


Slide 1

The slide content is contained within a rectangular box with a black border. At the top center is the Australian Government crest, with the text "Australian Government" and "Department of Education, Employment and Workplace Relations" below it. The main title "Overview of the Ipswich-Logan Labour Market" is centered in a large, dark blue font. Below the title is a horizontal bar composed of six colored segments: brown, yellow, olive green, green, blue, and purple. The bottom section of the box is a dark blue gradient containing the date "15 September 2011" and the presenter's name and title: "Presenter: Ivan Neville, Branch Manager, Labour Market Research and Analysis Branch".

Australian Government
Department of Education, Employment and Workplace Relations

Overview of the Ipswich-Logan Labour Market

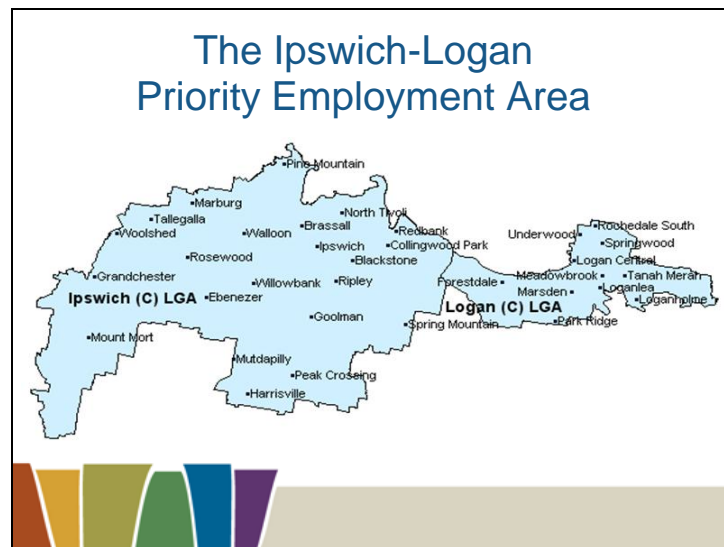
15 September 2011
Presenter: Ivan Neville, Branch Manager,
Labour Market Research and Analysis Branch

Department of Education, Employment and Workplace Relations

Overview of the Ipswich-Logan Labour Market

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The Ipswich-Logan Priority Employment Area

The Ipswich-Logan Priority Employment Area (PEA) comprises the Ipswich and Logan Local Government Areas (LGAs) using the boundaries from 2006.

There were significant boundary changes to the Logan LGA in 2008 and the LGA now covers a much larger geographical area. The PEA does not include the areas added to the Logan LGA in 2008.

There have been no changes to the Ipswich boundaries.

The Ipswich LGA includes the following SLAs:

- Ipswich – Central
- Ipswich- East
- Ipswich- North
- Ipswich- South-West
- Ipswich- West

The Logan LGA includes the following SLAs (2006):

- Browns Plains
- Carbrook-Cornubia
- Daisy Hill-Priestdale
- Greenbank-Boronia Heights
- Kingston
- Logan Bal (since renamed to Park Ridge- Logan Reserve)
- Loganholme
- Loganlea
- Marsden
- Rochedale South
- Shailer Park
- Slacks Creek

Springwood
Tanah Merah
Underwood
Waterford West
Woodridge

The Ipswich LGA covers 100% of the Ipswich Labour Force Region (LFR). The Logan LGA accounts for 53% of the South and East BSD Balance LFR.

Ipswich-Logan Profile

Region	Adult Population (2010)	Adult Population Growth 2005 -2010	Median age (2006)	Unemployment Rate (June 2011)	Participation Rate (Working Age Population, 2006)
Ipswich LGA	128 000	22%	33	5.7%	74.4%
Logan LGA (2006)	146 300	9%	32	8.4%	75.0%
Queensland	3 612 300	14%	36	5.5%	76.2%
Australia	18 098 600	11%	37	5.1%	75.1%

Source: ABS Estimated Residential Population 2005 and 2010, ABS 2006 Census of Population and Housing, DEEWR Small Area Labour Markets data (June 2011)

Ipswich-Logan Profile

Source: ABS Estimated Residential Population 2005 and 2010, ABS 2006 Census of Population and Housing, DEEWR Small Area Labour Markets data (June 2011)

The adult population (aged 15+) of the Ipswich LGA was 128,000 at June 2010 and has experienced population growth of 22 per cent over the past five 5 years.

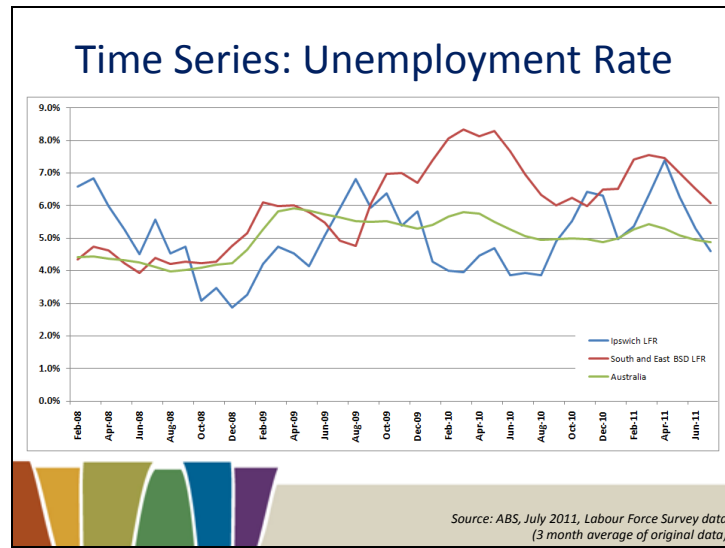
The adult population for Logan LGA (2006) was 146,300 at June 2010 and has only experienced a 9 per cent growth in population over the same period.

