



Australian Government

Department of Education, Employment and Workplace Relations

Prospects for the Australian labour market

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Labour Market Performance

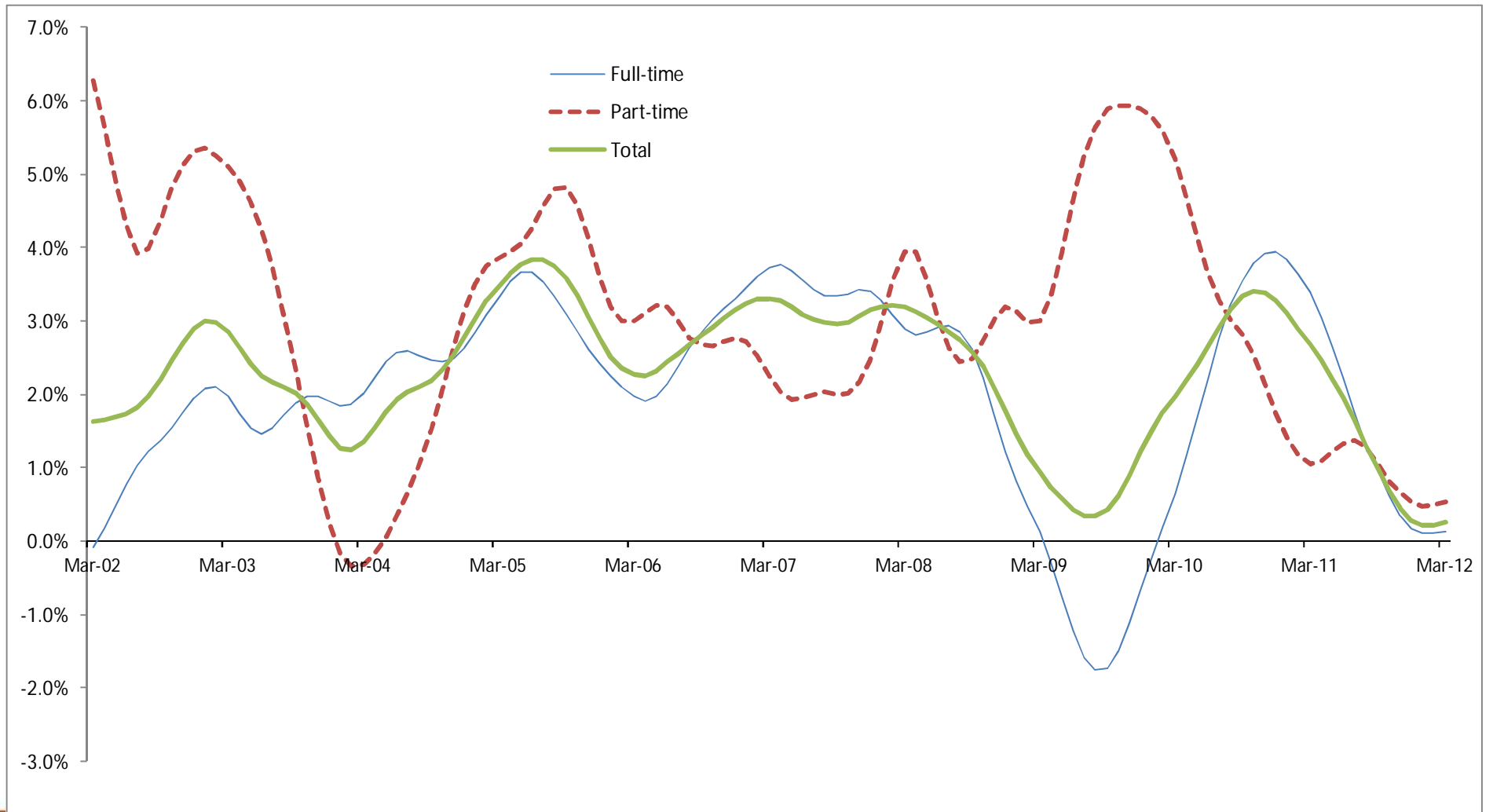
- Despite the Global Recession, the Australian labour market remains relatively strong.
- Latest labour market statistics

	March 2012	Annual change
Unemployment rate	5.2%	0.2 pts
Employment	11 491 000	37 600
Participation rate	65.4%	-0.4 pts



