



Australian Government

Department of Employment,
Skills, Small and Family Business

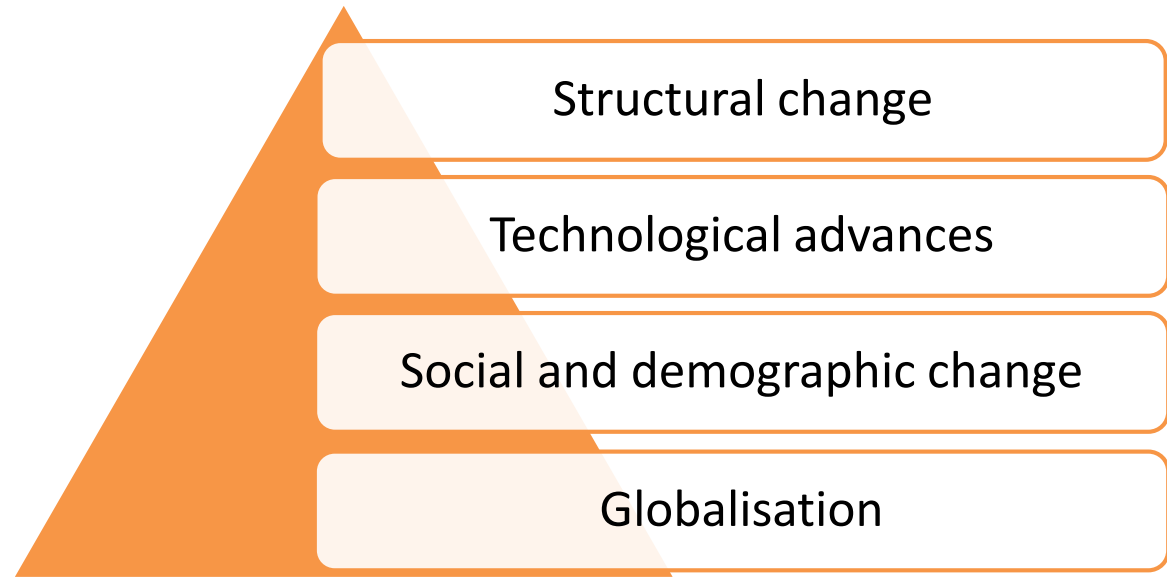
Improving the employment prospects of young people

A resource for career practitioners

Labour Market Research and Analysis Branch
Department of Employment, Skills, Small and Family Business

June 2019

The labour market is evolving...



Some jobs are disappearing as a result of technology...

- Switchboard operators, typists and milkmen

Some jobs have grown due to social and demographic change...

- Aged and disabled care workers, fitness instructors, baristas and chefs

And new jobs are being created due to technology advances...

- 3D printing designers, cyber security engineers and big data analysts

...and the way we work is also changing

Is the “9 to 5” job a thing of the past?



- Increased flexibility as the new normal
- Rising self-employment, contract work, project work and entrepreneurship
- Holding a portfolio of jobs is becoming more common
- Increasing job mobility and multiple career changes
- Lifelong learning is essential and not optional

More than 1 million Australians now hold a secondary job

Choosing a path is becoming more complex for students

Life goals

What do they want out of life?
Do they want to travel?
Is family important?

Interests & passion

What are their interests and what will motivate them to go to work?

Work preferences

Do they want to work outdoors or inside?
Do they want to work with people or with computers?

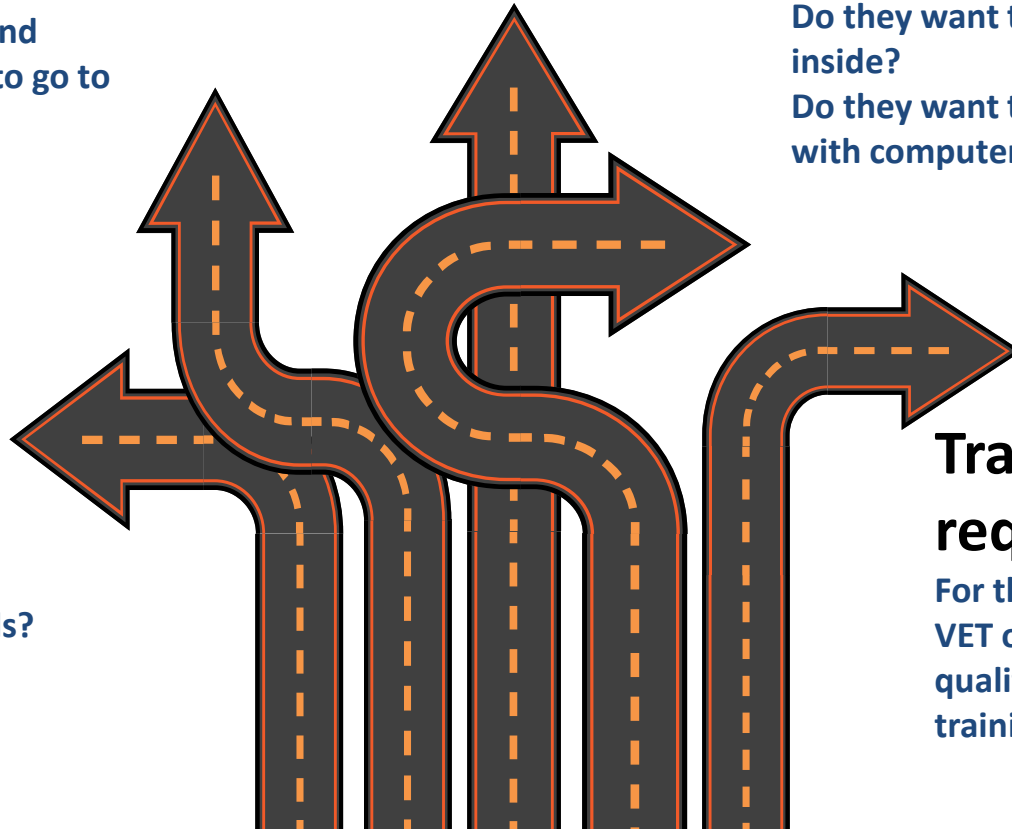
Aptitude

What are they good at:

- Numbers?
- Words?
- Working with their hands?
- Working with people?

Training requirements

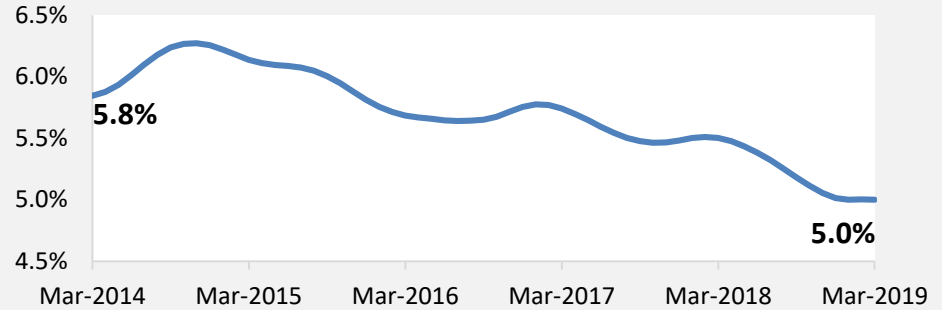
For this career, do they need VET or university qualifications, or on-the-job training?