At the time of the 2006 Census, the Ipswich and Logan LGAs had median ages of 33 years and 32 years respectively, slightly younger than the Queensland (36 years) and Australian (37 years) populations.

The Logan LGA (2006) had an unemployment rate of 8.4 per cent in June 2011, higher than that of the Ipswich LGA (5.7 per cent) and Queensland (5.5 per cent).

At the time of the 2006 Census, the participation rate of the working age population for both Ipswich (74.4 per cent) and Logan (75.0 per cent) was on par with the state and national averages (76.2 and 75.1 per cent respectively).

Slide 4



Time Series: Unemployment Rate

Source: ABS, July 2011, Labour Force Survey data (3 month average of original data)

This graph shows the unemployment rates for the Labour Force Regions that cover the Ipswich-Logan Priority Employment Area.

The Logan LGA (2006) accounts for over half (53%) of the South and East BSD Balance LFR and the Ipswich City LFR covers 100% of the Ipswich LGA.

The unemployment rate for the South and East BSD Balance has generally been higher than the Ipswich and Queensland unemployment rates since 2009. The rate peaked at 8.3 per cent in March 2010, and was 6.1 per cent in July 2011. The unemployment rate for Ipswich was 4.6 per cent in July 2011, similar to the state average.

Slide 5

Unemployment Rate

Region	June 2010	June 2011	Annual Change (Percentage Points)
Ipswich LGA	4.9%	5.7%	0.8% pts
Ipswich East	5.6%	6.3%	0.7% pts
Logan LGA (2006)	9.2%	8.4%	-0.8% pts
Woodridge	22.5%	20.2%	-2.3% pts
Kingston	22.4%	20.0%	-2.4% pts
Marsden	13.3%	12.3%	-1.0% pts
Queensland	5.7%	5.5%	-0.2% pts
Australia	5.5%	5.1%	-0.4% pts

Source: DEEWR, Small Area Labour Markets data (June 2011)

Unemployment Rate

Source: ABS, July 2011, Labour Force Survey data (3 month average of original data)

The unemployment rate for the Logan (2006) LGA (8.4 per cent in June 2011) was higher than the Ipswich LGA (5.7 per cent) and Queensland (5.5 per cent).

Within both LGAs there are pockets of disadvantage. In the Logan (2006) LGA, the Woodridge and Kingston SLAs had unemployment rates of 20 per cent or higher.

The Ipswich-East SLA had an unemployment rate of 6.3%, an increase of 0.7 percentage points in the 12 months to June 2011.

Slide 6

Long-Term Unemployment

Region	Persons LTU	Percent of all Unemployed		Average Weeks Unemployed	
		July 2010	July 2011	July 2010	July 2011
Ipswich LFR	1 300	12%	28%	21	44
South and East BSD Balance LFR (Logan)	2 300	14%	16%	29	28
Queensland	23 700	14%	18%	28	30
Australia	116 800	17%	19%	34	37

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

Long-Term Unemployment

Source: ABS Labour Force Data, 12 month averages of original data, June 2011

Long-term unemployed (LTU) are people who have been unemployed for 52 weeks or more.

There has been a significant increase in the number of people LTU in the Ipswich LFR.

The average number of weeks for persons unemployed in the Ipswich LFR was 44 weeks. This has increased from 21 weeks since July 2011.

The average number of weeks unemployed for persons in the South and East BSD LFR is close to the state average (28 and 30 weeks respectively) and lower than the national average of 37 weeks.

Teenage Full-Time Unemployment

Region	Teenage full-time unemployment rate	Annual Change	Teenage full-time unemployment to population ratio
Ipswich LFR	15.8%	-6.2% pts	3.5%
South and East BSD Balance LFR (Logan)	32.0%	6.4% pts	8.7%
Queensland	25.2%	0.9% pts	5.7%
Australia	22.7%	-1.5% pts	4.2%

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

Teenage Full-time Unemployment

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

Due to their lack of skills and experience, teenagers in the full-time labour market can be particularly vulnerable during a labour market downturn.

The teenage full-time unemployment rate is based in people who are aged 15 to 19 years and are looking for full-time employment.

As at July 2011, the teenage full-time unemployment rate in the South and East BSD Balance LFR was 32 per cent.

The rate increased by 6.4 percentage points over the preceding 12 months and is higher than the state and national averages (25.2 and 22.7 per cent respectively).

The teenage full-time unemployment rate in the Ipswich LFR has declined in the 12 months to July 2011 to 15.8 per cent. This equates to only 3.5 per cent of the teenage population in the area.

