

Slide 1



The slide features the Australian Government logo at the top center, with the text "Australian Government" and "Department of Education, Employment and Workplace Relations" below it. The main title is "Survey of Employers' Recruitment Experiences in the North West and Northern Tasmania Priority Employment Area". The presenter is identified as Ivan Neville, Branch Manager, Labour Market Research and Analysis Branch. The slide has a decorative footer with colorful vertical bars in orange, yellow, green, blue, and purple, and a light beige background at the bottom.

Australian Government  
Department of Education, Employment and Workplace Relations

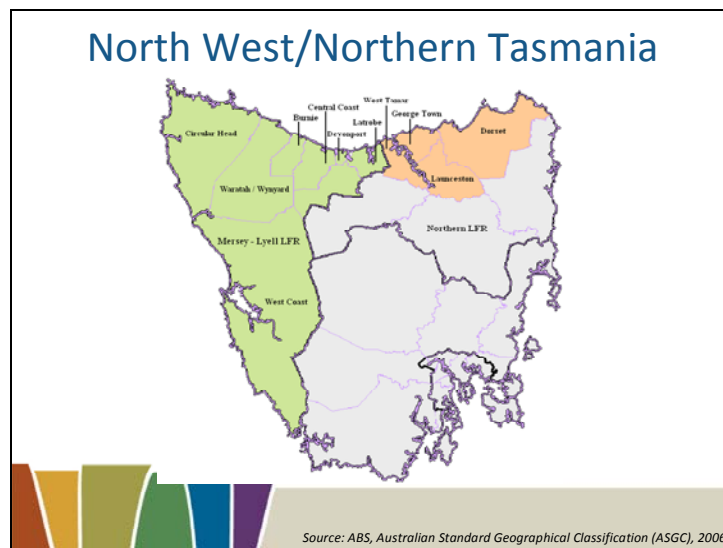
Survey of Employers' Recruitment Experiences in the  
North West and Northern Tasmania  
Priority Employment Area

Presenter: Ivan Neville  
Branch Manager, Labour Market Research and  
Analysis Branch

Survey of Employers' Recruitment Experiences in the North West/ Northern Tasmania region

Presenter: Ivan Neville, Branch Manager, Labour Market Research and Analysis

Slide 2



**Map of North West / Northern Tasmania region**

*Source: ABS, Australian Standard Geographical Classification (ASGC), 2006*

This map shows the North West/ Northern Tasmania region. The region consists of two labour force regions (LFRs) and 12 Local Government Area's (LGAs).

LFRs included in the North West/Northern Tasmania region

Mersey Lyell

Northern

LGAs included in the North West/Northern Tasmania region

Burnie

Central Coast

Circular Head

Devonport

Dorset

George Town

Kentish

Latrobe

Launceston

Waratah/Wynyard

West Coast

West Tamar

**Tasmanian labour market conditions**

- Labour market conditions deteriorated with the onset of the economic downturn
- Tasmanian labour market conditions remain subdued
  - Employment has grown by 0.7 per cent over the year to July 2010 compared with 2.6 for Australia
  - The unemployment rate stood at 4.0 per cent in August 2008 and increased to 5.9 per cent in July 2010.



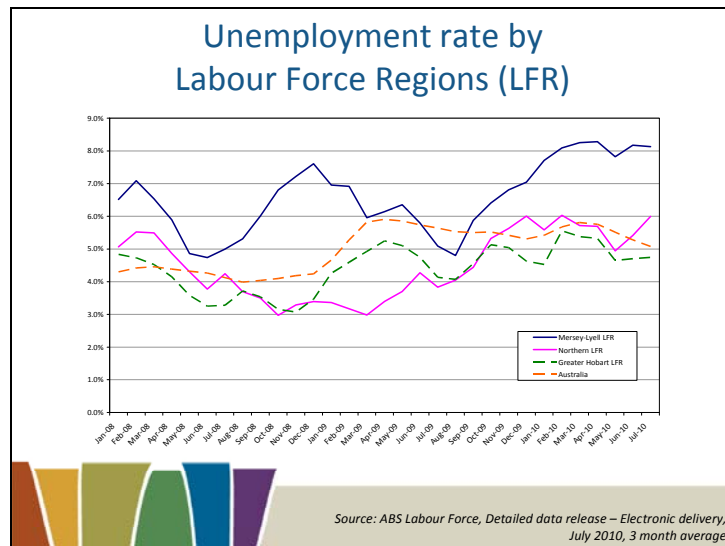
Source: ABS Labour Force, Australia, (Cat No. 6291.0.55.001),  
3 month averages of original estimates

### **Tasmanian Labour Market Conditions**

*Source: ABS Labour Force, Australia, (Cat No. 6291.0.55.001), 3 month averages of original estimates*

Labour market conditions have deteriorated since the onset of the economic downturn. Tasmanian economic and labour market conditions were strong up until September 2008, however, against the backdrop of the economic downturn, the unemployment rate in Tasmania rose from 4.0 per cent in August 2008, to a peak of 6.1 per cent in February-April 2010 and stood at 5.9 per cent in July 2010.