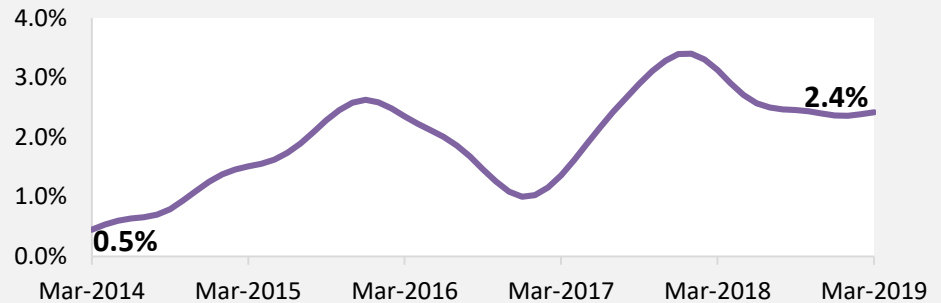
The Australian labour market is doing well



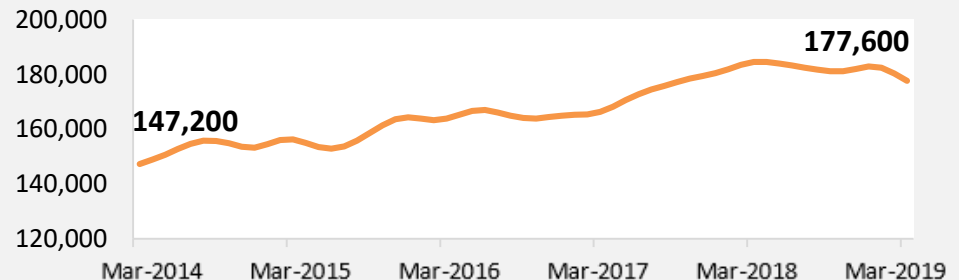
5.0%
unemployment rate



2.4%
employment growth



30,400
more internet
vacancies than 2014



Arrows indicate change since March 2014.

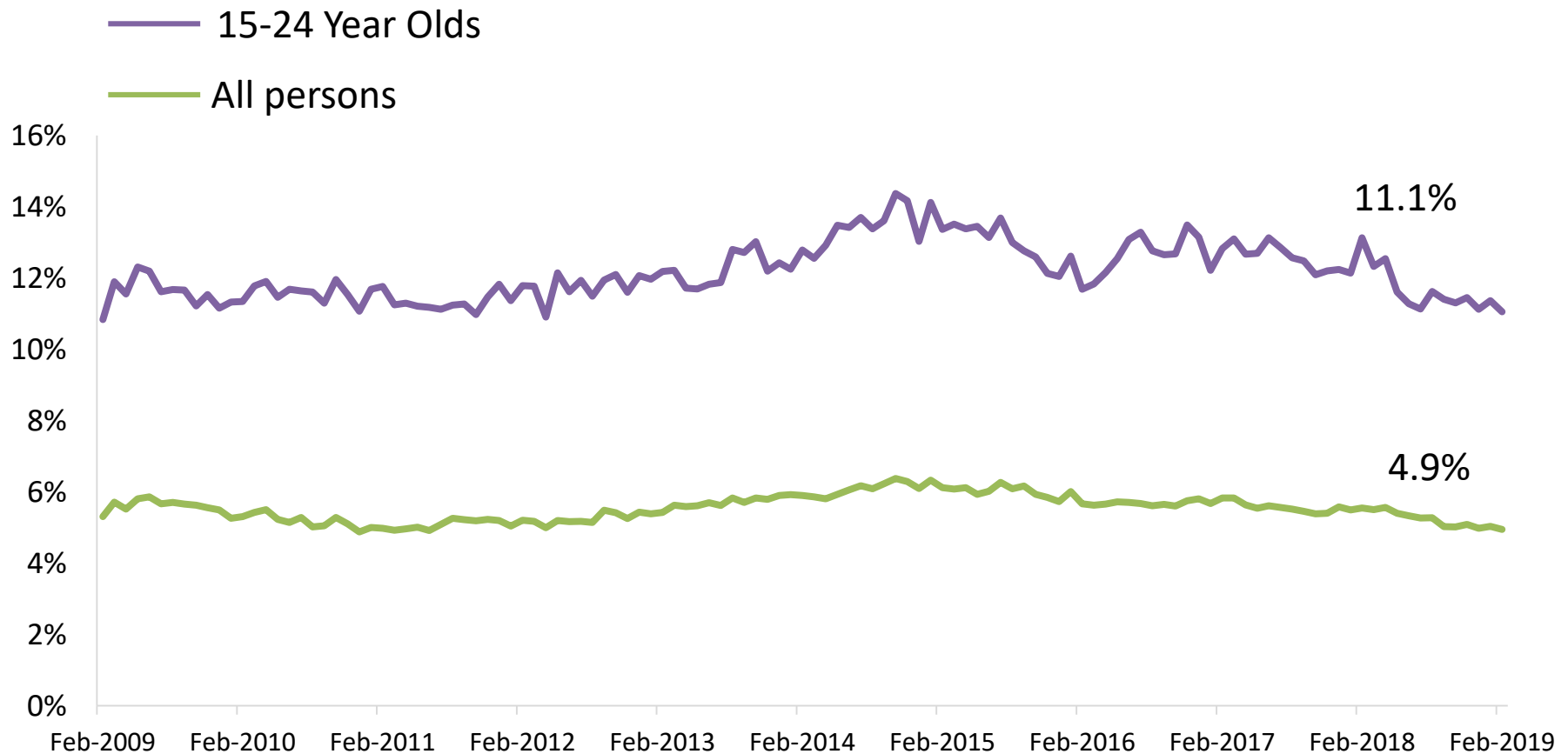
Source: ABS, Labour Force Survey, March 2019, trend data;

Department of Employment, Skills, Small and Family Business, vacancy report, March 2019, trend data

