



### Are you looking for a job in Australia?

The Australian Labour Market Update provides information on the Australian labour market on a quarterly basis. It is intended to help people who may be interested in working in Australia on a temporary or permanent basis.

Further information on job prospects, earnings and related information is available at [www.joboutlook.gov.au](http://www.joboutlook.gov.au).

*Unless otherwise stated, data are from the Australian Bureau of Statistics (ABS) Labour Force Survey, August 2010.*

## EMPLOYMENT

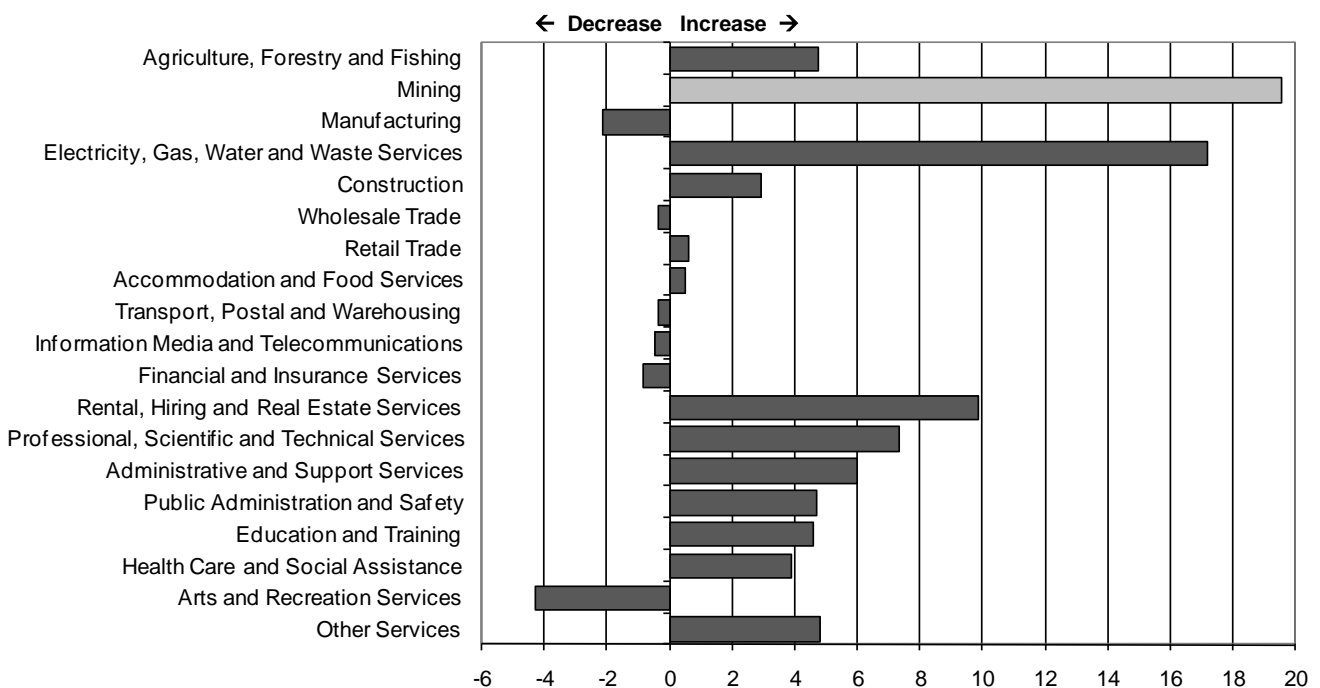
Over the year to August 2010, trend employment increased by 316 500 (or 2.9 per cent). The pace of trend employment growth has now been positive since April 2009, and is currently growing at an average rate of 22 100 jobs per month as at August 2010. While the pace of employment growth is lower than its most recent peak (33 400 jobs per month in November 2009), it is well above what it was 12 months ago (12 600 jobs per month in August 2009).

A number of forward indicators suggest that employment will continue to expand in the period ahead. That said, only a very gradual downward trend in the unemployment rate is expected, as the positive impact of solid employment growth on the unemployment rate is likely to be tempered by continued strong labour force growth over the coming year.

