

# Transport, Logistics & Supply Chain Job Index

# REPORT

## KEY FINDINGS

- ⚙ Demand for Transport, Logistics and Supply Chain staff grew 0.7% in November
- ⚙ The National Job Index sits at 119.62, representing a 20% pick up in demand over twelve months
- ⚙ Growth in the last quarter driven by Temporary and Contract opportunities.
- ⚙ Some easing post Christmas is to be expected
- ⚙ NSW has rallied after a lacklustre start to 2014 but Victoria powers on
- ⚙ Demand for Road Transport has rocketed in the last quarter
- ⚙ Demand for Stores Persons and Freight Packers has finally eased as we head towards Christmas but still an exceptional year
- ⚙ Demand for managerial and clerical staff with export experience now picking up and putting pressure on salaries
- ⚙ Strong hiring amongst Transport and Logistics, Retail and Wholesale employers have driven the market in 2014
- ⚙ The last quarter has seen encouraging pick up in demand amongst Manufacturing companies with the change in the A\$.

## FREE TRADE AGREEMENTS: BOOSTING ECONOMY. CREATING JOBS

**The landmark China-Australia Free Trade Agreement (ChAFTA) will unlock substantial new benefits for Australians for years to come.**

ChAFTA will add billions to the economy, create jobs and drive higher living standards for Australians. Our businesses will have unprecedented access to the world's second largest economy.

Building on trade deals already concluded with Korea and Japan, ChAFTA forms part of a powerful trifecta of agreements with Australia's three largest export markets that account for more than 61 per cent of our exports of goods.

More than 85 per cent of Australian goods exports will be tariff free upon entry into force, rising to 93 per cent in four years. Some of these goods are currently subject to tariffs of up to 40 per cent. On full implementation of ChAFTA, 95 per cent of Australian goods exports to China will be tariff free.

Australian households and businesses will also reap the benefits of cheaper goods and components from China such as vehicles, household goods, electronics and clothing, placing downward pressure on the cost of living and the cost of doing business.

As 2014 comes to a close, everyone here at Labourforce, ImpEx Personnel and LabourHealth wish you and your family a safe and happy Christmas.



# NATIONAL JOB INDEX

## Christmas hires boost index. 20% rise in 12 months.

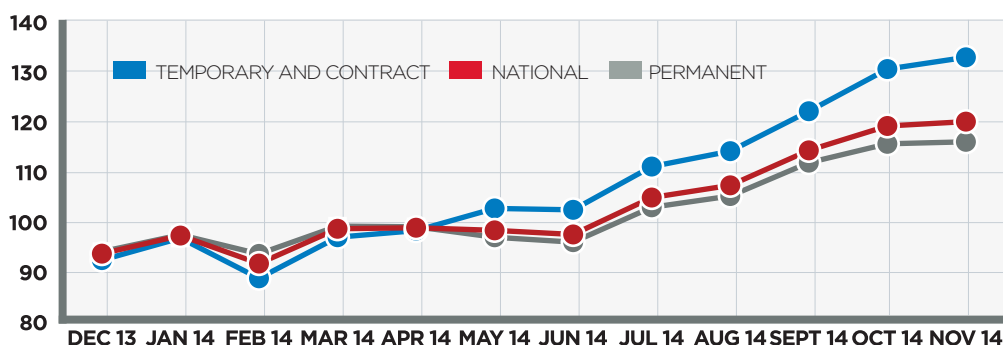
The Transport Logistics and Supply Chain employment market enjoyed another strong performance in November with the Labourforce Impex Job Index rising 0.7% to 119.62. In the past twelve months demand has risen nearly 20% well above the national norm which is closer to 15%.

This month's rise was particularly strong in Temporary and Contract job advertisements. Demand was up a further 1.6%, 16.5% in the last quarter alone, with the Index now at 132.49.

It is pretty safe to assume that much of this recent surge is attributable to short term hires for the Christmas period. Some softening should be expected in early 2015.

Demand for permanent staff was also up a healthy 0.3%, boosting the Permanent Index to 115.58. This rise is broadly in line with the overall increase in job advertisements levels across the broader economy, a positive signal to take into 2015.

