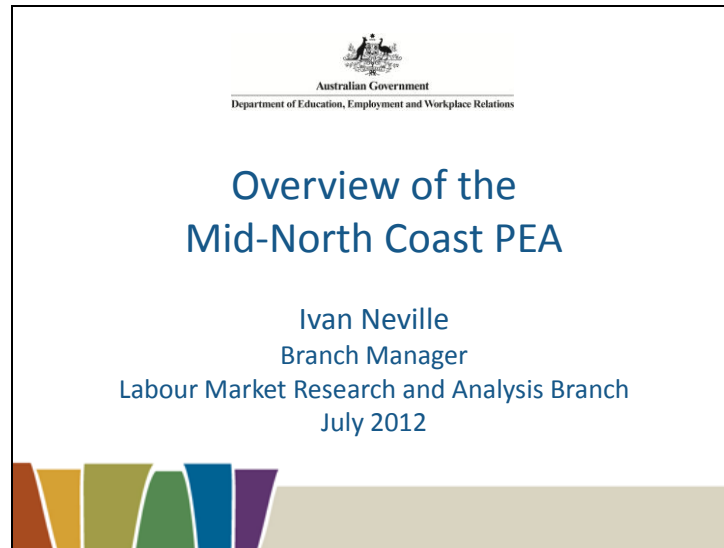


Slide 1



Mid-North Coast Priority Employment Area
Overview of the Labour Market

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

Population Profile of Mid-North Coast PEA

| Region | Adult Population 2011 | Growth 2006 – 2011 | WAP Participation Rate 2006 | Proportion of Adult Population 65 and over 2011 | Median Age 2011 |
|-----------------------------|-----------------------|--------------------|-----------------------------|---|-----------------|
| Port Macquarie-Hastings LGA | 59,750 | 7% | 62.0% | 30% | 47 |
| Bellingen LGA | 10,071 | 2% | 66.1% | 25% | 46 |
| Gloucester LGA | 4,097 | 4% | 67.6% | 31% | 50 |
| Greater Taree LGA | 37,862 | 5% | 65.7% | 28% | 46 |
| Kempsey LGA | 22,658 | 4% | 69.1% | 25% | 45 |
| Nambucca LGA | 15,323 | 5% | 61.9% | 30% | 49 |
| Mid-North Coast PEA | 149,761 | 5% | 66.1% | 28% | 47 |
| NSW | 5,585,147 | 6% | 73.9% | 18% | 38 |
| Australia | 17,363,698 | 9% | 75.0% | 17% | 37 |

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

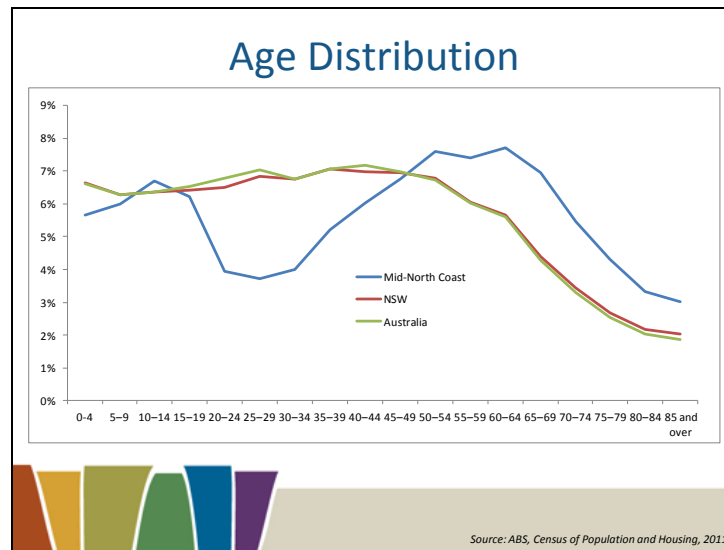
Population Profile of Mid-North Coast PEA

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

The adult population (15 years+) for the Mid-North Coast Priority Employment Area (PEA) increased by 5 per cent between 2006 and 2011 to stand at 149,761 at the time of the 2011 Census. Population growth between 2006 and 2011 for NSW and Australia was 6 per cent and 9 per cent respectively. Port Macquarie-Hastings had the largest population growth (7 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 2011 Census, the median age of a person in the Mid-North Coast PEA was 47 years, significantly higher than the median age for NSW (38 years) and Australia (37 years).



