

Slide 1



The slide features the Australian Government logo at the top center, with the text "Australian Government" and "Department of Education, Employment and Workplace Relations" below it. The main title "Overview of the Orana ESA Labour Market" is displayed in a large, blue, sans-serif font. Below the title is a horizontal bar composed of six colored segments: orange, yellow, green, light green, blue, and purple. At the bottom, a dark blue gradient box contains the presenter's name and title in white text.

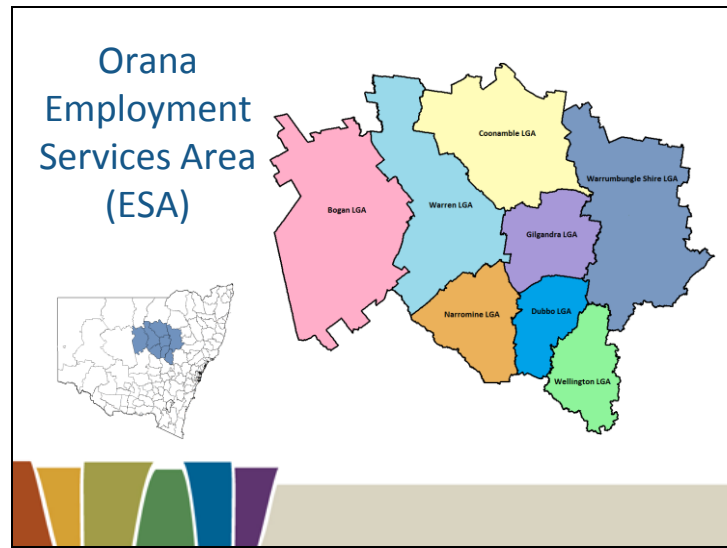
Australian Government
Department of Education, Employment and Workplace Relations

Overview of the Orana ESA Labour Market

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and Analysis Branch

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Map of the Orana Employment Services Area

The Orana Employment Services Area is made up of the eight Local Government Areas (LGAs) listed below. The Orana ESA makes up 17% of the Northern, North Western and Central West Labour Force Region (LFR).

The Orana Employment Service Area (ESA) in New South Wales comprises the following eight LGAs:

- Bogan
- Coonamble
- Dubbo
- Gilgandra
- Narromine
- Warren
- Warrumbungle Shire
- Wellington

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Profile of the Orana ESA

Regions	Adult population (June 2009)	Proportion of the adult population aged 65+	Working Age Population Participation Rate (2006 Census)
Bogan	2300	26%	74.2%
Coonamble	3400	14%	71.4%
Dubbo	32,000	18%	77.9%
Gilgandra	3700	18%	72.7%
Narromine	5300	18%	72.9%
Warren	2200	21%	76.9%
Warrumbungle Shire	8200	14%	68.7%
Wellington	7000	5%	68.2%
Orana ESA	64,000	16%	74.5%
New South Wales	5,785,400	17%	73.9%
Australia	17,766,000	16%	75.0%

Source: ABS Estimated Residential Population as at June 2009;
ABS 2006 Census of Population and Housing

Profile of Orana ESA

Source: ABS Estimated Residential Population as at June 2009; ABS 2006 Census of Population and Housing

- The 25-44 years of age population in the Orana ESA has declined (down 3%), unlike the positive growth experienced across Australia (up by 6%).
- While the proportion of the Orana ESA adult population aged 65 years or over was the same as Australia (16%), it was particularly large in the Bogan LGA (26%).
- Overall the working age population (WAP) participation rate was 74.5% for the Orana ESA.
- The WAP participation rate varied across LGAs with the Dubbo LGA at the higher end (77.9%) and Warrumbungle Shire and Wellington LGAs at the lower end (68.7% and 68.2% respectively).

Unemployment Rate

Regions	Unemployment Rate (December 2009)	Unemployment Rate (December 2010)
Bogan	6.9%	6.1%
Coonamble	6.1%	6.6%
Dubbo	4.6%	4.3%
Gilgandra	5.2%	5.2%
Narromine	5.3%	5.6%
Warren	6.1%	5.9%
Warrumbungle Shire	6.4%	6.1%
Wellington	8.7%	8.7%
Orana ESA	5.5%	5.3%
New South Wales*	6.1%	5.3%
Australia*	5.6%	5.2%

Source: DEEWR Small Area Labour Markets, December 2010; ABS Labour Force, December 2010 (12 month average of original data)

Unemployment Rate by SLA

Source: DEEWR Small Area Labour Markets, December 2010; ABS Labour Force, December 2010 (12 month average of original data)

- Overall, in December 2010 the unemployment rate in the Orana ESA (5.3%) was in line with the national unemployment rate (5.2%).
- Looking at Small Area Labour Market (SALM) data we can see that the unemployment rates vary by LGA.
- Notably, the unemployment rate in the Wellington LGA (8.7%) was particularly high.
- Conversely, the unemployment rate in the Dubbo LGA was only 4.3%.

