

Workforce development and regional growth

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Chief Economist



**REGIONAL
AUSTRALIA
INSTITUTE**



- How regional skills needs are evolving rapidly
- More rapidly than regional populations
- Attracting and retaining residents

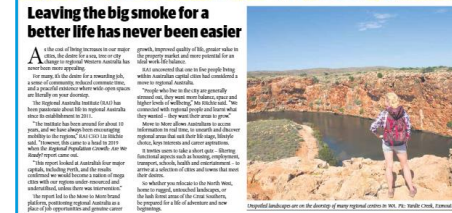
Independent. Fact driven. Future focused.

- The **Regional Australia Institute** (RAI) is the nation's first and only independent think tank dedicated to building robust regional economies and a better quality of life in our regional towns and cities.
- We are a non-partisan, not-for-profit organisation that undertakes research to stimulate and activate our rural and regional communities.
- 11 years of research and influence:



**2011 - 2021
A DECADE OF ACHIEVEMENT**

September 2021



REGIONAL JOB VACANCIES SET NEW RECORD



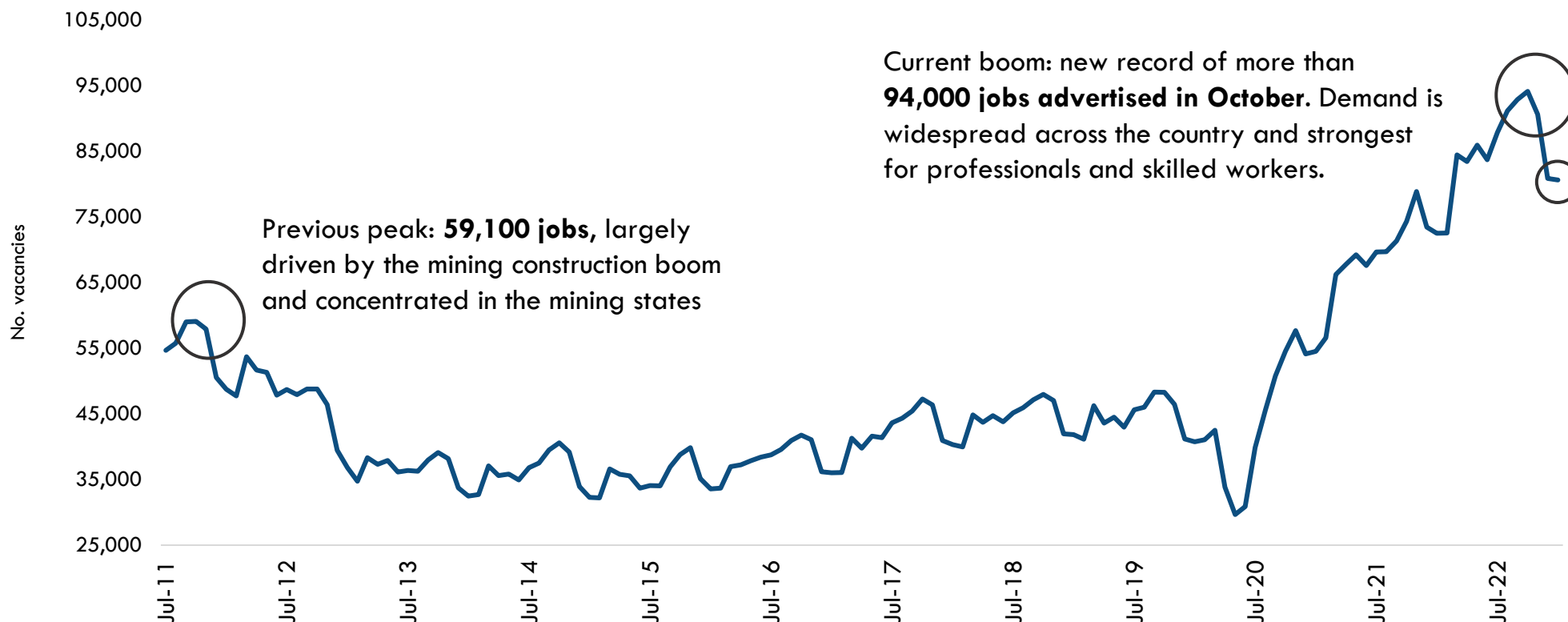
- In January 2023, there were over 81,000 job vacancies advertised across regional Australia
 - This was nearly 3 times the 33,800 job vacancies advertised in April 2020
 - And 11% more than in January 2022
 - It's just below the peak of 94,000 vacancies in October 2022
 - And well above the high in late 2011 at the height of the mining boom
 - Regional vacancy growth much higher than metro (up 2% on Jan 2022)

