

Slide 1



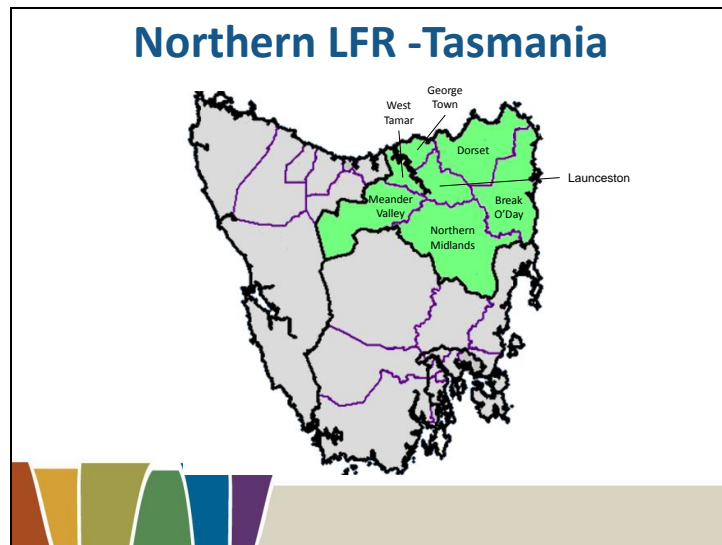
The slide features the Australian Government logo at the top center, with the text "Australian Government" and "Department of Education, Employment and Workplace Relations" below it. The main title "Labour Market Conditions in Northern Tasmania" is centered in a large, bold, blue font. Below the title is a horizontal bar composed of 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 in white text.

Australian Government
Department of Education, Employment and Workplace Relations

Labour Market Conditions in Northern Tasmania

Presenter: Ivan Neville
Branch Manager, Labour Research and Analysis

Survey of Employers' Recruitment Experiences, in the Northern LFR of Tasmania. This area was surveyed as part of a Tasmania-wide survey, in March 2013.



The Northern Labour Force Region (LFR) encompasses seven Local Government areas (LGAs) in the North Eastern part of Tasmania. Some of the Northern LFR and the entire Mersey-Lyell LFR encompassing eight LGAs make up the North West/Northern Priority Employment Area (PEA).

Northern LFR (7 LGAS)

- Dorset
- George Town
- Launceston
- West Tamar

These LGAs are in the Northern LFR but not in the NW/N Tasmania PEA

- Northern Midlands
- Break O Day
- Meander Valley

Myersey-Lyell LFR


***Burnie (Better Future Local Solutions- Priority Local Government Area)**

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

Population profile

Region	Adult population 2011	Population growth 2006 – 2011	Unemployment rate
Launceston	55,000	5%	8.0%*
Northern LFR	116,900	5%	7.4%
Tasmania	415,700	6%	8.2%
Australia	18,111,500	9%	5.7%

*Source: DEEWR Small Area Labour Markets, June Quarter 2013



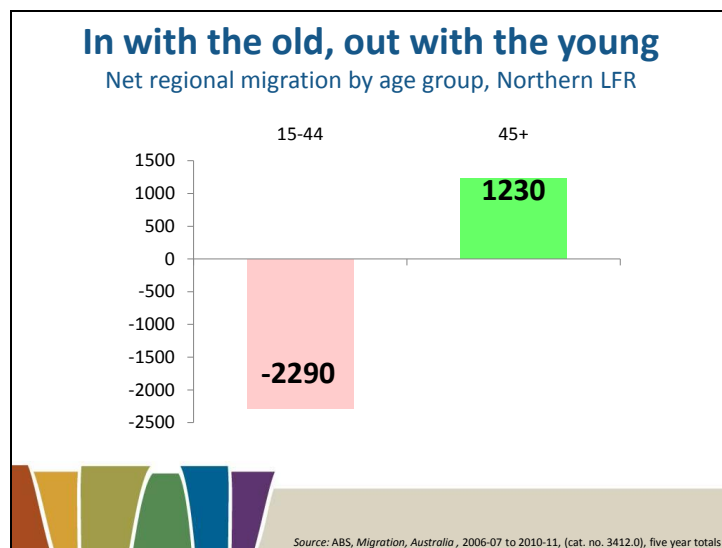
Source: ABS Population Estimates by Age and Sex, Regions of Australia, 2006 and 2011; *ABS, Labour Force – Australia, July 2013 (cat. no. 6202.0), seasonally adjusted estimates

Population Profile of the Northern Labour Force Region (LFR)

Source: ABS, Population Estimates by Age and Sex, 2006 and 2011 and

**ABS, Labour Force – Australia, July 2013 (cat. no. 6202.0), seasonally adjusted estimates*

- Launceston has the largest adult population in the Northern LFR, comprising almost half of its total adult population.

