



Slide 1



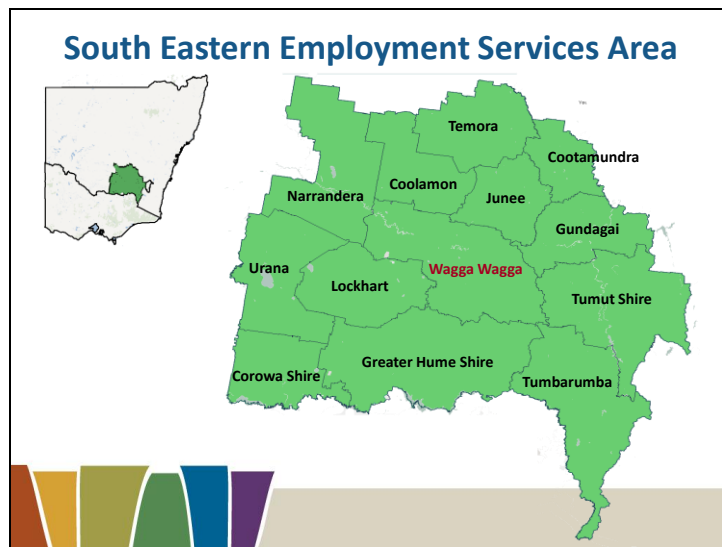
Australian Government
Department of Education, Employment and Workplace Relations

Survey of Employers in the South Eastern ESA



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Section

Slide 2



The South Eastern Employment Service Area (ESA) is wholly in the Murray-Murrumbidgee labour force region (LFR) and encompasses 13 local government areas

- Coolamon
- Cootamundra
- Corowa Shire
- Greater Hume Shire
- Gundagai
- Lockhart
- Narrandera
- Temora
- Tumbarumba
- Tumut Shire
- Urana
- Wagga Wagga

South Eastern Employment Service Area
Adult population (15+)

	2011	2006	Change	Median Age
Wagga Wagga LGA	48,680	46,620	4%	34
Remainder of ESA	59,210	59,580	-1%	43
South Eastern ESA	107,890	106,200	2%	39
Australia	18,111,460	16,647,440	9%	37

Source: ABS, Estimated Residential Population, 2011; ABS, Census of Population and Housing, 2011

South Eastern Employment Service Area profile

Source: ABS, Estimated Residential Population, 2011; ABS, Census of Population and Housing 2011

- Wagga Wagga LGA is the population hub of the South Eastern ESA, population growth was double the remainder of the ESA, but lower than the State and Australia and has a lower median age (34) compared with the Remainder of the ESA (43).

Regional Diversity

LGA	Unemployment rate	Median Age
Wagga Wagga	4.4%	34
Coolamon	3.2%	43
Cootamundra	5.3%	47
Corowa Shire	4.3%	47
Greater Hume Shire	3.3%	43
Gundagai	2.9%	42
Junee	5.6%	39
Narrandera	5.5%	43
Temora	3.9%	44
Tumut Shire	4.9%	41
South Eastern ESA	4.3%	39

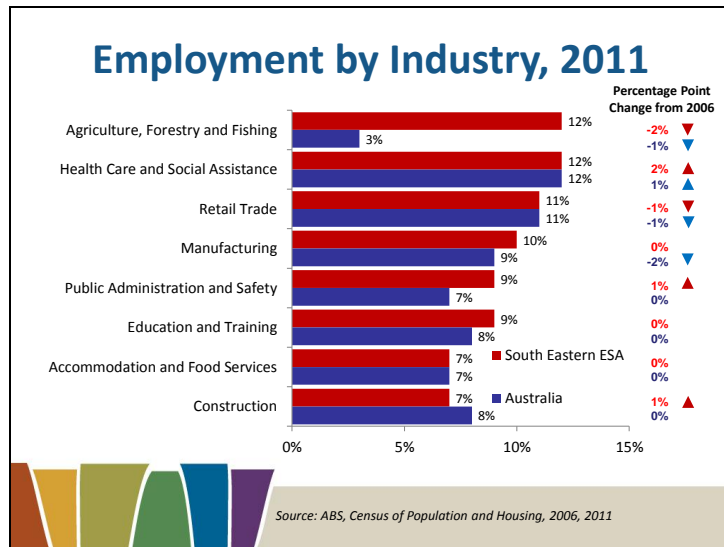
Source: DEEWR Small Area Labour Markets, December Quarter 2012; ABS, Census of Population and Housing, 2011

Regional Diversity

Source: DEEWR Small Area Labour Markets, December Quarter 2012; ABS, Census of Population and Housing, 2011

The South Eastern ESA experiences diversity not just in the unemployment rate across LGAs but also median age.

