

Transport, Logistics & Supply Chain Job Index

REPORT

KEY FINDINGS

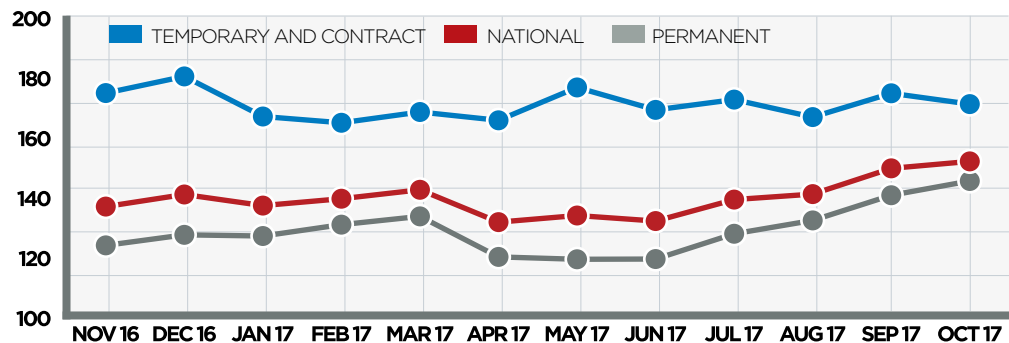
- ⚙️ The Labourforce / Impex TL&SC Job Index rose a further 2% in October
- ⚙️ The National Job Index rose from 149.07 to 151.39, a new record high
- ⚙️ The normal seasonal glut of temporary and contract roles appears to have ended early this year
- ⚙️ Permanent job opportunities are booming with demand at record levels
- ⚙️ The resource rich states of WA and Queensland are recovering well, the NSW/ACT market has remained surprisingly flat and unpredictable all year
- ⚙️ Demand for Road Transport workers continues to defy gravity rising a further 5.5% in October
- ⚙️ It was also a good month for anyone looking for work in clerical positions. Job opportunities rose 4.8%
- ⚙️ The big winner was the Public Sector where job vacancies rose for a second month taking it's Index to a new all time high of 233.33
- ⚙️ The bull run in Manufacturing came to an abrupt halt. Demand shrank by 6% ending four consecutive months of significant growth
- ⚙️ Transport and Logistic employers are lagging behind the broader national market

Record highs as employers opt for permanents

The TL&SC employment market continues to strengthen going into the final quarter of 2017. In October the National Index grew a further 1.6%, consolidating even healthier gains in the preceding months. Total growth for the last quarter now stands at 9.2% with the index hitting a new high of 151.39, exceeding last month's record breaking level. Interestingly the year-on-year rise is only 9.4% but that was achieved against what was record levels of demand last October! What is different to last year is that the seasonal high in Temporary and Contract demand is not as evident as it has been in previous years. In fact demand fell this month

by 2.1% when, in 2016 and 2015, it was peaking. While at first that might suggest a weaker market it is probably the opposite. Demand is so high that employers may have been opting for permanent staff rather than temps and contractors. New permanent job opportunities are still running hot. Demand rose 3.1% in October. It has recovered from a somewhat subdued market mid-year and rocketed 13.8% in just the last three months. October's new record high Index of 144.85 may be short lived. History suggests that demand will ease over Christmas but in both 2016 and 2017 it bounced back very quickly.

