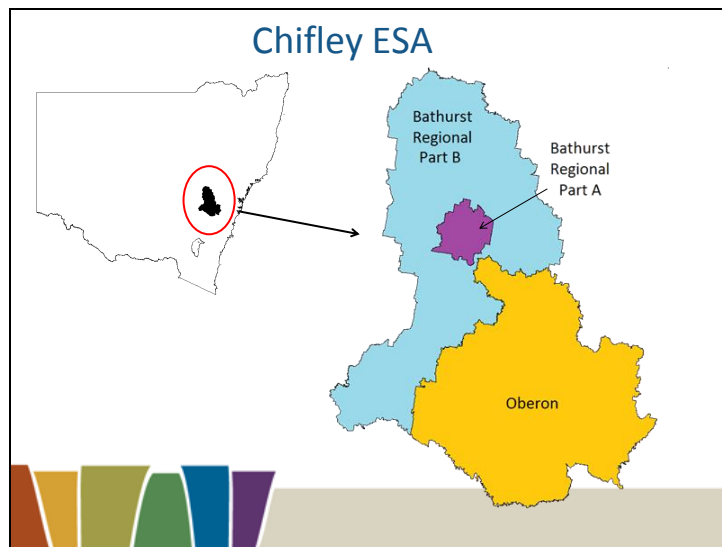
**Overview of the Chifley ESA Labour Market**

Australian Government

**Department of Education, Employment and Workplace Relations**

Survey of Employers' Recruitment Experiences in the Chifley Employment Service Area (ESA)

Presenter: Ivan Neville, Branch Manager, Labour Market Research and Analysis Branch



### **Map of Chifley ESA**

The Chifley ESA *Survey of Employers' Recruitment Experiences* was conducted during July 2011 and includes the following three Statistical Local Areas;

#### **Chifley ESA**

- Bathurst Regional (A) – Pt A
- Bathurst Regional (A) – Pt B
- Oberon (A)

The Chifley ESA is located west of Sydney in western New South Wales. It is a relatively small ESA with an adult population of 36,481 (June 2010). The area is largely rural with a considerable proportion of the population situated in the regional city of Bathurst.

Population Profile					
SLA	Adult Population 2010	Adult Population Growth 2005-2010	Proportion of Adult Population 15 - 24 (2010)	Proportion of Adult Population 65 + (2010)	Working Age Participation Rate (2006)
Bathurst Regional (A) – Pt A	27,888	10%	25%	15%	72.6%
Bathurst Regional (A) – Pt B	4,550	10%	13%	19%	70.7%
Oberon (A)	4,403	6%	15%	19%	72.5%
<b>Chifley ESA</b>	<b>36,841</b>	<b>10%</b>	<b>23%</b>	<b>16%</b>	<b>72.3%</b>
NSW	5,877,443	8%	17%	17%	73.9%
Australia	18,098,642	11%	17%	17%	75.0%

Source: ABS Estimated Residential Population as at June 2010;  
ABS 2006 Census of Population and Housing

### **Population Profile of South East ESA**

*Source: ABS, 2006 Census of Population and Housing; Population Estimates by Age and Sex, 2005 and 2010*

- The adult population (15 years +) of the Chifley ESA was 36,481 in June 2010, an increase of 10 per cent since June 2005. Over the same period, population growth in the ESA was greater than that for NSW, but lower than the national average of 11 per cent.
- The Bathurst Regional (A) – Pt A Statistical Local Area (SLA) (with an adult population of 27,888) accounted for 76 per cent of the Chifley ESA adult population.
- At the time of the 2006 Census, the working age participation rate was 72.3 per cent for the ESA, slightly lower than that of NSW (73.9 per cent) and Australia (75.0 per cent).
- At the time of the 2006 Census, 16 per cent of the Chifley ESA adult population was aged 65 years and over, slightly lower than the proportion for Australia (17 per cent).

