



## Are you looking for a job in Australia?

The Australian Labour Market Update provides information on the Australian labour market on a quarterly basis. It is intended to help people interested in working in Australia on a temporary or permanent basis.

Further information on job prospects, earnings and related information is at [www.joboutlook.gov.au](http://www.joboutlook.gov.au).

Unless otherwise stated, data are from the Australian Bureau of Statistics (ABS) Labour Force Survey, November 2013.

## EMPLOYMENT<sup>1</sup>

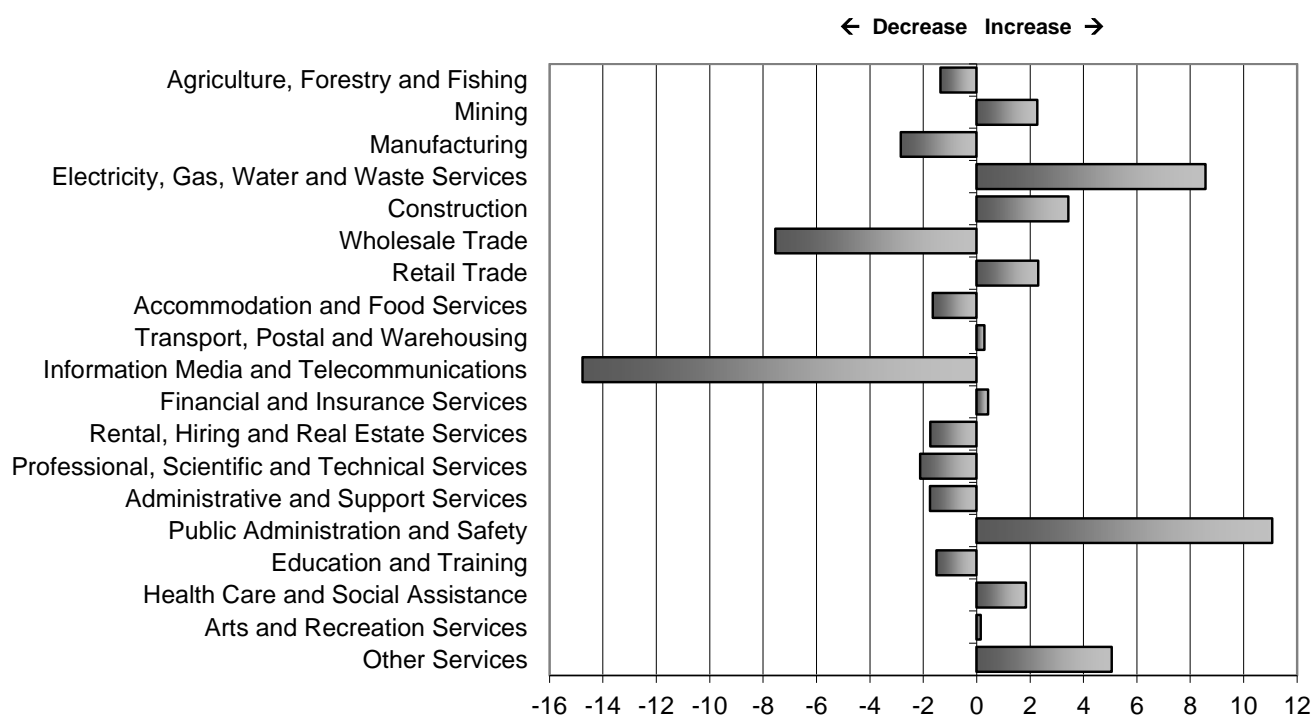
While trend employment has continued to expand over the year to November 2013, increasing by 66 700 (or 0.6%), underlying labour market conditions remain soft. The pace of trend employment growth slowed from an average increase of 20 600 jobs per month in December 2012, to a decrease of 600 jobs per month in November 2013.

In line with a number of leading indicators of labour market activity, the pace of employment growth is likely to remain reasonably modest over the coming months, with the unemployment rate continuing to edge up over the course of 2014.