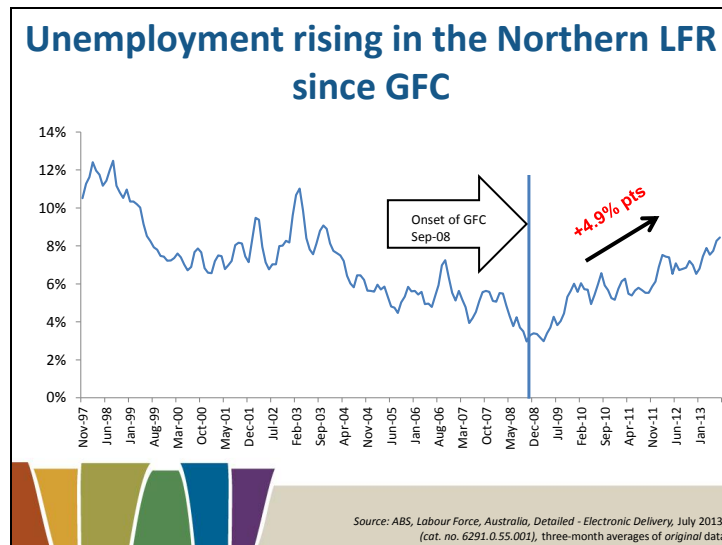


In with the old, out with the young- Net regional migration by age group, Northern LFR

Source: ABS, Migration, Australia, 2006-07 to 2010-11, (cat. no. 3412.0), five year totals

Younger people are leaving the Northern LFR and are being replaced with people aged 45 years and over.

- 2290 people aged 15-44 years left the Northern LFR over the last five years
- 1230 people aged 45 years and older moved to the Northern LFR




Rising Unemployment

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

- The unemployment rate of the Northern LFR has increased by 4.9 percentage points since the onset of the GFC.

...yet regional variability

Local Government Area	Unemployment Rate
Dorset	7.5%
George Town	11.2%
Launceston	8.0%
West Tamar	6.3%
Break O'Day	10.3%
Meander Valley	6.1%
Northern Midlands	5.5%
Australia	5.7%*

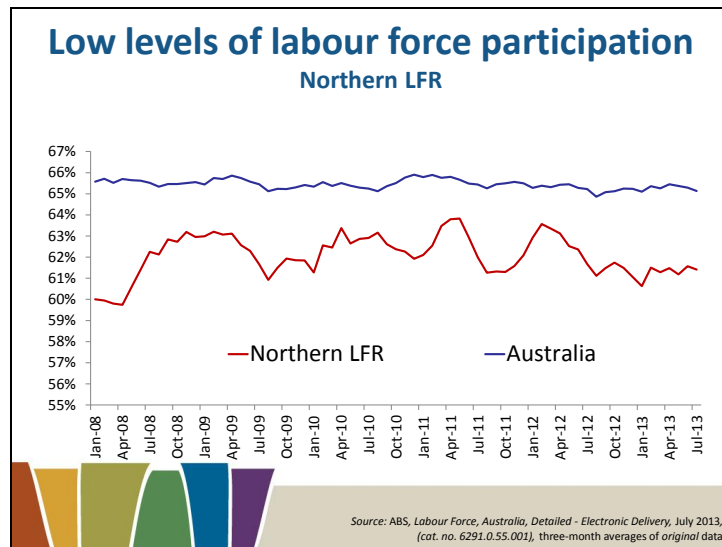


Source: DEEWR, *Small Area Labour Markets*, June quarter 2013;
ABS, *Labour Force – Australia*, July 2013 (cat. no. 6202.0), seasonally adjusted estimates

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

This table shows that there is some regional variation in the unemployment rate in the Northern LFR