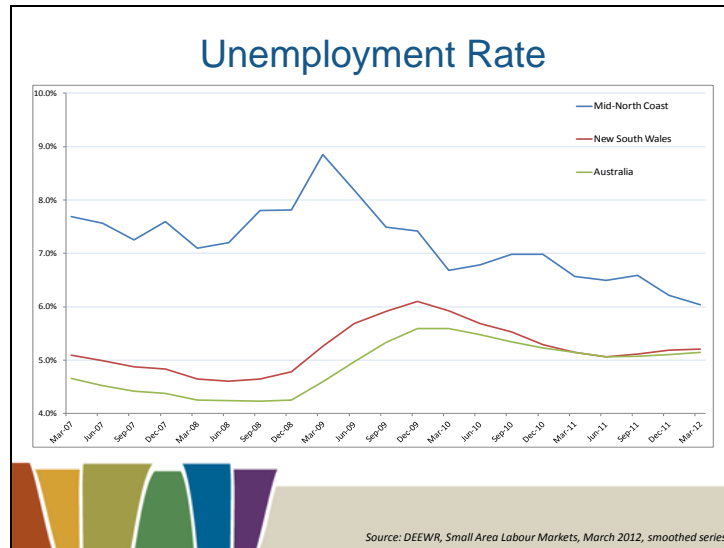
Age distribution of Mid-North Coast PEA

Source: ABS, Census of Population and Housing, 2011

The age distribution of the Mid-North Coast PEA suggests a large migration away from the region for those aged 20 to 34. The chart also suggests a net migration inflow of persons aged above 35 years.

There is a much higher proportion of older persons in the Mid-North Coast PEA compared with New South Wales and Australia.

Slide 4



Unemployment Rate Time Series

Source: DEEWR, Small Area Labour Markets, March 2012

In March 2012, the unemployment rate in the Mid-North Coast PEA was 6.0 per cent, higher than the state (5.2 per cent) and national unemployment rates (5.1 per cent).

The Mid-North Coast PEA has consistently recorded a higher unemployment rate compared with New South Wales and Australia.

Unemployment Rate

| Region | Mar-11 | Mar-12 | Annual Change |
|-------------------------------|--------------|--------------|-------------------|
| Bellingen – LGA | 6.8 % | 6.9 % | 0.1 % pts |
| Gloucester – LGA | 2.2 % | 2.2 % | 0.0 % pts |
| Greater Taree – LGA | 7.1 % | 6.4 % | -0.7 % pts |
| Kempsey – LGA | 7.9 % | 6.5 % | -1.4 % pts |
| Nambucca – LGA | 9.2 % | 8.3 % | -0.9 % pts |
| Port Macquarie-Hastings – LGA | 5.4 % | 5.2 % | -0.2 % pts |
| Mid-North Coast – PEA | 6.6 % | 6.0 % | -0.6 % pts |
| NSW | 5.1 % | 5.2 % | 0.1 % pts |
| Australia | 5.1 % | 5.1 % | 0.0 % pts |

Source: DEEWR, Small Area Labour Markets, March 2012, smoothed series

Unemployment Rate

Source: DEEWR, Small Area Labour Markets, March 2012, smoothed series

In March 2012, the unemployment rate in the Mid-North Coast PEA was 6.0 per cent, higher than the state (5.2 per cent) and national unemployment rates (5.1 per cent).

The LGAs of Nambucca and Bellingen reported the highest unemployment rates within the PEA for March 2012 (8.3 per cent and 6.9 per cent respectively). By contrast, the unemployment rate in the Gloucester LGA was only 2.2 per cent.

From March 2011 to March 2012 the Mid-North Coast unemployment rate decreased by 0.6 percentage points to 6.0 per cent, while the unemployment rate fell by only 0.1 percentage points for New South Wales and remained the same for Australia. The biggest decreases within the Mid-North Coast PEA were seen in the Kempsey and Nambucca LGAs which fell by 1.4 and 0.9 percentage points respectively.

Long Term Unemployment

| Region | Long-Term unemployed (52 weeks or more) | | 12 month average duration of unemployment |
|--|--|------------------------------|---|
| | Persons | Percent of all unemployed | |
| Richmond-Tweed and Mid-North Coast LFR | 4,117 | 28 % | 66 |
| NSW | 42,291 | 21 % | 43 |
| Australia | 117,259 | 19 % | 36 |

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

Long Term Unemployment

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

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

The proportion of unemployed persons who were long-term unemployed in the Richmond-Tweed and Mid-North Coast Labour Force Region (LFR) (28 per cent) was far greater than both the state (21 per cent) and national average (19 per cent).

