

Slide 1



Australian Government
Department of Education, Employment and Workplace Relations

Overview of the Albany LGA and Great Southern RDA Labour Market

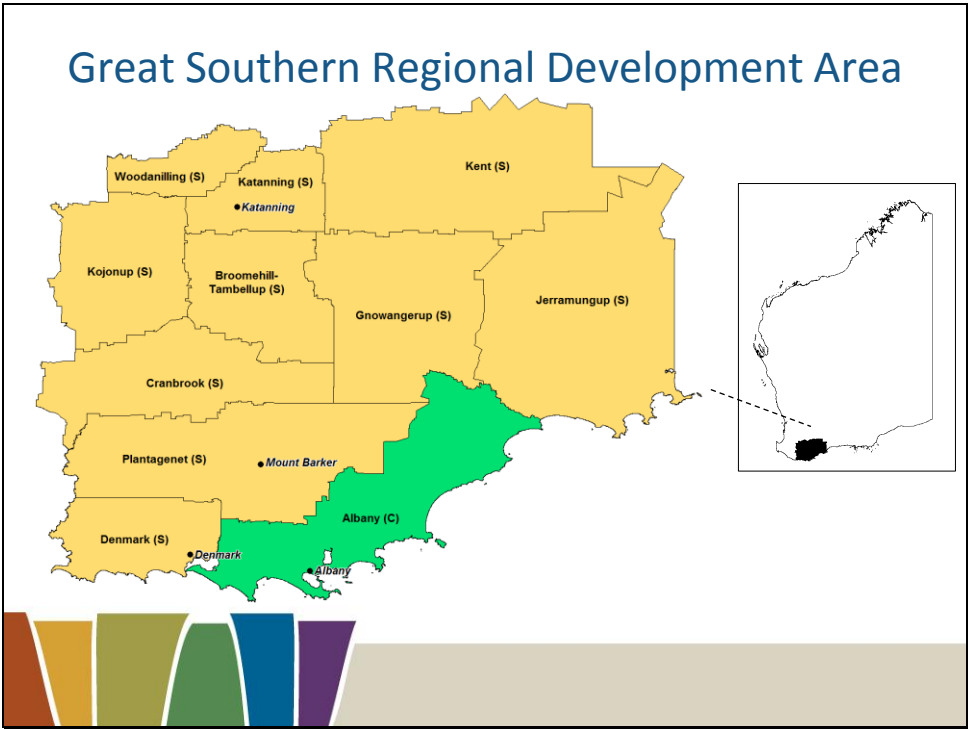
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Southern (WA) Employment Service Area

Overview of the Labour Market

Presenter: Ivan Neville, Branch Manager, Labour Market Research and Analysis Branch



Great Southern Regional Development Area

- The Great Southern RDA is located in the south western part of Western Australia, and comprises 11 LGAs, the most populous of which is the Albany LGA.

Population Profile of Great Southern RDA (WA)

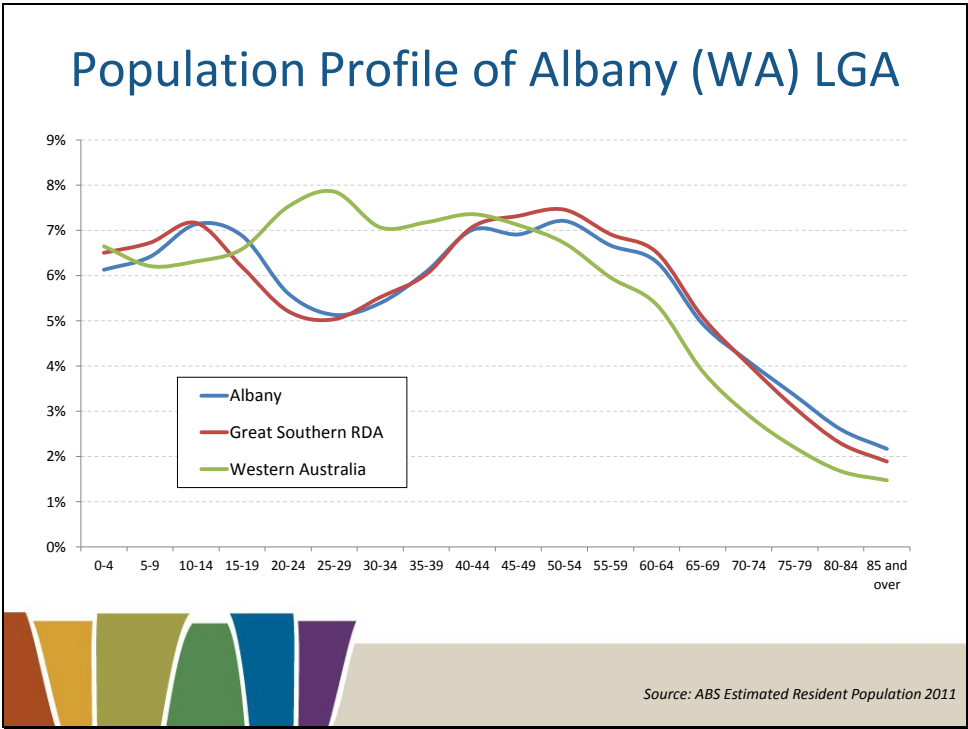
| Region | Adult Population (2011) | Growth 2006-2011 | Proportion of adult population 65 and over (2011) | Median Age (2011) |
|---------------------------|-------------------------|------------------|---|-------------------|
| Albany LGA | 27,775 | 4% | 21% | 41 |
| Denmark LGA | 4,395 | 12% | 24% | 47 |
| Katanning LGA | 3,233 | -3% | 18% | 36 |
| Plantagenet LGA | 4,024 | 9% | 20% | 43 |
| Great Southern RDA | 45,285 | 3% | 21% | 41 |
| Western Australia | 1,901,335 | 15% | 15% | 36 |
| Australia | 18,111,460 | 9% | 17% | 37 |

