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State of our Community Report
Northern Adelaide

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Who are we?

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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 Northern Adelaide 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 needs within the Northern Adelaide ESA are summarised below:

- Community Employment Hub managers in Northern Adelaide identified mental health issues; housing insecurity and homelessness; multigenerational unemployment; and cultural issues as key areas of concern.

- Hub managers' efforts to help homeless jobseekers in Northern Adelaide is hampered by limited emergency housing options in the area as well as rental costs beyond the reach of jobseekers reliant on benefits as their only source of financial support. The majority of homeless services are located in the city, 40 minutes away.

- Community groups surveyed across Adelaide ranked housing insecurity and homelessness; general elderly issues; unemployment; and mental health issues as the most significant issues in the region.

- General elderly were considered serious by 24 per cent of Adelaide's participating organisations, compared to just five per cent across all respondents nationally. In Adelaide these issues included: the ageing population; increased demand for aged services; and social isolation among the elderly.

- Unemployment was seen as a significant issue by 21 per cent of Adelaide respondents to the Community Needs Survey.

- In the twelve months to September 2010, the unemployment rate in Northern Adelaide ESA fell from 7.9 per cent to 7.0 per cent, higher than South Australia's unemployment rate, which was 5.4 per cent in September 2010.

- Between the 2001 and 2006 Censuses the fastest growing industries in the Northern Adelaide ESA were public service; accommodation and food; and health and social care. Over this period, the industries where the most jobs were lost were retail trade, wholesale trade, and arts and recreation.

- 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 Adelaide collaboration is especially important around issues of housing insecurity and homelessness; mental health; drug and alcohol dependency; and health service referrals.

1 Introduction

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.

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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:

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 *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 provides 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 Northern Adelaide ESA. This chapter commences with a geographic, demographic and economic overview of the Northern Adelaide 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 Northern Adelaide 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, 42 respondents were from Adelaide, covering each of the city's four Employment Service Areas: Northern Adelaide; Southern Adelaide; Eastern Adelaide; and Western Adelaide.

Sixty-four Campbell Page Employment Hub managers completed the Hub survey across Australia. Each of the four Hubs in the Northern Adelaide 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 license, 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 license 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

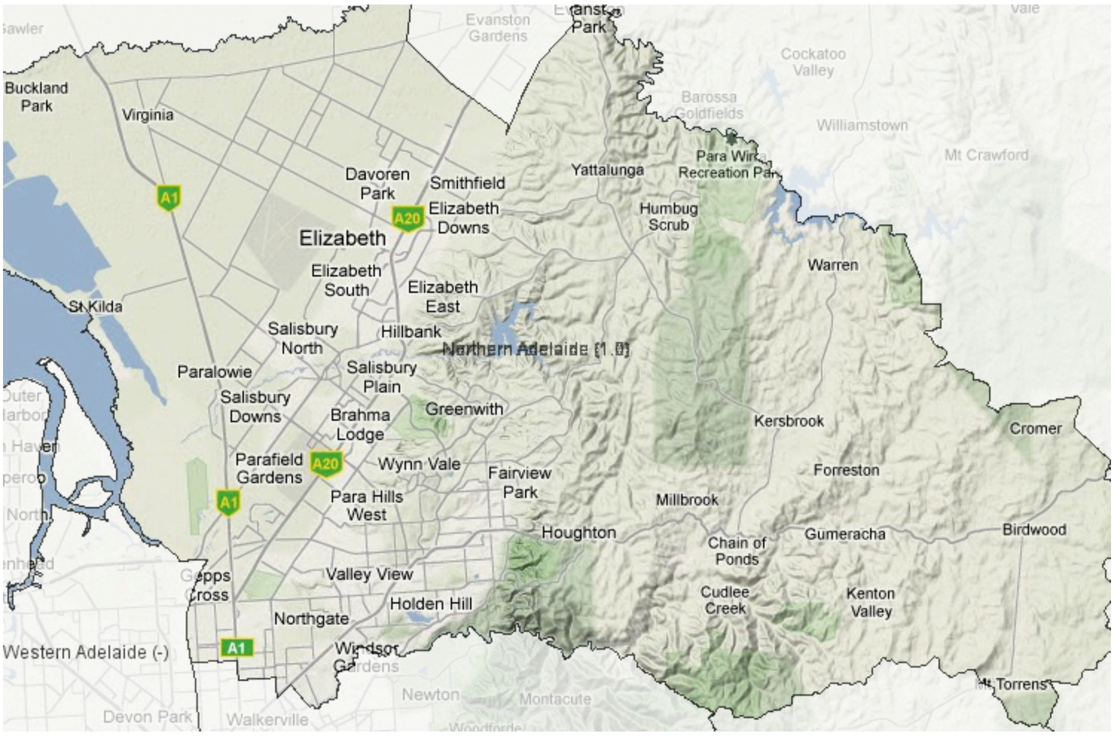
Issue	Number of respondents	Percentage of respondents
Housing / homelessness	221	51
Unemployment	126	29
Transport	122	28
Drug and alcohol	100	23
Mental health	91	21
Financial strain / poverty	61	14
General youth issues	56	13
General health issues	56	13
Lack of funding for community services	52	12
Cultural	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 Northern Adelaide Employment Service Area

