



**Local Jobs  
Program**

## **Local Jobs Plan**

# **Sydney South West New South Wales**

October 2020

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*The Department of Education, Skills and Employment acknowledges the traditional owners and custodians of the lands where we work and travel through. We pay our respects to their people, cultures and their Elders past, present and emerging.*

## Introduction

The Local Jobs Program (LJP) will support Australia's economic recovery from the COVID-19 pandemic by bringing together expertise, resources and access to funding at the local level to reskill, upskill and develop employment pathways for job seekers. The LJP will be implemented in 25 regions across Australia, including the Sydney South West Employment Region.

Fundamental to LJP is the development of a Local Jobs Plan identifying key priorities that focus on **creating employment opportunities**, meeting local **employer demands** and **better skilling** local job seekers. This interim Plan (the Plan) identifies the key challenges and priorities for the Sydney South West Employment Region (ER) as well as strategies to inform the development and delivery of activities to meet these priorities.

The Plan should be considered in conjunction with the interim Jobs Plan for the **Sydney Greater West Employment Region**, noting the shared regional priorities for the two ERs. This reflects the very close linkages between the ERs and the strong expectation that the respective Facilitators and Local Jobs and Skills Taskforces will collaborate closely across the broader Western Sydney region.

The Plan will be reviewed when the Employment Facilitator and the Sydney Greater West Local Jobs and Skills Taskforce is in place, and whenever the priorities change (or every six months).

### Key Challenges: Sydney South West Employment Region

The key challenges faced by job seekers and employers in the Sydney South West ER as a result of the COVID-19 pandemic form the basis for identifying the key priorities for the ER. These challenges include:

- High levels of unmet demand for entry level workers in growth employment areas such as aged and disability care.
- Known and predicted skills gaps in high value sectors characterised by projected growth, including construction, advanced manufacturing, scientific and technical services, health care and tertiary education.
- Significant pandemic employment impacts on migrants and refugees as well as young people, representing both sizable and historically disadvantaged job seeker cohorts within the ER.
- Heightened risk of further entrenchment in labour market disadvantage for the existing cohort of disengaged young people within the ER.
- Fragmented awareness and delivery mechanisms for the range of available skills training and employment support options designed to aid economic recovery resulting in potentially diminished access and benefit for local job seekers and employers.

**Detailed labour market data for the Sydney South West ER can be found at Attachment A.**

## **Key Priorities: Sydney South West Employment Region**

Against this background, the following **Key Priorities** have been identified for the Sydney South West ER. The Key Priorities will be used to design and implement Local Jobs Program activities in the Sydney South West ER to effectively and efficiently move job seekers into available employment opportunities.

### **PRIORITY ONE – DISPLACED WORKERS**

Create opportunities for recently displaced workers with transferable skills to transition into areas of employment growth or self-employment.

### **PRIORITY TWO – MEETING LOCAL EMPLOYERS’ WORKFORCE DIVERSITY NEEDS**

Effectively meet the recruitment needs and diversity targets of employers delivering major infrastructure and development projects in the Employment Region, including projects fast-tracked by governments as part of economic recovery measures.

### **PRIORITY THREE – MIGRANT and REFUGEE JOB SEEKERS**

Facilitate pathways for migrant and refugee job seekers in the Employment Region to build required skills and move into available employment opportunities.

### **PRIORITY FOUR – DISENGAGED YOUTH**

Develop and implement local strategies to support disengaged youth connect with education and training pathways linked to available jobs.

# Strategies for Addressing Key Priorities: Sydney South West Employment Region

## *PRIORITY ONE – DISPLACED WORKERS*

**Create opportunities for recently displaced workers with transferable skills to transition into areas of employment growth or self-employment.**

Sydney South West is characterised by strong labour market demand in Health Care and Social Assistance, Retail Trade and Education and Training.

New opportunities are being created through government investment, particularly as part of the Western Sydney City Deal. This is attracting globally significant defence and aerospace activities and driving strong trade, logistics, advanced manufacturing, health, education and science economies in the region.

Knowledge about and access to the range of available training options and pathways to reskill or upskill for available local jobs is not always sufficiently clear and coherent to optimise outcomes for job seekers and employers.

Strategies - short and long term	Stakeholders
<ul style="list-style-type: none"> <li>• Coordinate the range of training options (full qualification, short course, micro-credential) directly linked to current labour demand in the region to provide recently displaced job seekers with a single, streamlined pathway to upskilling and reskilling information.</li> <li>• Develop and implement overarching industry-specific recruitment models in areas of regional skills shortages (eg. Health Care and Social Assistance) that expedite employer and job seeker connections in a way that can be both tailored to individual employer needs and enable employer collaboration across the industry.</li> <li>• Support local job seekers and businesses to build entrepreneurial capability and innovate in response to new and emerging economic opportunities in the region.</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant Australian Government agencies</li> <li>• Relevant NSW Government agencies</li> <li>• Local Government</li> <li>• Local SME businesses</li> <li>• Education providers and Registered Training Organisations</li> <li>• Employment Services Providers</li> </ul> <p>This is not intended to be an exhaustive list</p>

**PRIORITY TWO – MEETING LOCAL EMPLOYERS’ WORKFORCE DIVERSITY NEEDS**

**Effectively meet the recruitment needs and diversity targets of employers delivering major infrastructure and development projects in the Employment Region, including projects fast-tracked by governments as part of economic recovery measures.**

The Sydney South West Employment Region is the focus of significant infrastructure investment across all three tiers of government. This includes construction of the Western Sydney Airport and development of the surrounding Aerotropolis precinct as part of the Western Sydney City Deal.