Duration of Unemployment

Region	Long Term Unemployment		Average duration of Unemployment (Weeks)	
	Persons	% change in last 12 months	Mar-10	Mar-11
Northern, North Western and Central West LFR	4300	10%	48	54
New South Wales	42,400	2%	38	41
Australia	116,100	13%	33	36

Source: ABS Labour Force, March 2011 (12 month averages)

Duration of unemployment

Source: ABS Labour Force, March 2011 (12 month averages)

- The Northern, North Western and Central West LFR contains the majority of the Orana ESA (and Long Term Unemployment numbers could not be obtained at the ESA level)
- In the year to March 2011, there was an increase in the average number of weeks unemployed in the Northern, North Western and Central West LFR (from 48 weeks in March 2010 to 54 weeks in March 2011).
- Over the same period there was however, a large rise in the average number of weeks unemployed in New South Wales, it was not as dramatic as for the Northern, North Western and Central West ESA (from 38 weeks in January 2010 to 41 weeks in March 2011).

Recipients of Centrelink Benefits

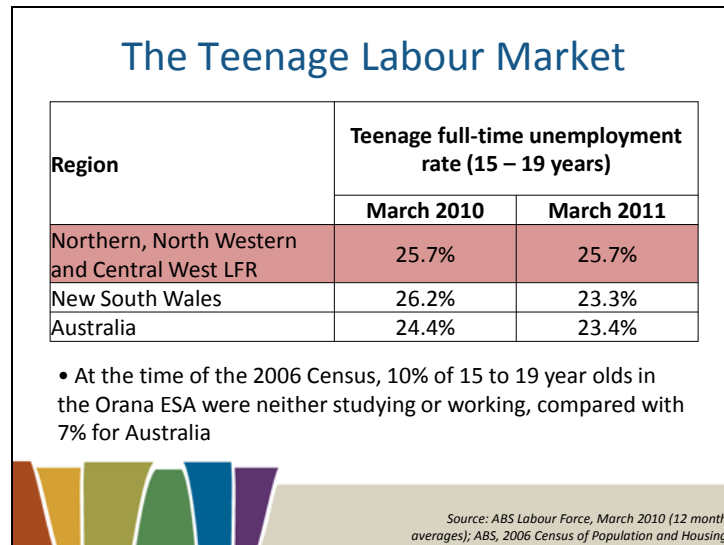
Regions	Proportion of working age population on a Centrelink Benefit	Proportion of working age population on an unemployment benefit
Bogan	30%	8%
Coonamble	27%	8%
Dubbo	18%	5%
Gilgandra	24%	6%
Narromine	26%	6%
Warren	24%	7%
Warrumbungle Shire	28%	7%
Wellington	30%	8%
Orana ESA	23%	6%
New South Wales	18%	4%
Australia	17%	4%

Source: DEEWR administrative data, March 2011; ABS Estimated Residential Population as at June 2009.

Recipients of Centrelink Benefits

Source: DEEWR administrative data, March 2011; ABS Estimated Residential Population as at June 2009.

- As at March 2011, the proportion of the working age population in receipt of a Centrelink benefit in the Orana ESA (23%) was higher than the average for Queensland and the national average (18% and 17% respectively).
- The proportion of WAP on a Centrelink Benefit varied by LGA with the Bogan and Wellington LGAs reporting a high of 30% compared with only 18% in the LGA of Dubbo.
- Although the proportion in Coonamble was higher than the ESA average, this area recorded a slight decline in its annual growth in people on a Centrelink Benefit (down by 2%).
- The proportion of unemployment beneficiaries (those in receipt of NewStart Allowance or Youth Allowance (other)) in the ESA was higher than the State average (6% compared with 4%).
- The proportion of WAP on an unemployment benefit was highest in the Bogan and Coonamble LGAs (both 8%).
- Over the year to March 2011 there was a 9% decline in the number of people on an unemployment benefit in the Warren LGA.



