



Australian Government
Department of Employment

University of Canberra
Preparing for the jobs market

July 2016

Ivan Neville
Branch Manager
Labour Market Research and Analysis Branch

Conditions are strengthening

Canberra



- 3.8%# unemployment rate ↓
- 5,100 internet vacancies
- 212,000 employed ↑

Sydney



- 4.9% unemployment rate ↓
- 57,100 internet vacancies
- 2.6 million employed ↑

Melbourne



- 5.8% unemployment rate ↓
- 38,100 internet vacancies
- 2.3 million employed ↑

Australia



- 5.7%* unemployment rate ↓
- 167,000* internet vacancies
- 11.9 million employed ↑

* Seasonally adjusted data

Trend data

Arrows indicative of annual change to May 2016

Where are the jobs?

Proportion of total employment by industry

Canberra

- Public Administration and Safety (30%)
- Health care and Social Assistance (10%)
- Professional, Scientific and Technical Services (10%)
- Education and Training (8%)
- Construction (7%)

Sydney

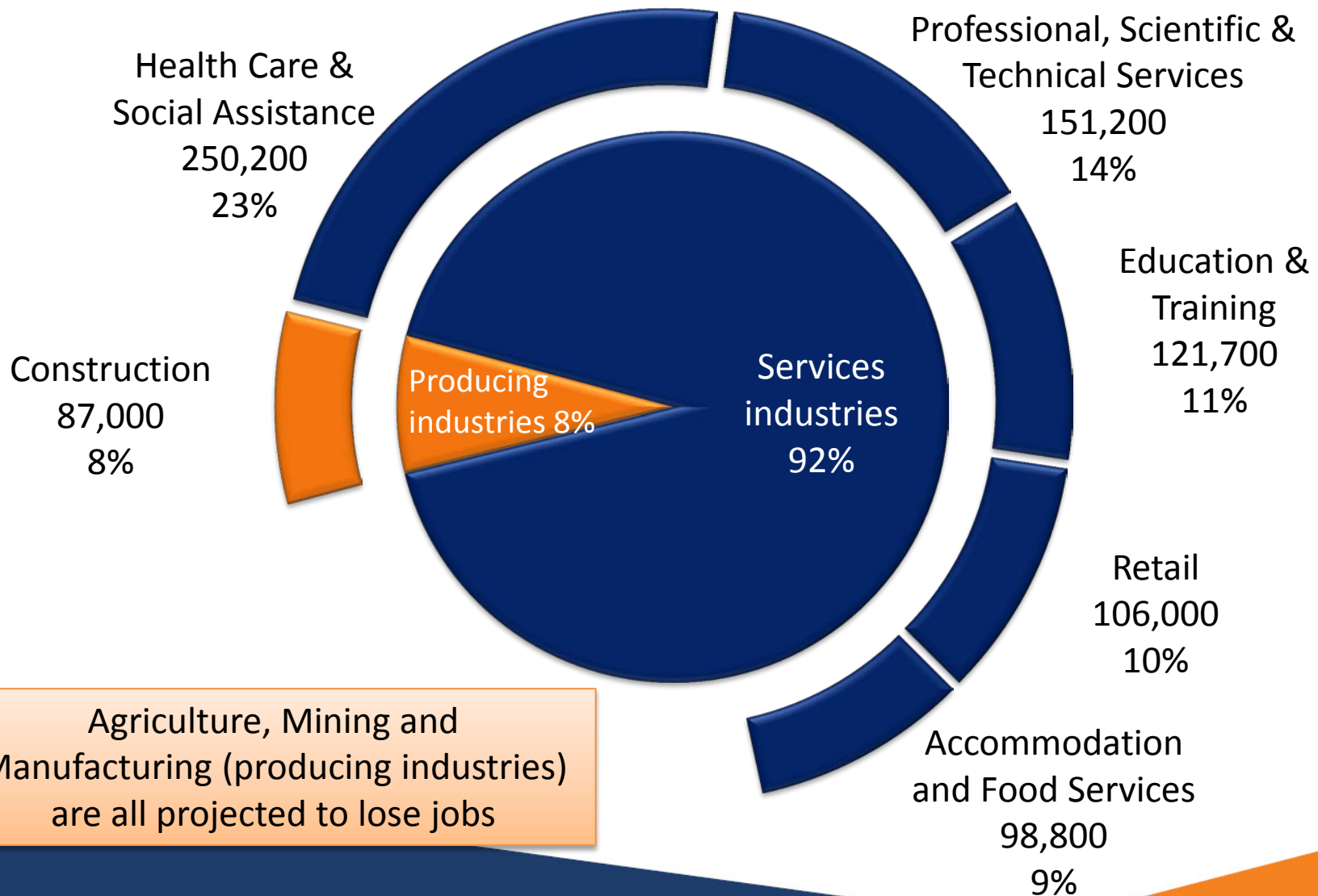
- Professional, Scientific and Technical Services (12%)
- Health Care and Social Assistance (12%)
- Construction (8%)
- Education and Training (8%)
- Financial and Insurance Services (6%)

