

BETTER CONNECTIONS – BETTER OUTCOMES

IMPROVING LABOUR MARKET
EFFECTIVENESS

Grampians
Employment Service Area
20 August 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

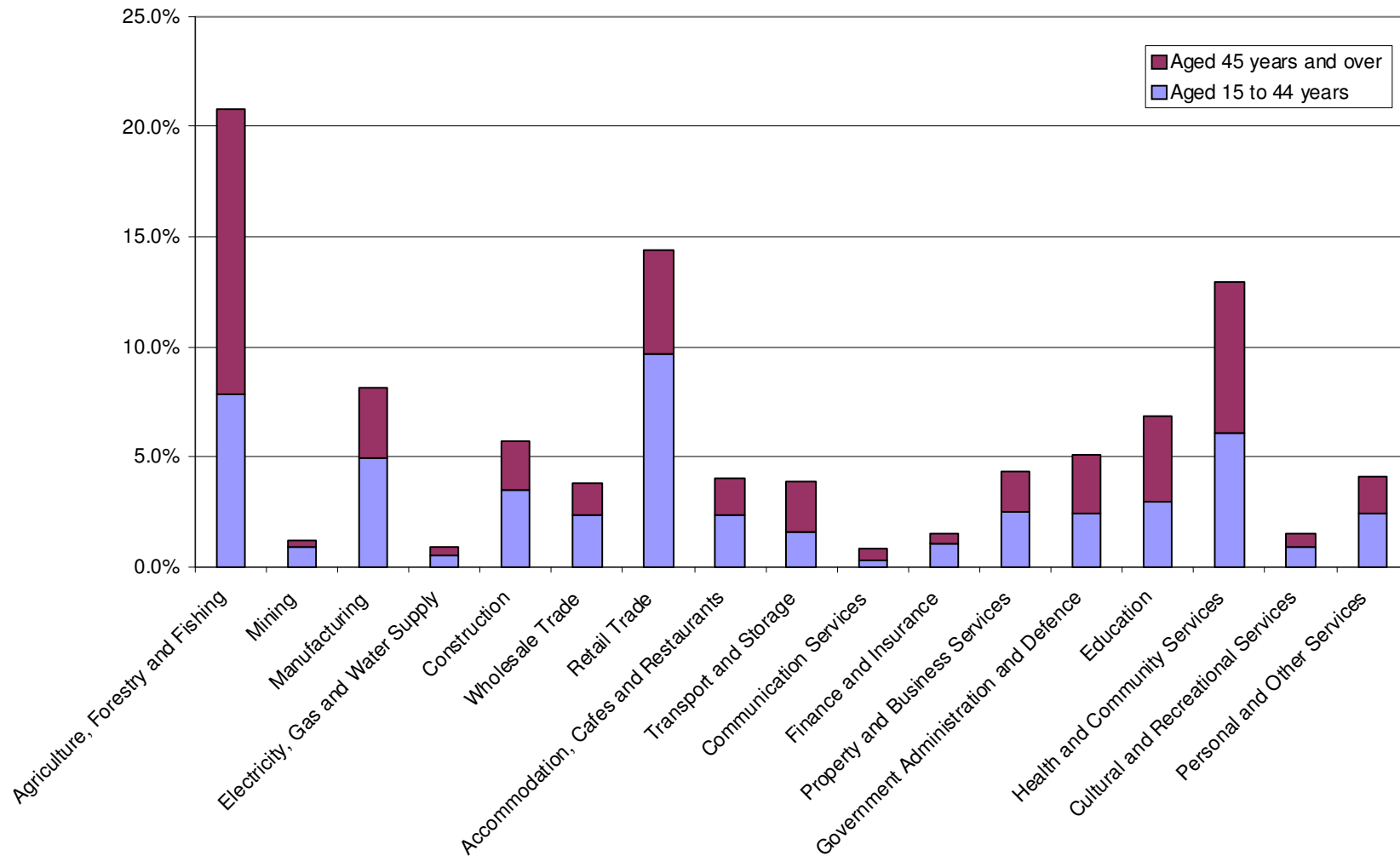
Grampians Employment Service Area



Grampians ESA - Profile

- Working Age Population (15-64) :37 300
 - Older Population
- Unemployment Rate : 6.3 per cent
 - Higher proportion of working age population receiving Centrelink payments compared with Australia
- Lower proportion of the population with post-school qualifications

