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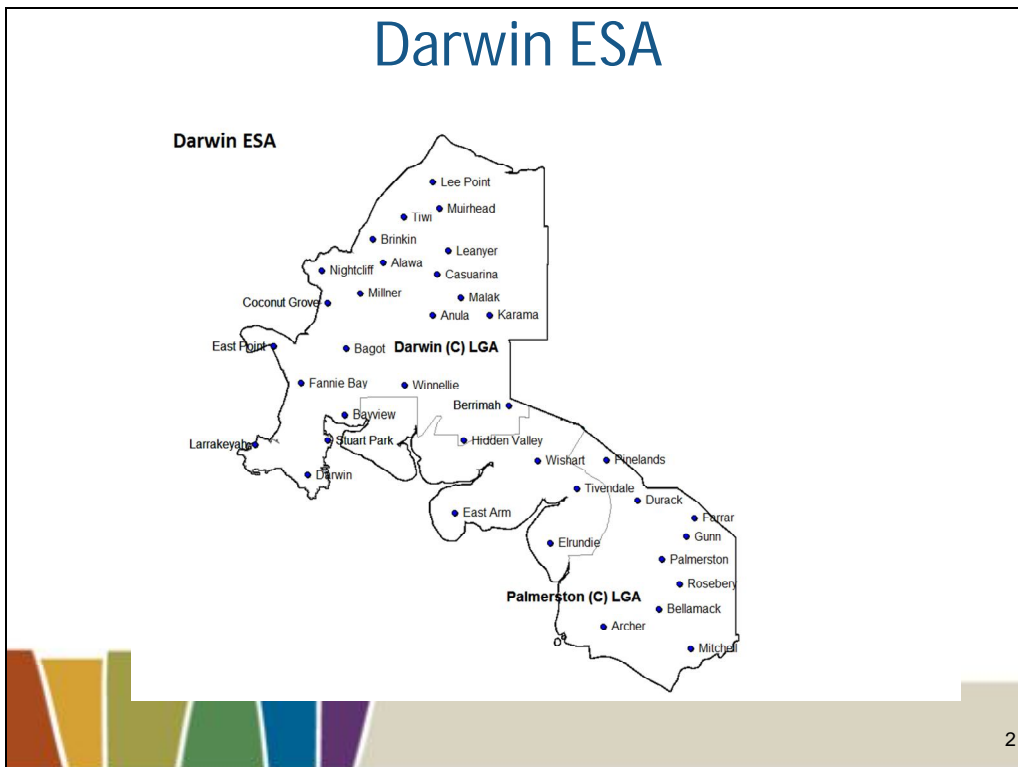
Australian Government

Department of Education, Employment and Workplace Relations

Overview of the Darwin Labour Market

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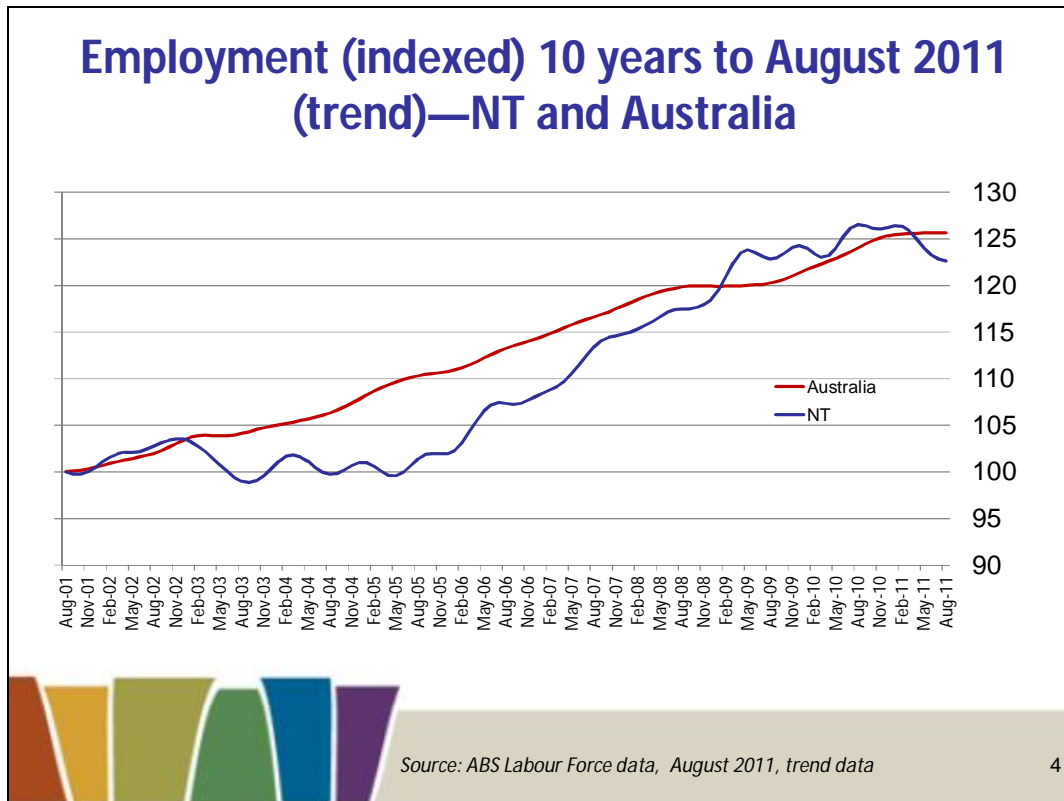
Darwin Profile

	Darwin ESA	NT	Australia
Population age 15–64 years (2010)	77,900	164,000	14,927,000
Median age (2006)	33	31	37
Life expectancy at birth, 2005-2007 Indigenous (male / female) Non-indigenous (male / female)	n.a.	61.5 yrs / 69.2 yrs 75.7 yrs / 81.2 yrs	67.2 yrs / 72.9 yrs 78.7 yrs / 82.6 yrs
Total population growth 2005–2010	16%	15%	11%
Working age participation rate (August 2011)	N/A	76.3%	76.4%
Unemployment rate (SALM, June 2011)	1.3%	2.9%	5.1%
% WAP on Centrelink Benefits (Jun 2011)	12%	20%	17%
% WAP that is Indigenous (Census 2006)	10%	28%	2%

Source: ABS Estimated Resident Population 2009; ABS, *Experimental life tables for Aboriginal and Torres Strait Island Australians, 2005–2007* (cat. no. 3302.00.55.003); ABS Labour Force data, 3 month average, July 2011; DEEWR Administrative Data, June 2011; DEEWR Small Area Labour Markets, June 2011; ABS 2006 Census of Population and Housing.

This table provides information about population and employment for Darwin and the NT.

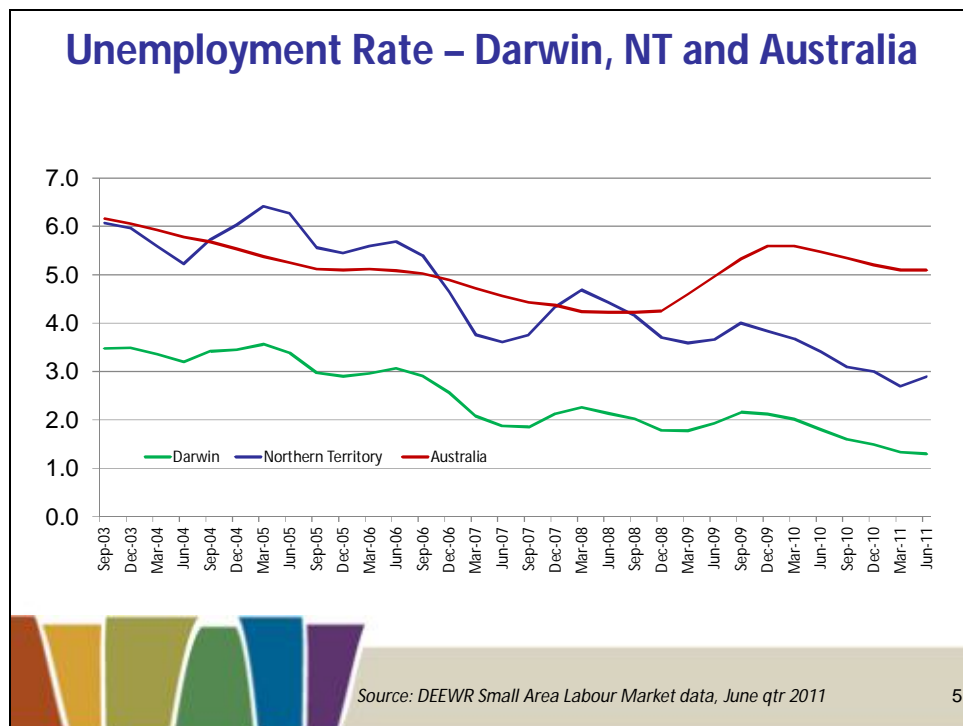
- Over the last 5 years, population growth in Darwin (16%) has been well above the national average (11%). Although growth in the NT (15%) was not as high as Darwin, it is still higher than Australia's growth rate of 11%;
- For Aboriginal and Torres Strait Islander children (born in 2005-2007) was 67.2 for boys and 72.9 years for girls.
- In other words, the life expectancy of Indigenous men is 11.5 years lower than for non-Indigenous men, and the life expectancy of Indigenous women is 9.7 year lower than for non-Indigenous women.
- The life expectancy of Indigenous people born in the NT is even lower still.
- The unemployment rates for Darwin and the NT are well below the national average;
- A lower proportion of the working age population in Darwin and the NT receives Centrelink benefits compared with the national average.
- The Indigenous population constitutes a much greater proportion of the working age population in the NT (28%) compared to Australia (2%) and even Darwin (10%).



