



Australian Government

Department of Education, Employment and Workplace Relations

# Overview of the Ipswich-Logan Priority Employment Area 31 May 2013

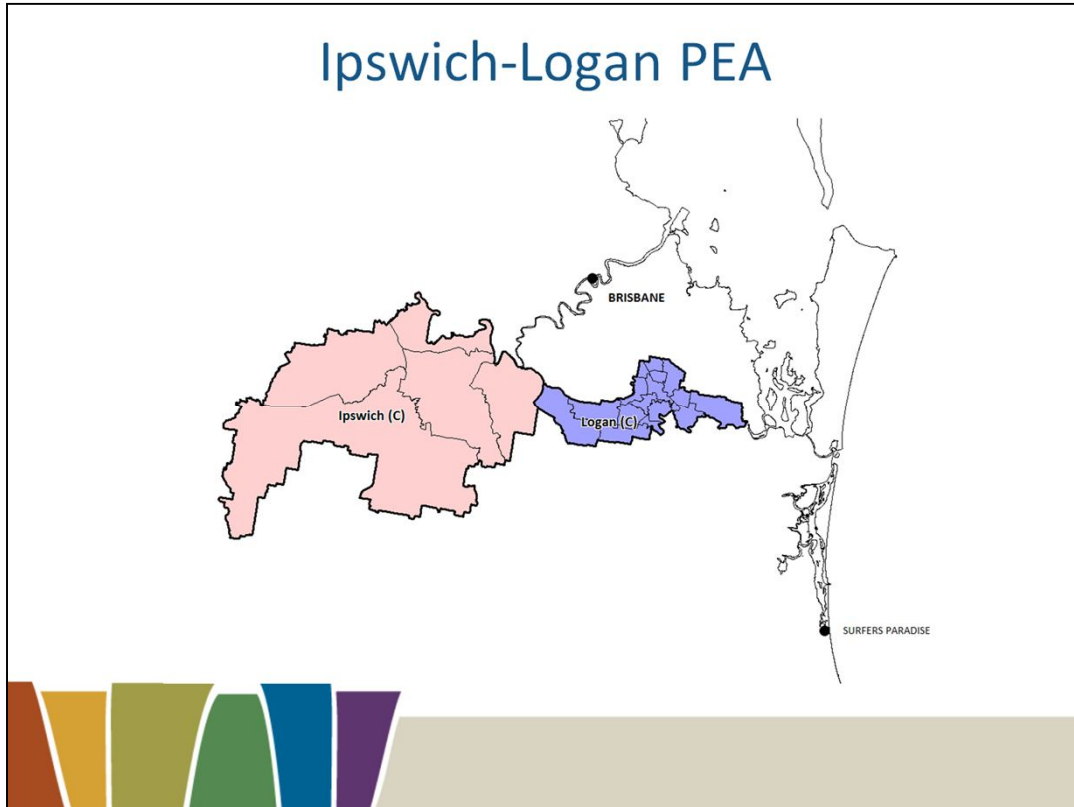
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## **Overview of the Ipswich-Logan Priority Employment Area**

Overview of the Labour Market

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



**Ipswich-Logan Priority Employment Area (PEA)**

This map shows the Ipswich-Logan PEA (based on 2006 ASGC)

The PEA consists of two LGAs: Ipswich (represents 100 per cent of the Ipswich City LFR) and Logan (represents 50 per cent of the South and East BSD Balance LFR).

**The LGA of Ipswich contains the following SLAs:**

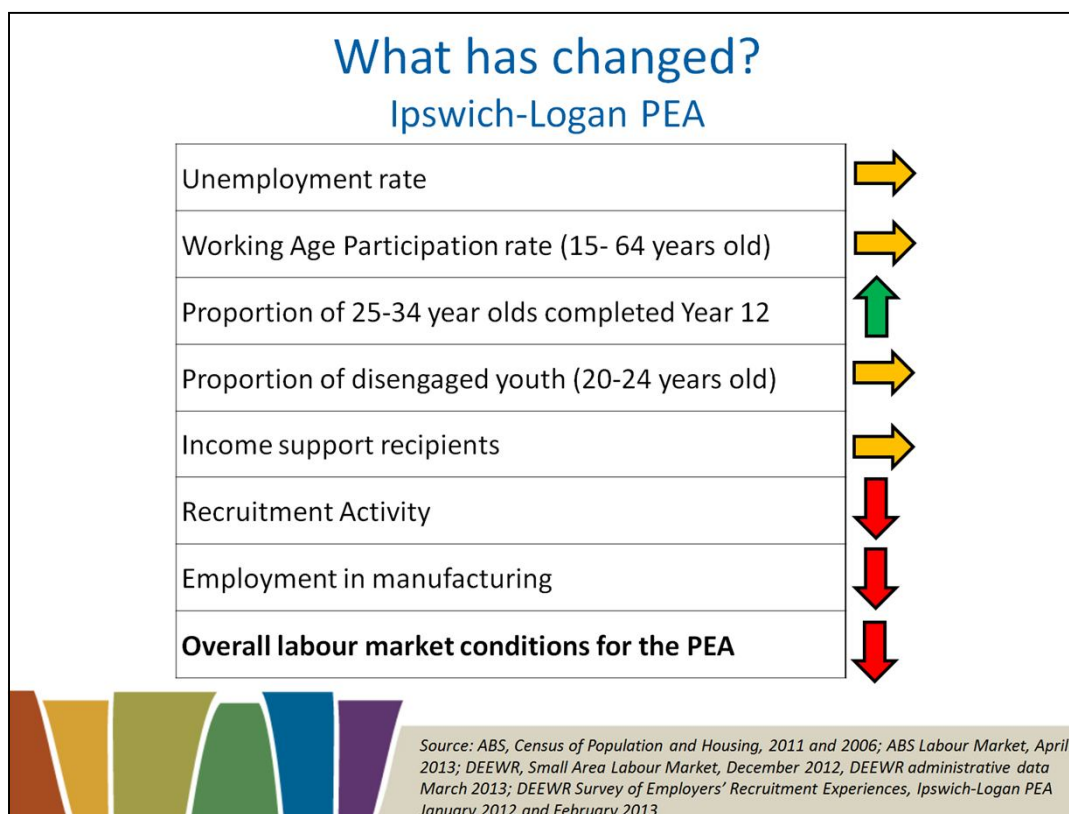
Ipswich – Central	Ipswich – East	Ipswich – North
Ipswich – South-West	Ipswich – West	

**The LGA of Logan contains the following SLAs:**

Brown Plains	Carbrook-Cornubia	Daisy Hill-Priestdale
Greenbank-Boronia Heights	Kingston	Logan Balance
Loganholme	Loganlea	Marsden
Rochedale South	Shailer Park	Slacks Creek
Springwood	Tanah Merah	Underwood
Waterford West	Woodridge	

The Logan LGA boundaries changed since the formation of the PEA in 2009. The Logan LGA (as it was at the time of the 2006 Census) makes up 68 per cent of the working age population of the

current Logan LGA. The current Logan LGA also includes parts of what were previously the Gold Coast and Beaudesert LGAs.



### What has Changed? (since last presentation on 14 June 2012)

Source: ABS, Census of Population and Housing, 2011 and 2006; ABS Labour Market, April 2013; DEEWR, Small Area Labour Markets, December 2012, DEEWR, Survey of Employers' Recruitment Experiences, Ipswich-Logan PEA January 2012 and February 2013

Labour market conditions in the PEA remain subdued, and results from the February 2013 suggest further softening in the labour market.

- **The unemployment rate** dropped to 6.2 per cent in June 2012, but returned to 6.7 per cent in the December quarter 2012 (the same as in the December quarter 2011) (DEEWR, Small Area Labour Markets, December 2012).
- **Working age participation rate** was 75.1 per cent (15-64 years old), similar to the previous rate of 74.7 per cent (ABS Census of Population and Housing, 2006 and 2011).
- Increase in the number of 25-34 year olds who had **completed Year 12** (from 61 to 68 per cent) (ABS Census of Population and Housing, 2006 and 2011).
- Proportion of **disengaged youth** (20-24 years old) was similar (ABS Census of Population and Housing, 2006 and 2011).
- Reliance on **income support payments** was similar (DEEWR administrative data, March 2013).
- The survey showed a decrease in recruitment activity
- Employment in manufacturing (one of the largest employers in the PEA) fell by 11

per cent in the combined Ipswich and Logan LGAs (ABS Census of Population and Housing, 2006 and 2011).

- Fewer **teenage full-time unemployed** in the Ipswich City LFR (ABS Labour Force Survey, April 2013)
- The number of **jobless families** was similar (ABS Census of Population and Housing, 2006 and 2011).

