

# Transport, Logistics & Supply Chain Job Index

# REPORT

## KEY FINDINGS

- ⚙️ The Labourforce / Impex TL&SC Job Index edged up by just 0.2% in November
- ⚙️ The National Index rose by just 0.3 to 159.69, technically the third successive record
- ⚙️ The Permanent job market slid 0.6% in November but it's still been a sensational strong year
- ⚙️ The surprise performer in November was Western Australia which saw demand expand by 4.3%
- ⚙️ The market in VIC/TAS is still the strongest nationally, rising from 196.66 to 196.67
- ⚙️ Demand for Storepersons and Freight Handlers is an extraordinary 25.6% higher than a year ago. It may be that the arrival of Amazon has created this additional employment
- ⚙️ November was a very good month for Transport and Logistics employers who increased job vacancies by 5.1%
- ⚙️ In the last 12 months, demand in Retail and Wholesale has receded by 9.4% (against the all industry national average of positive 11.3%)

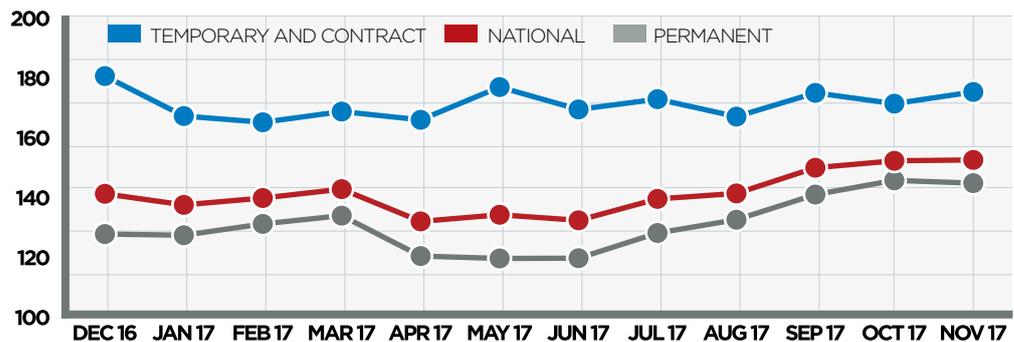
## Index edges to record high

The TL&SC employment market managed to edge up as we approached the end of the year. In November the National Index grew by 0.2%. The Index rose from 153.39 to 153.69, which is actually a new record high. Looking back over the last three years it is not uncommon for the TL&SC market to stay strong right through to the end of the year.

Given the generally optimistic employment market in Australia this is also consistent. The national market has expanded 9.2% in the last 12 months.

What is a little surprising is that the temporary and contract regained the losses seen in October. It recovered by 2.3% taking the Index to 174.42. The market is just 0.1% higher than a year ago. The Permanent job market slid 0.6% in November but it's still been a sensational strong year. Permanent job opportunities have grown by 16.6% year on year. The relative strength in the permanent market relative to temporary and contract employment flies in the face of the broader casualisation of the workforce in Australia.

CHART 1 NATIONAL INDEX AND JOB TYPE ANALYSIS

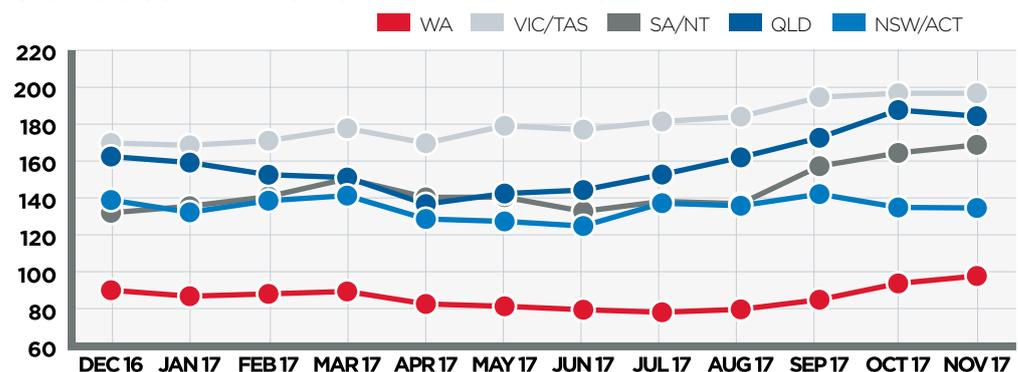


## WA springs a surprise - can it last?

The surprise performer in November was Western Australia. It saw demand for TL&SC professionals expand by 4.3%. WA has been slowly resurfacing from the Mining and Resources decline but this has, thus far, translated into minimal job creation in the sector. The Index now sits at 98.01 the highest since February 2016. The market has improved at this point in 2015 and 2016 but then retreated. Hopefully this is a sustainable improvement. The market in VIC/TAS is still the strongest across the nation. It managed a rise from 196.66 to 196.67! Technically this is its fourth successive record rise.

