



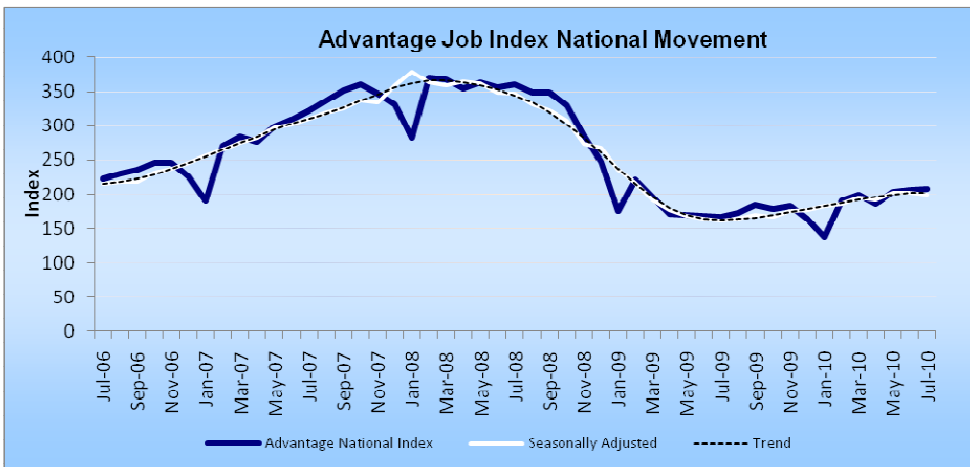
## Australian Market Report

July 2010

### Building takes a battering

The Advantage Job Index slipped 1.30% in July, further evidence of a slowing job market. Historically the job market falters at election time. It will be interesting to see to what extent the market picks up again post election.

The fall this month was unusually unevenly split with Building and Construction and Human Resources taking significant hits.



The above graph shows the national movement in the Advantage Job Index by month

Building and Construction jobs, a key component of our employment landscape, are 9.47% down. This fall can be directly attributed to the lowering of the first time home owners grant and the series of interest rate rises in 2010. The squeeze in lending available to property developers is also hurting demand. As roles in the sector are often casual or temporary in nature, current employment as well as new job creation will have been hit.

The curve clearly shows that the good recovery in job advertisements in late 2009/early 2010 have tailed off a bit. While ads are up 24% on this time last year they are only up 8% over 6 months and 4% in the last quarter. This is not the U curve recovery anticipated by some but more of a "J curve".

Hiring intention reports are all positive for the next 3-6 months and, irrespective of the election outcome, we don't see the market stalling. Having said that, with the National Index sitting at 199.75, job advertisements are still a good 47% below the peak of January 2008. It is for this reason that we believe talk of a nationwide skills shortage are premature.

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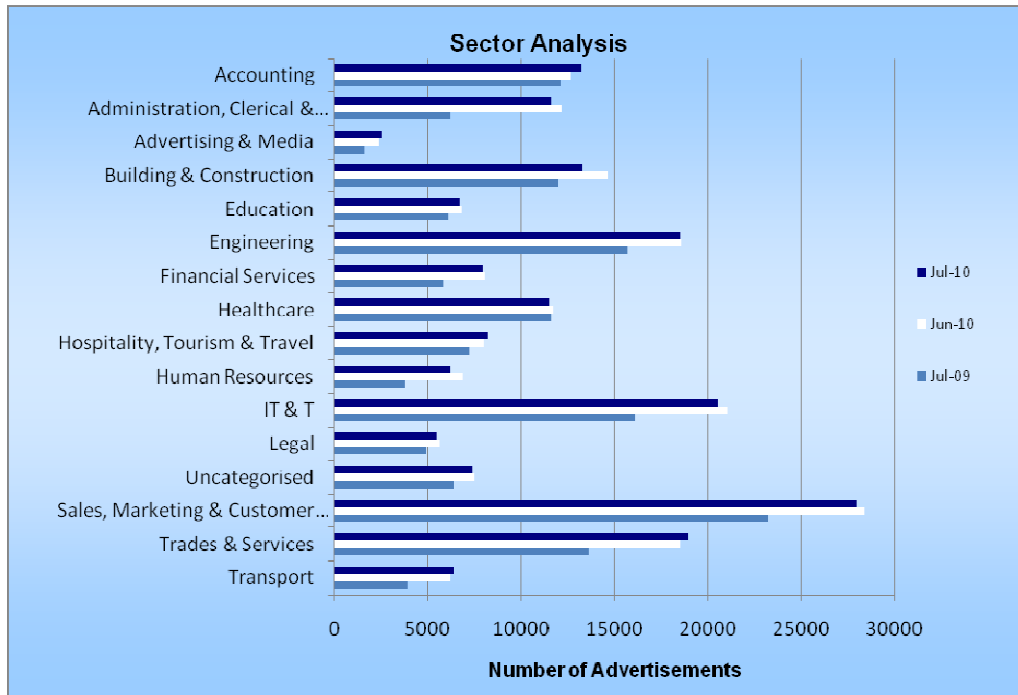
Hot Jobs

