

Slide 1 – Opportunities for Holden Workers



The slide features a dark blue background with a white diagonal line. In the top left corner, there is an orange triangle containing the Australian Government logo and the text "Australian Government" and "Department of Employment". The main title "Opportunities for Holden workers" is centered in white. Below the title, the presenter's name and affiliation are listed. At the bottom left, the website address is provided. A small green triangle is visible in the bottom right corner.

Australian Government
Department of Employment

Opportunities for Holden workers

Presenter: Ivan Neville
Department of Employment

www.employment.gov.au

Notes

Presenter – Ivan Neville, Department of Employment

Slide 2 – Labour market overview

	North Adelaide	Adelaide
Unemployment rate¹	8.4%	6.7%
Employment in Manufacturing²	21,700	59,300
- 10 year change in Manufacturing employment ²	-20%	-18%
Total employment¹	188,900	626,400
- 10 year change in total employment ¹	15% (24,400)	13% (72,900)
Monthly internet vacancies³		5,800
- Annual change in internet vacancies ³		3%

Source: ¹ABS Labour Force Survey, December 2014, 12 month averages. ²ABS Labour Force Survey, November quarter 2014, 4 quarter averages. ³Department of Employment Internet Vacancies Series, December 2014

Notes

Source: ¹ABS Labour Force Survey, December 2014, 12 month averages.

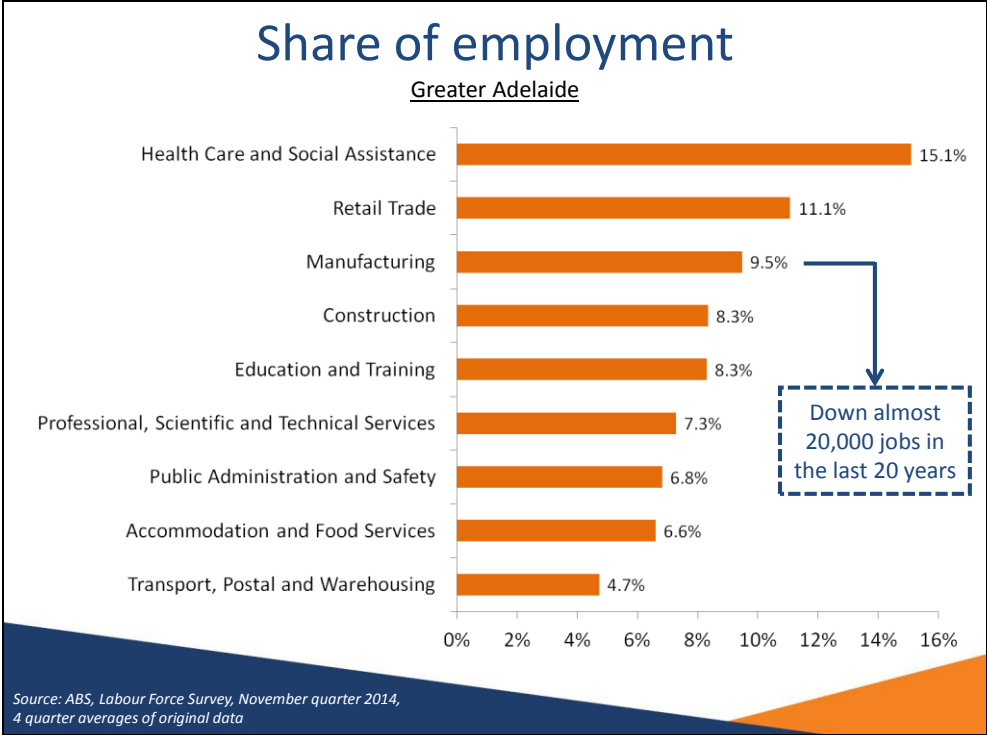
²ABS Labour Force Survey, November quarter 2014, 4 quarter averages.

³Department of Employment Internet Vacancies Series, December 2014

This slide shows selected indicators of the labour markets in North Adelaide and Adelaide. As at December 2014, the unemployment rate in North Adelaide was 8.4 per cent and total employment was 188,900. In Adelaide the unemployment rate was 6.7 per cent and total employment was 626,400.

