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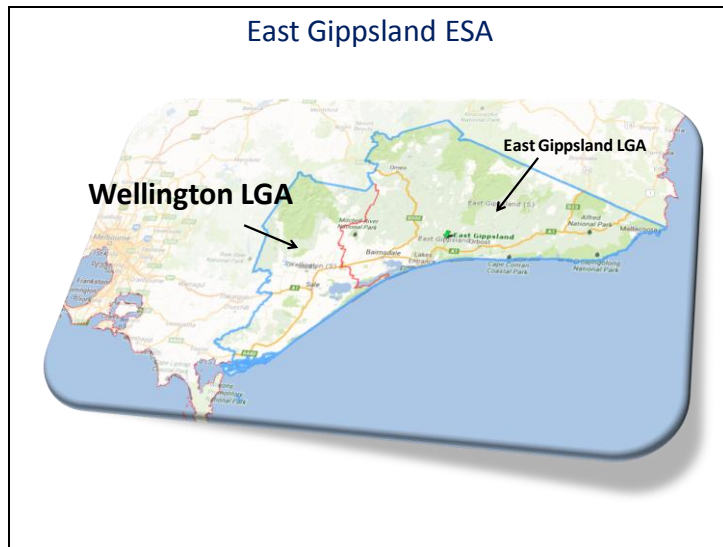
Labour market conditions in

# Wellington

October 2013

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### Population Profile

Region	Adult Population (15+ years) 2012	Growth 2007 to 2012	Median Age 2011
East Gippsland	35,700	6%	47
<b>Wellington</b>	<b>34,400</b>	<b>5%</b>	<b>41</b>
Victoria	4,599,000	10%	37

*Source: ABS, Estimated Resident Population 30 June 2012*

### Gippsland internet vacancies trending above state levels

*12 months to September 2013*

<b>Region</b>	<b>Yearly % change</b>	<b>Number of vacancies (September 2013)</b>
<b>Gippsland</b>	<b>1.7%</b>	1,060
<b>Rest of Victoria</b>	<b>-7.1%</b>	41,550

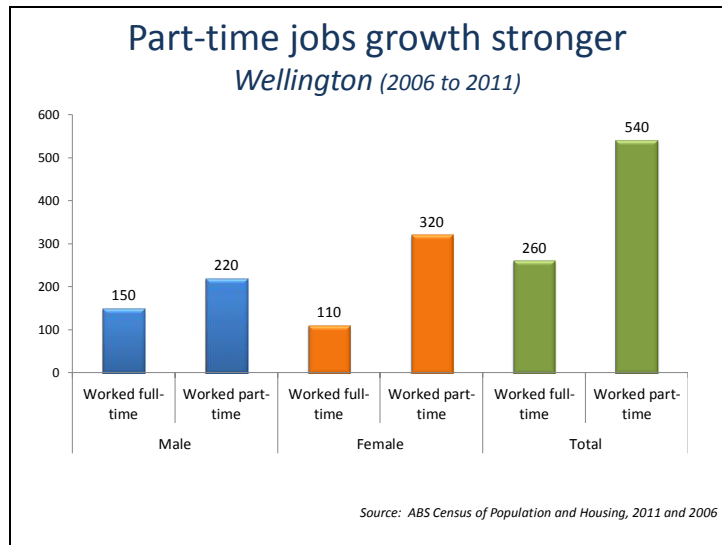
Source: Department of Education Vacancy Report, September 2013 (three month moving average)

### Unemployment in Wellington Defying State and National Trends

Region	Unemployment Rate		Annual Change
	June 2012	June 2013	
Alberton	3.3%	3.3%	0.0% pts
Avon	3.4%	2.7%	-0.7% pts
Maffra	4.1%	3.5%	-0.6% pts
Rosedale	4.0%	3.3%	-0.7% pts
Sale	5.2%	4.3%	-0.9% pts
<b>Wellington LGA</b>	<b>4.2%</b>	<b>3.6%</b>	<b>-0.6% pts</b>
Victoria (September, seasonally adjusted)	5.4%	5.7%	0.3% pts
Australia (September, seasonally adjusted)	5.2%	5.6%	0.4% pts

