

**20** NATIONAL  
**23** VOLUNTEERING  
CONFERENCE  
THE FUTURE IS NOW

## **E5: The legal and employment context**

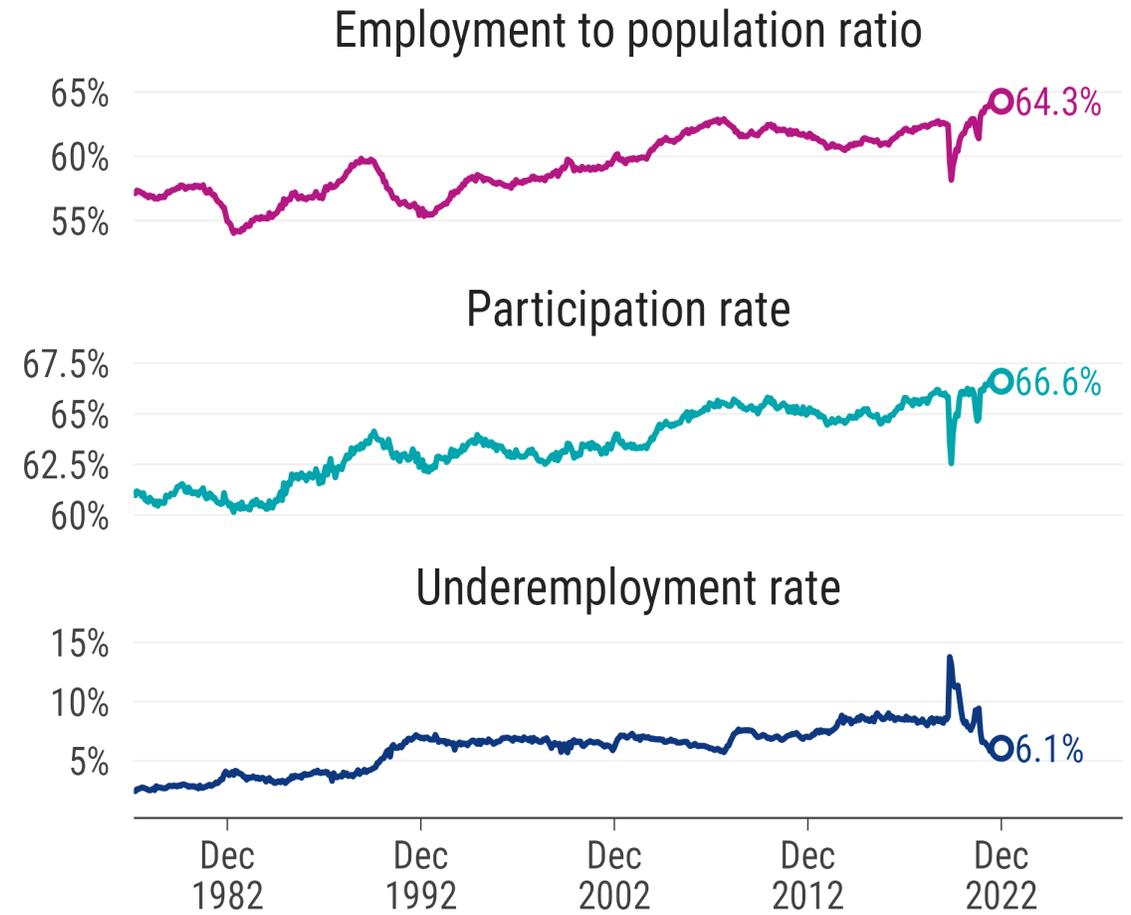
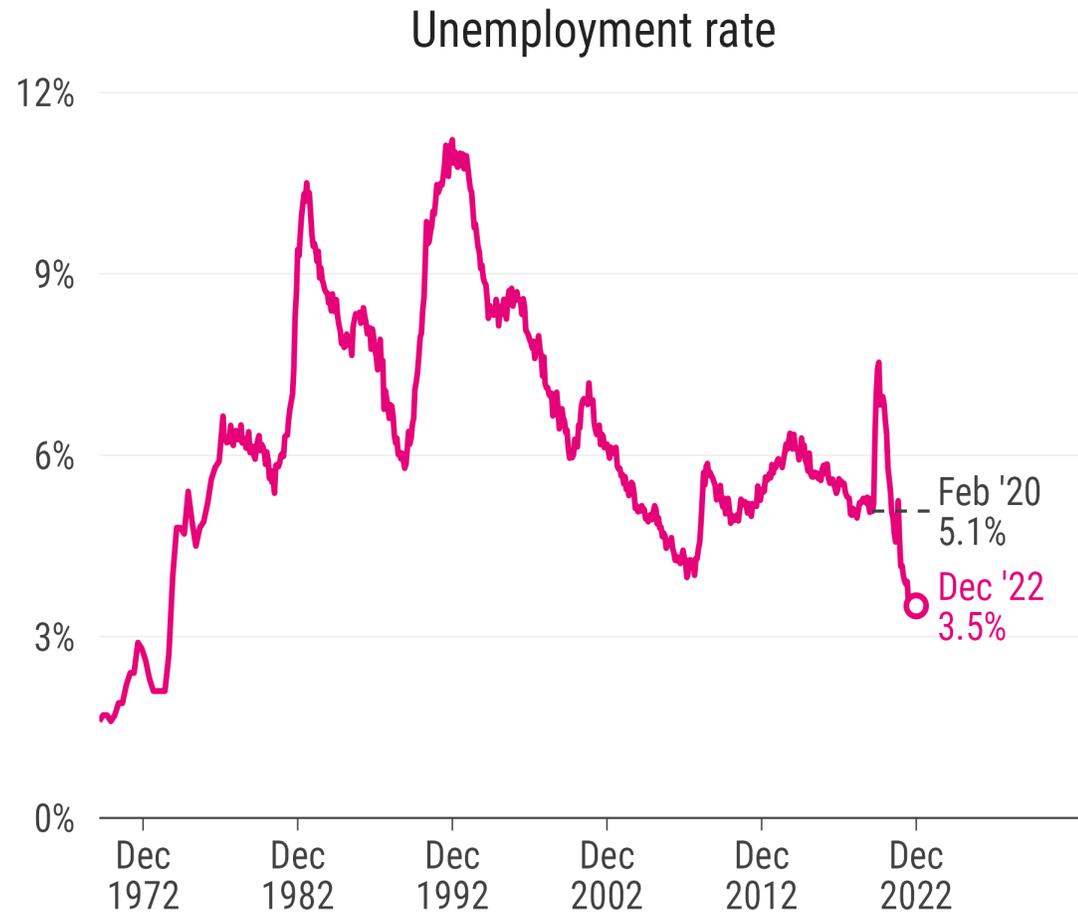
# Labour market trends: implications for volunteering

