

Slide 1



Australian Government
Department of Education, Employment and Workplace Relations

Overview of the Southern (WA) ESA Labour Market

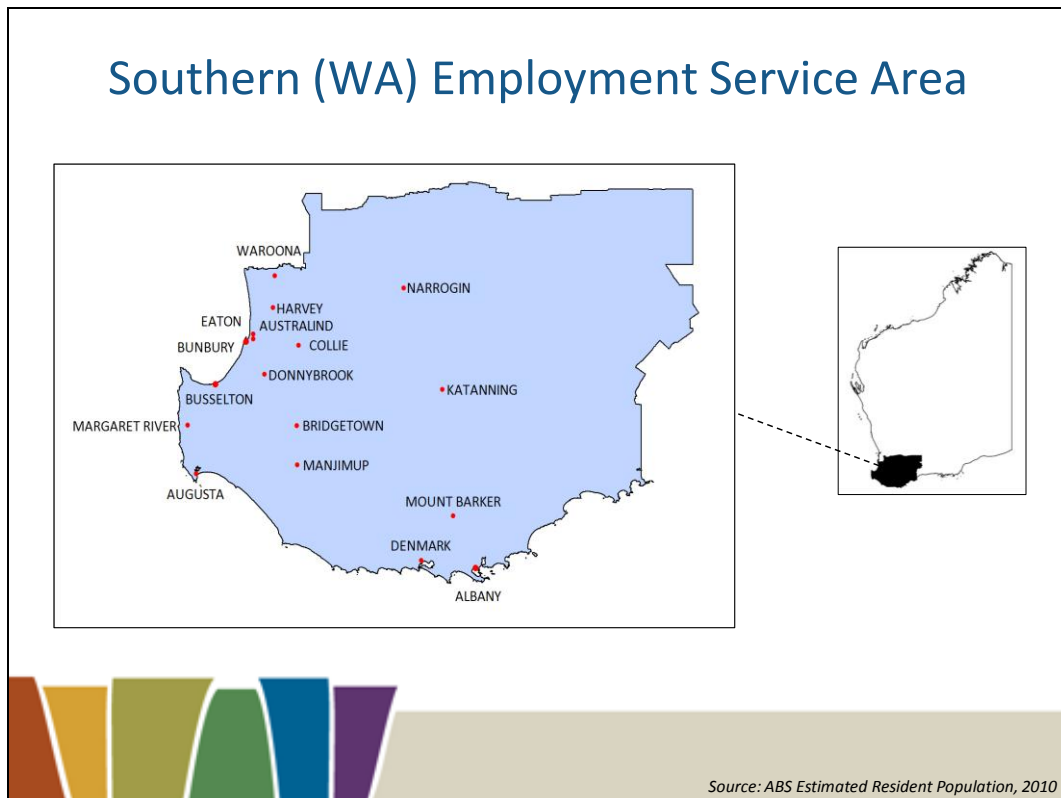
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Southern (WA) Employment Service Area

Overview of the Labour Market

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



Southern (WA) Employment Service Area

This ESA is comprised of 40 Local Government Areas. This ESA accounts for 77% of the Lower Western WA Labour Force Region.

Albany (C)	Denmark (S)	Narrogin (T)
Augusta-Margaret River (S)	Donnybrook-Balingup (S)	Pingelly (S)
Boddington (S)	Dumbleyung (S)	Plantagenet (S)
Boyup Brook (S)	Gnowangerup (S)	Wagin (S)
Bridgetown-Greenbushes (S)	Harvey (S)	Wandering (S)
Brookton (S)	Jerramungup (S)	Waroona (S)
Broomehill-Tambellup (S)	Katanning (S)	West Arthur (S)
Bunbury (C)	Kent (S)	Wickepin (S)
Busseton (S)	Kojonup (S)	Williams (S)
Capel (S)	Kondinin (S)	Woodanilling (S)
Collie (S)	Kulin (S)	
Corrigin (S)	Lake Grace (S)	
Cranbrook (S)	Manjimup (S)	
Cuballing (S)	Nannup (S)	
Dardanup (S)	Narrogin (S)	

Population Profile of Southern (WA) ESA

Region	Adult Population 2010	Growth 2005 – 2010	Participation Rate (2006)	Proportion of Adult Population 65 and over	Median Age (2006)
Albany LGA	29,000	11%	73.9%	16%	39
Bunbury LGA	29,000	14%	76.1%	14%	37
Busselton LGA	25,000	22%	78.1%	15%	38
Dardanup LGA	10,000	31%	77.6%	13%	35
Harvey LGA	19,000	24%	76.4%	11%	36
Augusta-Margaret River LGA	10,000	15%	79.9%	12%	37
Southern (WA) ESA Total	195,000	15%	76.1%	14%	38
Western Australia	1,848,000	15%	76.8%	12%	36
Australia	18,100,000	11%	75.0%	13%	37

Source: ABS 2006 Census of Population and Housing ;
ABS Estimated Resident Population, 2005 and 2010

Southern Employment Service Area

Source: ABS Estimated Resident Population, 2005 and 2010, ABS 2006 Census of Population and Housing

The adult population (15 years+) for the Southern (WA) Employment Service Area (ESA) increased by 15 per cent over 2005-2010 and stands at 195,000 as of June 2010. Population growth between 2005 and 2010 for Western Australia and Australia was 15 per cent and 11 per cent respectively. The LGA of Dardanup had the largest population growth (31 per cent or 10,200 persons) of all the LGAs within the ESA.

At the time of the 2006 Census, the working age participation rate (15-64 years) for the ESA was 76.1 per cent, similar to that of the state (76.8 per cent) but slightly higher than Australia (75.0 per cent). The LGA of Augusta-Margaret River recorded the highest participation rate in the ESA (79.9 per cent) while Albany recorded the lowest participation rate (73.9 per cent).

There are high proportions of persons aged 65 and over in the Southern ESA, with 16 per cent of population in Albany aged 65 years and over (14 per cent for the ESA).

At the time of the 2006 Census, the median age of persons in the Southern (WA) ESA was 38 years, slightly higher than the median age for Western Australia (36 years) and Australia (37 years).

Unemployment Rate

Region	September 2010	September 2011	Annual Change (percentage points)
Albany LGA	4.4%	5.3%	0.9%
Bunbury LGA	5.6%	6.4%	0.8%
Busselton LGA	4.3%	4.9%	0.6%
Harvey LGA	3.9%	4.0%	0.1%
Dardanup LGA	3.1%	3.1%	0.0%
Augusta-Margaret River LGA	3.0%	4.0%	1.0%
Southern (WA) ESA Total	4.4%	5.0%	1.0%
Western Australia	4.7%	4.3%	-0.4%
Australia	5.3%	5.1%	-0.2%

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

Unemployment Rate

Source: DEEWR, Small Area Labour Markets, September 2011

- In September 2011, the unemployment rate in the Southern ESA was 5.0 per cent, higher than the state unemployment rate (4.3 per cent) but slightly lower than the national rate (5.1 per cent)
- The Bunbury LGA reported the highest unemployment rate in the ESA (6.4 per cent). Conversely, the unemployment rate in the Dardanup LGA was only 3.1 per cent.
- From September 2010 to September 2011 the Southern ESA unemployment rate increased by 1.0 percentage point to 5.0 per cent, while the unemployment rate fell by 0.4 percentage points for Western Australia and 0.2 points for Australia.

