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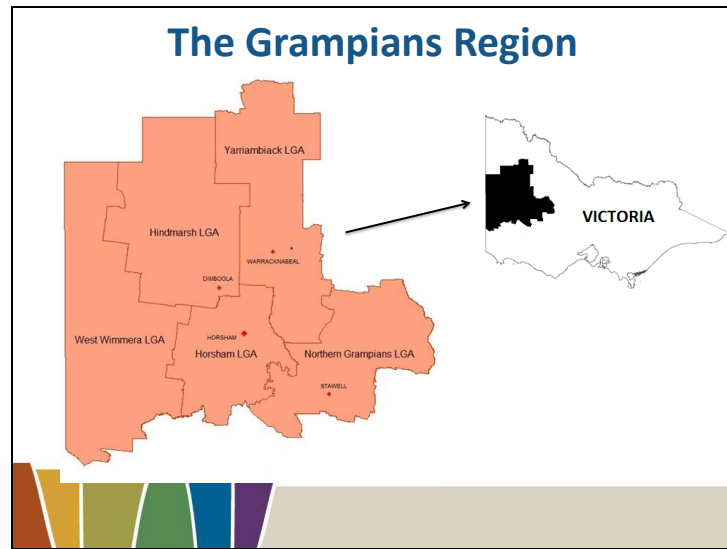


Australian Government
Department of Education, Employment and Workplace Relations

Tomorrow's Workforce



Presenter: Chris Sainsbury
Director, Labour Supply and Skills Branch

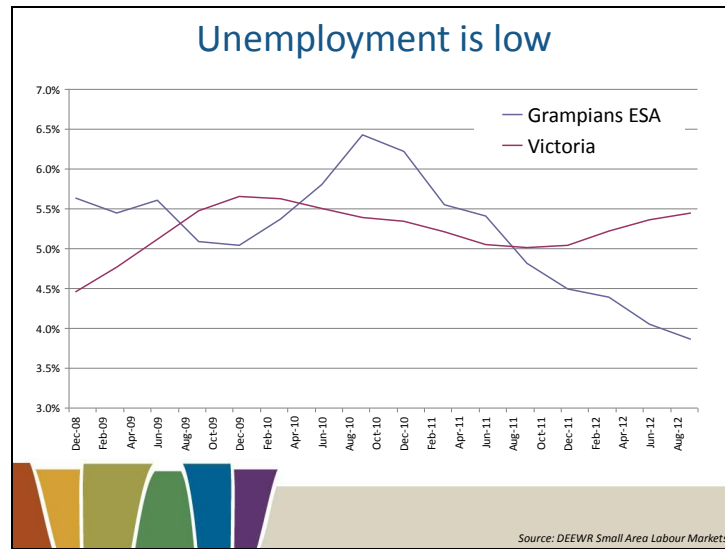


The Grampians Region

The Grampians ESA comprises the five Local Government Areas (LGA) of Hindmarsh, Horsham, Northern Grampians, West Wimmera and Yarriambiack.

In October 2012 the *Survey of Employers Recruitment Experiences* was carried out in the Grampians Employment Service Area (ESA). The survey collected responses from 302 employers.

Slide 3



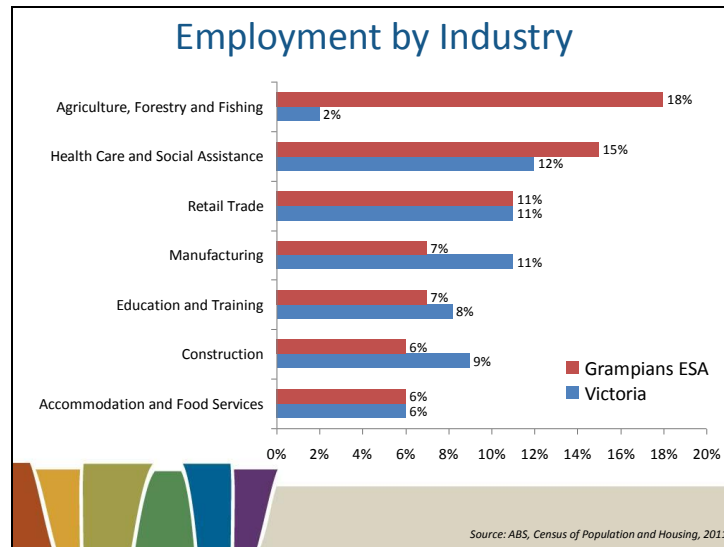
Unemployment is low

Source: DEEWR Small Area Labour Markets

This chart shows a time series of the unemployment rate from December 2008 to September 2012 for the Grampians ESA and Victoria.