Over the 12 months to November 2013, employment (in trend terms) increased in the Northern Territory (NT, 2.7%), Queensland (QLD, 1.6%), Western Australia (WA, 1.1%), Victoria (VIC, 0.7%), the Australian Capital Territory (ACT, 0.2%) and New South Wales (NSW, 0.2%). Employment declined in Tasmania (TAS, down 2.1%) and South Australia (SA, down 1.6%).

Employment opportunities and growth varied across industries. Over the 12 months to November 2013, the largest increases in trend employment occurred in Public Administration and Safety (up 77 200) and Construction (up 34 500). The largest decreases in trend employment occurred in Information Media and Telecommunications (down 33 500) and Wholesale Trade (down 32 900). The strongest rate of employment growth was in Public Administration and Safety (up 11.1%), while the strongest rate of trend employment decrease was in Information Media and Telecommunications (down 14.8%). Employment growth rates by industry are shown in Figure 1.

Figure 1: Percentage change in trend employment by industry – November 2012 to November 2013



Source: ABS, Labour Force, Australia, Detailed, Quarterly, November 2013, ABS Cat. No. 6291.0.55.003.

<sup>1</sup> Data in the first and third paragraphs in this section are from the ABS Labour Force Survey, December 2013.

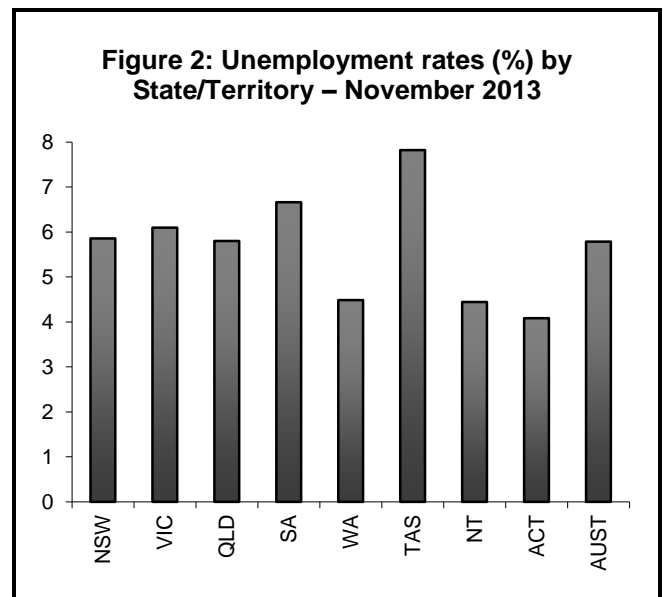
## UNEMPLOYMENT<sup>2</sup>

The trend rate of unemployment was 5.8% in November 2013 compared with 5.4% in November 2012.

In the past year, the trend unemployment rate increased in all states and territories except Queensland (declined from 6.1% to 5.8%) and the ACT (declined from 4.3% to 4.1%).

In November 2013, the trend unemployment rate was highest in Tasmania (7.8%), SA (6.7%), Victoria (6.1%) and NSW (5.9%) and lowest in the ACT (4.1%), the NT (4.4%) and WA (4.5%). See Figure 2.