Teenage Labour Market

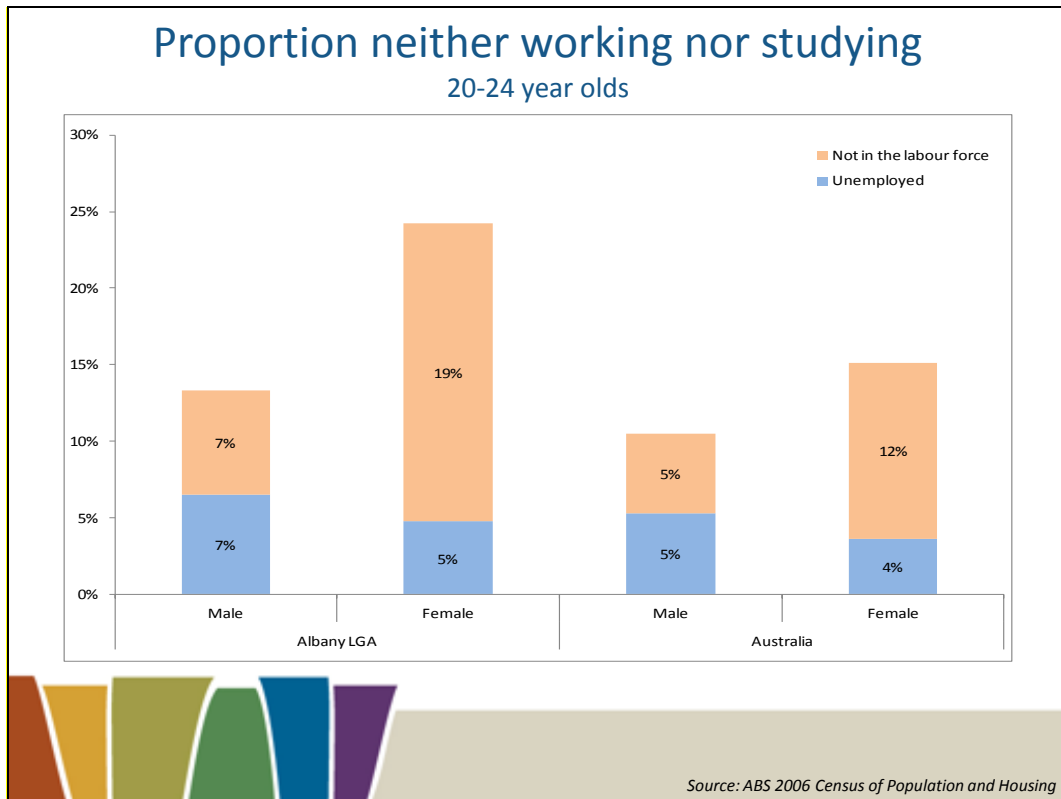
Region	Teenage Full Time Unemployment Rate		Teenage Full Time Unemployment to Population	
	October 2011	Annual Change (Percentage Points)	October 2011	Annual Change (Percentage Points)
Lower Western WA LFR	15.0%	0.6%	4.0%	-0.8%
Western Australia	17.1%	-0.7%	4.2%	-0.2%
Australia	22.9%	-1.1%	4.2%	-0.4%

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

Teenage Labour Market

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

- Due to their lack of skills and experience, teenagers in the full-time labour market can be particularly vulnerable during a labour market downturn. The teenage full-time unemployment rate is based on people aged 15 – 19 years old who are searching for full-time employment.
- The teenage full-time unemployment rate for the Lower Western WA LFR was 15.0 per cent, increasing by 0.6 percentage points over the 12 months to October 2011. This was lower than rates for both Western Australia (17.1 per cent) and Australia (both 22.9 per cent).
- The teenage full-time unemployment to population ratio (4.0 per cent) however was slightly lower in the region than for Western Australia and Australia (both 4.2 per cent).
- At the time of the 2006 Census, 7 per cent per cent of 15 to 19 year olds in the Southern ESA were neither studying nor working, the same when compared with the national average of 7 per cent.



Proportion neither working nor studying

Source: ABS 2006 Census of Population and Housing

16 per cent of 20-24 year olds in the Southern ESA are neither employed nor studying, which is higher than the national proportion (13 per cent). In the Albany LGA, the proportion neither employed nor studying was 14 per cent for males and 24 per cent for females.

Long Term Unemployment

Region	Proportion of unemployment 52 weeks or longer		Average duration of unemployment (weeks)
	October 2011	Annual Change (percentage points)	
Lower Western WA LFR	19%	5%	39
Western Australia	15%	2%	28
Australia	19%	1%	37

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

Long Term Unemployment

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

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

- The proportion of unemployed who were long-term unemployed in the Lower Western WA LFR (19 per cent) was higher than the state average (15 per cent) and the same as the national average (19 per cent).
- The average duration of unemployment in the LFR was 39 weeks, higher than the state (28 weeks) and national average (37 weeks).

Indigenous and Non-Indigenous

Region	Proportion Indigenous	Unemployment Rate		Participation Rate	
		Non Indigenous	Indigenous	Non Indigenous	Indigenous
Albany LGA	3%	4.0%	13.1%	74.7%	47.6%
Bunbury LGA	3%	4.1%	15.6%	76.8%	56.0%
Pingelly LGA	12%	2.8%	18.4%	70.0%	50.7%
Brookton LGA	10%	2.7%	29.0%	82.9%	55.4%
Katanning LGA	8%	3.1%	17.0%	78.7%	53.7%
Southern (WA) ESA Total	2%	3.6%	15.2%	76.6%	56.3%
Western Australia	3%	3.6%	14.3%	77.4%	55.0%
Australia	2%	5.1%	15.6%	75.5%	56.8%

Source: ABS 2006 Census of Population and Housing

Indigenous and Non-Indigenous

Source: ABS, Census of Population of Housing, 2006

- At the time of the 2006 Census, approximately 2 per cent of adults of working age (15 to 64 years) in the Southern ESA identified as Indigenous, compared with 3 per cent for Western Australia and 2 per cent for Australia.
- Notably 12 per cent of the working age population of Pingelly LGA identified as Indigenous in the 2006 Census.
- Census data also indicates that the Indigenous population in Southern ESA had similar labour market outcomes (unemployment rate 15.2 per cent, participation rate 56.3 per cent) as the Indigenous population for Western Australia (unemployment rate 14.3 per cent, participation rate 55.0 per cent) and Australia as a whole (unemployment rate 15.6 per cent, participation rate of 56.8 per cent).

