



## **Local Jobs Plan**

# **South Eastern Melbourne and Peninsula Victoria**

October 2020

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*The Department of Education, Skills and Employment acknowledges the traditional owners and custodians of the lands where we work and travel through. We pay our respects to their people, cultures and their Elders past, present and emerging.*

## Preface

The Local Jobs Program (LJP) brings together expertise, resources and access to funding at the local level to focus on the reskilling, upskilling and employment pathways for job seekers in 25 Employment Regions, as part of supporting Australia's economic recovery from the COVID-19 pandemic.

This interim plan identifies the key priorities for the South Eastern Melbourne and Peninsula, with a focus on **creating employment opportunities**, meeting local **employer demands** and **better skilling** local job seekers. The plan identifies the direction, strategies and actions of the interim Employment Facilitator.

This plan will be reviewed when the Employment Facilitator and the Local Jobs and Skills **Taskforce** is in place, and whenever the priorities change (or every six months).

## Local Jobs Program Key Priorities: South Eastern Melbourne and Peninsula

1. Maximising the benefits of existing Australian Government, Victorian Government, local council and community driven employment and skills initiatives to create pathways into **major and growth industries**, including health care and social assistance, construction, manufacturing and retail trade.
2. Generating opportunities for **youth skill development** aligned to local employer and industry needs, including through **training, apprenticeships and traineeships**.
3. Maximising the extent to which local positions are filled by local job seekers in collaboration with employers, industry bodies and employment services providers.
4. Brokering employment and education opportunities for **Culturally and Linguistically Diverse job seekers, young people, females** and **Aboriginal and Torres Strait Islander people** through collaboration with local community support services, employers and training organisations.
5. **Facilitating and supporting the transition of displaced workers** via reskilling and upskilling aligned to local skill needs and by promoting entrepreneurship.

# South East Melbourne and Peninsula Region

## Overview

The South Eastern Melbourne and Peninsula Employment Region covers an area of 2,775 square kilometres, commencing 14 kilometres from the city centre and extending across the Mornington Peninsula and rural areas to the outer south east. The region incorporates two separate Australian Bureau of Statistics (ABS) Statistical Area 4 level (SA4) locations of Melbourne - South East, and Mornington Peninsula.



The region includes seven local government areas (LGAs) comprising the Cities of Kingston, Monash, Greater Dandenong, Casey and Frankston as well as the Cardinia and Mornington Peninsula Shires. The Kingston and Monash LGAs are not wholly confined by the boundary for the South Eastern Melbourne and Peninsula Employment Region, with the Kingston LGA largely falling in the neighbouring Inner Metropolitan Employment Region, while the majority of the Monash LGA lies within the South Eastern Melbourne and Peninsula region.

Main urban centres include Oakleigh, Glen Waverley, Springvale, Dandenong, Narre Warren, Cranbourne, Pakenham, Frankston, Mornington, Rosebud and Hastings. The region has experienced significant population growth, particularly in the outer South-Eastern area.

Key metropolitan train lines servicing this area include the Pakenham, Cranbourne and Frankston lines from the Melbourne CBD. The Stony Point Line starts in Frankston and runs through Hastings to the western side of Western Port. The Gippsland country rail service runs along the Pakenham line. Bus services are more frequent around the South East and Frankston areas. In the Mornington Peninsula, public buses connect Frankston to Portsea along the Nepean Highway, however services are less frequent and do not provide access to the Peninsula hinterland.

## Key challenges in South Eastern Melbourne and Peninsula

There is considerable labour market diversity within the South Eastern Melbourne and Peninsula Employment Region. The region incorporates the two separate ABS SA4 locations of Melbourne - South East, and Mornington Peninsula. While there is some commonality of challenges across the entire region, each of the SA4 areas also face specific locational challenges, highlighting the need to tailor local solutions to particular geographic areas.

There are **significant pockets of disadvantage** within the region. According to the 2016 Socio-Economic Indexes for Areas (SEIFA) Index of Relative Socio-Economic Disadvantage, 12 of the 61 SA2 areas in the region experience significant levels of disadvantage. Suburbs with higher levels of disadvantage include Doveton, Frankston North, Hampton Park, Hallam, Cranbourne, Cranbourne West, Hastings, Springvale, Springvale South, Noble Park West, Rosebud West and Koo Wee Rup.

Pockets of disadvantage are also reflected in **higher rates of unemployment**. Small Area Labour Markets data for March 2020 shows a number of localities recorded significantly higher unemployment rates compared to the 7.0 per cent rate for the entire South Eastern Melbourne and Peninsula region. Locations include Doveton (16.5 per cent), Dandenong (16.2 per cent), Cranbourne (12.9 per cent), Frankston North (12.5 per cent), Hallam and Hampton Park (10.7 per cent) and Pakenham South (9.3 per cent), as well Rosebud, Springvale and Noble Park just under 9 per cent each.<sup>1</sup>

**The levels of higher education attainment** vary across the region. In the Mornington Peninsula SA4 area there are lower rates of Year 12 and Bachelor degree completion and higher levels of Certificate level completions compared to the South East Melbourne SA4 area and Victorian averages.

**People from Culturally and Linguistically Diverse (CALD)** backgrounds represent 37 per cent of the employment services caseload. The CALD population is higher in the South East Melbourne SA4 area and is particularly notable in Dandenong where 65 per cent of the population speaks a language other than English at home. Key employment challenges for this cohort include lack of recognition of previous skills and qualifications, language barriers, cultural differences, trauma among refugees, lower rates of car ownership limiting opportunities for jobs that are inaccessible by public transport, and a lack of confidence in approaching the employment market.

**Youth unemployment** in the region reached 14.0 per cent in August 2020, which is double the rate of unemployment for the general population in the region. Young people experience more difficulty transitioning from education to employment, which impacts on their aspiration, confidence, mental health and motivation to engage in further education or look for work. Young people are more likely to be engaged in temporary and insecure work. There is also a skills gap between many of the jobs available in the local labour market and the skills and experience young people have to offer.

**Aboriginal and Torres Strait Islander people** in the South Eastern Melbourne and Peninsula region have higher rates of unemployment and lower levels of tertiary qualifications than non-Indigenous people. There is a high representation of Aboriginal and Torres Strait Islander people in the Mornington Peninsula region, in particular the Westernport pocket. Engagement with local Indigenous community groups will be key to developing strategies that increase engagement in training and employment aligned to local opportunities.

