

Transport, Logistics & Supply Chain Job Index

REPORT

KEY FINDINGS

- ⚙️ The Labourforce / Impex Job Index rebounded in June rising 3%
- ⚙️ The national Index sits at 126.95, pushing towards the record set in February
- ⚙️ The market is strong with job opportunities 15.8% higher than this time last year
- ⚙️ The Permanent market rose 2.5% hitting a new record high
- ⚙️ Temporary and Contract performed even better, rising 4.4% arresting three months of decline
- ⚙️ Victoria/Tasmania remains the top performing state with Queensland now just eclipsing NSW for second place
- ⚙️ The TL&SC Management Index fell 2.1% to bring to an end seven months of sustained growth
- ⚙️ Store Persons and Freight Handlers saw a massive 8.7% rise in June. Demand is now back within 0.8% of the level seen at the turn of the year
- ⚙️ After 12 months of sustained growth Public Sector, Health and Education demand collapsed 12.4% in June. This can be attributed to the Federal election
- ⚙️ Transport and Logistics employers now represents over one third of all vacancies compared to just 24.6% when we first started measuring vacancies, an indication of the trend towards outsourcing of Transport and Logistics activities

SERVICING OUR CUSTOMERS - WHERE THEY ARE

Last week, we were in Singapore and Hong Kong to talk to our local clients who have operations in Asia. We are currently undertaking exploratory investigations to find new partners to better serve our clients.



Left to Right; David Jackson, General Manager, Impex Australia, Alec Koh and Ng Chin Beng from SAAA@Singapore, and Paul McLeay, Chief Operating Officer, Labourforce Group.

Most of the people we met mentioned that whilst the market is flat, there is still considerable work in Singapore and Hong Kong. Obviously there is a lot of excitement in some of the emerging markets, especially China.

Impex is a proud member of the adi Consult group of Partners who provide Executive Search within the International Freight and Logistics industry. We work with our Hong Kong partner to identify highly qualified international talent who want to work in Australia and New Zealand.

FEDERAL ELECTION

Political uncertainty leads to business uncertainty. We hope the results of the Federal Election are known soon. The Turnbull Government failed to understand the passion in the electorate and showed how out of touch our political masters can be. Lets hope they have learned from this, form a workable government, and get on with the important business of providing business confidence and a stable platform for investing.

NATIONAL JOB INDEX

Job market rebounds. Closing in on record highs

The Labourforce/Impex Transport Logistics and Supply Chain Job Index rebounded last month from the small dip in May recording a 3% rise in on-line job vacancies in June. The market has bounced along the top for the last few months since the record high set in February. The national Index now sits at 126.95, once more closing in on February's record high of 130.14.

Recruitment activity remains very strong, 15.8% above June last year.

The Permanent market performed well in June. Job advertisements rose 2.5% taking the Index to 118.28, a new record high narrowly eclipsing the previous record high of 117.70 set in April.

The Temporary and Contract market

performed even better, rising 4.4%.

However the temporary market has been more volatile. This month's pick up arrested three months of decline. The Index rose from 148.09 in May to 154.59. While demand may not have risen since the turn of the year it is still 16.8% higher than twelve months ago.

ALWAYS LOOKING FOR NEW WAYS TO BETTER SERVE OUR CUSTOMERS

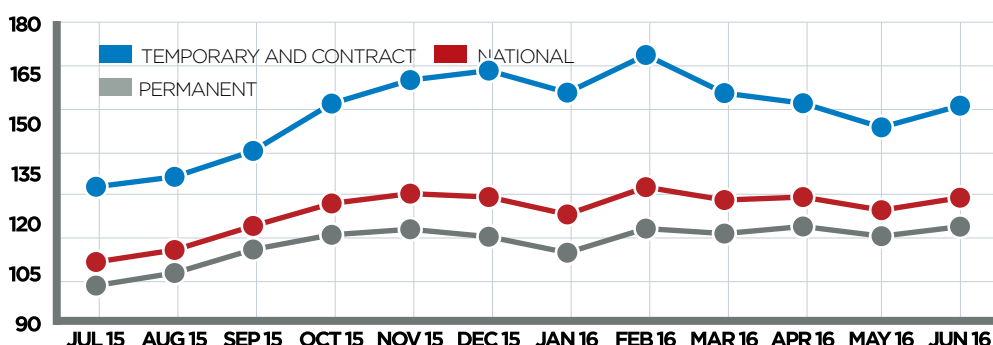
Labourforce provides contingent workforce for the transport, supply chain and logistics industry. Impex specialises in permanent employment solutions for the International Freight, transport and logistic industry. Adi Consult provides Executive Search for the International Freight, transport and logistics industry.

