



AFEI Submission to the Standing Committee on Legal and Constitutional Affairs

Inquiry into the Framework and operation of subclass 457 visas, Enterprise Migration Agreements and Regional Migration Agreements.

April 2013

AFEI
Australian Federation of
Employers & Industries

Standing Committee on Legal and Constitutional Affairs

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Australian Federation of Employers and Industries (AFEI)

The Australian Federation of Employers and Industries (AFEI), formed in 1904, is one of the oldest and most respected independent business advisory organisations in Australia. AFEI has been a peak council for employers in NSW and has consistently represented employers in matters of industrial regulation since its inception.

With over 3,500 members and over 60 affiliated industry associations, our main role is to represent, advise, and assist employers in all areas of workplace and industrial relations and human resources. Our membership extends across employers of all sizes and a wide diversity of industries.

AFEI provides advice and information on employment law and workplace regulation, human resources management, occupational health and safety and workers compensation. We have been the lead employer party in running almost every major test case in the New South Wales jurisdiction and have been a major employer representative in the award modernisation process under the Fair Work Act.

AFEI is a key participant in developing employer policy at national and state (NSW) levels and is actively involved in all major workplace relations issues affecting Australian businesses.

1. The Committee is inquiring into the operation of the subclass 457 visa, enterprise migration agreements and regional migration agreements. As no enterprise or regional migration agreements have come into operation, this submission is confined to the operation of the 457 visa scheme.
2. Despite having tightly regulated requirements the 457 visa scheme has been the focus of union complaint as detrimental to local workers, curtailing job opportunities and open to abuse. The Prime Minister reflected these concerns in her address to the ACTU Community Summit.¹ The Minister had earlier announced changes to the scheme in February 2013, with implementation details yet to be provided. This submission is made in the context of the uncertainty for employers created by criticism of a scheme which has already been subject to extensive review and surveillance as to its integrity. Further, criticisms of the scheme have been made in the absence of specific details as to how, and to what extent, the current scheme is being abused.²
3. A primary concern appears to focus on the growth of the 457 scheme relative to overall employment growth in the economy.³ The number of 457 primary visas granted in 2012-13 to 31 March 2013 was 1.7% higher than a year ago; job creation in trend terms is currently just over 1%, below the late 2010 peak of 2.8% and longer term trend of 2%. There has been a general downward trend in visa grants since reaching a peak in August 2012.⁴
4. The central purpose of the 457 visa program is to enable employers to fill skill shortages by recruiting qualified overseas workers where they cannot find appropriately skilled local workers. This is to be done while protecting the employment opportunities and work conditions of both local and migrant workers. The scheme is intended to operate on an "as needed" basis according to employer demands which change over time. Slower job growth is not spread evenly across industries or occupations or within industries and occupations. Job vacancies remain even at times when aggregate job growth is slowing and

¹ Prime Minister Gillard Address to the ACTU Community Summit on Creating Secure Jobs and a Better Society March 2013

² Minister for Immigration and Citizenship Transcript SKY media 28 April 2013

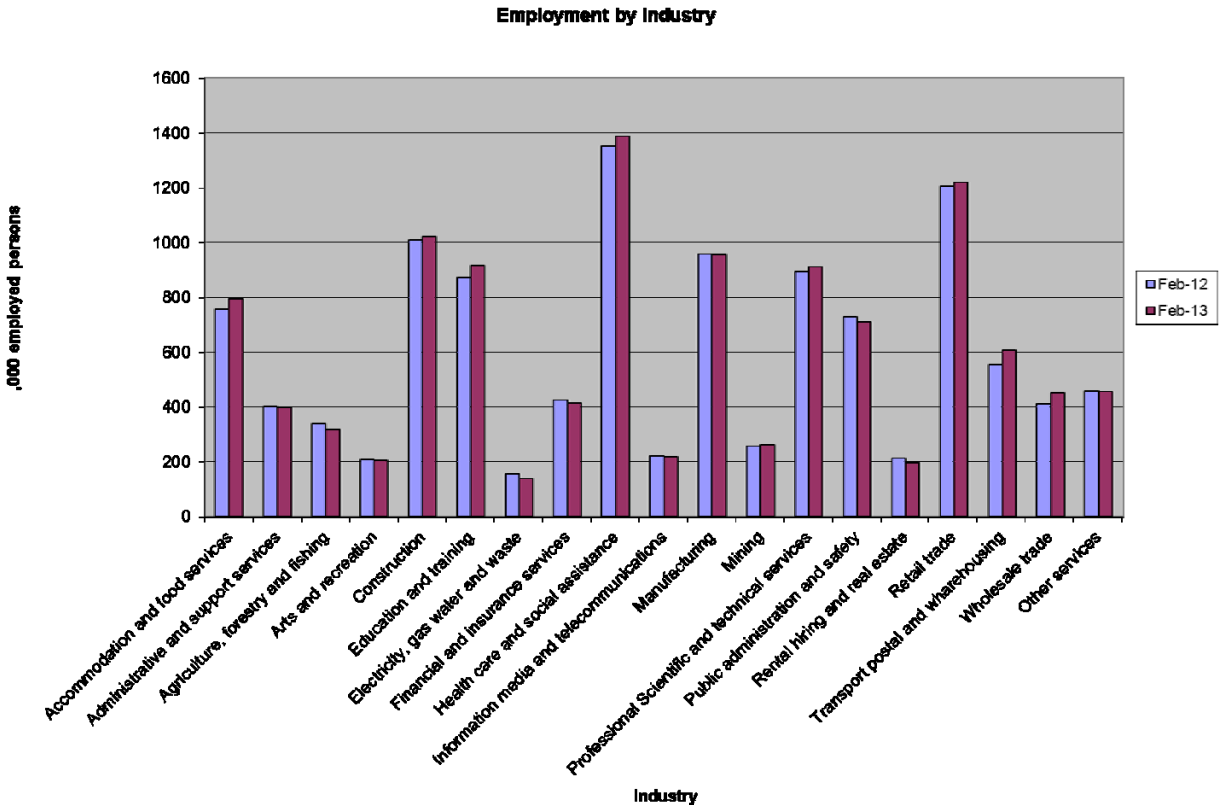
³ DIAC <http://www.immi.gov.au/skilled/strengthening-integrity-457-program.htm#k>