Source: Department of Education Small Area Labour Markets, June 2013 (smoothed);  
ABS Labour Force, September 2013 (seasonally adjusted)

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**Part-time jobs growth stronger**

Source: ABS Census of Population and Housing, 2001, 2006 and 2011

**Working age employment to working age population ratio:**

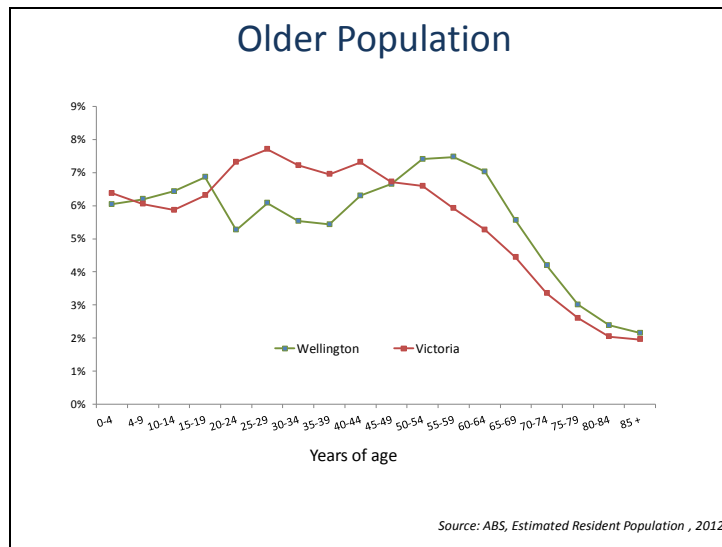
2001	2006	2011
63%	67%	66%

## Long-term Unemployment *All Gippsland LFR*

Region	Long-term unemployed (52 weeks or more)		Average duration of unemployment
	Persons	Per cent of all unemployed	
<b>All Gippsland LFR</b>	1,230	19.9%	47 weeks
Victoria	30,400	17.5%	34 weeks

Source: ABS Labour Force Data September 2013, 12 month averages of original data

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**Ageing population with young adults leaving the area**

Source: ABS, Estimated Resident Population 2012

This graph compares the age distribution of Wellington with the age distribution of Victoria. The age distributions of Wellington shows that a markedly smaller proportion of its population is made up of people aged between 20 and 44 years, when compared with the Victorian age distribution. Additionally, the predominant cohort within the adult population of Wellington consists of people aged between 50 and 74 years compared with 20 to 44 for Victoria.

Similar demographic patterns exist for other regional areas and are due in part to young adults moving to major urban centres while those of retirement age being more likely to remain within the region.



## Migration out of Wellington 2006 to 2011

4,330 15+ year olds left the area in this timeframe

Largest cohort to leave were the 15 to 24 yr olds

28% of persons aged 15-24 in 2011 who resided in the Wellington LGA in 2006 live elsewhere in 2011.

- Would appear that a large part of this cohort has moved away for study
  - Melbourne => 620 people of who 65% are studying