The Teenage Labour Market

Source: ABS Labour Force, March 2010, 12 month average; ABS, 2006 Census of Population and Housing

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 who are aged 15 – 19 years and are looking for full-time employment.

- As at March 2011, the teenage full-time unemployment rate in the Northern, North Western and Central West LFR was 25.7%, compared with the national level of 23.4%.
- At the time of the 2006 Census, 10% of 15 to 19 year olds in the Orana ESA were neither studying or working, compared with 7% for Australia.

Indigenous

Region	% of working age population	Unemployment Rate	Participation Rate
Bogan	11%	21.2%	52.7%
Coonamble	24%	21.1%	50.4%
Dubbo	10%	22.2%	59.1%
Gilgandra	11%	24.4%	55.9%
Narromine	15%	14.6%	61.3%
Warren	11%	23.5%	50.9%
Warrumbungle Shire	7%	30.0%	43.4%
Wellington	15%	24.5%	50.5%
Orana ESA	11%	22.0%	55.3%
New South Wales	2%	19.4%	56.5%
Australia	2%	15.6%	56.8%

Source: ABS, 2006 Census of Population and Housing

Indigenous and Non-Indigenous

Source: ABS, Census of Population and Housing, 2006

- At the time of the 2006 Census, approximately 11% adults of working age (15 to 64 years) in the Orana ESA identified as Indigenous, compared with 2% for New South Wales and Australia.
- Nearly a quarter (24%) of the working age population of Coonamble identified as Indigenous in the 2006 Census.
- At the time of the 2006 Census, Indigenous people in the Orana ESA had poor labour market outcomes (unemployment rate 22.0%, participation rate 55.3%) compared with the non-Indigenous population (unemployment rate 5.0%, participation rate 77.1%).
- Census data also indicates that the Indigenous population in the Orana ESA had worse labour market outcomes (unemployment rate 22.0%, participation rate 55.3%) than the Indigenous indicators for New South Wales (unemployment rate 19.4%, participation rate 56.5%) and Australia (unemployment rate 15.6%, participation rate of 56.8%).

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	Without a reported disability or health condition
Share of total employment (%)	Accounts for 10.4% of total employment	Accounts for 71.3% of total employment
Key Labour Market Indicators		
Unemployment rate	10.1%	5.5%
Participation rate*	54.4%	81.9%

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

Source: ABS Customised Tables, Survey of Education and Training, 2009

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

Source: ABS Customised Tables, Survey of Education and Training, 2009

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

- In 2009, over one in four (28.7%) of employed persons aged 15-74 years reported having a disability.
- 10.4% of employed persons (aged 15-74 years) reported having a disability that restricted their employment or schooling.
- In contrast, almost one in three (32.9%) of the total population aged 15-74 years reported having a disability in 2009.
- 15.5% of the population (aged 15-74 years) reported having a disability that restricted their employment or schooling.
- The unemployment rate was much higher and the participation rate was much lower for people with a disability that restrict their employment/schooling.

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

Jobless Families

Regions	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
Bogan	23%	9%	64%
Coonamble	30%	9%	64%
Dubbo	19%	6%	47%
Gilgandra	25%	9%	61%
Narromine	22%	9%	54%
Warren	23%	8%	61%
Warrumbungle Shire	31%	14%	61%
Wellington	31%	14%	61%
Orana ESA	22%	9%	54%
New South Wales	20%	10%	50%
Australia	19%	9%	47%

Source: ABS, 2006 Census of Population and Housing

Household characteristics – Jobless families by LGA

Source: ABS, 2006 Census of Population and Housing

- Overall, the proportion of families who are jobless in the Orana ESA (22%) was high in comparison with the national (19%) and state averages (20%).
- The LGAs with the largest proportion of families with chilcre who were jobless was Warrumbungle and Wellington (both 31%).
- The proportion of lone parent families in the Bogan and Coonamble LGAs (both 61%) was high in comparison with Australia (47%).

