

Transport, Logistics & Supply Chain Job Index

REPORT

KEY FINDINGS

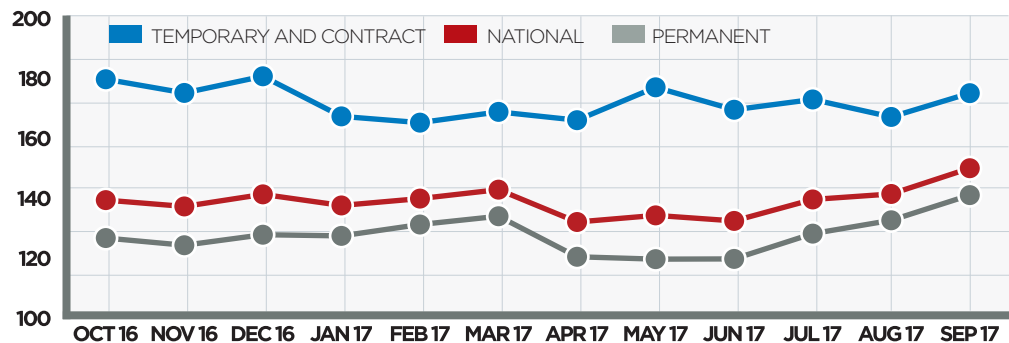
- ⚙️ The Labourforce / Impex TL&SC Job Index rose a further 6.1% in September.
- ⚙️ The National Job Index rose to 149.07 a new record high.
- ⚙️ The permanent market remains particularly strong, up a further 6.7%.
- ⚙️ The permanent Job Index struck a new record high too, of 140.51.
- ⚙️ Temporary and Contract job opportunities recovered 4.8%, reversing last month's fall. The market is still relatively quiet and below the December 2016 peak.
- ⚙️ Four of five regions hit new record highs. Only WA is still languishing.
- ⚙️ Victoria leads all other states and territories with an Index at a new record high of 194.53.
- ⚙️ Road Transport workers were the big winners in September seeing demand rise a massive 12.9%.
- ⚙️ Job vacancies for Stores Persons and Freight Handlers rose 3.8% in the last month establishing a new record Index of 243.21.
- ⚙️ Surprisingly demand in the Retail and Wholesale sector fell 2.9% in September. When we normally see it riding the seasonal curve until the end of the year.
- ⚙️ Manufacturing demand rose another 7.6% in September taking the Index to a new record high of 216.65.
- ⚙️ It was also a very good month for job seekers looking for work amongst Transport and Logistics companies. Demand rose 8.3% in September.

Three in a row. Index at record high. Permanents steal show

The TL&SC employment market grew a very impressive 6.1% in September. The Job Index rose from 140.48 to 149.07. This is the third successive rise, the largest of the three and a new record high for the sector. The cumulative rise in job opportunities for the quarter is a remarkable 13.4%, exceeding the 12-month growth rate of 11.2%. At this time of year seasonal demand usually takes centre stage but this year it is growth in permanent job vacancies that is stealing the show. Last month's growth was 6.7%, a monstrous 18.3% in just three months and an impressive 16.9% year on year. It is hard to pinpoint a specific reason for such spectacular

growth of late. The overall market is definitely stronger, employment is picking up, business confidence is rising and it is possible that clients fear shortages. Demand for Temporary and Contract staff rose 4.8% in September to 174.10, reversing the 3.4% fall in August. Demand may be 3.3% up for the quarter but it's 2.1% less than 12 months ago. It is far from certain that demand this year will exceed last year's record high of 179.73 in December 2016. Last September temporary and contract vacancies made up 32.1% of all advertisements. That proportion has fallen to 28.3% this year. This flies in the face of the apparent "casualisation" of employment in the TL&SC sector.

