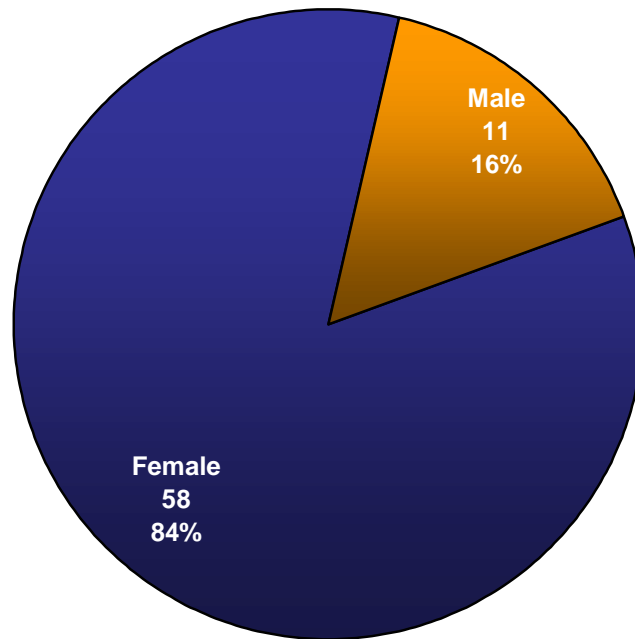




**Regional Economic Development Corporation (REDC)
Hidden Workforce Survey Results
2009**

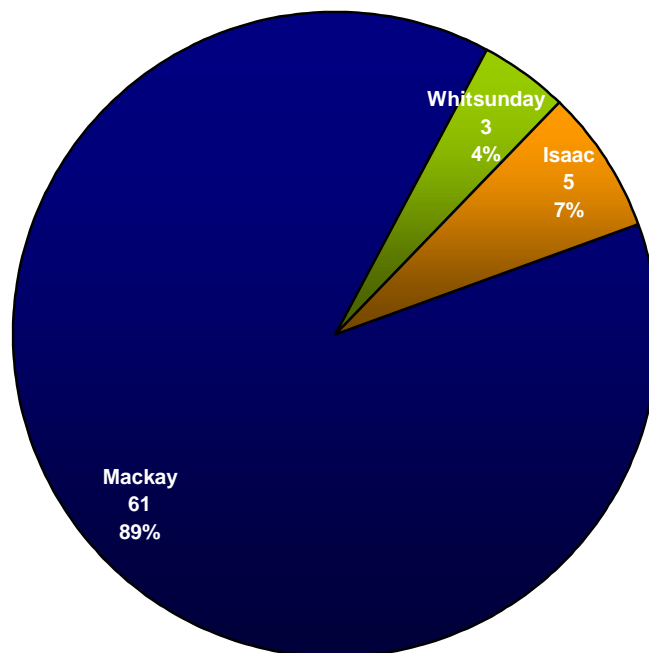
Gender of respondents

58 people who responded to the survey were female, and 11 were male.



Location of respondents

61 people who responded to the survey live in the Mackay Regional Council area, 5 live in the Isaac Regional Council area and 3 live in the Whitsundays.

