



Australian Government
Department of Education, Employment and Workplace Relations

Survey of Employers' Recruitment Experiences
August 2011
North Eastern Victoria
Priority Employment Area
Albury-Wodonga
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Survey of Employers' Recruitment Experiences – August 2011

North Eastern Victoria Priority Employment Area



The North Eastern Victoria Priority Employment Area *Survey of Employers' Recruitment Experiences* was conducted during August 2011 and includes the following ten Local Government Areas;

- Albury
- Benalla
- Campaspe
- Corowa Shire
- Greater Shepparton
- Indigo
- Moira
- Strathbogie
- Wangaratta
- Wodonga

This Priority Area was previously surveyed in August 2010 and December 2009.

North Eastern Victoria profile

Region	Adult population (15+) (2010)	Adult population growth (2005 to 2010)	Proportion of the adult population aged 65 and over (2010)	Participation Rate, adult population (2006)	Median Age (2006)
Albury	41,500	10%	17%	66%	36
Wodonga	28,800	9%	14%	68%	34
Benalla	11,700	6%	24%	60%	44
Campaspe	31,200	7%	23%	62%	40
Corowa Shire	9,700	7%	28%	58%	44
Gr Shepparton	50,100	10%	18%	65%	36
Indigo	13,000	8%	20%	65%	42
Moira	23,600	10%	25%	59%	42
Strathbogie	8,500	7%	28%	59%	47
Wangaratta	23,600	9%	22%	64%	41
NE Victoria PEA	242,000	9%	20%	64%	39
Victoria	4,529,000	11%	17%	64%	37
Australia	18,099,000	11%	17%	65%	37

Source: ABS estimated resident population data, ABS 2006 Census of Population and Housing

North Eastern Victoria Profile

Source: ABS, *Population by Age and Sex, Regions of Australia, 2010* (cat. no. 3235.0) / ABS 2006 Census of Population and Housing

- The Albury LGA, with an adult population of 41,500, comprises 17 per cent of the total adult population of the NE Victoria PEA.
- The Wodonga LGA, with an adult population of 28,800, comprises 12 per cent of the total adult population of the NE Victoria PEA.
- Between 2005 and 2010 the adult population growth in North Eastern Victoria was lower compared with the State (10 per cent compared with 11 per cent).

Unemployment Rate

	September 2011	September 2010	Annual change
Albury	7.9%	7.5%	0.4%pts
Wodonga	6.6%	6.3%	0.3%pts
Benalla	6.6%	7.4%	-0.8%pts
Campaspe	6.0%	6.1%	-0.1%pts
Corowa Shire	5.3%	4.6%	0.7%pt
Gr Shepparton	8.0%	8.3%	-0.3%pts
Indigo	3.9%	4.4%	-0.5%pts
Moira	5.8%	6.1%	-0.3%pts
Strathbogje	4.8%	4.9%	-0.1%pts
Wangaratta	5.5%	6.0%	-0.5%pts
NE Victoria PEA	6.6%	6.7%	-0.1%pts
Australia	5.1%	5.3%	-0.2%pts

Source: DEEWR Small Area Labour Markets.

Source: DEEWR Small Area Labour Markets, September quarter 2011

Unemployment rate

The unemployment rate in the Priority Employment Area of North Eastern Victoria decreased by 0.1 percentage points over the 12 months to September 2011 to stand at 6.6 per cent. By contrast, the unemployment rate for Australia decreased by 0.2 percentage points to 5.1 per cent in the 12 months to September 2011.

- Within the Priority Employment Area, the small area labour markets of Greater Shepparton (8.0 per cent), Albury (7.9 per cent), Benalla (6.6 per cent) and Wodonga (6.6 per cent) had the highest unemployment rates in September 2011.

In Albury, the unemployment rate increased by 0.4 percentage points (to 7.9 per cent). In Wodonga, the unemployment rate increased by 0.3 percentage points (to 6.6 per cent).

The largest increase in the unemployment rate over the 12 months to September 2011 was in Corowa Shire (up by 0.7 percentage points to 5.3 per cent).

The teenage labour market

Region	Teenage full-time unemployment rate		
	October 2009	October 2010	October 2011
Goulburn-Ovens-Murray LFR	34.3%	33.3%	29.5%
Victoria	28.6%	27.8%	23.1%
Australia	23.1%	24.0%	22.9%



Source: ABS Labour Force, Detailed data release – Electronic delivery, October 2011, 12 month average

Teenage labour market

Teenagers in the full-time labour market are more likely to be vulnerable to economic downturns.

- The teenage full-time unemployment rate in the Goulburn-Ovens-Murray Labour Force Region was higher (29.5 per cent) compared with Victoria (23.1 per cent) and Australia (22.9 per cent) in October 2011.
- In the last 12 months, the teenage full-time unemployment rate has decreased.

Long-term unemployment

	Long-term unemployed (52 weeks or more)		Average duration of unemployment (weeks)	
	October 2009	October 2011	October 2009	October 2011
Goulburn- Ovens-Murray LFR	1 500	1 700	38	32
Victoria	23 500	28 200	32	36
Australia	88 900	117 000	32	37

Source: ABS Labour Force Data,
12 month averages of original data, October 2011

Long-Term Unemployment

Source: ABS, *Labour Force Australia, Detailed – Electronic Delivery, October 2011* (cat. no. 6291.0.55.001), 12 month averages

- The number of people who have been unemployed for 52 weeks or more in the Goulburn-Ovens-Murray LFR has increased since October 2009.
- The average duration of unemployment (32 weeks) is lower compared with Victoria (36 weeks) and Australia (37 weeks).

