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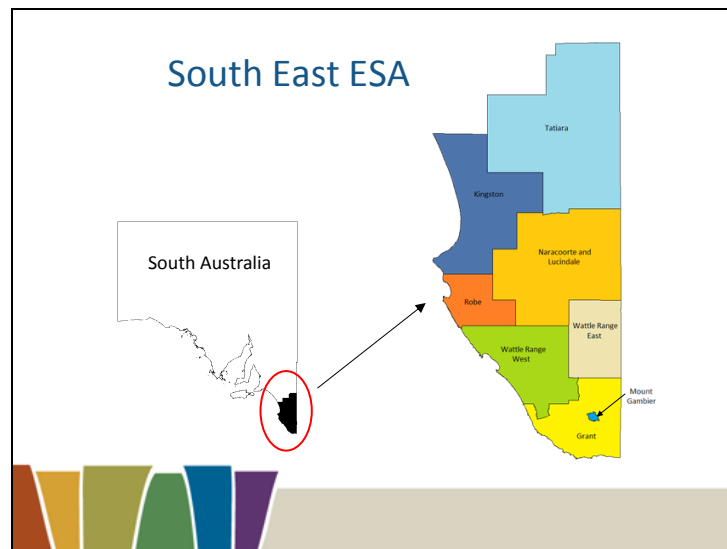
The slide features the Australian Government logo at the top center, with the text 'Australian Government' and 'Department of Education, Employment and Workplace Relations' below it. The main title 'Overview of the South East ESA Labour Market' is centered in a large blue font. Below the title, the presenter's name 'Presenter: Ivan Neville' and his role 'Branch Manager, Labour Market Research and Analysis Branch' are listed. At the bottom left, there is a decorative graphic consisting of several vertical bars in orange, yellow, green, blue, and purple, followed by a solid tan bar extending across the width of the slide.

Australian Government

Department of Education, Employment and Workplace Relations

Survey of Employers' Recruitment Experiences in the South East Employment Service Area (ESA)

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



The South East ESA *Survey of Employers' Recruitment Experiences* was conducted during April 2011 and includes the following eight Statistical Local Areas;

South East ESA

- Grant (DC)
- Kingston (DC)
- Mount Gambier (C)
- Naracoorte and Lucindale (DC)
- Robe (DC)
- Tatiara (DC)
- Wattle Range (DC) - East
- Wattle Range (DC) - West

South East ESA accounts for 25 per cent of the working age population of the Southern and Eastern South Australia Labour Force Region (based on ABS 2010 estimated residential population).

Population Profile					
SLA	Adult Population 2010	Adult Population Growth 2005-2010	Proportion of Adult Population 15 - 24 (2010)	Proportion of Adult Population 65+ (2010)	Working Age Participation Rate (2006)
Grant	6,479	7%	15%	14%	78.6%
Kingston	2,114	9%	13%	25%	76.2%
Mount Gambier	21,024	8%	17%	18%	77.6%
Naracoorte and Lucindale	6,816	2%	14%	17%	82.5%
Robe	1,244	10%	12%	25%	79.7%
Tatiara	5,715	4%	15%	17%	83.3%
Wattle Range - East	2,777	5%	14%	17%	80.2%
Wattle Range - West	7,230	2%	14%	21%	74.5%
South East ESA	53,399	6%	15%	18%	78.7%
South Australia	1,351,429	7%	17%	19%	74.3%
Australia	18,098,642	11%	17%	17%	75.0%

Source: ABS Estimated Residential Population as at June 2010; ABS 2006 Census of Population and Housing

Population Profile of South East ESA

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

- The adult population (15 years +) of the South East ESA was 53,399 in June 2010, an increase of 6 per cent since June 2005. Over the same period, population growth in the ESA had been on par with South Australia, but lower than the national average of 11 per cent.
- The Mount Gambier Statistical Local Area (SLA), (with an adult population of 21,024) accounted for 39 per cent of the ESA adult population.
- At the time of the 2006 Census, the working age participation rate was 78.7 per cent for the ESA, slightly larger than that of South Australia (74.3 per cent) and Australia (75.0 per cent).
- The Tatiara and Naracoorte and Lucindale SLAs had the highest working age participation rates in the ESA, with 83.3 per cent and 82.5 per cent respectively. Participation rates for all other SLAs in the ESA were above the state average of 74.3 per cent.
- At the time of the 2006 Census, 18 per cent of the South East ESA adult population was aged 65 years and over, slightly larger than the proportion for Australia (17 per cent).

