

Slide 1

The slide features a dark blue background with a white diagonal line. In the top left corner, there is an orange triangle containing the Australian Government crest and the text 'Australian Government' and 'Department of Employment'. The main title 'Labour market conditions in the Patterson region' is centered in white. Below it, the date '16 October 2014' and the presenter's name 'Presenter: Ivan Neville' are also centered. The presenter's title 'Branch Manager' and the branch name 'Labour Market Research and Analysis Branch' are centered below the name. At the bottom left, the website 'www.employment.gov.au' is displayed. A small green triangle is visible in the bottom right corner.

Australian Government  
Department of Employment

Labour market conditions in the  
Patterson region

16 October 2014

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

[www.employment.gov.au](http://www.employment.gov.au)

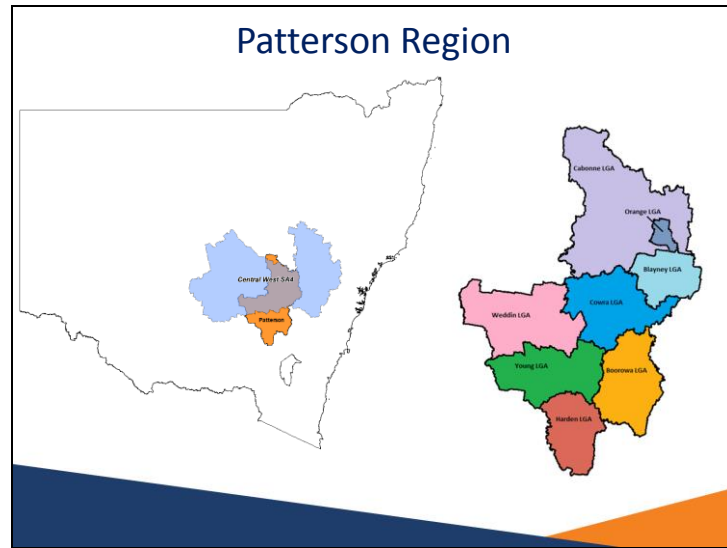
Labour market conditions in the Patterson region

16 October 2014

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

Slide 2

## Patterson Region



The Patterson Employment Service Area comprises of the following 8 Local Government Areas:

- Blayney LGA
- Boorowa LGA
- Cabonne LGA
- Cowra LGA
- Harden LGA
- Orange LGA
- Weddin LGA
- Young LGA

The Patterson ESA makes up around 37 per cent of the Central West SA4

Slide 3

What has Changed?

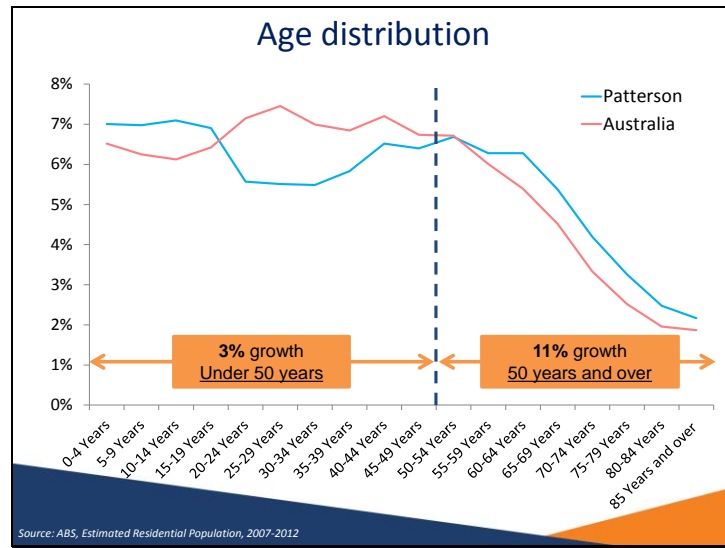
	Patterson	
	12 months ago	Now
Unemployment rate	5.9%	6.0%
Participation rate (15 - 64 years old)	75.1%	76.8%
Average duration of unemployment	40 Weeks	63 Weeks
Income support recipients (15-64 years old)	21%	21%
Total Employment	96,600	102,500
Employment in Manufacturing	5,700	5,000

What has changed?

*Source: ABS, Census of Population and Housing, 2011; Department of Employment, Small Area Labour Markets, June 2014; ABS Labour Force Survey, August 2014; Department of Employment, Administrative data, June 2014; ABS Estimated Resident Population, 2011*