Slide 4



**Unemployment rate by Labour Force Region**

Source: ABS Labour Force Survey data, Original data, July 2010, 3 month average

Mersey-Lyell Labour Force Region (LFR) has had a consistently higher unemployment rate when compared with Northern LFR and Greater Hobart LFR.

At July 2010, Mersey-Lyell LFR had a substantially higher unemployment rate at 8.1 per cent compared with 6.0 per cent for Northern LFR and 4.7 per cent for Greater Hobart LFR.

### North West/Northern Tasmania Profile

Region	Adult population (June 2008)	Adult population growth	Proportion of adult population aged 45 - 64	Working Age Population Participation Rate	Proportion of WAP that are Indigenous
		(2003 to 2008)	(June 2008)	(Census 2006)	(Census 2006)
Devonport	20,235	4%	32%	71%	4.4%
Burnie	15,576	3%	33%	70%	4.2%
Central Coast	17,416	4%	36%	70%	5.1%
Circular Head	6,287	1%	34%	76%	8.0%
Dorset	5,833	2%	36%	71%	2.1%
George Town	5,212	0%	36%	63%	2.5%
Kentish	4,777	12%	38%	68%	3.4%
Latrobe	7,559	12%	35%	73%	5.0%
Launceston	52,858	4%	31%	72%	2.6%
Waratah/Wynyard	11,279	7%	36%	68%	5.1%
West Coast	4,106	1%	34%	69%	5.5%
West Tamar	17,537	7%	36%	73%	1.4%
<b>North West/Northern Tasmania Region</b>	<b>168,675</b>	<b>4%</b>	<b>34%</b>	<b>71%</b>	<b>3.6%</b>
<b>Australia</b>	<b>17,306,005</b>	<b>9%</b>	<b>31%</b>	<b>75%</b>	<b>2.0%</b>

Source: ABS Estimated Residential Population as at June 2008; ABS 2006 Census of Population and Housing

### North West/Northern Tasmania Profile

*Source: ABS, Estimated Residential Population as at June 2008; ABS 2006 Census of Population and Housing.*

The Devonport adult population makes up 12 per cent of the North West/Northern Tasmania region adult population.

The region averaged slow adult population growth from 2003 to 2008 (4 per cent compared with 9 per cent for Australia).

North West/Northern Tasmania region has almost double the national proportion of Indigenous persons (3.6 per cent compared with 2.0 per cent). Circular Head in particular has a high proportion of Indigenous persons (8.0 per cent).

At the time of the 2006 Census the in North West / Northern Tasmania stood at 71 per cent compared with 75 per cent for Australia. However, the participation rate varied across the region from 63 per cent in George Town to 76 per cent in Circular Head.

## Slide 6

Region	Mar-08	Mar-09	Mar-10
Devonport	7.7%	6.9%	7.0%
Burnie	8.1%	7.7%	8.6%
Central Coast	6.0%	5.9%	6.5%
Circular Head	3.6%	2.8%	3.7%
Dorset	4.3%	3.3%	4.9%
George Town	7.9%	4.7%	8.5%
Kentish	7.6%	7.6%	7.9%
Latrobe	6.1%	5.4%	5.7%
Launceston	5.6%	3.7%	5.4%
Waratah/Wynyard	5.0%	5.2%	6.7%
West Coast	7.1%	6.5%	7.8%
West Tamar	4.2%	2.7%	4.2%
North West/Northern Tasmania Region	6.0%	4.9%	6.1%
Tasmania	5.1%	4.3%	5.4%
Australia	4.2%	4.6%	5.6%

Source: DEEWR Small Area Labour Markets, March 2010

### Unemployment Rate by Statistical Local Area

Source: DEEWR Small Area Labour Markets, March 2010

Unemployment rates across the region vary substantially. It ranges from the low unemployment rates in Circular Head (3.7 per cent), West Tamar (4.2 per cent) and Dorset (4.9 per cent) compared with the much higher unemployment rates in Burnie (8.6 per cent), George Town (8.5 per cent), Kentish (7.9 per cent), West Coast (7.8 per cent) and Devonport (7.0 per cent).

George Town in particular has had a large increase in its unemployment rate over the year to March 2010 (4.7 per cent to 8.5 per cent).

Overall, the unemployment rate for North West/Northern Tasmania (6.1 per cent) is slightly above state and national levels (5.4 per cent and 5.6 per cent respectively).

