

DEMAND FOR KEY-SERVICE WORKERS IN REGIONAL NSW

SUPPLY PIPELINE IN CUC STUDENTS

October 2022



**REGIONAL
AUSTRALIA
INSTITUTE**

KNOWLEDGE POLICY PRACTICE

ABOUT THE REGIONAL AUSTRALIA INSTITUTE

Independent and informed by both research and ongoing dialogue with the community, the Regional Australia Institute (RAI) develops policy and advocates for change to build a stronger economy and better quality of life in regional Australia – for the benefit of all Australians. The RAI was established with support from the Australian Government.

ABOUT COUNTRY UNIVERSITIES CENTRES

Country Universities Centre (CUC) is a network of affiliated centres that create dedicated learning and study spaces for local students of higher (university and non-university) education. Students have free access to high-speed Internet, modern technology, and general academic support all delivered in their local CUC. They have the opportunity to build a network of like-minded fellow students and can take advantage of being part of a state-wide learning community.

The various centres are also available to work with local businesses and service providers interested in engaging locally-trained university graduates and students, or hosting student placements and work-based learning.

ABOUT THIS REPORT

In 2022 CUC identified its students as a clear pipeline of potential future local workers for state governments – in particular, local key public-sector workers in the fields of health, education, justice and community services. This report provides quantitative analysis of regional labour demand and supply, with particular regard for:

- the demand for occupations related to state-government service provision
- the supply of labour coming through CUC graduates

Specifically, it analyses regional labour market indicators to provide an overall picture of regional NSW demand (and projected demand) for labour and the labour supply pipeline that is the cohort of students enrolled in CUCs across NSW.

CONTACTS AND FURTHER INFORMATION

Diwa Hopkins, RAI Senior Economist

P. 02 6260 3733

E. info@regionalaustralia.org.au

Further information can be found at www.regionalaustralia.org.au

EXECUTIVE SUMMARY

The Country Universities Centres (CUCs) are playing a crucial role in tertiary education and skills development in regional NSW. In doing so they are also supporting the supply of local labour into the very tight labour markets of many of the state's regions, where employers of all stripes – including state government agencies – are competing fiercely for workers in short supply.

Supporting and working with CUCs will be an important and effective strategy for the NSW government to help ensure the flow of skilled staff needed to deliver key services locally. Local availability of tertiary education is highly effective in delivering labour supply *in regions* – research work conducted for the Regional Universities Network (RUN) found that around seven out of 10 RUN graduates will go on to work in a regional area, compared to about two out of 10 graduates nationally¹.

Currently, the 11 CUCs in regional NSW are supporting more than 1,000 students enrolled in tertiary studies. These 1,000 students represent an important contribution to the pipeline of local labour supply in regional NSW in the near to medium term – particularly in the towns where the CUCs are located. Some 286 of these students are enrolled in Health courses (the majority of these courses being in Nursing and Midwifery), while another 156 students are enrolled in courses in the areas of Psychology, Social Work and Community Services. There are also 206 students who are enrolled in Education courses – with the greatest number of these students studying Early Childhood and Primary Education.

The students in these particular courses represent a pipeline of workers who will be able to deliver services locally where there is high (and growing) demand – in the key sectors of Health Care and Social Assistance and Education and Training. The National Skills Commission projects that over the five years to 2025, these two sectors will account for the first and third-largest increases, respectively, in employment in regional NSW. Employment in Health Care and Social assistance is projected to grow by 21,200 jobs, while employment in Education and Training is projected to grow by 10,000 jobs.

The NSW state government is the key employer in these two sectors, but given labour shortages it still has to compete for skilled workers to fill local jobs against a range of other employers:

- private or community-sector employers (in these particular sectors where service providers can be public, private or community-based),
- other state governments also seeking to fill vacancies in their own respective regions, and
- other employers from other industries with overlapping occupational demands.

This report highlights and validates the lived experience in regional communities of the current tight conditions in the selected regional NSW labour markets – the broad regions (see Methodology), which contain NSW's 11 CUCs. Specifically it shows:

- five of the eight (SA4) regions analysed have unemployment rates below 3.0 per cent.
- near-record levels of demand for labour are just about universal – five of the six (Skills Commission) regions analysed have recorded job vacancies around record highs.
- projected demand for labour is estimated to grow most significantly in the Health Care and Social assistance sector in each of the eight (SA4) regions analysed.

The analysis also details the labour supply emanating from NSW's 11 CUCs within these broader labour market regions (as highlighted above). This labour supply will be most pertinent to filling jobs in the specific towns where each of the CUCs are located – rather than the entirety of jobs covered in the analysis, which pertain to the much wider SA4 and Skills Commission regions in which the CUCs are located (see Methodology).

¹ Jobs and productivity effects of the Regional Universities Network

CONTENTS

EXECUTIVE SUMMARY	2
METHODOLOGY.....	4
CAPITAL REGION.....	6
CENTRAL WEST.....	41
COFFS HARBOUR – GRAFTON	26
FAR WEST AND ORANA	21
MID NORTH COAST	11
NEW ENGLAND AND NORTH WEST.....	16
RIVERINA	31
SOUTHERN HIGHLANDS AND SHOALHAVEN	36
CONCLUSION	46

METHODOLOGY

This report analyses data – labour market indicators – from three key sources to provide an overall picture of regional NSW labour demand (and projected demand) for labour and the labour supply pipeline that is the cohort of students enrolled in CUCs across NSW.

Moreover, rather than provide a specific matching of CUC labour supply with local labour demand, the purpose of this report is to highlight the overall labour market conditions in the broader regions where CUCs are located. Specifically, this report validates the widespread lived experience of tight labour markets among the state’s employers. It illustrates the role that CUCs can play particularly in supporting the NSW state government in its regional workforce planning and recruitment strategies to fill regional job vacancies, particularly in key service provision roles.

The indicators analysed (and their sources) are:

Indicator	Source	Boundary – region type
<ul style="list-style-type: none"> Total employment (no. persons) Total employment by industry (no. persons) Labour force size (no. persons) Unemployment (no. persons) Unemployment rate (%) 	ABS – Labour Force, Detailed	SA4
<ul style="list-style-type: none"> Projected employment by industry (no. persons) 	RAI Estimates	SA4
<ul style="list-style-type: none"> Online job vacancies 	National Skills Commission	Skills Commission regions
<ul style="list-style-type: none"> CUC Student Enrolment 	Country Universities Centres	Township

These data are the most timely and granular labour force data available. With most indicators relating to the SA4 boundaries, this report has been structured accordingly – the labour markets analysed are SA4-region labour markets.

Importantly, these SA4 regions are much larger than the townships in which each of the CUCs are located – and include several other towns and centres. The Skills Commission regions can be larger still, having different boundaries, capturing different towns. The table below sets out the regions each CUC is located in:

CUC Centre	Town(s)	SA4 region	Skills Commission region
Goulburn Snowy Monaro	Goulburn Cooma	Capital Region	Southern Highlands & Snowy
Parkes Far West	Parkes Broken Hill	Central West Far West & Orana	Dubbo & Western NSW
Clarence Valley Macleay Valley	Grafton Kempsey	Coffs Harbour – Grafton Mid North Coast	NSW North Coast

North West	Narrabri Moree	New England & North West	Tamworth & North West NSW
Western Riverina	Griffith Leeton	Riverina	Riverina & Murray
Southern Shoalhaven	Ulladulla	Southern Highlands & Shoalhaven	Illawarra & South Coast

These boundaries are especially relevant when considering the labour supply emanating from each CUC. Specifically, this labour supply will be most pertinent to the jobs in the specific towns where each of the CUCs are located – rather than the entirety of jobs across the much wider SA4 and Skills Commission regions in which the CUCs are located.

CAPITAL REGION

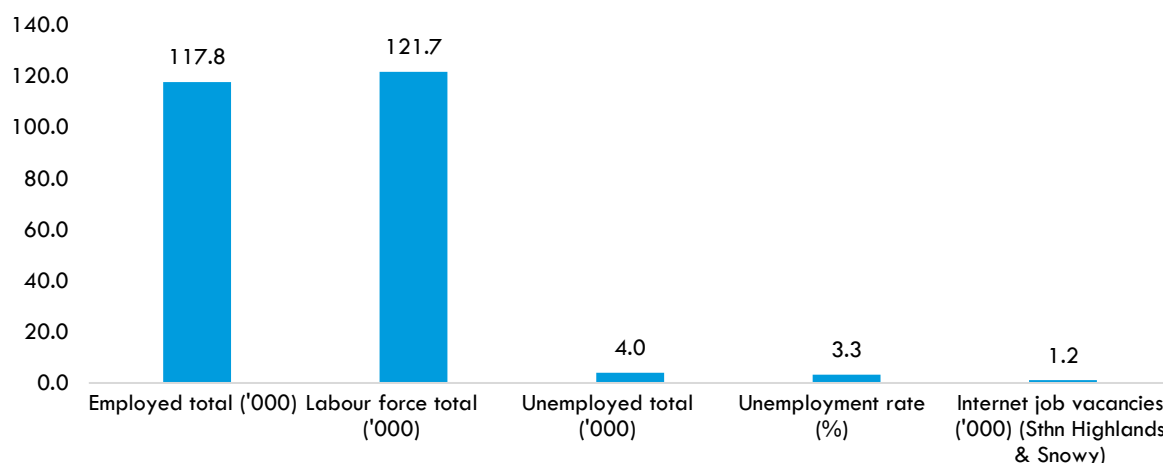
LOCAL LABOUR MARKET CONDITIONS – CURRENT SNAPSHOT AND RECENT DEVELOPMENTS

In the Capital Region, labour market conditions are tight, but the local labour force is expanding. Demand for labour is very high and the number of local people unemployed has fallen over the past five years, including in the most recent year. In particular:

- **Job vacancies are at record highs** – reaching a monthly average of around **1,200** during the June 2022 quarter. This is 20 per cent more vacancies than a year earlier, and more than double the average number of monthly vacancies (500) that prevailed in the three years prior to the pandemic.
- **Local unemployment** (the outright number and rate, at **4,000 people** and **3.3 per cent**, respectively) **has declined** substantially over the past 12 months and is also lower than 5 years earlier.
- The **local labour force** has expanded over the past 12 months; from 109,300 people in the June 2021 quarter to **121,700 people** in the June 2022 quarter.

Labour market snapshot, Capital Region - June qtr 2022

Source: ABS Labour Force, Detailed



LOCAL LABOUR MARKET BY INDUSTRY – CURRENT CONDITIONS AND CHANGES OVER TIME

Latest ABS figures show the biggest employers in the Capital Region are:

- The **Health Care and Social Assistance** industry, employing some **16,500 people** in the 3 months to May 2022
- The **Construction** industry, employing **14,900 people**
- The **Public Administration and Safety**, employing **13,500 people**.

The latest levels of employment by industry have evolved over the past year and five years. Industries that have grown most significantly:

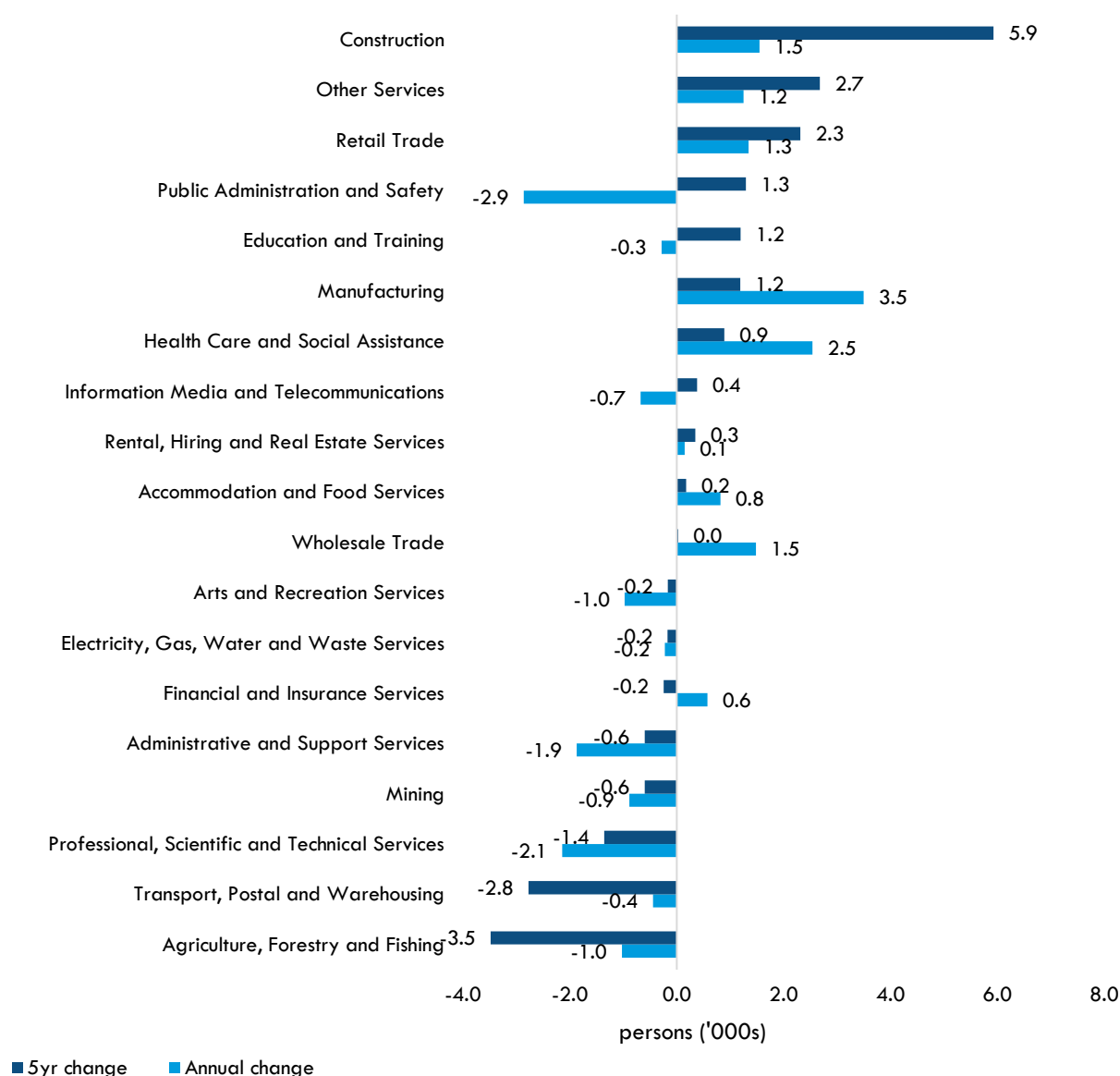
- The **Construction** industry has seen the most significant growth over both the past year and past five years, with the number of people it employs **growing by 1,548 and 5,926 people** over these respective periods.
- The **Other Services and Retail Trade** industries has also seen significant growth in its workforce over the last five years – growing by **2,680 and 2,314 people** respectively.

Local industries that have seen their workforces shrink over both the past year and over the longer term include:

- The **Agriculture, Forestry and Fishing** industry has seen the largest decline over the last five years, with its current workforce is smaller than a year earlier (by 1,000 people) and five years earlier (by nearly 3,500 people).
- The **Professional, Scientific and Technical Services** industry workforce has declined over the last year, by 2,100 people, but in total only 1,300 over the last five years.

Annual and longer-term change in employment by industry, Capital Region 3 mths to May 2022

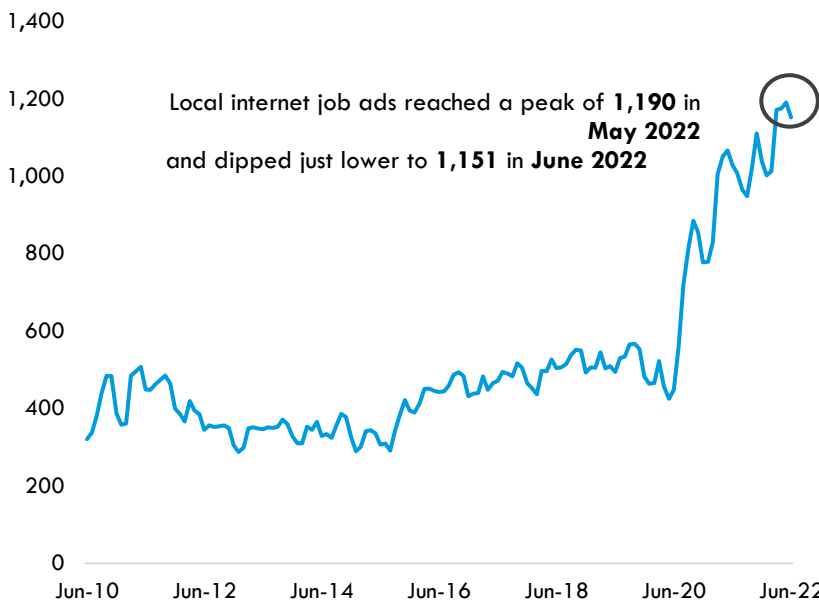
Source: ABS Labour Force, Detailed



LOCAL DEMAND FOR LABOUR – CURRENT AND HISTORICAL JOB ADS

Internet Job Ads - Sthn Highlands & Snowy

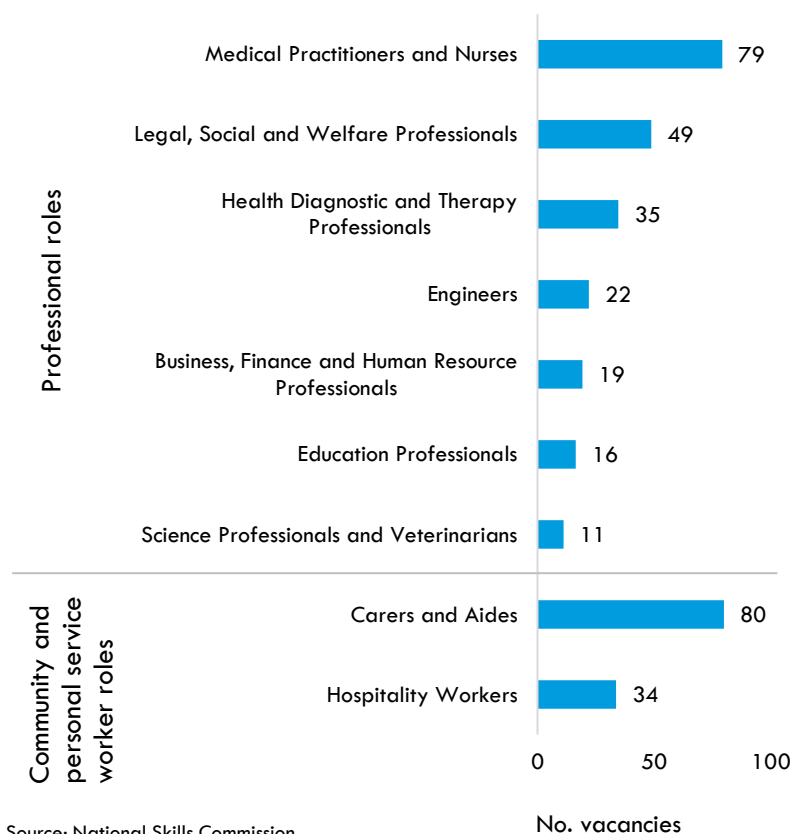
Source: National Skills Commission



- Local demand for labour surged, to a peak of 1,190 in May 2022.
- Job ads have edged slightly lower but are still double the average throughout the three years immediately pre-pandemic.
- The recent surge in local job ads has been driven by demand for Technicians and Trades – it’s these job ads that make up the largest share of all local internet job ads.
- Job ads for Professionals, Community and Personal Service Workers, and Manager roles make up the next largest shares of total job ads.

- The chart opposite shows the particular occupations – within the overall groupings of Professionals and Community and Personal Service Workers – with the most vacancies during the 2021/22 financial year.
- As outlined below, the cohort of local CUC students represent a labour supply pipeline for these kinds of roles in high demand.

Internet Vacancies, selected occupations (monthly avg, Yr to June 2022) - Capital Region NSW



Source: National Skills Commission

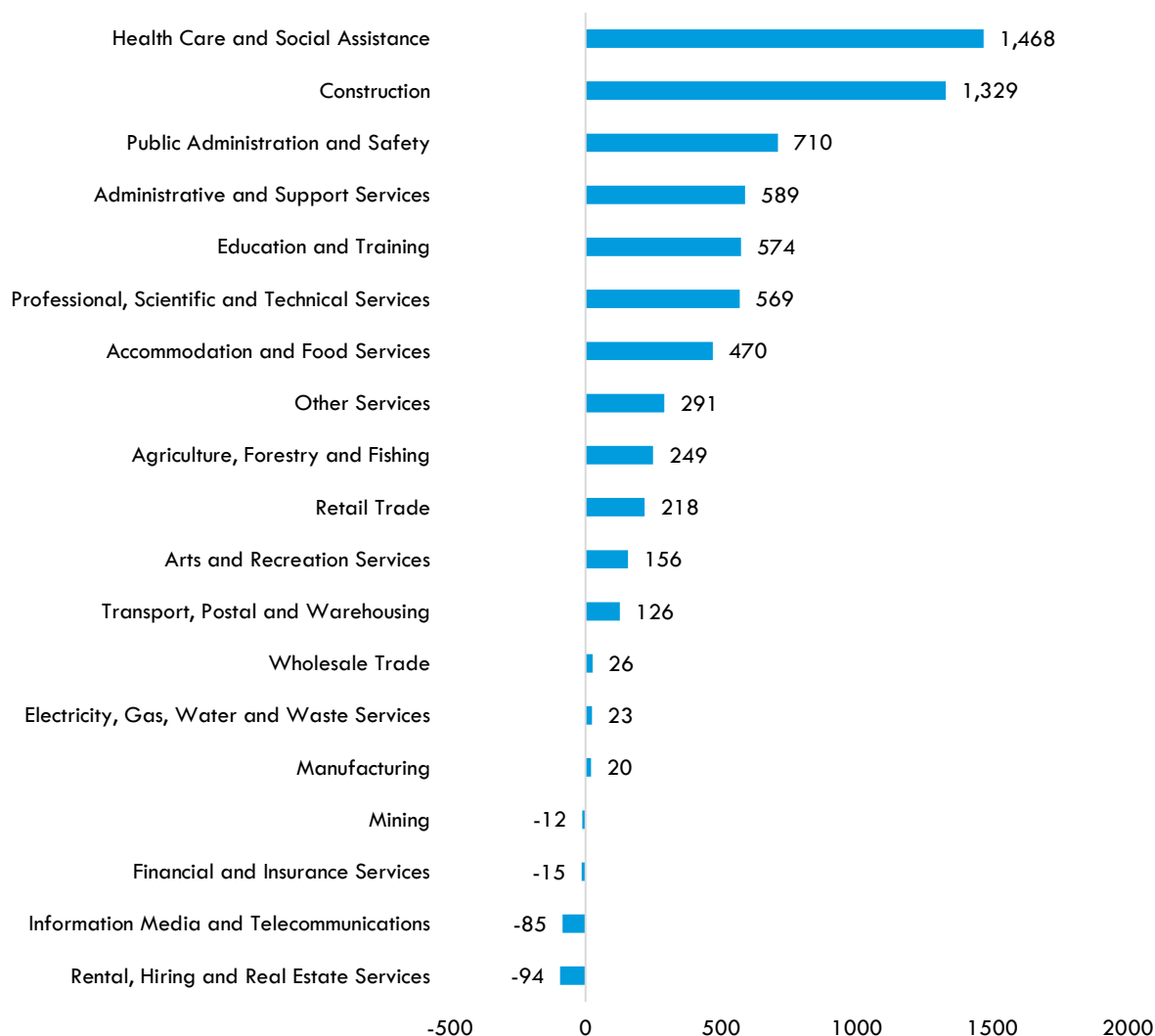
LOOKING AHEAD – PROJECTED EMPLOYMENT BY INDUSTRY

Using headline National Skills Commission projections, RAI estimates that the strongest growth in local employment in the Capital Region in the five years to November 2025 will be in the following industries:

- **Health Care and Social Assistance** – an increase in the local workforce by some **1,400 people**
- **Construction** – an increase of **1,329 people**.
- **Public Administration and Safety** – an increase of **710 people**.

