



## Are you looking for a job in Australia?

The **Australian Labour Market Update** provides information on the Australian labour market on a quarterly basis. It is intended to help people who may be looking at working in Australia on a temporary or permanent basis.

Further information on job prospects, earnings and related information is available online at **Australian Jobs 2005**, available through <http://www.workplace.gov.au>.

*Unless otherwise stated, data are from the Australian Bureau of Statistics (ABS) August 2005 Labour Force Survey.*

## OVERVIEW

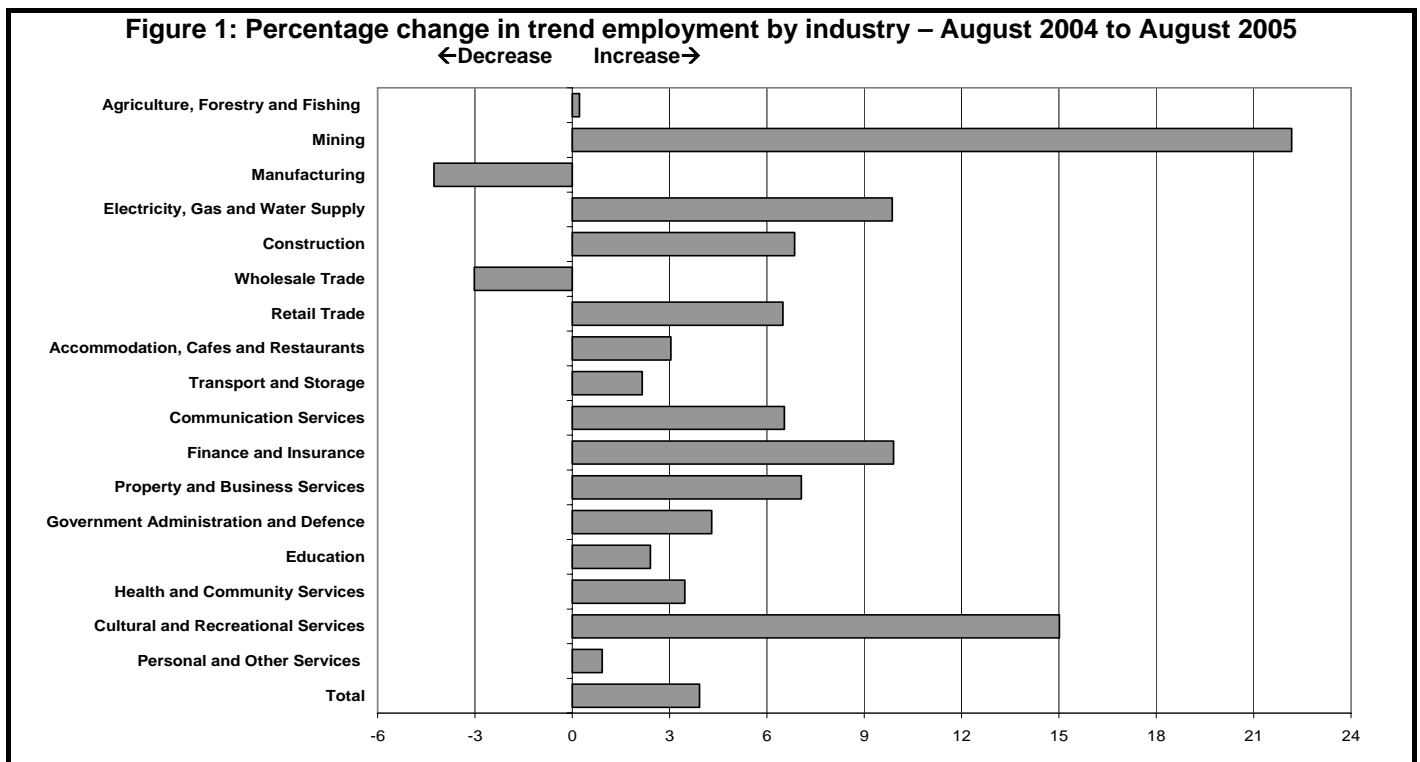
In the 12 months to August 2005, the Australian labour market experienced solid growth. In trend terms, total employment increased by an estimated 351 900 persons (3.6%). Advertised vacancies decreased slightly for professional occupations and decreased significantly for associate professional and trade occupations. Migrants with the best prospects for finding employment in the Australian labour market include those with strong proficiency in the English language, tertiary level education and high skill levels.