Source: ABS 2011 Census of Population and Housing ;
ABS Estimated Resident Population, 2006 and 2011

Great Southern RDA

Source: ABS Estimated Resident Population, 2006 and 2011, ABS 2011 Census of Population and Housing

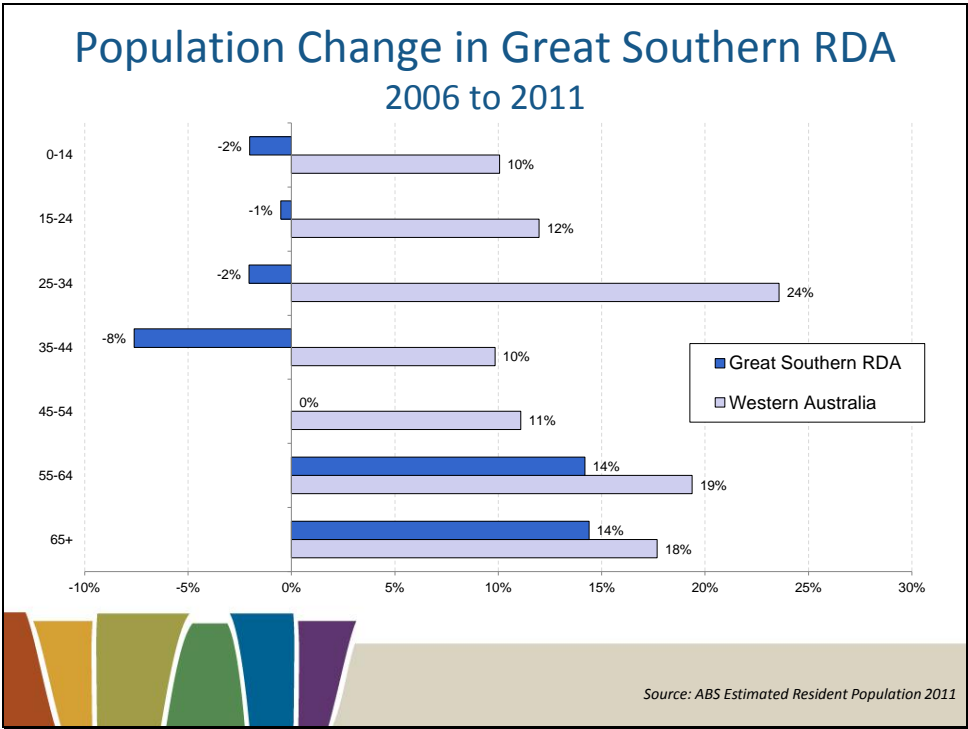
- As of 2011, the Great Southern Regional Development Australia population of adults 15 years and older was 45,285, accounting for 2 per cent of the adult population of Western Australia. The LGA of Albany accounted for 61 per cent (or 27,775 persons) of the adult population within the Great Southern RDA.
- Population growth between 2006 and 2011 for the RDA was 3 per cent, much lower compared with Western Australia and Australia (15 per cent and 9 per cent respectively). Within the RDA there was disparity in population growth, with changes ranging from 12 per cent growth in the Denmark LGA to a 17 per cent decrease in the Kent LGA.
- The median age in the Great Southern RDA was 41 years, higher compared with Western Australia (36 years) and Australia (37 years). The LGA of Denmark had a particularly high median age of 47 years.
- The Great Southern RDA has a particularly high proportion of adult population aged 65 years and over (21 per cent) when compared with Western Australia (15 per cent) and Australia (17 per cent).



Albany Local Government Area

Source: ABS Estimated Resident Population 2011

- This chart suggests that many people between the ages of 15 and 24 leave the Great Southern RDA. Many of these people leave the region to study.



Population

Source: ABS Estimated Resident Population 2011

- While the population has increased across all age groups in Western Australia, population growth in the Great Southern RDA has been negative or nil for all age groups other than the 55 to 64 years and 65 and over age groups.

