Central Coast population profile

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Coast</td>
<td>270,611</td>
<td>5%</td>
<td>41</td>
</tr>
<tr>
<td>Greater Sydney</td>
<td>3,997,940</td>
<td>8%</td>
<td>36</td>
</tr>
<tr>
<td>New South Wales</td>
<td>6,190,376</td>
<td>7%</td>
<td>38</td>
</tr>
</tbody>
</table>

Recent strong employment growth...

Annual employment growth, Central Coast

2016 calendar year so far:
Central Coast: 9%
NSW: 2%

Source: ABS Labour Force, July 2016 (12 month averages of original data)
…particularly for part-time employment…

<table>
<thead>
<tr>
<th>Employed full-time</th>
<th>Employed part-time</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Males</td>
<td>Females</td>
</tr>
<tr>
<td>Number employed (July 16)</td>
<td>66,300</td>
</tr>
<tr>
<td>Change over past year</td>
<td>2,100</td>
</tr>
<tr>
<td>% Change</td>
<td>3%</td>
</tr>
</tbody>
</table>

Source: ABS Labour Force, July 2016 (12 month averages of original data)
...driven by recent growth in retail and hospitality

Change in employment over the year to May 2016

<table>
<thead>
<tr>
<th>Industry</th>
<th>Change in Employment ('000)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail Trade</td>
<td>7.7</td>
</tr>
<tr>
<td>Accommodation and Food Services</td>
<td>5.5</td>
</tr>
<tr>
<td>Health Care and Social Assistance</td>
<td>3.0</td>
</tr>
<tr>
<td>Professional, Scientific and Technical Services</td>
<td>2.5</td>
</tr>
<tr>
<td>Education and Training</td>
<td>2.0</td>
</tr>
<tr>
<td>Agriculture, Forestry and Fishing</td>
<td>-1.4</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>-3.7</td>
</tr>
</tbody>
</table>

Source: ABS Labour Force, May Quarter 2016 (4 quarter averages of original data)
The unemployment rate is moderately high

Central Coast
Unemployment rate: 6.6%
Participation rate: 64.9%

New South Wales
Unemployment rate: 5.2%
Participation rate: 64.1%

Regional unemployment rates:
Gosford: 5.2%
Wyong: 8.5%

Source: ABS Labour Force, July 2016 (Central Coast - 12 month averages of original data; NSW - seasonally adjusted data)
Despite strong employment growth for young people...

<table>
<thead>
<tr>
<th></th>
<th>Employed full-time</th>
<th>Employed part-time</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Males</td>
<td>Females</td>
</tr>
<tr>
<td>Number employed (July 16)</td>
<td>5,700</td>
<td>4,800</td>
</tr>
<tr>
<td>Change over past year</td>
<td>-1,400</td>
<td>0</td>
</tr>
<tr>
<td>% Change</td>
<td>-19%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Source: ABS Labour Force, July 2016 (12 month averages of original data)
youth unemployment remains a significant issue

Source: ABS Labour Force, July 2016 (12 month averages of original data)
Youth disengagement is also an issue in Wyong

18 – 24 years olds

Source: ABS Census of Population and Housing, 2011
Many jobless families in Wyong
Children in jobless families are vulnerable as they do not have a working parent role model

Wyong: 20%
Gosford: 13%
Newcastle: 15%
Illawarra: 15%
Greater Sydney: 13%

Source: ABS, Census of Population and Housing, 2011 Jobless families (with children under the age of 15)
Apprenticeship commencements have declined for trades occupations…

Central Coast

Source: NCVER, Apprentices and Trainees, March quarter 2016, 4 quarter totals
...and also for non-trades occupations...

Central Coast

Source: NCVER, Apprentices and Trainees, March quarter 2016, 4 quarter totals
...but job outcomes are holding up for apprentices and VET students

2015 New South Wales

% in employment after graduation
(six months after completion)

Source: NCVER, Student outcomes, New South Wales, customised data
Slide 14 Around 1 in 4 job seekers have been searching for more than a year

Around 1 in 4 job seekers have been searching for more than a year
Unemployed persons by duration of job search, Central Coast, July 2016

- Under 3 months: 5,400 (45% of total)
- 3-12 months: 3,700 (31% of total)
- 52+ weeks: 2,800 (24% of total)

Source: ABS, Labour Force Survey, July 2016 (12 month averages of original data)

Across Australia, youth make up 26% of all LTU
What are Central Coast employers saying?