**A skills mismatch** is contributing to recruitment difficulties and skills shortages for employers in various sectors, including the Manufacturing, Construction, Food and Fibre and Health Care and Social Assistance industries.<sup>2</sup> Some of the challenges identified include high employer expectations of candidates' skills and experience, increasing entry-level skill requirements due to new

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<sup>1</sup> National Skills Commission, Small Area Labour Markets, March quarter 2020.

<sup>2</sup> Victorian Skills Commissioner, Regional Skills Demand Snapshot – South East Melbourne, July 2019

technologies, and a lack of general employability skills among job seekers. It will be important to collaborate with employers and industry to address the skills mismatch, including through training, upskilling, reskilling, apprenticeships and traineeships.

**An ageing population** is affecting **demand in the health care and social assistance sector**, particularly in aged care, disability and community services. According to Census data, the region has an ageing population profile, particularly notable in the Mornington Peninsula with 20.3 per cent of the population aged 65+ years, compared to 13.3 per cent in the South East Melbourne area. Upskilling and reskilling local job seekers for opportunities in this sector will help connect labour supply with employer demand as growth in the sector continues.

**Limited access to transport** prevents some job seekers, particularly those without a drivers licence or access to reliable private transport, from accessing available employment opportunities. While train lines link suburbs from east to west and metropolitan buses connect most localities, timetables are often incompatible with the location and shift times of available employment opportunities, for example in manufacturing, warehousing and hospitality. In the Mornington Peninsula, where access to public transport is more limited compared to the rest of the region, job seekers face additional transport challenges which impacts their ability to access education and employment opportunities.

## Impacts of COVID-19

The COVID-19 pandemic has significantly affected people, businesses, local economies and communities in the South Eastern Melbourne and Peninsula employment region. The region has experienced high numbers of COVID-19 cases, particularly in the Casey and Greater Dandenong LGAs.

Since July 2020, the region has been subject to COVID-19 restrictions that have heavily limited the movement of people and restricted workplaces and industries across metropolitan Melbourne. This has led to lost output and decreased revenue for local businesses and loss of or reduction in employment among workers. Competition for employment has also increased as the number of people looking for work rises against fewer available job vacancies.

The **jobactive caseload by LGA** data in Table 1 shows job seeker increases across the employment region, with high job seeker numbers in the City of Casey and City of Greater Dandenong LGAs, as well as large growth in City of Monash and the Mornington Peninsula Shire.

Table 1: jobactive caseload by LGA (where known)

| LGA (where known)          | 22 March 2020 Caseload | 30 September 2020 Caseload | Count Change   | Percentage Change |
|----------------------------|------------------------|----------------------------|----------------|-------------------|
| Cardinia Shire             | 2,132                  | 6,752                      | + 4,620        | + 217%            |
| City of Casey              | 7,334                  | 24,075                     | + 16,741       | + 228%            |
| City of Frankston          | 3,561                  | 10,045                     | + 6,484        | + 182%            |
| City of Greater Dandenong  | 4,821                  | 13,307                     | + 8,486        | + 176%            |
| City of Kingston           | 541                    | 1,905                      | + 1,364        | + 252%            |
| City of Monash             | 1,919                  | 7,755                      | + 5,836        | + 304%            |
| Mornington Peninsula Shire | 2,809                  | 9,138                      | + 6,329        | + 225%            |
| <b>TOTAL</b>               | <b>23,117</b>          | <b>72,977</b>              | <b>+49,860</b> | <b>+216%</b>      |

The **youth Transition to Work (TtW)** caseload also increased by 143 per cent between 1 March and 30 September 2020.

On an industry basis, the COVID-19 pandemic has had a widespread impact on the **Accommodation and Food Services** sector, which had already been in steady decline prior to the emergence of COVID-19. Tourism based hospitality and accommodation businesses, which are particularly concentrated in the Mornington Peninsula area, are heavily reliant on the domestic and international visitor economy and have accordingly experienced major reductions in demand leading to reduced hours, staff stand-downs or redundancies.

**Retail Trade** has also experienced heavy job losses felt highest in travel, clothing and hair and beauty services. Increases in staffing in the major supermarket chains has helped offset some of these losses but a number of small local traders are unlikely to reopen.

For both the Accommodation and Food Services and Retail sectors, reskilling and upskilling will be required to support impacted workers to find new employment, particularly given the high representation of young people and females within these sectors who have been disproportionately affected by COVID-19 impacts.

The **Construction industry**, which is one of the growing industries in the region, has also been affected by COVID-19. Industry-specific restrictions have limited the scope of work and number of staff allowed on-site affecting the delivery of residential, commercial and infrastructure projects, although sector conditions are likely to quickly improve once restrictions do ease.

**Young people** are among the most severely impacted by the COVID-19 pandemic. Over the period from March 2020 to August 2020, the youth unemployment rate increased by 2.6 percentage points. Young people are more likely to be engaged in casual or insecure work in the hospitality, tourism and retail industries, which are among the hardest hit sectors within the region. Young people trying to access employment opportunities also face increased competition from experienced adults who have lost their jobs in other sectors.

**Females** are also commonly employed in many of the occupations and industries that were most affected by the COVID-19 pandemic. The proportion of females on the jobactive caseload increased from 45.8 per cent in March 2020 to 50.6 per cent in September 2020.

Similar to young people, females are more likely to have casual or insecure work, which can act to amplify the financial impact of job losses by limiting access to retrenchment entitlements that are accessible by permanent employees. Additionally, many casual workers – including both females and young people - have been unable to access JobKeeper supports as their employment conditions do not meet eligibility requirements.

## Large employing industries and employers

The South Eastern Melbourne and Peninsula region has a diverse labour market profile, spanning professional and knowledge industry precincts, manufacturing and transport hubs, heavy industry, tourism and recreational services, and regional horticulture and rural grazing areas.

The Health Care and Social Assistance sector continues to grow strongly, adding 27,000 jobs in the region over the last 5 years.<sup>3</sup> Some large employers in this sector include Peninsula Health, Monash Health and a wide variety of aged and disability care providers across the region.