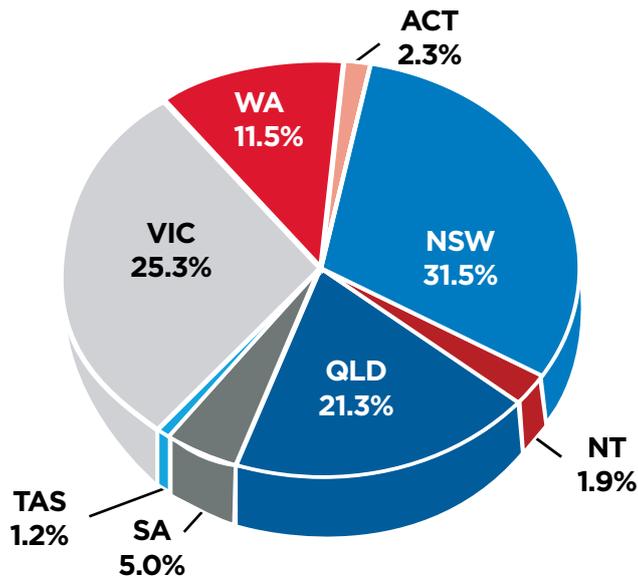
The Index is very close to the 200 mark. The other high flyer is Queensland where the Index is now on 184.27. This is 19.8% up on 12 months ago although it did slip by 1.8% in November. The NSW market has been relatively benign of late. It has slipped 0.2% in November and by 0.9% over the last quarter. There have been periods during 2017 when the market showed signs of life but these have dissipated equally quickly. Overall demand in NSW/ACT is down 1.9% compared to last November. The graph provides a breakdown of the proportions of each state and territory.

CHART 2 COMPARISON OF STATE JOB INDICES



**CHART 3**  
ANALYSIS OF JOB ADVERTISEMENTS BY STATE AND TERRITORY NOVEMBER 2017

Queensland's recent jobs growth has seen its share of the national market rise to 21.3%. This was 19.8% a year ago and just 17.5% when our research started in November 2014.



## OCCUPATIONAL ANALYSIS

### Amazon boost to road transport jobs

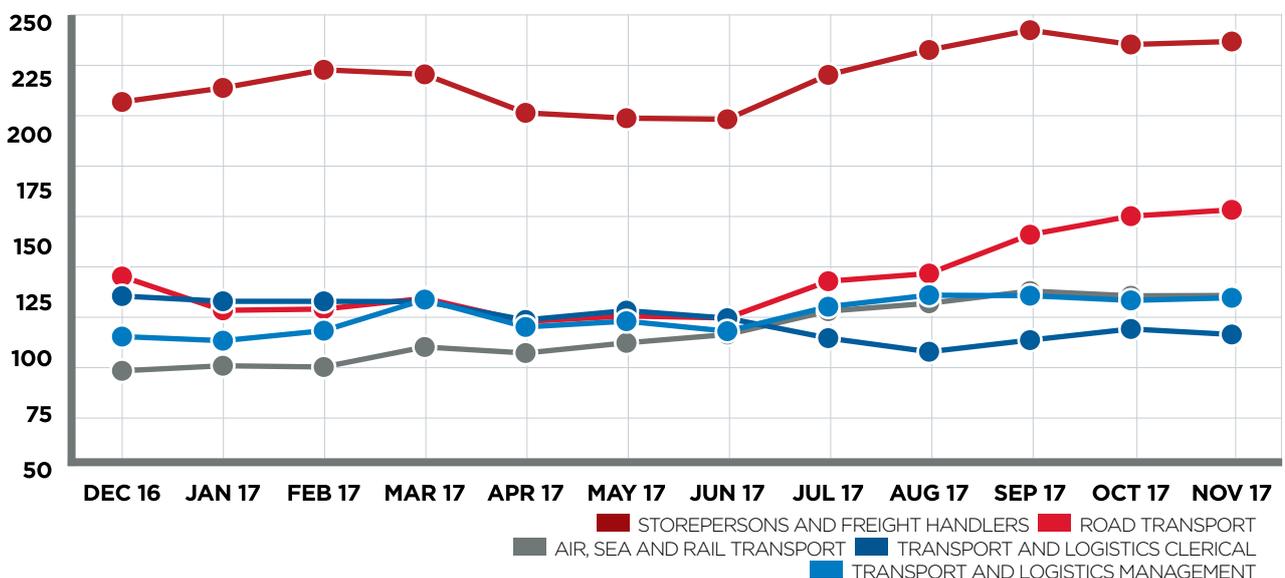
We observed last month that the annual glut in roles for Storepersons and Freight Handlers seemed to have peaked earlier than usual. This was not sustained with job opportunities bouncing back 0.6% in November. Not an enormous gain but at least it shows that no further decline occurred. Demand is an extraordinary 25.6% higher than a year ago.

It may be that the arrival of Amazon has created additional employment, both by the disruptor itself but, maybe also due to its competitors raising the bar on delivery. This may also

account for the strong growth in job opportunities in Road Transport in the last 12 months, up 20.3%. Demand rose 1.8% in November.