Unemployment Rate by SLA

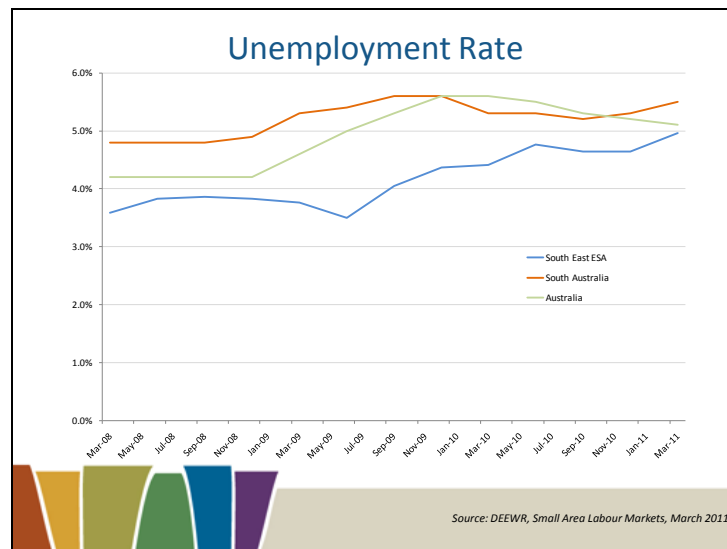
SLA	March 2010	March 2011	Change
Grant	3.2%	3.7%	0.4% pts
Kingston	3.1%	3.6%	0.5% pts
Mount Gambier	6.3%	7.3%	1.0% pts
Naracoorte and Lucindale	2.9%	3.1%	0.2% pts
Robe	3.0%	3.1%	0.0% pts
Tatiara	2.0%	2.2%	0.2% pts
Wattle Range - East	4.0%	4.3%	0.3% pts
Wattle Range - West	4.8%	5.1%	0.3% pts
South East ESA	4.4%	5.0%	0.5% pts
South Australia	5.3%	5.5%	0.2% pts
Australia	5.6%	5.1%	- 0.5% pts

Source: DEEWR, Small Area Labour Markets, March 2011

Unemployment Rate by SLA

Source: DEEWR Small Area Labour Markets, March 2011

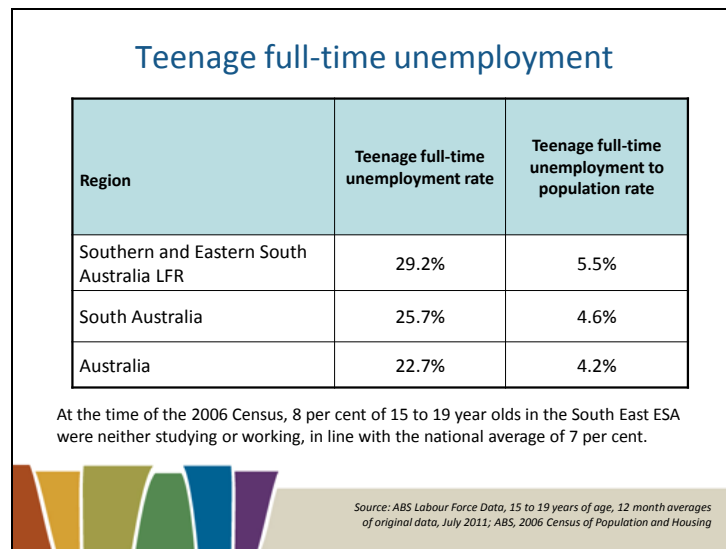
- In March 2011, the unemployment rate in the South East ESA was 5.0 per cent, below the State unemployment rate of 5.5 per cent, but on par with the national unemployment rate of 5.1%.
- Small Area Labour Market (SALM) data shows there is some variability in the unemployment rates across the ESA, however all SLAs within the ESA experienced an increase in the unemployment rate from March 2010 to March 2011.
- The Mount Gambier SLA reported the highest unemployment rate of 7.3 per cent. It also experienced the highest increase in the unemployment rate, jumping by 1 percentage point from March 2010 to March 2011.
- Conversely, the unemployment rate in the Tatiara SLA was only 2.2 per cent, and had increased by only 0.2 percentage points from March 2010 to March 2011.



Unemployment Rate

Source: DEEWR, Small Area Labour Markets, March 2011

This chart shows that the unemployment rate for the South East ESA has consistently been lower than both the state and national level for the past 3 years. However, more recently the unemployment rate for the South East ESA has risen to sit just under the national level (5.0 per cent and 5.1 per cent respectively).