Slide 8

Proportion neither working nor studying
20-24 year olds

	Persons	Males			Females		
		Total	Unempl- oyed	Not in labour force	Total	Unempl- oyed	Not in labour force
Ipswich LGA	19%	13%	6%	7%	25%	5%	19%
Ipswich Central	19%	13%	6%	7%	25%	5%	20%
Logan LGA	18%	12%	6%	6%	23%	5%	18%
Woodridge	30%	20%	9%	11%	39%	10%	29%
Kingston	28%	18%	10%	8%	37%	10%	28%
Inala SLA	29%	19%	8%	12%	39%	8%	31%
Queensland	13%	10%	5%	5%	17%	4%	13%

Source: ABS 2006, Census of Population and Housing

Proportion of 20-24 year olds neither working nor studying

Source: ABS 2006, Census of Population and Housing

Participation in either employment or education is lower for 20-24 year olds in both the Ipswich and Logan LGAs. There are pockets of lower disadvantage, with 30 per cent of 20-24 year olds in Woodridge and 28 per cent of 20-24 year olds in Kingston neither working nor studying. This compares with 13 per cent for Queensland.

A higher proportion of females were neither working nor studying compared with males. In the Logan LGA, 23 per cent of females aged 20-24 years were neither employed nor studying, compared with 12 per cent for males. In Woodridge and Inala, 39 per cent of females were neither employed nor studying, with the majority being not in the labour force.

Recipients of Centrelink Benefits

Region	Centrelink Benefits		Unemployment Benefits		
	Proportion of working age population	Annual Change	Proportion of working age population	Annual Change	Proportion of Teenagers
IPSWICH LGA	23%	2%	6%	-3%	8%
Ipswich Central	26%	2%	7%	0%	9%
LOGAN LGA	21%	2%	6%	-4%	8%
Woodridge	40%	0%	13%	-5%	16%
Kingston	39%	0%	12%	-5%	12%
Queensland	17%	2%	5%	-3%	3%
Australia	17%	0%	4%	-4%	2%

Source: DEEWR administrative data, June 2011 & June 2011; ABS Estimated Resident Population June 2010

Recipients of Centrelink Benefits

Source: DEEWR administrative data, June 2011 & June 2011; ABS Estimated Resident Population 2010

As at July 2011, 23 per cent of the working age population in the Ipswich LGA were in receipt of a Centrelink benefit, as were 21 per cent in the Logan LGA (2006). These figures are both higher than the state and national proportions (both 17 per cent).

There was little change in the number of Centrelink recipients for all regions in the 12 months to July 2011.

There was a decrease in the proportion of 15 to 64 year olds in receipt of an unemployment benefit to 6 per cent for both the Ipswich and Logan (2006) LGAs. This figure is only slightly higher than the state and national proportions of 5 and 4 per cent respectively.

Indigenous Population

	Civilian population aged 15 to 64 years	Unemployment rate	Participation rate	Employment to population ratio
	'000	%	%	%
QUEENSLAND				
Indigenous	96	19.6	67.7	54.4
Non-Indigenous	2944	5.3	78.5	74.3
Total	3040	5.7	78.2	73.7
AUSTRALIA				
Indigenous	346	18.2	58.3	47.7
Non-Indigenous	14737	5.1	76.8	72.9
Total	15083	5.3	76.4	72.3

Source: Labour Force Characteristics of Aboriginal and Torres Strait Islander Australians, Estimates from the Labour Force Survey, 2010

Indigenous Population

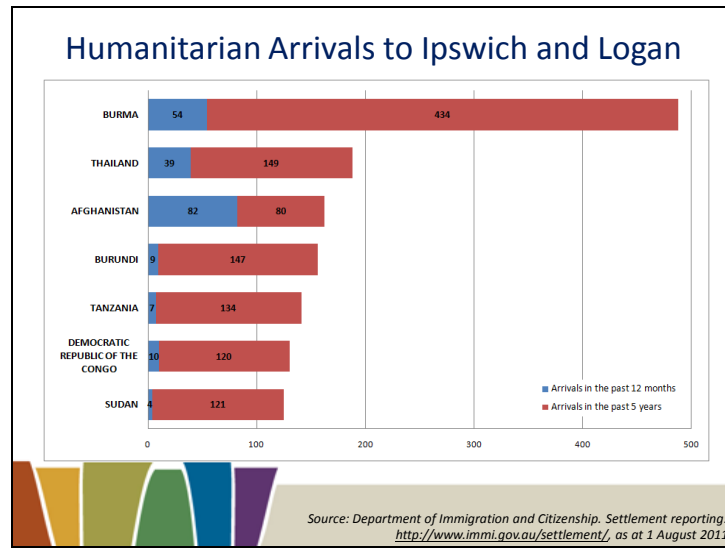
Source: Labour Force Characteristics of Aboriginal and Torres Strait Islander Australians, Estimates from the Labour Force Survey, 2010

At the time of the 2006 Census, the proportion of the population who identify as Indigenous within the Ipswich and Logan (2006) LGAs (2.8 and 2.1 per cent respectively) was similar to the state and national proportions (3.0 and 2.1 per cent respectively).

The areas with the highest proportion of Indigenous population were the Kingston (4.7 per cent) and Woodridge (4.2 per cent) SLAs.

Unemployment figures for Queensland and Australia show the unemployment rate for indigenous people is over three times the unemployment rate for non-Indigenous people. The participation rate for those who identified as Indigenous was lower when compared with non-indigenous.

