

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 'Labour Market Conditions in North West/Northern Tasmania and Burnie'. Below the title is a decorative horizontal bar with six colored segments: brown, yellow, olive green, green, blue, and purple. At the bottom, a dark blue gradient box contains the presenter's name and title.

Australian Government  
Department of Education, Employment and Workplace Relations

**Labour Market Conditions in  
North West/Northern Tasmania  
and Burnie**

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**Branch Manager, Labour Market Research and Analysis**

This Presentation includes information from a survey of employers' recruitment experiences, March 2013, receiving more than 500 responses from employers across Tasmania.



The North West and Northern Tasmania Priority Employment Area (PEA) is made of the entire Mersey-Lyell Labour Force Region (LFR) and part of the Northern LFR. Together, the two LFRs provide a good indicator of what is occurring within the PEA.

- *Burnie is a priority LGA.*
- There are 12 Local Government Areas (LGAs) that make up the PEA:

**Mersey-Lyell LFR**

- \*Burnie
- Central Coast
- Circular Head
- Devonport
- Kentish
- Latrobe
- Waratah/Wynyard
- West Coast

**Northern LFR**

- Dorset
- George Town
- Launceston
- West Tamar

**Regional profile**

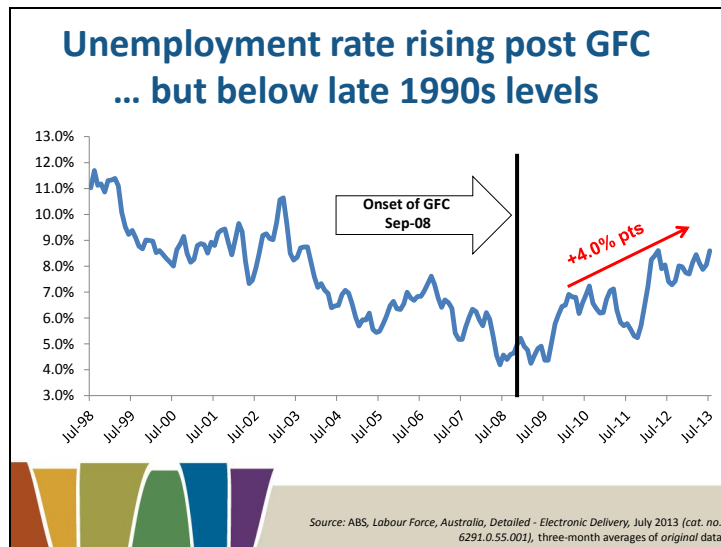
Region	Adult Population 2011	Population Growth 2006-2011	% WAP Indigenous 2011	Median Age 2011
Burnie	16,200	5%	5%	38
<b>NW/N Tasmania PEA</b>	<b>175,300</b>	<b>5%</b>	<b>4%</b>	<b>40</b>
Tasmania	415,700	6%	3%	40
Australia	18,111,500	9%	2%	37

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

### **Profile of the NW/N Tasmania PEA**

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

- The adult population in the Burnie LGA increased by 5 per cent between 2006 - 2011. Population growth for persons aged 15-24 years was 8 per cent.
- Indigenous populations located in:
  - Circular Head (11 per cent)
  - Burnie (5 per cent)



### Rising unemployment

Source: ABS, *Labour Force, Australia, Detailed - Electronic Delivery*, July 2013 (cat. no. 6291.0.55.001), three-month averages of original data

- There has been a 4.0 percentage point increase in the unemployment rate since the onset of the GFC.