CHART 1 NATIONAL INDEX AND JOB TYPE ANALYSIS



Records for 4 of 5 regions. SA/NT leads the way

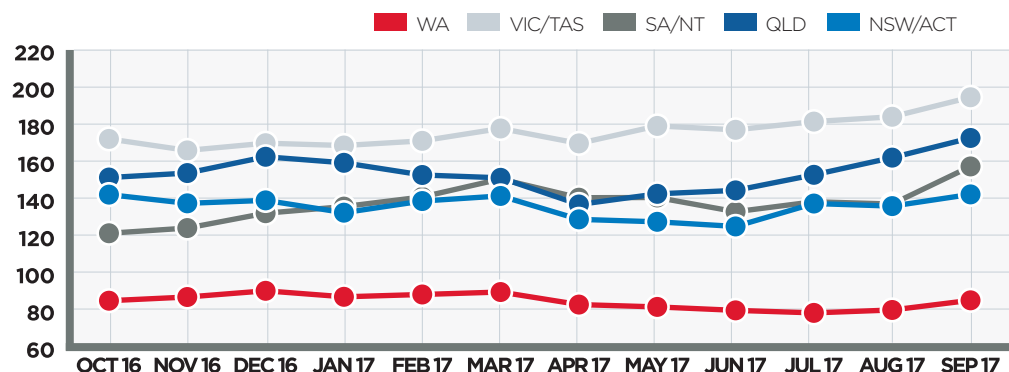
All states and territories grew in September. In fact, four of the five regions achieved new record highs! Western Australia rose by 6.5% to 85.19 but it is still lower than the start of 2017. The largest rise was a massive 14.8% in SA/NT. It is also the fastest growing over 12 months (34.6%).

VIC/TAS experienced a further 5.7% growth in job opportunities. This takes the Index to 194.53. This infers that there has nearly been a doubling in job

vacancies in the region in just under four years. It's been a pretty steady climb over the last two years, 16.3% in the last year alone.

The Queensland market is also very healthy. Demand rose 6.5% in September and the Index, at 172.61, actually exceeds NSW/ACT on 142.22. Queensland's demand demonstrates a strong seasonal factor so we anticipate demand retreating before year end.

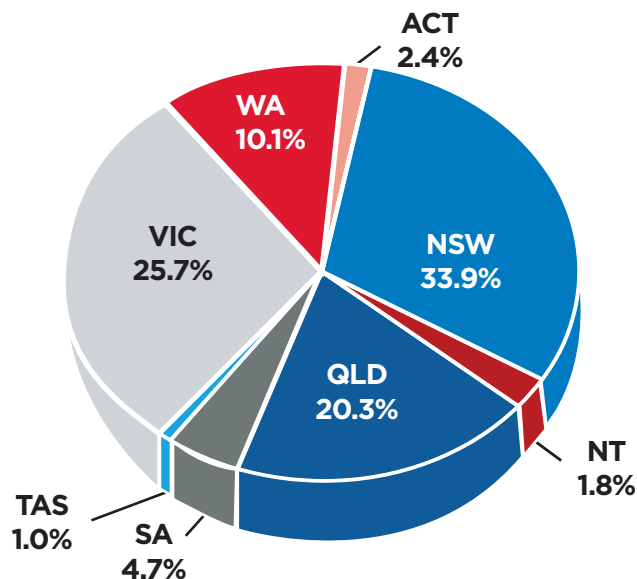
CHART 2 COMPARISON OF STATE JOB INDICES



OCTOBER 2017

CHART 3
ANALYSIS OF JOB
ADVERTISEMENTS BY
STATE AND TERRITORY
SEPTEMBER 2017

Victoria's near doubling in demand over the last four years, exceeding the national average of 50% has seen its share rise from 19.7% to 25.7%. Over the same period, NSW has slipped from 36.4% to 33.9%.



OCCUPATIONAL ANALYSIS

Road transport workers' big winners with more to come

Road Transport workers were the big winners in September seeing demand for their services rise a massive 12.9%. The Index rose to 151.75, finally breaking the previous record of 142.42 set last October. If we follow the seasonal pattern seen in the last three years we can expect demand to rise for the next month, possibly two, before retreating at year end.