February 2023



# The state of the Australian labour market

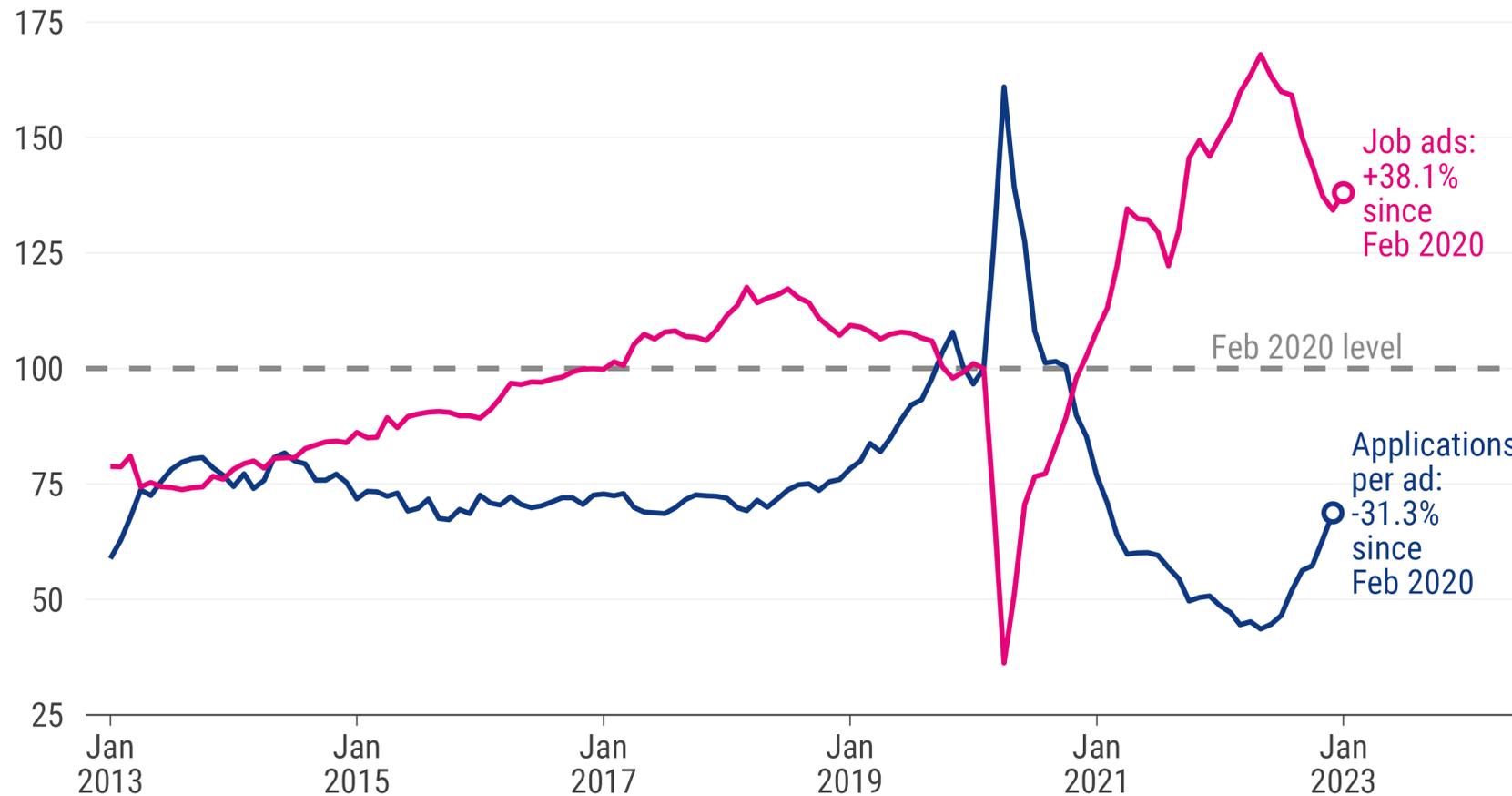
# Unemployment's at its lowest level in 50 years, and other indicators all point in the same direction



