

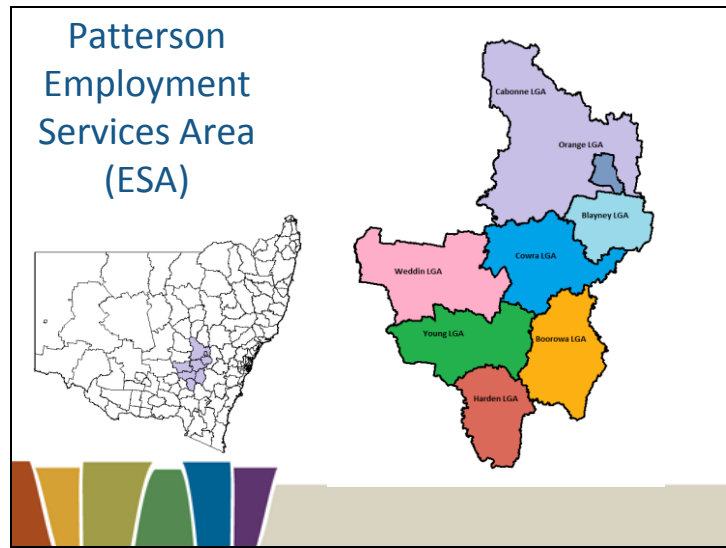
Slide 1

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 Patterson ESA Labour Market' is displayed in a large, blue, sans-serif font. Below the title, the presenter's name 'Presenter: Ivan Neville' and his role 'Branch Manager, Labour Market Research and Analysis Branch' are listed in a smaller, blue, sans-serif font. At the bottom of the slide, there is a decorative graphic consisting of several vertical bars of different colors (orange, yellow, green, blue, purple) and a horizontal bar of a light beige color.

Title: Overview of the Patterson ESA Labour Market

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

Slide 2



Map of the Patterson Employment Services Area

- The Patterson Employment Services Area is made up of the eight Local Government Areas (LGAs) listed below.
- The Patterson Employment Service Area (ESA) in New South Wales comprises the following eight LGAs:
 - Blayney LGA
 - Boorowa LGA
 - Cabonne LGA
 - Cowra LGA
 - Harden LGA
 - Orange LGA
 - Weddin LGA
 - Young LGA

Slide 3

Profile of the Patterson ESA

Regions (LGAs)	Adult Population (June 2009)	Adult Population Growth (2005-2009)	Proportion of the adult population aged 65+	Working Age Population Participation Rate (2006 Census)
Blayney	7 180	6%	17%	72.4%
Boorowa	2 452	2%	16%	75.1%
Cabonne	13 246	4%	20%	68.9%
Cowra	12 945	0%	19%	70.0%
Harden	3 624	-3%	20%	69.2%
Orange	38 685	5%	14%	74.8%
Weddin	3 751	-1%	23%	67.6%
Young	12 861	5%	16%	73.3%
Patterson ESA	94 744	3%	17%	73.1%
New South Wales	5 785 400	8%	17%	73.9%
Australia	17 766 000	10%	16%	75.0%

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

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

Profile of Patterson ESA

- Cowra has had a very slight population fall of 0.2% from 2005 to 2009.
- Over the five years to 2009 the adult population growth for Patterson ESA (3%) was low compared with NSW (8%) and Australia (10%).
- Notably, Orange has a younger population then other parts of the ESA with only 14% of the population aged 65 or over compared with 17% for both the Patterson ESA and NSW.