Some of the employers delivering major construction projects in the region include John Holland, CPB Contractors, Fulton Hogan, ADCO Constructions and Johns Lyng Group. This sector provides a variety of skill development opportunities, including upskilling and reskilling through training, apprenticeship and traineeships.

Selected Food and Fibre industry businesses include Yakult, Gippsland Dairy, Tip Top, Spuds 'R' Us, Prestige Foods and Scicluna's Wholesale.

Other major employers in the region include local councils, Monash University, Deakin University, Federation University, Chisholm TAFE, Jayco, Bunnings Warehouse, Bombardier, Australia Post, Coles, Woolworths, Amazon and Bluescope.

## Selected Major Projects

The South Eastern Melbourne and Peninsula region has a large pipeline of major projects which present employment and skill-building opportunities for local job seekers.

Major projects currently being undertaken include track duplication and level crossing removals for the Cranbourne Line upgrade, the Monash Freeway and South Gippsland Highway upgrades and new school building and upgrade projects.

Other projects in the pipeline include the electrification of Frankston line to Baxter, the construction of the Officer Town Centre Precinct in Cardinia Shire, the upgrade of Hall Rd and Western Port Highway roundabouts, and the duplication of rail tracks between Dandenong and Cranbourne.

## Local Stakeholders and Opportunities

The South Eastern and Mornington Peninsula is made up of seven LGAs comprising the City of Greater Dandenong, Mornington Peninsula Shire, Cardinia Shire Council, City of Casey, City of Monash, Frankston City Council and Kingston City Council.

The region is home to various stakeholder networks that work with employers, industry and community stakeholders to promote business and economic development and to implement employment and education related initiatives. These include:

- South East Business Networks (SEBN)
- South East Melbourne Manufacturers Alliance (SEMMA)
- Greater Dandenong Regional Employment Taskforce
- South East Melbourne Integrated Transport Group (SEMITG)
- Frankston and Mornington Peninsula Community Investment Committee

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<sup>3</sup> ABS, *Labour Force Data*, August 2020

Given the existing local partnerships, leveraging these networks will be a priority.

Metropolitan Partnerships are a mechanism for local communities to engage with the Victorian government through a range of key stakeholders and LGAs. The Southern Metropolitan Partnership includes Kingston City Council, Frankston City Council, Mornington Peninsula Shire Council, Greater Dandenong City Council, Cardinia Shire Council and Casey City Council. Monash City Council is a part of the Eastern Metropolitan Partnership.

There are a range of Australian Government employment programs within the Department of Education, Skills and Employment (DESE) portfolio that are delivered by employment services providers in the region. Seven providers deliver jobactive services: AMES, Jobfind, Job Prospects, MatchWorks, MAX Employment, Sarina Russo Job Access and WISE Employment.

Other DESE employment services in the region include ParentsNext, Transition to Work (TtW), New Enterprise Incentive Scheme (NEIS), Career Transition Assistance (CTA), Employability Skills Training (EST), Entrepreneurship Facilitator Services and Australian Apprenticeship Support Network (AASN).

Additional Australian Government programs delivered by other Commonwealth agencies include Vocational Training and Employment Centre (VTEC), DES - Disability Management Service (DES DMS), DES - Employment Support Service (DES ESS), National Disability Insurance Scheme (NDIS) and more.

Education providers include Chisholm TAFE, Deakin University, Monash University, Federation University, various Learn local providers, three Local Learning and Employment Networks and numerous industry specific vocational training organisations.

Mental health services are delivered by various organisations in the region, such as Monash Health, Peninsula Health and headspace.

The Victorian Government's employment programs include:

- Jobs Victoria Employment Network delivered locally by the Bridge Employment
- Skills and Jobs Centre, Chisholm Institute Dandenong
- Community Traineeship Program
- Youth Cadetship Scheme
- Youth Employment Scheme
- Workers in Transition program

The Victorian Chamber of Commerce is an important stakeholder in the South Eastern and Mornington Peninsula Region with five major industry sectors represented by members.

A number of labour hire and private recruitment companies also operate in the region, with employment opportunities in the construction, manufacturing, warehousing, logistics, and freight and transport sectors.

# South Eastern Melbourne and Peninsula Employment Region Jobs Plan: labour market update October 2020<sup>4</sup>

Labour market conditions in the South Eastern Melbourne and Peninsula region have been somewhat soft over the last five years, with the unemployment rate averaging 6.2 per cent over the last five years, although there is considerable labour market disparity within the region. It is worth noting, however, employment growth has averaged a reasonably strong 2.7 per cent over the last five years, above the 1.8 per cent recorded for Victoria, suggesting some mixed results.

ABS Labour Force Survey regional estimates show that labour market conditions have deteriorated in the South Eastern Melbourne and Peninsula region since March 2020, when Australia recorded its 100<sup>th</sup> case of COVID-19. This is not surprising, given the ongoing COVID-19 cases in Victoria and the subsequent implementation of restrictions in the State.

The South Eastern Melbourne and Peninsula participation rate has fallen sharply, dropping by 4.5 percentage points between March and August 2020 to stand at 63.0 per cent, below the 63.9 per cent recorded for Victoria and 64.8 per cent for Australia. The decline in the participation rate reflects the impact of the COVID-19 pandemic on female workers in particular, with female dominated industries in the region among the hardest hit by job losses during the pandemic.

## Selected ABS Labour Force Survey indicators, August 2020

|                                       | Employment |                     |      | Unemployment |                     |      | Unemployment rate |                     | Participation rate |                     |
|---------------------------------------|------------|---------------------|------|--------------|---------------------|------|-------------------|---------------------|--------------------|---------------------|
|                                       | Aug-20     | Change since Mar-20 |      | Aug-20       | Change since Mar-20 |      | Aug-20            | Change since Mar-20 | Aug-20             | Change since Mar-20 |
|                                       | ('000)     | ('000)              | (%)  | ('000)       | ('000)              | (%)  | (%)               | (% pts)             | (%)                | (% pts)             |
| South Eastern Melbourne and Peninsula | 565.7      | -48.9               | -7.9 | 42.7         | 7.6                 | 21.7 | 7.0               | 1.6                 | 63.0               | -4.5                |
| Victoria                              | 3,255.1    | -188.4              | -5.5 | 249.9        | 62.3                | 33.2 | 7.1               | 2.0                 | 63.9               | -2.5                |
| Australia                             | 12,583.4   | -413.6              | -3.2 | 921.8        | 206.0               | 28.8 | 6.8               | 1.6                 | 64.8               | -1.1                |

