

# **Appendix A: Regional Labour Force Profiles**

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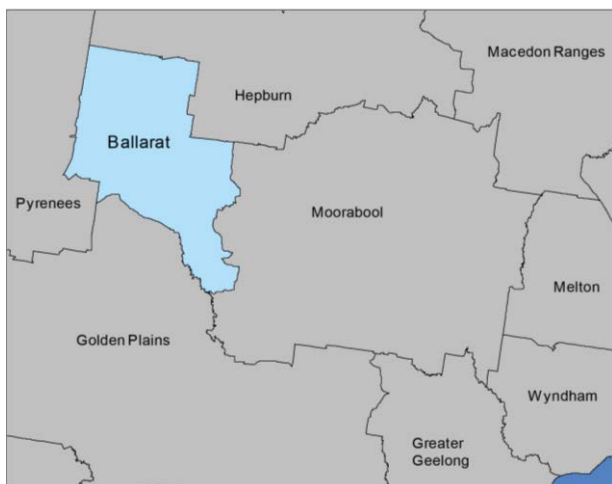
VICTORIAN GOVERNMENT SUBMISSION IN RESPONSE TO THE POSITION PAPER  
AUSTRALIA'S AUTOMOTIVE MANUFACTURING INDUSTRY

FEBRUARY 2014

# City of Ballarat Metropolitan Workforce Report and Economic Profile

DEPARTMENT OF  
STATE DEVELOPMENT  
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## City of Ballarat



The **City of Ballarat** is a local government area (LGA) located in the western part of the state and covers an area of 740 square kilometres. It is primarily urban with the vast majority of its population living in the Greater Ballarat urban area, while other significant settlements within the LGA include Buninyong, Waubra, Learmonth and Addington.

LGAs surrounding the city of Ballarat include Pyrenees, Golden Plains, Hepburn and Moorabool.

## Key Findings

- The manufacturing industry is one of the most important industries in the City of Ballarat, accounting for almost one in twelve businesses located in the City of Ballarat, and 4,630 workers (11.9% of the region's total employment).
- The region's qualification profile is largely in line with that of regional Victoria, although there is a slightly higher proportion of Bachelor Degree level and higher qualifications, while a slightly lower proportion of certificate level qualifications. Over 71% of workers in the region possess post-school qualifications.
- There has been significant growth in the number of vocational training enrolments in the City of Ballarat between 2008 and 2012. Over the period, total enrolments have increased by almost 93%.
- Food manufacturing is the largest employing sub-sectors in the manufacturing industry, accounting for 32% (1,470 workers) of employment within the manufacturing industry. Transport equipment manufacturing is the second largest employing sub-sector, employing 970 workers across 28 businesses.
- The participation rate in the City of Ballarat (58.3%) is below the average for the state (61.8%).
- The youth unemployment rate is relatively consistent with the rest of the state. The unemployment rate among 15-19 year olds in the City of Ballarat is 16.7% (compared to 16.4% for the state), while the unem-

ployment rate for 20-24 year olds is 9.9% (compared to 9.6% for the state).

- Prior to the announced closures of Ford, Holden and Toyota, employment in the City of Ballarat was projected to increase by an average of 1.3% per annum to 2021, slightly above the average for the state (1.2% p.a).
- Employment growth over the next decade is forecast to be led by growth in the professional services (up 3.5% p.a), administrative services (up 2.7% p.a) and wholesale trade (up 2.4% p.a) industries.
- Employment is forecast to decline most in the mining (down 2.9% p.a), manufacturing (down 1.5% p.a) and utilities (down 0.7% p.a) industries.

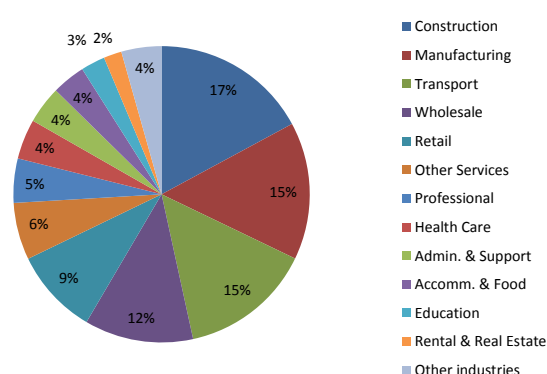
Source: DSDBI

The purpose of this profile is to provide an overview of the economic, workforce and industry conditions faced by employers in the local government area of Ballarat based on evidence from the Australian Bureau of Statistics (ABS) and other research findings.

## Businesses Profile

There were 4,096 business establishments based in the City of Ballarat in 2012-13. The industries with the highest proportion of businesses in the region are construction (16%), retail trade (15%) and healthcare (10%).

**Figure 5: Business Establishment by Industry, City of Ballarat, 2013**



The manufacturing industry is also an important industry to the City of Ballarat, with 331 manufacturing businesses located in the region (8%). The majority of business establishments in the region are classified as small businesses.<sup>1</sup>

<sup>1</sup> Business establishments are classified in terms of remuneration. Small businesses are defined as those with annual remunerations under \$600,000, medium establishments are those with remunerations between \$600,000 and \$12 million and large establishments are those with remunerations over \$12 million.

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**Table 2: Number of Business Establishments, City of Ballarat, 2013**

	Total
<b>Ballarat (Total)</b>	<b>4096</b>
Manufacturing	331
Automotive manufacturing	26

Source: Worksafe Data, 2013

## Employment Profile

In 2011, there were 39,000 workers employed within the city of Ballarat. Employment has increased by 1,000 workers or 2.7% between 2006 and 2011. Growth over the period was driven primarily by gains part time employment, which increased by 950 workers, while full time employment increased by 50 workers over the period.

While the unemployment rate fell 0.8 percentage points to 5.9% between 2006 and 2011, it remains above the state average (5.4%). The participation rate rose by 0.6 percentage points over the period to 58.3%, and is below the state average (61.8%).

**Table 3: Employment Indicators, City of Ballarat**

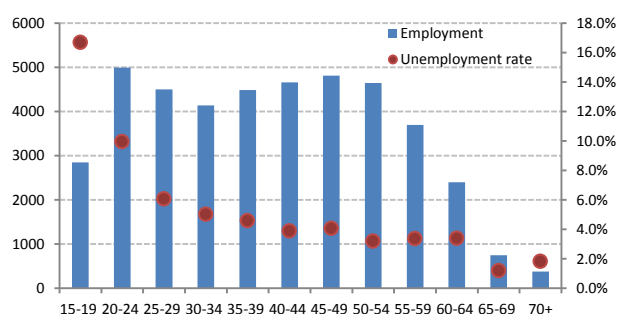
Labour Force Profile	2006	2011
Total employed ('000)	38.0	39.0
Unemployment rate (%)	6.7	5.9
Participation rate (%)	57.7	58.3

Source: ABS Census and DSDBI analysis, 2011

The latest (September 2013) Small Area Labour Market (SALM) data released by the Australian Department of Employment, shows conditions in the City of Ballarat have deteriorated since the last census. Results show that the unemployment rate has increased to 6.4% since 2011<sup>2</sup>.

## Employment by Age Cohorts

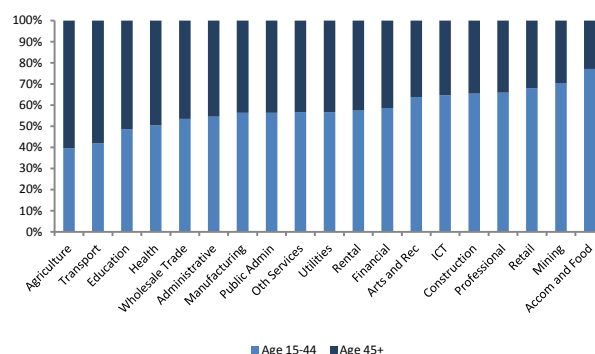
**Figure 9: Employment and Unemployment Rate by Age Cohorts, City of Ballarat**



Source: ABS 2011 Census

In 2011, the workforce aged 45 and above accounted for 39.4% of total employment in the City of Ballarat. The youth unemployment rate is relatively consistent with the rest of the state. The unemployment rate among 15-19 year olds in the City of Ballarat is 16.7% (compared to 16.4% for the state), while the unemployment rate for 20-24 year olds is 9.9% (compared to 9.6% for the state).

**Figure 10: Employment by Industry and Age Cohorts (%), City of Ballarat, 2011**



Source: ABS 2011 Census

By industry, the agriculture (60.5%), transport (58.0%), and education (51.3%) sectors possess the largest share of employees age 45 and above.

The agriculture (38.4%) and transport (30.2%) sectors have the highest share of workers age 55 and above which are likely to retire within the next 5-10 years.

The manufacturing industry has a relatively older workforce, with 43.7% of workers aged 45 years or above, while 16.1% of workers are aged 55 and above.

## Employment by Industry

In 2011, the healthcare and social assistance industry was the largest employing industry in the City of Ballarat, accounting for 14.3% of the region's total employment. Employment in the manufacturing industry declined by 625 workers between 2006 and 2011, as the industry's share of total employment fell from 13.1% to 10.9%.

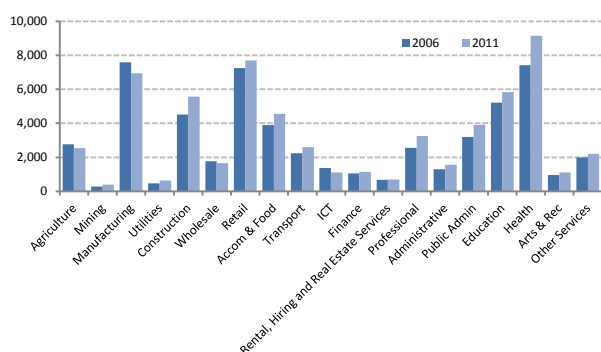
Other major employing industries include retail trade and education, which accounted for 12.1% and 9.1% of total employment respectively.

<sup>2</sup> Note: SALM data is derived using estimated based on ABS labour force survey and Centrelink unemployment data. While these figures are able to provide a guide of labour market conditions in each region, they are not as conclusive as ABS Census data.

# City of Ballarat Metropolitan Workforce Report and Economic Profile

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Figure 11: Employment by Industry, City of Ballarat



Source: ABS 2011 Census

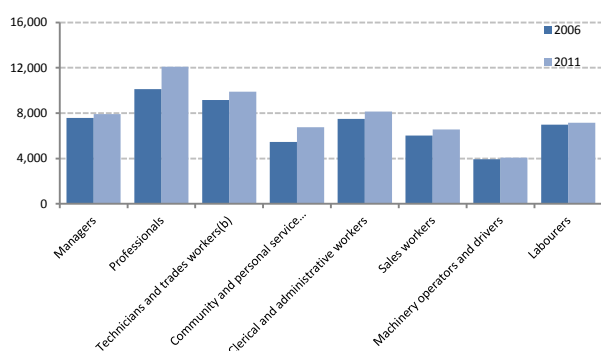
Between 2006 and 2011, the industries that have experienced the largest employment growth were health (up 2,904 workers), construction (up 1,805 workers) and education (up 1,280 workers).

## Employment by Occupation

In terms of occupations, there has been significant growth in the number of professionals and community and personal service workers between 2006 and 2011.

Professionals account for the largest proportion of the region's workforce, followed by technicians and trades workers, and clerical and administrative workers.