Young people leaving Albany

Of the 20-24 year olds who lived in Albany in 2006

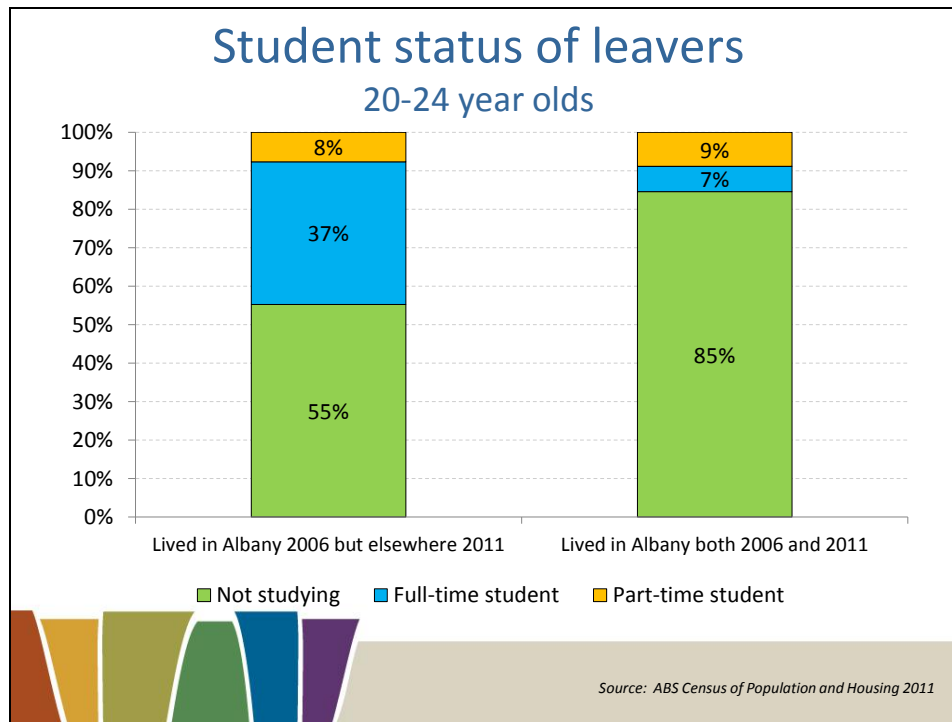
| Place of residence 2011 | Proportion |
|-----------------------------------|--------------|
| Albany (C) | 57.5% |
| Perth Statistical District | 31.4% |
| Stirling (C) | 3.4% |
| Melville (C) | 2.9% |
| Canning (C) | 2.8% |
| South Perth (C) | 2.8% |
| Elsewhere | 11.1% |
| Roebourne (S) | 1.0% |
| Plantagenet (S) | 0.9% |

Source: ABS 2011 Census of Population and Housing

Albany leavers by place of residence

Source: ABS 2011 Census of Population and Housing

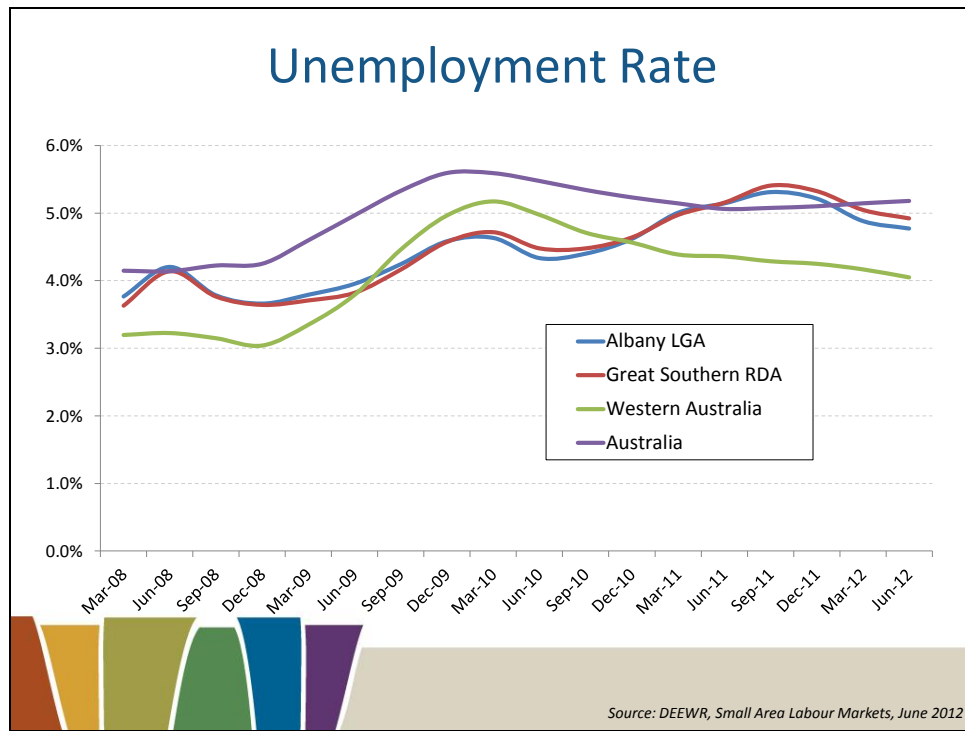
- Of all the 20-24 years olds who stated (in the 2011 census) that they were living in the Albany LGA in 2006:
 - 58% were still living in the Albany LGA at the time of the 2011 Census.
 - 31% were living in the Perth Statistical District at the time of the 2011 Census.
 - 11% were living elsewhere at the time of the 2011 Census.