CHART 1 NATIONAL INDEX AND JOB TYPE ANALYSIS

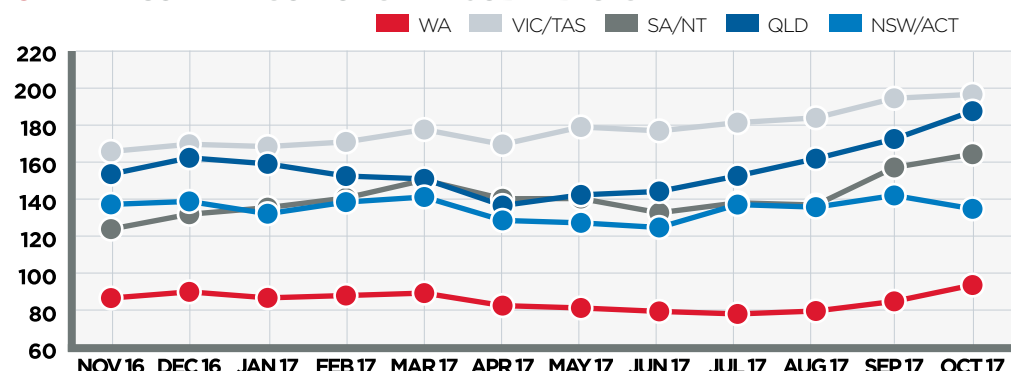


All states rising except NSW/ACT. QLD & VIC/TAS record highs

All states and territories grew in October with the notable exception of NSW/ACT. It fell a surprisingly high 5.1%, large by any standards. With a national rise of 9.4%, NSW has also fallen by 5.1% compared to a year ago. The whole period has been characterised by rises for a month or two then falls of a similar quantum. It may well be bouncing along the top but, in the meantime, all other regions have grown at a faster rate. Both Resource states performed very well in October. The bigger surprise was Western

Australia that gained 10.3% in job advertising volumes. It's been a very good quarter, 19.8% all up. The Index is up to 93.98, still lagging behind the rest but trending up. Queensland rose by 8.7% but performed even better over the quarter – up 22.8%. The Queensland Index achieved another record high. It's now on 187.60 and closing in on VIC/TAS. VIC/TAS is also on to its fourth successive record high of 196.66 implying job advertisements close to double the level when our research started in late 2013.

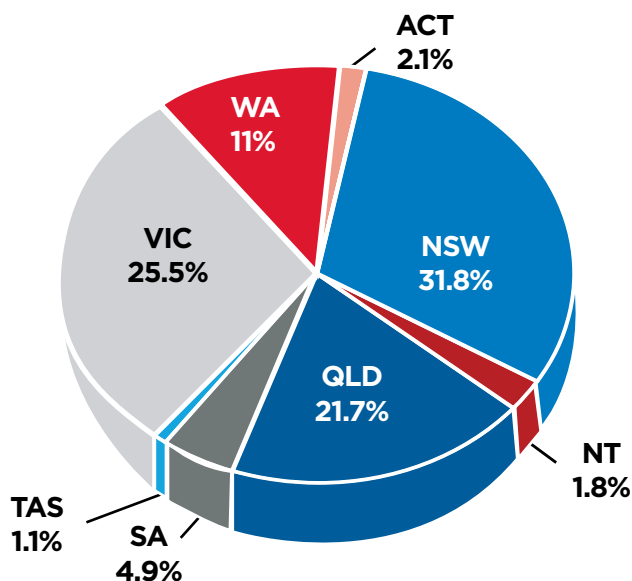
CHART 2 COMPARISON OF STATE JOB INDICES



NOVEMBER 2017

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

Job vacancies in NSW have fallen 5.1% in the last 12 months while other state and territories have grown. It is still the largest state in volume terms but that percentage has fallen dramatically, from 36.3% last October to 31.8% currently. That's a big fall with Queensland the major beneficiary.