Figure 12: Employment by Occupation, City of Ballarat

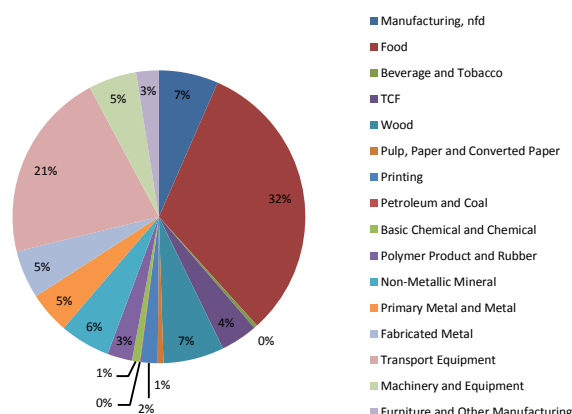


Source: ABS 2011 Census

## Manufacturing employment

The manufacturing industry continues to be the largest employing industry in the City of Ballarat. Food manufacturing and Transport equipment manufacturing are the largest employing sub-sectors, accounting for 32% and 21% of employment respectively within the manufacturing industry.

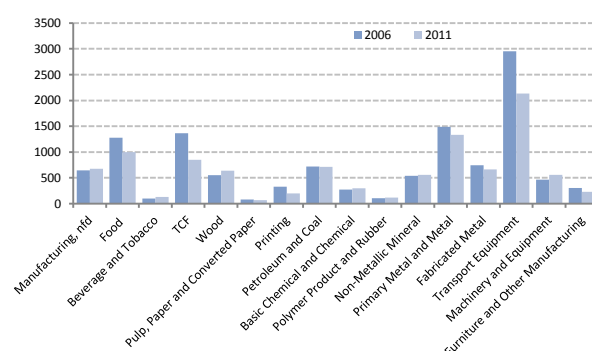
Figure 13: Manufacturing employment by sub-sector, City of Ballarat



Source: ABS 2011 Census

Between 2006 and 2011, the subsectors that experienced the largest declines were the transport equipment (down 819 workers), food (down 169 workers), and textiles, clothing and footwear (down 137 workers) subsectors.

Figure 14: Employment by manufacturing sub-sector, City of Ballarat, 2006 to 2011



## Employment projections

Prior to the announced closures of both Holden and Toyota, employment in the City of Ballarat was projected to increase by an average of 1.3% per annum to 2021.

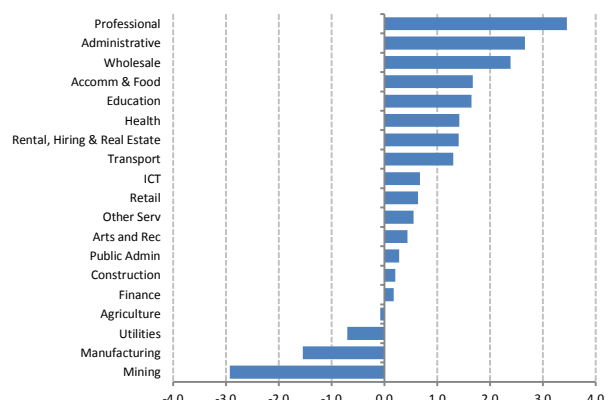
Employment growth over the next decade is forecast to be led by growth in the professional services (up 3.5% p.a), administrative services (up 2.7% p.a) and wholesale trade (up 2.4% p.a) industries.

Employment is forecast to decline most in the mining (down 2.9% p.a), manufacturing (down 1.5% p.a) and utilities (down 0.7% p.a) industries. These forecasts are due to be updated in July 2014.

# City of Ballarat Metropolitan Workforce Report and Economic Profile

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**Figure 15: Employment by Industry Projections and Annual Average Growth to 2021, City of Ballarat**



Source: Deloitte Access Economics, Victorian Employment Projections, February 2013 and DSDBI analysis.

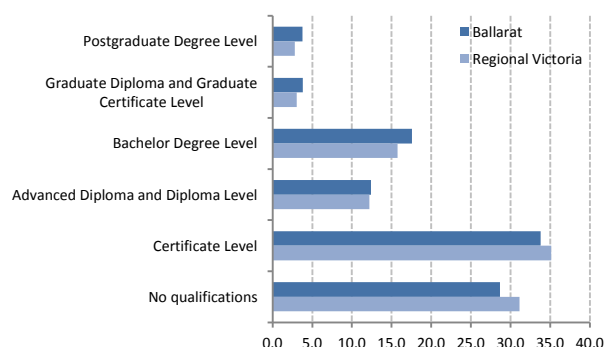
## Skills Profile

### Qualifications

Figure 16 shows the level of education for employed people whose place of work is located within the City of Ballarat in comparison with the rest of regional Victoria.

The region's qualification profile is largely in line with that of regional Victoria, although there is a slightly higher proportion of Bachelor Degree level and higher qualifications, while a slightly lower proportion of certificate level qualifications.

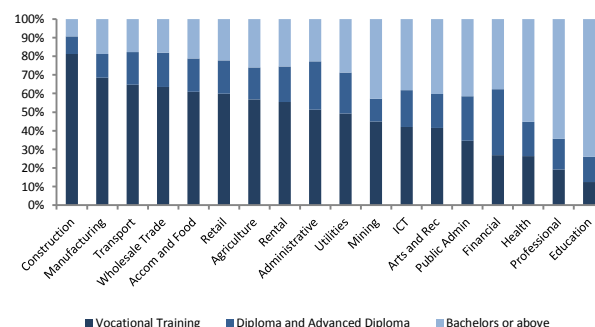
**Figure 16: Workforce Education Breakdown (%) – City of Ballarat**



Source: ABS 2011 Census

The City of Ballarat is a relatively higher skilled region within regional Victoria. Over 71% of workers in the region possess post-school qualifications, while 25.1% possess bachelor level qualifications or higher, compared to 21.6% in the rest of regional Victoria.

**Figure 17: Workforce Education Breakdown by Industry (%) – City of Ballarat**



Source: ABS 2011 Census

By industries, construction (81.2%), manufacturing (68.5%) and transport (64.7%) had the highest proportion of workers with vocational qualifications.

Education (73.9%), professional services (64.3%) and health (55.3%) employed the highest proportion of workers with bachelor degrees qualifications or higher.

### Training

There has been significant growth in the number of vocational training enrolments in the City of Ballarat between 2008 and 2012. Over the period, total enrolments have increased by almost 93%.

The majority of vocational training enrolments were in certificate III and IV level courses, which accounted for over 61% of total enrolments.

**Figure 18: Growth in Enrolments, 2008-2012, City of Ballarat**

Qualification level	2008	2009	2010	2011	2012
Diploma & above	1,440	1,539	1,589	1,741	1,828
Cert III-IV	3,577	3,884	4,882	6,838	7,691
Cert I-II	1,498	2,139	1,700	2,041	3,047

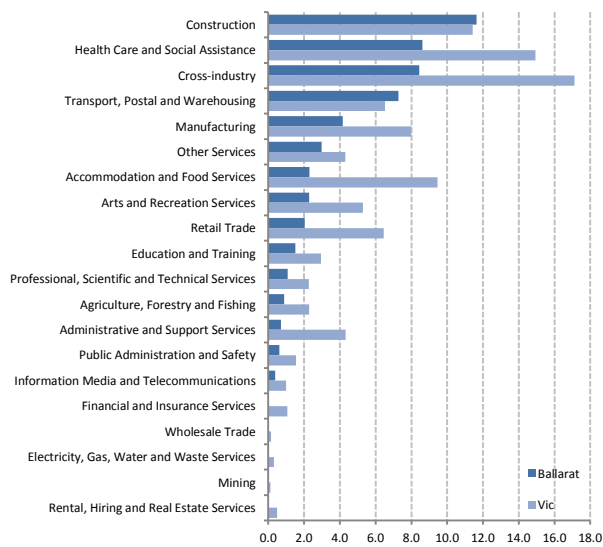
### Industry Share of Vocational Education

The industries with the largest share of vocational enrolments in the city of Ballarat are construction (11.6%), healthcare (8.6%) and transport, postal and warehousing (7.3%). Manufacturing enrolments account for 4.2% of total enrolments in the region.

# City of Ballarat Metropolitan Workforce Report and Economic Profile

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**Figure 19: Industry Share of Vocational Training – City of Ballarat**



Source: DEECD, *Regional Training Market Trends, Inner Melbourne Report*.

# City of Greater Dandenong Metropolitan Workforce Report and Economic Profile

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## City of Greater Dandenong



The **City of Greater Dandenong** is a local government area (LGA) located in the south eastern suburbs of Melbourne. Greater Dandenong has an area of just under 130 square kilometres and includes the suburbs of Bangholme, Dandenong, Keysborough, Noble Park and Springvale.

LGAs surrounding the city of Greater Dandenong include Monash, Knox, Kingston, Casey and Frankston.

## Key Findings

- The manufacturing industry is extremely important in the City of Greater Dandenong, accounting for almost one in five businesses and 22,800 workers (14% of the region's total employment).
- There are significantly more workers in the region with no post-school qualifications than compared to rest of metropolitan Melbourne (36% compared to 26.7%). This is largely due to the predominance of industries such as manufacturing and construction.
- However, there has been significant growth in the number of certificate level vocational training enrolments in the City of Greater Dandenong between 2008 and 2012. Over the period, total enrolments have increased by over 140%.
- Transport equipment manufacturing is the largest employing sub-sector, accounting for 14% of employment (10,800 workers) within the manufacturing industry, employed across 81 businesses.
- The participation rate in the City of Greater Dandenong (53.5%) is well below the average for the state (61.8%).
- The youth unemployment rate is relatively high in comparison with the rest of the state. The unemployment rate among 15-19 year olds in the City of Greater Dandenong is 25.7% (compared to 16.4% for the state), while the rate for 20-24 year olds is 12.7% (compared to 9.6% for the state).
- Prior to the announced closures of both Holden and Toyota, employment in the City of Greater Dandenong was projected to increase by an average of

1.0% per annum to 2021, slightly below the average for the state (1.2% p.a.)

- Employment growth over the next decade is forecast to be led by growth in the professional services (up 3.3% p.a), administrative services (up 2.3% p.a) and wholesale (up 2.0% p.a) industries.
- Employment is forecast to decline most in the mining (down 7.4% p.a), manufacturing (down 1.8% p.a) and construction (down 0.9% p.a) industries. These numbers are due to be updated in July 2014.

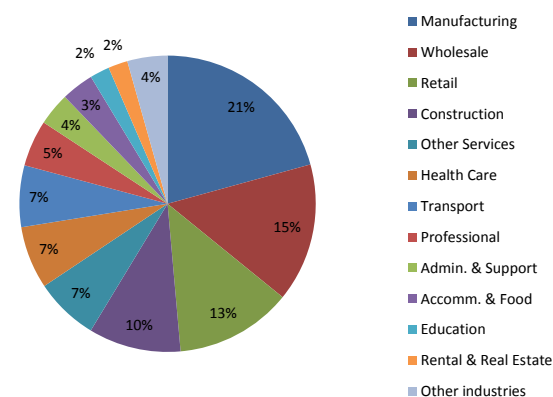
Source: DSDBI

The purpose of this profile is to provide an overview of the economic, workforce and industry conditions faced by employers in the local government area of Greater Dandenong based on evidence from the Australian Bureau of Statistics (ABS) and other research findings.

## Businesses Profile

There were 7,455 business establishments based in the City of Greater Dandenong in 2012-13. The industries with the highest proportion of businesses in the region are manufacturing (21%), wholesale trade (15%) and retail trade (13%).

