

Skills For Jobs

The Training and Skills Commission's Five Year Plan for Skills and Workforce Development

APPENDIX 3: Regional Profiles and Priorities

September 2010

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Overview

This Appendix includes skills and workforce development profiles for the regions of the State based on the 12 South Australian government regions. This information will be used to help inform priorities for resource allocation for publicly funded skills and workforce development, through the strategic resource allocation process undertaken by the Department of Further Education, Employment, Science and Technology (DFEEST).

The *Profiles* include analysis of published data and information together with local intelligence provided by regional networks and members of local communities. The profiles published in the appendix to the 2009 plan have been used as the basis for consultation with the regions during 2010 to feed into this year's plan. Local intelligence was provided by the state's Employment and Skills Formation Networks (ESFNs) in a consultation with the Commission in March 2010 and through follow-up discussions with regional coordinators during the year.

Other information sources that have been used for these profiles include published data such as:

- labour force survey and Census data from the Australian Bureau of Statistics (ABS) regional labour force estimates from the Department of Education, Employment and Workplace Relations (DEEWR)
- VET data from the National Centre for Vocational Education Research (NCVER).

Each *Profile* also includes a summary table of key demographic, labour market and education and training data.

Common Themes and Priorities

Some regions are expecting a significant growth in population, residential development and industry-zoned land, partly due to initiatives announced in *The 30-Year Plan for Greater Adelaide* or through major projects that are being planned. Some local councils have large capital expenditure planned with major workforce implications, and all regions are benefiting to some extent from the Commonwealth's economic stimulus measures (e.g. school building refurbishments and social housing).

Workforce development is an economic policy as well as a training issue. Initiatives such as Transport Oriented Developments (TODs), sustainable housing and the rollout of the national broadband network will all have significant workforce implications. With some major employers closing down in the North and South (e.g. Mitsubishi, Mobil, Electrolux and Bridgestone) significant skill developers have been lost to these regions. If Southern Adelaide is to establish itself as a cleantech region, then work is required on what this might look like, what technologies (new or otherwise) are likely to be available, and how education providers will offer formalised education in this subject area. The establishment of the Sustainable Industries Education Centre at Tonsley Park is one such example.

All Networks commented that assisting the unemployed and disengaged within their region remains a high priority. Generational unemployment remains an issue in a number of regions and all regions continue to address youth unemployment, indigenous engagement, barriers faced by people with mental and physical disabilities and issues faced

by mature age jobseekers. A number of regions are dealing with the skill needs of migrants and a growing number are faced with newly retrenched workers requiring assistance, many of whom have little knowledge or experience of accessing career information or support services.

To support people with barriers to successful participation in study and work, Networks have identified the need to provide wrap-around, holistic and tailored support for individuals. This type of assistance is time-intensive and costly and outcomes take a long time to achieve and networks would like to see this acknowledged in program funding and reporting. A number of regions also highlighted the need to streamline careers advisory services within regions.

Network initiatives, funded through *South Australia Works*, are focussed on improving transitions and entry level opportunities for young people and other job seekers; and ensuring the ongoing participation and re-engagement of mature age workers. Strong networks and partnerships between all levels of government, non-government organisations, industry and the community are crucial to successful strategies. A disconnect between regional networks and industry skills advisory bodies has been noted by some regions during the consultation process.

As noted above, a number of the regions are experiencing above average levels of population growth. While this has a positive impact on economic growth and provides a potential workforce, it may also increase demand for employment and training services if there is a mismatch between the skills entering the region and those in demand by local industries. Many regions lose workers to surrounding areas, in particular in regions with close proximity to the Adelaide region. Remote regions often lose young people to Adelaide or major regional centres for study and work reasons.

All Networks are focussing on strengthening ties with local industry and employers and on ensuring that employment and training programs are targeted to skills in need within the local economy. A broad range of economic opportunities have been identified across the regions of the state. The Commonwealth Government's economic stimulus package is boosting economic activity, particularly within the construction sector, in many of the state's regions.

Various skill and workforce development challenges are common to the regions. The following issues and observations were raised by members of local communities during consultations:

- Many people with potential are disengaged from the workforce because of their low levels of language, literacy and numeracy (LLN) skills.
- Improvements in LLN and science, technology, engineering and maths (STEM) skills are needed for all workers, including those in higher level jobs.
- Transport and flexibility in training delivery is impacting on participation in study and work.
- Soft skills such as integrity, work ethic and punctuality are fundamental.
- Regions with agricultural activity have low skilled jobs but growth is focused around higher level skills, including management.
- Agriculture is not seen as an attractive career option.
- There are difficulties in getting industry involved in the development of programs and initiatives.

- There is increasing competition between regions for skilled workers as major projects ramp up.
- Local government must be an active partner in the development and implementation of strategies.
- Information and advice is required for career pathways and training options.
- RPL is an issue in some regions, particularly for recent migrants.
- Improved cross-agency collaboration and communication is required to ensure better use of funding and less duplication.
- There needs to be better connections between regional and industry information and intermediaries (e.g. ESFNs and ISBs).

Adelaide Hills

The Adelaide Hills region encompasses the Local Government Areas (LGAs) of Adelaide Hills and Mount Barker. The region contains just over 4 per cent of the total population of the state. The key industry sectors are wine production, beef and dairy cattle, vegetable growing, fruit orchards and tourism.

Population

The region has a relatively middle-aged population profile, with above average proportions of school-aged children and people aged between 35 and 64 years. The region has high proportions of families with children. There have been above average population increases over recent years, particularly in the Mount Barker District Council area and the population is projected to continue to grow at a rate higher than the state average.

Employment and unemployment

Key labour force indicators show above average labour force participation rates and low levels of unemployment. The unemployment rate in the region has generally been well below the state average. The unemployment rate increased slightly over the course of 2009 inline with the state average. In the March 2010 quarter, there were 1,071 unemployed persons in the Adelaide Hills region, with an estimated unemployment rate of 2.7 per cent (the lowest in the state, considerably below the state average of 5.3 per cent).

Journey to work information shows that almost 60 per cent of the Adelaide Hills residents work outside the region, with the Adelaide CBD being a major destination. This high proportion of people travelling to other regions to work is a fairly common phenomenon for regions within and adjoining the Adelaide metropolitan area.

Industry and occupation¹

The largest industries employing Adelaide Hills residents in 2006 were health and community services (13.7 per cent of total employment), retail trade (13.2 per cent) and manufacturing (10.2 per cent). Employment in both health and community services and construction grew strongly between 2001 and 2006. There was a significant decline in employment in agriculture, forestry and fishing over the same period, amounting to a net loss of almost 400 jobs (a decline of just over 21 per cent).

Residents of the region are represented highly in professional and skilled clerical occupations. The proportions of the workforce employed in managerial, professional and semi-professional occupations is above the state average, along with trade occupations and advanced clerical jobs. There are below average proportions of people employed in lower-skilled jobs.

Apprentices and trainees

The region saw a significant increase of 156 (21.5 per cent) in the number of apprentices and trainees starting a contract of training in 2008 from the previous year. Retail trade, manufacturing and accommodation were the largest employers of new apprentices and trainees in 2008, in combination accounting for just under 40 per cent.

¹ Given limitations in data availability from the 2001 Census, this analysis is based on ANZSIC93 and ASCO93 classifications as opposed to the new ANZSIC06 and ANZSCO classifications.

Education and qualifications

The general level of education and qualifications in the Adelaide Hills region is above the state average, with high levels of school achievement and post-school qualifications. The proportion of people with degree or higher qualifications was well above the state average in 2006, indicative of the above average levels of employment in professional occupations, while the proportion of people with higher level certificate and diploma qualifications was also above the state average. In 2009 there were 4,642 students from the Adelaide Hills region undertaking Vocational Education and Training (VET) courses (3.8 per cent of all South Australian students).

Regional issues and opportunities

According to the Adelaide Hills Employment and Workforce Development Network (AHEWDN), food production is a significant contributor to the local economy – including fresh and processed vegetables, yoghurt, pre-prepared meals, condiments, smallgoods and gourmet meats, cheese, honey, preserves and other fruit based products, confectionary, biscuits and olive oil. Beverage production is also significant – including cordials, cider, boutique beers and wines.

Extractive minerals such as shale, sand and clay are mined locally and supply materials to major industries including construction, rail and road. There is an opportunity to liaise and partner with the mining sector to increase local employment opportunities.

The region has a high proportion of small and owner operated businesses and a priority for the Network is to build connections between the individual businesses and to engage with new and expanding businesses. Growing numbers of businesses are establishing in the region, drawn by characteristics such as its ‘clean and green image’.

Much of the local workforce is vulnerable to changing economic conditions – while many residents enjoy the benefits of high levels of employment and education there are numbers of people who do not have access to secure employment and skills opportunities. There is an emerging group of people who are seeking employment to supplement family incomes due to drought conditions and the impact of the economic downturn.

However significant population growth is projected for the region which may increase employment and training demands in the region. The close proximity to Adelaide continues to affect the supply and demand for labour in the region – creating both opportunities and risks. Many of the residents who work outside of the region would prefer local work if it was unavailable, but their skills often do not match employer skill needs.

Future regional economic opportunities are likely to be linked to wine and food tourism, food value adding industries, the mining and resource industry and activities that service a growing population. Opportunities include:

- the construction and property sectors will benefit from the recent rezoning of land for residential development in the Mount Barker area. There are also a number of infrastructure projects planned or anticipated
- further business opportunities in the retail and personal services sector are likely to arise from the growing population and the consolidation of Mount Barker as a regional centre

- the Adelaide Hills Wine Region is growing in reputation as a wine-tourism destination, with increasing numbers of cellar door operations and wine-related events
- opportunities in the eco-tourist, family and higher end accommodation markets and the meetings and conventions market
- the opportunity for a Hills 'creative hub' development to support the growing cluster of artists
- opportunities in the resources sector, including the redevelopment of copper and gold mining operations near Kanmantoo
- further expansion of the olive growing sector to larger markets
- infrastructure investment at the Adelaide Hills Business and Tourism Centre.

The AHEWDN has also identified a number of proposed local capital works and business expansion projects which will create local employment and training opportunities, including shopping centre developments and re-developments, an arts and cultural centre, the development of a regional farmers market and expanded accommodation facilities.

The Network has identified the need for broad and flexible responses that provide individualised career and workforce development services closely linked with industry needs. There is an ongoing need for training and support that addresses barriers to employment, including:

- employability skills such as communication skills, confidence and an understanding of workplace expectations
- basic IT and customer service skills
- maths, numeracy and literacy skills
- job seeker understanding of industries and jobs and relevant work experience.

Given the loss of workers to jobs outside of the region, employers are supportive of programs to train and recruit individuals from under-represented groups.

Issues raised in the consultation process include:

- the need for the public provider to be more demand driven and flexible
- the career development services model provides the opportunity for a better fit between demand and supply of skills within the region
- better relationships are needed between the schooling sector, ICANs and DFEEST
- the need to develop a strategy to determine where skilled migration fits within the broader workforce development strategy for the region
- better co-ordination of data and information about the regions
- skills need to be recognised as an asset in terms of the future economic development of the region.