Melbourne

- Health Care and Social Assistance (12%)
- Professional, Scientific and Technical Services (10%)
- Construction (9%)
- Education and Training (8%)
- Public Administration and Safety (5%)

92% of new jobs will be in services...

Employment projections, five years to November 2020, Australia



Agriculture, Mining and Manufacturing (producing industries) are all projected to lose jobs

94% of new jobs
will be in service
industries

...flowing on to the ACT jobs market

Almost 15,300 new jobs in ACT by 2020

4,200

Public
Administration
and Safety

3,800

Health Care and
Social
Assistance

1,700

Accommodation
and Food
Services

1,200

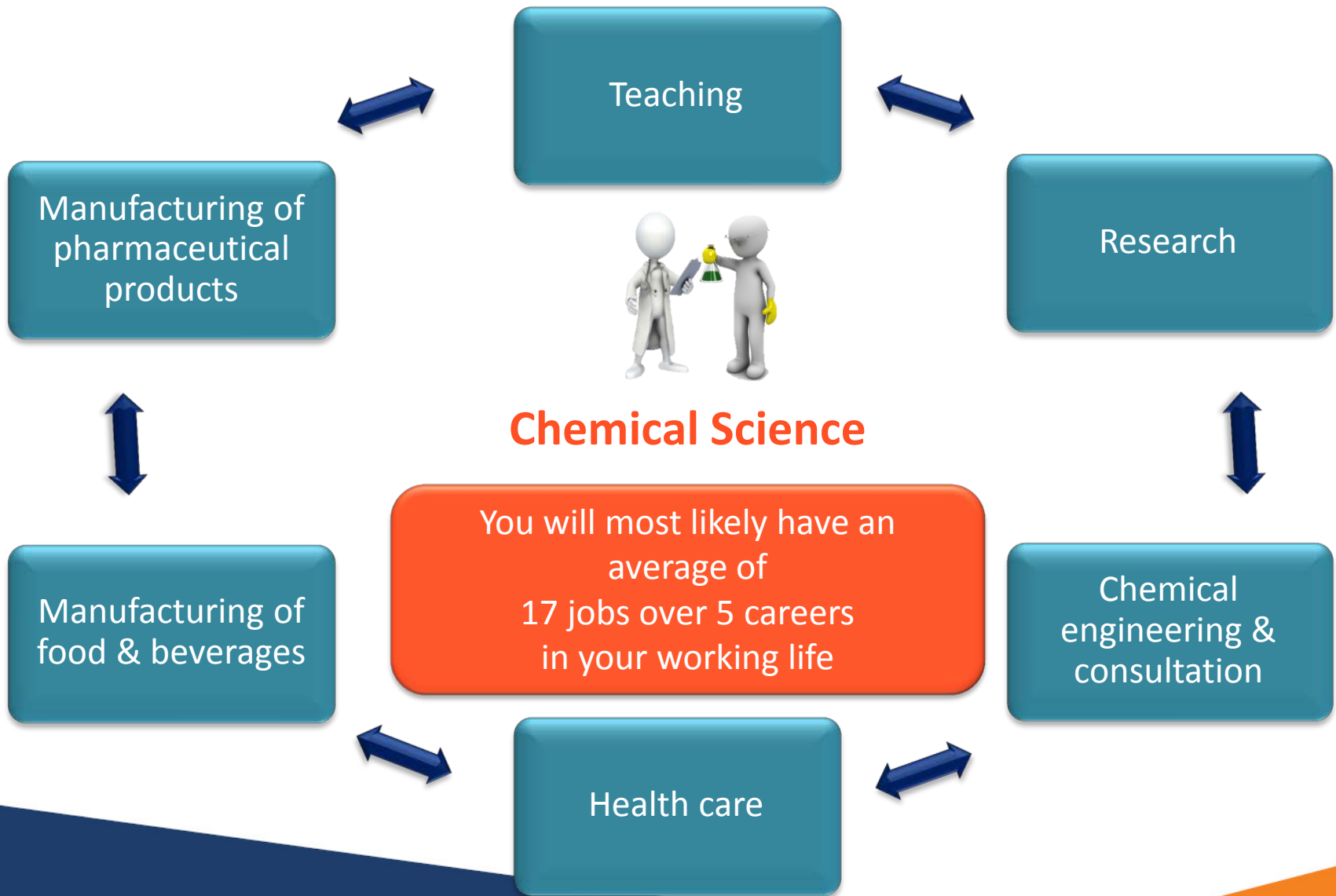
Professional,
Scientific and
Technical
Services