Slide 11

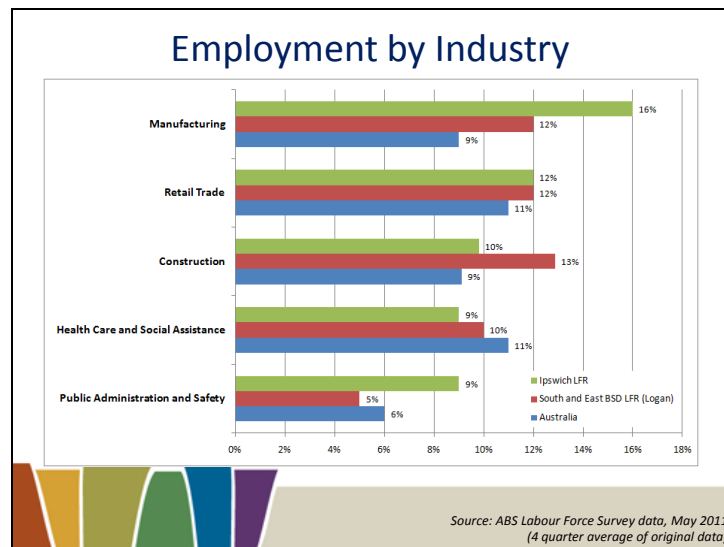


Humanitarian Arrivals to Ipswich and Logan

Source: Department of Immigration and Citizenship. Settlement reporting: <http://www.immi.gov.au/settlement/>, as at 1 August 2011

In the 12 months to August 2011, 414 humanitarian migrants settled in the Ipswich-Logan area with the greatest number arriving from Afghanistan (82 persons).

In the past 5 years to August 2011, 2066 humanitarian migrants have settled in the area with the greatest proportion arriving from Burma (488 persons).



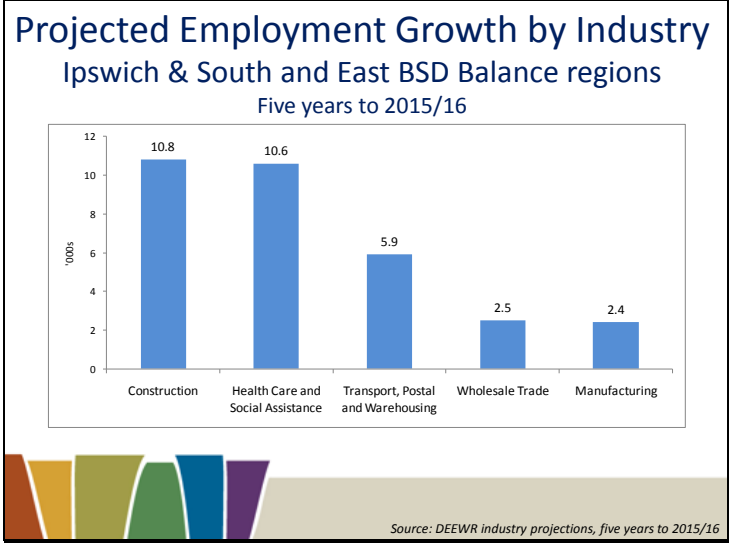
Employment by Industry

Source: ABS Labour Force Survey data, May 2011 (4 quarter average of original data)

The largest employing industry in the Ipswich LFR is Manufacturing, accounting for 16 per cent of all employed. The industry is the second largest employer in the South and East BSD LFR accounting for 12 per cent of employment in the area, this compares with Australia, where Manufacturing accounts for 9 per cent of total employment.

Construction is the largest employer within the South and East BSD LFR (13 per cent) and it is also a large employer in the Ipswich LFR (10 per cent).

Nationally, the Health Care and Social Assistance industry has shown strong long-term growth and is expected to continue growing.



Projected Employment Growth by Industry

Source: DEEWR employment projections, five years to 2015/16

Employment growth in the five years to 2015/16 in the Ipswich and South & East BSD Balance regions are projected to be highest in the Construction and Health Care and Social Assistance industries, growing by 10,800 and 10,600 respectively. Other industries with a high projected increase in employment are Transport, Postal and Warehousing (expected to grow by 5,900), Wholesale Trade (expected to grow by 2,500) and Manufacturing (expected to grow by 2,400) industries.

Educational Attainment
(25 – 34 year olds)

Region	% completed Yr 12	% attained Certificate Level	% attained Advanced Diploma or Diploma Level	% attained Bachelor Degree or higher
Ipswich LGA	60%	27%	7%	13%
Logan LGA (2006)	62%	25%	8%	14%
Queensland	68%	25%	8%	24%
Australia	69%	23%	9%	29%

Source: ABS 2006, Census of Population and Housing

Educational Attainment (25 – 34 year olds)

Source: ABS 2006, Census of Population and Housing

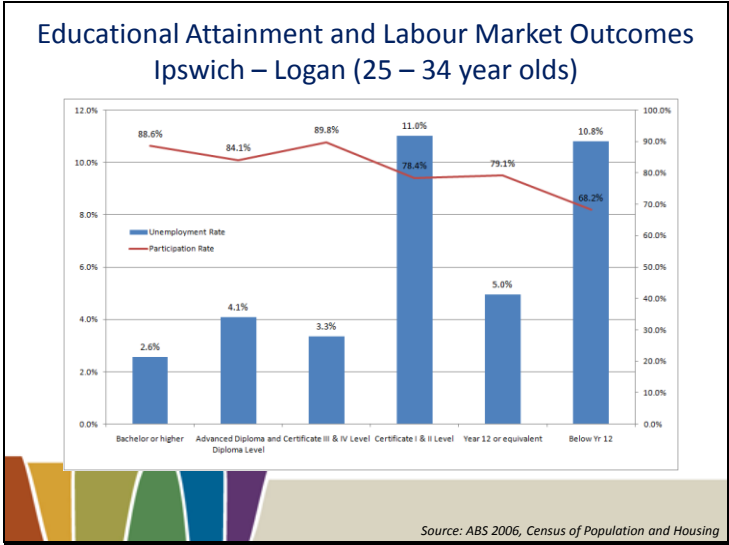
At the time of the 2006 Census, the proportion of 25 to 34 year olds who completed Year 12 in the Ipswich and Logan (2006) LGAs (60 and 62 per cent respectively) was lower than for Queensland and Australia (68 and 69 per cent respectively).

