

BETTER CONNECTIONS – BETTER OUTCOMES

IMPROVING LABOUR MARKET EFFECTIVENESS

Gympie
Employment Service Area
24 April 2007

Origins of the workshops

- DEWR undertakes a range of research and analysis of labour supply and skill shortages
- DEWR, with other Government agencies, is looking at how to address Australia's labour supply and skill shortages
- Run a series of workshops to share information and ideas

Objective of the workshops

Improve Labour Market Effectiveness by

- addressing labour supply and skill shortage issues
- increasing labour market participation (target groups – mature aged, parents, people with a disability, Indigenous Australians, long-term unemployed, people from culturally and linguistically diverse backgrounds, youth)
- establishing and further developing linkages between relevant organisations

Agenda

- Welcome and Introductions
- Better Connections presentation
- Identification and discussion of issues
- *Morning tea break*
- Developing an action plan
- Drawing it together
- Closing Remarks

Gympie

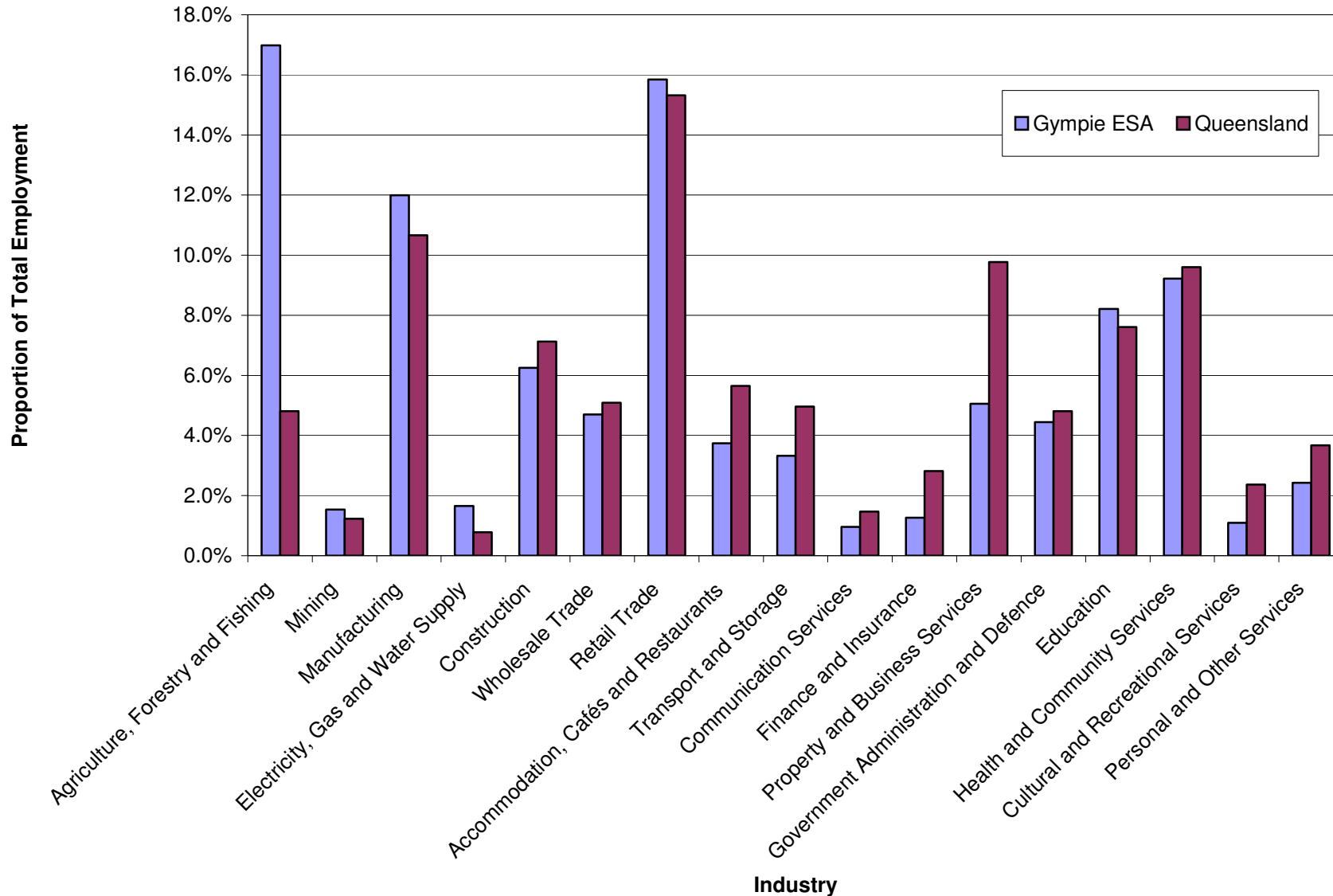


Gympie - Profile

- **Working Age Population (15-64) : 46 100**
 - Older population when compared with the State
- **Unemployment rate : 6.4%**
 - Pockets of high and low unemployment rates within ESA
 - 7.8% in Tiaro to 4.3% in Kingaroy (7.0% in Gympie)
 - Around 30% of working age population in receipt of a Centrelink payment