The Teenage Labour Market

Source: ABS Labour Force Data, 15 to 19 years of age, 12 month averages of original data, July 2011

- Due to their lack of skills and experience, teenagers in the full-time labour market can be particularly vulnerable during a labour market downturn. The teenage full-time unemployment rate is based on people aged 15 – 19 years old who are searching for full-time employment.
- In July 2011, the teenage full-time unemployment rate for the Southern and Eastern South Australia Labour Force Region (LFR) was 29.2 per cent. This was higher than the rates for both South Australia and Australia (25.7 per cent and 22.7 per cent respectively).
- The teenage full-time unemployment to population ration of 5.5 per cent for the Southern and Eastern South Australia LFR was also higher than that of South Australia (4.6 per cent) and Australia (4.2 per cent).
- At the time of the 2006 Census, 8 per cent of 15 to 19 year olds in the South East South Australia ESA were neither studying nor working, in line with the national average of 7 per cent.

Note: The South East ESA accounts for 25 per cent of the working age population of the Southern and Eastern South Australia Labour Force Region (based on ABS 2010 estimated residential population).

Region	Total number of job seekers	Average duration of registration for a job seeker
Grant	238	21
Kingston	58	33
Mount Gambier	1,273	29
Naracoorte and Lucindale	248	25
Robe	35	22
Tatiara	131	24
Wattle Range - East	106	36
Wattle Range - West	392	31
South East ESA	2,483	28
Australia	753,440	23

Source: DEEWR administrative data, June 2011

Job Services Australia Caseload

Source: DEEWR administrative data, June 2011

- As at June 2011, the average duration of registration for a job seeker was 28 months in the South East ESA. The number of job seekers was 2,483. This is in line with results for June 2010, with the average duration of registration at 27 months and the number of job seekers at 2,449.
- The average duration of registration for a job seeker varied according to SLA, ranging from 21 months for Grant to 36 months for Wattle Range – East.

Long-Term Unemployment

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

- The long term unemployed (LTU) are those who have been unemployed and looking for work for at least 52 weeks.
- In July 2011, 18 per cent (almost 1 in 5) people unemployed in the Southern and Eastern South Australia LFR were long term unemployed. This figure is smaller than the state average of 21 per cent, but in line with the national average of 19 per cent.
- The average duration of a person being unemployed in the Southern and Eastern South Australia LFR was 35 weeks. This figure was in line with the national average of 37 weeks, but much lower than the State average of 47 weeks.

Region	Proportion of unemployment which is 52 weeks or more	Average duration of unemployment (weeks)
Southern and Eastern South Australia LFR	18%	35
South Australia	21%	47
Australia	19%	37

Other localities in the LFR

Although Mount Gambier has the largest working age population (17,238 persons) of all the SLAs in the Southern and Eastern LFR, Mount Barker – Central and Murray Bridge also have a large working age populations (14,150 and 12,502 respectively).

Recipients of Centrelink Benefits

SLA	Proportion of working age population on a Centrelink Benefit	Annual Change	Proportion of working age population on an unemployment benefit	Annual Change
Grant	14%	10%	4%	13%
Kingston	13%	1%	3%	-12%
Mount Gambier	23%	4%	6%	1%
Naracoorte and Lucindale	12%	2%	4%	7%
Robe	12%	13%	4%	14%
Tatiara	10%	2%	3%	8%
Wattle Range - East	18%	4%	4%	-12%
Wattle Range - West	21%	9%	6%	14%
South East ESA	18%	5%	5%	4%
South Australia	20%	2%	5%	2%
Australia	17%	0%	4%	-4%

Source: DEEWR administrative data, June 2011; ABS Estimated Residential Population as at June 2010

Recipients of Centrelink Benefits

Source: DEEWR administrative data, June 2011; ABS Estimated Residential Population as at June 2010.

- In June 2011, 18 per cent of the working age population (15-64 years) in the South East ESA was in receipt of a Centrelink benefit. This figure was in line with the average for Australia (17 per cent), and slightly under the result for South Australia (20 per cent).
- The proportion of the South East ESA working age population receiving an unemployment benefit (NewStart Allowance or Youth Allowance (other)) was 5 per cent. This figure was in line with the state and national averages (5 per cent and 4 per cent respectively).
- Mount Gambier and Wattle Range - West had the largest proportions (both 6 per cent) of their working age population on an unemployment benefit.