Estimated* Projected Employment Growth - 5 years to November 2025

Source: Regional Australia Institute, National Skills Commission, ABS Labour Force (Detailed)



*RAI estimate, based on Far West and Orana's industries' latest shares of regional NSW total employment, from ABS labour force (detailed)

LOOKING AHEAD – THE CUC STUDENT COHORT, PART OF THE LABOUR SUPPLY PIPELINE

CUCs Snowy Monaro and Goulburn – located in Cooma and Goulburn, respectively – between them **have 220 currently-enrolled students** who represent a key element of the local workforce pipeline over the near to medium term, particularly in those sectors where local employment is projected to see the largest increases.

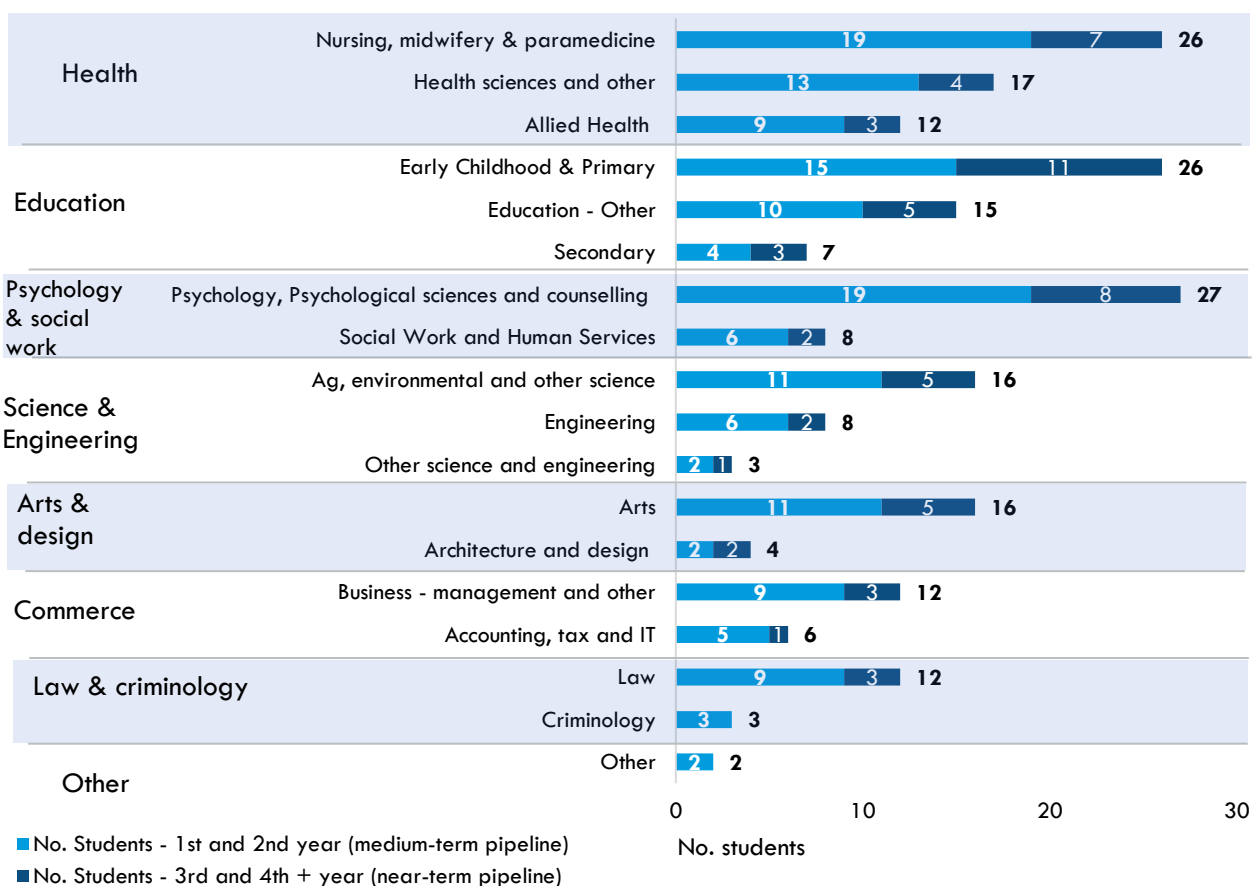
Specifically, the **105 students** across the fields of: **Health; Psychology, Social Work and Community Services,** and; **Law and Criminology**, could together be considered as the local pipeline of labour supply into the Health Care and Social Assistance sector – the sector projected to see the most significant growth in employment. Similarly, the **48 students** studying in the field of **Education** can contribute to the projected growth in the education and training sector.

Clearly the projected growth in employment in these two key sectors – some 1,468 and 574 people over the five years to 2025 mean that these local sectors will be needing to hire people from a variety of sources. Moreover, this projected growth locally is replicated across the rest of the state, which will mean intense competition for labour within these sectors.

Finally, there is a sizable cohort of CUC students in ‘generalist’ fields – including Science and Commerce and the Arts (and other). These generalists can be tapped to work in professional roles across a range of sectors, through establishing the right local pathways.

Local Students by Field of Study - CUC Snowy Monaro and Goulburn

Source: CUC, RAI



MID NORTH COAST

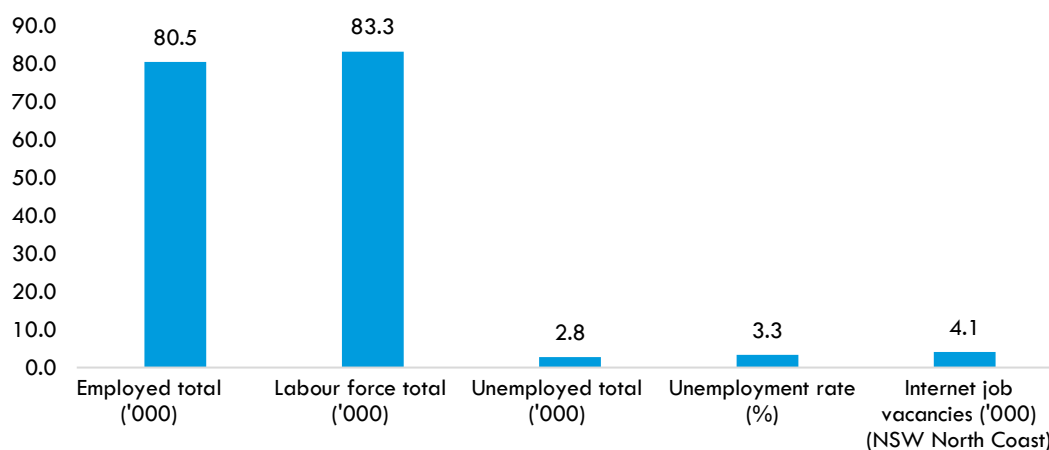
LOCAL LABOUR MARKET CONDITIONS – CURRENT SNAPSHOT AND RECENT DEVELOPMENTS

In NSW's Mid North Coast region, labour market conditions are tight. Demand for labour is just shy of an all-time high, while the number of local people unemployed has fallen over the past five years, including in the most recent year. In particular:

- **Job vacancies are around record highs** – across the wider North Coast NSW region, online job ads reached a monthly average of around **4,100** during the June 2022 quarter. This is 10 per cent more vacancies than a year earlier, and nearly double average number of monthly vacancies (2,130) that prevailed in the three years prior to the pandemic.
- **Local unemployment** (the outright number and rate, at **2,800 people** and **3.3 per cent**, respectively) **has fallen** over the past 12 months and is also lower than 5 years earlier.

Labour market snapshot, Mid North Coast - June qtr 2022

Source: ABS Labour Force, Detailed



- The **local labour force** has remained roughly steady over the past 12 months – at around **84,000 people** – but is smaller than five years previously, when the labour force numbered some **98,900 people**.

LOCAL LABOUR MARKET BY INDUSTRY – CURRENT CONDITIONS AND CHANGES OVER TIME

Latest ABS figures show that biggest employers on the Mid North Coast are:

- The **Health Care and Social Assistance** industry, employing some **23,600 people** – more than one in four of all local workers - in the 3 months to May 2022
- The **Retail Trade** industry, employing **8,700 people**
- The **Education and Training** industry, employing **8,500 people**

The latest levels of employment by industry have evolved over the past year and five years. Industries that have grown most significantly:

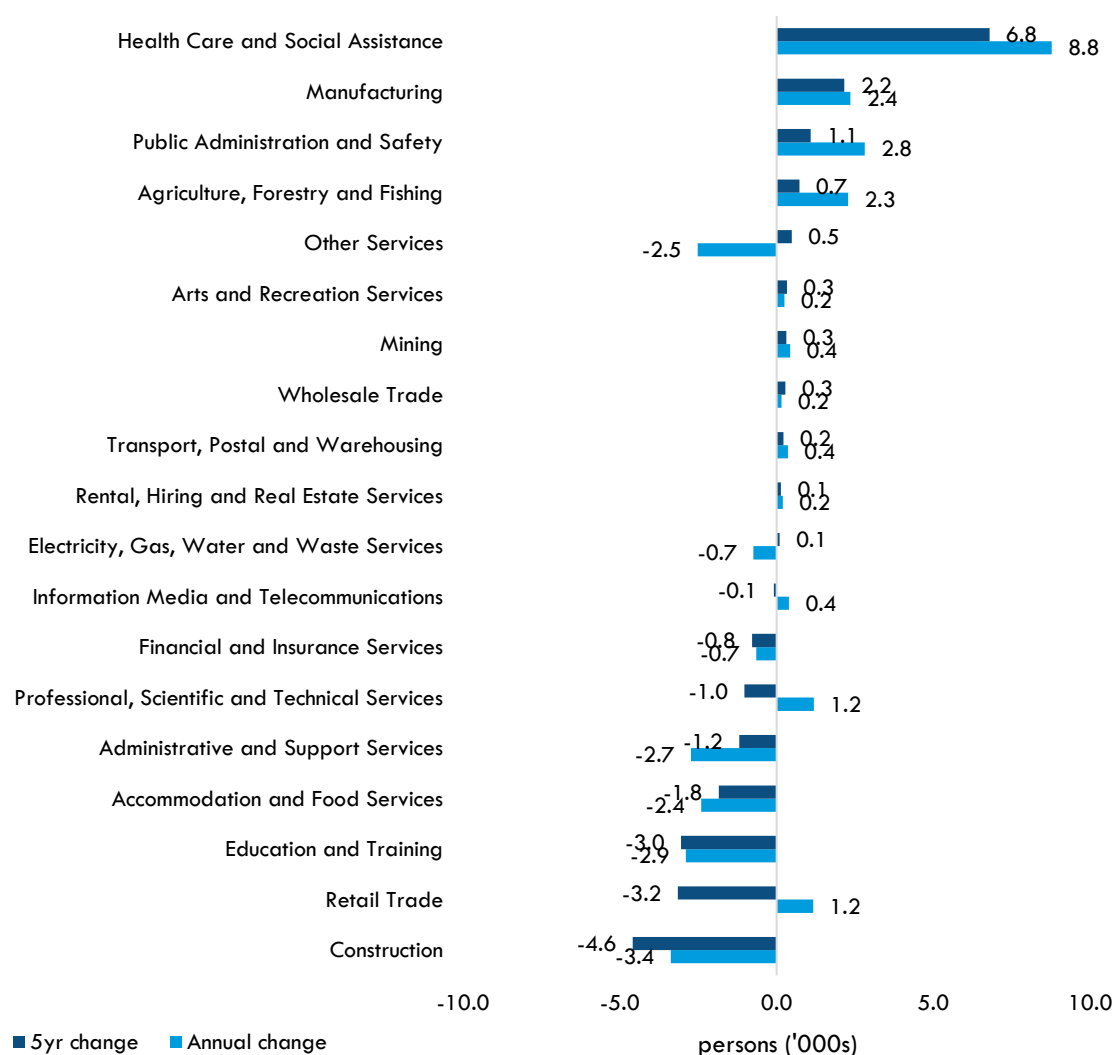
- The **Health Care and Social Assistance** industry has seen the most significant growth over both the past year and past five years, with the number of people it employs **growing by 8,800 and 6,800 people** over these respective periods.
- The **Manufacturing** industry has expanded **from 2,400 people** in the May ‘quarter’ of 2017 to a **4,600-strong workforce** the May ‘quarter’ of 2022.

Local industries that have seen their workforces shrink over both the past year and over the longer term include:

- The **Construction** industry – currently the fourth-largest employer, but its current workforce is smaller than a year earlier (by **3,400 people**) and five years earlier (by **4,600 people**).
- The **Retail Trade** sector – currently the second-largest employer, has seen its workforce expand over the past year, but it is still fewer by some **3,200 people** compared with five years earlier.

Annual and longer-term change in employment by industry, Mid North Coast - 3 mths to May 2022

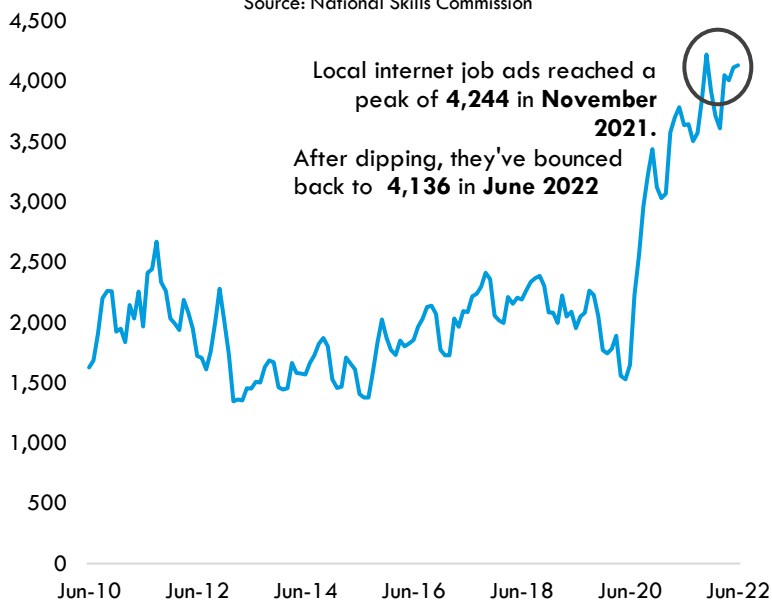
Source: ABS Labour Force, Detailed



LOCAL DEMAND FOR LABOUR – CURRENT AND HISTORICAL JOB ADS²

Internet Job Ads - North Coast NSW

Source: National Skills Commission



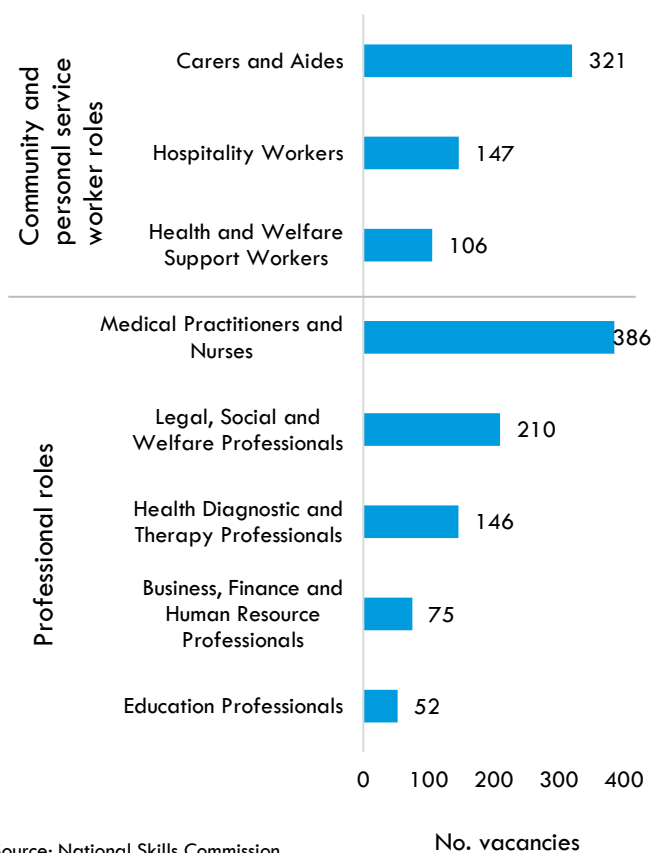
- Demand for labour in the wider North Coast NSW region has surged, to a peak of **4,244 ads** in **November 2021**.

- Job ads have since dipped but bounced back to **4,136** in **June 2022**

- Latest job ads are also nearly double the average throughout the three years immediately pre-pandemic.

- The recent surge in job ads in the region has been driven by demand for **Professionals** – it's these job ads that make up the largest share of all local internet job ads.
- Job ads for **Community and Personal Service Worker** roles make up the next largest shares of total job ads.
- The chart opposite shows the particular occupations – within the overall groupings of Professionals and Community and Personal Service Workers – with the most vacancies during the 2021/22 financial year.
- As outlined below, the cohort of local CUC students represent a labour supply pipeline for these kinds of roles in high demand.

Internet Vacancies, selected occupations (monthly avg, Yr to June 2022) - NSW North Coast



²This section is a repeat of the equivalent section under the overall analysis for the Coffs Harbour – Grafton region. These regions are located within the National Skills Commission's boundary for NSW North Coast.

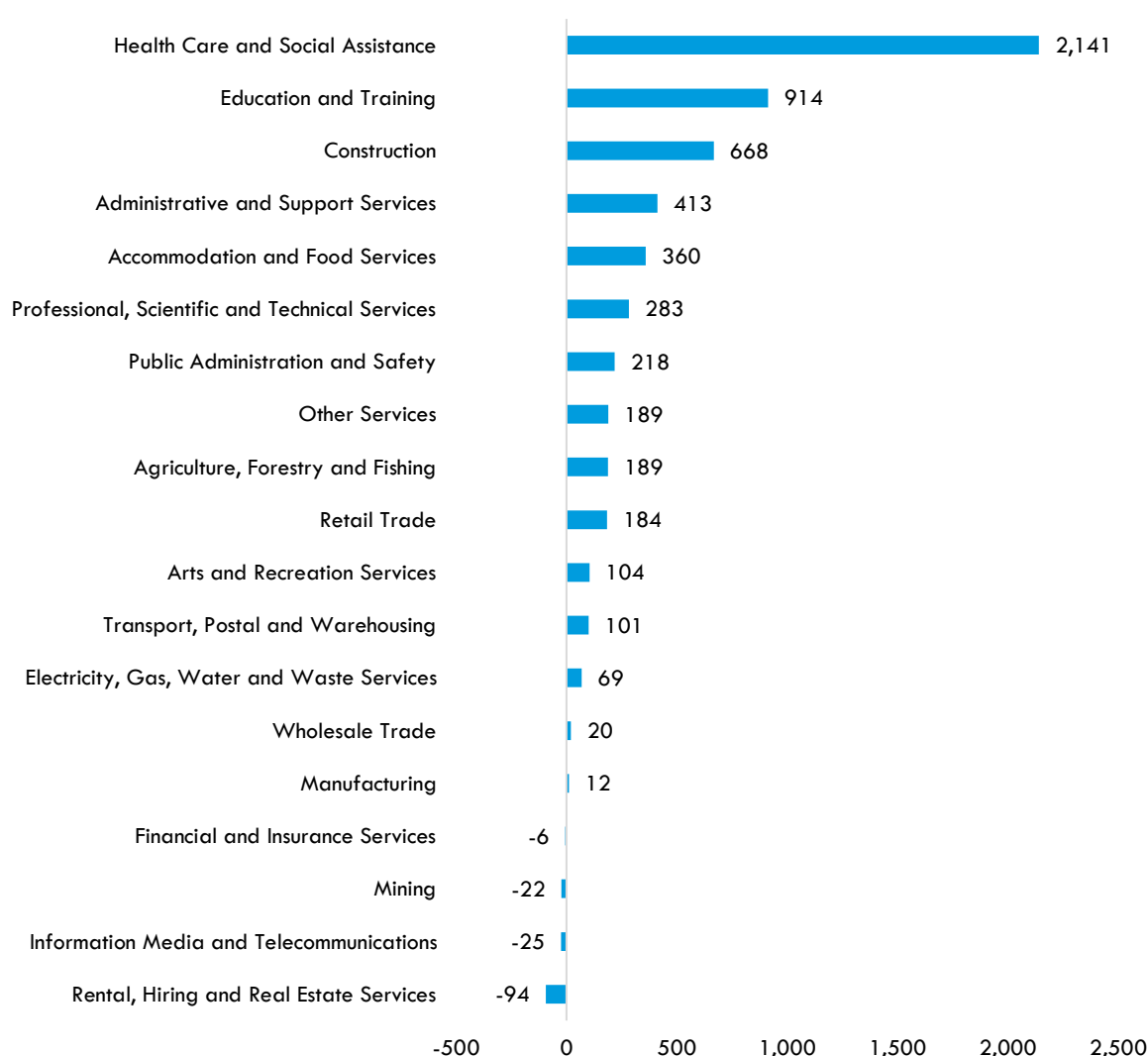
LOOKING AHEAD – PROJECTED EMPLOYMENT BY INDUSTRY

Using headline National Skills Commission projections, RAI estimates that the strongest growth in local employment in the Mid North Coast region in the five years to November 2025 will be in the following industries:

- **Health Care and Social Assistance** – an increase in the local workforce by some **2,141 people**
- **Education and Training** – an increase of **914 people**. With this sector’s local workforce shrinking over the recent and medium term, there will be additional challenges to filling the these additional jobs.
- **Construction** – an increase of **668 people**.

