rebuilding futures

State of our Community Report
Hobart

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Who are we?

Who is Campbell Page?

Campbell Page provides employment, rehabilitation, training, and community services to a diverse range of people including those most disadvantaged. We are an Australian, secular, not-for-profit organisation operating from 110 locations throughout New South Wales, Victoria, Queensland, South Australia, Tasmania, the Northern Territory and the Australian Capital Territory

We are located in the heart of the communities we serve and help over 70,000 Australians each year. We are committed to the delivery of sustainable, quality services to communities in need.

In 2010 we celebrated our 25th anniversary.

The Campbell Page *State of Our Community* research project

The *State of Our Community* research project has three core goals:

1. to develop an understanding of key social issues affecting clients within our communities;
2. to examine how well these issues are addressed by government and community service providers within each region; and
3. to explore how well-equipped community organisations feel about their ability to meet community needs.

Results from this project have been published as 25 separate community profile reports, one for each of the regions where we provide employment services. The *State of Our Community* reports are intended as a resource for community service organisations, NGOs, employers, governments and other stakeholder groups. Our aim is to engage key stakeholders in an ongoing discussion about how we can work together to reduce disadvantage and build more socially inclusive communities.

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Introduction

This report presents the findings of Campbell Page's *State of Our Community* research project for the Hobart Employment Service Area (ESA). This project is part of our long-term research agenda to engage with communities and employ local solutions to local problems, as well as develop evidence-based policies and practices.

The research project was undertaken by members of the Campbell Page research team, with the assistance of an independent research consultancy. The first phase of this project has involved the production of *State of Our Community* reports for each of the 25 Employment Service Areas (ESAs) that we work in. To develop these community profiles we analysed existing national datasets such as ABS Census data, and engaged in a process of primary data collection and analysis. Specifically, we surveyed three key stakeholder groups to develop a holistic understanding of the needs of local jobseekers and the services and supports available to them within their local community. Survey participants comprised managers at Campbell Page employment offices (hereafter called Community Employment Hubs); staff at local community service organisations; and staff from key industry groups such as local employers, recruitment agencies, and training organisations. Due to small numbers of respondent staff from industry groups, we report findings for the Industry Employment Outlook Survey at the national level only.

Key findings

Key findings for the *State of Our Community* research project are summarised below. We first report national findings from the Industry Employment Outlook Survey:

- Respondents to the Industry Employment Outlook Survey indicated that job placement for entry level positions had been active in the third quarter of 2010. Almost one third of employers also stated that they intended to increase the total number of entry level positions within their organisation during the last quarter of 2010.

- Employers and recruitment agencies were asked to rate the relative importance of four characteristics when choosing a candidate for an entry level position: formal qualifications (e.g. trade certificate, forklift licence), work experience, driver's license, and personal attributes. Employers rated the personal attributes of a jobseeker as the most important characteristic and formal qualifications as the least important. Representatives from recruitment agencies rated all four considerations as of fairly equal importance, with formal qualifications slightly higher.

- Responses from representatives of recruitment agencies differed according to location. Recruitment agencies in regional areas considered a driver's licence as the most important characteristic, whereas respondents from metropolitan locations valued personal attributes above all others.

- Respondents from training organisations indicated that the most commonly provided courses for people looking for entry level positions were Certificate II or III in Business Studies, Hospitality and Retail.

- Respondents from training organisations reported that approximately one in five jobseekers do not complete training courses. Reasons most commonly provided for an early exit were a lack of motivation or a poor attitude on the part of the jobseeker, transport difficulties, and/or family pressures. Financial pressures and learning difficulties associated with poor literacy and numeracy where also highlighted as significant barriers to course completion.

Findings related to community need within the Hobart ESA are summarised below:

- Community Employment Hub managers within Hobart ESA identified a lack of public transport, mental health issues, drug and alcohol dependency, and housing insecurity and homelessness amongst jobseekers as key areas of concern.

- Community groups surveyed in the Hobart ESA ranked the lack of transport for accessing employment and services, and housing insecurity and homelessness as the two most significant issues in the region.

- The high percentage of jobseekers without a driver's licence or no access to private transport is a significant barrier to employment, particularly on the fringes of Hobart and in Southern Tasmania. An innovative learning to drive program being run by Sorell City Council using community volunteers and a donated vehicle could be replicated in other areas of the Hobart ESA.

- Unemployment was seen as a significant issue by one in four respondents to the Community Needs Survey. In the twelve months to September 2010, the unemployment rate in the Hobart ESA grew from 4.6 per cent to 5 percent. This was slightly lower than the national average of 5.1 per cent in September 2010.

- Between the 2001 and 2006 Censuses the fastest growing industries in the Hobart ESA were the public service, accommodation and food, and construction. Over this period, the industries where the most jobs were lost were retail trade, arts and recreation, and manufacturing.

- Research for this report has highlighted the importance of collaboration between community service organisations working to help people overcome issues that lead to disadvantage and social exclusion. In the Hobart ESA, collaboration is especially important around issues of housing insecurity and homelessness, drug and alcohol dependency, health service referrals, mental health and transport issues.

1 Introduction

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In 2010 we celebrated our 25th anniversary.

1.1 The Campbell Page *State of Our Community* research project

In 2009 Campbell Page began an ambitious and long-term research agenda focused on providing multiple stakeholders with reliable, evidence-based information to enhance understanding of the communities we work in. The first step of this research agenda was to provide community profile reports for each of our Employment Service Areas (ESAs)[1]. The subsequent production of 25 research reports honours this commitment, and reflects our desire to strengthen communities and provide quality services as a way of reducing disadvantage. In this way our research work corresponds with the Australian Government's Social Inclusion Agenda which seeks a more just society through the greater participation of disadvantaged people in learning, employment, and/or community activities.

The Campbell Page *State of Our Community* research project has three core goals:

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2. to examine how well these issues are addressed by government and community service providers within each region; and

3. to explore how well-equipped community organisations feel about their ability to meet community needs.

Results from this project have been published as 25 separate *State of Our Community* reports, one for each of the ESAs where we provide employment services. These reports are intended as a resource for community service organisations, NGOs, employers, governments and other stakeholder groups. Our aim is to engage key stakeholders in an ongoing discussion about how we can work together to reduce disadvantage and build more socially inclusive communities.

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[1] Employment Service Areas (ESAs) are areas defined by the Australian Government's Department of Education, Employment and Workplace Relations (DEEWR) for the purposes of providing new employment services under the Job Services Australia (JSA) program which commenced on 1 July 2010. There are 63 ESAs throughout Australia. Campbell Page provide employment services in 25 ESAs.

1.2 Report structure

This report is divided into five chapters. The first chapter introduces Campbell Page and our developing research agenda. This agenda seeks to build evidence which can inform our policy and practice, and engage key stakeholders in solution oriented action.

Chapter 2 outlines the research methodology.

Chapter 3 briefly outlines key national findings from the first round of primary data collection. Given the small sample sizes of some industry groups (specifically large employers, recruitment agencies, and training organisations) we report findings from the Industry Employment Outlook Survey at the national level only. This chapter also contains national results for surveys conducted with Campbell Page managers and representatives from community organisations across Australia.

Chapter 4 presents research findings for the Hobart ESA. This chapter commences with a geographic, demographic and economic overview of the Hobart ESA. This description, which draws on existing national data sets such as Census and Small Area Labour Market data, helps to contextualise survey findings. The findings of the Campbell Page Employment Hub Manager Survey and the Community Needs Survey undertaken with representatives from local community organisations are presented separately.

Chapter 5 contains a concluding discussion that highlights key findings for the Hobart ESA. This section also introduces the Campbell Page Research Agenda.

2 Research methodology

Each *State of Our Community* report contains a community profile for a specific Employment Service Area (ESA). To develop these profiles we analysed existing national datasets, and engaged in a process of primary data collection and analysis.

2.1 Data sources

The primary data was collected via telephone surveys with three stakeholder groups[2] within each ESA:

- management staff at Campbell Page employment offices (called Community Employment Hubs). This survey is called the 'Campbell Page Employment Hub Manager Survey';
- staff at other community service organisations. This survey is called the 'Community Needs Survey'; and
- staff from key industry groups including local employers, training organisations, and recruitment firms. This survey is called the 'Industry Employment Outlook Survey'.

The collected data was analysed thematically, to identify key issues. Given the small sample sizes, when data is disaggregated by ESA and survey type, we report main findings only. The reports are based on the findings from the three surveys and further qualitative research conducted into issues of significance for each ESA. Results from this additional qualitative research are reported as case studies.

The surveys were conducted nationally in regions where Campbell Page delivers employment services (New South Wales, Queensland, Victoria, ACT, Tasmania and South Australia). The bulk of each *State of Our Community* report (Chapter 4 of this report) is made up of local findings related to the ESA. The findings from the Industry Employment Outlook Survey are only available nationally and are briefly summarised in Chapter 3 of this report.

The Campbell Page Employment Hub Manager Survey was conducted by Campbell Page research staff and the Community Needs and Industry Employment Outlook surveys were conducted by an independent research company.

Other data sources include the National Regional Profile 2005-2009 (ABS, 2010); the Census of Population and Housing (ABS, 2006); and the Small Area Labour Market Data (DEEWR, 2010).

2.2 Survey responses

Across Australia, representatives from 145 employers, 24 labour hire and recruitment agencies and 32 training organisations participated in the Industry Employment Outlook Survey.

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[2] Campbell Page would like to acknowledge and thank all those who participated in surveys and/or interviews as part of this research project.

The Community Needs survey had 434 respondents from community organisations nationwide. Of these, 29 respondents were from the Hobart ESA.

Sixty-four Campbell Page Employment Hub managers completed the Hub survey across Australia. All of the seven Hubs in Hobart ESA were represented.

2.3 Data analysis

The collected data was analysed thematically, to identify key issues. Given the small sample sizes, when data is disaggregated by ESA and survey type we report main findings only. No statistical analysis has been conducted due to the small sample sizes in each area.

2.4 Qualitative analysis

The qualitative research has been written up as case studies (Section 4.4) in order to bring out the complexity of the issues raised in the surveys and to highlight interrelationships between areas of need.

3 National findings

This chapter presents a summary of national findings from the primary data collected for the *State of Our Community* research project. Key findings are presented in relation to issues which create barriers to social inclusion as identified by Campbell Page Employment Hub Managers and by staff at community service organisations. Also summarised here are the findings from the Industry Employment Outlook Survey which was undertaken with key industry representatives. Due to small sample sizes, analysis of this data is only reported at the national level.

3.1 Employment outlook

The Industry Employment Outlook Survey was designed to collect information from employers, recruitment agencies and training organisations about recruitment strategies, training issues, and employment opportunities for jobseekers. The questions focussed on three areas: recruitment activity in the preceding three months; recruitment intent in the coming three months; and factors that influence candidate selection. The survey was conducted in September 2010. Representatives from 145 employers participated, 57 (39 per cent) of whom were located in regional areas. We also surveyed representatives from 24 recruitment agencies and 32 training organisations across Australia.

Of the employers surveyed, almost three quarters of respondents (101 employers or 72 per cent) said that they had hired at least one person for an entry level position (that is, those requiring low to moderate skill levels) in the three months prior to the survey. All respondents from recruitment agencies also indicated that they had placed people in entry level positions recently. The most common positions that low skilled jobseekers were placed or employed in were as labourers, as factory/process workers, and as kitchen or housekeeping staff. These results indicate that job placement activity at the low to moderate skill level has been active in the third quarter of 2010 amongst industry respondents.

Employers were also asked about their hiring intentions for entry level positions over the next three months. Of the 145 employers surveyed, 30 per cent said they intended to increase the total number of entry level positions in their organisation, 66 per cent anticipated no change, and four per cent said they expected a decrease.

During the survey we asked respondents from employers and recruitment agencies to rate the relative importance of four characteristics when choosing a candidate for an entry level position: formal qualifications (e.g. trade certificate, forklift licence), work experience, driver's licence, and personal attributes. As shown in Table 3.1, responses differed between employers and recruitment agencies. Employers rated the personal attributes of a jobseeker as most important when selecting someone for a vacant entry level position. In contrast, respondents from recruitment agencies rated all characteristics of fairly equal importance, with formal qualifications slightly higher than others. Formal qualifications were rated of least importance among respondent employers for entry level jobs. The following table shows the results for both respondent groups.

Table 3.1: Employer and recruitment agency rating of entry level jobseeker characteristics

Characteristic	Employers average score	Recruitment agency average score
Formal qualifications	1.8	2.7
Experience	2.4	2.5
Drivers licence	2.0	2.4
Personal attributes	3.8	2.4
Note: Ten points in total available for allocation to the four characteristics combined; results show average score amongst respondents Employers: N = 145, Recruitment agencies: N = 24		

When this data was further analysed by respondent location it became evident that there are differences in the characteristics valued by metropolitan and regional based recruitment agencies. Recruitment agency respondents in regional areas considered a driver's licence as the most important characteristic, whereas their metropolitan counterparts rated this as least important. Conversely, respondents from metropolitan agencies considered personal attributes as the most important factor, while regional agencies were more likely to regard it as the least important. These disparities will be explored in future research; however, the data indicates the importance of mobility for jobseekers in regional locations.

3.2 Training for jobseekers

We surveyed 32 training organisations across Australia to develop a better understanding about the types of courses they regularly provide to assist people to gain entry level positions. As shown in Table 3.2, the majority of respondents identified Certificate II or III in Business Studies as the most commonly provided courses, with courses in Hospitality and Retail (Certificate II and III) following.

Table 3.2: Most common types of training provided to jobseekers

Course type	Number of training organisations	Percentage of training organisations
Business (Certificate II, III)	19	59
Hospitality	11	34
Retail (Cert III)	8	25
Construction	5	16
Other training	13	41
Training organisations: N = 32, multiple response		

The survey also collected data on course completion rates and perceived barriers that may prevent jobseekers from completing a course. Respondents estimated that approximately one in five people that begin job training courses do not complete the course. The three most commonly reported barriers to course completion were a lack of motivation or a poor attitude on the part of the jobseeker, transport difficulties, and family pressures such as caring responsibilities. Financial pressures and learning difficulties associated with poor literacy and numeracy where also highlighted as significant barriers to course completion.

Respondents from regional areas were much more likely than those from metropolitan locations to indicate jobseekers' poor literacy and numeracy skills and/or learning difficulties as barriers to course completion. In contrast, respondents from metropolitan training organisations were more likely to indicate a lack of confidence and a lack of support from job services providers as barriers to jobseekers completing job-training courses.

3.3 Barriers to employment for Campbell Page jobseekers

Campbell Page Employment Hub managers were asked to identify the most common issues that their clients needed help with in their search for a job. Table 3.3 presents the national results. As shown, the four most commonly cited issues of concern across Australia were mental health, a lack of access to transport, housing insecurity and homelessness, and drug and alcohol dependency.

Table 3.3: Most serious jobseeker issues, Hub managers nationally

Issue	Number of respondents	Percentage of respondents
Mental health	61	95
Transport	55	86
Drug and alcohol	54	84
Housing / homelessness	54	84
Cultural	41	64
Training	37	58
Current legal issues / Ex-offenders	34	53
Geographic isolation	31	48
Family violence	29	45
Community violence	18	28
Campbell Page Hub managers N = 64, multiple response		

3.4 Community needs

Campbell Page Employment Hub managers felt that the serious barriers to workforce participation such as mental health issues, homelessness and drug and alcohol dependency should be addressed in an integrated manner with multiple support services. To this end, we conducted a Community Needs Survey of 434 representatives from a variety of community service organisations. Respondents were asked to identify key issues of concern within local communities; the extent to which they felt community problems were being addressed; and the extent to which they collaborated with other support services in meeting community needs.

Table 3.4 indicates what staff from community organisations nationally felt were the main issues facing their local communities. As shown, the issues identified as of most concern were housing insecurity and homelessness, unemployment, a lack of access to transport, drug and alcohol dependency and mental health. These are the same issues of concern identified by the Campbell Page Employment Hub managers.

Table 3.4: Most serious community issues, community organisations nationally

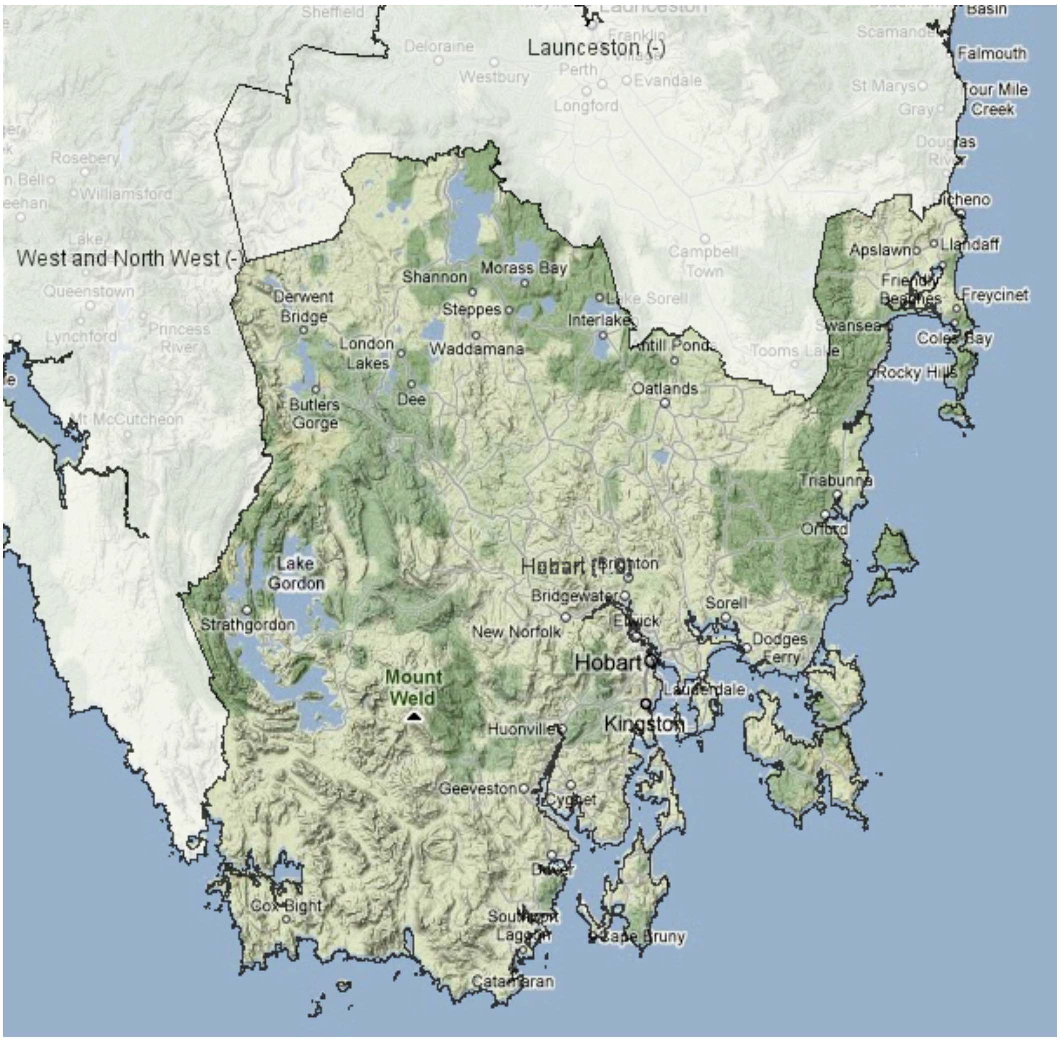
Issue	Number of respondents	Percentage of respondents
Housing / homelessness	221	51
Unemployment	126	29
Transport	122	28
Drug and alcohol	100	23
Mental health	91	21
Financial strain / poverty	61	14
General youth issues	56	13
General health issues	56	13
Lack of funding for community services	52	12
Cultural	39	9
Community violence	35	8
Family violence	30	7
Community organisations N = 434, multiple response		

Organisations were asked whether they worked collaboratively with other organisations, and, if they did, were asked to identify on which issues they would collaborate to help deliver services to their clients. Of the 434 organisations surveyed nationally, 84 per cent reported that they often collaborated with other organisations to help their clients, while a further 12 per cent reported they sometimes collaborated.

The issues that respondents most commonly collaborated with other organisations to resolve were housing insecurity and homelessness (79 per cent), mental health issues (77 per cent), drug and alcohol dependency (73 per cent), health service referrals (65 per cent), and family and domestic violence (61 per cent).

4 The Hobart Employment Service Area

The Hobart Employment Service Area (ESA) comprises a large and diverse geographic area that encompasses the midlands, southern and south-eastern areas of Tasmania, including the city and suburbs of Hobart. It has a population of 246,162 (June 2008) and its major centres include Hobart, Huonville, New Norfolk, Swansea, Oatlands, as well as the Tasman Peninsula and the Freycinet National Park. The region is diverse and includes a capital city and suburbs, outlying residential areas, rural towns, farmlands and rugged coastal wilderness. Major industries include retail, health and social care, government and the public service, education and training, rural production, manufacturing and tourism.



The demographic description of the area presented below has been sourced from the National Regional Profile 2005-2009 (ABS, 2010); the Census of Population and Housing (ABS, 2006); and the Small Area Labour Market Data (DEEWR, 2010). These national datasets necessarily collect broad level data which often fail to capture the diversity within regional areas such as differences between closely located towns. This is one reason why we have supplemented existing data with primary data collection.

4.1 About Hobart Employment Service Area

The Hobart ESA comprises 12 Local Government Areas (LGAs) across two Australian Bureau of Statistics (ABS) statistical divisions: Greater Hobart metropolitan area (population 209,287) and Southern Tasmania (36,875). [3], [4]

- Greater Hobart comprises five full LGAs covering the Hobart city area: Brighton, Clarence, Glenorchy, Hobart and Sorell, as well as the northern half of Kingborough.
- Southern Tasmania includes six full LGAs: Central Highlands, Derwent Valley, Glamorgan/Spring Bay, Huon Valley, Southern Midlands and Tasman, and the southern half of Kingborough.

The diversity of the Hobart ESA is evident not only in its geography and industries, but also in the relative socioeconomic disadvantage of individual communities. The Hobart ESA encompasses four of the six most socioeconomically disadvantaged LGAs in Tasmania including the most disadvantaged (Brighton), followed by Central Highlands, Derwent Valley and Tasman. At the other end of the spectrum, the ESA also contains three of the four most socioeconomically advantaged LGAs in the state, including the top two, Kingborough and Hobart. Clarence comes in fourth.

The largest LGA in the region is Clarence City Council (population 52,140), located on the eastern shore of the Derwent River, with 191 km coastline. The area combines riverside cities and suburban localities, beachside villages and farmland, and is the home of Tasmania's largest shopping centre, 'Eastlands', in Rosny Park, as well as major suburban centres at Howrah and Lindisfarne. Other key suburbs include Clarendale Vale, Risdon and Bellerive. Major industries include public service, retail, light engineering, manufacturing, agriculture, aquaculture and tourism.

Hobart City Council (49,887) is dominated by the City of Hobart, the second oldest city in Australia. Nestled under Mt Wellington on the Derwent River, Hobart is the regional centre of Tasmania's south as well as the state capital. Many Tasmanian Government offices are located in Hobart, as is the University of Tasmania, a major commercial hub, numerous restaurants and cafes, and busy fishing and cargo docks. Key suburbs include North Hobart, New Town, West Hobart, South Hobart, Sandy Bay and Battery Point.

Glenorchy City Council (44,628) is located between Mt Wellington and the Derwent River. Originally used for fruit orchards, Glenorchy is now predominantly suburban. Major employers are commercial retail centres in Glenorchy, Moonah and Claremont, and small businesses.

Brighton Council (15,807) is located 25 km northeast of Hobart CBD, and bordered by the City of Clarence and the Derwent Valley and Southern Midlands municipalities. The main residential areas are Brighton, Old Beach, Bridgewater, Gagebrook and the historic precinct of Pontville. Large public housing estates exist in

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[3] National Regional Profile 2005 – 2009, Australian Bureau of Statistics 2010.

[4] Unless otherwise indicated, statistical data in this section is from the 2006 Census, with the exception of population data, which is from the National Regional Profile 2005 – 2009.

Bridgewater and Gagebrook, and private housing developments in Old Beach and Brighton have seen the LGA transform from predominantly rural to a small urban council. Tea Tree remains the only predominantly rural locality.

Sorell Council (13,127) is situated 25 km east of Hobart CBD and extends just south of Dunalley. The town of Sorell has grown to become a regional, commercial and business centre for the south-east region. The main population centres are Midway Point, Sorell, and the southern beaches area of Lewisham, Dodges Ferry, Carlton, Primrose Sands and Dunalley.

