Slide 1 – Labour market conditions in the Capricornia Employment Service Area

Australian Government
Department of Employment

Labour market conditions in the

Capricornia

Employment Service Area

19 November 2013

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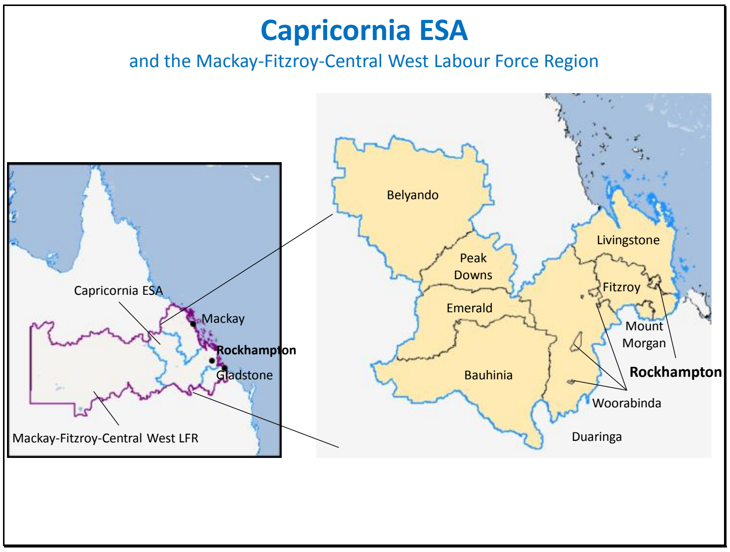
Labour Market Research and Analysis Branch

Slide 2 – Map of the Capricornia ESA



Notes

The Capricornia ESA is comprised of the following (2006) Statistical Local Areas (SLAs):

- Bauhinia
- Belyando
- Duaringa
- Emerald
- Fitzroy Part A
- Fitzroy Part B
- Livingstone Part A
- Livingstone Part B
- Mount Morgan
- Peak Downs
- Rockhampton
- Woorabinda

For the sake of convenience, Local Government Area (LGA) names will be used throughout.

Please note that in 2008, due to changes in LGA boundaries, the number of LGAs was reduced to four: Central Highlands, Isaac, Rockhampton and Woorabinda. However, only the Isaac – Belyando SLA within Isaac is within the Capricornia ESA. Both Isaac – Nebo and Isaac – Broadsound SLAs are outside of the ESA.

Slide 3 – Profile of the Capricornia ESA

Profile of the Capricornia ESA

	Adult Population (15 +) (2011)	Change (2006 to 2011)	Median age (Census)	Indigenous (% WAP)
Bauhinia	1800	-	36	2%
Belyando	9700	1400	30	2%
Duaringa	5200	-200	31	5%
Emerald	13,000	1500	31	3%
Fitzroy	10,600	2200	33	4%
Livingstone	26,800	2600	41	3%
Mount Morgan	2500	-	45	11%
Peak Downs	2400	-100	30	2%
Rockhampton	49,400	-100	35	6%
Woorabinda	600	100	22	92%
Capricornia ESA	**122,000**	**7,400**	**35**	**5%**
Queensland	3,586,600	330,400	36	3%
Australia	18,111,500	1,464,000	37	2%