### Long-Term Unemployment

Region	Long Term unemployed (52 weeks and Under 104 weeks)		Very long term unemployed (104 weeks and over)	
	Jul-09	Jul-10	Jul-09	Jul-10
	Mersey-Lyell LFR	9%	14%	10%
Northern LFR	10%	5%	14%	13%
North West/Northern Tasmania Region	9%	10%	9%	10%
Greater Hobart – Southern LFR	7%	9%	10%	11%
Tasmania	9%	10%	10%	10%
Australia	8%	10%	7%	7%

Source: ABS Labour Force, Detailed data release – Electronic delivery, July 2010, 12 month average

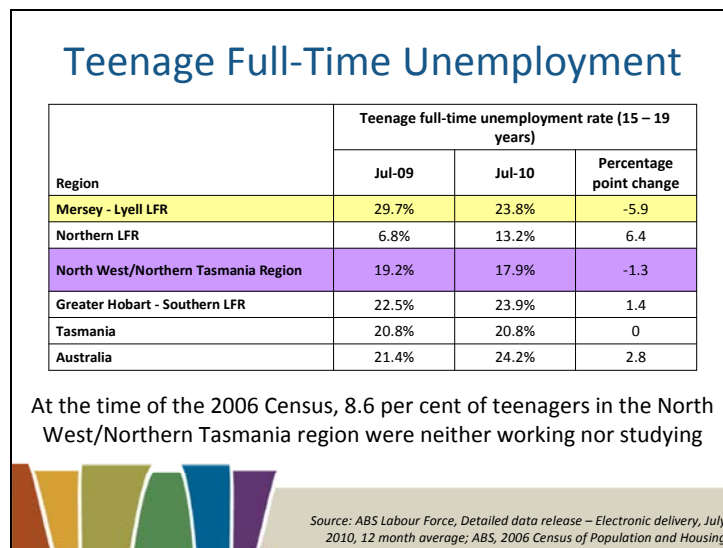
## Long-Term Unemployment

Source: ABS Labour Force, Detailed data release – Electronic delivery, July 2010, 12 month moving average

Long-term unemployed are those who have been unemployed and looking for work for more than 52 weeks to under 104 weeks. Very long-term unemployed are those who have been unemployed and looking for work for more than 104 weeks.

The proportion of unemployed who are long-term unemployed in the North West/Northern Tasmania region is in line with state and national levels (10 per cent). However, there is a large discrepancy between the two LFRs that make up the region. The proportion of long term unemployed in Mersey-Lyell LFR is more than three times the proportion in Northern LFR (14 per cent compared with 5 per cent).

Of concern is the large proportion of very long-term unemployed in North West/Northern Tasmania region. 10 per cent of all unemployed persons in North West/Northern Tasmania have been unemployed for 2 years or over. In the Northern LFR, the proportion of very long-term unemployed is 13 per cent, more than double the proportion for Australia (7 per cent).



### The teenage labour market

*Source: ABS Labour Force, Detailed data release – Electronic delivery, July 2010, 12 month moving average.*

Due to their lack of skills and experience, teenagers in the full-time labour market can be particularly vulnerable during a labour market downturn.

The teenage full-time unemployment rate in North West/Northern Tasmania region (17.9 per cent) is slightly lower than both state and national levels (20.8 per cent and 24.2 per cent respectively).



**Recipients of Centrelink benefits by LGA**

Region	Proportion of WAP on a Centrelink Benefit	Annual Growth (persons) 2009-2010	Proportion of WAP on an unemployment benefit (NSA or YA or other)	Annual Growth (persons) 2009-2010
Devonport	28.9%	1.6%	7.4%	4.8%
Burnie	30.8%	1.1%	8.6%	3.3%
Central Coast	25.5%	-0.3%	6.6%	3.2%
Circular Head (M)	16.6%	-1.2%	4.3%	9.0%
Dorset (M)	25.7%	8.0%	7.9%	21.7%
George Town LGA	34.3%	2.2%	9.5%	5.5%
Kentish (M)	30.5%	2.2%	8.5%	6.2%
Latrobe LGA	23.7%	2.5%	6.3%	3.8%
Launceston LGA	26.4%	2.8%	7.2%	14.6%
Waratah/Wynyard LGA	26.9%	-4.2%	6.5%	-5.8%
West Coast (M)	23.8%	-4.4%	7.8%	-5.9%
West Tamar LGA	21.8%	2.7%	5.9%	13.5%
North West/Northern Tasmania Region	26.3%	1.5%	7.1%	7.8%
Tasmania	24.9%	1.0%	6.3%	5.8%
Australia	17.7%	2.3%	4.7%	6.2%

Source: DEEWR administrative data, June 2010; ABS Estimated Residential Population as at June 2008.

## Recipients of Centrelink benefits

Source: DEEWR Administrative Data, June 2010

The proportion of the working age population (15 – 64) in receipt of a Centrelink benefit in North West/Northern Tasmania region (26.3 per cent) is higher than that of Tasmania (24.9 per cent), and much higher than the national level (17.7 per cent). The Local Government Areas (LGAs) of George Town and Burnie have a particularly high proportion of working age persons in receipt of a Centrelink benefit (34.4 per cent and 30.8 per cent respectively).