Adelaide Hills			
Population	Adelaide Hills	% of State Total	South Australia
Estimated Resident Population (ERP): June 2009	69,716	4.3%	1,623,590
Net Change in ERP 2008 to 2009	864	-	20,229
Rate of Population Change (%)	1.3%	-	1.3%
% of Total Population			
Youth (15-24)	9,204	13.2%	13.7%
Mature (45-64)	20,682	29.7%	26.3%
Aboriginal - Census 2006	343	0.5%	1.7%
People with a disability (15-64) - Census 2006	759	1.7%	2.7%
Labour Force (Dept of Education, Employment and Workplace Relations: March 2010)			
Total Employed	38,688	-	796,600
Total Unemployed	1,071	-	44,800
Unemployment Rate	2.7%	-	5.3%
Participation Rate (June 2009)	71.4%	-	62.9%
Industry Employment (Census 2006)			
% of Total Employment			
Health and Community Services	4,491	13.7%	12.7%
Retail Trade	4,339	13.2%	14.7%
Manufacturing	3,340	10.2%	13.2%
Property and Business Services	3,318	10.1%	9.1%
Qualifications (Census 2006)			
% of Total Population (15 years and older)			
Degree or higher	9,564	18.9%	13.0%
Diploma	4,518	8.9%	6.5%
Certificate Level III or IV	7,561	14.9%	14.3%
Training (NCVER 2009)			
% of State Total			
VET Students	4,642	3.8%	121,851
Students reporting Disability	6.4%	-	6.2%
Aboriginal Students	1.5%	-	3.6%
Commencing Apprentices and Trainees (2008)	882	4.0%	21,960

Barossa

The Barossa region encompasses the Local Government Areas (LGAs) of Barossa, Gawler, Light and Mallala. The region contains 4 per cent of the total population of the state. The key industry sectors are wine production, fruit and vegetable growing, and tourism.

Population

The Barossa region has a relatively young population profile, with above average proportions of school-aged and younger children and people aged between 45 and 64 years. The region also has a high proportion of families with children. There have been above average population increases over recent years and the population is projected to continue to grow at a rate higher than the state average.

Employment and unemployment

Key labour force indicators show above average labour force participation rates, and low levels of unemployment. The unemployment rate in the region has generally been below the state average. In the March 2010 quarter, there were 1,366 unemployed persons in the Barossa, with an estimated unemployment rate of 3.9 per cent (considerably below the state average of 5.3 per cent).

Journey to work information shows that more than 40 per cent of residents work in areas outside the region, with Northern Adelaide being a major destination. It is a fairly common phenomenon for regions within and adjoining the Adelaide metropolitan area to experience considerable proportions of workers travelling to other areas for work.

Industry and occupation²

The largest industries employing Barossa residents in 2006 were manufacturing (20.6 per cent of total employment), retail trade (13.3 per cent) and health and community services (10.1 per cent). Employment in manufacturing, health and community services and construction grew strongly between 2001 and 2006. There was a decline in employment in agriculture, forestry and fishing over the same period, which was broadly in line with state wide trends.

Barossa residents are represented highly in trades and labouring occupations, reflecting the continued prominence of the winemaking industry in particular. The proportion of people employed in professional occupations is well below the state average (13.3 per cent of the total Barossa workforce, compared to the state average of 18.0 per cent).

Apprentices and trainees

The region saw a significant increase (of 109, or 14.5 per cent) in the number of apprentices and trainees starting a contract of training in 2008 from the previous year. Manufacturing was the largest employer of new apprentices and trainees in 2008, accounting for 22.7 per cent. Administrative and support services and retail trade were also significant employers.

² Given limitations in data availability from the 2001 Census, this analysis is based on ANZSIC93 and ASCO93 classifications as opposed to the new ANZSIC06 and ANZSCO classifications.

Education and qualifications

The general level of education and qualifications in the Barossa is below the state average, particularly at the degree and diploma levels. The proportion of people with a degree or higher qualifications was 8.2 per cent compared with 13.0 per cent for the state. There were above average proportions of people with certificate III and IV level qualifications, consistent with the higher than average proportions of people employed in trades and labouring occupations as previously described. In 2009 there were 5,213 students from the Barossa undertaking VET courses (4.3 per cent of all South Australian students).

Regional issues and opportunities

According to the Barossa Employment and Skills Formation Network, the Barossa is recognised as a lifestyle destination and many people choose to live in the region and commute to Adelaide to work. The region is home to Australia's best known viticulture and wine making and has experienced sustained population growth.

Proximity to Adelaide affects the supply and demand for labour in the region as employment opportunities in the metropolitan area attract workers to leave the region. Conversely, some local jobs are filled by Adelaide residents.

The large number of new housing estates being built in the region attracts many young families and first home buyers. While this is impacting positively on economic growth and providing a potential workforce, it may increase demand for employment and training services if the skills of the new families do not match the skills needs of the region.

A combination of drought conditions and the impact of the economic downturn means that new groups of vulnerable workers are emerging, many of whom have little knowledge or experience of accessing career information or support services.

The principal economic drivers in the region include:

- the Barossa is a major production and processing hub for the Australian wine industry
- high value agricultural commodities, intensive animal keeping and significant value adding to farm produce
- tourism (wine, historical and culinary)
- manufacturing, technology and light industry as well as industry suppliers and service providers
- retail and commerce
- location of housing the new battalion in Northern Adelaide
- aged care facilities driven by the ageing population.

Future regional economic opportunities are likely to be linked to wine and food tourism, food value adding industries, the mining and resource industry and activities that service a growing population. The manufacturing sector remains vulnerable to further firm closures.

Identified skills needs include trade apprentices, high end hospitality (front of house/chefs), allied health and health services. The agriculture industry requires business managers, agricultural scientists and entrepreneurs. Heavy transport drivers are also in demand.

According to the Network, the growing potential supply of local labour, combined with relevant training projects and career development services, provides a positive outlook for expanding industries.

There are major capital works projects and business expansions identified in the region that will drive the demand for skills, including:

- expansion of retail facilities
- growth in housing developments
- major road works
- industrial and business centre expansion
- expansion of aged care and nursing home facilities.

Given the diversity of people and needs in the region the Barossa Employment Skills Formation Network has identified the following key elements of projects to increase workforce participation:

- adaptable services for rapidly changing situations
- recognition of prior learning and up-skilling for forced transitions
- focus on long term opportunities and responses
- marketing and awareness about services available to the whole community
- work experience opportunities.

The Network has identified the need for broad and flexible responses that provide individualised career and workforce development services closely linked with industry needs. The Network is also active in supporting employers to develop best practice recruitment and retention strategies and manage their workforce planning.

Issues raised in the consultation process include:

- there is a need for identified career pathways to help retain young people in the region
- housing, transport and internet access are issues for the region – creating barriers to employment and training
- the region is earmarked for significant growth under the state government's planning framework
- skilled work opportunities are expanding in the agrifood, wine and allied health areas
- lack of timely information on new arrivals from the Commonwealth Department of Immigration and Citizenship
- opportunities to build on competitive advantages and niche markets (leverage the 'Barossa brand')
- there is a need to build linkages with the secondary schooling sector.

Barossa			
Population	Barossa	% of State Total	South Australia
Estimated Resident Population (ERP): June 2009	65,287	4.0%	1,623,590
Net Change in ERP 2008 to 2009	1,175	-	20,229
Rate of Population Change (%)	1.8%	-	1.3%
		% of Total Population	
Youth (15-24)	8,345	12.8%	13.7%
Mature (45-64)	17,770	27.2%	26.3%
Aboriginal - Census 2006	610	1.0%	1.7%
People with a disability (15-64) - Census 2006	1,008	2.6%	2.7%
Labour Force (Dept of Education, Employment and Workplace Relations: March 2010)			
Total Employed	33,244	-	796,600
Total Unemployed	1,366	-	44,800
Unemployment Rate	3.9%	-	5.3%
Participation Rate (June 2009)	68.0%	-	62.9%
Industry Employment (Census 2006)		% of Total Employment	
Manufacturing	5,797	20.6%	13.2%
Retail Trade	3,728	13.3%	14.7%
Health and Community Services	2,844	10.1%	12.7%
Agriculture, Forestry and Fishing	2,337	8.3%	4.7%
Qualifications (Census 2006)		% of Total Population (15 years and older)	
Degree or higher	3,898	8.2%	13.0%
Diploma	2,871	6.1%	6.5%
Certificate Level III or IV	7,706	16.3%	14.3%
Training (NCVER 2009)		% of State Total	
VET Students	5,213	4.3%	121,851
Students reporting Disability	7.1%	-	6.2%
Aboriginal Students	0.9%	-	3.6%
Commencing Apprentices and Trainees (2008)	864	3.9%	21,960

Eastern Adelaide

The Eastern Adelaide region encompasses the Local Government Areas (LGAs) of Adelaide, Burnside, Campbelltown, Norwood Payneham and St Peters, Prospect, Unley, and Walkerville. The region contains 13 per cent of the total population of the state. Service industries play a key role in providing employment in Eastern Adelaide.

Population

Eastern Adelaide has a relatively middle-aged population profile with above average proportions of youth and younger adults (15 to 44 years) and older people aged (65 years and older). The region has below average proportions of families with children. Population increases over recent years have fluctuated and the population is projected to continue to grow at a rate lower than the state average.

Employment and unemployment

Key labour force indicators show similar labour force participation rates to the state average and lower levels of unemployment. The unemployment rate in the region has generally been below the state average. In the March 2010 quarter, there were 5,469 unemployed persons in Eastern Adelaide, with an estimated unemployment rate of 4.7 per cent (below the state average of 5.3 per cent).

Journey to work information shows that almost 40 per cent of residents work outside the region, with Western Adelaide being a major destination. This high proportion of people travelling to other regions to work is a fairly common phenomenon for regions within and adjoining the Adelaide metropolitan area.

Industry and occupation³

The largest industries employing Eastern Adelaide residents in 2006 were health and community services (15.2 per cent of total employment), property and business services (14.4 per cent) and retail trade (12.9 per cent). Employment in both government administration and defence and health and community services grew strongly between 2001 and 2006.

Residents of the region are represented highly in professional and managerial occupations, with the proportion of residents employed in professional occupations almost double the state average.

Apprentices and trainees

The region saw a small increase of 42 (or 2.4 per cent) in the number of apprentices and trainees starting a contract of training in 2008 from the previous year. Accommodation and retail trade were the major employers of new apprentices and trainees in the region, accounting for just under 30 per cent.

Education and qualifications

The general level of education and qualifications in Eastern Adelaide is above the state average. The proportion of individuals with a degree or higher qualification was 26.9 per

³ Given limitations in data availability from the 2001 Census, this analysis is based on ANZSIC93 and ASCO93 classifications as opposed to the new ANZSIC06 and ANZSCO classifications.

cent compared with 13.0 per cent for the state. In 2009 there were 11,094 students from the region undertaking Vocational Education and Training (VET) courses (9.1 per cent of all South Australian students).