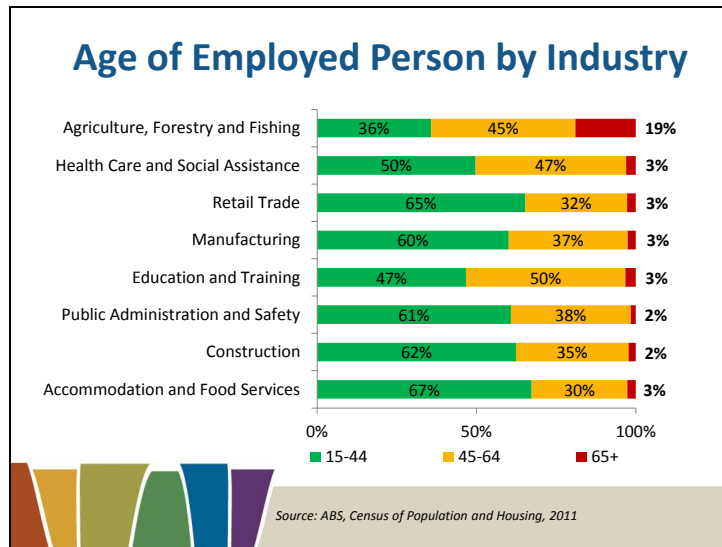
- Junee has the highest unemployment rate of 5.6 per cent which is only slightly above the national unemployment rate of 5.5 per cent.
- Gundagai has the lowest unemployment rate of 2.9 per cent.



Employment by Industry:

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

- Agriculture, Forestry and Fishing, Health Care and Social Assistance and Retail Trade are the largest employing industries in the South Eastern ESA.
- Health Care and Social Assistance, Public Administration and Safety and Construction are growth industries.
- Agriculture, Forestry and Fishing and Retail Trade have declined between 2006 and 2011.