Low levels of labour force participation – Northern LFR

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

Fewer full-time jobs
Northern LFR

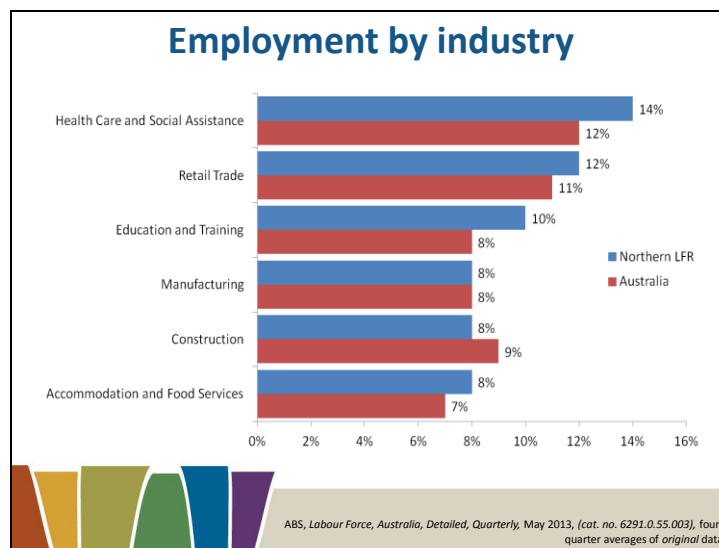
	Northern LFR 5 year change (%)	Tasmania 5 year change (%)
Total Employment	-2.0 %	-2.6%
Full-Time Employment	-12.5%	-10.9%
Part-Time Employment	19.4 %	15.7%

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

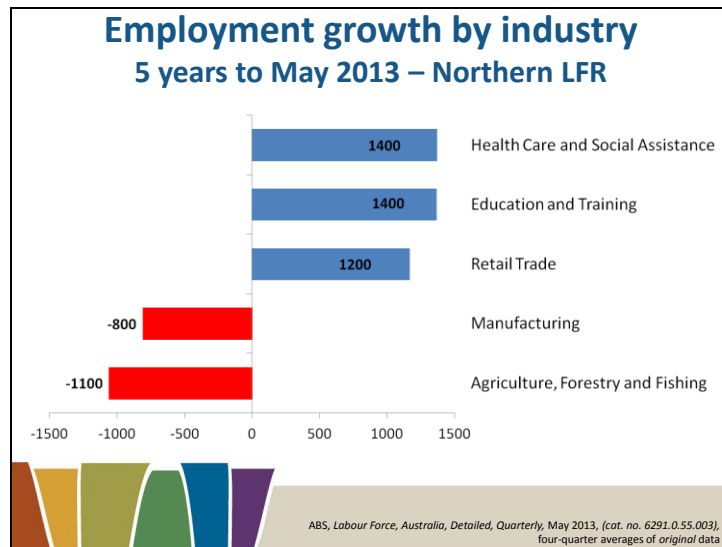
This table shows that full-time employment has declined significantly in the past five years while part-time employment has increased considerably over the period.



Employment by Industry

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

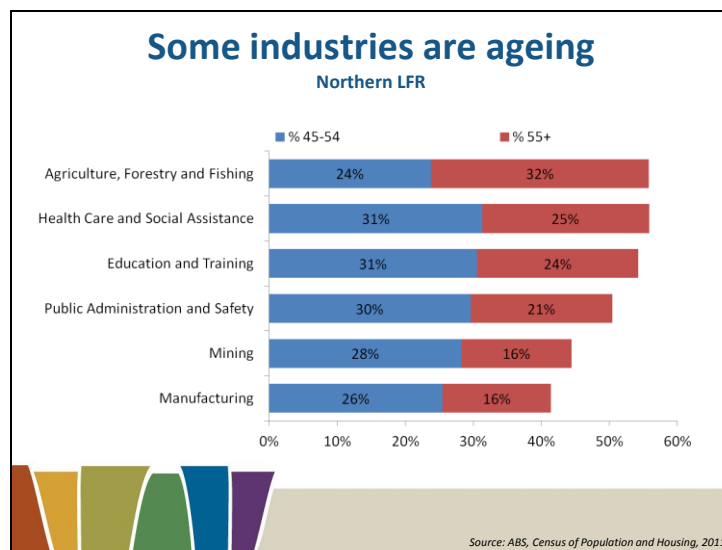
The Health Care and Social Assistance industry is the largest employing industry in Australia and in the Northern LFR of Tasmania, followed by Retail Trade.



