



Australian Government
Department of Employment

Youth Prosperity Forum

Sunshine Coast - November 2013

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Branch Manager
Labour Market Research and Analysis Branch

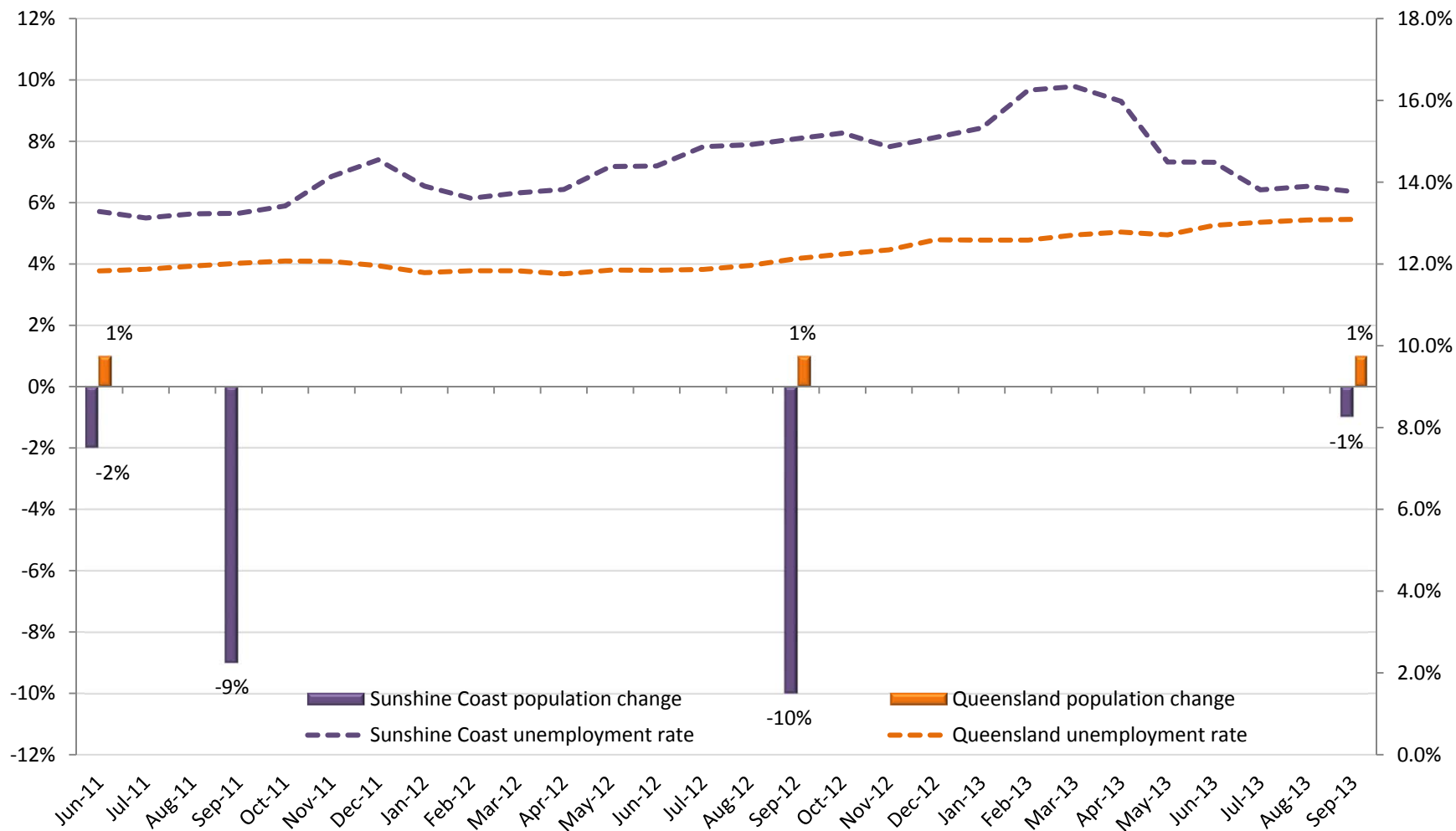
Population Profile

Region	Adult Population (15+)	Growth 2008 to 2013 (15+)	Youth Population (15-24)	Growth 2008 to 2013 (15-24)
Sunshine Coast LFR	279,500	11%	34,970	-1%
Queensland	3,790,800	11%	657,280	8%
Australia	18,878,100	9%	3,155,010	5%