Of note in this context is the NSW Government’s commitment:

- to invest up to \$100 billion in an infrastructure pipeline to drive employment growth and create direct jobs over the next four years as part of its COVID-19 Recovery Plan; and
- to include mandatory targets, from July 2020, for the engagement of apprentices, young people under 25, learning workers, women and Aboriginal and Torres Strait Islander peoples in all major construction projects procured by NSW Government.

<b>Strategies - short and long term</b>	<b>Stakeholders</b>
<ul style="list-style-type: none"> <li>• Develop a regional register of current and pending infrastructure and development projects to identify recruitment needs, required skills and timelines.</li> <li>• Undertake a skills mapping exercise to align identified skills in demand with the skills profiles of job seeker caseloads in the region.</li> <li>• Develop and deliver recruitment solutions informed by regional skills mapping. These may include:               <ul style="list-style-type: none"> <li>○ direct recruitment</li> <li>○ short course upskilling to support skills transferability into the construction industry</li> <li>○ pre-employment programs comprising employability and industry specific skills training as preparation for entry level traineeships.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Relevant Australian Government agencies</li> <li>• Relevant NSW Government agencies</li> <li>• Local Government</li> <li>• Principal contractors delivering major infrastructure projects in the ER</li> <li>• Registered Training Organisations</li> <li>• Employment Services Providers</li> </ul> <p>This is not intended to be an exhaustive list</p>

### ***PRIORITY THREE – MIGRANT and REFUGEE JOB SEEKERS***

#### **Facilitate pathways for migrant and refugee job seekers in the Employment Region to build required skills and move into available employment opportunities**

The Sydney South West Employment Region is characterised by significantly higher levels of CALD job seekers reflecting the concentration of migrant and refugee populations within the ER. Historically, the LGAs of Fairfield and Liverpool have represented some of the highest concentrations of refugee resettlement nationally.

Comparatively higher rates and longer periods of unemployment are typical of this cohort with the impact of COVID-19 likely to amplify this labour market disadvantage.

#### **Strategies - short and long term**

- Design and deliver a promotional campaign targeting local employers to highlight the benefits of workforce diversity and the range of available resources (government, community) to support the recruitment and retention of migrant and refugee job seekers.
- Collate a consolidated register of potential collaboration opportunities with employers and industry in high growth areas in the context of workforce diversity goals.
- Facilitate the development and delivery of employer bespoke training and recruitment pathways that draw on the full range of available programs and services supporting migrant and refugee job seekers.

#### **Stakeholders**

- Relevant Australian Government agencies
- Relevant NSW Government agencies
- Local Government
- Migrant and refugee services providers and community organisations
- Education providers and Registered Training Organisations
- Employment Services Providers
- Employers

This is not intended to be an exhaustive list

## ***PRIORITY FOUR – DISENGAGED YOUTH***

### **Develop and implement local strategies to support disengaged youth connect with education and training pathways linked to available jobs.**

The Sydney South West ER is characterised by significant youth unemployment well in excess of the NSW and national youth unemployment rate. While an historical feature of the ER, youth unemployment has been exacerbated by the impact of the COVID-19 pandemic.

The ER also features comparatively high levels of youth disengagement where, on the basis of latest available data, 9.6 per cent of young people in the Sydney South West ER are not studying or looking for work compared to 7.7 per cent for NSW overall.

<b>Strategies - short and long term</b>	<b>Stakeholders</b>
<ul style="list-style-type: none"><li>• Develop a consolidated picture of locally available youth services, programs and initiatives to effectively inform the streamlined design of potential education, training and employment pathways that will address local needs.</li><li>• Design and deliver industry-specific preparatory programs to support young people to engage with and develop required capability to take up apprenticeship and traineeship opportunities in growth areas.</li><li>• Identify opportunities and create skills development pathways aligned with growth economies to support youth entrepreneurship.</li></ul>	<ul style="list-style-type: none"><li>• Relevant Australian Government agencies</li><li>• Relevant NSW Government agencies</li><li>• Local Government</li><li>• Youth Services and Youth Organisations</li><li>• Education providers and Registered Training Organisations</li><li>• Employment Services Providers</li></ul> <p>This is not intended to be an exhaustive list</p>

# The Sydney South West Employment Region in Context

The Sydney South West Employment Region is a large and diverse metropolitan region. Its northern border is near the geographic centre of Sydney, including suburbs such as Horsley Park, Wetherill Park and Fairfield. The region extends to Appin and Bargo, located on Sydney's south western outskirts, and its eastern boundary runs through suburbs such as Chullora, Bankstown, Padstow and Sandy Point. The western boundary of the region borders the Burragorang and Nattai Recreation Areas.



The ER experienced strong percentage growth in population between June 2018 and June 2019 at 2.3 per cent compared to 1.4 per cent for NSW overall.<sup>1</sup> The Liverpool Local Government Area (LGA) represents the largest population within the region at 227,600. Significant concentrations of population also sit in the Fairfield LGA at 211,700 as well as Campbelltown and Canterbury Bankstown which respectively have populations of over 170,000.

The ER's population is characterised by very high concentrations of culturally and linguistically diverse (CALD) people in the region, particularly in the Fairfield, Liverpool and Canterbury Bankstown LGAs. Based on 2016 Census data, almost 60 per cent of residents of the Fairfield LGA were born overseas and around 75 per cent spoke a language other than English. In the Liverpool LGA, the corresponding figures were 48 per cent and 58 per cent. The ER also features notable levels of youth within the overall population. Both the Fairfield and Liverpool LGAs, at 14.9 per cent and 14.4 per cent respectively, rank well above the NSW rate of 12.8 per cent of youth within the overall population.