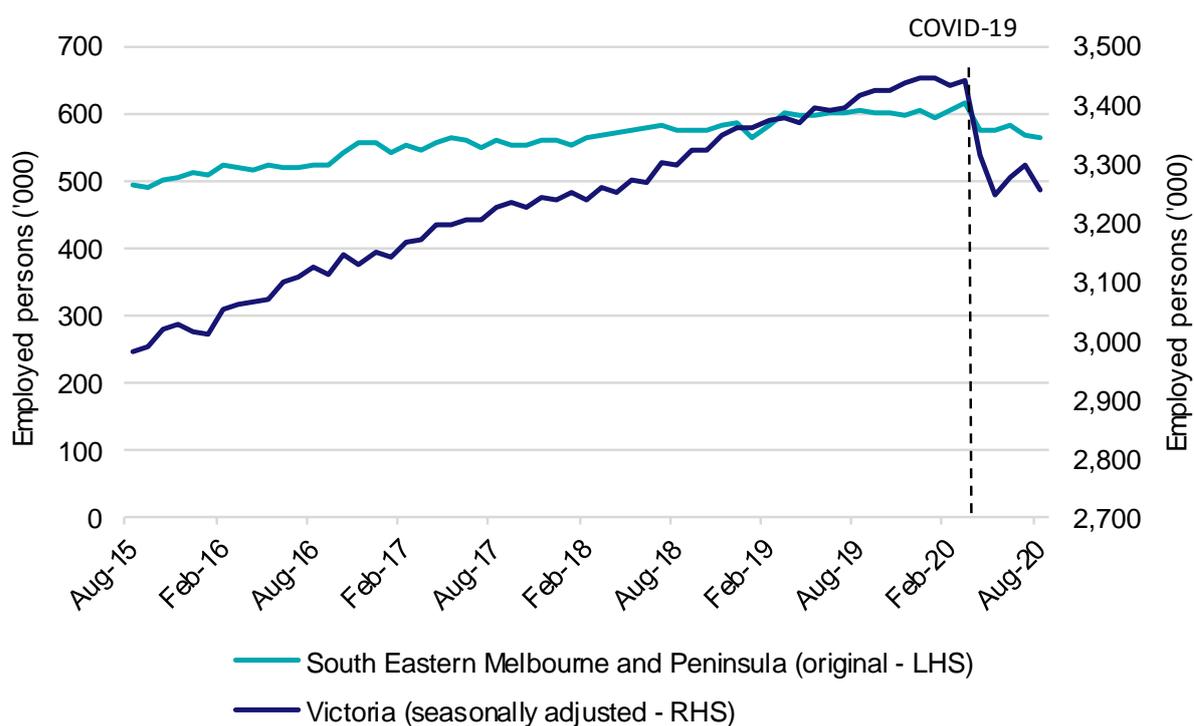
Source: Data for South Eastern Melbourne and Peninsula are from ABS, Labour Force, Australia, Detailed – Electronic Delivery, August 2020, original estimates. Data for Victoria and Australia are from ABS, Labour Force, Australia, August 2020, seasonally adjusted estimates.

## Employment

- There were 565,700 employed people in the South Eastern Melbourne and Peninsula region in August 2020.
- The number of employed people has decreased by 48,900 (or 7.9 per cent) between March and August 2020.

<sup>4</sup> Throughout this labour market update, unless otherwise stated, data are for the Melbourne - South East and Mornington Peninsula SA4s, which are a good proxy for the Employment Region. Data are the latest available at the time of writing. Note that regional monthly ABS Labour Force Survey (LFS) estimates are highly volatile and should be viewed with caution.

## Employed persons aged 15 and over (five years to August 2020)



Source: ABS, Labour Force, Australia, Detailed, August 2020

### Participation rate

- The South Eastern Melbourne and Peninsula participation rate fell sharply, by 4.5 percentage points between March and August 2020, to stand at 63.0 per cent, below the 63.9 per cent recorded for Victoria.
- The population in the South Eastern Melbourne and Peninsula region aged 55 and over is 29.3 per cent, compared with 32.7 per cent in Victoria and 34.4 per cent recorded nationally.

### Income Support

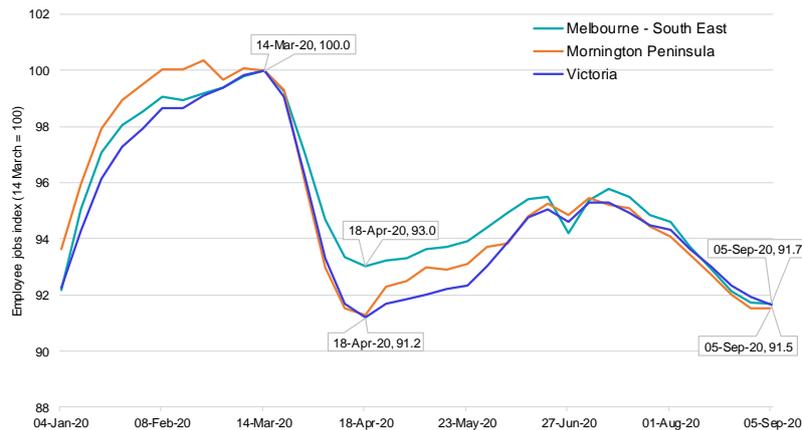
- In August 2020, the proportion of the working age (15-64 years) population on income support in South Eastern Melbourne and Peninsula stood at 15.9 per cent.
- This is slightly above the 15.2 per cent recorded in Victoria, but below the 16.3 per cent recorded nationally.

## ABS weekly payroll data

The ABS weekly payroll data show that between 14 March 2020 and 5 September 2020:

- the number of employee jobs in the Melbourne - South East SA4 fell by 8.3 per cent and by 8.5 per cent in the Mornington Peninsula. Over the same period, employee jobs in Victoria fell by 8.3 per cent.
- over the four weeks to 5 September, employee jobs have fallen in Melbourne - South East (down by 2.2 per cent) and the Mornington Peninsula (down by 2.0 per cent). By comparison, employee jobs in Victoria declined by 2.1 per cent.