Job seekers who do not complete Year 12 and have limited experience in the workforce are likely to lack many basic employability skills that employers value and look for in applicants, particularly for lower skilled vacancies and entry level positions.

The proportion of 25 to 34 year olds who attained a certificate level qualification in Ipswich and Logan LGAs was comparable with the state average of 25 per cent.

The proportion of 25 to 34 year olds who attained a Bachelor Degree or higher in the Ipswich and Logan LGAs (13 and 14 per cent respectively) was significantly lower than for Queensland (24 per cent) and Australia (29 per cent).

The low levels of attainment suggest that employers recruiting for vacancies that require a Bachelor Degree or higher qualification will face difficulty doing so.



Educational Attainment and Labour Market Outcomes

Ipswich – Logan (25 -34 year olds)

Source: ABS 2006, Census of Population and Housing

There is a strong relationship between educational attainment and labour market outcomes. At the time of the 2006 Census, for those aged between 25 to 34 years in the Ipswich-Logan area who did not complete year 12, the unemployment rate was 10.8 per cent. For those who completed a bachelor degree or higher, the unemployment rate was only 2.6 per cent.

While it would be unrealistic for many jobseekers to complete a Bachelor Degree, further training such as apprenticeships or other Certificate training could improve job seekers engagement in the labour force.

The unemployment rate for people who completed a Certificate III or IV qualification was 3.3 per cent compared with 10.8 per cent for those who didn't complete Year 12. The participation rate was 89.8 per cent for those who completed a Certificate III and IV level qualification compared with 68.2 per cent for those who didn't complete Year 12.

Area Profiles

Indicator	Woodridge	Kingston	Ipswich Central	Inala/Durack/Richlands	Queensland
Unemployment Rate (June 2011)	20.2%	20.0%	6.1%	18.1%	5.5%
Proportion all families (with children) that are jobless	44%	38%	25%	47%	19%
Proportion of working age population receiving a Centrelink benefit	41%	41%	28%	38%	17%
Proportion of persons aged 25-34 years who have completed Year 12 or equivalent	52%	50%	59%	55%	68%
Proportion of the working age population born in OTMESC	23%	18%	5%	32%	10%
Proportion of the working age population who identify as Indigenous	4%	5%	3%	6%	3%
Year 9 govt school students who did not meet minimum standard for reading in 2010	29%	39%	28%	33%	9%
- who did not meet minimum standard for numeracy	18%	28%	15%	23%	6%

Source: ABS 2006 Census of Population and Housing; DEEWR Small Area Labour Markets data (June 2011), Myschool website; ACARA National Summary Report: Achievement in Reading, Writing, Language Conventions and Numeracy, 2010

Area Profiles

Source: ABS 2006 Census of Population and Housing; DEEWR Small Area Labour Markets data (June 2011), Myschool website; ACARA National Summary Report: Achievement in Reading, Writing, Language Conventions and Numeracy, 2010

The Woodridge and Kingston SLAs are the areas within the Logan LGA (2006) with high indicators of disadvantage.

Although not as disadvantaged as some SLAs within the PEA, Ipswich Central had a higher proportion on Centrelink benefits, low education attainment levels and a higher proportion of school students not meeting the minimum standards.

The Inala, Durack and Richlands SLAs are situated just outside the Ipswich-Logan PEA, however should be noted due to the high level of disadvantage.

Occupations difficult to fill	
Bachelor degree or higher VET qualifications	
Electricians	Food Trades (Chefs, Bakers)
Metal Trades (Fitters, Machinists, Welders)*	Solicitors
Early Childhood (Pre-primary) Teachers	
Other occupations	
Bus & Coach Drivers	Miscellaneous Labourers
Sales Assistants & Cashiers*	Clerks & Receptionists*
Real Estate Agents	

Source: DEEWR, Ipswich-Logan Survey of Employers' Recruitment Experiences, Feb 2010

Occupations difficult to fill

Source: DEEWR, Ipswich-Logan Survey of Employers' Recruitment Experiences, Feb 2010

The Ipswich-Logan Survey of Employers' Recruitment Experiences was conducted during April 2009 and again in February 2010. The survey covered the LGAs of Ipswich and Logan (2006). A total of 322 employers were surveyed in the Ipswich-Logan area in February 2010 (125 in Ipswich and 197 in Logan).


This slide shows the occupations across the Ipswich-Logan area that employers considered difficult to fill. The occupations fall across a range of skill levels and a range of industries.

Although there are a number of jobs that require a higher level of education (either higher VET (Cert III/IV) or Bachelor Degree or higher), some of the occupations mentioned as difficult to fill are medium to lower skill level jobs.

Occupations with an asterisk indicate that these occupations were reported as difficult to when the Ipswich Logan area was last surveyed (in April 2009).