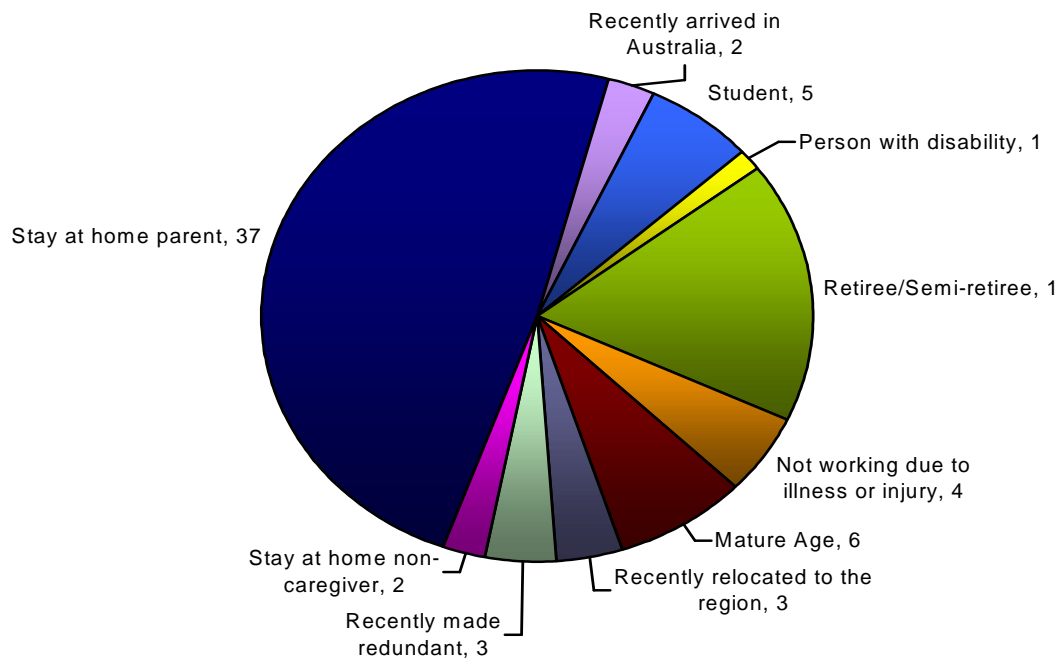


Self-identified category

Survey respondents were asked to classify themselves into the following categories:

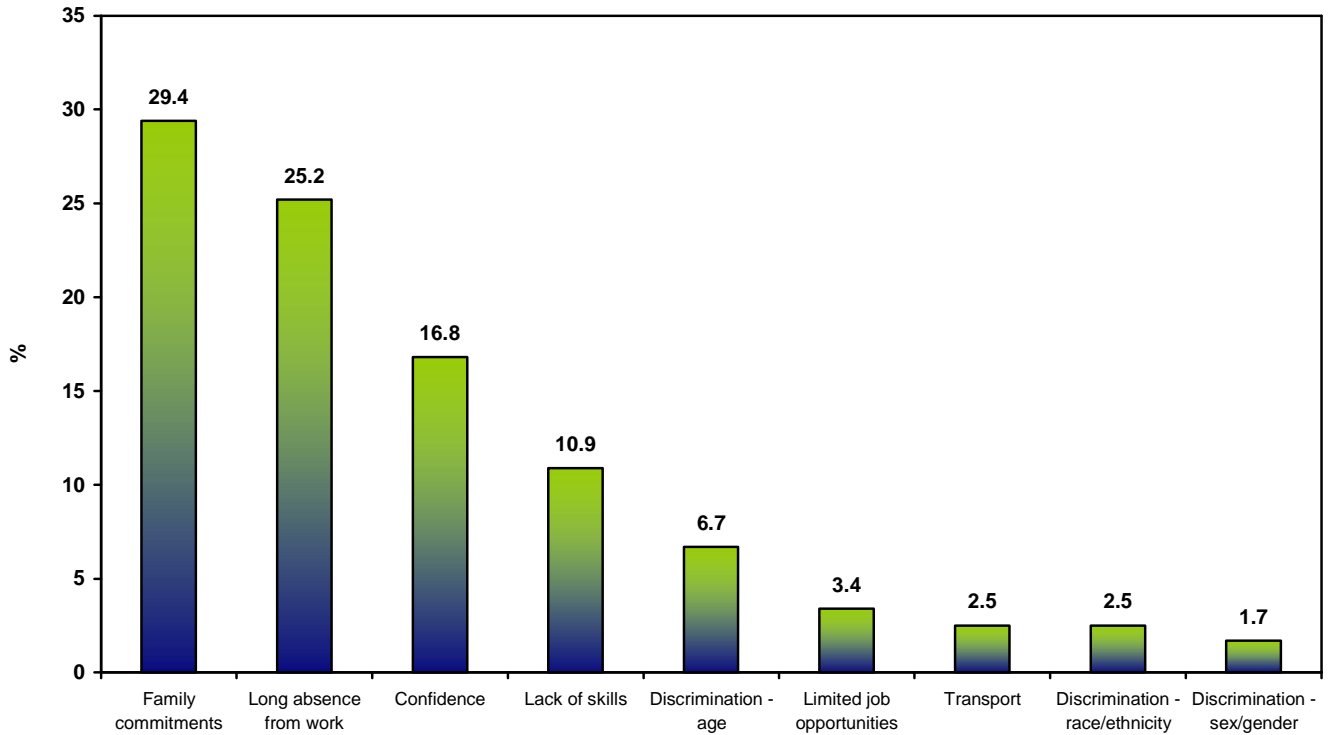
- Stay at home parents/Carers
- Recently made redundant
- Recently relocated to the region
- Recently arrived in Australia
- Mature age
- Not working due to illness or injury
- Retiree/Semi-retiree
- Person with a disability
- Student
- Other