HUGE JOB VACANCY GROWTH IN REGIONAL AUSTRALIA POST COVID



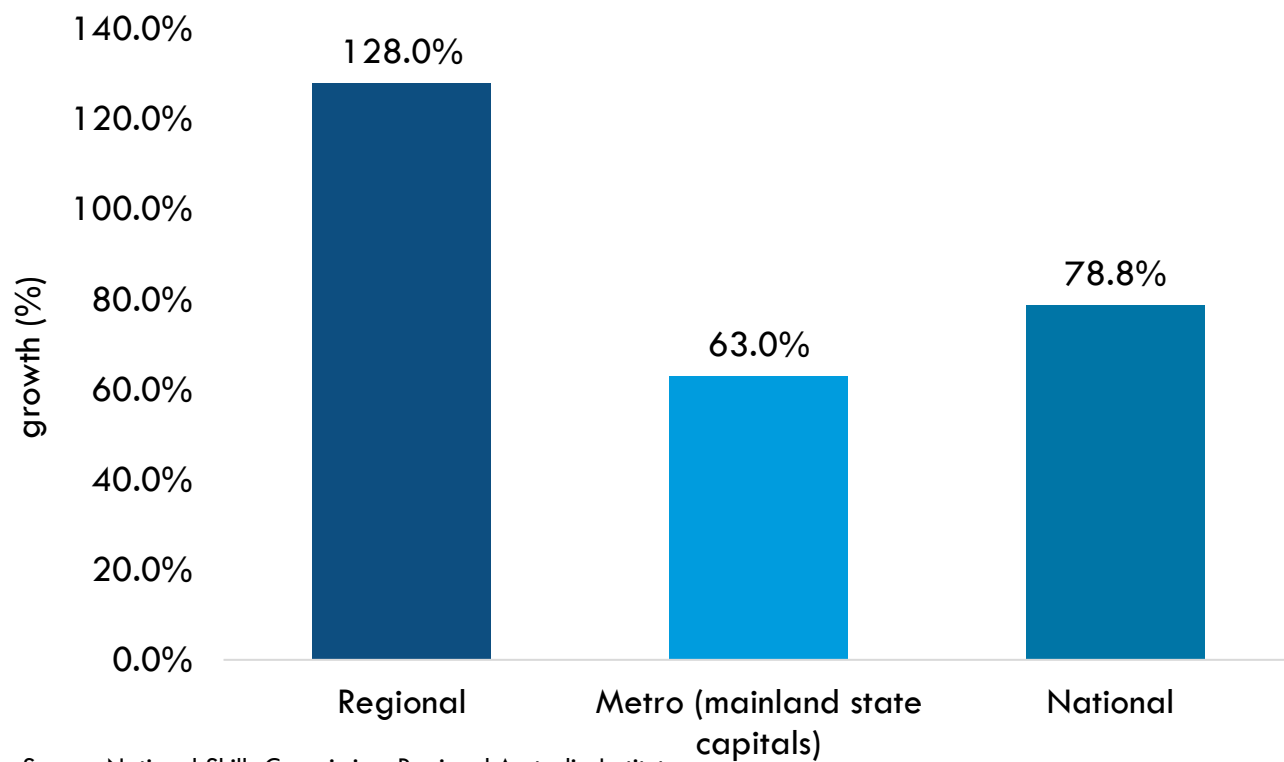
Regional Australia job vacancies

Source: National Skills Commission, Regional Australia Institute



IT'S A REGIONAL STORY

Latest jobs vacancies vs 5yr pre-pandemic average



Source: National Skills Commission, Regional Australia Institute

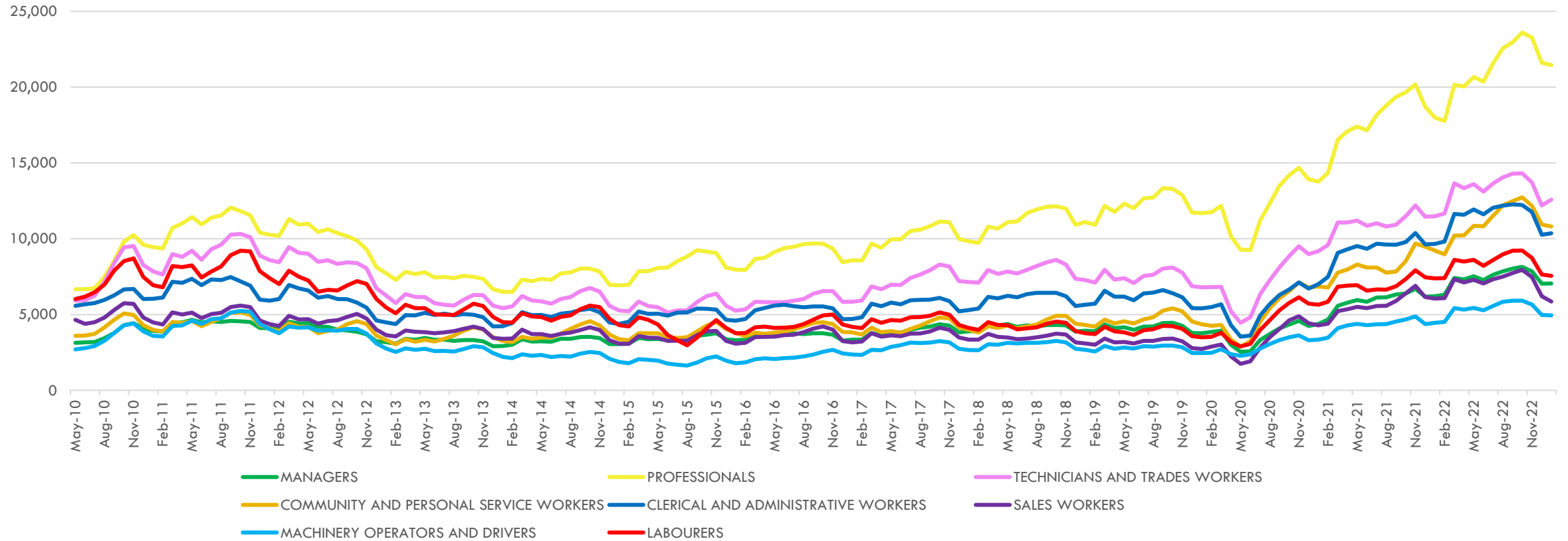


REGIONAL JOB VACANCIES SET NEW RECORD



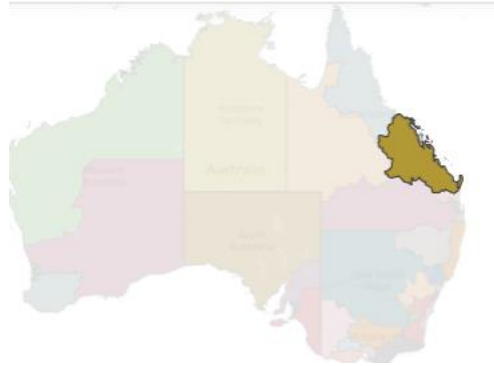
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- **Big difference now is that the vacancies are not just in the resource regions, and not just in mining related occupations**
- **There has been rapid growth in vacancies in all regions since the low in April 2020**
- **And the clear pattern is that regional employers need skills**

REGIONAL NO LONGER MEANS ONLY RURAL JOBS — NATIONAL TREND



www.regionalaustralia.org.au/home/regional-jobs-vacancy-map

QUALITY OF LOCAL SKILLS BASE IS CRITICAL Central Qld Region



- ANZSCO Job Title
- Clerical And Administrative Workers
 - Community And Personal Service Wor...
 - Labourers
 - Machinery Operators And Drivers
 - Managers
 - Professionals
 - Sales Workers
 - Technicians And Trades Workers