Grampians ESA – Employment Profile

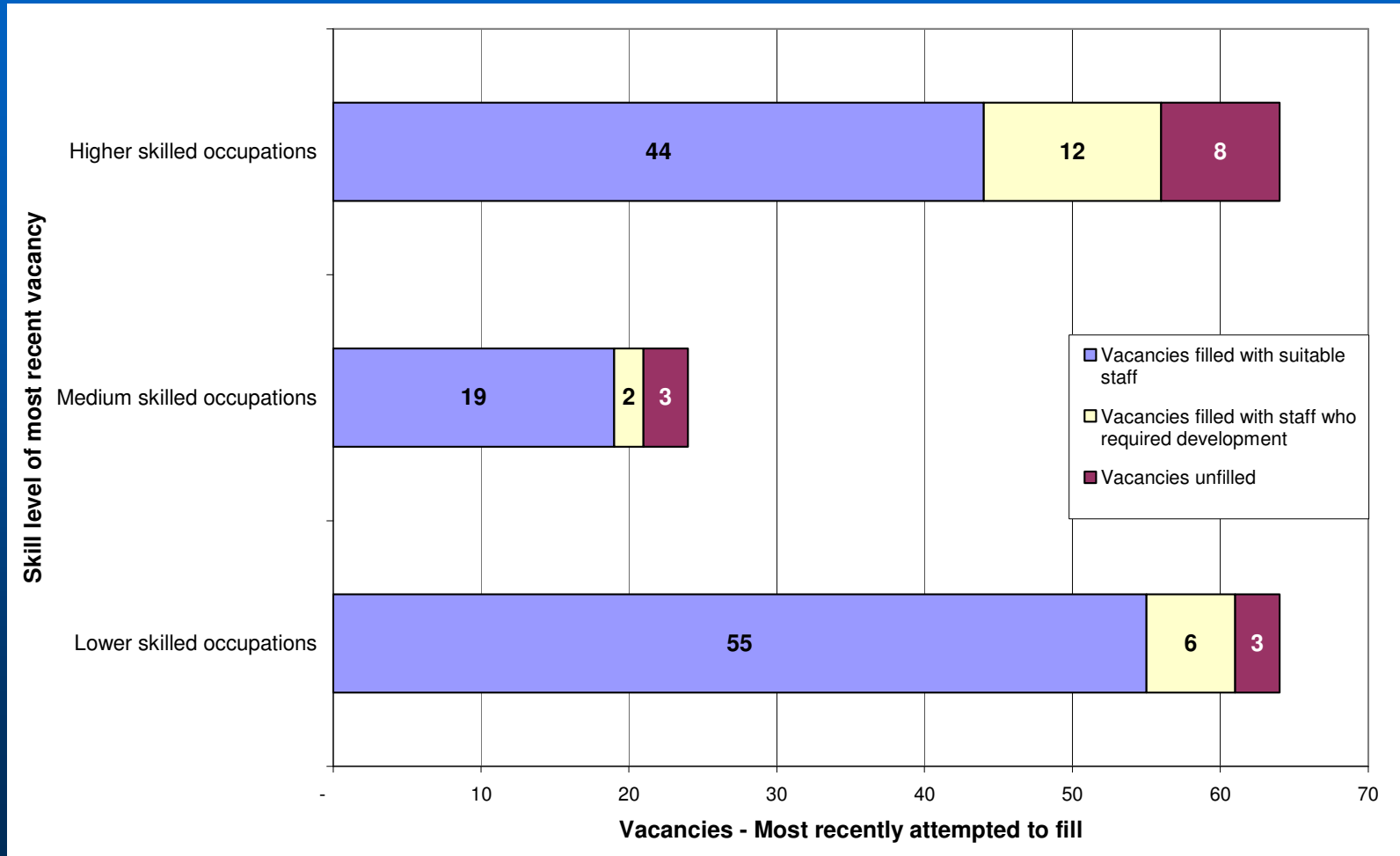


Source: 2006 Census

Grampians – Recruitment Experiences

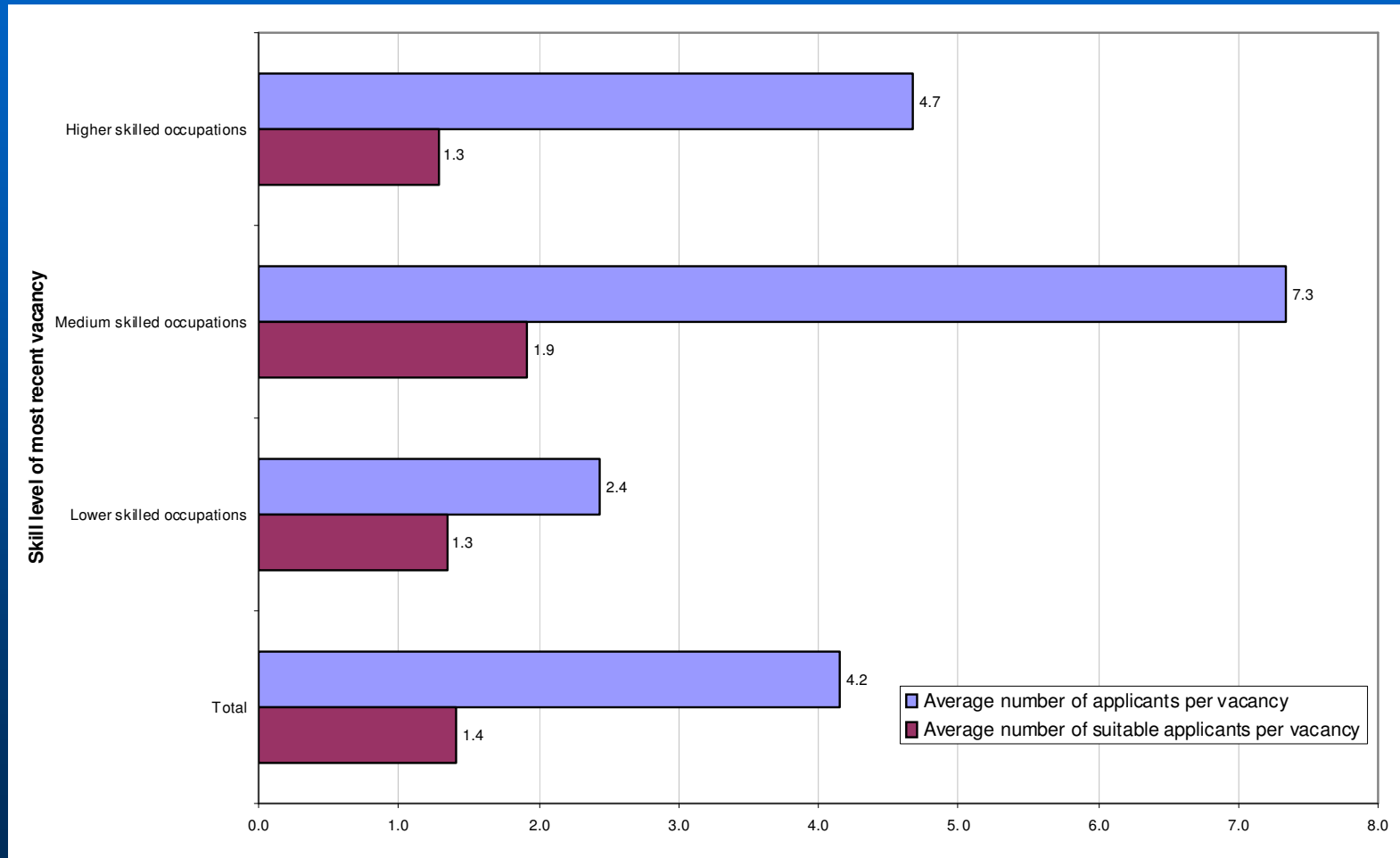
- 237 employers surveyed
 - 42 per cent had recruited or attempted to recruit in the past 12 months
 - 9 per cent of the vacancies remained unfilled
 - 19 per cent of employers reported one or more unfilled vacancies
 - 54 per cent of employers reported difficulty filling vacancies

