SELF MANAGEMENT IN THE FUTURE LABOUR MARKET

David Essex, Manager of Careers and Employment Services.
CONTENTS

Present employment trends
Emerging and declining roles
The bigger picture
Career management in a changing world
PRESENT TRENDS

• INCREASE IN PART TIME WORKING

• SHIFT TOWARDS PROFESSIONAL ROLES REQUIRING A DEGREE

• JOB SECURITY AN ILLUSION FOR MANY

• ISSUES AROUND LABOUR MARKET PARTICIPATION
PRESENT TRENDS – JOB ROLES

- Managers
- Professionals
- Technicians and Trades Workers
- Community and Personal Service Workers
- Clerical and Administrative Workers
- Sales Workers
- Machinery Operators And Drivers
- Labourers

[Bar chart showing the number of job roles for each category, with Professionals having the highest number, followed by Managers and Technicians and Trades Workers.]
PRESENT TRENDS – FULL TIME/PART TIME

- Managers
- Professionals
- Technicians and Trades Workers
- Community and Personal Service Workers
- Clerical and Administrative Workers
- Sales Workers
- Machinery Operators And Drivers
- Labourers
EMPLOYMENT RATES – VICTORIA (JAN 2013)

Working Age Population (15-64) : 3,868,800

Employment Rate (15-64) : 71.9 %

Participation Rate (15+) : 64.7 %

Unemployment Rate (15+) : 6.1 %

Youth Unemployment Rate (15-24) : 12.9 %

Teenage Full-Time UE Rate (15-19) : 27.6 %
WINNERS AND LOSERS – 2013 SNAPSHOT

- Healthcare
- Mining?
- Aged Care
- Education
- Retail
- Accommodation/catering
- Transport/Warehousing
- Wholesale/Manufacturing
Growth area case study – Healthcare labour market

- Cultural fit
- Part-time
- Personal attributes vital
- Salaries static
- Hospitals struggling

- Occupational rehabilitation, OH+S, OT, Physio and Aged care doing well.
- Regional and rural
- Prospects vary by profession
HEALTHCARE – ATTRIBUTES OF A SUCCESSFUL JOBSEEKER

Research
Persistence
Preparation
Presentation
Connections
Socialmedia

Student
POLICY

Reduce option to be unemployed
+
Encourage range of cohorts back into the labour market
+
Keep people working longer
=
Increase labour market participation rate

http://www.abs.gov.au/ausstats/abs@.nsf/Latestproducts/6202.0Main%20Features999Jan%202013?opendocument&tabname=Summary&prodno=6202.0&issue=Jan%202013&num=&view
JOBS OF THE FUTURE – A SCIENCE OR MYTH
The Bigger Picture - What does the future hold?

1. The Long Boom
   - Sustained prosperity and a restructured economy

2. Smart Recovery
   - Uncertainty to 2015 with low growth and knowledge-based recovery

3. Terms of Trade Shock
   - Resource prices fall, a more balanced economy

4. Ring of Fire
   - Risky world – multiple shocks
<table>
<thead>
<tr>
<th>Qualification</th>
<th>Long Boom</th>
<th>Smart Recovery</th>
<th>Terms of Trade Shock</th>
<th>Ring of Fire</th>
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</thead>
<tbody>
<tr>
<td>Postgraduate</td>
<td>5.4</td>
<td>4.8</td>
<td>5.0</td>
<td>3.8</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>4.5</td>
<td>3.9</td>
<td>4.1</td>
<td>2.9</td>
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<tr>
<td>Advanced diploma</td>
<td>3.4</td>
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<td>3.1</td>
<td>2.0</td>
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<tr>
<td>Cert III and IV</td>
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<td>3.9</td>
<td>4.0</td>
<td>3.1</td>
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<td>Cert I and II</td>
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<td>1.4</td>
<td>1.5</td>
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<td><strong>Total</strong></td>
<td><strong>4.2</strong></td>
<td><strong>3.6</strong></td>
<td><strong>3.8</strong></td>
<td><strong>2.7</strong></td>
</tr>
<tr>
<td><strong>Cert III and above</strong></td>
<td><strong>4.4</strong></td>
<td><strong>3.9</strong></td>
<td><strong>4.0</strong></td>
<td><strong>2.8</strong></td>
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</tbody>
</table>
## Growth jobs

<table>
<thead>
<tr>
<th>Job</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered nurse</td>
<td>105k</td>
</tr>
<tr>
<td>Software and Applications Programmers</td>
<td>56k</td>
</tr>
<tr>
<td>Private Tutors and Teachers</td>
<td>55k</td>
</tr>
<tr>
<td>Advertising and Sales Managers</td>
<td>52k</td>
</tr>
<tr>
<td>Accountants</td>
<td>51k</td>
</tr>
<tr>
<td>Chief Executives and Managing Directors</td>
<td>46k</td>
</tr>
<tr>
<td>Secondary School Teachers</td>
<td>37k</td>
</tr>
<tr>
<td>Primary School Teachers</td>
<td>33k</td>
</tr>
<tr>
<td>Contract, Program and Project Administrators</td>
<td>31k</td>
</tr>
<tr>
<td>Generalist Medical Practitioners</td>
<td>30k</td>
</tr>
</tbody>
</table>
## OVERVIEW

<table>
<thead>
<tr>
<th>Growth industries</th>
<th>Declining industries</th>
<th>Growth occupations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health care</td>
<td>Power and water services</td>
<td>Professionals</td>
</tr>
<tr>
<td>Prof, Scientific and Technical services</td>
<td>Manufacturing</td>
<td>Community and personal service workers</td>
</tr>
<tr>
<td>Ed and training</td>
<td>Agriculture</td>
<td>Managers</td>
</tr>
<tr>
<td>Finance and insurance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mining</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
CAREER SELF-MANAGEMENT

- Articulate value
- Develop and maintain relationships/networks
- Be an expert in something
- But be flexible
- Work with uncertainty
- Know what is going on in your areas
- Invest in qualifications and professional development
LUCK OR JUDGEMENT?

- Jim Bright and the Chaos Theory – planned serendipity
- Tony Watts – DOTS model of career development
- Other factors including opportunity, timing
- Hard work
- And finally... judgement
SUMMARY

• Continuing rise of qualifications
• Focus on “what you can do”
• Labour market participation
• Career self-management skills
• Increased local and global competition
QUESTIONS?