1,100

Education and
Training

You will have many choices

whatever your qualifications

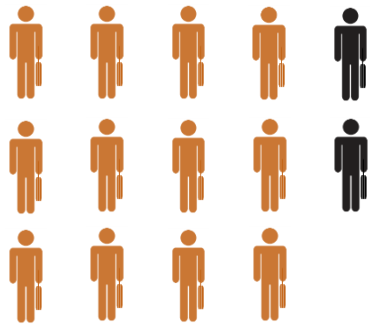


However, the jobs market can be tough

Vacancies advertised on the internet or in a newspaper
for higher skilled occupations

Average number of
applicants per vacancy

14



Average number of
applicants interviewed

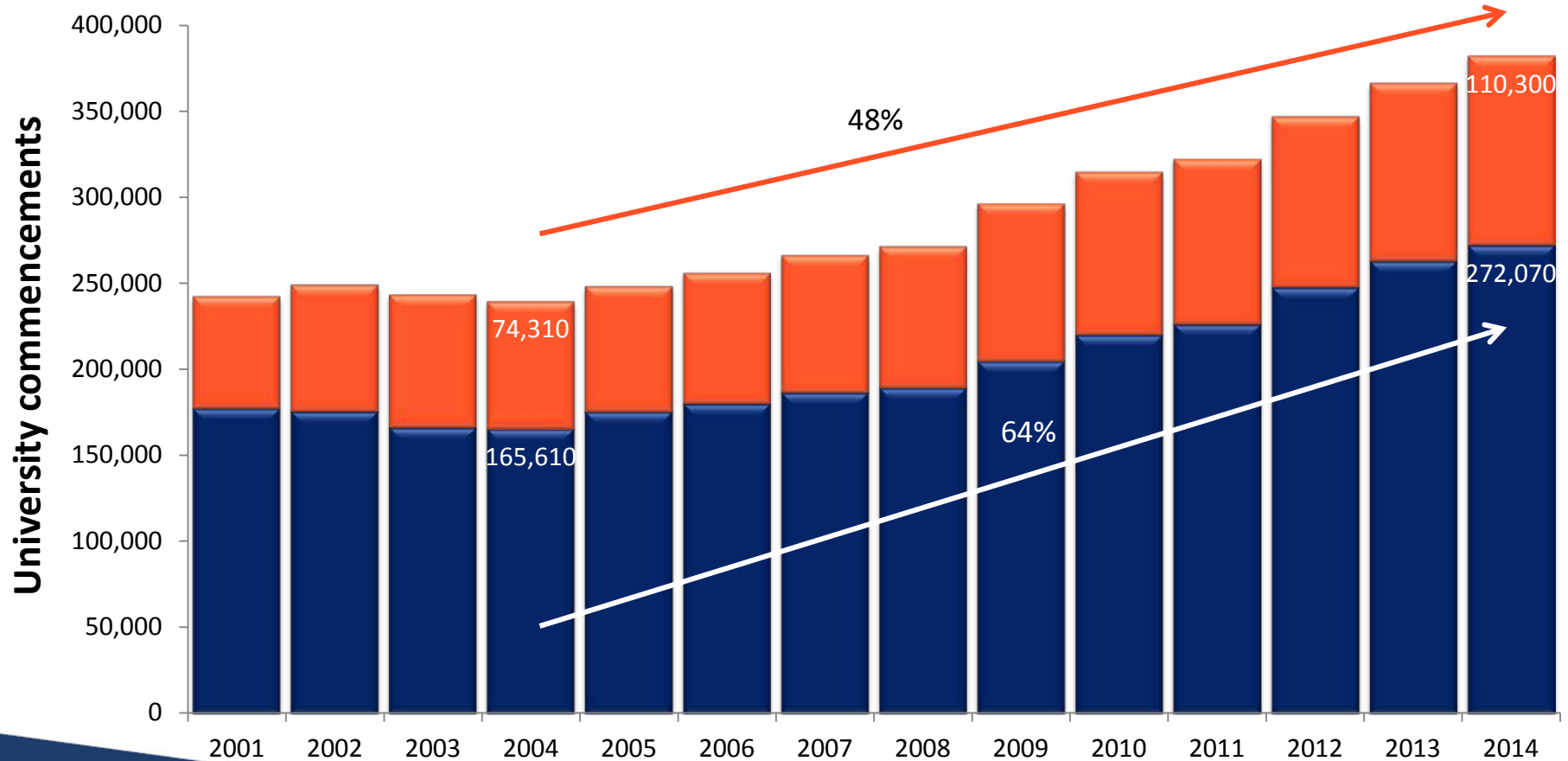
2



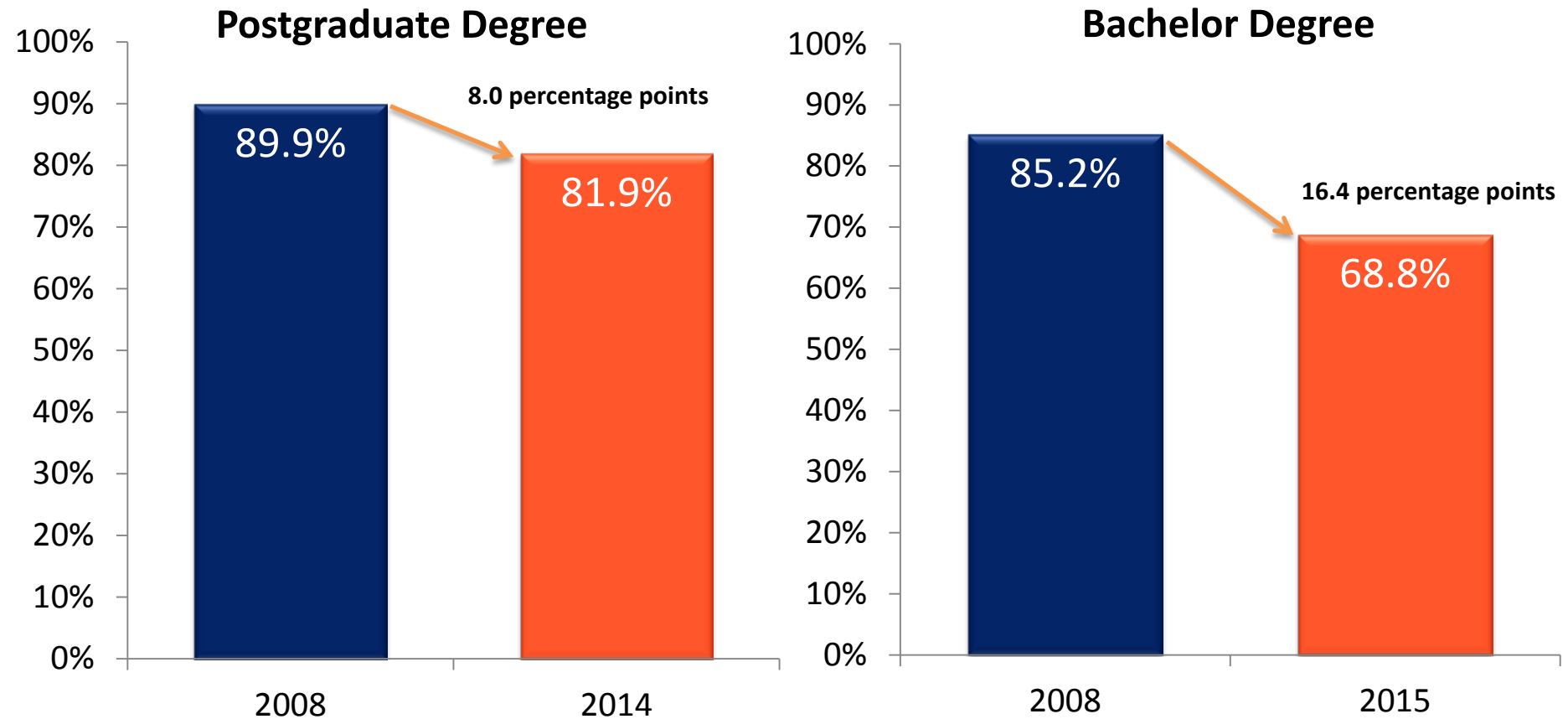
