

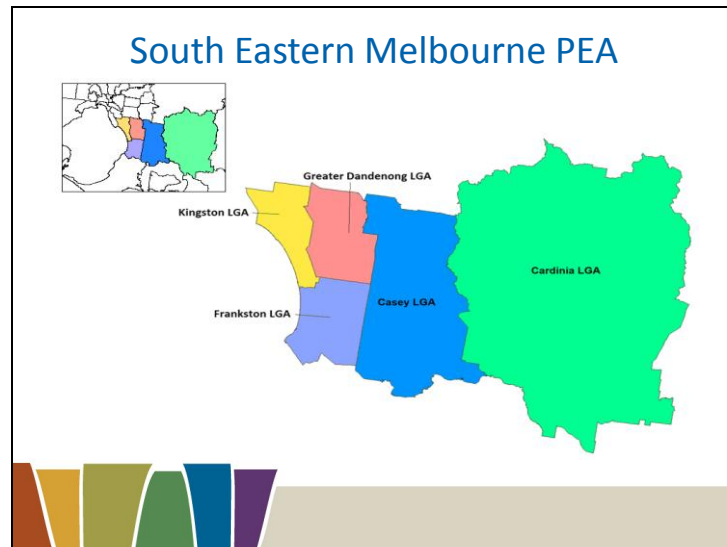
Slide 1

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 'Overview of the South Eastern Melbourne Priority Employment Area' is centered in blue. Below the title, the presenter's name 'Ivan Neville', title 'Branch Manager', and department 'Labour Market Research and Analysis Branch' are listed. At the bottom left, there is a decorative graphic consisting of several overlapping, curved shapes in orange, yellow, green, blue, and purple, followed by a solid tan horizontal bar.

Overview of the South Eastern Melbourne Priority Employment Area

Presenter: Ivan Neville, Branch Manager, Labour Market Research and Analysis Branch

Slide 2



Map of South Eastern Melbourne Priority Employment Area

A survey of Employers' Recruitment Experiences in the South Eastern Melbourne Priority Employment Area (PEA) was conducted in April 2012.

This area was previously surveyed in February 2010 and July 2009.

The South Eastern Melbourne PEA comprises the five Local Government Areas (LGAs) of Cardinia, Casey, Greater Dandenong, Frankston and Kingston.

What has changed?
South Eastern Melbourne PEA

Unemployment rate	INCREASED
Working Age Participation rate (15- 64 years old)	SIMILAR
Teenage full-time unemployment	DECREASED
Proportion of 25-34 year olds completed Year 12	INCREASED
Proportion of disengaged youth (20-24 years old)	SIMILAR
Income support recipients	SIMILAR
Proportion of families who are jobless	SMALL DECREASE
Overall labour market conditions for the PEA	SUBDUED

Source: ABS, Census of Population and Housing, 2011 and 2006; ABS Labour Market, April 2013; DEEWR, Small Area Labour Market, December 2012

What has changed? – South Eastern Melbourne PEA (since last presentation on 4 September 2012)

Source: ABS, Census of Population and Housing, 2011 and 2006; ABS Labour Market, April 2013; DEEWR, Small Area Labour Markets, December 2012

- **Unemployment rates** have increased throughout the PEA
- **Working age participation rate** (15-64 years old) was similar
- Fewer **teenage full-time unemployed**
- Increase in the number of 25-34 year olds who had **completed Year 12**
- Proportion of **disengaged youth** (20-24 years old) was similar
- Reliance on **income support payments** was similar
- The number of **jobless families** was similar

Profile of South Eastern Melbourne				
Region	Adult Population (2011)	Adult Population Growth (2006 – 2011)	OTMESC proportion of working age population (2011)	Median Age (2011)
Cardinia LGA	56 800	32%	9%	34
Casey LGA	193 800	19%	33%	33
Frankston LGA	102 100	9%	12%	37
Greater Dandenong LGA	111 000	9%	64%	35
Kingston LGA	117 300	6%	25%	39
South Eastern Melbourne PEA	581 100	14%	31%	36
Victoria	4 355 200	9%	23%	37
Australia	17 363 695	9%	19%	37

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

Profile of South Eastern Melbourne PEA

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

At the time of the 2011 Census, the adult population (15 years and over) of the South Eastern Melbourne PEA was 581,100 people.

- The Casey LGA recorded the largest adult population with 193,800 people.

The South Eastern Melbourne PEA experienced adult population growth of 14 per cent between 2006 and 2011, a higher level of growth compared with the Victorian and Australian averages of 9 per cent.

- The highest adult population growth was recorded in the Cardinia LGA with an increase of 32 per cent over the same period.

At the time of the 2011 census, the working age participation rate for the PEA was 75.2 per cent, only slightly lower than that for both Victoria (75.6 per cent) and Australia (75.8 per cent).

- The Cardinia LGA recorded the highest participation rate at 78.5 per cent.
- The Greater Dandenong LGA recorded the lowest participation rate at 66.8 per cent.

At the time of the 2011 Census, the proportion of the adult population aged 65 and over in the South Eastern Melbourne PEA was slightly lower at 15 per cent compared with Victoria and Australian (both 17 per cent).

At the time of the 2011 Census, the median age in the South Eastern Melbourne PEA was 36 years.