Educational Attainment 25-34 years of age

Region	Proportion of 25-34 years of age		
	Finished year 12 or equivalent	Certificate Level	Attained Bachelor degree or higher
Bogan	50%	22%	14%
Coonamble	47%	20%	16%
Dubbo	52%	29%	16%
Gilgandra	45%	24%	13%
Narromine	53%	26%	17%
Warren	57%	19%	14%
Warrumbungle Shire	46%	26%	13%
Wellington	49%	24%	15%
Orana ESA	50%	26%	15%
New South Wales	63%	20%	28%
Australia	63%	20%	26%

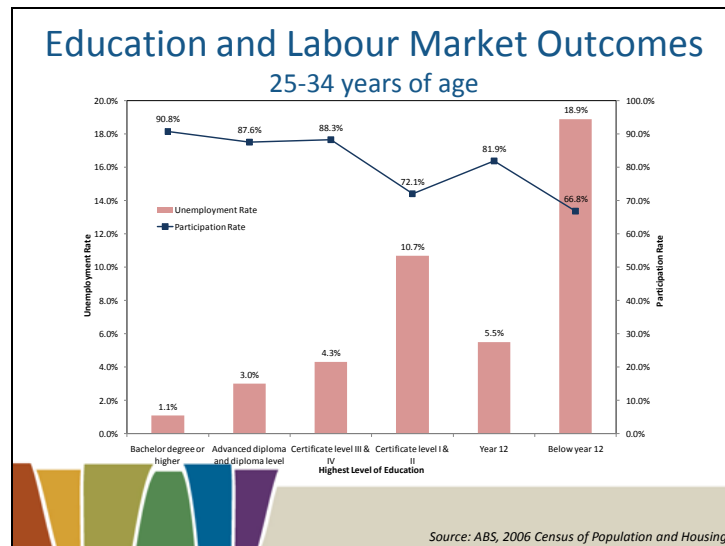
Source: ABS, 2006 Census of Population and Housing

Educational Attainment – 25 to 34 years of age

Source: ABS, 2006 Census of Population and Housing

- 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. High levels of educational attainment, for instance, allows people to gain employment in higher skilled occupations, such as Professional, Manager and Technician and Trades Worker occupations, which tend to be more stable, more in demand and higher paid.
- 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 more highly skilled counterparts.
- The proportion of people aged 25 to 34 years of age in the Orana ESA who have finished year 12 or equivalent (50%) is low compared with New South Wales and Australia (both 63%).
- Gilgandra LGA had the smallest proportion of people aged 25-34 who completed Year 12 (45%).
- The Orana ESA had a lower proportion of persons aged 25-34 who have attained a bachelor degree or higher (15% compared with 26% for Australia).
- In some areas having a low proportion of people finishing year 12 and attaining a Bachelor degree (may be partially) is offset by a large proportion of people attaining a certificate level. This is the case in the Dubbo LGA where the proportion of people aged 25 to 34 years of age attaining a certificate level qualification was above the national average (29% compared with 20%).

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Education & Labour Market Outcomes – 25-34 years of age: Orana ESA

Source: ABS, 2006 Census of Population and Housing.

As seen in the presented chart, those people in the Orana ESA with higher levels of education perform better in the labour market, with higher labour force participation rates and lower unemployment rates. This reflects the pattern seen across Australia and emphasises the importance of continuing education to help job seekers obtain employment and participate in the labour market.

Profile of Disadvantaged Areas

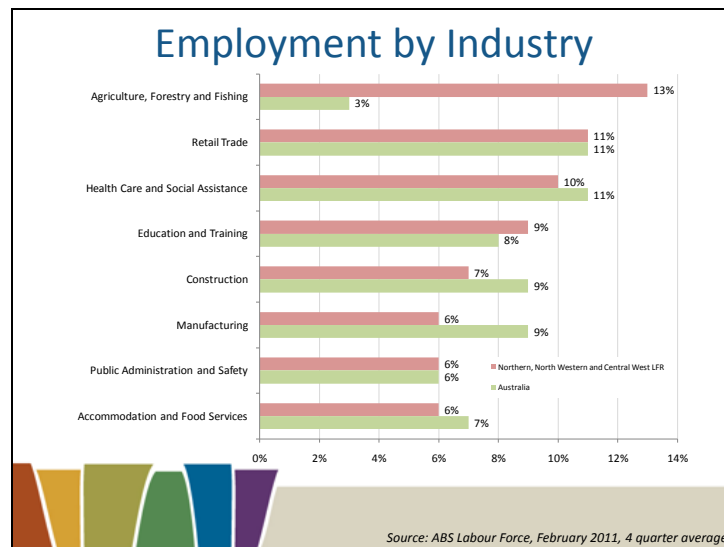
Key indicators	Wellington LGA	Coonamble LGA	Bogan LGA	Australia
Median Age	41	39	37	37
Individual median weekly income	\$339	\$362	\$365	\$466
Unemployment Rate (SALM December 2010)	8.7%	6.6%	6.1%	5.2%
Proportion of lone parent families who are jobless	61%	64%	64%	47%
Completed Yr 12 or equivalent	31%	29%	29%	47%
Proportion of WAP in receipt of a Centrelink benefit	30%	27%	30%	17%
Year 9 govt school students who did not meet minimum standard for reading in 2010	39%	30%	33%	8%
- Who did not meet minimum standard for numeracy	21%	17%	17%	5%