12 not interviewed

Competition for graduate roles is increasing...

■ Undergraduate ■ Postgraduate

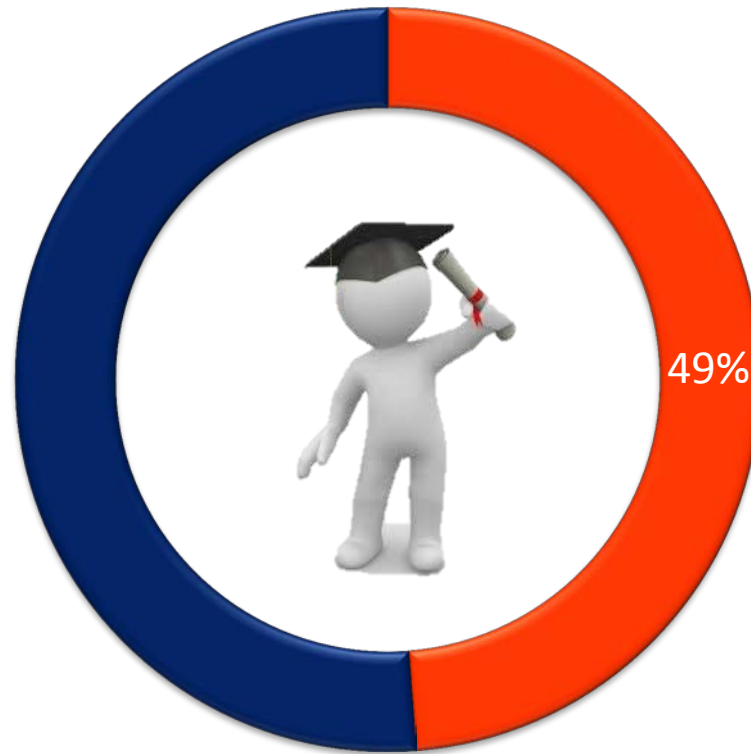


...so graduates are finding it more difficult to get a job...