Recipients of Centrelink benefits

	Proportion of the working age population (WAP) on a Centrelink benefit (September 2011)	Proportion of the WAP on an unemployment benefit - Newstart Allowance or Youth Allowance (Other)	Growth in unemployment benefit recipients, two years ago (Sep 2009-Sep 2011)
Albury	21%	5%	1%
Wodonga	20%	5%	9%
Benalla	23%	5%	-4%
Campaspe	21%	4%	1%
Corowa Shire	17%	4%	15%
Gr Shepparton	24%	6%	6%
Indigo	14%	3%	-6%
Moira	21%	5%	4%
Strathbogie	19%	4%	-1%
Wangaratta	19%	5%	-2%
NE Victoria PEA	21%	5%	3%
Victoria	17%	4%	-5%
Australia	17%	4%	-5%

Source: DEEWR administrative data, September qtr 2011; ABS Estimated Resident Population 2010.

Source: DEEWR Administrative Data, September 2011; ABS Estimated Resident Population 2010

Reliance on income support in North Eastern Victoria:

More than one in five persons (21 per cent) of the working age population are in receipt of a Centrelink benefit in the North Eastern Victoria Priority Employment Area. This is significantly higher compared with Victoria and Australia (both 17 per cent).

A slightly higher proportion (5 per cent) of the North Eastern Victorian working age population are in receipt of an unemployment benefit (Newstart Allowance (NSA) or Youth Allowance (other) (YLO)) compared with Victoria and Australia (both 4 per cent).

The number of recipients of unemployment benefits increased by 3 per cent between September 2009 and September 2011. By contrast, the number of recipients of unemployment benefits decreased for both Victoria (-5 per cent) and Australia (-5 per cent).

The proportion of the working age population on a Centrelink benefit is high in both Albury (21 per cent) and Wodonga (20 per cent). The number of unemployment recipients has increased in both LGAs in the two years to September 2011, by 1 per cent in Albury and by 9 per cent in Wodonga.

Labour Market Outcomes for Persons (aged 15-74) with a Disability, 2009

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 Customised Tables, Survey of Education and Training, 2009

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.

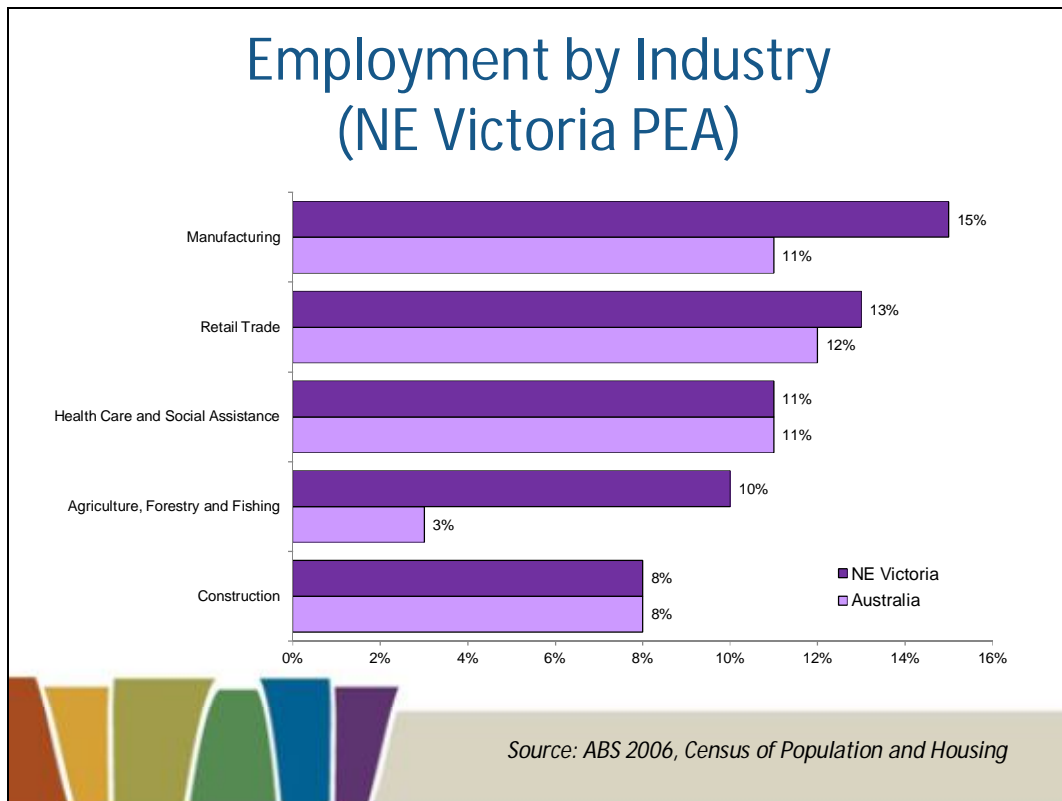
In 2009, over one in four (28.7 per cent) of employed persons aged 15-74 years reported having a disability.

