



Australian Government

Department of Education, Employment and Workplace Relations

Prospects for the Australian labour market

Presenter: Ivan Neville

Branch Manager, Labour Market Skills Branch

Labour Market Performance

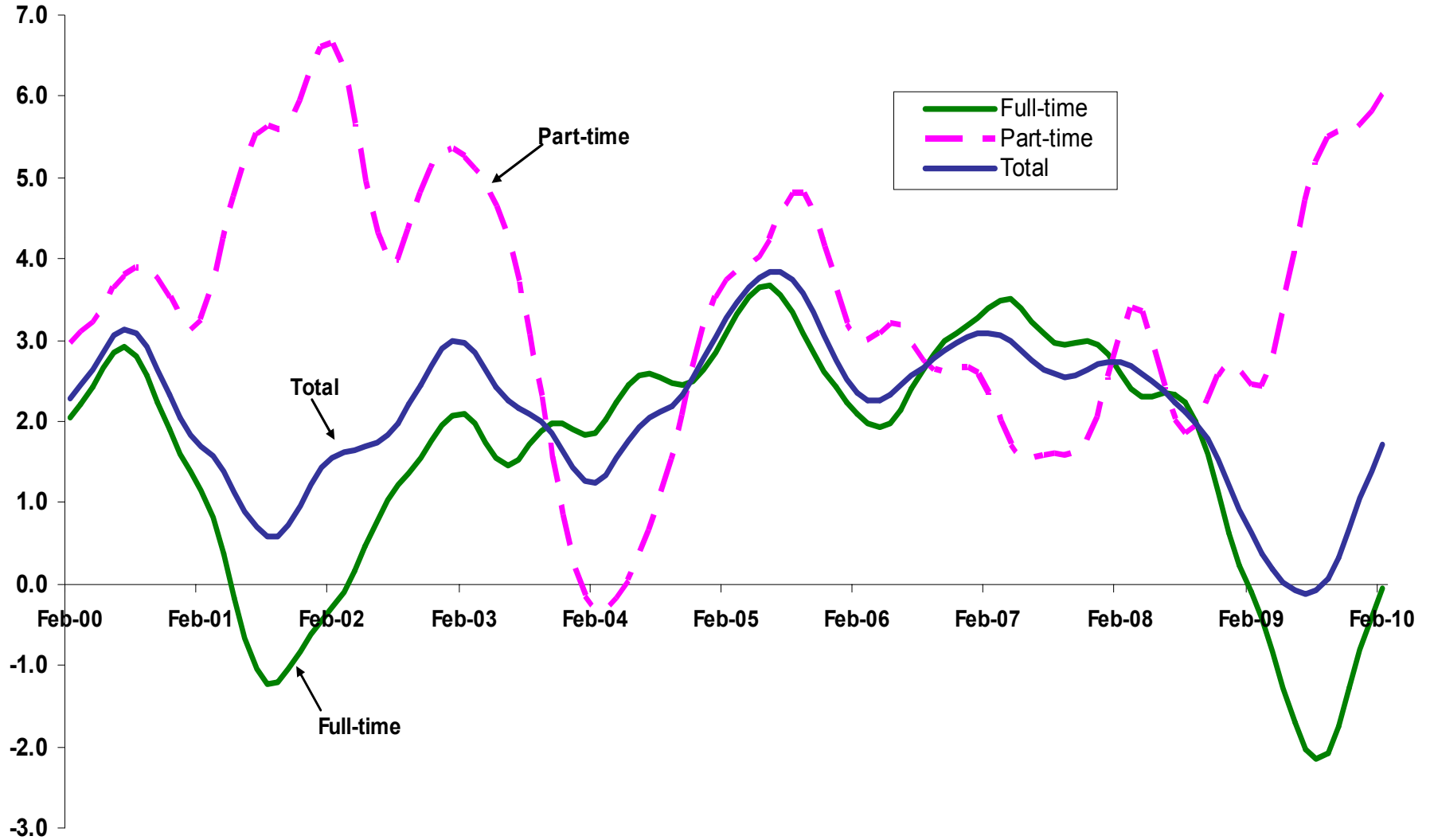
- Despite the Global Recession, the Australian labour market remains relatively strong.
- Latest labour market statistics (seasonally adjusted):

	February 2010	Annual change
Unemployment rate	5.3%	0.0 pts
Employment	10 971 100	1.6%
Participation rate	65.2%	-0.3 pts