Patterson Unemployment Rate by LGAs

Region (LGAs)	Unemployment
Blayney	4.2%
Boorowa	4.2%
Cabonne	4.0%
Cowra	6.6%
Harden	5.2%
Orange	4.5%
Weddin	3.7%
Young	6.8%
Patterson ESA	5.0%
New South Wales	5.3%
Australia	5.2%

Source: DEEWR Small Area Labour Markets Statistical Local Area estimates December quarter 2010

Source: DEEWRs Small Area Labour Markets Statistical Local Area estimates December quarter 2010 Unemployment rate for LFRs from RM1 April 2011 (12 month average)

Patterson Unemployment Rate by LGAs

- As at December 2010, Patterson ESA had an unemployment rate of 5.0% compared with 5.3% for NSW and 5.2% for Australia.
- The unemployment rate varied by Local Government Area (LGA) within Patterson with a high of 6.6% in the Cowra LGA and a low of 3.7% in the Weddin LGA.

Long Term Unemployment

Region (LFRs)	Long Term Unemployment Persons	% of total Unemployed
Northern, North Western and Central West LFR	4 400	32%
South Eastern LFR	1 000	27%
New South Wales	42 200	22%
Australia	115 800	19%

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

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

Duration of Unemployed

The Patterson ESA falls within the Northern, North Western and Central West LFR and thus, LFR numbers are used as data was not available at the ESA level.

- Just under one third (32%) of all unemployed people in Northern, North Western and Central West have been unemployed for 52 weeks. The corresponding proportion in the South Eastern LFR is 27%. This compares with 22% for NSW and 19% for Australia.

Slide 6

Centrelink Benefit Recipients				
Regions	Proportion of working age population on a Centrelink Benefit	Annual Growth (persons)	Proportion of working age population on an unemployment benefit	Annual Growth (persons)
Blayney	17%	-6%	4%	-15%
Boorowa	24%	-5%	4%	5%
Cabonne	20%	-2%	4%	-11%
Cowra	27%	0%	7%	-2%
Harden	25%	3%	6%	15%
Orange	20%	0%	4%	-9%
Weddin	27%	-7%	4%	-18%
Young	25%	1%	7%	0%
Patterson ESA	22%	1%	5%	-6%
New South Wales	18%	1%	4%	-5%
Australia	17%	1%	4%	-3%

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

Source: DEEWR administration data. March 2011; ABS Estimated Residential Population, June 2009

Centrelink

- Overall 22% of the working age population in Patterson ESA are in receipt of a centrelink benefit compared with 18% in NSW and 17% for Australia.
- Cowra and Weddin have a high percentage of people on Centrelink benefits (both 27%).

The Teenage Labour Market

Region (LGAs)	Teenage full-time unemployment rate (15 – 19 years)
Blayney	24%
Boorowa	14%
Cabonne	14%
Cowra	29%
Harden	7%
Orange	19%
Weddin	30%
Young	20%
Patterson	20%
New South Wales	22%
Australia	18%

• At the time of the 2006 Census, 10% of 15 to 19 year olds in the Patterson ESA were neither studying or working, compared with 7% for Australia

Source: ABS, 2006 Census of Population and Housing

Source: ABS, 2006 Census of Population and Housing

The Teenage Labour Market

- Due to their lack of skills and experience, teenagers in the full-time labour market can be particularly vulnerable.
- 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 the 2006 census, the teenage full-time unemployment rate in the Patterson ESA was 20%, which was higher than the national level (18%).

Indigenous Unemployment & Participation Rates

Region (LGAs)	Unemployment Rate		Participation Rate	
	Indigenous	Non Indigenous	Indigenous	Non Indigenous
Blayney	20.0%	6.7%	46.7%	73.0%
Boorowa	21.4%	4.3%	60.9%	69.8%
Cabonne	13.9%	3.6%	58.5%	75.6%
Cowra	24.7%	6.1%	55.9%	70.9%
Harden	0.0%	5.5%	50.8%	69.7%
Orange	23.3%	5.4%	51.6%	75.9%
Weddin	27.3%	5.5%	56.4%	68.2%
Young	21.8%	6.1%	57.2%	73.9%
Patterson ESA	21.8%	6.7%	53.6%	73.0%
New South Wales	19.4%	5.8%	56.5%	74.4%
Australia	15.6%	5.1%	56.8%	75.5%

Source: ABS, 2006 Census of Population and Housing

Source: ABS, 2006 Census of Population and Housing

Indigenous and Non-Indigenous

- The proportion of the Working Age Population (WAP) who identified themselves as Indigenous Australians is slightly higher in the Patterson ESA (3%) than in NSW and Australia overall (both 2%).
- Cowra LGA has the highest proportion of the WAP who are Indigenous (6%).
- The Indigenous unemployment rate in the Weddin and Boorowa LGAs is almost 5 times higher than for non-Indigenous people.