The average duration of unemployment in the LFR was 66 weeks, significantly greater compared with the state (43 weeks) and national averages (36 weeks).

Teenage Labour Market

| Region | Teenage full-time unemployment rate (15-19 years) | | Full-time Unemployment to Population Ratio (May 2012) |
|-----------|--|---------------|--|
| | May-12 | Annual Change | |
| | Richmond-Tweed and Mid-North Coast LFR | 27.8 % | |
| NSW | 22.5 % | -0.6 % pts | 3.6 % |
| Australia | 23.8 % | 0.8 % pts | 4.3 % |

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 figure of 7 per cent.

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

Teenage Labour Market

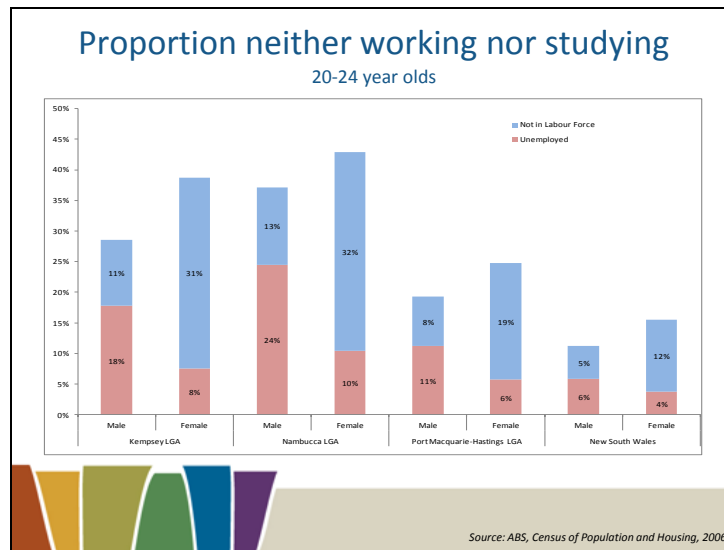
Source: ABS Labour Force Data, May 2012, 12 month averages of original data

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 27.8 per cent in May 2012, a decrease of 0.1 percentage points since May 2011. This was higher than rates for both New South Wales and Australia (22.5 per cent and 23.8 per cent respectively).

The teenage full-time unemployment to population ratio (4.1 per cent) was higher in the LFR than for New South Wales (3.6 per cent), but lower than for Australia (4.3 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, higher than the national figure of 7 per cent.



Proportion of 20-24 year olds neither working nor studying

Source: ABS, Census of Population and Housing, 2006

Slightly more than one in four (27 per cent) 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.

Recipients of Centrelink Benefits

| Region | Proportion of working age population in receipt of a benefit | |
|----------------------------------|--|-----------------------|
| | Centrelink benefits | Unemployment benefits |
| Port Macquarie-Hastings LGA | 27% | 7% |
| Bellingen LGA | 31% | 10% |
| Gloucester LGA | 25% | 6% |
| Greater Taree LGA | 34% | 9% |
| Kempsey LGA | 36% | 9% |
| Nambucca LGA | 40% | 11% |
| Mid-North Coast PEA Total | 32% | 9% |
| NSW | 18% | 5% |
| Australia | 17% | 5% |

Source: DEEWR Administrative Data, June 2012; ABS, Census of Population and Housing, 2011

Recipients of Centrelink Benefits

Source: DEEWR Administrative Data, June 2012; ABS, Census of Population and Housing, 2011

In June 2012, slightly less than one in three (32 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 (18 and 17 per cent respectively).

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 25 per cent in the Gloucester LGA.

Approximately 9 per cent of the working age population in the Mid-North Coast PEA received unemployment benefits in June 2012, a higher proportion when compared with New South Wales and Australia (both 5 per cent).