**Figure 5: Business Establishment by Industry, City of Greater Dandenong, 2013**



The manufacturing industry is extremely important to the City of Greater Dandenong, with 1,545 manufacturing businesses located in the region. The majority of business establishments in the region are classified as small businesses.<sup>1</sup>

<sup>1</sup> Business establishments are classified in terms of remuneration. Small businesses are defined as those with annual remunerations under \$600,000, medium establishments are those with remunerations between \$600,000 and \$12 million and large establishments are those with remunerations over \$12 million.

# City of Greater Dandenong Metropolitan Workforce Report and Economic Profile

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**Table 2: Number of Business Establishments, City of Greater Dandenong, 2013**

	Total
<b>Greater Dandenong (Total)</b>	<b>7455</b>
Manufacturing	1545
Automotive manufacturing	75

Source: Worksafe Data, 2013

## Employment Profile

In 2011, there were 76,600 workers employed within the city of Greater Dandenong. Employment increased by 2,400 workers or 3.2% between 2006 and 2011. Growth over the period was driven by gains in both full time and part time employment, which increased by 2,400 workers and 3,600 workers respectively over the period.

While the unemployment rate fell 0.6 percentage points to 8.9% between 2006 and 2011, it remains well above the state average (5.4%). The participation rate rose by 1.3 percentage points over the period to 53.5%, and is below the state average (61.8%).

**Table 3: Employment Indicators, Greater Dandenong LGA region**

Labour Force Profile	2006	2011
Total employed ('000)	74.2	76.6
Unemployment rate (%)	9.5	8.9
Participation rate (%)	52.2	53.5

Source: ABS Census and DSDBI analysis, 2011

The latest (September 2013) Small Area Labour Market (SALM) data released by the Australian Department of Employment, shows the City of Greater Dandenong is continuing to face difficult employment conditions. Results show that the unemployment rate has increased to 9.4% since the last census in 2011, while employment growth has been somewhat subdued over the period<sup>2</sup>.

## Employment by Age Cohorts

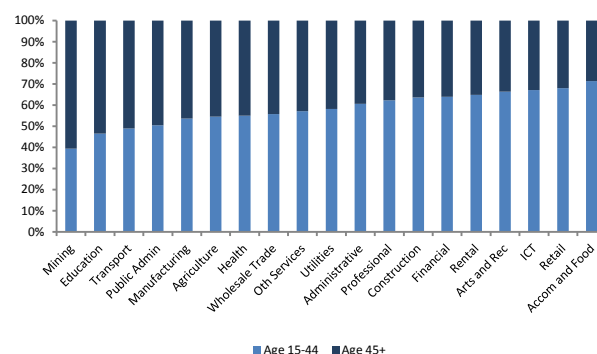
**Figure 9: Employment and Unemployment Rate by Age Cohorts, City of Greater Dandenong**



Source: ABS 2011 Census

In 2011, the workforce aged 45 and above accounted 34.8% of total employment in the City of Greater Dandenong. The youth unemployment rate is relatively high in comparison with the rest of the state. The unemployment rate among 15-19 year olds in the City of Greater Dandenong is 25.7% (compared to 16.4% for the state), while the unemployment rate for 20-24 year olds is 12.7% (compared to 9.6% for the state).

**Figure 10: Employment by Industry and Age Cohorts (%), City of Greater Dandenong, 2011**



Source: ABS 2011 Census

By industry, the mining (60.6%), education (53.5%), and transport (51.1%) sectors possess the largest share of employees age 45 and above.

The education (25.2%) and transport (22.0%) sectors have the highest share of workers age 55 and above which are likely to retire within the next 5-10 years.

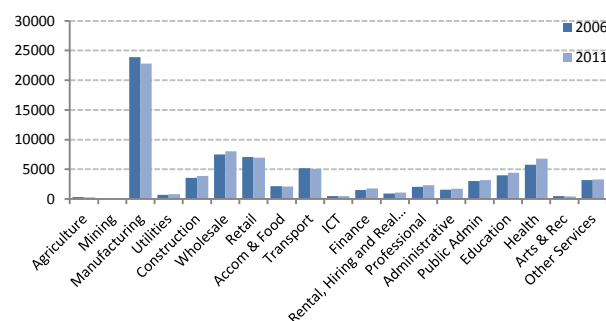
The manufacturing industry has a relatively older workforce, with 46.4% of workers aged 45 years or above, while 18.7% of workers are aged 55 and above.

## Employment by Industry

In 2011, the manufacturing industry was the largest employing industry in the City of Greater Dandenong, accounting for 29.8% of the region's total employment. However manufacturing employment has declined by 4.5% (1,100 workers) between 2006 and 2011.

Other major employing industries include wholesale trade and retail trade, which accounted for 10.5% and 9.0% of total employment respectively.

**Figure 11: Employment by Industry, City of Greater Dandenong**



Source: ABS 2011 Census

<sup>2</sup> Note: SALM data is derived using estimated based on ABS labour force survey and Centrelink unemployment data. While these figures are able to provide a guide of labour market conditions in each region, they are not as conclusive as ABS Census data.

# City of Greater Dandenong Metropolitan Workforce Report and Economic Profile

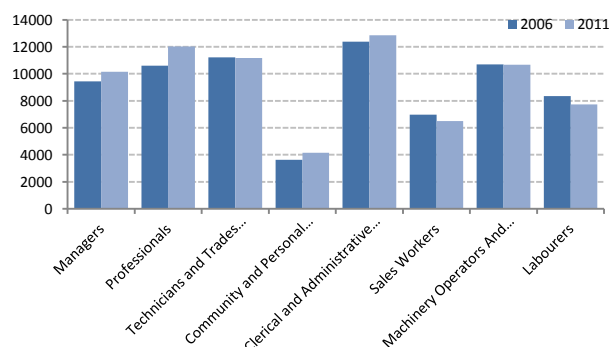
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Between 2006 and 2011, the industries that experienced the largest employment growth were health (up 1,035 workers), retail trade (up 530 workers) and education (up 410 workers).

## Employment by Occupation

Due to the prominence of the manufacturing industry in the region, there are a high proportion of workers employed in clerical and administrative workers and professional occupations.

**Figure 12: Employment by Occupation, City of Greater Dandenong**



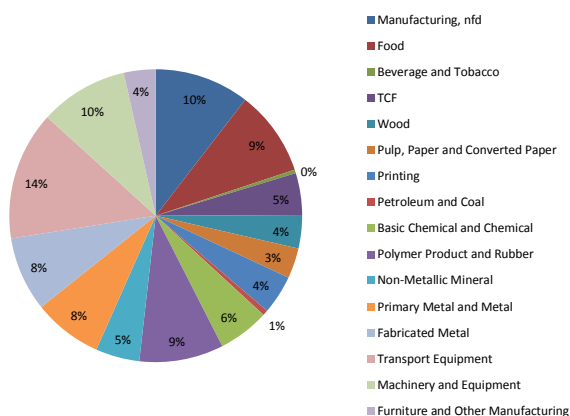
Source: ABS 2011 Census

Since 2006, there has been solid growth in the number of professionals (up 1,400 workers), managers (up 700 workers) and community and personal service workers (up 540 workers).

## Manufacturing employment

The manufacturing industry continues to be the largest employing industry in the City of Greater Dandenong. Transport equipment manufacturing is the largest employing sub-sector, accounting for 14% of employment (10,800 workers) within the manufacturing industry.

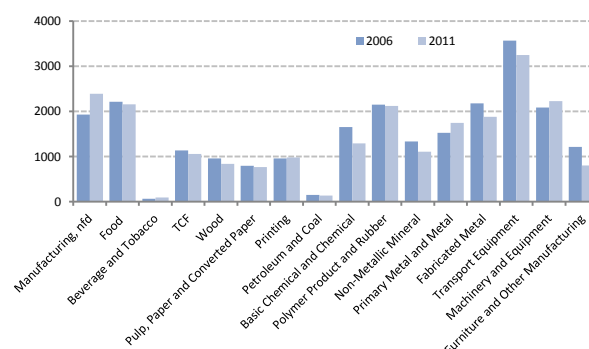
**Figure 13: Manufacturing employment by sub-sector, City of Greater Dandenong**



Source: ABS 2011 Census

Between 2006 and 2011 manufacturing employment in the city of Greater Dandenong declined by 1,100 workers. The largest declines occurred in the furniture (down 410 workers), basic chemicals (down 363 workers), transport equipment (down 320 workers) subsectors.

**Figure 14: Employment by manufacturing sub-sector, City of Greater Dandenong, 2006 to 2011**



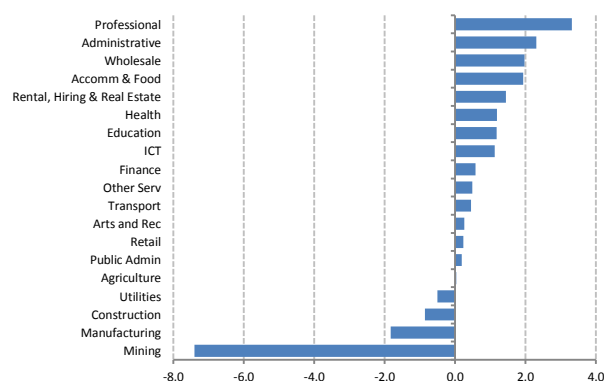
## Employment projections

Prior to the announced closures of both Holden and Toyota, employment in the City of Greater Dandenong was projected to increase by an average of 1.0% per annum to 2021.

Employment growth over the next decade is forecast to be led by growth in the professional services (up 3.3% p.a), administrative services (up 2.3% p.a) and wholesale (up 2.0% p.a) industries.

Employment is forecast to decline most in the mining (down 7.4% p.a), manufacturing (down 1.8% p.a) and construction (down 0.9% p.a) industries. These numbers are due to be updated in July 2014.

**Figure 15: Employment by Industry Projections and Annual Average Growth to 2021, City of Greater Dandenong**



Source: Deloitte Access Economics, Victorian Employment Projections, February 2013 and DSDBI analysis.

## Skills Profile

### Qualifications

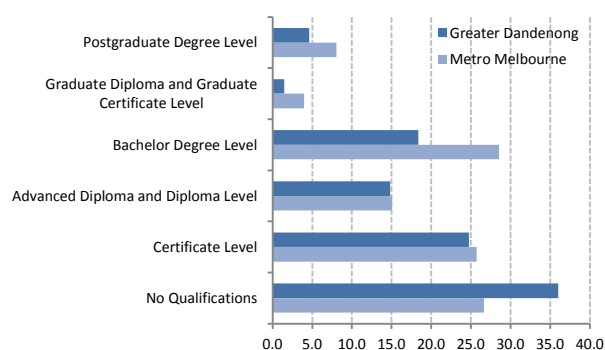
Figure 16 shows the level of education for employed people whose place of work is located within the City of Greater Dandenong in comparison with the rest of metropolitan Melbourne.

There are significantly more workers in the region without qualifications compared to rest of metropolitan Melbourne (36% compared to 26.7%). This is largely due to the predominance of industries such as manufacturing and construction.