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 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

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

Labour Market Outcomes for Persons (aged 15-74) with a Disability, 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.
- In contrast, almost one in three (32.9 per cent) of the total population aged 15-74 years reported having a disability in 2009.
- 15.5 per cent of the population (aged 15-74 years) reported having a disability that restricted their employment or schooling.
- 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 excludes persons aged 65-74 years who are not in or marginally attached to the labour force.

Jobless Families

Regions (LGAs)	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
Blayney	19%	8%	53%
Boorowa	23%	11%	60%
Cabonne	15%	7%	52%
Cowra	22%	9%	59%
Harden	19%	8%	55%
Orange	20%	7%	49%
Weddin	22%	11%	57%
Young	21%	9%	54%
Patterson ESA	20%	8%	53%
New South Wales	20%	10%	50%
Australia	19%	9%	47%

Source: ABS, 2006 Census of Population and Housing

Source: ABS, 2006 Census of Population and Housing

Household characteristics – jobless families by LGA

Boorowa and Cowra LGAs had the highest levels of couple and lone parent families, with children, who were jobless (60% and 59% respectively).

Educational Attainment

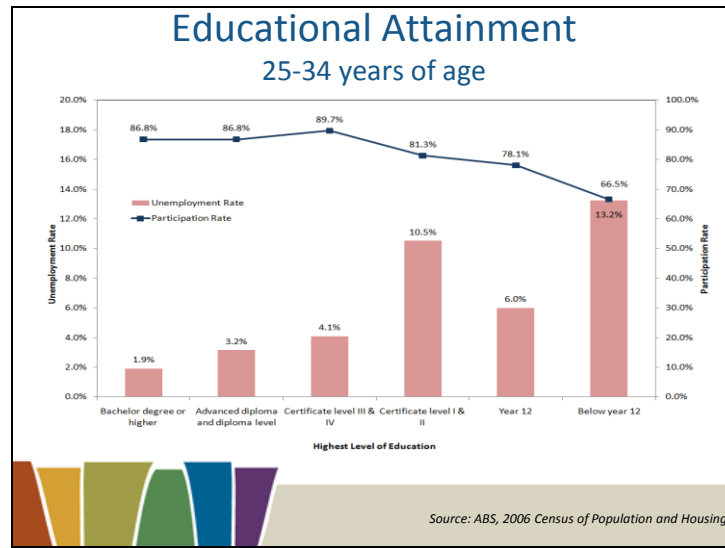
Region (LGAs)	Proportion of people ages 25 to 34 years		
	Finished year 12 or equivalent	Certificate Level	Attained Bachelor degree or higher
Blayney	48%	29%	14%
Boorowa	49%	27%	13%
Cabonne	51%	31%	15%
Cowra	45%	27%	12%
Harden	51%	28%	14%
Orange	52%	28%	17%
Weddin	51%	22%	16%
Young	47%	30%	13%
Patterson ESA	50%	29%	15%
New South Wales	63%	20%	28%
Australia	63%	20%	26%

Source: ABS, 2006 Census of Population and Housing

Source: ABS, 2006 Census of Population and Housing

Educational Attainment

- 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.
- In the Patterson ESA the proportion of people who finished year 12 or equivalent was low (50%) compared with NSW and Australia (63% for both).
- However, the proportion of people with certificate level qualifications was slightly higher (29%) in Patterson ESA compared with NSW and Australia (both 20%).
- The proportion of people with a bachelor degree or higher in the Patterson ESA was considerably lower (15%) than for NSW and Australia (28% and 26% respectively).



