



**Australian Government**

**Department of Jobs and Small Business**

# The Colac-Otway Labour Market

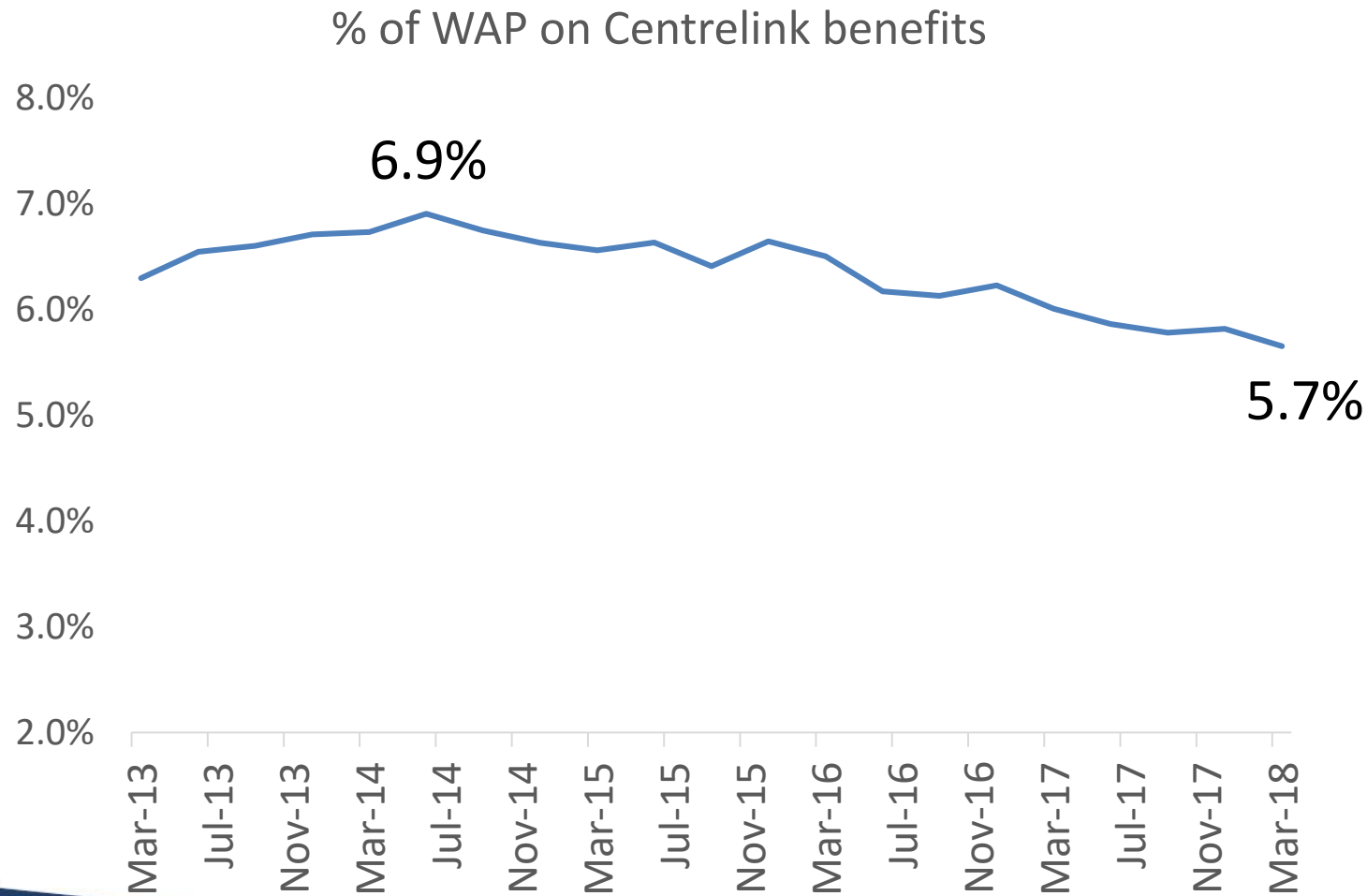
Ivan Neville

Branch Manager, Labour Market Research and Analysis

Department of Jobs and Small Business

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

# Labour market conditions appear strong...



Employment growth:  
4% since 2011

Unemployment rate  
December 2017  
3.5%  
-1.3% pts over last year

Participation rate: 77%  
Australia: 76%

...but there are pockets of disadvantage

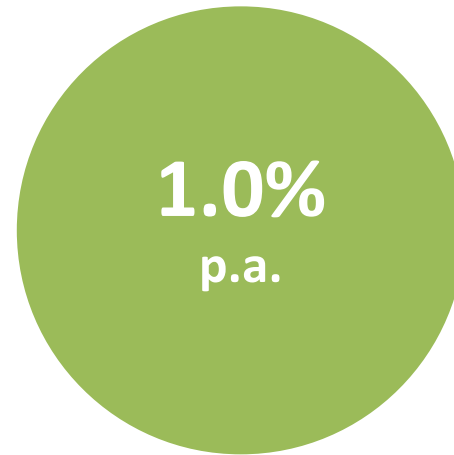
	Colac–Otway LGA
Long term unemployment (March 2018)	≈400
Youth unemployment (2016)	8.1%
Youth disengagement (2016)	7.4%
Children in jobless families (2016)	≈420

# Low population growth

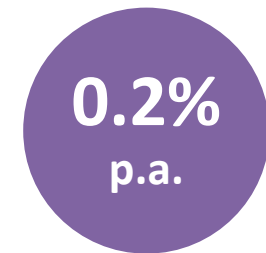
Average annual population growth since 2001