Note: Seasonally adjusted.  
Source: ABS Labour Force.

# In 2022, SEEK job ads reached new all-time highs, and applications-per-ad fell to a low level

SEEK job ads and average applications-per-ad in Australia, index (Feb 2020 = 100)

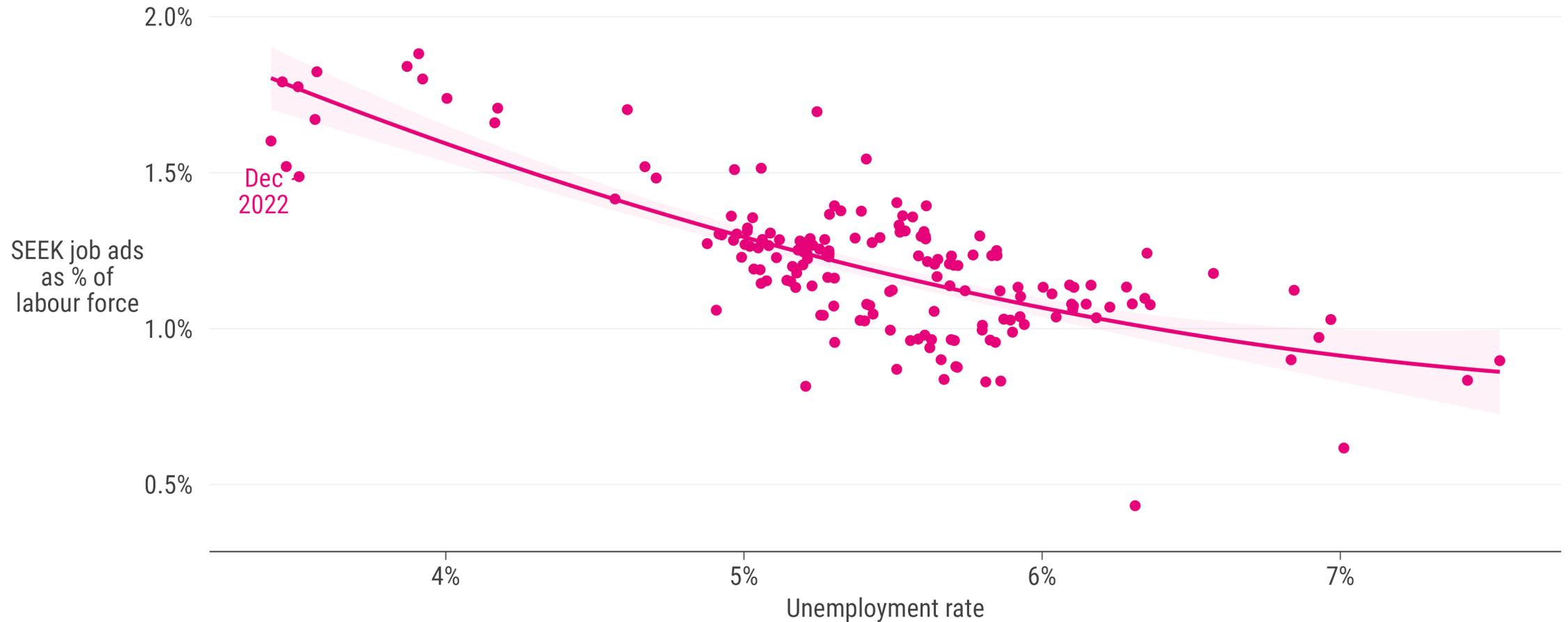


- Job ads rose 2.8% over the month and fell 8.1% over the year to January 2023
- Applications per ad rose 9.2% over the month and rose 35.5% over the year to December 2022

Note: seasonally adjusted.  
Source: SEEK.