Slide 4

Age distribution



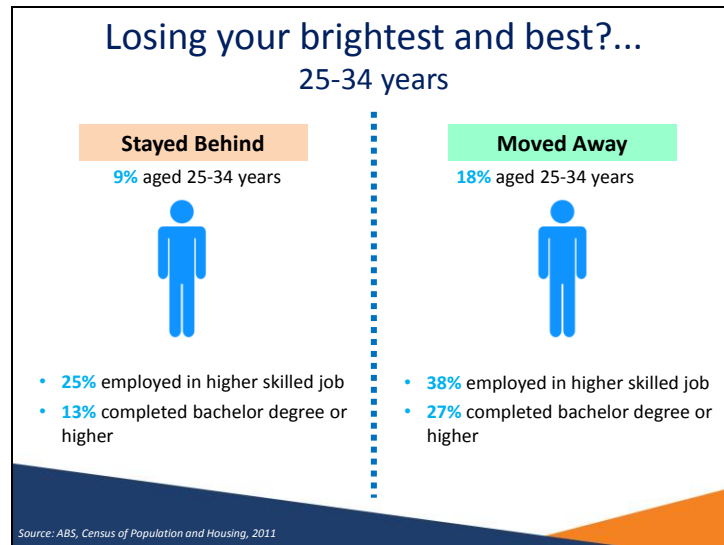
Age distribution

Source: ABS, Estimated Residential Population, 2007-2012

The Patterson age distribution is similar to other regional areas around Australia. Younger people make up a smaller proportion of the population compared with Australia.

The under 50 years age group grew 3 per cent in the five years to 2012, whilst the 50 years and over age group grew by 11 per cent.

Losing your brightest and best?...



Losing your brightest and best?...

Source: ABS, Census of Population and Housing, 2011

Of the people who moved away from the Patterson region, 18 per cent belonged to the 25-34 year old age group.

Of the people who remained behind 9 per cent belonged to the 25-34 year old age group.

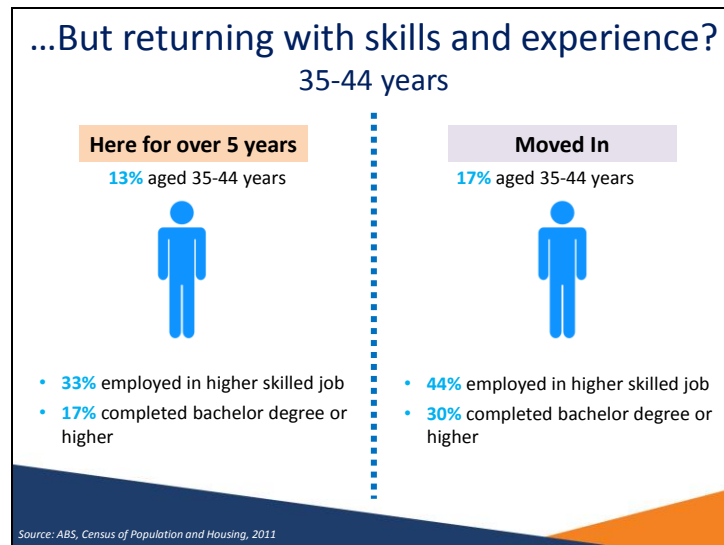
Of those 25-34 year olds who moved away, more than one third are currently employed in a higher skilled job and more than 1 in 4 had completed a bachelor degree or higher.

For those aged 25-34 who stayed behind, 25 per cent were currently employed in a higher skilled job and only 13 per cent had completed a bachelor degree or higher.

Slide 6

...But returning with skills and experience?

35-44 years



...But returning with skills and experience?

Source: ABS, Census of Population and Housing, 2011

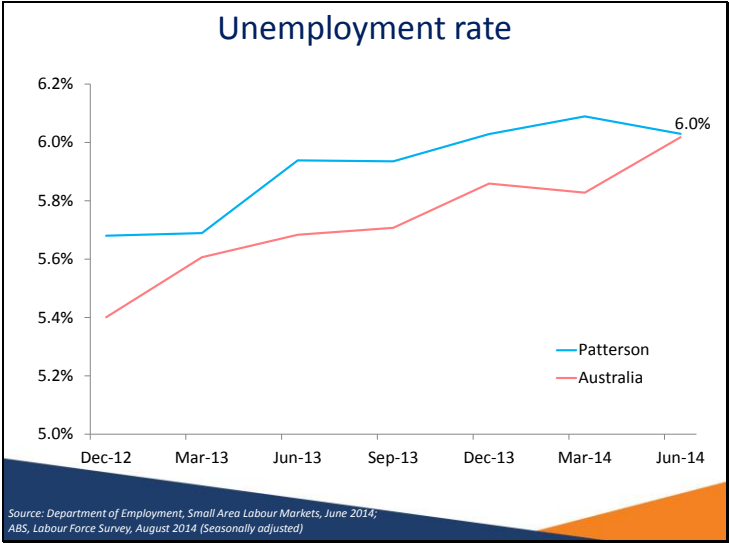
Of the people who moved into the Patterson region, 17 per cent belonged to the 35-44 year old age group.

Of the people who were there longer than 5 years, 13 per cent belonged to the 35-44 year old age group.

Of those 35-44 year olds who moved into the region, nearly half are currently employed in a higher skilled job and nearly one third have completed a bachelor degree or higher.

For those aged 35-44 who were there longer than 5 years, 33 per cent were currently employed in a higher skilled job and only 17 per cent had completed a bachelor degree or higher.

Unemployment rate



Unemployment rate

Source: Department of Employment, Small Area Labour Markets, June 2014; ABS, Labour Force Survey, August 2014

The Unemployment rate in the Patterson region has been consistently higher than the rate for Australia. However, the unemployment rate for Patterson is now on par with Australia.