Department of Employment, Skills,
Small and Family Business, June 2019

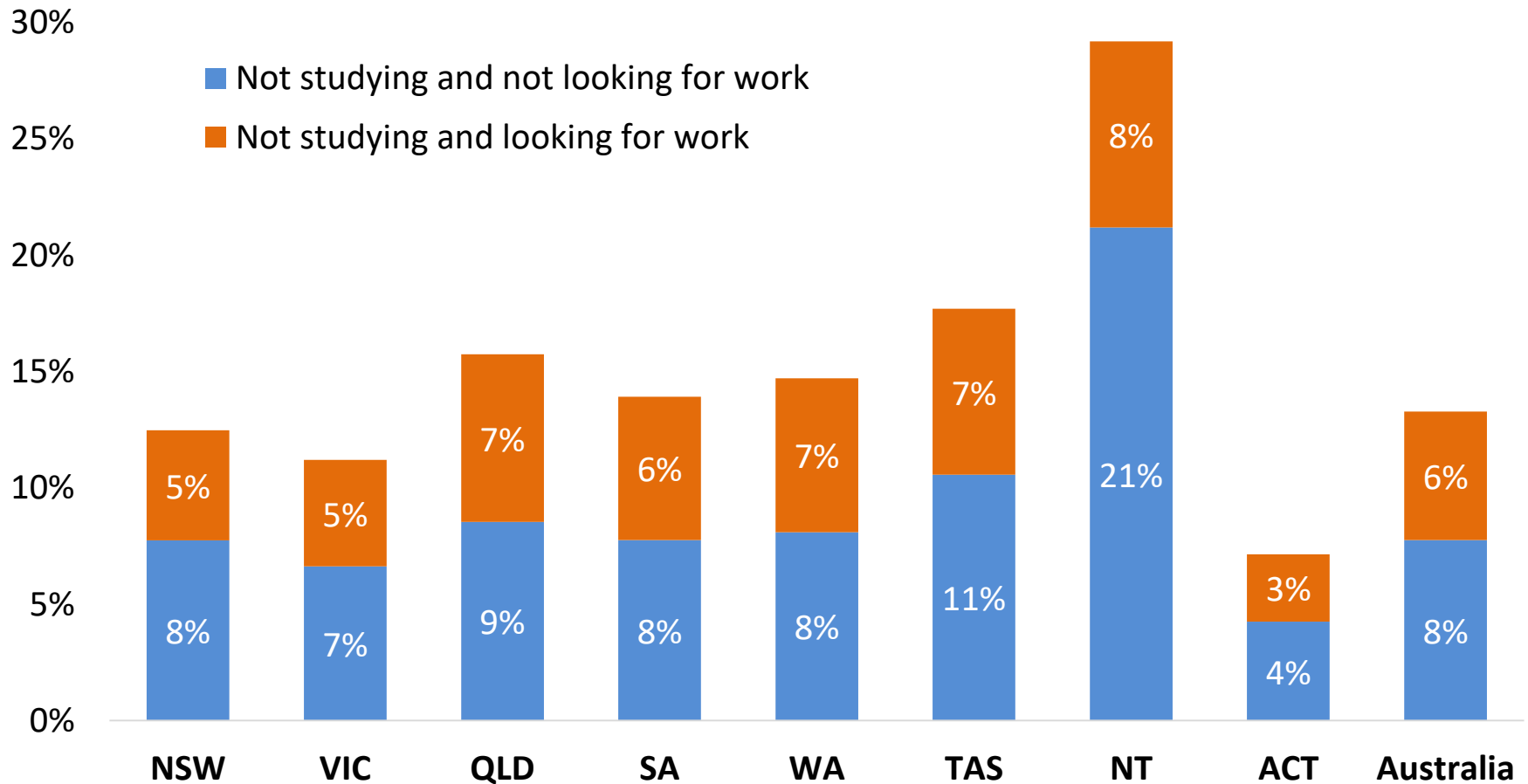
But youth unemployment is a persistent challenge...

Unemployment rates, Australia, February 2019



...and many young people are not working nor studying

18-24 year olds



There are resources to help students find pathways to employment

Future Outlook on joboutlook.gov.au

JOB OUTLOOK Career Quiz Careers ▾ Industries A-Z ⁰ My Careers List

Your guide to Australian careers

Job Outlook can help you make decisions about study and training, your first job, or the next step in your career.

- CAREER QUIZ**
Discover careers that match your work style.
- CAREER PROFILES**
Learn about job tasks, skills, prospects and pay.
- EXPLORE AUSTRALIA**
Explore careers in demand where you live.
- FUTURE OUTLOOK**
Find industries and jobs expected to grow.

What are you looking for?

Industry ▾

Skill Level ▾

SEARCH

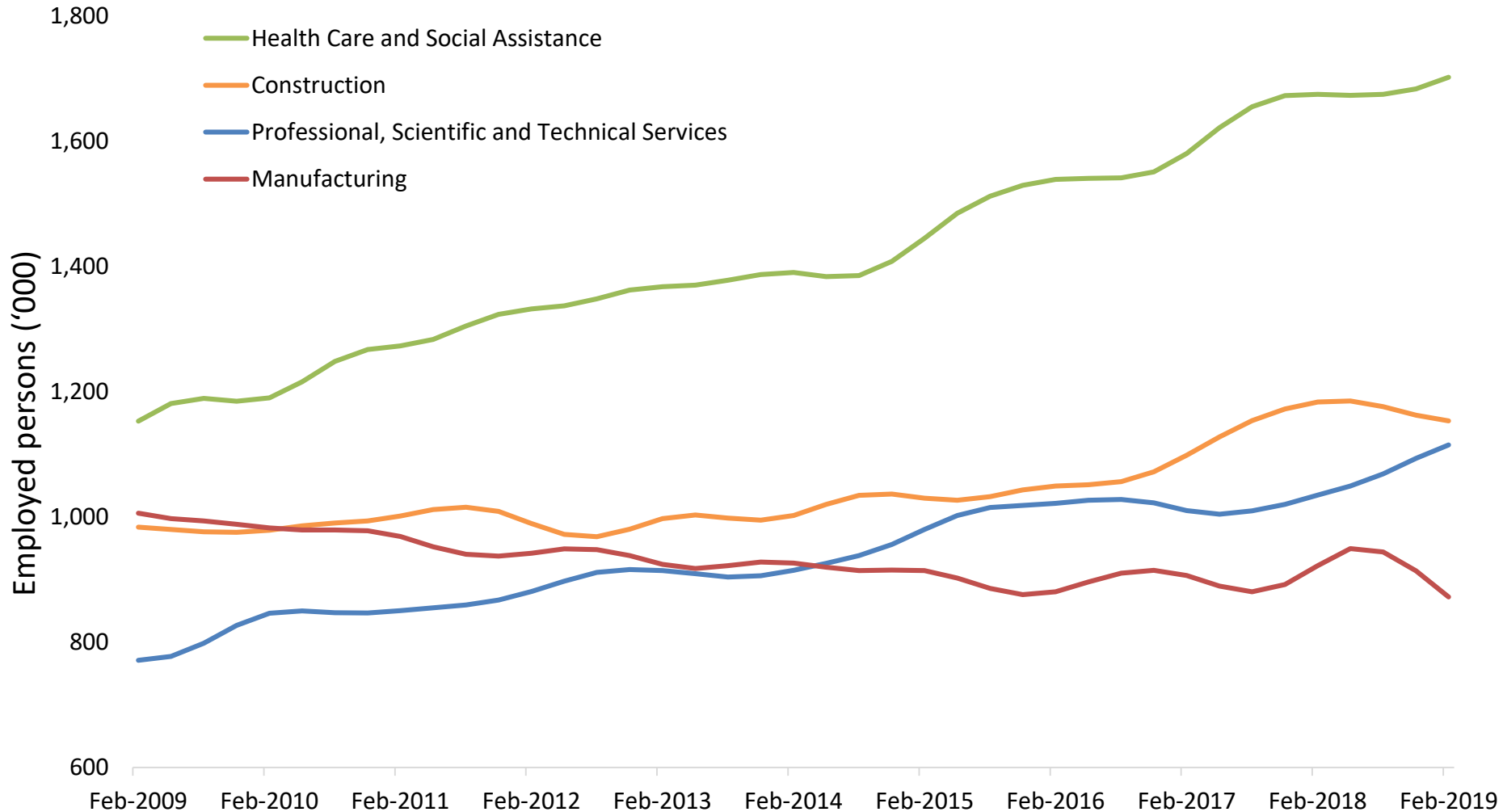
There are resources to help students find pathways to employment

Insights on [jobjumpstart.gov.au](https://www.jobjumpstart.gov.au)

The screenshot shows the Job Jumpstart website interface. At the top, there is a blue header with the Australian Government logo, the text 'Australian Government Department of Employment, Skills, Small and Family Business', the 'JOB JUMPSTART' logo, and a 'MENU' button. Below the header, there are three video thumbnails: 'WHAT DO YOU WANT OUT OF YOUR JOB?', 'PART 2 WHAT DO EMPLOYERS WANT?', and 'YOU GOT THIS'. To the right of these is a text-based resource titled '4 STEPS TO WRITING A KILLER COVER LETTER'. The main content area has a dark background with the text 'Tips and ideas about jobs and careers in the one spot' and 'Let's get started! Where are you at?'. Below this, there are six icons representing different user stages: 'I'm at school' (book and pencil), 'I'm on a gap year' (backpack), 'I'm at uni or in training' (laptop), 'I've just graduated from study' (graduation cap and diploma), 'I'm looking for a job' (binoculars), and 'I'm already working' (briefcase). Dashed blue arrows connect these icons in a circular path.