# When unemployment is low, job ads are generally plentiful

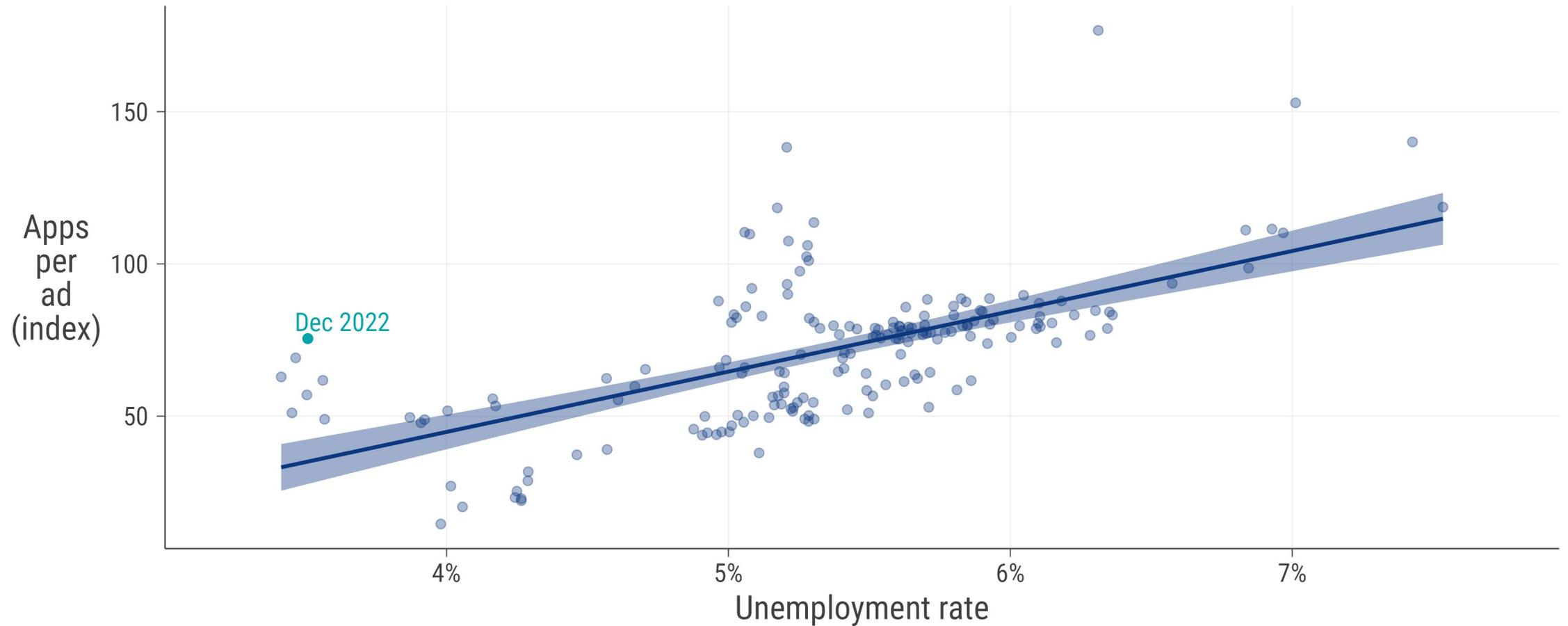
Relationship between job advertisements and unemployment, as a percentage of the labour force, 2009-present



Note: 'RBA forecast' points assume COVID-era Beveridge Curve relationship continues.  
Source: ABS Labour Force and SEEK.