The Northern Adelaide Employment Service Area (ESA) of South Australia covers a very large geographic area including the northern suburbs of Adelaide and extending from Highbury in the south to Angle Vale and Bibaringa in the north, as well as east to Cromer and Mount Torrens. It has a population of 364,097[3], and its major centres include: Elizabeth, Salisbury, Penfield, Modbury and Parafield. The region is predominantly residential and outer urban, with large commercial and industrial areas, and a major RAAF Base at Elizabeth. The major industries within the Northern Adelaide ESA are manufacturing; retail trade; health and social care; and education and training.



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)[4]; and the Small Area Labour Market Data (DEEWR, 2010). These national datasets necessarily collect broad level data that 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 the Northern Adelaide ESA

The Northern Adelaide ESA comprises three full Local Government Areas (LGAs): Salisbury (population 127,514); Tea Tree Gully (population 99,816); and Playford (75,323); as well as the eastern half of Port Adelaide Enfield (54,416) and a small part of Adelaide Hills (7,028 residents, which is less than one-fifth of the total Adelaide Hills LGA resident population).

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[3] National Regional Profile 2005 – 2009, Australian Bureau of Statistics 2010.
[4] Unless otherwise indicated, statistical data in section 4.1 is from the 2006 Census.

The City of Salisbury is located 25 kilometres north of the Adelaide CBD, and extends from Gulf St Vincent to the foothills of the Mt Lofty Ranges and the Para Escarpment. Major centres include Salisbury, Parafield and Ingle Farm. The major industry is manufacturing which employs over one in five workers. Other major industries are the public service (including Edinburgh RAAF base); retail trade; education and training; and health and social care.

The City of Tea Tree Gully is a 20-minute drive north from the Adelaide CBD. It is predominantly residential, and contains the suburbs of Modbury, Tea Tree Gully and St Agnes. It is also home to a large public hospital in Modbury, the Tea Tree Plaza shopping complex, and a major TAFE Campus.

The City of Playford is the northern-most LGA in metropolitan Adelaide, and characterised by a combination of residential, commercial, industrial, manufacturing and open space areas. It is approximately 30 kilometres north of the Adelaide CBD and comprises suburbs such as Smithfield, Andrews Farm, Elizabeth, One-Tree Hill and Virginia. The local economy is diversifying and moving away from its traditional manufacturing base, with growth in communications, defence, agriculture, property and business services, and transport.

The City of Port Adelaide Enfield extends from the River Torrens north to Outer Harbor, and the LGA is split between the Northern Adelaide and Western Adelaide ESAs. Its largest industries are manufacturing, transport, post and storage, wholesale trade and retail.