EMPLOYMENT BY INDUSTRY

Gympie ESA and Queensland



Source: 2001 Census of Population and Housing

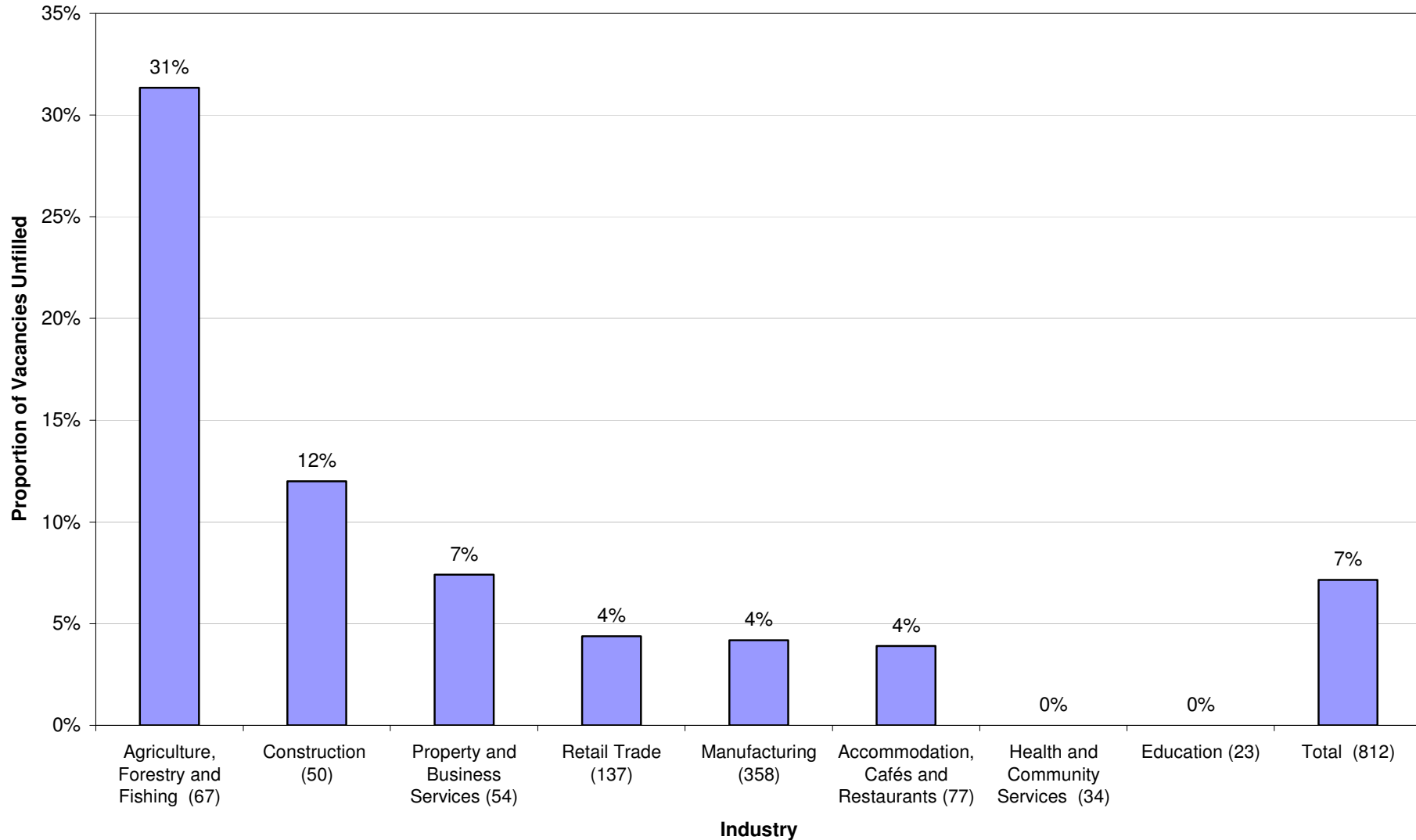
Gympie

Skills in Demand Survey

- 354 employers surveyed;
- 812 vacancies of which 7% remained unfilled;
- 55% of recruiting employers had difficulty filling vacancies; and
- Employers had the greatest difficulty recruiting Intermediate Production and Transport Workers.