This graph shows the change in employment over the past ten years for the Northern Territory and Australia.

Australia's employment growth over the last ten years has been relatively consistent, apart from the flatness that coincided with the GFC.

Over the past ten years until January 2011 employment in the NT has grown faster than it has for Australia. Between 2001 and 2005, growth was flat for the NT. Since 2005, the pace of employment growth for the NT outstripped that of Australia. After January 2011, employment growth has slowed.



The NT unemployment rate is volatile but has been generally trending downward since September 2003 and reached its lowest point (2.7%) in March 2011. This volatility is due in part to its small size, as well as its reliance on commodities and several key industries (Mining, Public Administration and Safety, Construction and Manufacturing).

The Darwin unemployment rate also exhibits a downward trend over the same period, but the unemployment rate was even lower than the NT unemployment rate - usually by one-and-a-half to two-and-a-half percentage points. The current Darwin unemployment rate is 1.3%, which is just over one quarter of the current Australian unemployment rate (5.1% for June 2011 quarter).

Darwin (and the Northern Territory) didn't experience the sharp unemployment rise triggered by the Global Recession, as seen in Australia as a whole.

Teenage Unemployment - NT

<i>Aged 15–19 years</i>	Teenage full-time unemployment rate (%)	% of teens looking for full-time work
Northern Territory	13.5	3.6
Australia	22.7	4.2


Source: ABS Labour Force data, July 2011, 12-month averages of original estimates

This table provides information on teenage unemployment in the NT. Due to their lack of skills and experience, teenagers in the full-time labour market can be particularly vulnerable during a labour market downturn.

- Due to more buoyant economic conditions in the NT, teenage full time unemployment was lower in the NT in December 2010 at 13.5% per cent compared to Australia at 22.7%.

Indigenous Population Aged 15-64

	Civilian population aged 15 to 64 years	Unemployment rate	Participation rate	Employment to population ratio
	'000	%	%	%
NORTHERN TERRITORY (2010)				
Indigenous	43.8	7.4	45.1	41.8
Non-Indigenous	114.4	2.3	84.7	82.8
Total	158.2	3.2	73.8	71.4
AUSTRALIA (2010)				
Indigenous	345.9	18.2	58.3	47.7
Non-Indigenous	14,736.8	5.1	76.8	72.9
Total	15,082.7	5.3	76.4	72.3


 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 NT and Australia.

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

The Indigenous unemployment rate of 7.4 per cent in the NT is much lower than Australia's Indigenous unemployment rate of 18.2 per cent due to the existence of CDEP in the NT.

Accounting for CDEP		
	Darwin ESA	Northern Territory
Indigenous unemployment rate, CDEP treated as unemployment	15.8%	53.1%
Indigenous unemployment rate, CDEP treated as employment	13.6%	14.4%

Source: ABS 2006 Census of Population and Housing

Accounting for CDEP

Indigenous people who would normally receive income support payments in the NT can instead opt to receive a wage from pooled unemployment benefit entitlements in return for their participation in local employment in various community development or organisation programs. Individuals on CDEP are considered by the ABS to be employed.

For example at the time of the Census, the Indigenous unemployment rate for Darwin was 13.6%, as CDEP participants were treated as employed persons. If CDEP participants were treated as unemployed persons, the unemployment rate in Darwin rises to 15.8%.

The difference in unemployment rate was relatively minor in Darwin, as Census data recorded 57 CDEP participant workers in the Darwin ESA. The equivalent figures for the NT, which had a total for 5207 CDEP participant workers, saw the unemployment rate rise from 14.4% (CDEP treated as employed) to 53.1% (CDEP treated as unemployed).

Students

Age (years)	Indigenous			Non-Indigenous		
	Darwin ESA	NT	Australia	Darwin ESA	NT	Australia
15	88%	72%	86%	95%	95%	96%
16	77%	53%	69%	89%	87%	90%
17	55%	33%	50%	77%	73%	81%
18	27%	17%	28%	43%	38%	60%
19	28%	11%	19%	37%	31%	53%
Total 15-19 years	60%	38%	54%	70%	67%	76%

Source: ABS 2006 Census of Population and Housing

This table shows the proportion of students that are participating in education (not just school, but also TAFE or University too for 18s and 19s) for Indigenous and non-Indigenous people.

As expected, a larger proportion of 15- and 16-year olds are at school (due to mandatory school leaving age) compared with those aged 18 years and over, regardless of Indigenous status (blue)

- However, the proportion of Indigenous students by age is lower than the proportion of non-Indigenous students in the same age group (red)
- A greater proportion of Indigenous 19-year-olds in the Darwin ESA were students compared with the all Indigenous 19-year-olds in Australia, which is encouraging (green).

Young people not in study or work

% not working and not studying	Indigenous			Non-Indigenous		
	Darwin ESA	NT	Australia	Darwin ESA	NT	Australia
15–19 years	23%	43%	26%	6%	6%	7%
20–24 years	40%	58%	42%	10%	9%	12%

Source: ABS 2006 Census of Population and Housing

This slide shows the proportion of young people in Darwin that are not studying and not working, which is an indicator of risk for youth.

The proportion of people not working and not studying is lower for people aged 15–19 (green) compared with young people age 20–24 years (blue). This is not unusual, as compulsory schooling is in effect in the 15–19 year age group, which increases the number of students in this age group.

However, the level of young Indigenous people that are neither studying nor working is about four times higher compared with non-Indigenous young people (red). It is worth mentioning that some of these people may have caring duties that prevent them from working or studying.

The proportion of indigenous people in the 15-24 age group who are neither engaged in work or study is higher for the Northern Territory than for Australia as a whole. However, the proportion of indigenous people in the 15-24 age group who were neither working nor studying was marginally lower in Darwin than for Australia as a whole.

Year 12 and post-school qualifications

Persons aged 25–34	Indigenous			Non-Indigenous		
	Darwin ESA	NT	Australia	Darwin ESA	NT	Australia
% with year 12 attainment	31%	12%	30%	67%	65%	70%
% with year 10 attainment only	29%	21%	30%	15%	16%	16%
% with a post-school qualification	34%	15%	30%	61%	61%	61%
- Bachelor Degree	5%	2%	5%	25%	25%	30%
- Advanced Diploma and Diploma	5%	2%	4%	9%	9%	9%
- Certificate III/IV	28%	21%	33%	35%	36%	28%
- Certificate I/II	7%	8%	7%	4%	3%	4%

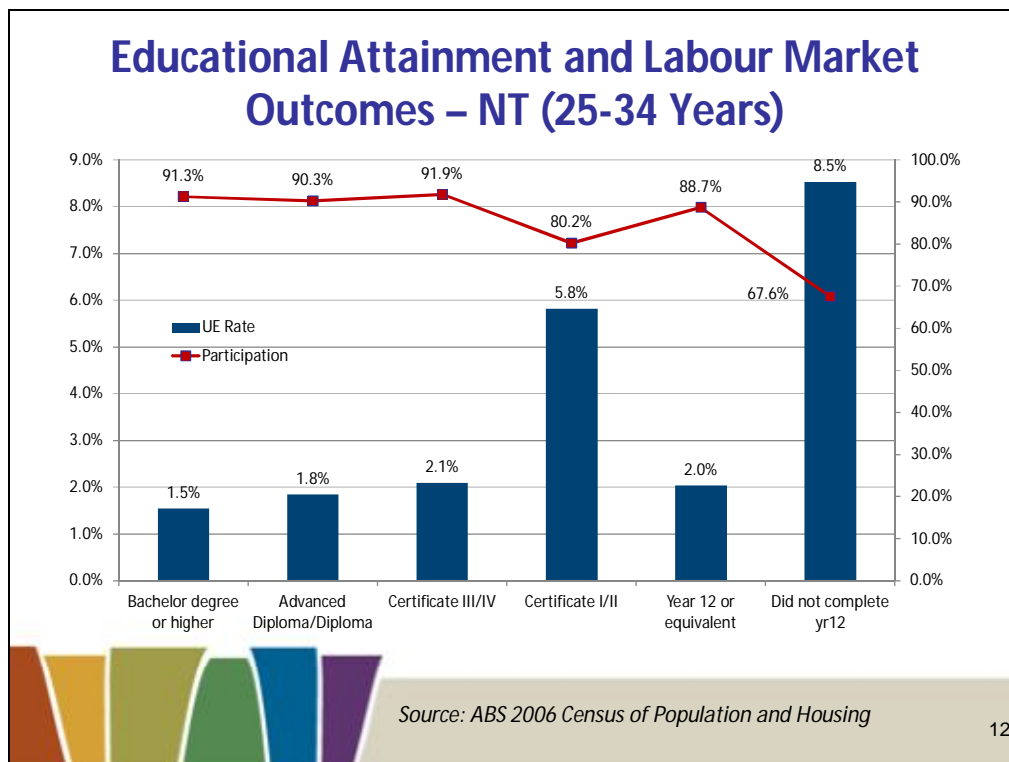
Source: ABS 2006 Census of Population and Housing

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This slide shows highest year of schooling and post school qualifications for **people aged 25–34 years**.