## Pockets of disadvantage

Region	Unemployment rate	
	June 2013	June 2014
Blayney LGA	5.2%	5.4%
Boorowa LGA	3.3%	5.2%
Cabonne LGA	4.1%	3.9%
Cowra LGA	10.7%	9.4%
Harden LGA	3.4%	5.4%
Orange LGA	5.7%	5.3%
Weddin LGA	6.7%	5.7%
Young LGA	6.1%	8.9%
Patterson	5.9%	6.0%

Pockets of disadvantage

*Source: Department of Employment, Small Area Labour Markets, June 2014*

Overall the unemployment rate in Patterson has slightly increased in the year to June 2014. The Cowra and Young Local Government Areas have the highest rates of unemployment (9.4 per cent and 8.9 per cent respectively).



## High average duration of unemployment

Region	Long-term unemployed (52 weeks or more)		Average duration of unemployment	
	Persons	Proportion of all unemployed	August 2014	Change in the past 12 months
Central West	3,000	44%	63 weeks	+ 23 weeks
New South Wales	52,300	24%	48 weeks	+ 5 weeks
Australia	157,600	22%	40 weeks	+ 4 weeks

High average duration of unemployment

*Source: ABS, Labour Force Survey, August 2014, 12 month averages of original data*

Long-term unemployed are those who have been unemployed for 52 weeks or more.

The proportion of unemployed persons who were long-term unemployed in the Central West SA4 (44 per cent) was larger compared with New South Wales (24 per cent) and Australia (22 per cent).

The average duration of unemployment in the Central West SA4 (63 weeks) was higher than New South Wales SA4 (48 weeks) and Australia (40 weeks).

Youth unemployment

In line with national average but hiding challenges faced by young people

Region	Youth unemployment rate (15-24 years)		Participation rate (August 2014)
	August 2014	August 2013	
Central West	13.2%	13.2%	70.5%
New South Wales	12.1%	11.7%	63.8%
Australia	12.9%	12.0%	66.5%

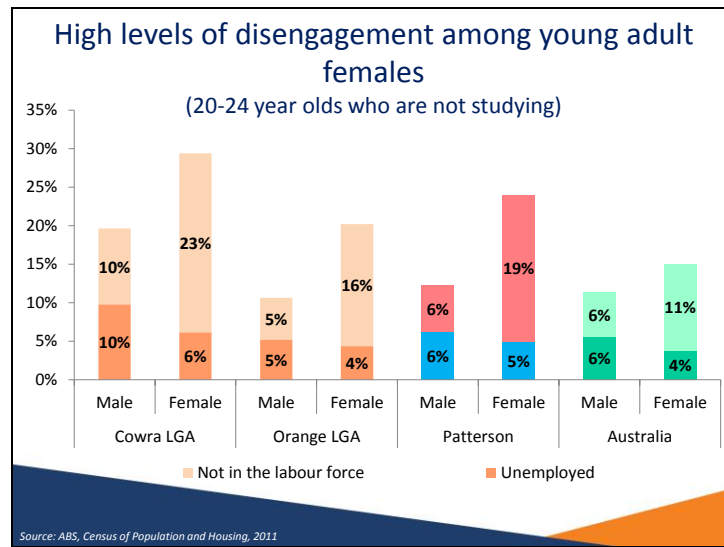
Youth unemployment - In line with national average but hiding challenges faced by young people

*Source: ABS, Labour Force Survey, August 2014, 12 month averages of original data*

The unemployment rate for persons aged 15-24 years in Central West is 13.2 per cent, slightly higher compared with both the State (12.1 per cent) and National (12.9 per cent) figures.

In addition, the participation rate for those aged 15-24 years in Central West was higher (70.5 per cent) compared with New South Wales (63.8 per cent) and Australia (66.5 per cent).

High levels of disengagement among young adult females  
(20-24 year olds who are not studying)



High levels of disengagement among young adult females

Source: ABS, Census of Population and Housing, 2011

At the time of the 2011 Census, 18 per cent of young adults (persons aged 20 to 24 years) in Patterson were neither working or studying. This figure was notably higher when compared with Australia (13 per cent).

For young adult males in Patterson, 6 per cent were not in the labour force and not studying and a further 6 per cent were unemployed and not studying.

For young adult females in Patterson, 19 per cent were not in the labour force and not studying and a further 5 per cent were unemployed and not studying.

Slide 12

Females aged 20-24 heavily reliant on income support payments

	Cowra LGA	Orange LGA	Patterson	Australia
% on Income support payments	56%	37%	40%	26%
% on Unemployment benefits	14%	6%	9%	6%
% on Disability payments	8%	4%	5%	2%
% on Parenting (PPS +PPP) payments	26%	16%	18%	7%