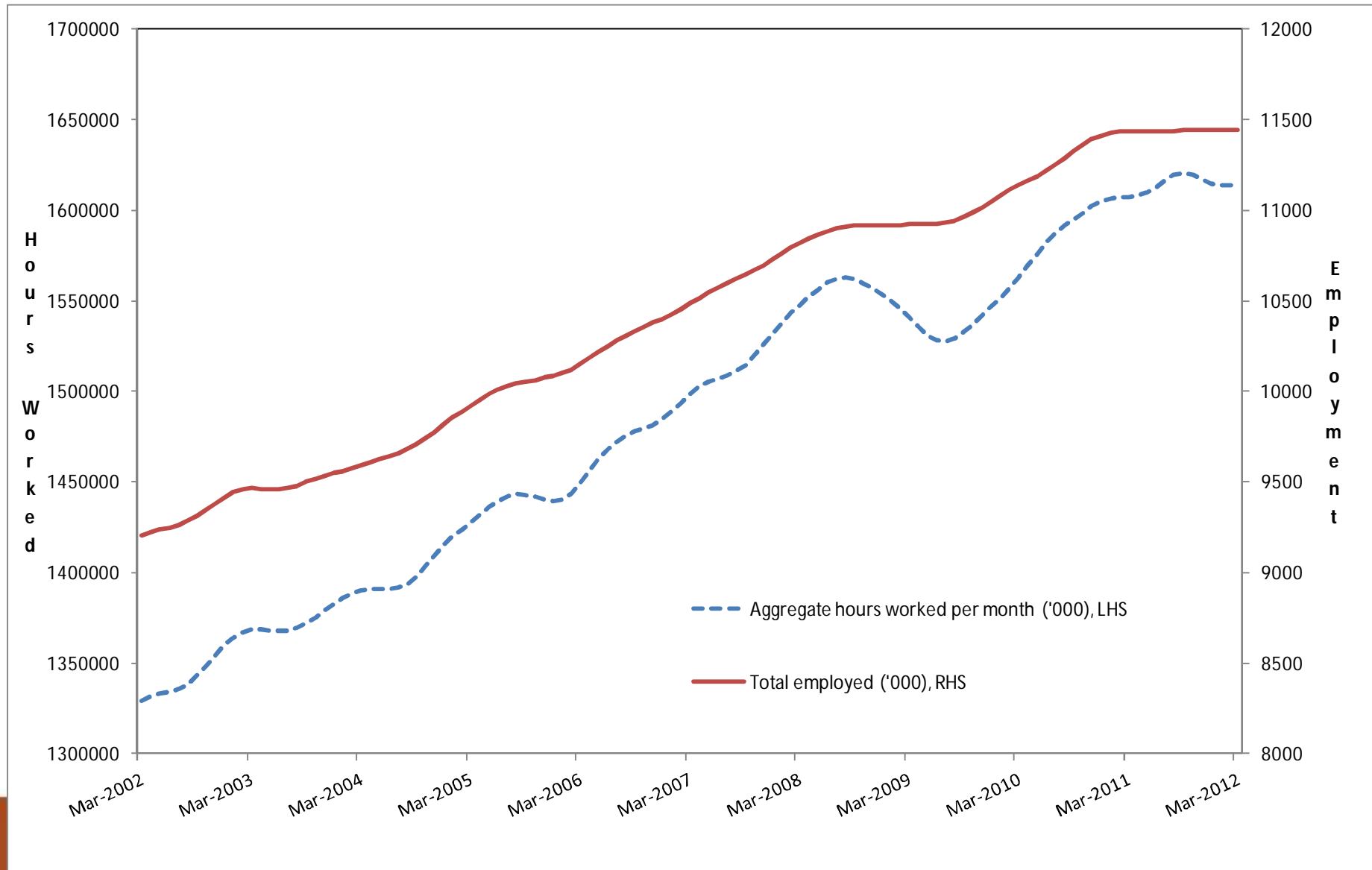
Source: ABS Labour Force data, seasonally adjusted