Australia



Regional Victoria



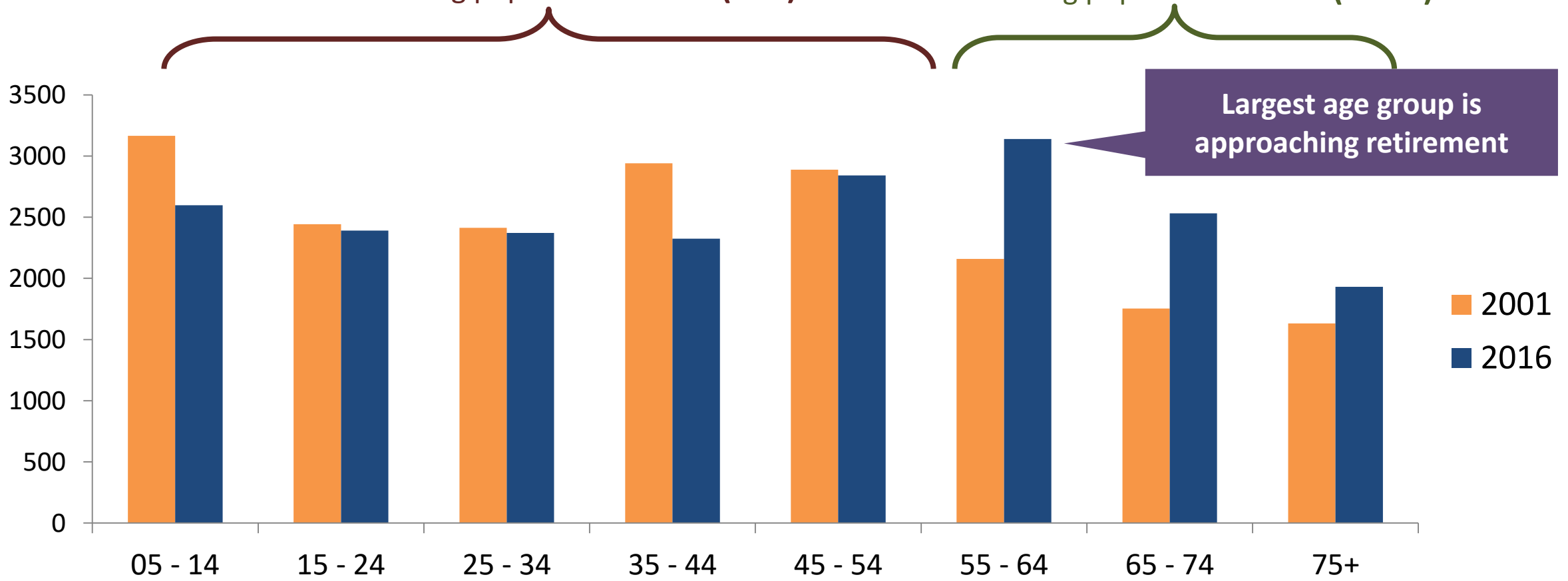
Colac-Otway LGA

# The population is ageing...

Colac-Otway LGA 2001-2016

Decreasing population **-1400 (-9%)**

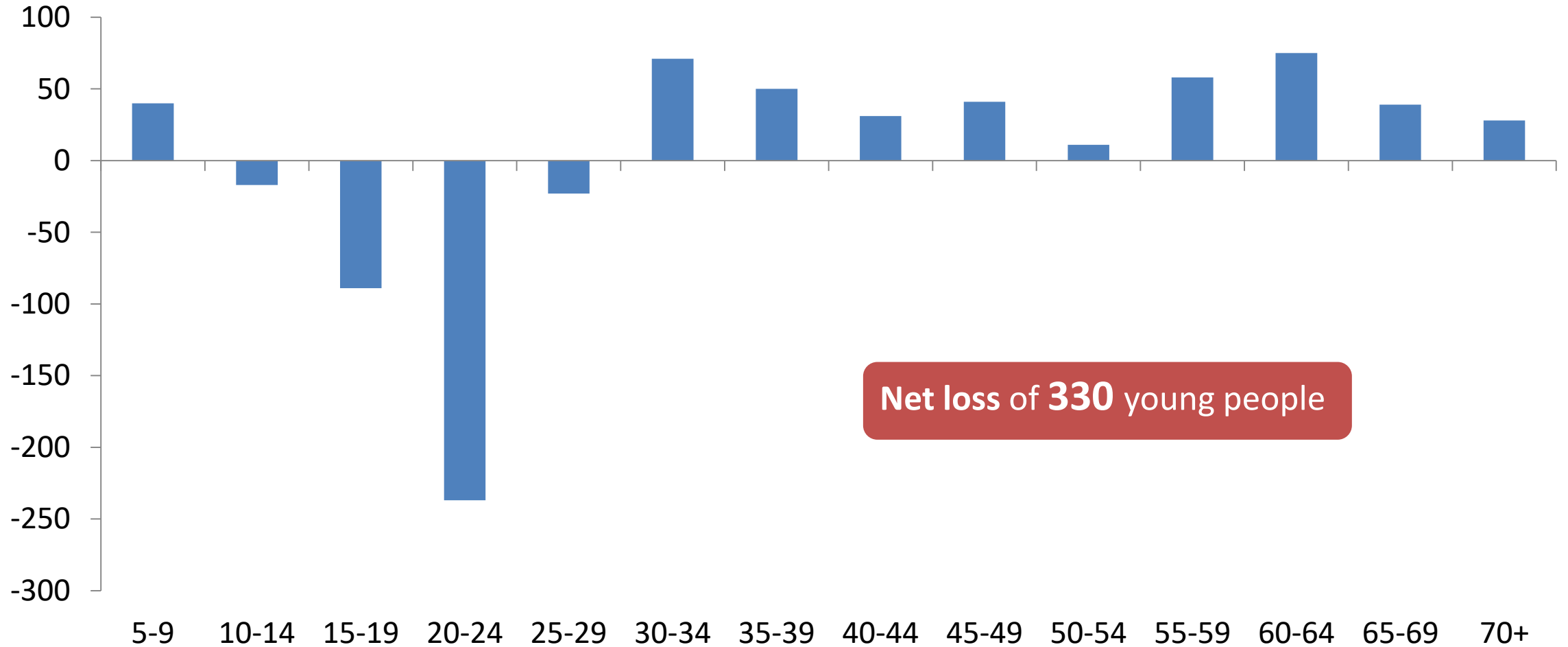
