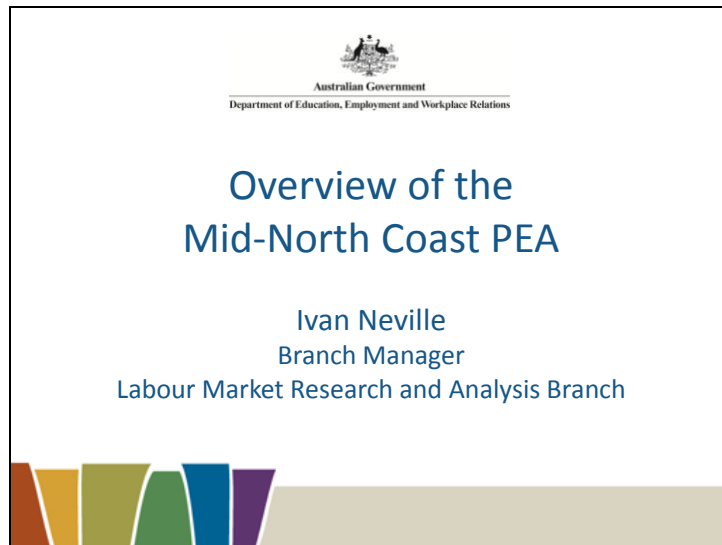


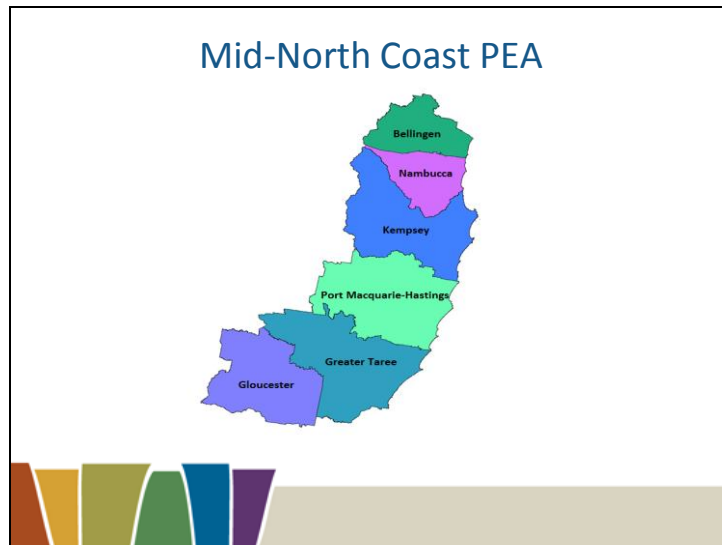
Slide 1



Mid-North Coast Priority Employment Area

Overview of the Labour Market

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



Mid-North Coast PEA

This map shows Mid-North Coast PEA. The region consists of 6 Local Government Areas (LGAs)

LGAs included in the Mid-North Coast PEA

Bellingen
Gloucester
Greater Taree
Kempsey
Port Macquarie-Hastings
Nambucca

The Mid-North Coast PEA (excluding the Gloucester LGA) comprises 33 per cent of the Richmond-Tweed Mid-North Coast Labour Force Region. The Gloucester LGA comprises 5 per cent of the Hunter Labour Force Region.

Population Profile of Mid-North Coast PEA

Region	Adult Population 2010	Growth 2005 – 2010	WAP Participation Rate	Proportion of Adult Population 65 and over	Median Age
Port Macquarie-Hastings LGA	63,302	10%	62.0%	28%	45
Bellingen LGA	10,893	6%	66.1%	25%	44
Gloucester LGA	4,364	9%	67.6%	27%	46
Greater Taree LGA	39,986	7%	65.7%	25%	43
Kempsey LGA	24,030	7%	69.1%	23%	42
Nambucca LGA	15,952	6%	61.9%	29%	46
Mid-North Coast PEA	158,527	8%	66.1%	27%	44
NSW	5,877,443	8%	73.9%	17%	37
Australia	18,098,642	11%	75.0%	17%	37

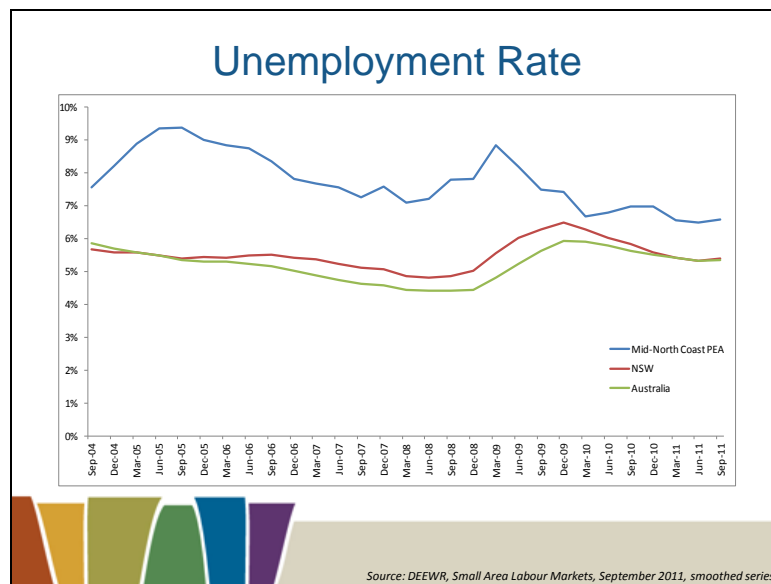
Source: ABS 2006 Census of Population and Housing ; ABS Population Estimates by Age and Sex, 2005 and 2010

Population Profile of Mid-North Coast PEA

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

- The adult population (15 years+) for the Mid-North Coast Priority Employment Area (PEA) increased by 8 per cent over 2005-10 and stands at 158,527 as of June 2010. Population growth between 2005 and 2010 for NSW and Australia were 8 per cent and 11 per cent respectively. Port Macquarie-Hastings had the largest population growth (10 per cent) of all the Local Government Areas within the PEA.
- At the time of the 2006 Census, the working age participation rate (15-64 years) for the PEA was 66.1 per cent, lower than that of NSW (73.9 per cent) and Australia (75.0 per cent) .
- At the time of the 2006 Census, the median age of a person in the Mid-North Coast PEA was 44 years, higher than the median age for NSW (37 years) and Australia (37 years).