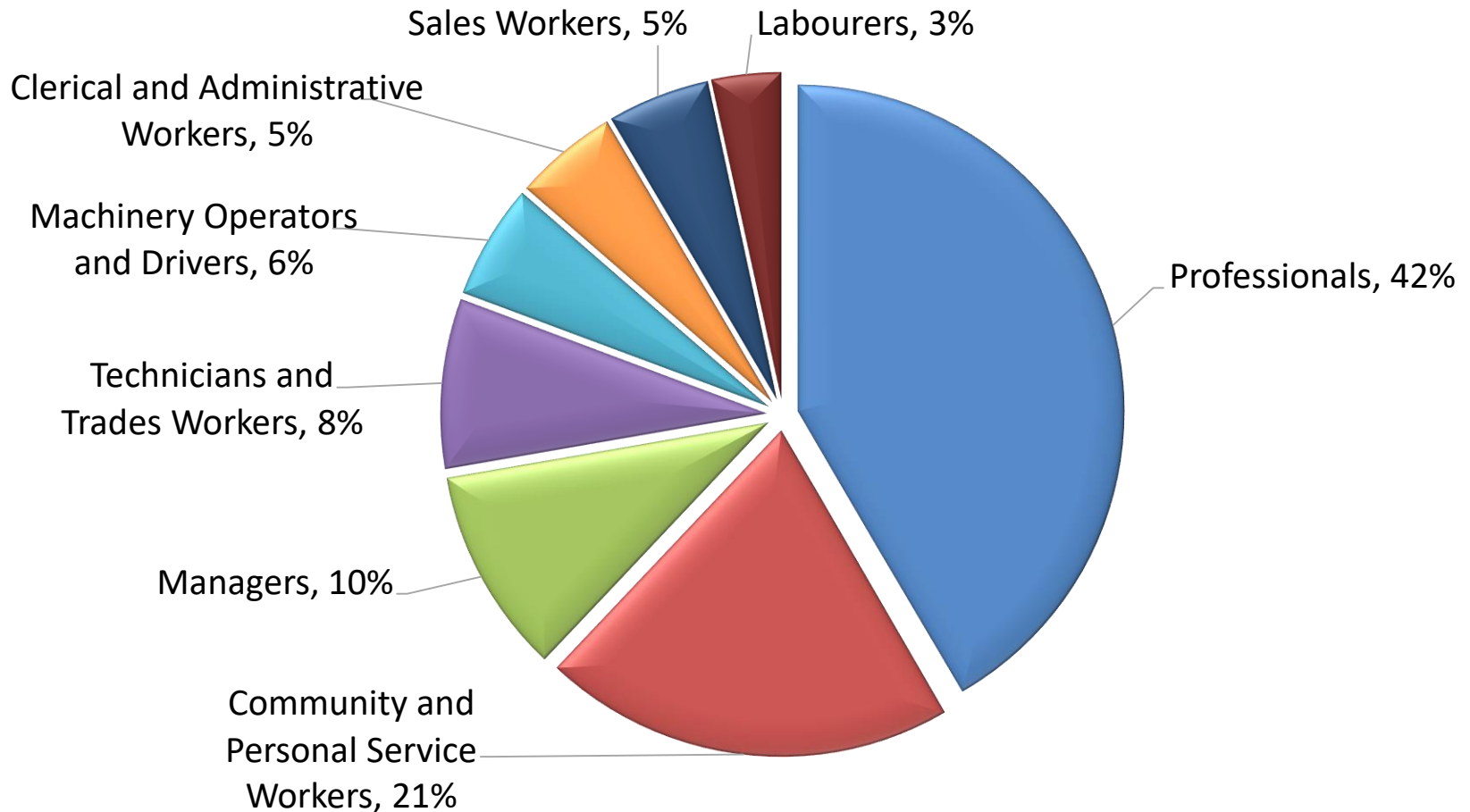
Things have changed in the last 10 years

Employed persons ('000), selected industries, Australia



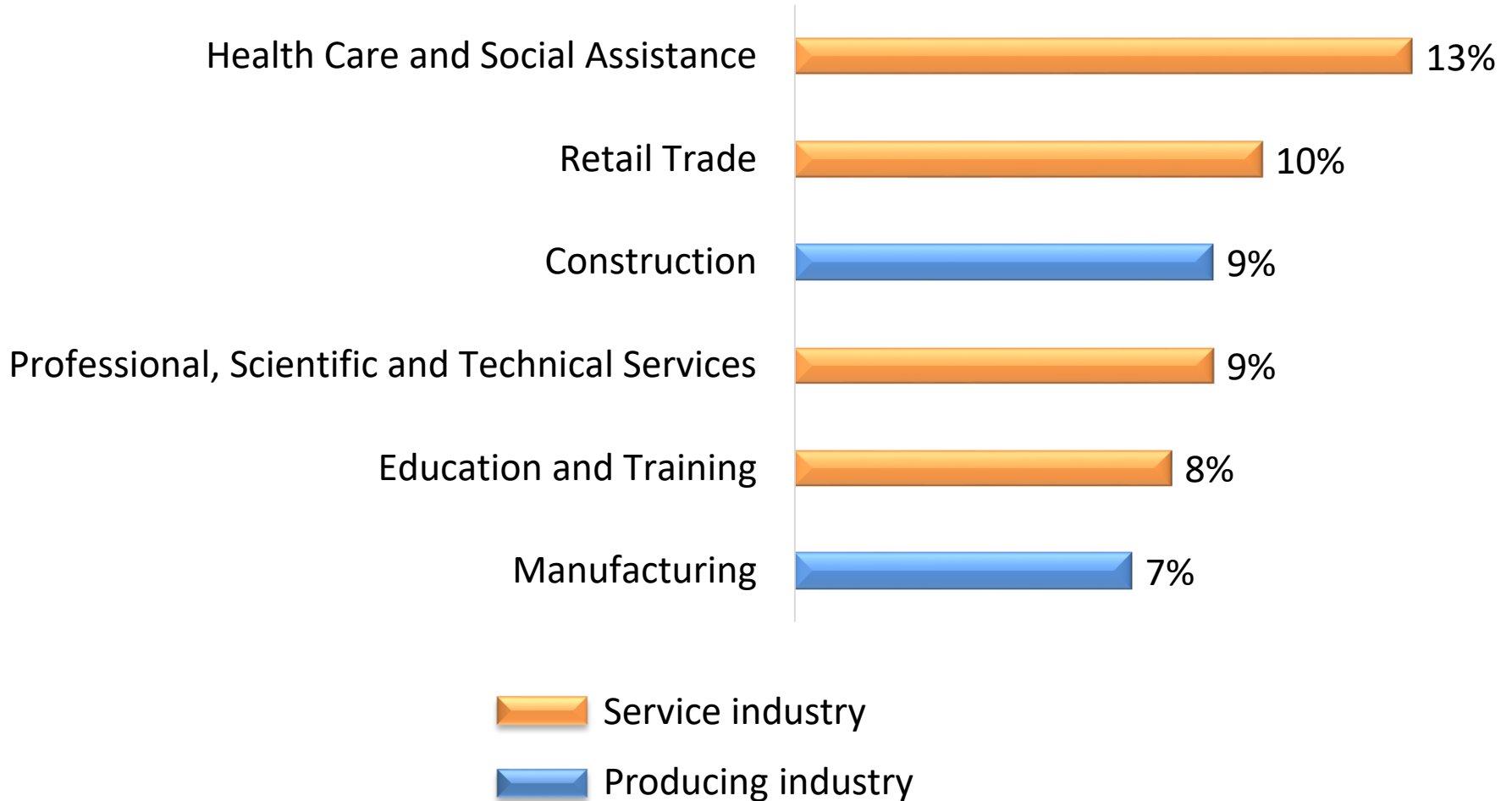
Professional occupations have accounted for most growth in the last 10 years