Regional issues and opportunities

According to the Eastern Adelaide Workforce Development Network, the key issues to be addressed in the region over the next three years are:

Socially disadvantaged groups

In general the Eastern Adelaide region has low unemployment when compared with the state average. However, the region has pockets of people that could be considered socially disadvantaged when accessing employment and training opportunities, including new arrivals, a small population of Indigenous people and people with mental and physical disabilities. The Network will support these groups through tailored programs to enter/re-enter the labour force, in turn increasing workforce participation.

Youth unemployment and disengagement

Youth unemployment continues to be an issue that the Network considers a priority. In addition to the recorded unemployed, hidden youth unemployment is considered to be significant as a number of young people are not eligible to access federal government assistance. A strong emphasis of the Network's efforts will be on ensuring that young people are either learning or earning, through collaboration with other agencies including the Commonwealth Government.

Employment opportunities within key industries

While there is ongoing uncertainty in the labour market, the Network considers that there are significant employment opportunities within key industries including health and community care, construction, retail and hospitality. In the long term skill shortages will remain an issue.

Planned future projects include:

- Multi-storey developments in the CBD planned for Franklin St, Synagogue Place, Gouger St/Morphett St, Hindmarsh Square and Liverpool St
- Victoria Square redevelopment
- Modbury Hospital redevelopment
- Adelaide Oval redevelopment
- New Royal Adelaide Hospital
- LeCornu Site in North Adelaide redevelopment

Career development

The Network considers that career development is important in educating the labour force on changing job conditions. Existing career development services will be broadened to focus on assisting recently retrenched workers, many of whom lack experience in applying for work.

To address these issues, the Network will identify and develop employment and training programs which target the region's skill needs and link directly to industry pathways.

Contact will be made with developers and proponents in relation to all major initiatives occurring in the region to facilitate opportunities for co-ordinated efforts in pre-employment

programs. There will be an increased emphasis on work experience as a key element of programs.

Issues raised in the consultation process include:

- skill shortages are evident in the construction sector
- industry wants people who are 'job ready' and there is some reluctance to engage in training and up-skilling programs
- the potential of many disengaged people is not being met because of poor literacy, language and numeracy.

Eastern Adelaide			
Population	Eastern Adelaide	% of State Total	South Australia
Estimated Resident Population (ERP): June 2009	215,866	13.3%	1,623,590
Net Change in ERP 2008 to 2009	2,266	-	20,229
Rate of Population Change (%)	1.1%	-	1.3%
		% of Total Population	
Youth (15-24)	34,576	16.0%	13.7%
Mature (45-64)	54,536	25.3%	26.3%
Aboriginal - Census 2006	1,005	0.5%	1.7%
People with a disability (15-64) - Census 2006	2,520	1.9%	2.7%
Labour Force (Dept of Education, Employment and Workplace Relations: March 2010)			
Total Employed	111,046	-	796,600
Total Unemployed	5,469	-	44,800
Unemployment Rate	4.7%	-	5.3%
Participation Rate (June 2009)	59.0%	-	62.9%
Industry Employment (Census 2006)		% of Total Employment	
Health and Community Services	14,686	15.2%	12.7%
Property and Business Services	13,896	14.4%	9.1%
Retail Trade	12,503	12.9%	14.7%
Education	9,730	10.1%	7.4%
Qualifications (Census 2006)		% of Total Population (15 years and older)	
Degree or higher	45,897	26.9%	13.0%
Diploma	14,145	8.3%	6.5%
Certificate Level III or IV	15,887	9.3%	14.3%
Training (NCVER 2009)		% of State Total	
VET Students	11,094	9.1%	121,851
Students reporting Disability	5.7%	-	6.2%
Aboriginal Students	1.4%	-	3.6%
Commencing Apprentices and Trainees (2008)	1,799	8.2%	21,960

Eyre and Western

The Eyre and Western region encompasses the Local Government Areas (LGAs) of Ceduna, Cleve, Elliston, Franklin Harbour, Kimba, Le Hunte, Lower Eyre Peninsula, Maralinga Tjarutja (AC), Port Lincoln, Streaky Bay, Tumby Bay, Whyalla, and the unincorporated areas of Lincoln and West Coast. The region contains 3.6 per cent of the total population of the state. The region's top three industries are agriculture, retail and manufacturing. Collectively these three sectors provide more than 40 per cent of all employment in the region. Eyre Peninsula produces 33 per cent of South Australia's grain harvest and 65 per cent of the state's seafood harvest, while Whyalla continues to be an important manufacturing centre.

Population

The region has a relatively middle-aged population profile, with above average proportions of children and below average proportions of youth (15-24) and older people (65 years or older). The region has slightly above average proportions of families without children and people living alone. There have been average population increases over recent years and the population is projected to continue to grow at a rate lower than the state average.

Employment and unemployment

Key labour force indicators for the Eyre and Western region show similar labour force participation rates to the state average, and declining levels of unemployment. Despite a sharp rise in the unemployment rate from early 2008, the unemployment rate in Eyre and Western has since decreased and is currently below its level in March 2008. In the March 2010 quarter, there were 1,216 unemployed persons in region, with an estimated unemployment rate of 4.2 per cent (below the state average of 5.3 per cent).

Industry and occupation⁴

The largest industries employing Eyre and Western residents in 2006 were agriculture, forestry and fishing (16.3 per cent of total employment), retail trade (14.2 per cent) and manufacturing (11.8 per cent). Employment in health and community services and mining grew strongly between 2001 and 2006. There was a significant decline in employment in wholesale trade and agriculture, forestry and fishing over the same period, though the latter remains the region's largest employing industry.

Residents of the region are represented highly in trades and labouring occupations, and in farming occupations, reflecting the dominance of primary production as the major employing industry in the region.

Apprentices and trainees

The region saw a small increase of 6 (or 0.6 per cent) in the number of apprentices and trainees starting a contract of training in 2008 from the previous year. Manufacturing, construction and accommodation were the largest employers of new apprentices and trainees, accounting for just over 40 per cent.

⁴ Given limitations in data availability from the 2001 Census, this analysis is based on ANZSIC93 and ASCO93 classifications as opposed to the new ANZSIC06 and ANZSCO classifications.

Education and qualifications

The general level of education and qualifications in the region is below the state average, although there were above average proportions of people with certificate III and IV level qualifications, consistent with the higher than average proportions of people employed in trades and labouring occupations as previously described. In 2009 there were 5,965 students from the region undertaking Vocational Education and Training (VET) courses (4.9 per cent of all South Australian students).

Regional issues and opportunities

The Eyre and Western region is predominantly rural and includes remote Aboriginal communities. The region is serviced by two major urban centres in Port Lincoln and Whyalla, 260kms apart.

According to the Employment Skill Formation Network, the region has a significant number of people who have been disengaged from work for long periods of time. Given the nature of the labour market and population of the region, particular attention will be placed on youth and Aboriginal target groups. A focus on entry level employment opportunities is required to build work history and a sustainable work ethic for long term disengaged people in these cohorts. Wrap around support services provided through a case management approach are required to assist individuals to address barriers to employment and study.

Significant industries across the region include mining exploration and production, manufacturing, transport and distribution, community services, retail, hospitality, tourism and aquaculture.

The **Eyre** region is widely recognised as one of the new frontiers for mineral wealth in Australia with significant exploration activity occurring across the region and potential for the discovery of new mineral deposits and petroleum resources. Increased mining activity will see a number of significant infrastructure projects with multiplier effects for service industries such as retail, hospitality and community services.

Tourism continues to be one of the Eyre Peninsula's key growth industries and better access through the ferry service due to be relaunched in early 2011 with a specifically designed vessel (capacity for 300 passengers and 85 vehicles) will greatly improve capacity for the self drive sector.

Major construction projects planned for the Eyre region include:

- marina developments at Port Lincoln, Ceduna, Arno Bay and Tumby Bay
- land divisions in Port Lincoln, Boston Point, Ceduna, Elliston, Streaky Bay, Tumby Bay, Arno Bay and Coffin Bay
- industrial land developments Port Lincoln, Cowell, Ceduna and Streaky Bay.

In **Whyalla**, the current economic base is expanding with new global industries being targeted including aquaculture, sustainable development and renewable energy technologies. The launch of South Australia's largest industrial estate, along with the proposed desalination plant to support the Olympic Dam expansion, are ongoing significant developments. The region is also benefitting from the Federal Government's economic stimulus package.

Whyalla has an integrated health service with a community health focus and is also an education hub with one of only two University campuses outside of Adelaide.

Further development opportunities exist in the areas of mining and mineral processing, sustainable development, fisheries and aquaculture, and education and training.

The heavy reliance on agriculture within the Eyre and Western region creates a dependence on seasonal and environmental factors. Structural barriers also include geographic isolation, lack of transport and lack of knowledge of the availability of suitable programs that provide support.

A priority will be to identify and develop programs which partner with industry to achieve employment and training outcomes. Collaborative funding models will continue to be used to achieve this.

Issues raised in the consultation process include:

- given the levels of disadvantage among some cohorts, such as young people, the type of assistance required is time-intensive and costly and outcomes take a long time to achieve. This needs to be acknowledged in program funding and reporting
- shortages are apparent in some skilled trades and there is a lack of supervisors to work with new apprentices
- teachers need to be able to access the services available through the Career Development Centre in order to assist young people with study and career choices
- skilled migration is an issue for the region, particularly Whyalla.
- the educational facilities in the Whyalla region should be used more effectively to provide pathways between school, VET and higher education
- in the Eyre region there are opportunities in seafood, retail, child care, construction and mining
- the infrastructure within the region is critical to future economic growth (electricity, water supply, airport, port facilities)
- the ageing of the population is also changing the demand for goods and services and impacting on labour supply
- there is a lack of 'mainstream' jobs for Aboriginal people living in the region
- there is a need for incentives (e.g. through HECS) to encourage graduates to return to the region
- there is a need to broaden and deepen the region's skill base.