Employment growth



Source: ABS Labour Force data, trend

Hours Worked



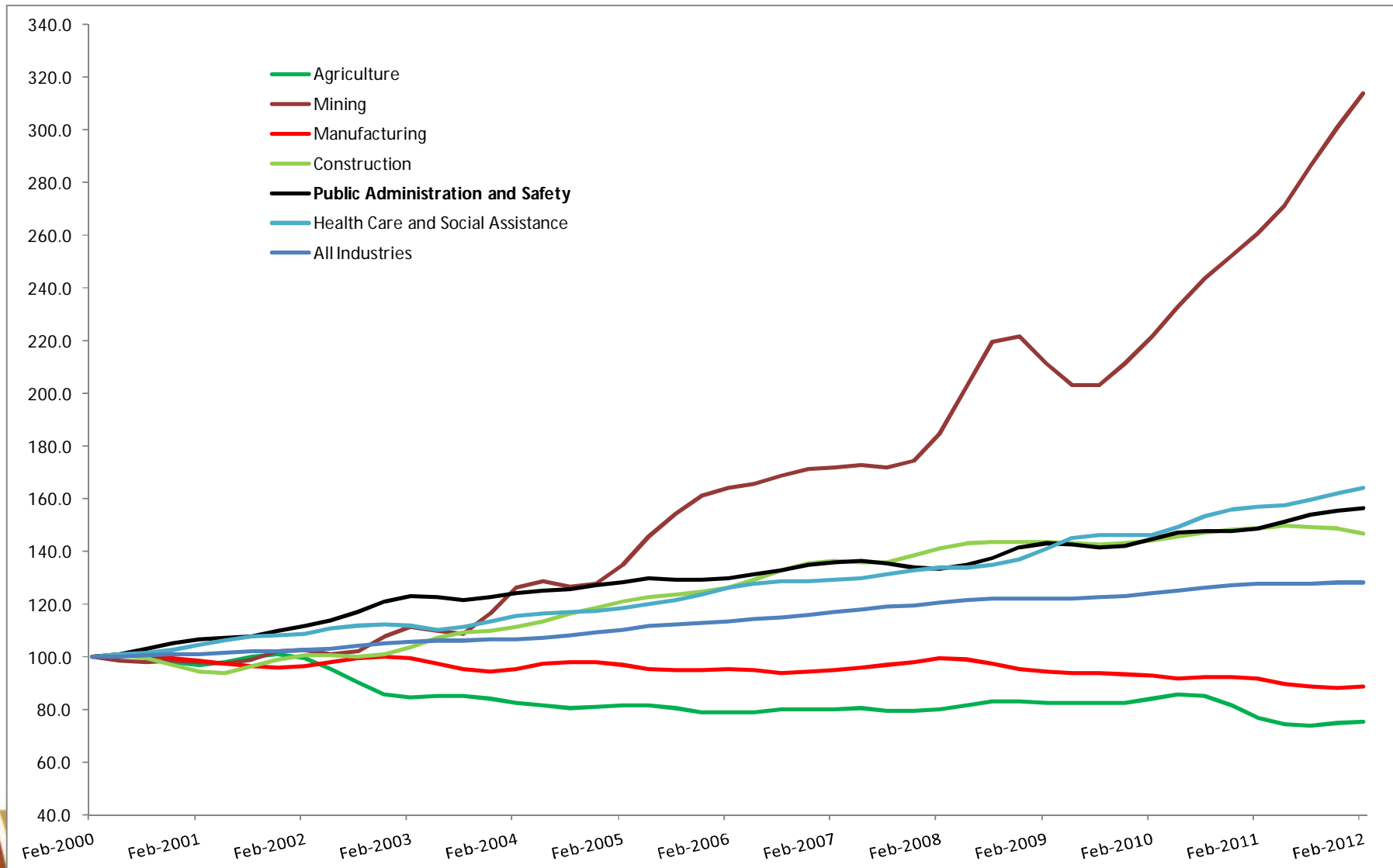
Source: ABS Labour Force data, trend

Unemployment Rate



Source: ABS Labour Force data