Source: ABS, Labour Force, September 2013

Population growth and unemployment rate

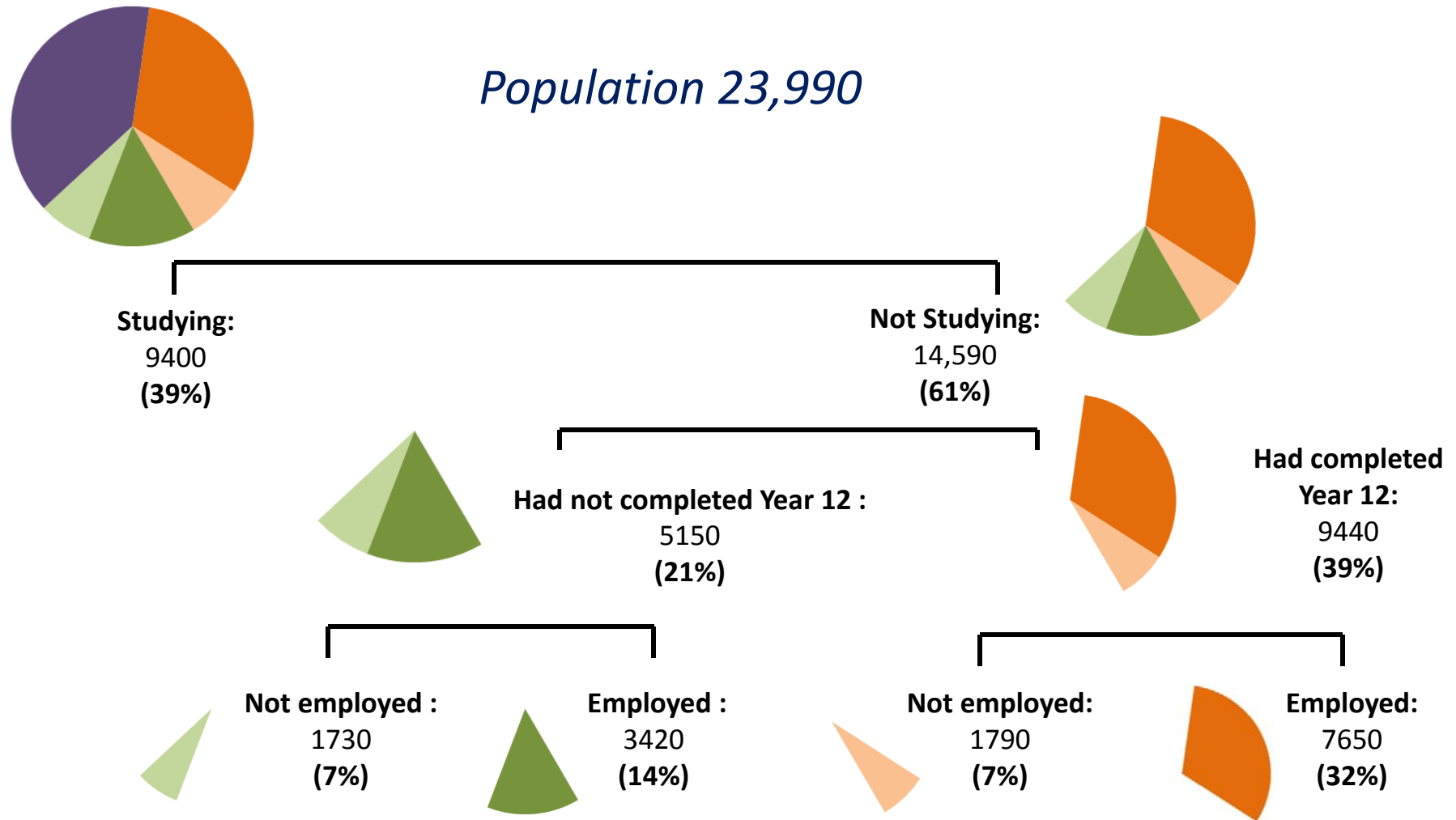
persons aged 15 to 24 years



Source: ABS, Labour Force, September 2013

What are youth doing?