## Population Profile of Ipswich-Logan PEA

Region	Adult Population 2011	Growth of adult population 2006 – 2011	Growth of 15-24 years population	Median Age
Ipswich LGA	131,920	21%	23%	32
Logan LGA	149,150	9%	5%	32
<b>Ipswich-Logan PEA</b>	<b>281,060</b>	<b>15%</b>	<b>13%</b>	<b>32</b>
Queensland	3,586,600	10%	8%	36
Australia	18,111,500	9%	6%	37

Source: ABS 2011 Census of Population and Housing;  
ABS Estimated Resident Population, 2006 and 2011

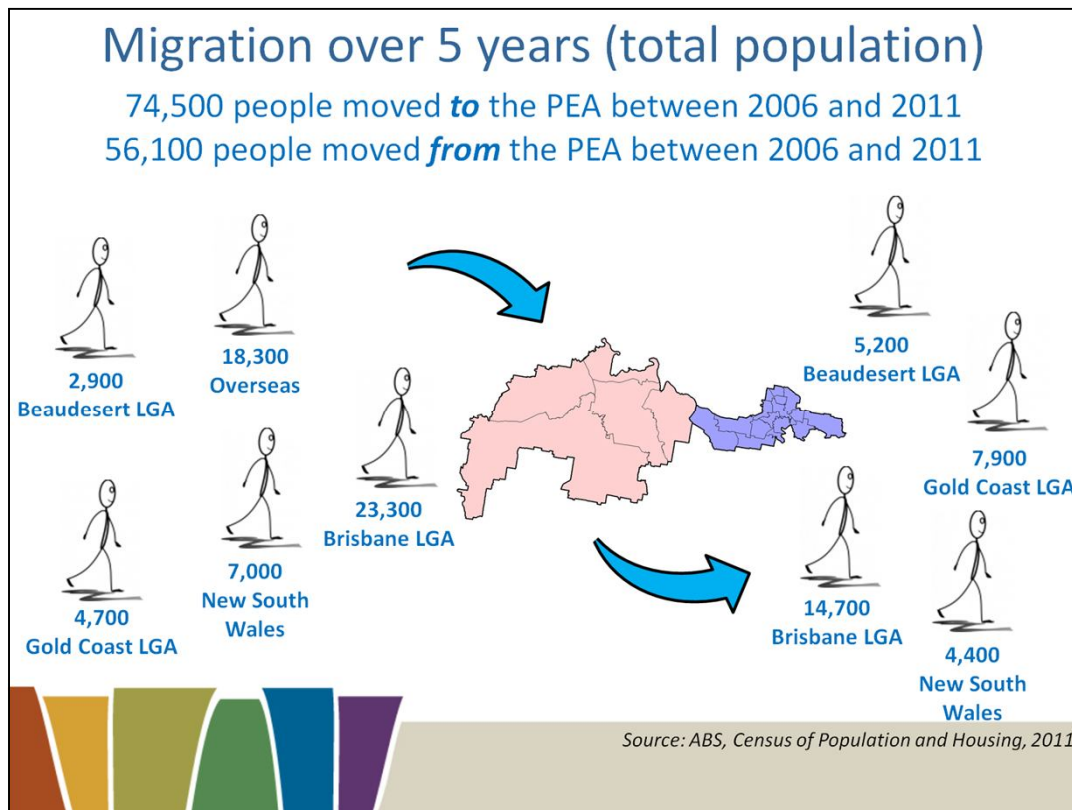
### **Population Profile of the Ipswich-Logan PEA**

*Source: ABS Population Estimates by Age and Sex, 2006 and 2011; ABS, 2006 Census of Population and Housing*

The adult population of the Ipswich-Logan PEA grew by 15 per cent between 2006 and 2011, substantially higher compared with both Queensland (10 per cent) and Australia (9 per cent).

Growth in the 15-24 year age group was particularly high (13 per cent), especially in the Ipswich LGA (23 per cent).

Likewise, the median age in the PEA (32) is low compared with Queensland (36) and Australia (37).



### Migration over 5 years (total population)

*Source: ABS Census of Population and Housing, 2011*

In the five years to the 2011 Census, 74,500 people (25 per cent of the population) moved to the Ipswich-Logan PEA. Over the same period, 56,100 people moved from the PEA to elsewhere in Australia.

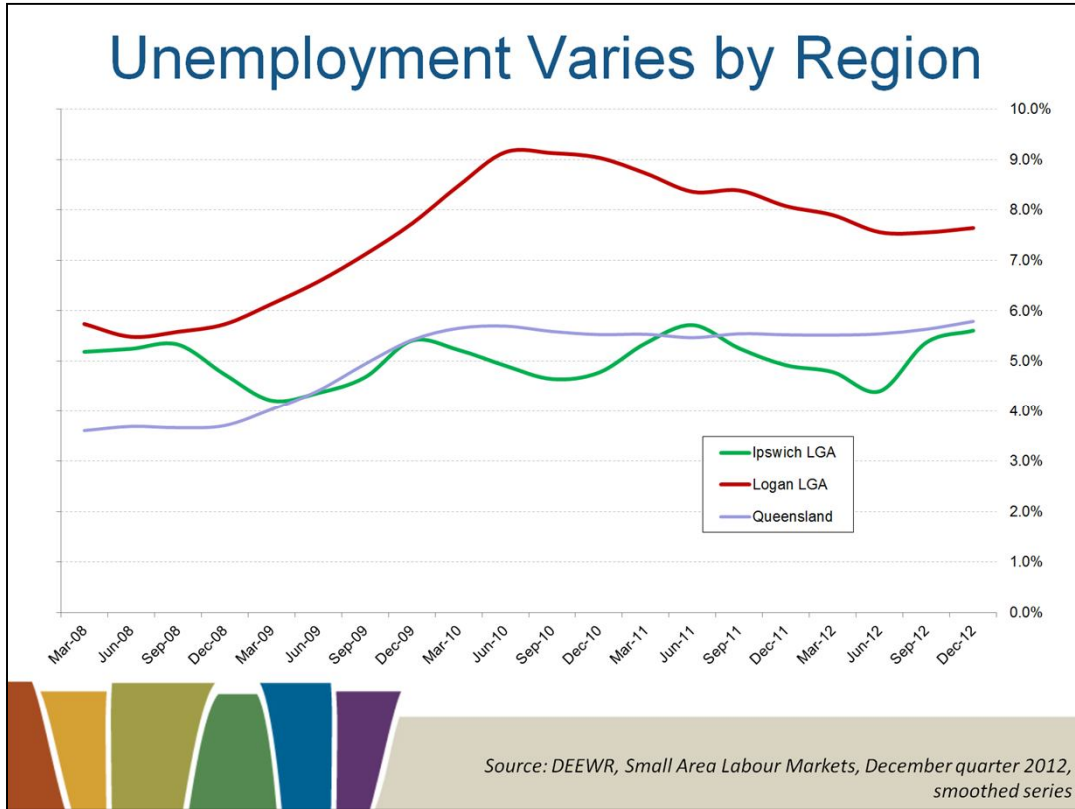
The majority of people came from the following localities:

Region	People	% of people who moved to the PEA
Brisbane LGA	23,300	(31%)
Overseas	18,300	(25%)
New South Wales	7,000	(9%)
Gold Coast LGA	4,700	(6%)
Beaudesert LGA	2,900	(4%)
Redland LGA	2,000	(3%)

Region	People	% of people who moved from the PEA
Brisbane LGA	14,700	(26%)

Gold Coast LGA	7,900	(14%)
Beaudesert LGA	5,200	(9%)
New South Wales	4,400	(8%)
Redland LGA	2,300	(4%)





**Unemployment Varies by Region**

*Source: DEEWR, Small Area Labour Markets, December quarter 2012*

While unemployment in the Ipswich LGA has generally remained close to or lower than the comparable rate for Queensland, unemployment in Logan has been consistently high.

## Diverse Labour Market Conditions in the Region

Region	December 2012	Participation rate 2011 (working age population)
Ipswich LGA	5.6%	75.1%
Logan LGA	7.6%	75.1%
-Kingston SLA	18.0%	63.8%
-Woodridge SLA	18.1%	62.3%
<b>Ipswich-Logan PEA</b>	6.7%	75.1%
Queensland (April 2013, seasonally adj.)	5.6%	77.2%
Australia (April 2013, seasonally adj.)	5.5%	75.8%



Source: DEEWR, Small Area Labour Markets, December quarter 2012, smoothed series; ABS Census of Population and Housing 2011, ABS Labour Force Data, April 2013, seasonally adjusted data

### **Diverse Labour Market Conditions in the Region**

Source: DEEWR, Small Area Labour Markets, December quarter 2012, smoothed series; ABS Census of Population and Housing 2011, ABS Labour Force Data, April 2013, seasonally adjusted data

Unemployment in the PEA (6.7 per cent) has consistently remained above the state and national levels. Despite this, the participation rate in the PEA is similar to the national rate (75.8 per cent).

The Ipswich LGA labour market is generally the stronger of the two LGAs, with the unemployment rate (5.6 per cent) being substantially lower than that of the Logan LGA (7.6 per cent).

The Logan LGA is home to areas of persistent disadvantage. Unemployment is particularly high in the Kingston (18.0 per cent) and Woodridge (18.1 per cent) SLAs, and participation is low (63.8 and 62.3 per cent respectively).

## Teenage Labour Market

Region	Teenage full-time unemployment rate (15-19 years)		Full-time Unemployment to Population Ratio (April 2013)
	April 2013	Annual Change	
Ipswich City LFR	13.8%	-7.7% pts	2.9%
South and East BSD Balance LFR (incl. Logan)	30.2%	0.7% pts.	5.7%
Queensland	25.5%	-0.1% pts.	5.4%
Australia	24.4%	0.7% pts.	4.2%



Source: ABS Labour Force Data, April 2013, 12 month averages of original data

### Teenage Labour Market

Source: ABS Labour Force Data, April 2013, 12 month averages of original data

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 is based on people aged 15 – 19 years old who are searching for full-time employment.

Teen full-time unemployment in the Ipswich City LFR (13.8 per cent) is lower compared with the state (25.5 per cent) and national (24.4 per cent) levels.

Teen full-time unemployment in the South and East BSD Balance LFR (30.2 per cent) was higher compared with both the state and national levels. The percentage of the 15 to 19 year old population that was full-time unemployed (5.7 per cent) was also high compared with Queensland (5.4 per cent) and Australia (4.2 per cent).

## High Levels of Income Support

Region	Proportion of working age population in receipt of a benefit	
	Income support payments	Unemployment benefits
Ipswich LGA	22%	7%
Logan LGA	21%	7%
- Kingston SLA	36%	13%
-Woodridge SLA	35%	13%
<b>Ipswich-Logan PEA</b>	<b>22%</b>	<b>7%</b>
Queensland	17%	6%

Source: DEEWR Administrative Data, March 2013;  
ABS Estimated Resident Population 2011

### **High Levels of Income Support**

Source: DEEWR administrative data, March 2013; ABS Estimated Resident Population 2011

A high proportion of the working age population in the Ipswich and Logan PEA (22 per cent) are recipients of income support compared with the state (17 per cent). The proportion receiving an unemployment benefit (7 per cent) is also higher compared with the state (6 per cent).

