



**Australian Government**  
**Department of Employment**

# **The Tasmanian Labour Market: Where the jobs are and what employers want**

**Launceston, 8 November 2013**

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## Tasmania: Large cities

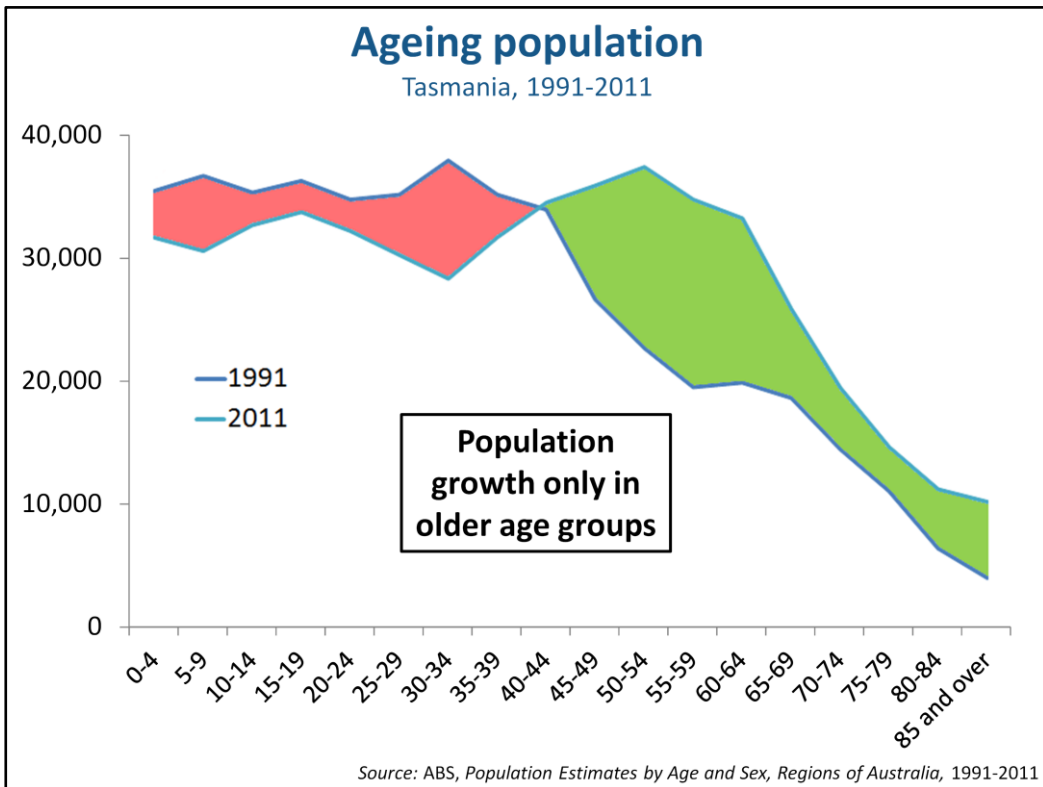
	<b>Adult Population (15+) (2012)</b>	<b>Growth (5 years)</b>	<b>Median age (2011)</b>
Burnie	16,200	3%	38
Devonport	20,800	4%	40
Launceston	55,100	4%	38
Greater Hobart	181,800	6%	39
<b>Tasmania</b>	<b>417,000</b>	<b>5%</b>	<b>40</b>
Australia	18,419,600	10%	37

Source: ABS, *Population Estimates by Age and Sex, Regions of Australia, 2012*; ABS, *Census of Population and Housing, 2011*

### **Tasmania: Large cities**

*Source: ABS, Population Estimates by Age and Sex, Regions of Australia, 2012; ABS, Census of Population and Housing, 2011*