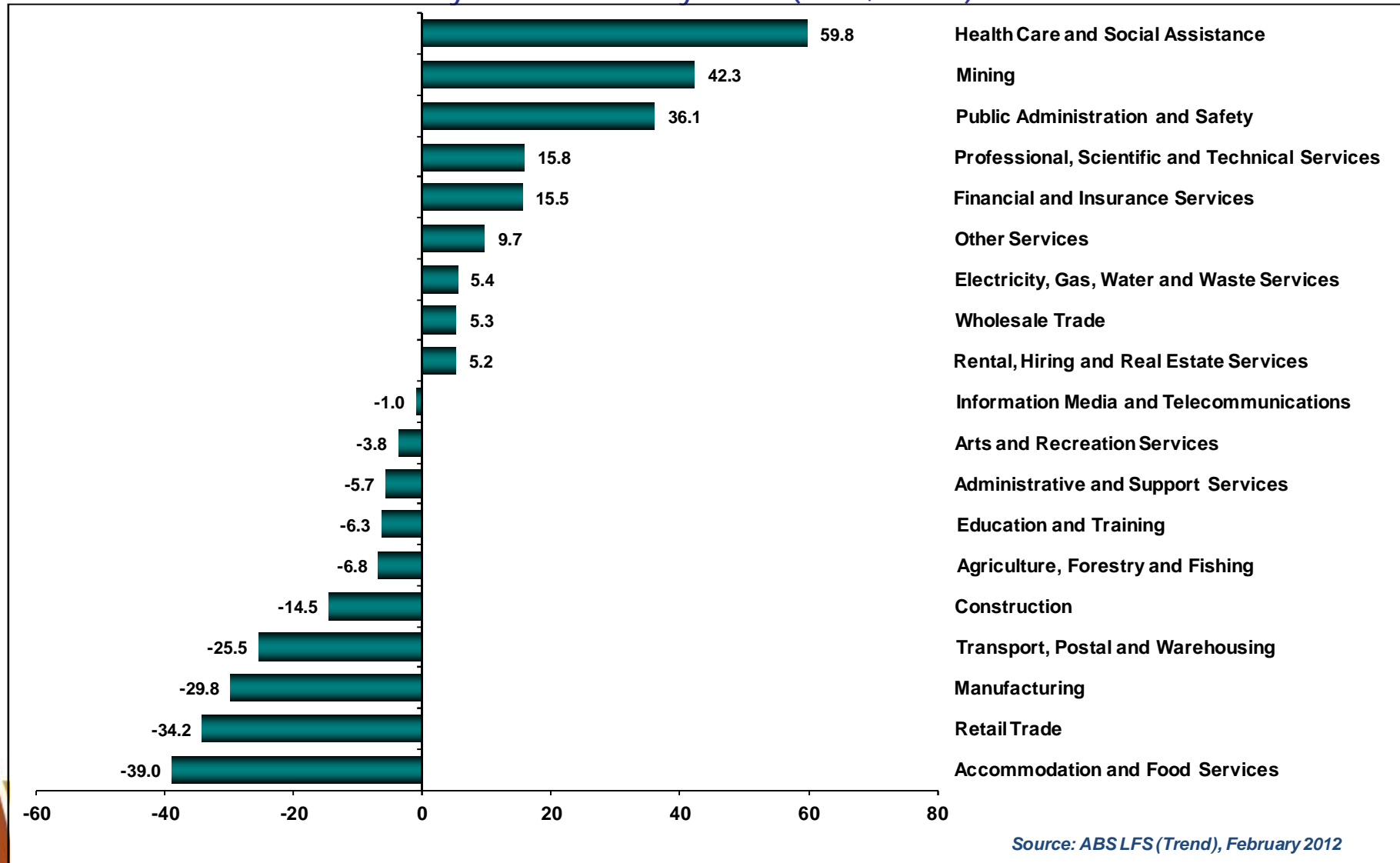
Employment in selected industries



Source: ABS Labour Force data, trend

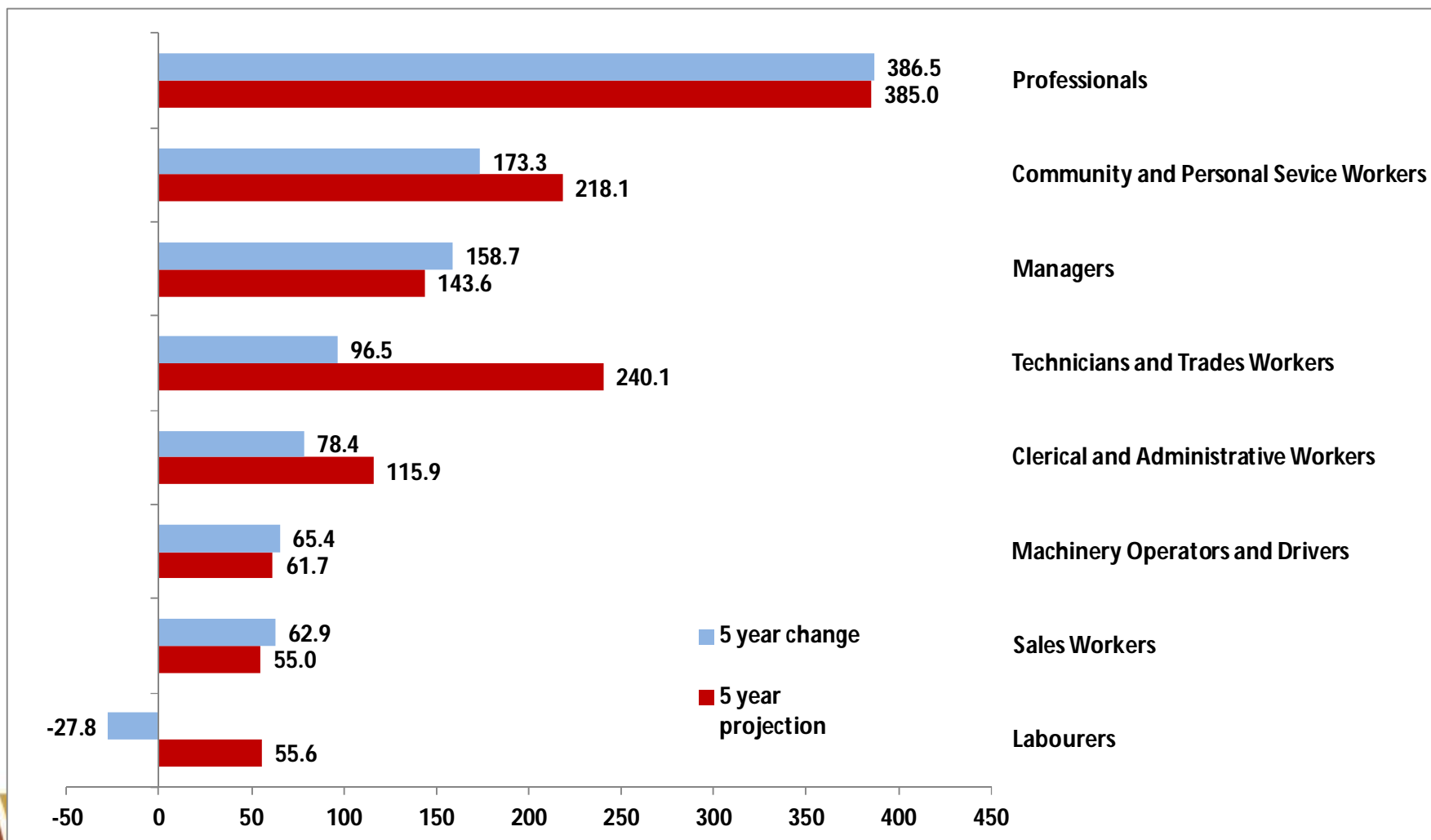
Industry employment growth

One year to February 2012 ('000, trend)