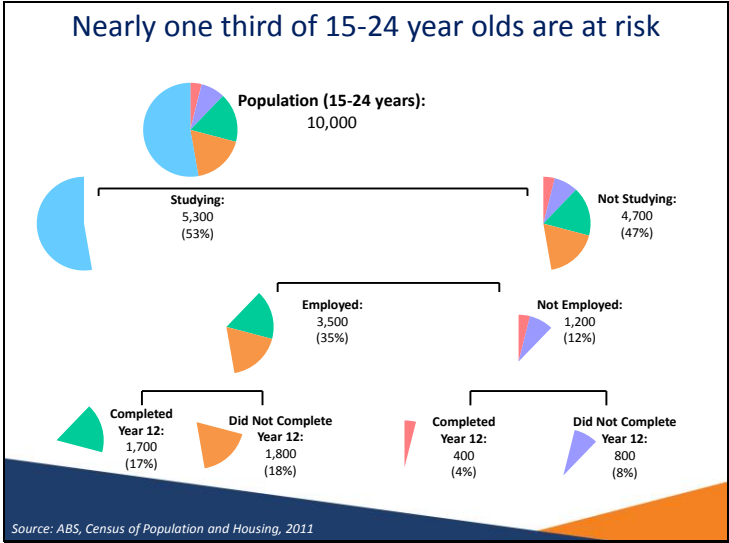
Females aged 20-24 heavily reliant on income support payments

*Source: Department of Employment, administrative data, June 2014; ABS Estimated Resident Population, 2012*

In Patterson, females aged 20-24 years are heavily reliant on income support payments:

- 40 per cent are on income support payments (compared with 26 per cent for Australia).
- 9 per cent are on unemployment benefits (compared with 6 per cent for Australia).
- 5 per cent are on disability payments (compared with 2 per cent for Australia).
- 18 per cent are on parenting payments (compared with 7 per cent for Australia).

Nearly one third of 15-24 year olds are at risk



Nearly one third of 15-24 year olds are at risk

Source: ABS, Census of Population and Housing, 2011

At the time of the 2011 Census, there were 10,000 15-24 year olds in the Patterson region, of whom 4,700 were not studying.

- Of the 4,700 who were not studying, those who did not complete year 12, whether they're employed or not employed, are vulnerable and may have difficulty entering the labour market

Note: Not stated records for FT/PT Student Status, Labour Force Status and Highest Year of School Completed have not been included.

## Indigenous labour market outcomes

Region	Proportion of WAP indigenous	Indigenous		Non-Indigenous	
		Unemployment Rate	Participation Rate	Unemployment Rate	Participation Rate
Cowra LGA	7%	19.8%	52.5%	6.4%	71.3%
Orange LGA	5%	16.7%	53.0%	4.1%	77.6%
Patterson	4%	18.1%	52.7%	4.7%	75.2%
Australia	2%	17.2%	55.9%	5.5%	76.4%

Indigenous labour market outcomes

*Source: ABS, Census of Population and Housing, 2011*

The proportion of the working age population that identified as Indigenous in Patterson was 4 per cent, higher compared with Australia. The proportion was higher for the Cowra LGA (7 per cent).

Those who identify as Indigenous often have worse labour market outcomes compared with their non-indigenous counterparts. The unemployment rate for Indigenous people in Patterson was 18.1 per cent, significantly higher compared with the Non-Indigenous unemployment rate (4.7 per cent). The participation rate for Indigenous people was also far lower (52.7 per cent) compared with Non-Indigenous people (75.3 per cent).

## Lower educational attainment

Region	Completed Yr 12		Attained Advanced Diploma, Diploma or Certificate III & IV Level	Attained Bachelor Degree or Higher
	2011	2006		
Blayney LGA	56%	49%	43%	17%
Boorowa LGA	60%	53%	36%	18%
Cabonne LGA	58%	54%	40%	20%
Cowra LGA	49%	48%	36%	12%
Harden LGA	54%	53%	45%	10%
Orange LGA	61%	55%	38%	23%
Weddin LGA	57%	54%	35%	22%
Young LGA	53%	48%	33%	17%
Patterson	58%	53%	38%	20%
Australia	75%	69%	30%	35%

Lower educational attainment – persons aged 25-34 years

Source: ABS, *Census of Population and Housing, 2011*

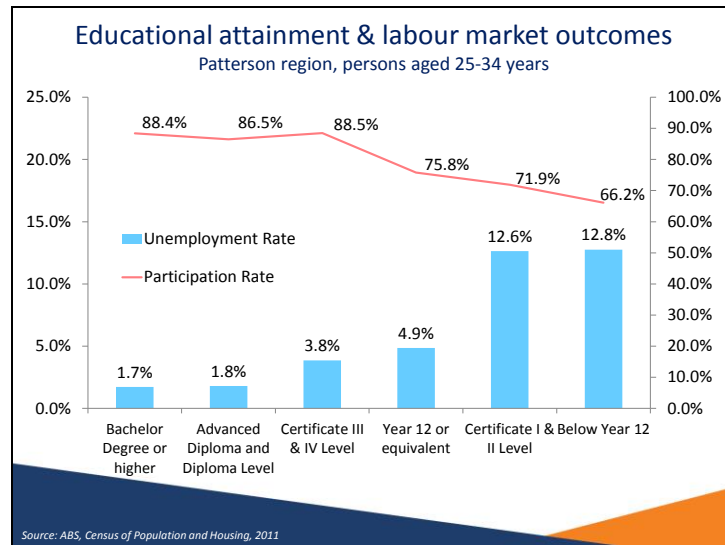
At the time of the 2011 Census, the proportion of 25 to 34 year olds in the Patterson region who had completed Year 12 or equivalent was 58 per cent.