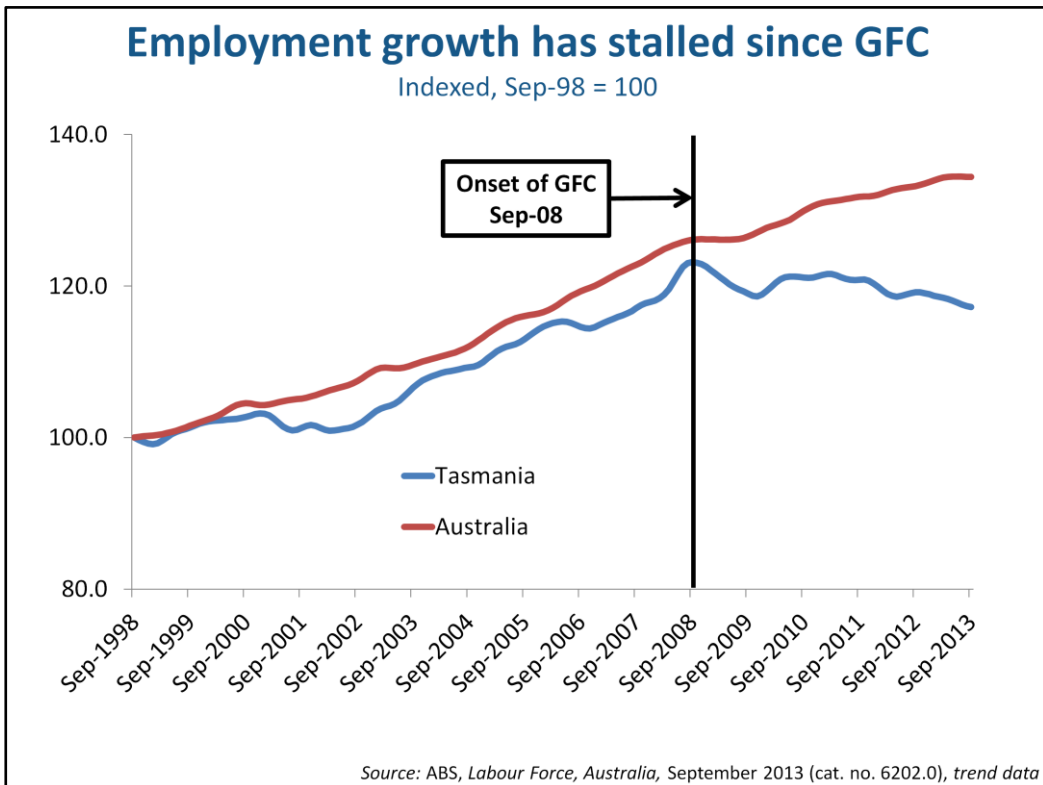
Over the five years to 2012, population growth across Tasmania (at 5 per cent) was half the national average (of 10 per cent). The slide also shows that Tasmania has a higher median age than the Australian average.



**Ageing population**

Source: ABS, Population Estimates by Age and Sex, Regions of Australia, 1991-2011

Like Australia, Tasmania is facing an ageing population. The slide demonstrates that, over time, a larger proportion of the population has become concentrated in older age groups.



**Employment growth has stalled since GFC**

*Source: ABS, Labour Force, Australia, September 2013 (cat. no. 6202.0), trend data*

Employment growth in Tasmania has stalled since the onset of the GFC in September 2008. Over the last five years, employment has fallen by 5 per cent.

## Full-time employment declining post-GFC

Employed persons ('000), full-time and part-time

	5-year change	
	To Sep-08	Since Sep-08
Full-time	22.0	-22.7
Part-time	11.0	11.8

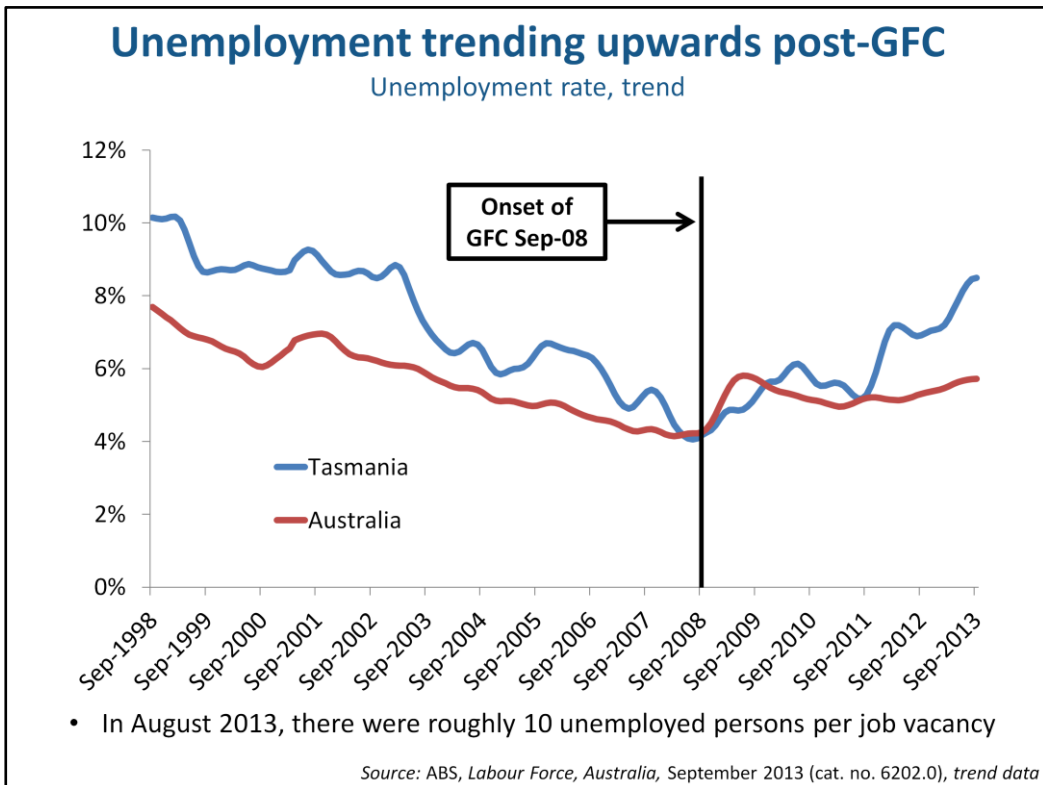
- Full-time employment is at the same level as it was in 1980

Source: ABS, Labour Force, Australia, September 2013 (cat. no. 6202.0), three-month averages of original data

### Full-time employment declining post-GFC

Source: ABS, Labour Force, Australia, September 2013 (cat. no. 6202.0), three-month averages of original data

Full-time employment has fallen since the onset of the GFC. In the five years leading up to the GFC, full-time employment increased by 22,000 in Tasmania. Since then, however, full-time employment has fallen by 22,700.