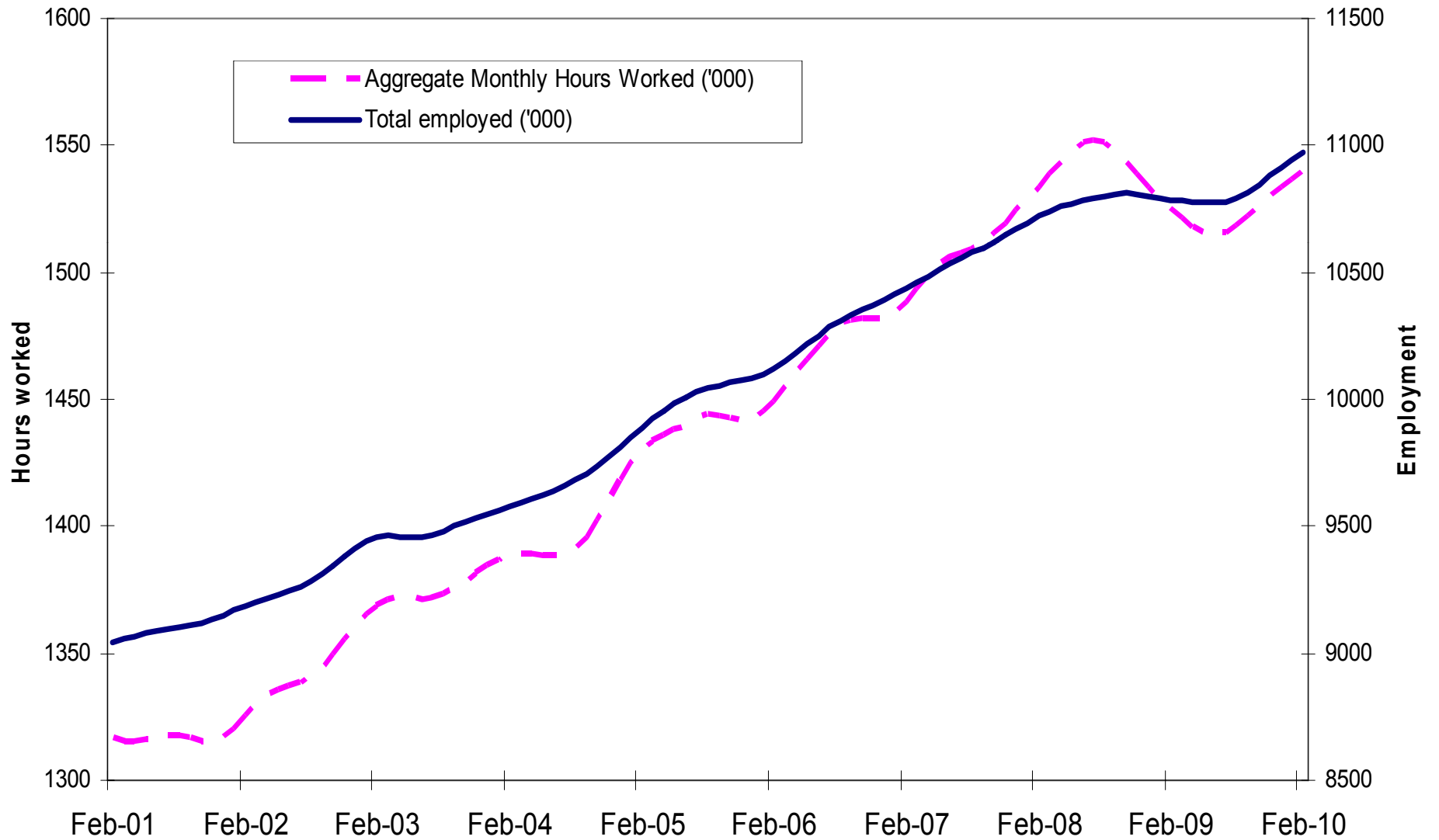
Employment growth

Annual Employment Growth (%) - Australia - Total, Full-Time and Part-Time
10 years to February 2010 (trend)



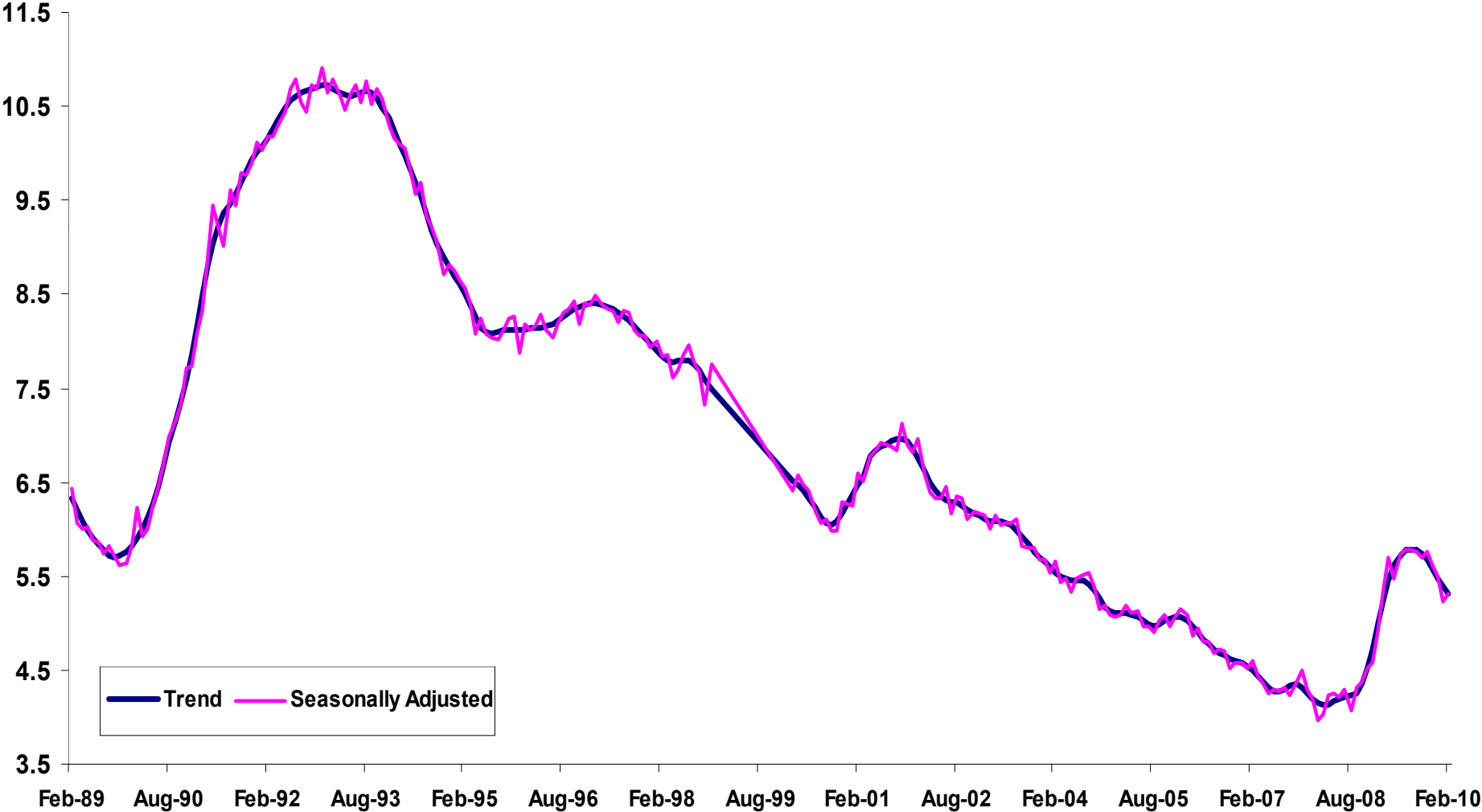
Hours worked

Hours worked and Employed persons - 10 years to February 2010 (trend)



Unemployment rate

Unemployment Rate (%) - Australia
(trend, seasonally adjusted)



Recovery from the Global Recession

2009-10 Mid-Year Economic and Fiscal Outlook:

- The “Australian economy has performed better than expected since the 2009-10 Budget” and is “...the strongest growing economy in the developed world”.
- “The unemployment rate rose 1.5 % pts in the year leading up to the (2009-10) Budget, but has proven remarkably resilient since that time, remaining broadly unchanged since Budget.”