⁴ Subclass 457 State/Territory summary report 2012-13 March 2013

demand for higher skilled workers is always likely to be stronger than for unskilled workers regardless of prevailing economic conditions. The 457 visa intake is dominated by skilled workers - this is its central purpose. In 2012-13 to 31 March 66.0% of primary visa grants were Managers and Professionals and 26.7% were Technicians and Trades Workers.⁵ Less than 1% of granted applications were at skill level 4 or 5; 60.3% were at skill level 1 and 18.4% were at skill level 2.

5. There is also apparent criticism that applications and grants under the 457 scheme have not declined substantially with the slowing of the mining sector, presuming that the scheme should be confined to meeting the needs of the mining sector or specialized trades/occupations in remote locations. This is an important component of the scheme however employers across all sectors rely on the 457 scheme to provide workers who cannot be supplied by the local market at the time they are needed.
6. The three industries with the most primary grants in March 2013 were Other Services, Construction and Health Care and Social Assistance. These were followed by Accommodation and Food Services, Education and Training and Retail Trade. These are large employing sectors as the table below demonstrates so it is unsurprising that they have larger proportions of unfilled higher skilled positions and higher numbers of 457 workers:

⁵ ibid



Source: ABS 6291.0.55.003 Labour Force, Australia, Detailed, Quarterly

- Industries paying lower wages than the higher paying industries such as mining and construction are particularly singled out for criticism in their use of the 457 visa scheme. The Minister recently stated:

'It's particularly concerning that the areas with the biggest rates of growth are those with the lowest paid workers - Accommodation and Food services which has grown by 99 per cent and Retail which has grown by 75 per cent when compared to the 2011-12 program year.

These two industries are the lowest paying of all sponsor industries.

The average base salary for 457 visa holders was \$55 000 for Accommodation & Food services workers and \$69 000 for Retail workers.

.....I am concerned that some unscrupulous employers are seeking to use 457 visas to avoid training local workers – citizens and permanent residents'.⁶

8. The retail sector was recently described in the following terms by the Federal Assistant Treasurer:

'Australia's retail sector employs around 1.2 million people, and, according to 2011-12 figures, it accounts for around 5 per cent of Australia's economy.

It is also a growing sector.

The most recent Australian Bureau of Statistics figures on retail trade released yesterday indicate that in trend terms Australian retail turnover rose by 2.5 per cent in January 2013 compared with January 2012.

These figures show that the sector as a whole is growing, but of course there are parts of the sector growing faster, some growing slower and some that are experiencing a more difficult time'.⁷

9. Australia's retail sector is a large employer with a diversity of segments which are performing at demonstrably different rates and with differing employment and skill needs. In recent years the food café and restaurant sector has fared relatively better than others in the retail industry:

In line with recent years, the food, café and restaurant sectors are outperforming others. The food retail segment went up 4.1%, cafés and restaurants increased by 2.9% and the "other" retailing category (which incorporates many pure play internet retailers) rose 3.7%.

Those still suffering from slow growth rates included household goods and clothing retailers and department stores. Growth in the clothing retail sector increased 2.3% while department store growth grew 1.9%.⁸