Employment profile			
Working Age Population (15-64)			
Region	Participation rate 2011	Employment Growth 2006 to 2011	% Part time
Cardinia LGA	78.5%	33%	30%
Casey LGA	75.7%	18%	28%
Frankston LGA	77.2%	11%	30%
Greater Dandenong LGA	66.8%	12%	29%
Kingston LGA	75.2%	8%	30%
South Eastern Melbourne PEA	75.2%	15%	29%
Victoria	75.6%	10%	31%
Australia	75.8%	10%	30%

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

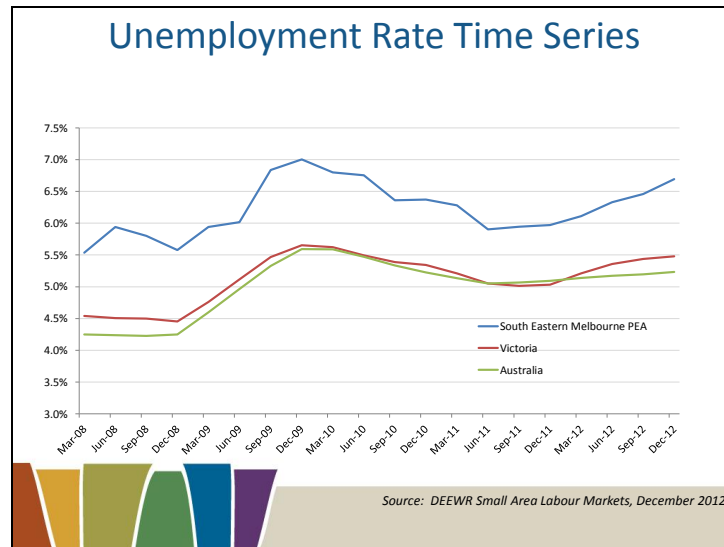
Employment profile – Working Age Population

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

At the time of the 2011 Census the working age population participation rate for the South Eastern Melbourne PEA was 75.2 per cent, on a par with Victoria (77.6 per cent) and Australia (75.8 per cent).

The South Eastern Melbourne PEA has had larger employment growth (15 per cent) in the five years to 2011 compared to the average for Victoria and Australia (both 10 per cent).

The proportion of part-time employment in the PEA (29 per cent) was similar to Victoria and Australia (31 per cent and 30 per cent respectively).



Unemployment Rate Time Series

Source: DEEWR Small Area Labour Markets, December 2012

This time series chart shows the unemployment rates from March 2008 to December 2012 for the South Eastern Melbourne PEA, Victoria and Australia.

The unemployment rate for the South Eastern Melbourne PEA peaked at 7.0 per cent in December 2009 before falling to 5.9 per cent in June 2011. It has since risen to stand at 6.7 per cent in December 2012. This is higher than the rate for both Victoria and Australia (5.5 per cent and 5.2 per cent respectively).

Unemployment Rate

Region	December 2011	December 2012	Annual Change
Cardinia LGA	4.8%	5.5%	0.7% pts
Casey LGA	5.0%	5.7%	0.7% pts
Frankston LGA	6.6%	6.6%	0.0% pts
Greater Dandenong LGA	8.2%	9.1%	0.9% pts
Kingston LGA	5.6%	6.9%	1.3% pts
South Eastern Melbourne PEA	6.0%	6.7%	0.7% pts
	April 2012	April 2013	Annual Change
Victoria (seasonally adjusted)	5.3%	5.8%	0.5% pts
Australia (seasonally adjusted)	5.0%	5.5%	0.5% pts

Source: DEEWR Small Area Labour Markets, December 2012, ABS, Labour Force, April 2013

Unemployment Rate

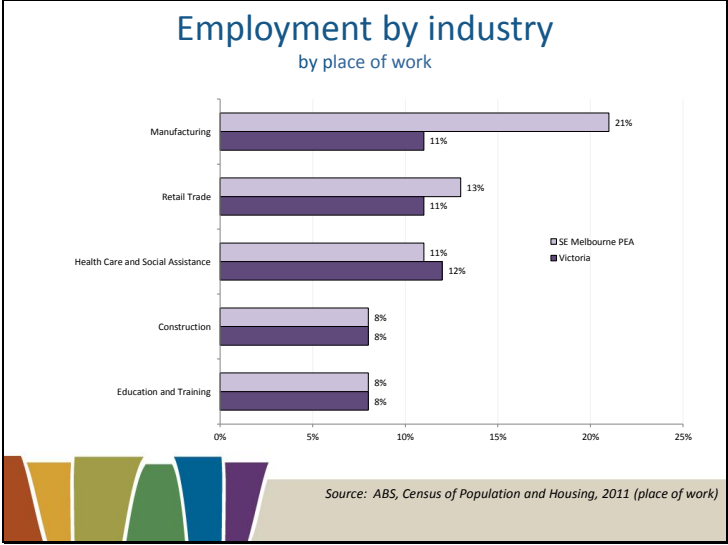
Source: DEEWR Small Area Labour Markets, December 2012; ABS Labour Force, April 2013

As at December 2012, the South Eastern Melbourne PEA had an unemployment rate of 6.7 per cent, higher than Victoria (5.6 per cent) and Australia (5.4 per cent).

The unemployment rate for the South Eastern Melbourne PEA increased by 0.7 percentage points over the 12 months to December 2012. The seasonally adjusted unemployment rate for Victoria and Australia also increased over the 12 months to April 2013 (both 0.5 percentage points).

Unemployment rates within the South Eastern Melbourne PEA vary considerably across the LGAs.