Proportion of jobs growth February 2009 to February 2019, Australia



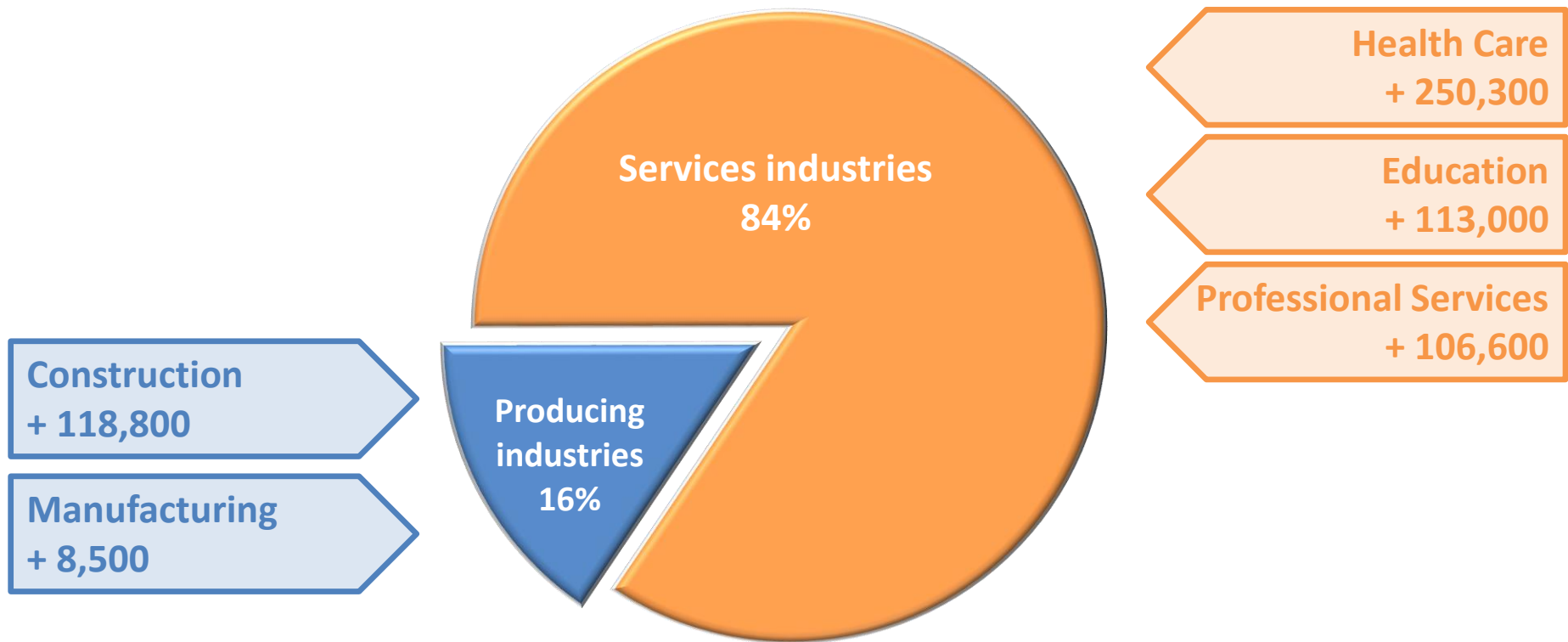
Currently, services industries are the largest employers...

Proportion of total employment by industry, Australia, as at February 2019



...and most new jobs will also be in services industries

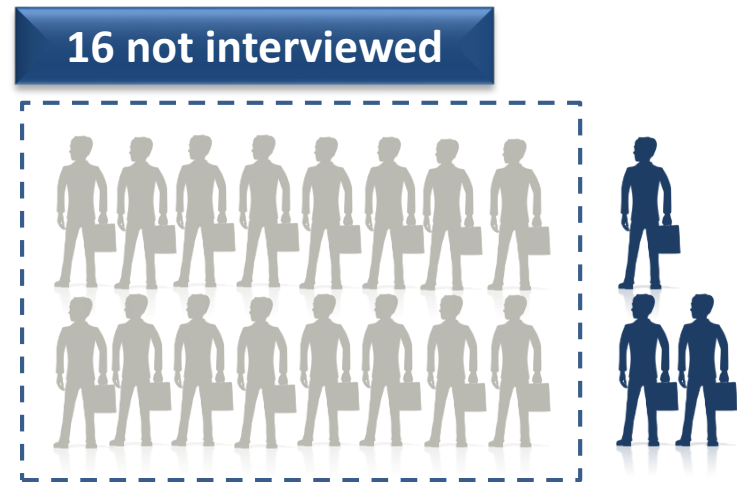
Employment projections, five years to May 2023, Australia



The jobs market in Australia is competitive

Vacancies advertised on the internet or in a newspaper

On average,
19 applicants
per vacancy



On average,
3 applicants
are interviewed



So, what are employers looking for?



Education & training

Is vital

Study has become increasingly important and Year 12 or equivalent is now the minimum standard

