

Slide 1 Labour market conditions in the West and North West region



Australian Government
Department of Employment

Labour market conditions in the West and North West region

30th November 2016

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Branch Manager

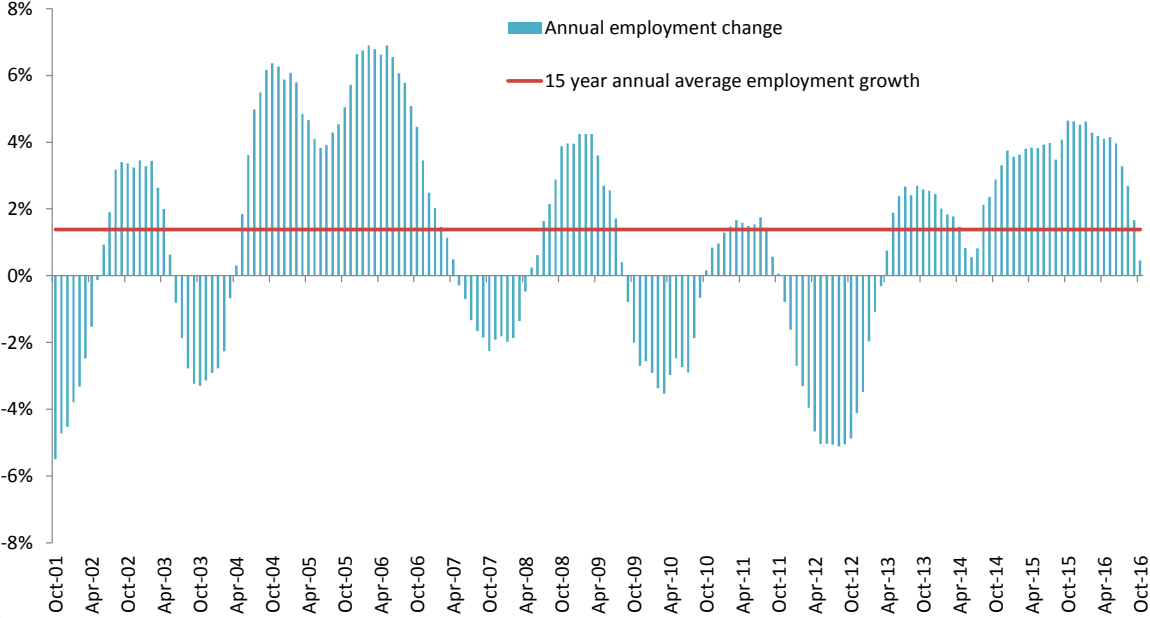
Labour Market Research and Analysis

www.employment.gov.au

Slide 2 Strong recent employment growth

Strong recent employment growth

Annual employment change, West and North West



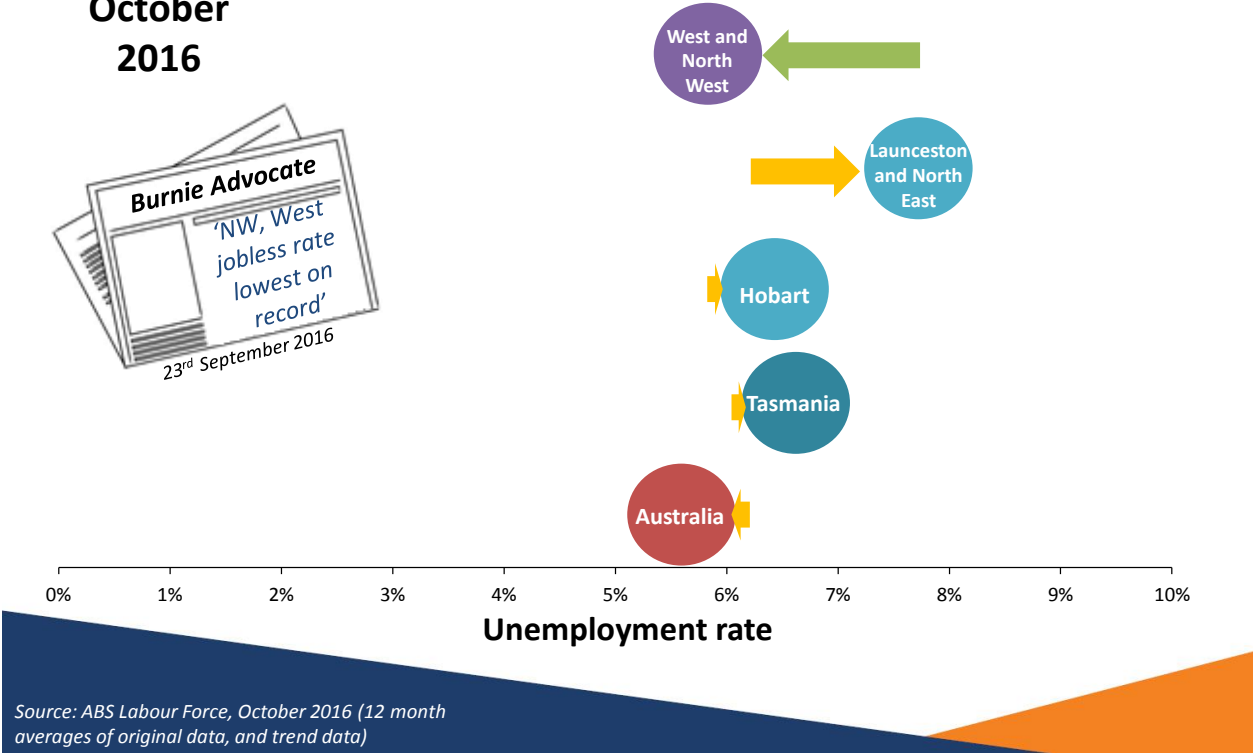
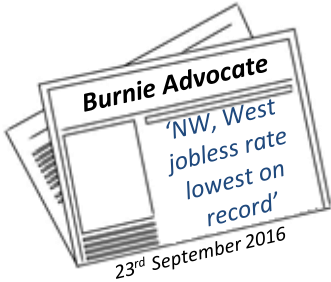