OCCUPATIONAL ANALYSIS

Road transport workers defying gravity

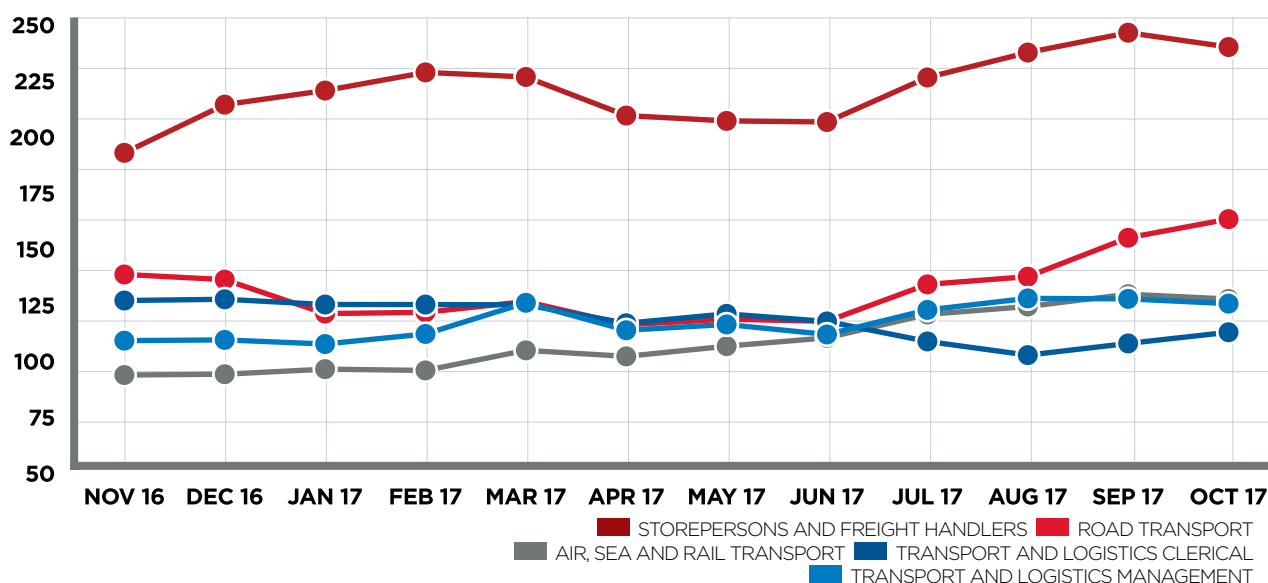
The annual glut in roles for Storepersons and Freight Handlers seems to have peaked earlier than usual this year. Demand fell 2.6% from the record Index set of 243.21 in September. In previous years demand has tended to peak in November. As demand is still an astonishing 26.9% higher than 12 months ago job prospects are still extraordinarily good even if the market now slows.

Demand for Road Transport workers continues to defy gravity rising a further 5.5% in October. It hit a second consecutive

record high of 160.05, recovering strongly from a weak start to the year. A similar pattern is likely to emerge this year with demand slowing into and beyond Christmas, picking up again as the year progresses.

It was also a good month for anyone looking for work in clerical positions in the TL&SC sector. Job opportunities rose by 4.8%. But this rise is more of a recovery than an exceptionally good market for job seekers. Demand is still a very weak, 12.3% lower than a year ago.

CHART 4 ANALYSIS OF JOB ADVERTISEMENTS BY SPECIALIST OCCUPATION



INDUSTRY ANALYSIS

On the buses - and trains. Public sector job vacancies hit all-time high

October saw an unusual mix of movement from an industry perspective. The big winner was the Public Sector where job vacancies rose substantially for a second month taking its Index to a new all time high of 233.33. The Public Sector now represents just under 15% of all TL&SC job advertisements. These would primarily be bus and train driver roles. The bull run in Manufacturing came

to an abrupt halt in October. Demand shrank by 6% ending four consecutive months of significant growth. Manufacturing does seem to display a pronounced seasonal pattern (evident in 2014 and 2015 but absent in 2016) and growth this year was greater than equivalent quarters so this dip should not alarm job seekers. This month Transport employers were pretty much close to par, with demand

rising 1.9% against the national average of 1.6%. But the similarity ends there! Over the last six months national demand rose 15.4% but Transport and Logistic employers contributed just 0.9% to that rise. The annual figures are little better with Transport and Logistic employers managing just 0.8% increase year on year compared to the 9.4% broader sectoral rise.