Major employment centres within the ER include the LGAs of Liverpool (67,888), Fairfield (57,093) and Campbelltown (48,112). Also, of note, is the concentration of employment in that part of Bankstown (59,700) that falls within the ER. (2016 Census "Place of Work" Data).

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<sup>1</sup> There are six LGAs within the region and when Canterbury Bankstown - which substantially overlaps with Sydney East Metro - is excluded, the population growth rate for the remainder between June 2018 and June 2019 was 2.3 per cent versus 1.4 per cent for NSW. The population growth rate in Canterbury Bankstown was 1.2 per cent.

Many of the ER's residents work outside the region. As at the 2016 Census, approximately 46 per cent of employed residents indicated a fixed place of work outside the ER. This comprised 23 per cent in the Sydney East Metro ER, 17 per cent in the Sydney Greater West ER and five per cent in the Sydney North and West ER.

The ER is generally well serviced by public transport with regular rail and bus services across the region and to neighbouring parts of Sydney. Access to some parts of the region (including business parks) may, however, be difficult where reliant on public transport.

### Some Major Employers in Sydney South West

- NSW Government South West Sydney Local Health District, including Liverpool, Camden, Campbelltown, Bankstown and Fairfield Hospitals
- Local Government, including Fairfield, Liverpool and Campbelltown Councils
- Major shopping centres, including Westfield Liverpool, Centro Bankstown, Macarthur Square Campbelltown, Narellan Town Centre and Fairfield Central
- Educational institutions, including schools, TAFE campuses and three campuses of the Western Sydney University (Bankstown, Liverpool and Campbelltown)
- Residential care providers, including Hammond Aged Care (headquartered at Hammondville), Frank Whiddon Masonic Homes, Estia Investments, Carrington Centennial Care, Bankstown City Aged Care and Scalabrini Village
- Bankstown and Camden Airports, including a business park at Bankstown with over 160 tenants

### Some Major Infrastructure and Development Projects in the Sydney South West

- **Western Sydney International Airport** at Badgerys Creek is currently under construction, scheduled to commence operation from 2026.
- **The Western Sydney City Deal** involves Commonwealth, NSW and Local Government investment across 38 commitments, including jobs creation and skills development linked to the Aerotropolis and agribusiness precinct attached to Western Sydney Airport.
- **Sydney Metro Western Sydney Airport Line** will provide transport connections with the Western Sydney Airport and Aerotropolis precinct and is expected to generate up to 14,000 jobs during construction.
- **Moorebank Logistics Park**, as Australia's biggest freight infrastructure project, will directly connect Port Botany to rail freight and warehousing in South West Sydney and is expected to generate up to 6,000 jobs.
- **Amazon** is constructing Australia's first robotic fulfilment centre at Kemps Creek scheduled to open in 2021 and expected to generate up to 1,500 jobs.
- **The Liverpool Health and Academic Precinct** involves a \$740 million investment by NSW Government to redevelop Liverpool Hospital and create a new state-of-the-art education and research centre. Early works are underway with construction scheduled to be completed by 2026.
- **Campbelltown Hospital** redevelopment is underway, including the construction of a new 12-storey clinical services building scheduled for completion in 2023.

## Some Key Local Stakeholders in the Sydney South West

NSW State Government	<ul style="list-style-type: none"> <li>• Training Services NSW</li> <li>• Transport NSW</li> <li>• Western Parkland City Authority</li> <li>• Greater Sydney Commission</li> </ul>	
Local Government	<ul style="list-style-type: none"> <li>• Camden City Council</li> <li>• Campbelltown City Council</li> <li>• Fairfield City Council</li> <li>• Liverpool City Council</li> <li>• Wollondilly Shire Council</li> <li>• Canterbury-Bankstown City Council</li> </ul>	
Employers and Industry Bodies	<ul style="list-style-type: none"> <li>• Western Sydney Business Chamber</li> <li>• Australian Industry Group Western Sydney</li> <li>• Western Sydney Business Connections</li> <li>• Industry Capability Network</li> <li>• Principal Contractors delivering major infrastructure projects in the region</li> </ul>	
Education and Training Providers	<ul style="list-style-type: none"> <li>• Western Sydney University</li> <li>• TAFE NSW comprising nine campuses</li> <li>• Department of Education &amp; Training</li> </ul>	
Indigenous and Community Organisations	<ul style="list-style-type: none"> <li>• YARPA NSW Indigenous Employment and Business Hub</li> <li>• Tharawal Aboriginal Land Council</li> <li>• Metro Assist (formerly Metro Migrant Resource Centre)</li> <li>• CORE Multicultural Communities</li> </ul>	
Employment Services Providers	jobactive	APM Employment Services Global Skills Matchworks MAX Employment WISE Employment Workskil
	Transition to Work	Mission Australia PeoplePlus Workskil yourtown
	ParentsNext	Mission Australia OCTEC Olympus Solutions Settlement Services International Wesley Mission PeoplePlus

# Attachment A: Labour Market Update

## October 2020<sup>2</sup>

Labour market data for Sydney South West have been volatile in recent years, which has made discerning underlying labour market conditions difficult. It is worth noting, however, employment growth averaged 1.9 per cent over the last five years, above the state and national averages, although there is considerable labour market disparity within the region.