The data tell us that:

- A larger proportion of non-Indigenous people have completed year 12 compared with Indigenous people (blue).
- A larger proportion of non-Indigenous people have a post-school qualification compared with Indigenous (red).
- A larger proportion of Indigenous people in the Darwin ESA had a post school qualification compared with Indigenous people in the NT (green). A higher proportion of Indigenous people in Darwin (34 per cent) have attained a post-school qualification compared with the Australian average for Indigenous people (30 per cent), although this varies by qualification.



As can be seen in this chart, those people in the NT 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.

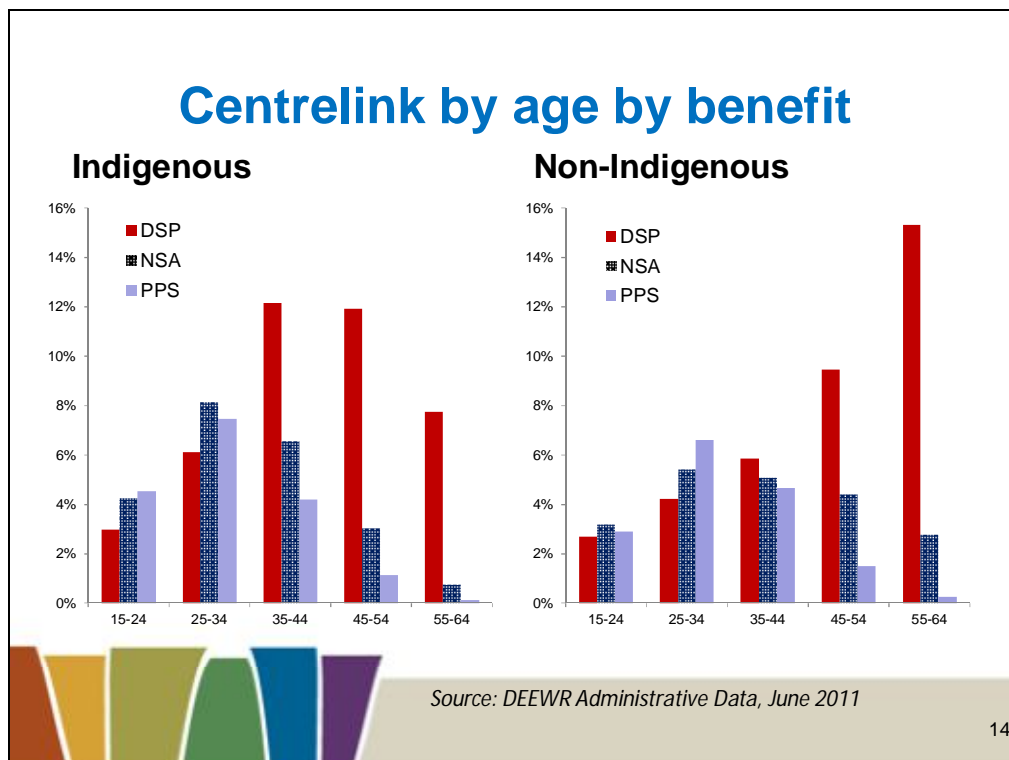
Receipt of Benefits: Indigenous and Non-Indigenous

	Darwin		Northern Territory		Australia	
	Indigenous	Non Indigenous	Indigenous	Non Indigenous	Indigenous	Non Indigenous
No. in receipt of Centrelink payments (Jun 2011)	3,610	5,980	23,900	9,300	176,400	2,335,300
No in receipt of unemployment benefits (Jun 2011)	1,030	1,430	10,700	2,300	67,100	578,700
% WAP receiving Centrelink benefits (Sep 2006 / Census 2006)	65%	15%	73%	12%	54%	19%
% WAP receiving unemployment benefits (Sep 2006 / Census 2006)	27%	3%	42%	3%	22%	4%

Source: DEEWR Administrative Data, June 2011 and September 2006, ABS 2006 Census of Population and Housing 13

This table shows percentage of Indigenous and non-Indigenous people in receipt of Centrelink payments and unemployment benefits in Darwin, the NT and Australia.

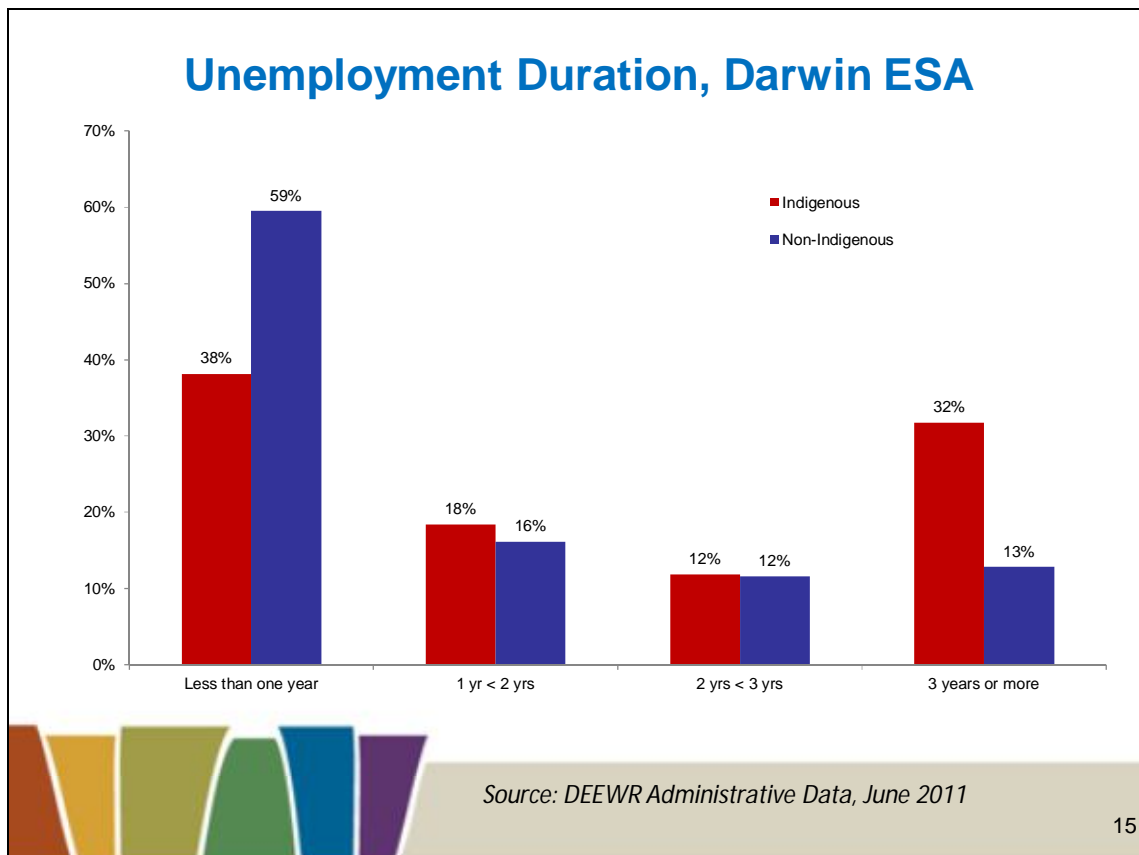
- In Darwin, the NT and Australia greater proportions of Indigenous people, compared to non-Indigenous people, receive Centrelink payments and unemployment benefits.
- Non-Indigenous people in Darwin are less likely to receive unemployment benefits or Centrelink payments than those in Australia.
- Indigenous people in the NT are more likely to receive Centrelink payments and unemployment benefits than in Australia generally. In Darwin Indigenous people are less likely to receive Centrelink payments and unemployment benefits than in Australia.



These charts show the proportion of Centrelink recipients by Indigenous status in the Darwin ESA, by age group for three benefits: Disability Support Pension (DSP), Newstart (NSA) and Parenting Payment Single (PPS).

(Note: the denominator for each graph is the total number of Indigenous or non-Indigenous status. The sum of all bars in each graph should sum close to 100%).

- For non-Indigenous people, the proportion receiving DSP increases with age – which is the pattern seen for the red bar in the right-hand graph. For Indigenous people, there is a higher proportion of DSP recipients in every age group compared with non-Indigenous recipients. The exception is the 55–64 year age group, which is almost half the non-Indigenous proportion. This could be related to the shorter life expectancy of Indigenous people in the Northern Territory compared with non-Indigenous people.
- There is a higher proportion of Indigenous 15–44 year olds on Newstart compared with non-Indigenous.
- There is a higher proportion of young (15–24 year old) single parents among Indigenous people. This is most likely due to the tendency for Indigenous women to have children at younger ages than non-Indigenous women.



This chart shows the duration of unemployment for all people on Newstart benefit registered with Job Services Australia in Darwin and Australia.

In Darwin, for non-Indigenous people on Newstart, almost 3 in 5 (59%) were unemployed for less than one year, and around 1 in 4 (25%) were unemployed for longer than two years, which is considered very long term unemployed.

For Indigenous people in Darwin receiving Newstart, more than 2 in 5 (38%) were unemployed for more than two years, while in Australia, just over half (51%) of all Indigenous people were considered long-term unemployed.