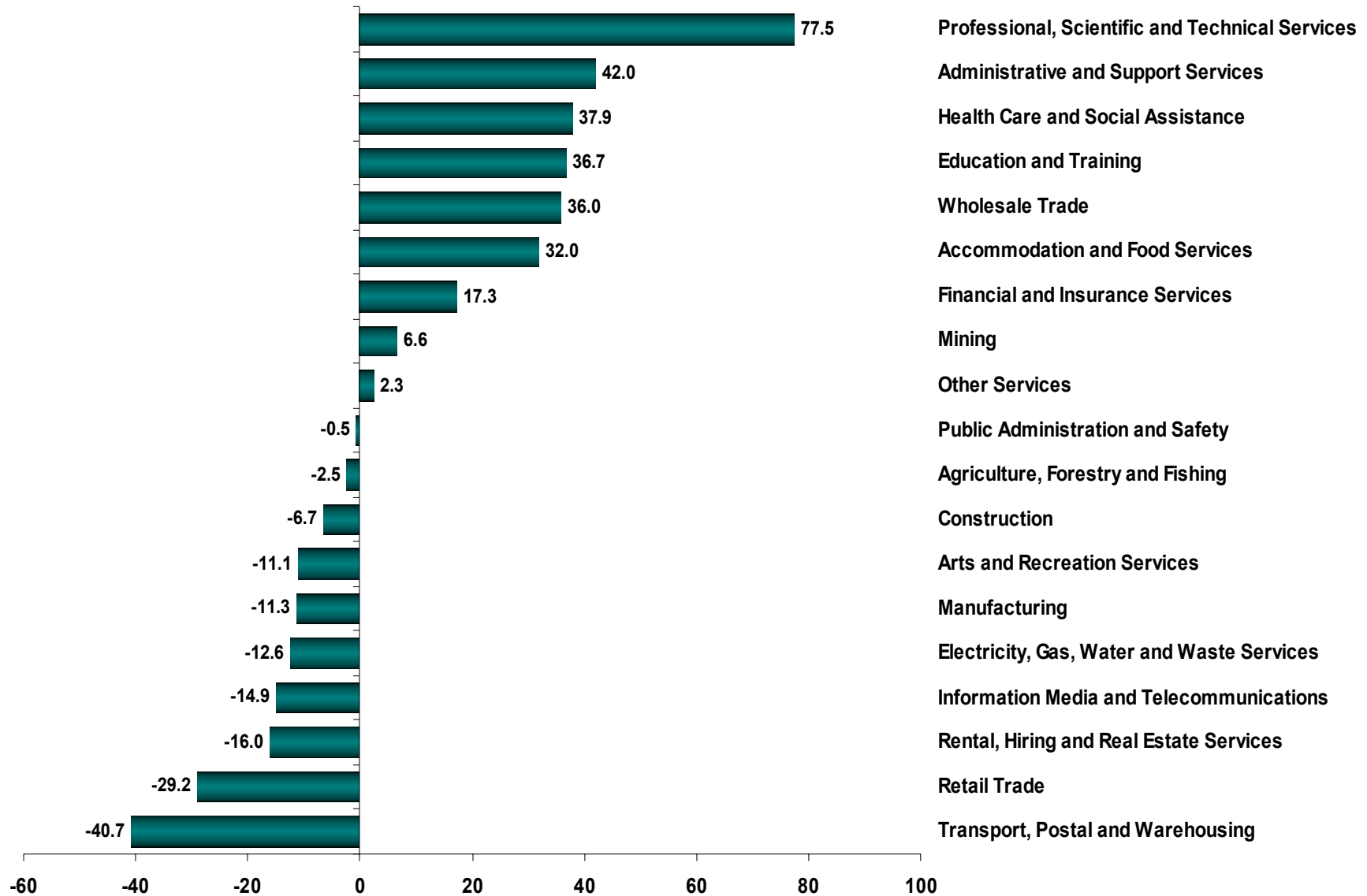
National Resources Sector Employment Taskforce Discussion Paper, March 2010:

- Total construction employment for upcoming major resource projects may be up to 100 000, and that operational employment may be around 30 000 (DEEWR analysis of unpublished ABARE data).



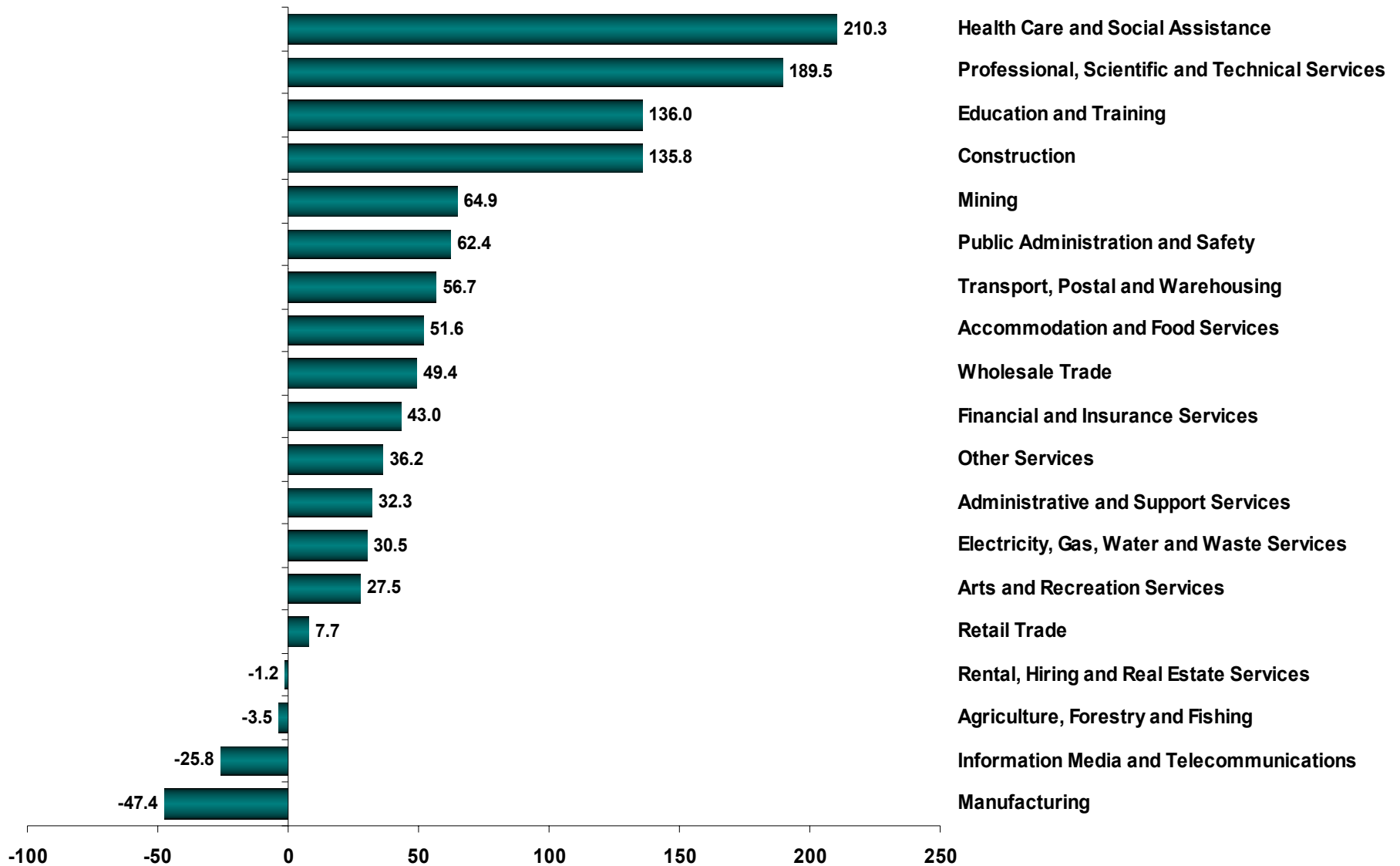
Industry employment growth

One year to February 2010 ('000) (trend)



