



Labour Market Conditions in Nepean and Outer Western Sydney

Overall, labour market conditions in Nepean and Outer Western Sydney are broadly in line with the national picture, although pockets of significant disadvantage exist in the region.

- While the unemployment rate for the region (6.0 per cent)¹ is slightly below the rate for Australia (6.1 per cent)², the unemployment rate in Mount Druitt is significantly higher (11.6 per cent).³
- Similarly, 28 per cent of the working age population (persons aged 15-64) in Mount Druitt is on income support compared with 17 per cent across the region overall.⁴
- Some 41 per cent of the working age population in Mount Druitt were born in an Other Than Main English Speaking Country (OTMESC) and this cohort is more likely to be unemployed or not participating in the labour market.⁵

Nepean and Outer Western Sydney



	Mount Druitt	Nepean and OWS	Australia
Unemployment Rate	11.6%	6.0%	6.1%
% on Income Support (Working Age Population)	28%	17%	18%
% born in an OTMESC (Working Age Population)	41%	25%	19%

What employers are telling us⁶

The survey results show that recruitment activity in Nepean and Outer Western Sydney is reasonably strong. However, applicant numbers were often high indicating that securing a job in the region can be very competitive.

- The annual recruitment rate (16 vacancies per 100 staff) had increased since the region was last surveyed in 2013 (13 vacancies per 100 staff), and is now in line with the average for all regions.
- On average, employers had 12 applicants per vacancy, up from an average of 10 applicants per vacancy reported in 2013. Three quarters of applicants did not qualify for an interview, most commonly because they did not have sufficient relevant experience (59 per cent) or demonstrate the necessary soft skills, such as interpersonal skills and team work (20 per cent).
- Only 3.7 per cent of vacancies remained unfilled, however, 40 per cent of employers said that filling vacancies was difficult. In particular, many employers said that they had difficulty attracting suitably experienced and qualified staff to fill Managerial, Professional and Trades positions.
- Some 23 per cent of employers expect to increase staff in the next 12 months, while only 5 per cent expect to decrease staff, indicating that there will be employment opportunities for job seekers in the year ahead.

	October 2014	December 2013	All regions surveyed ⁷
Annual vacancies per 100 staff	16	13	16
Applicants per vacancy	12	10	10
Unfilled vacancy rate (most recent recruitment round)	3.7%	5.0%	2.3%
Recruitment difficulty (most recent recruitment round)	40%	32%	31%

Where are the opportunities?

While applicants often face strong competition for jobs, the overall recruitment outlook remains reasonably positive. Employers expect to recruit for a variety of occupations over the next year, including Sales Assistants, General Clerks, Bar Attendants and Baristas, Waiters, Sales Representatives, Storepersons, Motor Mechanics and Child Carers.

¹ ABS, Labour Force (12 month averages of original data), December 2014.

² ABS, Labour Force (Seasonally adjusted), December 2014.

³ Department of Employment, Small Area Labour Markets, September 2014.

⁴ Centrelink Administrative Data - Department of Human Services Administrative Data (Department of Social Services Extract), December 2014.

⁵ ABS, Census of Population and Housing, 2011.

⁶ Based on 333 responses from the Nepean and Outer Western Sydney Survey of Employers' Recruitment Experiences undertaken in October 2014.

⁷ Survey of Employers' Recruitment Experiences, All regions surveyed in the 12 months to December 2014.