Reasons Applicants Unsuitable

- 61% of employers had one or more unsuitable applicants. Reasons for unsuitability were:
 - Lack of experience across all occupation levels
 - Insufficient qualifications or training
 - Inadequate employability skills



Source: DEEWR, Ipswich-Logan Survey of Employers' Recruitment Experiences, Feb 2010

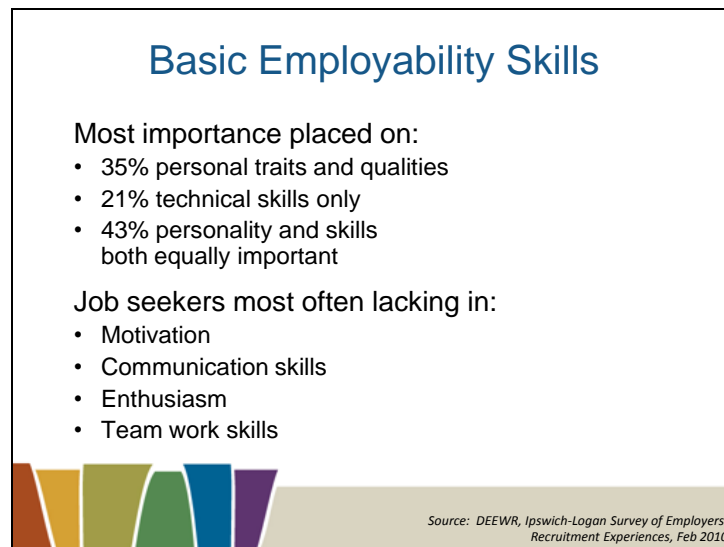
Reasons Applicants Unsuitable

Source: DEEWR, Ipswich-Logan Survey of Employers' Recruitment Experiences, Feb 2010

The need for work-ready job seekers is consistently raised as an issue by employers.

The main reasons of applicant unsuitability include:

- Lack of experience across all occupation levels
- Insufficient qualifications or training
- Inadequate employability skills



Basic Employability Skills

Source: DEEWR, Ipswich-Logan Survey of Employers' Recruitment Experiences, Feb 2010

Employers in the Ipswich-Logan area were asked when recruiting, whether they placed more importance on the applicant's personality traits and qualities or on their technical skills and experience.

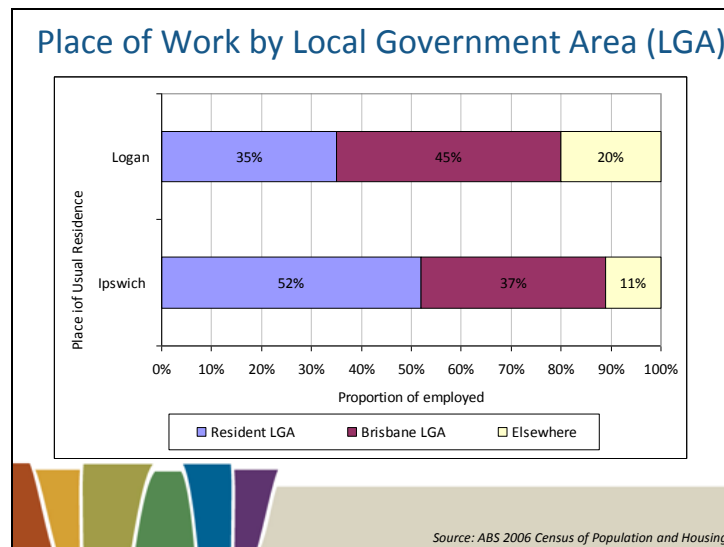
Of the employers surveyed in the Ipswich-Logan:

35 per cent of employers considered personality traits and qualities to be most importance and 21 per cent placed the most importance on technical skill and experience.

A further 43 per cent stated that both technical skills and experience and personality traits were equally important.

Employers most commonly reported motivation, communication and enthusiasm as the personality traits or qualities that applicants most frequently lacked. If you recall, limited interest in the job was a main reason employers gave when judging the suitability of a job applicant.

These survey results indicate that in today's labour market, job seekers need to have both technical or job-specific skills and basic employability skills.



Place of Work by Local Government Area (LGA)

Source: ABS, Census of Population and Housing.

The slide shows where employed people who live in Ipswich and Logan work.

Just under two thirds (65 per cent) of employed people who live in Logan travel outside the area to their place of employment.

Just under half (48 per cent) of employed people who live in Ipswich travel outside the area to their place of employment.

The most popular place of work destination was the Brisbane LGA (45 per cent of employed people who live in Logan and 37 per cent for Ipswich).

Nearly three quarters of employed people who lived in Logan (72 per cent) or Ipswich (74 per cent) drove a car to work on the day of the 2006 Census.

7 per cent of households in Ipswich had no car in the household, 6 per cent of households in Logan had no car.

Occupation Based Classifications			
High Skilled Occupation Categories			
Professionals and Managers			
Hospitality, Retail and Service Managers	YELLOW	Registered Nurses	RED
Production Managers	RED	ICT Professionals	RED
Advertising and Marketing Professionals	YELLOW	Accountants	GREEN
Technicians and Trades Workers			
Medical Technicians	YELLOW	Food Trades Workers	RED
Automotive Electricians and Mechanics	RED	Electricians	YELLOW
Welding Tradespersons	YELLOW	Air-conditioning Mechanics	YELLOW

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

Occupation Based Classifications

High Skilled Occupation Categories

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

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.

