



**Australian Government**

**Department of Education, Employment and Workplace Relations**

# Prospects for the Australian labour market

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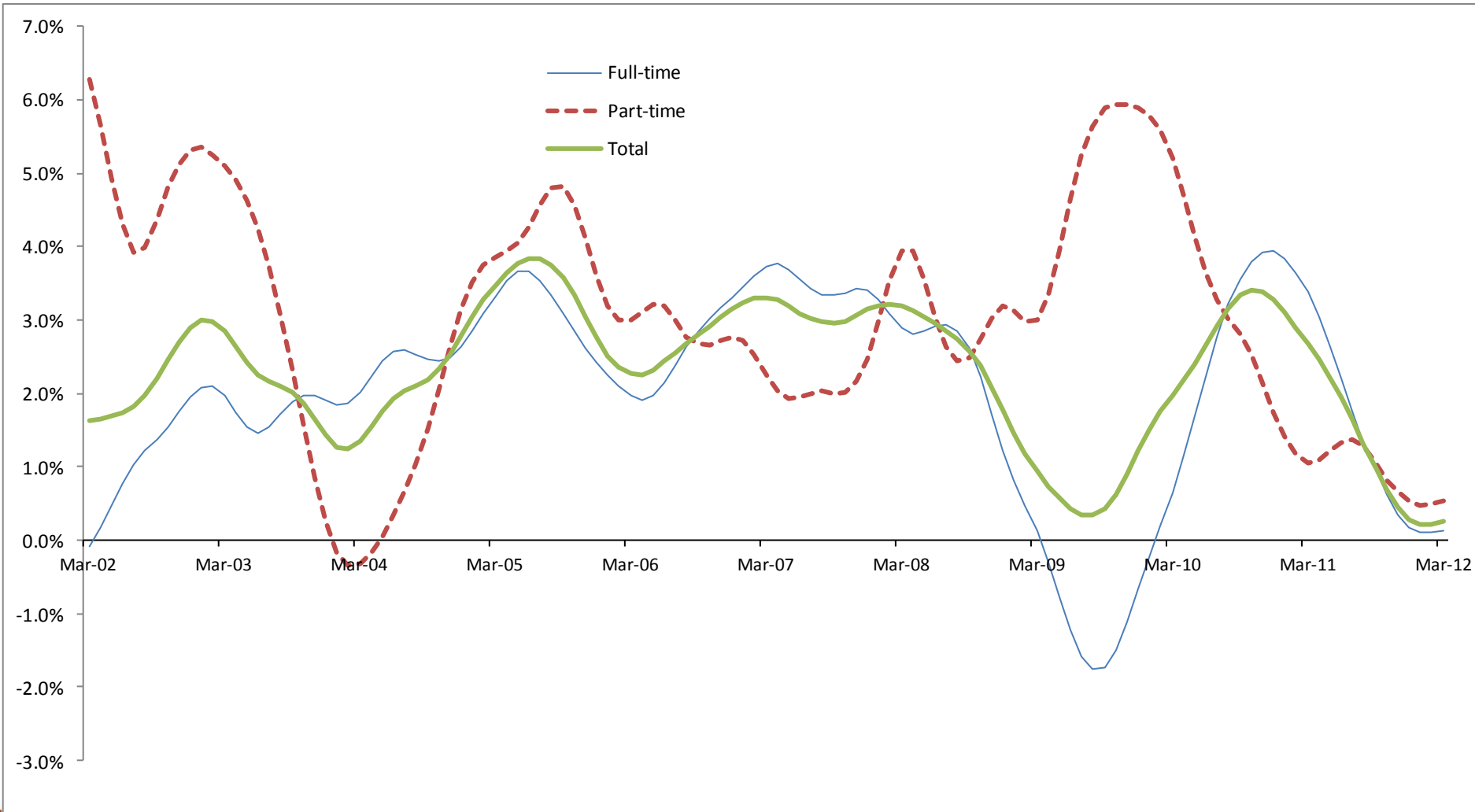
Branch Manager, Labour Market Research & Analysis Branch

# Labour Market Performance

- Despite the Global Recession, the Australian labour market remains relatively strong.
- Latest labour market statistics