Increasing population **+2100 (+37%)**



2001  
2016

# ...and many young people are leaving

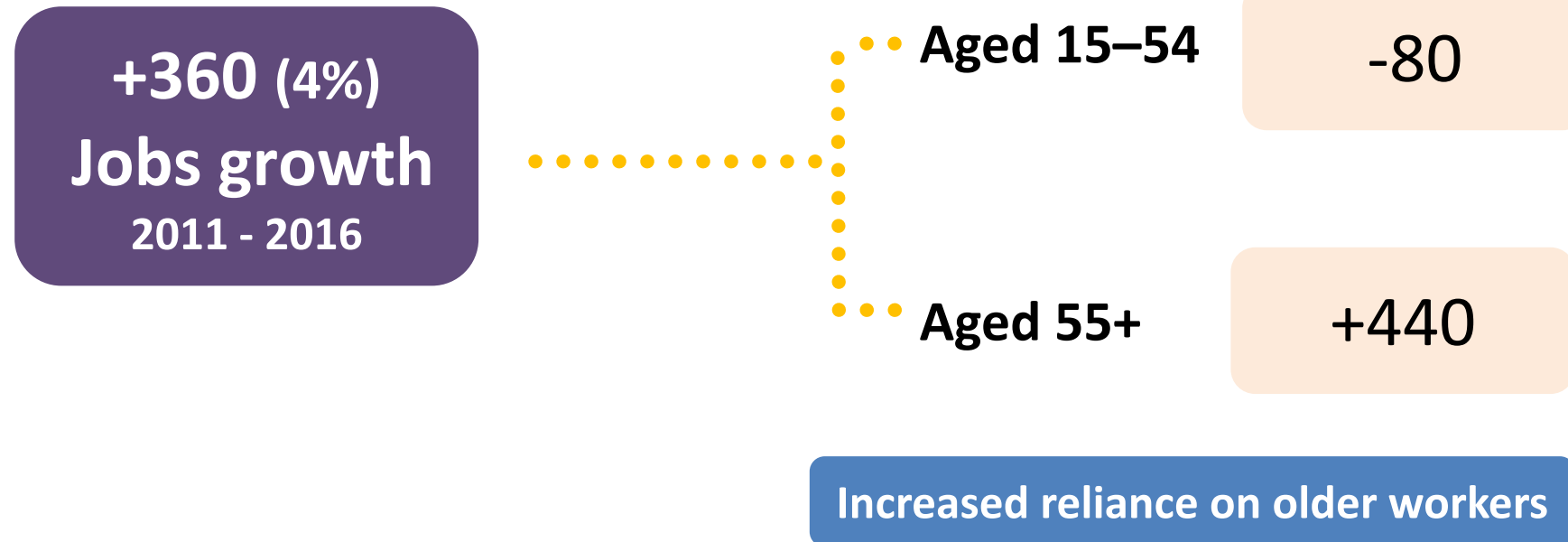
Net migration, 2011 - 2016



Net loss of 330 young people

# The workforce is also ageing

Colac-Otway LGA, 2011-2016