In the 12 months to September 2012 the unemployment rate for the Grampians ESA has been below the unemployment rate for Victoria.

Slide 4

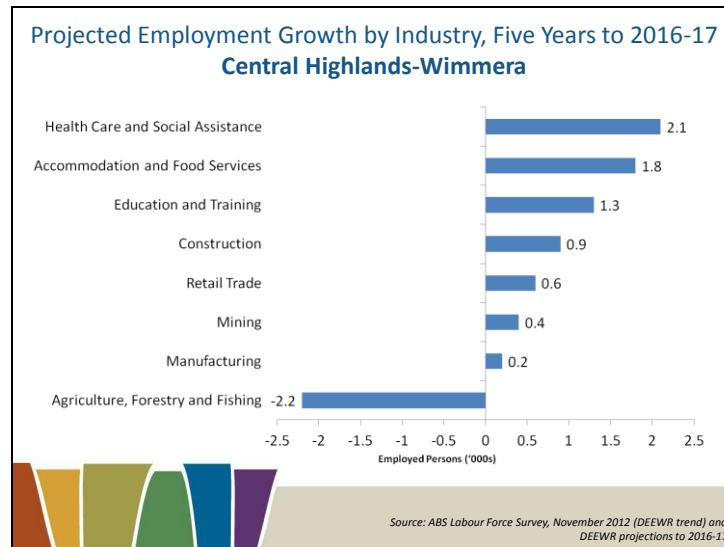


Industry Composition

Source: ABS, Census of Population and Housing, 2011

At the time of the 2011 Census, Agriculture, Forestry and Fishing industry was the largest employing industry in the Grampians ESA accounting for 18 per cent of total employment. Agriculture, Forestry and Fishing in this region accounts for a far greater proportion of employment compared with Victoria (2 per cent).

Health Care and Social Assistance and Retail Trade industries were also large employers in the region accounting for 15 per cent and 11 per cent of employment respectively.



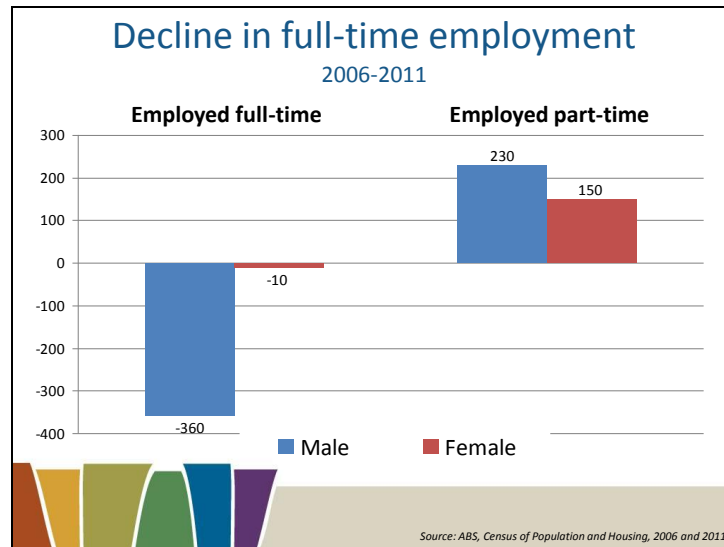
Projected Employment Growth by Industry, Five Years to 2016-17 – Central Highlands-Wimmera

Source: ABS Labour Force Survey, November 2012 (DEEWR trend) and DEEWR projections to 2016-17

Health Care and Social Assistance is expected to contribute the largest number of new jobs (2,100) in the Central Highlands-Wimmera region over the next few years.

This industry is projected to be the largest provider of new jobs over the longer term, driven by Australia’s ageing population, and associated demands on health care services and facilities.

The Agriculture, Forestry and Fishing industry is projected to see the biggest decline in employment in the region with 2200 fewer jobs by 2016-17.



Decline in full-time employment in the Grampians ESA (2006 to 2011)


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

Between 2006 and 2011 in the Grampians ESA there was a marked decline in the number of males employed full-time and an increase in males employed part-time.