The Northern Adelaide ESA demographic profile

The population of the Northern Adelaide ESA is younger than Adelaide as a whole by 2.2 years, with an average age of 37.2 years across the region. Significant variations are evident across the region, ranging from an average of 39.2 years for Port Adelaide Enfield residents to the much younger 35.6 years in Playford.

The average income of the ESA's residents is around $537 per week, which is $65 per week or 12 per cent less than Adelaide ($602). Significant variations are evident within the ESA from an average income of just $477 per week in Playford (26 per cent less than Adelaide) and $511 per week in Salisbury (18 per cent less) to a high of $609 per week in Tea Tree Gully (one per cent more than the Adelaide average).

The Northern Adelaide ESA contains a slightly higher proportion of low-income earners (that is those earning less than $250 per week[5]) than Adelaide as a whole. Around 30 per cent of adults in the region are classified as low income, compared with 28 per cent in South Australia. A range of indicators suggest that the region's overall socioeconomic status is generally much lower than for comparable populations in Adelaide and SA. This includes the overall SEIFA index, which ranges from a very low 885.6 in Playford, through to 916.6 in Port Adelaide Enfield and 943.7 in Salisbury (all much lower than the overall 979 SEIFA for South Australia), to an above-average 1035.3 in Tea Tree Gully.

[5] 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.

In Northern Adelaide 26 per cent of households rent their homes. This is the same as in Adelaide as a whole. However, there are significant variations across the ESA. The highest rate of rental tenure (36 per cent) is in Port Adelaide Enfield, while the lowest rate (17 per cent) is in Tea Tree Gully. Nine per cent of the region's residents report renting public housing (higher than Adelaide's seven per cent), with the rate of public housing rising to15 per cent in Playford.

In Northern Adelaide, five per cent of the region's residents reported needing assistance due to severe disability, which was equivalent to Adelaide as a whole.

Northern Adelaide is similar in cultural diversity to Adelaide as a whole. English is spoken at home by 82 per cent of the region's residents, which is two per cent higher than across Adelaide as a whole. While those born overseas make up 24 per cent of the population, (one per cent higher than the Adelaide figure), the majority of these come from English-speaking countries. Vietnam and Italy (each with just over one per cent of the population) are the largest sources of people born in non-English-speaking countries, with Italian and Vietnamese (at two per cent and 1.8 per cent of the population respectively) the most commonly spoken non-English languages.

The Northern Adelaide ESA has a higher number of Indigenous residents than the Adelaide average, at 1.6 per cent of the population compared to Adelaide at 1.1 per cent. Larger numbers of Indigenous residents live in Salisbury, Playford and Port Adelaide Enfield.

Education is a strong determinant of income and social status. Just under half (45 per cent) of the region's residents reported having a tertiary qualification (less than the Adelaide rate at 50 per cent). The proportion of residents with a tertiary qualification varied across the region, from just 38 per cent in Playford and 42 per cent in Salisbury; to 49 per cent in Tea Tree Gully and 50 per cent in Port Adelaide Enfield. Tertiary qualifications in Northern Adelaide are more likely to be at the Certificate III or IV level than in Adelaide, and significantly less likely than Adelaide to be at bachelor degree level.

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 Northern Adelaide, 61 per cent of residents have lived in the region longer than five years (equivalent to Adelaide). Northern Adelaide has slightly lower rates of volunteering than Adelaide overall; 15 per cent of the adult population reported participating in volunteering activities. In Adelaide, the reported rate of volunteering is 18 per cent of the adult population.

The Northern Adelaide ESA workforce

In 2006 the total labour force for the Northern Adelaide ESA was 160,981. The total labour force participation rate for Northern Adelaide was lower than the state-wide figure (59 per cent, in comparison to 62.2 per cent across South Australia).

In the 2006 Census 63 per cent of Northern Adelaide residents were employed full time (62 per cent across South Australia), whereas 30 per cent were employed on a part-time basis (in comparison to 32 per cent across South Australia).