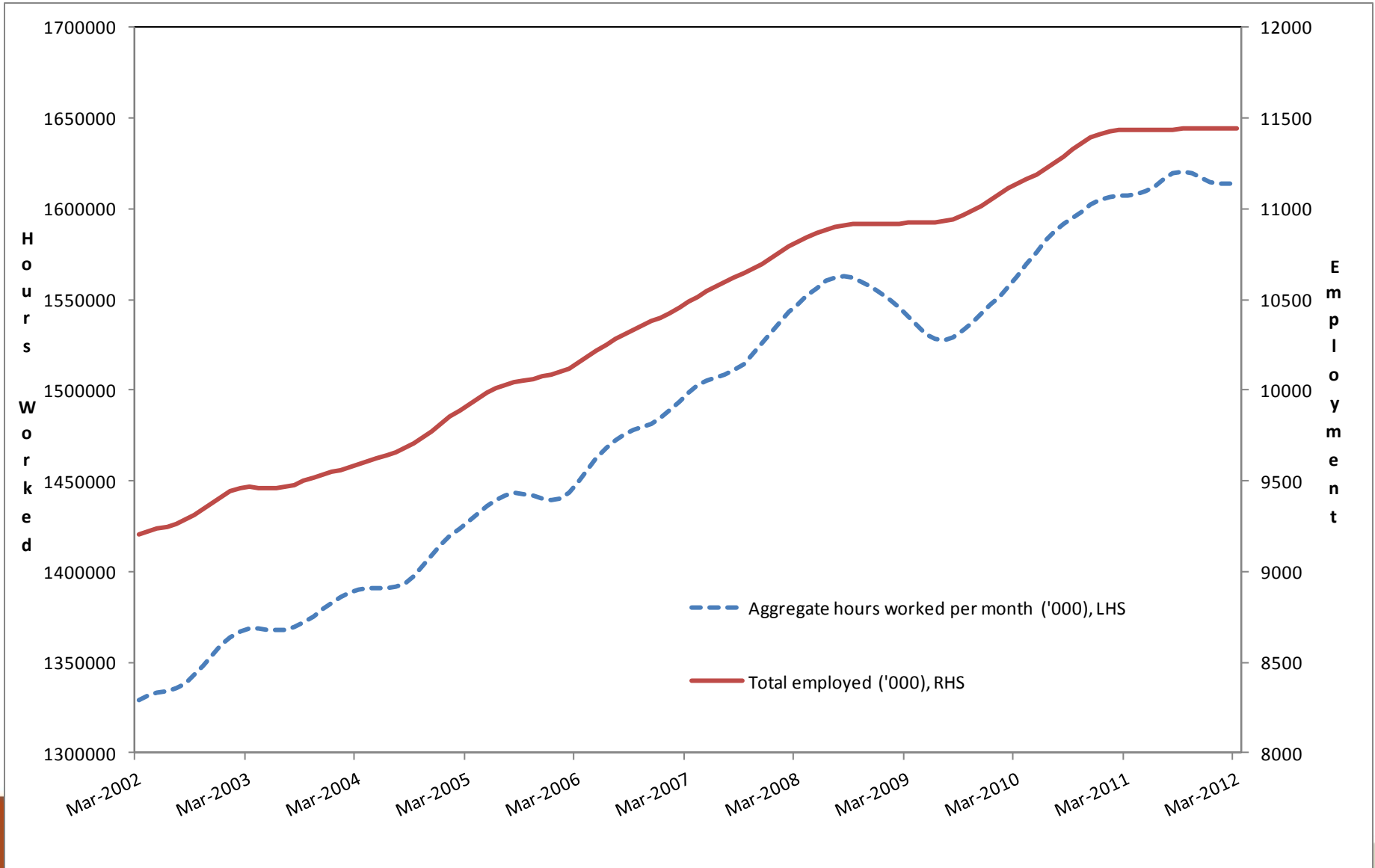
	<b>March 2012</b>	<b>Annual change</b>
Unemployment rate	5.2%	0.2 pts
Employment	11 491 000	37 600
Participation rate	65.4%	-0.4 pts