**Unemployment Rate by SLA**

SLA	June 2010	June 2011	Change
Bathurst Regional (A) – Pt A	4.9%	4.9%	0.0% pts
Bathurst Regional (A) – Pt B	4.9%	4.8%	-0.1% pts
Oberon (A)	3.0%	3.4%	0.4% pts
<b>Chifley ESA</b>	<b>4.7%</b>	<b>4.7%</b>	<b>0.0% pts</b>
NSW	5.7%	5.1%	-0.6% pts
Australia	5.5%	5.1%	-0.4% pts

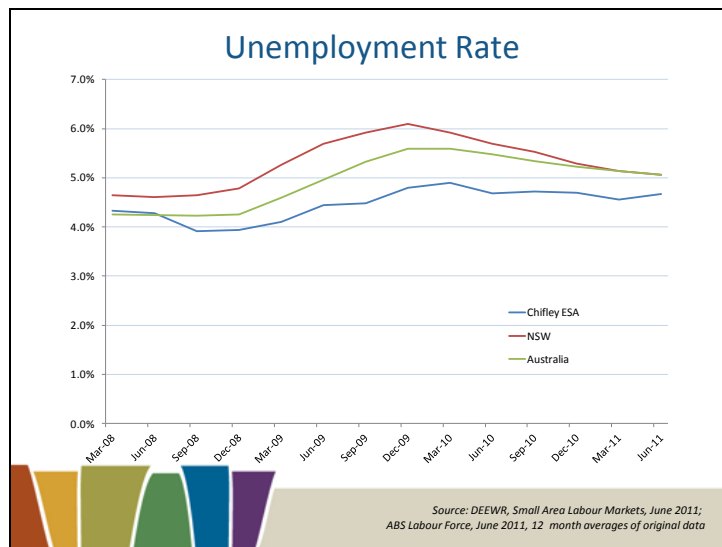
Source: DEEWR, Small Area Labour Markets, June 2011

**Unemployment Rate by SLA**

*Source: DEEWR Small Area Labour Markets, June 2011*

- In June 2011, the unemployment rate in the Chifley ESA was 4.7 per cent, below the State and National unemployment rates (both 5.1 per cent).
- Small Area Labour Market (SALM) data shows there is some variability in the unemployment rates across the ESA.
- The Bathurst Regional – Pt A SLA reported the highest unemployment rate of 4.9 per cent. This was still below the State and National rates.
- Conversely, the unemployment rate in the Oberon SLA was only 3.4 per cent.

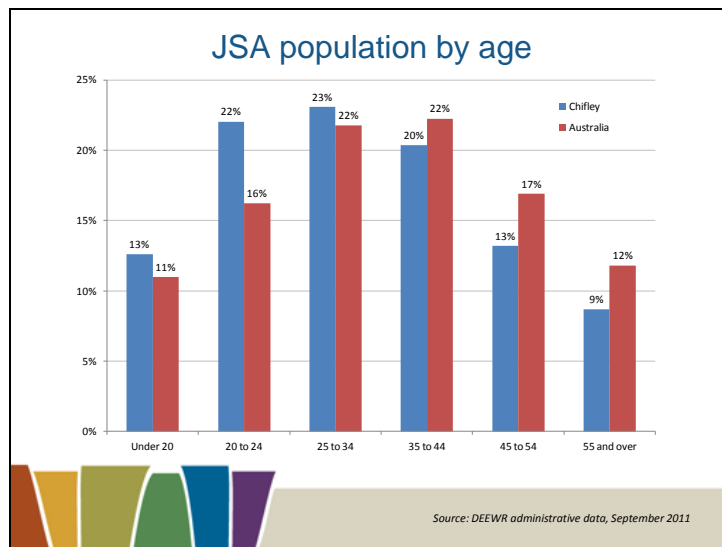
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**Unemployment Rate**

Source: DEEWR, Small Area Labour Markets, June 2011; ABS Labour Force, June 2011, 12 month averages of original data.

This chart shows that the unemployment rate for the Chifley ESA has been consistently lower than both the state and national level for the past 3 years.



### **Job Services Australia (JSA) population by age**

Source: DEEWR administrative data, September 2011

- Due to their lack of skills and experience, teenagers and young adults often find it difficult to find employment, particularly in regional areas where the range of jobs and training opportunities are often more limited and difficult to access.
- In September 2011, teenagers and adults under 25 years of age accounted for 35 per cent of the total number of job seekers in the Chifley ESA. In Australia this cohort accounted for 27 per cent of job seekers.
- Conversely, adults 35 years of age and above accounted for 42 per cent of job seekers in the Chifley ESA compared with 51 per cent of the national total.