⁶ Minister for Immigration and Citizenship media release 28 April 2013

⁷ The Assistant Treasurer Speech to Retail Leaders Forum 6 March 2013

⁸ David Rumbens Deloitte Access Economics Retail Forecast Report

10. For retail trade the average nominated total remuneration for primary applications granted in 2012-13 was \$71,400; \$81,800 in Victoria and \$77,200 in NSW where the bulk of the applications were granted. At these income levels, it would not appear that employers are seeking to displace local retail workers or avoid training to create a local skill base.
11. There have also been criticisms that the scheme depletes job opportunities for local Australian workers in occupations such as IT, project administrators and cooks. It is argued these jobs should be filled by locally trained and engaged workers and that the 457 visa scheme displaces such workers. Appendix A contains extracts from DEEWR Job Outlook which clearly indicates that there are persistent shortages in the labour market for qualified chefs, cooks and in the food trades. Similarly employment for project administrators expected to grow very strongly. Employment in this occupation rose strongly in the past five years and rose very strongly in the long-term (ten years).⁹
12. The skills shortage for IT workers is widely recognised as systemic and requires long term solutions from school age onwards. The debate about current and forecast labour market needs, training and skill levels in this area is active and ongoing within industry and government.¹⁰ However the 457 visa scheme was intended to provide employers with short to medium term flexibility where they are unable to recruit and at the same time ensure they acquire training obligations. It is not removing job opportunities for local IT workers.
13. Employers would generally prefer to recruit locally available workers over temporary skilled migrants. The cost of employing a temporary skilled migrant is greater than the cost of recruiting locally, particularly given the process and procedure involved and attendant costs including training obligations. With the built in protections for temporary workers in terms of mandated minimum earnings levels and the same statutory regulation of the workplace applying to

9 DEEWR Job Outlook: Contract, Program and Project Administrators

10 See for example the Australian Workplace and Productivity Agency Information and Communications Technology (ICT) workforce study; ICT Skills and Training Development A 'State of Play' AIIA paper November 2012

local workers it is difficult to conclude that the scheme is operating in a way which requires further regulation and intervention.

14. Nor does the overall impact of the scheme on the Australian workforce appear to warrant further constraining the 457 visa scheme. Currently the number employed in the Australian workforce is just under 11.6 million with less than 1% are employed on 457 visas.
15. Recruitment, even locally, requires businesses to invest time and resources to find the right people. For small businesses it can be a fraught process. Employing an overseas worker is usually not the first choice but may be the only available option when attempts to find the right mix of skills and experience have been exhausted in local labour markets. Certainly some employers who have gone down this path previously and understand the demands of the process may use the 457 scheme from the outset, knowing from all the available industry signs that local recruitment will not be successful. These employers have become familiar with the scheme's requirements and have equipped themselves to manage within it.
16. However for an employer without a pressing need for a supply of labour with specific skills and experience not locally available, the scheme would be too onerous and resource intensive to embark on as a standard recruitment procedure in their operations. Becoming a sponsor entails additional obligations to the temporary worker in addition to the extensive information required by DIAC for approval as a sponsor and the ongoing provision of information and records. Most employers require the assistance of a migration agent, again an additional cost. Employers must then spend either 1% of payroll on training for visa employees or donate 2% to an industry training fund. There is no recognition within the scheme for on the job training and experience or for any skill contribution the 457 worker may bring to the job and other workers.

17. The program already contains a number of in-built disincentives for employers to use the 457 visa scheme as a means of avoiding their obligations under Australian law and undercutting local pay and conditions. Employers carry the responsibility of ensuring that the worker has the right to work in Australia. Employers must ensure that the terms of employment are not less favourable than those provided to an Australian in an equivalent role in the same workplace. This obligation must be met throughout the entire visa period, along with the obligation to keep records and to be able to demonstrate that the equivalence has been maintained. Employers must comply with the requirements of the Worker Protection Act; Fair Work Act; workers compensation legislation, anti discrimination legislation and any other workplace law for their workers on 457 visas – there is no difference in the application of these laws from local workers. They are subject to inspection by DIAC, the Fair Work Ombudsman and WorkCover Authorities. An employer is subject to heavy civil penalties and in some cases criminal prosecution for breach(es).
18. The proposal that “stringent” labour market testing should be introduced completely ignores the fact that in their own best interests, employers assess the availability of local skills before embarking on hiring through the 457 scheme. As stated above the costs and compliance requirements of the 457 scheme are such that unless employers know that they cannot obtain staff locally they would not be induced to recruit in this manner. It is also unclear just what this testing would involve and the time frames likely to be expended. In addition to adding another level of red tape to running a business, in effect it places the government in the position of deciding “best practice” in recruitment practices. Further, in the 2009 changes to the scheme following the Deegan report the labour market testing then required was abolished.
19. Any consideration of limiting the occupations listed in the CSOL should take into account that predicting and keeping up to date with skill requirements is a difficult and flawed science. It should also take into account the fact that ANZSCO does not provide complete and accurate descriptors for all

occupations. A greater breadth of occupations is more likely to enable employers meet shortages where and when needed. It is also notable that the CSOL is used for other visa purposes; the 457 visa is only one of a number of visa categories for overseas workers which do not have the same stringent obligations imposed on employers as the 457 visa.

20. The proposed changes to the scheme announced by the Minister will create additional resource burden and costs for employers and will stifle businesses already looking to recruit employees needed to maintain productivity and competitiveness.



ANZSCO 3513-11 and 3514-11

Australia

Chef/Cook

September 2012

Current labour market rating

Shortage

Previous labour market rating (July 2011)

Shortage

Comments

The labour market for chefs and cooks has not changed markedly over the last year and shortages persist. Employers continue to attract multiple applicants but many are considered to be unsuitable.