Source: ABS, 2006 Census of Population and Housing; DEEWR administrative data, December 2010; DEEWR Small Area Labour Markets, December 2010

Profile of Disadvantaged Areas

Source: ABS, 2006 Census of Population and Housing; DEEWR administrative data, December 2010; DEEWR Small Area Labour Markets, December 2010

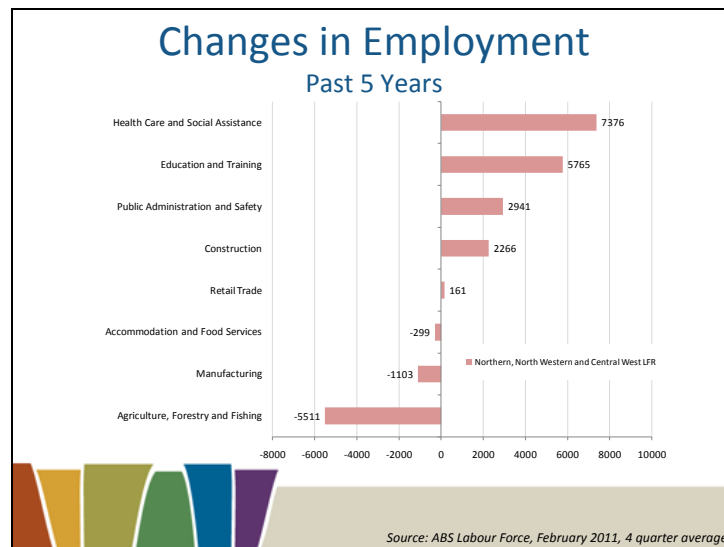
There are a number of areas with the Orana ESA (including Wellington, Coonamble and Bogan) that are disadvantaged with higher unemployment rates, lower incomes, more jobless families and lower levels of school literacy and numeracy compared with Australia as a whole.



Employment by Industry

Source: ABS Labour Force, February 2011, 4 quarter average

- This chart compares the Northern, North Western and Central West LFR and Australia. The chart shows a comparatively high concentration of employment in the Agriculture, Forestry and Fishing industry (13% for Northern, North Western and Central West LFR compared with 3% for Australia).
- Another indicator of labour market vulnerability is a high concentration of employment in industries that are sensitive to economic downturns, such as the Retail Trade and Construction industries.
- Employment in the Northern, North Western and Central West LFR is reliant on these industries which account for almost one in five employed people (18%).
- It is notable that 10% of employment is in the Health Care and Social Assistance industry. Across Australia this industry has grown strongly in recent years and is expected to continue to grow, producing opportunities for job seekers.



Changes in Employment

Source: ABS Labour Force, February 2011, 4 quarter average

- The Health Care and Social Assistance, and Education and Training industries are expected to continue provide to opportunities. In the Northern, North Western and Central West LFR these industries have been experiencing growth in the five years to February 2011.
- The number of people employed in the Health Care and Social Assistance industry was up by 7376 persons and the Education and Training industry was up by 5765 persons.
- The Agriculture, Forestry and Fishing industry experienced a decline in the number of people employed (down by 5511) as did the Manufacturing industry (down by 1103 people).

Industry: Agriculture, Forestry and Fishing

- Employment within the industry peaked around November 2006 at 41,004 people and plateaued until around May 2008 after which the number of people employed in the industry began to fall. Employment figures reached a low point of 27,930 during February 2010 with the drought being the major contributing factor.
- The industry has seen signs of recovery since this time and in February 2011 accounted for the employment of 31,919 people.