**Unemployment trending upwards post-GFC**

Source: ABS, Labour Force, Australia, September 2013 (cat. no. 6202.0), trend data

The unemployment rate in Tasmania has trended upwards since the onset of the GFC in September 2008. In trend terms, the unemployment rate is up by 4.3 percentage points over this time.

## Unemployment rates in large cities

	Unemployment rate	Annual change
Burnie	10.5%	0.7% pts
Devonport	9.8%	1.0% pts
Launceston	8.0%	0.9% pts
Greater Hobart	6.2%	0.7% pts
<b>Tasmania*</b>	<b>8.3%</b>	<b>0.9% pts</b>
Australia*	5.6%	0.2% pts

Source: Department of Employment, *Small Area Labour Markets*, June 2013; \*ABS, *Labour Force, Australia*, September 2013 (cat. no. 6202.0), *seasonally adjusted*

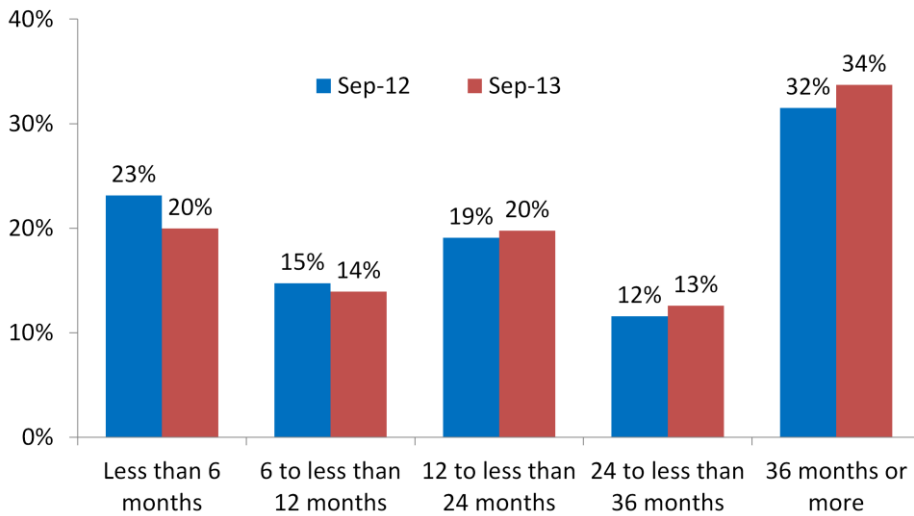
### Unemployment rates in large cities

Source: Department of Employment, *Small Area Labour Markets*, June 2013; \*ABS, *Labour Force, Australia*, September 2013 (cat. no. 6202.0), *seasonally adjusted*

The rising unemployment rate in Tasmania is also reflected in its larger cities. The unemployment rate in each of the four cities on the slide has increased over the year.

## Many out of work for a long time

Proportion of Newstart recipients by duration of registration with JSA



- Two-thirds have been registered for at least a year
- Median duration of registration in 2013 was 20 months