Over the 12 months to August 2010, employment (in trend terms) increased in all States and Territories with the largest employment growth occurring in Western Australia (4.6%), Victoria (3.8%) and the Northern Territory (3.3%).

Employment opportunities and growth varied across industries. Over the 12 months to August 2010, the largest increases in trend employment occurred in Professional, Scientific and Technical Services (up 58 200), Health Care and Social Assistance (up 46 900), Education and Training (up 37 600) and Mining (up 31 600). The strongest rates of employment growth were in Mining (19.6%), Electricity, Gas, Water and Waste Services (17.2%), Rental, Hiring and Real Estate Services (9.8%) and Professional, Scientific and Technical Services (7.3%). Employment growth rates by industry are shown in Figure 1.

Figure 1: Percentage change in trend employment by industry – August 2009 to August 2010



Source: ABS, Labour Force, Australia, Detailed, Quarterly, August 2010, ABS Cat. No. 6291.0.55.003.

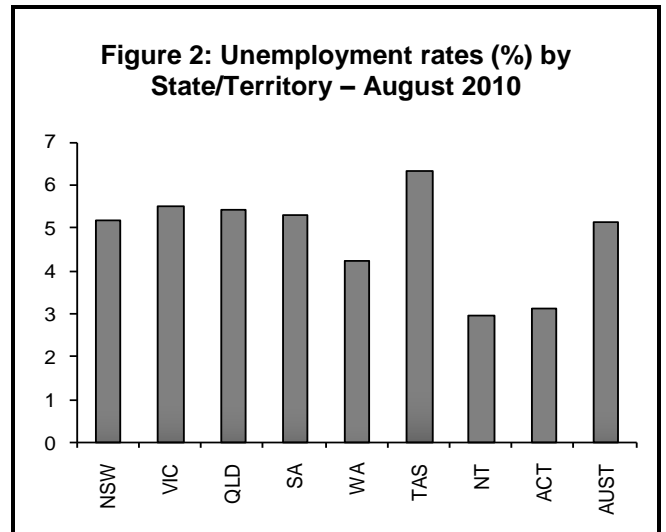
## UNEMPLOYMENT

The trend rate of unemployment was 5.2% in August 2010, compared with 5.8% in August 2009.

In the past year, trend unemployment rates have decreased across all States and Territories except for Tasmania where it increased from 5.0% to 6.4%.

In August 2010, the trend unemployment rate was highest in Tasmania (6.4%) and Victoria (5.5%) and lowest in the Northern Territory (3.0%). See Figure 2.