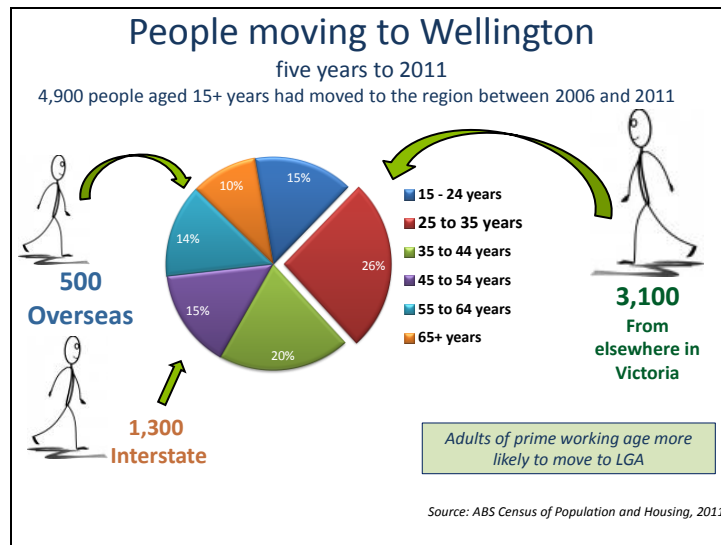
	% of total adults who had moved
15 – 24 yrs	34%
25 – 34 yrs	19%
35 – 44 yrs	15%
45 – 54 yrs	12%
55 – 64 yrs	10%
65+ yrs	10%

Of those that moved away

1,300 moved Interstate

1,340 moved to Melbourne

1,680 moved elsewhere in Victoria



**People moving to Wellington**

Source: ABS Census of Population and Housing, 2011; Department of Immigration <http://www.immi.gov.au/settlementn> and Citizenship. Settlement reporting, October 2008 to October 2013

**4,900 people (aged 15+ years in 2011) had moved to Wellington between (2006 and 2011).\***

3,100 came from elsewhere in Victoria  
500 came from overseas

*\*Note: 2,800 people (aged 15 + years) living in Wellington did not report or adequately define where they lived in 2006 in the 2011 Census.*

**Employed persons who moved to East Gippsland between 2006 and 2011, proportion employed in each major occupation category:**

Managers	16%
Professionals	27%
Technicians and Trades Workers	14%
Community and Personal Service Workers	10%
Clerical and Administrative Workers	10%
Sales Workers	7%
Machinery Operators and Drivers	5%
Labourers	12%

**About one in 7 residents of Wellington (in 2011) did not live in the LGA in 2006.**

**Recent arrivals more likely to be unemployed**

Residing in 2006	Unemployment Rate	Participation Rate
<b>Wellington</b>	<b>4.2%</b>	<b>60.4%</b>
<b>Elsewhere</b>	<b>8.7%</b>	<b>64.3%</b>
Overseas	7.4%	75.0%
Melbourne	9.6%	59.6%
Elsewhere in Victoria	8.4%	62.6%
Interstate	8.5%	68.0%

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

**Recent arrivals more likely to be unemployed**

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

Highest educational attainment for working age population (15-64 years in 2011) who had moved to Wellington from 2006 to 2011

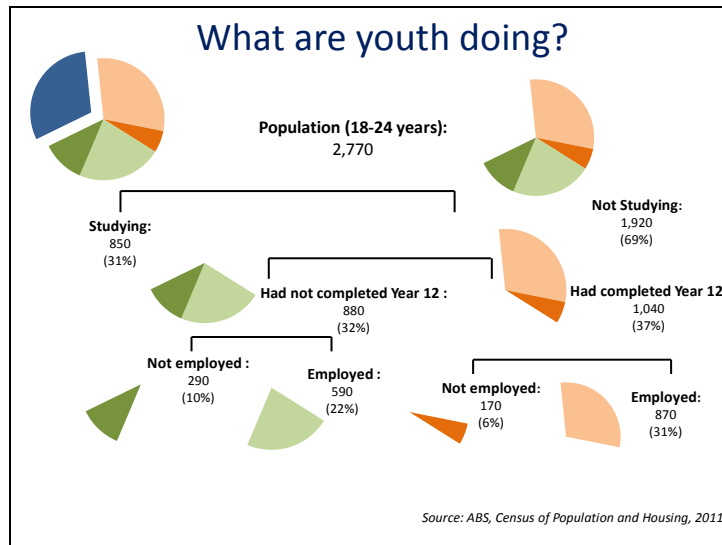
<b>Bachelor or higher</b>		Unemployment rate	Participation rate
15-24	12%	3.5%	93.5%
25-34	37%	3.7%	87.9%
35-44	22%	7.1%	87.2%
45-54	17%	3.2%	88.8%
55-64	14%	5.5%	61.8%
Total	23%	4.5%	86.0%