Slide 4



Unemployment Rate Time Series

Source: DEEWR, Small Area Labour Markets, September 2011

- In September 2011, the unemployment rate in the Mid-North Coast PEA was 6.6 per cent, higher than the state (5.4 per cent) and national unemployment rates (5.3 per cent).
- The Mid-North Coast PEA has consistently recorded a higher unemployment rate compared with New South Wales and Australia.

Unemployment Rate

Region	September 2010	September 2011	Annual Change
Port Macquarie-Hastings LGA	5.7%	5.5%	-0.2% pts
Bellingen LGA	7.2%	7.1%	-0.1% pts
Gloucester LGA	3.2%	2.4%	-0.8% pts
Greater Taree LGA	7.5%	7.0%	-0.5% pts
Kempsey LGA	8.3%	7.6%	-0.7% pts
Nambucca LGA	10.1%	9.1%	-1.0% pts
Mid-North Coast PEA	7.0%	6.6%	-0.4% pts
NSW	5.8%	5.4%	-0.4% pts
Australia	5.6%	5.3%	-0.3% pts

Source: DEEWR, Small Area Labour Markets, September 2011, smoothed series

Unemployment Rate

Source: DEEWR, Small Area Labour Markets, September 2011

- In September 2011, the unemployment rate in the Mid-North Coast PEA was 6.6 per cent, higher than state (5.4 per cent) and national unemployment rate (5.3 per cent).
- The LGAs of Nambucca and Kempsey reported the highest unemployment rates in the PEA in September 2011 (9.1 per cent and 7.6 per cent respectively). By contrast, the unemployment rate in the Gloucester LGA was only 2.4 per cent.
- From September 2010 to September 2011 the Mid-North Coast unemployment rate decreased by 0.4 percentage points to 6.6 per cent, while the unemployment rate fell by 0.4 percentage points for New South Wales and 0.3 points for Australia.

Long Term Unemployment

Region	Long-term unemployed (52 weeks or more)		Average duration of unemployment
	Persons	Percent of all unemployed	
Richmond-Tweed and Mid-North Coast LFR	3600	22%	49 weeks
NSW	42,100	22%	44 weeks
Australia	117,000	19%	37 weeks

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

Long Term Unemployment

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

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

- The proportion of unemployed who were long-term unemployed in the Richmond-Tweed and Mid-North Coast Labour Force Region (LFR) (22 per cent) was the same as the state average (22 per cent) but higher than the national average (19 per cent).
- The average duration of unemployment in the LFR was 49 weeks, higher compared with the state (44 weeks) and national average (37 weeks).

Teenage Labour Market

Region	Teenage full-time unemployment rate (15-19 years)		Full-time Unemployment to Population Ratio (October 2011)
	October 2011	Annual Change	
Richmond-Tweed and Mid-North Coast LFR	27.2%	-4.2% pts	4.8%
NSW	23.0%	-1.8% pt	3.8%
Australia	22.9%	-1.1% pt	4.2%

At the time of the 2006 Census, 11 per cent of 15 to 19 year olds in the Mid North Coast PEA were neither studying or working, higher than the national average of 7 per cent.

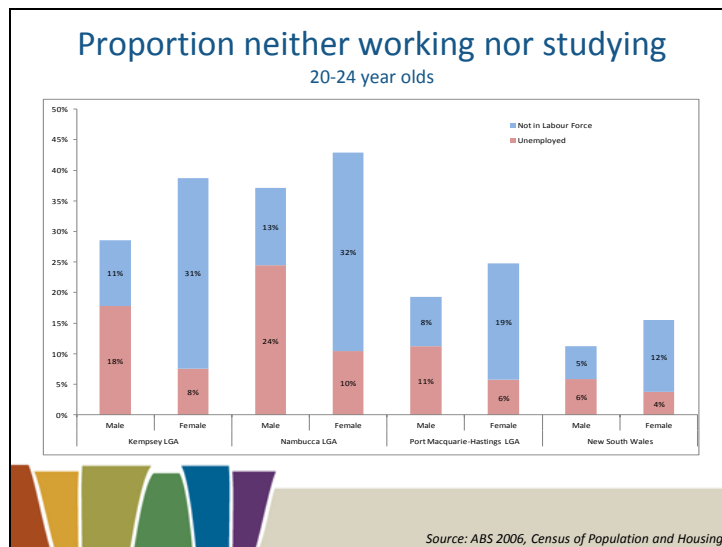
Source: ABS Labour Force Data, October 2011, 12 month averages of original data

Teenage Labour Market

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

- 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 on people aged 15 – 19 years old who are searching for full-time employment.
- The teenage full-time unemployment rate for the Richmond-Tweed and Mid-North Coast LFR was 27.2 per cent in October 2011, a decrease of 4.2 percentage points since October 2010. This was lower than rates for both New South Wales and Australia (23.0 per cent and 22.9 per cent respectively).
- The teenage full-time unemployment to population ratio (4.8 per cent) was higher in the LFR than New South Wales and Australia (3.8 per cent and 4.2 per cent respectively).
- At the time of the 2006 Census, 11 per cent of 15 to 19 year olds in the Mid-North Coast PEA were neither studying nor working, slightly higher than the national average of 7 per cent.