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

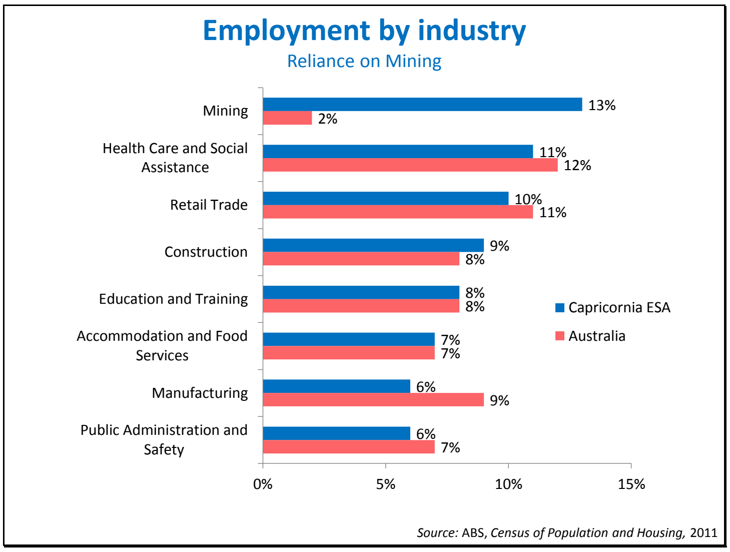
Notes

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

Capricornia ESA has seen modest adult population growth, of 6 per cent, over the five years to 2011.

Across the ESA, median ages vary considerably, from 22 in Woorabinda to 45 in Mount Morgan.

Slide 4 – Employment by industry

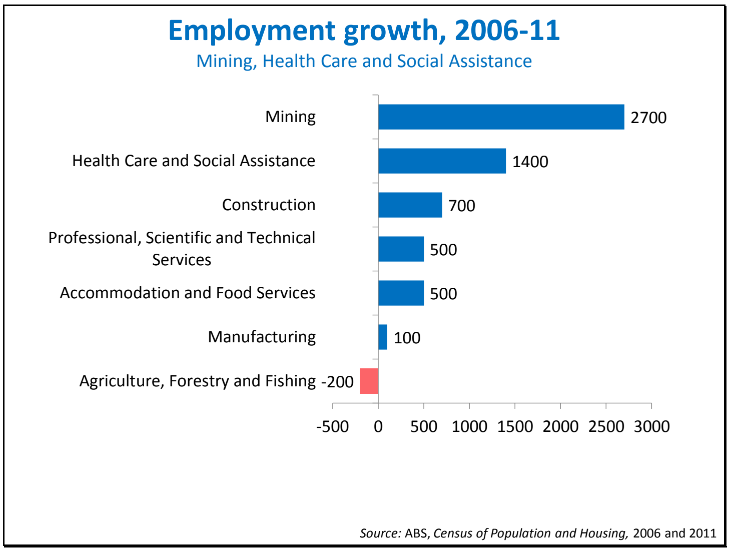


Notes

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

At the time of the 2011 Census, Mining and Health Care and Social Assistance were the largest employing industries in the Capricornia ESA.

Slide 5 - Employment growth, 2006-11



Notes

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

The Mining industry has seen the strongest employment growth over the five years to 2011.

Slide 6 – Unemployment rate

Unemployment rate

Variation across the region

	Unemployment rate	Annual change
Rockhampton	7.7%	1.4% pts
Emerald	2.8%	0.6% pts
Fitzroy	4.8%	1.1% pts
Livingstone	6.9%	1.8% pts
Mount Morgan	24.0%	5.7% pts
Capricornia	**6.3%**	**1.4% pts**
Queensland*	5.9%	-0.2% pts
Australia*	5.7%	0.4% pts

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

Notes

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

There is considerable regional variation in the unemployment rate across Capricornia. The increase in Capricornia’s unemployment rate over the year suggests a softening in labour market conditions.

Slide 7 – Many families jobless

Many families jobless

Jobless families with children under 15

	Jobless families	% of all families
Rockhampton	970	16%
Mount Morgan	110	45%
Woorabinda	70	57%
Capricornia ESA	**1940**	**13%**
Queensland	62,170	14%
Australia	294,880	14%

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

Notes

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

The incidence of jobless families in the Capricornia ESA compares well with the State and national averages. Some areas, however, have much higher rates of jobless families.

Slide 8 – Income support

Income support

Some areas more dependant

	% Working age population (15-64) receiving			
	Centrelink benefits	Unemployment benefits	Parenting payment	Disability support
Rockhampton	19%	6%	3%	7%
Mount Morgan	48%	16%	6%	20%
Capricornia ESA	**15%**	**5%**	**3%**	**5%**
Queensland	17%	6%	3%	5%
Australia	17%	5%	2%	5%

Source: Department of Employment, *Administrative Data,* September quarter 2013; ABS, *Population Estimates by Age and Sex, Regions of Australia,* 2011

Notes

Source: Department of Employment*, Administrative Data,* September quarter 20*13;* ABS*, Population Estimates by Age and Sex, Regions of Australia,* 2011

The Capricornia ESA had a smaller proportion of the working age population (WAP) who were in receipt of an income support payment (15 per cent) than the State and national averages (of 17 per cent).