As at November 2014, employment in Manufacturing had declined in North Adelaide by 15 per cent (24,400 persons employed) and 13 per cent in Adelaide (72,900 persons employed). As at December 2014, monthly internet vacancies in Adelaide were 5,800 an increase of 3 per cent over the past year.

Slide 3 – Share of employment



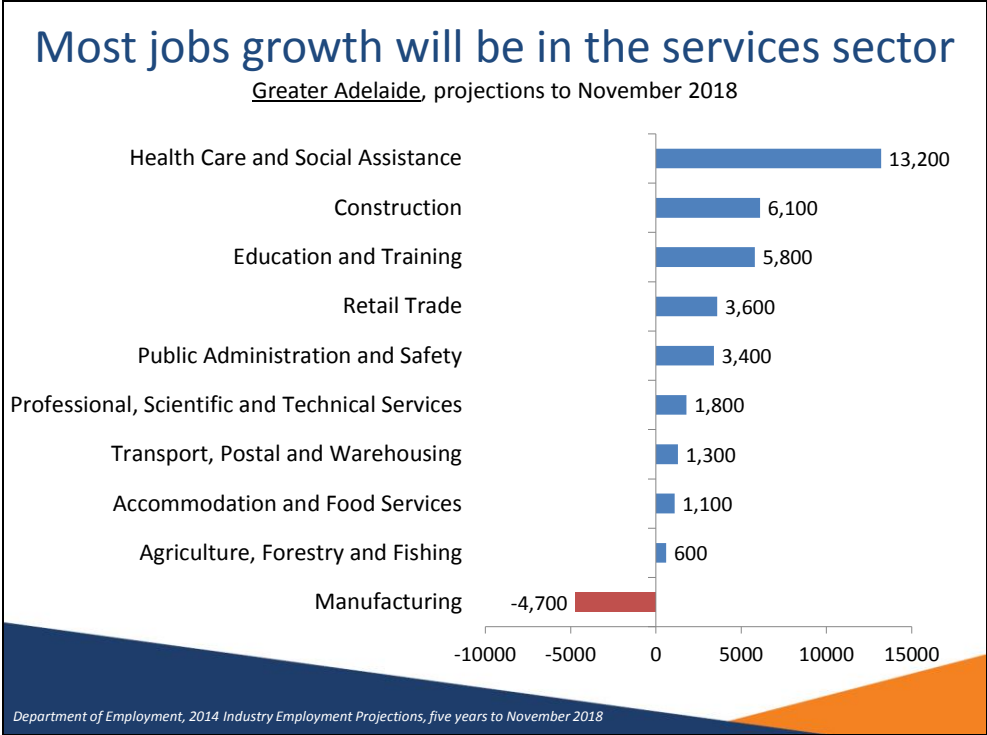
Notes

Source: ABS, Labour Force Survey, November quarter 2014, 4 quarter averages of original data

This slide shows the breakdown of employment in Greater Adelaide by industry as at November 2014.

Health Care and Social Assistance is the largest employing industry accounting for 15.1 per cent of total employment. Retail Trade and Manufacturing are also large employing industries (11.1 per cent and 9.5 per cent respectively) however employment in Manufacturing has declined by almost 20,000 jobs in the last 20 years.

Slide 4 – Most jobs growth will be in the services sector



Notes

Source: Department of Employment, Projections to November 2018

This chart shows employment projections by industry for Greater Adelaide to November 2018. The largest increases in employment are expected in Health Care and Social Assistance (13,200), Construction (6,100) and Education and Training (5,800). Manufacturing is expected to decline by 4,700.

Slide 5 – Annual job opportunities



Notes

Source: Department of Employment, Projections to November 2018

This chart shows employment opportunities by industry for Greater Adelaide to November 2018. In addition to jobs growth, jobs turnover also creates opportunities for job seekers. The greatest opportunities are expected in the Health Care and Social Assistance (13,400 job openings), Retail Trade (12,400), Construction (9,200) and Education and Training (7,600).