# Employment growth



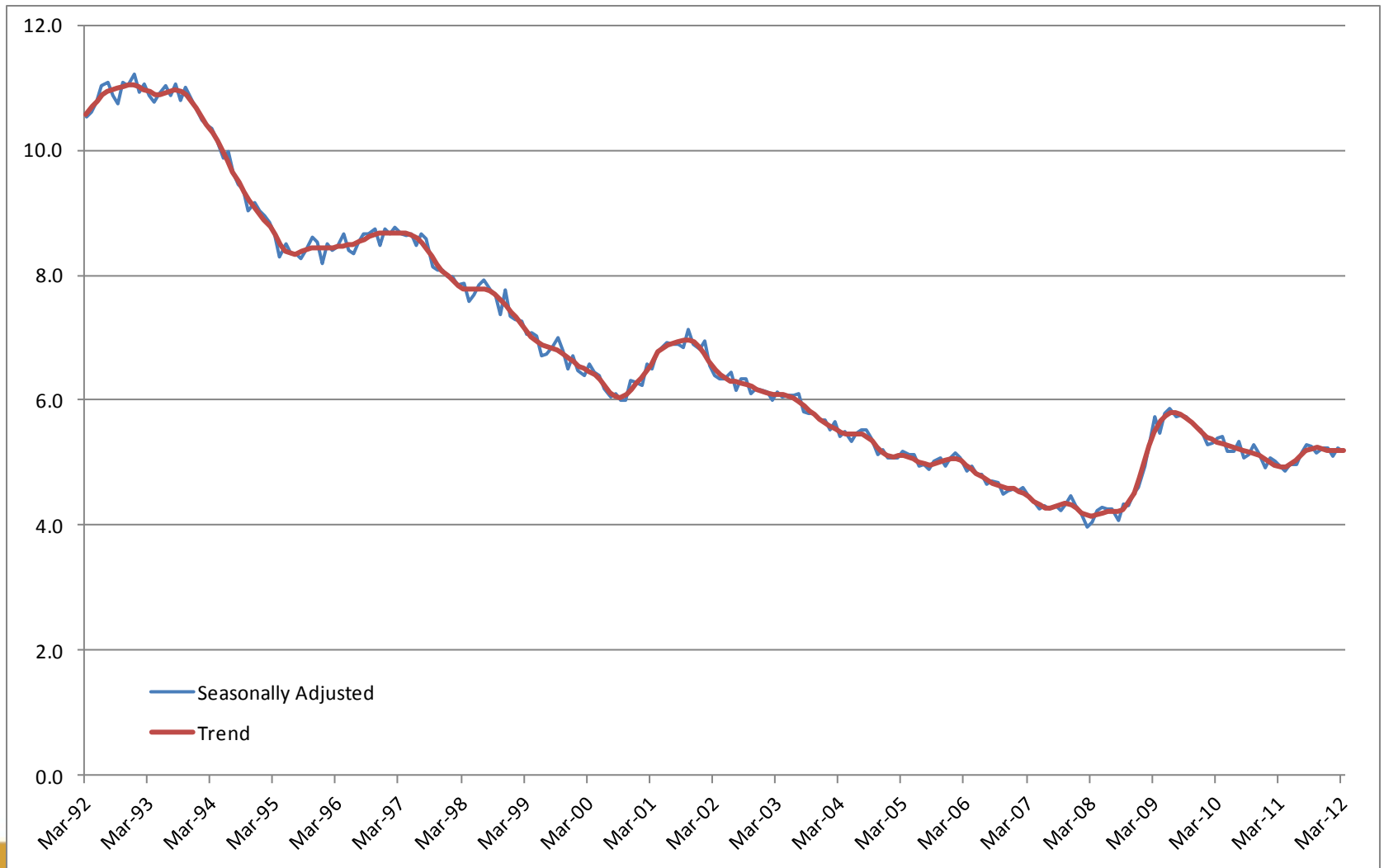
Source: ABS Labour Force data, trend

# Hours Worked

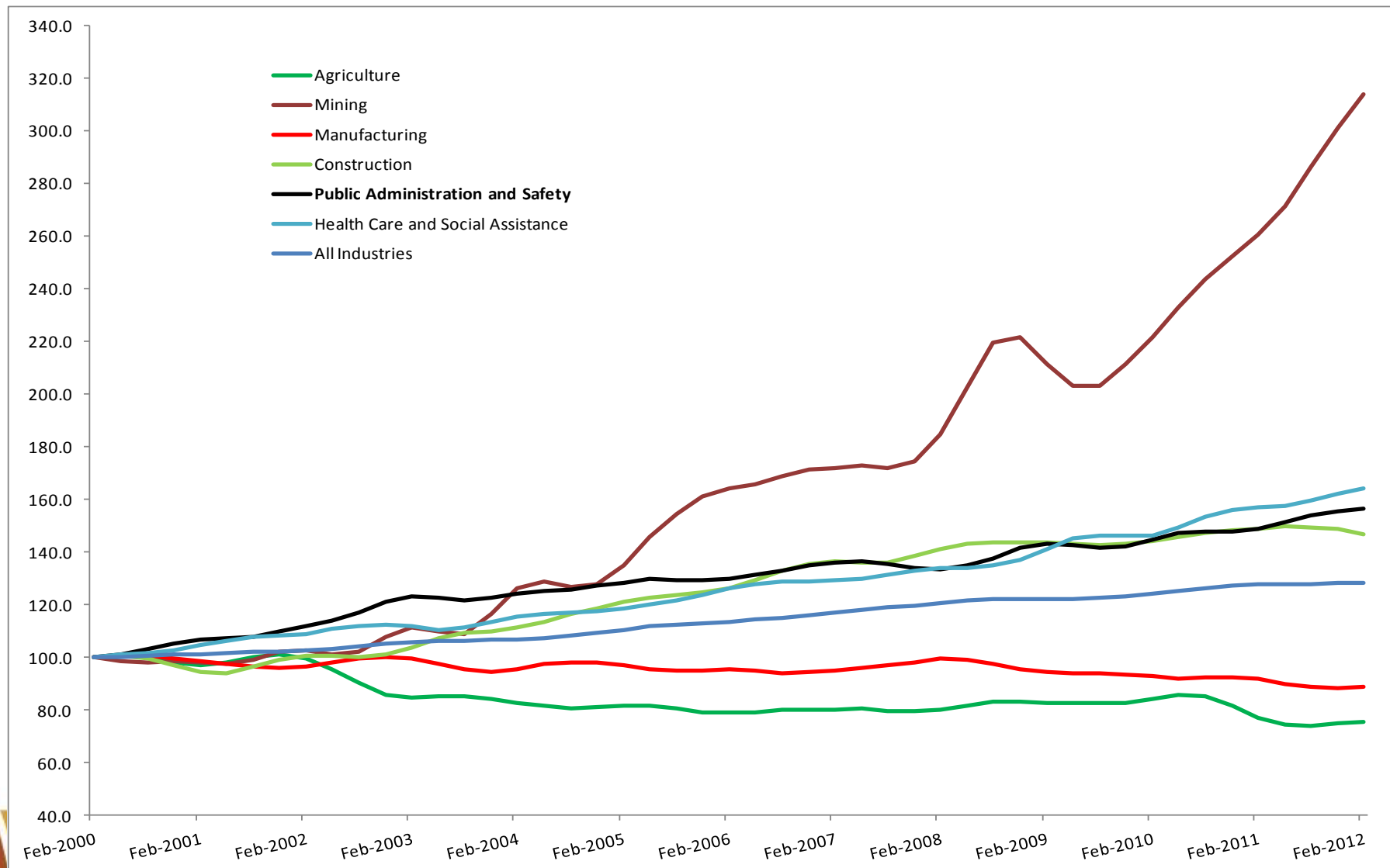


Source: ABS Labour Force data, trend