Employment by industry over five years

Source: 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 has grown by 1,400 people in the last five years.
- Census data suggests that a large contributor to this growth was due to employment increases in Residential Care Services.



Age of employee by industry - Northern LFR

Source: ABS, Census of Population and Housing, 2011

Long-term unemployment
One in five unemployed for 52 weeks or more

Region	Long-term unemployed (52 weeks or more)		Average duration of unemployment (weeks)
	Persons	Incidence	
Northern LFR	920	22%	42
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, more than one in five (or 22 per cent) of 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).
- In Tasmania the average duration of unemployment for those aged 45 years and over is 63 weeks.

High rates of income support in some areas

Region	% Working age population (15-64) receiving		
	Any Centrelink allowance	Unemployment allowance	Disability support allowance
Break O' Day	33%	12%	12%
Dorset	26%	10%	8%
George Town	35%	12%	11%
Launceston	25%	9%	7%
Northern LFR	25%	9%	7%
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

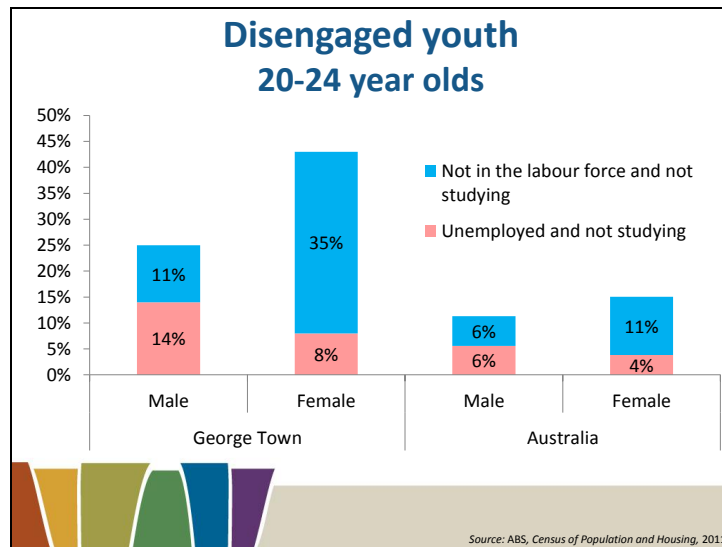
	Centrelink	Unemployment Benefit	Disability Support Pension
West Tamar	21%	7%	6%
Meander Valley	22%	8%	7%
Northern Midlands	21%	7%	7%

Jobless families with children under 15		
Local Government Area	Number of jobless families	Proportion of all families who are jobless
Dorset	120	19%
Launceston	1300	21%
George Town	210	31%
West Tamar	260	12%
Northern LFR	2500	19%
Tasmania	8900	18%
Australia	295,900	14%

Source: ABS, Census of Population and Housing, 2011

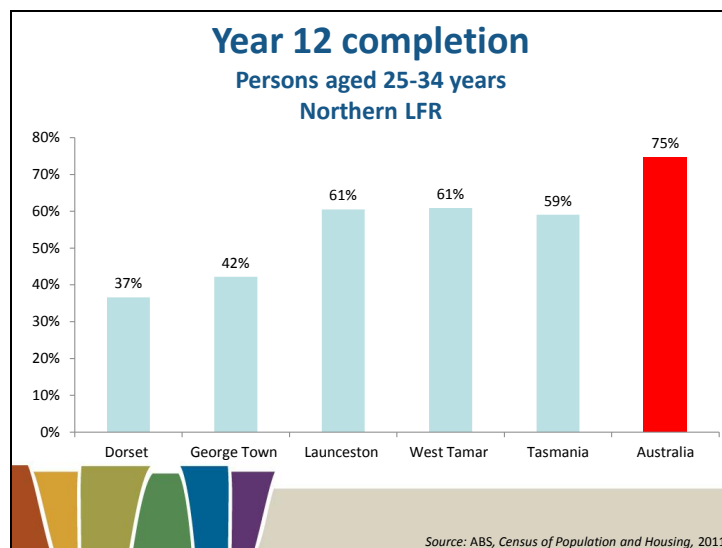
Jobless Families

Source: ABS, Census of Population and Housing, 2011



Disengaged Youth 20-24 year olds

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

- Launceston LGA has higher levels of educational attainment compared to Tasmania overall, with 61 per cent having completed Year 12 or equivalent, yet is still well below the national levels of educational attainment.
 - Year 12 attainment was much lower in the Dorset (37 per cent) and George Town (42 per cent) LGAs.