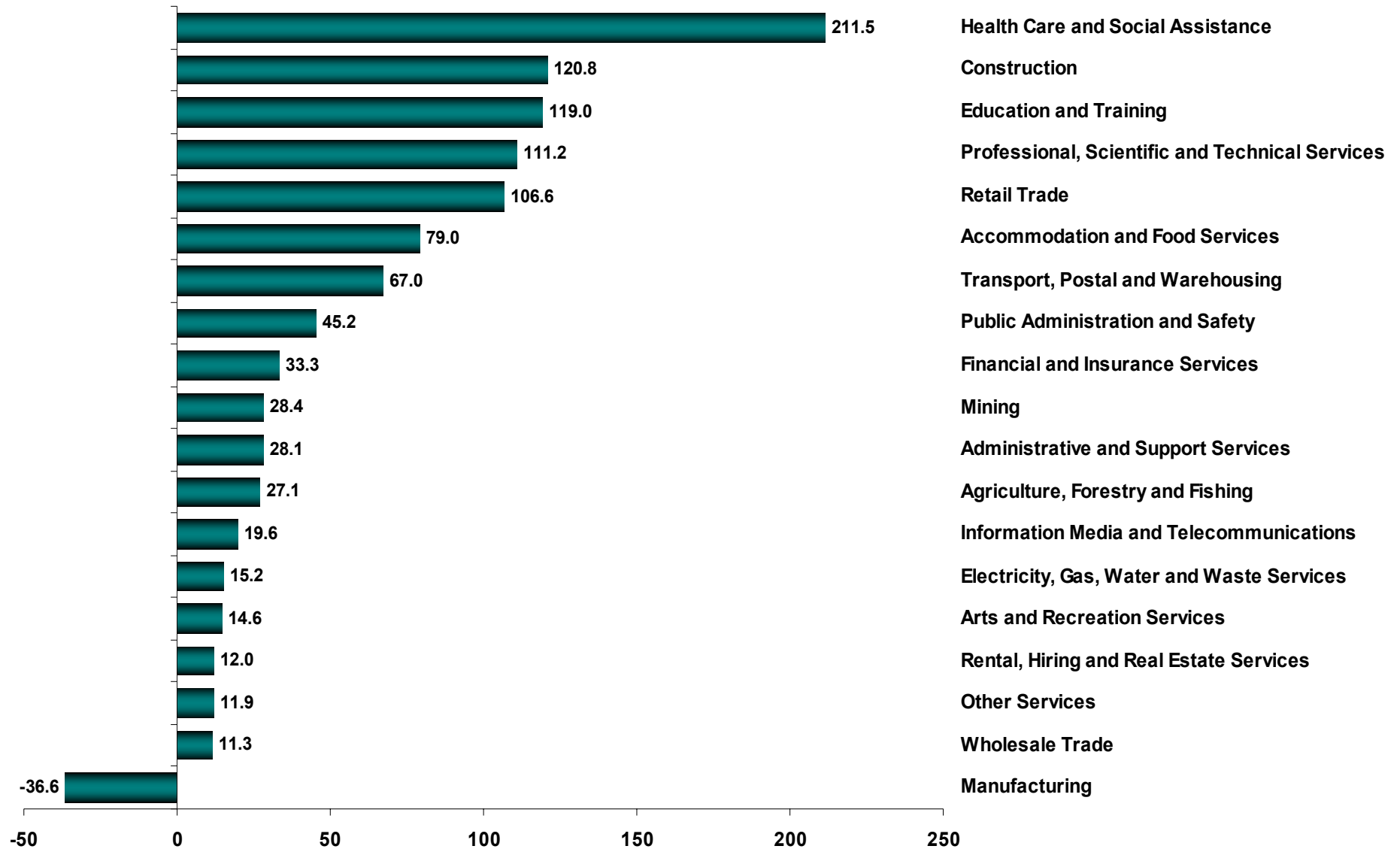
Industry employment growth

Five years to February 2010 ('000) (trend)