# When unemployment is low, we tend to see fewer applications per job ad

Applications-per-ad (index) compared to the unemployment rate

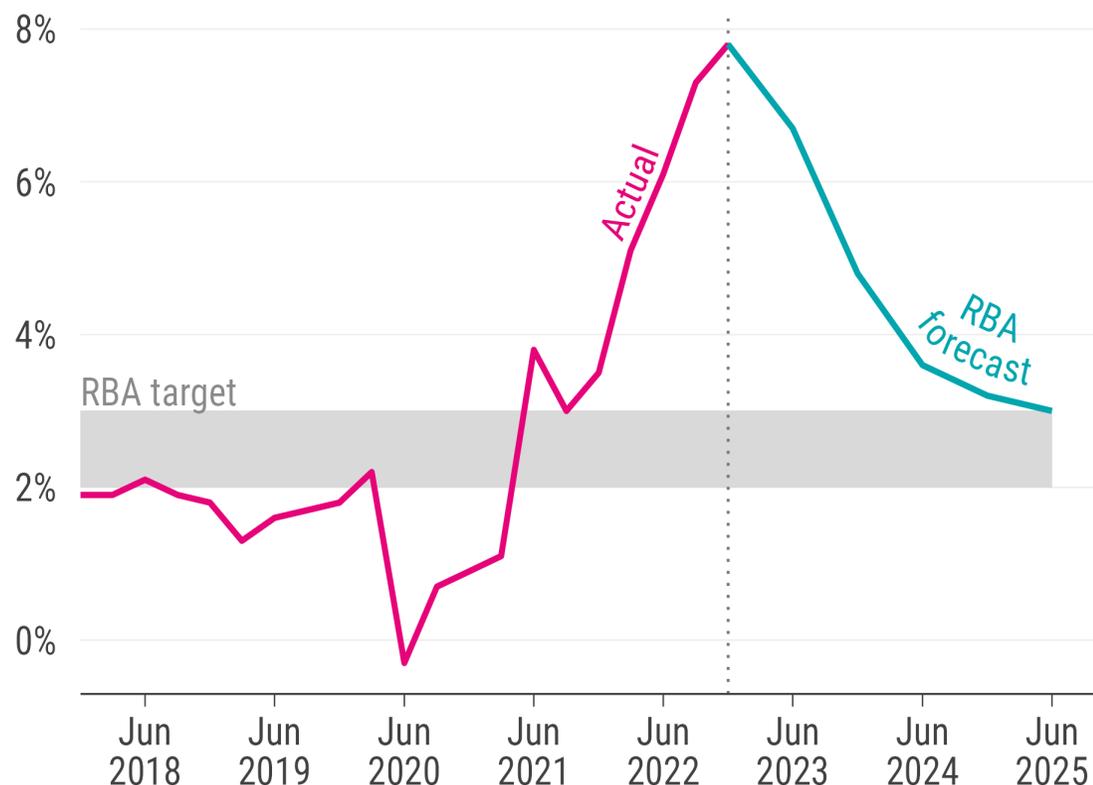


Note: seasonally adjusted.  
Source: ABS Labour Force and SEEK.