Disability and Labour Force Status (persons aged 15-74)			
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 marginally attached to the labour force*

Source: ABS, Survey of Education and Training, 2009

Labour market outcomes for persons (aged 15-74) with a disability, 2009

Source: ABS, Education and Training Experience, 2009, cat. no. 6278.0

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

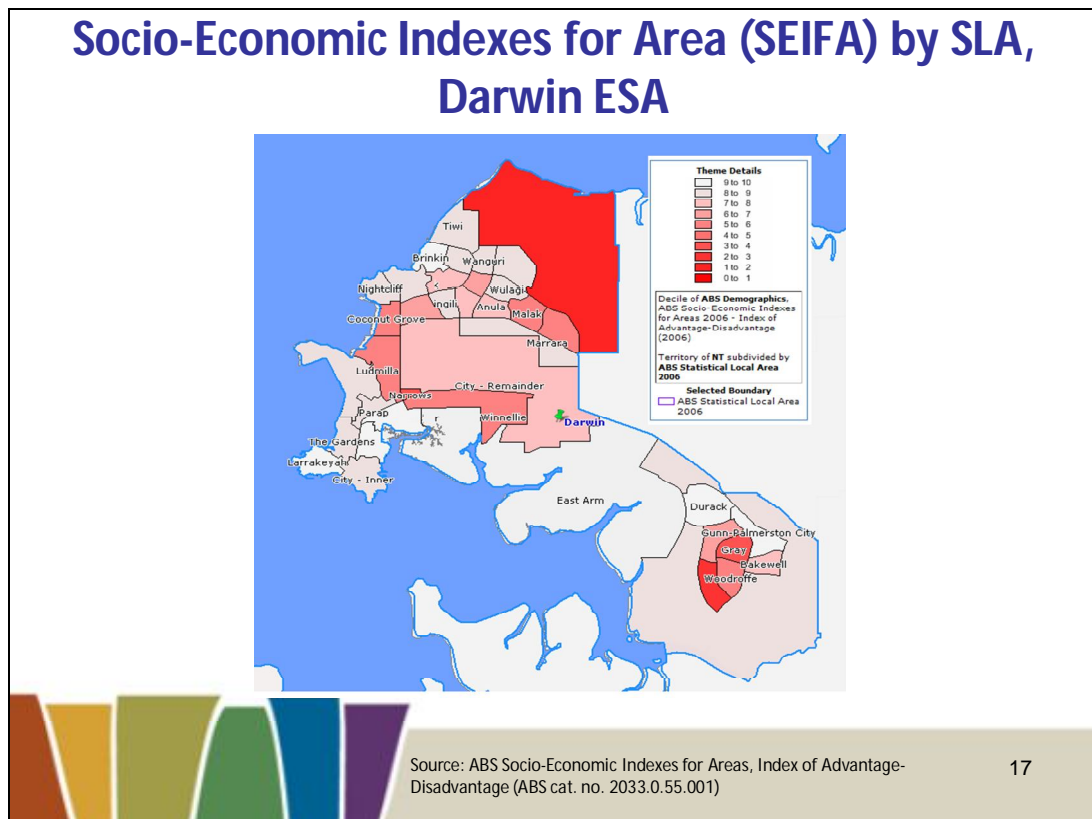
In 2009, over one in four (28.7 per cent) of employed persons aged 15-74 years reported having a disability.

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


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



The map shows the Darwin ESA, comprising the two LGAs of Darwin and Palmerston, and broken down by SLA. Social-Economic Indexes for Area (SEIFA) are displayed in various shades of red for each SLA, with a brighter shade of red indicating a lower SEIFA score.

Regional Disparity, 2006

<i>Indicator</i>	Stuart Park	Coconut Grove	Gray	Darwin	NT
Unemployment rate (15–64)	3.2%	5.5%	6.0%	4.4%	3.5%
Mean individual income/week	\$766	\$589	\$530	\$677	\$549
Indigenous	\$190	\$215	\$320	\$330	\$215
Non-Indigenous	\$802	\$712	\$575	\$706	\$712
% of renters is public housing dwellings	1%	23%	28%	9%	9%
% of families with children where no parent is working	12%	23%	29%	16%	22%



Source: ABS 2006 Census of Population and Housing, Myschool website

The unemployment data above refer to Census data.

The current unemployment rate in Darwin is low across all SLA's with 28 of the 30 SLA's having unemployment levels less than 2% (SALM data, June 2011). Despite the extremely low unemployment rate, some areas perform quite poorly compared to Darwin and the NT more generally, having a higher proportion of characteristics associated with low socioeconomic status.

Stuart Park (Darwin LGA) is characterised by high socioeconomic indicators, namely a relatively high median income, a low proportion of people living in public housing and a lower proportion of families with children in which no parent is working.

By contrast, children in Coconut Grove (Darwin LGA) and Gray (Palmerston LGA) are more likely than those in Darwin to be located in families where no parent is working.

Regional Disparity, 2006 (continued)

<i>Indicator</i>	Stuart Park	Coconut Grove	Gray	Darwin	NT
% who speak a language other than English at home	17%	21%	10%	15%	26%
% year 9 government school students who did not meet minimum standard for reading in 2010	7%	17%	16%	8% (Australia-wide)	
- Who did not meet minimum standard for numeracy	8%	13%	16%	5% (Australia-wide)	



Proportion of those who speak an Australian Indigenous language at home:

Stuart Park	3%
Coconut Grove	1%
Gray	1%
Darwin ESA	1%
NT	17%

<h3 style="text-align: center;">Job Seekers on JSA Caseload</h3> <p style="text-align: center;">Proportion of Caseload in Darwin, April 2011</p>			
	DARWIN	NT	Australia
Indigenous	42%	83%	12%
Homeless	20%	12%	9%
Ex-Offender	17%	16%	11%
Disability	16%	12%	20%
NESB	14%	3%	17%
Refugee	5%	1%	4%
No. of Job Seekers on JSA Caseload	3,361	16,729	764,123

Source: DEEWR, JSA caseload data, as at 29 April 2011.

NT comprises the following ESAs: Alice Springs, Darwin, Katherine, Tennant Creek and Top End

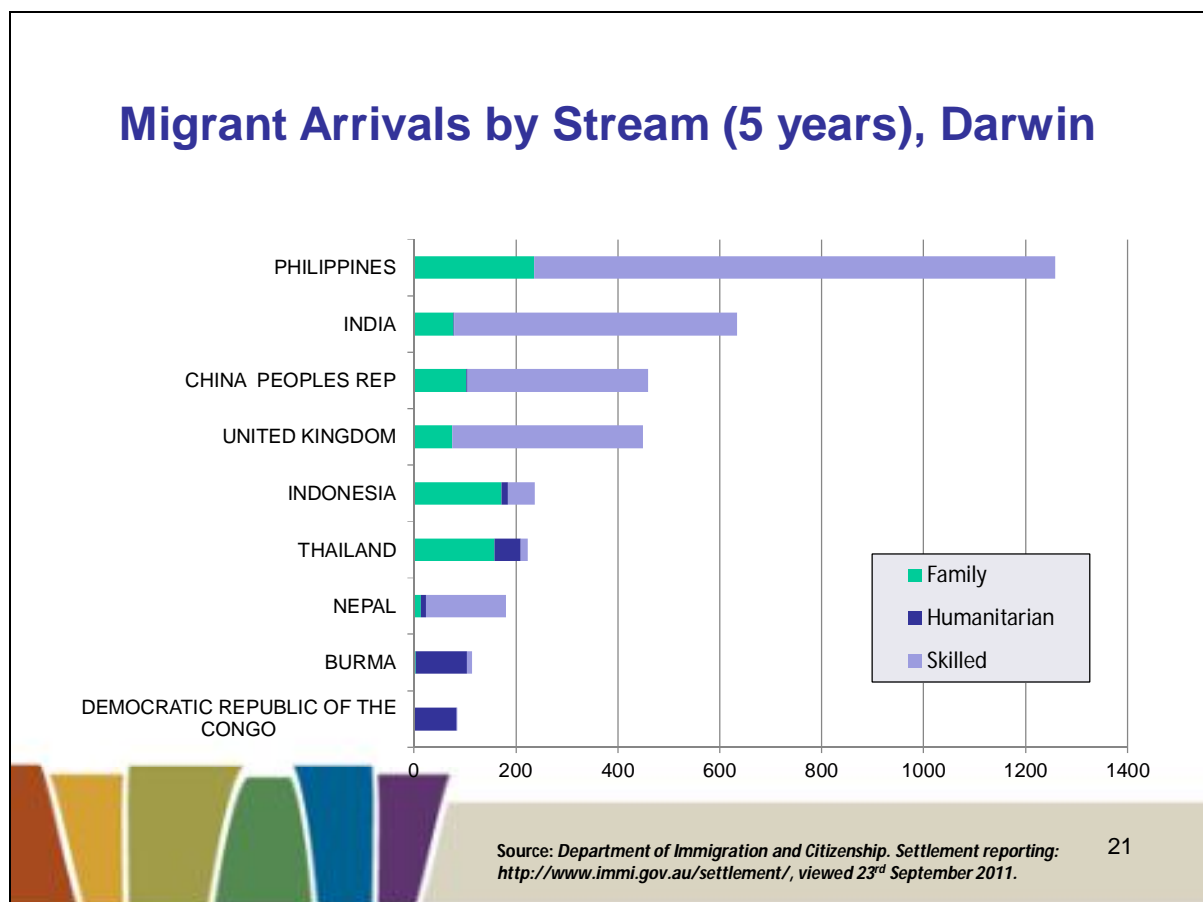
This slide compares the JSA caseload for Darwin with the Northern Territory and Australia.