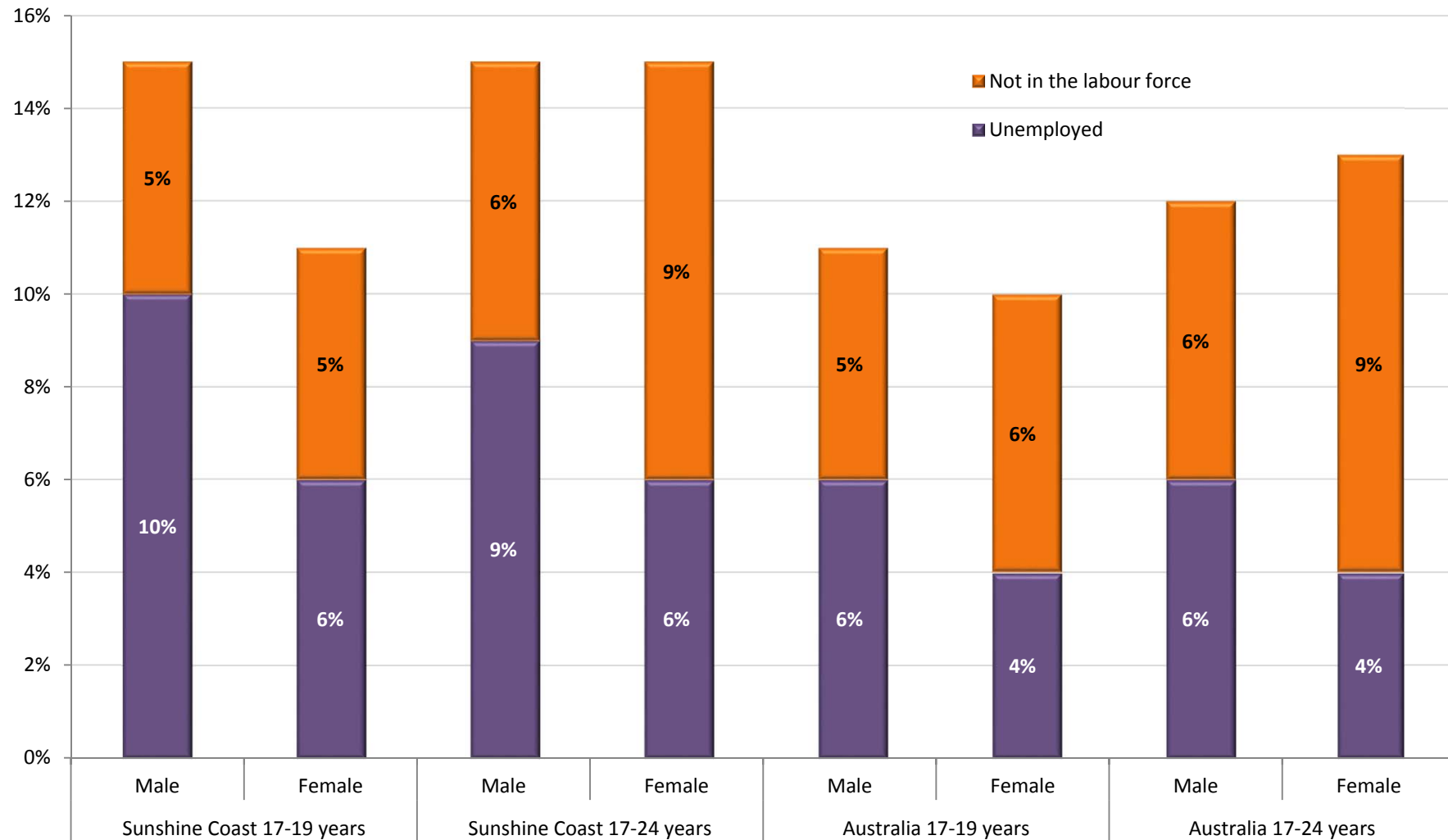
Sunshine Coast – persons aged 17 to 24 years