Eyre and Western			
Population	Eyre and Western	% of State Total	South Australia
Estimated Resident Population (ERP): June 2009	58,694	3.6%	1,623,590
Net Change in ERP 2008 to 2009	609	-	20,229
Rate of Population Change (%)	1.0%	-	1.3%
		% of Total Population	
Youth (15-24)	7,244	12.3%	13.7%
Mature (45-64)	15,360	26.2%	26.3%
Aboriginal - Census 2006	2,784	5.1%	1.7%
People with a disability (15-64) - Census 2006	1,024	2.9%	2.7%
Labour Force (Dept of Education, Employment and Workplace Relations: March 2010)			
Total Employed	27,896	-	796,600
Total Unemployed	1,216	-	44,800
Unemployment Rate	4.2%	-	5.3%
Participation Rate (June 2009)	64.0%	-	62.9%
Industry Employment (Census 2006)		% of Total Employment	
Agriculture, Forestry and Fishing	3,905	16.3%	4.7%
Retail Trade	3,401	14.2%	14.7%
Manufacturing	2,827	11.8%	13.2%
Health and Community Services	2,623	10.9%	12.7%
Qualifications (Census 2006)		% of Total Population (15 years and older)	
Degree or higher	3,000	7.0%	13.0%
Diploma	1,826	4.2%	6.5%
Certificate Level III or IV	6,978	16.2%	14.3%
Training (NCVER 2009)		% of State Total	
VET Students	5,965	4.9%	121,851
Students reporting Disability	8.4%	-	6.2%
Aboriginal Students	11.7%	-	3.6%
Commencing Apprentices and Trainees (2008)	965	4.4%	21,960

Far North

The Far North region encompasses the Local Government Areas (LGAs) of Anangu Pitjantjatjara (AC), Coober Pedy, Flinders Ranges, Port Augusta, Roxby Downs, as well as the unincorporated areas of the Far North, Flinders Ranges, Pirie and Whyalla. The major urban centre within the region is the city of Port Augusta. The region contains 1.8 per cent of the total population of the state and includes large mining projects, manufacturing industries and pastoral lands.

Population

The region has a relatively young population profile, with above average proportions of children, people aged between 25 and 44 years, single parents and people living alone. There have been varied population changes over recent years, with some areas losing population and other showing growth. The population is projected to continue to grow at a rate higher than the state average in the future.

Employment and unemployment

Key labour force indicators show a labour force participation rate comparable to the state average, and decreasing levels of unemployment. The unemployment rate has been decreasing since early 2009 from a peak of 8.0 per cent in December 2008. In the March 2010 quarter, there were 766 unemployed persons in the region, with an estimated unemployment rate of 5.4 per cent, now just above the state average of 5.3 per cent.

Industry and occupation⁵

The largest industries employing Far North residents in 2006 were mining (12.7 per cent of total employment), retail trade (12.3 per cent) and health and community services (11.9 per cent). Between 2001 and 2006 the region showed employment losses across most industry sectors. There were particularly large declines in agriculture, forestry and fishing and property and business services.

Residents are represented highly in trades, production and labouring occupations, reflecting the main employing industries of the region.

Apprentices and trainees

The region saw a decrease of 44 (or 9.5 per cent) in the number of apprentices and trainees starting a contract of training in 2008 from the previous year. Administrative and support services and accommodation were the largest contributors, accounting for 43.0 per cent.

Education and qualifications

The general level of education and qualifications in region is below the state average, although it has above average proportions of workers with certificate level qualifications, reflecting the mix of occupations identified previously. In 2009 there were 2,682 students from region undertaking Vocational Education and Training (VET) courses (2.2 per cent of all South Australian students).

⁵ Given limitations in data availability from the 2001 Census, this analysis is based on ANZSIC93 and ASCO93 classifications as opposed to the new ANZSIC06 and ANZSCO classifications.

Regional issues and opportunities

According to the Flinders Ranges and Outback Employment and Skills Formation Network, the region has high numbers of disadvantaged and marginalised people, with particularly high representations of young people and Indigenous cohorts. General levels of education and qualifications are below the state average. Programs to address barriers for these groups will focus on initial screening, holistic case management and career development services.

The mining industry is very significant to the region, and was affected by the economic downturn. The region has the opportunity to meet the demand for skilled labour as the sector picks up, through targeted industry and skills training initiatives.

The Network has also identified opportunities to support the diversification of industries such as aquaculture, transport, human services and tourism and will work towards expanding partnerships with these sectors to generate initiatives to assist disadvantaged job seekers and to meet industry demand.

Health and Community Services and Retail employ substantial proportions of the region's labour force, and there is evidence that these sectors will continue to grow.

According to the Network, the region is well placed for significant industry investment and expansion over the next ten years in the resources sector, geothermal exploration, transport and capital/civil works.

The region faces the prospect of significant skills shortages with fewer work ready individuals entering the workforce in the future unless it can tackle the issues of school to work transitions and entrenched disengagement within some cohorts. There is also a need to ensure the ongoing participation and/or re-engagement of mature age workers (including retrenched workers) through up-skilling, re-skilling and recognition of prior learning.

Issues raised in the consultation process include:

- regional access to the Productivity Places Program is an issue – potential to link with *South Australia Works* initiatives
- career development services need streamlining, and services should be accessible to all age groups
- there is a lack of support to provide the up-skilling required by some migrants. Language barriers also exist. For a number of migrants access to employment opportunities for spouses is an issue
- programs need to be funded over two to three years when targeting the most disadvantaged cohorts
- TAFE facilities should be better utilised (for example between the November to February period) and the public provider should be delivering courses in English as a second language
- transition arrangements between Adult Community Education and vocational training are needed.

Far North			
Population	Far North	% of State Total	South Australia
Estimated Resident Population (ERP): June 2009	28,547	1.8%	1,623,590
Net Change in ERP 2008 to 2009	100	-	20,229
Rate of Population Change (%)	0.4%	-	1.3%
		% of Total Population	
Youth (15-24)	3,703	13.0%	13.7%
Mature (45-64)	7,403	25.9%	26.3%
Aboriginal - Census 2006	5,046	18.7%	1.7%
People with a disability (15-64) - Census 2006	474	2.6%	2.7%
Labour Force (Dept of Education, Employment and Workplace Relations: March 2010)			
Total Employed	13,493	-	796,600
Total Unemployed	766	-	44,800
Unemployment Rate	5.4%	-	5.3%
Participation Rate (June 2009)	64.6%	-	62.9%
Industry Employment (Census 2006)		% of Total Employment	
Mining	1,492	12.7%	0.9%
Retail Trade	1,446	12.3%	14.7%
Health and Community Services	1,403	11.9%	12.7%
Education	953	8.1%	7.4%
Qualifications (Census 2006)		% of Total Population (15 years and older)	
Degree or higher	1,460	7.0%	13.0%
Diploma	836	4.0%	6.5%
Certificate Level III or IV	3,424	16.3%	14.3%
Training (NCVER 2009)		% of State Total	
VET Students	2,682	2.2%	121,851
Students reporting Disability	5.6%	-	6.2%
Aboriginal Students	23.0%	-	3.6%
Commencing Apprentices and Trainees (2008)	418	1.9%	21,960

Fleurieu and Kangaroo Island

The Fleurieu and Kangaroo Island region encompasses the Local Government Areas (LGAs) of Alexandrina, Victor Harbor, Yankalilla and Kangaroo Island. The region contains 2.8 per cent of the total population of the state and it has a diverse mix of regional industries including traditional farming and tourism; wine and food; retail, hospitality, tourism, recreational boating, community services, business and property; and forestry.

Population

The region has a relatively older population profile, with above average proportions of people aged 45 years and older and couples without children. There have been above average population increases over recent years, particularly in the Alexandrina Council area, and the population is projected to continue to grow at a rate higher than the state average.

Employment and unemployment

Key labour force indicators show below average labour force participation rates and above average levels of unemployment. In the March 2010 quarter, there were 1,098 unemployed persons in the region. Historically, the unemployment rate in the region has been below the state average, however in the March 2010 quarter the unemployment rate was 5.5 per cent, just above the state average of 5.3 per cent.

Industry and occupation⁶

The largest industries employing Fleurieu and Kangaroo Island residents in 2006 were retail trade (14.6 per cent of total employment), agriculture, forestry and fishing (12.5 per cent) and health and community services (11.7 per cent). Between 2001 and 2006 there were strong increases in employment in health and community services and construction.

Residents are represented highly in trades and labouring occupations. Although still below the state average in terms of proportions of workers, there have been significant increases in employment of professionals and associate professionals between 2001 and 2006, as well as intermediate clerical workers.

Apprentices and trainees

The region saw a decrease of 29 (or 6.8 per cent) in the number of apprentices and trainees starting a contract of training in 2008 from the previous year. Administrative and support services, accommodation and retail trade were the largest employers of new apprentices and trainees, in combination accounting for just under 40 per cent.

Education and qualifications

The general level of education and qualifications in the region is below the state average, which may be in part a reflection of the older age profile of the region (younger people generally having higher levels of education and qualifications than older generations). However, there are above average proportions of people holding certificate III or IV level qualifications. In 2009 there were 3,040 students from the region undertaking Vocational Education and Training (VET) courses (2.5 per cent of all South Australian students).

⁶ Given limitations in data availability from the 2001 Census, this analysis is based on ANZSIC93 and ASCO93 classifications as opposed to the new ANZSIC06 and ANZSCO classifications.

Regional issues and opportunities

The two networks operating in the region are the Fleurieu Employment and Workforce Development Network and the Kangaroo Island Employment, Education and Training Network.

The Fleurieu region is South Australia's most popular tourist area outside of metropolitan Adelaide and is the second largest winegrape producer in the state. There is an evolving wine and food experience market throughout the region. Growth is also occurring in service industries such as retail, hospitality, tourism, community services and business and property services. There is also some growth in private forestry with more being planned, at the expense of more traditional farming practices.

For Kangaroo Island, tourism is the main growth industry. The island is ideal for eco-tourism given its protected natural environments, abundant native flora and fauna and rare seal colonies. The Island is becoming increasingly popular with international visitors. The Island's other significant industries include livestock and wool production, cropping, commercial fishing, viticulture, cheese and yoghurts, chickens and eggs, oils, aquaculture, plantation and farm forestry and horticulture.

Small businesses across the region were adversely affected by the global financial crisis, as well as some larger export-focussed industries, such as wine and forestry. The lack of water flow into the Murray also had a major impact on the economic viability of the region, which was also suffering the effects of the drought. The region has an ageing population, placing pressure on health care and other services. A particular issue for Kangaroo Island is youth retention and strategies are being developed to attract young people back following further education and working elsewhere to contribute their skills and knowledge to the island.

Recently retrenched workers from declining industries will require extra training, up-skilling or re-skilling in different area to re-enter the labour market eg in emerging areas such as cleantech. The GFC also resulted in many self-funded retirees seeking work to supplement their incomes. Often their skill sets do not match those required by local industries.

Issues raised in Network planning sessions include:

- job retention
- insufficient trainers and training facilities
- worker shortage in the health care industry
- youth migration
- increasing mature age population
- middle aged isolated males
- multi-skilling and up-skilling
- recognition of prior skills for farmers
- literacy and numeracy skills and communication skills.

Over the period 2009 to 2012 the Networks will implement the following strategies to help sustain and increase workforce participation:

- develop and implement employment and training programs to ensure those identified as unemployed and underemployed have the opportunity to engage more fully in employment and training
- support industry by offering industry specific training in areas such as agriculture, forestry and fishing, retail, hospitality and tourism, health and community services, and clerical and administration
- implement aged care, disability and mental health training to ensure adequate staffing levels for an ageing population; adequate skills and support for those undertaking home caring responsibilities; and mental health literacy training for both the professional and general community
- for Kangaroo Island, determine appropriate costing of the delivery of programs, taking into account travel and accommodation.