Experience

Is necessary

Many Australian employers want new staff to have experience

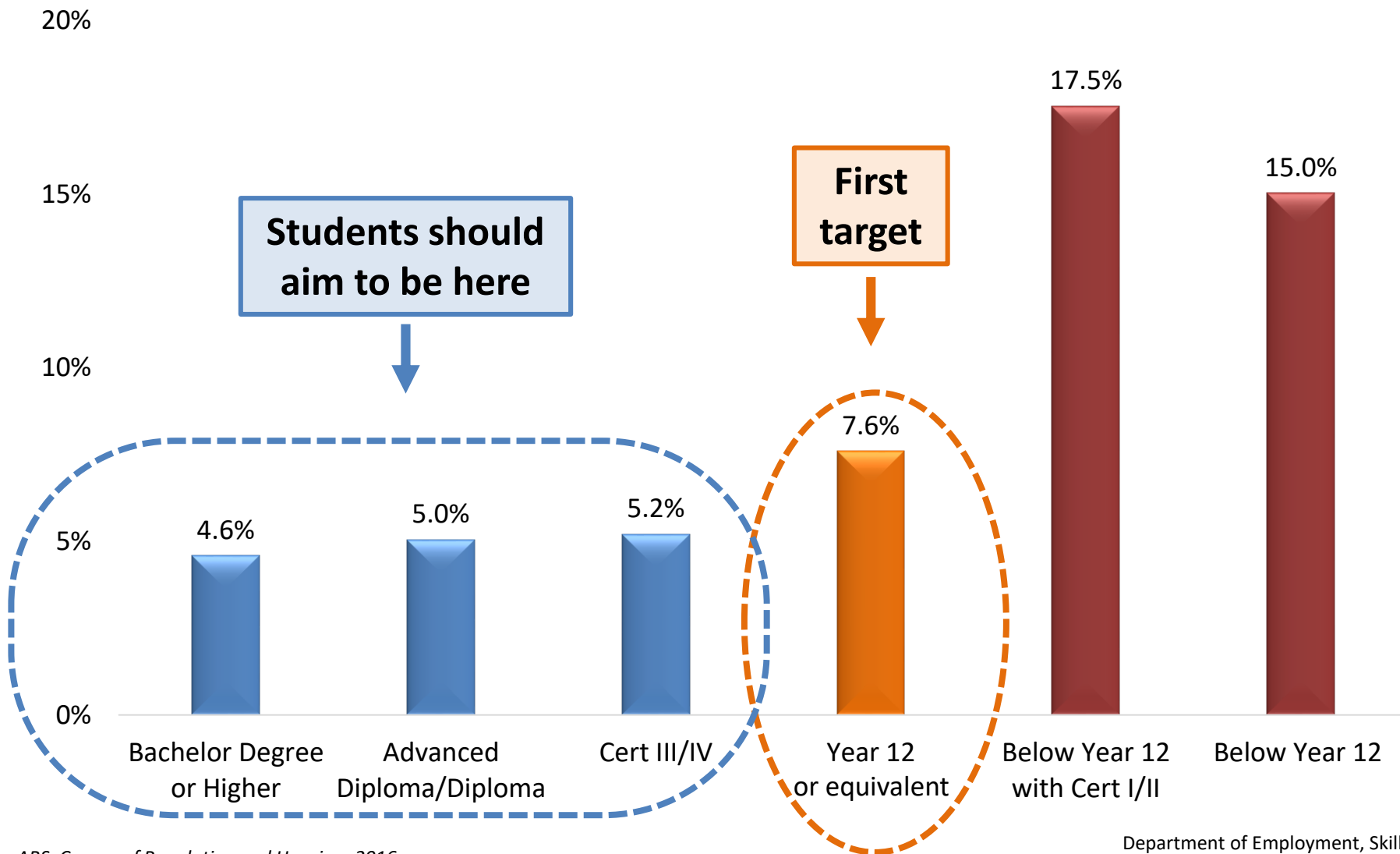
Employability skills

Distinguish the individual

Employers want the RIGHT MATCH for their job/company/product/service

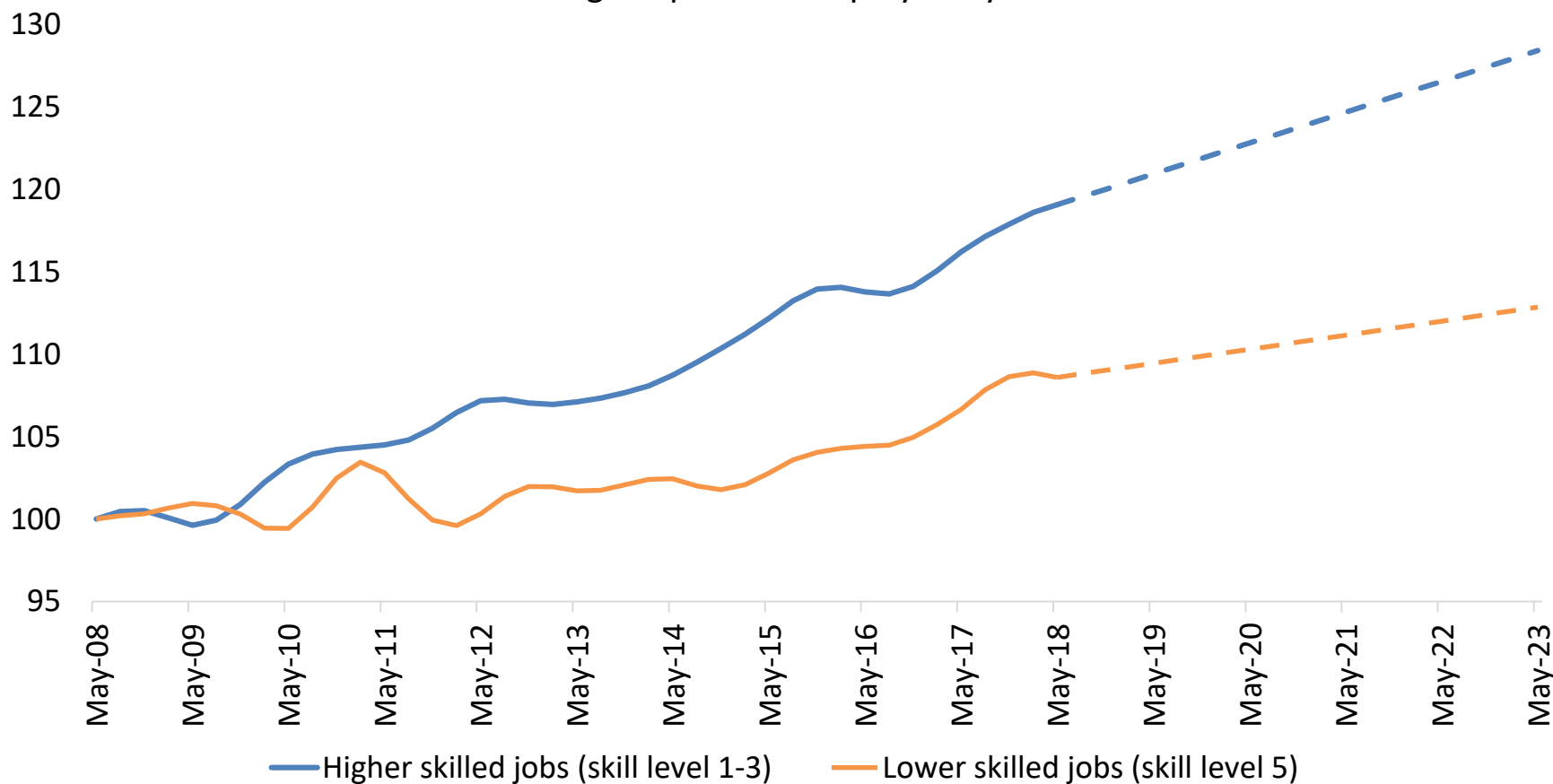
Completing a qualification is vital

Unemployment rate for 25 – 34 year olds, Australia



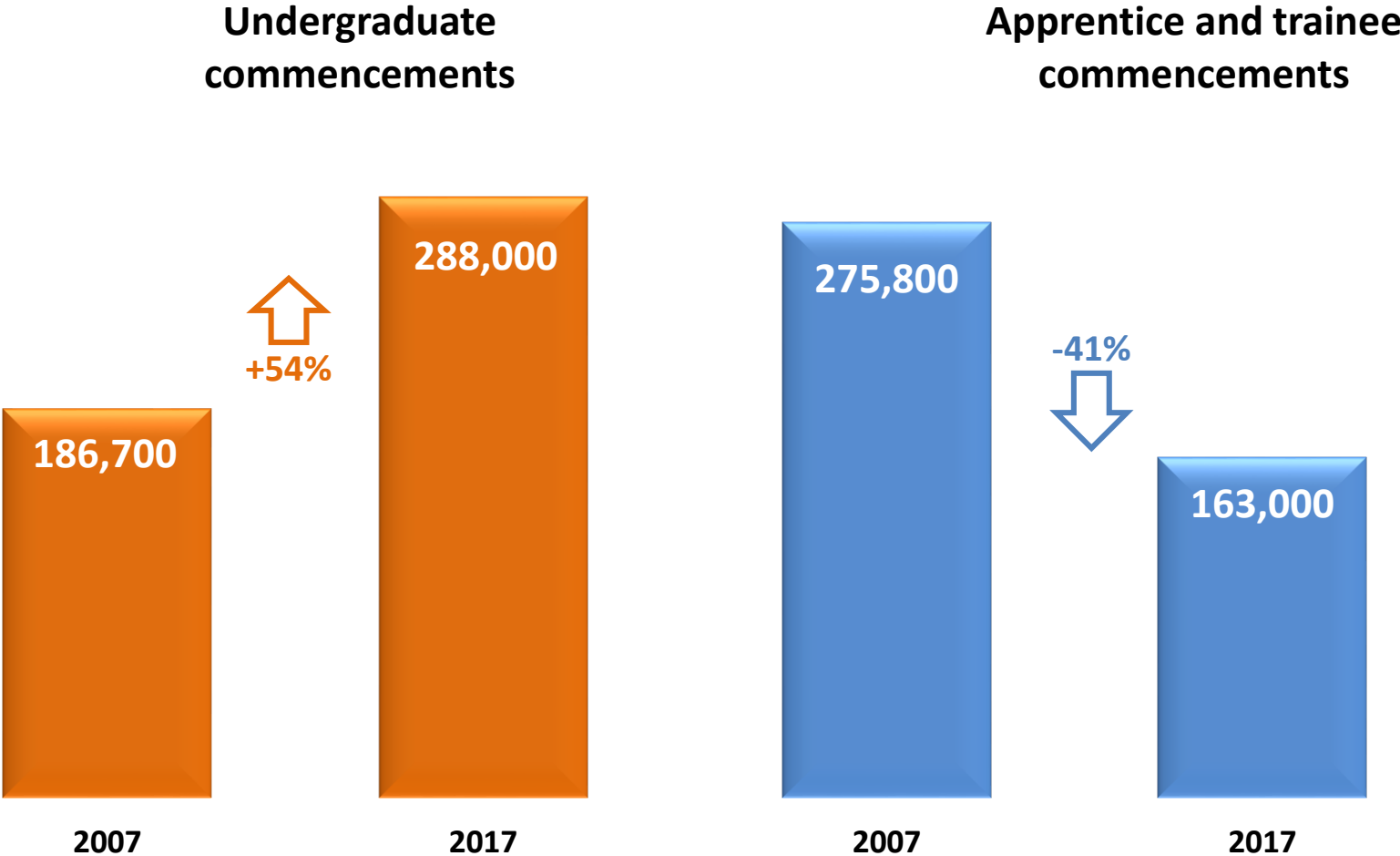