Source: ABS, Census of Population and Housing, 2011

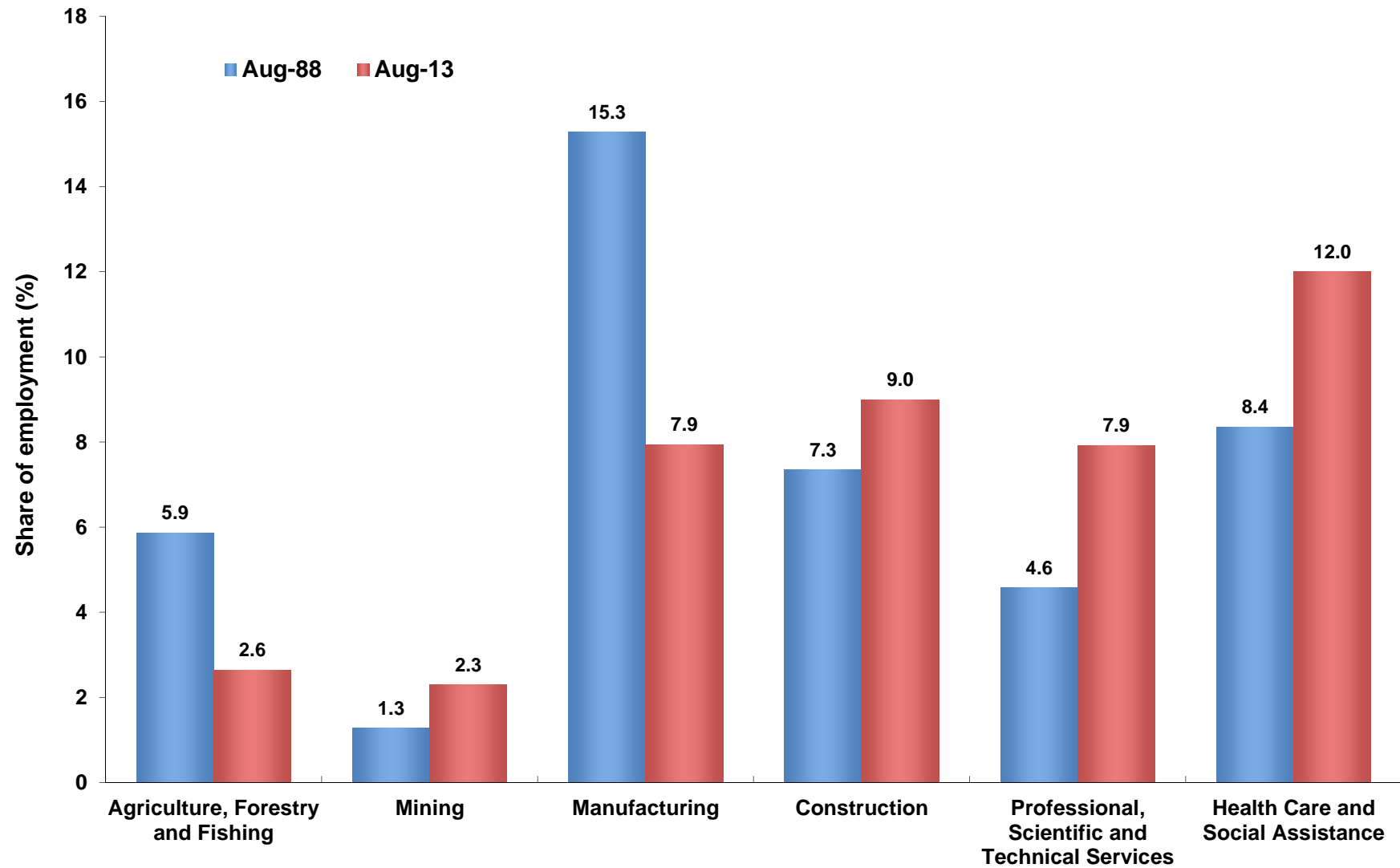
Youth neither working or studying

persons aged 17-24 years



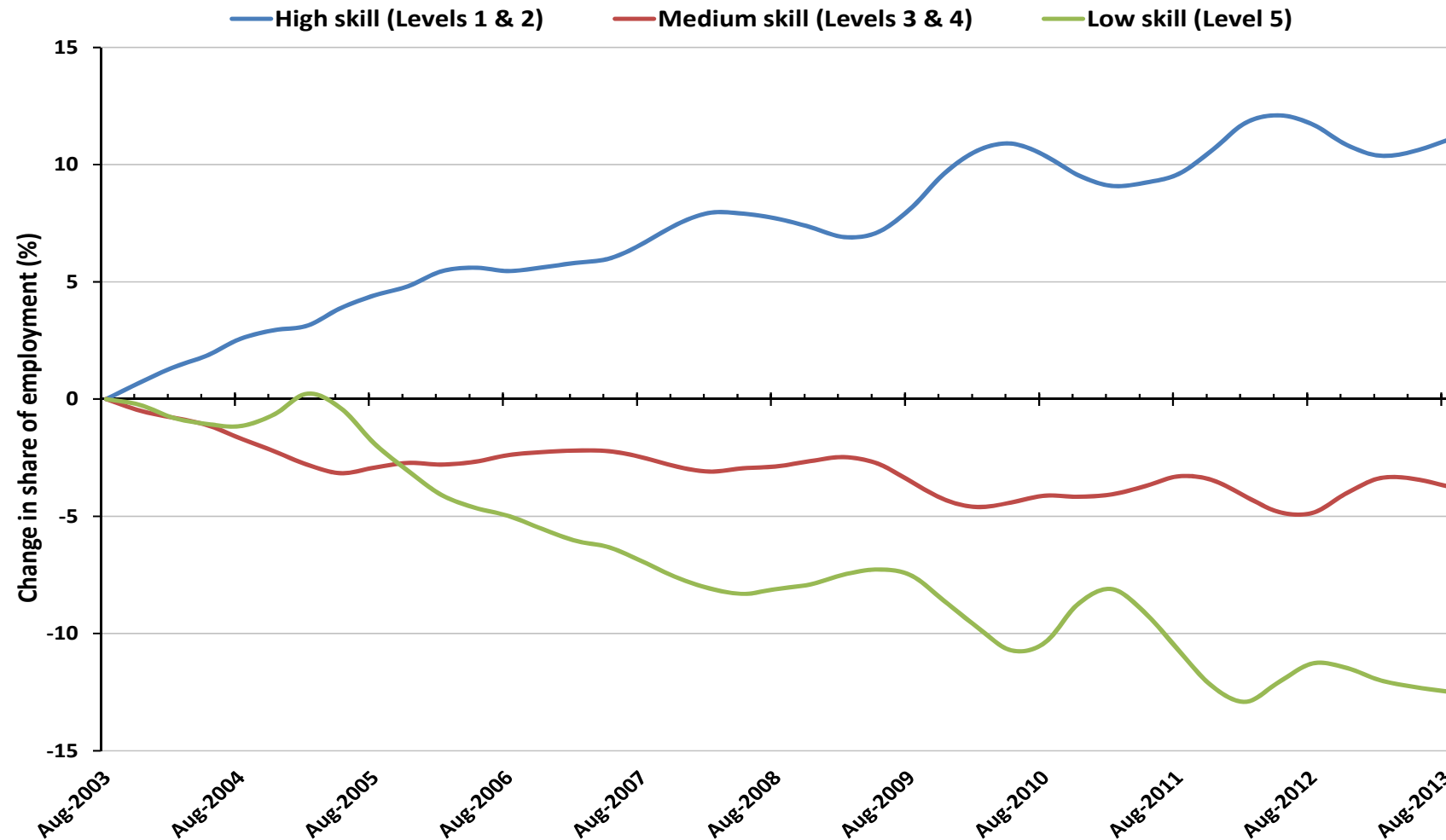
Source: ABS, Census of Population and Housing, 2011