**Advanced Diploma,  
Diploma or**

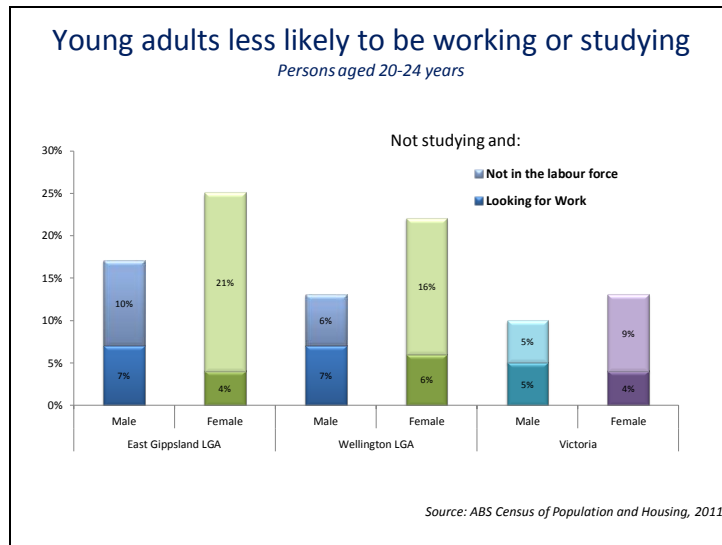
<b>Certificate iii and IV</b>		Unemployment rate	Participation rate
15-24	19%	10.2%	81.5%
25-34	30%	11.5%	82.9%
35-44	40%	3.3%	82.9%
45-54	36%	5.8%	79.1%
55-64	30%	8.0%	56.6%
Total	32%	7.5%	78.2%

	<b>Year 12</b>	Unemployment Rate	Participation Rate
15-24	20%	13.8%	84.1%
25-34	15%	6.5%	76.2%
35-44	13%	12.2%	67.2%
45-54	9%	0.0%	64.1%
55-64	9%	16.0%	44.6%
Total	14%	9.7%	71.7%

	<b>Below Year 12</b>	Unemployment Rate	Participation Rate
15-24	43%	22.1%	46.2%
25-34	13%	14.9%	62.0%
35-44	22%	14.2%	66.0%
45-54	34%	9.7%	63.6%
55-64	43%	10.2%	35.8%
Total	28%	14.4%	52.8%



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Educational attainment				
Persons aged 25-34 years				
Region	Completed Year 12		Highest Non-School Qualification	
	2011	2006	Advanced Diploma, Diploma or Certificate III & IV Level	Bachelor Degree or Higher
Alberton	49%	45%	41%	15%
Avon	58%	51%	49%	15%
Maffra	52%	46%	41%	17%
Rosedale	54%	45%	44%	13%
Sale	66%	55%	36%	26%
<b>Wellington</b>	<b>59%</b>	<b>50%</b>	<b>40%</b>	<b>20%</b>
Victoria	79%	73%	29%	40%