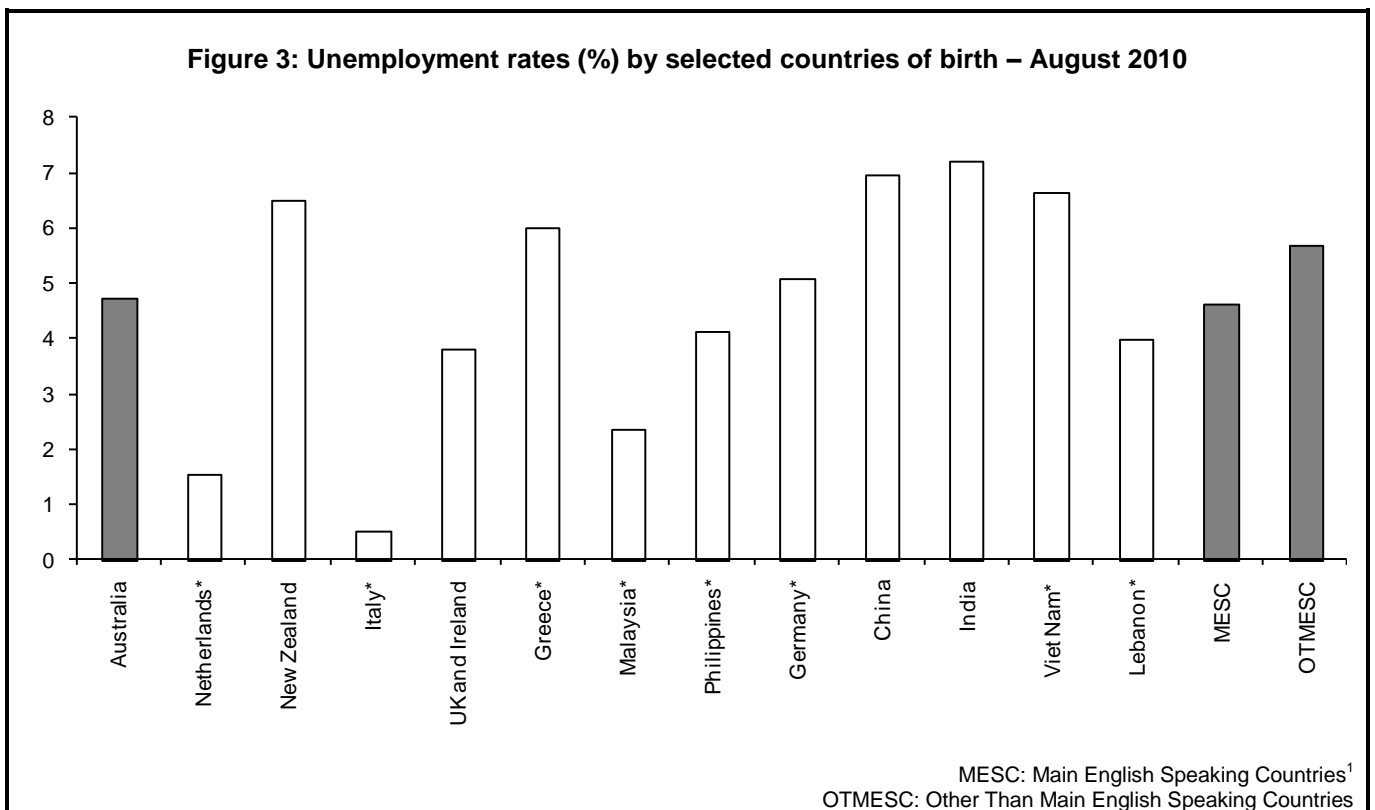
Generally, people in the more highly-skilled occupational groups are less likely to experience unemployment. For example, in August 2010 the unemployment rate for those who were formerly employed as Labourers was almost five times that of former professionals.



## MIGRANT UNEMPLOYMENT

The unemployment rates for people who migrate to Australia vary appreciably. Several factors influence migrant unemployment rates including the period since arrival in Australia (data consistently show recently-arrived migrants have a higher unemployment rate than those who have lived in Australia for some years), skill level, age, English proficiency, and recent and relevant work experience.

Figure 3 below shows unemployment rates (original data) for people resident in Australia who were born in selected overseas countries. For example, people born in Italy have a low unemployment rate (0.5%), while unemployment rates for people born in India and China are relatively high (7.2% and 7.0% respectively).



\* Estimate is subject to high sampling variability.

<sup>1</sup> MESC are the United Kingdom, Republic of Ireland, South Africa, Canada, the United States of America and New Zealand.

## EMPLOYMENT AND UNEMPLOYMENT BY OCCUPATION

While employment growth is not the only factor influencing job prospects, it is often easier to obtain a job in an occupation which is experiencing strong employment growth than one growing only slowly or declining. Over the 12 months to August 2010, the largest increases in employment (original data) occurred for Professionals (up 121 900), Technicians and Trades Workers (up 92 900) and Sales Workers (up 82 100). Employment growth rates, in descending skill order, are shown below.

The unemployment rate for occupational groups generally reflects skill levels. Highly skilled occupational groups experience lower rates of unemployment, while higher unemployment rates are generally associated with less-skilled occupations. The unemployment rates (for those who had worked for two weeks or more in the past two years) by occupational group are presented in descending skill order below.