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.

At the time of the 2011 Census, the proportion of 25 to 34 year olds who had attained an Advanced Diploma, Diploma or Certificate level III or IV in Patterson

(38 per cent) was larger than the national average (30 per cent) while the proportion who had attained a Bachelor Degree or higher (20 per cent) was far lower than the National average (35 per cent).

### Educational attainment & labour market outcomes



### Educational attainment & labour market outcomes

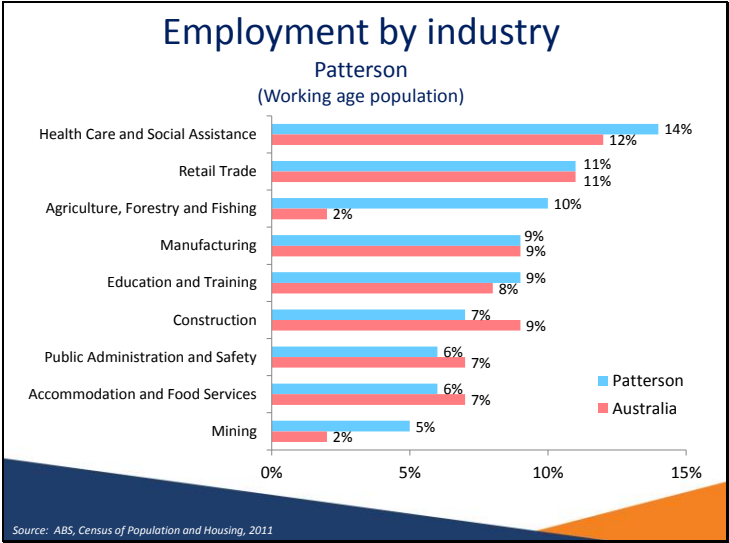
Source: ABS, Census of Population and Housing, 2011

There is a strong relationship between educational attainment and employment outcomes. For those aged 25 to 34 years in the Patterson region, there were high unemployment rates for those who had completed Certificate I & II but had not completed Year 12 (12.6 per cent) and those who had not completed Year 12 or a post school qualification (12.8 per cent).

Unemployment rates are considerably lower for those who have completed a tertiary education at the Bachelor Degree, Advanced Diploma and Diploma Level. It should also be noted that employment outcomes are better for those who have attained Certificate Levels III or IV. This emphasises the importance of post school education in gaining employment.



Employment by industry

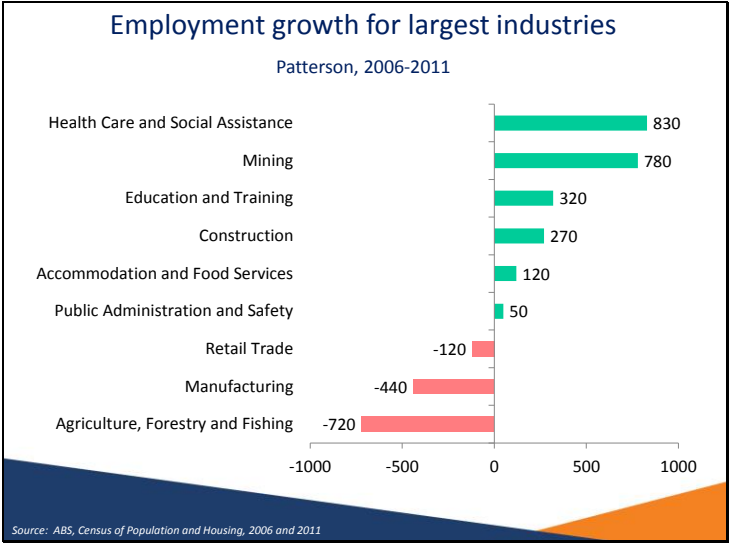


Employment by industry

Source: ABS, Census of Population and Housing, 2011

The largest employing industries in the Patterson region are Health Care and Social Assistance, Retail Trade and Agriculture, Forestry and Fishing.

### Employment growth for largest industries

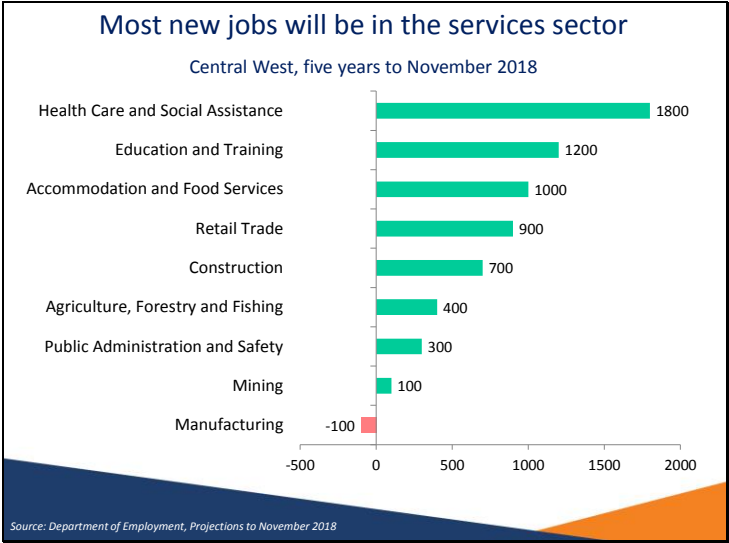


Employment growth for largest industries

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

Employment in Mining has increased significantly in the 5 years to 2011. Strong growth was also seen in the Health Care and Social Assistance industry.