The pie chart indicates how many people identified themselves in each category.

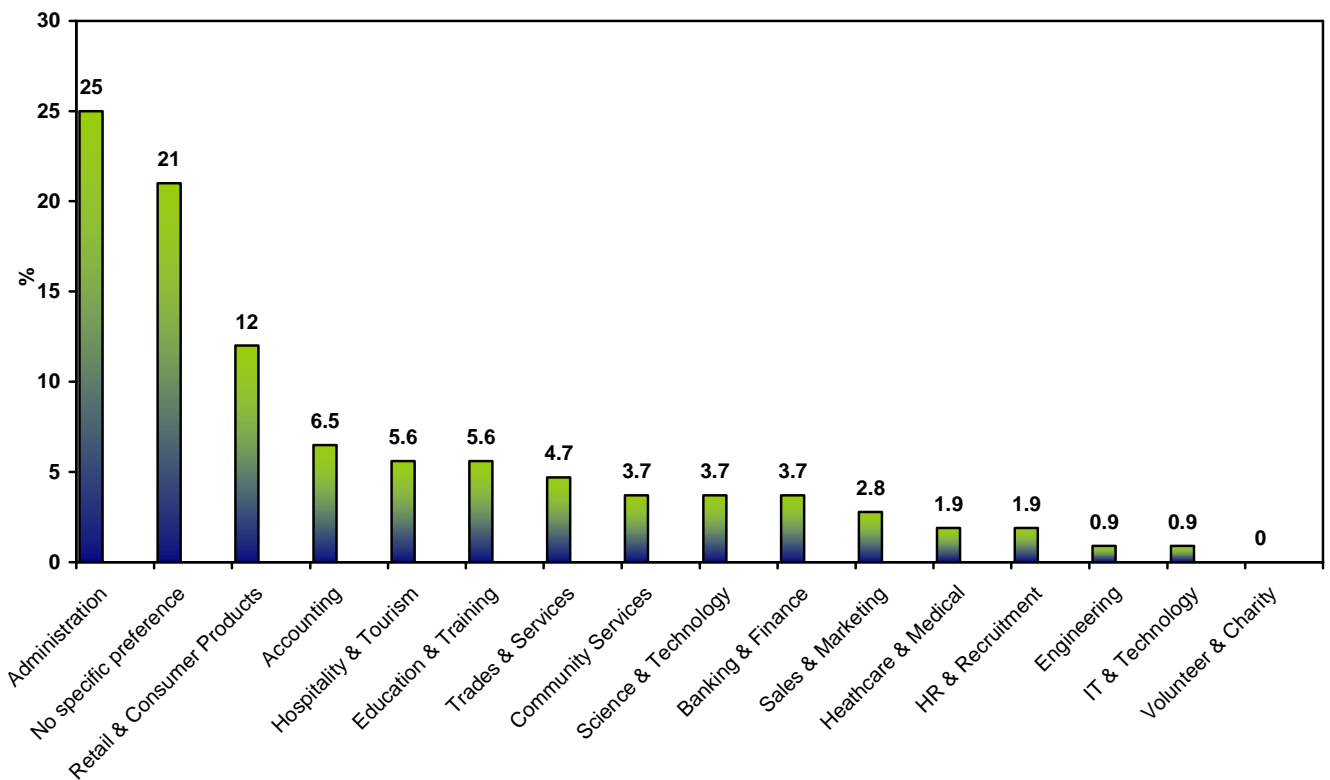


Barriers to working/finding a job

When asked what the barriers are when finding a job, the most common responses were family commitments, long absences from work, lack of confidence, lack of skills and age discrimination.

