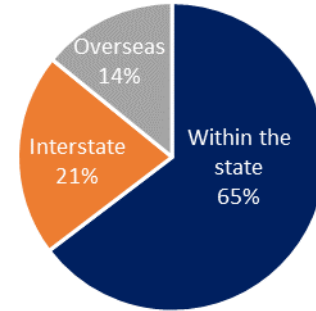




Employers who hire from outside their local area

Around one in five (19 per cent) employers across regional and remote Australia hired someone from outside their local area in their most recent recruitment round.¹ The majority of people who relocated to take up a job moved from elsewhere within the state in which the employer's business was located (Chart 1).

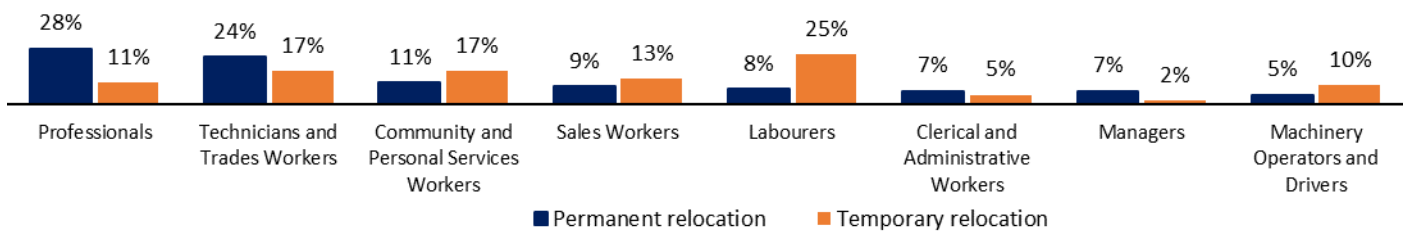
Chart 1: Home location of applicants hired from outside the local area



Workers are more likely to move permanently for medium and higher skilled jobs

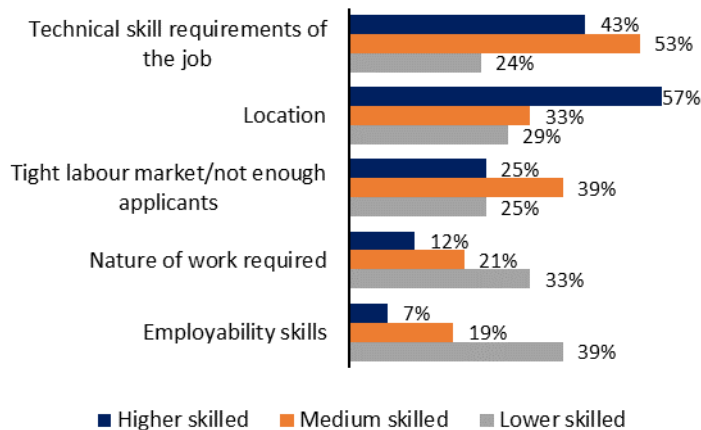
In 54 per cent of instances in which an employer hired from outside their local area, the successful applicant relocated permanently to take up the job. Some 45 per cent of positions for which an employer hired an applicant who relocated permanently were higher skilled² and 42 per cent of positions were medium skilled. More than half of these positions were for Professionals or Technicians and Trades Workers (Chart 2).

Chart 2: Occupation groups of applicants who relocated permanently and temporarily for work



Almost half of the positions (49 per cent) for which an employer hired an applicant who relocated temporarily were medium skilled and 33 per cent of positions were lower skilled. Some 25 per cent of these positions were for Labourers, most commonly in industries such as Accommodation and Food Services, Retail Trade, and Agriculture, Forestry and Fishing.

Chart 3: Reasons for recruitment difficulty by skill level



Around 40 per cent of employers who hired someone who relocated temporarily for the job had also hired seasonal workers in the last 12 months. Nearly half of the surveyed employers who recruited someone from outside their local area had difficulty filling their vacancies. The reasons employers had recruitment difficulty varied considerably by the skill level of their vacancies. The most common reason for recruitment difficulty for higher skilled positions was the location of the business and the technical skill requirements of the position when recruiting for medium skilled positions. For employers recruiting for lower skilled vacancies, the employability skills required for the position were the main cause of recruitment difficulty (Chart 3).

¹'Outside the local area' refers to a location which is beyond daily commuting distance of the business. Generally speaking, the applicant was from outside the employer's city or town.

² Higher skilled positions refer to ANZSCO skill levels 1 and 2, medium skilled positions refer to ANZSCO skill levels 3 and 4, and lower skilled positions refer to ANZSCO skill level 5.