ABS Labour Force Survey regional estimates also show that labour market conditions have deteriorated in the Sydney South West region since March 2020, when Australia recorded its 100th case of COVID-19.

### Selected ABS Labour Force Survey indicators, July 2020

	Employment			Unemployment			Unemployment rate		Participation rate	
	Jul-20 ('000)	Change since Mar-20 ('000)	(%)	Jul-20 ('000)	Change since Mar-20 ('000)	(%)	Jul-20 (%)	Change since Mar-20 (% pts)	Jul-20 (%)	Change since Mar-20 (% pts)
Sydney South West	334.6	-17.1	-4.9	28.7	-0.5	-1.8	7.9	0.2	60.9	-3.2
New South Wales	4,042.4 (Aug-20)	-80.7	-2.0	288.4 (Aug-20)	77.9	37.0	6.7 (Aug-20)	1.8	65.2 (Aug-20)	-0.1
Australia	12,583.4 (Aug-20)	-413.6	-3.2	921.8 (Aug-20)	206.0	28.8	6.8 (Aug-20)	1.6	64.8 (Aug-20)	-1.1

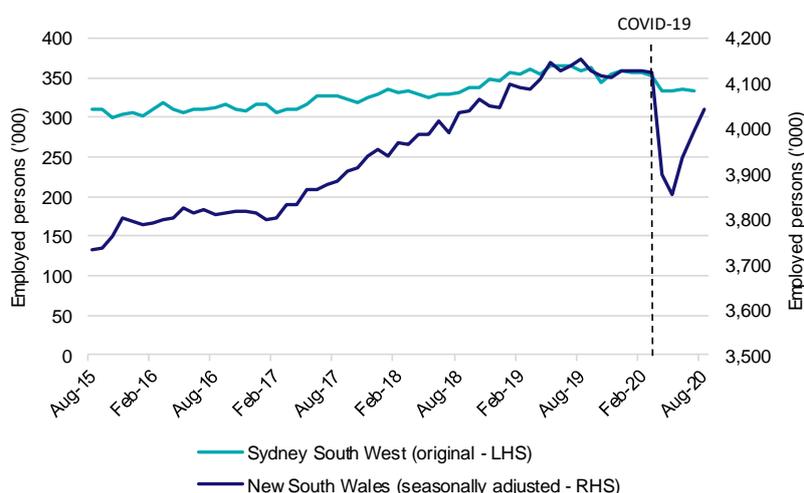
Source: Data for the Sydney South West region are from ABS, Labour Force, Australia, July 2020, original estimates. Data for New South Wales and Australia are from ABS, Labour Force, Australia, August 2020, seasonally adjusted estimates.

## Employment

There were 334,600 employed people in the Sydney South West region in July 2020

- The number of employed people has decreased by 17,100 between March and July 2020.

### Employed persons aged 15 and over (five years to July 2020)



Source: as per Table 1, latest data available, from ABS Labour Force Australia; July 2020 for Sydney South West; August 2020 for NSW

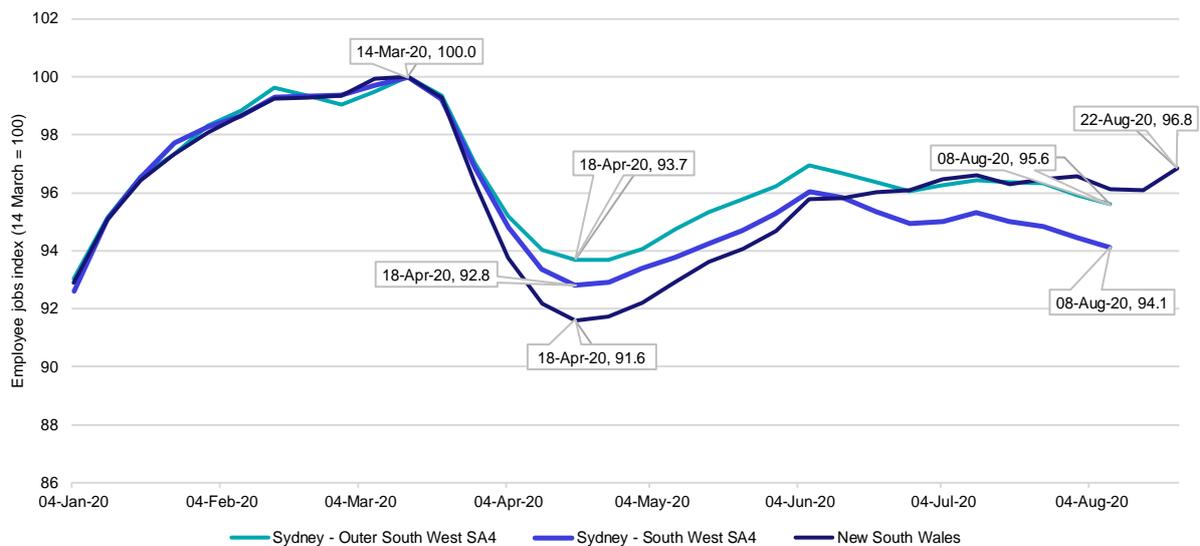
<sup>2</sup> Throughout this labour market update, unless otherwise stated, data are for the SA4 of Sydney – South West and Sydney – Outer South West. Data are the latest available at the time of writing. Note that regional monthly ABS Labour Force Survey (LFS) estimates are highly volatile and should be viewed with extreme caution.