The proportion of the working age population in receipt of income support is particularly high in the Kingston (36 per cent) and Woodridge (35 per cent) SLAs, as is the proportion receiving an unemployment benefit (both 13 per cent).

## High Proportion of Jobless Families

Region	Number of jobless families	Proportion of all families who are jobless	with children under 15	
			Proportion of couple families who are jobless	Proportion of lone parent families who are jobless
Ipswich LGA	3650	19%	6%	51%
Logan LGA	4210	20%	8%	49%
-Kingston SLA	570	38%	20%	63%
-Woodridge SLA	900	40%	24%	64%
<b>Ipswich-Logan PEA</b>	7860	19%	7%	50%
Queensland	62170	14%	5%	43%



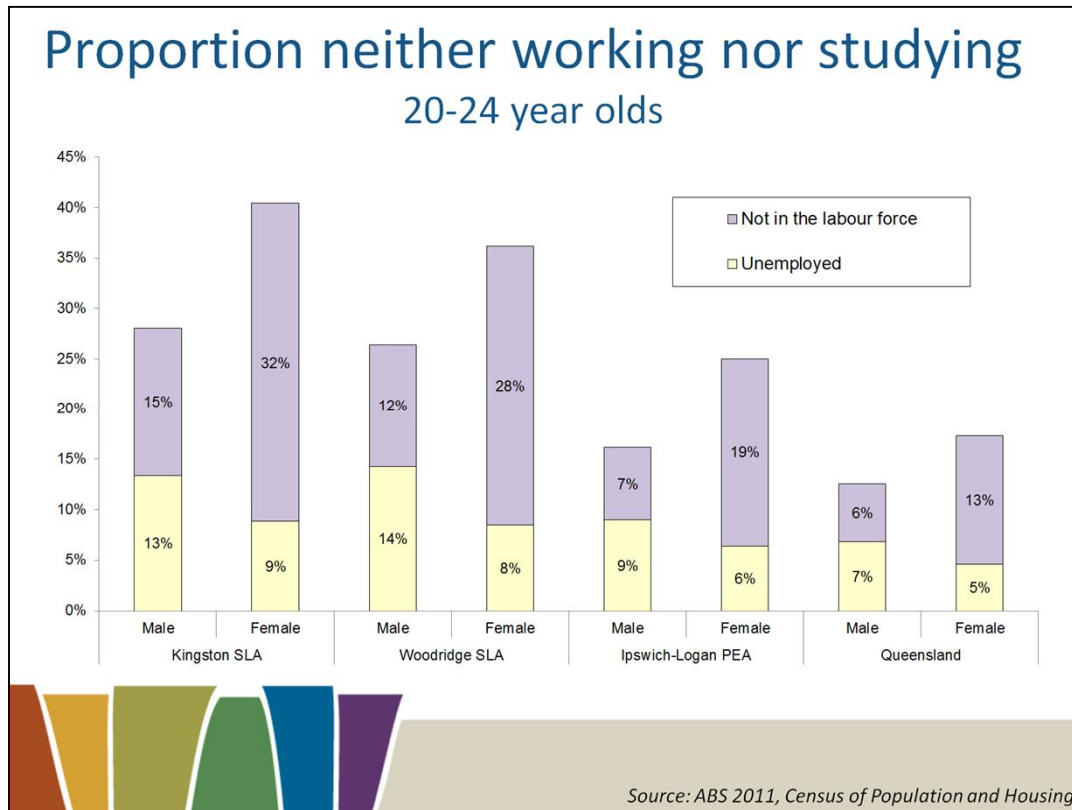
Source: ABS, Census of Population and Housing, 2011

### Jobless Families

Source: ABS, Census of Population of Housing, 2011

The proportion of jobless families with children under 15 in the Ipswich-Logan PEA (19 per cent) is higher compared with the state (14 per cent).

The proportion of jobless families with children is significantly higher in the Kingston (38 per cent) and Woodridge (40 per cent) SLAs.

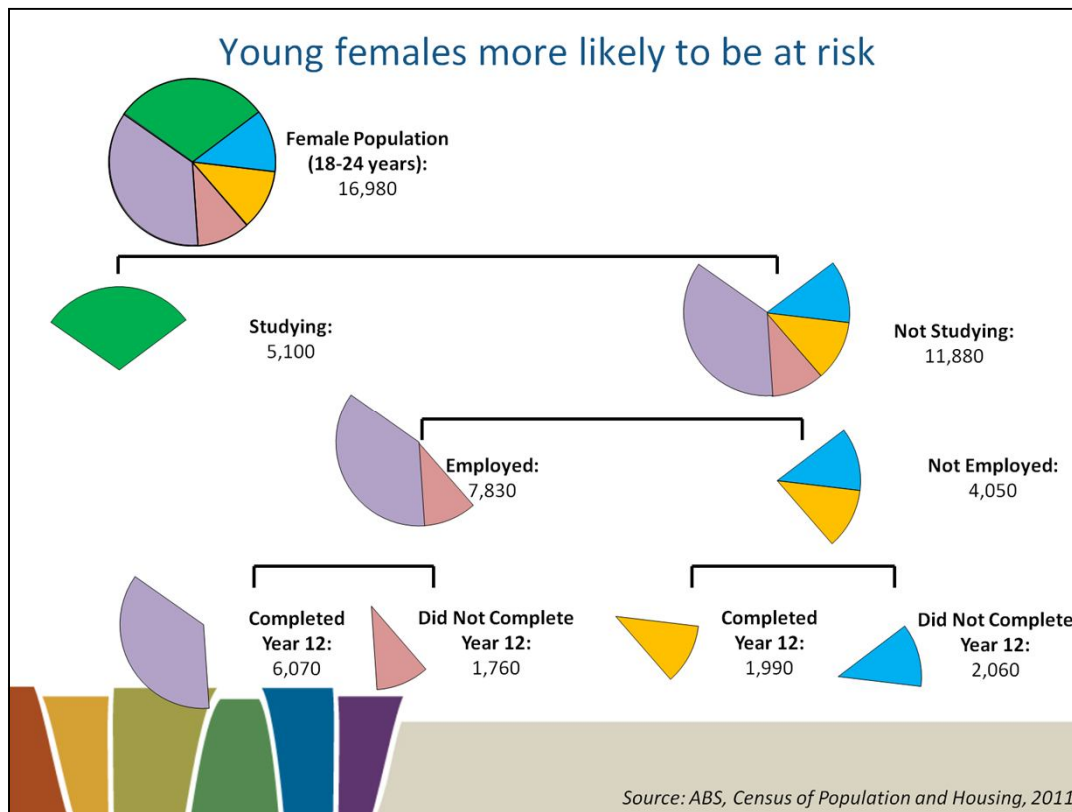


**Proportion of 20-24 year olds neither working nor studying**

*Source: ABS 2011, Census of Population and Housing*

The proportion of those aged 20-24 and neither working nor studying was higher in the Ipswich-Logan PEA compared with Queensland.

There was a particularly high proportion of youth neither working nor studying in the Kingston and Woodridge SLAs, particularly among the female population.



**Young females are more likely to be at risk:**

*Source: ABS Census of Population and Housing, 2011*

70 per cent (11,880) of females in the Ipswich-Logan PEA, aged 18 to 24 years old, are not currently studying and may experience difficulty entering or staying in the labour market, particularly those who have not completed Year 12.

In particular, more than one third (34 per cent, 5,810 people) of females are either not studying and not employed or, if employed, are not studying and have not completed Year 12, much higher compared with Queensland (25 per cent, 47,720 people). This group are especially at risk given their lack of Year 12 Certificate and level of disengagement within the labour market.

**Note:** Not stated records for FT/PT Student Status, Labour Force Status and Highest Year of School Completed have not been included.

## Educational Attainment (aged 25-34 years)

Region	% completed Yr 12		% attained Advanced Diploma, Diploma or Certificate Level III/IV	% attained Bachelor Degree or higher
	2006	2011		
Ipswich LGA	60%	67%	34%	17%
Logan LGA	62%	69%	32%	18%
-Kingston SLA	50%	58%	27%	12%
-Woodridge SLA	52%	60%	25%	15%
<b>Ipswich-Logan PEA</b>	<b>61%</b>	<b>68%</b>	<b>33%</b>	<b>18%</b>
Queensland	68%	74%	32%	28%
Australia	69%	75%	29%	34%