Survey results

- Surveyed vacancies were in a range of establishments, including catering businesses, cafés, bistros, hotels and fine dining establishments, and for a variety of cuisines.
- Almost 20 per cent of advertisements used the title cook, 20 per cent chef/cook and 60 per cent chef.
- Almost 90 per cent of employers were ideally seeking fully qualified chefs or cooks, however, a significant number recruiting cooks were willing to employ an unqualified applicant who had appropriate skills and experience.
- Most advertised vacancies (71 per cent) were for replacement positions.
- Employers filled 62 per cent of advertised vacancies, down slightly from 63 per cent in 2011.
 - A higher proportion of vacancies for cooks were filled than for chefs.
- There were 10.7 applicants per vacancy, on average, slightly more than there were in 2011 (8.9), with 1.4 suitable applicants per vacancy (unchanged).
 - A small number of positions which had appealing working conditions (Monday to Friday day shifts only) attracted hundreds of applicants. This response skewed the overall survey results. Removing data for these vacancies reduces the number of applicants per vacancy to 6.1, a slightly lower number than that recorded in 2011.
- Although almost all employers received some interest in their vacancies, around one third did not attract any applicants they considered to be suitable.
 - Most applicants (93 per cent) were qualified, however, the majority of these were considered to be unsuitable.
- Employers recruiting for executive or head chefs experienced significant difficulty, with smaller applicant numbers for these positions, partly due to the extensive experience required.
- Some employers preferred local applicants and were unwilling to consider applicants from interstate.
- Some employers used work trials to test applicants' ability.
- Employers in regional locations had greater difficulty filling their vacancies than those in metropolitan locations.
 - Employers in regional areas filled 51 per cent of their vacancies while those in metropolitan areas filled 68 per cent.

- On average, there were higher numbers of applicants and suitable applicants in metropolitan areas than in regional areas (13.7 and 1.7 respectively in metropolitan areas compared with 5.0 and 1.3 in regional areas).

Reasons for rating

- There were few applicants who met employers' expectations, although there were significant numbers of qualified applicants (some, though, had undertaken relatively short courses).
- A significant number of employers said they had either permanent advertisements for chefs or cooks or they had needed to extend their advertising to attract applicants.

Unsuitable applicants

- A significant number of qualified applicants were considered to be unsuitable (on average, four per vacancy).
 - Many of these applicants had completed a short course in cookery and employers had a preference for apprenticeship trained chefs and cooks.
 - Other qualified applicants lacked experience in particular cuisines or did not have the level of experience for senior roles.
- Applicants were considered to be unsuitable for other reasons including lack of qualifications, unreliable work history and poor presentation at interview.

Demand and supply trends

- There was strong growth in employment of chefs over the year to August 2012¹ to an historically high level (up by around 27 per cent to 89,700) but employment of cooks remained relatively stable (around 40,000).
- By contrast with employment, the level of advertised vacancies for chefs and cooks fell in the year to August 2012, with the Internet Vacancy Index² showing a fall of almost 10 per cent for the 12 months to September 2012 compared with the same period to September 2011.
 - Vacancy levels in the year to September 2012 were more than 20 per cent lower than the peak level recorded over the year to July 2008.
- Formal training for cook and chef is via completion of a Certificate III (Hospitality, Commercial Cookery) or higher qualification. Chefs, though, generally require significant post-trade experience, and some undertake additional training.
 - 2011 ABS Census of Population and Housing data³ show, however, that 56 per cent of cooks and about one in four chefs do not hold post-school qualifications.
 - More than 70 per cent of chefs and slightly less than 40 per cent of cooks hold Certificate III/IV or higher qualifications.
- National Centre for Vocational Education Research data⁴ show the number of apprentice and trainee commencements for cooks⁵ have varied over the past five years (from a low of around 5500 in 2009-10 to a high of 6400 in 2010-11), but in 2011-12 were 8.2 per cent below the number in 2007-08.

¹ ABS Labour Force Survey, August 2012

² DEEWR *Internet Vacancy Index*, October 2012

³ ABS *Census of Population and Housing*, 2011

⁴ NCVER *Commencements and Completions*, June 2012

⁵ Training for chefs is generally via a cooking apprenticeship or traineeship followed by industry experience and sometimes additional units of study

- There has, however, been a steady increase in completions, up by 15.3 per cent over the five years.
- These figures include only apprentice and trainee training, and anecdotal information suggests there is a significant amount of training (including short courses) provided outside these arrangements.

Other indicators and issues

- Employers commented on the difficulties attracting and retaining apprentices.
- A significant number of employers considered the practical experience and training provided in short courses as inadequate.



