

Kingston LGA Survey of Employers' Recruitment Experiences

Overview of Findings

The Department conducts telephone surveys of employers in selected regions and industries to collect data on their recruitment difficulties. As part of these surveys, employers are asked question about the difficulties they experience when recruiting.

The Kingston LGA Survey of Employers' Recruitment Experiences was conducted in two stages. Stage one was conducted in September 2008 and stage two was conducted in January 2009. Overall, 484 employers were contacted (334 in stage one and 150 in stage two).

A summary of the key results from the survey is below. A full report to be released in the next few weeks and will be placed on this website www.workplace.gov.au/regionalreports

It should be noted that the majority of the survey work was undertaken prior to the recent labour market downturn resulting from the Global Recession. Accordingly, the analysis below may not reflect emerging trends in recruitment difficulties or skills shortages.

Table 1: Survey results by industry

Industry	No. employers surveyed (Kingston LGA)	Proportion of employers who recruited in the 12 months prior to the survey		Proportion of vacancies remaining unfilled in the 12 months prior to the survey		Proportion of recruiting employers who reported difficulty recruiting in the 12 months prior to the survey	
		Kingston LGA	All employers (12 months to Dec 08)**	Kingston LGA	All employers (12 months to Dec 08)**	Kingston LGA	All employers (12 months to Dec 08)**
Manufacturing	159	65%	67%	7%	13%	70%	73%
Construction	61	61%	65%	22%	14%	65%	70%
Wholesale Trade	55	62%	66%	1%	11%	59%	74%
Retail Trade	77	58%	62%	5%	9%	49%	65%
Property and Business Services	67	54%	67%	13%	12%	64%	71%
Health & Community Services	25	48%	67%	6%	17%	50%	71%
Cultural and Recreation Services	11	55%	75%	16%	5%	33%	63%
Total*	484	60%	66%	10%	11%	62%	70%

*Total includes the results for industries where the number of employers was too small to report individual results.

**This includes employers in all regions who responded to the survey in the 12 months to December 2008.

- Recruitment activity was highest amongst employers in the Manufacturing industry.
- Employers in the Construction industry experienced the highest level of unfilled vacancies.
- Employers in the Manufacturing industry reported the highest level of recruitment difficulty.

Table 2. Survey results by skill level of most recent vacancy

Skill level of most recent vacancy	No. of times mentioned as MOST RECENT (Kingston LGA)	Unfill rate for most recent vacancy (%)		Average no. of applicants per position		Average no. of suitable applicants per position		% had difficulty recruiting for the most recent vacancy	
		Kingston LGA	All employers (12 months to Dec 08)	Kingston LGA	All employers (12 months to Dec 08)	Kingston LGA	All employers (12 months to Dec 08)	Kingston LGA	All employers (12 months to Dec 08)
Higher skilled occupations	112	29%	19%	8.4	5.4	2.1	1.6	66%	65%
Managers and Administrators	8	33%	14%	10.7	8.7	1.6	2.0	63%	49%
Professionals	26	22%	17%	10.0	6.9	2.4	1.5	54%	66%
Associate Professionals	15	45%	15%	17.6	6.6	5.5	2.1	87%	61%
Tradespersons and Related Workers	63	26%	20%	5.6	4.0	1.3	1.6	67%	67%
Medium skilled occupations	95	14%	13%	10.7	6.2	3.7	2.1	54%	56%
Advanced Clerical and Service Workers	3	0%	13%	16.3	8.8	12.3	3.1	33%	36%
Intermediate Clerical, Sales and Service Workers	48	15%	9%	13.6	6.6	4.3	2.1	50%	52%
Intermediate Production and Transport Workers	44	13%	18%	7.9	5.6	2.7	2.2	59%	65%
Lower skilled occupations	83	7%	8%	9.3	4.2	2.9	1.7	39%	50%
Elementary Clerical, Sales and Service Workers	42	7%	6%	12.3	5.3	3.4	1.8	31%	48%
Labourers and Related Workers	41	8%	9%	7.8	3.5	2.6	1.6	46%	52%
Total	290	17%	14%	9.4	5.3	2.9	1.8	54%	58%

- Overall, although a higher proportion of employers' most recent vacancies remained unfilled in the Kingston LGA than in all regions surveyed, employers in the Kingston LGA had a higher level of competition and reported a lower level of recruitment difficulty for their most recent vacancy.

Table 3: Occupations commonly reported as difficult to fill in the Kingston LGA

Occupation and Skill level
Higher skilled occupations Metal Fitters and Machinists Refrigeration and Air-conditioning Mechanics Cabinetmakers Marketing and Advertising Professionals Motor Mechanics
Medium skilled occupations Storepersons General Clerks Sales Representatives Truck Drivers
Lower skilled occupations Sales Assistants Other Process Workers Cleaners