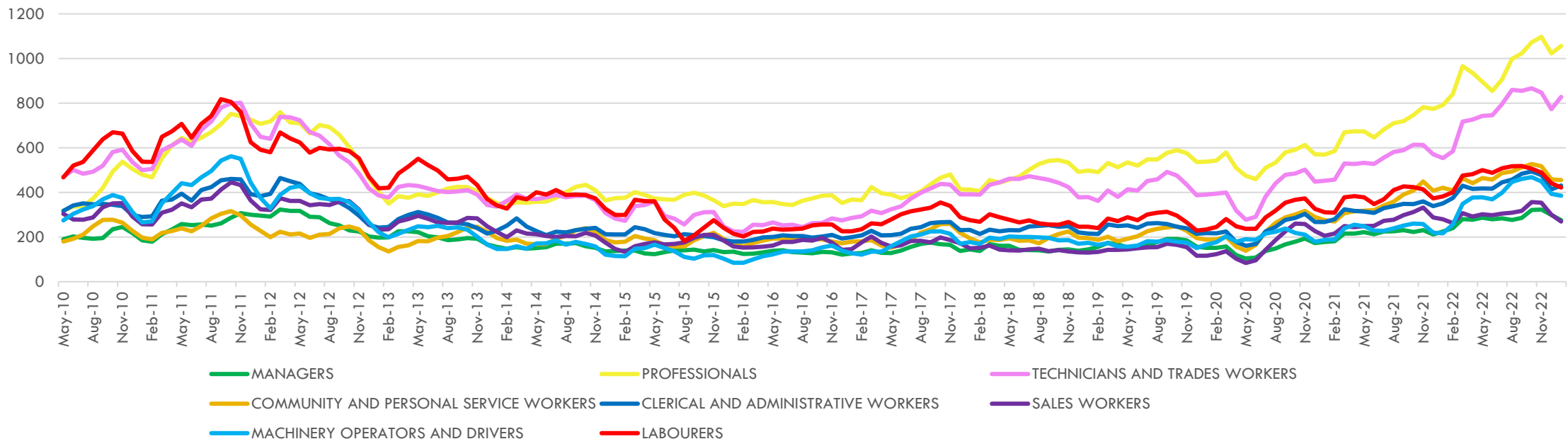
Big region which includes Bundaberg, Rockhampton, Gladstone & Mackay

May 2020: 1,670

January 2021: 2,448

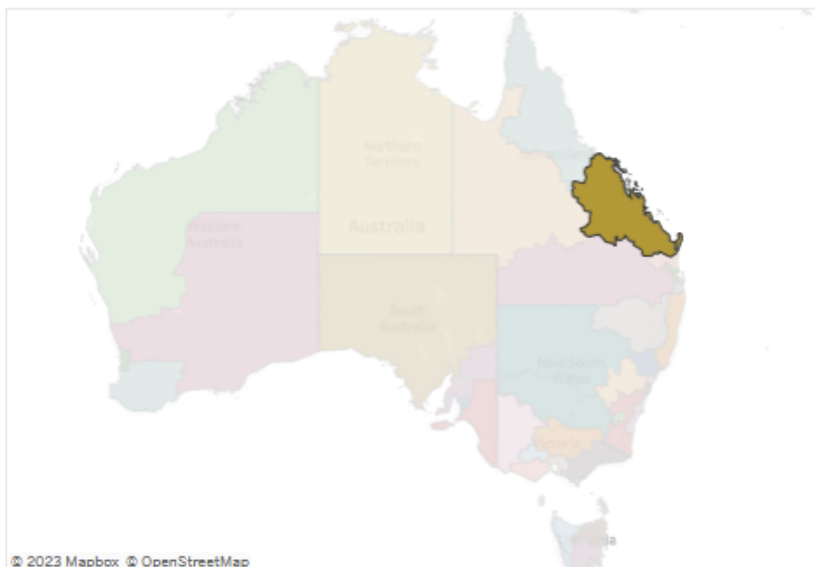
January 2022: 3,222

January 2023: 4,124 – up 28% on Jan last year



Central Queensland Region

January 2023



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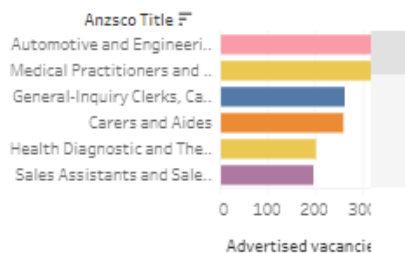
January 2023: 4,124 – up 28% on Jan last year