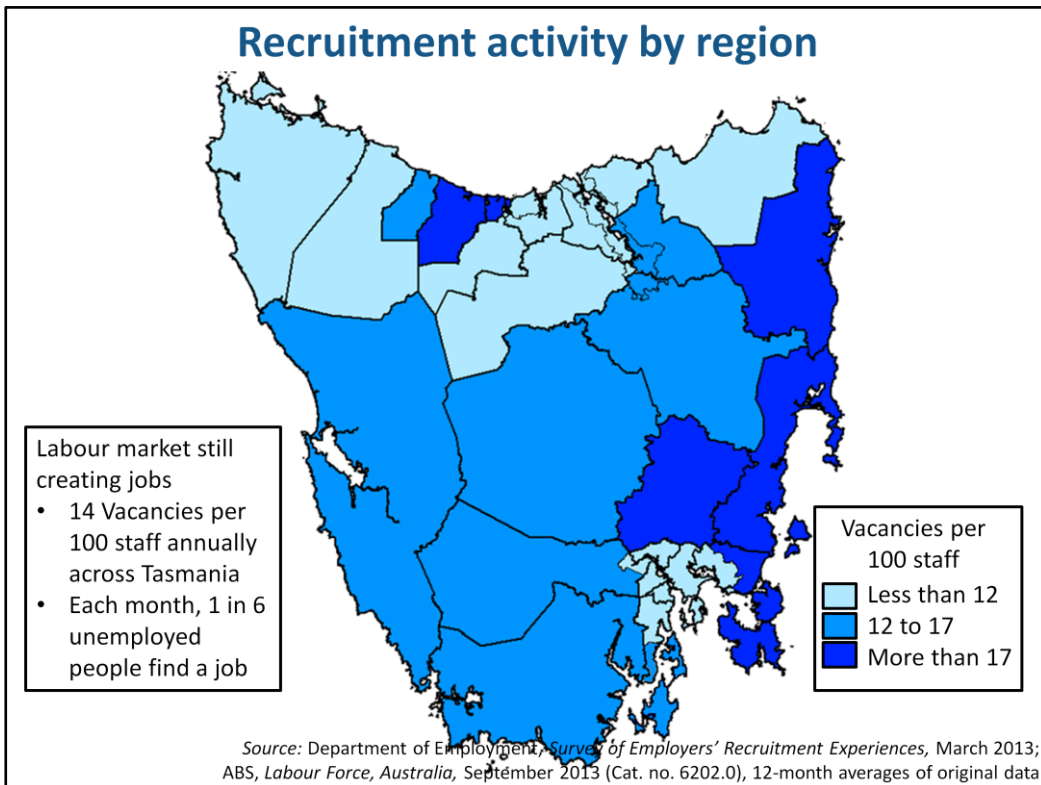
Source: Department of Employment, *Administrative Data*, September quarter 2012 and 2013

### **Many out of work for a long time**

Source: Department of Employment, *Administrative Data*, September quarter 2012 and 2013

Compared with a year ago, there is a larger proportion of Newstart recipients who have been registered with JSAs for 12 months or more.

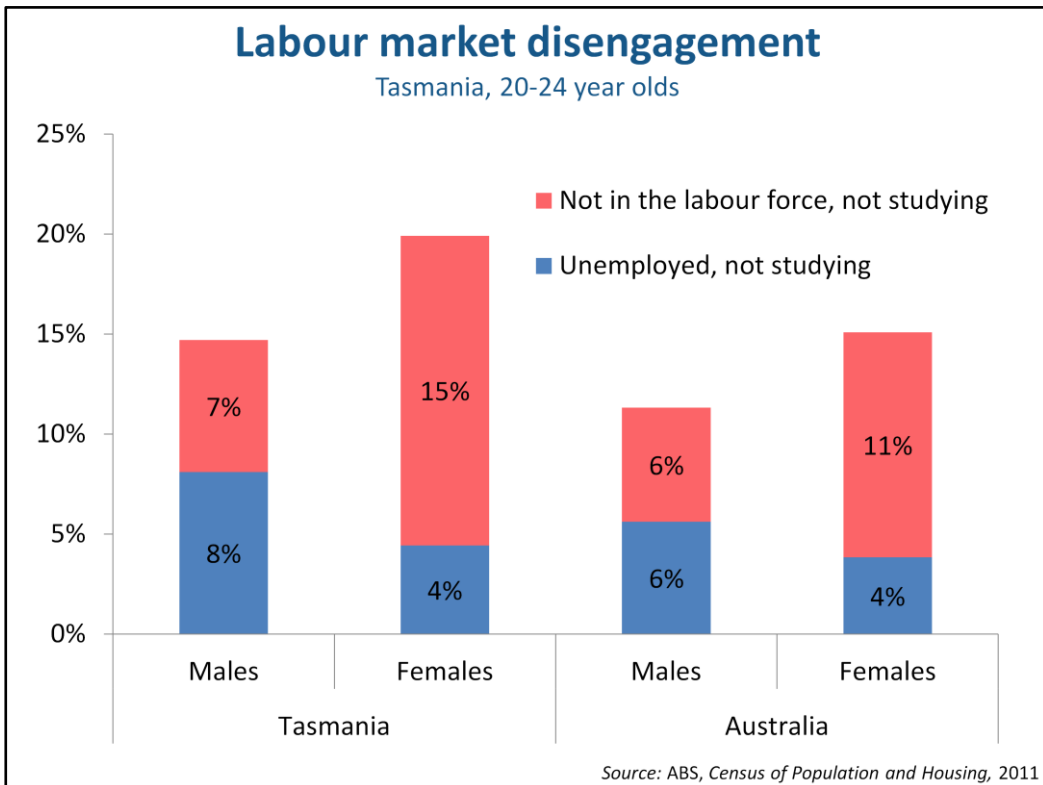




**Recruitment activity by region**

Source: Department of Employment, *Survey of Employers' Recruitment Experiences*, March 2013; ABS, *Labour Force, Australia*, September 2013 (Cat. no. 6202.0), 12-month averages of original data

The map shows the level of recruitment activity (measured by vacancies per 100 staff annually) by region. Recruitment activity was low in Greater Hobart and much of the north of Tasmania.