Kingborough Council (33,464), situated 10 km south of Hobart, has 336 km of coastline. Its main centres include Taroona, Kingston, Blackmans Bay, Margate, Kettering and Bruny Island. Kingborough is essentially residential, and has one of the highest growth rates in Tasmania. Kingston is the area's major commercial, retail and administrative centre, as well as the Australian headquarters for antarctic research, the Antarctic Division. Industries in the LGA include fish processing, aquaculture, tourism, viticulture, boat building and civil engineering

The Huon Valley Council (15,134), the southern-most LGA in Australia, is just 40 minutes' drive from Hobart. Major areas include Huonville, Cygnet and Geeveston, while key industries are agriculture, viticulture, forestry, tourism and aquaculture. Seasonal fruit picking work is also available.

The Derwent Valley Council (10,036) is 35 km north of Hobart, with New Norfolk its largest town. Major industries include agriculture, forestry, healthcare and tourism.

Southern Midlands Council (6,050) is located in the centre of Tasmania to the north of Hobart and is predominantly rural, with Oatlands the main locality.

Glamorgan Spring Bay Council (4,500) is situated on Tasmania's east coast and encompasses Freycinet National Park and the towns of Swansea, Orford and Bicheno. Tourism is a significant industry, as is fishing, agriculture and forestry.

Despite its sparse population, the Central Highlands Council (2,324) covers nearly 12 per cent of the state's area. Its main locality is Hamilton and industries are farming, forestry, power production and tourism.

Tasman Council (2,374) is a relatively small LGA in the state's south-east, encompassing the Forestier and Tasman Peninsulas. Major centres include Nubeena, White Beach, Port Arthur and Eaglehawk Neck. Tourism, agriculture, forestry and fishing are the major industries.

Hobart ESA demographic profile

The population of the Hobart ESA is 0.2 years younger than the state average, with an average age of 39.1 across the region[5]. This reflects the fact that the area contains a slightly lower proportion of people aged 60+ (0.1 per cent) and slightly higher proportion of people aged between 20 and 34 (0.3 per cent).

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[5] National Regional Profile 2005 – 2009, Australian Bureau of Statistics 2010.

The average income of Hobart ESA's residents is $29 per week more than Tasmania as a whole, at around $574 per week. However, significant variations exist within the region. In Greater Hobart the average income is $592 per week compared to an average of $473 per week in Southern Tasmania.

Overall, the Hobart ESA contains roughly the same proportion of low income persons (that is those earning less than $250 per week[6]) as Tasmania as a whole. Around 29 per cent of adults in the region are classified as low income, in comparison to 30 per cent in Tasmania. Southern Tasmania had a significantly higher proportion of low income earners (35 per cent) than Greater Hobart (28 per cent). Conversely, 16 per cent of residents in Greater Hobart earned more than $1,000 a week compared to only nine per cent of Southern Tasmanians.

Cultural diversity in Hobart ESA is representative of the state as a whole. English is spoken at home by 90 per cent the region's residents, which is two per cent less than Tasmania. Those born overseas make up 12 per cent of the population compared to 11 per cent for Tasmania, with the majority of these coming from English speaking countries. Western Europe is the largest source of people born in non-English-speaking countries, in particular Germany and the Netherlands, with these countries comprising 0.5 per cent and 0.4 per cent of the region's population respectively.

Hobart ESA has a slightly smaller proportion of Indigenous residents than the Tasmanian average, at 3.3 per cent of the population compared to Tasmania at 3.5 per cent. This rate varies significantly across the ESA however, with Indigenous residents comprising 5.9 per cent of the population in Southern Tasmania compared to only 2.9 per cent in Greater Hobart.

Education is a strong determinant of income and social status. Around half (51 per cent) of the region's residents reported having a tertiary qualification (slightly more than Tasmania at 48 per cent). The proportion of tertiary qualified residents with graduate or post graduate qualifications was also higher than Tasmania overall. Education levels also point to large socio-economic differences across Hobart ESA. Tertiary education levels in Southern Tasmania were four per cent lower than Greater Hobart, while the proportion of residents with graduate and post graduate qualifications was seven per cent lower.

Volunteering rates and length of residence in the region are both useful indicators of social cohesion, as both are likely to facilitate greater engagement with the broader community. In the Hobart ESA, a majority of residents (66 per cent) have lived in the region longer than five years, similar to Tasmania overall (67 per cent). Hobart ESA also has similar rates of volunteering to Tasmania overall with around one in five adults (20 per cent) reported participating in volunteering activities. More residents in Southern Tasmania were volunteers (22 per cent) than those in Greater Hobart (19 per cent).

[6] In this report, low income is defined as less than 30 per cent of average national earnings. For the 2006 census, this was $250 a week, which was roughly the level of the single pension at that time.

The Hobart ESA workforce

In 2006 the total labour force for the Hobart ESA was 110,301. The total labour force participation for the Hobart ESA was lower than the state wide figure (58 per cent in comparison to 60.5 per cent across Tasmania.

In 2006 a slightly smaller proportion of Hobart ESA residents were employed full time (59 per cent in comparison to 60 per cent across Tasmania). A smaller proportion was also employed on a part time basis (30 per cent in comparison to 33 per cent across Tasmania).

In September 2010, DEEWR estimated the region's labour force at 124,280, a decrease of 173 over the previous twelve months. During this same period DEEWR estimated that the number of unemployed people grew by 467 from 5,779 to 6,246, and the unemployment rate increased from 4.6 per cent to 5 per cent. The Southern Tasmanian unemployment rate estimate in September 2010 was higher at 6.4 per cent, down from 6.5 per cent a year earlier.[7]

As an indicator of the local demand for labour, the region has 103,648 employed residents but only 93,727 local jobs. This means that at least 9,921 residents (equivalent to 10 per cent of the working resident population) have to travel outside the region for work. The actual number is probably higher than this assuming some local jobs are filled by people who are not local residents. Southern Tasmania has a net surplus of 5,343 workers, meaning that at least 38 per cent of its population has to travel outside the area for employment. This is understandable given the area's proximity to Hobart.

Local industry in Hobart ESA

The largest industry types across the region are retail trade (11,748 jobs), health and community services (11,634), public service (11,065), and education and training (8,376). Greater Hobart accounts for 92 per cent of the region's 102,348 jobs. Within Southern Tasmania, over one in five jobs (22 percent) is in rural production.

The largest occupational groups in Hobart ESA are professionals (21 per cent), clerical and administrative workers (16 per cent), technicians and trades workers (13 per cent) and managers (13 per cent). Managers include farm and small business managers. Regional variations include a higher proportion of farm managers and labourers in Southern Tasmania.

The public service was the fastest growing industry between the 2001 and 2006 Censuses, with 4,484 more jobs recorded. The other main growth industries were accommodation and food (an increase of 1,922 jobs); and construction (an increase of 1,493). Over this period, the industries where the most jobs were lost in Hobart ESA were retail trade with 1,248 fewer workers (equivalent to 2.7 per cent of the workforce); arts and recreation with 902 fewer workers (1.2 per cent of the workforce); and manufacturing with 652 fewer (1.6 per cent).

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7 September 2010: Small Area Labour Market data smoothed estimates, Department of Education, Employment and Workplace Relations.

The fastest-growing occupations in the region between 2001 and 2006 were professionals (an increase of 2,625 jobs, equivalent to 2.7 per cent of the workforce); middle clerical/sales/service workers (an increase of 2,507 jobs or 2.7 per cent); associate professionals (an increase of 1,448 jobs or 1.5 per cent); and basic clerical/sales/service workers (an increase of 837 jobs or 0.9 per cent). No occupations recorded a significant decline in the number of workers; the largest drops being for cleaners (a decline of 256 jobs, equivalent to 0.3 per cent of the workforce), and for secretaries and personal assistants (251 fewer jobs or 0.3 per cent).

4.2 Campbell Page Employment Hub Manager Survey

This section presents findings from survey data collected from managing staff at Campbell Page Community Employment Hubs in the Hobart ESA.

About the survey

Campbell Page Community Employment Hub managers were surveyed to identify the most common issues (besides unemployment) jobseekers needed assistance with, and the extent to which these issues were being addressed through locally available services. The survey also sought information on the skill-requirements of employers in the area and the degree to which the skill-sets of the Hubs' jobseekers were matched to employers' needs. Finally, the Hub managers were asked to comment on the training courses required to equip their jobseekers for local employment opportunities and the accessibility of these training courses.

Campbell Page jobseeker issues in Hobart ESA

Campbell Page has Employment Hubs in Hobart ESA in Sorell, Rosny, Bridgewater, Moonah, Hobart, Kingston and Huonville. All of these Hubs provided responses to the survey. They indicated that people with a disability or chronic health problem, young people, Indigenous people and ex-offenders were significant proportions of their client base. Hub managers identified lack of access to transport, mental health issues, and housing insecurity and homelessness as central issues for their jobseekers.

According to all Hubs in the Hobart ESA, the overwhelming community need that is currently not being met by existing services is that of transport. Lack of public transport, and the high proportion of jobseekers that don't have their driver's licence, are significant problems. The majority of Hubs within the Hobart ESA maintained that even if limited public transport is available, it remains inadequate to cover early starts or late finishes.

Hubs in and around the CBD felt that transport within the CBD was acceptable with no issues between the hours of 7am and 9pm. However, outside these hours, transport is very limited. Outside of Hobart there is limited public transport, and the only option for outlying towns is the school bus, which does not operate on weekends or during school holidays.

For jobseekers willing to travel outside their area to work, their opportunities for employment and training were limited if they lacked a driver's licence or access to a private car. Lack of transport also made it difficult for jobseekers to access other support services such as drug and alcohol counselling, or mental health services.

As Bowers and Mottram (2007) have pointed out, not having access to transport is a particular issue of social exclusion for people living in rural and regional centres and urban fringe areas. They argued that lack of access to transport can inhibit education, training and work opportunities, and linked transport disadvantage to a wide range of adverse health outcomes including mental illness, suicide and general poor health.

A number of Hubs reported various initiatives underway to help jobseekers obtain their driver's licence. In Sorell the local council runs a driver training program for 16 to 25 year olds called "Be ready". Under this initiative, community volunteers take the young person out in a car provided by the council, to help build up their required number of driving hours to get their driver's licence. The Campbell Page Hub at Sorell supports 16 to 25 year old job seekers to get their learner's permit before referring them on to this program. When Campbell Page jobseekers have obtained the required number of hours, Sorell Hub pays for a driving lesson before they take their driving test. Unfortunately a large proportion of Sorell Hub's jobseekers are ineligible for the "Be ready" program. Rosny Hub runs driver training courses on behalf of the Tasmanian Government but does not have access to a car for jobseekers to use to build up their driver training hours.

With the exception of Sorell and Huonville, all Hobart Hubs nominated housing insecurity and homelessness as a significant community issue. According to Hobart, Moonah and Rosny Hubs, the rental market is extremely tight and access to affordable housing is currently at crisis point. While there are shelters in Hobart – Hobart City Mission (women), Bethlehem House (men), and Youthcare SAAP (Anglicare) - Hobart Hub reported that these are nearly always at capacity resulting in serious homelessness within the inner city. Often the Hub assists jobseekers into backpacker hostels as a last resort. Hub managers in Hobart also reported being regularly unable to find accommodation for jobseekers impacted by domestic violence. The Salvation Army, Colony 47, Centacare and Anglicare are currently running food voucher, family counselling and support programs to assist the homeless.

Mental health was also an issue of concern for Hub managers at Bridgewater, Moonah, Hobart and Rosny. All believed local services were insufficient to support people with mental health issues. Managers at these Hubs also reported that a significant number of these jobseekers required assistance with drug and alcohol dependency issues. Rosny Hub has established relationships with a number of local GPs willing to bulk bill these jobseekers, and to provide referrals to free local counselling services where appropriate.

A related issue is access to the government funding available to assist people with mental health and/or substance abuse problems. A jobseeker that Centrelink identifies as having complex or multiple barriers to employment is classified as a "Stream 4". Once a jobseeker has this classification, Hubs are able to use DEEWR funding to help them access the necessary support services, if they are available. A Stream 4 classification relies on the jobseeker being willing to disclose these personal problems to Centrelink which, according to a number of Hobart ESA Hub managers, many people with these issues are unwilling to do.

According to the Australian Institute of Health and Welfare (2010), mental illness is an important health issue in Australia with an estimated 20 per cent of Australians experiencing symptoms of a mental disorder each year.

Industry skill requirements in Hobart ESA

Hobart Hub managers divided employers' skill requirements into two distinct categories. In the first category were skills which were rare or non-existent among Campbell Page jobseekers. A majority of respondent managers reported that these skills were generally in areas requiring qualifications and experience, particularly building construction (i.e. bricklayers, plasterers and carpenters), heavy machinery operators, and aged care nurses.

In the second category of skills required by Hobart employers were either those which Campbell Page's jobseekers commonly had already, or which they could acquire by completing a short course. These skills were generally in the areas of hospitality, retail, food processing and construction (i.e. labouring).

The short courses most commonly required to qualify a Campbell Page jobseeker in Hobart ESA for an existing job vacancy were in the areas of construction, retail, hospitality, aged care, business administration and computing.

Hobart ESA Hub managers reported a number of issues which often resulted in jobseekers not being trained in time to fill an existing vacancy, including: accessing funding; limited transport options; and lack of sufficient group numbers. Hobart ESA Hubs are currently running courses to prepare jobseekers for construction industry jobs including: first aid, Occupational Health and Safety (OH & S), scaffolding and heavy machinery licences.

Strategies in use by Campbell Page Hubs to make jobseekers more employable

Employment Hub managers in Hobart ESA reported that their Hubs improved the employment prospects of their jobseekers in the following ways: by using established networks in the business community to quickly place skilled jobseekers; by developing and brokering training to match the needs of local labour market; and by continually up-skilling their jobseekers in high demand areas such as aquaculture, retail, construction, tourism and hospitality.

Each of Hobart ESA's Hubs focuses on providing training to match local employment opportunities. Huonville Hub recently arranged training for Certificate II in Seafood and as a result, these jobseekers were employed by Huon Aquaculture (Huon Salmon). In all cases in the Hobart ESA, Hubs focus on tailored training suitable for the employment opportunities available.

4.3 Community Needs Survey

This section presents findings from survey data collected from staff at community service organisations in the Hobart ESA.

About the survey

Staff from community service organisations within the Hobart ESA were surveyed to identify what they felt were the main issues of concern currently faced by members of their local community, how well these workers felt their communities were equipped to deal with the issues, and whether these community workers collaborated with other organisations to deliver services to clients. In the Hobart ESA, 29 respondents from the same number of organisations participated in the survey.

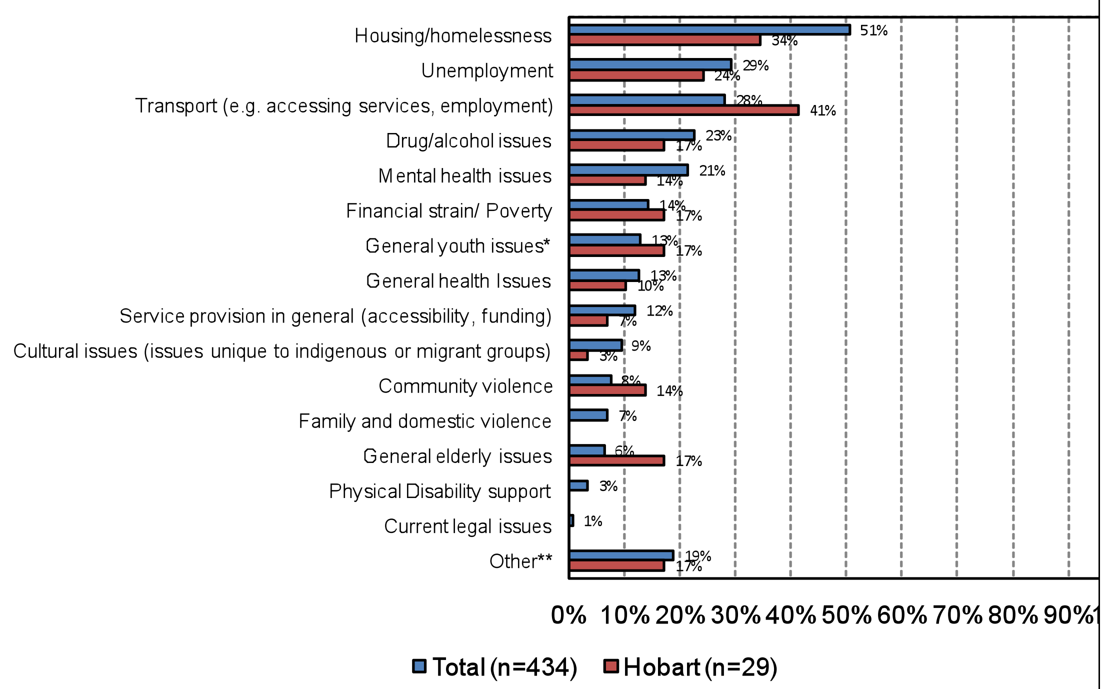
Community issues

The three most serious issues facing the Hobart community, as identified by staff at community organisations, were a lack of transport to enable clients to access services and employment; housing insecurity and homelessness; and unemployment.

A lack of transport for accessing services and employment was identified as a serious issue by 41 per cent of respondents, well above the rate of responses nationally (28 per cent. One in three respondents identified housing insecurity and homelessness as a serious community problem while one in four rated unemployment as serious.

Perception of the most serious issues or problems currently faced by the local community

(Percentage of respondents or cases, multiple response)



One in six Hobart community organisations surveyed identified the following as significant areas of community need: financial strain and poverty; general youth issues; and general elderly issues.

General elderly issues included concerns over Hobart's ageing population; growing demand on services; and social isolation among the elderly. General youth issues included a lack youth support services; and the need for more in-school support for youth to improve educational outcomes.

Drug and alcohol dependency was also identified as an area of need by one in six respondents. The effects of drug and alcohol dependency on sustained employment are substantial. In its submission to the Senate Inquiry into Poverty, the Victorian Drug and Alcohol Association stated that problematic alcohol and drug use was "strongly associated with difficulties in gaining and retaining full employment" (VAADA, 2003). It argued that people with long-term alcohol and drug problems often experienced difficulty in entering or re-entering the employment market. They can also experience difficulties gaining an education, and this can further hamper their ability to secure adequately-paid employment.

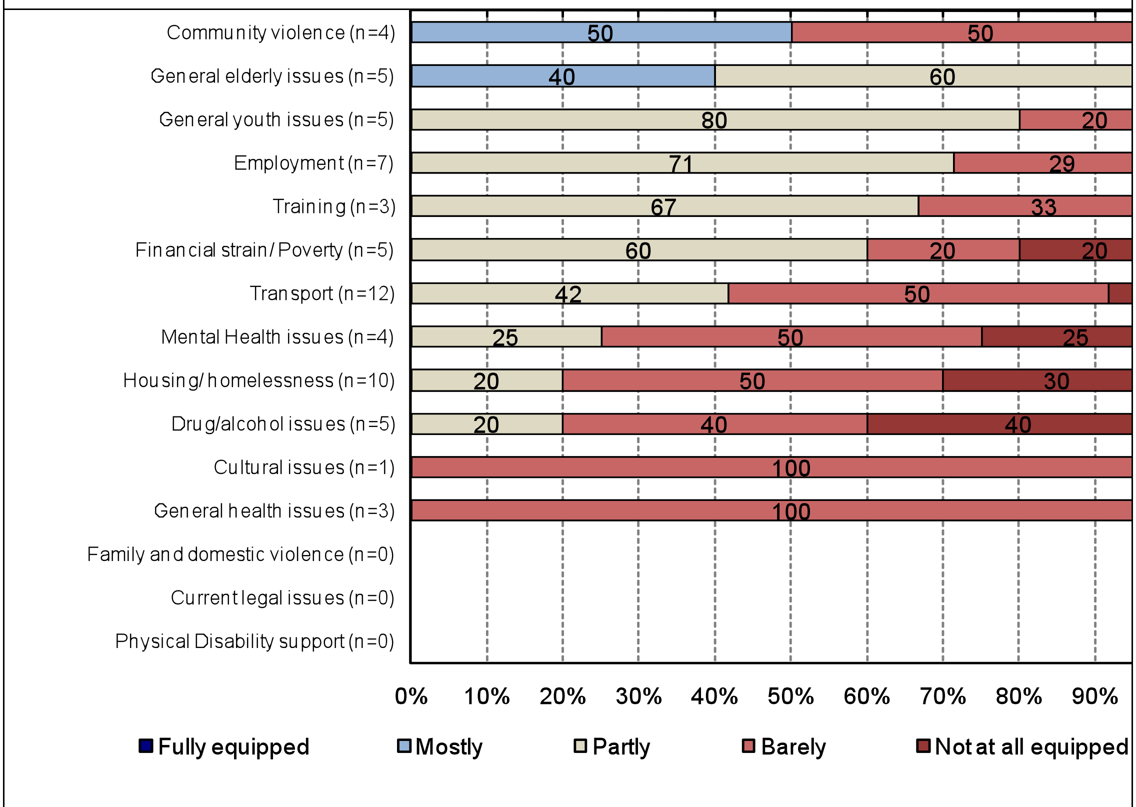
Community capacity to deal with identified community issues

The Community Needs Survey asked respondents how well they thought their community was equipped to deal with each of the three issues they had identified as the most serious. Respondents were asked to choose between five options: fully equipped, mostly, partly, barely and not at all equipped.

The following graph shows the results for this question for the community organisations in the Hobart ESA.

Perception of local community's capability to deal with the most serious issues or problems

(Percentage of respondents or cases who indicated the issues as one of the three most serious issues faced by local community)



Overall, respondents from Hobart community organisations were not optimistic about the community's capacity to deal with the three most serious problems identified. They considered the community was, at best, partly equipped to deal with transport, housing insecurity and homelessness, and unemployment issues.

Seven of the 12 respondents who identified lack of transport for accessing services and employment as a significant community issue believed the community was either barely or not at all equipped to deal with this issue. The remaining five respondents felt the community was partly equipped.

Eight of the ten respondents who identified housing insecurity and homelessness as a serious issue believed the community was either barely or not at all equipped to deal with it. The remaining two respondents felt the community was partly equipped.

Of the three most serious community problems identified, respondents from Hobart community organisations felt their community was best equipped to deal with unemployment issues. Five of seven respondents believed the community was partly equipped to deal with this issue.

Community organisations' capacity to deal with identified community issues

Respondents were also asked to identify the amount of resources their community organisations devoted to addressing a range of community issues. Choices offered were: a large amount, a moderate amount, a small amount and none. For each issue where a respondent chose "a large amount", they were asked to say how well they believed their organisation was equipped to deal with that issue.

Of the 11 respondents in Hobart who indicated that their organisation devoted a large amount of resources towards mental health issues, eight respondents felt that their organisation was either mostly or fully equipped to deal with these issues.

While 12 of Hobart's 29 participating organisations identified transport issues as a significant problem within the community, only four indicated that they devoted a large amount of their resources to addressing this issue. All of these organisations saw themselves as either fully or mostly equipped to deal with this issue.

Housing insecurity and homelessness were identified as serious issues for the community by 10 of the 29 respondents. Of the eight respondents who said their organisation devoted a large amount of their resources to this issue, six felt they were fully equipped and two respondents said they were mostly equipped.

Drug and alcohol issues were perceived as less serious in Hobart than nationally. Six respondents said their organisation devoted a large amount of their resourcing to this need. Half of these respondents said their organisation was mostly equipped to deal with these issues, while the remainder said they were only partly equipped.

One in four survey respondents identified unemployment as a serious community issue. Three of the five respondents who said their organisation devoted a large proportion of resources to this issue felt they were fully equipped to deal with it. One respondent said their organisation was mostly equipped and the other partly.

The role of collaboration in resolving community issues

Organisations were asked whether they worked collaboratively with other organisations, and if they did, on which issues they would collaborate to help deliver services to their clients.

Of the organisations surveyed in Hobart, a large proportion of respondents (69 per cent) reported that they often collaborated with other organisations to help their clients, while a smaller number (28 per cent) reported that they collaborated only sometimes. One respondent, (three per cent), said that their organisation never collaborated with other community organisations to help provide the services their clients needed.

The five issues on which respondents most commonly collaborated with other Hobart organisations were: housing insecurity and homelessness (75 per cent); drug and alcohol (71 per cent), health service referrals (68 percent); mental health issues (64 per cent); and transport issues (57 per cent).

