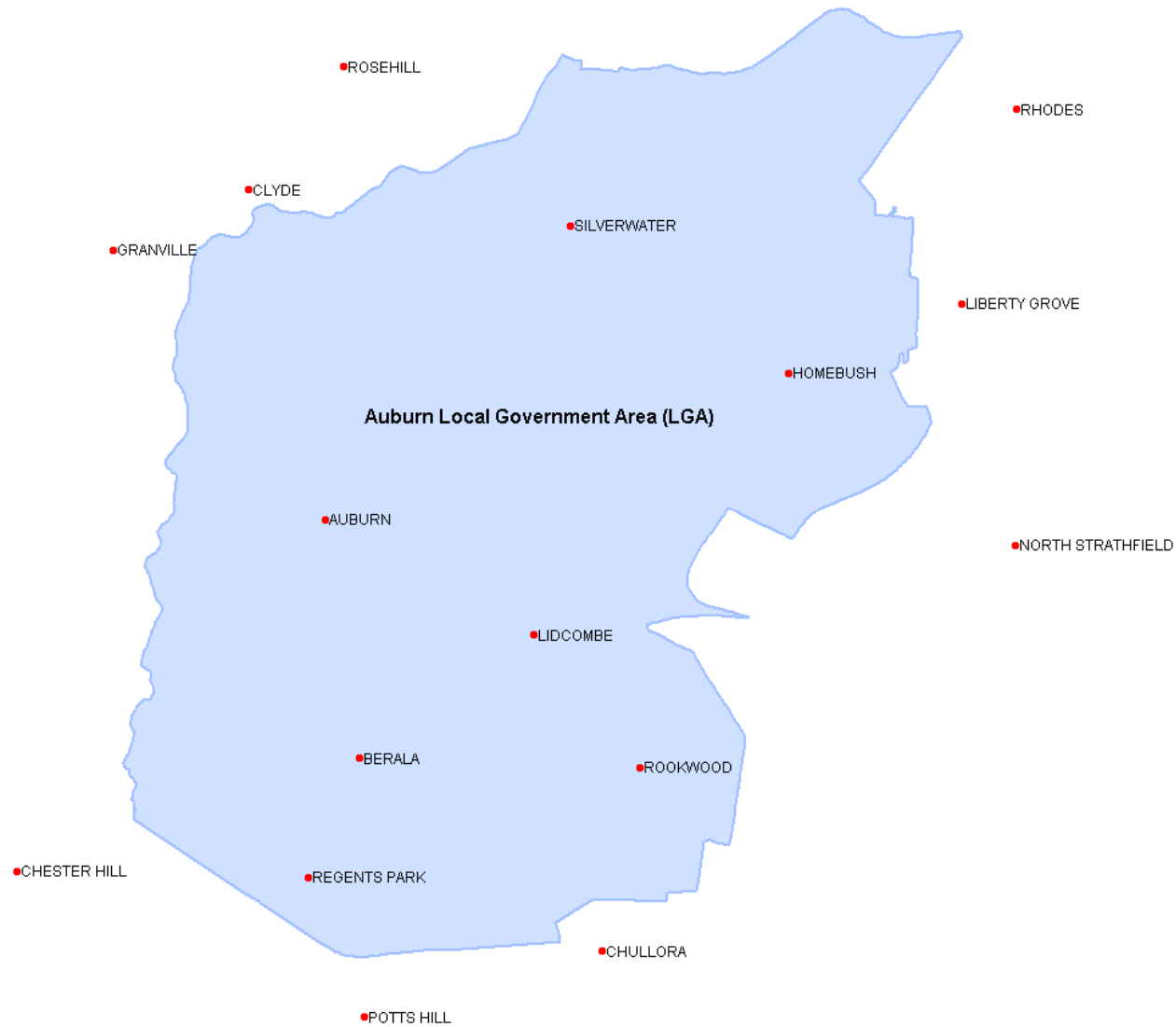


Survey of Employers' Recruitment Experiences



**Auburn
Local Government Area
12 November 2008**

Auburn Local Government Area



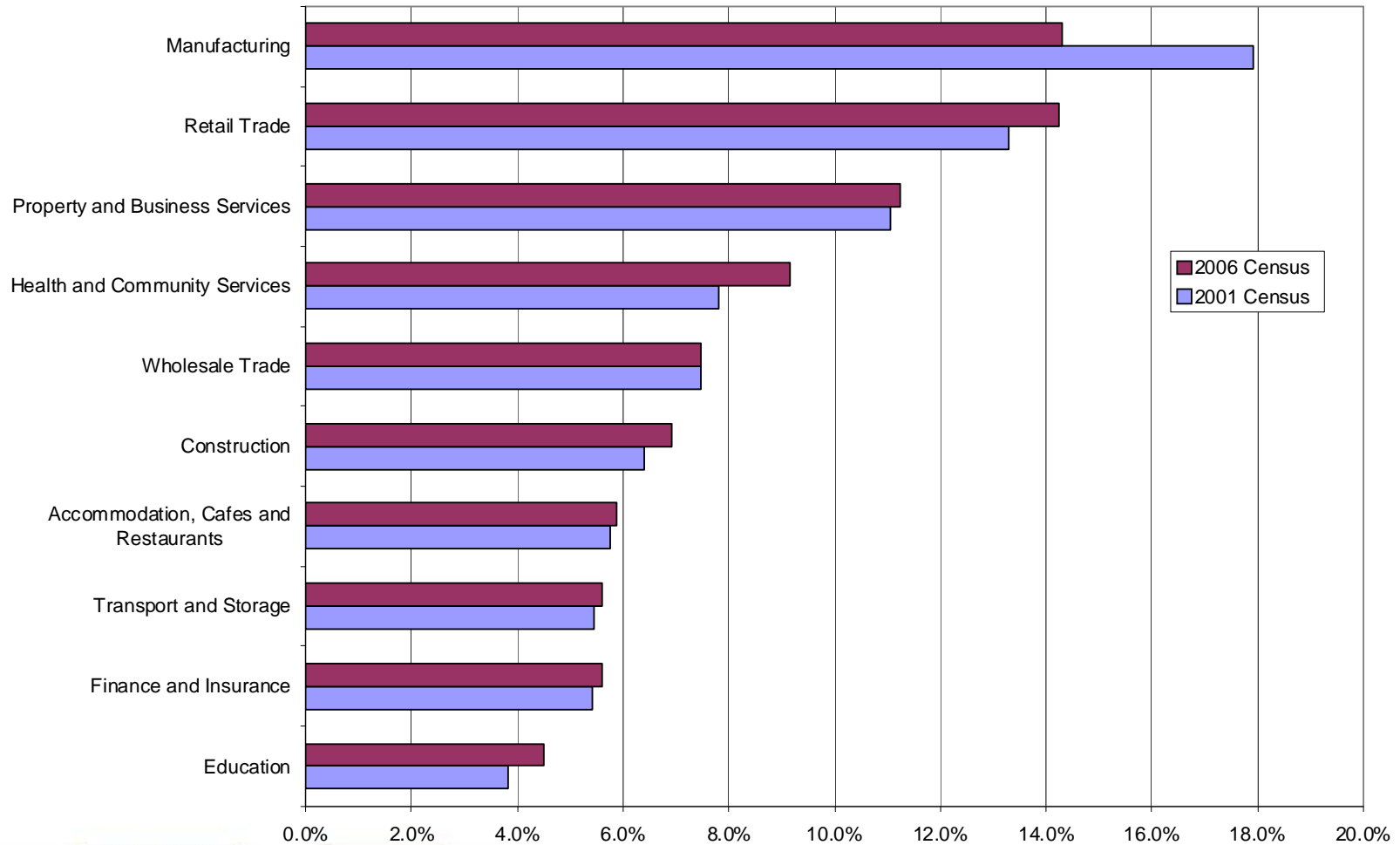
Demographics

| | Auburn LGA | NSW |
|---|------------|-------------|
| Adult Population (June 2007) | 56 500 | 5.6 million |
| Population Growth (between 2002 and 2007) | 17.5% | 3.9% |
| Proportion of working age population who were born in a non-English speaking country | 69.4% | 27.3% |