Source: ABS Labour Force, October 2016 (12 month averages of original data, and trend Australian data)

Slide 3 How does West and North West compare?

How does West and North West compare?

SA4s, October 2015-2016

October 2016



Slide 4 There is regional variability

There is regional variability Unemployment rates by LGA

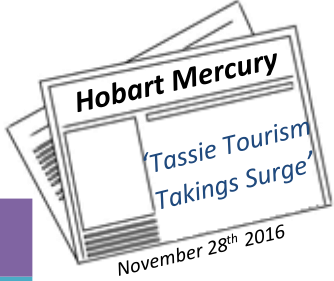
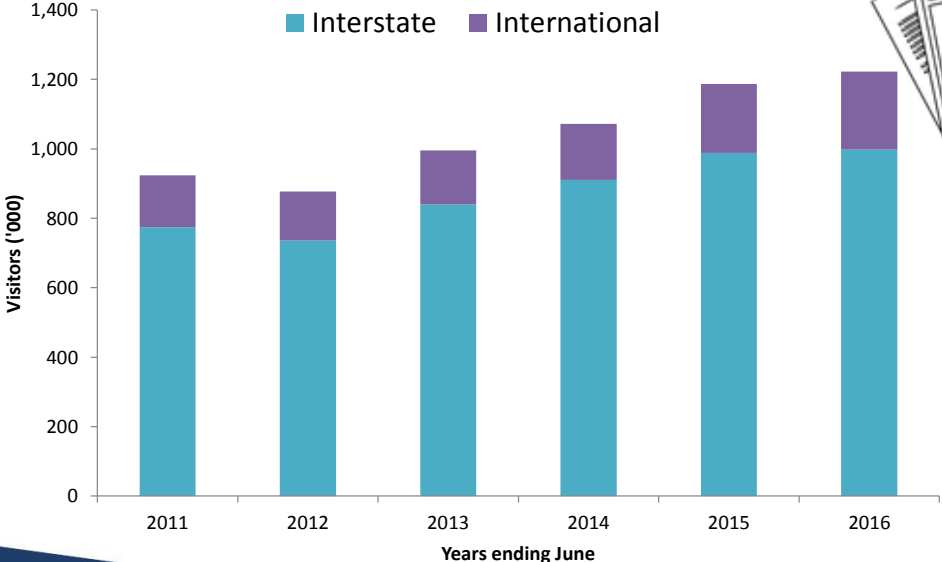
	2015 (%)	2016 (%)
West Coast	10.1	8.7
Burnie	9.9	7.4
Devonport	9.5	7.4
Kentish	7.7	5.9
Waratah/Wynyard	7.1	5.4
Central Coast	6.7	5.3
Latrobe	5.2	4.4
Circular Head	5.0	4.1