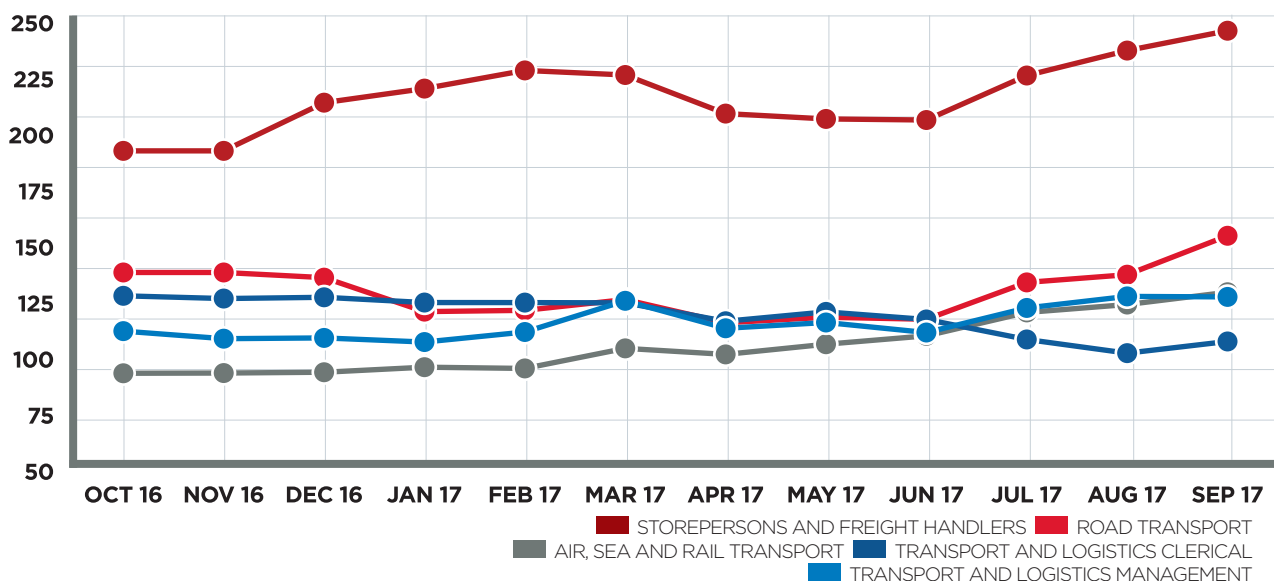
There was an important recovery in TL&SC Clerical, rising 5.2%. This is a rare positive development for support staff that have seen demand fall consistently over the last year. Vacancies have fallen by 14.4% year on year, a disturbing development given

the overall TL&SC market has grown by 11.2%!

TL&SC Management was the only occupation to fall in September. The fall was just 0.2. The rise in management roles in the last year is just 8.8%, the lowest amongst all occupations.

Demand for Storepersons and Freight Handlers has now reached dizzy heights. Job vacancies rose 3.8% in the last month establishing a mammoth new record high Index of 243.21. This is way ahead of any other TL&SC occupation and probably higher than most occupations in any sphere!

CHART 4 ANALYSIS OF JOB ADVERTISEMENTS BY SPECIALIST OCCUPATION



INDUSTRY ANALYSIS

Retail and wholesale surprise fall. Manufacturing booms

Last month's 11.1% rise in Retail and Wholesale could be it for the season! Demand fell 2.9% in September. We normally see Retail and Wholesale riding the seasonal curve until the end of the year. The second quarter was very weak. While employment is strong, hip pockets are hit by high interest bills and utility charges which has hurt discretionary spending. Retailers are naturally cautious.

The same cannot be said for Manufacturing. Demand rose another 7.6% in September and, while not quite as high in percentage terms as previous months, still takes the Index for Manufacturing to a new record high of 216.65. It makes up 11.7% of total demand so other industries are more critical but, nonetheless, other than a quiet patch in the second quarter of this year, demand has been rising well over the last 18 months.

It was also a very good month for job seekers looking for work amongst Transport and Logistics companies. Demand rose 8.3% in September taking the Index to 175.09, close to the record set in June of 179.14. One would expect that further seasonal hiring will challenge or, hopefully, exceed that record in the next two months.

The graph provides a breakdown of the proportions of each major industrial sector.