Educational Attainment
persons aged 25-34 years

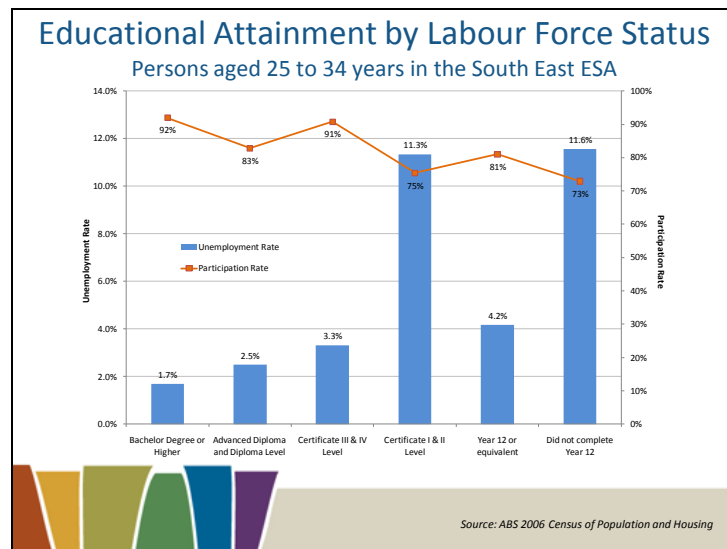
SLA	% completed Yr 12	% attained Advanced Diploma, Diploma or Certificate Level	% attained Bachelor Degree or higher
Grant	53%	39%	15%
Kingston	54%	35%	12%
Mount Gambier	53%	35%	13%
Naracoorte and Lucindale	57%	38%	15%
Robe	59%	27%	22%
Tatiara	53%	34%	13%
Wattle Range - East	60%	30%	17%
Wattle Range - West	51%	36%	9%
South East ESA	54%	36%	13%
South Australia	64%	32%	24%
Australia	69%	32%	29%

Source: ABS, Census of Population and Housing, 2006

Educational Attainment

Source: ABS, Census of Population and 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 smaller proportion had completed Year 12 or equivalent in the South East ESA (54 per cent) compared with South Australia (64 per cent) and Australia (69 per cent).
- Jobseekers who have not completed Year 12 and have limited experience in the workforce are likely to lack many basic employability skills that employers value and look for in applicants, particularly for lower skilled vacancies and entry level positions such as Apprenticeships and Traineeships.
- The proportion of 25 to 34 year olds who had completed an Advanced Diploma, Diploma or Certificate Level qualification (36 per cent) was larger when compared to South Australia and Australia (32 per cent).
- Only 13 per cent of 25 to 34 year olds had attained a Bachelor Degree or higher qualification in the South East ESA. This figure is significantly smaller than the attainment levels for South Australia (24 per cent) and Australia (29 per cent). The low level of attainment suggests that employers recruiting for vacancies that require Bachelor Degree or higher qualification face substantial difficulty.



Educational Attainment by Labour Force for persons aged 25 to 34 years

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 South East ESA who did not complete Year 12, the unemployment rate was 11.6 per cent at the time of the 2006 Census. For those who attained a Certificate III or higher, the unemployment rate was much lower at 3.3 per cent.
- This emphasises the importance of continuing education in helping jobseekers obtain employment and participate in the labour market.

Jobless Families

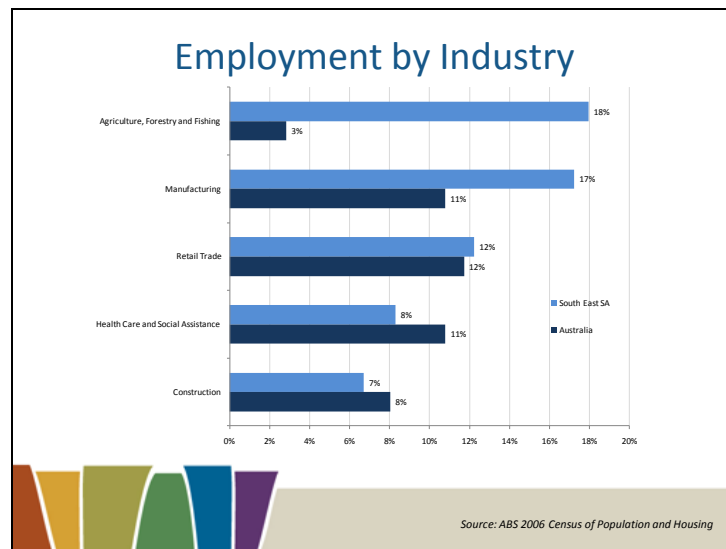
SLA	Number of jobless families (with children)	Proportion of all families (with children) who are jobless	Proportion of couple families (with children) who are jobless	Proportion of lone parent families who are jobless
Grant	118	10%	6%	39%
Kingston	36	12%	4%	42%
Mount Gambier	764	21%	8%	52%
Naracoorte and Lucindale	145	13%	3%	48%
Robe	13	8%	7%	13%
Tatiara	93	10%	3%	38%
Wattle Range - East	72	16%	9%	46%
Wattle Range - West	260	20%	8%	55%
South East ESA	1501	16%	6%	49%
South Australia	46305	20%	10%	47%
Australia	596295	20%	10%	48%

Source: ABS 2006 Census of Population and Housing

Jobless Families

Source: ABS 2006 Census of Population and Housing

- Overall, the proportion of all jobless families (with children) in the South East ESA was 16 per cent, smaller than the state (20 per cent) and national average (20 per cent).
- The area with the largest proportion of jobless families (with children) was the Mount Gambier SLA, with 21 per cent.
- The proportion of couple families and lone parent families (with children) who were jobless was also smaller or on par with the state and national averages.