Grampians – Success filling recent vacancies



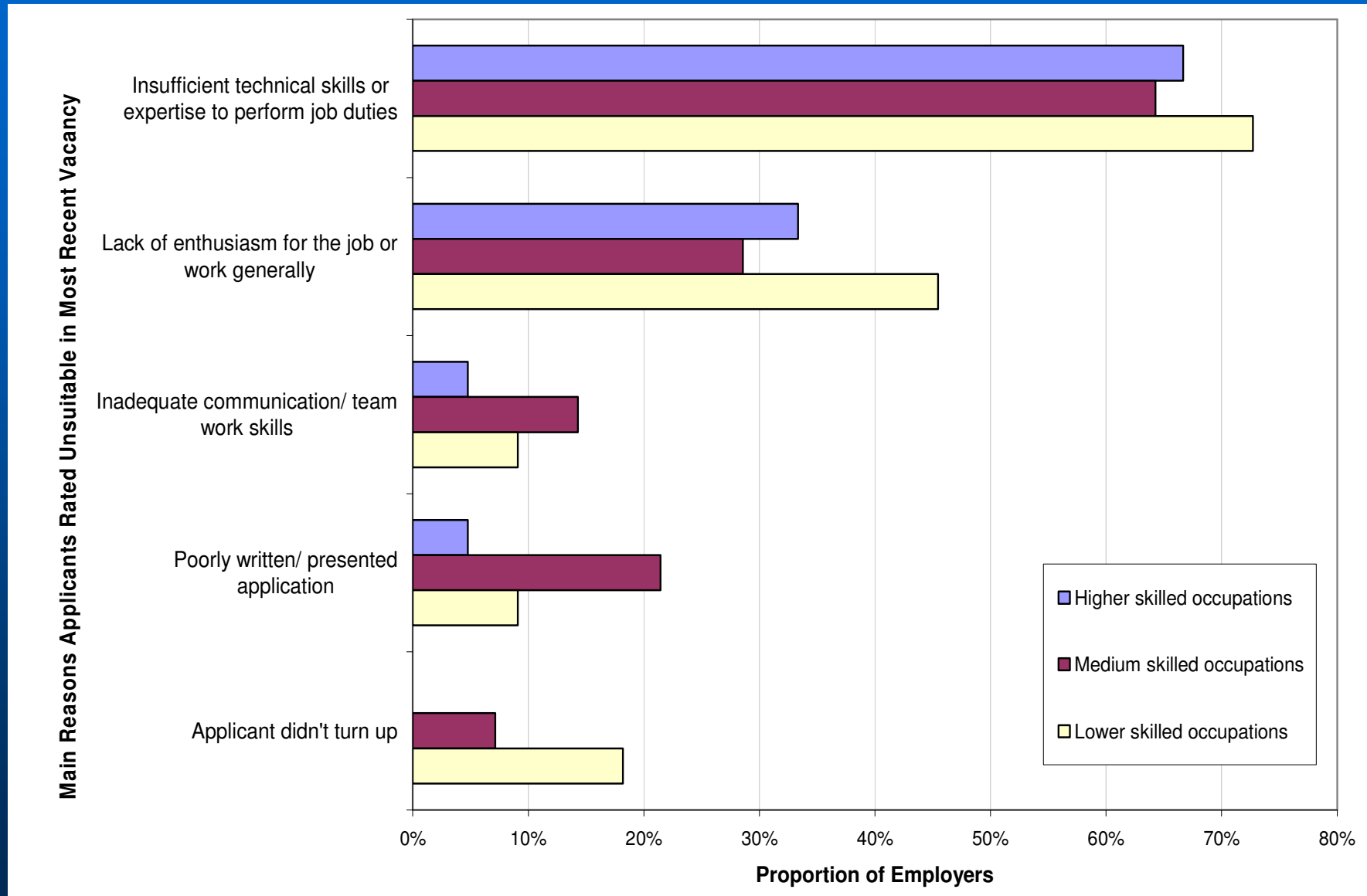
Source: DEWR, Grampians ESA Skills in Demand Survey, June 2007

Grampians – Competition for recent vacancies



Source: DEWR, Grampians ESA Skills in Demand Survey, June 2007

Grampians – Reasons applicants unsuitable



Source: DEWR, Grampians ESA Skills in Demand Survey, June 2007

Grampians – Difficult to fill occupations

Higher skilled occupations:

- Accountants
- Structural Steel and Welding Tradespersons

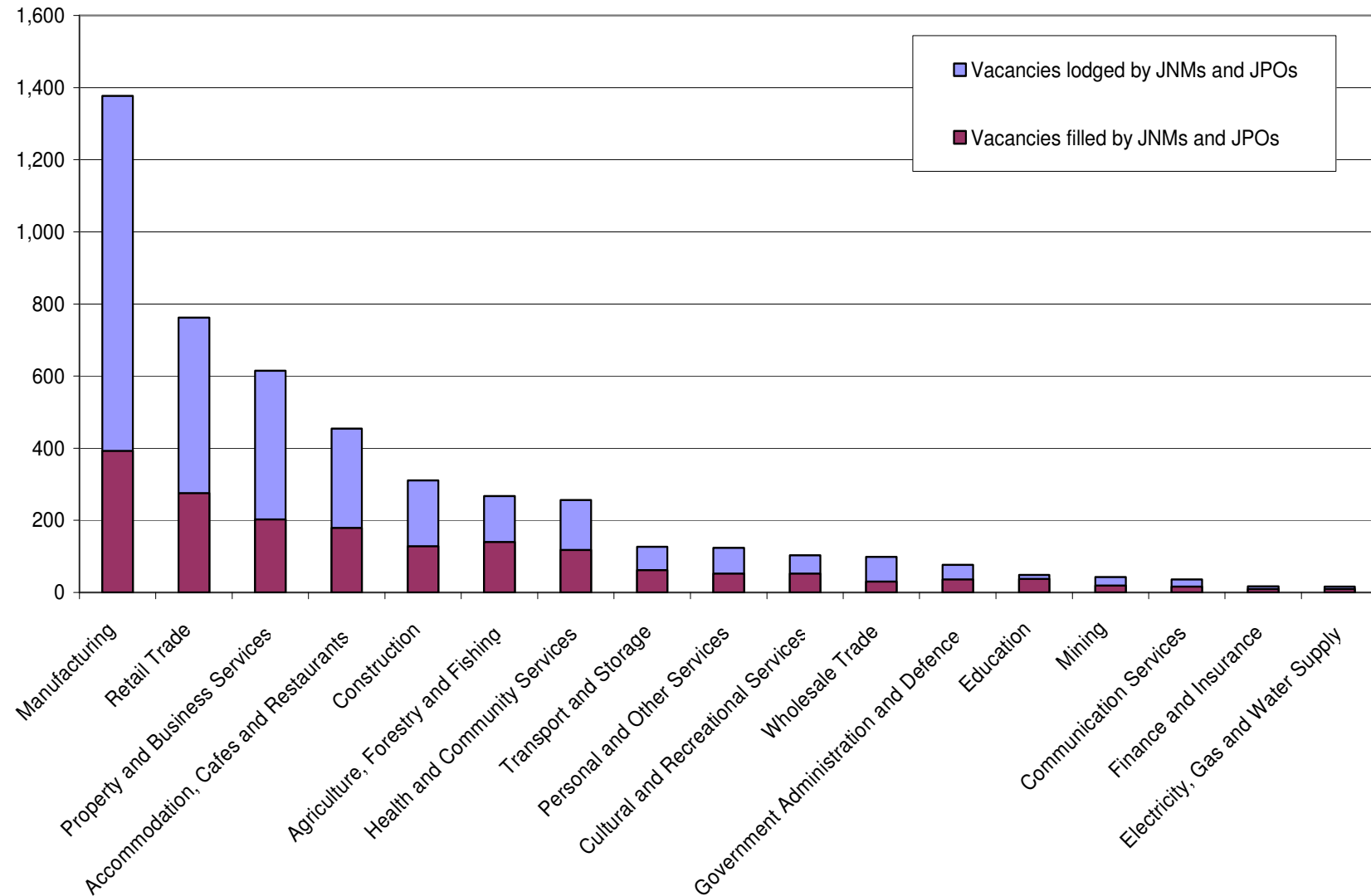
Medium and lower skilled occupations:

- Motor Vehicle and Related Products Salespersons
- Receptionists
- Sales Assistants
- Waiters

Grampians – Employer Recruitment Expectations (next 12 months)