Full time/part time status of leavers– persons aged 20-24 years

Source: ABS Census of Population and Housing, 2011

- Of the 20-24 year olds who stated (in the 2011 census) that they were living in Albany in 2006 but living elsewhere in 2011:
 - 55 per cent were not engaged in study
 - 37 per cent were engaged in full time study
 - 8 per cent were engaged in part time study
- Of the 20-24 year olds who stated (in the 2011 census) that they were living in Albany in both 2006 and 2011:
 - 85 per cent were not engaged in study
 - 7 per cent were engaged in full time study
 - 9 per cent were engaged in part time study



Unemployment Rate

Source: DEEWR, Small Area Labour Markets, June 2012

- Unemployment rates for Western Australia and Australia increased rapidly with the onset of the global financial crisis in late 2008, and have since decreased, with Western Australia still decreasing. The Albany LGA and Great Southern RDA, however, have been trending upward over the past four years, despite some small fluctuations.

Regional Disparity

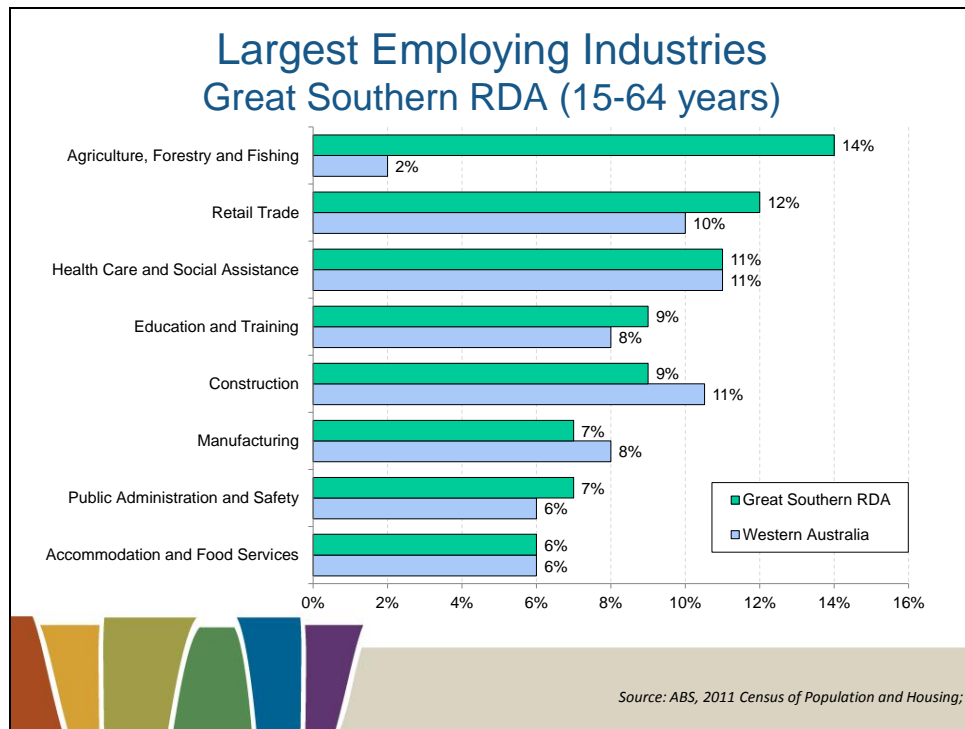
| | Unemployment Rate | | Participation Rate (Census) | |
|---------------------------|-------------------|-------------|-----------------------------|--------------|
| | June 2012 | June 2007 | 2011 | 2006 |
| Albany LGA | 4.8% | 4.0% | 74.6% | 73.9% |
| Denmark LGA | 4.7% | 4.8% | 72.7% | 69.5% |
| Katanning LGA | 8.4% | 3.6% | 73.7% | 76.7% |
| Plantagenet LGA | 5.9% | 3.8% | 72.0% | 73.6% |
| Great Southern RDA | 4.9% | 3.6% | 74.6% | 74.8% |
| Western Australia | 4.0% | 3.2% | 78.1% | 76.8% |
| Australia | 5.2% | 4.5% | 75.8% | 75.0% |

Source: DEEWR, Small Area Labour Markets, June 2012; ABS Census of Population and Housing 2011

Regional Disparity

Source: DEEWR, Small Area Labour Markets, June 2012; ABS Census of Population and Housing 2011

- The unemployment rates for the Albany LGA (4.8 per cent) and the Great Southern RDA (4.9 per cent) are higher compared with Western Australia (4.0 per cent), but lower compared with Australia (5.2 per cent).
- Unemployment rates are particularly high in the Katanning LGA (8.4 per cent), Broomehill-Tambellup LGA (7.3 per cent), and Plantagenet LGA (5.9 per cent).
- The participation rate for Albany is the same as that for the Great Southern RDA (74.6 per cent). This is lower compared with both Western Australia (78.1 per cent) and Australia (75.8 per cent).