### **JSA caseload and duration of job seeker registration**

Source: DEEWR administrative data, September 2011

- As at September 2011, the average duration of registration for a job seeker was 26 months in the Chifley ESA. The average for Australia was 23 months.
- 51 per cent of unemployed people in the Chifley ESA had been unemployed for longer than 12 months. This figure is also slightly above that for Australia (49 per cent).

Recipients of Centrelink Benefits				
SLA	Proportion of working age population on a Centrelink Benefit	% change in total recipients (Sep 2010 to Sep 2011)	Proportion of working age population on an unemployment benefit	% change in unemployment recipients (Sep 2010 to Sep 2011)
Bathurst Regional (A) – Pt A	20%	-3.2%	4.2%	-8.2%
Bathurst Regional (A) – Pt B	21%	-3.2%	4.3%	-8.0%
Oberon (A)	15%	-0.9%	3.9%	10.3%
<b>Chifley ESA</b>	<b>20%</b>	<b>-3.0%</b>	<b>4.1%</b>	<b>-6.5%</b>
NSW	17%	-1.0%	4.0%	-6.7%
Australia	17%	-0.2%	4.1%	-3.7%

Source: DEEWR administrative data, September 2011;  
ABS Estimated Residential Population as at June 2010

### Recipients of Centrelink Benefits

Source: DEEWR administrative data, September 2011; ABS Estimated Residential Population as at June 2010.

- As at September 2011, 20 per cent of the working age population (15-64 years) in the Chifley ESA was in receipt of a Centrelink benefit. This is higher than the figures for Australia and NSW (both 17 per cent). This is mainly due to the large proportion of students in Chifley ESA. 22 per cent of recipients were on Youth Allowance (Study) compared with 13 per cent for Australia.
- The proportion of the working age population receiving an unemployment benefit (NewStart Allowance or Youth Allowance (other)) in the Chifley ESA was 4.1 per cent. This figure is on par with the state and national averages (4.0 per cent and 4.1 per cent respectively).
- Bathurst Regional (A) – Pt B had a slightly larger proportion (4.3 per cent) of its working age population on an unemployment benefit when compared with the other Chifley ESA SLAs.

### **Proportion of benefit recipients by selected payment type**

	Chifley	NSW	Australia
DSP	28.7%	31.2%	31.6%
PPP	3.7%	4.9%	4.6%
PPS	13.0%	12.4%	12.6%
YLS	22.0%	13.1%	13.0%

**Educational Attainment**  
persons aged 25-34 years

SLA	% Completed Year 12	% Attained Advanced Diploma, Diploma or Certificate Level	% Attained Bachelor Degree or higher
Bathurst Regional (A) – Pt A	60%	39%	21%
Bathurst Regional (A) – Pt B	57%	44%	19%
Oberon (A)	43%	38%	13%
<b>Chifley ESA</b>	<b>58%</b>	<b>39%</b>	<b>20%</b>
NSW	70%	33%	31%
Australia	69%	32%	29%

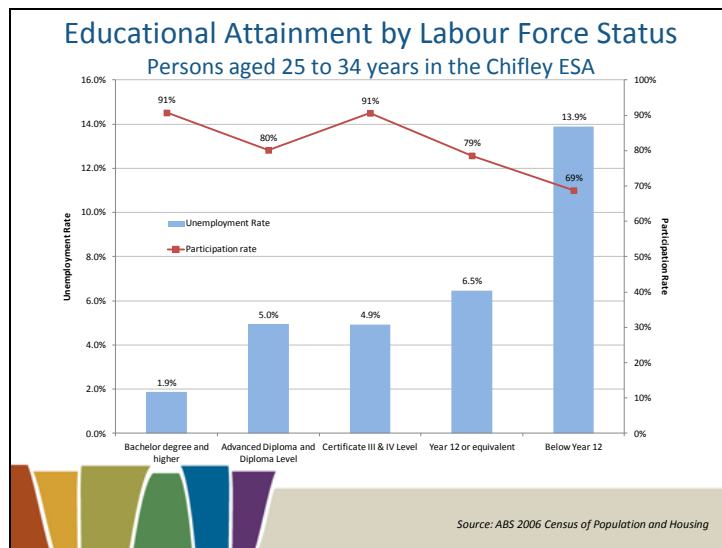
Source: ABS, Census of Population and Housing, 2006