### Disability and Labour Force Status

	Australia (15-74)		
	Schooling or employment restriction	All with reported disability	No reported disabilities
<b>Employed People (%)</b>	5.4%	28.7%	71.3%
<b>Unemployment Rate (%)</b>	13.0%	6.7%	5.5%
<b>Participation Rate (%)</b>	61.3%	68.2%	81.9%


Source: ABS, Survey of Disability, Ageing and Carers, 2003  
Source: ABS, Survey of Education and Training, 2009

*Source: ABS, Survey of Education and Training, 2009*

Persons with a disability that restricts their employment or schooling have poorer labour market outcomes (higher unemployment and lower participation) compared with persons without a disability.

### Indigenous

	Unemployment Rate	Participation Rate
Mersey - Lyell LFR	14.9%	65.4%
Northern LFR	15.6%	59.6%
Greater Hobart - Southern LFR	12.1%	62.6%
Non-Indigenous (Tas)	6.5%	72.3%



Source: ABS 2006 Census of Population and Housing

*Source: ABS, 2006 Census of Population and Housing.*

Reflecting a pattern seen across Australia people from Other Than Main English Speaking Countries (OTMESC) and Indigenous people have significantly worse labour market outcomes in the Greater Hobart – Southern LFR.

### Jobless Families by LGA

Region	Proportion of all families (with children) who are jobless	Proportion of couple families (with children) who are jobless	Proportion of lone parent families who are jobless
Devonport	25%	11%	53%
Burnie	24%	12%	51%
Central Coast	21%	10%	52%
Circular Head	17%	7%	51%
Dorset	21%	9%	57%
George Town	30%	16%	64%
Kentish	23%	14%	56%
Latrobe	19%	9%	50%
Launceston	23%	10%	48%
Waratah/Wynyard	23%	12%	52%
West Coast	25%	13%	58%
West Tamar	15%	8%	42%
North West/Northern Tasmania region	22%	10%	51%
Tasmania	21%	10%	48%
Australia	19%	9%	47%

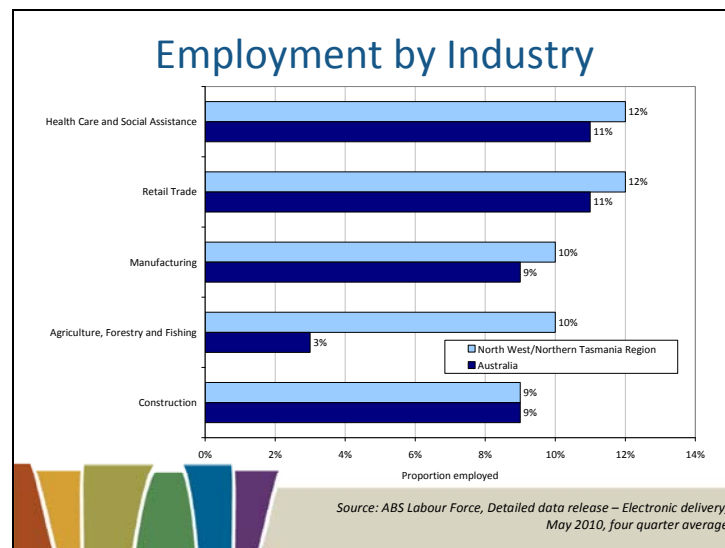
Source: ABS, 2006 Census of Population and Housing

### Household characteristics – jobless families by LGA

*Source: ABS, 2006 Census of Population and Housing*

Overall, the proportion of families who are jobless in North West/Northern Tasmania region is comparable with the State and national levels.

George Town LGA has a higher proportion of families who are jobless (30 per cent compared with 19 per cent for Australia). In particular, the proportion of lone parent families who are jobless is high (64 per cent) compared with Tasmania (48 per cent) and Australia (47 per cent).

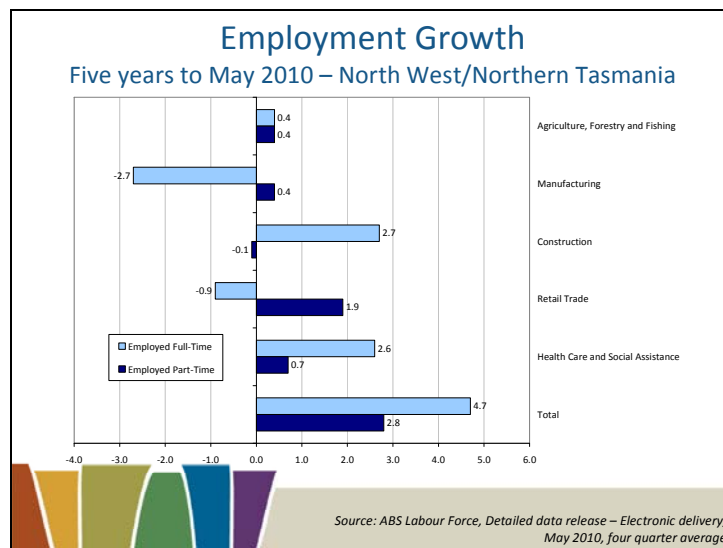


### **Employment by Industry**

*Source: ABS Labour Force, Detailed data release – Electronic delivery, May 2010, four quarter average*