The initiatives outlined for both regions have a strong case management and employment outcomes focus. Industry partnership is an essential ingredient.

Fleurieu and Kangaroo Island			
Population	Fleurieu and Kangaroo Island	% of State Total	South Australia
Estimated Resident Population (ERP): June 2009	45,957	2.8%	1,623,590
Net Change in ERP 2008 to 2009	1,064	-	20,229
Rate of Population Change (%)	2.4%	-	1.3%
		% of Total Population	
Youth (15-24)	4,466	9.7%	13.7%
Mature (45-64)	14,000	30.5%	26.3%
Aboriginal - Census 2006	385	0.9%	1.7%
People with a disability (15-64) - Census 2006	820	3.3%	2.7%
Labour Force (Dept of Education, Employment and Workplace Relations: March 2010)			
Total Employed	18,861	-	796,600
Total Unemployed	1,098	-	44,800
Unemployment Rate	5.5%	-	5.3%
Participation Rate (June 2009)	53.7%	-	62.9%
Industry Employment (Census 2006)		% of Total Employment	
Retail Trade	2,341	14.6%	14.7%
Agriculture, Forestry and Fishing	2,013	12.5%	4.7%
Health and Community Services	1,880	11.7%	12.7%
Construction	1,490	9.3%	6.7%
Qualifications (Census 2006)		% of Total Population (15 years and older)	
Degree or higher	2,981	8.7%	13.0%
Diploma	2,324	6.8%	6.5%
Certificate Level III or IV	5,395	15.8%	14.3%
Training (NCVER 2009)		% of State Total	
VET Students	3,040	2.5%	121,851
Students reporting Disability	8.9%	-	6.2%
Aboriginal Students	1.6%	-	3.6%
Commencing Apprentices and Trainees (2008)	391	1.8%	21,960

Limestone Coast

The Limestone Coast region encompasses the Local Government Areas (LGAs) of Grant, Kingston, Mount Gambier, Naracoorte and Lucindale, Robe, Tatiara and Wattle Range. Major urban centres include Mount Gambier, Naracoorte and Millicent. The region contains just over 4 per cent of the total population of the state and local industry is heavily concentrated in primary production and processing of local materials, including timber, wine, and dairy products.

Population

The region has a relatively young population profile, with above average proportions of children (under 15 years) and a high proportion of couples, both with children and without children. Population increases over recent years have been in line with state averages and the population is projected to continue to grow at a rate lower than the state average.

Employment and unemployment

Key labour force indicators show above average labour force participation rates and low levels of unemployment. The unemployment rate has generally been below the state average, In the March 2010 quarter, there were 1,631 unemployed persons in the region, with an estimated unemployment rate of 4.4 per cent (below the state average of 5.3 per cent).

Industry and occupation⁷

The largest industries employing Limestone Coast residents in 2006 were agriculture, forestry and fishing (18.8 per cent of total employment), manufacturing (16.8 per cent) and retail trade (14.5 per cent). Between 2001 and 2006 employment grew strongly in health and community services and construction.

Residents of the region are represented highly in trades and labouring occupations, reflecting the major employing industries.

Apprentices and trainees

The region saw a small increase of 70 (or 4.9 per cent) in the number of apprentices and trainees starting a contract of training in 2008 from the previous year. Manufacturing was the largest contributor, accounting for 23.2 per cent. Retail trade and accommodation were also significant employers, in combination accounting for just over 25 per cent.

Education and qualifications

The general level of education and qualifications is below the state average, with below average levels of school achievement and post-school qualifications. The proportion of people with qualifications at certificate III and IV level was slightly higher than the state average in 2006. This is indicative of the above average levels of employment in trade occupations, while the proportion of people with higher qualifications was well below the state average. In 2009 there were 6,193 students from the Limestone Coast region undertaking Vocational Education and Training (VET) courses (5.1 per cent of all South Australian students).

⁷ Given limitations in data availability from the 2001 Census, this analysis is based on ANZSIC93 and ASCO93 classifications as opposed to the new ANZSIC06 and ANZSCO classifications.

Regional issues and opportunities

According to the Limestone Coast Employment and Skills Formation Network, the rich volcanic soils, traditionally reliable access to water and productive coastline have allowed the Limestone Coast to develop into one of the most productive agricultural regions in Australia. Agriculture, forestry and fishing are the major employing industries in the region.

Major agricultural products range from livestock such as sheep, wool and prime beef to horticultural commodities such as grain, seed and potatoes.

Farming communities across the region were severely affected by drought conditions. Climate change will continue to impact on the agriculture and forestry sectors. Innovative water sustainability and waste management practices will need to become the region's priority if primary industries are to continue growing and processing commodities at the current rate.

Within the forestry sector, employment opportunities exist for harvesting and haulage contractors to transport raw commodities and processed timber. However, uncertainties have surfaced around the long-term opportunities to replant the existing estates after harvesting. Such decisions will have a direct impact on the proposed expansion of the sector. There is also uncertainty surrounding the proposed development of a pulp mill near Penola and a wood pellet mill north of Mount Gambier. These projects (if they proceed), together with the exploration of wave energy, will generate future employment opportunities, including in the construction sector.

Building and construction work will also be boosted by the incentives provided by the Federal Government's stimulus measures, with an ongoing requirement for skilled tradespeople and labourers.

The region is also renowned for fishing and exportation of southern rock lobster from October to May. Other seafood commodities include shark, abalone, octopus, periwinkles and king crab. Food and beverage processing (including dairy) is another significant employer. The region's manufacturing industries that are dependent on local agricultural production may be susceptible to seasonal factors and world commodity prices, which may limit their ability to sustain growth levels.

The meat processing industries continue to find it difficult to attract and retain labour. The health and community services sector continues to experience difficulties attracting specialist clinicians, allied health professionals, specialist nurses, mental health workers and senior management staff to the region.

Industry and local government are embracing alternative waste management systems and striving to achieve environmentally sustainable development practices. There has been expansive development in the area of renewable energy sources, including geothermal, wind and wave. This is providing training and employment opportunities for local people.

The Network has identified that the relatively low unemployment rate in the region does not reflect the number of people who are employed in seasonal or casual work and those who are underemployed. Casual and short-term labour hire is extensively used across the region in industries that employ labour to pick fruit, prune or plant trees.

The Network has identified disengaged youth as a serious concern. Low levels of literacy and numeracy are reducing this group's employment prospects. Life coaching, personal development, case management and mentoring projects are mechanisms to empower this cohort to be productive members within the labour market. Pre-apprenticeship training can help prepare young people for trade careers.

A number of structural barriers have been identified which prevent individuals accessing training and employment in the region, including:

- lack of public transport
- housing
- access to health services
- access to child care
- financial costs associated with accessing and obtaining required certificates and licences.

The region has seen increasing numbers of migrants, through the Commonwealth Government's refugee settlement program. The cohort is usually from low skill and educational backgrounds and requires the collaboration of a number of services and training in order to secure employment. Skilled migrants (professionals and trades) have also been settling in the region.

The Network is committed to supporting projects that support a smooth life transition for the most vulnerable and that educate employers to support disadvantaged individuals gain meaningful structured and supported work experience that leads to employment. The Network has identified a need to assist people to access local labour market information and to plan and manage their own career development.

The region's ability to offer degree courses has developed with the presence of regional university campuses/schools in Mount Gambier, including Southern Cross University, University of South Australia and Flinders University. However the lack of courses in teaching, engineering and allied health leaves the region vulnerable to losing young people to metropolitan campuses.

Issues raised in the consultation process include:

- many school leavers do not have adequate literacy, numeracy and employability skills
- it is important to develop and improve the quality of early childhood and primary teaching
- recognition of prior learning is an important tool – need to explore ways to use it
- need to engage employers more with the training system – Productivity Places Program provides an opportunity
- international students are an opportunity for the region
- the Career Development Centre provides an integrated model which has support from other local services.

Limestone Coast			
Population	Limestone Coast	% of State Total	South Australia
Estimated Resident Population (ERP): June 2009	65,978	4.1%	1,623,590
Net Change in ERP 2008 to 2009	576	-	20,229
Rate of Population Change (%)	0.9%	-	1.3%
		% of Total Population	
Youth (15-24)	8,141	12.3%	13.7%
Mature (45-64)	17,560	26.6%	26.3%
Aboriginal - Census 2006	776	1.2%	1.7%
People with a disability (15-64) - Census 2006	912	2.3%	2.7%
Labour Force (Dept of Education, Employment and Workplace Relations: March 2010)			
Total Employed	35,492	-	796,600
Total Unemployed	1,631	-	44,800
Unemployment Rate	4.4%	-	5.3%
Participation Rate (June 2009)	72.9%	-	62.9%
Industry Employment (Census 2006)		% of Total Employment	
Agriculture, Forestry and Fishing	5,628	18.8%	4.7%
Manufacturing	5,030	16.8%	13.2%
Retail Trade	4,328	14.5%	14.7%
Health and Community Services	2,465	8.2%	12.7%
Qualifications (Census 2006)		% of Total Population (15 years and older)	
Degree or higher	3,298	6.7%	13.0%
Diploma	2,380	4.9%	6.5%
Certificate Level III or IV	7,378	15.1%	14.3%
Training (NCVER 2009)		% of State Total	
VET Students	6,193	5.1%	121,851
Students reporting Disability	6.5%	-	6.2%
Aboriginal Students	1.9%	-	3.6%
Commencing Apprentices and Trainees (2008)	1,495	6.8%	21,960

Murray and Mallee

The Murray and Mallee region encompasses the Local Government Areas (LGAs) of Berri and Barmera, Karoonda East Murray, Loxton Waikerie, Mid Murray, Murray Bridge, Renmark Paringa, Southern Mallee, The Coorong and Unincorporated areas in the Riverland and Murray Mallee. The major urban centre in the region is the City of Murray Bridge. The region contains 4.4 per cent of the total population of the state. The region is one of South Australia's most highly concentrated food processing regions, producing a significant proportion of the state's total pig, poultry and dairy production, as well as extensive fruit growing.

Population

The region has a mixed population profile, with above average proportions of children and people aged 45 years and older, below average proportions of families with children and above average proportions of couples with no children and people living alone. There have been below average population growth rates in all parts of the region with the exception of Murray Bridge, which experienced a growth rate above the state average. Based on ABS projections, the population of the region is projected to continue to grow at a rate lower than the state average.

Employment and unemployment

Key labour force indicators for the region show above average labour force participation rates, and fluctuating levels of unemployment. The number of unemployed persons has been increasing since mid 2009 in line with the unemployment rate. In the March 2010 quarter, there were 2,337 unemployed persons in region, with an estimated unemployment rate of 6.4 per cent (above the state average of 5.3 per cent).

Industry and occupation⁸

The largest industries employing Murray and Mallee residents in 2006 were agriculture, forestry and fishing (21.8 per cent of total employment), retail trade (14.0 per cent) and manufacturing (12.8 per cent). Between 2001 and 2006 employment grew strongly in manufacturing, health and community services and retail trade.

Residents of the region are represented highly in farming, trades, production and labouring occupations.

