



Australian Government  
Department of Education, Employment and Workplace Relations

Survey of Employers' Recruitment Experiences  
August 2011  
North Eastern Victoria  
Priority Employment Area  
Shepparton  
Presenter: Ivan Neville  
Branch Manager, Labour Market Research and Analysis Branch



**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 (2006)	Median Age (2006)
Gr Shepparton	50,100	10%	18%	65%	36
Albury	41,500	10%	17%	66%	36
Benalla	11,700	6%	24%	60%	44
Campaspe	31,200	7%	23%	62%	40
Corowa Shire	9,700	7%	28%	58%	44
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
Wodonga	28,800	9%	14%	68%	34
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

- Greater Shepparton comprised the largest share of the population of the North Eastern Victoria, with an adult population of 50,100 (21 per cent of the total NE Victoria adult population).
- 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
Gr Shepparton	8.0%	8.3%	-0.3%pts
Albury	7.9%	7.5%	0.4%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
Indigo	3.9%	4.4%	-0.5%pts
Moirā	5.8%	6.1%	-0.3%pts
Strathbogĳe	4.8%	4.9%	-0.1%pts
Wangaratta	5.5%	6.0%	-0.5%pts
Wodonga	6.6%	6.3%	0.3%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.*

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### **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 Greater Shepparton, the unemployment rate decreased by 0.3 percentage points over the 12 months to September 2011.

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, November 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)
Gr Shepparton	24%	6%	6%
Albury	21%	5%	1%
Benalla	23%	5%	-4%
Campaspe	21%	4%	1%
Corowa Shire	17%	4%	15%
Indigo	14%	3%	-6%
Moir	21%	5%	4%
Strathbogie	19%	4%	-1%
Wangaratta	19%	5%	-2%
Wodonga	20%	5%	9%
NE Victoria PEA	21%	5%	3%
Victoria	17%	4%	-5%
Australia	17%	4%	-5%

*Source: DEEWR administrative data, September 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 highest in Greater Shepparton (24 per cent). The proportion of the population receiving an unemployment benefit is also the highest in the PEA (6 per cent), and the number of people receiving unemployment benefits having increased by 6 per cent in the two years to September 2011.

## Unemployment and Participation Rates by Indigenous Status

	Indigenous		Non-Indigenous	
	Unemployment rate	Participation rate	Unemployment rate	Participation rate
Gr Shepparton	19.9%	54.4%	5.9%	76.1%
Albury	21.7%	54.5%	5.9%	77.7%
Benalla	15.2%	60.5%	4.6%	75.2%
Campaspe	17.6%	56.1%	4.7%	75.7%
Corowa Shire	25.6%	60.0%	5.9%	75.6%
Moira	21.7%	60.9%	4.8%	74.9%
Strathbogrie	17.2%	58.0%	4.5%	73.3%
Wangaratta	15.2%	57.9%	4.6%	78.0%
Wodonga	20.3%	56.3%	5.2%	77.4%
NE Victoria PEA	19.5%	55.7%	5.2%	76.4%
Victoria	15.9%	59.6%	5.4%	75.2%
Australia	15.6%	56.8%	5.1%	75.5%

Source: ABS Census of Population and Housing, 2006

Source: ABS Census of Population and Housing, 2006.

### **Unemployment and labour force participation by Indigenous status:**

A lower proportion of Indigenous people are participating in the labour market compared with non-Indigenous people.

Unemployment rates for Indigenous people in the NE Victoria PEA are 3 to 4 times higher than the unemployment rate for non-Indigenous people in the PEA.



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.