Employment by Industry

Source: ABS 2006 Census of Population and Housing

At the time of the 2006 Census, 18 per cent of the employed working age population (15 – 64 years of age) in the South East ESA was employed in the Agriculture, Forestry and Fishing industry. This was substantially larger than the national level, which accounted for 3 per cent of total employment.

In addition, the proportion of persons employed in the Manufacturing Industry was much larger in the South East ESA compared with the national level (17 per cent compared with 11 per cent respectively).

Health Care and Social Assistance is expected to contribute almost one in four new jobs over the next five years (4.5 per cent per annum equating to 323 300 jobs). This industry has consistently been the primary provider of new jobs over the short, medium and long term with Australia’s ageing population, and associated demands on health care services and facilities, and strong population growth underpinning this expected increase. (Source: DEEWR *Industry Employment Projections 2011 Report*)

There are a large number of higher skilled jobs in Health, such as doctors and nurses, but there are also a large number of lower skilled jobs. According to the 2006 Census, the industry employs around 55,000 receptionists, 20,000 General Clerks, 18,000 kitchen hands and 15,000 commercial cleaners. More than two fifths of employment in the industry is part-time, which may suit a large number of job seekers.

Future prospects

- Woolworths will begin work this month on a new \$80 million shopping centre in Mount Gambier. Construction will take up to 14 months to complete. An estimated 300-350 retail jobs will be created in the complex. (*The Border Watch*, 18 May 2011)
- The 2011-12 Federal Budget includes \$27.6 million for improved health care services at the Mount Gambier Hospital. A further \$3.5 million has been committed to the construction of a new purpose-built ambulance station. (*The Border Watch*, 10 May 2011)
- Resthaven’s newly-constructed \$20 million age care facility in Mount Gambier will open in July, creating around 100 jobs. Positions include carers, cooks, lifestyle and leisure co-ordinators, administrators and housekeepers. Jobs will

be filled on a gradual basis over the next 6-8 months, as resident admissions increase. (*The Border Watch*, 12 April 2011)

- The Mt Gambier airport will be upgraded under a \$3.2 million program partly funded by the SA Government's Regional Development Infrastructure Fund. The airport's main runway, aprons and taxiways will be strengthened to enable larger aircraft to use the facility. (*The Advertiser*, 19 February 2011)

South East SA ESA	Employed Persons (WAP)	% of total employment
Agriculture, Forestry and Fishing	5,076	18%
Manufacturing	4,872	17%
Retail Trade	3,459	12%
Health Care and Social Assistance	2,346	8%
Construction	1,898	7%
Education and Training	1,769	6%
Accommodation and Food Services	1,767	6%
Transport, Postal and Warehousing	1,169	4%
Wholesale Trade	1,041	4%
Other Services	1,019	4%
Public Administration and Safety	953	3%
Administrative and Support Services	766	3%
Professional, Scientific and Technical Services	664	2%
Financial and Insurance Services	473	2%
Rental, Hiring and Real Estate Services	287	1%
Information Media and Telecommunications	252	1%
Electricity, Gas, Water and Waste Services	206	1%
Arts and Recreation Services	156	1%
Mining	96	0%
TOTAL Employed	28,269	

Mount Gambier Industry Detail (3 digit level)

At the time of the 2006 Census, the highest employing industry in Mount Gambier was Log Sawmilling and Timber Dressing, with 8 per cent of total working age employment (855 persons). This was followed by School Education (5 per cent), Cafes, Restaurants and Takeaway Food Services (4 per cent) and Road Freight Transport (4 per cent).