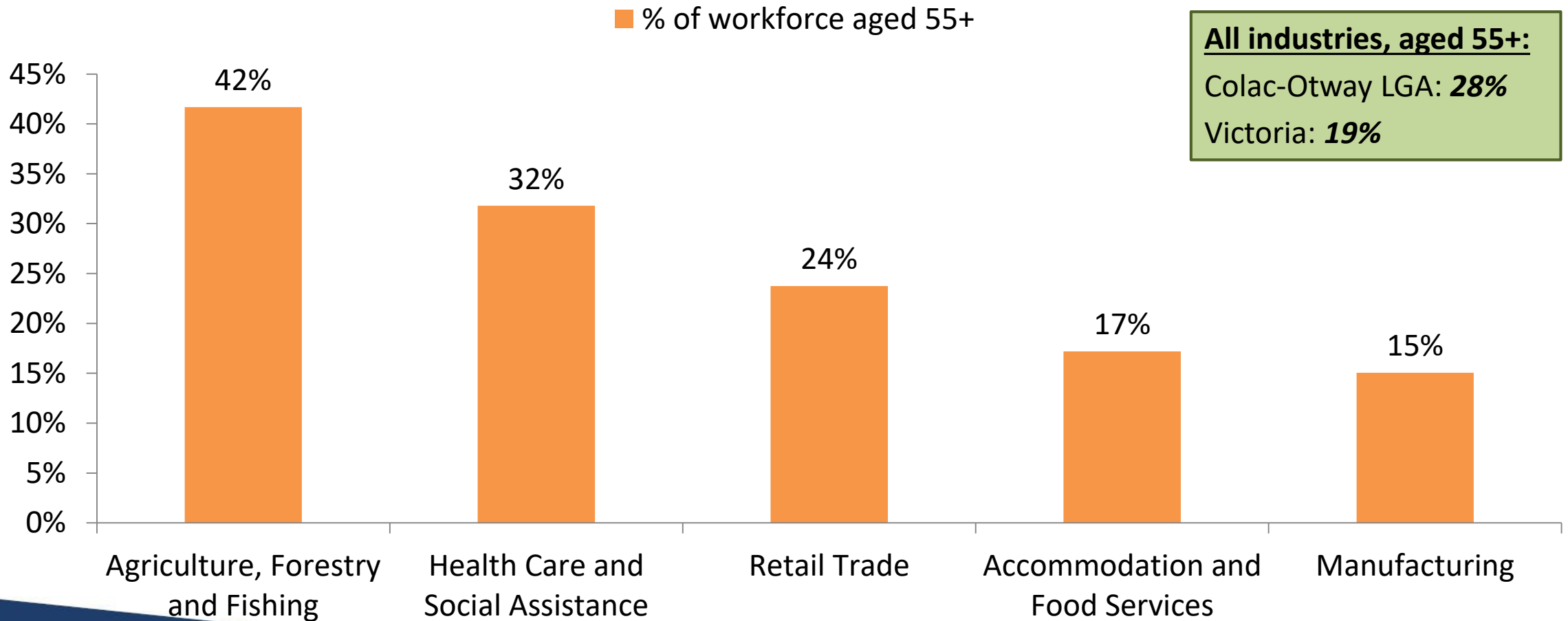


*Note: For the purposes of this analysis, the 'Labour Force Not Stated' category has been redistributed on a pro rata basis between labour force categories*