In terms of industry, the largest declines in male full-time employment took place in Agriculture, Forestry and Fishing (300 persons), Manufacturing (130 persons) Retail Trade (120 persons). The largest increases in male full-time employment were in Construction (110 persons) and Mining (40 persons).

Ageing Population

Age	2006	2011	Change
15 - 49 years	21,000	19,600	↓ 7%
50 years +	19,300	20,300	↑ 5%
Total	40,300	39,900	↓ 1%



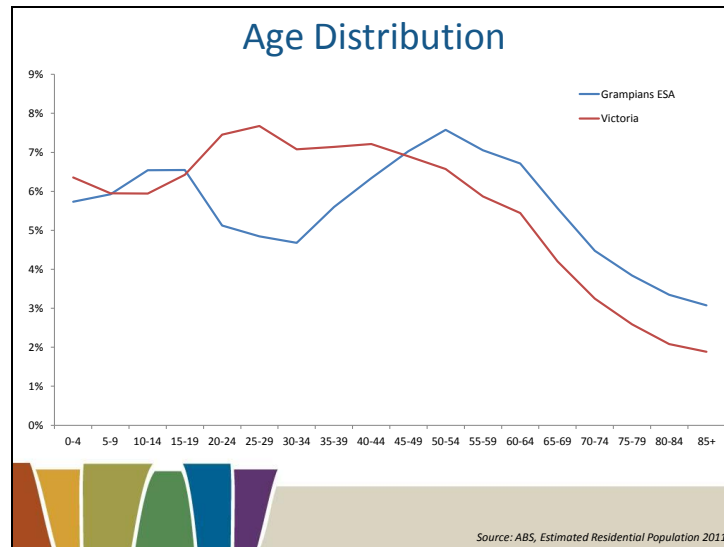
Source: ABS, Estimated Residential Population 2006 and 2011.

Ageing Population

Source: ABS, Estimated Residential Population 2006 and 2011

The adult population in the Grampians ESA has decreased between 2006 and 2011 (1 per cent). There was an increase in the population over 50 years of age (5 per cent) however this was offset by a 7 per cent decrease in the population aged 15 to 49 years.

Slide 8



Age Distribution

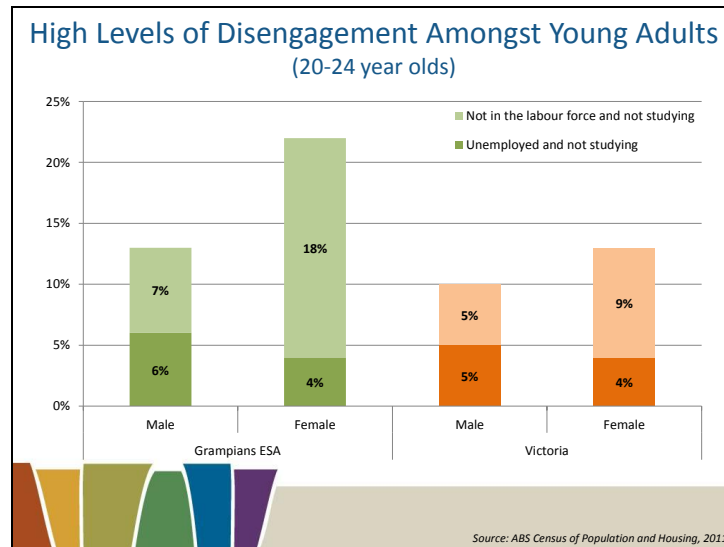
Source: ABS, Estimated Residential Population 2011;

This graph compares the age distribution of the Grampians ESA with the age distribution of Victoria.

The age distribution of the Grampians ESA shows that a markedly smaller proportion of the population is made up of people aged between 20 and 44 years, when compared with the Victorian age distribution.

In the ESA, there is also a larger proportion of the population aged 50 years and over compared with Victoria.

Similar demographic patterns exist for other regional areas and are due in part to young adults moving to major urban centres.



High Levels of Disengagement amongst Young Adults

Source: ABS, Census of Population and Housing, 2011

At the time of the 2011 Census, 17 per cent of young adults (persons aged 20 to 24 years) in the Grampians ESA were neither working nor studying (15 per cent in Horsham LGA). This figure was notably higher when compared with Victoria (11 per cent).