Labour Market Profile

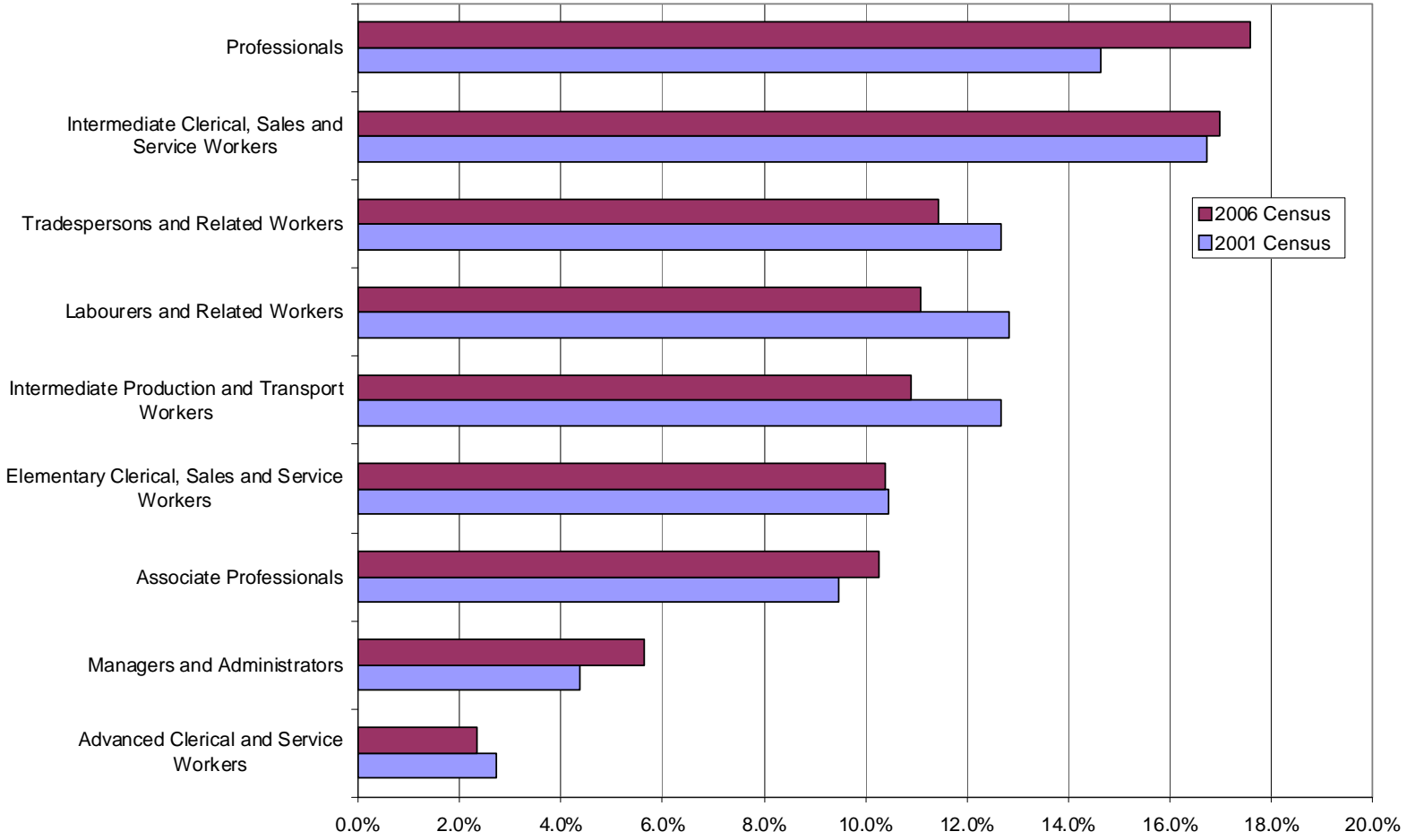
| | Auburn LGA | NSW |
|---|------------------------|------------------------|
| Unemployment rate (June 2008) | 7.8% | 4.6% |
| Change in unemployment rate between 2003 and 2008 | -1.3 percentage points | -1.2 percentage points |
| Employment growth (15+ population, 2001 to 2006) | 21% | 5.6% |

Employment by Industry – Auburn LGA 2001 and 2006 Census



Source: 2001 and 2006 Census; ABS Population Estimates June 2007.