**Labour market disengagement**

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

At the time of the 2011 Census, the proportion of 20-24 year olds who were disengaged (neither working nor studying) was higher in Tasmania than the national average.

## Educational attainment in large cities

25-34 year olds

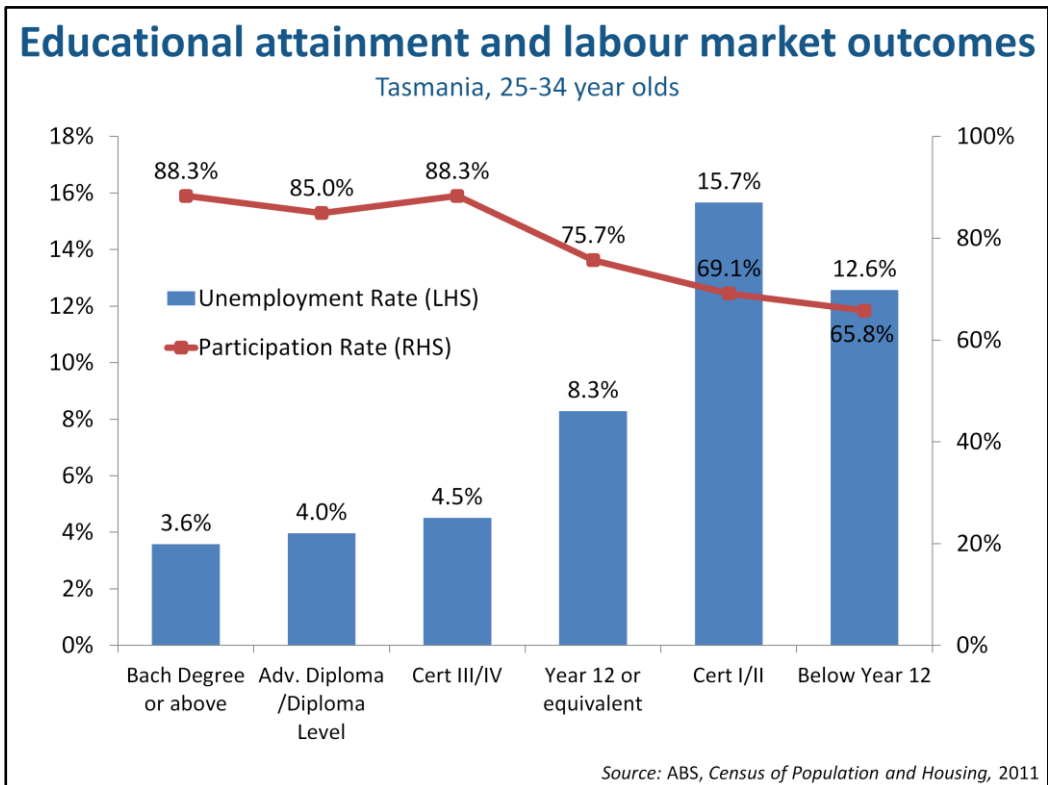
	Year 12 or equivalent		Advanced Diploma, Diploma, or Certificate III/IV	Bachelor Degree or higher
	2011	Change since 2006		
Burnie	48%	11% pts	33%	16%
Devonport	49%	9% pts	36%	15%
Launceston	61%	8% pts	31%	25%
Greater Hobart	68%	7% pts	30%	31%
<b>Tasmania</b>	<b>59%</b>	<b>9% pts</b>	<b>32%</b>	<b>24%</b>
Australia	75%	6% pts	30%	35%

Source: ABS, Census of Population and Housing, 2006, 2011

### Educational attainment in large cities

Source: ABS, Census of Population and Housing, 2006, 2011

Among 25-34 year olds, attainment of Year 12 or equivalent or Bachelor Degree or higher qualifications is lower in Tasmania than in Australia overall, but is on the increase. However, 32 per cent of those aged 25-34 held an Advanced Diploma/Diploma or Certificate III/IV, which was slightly above the national average (of 30 per cent).