# Unemployment Rate



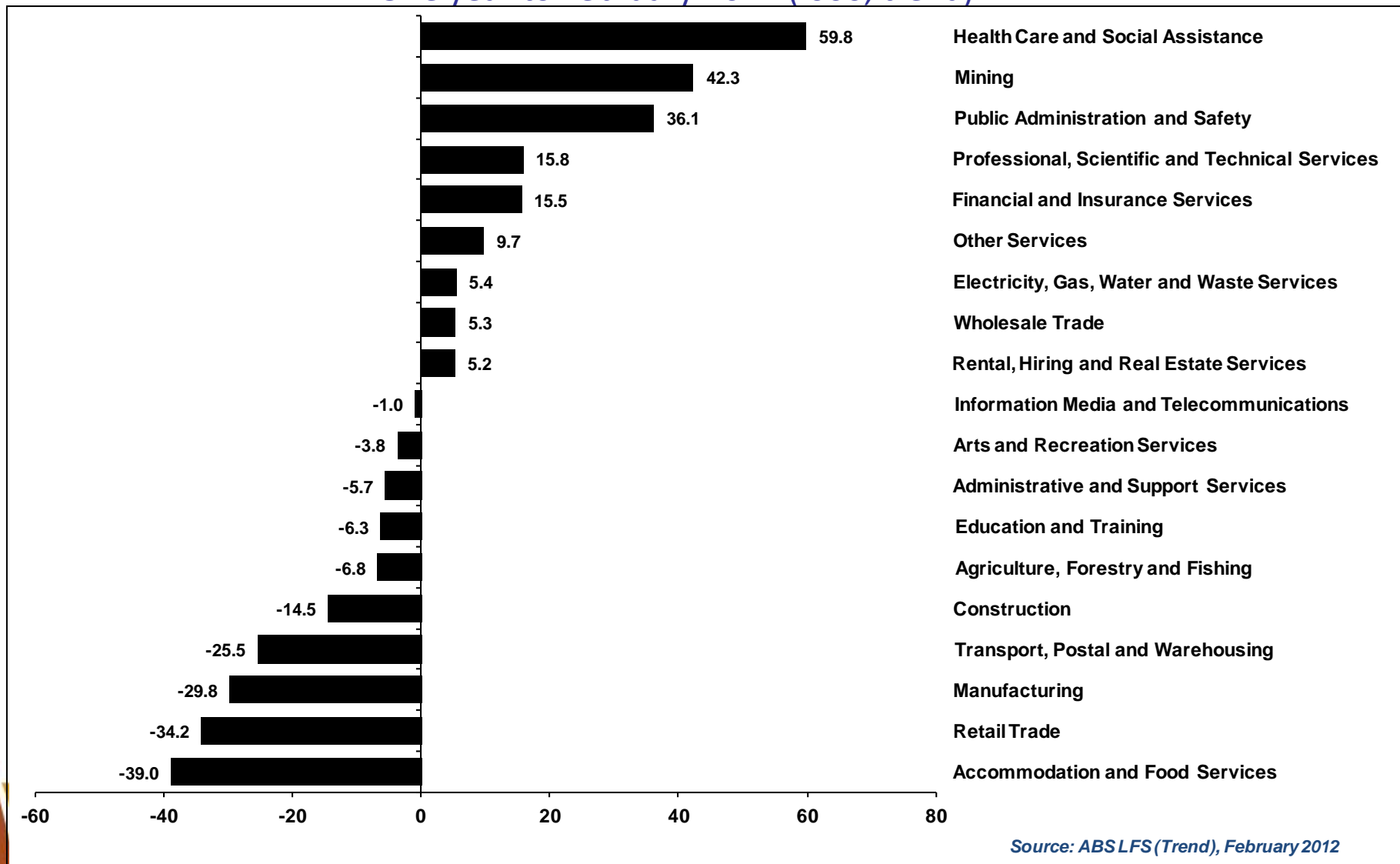
# Employment in selected industries



Source: ABS Labour Force data, trend

# Industry employment growth

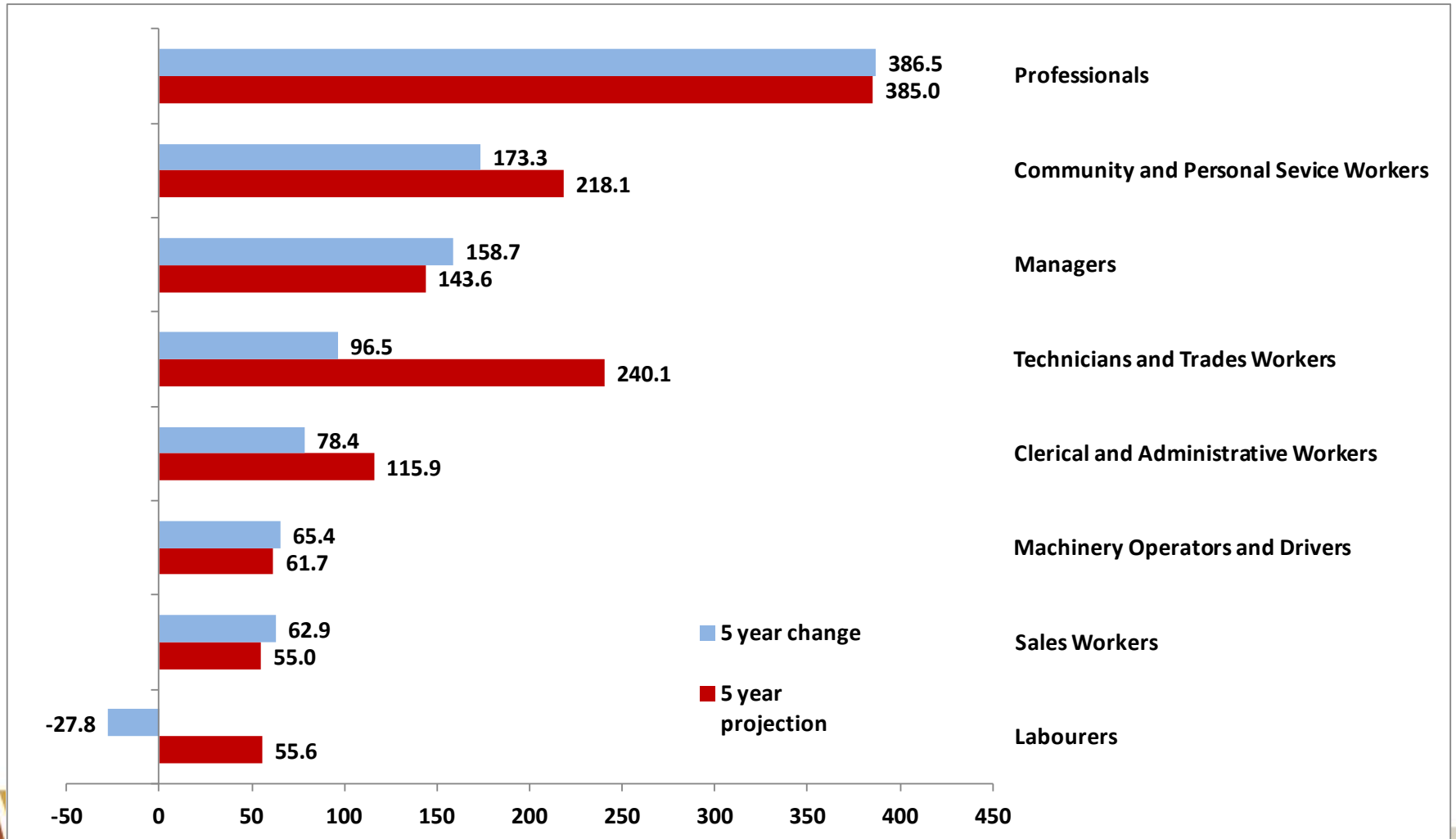
One year to February 2012 ('000, trend)