However, some areas had higher rates of income support, such as Rockhampton and Mount Morgan.

Slide 9 – Teenage full-time unemployment

Teenage full-time unemployment

	Teenage full-time unemployment rate		Teenage full-time unemployment to population ratio (Oct-13)
	October 2013	Annual change	
Mackay-Fitzroy-Central West LFR	**23.2%**	**10.3% pts**	**9.0%**
Queensland	28.8%	4.6% pts	5.8%
Australia	25.7%	1.6% pts	4.2%

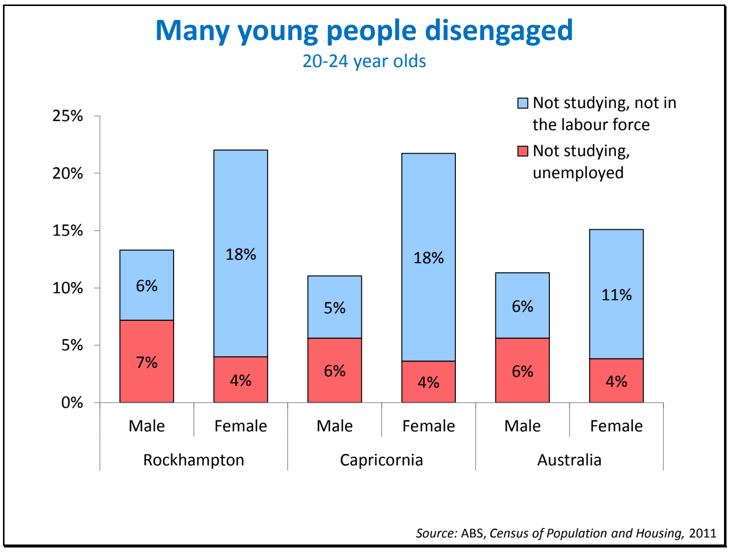
Source: ABS, *Labour Force, Australia,* Detailed – Electronic Delivery, October 2013 (cat. no. 6291.0.55.001), 12-month averages of *original* data

Notes

Source: ABS*, Labour Force, Australia, Detailed – Electronic Delivery,* October 2013 (cat. no. 6291.0.55.001)*,* 12-month averages of *original* data

While the teenage full-time unemployment rate was lower in the Mackay-Fitzroy-Central West LFR (which includes the Capricornia ESA) than the State and national averages, the teenage full-time unemployment to population ratio was considerably higher.

Slide 10 – Many young people disengaged



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

The Capricornia ESA had higher rates of disengagement for 20-24 year olds than the Australian average.

Slide 11 – Lower levels of educational attainment

Lower levels of educational attainment

25-34 year olds

	Year 12 or equivalent		Advanced Diploma, Diploma, or Certificate III/IV	Bachelor Degree or higher
	2011	Change since 2006		
Rockhampton	70%	4% pts	31%	22%
Livingstone	65%	3% pts	35%	17%
Mount Morgan	57%	13% pts	25%	7%
Capricornia ESA	**68%**	**4% pts**	**35%**	**19%**
Queensland	74%	6% pts	32%	29%
Australia	75%	6% pts	30%	35%