Industry of Employment

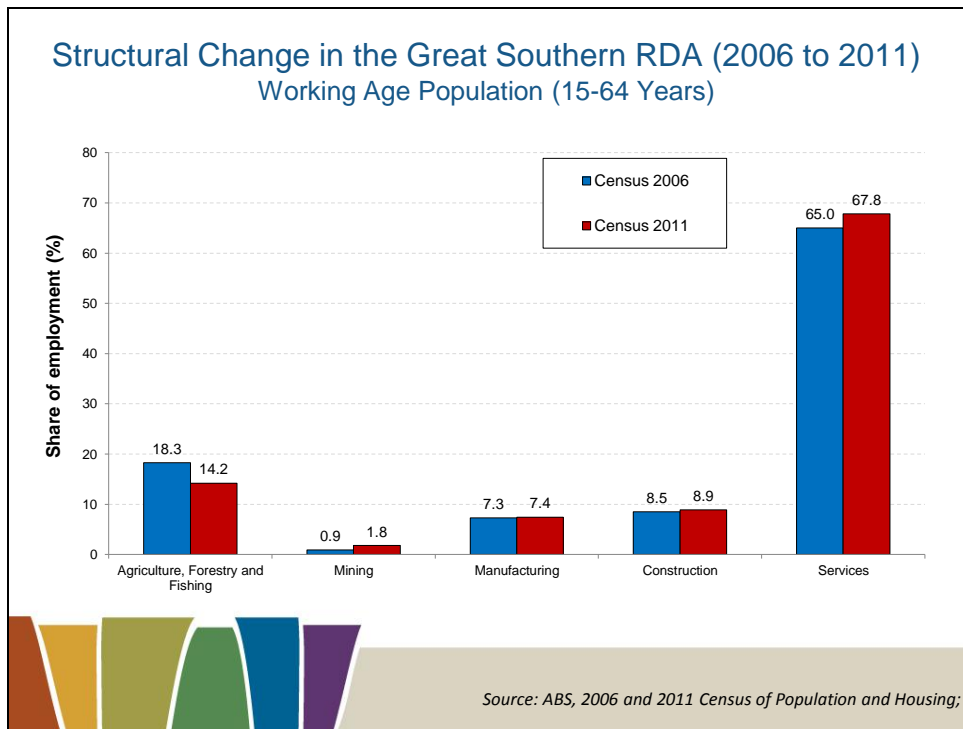
Source: ABS, 2011 Census of Population and Housing;

Expressed as a proportion of the working age population (15-64 years) who are employed.

- Agriculture, Forestry and Fishing is the largest employing industry in the Great Southern RDA, accounting for 14 per cent of all employment in the RDA, compared with 2 per cent for Western Australia.
- In the Albany LGA, the largest employing industries are Retail Trade (14 per cent), Health Care and Social Assistance (13 per cent), and Construction (10 per cent). Agriculture, Forestry and Fishing accounts for 5 per cent of employment in the LGA.

Within the Great Southern RDA:

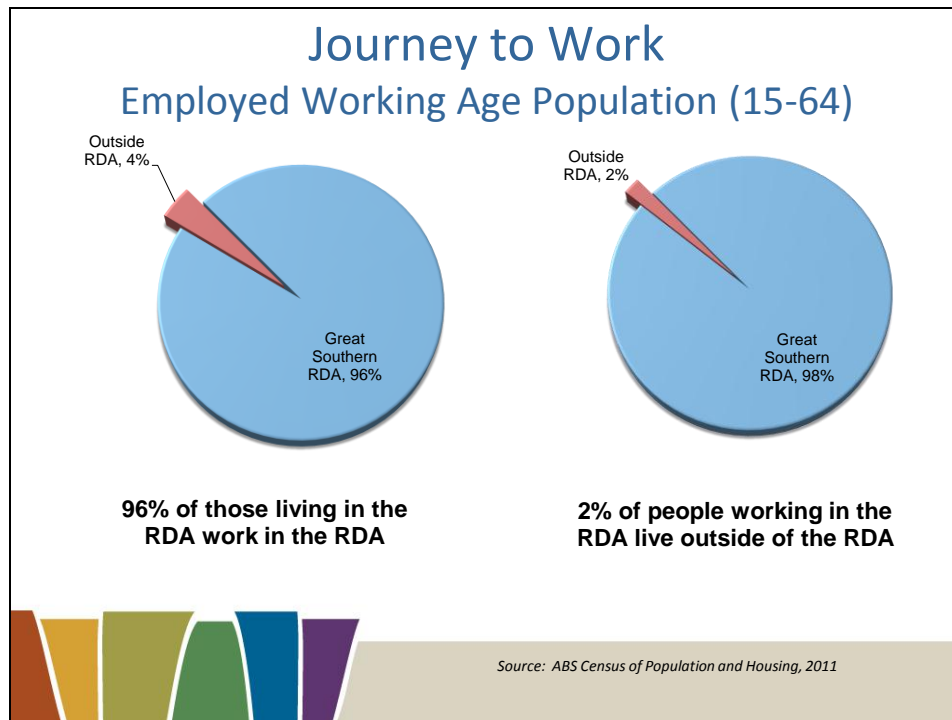
- Sheep, Beef Cattle and Grain farming employs most of the Agriculture industry (73 per cent)
- Construction Services employs most of those working in the Construction industry (65 per cent)
- Food Product Manufacturing is a prominent employing sector within the manufacturing industry (35 per cent)



Structural Change in the Great Southern RDA (2006 to 2011)