Apprentices and trainees

The region saw a substantial decrease of 136 (or 12.0 per cent) in the number of apprentices and trainees starting a contract of training in 2008 from the previous year. Manufacturing was the largest employer of new apprentices and trainees, accounting for 24.3. Retail trade accounted for a further 17.5 per cent.

Education and qualifications

The general level of education and qualifications in the region is well below the state average, particularly at the degree and diploma levels. There were slightly below average proportions of people with certificate III and IV qualifications, however, qualifications at

⁸ Given limitations in data availability from the 2001 Census, this analysis is based on ANZSIC93 and ASCO93 classifications as opposed to the new ANZSIC06 and ANZSCO classifications.

this level were the dominant qualification in the region. This is consistent with the proportions of tradespersons and people employed in agriculture and manufacturing. In 2009 there were 6,028 students from the region undertaking Vocational Education and Training (VET) courses (4.9 per cent of all South Australian students).

Regional issues and opportunities

According to the Murray and Mallee Employment and Skills Formation Network, agriculture plays a large role in the economic and employment make-up of the region. Dry land farming extends throughout the region, while dairy farming is generally confined to the southern end of the region. Grape production is concentrated in the region's northern end.

The Network has identified that while employment prospects are strong in a range of sectors, opportunities are concentrated in low-to-medium skill occupations, which are currently over represented in the region. This leads to potential vulnerability of low-skilled workers to future structural changes.

The drought slowed agricultural production in the region, with the potential for subsequent impacts on employment. The unviable nature of many irrigated properties has been recognised by the Commonwealth Government, which had moved to offer Exit Grants to smaller producers. More recently, the release of the Murray-Darling Basin Plan and touted permanent reduction in water entitlements for irrigators give rise to uncertainty in business planning, making potential employers reluctant to train and hire new staff.

The Network has identified the need to actively seek and encourage new industries, diversification and innovation across the region. The Network aims to support and assist those transitioning out of irrigated horticulture and dairy into other employment areas.

Low levels of literacy and numeracy skills are identified as key factors in preventing access to higher skilled jobs in the region. According to the Network, there is a need to increase skill levels generally throughout the region. Of concern are the high levels of Aboriginal and youth unemployment within the region and the generally high levels of reliance on income support.

The Murray Mallee region is earmarked for a number of water conservation and management engineering projects, which have arisen as part of the Federal Government's \$10b water plan and national infrastructure programs. These projects will require skilled and unskilled labour over the next five years.

There are identified needs for workers in the south of the region in the areas of engineering, manufacturing, distribution, production and warehousing. In the north of the region, tourism has been recognised as an area of continued growth. The South Australian Tourism Commission is assisting to have the region recognised under the Federal National Landscapes project. Such recognition would provide sufficient marketing capital to the region and support accelerated development in this sector.

Within agriculture, the main employing industry throughout the Murray Mallee region, the average age of workers has increased from 55 to 57. This shows the need to develop and retain a younger workforce within the region and to up-skill the ageing workforce as they constitute a major part of the existing workforce.

Skilled migration programs have provided skilled staff, particularly for meat processing industries, but once migrants arrive there is little support available locally in the regions. There appears to be a need to assist this group through skills recognition.

The Network has identified the imperative to develop strong partnerships and leverage funds from external sources to meet increasing demand for employment and training services within the region.

Issues raised in the consultation process include:

- the region is earmarked for a doubling in population over the next 25 years
- work is underway to develop a collaborative centre between TAFE and private RTOs, and with links to the schooling sector, to focus on work based learning
- limited transport modes hamper access to employment
- the region is focusing on growth opportunities in the transport, defence/high tech and food processing sectors
- skilled migration is a significant issue for the region (Murray Bridge region), in particular the English language skills of newly arrived migrants
- a number of migrants are moving into the health care sector – there is a need for training for these workers
- remote businesses have difficulties accessing adequate training.

Murray and Mallee			
Population	Murray and Mallee	% of State Total	South Australia
Estimated Resident Population (ERP): June 2009	70,426	4.3%	1,623,590
Net Change in ERP 2008 to 2009	301	-	20,229
Rate of Population Change (%)	0.4%	-	1.3%
		% of Total Population	
Youth (15-24)	8,258	11.7%	13.7%
Mature (45-64)	19,766	28.1%	26.3%
Aboriginal - Census 2006	2,043	3.1%	1.7%
People with a disability (15-64) - Census 2006	1,355	2.0%	2.7%
Labour Force (Dept of Education, Employment and Workplace Relations: March 2010)			
Total Employed	34,295	-	796,600
Total Unemployed	2,337	-	44,800
Unemployment Rate	6.4%	-	5.3%
Participation Rate (June 2009)	66.6%	-	62.9%
Industry Employment (Census 2006)		% of Total Employment	
Agriculture, Forestry and Fishing	6,419	21.8%	4.7%
Retail Trade	4,124	14.0%	14.7%
Manufacturing	3,760	12.8%	13.2%
Health and Community Services	2,858	9.7%	12.7%
Qualifications (Census 2006)		% of Total Population (15 years and older)	
Degree or higher	2,835	5.3%	13.0%
Diploma	2,262	4.2%	6.5%
Certificate Level III or IV	7,399	13.9%	14.3%
Training (NCVER 2009)		% of State Total	
VET Students	6,028	4.9%	121,851
Students reporting Disability	7.6%	-	6.2%
Aboriginal Students	5.7%	-	3.6%
Commencing Apprentices and Trainees (2008)	995	4.5%	21,960

Northern Adelaide

The Northern Adelaide region encompasses the Local Government Areas (LGAs) of Playford, Salisbury and Tea Tree Gully, and the Port Adelaide Enfield East and Inner Statistical Local Areas. The region contains 22.3 per cent of the total population of the state. The region has extensive manufacturing, transport and retail industry.

Population

The region has a relatively young population profile, with above average proportions of younger people (less than 45 years) and a particularly high percentage of school-aged children (5 to 14 years) compared to the state average. The region has high proportions of families with children. There have been above average population increases over recent years and the population is projected to continue to grow at a rate higher than the state average.

Employment and unemployment

Key labour force indicators show slightly higher than average labour force participation rates, and above average levels of unemployment. The unemployment rate has fluctuated at levels above the state average, with a general rise in unemployment from mid-2008 to early 2010. In the March 2010 quarter, there were 13,771 unemployed persons in the region, with an estimated unemployment rate of 7.5 per cent (considerably above the state average of 5.3 per cent).

Journey to work information shows that 45 per cent of residents work within the region, while 55 per cent travel to other areas. This high proportion of people travelling to other regions to work is a fairly common phenomenon for regions within and adjoining the Adelaide metropolitan area. The Adelaide CBD is a major destination and Western Adelaide is also common.

Industry and occupation⁹

The largest industries employing Northern Adelaide residents in 2006 were manufacturing (17.3 per cent of total employment), retail trade (16.1 per cent) and health and community services (11.8 per cent). Between 2001 and 2006 employment grew strongly in health and community services, retail trade and construction.

Residents of the region are represented highly in lower-level occupations, including trades, production, clerical and service positions and labouring.

Apprentices and trainees

Northern Adelaide saw an increase of 416 (or 8.1 per cent) in the number of apprentices and trainees starting a contract of training in 2008 from the previous year. Manufacturing was the largest employer of new apprentices and trainees, accounting for 17.8 per cent. Accommodation and retail trade were also significant employers, in combination accounting for 25 per cent.

⁹ Given limitations in data availability from the 2001 Census, this analysis is based on ANZSIC93 and ASCO93 classifications as opposed to the new ANZSIC06 and ANZSCO classifications.

Education and qualifications

The general level of education and qualifications in the region is below the state average, particularly at the degree and diploma levels. There are above average proportions of people with certificate III and IV level qualifications. This is consistent with the higher than average proportions of people employed in trades, production and labouring occupations. In 2009 there were 27,055 students from the Northern Adelaide region undertaking Vocational Education and Training (VET) courses (22.2 per cent of all South Australian students, the largest share of any region).

Regional issues and opportunities

The Northern Adelaide Employment and Skills Formation Network has identified disengaged groups as being a major priority in the region, given high unemployment and low labour force participation rates. The population is ageing rapidly, therefore there is a need for recruitment to replace retirees and retention strategies to keep mature age workers. The region has a substantial indigenous population and a large youth population. It also has an above average proportion of residents with a disability.

According to the Network, the region has potential for economic growth but the challenge is to ensure that all groups in the community benefit from the economic opportunities. The economy is relatively diverse, including newly developed industrial estates, high tech and advanced manufacturing precincts, market gardens, urban regeneration, aquaculture, viticulture, retail, transport distribution and health and community services.

Significant infrastructure projects include:

- Buckland Park 'country township'
- Blakes Crossing housing estate
- Northern Expressway
- Playford Alive
- RAAF Base Edinburgh
- Techport Australia.

Key growth areas for the region include health and community services, government administration and defence, electrical, electrotechnology, energy and water, business services, construction, retail, transport and storage.

Identified skills needs include transport and logistics, health and community services and manufacturing. There are identified needs for construction workers, including entry level labouring skills and recognition of prior skills for migrants. The manufacturing industry requires up-skilling in metal fabrication and automotive trades.

Significant Defence projects will provide construction jobs in the near future. The Playford Alive project (with a lifespan of around 20 years) will include regenerating the Peachey Belt and developing new areas for housing.

Northern Adelaide has significant horticulture activity (vegetables, almonds, wine grapes, flowers and nursery products). The commissioning of the Bolivar to Virginia water pipeline will allow a doubling of agricultural production and provide more job opportunities.

Northern Futures and the Regional Workforce Development Network recognise that partnerships are the key to progressing initiatives and achieving success for the local

population. These partners will continue to improve the levels of engagement and support for local people by integrating the principles of the *Employment and Skills Pathway Model* into all initiatives. This model articulates a regional commitment to holistic or 'wrap-around services' and is based on a longer-term staged approach to support people most disengaged from the labour market. The Career and Workforce Development Centre located in Salisbury with outreaches in Munno Para and Elizabeth, is a key link between industry and local residents, including retrenched workers and workers facing redundancy.

A key initiative for the region will be to support and work closely with industry to be a lead partner when developing local workforce training initiatives. Limited on-the-job accredited training or work experience opportunities hamper the engagement of industry with education and training providers.

Issues raised in the consultation process include:

- the region is expecting significant population growth
- the region has good job prospects and the opportunity to match people would benefit from consistent information and approach regarding career planning offered by a range of existing organisations
- there are no quick fixes - it will require a long term plan working with industry and also the education and training sectors
- alignment of priorities of local, state, federal and industry representative bodies
- defined links to regional skill development priorities for VET in schools
- establishment of pathways via Associate Degrees with the University of South Australia
- low levels of language, literacy and numeracy required long-term education focus for schools, adults, workplace and migrants
- in general, individuals' expectations are low - there is a need to 'lift the bar'
- priorities include early childhood development, pathways, career advice/ planning and industry based training.