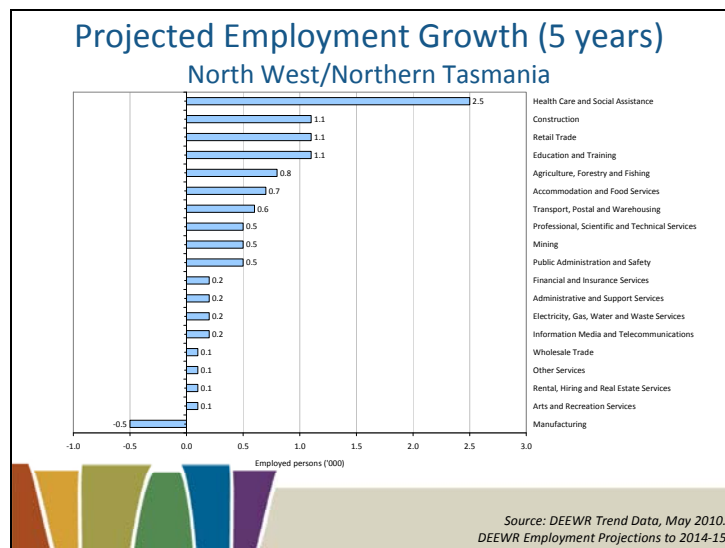
Another indicator of labour market vulnerability is a high concentration of employment in industries that are sensitive to economic downturns, such as Manufacturing, Retail Trade and Construction. Employment in North West/Northern Tasmania is reliant on these industries, accounting for almost one third of total employment (31 per cent). Employment in North West/Northern Tasmania is also high in the Agriculture, Forestry and Fishing industry (10 per cent) which can also be sensitive to economic downturns.

It is notable that 12 per cent of employment in North West / Northern Tasmania is in the Health Care and Social Assistance industry. Across Australia this industry has grown strongly in recent years and is expected to continue to grow, producing opportunities for job seekers.



### Employment Growth – Five years to May 2010

This chart shows employment growth in the major industries in North West / Northern Tasmania over the five years to May 2010. Health Care and Construction grew strongly while employment fell in the Manufacturing and Retail industries.



## Projected Employment Growth

Employment growth is expected in most industries across the region over the next five years with the Health Care and Social Assistance industry expected to continue to have the strongest growth. Manufacturing is the only industry which is expected to experience a decline in employment over this period.

Region	Proportion of working age population (aged 15 - 64)		
	Proportion of WAP who Completed Year 12	Proportion of WAP who have Certificate level qualification	Proportion of WAP who have a Bachelor Degree or higher
Devonport	25%	21%	8%
Burnie	24%	21%	8%
Central Coast	23%	23%	9%
Circular Head	18%	20%	6%
Dorset	18%	21%	7%
George Town	22%	20%	6%
Kentish	21%	21%	7%
Latrobe	22%	23%	9%
Launceston	36%	19%	14%
Waratah/Wynyard	23%	21%	8%
West Coast	20%	22%	6%
West Tamar	34%	21%	14%
North West/Northern Tasmania region	28%	21%	10%
Tasmania	34%	19%	13%
Australia	47%	18%	17%

Source: ABS, 2006 Census of Population and Housing

## Educational Attainment

Source: ABS, 2006 Census of Population and Housing

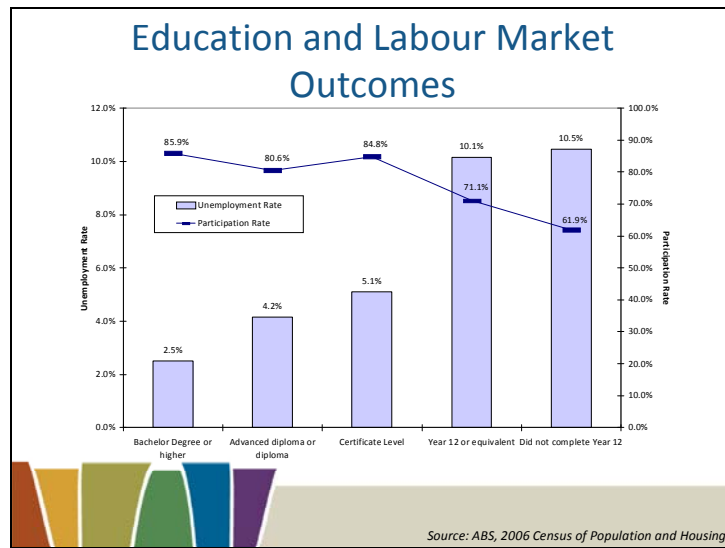
The level of educational attainment is strongly linked with labour market performance and the ability of a region (or its population) to respond flexibly to an economic shock. High levels of educational attainment, for instance, allows people to gain employment in higher skilled occupations, such as Professional, Manager and Technician and Trades Worker occupations, which tend to be more stable, more in demand and higher paid.