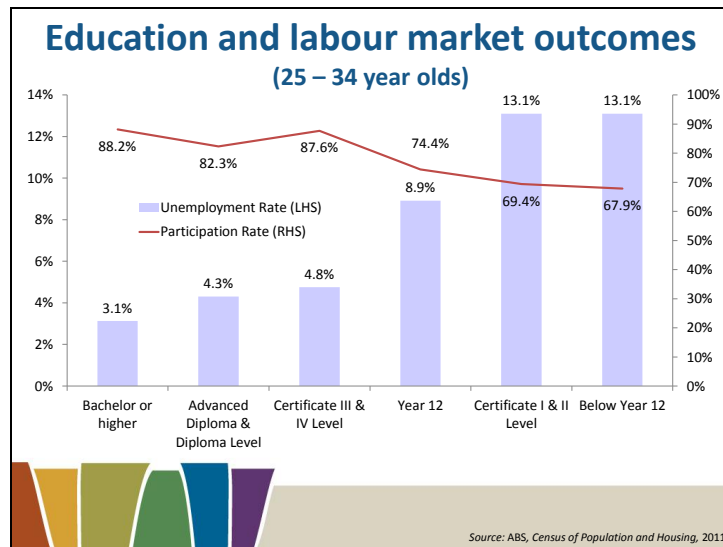
Reading and numeracy				
Selected schools				
	Launceston	Burnie	Tasmania	Australia
% Year 9 students who did not meet the minimum standards (selected schools)				
Reading	26%	14%	9%	7%
Numeracy	17%	6%	7%	5%



Source: MySchool Website, www.myschool.edu.au (selected schools)

Reading and numeracy





Source: MySchool website, www.myschool.edu.au (selected schools)



Education and labour market outcomes

Source: ABS, Census of Population and Housing, 2011

This chart shows the unemployment and participation rates for 25-34 year olds in the Northern LFR by their highest qualification.

Employer survey results				
Recruitment experiences in the 12 months preceding the survey				
2011 vs 2013				
	Launceston		NW/N Tasmania PEA	
	2013	2011	2013	2011
Employers who recruited 	62%	65%	62%	69%
Vacancies per 100 staff 	15	19	16	20
Vacancies unfilled 	3.0%	3.1%	3.8%	4.9%
Experienced difficulty 	48%	66%	44%	62%

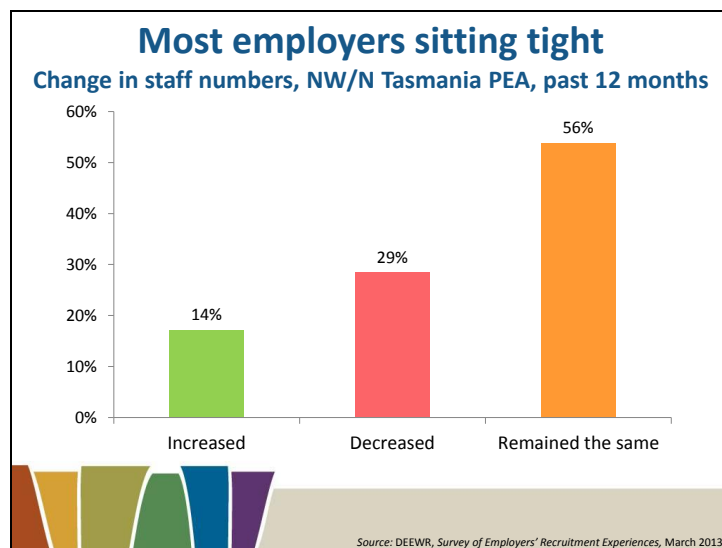
Source: DEEWR, Survey of Employers' Recruitment Experiences, March 2013, 2011

Survey Results

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

This table shows that in the last 12 months overall recruitment conditions in the NW/N Tasmania PEA have deteriorated.