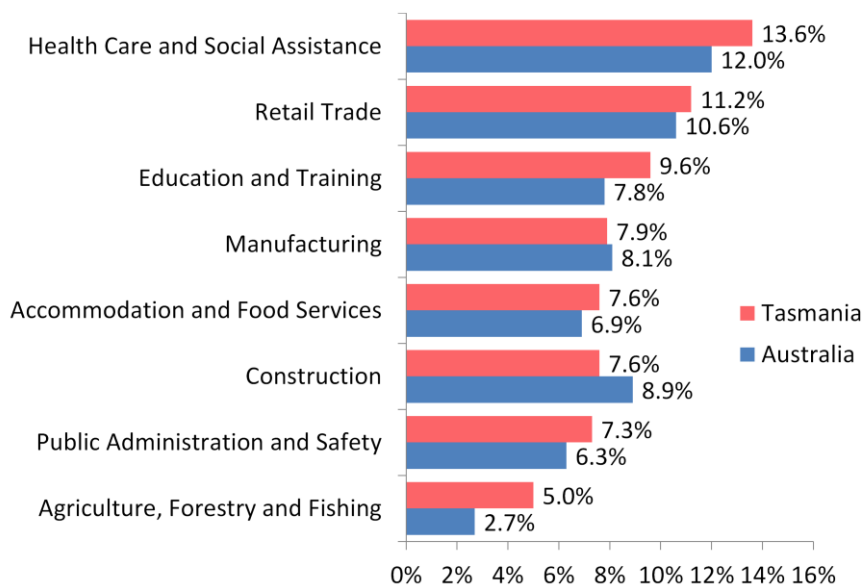


**Educational attainment and labour market outcomes**

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

This slide demonstrates the strong positive relationship between educational attainment and employment outcomes. Those with higher levels of education are more likely to participate in the workforce and less likely to be unemployed.

## Employment by industry - Tasmania

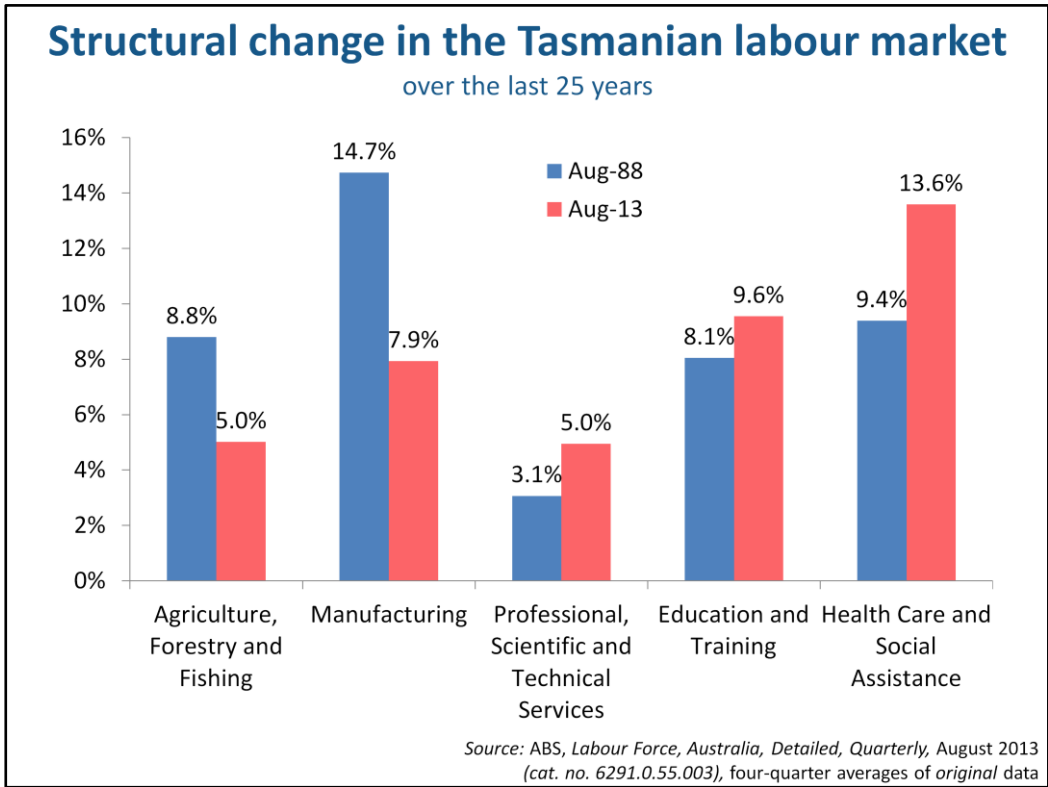


Source: ABS, *Labour Force, Australia, Detailed, Quarterly*, August 2013 (cat. no. 6291.0.55.003), four-quarter averages of original data

### **Employment by industry - Tasmania**

Source: ABS, *Labour Force, Australia, Detailed, Quarterly*, August 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 is particularly important in Tasmania, accounting for 13.6 per cent of total employment. Retail Trade, Education and Training and Manufacturing are also large employers in Tasmania.