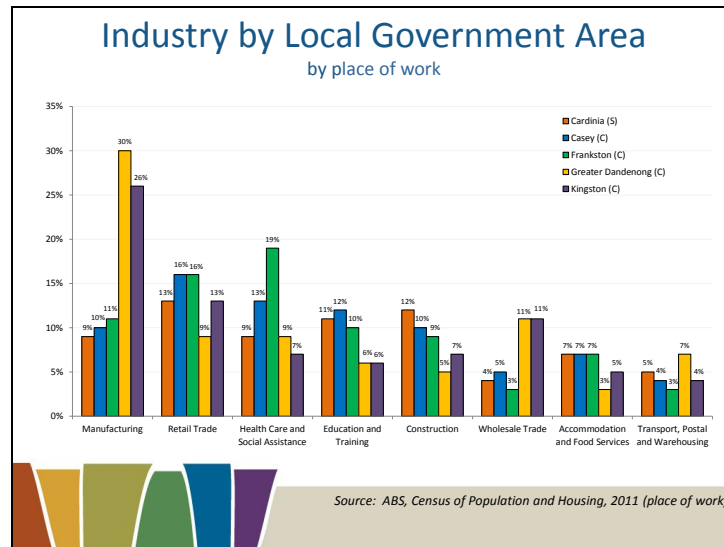
- The Greater Dandenong LGA recorded the highest unemployment rate of 9.1 per cent.
- The Cardinia LGA recorded the lowest unemployment rate of 5.5 per cent.



Industry of Employment – South Eastern Melbourne PEA

Source: ABS, Census of Population and Housing, 2011 (place of work)

The Manufacturing industry recorded the highest employment growth in the PEA (21 per cent). This was followed by the Retail Trade (13 per cent), Health Care and Social Assistance (11 per cent), Construction and Education and Training industries (both 8 per cent).



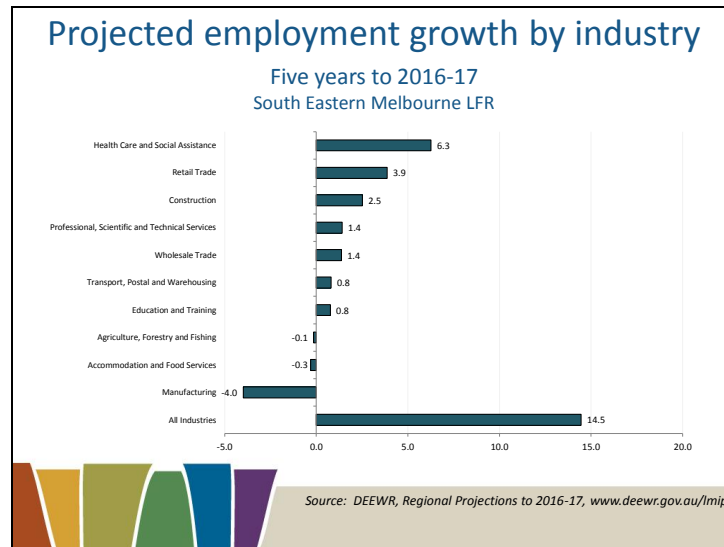
Industry by Local Government Area - by place of work

Source: ABS, Census of Population and Housing, 2011 (place of work)

The Local Government Areas in the South Eastern Melbourne Priority Employment Area each have different industry profiles.

Employment in the Greater Dandenong LGA is heavily reliant on the Manufacturing industry. Almost one in three people (30 per cent) were employed in this industry at the time of the 2011 Census, compared with 9 per cent for Australia.

In the Frankston LGA 19 per cent of people were employed in the Health Care and Social Assistance industry, compared with 12 per cent for Australia.

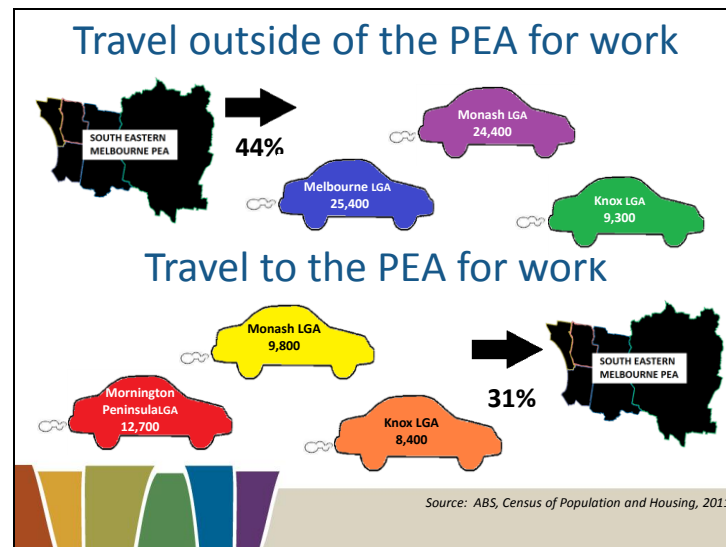


Projected Employment Growth by Industry, Five Years to 2016-17 - South Eastern Melbourne

Source: DEEWR, Regional Projections to 2016-17, www.deewr.gov.au/lmip

DEEWR Regional Projections to 2016-17 project the largest employment growth in the South Eastern Melbourne PEA to be in the Health Care and Social Assistance industry. The industry is likely to employ an additional 6,300 people by 2016-17. Employment growth is also likely for the Retail Trade (3,900 people) and Construction (2,500 people) industries.

It is projected that the Manufacturing industry will have the largest decrease in employment with approximately 4,000 less people being employed in the industry by 2016-17.



Travel outside of the PEA for work / Travel to the PEA for work

Source: ABS, 2011 Census of Population and Housing

Living in the PEA and travelling outside for work:

At the time of the 2011 Census, around 293,400 employed people of working age (15-64 years) were residing in the South Eastern Melbourne PEA.

Of those people, 56 per cent (164,700 people) worked in the PEA.

