

Appendix 3

Employers' Recruitment Experiences in the Food Processing Sector

Table 1: Employers' recruitment experiences, 12 months prior to being surveyed

12 months prior to being surveyed	Agriculture, Forestry and Fishing Industry	Food Beverage Tobacco Manufacturing sectors	Product and Product	All Industries (12 months to September 2011)
Proportion of employers who recruited	65%	77%		71%
- to increase staff	65%	56%		53%
- to replace staff	73%	90%		86%
Vacancies per 100 staff	39	18		22

Source: Department of Education, Employment and Workplace Relations, Answers to Questions on Notice, private briefing 13 December 2011, received 2 April 2012.

Table 2: Employers' recruitment experiences, most recent recruitment round

Most Recent Recruitment Round	Agriculture, Forestry and Fishing Industry	Food Beverage Tobacco Manufacturing sectors	Product and Product	All Industries (12 months to September 2011)
Unfill rate	3.4%	6.1%		10.6%
Average no. of applicants per vacancy	2.7	4.1		6.0
Average suitable applicants per vacancy	1.4	1.5		2.0
Had difficulty recruiting	46%	45%		47%

Source: Department of Education, Employment and Workplace Relations, Answers to Questions on Notice, private briefing 13 December 2011, received 2 April 2012.

Table 3: Employers' recruitment expectations, 12 months following being surveyed

Following 12 months (Future)	Agriculture, Forestry and Fishing Industry	Food Beverage Tobacco Manufacturing sectors	Product and Product	All Industries (12 months to September 2011)
Expects to recruit	56%	63%		52%
Expects to increase staff numbers	29%	40%		29%
Expects to reduce staff numbers	4%	6%		4%
Expects future recruitment difficulty	47%	37%		47%

Source: Department of Education, Employment and Workplace Relations, Answers to Questions on Notice, private briefing 13 December 2011, received 2 April 2012.