Slide 6 – Many auto workers have successfully moved to a variety of jobs

Many auto workers¹ have successfully moved to a variety of jobs

Transport and Manufacturing	
Truck and Bus Drivers	Food Manufacturing
Trades	
Construction Labourers	Chefs, Butchers and Bakers
Glaziers, Plasterers and Tilers	Painters and Carpet Layers
Services	
Shop Managers	Sales Assistants and Salespersons
Aged and Disabled Carers	Prison Officers and Security Guards
Defence Force	Emergency Service Workers and Police Officers

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

¹ Motor Vehicle and Motor Vehicle Parts Manufacturing

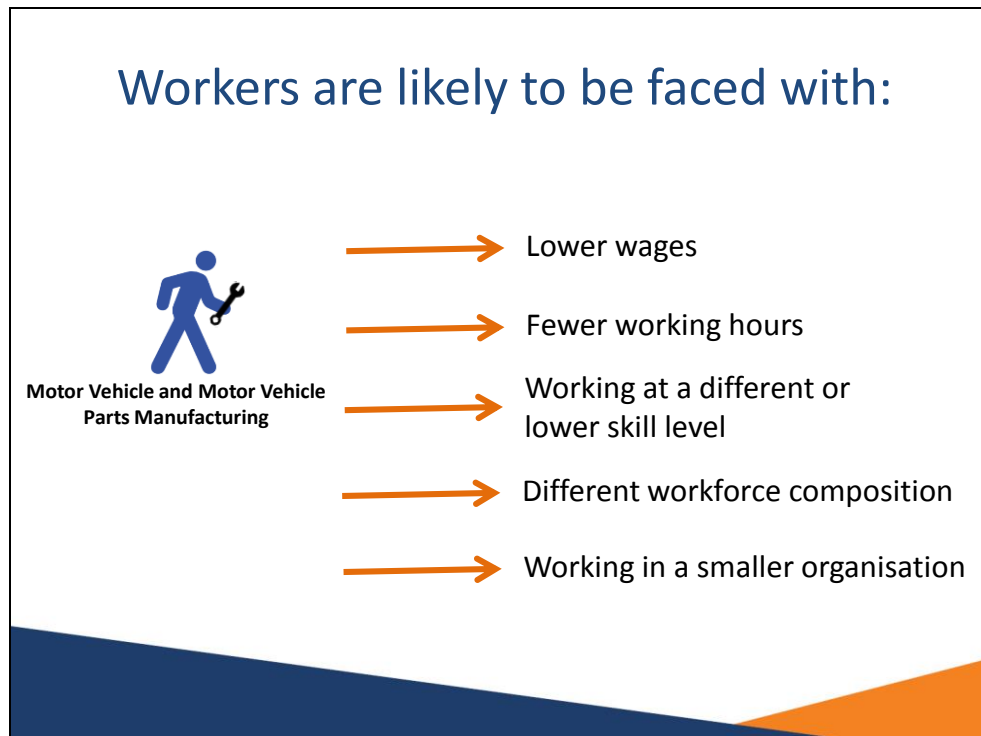
Notes

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

¹ Motor Vehicle and Motor Vehicle Parts Manufacturing

This slide shows a table of jobs that previous auto workers have transitioned into. Occupations include Truck and Bus Drives, Food Manufacturing, Construction Labourers, Chefs, Butchers and Bakers, Shop Managers, Aged and Disabled Carers and Emergency Service Workers.

Slide 7 – Workers are likely to be faced with:

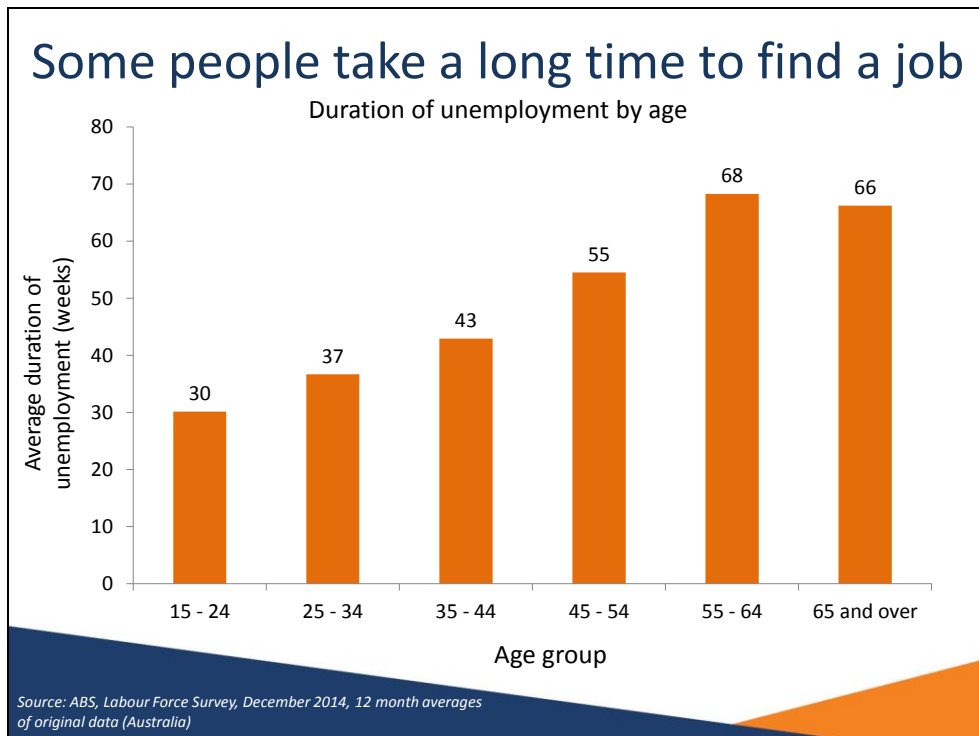


Notes

This slide highlights some of the transitional challenges automotive industry workers may face when attempting to regain employment, including:

- Lower wages
- Fewer working hours
- Working at a different or lower skill level
- Different working composition
- Working in a smaller organisation

Slide 8 – Some people take a long time to find a job



Notes

Source: ABS, Labour Force Survey, December 2014, 12 month averages of original data (Australia)

This slide shows the average duration of unemployment by age.

For Australia the highest average duration was for those people aged between 55 and 64 years of age (68 weeks).

15-24 years: 30 weeks

25-34 years: 37 weeks

35-44 years: 43 weeks

45-54 years: 55 weeks

55-64 years: 68 weeks

65 and over: 66 weeks

Slide 9 – Many jobseekers don't get an interview

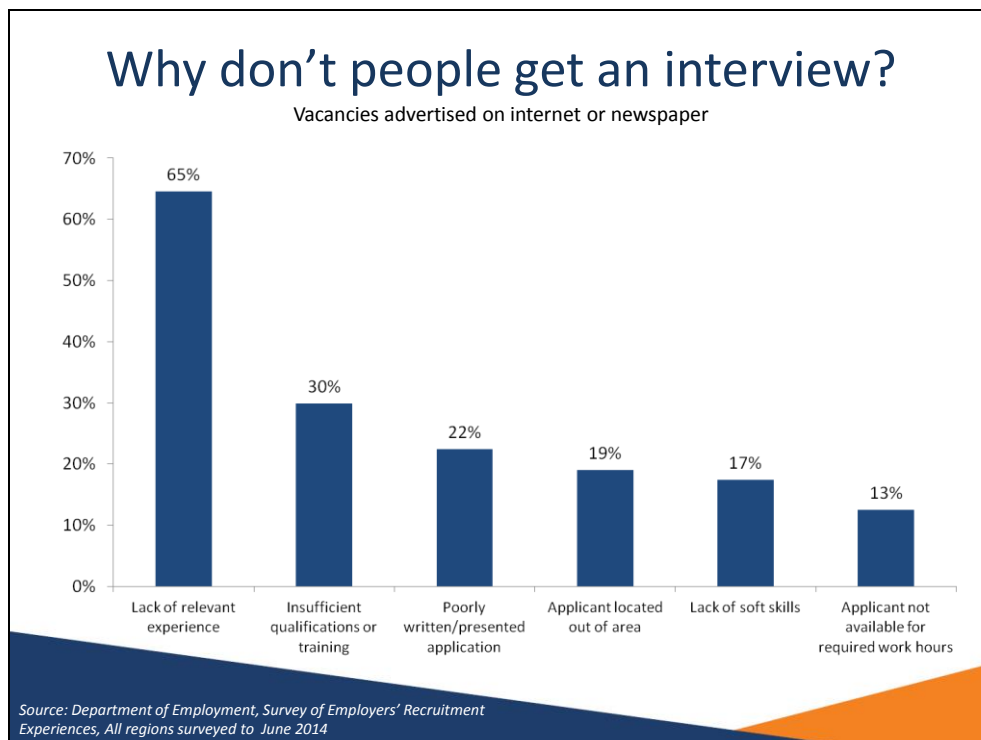


Notes

Source: Department of Employment, Survey of Employers' Recruitment Experiences, All regions surveyed to June 2014

This slide shows that for vacancies advertised on the internet or newspaper, employers receive an average 17 applicants per vacancy. Of those applicants, an average 4 applicants are interviewed of which 2 are considered suitable by employers.

