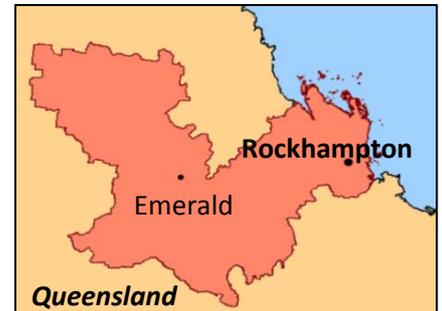




## Labour Market Conditions in Capricornia

Labour market conditions in the Capricornia region have been softening over the last 12 months.

- While the unemployment rate in the region is low (4.9 per cent in September 2014)<sup>1</sup> compared with Queensland (6.3 per cent)<sup>2</sup>, in the Rockhampton Local Government Area it is significantly higher at 7.4 per cent.<sup>3</sup>
- The number of unemployment benefit recipients in the region increased by 1040 (20 per cent) in the year to June 2014.<sup>4</sup>
- Mining, one of the largest employing industries in the region, has experienced a 25 per cent decline in employment in the last two years.<sup>5</sup>



### Feedback from employers in Capricornia

The survey results show that labour market conditions have weakened compared with the previous survey in July 2013.<sup>6</sup>

- Recruitment activity in Capricornia has softened, with 54 per cent of surveyed employers having recruited, down from 71 per cent.
- More than one third (36 per cent) of employers reported that they had decreased staff numbers.
- Only 2.1 per cent of vacancies remained unfilled and fewer employers reported difficulty recruiting (36 per cent compared to 49 per cent in 2013).
- A significant proportion of applicants (71 per cent) did not qualify for an interview, with employers citing a lack of relevant experience and insufficient qualifications or training as the most common reasons.
- Some 38 per cent of recruiting employers did not advertise vacancies formally, with 51 per cent of employers recruiting for lower skilled vacancies relying on informal methods exclusively.
- The economy and demand for their good and services was the single greatest future concern for 61 per cent of employers, significantly higher compared with all regions surveyed (46 per cent).

	Capricornia 2014	Capricornia 2013 <sup>7</sup>	All regions surveyed <sup>8</sup>
Proportion recruited (past 12 months)	54%	71%	61%
% of employers decreased staff in the past 12 months	36%	27%	22%
Unfilled vacancy rate (most recent recruitment round)	2.1%	4.1%	3.0%
Recruitment difficulty (most recent recruitment round)	36%	49%	33%

### Where are the opportunities?

- Opportunities may exist for a number of lower skilled occupations for which employers expect to recruit in the 12 months following the survey, including Sales Assistants, Bar Attendants and Baristas, Kitchenhands, Checkout Operators and Office Cashiers, Waiters and Housekeepers.
- A relatively high proportion of employers in the Health Care and Social Services (56 per cent) and Accommodation and Food Services (53 per cent) industries expected to recruit in the 12 months following the survey.

<sup>1</sup> ABS, Labour Force, September 2014 (12 month averages of original data), Fitzroy SA4.

<sup>2</sup> ABS, Labour Force Survey, September 2014 (Seasonally Adjusted).

<sup>3</sup> Department of Employment, Small Area Labour Markets June 2014.

<sup>4</sup> Department of Employment administrative data, June 2014.

<sup>5</sup> ABS, Labour Force, August 2014 quarter, Fitzroy SA4.

<sup>6</sup> Survey of Employers' Recruitment Experiences of 302 employers in Capricornia

<sup>7</sup> Survey of Employers' Recruitment Experiences, Capricornia, July 2013.

<sup>8</sup> Survey of Employers' Recruitment Experiences, All regions surveyed in the 12 months to June 2014.