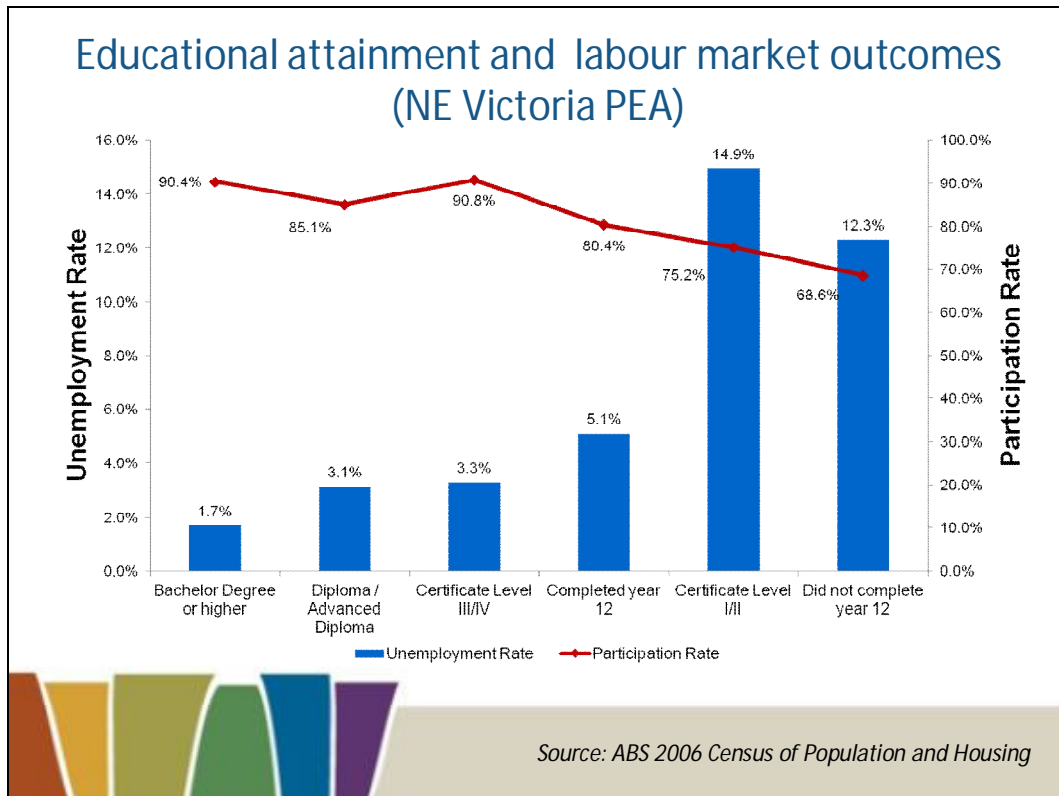
In 2009, over one in four (28.7 per cent) of employed persons aged 15-74 years reported having a disability.

- 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.



**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
Greater Shepparton	1 600	32%
North Eastern Victoria	3 800	26%
Victoria	219 500	9%
Australia	852 000	8%

English proficiency of humanitarian entrants (Greater Shepparton):

- 68 per cent had 'No' English language proficiency
- 29 per cent had 'Poor' English language proficiency