### **Educational Attainment**

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

- The level of educational attainment is strongly linked with labour market performance and the ability of a region (or its population) to weather an economic shock. For example, upon retrenchment, people with lower educational attainment will usually have fewer opportunities to find alternative employment than their higher skilled counterparts. Accordingly, regions with relatively low levels of educational attainment tend to be less able to adjust to economic slowdowns and therefore will have greater labour market difficulty.
- At the time of the 2006 Census, a smaller proportion of people aged 25 to 34 years old had completed Year 12 or equivalent in the Chifley ESA (58 per cent) compared with New South Wales (70 per cent) and Australia (69 per cent).
- Jobseekers who have not completed Year 12 and have limited experience in the workforce are likely to lack basic employability skills, skills that valuable for entry level positions such as Apprenticeships and Traineeships.
- One-fifth (20 per cent) of 25 to 34 year olds had attained a Bachelor Degree or higher qualification in the Chifley ESA. This figure is lower than those for New South Wales (31 per cent) and Australia (29 per cent).
- On the other hand, the proportion of 25 to 34 year olds who had completed an Advanced Diploma, Diploma or Certificate Level qualification (39 per cent) was larger when compared to New South Wales and Australia (33 and 32 per cent respectively).





**Educational Attainment by Labour Force for persons aged 25 to 34 years**

*Source: ABS 2006 Census of Population and Housing*

- There is a strong relationship between educational attainment and employment outcomes. For those aged 25 to 34 years in the Chifley ESA who did not complete Year 12 or attain non-school qualifications, the unemployment rate was 13.9 per cent at the time of the 2006 Census. For those who attained a Certificate III or higher, the unemployment rate was much lower at 3.8 per cent.
- This emphasises the importance of continuing education in helping jobseekers obtain employment and participate in the labour market.

### Jobless Families

SLA	Number of jobless families (with children)	Proportion of all families (with children) who are jobless	Proportion of couple families (with children) who are jobless	Proportion of lone parent families who are jobless
Bathurst Regional (A) – Pt A	852	19%	7%	49%
Bathurst Regional (A) – Pt B	67	9%	3%	40%
Oberon (A)	110	15%	5%	57%
<b>Chifley ESA</b>	1,029	18%	6%	49%
NSW	217,341	21%	11%	51%
Australia	596,295	20%	10%	48%

Source: ABS 2006 Census of Population and Housing

### **Jobless Families**

*Source: ABS 2006 Census of Population and Housing*

- At the time of the 2006 Census, the proportion of all jobless families (with children) in the Chifley ESA was 18 per cent. This was smaller than the state (21 per cent) and national figures (20 per cent), although the proportion of lone parent families (with children) who were jobless was similar to the state and national figures.
- The SLA with the largest proportion of jobless families (with children) was the Bathurst Regional (A) – Pt A (19 per cent).

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

	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 exclude 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%) 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.

By 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 restricts their employment/schooling.

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

Indigenous Population Aged 15-64				
	Civilian population aged 15 to 64 years	Unemployment rate	Participation rate	Employment to population ratio
	'000	%	%	%
<b>New South Wales (2010)</b>				
Indigenous	101.1	18.2	53.1	43.4
Non-Indigenous	4758.0	5.2	75.0	71.1
<b>Total</b>	<b>4859.1</b>	<b>5.4</b>	<b>74.6</b>	<b>70.5</b>
<b>Australia (2010)</b>				
Indigenous	345.9	18.2	58.3	47.7
Non-Indigenous	14736.8	5.1	76.8	72.9
<b>Total</b>	<b>15082.7</b>	<b>5.3</b>	<b>76.4</b>	<b>72.3</b>