### Employee jobs 4 January to 5 September (14 March 2020 = 100)

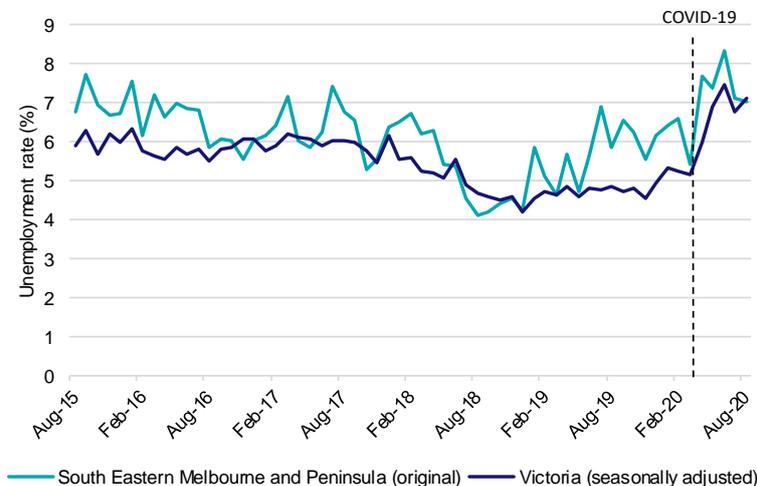


Source: ABS, Weekly Payroll Jobs and Wages, Week ending 5 September 2020. Note: South Eastern Melbourne and Peninsula is an average of the Melbourne – South East and Mornington Peninsula A4 payroll job indices.

## Unemployment

- The unemployment rate in the South Eastern Melbourne and Peninsula region stood at 7.0 per cent in August 2020, up by 1.6 percentage points since March 2020, slightly below the 7.1 per cent recorded for Victoria.
- Over the last five years, the unemployment rate in South Eastern Melbourne and Peninsula has averaged 6.2 per cent, above the 5.5 per cent recorded for Victoria.

### Unemployment rate time series (five years to August 2020)



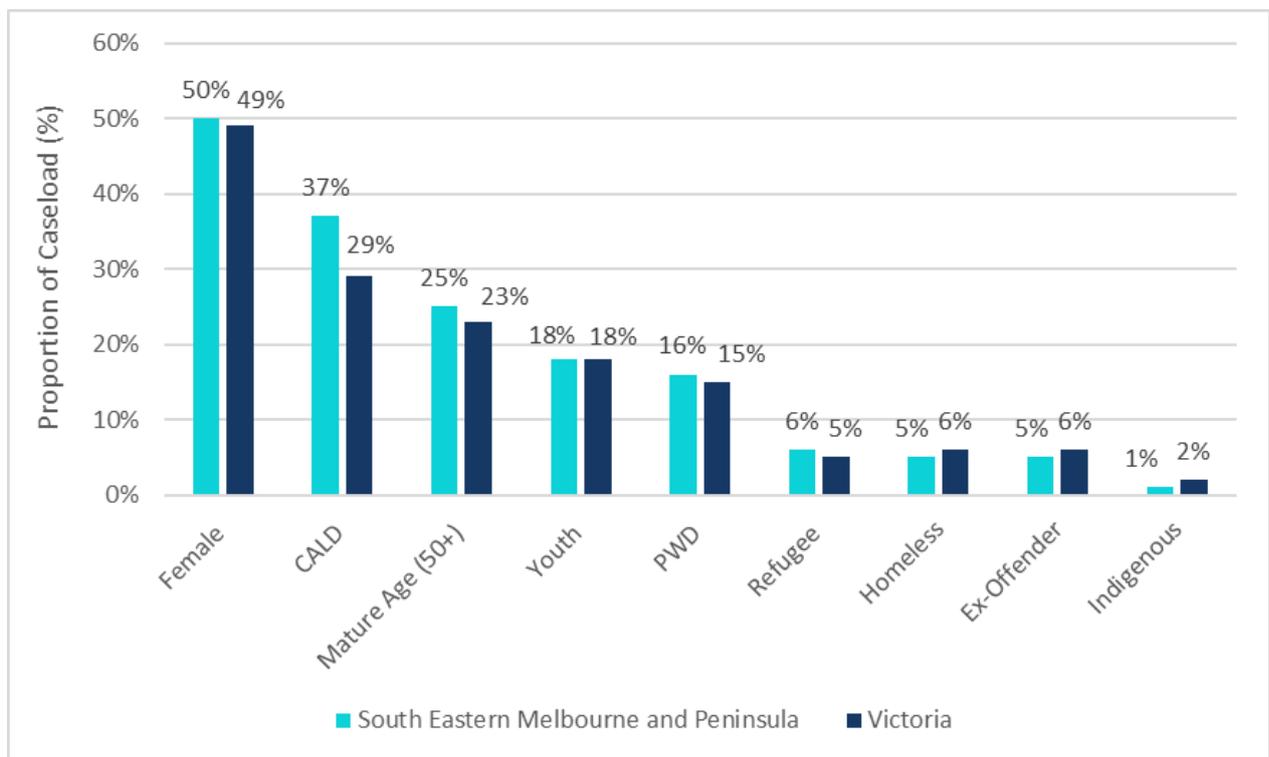
Source: ABS, Labour Force, Australia, Detailed, August 2020

## Employment services caseload characteristics

As at 30 September 2020:

- the caseload in the South Eastern Melbourne and Peninsula Employment Region increased from 23,188 people in March 2020 to 73,256 in September 2020, a rise of 216 per cent.
- this compares with an increase of 179 per cent for Victoria and 97 per cent for Australia.
- the caseload profile in the region is very similar to that of the state, except that there is a substantially higher proportion of culturally and linguistically diverse people, compared with Victoria.