Employment growth is in jobs requiring post-school study

Indexed change in persons employed by skill level



91% of all new jobs will require VET or university qualifications

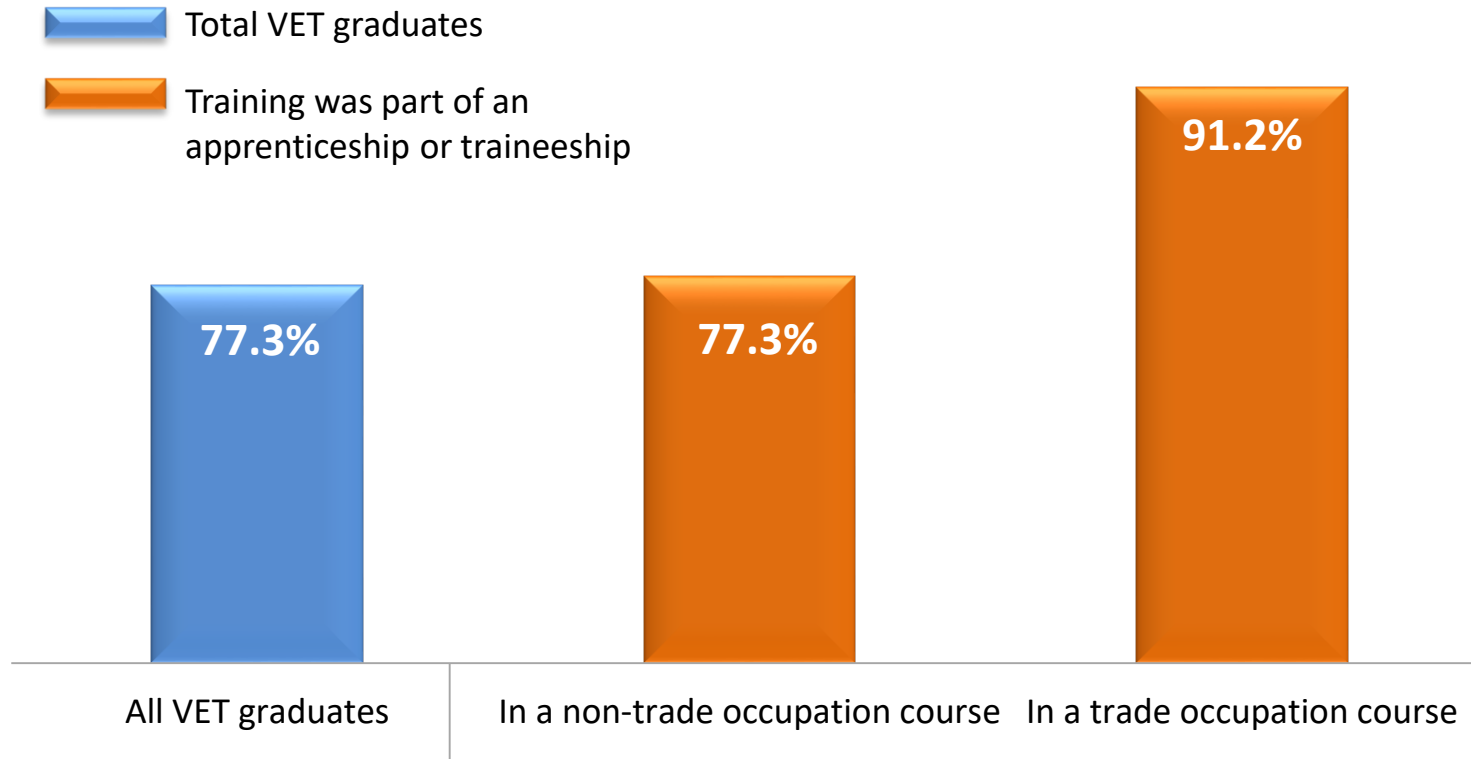
In recent times, there has been a significant shift away from VET...



Source: NCVET, Apprentices and Trainees, 2018; Department of Education, uCube, 2018

...but VET has good employment outcomes...