Structural change in the national labour market



Source: ABS Labour Force, August 2013

Ongoing shift to higher skilled jobs in the Australian labour market



Source: Department of Employment trend employment data

Low educational attainment

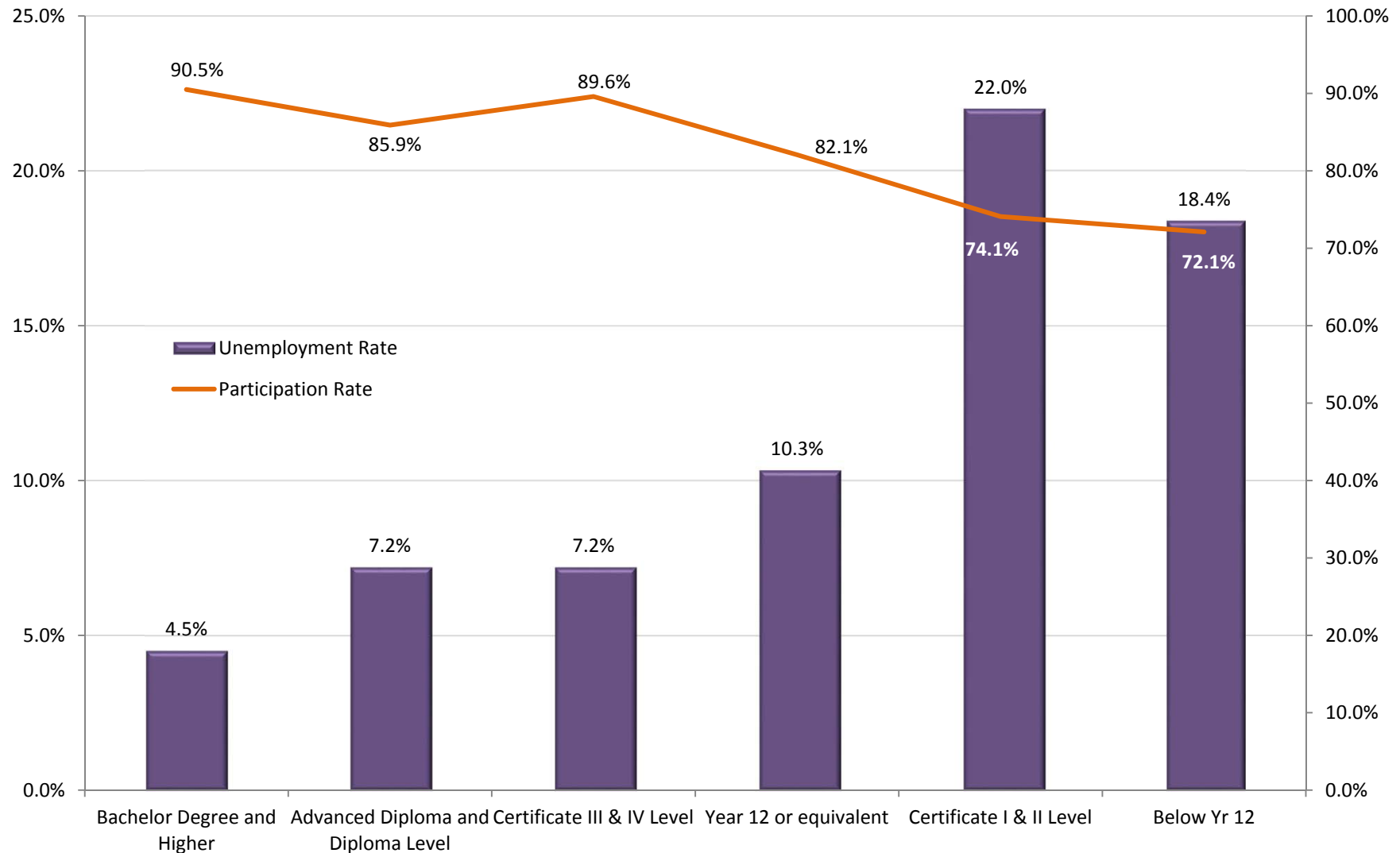
persons aged 20-29 years

