



Slide 1



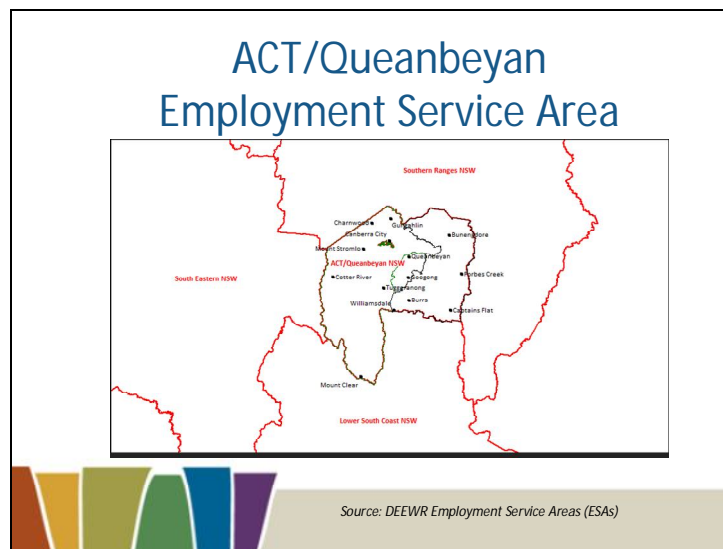
Australian Government
Department of Education, Employment and Workplace Relations

Survey of Employers' Recruitment Experiences

ACT/Queanbeyan
September 2010



Slide 2



Source: DEEWR Employment Service Area (ESA) boundaries

The population in the ABS Labour Force Region, Australian Capital Territory, accounts for **87%** of the ACT/Queanbeyan ESA

The ACT/Queanbeyan ESA includes the Local Government Areas (LGAs) of Unincorporated ACT and Queanbeyan (C) the Statistical Local Area (SLA) of Palerang (A) Pt A

Australian Capital Territory's economy at a glance

Indicators Trend	Australian Capital Territory	Annual change	Australia	Annual change
AWOTE	\$1468.50	7.0%	\$1259.40	5.4%
Building Approvals	1108	59.5%	45,714	24.6%
CPI	173.4	2.1%	173.3	2.8%
Job Vacancies	554	8.2%	9,126	7.2%
Gross State Production	27,773	0.9%	1,284,670	2.3%
State Final Demand	11,391	2.0%	325,655	3.2%
Retail Turnover	378.1	4.0%	20,404	4.1%
Wage Price Index	106.2	3.8%	105.7	3.6%

Source: Department of ACT Treasury

Source: Department of ACT Treasury

•The chart shows a range of economic indicators for the ACT and Australia. Clearly the ACT's economy is performing strongly.

AWOTE (Trend, August 2010): Average weekly ordinary time earnings refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions have been made. Adult employees are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation.

Building approvals (Trend, October 2010): ABS estimates of building approvals are based on building permits issued by the appropriate certifying authorities.

CPI (September Qtr 2010): The CPI measures quarterly changes in the price of a basket of goods and services (groups) which are typical of the purchases made by metropolitan households in the eight capital cities.

Gross State Product (June 2010): GSP is a measure of the value added by economic production in the States and Territories. At the national level the equivalent concept is GDP. It differs in concept from SFD in that it measures "value added" rather than total final expenditure. The GSP(Production Approach) measure was introduced in 2006-07. The headline measure of GSP is a simple average of the income/expenditure measure of GSP and the GSP (P) measure.

State Final Demand (Trend, September Qtr 2010): State Final Demand (SFD) is an important measure of economic activity. It is an estimate of the level of spending in the local economy by the private and public sectors. Spending is reported on the basis of consumption of goods and services, and capital investment.

Retail Trade Turnover (Trend, October 2010): Retail turnover data collected by the ABS covers expenditure on food, spending in department stores, expenditure on clothing and soft goods, household and recreational goods, hospitality and services, and "other" retailing. The "other" category includes retailing such as: pharmaceuticals; antiques and used goods; garden supplies; flowers, and watch and jewellery retailing. The retail trade trend series were resumed in September 2009 after being suspended since November 2008 due to extreme volatilities caused by the fiscal stimulus packages.