There are 3,361 on JSA books in Darwin. Although the adult population of Darwin constitutes approximately half of the NT adult population, Darwin accounts for only 20 per cent of the JSA caseload for the NT. (April 2011)

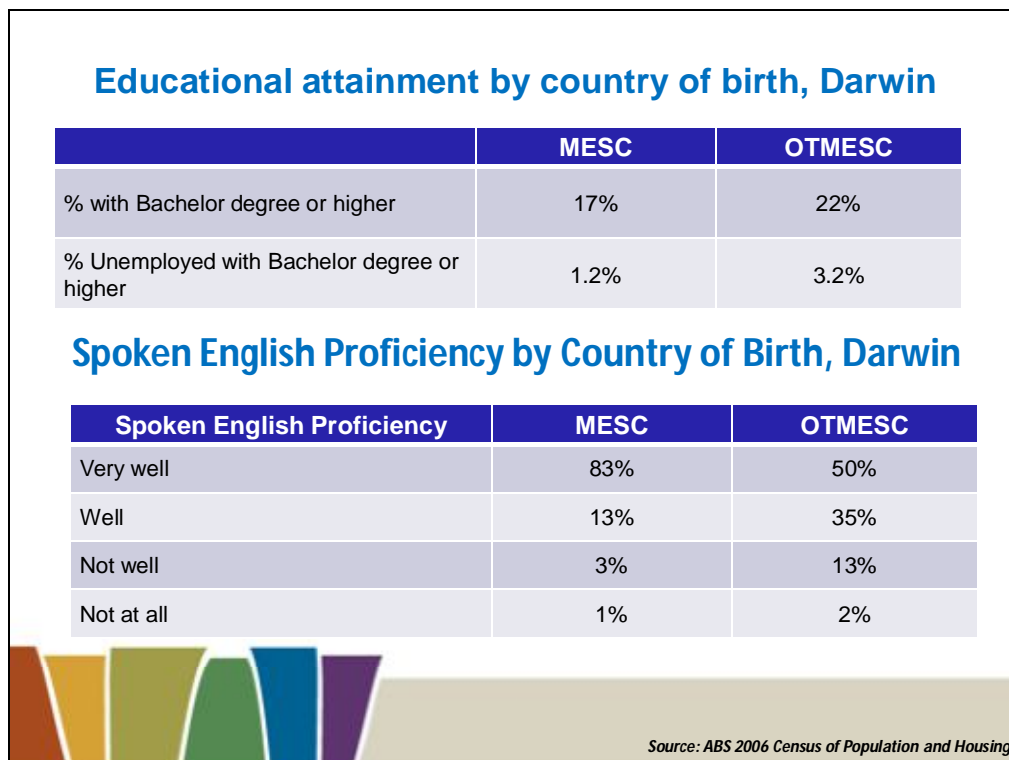
Homelessness and being an Ex-offender are very significant barriers to employment.

Indigenous:

A high proportion of the JSA caseload in Darwin consists of Indigenous jobseekers (42 per cent), which indicates that Indigenous people face significant barriers to employment.

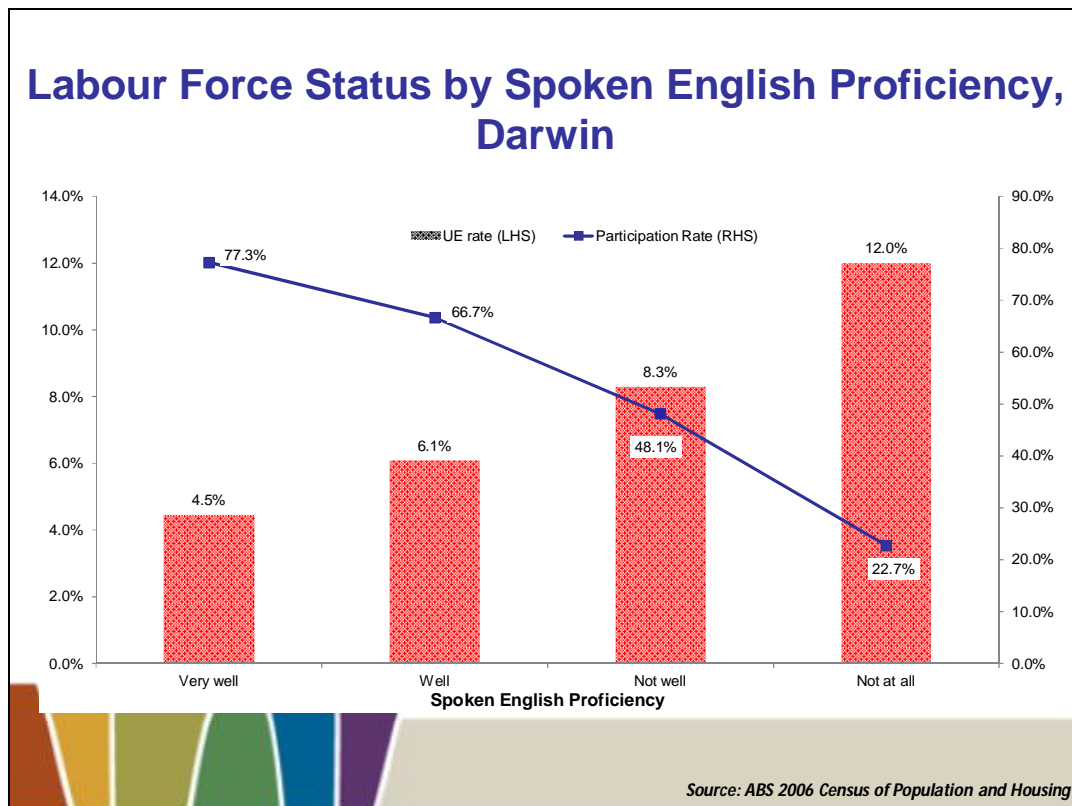


This chart breaks down migrant arrivals over the last 5 years into the various migration streams (Family, Humanitarian and Skilled). The largest proportion of migrants arrived as part of the Skilled migration stream, although a significant proportion of migrants arrived via the Family stream.



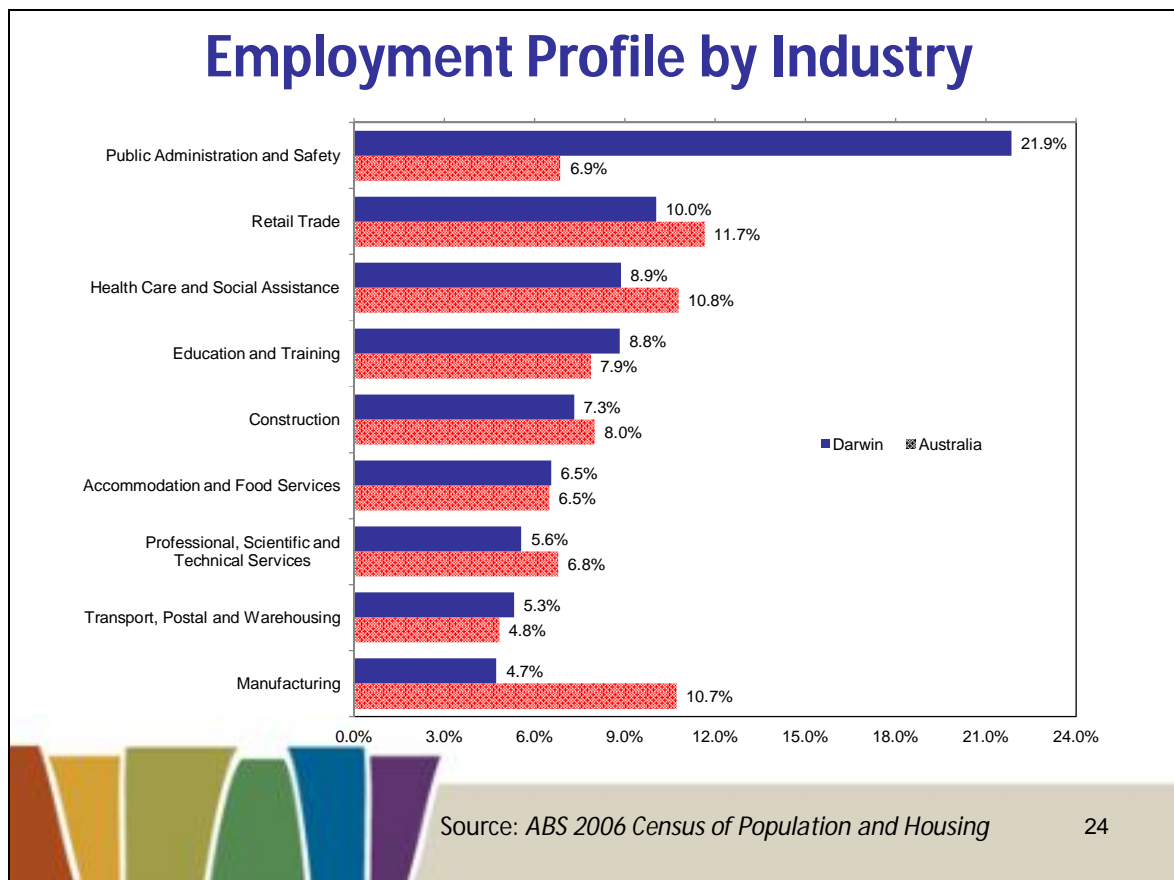
A higher proportion of people in Darwin from other than mainly English speaking countries (22 per cent) have a bachelor degree or higher qualification than people from mainly English speaking countries (17 per cent). Despite this, the unemployment rate is higher (3.2 per cent) for people with bachelor degrees (or higher) from countries where English is not the main language.

The second table shows the spoken English language proficiency levels against country of birth (where English may or may not be the main language spoken).