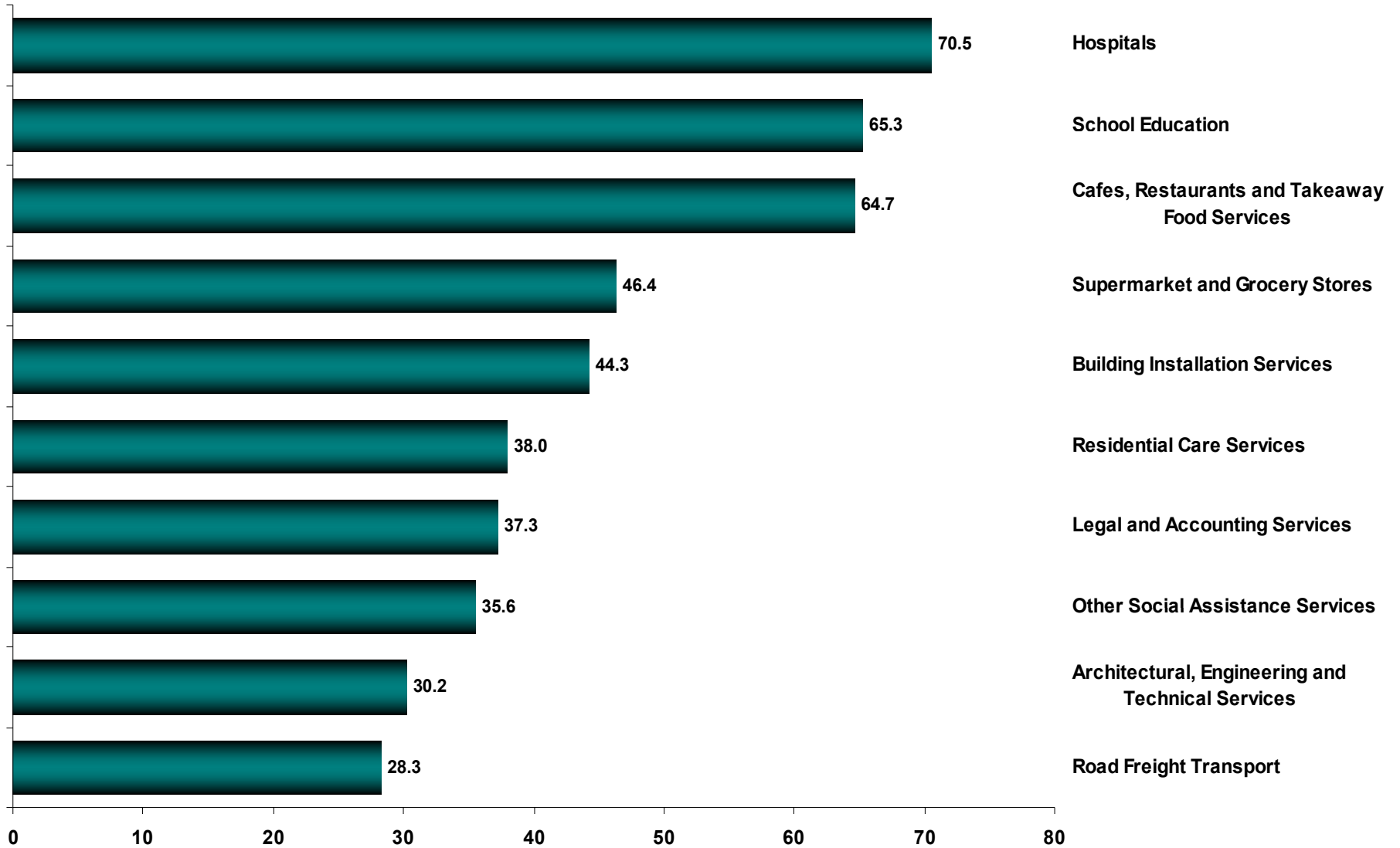
Future industry job growth

Five years to 2014-15 ('000) - DEEWR projections



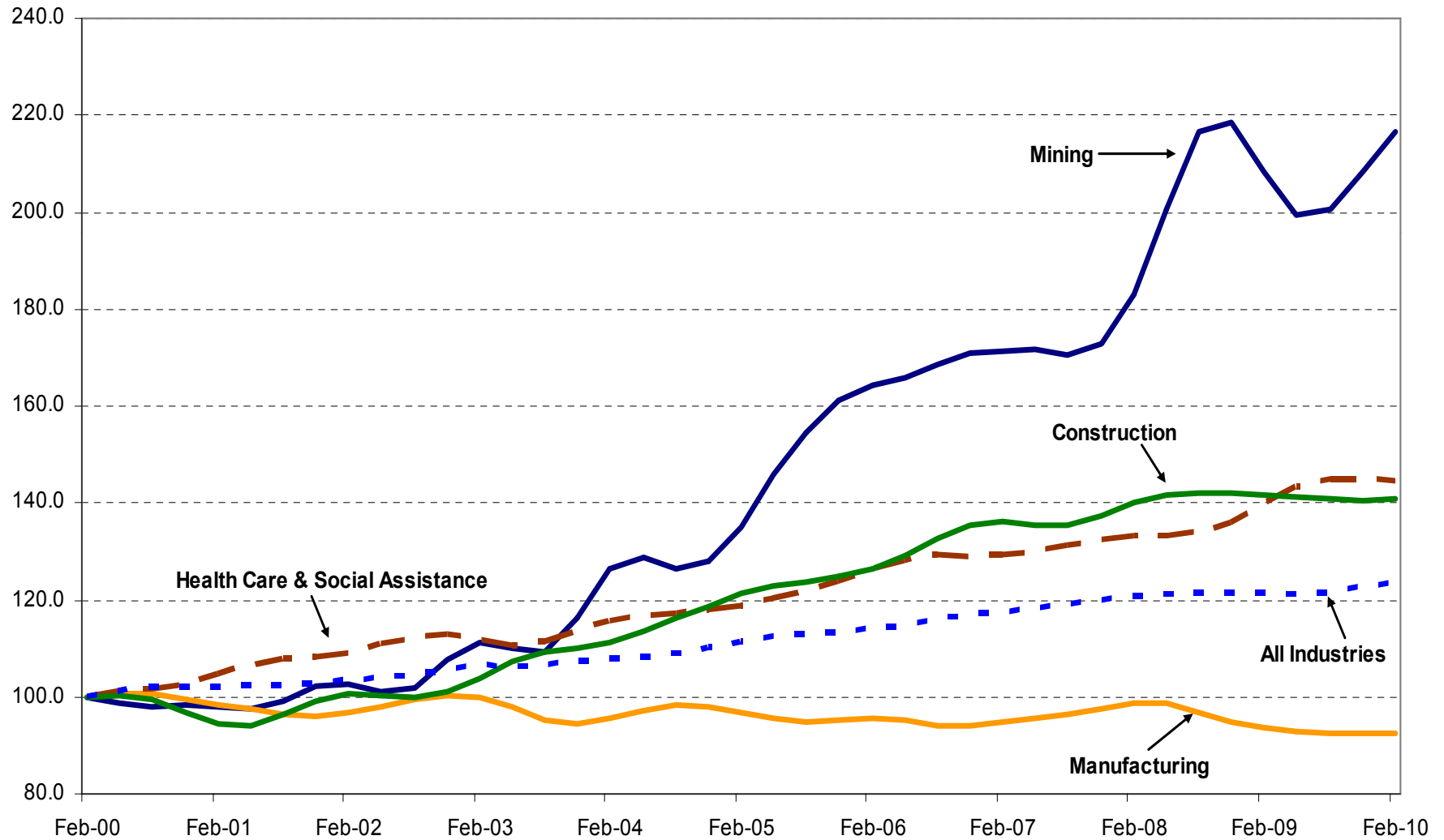
Top 10 industry growth sectors

Five years to 2014-15 ('000) – DEEWR projections



Employment in selected industries


Employment (indexed), selected industries - 10 years to February 2010 (trend)



Employment in Local Government Administration

- Employment in Local Government Administration grew by 22.7% to 116 000 in the five years to 2009 (annual average). This compares with an increase of 12.0% in All Industries over the same period.
- In 2009, employment in Local Government Administration made up 25.4% of total employment in the Public Administration sector, compared with 22.8% five years ago.
- Share of employment in the Public Administration sector (annual average):