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 | 5% | 11% | 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% |

* Please note, Indigenous population data was obtained from 2011 Census, while employment and participation data is from the 2006 Census

Source: ABS, Census of Population and Housing, 2011; DEEWR Administrative Data, June 2012; ABS, Census of Population and Housing, 2006

Indigenous and Non-Indigenous

Source: ABS, Census of Population and Housing, 2011; DEEWR Administrative Data, June 2012; ABS, Census of Population and Housing, 2006

At the time of the 2011 Census, 5 per cent of the working age population (15 to 64 years) in the Mid-North Coast PEA identified themselves as Indigenous, compared with 2 per cent for both New South Wales and Australia.

By contrast, 11 per cent of Centrelink benefits recipients identified themselves as Indigenous in the Mid-North Coast PEA.

2006 Census data 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.

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% |

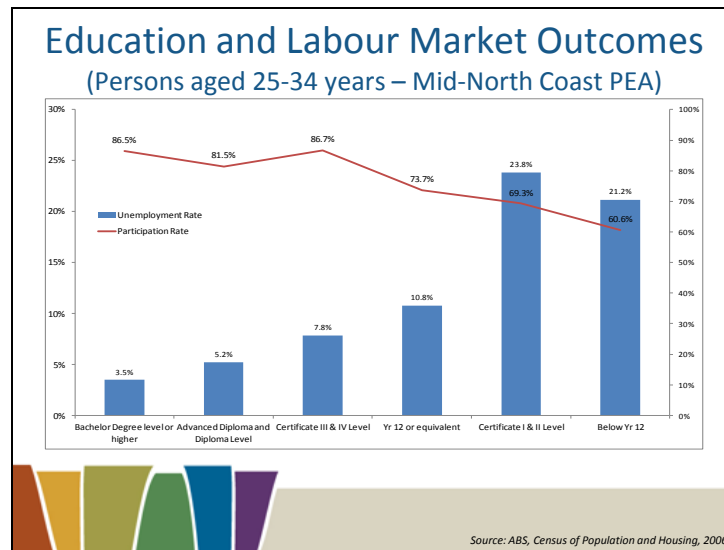
Source: ABS, Census of Population and Housing, 2006

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 with 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).



Education and Labour Market Outcomes

Source: ABS, Census of Population and Housing, 2006

There is a strong relationship between educational attainment and employment outcomes. For those aged 25 to 34 years in the Mid-North Coast PEA, unemployment rates were high for those who did not complete Year 12 (21.2 per cent), had a highest qualification of a 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 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

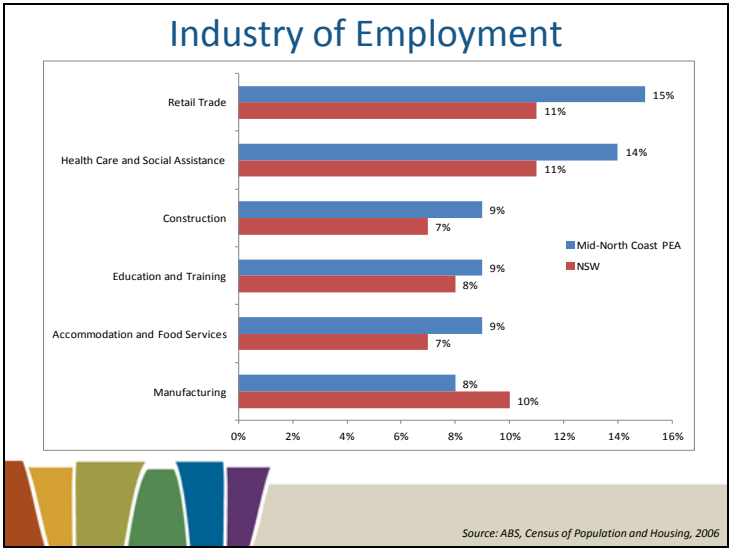
| Indicator | Kempsey LGA | Nambucca LGA | Port Macquarie-Hastings LGA | New South Wales |
|---|-------------|--------------|-----------------------------|-----------------|
| Unemployment rate (15+) | 6.5% | 8.3% | 5.2% | 5.2% |
| Median household income/week | \$614 | \$562 | \$679 | \$1,036 |
| Completed Yr 12 or equivalent (25-34) | 41% | 44% | 54% | 70% |
| % of working age population on Centrelink benefits | 36% | 40% | 27% | 18% |
| % 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 2011 (not an average of all govt schools in the LGA) | 20% | 10% | 9% | 6% |
| % year 9 students who did not meet minimum standard for numeracy (not an average of all govt schools in the LGA) | 18% | 10% | 8% | 6% |