The remaining 44 per cent (128,700 people) travelled outside of the PEA for work.

The largest proportions travelled to:

Melbourne LGA (25,400 people or 20 per cent of people travelling outside the PEA for work)

Monash LGA (24,400 people or 19 per cent of people travelling outside the PEA for work)

Knox LGA (9,300 per cent or 7 per cent of people travelling outside the PEA for work)

Living outside the PEA and travelling to the PEA for work:

At the time of the 2011 Census, 237,100 people were employed in the South Eastern Melbourne PEA.

Of those people working in the PEA, 69 per cent (164,700 people) lived in the PEA and the remaining 31 per cent (72,500 people) lived outside the PEA and travelled to the PEA to work.

The largest proportions travelled from:

Mornington Peninsula LGA (12,700 people or 18 per cent of people travelling to the PEA for work)

Monash LGA (9,800 people or 14 per cent of people travelling to the PEA for work)

Knox LGA (8,400 people or 12 per cent of people travelling to the PEA for work)

Teenage Full-Time Unemployment

Region	Teenage full-time unemployment (15-19 years)			Teenage full-time unemployment to population ratio
	Persons	Teenage full-time unemployment rate	Annual change	
South Eastern Melbourne LFR	600	15.3%	-9.8 % pts	2.0%
Victoria	13,400	26.7%	-0.6 % pts	3.7%
Australia	62,800	24.3%	0.6 % pts	4.2%

Source: ABS Labour Force data, March 2013 (12 month average)

Teenage Full-Time Unemployment

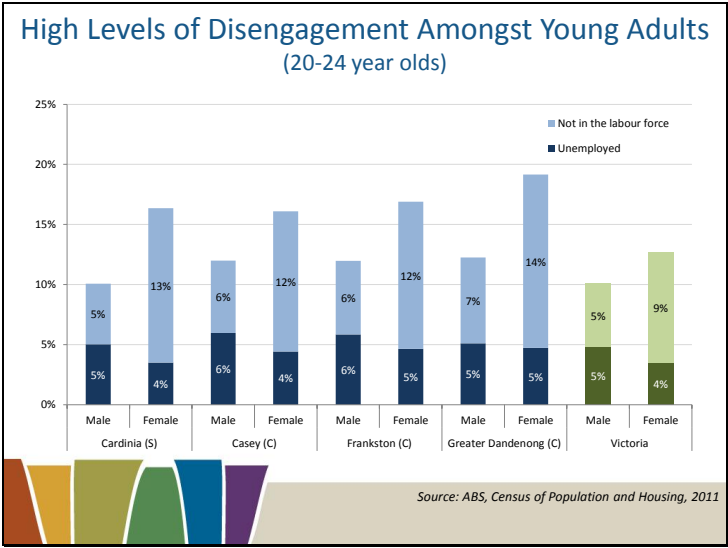
Source: ABS Labour Force data, March 2013 (12 month average)

Due to their lack of skills and experience, teenagers in the full-time labour market can be particularly vulnerable during a labour market downturn.

The teenage full-time unemployment rate is the proportion of those aged 15 to 19 years, participating full-time in the labour market, who are unemployed.

As at March 2013, the teenage full-time unemployment rate for the South Eastern Melbourne Labour Force Region (LFR) was 15.3 per cent. This proportion was lower than the state (26.7 per cent) and national (24.3 per cent) averages.

As at March 2013, the teenage full-time unemployment to teenage population ratio in the South Eastern Melbourne LFR was 2.0 per cent. This figure was lower than the rates in Victoria and Australia (3.7 per cent and 4.2 per cent respectively).



High Levels of Disengagement amongst Young Adults – (20-24 year olds)

Source: ABS, Census of Population and Housing, 2011

At the time of the 2011 Census, 13 per cent of young adults (persons aged 20 to 24 years) in the South Eastern Melbourne PEA were neither working nor studying. This figure was slightly higher compared with Victoria (11 per cent) and Australia (13 per cent).

For young adult males in the PEA, 6 per cent were not in the labour force and not studying and a further 5 per cent were unemployed and not studying. For young adult females in the PEA, 12 per cent were not in the labour force and not studying and a further 4 per cent were unemployed and not studying.

The Cardinia and Greater Dandenong LGAs had particularly large proportions of young adult females not in the labour force or unemployed (13 per cent and 14 per cent respectively). The proportion of young adult males not in the labour force or unemployed was also largest in the Greater Dandenong LGA (7 per cent).

Higher Rates of Income Support in Greater Dandenong and Frankston LGAs

Region	Proportion of Working Age Population	
	Income Support Benefit	Unemployment Benefit
Cardinia LGA	15%	5%
Casey LGA	17%	5%
Frankston LGA	20%	7%
Greater Dandenong LGA	27%	9%
Kingston LGA	13%	4%
South Eastern Melbourne PEA	19%	6%
Victoria	17%	5%
Australia	17%	5%

Source: DEEWR administrative data, March 2013; ABS, Census of Population and Housing, 2011

Higher Rates of Income Support in Greater Dandenong and Frankston LGAs

Source: DEEWR administrative data, March 2013; ABS, Census of Population and Housing, 2011

As at March 2013, 19 per cent of the working age population in the South Eastern Melbourne PEA was in receipt of an income support payment, higher compared with both Victoria and Australia (both 17 per cent).

Over one quarter (27 per cent) of the working age population in the Greater Dandenong LGA were in receipt of an income support payment.

The proportion of the working age population in the PEA in receipt of an unemployment benefit (6 per cent) was slightly higher than both Victoria and Australia.