CHART 5 ANALYSIS OF JOB ADVERTISEMENTS BY INDUSTRY

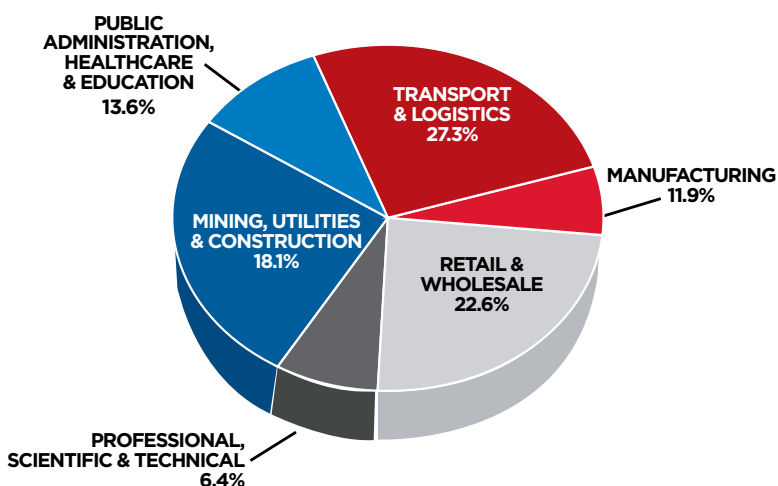
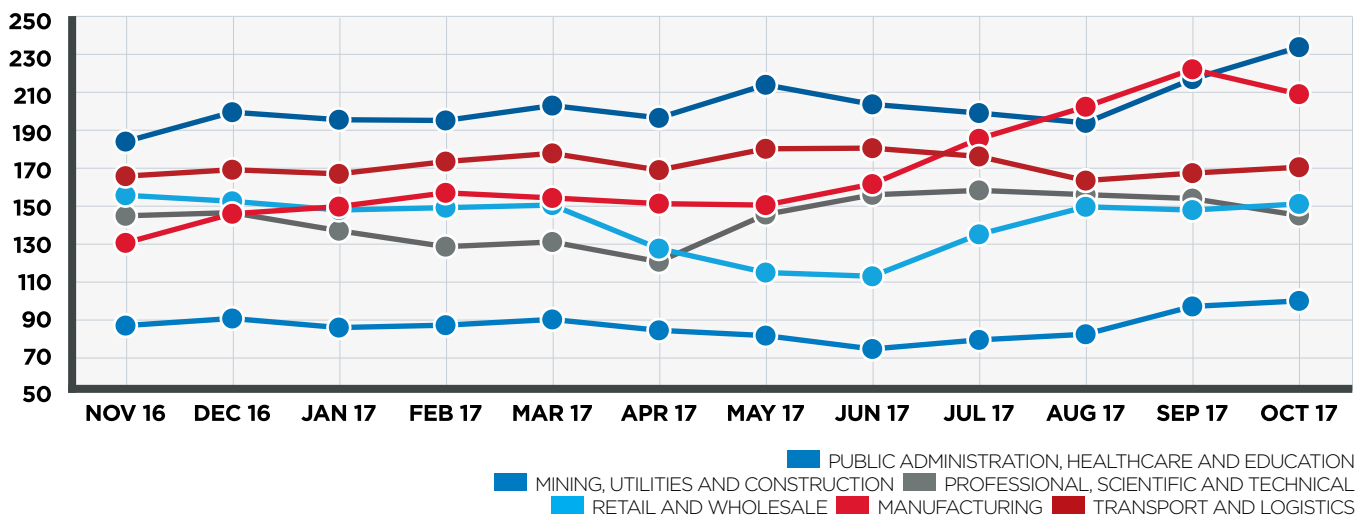


CHART 6 THE PROPORTION OF JOB ADVERTISEMENTS BY INDUSTRY OCTOBER 2017

The slow generation of job creation by Transport and Logistics companies is also reflected in its respective share of the national market. Twelve months ago, this stood at 29.8% and has now drifted down to just 27.3%. It was as high as 33% in mid 2016.

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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