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

	Australia (persons aged 15 – 74)		
	Has a disability/health condition that restricts their employment or schooling	Has a disability/health condition that does NOT restrict their employment or schooling	Without a reported disability or health condition
Share of total employment (%)	Accounts for 10.4% of total employment	Accounts for 18.3% of total employment	Accounts for 71.3% of total employment
Key Labour Market Indicators			
Unemployment rate	10.1%	4.6%	5.5%
Participation rate*	54.4%	80.5%	81.9%

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

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

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

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

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

- In 2009, over one in four (28.7%) 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.

By 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 restricts their employment/schooling.

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

Recipients of Centrelink Benefits

Region	Proportion of working age population in receipt of a Centrelink benefit	Proportion of working age population in receipt of an unemployment benefit
Albany LGA	17%	4%
Bunbury LGA	16%	4%
Busselton LGA	14%	4%
Dardanup LGA	10%	2%
Harvey LGA	12%	3%
Augusta-Margaret River LGA	12%	3%
Southern (WA) ESA Total	15%	4%
Western Australia	13%	3%
Australia	17%	4%

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

Recipients of Centrelink Benefits

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

In September 2011, 15 per cent of the working age population were in receipt of a Centrelink benefit in the Southern ESA. This was higher than the rate for the state (13 per cent) but lower than the rate for Australia (17 per cent).

There was variation in the number of Centrelink recipients across the ESA. In Albany, 17 per cent of the working age population were in receipt of a Centrelink benefit, yet in Dardanup it was only 10 per cent.

Approximately 4 per cent of the working age population received unemployment benefits, higher when compared with Western Australia (3 per cent) but lower when compared with Australia (4 per cent).

Jobless Families

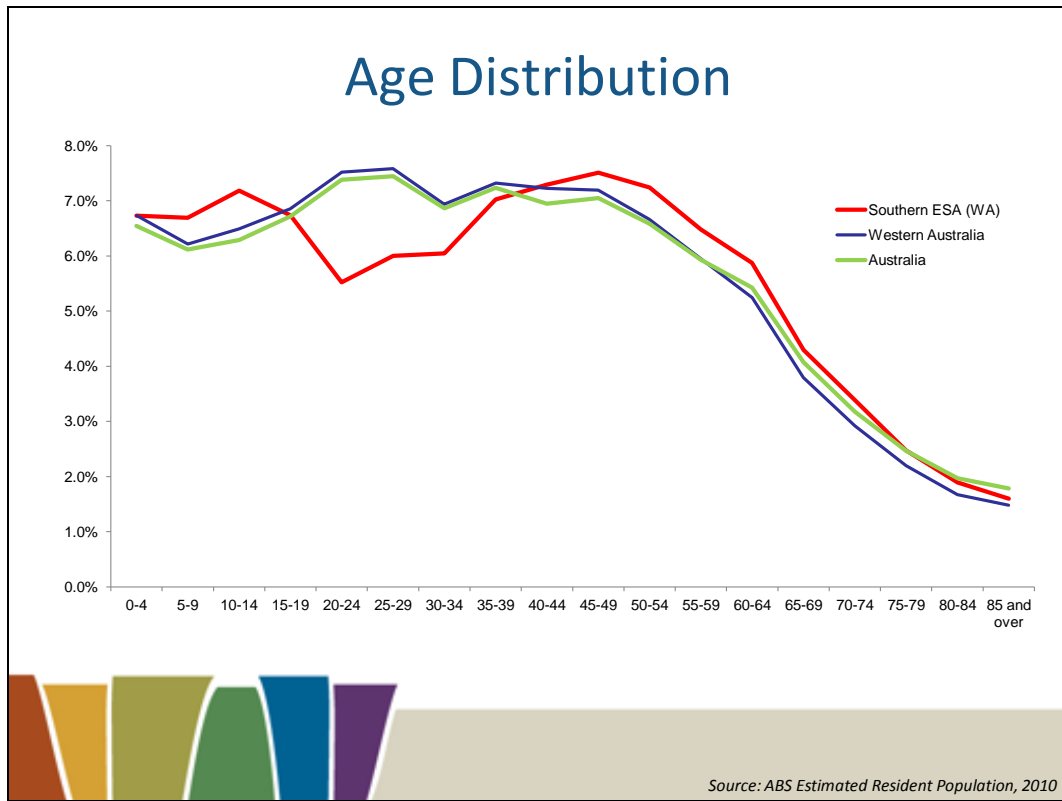
Region	Number of jobless families (with children)	Proportion of all families (with children) who are jobless	Proportion of couple families (with children) who are jobless	Proportion of lone parent families who are jobless
Albany LGA	700	17%	7%	42%
Bunbury LGA	800	19%	7%	43%
Busselton LGA	500	14%	5%	39%
Dardanup LGA	200	10%	4%	34%
Harvey LGA	400	13%	5%	41%
Augusta-Margaret River LGA	200	13%	4%	35%
Lower Western WA LFR	6,400	17%	7%	45%
Western Australia	46,400	16%	7%	42%
Australia	596,300	20%	10%	48%

Source: ABS 2006 Census of Population and Housing

Jobless Families

Source: ABS 2006 Census of Population and Housing

- Overall, less than one in five (17 per cent) of families in the Lower Western WA LFR did not have an employed parent, which was lower than the rate for Australia (20 per cent) but slightly higher than the rate for Western Australia (16 per cent)
- The LGA of Bunbury had a higher proportion of jobless families (19 per cent) while Dardanup had the lowest proportion (10 per cent).



Age Distribution - Southern Employment Service Area 2010

Source: ABS Estimated Resident Population, 2010

The age distribution of the Southern ESA shows that there is migration of people away from the area between the ages of 10 to 24. Migration of people into the region begins to increase for people aged 25 years and peaks between the ages of 45 and 49.

Educational Attainment persons aged 25-34 years

Region	% completed Yr 12	% attained Advanced Diploma, Diploma or Certificate Level	% attained Bachelor Degree or higher
Albany LGA	52%	37%	14%
Bunbury LGA	49%	37%	15%
Busselton LGA	55%	38%	16%
Dardanup LGA	47%	40%	12%
Harvey LGA	46%	38%	13%
Augusta- Margaret River LGA	62%	37%	20%
Southern (WA) ESA Total	52%	36%	15%
Western Australia	64%	33%	26%
Australia	69%	32%	29%

