

<b>Personnel Consultant</b>	<b>Australia</b>
<b>ASCO Code:</b> 2291-13	January 2008
<b>Labour market rating</b>	No Shortage
<b>Comment</b>	

### **Occupational Demand**

ABS census data shows that as of 2006 there were approximately 18,000 personnel consultants employed in Australia. Personnel consultants account for around 23 per cent of the total human resource professionals in the current labour market. ABS census data show that this number has increased by 32 per cent since 2001. Evidence from the survey suggests that personnel consultants work mainly within the recruitment sector, either for private agencies or government funded agencies known as Providers of Australian Government Employment Services (PAGES). Approximately 70 per cent of surveyed vacancies were for private sector recruiters, the remaining 30 per cent were for PAGES. Personnel consultants are also part of a larger occupational group entitled human resource professionals. ABS Labour Force Survey statistics show a steady rise in employment for human resource professionals since 2001. Employment growth for human resource professionals increased over the 2005-2007 period at a rate of approximately 8 per cent per annum.

### **Occupational Supply**

Qualification as a personnel consultant can be gained through a number of courses Australia wide, though evidence from the survey suggests that formal qualifications are not necessary to become a personnel consultant. The majority of employers looked for people with strong communications skills and a sales background. Just over a third of surveyed employers indicated that formal qualifications were not necessary for the role as people could be trained on the job. Higher education statistics show completions for human resource professionals and managers have averaged just under 1300 persons from 2004 – 2006. According to DIAC data numbers of human resource professionals entering the labour market through net migration have averaged at 576 persons per year for the 2004 – 2007 period.

### **Employer and industry comments/current labour market**

Close to 80 per cent of surveyed vacancies were filled. This is a significant rise on the 45 per cent recorded when this occupation was surveyed in 2007. On average there were around 10 applicants per vacancy with 1 applicant per vacancy considered by employers to be suitable. Nearly 40 per cent of employers commented that applicants were unsuitable due to having poor communication skills.

The survey indicates that private sector employers encountered difficulties in recruiting when looking for specialist personnel consultants such as information and communications recruitment specialists, PAGES however mainly had no difficulties as they were willing to train potential consultants on the job. Nearly 40 per cent of PAGES interviewed commented that they required people with solid life experience behind them as opposed to specialist skills. Of the private firms interviewed one quarter were seeking formal qualifications and specific experience. Many employers interviewed felt that, in their opinion, there were more personnel consultants in the market at this point in time than there were vacancies available.

### **Labour market outlook**

There is no evidence to suggest that there will be any significant change in the labour market for this occupation over the next six months.