## ABS weekly payroll data

The ABS weekly payroll data show that between 14 March 2020 and 8 August 2020:

- The number of employee jobs in the Sydney – Outer South West SA4 fell by 4.4 per cent, compared with a 5.9 per cent decline in Sydney – South West SA4. Over the same period, employee jobs in New South Wales fell by 3.2 per cent.
- Over the month to 8 August, employee jobs have fallen in both Sydney – Outer South West (0.9 per cent) and Sydney – South West (1.3 per cent). By comparison, employee jobs in New South Wales declined by 0.1 per cent.

**Employee jobs 4 January to 22 August (14 March 2020 = 100)**



Source: ABS, Weekly Payroll Jobs and Wages, Week ending 22 August 2020 (Cat. no. 6160.0.55.001). Latest available data at the SA4 level are for the week ending 8 August 20

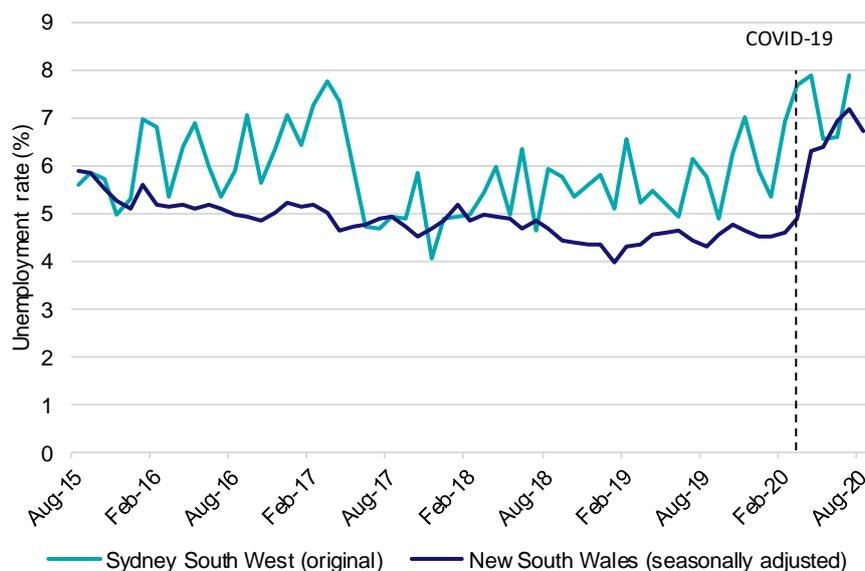
## Participation rate

- The Sydney South West participation rate decreased by 3.2 percentage points between March and July 2020, to stand at 60.9 per cent, below both the state and national rates (of 65.2 per cent and 64.8 per cent, respectively).

## Unemployment

- The Sydney South West unemployment rate stood at 7.9 per cent in July 2020, up by 0.2 percentage points since March 2020, and is well above the 6.7 per cent recorded for New South Wales.

## Unemployment rate time series (5 years to July 2020)



Source: as per Table 1, latest data available, from *ABS Labour Force Australia*; July 2020 for Sydney South West; August 2020 for NSW

Considerable labour market disparity exists within the Sydney South West Employment Region. Latest available *Small Area Labour Markets* data show that, in the March quarter 2020 (latest available data), the unemployment rate in the Sydney South West region ranged from just 1.5 per cent in the Statistical Area Level 2 (SA2) of Holsworthy – Wattle Grove, to 18.8 per cent in the SA2 of Fairfield.<sup>3</sup>

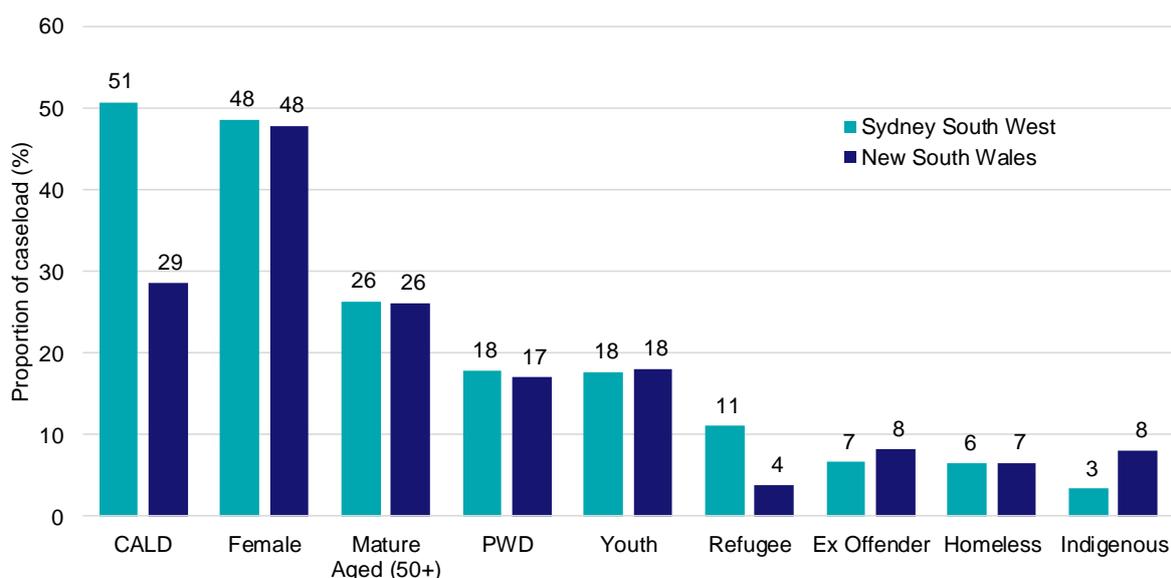
## Employment services caseload characteristics

As at 30 September 2020:

- The caseload in the Sydney South West Employment Region increased from 25,688 people in March 2020 to 63,582 in September 2020, a rise of 148 per cent
- This is the same for New South Wales overall (148 per cent), but well above the 97 per cent for Australia
- The caseload in the region has a substantially higher proportion of people from the culturally and linguistically diverse (CALD) population and refugees, compared with New South Wales overall.