*Source: ABS, Census of Population and Housing, 2011*

### **Educational Attainment**

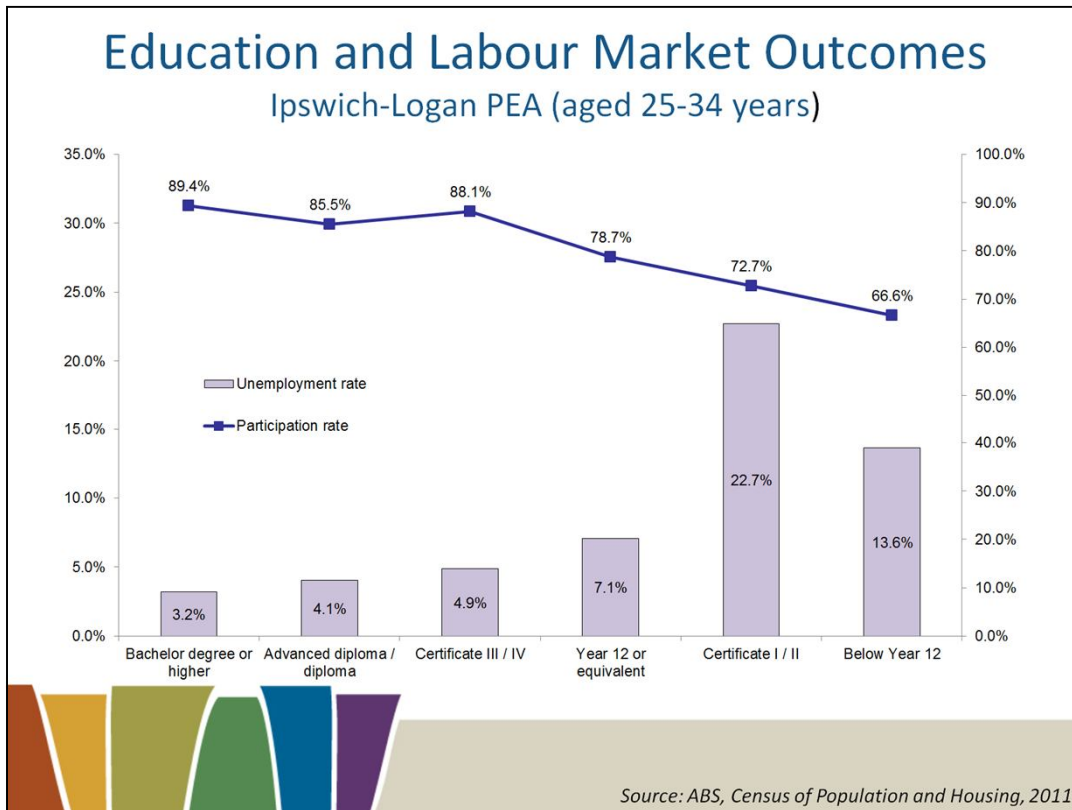
*Source: ABS, Census of Population of Housing, 2011*

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. 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 higher skilled counterparts.

Educational attainment in the Ipswich-Logan PEA is generally low, with a lower proportion of those aged 25 to 34 years (68 per cent) having completed year 12 compared with Queensland (74 per cent) and Australia (75 per cent). While the proportion with an advanced diploma, diploma or certificate III/IV is higher (34 per cent), the proportion with a bachelor degree or higher (18 per cent) was low.

Educational attainment is particularly low in the Kingston and Woodridge SLAs, where the proportion who completed year 12 was 58 per cent and 60 per cent respectively.





### **Education and Labour Market Outcomes**

*Source: ABS, 2011 Census of Population and Housing*

There is a strong relationship between educational attainment and employment outcomes.

This emphasises the importance of continuing education in helping job seekers obtain employment and participate in the labour market.

## Literacy and Numeracy

Region	Year 9 govt school students who did not meet minimum standard for <b>reading</b> in 2012	Year 9 govt school students who did not meet minimum standard for <b>numeracy</b> in 2012
Ipswich – Central SLA (Ipswich LGA)	20%	11%
Kingston SLA (Logan LGA)	23%	11%
Loganlea SLA (Logan LGA)	26%	13%
Marsden SLA (Logan LGA)	18%	10%
Queensland	8%	5%
Australia	7%	5%



Source: MySchool website, 2012  
 Figures in the table are based on a selected government school in the LGA and are not an average of schools in the LGA

### Literacy and Numeracy

<http://www.myschool.edu.au> 2011

*Figures for Australia and Queensland represent proportions of all Year 9 students who did not meet minimum standards for literacy and numeracy.*

This slide shows the proportion of Year 9 students at selected government high schools in the Ipswich-Logan PEA who did not meet minimum standards for literacy and numeracy in 2012, compared with the proportions of Year 9 students who did not meet minimum standards for literacy and numeracy in Queensland and Australia.

While the selected government schools' data is not necessarily representative of all Year 9 students in the SLA, it demonstrates that there are at least pockets of disadvantage within these SLA.

## Indigenous Labour Market Outcomes

Region	Proportion Indigenous	Unemployment Rate		Participation Rate	
		Indigenous	Non - Indigenous	Indigenous	Non - Indigenous
Ipswich LGA	3%	18.9%	7.0%	58.2%	75.8%
Logan LGA	3%	18.2%	7.3%	61.7%	75.6%
-Kingston SLA	5%	24.8%	11.5%	53.3%	64.4%
-Woodridge SLA	4%	26.5%	13.3%	58.0%	62.9%
<b>Ipswich-Logan PEA</b>	<b>3%</b>	<b>18.6%</b>	<b>5.3%</b>	<b>59.8%</b>	<b>75.7%</b>
Queensland	3%	18.1%	5.9%	59.7%	77.8%

Source: ABS, Census of Population and Housing, 2011

### **Indigenous and Non-Indigenous**

Source: ABS Census of Population and Housing, 2011

The proportion of the working age population who identify as Indigenous in the Ipswich-Logan PEA (2 per cent) is similar to Queensland, however this is higher in some areas, particularly the Kingston SLA (5 per cent).

Overall, labour market conditions for Indigenous people in the Ipswich-Logan PEA are similar to Queensland.

## Migrants Experience Weaker Labour Market Outcomes

Region	OTMESC Proportion of WAP	Unemployment Rate		Participation Rate	
		OTMESC	MESC	OTMESC	MESC
Logan LGA	17%	9.7%	7.2%	66.7%	77.0%
- Kingston SLA	22%	11.9%	12.1%	56.3%	66.0%
- Woodridge SLA	32%	16.1%	12.9%	57.1%	65.1%
<b>Ipswich-Logan PEA</b>	<b>14%</b>	<b>9.2%</b>	<b>7.1%</b>	<b>67.9%</b>	<b>76.4%</b>
Queensland	12%	8.2%	5.9%	70.0%	78.2%



Source: ABS, Census of Population and Housing, 2011

### **Migrants Experience Weaker Labour Market Outcomes**

Source: ABS 2011 Census of Population and Housing

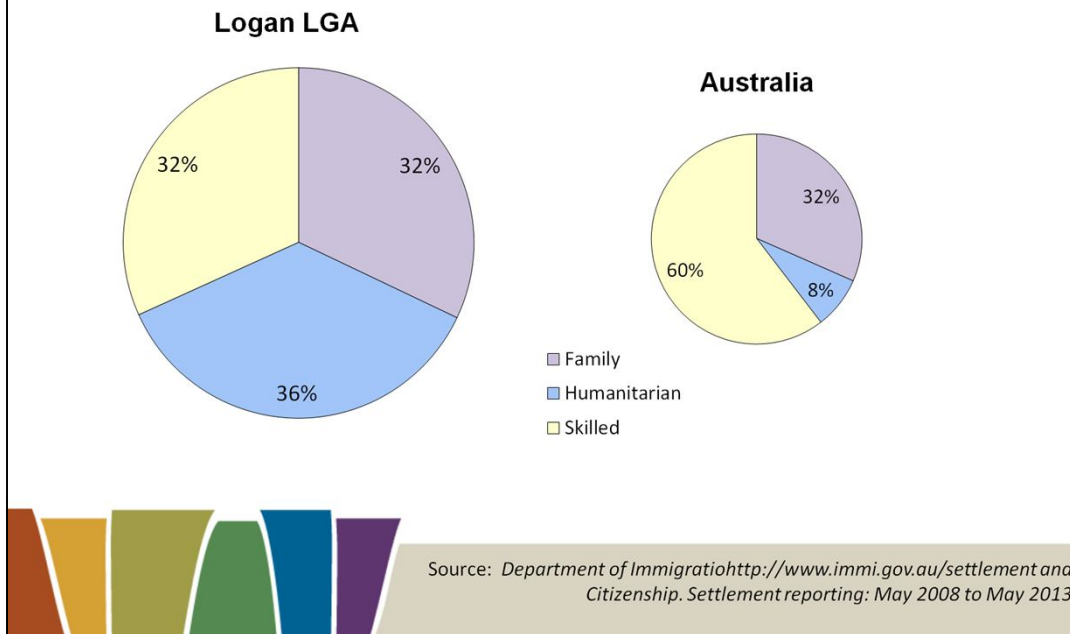
Labour market outcomes for those from an Other Than Mainly English Speaking Countries (OTMESC) are generally weaker than those from Mainly English Speaking Countries (MESC).

The proportion of the working age population from an OTMESC background in the Logan LGA (17 per cent) is high compared with Queensland (12 per cent), and is particularly high in the Kingston (22 per cent) and Woodridge (32 per cent) SLAs.

Those from an OTMESC background in the Logan LGA have higher rates of unemployment (9.7 per cent) compared with MESC (7.2 per cent) and lower rates of participation (66.7 per cent compared with 77.0 per cent for MESC).