Slide 10 – Why don't people get an interview?

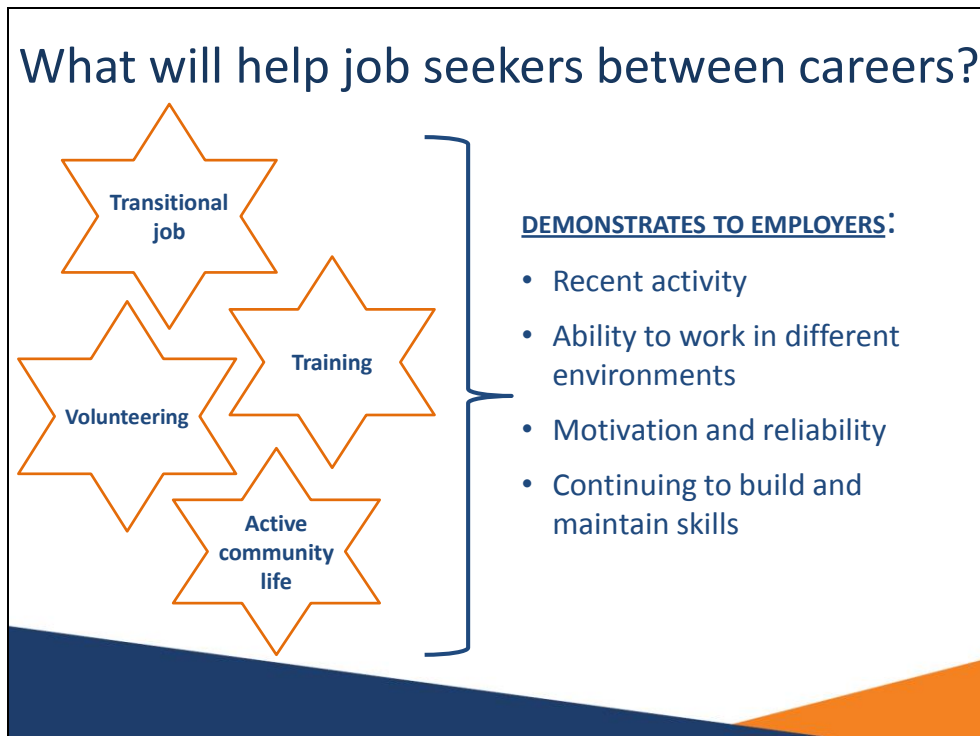


Notes

Source: Department of Employment, Survey of Employers' Recruitment Experiences, All regions surveyed to June 2014

This slide shows (for vacancies advertised on the internet or newspaper) the common reasons given by employers as to why they didn't give an applicant an interview. The most common reason was lack of relevant work experience (65 per cent), followed by insufficient qualifications or training (30 per cent) and a poorly written/presented application (22 per cent).

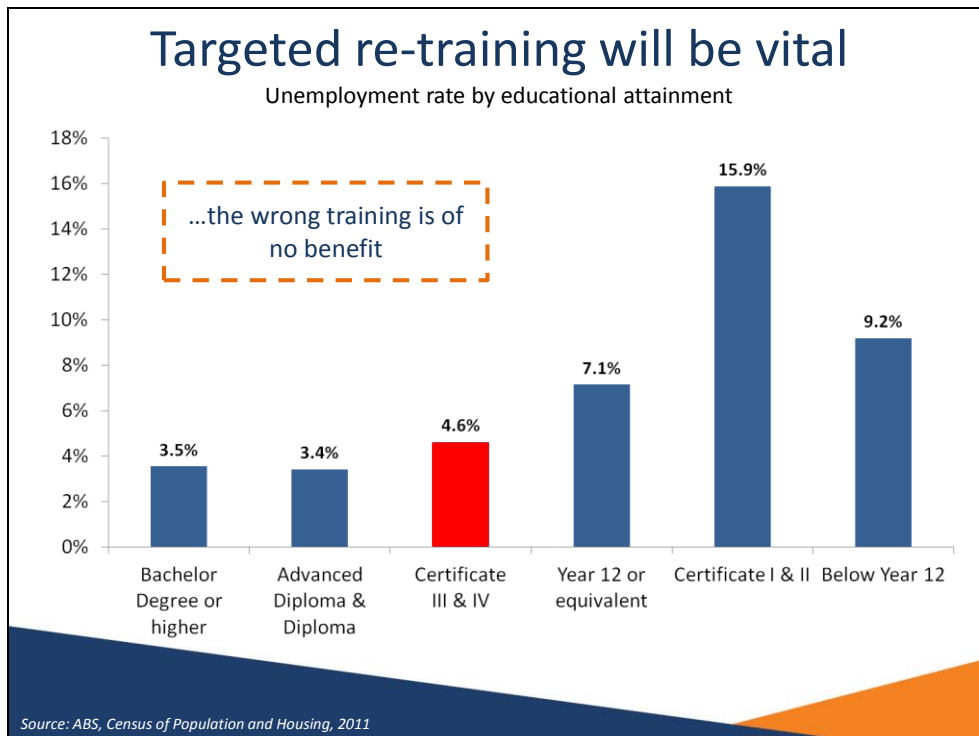
Slide 11 – What will help job seekers between careers?