Slide 8

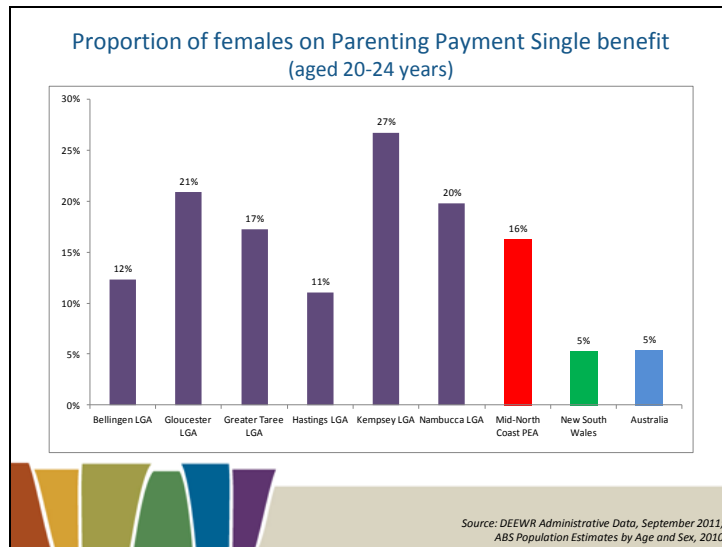


Proportion of 20-24 year olds neither working nor studying

Source: ABS 2006, Census of Population and Housing

Almost one in five (27 per cent) of 20-24 year olds in the Mid-North Coast PEA are neither employed nor studying, which is higher than the national proportion (13 per cent). There are areas in the PEA that have particularly high proportion of non-participation. In the Nambucca LGA, the proportion neither employed nor studying was 37 per cent for males and 42 per cent for females. In the Kempsey LGA, the proportions were 29 per cent for males and 39 per cent for females.

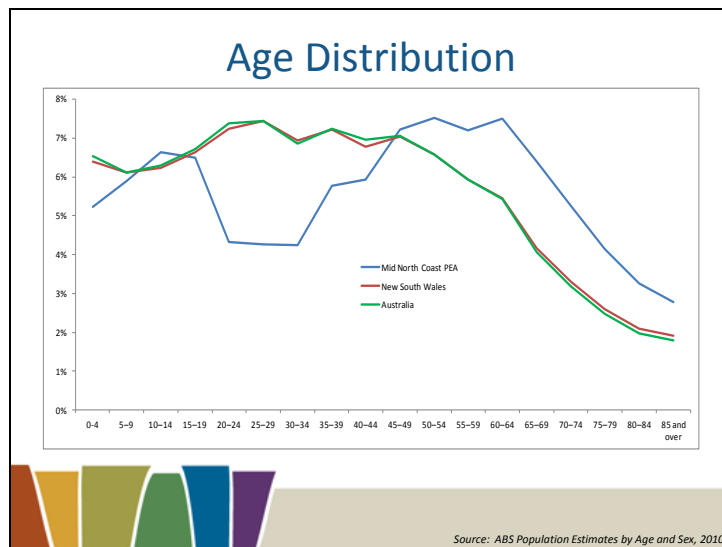
Slide 9



Proportion of females aged 20-24 on PPS

Source: DEEWR Administrative Data, September 2011; ABS Population Estimates by Age and Sex, 2010

- In September 2011, slightly more than one in six (16 per cent) females aged 20-24 years in the Mid-North Coast PEA received a Parenting Payment Single benefit. This is higher than the proportion for New South Wales and Australia (both 5 per cent). In particular, over one in four females in Kempsey and one in five females in Nambucca received a Parenting Payment Single benefit.



Age Distribution of Mid-North Coast PEA

Source: ABS Population Estimates by Age and Sex, 2005 and 2010

The age distribution of the Mid-North Coast PEA show a large migration away from the region for those aged 15 to 34. Migration to the region picks up from 35 years onwards. There is a much higher proportion of older persons in the Mid-North Coast PEA compared with New South Wales and Australia.

Recipients of Centrelink Benefits

Region	Proportion of working age population in receipt of a benefit	
	Centrelink benefits	Unemployment benefits
Port Macquarie-Hastings LGA	26%	7%
Bellingen LGA	30%	9%
Gloucester LGA	23%	5%
Greater Taree LGA	32%	8%
Kempsey LGA	35%	8%
Nambucca LGA	40%	10%
Mid-North Coast PEA Total	30%	8%
NSW	17%	4%
Australia	17%	4%

Source: DEEWR Administrative Data, September 2011;
ABS Population Estimates by Age and Sex, 2010

Recipients of Centrelink Benefits

Source: DEEWR administrative data, September 2011; ABS Population Estimates by Age and Sex, 2010

- In September 2011, slightly less than one in three (30 per cent) of the working age population were in receipt of a Centrelink benefit in the Mid-North Coast PEA. This is higher compared with New South Wales and Australia (both 17 per cent).
- There is significant variation in the number of Centrelink recipients across the PEA. In the Nambucca LGA, 40 per cent of the working age population were in receipt of a Centrelink benefit, compared with 23 per cent in the Gloucester LGA.
- Approximately 8 per cent of the working age population in the Mid-North Coast PEA received unemployment benefits in September 2011, a higher proportion when compared with New South Wales and Australia (both 4 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 per cent) of employed persons aged 15-74 years reported having a disability.
- 10.4 per cent 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 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.
- 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 and Non-Indigenous

Region	Indigenous proportion		Unemployment Rate		Participation Rate	
	Population	Centrelink benefits recipients	Indigenous	Non Indigenous	Indigenous	Non Indigenous
Mid-North Coast PEA	4%	10%	26.7%	9.9%	48.3%	67.0%
NSW	2%	6%	19.4%	5.8%	56.5%	74.4%
Australia	2%	7%	15.6%	5.1%	56.8%	75.5%

Source: DEEWR Administrative Data, September 2010 and 2011; ABS Estimated Resident Population, 2010

Indigenous and Non-Indigenous

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

- At the time of the 2006 Census, 4 per cent of the working age population (15 to 64 years) in the Mid-North Coast PEA were identified as Indigenous, compared with 2 per cent for New South Wales and Australia.
- By contrast, 10 per cent of Centrelink benefits recipients identified themselves as Indigenous in the Mid-North Coast PEA.
- Census data also indicates that the labour market outcomes for the Indigenous population in the Mid-North Coast PEA are not as good as for the non-Indigenous population. The unemployment rate for indigenous persons was 26.7 per cent, compared with 9.9 per cent for non-Indigenous persons.