# City of Greater Dandenong Metropolitan Workforce Report and Economic Profile

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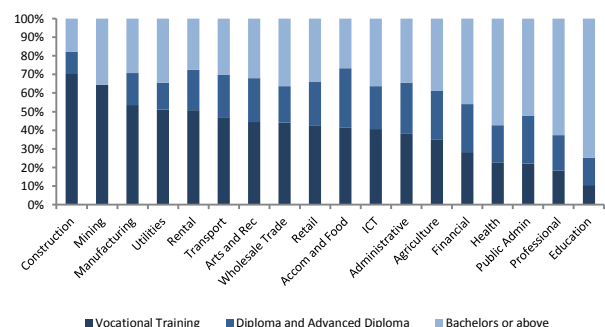
**Figure 16: Workforce Education Breakdown (%) – City of Greater Dandenong LGA**



Source: ABS 2011 Census

Only 24.4% of workers possess bachelor level qualifications or higher in the City of Greater Dandenong area, compared to over 40% in the rest of metropolitan Melbourne.

**Figure 17: Workforce Education Breakdown by Industry (%) – City of Greater Dandenong**



Source: ABS 2011 Census

By industries, construction (70.2%), mining (64.3%) and manufacturing (53.6%) had the highest proportion of workers with vocational qualifications.

Education (74.7%), professional services (62.3%) and public administration (52.3%) employed the highest proportion of workers with bachelor degrees qualifications or higher.

## Training

There has been significant growth in the number of vocational training enrolments in the City of Greater Dandenong between 2008 and 2012. Over the period, total enrolments have increased by over 140%.

The majority of vocational training enrolments were in certificate III and IV level courses, which accounted for over 63% of total enrolments.

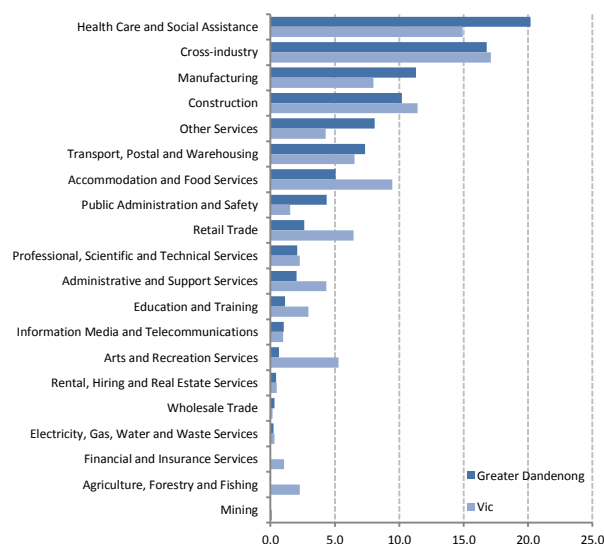
**Figure 18: Growth in Enrolments, 2008-2012, City of Greater Dandenong**

Qualification level	2008	2009	2010	2011	2012
Diploma & above	1,775	1,991	1,912	2,158	2,481
Cert III-IV	4,748	5,072	6,302	9,471	14,791
Cert I-II	2,946	3,104	3,033	3,961	5982

## Industry Share of Vocational Education

The industries with the largest share of vocational enrolments in the city of Greater Dandenong are health care (20.2%), manufacturing (11.3%) and construction (10.2%). Cross-industry training accounted for 16.8% of vocational enrolments.

**Figure 19: Industry Share of Vocational Training – City of Greater Dandenong**



Source: DEECD, Regional Training Market Trends, Inner Melbourne Report.

# City of Greater Geelong Metropolitan Workforce Report and Economic Profile

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## City of Greater Geelong



The **City of Greater Geelong** is a local government area located in the western part of the state and covers an area of 1,247 square kilometres and includes the suburbs of Anakie, Balliang, Barwon Heads, Batesford, Ceres, Clifton Springs, Drysdale, Lara, Ocean Grove, Portarlington and St Leonards.

LGAs surrounding the City of Greater Geelong include Golden Plains, Surf Coast, Moorabool and Wyndham.

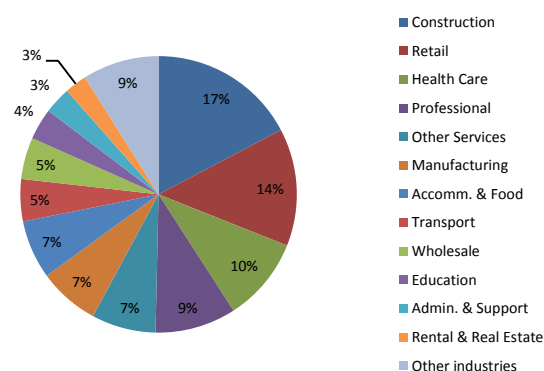
## Key Findings

- The manufacturing industry is one of the most important industries in the City of Greater Geelong, accounting for almost one in fourteen businesses location in the region, and 10,200 workers (12.8% of the region's total employment).
- The City of Greater Geelong is a relatively higher skilled region within regional Victoria, with 27.4% of workers possessing bachelor level qualifications (compared to 21.6% in the rest of regional Victoria). Over 73% of the workforce possess post-school qualifications.
- Transport equipment manufacturing is the largest employing sub-sector, accounting for 21% of employment (2,100 workers) within the manufacturing industry, employed across 12 businesses.
- The participation rate in the City of Greater Geelong (59.3%) is below the average for the state (61.8%).
- Prior to the announced closures of Ford, Holden and Toyota, employment in the City of Greater Geelong was projected to increase by an average of 1.3% per annum to 2021, slightly above the average for the state (1.2% p.a.)
- Employment growth over the next decade was forecast to be led by growth in the professional services (up 2.7% p.a), administrative services (up 2.2% p.a) and health (up 2.2% p.a) industries.
- Employment was forecast to decline most in the mining (down 7.9% p.a), manufacturing (down 1.7% p.a) and construction (down 0.9% p.a) industries. These numbers are due to be updated in July 2014.

The purpose of this profile is to provide an overview of the economic, workforce and industry conditions faced by employers in the local government area of Greater Geelong based on evidence from the Australian Bureau of Statistics (ABS) and other research findings.

There were 8,983 business establishments based in the city of Greater Geelong in 2012-13. The industries with the highest proportion of businesses in the region are construction (17%), retail trade (14%) and healthcare (10%).

**Figure 5: Business Establishment by Industry, City of Greater Geelong, 2013**



The manufacturing industry is also an important industry to the City of Greater Geelong, with 640 manufacturing businesses located in the region (7%). The majority of business establishments in the region are classified as small businesses.<sup>1</sup>

**Table 2: Number of Business Establishments, City of Greater Geelong, 2013**

	Total
<b>Greater Geelong (Total)</b>	<b>8983</b>
Manufacturing	640
Automotive manufacturing	12

Source: Worksafe Data, 2013

## Employment Profile

In 2011, there were 88,700 workers employed within the City of Greater Geelong. Employment has increased by 4,500 workers or 6.0% between 2006 and 2011. Growth over the period was driven by gains in both full time and part time employment, which increased by 1,500 workers and 3,000 workers respectively over the period.

<sup>1</sup> Business establishments are classified in terms of remuneration. Small businesses are defined as those with annual remunerations under \$600,000, medium establishments are those with remunerations between \$600,000 and \$12 million and large establishments are those with remunerations over \$12 million.

# City of Greater Geelong Metropolitan Workforce Report and Economic Profile

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While the unemployment rate fell 0.8 percentage points to 5.6% between 2006 and 2011, it remains above the state average (5.4%). The participation rate rose by 1.0 percentage points over the period to 59.3%, and is below the state average (61.8%).

**Table 3: Employment Indicators, City of Greater Geelong**

Labour Force Profile	2006	2011
Total employed ('000)	74.6	79.1
Unemployment rate (%)	6.4	5.6
Participation rate (%)	58.3	59.3

Source: ABS Census and DSDBI analysis, 2011

The latest (September 2013) Small Area Labour Market (SALM) data released by the Australian Department of Employment, shows conditions in the City of Greater Geelong have been relatively subdued. Results show that the unemployment rate has increased modestly to 5.8% since the last census in 2011, while employment growth has moderated in recent months<sup>2</sup>.

## Employment by Age Cohorts

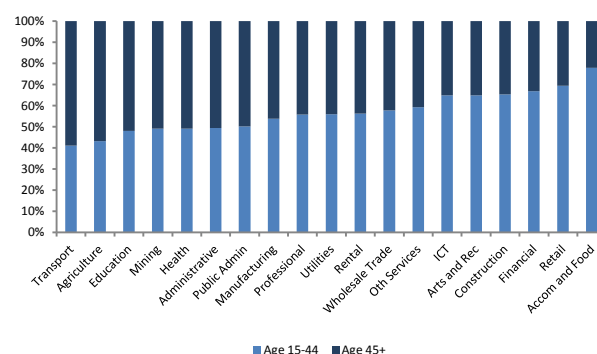
**Figure 9: Employment and Unemployment Rate by Age Cohorts, City of Greater Geelong**



Source: ABS 2011 Census

In 2011, the workforce aged 45 and above accounted for 41.2% of total employment in the City of Greater Geelong. The youth unemployment rate is relatively consistent with the rest of the state. The unemployment rate among 15-19 year olds in the City of Greater Geelong is 15.5% (compared to 16.4% for the state), while the unemployment rate for 20-24 year olds is 9.6% (compared to 9.6% for the state).

**Figure 10: Employment by Industry and Age Cohorts (%), City of Greater Geelong, 2011**



Source: ABS 2011 Census

By industry, the transport (59.0%), agriculture (56.9%), and education (52.0%) sectors possess the largest share of employees age 45 and above.

The agriculture (35.3%) and mining (30.8%) sectors have the highest share of workers age 55 and above which are likely to retire within the next 5-10 years.

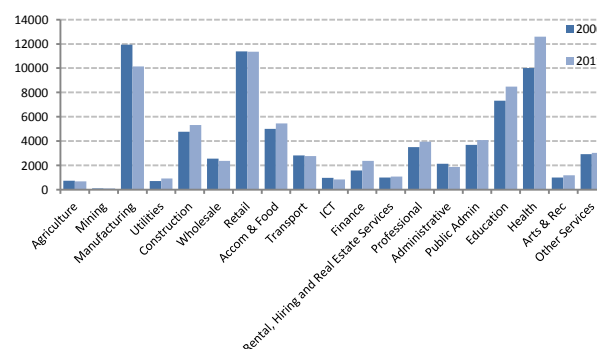
The manufacturing industry has a relatively older workforce, with 46.3% of workers aged 45 years or above, while 18.1% of workers are aged 55 and above.

## Employment by Industry

In 2011, the healthcare and social assistance industry was the largest employing industry in the City of Greater Geelong, accounting for 15.9% of the region's total employment. Employment in the manufacturing industry declined by over 1,700 workers between 2006 and 2011, as the industry's share of total employment fell from 16.0% to 12.8%.

Other major employing industries include retail trade and education, which accounted for 14.3% and 10.7% of total employment respectively.

**Figure 11: Employment by Industry, City of Greater Geelong**



Source: ABS 2011 Census

Between 2006 and 2011, the industries that have experienced the largest employment growth were health (up 2,600 workers), education (up 1,150 workers) and financial services (up 780 workers).

<sup>2</sup> Note: SALM data is derived using estimated based on ABS labour force survey and Centrelink unemployment data. While these figures are able to provide a guide of labour market conditions in each region, they are not as conclusive as ABS Census data.