- 10.4 per cent of employed persons (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.
- The unemployment rate was much higher and the participation rate was much lower for people with a disability that restrict their employment/schooling.

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

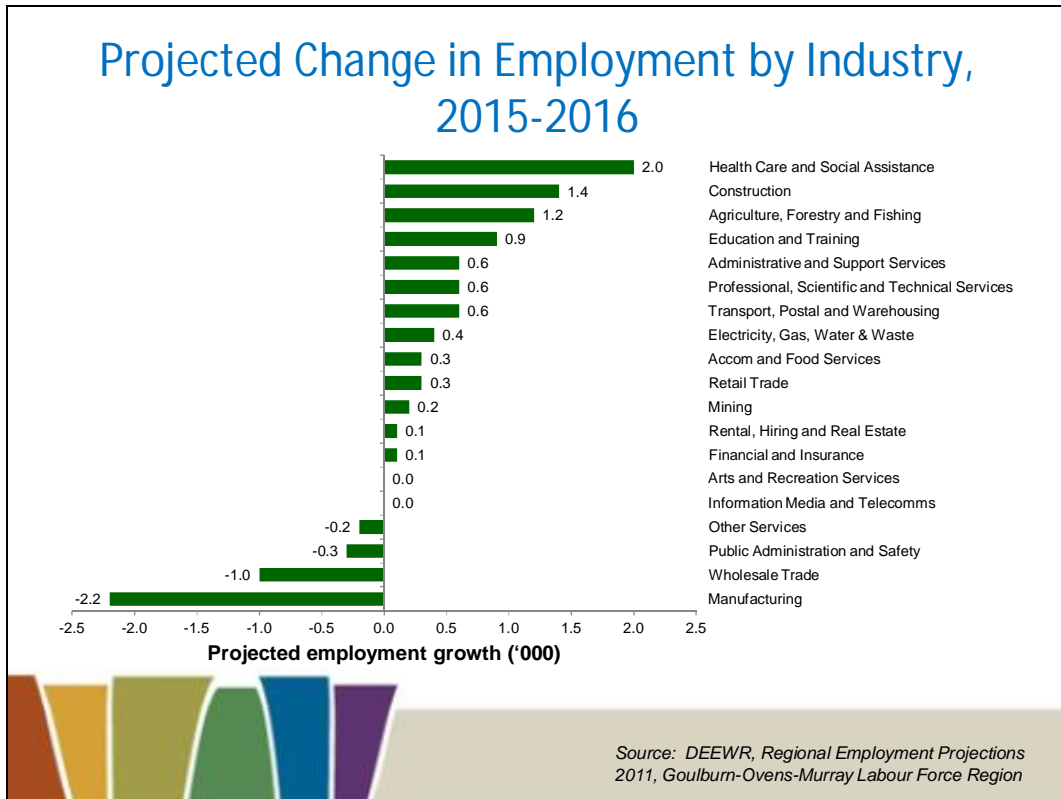


Employment by industry

Source: ABS, 2006, Census of Population and Housing

Another indicator of labour market vulnerability is a high concentration of employment in industries that can be sensitive to economic downturns, such as the Manufacturing and Retail Trade industries, or sensitive to seasonal weather conditions, such as Agriculture, Forestry and Fishing.

In this chart, the North Eastern Victoria Priority Employment Area is compared with Australia. The chart shows the high concentration of employment in Manufacturing (15%) and Retail Trade (13%) in the North Eastern Victoria Priority Employment Area.



Source: DEEWR, Regional Employment Projections 2011, Goulburn-Ovens-Murray Labour Force Region

- Total employment is expected to grow by (3.5 per cent) in the five years to 2015-16.

Educational attainment

Region	Proportion of 25 to 34 year olds		
	Finished Year 12 or equivalent	Attained Advanced Diploma, Diploma or Certificate Level	Attained Bachelor degree or higher
Albury	59%	38%	22%
Wodonga	56%	41%	17%
Benalla	54%	36%	15%
Campaspe	54%	36%	17%
Corowa Shire	46%	42%	13%
Gr Shepparton	55%	33%	18%
Indigo	57%	43%	21%
Moira	50%	38%	13%
Strathbogrie	54%	41%	13%
Wangaratta	58%	40%	18%
NE Victoria	56%	38%	18%
Victoria	73%	30%	34%
Australia	69%	32%	29%