Northern Adelaide			
Population	Northern Adelaide	% of State Total	South Australia
Estimated Resident Population (ERP): June 2009	362,793	22.3%	1,623,590
Net Change in ERP 2008 to 2009	5,654	-	20,229
Rate of Population Change (%)	1.6%	-	1.3%
		% of Total Population	
Youth (15-24)	52,932	14.6%	13.7%
Mature (45-64)	89,100	24.6%	26.3%
Aboriginal - Census 2006	5,544	1.7%	1.7%
People with a disability (15-64) - Census 2006	6,989	3.1%	2.7%
Labour Force (Dept of Education, Employment and Workplace Relations: March 2010)			
Total Employed	170,124	-	796,600
Total Unemployed	13,771	-	44,800
Unemployment Rate	7.5%	-	5.3%
Participation Rate (June 2009)	63.4%	-	62.9%
Industry Employment (Census 2006)		% of Total Employment	
Manufacturing	25,652	17.3%	13.2%
Retail Trade	23,900	16.1%	14.7%
Health and Community Services	17,469	11.8%	12.7%
Property and Business Services	12,774	8.6%	9.1%
Qualifications (Census 2006)		% of Total Population (15 years and older)	
Degree or higher	22,115	8.3%	13.0%
Diploma	15,022	5.6%	6.5%
Certificate Level III or IV	41,424	15.5%	14.3%
Training (NCVER 2009)		% of State Total	
VET Students	27,055	22.2%	121,851
Students reporting Disability	5.8%	-	6.2%
Aboriginal Students	3.0%	-	3.6%
Commencing Apprentices and Trainees (2008)	5,540	25.2%	21,960

Southern Adelaide

The Southern Adelaide region encompasses the Local Government Areas (LGAs) of Holdfast Bay, Marion, Mitcham and Onkaparinga. The region contains just over 20 per cent of the total population of the state and includes extensive retail and manufacturing businesses.

Population

The region has a mixed population profile, with above average proportions of young adults (15 to 24 years), people aged between 45 and 64 years and high proportions of families with children. There have been below average population increases over recent years and the population is projected to continue to grow at a rate consistent with the state average.

Employment and unemployment

Key labour force indicators show above average labour force participation rates and low levels of unemployment. The level of total employment has grown over the past few years. The level of unemployment in the region has fallen over the last year (with the exception of the quarter to March 2010), in contrast to prevailing trends. In the March 2010 quarter, there were 8,246 unemployed persons in the region, with an estimated unemployment rate of 4.4 per cent (below the state average of 5.3 per cent).

Journey to work information shows that 54 per cent of residents work outside the region, with the Adelaide CBD being a major destination. This high proportion of people travelling to other regions to work is a fairly common phenomenon for regions within and adjoining the Adelaide metropolitan area.

Industry and occupation¹⁰

The largest industries employing Southern Adelaide residents in 2006 were retail trade (15.5 per cent of total employment), health and community services (14.8 per cent) and manufacturing (12.5 per cent). Between 2001 and 2006, employment grew strongly in health and community services, construction, government administration and defence and retail trade. There was a significant decline in employment in manufacturing at the same time.

Residents of the region are represented highly in professional, semi-professional, and clerical occupations, reflecting the major employing industries.

Apprentices and trainees

The region saw a significant increase of 403 (or 9.0 per cent) in the number of apprentices and trainees starting a contract of training in 2008 from the previous year. Accommodation, manufacturing and retail trade were the largest employers of new apprentices and trainees, in combination accounting for 39.4 per cent.

Education and qualifications

The general level of education and qualifications is above the state average, with above average levels of school achievement and post-school qualifications. The proportion of people with qualifications at or above certificate III level was higher than the state average

¹⁰ Given limitations in data availability from the 2001 Census, this analysis is based on ANZSIC93 and ASCO93 classifications as opposed to the new ANZSIC06 and ANZSCO classifications.

in 2006. In 2008 there were 21,452 students from Southern Adelaide undertaking Vocational Education and Training (VET) courses (17.6 per cent of all South Australian students).

Regional issues and opportunities

The Southern Adelaide Employment and Skills Formation Network has identified a looming unemployment crisis for young people and will focus its efforts on employment and training programs to ensure that young people have opportunities, in line with the Youth Compact. The Network has also identified the need to support retrenched and vulnerable older workers and workers who have been forced to accept fewer hours. There is an opportunity to assist employers to create more flexible workplace environments; and an imperative to re-skill workers to move into the new growth areas that have been identified.

Southern Adelaide has significant tourism and lifestyle attractions, as well as significant health and education facilities.

Identified skills needs cover most of the major industries. Manufacturing is moving from heavy industry to more advanced manufacturing, requiring a focus on mathematics and engineering skills. There is a continuing demand for skills in food, tourism and hospitality. Other industries with identified skills needs include health and community services, including aged care, construction and retail. A shortage of chefs and hairdressers has been identified.

Southern Adelaide is positioning itself as the cleantech and water hub of Adelaide, which will cater for the evolving 'green collar' jobs and providing opportunities for those displaced from firm closures/ downsizing. The development of the Sustainable Industries Education Centre on the former Mitsubishi Motors site at Tonsley Park will focus on training for the building and construction and water industries. Large cleantech business parks are planned for sites such as Mobil (Port Stanvac) and Lonsdale (recycling precinct).

The *Think South – A New Economic Future* economic development plan articulates the southern business sectors expected to achieve steady growth as: advanced manufacturing, cleantech environmental services, water, public sector education and health knowledge services, medical device technologies, food, wine and tourism.

Projected relatively strong migration and domestic population growth will result in a steady stream of residential, commercial and civil infrastructure construction over the medium term.

A range of major economic projects planned for the region have been identified by the Network, including:

- Seaford Meadows/Seaford Heights housing development
- Aquatic Centre at Marion
- Commercial retail projects such as Colonnades, Aldinga, Hallet Cove, Castle Plaza, Panorama and Glenelg shopping centre expansions
- National Broadband Network rollout program, Willunga in South Australia will be in the first stage of the rollout. In total, the project will require a multiskilled workforce of skilled technical and professional staff to meet the projected time lines
- industrial redevelopments (Mitsubishi, Mobil)
- duplication of the Southern Expressway
- Noarlunga to Seaford rail extension and rail electrification project

- schools and public housing infrastructure projects
- desalination plant
- greenfield urban development and urban regeneration projects.

The Network places great emphasis on ensuring that its planning processes are inclusive, build partnerships and reflect the needs of the local community. The Network seeks to address the significant employment and training issues with regard to maintaining an effective labour force in the face of a rapidly ageing population, young people's difficulties in transitioning to employment, self-funded retiree issues and the impact of the global economic downturn.

Issues raised in the consultation process include:

- there is a disconnect between schools, the VET sector and industry in the region
- the careers advice area needs to be streamlined
- pathways are being developed between VET (Certificate IV) and entry to Flinders University
- employers are seeking people who can read and write and are job ready
- low levels of literacy are an issue for the region
- recognition of prior learning is a significant issue for the region – there is insufficient funding and needs to be done more effectively
- water and cleantech skills are very important to the economic future of the region.

Southern Adelaide			
Population	Southern Adelaide	% of State Total	South Australia
Estimated Resident Population (ERP): June 2009	345,544	21.3%	1,623,590
Net Change in ERP 2008 to 2009	4,096	-	20,229
Rate of Population Change (%)	1.2%	-	1.3%
		% of Total Population	
Youth (15-24)	48,167	13.9%	13.7%
Mature (45-64)	93,695	27.1%	26.3%
Aboriginal - Census 2006	2,680	0.8%	1.7%
People with a disability (15-64) - Census 2006	5,749	2.7%	2.7%
Labour Force (Dept of Education, Employment and Workplace Relations: March 2010)			
Total Employed	178,132	-	796,600
Total Unemployed	8,246	-	44,800
Unemployment Rate	4.4%	-	5.3%
Participation Rate (June 2009)	65.4%	-	62.9%
Industry Employment (Census 2006)		% of Total Employment	
Retail Trade	23,803	15.5%	14.7%
Health and Community Services	22,727	14.8%	12.7%
Manufacturing	19,257	12.5%	13.2%
Property and Business Services	14,959	9.7%	9.1%
Qualifications (Census 2006)		% of Total Population (15 years and older)	
Degree or higher	39,489	14.9%	13.0%
Diploma	20,084	7.6%	6.5%
Certificate Level III or IV	40,589	15.3%	14.3%
Training (NCVER 2009)		% of State Total	
VET Students	21,452	17.6%	121,851
Students reporting Disability	6.1%	-	6.2%
Aboriginal Students	1.5%	-	3.6%
Commencing Apprentices and Trainees (2008)	4,869	22.2%	21,960

Western Adelaide

The Western Adelaide region encompasses the Local Government Areas (LGAs) of Charles Sturt and West Torrens, and the Statistical Local Areas (SLAs) of Port Adelaide Enfield – Coast, Park, Port and Unincorporated Western. The region contains 13.5 per cent of the total population of the state. The key industry sectors are manufacturing, retail, health and community services and property and business services.

Population

The region has a mixed population profile, with above average proportions of people aged 25 to 44 years, older people aged 65 years and older, single parent families and below average proportions of couples with children. There have been below average population increases over recent years and the population is projected to continue to grow at a rate lower than the state average.

Employment and unemployment

Key labour force indicators show below average labour force participation rates, and fluctuating levels of unemployment. The unemployment rate has generally been above the state average, rising strongly from mid- 2008 to mid 2009, while unemployment at the state level rose much less. The unemployment rate has been falling since mid 2009. In the March 2010 quarter, there were 6,574 unemployed persons in the region, with an estimated unemployment rate of 6.0 per cent (above the state average of 5.3 per cent).

Journey to work information shows that 52 per cent of Western Adelaide residents work in areas outside the region, with the Adelaide CBD being a major destination. This high proportion of people traveling to other regions to work is a fairly common phenomenon for regions within and adjoining the Adelaide metropolitan area.

Industry and occupation¹¹

The largest industries employing Western Adelaide residents in 2006 were retail trade (14.7 per cent of total employment), manufacturing (14.1 per cent) and health and community services (12.2 per cent). Between 2001 and 2006 employment grew strongly in health and community services, government administration and defence and construction. There was a significant decline in employment in manufacturing over the same period.

Residents of the region are represented highly in professional and semi-professional and clerical occupations, as well as in production jobs.

Apprentices and trainees

Western Adelaide saw an increase of 119 (or 4.6 per cent) in the number of apprentices and trainees starting a contract of training in 2008 from the previous year. Manufacturing and Accommodation were the largest employers of apprentices and trainees, in combination accounting for 29.7 per cent. A further 11.5 per cent were employed in retail trade.

¹¹ Given limitations in data availability from the 2001 Census, this analysis is based on ANZSIC93 and ASCO93 classifications as opposed to the new ANZSIC06 and ANZSCO classifications.