# City of Greater Geelong Metropolitan Workforce Report and Economic Profile

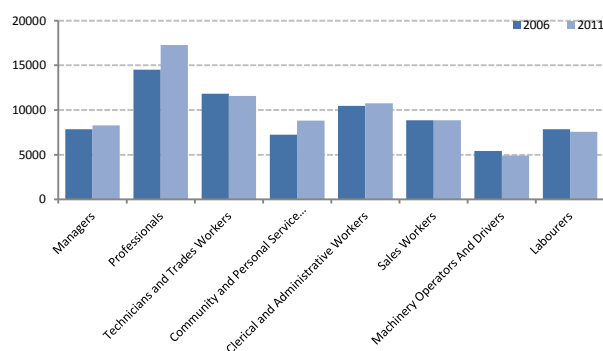
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## Employment by Occupation

In terms of occupations, there has been significant growth in the number of professionals and community and personal service workers between 2006 and 2011.

Professionals account for the largest proportion of the region's workforce (21.8%), followed by technicians and trades workers (14.6%), and clerical and administrative workers (13.6%).

Figure 12: Employment by Occupation, City of Greater Geelong

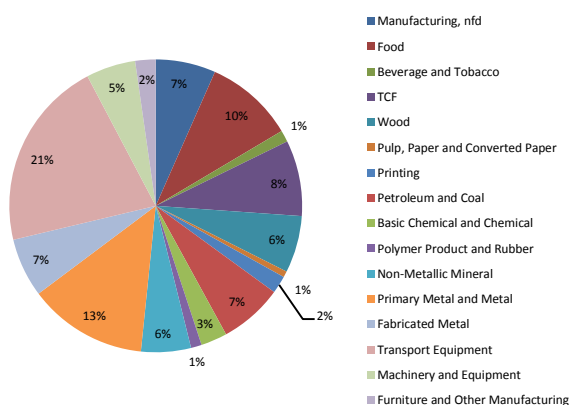


Source: ABS 2011 Census

## Manufacturing employment

The manufacturing industry continues to be the largest employing industry in the City of Greater Geelong. Transport equipment manufacturing is the largest employing sub-sector, accounting for 21% of employment (2,100 workers) within the manufacturing industry.

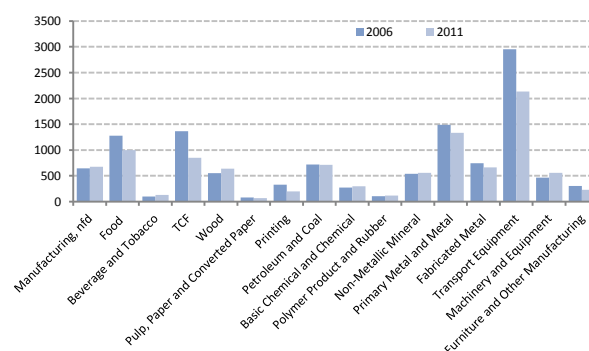
Figure 13: Manufacturing employment by sub-sector, City of Greater Geelong



Source: ABS 2011 Census

Between 2006 and 2011 manufacturing employment in the city of Greater Geelong declined by over 1,700 workers. The largest declines occurred in the transport equipment (down 819 workers), textiles, clothing and footwear (down 513 workers), food (down 276 workers) subsectors.

Figure 14: Employment by manufacturing sub-sector, City of Greater Geelong, 2006 to 2011



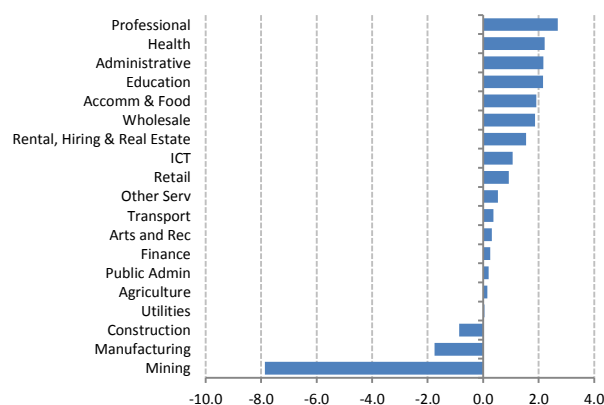
## Employment projections

Prior to the announced closures of Ford, Holden and Toyota, employment in the City of Greater Geelong was projected to increase by an average of 1.3% per annum to 2021.

Employment growth over the next decade is forecast to be led by growth in the professional services (up 2.7% p.a), health (up 2.2% p.a) and administrative services (up 2.2% p.a) industries.

Employment is forecast to decline most in the mining (down 7.9% p.a), manufacturing (down 1.7% p.a) and construction (down 0.9% p.a) industries. These numbers are due to be updated in July 2014.

Figure 15: Employment by Industry Projections and Annual Average Growth to 2021, City of Greater Geelong



Source: Deloitte Access Economics, Victorian Employment Projections, February 2013 and DSDBI analysis.

## Skills Profile

### Qualifications

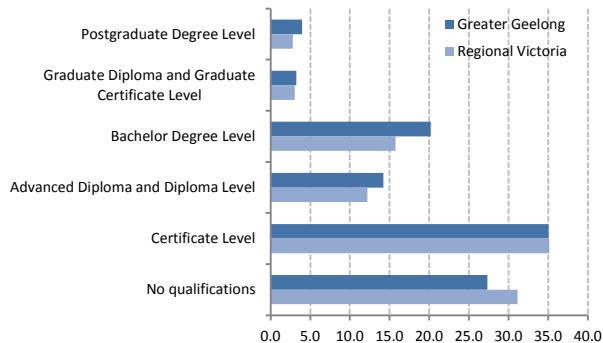
Figure 16 shows the level of education for employed people whose place of work is located within the City of Greater Geelong in comparison with the rest of regional Victoria.

The region's qualification profile is largely in line with that of regional Victoria, although there is a slightly higher proportion of Bachelor Degree level and higher qualifications, while a slightly lower proportion of certificate level qualifications.

# City of Greater Geelong Metropolitan Workforce Report and Economic Profile

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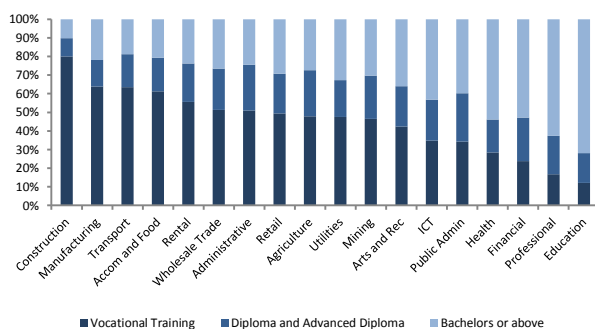
**Figure 16: Workforce Education Breakdown (%) – City of Greater Geelong**



Source: ABS 2011 Census

The City of Greater Geelong is a relatively higher skilled region within regional Victoria. Over 73% of the workforce possess non-school qualifications, while 27.4% possess bachelor level or higher qualifications. This is compared to 21.6% in the rest of regional Victoria.

**Figure 17: Workforce Education Breakdown by Industry (%) – Greater Geelong LGA**



Source: ABS 2011 Census

By industries, construction (80.0%), manufacturing (63.9%) and transport (63.5%) had the highest proportion of workers with vocational qualifications.

Education (72.0%), professional services (62.5%) and financial services (52.9%) employed the highest proportion of workers with bachelor degrees qualifications or higher.

## Training

There has been significant growth in the number of vocational training enrolments in the City of Greater Geelong between 2008 and 2012. Over the period, total enrolments have increased by almost 200%.

The majority of vocational training enrolments were in certificate III and IV level courses, which accounted for over 65% of total enrolments.

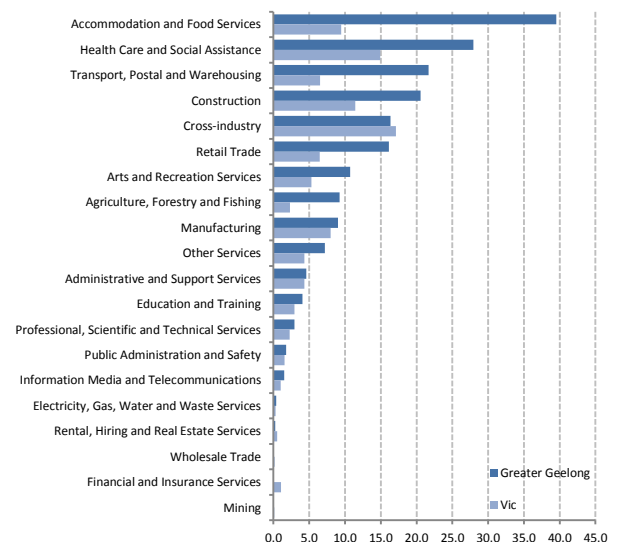
**Figure 18: Growth in Enrolments, 2008-2012, Greater Geelong LGA**

Qualification level	2008	2009	2010	2011	2012
Diploma & above	2,153	2,667	3,431	4,716	5,373
Cert III-IV	7,314	8,637	11,251	20,900	27,437
Cert I-II	4,485	3,866	5,033	6,230	8,975

## Industry Share of Vocational Education

The industries with the largest share of vocational enrolments in the City of Greater Geelong are accommodation and food services (39.5%), healthcare (27.9%) and transport, postal and warehousing (21.7%). Manufacturing enrolments account for 9% of total enrolments in the region.

**Figure 19: Industry Share of Vocational Training – City of Greater Geelong**

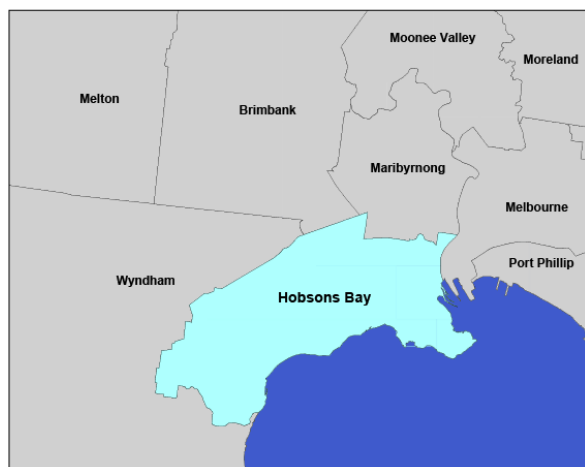


Source: DEECD, Regional Training Market Trends, Inner Melbourne Report.

# City of Hobson Bay Metropolitan Workforce Report and Economic Profile

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## City of Hobson Bay



The **City of Hobson Bay** is a local government area (LGA) comprising south-western suburbs between 6 and 20 km from the Melbourne city centre. Hobson Bay has an area of just 65 square kilometres and includes the suburbs of Altona, Brooklyn, Laverton, Newport, Seabrook, Seaholme, South Kingsville, Spotswood and Williamstown.

LGAs surrounding the city of Hobson Bay include Brimbank, Wyndham, Maribyrnong, Port Phillip and Melbourne.

## Key Findings

- The manufacturing industry is very important in the City of Hobson Bay, accounting for almost one in 12 businesses and 8,100 workers (25.8% of the region's total employment).
- There are significantly more workers in the region with certificate and diploma level qualifications than compared to the rest of metropolitan Melbourne. This is largely due to the predominance of the manufacturing industry in the region.
- There has been significant growth in the number of certificate level vocational training enrolments in the City of Hobson Bay between 2008 and 2012. Over the period, total enrolments have increased by over 28%.
- Transport equipment manufacturing is the largest employing sub-sector, accounting for 51% of employment (4,200 workers) within the manufacturing industry, employed across 297 businesses.
- The City of Hobson Bay has a relatively older workforce, with over 55% of workers aged 45 and above.
- The youth unemployment rate is relatively low in comparison with the rest of the state, however this is largely due to the lower proportion of young workers living and working in the region.
- Prior to the announced closures of Ford, Holden and Toyota, employment in the City of Hobson Bay was projected to increase by an average of 0.9% per annum to 2021, slightly below the average for the state (1.2% p.a.).
- Employment growth over the next decade is forecast to be led by growth in the professional services (up

2.7% p.a), administrative services (up 2.3% p.a) and health (up 2.1% p.a) industries.