Source: ABS, 2006 and 2011 Census of Population and Housing

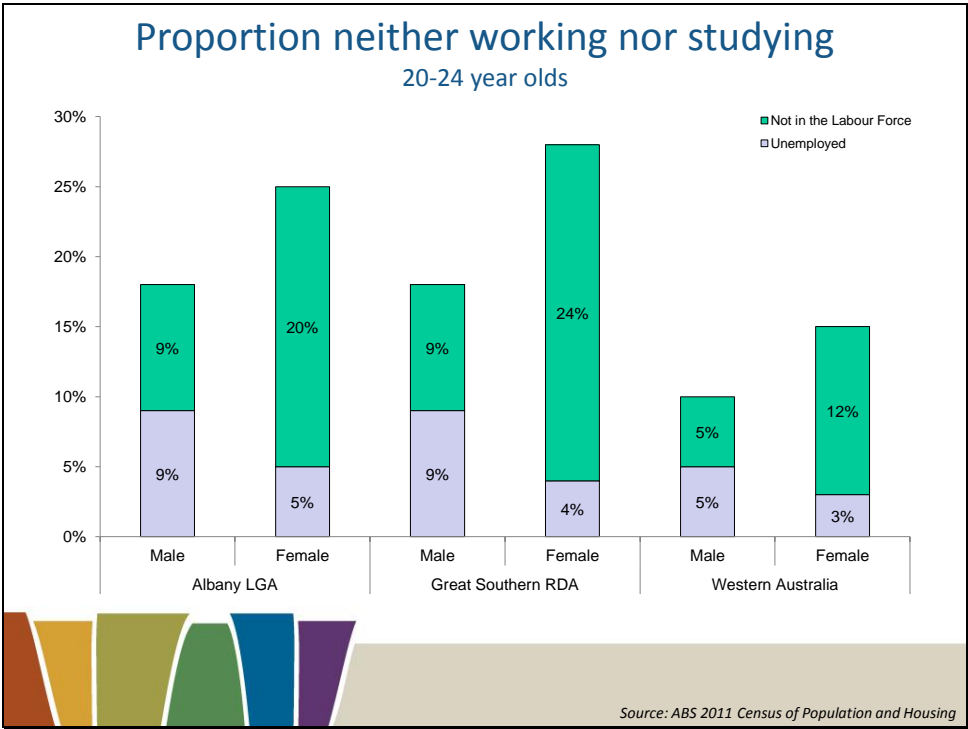
- Employment in the Agriculture, Forestry and Fishing industry decreased from 18.3 per cent to 14.2 per cent of the working age population over the 5 years from 2006 to 2011.
- Employment in the Mining, Manufacturing and Construction increased in the 5 years from 2006 to 2011. The proportion of the working age population employed in the Services industries increased from 65.0 per cent to 67.8 per cent over the same period.



Journey to Work

Source: ABS Census of Population and Housing, 2011

- A small proportion (4 per cent) of the employed working age population who live within the RDA travel outside for work (1,037).
- A very small proportion (2 per cent) of the working age population who work within the RDA live outside of the RDA (407).



Proportion neither working nor studying

Source: ABS 2011 Census of Population and Housing

- 22 per cent of 20-24 year olds in the Great Southern RDA are neither employed nor studying, which is higher than the state (12 per cent) and national (13 per cent) proportions. In the Albany LGA, the proportion neither employed nor studying was 18 per cent for males and 25 per cent for females.

Jobless Families

| Region | Number of jobless families | Proportion of all families who are jobless | | Proportion of couple families who are jobless | Proportion of lone parent families who are jobless |
|---------------------------|----------------------------|--|------------|---|--|
| | | with children under 15 | | | |
| | 2011 | 2011 | 2006 | 2011 | 2011 |
| Katanning LGA | 99 | 22% | 17% | 10% | 54% |
| Plantagenet LGA | 87 | 19% | 15% | 7% | 52% |
| Great Southern RDA | 826 | 15% | 14% | 5% | 47% |
| Western Australia | 26,013 | 12% | 12% | 4% | 42% |
| Australia | 294,880 | 14% | 15% | 5% | 44% |

Source: ABS 2011 Census of Population and Housing

Jobless Families

Source: ABS 2011 Census of Population and Housing

- The proportion of families who are jobless in the Great Southern RDA (15 per cent) is higher than for both Western Australia (12 per cent) and Australia (14 per cent).
- The proportion of lone parent families who are jobless in the Great Southern RDA (47 per cent) is higher than for Western Australia (42 per cent) and Australia (44 per cent).
- The proportion of all families who are jobless increased in the Katanning LGA (17 per cent to 22 per cent) and the Plantagenet LGA (15 per cent to 19 per cent) from 2006 to 2011.
- In the Katanning LGA, a high proportion of the working age population (24 per cent) were in receipt of an income support payment, compared with the RDA (18 per cent) and Western Australia (12 per cent). A high proportion of the working age population (8 per cent) were in receipt of an unemployment benefit, compared with the RDA (5 per cent) and Western Australia (3 per cent).
- Nationally, 40 per cent (or 259,236) of all families with dependent children under 16 on income support payments are persistently jobless (16 March 2012) 85 per cent of these persistently jobless families are single parent jobless families. Of all persistently jobless families, 55 per cent (142,130) are very persistently jobless for three years (16 March 2009 - 16 March 2012)

- A 'persistently jobless family' is defined by the Department of Education, Employment and Workplace Relations (DEEWR) as a family with at least one dependent child under the age of 16 where all parents (partnered or single) are on income support and have no reported earnings **in the previous year**.
- A 'very persistently jobless family' is defined by DEEWR as a family with at least one dependent child under the age of 16 where all parents (partnered or single) are on income support and have no reported earnings **in the previous 3 years**.