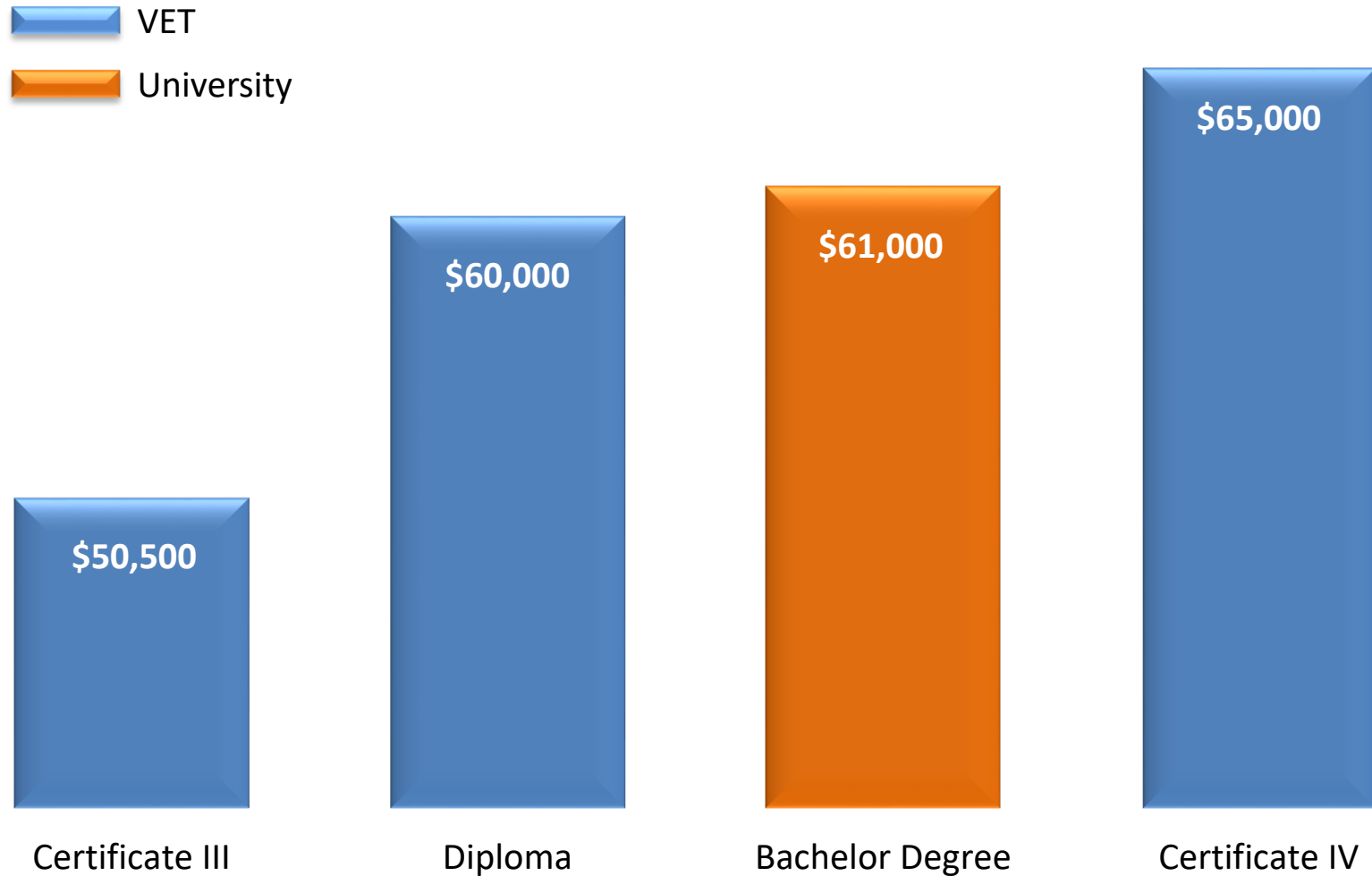
% employed after graduation



93% of technician and trade occupations are in national shortage

...and has competitive salaries for graduates

Median annual income of recent graduates employed full-time, 2018



Young people also need work experience

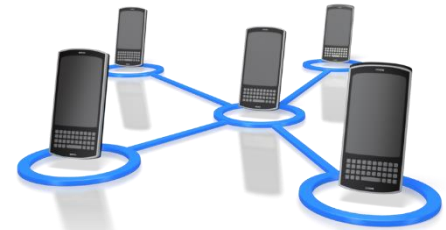
Shows willingness to work

Provides opportunities to develop skills

Improves confidence

Gives insight into different jobs

Provides contacts and referees



How can young people get experience and make contacts?

Part-time jobs

**Work
experience**

Internships

Sports Clubs

Volunteering



Qualifications and experience are only part of the story



72% of employers place at least as much emphasis, if not more, on **employability skills** than they do on **technical skills**

Essential employability skills:

- ✓ Communication & teamwork skills
- ✓ Interpersonal & people skills
- ✓ Creativity & problem solving
- ✓ Adaptability & resilience
- ✓ Reliability & motivation
- ✓ Critical thinking
- ✓ Digital literacy

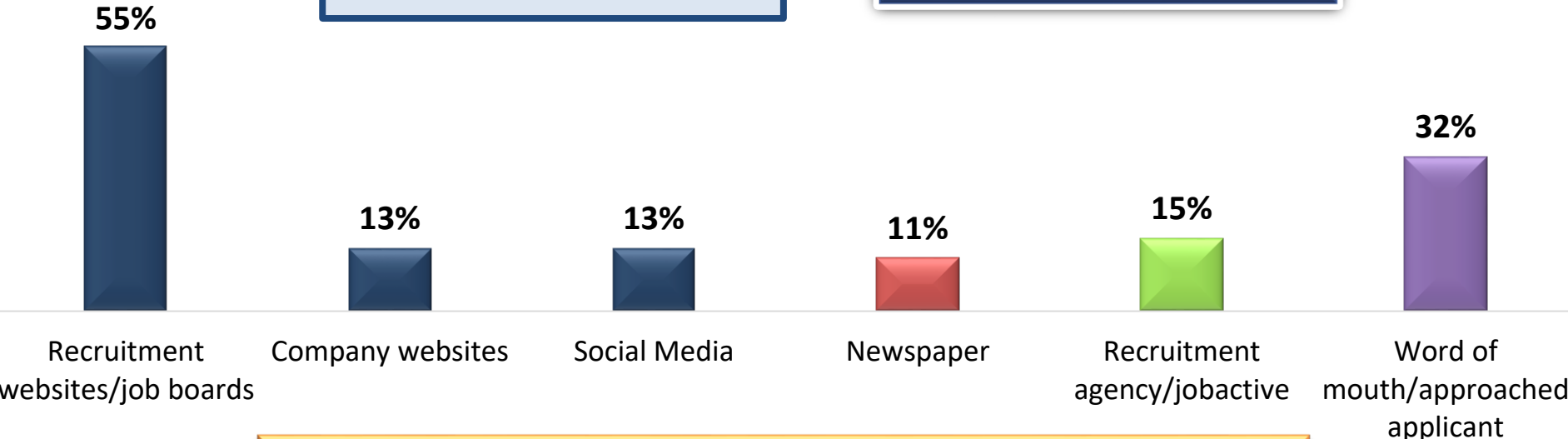
More than **30%** of all online job ads list **Communication** as an essential skill

How employers recruited in Australia, 2018

For example...
Australian JobSearch, Career One, Seek, Jora, Indeed



Facebook jobs groups may exist in your local area – remind students to take advantage of new platforms!



Encourage students to approach employers directly – 1 in 5 jobs aren't advertised!

Note: Employers can select multiple methods of recruitment
Source: Department of Employment, Skills, Small and Family Business, Survey of Employers' Recruitment Experiences, 2018

Applying for jobs is a skill that needs to be learned and practised

- ✓ **Start with a good résumé and application...**
 1. Show relevant experience and skills
 2. Keep it simple and short
 3. Check spelling and grammar
- ✓ **Plan ahead and be ready for the interview...**
 1. Dress appropriately and be on time
 2. Prepare work examples – use the **STAR** method



S

- **Situation** – describe the event or situation you were in

T

- **Task** – explain the task you had to complete

A

- **Action** – describe how you completed the task in detail

R

- **Result** – share the result of your work and its impact

A final thought...

Occupations where **male** employment has increased:

- Early Childhood Teachers
- Midwives
- Physiotherapists
- Registered Nurses
- Teachers of English to Speakers of Other Languages

Occupations where **female** employment has increased:

- Aircraft Maintenance Engineers
- Architects and Landscape Architects
- Bakers and Pastrycooks
- Butchers
- Dentists



Think outside the box

And tailor career advice to *each* student's strengths and abilities

Tools to assist

Websites



joboutlook.gov.au/



jobjumpstart.gov.au/

Publications



australianjobs.jobs.gov.au



Australian Government

**Department of Employment,
Skills, Small and Family Business**