**CHART 1 NATIONAL INDEX AND JOB TYPE ANALYSIS**



## STATE ANALYSIS

### Victoria still setting high benchmark.

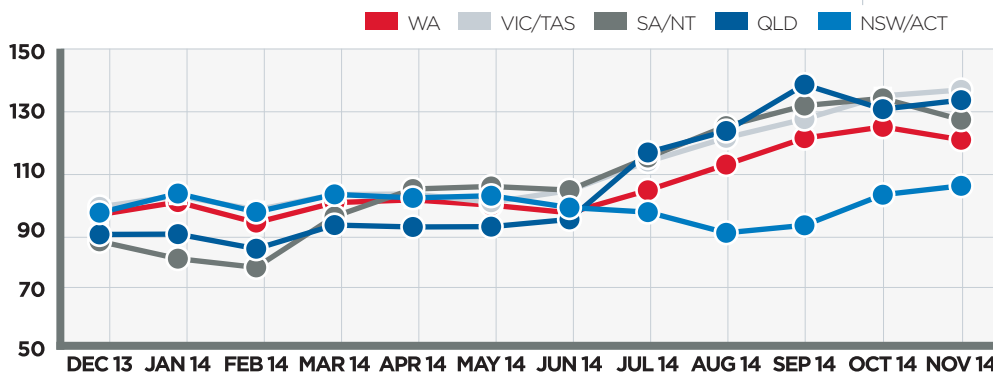
It is interesting to observe that every state index is above 100. So all states are better placed than this time last year. Surprisingly NSW is the weakest performer with the index hovering at 103.93. However the 18% rise in the last quarter shows a distinct pick up from a weak second quarter. Victoria continues to set the high benchmark for the rest of the country with their Index at

136.11. Queensland (132.67) and SA/NT (126.08) also performing very strongly.

WA took a sizeable hit in November, falling 3.5% to 119.33, but still a commendable performance in the face of a declining Mining and Resources sector.

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

**CHART 2 COMPARISON OF STATE JOB INDICES**



I hope you have enjoyed receiving this **Job Index** over 2014.

I will continue to produce this report next year because people tell me they like to have the facts about what is happening within our sector. I hope the data supports what you have felt in your gut. That is, this year was tough, but it is getting better.

Our group will continue to support you in 2015 with all of your temporary, permanent, labour hire, limited tenure, or casual workforce needs. We will also help keep your workplace safe with our on site safety management and injury prevention.

**Merry Christmas and Happy New Year.**

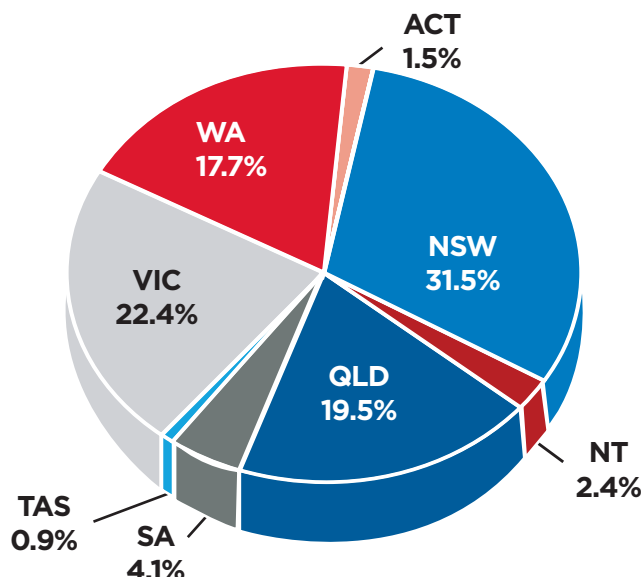
*Regan Brown*  
**Regan Brown**  
CEO  
LABOURFORCE

DECEMBER 2014

### CHART 3

#### ANALYSIS OF JOB ADVERTISEMENTS BY STATE AND TERRITORY NOVEMBER 2014

The share of job opportunities is well distributed across WA, Victoria and Queensland. NSW still offers the greatest number of vacancies advertised but its subdued performance over the last twelve months has seen its share fall to 31.5%.