We specialise in Transport, logistics and supply chain, because we know it best. Our consultants have the depth, experience and expertise to meet your needs from pick packers and fork lift operators, through to truck drivers, freight forwarders, to your CFO or CEO.



Regan Brown
CEO
LABOURFORCE

CHART 1 NATIONAL INDEX AND JOB TYPE ANALYSIS



STATE ANALYSIS

Demand rising in all states except WA. Vic strongest

In June demand rose in all states except Western Australia. It sustained a decline of 0.7%, ironically its best month compared with the previous four that saw more significant decline. The WA market is down 12.9% on a year ago with the pickup in late 2015 a distant memory.

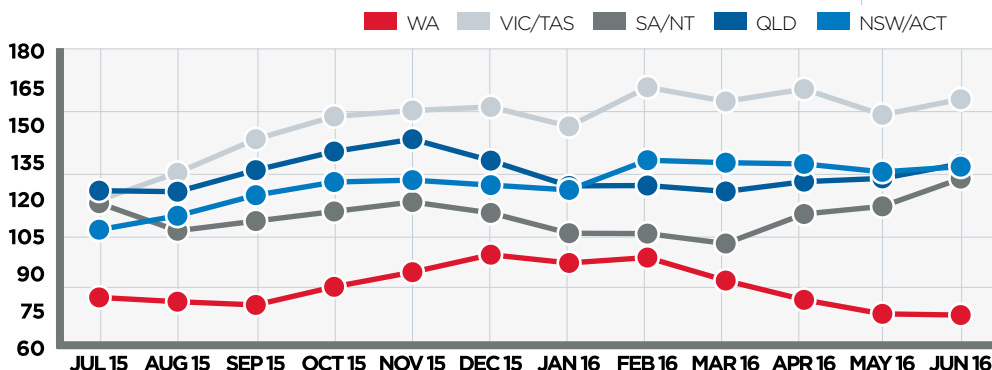
Queensland experienced another positive month with demand rising a further 4.6% in June. Four successive months of growth leaves the index on 133.27, its highest point in

2016, slightly ahead of NSW. NSW rose 1.6% taking it to 132.12, only slightly off its February record.

Victoria/Tasmania remains the strongest market, a 4.1% rise taking their index to 159.34. It too remains close to its record high with demand a massive 38.4% higher than this time last year.

The graph provides a breakdown of the proportions of each state and territory:

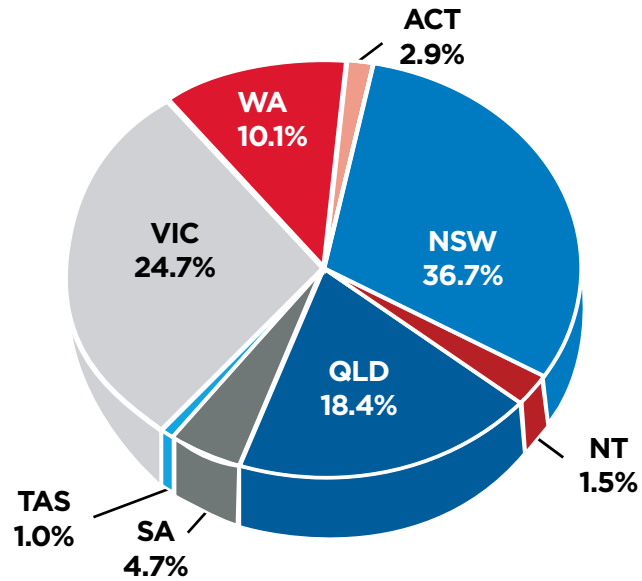
CHART 2 COMPARISON OF STATE JOB INDICES



JULY 2016

CHART 3
ANALYSIS OF JOB
ADVERTISEMENTS BY STATE
AND TERRITORY JUNE 2016

Victoria and NSW combine to represent over 60% of the national market. Simply put with both these states near all time highs the national market has to be strong.