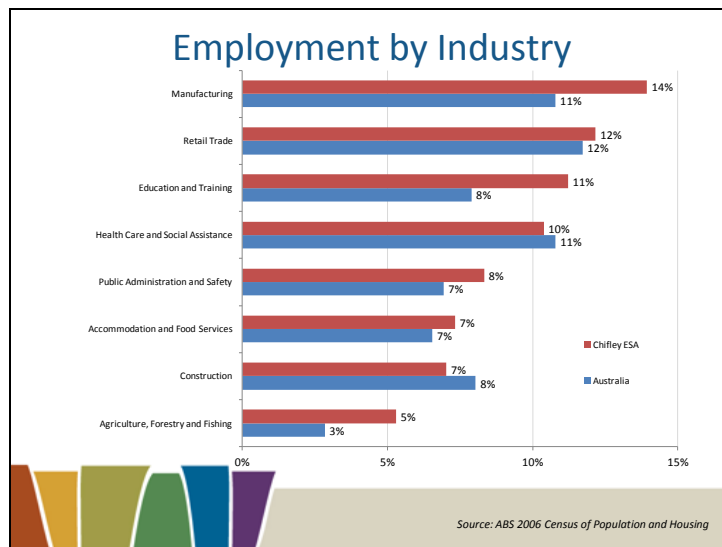
Source: Labour Force Characteristics of Aboriginal and Torres Strait Islander Australians (ABS cat no. 6287.0), Estimates from the Labour Force Survey, 2010

### Indigenous Population Aged 15-64

Source: Labour Force Characteristics of Aboriginal and Torres Strait Islander Australians (ABS cat no. 6287.0), Estimates from the Labour Force Survey, 2010

The unemployment rate is substantially higher for Indigenous persons compared with non-Indigenous persons in both New South Wales and Australia.

Furthermore, the participation rate for those identifying as Indigenous is much lower compared with those who are non-Indigenous in both New South Wales and Australia.



### **Employment by Industry**

*Source: ABS 2006 Census of Population and Housing*

At the time of the 2006 Census, 14 per cent of the employed working age population (15 – 64 years of age) in the Chifley ESA was employed in the Manufacturing industry. This figure is larger than the national level of 11 per cent.

Almost half (46 per cent) of the working age population employed in the Manufacturing Industry worked in Food Product Manufacturing. Just over one quarter (27 per cent) were employed in Wood Product Manufacturing.

The proportion of persons employed in the Education and Training Industry was also larger than the national level (11 per cent compared with 8 per cent respectively).

Local Area Profile					
Indicator	Bathurst Regional (A) – Pt A	Bathurst Regional (A) – Pt B	Oberon (A)	NSW	Australia
Median Age	33	41	38	37	37
Unemployment rate (15+) (June 2011)	4.9%	4.8%	3.4%	5.1%	5.1%
Median household income/week	\$969	\$1,013	\$904	\$1036	\$1,027
Completed Yr 12 or equivalent (25-34)	60%	57%	43%	70%	69%
Aboriginal and Torres Strait Islander (of total working age population)	4%	2%	2%	2%	2%
% of all families (with children) where no parent is working	19%	9%	15%	21%	20%
% of rented dwellings that were State housing authority	17%	3%	10%	16%	15%
% year 9 students who did not meet minimum standard for reading in 2010	15%	n/a	6%	8%	8%
- Who did not meet minimum standard for numeracy	9%	n/a	6%	6%	5%

Source: ABS, 2006 Census of Population and Housing; DEEWR Small Area Labour Markets, June 2011; myschool.edu.au

### Local Area Profile

Source: ABS, 2006 Census of Population and Housing; DEEWR Small Area Labour Markets, June 2011; myschool.edu.au

**Two Chifley ESA SLAs, Oberon (A) and Bathurst Regional (A)- Part A, show some indications of disadvantage.**

- Median household incomes were lower in Oberon (\$904 p/w) and Bathurst Regional (A)- Part A (\$969 p/w) than those for NSW (\$1036 p/w), and Australia (\$1,027 p/w).
- The proportion of 25-34 year olds who had completed Year 12 or equivalent was also smaller in both Oberon (A) (43 per cent) and Bathurst Regional (A)- Part A (60 per cent) when compared with NSW (70 per cent) and Australia (69 per cent).
- A larger proportion of students in at least one school in Bathurst Regional (A)- Part A did not meet the minimum standard for reading and numeracy in 2010 compared with NSW and Australia.