## EMPLOYMENT

Over the 12 months to August 2005, trend employment in Australia grew by 3.6% after growth of 2.4% in the previous year.

Employment (in trend terms) increased in all States and Territories. In percentage terms, employment growth was strongest in Western Australia (6.6%) and Queensland (4.9%).

Employment opportunities and growth varied across industries. Over the 12 months to August 2005, the largest increases in employment occurred in Retail Trade (up by 93 700), Property and Business Services (up by 77 800) and Construction (up by 55 700), while the strongest rates of growth were in Mining, Cultural and Recreational Services, Finance and Insurance, and Electricity, Gas and Water Supply. Employment growth rates by industry are shown below.



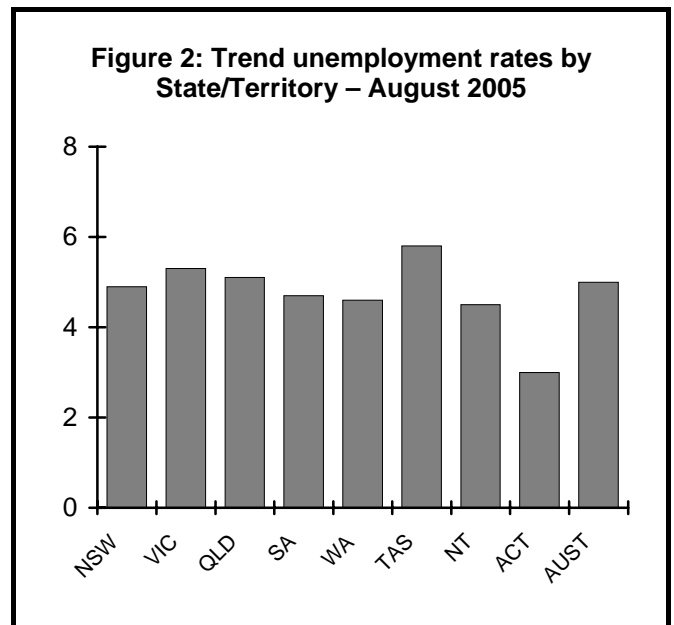
## UNEMPLOYMENT

The trend rate of unemployment was 5.0% in August 2005, lower than in August 2004 (5.5%). It is now at its lowest level in more than two decades.

Unemployment rates have remained fairly stable or decreased in the past year in all States and Territories.

In August 2005 the unemployment rate was highest in Tasmania at 5.8% and lowest in the Australian Capital Territory (ACT), where it was 3.0%. See Figure 2.