Indigenous Labour Market Outcomes

| Region | Indigenous proportion of WAP | Unemployment Rate | | Participation Rate | |
|---------------------------|------------------------------|-------------------|--------------|--------------------|--------------|
| | | Non-Indigenous | Indigenous | Non-Indigenous | Indigenous |
| Katanning LGA | 9% | 4.6% | 27.8% | 76.1% | 45.0% |
| Great Southern RDA | 4% | 4.6% | 24.9% | 75.8% | 44.1% |
| Western Australia | 3% | 4.5% | 17.9% | 78.9% | 51.7% |

Source: ABS Census of Population and Housing, 2011

Indigenous Labour Market Outcomes

Source: ABS Census of Population and Housing, 2011

- While labour market outcomes for non-Indigenous people in the RDA were similar or slightly favourable compared with Western Australia and Australia, outcomes for Indigenous people were worse compared with Indigenous people at the state and national level.
- Unemployment among Indigenous people in the RDA was high (24.9 per cent) compared with Indigenous people in Western Australia (17.9 per cent) and Australia (17.2 per cent). The participation rate was also low (44.1 per cent) compared with WA (51.7 per cent) and Australia (55.9 per cent).
- Indigenous unemployment was particularly high in the Katanning LGA (27.8 per cent), where Indigenous people comprise 9 per cent of the working age population.

Educational Attainment persons aged 25-34 years

| Regions | % completed Yr 12 | | % attained Advanced Diploma, Diploma or Certificate III/IV | % attained Bachelor Degree or higher |
|---------------------------|-------------------|------------|--|--------------------------------------|
| | 2011 | 2006 | | |
| Albany LGA | 55% | 52% | 37% | 15% |
| Denmark LGA | 63% | 56% | 36% | 24% |
| Katanning LGA | 51% | 48% | 28% | 17% |
| Plantaganet LGA | 52% | 54% | 33% | 14% |
| Great Southern RDA | 56% | 54% | 34% | 16% |
| Western Australia | 70% | 64% | 31% | 31% |

Source: ABS Census of Population and Housing 2011

Educational Attainment – persons aged 25-34 years

Source: ABS Census of Population and Housing, 2011

- The level of educational attainment is strongly linked with labour market performance and the ability of a region (or its population) to respond flexibly to economic shock. Accordingly, regions with relatively low levels of educational attainment tend, on average, to be less flexible in the face of economic slowdowns and face greater labour market difficulties. For example, upon retrenchment, those with lower educational attainment will find it significantly more difficult to find subsequent employment than their more highly skilled counterparts.
- At the time of the 2011 Census, the proportion 25 to 34 year olds in the Great Southern RDA who completed year 12 or equivalent was 56 per cent, a lower proportion when compared with the State (70 per cent) and Australia (75 per cent). Albany had a similarly low proportion (55 per cent).
- Job seekers who have not completed Year 12 and have limited experience in the workforce are likely to lack many basic employability skills that employers value and look for in applicants, particularly for lower skilled vacancies and entry level positions such as Apprenticeships and Traineeships.
- The proportion of 25 to 34 year olds who attained an Advanced Diploma, Diploma or Certificate III/IV in the Great Southern RDA (34 per cent) was higher than state and national proportions (31 per cent and 29 per cent respectively). It was also higher in the LGA of Albany (37 per cent).

- Only 16 per cent of 25 to 34 year olds attained a Bachelor Degree or higher qualification in the Great Southern RDA. This figure is significantly lower than the attainment levels for Western Australia and Australia (31 per cent and 34 per cent respectively). Despite the high proportion of persons who attained of Advanced Diploma, Diploma or Certificate level qualifications in Albany, only 15 per cent had attained a Bachelor Degree or higher qualification.

Literacy and Numeracy

| | Albany LGA | Katanning LGA | Plantagenet LGA | WA | Australia |
|---|------------|---------------|-----------------|----|-----------|
| Year 9 govt school students who did not meet minimum standard for reading in 2011 | 22% | 16% | 23% | 7% | 6% |
| Year 9 govt school students who did not meet minimum standard for numeracy in 2011 | 12% | 9% | 6% | 6% | 6% |