### Regional disparity

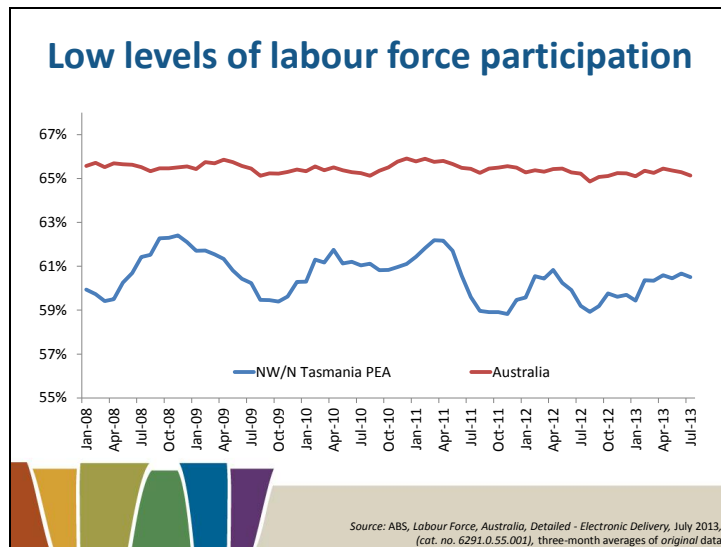
Region	Unemployment Rate
Burnie	10.5%
Launceston	8.0%
Circular Head	5.2%
<b>North West and Northern Tasmania PEA</b>	<b>8.3%</b>
Tasmania	8.2%*
Australia	5.7%*

Source: DEEWR, *Small Area Labour Markets*, June quarter 2013; \*ABS, *Labour Force – Australia*, July 2013 (cat. no. 6202.0), *seasonally adjusted estimates*

**Regional disparity – some areas worse off than others**

*Source: DEEWR, Small Area Labour Markets, June quarter 2013; \*ABS, Labour Force – Australia, July 2013 (cat. no. 6202.0), seasonally adjusted estimates*

Unemployment rates vary considerably across the PEA.



**Low levels of labour force participation**

Source: ABS, Labour Force, Australia, Detailed - Electronic Delivery, July 2013 (cat. no. 6291.0.55.001), three-month averages of original data

The labour market participation rate in the NW/N Tasmania PEA has been consistently lower compared with Australia.

**Fewer full-time and lower skilled jobs**

	July 2013 (‘000)	5 year change NW/N Tasmania (%)	5 year change Tasmania (%)
Total Employment	116.0	-2.0%	-2.6%
Full-Time Employment	72 .1	-11.2%	-10.9%
Part-Time Employment	43.9	18.2 %	15.7%
<i>Higher Skilled Occupations</i>	54.9	8.4%	1.9%
<i>Lower Skilled Occupations</i>	60.5	-4.0%	-0.7%

Source: ABS, Labour Force - Australia, Detailed - Electronic Delivery, July 2013, (cat. no. 6291.0.55.001), three-month averages of original data; ABS, Labour Force – Australia, Detailed, Quarterly, May 2013, (cat. no. 6291.0.55.003), four-quarter averages of original data

**Rise in part-time employment**

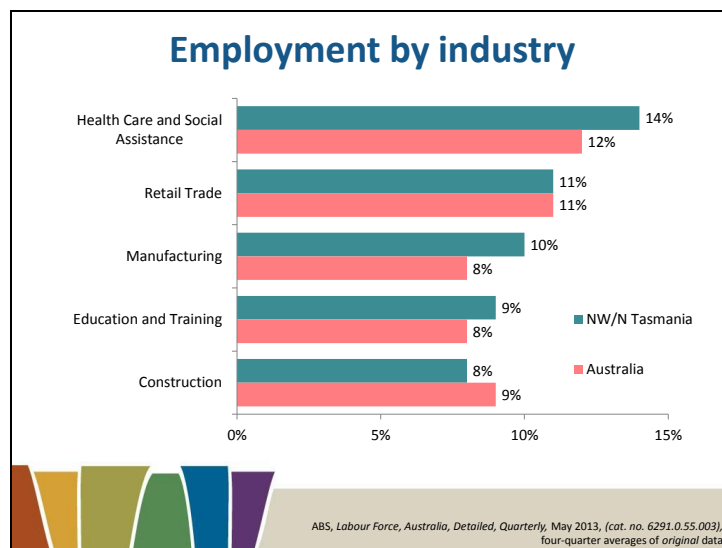
Source: ABS, Labour Force, Australia, Detailed - Electronic Delivery, July 2013 (cat. no. 6291.0.55.001), three-month averages of original data; ABS, Labour Force – Australia, Detailed, Quarterly, May 2013 (cat. no. 6291.0.55.003), four-quarter averages of original data

\*Higher skilled occupations made up of: Managers, Professionals and Technicians and Trades Workers.