Employment by Occupation – Auburn LGA 2001 and 2006 Census



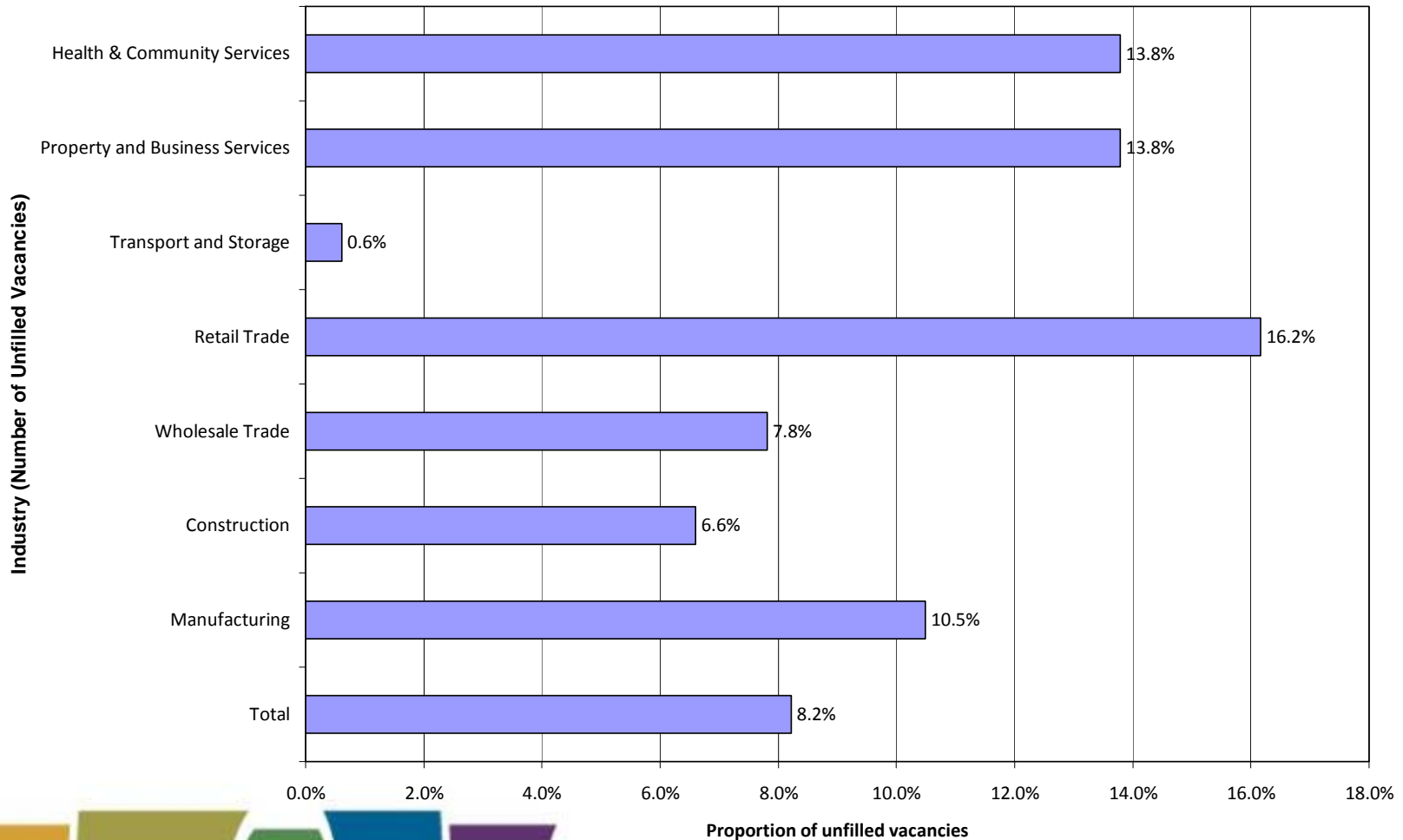
Source: 2001 and 2006 Census; ABS Population Estimates June 2007.

Auburn LGA Survey Overview

- 203 employers surveyed
- 8.2% of 997 vacancies unfilled in the 12 months prior to the survey
- 63% of employers recruited in the 12 months prior to the survey
- 67% of recruiting employers reported difficulty recruiting during the 12 months prior to the survey