4.4 Case studies

Some staff and clients of Campbell Page Employment Hubs and local community organisations were also interviewed to develop the following case studies. The two stories presented below highlight issues of importance for jobseekers and community service organisations within the Hobart ESA.

Advocacy for the homeless

At 19, Michelle found herself with no job, no fixed address and heading for her seventh month without financial assistance from Centrelink. It all started when she lost her hospitality job. Michelle's relationship with her father broke down and she had to move out. While Michelle has a good relationship with her mother and sister, neither of them where in a position to offer her accommodation. She applied for an "Unreasonable to live at home allowance" through Centrelink but this was rejected after her father refused to sign the forms. Centrelink also believed that she had not worked for long enough to qualify for benefits.

> *After Dad kicked me out I ended up couch surfing with different friends. I appealed the Centrelink decision but they said no again. It wasn't until I went on a rampage of angry telephone calls that Centrelink put me in touch with a youth worker. I finally felt that someone listened to me. Until then I couldn't get anyone to help.*

After a call to Michelle's sister and mother, the youth worker arranged with Centrelink for Michelle to receive the "Unreasonable to live at home allowance". Life for Michelle is improving:

> *Campbell Page paid for five free driving lessons to get me started on my driver's licence and they gave me advice on job interviews and clothes to wear. I had access to counsellors and psychologists. It all paid off. I got a job with the Tax Office. Life is definitely looking up.*

Emily Churches is from Colony 47, a youth homelessness early intervention program. She says that young people become homeless for a range of reasons including family breakdowns and the high price of renting. The sort of accommodation these people can afford is often located in fringe suburbs where there is limited transport, employment and training opportunities. Emily advocates for targeted training initiatives to complement supported accommodation for youth "at risk":

> *In an ideal world young people benefit more from communal living. Living alone rarely lives up to their expectations. The situation for our young homeless people in Hobart could be improved by providing more supported or communal accommodation linked with education and training opportunities. Education programs targeted at giving young people well formed skills in areas such as financial literacy, living skills, resilience and practical understanding of adult life would help.*

Emily believes that positive outcomes for youth at risk of becoming homeless can be achieved when government and community groups work together with the young person to develop a solution that addresses their particular need.

No wheels in Sorell

Amanda, 23, lives with her mum in Sorell, a small town near Hobart. She is keen to find a job but has not been able to find work since leaving school at the age of 15. She's applied for jobs in the retail sector but they always require experience and referees, which she can't supply. Amanda is looking into training courses to improve her job prospects but lack of access to transport in her area is a major barrier.

> *I really enjoyed the work experience I did in childcare and would be interested in doing a childcare course in Claremont. But the only way for me to get there is by bus. First I have to get the bus to Hobart, then another bus to the Glenorchy interchange, and then yet another bus to Claremont. It takes me hours, but by car it would only take half an hour.*

All Amanda needs is a driver's licence and Lyndon Stevenson from Campbell Page in Sorell is helping. Amanda has just joined Campbell Page's 'Gearing Up' program, where jobseekers are guided through the process of getting their driver's licence. Operating in rural areas around Hobart, Lyndon says the program ideally targets disadvantaged youth.

> *Once they have their learner's, Campbell Page can also help them reach the required 50 hours of practical driving with volunteer mentor drivers who supervise the learners. The two vehicles used for this purpose have been provided by community partnerships. A range of community businesses provided the funding to maintain the programs. They advertise their businesses on the cars. When they are close to getting their provisional licence they can come back to Campbell Page and we'll pay for one more lesson to prepare them for their driving test.*

The Sorell local council also runs driver education for disadvantaged people, including jobseekers. It's called 'Be Ready' and is run by Youth Development Officer Mike Duvall. The program targets 16 to 25 year olds (whether at school, working-part time or jobseekers) who have their learner's and do not have access to a vehicle. As Mike says:

> *The program is needed because we live in a rural community with limited public transport where young people face isolation without a driver's licence. It's an area of high unemployment so families often cannot afford the fuel to take their kids out to build up the requisite driving hours. We provide a vehicle, the fuel and a mentor. They aren't driving instructors but they travel in the car with the learner driver in a support role to help build practice hours.*

Amanda is excited about the opportunities the program opens up for her:

> *A driver's licence will provide a stepping stone to find work and help me later to do the childcare course in Claremont.*

5 Conclusion

As evidenced throughout this report, Campbell Page's *State of Our Community* research project is providing important new information about local communities across Australia. The preliminary work undertaken to date highlights key issues of concern that impact on people's ability to gain and sustain employment, and explores the ability of communities to address these issues through integrated service delivery.

This chapter draws together key findings from data collected from managing staff at Campbell Page Employment Hubs; and staff at community service organisations.

5.1 Key Community Issues

Limited public transport was identified by all Hub managers in the Hobart ESA as the overwhelming community need currently not being met by existing services.

Housing insecurity and homelessness was also identified as a serious issue in Hobart. Hub managers felt that existing services were not meeting the needs of jobseekers dealing with these issues.

Mental health was highlighted as a major concern by Hub managers in Bridgewater, Moonah, Hobart and Rosny. All questioned the adequacy of support services to assist jobseekers with these issues. Managers at these Hubs said that a significant number of these jobseekers also required assistance with drug and alcohol dependency.

The three issues most commonly identified by representatives of community service organisations as "serious" were a lack of transport, housing insecurity and homelessness and unemployment. Lack of transport was considered to be a serious problem by 41 per cent of respondents. Housing insecurity and homelessness were seen as serious by one third of respondents and unemployment by one in four.

On the whole, respondent staff in Hobart community service organisations were not optimistic about the community's capacity to deal with the serious problems identified, although they were more positive about their own organisations' capacities.

5.2 Availability of services

In general, survey respondents felt that services within the Hobart region were not adequate to meet the demand. This was particularly the case in relation to the most serious problems identified. They considered the community was, at best, partly equipped to deal with transport, housing insecurity and homelessness, and unemployment issues.

The research identified service gaps in the areas of housing insecurity and homelessness in Hobart CBD and surrounding suburbs. Hub managers and community organisation respondents identified a need for more crisis accommodation facilities in the Hobart CBD. The vast majority of the community service respondents who identified this as a serious issue indicated that that the community was not equipped to meet the needs of homeless people.

The majority of Hub managers in and around the Hobart CBD felt that mental health services were insufficient to accommodate the increasing numbers of jobseekers presenting with these needs.

5.3 The importance of collaboration

The research highlighted the importance of collaboration between the different community service organisations working to help people overcome issues which lead to disadvantage and social exclusion. In the Hobart, collaboration is especially important around issues of housing insecurity and homelessness, drug and alcohol dependency, health service referrals, mental health and transport issues.

5.4 Further research

Research with multiple stakeholders in the Hobart area has highlighted the need for further research into the extent of mental health issues amongst jobseekers in the community and the adequacy or otherwise of existing services. Further research into the sorts of mental health issues amongst different groups of jobseekers (e.g. young people and those nearing retirement), and the impact of mental health problems on gaining and sustaining employment is also recommended.

Data from both the Employment Hub Manager Survey and the Community Needs Survey suggests the need for further research into the issues of housing insecurity homelessness; and access to transport. The adequacy of existisng services to meet these areas of need is also required. In relation to transport, an investigation into whether the driver training programs being run in Sorrell LGA could be adapted for other regional and metropolitan fringe areas in Hobart ESA, would be of benefit.

The responses from community service staff within the Hobart ESA to questions about the community's capacity to deal with an issue were generally more negative than their responses to questions about their own organisation's capacity to deal with the same issue. This occurred across the whole range of significant issues, and this disparity in response also requires further research.

5.5 Introducing the Campbell Page Research Agenda

The *State of Our Community* research project has highlighted the need for further research into multiple content areas and with many stakeholder groups. To enable us to undertake this work in a strategic and comprehensive manner, we are currently developing a long-term research agenda that will outline core goals. These will include:

- identifying key research questions that will drive the organisation's research agenda including priority areas for action;
- identifying successful local services and/or initiatives that may benefit from increased funding;
- outlining a methodology that will engage communities and key stakeholders in identifying solutions to local problems; and

- determining a training program that will enhance the capacity of Campbell Page staff to engage in quality research practices that can provide timely and accurate information in a manner that respects the rights of all participants.

Campbell Page has begun this ambitious project. The Campbell Page Research Agenda will be publicly available via our website when complete.

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7 Appendices

7.1 Glossary of terms and abbreviations used in this report

ABS	Australian Bureau of Statistics
Client streams	DEEWR classifications of an individual client's level of capacity for employment (or "job readiness") under the Job Services Australia program: Stream 1 – Is ready for employment now Stream 2 – Has moderate barriers to employment Stream 3 – Has significant barriers to employment Stream 4 – Has severe barriers to employment
DEEWR	Department of Education, Employment and Workplace Relations
ESA	Employment Service Area—a DEEWR construct of a region for the purposes of delivering the Job Services Australia program under the DEEWR 2009–2012 Employment Services contract.
JSA	Job Services Australia—the Australian Government's national employment services system, managed by DEEWR. Job Services Australia is focused on meeting both job seeker and employer needs, and is the gateway for job seekers to access one-on-one assistance and tailored employment services.
LGA	Local Government Area
SEIFA	Socio-Economic Indexes for Areas—a construct of the Australian Bureau of Statistics from the 2006 Census of Population and Housing data. These indexes allow comparison of the social and economic conditions across Australia. SEIFA index values are derived from multiple-weighted variables, with the reference value for the whole of Australia set to 1,000. Lower values indicate lower socioeconomic status.

7.2 Social inclusion and disadvantage

The global context

The Australian Social Inclusion Agenda falls within a well-established international context. In *Analysing and Measuring Social Inclusion in a Global Context*[8], the United Nations states:

> negative social conditions, such as widening disparities and marginalization of certain groups and/or communities ... can increase social tensions and create groups that don't share in economic progress or access to wealth. These barriers can create critical, social and political tensions within communities in entrenching powerlessness in disadvantaged groups such as ethnic minorities.

In the European Union and the United Kingdom social inclusion agendas have been actively pursued since 1995.

In Australia

Since 2008 the Australian Government has actively worked towards a more socially inclusive society in which all Australians have the opportunity to participate fully in the life of our society[9]. The Australian Social Inclusion Board was established in 2008 to guide the Social Inclusion Agenda. The then Deputy Prime Minister, the Hon Julia Gillard MP, chaired the first Social Inclusion Ministers' meeting in Adelaide on 18 September 2009.

Social inclusion means that everybody has the resources, opportunities and capability to:

- learn by participating in education and training;
- work by participating in employment or voluntary work, including family and carer responsibilities;
- engage by connecting with people, using local services and participating in local civic, cultural and recreational activities; and
- have a voice in influencing decisions that affect them.

The Government's Social Inclusion Agenda seeks ways to overcome the processes leading to, and the consequences of, social exclusion.

In setting out the priorities for its Social Inclusion Agenda, the Government noted that Australians generally have a good standard of living compared to other countries. But there are still about five per cent of those aged 15 years and older who experience multiple disadvantages that are likely to affect their ability to learn, work, engage and have a voice. Disadvantage and social exclusion tends to be higher amongst certain groups of people and the Australian Government has identified priority areas around disadvantage: children at risk, jobless families, locations of greatest disadvantage, disability, mental health, homelessness and Indigenous Australians. These are detailed on the government's Social Inclusion website: www.socialinclusion.gov.au

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[8] *Analysing and Measuring Social Inclusion in a Global Context,* United Nations New York 2010. www.un.org/esa/socdev/publications/measuring-social-inclusion.pdf

[9] Australian Government website, www.socialinclusion.gov.au

7.3 Job Services Australia and Campbell Page client demographics

A fundamental requirement for social inclusion is the opportunity to participate in the workforce. This includes education and training.

In the Hobart Employment Services Area there are 10564 people looking for work and registered as JSA clients, 3748 of whom are Campbell Page clients. The following tables provide information on both these groups.

Customer populations by allowance

	JSA count of jobseekers	CP count of JSA jobseekers	CP percentage of jobseekers
Disability Support Pension	116	41	35%
Newstart Allowance	6851	2576	38%
Parenting Payment Partnered	173	60	35%
Parenting Payment Single	1077	410	38%
Youth Allowance	1293	525	41%
Other	1054	136	13%
Total	10564	3748	35%

Customer populations by age group

	JSA count of jobseekers	CP count of JSA jobseekers	CP percentage of jobseekers
Under 20	1185	400	34%
20 to 24	1994	641	32%
25 to 34	2486	859	35%
35 to 44	2130	737	35%
45 to 54	1569	610	39%
55 and over	1200	501	42%
Total	10564	3748	35%

Customer populations by length of time unemployed

	JSA count of jobseekers	CP count of JSA jobseekers	CP percentage of jobseekers
Less than 6 months	3019	959	32%
6 months to less than 12 months	1864	633	34%
12 months to less than 24 months	2197	901	41%
24 months to less than 36 months	1103	411	37%
36 months or greater	2381	844	35%
Total	10564	3748	35%

7.4 Analysis of Census, National Regional Profile and Small Area Labour Market Data for Hobart Employment Service Area

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The residents of Hobart

Population and growth

At 30 June, 2008, Hobart ESA had an estimated resident population of 246,162, with an average age around 39.1 years and a gender ratio of 1.04 females per male.

The age tree graph shows the age-sex profile in Hobart ESA, with the darker bars representing the proportion of men and women in each age group in 2008. The lighter background bars show the proportions in Tasmania for comparison.

The average age in Hobart ESA was 0.2 years younger than in Tasmania. There were larger proportions in Hobart ESA aged 20 to 24 years, 25 to 29 years and 30 to 34 years, and smaller proportions aged 10 to 14 years, 70 to 74 years and 65 to 69 years.

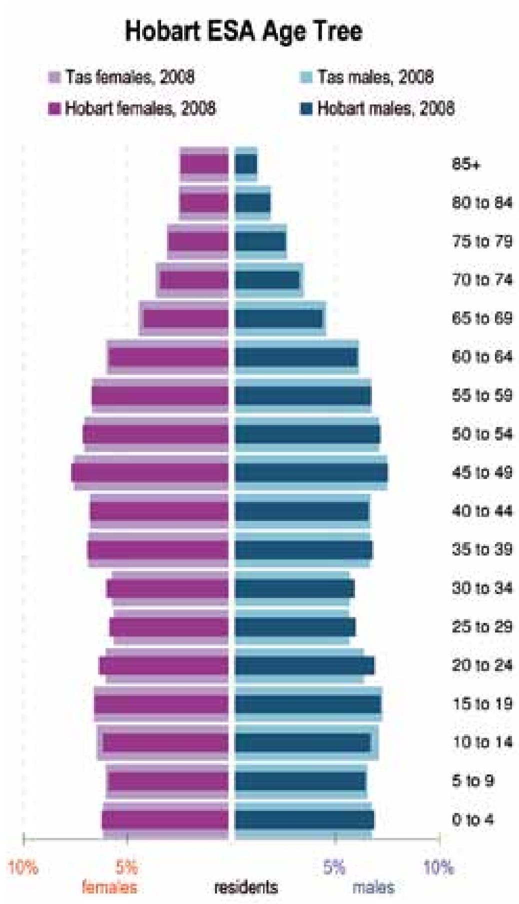
Over 2004 to 2008, the population rose by 8,636, an annual rate of 0.9%.

The age groups whose numbers increased fastest over 2004 to 2008 were:

- 60 to 64 years (up 5.9% a year)
- 85+ years (up 4.6% a year)
- 65 to 69 years (up 3.3% a year)

The age groups whose numbers fell fastest were:

- 40 to 44 years (down 2.6% a year)
- 30 to 34 years (down 1.9% a year)
- 10 to 14 years (down 1.0% a year).



Estimated population	Hobart ESA in 2008				% of residents of each age in 2008			Change 2004 – 2008		
	males	females	residents	gender ratio	Hobart	Tas	difference	no. in 2004	change	% pa
0 to 4 years	8,295	7,815	16,110	1.06 M:F	6.5%	6.5%	0.1% more	14,749	1,361	up 2.2%
5 to 9 years	7,768	7,403	15,171	1.05 M:F	6.2%	6.3%	0.1% less	15,453	(282)	dn 0.5%
10 to 14 years	8,082	7,748	15,830	1.04 M:F	6.4%	6.8%	**0.3% less**	16,474	(644)	**dn 1.0%**
15 to 19 years	8,671	8,245	16,916	1.05 M:F	6.9%	6.9%	0.0% less	17,205	(289)	dn 0.4%
20 to 24 years	8,314	7,995	16,309	1.04 M:F	6.6%	6.2%	**0.4% more**	15,670	639	up 1.0%
25 to 29 years	7,194	7,364	14,558	1.02 F:M	5.9%	5.7%	**0.3% more**	13,714	844	up 1.5%
30 to 34 years	7,144	7,506	14,650	1.05 F:M	6.0%	5.7%	**0.2% more**	15,821	(1,171)	**dn 1.9%**
35 to 39 years	8,203	8,682	16,885	1.06 F:M	6.9%	6.8%	0.1% more	15,680	1,205	up 1.9%
40 to 44 years	7,966	8,567	16,533	1.08 F:M	6.7%	6.8%	0.0% less	18,365	(1,832)	**dn 2.6%**
45 to 49 years	9,085	9,661	18,746	1.06 F:M	7.6%	7.5%	0.1% more	17,810	936	up 1.3%
50 to 54 years	8,649	8,967	17,616	1.04 F:M	7.2%	7.1%	0.1% more	16,830	786	up 1.1%
55 to 59 years	8,134	8,431	16,565	1.04 F:M	6.7%	6.7%	0.0% more	15,149	1,416	up 2.3%
60 to 64 years	7,339	7,360	14,699	1.00 F:M	6.0%	6.1%	0.1% less	11,674	3,025	**up 5.9%**
65 to 69 years	5,302	5,302	10,604	=	4.3%	4.5%	**0.2% less**	9,307	1,297	**up 3.3%**
70 to 74 years	3,945	4,273	8,218	1.08 F:M	3.3%	3.6%	**0.2% less**	8,015	203	up 0.6%
75 to 79 years	3,112	3,793	6,905	**1.22 F:M**	2.8%	2.9%	0.1% less	6,885	20	up 0.1%
80 to 84 years	2,251	3,087	5,338	**1.37 F:M**	2.2%	2.2%	0.0% less	4,964	374	up 1.8%
85+ years	1,451	3,058	4,509	**2.11 F:M**	1.8%	1.9%	0.0% less	3,761	748	**up 4.6%**
Total	**120,905**	**125,257**	**246,162**	1.04 F:M	100%	100%		**237,526**	8,636	**up 0.9%**
average age:	**38.1 yrs**	**40.0 yrs**	**39.1 yrs**		**39.1 yrs**	**39.3 yrs**	0.2 less	**38.3 yrs**	**0.7 more**	

Source: ABS National Regional Profile Table 2.

Table notes: *In this and later tables, the gender ratio is either the number of males divided by the number of females if more males (shown in blue as **1.25 M:F**), OR the number of females divided by the number of males if more females, shown in red as **1.25 F:M**). In columns, extreme high or low results are printed in bold. Differences between areas are be subtraction, so 6% v 2% is '2% more'.*

Life stages

When planning for communities and their services, understanding changes in the numbers of people in key life stages is important. Four broad age groups—children, youth, adults and retirees—can each be divided into two life-stages, giving eight in all. They are pre-school and primary children, secondary and tertiary-age young people, birthing and prime-age adults, and retiring and the oldest people.

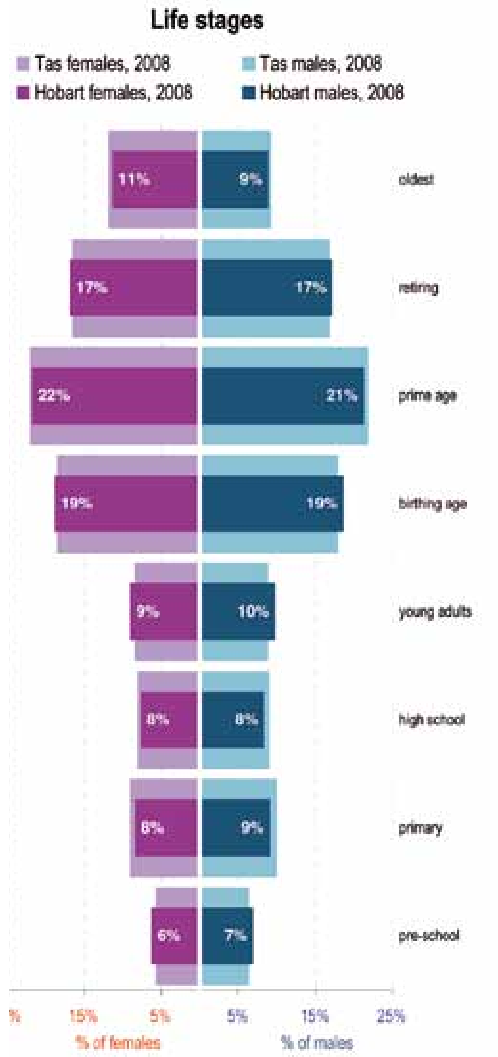
Compared with Tasmania, Hobart ESA's life stages that were proportionally larger in 2008 were the birthing age (25–39 years), which had 0.6% more of the population, and young adult (18–24 years), with 0.4% more.

Hobart ESA had 0.4% fewer people in the oldest (70+ years) stage of life.

Over 2001 to 2008, the retiring (55–69 years) age group grew most, as a proportion of Hobart ESA's residents, gaining another 3.3% of the population. Offsetting this were declines in the relative size of other life stages, such as the primary school (5–11 years) group, down by 1.1%, and the birthing age (25–39 years) group down by 1.1%.

For most communities with reasonably large populations, the gender ratio is under 1.05 (i.e. the number of males and females is within about 5% of each other). For Hobart ESA in 2008, the gender ratio was 1.04 females per male, reaching 1.32 females per male among those aged 70 or more.

In younger life stages, the gender ratio ranged from 1.06 males per female among those in the pre-school (0–4 years) stage to 1.06 females per male in the prime age (40–54 years) stage.



Life stages	Hobart 2008 residents	Hobart 2008 percent	% in Tas	Hobart's difference from Tas	Hobart ESA, 2008 males	Hobart ESA, 2008 females	Hobart ESA, 2008 gender ratio	Hobart in Census 2006	Hobart in Census 2001	change 2001–2008
pre-school (0–4 years)	16,110	6.5%	6.5%	0.1% more	6.9%	6.2%	1.06 M:F	6.1%	6.5%	0.1% more
primary school (5–11 years)	21,503	8.7%	9.0%	0.3% less	9.1%	8.4%	1.05 M:F	9.2%	9.9%	1.1% less
high school (12–17 years)	19,648	8.0%	8.2%	0.2% less	8.3%	7.7%	1.05 M:F	8.3%	9.0%	1.0% less
young adult (18–24 years)	23,075	9.4%	9.0%	0.4% more	9.7%	9.0%	1.04 M:F	9.2%	9.1%	0.3% more
birthing age (25–39 years)	46,093	18.7%	18.2%	0.6% more	18.6%	18.8%	1.04 F:M	18.5%	19.8%	1.1% less
prime age (40–54 years)	52,895	21.5%	21.4%	0.1% more	21.3%	21.7%	1.06 F:M	22.1%	22.2%	0.7% less
retiring (55–69 years)	41,868	17.0%	17.3%	0.3% less	17.2%	16.8%	1.02 F:M	16.3%	13.7%	3.3% more
oldest (70+ years)	24,970	10.1%	10.5%	0.4% less	8.9%	11.3%	1.32 F:M	10.3%	9.9%	0.3% more
residents	**246,162**	100%	100%		100%	100%	1.04 F:M	**100%**	**100%**	

Source: The data for 2008 is the Estimated Resident Population (ERP) from ABS National Regional Profile Table 2; 2001 and 2006 data is from Census profiles (BCP 2006 Table B04 and URP 2001 Table U04). The male:female ratio is the ratio of their numbers, not their proportions.

Generations

People are grouped into generations according to when they were born. Generations tend to have different aspirations and values, influenced by major events in their different lifetimes. The relative sizes and changes in the generations in a community affect its overall culture. With no incoming population, older generations with higher mortality rates will decline proportionally; younger generations will become a larger proportion of the population and have more influence on community culture. Significant changes in the proportions of Gen X, Gen Y or Baby-boomers indicate migration into and out of the area.