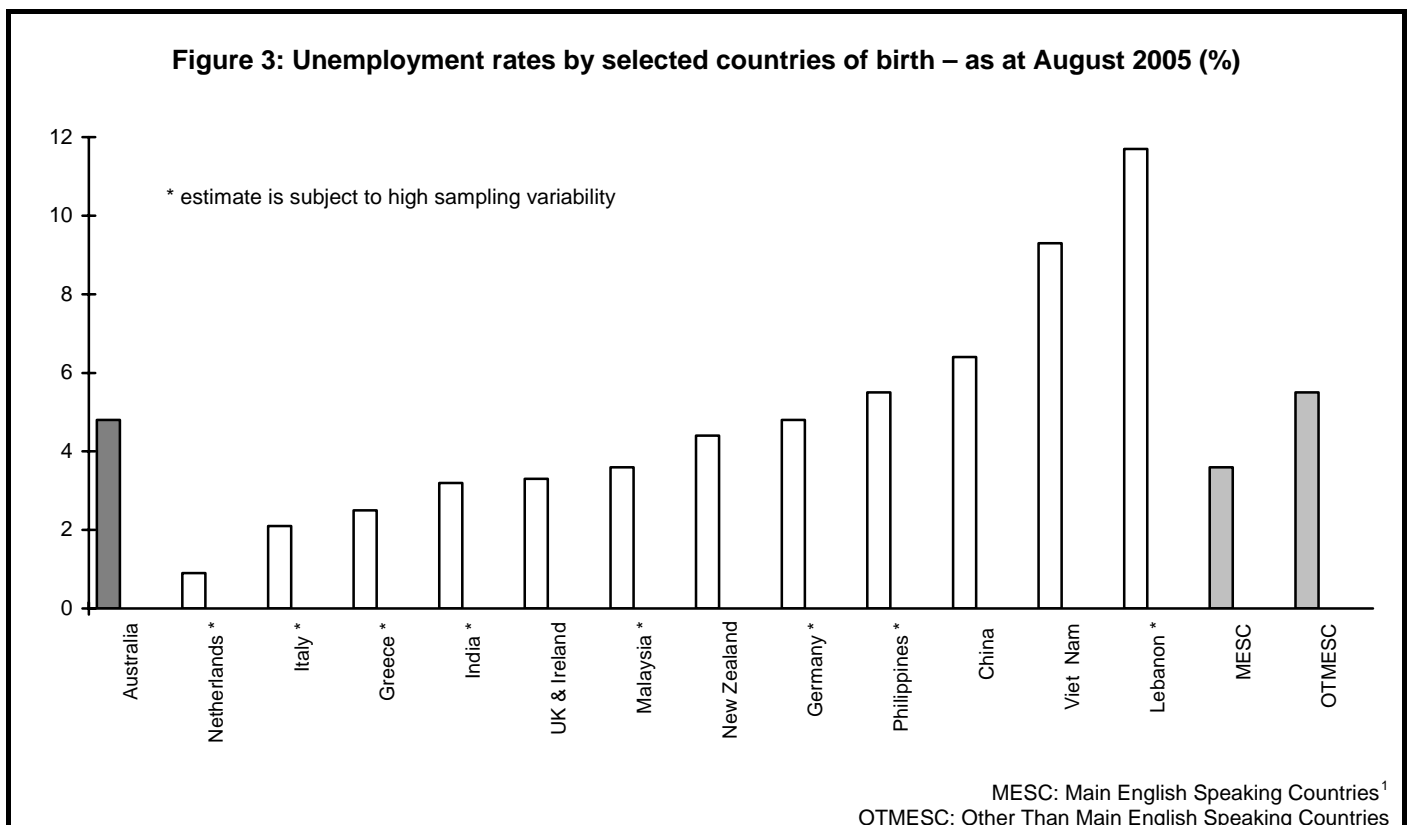
Generally, people in the more highly-skilled occupational groups are less likely to experience unemployment. For example, in August 2005 the unemployment rate for those who were formerly employed as Labourers and Related Workers was more than eleven times that of former Managers and Administrators.



## MIGRANT UNEMPLOYMENT

The unemployment rates for people who migrate to Australia vary appreciably. Several factors influence migrant unemployment rates including the period since arrival in Australia (in general, recently-arrived migrants have a higher unemployment rate than those who have lived in Australia for some years), skill level, age and English proficiency.

Figure 3 below shows unemployment rates (original data) for people now resident in Australia who were born in selected overseas countries. For example, people born in the Netherlands and Italy have low unemployment rates (0.9% and 2.1% respectively), whereas unemployment rates for people born in Viet Nam and Lebanon are relatively high (9.3% and 11.7% respectively).



<sup>1</sup> MESC are the United Kingdom, Ireland, South Africa, Canada, the United States of America and New Zealand

## EMPLOYMENT AND UNEMPLOYMENT BY OCCUPATION

While employment growth is not the only factor influencing job prospects, it is often easier to obtain a job in an occupation which is experiencing strong employment growth than one growing only slowly or declining. Over the 12 months to August 2005, the largest increases in employment (original data) occurred in Professionals (up by 108 500), Associate Professionals (up by 75 800) and Tradespersons and Related Workers (up by 53 900). Employment growth rates, in declining skill order, are shown below.