PROPORTION OF VACANCIES UNFILLED IN LAST 12 MONTHS

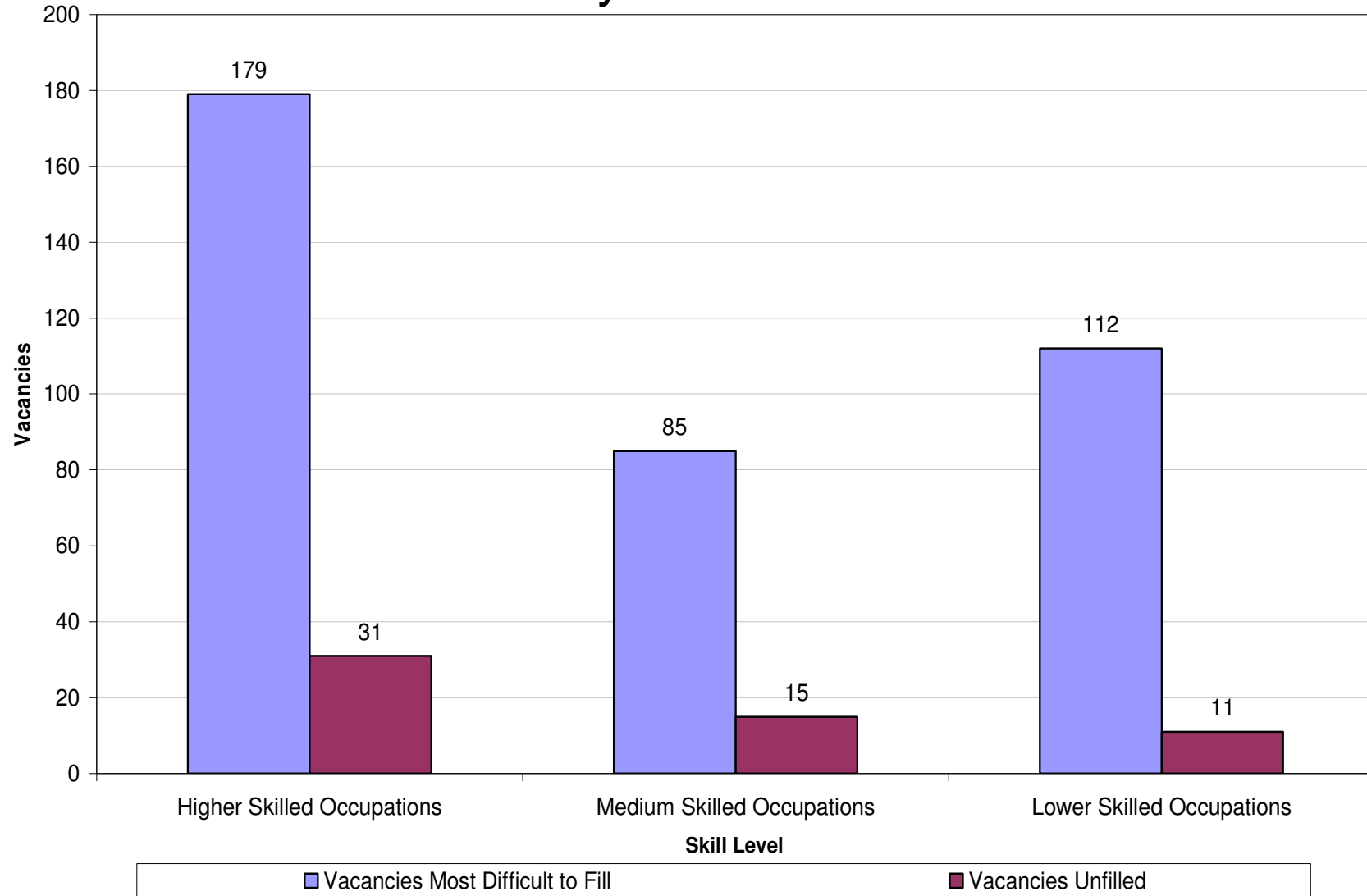
By Industry



Source: DEWR, Gympie Skills in Demand Survey, February/March 2007

Success filling vacancies

By Skill Level