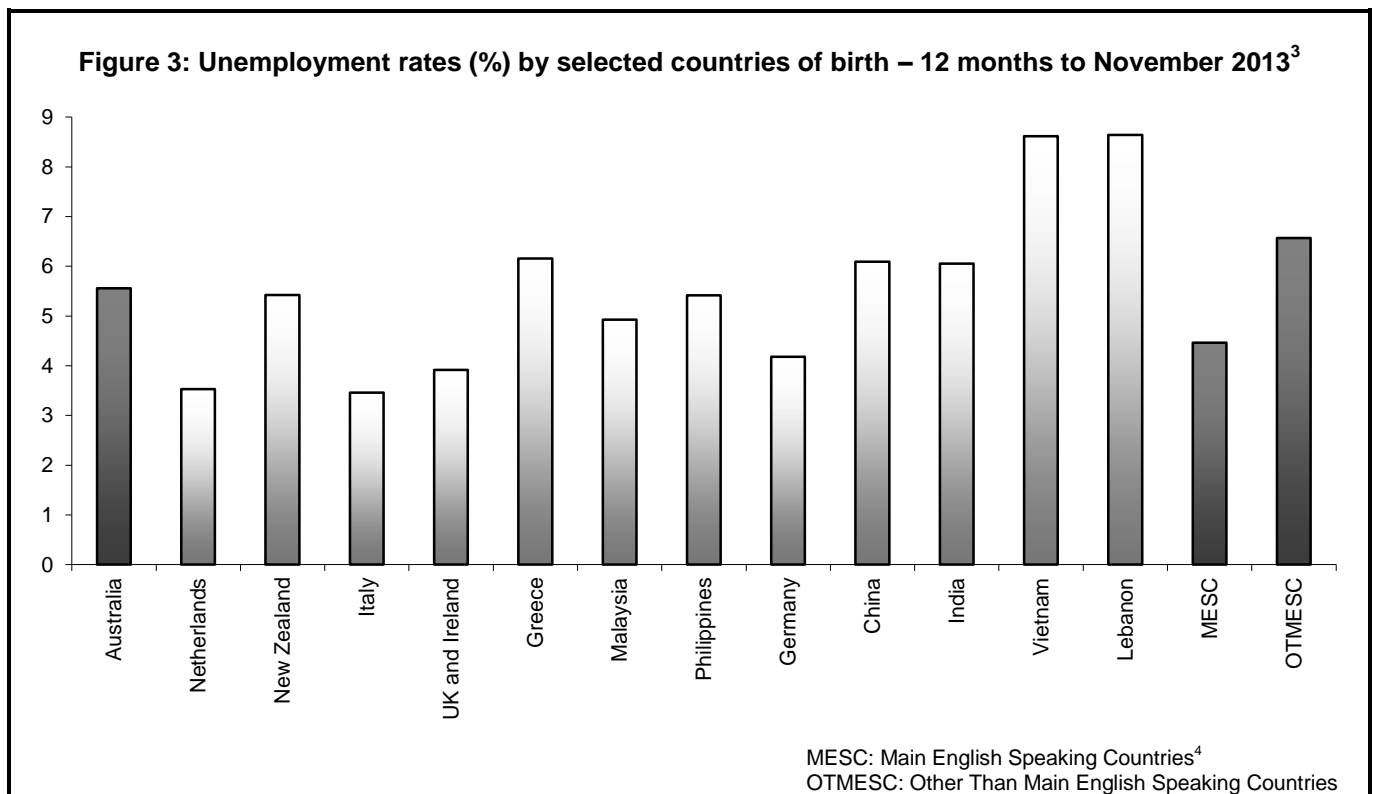
Generally, people in more highly-skilled occupational groups are less likely to experience unemployment. For the four quarters to November 2013, the unemployment rate for those formerly employed as Labourers was around three and a half times that of former Professionals.



## MIGRANT UNEMPLOYMENT

The unemployment rates for people who migrate to Australia vary appreciably. Several factors influence migrant unemployment rates including skill level, age, English proficiency, recent and relevant work experience, and the period since arrival in Australia. Data consistently show recently-arrived migrants have a higher unemployment rate than those who have lived in Australia for some years.

Figure 3 below shows unemployment rates (average of the last 12 months to November 2013) for people resident in Australia born in selected overseas countries. People born in Italy, the Netherlands, and UK and Ireland have relatively low unemployment rates (3.5%, 3.5% and 3.9% respectively), while unemployment rates for people born in Lebanon and Vietnam are relatively high (both 8.6%).



<sup>2</sup> With the exception of the fourth paragraph, this section is based on the ABS Labour Force Survey, December 2013.

<sup>3</sup> The estimates for individual countries in Figure 3 may be subject to high sampling variability. Figure 3 uses original data.

<sup>4</sup> MESC are the United Kingdom, Republic of Ireland, South Africa, Canada, the United States of America and New Zealand.