- Employment is forecast to decline most in the mining (down 7.0% p.a), manufacturing (down 1.7% p.a) and construction (down 0.8% p.a) industries. These numbers are due to be updated in July 2014.

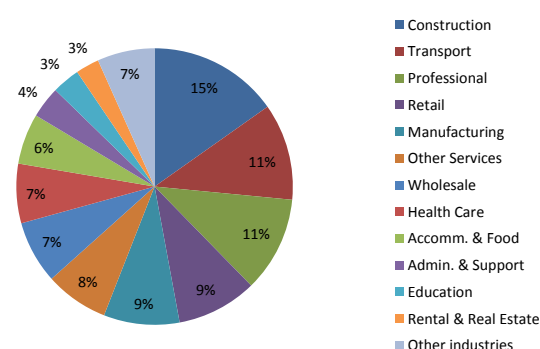
Source: DSDBI

The purpose of this profile is to provide an overview of the economic, workforce and industry conditions faced by employers in the local government area of Hobson Bay based on evidence from the Australian Bureau of Statistics (ABS) and other research findings.

## Businesses Profile

There were 3,340 business establishments based in the city of Hobson Bay in 2012-13. The industries with the highest proportion of businesses in the region are construction (15%), professional services (11%) and transport (11%).

**Figure 5: Business Establishment by Industry, City of Hobson Bay, 2013**



The manufacturing industry is also very important to the City of Hobson Bay, with 296 manufacturing businesses (9% of total businesses) located in the region. The majority of business establishments in the region are classified as small businesses.<sup>1</sup>

**Table 2: Number of Business Establishments, City of Hobson Bay, 2013**

	Total
<b>Hobson Bay (Total)</b>	<b>3340</b>
<b>Manufacturing</b>	<b>296</b>
Automotive manufacturing	9

Source: Worksafe Data, 2013

<sup>1</sup> Business establishments are classified in terms of remuneration. Small businesses are defined as those with annual remunerations under \$600,000, medium establishments are those with remunerations between \$600,000 and \$12 million and large establishments are those with remunerations over \$12 million.

# City of Hobson Bay Metropolitan Workforce Report and Economic Profile

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## Employment Profile

In 2011, there were 31,500 workers employed within the city of Hobson Bay. Employment increased by 1,900 workers or 6.3% between 2006 and 2011. Growth over the period was driven by gains in both full time and part time employment, which increased by 1,100 workers and 800 workers respectively over the period.

While the unemployment rate fell 0.2 percentage points to 5.7% between 2006 and 2011, it remains above the state average (5.4%). The participation rate rose by 1.9 percentage points over the period to 61.2%, and is slightly below the state average (61.8%).

**Table 3: Employment Indicators, City of Hobson Bay**

Labour Force Profile	2006	2011
Total employed ('000)	29.6	31.5
Unemployment rate (%)	5.9	5.7
Participation rate (%)	59.3	61.2

Source: ABS Census and DSDBI analysis, 2011

The latest (September 2013) Small Area Labour Market (SALM) data released by the Australian Department of Employment, shows that the unemployment rate in the City of Hobson Bay has declined since the last census in 2011 to 5.1%, while employment growth has been somewhat subdued over the period<sup>2</sup>.

## Employment by Age Cohorts

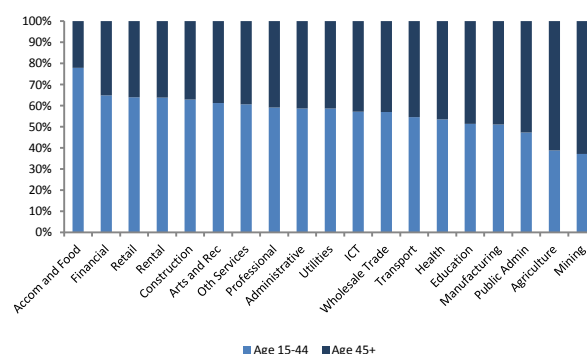
**Figure 9: Employment and Unemployment Rate by Age Cohorts, City of Hobson Bay**



Source: ABS 2011 Census

The City of Hobson Bay has a relatively older workforce. In 2011, the workforce aged 45 and above accounted for over 55% of total employment in the City of Hobson Bay. The youth unemployment rate is relatively low in comparison with the rest of the state, however this is largely due to the lower proportion of young workers living and working in the region. The unemployment rate among 15-19 year olds in the City of Hobson Bay is only 8.0% (compared to 16.4% for the state), while the unemployment rate for 20-24 year olds is also 8.0% (compared to 9.6% for the state).

**Figure 10: Employment by Industry and Age Cohorts (%), City of Hobson Bay, 2011**



Source: ABS 2011 Census

By industry, the mining (63.0%), agriculture (61.3%), and public administration (52.7%) sectors possess the largest share of employees age 45 and above.

The agriculture (25.8%), health (20.6%) and public administration (20.5%) sectors have the highest share of workers age 55 and above which are likely to retire within the next 5-10 years.

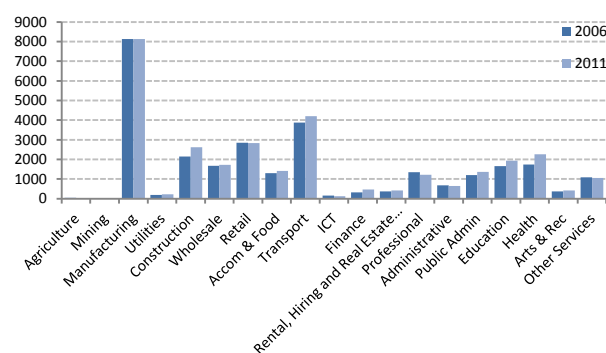
The manufacturing industry has a relatively older workforce, with 49.0% of workers aged 45 years or above, while 19.2% of workers are aged 55 and above.

## Employment by Industry

In 2011, the manufacturing industry was the largest employing industry in the City of Hobson Bay, accounting for 25.8% of the region's total employment. The level of manufacturing employment has remained relatively unchanged between 2006 and 2011, declining by only 5 workers over the period.

Other major employing industries include wholesale trade and retail trade, which accounted for 13.4% and 9.0% of total employment respectively.

**Figure 11: Employment by Industry, City of Hobson Bay**



Source: ABS 2011 Census

Between 2006 and 2011, the industries that have experienced the largest employment growth were health (up 510 workers), construction (up 470 workers), and transport (up 340 workers).

## Employment by Occupation

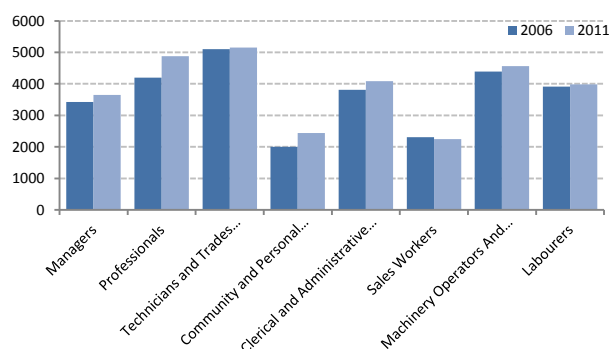
<sup>2</sup> Note: SALM data is derived using estimated based on ABS labour force survey and Centrelink unemployment data. While these figures are able to provide a guide of labour market conditions in each region, they are not as conclusive as ABS Census data.

# City of Hobson Bay Metropolitan Workforce Report and Economic Profile

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Due to the prominence of the manufacturing industry in the region, there are a high proportion of workers employed in technicians and trades workers, machinery operators and drivers, and professional occupations.

**Figure 12: Employment by Occupation, City of Hobson Bay**



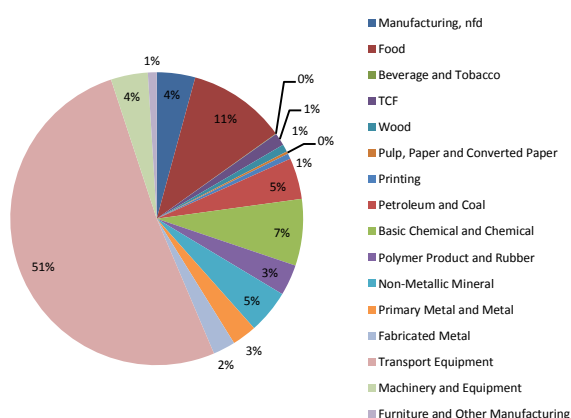
Source: ABS 2011 Census

Since 2006, there has been solid growth in the number of professionals (up 680 workers), community and personal service workers (up 440 workers) and clerical and administrative workers (up 280 workers).

## Manufacturing employment

The manufacturing industry continues to be the largest employing industry in the City of Hobson Bay. Transport equipment manufacturing is the largest employing sub-sector, accounting for 51% of employment (4,200 workers) within the manufacturing industry.

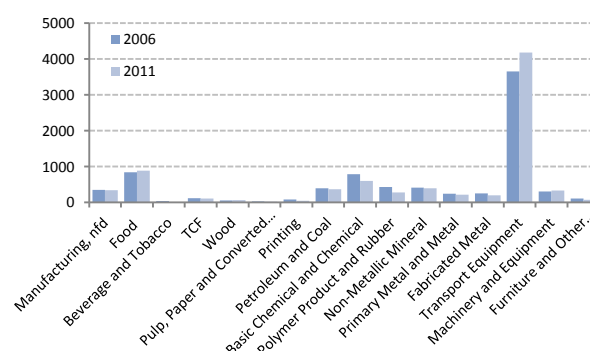
**Figure 13: Manufacturing employment by sub-sector, City of Hobson Bay**



Source: ABS 2011 Census

Between 2006 and 2011 manufacturing employment in the city of Hobson Bay remained relatively unchanged, declining by only 5 workers. The transport equipment manufacturing sub-sector experienced the largest growth over the period (up 530 workers), while basic chemicals (down 190 workers) and polymer product and rubber manufacturing (down 160 workers) experienced the largest declines.

**Figure 14: Employment by manufacturing sub-sector, City of Hobson Bay, 2006 to 2011**



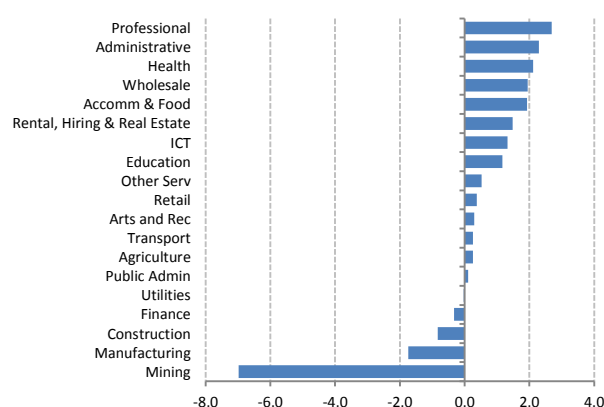
## Employment projections

Prior to the announced closures of both Holden and Toyota, employment in the City of Hobson Bay was projected to increase by an average of 0.9% per annum to 2021, slightly below the average for the state (1.2% p.a).

Employment growth over the next decade is forecast to be led by growth in the professional services (up 2.7% p.a), administrative services (up 2.3% p.a) and health (up 2.1% p.a) industries.