**Survey Results**  
Recruitment experiences 12 months preceding the survey

	Chifley ESA July 2011	All regions surveyed in 12 months to June 2011
Recruitment rate	23%	24%
Employers who recruited	66%	74%
- to increase staff	58%	53%
- to replace staff	80%	85%
Unfill rate	9.3%	8.3%
Experienced difficulty	63%	60%

Source: DEEWR, Survey of Employers' Recruitment Experiences, July 2011

**Survey results - Recruitment experiences 12 months preceding the survey**

*Source: DEEWR, Survey of Employers' Recruitment Experiences, July 2011*

The survey of 278 employers in the Chifley ESA was conducted in July 2011.

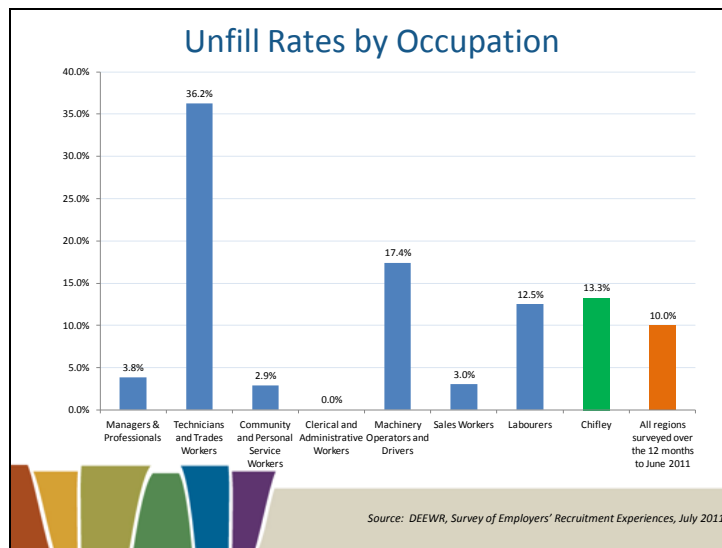
The overall recruitment rate (23 vacancies per 100 staff) was similar to all regions surveyed (24 vacancies per 100 staff).

A smaller proportion (66 per cent) of employers surveyed in the Chifley ESA had recruited in the 12 months preceding the survey compared with all regions surveyed (74 per cent).

- Of those employers who had recruited in the Chifley ESA, a larger proportion (58 per cent) recruited to increase staff numbers compared with all regions surveyed (53 per cent). The proportion of employers who had recruited to replace staff (80 per cent) was slightly below the proportion for all regions surveyed (85 per cent).

A slightly larger proportion of employers in the Chifley ESA reported difficulty recruiting staff.

- Of the employers who recruited in the preceding 12 months, 63 per cent had difficulty doing so, compared with 60 per cent for all regions surveyed.
- In accord with this higher rate of recruitment difficulty, a larger proportion of vacancies over the preceding 12 months remained unfilled (9.3 per cent) compared with all regions surveyed (8.3 per cent).



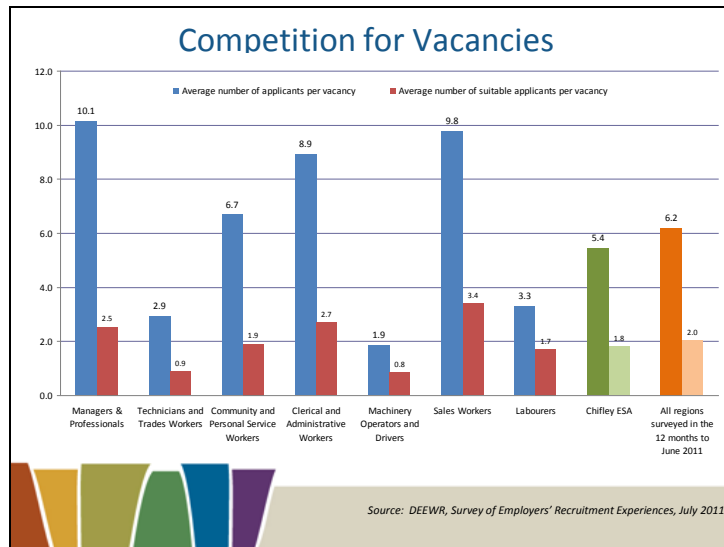
**Most recent recruitment activity - Unfill rates by occupation for the Chifley ESA**

Source: DEEWR, Survey of Employers' Recruitment Experiences, July 2011

In employers' most recent recruitment round, a larger proportion of vacancies remained unfilled in the Chifley ESA (13.3 per cent) compared with all regions surveyed (10.0 per cent).