Source: ABSLFS (Trend), February 2012

# Occupational employment growth

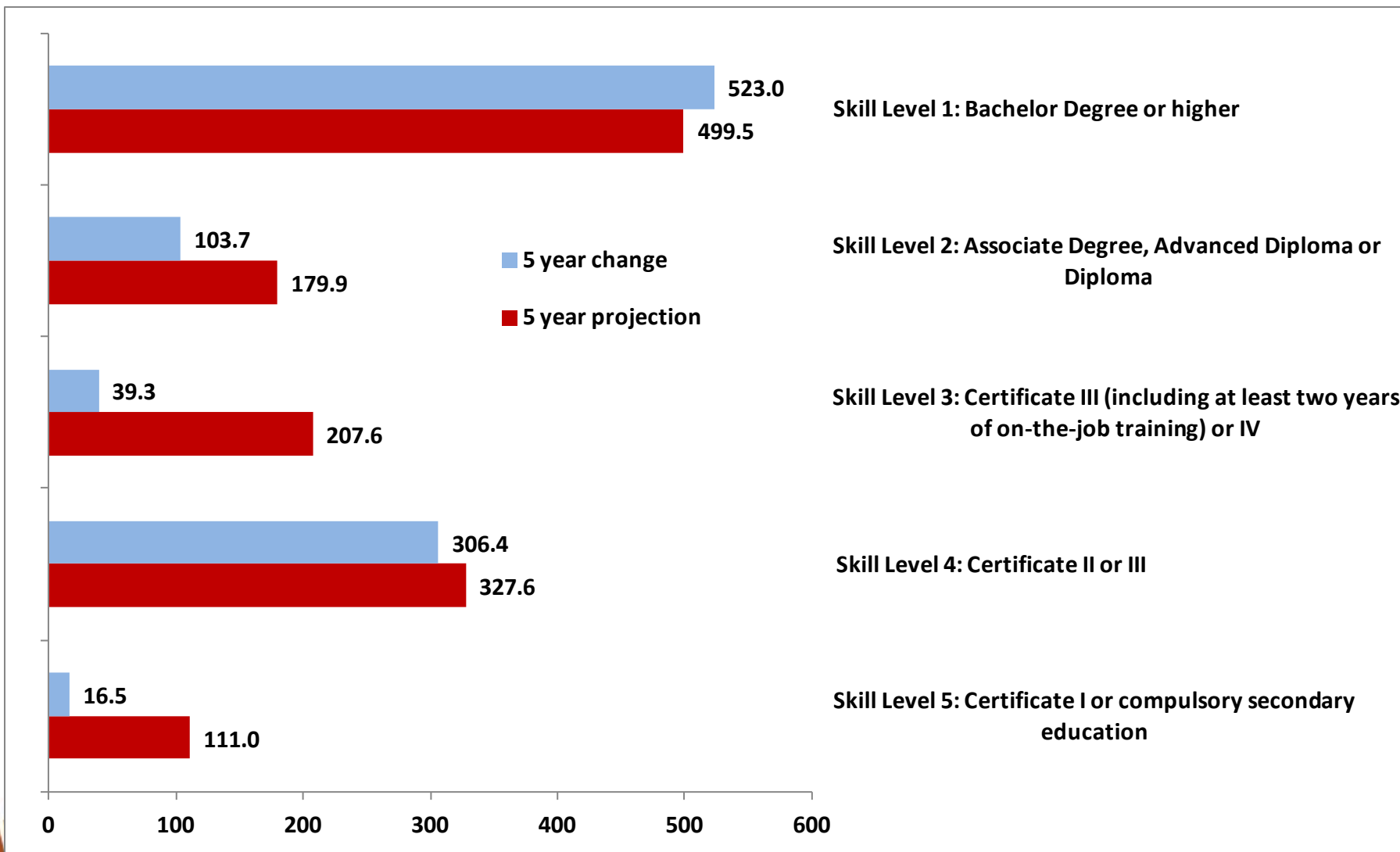
5 years to February 2012 ('000) (trend); 5 years to 2015-16 ('000) - DEEWR projections