Wage Price Index (Original, September 2010): The WPI is a price index which measures changes over time in wages and salaries for employee jobs, unaffected by changes in the quality or quantity of work performed. Changes in wages and salaries resulting from changes in the composition of the labour market are excluded from the WPI movements. The WPI for broad occupational groups are no longer produced since the December quarter 2008.

ACT / Queanbeyan ESA Profile

	ACT/Queanbeyan ESA	Australia
Population 15 years and over, ESA (ERP 2009)	327 900	17 766 000
Population growth, ESA (ERP 2004-2009)	8.3%	10.2%
Median age, ACT LFR (2009)	35	37
Unemployment rate, ESA (SALM September 2010)	3.2%	5.1%
Participation Rate WAP, ACT only (September 2010)	81.9%	76.3%

Source: DEEWR, SALM September 2010, ABS Population by Age and Sex, 2009, ABS Labour Force data, September 2010 (December 2010 issue, seasonally adjusted and 3 month average), ABS National Regional Profile, 2005-2009

Source: DEEWR, SALM September 2010, ABS Population by Age and Sex, 2009, ABS Labour Force data, September 2010 (February 2011 issue, seasonally adjusted and 3 month average), ABS National Regional Profile, 2005-2009

- The estimated resident population in ACT/Queanbeyan increased by 8.3% between 2004 and 2009, which is lower than the increase for the Australia (10.2%). The Palerang Pt A SLA (19.7%) and Queanbeyan LGA (13.4%) recorded higher than average levels of population growth.

LGA Population Growth (2004-2009)

Unincorporated ACT	7.5%
Queanbeyan	13.4%
SLA	
Palerang (A) - Pt A	19.7%

- The median age for the ACT area (35) was lower than the median age for Australia (37).

- Some of the highest percentages of people aged 65+ are in the SLAs of Page (21.9%), Stromlo (20.5%), Deakin (19.7%), Symonston (19.0%), Isaacs (18.7%) and Weston (18.2%). There is a similar proportion of people aged 65+ in the ACT/Queanbeyan ESA (10.0%) compared with Australia (3.3%).

- As at September 2010, the unemployment rate for ESA (3.2%) was lower than the national unemployment rate (5.1%) and the working age participation rate was 81.9% compared with 76.3% for Australia.

Unemployment Rate LGAs and selected SLAs

LGAs and selected SLAs	September 2008	September 2009	September 2010
Braddon, Campbell	7.0%	6.4%	6.8%
Reid	7.1%	6.4%	6.8%
Turner	7.1%	6.5%	6.8%
Greenway	4.5%	5.6%	6.4%
Charmwood	2.8%	3.3%	3.8%
Hall	1.5%	1.4%	1.9%
Harrison	1.4%	1.9%	1.8%
Yarralumla, Barton	0.8%	1.3%	1.5%
Curtin, Garran, Hughes	1.8%	1.9%	1.5%
Australian Capital Territory LGA	2.7%	3.0%	3.4%
Queanbeyan LGA	1.2%	2.4%	2.1%
Palerang (A) - Pt A SLA	1.8%	1.9%	1.0%
ACT/Queanbeyan ESA	2.5%	2.9%	3.4%
Australia	4.4%	5.8%	5.1%

Source: DEEWR Small Area Labour Markets data, September 2010, ABS Labour Force data, September 2010 (February issue, seasonally adjusted)

Source: DEEWR Small Area Labour Markets data, September 2010, ABS Labour Force data, September 2010 data (February issue, seasonally adjusted)

The DEEWR Small Area Labour Markets (SALM) data provides unemployment data by Statistical Local Area (SLA).

- Overall, the unemployment rate as at September 2010 was lower in the ACT/Queanbeyan ESA (3.4%) compared Australia (5.1%).
- The unemployment rate in some SLAs were quite high; Symonston 14.0%, Pialligo 13.4%, Harman 13.1%, Fyshwick 11.5%, Braddon, Reid Campbell and Turner all 6.8%, Kowen 6.25% and Greenway 6.4%. The lowest SLAs are in Barton, Curtin, Deakin, Duntroon, Garran, Hughes, Yarralumla all 1.5%, followed by Harrison 1.8% then Fadden, Gowrie, Hall, Macarthur and Monash all 1.9%.