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

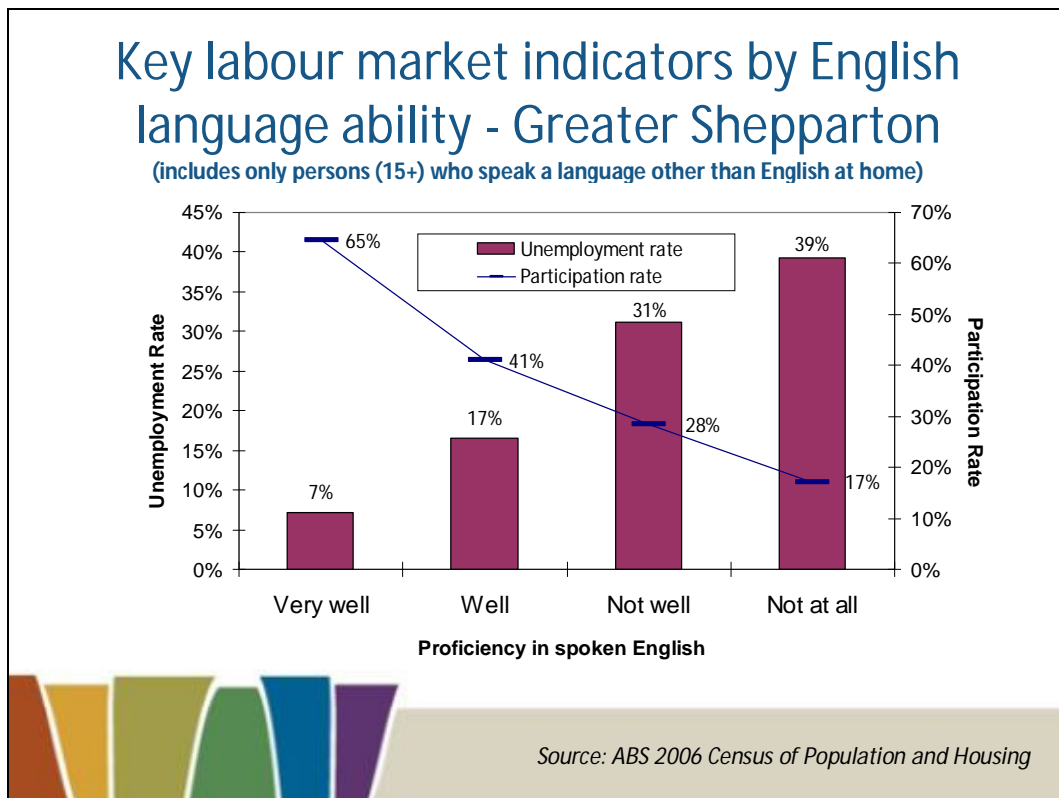
*Source: DIAC Immigration Statistics (<http://www.immi.gov.au/settlement/>)*

*Calculations use the ABS, 2010 Estimated Resident Population.*

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

**Greater Shepparton LGA- Migrant Profile**

- 3,800 people migrated to the North Eastern Victoria PEA in the 5 years to November 2010. Greater Shepparton had the largest intake of migrants (1,600 over the previous 5 years, or 2.6 per cent of the total population).
- 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*

#### **Greater Shepparton – 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 65 per cent. However, for those who do not speak English at all, the unemployment rate is much higher at 39 per cent and the participation rate is much lower at only 17 per cent. In Greater Shepparton, 22 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. This is the highest of any LGA in the North Eastern Victoria Priority Employment Area and is well above the average for Victoria (18 per cent) and Australia (17 per cent).

## Literacy and Numeracy

	<b>Shepparton 2010</b>	<b>Australia 2010</b>
Literacy – percent who do not meet minimum literacy standards (year 9)	30%	8%
Numeracy - percent who do not meet minimum numeracy standard (year 9)	26%	5%