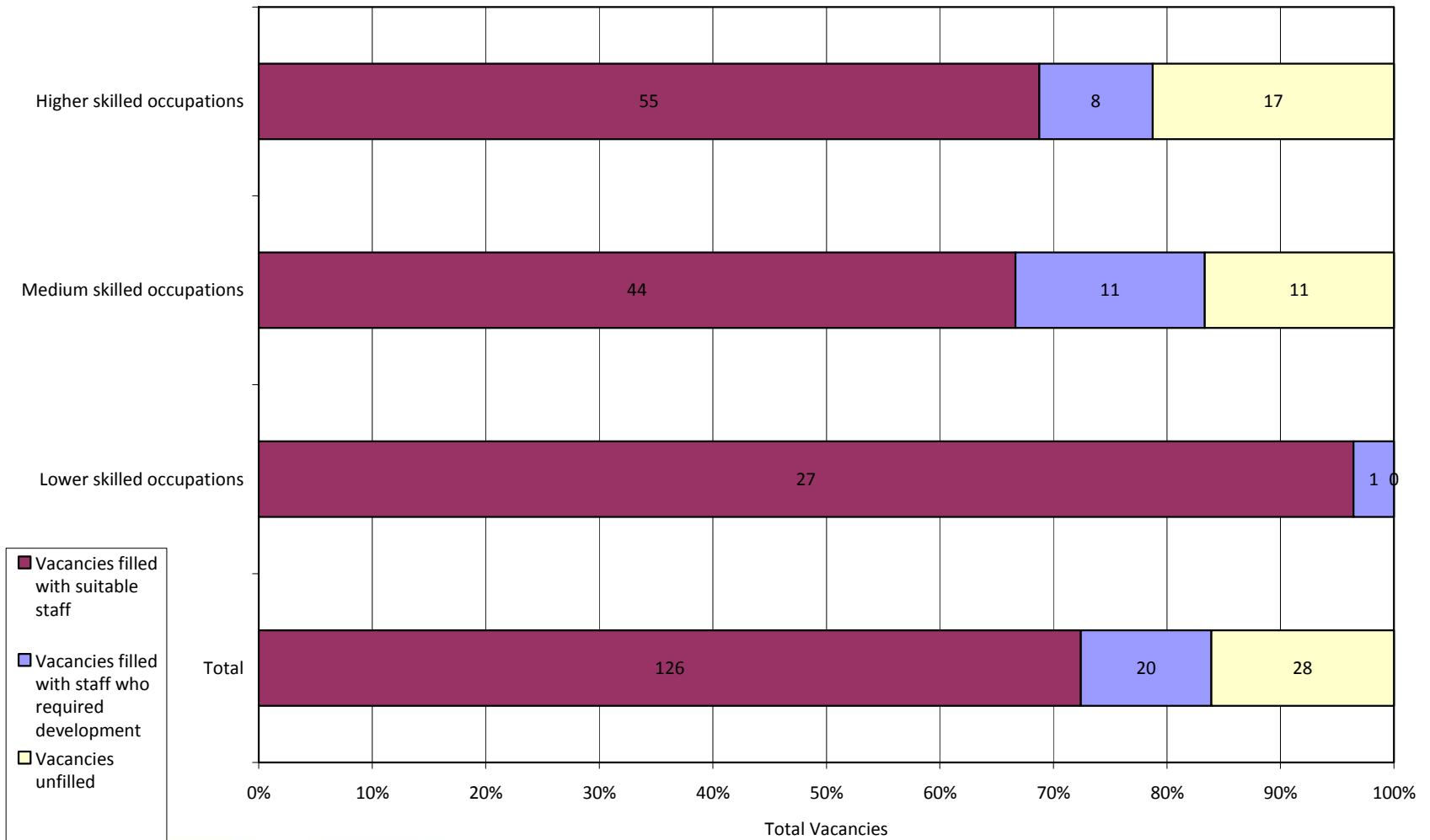
Auburn LGA

Unfilled Vacancies by Industry