<sup>3</sup> Data for SA2s are sourced from the National Skills Commission, *Small Area Labour Markets*, March quarter 2020, smoothed estimates. Labour market data at the regional level can display significant variability and should be viewed with caution.

## Employment services caseload for selected cohorts (September 2020)



Source: Department of Education, Skills and Employment, administrative data, September 2020.

PWD = Persons with disability. CALD = Culturally and Linguistically Diverse. Note that data for NSW excludes participants in the New Employment Services Trial (NEST) in the Mid North Coast Employment Region.

## Income Support

In July 2020, the proportion of the working age (15-64 years) population on income support in Sydney South West stood at 19.0 per cent, well above the 15.4 per cent recorded in New South Wales and the 16.3 per cent recorded nationally.

## Industry profile<sup>4</sup>

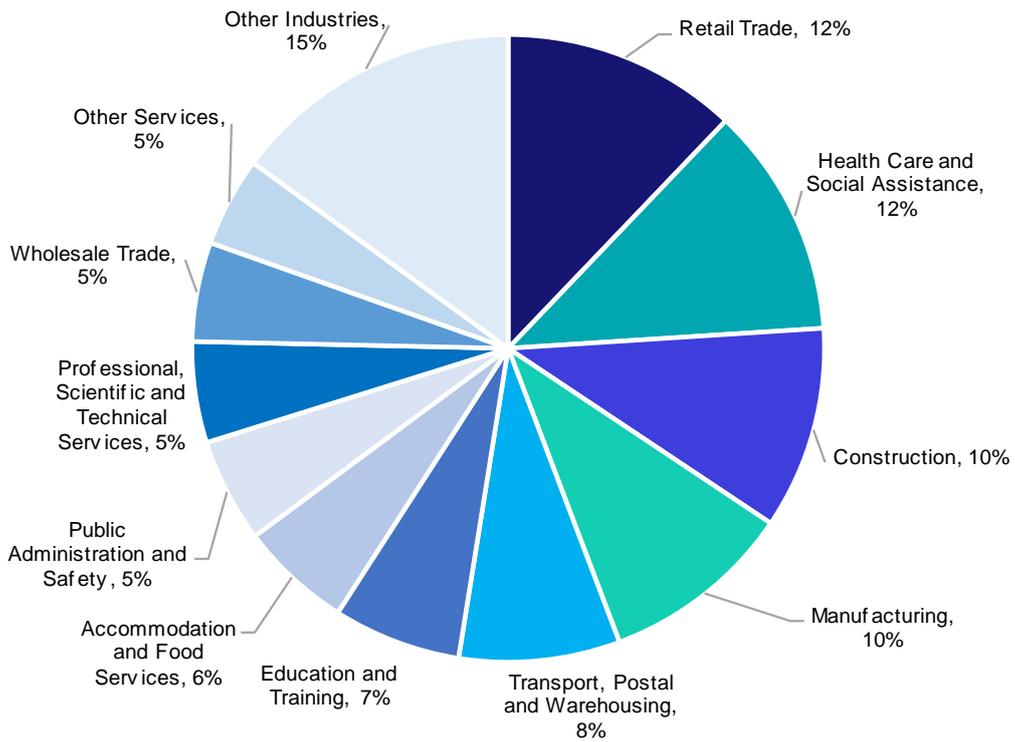
As at May 2020, the largest employing industries in Sydney South West were Retail Trade, Health Care and Social Assistance, Construction and Manufacturing as shown below.

Note that the data below also covers employment of residents who work outside the Employment Region. Census data enables comparison of the industry compositions of employment for residents (wherever they work) and of employment (including non-residents) located in the Employment Region.

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<sup>4</sup> Regional industry employment data is in four quarter averaged terms, which means it is not responsive enough to pick up the impact of COVID-19. This section is intended to present the more medium-term trends in industry employment for the region.

**Share of employment by industry in Sydney South West, May quarter 2020**



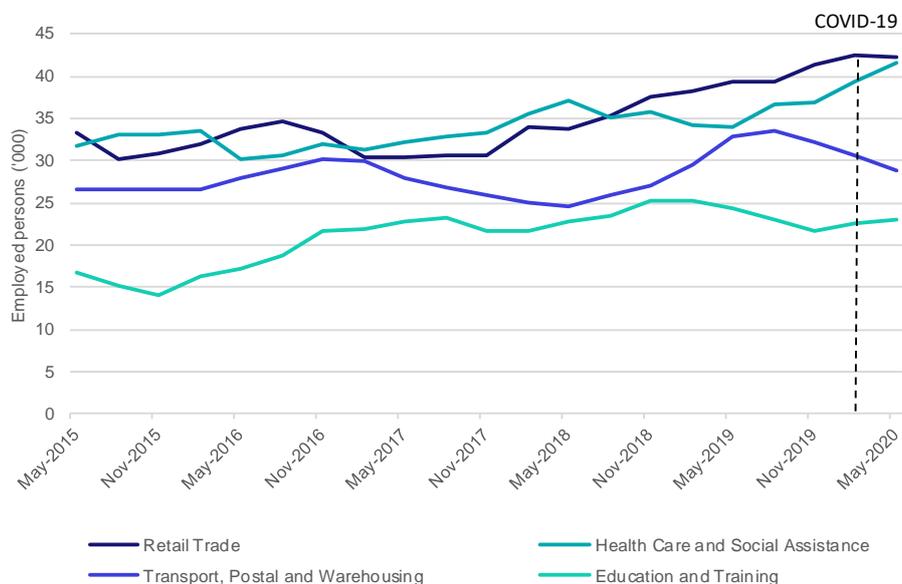
Source: ABS Labour Force, Australia, Detailed, Quarterly, May 2020. "Other Industries" includes: Financial and Insurance Services; Administrative and Support Services; Rental, Hiring and Real Estate Services; Information Media and Telecommunications; Arts and Recreation Services; Agriculture, Forestry and Fishing; Electricity, Gas, Water and Waste Services; and Mining.