### Employment services caseload for selected cohorts (September 2020)



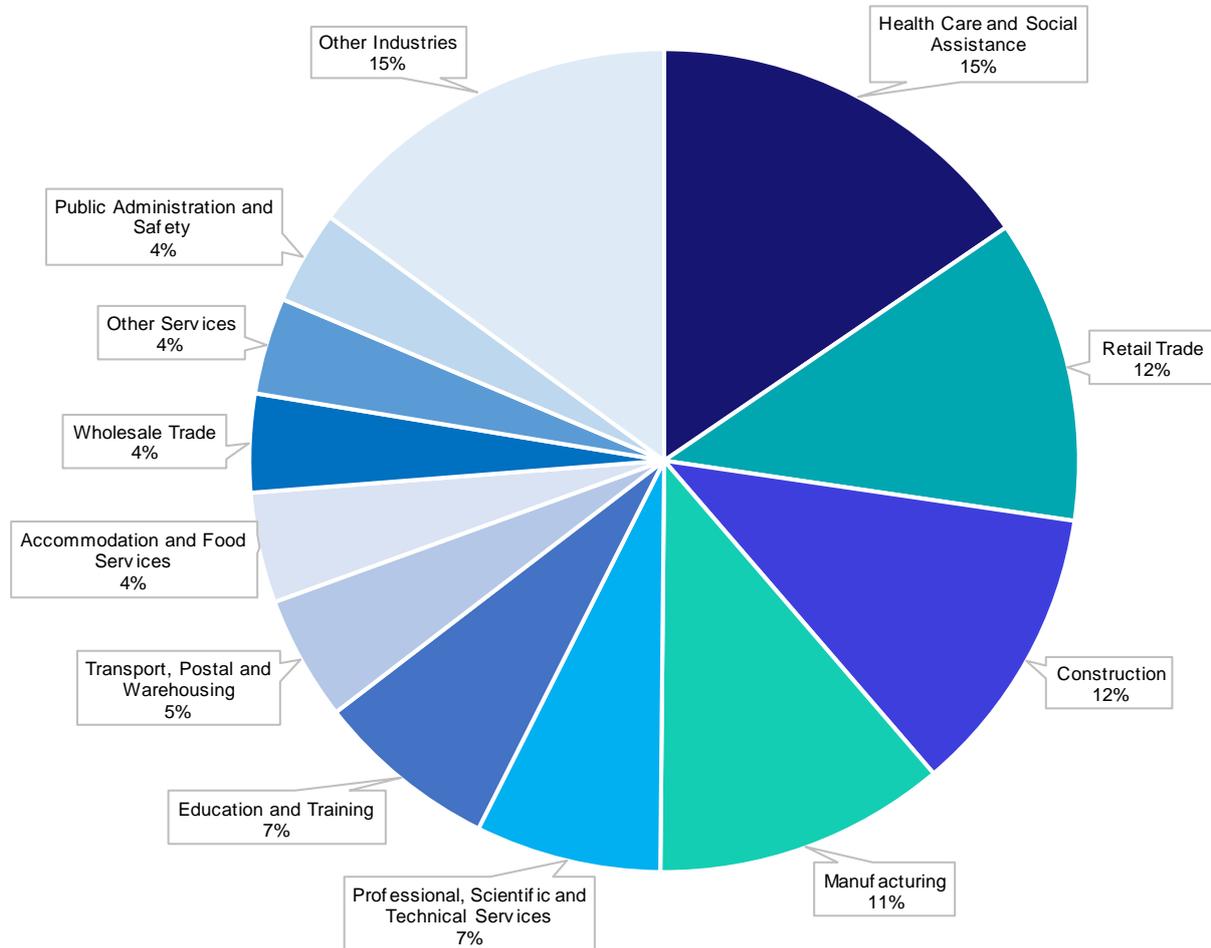
Source: Department of Education, Skills and Employment, administrative data, August 2020.

PWD = Persons with disability. CALD = Culturally and Linguistically Diverse.

## Industry profile<sup>5</sup>

As at August 2020, the largest employing industries in South Eastern Melbourne and Peninsula were Health Care and Social Assistance; Retail Trade; Construction; and Manufacturing.

### Share of employment by industry in South Eastern Melbourne and Peninsula, August quarter 2020



Source: ABS Labour Force, Australia, Detailed, August 2020. "Other industries" includes: Administrative and Support Services; Financial and Insurance Services; Agriculture, Forestry and Fishing; Electricity, Gas, Water and Waste Services; Rental, Hiring and Real Estate Services; Information Media and Telecommunications; Arts and Recreation Services; and Mining.

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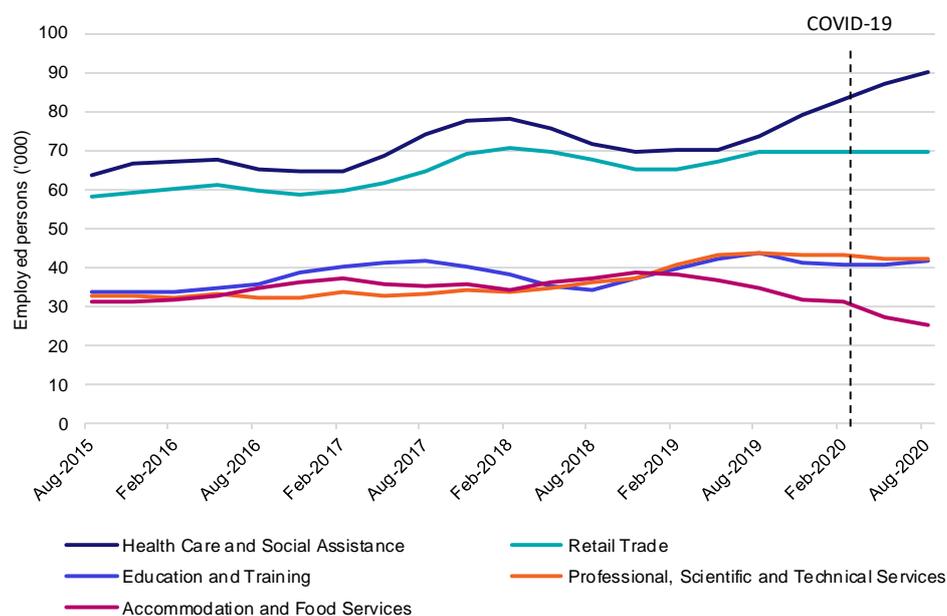
<sup>5</sup> Regional industry employment data is in four quarter averaged terms, which means it is not responsive enough to pick up the impact of COVID-19. This section is intended to present the more medium-term trends in industry employment for the region.