Source: Department of Employment, Small Area Labour Market data, June 2016

Slide 5 There are emerging opportunities in the tourism sector...

There are emerging opportunities...

Visitors ('000) to Tasmania



Source: Tourism Tasmania, Tasmanian Tourism Snapshots 2011-2016

Slide 6 With many businesses growing

...with some businesses growing...

West and North West, 2016

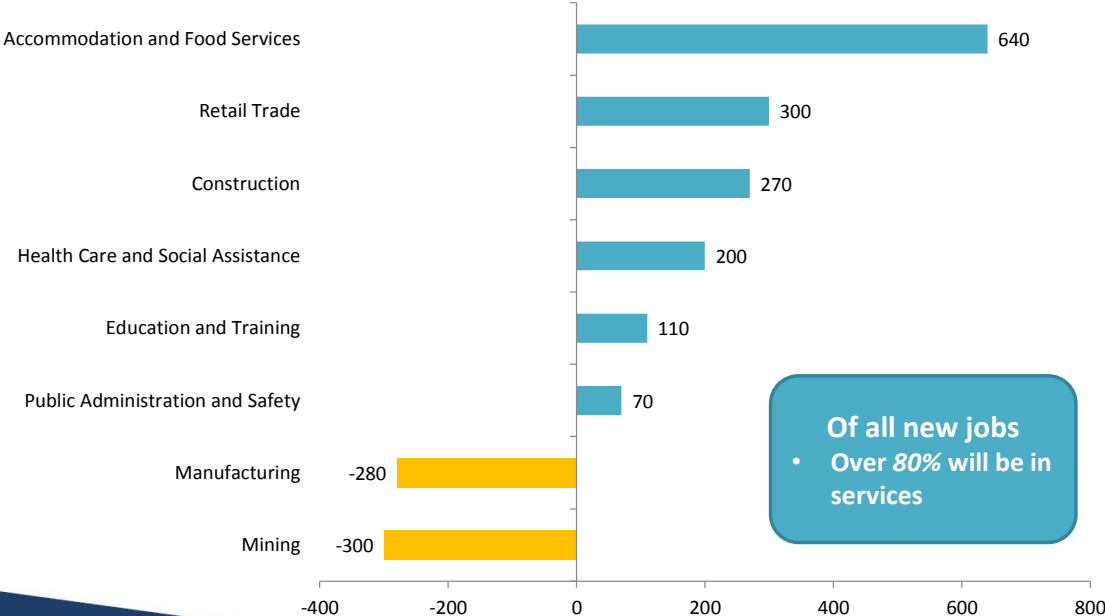


Source: Department of Employment, Survey of Employers' Recruitment Experiences, 2016