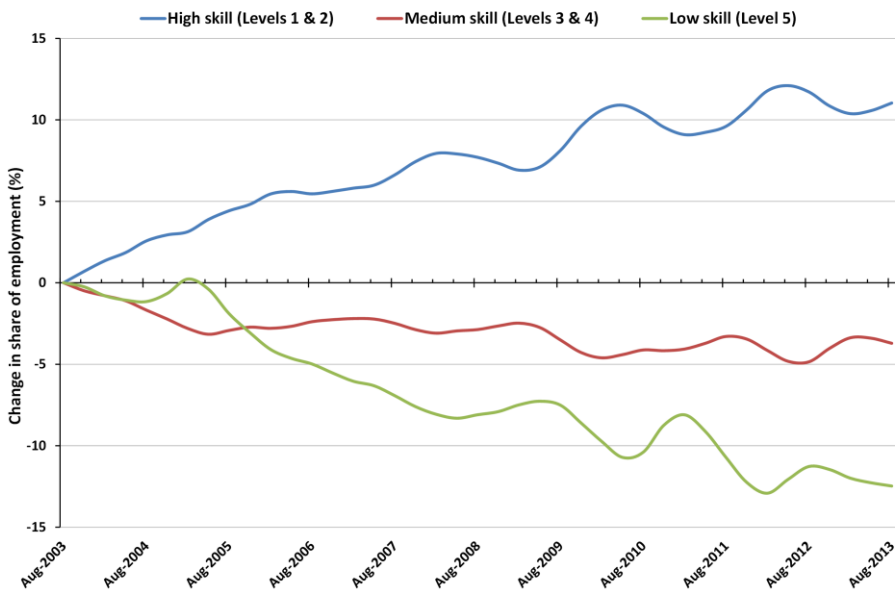


**Structural change in the Tasmanian labour market**

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

This chart illustrates how Tasmania’s industry employment composition has changed over the past 25 years. There has been a shift away from the Manufacturing and Agriculture, Forestry and Fishing industries, and towards the Health Care and Social Assistance and Education and Training industries.

## Ongoing shift to higher skilled jobs – Australia



Source: Department of Employment trend employment data

### **Ongoing shift to higher skilled jobs - Australia**

Source: ABS Labour Force Survey data to August 2013, seasonally adjusted and trended by the Department of Employment

Over the last 10 years, there was considerable growth in the share of total employment made up of higher skilled jobs, in contrast to lower skilled jobs.

## Most applicants didn't get an interview

Averages, per vacancy

Applicants per vacancy

9.9



Not interviewed

7.3



Interviewed

2.6



Unsuitable

1.1



Suitable

1.5



74% of applicants did not get an interview

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

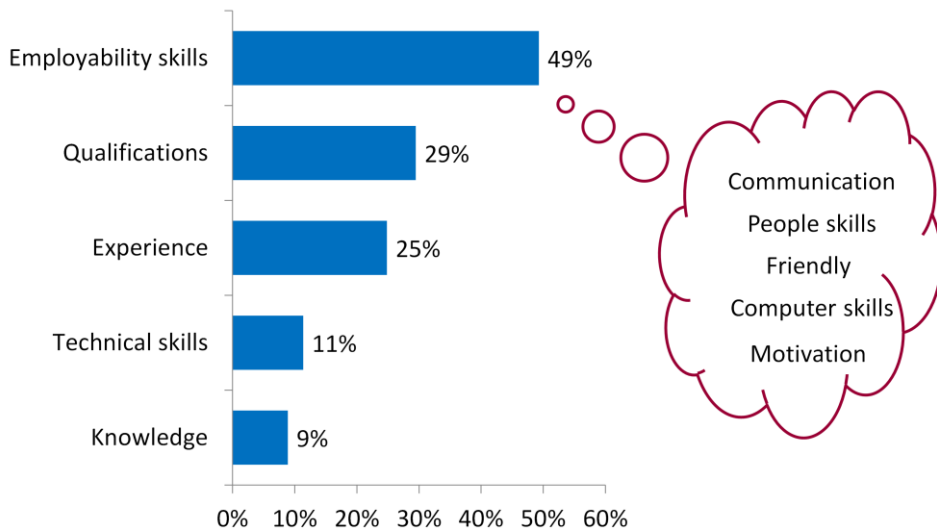
### **Most applicants didn't get an interview**

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

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



## What was essential in an applicant?



- 1 in 5 applicants excluded because of a poor application

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

### **What was essential in an applicant**

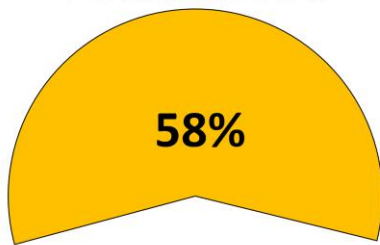
Source: Department of Employment, *Survey of Employers' Recruitment Experiences*, March 2013

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.

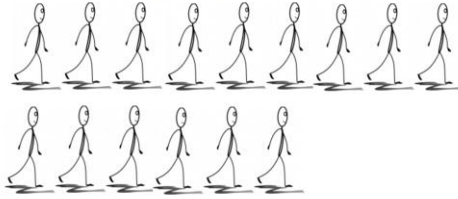
## Informal recruitment methods

Less competition for job seekers

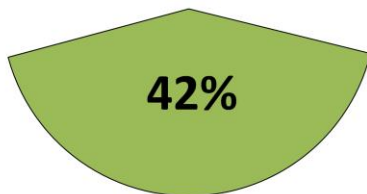
### Formal method



1 in 4 interviewed



### Informal method ONLY



1 in 2 interviewed



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

### Informal recruitment methods

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

While most employers surveyed in Tasmania used formal methods of recruitment (internet, newspapers etc.), some 42 per cent recruited using informal means only (sign in window, word of mouth etc.). Job seekers should therefore use a range of search methods when looking for employment.