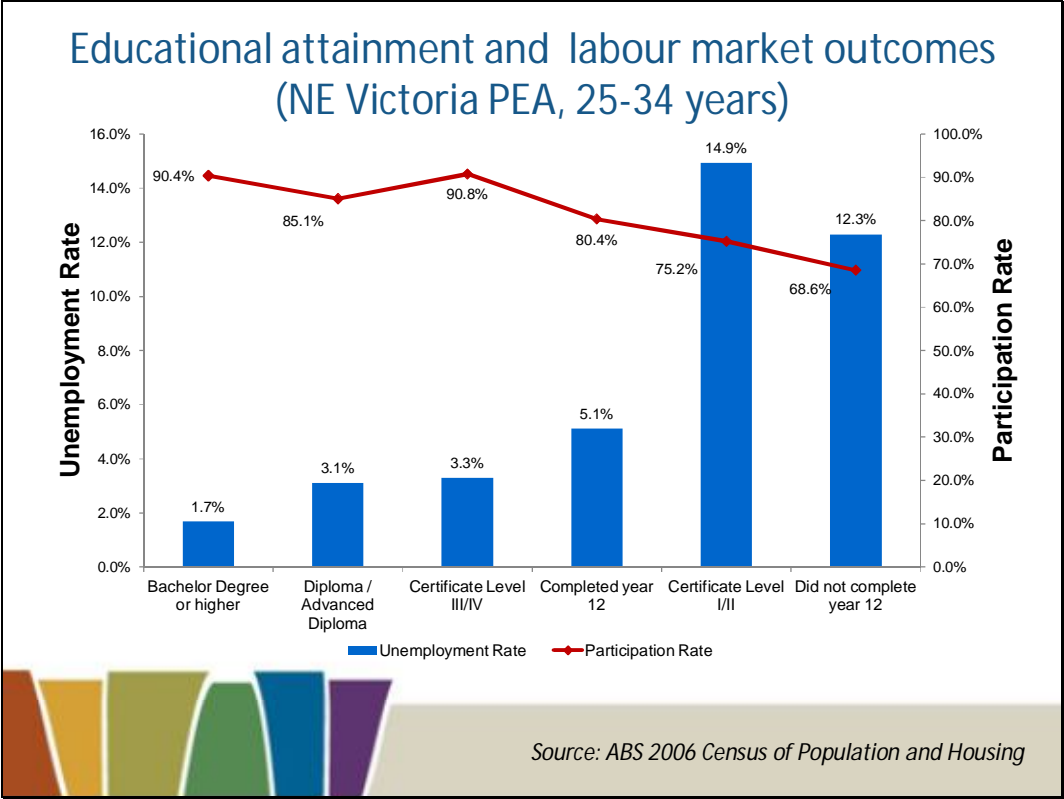
Source: ABS 2006 Census of Population and Housing

Educational attainment

Source: ABS, 2006 Census of Population and Housing

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 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.

- The proportion of 25 to 34 year old population in the North Eastern Victoria area who finished year 12 or equivalent (56 per cent) is lower compared with Victoria (73 per cent) and Australia (69 per cent).
- The proportion of the 25 to 34 year old population in the North Eastern Victoria area who had attained an Advanced Diploma, Diploma or Certificate (38 per cent) was higher compared with Victoria (30 per cent) and Australia (32 per cent).
- The proportion of the 25 to 34 year old population in the North Eastern Victoria area who had attained a Bachelor degree or higher (18 per cent) was substantially lower compared with Victoria (34 per cent) and Australia (29 per cent).
- Educational attainment in Albury-Wodonga is similar to the NE Victoria PEA, although the proportion of those aged 25-34 years with a Bachelor degree or higher in Albury (22 per cent) is the highest in the PEA. Year 12 completion in Albury (59 per cent) is also the highest in the region.



Educational attainment and labour market outcomes

Source: ABS, 2006 Census of Population and Housing

This chart shows the link between educational attainment and labour market outcomes for the working age population in North Eastern Victoria.


As can be seen in this chart, those people in North Eastern Victoria with relatively high levels of education perform better in the labour market, with higher labour force participation rates and lower unemployment rates, compared with those with lower levels of educational attainment.

Migrant Profile

	Arrived in last 5 years (to November 2011)	
	Number of migrants who arrived in the last 5 years	Proportion of migrants who were humanitarian entrants
Albury	850	33%
Wodonga	460	24%
North Eastern Victoria	3 800	26%
Victoria	219 500	9%
Australia	852 000	8%

English proficiency of humanitarian entrants (Albury-Wodonga):

- 49 per cent had 'No' English language proficiency
- 48 per cent had 'Poor' English language proficiency



Source: DIAC Immigration Statistics (<http://www.immi.gov.au/settlement/>)

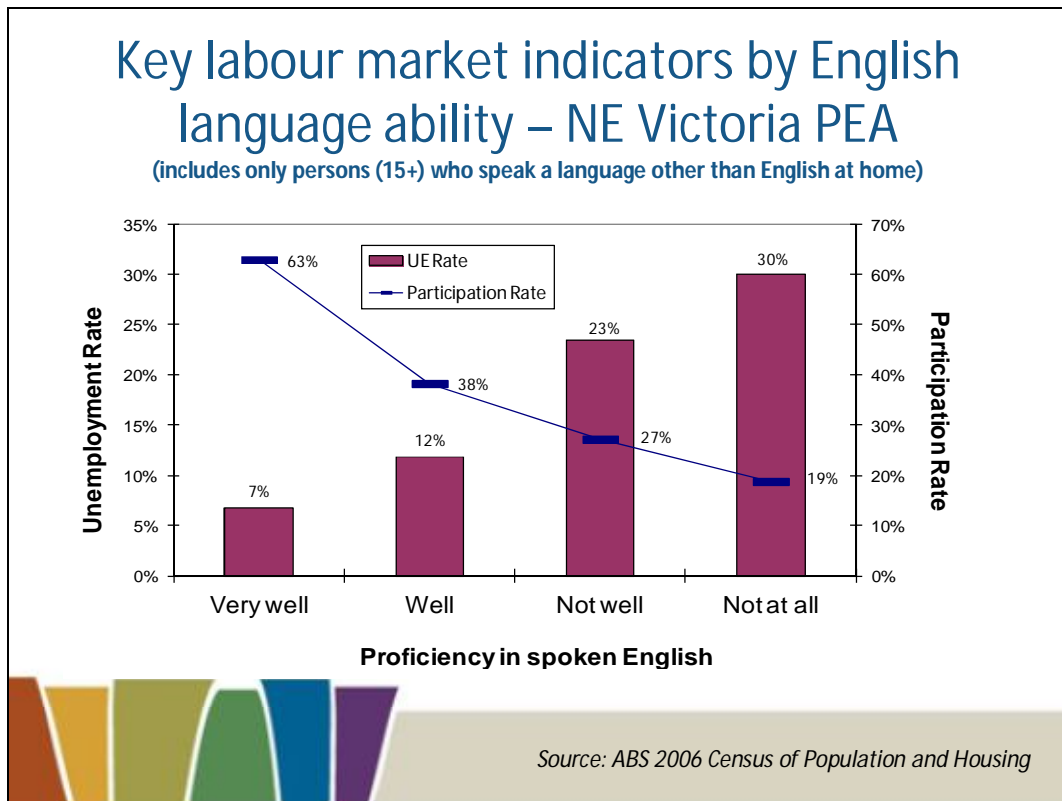
Source: DIAC Immigration Statistics (<http://www.immi.gov.au/settlement/>)