Source: ABS 2006 Census of Population and Housing

Educational Attainment – persons aged 25-34 years

Source: ABS 2006 Census of Population and Housing

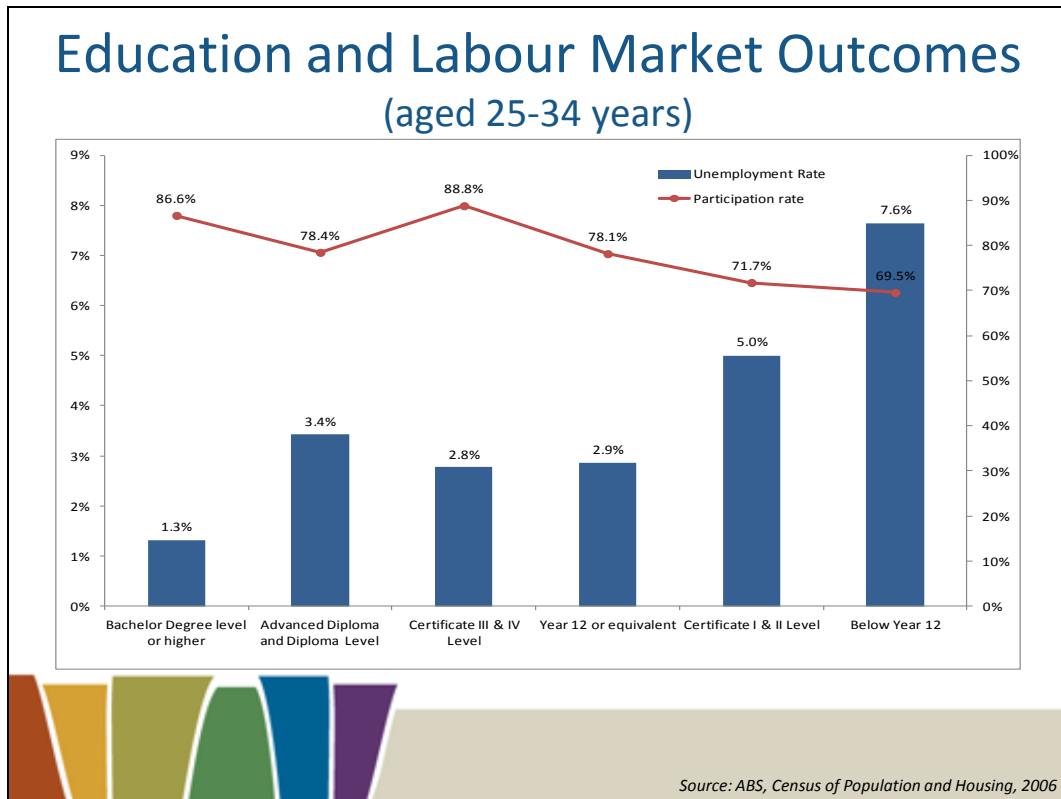
The level of educational attainment is strongly linked with labour market performance and the ability of a region (or its population) to respond flexibly to economic shock. Accordingly, regions with relatively low levels of educational attainment tend, on average, to be less flexible in the face of economic 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 more highly skilled counterparts.

At the time of the 2006 Census, the proportion 25 to 34 year olds in the Southern ESA who completed year 12 or equivalent was 52 per cent, a lower proportion when compared with the State (64 per cent) and Australia (69 per cent). It was even lower in the LGA of Bunbury (49 per cent).

Job seekers 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 attained an Advanced Diploma, Diploma or Certificate in the Southern ESA (36 per cent) was higher than state and national proportions (33 per cent and 32 per cent respectively). It was even higher in the LGA of Dardanup (40 per cent).

Only 15 per cent of 25 to 34 year olds attained a Bachelor Degree or higher qualification in the Southern ESA. This figure is significantly lower than the attainment levels for Western Australia and Australia (26 per cent and 29 per cent respectively). Despite the high proportion of persons who attained of Advanced Diploma, Diploma or Certificate level qualifications in Dardanup, only 12 per cent had attained a Bachelor Degree or higher qualification.



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 Southern ESA, there were relatively high unemployment rates for those who did not complete Year 12 (7.6 per cent) and had completed Certificate Level I or II (5.0 per cent). For those who attained a Bachelor degree, Diploma or Certificate Level III or IV, the unemployment rates were relatively lower at 1.3%, 3.4% and 2.8% respectively.
- This emphasises the importance of continuing education in helping job seekers obtain employment and participate in the labour market.

Profile of Disadvantaged Areas

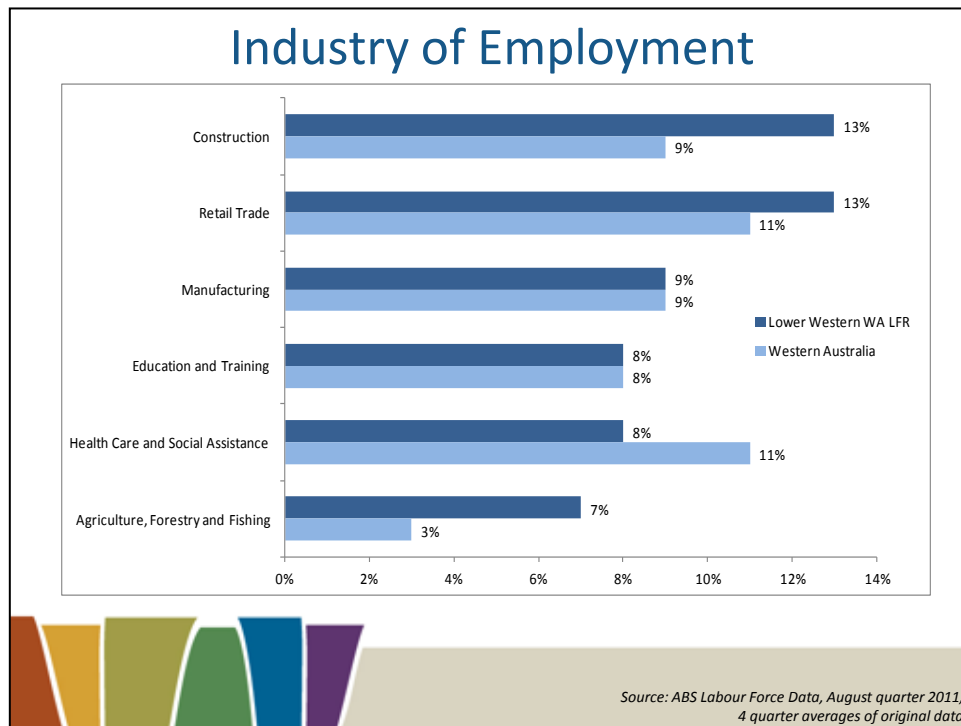
Indicator	Centennial Park (Albany - Central SLA)	Katanning LGA	Western Australia	Australia
Median Age	40	35	36	37
Unemployment rate (15+)	5.4%	8.6%	4.3%	5.1%
Median household income/week	\$728	\$865	\$1,066	\$1,027
Completed Yr 12 or equivalent (25-34)	29%	24%	64%	69%
Aboriginal and Torres Strait Islander (of total working age population)	3%	8%	3%	2%
% of all families (with children) where no parent is working	22%	21%	16%	20%
% of rented dwellings that were State housing authority	31%	25%	15%	15%
% year 9 students who did not meet minimum standard for reading in 2010	34%	12%	9%	8%
- Who did not meet minimum standard for numeracy	18%	6%	7%	5%