## Employment trends (for selected industries)

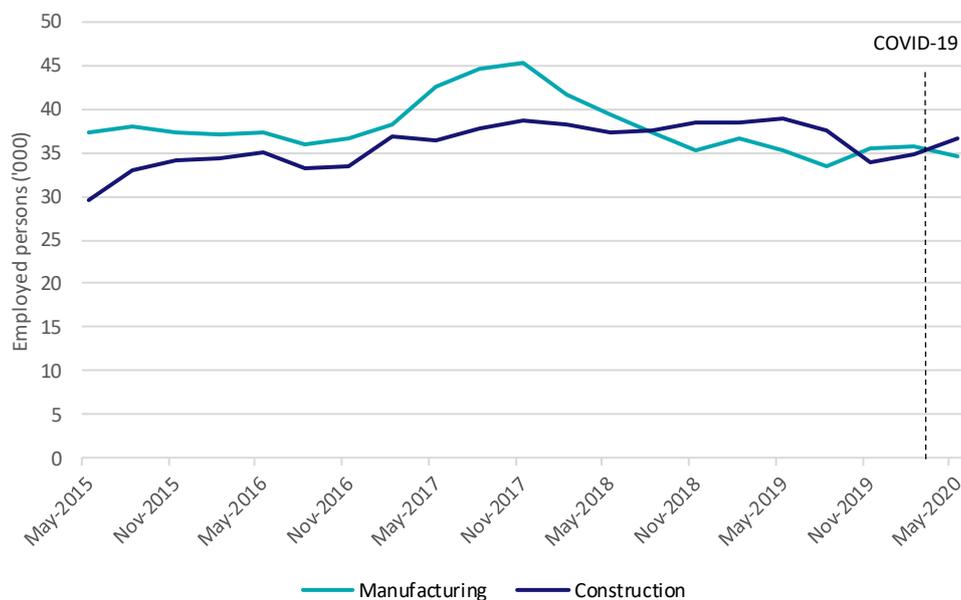
Over the last five years for residents of Sydney South West region,

- employment increased most substantially in Health Care and Social Assistance; Retail Trade, and Education and Training
- there have been only moderate increases or decreases in the other major industries.

*Employed persons in 'services' industries, five years to May 2020 ('000)*



*Employed persons in 'producing' industries, five years to May 2020 ('000)*

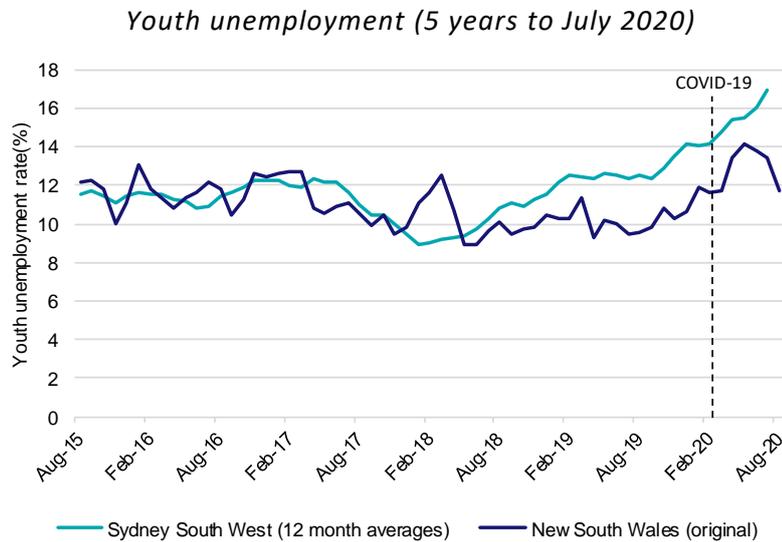


Source: ABS Labour Force, Australia, Detailed, Quarterly, May 2020.