Source: DEWR, Gympie Skills in Demand Survey, February/March 2007

Difficult to fill occupations

Professionals:

- Business and Information Professionals

Others:

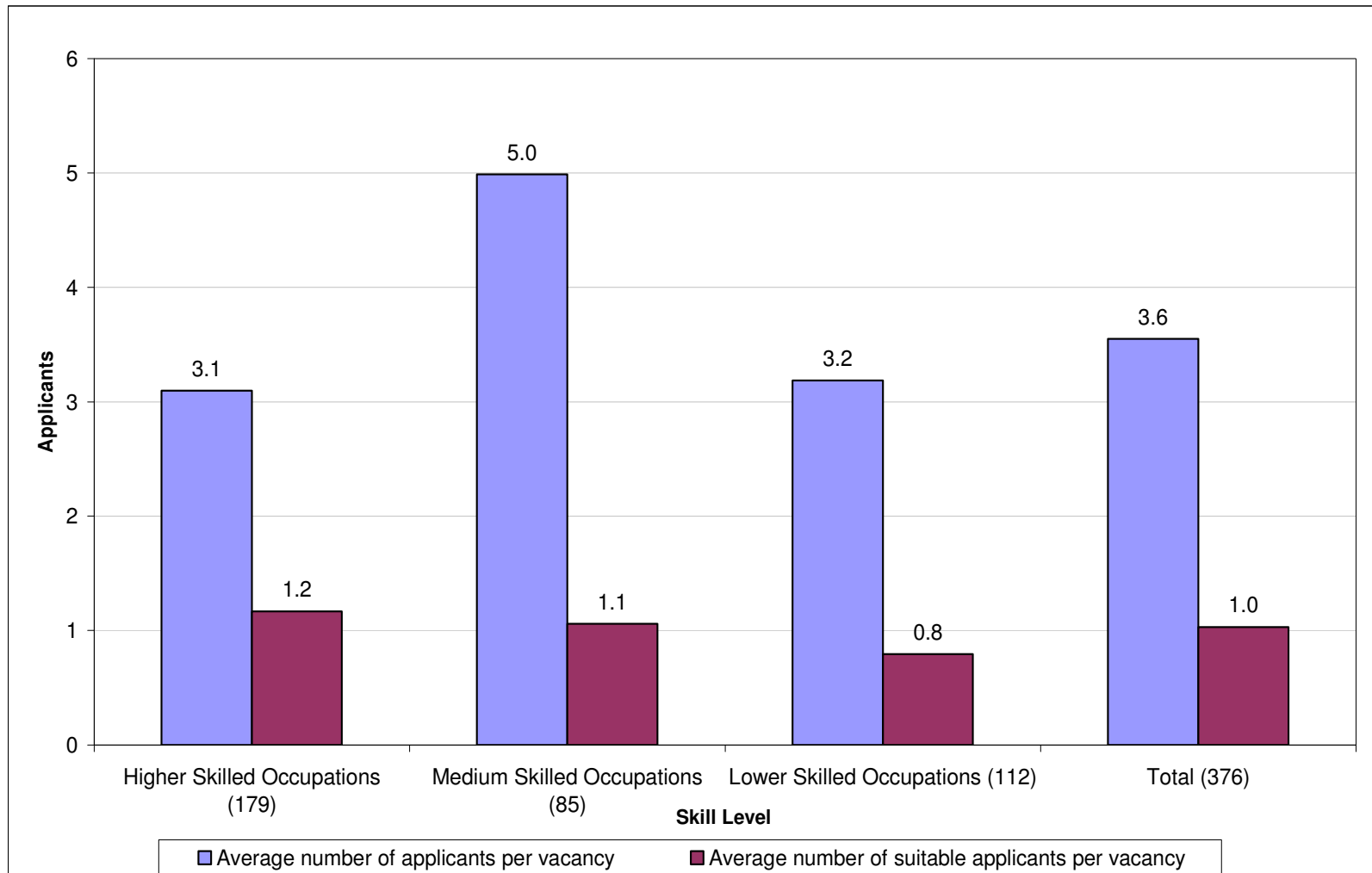
- Sales Assistants
- Agricultural and Horticultural Labourers