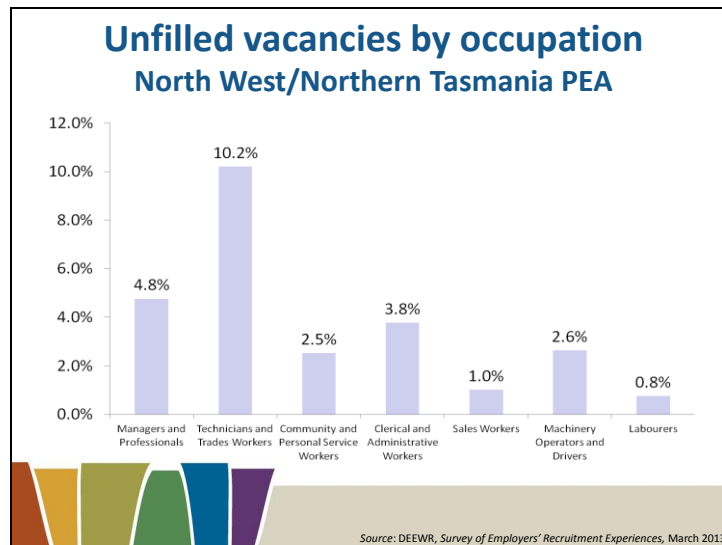
- With fewer employers recruiting and fewer vacancies per 100 staff;
- lower difficulty and a lower proportion of employers increasing staff numbers; and
- yet a higher proportion decreasing staff numbers compared to the 2011 survey.



Staff numbers remain stable

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

- There has been stability in employers' staff numbers over the last 12 months, yet a higher proportion (29 per cent) of employers decreased their staff numbers compared with 2011 (22 per cent) and less employers increased their staff numbers (14 per cent compared with 19 per cent in 2011).




Unfilled Vacancies by Occupation

Source: DEEWR, Survey of Employers' Recruitment Experiences in NW/N Tasmania Northern Region, March 2013

- There were few vacancies that remained unfilled (just 2.9 per cent) in employers most recent recruitment round.
- However, employers recruiting Technicians and Trades Workers had 3.5 times the rate of unfilled vacancies (10.2 per cent).

Chefs*	Registered Nurses*
Architectural, Building and Surveying Technicians	Generalist Medical Practitioners
Metal Fitters and Machinists*	Child Carers*
Bar Attendants and Baristas	Café Workers
Truck Drivers*	

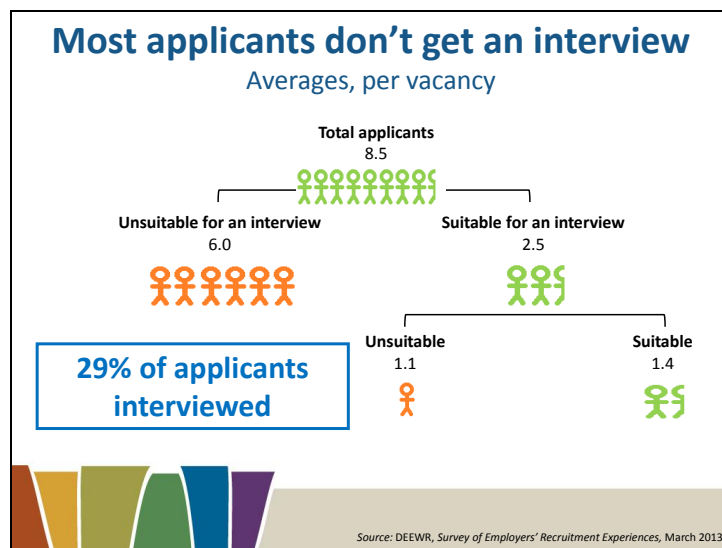


Source: DEEWR, Survey of Employers' Recruitment Experiences, March 2013

Occupations difficult to fill

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

* = Occupations difficult to fill across previous surveys.

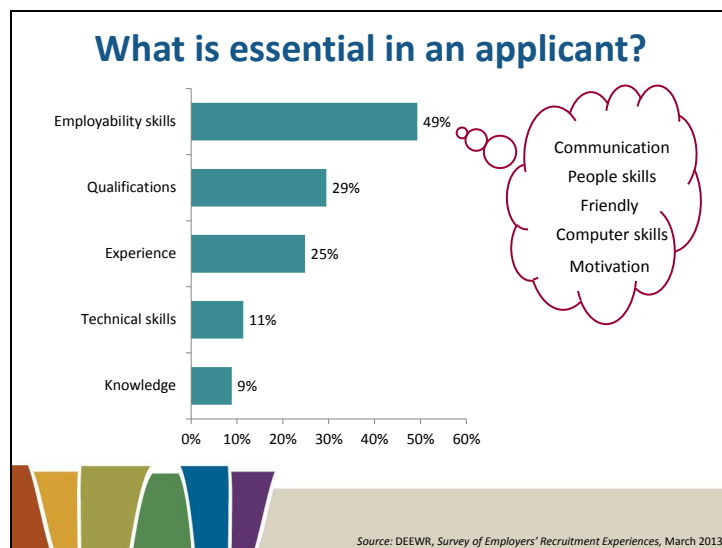


Applicants and suitability

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.