- Language background other than English: 41%
- Indigenous students: 6%



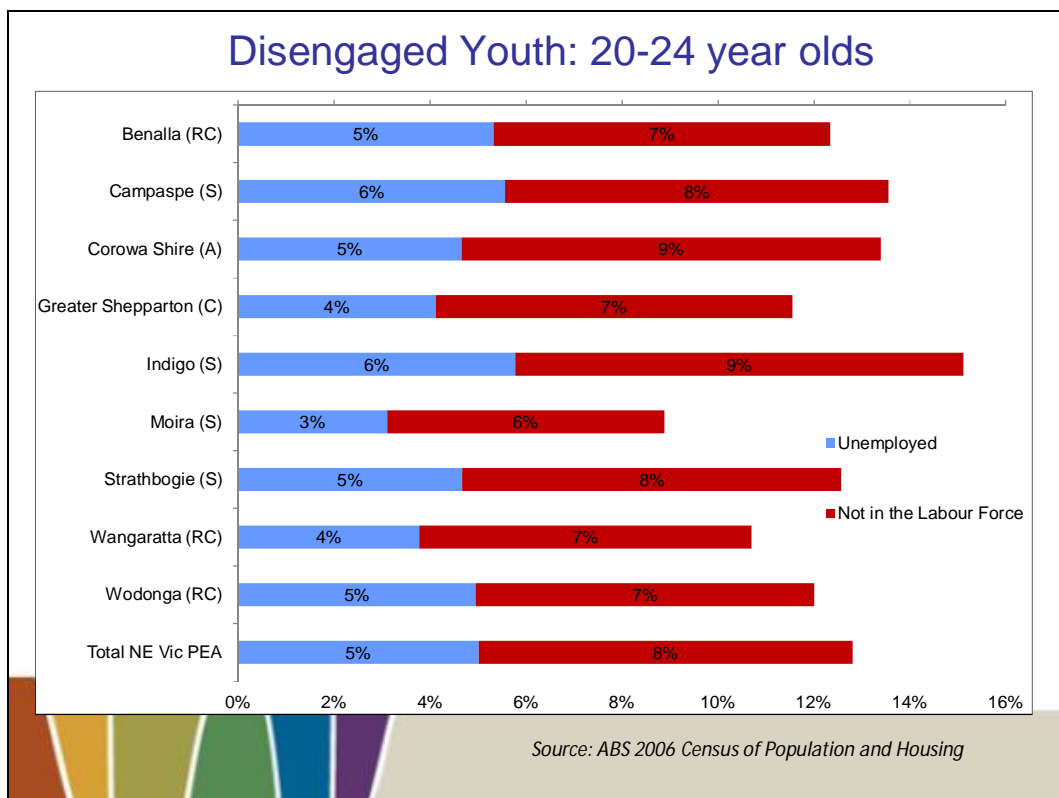
### Jobless Families : proportion of families with children that are jobless

Albury LGA	19%
Benalla LGA	20%
Camaspe LGA	18%
Corowa Shire LGA	16%
Greater Shepparton LGA	21%
Indigo LGA	14%
Moirra 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.*

The greater Shepparton LGA has the highest proportion of families with children who are jobless at 21 percent, this is higher than the state at 20 percent.