Jobless Families

Region	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
Mid-North Coast PEA	7,113	29%	14%	57%
NSW	217,341	21%	11%	51%
Australia	596,295	20%	10%	48%

Source: ABS, Census of Population and Housing, 2006

Jobless Families

Source: ABS, Census of Population and Housing, 2006

- Overall, 29 per cent of families with children in the Mid-North Coast PEA did not have an employed parent, which was higher compared with the state (21 per cent) and national rates (20 per cent).
- The proportion of couple families and lone parent families (with children) who are jobless were also lower than the state and national averages.

Educational Attainment (aged 25-34 years)			
Region	% completed Yr 12	% attained Advanced Diploma, Diploma or Certificate Level	% attained Bachelor Degree or higher
Port Macquarie-Hastings LGA	54%	42%	16%
Bellingen LGA	51%	38%	18%
Gloucester LGA	43%	40%	12%
Greater Taree LGA	44%	39%	11%
Kempsey LGA	41%	39%	8%
Nambucca LGA	44%	35%	10%
Mid-North Coast PEA	48%	40%	13%
New South Wales	70%	33%	31%
Australia	69%	32%	29%

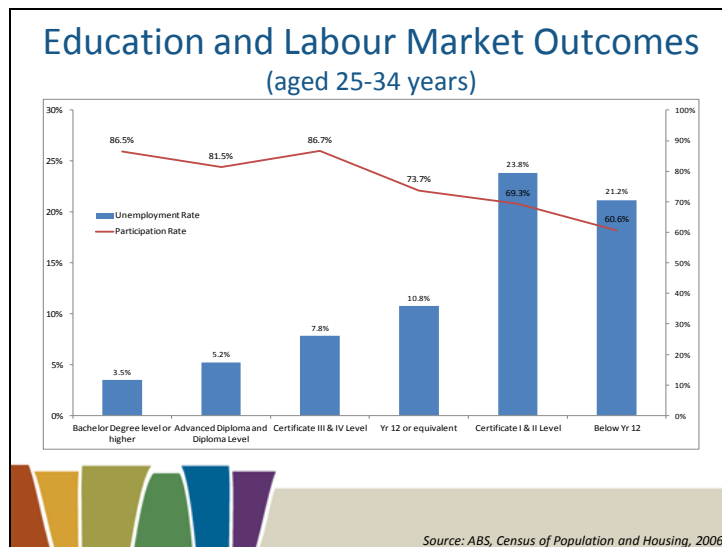
Source: ABS, Census of Population and Housing, 2006

Educational Attainment

Source: ABS, Census of Population of Housing, 2006

The level of educational attainment is strongly linked with labour market performance and the ability of a region (or its population) to respond flexibly to an economic shock. Accordingly, regions with relatively low levels of educational attainment tend, on average, to be less flexible in the face of economic slowdowns and face greater labour market difficulties. For example, upon retrenchment, those with lower educational attainment will find it significantly more difficult to find subsequent employment than their higher skilled counterparts.

- At the time of the 2006 Census, for people aged 25 to 34 years old, a lower proportion had completed Year 12 or equivalent in the Mid-North Coast PEA (48 per cent) compared with NSW (70 per cent) and Australia (69 per cent).
- The proportion of 24 to 34 year olds who have completed an Advanced Diploma, Diploma or Certificate Level qualification (40 per cent) was higher when compared to NSW and Australia (33 per cent and 32 per cent respectively).
- Only 13 per cent of 24 to 34 year olds had attained a Bachelor Degree or higher qualification in the Mid-North Coast PEA. This figure is significantly lower than the attainment levels for NSW (31 per cent) and Australia (29 per cent). The low level of attainment suggests that employers recruiting for vacancies that require a Bachelor Degree or higher qualification face substantial difficulty.



Education and Labour Market Outcomes

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 Mid-North Coast PEA, there were high unemployment rates for those who did not complete Year 12 (21.2 per cent), had completed Certificate Level I or II (23.8 per cent) or had completed Year 12 without post-school qualifications (10.8 per cent). For those who attained a Bachelor degree, Diploma or Certificate Level III or IV, the unemployment rates were lower (3.5 per cent, 5.2 per cent and 7.8 per cent respectively). In addition, in general the higher the level of education the more likely a person is to be in the labour market.
- This emphasises the importance of continuing education in helping job seekers obtain employment and participate in the labour market.

Area Profile

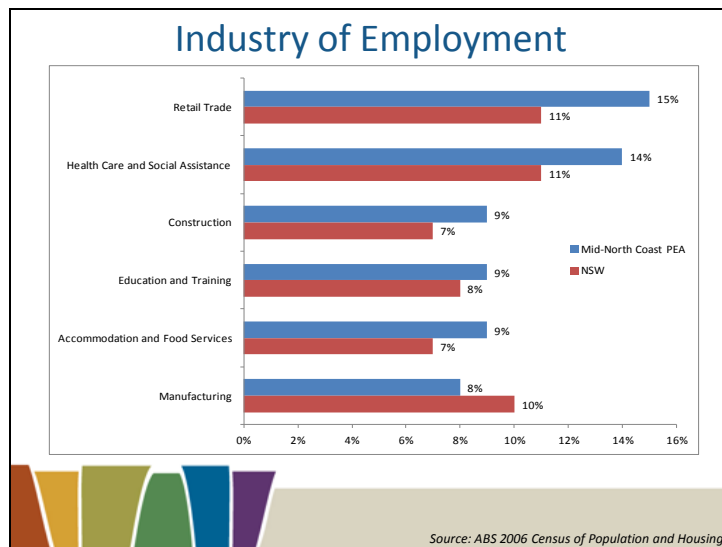
Indicator	Kempsey LGA	Nambucca LGA	Port Macquarie-Hastings LGA	New South Wales
Unemployment rate (15+)	7.6%	9.1%	5.5%	5.4%
Median household income/week	\$614	\$562	\$679	\$1,036
Completed Yr 12 or equivalent (25-34)	41%	44%	54%	70%
% of working age population on Centrelink benefits	35%	40%	26%	17%
% of all families (with children) where no parent is working	36%	35%	24%	21%
% year 9 students who did not meet minimum standard for reading in 2010	22%	13%	8%	8%
% Who did not meet minimum standard for numeracy	8%	12%	6%	6%