# Employment growth by Skill level (Qualifications)

5 years to February 2012 ('000) (trend); 5 years to 2015-16 ('000) - DEEWR projections



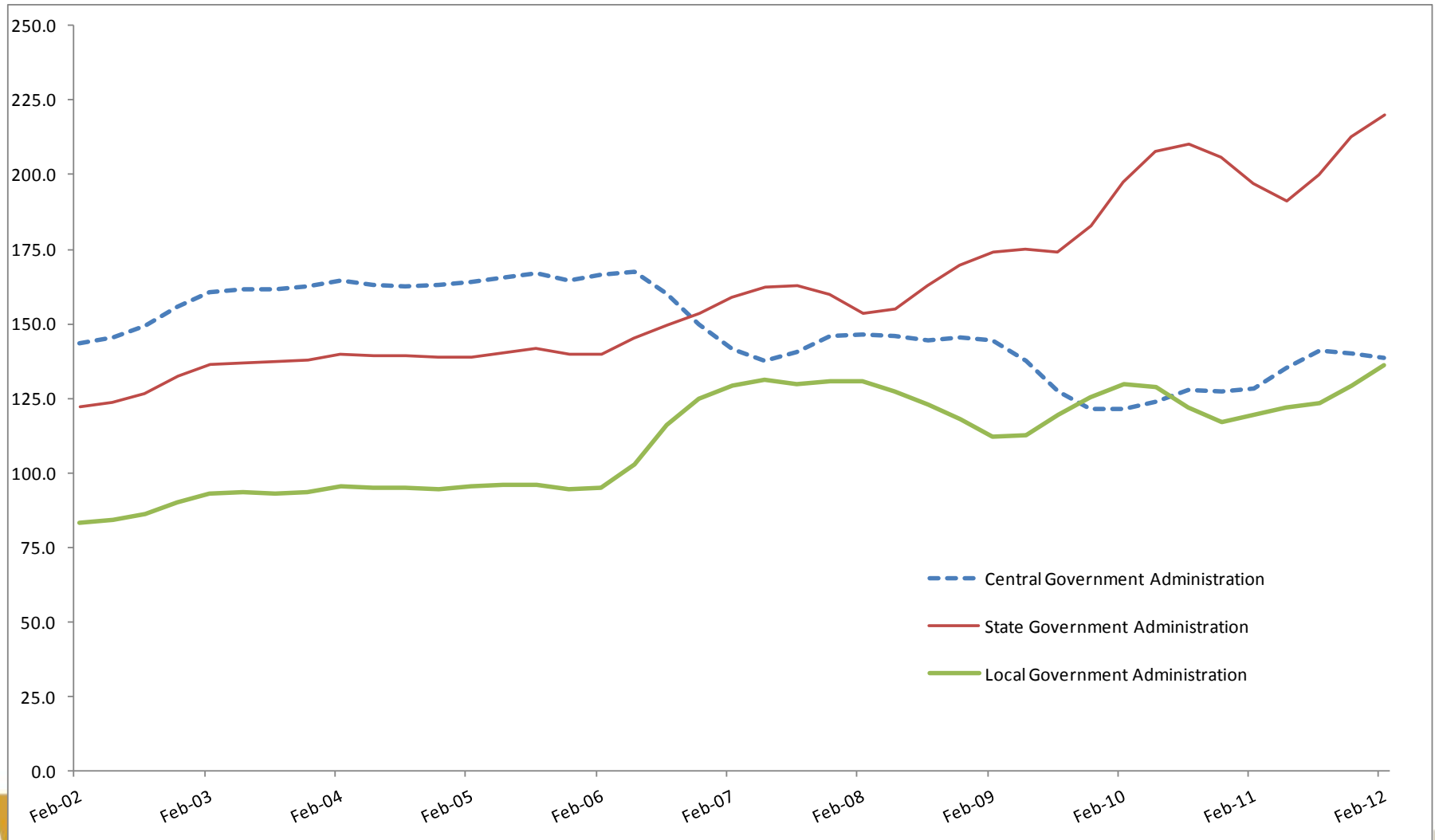
# Employment in Local Government Administration