Source: ABS, 2006 Census of Population and Housing

Educational Attainment 25-34 years of age

- As can be seen in this chart, those people in the Patterson 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

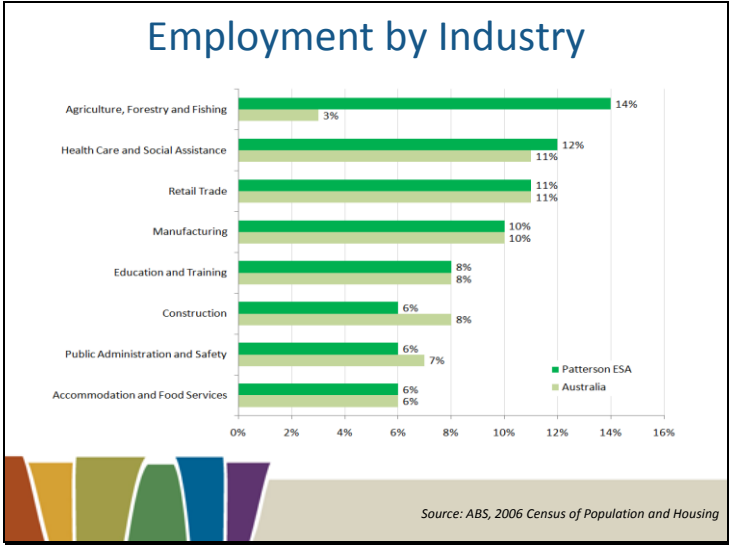
Key indicators	Cowra LGA	Weddin LGA	Australia
Median Age	41	45	37
Individual median weekly income	\$359	\$330	\$466
Unemployment Rate (SALM December 2010)	6.6%	3.7%	5.2%
Proportion of lone parent families who are jobless	59%	57%	47%
Completed Yr 12 or equivalent	28%	30%	47%
Proportion of WAP in receipt of a Centrelink benefit	27%	27%	17%
Year 9 govt school students who did not meet minimum standard for reading in 2010	15%	15%	8%
- Who did not meet minimum standard for numeracy	10%	10%	5%

Source: ABS, 2006 Census of Population and Housing; DEEWR administrative data, December 2010; DEEWR Small Area Labour Markets, December 2010
<http://www.myschool.edu.au/>

Source: ABS, 2006 Census of Population and Housing; DEEWR administrative data, December 2010; DEEWR Small Area Labour Markets, December 2010, <http://www.myschool.edu.au>

Profile of Disadvantaged Areas

- The Local Government Areas of Cowra and Weddin appear to have higher levels of disadvantage than other parts of the ESA.
- These two LGAs have low median weekly incomes, a higher proportion of lone parents families who are jobless, low education levels and a high proportion of the WAP in receipt of Centrelink benefits.



Source: ABS, 2006 Census of population and Housing

Employment by Industry

- The Agriculture, Forestry, and Fishing industry was the largest employing industry in the Patterson ESA, followed by the Health Care and Social Assistance, Retail Trade and Manufacturing Industries.

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
Manufacturing	74%	52%	74%	6.5%	78%
Construction	56%	80%	70%	11.1%	40%
Retail Trade	67%	53%	79%	6.3%	45%
Accommodation and Food Services	72%	48%	91%	6.3%	52%
Agriculture	73%	88%	50%	0.9%	50%
Professional, Scientific and Technical Services	65%	85%	62%	3.7%	62%
Health Care and Social Services	76%	45%	90%	12.4%	65%
Patterson Employment Services Area March 2011	69%	55%	78%	6.0%	54%
All regions surveyed in the 12 months to March 2011	71%	54%	84%	7.3%	54%