Statistically, generations are counted as 15 years long (three Censuses). The first 'named' generation, the Baby-boomers, was born between 1946 and 1961, followed by Generation X, born 1961 to 1976, and Generation Y, born 1976 to 1991. Before these were the 'Wartime' generation (1931-1946) and the 'Veterans' (pre-1931). The most recent generation, Generation Z was born between 1991 and 2006, so a third had not been born at the 2001 Census.

Since 2001, Hobart ESA has been undergoing noticeable generational change with Generation Z increasing their share of the population, mostly at the cost of the Veterans, and to a lesser extent, Generation Y.

The size of the Veterans generation, aged over 79 in 2010, is shrinking as age takes its toll. In Hobart ESA, their proportion of the population fell by 4% to 6% over 2001–2008. There were 1.51 females per male, because women tend to live longer.

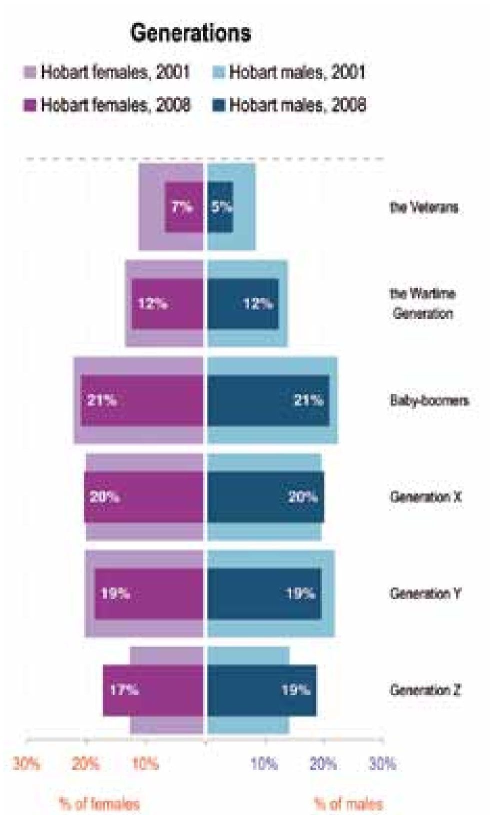
The Wartime generation, aged 64 to 78 in 2010, grew up through World War 2 then raised their baby-boom children. Their population share decreased by 1% from 2001 to 2008 to 12%. The gender ratio was 1.04 females per male.

Baby-boomers, aged 49 to 63 in 2010, were the largest generation in Hobart ESA with 51,308 residents, 21% of the population. Their share of the population decreased by 1.4% over 2001–2008. There were 1.04 females per male.

Generation X, aged 34–48 in 2010, was the second largest generation. Their population share increased by 0.4% since 2001 to 20%, while their gender ratio was reasonably balanced, with 1.06 females per male.

The youngest full generation in 2001, Gen Y, were aged 19 to 33 by 2010, and numbered 46,877 in 2008. Their share of the population had fallen by 2.0% since 2001 to 19% in 2008, which was 0.7% larger than in Tasmania. This generation had 1.01 males per female.

Over 2001–2008, the number in Generation Z rose strongly as the last of this generation were born. Their proportion of the population rose by 4.6% since 2001 to 18%, and was similar to Tasmania.



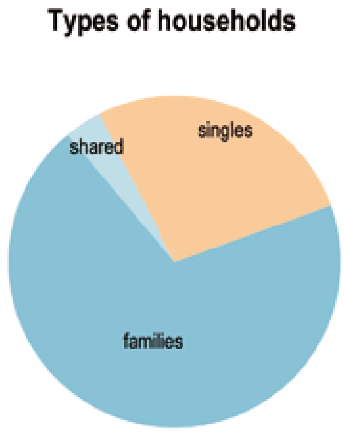
Generations	Hobart 2008 residents	Hobart 2008 percent	% in Tas, 2008	Hobart's difference	Hobart ERP, 2008 males	Hobart ERP, 2008 females	Hobart ERP, 2008 ratio	Hobart in Census 2006	Hobart in Census 2001	change 2001-2008
Veterans (pre '31)	13,990	6%	6%	0.1% less	5%	7%	1.51 F:M	7%	10%	4.2% less
Wartime ('31-46')	30,403	12%	13%	0.5% less	12%	12%	1.04 F:M	13%	14%	1.4% less
Baby-boomers ('46-'61)	51,308	21%	21%	0.1% more	21%	21%	1.04 F:M	22%	22%	1.4% less
Generation X ('61-'76)	49,706	20%	20%	0.2% more	20%	20%	1.06 F:M	20%	20%	0.4% more
Generation Y ('76-'91)	46,877	19%	18%	0.7% more	19%	19%	1.01 M:F	19%	21%	2.0% less
Generation Z ('91-'06)	44,211	18%	18%	0.5% less	19%	17%	1.05 M:F	19%	13%	4.6% more
residents	**236,496**	96%	96%		96%	96%	1.04 F:M	100%	100%	

Source: The data labelled ERP is of the Estimated Resident Population from ABS National Regional Profile Table 2 for 2008; other data is the resident population from Census profiles (BCP 2006 Table B04 and URP 2001 Table U04). The male:female ratio is the ratio of their numbers, not their proportions. The 2008 population excludes those aged under 2, who are in the next (unnamed) generation, so does not add to 100% of the population.

Households

Households are the fundamental unit of a community, with three broad types - family, single person, and shared households. The Australian trend is towards more single person households, but locally the types of households are often a reflection of the sizes of dwellings available.

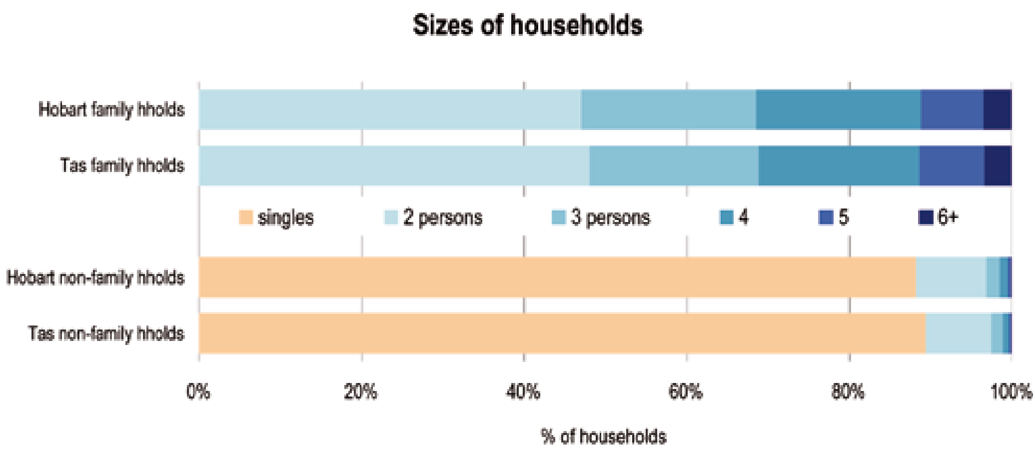
In 2006, Hobart ESA's residents lived in 89,597 households, of which 69% were family households, 27% were single persons and 4% were shared households. Across Tasmania, 70% of households held families, with 27% being singles.



In the Census, people reported the number of residents who usually lived in their household, even if some were away on Census night. Across Hobart ESA, they reported an average of 2.5 residents per household, including single person households. Family households averaged 3.1 residents, similar to Tasmania's 3.0.

Of the 62,100 family households, 47% had two members (who would be mainly couples), while 21% had three members and 31% had four or more members. By way of comparison, Tasmania's family households had 48% with two members (1% more), 21% with three (similar), and 31% with four or more members (also similar).

Of the other, non-family households in Hobart ESA, 24,264 or 88% reported just one usual resident (89% in Tasmania). The rest were shared or group housing, with over seven in every ten of these having two 'flat-mates' and over one in every ten having three members.



Usual sizes of households	Number of households (dwellings) of each usual size						total dwellings	est. total residents	av. h'hold size	
	singles	2 persons	3 persons	4 persons	5 persons	6 or more			Hobart	Ta
family households		29,240	13,327	12,557	4,805	2,171	62,100	190,082	3.06	3.0
non-family households	24,264	2,372	463	275	99	24	27,497	32,184	1.17	1.1
all occupied dwellings 2006	**24,264**	**31,612**	**13,790**	**12,832**	**4,904**	**2,195**	**89,597**	**222,266**	**2.48**	**2.4**
% of family hhs in Hobart		47%	21%	20%	8%	3%	100%	av. in 6+ person dwgs:	8.0 persor	
% of family hhs in Tas		48%	21%	20%	8%	3%	100%			
% of non-family hhs in Hobart	88%	9%	2%	1%	0%	0%	100%			
% of non-fam hhs in Tas	89%	8%	1%	1%	0%	0%	100%			

The total of residents is from multiplying the number of households by their sizes, assuming 8 persons per household for those with '6 or more'. This assumption can be varied. The population so calculated will not exactly equal the Census count due to data complexities
Source: ABS Census 2006 Table B31.

Community cultures

Birthplaces

In 2006, 82% of Hobart ESA's residents were born in Australia and 12% were born overseas (in 34 of the 35 places listed in the Census table), with 6% not saying. The proportion born in Australia was 1% less than Tasmania, and 2% lower than in 2001.

The main overseas birthplaces, and the number and proportion of residents born there, were:

- United Kingdom – 11,641 or 4.9%
- New Zealand – 1,952 or 0.8%
- Germany – 1,216 or 0.5%
- the Netherlands – 1,008 or 0.4%
- the USA – 721 or 0.3%
- China – 701 or 0.3%

The birthplace that increased most as a proportion of the population over the previous five years was China, up 0.2%. The birthplaces that decreased most were Australia, United Kingdom and Poland.

No overseas birthplace was significantly more common in Hobart ESA than in Tasmania. The largest difference was the United Kingdom with 0.2% more of the population.

In Hobart ESA, birthplaces whose males most outnumbered females included Italy with 1.4 males per female and the USA with 1.2 males per female, while there were 1.2 females per male born in Malaysia and 1.2 females per male born in China.

Main birthplaces of residents	Hobart 2006				Hobart ESA 2006				
	people	percent	% in Tas	Hobart's difference	males	females	ratio	Hobart in 2001	change from 2001
Australia	**192,655**	**81.8%**	**83.2%**	**1.4% less**	**93,904**	**98,751**	**1.1 F:M**	**83.8%**	**dn 1.9%**
United Kingdom	11,641	4.9%	4.7%	0.2% more	5,895	5,746	1.0 M:F	5.1%	dn 0.1%
New Zealand	1,952	0.8%	0.9%	0.0% less	967	985	1.0 F:M	0.7%	up 0.1%
Germany	1,216	0.5%	0.4%	0.1% more	584	632	1.1 F:M	0.5%	up 0.0%
the Netherlands	1,008	0.4%	0.5%	0.1% less	513	495	1.0 M:F	0.5%	dn 0.0%
the USA	721	0.3%	0.2%	0.1% more	392	329	1.2 M:F	0.3%	up 0.0%
China	701	0.3%	0.2%	0.1% more	314	387	1.2 F:M	0.1%	up 0.2%
Italy	686	0.3%	0.2%	0.1% more	395	291	1.4 M:F	0.3%	dn 0.0%
Malaysia	666	0.3%	0.2%	0.1% more	298	368	1.2 F:M	0.2%	up 0.1%
South Africa	611	0.3%	0.2%	0.0% more	294	317	1.1 F:M	0.2%	up 0.0%
Poland	537	0.2%	0.2%	0.1% more	246	291	1.2 F:M	0.3%	dn 0.1%
not stated	15,067	6.4%	6.1%	0.3% more	7,508	7,559	1.0 F:M	4.9%	**up 1.5%**
overseas born	**27,729**	**11.8%**	10.6%	35 places	**13,694**	**14,035**	1.02 F:M	11.3%	**up 0.4%**

Not all birthplaces can be shown in this table due to space constrictions, smaller birthplaces are in an appendix. 'All smaller birthplaces' are those not shown in the table. Source: ABS Census 2006 Table B12; 2001 Table U16.

Languages

In 2006, 90% of Hobart ESA's residents spoke English at home, which was 1% fewer than in 2001, and 2% lower than in Tasmania. While 5% did not say what they spoke, 5% spoke another language at home (1% higher than in Tasmania), speaking 32 of the 35 most common languages reported in the Census.

The main non-English languages spoken in Hobart ESA homes, and the number and proportion of residents speaking them, were:

- Greek – 1,053 or 0.4%
- Italian – 951 or 0.4%
- German – 951 or 0.4%
- Mandarin – 867 or 0.4%
- Polish – 632 or 0.3%

The main language whose use increased most between 2001 and 2006 was Mandarin, up by 0.2% of the population.

The language spoken proportionally more in Hobart ESA than in Tasmania was Greek (spoken by 0.2% more of the population) with Mandarin spoken by 0.1% more; to a lesser extent, Italian.

In Hobart ESA, males outnumbered females most among speakers of Arabic, with 1.3 males per female, and Greek, by 1.1 males per female, while there were 1.3 females per male speaking Polish and 1.3 females per male speaking German.

Main languages spoken at home	Hobart 2006 people	Hobart 2006 percent	% in Tas	Hobart's difference	Hobart ESA 2006 males	Hobart ESA 2006 females	ratio	Hobart in 2001	change from 2001
English only	212,926	90.4%	92.0%	1.5% less	103,749	109,177	1.1 F:M	91.6%	dn 1.2%
another language	10,793	4.6%	3.5%	1.1% more	5,148	5,645	1.1 F:M	4.1%	up 0.4%
not stated	11,732	5.0%	4.5%	0.4% more	6,217	5,515	1.1 M:F	4.2%	up 0.8%
residents	**235,451**	100%	100%	32 langs.	**115,114**	**120,337**	**1.0 F:M**	100%	
Greek	1,053	0.4%	0.3%	**0.2% more**	552	501	1.1 M:F	0.5%	dn 0.0%
Italian	951	0.4%	0.3%	**0.1% more**	487	464	1.0 M:F	0.4%	dn 0.0%
German	951	0.4%	0.3%	0.1% more	413	538	1.3 F:M	0.4%	up 0.0%
Mandarin	867	0.4%	0.2%	**0.1% more**	403	464	1.2 F:M	0.2%	up 0.2%
Polish	632	0.3%	0.2%	0.1% more	271	361	1.3 F:M	0.2%	up 0.0%
Cantonese	549	0.2%	0.2%	0.1% more	271	278	1.0 F:M	0.2%	up 0.0%
Spanish	491	0.2%	0.1%	0.1% more	247	244	1.0 M:F	0.2%	up 0.0%
Dutch	451	0.2%	0.2%	0.0% less	197	254	1.3 F:M	n.a.	
Arabic	408	0.2%	0.1%	0.0% more	234	174	**1.3 M:F**	0.1%	up 0.0%
French	343	0.1%	0.1%	0.0% more	155	188	1.2 F:M	0.1%	up 0.0%
all smaller languages	4,091	1.7%	1.4%	**0.3% more**	1,918	2,173	1.1 F:M	1.4%	up 0.3%
Total	**10,793**	**4.6%**	**3.5%**	**1.1% more**	**5,148**	**5,645**	**1.1 F:M**		**up 4.6%**

Not all languages can be shown in this table due to space constrictions, smaller languages are in an appendix. 'All smaller languages' are those not shown in the table. Source: ABS Census 2006 Table B13; 2001 Table U17.

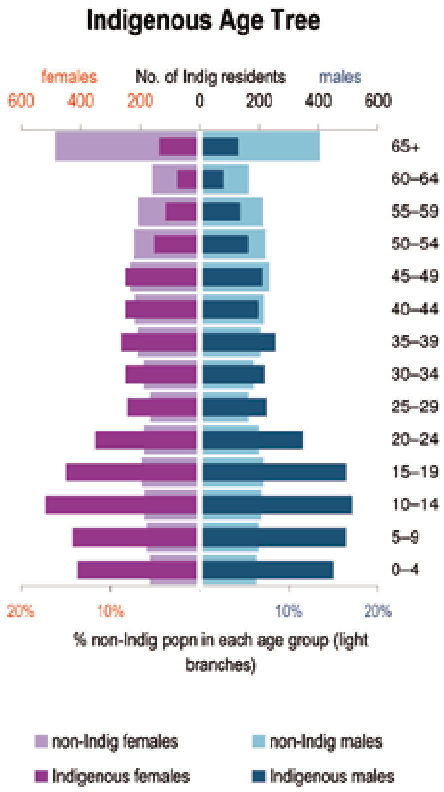
Indigenous residents

In 2006, Hobart ESA had 7,790 Indigenous residents; with 6,804 identifying as Aboriginal; 676 identifying as Torres Strait Islanders (TSI); and 310 identifying as both. Indigenous people were 3.3% of Hobart ESA's residents; they were 3.5% of Tasmania residents.

The median (mid-point) age of local Indigenous people was 20–24 and the average was about 25 years. By comparison, non-Indigenous residents had an average age of about 38 and a median age of 35–39.

The age structure of an Indigenous community is usually quite different from the non-indigenous residents, due to larger families and higher mortality rates. Young people form a larger share of the Indigenous population, so the Indigenous Age Tree has longer lower branches and shorter upper branches than for non-indigenous people.

For example, 10–14 year-olds made up 13% of Indigenous residents but just 7% of non-indigenous residents. Another 12% of Indigenous residents were 5–9 years old (against 6%), and 12% were 15–19 year-olds (7%). However, there were far fewer Indigenous people aged 65 or older (3% v. 15%).



In 2001, the median age of Hobart ESA's Indigenous people was 15–19 and the average was about 24 years, so the average age in 2006 was up about 1.6 years.

An increase in the proportion of Indigenous people in older age groups could indicate that life expectancy is increasing locally. In Hobart ESA, the age groups that grew most over 2001 to 2006 were 20–24, 45–49, and 65+; offsetting these were falling proportions aged 5–9, 0–4, and 10–14.

Indigenous people	Hobart, 2006				Hobart ESA 2006				
	number	% residents	% in Tas	Hobart's difference	males	females	ratio	Hobart in 2001	change from 2001
Aboriginal	6,804	2.9%	3.1%	0.2% less	3,411	3,393	1.01 M:F	6,436	up 368
Torres Strait Islander (TSI)	676	0.3%	0.3%	0.0% more	337	339	1.01 F:M	633	up 43
Aboriginal and TSI	310	0.1%	0.1%	0.0% less	151	159	1.05 F:M	504	dn 194
Indigenous	**7,790**	**3.3%**	**3.5%**	**0.2% less**	**3,899**	**3,891**	**1.00 M:F**	**7,573**	**up 217**
non-Indigenous	227,663	96.7%	96.5%	0.2% more	111,216	116,447	1.05 F:M	218,112	up 9,551
residents	**235,453**	100%	100%		**115,115**	**120,338**	**1.05 F:M**	225,685	

Ages of Indigenous people	Hobart ESA 2006				Hobart Indigenous, 2006					change in share,
	Indigenous	% of Indig.	% non-Indig	Indig. diff.	males	females	ratio	Tas in 2006	% Indig in Hobart, 2001	2001–06
0–4	858	11%	6%	5% more	448	410	1.1 M:F	11%	12%	dn 1.3%
5–9	920	**12%**	6%	**6% more**	492	428	**1.1 M:F**	12%	13%	**dn 1.6%**
10–14	1,031	**13%**	7%	**7% more**	511	520	1.0 F:M	13%	14%	**dn 0.8%**
15–19	943	**12%**	7%	**5% more**	493	450	1.1 M:F	12%	12%	up 0.2%
20–24	699	9%	6%	3% more	347	352	1.0 F:M	8%	7%	**up 1.6%**
25–29	465	6%	5%	0% more	223	242	1.1 F:M	6%	7%	dn 0.7%
30–34	466	6%	6%	0% less	216	250	1.2 F:M	6%	7%	dn 0.6%
35–39	520	7%	7%	0% less	255	265	1.0 F:M	7%	6%	up 0.6%
40–44	448	6%	7%	1% less	197	251	**1.3 F:M**	6%	6%	dn 0.7%
45–49	460	6%	8%	2% less	209	251	**1.2 F:M**	6%	5%	**up 0.9%**
50–54	315	4%	7%	3% less	163	152	1.1 M:F	4%	4%	up 0.5%
55–59	248	3%	7%	**4% less**	134	114	**1.2 M:F**	3%	2%	up 0.8%
60–64	155	2%	5%	**3% less**	80	75	1.1 M:F	2%	2%	up 0.1%
65+	263	3%	15%	**11% less**	128	135	1.1 F:M	3%	3%	**up 0.9%**
residents	**7,791**	100%	100%		**3,896**	**3,895**	1.0 M:F	100%	**100%**	
average age		25.4 yrs	38.1 yrs	-12.7 yrs	24.9 yrs	25.8 yrs		25.5 yrs	23.8 yrs	**up 1.6 yrs**

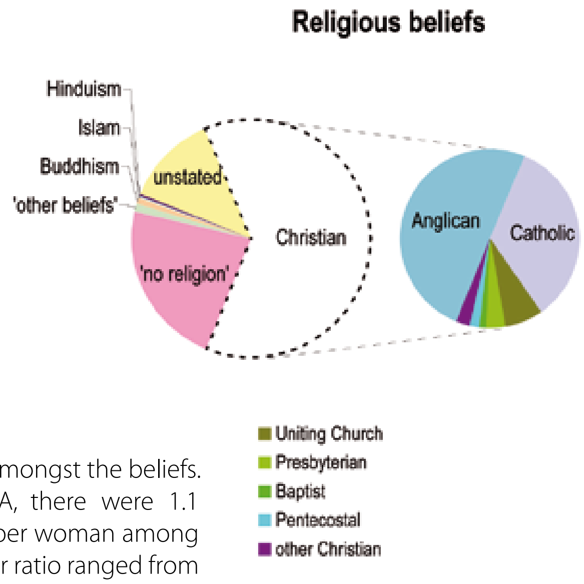
Source: ABS Census 2006 Table B;07 2001 Table U05.

Religious beliefs

The range of religious beliefs held within a community is a good indicator of cultural diversity, although nearly everywhere in Australia the majority is Christian. Hobart ESA is no exception, with 64% of residents being Christian in 2006 (like Tasmania). Another 22% had no religion and 12% did not state their religion on the Census form.

The main non-Christian beliefs in Hobart ESA in 2006, and the number and proportion of residents with these, were:

- Buddhism – 1,640 or 0.7%
- Islam – 631 or 0.3%
- Hinduism – 473 or 0.2%
- Judaism – 156 or 0.1%



The fastest growing belief system over 2001 to 2006 was 'no religion' with 4.3% more of the population, followed by 'other beliefs' with 0.8% more.

There were falls in the proportion who believed in Christianity (down by 5.9% of the population).

The ratio of male to female believers varied amongst the beliefs. Among Christians generally in Hobart ESA, there were 1.1 women per man, while there were 1.1 men per woman among those who did not have a religion. The gender ratio ranged from 1.3 men per woman among followers of 'other beliefs' to 1.3 women per man among followers of Uniting Church.