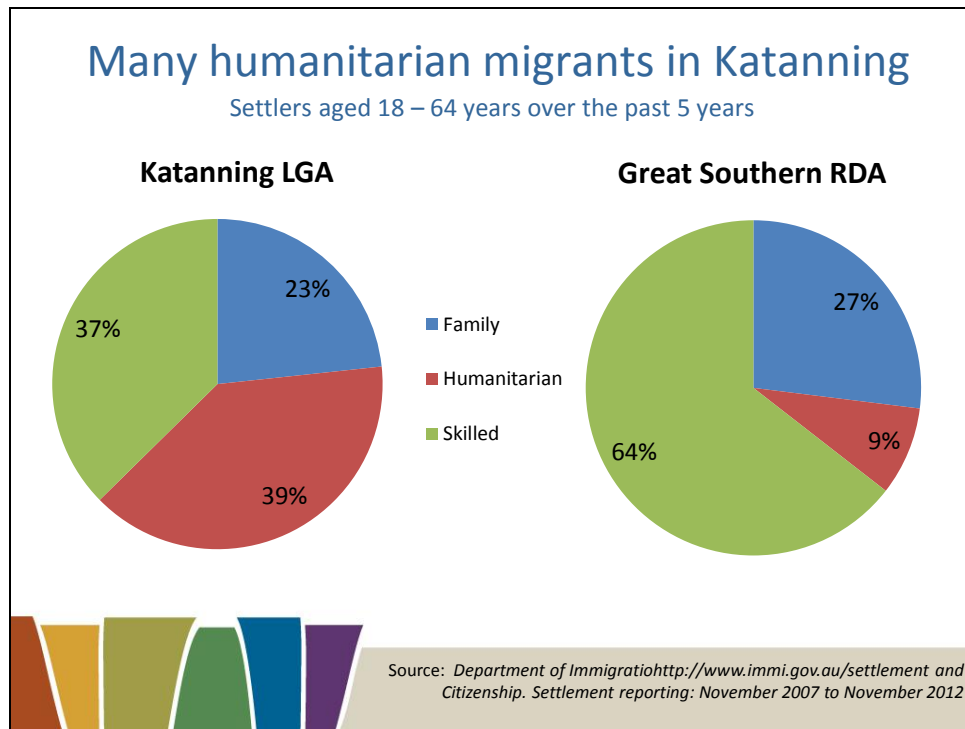
Source: MySchool website, 2011
Figures in the table are based on a selected government school in the LGA and are not an average of schools in the LGA

Literacy and Numeracy

<http://www.myschool.edu.au> 2011

Figures for Australia and Western Australia represent proportions of all Year 9 students who did not meet minimum standards for literacy and numeracy.

- This slide shows the proportion of Year 9 students at selected government high schools in the Great Southern RDA who did not meet minimum standards for literacy and numeracy in 2011, compared with the proportions of Year 9 students who did not meet minimum standards for literacy and numeracy in WA and nationally.
- While the selected government schools' data is not necessarily representative of all Year 9 students in the LGA, it demonstrates that there are at least pockets of disadvantage within these LGAs.



Humanitarian migrants in Katanning and the Great Southern RDA

Source: Department of Immigration <http://www.immi.gov.au/settlement> and Citizenship. Settlement reporting: November 2007 to November 2012

- There have been over 1,300 migrants (aged 18-64 years) settle in the Great Southern RDA over the past 5 years:
- In the Great Southern RDA, 64 per cent (844 migrants) settled under the skilled migration stream, similar to Australia (62 per cent).
 - 27 per cent (353 migrants) settled under the family migration stream, compared with 30% for Australia.
 - 9 per cent (112 migrants) settled under the humanitarian migration stream, compared with 8% for Australia.
 - Migrants most commonly arrived from the Philippines, the United Kingdom and the Republic of South Africa.
- In the Katanning LGA, there were 206 migrant arrivals over the 5 years from November 2007 to November 2012. Of these, 39 per cent (81 migrants) settled under the humanitarian migration stream.
 - 37 per cent (77 migrants) settled under the skilled migration stream.
 - 23 per cent (48 migrants) settled under the family migration stream.
 - Migrants most commonly arrived from Burma and Afghanistan.

- The number of migrant arrivals over the past 5 years in the Great Southern RDA was equal to 0.15 per cent of total migrant arrivals to Australia (893,000 arrivals).

Potential Labour Supply: Great Southern RDA

| Great Southern RDA | 'Untapped labour force' | Participation rate | |
|---|-------------------------|--------------------|-------------------|
| | | Great Southern RDA | Western Australia |
| People aged 50-64 years | 3,400 | 71.7% | 73.9% |
| People who identified as Indigenous (15-64 years) | 800 | 44.1% | 51.7% |
| Females (25-39 years) | 1,600 | 67.8% | 73.1% |
| Youth (18-24 years) | 1,100 | 77.9% | 80.1% |

Source: ABS, Census of Population and Housing, 2011


Available labour supply

Source: ABS, Census of Population and Housing, 2011

- The 'Untapped labour force' is the number of people who are Not in the Labour Force or who are Unemployed.
- The table shows several potential areas of employment growth, namely mature age workers (50 to 64 years), Indigenous people, females aged 25 to 39 and youth (18 to 24 years). Workforce participation is lower for all these groups compared with Western Australia.

Conclusion

- Labour market conditions are fairly strong overall, although softer compared with the broader Western Australian labour market
 - Strong job growth in the Albany LGA
- Challenges
 - High unemployment in some areas
 - Low rates of educational attainment
 - Indigenous employment, young people not studying or working
 - Demographic profile: ageing population, young people leaving more likely to be studying
- Job seekers need to be job ready
 - Literacy and numeracy
 - Work experience / training / apprenticeships
 - Employability skills
- Further engagement with employers to understand their needs and expectations
- Collaboration amongst all key stakeholders



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Further Information

www.deewr.gov.au/regional-reports-employers-recruitment-experiences

www.deewr.gov.au/lmip

www.deewr.gov.au/SkillShortages

www.deewr.gov.au/australianjobs

www.skillsinfo.gov.au

www.joboutlook.gov.au

www.keepaustraliaworking.gov.au



Further Information

More information on labour market conditions and other research on small areas can be found on these web sites.

Thank you.



Australian Government
Department of Education, Employment and Workplace Relations