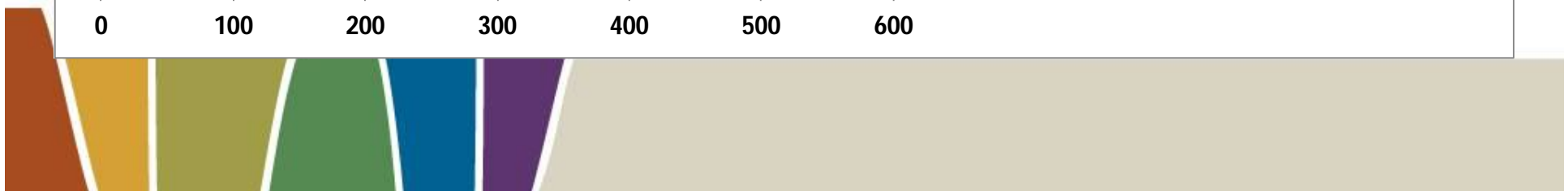
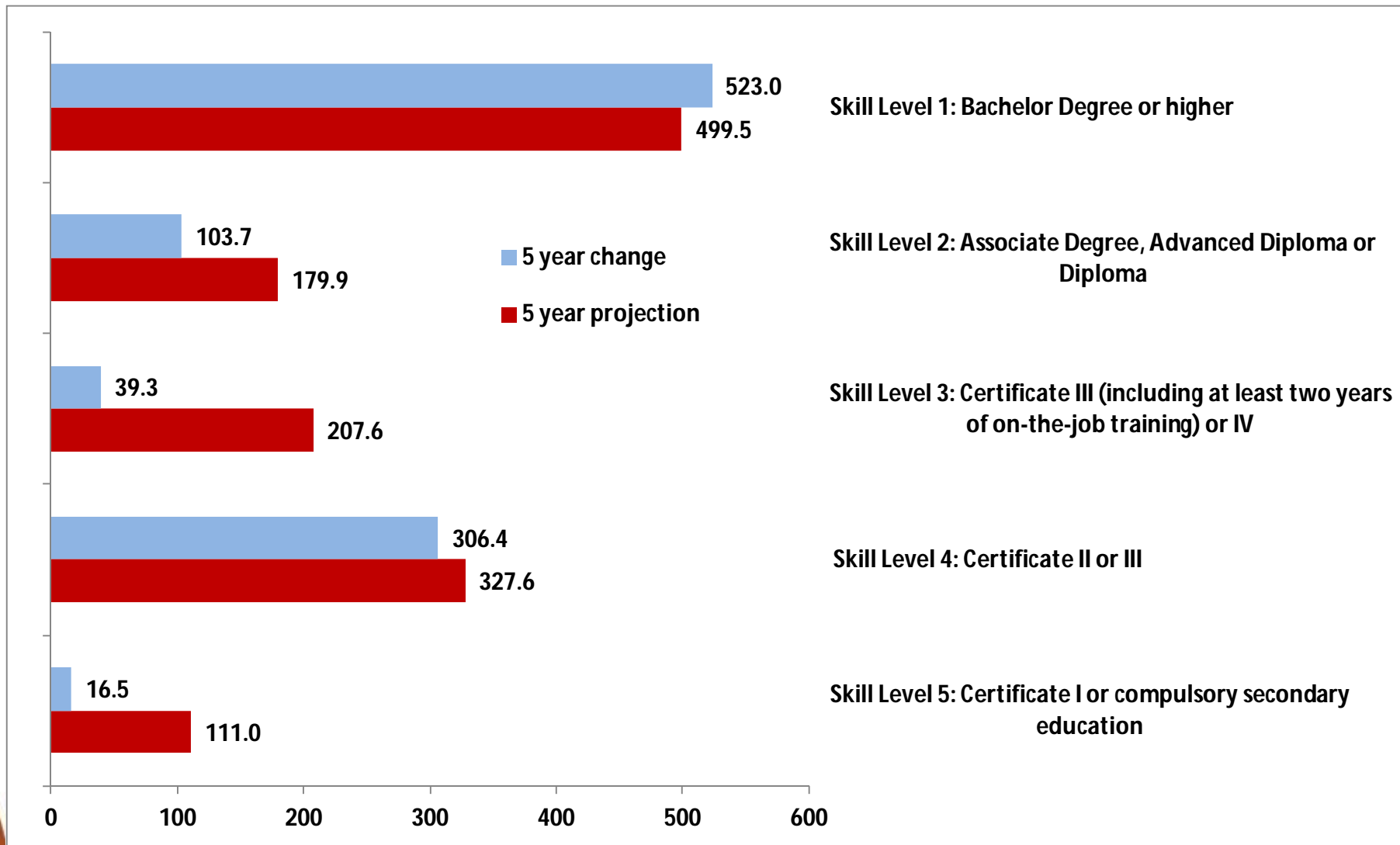
Occupational employment growth