Education and qualifications

The general level of education and qualifications in Western Adelaide is slightly below the state average. The proportion of individuals with degree or higher qualifications is 12.5 per cent compared with 13.0 per cent for the state. The gap between the region and the state average was similar in other levels of qualification. In 2009 there were 14,043 students from the Western Adelaide region undertaking Vocational Education and Training (VET) courses (11.5 per cent of all SA students).

Regional issues and opportunities

The Western Adelaide Employment and Skills Formation Network has identified that its major priorities are to support unemployed people and people disengaged from the workforce. The region has a considerable Aboriginal population and large areas of public housing. It also has a relatively high dependency on income support.

The region has identified skills needs in health and community services, including nursing, aged care and childcare. Manufacturing in the region requires basic skills. Retail and transport are also industries in need of skilled staff.

The decrease in manufacturing jobs (due to the closure of Clipsal and Electrolux and automotive suppliers) has been offset by large increases in the construction industry but the skills sets do not generally match, requiring significant retraining.

The Network has identified a number of major projects which have been recently completed or are near completion:

- Port waterfront development
- Westwood Parks redevelopment
- third river crossing
- Queen Elizabeth Hospital redevelopment.

Planned future projects include:

- redevelopment of the Clipsal site
- redevelopment of the Cheltenham racecourse site
- Osborne maritime precinct air warfare destroyer project.
- Redevelopment of the Brickworks site
- Potential residential and hotel development at Port Adelaide's McLaren's Wharf precinct
- New carparking, pedestrian plaza and second entry for Adelaide Airport
- Port Adelaide redevelopment – Dock One.

The region has experienced growth in new arrivals and its migrant population, requiring assistance with language, literacy, numeracy and workplace culture to achieve employment and training outcomes.

The Network will target skills training in areas where people are most likely to gain employment and which support the region's largest industries including health and community services, construction and manufacturing. The Network will also develop programs which provide skills across retail, tourism, hospitality and property and business services. A priority will be to identify and develop programs which partner with industry to achieve employment and training outcomes.

Issues raised in the consultation process include:

- there is a disconnect with skills recognition for migrants
- literacy and numeracy is an issue for migrants but also more broadly
- the region has some good training providers, however the public provider is expensive relative to private RTOs
- there is a lack of industry commitment to training
- workforce retention is an issue in the health and community services sector
- schools are not well placed to provide careers information to students.

Western Adelaide			
Population	Western Adelaide	% of State Total	South Australia
Estimated Resident Population (ERP): June 2009	218,926	13.5%	1,623,590
Net Change in ERP 2008 to 2009	2,780	-	20,229
Rate of Population Change (%)	1.3%	-	1.3%
		% of Total Population	
Youth (15-24)	28,958	13.2%	13.7%
Mature (45-64)	55,292	25.3%	26.3%
Aboriginal - Census 2006	2,940	1.4%	1.7%
People with a disability (15-64) - Census 2006	3,972	3.0%	2.7%
Labour Force (Dept of Education, Employment and Workplace Relations: March 2010)			
Total Employed	102,474	-	796,600
Total Unemployed	6,574	-	44,800
Unemployment Rate	6.0%	-	5.3%
Participation Rate (June 2009)	57.5%	-	62.9%
Industry Employment (Census 2006)		% of Total Employment	
Retail Trade	13,261	14.7%	14.7%
Manufacturing	12,736	14.1%	13.2%
Health and Community Services	10,945	12.2%	12.7%
Property and Business Services	9,027	10.0%	9.1%
Qualifications (Census 2006)		% of Total Population (15 years and older)	
Degree or higher	21,575	12.5%	13.0%
Diploma	10,765	6.2%	6.5%
Certificate Level III or IV	23,724	13.8%	14.3%
Training (NCVER 2009)		% of State Total	
VET Students	14,043	11.5%	121,851
Students reporting Disability	6.1%	-	6.2%
Aboriginal Students	2.8%	-	3.6%
Commencing Apprentices and Trainees (2008)	2,706	12.3%	21,960

Yorke and Mid North

The Yorke and Mid North region encompasses the Local Government Areas (LGAs) of Barunga West, Clare and Gilbert Valleys, Copper Coast, Goyder, Mount Remarkable, Northern Areas, Orroroo/Carrieton, Peterborough, Port Pirie, Wakefield, Yorke Peninsula and Unincorporated Yorke. The region contains 4.7 per cent of the total population of the state. Key industry sectors are agriculture, mining and manufacturing.

Population

The population profile is varied with above average proportions of children (0-14 years), older people aged 45 years and older and low proportions of families with children. There have been below average population increases over recent years, and the population is projected to continue to grow at a rate lower than the state average.

Employment and unemployment

Key labour force indicators show below average participation rates and decreasing levels of unemployment. The unemployment rate rose steadily over 2008, briefly exceeding the state average but has since declined and is now well below the state average. In the March 2010 quarter, there were 1,263 unemployed persons in the region with an estimated unemployment rate of 3.7 per cent (significantly below the state average of 5.3 per cent).

Industry and occupation¹²

The largest industries employing Yorke and Mid North residents in 2006 were agriculture, forestry and fishing (20.4 per cent of total employment), retail trade (14.0 per cent) and health and community services (12.1 per cent). Between 2001 and 2006 employment grew strongly in health and community services, construction and mining. There was a significant decline in employment in agriculture, forestry and fishing over the same period.

Residents of the Yorke and Mid North region are represented highly in managerial, administrative, trade and labouring occupations, and in farming.

Apprentices and trainees

The region saw a significant increase of 111 (or 13.9 per cent) in the number of apprentices and trainees starting a contract of training in 2008 from the previous year. Manufacturing and retail trade were the largest employers of new apprentices and trainees, in combination accounting for just over 25 per cent.

Education and qualifications

The general level of education and qualifications in the region is below the state average, with comparatively low levels of school achievement and post-school qualifications. This may be a reflection of the relatively low proportions of younger people in the region. In 2009 there were 6,199 students from the region undertaking Vocational Education and Training (VET) courses (5.1 per cent of all South Australian students).

Regional issues and opportunities

¹² Given limitations in data availability from the 2001 Census, this analysis is based on ANZSIC93 and ASCO93 classifications as opposed to the new ANZSIC06 and ANZSCO classifications.

The key issue identified by the Yorke and Mid North Employment and Skills Formation Networks is the shortage of labour and skilled labour to meet demand in key industry sectors across the region. An older than average age profile in some parts of the workforce suggests the possibility of future shortages. Underemployment has been identified as a significant issue.

Identified skills needs in the region include community service workers, retail and hospitality, and engineering and construction trades. Trades skills in construction and engineering are either directly or indirectly related to the expansion of the resources sector and construction is influenced by the popularity of the Yorke Peninsula as a tourism destination. The region will also benefit from the Australian Government's economic stimulus package including a new Materials Recovery Facility (MRF) and the expansion of Uniting Care Wesley *ConneXions to WorX* social enterprise model in Port Pirie. Both were funded through the Federal Government's Jobs Fund.

While there are job opportunities in the Mid North region, a significant proportion of the workforce is employed casually or seasonally in agriculture, viticulture, retail and tourism/hospitality. Viticulture and agriculture are under pressure from successive years of drought and a less buoyant market resulting in significant loss of Vineyards and a large decrease in labour requirements.

Indications are that further consolidation of farm ownership will continue in the short term. However there is evidence that dryland farmers in particular are finding it hard to meet their skill and labour demands and those farmers looking for alternative employment opportunities will need assistance with this transition. Lack of suitable opportunities locally, lack of transport and licensing, low levels of literacy and numeracy are some of the barriers to employment.

The need to provide up-skilling has been identified as a key issue. Recognition of prior learning will be important in facilitating workers to up-skill and re-skill. With the imminent growth within surrounding mining, resources and energy projects there will continue to be a drain on skills which will require local employers to become more active in workforce development and training to retain skilled employees and develop their own skilled workforce.

The growth in the meat and livestock industry around Port Wakefield presents significant challenges with the current growth outstripping local capacity. Initiatives to attract prospective employees from neighbouring regions are continuing to be developed. The growth in housing in the region has continued to place demands on construction trades skills and is still seen as a key to meeting labour needs within the meat industry.

Training delivery costs in the region are high, there is a shortage of experienced trainers and the lack of an established training culture in primary industry; factors which are exacerbated by the seasonal nature of much of the industry's work. There will be more opportunity with the newly expanded region to better coordinate and share resources but there is still an ongoing need to access more resources and have an ability to strategically implement them from a local level.

To address these challenges, the Networks will develop projects which provide industry specific training and which incorporate supporting services that address personal needs to help reduce barriers to employment and training.

Issues raised in the consultation process include:

- many programs are fragmented at the regional level (compared with centrally)
- while qualifications are important it also critical that students get relevant work experience while they are studying – requires a structures work experience program
- skill sets are important and delivery is well supported by industry
- there is a disconnect between regional boards and industry skills boards largely due to the limited resources of the skills boards and their ability to engage effectively regional employers and networks
- there needs to be a more effective and efficient use of resources, including educational facilities and program funding
- for the most disadvantaged job seekers outcomes take a long time to achieve. This needs to be acknowledged in program funding – ‘one-off’ funding is not helpful
- uncertainty about funding mechanisms (e.g. Productivity Places Program) is an issue
- industry commitment to programs is also an issue
- the region requires a skills and workforce development strategy with a governance structure ‘on the ground’
- concerns about the flexibility, responsiveness and integrity of some training providers.

Yorke and Mid North			
Population	Yorke and Mid North	% of State Total	South Australia
Estimated Resident Population (ERP): June 2009	75,856	4.7%	1,623,590
Net Change in ERP 2008 to 2009	744	-	20,229
Rate of Population Change (%)	1.0%	-	1.3%
		% of Total Population	
Youth (15-24)	7,921	10.4%	13.7%
Mature (45-64)	22,411	29.5%	26.3%
Aboriginal - Census 2006	1,308	1.8%	1.7%
People with a disability (15-64) - Census 2006	1,811	4.2%	2.7%
Labour Force (Dept of Education, Employment and Workplace Relations: March 2010)			
Total Employed	32,913	-	796,600
Total Unemployed	1,263	-	44,800
Unemployment Rate	3.7%	-	5.3%
Participation Rate (June 2009)	56.4%	-	62.9%
Industry Employment (Census 2006)		% of Total Employment	
Agriculture, Forestry and Fishing	5,708	20.4%	4.7%
Retail Trade	3,903	14.0%	14.7%
Health and Community Services	3,380	12.1%	12.7%
Manufacturing	2,736	9.8%	13.2%
Qualifications (Census 2006)		% of Total Population (15 years and older)	
Degree or higher	3,589	6.2%	13.0%
Diploma	2,527	4.4%	6.5%
Certificate Level III or IV	8,248	14.3%	14.3%
Training (NCVER 2009)		% of State Total	
VET Students	6,199	5.1%	121,851
Students reporting Disability	7.6%	-	6.2%
Aboriginal Students	3.9%	-	3.6%
Commencing Apprentices and Trainees (2008)	907	4.1%	21,960