## EMPLOYMENT AND UNEMPLOYMENT BY OCCUPATION<sup>5</sup>

While employment growth is not the only factor influencing job prospects, it is often easier to obtain a job in an occupation which is experiencing strong employment growth than one growing only slowly or declining. Over the 12 months to November 2013 (average of the last four quarters), the largest increases in employment occurred for Community and Personal Service Workers (up 57 600), Machinery Operators and Drivers (up 28 400), and Sales Workers (up 23 600). Employment growth rates in descending skill order are shown below.

Employment Growth Rates for the 12 months to November 2013		Unemployment Rates for the 12 months to November 2013	
Managers	0.9	Managers	1.8
Professionals	0.5	Professionals	2.0
Technicians and Trades Workers	0.4	Technicians and Trades Workers	3.4
Community and Personal Service Workers	5.3	Community and Personal Service Workers	3.5
Clerical and Administrative Workers	0.2	Clerical and Administrative Workers	3.0
Sales Workers	2.2	Sales Workers	4.6
Machinery Operators and Drivers	3.8	Machinery Operators and Drivers	4.8
Labourers	-1.4	Labourers	7.3

Highly skilled occupational groups experience lower rates of unemployment, while higher unemployment rates are generally associated with less-skilled occupations. The unemployment rates (for those who worked for two weeks or more in the past two years) by occupational group are presented in descending skill order (average of the last four quarters).

Additional information on occupational groups is provided in the following section on internet vacancy trends.

## INTERNET VACANCY TRENDS

The Department of Employment produces the monthly Vacancy Report<sup>6</sup>, containing the Internet Vacancy Index (IVI)<sup>7</sup> (see Figure 4). Over the year to November 2013, the IVI (trend) declined by 13.5%, with decreases being recorded for all eight occupational groups and all States and Territories.

Over the year to November 2013, the most significant IVI decreases were in WA (down 28.3%) and the ACT (down 28.0%).

The largest occupational group decreases were for Professionals (down 19.5%), Labourers (down 17.6%) and Machinery Operators and Drivers (down 16.6%).

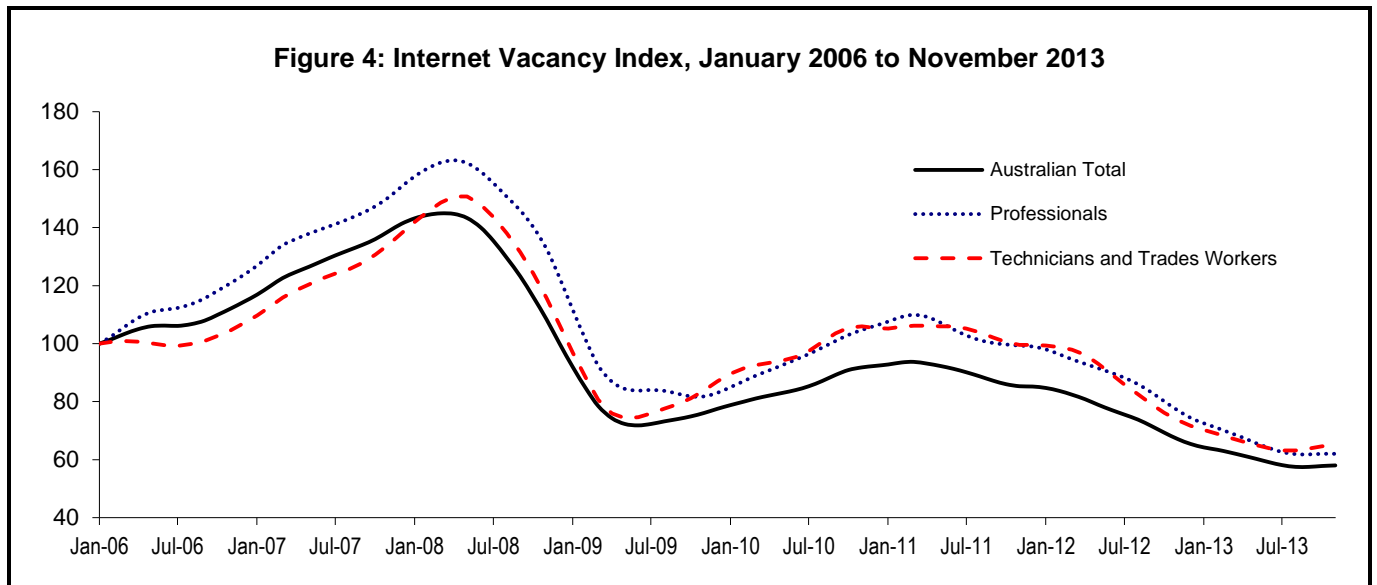
Over the year to November 2013, vacancies decreased in 42 of the 48 occupation clusters, with the largest decreases being for Science Professionals and Veterinarians (down 70.8%), Engineers (down 60.2%) and Machine and Stationary Plant Operators (down 29.2%).