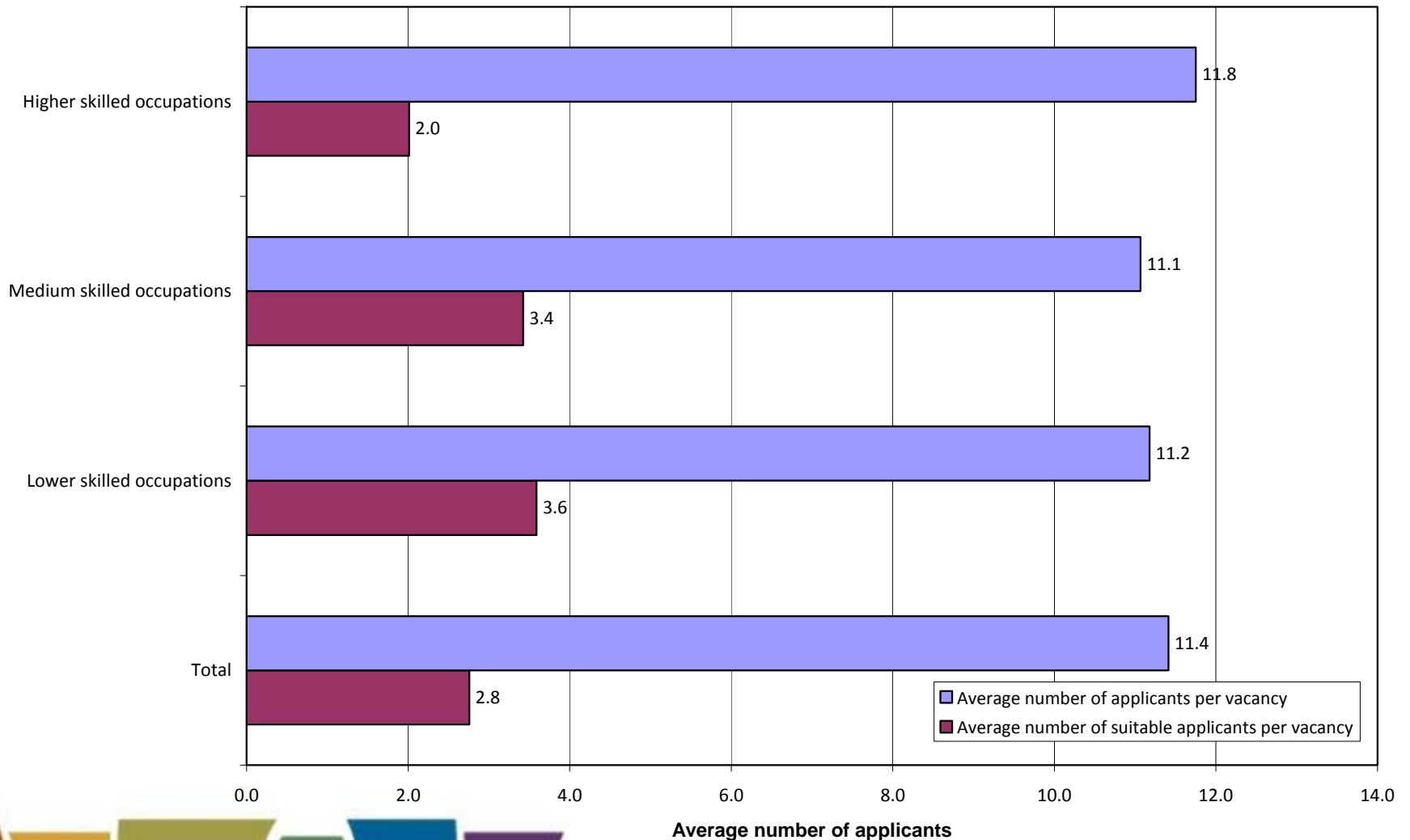
Source: DEEWR, Auburn Survey of Employers' Recruitment Experiences, October 2008.