*Source: ABS Census of Population and Housing, 2011 and 2016*

# Many workers are approaching retirement

Age Distribution, largest industries, Colac-Otway LGA, 2016

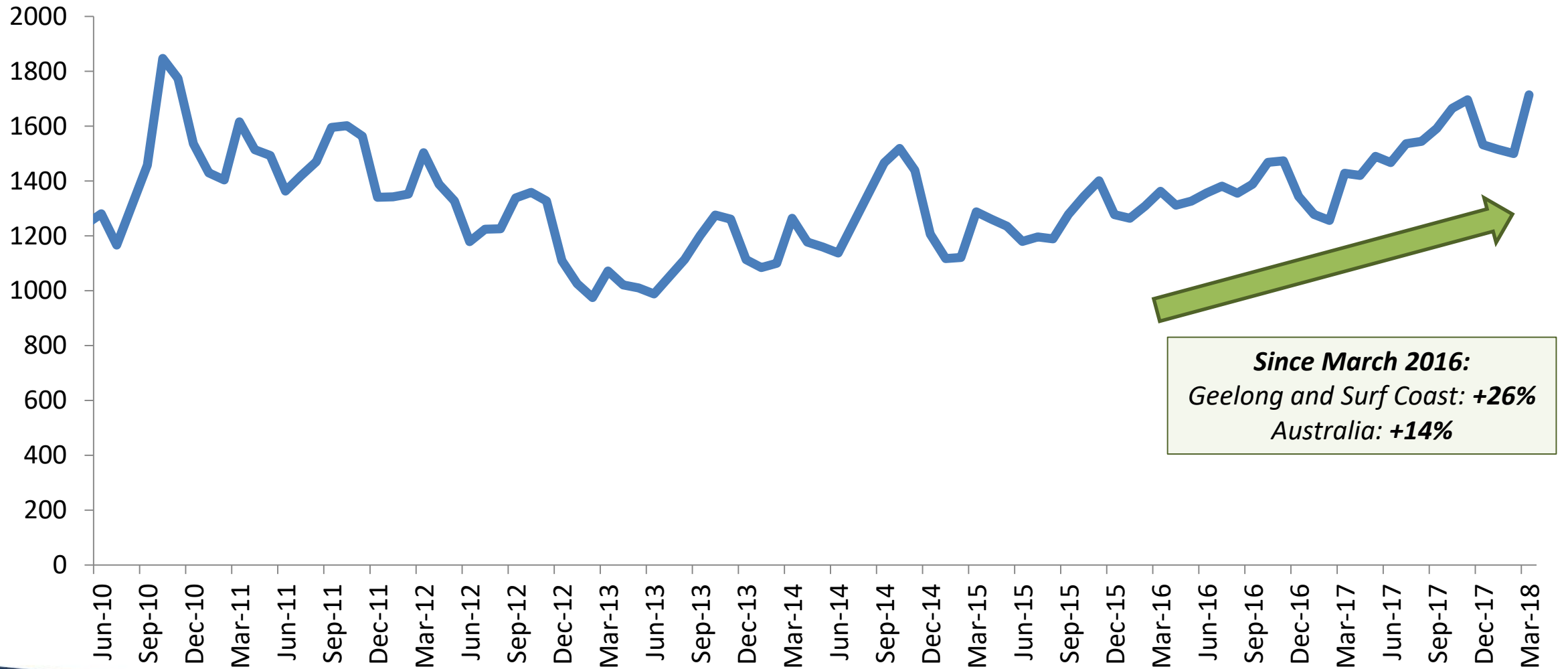




Challenges ahead...