A larger proportion of the working age population in the Greater Dandenong LGA (9 per cent) were in receipt of unemployment benefits than elsewhere in the South Eastern Melbourne PEA.

The number of unemployment beneficiaries in the region rose by 24 per cent over the year to March 2013, compared with a 19 per cent rise nationally.

Jobless Families

Region	Number of jobless families (with children under 15 years)	Proportion of all families who are jobless (with children under 15 years)		Proportion of couple families who are jobless (with children under 15 years)	Proportion of lone parent families who are jobless (with children under 15 years)
		2006	2011		
Cardinia LGA	900	11%	10%	3%	41%
Casey LGA	3,880	13%	13%	6%	43%
Frankston LGA	1,960	16%	15%	4%	44%
Greater Dandenong LGA	3,100	28%	23%	14%	56%
Kingston LGA	1,050	9%	8%	3%	32%
South Eastern Melbourne PEA	10,890	15%	14%	6%	44%
Victoria	66,720	14%	13%	5%	43%
Australia	294,880	15%	14%	5%	44%

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

Jobless Families

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

Overall, at the time of the 2011 Census, the proportion of families who were jobless in the South Eastern Melbourne PEA (14 per cent) was comparable with Victoria (13 per cent) and the same as Australia. Within the PEA, the largest proportion of families who were jobless was in the Greater Dandenong LGA (23 per cent).

The Greater Dandenong LGA also recorded the largest proportion of couple families who were jobless (14 per cent) and lone parent families who are jobless (56 per cent).

The proportion of lone parent families who were jobless in the PEA (44 per cent) was also on a par with Victoria and Australia (43 and 44 per cent respectively).

Jobless families are families where parents are not employed or in the labour force with children under 15 years of age.

In the five years to 2011, there has been a decline in Jobless families in all LGAs except Casey LGA.

Lower Levels of Educational Attainment
Persons aged 25-34 years

Region	% completed Year 12		% Attained Advanced Diploma, Diploma or Certificate III & IV	% attained Bachelor Degree or higher
	2006	2011		
Cardinia LGA	55%	64%	40%	19%
Casey LGA	63%	72%	35%	25%
Frankston LGA	59%	67%	38%	22%
Greater Dandenong LGA	67%	78%	28%	30%
Kingston LGA	78%	84%	30%	41%
South Eastern Melbourne PEA	65%	74%	34%	28%
Victoria	73%	79%	29%	40%
Australia	69%	75%	30%	35%

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

Lower Levels of Educational Attainment, persons aged 25-34 years

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

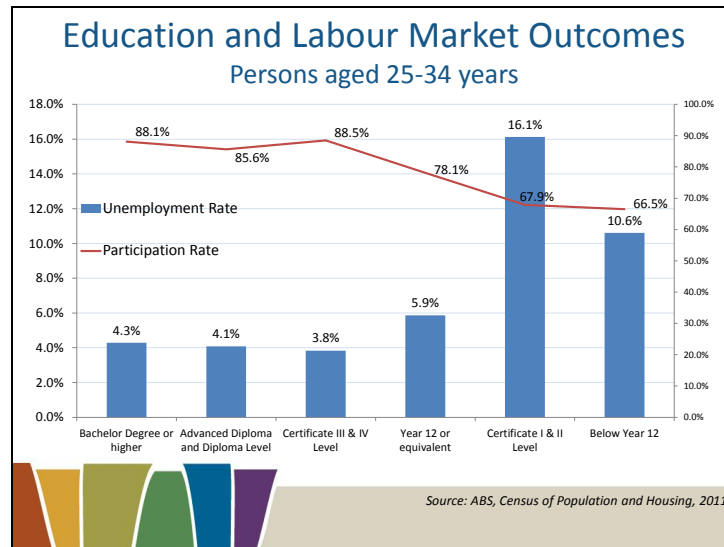
The level of educational attainment is strongly linked with labour market performance and the ability of a region (or its population) to respond flexibly to an economic downturn. For example, upon retrenchment, those with lower educational attainment will find it significantly more difficult to find subsequent employment than their higher skilled counterparts.

At the time of the 2011 Census, the proportion of 25 to 34 year olds in the South Eastern Melbourne PEA who had completed Year 12 or equivalent was 74 per cent, a smaller figure than both Victoria (79 per cent) and Australia (75 per cent).

Job seekers who have not completed Year 12 or equivalent and have limited experience in the workforce are likely to lack many basic employability skills that employers value and look for in applicants.

The proportion of 25 to 34 year olds who attained an Advanced Diploma, Diploma or Certificate III & IV in the PEA (34 per cent) was higher than state and national proportions (29 per cent and 30 per cent respectively).

Only 28 per cent of 25 to 34 year olds attained a Bachelor Degree or higher qualification in the PEA. This figure is notably smaller than that for Victoria and Australia (40 per cent and 35 per cent respectively).



Education and Labour Market Outcomes - Persons aged 25-34 years

Source: ABS, Census of Population and Housing, 2011

There is a strong relationship between educational attainment and employment outcomes.

For those aged 25 to 34 years in the South Eastern Melbourne PEA, there were high unemployment rates for those who did not complete Year 12 or equivalent (10.6 per cent) and those who had completed Certificate Level I and/or II (16.1 per cent).

For those who had completed Year 12 or equivalent, Certificate Level III and/or IV qualification, an Advanced Diploma and Diploma Level or a Bachelor Degree or higher, the unemployment rates were considerably lower (Year 12 or equivalent 5.9 per cent, Certificate Level III and/or IV 3.8 per cent, Advanced Diploma and Diploma Level 4.1 per cent; Bachelor Degree or higher 4.3 per cent).