## Many Humanitarian Entrants in the Logan LGA

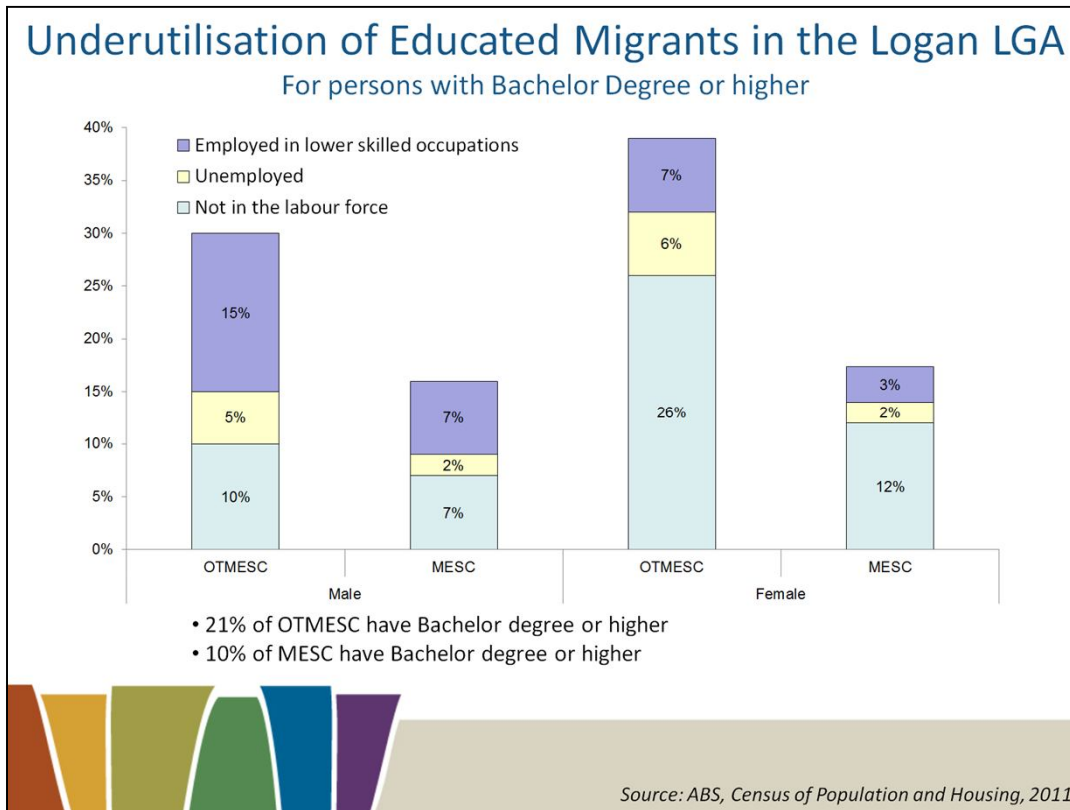
Settlers over the past 5 years



### **Many Humanitarian Entrants in Logan LGA**

Source: Department of Immigration <http://www.immi.gov.au/settlement and Citizenship>. Settlement reporting: May 2008 to May 2013

Between May 2008 and May 2013, there were 6,055 migrant arrivals to the Logan LGA. Of these, 2,191 arrived as part of the humanitarian stream, which is 3.1 per cent of the total humanitarian entrants to Australia over the same period.



### **Migrant Underutilisation- For Persons with a Bachelor Degree or higher**

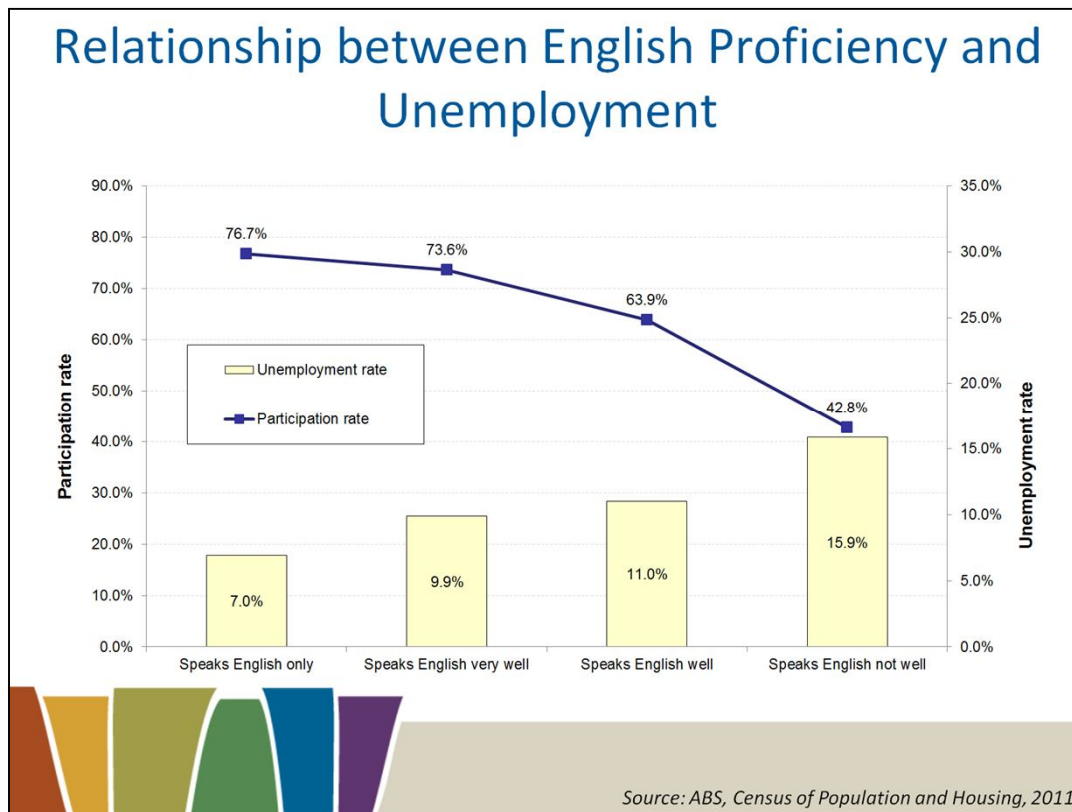
*Source: ABS, Census of Population and Housing, 2011*

This chart illustrates migrant underutilisation by comparing labour market participation of those with a Bachelor Degree or higher by whether they were a migrant from an Other Than Main English Speaking Country (OTMESC) or not.

Overall, 21 per cent of the OTMESC working age population in the Logan LGA have obtained a Bachelor Degree or higher qualification, compared with 10 per cent for the non-OTMESC population.

There was a lower level of labour market participation for highly qualified OTMESC persons compared with the non-OTMESC population. For both males and females, a higher proportion of the OTMESC population with a Bachelor Degree or higher were either not in the labour force, unemployed or employer in a low skilled occupation.

*Lower Skilled Occupation* refers to those in the Machinery Operators and Drivers, Sales Workers and Labourers occupation groups.



### **Relationship between English Proficiency and Unemployment (WAP – Ipswich-Logan PEA Only)**

*Source: ABS, 2011 Census of Population and Housing*

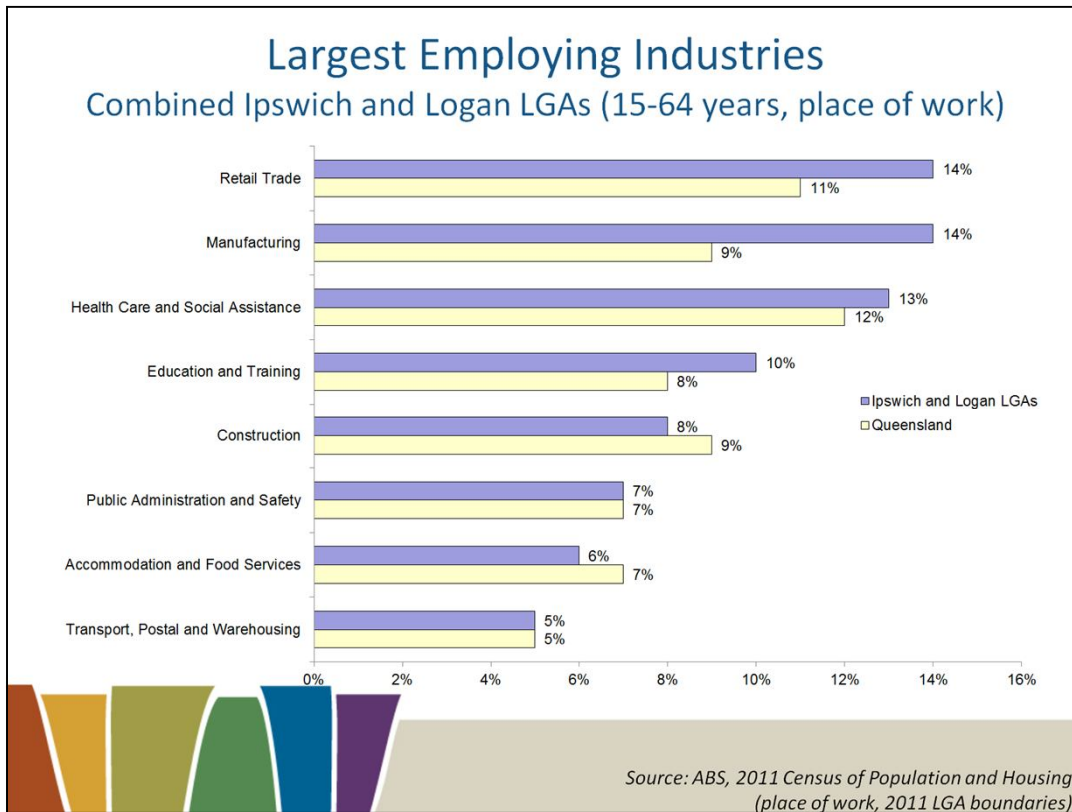
There is a strong relationship between English proficiency and employment outcomes in the labour market.

At the time of the 2011 Census, persons in the Ipswich-Logan PEA with lower levels of English proficiency were less likely to be successful in the labour market. People with low English proficiency are far more likely to be unemployed or not participating in the labour market.

People who speak other languages but still speak English well are also likely to have poorer labour force outcomes than those who only speak English.

In the Ipswich-Logan PEA, the unemployment rate for working age persons with poor English proficiency was 15.9 per cent and the participation rate was 42.8 per cent.

For working age persons who only spoke English, the unemployment rate (7.0 per cent) and participation rate (76.7 per cent) were considerably better.