Notes

This slide shows some of the things job seekers can do if their new career does not begin straight away including taking a transitional job, Volunteering, Training and an active community life. These things can demonstrate to employers a job seekers recent activity, ability to work in different environments, motivation and reliability and continuing to build and maintain skills.

Slide 12 – Targeted re-training will be vital



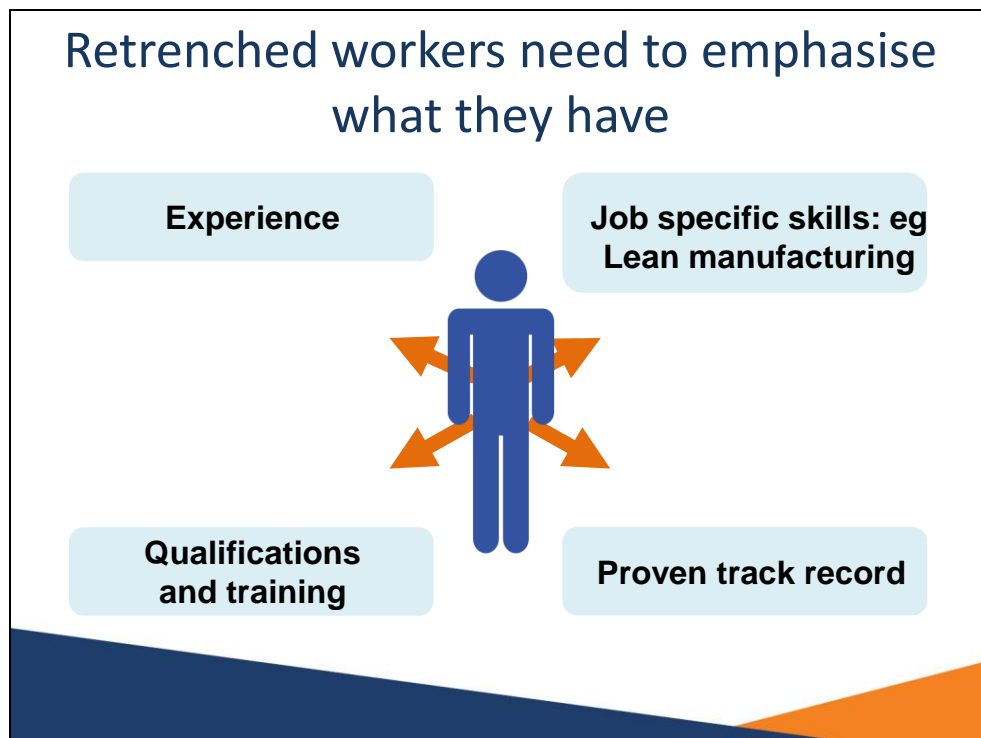
Notes

Source: ABS, Census of Population and Housing, 2011

This slide shows the unemployment rate by educational attainment of 25 to 34 year olds in Adelaide.

There is a strong relationship between educational attainment and employment outcomes. Unemployment rates are considerably lower for those who have completed a tertiary education at the Bachelor Degree, Advanced Diploma and Diploma Level. It should also be noted that employment outcomes are also better for those who have attained Certificate Levels III or IV. This emphasises the importance of post school education in gaining employment.