## Employment trends (for selected industries)

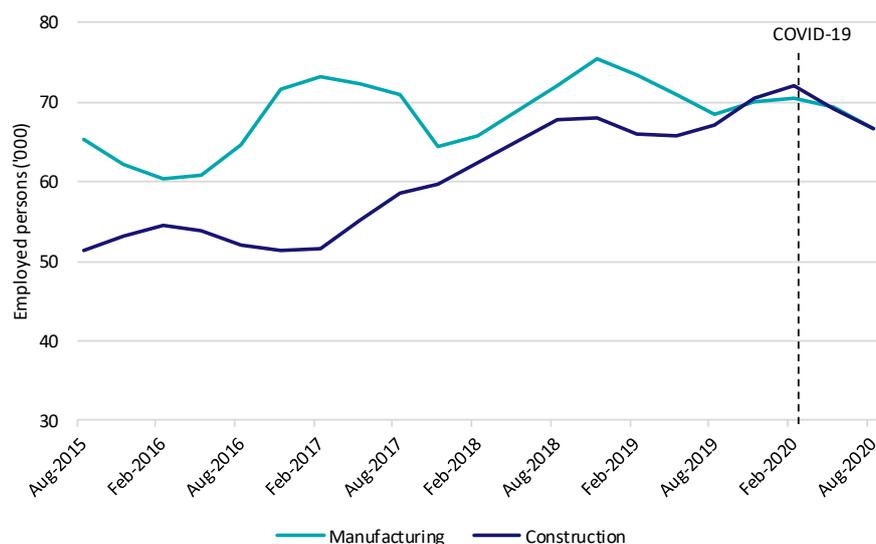
Although COVID-19 has affected some industries more than others, it is important to consider longer term employment trends to understand where current and emerging opportunities may be in this region. In recent years employment in South Eastern Melbourne and Peninsula in:

- Health Care and Social Assistance has experienced strong growth over the last year and has continued post COVID-19
- Accommodation and Food Services has declined over the last 18 months
- Construction has increased significantly, although it has been substantially impacted by COVID-19.

## Employed persons in select 'services' industries, five years to August 2020 ('000)



## Employed persons in select 'producing' industries, five years to August 2020 ('000)

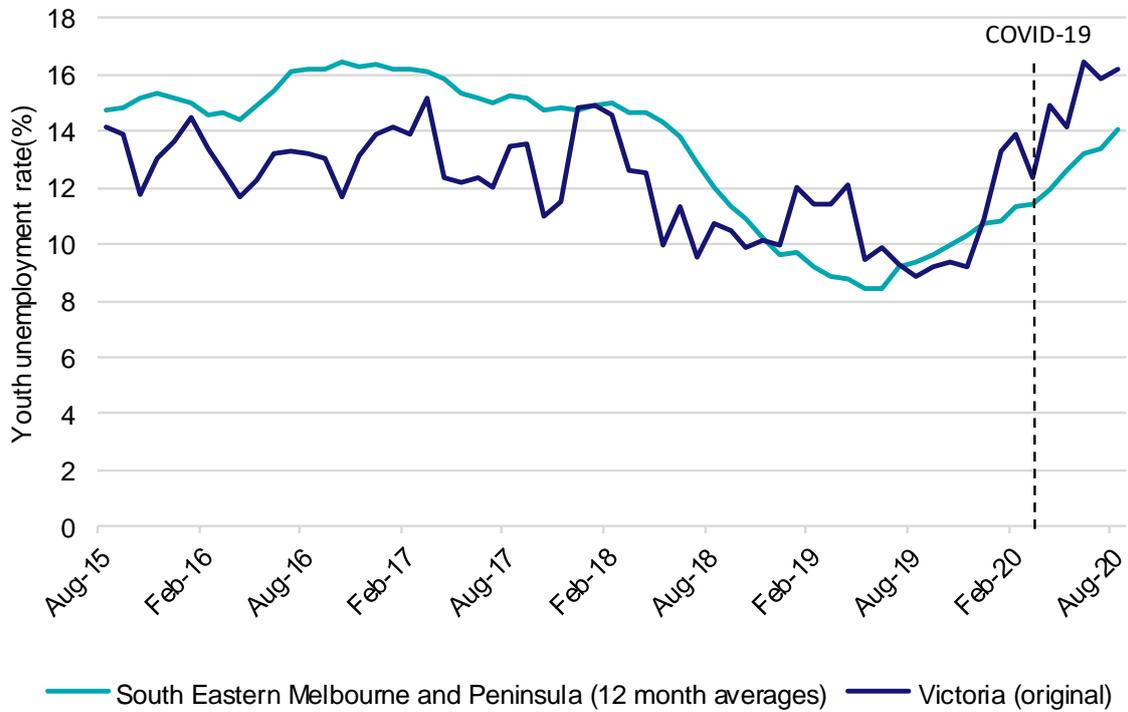


Source: ABS Labour Force, Australia, Detailed, August 2020

## Youth aged 15-24

- The youth unemployment rate in the South Eastern Melbourne and Peninsula region stood at 14.0 per cent in August 2020, below the 16.2 per cent recorded for Victoria.
- The youth unemployment rate has increased by 2.6 percentage points since March 2020.