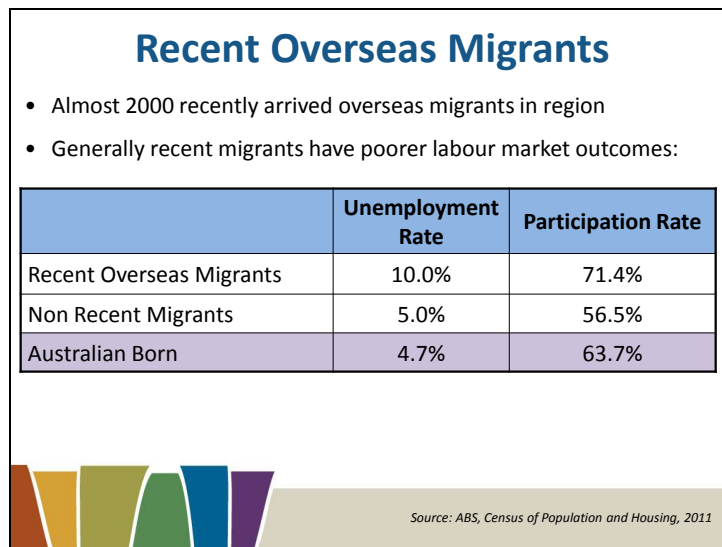


Industry of employment by age

Source: ABS, Census of Population and Housing, 2011

This graph shows the age distribution by industry

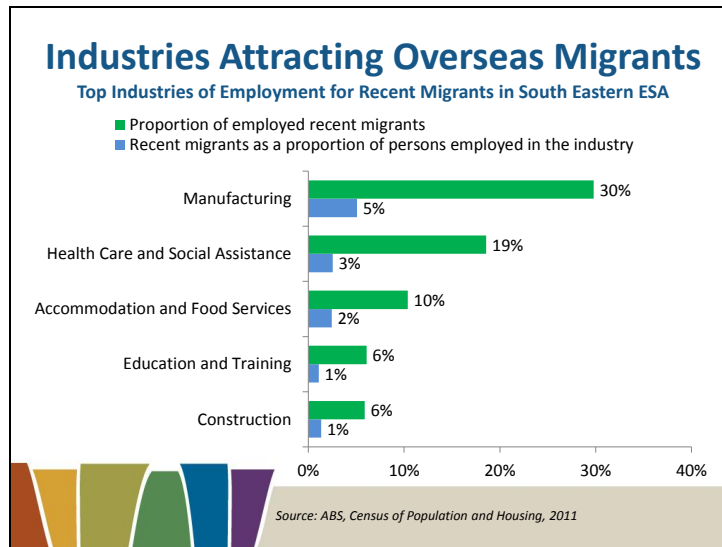
- Those employed in the Health Care and Social Assistance, Agriculture, Forestry and Fisheries and Education and Training industries have an older age demographic with more people employed aged 45 years and over.



Recent Overseas Migrants

Source: ABS, Census of Population and Housing, 2011

Recent migrants are more vulnerable in the labour market, as shown by high unemployment (10.0%) compared with non-recent migrants (5.0%) and people born in Australia (4.7%).

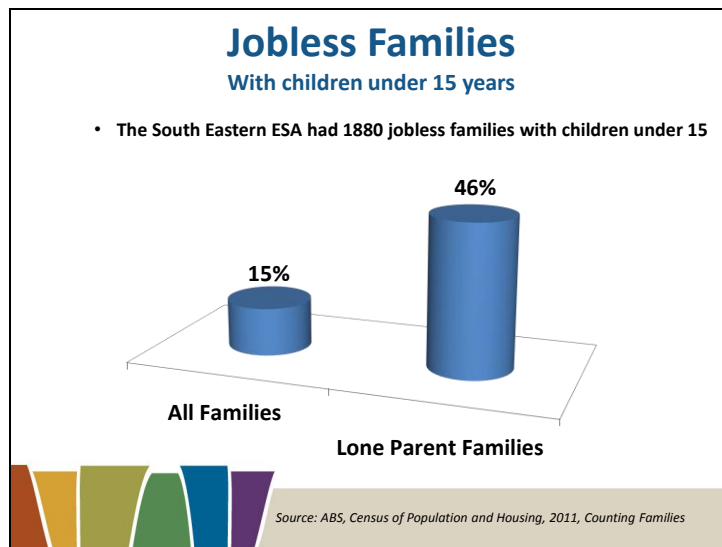


Industries Attracting Overseas Migrants

Source: ABS, Census of Population and Housing, 2011

Definition: Recent migrants are persons who arrived between 1 January 2006 and 11 August 2011.

Recent migrants are concentrated in the Manufacturing (30 per-cent) and Health Care and Social Assistance (19 per-cent) industries. Despite being concentrated in these industries they make up only a small proportion of those employed in each industry (5 per-cent and 3 per-cent respectively).



Jobless Families

Source: ABS, Census of Population and Housing, 2011, Counting Families

The South Eastern ESA had 12770 families with children under 15.

- 1880 of these families (or 15%) were jobless.
- 1443 (or 46%) were lone parent families with children under 15 who were jobless.

Long-term unemployment			
Region	Long-term unemployed (52 weeks or more)		Average duration of unemployment
	Persons	Percent of all unemployed	
Murray-Murrumbidgee LFR	1,780	26%	64 Weeks
New South Wales	42,670	22%	44 Weeks
Australia	121,110	19%	37 Weeks

Source: ABS Labour Force Data, March 2013, 12 month averages of original data

Long-term unemployment

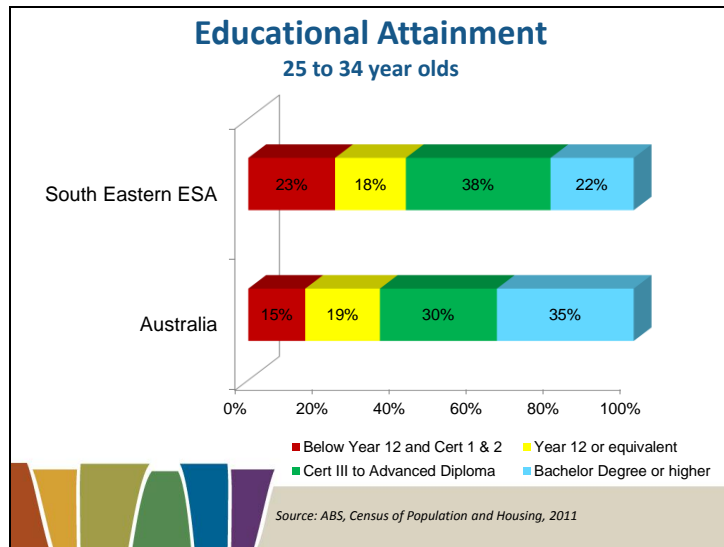
Source: ABS Labour Force Data, March 2013, 12 month averages of original data