The success of filling vacancies varied greatly across occupation groups. In particular, a large proportion of vacancies remained unfilled for Technicians and Trades Workers (36.2 per cent, primarily Metal Fitters and Machinists and Structural Steel and Welding Trades Workers) and Machinery Operators and Drivers. By contrast, there were no unfilled vacancies reported for Clerical and Administrative Workers.





### **Competition for vacancies**

Source: DEEWR, Survey of Employers' Recruitment Experiences, July 2011

- Employers in the Chifley ESA experienced a lower level of competition for vacancies than reported for all regions surveyed.
  - There was an average of 5.4 applicants per vacancy (compared with 6.2 for all regions), of whom an average of 1.8 applicants were considered suitable (2.0 for all regions).
  - In accord with the higher unfill rates for Technicians and Trades Workers and Machinery Operators and Drivers, employers recruiting for this occupation group also received the lowest average number of suitable applicants (0.9 and 0.8 suitable applicants per vacancy respectively).
  - Sales Workers had the highest number of suitable applicants per vacancy (3.4 per cent).

Occupations Difficult to Fill	
Bachelor Degree or Higher VET Qualifications	
Motor Mechanics	Retail Managers
Structural Steel and Welding Trades Workers	Accountants
Plumbers	Metal Fitters and Machinists
Other Occupations	
Sales Assistants (General)	Receptionists
Housekeepers	Sales Representatives
Motor Vehicle and Vehicle Parts Salespersons	Delivery Drivers
Machine Operators	

Source: DEEWR, Survey of Employers' Recruitment Experiences, July 2011

### **Occupations difficult to fill – Chifley ESA**

*Source: DEEWR, Survey of Employers' Recruitment Experiences, July 2011*

This slide shows the occupations most commonly reported by employers in the Chifley ESA as being difficult to fill. The occupations range across all skill levels, including a number of lower-skilled occupations.

#### **Bachelor Degree or Higher VET Qualifications**


- Motor Mechanics
- Retail Managers
- Structural Steel and Welding Trades Workers
- Accountants
- Plumbers
- Metal Fitters and Machinists

#### **Other Occupations**

- Sales Assistants (General)
- Receptionists
- Housekeepers
- Sales Representatives
- Motor Vehicle and Vehicle Parts Salespersons
- Delivery Drivers
- Machine Operators

### Reasons Applicants Were Unsuitable

- Of employers who recruited, almost two-thirds (62 per cent) had at least one unsuitable applicant in their most recent recruitment round.
- Reasons for applicant unsuitability included:
  - Insufficient experience to perform job duties;
  - Insufficient qualifications or training to perform job duties; and
  - Poor attitude or lacked basic work readiness skills.



Source: DEEWR, Survey of Employers' Recruitment Experiences, July 2011

#### **Reasons applicants were unsuitable**

*Source: DEEWR, Survey of Employers' Recruitment Experiences, July 2011*

- For employers who recruited, almost two-thirds (62 per cent) in the Chifley ESA had at least one unsuitable applicant in their most recent recruitment round.
- Reasons for applicant unsuitability included:
  - Insufficient experience to perform job duties (56 per cent);
  - Insufficient qualifications or training to perform job duties (31 per cent); and
  - Poor attitude or lacked basic work readiness skills (11 per cent).