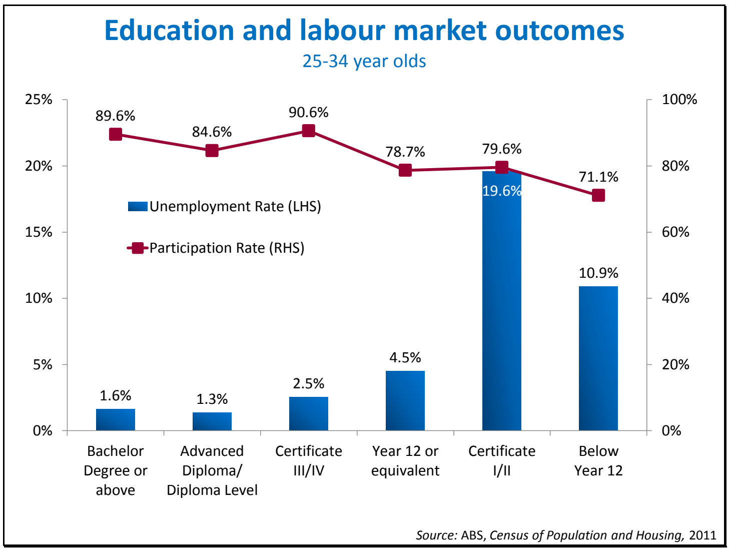
Source: ABS, *Census of Population and Housing,* 2011

Notes

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

Year 12 attainment was slightly lower in the Capricornia ESA compared with the averages for Queensland and Australia.

Slide 12 – Education and labour market outcomes



Notes

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

There is a strong relationship between educational attainment and labour market outcomes. People with higher levels of education are more likely to participate in the workforce, and less likely to be unemployed.

Slide 13 – Indigenous labour market outcomes

Indigenous labour market outcomes

	Indigenous	Non-Indigenous
Unemployment rate	16%	4%
Participation rate	58%	70%

- Indigenous unemployment rate four times the Non-Indigenous rate

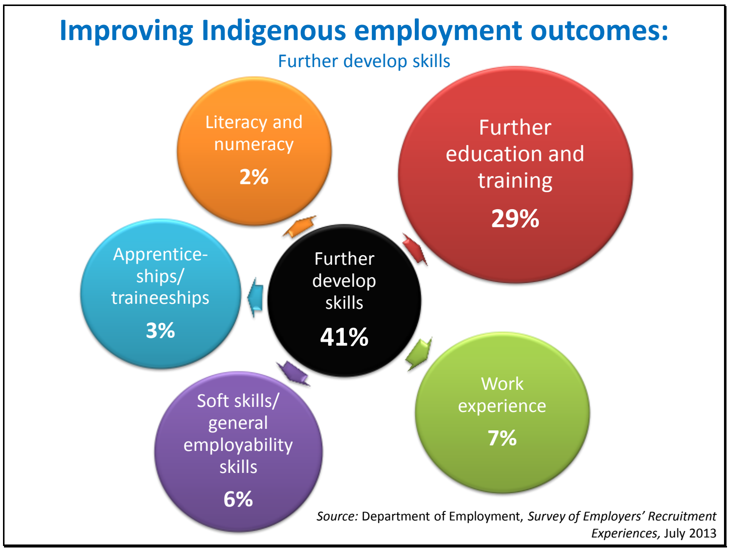
Source: ABS, *Census of Population and Housing,* 2011

Notes

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

This slide demonstrates the disparity in labour market outcomes for Indigenous and Non-Indigenous Australians.

Slide 14 – Improving Indigenous employment outcomes, continued

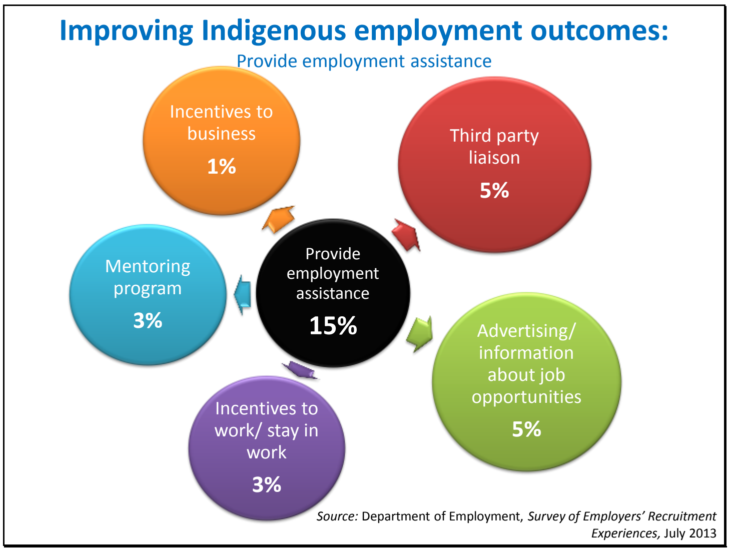


Notes

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

Employers provided areas that could improve the employment prospects of Indigenous job seekers.