Recruitment Experiences
12 months prior to being surveyed

Industry / Region	Employers who recruited	Recruited to increase staff numbers	Recruited to replace staff	Unfill rate	Had difficulty recruiting
Construction	75%	67%	72%	5.7%	56%
Retail Trade	85%	49%	87%	1.9%	40%
Accommodation and Food Services	84%	41%	95%	1.8%	57%
Professional, Scientific and Technical Services	65%	40%	80%	16.7%	60%
Health Care and Social Assistance	88%	50%	92%	11.8%	58%
Other Services	70%	81%	81%	17.9%	69%
Orana ESA (February 2011)	78%	52%	85%	5.3%	52%
All regions surveyed in the 12 months to December 2010	70%	56%	83%	7.1%	53%

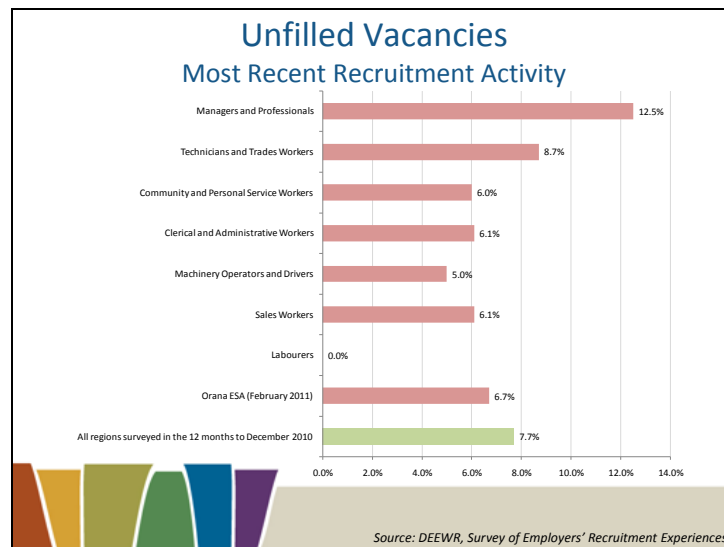
Source: DEEWR, Survey of Employers' Recruitment Experiences

Recruitment Experiences 12 months prior to being surveyed

Source: DEEWR, Survey of Employers' Recruitment Experiences

The survey of employers was conducted in February 2011. The results reflect the responses from:

- 316 employers in the Orana ESA.
- 78% of employers in the Orana ESA recruited in the 12 months preceding the survey. This was comparable with all regions surveyed in the 12 months to December 2010 (70%).
- Recruitment activity in the Orana ESA was particularly high in Health Care and Social Services (88%), Retail Trade (85%) and Accommodation and Food Services (84%).
- 5.3% of vacancies in Orana remained unfilled which was lower than for all surveyed regions (7.1%).
- Employers in the Other Services industry reported the highest level of difficulty recruiting (69%).



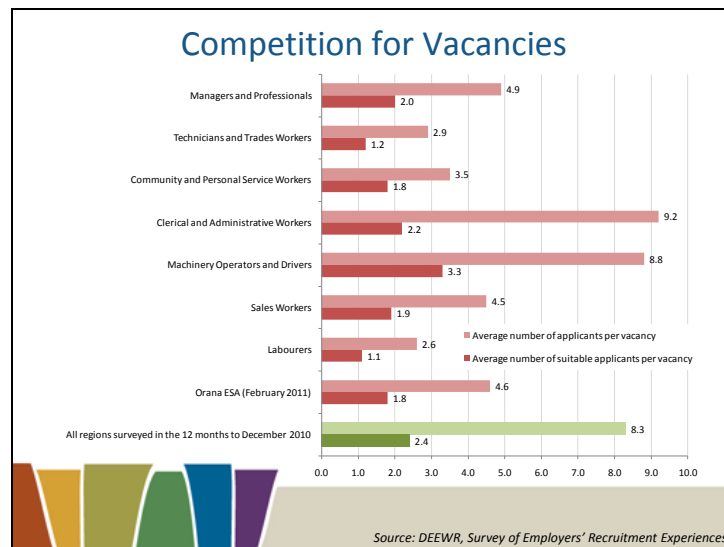
Unfilled Vacancies - Most Recent Recruitment activity

Source: DEEWR, Survey of Employers' Recruitment Experiences.

- 6.7% of recent vacancies remained unfilled, lower than the proportion recorded for all regions surveyed in the 12 months to December 2010 (7.7%).
- High unfill rates were recorded for Managers and Professionals (12.5%) and Technicians and Trades Workers (8.7%), compared with the Labourers occupation group where no vacancies remained unfilled.