In September 2010, DEEWR estimated the region's labour force at 181,102, a decrease of 536 over the previous 12 months. During this same period DEEWR estimated that the number of unemployed people fell from 14,403 to 12,656 and the unemployment rate fell from 7.9 per cent to 7.0 per cent. The South Australian unemployment rate in September 2010 was 5.4 per cent.[6]

As an indicator of the local demand for labour, the region has 151,569 employed residents but only 97,773 local jobs. This means that at least 53,796 residents (equivalent to 35 per cent of the working resident population) have to travel outside the region for work. All areas are net exporters of workers, although Tea Tree Valley has the highest proportion of workers travelling outside their community for work (63 per cent). The actual numbers are probably higher than this assuming some local jobs are filled by people who are not local residents.

Local industry in the Northern Adelaide ESA

The largest industry types across the region are manufacturing (20,210 jobs); retail trade (14,548); health and social care (10,966); and education and training (8,734).

Northern Adelaide's largest occupational groups are professionals (17 per cent); technicians and trades workers (14 per cent); and labourers (14 per cent). Variations evident across the region include a higher proportion of sales workers (19 per cent) in Tea Tree Gully; and a higher proportion of labourers in Playford (22 per cent).

The public service was the fastest growing industry between the 2001 and 2006 Censuses with 2,796 more jobs recorded. Significant growth also occurred in accommodation and food (2,224 more jobs); and health and social care (2,158 more). The only industries to record a decline in the number of people employed over this period were retail trade with 2,112 fewer workers; wholesale trade (690 fewer workers); and arts and recreation (516 fewer). These industries also recorded the largest reductions in the proportion of the workforce they employ. Retail trade's share of the workforce dropped by 4.2 per cent; wholesale trade by 1.4 per cent; and arts and recreation by 0.7 per cent. Manufacturing also recorded a one per cent reduction in its share of the workforce despite employing an additional 1,312 workers between 2001 and 2006.

The fastest-growing occupations in the region were professionals. This occupation employed an additional 2,670 workers and increased its share of the overall workforce by 2.7 per cent. The next fastest growing occupations were middle clerical / sales / service workers; associate professionals; and middle production / transport workers. No occupations recorded a significant decline in the number of workers it employed.

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 Northern Adelaide 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

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

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 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 the Northern Adelaide ESA

Campbell Page has Employment Hubs in the Northern Adelaide ESA at Elizabeth, Enfield, Salisbury and Modbury. All of these Hubs provided responses to the survey. Both Elizabeth and Enfield Hubs identified multi-generational, long-term unemployed people as a significant group within the jobseekers they assist, as well as African migrants and refugees. Salisbury Hub identified males older than 40 years and youth as notable groups within their jobseekers, while Modbury Hub highlighted single parents as a significant group.

All Hubs within the Northern Adelaide ESA identified mental health; and drug and alcohol dependency as issues of concern. While these issues were less prominent at Modbury Hub compared Campbell Page's three other Hubs in the ESA, all Hub managers reported that these issues where common amongst Steam 4 jobseekers[7], and that many of these clients struggled with both issues simultaneously.

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.

Housing insecurity and homelessness was another issue widely identified by Hub managers in the Northern Adelaide ESA as a community need not currently being met by existing services. Elizabeth Hub was the only employment office in the ESA not to raise this as a serious concern.

The manager of Modbury Hub described it as the "hardest issue" their jobseekers face, affecting about 10 per cent of their Stream 4 jobseekers. He noted that there were jobseekers with children who were on the Housing SA waiting list, and that they have assisted homeless jobseekers whose children have had to go into foster homes.

The Salisbury Hub manager said this issue also affected approximately 10 per cent of their Stream 4 jobseekers. She added that while the local youth hostel is affordable for a couple of nights, it doesn't like to accommodate homeless people or those at risk of homelessness; other local hostels have waiting lists. Some of their jobseekers have moved into tents.

The Enfield Hub manager estimated that around half of their Stream 4 jobseekers survive in "unstable accommodation" and this affects their ability to keep Centrelink mandated appointments, as well as their ability to correspond with services or potential employers because they don't have a fixed address.