5 years to February 2012 ('000) (trend); 5 years to 2015-16 ('000) - DEEWR projections



Employment growth by Skill level (Qualifications)

5 years to February 2012 ('000) (trend); 5 years to 2015-16 ('000) - DEEWR projections



Employment in Local Government Administration

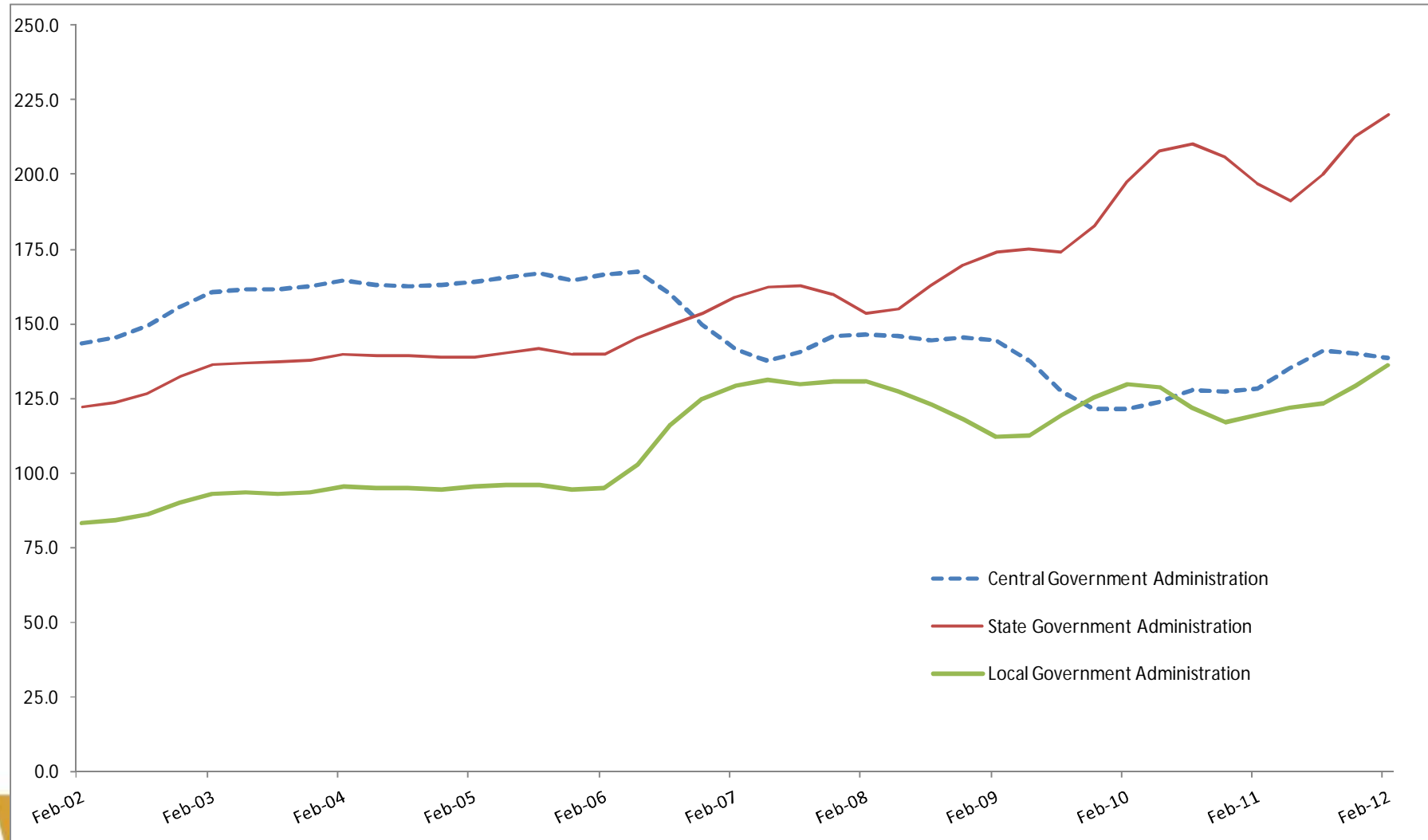
- Employment in Local Government Administration grew by 5% to 135 900 in the five years to 2012. This compares with an increase of 9.5% for all industries over the same period.
- In 2012, employment in Local Government Administration made up 26% of total employment in the Public Administration sector, compared with 29% five years ago.
- Share of employment in the Public Administration sector:

	2007	2012
Central Govt Administration	32%	27%
State Govt Administration	36%	42%
Local Govt Administration	29%	26%