# Internet vacancies increasing across the region

Internet Vacancy Index, Geelong and Surf Coast, June 2010 to March 2018



**Since March 2016:**  
Geelong and Surf Coast: **+26%**  
Australia: **+14%**

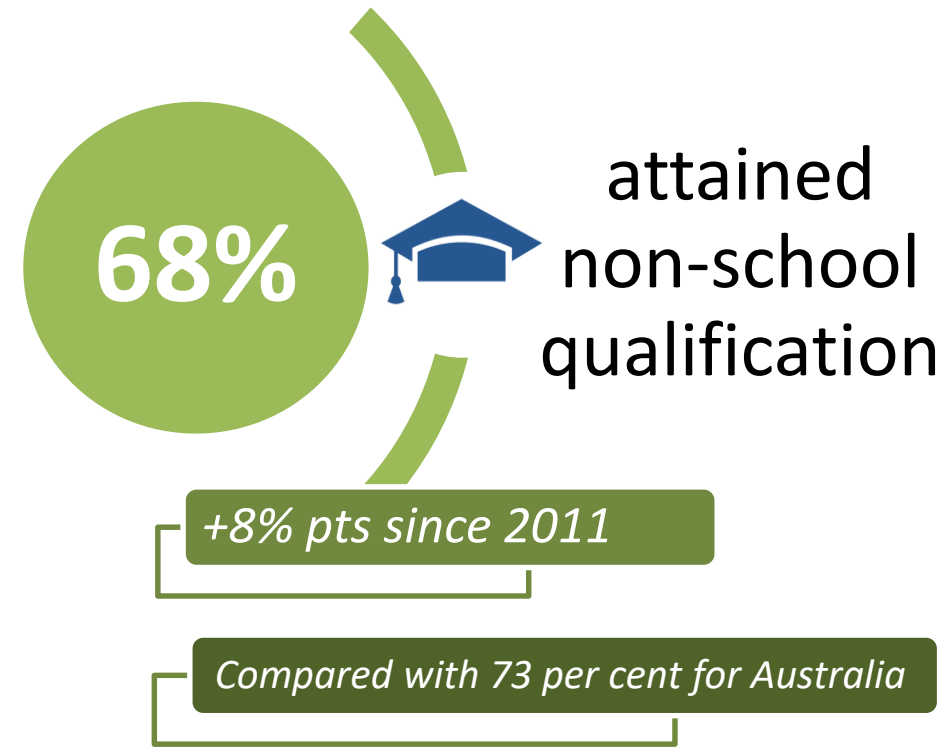
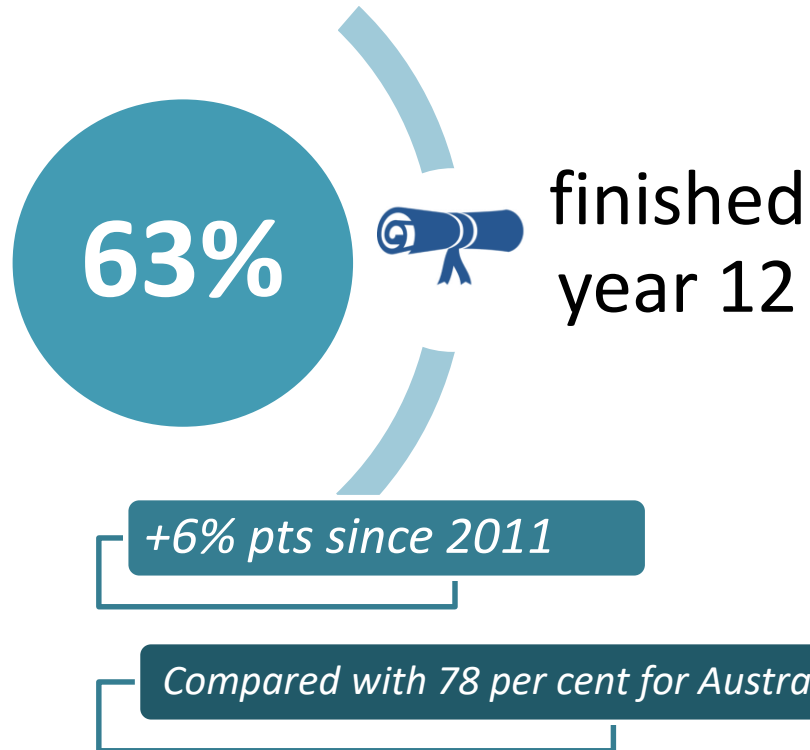
# Many new jobs projected in the region

<b>Projected jobs growth:</b> (DJSB Employment Projections)	+ 500
<b>NDIS rollout</b>	+ ≈80
<b>Estimated retirements:</b> (based on current levels of participation)	+ 1,000
	<hr/>
	= <b>1,580</b>
	<hr/>
<b>Turnover</b>	+ ???