Indicator	Mount Gambier	Wattle Range - West	South Australia	Australia
Median Age	36	39	39	37
Unemployment rate (15+)	7.3%	5.1%	5.5%	5.1%
Median household income/week	\$814	\$813	\$887	\$1,027
Completed Yr 12 or equivalent (25-34)	53%	51%	64%	69%
Aboriginal and Torres Strait Islander (of total working age population)	1%	1%	2%	2%
% of all families (with children) where no parent is working	21%	20%	20%	20%
% of rented dwellings that were State housing authority	36%	29%	26%	15%
% year 9 students who did not meet minimum standard for reading in 2010	6%	16%	9%	8%
- Who did not meet minimum standard for numeracy	8%	10%	7%	5%

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

Local Area Profile

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

- The two SLAs of Mount Gambier and Wattle Range - West within the South East ESA show some indications of disadvantage, with either higher unemployment rate, lower income or lower levels of school literacy and numeracy compared with South Australia and Australia as a whole.
- The unemployment rate for March 2011 in the Mount Gambier SLA was 7.3 per cent, higher than the State and national averages (5.5 per cent and 5.1 per cent respectively).
- Median household incomes were lower in Mount Gambier (\$814 p/w) and Wattle Range - West (\$813 p/w) compared with South Australia (\$887 p/w), and much lower than that for Australia (\$1,027 p/w).
- The proportion of 25-34 year olds who had completed Year 12 or equivalent was smaller in both Mount Gambier (53 per cent) and Wattle Range - West (51 per cent) when compared with South Australia (64 per cent) and Australia (69 per cent).
- There was a larger proportion of rented dwellings that were State Housing in Mount Gambier (36 per cent) and Wattle Range – West (29 per cent) compared with South Australia (26 per cent), and much larger than the national level (15 per cent).
- A larger proportion of students in at least one school in Wattle Range - West did not meet the minimum standard for reading and numeracy in 2010 compared with South Australia and Australia.

Survey Results
Recruitment experiences 12 months preceding the survey

	South East ESA April 2011	South East ESA January 2008	All regions surveyed in 12 months to June 2011
Employers who recruited	61%	58%	74%
- to increase staff	46%	N/A	53%
- to replace staff	81%	N/A	85%
Unfill rate	11.4%	7.3%	8.3%
Experienced difficulty	47%	68%	60%

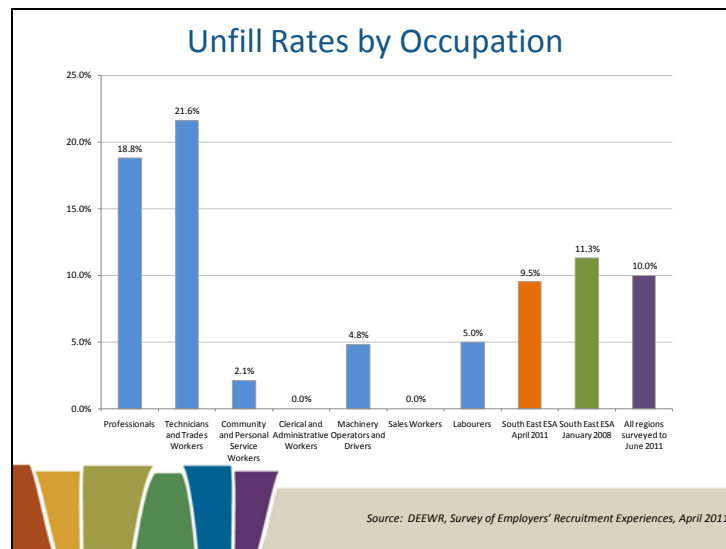
Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2011

Survey results - Recruitment experiences 12 months preceding the survey

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2011

The survey of 246 employers in the South East ESA was conducted in April 2011. A survey of the region was also conducted in January 2008.

- A smaller proportion (61 per cent) of employers in the South East ESA had recruited in the 12 months preceding the survey compared with all regions surveyed in the 12 months to June 2011 (74 per cent). In January 2008, 58 per cent of employers surveyed in the South East ESA had recruited in the past 12 months.
 - A smaller proportion (46 per cent) of employers in the ESA recruited as a result of growth compared with all regions (53 per cent).
- In the 12 months prior to being surveyed, employers reported that 11.4 per cent of vacancies in the South East ESA remained unfilled, larger than that of all regions surveyed (8.3 per cent). This was also larger than the unfill rate reported in January 2008 (7.3 per cent).
- Despite the higher rate of unfilled vacancies, a substantially smaller proportion (47 per cent) of employers in South East ESA reported difficulty recruiting in the 12 months prior to the survey compared with all regions (60 per cent) and when the region was surveyed in 2008 (68 per cent).