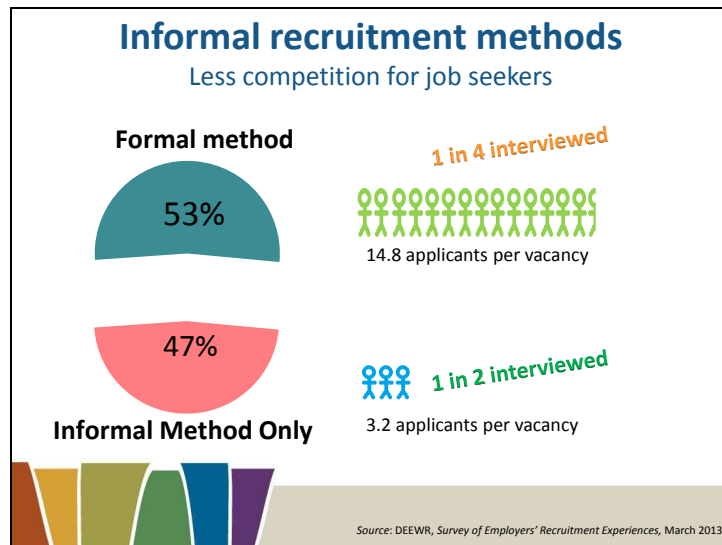
- An average of 8.5 applicants per vacancy
 - With 6 considered unsuitable for interview
 - Of the 2.5 average applicants who were suitable for interview more than half were considered suitable for the job.



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

Previous time PEA surveyed

Approached by jobseeker 14 per cent

Word of mouth =49 per cent

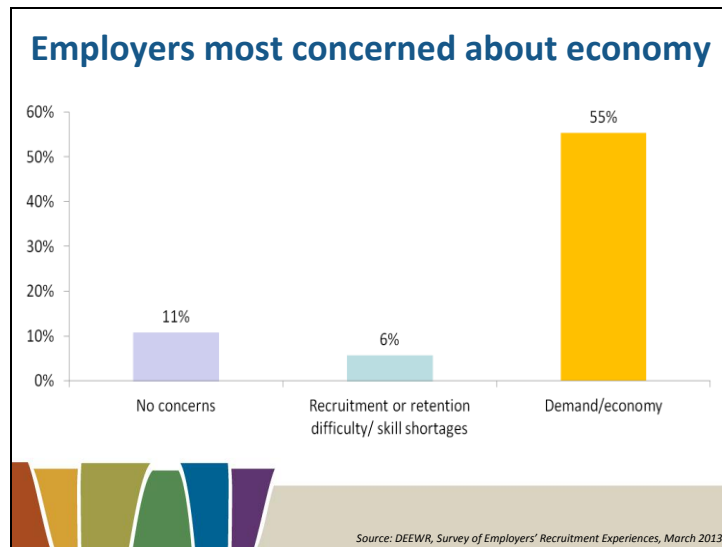
Total informal method=46 per cent



Subdued recruitment expectations

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

The 12 months following the survey are expected to remain subdued with 70 per cent of employers expecting to keep their staff numbers the same.



Greatest future concern for 12 months following the survey:

Source: DEEWR, Survey of Employers' Recruitment Experiences in NW/N Tasmania, 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).
- By contrast, 6 per cent of employers reported recruitment or retention difficulty as their greatest concern.

Conclusion

- Labour market conditions soft across the region
 - High unemployment and low labour force participation
- Challenges
 - Areas of persistently high unemployment
 - Low levels of year 12 completion, youth disengagement, jobless families and long-term unemployment
- Opportunities exist
 - Strongly growing industries (Health Care and Social Assistance)
 - Ageing workforce
 - Still vacancies
- Job seekers need to be job ready
 - Year 12 completion, literacy and numeracy, apprenticeships, work experience, employability skills
- Stakeholders need to work together
 - Providers, educational institutions, employers and job seekers, local employment coordinator



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