Most new jobs will be in the services sector

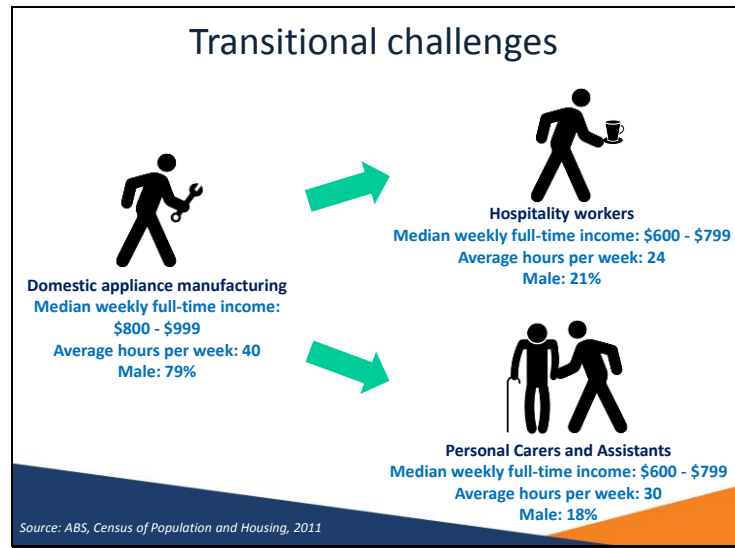


Most new jobs will be in the services sector

Source: Department of Employment, Projections to November 2018

The Health Care and Social Assistance industry (1,800) is projected to create the most new jobs in the Central West Region in the five years to November 2018. This was followed by Education and Training (1,200) and Accommodation and Food Services (1,000).

### Transitional changes



### Transitional challenges

*Source: ABS, Census of Population and Housing, 2011*

This slide highlights some of the transitional challenges ex-domestic appliance manufacturing industry workers may face when attempting to regain employment. Although Hospitality Workers and Personal Carers and Assistants are among the occupations which have grown the most from 2006 to 2011, they will in general offer a lower salary and fewer hours per week than occupations in the Domestic appliance manufacturing industry.

Hints for workers recently made redundant

Hints for workers recently made redundant

- Consider a wide range of job opportunities
- Re-training is likely to be required
- Promote adaptability
- Act quickly
- Be positive and enthusiastic

Hints for workers recently made redundant

*Source: Department of Employment, Survey of Employers' Recruitment Experiences*

- Consider a wide range of job opportunities
- Re-training is likely to be required
- Promote adaptability
- Act quickly
- Be positive and enthusiastic

Recruitment activity

Recruitment activity

- 56 per cent of employers had recruited in the last 12 months
- Two thirds of employers did not change their staff numbers
- More vacancies available in the region compared with the start of the year

Recruitment activity

*Source: Department of Employment, Survey of Employers' Recruitment Experiences, Patterson ESA, June 2014; Department of Employment, Vacancy Report, August 2014*

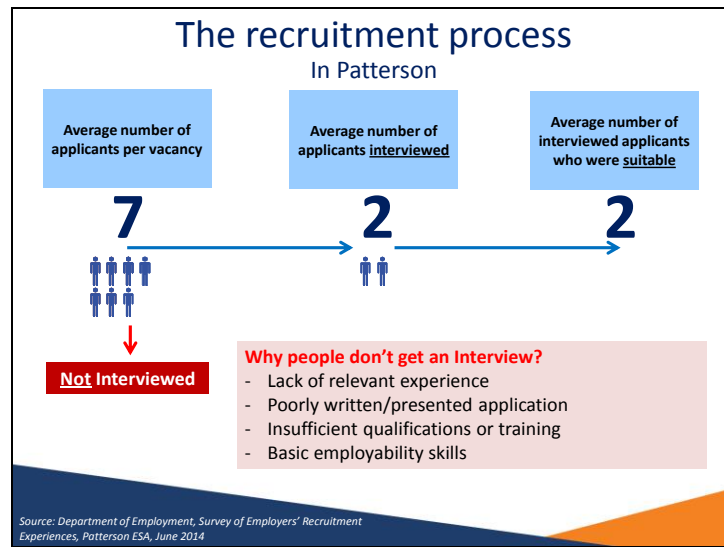
56 per cent of employers had recruited in the last 12 months.

Two thirds of employers did not change their staff numbers.

A very small proportion of vacancies were not filled (1.2 per cent).

## The recruitment process

In Patterson



### The recruitment process – in Patterson

Source: Department of Employment, Survey of Employers' Recruitment Experiences, Patterson ESA, June 2014

On average employers in Patterson received 7 (6.8) applicants per vacancy.