OCCUPATIONAL ANALYSIS

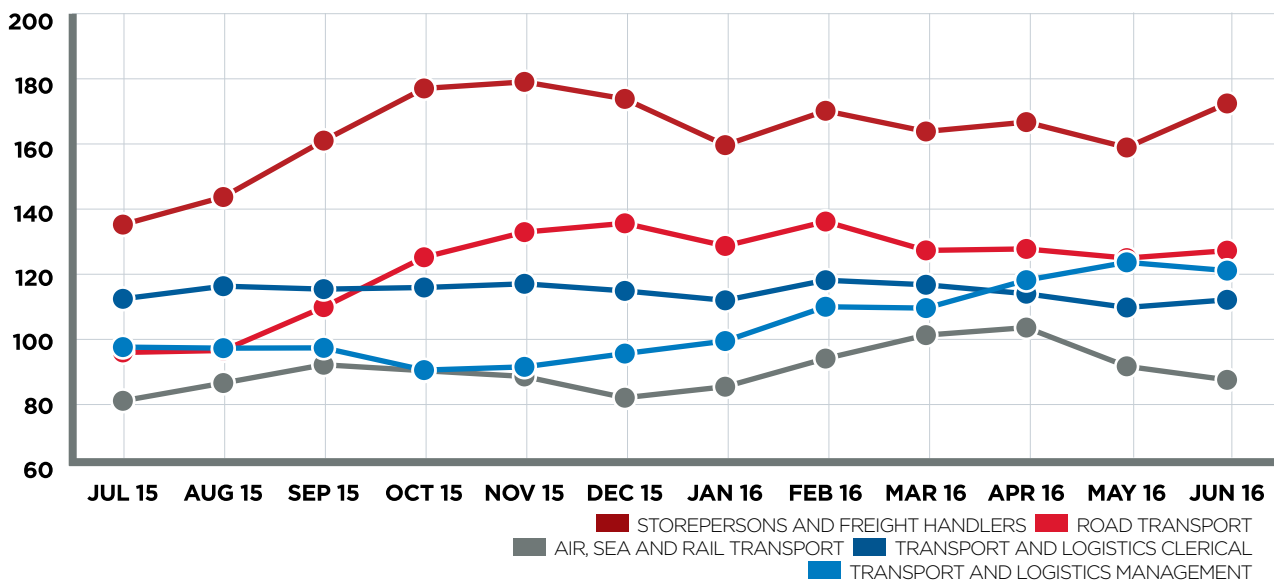
Huge rise in demand for Store Persons and Freight Handlers. Management wane

The great run of increased demand for TL&SC Management has finally come to an end. The Index fell just 2.1% to bring to an end seven months of unbroken rises. It will be interesting to see whether this is just a short term aberration or a more sustained change in market conditions.

A disappointing start to the year for Store Persons and Freight Handlers has been largely turned around by a massive 8.7% rise in June. Demand is now back within 0.8% of the level seen at the turn of the year and still 29.6% higher than a year ago.

Demand for TL&SC Clerical had drifted down for the past three months so a 2.2% improvement in June will provide a positive sign of improvement for job seekers.

CHART 4 ANALYSIS OF JOB ADVERTISEMENTS BY SPECIALIST OCCUPATION



INDUSTRY ANALYSIS

Elections halts public sector recruitment

The industry analysis for June is quite perplexing. After a massive and sustained period of growth in Public Sector, Health and Education demand collapsed, falling a considerable 12.4%. This can be attributed to the Federal election where staff freezes are often imposed while an election is fought. But all other major sectors which have previously been volatile enjoyed growth in June.

Retail and Wholesale has been in decline throughout 2016 but finally managed a 5.1% rise in June. Demand is still a whopping 27.3% lower than six months ago. We do expect this market to continue to improve in the second half of the year as seasonal factors take hold.

Manufacturing is the real surprise package. June saw a further rise in demand, this time a very impressive

10.6% increase. The Index is now at a record high of 131.84.

Likewise Transport and Logistics companies' have hit new highs in employment activity. After a small fall in May demand shot up 7.5% in June taking their Index to a new record high of 173.36 blurring the previous record of 165.53 set in April.