This data is very volatile. This is especially important to the average duration of unemployment.

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

The proportion of unemployed persons who were long-term unemployed in the Murray-Murrumbidgee LFR (26 per-cent) was higher than the New South Wales (22 per-cent) and national averages (19 per-cent).

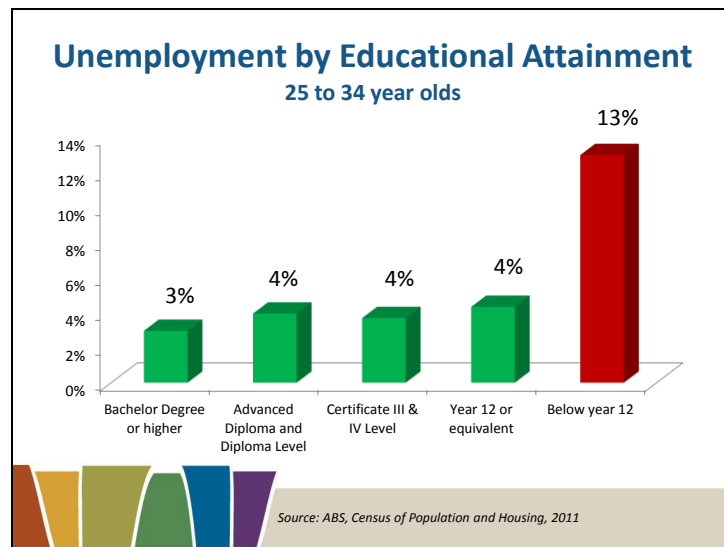
The average duration of unemployment in the Murray Murrumbidgee LFR (64 weeks) was far higher than the New South Wales (44 weeks) and national averages (37 weeks).



Educational Attainment

Source: ABS, Census of Population and Housing, 2011


- Wagga Wagga has a similar proportion of residents who have less than a year 12 education to the proportion of all Australians (19 per-cent and 15 per-cent respectively) .
- The remainder of South Eastern ESA (27 per-cent) has a much higher proportion of residents who have not attained at least a year 12 education than both Wagga Wagga and Australia.



Unemployment by Educational Attainment

Source: ABS, Census of Population and Housing, 2011

- There is a strong relationship between educational attainment and employment outcomes.
- People with higher levels of education have higher rates of labour force participation and lower unemployment rates.
- Emphasises should be on the importance of continuing education to help job seekers obtain employment and participate in the labour market.



Recruitment Experiences
12 Months preceding the survey

- **Recruitment activity remained stable since 2011**
- **Fewer employers reporting recruitment difficulty or vacancies remaining unfilled than in 2011**
 - 3.0 per cent of vacancies remained unfilled (8.0 per cent, 2011)
 - 46 per cent of employers reported recruitment difficulty (56 per cent, 2011)
- **Recruitment difficulty highest for Managers, Professionals and Community and Personal Service Workers**

Source: DEEWR, Survey of Employers' Recruitment Experiences, August 2012

Recruitment Expectations

Source: DEEWR, Survey of Employers' Recruitment Experiences, August 2012


The region was previously surveyed in March 2011.