**Graduates who found full-time employment within four months,
not necessarily in their field of study**

...but you are on the right track



As almost half of all new jobs will require a bachelor degree or higher qualification



How do **you** stand out from all the other graduates?

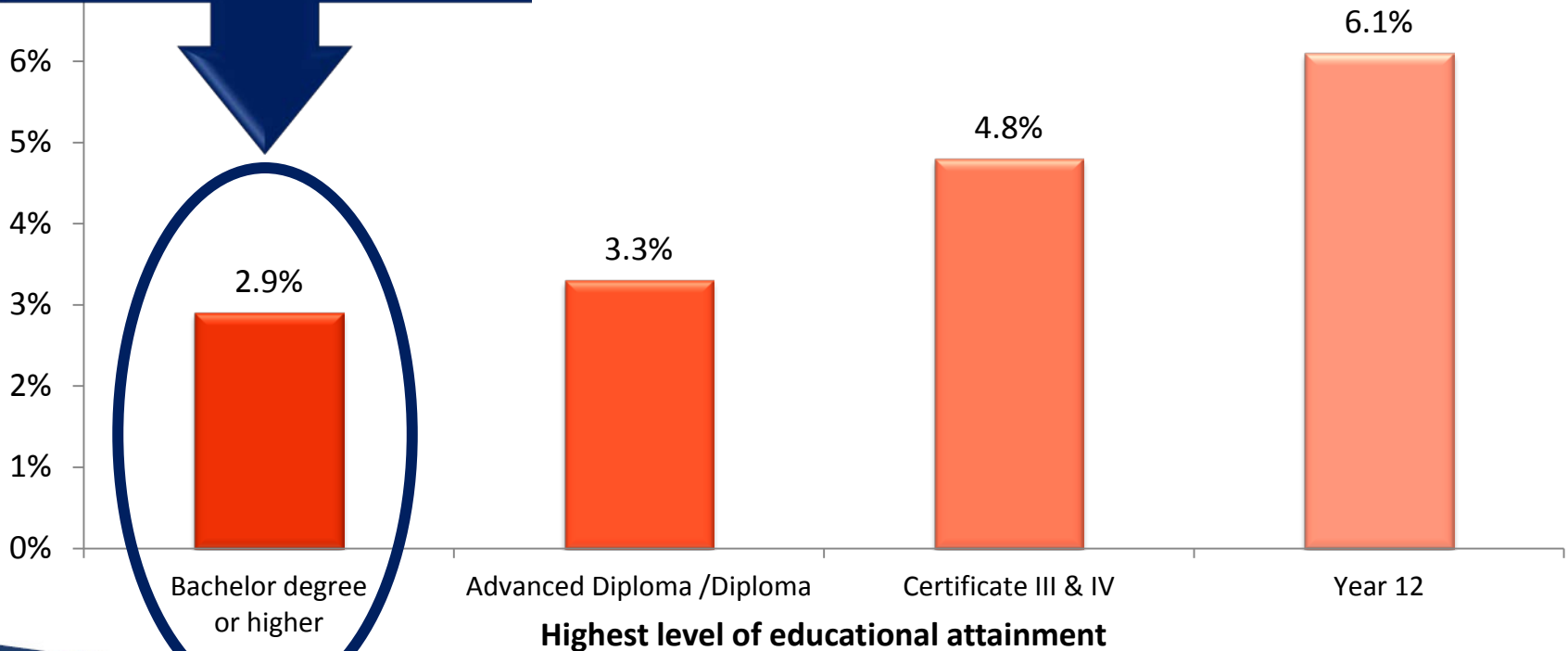
The inside word from employers

Finishing your degree is still the next step

Australia, 25 to 34 year olds

Almost half of all new jobs will require you to have this level of education

Unemployment rate



Relevant experience is vital

Don't let opportunities pass you by

Work gives you:

- Experience
- Soft skills
- Contacts
- Referees

86% of employers are looking for relevant experience when looking for new professional staff

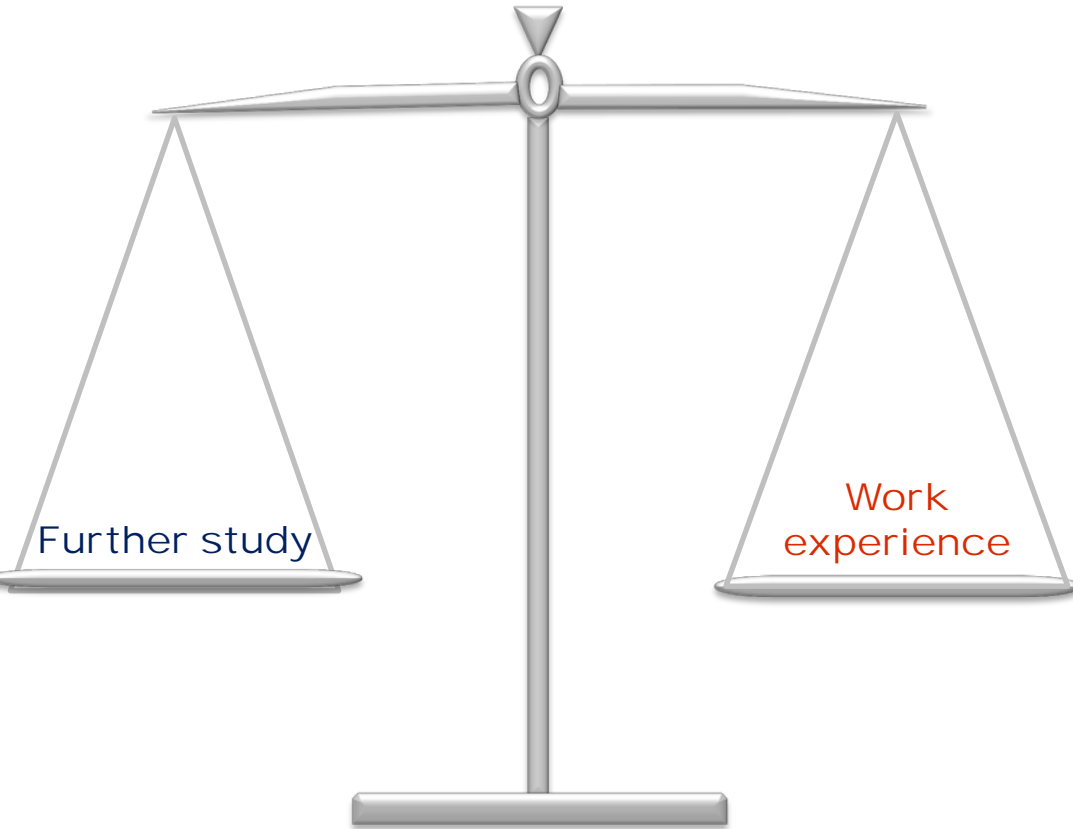
You may need to complete an unpaid internship or volunteer

Relevant experience will open the doors to new opportunities

Entry level jobs can be stepping stones



Experience versus further study?



Further study

Work
experience

Every career path is different

Do your research

What do you want out of your degree?

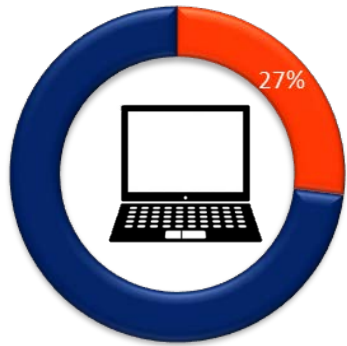
What are your plans after university?