Labour Market Research - Food Trades 2012

Occupations in cluster	Rating	Number of years in shortage, 5 years to 2012
3511-11 Baker	Shortage	5
3511-12 Pastrycook	Shortage	4
3512-11 Butcher or Smallgoods Maker	Shortage	5
3513-11, 3514-11 Chef/Cook	Shortage	5

Key Issues

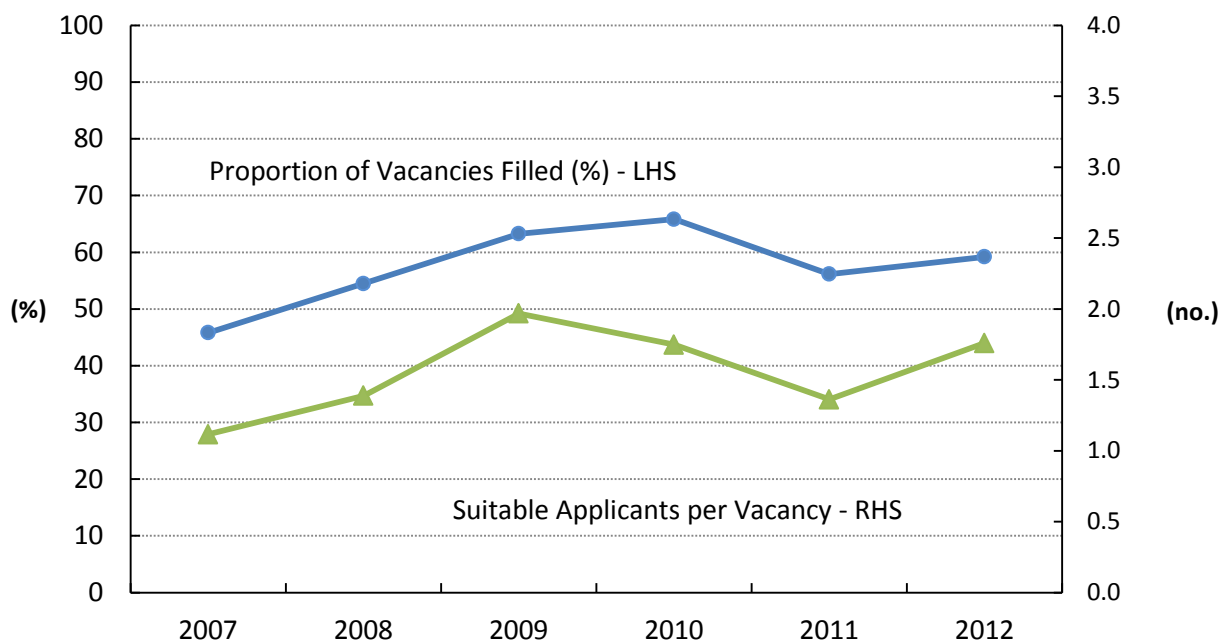
- Shortages of food trades have been persistent over most of the past decade and employers continued to experience difficulty recruiting in 2012, although the labour market eased slightly compared with 2011.
- Wastage (people leaving the occupation for which they trained) is an issue for food trades.
 - Factors employers suggest contribute to recruitment and retention difficulties include relatively low remuneration (median earnings are considerably lower than the all occupations average), undesirable working hours and difficult conditions.
- A large proportion of qualified applicants for vacancies were considered by employers to be unsuitable. Employers suggest a lack of transferability of skills between workplaces contributes to difficulty filling vacancies with suitably skilled workers.
- Shortages for these occupations are likely to persist, particularly for specialist workers, as the factors which contribute to recruitment and retention difficulties are likely to continue.

Survey Results

- Employers were surveyed from a wide range of businesses including supermarkets, franchise chains, small independent businesses, wholesale businesses, restaurants, cafés, patisseries, catering kitchens and speciality cake retailers.
- Around 59 per cent of vacancies were filled in 2012, slightly higher than the proportion recorded in 2011 (56 per cent). The proportion of suitable applicants per vacancy was also slightly higher in 2012 compared with 2011 (1.8 and 1.4, respectively).
- The research results for individual occupations were fairly consistent with the previous year.
 - There was, however, an easing in the labour market for butcher or smallgoods maker, with employers filling a significantly higher proportion of these vacancies in 2012 than in 2011 (65 per cent, up from 38 per cent). Employers also attracted more suitable applicants per vacancy (1.3 in 2012 compared with 0.6 in 2011).
- There were marked differences in recruitment experiences between employers in different states and territories.
 - Employers in Victoria and South Australia had the most success, filling 73 and 70 per cent of vacancies, respectively.

- Employers in the two territories, however, filled a small proportion of vacancies (22 per cent in the ACT and 33 per cent in the Northern Territory).
- Notably, a small number of advertisements for chefs which had appealing working conditions (Monday to Friday, day shifts only), attracted very large responses (with hundreds of applicants).
 - Excluding these vacancies, there were 6.1 applicants per vacancy, on average.
- The vast majority of employers were seeking qualified food trades workers with relevant experience and skills.
 - A significant number of employers of cooks, however, were willing to compromise and take applicants who has relevant experience (in lieu of qualifications) to fill their vacancies.
- The majority of positions were replacement positions.