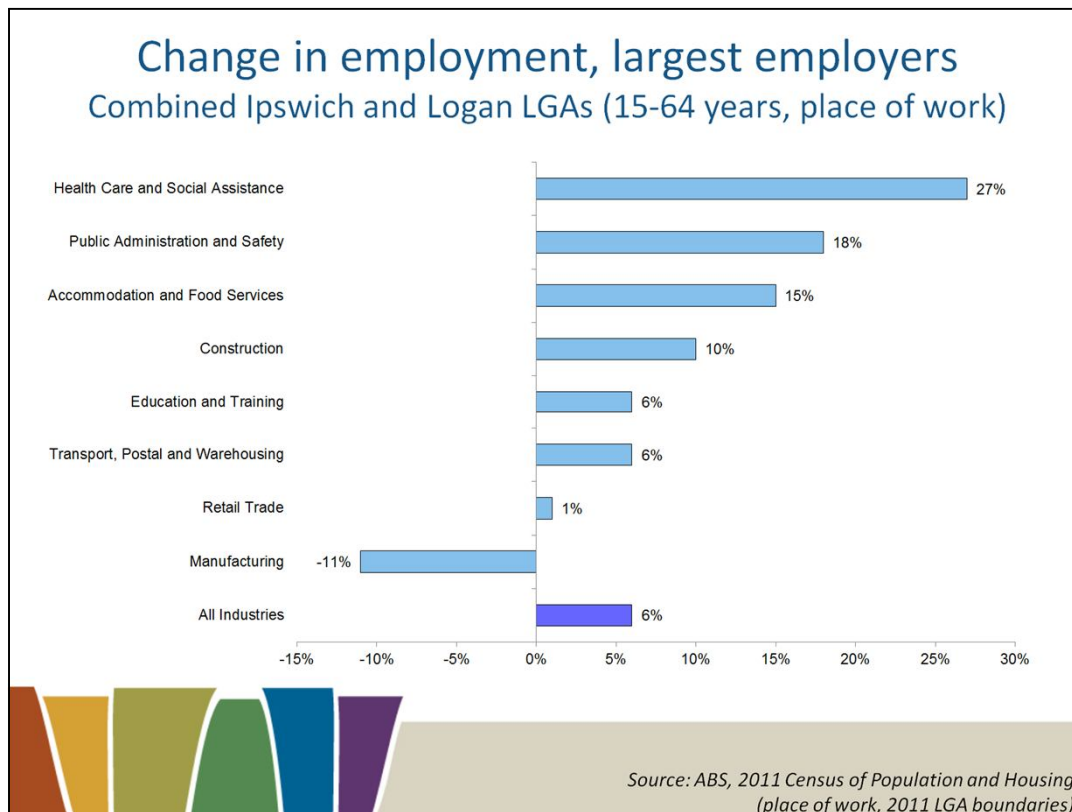
### Largest Employing Industries

*Source: ABS, 2011 Census of Population and Housing (place of work, 2011 LGA boundaries)*

*Expressed as a proportion of the working age population (15-64 years) who are employed.*

The largest employing industries in the combined Ipswich and Logan LGAs are Retail Trade, Manufacturing and Health Care and Social Assistance.





### Largest Employing Industries

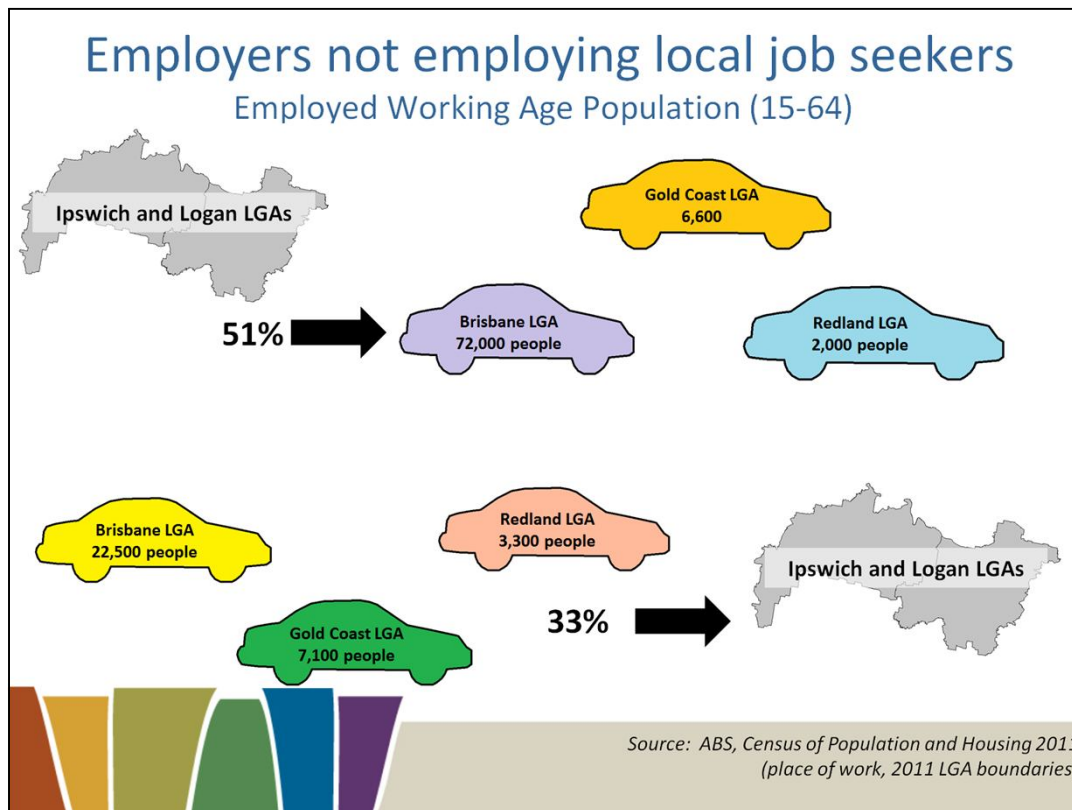
*Source: ABS, 2011 Census of Population and Housing;*

*Expressed as a proportion of the working age population (15-64 years) who are employed.*

Large increases in employment occurred in the Health Care and Social Assistance (27 per cent) and Public Administration and Safety (18 per cent) industries over the 5 years from 2006 to 2011.

The Health Care and Social Assistance accounted for almost half (49 per cent) of the increase in total employment between 2006 and 2011

By contrast, employment decreased substantially in the Manufacturing industry.

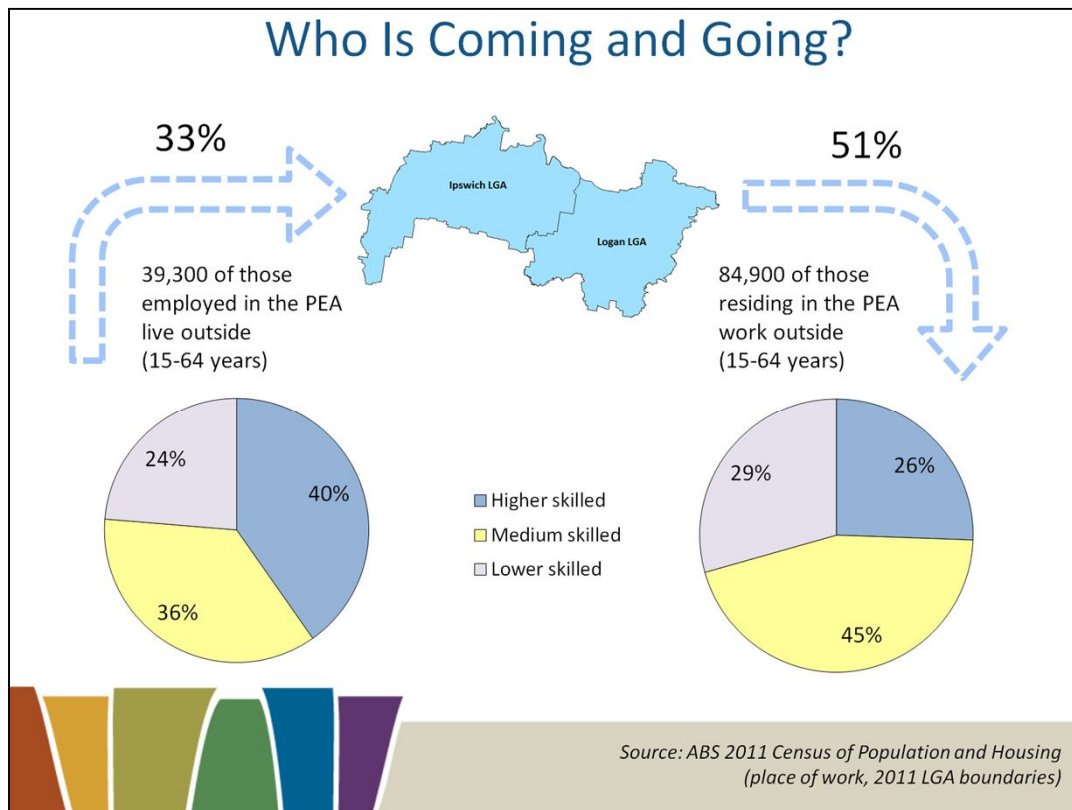


### **Employers not employing local job seekers – Employed Working Age Population (15-64)**

*Source: ABS Census of Population and Housing 2011 (place of work, 2011 LGA boundaries)*

A large proportion (51 per cent) of the employed working age population living in the Ipswich and Logan LGAs travel outside these LGAs for work. The most common destinations are the Brisbane (72,000 people), Gold Coast (6,600 people) and Redland (2,000) LGAs.

Some 33 per cent of the employed working age population who work within the Ipswich and Logan LGAs travel from outside these LGAs for work. These people most commonly come from the Brisbane (22,500 people), Gold Coast (7,100 people) and Redland (3,300 people) LGAs.



### Who Is Coming and Going?

Source: ABS, Census of Population and Housing, 2011

A large proportion of people travel out of the PEA for work. This slide shows the breakdown of the people coming in to the PEA for work and leaving the PEA for work by occupation.

Higher skilled occupations make up 40 per cent of the 39,300 people who travel to the PEA for work. This is followed by 36 per cent for medium skilled occupations.