Calculations use the ABS, 2010 Estimated Resident Population.

Persons who immigrated to Australia in the last 5yrs (Arrival dates: 4th November 2006 to 4th November 2011).

Greater Shepparton LGA- Migrant Profile

- 3,800 people migrated to the North Eastern Victoria PEA in the 5 years to November 2010.
- Significantly, a large proportion of migrants settling in the NE Victoria PEA were humanitarian entrants (26 per cent). This is well above the average share of humanitarian entrants for both Victoria (9 per cent) and Australia (8 per cent).



Source: ABS 2006 Census of Population and Housing

NE Victoria PEA – Key labour market indicators by English language ability

The chart above refers to those people who speak a language other than English at home.

This chart shows there is a link between English proficiency and labour market outcomes. Those individuals with poor English language ability are more likely to be unemployed or not participate in the labour market.

For example, those who speak English very well have an unemployment rate of around 7 per cent and a participation rate of 63 per cent. However, for those who do not speak English at all, the unemployment rate is much higher at 30 per cent and the participation rate is much lower at only 19 per cent.

In the NE Victoria PEA, 16 per cent of all persons who speak a language other than English at home, either don't speak English well, or don't speak English at all.

Literacy and Numeracy

	Albury 2010	Wodonga 2010	Australia 2010
Literacy – percent who do not meet minimum literacy standards (year 9)	13%	10%	8%
Numeracy - percent who do not meet minimum numeracy standard (year 9)	5%	8%	5%



Source: www.myschool.edu.au

Jobless Families – proportion of families with children that are jobless

Albury LGA	19%
Benalla LGA	20%
Camaspe LGA	18%
Corowa Shire LGA	16%
Greater Shepparton LGA	21%
Indigo LGA	14%
Moira LGA	18%
Strathbogie LGA	19%
Wangaratta LGA	17%
Wodonga LGA	19%
NE Vic PEA	19%
Victoria	20%

Source: ABS 2006 Census of Population and Housing.

Source: Family composition (a) and labour force status of parent(s)/partners by gross family income (weekly) for time series, cat. no. 2068.0 - 2006 Census tables.

Survey Results			
Recruitment Experiences in the 12 months preceding the survey			
	North Eastern Victoria (August 2011)	North Eastern Victoria August 2010	All Regions Surveyed (12 months to September 2011)
Employers who recruited	72%	75%	71%
- Growth	49%	50%	53%
- Staff turnover	89%	83%	86%
Vacancies unfilled	7.2%	3.0%	8.0%
Experienced difficulty	58%	51%	60%

Source: DEEWR, Survey of Employers' Recruitment Experiences.

Source: DEEWR, North Eastern Victoria Priority Employment Area Survey of Employers' Recruitment Experiences, August 2011.

Survey Results

Recruitment Experiences 12 Months Preceding the Survey North Eastern Victoria

- The proportion of employers who had recruited (72 per cent) was similar to all regions surveyed in the 12 months to September 2011 (71 per cent), and slightly lower compared with when North Eastern Victoria PEA was previously surveyed in August 2010 (75 per cent).
- More employers recruited due to staff turnover (89 per cent) compared with August 2010 (83 per cent) and all regions surveyed to September 2011 (86 per cent).
- The proportion of vacancies remaining unfilled (7.2 per cent) was higher compared with August 2010 (3.0 per cent) but lower compared with all regions surveyed in the 12 months to September 2011 (8.0 per cent).
- A higher proportion of employers reported difficulty recruiting (58 per cent) compared with August 2010 (51 per cent), although this was similar to all areas surveyed to September 2011 (60 per cent).

Most recent recruitment activity

	NE Victoria Priority Employment Area (August 2011)	NE Victoria Priority Employment Area (August 2010)	All regions surveyed (12 months to September 2011)
Vacancies unfilled	6.6%	5.8%	10.6%
Employers who recruited staff who required development	14%	14%	17%
Recruitment difficulty	44%	39%	47%

Source: DEEWR, Survey of Employers' Recruitment Experiences.