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

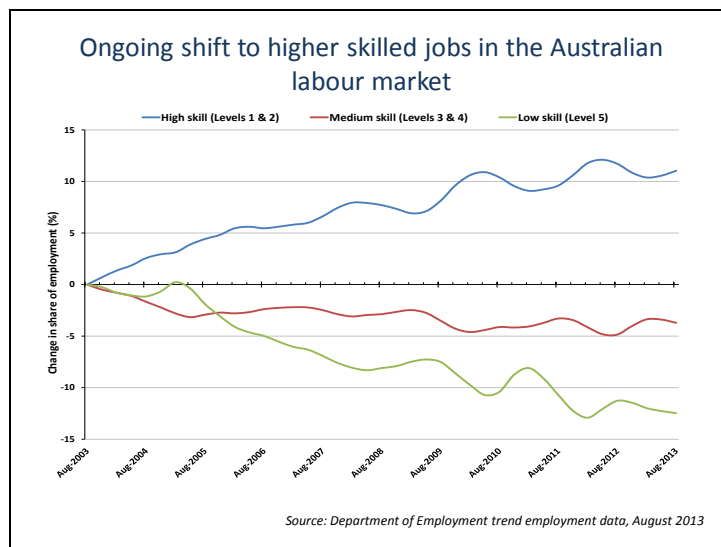
**Educational attainment**

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

Year 12 completion for persons aged 25 – 34 years increased by 9 percentage points to 59 per cent in the 5 years to 2011.

**Youth participation in education**

	Wellington		Victoria
	2011	2006	2011
15 -19 yrs	77%	78%	87%
20 -24 yrs	21%	19%	44%
25 – 34 yrs	9%	8%	14%
WAP	14%	14%	18%



**Ongoing shift to higher skilled jobs in the Australian labour market**

Source: Department of Employment trend employment data, August 2013

**Shift to higher skilled jobs**

Source: Department of Employment trend employment data, August 2013

The attainment of educational qualifications remains important given the strong past and projected growth of higher skilled occupations, as well as the lower unemployment rates recorded for people with higher qualifications.

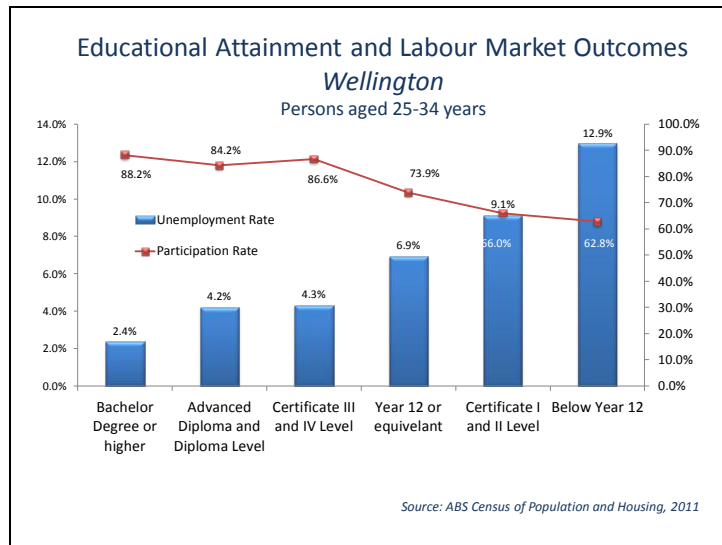
Looking over the 10 year period from August 2003 to August 2013, it is clear that jobs at the higher skill levels (Skill Level 1, commensurate with a Bachelor degree or higher qualification and Skill Level 2, commensurate with an Associate Degree, Advanced Diploma or Diploma)) are increasing as a proportion of overall employment – up from 37.0 per cent to 41.1 per cent. At the same time, jobs at the lowest skill level (Skill Level 5, commensurate with compulsory secondary education or a Certificate I) are diminishing as a proportion of total employment from 19.9 per cent to 17.5 per cent.