Employment is forecast to decline most in the mining (down 7.0% p.a), manufacturing (down 1.7% p.a) and construction (down 0.8% p.a) industries. These numbers are due to be updated in July 2014.

**Figure 15: Employment by Industry Projections and Annual Average Growth to 2021, City of Hobson Bay**



Source: Deloitte Access Economics, Victorian Employment Projections, February 2013 and DSDBI analysis.

# City of Hobson Bay Metropolitan Workforce Report and Economic Profile

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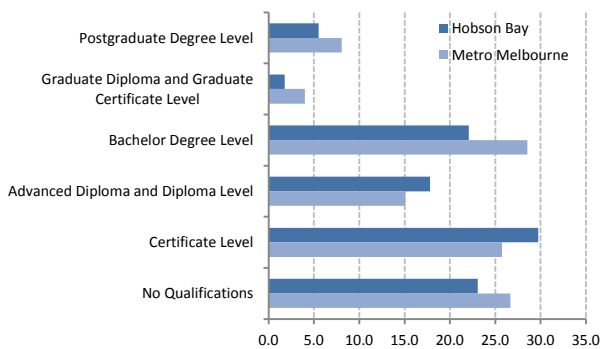
## Skills Profile

### Qualifications

Figure 16 shows the level of education for employed people whose place of work is located within the City of Hobson Bay in comparison with the rest of metropolitan Melbourne.

There are significantly more workers in the region with certificate and diploma level qualifications than compared to the rest of metropolitan Melbourne (29.8% and 17.8%, compared to 25.7% and 15.1% respectively). This is largely due to the predominance of the manufacturing industry in the region.

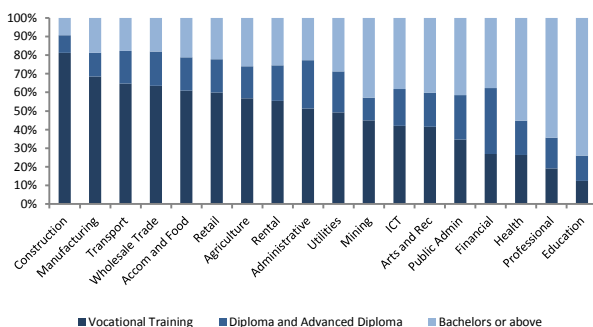
**Figure 16: Workforce Education Breakdown (%) – City of Hobson Bay**



Source: ABS 2011 Census

Only 29.4% of workers possess bachelor level qualifications or higher in the City of Hobson Bay area, compared to over 40% in the rest of metropolitan Melbourne.

**Figure 17: Workforce Education Breakdown by Industry (%) – City of Hobson Bay**



Source: ABS 2011 Census

By industries, construction (81.2%), manufacturing (68.5%) and transport (64.6%) had the highest proportion of workers with vocational qualifications.

Education (73.9%), professional services (64.4%) and health (55.3%) employed the highest proportion of workers with bachelor degrees qualifications or higher.

## Training

There has been substantial growth in the number of vocational training enrolments in the City of Hobson Bay between 2008 and 2012. Over the period, total enrolments have increased by over 28%.

The majority of vocational training enrolments were in certificate I and II level courses, which accounted for over 63% of total enrolments.

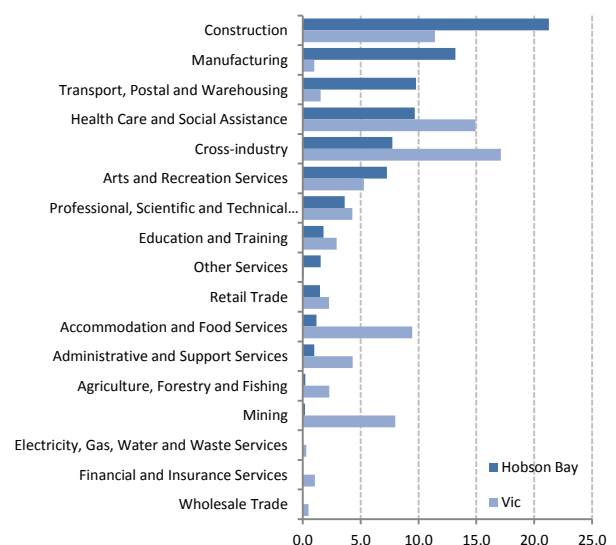
**Figure 18: Growth in Enrolments, 2008-2012, City of Hobson Bay**

Qualification level	2008	2009	2010	2011	2012
Diploma & above	287	374	450	742	606
Cert III-IV	715	636	899	1,443	1,640
Cert I-II	1,628	1,722	2,527	4,395	4,694
Other	3,182	2,696	2,955	1,463	511
<b>TOTAL</b>	<b>5,812</b>	<b>5,428</b>	<b>6,831</b>	<b>8,043</b>	<b>7,451</b>

### Industry Share of Vocational Education

The industries with the largest share of vocational enrolments in the city of Hobson Bay are construction (21.3%), manufacturing (13.2%) and transport (9.8%).

**Figure 19: Industry Share of Vocational Training – City of Hobson Bay**



Source: DEECD, Regional Training Market Trends, Inner Melbourne Report.

# City of Hume Metropolitan Workforce Report and Economic Profile

DEPARTMENT OF  
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## City of Hume



The **City of Hume** is a local government area (LGA) located on the urban-rural fringe, 20 kilometres north-west of Melbourne. Hume's vast 504 square kilometres comprise approximately 65 percent rural land, 25 percent urban land and 10 percent occupied by the Melbourne Airport. It is bounded by Merri Creek, the Maribyrnong River, Western Ring Road, the Calder and Tullamarine Freeways, and the foothills of the Macedon Ranges.

LGAs surrounding the city of Hume include Macedon Ranges, Mitchell, Melton, Whittlesea, Brimbank and Moreland.

## Key Findings

- The manufacturing industry is extremely important in the City of Hume, accounting for almost one in seven businesses located in the City of Hume, and 16,659 workers (23% of the region's total employment).
- The region has a significantly higher proportion of workers with certificate level qualifications or no post-school qualifications which is largely a reflection of the jobs in the region, and the predominance of industries such as manufacturing and construction. Over 60% of workers in the region possess post-school qualifications.
- In the City of Hume, 18.8% of workers possess bachelor level qualifications or higher, compared to over 40% in the rest of metropolitan Melbourne.
- Transport equipment manufacturing is the largest employing sub-sector, accounting for 27% of employment (4,500 workers) within the manufacturing industry, employed across 115 businesses.
- The participation rate in the City of Hume (58.9%) is below the average for the state (61.8%).
- The youth unemployment rate is relatively high in comparison with the rest of the state. The unemployment rate among 15-19 year olds in the City of Hume is 20.0% (compared to 16.4% for the state) while the rate for 20-24 year olds is 10.5% (compared to 9.6% for the state).

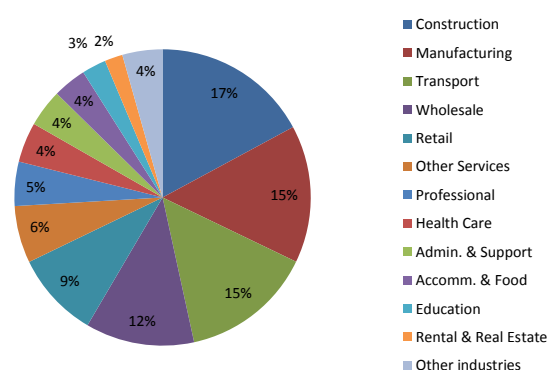
- Prior to the announced closures of Ford, Holden and Toyota, employment in the City of Hume was projected to increase by an average of 2.0% per annum to 2021. This is well above the state average of 1.2% p.a.
- Employment growth over the next decade is forecast to be led by growth in the health (up 9.3% p.a), education (up 4.3% p.a) and retail (up 3.3% p.a) industries.
- Employment is forecast to decline most in the mining (down 7.7% p.a), manufacturing (down 1.8% p.a) and construction (down 0.8% p.a) industries.

The purpose of this profile is to provide an overview of the economic, workforce and industry conditions faced by employers in the local government area of Hume based on evidence from the Australian Bureau of Statistics (ABS) and other research findings.

## Businesses Profile

There were 7,941 business establishments based in the City of Hume in 2012-13. The industries with the highest proportion of businesses in the region are construction (17%), manufacturing (15%) and transport (15%).

Figure 5: Business Establishment by Industry, City of Hume, 2013



The manufacturing industry is extremely important to the region, with 1,192 manufacturing businesses majority of business establishments in the region are classified as small businesses.<sup>1</sup>

Table 2: Number of Business Establishments, City of Hume region, 2013

	Total
<b>Hume (Total)</b>	<b>7941</b>
<b>Manufacturing</b>	<b>1192</b>
Automotive manufacturing	115

Source: Worksafe Data, 2013

<sup>1</sup> Business establishments are classified in terms of remuneration. Small businesses are defined as those with annual remunerations under \$600,000, medium establishments are those with remunerations between \$600,000 and \$12 million and large establishments are those with remunerations over \$12 million.

# City of Hume Metropolitan Workforce Report and Economic Profile

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INNOVATION

## Employment Profile

In 2011, there were 71,800 workers employed within the city of Hume. Employment increased by 7,200 workers or 11.2% between 2006 and 2011. Growth over the period was driven by gains in both full time and part time employment, which increased by 3,800 workers and 3,400 workers respectively over the period.

While the unemployment rate fell 0.3 percentage points to 6.8% between 2006 and 2011, it remains above the state average (5.4%). The participation rate fell by 0.2 percentage points over the period to 58.9%, and is below the state average (61.8%).

**Table 3: Employment Indicators, City of Hume**

Labour Force Profile	2006	2011
Total employed ('000)	64.6	71.8
Unemployment rate (%)	7.1	6.8
Participation rate (%)	59.1	58.9

Source: ABS Census and DSDBI analysis, 2011

The latest (September 2013) Small Area Labour Market (SALM) data released by the Australian Department of Employment, shows conditions in the City of Hume have worsened since the last census. Results show that the unemployment rate has increased to 8.0% since 2011, while the size of the labour force has only increased modestly over the period<sup>2</sup>.

## Employment by Age Cohorts

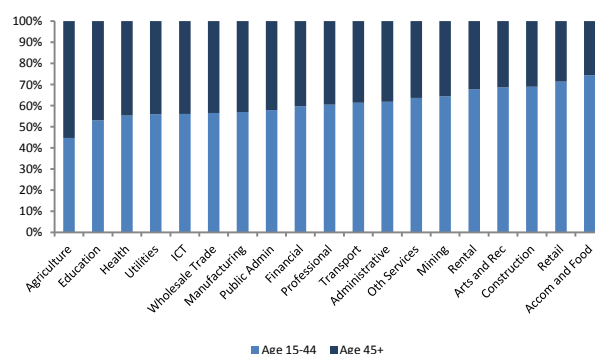
**Figure 9: Employment and Unemployment Rate by Age Cohorts, City of Hume**



Source: ABS 2011 Census

In 2011, the workforce age 45 and above accounted 36.1% of total employment in the City of Hume. The youth unemployment rate is relatively high in comparison with the rest of the state. The unemployment rate among 15-19 year olds in the City of Hume is 20.0% (compared to 16.4% for the state), while the unemployment rate for 20-24 year olds is 10.5% (compared to 9.6% for the state).