Recipients of Centrelink Benefits

Region	Proportion of WAP on a Centrelink Benefit	Annual Growth (persons)	Proportion of working age population on an unemployment benefit (NSA or YA other)	Annual Growth (persons)
ACT LGA	9.3%	0.5%	2.0%	-9.2%
Queanbeyan LGA	8.8	-1.4%	1.9%	-4.2%
Palerang (A) – Pt A SLA	7.1	-4.5%	0.4%	5.2%
ACT/Queanbeyan ESA	9.2%	0.2%	2.0%	-8.8%
Australia	16.9%	0.3%	4.4%	-3.7%

Source: DEEWR administrative data December 2010.

Source: DEEWR administrative data, December 2010.

- A much lower proportion of the working age population in the ACT/QBN ESA are in receipt of a Centrelink benefit compared to Australia (9.2% compared with 16.9%)

Teenage Unemployment

	Teenage unemployment rate	Teenage full-time unemployment rate	% of teens looking for work
Australian Capital Territory	14.5%	19.5%	9.0%
Australia	16.9%	23.6%	9.6%

Source: ABS Labour Force, February 2011, 12 month average


Source: ABS, Labour Force, Australia, February 2011, 12 month average

The unemployment rate for those aged 15-19 years in the Australian Capital Territory was lower compared with Australia overall (14.5% compared with 16.9%). In addition, the proportion of teens looking for work was also lower (9.0% compared with 9.6%).

The full-time unemployment rate for those aged 15-19 years in the Australian Capital Territory was also lower compared with Australia's full-time teenage unemployment rate (19.5% compared with 23.6%).

Duration of Unemployment

	February 2010	February 2011
Australian Capital Territory	21 weeks	22.5 weeks
Australia	33.1 weeks	35.2 weeks



Source: ABS, Labour Force, February 2011, 12 month average

Source: ABS, Labour Force, February 2011, 12 month average

- As at February 2011 9.8% of all unemployed people in the ACT / QBN ESA had been unemployed for 52 weeks or longer compared with 18.6% of all unemployed people across Australia.
- Similarly the average duration of unemployment in the ACT / QBN ESA was significantly lower than for Australia (22.5 weeks compared with 35.2 weeks).

Disability and Labour Force Status (persons aged 15-74)			
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 excludes persons aged 65-74 years who are not in or are not marginally attached to the labour force

Source: ABS, Survey of Education and Training, 2009

Source: ABS, Survey of Education and Training, 2009, customised tables cat. no. 6278.0

Labour market outcomes for persons (aged 15-74) with a disability, 2009

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

In 2009, over one in four (28.7 per cent) of employed persons aged 15-74 years reported having a disability.

- 10.4 per cent of employed (aged 15-74 years) reported having a disability that restricted their employment or schooling.

In contrast, almost one in three (32.9 per cent) of the total population aged 15-74 years reported having a disability in 2009.

- 15.5 per cent of the population (aged 15-74 years) reported having a disability that restricted their employment or schooling.

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

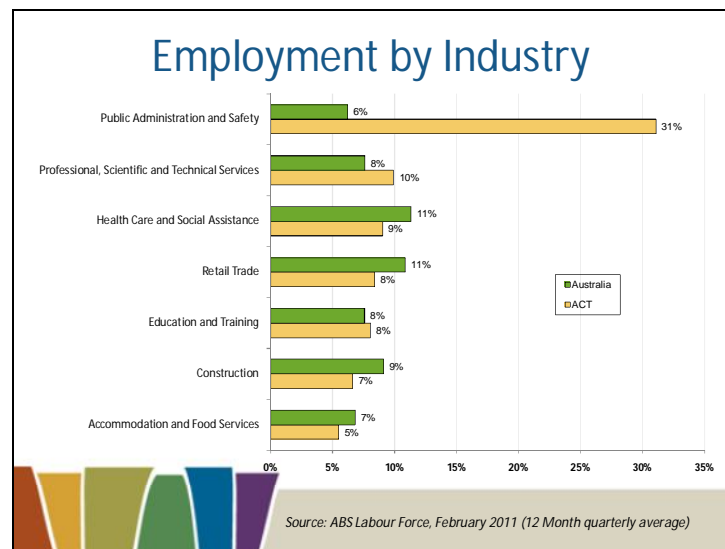
Jobless Families				
Region	Number of jobless families (with children)	Proportion of all families (with children) who are jobless	Proportion of couple families (with children) who are jobless	Proportion of lone parent families who are jobless
ACT LGA	5,975	11%	5%	32%
Queanbeyan LGA	801	13%	5%	37%
Palerang (A) – Pt A SLA	106	7%	3%	34%
ACT / Queanbeyan ESA	6,882	11%	5%	32%
Australia	596,295	19%	9%	47%