Source: ABS, 2006 Census of Population and Housing; DEEWR administrative data, September 2010; DEEWR Small Area Labour Markets, September 2011; myschool.edu.au

Area Profile

Source: ABS, 2006 Census of Population and Housing; DEEWR administrative data, September 2011; DEEWR Small Area Labour Markets, September 2011; myschool.com.au.

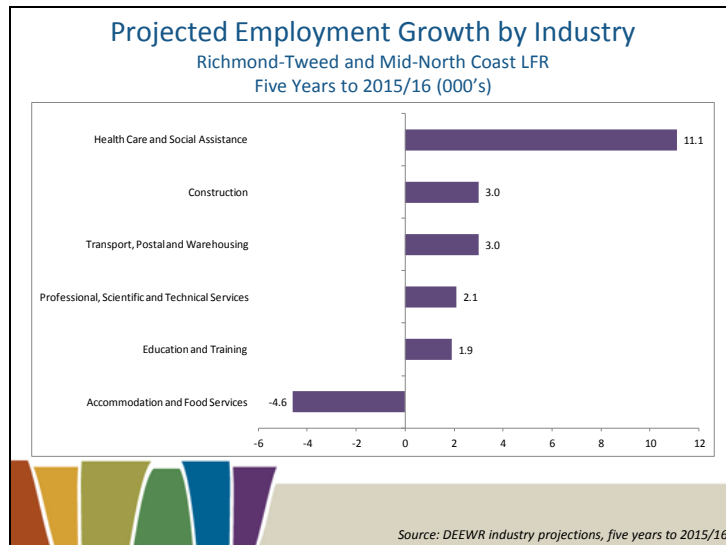
The Mid-North Coast PEA contains some areas of disadvantage, such as the Kempsey and Nambucca LGAs. Factors include a higher unemployment rate, a higher proportion of persons on Centrelink benefits, a lower median household weekly income and a lower Year 12 completion rate and higher levels of students not meeting national school literacy and numeracy standards.



Industry of Employment

Source: ABS 2006 Census of Population and Housing

- The largest employing industries in the Mid-North Coast PEA were Retail Trade (15 per cent) and Health Care and Social Assistance (14 per cent). The Construction, Education and Training and Accommodation and Food Services industries each employed 9 per cent of all employed in the Mid-North Coast PEA.



Projected Employment Growth by Industry – Richmond-Tweed and Mid-North Coast LFR
Source: DEEWR industry projections, five years to 2015/16

In the next five years to 2015/16, the Health Care and Social Assistance Industry is expected to see the largest employment growth (approximately 11,100 persons) in the Richmond-Tweed and Mid-North Coast LFR. Construction is also expected growth of approximately 3,000 persons. Employment in the Accommodation and Food Services industry is expected to decrease by approximately 4,600 persons.

Survey results
Recruitment and retention experiences 12 months preceding the survey

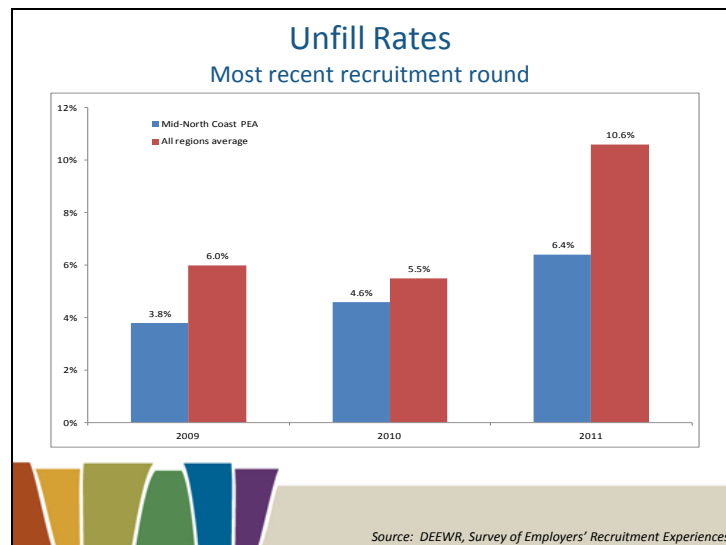
	Port Macquarie-Hastings LGA 2011	Mid-North Coast PEA 2011	Mid-North Coast PEA 2010	All regions surveyed to September 2011
Employers who recruited	57%	57%	60%	71%
- Growth	48%	44%	51%	53%
- Turnover	83%	85%	82%	86%
Vacancies per 100 staff	19	15	14	22
% of vacancies unfilled	6.9%	6.1%	3.1%	8.0%
Experienced difficulty	48%	50%	43%	60%

Source: DEEWR, Survey of Employers' Recruitment Experiences

Survey results - Recruitment and retention experiences 12 months preceding the survey