For young adult males in the ESA, 7 per cent were not in the labour force and not studying and a further 6 per cent were unemployed and not studying.

For young adult females in the ESA, 18 per cent were not in the labour force and not studying and a further 4 per cent were unemployed and not studying.

Levels of Educational Attainment
Persons aged 25-34 years

Region	Year 12	Advanced Diploma, Diploma or Cert III/IV	Bachelor Degree
Horsham LGA	64%	39%	22%
Grampians ESA	61%	38%	20%
Victoria	79%	29%	40%

Source: ABS, Census of Population and Housing, 2011

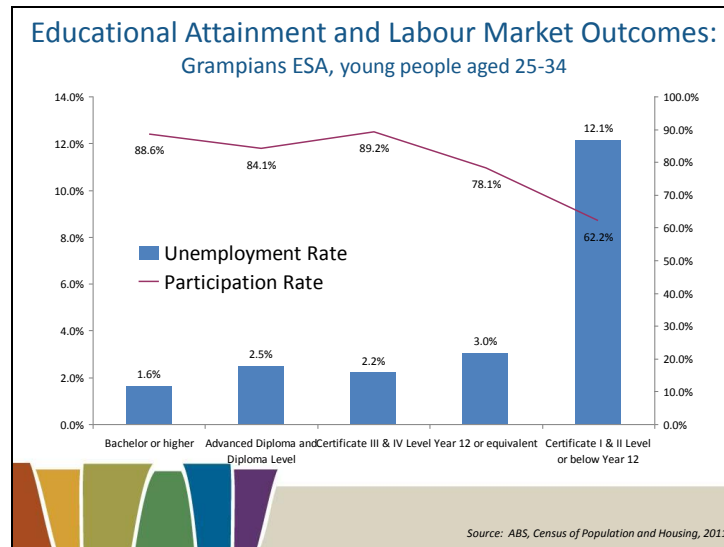
Levels of educational Attainment (Persons aged 25-34 years)

Source: ABS, Census of Population and Housing, 2011

At the time of the 2011 Census, the proportion of 25 to 34 year olds in the Grampians ESA who had completed Year 12 or equivalent was 61 per cent. This was considerably lower than for Victoria (79 per cent) and Australia (75 per cent). The lowest levels of Year 12 attainment level were in the Northern Grampians LGA (57 per cent) and the Yarriambiack LGA (58 per cent). The Horsham LGA had the highest level of Year 12 attainment in the Grampians ESA (64 per cent).

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

At the time of the 2011 Census, the proportion of 25 to 34 year olds who had attained an Advanced Diploma, Diploma or Certificate level III or IV in the Grampians ESA (38 per cent) was larger than state and national averages (29 per cent and 30 per cent respectively), while the proportion who had attained a Bachelor Degree or higher (20 per cent) was far lower than the state and national averages (40 per cent and 35 per cent respectively).



Educational Attainment and Labour Market Outcomes

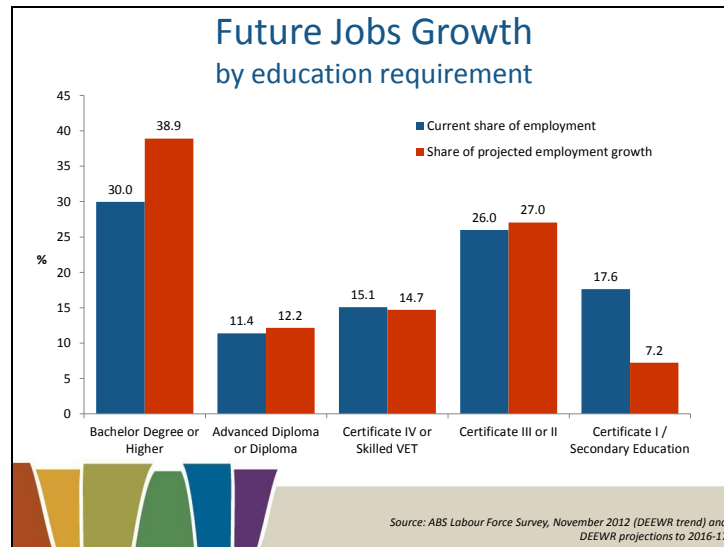
Source: ABS, Census of Population and Housing, 2011

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

For those aged 25 to 34 years in the Grampians ESA, there were high unemployment rates for those who had not completed Year 12 (12.1 per cent).