Second biggest increase of all regions

None



CLERICAL AND ADMINISTRATIVE WORKERS, COMMUNITY AND PERSONAL SERVICE WORKERS, LABOURERS and 5 more



www.regionalaustralia.org.au/home/regional-jobs-vacancy-map

Population growth has been quite low in many inland places

- Growth concentrated in and around Southeast Queensland and the coast

Regional vacancies rising

- Need better matching of newcomers to required skills
- Need better matching of locals to required skills

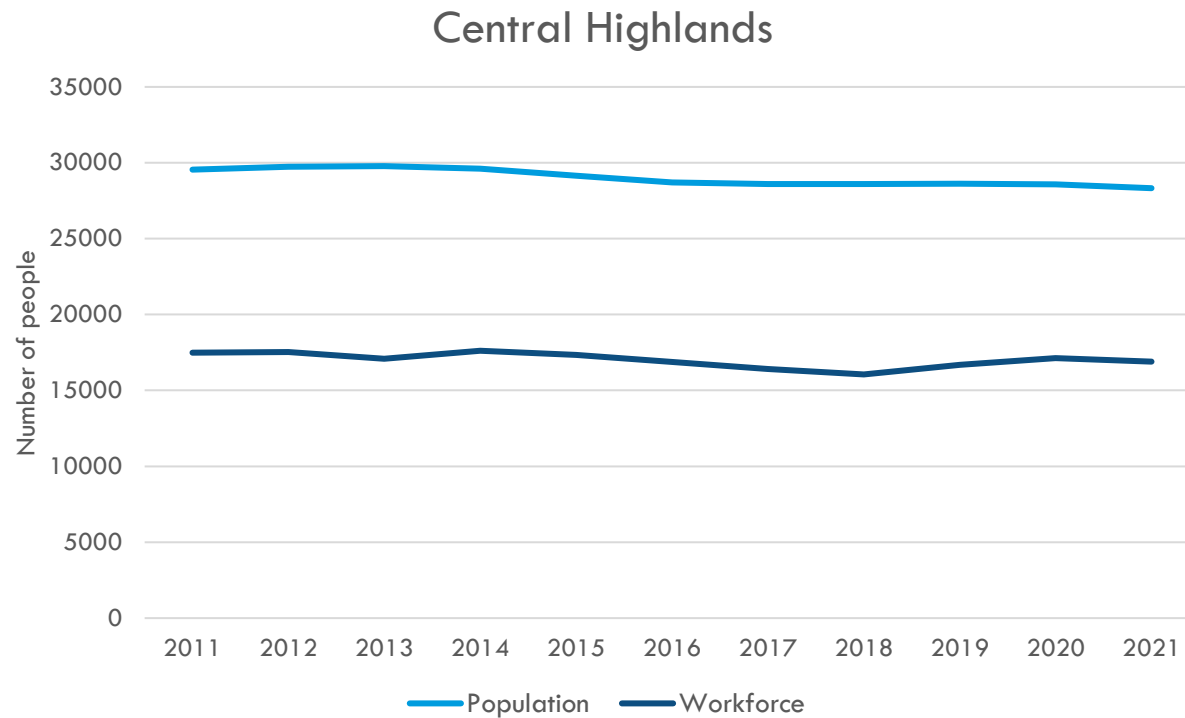
Local interventions

- **Will lift real incomes** and
- Reduce welfare dependency

Intense competition for the right people, so:

1. Grow your own local skills base and workforce
2. Attract skilled workers from other places
3. Encourage migrant workers

IS YOUR WORKFORCE GROWING?