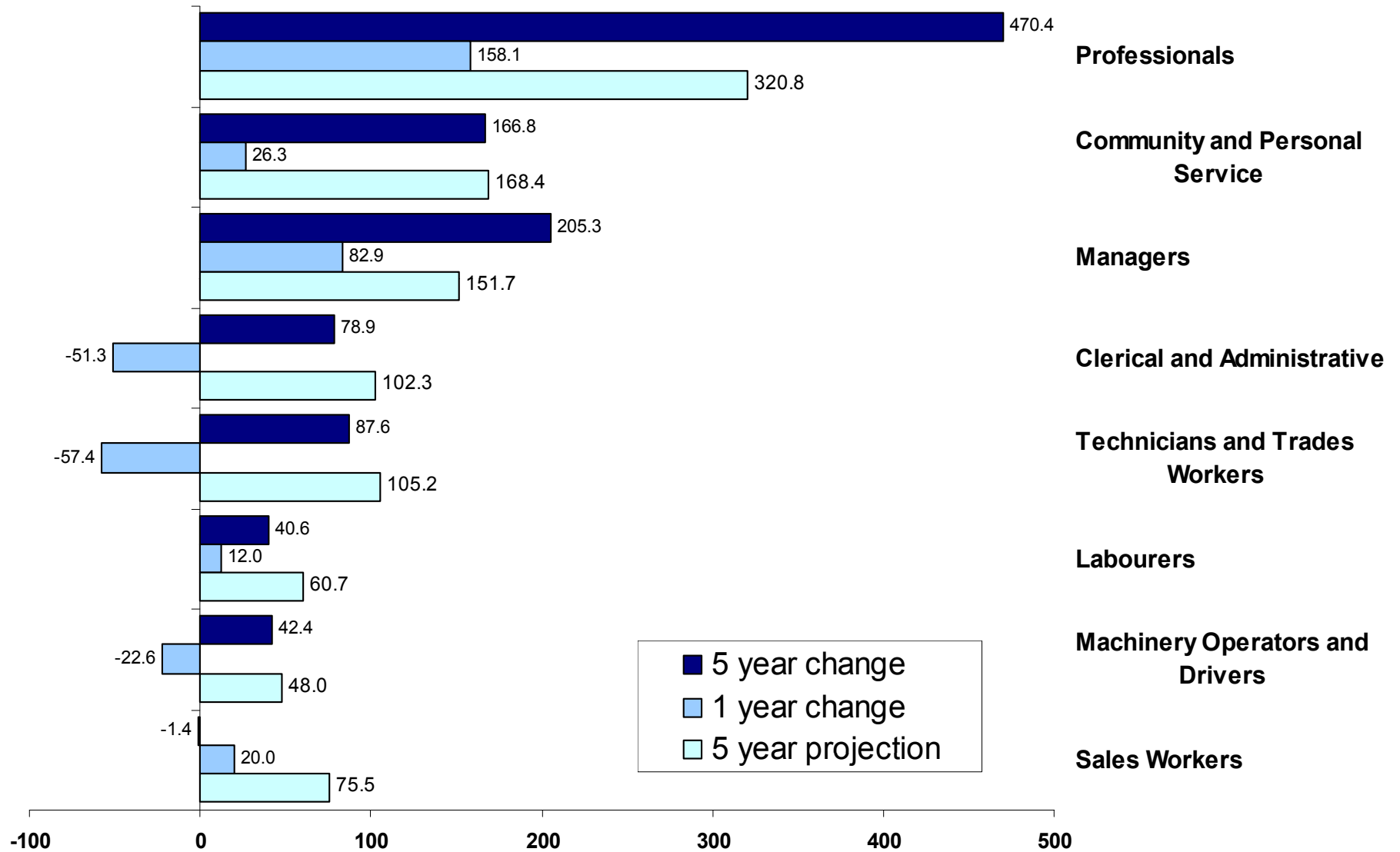
	2004	2009
Central Govt Administration	39.4%	28.3%
State Govt Administration	33.5%	38.0%
Local Govt Administration	22.8%	25.4%



Source: ABS Labour Force Survey

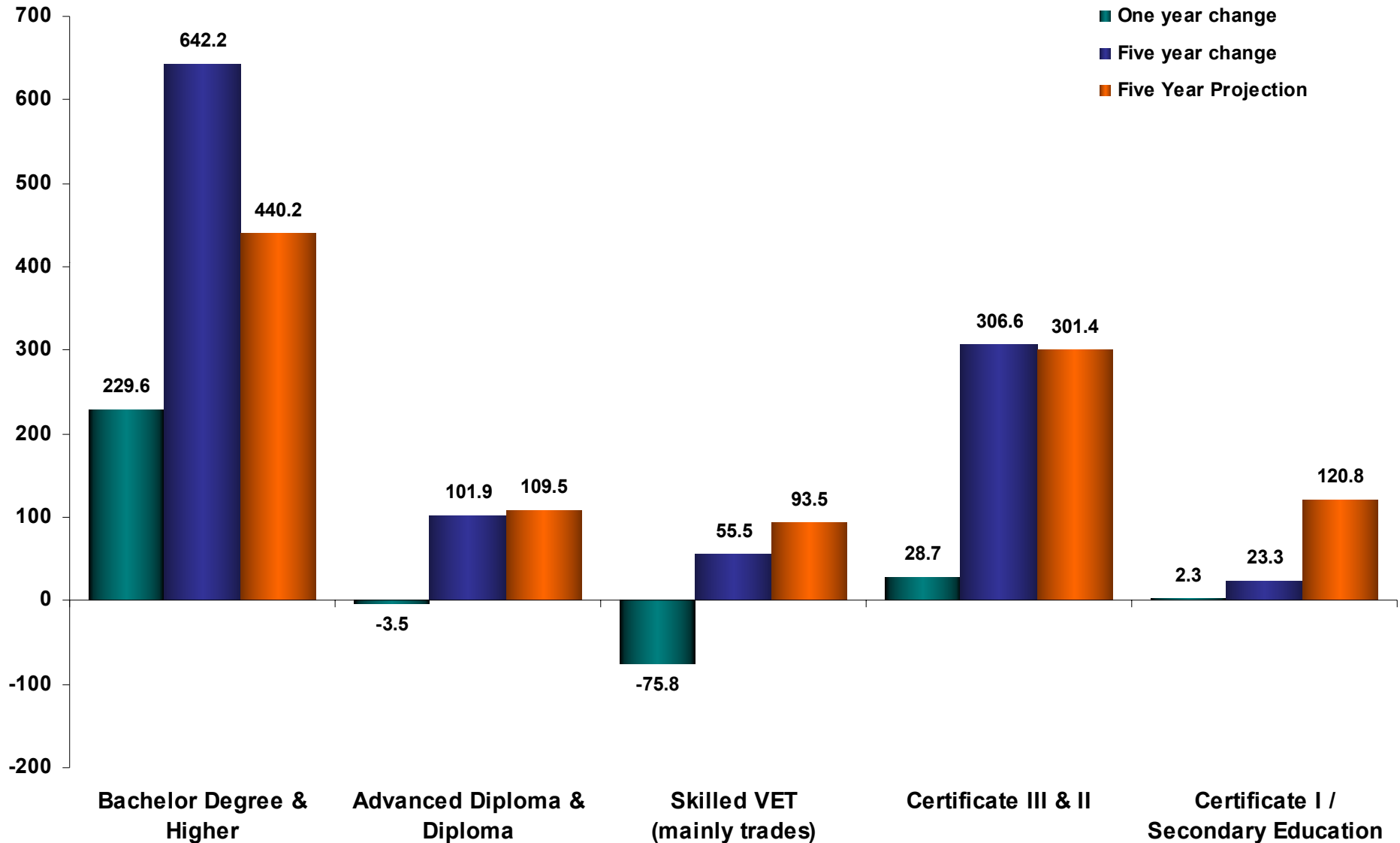
Occupational employment growth

1 year and 5 years to February 2010 ('000) (trend); 5 years to 2014-15 ('000) - DEEWR projections