- Recruitment activity remained stable since 2011
 - 16 vacancies per 100 staff
 - Most recruitment to replace staff who left
- Recruitment highest in Health Care & Social Assistance, Other Services and Accommodation and Food Services
- Fewer employers reporting recruitment difficulty or vacancies remaining unfilled than in 2011
 - 3.0 per cent of vacancies remained unfilled (8.0 per cent, 2011)
 - 46 per cent of employers reported recruitment difficulty (56 per cent, 2011)
- Recruitment difficulty highest for Managers, Professionals and Community and Personal Service Workers

Occupations Difficult to Fill

Bachelor Degree or Higher VET Qualifications	
Motor Mechanics*	Child Carers
Accountants	
Other Occupations	
Truck Drivers*	Storepersons*
Bar Attendants and Baristas	Waiters
Housekeepers	

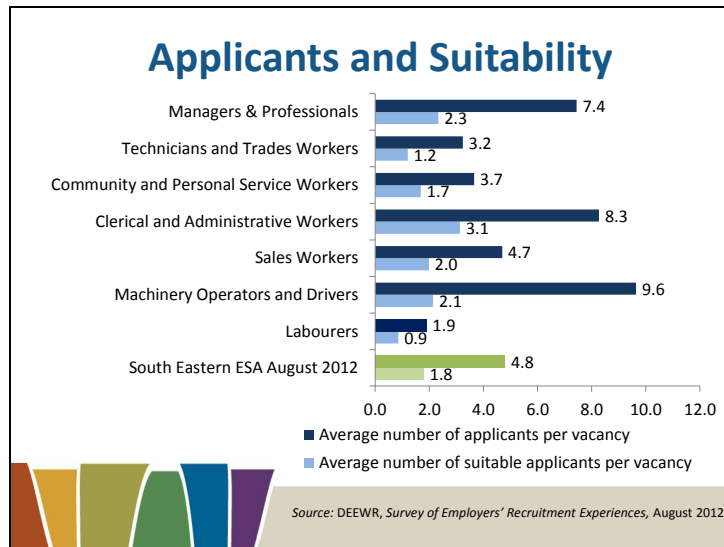
* These occupations were also reported as difficult to fill in the March 2011 survey



Source: DEEWR, Survey of Employers' Recruitment Experiences, August 2012

Occupations Difficult to Fill

Source: DEEWR, Survey of Employers' Recruitment Experiences, August 2012

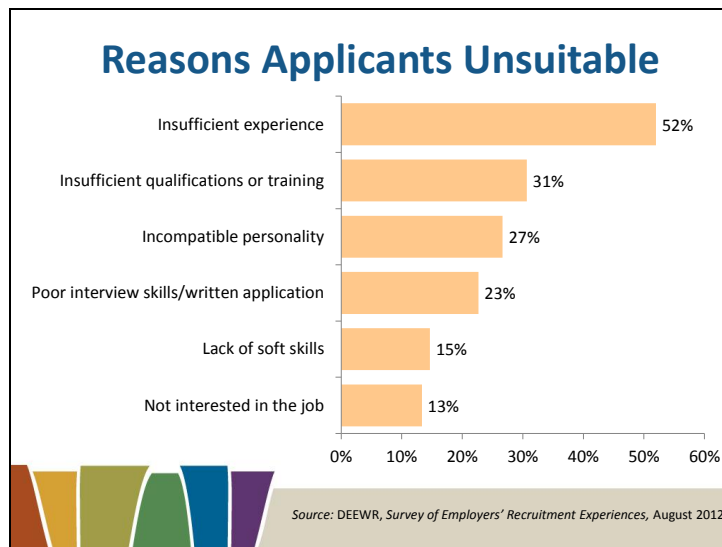


Applicant Suitability

Source: DEEWR, Survey of Employers' Recruitment Experiences, August 2012

This graph shows that competition for vacancies has decreased since 2011 but so has applicant suitability.

- Whilst there is high competition for vacancies in occupations such as Machinery operators and Drivers there is little applicant suitability.
- This may be due to the disparity of employer expectations of the role and actual applicant suitability to perform the role.