\*Lower skilled occupations made up of: Community and Personal Service Workers, Clerical and Administrative Workers, Sales Workers, Machinery Operators and Drivers and Labourers.

This table highlights the large decline in full-time employment in the PEA. Suggesting underemployment is likely to be an issue in the region.

This table also shows that there has been a decline in employment in lower skilled occupation, further increasing the challenges to job seekers with lower levels of education.

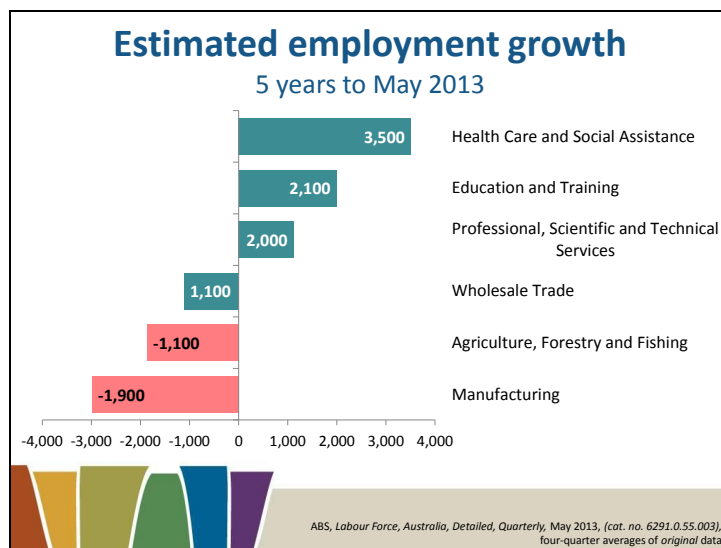


**Employment by industry**

ABS, Labour Force, Australia, Detailed, Quarterly, May 2013 (cat. no. 6291.0.55.003), four-quarter averages of original data

Health Care and Social Assistance is the largest employing industry in both Australia and in the PEA.





**Employment growth by industry over five years**

ABS, Labour Force, Australia, Detailed, Quarterly, May 2013 (cat. no. 6291.0.55.003), four-quarter averages of original data

- Employment in Health Care and Social Assistance grew by 21 per cent (or 3,500 people) across the PEA, in the last five years.

<b>Long-term unemployment</b>			
Region	Long-term unemployed (52 weeks or more)		Average duration of unemployment (weeks)
	Persons	Incidence	
North West/Northern Tasmania PEA	2400	23%	46
Tasmania	4500	24%	47
Australia	125,900	19%	37

Source: ABS, Labour Force, Australia, Detailed - Electronic Delivery, July 2013 (cat. no. 6291.0.55.001), 12-month averages of original data

**Long-term unemployment**

Source: ABS, Labour Force - Australia, Detailed - Electronic Delivery, July 2013 (cat. no. 6291.0.55.001), 12-month averages of original data

- As at July 2013, nearly one in four (23 per cent) unemployed people were long-term unemployed, which was higher than the national average.
- The average duration of unemployment, at 46 weeks, was also higher than the national average (of 37 weeks).
- Across Tasmania, the average duration of unemployment for persons aged 45 and older is 63 weeks.

### High rates of income support

Region	% Working age population (15-64) receiving		
	Centrelink Allowance	Unemployment Allowance	Disability Support Allowance
Burnie	29%	10%	10%
Devonport	28%	9%	10%
Kentish	29%	9%	10%
<b>NW/N Tasmania PEA</b>	<b>25%</b>	<b>9%</b>	<b>8%</b>
Tasmania	24%	8%	8%
Australia	17%	5%	5%

Source: DEEWR, Administrative Data, June quarter 2013; ABS, Population Estimates by Age and Sex, Regions of Australia, 2011


**High rates of income support in some areas**

Source: DEEWR, Administrative Data, June quarter 2013; ABS, Population Estimates by Age and Sex, Regions of Australia, 2011