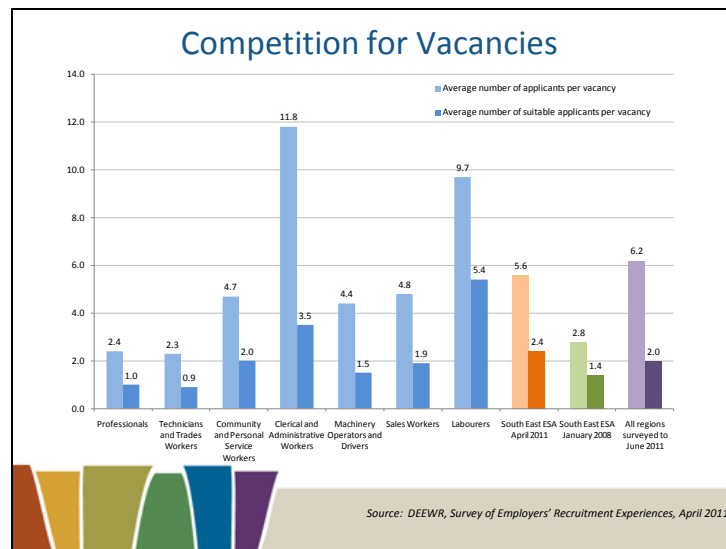
Most recent recruitment activity - Unfill rates by occupation for the South East ESA

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2011

In employers' most recent recruitment round, a slightly smaller proportion of vacancies remained unfilled in the South East ESA (9.5 per cent) compared with all regions surveyed (10.0 per cent) and the results for January 2008 (11.3 per cent).

Most unfilled vacancies were for higher or medium skilled occupations, with 21.6 per cent of Technicians and Trades Workers vacancies and 18.8 per cent of Professionals vacancies remaining unfilled. In contrast, there were no unfilled vacancies reported for Sales Workers or Clerical and Administrative Workers.

While most unfilled vacancies were for higher and medium skilled occupations (unfilled vacancies for occupations with a skill level of 1, 2 or 3 made up 81 per cent of all unfilled vacancies), the majority of vacancies (70 per cent) were for lower skilled occupations (skill level 4 or 5). However, only 2.6 per cent of these vacancies remained unfilled, compared with 25.4 per cent unfill rate for higher and medium skilled occupations.




Competition for vacancies

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2011

- Across the region there were, on average, fewer applicants per vacancy compared with all regions surveyed (5.6 applicants compared with 6.2 applicants), although there was a larger average number of suitable applicants per vacancy (2.4 applicants compared with 2.0 applicants for all regions).
 - In line with the high unfill rates for Technicians and Trades Workers and Professionals, employers recruiting for these occupation groups had little choice between applicants, with an average of 0.9 and 1.0 suitable applicants per vacancy respectively.
- The January 2008 results for South East ESA showed a lower level of competition for vacancies, with an average of 2.8 applicants per vacancy, of which an average of 1.4 were considered suitable for the job.

Reasons Applicants Were Unsuitable

- Of employers who recruited, almost half (49%) had at least one unsuitable applicant in their most recent recruitment round.
- Reasons for applicant unsuitability included:
 - Insufficient experience to perform job duties;
 - Insufficient qualifications or training to perform job duties; and
 - Poor attitude or lacked basic work readiness skills.

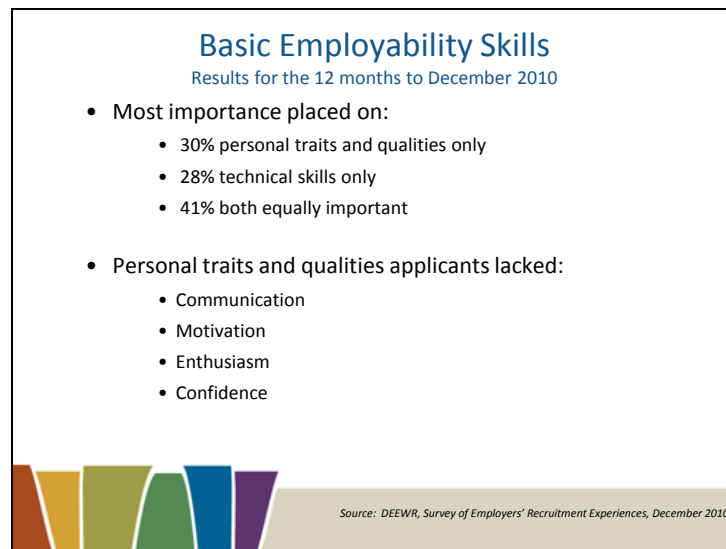


Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2011

Reasons applicants were unsuitable

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2011

- For employers who recruited, almost half (49 per cent) in the South East ESA had at least one unsuitable applicant in their most recent recruitment round.
- Reasons for applicant unsuitability included:
 - Insufficient experience to perform job duties (49 per cent);
 - Insufficient qualifications or training to perform job duties (19 per cent); and
 - Poor attitude or lacked basic work readiness skills (19 per cent).