(Note that only occupations where there was sufficient information to make an assessment were mentioned here)

Rating Guideline

RED: employers commonly had unfilled vacancies

YELLOW: employers had difficulty recruiting suitable staff

GREEN: 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	Yellow
Education Aides	Green	Fitness Instructor	Green
Clerical and Administrative Workers			
Accounting Clerks and Book Keepers	Green	Receptionists	Yellow
General Clerks	Yellow	Secretaries	Yellow
Purchasing and Supply Logistics Clerks	Yellow	Contract Administrators	Yellow
Sales Workers			
Sales Representatives	Yellow	Sales Assistants	Yellow
Machinery Operators and Drivers			
Plant and Machine Operators	Yellow	Truck Drivers	Red
Store Persons	Yellow	Delivery Drivers	Green
Labourers			
Food Preparation Assistants	Red	Factory Process Workers	Yellow
Car Detailers	Yellow	Construction Labourers	Green

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

Occupation Based Classifications

Lower Skilled Occupation Categories

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.

Rating Guideline

RED: employers commonly had unfilled vacancies

YELLOW: employers had difficulty recruiting suitable staff

GREEN: recruitment difficulties were not widespread

Employment in the Aged Care Industry

<i>Proportion of workforce</i>	Aged Care Residential Services	Health Care and Social Assistance	All Industries
Female	87%	79%	46%
Part-Time	60%	46%	31%
Aged 45+	59%	47%	38%
Year 12 completed	41%	62%	56%
Born OTMESC	19%	16%	15%

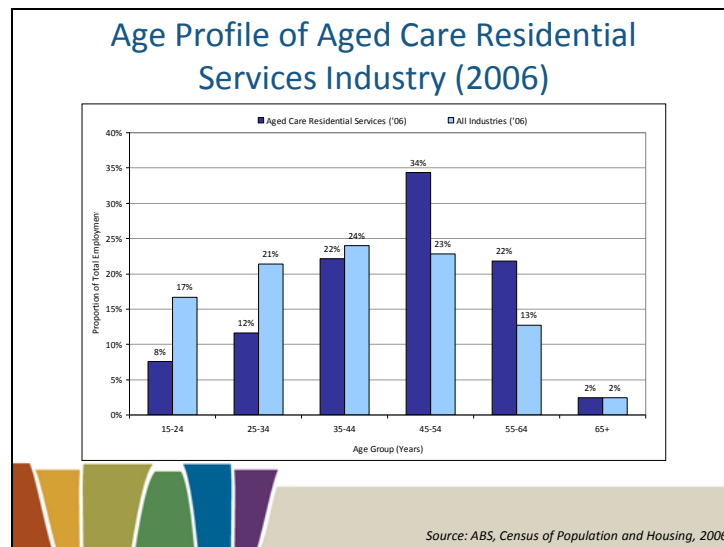
Source: ABS, Census of Population and Housing, 2006

Employment in the Aged Care Industry

Source: ABS, Census of Population and Housing, 2006

Comparing the Aged Care Residential Services industry to all employed,

- a higher proportion are female (87 per cent)
- the majority are part-time employees (60 per cent)
- a higher proportion are aged 45 years and over (59 per cent)
- a lower proportion have completed year 12 (41 per cent)
- a higher proportion were born in countries where English is not the main language (19 per cent)

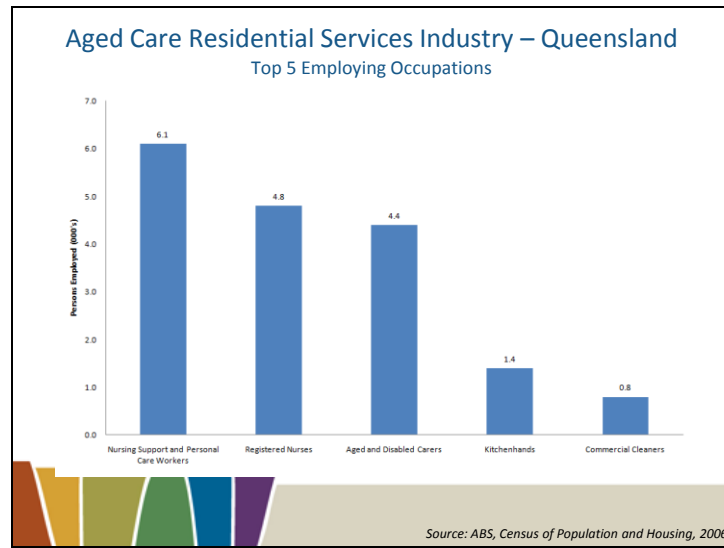


Age Profile of Aged Care Residential Services Industry

Source: ABS, Census of Population and Housing, 2006

A higher proportion of workers in the Aged Care Residential Services industry are aged 45 years and older.

Age is one factor that can contribute to, or exacerbate, current or expected labour shortages in a particular occupation (Source: 4102.0 - Australian Social Trends, 2004).



Aged Care and Residential Services Industry – top five employing occupations (Queensland)

Source: ABS 2006 Census of Population and Housing

The top five employing occupations in the Aged Care Residential Services industry are:
Nursing Support and Personal Care Workers (Skill Level 4, AQF Certificate II or III)
Registered Nurses (Skill Level 1, Bachelor Degree or Higher)
Aged and Disabled Carers (Skill Level 4, AQF II or III)
Kitchenhands (Skill Level 5, AQF 1 or on the job training)
Commercial Cleaners (Skill Level 5 or on the job training)

The majority of these occupations are lower skilled level and require certificate level qualifications only.