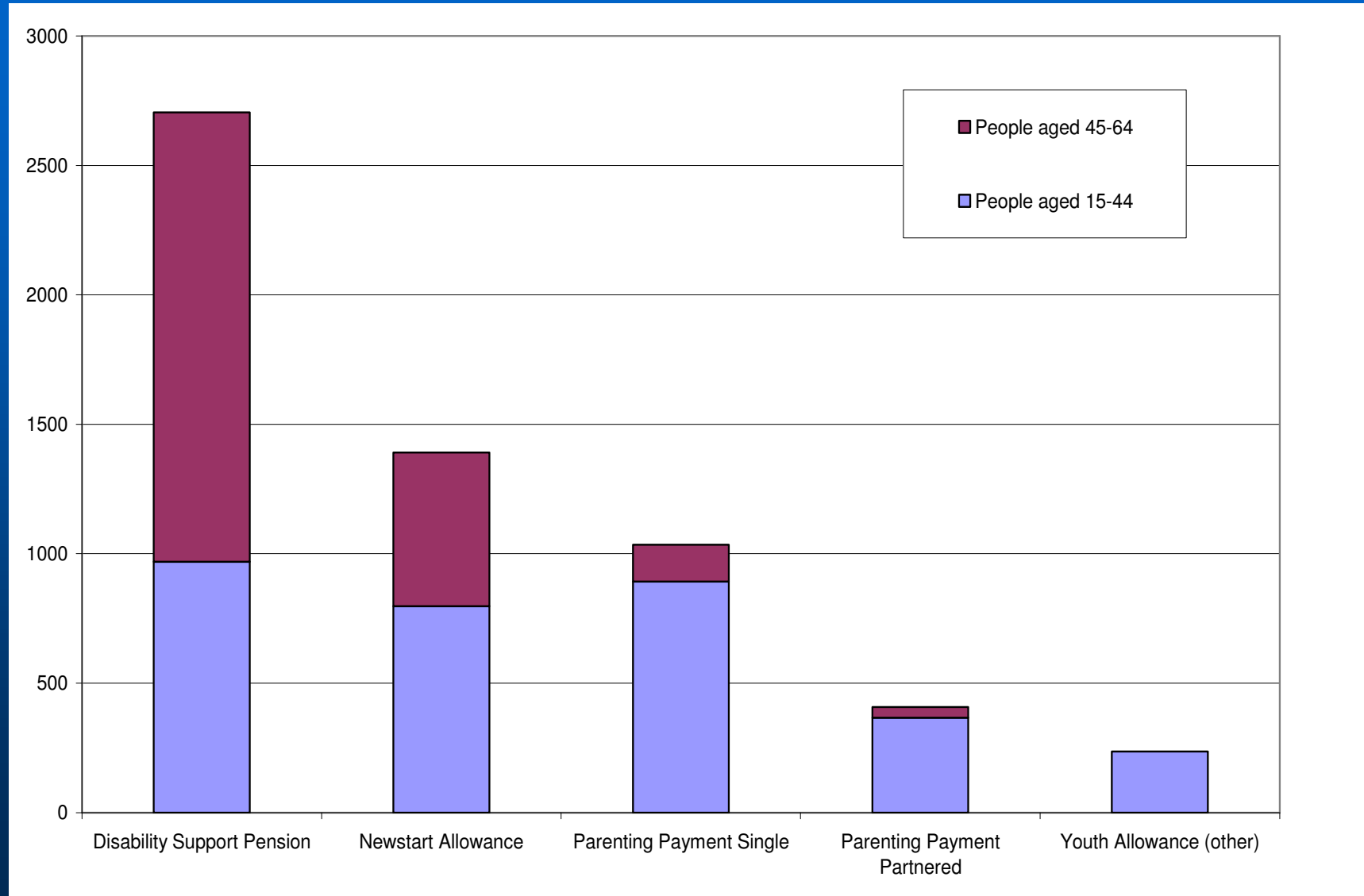
- 32 per cent expect to recruit
 - 61 per cent anticipate staff turnover
 - 45 per cent anticipate employment growth
 - 54 per cent anticipate difficulty recruiting
 - 62 per cent would provide job seeker development opportunities