Source: DEEWR, Survey of Employers' Recruitment Experiences

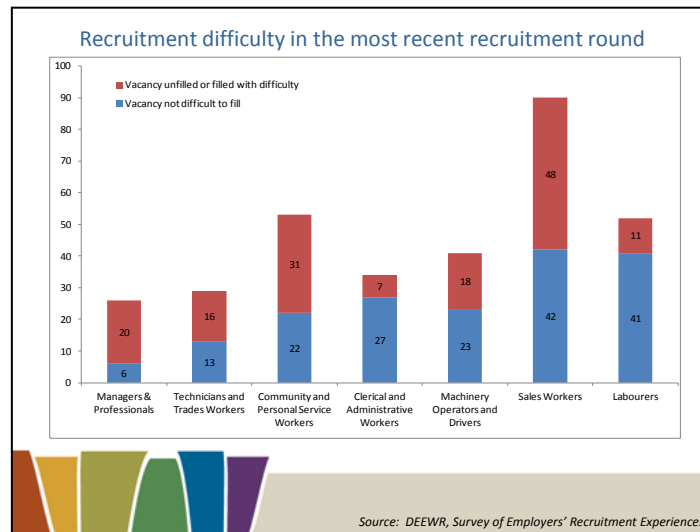
- 368 employers from the Mid-North Coast PEA were surveyed in August 2011. The area was previously surveyed in June 2010.
- A lower proportion (57 per cent) of employers recruited in the 12 months preceding the survey compared with the 2010 survey (60 per cent) and all regions surveyed (71 per cent). Similarly, employers who expected to recruit to increase staff numbers (44 per cent) was lower compared with all regions surveyed (53 per cent).
- There were a proportionally fewer vacancies in the Mid-North Coast PEA (15 per 100 employees) compared with all regions (22 per 100 employees).
- In the 12 months prior to being surveyed, 6.1 per cent of vacancies in the Mid-North Coast PEA remained unfilled, higher compared with the 2010 survey (3.1 per cent) but lower compared to all regions surveyed (8.0 per cent).
- A lower proportion of employers in the Mid-North Coast PEA reported difficulty recruiting in the 12 months prior to the survey compared with all regions (50 per cent compared with 60 per cent).



Unfill rates

Source: DEEWR, Survey of Employers' Recruitment Experiences

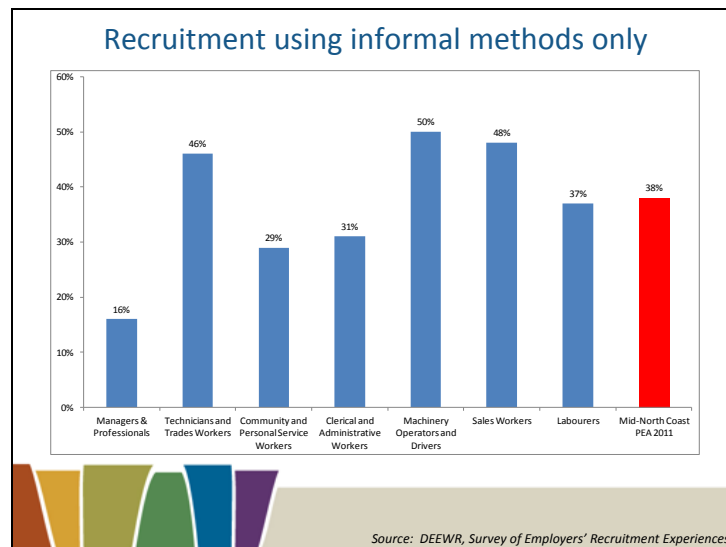
- Overall, a lower proportion of vacancies in the most recent recruitment round remained unfilled compared with all regions surveyed (6.4 per cent compared with 10.6 per cent). The proportion of vacancies that remained unfilled in the 2011 survey was higher than in previous surveys, but the proportion for each survey was lower than the average of all regions surveyed at the time.
- High unfill rates were recorded for Managers and Professionals (15.4 per cent), Sales Workers (10.0 per cent) and Machinery Operators and Drivers (9.8 per cent) occupation groups.



Difficulty recruiting in the most recent recruitment round

Source: DEEWR, Survey of Employers' Recruitment Experiences

- Unfilled vacancies or recruitment difficulty were commonly reported for the Managers and Professionals (77 per cent), Technicians and Trades Workers (55 per cent), Community and Personal Service Workers (58 per cent) and Sales Workers (53 per cent) occupation groups. Most vacancies were not difficult to fill for Clerical and Administrative Workers and Labourers.
- The majority of the vacancies reported in the survey were for lower skilled occupations. The occupation groups with the largest number of vacancies were Sales Workers, Community and Personal Service Workers and Labourers.



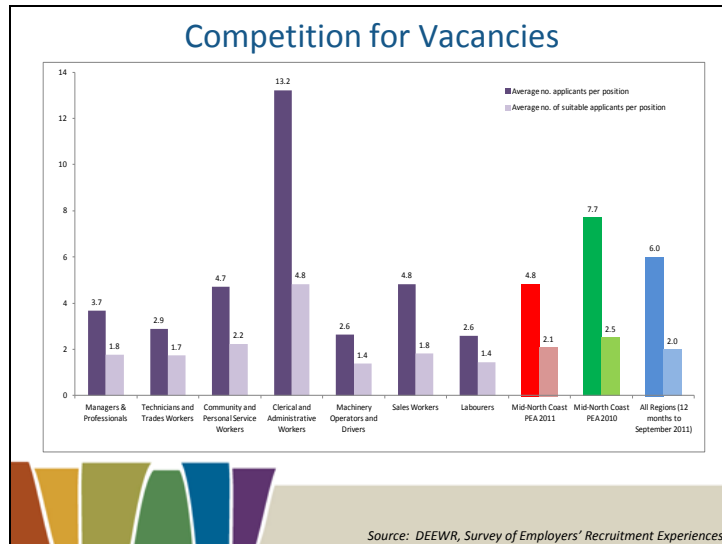
Recruitment Using Informal Methods Only

Source: DEEWR, Survey of Employers' Recruitment Experiences

Over one in three (38 per cent) of employers used only informal methods in their most recent recruitment round.

- In particular, employers reported the highest use of informal methods only for Machinery Operators and Drivers (50 per cent), Sales Workers (48 per cent) and Technicians and Trades Workers (46 per cent) occupations.
- In contrast, informal methods only were used by 16 per cent of employers recruiting for Managers and Professionals occupations.