Talk to people in the industry

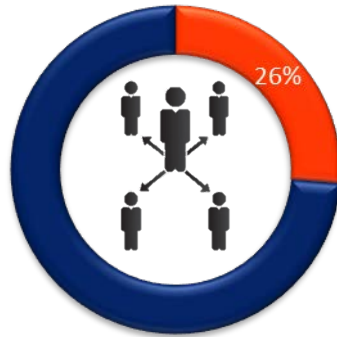
Are there any study requirements for registration?

What are the benefits of further study in your field?

How are graduates finding employment?



Position
advertised
through internet



Networking
through family
and friends, and
university
contacts



Directly
approached
employer or
was approached
by employer



University
careers services
or job fairs

Networking

is a powerful tool for professionals...



You never know where the next new exciting project or job opportunity will come from...

...make sure someone will remember **you**
and what **you do**

Approach employers directly as 1 in 5 professional jobs is not advertised

Don't underestimate the importance of a good application

Applications need to:



Employers spend an average of 6 seconds reading a résumé

Be targeted to the position

Use clear and concise language

Look professional

Be well researched

Cover the key job requirements

Have perfect spelling and grammar

First impressions are important

Applicants need to:

Be punctual

Dress appropriately

Have a good handshake

Appear confident & friendly



You can build on a good first impression

People skills and *communication skills* are essential for a graduate in today's job market

Other essential soft skills for professionals



...and employers are also increasingly seeking workers with these transferable skills

Digital literacy

Critical thinking

Creativity

Problem solving

Financial literacy



Skills not easily replicated by artificial intelligence

Job advertisements requiring these skills
have increased by over 200% since 2012

As a graduate, employers will initially expect you to demonstrate

An awareness of your abilities and limitations

Problem solving skills

Ability to reason

Self-management

Motivation



*“Graduates also need to have **realistic expectations** for entry-level roles..... advancing to higher-level responsibilities and authority over **time** and through **experience**”*

The jobs market is changing



The speed of this change means that **learning for life** has become even more important for professionals

University is not the end of your learning journey

Willingness to learn is a trait looked for by employers

Professionals need to keep abreast of technological developments

2016

2036?

Every application is a learning experience

Do job seekers know why they miss out on jobs?



Employer feedback is highly useful

Tips for improving your odds



Experience



Soft skills



Networking



Job search



Wes Craven

@wescraven

Follow

Take the 1st job you can in the industry you want to get into. The job doesn't matter, getting your foot in the door does. #MondayMotivation

RETWEETS

12,674

LIKES

15,783



12:46 PM - 27 Jul 2015



Tools to assist with job search

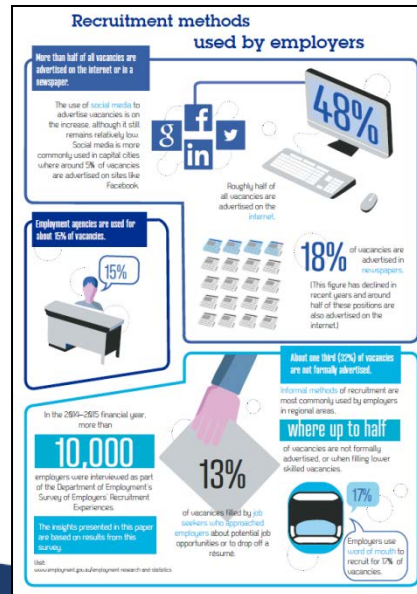
Websites



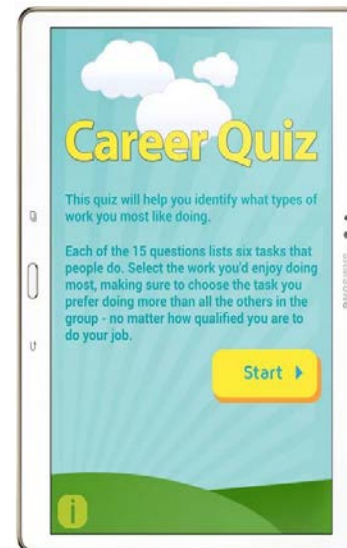
Publications



Fact Sheets



Phone Apps





Australian Government

Department of Employment