In direct contrast, it's been a poor year for those holding Clerical positions. Demand is down a disappointing 13.4% year on year, not helped by a fall of 2.2% in November. Managerial roles fared better with job opportunities rising 1% in November and up 16.7% over the year. Clerical also remains the weakest Index on 107.13 and Managerial still second worst on 123.54.

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



# INDUSTRY ANALYSIS

## Online shopping: retail jobs disaster, delivery services boom

November was a very good month for Transport and Logistics employers who increased their number of job vacancies by 5.1%. The Index rose to 177.50 taking it close to the record level set in June. It's also been a good quarter with demand rising 9.2%.

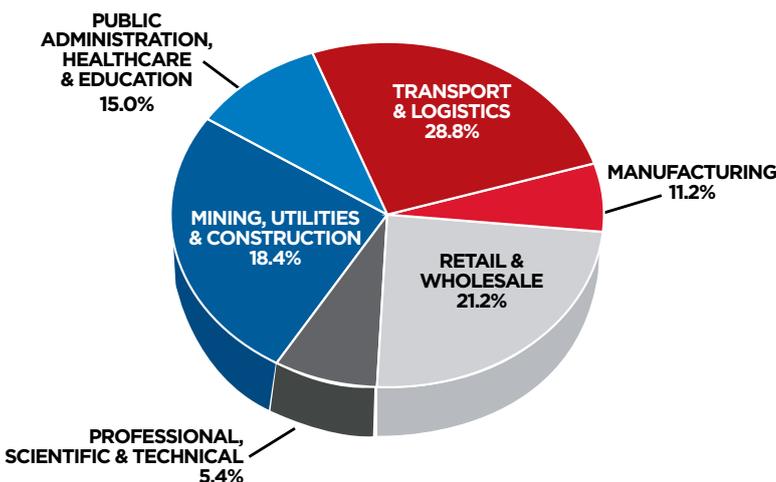
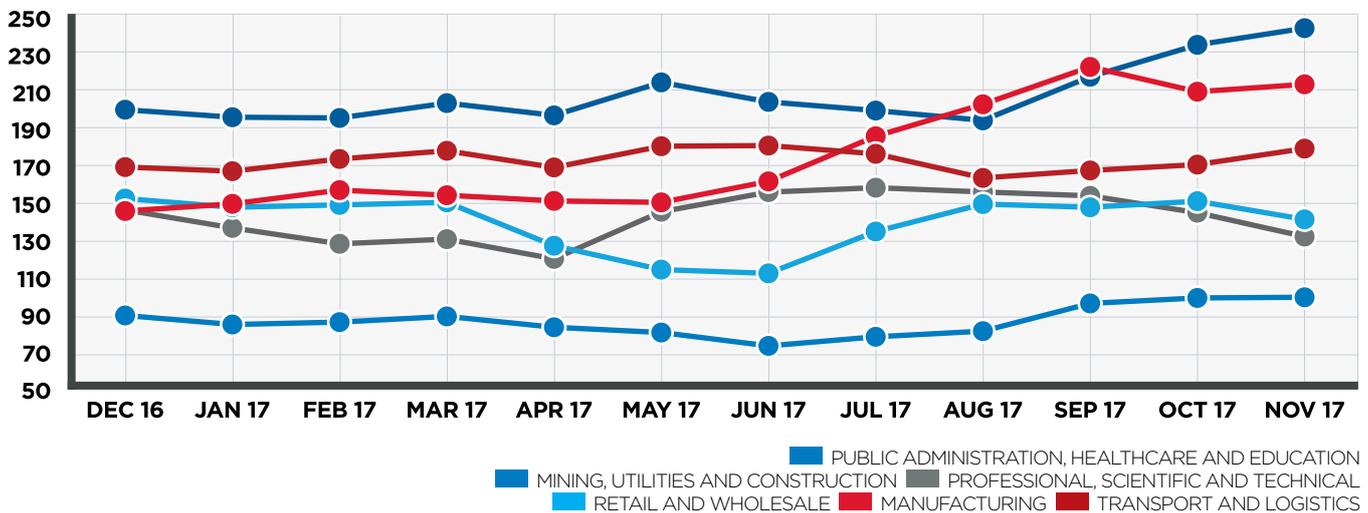
Retail and Wholesale suffered the largest decline of minus 6.6%. This is a large fall compared to similar periods in prior years but of greater concern

is the longer term trend. In the last 12 months, demand has receded by 9.4% (against the all industry national average of positive 11.3%). This can largely be attributed to the move to online shopping. While a disaster for the retail sector it looks like this has meant that demand for TL&SC staff has simply moved to Transport and Logistic suppliers of domestic delivery services.

Manufacturing experienced a sharp fall in October but much of this was recovered in November where demand rose 1.9%. It was still up a net 5.3% for the quarter, and even more significantly, job vacancies are up a massive 65.3% in the last 12 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 NOVEMBER 2017**

The structural decline in the retail sector is also evident in its share of national demand. Where this stood at 26.1% last November its share in 12 months has collapsed to 21.1%.

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

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