Percentage Growth Rates in Employment in the 12 months to August 2010		Unemployment Rate at August 2010	
Managers	3.6%	Managers	1.1%
Professionals	5.3%	Professionals	1.3%
Technicians and Trades Workers	5.9%	Technicians and Trades Workers	2.6%
Community and Personal Service Workers	5.2%	Community and Personal Service Workers	3.4%
Clerical and Administrative Workers	-2.2%	Clerical and Administrative Workers	3.3%
Sales Workers	8.0%	Sales Workers	4.8%
Machinery Operators and Drivers	3.5%	Machinery Operators and Drivers	3.9%
Labourers	-3.5%	Labourers	6.2%

Additional information on Professional and Trade occupations is provided in the following section on skilled and internet vacancies.

## SKILLED AND INTERNET VACANCIES<sup>2</sup>

The Department of Education, Employment and Workplace Relations (DEEWR) produces the *Skilled Vacancy Index* (SVI) for 18 skilled occupational groups for each State and the Northern Territory. These are aggregated into Professional, Associate Professional and Trade groups (see Figure 4 overleaf). The SVI shows where the best employment opportunities may be in the Australian labour market.

In August 2010, skilled vacancies were 18.3% higher than in August 2009. Over the 12 months to August 2010, the largest SVI increases were recorded in Western Australia (up 51.8%) and New South Wales (up 39.7%). The largest decrease was recorded in Queensland (down 29.2%).

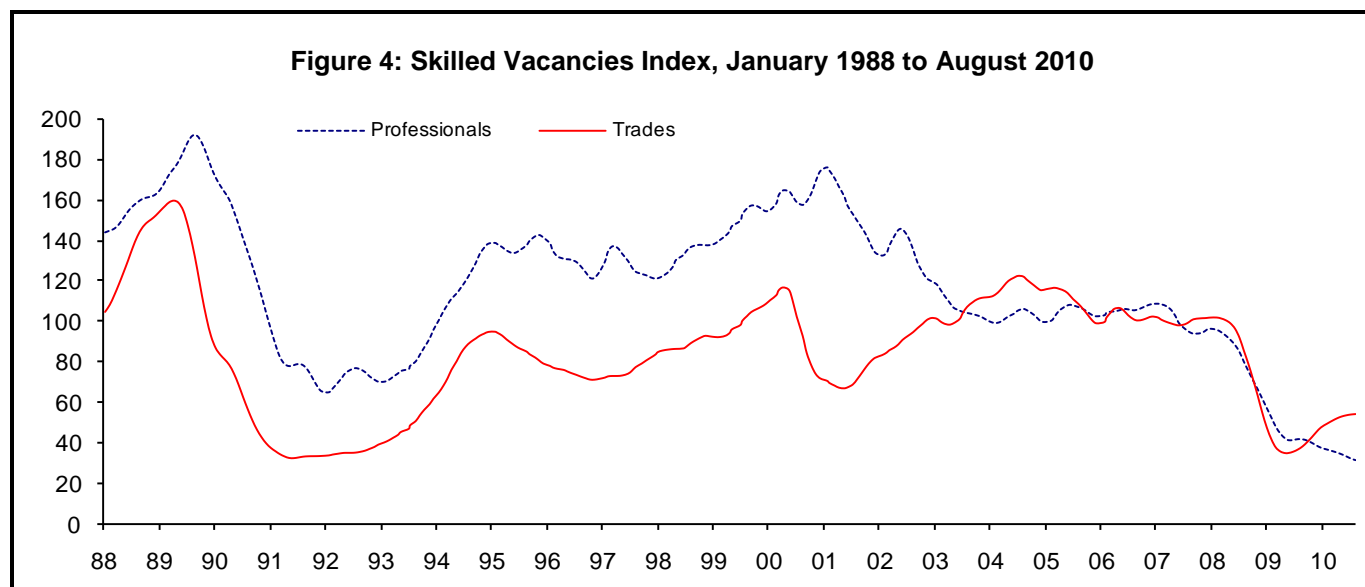
In the 12 months to August 2010 advertised vacancies decreased for Professional occupations (down 25.5%) but increased for Trade Occupations (up 48.6%). The most significant increases were for Construction Trades (up 112.3%), Metal Trades (up 98.6%) and Marketing and Advertising Professionals (up 70.0%). The most notable decreases were for Health Professionals (down 43.8%), Printing Trades (down 42.1%), and Hairdressers (down 27.3%).