Estimated* Projected Employment Growth - 5 years to November 2025

Source: Regional Australia Institute, National Skills Commission, ABS Labour Force (Detailed)



*RAI estimate, based on Mid North Coast's industries' latest shares of regional NSW total employment, from ABS labour force (detailed)

LOOKING AHEAD – THE CUC STUDENT COHORT, PART OF THE LABOUR SUPPLY PIPELINE

CUC Macleay Valley – located in Kempsey – has **167 students** currently enrolled who represent a key element of the local workforce pipeline over the near to medium term, particularly in those sectors where local employment is projected to see the largest increases.

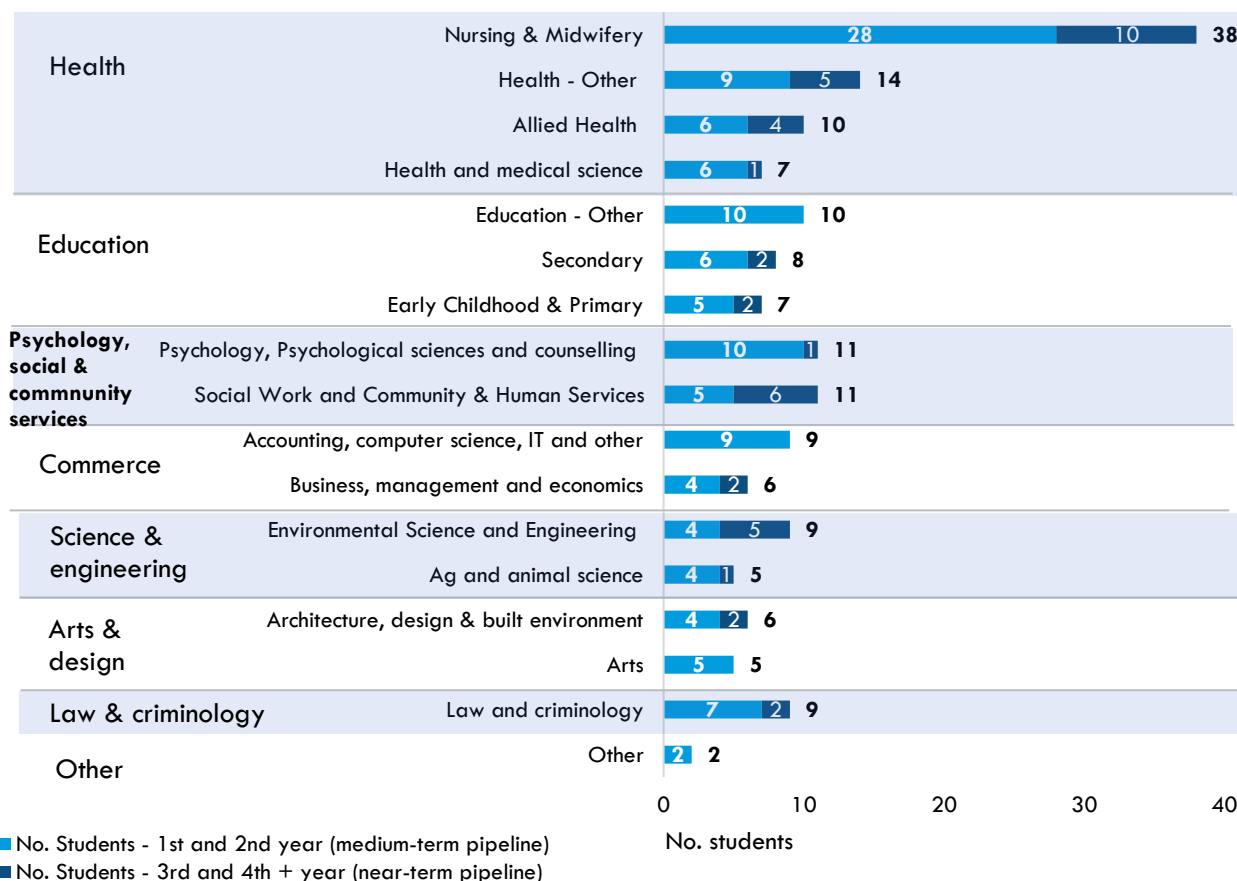
Specifically, the **100 students** across the fields of: **Health; Psychology, Social Work and Community Services**, and; **Law and Criminology**, could together be considered as the local pipeline of labour supply into the Health Care and Social Assistance sector – the sector projected to see the most significant growth in employment. Similarly, the **25 students** studying in the field of **Education** can contribute to the projected growth in the education and training sector.

Clearly the projected growth in employment in these two key sectors – some **2,141** and **914 people** over the five years to 2025 mean that these local sectors will be needing to hire people from a variety of sources. Moreover, this projected growth locally is replicated across the rest of the state, which will mean intense competition for labour within these sectors.

Finally, there is a sizable cohort of CUC students in ‘generalist’ fields – including Science and Commerce and the Arts (and other). These generalists can be tapped to work in professional roles across a range of sectors, through establishing the right local pathways.

Local Students by Field of Study - CUC Macleay Valley

Source: CUC, RAI



NEW ENGLAND AND NORTH WEST

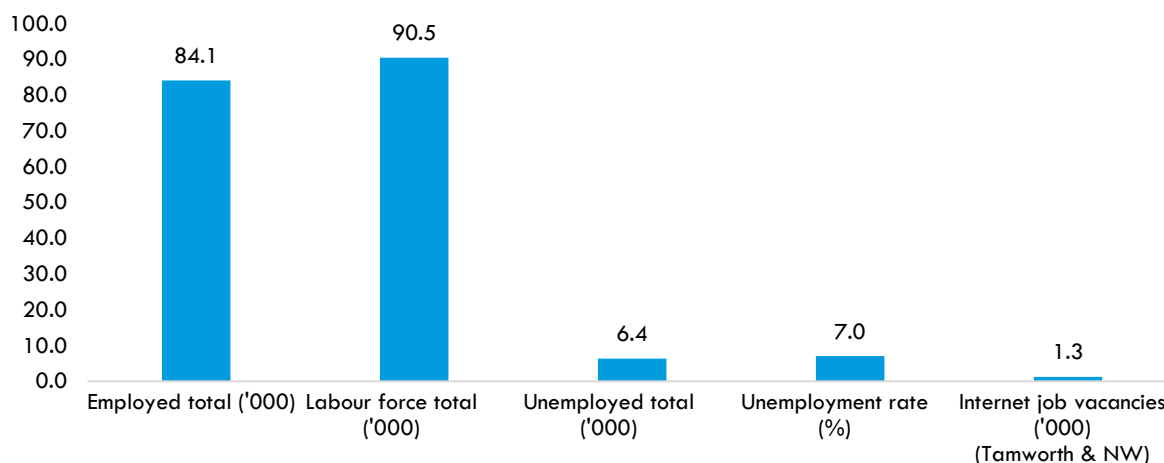
LOCAL LABOUR MARKET CONDITIONS – CURRENT SNAPSHOT AND RECENT DEVELOPMENTS

In NSW's New England and North West region, labour market conditions are mixed. Demand for labour is very high (even if below the levels in 2021), yet unemployment is persistently high. The number of local people unemployed has risen over the past five years, including in the most recent year. In particular:

- **Job vacancies are around record highs** – across the wider Tamworth and North West region, vacancies surged to an all-time high in May and remained around this level in June 2022.
- **Local unemployment** (the outright number and rate, at **6,400 people** and **7.0 per cent**, respectively) **has risen** over the past 12 months and is also higher than 5 years earlier.
- The **local labour force** has remained roughly steady over the past 12 months; around **90,500 people** in the June 2021 quarter, a labour force that is much larger than the **83,200 people** five years previously.

Labour market snapshot, New England and North West, June qtr 2022

Source: ABS Labour Force, Detailed



LOCAL LABOUR MARKET BY INDUSTRY – CURRENT CONDITIONS AND CHANGES OVER TIME

Latest ABS figures show that biggest employers in the New England and North West region are:

- The **Agriculture, Forestry and Fishing** industry, employing some **16,300 people** in the 3 months to May 2022
- The **Health Care and Social Assistance** industry, employing **14,800 people**
- The **Education and Training** industry, employing **11,700 people**

The latest levels of employment by industry have evolved over the past year and five years. Industries that have grown most significantly:

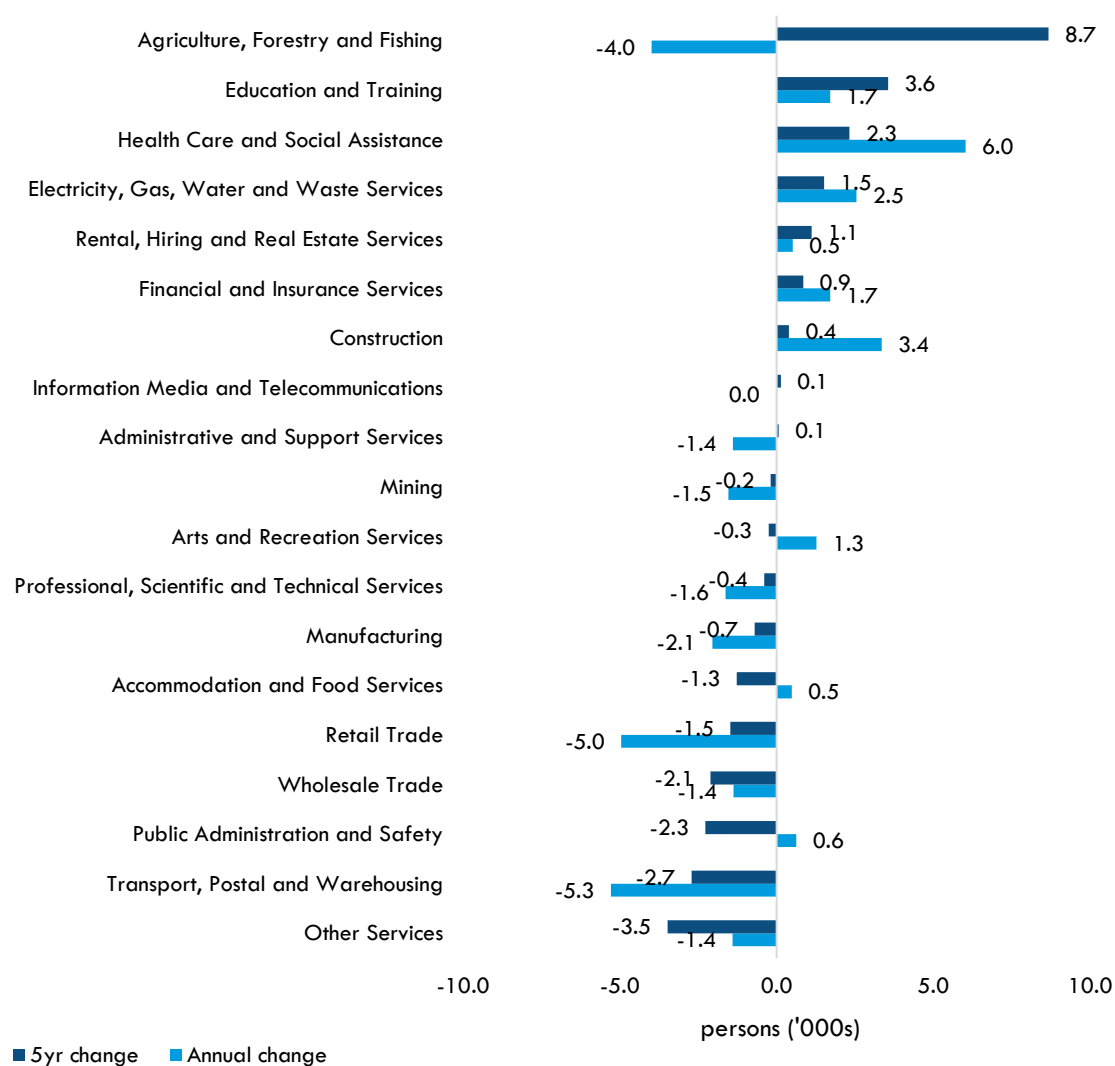
- The **Agriculture, Forestry and Fishing** industry has seen the most significant growth over the past five years – expanding by **8,700 people**. The industry has lost workforce over the past year however, some **4,000 people**.
- The **Education and Training** industry, has seen its workforce expand over the past year and five years, by **1,700 people** and **3,600 people**, respectively.

Local industries that have seen their workforces shrink over both the past year and over the longer term include:

- The those in **Other Services** – its current workforce is smaller than a year earlier (by **1,400 people**) and five years earlier (by **3,500 people**).
- The **Transport, Postal and Warehousing** sector – has seen its workforce shrink significantly over the past year, by some **5,300 people**. The latest number of people working in this sector is also fewer by some **2,700 people** compared with five years earlier.

Annual and longer-term change in employment by industry, New England and North West - 3 mths to May 2022

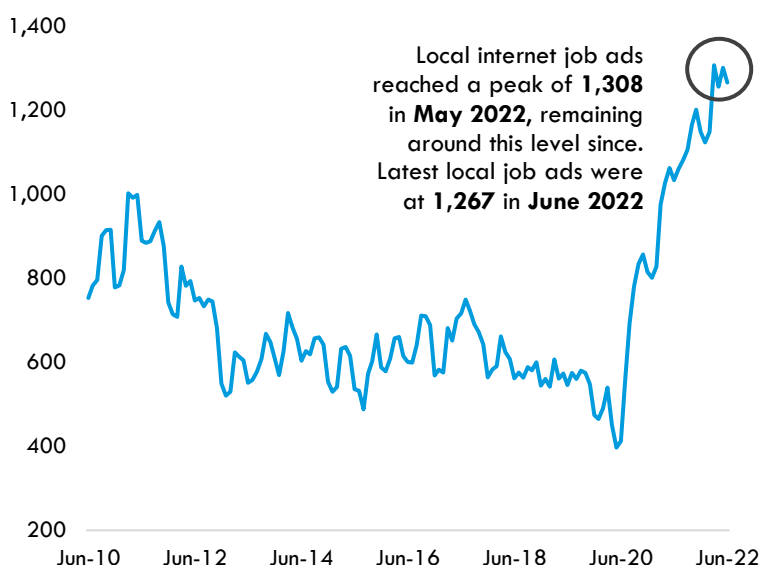
Source: ABS Labour Force, Detailed



LOCAL DEMAND FOR LABOUR – CURRENT AND HISTORICAL JOB ADS

Internet Job Ads - Tamworth & NW NSW

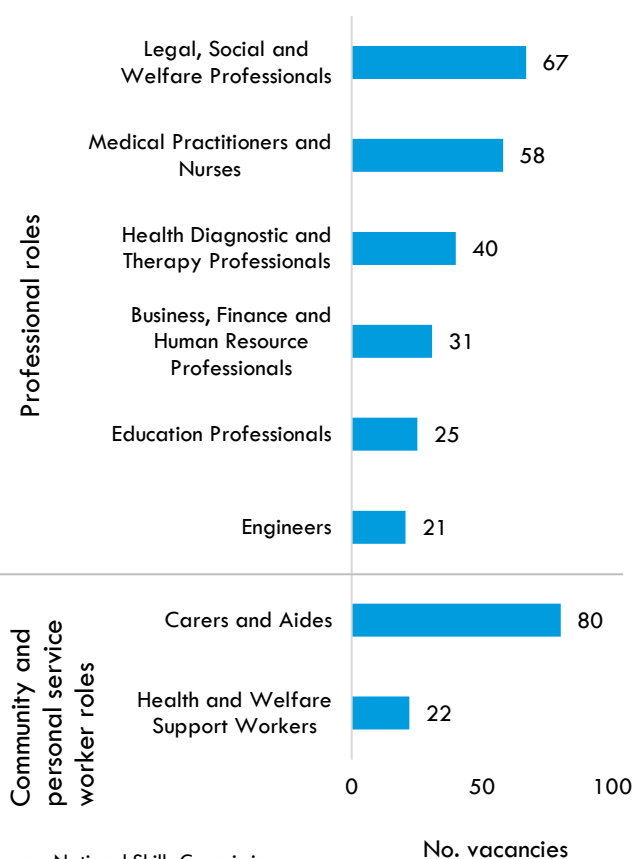
Source: National Skills Commission



- Demand for labour in the wider Tamworth and North West NSW region has surged to an all-time high in May and remaining just shy of this peak in June 2022.
- Job ads more than are double the average throughout the three years immediately prepandemic.
- Latest job ads are also 28 per cent higher than the peak associate with the mining-construction boom ear of 2010-2012.

- The recent surge in local job ads has been driven by demand for Professionals – it’s these job ads that make up the largest share of all local internet job ads, some 23 per cent.
- Job ads for Technicians and Trades workers, Clerical and Administrative Workers and Community and Personal Service Worker roles make up the next largest shares of total job ads.
- The chart opposite shows the particular occupations – within the overall groupings of Professionals and Community and Personal Service Workers – with the most vacancies during the 2021/22 financial year.
- As outlined below, the cohort of local CUC students represent a labour supply pipeline for these kinds of roles in high demand.

Internet Vacancies, selected occupations (monthly avg, Yr to June 2022) - Tamworth & NW NSW



Source: National Skills Commission

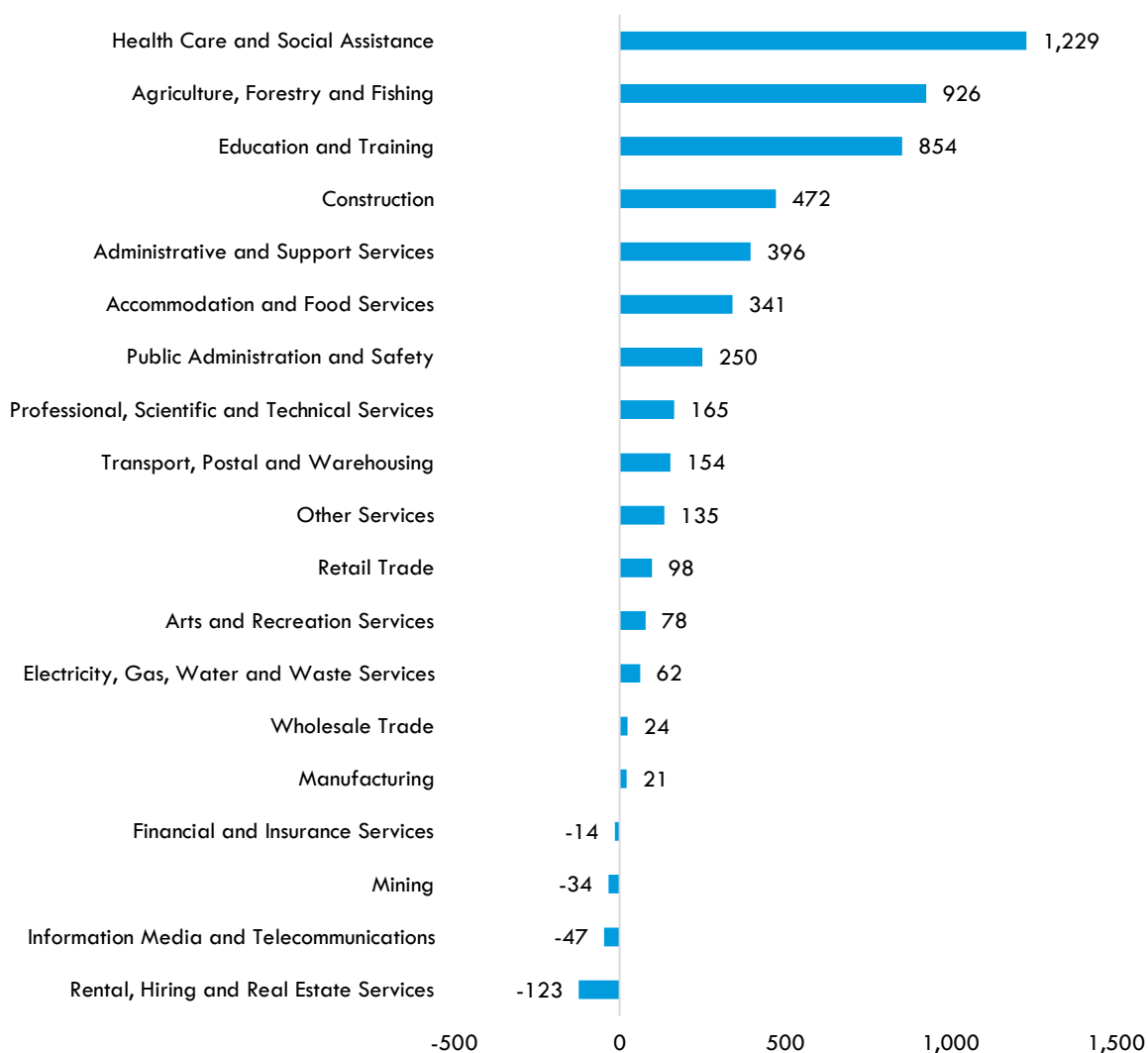
LOOKING AHEAD – PROJECTED EMPLOYMENT BY INDUSTRY

Using headline National Skills Commission projections, RAI estimates that the strongest growth in local employment in the New England and North West region in the five years to November 2025 will be in the following industries:

- **Health Care and Social Assistance** – an increase in the local workforce by some **1,229 people**
- **Agriculture, Forestry and Fishing** – an increase of **926 people**.
- **Education and Training** – an increase of **854 people**.