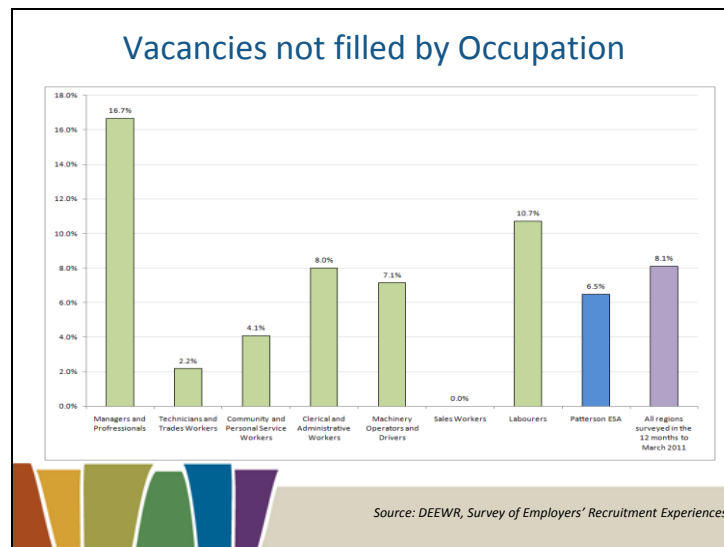
Source: DEEWR, Survey of Employers' Recruitment Experiences

Source: DEEWR, Survey of Employers' Recruitment Experiences

Recruitment Experiences 12 months prior to being surveyed

- The survey of employers was conducted in March 2011. The results reflect the responses from 307 employers contacted in the Patterson ESA.
- 69% of employers in the Patterson ESA recruited in the 12 months preceding the survey. This was comparable with all regions surveyed in the 12 months to March 2011 (71%).
- Recruitment activity in the Patterson ESA was highest in the Health Care and Social Services industry (76%).
- 6.0% of vacancies in the Patterson ESA were not filled over the 12 months prior to being surveyed which was lower than for all surveyed regions (7.3%).
- Employers in the Manufacturing industry reported the highest level of difficulty recruiting (78% of employers who reported difficulty).

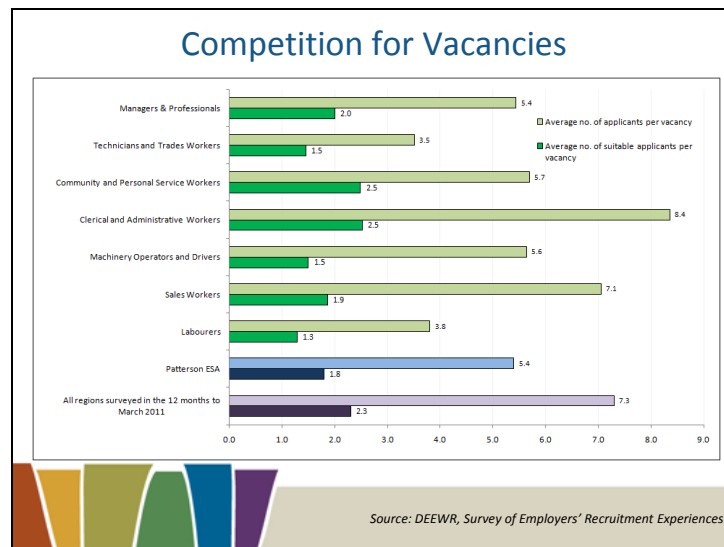
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Source: DEEWR, Survey of Employers' Recruitment Experiences.

Most Recent Vacancies not filled by Occupation

- Employers were also asked about their most recent recruitment experience.
- There were high levels of unfilled vacancies across some occupation groups in the region.
- The largest proportion of recent unfilled vacancies was for Managers and Professionals (16.7%) followed by Labourers (10.7%) and Clerical and Administrative Workers (8%).
- Overall in Patterson 6.5% of recent vacancies were not filled compared with 8.1% for all regions surveyed in the 12 months to March 2011.



Source: DEEWR, Survey of Employers' Recruitment Experiences.