The unemployment rate for occupational groups generally reflects skill levels. Highly skilled occupational groups experience lower rates of unemployment, while higher unemployment rates are generally associated with less skilled occupations. The rates of unemployment (for those who had worked for two weeks or more in the past two years) for occupational groups are presented in descending skill order below.

Percentage Growth Rates in Employment in the 12 months to August 2005		Unemployment Rate at August 2005	
Managers and Administrators	5.7%	Managers and Administrators	0.7%
Professionals	6.0%	Professionals	1.2%
Associate Professionals	6.5%	Associate Professionals	1.8%
Tradespersons	4.5%	Tradespersons and Related Workers	2.5%
Advanced Clerical and Service Workers	12.4%	Advanced Clerical and Service Workers	1.1%
Intermediate Clerical, Sales and Service	2.7%	Intermediate Clerical, Sales and Service	2.7%
Intermediate Production and Transport	-0.6%	Intermediate Production and Transport	4.4%
Elementary Clerical, Sales and Service	5.7%	Elementary Clerical, Sales and Service	5.0%
Labourers and Related Workers	-2.4%	Labourers and Related Workers	8.0%

Additional information on Professional, Associate Professional and Trades occupations is provided in the following section on skilled vacancies. Time series of vacancy data are not readily available for less-skilled occupations.