Hot Candidates





## Market Demand by Industry



The above graph shows the seasonally adjusted monthly and annual change in the number of internet advertisements by industry

	%Change Monthly	%Change Annually
Accounting	4.2%	9.1%
Administration & Office Support	-4.8%	86.1%
Advertising & Media	8.2%	59.7%
Building & Construction	-9.5%	10.6%
Education	-1.6%	9.7%
Engineering	-0.2%	17.9%
Financial Services	-1.5%	36.6%
Healthcare	-2.1%	-1.2%
Hospitality, Tourism & Travel	2.4%	13.8%
Human Resources	-10.4%	63.8%
IT & T	-2.3%	27.9%
Legal	-2.3%	11.7%
Uncategorised	-1.3%	16.4%
Sales, Marketing & Customer Service	-1.5%	20.4%
Trades & Services	2.2%	38.9%
Transport	3.5%	63.7%

This table shows the monthly and annual seasonally adjusted change in the number of internet advertisements by speciality



The graph and table on the previous page also show a 10.42% fall in Human Resources opportunities. This we attribute to the completion of contracts that arose out of compliance with the Fair Work Act. Many employers have been working since the interim measures were introduced on January 1<sup>st</sup> to get their businesses prepared for the 1 July commencement, with considerable effort dedicated to familiarisation and adherence to the new Modern Awards. Whilst there are, no doubt, many organisations continuing to work on this, there are now fewer new contract opportunities being generated and a far higher number of consulting jobs nearing completion.

## State Comparisons

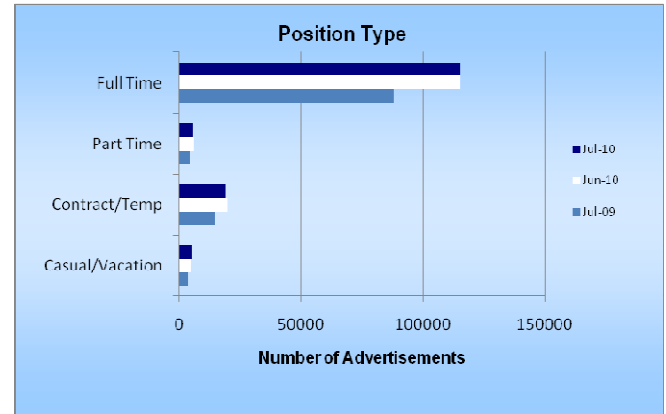
Queensland again was the weakest of the largest states with a 4.2% fall. Its 9.4% rise in 12 months is lower than NSW, VIC, SA and WA. These numbers are supported by last week's announcement of a 22% fall in business investment and a report from CommSec observing QLD and NSW as the weakest performing states economically!

ACT was the only state to grow this month. The rise in media and advertising jobs can be directly correlated to election activities so are temporary in nature and likely to fall back next month.

	%Change Monthly	%Change Annually
NSW	-0.5%	23.7%
VIC	-0.1%	32.4%
SA	-1.6%	20.7%
WA	-0.3%	53.1%
QLD	-4.2%	9.4%
TAS	-7.3%	-6.3%
ACT	2.2%	-1.6%

*This table shows the monthly and annual seasonally adjusted change in the number of internet advertisements by state.*

## Analysis of Position Type



*The above graph shows the seasonally adjusted monthly and annual change in the number of internet advertisements by position type*

	%Change Monthly	%Change Annually
Full Time	-0.2%	30.9%
Part Time	-0.3%	34.1%
Contract/Temp	-3.7%	30.6%
Casual/Vacation	3.9%	32.7%