These Hub managers stated that their efforts to help homeless jobseekers was hampered by limited emergency housing options in the area and rental costs beyond

[7] Stream 4 jobseekers are those who have "severe barriers to employment", as opposed to moderate or significant barriers, or those who are ready for immediate employment.

the reach of jobseekers reliant on benefits as their only source of financial support. The majority of homeless services are located in the city, 40 minutes away. As many of the jobseekers in this situation do not have access to a car, accessing these services via public transport places them under additional financial strain.

According to the AIHW report *Counting the homeless 2006: South Australia*, there were 1,498 homeless people in the Northern Adelaide area in August 2006, which reflected a rate of 42 homeless per 10,000 residents. This rate compared to 53 per 10,000 people across South Australia.

Cultural issues were mentioned as an area of serious concern to local jobseekers by all Hubs in the Northern Adelaide ESA. Of particular note are the numerous African migrants and refugees who are looking for work but have limited or no English language skills. The Salisbury Hub said it is difficult to source employment for these jobseekers. The Enfield Hub said many of these jobseekers are not picking up enough English skills from the 510 hours of language training they are eligible to receive, and employers expected them to be able to read signs and understand their Occupational Health and Safety training, which many cannot.

Industry skill requirements in the Northern Adelaide ESA

Northern Adelaide ESA Hub managers divided employers' skill requirements into two clear categories. In the first category were skills that were rare or non-existent among Campbell Page jobseekers in their Hubs. In the Northern Adelaide ESA, these include qualified tradespeople, such as carpenters, welders, mechanics and fitters; site supervisors; and almost all positions that require significant experience or qualifications in any field or with particular methods, such as accounts administration.

In the second category of skills required by local 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 trade; aged care; factory work; general administration; general labouring; and road-traffic control.

Salisbury Hub identified call-centre work as among its main industry placements, while Enfield Hub noted that where these roles carry strict performance or sales targets then many of their jobseekers won't return after one day of work. Elizabeth Hub, which services the rural fringes of the Northern Adelaide ESA, said food-processing and farming vacancies are hard to fill because it is "difficult to get jobseekers to travel to these areas". The Elizabeth Hub manager also said on-call work vacancies can prove difficult to fill if jobseekers don't have access to private transport.

The short courses most commonly required to qualify a Campbell Page jobseeker in the Northern Adelaide ESA for an existing job vacancy included retail training; training in how to use power tools; worksite management certificates for road-traffic controllers; literacy and numeracy courses; excavator, truck and forklift driving licences; removalist training; and OH&S white cards for construction sites.

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

Employment Hub managers in the Northern Adelaide ESA reported that their Hubs improve the employment prospects of their jobseekers in many ways. These include proactively contacting employers to identify upcoming vacancies in advance so that they can train jobseekers in time for an available position; through in-house pre-employment courses; through training in resume writing and interview and presentation skills; by negotiating new, relevant, external pre-vocational training courses; through literacy and numeracy courses; by up-skilling jobseekers in high-demand employment areas, such as forklift driving and white card licences; and by trialling courses with a view to making permanent those courses that have proven to be beneficial to jobseekers' employment prospects.

Northern Adelaide ESA Hubs also work hard to address the specific needs of particular groups of jobseekers. These include placement-focussed activities for long-term, multi-generational unemployed jobseekers, such as an introduction to workplace culture, budgeting, and addressing Centrelink expectations. Elizabeth Hub has hired an African community leader as a skills development consultant for the growing number of African migrants and refugees.

4.3 Adelaide community forum

In November 2009, Campbell Page hosted a community forum with representatives from 21 Adelaide organisations that included employers, training organisations and providers of employment services and community services.

This was the first in a series of Campbell Page community forums and findings informed the research methodology and development of the Community Needs Survey which is discussed in section 4.4 of this report.