Religious beliefs	Hobart 2006			Hobart's	Hobart ESA 2006			2001 %	change from
	people	percent	% in Tas	difference	males	females	ratio	Hobart	2001
Christianity	149,809	64%	64%	1% less	70,124	79,685	1.1 F:M	70%	dn 6%
'no religion'	51,063	22%	22%	0% more	27,088	23,975	1.1 M:F	17%	up 4%
Buddhism	1,640	1%	1%	0% more	750	890	1.2 F:M	1%	up 0%
Islam	631	0%	0%	0% more	329	302	1.1 M:F	0%	up 0%
Hinduism	473	0%	0%	0% more	252	221	1.1 M:F	0%	up 0%
Judaism	156	0%	0%	0% more	77	79	1.0 F:M	0%	up 0%
Aboriginal faiths	14	0%	0%	0% more	7	7	=	0%	up 0%
'other beliefs'	2,882	1%	1%	0% more	1,637	1,245	1.3 M:F	0%	up 1%
unstated beliefs	28,786	12%	12%	0% more	14,846	13,940	1.1 M:F	12%	up 1%
total residents	**235,454**	100%	100%		**115,110**	**120,344**	**1.0 F:M**	100%	
Christians							=		
Anglican	71,357	30%	29%	1% more	33,607	37,750	1.1 F:M	34%	dn 4%
Catholic	48,289	21%	18%	2% more	22,818	25,471	1.1 F:M	22%	dn 1%
Uniting Church	10,024	4%	6%	2% less	4,310	5,714	1.3 F:M	5%	dn 1%
Presbyterian	4,660	2%	3%	1% less	2,176	2,484	1.1 F:M	2%	dn 0%
Baptist	2,125	1%	2%	1% less	980	1,145	1.2 F:M	1%	up 0%
Pentecostal	2,015	1%	1%	0% less	945	1,070	1.1 F:M	1%	up 0%
Eastern Orthodox	1,856	1%	0%	0% more	960	896	1.1 M:F		up 1%
Lutheran	1,141	0%	0%	0% more	554	587	1.1 F:M	0%	up 0%
Latter Day Saints	960	0%	0%	0% more	438	522	1.2 F:M	0%	dn 0%
Jehovah's Witnesses	915	0%	0%	0% less	374	541	1.4 F:M	0%	dn 0%
Salvation Army	889	0%	0%	0% less	375	514	1.4 F:M	0%	dn 0%
Churches of Christ	547	0%	0%	0% less	250	297	1.2 F:M	0%	dn 0%
Seventh-day Adventist	531	0%	0%	0% more	228	303	1.3 F:M	0%	dn 0%
Brethren	423	0%	0%	0% less	225	198	1.1 M:F	0%	dn 0%
other Protestant	337	0%	0%	0% less	161	176	1.1 F:M	0%	up 0%
Oriental Orthodox	28	0%	0%	0% less	19	9	2.1 M:F	0%	up 0%
Assyrian Apostolic	0	0%	0%	same	0	0	=		n.a.
other Christian	3,712	2%	2%	0% less	1,704	2,008	1.2 F:M	1%	up 0%
all other Christian	11,339	5%	5%	1% less	5,288	6,051	1.1 F:M	4%	up 1%
total Christians	**149,809**	**64%**	**64%**	1% less	**70,124**	**79,685**	**1.1 F:M**	**70%**	dn 6%

Source: ABS Census 2006 Table B13.

Community resources

Stability

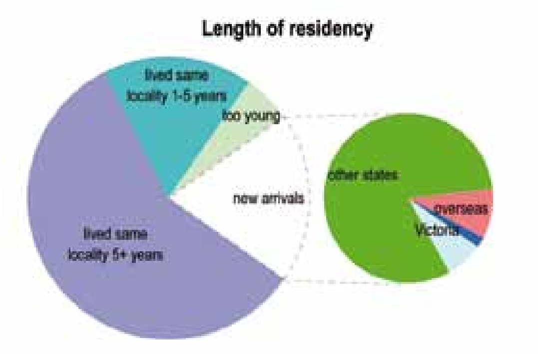
The time that residents have lived in a community affects the extent to which they develop relationships and networks with other residents, and build social capital. The longer that more residents have lived in a place, the stronger their community networks are likely to be. The Census provides valuable indicators of community stability by asking people where they lived one and five years ago.

In 2006, 52% of Hobart ESA's residents had lived in the same house for at least 5 years (53% in Tasmania), suggesting that stability here was almost the same as across Tasmania. Another 27% of residents had been in their home for 1 to 5 years (27% for Tasmania).

Possibly a better indicator of community stability is the proportion of residents who have stayed in the same locality, not just the same house, as this counts those who stayed in the area even if they changed their dwelling. The locality measured by the Census is the Statistical Local Area, which is a small Local Government Area, or several suburbs of a large Council area (to town size).

Altogether, 66% of Hobart ESA's residents had lived here for more than 5 years, which was 1% lower than the average across Tasmania. Between 2001 to 2006, the proportion who had lived here over 5 years stayed fairly constant.

New residents, who had lived in this locality for at least a year, made up 8% of residents; the average across Tasmania was 8%. The proportion of newcomers stayed fairly constant since 2001.



Residential stability	Hobart 2006 people	percent	% in Tas	Hobart's difference	Hobart ESA 2006 males	females	ratio	Hobart in 2001	proportion change from 2001
lived same home 5+ years	122,840	52%	53%	0% less	52%	52%	1.0 F:M	51%	up 0.8%
lived same home 1-5 years	62,983	27%	27%	0% less	27%	27%	1.0 F:M	25%	up 1.8%
lived same home <1 year	34,554	15%	15%	0% more	14%	15%	1.0 F:M	16%	dn 1.0%
not stated / too young	15,076	6%	6%	0% more	7%	6%	1.2 M:F	8%	dn 1.7%
residents	**235,453**	100%	100%		100%	100%		100%	
lived same locality 5+ years	154,978	66%	67%	1% less	65%	66%	1.0 F:M	66%	up 0.2%
lived same locality 1-5 years	45,891	19%	19%	0% more	20%	19%	1.0 M:F	18%	up 1.6%
lived same locality <1 year	19,508	8%	8%	0% more	8%	8%	1.0 F:M	8%	dn 0.1%
too young	15,076	6%	6%	0% more	7%	6%	1.2 M:F	8%	dn 1.7%

New residents	Hobart ESA 2006 people	%	% in Tas	Hobart's difference	Hobart ESA 2006 males	females	ratio	Hobart in 2001	% change from 2001
Came last year from ...									
Victoria	1,220	0.5%	0.5%	0.0% less	0.5%	0.5%	1.0 M:F	0.5%	up 0.0%
other states	16,026	6.8%	6.7%	0.1% more	6.7%	6.9%	1.0 F:M	7.2%	dn 0.4%
overseas	1,899	0.8%	0.7%	0.1% more	0.8%	0.8%	1.1 F:M	0.6%	up 0.2%
unstated	363	0.2%	0.2%	0.0% more	0.2%	0.1%	1.1 M:F	0.1%	up 0.0%
new residents last year	**19,508**	**8.3%**	**8.1%**	**0.2% more**	**8.1%**	**8.4%**	**1.0 F:M**	**8.4%**	**dn 0.1%**
Came in last 5 years, from ...									
Victoria	3,778	1.6%	1.7%	0.1% less	1.6%	1.6%	1.0 F:M	1.2%	up 0.4%
other states	42,500	18.1%	18.1%	0.1% less	17.7%	18.4%	1.0 F:M	18.1%	dn 0.0%
overseas	5,029	2.1%	1.8%	0.4% more	2.1%	2.2%	1.0 F:M	1.4%	up 0.7%
unstated origins	977	0.4%	0.4%	0.0% more	0.4%	0.4%	1.1 M:F	0.3%	up 0.1%
newish residents, last 5 years	**52,284**	**22.2%**	**22.0%**	**0.2% more**	**21.8%**	**22.6%**	**1.0 F:M**	**21.0%**	**up 1.2%**

Source: ABS Census 2006 Table B37, B38; 2001 Table U05.

Voluntary work

For the first time, the 2006 Census asked people (if aged 15+) whether they did any voluntary work for a group or organisation in the past year. In Hobart ESA, 37,496 residents, or 20%, said that they did volunteer; 135,967 said that they did not (72%), and 16,543 or 9% did not answer. The proportion who volunteered was similar to Tasmania's average volunteering rate of 20%.

Volunteering tends to be highest amongst middle-aged people, and seems to only decline with incapacity as old age sets in. In Hobart ESA, the rate of volunteering was highest amongst those aged 55-64 years where 24% volunteered, and next highest in the 45-54 years and 65-74 years age groups, with 23% and 22% volunteering, respectively.

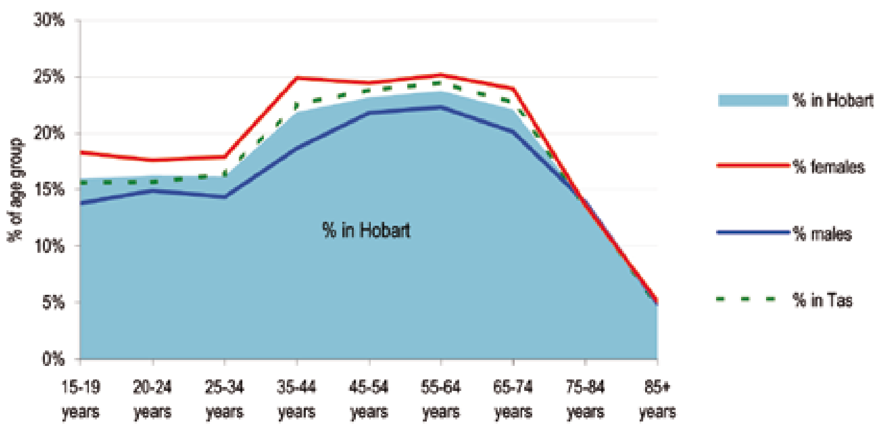
In terms of numbers, the largest age groups for volunteers were 45-54 years with 8,129 volunteers, 35-44 years with 7,228 and 55-64 years with 6,772.

Women tend to volunteer more than men at most ages. While this could be because women have more time due to lower labour force participation, women tend to spend more time doing housework and child care than men. Women's greater commitment of time to community organisations may indicate stronger community spirit or greater value placed on community services.

In 2006, there were 20,911 women and 16,585 men volunteering in Hobart ESA. Some 21% of women and 18% of men were volunteers, meaning that women were 18% more likely to volunteer.

The gender difference in volunteering was highest amongst those aged 35-44 years, when women were 1.3 times more likely to volunteer than men (25% to 19%). Among those aged 15-19 years, they were also 1.3 times more likely to volunteer (18% to 14%). Local men's best volunteer performance relative to women was when aged 75-84 years when they were 1.0 times more likely to volunteer (14% to 14%).

Volunteering, by age and sex



Volunteering, by age	Hobart 2006 number volunteers	Hobart 2006 % of age group	% in Tas	Hobart's difference	Volunteers in Hobart ESA 2006 males	females	% males	% females	ratio M% : F%
15-19 years	2,628	16%	16%	0% more	1,158	1,470	14%	18%	1.3 F:M
20-24 years	2,499	16%	16%	1% more	1,154	1,345	15%	18%	1.2 F:M
25-34 years	4,446	16%	16%	0% less	1,904	2,542	14%	18%	1.2 F:M
35-44 years	7,228	22%	23%	1% less	2,969	4,259	19%	25%	1.3 F:M
45-54 years	8,129	23%	24%	1% less	3,721	4,408	22%	24%	1.1 F:M
55-64 years	6,772	24%	24%	1% less	3,161	3,611	22%	25%	1.1 F:M
65-74 years	3,902	22%	23%	1% less	1,720	2,182	20%	24%	1.2 F:M
75-84 years	1,680	14%	14%	0% more	735	945	14%	14%	1.0 M:F
85+ years	212	5%	5%	0% more	63	149	5%	5%	1.0 F:M
residents aged 15+	37,496	20%	20%	0% less	16,585	20,911	18%	21%	1.2 F:M

Source: ABS Census 2006 Table B18.

Qualifications

Education is a strong determinant of income and social status. A useful indicator of a community's capacities is the proportion of adults (aged 15+) with post-school qualifications. In Hobart ESA in the 2006 Census, 51% of residents aged 15+ said they had a tertiary qualification, while 49% said they did not. The proportion without qualifications was similar to Tasmania.

The most common highest qualification was a certificate III or IV, held by 14% of adults (aged 15+). Another 11% held a bachelor degree and 6% held a diploma; 13% gave no details on their qualification.

The proportion of people without qualifications tends to increase with age, as older people generally had less education. Here, 40% of 25 to 34 year-olds had no post-school qualification but 49% of 55 to 64 year-olds had none. Among these younger residents, 19% had a bachelor degree and 19% had a certificate III or IV, while among the older, the proportions with these qualifications were 10% and 13%.

Only 4% of residents had the highest level of qualification, postgraduate, which was similar to Tasmania, with the highest proportions in the 45-54 age group, 6%, and the 35-44 age group, 6%.

Another 11% had a bachelor degree, 2% higher than in Tasmania, including 19% of those aged 25-34 and 14% of those aged 35-44.

Qualifications of residents, by age	age groups of Hobart ESA residents								in Tas	
	15-24	25-34	35-44	45-54	55-64	65-74	75+	adults	adults	diff.
postgraduate degree/diploma	0%	3%	5%	6%	6%	4%	3%	4%	3%	1% more
bachelor degree	5%	16%	12%	12%	10%	6%	6%	10%	8%	2% more
diploma or advanced diploma	1%	5%	7%	8%	9%	7%	6%	6%	5%	1% more
certificate III or IV	10%	25%	26%	25%	22%	21%	17%	21%	23%	1% less
certificate I or II	3%	3%	2%	2%	2%	1%	1%	2%	2%	0% more
unknown or unstated	12%	10%	10%	10%	11%	16%	25%	12%	12%	0% more
none	69%	37%	38%	38%	42%	45%	42%	45%	48%	3% less
total males	**16,120**	**13,258**	**15,916**	**17,074**	**14,166**	**8,553**	**6,572**	**91,659**	184,974	
postgraduate degree/diploma	0%	4%	6%	6%	5%	2%	1%	4%	3%	1% more
bachelor degree	7%	21%	16%	15%	11%	7%	3%	12%	10%	2% more
diploma or advanced diploma	2%	7%	9%	9%	9%	7%	4%	7%	6%	0% more
certificate III or IV	8%	12%	10%	8%	5%	3%	2%	7%	8%	0% less
certificate I or II	5%	5%	4%	3%	3%	2%	1%	3%	4%	0% less
unknown or unstated	10%	8%	9%	10%	13%	20%	30%	13%	13%	0% more
none	68%	42%	47%	49%	55%	60%	58%	54%	56%	3% less
total females	**15,690**	**14,184**	**17,125**	**18,032**	**14,359**	**9,115**	**9,846**	**98,351**	197,482	
postgraduate degree/diploma	0%	4%	6%	6%	5%	3%	2%	4%	3%	1% more
bachelor degree	6%	19%	14%	13%	10%	6%	4%	11%	9%	2% more
diploma or advanced diploma	2%	6%	8%	8%	9%	7%	5%	6%	6%	1% more
certificate III or IV	9%	19%	18%	16%	13%	12%	8%	14%	15%	1% less
certificate I or II	4%	4%	3%	3%	2%	2%	1%	3%	3%	0% less
unknown or unstated	11%	9%	9%	10%	12%	18%	28%	13%	12%	0% more
none	69%	40%	43%	44%	49%	52%	52%	49%	52%	3% less
total adults	**31,810**	**27,442**	**33,041**	**35,106**	**28,525**	**17,668**	**16,418**	**190,010**	382,456	

Source: 2006 Census Table W18; 2001 Census Table W07.

Income

In mid-2006, the average income from all sources of adults (aged 15+) in Hobart ESA was around $574 a week, which was $29 higher than the $545 average for Tasmania. The average income of local women was $474 and the average of local men was $683 (44% more than women's). Half of all adults got less than the median income of $417 a week ($398 across Tasmania).

From 2001 to 2006, while average weekly earnings rose 24% across Australia, the average income in Hobart ESA rose by about the same (up 25%), suggesting that most incomes are wages.

Male average incomes went from $548 in 2001 to $683 in 2006, up by 25%; women's from $375 in 2001 to $474 in 2006, up by 26%.

In 2006, 29% of adults in Hobart ESA received low-incomes, defined as less than 30% of average earnings, or $250 a week (roughly the single pension). Across Tasmania, 30% received low incomes.

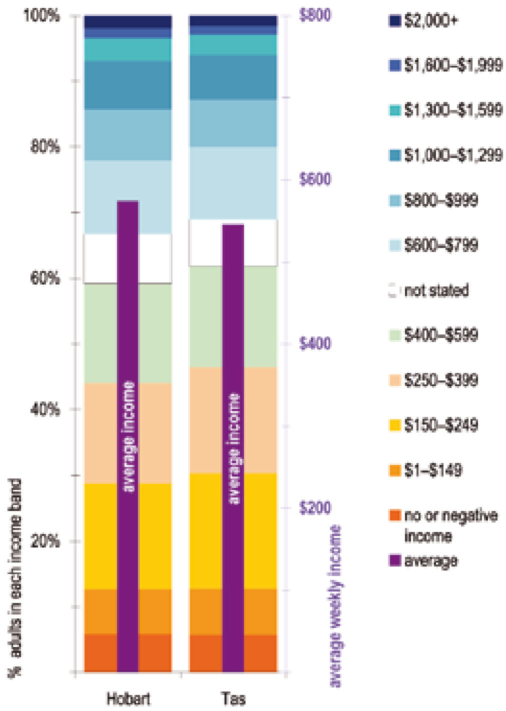
Another 30% had middle-incomes, up to 70% of average earnings ($250 to $600 pw) and 26% had high-incomes, from 70% to 155% of the average ($600-$1299 pw). Some 7% were in the highest income group, getting over $1,300 a week.

Hobart ESA had 1% more in the high income band than Tasmania, and 2% fewer in the low income band.

Almost without exception, there are more men than women in the higher income bands, and more women than men in the lower. In Hobart ESA, the sex ratio ranges from 3.7 men per woman earning $2,000+ to 1.8 women per man earning $1–$149.

The total value of personal incomes in Hobart ESA in 2006 was about $5,242 million.

Incomes of people aged 15+ yrs



Incomes of people aged 15+ yrs	Hobart 2006 no. aged 15+ yrs	% aged 15+ yrs	% in Tas	Hobart's difference	Hobart ESA 2006 males 15+ yrs	females 15+ yrs	ratio	% of age 15+ yrs, Hobart, 2001	Hobart's change from 2001
no or negative income	11,059	6%	6%	0% more	4,918	6,141	1.2 F:M	5%	up 0.7%
$1–$149	13,022	7%	7%	0% less	4,640	8,382	1.8 F:M	11%	dn 4.5%
$150–$249	30,550	16%	18%	2% less	12,823	17,727	1.4 F:M	20%	dn 3.7%
$250–$399	29,160	15%	16%	1% less	10,631	18,529	1.7 F:M	17%	dn 1.9%
$400–$599	28,540	15%	15%	0% less	12,848	15,692	1.2 F:M	16%	dn 1.4%
$600–$799	21,322	11%	11%	0% more	11,617	9,705	1.2 M:F	11%	up 0.7%
$800–$999	14,691	8%	7%	1% more	8,506	6,185	1.4 M:F	6%	up 1.6%
$1,000–$1,299	13,998	7%	7%	1% more	8,662	5,336	1.6 M:F	3%	up 4.2%
$1,300–$1,599	6,564	3%	3%	0% more	4,502	2,062	2.2 M:F	2%	up 1.2%
$1,600–$1,999	2,939	2%	1%	0% more	2,128	811	2.6 M:F	1%	up 0.7%
$2,000+	3,641	2%	2%	0% more	2,867	774	3.7 M:F	1%	up 0.9%
not stated	14,525	8%	7%	0% more	7,520	7,005	1.1 M:F	6%	up 1.3%
total	**190,011**	100%	100%	S.Dev: 0.6%	**91,662**	**98,349**	**1.1 F:M**	100%	S.Dev: 2.4%
average weekly income		**$574**	**$545**	**5% more**	**$683**	**$474**	**1.4 M:F**	**$459**	**up 25%**

The average weekly income is calculated by multiplying the mid-point of each income range by the number of people in that range, using $3,000 for the $2000+ range, and dividing by the number who stated their income. The 2001 average is calculated in the same way; the 2001 percentages are by apportioning the numbers from the 2001 income ranges to the

From August 2001 to August 2006, the average Australian adult total earnings increased from $673 to $837, by 24%. Men's earnings rose 25% from $801 to $1003, while women's rose 22% from $535 to $654.

Community needs

Dwelling tenures

The Census asks whether each occupied dwelling is owned, being bought (under a mortgage) or rented (under various landlords). The balance between these three forms of housing tenure gives some indications about the permanency, age and wealth of a community.

Overall, 37% of Hobart ESA's occupied dwellings were fully owned, which was quite similar to Tasmania. Generally, more fully-owned dwellings indicates an older, longer-settled population.

Another 35% of Hobart ESA's dwellings were being purchased, quite similar to Tasmania.

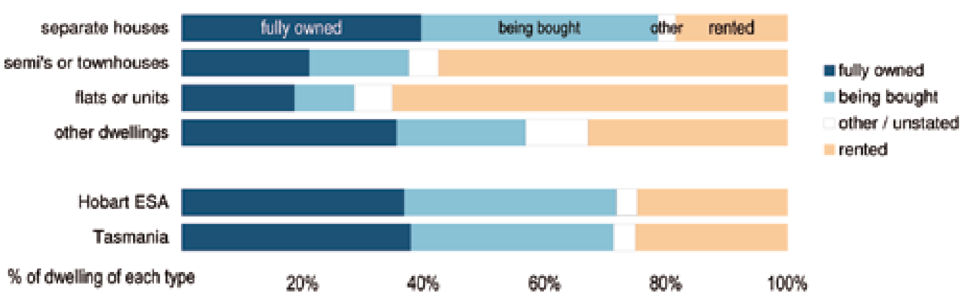
Most of the remaining dwellings were rented (25%), which was quite similar to Tasmania. Rental tenure is most common among lower income people, and also suits those who are transient.

Tenures tend to vary with dwelling types, with people more likely to rent flats or units but to own houses. In Hobart ESA, 65% of the flats or units were rented as were 58% of the semi's or townhouses. Conversely, while 40% of houses were fully owned, only 19% of the flats or units were.

Even though mortgages could be over 20 years old, a high proportion of dwellings being bought can indicate a youthful or growing population. In Hobart ESA, 39% of separate houses were being purchased, as were 16% of the semi's or townhouses.

Of the 25% of occupied dwellings that were rented, 8% were managed by real estate agents and 9% by individuals (eg small investors); 3% had other private landlords. Another 6% of dwellings were public housing, 5,050 occupied homes in all. Of these, 3,099 were separate houses, 780 were semi's or townhouses, and 1,168 were flats or units.

Tenures of Hobart ESA dwellings



Tenures of Hobart dwellings	% of dwelling type in each tenure: fully owned	being bought	rented	other / unstated	% of dwellings under different landlords: estate agent	owner investor	public housing	co-op / other	% rented in Tas	Hobart diff. from Tas
separate houses	40%	39%	18%	3%	5%	7%	4%	1%	19%	1% less
semi's or townhouses	21%	16%	58%	5%	19%	17%	17%	4%	59%	1% less
flats or units	19%	10%	65%	6%	23%	21%	14%	6%	67%	2% less
other dwellings	35%	21%	33%	10%	5%	17%	-	7%	35%	2% less
Hobart ESA	**37%**	**35%**	**25%**	**3%**	**8%**	**9%**	**6%**	**2%**	**25%**	**0% less**
Tasmania	38%	33%	25%	4%	8%	9%	6%	2%		
Dwelling numbers										
separate houses	30,109	29,729	14,011	2,312	4,077	5,407	3,099	894		
semis or townhouses	981	762	2,677	228	881	787	780	181		
flats or units	1,514	802	5,302	511	1,877	1,686	1,168	453		
other dwellings	231	139	214	68	32	109	-	48		
not stated	3	3	10	-	-	7	3	-		
Total	**32,838**	**31,435**	**22,214**	**3,119**	**6,867**	**7,996**	**5,050**	**1,576**		

Source: ABS Census 2006 Table B32.

Need for disability assistance

The 2006 Census asked for the first time whether people needed assistance in their daily life with self-care, movement or communication, and the reasons for needing help. People who did need assistance due to a disability or health condition lasting over six months or old age are defined as having a chronic (long lasting) and severe disability.

In Hobart ESA, 5.2% of the population had such a disability, which was similar to Tasmania.

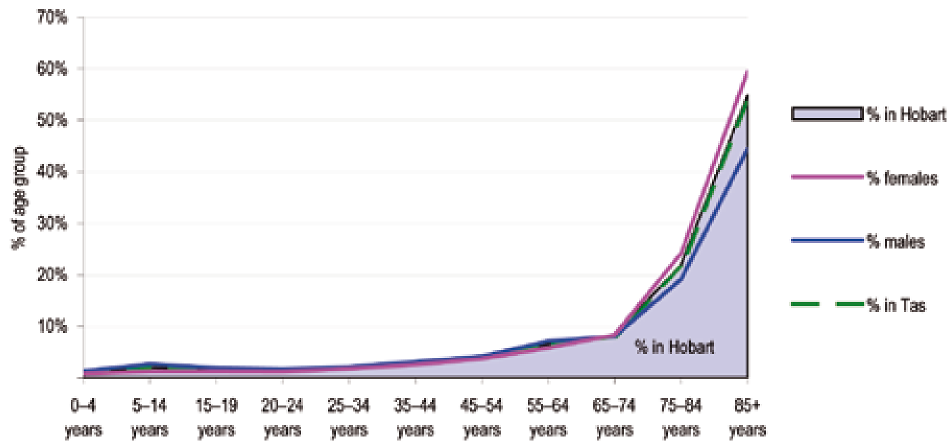
The chart below shows, with the shaded area, how the proportion of people with a chronic, severe disability rises slowly from around 1% of infants to about half of the oldest people. In Hobart ESA, the disability rate peaked among those aged 85+ years when 55% had a severe disability. Disability was next highest among residents aged 75–84 years, of whom 22% had a severe disability.