### **Basic Employability Skills**

*Source: DEEWR, Survey of Employers' Recruitment Experiences, December 2010.*

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

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

Personal traits and qualities that employers most commonly stated that applicants lacked:

- Communication
- Motivation
- Enthusiasm
- Confidence

### Apprentices, Trainees and Staff Training

	Chifley ESA July 2011	All regions surveyed in the 12 months to June 2011
Had an Apprentice or Trainee on staff	35%	35%
Had employees undertake recognised training	42%	45%
Will recruit an Apprentice or Trainee in the 12 months following the survey	24%	23%
Will increase the number of Apprentices/Trainees on staff	17%	13%

Source: DEEWR, Survey of Employers' Recruitment Experiences, July 2011

#### Apprentices, Trainees and Staff Training

Source: DEEWR, Survey of Employers' Recruitment Experiences, July 2011

- 35 per cent of employers in the Chifley ESA reported that they had an Apprentice or Trainee on staff, the same figure as that for all regions surveyed.
- Just over two fifths (42 per cent) of employers had employees undertake recognised training in the 12 months preceding the survey, a figure similar to that for all regions surveyed (45 per cent).
- 24 per cent of employers in the Chifley ESA reported that they will recruit an Apprentice or Trainee in the 12 months following the survey. Again, a figure comparable to that for all the regions surveyed (23 per cent).
- A slightly higher proportion of employers (17 per cent) expected to increase the number of Apprentices/Trainees on staff compared with all regions surveyed (13 per cent).

**Future Recruitment Expectations**

	Chifley ESA July 2011	All regions surveyed in 12 months to June 2011
Will recruit	51%	52%
Expects future difficulty recruiting	46%	47%
Will increase staff numbers	31%	29%
Will decrease staff numbers	4%	3%

Source: DEEWR, Survey of Employers' Recruitment Experiences, July 2011

**Future recruitment expectations**


*Source: DEEWR, Survey of Employers' Recruitment Experiences, July 2011*

Employers were asked about their recruitment expectations in the 12 months following the survey.

- Just over half (51 per cent of employers) in the Chifley ESA anticipated recruiting in the 12 months following the survey compared with 52 per cent across all regions surveyed in the 12 months to June 2011.
- Of employers who anticipated recruiting, 46 per cent in the Chifley ESA expected difficulty doing so.
- Almost one third (31 per cent) of employers in the Chifley ESA anticipated increasing staff numbers in the 12 months following the survey, a figure slightly higher than for all regions (29 per cent).
- Over two thirds (69 per cent) of businesses surveyed in the Manufacturing Industry expected to recruit in the 12 months following the survey, a figure significantly higher than that for all regions surveyed (49 per cent). Also, a greater proportion of employers (56 per cent) in the Retail Industry expected to recruit than was the case for all regions surveyed (48 per cent).

**Conclusion**

- The labour market in the Chifley ESA is tight
  - Low unemployment, low labour supply, future recruitment likely to be strong, employers having difficulty filling vacancies
- Competition for skilled workers in adjacent regions
- Opportunities for job seekers
  - A range of occupations is difficult to fill, including entry level and lower skilled occupations
  - Technicians and Trades Workers occupations provide significant opportunities
- Disadvantaged groups/underutilised sources of labour
  - Long-term unemployed, teenagers, jobless parents, people with disabilities, lower educated and Indigenous.
- Job seekers need to be job ready
  - Work experience / training / apprenticeships
  - Literacy and numeracy
  - Employability skills
- Providers need to continue to work with employers to improve recruitment outcomes



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- Providers need to continue to work with employers to improve recruitment outcomes

**Further Information**

- [www.deewr.gov.au/lmip](http://www.deewr.gov.au/lmip)
- [www.deewr.gov.au/SkillShortages](http://www.deewr.gov.au/SkillShortages) including the publication [Skill Shortages, Australia](#)
- [www.deewr.gov.au/regionalreports](http://www.deewr.gov.au/regionalreports)
- [www.deewr.gov.au/australianjobs](http://www.deewr.gov.au/australianjobs)
- [www.skillsinfo.gov.au](http://www.skillsinfo.gov.au) including [New Jobs 2010](#)
- [www.joboutlook.gov.au](http://www.joboutlook.gov.au)



### **Further Information**

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

- [www.deewr.gov.au/lmip](http://www.deewr.gov.au/lmip)
- [www.workplace.gov.au/skillshortages](http://www.workplace.gov.au/skillshortages)
- [www.deewr.gov.au/Regionalreports](http://www.deewr.gov.au/Regionalreports)
- [www.deewr.gov.au/australianjobs](http://www.deewr.gov.au/australianjobs)
- [www.joboutlook.gov.au](http://www.joboutlook.gov.au)
- [www.skillsinfo.gov.au](http://www.skillsinfo.gov.au)