## Youth aged 15-24

### Youth unemployment

- The youth unemployment rate in the Sydney South West region was 16.9 per cent in July 2020, significantly above the 11.7 per cent recorded for New South Wales
- The youth unemployment rate has increased by 2.1 percentage points since March 2020



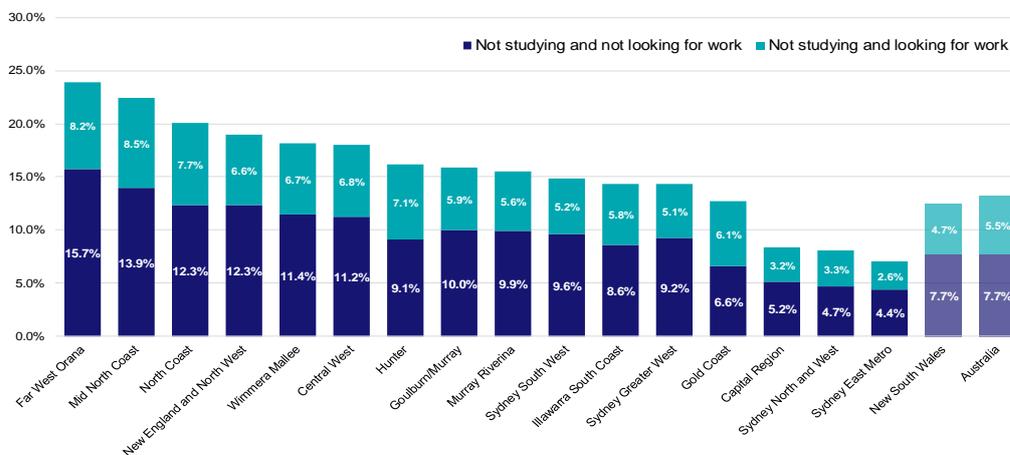
Source: as per Table 1, latest data available, from ABS Labour Force Australia; July 2020 for Sydney South West; August 2020 for NSW

### Youth disengagement

Data below are based on 2016 Census, which is the latest available source for this information.

- The Sydney South West Employment Region had the highest rate of youth disengagement of all the Sydney metropolitan employment regions
- Around 14.8 per cent of young people aged 18-24 in Sydney South West were disengaged, compared with 12.4 per cent for New South Wales and 13.2 per cent for Australia.

#### Young people not studying nor working (18-24 years old)

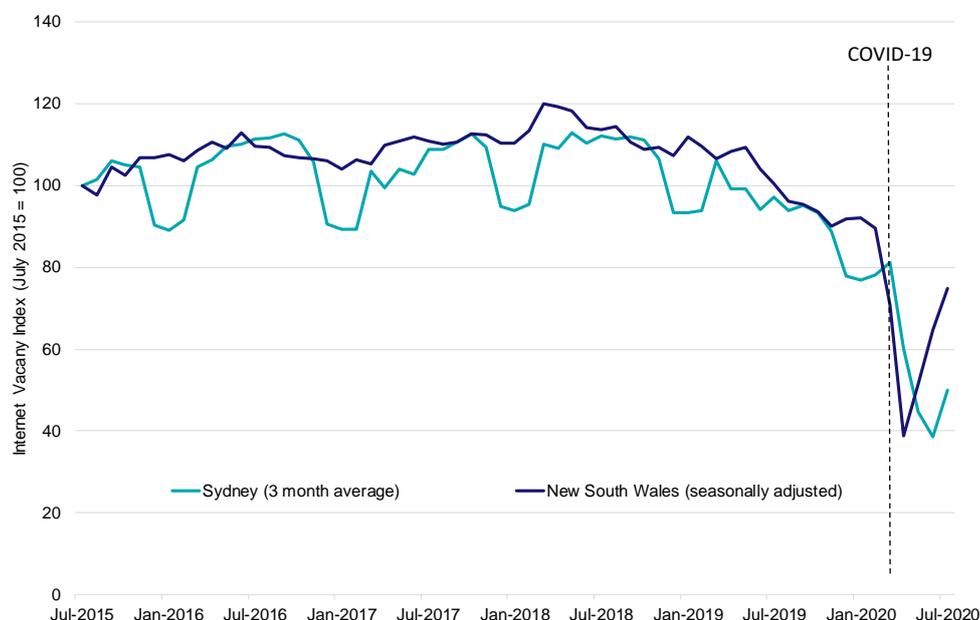


Source: ABS, Census of Population and Housing, 2016

## Vacancies and job advertisements

The level of vacancies in the Internet Vacancy Index Sydney region declined by 53 per cent over the three months to June 2020, before increasing by 30 per cent over the month to July 2020. Vacancies in the region are 36 per cent below pre-COVID levels.

### Online job advertisement time series (Five years to July 2020)



Source: National Skills Commission, Internet Vacancy Index, July 2020. Data for Sydney is a three month moving average, and data for New South Wales is seasonally adjusted; both have been indexed to July 2015. Note that the Sydney region covers the broader Sydney metropolitan area (data are not available at a more disaggregated regional level).

Top 10 advertised occupations (July 2020)

### Top 10 advertised occupations (July 2020)

ANZSCO Occupation
Software and Applications Programmers
General Clerks
Advertising and Sales Managers
Sales Assistants (General)
Registered Nurses
ICT Business and Systems Analysts
Accountants
Construction Managers
Real Estate Sales Agents
Child Carers

Source: National Skills Commission, Internet Vacancy Index, July 2020. Raw data are used for analysis. Note: the Sydney region is the best fit from the regions available from the contributing job boards and does not precisely correspond to the Sydney South West Employment Region.

**A note on comparing data**

It is important to note that unemployment statistics collected as part of the Labour Force Survey can vary considerably from income support statistics and jobactive caseload numbers.

A person is considered employed by the ABS if they are aged 15 years and over and work for an hour or more during the Labour Force Survey reference week. The ABS also classifies someone as employed if they have taken any kind of leave, or were paid for some or all of the previous four weeks (including via the JobKeeper Payment). In addition, employees who were away from their jobs for less than four weeks without pay but still believed they had a job (i.e. were temporarily stood down) would also be classified as employed.

A person is considered unemployed by the ABS if they are not employed, have actively looked for work at some time in the last four weeks and are currently available for work.