Slide 7 Jobs growth will be strong – especially in the services sector

...and jobs growth will be strong, particularly in the services sector

West and North West, employment projections to 2020

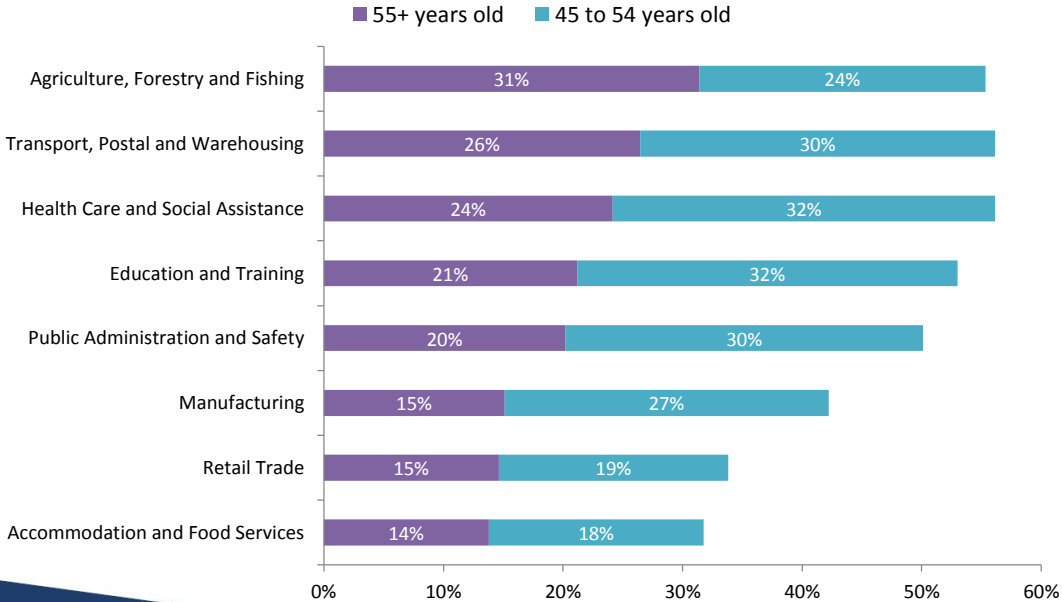


Source: Department of Employment, Industry Employment Projections, five years to November 2020

Slide 8 Several industries have an older workforce

Several industries have an older workforce

West and North West, 2011



Source: ABS Census of Population and Housing, 2011

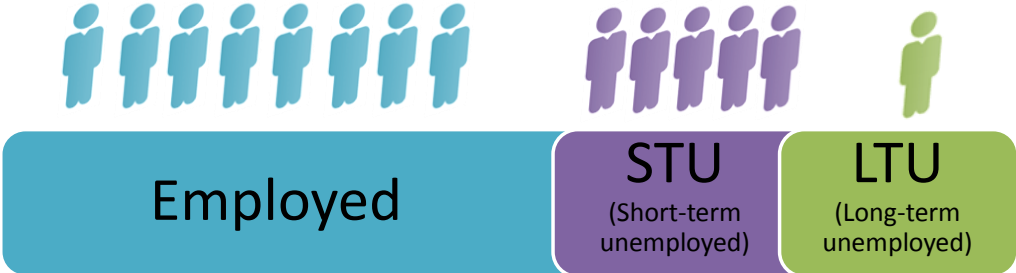
Slide 9 Especially as employers have many applicants to select from

Currently most applicants are screened out

Internet and newspaper advertisements only, West and North West, 2016

Employers may be faced with a group of applicants similar to this:

On average
14
applicants per
vacancy



Only 2 applicants are interviewed...