Slide 15 – Improving Indigenous employment outcomes, continued



Notes

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

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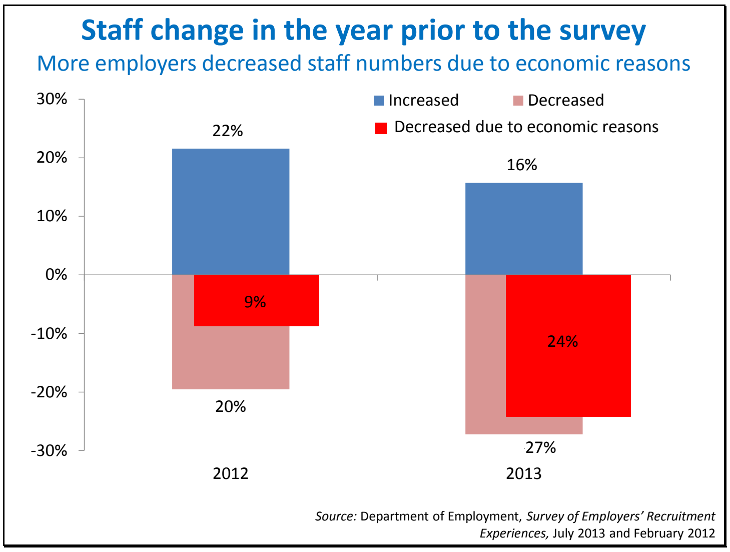
Slide 16 – Improving Indigenous employment outcomes, continued

Notes

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

Employers provided areas that could improve the employment prospects of Indigenous job seekers.

Slide 17 – Staff change in the year prior to the survey



Notes

Source: Department of Employment, *Survey of Employers' Recruitment Experiences,* July 2013 and February 2012

The 2013 survey results indicated that a larger proportion of employers had decreased staff numbers, especially due to economic reasons, compared with the 2012 survey.

Slide 18 – Recruitment activity softer

Recruitment activity softer…

Summary survey results

	Capricornia 2013	Capricornia 2012
Past 12 months		
Average annual vacancies per 100 staff	22	32
Most recent recruitment round		
Unfilled vacancies	4.1%	12.7%
Technicians and Trades Workers	13.5%	30.3%
Average no. of applicants per vacancy	11.1	5.4
Recruitment expectations		
Expect to increase staff	20%	33%

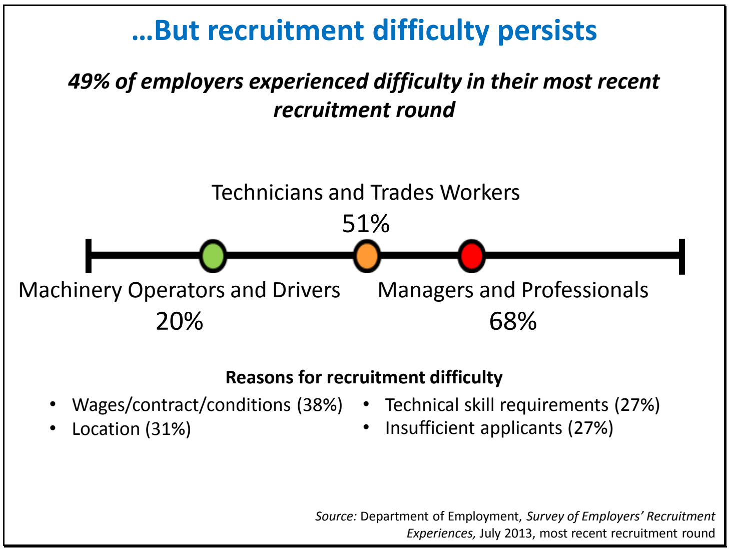
Source: Department of Employment, *Survey of Employers' Recruitment Experiences*, July 2013 and February 2012

Notes

Source: Department of Employment*, Survey of Employers' Recruitment Experiences,* July 2013 and February 2012

Overall, the survey results suggest that recruitment activity has softened in the Capricornia ESA, compared with the 2012 survey.