Workshop participants formed into a number of small groups which identified and prioritised the following community issues: homelessness; housing affordability; skills training for school leavers; opportunities for employment in the aged and disability care areas; lack of access to services; fragmentation of services and the need for inter-agency collaboration; barriers to employment for the young and the disadvantaged; and the impact government funding cycles on the sustainability of community services.

The forum highlighted the importance of collaboration to the community sector. This forum also investigated developing a partnership approach between services; and better coordination and communication between employers, trainers and community service organisations.

4.4 Community Needs Survey

This section presents findings from survey data collected from staff community service organisations in Adelaide covering each of the city's four Employment Service Areas: Northern Adelaide; Southern Adelaide; Eastern Adelaide; and Western Adelaide.

About the survey

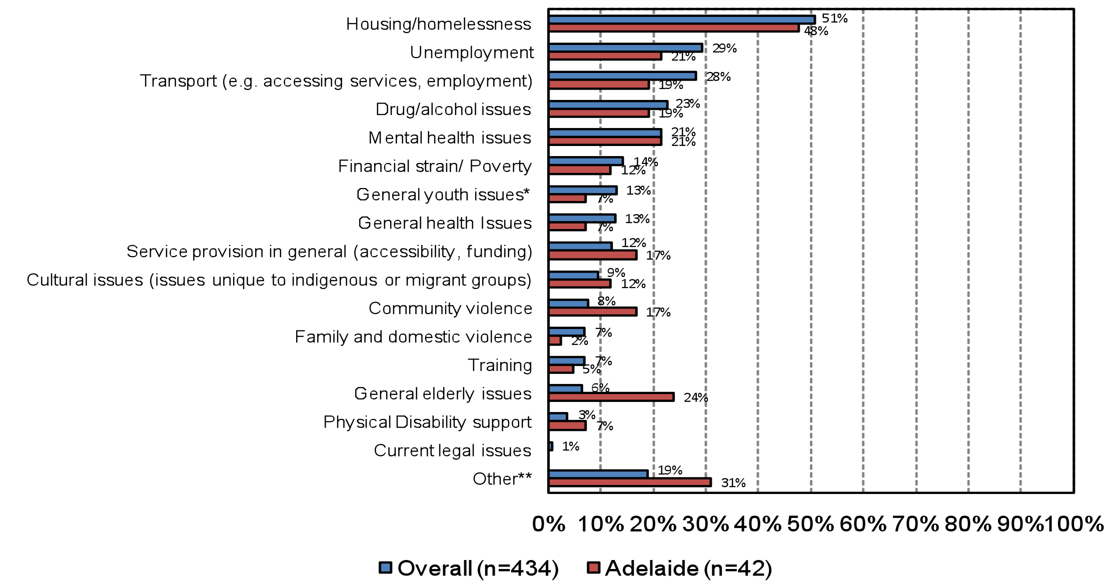
Staff from community service organisations within Adelaide were surveyed to identify what they felt were the main issues of concern currently faced by members of their local community, how well these community workers felt their communities were equipped to deal with the issues, and whether these workers collaborated with other organisations to deliver services to clients. In Adelaide, 42 respondents from the same number of organisations participated in the survey. Thirty-four of these organisations had been operating in Adelaide for over ten years.

Community issues

The most serious issues facing the Adelaide community as identified by staff at community organisations were housing insecurity and homelessness; general elderly issues; unemployment; and mental health.

Nearly half of the organisations surveyed (48 per cent) nominated housing insecurity and homelessness as a serious issue, just below the rate of organisations nationally who considered this a serious community issue (51 per cent).

Perception of the most serious issues or problems currently faced by the local community
(Percentage of respondents, multiple response



Both unemployment and mental health were identified as serious issues by 21 per cent of surveyed organisations, again closely reflecting the rate of respondents nationally.

Conversely, general elderly were considered serious by 24 per cent of Adelaide's participating organisations, compared to just five per cent across all respondents nationally. This suggests that elderly issues are relatively more serious in Adelaide according to Adelaide's community organisations, than across the whole of the country. In Adelaide these issues included: the ageing population; increased demand for aged services; and social isolation among the elderly.