**+ 1,580+**

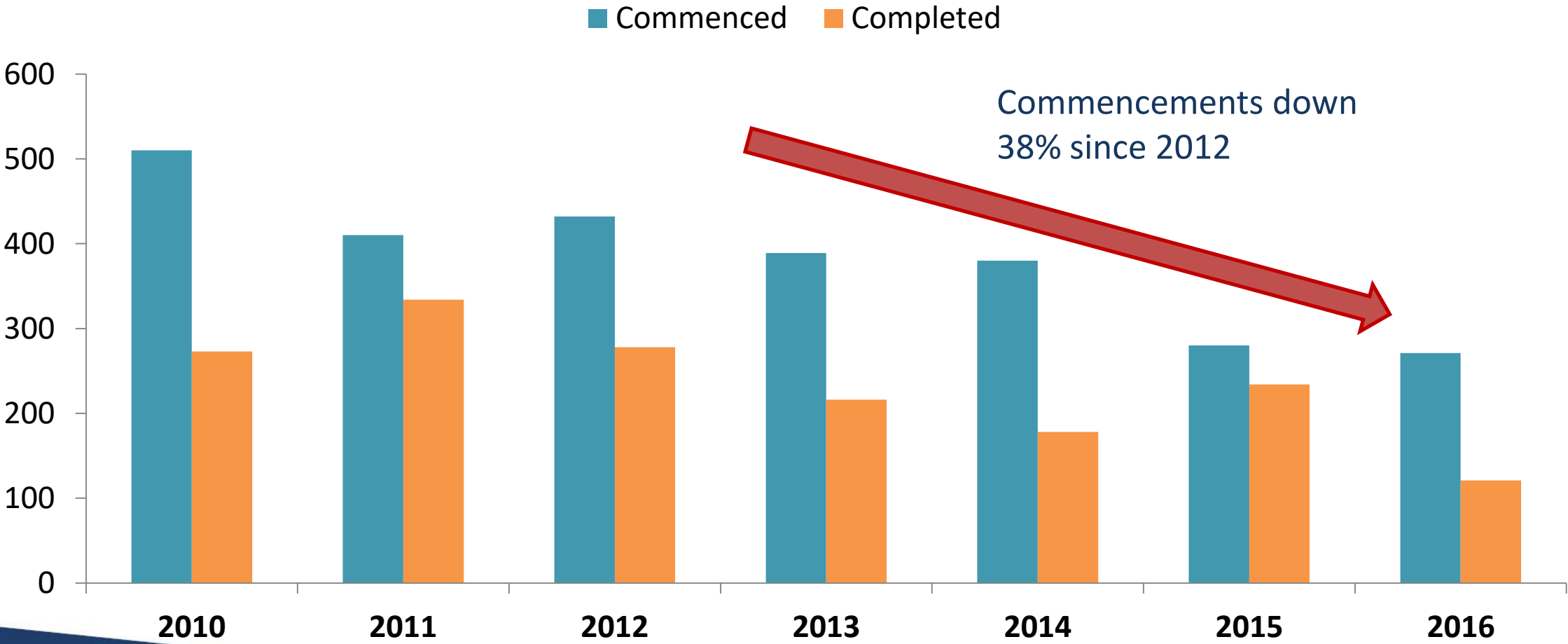
# Levels of education are improving...