DEEWR also produces the *Internet Vacancy Index* (IVI) based on vacancies lodged on four recruitment websites for 48 occupational clusters across all skill levels and for the eight States and Territories (States).

In August 2010, internet vacancies were 17.3% higher than in August 2009. Over the 12 months, IVI increases were recorded in all States. The most significant IVI increases were in Western Australia (up 48.8%), Victoria (up 18.3%) and New South Wales (up 16.8%).

In the 12 months to August 2010, internet vacancies increased in 40 of the 48 occupational clusters. The most notable increases were for Office Managers, Administrators and Secretaries (up 50.8%), Clerical and Office Support Workers, Couriers (up 44.5%), and Science Professionals and Veterinarians (up 44.3%). The most notable decreases were for Health, Education, ICT and Other Managers (down 8.9%) and Farm, Forestry and Garden Workers (down 7.8%).

<sup>2</sup> Historical series of trend figures for SVI are revised monthly; the IVI is based on a three month moving average. SVI occupational groups are based on the Australian Standard Classification of Occupations (ASCO), Second Edition (ABS Cat. No. 1220.0) while IVI vacancies are coded to the Australian and New Zealand Standard Classification of Occupations (ANZSCO), First Edition (ABS Cat. No. 1220.0).



Source: Department of Education, Employment and Workplace Relations, SVI Seasonally Adjusted and Trended Data (October 2010), [www.skillsinfo.gov.au/skills/LMI/VacancyReport](http://www.skillsinfo.gov.au/skills/LMI/VacancyReport).

### FUTURE JOB PROSPECTS<sup>3</sup>

Future job prospects depend on many factors, some of which are difficult to predict. Prospects differ between and within States and can change rapidly. Even in occupations with below average prospects, employment opportunities may arise. This information should therefore be used with caution.

The following future job prospect ratings are for the period to 2014-15 and are based on employment trends, projected growth, unemployment rates, SVI trends (where available), and other data. In the following table G stands for good prospects, A for average prospects and BA for below average prospects; L (not in the table) stands for limited prospects.<sup>4</sup>

Occupational Group	Prospects to 2014-15	Occupational Group	Prospects to 2014-15
<b>Managers</b>		Social Workers	<b>G</b>
Child Care Centre Managers	<b>G</b>	<b>Technicians and Trades Workers</b>	
<b>Professionals</b>		Bakers and Pastrycooks	<b>A</b>
Civil Engineering Professionals	<b>G</b>	Cabinetmakers	<b>A</b>
Computer Network Professionals	<b>G</b>	Civil Engineering Draftspersons and Technicians	<b>G</b>
Dental Practitioners	<b>G</b>	Clothing Trades Workers	<b>BA</b>
Generalist Medical Practitioners	<b>G</b>	Electrical Engineering Draftspersons and Technicians	<b>G</b>
Industrial, Mechanical and Production Engineers	<b>A</b>	Electricians	<b>G</b>
Medical Imaging Professionals	<b>G</b>	Mechanical Engineering Draftspersons and Technicians	<b>BA</b>
Midwives	<b>G</b>	Metal Casting, Forging and Finishing Trades Workers	<b>A</b>
Occupational Therapists	<b>G</b>	Panelbeaters	<b>A</b>
Pharmacists	<b>G</b>	Printers	<b>A</b>
Physiotherapists	<b>G</b>	Wood Machinists and Other Wood Trades Workers	<b>A</b>
Primary School Teachers	<b>G</b>	<b>Community and Personal Service Workers</b>	
Registered Nurses	<b>G</b>	Dental Hygienists, Technicians and Therapists	<b>G</b>
Secondary School Teachers	<b>G</b>	Florists	<b>A</b>

The Australian Labour Market Update uses the latest available detailed and consistent data at time of production. However, the labour market can change quickly and should be re-assessed prior to making a decision to lodge a visa application. Queries relating to this publication should be emailed to [migration@deewr.gov.au](mailto:migration@deewr.gov.au).