Recruitment Experiences in Aged Care Residential Services

	Aged Care Residential Services	Health Care and Social Assistance	All Industries
Employers who recruited	92%	81%	74%
- Growth	49%	49%	53%
- Turnover	100%	92%	85%
Recruitment difficulty	69%	69%	60%
Most Recent Recruitment Round			
Unfilled vacancies	24.8%	10.0%	10.0%
Applicants per vacancy	4.0	6.8	2.3
Suitable applicants per vacancy	1.9	2.3	2.0

Source: DEEWR, Survey of Employers' Recruitment Experiences, 12 months to June 2011

Recruitment Experiences in Aged Care Residential Services

Source: DEEWR Survey of Employers' Recruitment Experiences, 12 months to June 2011

Recruitment in Aged Care Residential Services in 12 months preceding survey:

- High proportion of employers recruited (92%);
- All employers recruited due to turnover in staff (100%);
- Higher proportion of employers experienced difficulty (69%),

Most Recent Recruitment Round:

- Higher unfill rate (24.8%) compared with all industries surveyed (10.0%);
- Low competition for vacancies with an average of 4.0 applicants per vacancy and 1.9 suitable applicants per vacancy.

Occupations Difficult to Fill (Health Care and Social Assistance)	
Higher Skill, Qualification or Experience	
Registered Nurses*	Generalist Medical Practitioners
Enrolled Nurses*	Physiotherapists
Health and Welfare Services Managers	
Lower Skill, Qualification or Experience	
Nursing Support and Personal Care Workers*	
Welfare Support Workers	Aged and Disabled Workers*
Special Care Workers	

* Most commonly reported as difficult to fill in the Aged Care and Residential Services Industry

Source: DEEWR, Survey of Employers' Recruitment Experiences, 12 months to June 2011

Occupations Difficult to Fill

Health Care and Social Assistance

Source: DEEWR, Survey of Employers' Recruitment Experiences, 12 months to June 2011

Higher Skill, Qualification or Experience

Registered Nurses*

Generalist Medical Practitioners

Enrolled Nurses*

Physiotherapists

Health and Welfare Services Managers

Lower Skill, Qualification or Experience

Nursing Support and Personal Care Workers*

Welfare Support Workers

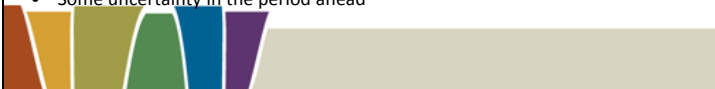
Aged and Disabled Carers*

Special Care Workers

* Most commonly reported as difficult to fill in the Aged Care and Residential Services Industry

Conclusion

- Labour market conditions in Ipswich-Logan are relatively subdued
 - Pockets of significant disadvantage
- Some groups vulnerable and may be left behind
 - Teenagers; Youth not engaged; OTMESC; Indigenous
- Strong projected population growth
- Opportunities
 - Growth industries such as Health and Construction
 - Aged Care
 - Occupations difficult to fill
 - Broader labour market
- Job seekers need to be job ready
 - Work experience,
 - Education, training, apprenticeships
 - Employability skills
 - Language, literacy and numeracy
- Further engagement with employers, particularly relating to employing local job seekers.
- Some uncertainty in the period ahead



Conclusion

Labour market conditions

Labour market conditions remain relatively subdued, although there signs of improvement in the last 12 months with decreases in the unemployment rate and the number of recipients of unemployment benefits in the Logan LGA over the last 12 months.

There are still pockets of extreme disadvantage in the area (Kingston, Woodridge and parts of Ipswich) and vulnerable groups (long term unemployed, indigenous, youth and those with low educational attainment).

Growth

Queensland State government and local councils have economic development strategies in place, with a focus of attracting and supporting businesses to the area.

Plans include education: getting TAFE and Uni campuses into the growth areas, to cater for a range skill levels.

Greater Springfield: job creation targets of 30,000 jobs for 2030, and planned residential population of 86,000 by 2030 (*Source: Greater Springfield Development Corporation*).

There will be additional new communities in Ripley Valley (Ipswich), Yarrabilba and Greater Flagston, which include plans for commercial areas. Although these opportunities are not in the immediate future, there will be job opportunities in the construction phase, and as businesses come into the areas.

There are also expected to be new jobs created in growth industries such as Health Care and in the knowledge-based industries. Job seekers need the skills to take advantage of these current and future job opportunities not only through apprenticeships but also through work experience and training in basic work readiness skills.

Look to opportunities in the larger labour markets outside Ipswich Logan, such as, Brisbane city, Redlands Shire, Gold Coast. Try to take advantage of the growth that is occurring throughout South East Queensland.

Apprenticeships

The difficult to fill occupations are most often for Technicians and Tradespersons. Invest in developing or growing skills now, and the payoff will be when skill shortages re-emerge.

Providers can support job seekers by further engagement with employers and working with the Local Employment Coordinator.

Further Information

- www.deewr.gov.au/lmip
- www.deewr.gov.au/SkillShortages including the publication [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 including the publication [Skill Shortages, Australia](#)

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