Estimated* Projected Employment Growth - 5 years to November 2025

Source: Regional Australia Institute, National Skills Commission, ABS Labour Force (Detailed)



*RAI estimate, based on New England and North West's industries' latest shares of regional NSW total employment, from ABS labour force (detailed)

LOOKING AHEAD – THE CUC STUDENT COHORT, PART OF THE LABOUR SUPPLY PIPELINE

The CUCs in the North West – located in Narrabri and Moree – has **157 students** currently enrolled who represent a key element of the local workforce pipeline over the near to medium term, particularly in those sectors where local employment is projected to see the largest increases.

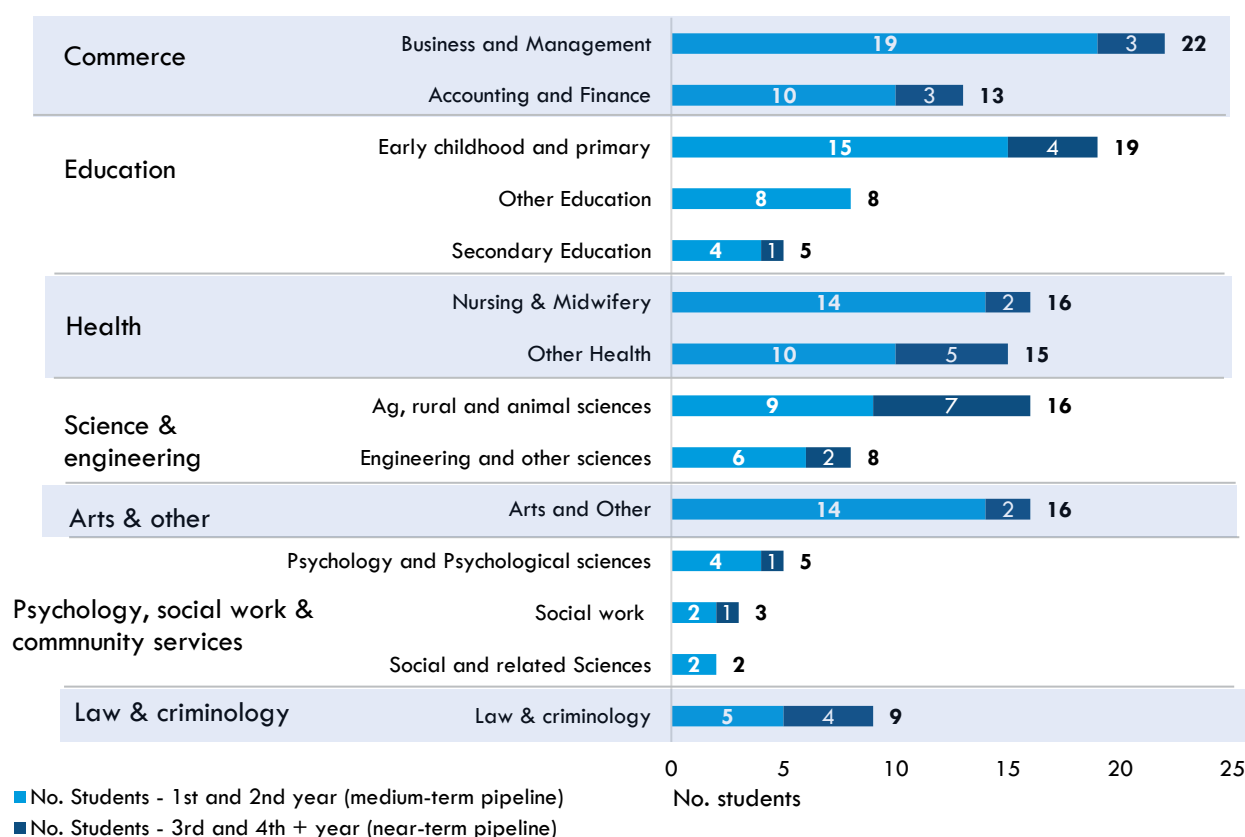
Specifically, the **50 students** across the fields of: **Health; Psychology, Social Work and Community Services**, and; **Law and Criminology**, could together be considered as the local pipeline of labour supply into the Health Care and Social Assistance sector – the sector projected to see the most significant growth in employment. Similarly, the **32 students** studying in the field of **Education** can contribute to the projected growth in the education and training sector. Another **16 students** are enrolled in **Agricultural, rural and animal sciences** – representing a pipeline of skilled workers for the Agriculture, Forestry and Fishing industry.

Clearly the projected growth in employment in the key sectors of **Health Care and Social Assistance (1,229 people)**, **Agriculture, Forestry and Fishing (926 people)** and **Education and Training (854 people)** over the five years to 2025 mean that these local sectors will be needing to hire people from a variety of sources. Moreover, this projected growth locally is replicated across the rest of the state, which will mean intense competition for labour within these sectors.

Finally, there is a sizable cohort of CUC students in ‘generalist’ fields – including Commerce and the Arts. These generalists can be tapped to work in professional roles across a range of sectors, through establishing the right local pathways.

Local Students by Field of Study - CUC North West

Source: CUC, RAI



FAR WEST AND ORANA

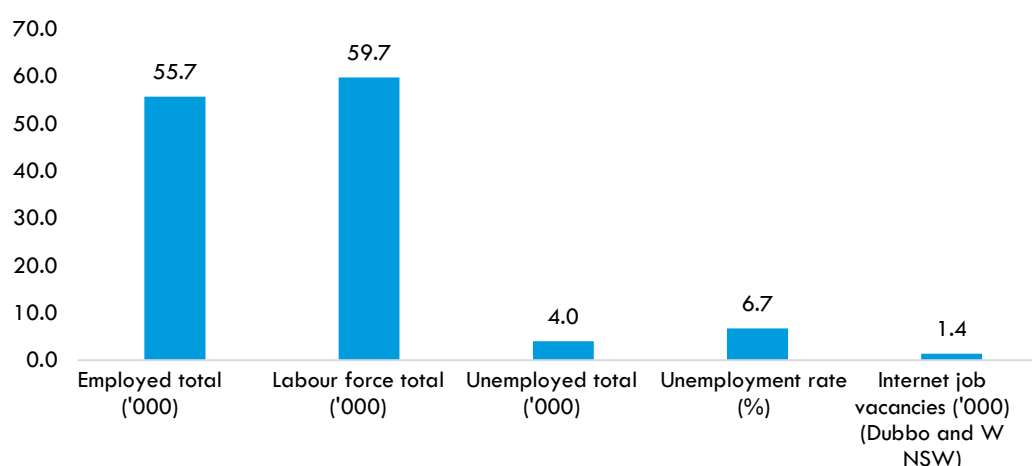
LOCAL LABOUR MARKET CONDITIONS – CURRENT SNAPSHOT AND RECENT DEVELOPMENTS

In NSW’s Far West and Orana region, labour market conditions are mixed. Demand for labour is very high (even if below the levels in 2021), yet the number of local people unemployed has risen over the past five years, including in the most recent year. In particular:

- **Job vacancies are around record highs** – reaching a monthly average of around **1,400** during the June 2022 quarter. This is 15 per cent fewer vacancies than a year earlier, but double the average number of monthly vacancies (680) that prevailed in the three years prior to the pandemic.
- **Local unemployment** (the outright number and rate, at **4,200 people** and **6.7 per cent**, respectively) **has risen** over the past 12 months and is also higher than 5 years earlier.
- The **local labour force** has expanded over the past 12 months; from 58,300 people in the June 2021 quarter to **59,700 people** in the June 2022 quarter.

Labour market snapshot, Far West and Orana - June qtr 2022

Source: ABS Labour Force, Detailed



LOCAL LABOUR MARKET BY INDUSTRY – CURRENT CONDITIONS AND CHANGES OVER TIME

Latest ABS figures show that biggest employers in the Far West & Orana are:

- The **Health Care and Social Assistance** industry, employing some **12,700 people** in the 3 months to May 2022
- The **Agriculture, Forestry and Fishing** industry, employing **6,400 people**
- The **Retail Trade** industry, employing **5,100 people**

The latest levels of employment by industry have evolved over the past year and five years. Industries that have grown most significantly:

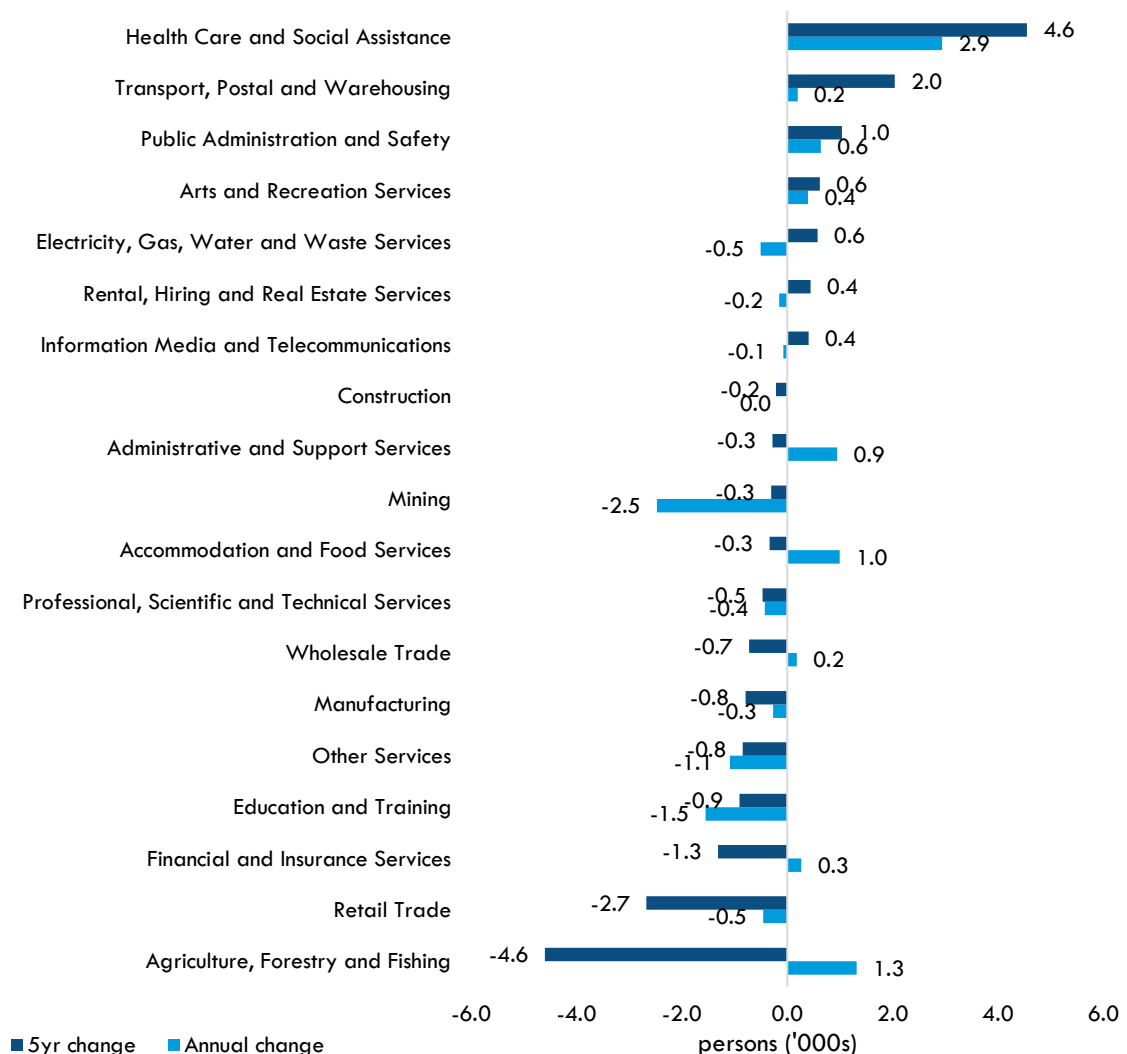
- The **Health Care and Social Assistance** industry has seen the most significant growth over both the past year and past five years, with the number of people it employs **growing by 2,900 and 4,600 people** over these respective periods.
- The **Transport, Postal and Warehousing** industry, while not among the largest-employing industries locally, has seen significant growth in its workforce over the last five years – ballooning **from 500 people** in the May ‘quarter’ of 2017 **to a 2,600-strong workforce** the May ‘quarter’ of 2022.

Local industries that have seen their workforces shrink over both the past year and over the longer term include:

- The **Retail Trade** industry – currently the third-largest employer, but its current workforce is smaller than a year earlier (by 500 people) and five years earlier (by 2,700 people).
- The **Education and Training** sector – currently the fourth-largest employer, has seen its workforce shrink significantly over the past year, by some 1,500 people. The latest number of people working in this sector is also fewer by some 900 people compared with five years earlier.

Annual and longer-term change in employment by industry, Far West & Orana - 3 mths to May 2022

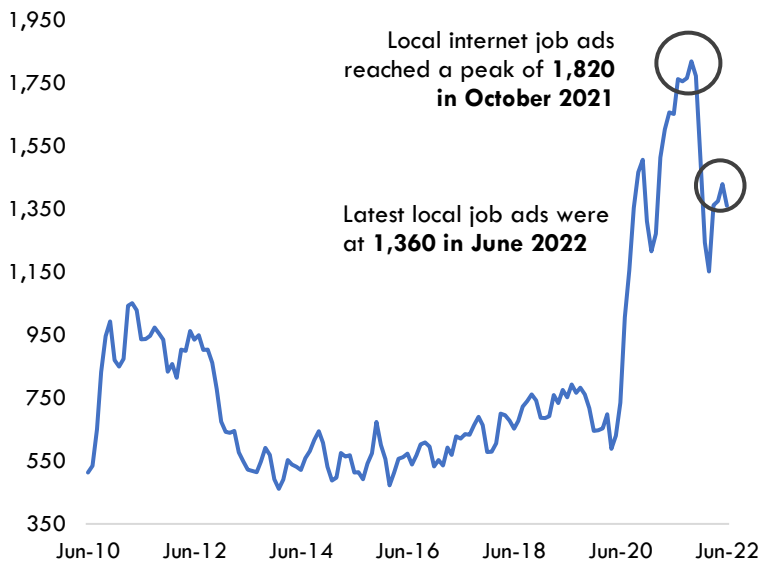
Source: ABS Labour Force, Detailed



LOCAL DEMAND FOR LABOUR – CURRENT AND HISTORICAL JOB ADS³

Internet Job Ads - Dubbo & Western NSW

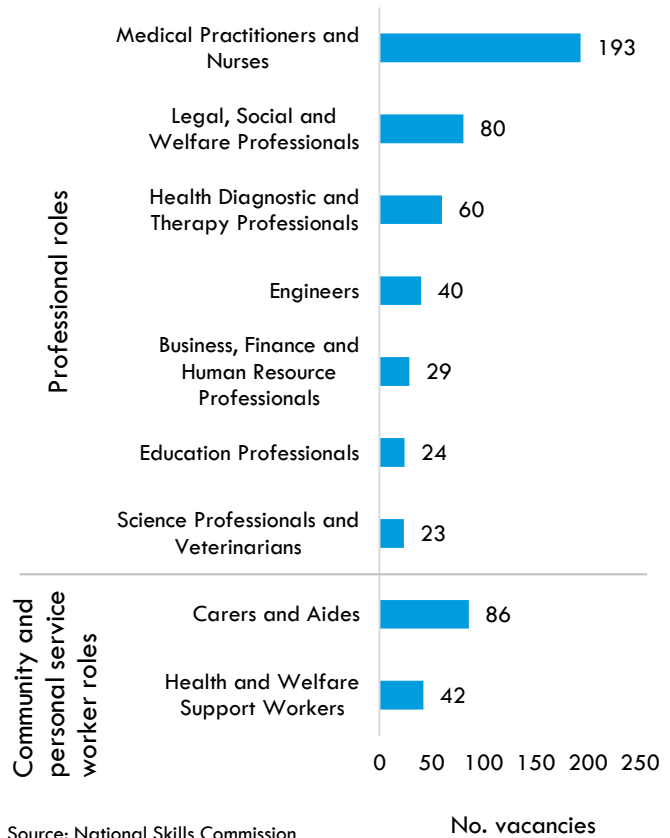
Source: National Skills Commission



- Local demand for labour surged, to a peak of 1,820 ads in October 2021.
- Job ads have since fallen but are still double the average throughout the three years immediately prepandemic.
- Latest job ads are also y per cent higher than the peak associate with the mining-construction boom ear of 2010-2012.

- The recent surge in local job ads has been driven by demand for Professionals – it’s these job ads that make up the largest share of all local internet job ads.
- Job ads for Technicians and Trades workers, Clerical and Administrative Workers and Community and Personal Service Worker roles make up the next largest shares of total job ads.
- The chart opposite shows the particular occupations – within the overall groupings of Professionals and Community and Personal Service Workers – with the most vacancies during the 2021/22 financial year.
- As outlined below, the cohort of local CUC students represent a labour supply pipeline for these kinds of roles in high demand.

Internet Job Ads, selected occupations (mthly avg, Yr to Jun 2022) - Dubbo & Western NSW



³ This section a repeat of the same section under the overall analysis for the Central West region. Both of these regions are located within the National Skills Commission’s boundary for Dubbo and Western NSW.

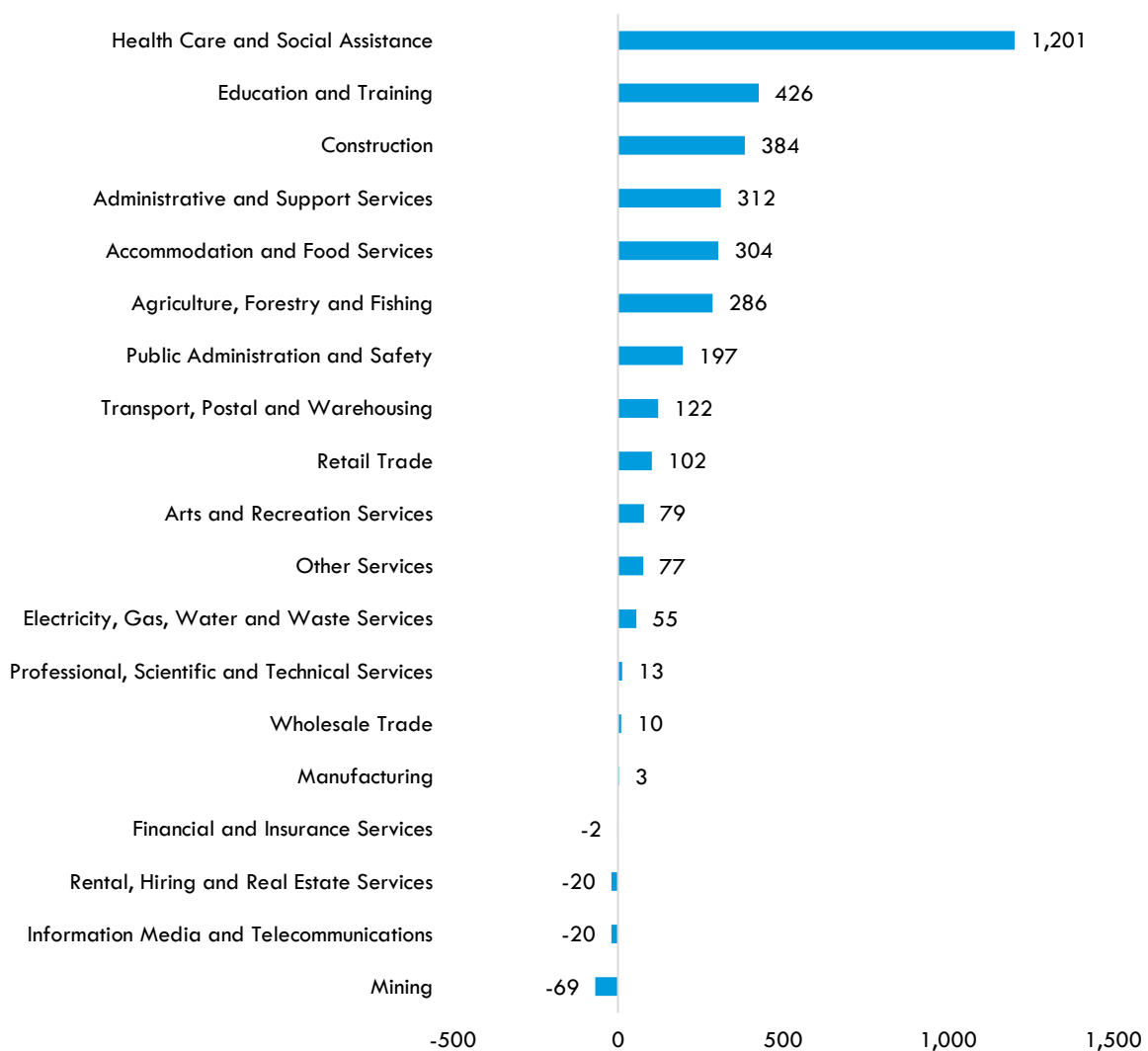
LOOKING AHEAD – PROJECTED EMPLOYMENT BY INDUSTRY

Using headline National Skills Commission projections, RAI estimates that the strongest growth in local employment in the Far West and Orana region in the five years to November 2025 will be in the following industries:

- Health Care and Social Assistance – an increase in the local workforce by some 1,200 people
- Education and Training – an increase of 456 people. With this sector’s local workforce shrinking over the recent and medium term, there will be additional challenges to filling the these additional jobs.
- Construction – an increase of 384 people.

Projected Employment Growth (RAI Estimates*) - 5 years to Nov 2025

Source: Regional Australia Institute, National Skills Commission, ABS Labour Force (Detailed)



*RAI estimates, based on Far West and Orana's industries' latest shares of regional NSW total employment, using ABS labour force (detailed) and National Skills Commission Employment Projections for Regional NSW

LOOKING AHEAD – THE CUC STUDENT COHORT, PART OF THE LABOUR SUPPLY PIPELINE

CUC Far West – located in Broken Hill – has **148 students** currently enrolled who represent a key element of the local workforce pipeline over the near to medium term, particularly in those sectors where local employment is projected to see the largest increases.