The largest increase over this period was for Sports, Travel and Personal Service Workers (up 10.8%), followed by Medical Practitioners and Nurses (up 7.1%).

<sup>5</sup> This section is based on ABS Labour Force Survey original data.

<sup>6</sup> Available from <http://lmip.gov.au/default.aspx?LMIP/VacancyReport>.

<sup>7</sup> The Internet Vacancy Index (IVI) is based on a count of online job advertisements newly lodged on SEEK, MyCareer, CareerOne and Australian JobSearch during the month. Duplicate advertisements are removed before IVI vacancies are coded by the Department of Employment to occupations based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO) (ABS Cat. No. 1220.0). The data are seasonally adjusted and trended, and then indexed (January 2006 = 100). Since July 2013, the IVI has been affected by MyCareer's move to free job advertising. The Department of Employment has made an adjustment to the data to take account of this change, in order to provide a more reliable indicator of recent vacancy trends.



Source: Department of Employment, Internet Vacancy Index (November 2013), <http://lmip.gov.au/default.aspx?LMIP/VacancyReport>.

## FUTURE JOB OPENINGS

The Australian Jobs 2013 publication ([www.employment.gov.au/australian-jobs-publication](http://www.employment.gov.au/australian-jobs-publication)) contains information on future job openings, which reflects the number of new jobs expected to be created over the five years to November 2017 and the number of openings likely due to workers leaving their occupation group for other employment or leaving the workforce. As there may be significant variation between and within states, information on job openings should be used with caution.

Job Openings estimates are indicative only and are intended to provide a guide to opportunities likely to be available over the five years to November 2017. It is important to note these estimates do not provide any guidance about how many people are looking for opportunities in each occupation. The Australian labour market can change quickly so information on the Australian labour market should be re-assessed prior to making a decision to lodge a visa application.

Queries on the Australian Labour Market Update publication should be emailed to [migration@employment.gov.au](mailto:migration@employment.gov.au).



## Accountants

Accountants plan and provide accounting systems and services relating to taxation and the financial dealings of organisations and individuals, and advise on associated record-keeping and compliance requirements.

In the Australian labour market, employers generally seek applicants with a Bachelor Degree or higher level qualification. While registration is not necessary to practice as an accountant in Australia (other than for financial advisors, tax agents, external auditors and liquidators), membership of an Australian professional accounting body assists employment outcomes.

Since 1 July 2013, accountants are able to apply to be licensed to provide a broader range of financial advice. This reform is designed to facilitate expansion in the provision of financial advice and create opportunities for accountants to grow and diversify their businesses<sup>8</sup>.

### LABOUR MARKET PROFILE

Employment growth projections by the Australian Department of Employment indicate the occupation group of accountants will grow strongly for the five years to November 2017. The majority of accountants are employed in the Professional, Scientific and Technical Services (47.5%), Financial and Insurance Services (11.6%), Manufacturing (6.5%) and Public Administration and Safety (6.3%) industries. Table A provides a labour market profile for accountants from *Job Outlook* data (see [www.joboutlook.gov.au](http://www.joboutlook.gov.au)). Recent labour market research by the Department of Employment suggests there is no shortage of accountants in Australia (see <http://docs.employment.gov.au/node/33287>).