### Jobless Families

with children under 15

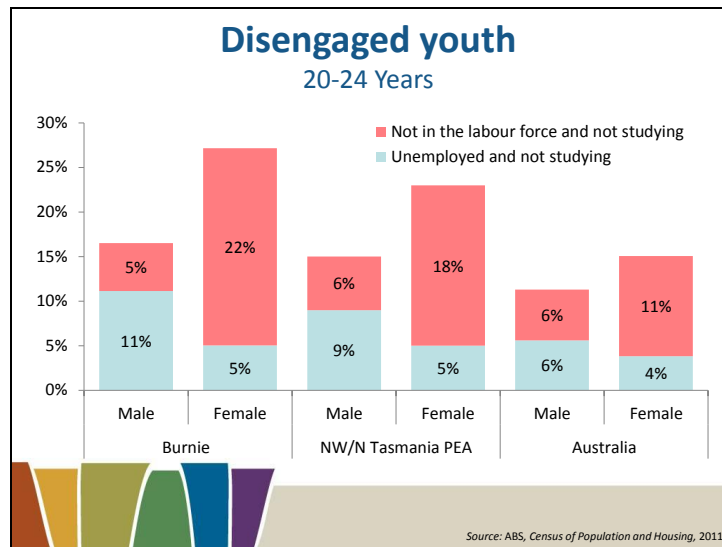
Region	Number of jobless families	Proportion of all families who are jobless
Burnie	500	25%
Launceston	1300	21%
<b>NW/N Tasmania PEA</b>	<b>4100</b>	<b>20%</b>
Tasmania	8900	18%
Australia	294,900	14%



Source: ABS, Census of Population and Housing, 2011

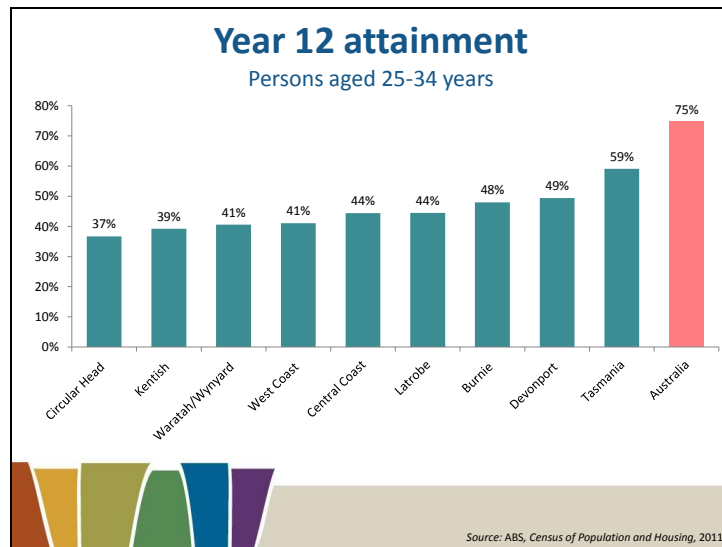
**Jobless families**

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



**Disengaged youth - 20-24 years**

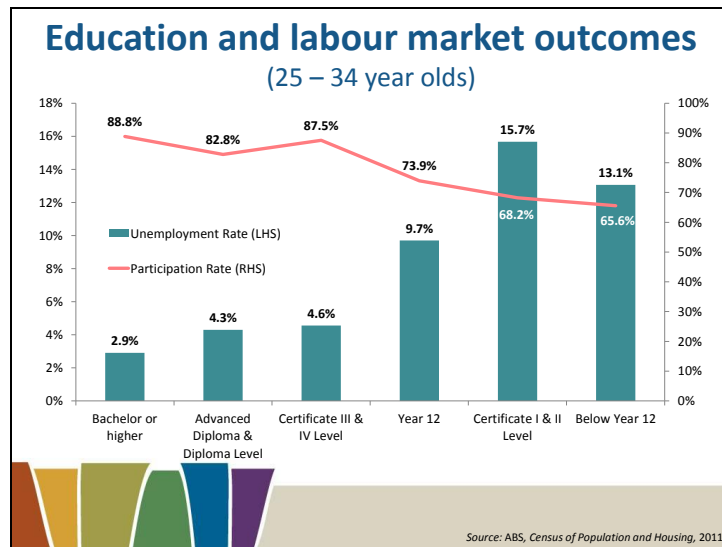
*Source: ABS, Census of Population and Housing, 2011*



**Levels of educational attainment, persons aged 25-34 years**

Source: ABS, Census of Population and Housing, 2011

Year 12 attainment varies considerably across the region.