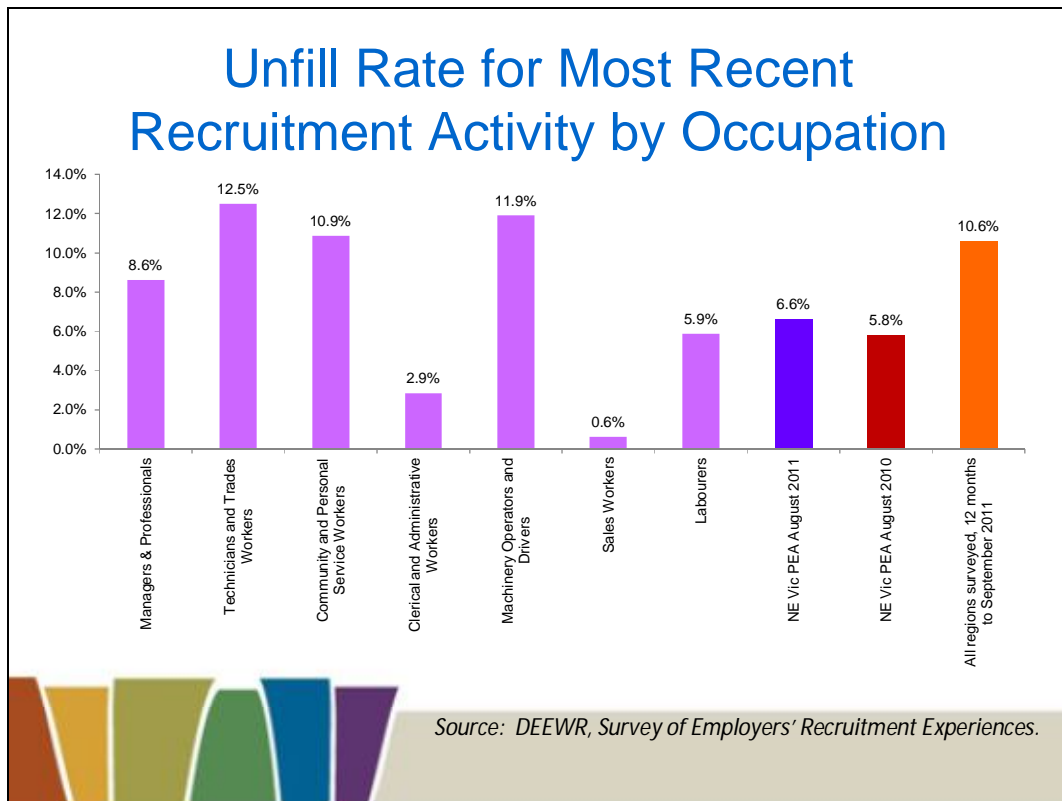
Source: DEEWR, North Eastern Victoria Priority Employment Area Survey of Employers' Recruitment Experiences, August 2011.

Most recent recruitment activity

- Employers in North Eastern Victoria in August 2011 had a higher proportion vacancies unfilled (6.6 per cent) compared with August 2010 (5.8 per cent), but substantially lower than all regions surveyed in the 12 months to September 2011 (10.6 per cent).
- Overall, 14 per cent of employers in the North Eastern Victoria PEA recruited staff that required development, the same as when the area was last surveyed in August 2010 (14 per cent) and lower compared with all regions surveyed (17 per cent).
- Overall, 44 per cent of surveyed employers in the region reported difficulty recruiting for their most recent vacancy, which was higher compared when previously surveyed in December 2009 (39 per cent), but slightly lower compared with all regions surveyed (47 per cent).

The most common reasons reported for difficulty filling vacancies included:

- Technical skill requirements (36 per cent);
- Tight labour market/not enough applicants (34 per cent).



Source: DEEWR, North Eastern Victoria Priority Employment Area Survey of Employers' Recruitment Experiences, August 2011.

Unfill Rate by Occupation

Most recent recruitment activity

- The occupations that had the highest unfill rates were those of Technicians and Trades Workers (12.5 per cent) and Machinery Operators and Drivers (11.9 per cent). Sales Workers and Clerical and Administrative Workers were the occupations with the lowest unfill rate (0.6 per cent and 2.9 per cent respectively).
- Overall the unfill rate for North Eastern Victoria Priority Employment Area (6.6 per cent) was higher compared with the last time this area was surveyed in August 2010 (5.8 per cent), but lower than for all regions surveyed in the 12 months to September 2011 (10.0 per cent).