- Employment in Local Government Administration grew by 5% to 135 900 in the five years to 2012. This compares with an increase of 9.5% for all industries over the same period.
- In 2012, employment in Local Government Administration made up 26% of total employment in the Public Administration sector, compared with 29% five years ago.
- Share of employment in the Public Administration sector:

	<b>2007</b>	<b>2012</b>
Central Govt Administration	32%	27%
State Govt Administration	36%	42%
Local Govt Administration	29%	26%

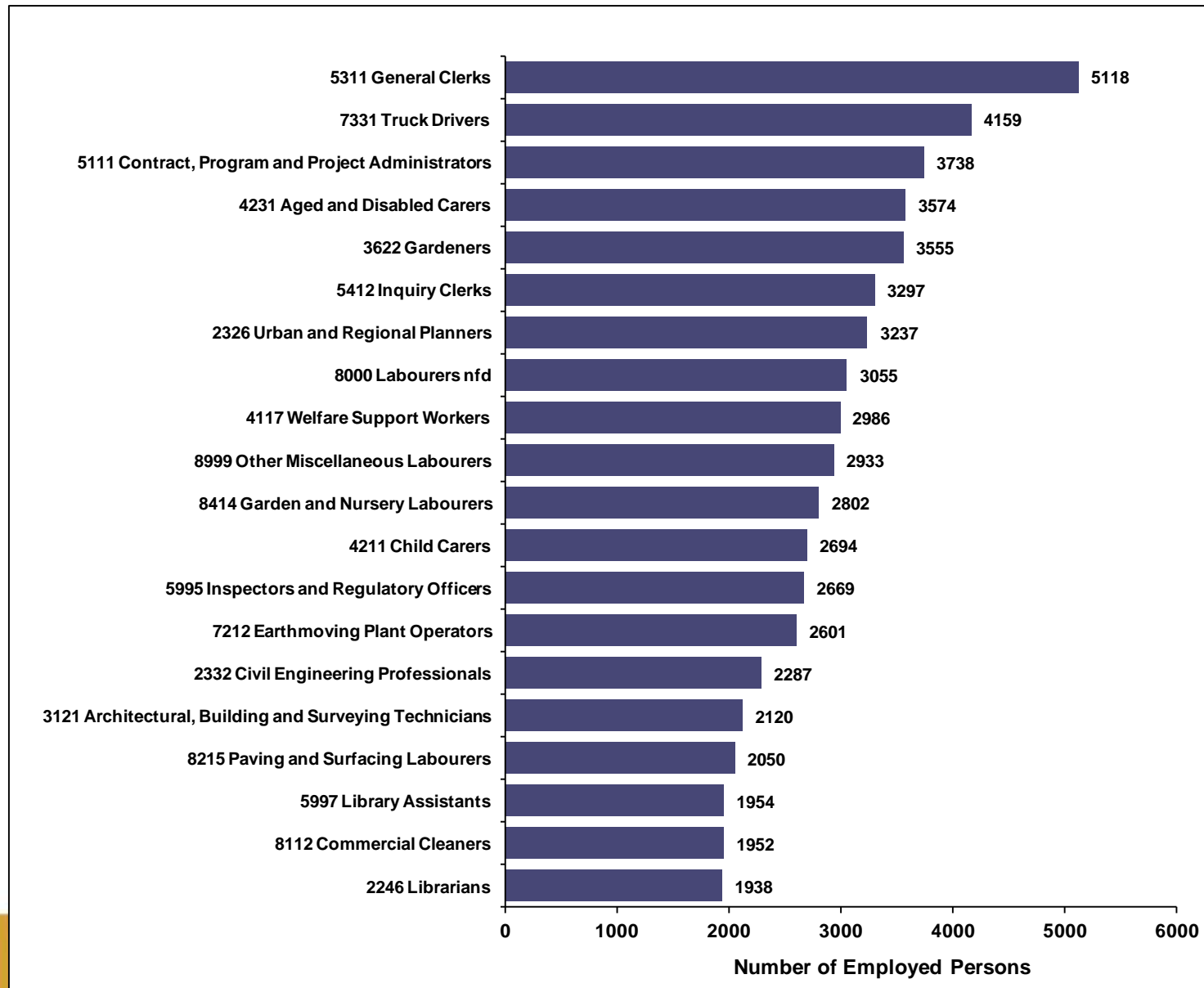
# Employment by level of government

10 years to February 2012 ('000)



Source: ABS Labour Force data, trend

# Top 20 Occupations in Local Government Administration



Source: ABS 2006 Census of Population and Housing

# Workforce Characteristics

## Local Government Administration

	Local Government Administration	Public Administration and Safety	All Industries
Employment by gender			
Men	59%	53%	54%
Women	41%	47%	46%
Persons working full-time	83.0%	83.3%	70.3%
Median weekly earnings (before tax, 2010)	\$1,050	\$1,219	\$1,050
Workers with NO post-school qualification (2010)	36%	27%	38%