Trades:

- Chefs
- Metal Fitters and Machinists
- Motor Mechanics
- Other Automotive Tradespersons
- Construction Tradespersons

AVERAGE NUMBER OF APPLICANTS AND SUITABLE APPLICANTS

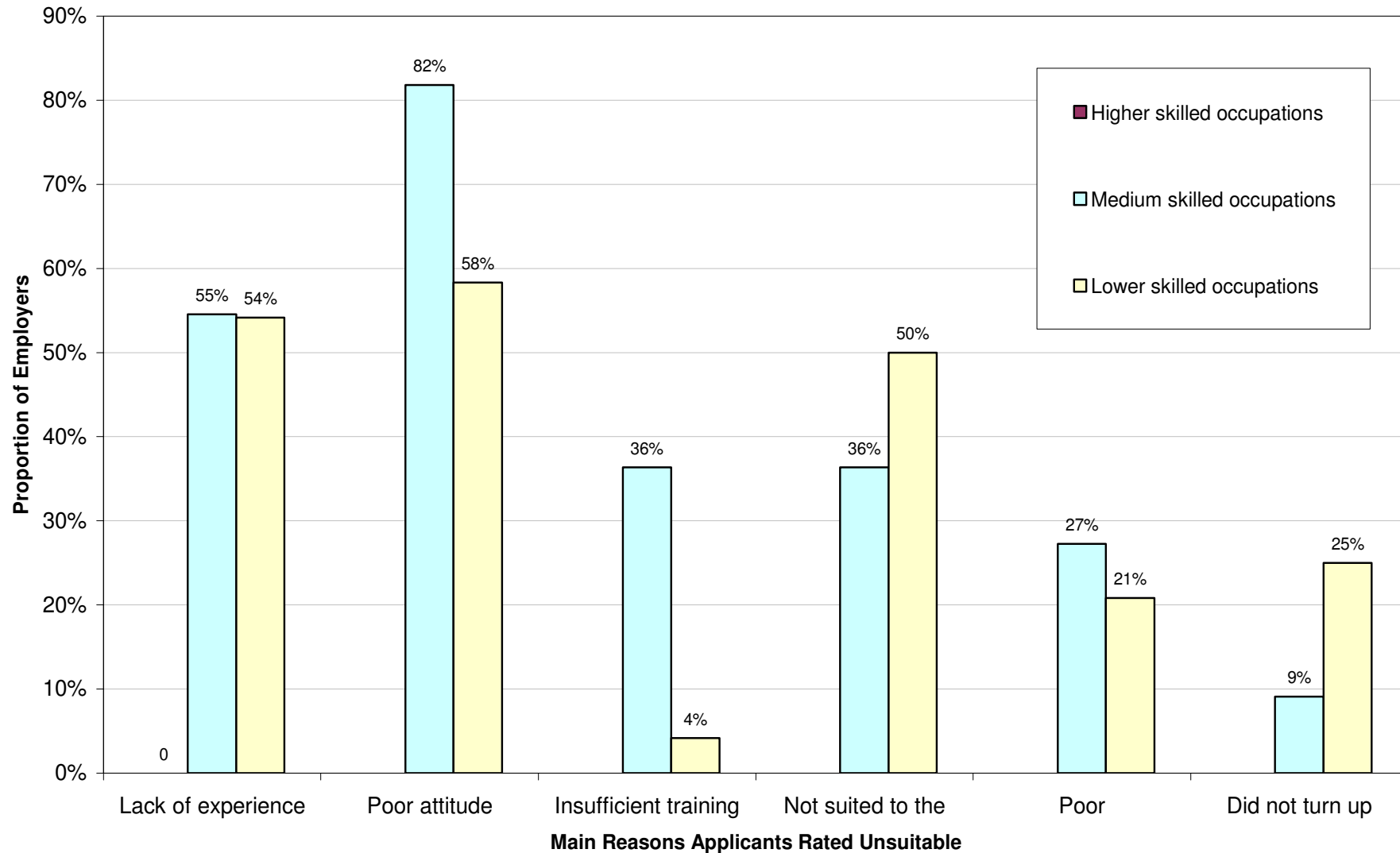
Occupations Difficult to Fill



Source: DEWR, Gympie Skills in Demand Survey, February/March 2007

MAIN REASON ONE OR MORE APPLICANTS UNSUITABLE