Figure 1: Proportion of vacancies filled and number of suitable applicants per vacancy, Food Trades, 2007 to 2012



Source: DEEWR Survey of Employers who have Recently Advertised

Reasons applicants were unsuitable

- Common reasons applicants were considered to be unsuitable for food trades vacancies were
 - Lack of industry specific experience
 - Lack of, or limited, qualifications and experience in particular cuisines or skills
 - Unfavourable work histories
 - Poor communication skills
 - Unreliability
 - Poor presentation at interview.
- Notably, for all four food trades occupations, employers attracted large numbers of qualified but unsuitable applicants.
 - For example, around 70 per cent of qualified applicants for pastrycook positions were considered to be unsuitable as employers required applicants with sector specific experience.
- Some employers found applicants' skills were incomplete due to limited exposure to some aspects of the trade in their previous workplaces.
 - For example, a number of independent butchers noted that they had applicants who, despite being qualified, could not successfully break an animal carcass as they had not had training in this work.

- Some employers considered candidates who had undertaken short course qualifications to be unsuitable due to a lack of practical experience and skill (this was particularly evident for bakers and chef/cook).

Demand and Supply Trends

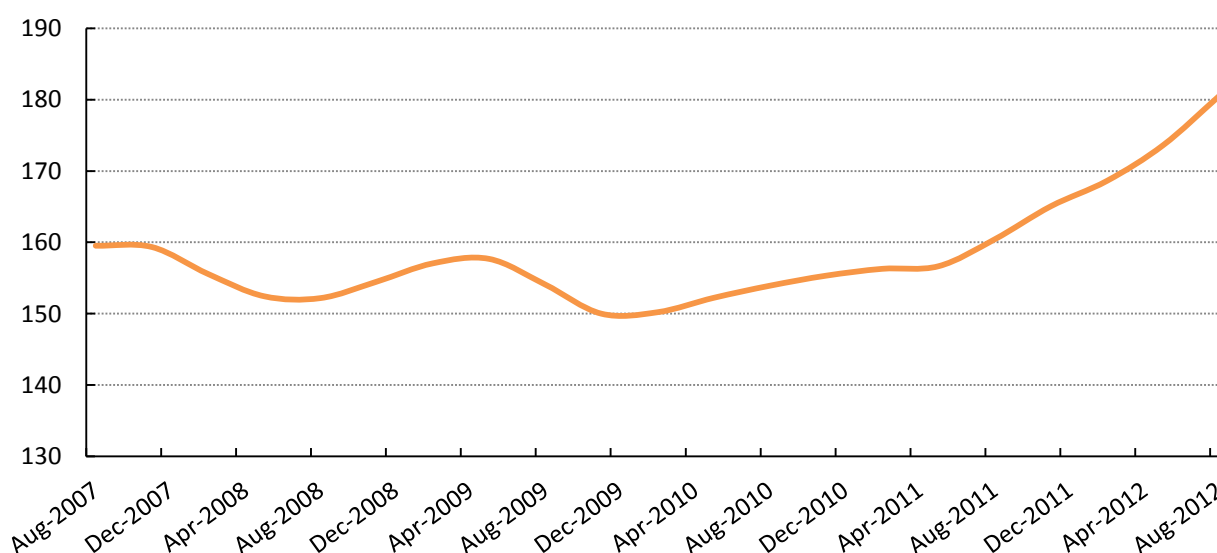
Demand factors

- Food trades workers are predominantly employed in the Accommodation and Food Services industry (54.7 per cent)¹, with significant proportions also in Retail Trade (18.5 per cent) and Manufacturing (13.8 per cent).
- ABS Retail Trade data² show in trend terms over the year to September 2012, turnover in cafés, restaurants and takeaway food services rose by 7.4 per cent (or \$201.5 million), compared with an overall increase in retail trade turnover of 3.7 per cent, suggesting that the recent strong growth in employment is consistent with other demand factors.
- Media reports³ throughout 2012 suggest that chefs/cooks working in mining camps attract higher remuneration and, as a result, cafés and restaurants in some areas face increasing competition for these skilled workers (particularly in Western Australia).

Employment

- ABS⁴ data show there was strong growth in employment of food trades workers (Figure 2) over the year to August 2012 (up by 12.5 per cent) to 180,500.
 - This is consistent with patterns of long term growth of food trades workers over one, five and ten years (up by 12.5, 13.2 and 54.4 per cent, respectively) compared with the growth for all occupations (0.6, 8.4 and 24.0 per cent, respectively).
- Employment growth for individual occupations shows some variation over the year to August 2012.
 - The strongest increase was for chefs, up by 27.0 per cent or 19,100 with employment of bakers and pastrycooks also up (by 7.8 per cent or 2200).
 - Employment of butchers and smallgoods makers declined by 10.8 per cent or 2700.