CHART 5 ANALYSIS OF JOB ADVERTISEMENTS BY INDUSTRY

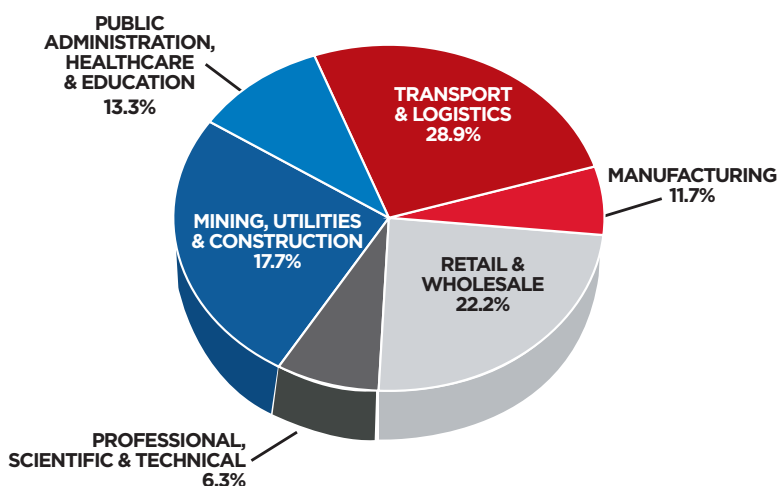
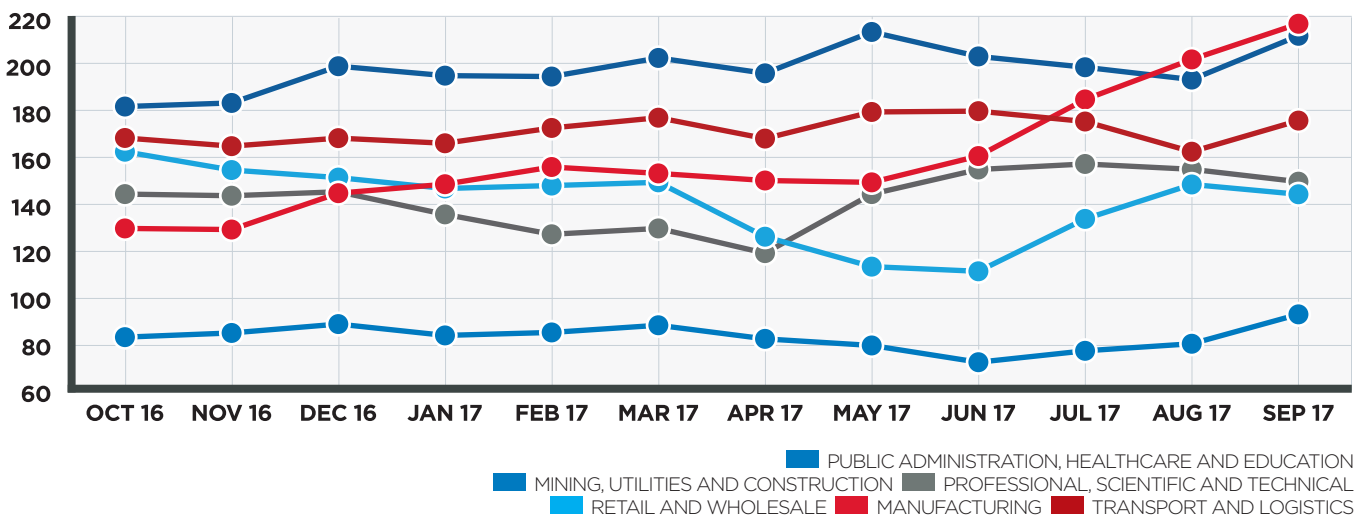


CHART 6 THE PROPORTION OF JOB ADVERTISEMENTS BY INDUSTRY SEPTEMBER 2017

The bull run in Manufacturing has seen its share of the national market rise from 7.3% just a year ago to 11.7%. That increase is offset by a similar fall in the share held by Retail and Wholesale. This has declined from 27.4% last September to just 22.2% last month.

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