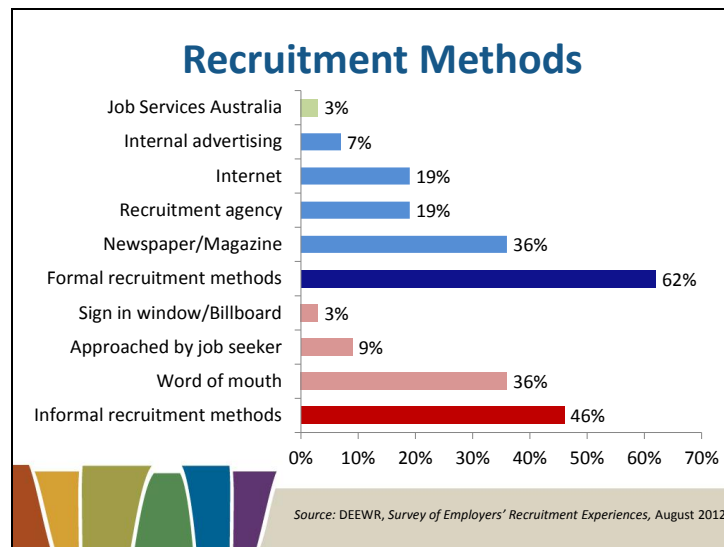


Reasons Applicants Unsuitable

Source: DEEWR, Survey of Employers' Recruitment Experiences, August 2012

This graph shows the main reason applicants were considered unsuitable for the job:

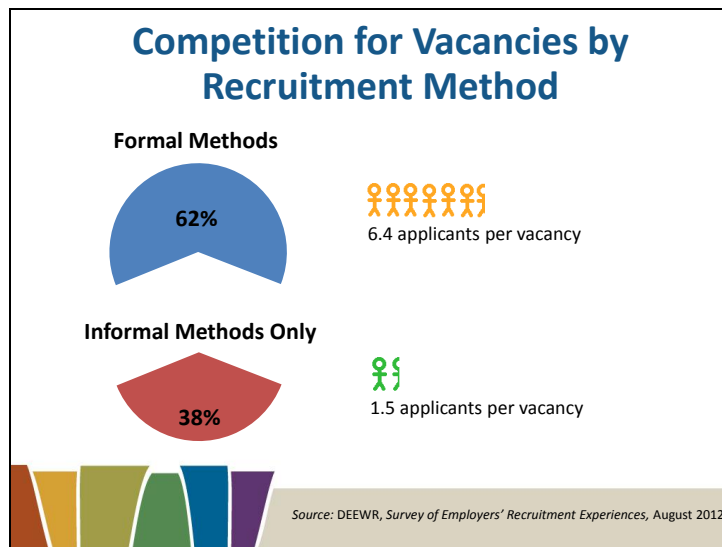
- Insufficient experience (52%)
- Insufficient qualifications/Training (31%)
- Incompatible Personality (27%)



Recruitment Methods

Source: DEEWR, *Survey of Employers' Recruitment Experiences*, August 2012

- Employers preferred to use formal methods for recruitment such as:
 - Newspaper/magazine 36%
 - Recruitment Agency and Internet (both 19%)
- Only 3 per cent of recruiting employers used a JSA in the last 12 months

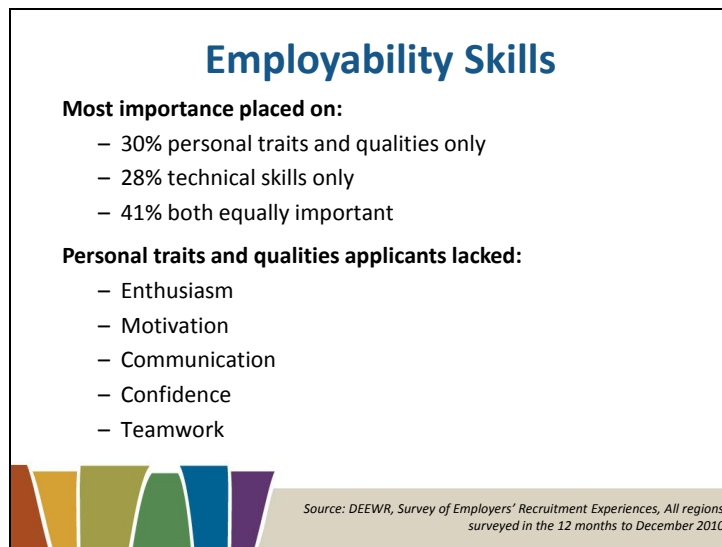


Most employers recruit formally:

Source: DEEWR, Survey of Employers' Recruitment Experiences, August 2012

Formal methods of recruitment include advertising online or in a newspaper.

- 62 per cent of employers surveyed used formal methods of recruitment, receiving an average of 6.4 applicants per vacancy
- By contrast, 38 per cent employers used informal methods only (word of mouth, approached by job seeker), receiving an average of just 1.5 applicants per vacancy
- Job seekers can increase their chances of employment by engaging these informal methods used by employers.