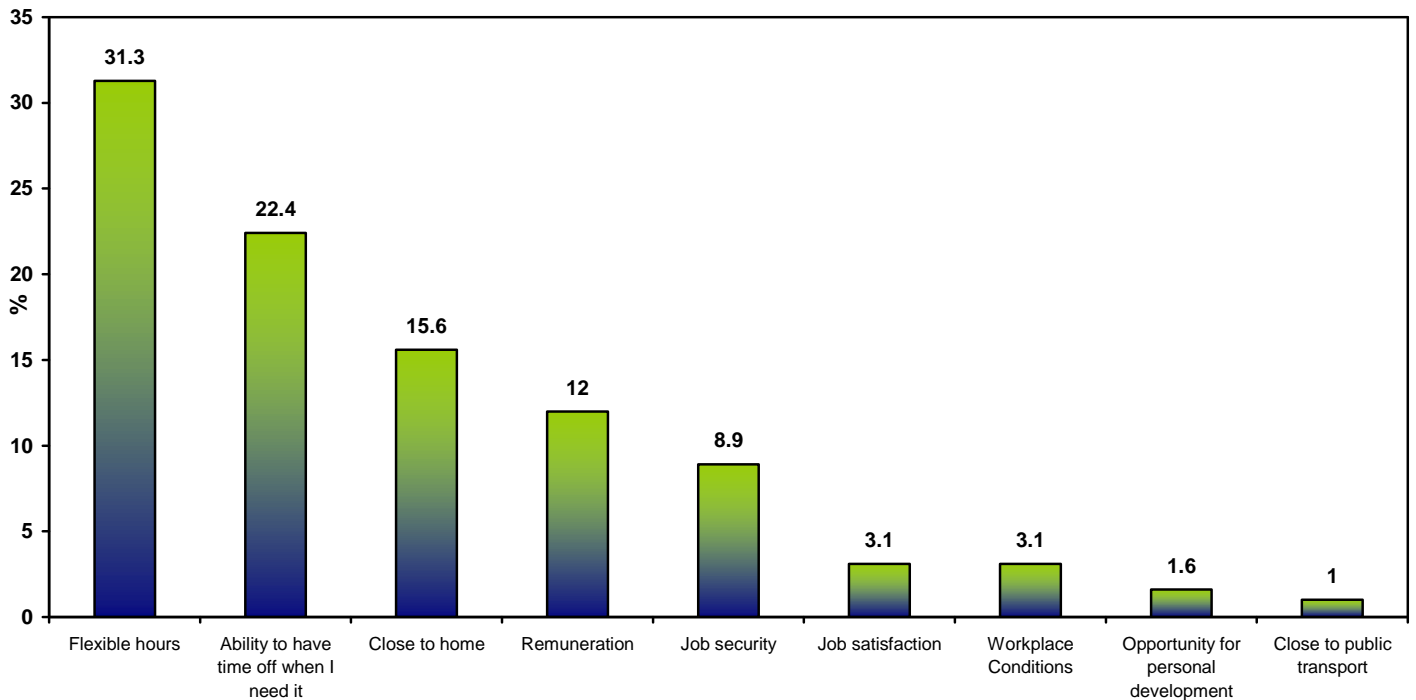


Preferred industry to work in



Most important factors to consider when finding work

When asked what the most important factors were when considering returning to the workforce, the most common responses were: the need for flexible hours, having the ability to take time off when needed (school holidays), finding work close to home and remuneration.



When given the opportunity to provide more information on personal experiences and issues, the following themes were common:

- Difficulty finding jobs for older workers (aged 50+) – a need for employer attitudes to change
- The inflexibility of many workplaces - an unwillingness to accommodate part-time hours and flexibility. A need for more family friendly practices.
- Unappreciated skills and the need for formal qualifications
- Feelings of low confidence, especially in the areas of filling out selection criteria, attending interviews and marketing oneself
- Unwillingness of some employers to pursue applicants with foreign sounding names
- Disappointment about companies who do not reply to applications
- Frustration over complicated and time consuming application processes