LGA population falling slowly from 2012 peak

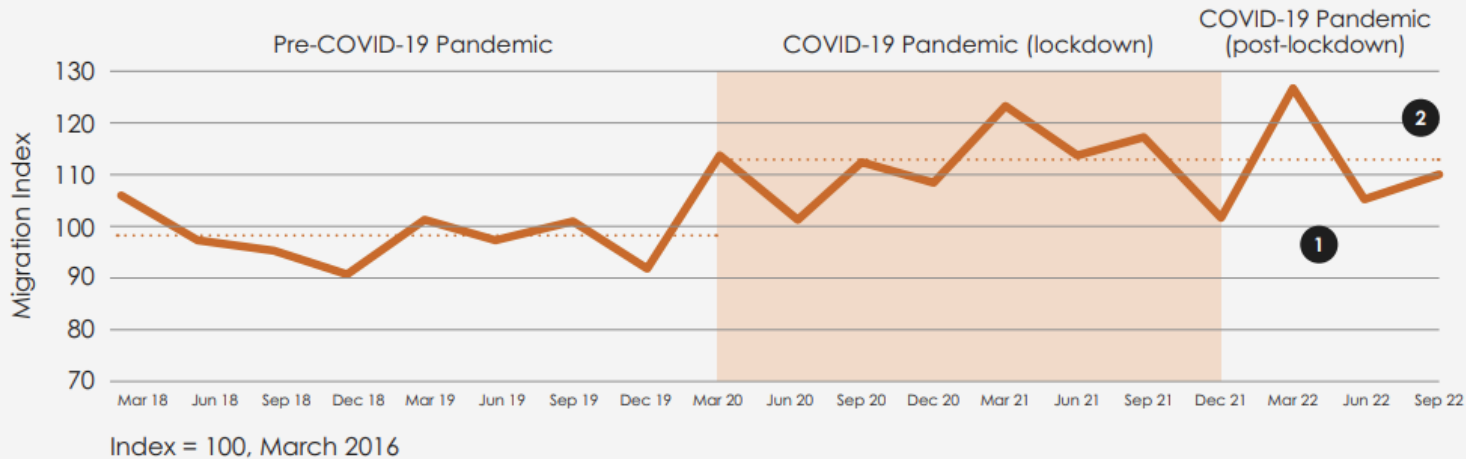
Size of labour force bottomed in 2018 and slowly increasing

Rate of increase well below 28% **regional** increase in vacancies

Unemployment rate 3.2% in Sept Qtr

MORE AUSTRALIANS MOVING FROM CAPITAL CITIES TO REGIONAL AREAS

Regional Movers Index: population flows from Capital cities to Regional Australia



At the national level a new social phenomenon has emerged as more Australians moved from cities to regional areas during the pandemic.

There has been an overall 15% increase compared to pre-pandemic (before March 2020).

The elevated levels of Australians flowing from capital cities to regional areas provide a solid foundation for further growth in the region.




RAI partnership with Commonwealth Bank

18% more inflow from cities in Sept 2021 compared with Sept 2022

Up slightly at 1% over year to Sept 2022 compared with year to Sept 2021

Latest release of Regional Movers Index looks at NET flows as well:

- Central Highland has gained more people from capitals than it lost in both 2021 and 2022
- But in both years it lost more people to other regions than it gained



Brenda Logovik
LJ Hooker Emerald

\$529,000

| BEDS | MEDIAN | FOR SALE |
|--------|--------|----------|
| 2 Beds | - | 4 |
| 3 Beds | \$265k | 50 |
| 4 Beds | \$380k | 96 |
| 5 Beds | \$488k | 19 |

[See all houses for sale in Emerald](#)