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.

A substantially lower proportion the working age population in North West/Northern Tasmania have finished year 12 or equivalent compared with Australia (28 per cent compared with 47 per cent). Circular Head and Dorset in particular have a very low proportion of working age persons who completed Year 12 (both 18 per cent).

In addition, North West/Northern Tasmania has a low level of working age persons who have attained a bachelor degree or higher (10 per cent compared with 17 per cent for Australia).

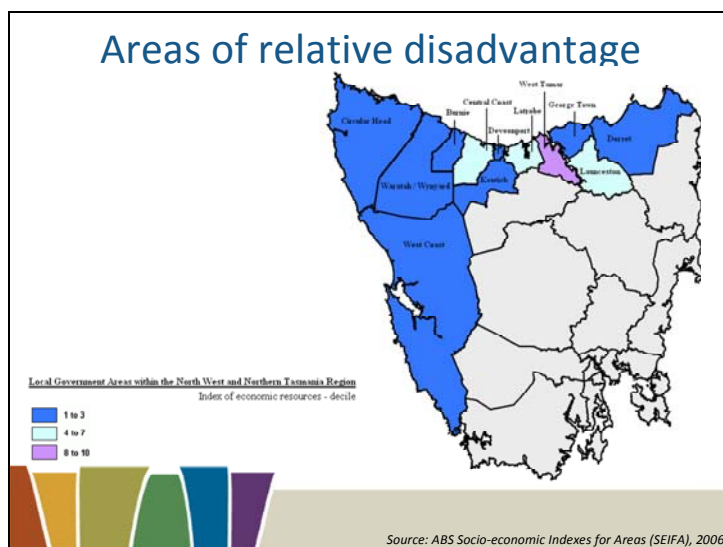




### Education & Labour Market Outcomes

Source: ABS, 2006 Census of Population and Housing.

As can be seen in this chart, those people in the North West/Northern Tasmania region with higher levels of education perform better in the labour market, with higher labour force participation rates and lower unemployment rates. This reflects the pattern seen across Australia and emphasises the importance of continuing education to help job seekers obtain employment and participate in the labour market.



**Areas of socio-economic disadvantage**

*Source: Socio-economic Indexes for Areas (SEIFA), 2006, Table. 3 Local Government Area (LGA) Index of Relative Socio-economic Disadvantage (ABS cat. no. 2033.0.55.001)*

This slide shows the areas of relative disadvantage within the North West/ Northern Tasmania region. The slide uses the ABS Socio-Economic Indexes for Areas (SEIFA), which summarises aspects of the socio-economic conditions of people living in an area. This index is derived from Census data related to disadvantage, such as low income, low educational attainment, unemployment and dwellings with no car, among other things.

A SEIFA score between 1 and 3 indicates an area is in the 30 per cent of most disadvantaged areas (in dark blue) in Australia. Eight out of twelve of the LGAs in North West/Northern Tasmania fall into this category.

**SEIFA Score**

<b>LGA</b>	<b>Score</b>
Burnie (C)	3
Central Coast (M)	4
Circular Head (M)	3

Devonport (C)	2
Dorset (M)	3
George Town (M)	2
Kentish (M)	3
Latrobe (M)	5
Launceston (C)	4
Waratah/Wynyard (M)	3
West Coast (M)	2
West Tamar (M)	8

### Profile of Disadvantaged Areas

Key indicators	Devonport	Burnie	George Town	Australia
Median Age	39	37	39	37
Individual median weekly income	\$368	\$366	\$331	\$466
Unemployment Rate (SALM March 2010)	7.0%	8.6%	8.5%	5.6%
Lone parent families	18.5%	19.0%	16.9%	15.8%
Jobless families	25%	24%	30%	19%
Renters	28.5%	29.0%	27.7%	27.2%
<i>Public housing</i>	33.3%	28.7%	30.7%	14.9%
Indigenous (of total population)	4.4%	4.7%	3.1%	2.3%
Year 9 govt school students who did not meet minimum standard for reading -2009	14%	10%	10%	6%
- Who did not meet minimum standard for numeracy	7%	12%	8%	4%

Source: ABS, 2006 Census of Population and Housing

### Profile of Devonport, Burnie and George Town

Source: ABS, 2006 Census of Population and Housing

There are a number of areas with the North West / Northern Tasmania LFR (including Devonport, Burnie and George Town) that are disadvantaged with higher unemployment rates, lower incomes, more jobless families and high levels of public housing compared with Australia as a whole.