Lower skilled vacancies:

- Of the 357 vacancies in the last recruitment round for surveyed employers, 30% were for lower skilled positions.
- These positions were the least difficult to fill with only 5.6% going unfilled.
- The average number of applicants for every lower skilled position was 4.3. On average, approximately 1.9 of those applicants per vacancy were considered suitable by employers.




Competition for Vacancies

Source: DEEWR, Survey of Employers' Recruitment Experiences.

- The survey asked employers about the levels of applicants and suitable applicants they received for recent vacancies.
- The average number of applicants per vacancy in the Orana ESA (4.6 applicants per vacancy) was low compared with all regions surveyed in the 12 months to December 2010 (8.3 applicants per vacancy).
- The average number applicants employers considered suitable in the Orana ESA (1.8 suitable applicants per vacancy) was slightly lower compared with the result for all regions surveyed in the 12 months to December 2010 (an average of 2.4 suitable applicants per vacancy).
- The average number of applicants per vacancy varied by occupation, with a low average number of applicants and suitable applicants for Labourers (2.6 and 1.1 respectively), and Technicians and Trades Workers (2.9 and 1.2 respectively). This compares with a high average number of applicants (9.2) and suitable applicants (2.2) for Clerical and Administrative Workers vacancies.

Reasons Applicants Unsuitable

- 53% of recruiting employers received applications from job seekers who they regarded as unsuitable
- Reasons applicants were considered unsuitable include:
 - Insufficient experience to perform job duties
 - Insufficient qualifications or training
 - Employability skills



Source: DEEWR, Survey of Employers' Recruitment Experiences

Reasons applicants unsuitable

Source: DEEWR, Survey of Employers' Recruitment Experiences.

- 53% of recruiting employers received applications from job seekers who they regarded as unsuitable.
- Reasons applicants were considered unsuitable include:
 - Insufficient experience to perform job duties
 - Insufficient qualifications or training
 - Employability skills

Basic Employability Skills

Most importance placed on:

- 30% personal traits and qualities only
- 28% technical skills only
- 41% both equally important

Personal traits and qualities applicants lacked:

- Enthusiasm
- Motivation
- Communication
- Confidence
- Teamwork



Source: DEEWR, Survey of Employers' Recruitment Experiences, all regions surveyed in the 12 months to December 2010

Basic Employability Skills

Source: DEEWR, Survey of Employers' Recruitment Experiences.

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 - 30% personal traits and qualities only
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Occupations Difficult to Fill

Higher Skill, Qualification or Experience	
Chefs	Registered Nurses
Retail Managers	Electricians
Motor Mechanics	Metal Fitters and Machinists
ICT Support Technicians	
Lower Skill, Qualification or Experience	
Sales Assistants (General)	Bar Attendants and Baristas
Cooks	General Clerks
Nursing Support and Personal Care Workers	Receptionists
Kitchenhands	Other Farm, Forestry and Garden Workers

Source: DEEWR, Survey of Employers' Recruitment Experiences.

Occupations Difficult to Fill in the 12 months prior to being surveyed

Source: DEEWR, Survey of Employers' Recruitment Experiences.

This slide shows the vacancies across Orana ESA that employers considered difficult to fill by occupation. As you can see, these occupations fall across a range of skill levels and a range of industries and included Sales Assistants, General Clerks, Registered Nurses and Chefs.

Other Farm, Forestry and Garden Workers include 'Irrigation Insulators' and 'Irrigation Serviceman'.

Apprentices, Trainees and Staff Training

- 38% of businesses employed a least one apprentice or trainee;
 - 54% of these employers reported they had experienced challenges recruiting apprentices/trainees
- Common challenges were lack of work readiness, soft skills and don't stay long enough or complete their training
- 22% of businesses expected to recruit at least one apprentice or trainee in the 12 months following the survey
- 43% of businesses had employees undertake recognised training.



Apprentices and Trainees

Source: DEEWR, Survey of Employers' Recruitment Experiences.