# Ageing Workforce – Local Government Administration

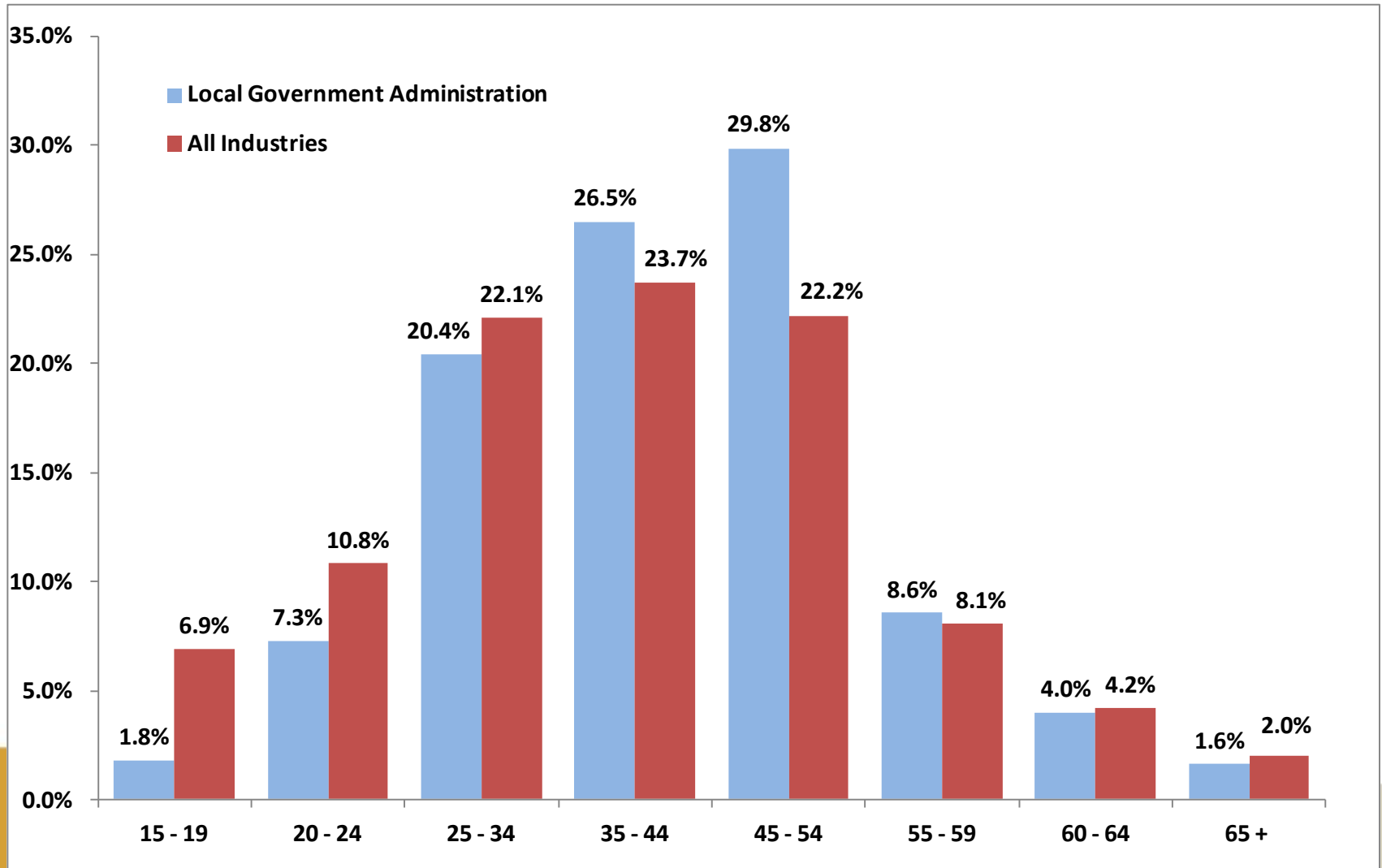
- The median age for Local Government Administration in 2011 was 44 years, compared with 39 years in All Industries.

	<b>Median age (2011)</b>
Local Government Administration sector	44
State Government Administration sector	43
Central Government Administration sector	42
Public Administration & Safety industry	43
All Industries	39

# Ageing Workforce

## – Local Government Administration

Employed persons by age, annual average 2011 (% share of employment)



# What can employers do?

- Understand your workforce and plan ahead:

Use the Investing in Experience Took Kit and Employment Charter to help you:

- Take an age audit of your workforce
  - Monitor staff turnover and absenteeism by age
  - Develop an action plan to manage the risks of an ageing workforce and staff turnover
- Look beyond the traditional sources of labour:
    - Parents
    - People with disabilities
    - Mature age workers
    - CALD workers
  - Improve workplace flexibility
  - Implement retention strategies
  - Provide training





# Improving Workplace Flexibility

- Flexible work arrangements can foster loyalty and reduce absenteeism, while meeting business and individual needs.

Innovative responses of some employers include:

- Phased retirement
- Increased education and training
- Providing access to flexible working hours, including:  
Job sharing, part-time work and flexible leave
- Apprenticeships / traineeships
- Growing their own skills base
- Modify workplace / operations



# Further Information

For more information:

[www.deewr.gov.au/lmip](http://www.deewr.gov.au/lmip)

[www.deewr.gov.au/regionalreports](http://www.deewr.gov.au/regionalreports)

[www.deewr.gov.au/australianjobs](http://www.deewr.gov.au/australianjobs)

[www.joboutlook.gov.au](http://www.joboutlook.gov.au)

[www.skillsinfo.gov.au](http://www.skillsinfo.gov.au)

[www.jobsearch.gov.au](http://www.jobsearch.gov.au)