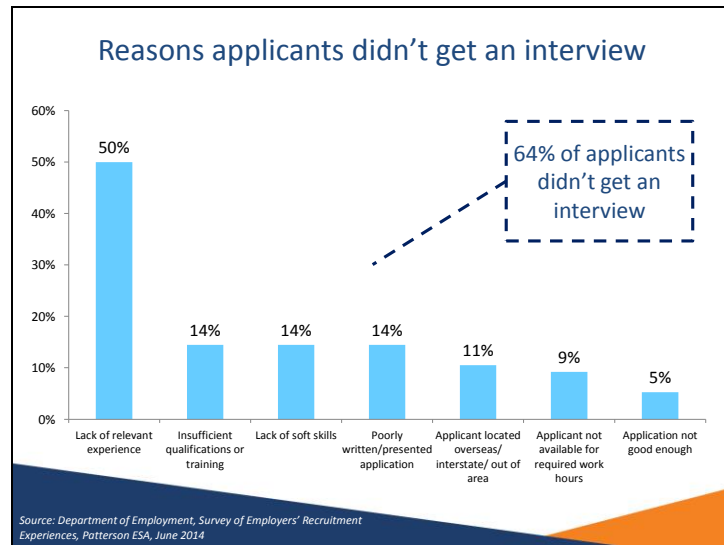
Of these applicants on average only 2 (2.4) were interviewed.

Of these interviewed applicants only 1 (1.5) was suitable for the vacancy.

The reasons applicants did not get an interview were:

- Lack of relevant experience
- Poorly written/presented application
- Insufficient qualifications or training
- Basic employability skills

### Reasons applicants didn't get an interview



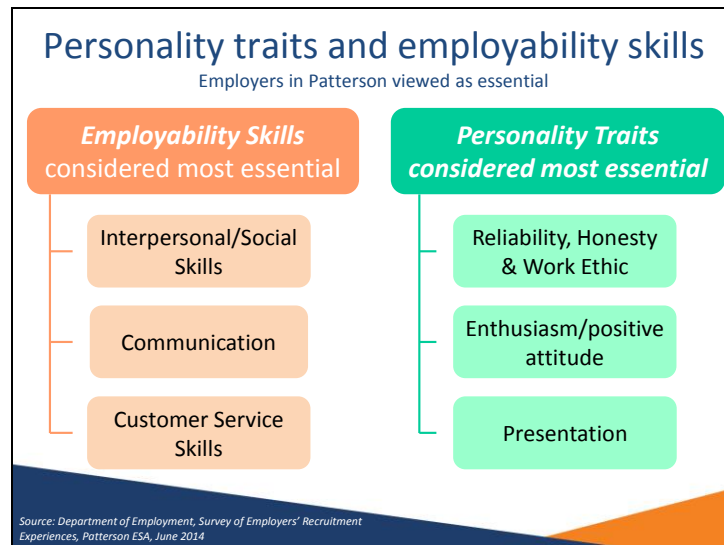
### Reasons applicants didn't get an interview

Source: Department of Employment, Survey of Employers' Recruitment Experiences, Patterson ESA, June 2014

The biggest reason applicants didn't get an interview in the Patterson region was due to the applicant's lack of relevant experience (50 per cent). This was followed by insufficient qualifications or training (14 per cent), lack of soft skills (14 per cent) and poorly written/presented application (14 per cent).



Personality traits and employability skills  
Employers in Patterson viewed as essential



Personality traits and employability skills employers in Patterson viewed as essential

Source: Department of Employment, Survey of Employers' Recruitment Experiences, Patterson ESA, June 2014

Employers in Patterson viewed the following employability skills and personality traits as essential:

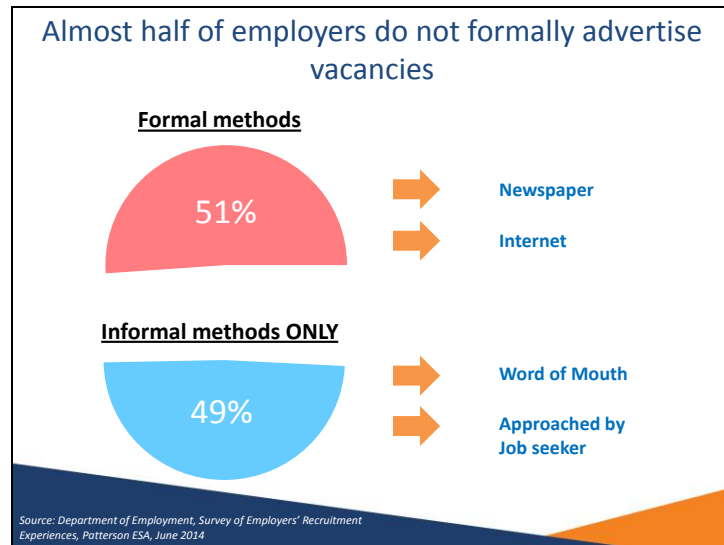
Employability skills:

- Interpersonal/Social Skills
- Communication
- Customer Service Skills

Personality traits:

- Reliability, Honesty and Work Ethic
- Enthusiasm/positive attitude
- Presentation

Almost half of employers do not formally advertise vacancies



Almost half of employers do not formally advertise vacancies in Patterson

Source: Department of Employment, Survey of Employers' Recruitment Experiences, Patterson ESA, June 2014