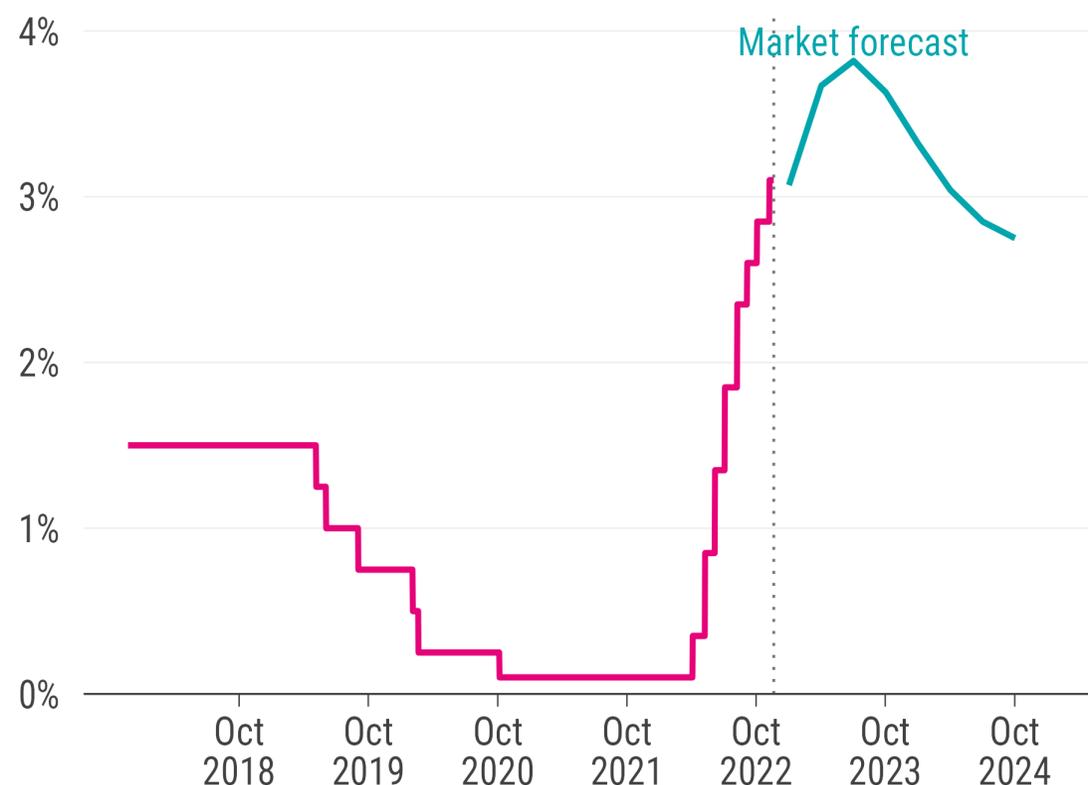
# The year ahead

# Inflation is thought to have peaked, but it's still high, which will mean more rate rises

Actual and forecast inflation, year-on-year



RBA cash rate target

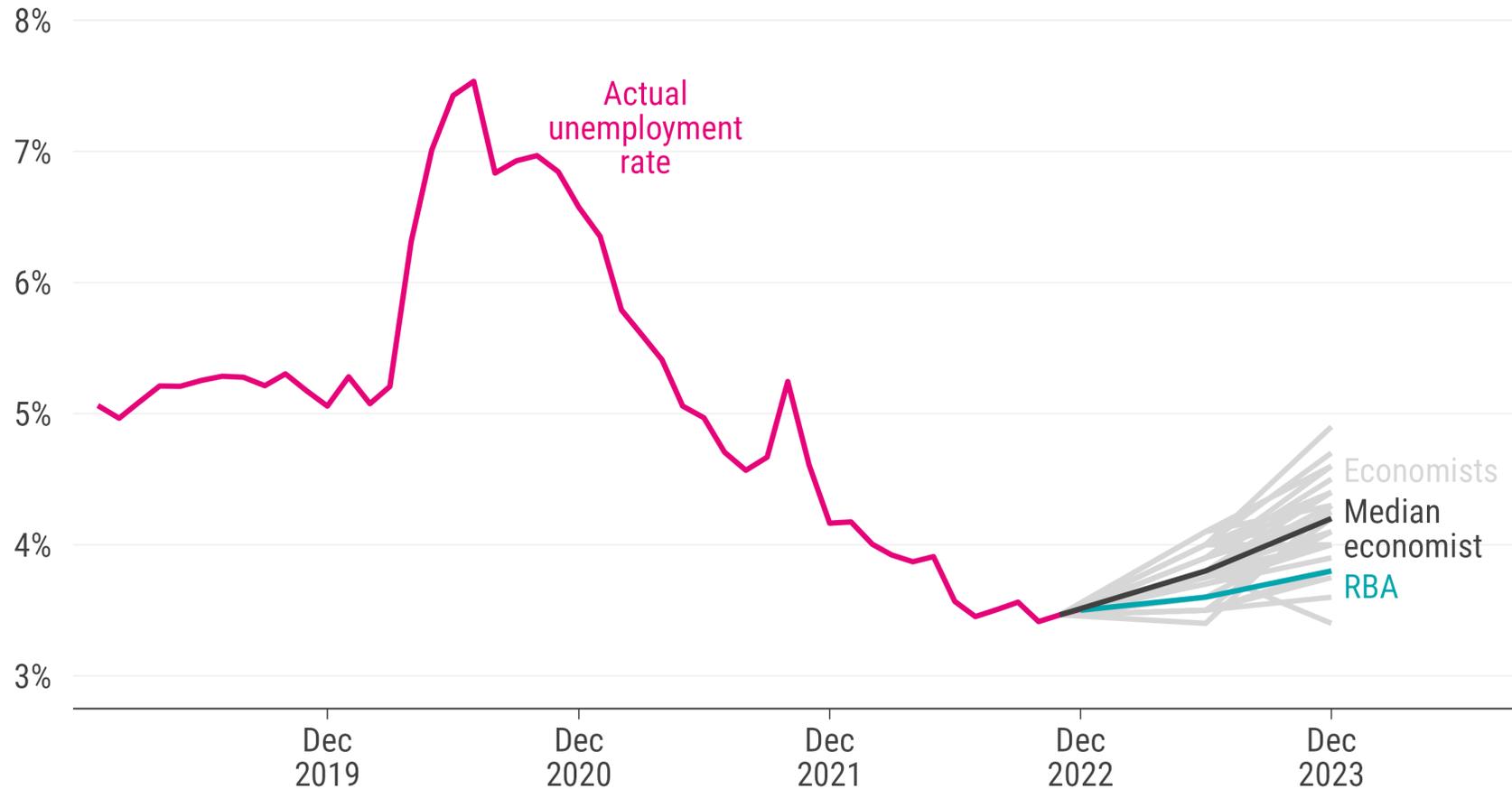


Sources: ABS Consumer Price Index and RBA Statement on Monetary Policy.

Note: 'Market forecast' refers to the zero-coupon forward rate as at 31 Jan 2023. This represents current market expectations for the future cash rate. Note that no adjustment for risk premia (incl. term premia) has been done. Source: RBA.

# The RBA expects unemployment to rise a little this year

Unemployment rate, actual and forecast



- The unemployment rate in December 2022 was 3.5%
- The RBA expects it will be 3.8% in December 2023
- The median economist surveyed by the AFR expects a rate of 4.2%
- Economists have a range of views about the likely unemployment rate in December 2023, ranging from 3.4 to 4.9%

Note: seasonally adjusted. RBA forecasts are for quarter averages. RBA forecasts published in February 2023; AFR forecasts published in January 2023  
Sources: ABS Labour Force, AFR quarterly survey of economists, RBA Statement on Monetary Policy.