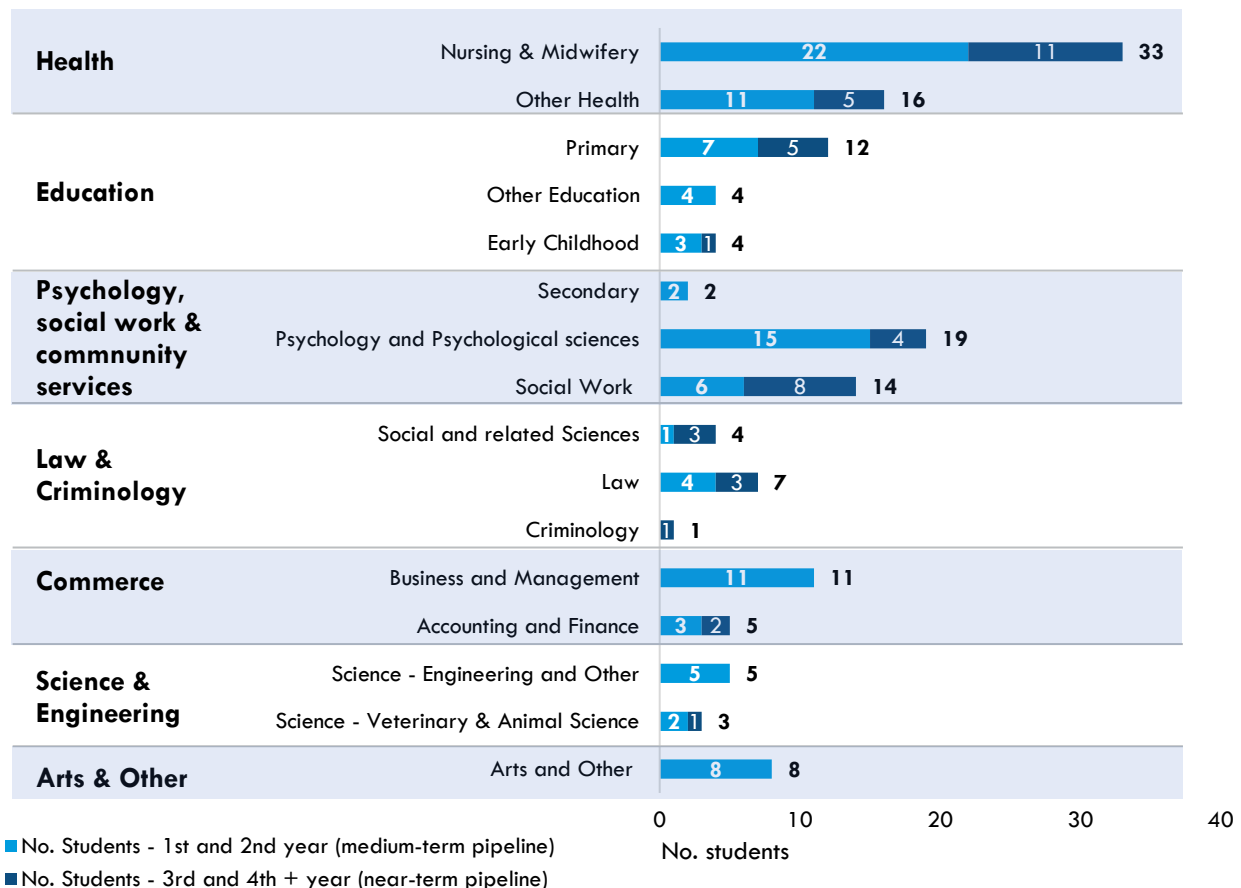
Specifically, the **94 students** across the fields of: **Health; Psychology, Social Work and Community Services**, and; **Law and Criminology**, could together be considered as the local pipeline of labour supply into the Health Care and Social Assistance sector – the sector projected to see the most significant growth in employment. Similarly, the **22 students** studying in the field of **Education** can contribute to the projected growth in the education and training sector.

Clearly the projected growth in employment in these two key sectors – some 1,200 and 426 people over the five years to 2025 mean that these local sectors will be needing to hire people from a variety of sources. Moreover, this projected growth locally is replicated across the rest of the state, which will mean intense competition for labour within these sectors.

Finally, there is a sizable cohort of CUC students in ‘generalist’ fields – including Science and Commerce and the Arts (and other). These generalists can be tapped to work in professional roles across a range of sectors, through establishing the right local pathways.

Local Students by Field of Study - CUC Far West

Source: CUC, RAI



COFFS HARBOUR – GRAFTON

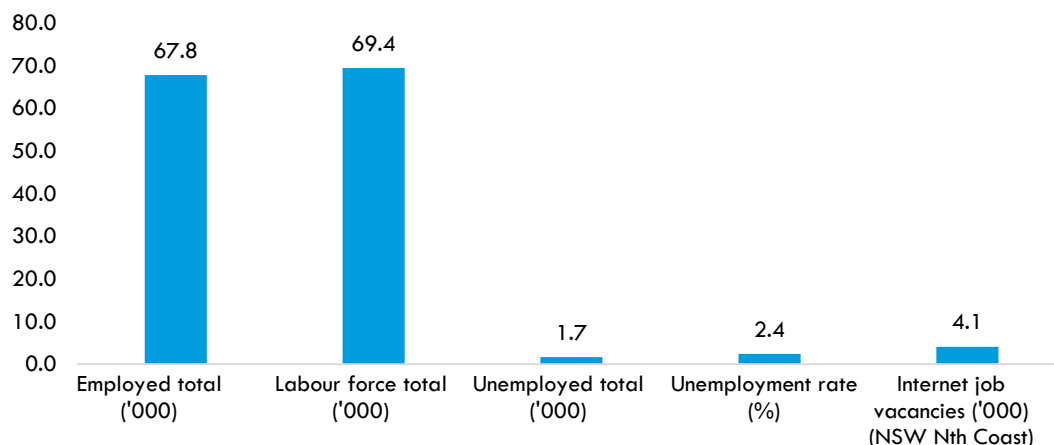
LOCAL LABOUR MARKET CONDITIONS – CURRENT SNAPSHOT AND RECENT DEVELOPMENTS

In NSW's Coffs Harbour - Grafton region, labour market conditions are very tight. Demand for labour is very just shy of an all-time high, while the number of local people unemployed has fallen over the past five years, including in the most recent year. In particular:

- **Job vacancies are around record highs** – across the wider North Coast NSW region, online job ads reached a monthly average of around **4,100** during the June 2022 quarter. This is 10 per cent more vacancies than a year earlier, and nearly double average number of monthly vacancies (2,130) that prevailed in the three years prior to the pandemic.
- **Local unemployment** (the outright number and rate, at **1,700 people** and just **2.4 per cent**, respectively) **has fallen** over the past 12 months and is also less than 5 years earlier.
- The **local labour force** has contracted over the past 12 months; from 75,000 people in the June 2021 quarter to **69,400 people** in the June 2022 quarter. The size of the local workforce is still larger than 5 years previously, when it numbered some 52,600 people.

Labour market snapshot, Coffs Harbour - Grafton June qtr 2022

Source: ABS Labour Force, Detailed



LOCAL LABOUR MARKET BY INDUSTRY – CURRENT CONDITIONS AND CHANGES OVER TIME

Latest ABS figures show that biggest employers in the Coffs Harbour – Grafton region are:

- The **Accommodation and Food Services** industry, employing some **8,400 people** in the 3 months to May 2022
- The **Health Care and Social Assistance** industry, employing **8,300 people**
- The **Retail Trade** industry, employing **7,400 people**

The latest levels of employment by industry have evolved over the past year and five years. Industries that have grown most significantly:

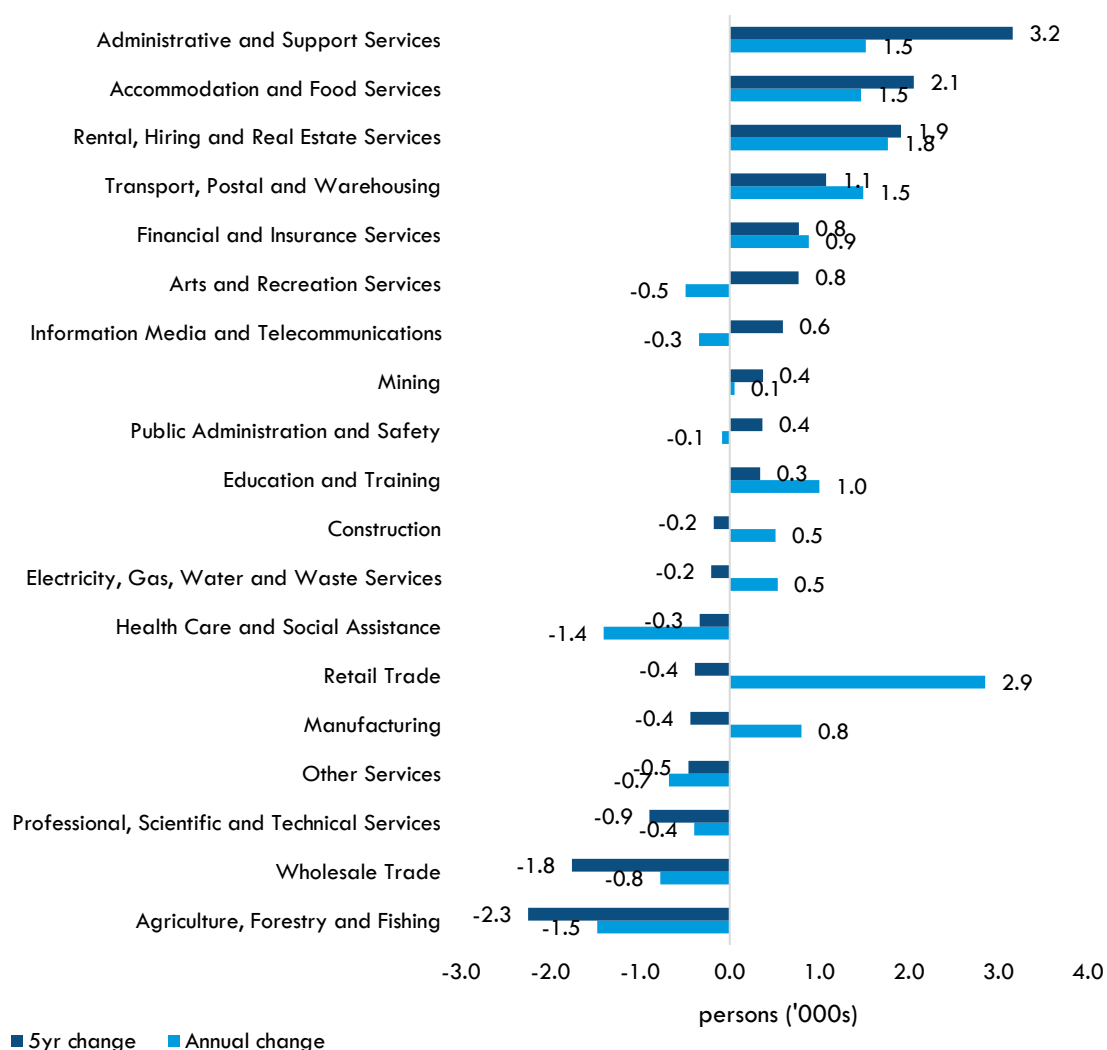
- The **Administrative and Support Services** industry has seen the most significant growth over both the past year and past five years, with the number of people it employs **growing by 1,500 and 3,200 people** over these respective periods.
- The **Accommodation and Food Services** industry, not only among the largest-employing industries locally, has also seen significant growth in its workforce, growing by **1,500 people** over the past year, and by **2,100 people** over the past five years

Local industries that have seen their workforces shrink over both the past year and over the longer term include:

- The **Agriculture, Forestry and Fishing** industry – its current workforce is smaller than a year earlier (by 1,500 people) and five years earlier (by 2,300 people).
- The **Wholesale Trade** sector – has seen its workforce shrink over the past year (by some 800 people) and over the past five years (by 1,800 people).

Annual and longer-term change in employment by industry, Coffs Harbour - Grafton - 3 mths to May 2022

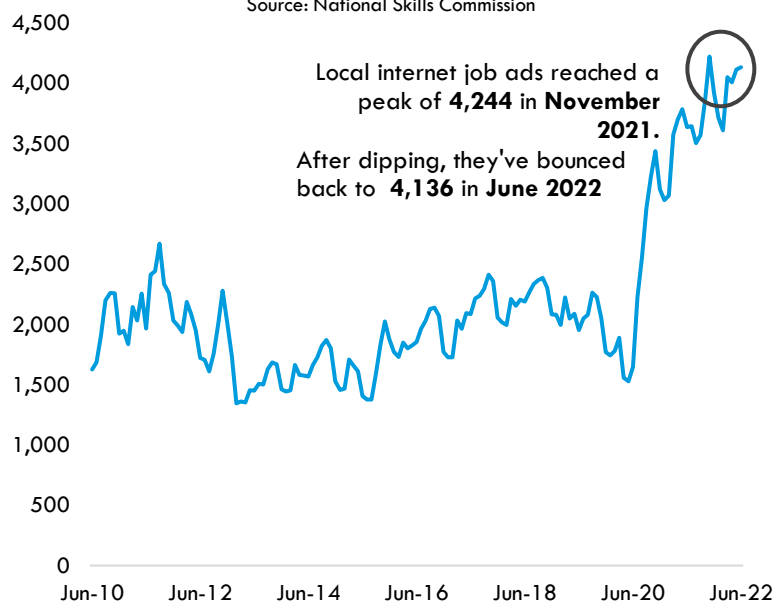
Source: ABS Labour Force, Detailed



LOCAL DEMAND FOR LABOUR – CURRENT AND HISTORICAL JOB ADS⁴

Internet Job Ads - North Coast NSW

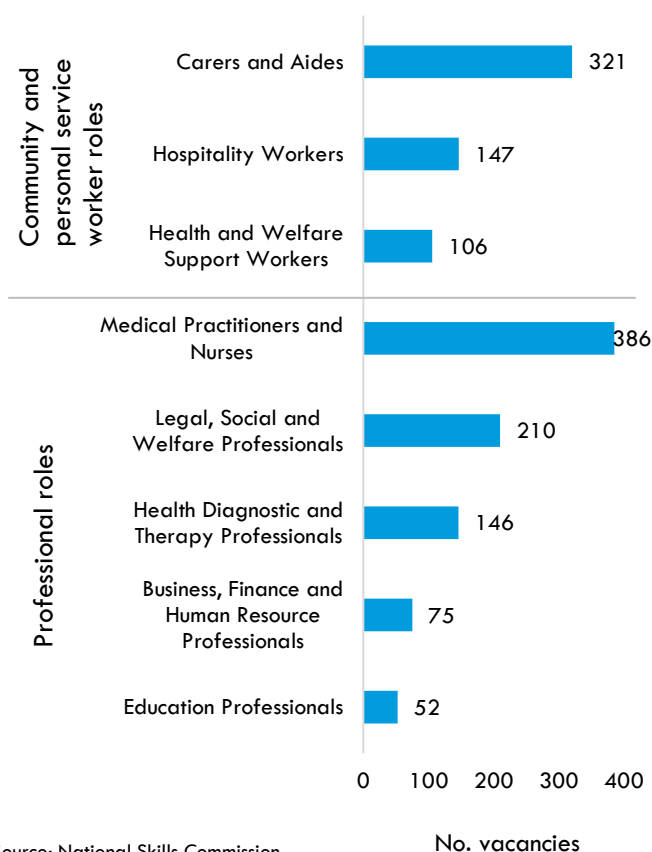
Source: National Skills Commission



- Demand for labour in the wider North Coast NSW region has surged, to a peak of **4,244 ads** in **November 2021**.
- Job ads have since dipped but bounced back to **4,136** in **June 2022**
- Latest job ads are also nearly double the average throughout the three years immediately pre-pandemic.

- The recent surge in job ads in the region has been driven by demand for **Professionals** – it's these job ads that make up the largest share of all local internet job ads.
- Job ads for **Community and Personal Service Worker** roles make up the next largest shares of total job ads.
- The chart opposite shows the particular occupations – within the overall groupings of Professionals and Community and Personal Service Workers – with the most vacancies during the 2021/22 financial year.
- As outlined below, the cohort of local CUC students represent a labour supply pipeline for these kinds of roles in high demand.

Internet Vacancies, selected occupations (monthly avg, Yr to June 2022) - NSW North Coast



Source: National Skills Commission

⁴This section a repeat of the same section under the overall analysis for the Mid North Coast region. Both of these regions are located within the National Skills Commission's boundary for NSW North Coast.

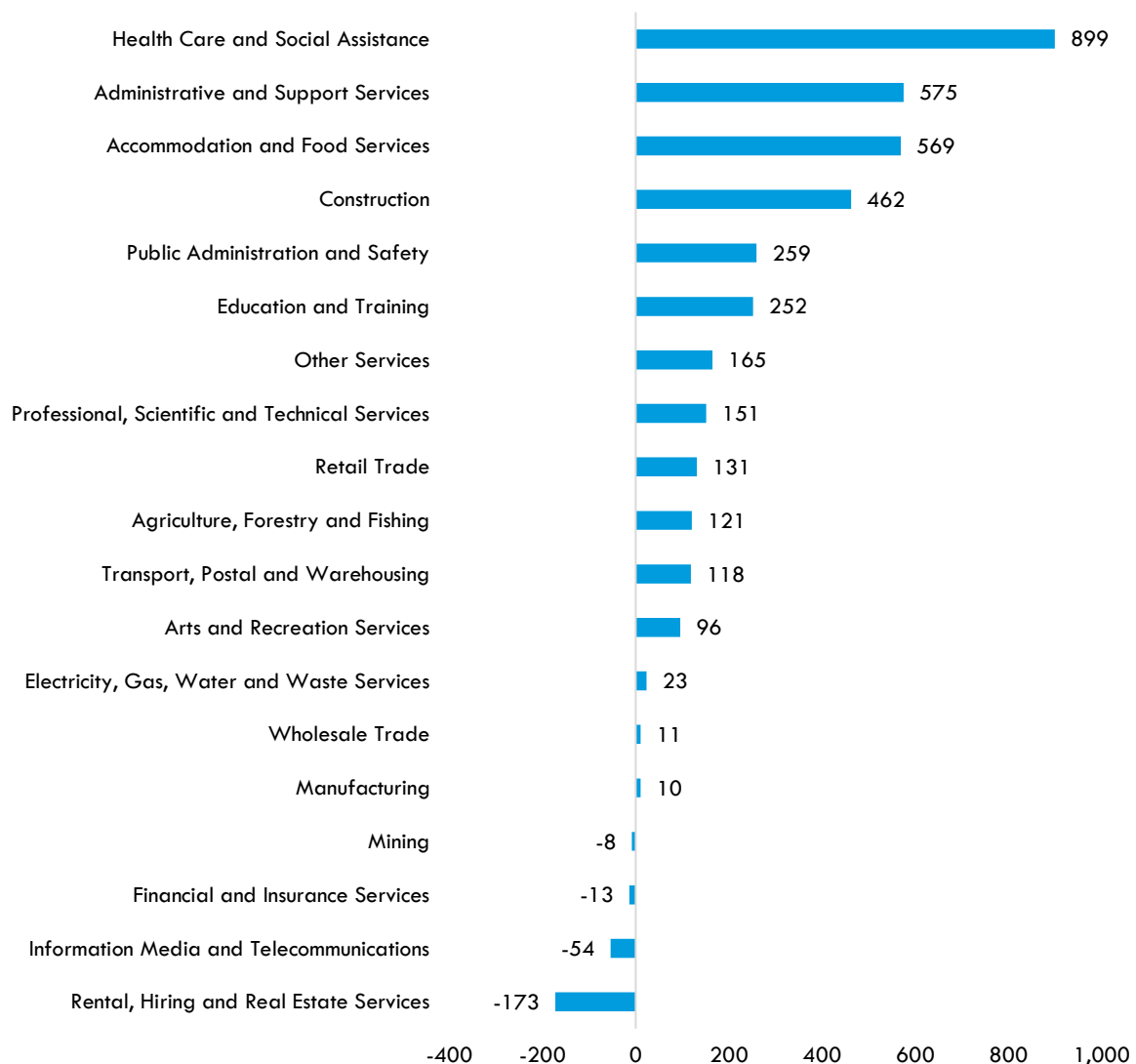
LOOKING AHEAD – PROJECTED EMPLOYMENT BY INDUSTRY

Using headline National Skills Commission projections, RAI estimates that the strongest growth in local employment in the Coffs Harbour - Grafton region in the five years to November 2025 will be in the following industries:

- **Health Care and Social Assistance** – an increase in the local workforce by some **899 people**
- **Education and Training** – an increase of **575 people**
- **Accommodation and Food Services** – an increase of **569 people**.