Source: ABS Labour Force data, trend

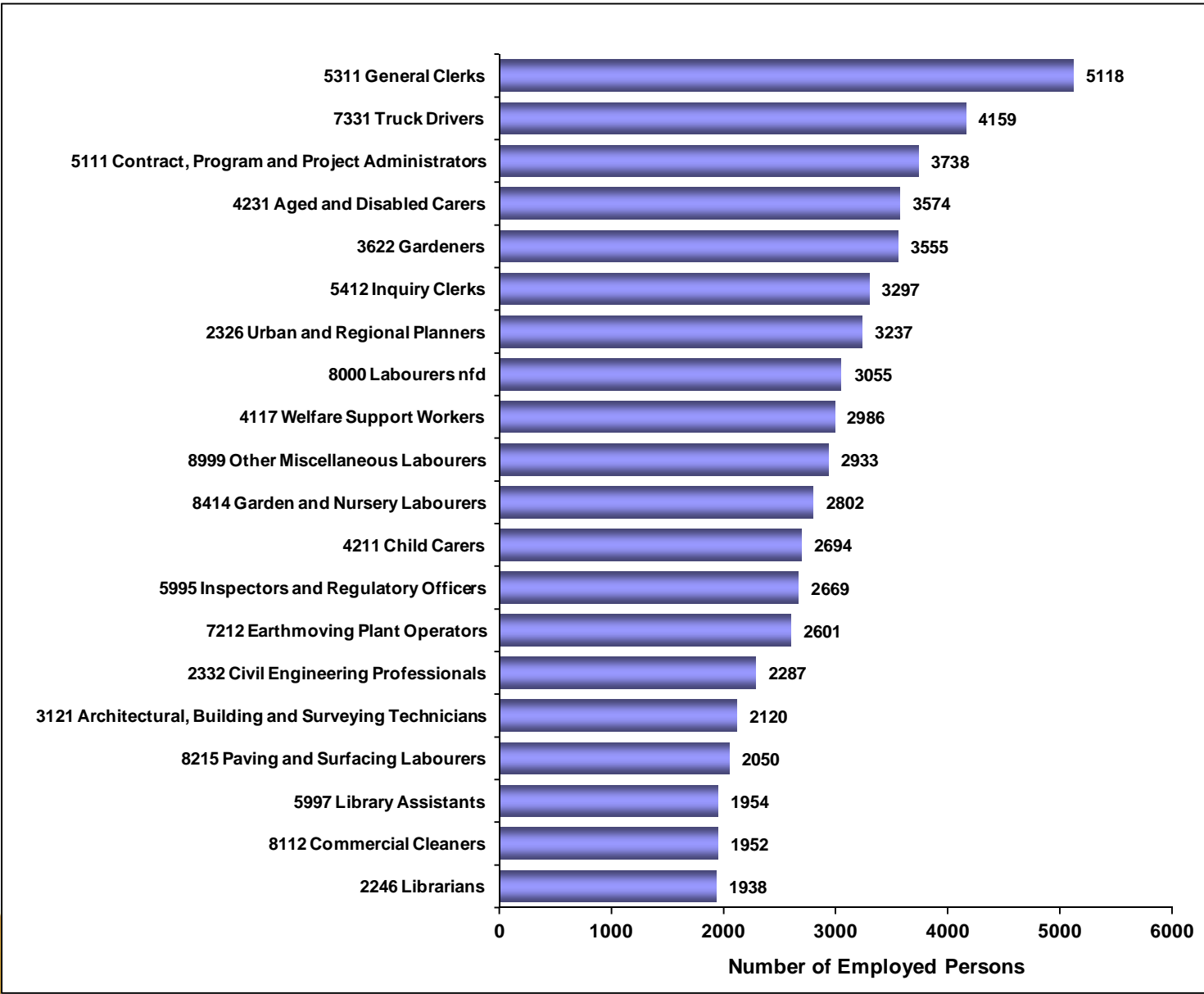
Employment by level of government

10 years to February 2012 ('000)



Source: ABS Labour Force data, trend

Top 20 Occupations in Local Government Administration



Source: ABS 2006 Census of Population and Housing

Workforce Characteristics

Local Government Administration


	Local Government Administration	Public Administration and Safety	All Industries
Employment by gender			
Men	59%	53%	54%
Women	41%	47%	46%
Persons working full-time	83.0%	83.3%	70.3%
Median weekly earnings (before tax, 2010)	\$1,050	\$1,219	\$1,050
Workers with NO post-school qualification (2010)	36%	27%	38%

Source: ABS Labour Force Survey

Ageing Workforce – Local Government Administration

- The median age for Local Government Administration in 2011 was 44 years, compared with 39 years in All Industries.