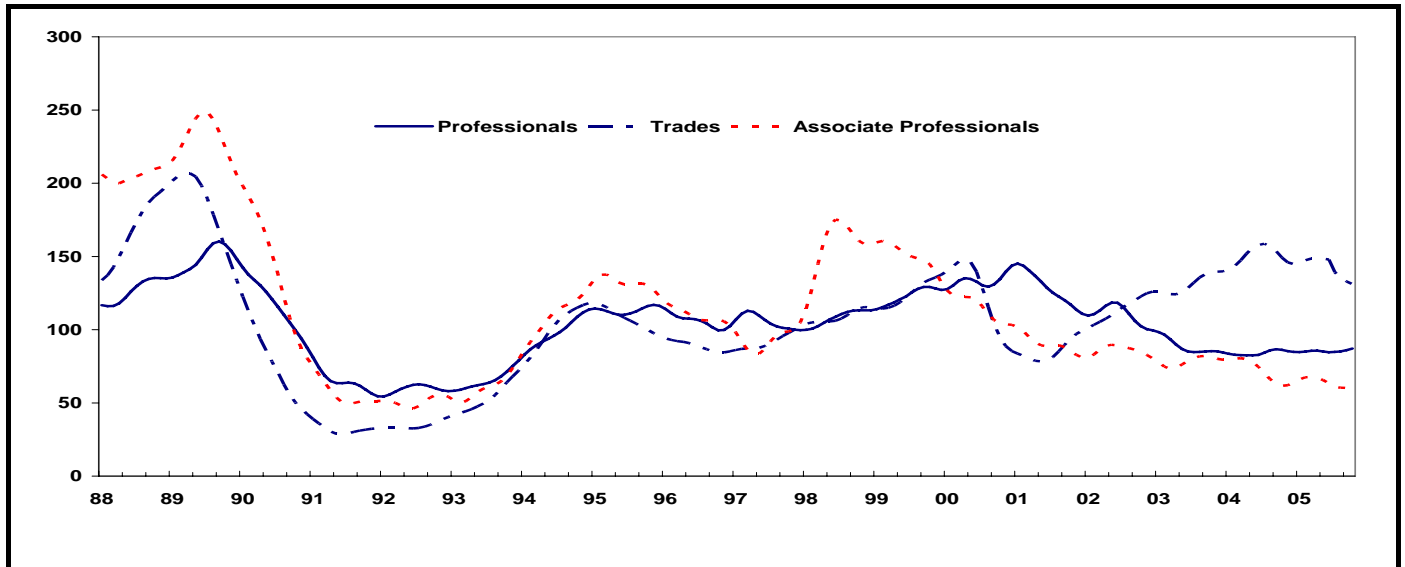
## SKILLED VACANCY TRENDS

The Department of Employment and Workplace Relations produces the Skilled Vacancies Index (SVI) for 18 skilled occupational groups for each State and the Northern Territory (NT). These are aggregated into the Professionals, Associate Professionals and Trades groups. The SVI indicates where the best employment opportunities may be in the Australian labour market.

In August 2005, skilled vacancies were 9% lower than in August 2004. Over the 12 months, SVI decreases were recorded in most States and Territories with the largest decrease in Victoria (down by 24.1%), followed by New South Wales (down by 15.9%) and Queensland (down by 12.3%). South Australia and the Northern Territory recorded the smallest decreases (down by 5.4% and 5.7% respectively). Only Western Australia and Tasmania recorded increases, up by 8.1% and 49.3% respectively.

In the 12 months to August 2005, advertised vacancies decreased slightly for Professional occupations (down by 1.0%) and decreased significantly for Associate Professionals (down by 8.8%) and Trades Occupations (down by 13.7%) (see Figure 4 overleaf). Within these broad groups only two occupations, Health Professionals and Medical/Science Technical Officers recorded increases (up by 18.1% and 2.6% respectively), while the remaining 16 recorded decreases. Of these, the most significant falls were in Marketing and Advertising (down by 41.8%), Printing (down by 26.7%), Hairdressers (down by 26.6%), Wood Tradespersons (down by 25.4%) and Science Professionals (down by 21.4%).

While these trends indicate a general decline in vacancies, the SVI is still 3% higher than the most recent low point of December 2002.

**Figure 4: Skilled Vacancies Index, January 1988 to August 2005**


## FUTURE JOB PROSPECTS

Future job prospects depend on many factors, some of which are difficult to predict. Prospects differ between and within States and Territories and can change rapidly and, even in occupations with below-average prospects, significant employment opportunities may arise. This information should therefore be used with caution.

The following future job prospect ratings are for the period to 2009-10. The ratings are based on employment trends and projected growth, unemployment rates, SVI trends (where available), and other data.

In the following table VG stands for very good prospects, G for good prospects, A for average prospects, BA for below average prospects and L for limited prospects. These are examples from the skilled classifications categories; refer to the Australian Standard Classification of Occupations (ASCO), Second Edition (ABS 1220.0).

Occupational Group	Prospects to 2009-10	Occupational Group	Prospects to 2009-10
<b>Managers and Administrators</b>		<b>Associate Professionals</b>	
Finance Managers	VG	Medical Technical Officers	VG
Information Technology Managers	G	Building/Architectural Associate Professionals	G
Sales and Marketing Managers	VG	Financial Dealers and Brokers	VG
<b>Professionals</b>		Shop Managers	A
Mining and Materials Engineers	G	Trade Qualified Chefs*	VG
Accountants*	VG	Hotel and Motel Managers	A
Marketing and Advertising Professionals	VG	Enrolled Nurses	G
Computing Professionals	G	<b>Tradespersons</b>	
General Medical Practitioners*	VG	General Mechanical Engineering Tradespersons	A
Specialist Medical Practitioners*	VG	Motor Mechanics*	G
Registered Nurses*	VG	Electricians*	G
Registered Midwives*	VG	Refrigeration and Airconditioning Mechanics*	G
Registered Mental Health Nurses*	G	Bricklayers*	G
Pharmacists*	VG	Plumbers*	G
Occupational Therapists*	VG	Bakers and Pastrycooks*	G
Physiotherapists*	VG	General and Landscape Gardeners	G
Medical Imaging Professionals*	VG	Printing Machinists	BA
Primary School Teachers	G	Cabinetmakers*	G
Secondary School Teachers	VG	Hairdressers*	VG
Social Workers	G	Clothing Tradespersons	BA

\* denotes occupations that are listed in part or in full on the Migration Occupations in Demand List (MODL) at October 2005.