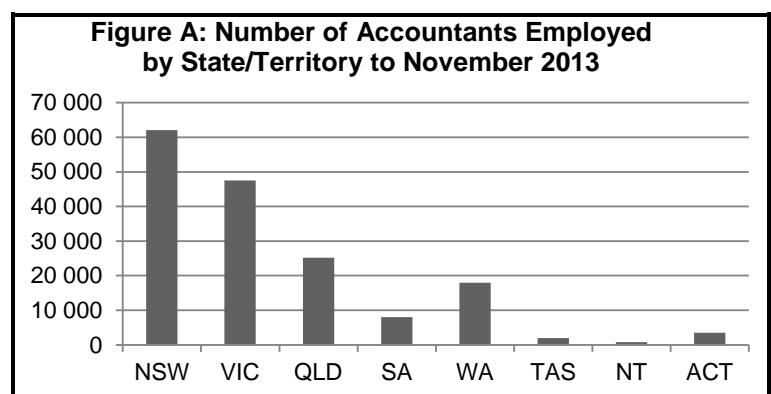
Table A: Accountants – Key Labour Market Indicators

Key Indicator	Accountants
Occupation size (November 2012)	169 700
Females	46.6%
Males	53.4%
Median age	37 years
Full-time share of employment	82.8%
Average weekly hours (full-time)	40.9
Median weekly earnings (full-time and before tax)	\$1400
Unemployment rate	below average
Employment growth over past 5 years (to November 2012)	2.6%
Projected (to 2017) occupation size	191 100

### REGIONAL EMPLOYMENT

For the four quarters to November 2013<sup>9</sup>, the average employment of accountants was highest in New South Wales (NSW, 62 061), Victoria (VIC, 47 501) and Queensland (QLD, 25 218).

The Northern Territory (NT), Tasmania (TAS), the Australian Capital Territory (ACT), South Australia (SA) and Western Australia (WA) employed the smallest number of accountants. See Figure A (original data).



Source: ABS Labour Force Survey (original data), November 2013.

<sup>8</sup> Minister for Financial Services and Superannuation, New form of licence expands access to financial advice, media release, no. 036, Department of the Treasury, Canberra, 23 June 2012, <http://ministers.treasury.gov.au/DisplayDocs.aspx?doc=pressreleases/2012/036.htm&pageID=003&min=brs&Year=2012&DocType=0>.

<sup>9</sup> ABS Labour Force Survey (original data).

## SKILLS ASSESSMENT

There are three Australian assessing authorities appointed to assess the qualifications of overseas trained accountants: CPA Australia (formerly the Australian Society of Certified Practising Accountants), The Institute of Chartered Accountants Australia (ICAA), and the Institute of Public Accountants (IPA).

To be eligible for migration to Australia as an accountant<sup>10</sup> an applicant must have their educational qualifications (in accounting or a relevant field of study) assessed by an Australian assessing authority as comparable to an Australian Bachelor degree. The qualification must include adequate coverage of at least 9 of 12 core knowledge areas, including the four compulsory core knowledge areas for the relevant occupation.

Figure 2 is a guide to the 12 core knowledge areas.<sup>11</sup> These studies must be assessed as similar in both content and standard as the studies completed in an Australian Bachelor degree. Practical experience in a core knowledge area is not accepted as an alternative to formal tertiary (post-secondary) study.

If an applicant does not meet the minimum core knowledge requirements, they may complete further studies to meet the standard required for migration.

Information on the current skills assessment process (including educational qualifications and English language proficiency) and membership criteria for Australian professional accounting bodies is on the websites of CPA Australia ([www.cpaaustralia.com.au](http://www.cpaaustralia.com.au)), the ICAA ([www.charteredaccountants.com.au](http://www.charteredaccountants.com.au)) and the IPA ([www.publicaccountants.org.au](http://www.publicaccountants.org.au)). The Australian Skills Recognition Information website ([www.immi.gov.au/asri](http://www.immi.gov.au/asri)) includes skills assessment information for individual accountant occupations.