Figure 2: Employment, Food Trades, August 2007 to August 2012 ('000)



Source: ABS Labour Force Survey, DEEWR trend

¹ ABS, *Labour Force Survey*, annual average 2011

² ABS, *Retail Trade*, September 2012

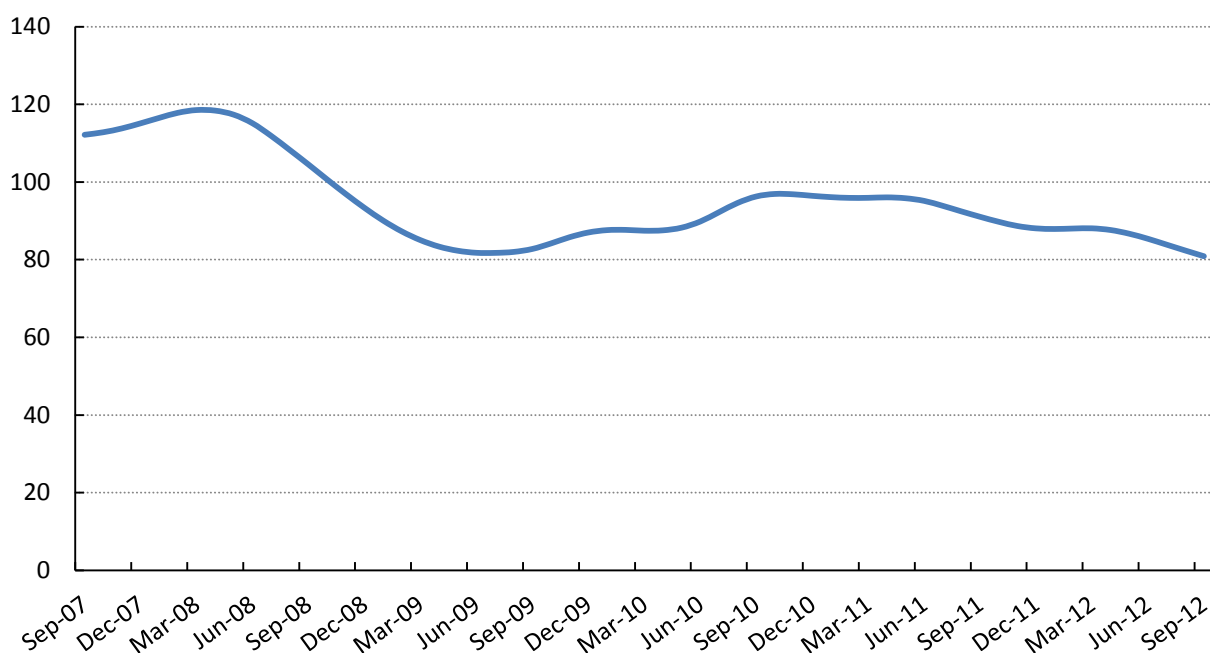
³ The Morning Bulletin, *Tourism losing workers in droves*, 16 August 2012. Australian Financial Review, *Chefs get a taste of camp cooking*, 11 April 2012.

⁴ ABS, *Labour Force Survey*, August 2012, DEEWR trend

Vacancy levels

- Despite strong employment growth, internet vacancies (Figure 3) in September 2012 were 31.8 per cent below the peak recorded at March 2008, and trending down⁵.

Figure 3: Internet Vacancy Index, Food Trades, September 2007 to September 2012 (January 2006 = 100)



Source: DEEWR Internet Vacancy Index, trend

Replacement demand

- Wastage is a significant constraint on the supply of food trades workers, with ABS data⁶ showing labour turnover is high. Annually, 14.8 per cent of food trades workers leave their occupation group, compared with 13.1 per cent across all occupations.
 - At February 2012 (across the entire Australian workforce), an estimated 2.3 million workers had been with their current employer/business for less than 12 months⁷. About 11 per cent of these worked in the Accommodation and Food Services industry⁸, a higher proportion than this industry's share of total employment (7 per cent).
- Employer comments suggest it is difficult to attract and retain apprentices and qualified applicants due to low remuneration, undesirable working hours and difficult conditions.

Training trends and graduate outcomes

- About 45.4 per cent of food trades workers have a Certificate III or higher VET qualification, but almost the same proportion do not hold post-school qualifications (42.0 per cent compared with 37.2 per cent for all occupations)⁹.
 - Almost two thirds of cooks do not hold post-school qualifications, suggesting a significant amount of training for this occupation is undertaken on-the-job. The high proportion of cooks who do not hold formal qualifications is in line with survey results which show that some employers are willing to compromise and take experience and demonstrated competency in lieu of qualifications.

⁵ DEEWR, *Vacancy Report*, September 2012

⁶ ABS, *Labour Mobility Survey*, February 2010

⁷ ABS, *Labour Mobility Survey*, February 2012

⁸ ABS, *Labour Force Survey*, annual average 2011

⁹ ABS, *Survey of Education and Work*, May 2011

- Employer comments also suggest shortages are for cooks with higher level skills and experience.
- National Centre for Vocational Education Research (NCVER)¹⁰ figures show annual apprenticeship and traineeship commencements varied a little between 2006-07 and 2011-12 but did not change markedly overall.
 - Commencements decreased by 3.6 per cent between 2006-07 and 2011-12.
- Completions increased steadily, suggesting that retention rates may be improving.
 - In 2011-12, just over 4500 students completed a food trades apprenticeship or traineeship (at the Certificate III level or higher), an increase of 26.9 per cent compared with 2006-07.
- NCVER data¹¹ suggest students completing an apprenticeship or traineeship in the food trades have little problem maintaining employment upon completion of their studies.
 - In 2010-11, around 90 per cent of students who completed an apprenticeship or traineeship in the food trades were employed six months after training.
 - Of these, around 70 per cent were employed in an occupation relevant to, or the same as, their training course.