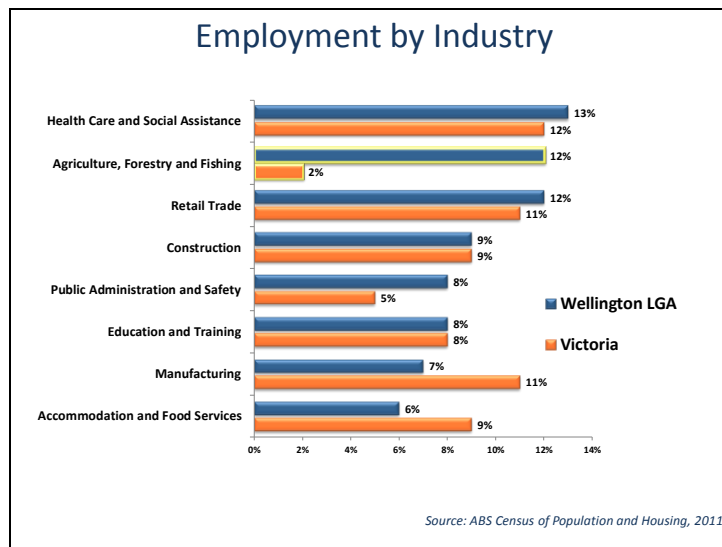
**What this means for school leavers** is that yes, you may get a job when you leave school, **BUT** you may not experience the same employment stability or earn as much as those students whose education choices set them up for a career, rather than a series of low skilled jobs.

The key technical and trade group at skill level 3, corresponding to a Certificate IV or a formal apprenticeship, is declining as a share of employment, but growth rates vary considerably within this category.

Note: This chart plots the percentage change in the percentage shares of employment from August 2003 onward. Source: ABS Labour Force Survey data to August 2013, seasonally adjusted and trended by the Department of Employment.







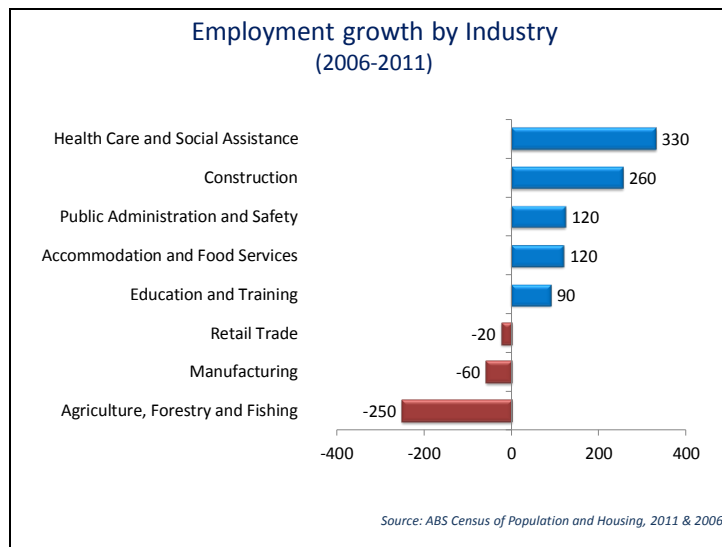
**Employment by Industry**

Source: ABS Census of Population and Housing, 2011

Industry employment demonstrates the relative importance of Agriculture. Nevertheless, there has been a decline for Agriculture over the last decade.

**Industry change 2001-2011**

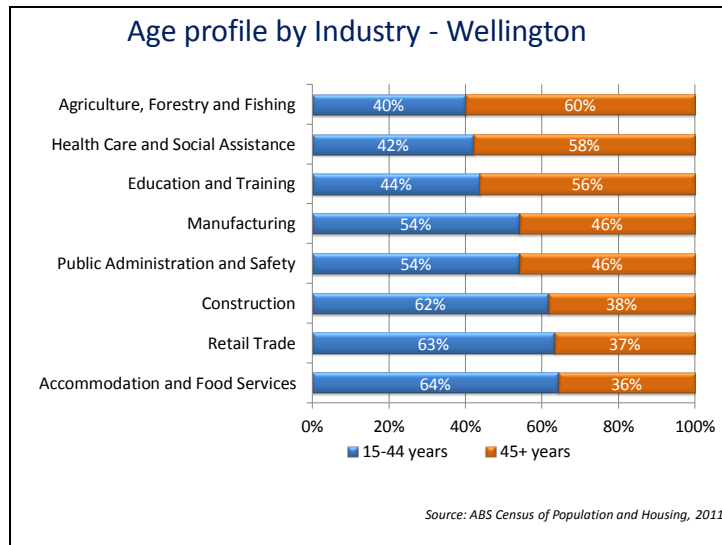
	% of total employment	
	2001	2011
Health Care and Social Assistance	10%	13%
Agriculture, Forestry and Fishing	17%	12%
Retail Trade	16%	12%
Construction	6%	9%
Public Administration and Safety	6%	8%
Education	8%	8%
Manufacturing	8%	7%
Accommodation and Food Services	5%	6%