**Figure 10: Employment by Industry and Age Cohorts (%), City of Hume**



Source: ABS 2011 Census

By industry, the agriculture (55.3%), education (47.1%), and health (44.7%) sectors have the largest share of employees age 45 and above.

The agriculture (33.5%) and education (19.4%) sectors have the highest share of workers age 55 and above which are likely to retire within the next 5-10 years.

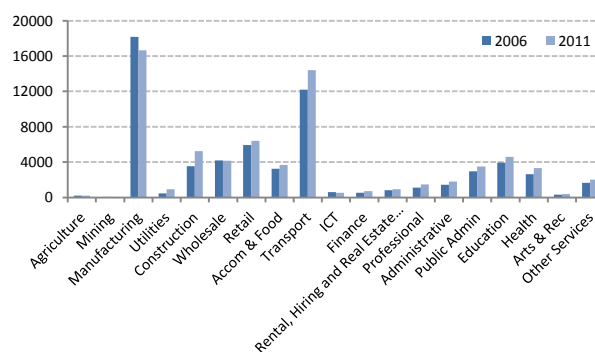
The manufacturing industry has a relatively older workforce, with 43% of workers aged 45 years or above, while 16.3% of workers are aged 55 and above.

## Employment by Industry

In 2011, the manufacturing industry was the largest employing industry in the City of Hume, accounting for 23% of the region's total employment. However manufacturing employment has declined over 8% (1,500 workers) between 2006 and 2011.

Other major employing industries include transport, retail trade and construction, which accounted for 20.1%, 8.9% and 7.3% of total employment respectively.

**Figure 11: Employment by Industry, City of Hume**



Source: ABS 2011 Census

Between 2006 and 2011, the industries that experienced the largest employment growth were construction (up 2,065 workers), health (up 1,719 workers) and transport (up 1,108 workers).

<sup>2</sup> Note: SALM data is derived using estimated based on ABS labour force survey and Centrelink unemployment data. While these figures are able to provide a guide of labour market conditions in each region, they are not as conclusive as ABS Census data.

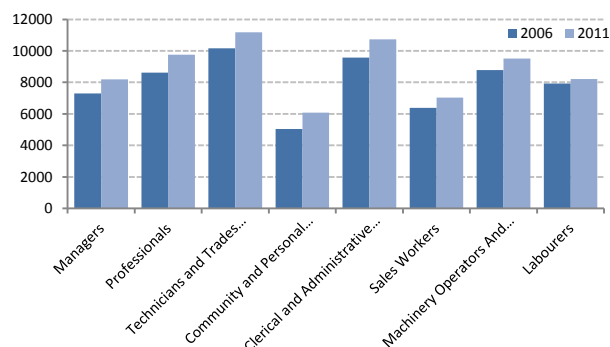
# City of Hume Metropolitan Workforce Report and Economic Profile

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## Employment by Occupation

Due to the prominence of the manufacturing, transport and construction industries, a high proportion of workers are employed in technicians and trades workers, and clerical and administrative worker occupations.

Figure 12: Employment by Occupation, City of Hume



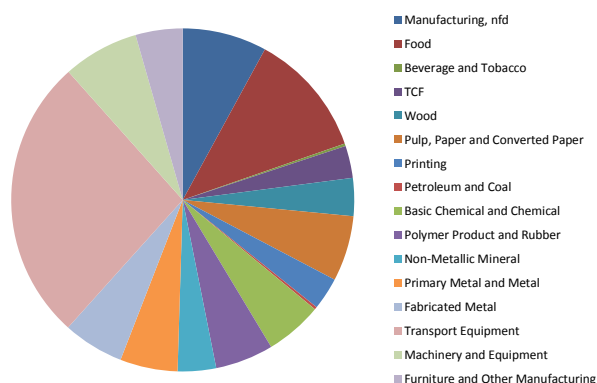
Source: ABS 2011 Census

Since 2006, there has been solid growth in the number of workers in clerical and administrative services (up 1,153 workers), professionals (up 1,144 workers) and community and personal service worker (up 1,045 workers) occupations.

## Manufacturing employment

The manufacturing industry continues to be the largest employing industry in the City of Hume. Of those employed by the manufacturing industry, a significant proportion (4,500 workers or 27%) are employed within the transport equipment manufacturing sub-sector.

Figure 13: Manufacturing employment by sub-sector, City of Hume

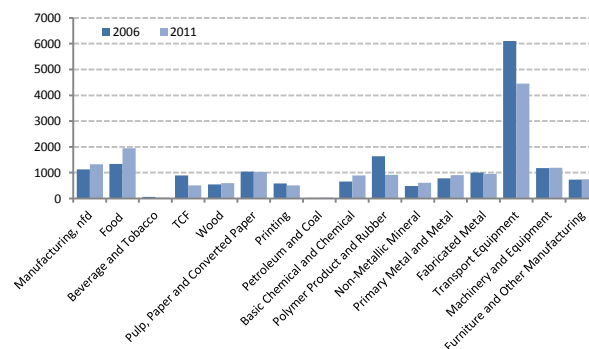


Source: ABS 2011 Census

Between 2006 and 2011 manufacturing employment in the city of Hume declined by over 1,500 workers. The declines occurred primarily in the transport equipment (down 1,640 workers), polymer product and rubber manufacturing (down 720 workers) and textiles, clothing and footwear (down 390 workers) subsectors.

However, the declines were partially offset by gains in the food (up 610 workers), basic chemical and chemical products (up 240 workers) and primary metal and metal product (up 130 workers) subsectors.

Figure 14: Employment by manufacturing sub-sector, City of Hume, 2006 to 2011



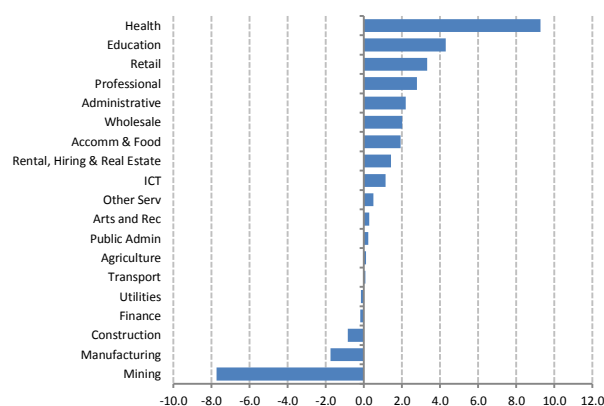
## Employment projections

Prior to the announced closures of both Ford, Holden and Toyota, employment in the City of Hume was projected to increase by an average of 2.0% per annum to 2021.

Employment growth over the next decade is forecast to be led by growth in the health (up 9.3% p.a), education (up 4.3% p.a) and retail (up 3.3% p.a) industries.

Employment is forecast to decline most in the mining (down 7.7% p.a), manufacturing (down 1.8% p.a) and construction (down 0.8% p.a) industries. These forecasts are due to be updated in July 2014.

Figure 15: Employment by Industry Projections and Annual Average Growth to 2021, City of Hume



Source: Deloitte Access Economics, Victorian Employment Projections, February 2013 and DSDBI analysis.

## Skills Profile

### Qualifications

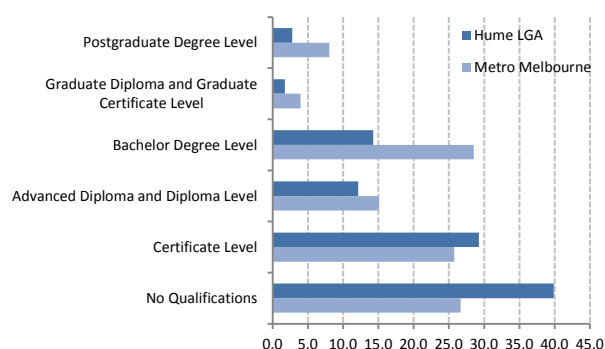
Figure 16 shows the level of education for employed people whose place of work is located within the City of Hume in comparison with the rest of metropolitan Melbourne.

# City of Hume Metropolitan Workforce Report and Economic Profile

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The region has a significantly higher proportion of workers with certificate level qualifications and no post-school qualifications, which is largely a reflection of the jobs in the region, and the predominance of industries such as manufacturing and construction.

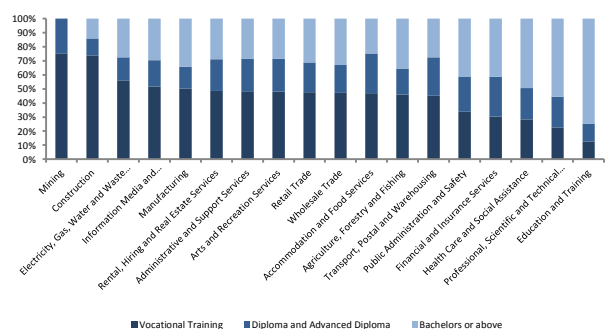
**Figure 16: Workforce Education Breakdown (%) – City of Hume LGA**



Source: ABS 2011 Census

Over 60% of workers in the region possess post-school qualifications, however 18.8% possess bachelor level qualifications or higher in the City of Hume, compared to over 40% in the rest of metropolitan Melbourne.

**Figure 17: Workforce Education Breakdown by Industry (%) – City of Hume**



Source: ABS 2011 Census

By industries, professional services (82.4%) and education (81.8%) employed the highest proportion of workers with bachelor degree qualifications or higher.

Traditional industries such as construction (48.9%), transport (28.2%) and manufacturing (24.2%) had the highest proportion of workers with vocational qualifications along with accommodation and food services (29.4%).

## Training

There has been significant growth in the number of vocational training enrolments in the City of Hume between 2008 and 2012. Over the period, total enrolments have increased by over 140%.

The majority of vocational training enrolments were in certificate III and IV level courses, which accounted for over half of total enrolments.

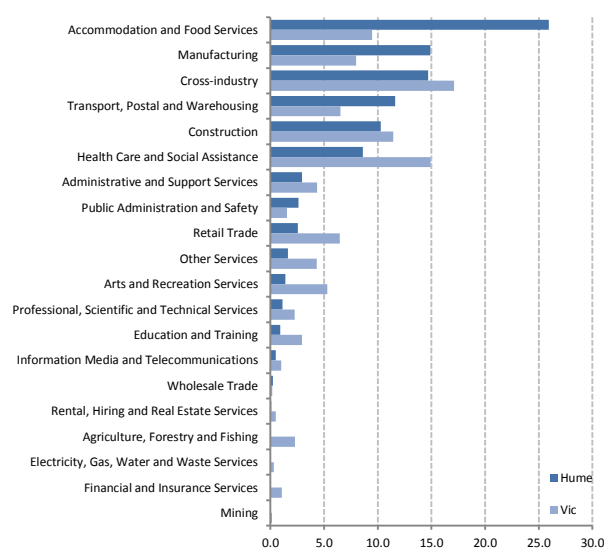
**Figure 18: Growth in Enrolments, 2008-2012, Hume LGA**

Qualification level	2008	2009	2010	2011	2012
Diploma & above	1,200	3,330	1,595	1,840	3,297
Cert III-IV	5,280	5,120	6,986	11,079	13,904
Cert I-II	3,177	2,670	3,609	5,176	8,675

## Industry Share of Vocational Education

The industries with the largest share of vocational enrolments in the city of Hume are accommodation and food services (26%), manufacturing (15%) and transport, postal and warehousing (12%). Cross-industry enrolments account for 15% of total enrolments in the region.

**Figure 19: Industry Share of Vocational Training – City of Hume**



Source: DEECD, Regional Training Market Trends, Inner Melbourne Report.