In addition, generally the higher the level of education the more likely a person will be to participate in the labour market. This emphasises the importance of continuing education in assisting people obtain employment and participate in the labour market.

OTMESC Labour Market Outcomes
Working Age Population (15-64 years)

Region	OTMESC proportion of working age population (2011)	Unemployment Rate (2011)		Participation (2011)	
		OTMESC	MESC	OTMESC	MESC
Cardinia LGA	9%	7.3%	4.4%	73.7%	79.0%
Casey LGA	33%	7.0%	5.5%	71.9%	77.7%
Frankston LGA	12%	7.1%	5.6%	72.5%	78.0%
Greater Dandenong LGA	64%	9.6%	8.1%	66.1%	68.4%
Kingston LGA	25%	6.0%	4.2%	74.0%	80.7%
South Eastern Melbourne PEA	31%	7.8%	5.3%	70.1%	77.7%
Victoria	23%	7.9%	4.9%	68.4%	77.9%
Australia	19%	7.7%	5.3%	69.2%	77.5%

Source: ABS, Census of Population and Housing, 2011

OTMESC Labour Market Outcomes – Working Age Population (15-64 years)

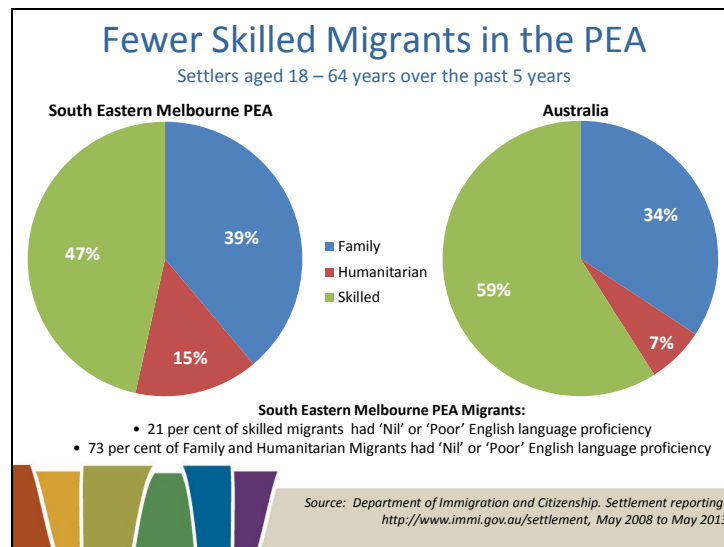
Source: ABS, Census of Population and Housing, 2011

This table compares the labour market outcomes for those people born in an other than main English speaking country (OTMESC) with those born in a main English speaking country (MESC) in the PEA.

MESC countries are Australia, Canada, Ireland, New Zealand, South Africa, United Kingdom and the United States of America.

At the time of the 2011 Census, the South Eastern Melbourne PEA had a larger proportion (31 per cent) of working age persons born in OTMESC countries than both Victoria (23 per cent) and Australia (19 per cent). A large majority (64 per cent) of the working age population in the Greater Dandenong LGA were born in an OTMESC country.

Persons born in OTMESC countries have a higher unemployment rate and lower participation rate when compared with those born in MESC countries. In the South Eastern Melbourne PEA the unemployment rate for the OTMESC working age population was 7.8 per cent (down from 8.3 per cent at the time of the 2006 Census) compared with 5.3 per cent for the MESC working age population. The participation rate was 70.1 per cent (up from 68 per cent at the time of the 2006 census) for the OTMESC working age population compared with 77.7 per cent for the MESC working age population.



Fewer Skilled Migrants in the PEA

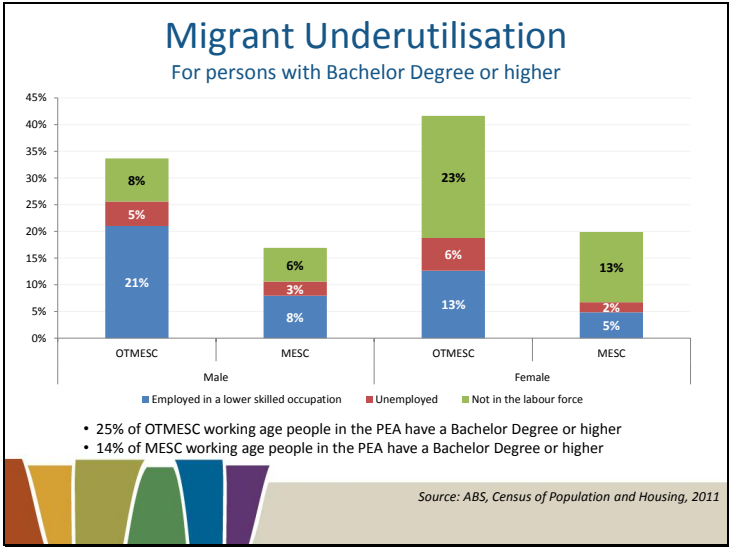
Source: Department of Immigration and Citizenship. Settlement reporting: <http://www.immi.gov.au/settlement>, May 2008 to May 2013

There have been over 27,300 migrants (aged 18-64 years) settle in the South Eastern Melbourne PEA over the past 5 years:

- 47 per cent (12,700 migrants) settled under the skilled migration stream, compared with 59 per cent for Australia.
- 39 per cent (10,600 migrants) settled under the family migration stream, compared with 34 per cent for Australia.
- 15 per cent (4,000 migrants) settled under the humanitarian migration stream, compared with 7 per cent for Australia.