Source: ABS, Census of Population and Housing, 2006; DEEWR administrative data, June 2012; DEEWR Small Area Labour Markets, March 2012; myschool.edu.au

Area Profile

Source: ABS, Census of Population and Housing, 2006; DEEWR administrative data, June 2012; DEEWR Small Area Labour Markets, March 2012; myschool.com.au

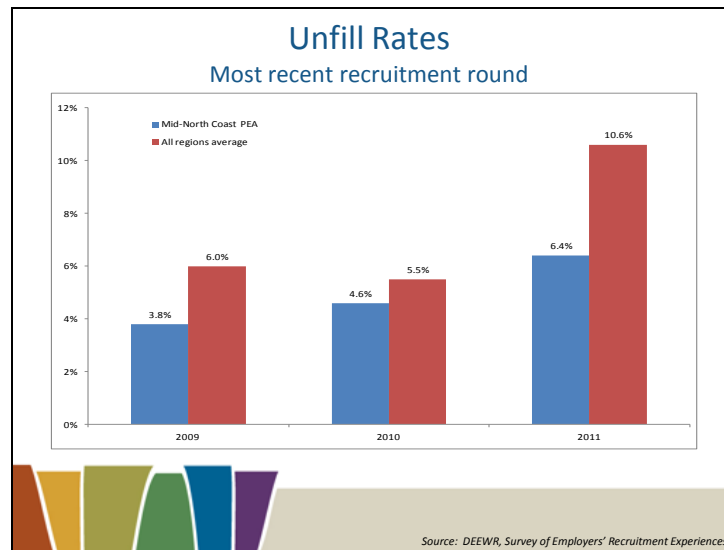
The Mid-North Coast PEA contains some areas of disadvantage, such as the Kempsey and Nambucca LGAs. Indicators of disadvantage include a high unemployment rate, a high proportion of persons on Centrelink benefits, a low median household weekly income, a low Year 12 completion rate and high levels of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



Industry of Employment

Source: ABS, Census of Population and Housing, 2006

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.



Unfill rates

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).

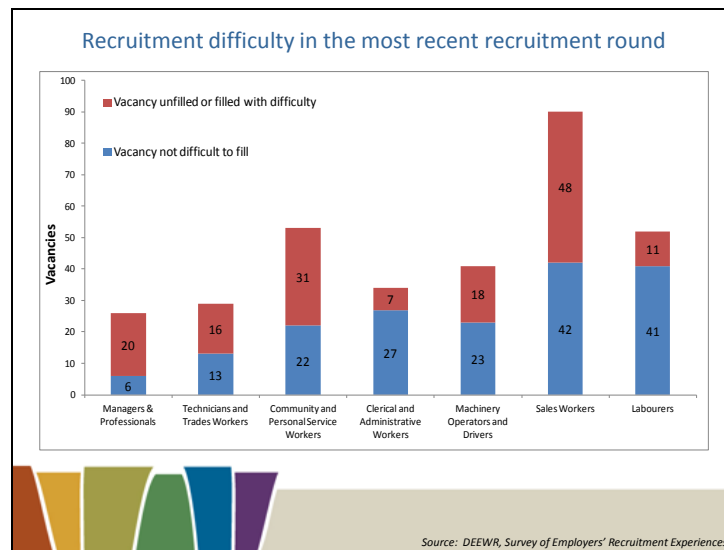
There were a proportionally fewer vacancies in the Mid-North Coast PEA (15 per 100 employees) compared with all regions (22 per 100 employees).

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).

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. While the unfill rate in the region has increased over the last few years, the Mid-North Coast PEA has consistently had a lower unfill rate compared with all regions.

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.