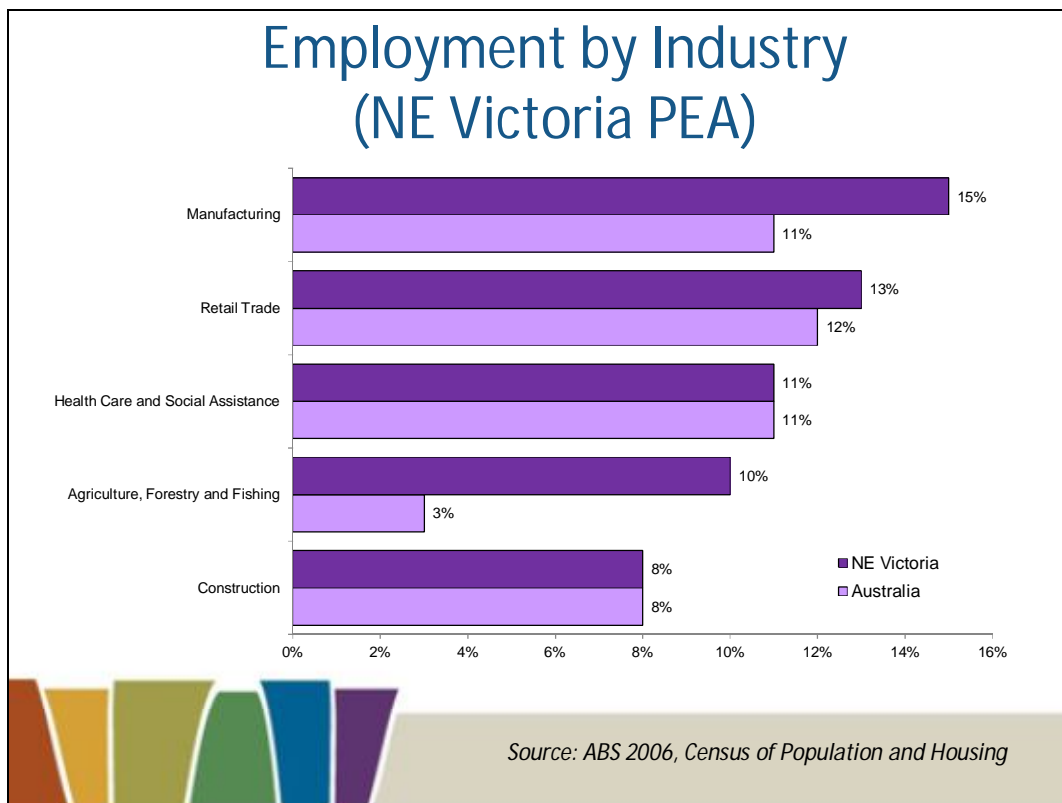


**Proportion of 20-24 year olds neither working nor studying**

*Source: ABS 2006 Census of Population and Housing*

At the time of the 2006 census 11 per cent of 20-24 year olds in the Greater Shepparton area were neither employed nor studying.

There are areas in the North Eastern Victoria region that have a particularly high proportion of non-participation. In the Indigo LGA, the proportion neither employed nor studying was 15 per cent.



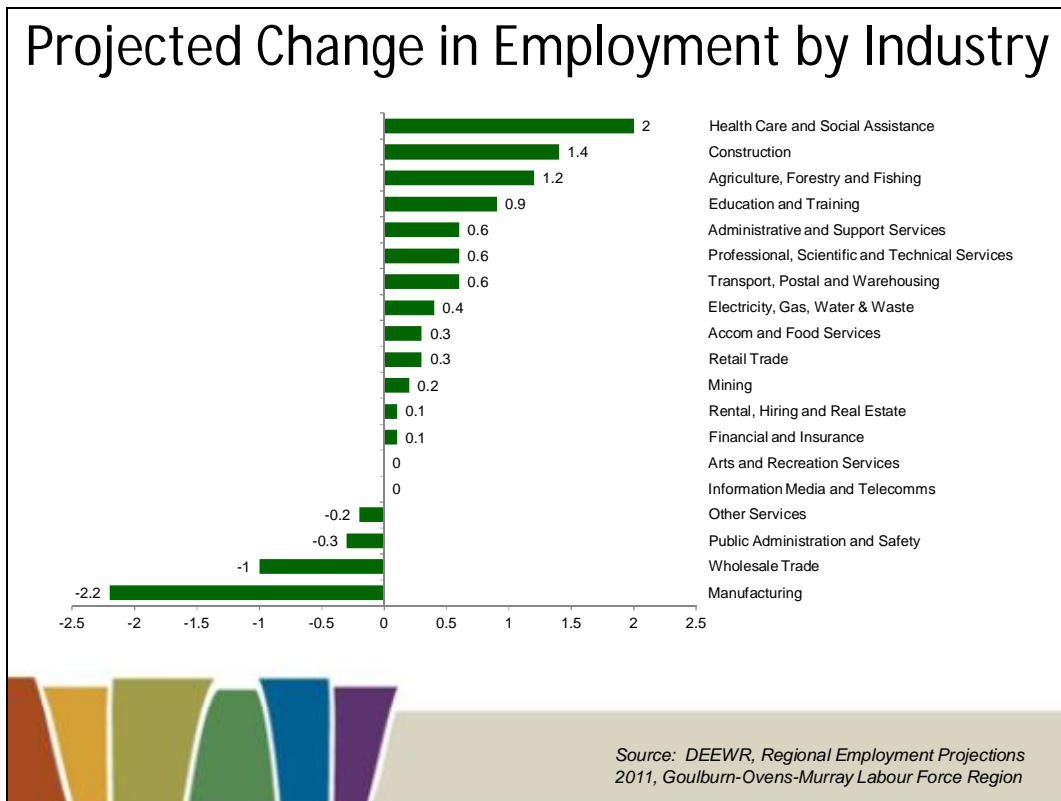
### **Employment by industry**

*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 (12%) 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.