## OCCUPATIONAL ANALYSIS

### Demand for road transport staff takes off.

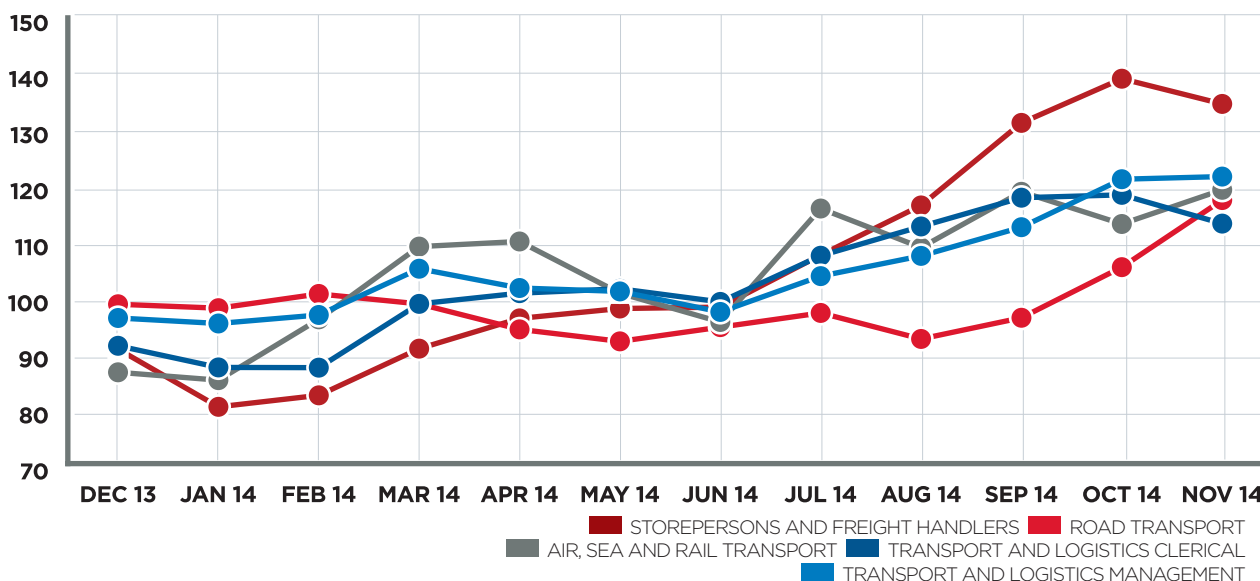
After nine months of sustained growth November finally saw a fall in the demand for Store Persons and Freight Handlers. The fall of 3.2% still leaves the Index at 134.17. We expect a further easing in demand after the Christmas period, particularly for temps.

By comparison demand for Road Transport staff has taken off in the last quarter, rising an incredible 26.9% in the last quarter, albeit from a low base following a lacklustre performance in the first half of the year. The Index now sits at

117.02. It is hard to single out any particular factor that would contribute to this change in fortune. Likewise demand for Air, Sea and Rail transport staff had another big month recording a 5.4% increase in November.

Demand for Transport, Logistics and Supply Chain Management and Clerical staff cooled in November after a sustained period of growth. The pressure lies in the search for those with export experience as the Australian dollar falls and we find ourselves competitive once more on the international stage.