<sup>3</sup> The occupational groups listed in this table are at least partly on the 1 July 2010 Employer Nominated Scheme Occupation List (ENSOL).

<sup>4</sup> Job prospect ratings are based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO), First Edition (ABS Cat. No. 1220.0).



## Migration and the Australian Labour Market

This Hot Topic provides information on research and analysis undertaken by the Department of Education, Employment and Workplace Relations (DEEWR) which informs the Government on education, skill, training and labour market issues, including their relationship with migration policy settings.

DEEWR research and analysis focuses on the labour market for professions and trades, although a number of managerial occupations are assessed. Recent publications based on this research and related stakeholder consultation includes *Australian Workforce Futures: A National Workforce Development Strategy*<sup>5</sup>, and the National Resources Sector Employment Taskforce's *Resourcing the Future: Report*<sup>6</sup>.

The independent skilled migration framework is premised on selecting migrants with high levels of human capital appropriate to the medium and long term needs of the Australian economy. Further, the employer-sponsored component of the migration framework targets migrants with skills (qualifications, experience and English) appropriate to vacancies in skilled (managerial, professional and trade) occupations which cannot be filled through domestic recruitment and training.

### SKILLED OCCUPATION LIST (SOL)

On 1 July 2010<sup>7</sup> a new Skilled Occupation List (SOL)<sup>8</sup> was introduced for the General Skilled Migration (GSM) program<sup>9</sup>. The SOL does not apply to employer-sponsored temporary or permanent skilled migration and builds on analysis undertaken by Skills Australia in the development of the National Workforce Development Strategy. The SOL identifies skilled occupations for which a high level of human capital is required and where migration will complement Australia's efforts to improve the skill level, educational outcomes and participation of Australians.

Skills Australia recently released SOL summary sheets which provide information on the indicative skill level of occupations and how they meet the criteria set by Skills Australia for inclusion on the SOL. Further information on the National Workforce Development Strategy and the SOL summary sheets can be found at [www.skillsaustralia.gov.au](http://www.skillsaustralia.gov.au).

### EMPLOYER NOMINATION SCHEME OCCUPATION LIST (ENSOL)

The ENSOL enables approved<sup>10</sup> Australian business owners, who have been unsuccessful in filling vacancies through advertising or training, to sponsor highly skilled workers to fill vacancies in an occupation listed on the ENSOL. The list does not include entry level trades and does not reflect labour market demand. Overseas workers or an Australian temporary resident who have appropriate education, training and recent relevant experience can be sponsored to Australian business vacancies, noting a skill assessment by an authorised assessor needs to be undertaken by prospective employees prior to an application<sup>11</sup>.

In 2009–10, 40 987 visas were granted under the three employer-sponsored programs, representing 38 per cent of the total Skilled Migration program. The number of visas granted in 2009–10 represents a 7.8 per cent increase from visas granted in the previous program year<sup>12</sup>.

<sup>5</sup> See [www.skillsaustralia.gov.au](http://www.skillsaustralia.gov.au).

<sup>6</sup> See [www.deewr.gov.au/Skills/Programs/National/nrset/Documents/FinalReport.pdf](http://www.deewr.gov.au/Skills/Programs/National/nrset/Documents/FinalReport.pdf).

<sup>7</sup> The new SOL was released on 17 May 2010 and came into effect on 1 July 2010. The SOL is at [www.immi.gov.au/skilled/sol/](http://www.immi.gov.au/skilled/sol/).

<sup>8</sup> SOL is referenced to the Australian and New Zealand Standard Classification of Occupations (ANZSCO) First Edition as revised.