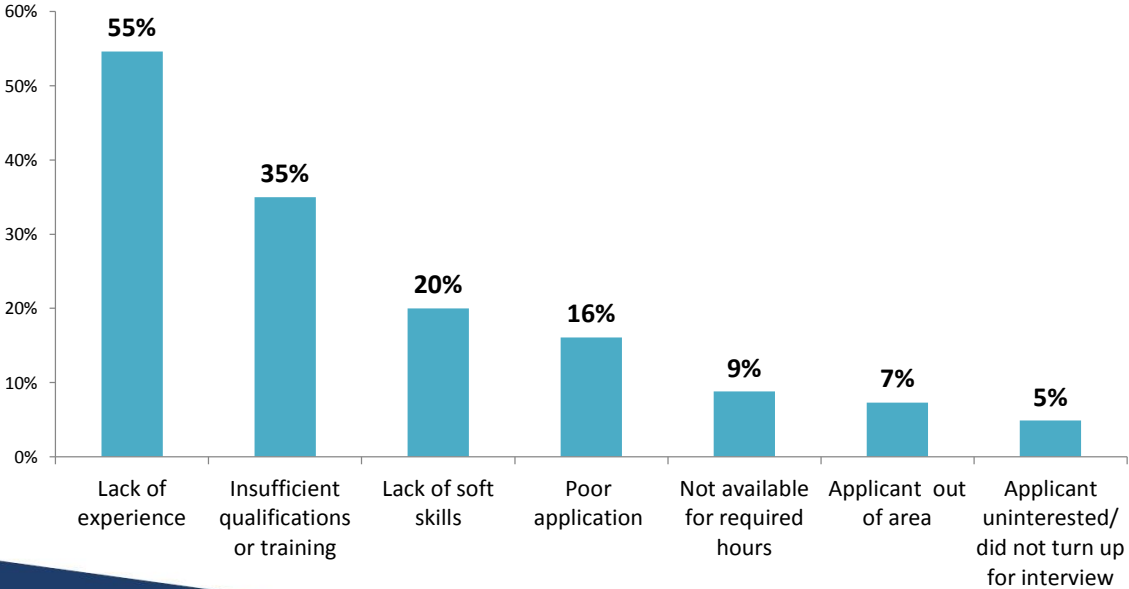
*Breakdown of applicant numbers are estimated proportions using ABS Labour Force, and ABS Participation, Job Search, and Mobility survey data

Source: Department of Employment, Survey of Employers' Recruitment Experiences, 2016

Slide 10 Inexperienced jobseekers are usually not interviewed

...and inexperienced job seekers are usually not interviewed

Reasons applicants not interviewed, Tasmania, 2015

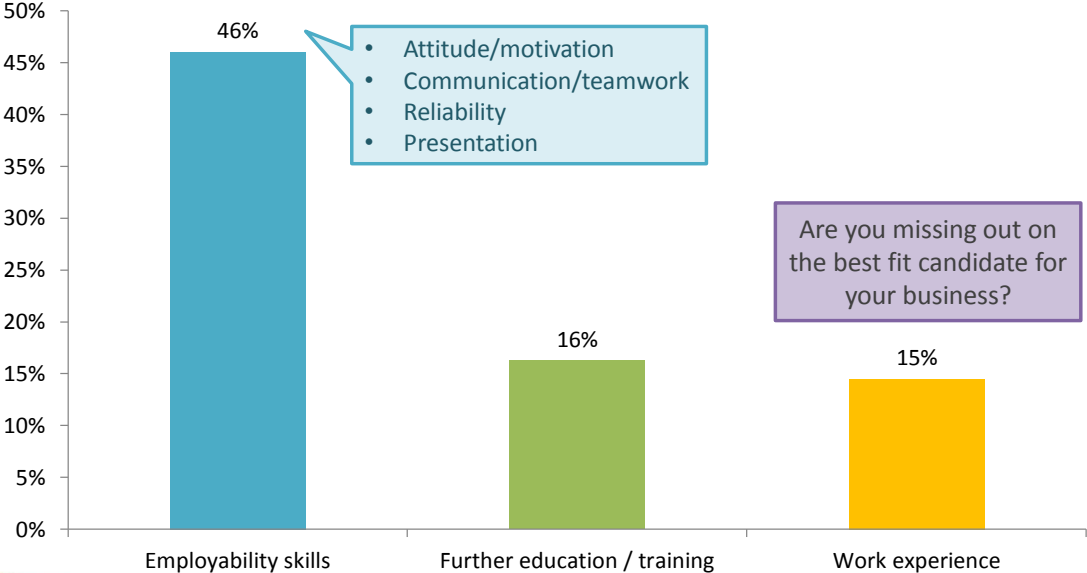


Source: Department of Employment, Survey of Employers' Recruitment Experiences, 2015

Slide 11 For young job seekers however, soft skills are essential

For young job seekers soft skills are essential...