CHART 5 ANALYSIS OF JOB ADVERTISEMENTS BY INDUSTRY

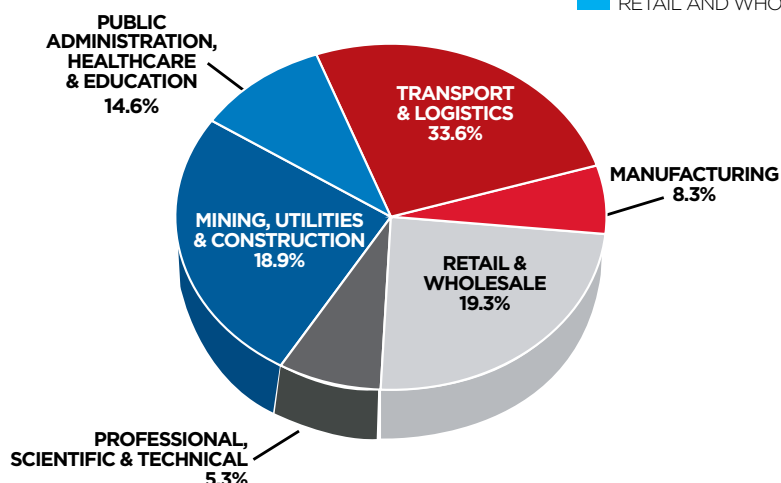
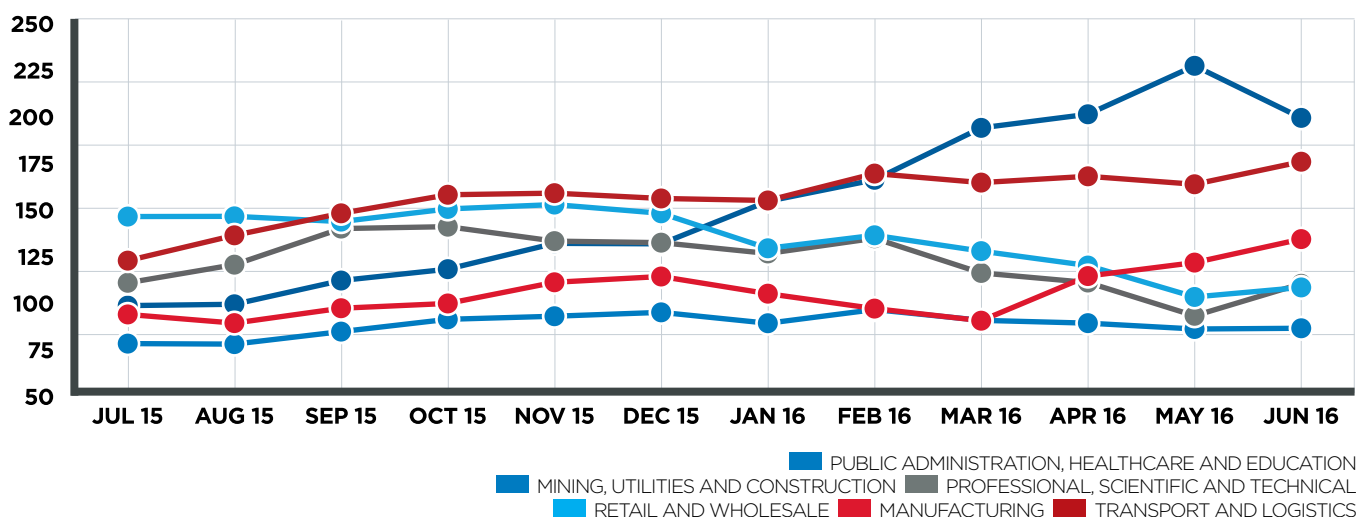


CHART 6 THE PROPORTION OF JOB ADVERTISEMENTS BY INDUSTRY JUNE 2016

Transport and Logistics now, for the first time since our research began, represents over one third of all vacancies for TL&SC professionals. The share has risen steeply from just 24.6% when we first started measuring vacancies in November 2013. This gives some indication of the trend towards outsourcing of Transport and Logistics responsibilities.

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For more information about Labourforce Impex Transport, Logistics & Supply Chain Job Index

LABOURFORCE PHONE 13 30 91 EMAIL recruitment@labourforce.com.au

IMPEX PHONE 1300 85 85 15 EMAIL info@impexpersonnel.com.au

LABOURHEALTH PHONE 1300 306 866 EMAIL info@labourhealth.com.au