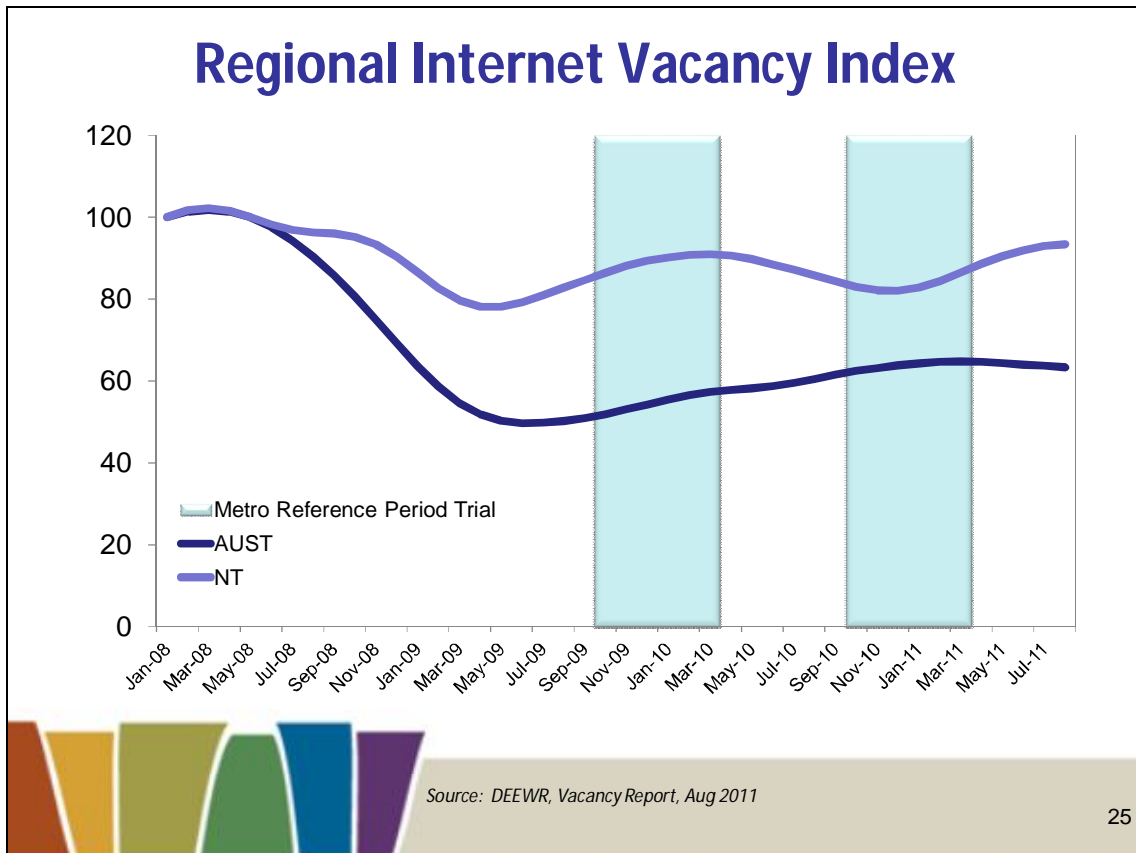
There is a clear correlation between English language proficiency and labour force status. Among those who reported lower levels of proficiency in spoken English, unemployment rates were higher and participation rates lower. Furthermore, the data suggests that the rise in unemployment and fall in workforce participation become steeper as proficiency in spoken English declines.

While the overall proportion of people who claim to not speak any English is low (1 per cent for MESC and 2 per cent for OTMESC) there is a substantial proportion of people (38 per cent from both MESC and OTMESC) who claim to speak English either 'well' (but not very well) or 'not well'.



At the time of the Census, Public Administration and Safety was the largest employing industry in Darwin (21.9 per cent) compared with Australia (6.9 per cent). Retail (10.0 per cent), Health Care and Social Assistance (8.9 per cent), Education and Training (8.8 per cent) are also major employers in the Darwin ESA.

Manufacturing accounts for a considerably smaller share of employment in Darwin (4.7 per cent) compared with Australia (10.7 per cent).



The fall in recruitment activity (as measured by the Internet Vacancy Index) was less severe in the Northern Territory compared with Australia. Following the global recession during the latter part of 2008, recruitment activity in the Northern Territory has subsequently almost reached its pre-recession level.

Key Survey Results – Darwin

six months to April 2011 compared with All Capital cities

Recruitment Indicator	Darwin 2011	All Capital Cities 2011
% of Positions Vacant (annualised)	61%	24%
% vacancies unfilled	12%	7%
Recruitment 'difficult'	70%	42%
Staff retention a problem for business	45%	16%
Recruitment or retention difficulties had a negative impact on business.	47%	27%
Recruitment or retention difficulties prevented employer from:		
• meeting market demand for products	38%	17%
• growing or investing in business	31%	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%

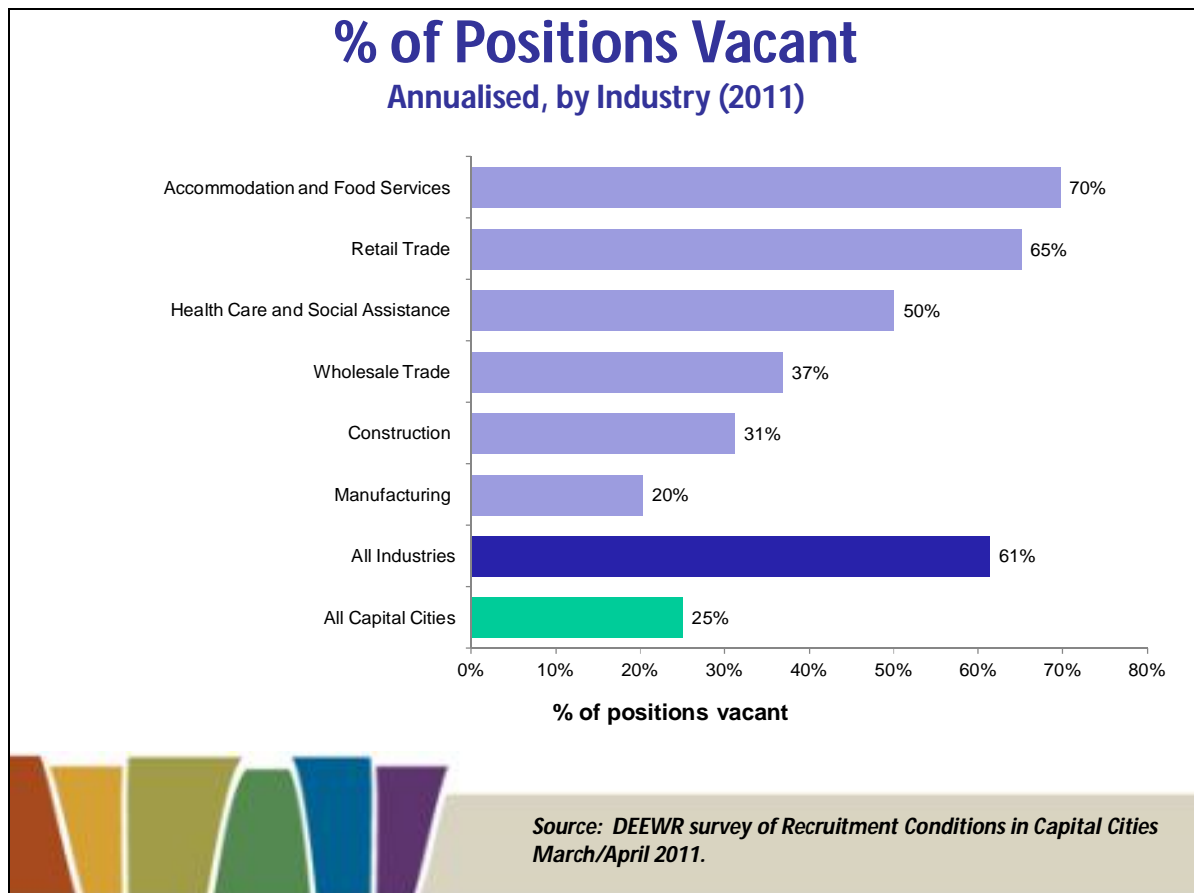
Results for Darwin show some significant differences with the all capital city composition suggesting comparative tightness in the Darwin labour market.

The annualised recruitment rate (the proportion of jobs that became vacant over the 12 months prior to the survey) indicate that almost two in three jobs (61 per cent) became vacant during the twelve months to April 2011.

The proportion of vacancies remaining unfilled (12 per cent) was almost double the proportion for all capital cities (7 per cent). Additionally, the proportion of employers who experienced difficulty recruiting for vacancies (70 per cent) and who found staff retention to be a problem (45 per cent) was substantially higher than the average for all capital cities (42 per cent and 16 per cent respectively).