Unemployment rates are considerably lower for those who have completed Year 12 and those who have gone on to completed a tertiary education at the Bachelor degree, Advanced Diploma and Diploma Level.

It should also be noted that employment outcomes are better for those who have attained Certificate Levels III or IV. This emphasises the importance of post school education in gaining employment.



Future Jobs Growth – by education requirement

Source: ABS Labour Force Survey, November 2012 (DEEWR trend) and DEEWR projections to 2016-17

Growth in Professionals and Technicians and Trades Workers is reflected in projected growth by skill level – where the strongest growth is expected for higher skill levels.

The highest skill level – corresponding to a Bachelor Degree or higher level qualification – is projected to account for a disproportionate share of national employment growth over the coming five years (38.9 per cent of growth compared with its 30.0 per cent share of employment). In contrast, there is much more subdued growth (only 7.2 per cent of the total) at the lowest skill level, corresponding to jobs that at the high school level of education.

 (Note: Data for this chart are from the 2012 DEEWR projections to 2016-17. Skill level attributions are made for those occupations fully coded to four digit level and employment numbers are weighted so that the aggregate agrees with projected total employment.)

Many Families Jobless

with children aged under 15 years

Region	Number of jobless families	Proportion of all families that are jobless	Proportion of couple families that are jobless	Proportion of lone parent families that are jobless
Horsham LGA	260	13%	4%	42%
Grampians ESA	650	15%	5%	47%
Victoria	66,720	13%	5%	43%

Source: ABS, Census of Population and Housing, 2011

More Jobless Families


Source: ABS, Census of Population and Housing, 2011

Jobless families are families (with children under 15 years of age) where no parent is employed. Some 15 per cent of families in the Grampians ESA did not have an employed parent, a figure slightly larger compared with Victoria (13 per cent) and Australia (14 per cent). The proportion of jobless couple families in the Grampians ESA was the same as for Victoria (5 per cent) however the proportion of lone parent jobless families in the ESA was higher (47 per cent compared with 43 per cent).

What are employers saying?

Pockets of unmet labour demand

- 8% of vacancies remained unfilled
- Professionals and Trades Workers particularly difficult to recruit.
- The location of the job is often a challenge to employers.



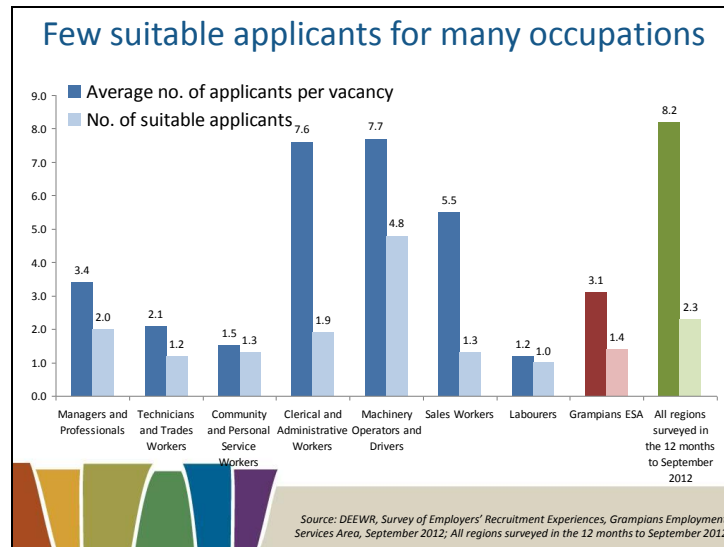
Source: DEEWR, Survey of Employers' Recruitment Experiences, Grampians Employment Services Area, September 2012

What are employers saying?

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Surveyed employers from the local region told us that there are pockets of unmet labour demand

- 8% of vacancies remained unfilled
- Professionals and Trades Workers particularly difficult to recruit.
- The location of the job is often a challenge to employers.



Few suitable applicants for many occupations

Source: DEEWR, Survey of Employers' Recruitment Experiences, Grampians Employment Services Area, September 2012, All regions surveyed in the 12 months to September 2012

On average, in the Grampians ESA, there were 3.1 applicants per vacancy with 1.4 applicants being considered suitable by employers, much lower than the average level of competition across all regions surveyed in the 12 months to September 2012.