Occupations Difficult to Fill

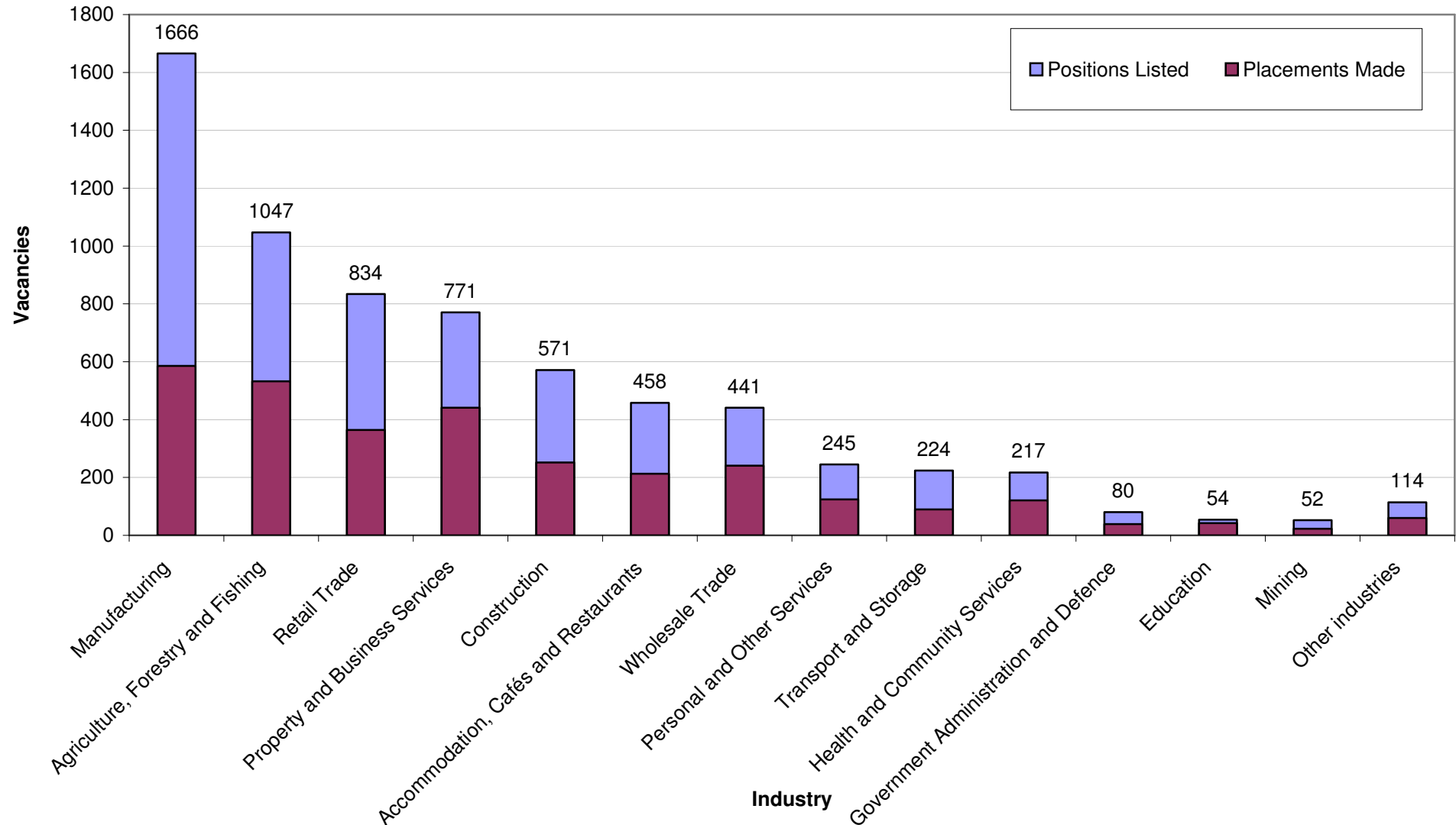


Source: DEWR, Gympie Skills in Demand Survey, February/March 2007

Recruitment expectations of surveyed businesses (next 12 months)

- 25% anticipate employment growth;
- 38% expect to recruit; and
- 51% of employers who anticipate the need to recruit expect to have difficulty.