Source: ABS, 2006 Census of Population and Housing

Source: ABS, 2006 Census of Population and Housing

Household characteristics – jobless families by LGA

Overall at the time of the 2006 census, the proportion of families who were jobless in the ACT/Queanbeyan ESA (11%) was lower compared with the national average (19%). Similarly, the proportion of lone parent families in the region who are jobless (32%) was low in comparison with Australia (47%).



Source: ABS Labour Force, February 2011 (12 Month quarterly average)

- In February 2011, the Public Administration and Safety industry had the largest proportion of employment in the ACT LFR (31%) followed by Professional, Scientific and Technical Services (10%), Health Care and Social Services (9%) and Retail Trade (8%). The proportion of employment in the Manufacturing industry was only 2.5% in the ACT LFR which was lower when compared with Australia (8.8%).
- Employment in Health Care and Social Assistance is expected to grow significantly in the future. An ageing population, the continued demand for child care coupled with the growth of community and home-based services and advances in medical technology are expected to increase the future demand for health services.
- DEEWR has projected employment in the Health Care and Social Assistance industry to grow at an average rate of 3.3 per cent per annum, which equates to around 211 500 new jobs across Australia in the five years to 2014-15. This compares with an average annual growth rate of 1.8 per cent for all industries over the same period. (source: <http://www.skillsinfo.gov.au/skills>)

Educational Attainment

% of Population Aged 25-34	Completed year 12 or equivalent	Attained Certificate level qualifications	Attained Bachelor degree or higher
ACT LGA	79%	16%	41%
Queanbeyan LGA	67%	22%	23%
Palerang (A) – Pt A SLA	66%	24%	27%
ACT - Queanbeyan ESA	78%	17%	39%
Australia	63%	20%	26%

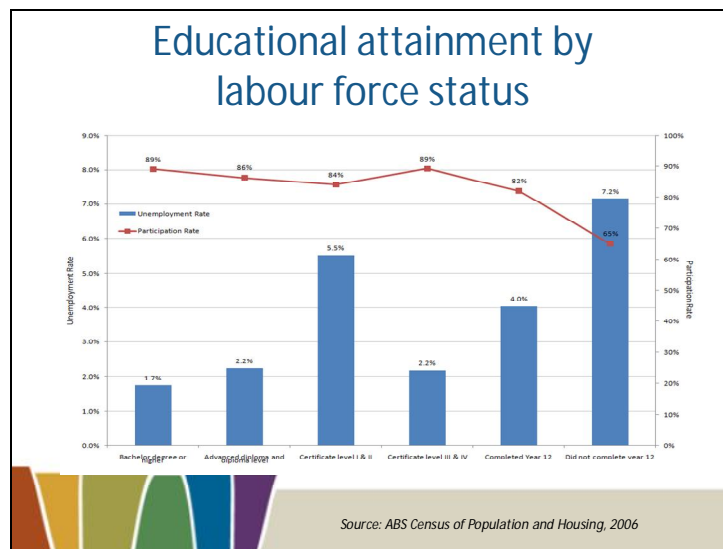
Source: ABS Census of Population and Housing, 2006

*Source: ABS Census of Population and Housing, 2006 (place of usual residence).
NOTE: Excludes not stated and inadequately described*

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 an 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.

A higher proportion of the population aged 25-34 in the ACT and Queanbeyan Area (78%) have finished year 12 or equivalent compared with Australia (63%).

Similarly, a higher proportion of the population aged 25-34 in the ACT and Queanbeyan Area (39%) have attained a Bachelor degree or higher compared with Australia (26%).



Source: ABS Census of Population and Housing, 2006.

As can be seen in this chart, those people in the ACT with higher levels of education perform better in the labour market, with higher labour force participation rates and lower unemployment rates. This reflects the pattern seen across Australia and emphasises the importance of continuing education to help job seekers obtain employment and participate in the labour market.