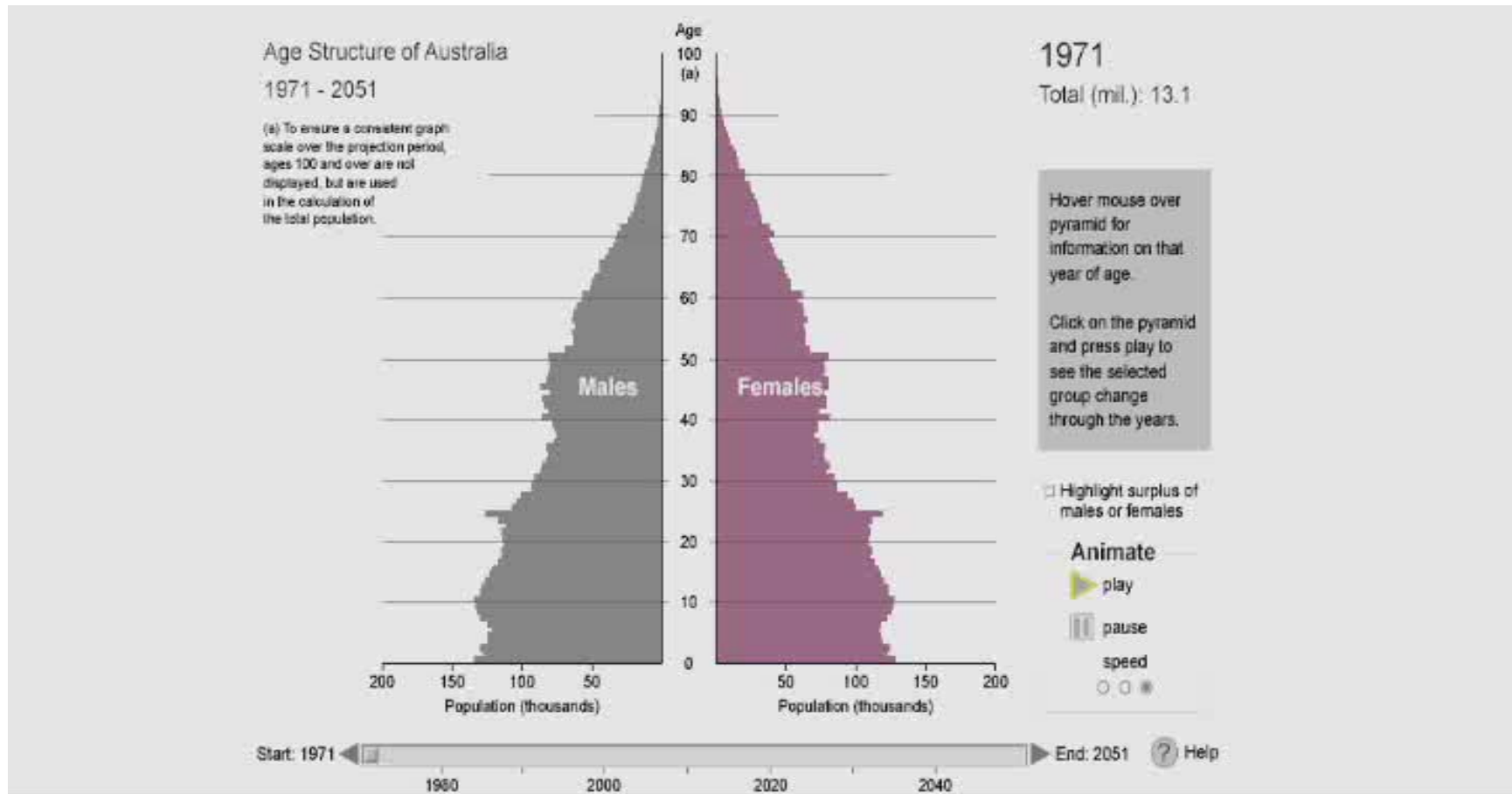
Employment growth by Skill level (Qualifications)

1 year and 5 years to February 2010 ('000) (trend); 5 years to 2014-15 ('000) - DEEWR projections



Ageing Population

1971 to 2051



Ageing Workforce

2009 average

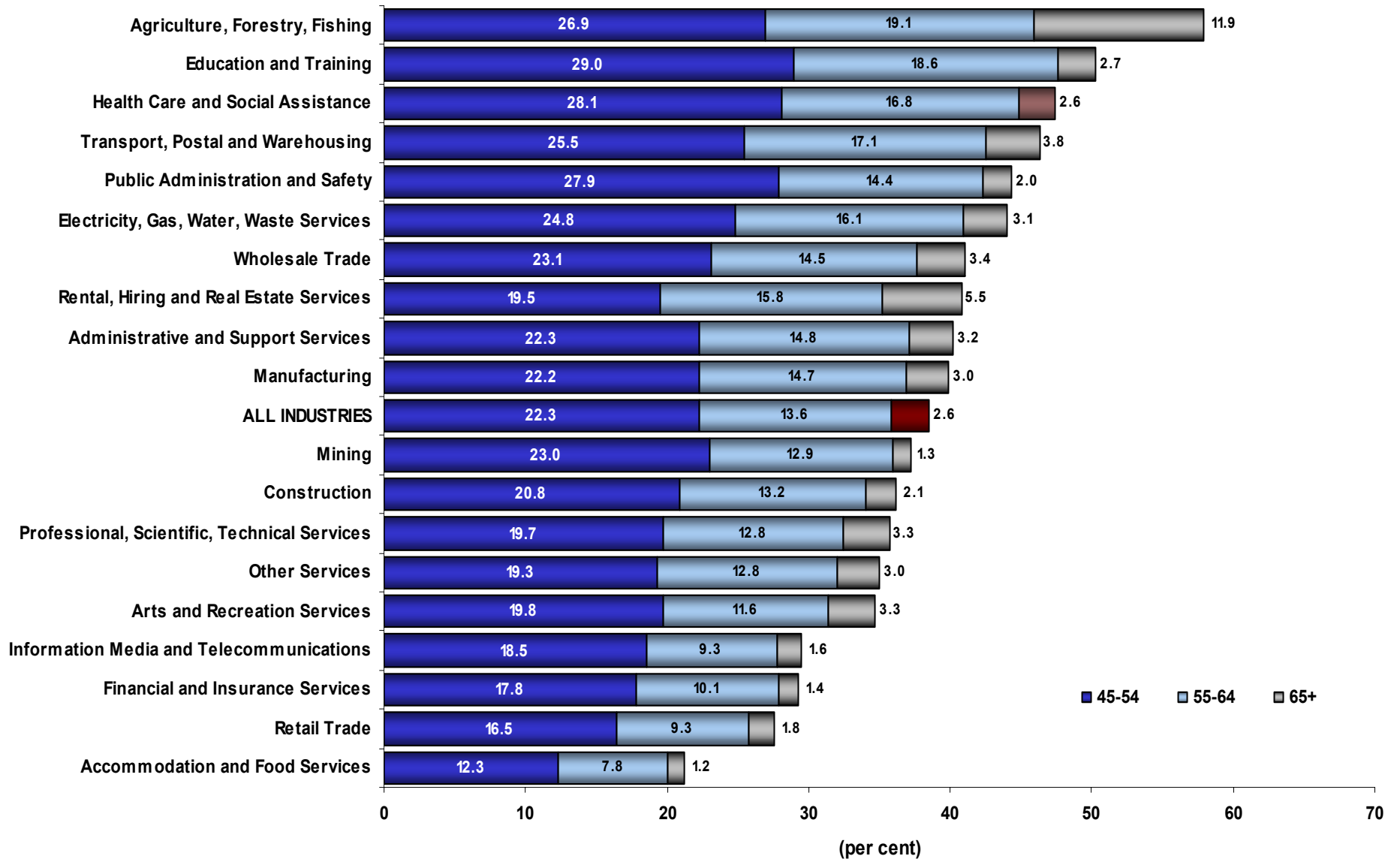
- Around 2 out of every 5 workers are aged 45 years or older.
- Around half of the workforce in Agriculture, Forestry and Fishing; Education and Training; and Health Care and Social Assistance are aged 45 years or older.
- The median age of the workforce is 39 years.