Applicant numbers varied across occupation groups however was particularly low for Labourers, Community and Personal Service Workers and Technicians and Trades Workers.

Bachelor Degree or Higher VET Qualifications	
Motor Mechanics	Registered Nurses
Chefs	Generalist Medical Practitioners
Other Occupations	
Sales Assistants (General)	Motor Vehicle and Vehicle Parts Salespersons
Housekeepers	Kitchen Hands
Checkout Operators and Office Cashiers	

Source: DEEWR, Survey of Employers' Recruitment Experiences, Grampians Employment Services Area, September 2012

Occupations difficult to fill

Source: DEEWR, Survey of Employers' Recruitment Experiences, Grampians Employment Services Area, September 2012

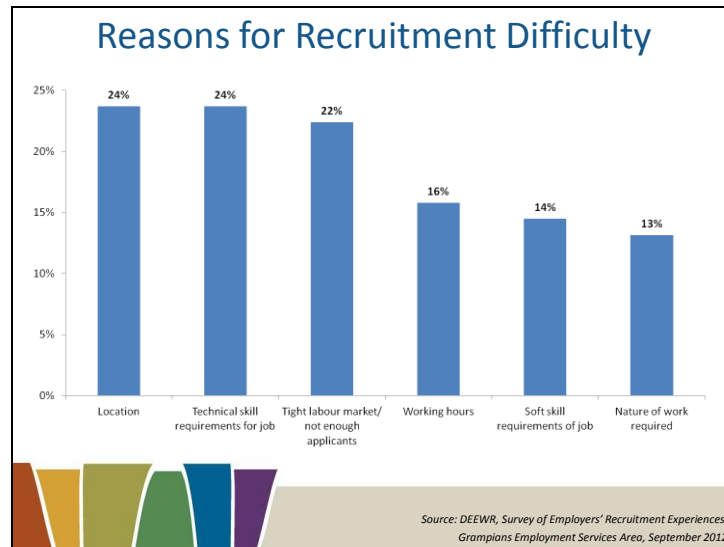
The following occupations were commonly reported by employers as being difficult to fill:

Bachelor Degree or Higher VET Qualifications

- Motor Mechanics
- Chefs
- Registered Nurses
- Generalist Medical Practitioners

Other occupations

- Sales Assistants (General)
- Housekeepers
- Motor Vehicle and Vehicle Parts Salespersons
- Kitchenhands
- Checkout Operators and Office Cashiers



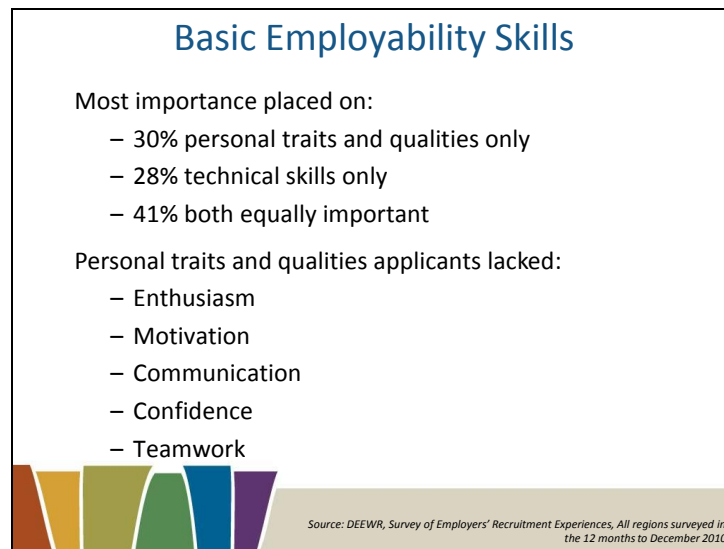
Reasons for Recruitment Difficulty

Source: DEEWR, Survey of Employers' Recruitment Experiences, Grampians Employment Services Area, September 2012

62 per cent of recruiting employers said that recruitment was 'difficult' at some point in the past 12 months.

This slide shows the most common reasons that employers found recruitment 'difficult' in employer's most recent recruitment round. The location of the applicant/job and the lack of technical skills required to carry out the job were the most common reasons for recruitment difficulty in the Grampians ESA.

A tight labour market with not enough applicants was also a common reason for the recruitment difficulty.