Competition for Vacancies


- The survey asked employers about the numbers of applicants and suitable applicants they received for recent vacancies.
- The average number of applicants per vacancy in the Patterson ESA (5.4 applicants per vacancy) was low compared with all regions surveyed in the 12 months to March 2011 (7.3 applicants per vacancy).
- The average number of applicants employers considered suitable in the Patterson ESA (1.8 suitable applicants per vacancy) was slightly below the result for all regions surveyed in the 12 months to March 2011 (an average of 2.3 suitable applicants per vacancy).

Reasons Applicants Unsuitable

52% of recruiting employers received applications from job seekers who they regarded as unsuitable

Reasons applicants were considered unsuitable included:

- Lack of Technical skills or expertise to perform job
- Insufficient experience to perform job duties
- Employability skills



Source: DEEWR, Survey of Employers' Recruitment Experiences.

Source: DEEWR, Survey of Employers' Recruitment Experiences.

Reasons applicants unsuitable

- 52% of recruiting employers received applications from job seekers who they regarded as unsuitable
- Reasons applicants were considered unsuitable included:
 - Lack of Technical skills or expertise to perform job
 - Insufficient experience to perform job duties
 - A lack of basic work readiness or 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.

- 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

Higher Skill, Qualification or Experience	
Early Childhood (Pre-primary School) Teachers	Metal Fitters and Machinists
Occupational Therapists	Structural Steel and Welding Trades Workers
Real Estate Sales Agents	Motor Mechanics
Lower Skill, Qualification or Experience	
Sales Assistants (General)	Bar Attendants & Baristas
Commercial Cleaners	Kitchenhands
Nursing Support & Personal Care Workers	Retail Supervisors

Source: DEEWR, Survey of Employers' Recruitment Experiences.

Source: DEEWR, Survey of Employers' Recruitment Experiences.

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

This slide shows the vacancies across Patterson ESA that employers commonly reported they had difficulty filling by occupation. As you can see, these occupations fall across a range of skill levels and a range of industries and included Sales Assistants, Kitchenhands, Motor Mechanics and Occupational Therapists.

Apprentices and Trainees

Industry / Region	% currently employs an apprentice or trainee	% will recruit an apprentice or trainee in the next 12 months
Manufacturing	37%	20%
Construction	67%	22%
Retail Trade	38%	26%
Agriculture, Forestry and Fishing	27%	18%
Financial and Insurance Services	43%	29%
Health Care and Social Assistance	29%	29%
Patterson Employment Services Area March 2011	32%	18%
All regions surveyed in the 12 months to March 2011	36%	22%

Source: DEEWR, Survey of Employers' Recruitment Experiences.


Source: DEEWR, Survey of Employers' Recruitment Experiences.

Apprentices and Trainees

- A smaller proportion of Patterson ESA employers reported employing an apprentice or trainee at the time of the survey compared with all regions surveyed in the 12 months to March 2011 (32% compared with 36%).
- The Construction industry had the largest proportion of employers with an apprentice (67%).
- 18% of Patterson ESA employers anticipated recruiting an apprentice or trainee in the 12 months following the survey, which was smaller compared with all surveyed regions (22%).

Job Services Australia

- 52% of employers had heard of Job Services Australia (JSA)
 - Almost one third (31%) of employers who had heard of JSA had used the service;
 - 83% of employers who had used the service were satisfied
 - The most common reason for dissatisfaction was that applicants lacked the personal traits and qualities employers required



Source: DEEWR, Survey of Employers' Recruitment Experiences

Apprentices and Trainees

Source: DEEWR, Survey of Employers' Recruitment Experiences.