Survey Results				
Recruitment Experiences in the 12 months preceding the survey				
	Greater Shepparton LGA (August 2011)	North Eastern Victoria (August 2011)	North Eastern Victoria (August 2010)	All Regions Surveyed (12 months to June 2011)
Employers who recruited	74%	72%	75%	71%
- Growth	45%	49%	50%	53%
- Staff turnover	92%	89%	83%	86%
Unfill rate	11.0%	7.2%	3.0%	8.0%
Experienced difficulty	62%	58%	51%	60%

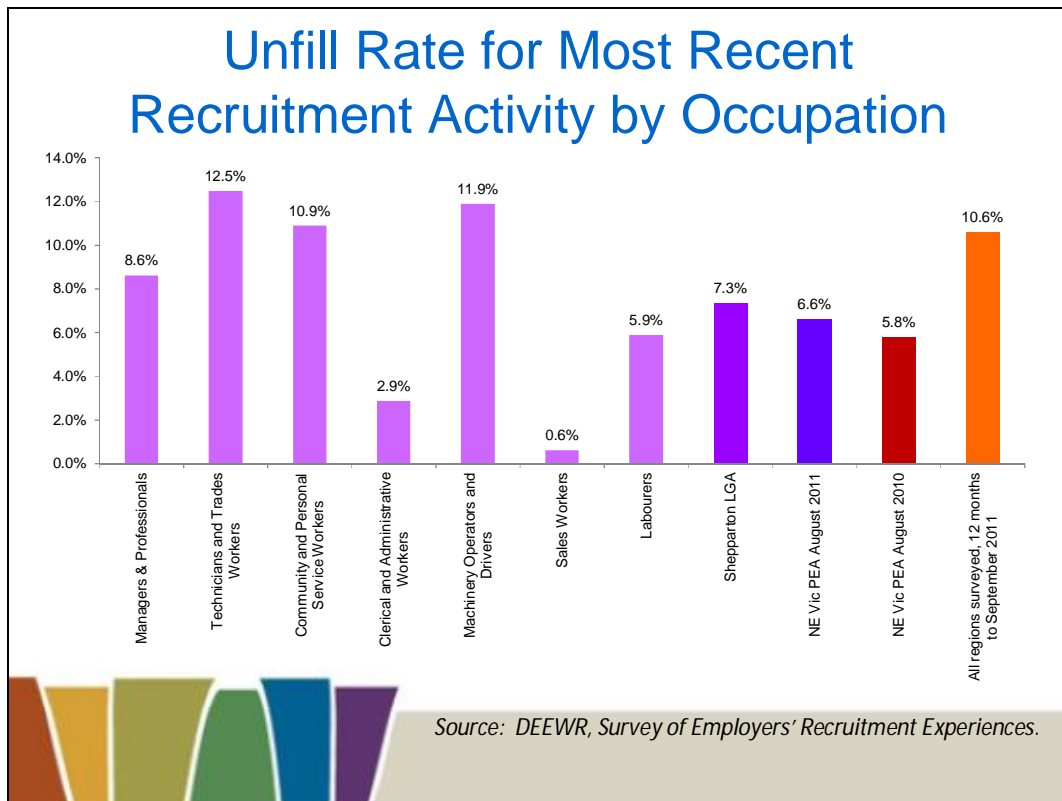
Source: DEEWR, Survey of Employers' Recruitment Experiences.

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).



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 (10.6 per cent).