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

Profile of Disadvantaged Areas

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

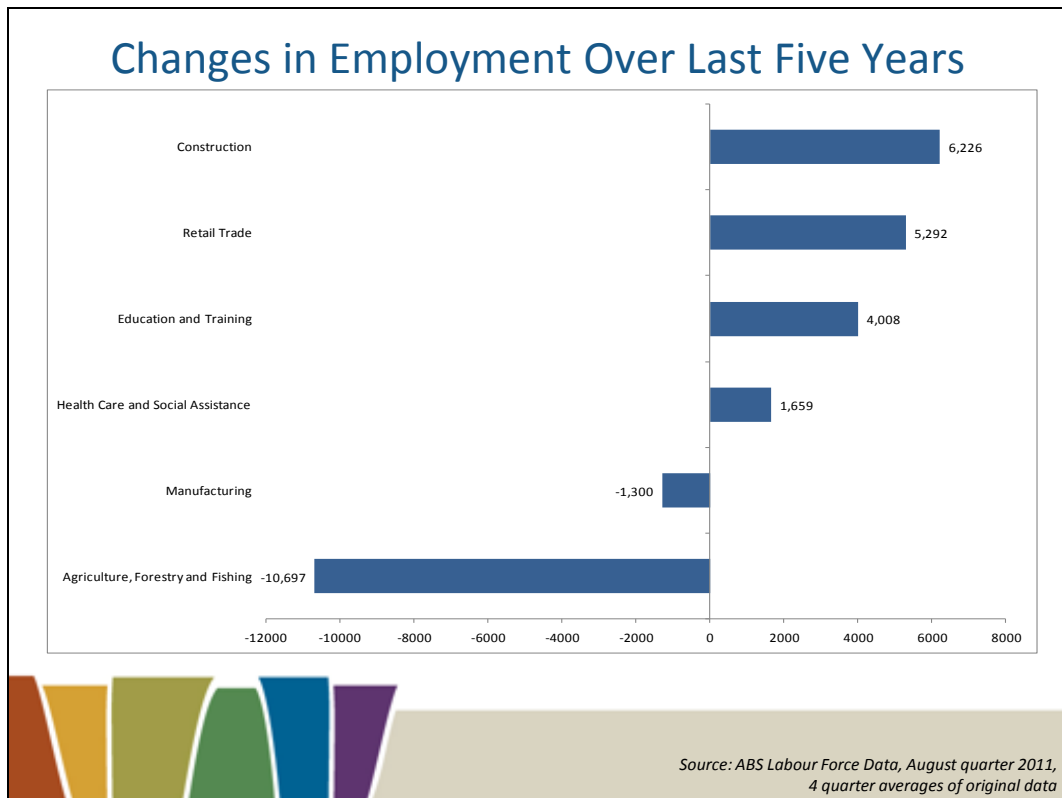
The suburb of Centennial Park and the Katanning LGA had overall higher levels of disadvantage when compared to other areas within the Southern ESA. Factors include a higher unemployment rate (Katanning), a higher proportion of persons using public housing, and a lower Year 12 completion rate.



Industry of Employment

Source: ABS Labour Force Data, August quarter 2011, 4 quarter averages of original data

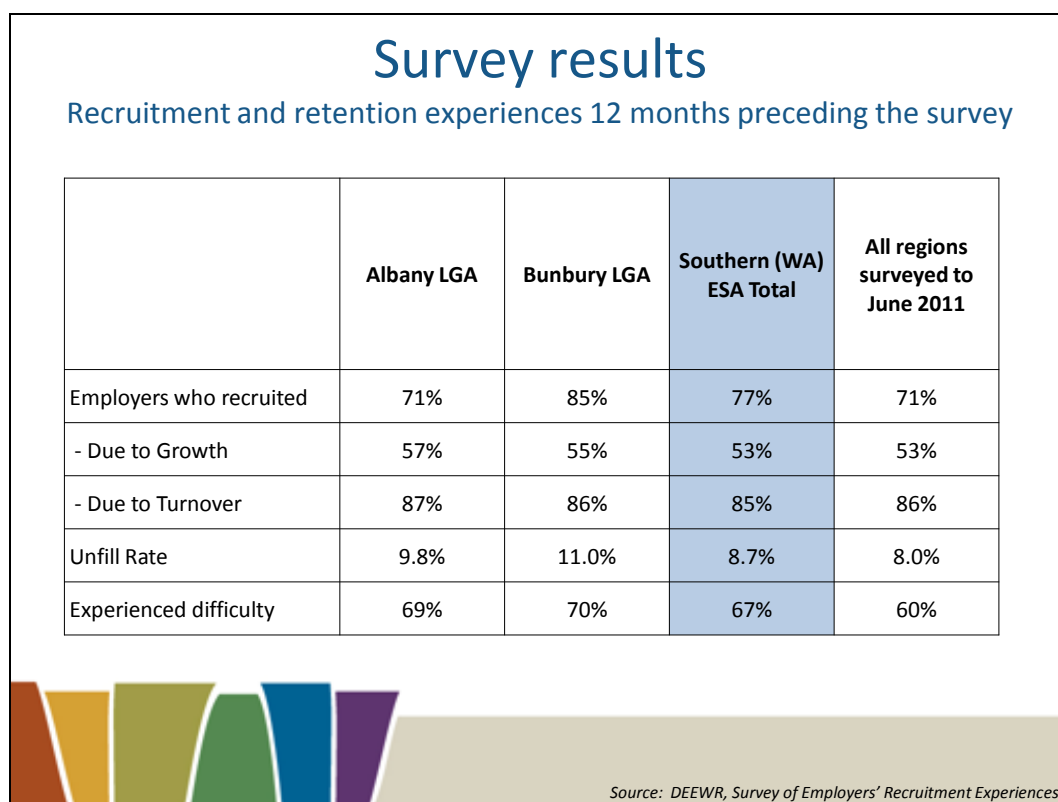
- The largest employing industries in the Lower Western WA Labour Force Region were Construction and Retail Trade (both 13 per cent)



Changes in employment over last five years – Lower Western WA LFR

Source: ABS Labour Force Data, August quarter 2011, 4 quarter averages of original data