Just over half of recruiting employers (51 per cent) used formal methods to advertise for vacancies (i.e. Internet, Newspaper)

The other half (49 per cent) of recruiting employers used Informal methods ONLY to recruit for vacancies (i.e. Word of Mouth, Approached by job seeker)

Recruitment outlook encouraging

Recruitment outlook encouraging

- One third of employers expected to recruit
- Many employers in Education (44 per cent) and Health Care (26 per cent) expect to increase staff numbers
- Broad range of occupations expected to be available

Recruitment outlook encouraging

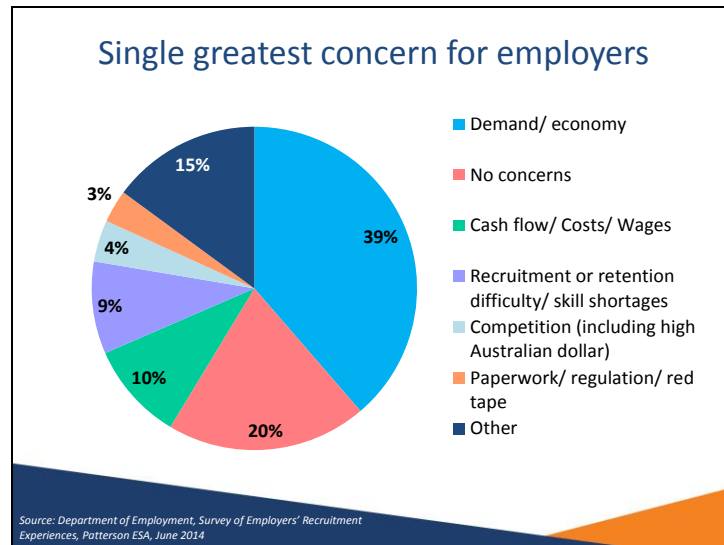
*Source: Department of Employment, Survey of Employers' Recruitment Experiences, Patterson ESA, June 2014*

One third of employers expected to recruit in the 12 months following the survey.

Many employers in Education (44 per cent) and Health Care (26 per cent) expect to increase staff numbers.

Broad range of occupations expected to be available.

### Single greatest concern for employers



#### Single greatest concern for employers

*Source: Department of Employment, Survey of Employers' Recruitment Experiences, Patterson ESA, June 2014*

The single greatest concern for employers in Patterson was demand/economy (39 per cent). A large proportion of employers (20 per cent) reported No concerns.

9 per cent of employers expected recruitment or retention difficulty/skill shortages in the future.

Conclusion

- Conclusion
- Labour market conditions solid
    - Unemployment across Patterson holding steady
    - Total employment in the region has increased in the last 12 months
    - Pockets of disadvantage
    - Duration of unemployment remains a concern
  - Challenges
    - Disengaged groups: youth, less educated, Indigenous and long term unemployed
    - Transitioning to the Services sector
  - Opportunities
    - Future recruitment expectations encouraging
    - Growth industries such as Health Care and Social Assistance
    - Broad range of occupations likely to be available
  - Job seekers need to have...
    - Employability skills
    - Higher levels of education and training
    - Broader job search techniques
  - Ongoing collaboration with key stakeholders essential

Conclusion

- Labour market conditions solid
  - Unemployment across Patterson holding steady
  - Total employment in the region has increased in the last 12 months
  - Pockets of disadvantage
  - Duration of unemployment remains a concern
- Challenges
  - Disengaged groups: youth, less educated, Indigenous and long term unemployed
  - Transitioning to the Services sector
- Opportunities
  - Future recruitment expectations encouraging
  - Growth industries such as Health Care and Social Assistance
  - Broad range of occupations likely to be available
- Job seekers need to have...
  - Employability skills
  - Higher levels of education and training
  - Broader job search techniques
- Ongoing collaboration with key stakeholders essential

Further information

Further Information

More information on labour market conditions and other research on small areas can be found on these websites:

- [www.employment.gov.au/regionalreports](http://www.employment.gov.au/regionalreports)
- [www.lmip.gov.au](http://www.lmip.gov.au)
- [www.employment.gov.au/SkillShortages](http://www.employment.gov.au/SkillShortages)
- [www.employment.gov.au/australianjobs](http://www.employment.gov.au/australianjobs)
- [www.joboutlook.gov.au](http://www.joboutlook.gov.au)

Further Information

More information on labour market conditions and other research on small areas can be found on these websites:

- [www.employment.gov.au/regionalreports](http://www.employment.gov.au/regionalreports)
- [www.lmip.gov.au](http://www.lmip.gov.au)
- [www.employment.gov.au/SkillShortages](http://www.employment.gov.au/SkillShortages)
- [www.employment.gov.au/australianjobs](http://www.employment.gov.au/australianjobs)
- [www.joboutlook.gov.au](http://www.joboutlook.gov.au)

If you have any questions about the presentation please contact the Recruitment Analysis and Employer Surveys sections on [1800 059 439](tel:1800059439) or email [recruitmentsurveys@employment.gov.au](mailto:recruitmentsurveys@employment.gov.au)