Survey results

Recruitment experiences 12 months preceding the survey

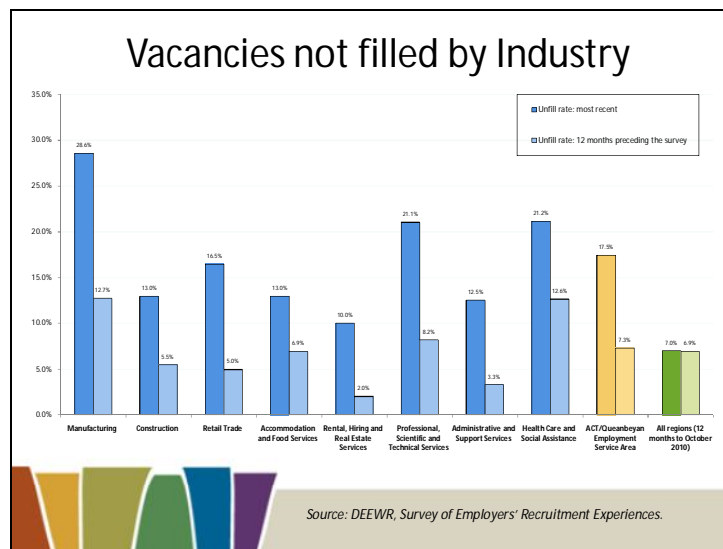
Industry / Region	Employers who recruited	Recruited to increase staff	Recruited to replace staff	Unfill rate	Had difficulty recruiting
Construction	92%	95%	86%	5.5%	77%
Retail Trade	90%	55%	92%	5.0%	57%
Health Care and Social Assistance	88%	43%	100%	12.3%	86%
Manufacturing	79%	43%	96%	12.7%	61%
ACT / Queanbeyan Employment Service Area September 2010	87%	59%	93%	7.3%	69%
12 months to October 2010*	69%	56%	82%	7.0%	53%

Source: DEEWR, Survey of Employers' Recruitment Experiences.

Source: DEEWR, Survey of Employers' Recruitment Experiences.

The ACT / Queanbeyan Survey of Employers' Recruitment Experiences was conducted during September 2010. The survey covered the LGAs of ACT and Queanbeyan and the SLA of Palerang Part A.

- A total of 290 employers were surveyed as part of the ACT / Queanbeyan survey.
- A larger proportion of employers recruited in the 12 months preceding the survey in Sept 2010 (87%) when compared to all regions surveyed in the year to October 2010 (69%).
- Of those employers who recruited in the ACT / QBN ESA 59% did so due to business growth and 93% did so due to staff turnover.
- Over two thirds (69%) of employers in the ACT / QBN ESA reported they experienced difficulty recruiting compared with only 53% of employers across all regions surveyed in the 12 months to October 2010.

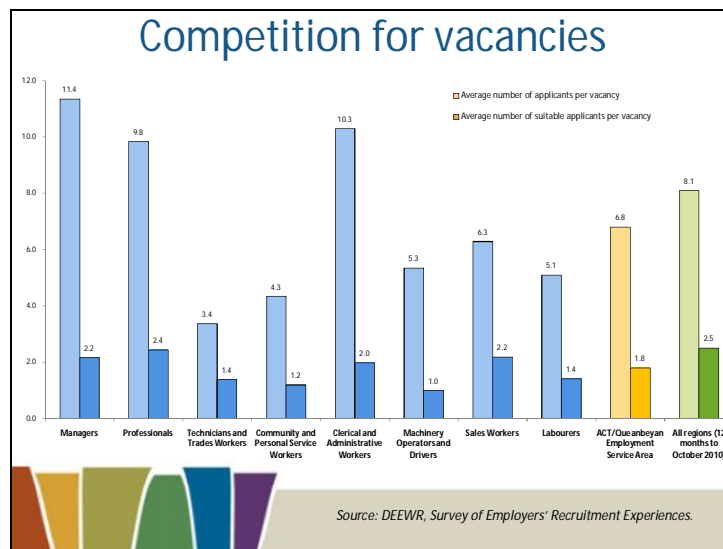


Source: DEEWR, ACT and Queanbeyan, Survey of Employers' Recruitment Experiences, September 2010.