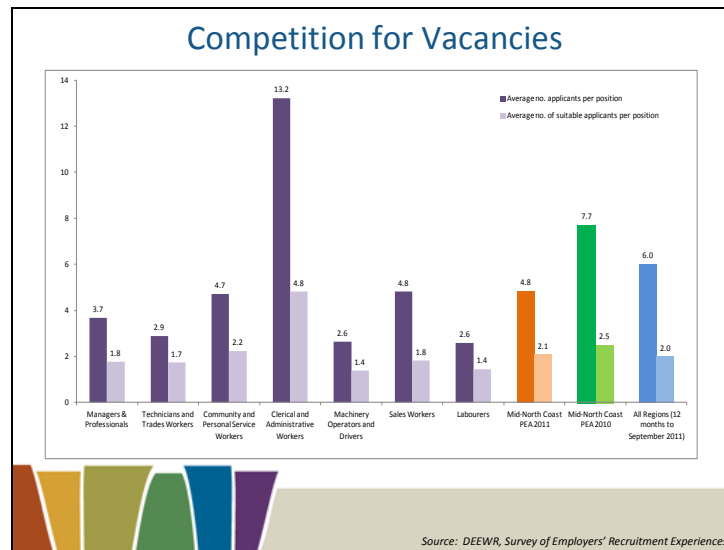


Difficulty recruiting in the most recent recruitment round

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.



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). This result is consistent with the high unfill rate for the occupation category.

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 occupations that employers in the Mid-North Coast PEA most frequently reported as being difficult to fill.

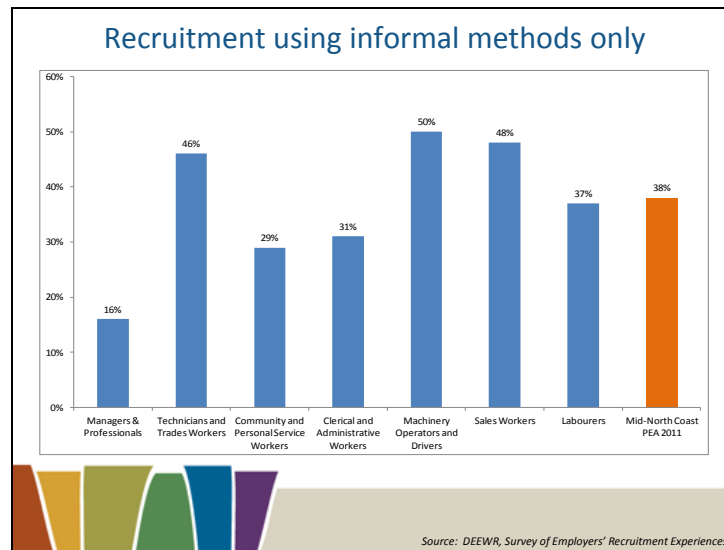
Bachelor Degree or Higher VET Qualifications

- 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

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



Recruitment Using Informal Methods Only

Source: DEEWR, Survey of Employers' Recruitment Experiences

Over one in three (38 per cent) 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.

Future Recruitment Expectations

| | Port Macquarie-Hastings LGA | Mid-North Coast PEA 2011 | Mid-North Coast PEA 2010 | All regions surveyed to September 2011 |
|-----------------------------|-----------------------------|--------------------------|--------------------------|--|
| Expects to recruit | 51% | 48% | 35% | 52% |
| - Expects future difficulty | 35% | 38% | 35% | 47% |
| Will increase staff numbers | 29% | 27% | 17% | 29% |
| Will decrease staff numbers | 2% | 5% | 4% | 4% |
| Uncertain about recruitment | 13% | 11% | 14% | 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%) expected to recruit compared with all regions surveyed (52%).
- Of those who expect to recruit, a lower proportion expect difficulty compared with all regions surveyed (38% compared with 47%).
- 7% of employers expected to reduce staff numbers in the following 12 months (4% for all regions surveyed)

Conclusion

- Labour market conditions appear to be strengthening
 - Unemployment rate declining
 - Unfilled vacancies increasing/difficulty increasing
- Disadvantaged groups
 - Teenagers, Indigenous, long-term unemployed, jobless families, disengaged youth and lower educated
- Opportunities exist
 - Target growth industries
 - Low competition for some vacancies but low participation
 - Broad range of occupations difficult to fill
- 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
- Essential for all stakeholders to work together



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Further Information

- www.deewr.gov.au/lmip
- www.deewr.gov.au/SkillShortages including new publication [Skill Shortages, Australia](http://www.deewr.gov.au/SkillShortages.Australia)
- www.deewr.gov.au/regionalreports
- www.deewr.gov.au/australianjobs
- www.skillsinfo.gov.au
- 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 new publication [Skill Shortages, Australia](http://www.deewr.gov.au/SkillShortages.Australia)
- www.deewr.gov.au/RegionalReports
- www.deewr.gov.au/australianjobs
- www.skillsinfo.gov.au
- 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.



Australian Government
Department of Education, Employment and Workplace Relations

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