**Education and labour market outcomes**

Source: ABS, Census of Population and Housing, 2011

**Survey results**  
Recruitment experiences in the 12 months preceding the survey

	Burnie		North West/Northern Tasmania PEA	
	2013	2011	2013	2011
Employers who recruited ↓	58%	81%	62%	69%
Vacancies per 100 staff ↓	16	18	16	20
Vacancies unfilled ↓	5.8%	11.1%	2.9%	4.9%
Experienced difficulty ↓	44%	67%	44%	62%

Source: DEEWR, Survey of Employers' Recruitment Experiences, March 2013

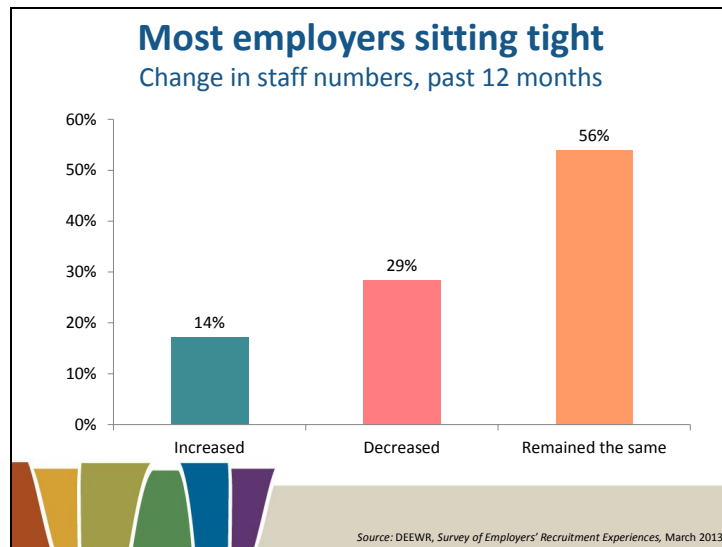
**Survey results**

Source: DEEWR, Survey of Employers' Recruitment Experiences, March 2013 and 2011

Employer survey results suggest that overall recruitment conditions in the NW/N Tasmania PEA may have deteriorated since 2011.

- Indicators of recruitment activity have softened since 2011, with fewer employers recruiting and annual vacancies per 100 staff decreasing slightly.
- Employers were less likely to say that recruitment was 'difficult' than was the case in 2011.