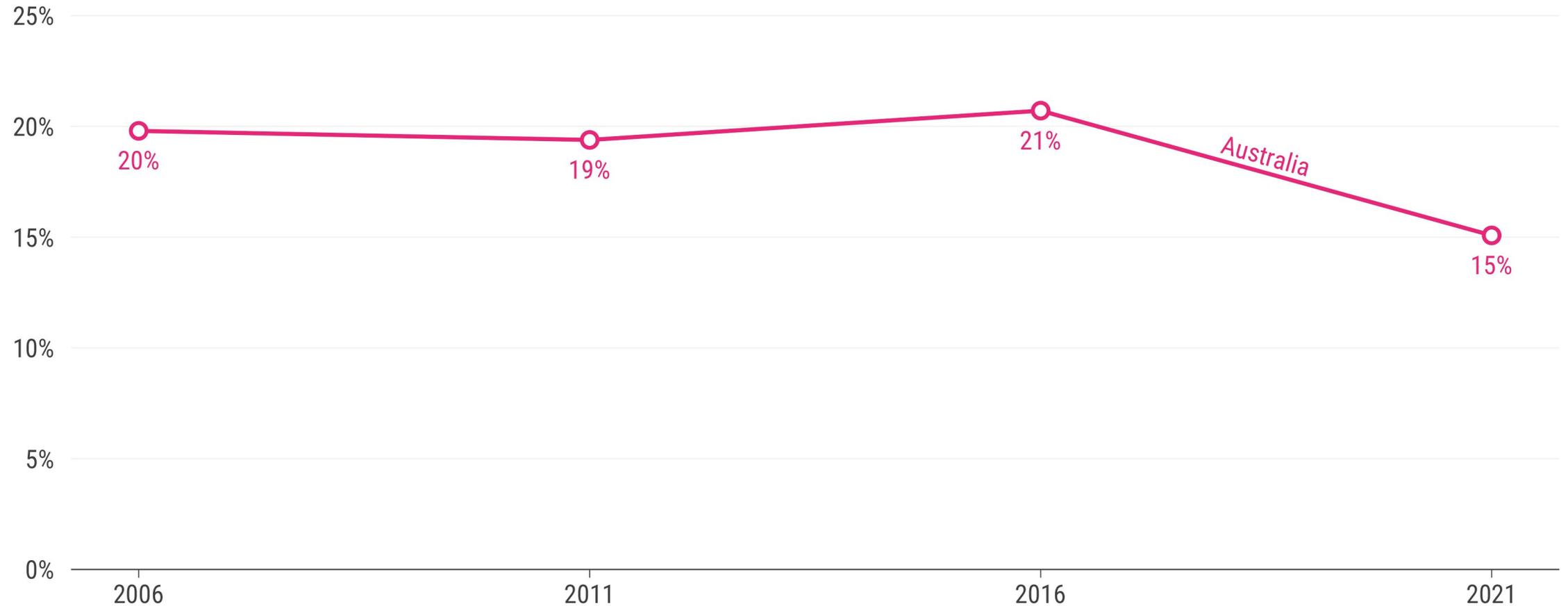
# Wages growth has picked up but is still lagging inflation



# Volunteering

# Volunteering declined in 2021

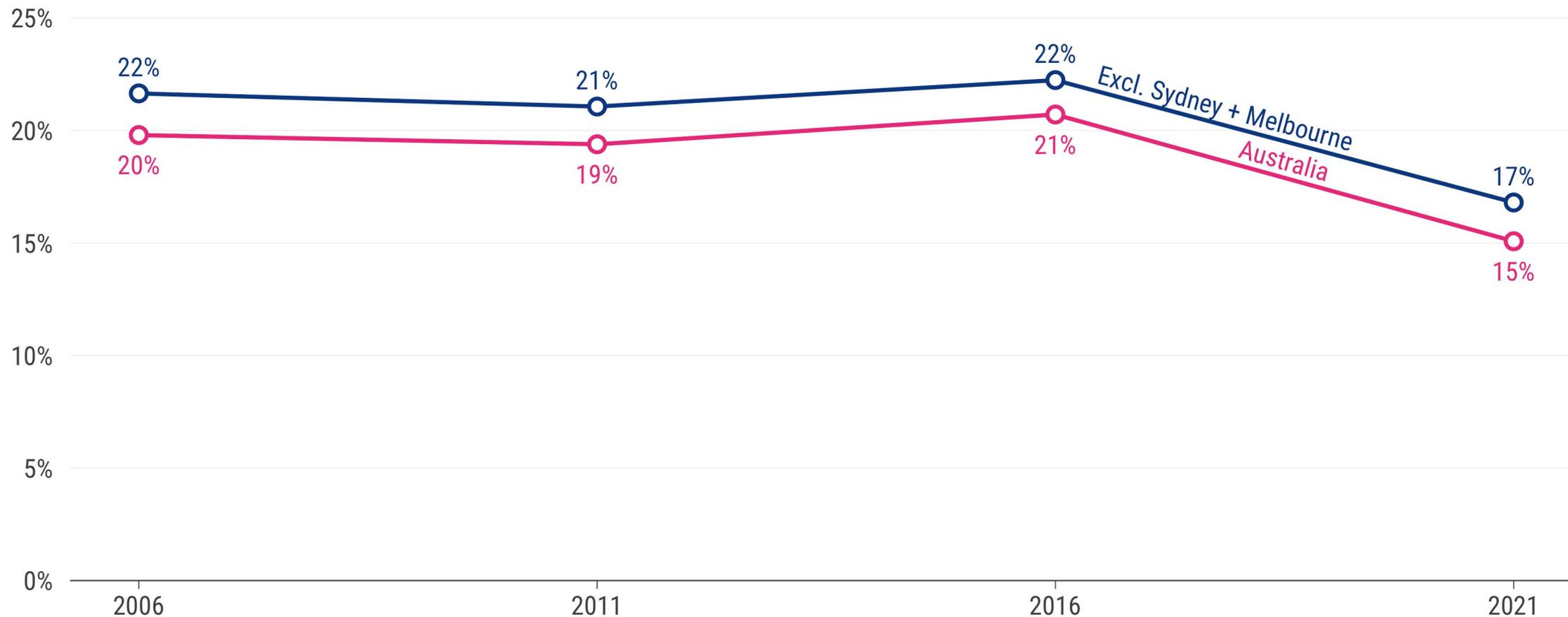
Proportion of Australians who volunteer for an organisation or group



Note: Excludes Census respondents who did not answer the volunteering question, or for whom it is not applicable (eg. children).  
Source: ABS Census (various years).