Medium skilled occupations make up 45 per cent of the 84,900 people who travel out of the PEA for work. This is followed by 29 per cent for lower skilled occupations.

## Recruitment Activity Softening

Recruitment experiences 12 months preceding the survey

- The proportion of employers who recruited decreased from 66 per cent to 50 per cent
- Recruitment activity had softened in both the Ipswich and Logan LGAs
- Proportion of unfilled vacancies and employers reporting recruitment difficulty both lower



Source: DEEWR, Survey of Employers' Recruitment Experiences, Ipswich and Logan PEA January 2012 and February 2013, all regions surveyed 12 months to March 2013

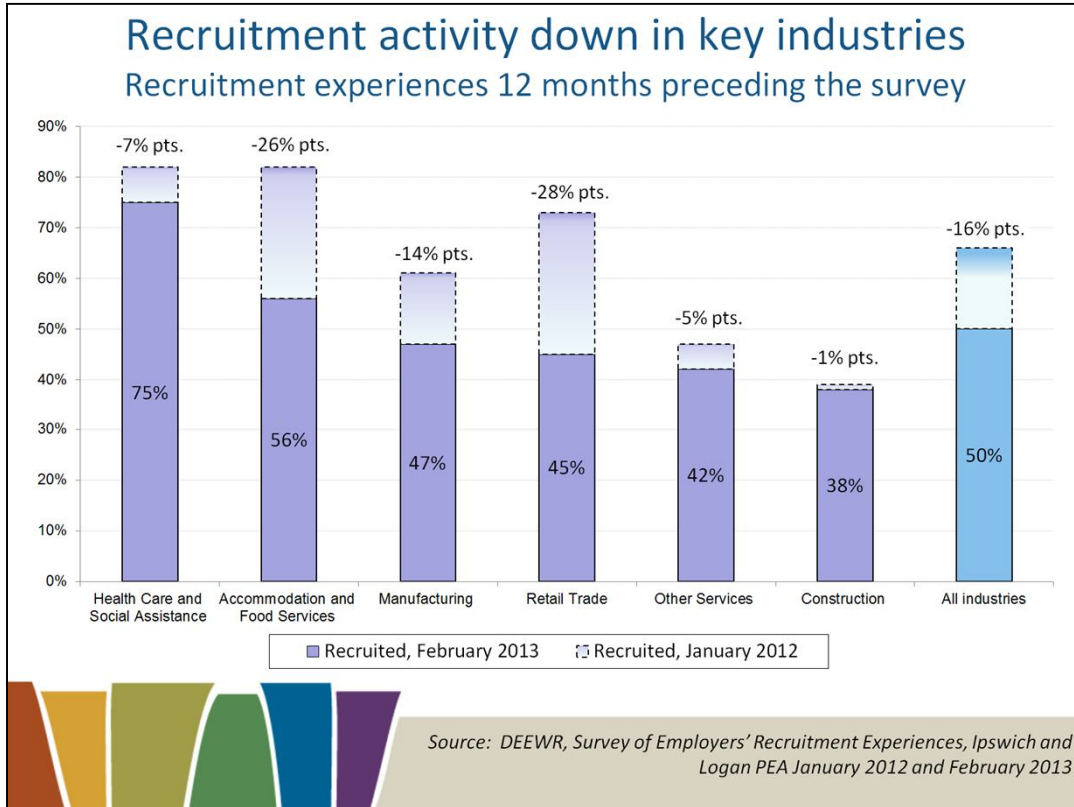
### **Recruitment Activity Softening**

Source: DEEWR, Survey of Employers' Recruitment Experiences, Ipswich-Logan PEA January 2012 and February 2013, all regions surveyed 12 months to March 2013

Survey results for the Ipswich-Logan PEA suggest a softening in labour demand between January 2012 and February 2013

- The proportion of employers who recruited decreased from 66 per cent to 50 per cent
- Recruitment activity had softened in both the Ipswich and Logan LGAs.
- Proportion of unfilled vacancies and employers reporting recruitment difficulty both lower

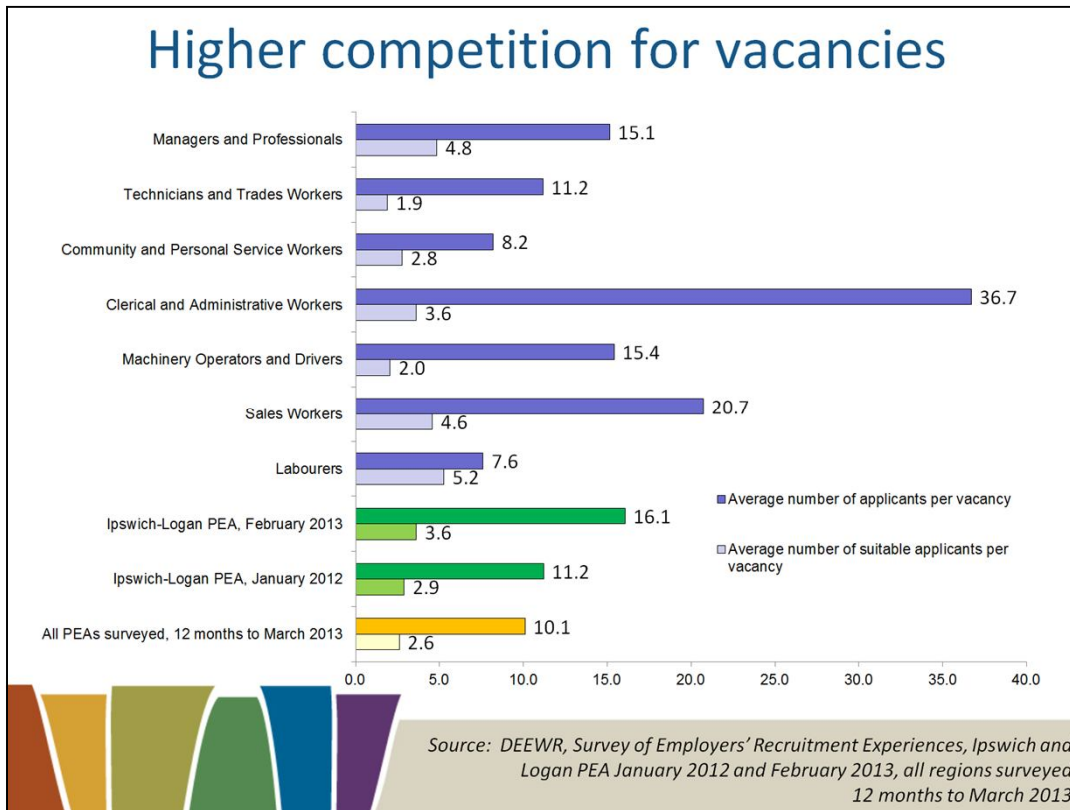
Recruitment activity was also soft compared with the average of all PEAs surveyed in the 12 months to March 2013



**Recruitment activity down in key industries**

Source: DEEWR, Survey of Employers' Recruitment Experiences, Ipswich-Logan PEA January 2012 and February 2013

The proportion of employers who recruited in the 12 months preceding the survey decreased between the January 2012 and February 2013 surveys in a number of key industries within the PEA, even in those where recruitment activity was relatively strong (such as Health Care and Social Assistance and Accommodation and Food Services).



### **Higher competition for vacancies**

*Source: DEEWR, Survey of Employers' Recruitment Experiences, Ipswich-Logan PEA January 2012 and February 2013, all regions surveyed 12 months to March 2013*

Consistent with a softer labour market, competition for vacancies was very high, as indicated by the high average number of applicants per vacancy (16.1). By contrast, the average number of applicants was substantially lower in the January 2012 survey (11.2).

There was a particularly high average number of applicants for Clerical and Administrative Worker (36.7) and Sales Worker (20.7) vacancies. By contrast, the average number of applicants was relatively low for Labourer (7.6) and Community and Personal Service Worker (8.2) vacancies, while employers recruiting for Technician and Trades Worker vacancies reported very few suitable applicants (an average of 1.9).

## Reasons applicants were unsuitable

- Of employers who recruited in the Ipswich-Logan PEA, 59% had at least one unsuitable applicant in their most recent recruitment round
- Reasons for applicant unsuitability included:
  - Insufficient experience to perform job duties (61%)
  - Insufficient qualifications or training to perform job duties (31%)
  - Lack of employability skills and personal characteristics (25%)



Source: DEEWR, Survey of Employers' Recruitment Experiences, Ipswich-Logan PEA February 2013

### **Reasons applicants were unsuitable**

Source: DEEWR, Survey of Employers' Recruitment Experiences, Ipswich-Logan PEA February 2013

- Of employers who recruited in the Ipswich-Logan PEA, 59% had at least one unsuitable applicant in their most recent recruitment round (compared with 54 per cent for all PEAs surveyed in the 12 months to March 2013).
- Reasons for applicant unsuitability included:
  - Insufficient experience to perform job duties (61%)
  - Insufficient qualifications or training to perform job duties (31%)
  - Lack of employability skills and personal characteristics (25%)

## Basic Employability Skills

Most importance placed on:

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

Personal traits and qualities applicants lacked:

- Communication
- Motivation
- Enthusiasm
- Confidence



*Source: DEEWR, Survey of Employers' Recruitment Experiences, all regions surveyed 12 months to December 2010*

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## High-skilled occupations persistently difficult to fill

Bachelor Degree or Higher VET Qualifications	
Chefs*	Motor Mechanics*
Structural Steel and Welding Trades Workers*	Child Carers*
Other occupations	
Housekeepers	Truck Drivers
Waiters	Motor Vehicle and Vehicle Parts Salespersons
Service Station Attendants	

\* Occupation also reported as difficult to fill in the January 2012 survey of the region.