Estimated* Projected Employment Growth - 5 years to November 2025

Source: Regional Australia Institute, National Skills Commission, ABS Labour Force (Detailed)



*RAI estimate, based on Coffs Harbour-Grafton's industries' latest shares of regional NSW total employment, from ABS labour force (detailed)

LOOKING AHEAD – THE CUC STUDENT COHORT, PART OF THE LABOUR SUPPLY PIPELINE

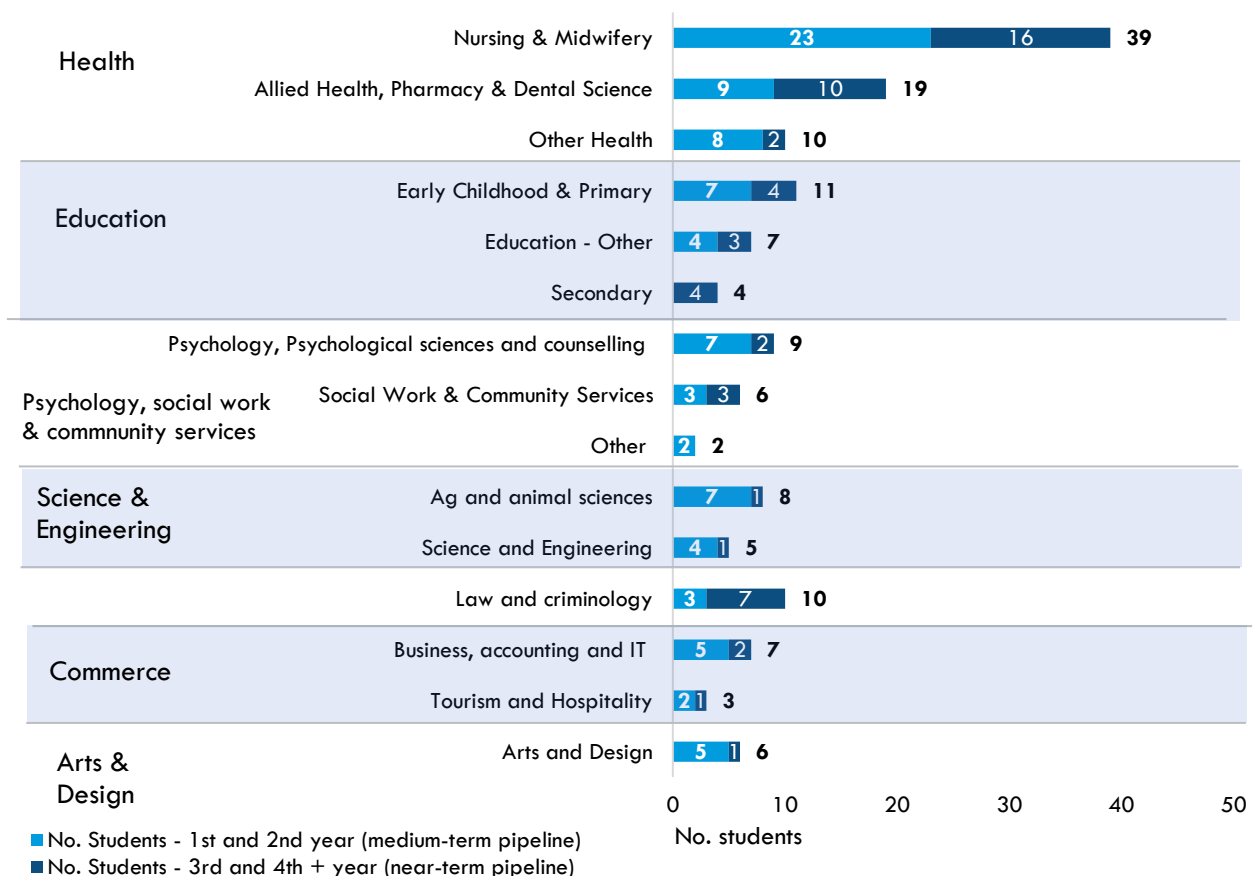
CUC Clarence Valley – located in Grafton – has **146 students** currently enrolled who represent a key element of the local workforce pipeline over the near to medium term, particularly in those sectors where local employment is projected to see the largest increases.

Specifically, the **95 students** across the fields of: **Health; Psychology, Social Work and Community Services**, and; **Law and Criminology**, could together be considered as the local pipeline of labour supply into the Health Care and Social Assistance sector – the sector projected to see the most significant growth in employment. Similarly, the **22 students** studying in the field of **Education** can contribute to the projected growth in the education and training sector. The 10 students in the field of **Commerce** could contribute to a range of sectors, but demand for these skills will strong in the Accommodation and Food Services sector.

Clearly the projected growth in employment in these three key sectors – some 899, 252 and 575 people, respectively, over the five years to 2025 – mean that these local sectors will be needing to hire people from a variety of sources. Moreover, this projected growth locally is replicated across the rest of the state, which will mean intense competition for labour within these sectors.

Local Students by Field of Study - CUC Clarence Valley

Source: CUC, RAI



RIVERINA

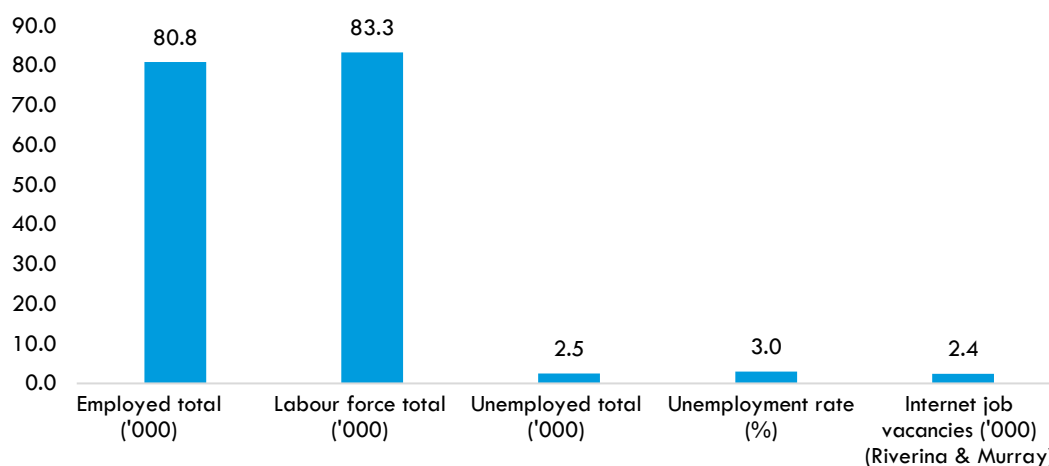
LOCAL LABOUR MARKET CONDITIONS – CURRENT SNAPSHOT AND RECENT DEVELOPMENTS

In NSW's Riverina, labour market conditions are tight. Demand for labour is very high (even if just shy of the levels in 2021). The number of local people unemployed has fallen over the past five years, but has edged higher the most recent year. In particular:

- **Job vacancies are around record highs** – across the wider Riverina & Murray region, vacancies surged to an all-time high in November 2021 and have broadly remained around this level since.
- **Local unemployment** (the outright number and rate, at **2,500 people** and **3.0 per cent**, respectively) is much lower than five years ago, but has edged higher over the past 12 months.
- The **local labour force**, at **83,300 people**, is smaller than a year previously (when it numbered some **84,500 people**) and also smaller than five years previously (some **85,200 people**).

Labour market snapshot, Riverina - June qtr 2022

Source: ABS Labour Force, Detailed



LOCAL LABOUR MARKET BY INDUSTRY – CURRENT CONDITIONS AND CHANGES OVER TIME

Latest ABS figures show that biggest employers in the Riverina are:

- The **Health Care and Social Assistance** industry, employing some **11,500 people** in the 3 months to May 2022
- The **Retail Trade** industry, employing **9,500 people**
- The **Public Administration and Safety** industry, employing **8,200 people**

The latest levels of employment by industry have evolved over the past year and five years. Industries that have grown most significantly:

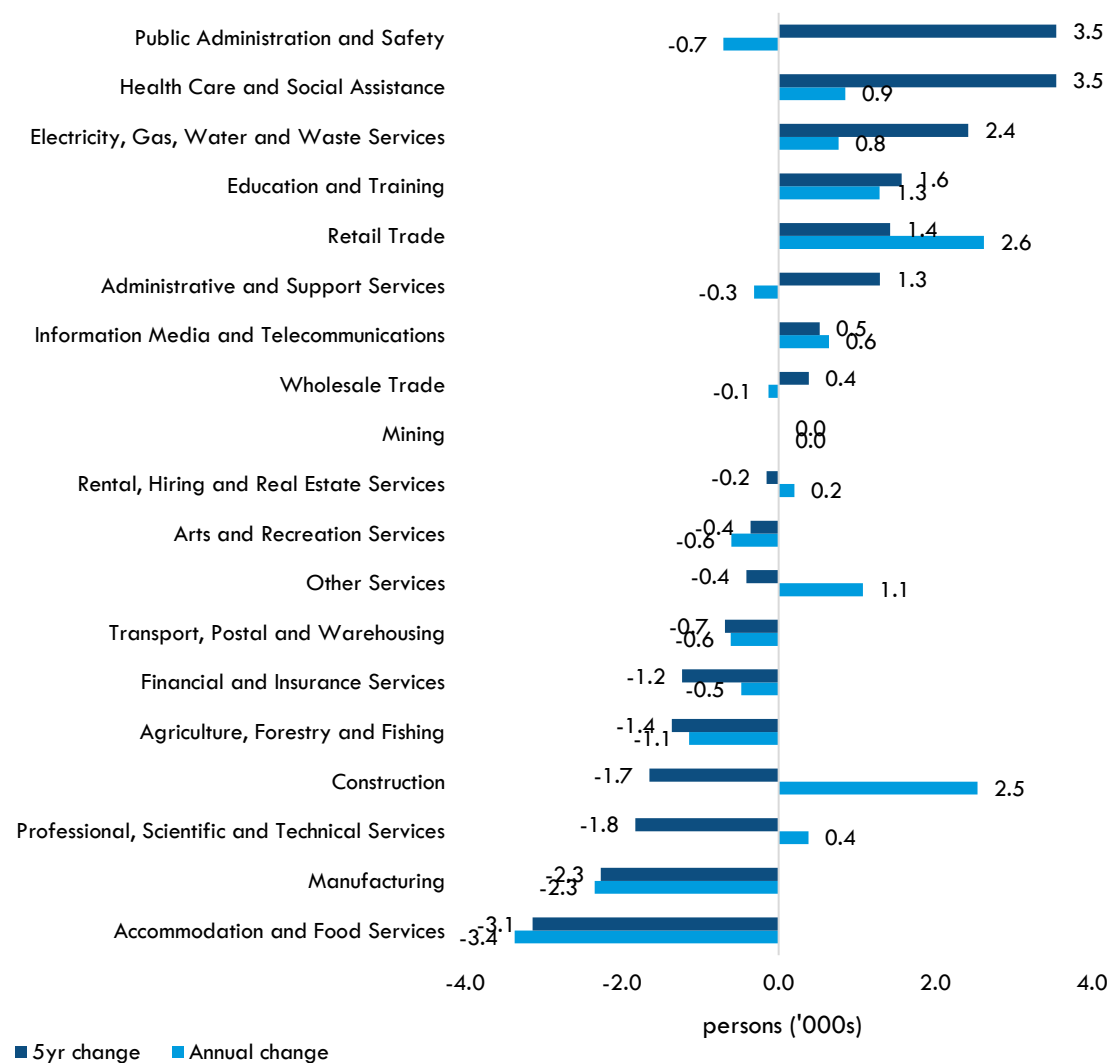
- The **Public Administration and Safety** industry, has seen significant growth in its workforce over the last five years – growing **by 3,500 people**. The current size of its workforce however is smaller by **700 people** compared with a year previously.
- The **Health Care and Social Assistance** industry has seen the most significant growth over both the past year and five years, with the number of people it employs **growing by 3,500 people and 900 people** over these respective periods.

Local industries that have seen their workforces shrink over both the past year and over the longer term include:

- The **Accommodation and Food Services** industry – has seen its workforce shrink over the past year (by **3,400 people**) and is smaller than five years earlier (by **3,100 people**).
- The **Manufacturing** industry – has seen its workforce shrink by some **2,300 people** over the past year and also the past five years.

Annual and longer-term change in employment by industry, Riverina - 3 mths to May 2022

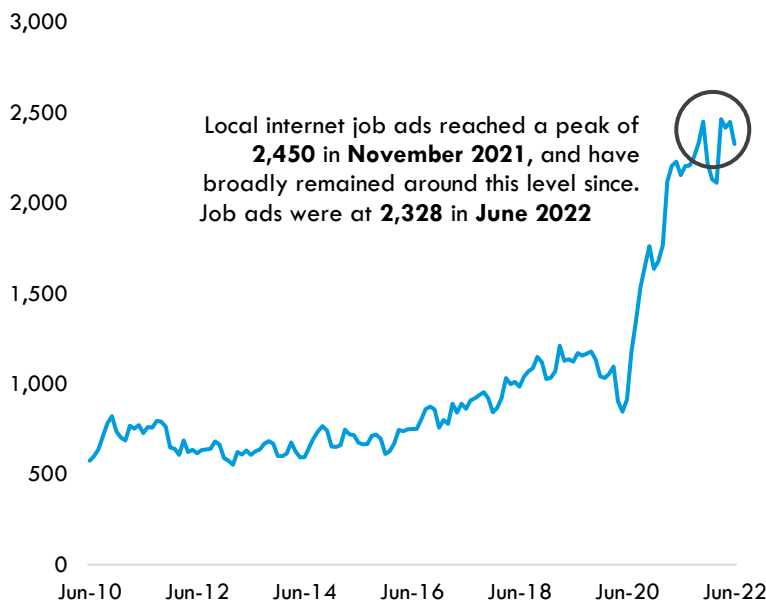
Source: ABS Labour Force, Detailed



LOCAL DEMAND FOR LABOUR – CURRENT AND HISTORICAL JOB ADS

Internet Job Ads - Riverina & Murray

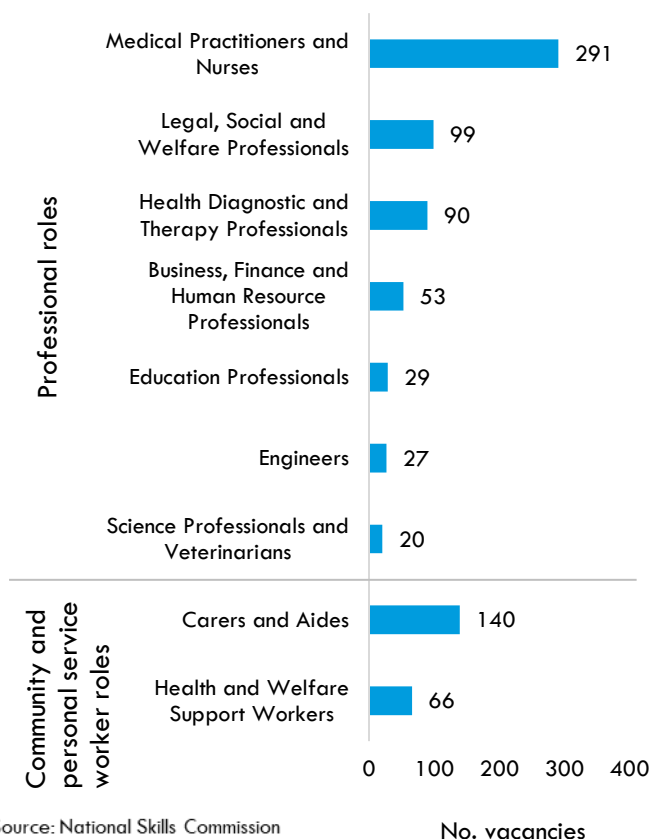
Source: National Skills Commission



- Demand for labour in the wider Riverina & Murray region surged to a peak of **2,450 ads** in **November 2021**.
- Job ads have since dipped but bounced back to **2,328** in **June 2022**
- Latest job ads are more than double the average throughout the three years immediately prepandemic.

- The recent surge in local job ads has been driven by demand for **Professionals** – more than one in every four online job ads in the Riverina and Murray region are for professional positions.
- Job ads for **Technicians and Trades** workers, **Clerical and Administrative** Workers and **Community and Personal Service** Worker roles make up the next largest shares of total job ads.
- The chart opposite shows the particular occupations – within the overall groupings of Professionals and Community and Personal Service Workers – with the most vacancies during the 2021/22 financial year.
- As outlined below, the cohort of local CUC students represent a labour supply pipeline for these kinds of roles in high demand.

Internet Vacancies, selected occupations (monthly avg, Yr to June 2022) - Riverina & Murray



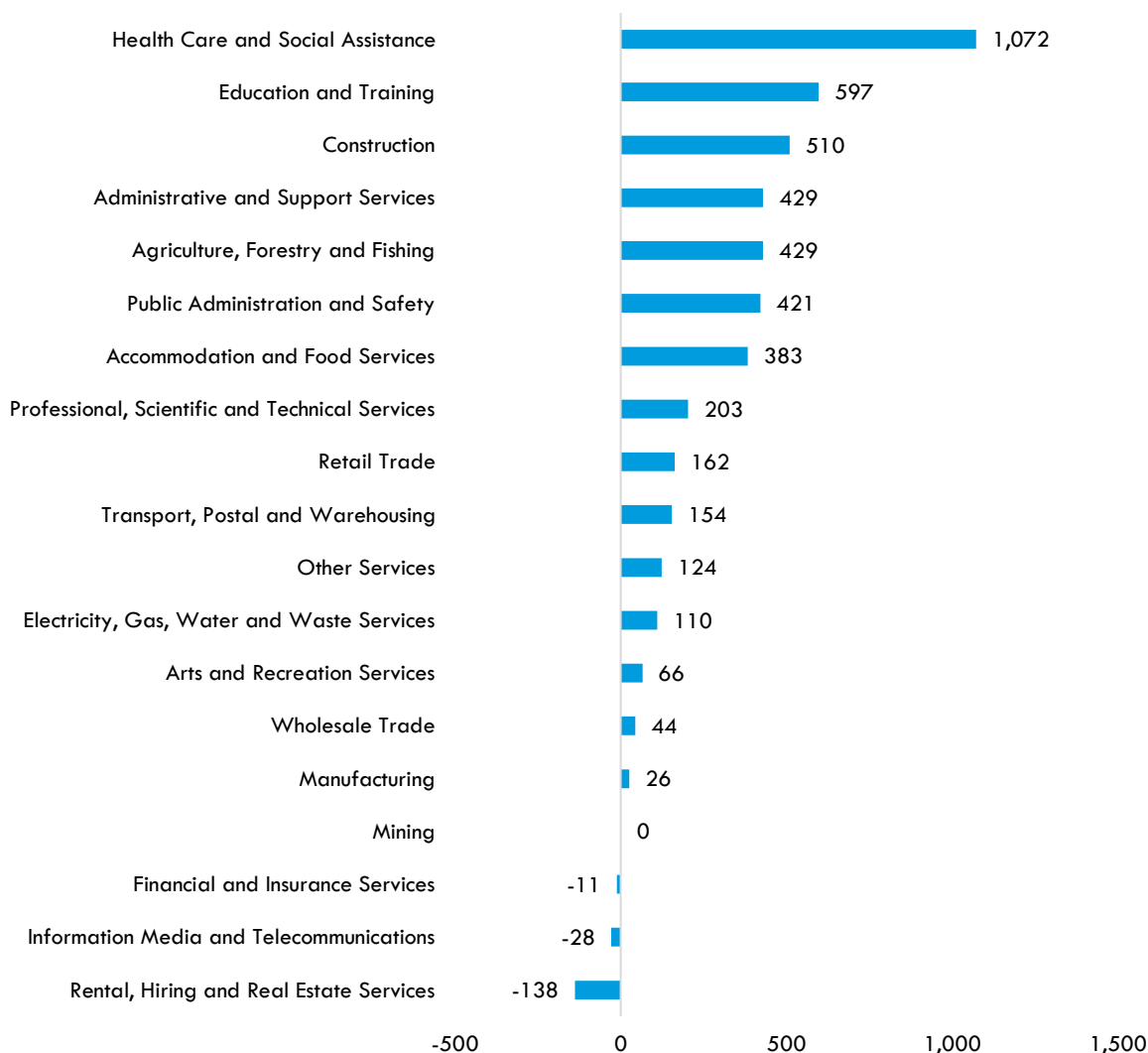
LOOKING AHEAD – PROJECTED EMPLOYMENT BY INDUSTRY

Using headline National Skills Commission projections, RAI estimates that the strongest growth in local employment in the Riverina in the five years to November 2025 will be in the following industries:

- **Health Care and Social Assistance** – an increase in the local workforce by some **1,072 people**
- **Education and Training** – an increase of **597 people**.
- **Construction** – an increase of **510 people**

Estimated* Projected Employment Growth - 5 years to November 2025

Source: Regional Australia Institute, National Skills Commission, ABS Labour Force (Detailed)



*RAI estimate, based on Riverina's industries' latest shares of regional NSW total employment, from ABS labour force (detailed)

LOOKING AHEAD – THE CUC STUDENT COHORT, PART OF THE LABOUR SUPPLY PIPELINE

The Western Riverina CUCs – located in Griffith and Leeton – have **139 students** currently enrolled who represent a key element of the local workforce pipeline over the near to medium term, particularly in those sectors where local employment is projected to see the largest increases.

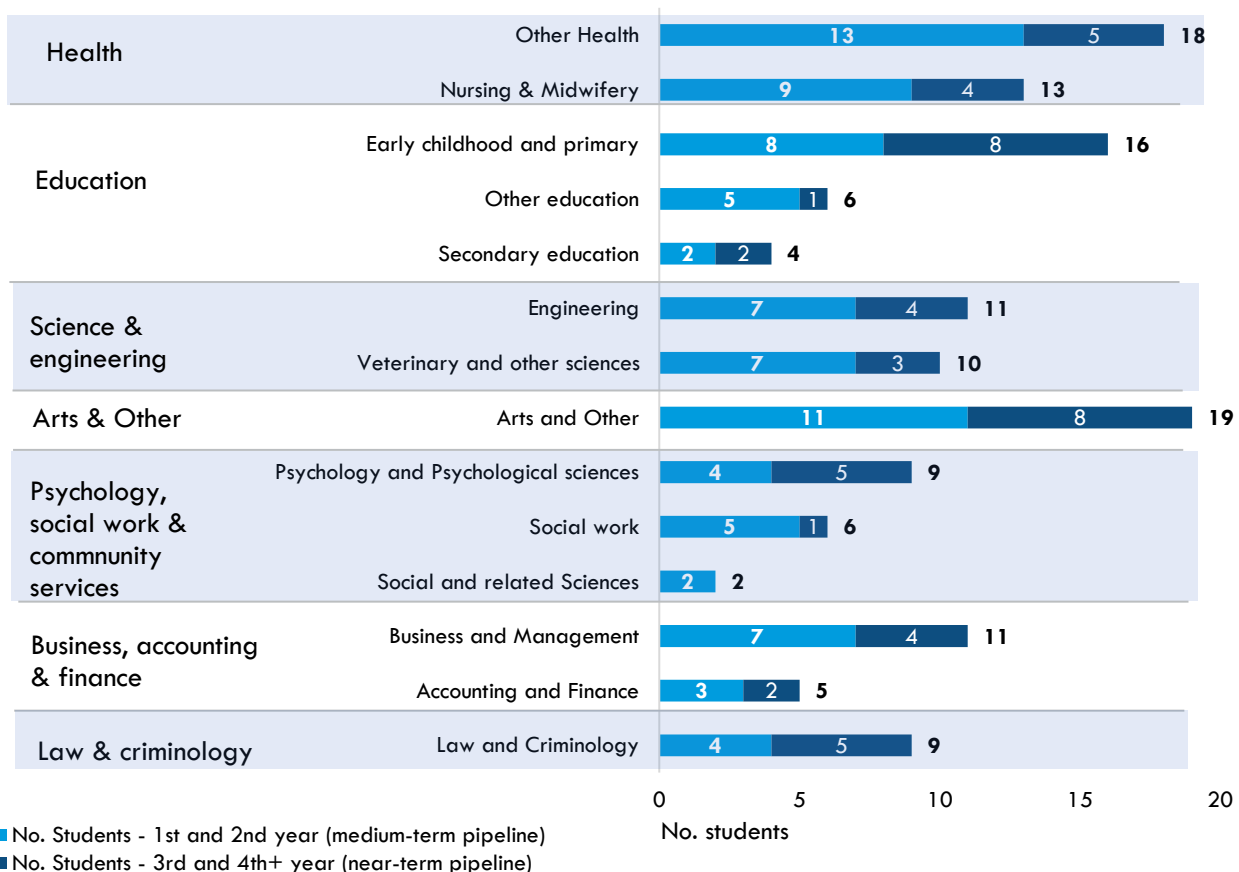
Specifically, the **57 students** across the fields of: **Health; Psychology, Social Work and Community Services,** and; **Law and Criminology**, could together be considered as the local pipeline of labour supply into the overall **Health Care and Social Assistance** sector – the sector projected to see the most significant growth in employment. Similarly, the **26 students** studying in the field of **Education** can contribute to the projected growth in the education and training sector.