South Eastern Melbourne PEA migrants:

- 21 per cent of skilled migrants had 'nil' or 'poor' English language proficiency.
- 73 per cent of family and humanitarian migrants had 'nil' or 'poor' English language proficiency.

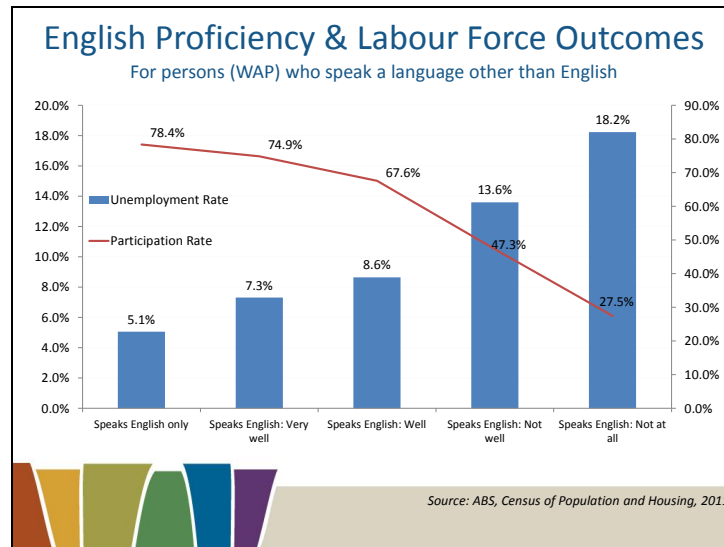


Migrant Underutilisation- For Persons with a Bachelor Degree or higher

Source: ABS, Census of Population and Housing, 2011

Overall, a quarter of the working age population in the South Eastern Melbourne PEA born in an OTMESC had obtained a Bachelor Degree or higher qualification according to the 2011 Census. This compared with 14 per cent for the MESC population.

There was a lower level of labour market participation for highly qualified OTMESC persons compared with the MESC population in the South Eastern Melbourne PEA. For both males and females, a larger proportion of the OTMESC population with a Bachelor Degree or higher were either not in the labour force, unemployed or employed in a low skilled occupation.



English Proficiency & Labour Force Outcomes – For persons (WAP) who speak a language other than English

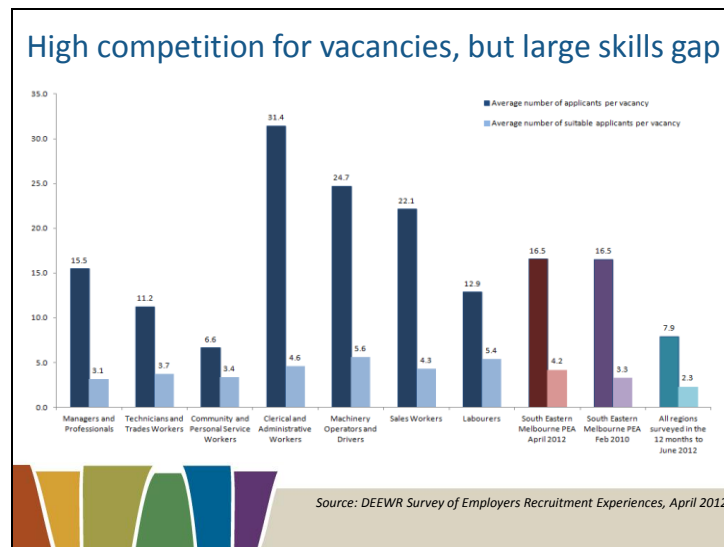
Source: ABS, Census of Population and Housing, 2011

At the time of the 2011 Census, people in the South Eastern Melbourne PEA with lower levels of English proficiency were less likely to be successful in the labour market.

People with low English proficiency are far more likely to be unemployed or not participating in the labour market.

People who speak English “well” are also likely to have poorer labour force outcomes than those who only speak English.

In the South Eastern Melbourne PEA, the unemployment rate for those people aged 18-64 who did not speak English at all was 18.2 per cent and the participation rate was 27.5 per cent. This was far worse when compared with people aged 18-64 who only spoke English (5.1 per cent unemployment rate and 78.4 per cent participation rate).



High competition for vacancies, but large skills gap

Source: DEEWR Survey of Employers Recruitment Experiences, April 2012

Employers in the South Eastern Melbourne PEA experienced a higher level of competition for vacancies in their most recent recruitment round.

There was an average of 16.5 applicants per vacancy (compared to 7.9 applicants per vacancy for all regions surveyed in the 12 months to June 2012), of whom an average of 4.2 applicants were considered suitable by employers (2.3 applicants for all regions).


Competition was particularly high in the Kingston LGA where there was an average of 23.6 applicants and 6.5 suitable applicants per vacancy.

Vacancies for Clerical and Administrative Workers received the highest number of applicants (31.4 applicants per vacancy). Machinery Operator and Driver vacancies received above average applicants and recorded the highest number of suitable applicants per vacancy across all occupation groups (5.6 suitable applicants).

Employers recruiting for Community and Personal Service Workers received the lowest average number of applicants and suitable applicants per vacancy (6.6 applicants and 3.4 suitable applicants), however, the average number of suitable applicants for this occupation was still greater than the national average (2.3 suitable applicants).

