



Survey of Employers' Recruitment Experiences in Mackay

In February 2015 the Department of Employment conducted a *Survey of Employers' Recruitment Experiences* in Mackay. The results highlight that recruitment conditions have deteriorated considerably since the region was last surveyed.

Unemployment		Participation		Recruitment activity	
Unemployment rate (%)	2 year change	Participation rate (%)	2 year change	Annual vacancies per 100 staff (2010)	Annual vacancies per 100 staff (2015)
7.9%	4.0 %pts	68.4%	-5.7 %pts	30	13

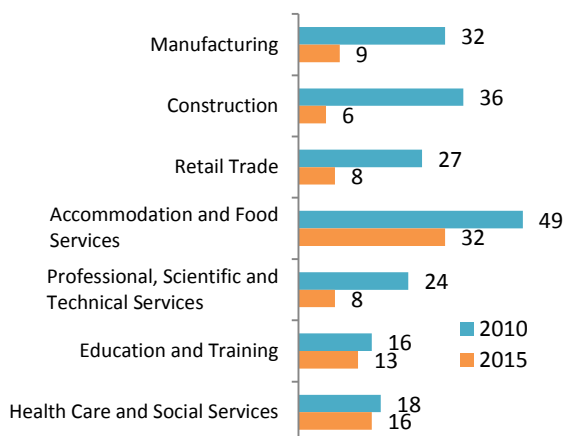
The unemployment rate in Mackay increased from 3.9 per cent to 7.9 per cent in the two years to October 2015. Over the same period the participation rate decreased by 5.7 percentage points to 68.4 per cent, although it remains higher than for Australia (65.0 per cent). Mining employment also decreased by 2,900 in the two years to August 2015.¹

Recruitment activity has decreased²

The annual recruitment rate has fallen from 30 vacancies per 100 staff in 2010 to a very low 13 vacancies in 2015. Some 46 per cent of employers also reported reducing staff numbers in the 12 months prior to the survey.

Many industries experienced large decreases in recruitment activity, particularly Manufacturing and Construction, noting that these industries are closely linked with mining operations. On the other hand, recruitment in the Education and Training, and Health Care and Social Assistance industries remained relatively stable (Chart 1).

Chart 1: Vacancies per 100 staff



¹ ABS, *Labour Force Survey*, August and October 2015

² Department of Employment, *Survey of Employers' Recruitment Experiences in Mackay* in November 2010 and February 2015

This report was produced by the Labour Market Research and Analysis Branch. Further results on the *Survey of Employers' Recruitment Experiences* can be found at www.employment.gov.au/regionalreports or by contacting recruitmentsurveys@employment.gov.au.

Competition for vacancies has increased

Consistent with the significant decrease in recruitment activity, average applicant numbers have doubled (Figure 1). The proportion of employers reporting recruitment difficulty also more than halved from 54 per cent to only 21 per cent.

Figure 1: Average number of applicants per vacancy 2010



2015



Recruitment expectations are subdued

Recruitment expectations in Mackay are subdued with only 25 per cent of employers expecting to recruit in the 12 months following the survey, compared with 69 per cent in the previous survey. Employers' greatest future concern was overwhelmingly the economy and the demand for their goods and services (Chart 2).

Chart 2: Greatest future concern



The Mackay region will be surveyed by the department again in 2016.