Recruitment Experiences 12 months prior to being surveyed					
Industry / Region	Employers who recruited	Recruited to increase staff numbers	Recruited to replace staff	Unfill rate	Had difficulty recruiting
Devonport/Kentish/Latrobe/Central Coast LGAs	83%	65%	74%	2.7%	56%
Manufacturing	84%	75%	81%	6.1%	61%
Retail Trade	83%	43%	89%	0.9%	60%
Accommodation and Food Services	75%	47%	87%	6.8%	53%
Health Care and Social Assistance	81%	52%	92%	16.7%	60%
North West/Northern Tasmania Region	76%	60%	81%	5.8%	57%
All regions Surveyed in the 12 months to June 2010	65%	56%	81%	4.8%	51%

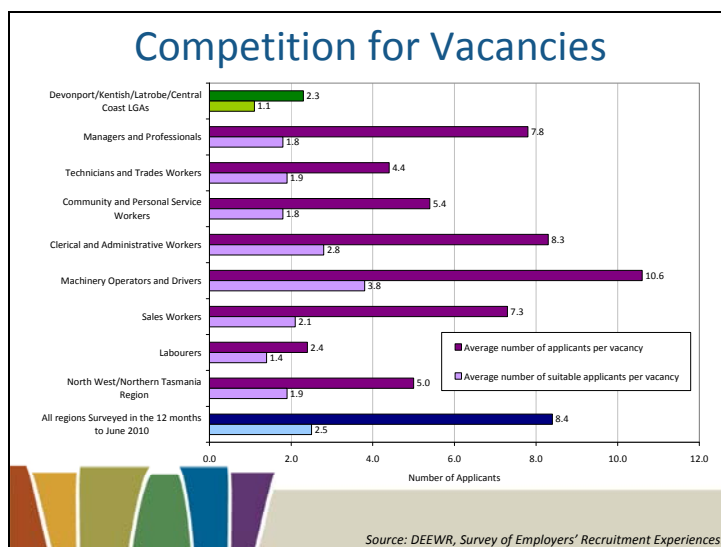
Source: DEEWR, Survey of Employers' Recruitment Experiences.

### Recruitment Experiences 12 months prior to being surveyed

A survey of employers to gather information on current recruitment and labour market conditions was conducted in the region of North West/Northern Tasmania in March 2010. The results reflect the responses from 284 employers in the North West/Northern Tasmania region.

Three quarters (76 per cent) of employers in North West/Northern Tasmania recruited in the 12 months preceding the survey. This was higher when compared with all regions surveyed in the 12 months to March 2010 (65 per cent). Recruitment activity was particularly high in the Manufacturing, Retail Trade and Health Care and Social Assistance industries. Employers in the Manufacturing industry reported a high recruitment rate, with a large proportion of this recruitment intended to increase staff numbers.

The proportion of vacancies that remained unfilled was higher in North West/Northern Tasmania when compared with all regions surveyed in the 12 months to March 2010 (5.8 per cent compared with 4.6 per cent). Employers in the Health Care and Social Assistance industry reported the highest unfill rate (16.7 per cent), followed by Professional, Scientific and Technical Services (12.4 per cent) and Construction (12.1 per cent).



## Competition for Vacancies

The survey asked employers about the levels of applicants and suitable applicants they received for recent vacancies.

North West/Northern Tasmania had a low degree of competition for vacancies, with an average of 5.0 applicants per vacancy compared with 8.5 applicants per vacancy for all regions surveyed in the 12 months to March 2010. North West/Northern Tasmania also had a lower average number of suitable applicants per vacancy (1.9 applicants per vacancy compared with 2.6 applicants per vacancy across all regions).


Results for vacancies in the Labourers occupation group showed a particularly low number of applicants and suitable applicants (an average of 2.4 applicants per vacancy, with an average of 1.4 suitable applicants per vacancy).

### Reasons Applicants Unsuitable

➤ 60% of employers received applications from job seekers who they regarded as unsuitable

Reasons applicants were considered unsuitable include:

- Insufficient experience to perform job duties
- Insufficient qualifications or training
- Employability skills



Source: DEEWR, Survey of Employers' Recruitment Experiences.

### **Reasons applicants unsuitable**

60 per cent of employers in the North West/Northern Tasmania region received applications from job seekers who they regarded as unsuitable.

Employers were asked the reasons why job seekers were considered unsuitable. A lack of work experience was a common reason for applicant unsuitability, as was a lack of qualifications or training, inability to work independently, inadequate communication or teamwork skills and limited interest in the job.



## Basic Employability Skills

Employers in the North West/Northern Tasmania region were asked when recruiting whether they placed more importance on the applicant's personal traits and qualities or on their technical skills and experience.

Almost half (48 per cent) of employers surveyed in the North West/Northern Tasmania region thought that both technical skills and experience and basic employability skills (such as personal traits and qualities) were equally important. A further 29 per cent of employers considered personal traits and qualities were more important while the other 22 per cent rated technical skill and experience as more important.

These survey results indicate that in today's labour market, jobs seekers need to have both technical or job-specific skills and employability skills.