Basic employability skills

Source: DEEWR, Survey of Employers' Recruitment Experiences, All regions surveyed in the 12 months to 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:

- Enthusiasm
- Motivation
- Communication
- Confidence
- Teamwork

Apprentices and Trainees

- Almost one in five employers had an apprentice or trainee in the past year.
- 42% of employers reported experiencing challenges employing apprentices or trainees.
 - Almost half of these reported apprentices and trainees lacked general work readiness
 - The cost and non-completion of apprenticeships/ traineeships were other challenges to employers.



Source: DEEWR, Survey of Employers' Recruitment Experiences, Grampians Employment Services Area, September 2012

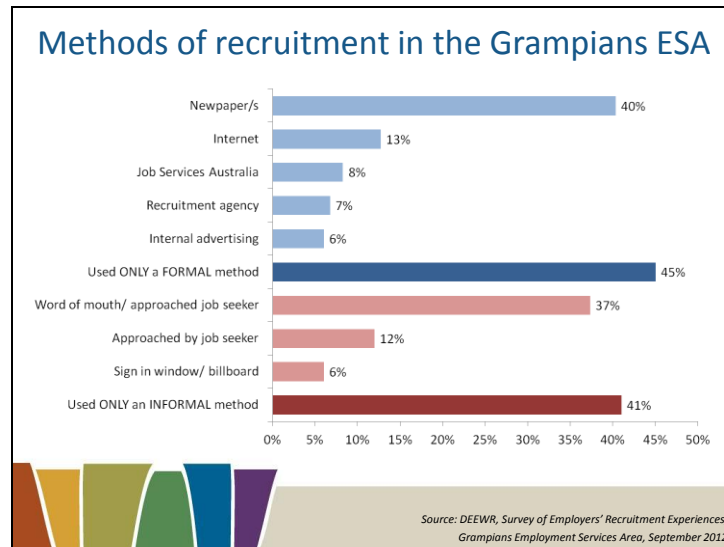
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Methods of recruitment in the Grampians ESA

Source: DEEWR, Survey of Employers' Recruitment Experiences, Grampians Employment Services Area, September 2012

Advertising vacancies in newspapers was the most frequently used recruitment method by employers in the Grampians ESA in their most recent recruitment round (utilised by 40 per cent of employers)

Word of mouth or being approached by the job seeker was also a popular method used to fill vacancies, used by 37 per cent of employers.

There was a high proportion of employers who used only formal or informal recruitment methods, with very few utilizing both.

Available Labour Supply

Grampians ESA	Employed		Not Working	
	Full-time	Part-time	Unemployed	Not Participating
People aged 50-64	4,260	2,100	180	2,970
Females 25-44	1,420	1,820	150	1,380
Youth (18-24)	1,530	690	230	660
Older Workers (65-70 years)	400	370	10	2,180

Source: ABS, Census of Population and Housing, 2011

Available Labour Supply

Source: ABS, Census of Population and Housing, 2011

This table shows some of the sources of labour in the Grampians ESA and their employment status.

Mature age workers (easing out of the workforce), females aged 25 – 44 (who often have caring responsibilities) and young people (who are often combining work and study) all have a higher than average incidence of part-time employment.


Flexible Working Arrangements
What arrangements can I put in place?

Employers can offer a variety of flexible working arrangements to attract applications from local untapped sources of labour.

- Changed starting and finishing times
- Part-time work and job sharing
- Job compression (working longer but fewer days)
- Changing the location of work to reduce or eliminate travel
- Training opportunities

The Fair Work Ombudsman has produced a variety of best practice guides and fact sheets to help businesses interested in introducing or expanding flexible working conditions they offer their employees.

www.fairwork.gov.au



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Conclusions

- Unemployment is low, but declines in male full-time employment and hidden unemployment.
- Labour Market Trends
 - Health Care and Social Assistance growing, employment in Agriculture declining.
 - Many skilled workers approaching retirement
 - Increasing number of female and older workers.
 - Use of flexible working arrangements including part-time work increasing.
 - Education and training increasingly important.
- Issues affecting young people in the region
 - Teenage unemployment, lower educational attainment levels, disengagement
 - How can we improve their work readiness and employability skills?
 - Apprenticeships and Traineeships.
- Collaboration with RESJ and other stakeholders.



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