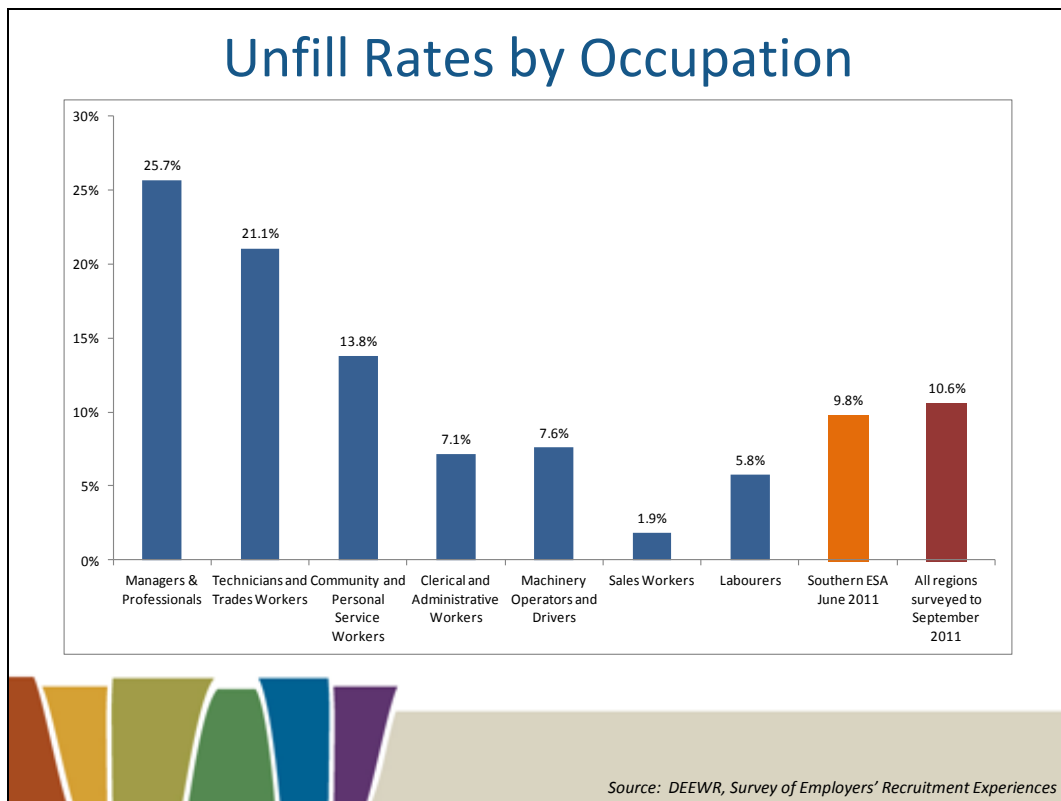
- The industries that have experienced the largest growth in the past five years are Construction and Retail Trade.
- The Agriculture, Forestry and Fishing industry experienced the largest drop in employment over the past five years in the Lower Western WA LFR.



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

Source: DEEWR, Survey of Employers' Recruitment Experiences

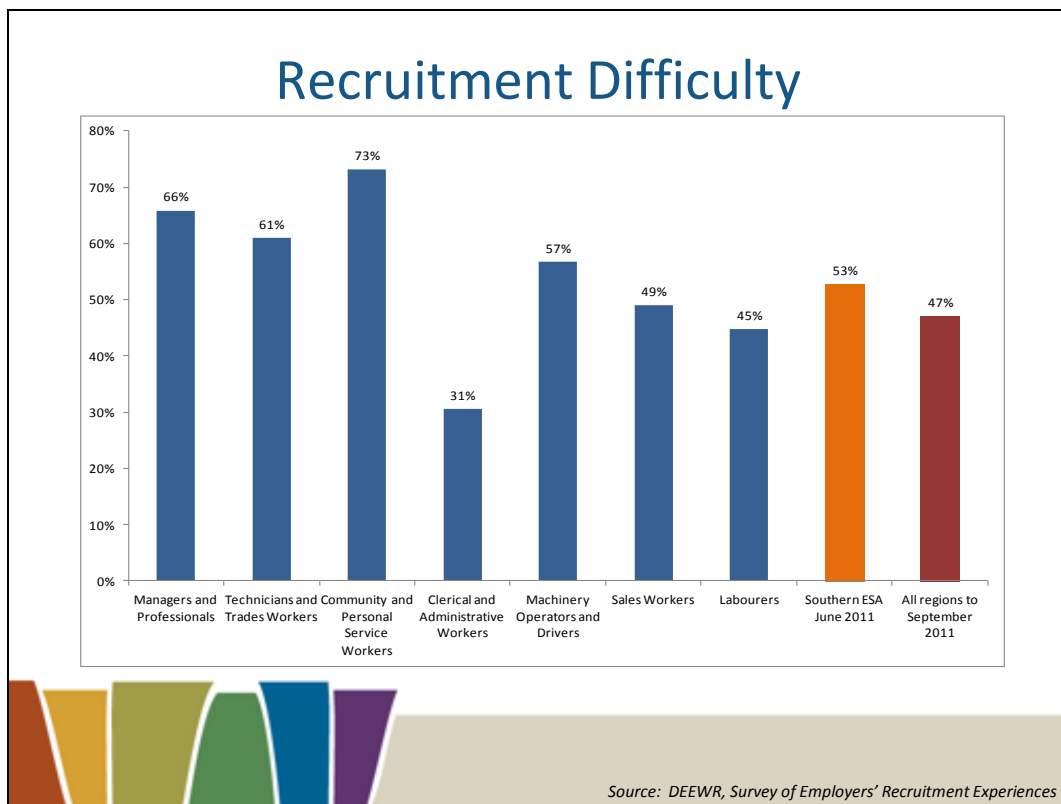
- 398 employers from the Southern ESA were surveyed in June 2011.
- A higher proportion (77 per cent) of employers recruited in the 12 months preceding the survey compared with all region surveyed (71 per cent). Employers who recruited to increase staff was the same compared with all regions surveyed (53 per cent).
- In the 12 months prior to being surveyed, 8.7 per cent of vacancies in the Southern ESA remained unfilled, slightly higher compared with all regions surveyed (8.0 per cent).
- A higher proportion of employers in the Southern ESA reported difficulty recruiting in the 12 months prior to the survey compared with all regions (67 per cent compared with 60 per cent).