**Employment growth by Industry**

*Source: ABS Census of Population and Housing, 2011 & 2006; Source: Department of Education Industry Projections, five years to 2016/17*

**TOTAL GROWTH = 860 jobs**



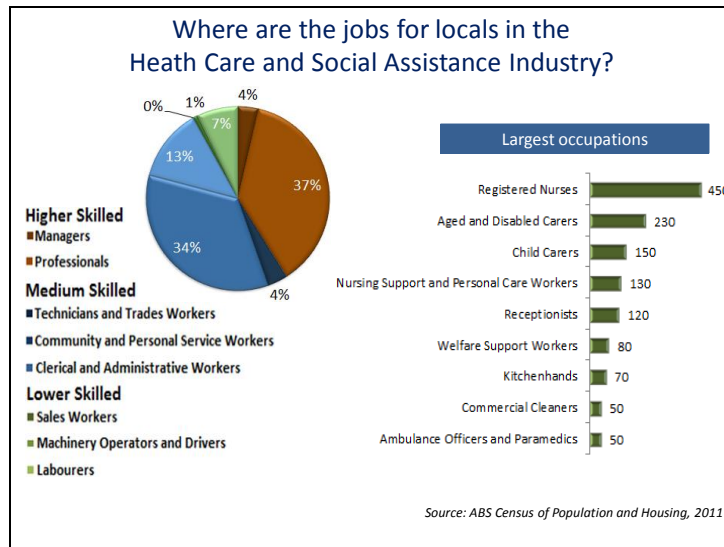
**Age profile by Industry - Wellington**

Source: ABS Census of Population and Housing 2011

Total breakup over all industries: **51%** of employees are under 45 years and **49%** are over 45 years

Age profile by industry for 55 years

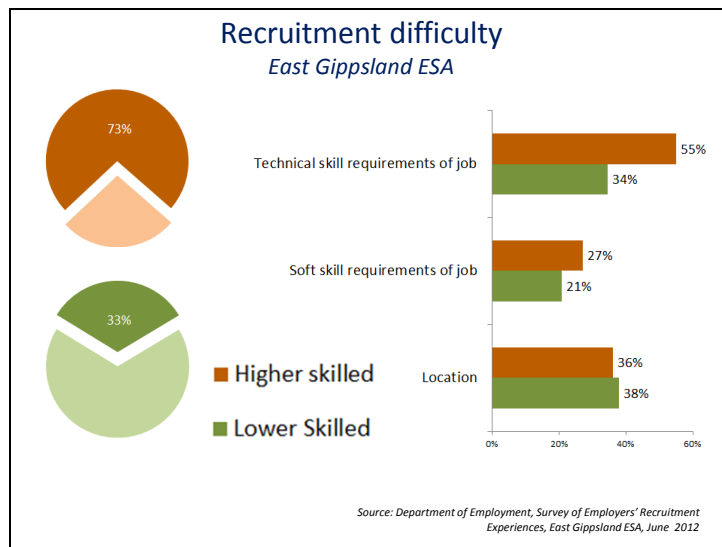
	% under 55 years	% over 55 years
Agriculture, Forestry and Fishing	61%	39%
Manufacturing	80%	20%
Construction	82%	18%
Retail Trade	84%	16%
Accommodation and Food Services	82%	18%
Public Administration and Safety	81%	19%
Education and Training	74%	26%
Health Care and Social Assistance	74%	26%
<b>Total</b>	<b>76%</b>	<b>24%</b>