### Figure 2: 12 Core Knowledge Areas

- 1) Accounting systems and processes
- 2) Financial accounting
- 3) Management accounting
- 4) Accounting theory
- 5) Finance
- 6) Auditing
- 7) Commercial law
- 8) Economics
- 9) Quantitative methods
- 10) Information systems design and development
- 11) Taxation law
- 12) Company law

## EMPLOYER-SPONSORED MIGRATION

The Australian Government has several employer-sponsored migration programmes, including the Temporary Work Skilled, the Employer Nomination Scheme and the Regional Sponsored Migration Scheme. Information on these programmes is on the Department of Immigration and Border Protection website at [www.immi.gov.au](http://www.immi.gov.au).

## SEEKING EMPLOYMENT IN AUSTRALIA

Overseas-qualified accountants should note acceptance of overseas qualifications for migration purposes does not assure employment in the occupation in Australia. Employment will depend on other factors such as the number of vacancies, skill needs in the Australian labour market, and suitability of an applicant for employment in a particular job in Australia.

The Department of Employment is not an employment agency and is not able to assist visa applicants or potential migrants to obtain employment in Australia. Australian employers are increasingly using the internet to advertise vacancies and websites of Australian professional bodies (which may recognise membership of affiliated overseas bodies) and industry bodies often include information on vacancies.

<sup>10</sup> The ICAA website provides information on skill assessment provisions where reciprocal arrangements exist with overseas accounting bodies ([www.charteredaccountants.com.au/The-Institute/Migration-assessment/Recognised-accounting-qualifications.aspx#a2](http://www.charteredaccountants.com.au/The-Institute/Migration-assessment/Recognised-accounting-qualifications.aspx#a2)).

<sup>11</sup> Figure 2 is based on the 12 core knowledge areas listed on the CPA Australia website. See the ICAA and IPA websites for details of the 12 core knowledge areas for their skill assessments.



## Primary and Secondary School Teachers

In the Australian labour market, primary school teachers teach a range of subjects within a prescribed curriculum to primary school students and promote students' social, emotional, intellectual and physical development.<sup>i ii</sup>

Secondary school teachers teach one or more subjects within a prescribed curriculum to secondary school students and promote students' social, emotional, intellectual and physical development.<sup>iii</sup>

The entry requirement for employment for primary and secondary school teachers in Australia is a four year Bachelor Degree or higher qualification in Teacher Education accredited by an Australian Teacher Regulatory Authority.

Registration<sup>iv</sup> with the relevant regulatory authority is required in all States and Territories of Australia. Other certification, such as working with children or comprehensive criminal record checks, may also be required.

### LABOUR MARKET PROFILE

Employment growth projections by the Australian Department of Employment indicate the occupation groups of primary and secondary school teachers will have strong and moderate employment growth respectively for the five years to November 2017. Table A provides a labour market profile for primary and secondary school teachers from *Job Outlook* data ([www.joboutlook.gov.au](http://www.joboutlook.gov.au)). Recent labour market research by the Department of Employment suggests there is a more than adequate supply of primary school teachers in the Australian labour market.<sup>v</sup>

**Table A: Primary and Secondary School Teachers – Key Labour Market Indicators**

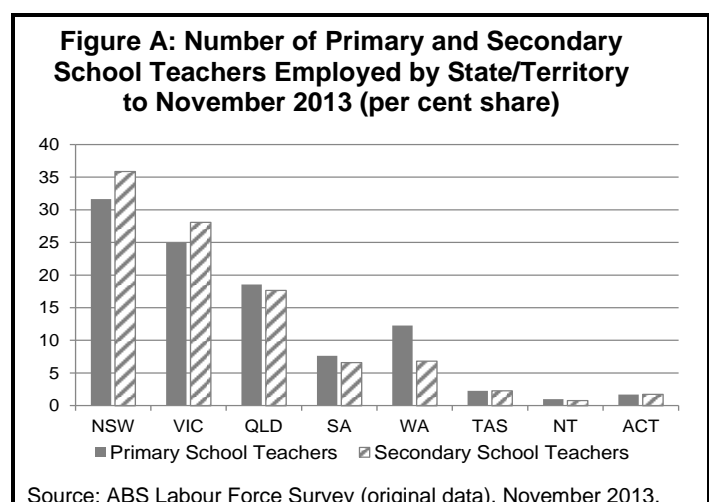
Key Indicator	Primary School Teachers	Secondary School Teachers
Occupation size (November 2012)	155 200	150 500
Females	86.0%	59.4%
Males	14.0%	40.6%
Median age	41	43
Full-time share of employment	69.0%	79.0%
Average weekly hours (full-time)	41.1	42.1
Median weekly earnings (full-time and before tax)	\$1300	\$1500
Unemployment rate	below average	below average
Employment growth over past 5 years (to November 2012)	6.6%	8.4%
Projected (to 2017) occupation size	169 500	162 800