The Australian Labour Market Update uses the latest available detailed and consistent data at time of production. However, the labour market can change quickly and should be re-assessed prior to decision making. Australian Jobs 2005 is available in electronic form on the Australian WorkPlace Website at <http://www.workplace.gov.au> DEWR contact officer is Jane Press: telephone (02) 6121 6703 or email [jane.press@dewr.gov.au](mailto:jane.press@dewr.gov.au).



## CHEF – AN OCCUPATION IN DEMAND

This Hot Topic provides an overview of the labour market for trade-qualified chefs in Australia. Research undertaken by the Department of Employment and Workplace Relations (DEWR) indicates that it is an occupation which has been in ongoing national shortage for some time. As such, it has consistently appeared on the Migration Occupations in Demand List (MODL), which identifies occupations as being in demand in the Australian labour market for migration purposes. The MODL is used to target permanent migration under the General Skilled Migration arrangements to labour market needs.

### LABOUR MARKET PROFILE OF CHEFS

Table A (below) presents a labour market profile for chefs listing key indicators based on information from Job Outlook online ([www.jobsearch.gov.au/joboutlook](http://www.jobsearch.gov.au/joboutlook)), *Australian Jobs 2005* and the SVI.

The figures show that job prospects in Australia for trade-qualified chefs are very good. Employment growth over the past five years has been strong and this trend is expected to continue over the next few years. Vacancies for chefs also remain at a high level and while there was a decline in the 12 months to August 2005 it was below that of most other occupations and for the Australian labour market more generally.

**Table A: Chefs - Key Labour Market Indicators<sup>2</sup>**

Key Indicator	Chefs	All Occupations
Occupation size (Feb 05) <sup>3</sup>	55,600	9,881,300
Males <sup>2</sup>	72.4%	55.3%
Females <sup>2</sup>	27.6%	44.7%
Median age <sup>2</sup>	33 years	39 years
Full-time share of employment <sup>2</sup>	80.9%	71.5%
Employment growth 5 years to Feb 05 <sup>2</sup>	43.1%	11.1%
Weekly Earnings (full-time & before tax) <sup>4</sup>	\$700 (4 <sup>th</sup> decile)	\$800 (6 <sup>th</sup> decile)
Skilled Vacancies Index (annual change to Aug 05) <sup>5</sup>	213.7 (-8.8%)	106.2 (-9.0%)
Job Prospects <sup>6</sup>	Very good	na

With regard to regional demand for chefs research carried out by DEWR confirms that trade-qualified chefs are in demand in most States and Territories although, despite some apparent recruitment difficulties, demand does not seem to be as strong in South Australia. In Victoria and Western Australia trade-qualified chefs with experience in the preparation of Asian cuisines are in demand.

### CAREER PATHWAYS FOR CHEFS IN AUSTRALIA

The most common way to become a trade-qualified chef in Australia is through the completion of an Australian Qualification Framework (AQF) Certificate III in Hospitality – Commercial Cookery. This qualification can be obtained either through the traditional pathway of an apprenticeship, combining work experience with formal training, or through the more recent option of formal study only in the Vocational Education and Training (VET) sector.

The normal career progression for a chef, once qualified, is to begin working as a Commis Chef, and then with experience work towards becoming a Demi-Chef followed by Chef de Partie, Chef, Sous Chef and ultimately Executive Chef. More information on training options and pursuing a career as a chef in Australia can be obtained by visiting the website [www.chef.org.au](http://www.chef.org.au) or emailing [info@chef.org.au](mailto:info@chef.org.au)

<sup>2</sup> Unless otherwise stated data are based on estimates from the Australian Bureau of Statistics (ABS) Labour Force Survey and are annual averages of the quarterly or trend data for 2004.