Vacancies most recently attempted to fill



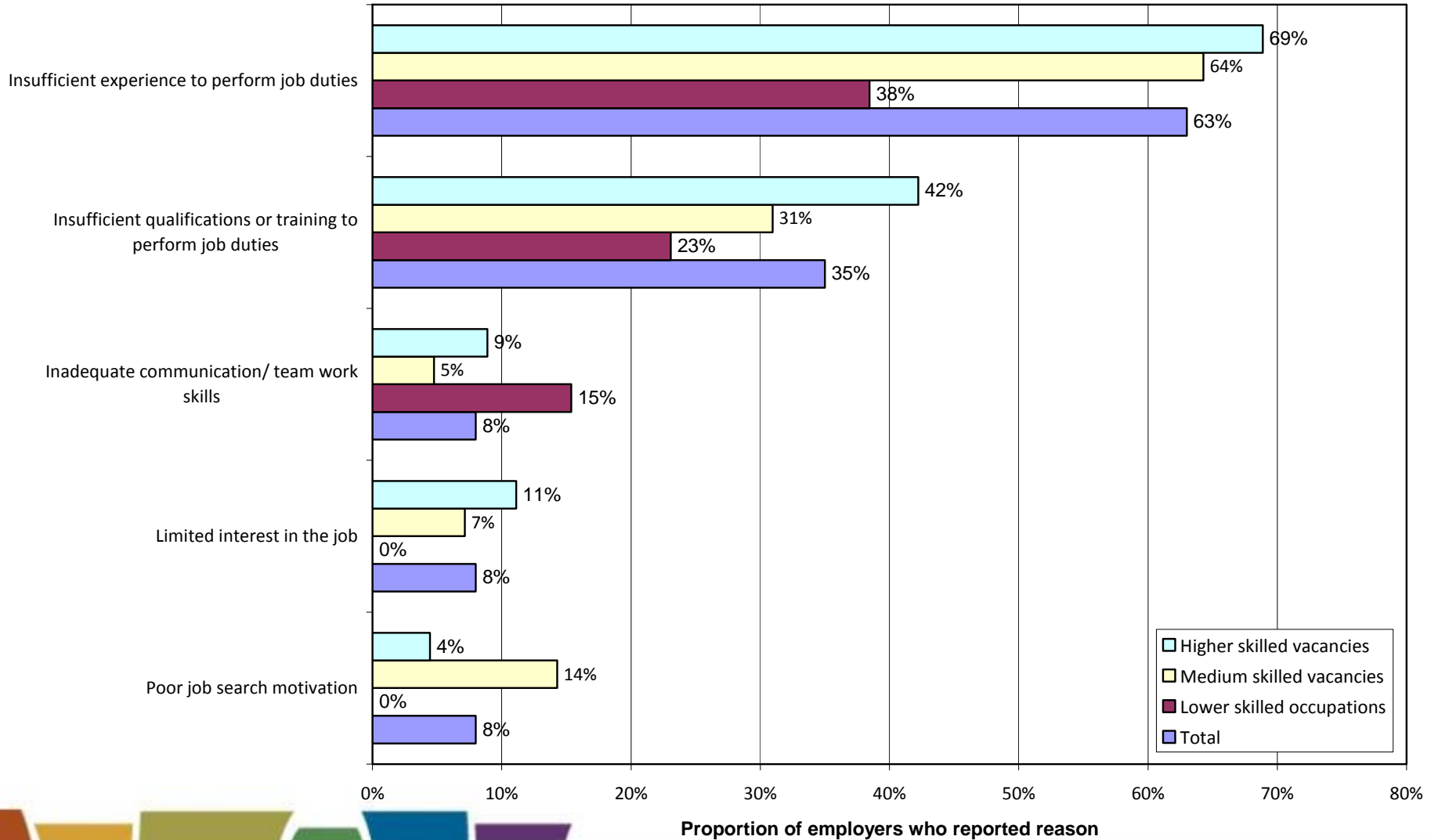
Source: DEEWR, Auburn Survey of Employers' Recruitment Experiences, October 2008.

Average number of applicants and suitable applicants



Source: DEEWR, Auburn Survey of Employers' Recruitment Experiences, October 2008.

Reason for applicant unsuitability



Source: DEEWR, Auburn Survey of Employers' Recruitment Experiences, October 2008

Occupations difficult to fill

Higher skilled occupations:

Manufacturers

Civil Engineers

Electrical and Electronics Engineers

Project and Program Administrators

Metal Fitters and Machinists

Refrigeration and Airconditioning

Mechanics

Building and Construction Managers

Accountants

Marketing and Advertising

Professionals

Customer Service Managers

Motor Mechanics

Electricians

Medium and Lower skilled occupations:

Store Persons

Sales Assistants

Children's Care Workers

Truck Drivers

Concreters

General Clerks

Receptionists

Accounting Clerks

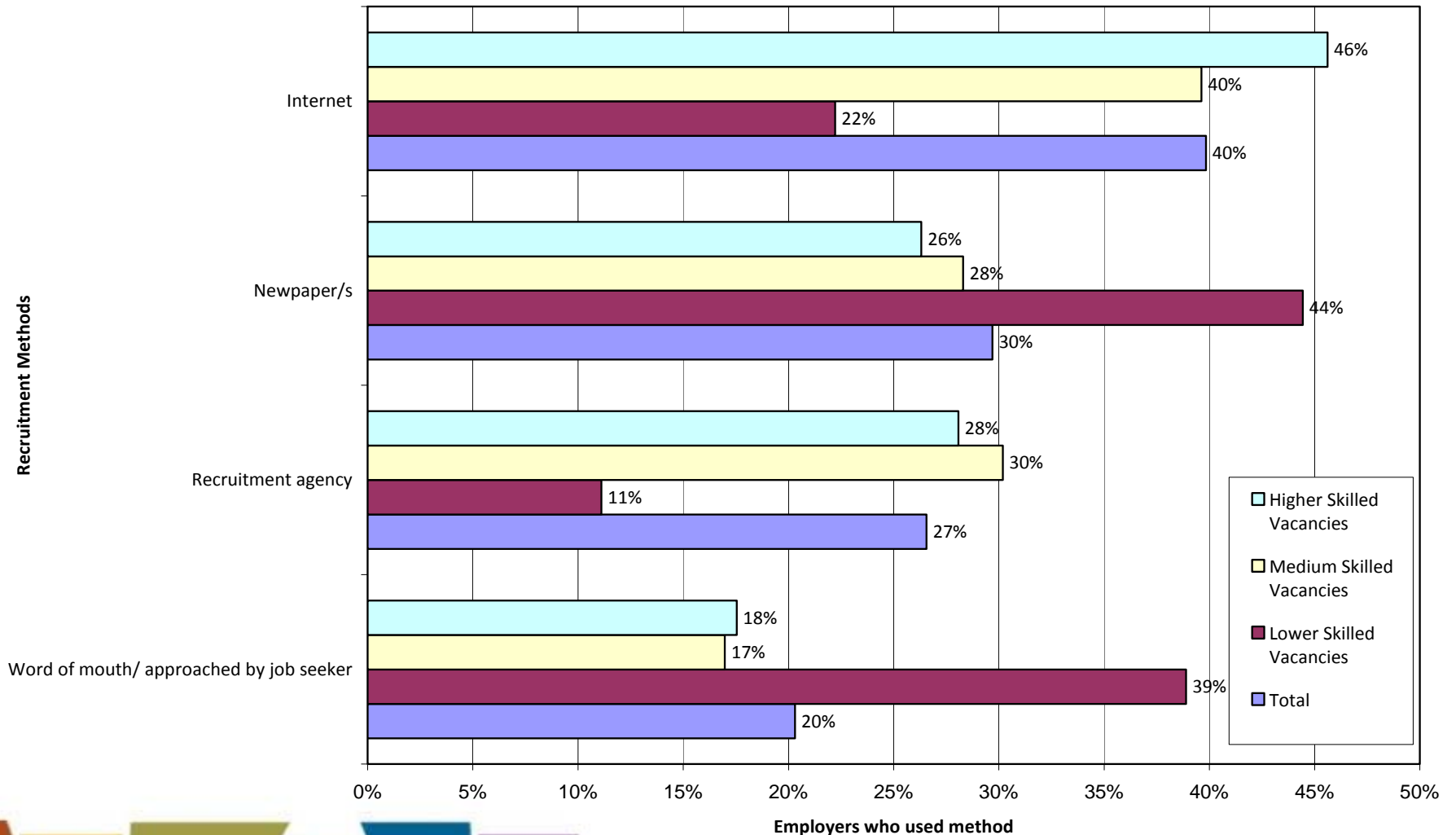
Sales Representatives

Stock and Purchasing Clerks

Reasons for difficulty recruiting by skill level

| | |
|---------------------------------|--|
| Higher Skilled Vacancies | Technical skill requirements, tight labour market, soft skill requirements |
| Medium Skilled Vacancies | Technical skill requirements, soft skill requirements, tight labour market |
| Lower Skilled Vacancies | Soft skill requirements, location |

Recruitment Methods



Employers with staff from non-English speaking countries

- 38% of employers reported that they had hired staff who had recently migrated to Australia and were from non-English speaking countries
- 58% of these employers reported some of those staff had overseas qualifications

Employers with staff who moved to Australia in the last 10 years

- 44% of employers reported that NESB staff with an overseas qualification were working in lower and medium skilled positions
- More than half of employers reported that refugee / Humanitarian entrants were working in labouring positions

Experiences employing NESB staff

- The majority of employers reported positive experiences employing staff from non-English speaking backgrounds.
- Common issues included:
 - English language and communication barriers, and cultural differences
- Positive feedback included:
 - Good loyal employees, hard working and reliable

Future recruitment expectations

- 50 per cent of employers expect to recruit in the next 12 months compared with 63 per cent of employers who recruited in the 12 months prior to the survey
 - 69 per cent expect to create new positions within their business
 - 48 per cent expect to recruit due to staff turnover
- 44 per cent of employers who expect to recruit in the next 12 months anticipate difficulty when recruiting.

Summary

- Strong population and employment growth
 - But unemployment remains high and participation low
- High numbers from NESB
 - Employers generally reported positive experiences
- What action needs to be undertaken?



Further Information

www.workplace.gov.au/bcw

www.workplace.gov.au/regionalreports

www.workplace.gov.au/lmip

www.productivityplaces.deewr.gov.au

www.skillsinfo.gov.au

www.workplace.gov.au/esreview