The unfill rate for the most recent recruitment round in the ACT and Queanbeyan Area was significantly higher (17.5%) when compared with results from all regions surveyed in the year to October 2010 (7.0%).

The largest proportion of unfilled vacancies for the most recent recruitment were in Manufacturing (28.6%), Health Care and Social Assistance (21.2%) and Professional, Scientific and Technical Services (21.1%).

Similarly, the largest proportion of unfilled vacancies for 12 months preceding the survey were in Manufacturing (12.7%) and Health Care and Social Assistance (12.6%).



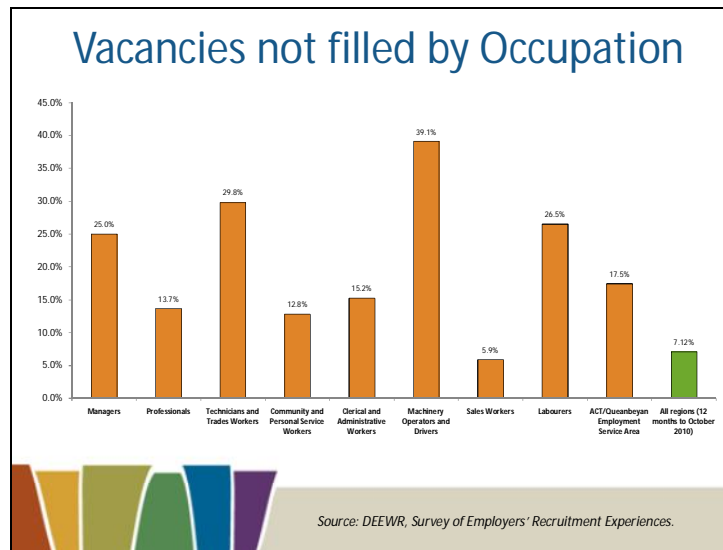
Source: DEEWR, Survey of Employers' Recruitment Experiences.

The average number of applicants per vacancy in the ACT and Queanbeyan Area was lower (6.8 applicants per vacancy) when compared with results from all regions surveyed in the year to October 2010 (8.1 applicants per vacancy).

Similarly, employers reported receiving a lower average number of applicants per vacancy in the ACT / QBN ESA (an average of 1.8 suitable applicants per vacancy compared with 2.5 applicants per vacancy across all regions surveyed in the 12 months to October 2010).

In ACT and Queanbeyan ESA, there was an large pool of applicants for Managers (11.4 applicants) followed by Clerical and Administrative Workers (10.3 applicants) then Professionals (9.8 applicants).

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Source: DEEWR, Survey of Employers' Recruitment Experiences.

There were high levels of unfilled vacancies across many occupation groups in the region. The largest proportion of unfilled vacancies was for Machinery Operators and Drivers (39.1%) followed by Technicians and Trades Workers (29.8%) and labourers (26.5%).

Occupations difficult to fill

Bachelor Degree or Higher VET Qualifications	
Child Care Centre Managers	HR Professionals
Early Childhood Teachers	Chefs
Motor Mechanics	ICT Support Technicians
Butchers	Office Managers
Carpenters and Joiners	Cabinet Makers
Office Managers	Retail Managers
Other occupations	
Child Carer Workers	Receptionists
Sales Representatives	Truck Drivers
Kitchen hands	Bar Attendants and Baristas
Commercial Cleaners	Sales Assistants (General)
Store persons	General Clerks
Security Officers and Guards	Pharmacy Sales Assistances

Source: DEEWR, Survey of Employers' Recruitment Experiences.

Source: DEEWR, Survey of Employers' Recruitment Experiences.

This slide shows the occupations across the Act and Queanbeyan region employers considered difficult to fill. The occupations fall across a range of skill levels and a range of industries.

Although there are a number of jobs that require a higher level of education (either higher VET (Cert III/IV) or Bachelor Degree or higher), many of the occupations mentioned as difficult to fill are in the medium to lower skill level job categories.

Reasons applicants unsuitable

63% of employers had one or more unsuitable applicants, reasons applicants were unsuitable included:

- Insufficient experience to perform job duties
- Insufficient qualifications or training to perform job duties
- Lacking basic employability skills



Source: DEEWR, Survey of Employers' Recruitment Experiences.