25-34 year olds, Colac-Otway LGA, Census 2016



# ...but apprenticeship/traineeship commencements are declining

Apprentice and Trainee Commencements and Completions, Colac-Otway LGA, 2010-2016



Source: NCVET, Apprentices and Trainee Collection, 2010-2016

# Many employers expect to increase in staff

*Of employers surveyed in the Colac-Otway LGA in 2017:*



**24%**

expect to **increase** staff numbers over the next 12 months

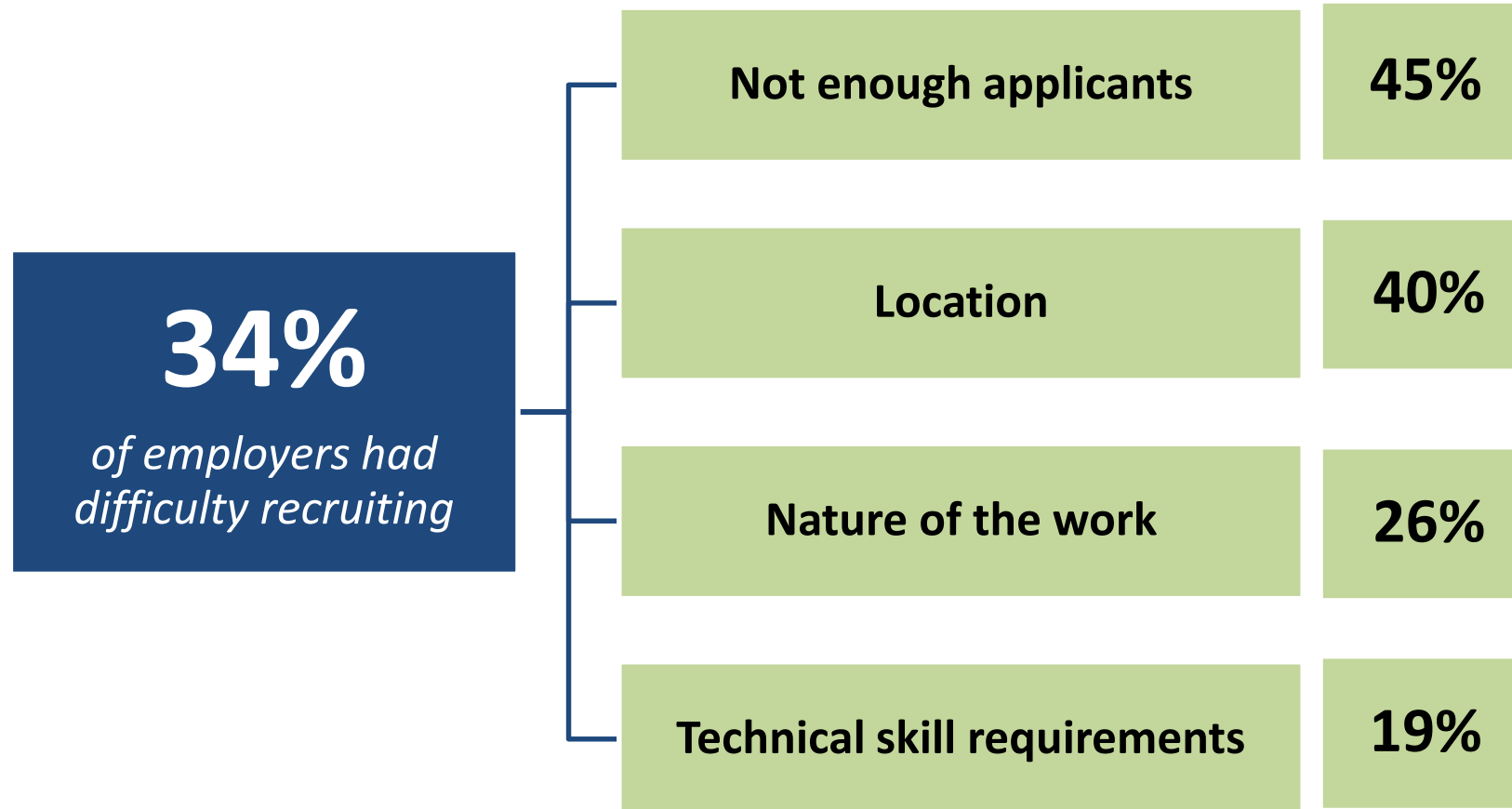


**32%**

said their greatest future concern was **recruitment or retention** difficulties

# Many employers are already having recruitment difficulty...

Main reasons for recruitment difficulty, Colac-Otway LGA Dec-15 to Nov-17



# ...but are not hiring locally

12%

of jobs filled by  
people outside  
the LGA

...although

13% of

workers travel  
outside the  
LGA for work

22%

of employers  
hired outside  
local area\*

Mainly to / from Geelong

\* New hires either commute from outside the local area or move to the local area for the job.



# Where will the future labour force come from?

---

Retaining local talent – particularly young people

---

What can be done to get young people to return?

---

Grow your own – e.g. apprenticeships, and traineeships

---

Utilise local unemployed and long-term unemployed

---

Attracting people to the region

---



**Australian Government**

---

**Department of Jobs and Small Business**

If you have any questions about the presentation please contact the Recruitment and Employer Needs Analysis Section at [RecruitmentAnalysis@jobs.gov.au](mailto:RecruitmentAnalysis@jobs.gov.au)