# Volunteering declined in 2021 , and it's not just about the lockdowns

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Source: ABS Census (various years).

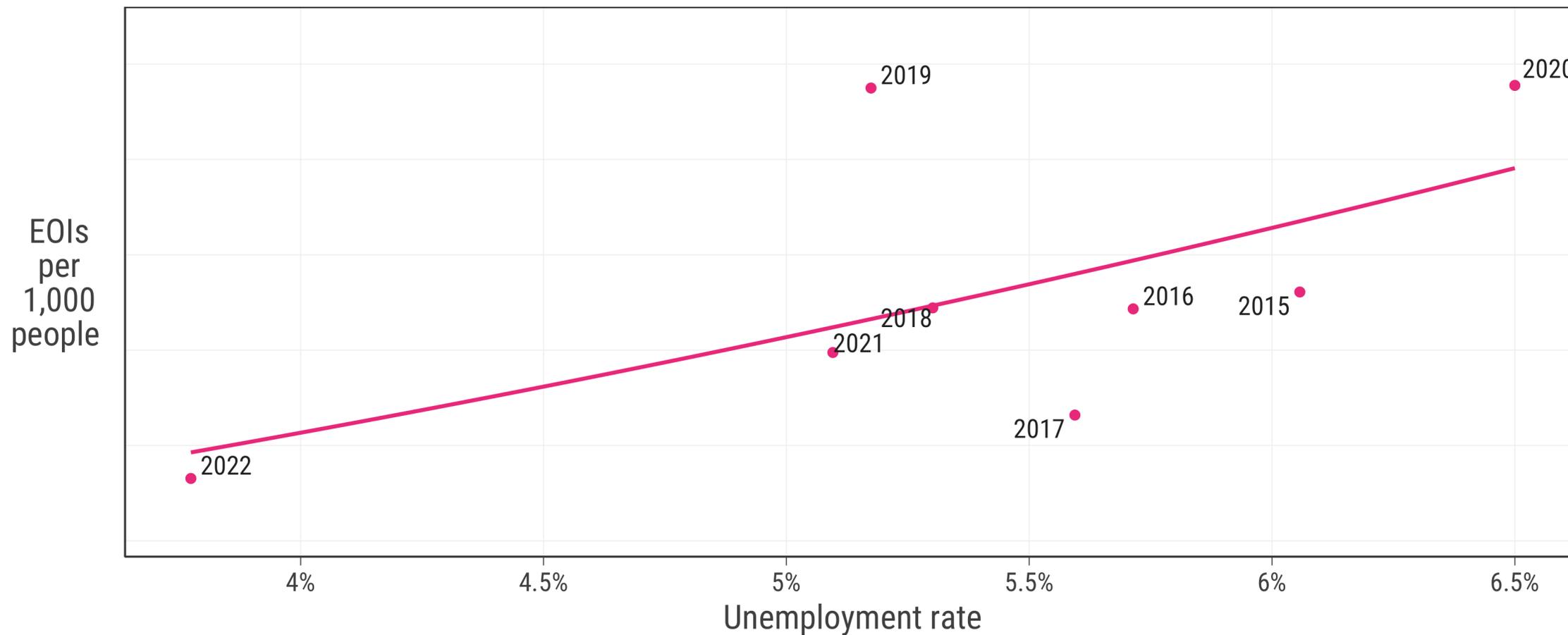
# People are volunteering less within every demographic group and labour force status

Proportion of Australians engaged in volunteering for an organisation or group, by sex, age and labour force status



# When unemployment is higher, SEEK Volunteer tends to get more expressions of interest

SEEK Volunteer EOIs per 1,000 people vs unemployment rate



Note: Population figures are civilian adults aged 15+. Source: ABS Labour Force & SEEK Volunteer.

# Trends in SEEK Volunteer EOI's



AU EOI's



## 2022 Insights

The number of people visiting the site was only marginally down by 4%

AND

Opportunity/ad volume 8% was higher

BUT

EOI's/applications were the lowest we've seen in four years, down 17%



# Implications for VIOs



## What does this mean for VIO's?

- It's reasonable to expect volunteer recruitment challenges to remain for the foreseeable future
- Consider these insights when planning your volunteer strategy over the next 3 years (& 3 yr NVS Action Plan)
- 'Time' and 'cost to volunteer' have always been in the top barriers to participation. These will remain.
  - Consider offering shorter term, more flexible opportunities in your program (75% will keep volunteering with you)
  - Consider your reimbursement strategy for you volunteers (only 35% of VIO's in NSW report having a reimbursement strategy)

## What is SEEK Volunteer doing differently?

- Help VIO's assess the EOI's faster
  - Share more information about the volunteer (70% of volunteers can now include their SEEK Profile sharable link in an EOI)
- Focussing on 'on-site conversion'
  - Around half people scroll through the search results but don't click on an actual opportunity
  - Help people find opportunities that they can do soon (this week/this month)