Region	Completed Year 12		Attained Advanced Diploma, Diploma or Certificate III & IV	Attained Bachelor Degree or Higher
	2006	2011		
Sunshine Coast LGA	68%	72%	35%	14%
Queensland	73%	76%	29%	21%
Australia	72%	75%	28%	25%

Source: ABS, Census of Population and Housing, 2011 and 2006

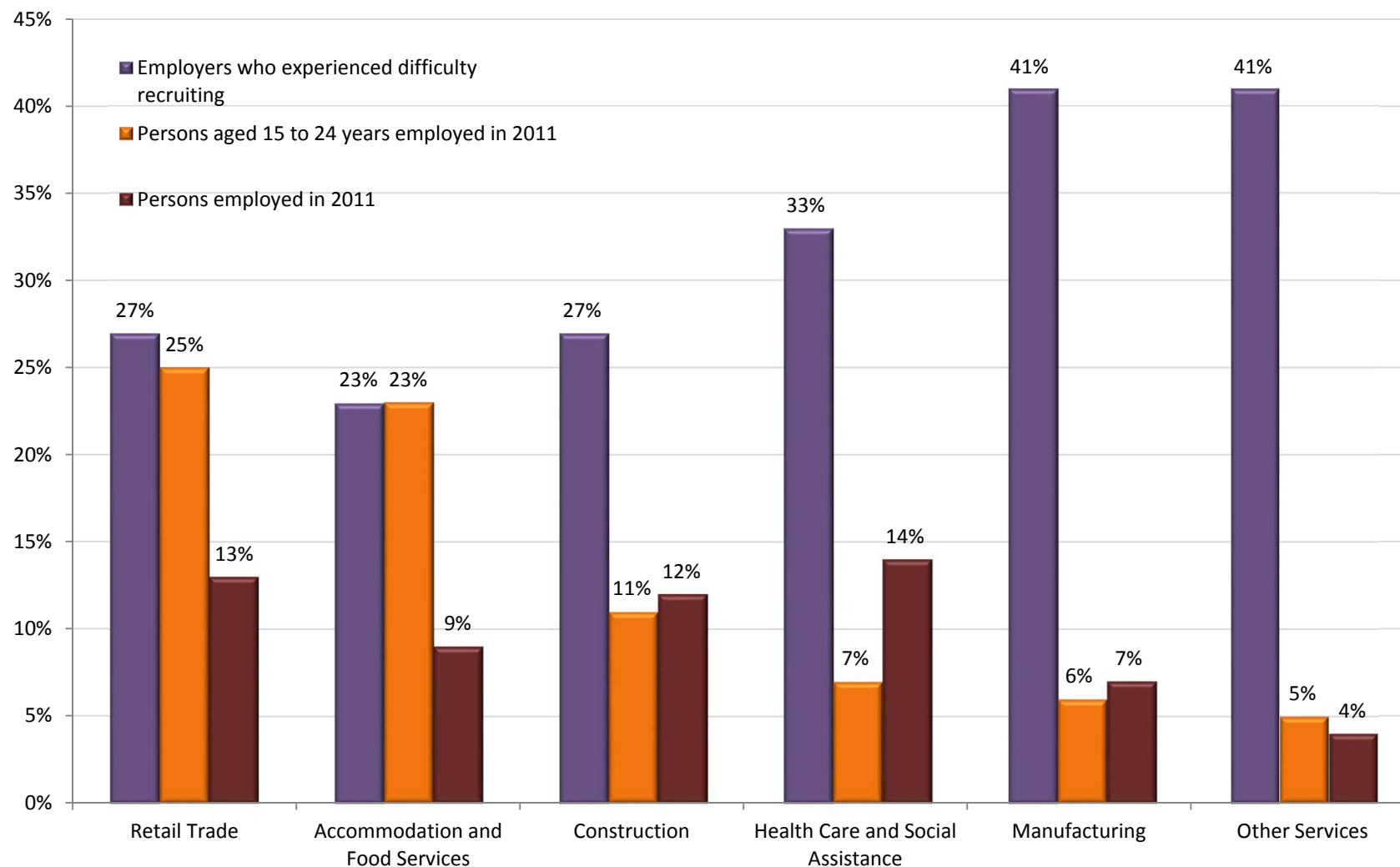
Educational attainment and labour market outcomes