### Youth unemployment (five years to August 2020)



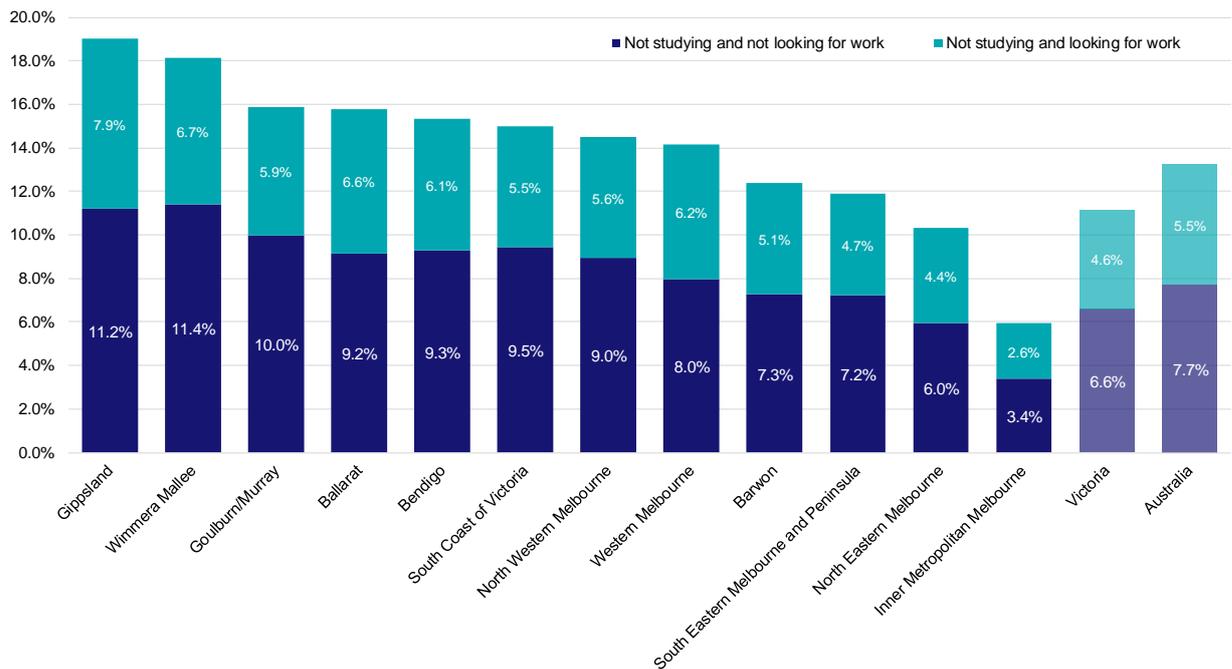
Source: ABS, Labour Force, Australia, Detailed, August 2020

## Youth disengagement

Data below are based on 2016 Census for Employment Regions, which is the latest available source for this information.

- The share of disengaged young people in South Eastern Melbourne and Peninsula is 11.9 per cent, compared with 11.2 per cent for Victoria and 13.2 per cent for Australia.
- South Eastern Melbourne and Peninsula has the third lowest proportion of youth disengagement of all Victorian Employment Regions.

## Young people not studying nor working (18-24 years old)

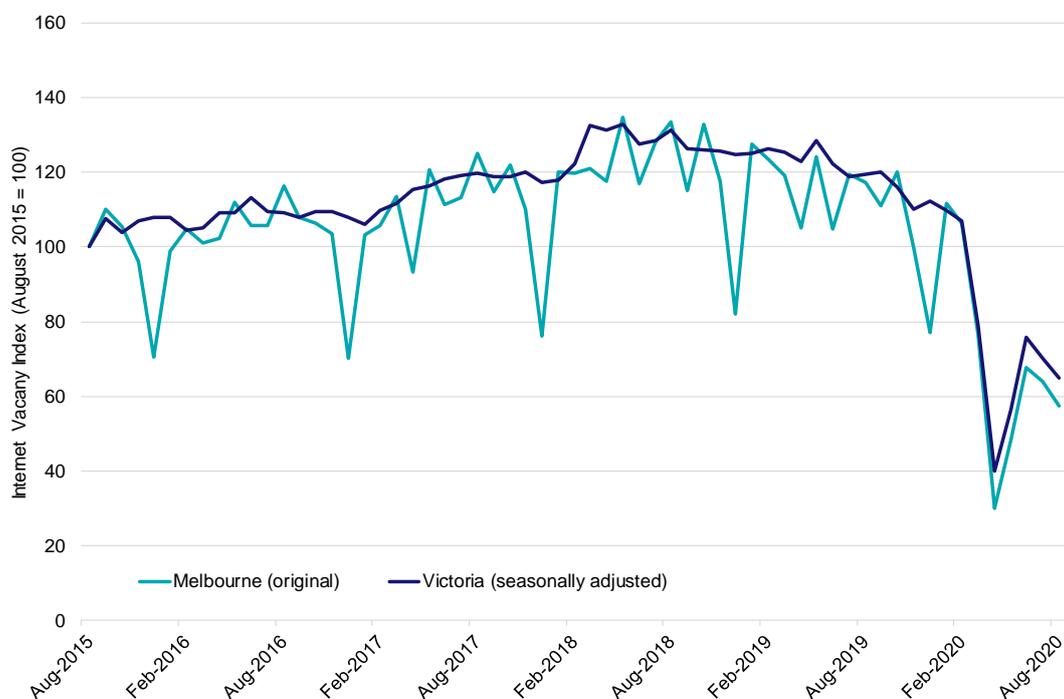


Source: ABS, Census of Population and Housing, 2016

## Vacancies and job advertisements

The level of vacancies in the Internet Vacancy Index Melbourne region declined by nearly 72 per cent over the two months to April 2020, before increasing again to August 2020 (up by 92 per cent). Even with this recent increase, vacancies in the region are down 46 per cent from pre-COVID levels (February 2020).

### Online job advertisement time series (five years to August 2020)



Source: National Skills Commission, Internet Vacancy Index, August 2020. Data for Melbourne is original, and data for Victoria is seasonally adjusted; both have been indexed to August 2015.

### Top 10 advertised occupations (August 2020)

| ANZSCO Occupation                     |
|---------------------------------------|
| Software and Applications Programmers |
| Registered Nurses                     |
| General Clerks                        |
| Advertising and Sales Managers        |
| Sales Assistants (General)            |
| Aged and Disabled Carers              |
| Primary School Teachers               |
| Construction Managers                 |
| Accountants                           |
| Education Aides                       |

Source: National Skills Commission, Internet Vacancy Index, August 2020. Raw data are used for analysis. Note: the Melbourne region is the best fit from the regions available from the contributing job boards and does not precisely correspond to the South Eastern Melbourne and Peninsula Employment Region.

## A note on comparing data

It is important to note that unemployment statistics collected as part of the Labour Force Survey can vary considerably from income support statistics and jobactive caseload numbers.

A person is considered employed by the ABS if they are aged 15 years and over and work for an hour or more during the Labour Force Survey reference week. The ABS also classify someone as employed if they have taken any kind of leave, or were paid for some or all of the previous four weeks (including via the JobKeeper Payment). In addition, employees who were away from their jobs for less than four weeks without pay but still believed they had a job (i.e. were temporarily stood down) would also be classified as employed.

A person is considered unemployed by the ABS if they are not employed, have actively looked for work at some time in the last four weeks and are currently available for work.