<sup>3</sup> Job Outlook online, Occupational category Chefs <http://www.jobsearch.gov.au/joboutlook/default.aspx?PagelId=AscoDesc&AscoCode=3322>

<sup>4</sup> ABS Employee Earnings, Benefits and Trade Union Membership (Cat No 6310.0), August 2004

<sup>5</sup> Vacancy Report Data <http://www.workplace.gov.au/workplace/Category/ResearchStats/LabourMarketAnalysis/VacancyReports/>, accessed 27 October 2005

<sup>6</sup> Australian Jobs 2005 [www.workplace.gov.au/NR/rdonlyres/2709B7D1-572F-4C8A-A5B2-24342B5A352D/0/AustralianJobs2005.pdf](http://www.workplace.gov.au/NR/rdonlyres/2709B7D1-572F-4C8A-A5B2-24342B5A352D/0/AustralianJobs2005.pdf)

## SKILLS ASSESSMENT OF OVERSEAS-TRAINED CHEFS

One of the core criteria for permanent entry to Australia, as an independent skilled migrant, is the assessment of an applicant's skills (qualifications and work experience) by an Australian assessing authority gazetted for that occupation. Assessing authorities have been authorised by the Department of Immigration and Multicultural and Indigenous Affairs (DIMIA) to undertake an assessment of whether an applicant has qualifications that will be recognised and work experience that is appropriate to employment in the profession or trade occupation in Australia. These assessing authorities are responsible for undertaking skills assessment for migration purposes only and are not employment agencies. The assessing authorities are not in a position to assist migrants or applicants find jobs in Australia.

Trades Recognition Australia (TRA), within DEWR, has been appointed to undertake the assessment of applicants with skills (overseas qualifications and experience) relevant to employment in a number of trade occupations including chefs. Each application is assessed by a skills assessor against specified criteria including acceptable formal training undertaken outside Australia and a specified period of employment. Applicants must be able to demonstrate experience in undertaking the full range of work normally performed by a trade-qualified chef in Australia together with an ability to perform that work in Australia.

More information on the skill assessment process and contact details can be obtained from the DEWR website at [www.workplace.gov.au/TRA](http://www.workplace.gov.au/TRA).

## EMPLOYER-SPONSORED MIGRATION

An alternative to working in Australia as an independent skilled migrant is to enter through employer-sponsorship. The Australian Government has in place several employer-sponsored migration arrangements, including Labour Agreements. Labour Agreements are designed to enable employers to recruit highly-skilled workers either from overseas or from people temporarily in Australia, where an employer has been unable to fill vacancies from the Australian labour market through domestic recruitment or through their own training efforts. Detailed information on these programs is contained in DIMIA Migration Booklet 5 *Employer Sponsored Migration* available on the DIMIA website [www.immi.gov.au](http://www.immi.gov.au).

Many Australian hospitality companies recruit overseas-trained chefs through Labour Agreements. The Australian Hotels Association (AHA), for example, has a Labour Agreement with DEWR and DIMIA to sponsor on a temporary basis overseas trade-qualified chefs for a maximum of 3 years. The aim of the Labour Agreement is to streamline the temporary entry to, and stay in Australia of, overseas-trained chefs while reducing reliance on expatriate personnel through enhanced commitments to the training and skills development of Australians. More information on AHA's Labour Agreement for trade-qualified chefs can be obtained by visiting the Labour Agreement page on AHA's website ([www.aha.org.au/labour.html](http://www.aha.org.au/labour.html)).

## SEEKING EMPLOYMENT IN AUSTRALIA

If you wish to work in Australia, and are not an Australian citizen or permanent resident you will need to contact your nearest Australian Embassy, Consulate or High Commission to apply for a visa that allows you to travel and work in Australia. Addresses of all Australian Embassies, High Commissions and Consulates are available from the DIMIA website at [www.immi.gov.au/contacts/index.htm](http://www.immi.gov.au/contacts/index.htm).

If your qualifications are acceptable for migration purposes this does not guarantee you employment in your profession or trade in Australia. That will depend on other factors, such as the number of vacancies available, skill shortages in the Australian labour market and your suitability for employment in a particular job in Australia.