Source: ABS Labour Force Survey

Mature age workers (45+ years)

Share of employment (%) – 2009 average



Ageing Workforce – Local Government Administration

- The median age for Local Government Administration in 2009 is 45.5 years, compared with 39.0 years in All Industries.

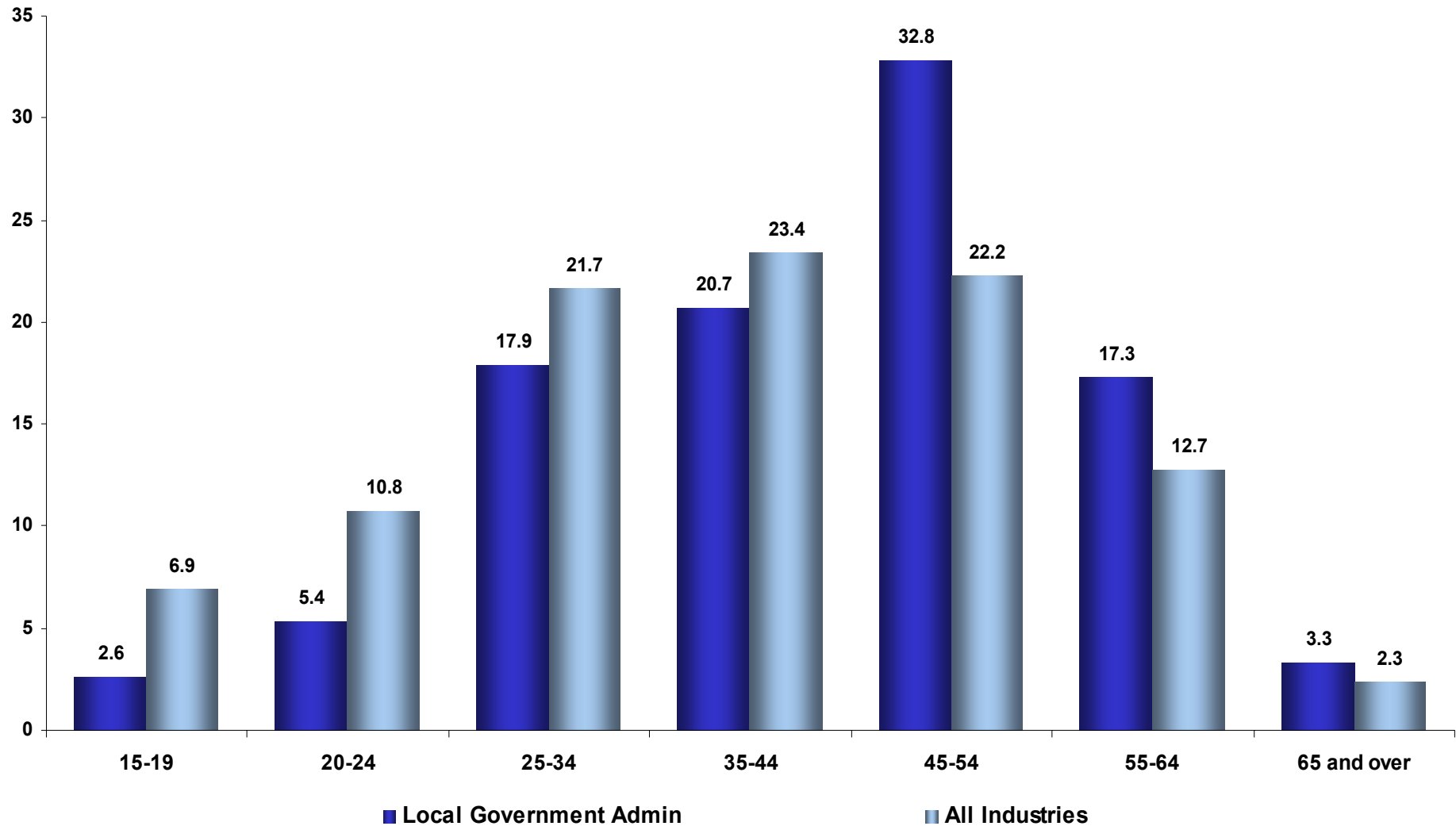
	Median age (2009)
Local Government Administration sector	45.5
State Government Administration sector	43.0
Central Government Administration sector	41.0
Public Administration & Safety industry	42.2
All Industries	39.0



Source: ABS Labour Force Survey

Ageing Workforce – Local Government Administration

Employed persons by age, annual average 2009 (% share of employment)



Working Age Population Projections

- The Australian population is expected to increase from around 22 million people currently to 35.9 million in 2050.
- The working age population (15-64 years) is projected to increase by 44% between 2010 and 2050.
- However, as a proportion of the total population, the working age population is expected to decrease by around 7 % pts.
- The aged-to-working ratio (proportion of people aged 65 and over to people aged 15 to 64 years) is projected to be 20% in 2010, increasing to 37.6% by 2050.

What can employers do?

- Understand your workforce and respond to risks:
 - Take an age audit
 - Monitor staff turnover
 - 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
 - NESB workers
 - Indigenous
- Improve workplace flexibility
- Implement retention strategies
- Training



Improving Workplace Flexibility

- Innovative responses some Australian employers are suggesting include:
 - Phased retirement
 - Increased education and training
 - Increasing access to flexible working hours
 - Job sharing
 - Part-time work
 - Apprenticeships / traineeships
 - Growing their own skills base
 - Modify workplace / operations



For more information:

- Labour Market Information Portal: (<http://www.workplace.gov.au/lmip>)
- SkillsInfo website: (<http://www.skillsinfo.gov.au>)
- Job Outlook: (<http://www.joboutlook.gov.au>)
- Regional Reports: (<http://www.workplace.gov.au/regionalreports>)
- Australian Jobs publication: (www.workplace.gov.au/australianjobs)