Sunshine Coast - Persons aged 20-29 years



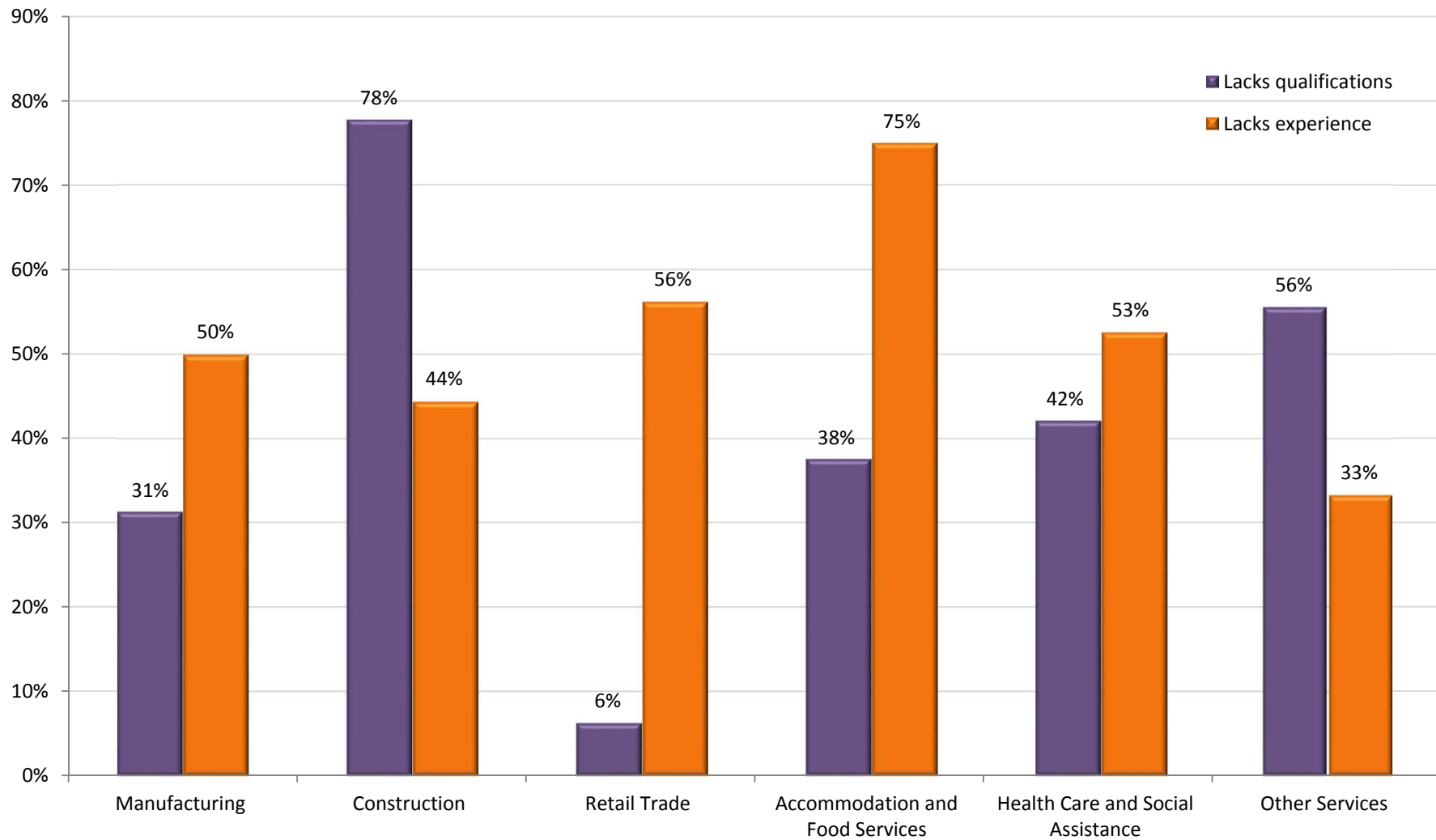
Source: ABS, Census of Population and Housing, 2011