Unfill rates by occupation

Source: DEEWR, Survey of Employers' Recruitment Experiences

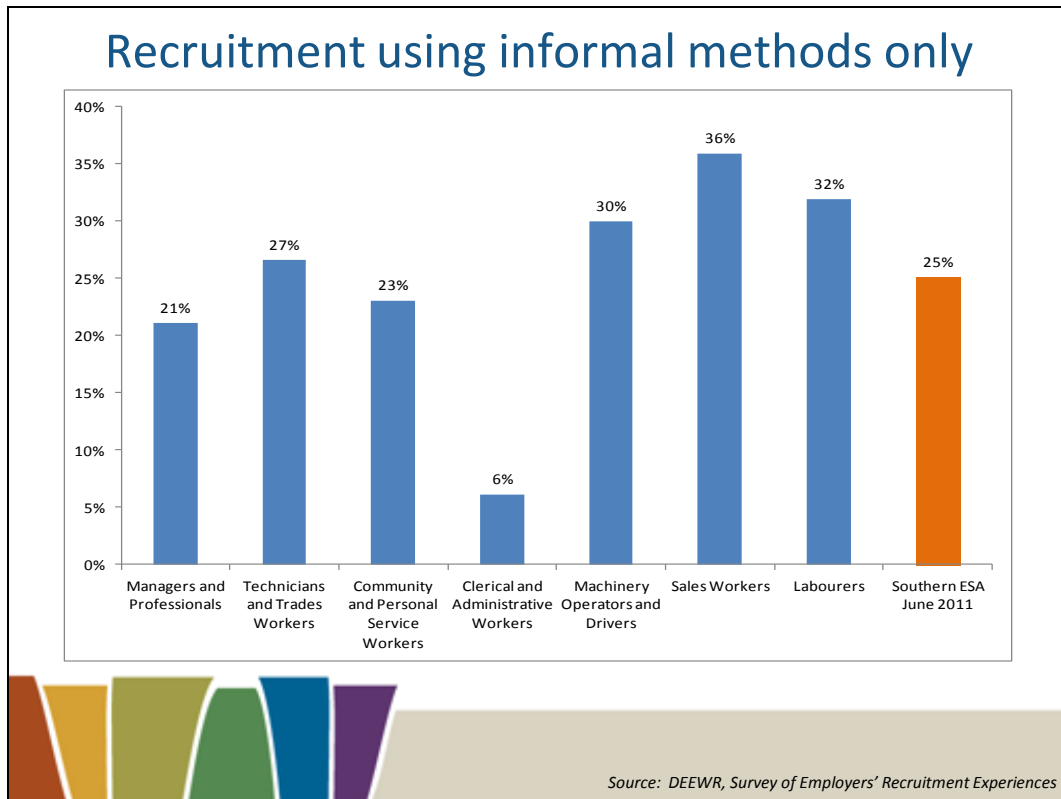
- Employers were also asked about their most recent recruitment rounds. In total, 9.8 per cent of recent vacancies remained unfilled. This is similar to the proportion reported for all regions surveyed (10.6 per cent).
- High unfill rates were recorded for Managers and Professionals (25.7 per cent), Technicians and Trades (21.1 per cent) and Community and Personal Service Workers (13.8 per cent).



Recruitment Difficulty

Source: DEEWR, Survey of Employers' Recruitment Experiences

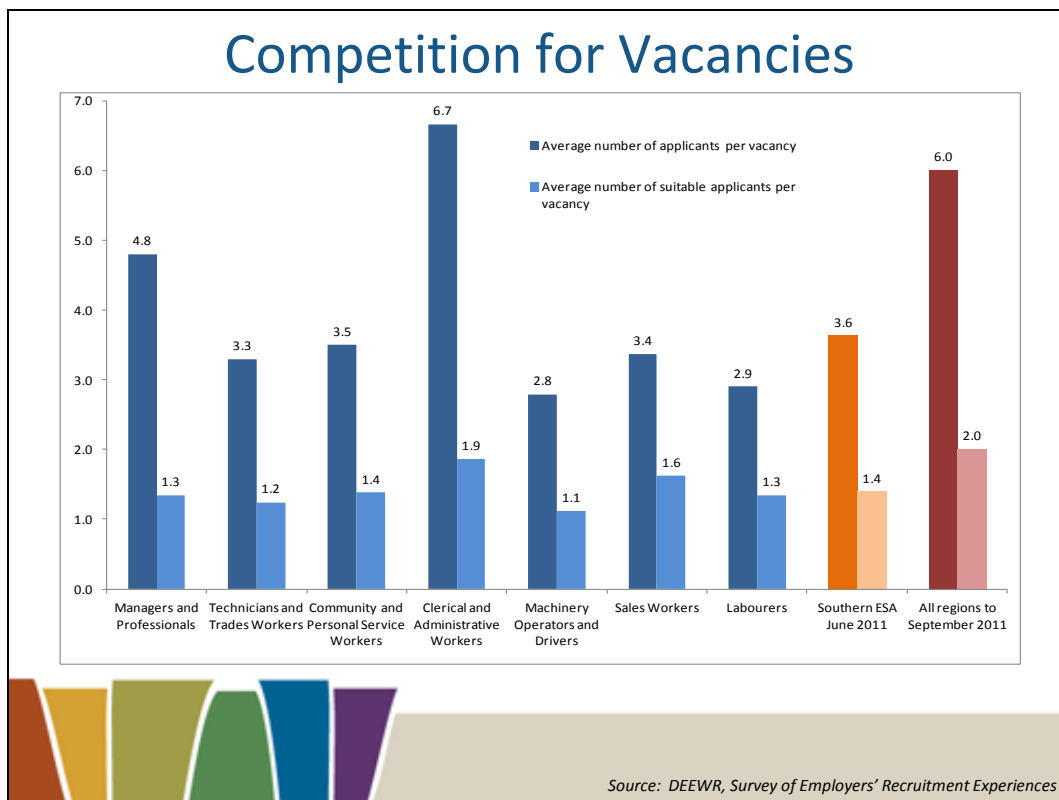
- In their most recent recruitment rounds, employers in the Southern ESA reported higher recruitment difficulty (53% of employers) compared to all regions (47% of employers).
- Occupations that reported relatively higher recruitment difficulty were Community and Personal Service Workers (73% of employers), Managers and Professionals (66% of employers) and Technicians and Trades Workers (61% of employers).



Recruitment using informal methods only

Source: DEEWR, Survey of Employers' Recruitment Experiences

- One quarter (25 per cent) of employers used only informal methods in their most recent recruitment round.
- Employers reported the highest use of informal methods only among lower skilled occupations. In particular, Sales Workers (36 per cent), Labourers (32 per cent) and Machinery Operators and Drivers (30 per cent) occupations.
- In contrast, informal methods only were used by 6 per cent of employers recruiting for Clerical and Administrative Workers occupations.



Competition for vacancies

Source: DEEWR, Survey of Employers' Recruitment Experiences

- The average number of applicants per vacancy (3.6) in the Southern ESA was lower than for all regions surveyed (6.0).
- The average number of suitable applicants (1.4) was also lower than for all regions surveyed (2.0).
- There was a high level of competition for Clerical and Administrative Worker vacancies, with an average of 6.7 applicants per vacancy. An average of 1.9 applicants per vacancy were considered suitable.
- There was a low level of competition Machinery Operators and Drivers with an average of 2.8 applicants per vacancy. On average, only 1.1 applicants per Machinery Operators and Drivers vacancy were considered suitable.

Reasons applicants were unsuitable

- Of employers who recruited, 57% 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
 - Limited interest in the job and lack of employability skills.



Source: DEEWR, Survey of Employers' Recruitment Experiences

Reasons applicants were unsuitable

Source: DEEWR, Survey of Employers' Recruitment Experiences

More than half (57%) of all employers who recruited, had one or more applicants whom they considered unsuitable for the vacancy in their most recent recruitment round;

- More than half (53%) reported that applicants had insufficient experience;
- Just over a fifth (23%) reported that applicants had insufficient qualifications or training to perform job duties.
- 14% reported that applicants had limited interest in the job.