Survey of Employers’ Recruitment Experiences, 2011 to 2015
Higher skilled vacancies going unfilled

54% of employers that recruited for Technicians and Trades Workers had difficulty.
What makes applicants stand out?
Central Coast

- **Experience**: 45%
- **Skills and qualifications**: 24%
- **Positive attitude**: 22%
- **People skills**: 16%
- **Availability**: 9%

Source: Department of Employment, Survey of Employers' Recruitment Experiences, Central Coast, June 2016
Post-school education and training is vital

Persons aged 25-34 years, Central Coast

93% of new jobs will require these qualifications

Source: ABS, Census of Population and Housing, 2011
Nearly one third of employers had difficulty recruiting in the Central Coast.

31% of employers had difficulty recruiting.

67% required relevant experience.

Source: Department of Employment, Survey of Employers' Recruitment Experiences, Central Coast, June 2016.
Slide 20 Why do employers hire an apprentice or trainee?

Why do employers hire an apprentice or trainee?

- Business has work suitng an apprentice / trainee: 57%
- Upskill an existing employee: 19%
- Long term recruitment / retention: 19%
- Can't get fully trained workers: 15%
- Low wages: 10%
- Government subsidy: 7%

84% of employers reported no major challenges employing an apprentice or trainee.

Source: Department of Employment, Survey of Employers' Recruitment Experiences, Central Coast, June 2016.
What could be done to improve youth employment?

Employers’ suggestions, Central Coast

Source: Department of Employment, Survey of Employers’ Recruitment Experiences, Central Coast, June 2016
Slide 23 Positive recruitment outlook for the near future

Positive recruitment outlook for the near future

- **Central Coast**
  - % expecting to increase in staff: 23%
  - % expecting to decrease in staff: 1%
  - % most concerned about the economy: 28%

- **Australia**
  - % expecting to increase in staff: 21%
  - % expecting to decrease in staff: 5%
  - % most concerned about the economy: 38%

Source: Survey of Employers' Recruitment Experiences, Central Coast 2016, June 2016. Figures for Australia based on all non-remote regions surveyed in the 12 months to June 2016.
Further growth projected in key industries

Central Coast, projected employment growth, five years to November 2020

- Health Care and Social Assistance: 4.5
- Education and Training: 3.5
- Retail Trade: 1.9
- Construction: 1.8
- Professional, Scientific and Technical Services: 1.6
- Manufacturing: -0.8

Source: Department of Employment, 2016 Industry Employment Projections, five years to November 2020
So the region will have future labour demands
Don’t ignore local job seekers

- Good for the region
- Lower turnover
- Many will have the skills you are looking for
There are many keen young people in your area

Local youth appreciate the importance of:

- Hard work
- Loyalty
- Responsibility, reliability and honesty

Source: Year 10 Employment Survey Results
Consider how you can become an employer of choice

- Phased retirement
- Ongoing education and training
- Increased access to flexible working
  - Job sharing
  - Part-time work
  - Teleworking
- Growing your employees’ skills base
  - Apprenticeships / traineeships
  - Graduate programs
  - Work experience programs
  - Career progression
  - Management skills
- Cater for those with caring responsibilities
Concluding thoughts

Positive signs in the labour market:
  - Strong employment growth
  - Part-time employment, Retail Trade and Hospitality
  - Participation rate has increased

Some issues remain:
  - High youth unemployment rate, with many youth having recently entered the labour market
  - Apprenticeship numbers have fallen
  - Jobless families, Long term unemployed

Future outlook:
  - Positive recruitment indicators for the near future
  - Projected growth in key industries
  - Where is your future labour supply going to come from?
    - Give young local job seekers a chance
Further Information

- www.lmip.gov.au
- www.joboutlook.gov.au
If you have any questions about the presentation please contact the Recruitment and Employer Needs Analysis team on:
Email: RecruitmentAnalysis@employment.gov.au