

# EMPLOYER'S RECRUITMENT INSIGHT - COVID-19

The Australian labour market is changing rapidly as the COVID-19 pandemic continues to develop. At this stage, however, there is considerable uncertainty around the economic implications of the virus and the magnitude of the changes to employment that will result.

## **Some key things to consider during this time are:**

- If you are looking for a job, try to keep an open mind and be as flexible as possible. For example, don't restrict your search to familiar industries. Consider industries and sectors that currently need more workers like transport and logistics, some segments of retail and wholesale trade, health care and some manufacturing industries.
- Continue to check as many recruitment websites as you can as employers will continue to use them to fill their vacancies. You should also check the websites of big employers, as many of them only advertise vacancies on their own websites.
- Be proactive in seeking employment by approaching employers directly (e.g. by email or by phone), checking social media, including Jobs Groups on Facebook, and reaching out through your network of family and friends.
- When speaking with employers, provide as much availability as you can and think about how your skills and experience may be useful in new jobs or industries.
- Employers will be looking for reliable and flexible workers, with good communication skills who can learn new tasks quickly and adapt to new working environments. If you can, give examples from your work history which highlight these skills.
- Take time to update your résumé and cover letters, ensuring they are up-to-date and accurate. Consider asking someone to proofread and spellcheck for you.
- Keep on top of your studies through online learning.

The labour market is likely to become extremely competitive in the coming months. Consider using this time to upskill to keep up with employer expectations and build your confidence and competitiveness. While you may need to compromise in the short-term, every job will help you gain new skills and experiences

## The jobs in demand right now :

The Department of Education, Skills and Employment has analysed real time hiring activity from online job advertisements (sourced from Burning Glass Technologies) and job placements data (from jobactive). The data show strong growth in health and personal service jobs, particularly for Physicians, Registered Nurses and Nursing Support Workers, with 900 more hospital jobs in March compared to February. There has also been growth in logistics jobs (Truck Drivers, Store persons, Shelf Fillers) and some retail jobs (Pharmacy Sales Assistants, Checkout Operators and Commercial Cleaners).

Further, the Department's employer liaison network has observed demand for workers in the following sectors:

- manufacturing – medical supplies, pharmaceuticals, food and groceries
- warehousing – distribution centres, transport (local and long distance) and logistics (truck drivers, store persons, shelf fillers)
- retail – supermarkets, pharmacies, other food outlets (pharmacist sales assistants, checkout operators and commercial cleaners)
- hospitals and care facilities (physicians, registered nurses and nurse support workers)
- IT and call centres
- mining
- agriculture / harvest

Occupations in demand will change during and following the COVID-19 pandemic, and the department will continue to monitor the situation closely over the coming weeks and months and publish insights to support your job search and labour market analysis.

## Helpful resources and support:

### Self-help programs

- [thedesk](#) - free online program for Australian tertiary students to improve their wellbeing and study more effectively. There are four modules on how to stay calm, be more productive, and improve your wellbeing and relationships.
- Ted article: "[I'm incredibly anxious about coronavirus](#)"
- [Mindspot](#) - free telephone and online service for people with stress, worry, anxiety, low mood or depression. It provides online assessment and treatment for anxiety and depression and can help you find local services. Call 1800 61 44 34 (8am - 8pm, Monday - Friday; 8am-6pm, Saturday).
- Check the [DHHS website](#) for the latest health advice and following their social media channels.

*Source: Labour Market- Australian Government: Labour Market Information Portal*