Employers who experienced difficulty recruiting



Sources: Department of Employment, Survey of Employers' Recruitment Experiences, Caboolture-Sunshine Coast Priority Employment Area, March 2013; ABS, Census of Population and Housing, 2011

Reasons applicants are unsuitable



Source: Department of Employment, Survey of Employers' Recruitment Experiences, Caboolture-Sunshine Coast Priority Employment Area, March 2013

Transition from education to employment

Employers consistently place high importance on:

- Qualifications and technical knowledge;
- Experience;
- Employability skills – the personal attributes, general life skills, attitudes and behaviours that are of real value in all jobs.

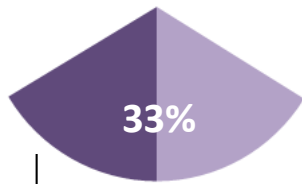
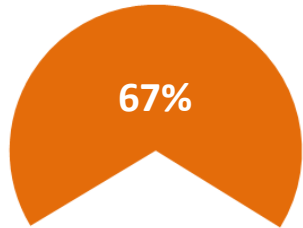
Other approaches for transitions to employment include...

- Work Experience
- Training

*Source: Department of Employment, Survey of Employers' Recruitment Experiences,
All regions surveyed in the 12 months to December 2010*

Many vacancies not being advertised

% of vacancies



Used a formal method



16.0 applicants per vacancy

Informal methods ONLY



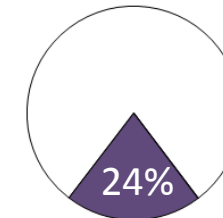
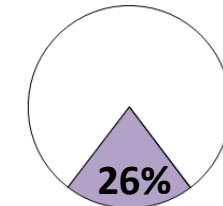
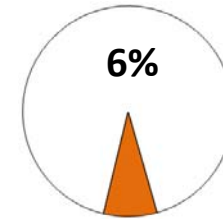
3.8 applicants per vacancy

Approached directly by job seeker ONLY



4.0 applicants per vacancy

% of applicants successful



Less competition for jobs recruited for informally

Source: Department of Employment, Survey of Employers' Recruitment Experiences, Caboolture-Sunshine Coast Priority Employment Area, March 2013

Occupations employers expect to recruit for in the next 12 months

Higher Skill Level (1) – Bachelor Degree or higher	
Medium Skill Level (2&3) - Certificate IV to Associate Degree	
Child Carers	Chefs
Motor Mechanics	
Lower Skill Level (4&5) – Compulsory Secondary Education to Certificate III	
Waiters	Receptionists
Sales Assistants	Checkout Operators
Fast Food Cooks	

Source: Department of Employment, Survey of Employers' Recruitment Experiences, Caboolture-Sunshine Coast Priority Employment Area, March 2013

Economic impact of youth unemployment

- Young people are particularly vulnerable during periods of economic and labour market weakness, as they tend to have less education, skills and experience
- Scarring effect - Diminished earning capacity long term – lower lifetime wages
- Cost to Government - the need for government address social and health issues and additional welfare payments
- Importance of targeting effective policy and programmes to minimise economic impacts at the regional level

*Sources: The University of Bristol, The Wage Scar from Youth Unemployment, February 2004;
National Centre for Vocational and Education Research, Young people in an economic downturn, June 2011*

Conclusion

What are the issues?

- Young people moving away from the region
- High unemployment rate
- Disengaged young people and lower education levels
- Nearly one third of 17 to 24 year olds in the region are vulnerable to economic instability

What needs to be done?

- Improve transitions to employment through education and training
- Employability skills
- Work experience

Opportunities

- Greater success gaining employment if job seekers approach employers
- Employers are still finding difficulty recruiting for some occupations lower and medium skilled occupations
- Continue the employment programs tailored for youth at the regional level

Collaboration amongst all key stakeholders

- Kris McCue, Local Employment Coordinator

Further Information

- www.employment.gov.au/regional-reports-employers-recruitment-experiences
- lmip.gov.au/
- www.employment.gov.au/skill-shortages-0
- www.employment.gov.au/australian-jobs-publication
- joboutlook.gov.au/
- www.employment.gov.au/australian-regional-and-industry-employment-surveys



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If you have any questions about the presentation please contact the Regional Surveys section on:

Tel: 1800 059 439 or

Email: recruitmentsurveys@deewr.gov.au



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