Differences in average disability rates between places are strongly affected by the communities' age structures. Because disability increases significantly with old age, an older population will generally have a higher average disability rate. Disability rates here were highest relative to Tasmania among those aged 85+ years (when 1% more reported a disability). They were lowest relative to Tasmania among those aged 20–24 years with similar proportions having a severe disability.

Males tend to have higher disability rates from birth than females, and this trend continues through adulthood due to their having more disabling accidents. With ageing, women's disability rates tend to rise faster, until they can eventually exceed men's rates. Here overall, 4.9% of males and 5.6% of females reported a severe or profound disability requiring assistance, meaning the rate of female disability was 14% higher than for males.

In Hobart ESA, the gender imbalance in disability rates across age groups is most biased towards women in the 85+ years age group, who are 34% more likely to need assistance than men their age; those aged 75–84 years are 26% more likely. Conversely, males aged 5–14 years are 116% more likely than females their age to have a disability; those aged 0–4 years are 72% more likely.

Residents with severe disabilities



Residents with severe disabilities	Hobart, 2006 number	% age gp	% in Tas	Hobart's difference	Hobart ESA, 2006 males	females	% males	% females	ratio of disability rates
0–4 years	141	1.1%	1.0%	0.1% more	92	49	1.3%	0.8%	1.72 M:F
5–14 years	586	2.0%	2.1%	0.1% less	407	179	2.7%	1.3%	2.16 M:F
15–19 years	254	1.6%	1.7%	0.1% less	157	97	2.0%	1.3%	1.57 M:F
20–24 years	210	1.5%	1.6%	0.1% less	123	87	1.7%	1.2%	1.43 M:F
25–34 years	506	2.0%	2.0%	0.0% less	267	239	2.2%	1.8%	1.22 M:F
35–44 years	895	2.9%	2.8%	0.0% more	476	419	3.2%	2.6%	1.24 M:F
45–54 years	1,325	4.0%	4.0%	0.1% less	676	649	4.2%	3.7%	1.11 M:F
55–64 years	1,769	6.5%	6.6%	0.1% less	966	803	7.2%	5.8%	1.23 M:F
65–74 years	1,371	8.2%	8.1%	0.2% more	648	723	8.1%	8.4%	1.04 F:M
75–84 years	2,500	22.0%	21.4%	0.7% more	940	1,560	19.2%	24.2%	1.26 F:M
85+ years	2,076	54.9%	53.6%	1.3% more	517	1,559	44.5%	59.5%	1.34 F:M
residents	**11,633**	**5%**	**5%**	**0.0% less**	**5,269**	**6,364**	**4.9%**	**5.6%**	**1.14 F:M**

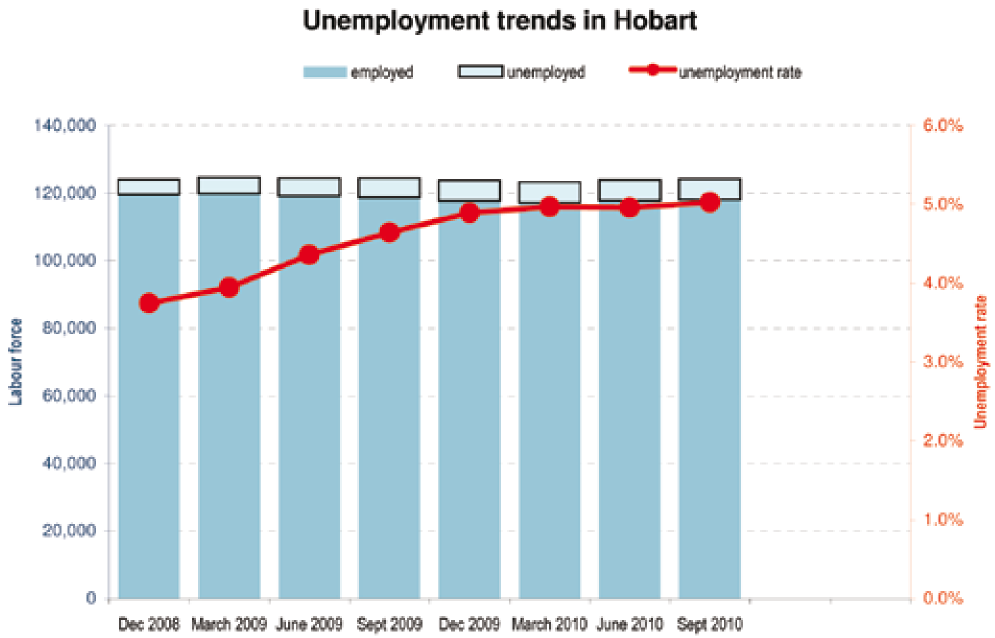
Source: ABS Census 2006 Table B17.

Employment of residents

In the 2006 Census, 110,301 residents of the Hobart ESA reported they were in the labour force, out of 190,091 residents aged 15+. This means the labour force participation rate was 58%. There were 103,648 employed residents (55% of the adults), while 6,653 residents were unemployed and looking for work, giving an unemployment rate of 6.0%. Allowing for those not completing the Census, and allocating the unstated responses proportionally, suggests there would have been around 115,816 residents in the labour force in August 2006.

The Department of Education, Employment and Workplace Relations (DEEWR) estimates that in September 2010 the labour force was 124,280. The labour force had fallen by 173 over the previous twelve months. During this period, the annualised labour force growth rate ranged from -2.4% p.a. in the December 2009 quarter to +1.2% p.a. in the September 2010 quarter.

Hobart's unemployment was estimated at 6,246 in September 2010, a rate of 5.0%. The estimated number of unemployed residents had increased by 467 over the previous twelve months, while the unemployment rate increased from 4.6% to 5.0%.



Unemployment trends in Hobart	Dec 2008	March 2009	June 2009	Sept 2009	Dec 2009	March 2010	June 2010	Sept 2010
employed	119,467	119,777	119,069	118,674	117,659	117,137	117,772	118,034
unemployed	4,648	4,920	5,428	5,779	6,052	6,124	6,147	6,246
labour force	124,115	124,697	124,497	124,453	123,711	123,261	123,919	124,280
unemployment rate	**3.7%**	**3.9%**	**4.4%**	**4.6%**	**4.9%**	**5.0%**	**5.0%**	**5.0%**
labour force growth p.a.		1.9%	-0.6%	-0.1%	-2.4%	-1.5%	2.1%	1.2%

Source: Small Area Labour Market data smoothed estimates, Department of Education, Employment and Workplace Relations, DEEWR.

The economy of Hobart

In the Census, completed by about 96% of Australians, people provide information on where they work, as well as where they live. From their responses, the ABS publishes sets of tables on the workforce of each locality in Australia – those who had jobs there. These tables, called the Working Population Profile, provide a great deal of information about local economies, for they reveal features and changes among local industries in 2001 and 2006.

These statistics are supplemented here by more recent data from the Australian Taxation Office, published by the ABS in its National Regional Profile data series. This gives information up to 2008.

In Hobart ESA in 2006, the Census counted 93,727 employed workers in the local workforce. This is the number of filled jobs there were here. Allowing for people not completing the Census, there were probably around 98,413 jobs (or people working) in Hobart ESA in mid-2006.

The types of industries

Industries are classified into 19 main groups. In Hobart ESA, the largest industries by employment in 2006, with their size and share of the workforce, were:

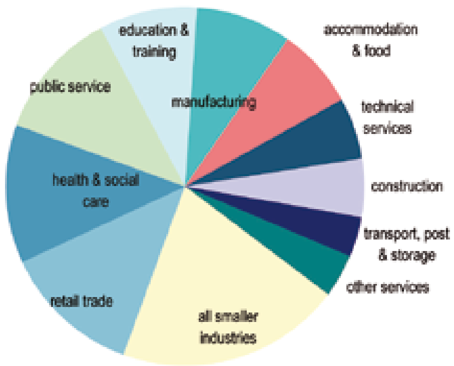
- retail trade, with 11,748 jobs (13%)
- health & social care, with 11,634 jobs (12%)
- public service, with 11,065 jobs (12%)
- education & training, with 8,376 jobs (9%)
- manufacturing, with 7,941 jobs (8%)

The next largest industries were:

- accommodation & food, with 6,802 jobs (7%)
- technical services, with 5,262 jobs (6%)
- construction, with 4,854 jobs (5%)
- transport, post & storage, with 3,477 jobs (4%)
- other services, with 3,452 jobs (4%)

Compared with Tasmania, the industry that was proportionally larger in Hobart ESA was public service with 3% more of the workforce. Other locally-significant industries were technical services with 1% more of the workforce.

Main Industries in Hobart ESA

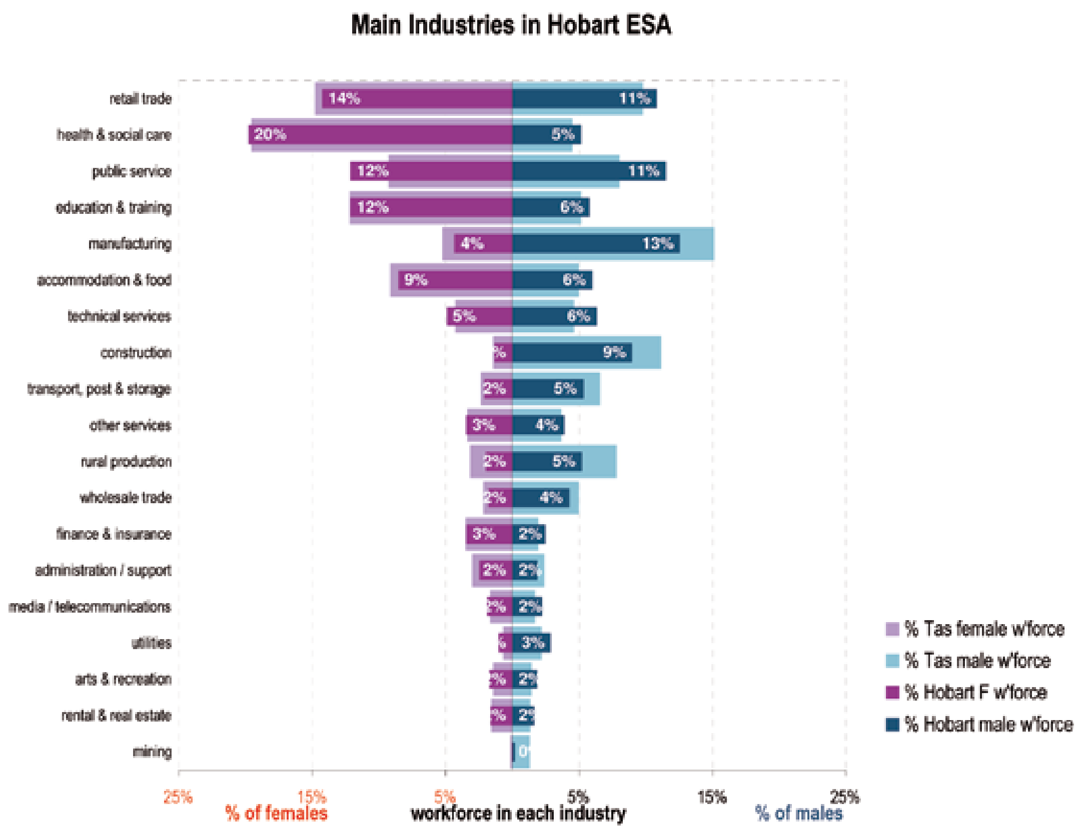


The industries that were noticeably smaller compared to Tasmania were rural production with 2% less of the workforce; manufacturing, 2% less; and construction, 1% less.

Most industries are very gender-biased and have a preponderance of either male or female workers. In Hobart ESA, the most male-dominated of the larger industries were construction with 6.8 men per woman; manufacturing with 2.9; and rural production with 2.6

The most female-dominated of the larger industries in Hobart ESA were health & social care with 3.8 women per man; education & training with 2.1; and accommodation & food with 1.4.

The following graph and table show the number of men and women employed in each industry sector in Hobart ESA in August 2006, compared with proportions in Tasmania. The table shows the gender ratio in each industry sector.



Main Industries in Hobart ESA	abbrev	Employment in Industries, Hobart, 2006 workers	males	females	gender ratio	% Hobart workforce	% Tas workforce	Hobart diff. from Tas	% Hobart male w'force	% Hobart female w'force
retail trade	Ret	11,748	5,104	6,644	1.3 F:M	13%	12%	0% more	11%	14%
health & social care	H&S	11,634	2,414	9,220	3.8 F:M	12%	12%	1% more	5%	20%
public service	PS	11,065	5,414	5,651	1.0 F:M	12%	9%	3% more	11%	12%
education & training	Edu	8,376	2,728	5,648	2.1 F:M	9%	8%	0% more	6%	12%
manufacturing	Man	7,941	5,920	2,021	2.9 M:F	8%	10%	2% less	13%	4%
accommodation & food	A&F	6,802	2,820	3,982	1.4 F:M	7%	7%	0% more	6%	9%
technical services	Tec	5,262	2,969	2,293	1.3 M:F	6%	4%	1% more	6%	5%
construction	Con	4,854	4,228	626	6.8 M:F	5%	7%	1% less	9%	1%
transport, post & storage	Tran	3,477	2,498	979	2.6 M:F	4%	5%	1% less	5%	2%
other services	Oth	3,452	1,831	1,621	1.1 M:F	4%	4%	0% more	4%	3%
rural production	Agr	3,386	2,448	938	2.6 M:F	4%	6%	2% less	5%	2%
wholesale trade	WS	2,844	1,994	850	2.3 M:F	3%	4%	1% less	4%	2%
finance & insurance	F&I	2,766	1,156	1,610	1.4 F:M	3%	3%	0% more	2%	3%
administration / support	Adm	2,037	886	1,151	1.3 F:M	2%	3%	1% less	2%	2%
media / telecommunications	Info	1,926	1,041	885	1.2 M:F	2%	2%	0% more	2%	2%
utilities	Util	1,842	1,356	486	2.8 M:F	2%	1%	0% more	3%	1%
arts & recreation	A&R	1,672	868	804	1.1 M:F	2%	1%	0% more	2%	2%
rental & real estate	RRE	1,530	764	766	1.0 F:M	2%	1%	0% more	2%	2%
mining	Min	131	96	35	2.7 M:F	0%	1%	1% less	0%	0%
not known		973	624	349	1.8 M:F	1%	1%	0% less	1%	1%
all smaller industries (not top 10)		19,107	11,233	7,874	1.4 M:F	20%	23%	2% less	24%	17%
All industries		**93,718**	**47,159**	**46,559**	1.0 M:F	100%	100%		100%	100%

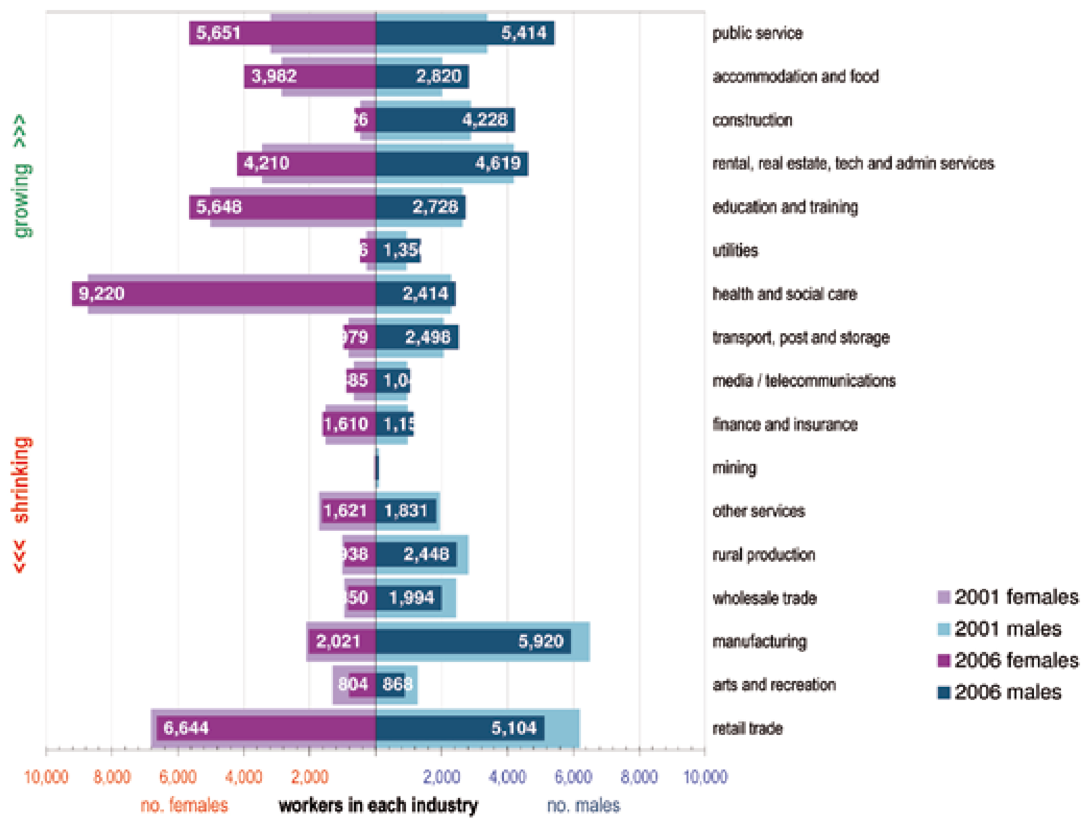
Source: ABS Census 2006 Table W11.

The changing sizes of industries

Over the five years 2001 to 2006, the industry which grew most in employment terms in Hobart ESA was public service with 4,484 more workers (2,010 more men and 2,474 more women), which was a 4.1% larger share of the workforce than in 2001. This was followed by accommodation and food with 1,922 more workers (a 1.6% larger share), and construction with 1,493 more workers (a 1.2% larger share).

Over this period, the industries where the most jobs were lost in Hobart ESA were retail trade with 1,248 fewer workers (1,075 fewer men and 173 fewer women, equivalent to 2.7% of the workforce), arts and recreation with 902 fewer workers (1.2% of the workforce) and manufacturing with 652 fewer (1.6%).

Workforce size, by industry, 2006 and 2001

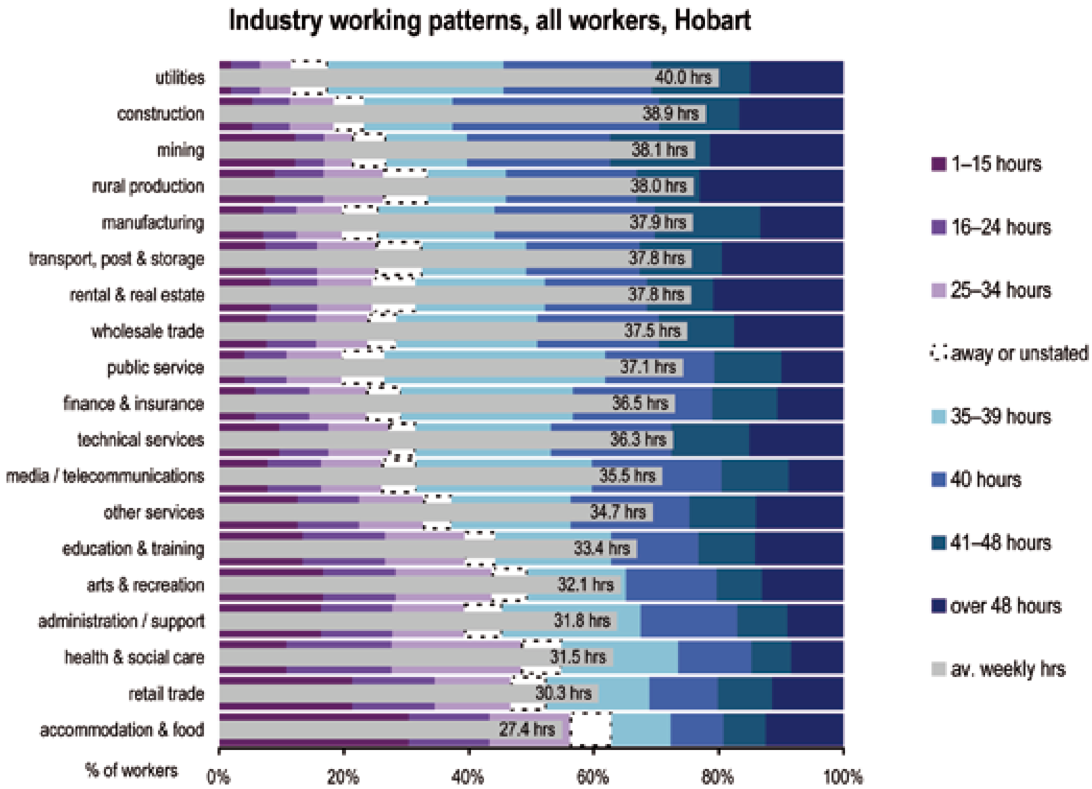


Industry changes in Hobart 2001–06, in growth order	workers in 2001			change in workers 2001–2006			changed share of workers 01–06		
	adults	males	females	adults	males	females	adults	males	females
public service	6,581	3,404	3,177	**4,484**	2,010	2,474	**up 4.1%**	**up 3.8%**	**up 4.5%**
accommodation and food	4,880	2,023	2,857	**1,922**	797	1,125	**up 1.6%**	up 1.4%	**up 1.7%**
construction	3,361	2,886	475	**1,493**	1,342	151	up 1.2%	**up 2.4%**	up 0.2%
rental, real estate, tech and admin services	7,632	4,196	3,436	**1,197**	423	774	up 0.5%	up 0.3%	up 0.7%
education and training	7,641	2,623	5,018	**735**	105	630	up 0.0%	dn 0.2%	up 0.0%
utilities	1,197	933	264	**645**	423	222	up 0.6%	up 0.8%	up 0.4%
health and social care	11,018	2,283	8,735	**616**	131	485	dn 0.5%	dn 0.1%	dn 1.3%
transport, post and storage	2,875	2,054	821	**602**	444	158	up 0.3%	up 0.6%	up 0.1%
media / telecommunications	1,594	944	650	**332**	97	235	up 0.2%	up 0.1%	up 0.3%
finance and insurance	2,502	971	1,531	**264**	185	79	up 0.0%	up 0.3%	dn 0.2%
mining	119	104	15	**12**	-8	20	up 0.0%	dn 0.0%	up 0.0%
other services	3,666	1,951	1,715	**-214**	-120	-94	dn 0.6%	dn 0.5%	dn 0.7%
rural production	3,811	2,800	1,011	**-425**	-352	-73	dn 0.8%	dn 1.2%	dn 0.4%
wholesale trade	3,386	2,435	951	**-542**	-441	-101	dn 0.9%	dn 1.3%	dn 0.5%
manufacturing	8,593	6,494	2,099	**-652**	-574	-78	**dn 1.6%**	**dn 2.2%**	dn 0.7%
arts and recreation	2,574	1,265	1,309	**-902**	-397	-505	dn 1.2%	dn 1.0%	**dn 1.4%**
retail trade	12,996	6,179	6,817	**-1,248**	-1,075	-173	**dn 2.7%**	**dn 3.2%**	**dn 2.2%**
not known	1,108	584	524	**-135**	40	-175	dn 0.3%	dn 0.0%	dn 0.5%
All industries	**85,534**	**44,129**	**41,405**	**8,184**	**3,030**	**5,154**	S.Dev: 1.4%	S.Dev: 1.6%	S.Dev: 1.4%

Note that classification changes between 2001 and 2006 make these comparisons imprecise, particularly for the aggregate 'rental, real estate, technical & admin services' which approximates the 2001 'property and business services'. Source: WPP 2006 Table W11; WPP 2001 Table W10.

Working patterns across industries

This chart shows the pattern of working hours for all workers in each industry sector in Hobart ESA in 2006, with the average written and marked on each bar. Industries with more part-time workers have longer purple-shaded sections to the left; those with more full-time workers have longer blue sections to the right.