### REGIONAL EMPLOYMENT

Primary and secondary school teachers are employed in all States and Territories in Australia.

For the four quarters to November 2013<sup>vi</sup>, over 70 per cent of primary and secondary school teachers were employed in New South Wales (NSW), Victoria (VIC) and Queensland (QLD). Of these three States, the relative concentration of secondary school teachers is higher than that of primary school teachers in NSW and Victoria.

The Northern Territory (NT), the Australian Capital Territory (ACT), Tasmania (TAS), South Australia (SA) and Western Australia (WA) employed the smallest numbers of primary and secondary school teachers. See Figure A (original data).



## SKILLS ASSESSMENT

The Australian Institute for Teaching and School Leadership Limited is the Australian assessing authority for primary and secondary school teachers. Individuals applying to migrate to Australia in these occupations must undergo an assessment by the Australian Institute for Teaching and School Leadership Limited of their qualifications.

This assessment consists of three criteria: educational, professional qualification and English language proficiency. Unless applicants have completed specified higher education (university) study in certain main English speaking countries, they are required to score at least 7.0 for Reading and Writing and 8.0 for Speaking and Listening components of the International English Language Testing System Academic test.

Primary and secondary school teachers applying for temporary visas which include a work right should apply directly to the teacher regulatory authority in the relevant State or Territory of employment in relation to registration, accreditation or permission to teach.

More detailed information is on the Australian Skills Recognition Information website ([www.immi.gov.au/asri](http://www.immi.gov.au/asri)) and the Australian Institute for Teaching and School Leadership Limited website ([www.aitsl.edu.au](http://www.aitsl.edu.au)).

## EMPLOYER-SPONSORED MIGRATION

The Australian Government has several employer-sponsored migration programmes, including the Temporary Work Skilled, Employer Nomination Scheme and Regional Sponsored Migration Scheme. Information on these programmes is on the Department of Immigration and Border Protection website at [www.immi.gov.au](http://www.immi.gov.au).

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<sup>i</sup> The website of the Australian Government Department of Education ([www.education.gov.au/school-education](http://www.education.gov.au/school-education)) and the Students First website ([www.studentsfirst.gov.au](http://www.studentsfirst.gov.au)) provide an overview of formal schooling in Australia.

<sup>ii</sup> Australian Bureau of Statistics (ABS) and Statistics New Zealand (SNZ), Australian and New Zealand Standard Classification of Occupations (ANZSCO), ABS Cat. No. 1220.0.

<sup>iii</sup> ABS and SNZ, Australian and New Zealand Standard Classification of Occupations (ANZSCO), ABS Cat. No. 1220.0.

<sup>iv</sup> The websites of the New South Wales Government ([www.bostes.nsw.edu.au/wps/portal/home](http://www.bostes.nsw.edu.au/wps/portal/home)) and Australian Capital Territory Government ([www.tqi.act.edu.au/registration](http://www.tqi.act.edu.au/registration)) provide information on employment in these jurisdictions.

<sup>v</sup> See <http://docs.employment.gov.au/system/files/doc/other/schoolteachersclusterAus.pdf> and [http://docs.employment.gov.au/system/files/doc/other/2412-13\\_primary\\_school\\_teachers.pdf](http://docs.employment.gov.au/system/files/doc/other/2412-13_primary_school_teachers.pdf).

<sup>vi</sup> ABS Labour Force Survey (original data).