Slide 19 – But recruitment difficulty persists



Notes

Source: Department of Employment*, Survey of Employers' Recruitment Experiences,* July 2013, most recent recruitment round

Despite the softer recruitment conditions, employers still experienced some difficulty recruiting.

Slide 20 – Opportunities still exist

Opportunities still exist

- Occupations that were most commonly mentioned as being difficult to fill:

Sales Assistants (General)	Chefs
Early Childhood (Pre-primary School) Teachers	Bar Attendants and Baristas
Child Carers	Real Estate Sales Agents
Registered Nurses	Motor Mechanics
Cooks	Accountants

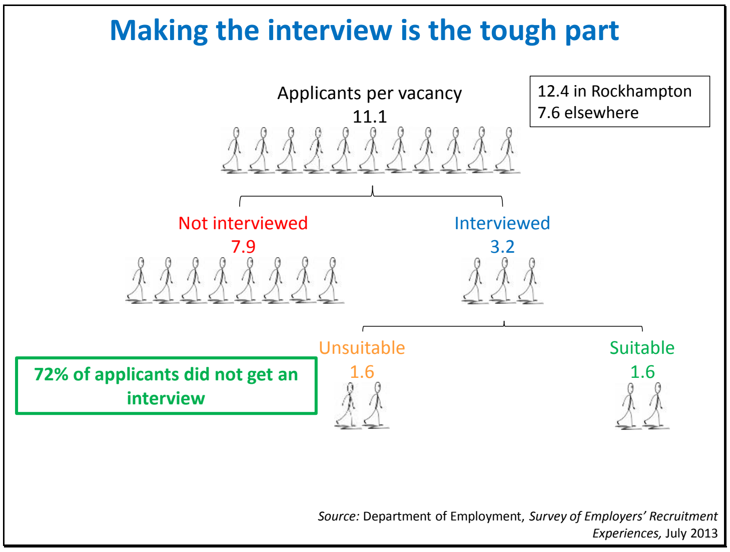
Source: Department of Employment, *Survey of Employers' Recruitment Experiences*, July 2013

Notes

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

A number of job opportunities might exist in occupations that employers noted as being difficult to fill.

Slide 21 – Making the interview is the tough part

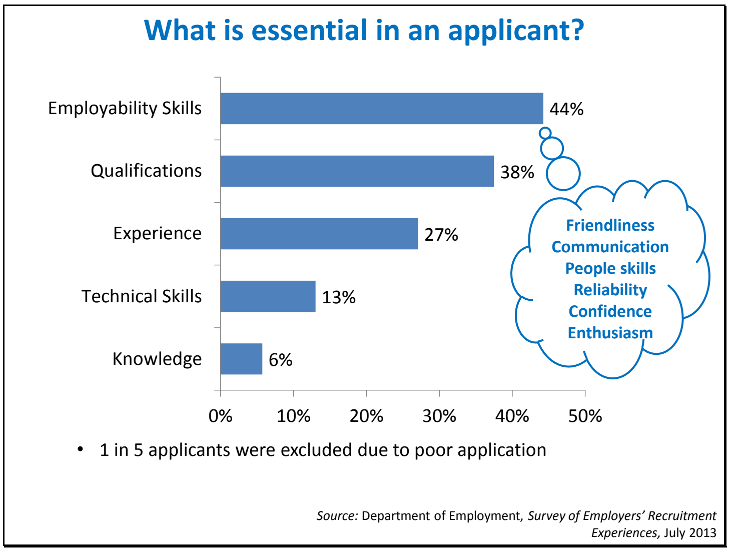


Notes

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

A majority of applicants did not make it to the interview stage. Applicants who were interviewed, however, had about a 50 per cent chance of being rated suitable.