Source: DEEWR, Survey of Employers' Recruitment Experiences.

•63% of employers in the ACT / Queanbeyan area had one or more unsuitable applicants during their most recent recruitment round.

•Employers were asked the reasons why job seekers were considered unsuitable. The lack of work experience was the single most common reason for applicant unsuitability as well as a lack of qualifications or training. In addition, applicants lacking basic employability skills was commonly cited as a reasons applicants were unsuitable.

These results show the importance of work experience, education, training and employability skills for job seekers, but also highlight the need to work with employers to understand their requirements and expectations.



Source: DEEWR, Survey of Employers' Recruitment Experiences.

Employers in the ACT and Queanbeyan area were asked when recruiting, whether they placed more importance on the applicant's personality traits and qualities or on their technical skills and experience.

Of the employers surveyed in the ACT and Queanbeyan area, 39% stated that both technical skills and experience and personality traits were equally important. A further 35% of employers considered personality traits and qualities were more important whilst 25% rated technical skill and experience as more important.

These survey results indicate that in today's labour market, jobs seekers need to have both technical or job-specific skills and basic employability skills.

Future recruitment expectations

Industry / Region	Employers who will recruit	Will recruit due to business growth	will recruit due to staff turnover	Anticipates difficulty recruiting
Construction	83%	70%	65%	55%
Retail Trade	75%	59%	86%	36%
Health Care and Social Assistance	80%	38%	88%	59%
Professional, Scientific and Technical Services	76%	80%	72%	52%
ACT / Queanbeyan Employment Services Area August 2010	74%	59%	81%	52%
All Priority Employment Areas surveyed in the 12 months to October 2010	46%	60%	69%	40%

Source: DEEWR, Survey of Employers' Recruitment Experiences.

Source: DEEWR, Survey of Employers' Recruitment Experiences.

- The proportion of employers in the ACT / Queanbeyan area who expected to recruit in the 12 months following the survey was higher when compared with all regions surveyed to October 2010 (74% compared with 46%).
- 83% of employers in the Construction industry expect to recruit in the next 12 months whilst 55% of these employers expect recruitment difficulty.

Apprentices and Trainees

Industry / Region	% currently employs an apprentice or trainee	% will recruit an apprentice or trainee in the next 12 months
Manufacturing	46%	29%
Construction	75%	58%
Retail Trade	27%	19%
Rental, Hiring and Real Estate Services	20%	10%
Professional, Scientific and Technical Services	21%	15%
ACT Employment Service Area	43%	33%
All regions surveyed in the 12 months to June 2010	35%	23%

Source: DEEWR, Survey of Employers' Recruitment Experiences.

Source: DEEWR, Survey of Employers' Recruitment Experiences.

- A larger proportion of ACT/ Queanbeyan ESA employers reported employing an apprentice or trainee at the time of the survey compared with all regions surveyed in the 12 months to October 2010 (43% compared with 35%).
- One third (33%) of employers in the ACT/ Queanbeyan ESA anticipated recruiting an apprentice or trainee in the 12 months following the survey, which was larger compared with all regions (23%).

Conclusion

- Strong labour market conditions
- Vulnerable Groups
 - Long term unemployment
 - People with a disability
 - Teenagers
- Opportunities available:
 - Target growth industries
 - Occupations difficult to fill
 - Apprenticeships and Traineeships
- Job seekers need to be job ready
 - Work experience
 - Training
 - Employability skills
- Continued engagement with employers



Conclusion

The labour market conditions in the ACT / Queanbeyan ESA are strong.

- Unemployment remains lower than the national average.
- Duration of unemployment had reduced since last year except in the 45 to 54 age cohort.
- 87% of employers surveyed in the Act / QBN ESA recruited in the last 12 months preceding the surveyed compared to 69% for all regions surveyed in the 12 months to October 2011.



Further Information

- www.deewr.gov.au/lmip
- www.deewr.gov.au/SkillShortages including new publication [Skill Shortages, Australia](#)
- www.deewr.gov.au/regionalreports
- www.deewr.gov.au/australianjobs
- www.skillsinfo.gov.au including [New Jobs 2010](#)
- www.joboutlook.gov.au

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.skillsinfo.gov.au
- www.joboutlook.gov.au

Thank you.