## Occupations difficult to fill

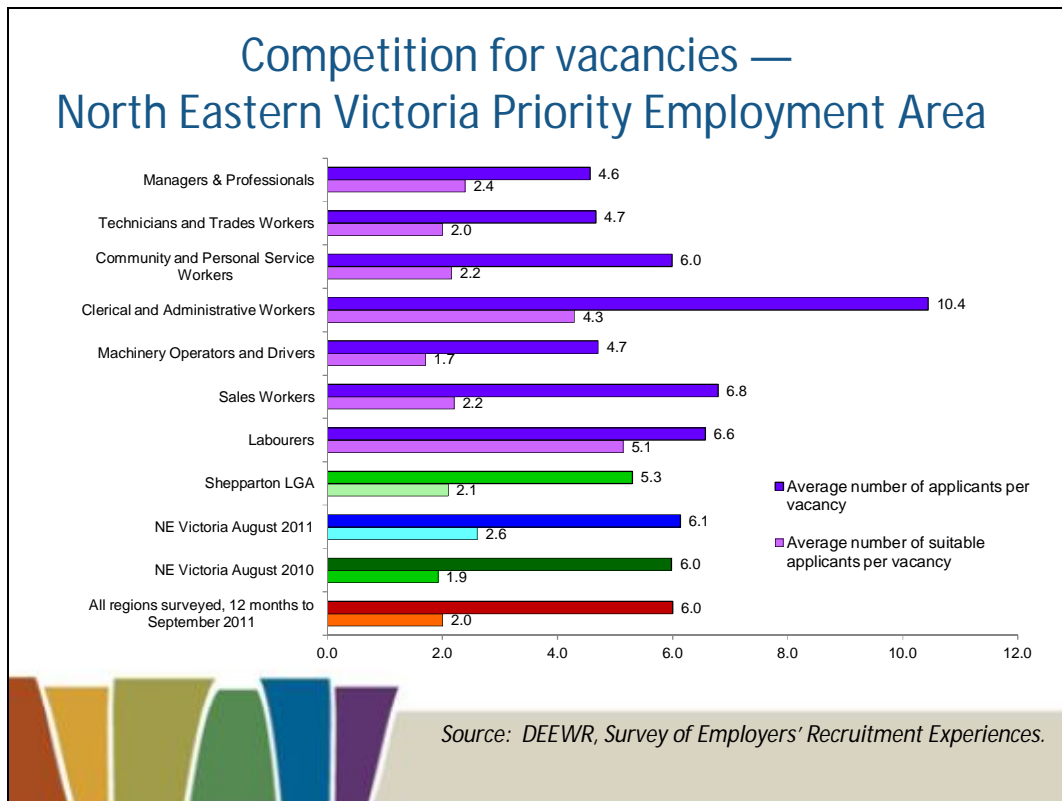
Bachelor degree & Higher VET qualifications	
Generalist Medical Practitioners	Registered Nurses*
Early Childhood (Pre-primary) Teachers	Structural Steel and Welding Trades Workers*
Chefs*	Real Estate Sales Agents
Motor Mechanics*	Bakers and Pastrycooks
Other VET qualifications and lower skilled occupations	
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 2010 (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).

Shepparton LGA had a lower number of applicants per vacancy (5.3) and suitable applicants per vacancy (2.1) than the NE Victoria PEA.

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 (NE Victoria PEA, August 2011)

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, compared with 67 per cent for all regions surveyed in the 12 months to September 2011. 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

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## 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

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Future recruitment expectations			
Recruitment expectations for the year ahead	Greater Shepparton LGA (August 2011)	North Eastern Victoria PEA (August 2011)	All regions surveyed (12 months to September 2011)
Expects to recruit	62%	56%	52%
Will increase staff numbers	33%	32%	29%
Expects difficulty	40%	41%	47%
Will decrease staff	3%	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 2010 (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, the same as 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](http://www.deewr.gov.au/lmip)
- [www.deewr.gov.au/SkillShortages](http://www.deewr.gov.au/SkillShortages) including [Skill Shortages, Australia](#)
- [www.deewr.gov.au/regionalreports](http://www.deewr.gov.au/regionalreports)
- [www.deewr.gov.au/australianjobs](http://www.deewr.gov.au/australianjobs)
- [www.joboutlook.gov.au](http://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](http://www.deewr.gov.au/LMIP)
- [www.deewr.gov.au/SkillShortages](http://www.deewr.gov.au/SkillShortages)
- [www.deewr.gov.au/RegionalReports](http://www.deewr.gov.au/RegionalReports)
- [www.deewr.gov.au/australianjobs](http://www.deewr.gov.au/australianjobs)
- [www.skillsinfo.gov.au](http://www.skillsinfo.gov.au)
- [www.joboutlook.gov.au](http://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.