Basic Employability Skills

Source: DEEWR, Survey of Employers' Recruitment Experiences, December 2010.

Results from all regions surveyed in the 12 months to December 2010 showed that, when recruiting, employers placed most importance placed on:

- personal traits and qualities only (30 per cent)
- technical skills only (28 per cent)
- both equally important (41 per cent)

Personal traits and qualities that employers most commonly stated that applicants lacked:

- Communication
- Motivation
- Enthusiasm
- Confidence

Bachelor Degree or Higher VET Qualifications	
Chefs	Metal Fitters and Machinists
Motor Mechanics	Structural Steel and Welding Trades Workers
Other Occupations	
Sales Assistants (General)	Truck Drivers
Waiters	Child Carers
Receptionists	

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2011

Occupations difficult to fill – South East ESA

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2011

This slide shows the most commonly reported occupations that employers in South East ESA considered difficult to fill. The occupations are across all skill levels, including a range of lower-skilled occupations.

Bachelor Degree or Higher VET Qualifications

- Chefs
- Metal Fitters and Machinists
- Motor Mechanics
- Structural Steel and Welding Trades Workers

Other Occupations

- Sales Assistants (General)
- Truck Drivers
- Waiters
- Child Carers
- Receptionists

Future Recruitment Expectations

	South East ESA April 2011	South East ESA January 2008	All regions surveyed in 12 months to June 2011
Will recruit	35%	48%	52%
- Expects future difficulty recruiting	42%	62%	47%
Will increase staff numbers	16%	N/A	29%
Will decrease staff numbers	4%	N/A	3%

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2011

Future recruitment expectations

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2011


Employers were asked about their recruitment expectations in the 12 months following the survey.

- 35 per cent of employers in the South East ESA anticipated recruiting in the 12 months following the survey compared with 52 per cent across all regions surveyed in the 12 months to June 2011.
- Of employers who anticipated recruiting, 42 per cent in the South East ESA expected difficulty doing so.
- 13 per cent of employers are uncertain about their future recruitment, in line with the results for all regions surveyed.
- The January 2008 results for South East ESA showed a larger proportion (48 per cent) of employers were anticipating recruiting in the 12 months following the survey than April 2011 (35 per cent) and a larger proportion of recruiting employers who expected to encounter difficulty doing so (62 per cent) than April 2011 (42 per cent).

Future Challenges

Employers were asked about challenges that may affect their business over the 12 months following the survey

- Overall, 63% of employers anticipated future challenges
 - Of these employers, 28% mentioned the planned sale of Forestry SA plantations in the region
 - 34% were concerned about reduced business activity



Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2011

Future Challenges


Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2011

Employers were asked about challenges that may affect their business over the 12 months following the survey

- Overall, 63% of employers anticipated future challenges (compared with 55% for all regions surveyed in the 12 months to June 2011)
 - Of these employers, 28% mentioned the planned sale of Forestry SA plantations in the region.
 - Including those who specifically mentioned the sale of Forestry SA plantations, 50% of employers who anticipated challenges mentioned business government regulations, well above the 22 per cent for all regions surveyed.
 - 34% were concerned about reduced business activity (compared with 23 per cent for all regions surveyed)

Conclusion

- Labour market conditions vary across the ESA
- Disadvantaged groups
 - Long-term unemployed, less educated, teenagers, jobless families.
- Opportunities
 - Low competition for vacancies for some occupations
 - Target growth industries
 - Broad range of occupations difficult to fill
- Job seekers need to be job ready
 - Work experience / training / apprenticeships
 - Employability skills
- Further engagement with employers



Conclusion

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2011

- Labour market conditions vary across the ESA
 - Mount Gambier had a much higher unemployment rate (7.3%) compared to the other SLAs in the ESA, which are below or on par with State and National unemployment rate levels (5.5% and 5.1% respectively).
- Disadvantaged groups
 - Long-term unemployed, less educated, teenagers, jobless families.
- Opportunities
 - Low competition for vacancies for some occupations
 - Target growth industries (including Health Care and Social Assistance)
 - Broad range of occupations difficult to fill
- Job seekers need to be job ready
 - Work experience / training / apprenticeships
 - Employability skills
- Further engagement with employers

Further Information

- www.deewr.gov.au/lmip
- www.deewr.gov.au/SkillShortages including the new publication [Skill Shortages, Australia](#)
- www.deewr.gov.au/regionalreports
- www.deewr.gov.au/australianjobs
- www.skillsinfo.gov.au including [New Jobs 2010](#)
- www.joboutlook.gov.au



Further Information

More information on labour market conditions and other research on small areas can be found on these web sites.

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