**Where are the jobs for locals in the Health Care and Social Assistance Industry**

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

**Total employment in Health Care and Social Assistance Industry in 2011 = 1,820**



**Recruitment difficulty**

*Source: Department of Employment, Survey of Employers' Recruitment Experiences, East Gippsland ESA, June 2012*

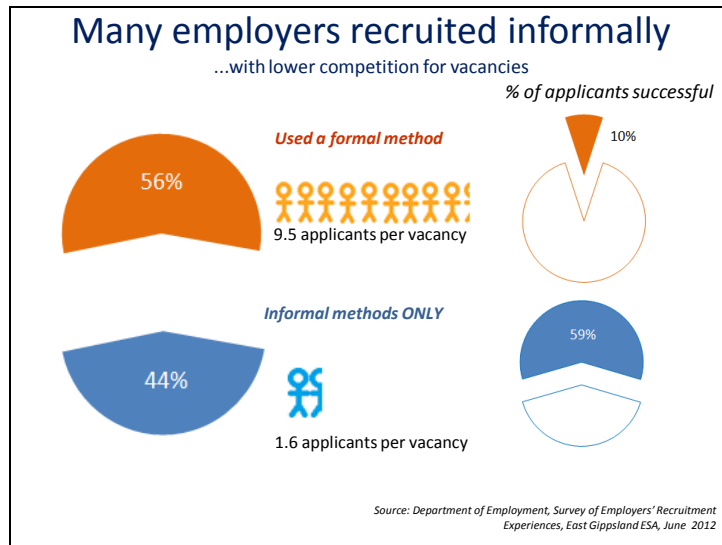
**Occupations most commonly reported by employers as being difficult to fill vacancies for in the Gippsland ESA include:**

**Bachelor Degree or higher Vet Qualifications**

- Chef
- Advertising and Marketing Professionals
- Electricians
- Motor Mechanics
- Architectural, Building and Surveying Technicians

**Lower Skilled**

- Cooks
- Gaming Workers



## Basic employability skills

Most importance placed on:

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

Personal traits and qualities applicants lacked:

- Enthusiasm
- Motivation
- Communication
- Confidence
- Teamwork

Source: Department of Education, Survey of Employers' Recruitment Experiences, All regions surveyed in the 12 months to December 2010



## Conclusion

- Region outperforming Victoria overall
- Disadvantaged groups
  - Long-term unemployed, youth, less educated
- Ongoing structural shifts
  - Ageing population
  - Growing market of higher skilled jobs
  - Growth in Health sector
- Job seekers need to be job ready
  - Employability skills a must
- Stakeholders need to work together

#### Further Information

- [www.employment.gov.au/lmip](http://www.employment.gov.au/lmip)
- [www.employment.gov.au/skillshortages](http://www.employment.gov.au/skillshortages)
- [www.employment.gov.au/regionalreports](http://www.employment.gov.au/regionalreports)
- [www.employment.gov.au/australianjobs](http://www.employment.gov.au/australianjobs)
- [www.joboutlook.gov.au](http://www.joboutlook.gov.au)

#### **Further Information**

More information on labour market conditions and other research on small areas can be found on these web sites

- [www.employment.gov.au/lmip](http://www.employment.gov.au/lmip)
- [www.employment.gov.au/skillshortages](http://www.employment.gov.au/skillshortages)
- [www.employment.gov.au/regionalreports](http://www.employment.gov.au/regionalreports)
- [www.employment.gov.au/australianjobs](http://www.employment.gov.au/australianjobs)
- [www.joboutlook.gov.au](http://www.joboutlook.gov.au)

Thank you.



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



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