Grampians – JNM and JPO Activity



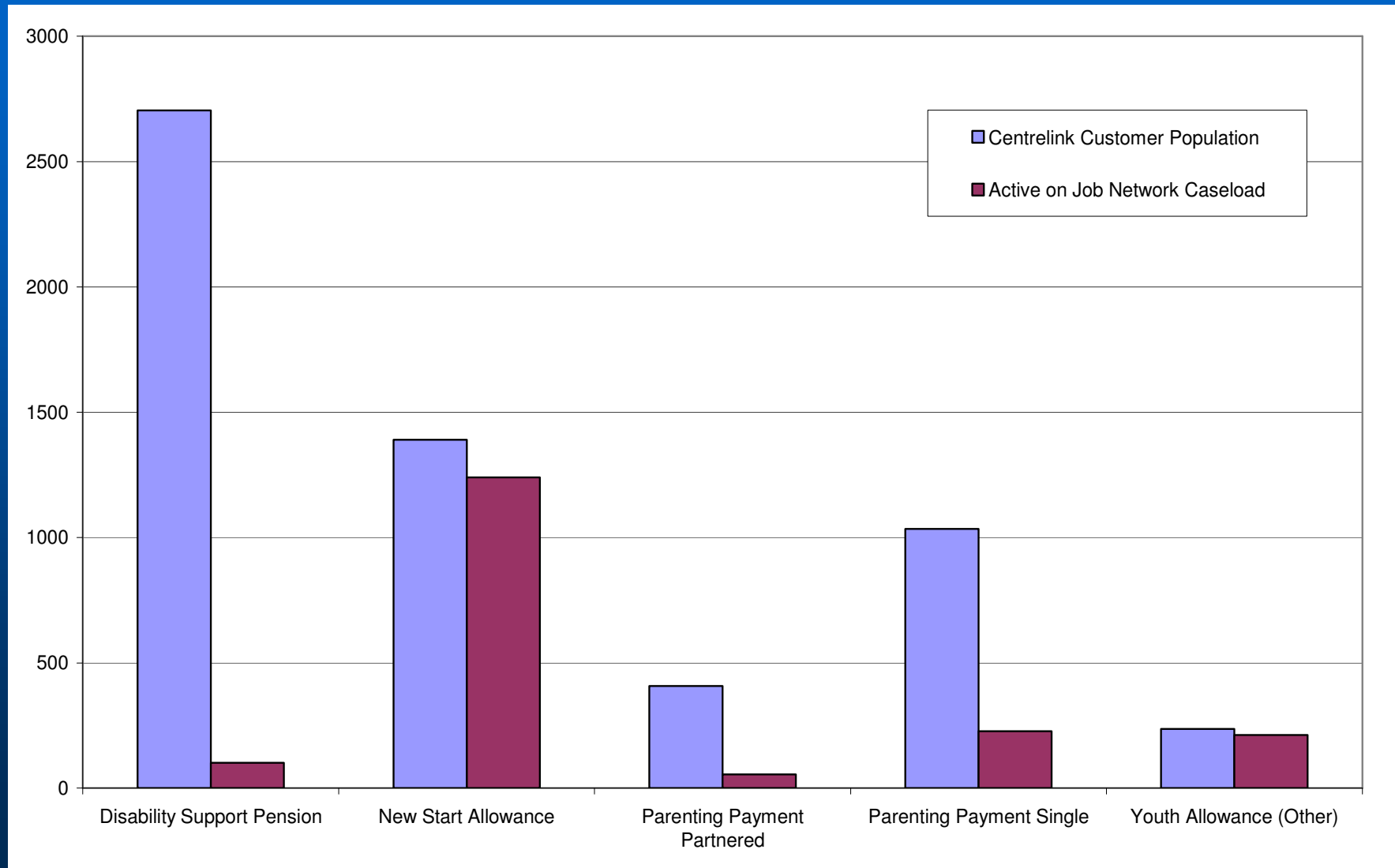
Source: DEST Apprenticeship Commencements Data, 12 Months to May 2007

Grampians – Centrelink Customer Populations



Source: Centrelink and DEWR Administrative data, June 2007

Grampians – Centrelink and Job Network Customer Populations



Source: Centrelink and DEWR Administrative data, June 2007

Summary

- Increasing unemployment rate
- 9% of vacancies remained unfilled
- High proportion of working age population receiving payments
- Need to consider apprenticeships, job seeker account, impact of the mature age population and the need for job seekers to have greater skills.

Local area activities impacting on employment

- Construction of \$501 million Wimmera Mallee Pipeline
- Mineral sands mine and processing plant in Murtoa expected to commence operation in next 12– 8 months
- Business development in Ararat including new \$7.5 million nursing home and proposal for \$40 million independent living complex

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

More information:

www.workplace.gov.au/bcw

www.workplace.gov.au/regionalreports

www.workplace.gov.au/lmip