Occupations difficult to fill

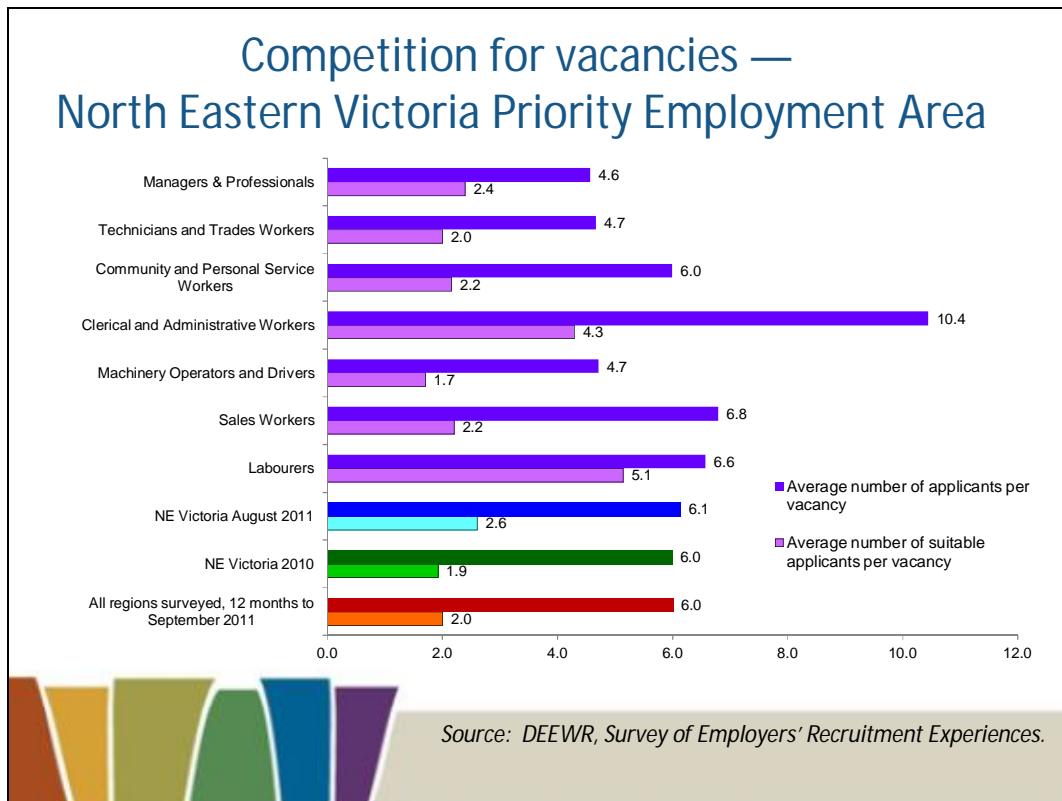
Bachelor degree & Higher VET qualifications	
Generalist Medical Practitioners	Registered Nurses*
Early Childhood (Pre-primary) Teachers	Structural Steel and Welding Trades Workers*
Chefs*	Real Estate Sales Agents
Motor Mechanics*	Bakers and Pastrycooks
Other VET qualifications and lower skilled occupations	
Sales Representatives	Motor Vehicle and Vehicle Parts Salespersons
Bar Attendants and Baristas	Child Carers
Truck Drivers*	General Clerks*
Sales Assistants (General)*	Housekeepers

Source: DEEWR, Survey of Employers' Recruitment Experiences.

Source: DEEWR, North Eastern Victoria Priority Employment Area Survey of Employers' Recruitment Experiences, August 2011.

This slide shows the vacancies that employers considered difficult to fill in the North Eastern Victoria Priority Employment Area in August 2011. The occupations fell across a range of skill levels and included Generalist Medical Practitioners, Registered Nurses, Early Childhood (Pre-Primary) Teachers, Structural Steel and Welding Trades Workers, Chefs, Sales Assistants (General) and Bar Attendants and Baristas.

Occupations highlighted with an asterisk (*) were difficult to fill when the area was last surveyed in August 2010.



Source: DEEWR, North Eastern Victoria Priority Employment Area Survey of Employers' Recruitment Experiences, August 2011.

Competition for vacancies

The average number of applicants per vacancy in the North Eastern Victoria PEA (6.1 applicants per vacancy) was similar to August 2011 (6.0 applicants) and all regions surveyed in the 12 months to September 2011 (6.0 applicants).

North Eastern Victoria had a higher average number of suitable applicants (2.6 suitable applicants per vacancy) compared with when the area was previously surveyed in August 2010 (1.9 suitable applicants per vacancy) and all regions surveyed in the 12 months to September 2011 (2.0 suitable applicants per vacancy).

The occupations with the highest number of applicants were Clerical and Administrative Workers (10.4 applicants per vacancy), Sales Workers (6.8 applicants per vacancy) and Labourers (6.6 applicants per vacancy).



Recruitment Methods Used for the Last Recruitment Process

Source: DEEWR, North Eastern Victoria Survey of Employers' Recruitment Experiences, August 2011

33 per cent of recruiting employers used informal methods *only* to advertise their most recent recruitment round.

Methods of Formal Recruitment Used by Employers:

Newspapers (44 per cent)
Internet (19 per cent)
Recruitment Agency (15 per cent)
Internal Advertising (7 per cent)
Job Services Australia (6 per cent)
Through an Educational Institution (1 per cent)
Radio (0 per cent)

Methods of Informal Recruitment Used by Employers:

Word of mouth/ approached job seeker (28 per cent)
Approached by job seeker (13 per cent)
Sign in window/ billboard (6 per cent)

Reasons applicants unsuitable

57 per cent of all applicants were considered unsuitable.

Reasons for unsuitability include:

- Insufficient experience to perform job duties
- Insufficient qualifications or training
- Limited interest in the job
- Poor attitude and/or lack of work readiness
- Poor personal presentation

Source: DEEWR, Survey of Employers' Recruitment Experiences.

Source: DEEWR, North Eastern Victoria Priority Employment Area Survey of Employers' Recruitment Experiences, August 2011.