## Opportunities in many occupations

Often in Health Care and Social Assistance and Accommodation and Food Services

Occupations with highest growth between 2006 and 2011 Censuses:

Aged and Disabled Carers	General Clerks
Registered Nurses*	Construction Managers
Carpenters and Joiners	Checkout Operators and Office Cashiers

Other occupations employers most commonly expect to recruit for:

Sales Assistants (General)	Waiters*
Bar Attendants and Baristas*	Receptionists
Housekeepers*	Truck Drivers
Kitchenhands*	Child Carers*

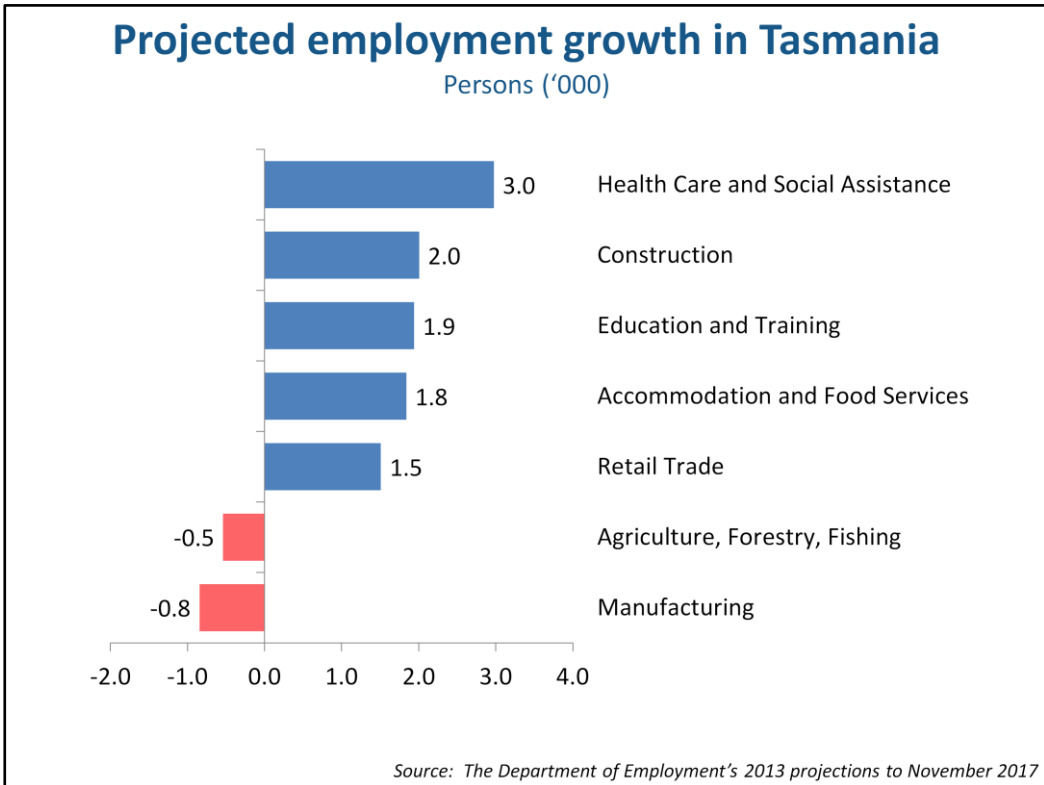
\* - Employers reported commonly difficult to fill

Source: Department of Employment, *Survey of Employers' Recruitment Experiences*, March 2013; ABS, *Census of Population and Housing*, 2011

### **Opportunities in many occupations**

*Source: Department of Employment, Survey of Employers' Recruitment Experiences, March 2013; ABS, Census of Population and Housing, 2011*

Although labour market conditions across Tasmania remain subdued, there are still opportunities in a range of fast-growing occupations and occupations for which employers commonly expected to recruit.



**Projected employment growth in Tasmania**

Source: Department of Employment's 2013 regional industry projections for the five years from November 2012 to November 2017

Over the five years to November 2017, total employment in Tasmania is projected to grow by 11,400 (or 4.9%), the lowest growth rate (in terms of percentage change) of all the States and Territories. The largest growth is projected to be in the Health Care and Social Assistance industry (3000).

## Conclusion

### **Labour market is subdued**

- Employment growth has stalled, full-time jobs in decline
- Unemployment is on the rise
- Challenges of low participation, older age profile and relatively low education levels
- Some regional variation in conditions

### **Opportunities**

- Labour market still creating jobs
- Employment still growing strongly in Health Care and Social Assistance
- Growth is expected for Construction and Education and Training
- Some vacancies remain unfilled for Technicians and Trades Worker occupations
- Demand remains for entry level positions such as Sales Assistants, Waiters, Bar Attendants and Baristas
- Greater employment chances if job seekers target informally advertised jobs

### **Job seekers need to be job ready**

- Education/training
- Employability skills (especially important for lower skilled jobs)
- Experience

**Collaboration among all key stakeholders will be vital**

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