Slide 22 – What is essential in an applicant

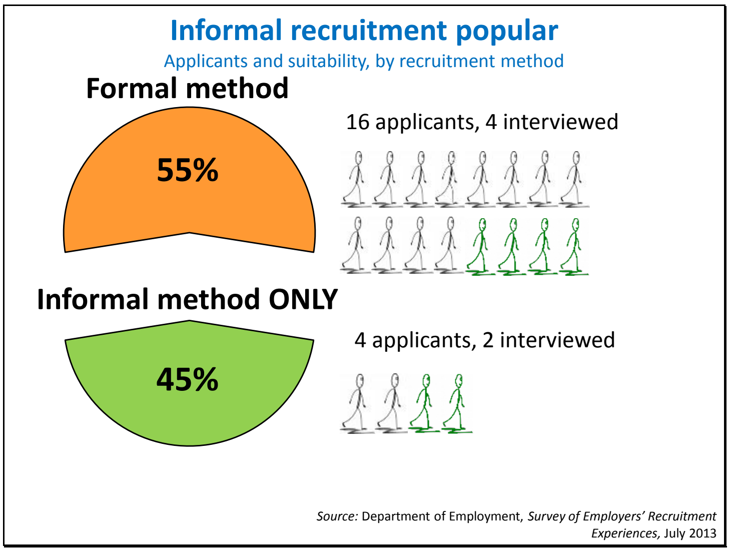


Notes

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

This slide demonstrates that employability skills, such as friendliness, confidence and reliability, were often considered essential by employers.

Slide 23 – Informal recruitment popular

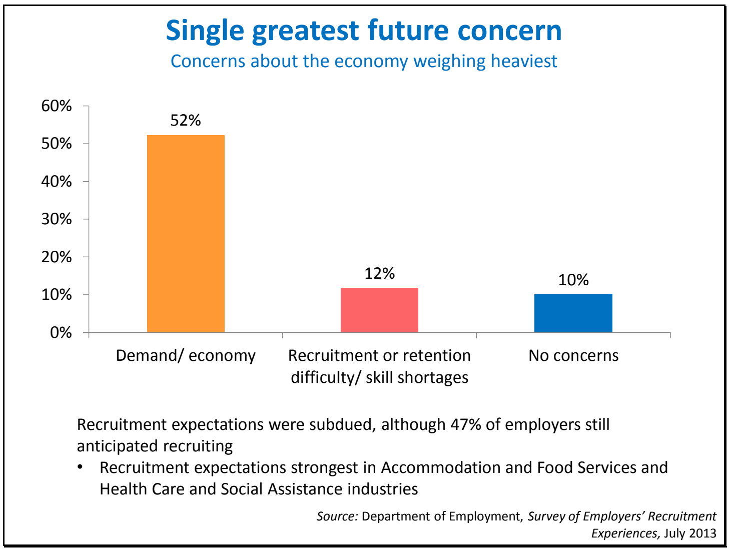


Notes

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

A large proportion of businesses opted to only use informal methods of recruitment, such as word of mouth, to fill their vacancies. Job seekers should therefore use a range of search methods when looking for a job.

Slide 24 – Single greatest future concern



Notes

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

Employers were most concerned about demand and the state of the economy in the future.

Slide 25 - Conclusion

Conclusion

Labour market conditions have softened since 2012

- Recruitment activity has slowed
- Rising unemployment

Challenges

- Tapering of mining investment and flow-on effects
- Greater competition for vacancies
- Indigenous; jobless families; youth disengagement; lower levels of education

Opportunities

- Recruitment still above average
- Growth industries, such as Health Care and Social Assistance
- Broad range of occupations difficult to fill
- Some vacancies remain unfilled for Technician and Trades Workers occupations
- Many vacancies advertised informally only

Employability skills are essential

Collaboration among key stakeholders

Notes

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Collaboration among key stakeholders

Slide 26 – Further information

Australian Government
Department of Employment

For any questions about this presentation please contact the

Recruitment Analysis Section on 1800 059 439

or email recruitmentsurveys@deewr.gov.au