<sup>9</sup> The Migration Occupations in Demand List was revoked on 8 February 2010, with the Critical Skills List (now phased out) providing an interim arrangement before the new SOL was introduced.

<sup>10</sup> Australian Business sponsors need to be 'approved' by the Commonwealth to ensure businesses are lawfully operating in Australia and meet prescribed sponsorship obligations and have a record of compliance with Australian workplace law and practice.

<sup>11</sup> The current ENSOL can be found at [www.immi.gov.au/skilled/pdf/ensol.pdf](http://www.immi.gov.au/skilled/pdf/ensol.pdf) and identifies relevant Australian assessing authorities.

<sup>12</sup> Department of Immigration and Citizenship (DIAC) annual report at [www.immi.gov.au/about/reports/annual/2009-10/pdf/report-on-performance.pdf](http://www.immi.gov.au/about/reports/annual/2009-10/pdf/report-on-performance.pdf) (page 52).

## STATES AND TERRITORIES AND REGIONAL SPONSORSHIP

Regional migration and state-specific migration programs accounted for 33.9 per cent of the Skill Stream of the permanent Migration Program. Through sponsorship of skilled migrants, State and Territory governments are able to influence the number and skill sets of migrants who settle in their jurisdictions. In 2009-10, there were 18 889 visas granted to people sponsored by states and territories.

DEEWR undertakes research to inform the occupational composition of State and Territory Skill Shortage Lists<sup>13</sup>. These Lists (and information on occupation and economic trends, current and emerging skill shortages) can be found at [www.deewr.gov.au/Employment/LMI/SkillShortages/Pages/StateTerritorySkillShort.aspx](http://www.deewr.gov.au/Employment/LMI/SkillShortages/Pages/StateTerritorySkillShort.aspx).

The broad categories of Skill Stream visa grants over the two most recent financial years are reflected below.

**Table 1: Skilled Migration Program Outcome<sup>14</sup>**

Category	2008-09	2009-10	Percentage change
Employer Sponsored	38 030	40 990	7.8
Skilled Independent	44 590	37 320	-16.3
State/Territory Sponsored	14 060	18 890	34.4
Skilled Australian Sponsored	10 500	3 690	-64.9
Distinguished Talent	200	200	0.0
Business Skills	7 400	6 790	-8.2

## SUBCLASS 457 SKILLED OCCUPATION LIST

The temporary business (long stay) (subclass 457) visa issued under Standard Business Sponsorship provisions or Labour Agreements is the most widely used program for employers seeking to sponsor overseas workers to work in Australia on a temporary basis. The visa allows successful applicants, with skills to the Australian standard, to work in Australia from between 1 day and 4 years (with the period of visa grant determined by the demonstrated skilled labour needs of an approved Australian employer).

Primary subclass 457 visa applicants must be nominated for an occupation which corresponds to the gazetted list of skilled occupations under the *Migration Regulations 1994*. The list, which is periodically updated, can be found at [www.immi.gov.au/skilled/skilled-workers/sbs/eligibility-nomination.htm](http://www.immi.gov.au/skilled/skilled-workers/sbs/eligibility-nomination.htm).

There are no special arrangements (provisions, concessions or waivers) for employers in regional areas in Australia. Approved regional and non-regional employers can access overseas workers on a subclass 457 visa through a Labour Agreement with the Commonwealth which, among other sponsorship obligations, requires an employer to meet minimum employment and training commitments for their Australian employees.

Detailed information on migration programs, visa categories and eligibility criteria can be found on the Department of Immigration and Citizenship (DIAC) website at [www.immi.gov.au](http://www.immi.gov.au).

<sup>13</sup> State and Territory Skill Shortage Lists, National Skill Shortage List, Specialised Occupations List and the Productivity Places Program are used for domestic employment and training purposes and have no status for migration purposes.

<sup>14</sup> DIAC annual report at [www.immi.gov.au/about/reports/annual/2009-10/pdf/report-on-performance.pdf](http://www.immi.gov.au/about/reports/annual/2009-10/pdf/report-on-performance.pdf) (page 52).