Industry working patterns, all workers, Hobart	% of all workers working each hours, per industry									
	none, away from work	1–15 hours	16–24 hours	25–34 hours	35–39 hours	40 hours	41–48 hours	over 48 hours	unstated hours	av. weekly hrs
utilities	4%	2%	5%	5%	28%	24%	16%	15%	2%	40 hrs
construction	3%	5%	6%	7%	14%	33%	13%	17%	2%	39 hrs
mining	3%	12%	5%	5%	13%	23%	16%	21%	2%	38 hrs
rural production	4%	9%	8%	10%	13%	21%	10%	23%	3%	38 hrs
manufacturing	3%	7%	5%	7%	19%	26%	17%	13%	2%	38 hrs
transport, post & storage	5%	7%	8%	10%	17%	18%	13%	19%	3%	38 hrs
rental & real estate	5%	8%	8%	9%	21%	16%	11%	21%	2%	38 hrs
wholesale trade	2%	8%	8%	8%	23%	19%	12%	18%	2%	37 hrs
public service	5%	4%	7%	9%	35%	17%	11%	10%	1%	37 hrs
finance & insurance	5%	6%	9%	9%	28%	22%	10%	11%	1%	36 hrs
technical services	3%	10%	8%	10%	22%	19%	12%	15%	1%	36 hrs
media / telecommunications	4%	8%	9%	10%	28%	21%	11%	9%	1%	35 hrs
other services	3%	13%	10%	10%	19%	19%	11%	14%	1%	35 hrs
education & training	3%	13%	13%	13%	19%	14%	9%	14%	1%	33 hrs
arts & recreation	4%	17%	12%	16%	16%	15%	7%	13%	1%	32 hrs
administration / support	5%	16%	11%	12%	22%	15%	8%	9%	1%	32 hrs
health & social care	5%	11%	17%	21%	19%	12%	6%	8%	1%	32 hrs
retail trade	4%	21%	13%	12%	16%	11%	9%	11%	2%	30 hrs
accommodation & food	4%	30%	13%	13%	9%	8%	7%	12%	2%	27 hrs
not known	4%	17%	10%	10%	14%	18%	6%	15%	7%	33 hrs
All industries	**4%**	**12%**	**10%**	**12%**	**20%**	**17%**	**10%**	**13%**	**2%**	**34 hrs**
st dev'n	1%	7%	3%	4%	6%	6%	3%	4%	1%	3 hrs

The table shows the percentage of workers in each industry working the hours shown for the column, in the week prior to the Census, August 2006. Unusually large or small proportions in a column are in bold and shaded green if high or orange if low. The 'average hours' is calculated by multiplying the mid-point of each range in table above by the % in the range, ignoring 'none or unstated', and using 55 hours as the average for those working 48+ hours. Source WPP 2006 Table W11.

Number of businesses

Actively trading businesses are recorded in the Australian Business Register (ABR), maintained by the Australian Taxation Office. The ABS uses this information to construct its Business Register (ABSBR) as a source of data on business activity at the local level. This Register includes all registered active businesses, whether employing staff or not, but excludes non-trading entities such as clubs, charities, government agencies, and inactive businesses.

In Hobart ESA, 17,175 businesses were recorded in June 2007, with 9,981 or 58% being non-employing (e.g. sole trader, holding company) while 3,993 or 23% employed under 5 people and 3,201 or 19% employed 5 or more.

The number of businesses fluctuates as enterprises come and go. From June 2004 to June 2007, the following changes occurred among businesses in Hobart ESA:

- the number of businesses grew by 810 or 5% from 16,365 to 17,175
- the number of non-employing businesses fell by 330 or 3%
- the number of businesses employing less than five workers grew by 948 or 24%
- the number of businesses employing 5 or more grew by 192 or 6%

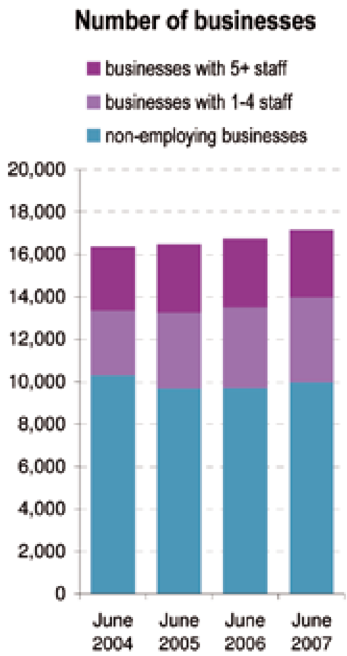
The 2006 Census counted 17,028 owner-managers in Hobart ESA's workforce, so there was an average of 1.0 registered businesses per owner-manager.

Businesses in Hobart ESA	June 2004	June 2005	June 2006	June 2007
non-employing businesses	10,311	9,693	9,717	9,981
businesses with 1-4 staff	3,045	3,567	3,792	3,993
businesses with 5+ staff	3,009	3,225	3,240	3,201
Total businesses	**16,365**	**16,485**	**16,749**	**17,175**

Source: National Regional Profile Table 1; data is @ 30 June of year.

Change in business numbers, Hobart	2003–2004	2004–2005	2005–2006	2006–2007	2003–2007
non-employing businesses					
number @ start year	10,659	10,311	9,693	9,717	10,716
entries	1,857	1,680	1,569	1,920	7,026
exits	(2,205)	(2,229)	(1,605)	(1,713)	(7,752)
changed from employing	n.a.	(69)	60		(9)
number @ end year	**10,311**	**9,693**	**9,717**	**9,981**	**9,981**
employing businesses					
number @ start year	5,430	6,069	6,849	6,816	5,445
entries	732	885	744	909	3,270
exits	(108)	(162)	(561)	(531)	(1,362)
changed from non-employing		57	(216)		(159)
number @ end year	**6,054**	**6,792**	**7,032**	**7,194**	**7,194**

Source: National Regional Profile Table 1.

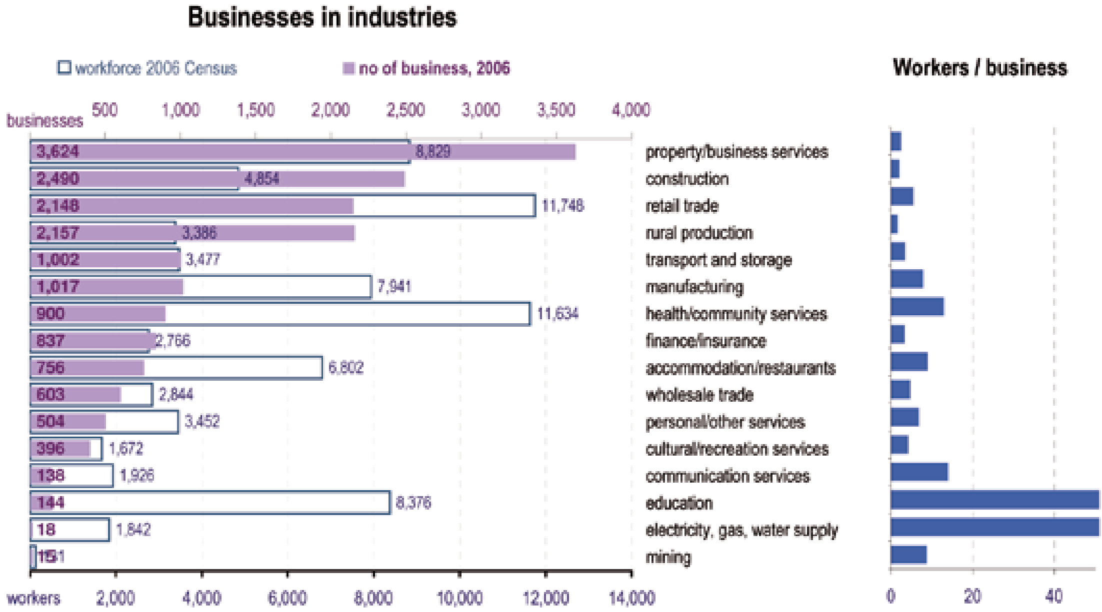


Businesses in industries

Australian Tax Office data shows the number of active businesses in Hobart ESA according to their industry. These are shown below, listed in order from the industry with the largest number of businesses in Hobart ESA (property/business services, with 3,729 businesses), down to the smallest (mining, with 18 businesses).

An indication of the average sizes of businesses in each industry is given by dividing the workforce of each industry by the number of businesses. This is only an approximation, but a useful guide. The business numbers from the ATO use the old (2001) industry classification; the worker numbers are from 2006 Census, which uses a slightly different classification. Also, not all workers are in private firms.

The left graph shows the number of businesses and workers in each industry. The right graph shows the rough average size of businesses in each industry.



The table below shows the number of businesses registered in Hobart ESA from 2004 to 2007, and the change over those four years. The biggest absolute increases were in construction with 411 more businesses, property/business services with 306 more, and finance/insurance with 81 more. There were 66 fewer businesses in manufacturing; 42 fewer in rural production and 21 fewer in health/community services.

Businesses in industries	number of active businesses				change 2004–2007			
	June 2004	June 2005	June 2006	June 2007	number	% of 2004	workforce 2006 Census	average workers / business
property/business services	3,423	3,486	3,624	3,729	306	up 9%	8,829	2
construction	2,295	2,385	2,490	2,706	411	up 18%	4,854	2
retail trade	2,145	2,118	2,148	2,157	12	up 1%	11,748	5
rural production	2,154	2,172	2,157	2,112	(42)	dn 2%	3,386	2
transport and storage	1,014	987	1,002	1,038	24	up 2%	3,477	3
manufacturing	1,026	1,002	1,017	960	(66)	dn 6%	7,941	8
health/community services	939	906	900	918	(21)	dn 2%	11,634	13
finance/insurance	804	843	837	885	81	up 10%	2,766	3
accommodation/restaurants	741	765	756	792	51	up 7%	6,802	9
wholesale trade	567	582	603	582	15	up 3%	2,844	5
personal/other services	516	504	504	522	6	up 1%	3,452	7
cultural/recreation services	441	417	396	438	(3)	dn 1%	1,672	4
communication services	126	147	138	153	27	up 21%	1,926	14
education	144	138	144	141	(3)	dn 2%	8,376	58
electricity, gas, water supply	15	15	18	24	9	up 60%	1,842	102
mining	15	18	15	18	3	up 20%	131	9
Total businesses	**16,365**	**16,485**	**16,749**	**17,175**	**810**	**up 5%**	**93,718**	**6**

Source: Australian Taxation Office, from the ABS National Regional Profile Table 1; 2006 Census Table W11.

Hobart's workforce

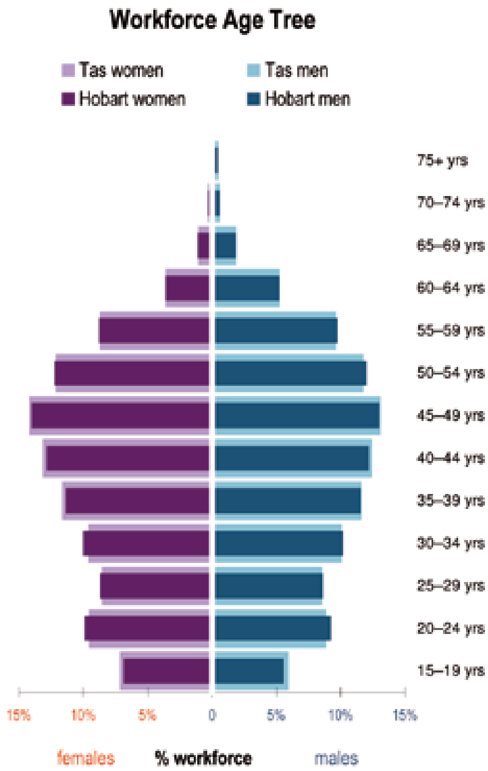
Workforce age-sex profile

The 2006 Census gives the most detailed picture of Hobart ESA's workforce, with 93,727 adults aged 15+ saying they worked here. About 96% of people complete the Census, so the workforce may have been about 4% larger than counted, or around 97,476.

The age profile of Hobart ESA's workforce is illustrated in the Workforce Age Tree, compared with Tasmania. The darker branches show the proportion of Hobart ESA's workforce in each age group (males right, females left) against the lighter background age profile of the Tasmania workforce.

The common workforce age profile is apple-shaped, widest around the mid-40s when workforce participation is high and mortality is low. The largest age groups in Hobart ESA's workforce in 2006 were 45–49 yrs, 40–44 yrs and 50–54 yrs. The average age of workers was 40.4 years (41.0 for men and 39.8 for women).

Relative to the Tasmania workforce, Hobart ESA's workforce was one month younger. Age groups that were proportionally larger included 20–24 yrs, 30–34 yrs and 50–54 yrs; those that were smaller included 15–19 yrs, 40–44 yrs and 35–39 yrs.



In generational terms, Hobart ESA's workforce consisted of 35% Baby-boomers, 34% Generation X and 24% Generation Y, with 6% from the Wartime generation (aged 60–74), and just 0.3% who were Veterans.

Ages of workers, 2006	workers in Hobart			% of Hobart workers			% of Tas workforce	difference from Tas	Gender ratio	
	males	females	adults	% males	% females	% workers			Hobart	Tas
15–19 years	2,620	3,206	5,826	6%	7%	6%	6%	0% less	**1.2 F:M**	**1.1 F:M**
20–24 years	4,349	4,621	8,970	9%	10%	10%	9%	0% more	1.1 F:M	1.0 M:F
25–29 years	4,055	4,053	8,108	9%	9%	9%	9%	0% more	1.0 M:F	1.1 M:F
Generation Y	**11,024**	**11,880**	**22,904**	**23%**	**26%**	**24%**	**24%**	**0% more**	1.1 F:M	
30–34 years	4,803	4,664	9,467	10%	10%	10%	10%	0% more	1.0 M:F	1.2 M:F
35–39 years	5,426	5,302	10,728	12%	11%	11%	12%	0% less	1.0 M:F	1.1 M:F
40–44 years	5,738	5,978	11,716	12%	13%	13%	13%	0% less	1.0 F:M	1.1 M:F
Generation X	**15,967**	**15,944**	**31,911**	**34%**	**34%**	**34%**	**34%**	**0% less**	1.0 M:F	
45–49 years	6,130	6,523	12,653	13%	14%	13%	14%	0% less	1.1 F:M	1.0 M:F
50–54 years	5,655	5,710	11,365	12%	12%	12%	12%	0% more	1.0 F:M	1.1 M:F
55–59 years	4,579	4,095	8,674	10%	9%	9%	9%	0% more	1.1 M:F	1.2 M:F
Baby-boomers	**16,364**	**16,328**	**32,692**	**35%**	**35%**	**35%**	**35%**	**0% more**	1.0 M:F	
60–64 years	2,469	1,672	4,141	5%	4%	4%	4%	0% less	1.5 M:F	1.6 M:F
65–69 years	861	510	1,371	2%	1%	1%	1%	0% less	1.7 M:F	2.0 M:F
70–74 years	274	141	415	1%	0%	0%	0%	0% less	**1.9 M:F**	**2.1 M:F**
Wartime	**3,604**	**2,323**	**5,927**	**8%**	**5%**	**6%**	**6%**	**0% less**	1.6 M:F	
Veterans: 75+	207	86	293	0%	0%	0%	0%	0% less	**2.4 M:F**	**2.6 M:F**
all workers	**47,166**	**46,561**	**93,727**	100%	100%	100%	100%		1.0 M:F	1.1 M:F
average age	41.0 yrs	39.8 yrs	40.4 yrs				40.5 yrs	-0.1 yrs		

Gender ratio: Male majority shown in blue as M:F = [no. males] ÷ [no. females]; Female majority shown in red as F:M = [no. females] ÷ [no. males]. Extreme results are in bold; 'M' = all males; 'F' = all females. Source: ABS Working Population Profile (WPP) 2006, Table W01.

Occupations in the workforce

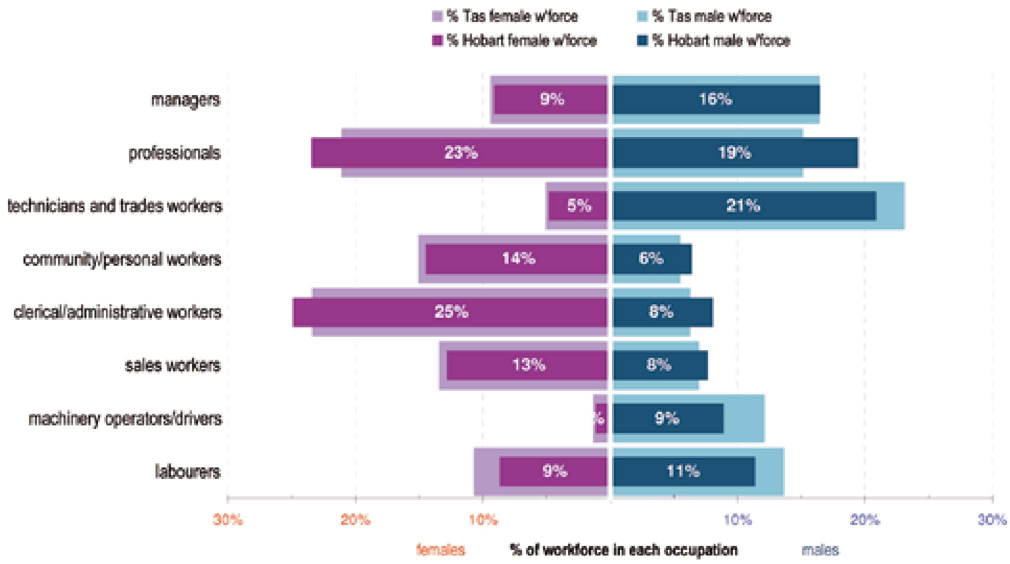
The chart below shows the proportions of the male and female workforce in each of the eight broad occupational groups, with Hobart ESA in dark bars against the background of Tasmania. Where the darker bar is longer than the background, that occupation is proportionally larger in Hobart ESA than in Tasmania.

The largest occupational group in Hobart ESA's workforce in 2006 was professionals with 20,101 counted in the 2006 Census, 21% of the local workforce. The next largest occupation groups were clerical/administrative workers (15,401 workers or 16%), technicians and trades workers (12,093 or 13%), and managers (11,985 workers or 13%). Managers include farm and small business managers.

The occupations that were more common here than in Tasmania included professionals with 4% more of the workforce and clerical/administrative workers with 2% more. Offsetting this, there were fewer working as labourers with 2% less of the workforce, or as machinery operators/drivers with 2% less.

Many occupations are very gender-biased. In Hobart ESA, the most male-dominated occupations were machinery operators/drivers with 7.7 men per woman, technicians and trades workers with 4.3 men per woman, and managers with 1.8 men per woman. The most female-dominated were clerical/administrative workers with 3.1 women per man, community/personal workers with 2.2 women per man, and sales workers with 1.7 women per man.

Occupations in Hobart ESA



Occupations in Hobart ESA	Workers / jobs in Hobart ESA				% workforce				
	number	males	females	gender ratio	Hobart	Tas	difference	% Hobart males	% Hobart females
managers	11,985	7,748	4,237	1.8 M:F	13%	13%	0% less	16%	9%
professionals	20,101	9,169	10,932	1.2 F:M	**21%**	**18%**	**4% more**	**19%**	**23%**
technicians and trades workers	12,093	9,828	2,265	4.3 M:F	13%	**15%**	2% less	**21%**	5%
community/personal workers	9,761	3,025	6,736	2.2 F:M	10%	10%	0% more	6%	14%
clerical/administrative workers	15,401	3,783	11,618	**3.1 F:M**	**16%**	14%	**2% more**	8%	**25%**
sales workers	9,578	3,602	5,976	1.7 F:M	10%	10%	0% more	8%	13%
machinery operators/drivers	4,737	4,193	544	**7.7 M:F**	5%	7%	**2% less**	9%	1%
labourers	9,386	5,351	4,035	1.3 M:F	10%	12%	**2% less**	11%	9%
inadequately described / not stated	685	462	223	2.1 M:F	1%	1%	0% more	1%	0%
total workforce	**93,727**	**47,161**	**46,566**	**1.0 M:F**	100%	100%		100%	100%

Larger results are in bold. Source: WPP 2006 Table W13.

Specific occupations

The table below shows the relative size of more specific occupations in Hobart ESA's workforce, listed in descending order of size from the largest, Sales assistants and salespersons, who constitute 72 in every 1000 workers (49 in every 1000 males and 96 in every 1000 female workers). Then come Specialist managers with 52 per 1000 workers, Education professionals and so on.

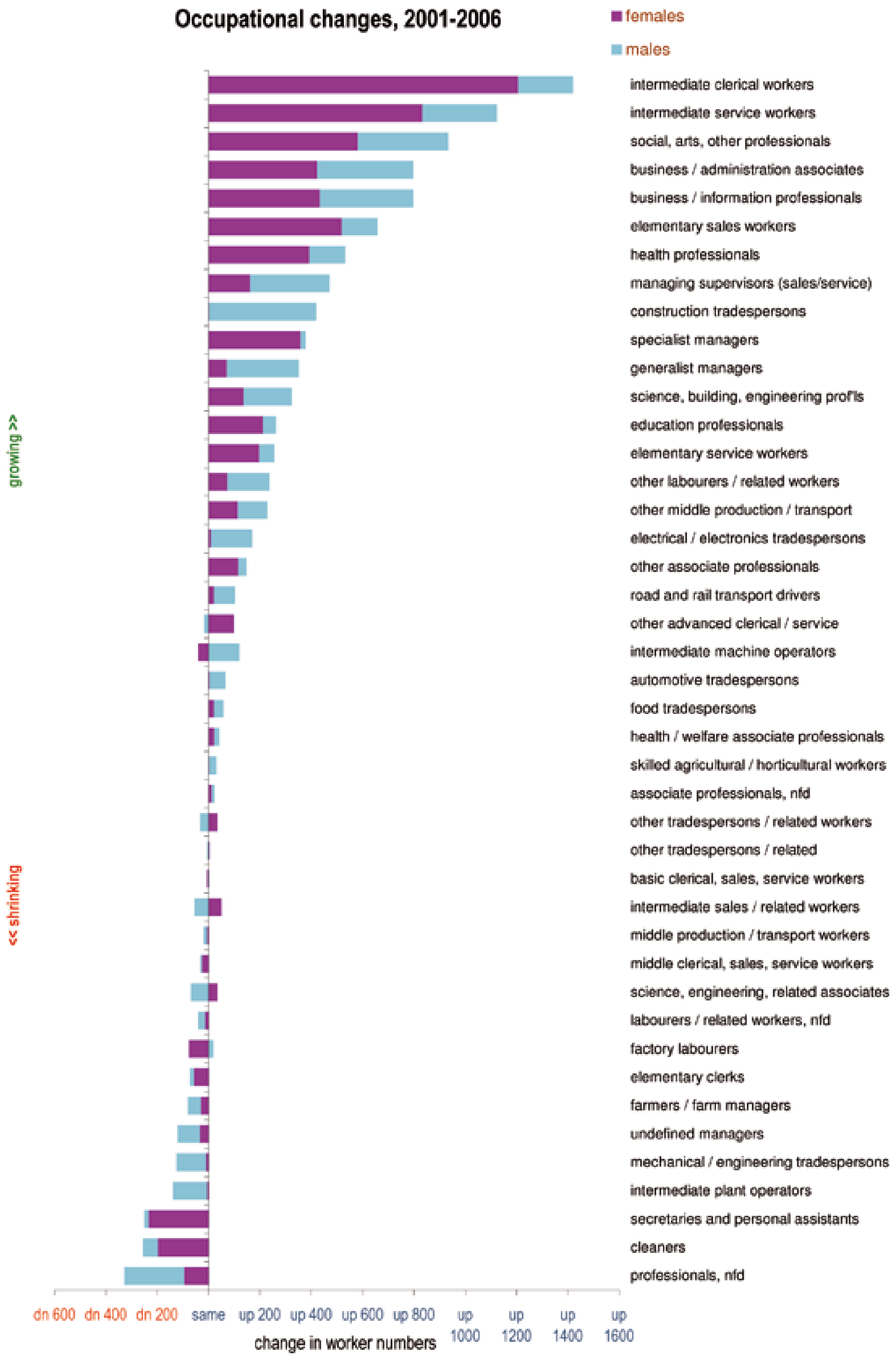
The columns of the table show the number of men and women working in Hobart ESA in each occupation, and the gender ratio. The proportion of Hobart ESA workers per 1,000 in each occupation is shown, compared with Tasmania, and the difference per 1000 workers is calculated by subtraction. The last two columns show the proportion of men and women in each occupation, per 1000 workers.