Reasons Applicants Were Unsuitable

- Of employers in the PEA who recruited, 66% had at least one unsuitable applicant in their most recent recruitment round.
- Reasons for applicant unsuitability included:
 - Insufficient experience to perform job duties
 - Insufficient qualifications or training to perform job duties
 - Location of the applicant (interstate/overseas)
 - Employability skills

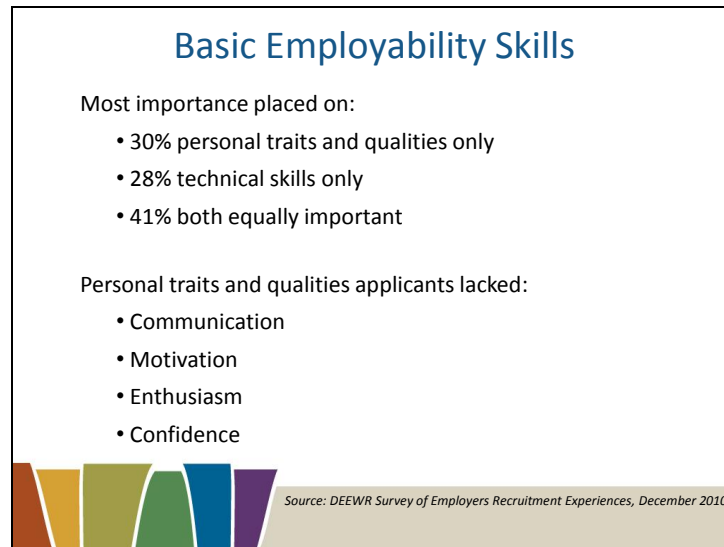


Source: DEEWR Survey of Employers Recruitment Experiences, April 2012

Reasons Applicants Were Unsuitable

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2012

Of employers in the PEA who recruited, 66 per cent had at least one unsuitable applicant in their most recent recruitment round. Of those considered unsuitable for the position, the most common reasons were a lack of experience to perform job duties (61 per cent of employers who had unsuitable applicants), insufficient qualifications or training (33 per cent) and the applicant being located interstate or overseas (19 per cent). Other reasons included employability skills.



Basic Employability Skills

Source: DEEWR Survey of Employers Recruitment Experiences, December 2010

Most importance placed on:

- 30 per cent personal traits and qualities only
- 28 per cent technical skills only
- 41 per cent both equally important

Personal traits and qualities applicants lacked:

- Communication
- Motivation
- Enthusiasm
- Confidence

Bachelor Degree or Higher VET Qualifications	
Child Carers	Electricians
Early Childhood (Pre-primary School) Teachers	Metal Fitters and Machinists
Structural Steel and Welding Trades Workers	Carpenters and Joiners
Other occupations	
Sales Representatives	Truck Drivers
Receptionists	Sales Assistants (General)

Source: DEEWR Survey of Employers Recruitment Experiences, April 2012

Occupations Most Commonly Reported as Difficult to Fill

Source: DEEWR, Survey of Employers' Recruitment Experiences, April 2012

This slide shows the occupations that employers in the South Eastern Melbourne PEA most commonly reported as being difficult to fill.

Bachelor Degree or Higher VET Qualifications

- Child Carers
- Electricians
- Early Childhood (Pre-primary School) Teachers
- Metal Fitters and Machinists
- Structural Steel and Welding Trades Workers
- Carpenters and Joiners

Other occupations

- Sales Representatives
- Truck Drivers
- Receptionists
- Sales Assistants (General)

Local labour supply

	South Eastern Melbourne PEA		Australia	
	Untapped labour force	Participation rate	Untapped labour force	Participation rate
Females aged 25-39	25,600	72%	631,000	75%
OTMESC (15-64)	50,900	70%	923,400	69%
People aged 50-64 years	39,600	70%	1,235,800	70%

Source: ABS, Census of Population and Housing, 2011

Local Labour Supply

Source: ABS Census of Population and Housing, 2011

The ‘Untapped labour force’ is the number of people who are Not in the Labour Force or who are Unemployed.

At the time of the 2011 Census there was a slightly lower participation rate for females aged 25-39 (72 per cent) compared with Australia (75 per cent).

People from an “OTMESC” background had a similar participation rate in the PEA (70 per cent) compared with Australia (69 per cent).

What should employers be doing?

- Phased retirement
- Flexible hours / leave
- Job sharing
- Job compression (working longer but fewer days)
- Teleworking
- Ongoing training
- Cater for those with caring responsibilities

Source: www.fairwork.gov.au

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Conclusion

Some softness in the labour market and conditions are subdued

Opportunities

- Large employing industries
- Employers having difficulty filling vacancies across a broad range of occupations
- Broader Melbourne labour market (transport)


Disadvantaged Groups

- Disengaged youth, jobless families, less educated, migrants

Job seekers need to be job ready

- Work experience / training / apprenticeships
- English proficiency
- Employability skills

Collaborate with key stakeholders, employers and local employment co-ordinator



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Further Information

- www.deewr.gov.au/regional-reports-employers-recruitment-experiences
- www.deewr.gov.au/lmip
- www.deewr.gov.au/SkillShortages
- www.deewr.gov.au/australianjobs
- www.skillsinfo.gov.au
- www.joboutlook.gov.au
- www.deewr.gov.au/news/aussie-jobs



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/regional-reports-employers-recruitment-experiences
- www.deewr.gov.au/lmip
- www.deewr.gov.au/SkillShortages
- www.deewr.gov.au/australianjobs
- www.skillsinfo.gov.au
- www.joboutlook.gov.au
- www.deewr.gov.au/news/aussie-jobs

This presentation will be placed on the regional reports section of the DEEWR website www.deewr.gov.au/regional-reports-employers-recruitment-experiences.

Thank you.



Australian Government
Department of Education, Employment and Workplace Relations

If you have any questions about the presentation please contact the Regional and Industry Employer Surveys section on [1800 059 439](tel:1800059439) or email recruitmentsurveys@deewr.gov.au



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