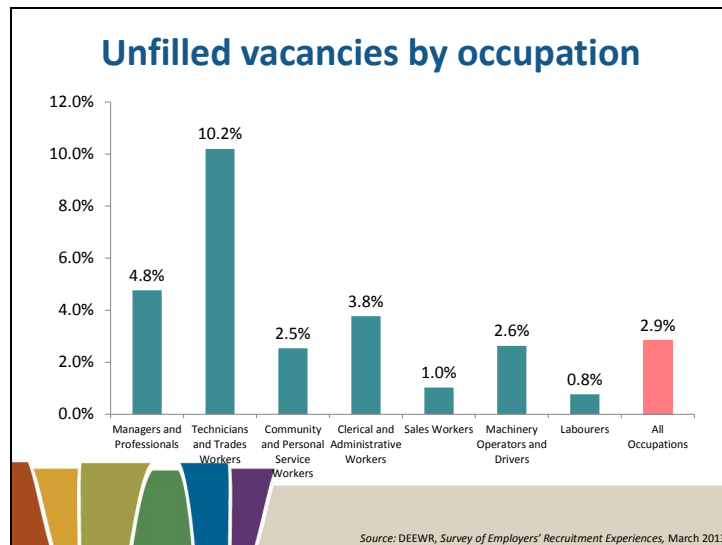




**Most employers sitting tight - change in staff numbers, past 12 months**

Source: DEEWR, Survey of Employers' Recruitment Experiences, March 2013

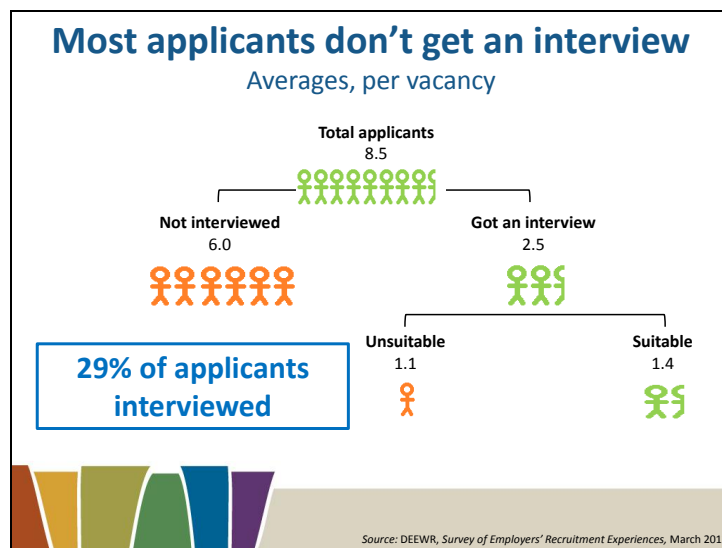
- 70 per cent of employers either increased staff numbers or kept them the same in the 12 months to March 2013.



**Unfilled vacancies by occupation**

Source: DEEWR, Survey of Employers' Recruitment Experiences, March 2013

- 2.9 per cent of employers' most recent vacancies remained unfilled.
- However, more than 10 per cent of recent vacancies for Technicians and Trades Workers remained unfilled at the time of the survey.

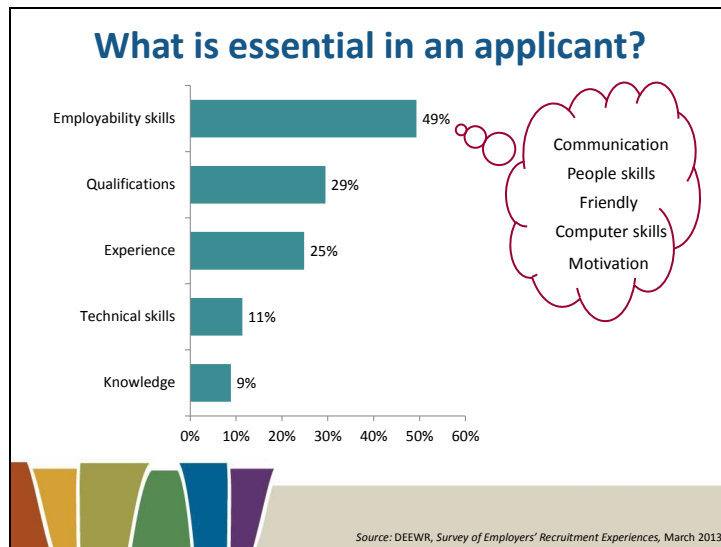


### Applicants and suitability

Source: DEEWR, Survey of Employers' Recruitment Experiences, March 2013

This diagram breaks down the number and suitability of applicants in employers' most recent recruitment round.

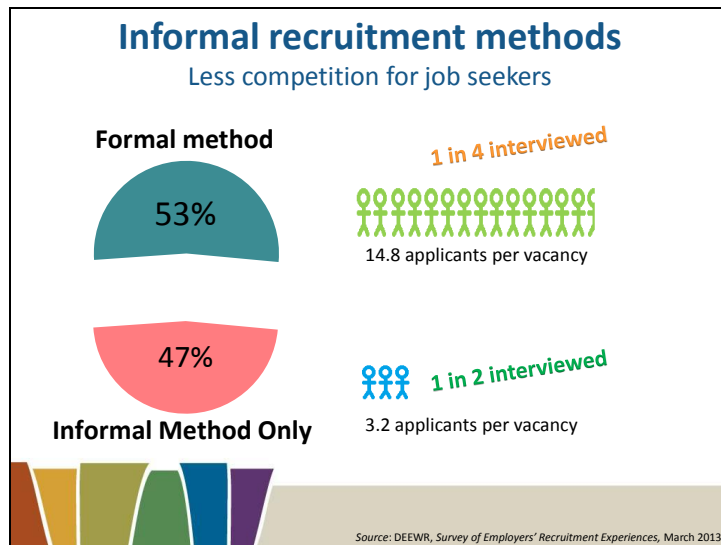
- There was an average of 8.5 applicants per vacancy
  - With 6 not interviewed
  - Of the 2.5 average applicants who were interviewed more than half were considered to be suitable for the job.