What employers are looking for in young job seekers, Tasmania

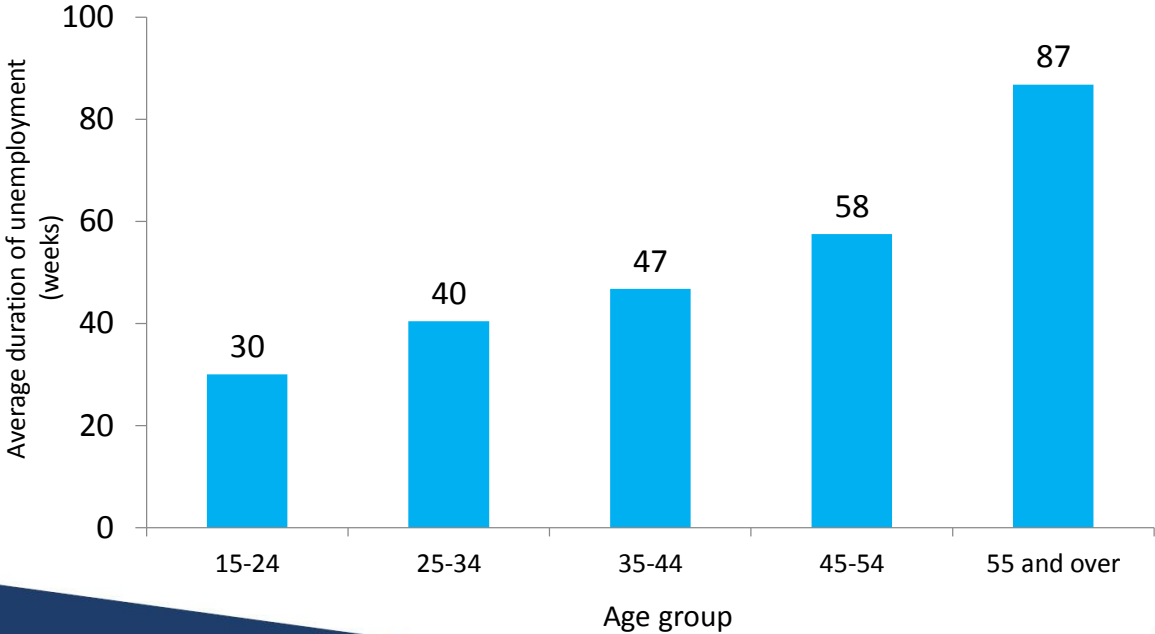


Source: Department of Employment, Survey of Employers' Recruitment Experiences, June 2015

Slide 12 Older job seekers can take a long time to find work

Older job seekers can take a long time to find work

Duration of unemployment by age, Australia



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

Slide 13 Don't ignore mature age job seekers

Don't ignore mature age job seekers

Transferrable skills and experience

Reliable with strong work ethic

More likely to 'stick around'

Often same age as your client base

Slide 14 Don't ignore local job seekers

Give local job seekers a chance

Good for the region

Lower turnover

Work experience

On the job training

Skills development



Slide 15 What does this mean for you?

What does this mean for you?

There are emerging opportunities

Conditions have been improving and strong jobs growth projected in services sector

There will be workforce challenges

Ageing workforce in some industries

High turnover projected in lower skilled occupations

Start planning now

Consider future workforce needs

Take advantage of untapped labour supply and consider offering work experience

Less obvious choices might be a better fit and grow with your business



Slide 16 Any questions?

Any questions?