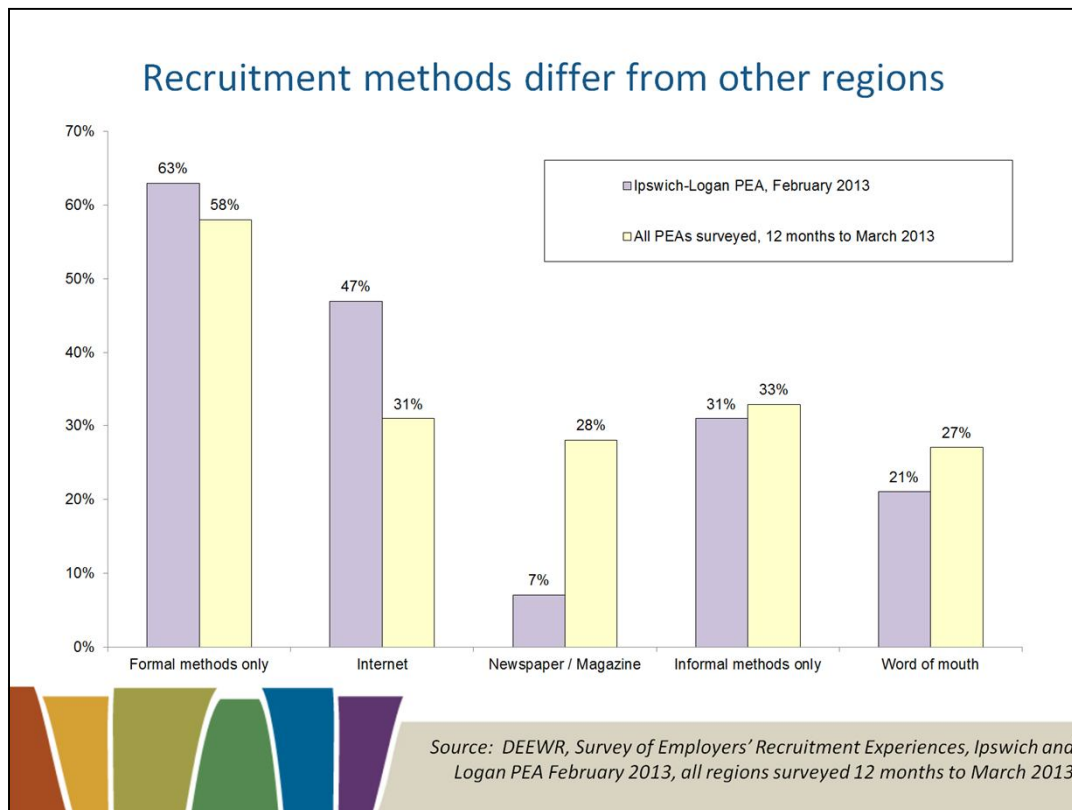


Source: DEEWR, Survey of Employers' Recruitment Experiences, Ipswich and Logan PEA January 2012 and February 2013

### **High-skilled occupations persistently difficult to fill**

Source: DEEWR, Survey of Employers' Recruitment Experiences, Ipswich-Logan PEA January 2012 and February 2013

This slide shows the main occupations that employers in the Ipswich-Logan PEA considered difficult to fill.



**Recruitment methods differ from other regions**

*Source: DEEWR, Survey of Employers' Recruitment Experiences, Ipswich-Logan PEA February 2013, all regions surveyed 12 months to March 2013*

While the proportion of employers who recruited using formal methods only in the Ipswich-Logan PEA (63 per cent) is slightly higher compared with all other PEAs surveyed (58 per cent), the proportion who use internet (47 per cent) is substantially higher, and the proportion who use newspapers/magazines (7 per cent) was substantially lower.

The proportion of employers who used informal methods only (31 per cent) was slightly lower compared with all PEAs surveyed (33 per cent), but had increased from 23 per cent since the PEA was last surveyed in January 2012.

## Recruitment Outlook Subdued for the 12 months following the survey

	Expects to recruit	Will increase staff numbers
<b>Ipswich-Logan PEA 2013</b>	<b>39%</b>	<b>19%</b>
<b>Change since January 2012</b>	-16% pts. ↓	-8% pts. ↓
<b>All PEAs surveyed, 12 months to March 2013</b>	<b>43%</b>	<b>29%</b>

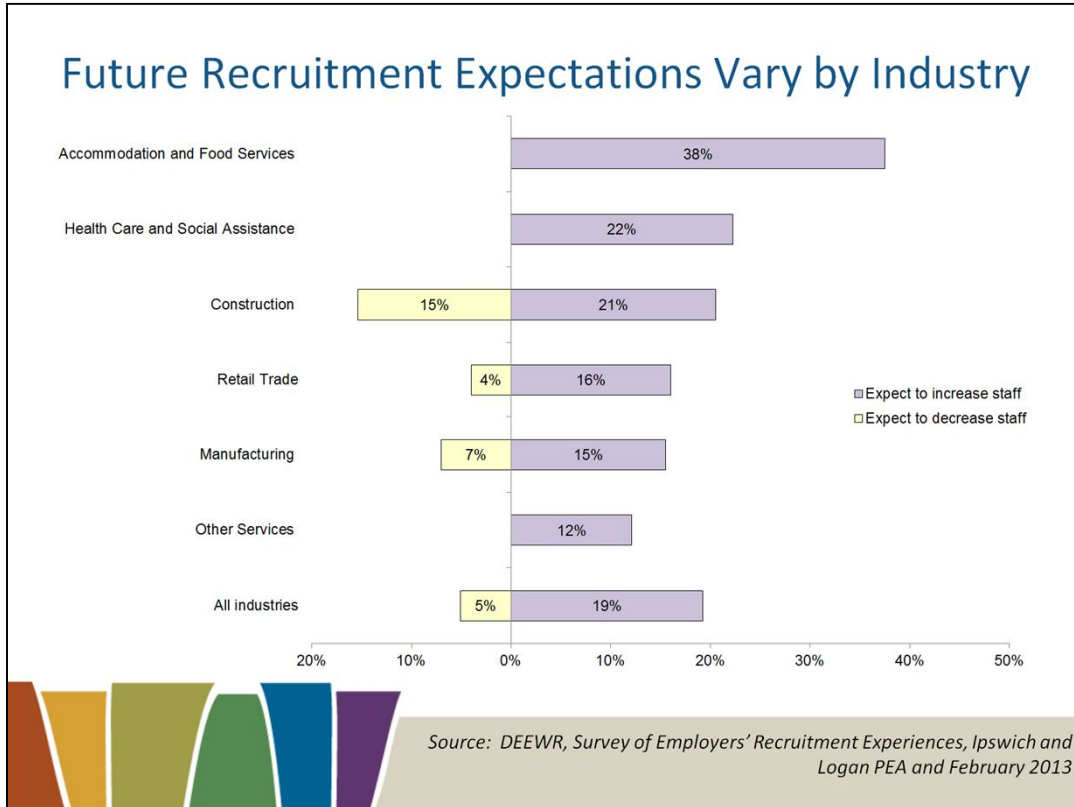


*Source: DEEWR, Survey of Employers' Recruitment Experiences, Ipswich and Logan PEA January 2012 and February 2013, all regions surveyed 12 months to March 2013*

### **Recruitment Outlook Subdued**

*Source: DEEWR, Survey of Employers' Recruitment Experiences, Ipswich-Logan PEA January 2012 and February 2013, all regions surveyed 12 months to March 2013*

The proportion of employers who expected to recruit in the year following the survey decreased from 55 per cent in January 2012 to 39 per cent in February 2013. Likewise, the proportion of employers who expected to increase staff numbers decreased from 27 per cent to 19 per cent.



**Future Recruitment Expectations Vary by Industry**

*Source: DEEWR, Survey of Employers' Recruitment Experiences, Ipswich-Logan PEA January 2012 and February 2013*

Employers in the Accommodation and Food Services and Health Care and Social Assistance industries had the most positive recruitment expectations for the 12 months following the survey, with 38 per cent and 22 per cent of employers respectively expecting to increase staff numbers.

Recruitment expectations among employers in the Construction industry were mixed, with 21 per cent looking to increase staff numbers and 15 per cent expecting to decrease staff numbers.

Recruitment expectations were lower in the Manufacturing industry, with only 15 per cent expecting to increase staff numbers and 7 per cent expecting to decrease.

## Conclusion

- Labour market conditions are mixed, but generally soft across the PEA
  - Areas of persistently high unemployment and entrenched disadvantage exist within the Logan LGA
  - While the Ipswich LGA labour market is stronger, there are signs of slowing recruitment activity
- Challenges
  - High unemployment and low labour force participation in some areas
  - Low educational attainment levels
  - Youth disengagement, migrant underutilisation, Indigenous employment
  - Many employers not employing locally – many higher-skilled jobs not filled by locals
- Opportunities exist
  - Strongly growing industries (Health Care and Social Assistance)
  - Strong population growth, particularly in the younger age groups
- Job seekers need to be job ready
  - Education / training; apprenticeships; work experience
  - Language, literacy and numeracy; employability skills
- Collaboration amongst all key stakeholders

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## Further Information

[www.deewr.gov.au/regional-reports-employers-recruitment-experiences](http://www.deewr.gov.au/regional-reports-employers-recruitment-experiences)

[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/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)

[www.deewr.gov.au/news/aussie-jobs](http://www.deewr.gov.au/news/aussie-jobs)



### **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/regional-reports-employers-recruitment-experiences](http://www.deewr.gov.au/regional-reports-employers-recruitment-experiences)

[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/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)

[www.deewr.gov.au/news/aussie-jobs](http://www.deewr.gov.au/news/aussie-jobs)

This presentation will be placed on the regional reports section of the DEEWR website [www.deewr.gov.au/regional-reports-employers-recruitment-experiences](http://www.deewr.gov.au/regional-reports-employers-recruitment-experiences)

Thank you.



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Department of Education, Employment and Workplace Relations