Slide 24




Competition for vacancies

Source: DEEWR, Survey of Employers' Recruitment Experiences

- There was, on average, less competition for vacancies in the Mid-North Coast PEA (4.8 applicants per vacancy and 2.1 applicants considered suitable) compared with all regions surveyed (6.0 applicants per vacancy and 2.0 applicants considered suitable) and when previously surveyed (7.7 applicants per vacancy and 2.5 suitable applicants).
- There was a high level of competition for Clerical and Administrative Worker vacancies, with an average of 13.2 applicants per vacancy.
- Employers recruiting for Machinery Operators and Drivers had little choice of suitable applicants (an average of 2.6 applicants per vacancy and 1.4 applicants considered suitable) consistent with the high unfill rate.

Reasons applicants were unsuitable

- Of employers who recruited, 55% had at least one unsuitable applicant in their most recent recruitment round
- Reasons for applicant unsuitability included:
 - Insufficient experience to perform job duties (45%)
 - Insufficient qualifications or training to perform job duties (34%)
 - Employability skills, such as basic work readiness (14%)

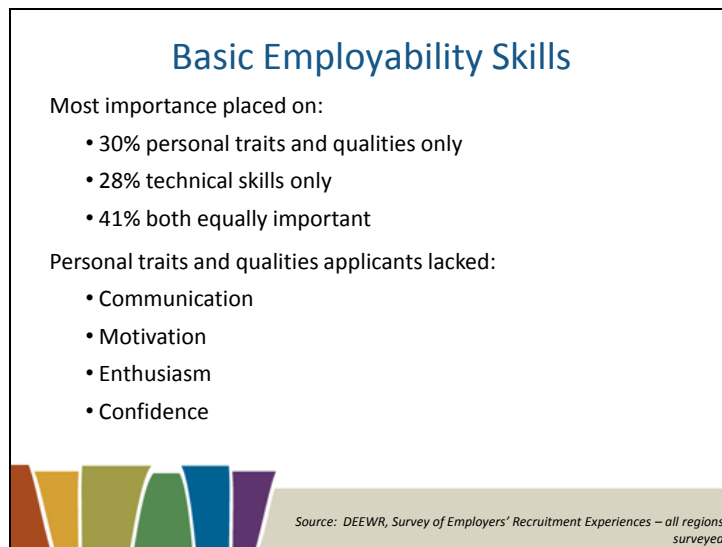


Source: DEEWR, Survey of Employers' Recruitment Experiences

Reasons applicants were unsuitable

Source: DEEWR, Survey of Employers' Recruitment Experiences

- More than half (55 per cent) of all employers who recruited had one or more applicants whom they considered unsuitable for the vacancy in their most recent recruitment round.
- Reasons for applicant unsuitability included:
 - Insufficient experience to perform job duties (45 per cent)
 - insufficient qualifications or training to perform job duties (34 per cent)
 - Employability skills, such as basic work readiness (14 per cent).



Basic Employability Skills

Source: DEEWR, Survey of Employers' Recruitment Experiences

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
- Confidence

Bachelor Degree or Higher VET Qualifications	
Real Estate Agents*	Motor Mechanics*
Chefs*	Registered Nurses*
Carpenters and Joiners	Metal Fitters and Machinists
Structural Steel and Welding Trades Workers	
Other occupations	
Sales Assistants (General) *	Bar Attendants and Baristas*
Child Carers	Truck Drivers
Kitchenhands*	Nursing Support and Personal Care Workers*
Waiters	Receptionists
Aged and Disabled Carers	

* Occupation also reported as difficult to fill in the June 2010 survey of the region.

Source: DEEWR, Survey of Employers' Recruitment Experiences

Occupations difficult to fill

Source: DEEWR, Survey of Employers' Recruitment Experiences

This slide shows the main occupations that employers in the Mid-North Coast PEA considered difficult to fill.

Bachelor Degree or Higher VET Qualifications

- Real Estate Agents*
- Motor Mechanics*
- Chefs*
- Registered Nurses*
- Carpenters and Joiners
- Metal Fitters and Machinists
- Structural Steel and Welding Trades Workers

Other Occupations

- Sales Assistants (General) *
- Bar Attendants and Baristas*
- Child Carers
- Truck Drivers
- Kitchenhands*
- Nursing Support and Personal Care Workers*
- Waiters
- Receptionists
- Aged and Disabled Carers

Apprentices and Trainees

- 34% of businesses employed at least one Apprentice or Trainee (35% in all regions)
 - 30% of these employers reported they had experienced challenges
 - Over a quarter (26%) of employers who identified challenges reported that Apprentices and Trainees do not stay long enough to complete their apprenticeship/traineeship.
 - Other challenges commonly reported were Apprentices and Trainees lacked work readiness (33%) and lacking soft skills (29%)
- 23% of businesses expected to recruit at least one Apprentice or Trainee in the 12 months following the survey



Source: DEEWR, Survey of Employers' Recruitment Experiences

Apprentices and Trainees

Source: DEEWR, Survey of Employers' Recruitment Experiences

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 - Other challenges commonly reported were Apprentices and Trainees lacked work readiness (33 per cent) and lacking soft skills (29 per cent)

- 23 per cent of businesses expected to recruit at least one Apprentice or Trainee in the 12 months following the survey

Future Recruitment Expectations

	Expects to recruit	Expects future difficulty	Will increase staff numbers	Will decrease staff numbers	Uncertain about future recruitment
Health Care and Social Assistance	74%	57%	32%	0%	10%
Accommodation and Food Services	61%	33%	33%	6%	9%
Mid-North Coast PEA 2011	48%	38%	27%	5%	11%
All regions surveyed to September 2011	52%	47%	29%	4%	12%

Source: DEEWR, Survey of Employers' Recruitment Experiences

Future recruitment expectations

Source: DEEWR, Survey of Employers' Recruitment Experiences

- Recruitment expectations for the 12 months following the survey were subdued in the Mid-North Coast PEA:
 - A lower proportion of employers (48 per cent) expected to recruit compared with all regions surveyed (52 per cent).
 - Of those that expect to recruit, a lower proportion expect difficulty compared with all regions surveyed (38 per cent compared to 47 per cent).
 - 5 per cent of employers expected to reduce staff numbers in the following 12 months (4 per cent for all regions surveyed)

Recruitment expectations were highest in the Health Care and Social Assistance and Accommodation and Food Services industries (74 per cent and 61 per cent anticipate recruiting respectively).