Clearly the projected growth in employment in these two key sectors – some 1,072 and 597 people over the five years to 2025 mean that these local sectors will be needing to hire people from a variety of sources. Moreover, this projected growth locally is replicated across the rest of the state, which will mean intense competition for labour within these sectors.

Finally, there is a sizable cohort of CUC students in ‘generalist’ fields – including Science and Engineering, Commerce and the Arts (and other). These generalists can be directed to work in professional roles across a range of sectors, through establishing the right local pathways.

Local Students by Field of Study - CUC Western Riverina

Source: CUC, RAI



SOUTHERN HIGHLANDS AND SHOALHAVEN

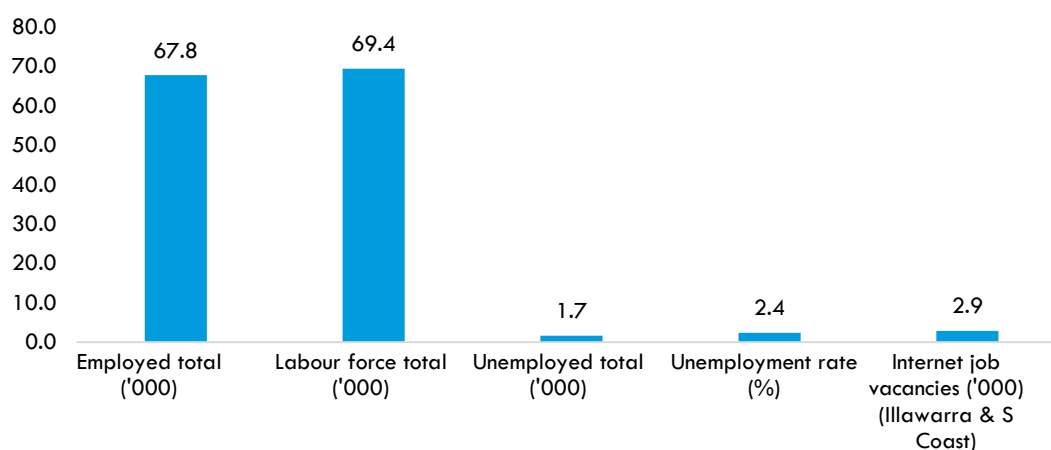
LOCAL LABOUR MARKET CONDITIONS – CURRENT SNAPSHOT AND RECENT DEVELOPMENTS

In NSW's Southern Highlands and Shoalhaven region, labour market conditions are very tight. Demand for labour is very high (even if shy of the all-time high level at the end of 2021), while the number of local people unemployed has fallen over the past five years, including in the most recent year. In particular:

- **Job vacancies are around record highs** – reaching a monthly average of **2,850** during the June 2022 quarter. This is just shy of the all-time high of 2,960 job ads in November 2021.
- **Local unemployment** (the outright number and rate, at just **1,700 people** and **2.4 per cent**, respectively) **has fallen** over the past 12 months and is also lower than 5 years earlier.
- The **local labour force** has expanded over the past five years; from **52,600 people** in the June 2017 quarter to **69,400 people** in the June 2022 quarter. The current size of the labour force is smaller than 12 months earlier, when it numbered **75,000 people**.

Labour market snapshot, Southern Highlands & Shoalhaven June qtr 2022

Source: ABS Labour Force, Detailed



LOCAL LABOUR MARKET BY INDUSTRY – CURRENT CONDITIONS AND CHANGES OVER TIME

Latest ABS figures show that biggest employers in the Far West & Orana are:

- The **Health Care and Social Assistance** industry, employing some **9,900 people** in the 3 months to May 2022
- The **Education and Training** industry, employing **7,600 people**
- The **Public Administration and Safety** industry, employing **7,400 people**

The latest levels of employment by industry have evolved over the past year and five years. Industries that have grown most significantly:

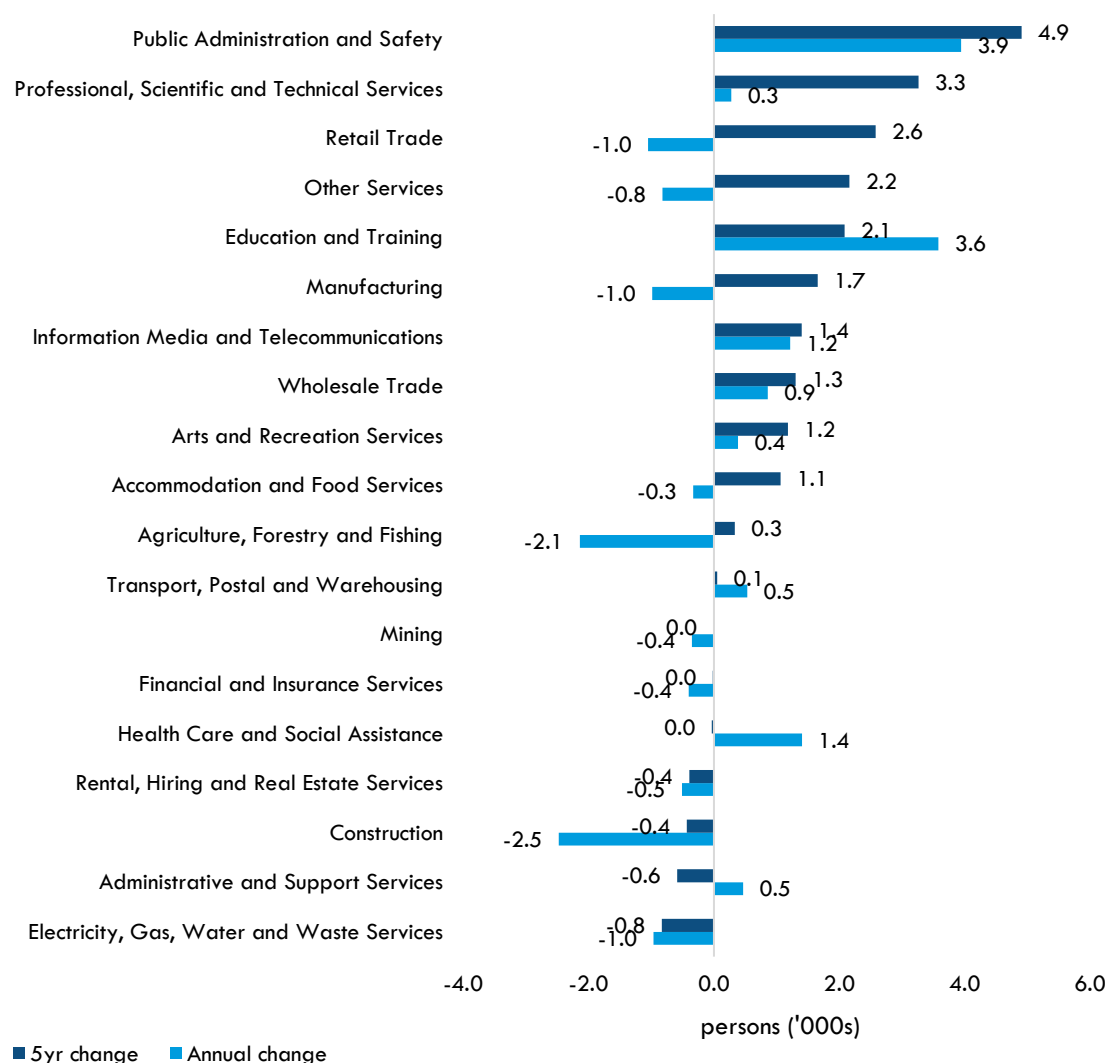
- The **Public Administration and Safety** industry has seen the most significant growth over both the past year and past five years, with the number of people it employs **growing by 3,900 and 4,900 people** over these respective periods.
- The **Professional, Scientific and Technical** industry, while not among the largest-employing industries locally, has seen significant growth in its workforce over the last five years in particular – adding some **3,300 people** to a workforce that had numbered 2,100 people in the May ‘quarter’ of 2017.

Local industries that have seen their workforces shrink over both the past year and over the longer term include:

- The **Electricity, Gas, Water and Waste Services** industry – has a workforce that is currently smaller than a year earlier (by **500 people**) and five years earlier (by **2,700 people**).
- The **Construction** sector – currently the fifth-largest employer, has seen its workforce shrink significantly over the past year, by some **2,500 people**. The latest number of people working in this sector is also fewer by some **400 people** compared with five years earlier.

Annual and longer-term change in employment by industry, Southern Highlands & Shoalhaven - 3 mths to May 2022

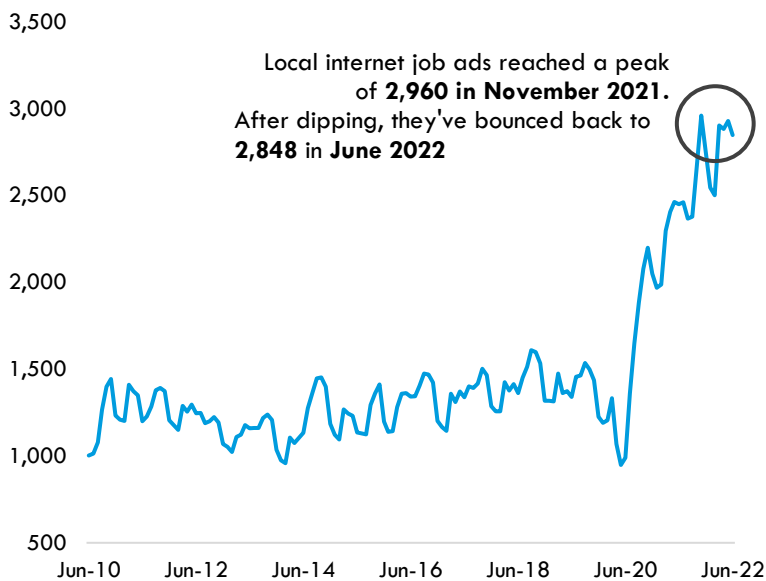
Source: ABS Labour Force, Detailed



LOCAL DEMAND FOR LABOUR – CURRENT AND HISTORICAL JOB ADS

Internet Job Ads - Illawarra & South Coast

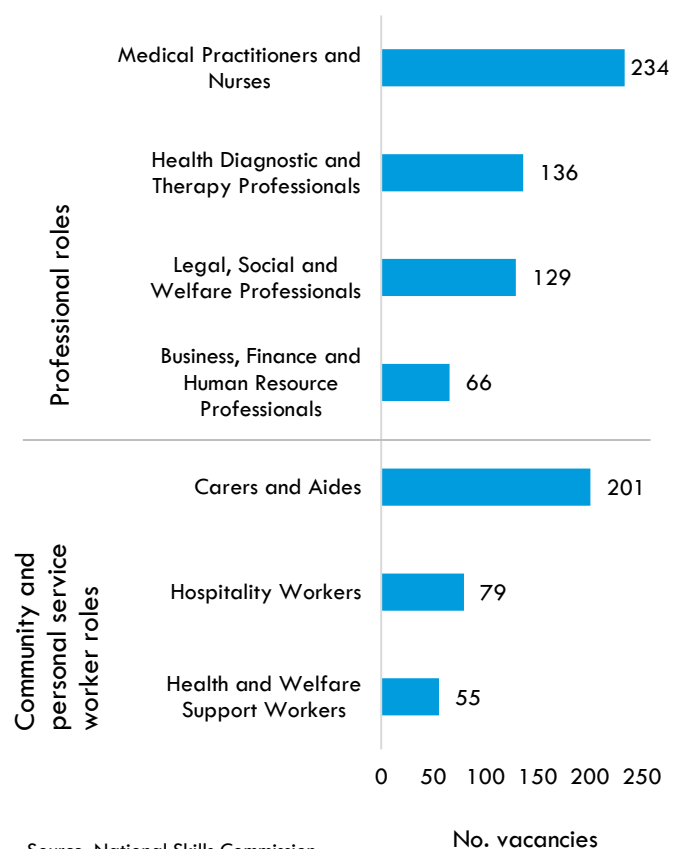
Source: National Skills Commission



- Demand for labour in the wider Illawarra & South Coast region surged to a peak of **2,960 ads in November 2021**.
- Job ads dipped shortly after but have bounced back to **2,848 in June 2022**.
- Latest job ads are also more than double the average throughout the three years immediately prepandemic (**1,391 ads**).

- The recent surge in local job ads has been driven by demand for **Professionals** – more than one in four local online job ads are for these roles.
- Job ads for **Technicians and Trades** workers and **Community and Personal Service** worker roles make up the next largest shares of total job ads.
- The chart opposite shows the particular occupations – within the overall groupings of **Professionals** and **Community and Personal Service Workers** – with the most vacancies during the 2021/22 financial year.
- As outlined below, the cohort of local CUC students represent a labour supply pipeline for these kinds of roles in high demand.

Internet Vacancies, selected occupations (monthly avg, Yr to June 2022) - Illawarra & South Coast



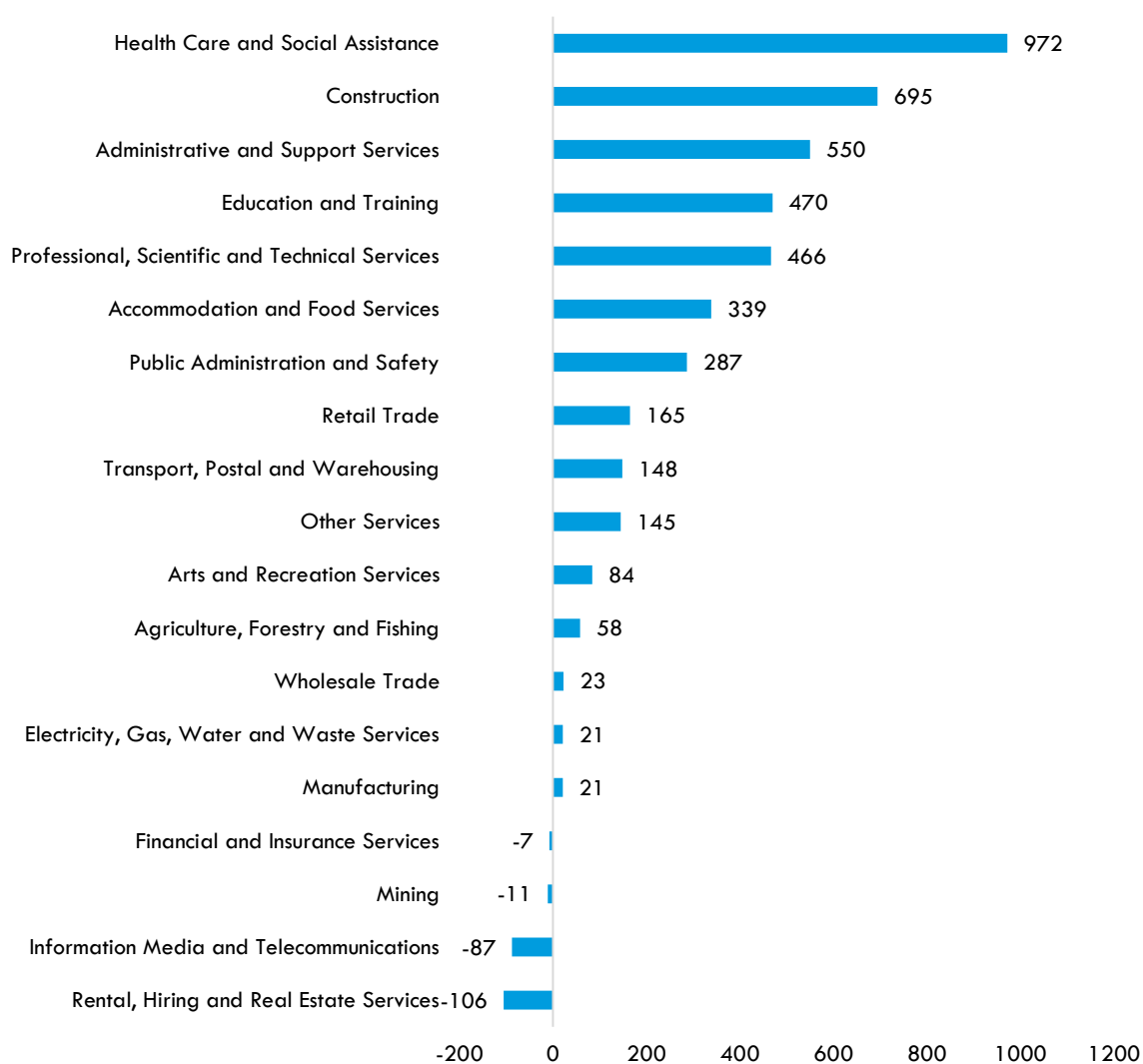
LOOKING AHEAD – PROJECTED EMPLOYMENT BY INDUSTRY

Using headline National Skills Commission projections, RAI estimates that the strongest growth in local employment in the Southern Highlands and Shoalhaven region in the five years to November 2025 will be in the following industries:

- **Health Care and Social Assistance** – an increase in the local workforce by some **972 people**
- **Construction** – an increase of **695 people**. With this sector’s local workforce shrinking over the recent and medium term, there will be additional challenges to filling the these additional jobs.
- **Administrative and Support Services** – an increase of **550 people**

Estimated* Projected Employment Growth - 5 years to November 2025

Source: Regional Australia Institute, National Skills Commission, ABS Labour Force (Detailed)



*RAI estimate, based on Southern Highlands and Shoalhaven's industries' latest shares of regional NSW total employment, from ABS labour force (detailed)

LOOKING AHEAD – THE CUC STUDENT COHORT, PART OF THE LABOUR SUPPLY PIPELINE

CUC Southern and Shoalhaven – located in Ulladulla – has **75 students** currently enrolled who represent a key element of the local workforce pipeline over the near to medium term, particularly in those sectors where local employment is projected to see the largest increases.

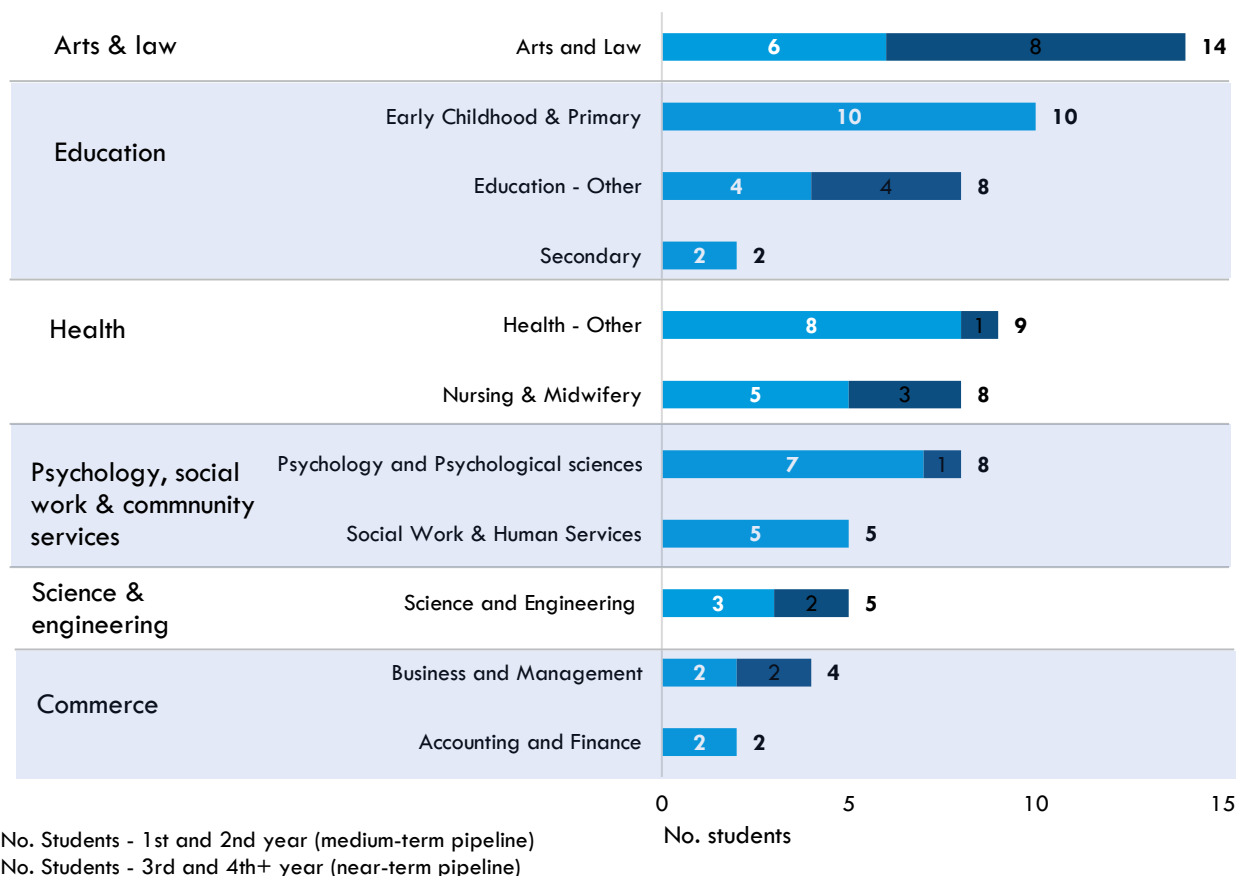
Specifically, the **44 students** across the fields of: **Health; Psychology, Social Work and Community Services**, and; **Arts and Law**, could together be considered as the local pipeline of labour supply into the **Health Care and Social Assistance** sector – the sector projected to see the most significant growth in employment. Similarly, the **20 students** studying in the field of **Education** can contribute to the projected growth in the education and training sector.