### Occupations Difficult to Fill

Bachelor Degree or Higher VET Qualifications	
Structural Steel and Welding Trades Workers	Carpenters and Joiners
Cooks	Registered Nurses
Architectural, Building and Surveying Technicians	
Other Occupations	
Sales Assistants	Truck Drivers
Bar Attendants and Baristas	Waiters
General Clerks	Child Carers
Aged and Disabled Carers	

*Source: DEEWR, Survey of Employers' Recruitment Experiences.*

### Occupations Difficult to Fill

This slide shows the vacancies across North West/Northern Tasmania region that employers considered difficult to fill by occupation. These occupations fall across a range of skill levels and a range of industries and included Sales Assistants, General Clerks, Registered Nurses and Structural Steel and Welding Trades Workers.

**Recruitment Expectations**  
12 months following the survey

Industry / Region	Employers who will recruit	Will recruit due to business growth	Will recruit due to staff turnover	Anticipates difficulty recruiting
Devonport/Kentish/Latrobe/Central Coast LGAs	59%	54%	71%	39%
Manufacturing	60%	77%	50%	46%
Retail Trade	50%	48%	81%	38%
Accommodation and Food Services	58%	30%	70%	43%
Health Care and Social Assistance	48%	53%	67%	47%
North West/ Northern Tasmania Region	54%	61%	63%	46%
All regions Surveyed in the 12 months to June 2010	43%	60%	63%	37%

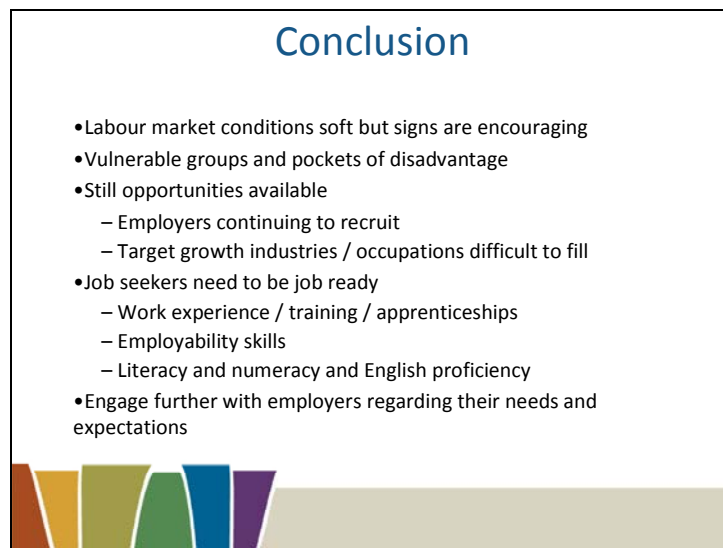
Source: DEEWR, Survey of Employers' Recruitment Experiences.

### Future Recruitment Expectations – 12 months following the survey

Employers were asked about their recruitment expectations in the 12 months following the survey.

More employers in North West/Northern Tasmania plan to recruit in the 12 months following the survey compared with all regions surveyed in the 12 months to March 2010 (54 per cent compared with 44 per cent).

Almost half (46 per cent) of employers who expect to recruit in the 12 months following the survey anticipate that recruitment will be difficult compared with 37 per cent across all regions surveyed.



**Conclusion**

- Labour market conditions soft but signs are encouraging
- Vulnerable groups and pockets of disadvantage
- Still opportunities available
  - Employers continuing to recruit
  - Target growth industries / occupations difficult to fill
- Job seekers need to be job ready
  - Work experience / training / apprenticeships
  - Employability skills
  - Literacy and numeracy and English proficiency
- Engage further with employers regarding their needs and expectations

The slide features a decorative footer with a series of colored, overlapping shapes in shades of orange, yellow, green, blue, and purple, followed by a solid light grey bar.

## **Conclusion**

Labour market conditions soft but signs are encouraging

Vulnerable groups and pockets of disadvantage

Still opportunities available

- Employers continuing to recruit

- Target growth industries / occupations difficult to fill

Job seekers need to be job ready

- Work experience / training / apprenticeships

- Employability skills

- Literacy and numeracy and English proficiency

Engage further with employers regarding their needs and expectations

**Further Information**

- [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.joboutlook.gov.au](http://www.joboutlook.gov.au)
- [www.skillsinfo.gov.au](http://www.skillsinfo.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.workplace.gov.au/skillshortages](http://www.workplace.gov.au/skillshortages)

[www.deewr.gov.au/regionalreports](http://www.deewr.gov.au/regionalreports)

[www.joboutlook.gov.au](http://www.joboutlook.gov.au)

[www.skillsinfo.gov.au](http://www.skillsinfo.gov.au)

[www.deewr.gov.au/australianjobs](http://www.deewr.gov.au/australianjobs)

Thank you.

Slide 28



Australian Government

Department of Education, Employment and Workplace Relations