### CHART 4 ANALYSIS OF JOB ADVERTISEMENTS BY SPECIALIST OCCUPATION





# INDUSTRY ANALYSIS

## Manufacturing demand for staff picks up.

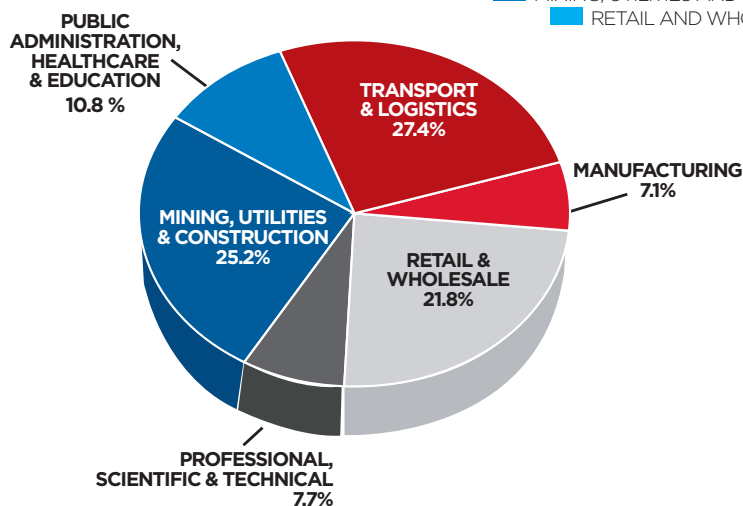
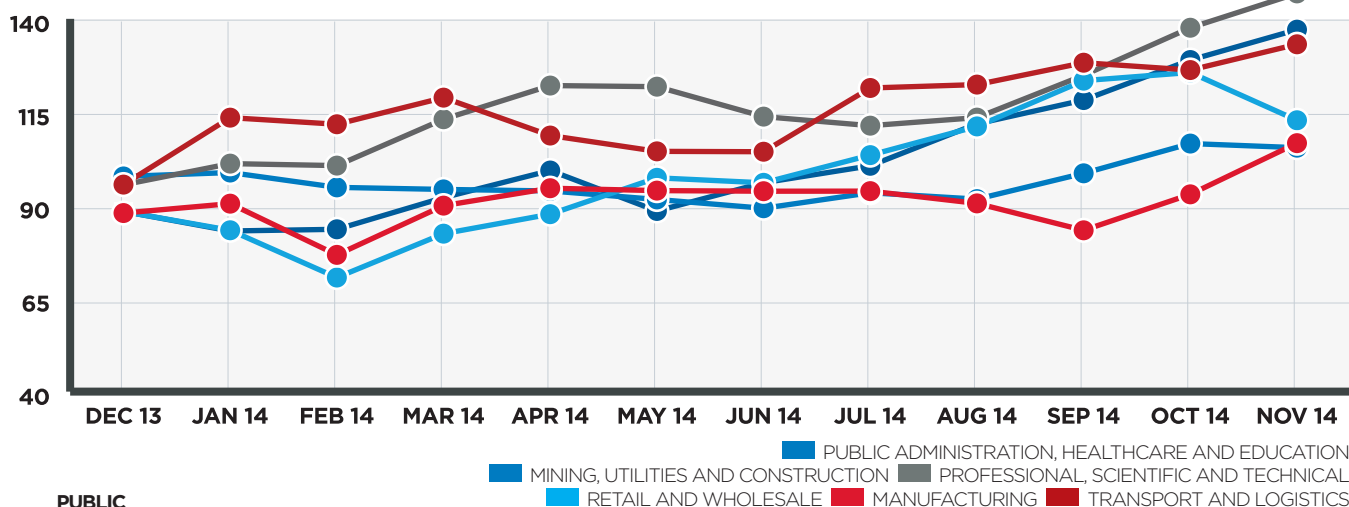
The impact of Australia's changing terms of trade is most clearly demonstrated by the significant pick up in demand for staff by manufacturing employers in the last quarter. The Index rose 17.9% to 106.65. It had been languishing below the 100 benchmark throughout the year so a solid revival as exports pick up.

Retail took what looks like a surprising fall in November. But turn the clock back 12 months and

a similar picture emerged then. There are seasonal factors at play here that will surely temper demand in early 2015. But a similar pattern should also see conditions remaining strong later in 2015.

If Transport and Logistics employers took their feet off the accelerator in October activities certainly picked up again in November. The Index rose 5.5% to 133.17 – an outstanding performance over 12 months.

**CHART 5 ANALYSIS OF JOB ADVERTISEMENTS BY INDUSTRY**



**CHART 6 THE PROPORTION OF JOB ADVERTISEMENTS BY INDUSTRY NOVEMBER 2014**

This pie chart shows just how important the strength in Retail and Wholesale and Transport and Logistics has been for job prospects in 2014. They combine to represent nearly half of all vacancies in the sector. Their strength has driven the market up. By way of contrast Manufacturing's recent pick up still leaves it as one of the smaller contributors to overall demand.

*In October the Labourforce / Impex Transport, Logistics and Supply Chain Job Index was recalibrated to take account of the demise of Mycareer.com.au, a single but significant source of job advertisement data. This has involved a complete rerun of all historical data. This will produce more accurate and less volatile data. However as all indices have been restated comparison to prior reports is not possible.*

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

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