

<b>Production Manager (Manufacturing)</b>		<b>Victoria</b>
<b>ASCO Code: 1222-11</b>		June 2008
<b>Labour market rating</b>	No shortage	
<b>Comment:</b>		

### **Occupational demand**

The Australian Bureau of Statistics (ABS) Census of Population and Housing shows a slight increase in the number of manufacturing production managers employed in Victoria. Most manufacturing production managers are employed in the manufacturing industry (84%). This varies across a wide range of manufacturing classes including printing, motor vehicle, basic iron and steel, medicinal and pharmaceutical manufacturing. The industry is anticipating moderate growth in 2008 according to the Australian Industry Group's Business Prospects for Australian Manufacturing in 2008. The same report predicts a rise of 2.2 per cent in employment for the manufacturing industry. ABS Labour Force Survey data reflects a decrease nationally of nearly eight per cent in the number of production managers employed in Australia from a high in mid 2005, despite an increase of just under 20 per cent in the number employed between May 2001 and May 2008, to reach 48 000.

### **Occupational supply**

The educational pathways into this occupation are varied, and this is reflected in the educational attainment. Nationally, nearly 40 per cent of manufacturing production managers hold a certificate III or IV, nearly 20 per cent have a bachelor or higher degree, and 10 per cent have an advanced diploma or diploma. Immigration from interstate or overseas provides another source of supply to the occupation. Department of Immigration and Citizenship data show an increase in the number of self identified production managers entering Victoria per annum, increasing from 35 per annum between 2003-04 and 2004-05 to 65 between 2005-06 and 2006-07.

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

The Survey of Employers who Recently Advertised (SERA) found 70 per cent of Production Manager (Manufacturing) vacancies were filled. On average there were over 31 applications for each position with slightly less than three suitable applicants per vacancy. All the organisations surveyed had advertised their vacancies through the SEEK website, and most respondents said they received many generic applications with little relevance to the position advertised. Many applicants were from overseas but most employers stated that they preferred to recruit locally. Employers' requirements for the surveyed positions varied greatly, but the majority of employers rated experience over qualifications, with the ideal candidate having hands-on experience in their particular industry. Employers commented that there was a shortage of people with relevant technical skills and their preference was for candidates with a trade or technical qualification with team leader and supervisory experience. Smaller organisations experienced more difficulty in filling positions as they did not have the resources for extensive training and applicants were expected to "hit the ground running". Most employers stated that once they found the right person, turnover was relatively low.

### **Labour market outlook**

With the general trend for a decline in manufacturing activity in Victoria, it is anticipated that there will be a significant change in the level of demand or supply for manufacturing production managers over the next six months.