Reasons applicants unsuitable

Overall, 57 per cent of applicants for vacancies in the region were considered by employers to be unsuitable for the position for which they had applied. Lack of work experience was the single most common reason for applicant unsuitability (49 per cent), followed by a lack of qualifications or training (26 per cent), limited interest in the job (20 per cent), poor attitude (12 per cent) and poor presentation (12 per cent).

Basic employability skills

Most importance placed on:

- 30% personal traits and qualities
- 28% technical skills
- 41% both equally important

Personal traits and qualities employers wanted:

- Enthusiasm
- Communication
- Confidence
- Motivation



Source: DEEWR, Survey of Employers' Recruitment Experiences.

Basic employability skills

Employers in the North Eastern Victoria PEA were asked when recruiting, whether they placed more importance on the applicant's personal traits and qualities or on their technical skills and experience.

The highest proportion of employers surveyed in North Eastern Victoria (44 per cent) thought that both personal traits and qualities and technical skills were equally important. A further 33 per cent of employers considered that personal traits and qualities were the most important, whilst 23 per cent rated technical skill and experience as more important.

The sorts of personality traits or qualities sought after by employers included enthusiasm, communication skills, confidence and motivation. 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.

Apprentices, Trainees and Staff Training

- 40 per cent of businesses employed a least one Apprentice or Trainee;
 - 25 per cent of these employers reported they had experienced challenges;
 - The challenges most commonly reported were Apprentices and Trainees lacked work readiness (51 per cent) and that they did not complete their training or stay long enough (35 per cent).
- 27 per cent of businesses expected to recruit at least one Apprentice or Trainee in the 12 months following the survey;



Source: DEEWR, Survey of Employers' Recruitment Experiences

Source: DEEWR, North Eastern Victoria Priority Employment Area Survey of Employers' Recruitment Experiences, August 2011.

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- 27 per cent of businesses expected to recruit at least one Apprentice or Trainee in the 12 months following the survey;
- 49 per cent of businesses had employees undertake recognised training.

JSA in the North Eastern Victoria PEA

- A small proportion (5 per cent) of employers used a Job Services Australia (JSA) provider in their most recent recruitment round.
 - 4 out of 5 employers who used a JSA provider were satisfied with the service provided.
 - Reasons for dissatisfaction with JSA providers were that applicants lacked personal traits and qualities, that the technical skills of applicants did not match the job description, and that applicants did not want to work.



Source: DEEWR, Survey of Employers' Recruitment Experiences

Source: DEEWR, North Eastern Victoria Priority Employment Area Survey of Employers' Recruitment Experiences, August 2011.

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Future recruitment expectations

Recruitment expectations for the year ahead	North Eastern Victoria PEA (August 2011)	All regions surveyed (12 months to Sept 2011)
Expects to recruit	56%	52%
Will increase staff numbers	32%	29%
Expects difficulty	41%	47%
Will decrease staff	4%	4%

Source: DEEWR, Survey of Employers' Recruitment Experiences.

Source: DEEWR, North Eastern Victoria Priority Employment Area Survey of Employers' Recruitment Experiences, August 2011.

Future recruitment expectations

Employers in the North Eastern Victoria PEA were asked about their recruitment expectations in the 12 months following the survey. Over half of all of employers (56 per cent) expected to recruit in the 12 months following the survey (August 2011), which was slightly higher than the level for all regions surveyed in the 12 months to September 2011 (52 per cent).

Recruitment expectations were relatively positive, with a slightly higher proportion of employers (32 per cent) expecting to increase staff in the 12 months following the survey compared with all regions surveyed (29 per cent).

Recruitment difficulty in the next 12 months was expected by 41 per cent of employers, slightly lower than all regions surveyed (47 per cent).

A low proportion (4 per cent) of employers in the North Eastern Victoria PEA expect to decrease staff numbers in the 12 months following the survey, slightly higher than the average for all regions surveyed (4 per cent).

However, employers remained cautious about the future, with 65 per cent expecting challenges in the 12 months following the survey. Among those who expected challenges, the most common reasons were reduced business activity (48 per cent) and business regulations (24 per cent).

Conclusion

- Labour market outlook uncertain, although future recruitment activity is generally positive.
- Disadvantaged groups
 - Long-term unemployed, less educated, people with disabilities, jobless families, youth
 - Migrants from non-English speaking backgrounds
- Opportunities exist
 - Some unmet demand and recruitment difficulty
 - Target growth industries / occupations difficult to fill
 - Low competition for some occupations
 - Majority of employers expect to recruit
- Job seekers need to be job ready
 - Work experience / training / apprenticeships
 - Language, literacy and numeracy
 - Employability skills
- Further engagement with employers regarding needs, expectations and informal recruitment methods
- Work with the Local Employment Coordinator

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Further Information

- www.deewr.gov.au/lmip
- www.deewr.gov.au/SkillShortages including [Skill Shortages, Australia](http://www.deewr.gov.au/SkillShortages/Australia)
- www.deewr.gov.au/regionalreports
- www.deewr.gov.au/australianjobs
- 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.joboutlook.gov.au

A report on the survey findings for the North Eastern Victoria Priority Employment Area will be placed on the regional reports section of the DEEWR- Regional Reports web site.

Thank you.