Specific occupations in Hobart ESA	Workers in Hobart ESA					Tas workers		rate /1000, Hobart	
	total	men	women	gender ratio	per 1000 workers	per 1000 workers	Hobart diff.	men	women
Sales assistants and salespersons	6,778	2,311	4,467	2 F:M	72	72	0 more	49	96
Specialist managers	4,857	3,211	1,646	2 M:F	52	47	5 more	68	35
Education professionals	4,652	1,492	3,160	2 F:M	50	47	2 more	32	68
Health professionals	4,520	1,156	3,364	3 F:M	48	43	5 more	25	72
Hospitality, retail & service managers	4,403	2,458	1,945	1 M:F	47	45	2 more	52	42
Business / staff / marketing professionals	4,310	2,269	2,041	1 M:F	46	35	11 more	48	44
Carers and aides	4,102	600	3,502	6 F:M	44	44	0 fewer	13	75
General clerical workers	3,145	536	2,609	5 F:M	34	28	5 more	11	56
Inquiry clerks and receptionists	2,952	488	2,464	5 F:M	31	28	4 more	10	53
Numerical clerks	2,778	604	2,174	4 F:M	30	27	3 more	13	47
Design / engineering/ science professionals	2,775	2,024	751	3 M:F	30	24	6 more	43	16
Cleaners and laundry workers	2,488	760	1,728	2 F:M	27	29	3 fewer	16	37
Automotive / engineering trades	2,412	2,389	23	104 M:F	26	35	9 fewer	51	0
Office managers and program administrators	2,306	654	1,652	3 F:M	25	20	4 more	14	35
Hospitality workers	2,217	665	1,552	2 F:M	24	22	2 more	14	33
Road and rail drivers	2,117	1,924	193	10 M:F	23	28	5 fewer	41	4
Factory process workers	2,018	1,189	829	1 M:F	22	28	6 fewer	25	18
Other clerical and administrative workers	1,988	968	1,020	1 F:M	21	18	3 more	21	22
Construction trades workers	1,899	1,871	28	67 M:F	20	27	7 fewer	40	1
Engineering / science technicians	1,787	1,352	435	3 M:F	19	18	1 more	29	9
Other labourers	1,693	1,224	469	3 M:F	18	22	4 fewer	26	10
Food trades workers	1,612	1,114	498	2 M:F	17	16	1 more	24	11
Legal and social professionals	1,557	652	905	1 F:M	17	14	3 more	14	19
Farmers and farm managers	1,452	1,121	331	3 M:F	15	27	12 fewer	24	7
Sales representatives and agents	1,448	911	537	2 M:F	15	15	1 more	19	12
Electronic/ telecom workers	1,408	1,387	21	66 M:F	15	18	3 fewer	29	0
Food preparation assistants	1,360	577	783	1 F:M	15	15	0 fewer	12	17
Protective service workers	1,347	1,093	254	4 M:F	14	12	2 more	23	5
Sales support workers	1,338	376	962	3 F:M	14	13	1 more	8	21
Personal assistants and secretaries	1,213	30	1,183	39 F:M	13	12	1 more	1	25
Information Technology professionals	1,204	996	208	5 M:F	13	8	5 more	21	4
Machine and stationary plant operators	1,197	927	270	3 M:F	13	21	8 fewer	20	6
Sports / personal service workers	1,054	365	689	2 F:M	11	10	1 more	8	15
Health and welfare support workers	1,030	302	728	2 F:M	11	12	1 fewer	6	16
Clerical and office support workers	1,004	503	501	1 M:F	11	10	1 more	11	11
Farm, forestry and garden workers	938	745	193	4 M:F	10	17	7 fewer	16	4
Chief executives and legislators	923	718	205	=	10	8	2 more	15	4
Skilled animal / horticultural workers	888	635	253	3 M:F	9	11	1 fewer	13	5
Arts and media professionals	812	457	355	1 M:F	9	7	2 more	10	8
Construction and mining labourers	729	719	10	72 M:F	8	10	2 fewer	15	0
Storepersons	688	638	50	13 M:F	7	8	0 fewer	14	1
Mobile plant operators	668	645	23	28 M:F	7	12	5 fewer	14	0
Workers included	**90,067**	**45,056**	**45,011**	1.0 M:F	**961**	**963**	**S.Dev: 5**	**955**	**967**

Source: WPP 2006 Table W13.

Occupational changes, 2001 to 2006

The graph below and table overleaf show the changes in occupations from 2001 to 2006 using the occupational classification that applied in 2001, so the data is comparable. Occupations are shown in order of total growth, and each bar shows the change in the number of male and female workers. ('nfd' occupations are not fully defined).



Occupational changes, 2001-2006	Hobart w'force, 2001			Hobart w'force, 2006			change, 2001 to 2006			
	males	females	workers	males	females	workers	males	females	workers	% wf 2006
professionals	7,843	9,276	17,119	8,706	10,937	19,643	863	1,661	**2,524**	2.7% more
middle clerical, sales, service workers	4,385	11,402	15,787	4,831	13,463	18,294	446	2,061	**2,507**	2.7% more
associate professionals	6,046	5,037	11,083	6,728	5,803	12,531	682	766	**1,448**	1.5% more
basic clerical, sales, service workers	3,076	5,811	8,887	3,259	6,465	9,724	183	654	**837**	0.9% more
tradespersons and related workers	7,888	1,505	9,393	8,441	1,569	10,010	553	64	**617**	0.7% more
managers and administrators	5,072	1,867	6,939	5,236	2,230	7,466	164	363	**527**	0.6% more
middle production / transport workers	4,876	833	5,709	5,048	912	5,960	172	79	**251**	0.3% more
labourers and related workers	4,011	3,114	7,125	4,108	2,897	7,005	97	-217	**-120**	0.1% less
advanced clerical and service workers	391	2,202	2,593	350	2,057	2,407	-41	-145	**-186**	0.2% less
inadequately described	541	345	886	454	230	684	-87	-115	**-202**	0.2% less
Total	**44,129**	**41,392**	**85,521**	**47,161**	**46,563**	**93,724**	**3,032**	**5,171**	**8,203**	**8.8% more**
Specific occupational changes										
intermediate clerical workers	2,088	6,222	8,310	2,304	7,428	9,732	216	1,206	**1,422**	1.5% more
intermediate service workers	1,316	4,742	6,058	1,607	5,575	7,182	291	833	**1,124**	1.2% more
social, arts, other professionals	1,330	1,291	2,621	1,681	1,873	3,554	351	582	**933**	1.0% more
business / administration associates	1,559	2,027	3,586	1,936	2,449	4,385	377	422	**799**	0.9% more
business / information professionals	2,304	1,473	3,777	2,669	1,907	4,576	365	434	**799**	0.9% more
elementary sales workers	2,176	4,769	6,945	2,316	5,288	7,604	140	519	**659**	0.7% more
health professionals	952	2,953	3,905	1,091	3,346	4,437	139	393	**532**	0.6% more
managing supervisors (sales/service)	2,408	1,863	4,271	2,718	2,025	4,743	310	162	**472**	0.5% more
construction tradespersons	1,399	26	1,425	1,816	28	1,844	417	2	**419**	0.4% more
specialist managers	2,274	1,062	3,336	2,294	1,420	3,714	20	358	**378**	0.4% more
generalist managers	1,312	304	1,616	1,593	375	1,968	281	71	**352**	0.4% more
science, building, engineering prof'ls	1,473	385	1,858	1,661	521	2,182	188	136	**324**	0.3% more
education professionals	1,443	2,949	4,392	1,495	3,161	4,656	52	212	**264**	0.3% more
elementary service workers	514	483	997	571	681	1,252	57	198	**255**	0.3% more
other labourers / related workers	2,142	964	3,106	2,307	1,037	3,344	165	73	**238**	0.3% more
other middle production / transport	1,323	341	1,664	1,439	454	1,893	116	113	**229**	0.2% more
electrical / electronics tradespersons	1,217	24	1,241	1,378	33	1,411	161	9	**170**	0.2% more
other associate professionals	770	434	1,204	802	550	1,352	32	116	**148**	0.2% more
road and rail transport drivers	1,957	198	2,155	2,041	218	2,259	84	20	**104**	0.1% more
other advanced clerical / service	335	778	1,113	318	876	1,194	-17	98	**81**	0.1% more
intermediate machine operators	310	240	550	429	198	627	119	-42	**77**	0.1% more
automotive tradespersons	975	6	981	1,037	10	1,047	62	4	**66**	0.1% more
food tradespersons	901	541	1,442	938	561	1,499	37	20	**57**	0.1% more
health / welfare associate professionals	190	430	620	211	451	662	21	21	**42**	0.0% more
skilled agricultural / horticultural workers	609	82	691	639	84	723	30	2	**32**	0.0% more
associate professionals, nfd	17	8	25	28	19	47	11	11	**22**	0.0% more
other tradespersons / related workers	1,232	795	2,027	1,198	829	2,027	-34	34	**0**	same
other tradespersons / related	87	9	96	82	12	94	-5	3	**-2**	0.0% less
basic clerical, sales, service workers	4	17	21	6	11	17	2	-6	**-4**	0.0% less
intermediate sales / related workers	971	407	1,378	916	456	1,372	-55	49	**-6**	0.0% less
middle production / transport workers	57	13	70	43	7	50	-14	-6	**-20**	0.0% less
middle clerical, sales, service workers	10	31	41	4	4	8	-6	-27	**-33**	0.0% less
science, engineering, related associates	1,102	275	1,377	1,033	309	1,342	-69	34	**-35**	0.0% less
labourers / related workers, nfd	154	29	183	127	15	142	-27	-14	**-41**	0.0% less
factory labourers	951	670	1,621	968	592	1,560	17	-78	**-61**	0.1% less
elementary clerks	382	542	924	366	485	851	-16	-57	**-73**	0.1% less
farmers / farm managers	1,154	357	1,511	1,103	326	1,429	-51	-31	**-82**	0.1% less
undefined managers	332	144	476	246	109	355	-86	-35	**-121**	0.1% less
mechanical / engineering tradespersons	1,468	22	1,490	1,353	12	1,365	-115	-10	**-125**	0.1% less
intermediate plant operators	1,229	41	1,270	1,096	35	1,131	-133	-6	**-139**	0.1% less
secretaries and personal assistants	49	1,415	1,464	32	1,181	1,213	-17	-234	**-251**	0.3% less
cleaners	764	1,451	2,215	706	1,253	1,959	-58	-198	**-256**	0.3% less
professionals, nfd	341	225	566	109	129	238	-232	-96	**-328**	0.3% less
inadequately described	471	288	759	387	177	564	-84	-111	**-195**	0.2% less
not stated	70	57	127	67	53	120	-3	-4	**-7**	0.0% less
Total	**44,122**	**41,383**	**85,505**	**47,161**	**46,563**	**93,724**	**3,039**	**5,180**	**8,219**	**8.8% more**

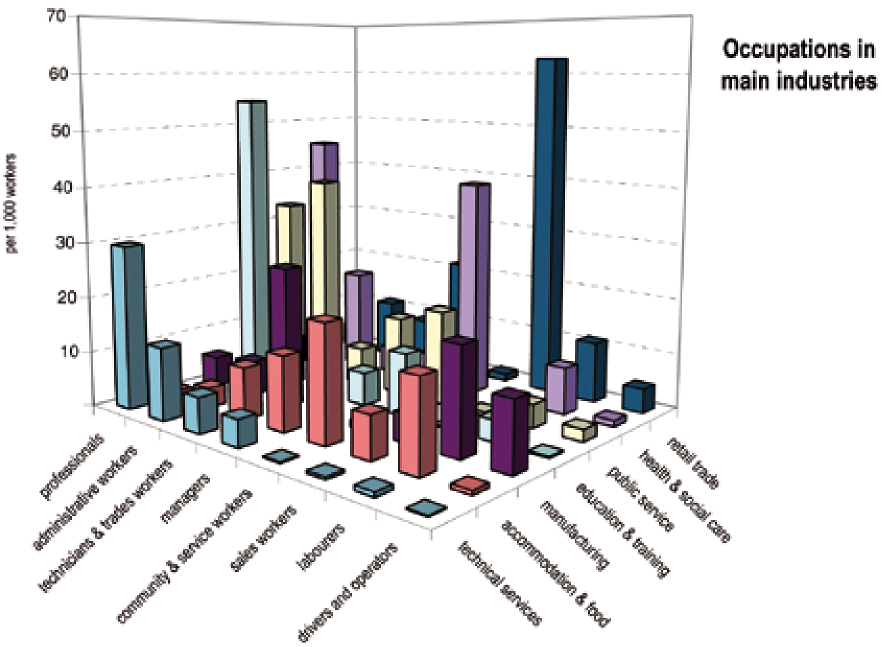
Source: ABS Working Population Profile 2001 Table W13; ABS Tablebuilder for 2006 data.

Occupations across industries

The graph below shows, by the height of the blocks, the number of workers per 1,000 in the main occupations in the main industries. The tallest column, for example, represents the largest occupation–industry combination, sales workers in retail trade with 63 in every 1000 workers.

Other large concentrations of occupations in industries were:

- professionals in education & training (54 of every 1000 workers)
- professionals in health & social care (45 per 1000)
- community & service workers in health & social care (39 per 1000)
- administrative workers in public service (38 per 1000)
- professionals in public service (33 per 1000).



Rate /1,000 workers, industry x occup'n	professionals	administrative workers	technicians & trades workers	managers	community & service workers	sales workers	labourers	drivers and operators	Not stated	Total
retail trade	4	11	9	**22**	1	**63**	11	4	0	**125**
health & social care	**45**	**19**	5	5	**39**	1	8	1	1	**124**
public service	**33**	**38**	7	**14**	**17**	1	4	2	1	**118**
education & training	**54**	9	4	6	**11**	0	4	0	0	**89**
manufacturing	5	6	**25**	10	1	5	**19**	**12**	1	**85**
accommodation & food	1	4	9	**13**	**21**	8	**16**	1	0	**73**
technical services	**30**	**13**	6	5	0	0	1	0	0	**56**
construction	1	6	**25**	8	0	0	6	4	0	**52**
transport, post & storage	1	8	2	3	1	4	1	**15**	0	**37**
other services	4	5	**17**	3	3	1	4	1	0	**37**
rural production	2	2	2	**16**	0	0	11	2	0	**36**
wholesale trade	2	5	3	6	0	6	4	5	0	**30**
finance & insurance	8	**16**	0	4	0	1	0	-	0	**30**
administration / support	3	4	2	2	2	1	6	0	0	**22**
media / telecommunications	6	5	4	2	0	2	1	0	0	**21**
utilities	6	4	4	3	0	0	1	1	0	**20**
arts & recreation	4	3	2	3	5	1	1	0	0	**18**
rental & real estate	1	4	1	2	0	7	1	0	0	**16**
mining	0	0	0	0	-	-	0	0	-	**1**
unclear	2	1	2	1	0	1	1	0	1	**10**
All industries	**215**	**164**	**129**	**128**	**104**	**102**	**100**	**51**	**7**	**1,000**

The most common occupations among the industries are in bold and shaded (top 10 darkest). Source: 2006 Census Table W12.

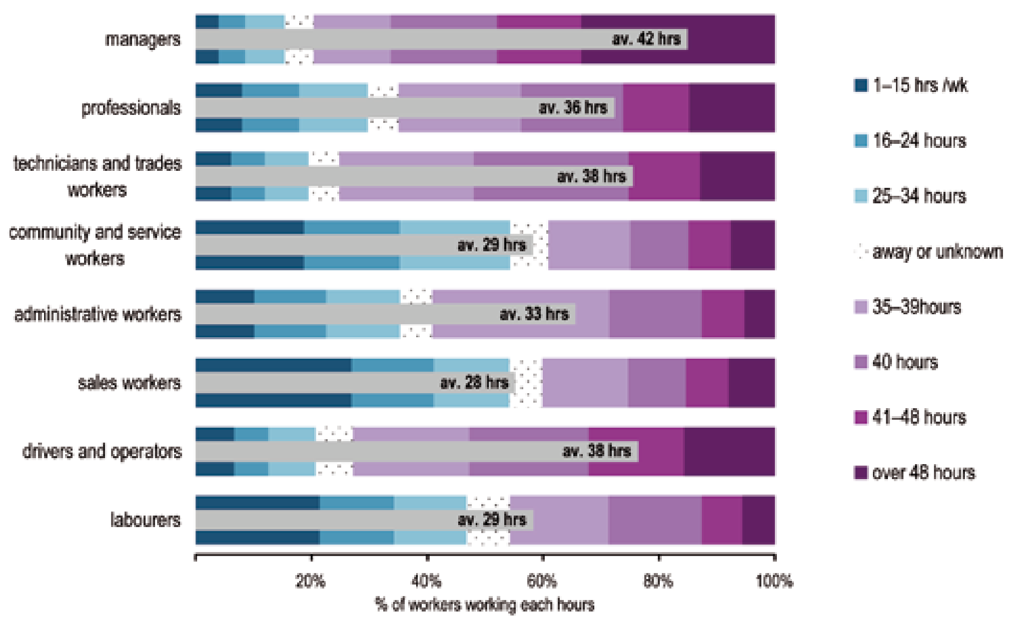
Working hours across occupations

Working hours varied considerably among occupational groups, ranging from managers who averaged 42.5 hours a week to sales workers who averaged 27.6 hours. This is shown in the graph, where each occupation is represented by a bar. The shaded segments on the bars represent the proportion working in each hourly range, with the shorter working week being in blue colours to the left. The grey box within each bar shows the average number of hours per week, which is written on the box.

The occupations where more people worked over 48 hours a week (shown by the dark right ends of the bars) were managers (33% of whom worked over 48 hours), drivers and operators (16%) and professionals (15%).

Occupations where part-time work was more common (shown by the blue left ends of the bars) included sales workers (where 27% worked under 16 hours or two days a week), labourers (21%) and community and service workers (19%).

Working hours by occupation, Hobart ESA



Working hours by occupation, Hobart	% of workforce of Hobart ESA working these hours									
	none, away work	1–15 hrs /wk	16–24 hours	25–34 hours	35–39hours	40 hours	41–48 hours	over 48 hours	unstated hours	average pw, all workers
managers	**3%**	4%	**5%**	**7%**	**13%**	18%	**15%**	**33%**	2%	**42.5 hrs**
professionals	4%	8%	10%	12%	21%	18%	11%	15%	**1%**	36.1 hrs
technicians and trades workers	**3%**	6%	**6%**	8%	23%	**27%**	12%	13%	2%	37.7 hrs
community and service workers	**5%**	19%	**17%**	**19%**	**14%**	**10%**	7%	8%	2%	**29.1 hrs**
administrative workers	4%	10%	12%	13%	**31%**	16%	7%	5%	1%	32.8 hrs
sales workers	4%	**27%**	14%	13%	15%	**10%**	7%	8%	2%	**27.6 hrs**
drivers and operators	4%	7%	6%	8%	20%	21%	**17%**	16%	**3%**	38.2 hrs
labourers	**5%**	**21%**	13%	13%	17%	16%	7%	6%	**3%**	29.1 hrs
not clear	**6%**	8%	6%	**7%**	23%	20%	11%	14%	**5%**	37.0 hrs
all occupations	4%	12%	10%	12%	20%	17%	10%	13%	2%	**34.4 hrs**
stnd dev'n	1%	8%	4%	4%	6%	5%	4%	9%	1%	5.3 hrs

Working hours where the percentage of workers is unusually high are in bold and shaded green; where results are low, they are shaded lighter orange. Source: WPP 2006 Table W17.

Labour demand and supply

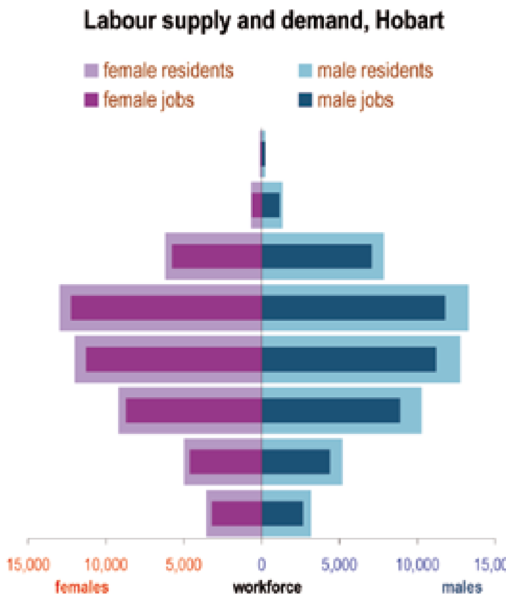
Labour balance by age

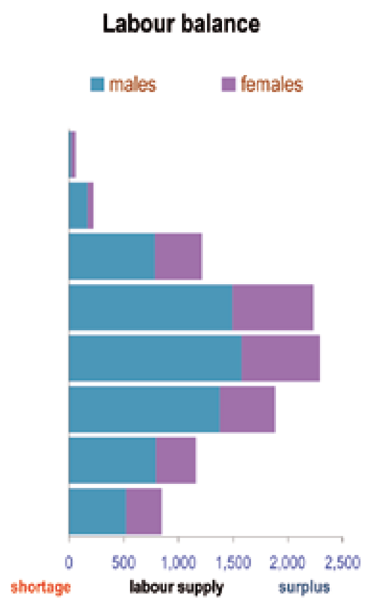
The balance between local labour supply (working residents) and demand (local jobs) is a useful indicator of where job opportunities might lie. A surplus labour supply means that some residents have to work outside the locality; a labour deficit means that workers come into the area to fill local jobs.

In Hobart ESA in 2006, there were 103,648 working residents and 93,727 local workers (jobs). While many residents worked within Hobart ESA, the difference means that Hobart ESA has a net surplus of 9,921 workers, equivalent to 10% of the working resident population.

Hobart ESA's labour supply and demand is illustrated in the left graph, by the age of workers. The narrow solid bars represent the number of local workers (jobs); the wider background bars represent the working residents. If the darker 'jobs' bar is shorter than the lighter 'workers' bar, there is a labour surplus – labour supply from working residents exceeds labour demand from local jobs. A longer dark bar means a labour deficit, with more local jobs than working residents.

The net labour balance is illustrated in the right graph for people of different ages. Here, bars to the right mean a labour surplus, bars to the left mean a jobs surplus. The longest bar to the right, for example, shows there was a labour surplus of 2,294 among those aged 35–44 years, with 1,580 too many males and 714 too many females for the number of local jobs. Here, no bar extends to the left because there was a labour surplus across all age groups.





Ages of workers & employed residents	Hobart employed residents			Hobart workforce			labour surplus / (shortage)			working residents as % workforce
	males	females	workers	males	females	workers	males	females	workers	
15–19 years	3,140	3,532	6,672	2,620	3,206	5,826	520	326	846	115%
20–24 years	5,147	4,983	10,130	4,349	4,621	8,970	798	362	1,160	113%
25–34 years	10,238	9,220	19,458	8,858	8,717	17,575	1,380	503	1,883	111%
35–44 years	12,744	11,994	24,738	11,164	11,280	22,444	1,580	714	2,294	110%
45–54 years	13,275	12,978	26,253	11,785	12,233	24,018	1,490	745	2,235	109%
55–64 years	7,834	6,198	14,032	7,048	5,767	12,815	786	431	1,217	109%
65–74 years	1,306	705	2,011	1,135	651	1,786	171	54	225	113%
75+ years	230	124	354	207	86	293	23	38	61	121%
all workers	**53,914**	**49,734**	**103,648**	**47,166**	**46,561**	**93,727**	**6,748**	**3,173**	**9,921**	**111%**

Source: WPP 2006 Table 01; BCP 2006 Table B41.

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Our Services & Programs

Northern Territory

- Australian Apprenticeship Access Program

Queensland

- Job Services Australia
- Disability Employment Services
- Australian Apprenticeship Access Program
- Youth Connections
- Community Support Service
- With potential expansion into Labour Hire in 2010–2011

NSW & ACT

- Job Services Australia
- Disability Employment Services
- Comcare
- Australian Apprenticeship Access Program
- Group Training in the Trade Pre-Vocational Program
- RecruitFLEX
- Youth Connections
- Community Support Service
- Volunteer Home Visiting Service
- Links to Learning
- Drug & Alcohol
- Aboriginal Reconnect Service
- Pre-School
- Youth Centres
- Youth Refuge
- Eurobodalla Aboriginal Youth Project

South Australia

- Job Services Australia
- Disability Employment Services
- WorkCover
- Australian Apprenticeship Access Program
- Innovative Community Action Networks
- With potential expansion into Labour Hire in 2010–2011

Tasmania

- Job Services Australia
- Learning & Training
- RecruitFLEX
- Indigenous Employment Programs
- Community Services

Victoria

- Job Services Australia
- Disability Employment Services
- Comcare
- Australian Apprenticeship Access Program
- With potential expansion into Labour Hire in 2010–2011

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