Outlook

- DEEWR¹² projects employment of food trades workers to rise by 10.9 per cent between 2011-12 and 2016-17 (compared with growth of 7.2 per cent for all occupations), with employment increases expected in each food trade.
 - Chefs are expected to have the strongest growth, up by 14.3 per cent (or 10,800).
- Shortages for these occupations are likely to persist, particularly for specialist workers, as the factors which contribute to recruitment and retention difficulties are likely to continue.

¹⁰ NCVER, *Apprentices and Trainees*, December quarter 2011

¹¹ NCVER, *Student Outcomes*, 2010 and 2011. Note: Data are combined for the 2010 and 2011 survey years.

¹² DEEWR, *Occupational Employment Projections to 2016-17*. www.deewr.gov.au/labour-market-information-portal-0

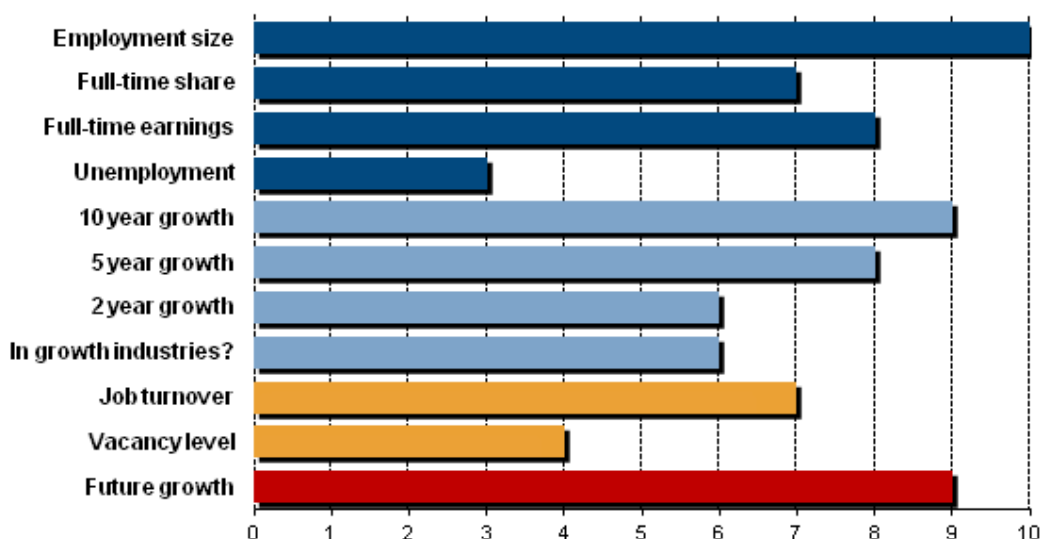


Contract, Program and Project Administrators

Job Prospects

- *Data on Job Outlook are updated on a yearly basis and are compiled from national statistics which may not reflect either regional variations or more recent changes in employment conditions.*
- Employment for Contract, Program and Project Administrators to 2016-17 is expected to **grow very strongly**. Employment in this very large occupation (101 100 in November 2011) rose strongly in the past five years and rose very strongly in the long-term (ten years).
- Contract, Program and Project Administrators have an above average proportion of full-time jobs (84.6 per cent). For Contract, Program and Project Administrators working full-time, average weekly hours are 38.7 (compared to 41.3 for all occupations) and earnings are above average - in the eighth decile. Unemployment for Contract, Program and Project Administrators is below average.
- Contract, Program and Project Administrators are employed across several industries including: Public Administration and Safety; Education and Training; Professional, Scientific and Technical Services; and Financial and Insurance Services.
- The (internet) vacancy level for Contract, Program and Project Administrators is **low**. Annually, 12.5 per cent of Contract, Program and Project Administrators leave this group, creating potential job openings (this compares with 14.2% across all occupations).
- The mix of industries employing Contract, Program and Project Administrators is favourable for employment growth prospects.

Key Indicators



The graph shows 11 key indicators for this occupation - employment size, full-time share of employment, earnings, unemployment, historical employment growth (long-term, medium term and short-term), future employment growth, mix of industries and job openings. Estimates have been rounded and consequently some discrepancies may occur between sums of the component items and totals.

Indicator

Level

Decile

How many workers are employed in this occupation?	101 100	10
How many work full-time (% share)?	84.6	7
What are the weekly earnings for full-time workers (\$ before tax)?	1380	8
How does unemployment compare with other occupations?	below average	3
What is the long-term employment growth - 10 years (%)?	103.1	9
What is the medium-term employment growth - 5 years (%)?	33.5	8
What is the short-term employment growth - 2 years (%)?	4.8	6
Is the mix of industries favourable for employment growth?	favourable	6
Gross replacement rate – how many (%) leave the occupation each year?	12.5	7
What is the vacancy level for this occupation?	low	4
What is the likely future employment growth for the next five years?	very strong growth	9

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Department of Education, Employment and Workplace Relations
GPO Box 9880
Canberra ACT 2601 Australia