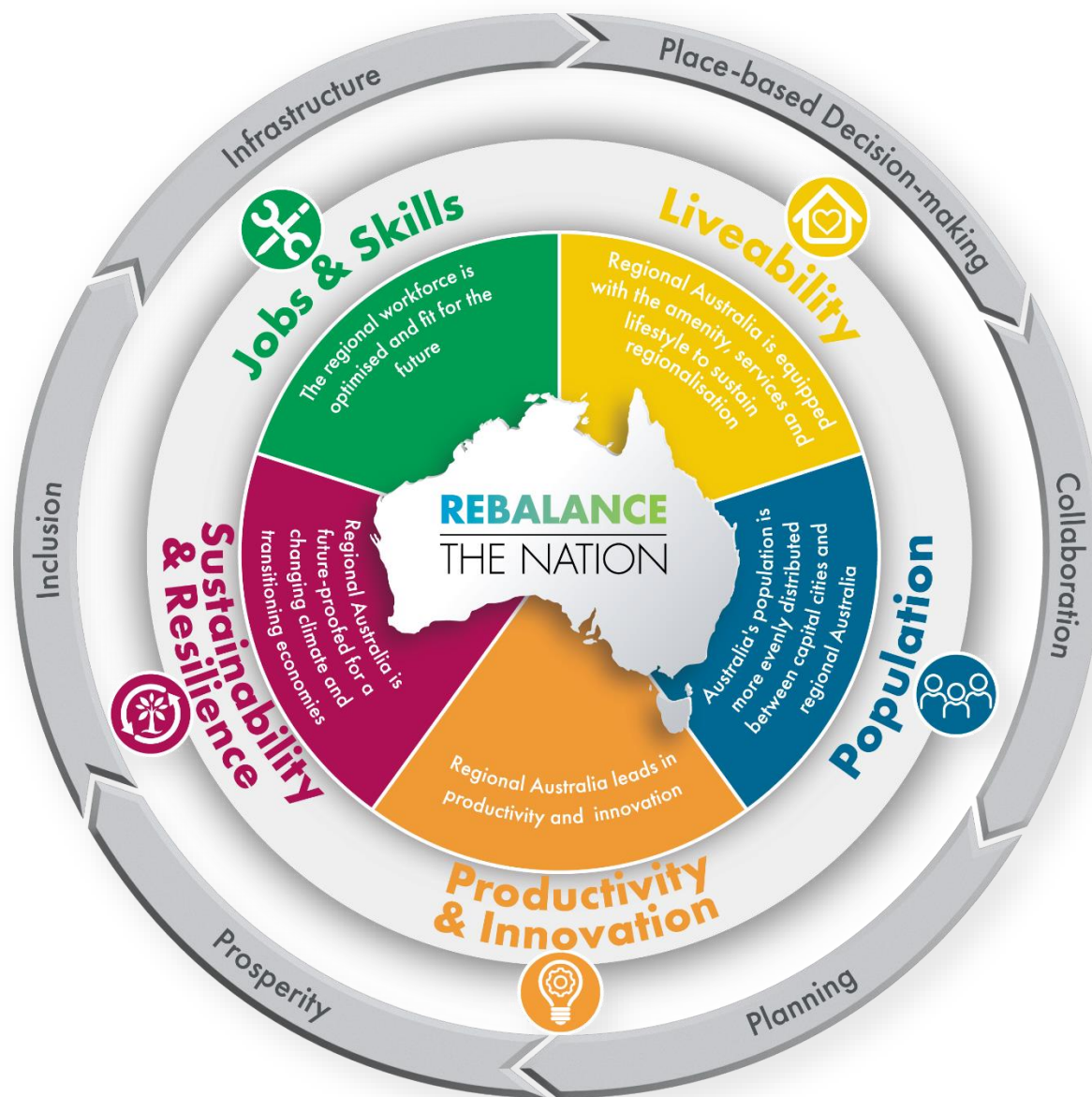
Median Unit prices in Emerald ⓘ

| BEDS | MEDIAN | FOR SALE |
|--------|--------|----------|
| 1 Bed | - | 3 |
| 2 Beds | \$157k | 22 |
| 3 Beds | \$229k | 9 |

[See all units for sale in Emerald](#)



RAI partnership with Commonwealth Bank



A campaign to build support for getting regional Australia ready for growth

20 targets including:

- Increasing the share of skilled workers employed in regional Australia to 80% of the regional workforce (currently 73%)
- Increasing the school attainment rate of young people in regional Australia to 75% or above (currently 65%)
- Boosting post-school qualification completion in regional Australia to over 65% (currently 57%)



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