#### **Basic employability skills**

Source: DEEWR, Survey of Employers' Recruitment Experiences, March 2013

Employers were asked whether there were any skills or personal qualities essential in an applicant. Some 49 per cent of responding employers said that some form of employability skill, such as communication, people skills or motivation, was essential for an applicant to be successful.




**Competition for vacancies by method of recruitment**

Source: DEEWR, Survey of Employers' Recruitment Experiences, March 2013

Almost half of employers used informal methods only to fill vacancies in their most recent recruitment round.

Informal methods include using worked of mouth, putting a sign in the window and considering applicants who asked them if they had any job vacancies.

*Chefs	*Registered Nurses
Early Childhood (Pre-Primary School) Teachers	Generalist Medical Practitioners
*Metal Fitters and Machinists	Architectural, Building and Surveying Technicians
*Bar Attendants and Baristas	Café Workers
Child Carers	*Truck Drivers



Source: DEEWR, Survey of Employers' Recruitment Experiences, March 2013

**Occupations difficult to fill**

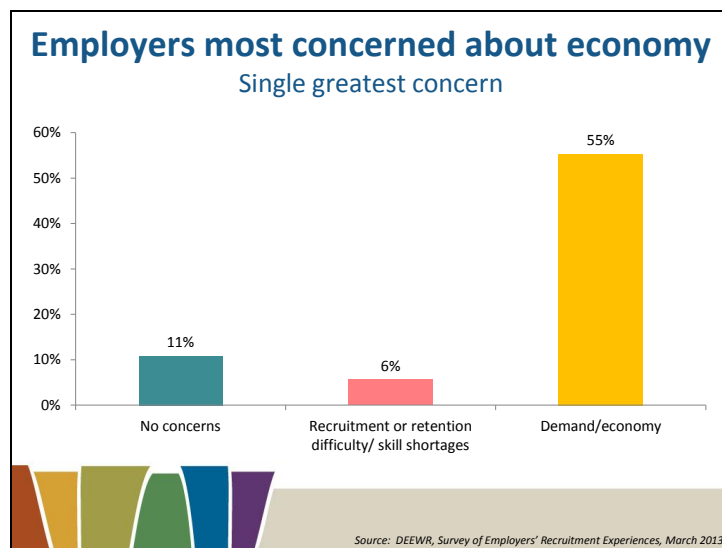
Source: DEEWR, *Survey of Employers' Recruitment Experiences*, March 2013

\*Occupations that surveyed employers also said were commonly difficult to fill in 2011.



**Subdued recruitment expectations**

Source: DEEWR, Survey of Employers' Recruitment Experiences, March 2013



**Greatest future concern for 12 months following the survey**


Source: DEEWR, Survey of Employers' Recruitment Experiences, March 2013

- Employers in the NW/N Tasmania PEA were most commonly concerned with demand for their products/services or the economy (55 per cent of employers listed this as their greatest concern for the 12 months following the survey).



**Conclusion**

- Labour market conditions soft across the PEA
  - High unemployment, low labour force participation and decline in full-time jobs
  - Persistently high unemployment in Burnie
- Challenges
  - Low educational attainment levels; youth disengagement; jobless families; long-term unemployment
- Opportunities exist
  - Strongly growing industries (Health Care and Social Assistance) and ageing workforce
  - Broad range of occupations difficult to fill
  - Vacancies still being advertised
- Job seekers need to be job ready
  - Apprenticeships and work experience; education and training; employability skills.
- Collaboration amongst all key stakeholders



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- Collaboration amongst all key stakeholders

**Further Information**

- [www.deewr.gov.au/regionalreports](http://www.deewr.gov.au/regionalreports)
- [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.joboutlook.gov.au](http://www.joboutlook.gov.au)
- [www.deewr.gov.au/news/aussie-jobs-publication-highlights-employment-growth](http://www.deewr.gov.au/news/aussie-jobs-publication-highlights-employment-growth)



**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/RegionalReports](http://www.deewr.gov.au/RegionalReports)
- [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.joboutlook.gov.au](http://www.joboutlook.gov.au)

Thank you.