- 38% of businesses employed a least one apprentice or trainee;
 - 54% of these employers reported they had experienced challenges; and
 - The most commonly reported challenges were: apprentices and trainees lacking basic work readiness; lacking soft skills; and not staying long enough or not completing their training.
- 22% of businesses expected to recruit at least one apprentice or trainee in the 12 months following the survey;
- 43% of businesses had employees undertake recognised training

Job Services Australia

- 46% of employers had heard of Job Services Australia (JSA)
 - One third (34%) of employers who had heard of JSA had used the service
 - Nearly three quarters (72%) of employers who had used the service were satisfied
 - The most common reason for dissatisfaction was that the technical skills of the applicants referred by JSA providers did not match the job description of the vacancy



Source: DEEWR, Survey of Employers' Recruitment Experiences


Apprentices and Trainees

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 - The most common reason for dissatisfaction was that the technical skills of the applicants referred by JSA providers did not match the job description of the vacancy.

Indigenous in the Orana ESA

- 47% of employers had at least one Indigenous applicant
- 74% of employers filled a position with an Indigenous applicant
- 74% experienced no challenges employing someone from an Indigenous background
- Of those employers who did report challenges the most common challenges were:
 - Absences and time off from the workplace
 - Lack of basic work readiness skills



Source: DEEWR, Survey of Employers' Recruitment Experiences

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Recruitment Expectations 12 months following the survey

Industry / Region	Employers who will recruit	Will recruit due to business growth	Will recruit due to staff turnover	Anticipates difficulty recruiting
Construction	42%	40%	100%	30%
Retail Trade	42%	43%	89%	26%
Accommodation and Food Services	61%	44%	78%	26%
Professional, Scientific and Technical Services	30%	86%	71%	71%
Health Care and Social Assistance	63%	48%	85%	37%
Other Services	48%	100%	64%	45%
Orana ESA (February 2011)	47%	48%	83%	37%
All regions surveyed in the 12 months to December 2010	48%	60%	72%	42%

Source: DEEWR, Survey of Employers' Recruitment Experiences

Future Recruitment Expectations – 12 months following the survey

Source: DEEWR, Survey of Employers' Recruitment Experiences

- Employers were asked about their recruitment expectations in the 12 months following the survey.
- Survey results suggest that just under half (47%) of employers in Orana anticipated recruiting in the 12 months following the survey compared with 48% across all regions surveyed over the 12 months to December 2010.
- Of employers who anticipated recruiting, 48% expected to do so due to business growth (that is, to increase staff numbers) which was low compared with all surveyed regions (60%).
- A larger proportion of employers in the Orana expected to recruit due to staff turnover (83%) compared with all surveyed regions (72%).
- More than one third (37%) of employers who anticipated recruiting in the 12 months following the survey in Orana expected to have difficulty doing so.

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Bachelor Degree or Higher VET Qualifications	
Chefs	Retail Managers
Registered Nurses	Primary School Teachers
Other occupations	
Sales Assistants (General)	Receptionists
Cooks	General Clerks
Bar Attendants and Baristas	Nursing Support and Personal Care Workers
Kitchenhands	Child Carers
Shelf Fillers	Checkout Operators and Office Cashiers
Waiters	Truck Drivers
Meat, Poultry and Seafood Process Workers	

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.

This slide shows what occupations employers across Orana ESA anticipate recruiting for in the 12 months following the survey. As you can see, these occupations fall across a range of skill levels and a range of industries and included Receptionists, Nursing Support and Personal Care Workers, Chefs and Primary School Teachers.

Conclusion

- Labour market is strong
 - Low unemployment
 - High demand for labour
- But pockets of disadvantage and vulnerable groups
 - Indigenous, long-term unemployed, jobless families, teenagers, people with disabilities, lower educated
- Considerable opportunities
 - Growth industries
 - Occupations difficult to fill
 - Low competition for vacancies
- Job seekers need to be job ready
 - Work experience / training / apprenticeships
 - Employability skills
 - Literacy and numeracy
- Engage further with employers regarding their needs and expectations



Conclusion

- Labour market is strong
 - Low unemployment
 - Hi demand for labour
- But pockets of disadvantage and vulnerable groups
 - Indigenous, long-term unemployed, jobless families, teenagers, people with disabilities, lower educated
- Considerable opportunities
 - Growth industries
 - Occupations difficult to fill
 - Low competition for vacancies
- Job seekers need to be job ready
 - Work experience/ training/ apprenticeships
 - Employability skills
 - Literacy and numeracy
- Engage further with employers regarding their needs and expectations.

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
- www.skillsinfo.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.workplace.gov.au/skillshortages
- www.deewr.gov.au/Regionalreports
- www.deewr.gov.au/australianjobs
- www.joboutlook.gov.au
- www.skillsinfo.gov.au

Thank you.