Slide 13 – Retrenched workers need to emphasise what they have



Notes

This slide shows that retrenched job seekers need to emphasise what they have. Retrenched auto workers have experience, job specific skills e.g. Lean manufacturing, qualifications and training and a proven track record.

Slide 14 – But they also need to demonstrate these:

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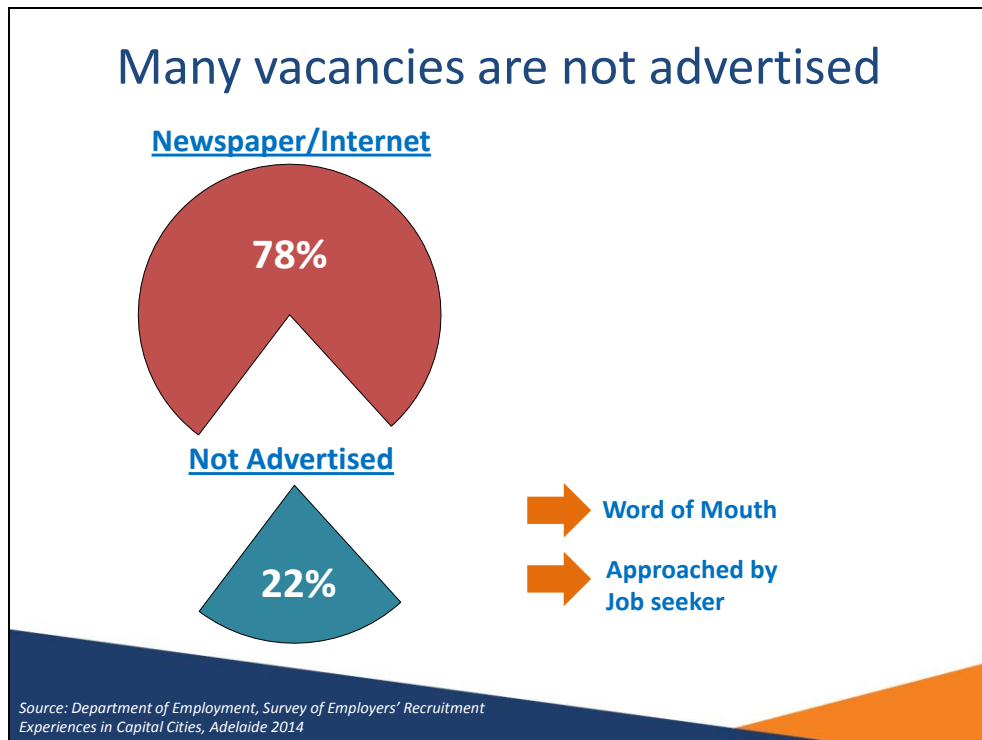
- Flexibility/adaptability
- Enthusiasm/positive attitude
- Interpersonal/social skills
- Teamwork
- Customer service skills
- Reliability

Notes

This slide shows that in addition to qualifications, training and experience, you also need these:

- Flexibility/adaptability
- Enthusiasm/positive attitude
- Interpersonal/social skills
- Teamwork
- Customer service skills
- Reliability

Slide 15 – Many vacancies are not advertised



Notes

Source: Department of Employment, Survey of Employers' Recruitment Experiences in Capital Cities, Adelaide 2014

This slide shows that the majority of recruiting employers (78 per cent) used formal methods to advertise for vacancies (i.e. Internet, Newspaper).

Very few (22 per cent) of recruiting employers used informal methods ONLY to recruit for vacancies (i.e. Word of Mouth, Approached by job seeker).

Slide 16 - Conclusion

Conclusion

Challenges for retrenched auto workers

- Unemployment above the national average
- Employment in Manufacturing declining/transitional challenges
- Long average duration of unemployment
- High applicant numbers/competing for the same job

Opportunities

- Growth industries (Health Care and Social Assistance, Construction)
- Vacancies due to job turnover (Retail, Accommodation and Food Services)

Improving their prospects

- Targeted retraining
- Realistic expectations (lower wages)
- Wide range of job search strategies, including looking across Adelaide
- Basic employability skills are essential
- Consider transitional jobs and volunteer work

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Slide 17 - End