Occupations Employers Expect to Recruit for in the Next 12 Months

Bachelor Degree or Higher VET Qualifications	
Real Estate Agents*	Motor Mechanics*
Registered Nurses*	Chefs
Butchers and Smallgoods Maker	Cooks
Electricians	Metal Fitters and Machinists
Structural Steel and Welding Trades Workers*	
Other occupations	
Sales Assistants (General)	Bar Attendants and Baristas*
General Clerks*	Child Carers*
Truck Drivers*	Aged and Disable Carers*
Kitchenhands*	Waiters*
Nursing Support and Personal Care Workers*	Commercial Cleaners
Earthmoving Plant Operators	Housekeepers
Receptionists	Storepersons

* Occupation employers expect to recruit for in the three months following the survey.

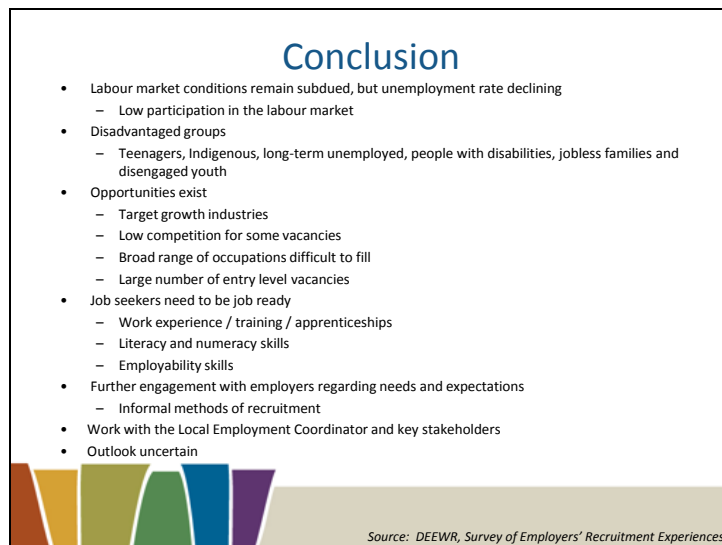
Source: DEEWR, Survey of Employers' Recruitment Experiences

Occupations Employers Expect to Recruit for in the Next 12 Months

Source: DEEWR, Survey of Employers' Recruitment Experiences

Employers in the Mid-North Coast PEA anticipate recruiting for a wide variety of occupations in the 12 months following the survey, covering a range of skill levels and qualification requirements.

Occupations where employers anticipated recruiting for in the three months following the survey are denoted with an asterisk (*).



Conclusion

- Labour market conditions remain subdued, but unemployment rate declining
 - Low participation in the labour market
- Disadvantaged groups
 - Teenagers, Indigenous, long-term unemployed, people with disabilities, jobless families and disengaged youth
- Opportunities exist
 - Target growth industries
 - Low competition for some vacancies
 - Broad range of occupations difficult to fill
 - Large number of entry level vacancies
- Job seekers need to be job ready
 - Work experience / training / apprenticeships
 - Literacy and numeracy skills
 - Employability skills
- Further engagement with employers regarding needs and expectations
 - Informal methods of recruitment
- Work with the Local Employment Coordinator and key stakeholders
- Outlook uncertain

Source: DEEWR, Survey of Employers' Recruitment Experiences

Conclusion

Labour market conditions remain subdued, but unemployment rate declining

- Low participation in the labour market

Disadvantaged groups

- Teenagers, Indigenous, long-term unemployed, people with disabilities, jobless families and disengaged youth

Opportunities exist

- Target growth industries
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Job seekers need to be job ready

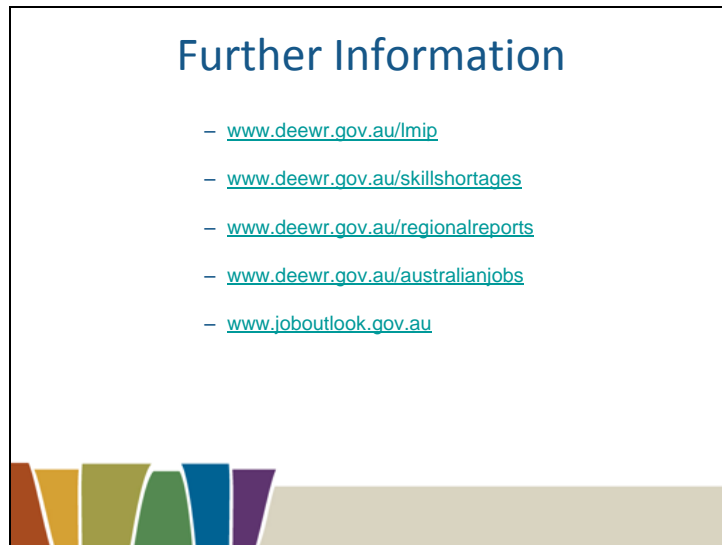
- Work experience / training / apprenticeships
- Employer needs and expectations, including informal methods of recruitment
- Literacy and numeracy skills
- Employability skills

Further engagement with employers regarding needs and expectations

- Informal methods of recruitment

Work with the Local Employment Coordinator and key stakeholders

Outlook uncertain



Further Information

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

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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.joboutlook.gov.au

A report on the survey findings for the Mid-North Coast PEA will be published at deewr.gov.au/regionalreports.

Thank you.