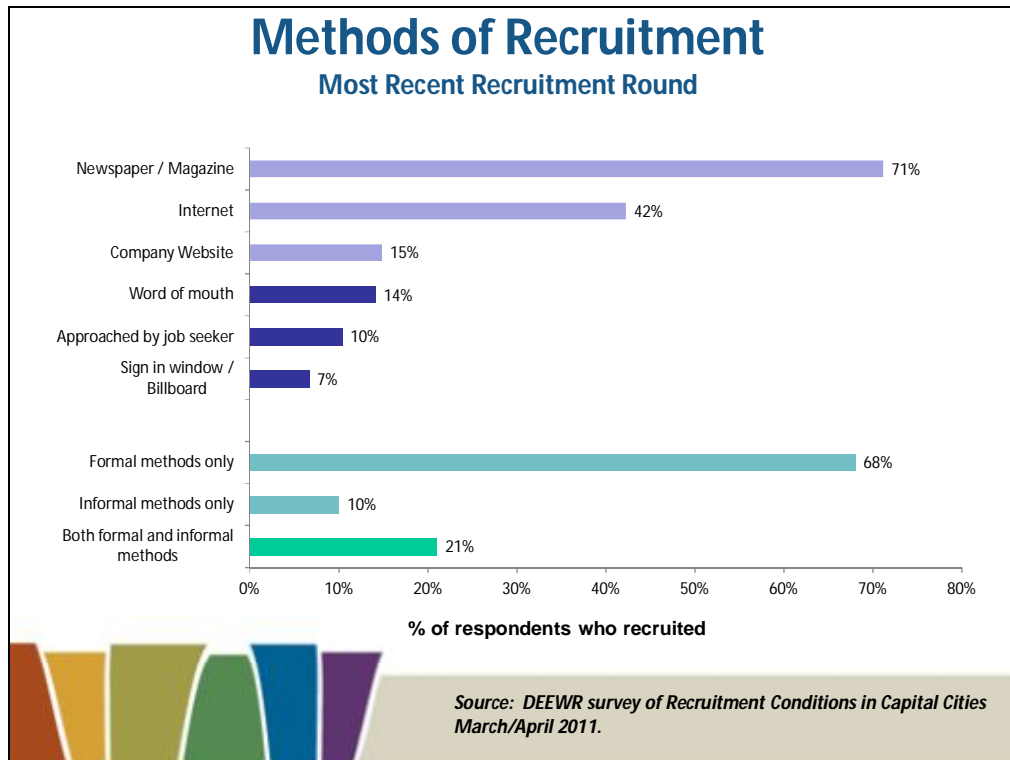
The proportion of employers who reported recruitment or retention problems as having a negative effect on their business (47 per cent) was almost double the proportion for all capital cities (27 per cent).

This indicates that many employers are struggling to find staff, and that this is resulting in further difficulties in growing their business and/or meeting demand.



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, on an annualised basis, seven out of ten (70 per cent) positions became vacant.
- In the Retail Trade industry, almost seven out of ten (65 per cent) positions became vacant.
- High turnover in these industries means that jobs frequently come up.



We asked about the methods used to recruit staff in their most recent recruitment round.

Formal Methods are shown in light blue: *(The large proportion of employers who recruited via formal methods is possibly a result of the high level of recruitment difficulty in Darwin).*

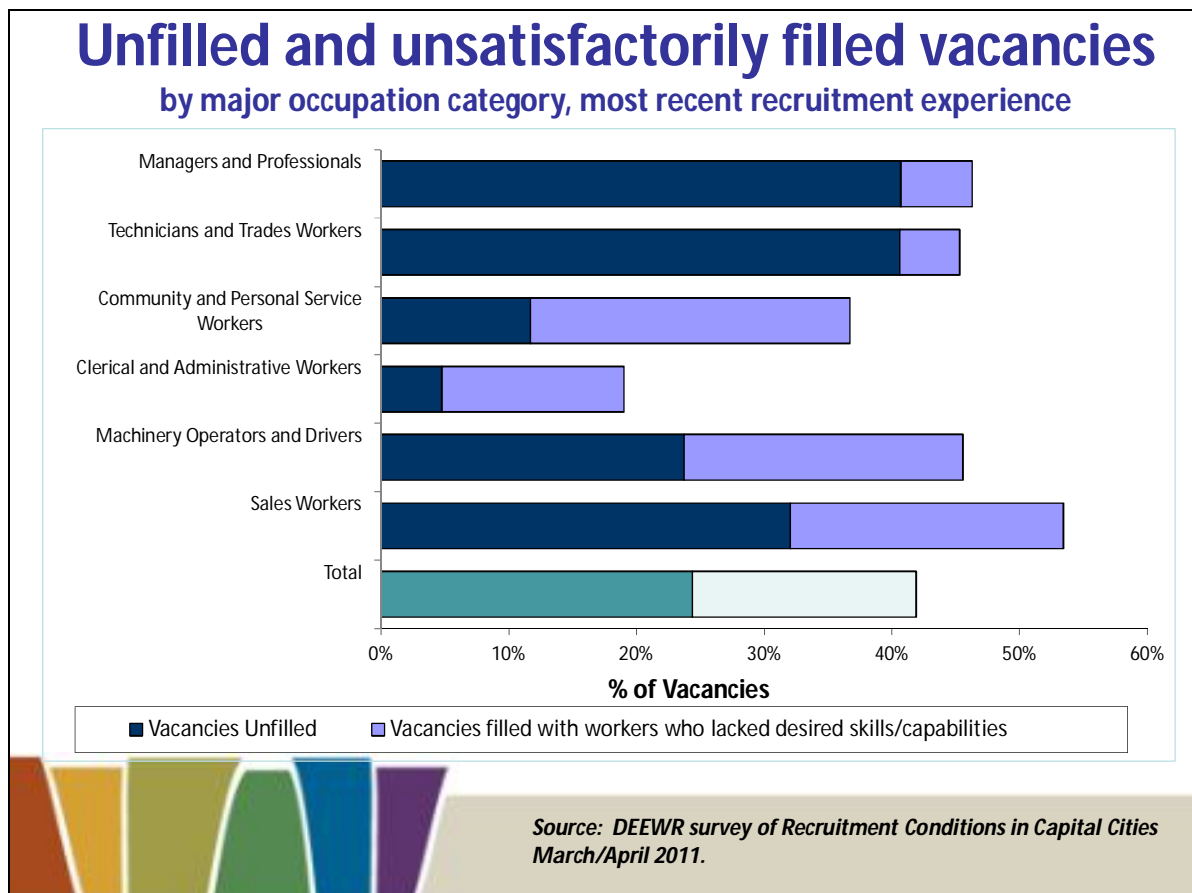
Definition of Formal Methods: *Vacancies can be accessed by job seekers from publically available and commonly known sources*

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:	68% vs 65% for Australia
Informal method only:	10% vs 16% for Australia
Both formal and informal methods:	21% vs 17% for Australia
Formality unknown: (consisting of 'other' where it is not clear if the method was formal or informal + recruited internally – which could be either formal or informal).	1% vs 2% for Australia



This chart shows, in employers' most recent recruitment round, the proportion of vacancies that remained unfilled and the proportion of vacancies that were filled with workers who did not have the skills or capabilities desired by the employer.

Overall 42 per cent of vacancies in Darwin either remained unfilled (24 per cent) or were filled with a worker who did not have the skills or capabilities that the employer was looking for (18 per cent). By contrast, 25 per cent of vacancies in all capital cities either remained unfilled (9 per cent) or were filled with a worker who lacked the required skills (16 per cent).


- Employer's had greater difficulty filling vacancies for occupations requiring a certificate level training or higher.
- Among lower skilled occupations, employers also had difficulty filling Sales Worker vacancies.

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 .

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



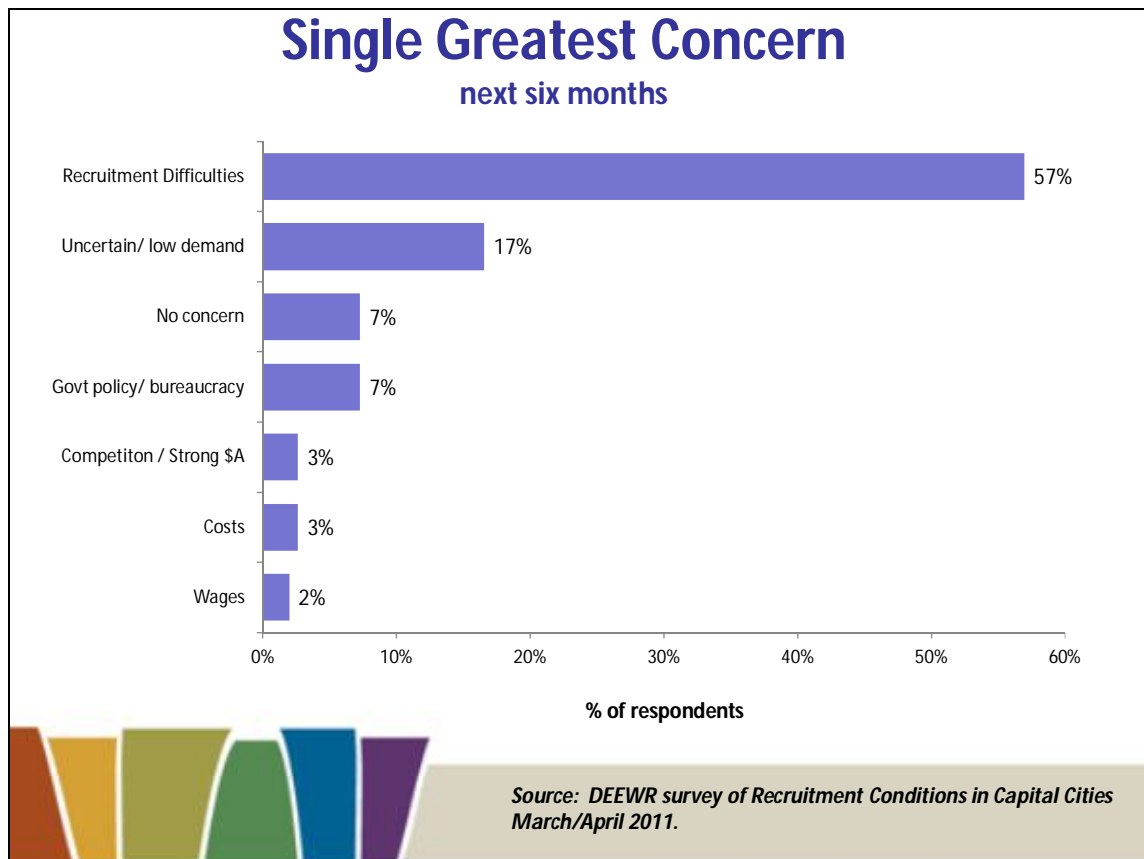
Source: DEEWR, Survey of Employers' Recruitment Experiences, 12 months to December 2010