Basic Employability Skills:

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

Most importance placed on:

- 30% personal traits and qualities only
- 28% technical skills only
- 41% both equally important

Personal traits and qualities applicants lacked:

- Enthusiasm
- Motivation
- Communication
- Confidence
- Teamwork

Recruitment Expectations

12 months following the survey

- Future recruitment expectations have eased
- Half of employers who expect to recruit anticipate difficulty
- Occupations with largest employment growth over last 5 years listed below:

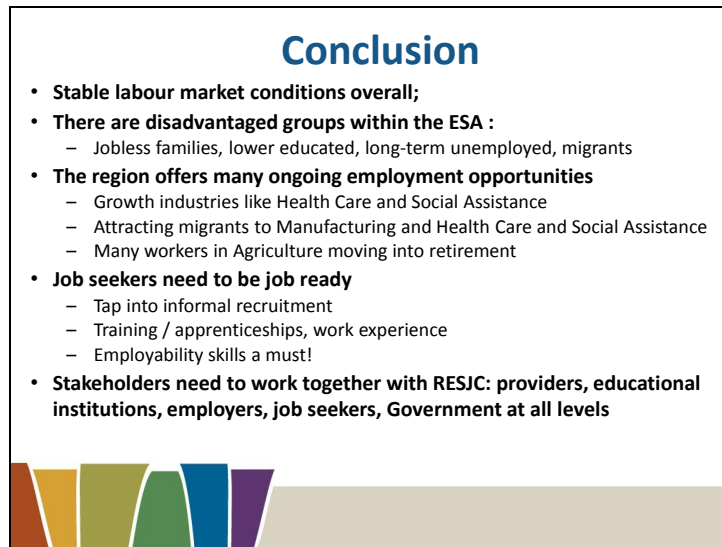
Bachelor Degree or Higher VET Qualifications	
Registered Nurses	Electricians
Crop Farmers	Office Managers
Other Occupations	
Aged and Disabled Carers	Checkout Operators and Office Cashiers
General Clerks	Nursing Support and Personal Care Workers

Source: DEEWR, Survey of Employers' Recruitment Experiences, August 2012, ABS, Census of Population and Housing, 2011

Recruitment Expectations


Source: DEEWR, Survey of Employers' Recruitment Experiences, August 2012

- Future recruitment expectations have eased
 - 35 per cent of employers anticipate recruiting
 - Fewer than in 2011 (45 per cent)
- The Retail Trade and Accommodation and Food Services industries anticipate strong recruitment
- Half of employers who expect to recruit anticipate difficulty



Conclusion

- **Stable labour market conditions overall;**
- **There are disadvantaged groups within the ESA :**
 - Jobless families, lower educated, long-term unemployed, migrants
- **The region offers many ongoing employment opportunities**
 - Growth industries like Health Care and Social Assistance
 - Attracting migrants to Manufacturing and Health Care and Social Assistance
 - Many workers in Agriculture moving into retirement
- **Job seekers need to be job ready**
 - Tap into informal recruitment
 - Training / apprenticeships, work experience
 - Employability skills a must!
- **Stakeholders need to work together with RESJC: providers, educational institutions, employers, job seekers, Government at all levels**



Conclusion

Source: DEEWR, Survey of Employers' Recruitment Experiences, August 2012

- Stable labour market conditions overall, but subdued employer expectations
- There are disadvantaged groups within the ESA :
 - Jobless families, lower educated, long-term unemployed, migrants
- The region offers many ongoing employment opportunities
 - Growth industries like Health Care and Social Assistance
 - Attracting migrants to Manufacturing and Health Care and Social Assistance
 - Many workers in Agriculture moving into retirement
- Job seekers need to be job ready
 - Tap into informal recruitment
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 - Employability skills a must!
- Stakeholders need to work together with RESJC: providers, educational institutions, employers, job seekers, Government at all levels

Further Information

www.deewr.gov.au/Imip
www.deewr.gov.au/SkillShortages
www.deewr.gov.au/regionalreports
www.deewr.gov.au/australianjobs
www.skillsinfo.gov.au
www.joboutlook.gov.au
www.keepaustraliaworking.gov.au



Further Information

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

A report on the survey findings for the Sturt Employment Services Area will be placed on the regional reports section of the DEEWR web site.

Thank you.