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:

- Communication
- Motivation
- Enthusiasm
- Confidence



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

Reasons applicants were unsuitable

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

Occupations Difficult to Fill

Bachelor Degree or Higher VET Qualifications	
Motor Mechanics	Chefs
Structural Steel and Welding Trades Workers	Registered Nurses
Retail Managers	Electricians
Cooks	Enrolled and Mothercraft Nurses
Other occupations	
Sales Assistants (General)	Receptionists
Nursing Support and Personal Care Workers	General Clerks
Checkout Operators and Office Cashiers	Sales Representatives
Earthmoving Plant Operators	Truck Drivers

Source: DEEWR, Survey of Employers' Recruitment Experiences

Occupations difficult to fill

Source: DEEWR, Survey of Employers' Recruitment Experiences

This slide shows the main occupations that employers in the Southern ESA considered difficult to fill.

Bachelor Degree or Higher VET Qualifications

- Motor Mechanics
- Structural Steel and Welding Trades Workers
- Retail Managers
- Cooks
- Chefs
- Registered Nurses
- Electricians
- Enrolled and Mothercraft Nurses

Other Occupations

- Sales Assistants (General)
- Nursing Support and Personal Care Workers
- Checkout Operators and Office Cashiers
- Earthmoving Plant Operators
- Receptionists
- General Clerks
- Sales Representatives
- Truck Drivers

- Employers were asked about the reasons they considered the vacancy difficult to fill.
 - The most common reasons for difficulty filling the vacancy were tight labour market/not enough applicants (34%), technical skill requirement for the job (33%) and wages/remuneration not competitive (30%)

Apprentices and Trainees

- 38% of businesses employed a least one apprentice or trainee (35% for all regions)
 - 35% of these employers reported they had experienced challenges
 - The challenges most commonly reported were apprentice and trainees lacked work readiness, soft skills and don't stay long enough or complete their training
- Prospects for Apprentices and Trainees were relatively good and are likely to improve further in the 12 months following the survey
 - 26% of businesses expected to recruit at least one apprentice or trainee in the 12 months following the survey
 - 15% of businesses expected to increase the number of apprentices or trainees employed



Source: DEEWR, Survey of Employers' Recruitment Experiences

Apprentices, Trainees and Staff Training

Source: DEEWR, Survey of Employers' Recruitment Experiences

- Encouragingly, the survey results suggest that employers in the region recognise the benefits of up-skilling workers through Apprenticeships and Traineeships. Prospects for Apprentices and Trainees were relatively good and are likely to improve further in the 12 months following the survey.
 - 38 per cent of all businesses surveyed employed an Apprentice or Trainee, compared with 35 per cent for all regions surveyed.
 - Around one quarter (26 per cent) of all businesses surveyed expected to recruit an Apprentice or Trainee in the following 12 months compared with 23 per cent for all regions surveyed.
 - 15 per cent of employers expected to increase the number of Apprentices or Trainees they employed in the 12 months following the survey compared with 14 per cent for all regions surveyed.
- Just over one third (35 per cent) of employers who employed an Apprentice or Trainee said that there were challenges in employing them.
- The main challenges reported were that Apprentices and Trainees lacked general work readiness (32 per cent), did not stay long enough or complete their training (25 per cent) and lacking soft skills (17 per cent).

Future Recruitment Expectations

	Albany LGA	Bunbury LGA	Southern (WA) ESA Total	All regions surveyed to June 2011
Expects to recruit	53%	68%	61%	52%
- Expects future difficulty	50%	42%	47%	47%
Will increase staff numbers	33%	42%	35%	29%
Will decrease staff numbers	4%	3%	4%	4%
Uncertain about recruitment	11%	8%	10%	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 high in the Southern ESA:
 - A high proportion of employers (61%) expected to recruit compared with all regions surveyed (52%).
 - Of employers who expected to recruit, 47% expected recruitment difficulty
 - More than a third (35%) of employers expected to increase staff numbers.

Occupations Employers Expect to Recruit for in the Next 12 Months

Bachelor Degree or Higher VET Qualifications	
Motor Mechanics	Accountants
Chefs	Glaziers
Structural Steel and Welding Trades Workers	
Other occupations	
Sales Assistants (General)	Earthmoving Plant Operators
Truck Drivers	General Clerks
Nursing Support and Personal Care Workers	Sales Representatives
Kitchenhands	Housekeepers

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 Southern ESA anticipated 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 Motor Mechanics, Chefs, Sales Assistants and General Clerks.

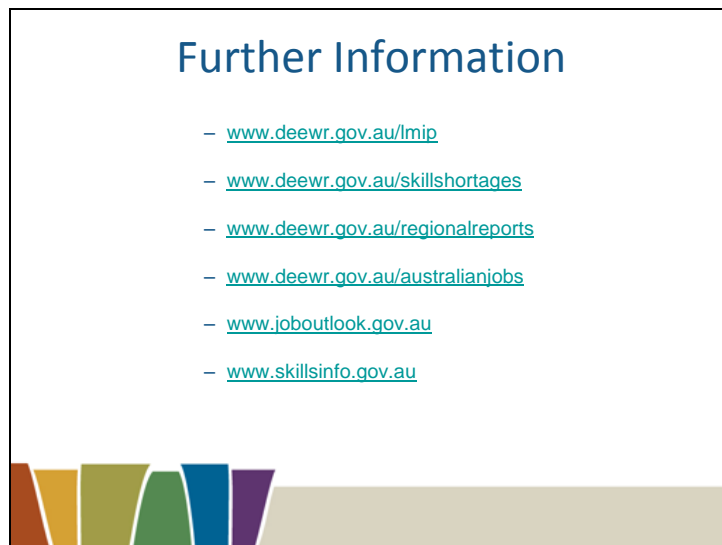
Conclusion

- Labour market conditions are strong, likely to strengthen further
- Likely increase in demand for labour and skills indicate labour supply issues
 - Need to consider workers from non-traditional sources of labour
 - Indigenous, long-term unemployed, people with disabilities, older workers, young people not studying or working
- Opportunities
 - Across all skill levels
 - Low competition for vacancies for some occupations
 - Broad range of occupations difficult to fill
- Job seekers need to be job ready
 - Work experience / training / apprenticeships
 - Employability skills
- Further engagement with employers to understand their needs and expectations
 - Tap into employers using informal methods of recruitment



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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

The slide features a decorative footer with a series of colored vertical bars in shades of orange, yellow, green, blue, and purple, followed by a solid light beige horizontal bar.

Further information

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

- www.deewr.gov.au/LMIP
- www.deewr.gov.au/SkillShortages
- www.deewr.gov.au/RegionalReports
- www.deewr.gov.au/australianjobs
- www.joboutlook.gov.au
- www.keepaustraliaworking.gov.au

A report on the survey findings for the Southern ESA will be published at deewr.gov.au/regionalreports.

Thank you.