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

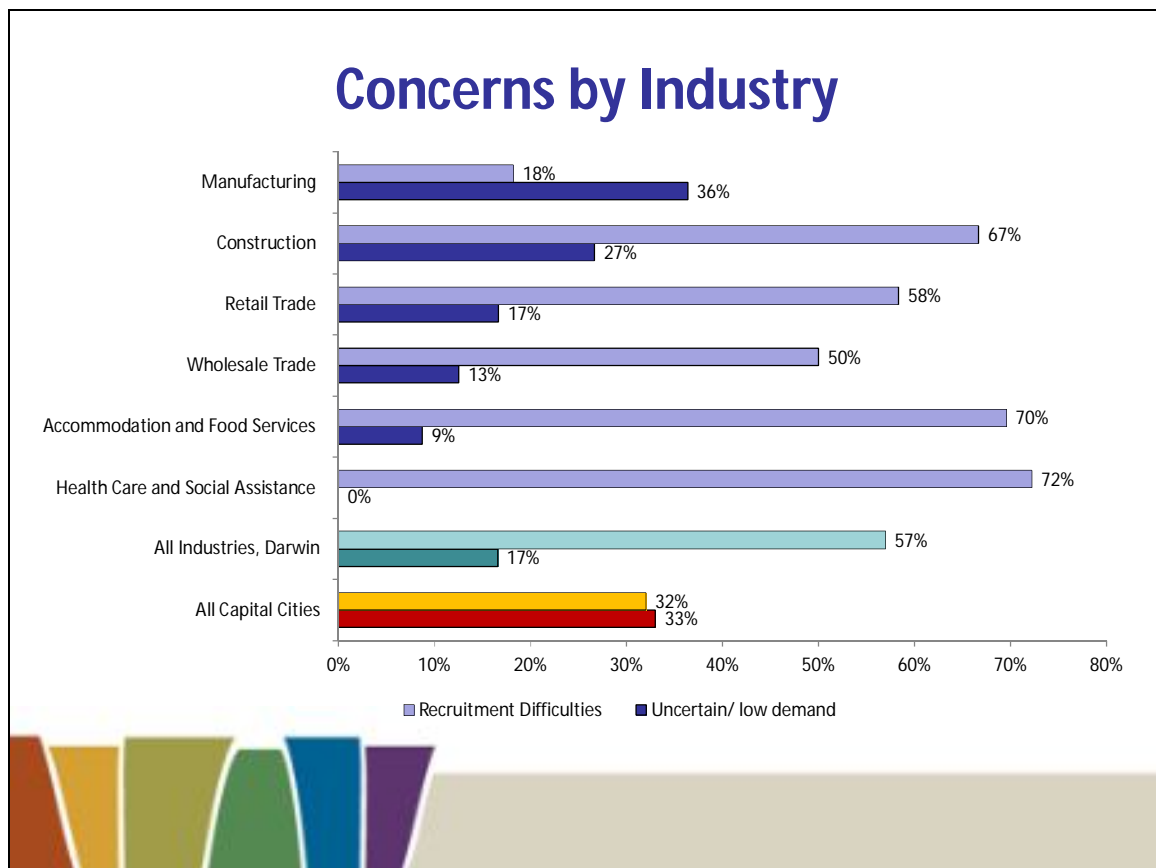
Personal traits and qualities that employers most commonly stated that applicants lacked:

- Communication
- Motivation
- Enthusiasm
- Presentation



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

Recruitment difficulties were the most common concern for employers across the majority of industries, consistent with the tight labour market conditions experienced in Darwin.



This chart highlights the extent to which the tight labour market in Darwin is of concern to employers across a number of industries. Recruitment difficulties were the predominant concern across all industries in Darwin (57 per cent), much higher than was reported for all capital cities (32 per cent). Recruitment difficulties were cited as a concern by a large majority of employers in the Accommodation and Food Services (70 per cent), Construction (67 per cent) industries.

Uncertain/low demand was not as big a concern for employers in Darwin (17 per cent) as it was for all capital cities combined (33 per cent). Despite this, uncertain/low demand was a major concern for some industries, in particular for employers in the Manufacturing industry (36 per cent). Employment in the industry has been declining across Australia for a number of years*, and the industry has more recently been affected by the high value of the Australian dollar.

Employers in the Construction industry also reported that uncertain/low demand was a concern (27 per cent). This may be due in part to a cooling housing market and contraction in residential construction activity, as well as the conclusion of several public sector construction projects connected with the Commonwealth government's 2009 stimulus package (more specifically, projects related to the BER).

Occupation Based Classifications

High Skilled Occupation Categories

Professionals and Managers	
Hospitality, Retail and Service Managers	
Registered Nurses	
ICT Professionals	
Technicians and Trades Workers	
Structural Steel and Welding Tradespersons	
Automotive Electricians and Mechanics	
Food Trades Workers	

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

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.

Occupation Based Classifications

Lower Skilled Occupation Categories

Community and Personal Services Workers	
Aged, Disability and Nursing Support Workers	Yellow
Hospitality Workers Education Aides	Red
Clerical and Administrative Workers	
Accounting Clerks and Book Keepers	Yellow
General Clerks	Yellow
Receptionists	Yellow
Sales Workers	
Sales Representatives	Red
Sales Assistants	Red
Machinery Operators and Drivers	
Plant and Machine Operators	Yellow
Store Persons	Yellow
Truck Drivers	Yellow

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

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.

Apprentices, Trainees and Staff Training

- 35% of businesses employed at least one Apprentice or Trainee;
 - The challenges most commonly reported were Apprentices and Trainees lacked work readiness (29%) and soft skills (25%).
- 23% of businesses expected to recruit at least one Apprentice or Trainee in the 12 months following the survey;
- 13% of businesses expected to increase the number of Apprentices or Trainees employed;
- 45% of businesses had employees undertake recognised training.



Source: DEEWR, Survey of Employers' Recruitment Experiences


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Source: DEEWR, Survey of Employers' Recruitment Experiences (Combined Output June 2011)

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- 45% of businesses had employees undertake recognised training.

Recruitment Conditions in Capital Cities Survey Results

	CHANGE IN RECRUITMENT ACTIVITY 2010 - 2011	RECRUITMENT DIFFICULTIES METRO '11	CHANGE IN RECRUITMENT DIFFICULTIES 2010 - 2011	RECRUITMENT OUTLOOK 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.

Conclusion

- Labour market conditions are very strong.
- There is a general shortage of labour.
- However, still disadvantaged groups:
 - Indigenous, lower educated, teenagers, people with disabilities, long-term unemployed, jobless families
 - People from countries other than mainly English speaking countries have higher rates of unemployment/underutilisation
- Opportunities for upskilling and career path progression for experienced workers and / or proactive job seekers
- Job seekers need to be job ready
 - Work experience / training / apprenticeships
 - Employability skills, positive attitudes
- Opportunity for stakeholders to work together: providers, educational institutions, employers and job seekers



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- Labour market conditions are booming: the GFC appears to have passed Darwin by

The Northern Territory Government has forecast strengthening economic growth (a 3.2 per cent increase in Gross State Product) for 2011–12, due to a widening international trade surplus and increased private sector investment and consumption, even as public sector investment is expected to decline with the conclusion of Commonwealth stimulus measures. Population is also expected to increase over 2011-2012 due to strong employment conditions and increases in defence personnel.

(SOURCE: Northern Territory Government, *Budget 2011–12: Northern Territory Economy* (Budget Related Paper).

- Indigenous people are experiencing the benefits of a strong local economy in Darwin, but not quite to the extent that non-Indigenous people are:
 - Higher level of unemployment, lower level of participation, lower levels of school completion and lower levels of post-school qualifications
 - However, the indicators for Indigenous people living in Darwin are better than those living in the Northern Territory as a whole, and often better than all Indigenous people in Australia.

- High level of recruitment, both past and anticipated for the future. Recruitment expected to come from both business growth and turnover. High level of vacancies unfilled and difficulty recruiting.
- Position job seekers to take advantage of opportunities in
 - Community and Personal Service Workers (particularly Bar Attendants and Baristas), Technicians and Trades Workers (particularly for Motor Mechanics) and Sales Workers (particularly Sales Assistants).
- The difficult to fill occupations in Darwin suggest that there is opportunity for career path progression in several employing industries, particularly in the Retail Trade industry.
 - People in jobs can upskill with the right training opportunities
- The lower rates of workforce participation among migrants with lower levels of proficiency in spoken English suggest that opportunities exist for those who wish to improve their English language abilities.
- JSA providers in Darwin could improve the level of engagement with employers in terms of customer service provision and understanding employers' needs. They could also benefit from public awareness campaigns in the business community. Darwin seems to use any sort of recruitment agency (13% use a recruitment agency to fill their most recent vacancy) less than other areas surveyed did (18%).

Further Information

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

Thank you.