The projected growth in employment in these two key sectors – some **972** and **470 people** over the five years to 2025 mean that these local sectors will be needing to hire people from a variety of sources. Moreover, this projected growth locally is replicated across the rest of the state, which will mean intense competition for labour within these sectors.

Finally, there is a sizable cohort of CUC students in ‘generalist’ fields – including Science and Commerce and the Arts (and other). These generalists can be tapped to work in professional roles across a range of sectors, through establishing the right local pathways.

Local Students by Field of Study - CUC Southern Shoalhaven

Source: CUC, RAI



CENTRAL WEST

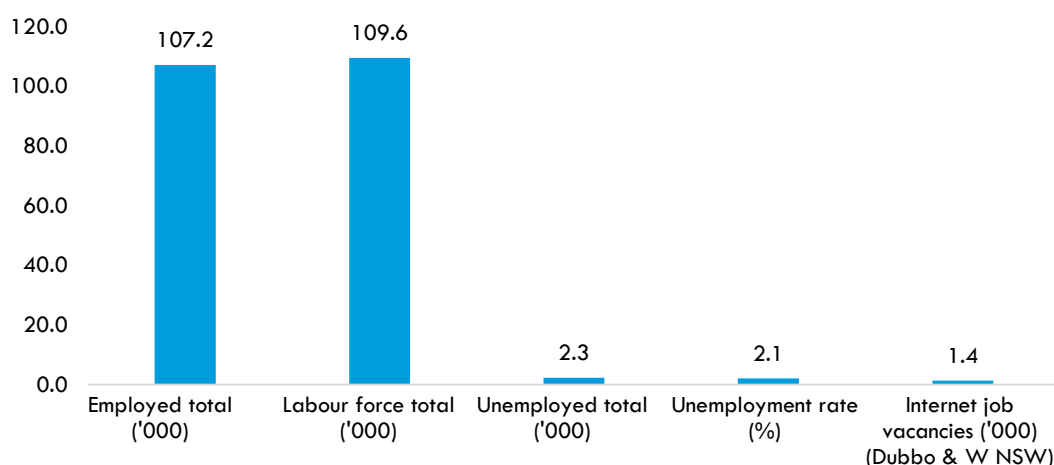
LOCAL LABOUR MARKET CONDITIONS – CURRENT SNAPSHOT AND RECENT DEVELOPMENTS

In NSW's Central West region, labour market conditions are tight. Demand for labour is very high (even if below the levels in 2021), while current local unemployment is very low (albeit slightly higher than a year earlier) :

- **Job vacancies are around record highs** – reaching a monthly average of around **1,400** during the June 2022 quarter. This is 13 per cent fewer vacancies than a year earlier, but more than double the average number of monthly vacancies (621) that prevailed in the three years prior to the pandemic.
- **Local unemployment** (the outright number and rate, at **2,300 people** and **2.1 per cent**, respectively) **has increased** over the past 12 months, but is lower than 5 years earlier.
- The **local labour force** has **contracted** over the past 12 months; from **119,800 people** in the June 2021 quarter to **109,600 people** in the June 2022 quarter.

Labour market snapshot, Central West - June qtr 2022

Source: ABS Labour Force, Detailed



LOCAL LABOUR MARKET BY INDUSTRY – CURRENT CONDITIONS AND CHANGES OVER TIME

Latest ABS figures show that biggest employers in the Central West are:

- The **Health Care and Social Assistance** industry, employing some **16,500 people** in the 3 months to May 2022
- The **Agriculture, Forestry and Fishing** industry, employing **13,800 people**
- The **Education and Training** industry, employing **11,100 people**

The latest levels of employment by industry have evolved over the past year and five years. Industries that have grown most significantly:

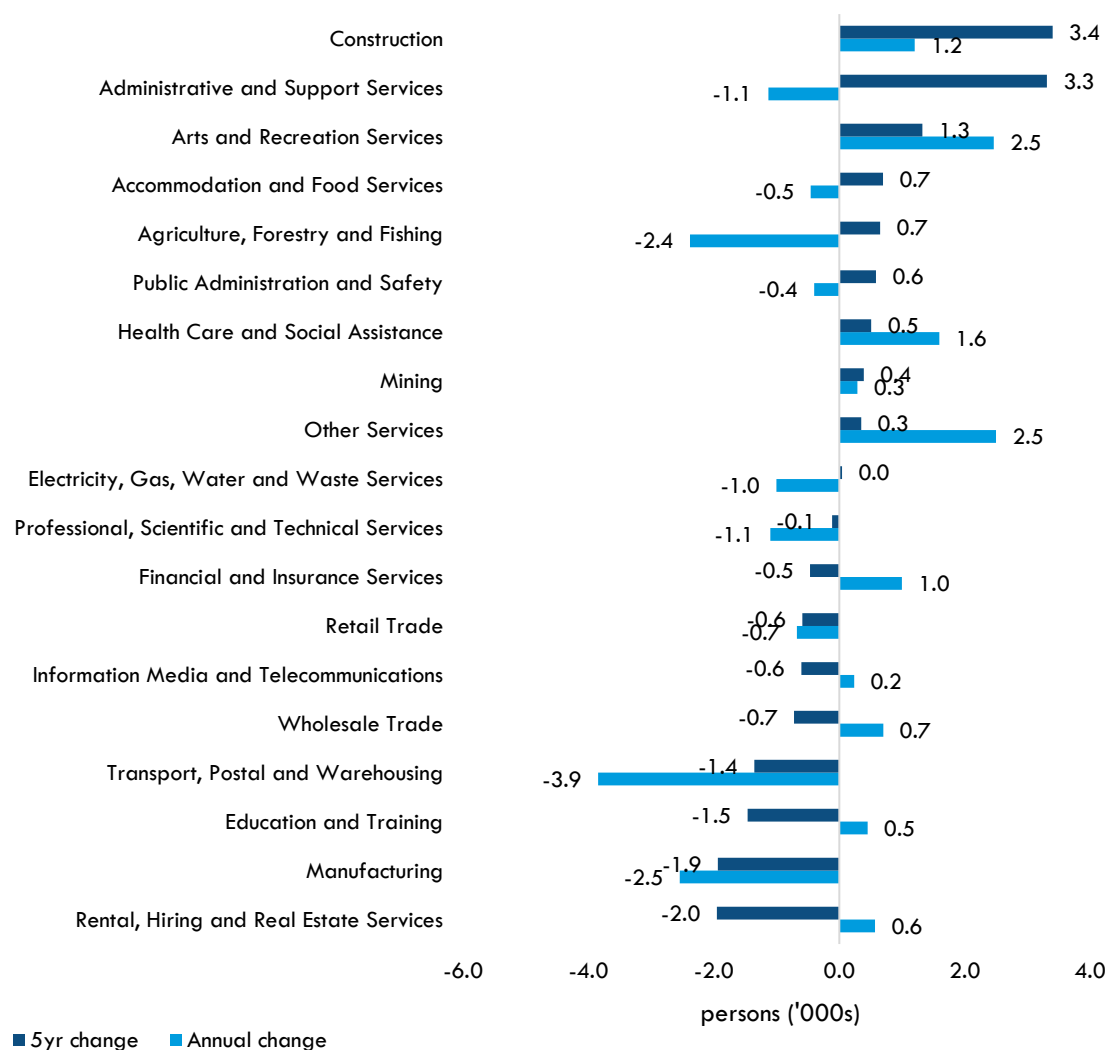
- The **Construction** industry has seen the most significant growth over the past five years, with the number of people it employs **growing 3,402 people**.
- However, the **Other Services** industry has grown total employment the most over the last 12 months, ballooning by 2,501 people.
- The **Arts and Recreation Services** industry, while not among the largest-employing industries locally, has seen significant growth in its workforce over the last year – ballooning **from 300 people** in the May ‘quarter’ of 2021 **to a 2,700-strong workforce** the May ‘quarter’ of 2022.

Local industries that have seen their workforces shrink over both the past year and over the longer term include:

- The **Rental, Hiring and Real Estate Services** industry – currently the second-smallest employer, has declined the most over the last five years, by 1,955, however grown by 570 in the last twelve months.
- The **Manufacturing** industry – has seen its workforce shrink significantly over the most over the past year, by some 2,545 people, and 1,936 over the last five.

Annual and longer-term change in employment by industry, Central West - 3 mnths to May 2022

Source: ABS Labour Force, Detailed



LOCAL DEMAND FOR LABOUR – CURRENT AND HISTORICAL JOB ADS⁵

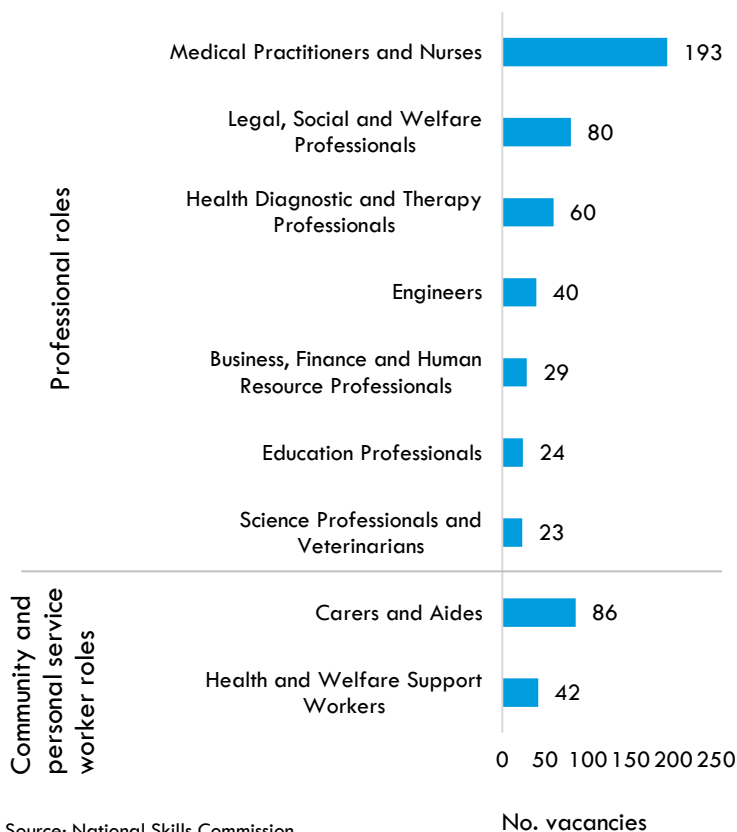
Internet Job Ads - Dubbo & Western NSW

Source: National Skills Commission



- Local demand for labour surged, to a peak of 1,820 ads in October 2021.
- Job ads have since fallen but are still double the average throughout the three years immediately pre-pandemic.
- The recent surge in local job ads has been driven by demand for Managers – it’s these job ads that make up the largest share of all local internet job ads.
- Job ads for Professionals, Technicians and Trades workers, Clerical and Administrative Workers and Community and Personal Service Worker roles make up the next largest shares of total job ads.

Internet Job Ads, selected occupations (monthly avg, Yr to Jun 2022) - Dubbo & Western NSW



Source: National Skills Commission

- The chart opposite shows the particular occupations – within the overall groupings of Professionals and Community and Personal Service Workers – with the most vacancies during the 2021/22 financial year.
- As outlined below, the cohort of local CUC students represent a labour supply pipeline for these kinds of roles in high demand.

⁵ This section a repeat of the same section under the overall analysis for the Far West and Orana region. Both of these regions are located within the National Skills Commission’s boundary for Dubbo and Western NSW.

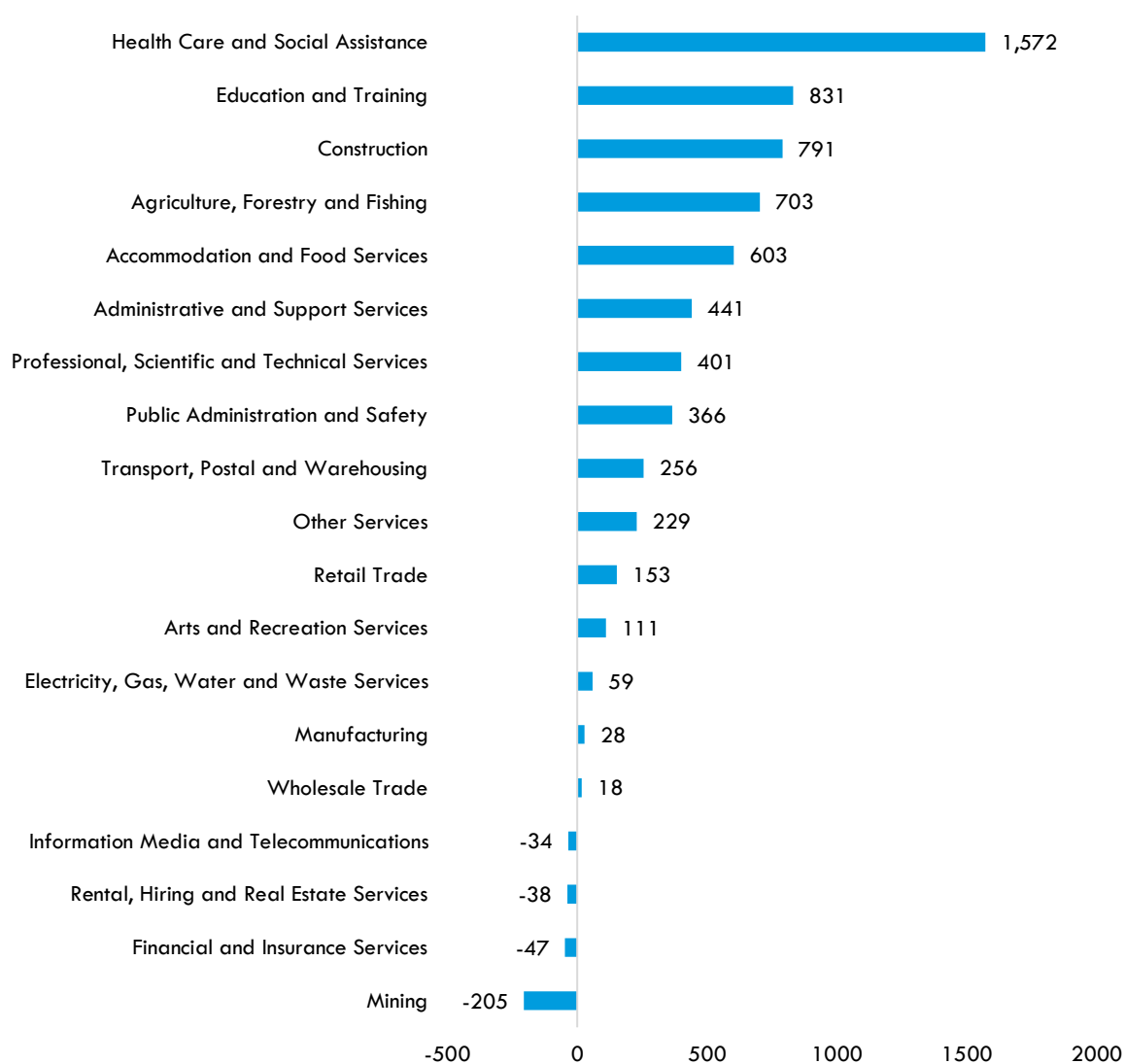
LOOKING AHEAD – PROJECTED EMPLOYMENT BY INDUSTRY

Using headline National Skills Commission projections, RAI estimates that the strongest growth in local employment in the Central West region in the five years to November 2025 will be in the following industries:

- Health Care and Social Assistance – an increase in the local workforce by some 1,572 people
- Education and Training – an increase of 831 people. With this sector’s local workforce shrinking over the medium term, there will be additional challenges to filling these additional jobs.
- Construction – an increase of 791 people, in-line with the strong growth already seen in this industry.

Estimated* Projected Employment Growth - 5 years to November 2025

Source: Regional Australia Institute, National Skills Commission, ABS Labour Force (Detailed)



*RAI estimate, based on Central West’s industries’ latest shares of regional NSW total employment, from ABS labour force (detailed)

LOOKING AHEAD – THE CUC STUDENT COHORT, PART OF THE LABOUR SUPPLY PIPELINE

CUC Parkes has **58 students** currently enrolled who represent a key element of the local workforce pipeline over the near to medium term, particularly in those sectors where local employment is projected to see the largest increases.

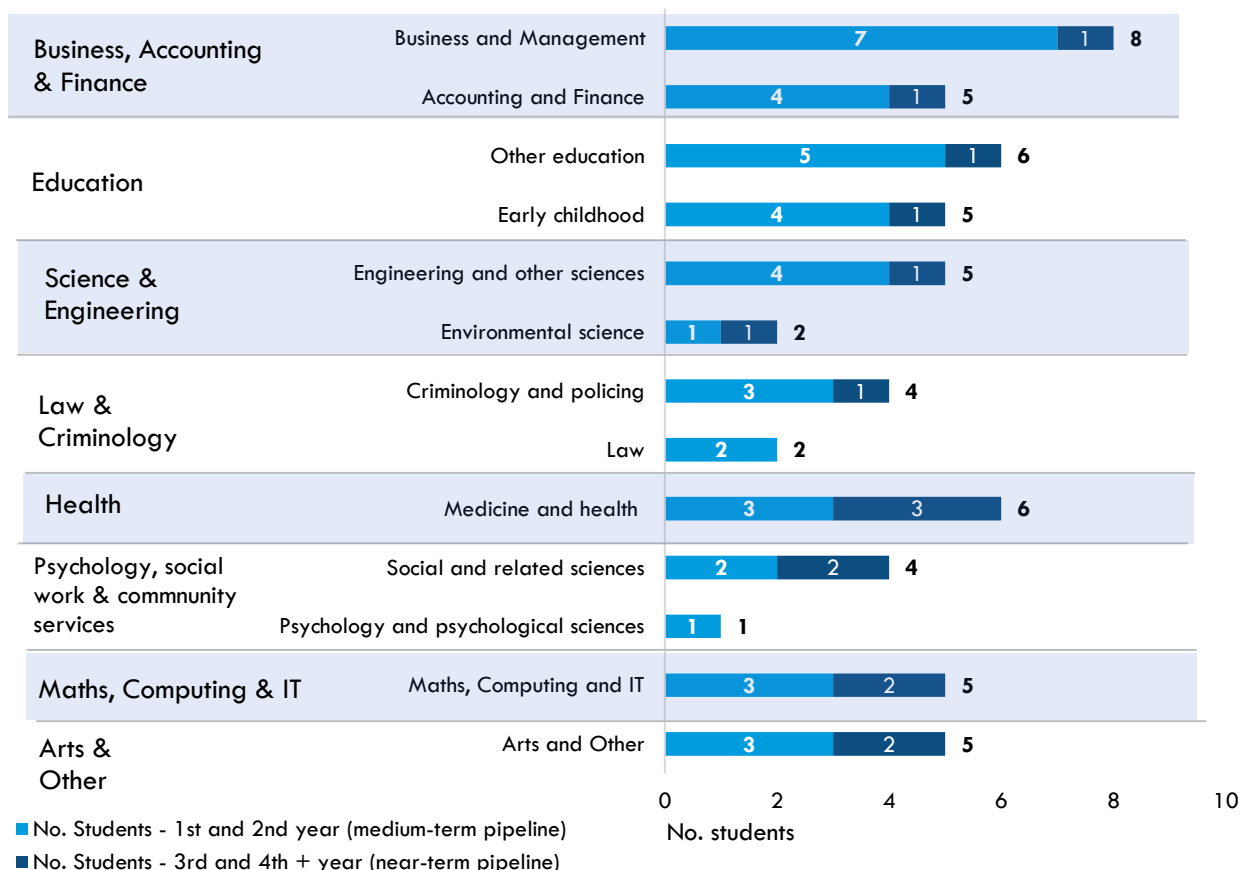
Specifically, the **17 students** across the fields of: **Health, Psychology, Social Work and Community Services**, and; **Law and Criminology**, could together be considered as the local pipeline of labour supply into the Health Care and Social Assistance sector – the sector projected to see the most significant growth in employment. Similarly, the **11 students** studying in the field of **Education** can contribute to the projected growth in the education and training sector.

Clearly the projected growth in employment in these two key sectors – some 1,572 and 831 people over the five years to 2025 mean that these local sectors will be needing to hire people from a variety of sources. Moreover, this projected growth locally is replicated across the rest of the state, which will mean intense competition for labour within these sectors.

Finally, the remaining students in this cohort of CUC students are in ‘generalist’ fields – including Science and Engineering, Business, Accounting and Finance, and the Arts (and other). These generalists can be tapped to work in professional roles across a range of sectors, through establishing the right local pathways.

Local Students by Field of Study - CUC Parkes

Source: CUC, RAI



CONCLUSION

Across the country demand for labour is very high, yet supply is very short. National Skills Commission data shows that in July this year, 75 per cent of recruiting employers across the country reported difficulty in recruiting. The situation is more acute in regions - the recruitment difficulty rate across regional Australia reached 77 per cent in July. These are record rates of recruitment difficulty.

This report has demonstrated the degree of tightness across selected labour markets of regional NSW. It has shown that in these labour markets job vacancies are around record highs, with many of these vacant jobs being for Professional and Community Care roles. The high and rising demand for these occupations reflects local community expectations of the level of service and amenity that should be available locally – much of which comes under the responsibility or auspices of the state government, particularly in the fields of Health Care and Social Assistance and Education and Training.

State governments are counted among the employers in intense competition with each other to meet their staffing needs, particularly in these key sectors. This report has detailed how CUCs are playing a crucial role supporting the pipeline of local labour supply into regions across NSW – highlighting the students in fields of study that will equip them to work in the sectors where demand for workers is high and projected to grow further.

The CUC student pipeline will not be enough on its own to fill projected skilled workforce needs in key public services like health and education in regional NSW. But it is a very important contribution, given that there is a much higher likelihood of CUC-supported students practising their new profession in the region in which they are living and learning.

Supporting and working with CUCs will be an important and effective strategy for the NSW government to build and maintain the workforce it needs to deliver key services in regional NSW in the face of intense competition for skilled staff, most especially in those towns where CUCs are located.