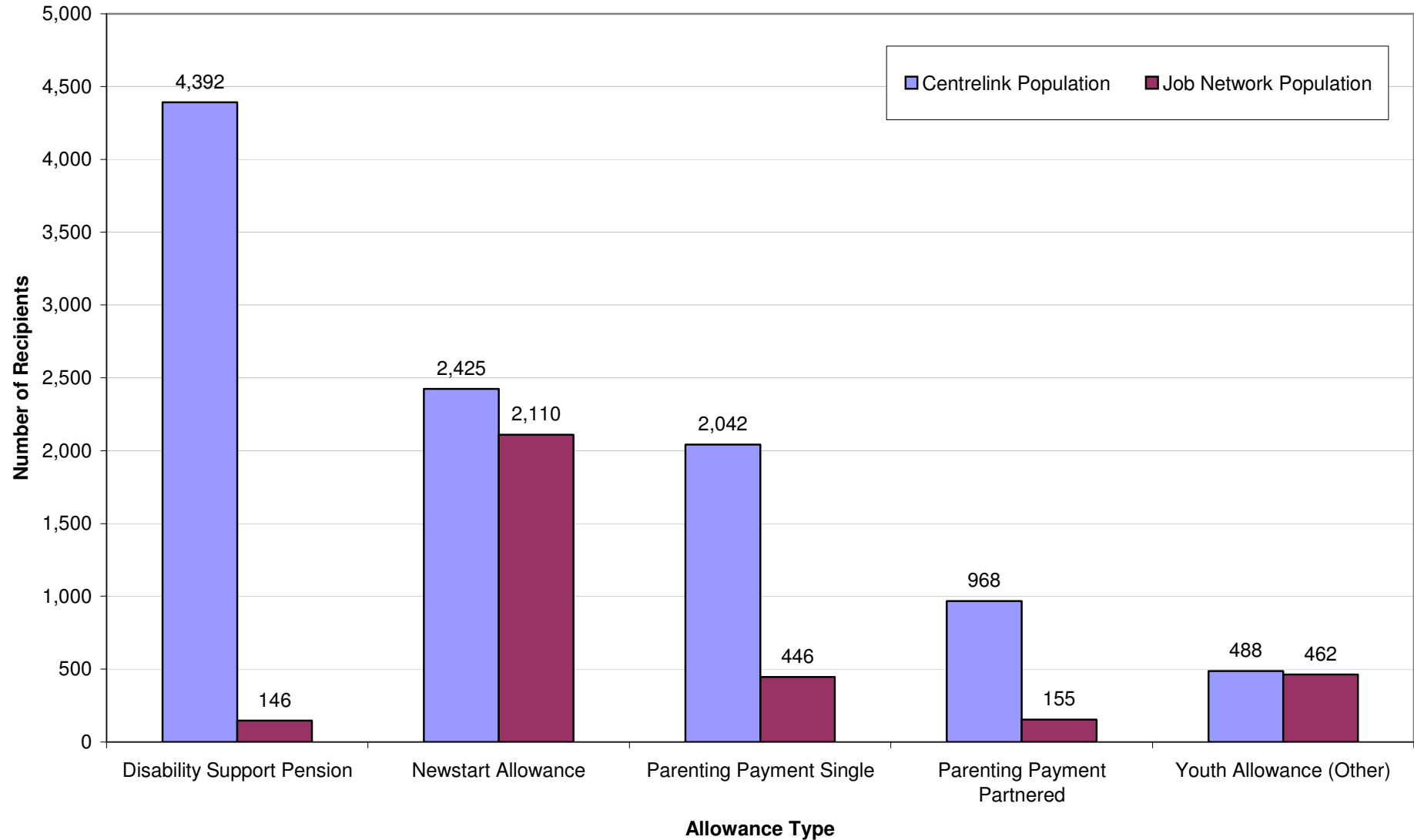
VACANCIES LODGED AND FILLED BY JNMs AND JPOs, By Industry, Gympie ESA



Source: DEWR Administrative Data, 12 months to December 2006

CENTRELINK AND JOB NETWORK WORKING AGE (15–64) CUSTOMER POPULATIONS

Gympie ESA



Source: Centrelink and DEWR Administrative Data, December 2006

Summary

- Older population and higher unemployment in the region;
- Higher proportion of the working age population in receipt of a Centrelink payment;
- Lower level of recruitment activity in the region; and
- Recruitment difficulties were identified across a range of skill levels.

Local area activities impacting on employment

■ **Development and Project Activity**

● **Construction**

- **Current and planned Bruce highway upgrades**
- **Gympie Pines golf course estates completed 2008**

● **Mining**

- **Boobyjan Project, identified Gold and Copper resources**

● **Manufacturing**

- **Aircraft factory at Kingaroy increasing production and growing factory size**

● **Health and Community**

- **Wondai Hospital due for completion in 2007 will lead to jobs in this sector**

Possible issues for consideration

- How to increase the participation of parents, people with a disability, mature age and the long-term unemployed job seekers?
- How can employment service providers make better linkages and increase the placement of job seekers into Australian Apprenticeships?
- How do providers better engage with industry and employers to take advantage of opportunities in the region?

Developing a local action plan

- Focus on practical actions for each issue being addressed
- Identify stakeholders and linkages

Action	Who wants to be involved?	Timelines

Evaluation strategy

- Workshop evaluation to be filled out today
- Follow up survey of participants to assess specific actions/strategies undertaken
- Longer term data analysis to assess measurable items and analysis of qualitative information relating directly to each workshop

Finish

Thank you