	Median age (2011)
Local Government Administration sector	44
State Government Administration sector	43
Central Government Administration sector	42
Public Administration & Safety industry	43
All Industries	39

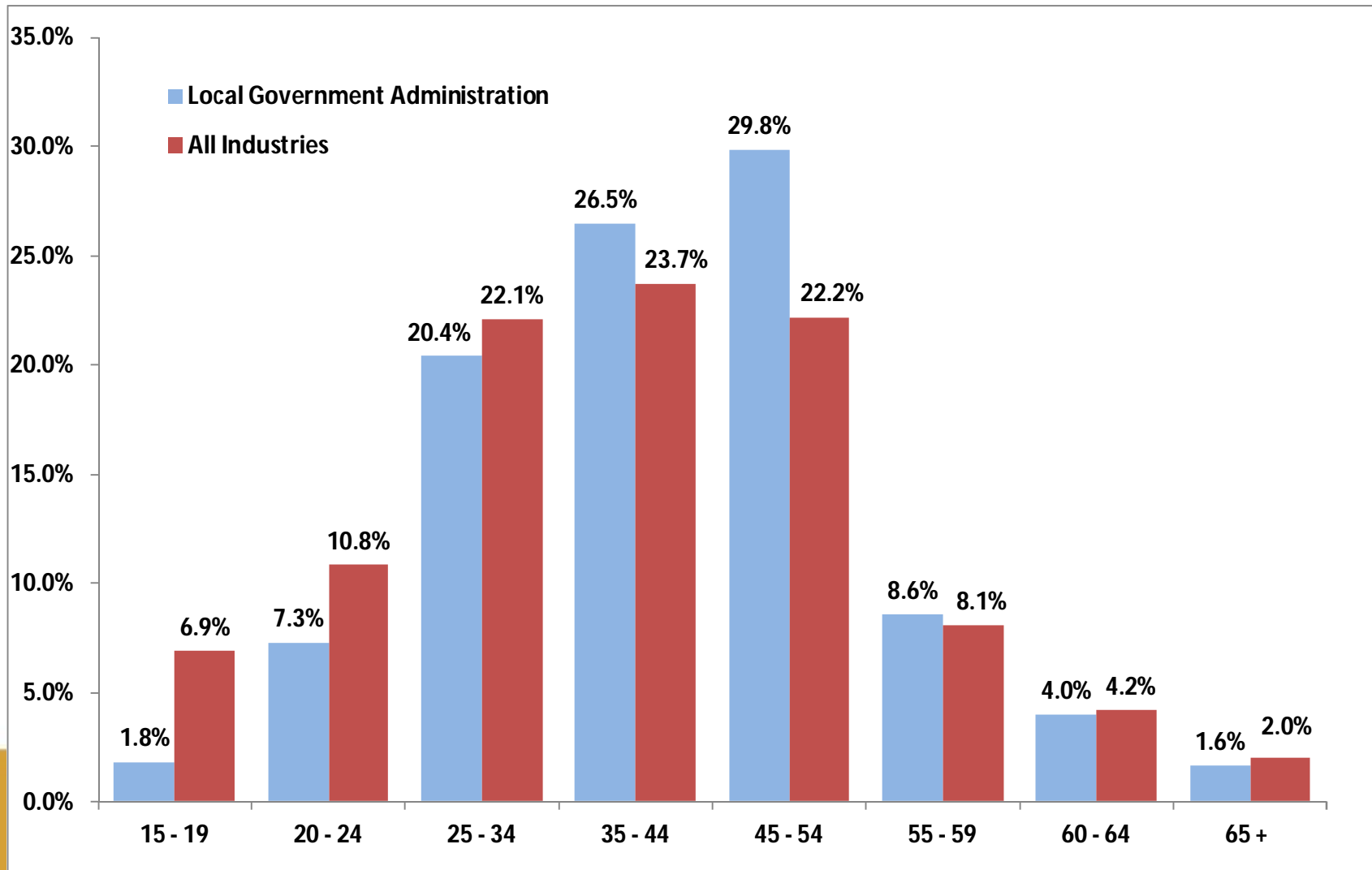


Source: ABS Labour Force Survey

Ageing Workforce

– Local Government Administration

Employed persons by age, annual average 2011 (% share of employment)



What can employers do?

- Understand your workforce and plan ahead:

Use the Investing in Experience Took Kit and Employment Charter to help you:

- Take an age audit of your workforce
 - Monitor staff turnover and absenteeism by age
 - Develop an action plan to manage the risks of an ageing workforce and staff turnover
- Look beyond the traditional sources of labour:
 - Parents
 - People with disabilities
 - Mature age workers
 - CALD workers
 - Improve workplace flexibility
 - Implement retention strategies
 - Provide training



Improving Workplace Flexibility

- Flexible work arrangements can foster loyalty and reduce absenteeism, while meeting business and individual needs. Innovative responses of some employers include:

- Phased retirement
- Increased education and training
- Providing access to flexible working hours, including:
Job sharing, part-time work and flexible leave
- Apprenticeships / traineeships
- Growing their own skills base
- Modify workplace / operations



Further Information

For more information:

www.deewr.gov.au/lmip

www.deewr.gov.au/regionalreports

www.deewr.gov.au/australianjobs

www.joboutlook.gov.au

www.skillsinfo.gov.au

www.jobsearch.gov.au