- 52% of employers had heard of Job Services Australia (JSA)
 - Almost one third (31%) of employers who had heard of JSA had used the service;
 - 83% of employers who had used the service were satisfied
 - The most common reason for dissatisfaction was that applicants lacked the personal traits and qualities employers required

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
Manufacturing	43%	69%	85%	77%
Construction	44%	50%	63%	63%
Retail Trade	40%	48%	78%	48%
Accommodation and Food Services	47%	47%	93%	27%
Agriculture, Forestry and Fishing	64%	71%	100%	71%
Health Care and Social Services	51%	48%	71%	48%
Patterson Employment Services Area March 2011	41%	58%	80%	52%
All regions surveyed in the 12 months to March 2011	48%	57%	76%	43%

Source: DEEWR, Survey of Employers' Recruitment Experiences

Source: DEEWR, Survey of Employers' Recruitment Experiences

Future Recruitment Expectations – 12 months following the survey

- Employers were asked about their recruitment expectations in the 12 months following the survey.
- 41% of employers in Patterson anticipated recruiting in the 12 months following the survey compared with 48% across all regions surveyed over the 12 months to March 2011.
- Of the employers who anticipated recruiting, 58% expected to do so due to business growth (that is, to increase staff numbers) which was on par with all surveyed regions (57%).
- A larger proportion of employers in the Patterson ESA expected to recruit due to staff turnover (80%) compared with all surveyed regions (76%).
- Over half of employers (52%) who anticipated recruiting in the 12 months following the survey in Patterson expected to have difficulty doing so.
- 64% of employers in the Agriculture, Forestry and Fishing industry expected to recruit in the next 12 months and of those 71% expected difficulty.

Occupations Employers Expect to Recruit for in the Next 12 Months

Bachelor Degree or Higher VET Qualifications	
Structural Steel and Welding Trades Workers	Early Childhood (Pre-primary School) Teachers
Registered Nurses	Motor Mechanics
Other occupations	
Sales Assistants (General)	Kitchen Hands
Sales Representatives	Truck Drivers
Bar Attendants and Baristas	Waiters
Other Miscellaneous Labourers	Child Carers

Source: DEEWR, Survey of Employers' Recruitment Experiences.

Source: DEEWR, Survey of Employers' Recruitment Experiences.

Occupations Employers Expect to Recruit for in the Next 12 Months

This slide shows occupations employers in the Patterson ESA anticipated they would need to recruit 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 Sales Assistants, Kitchenhands, Child Carers and Registered Nurses.

Conclusion

- Region's labour market is strong, however, pockets of disadvantage exist
 - Strengths
 - Unemployment rate low, fall in unemployment recipients
 - Vulnerable groups
 - Indigenous, long-term unemployed, lower educated, jobless families, teenagers, people with disabilities
 - Opportunities exist
 - Particularly for Technicians and Trades Workers and Labourers
 - Target growth industries / occupations difficult to fill
 - Low competition for Vacancies
 - Future recruitment is positive particularly for the Agriculture industry
 - Job seekers need to be job ready
 - Work experience / training / apprenticeships
 - Literacy and numeracy / Employability Skills
 - Engage further with employers regarding their needs and expectations



Conclusion

- Region's labour market is strong however, pockets of disadvantage exist

Strengths

- Low unemployment rate (5.0%)
- Decline in unemployment recipients (-6.0%)

There are vulnerable groups and pocket of disadvantage

- Cowra has a high Indigenous population (6% of WAP) of whom 25% are unemployed
- 30% Teenage full time unemployment in Weddin
- Patterson has lower level of education attainment compared with Australia. Of people aged 25-35 only 50% finished year 12 or equivalent compared with 63% for Australia.
- There are pockets within the Patterson ESA in particular Cowra LGA, with a high proportion of families with children who are jobless.

Opportunities exist

- 41% of employers anticipated recruiting in next 12 months.
- 18% of employers are willing to put on an apprentice within the 12 months following the survey
- Future recruitment is positive in the Agriculture industry (64% employers anticipate recruiting in the next 12 months)

Job seekers need to be job ready

- Work experience/ training / apprenticeships
- Literacy and numeracy/ Employability skills

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

Thankyou