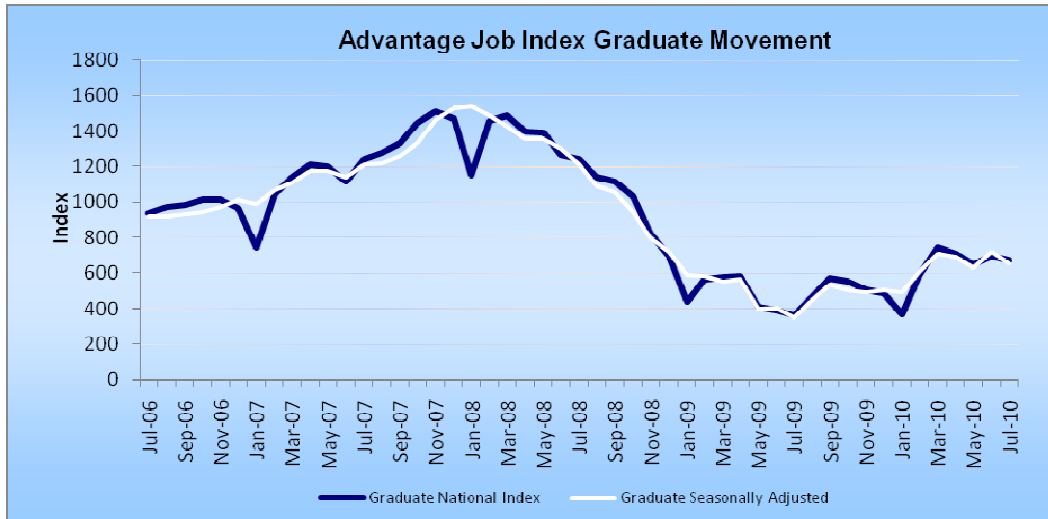
*This table shows the seasonally adjusted monthly and annual change in the number of internet advertisements by position type.*

The 3.7% decline in contract and temp numbers follows the comments above on the significant declines in Building and Construction and Human Resources, two sectors where contract and casual work is prevalent.

It's interesting to see that the twelve month statistics are now fairly even by work type. Although part time remains the highest at 34.1% it no longer dominates the job creation charts as it did in 2009.



## Graduate Job Index



Overall the number of graduate job vacancies online have fallen 9.6% but are still up 86% on this time last year. Of greater concern, as the graph above shows, is the noticeable slow down in opportunities over the last quarter compared to the pick up in early 2010. This mirrors the trend in more experienced hires.

	%Change Monthly	%Change Annually
Accounting	-6.0%	123%
Advertising, Media, Arts and Entertainment	-22.3%	70%
Banking and Financial Services	-11.1%	155%
Property, Building & Construction	-8.0%	192%
Education	3.8%	-39%
Engineering & Mining	0.6%	204%
Government, Defence and Community	16.6%	129%
Healthcare, Medical & Pharmaceutical	-12.4%	134%
Hospitality, Tourism & Travel	-19.4%	32%
Human Resources & Recruitment	-30.9%	205%
IT and Telecommunications	-8.6%	104%
Legal	-6.5%	73%
Sales, Marketing, Retail, CPG	-19.6%	38%
Science	1.5%	200%
Management & Consulting	-6.5%	109%
Manufacturing Trades & Services	22.4%	176%
Transport	-11.7%	161%

*This table shows the seasonally adjusted monthly and annual change in graduate internet job advertisements.*

As the table above demonstrates there are significant variations in fortunes depending on your area of study. There are many areas where vacancies have doubled but are now scaling back. In fairness to education opportunities this has very specific recruitment seasons and, as an area of largely public sector employment, not hit directly by the GFC its numbers did not fall in 2009.



## HOT JOBS



## HOT CANDIDATES

### Senior Accounts Officer

A multinational medical company based in North Ryde requires an Accounts Officer to perform a range of duties, including bank and general ledger reconciliations, intercompany accounts, stock control and variance analysis, and supporting AP/AR. You will possess clear communication skills, previous experience in a similar accounting role, and the ability to work unsupervised and take initiative. Please contact Aaron Caton on (02) 8244 8429 for further details.

### Regional Manager

My client is one of the respected financial services companies in Australia. Due to a restructure the new State Manager now requires the services a Regional Manager in the CBD, you will be managing a team of Wealth Bankers, your mandate will be to provide, coaching, mentoring and leadership to your team to make them the most successful division in the city. To secure this position you will have at least 5 years experience managing a sales team, within a banking or financial services industry, you will need you have a proven record of successes, you will also need to be at least RG146 qualified, preferably CFP. Contact Trevor Weston 02 8244 8419

### Marketing/Brand Manager

With experience covering retail merchandising, FMCG, Leisure & Lifestyle sectors, this well rounded Marketing & Brand Manager has gained exposure to both ATL and BTL communication. Her recent retail merchandising project role makes her ideally suited for an in-house branding position requiring someone who is a professional and articulate communicator. Available immediately for both contract and permanent positions, this talented candidate would be an asset to any marketing team. Contact Robin Langdon on: 02 8244 8409

### Payroll Manager

Currently seeking a new role due to the relocation of Payroll in her present company, this extremely pleasant Payroll Manager has been with her employer for over 10 years. With a stable working history and cheerful personality, she also has a strong understanding of the Chris 21 payroll system and Microsoft Excel; utilising both of these to improve processes and efficiencies in the department. Contact Aaron Caton on (02) 8244 8429 for further details.



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