Another significant difference between the national and Adelaide responses was in "other issues". In Adelaide 31 per cent of respondent community groups identified other issues as among the region's most serious compared to 19 per cent nationally. Included in this category were the issues of social isolation; family breakdown; the environment; and government planning in relation to social services and infrastructure.

Drug and alcohol dependency was considered serious by one in five respondents from Adelaide community service organisations. The effects of these conditions 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.

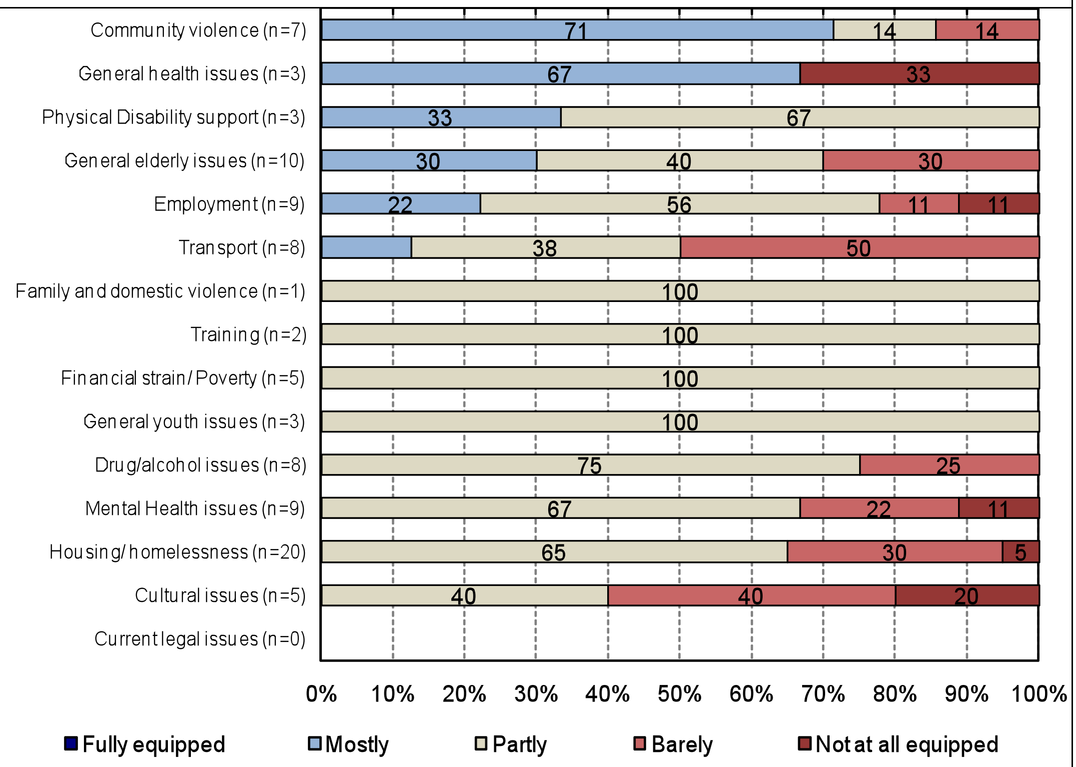
Community capacity to deal with identified community issues

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.

Seven of the 20 respondents who identified housing insecurity and homelessness as a significant community issue believed the community was either barely or not at all equipped to deal with this issue. The remaining 13 respondents believed the community was only partly equipped.

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

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



Respondents believed the community to be better equipped to deal with general elderly issues, identified as serious by ten organisations. Three respondents considered the community to be mostly equipped for this issue, while the remaining seven where divided between considering their communities partly and barely equipped.

Mental health was one of the most significant issues identified by respondents in Adelaide. It was seen as being poorly serviced, with no respondents rating the community as being either fully or mostly equipped to deal with it, and a third seeing the community as either barely equipped or not equipped at all.

Seven of the nine respondents who identified unemployment as a significant community issue believed the community was either mostly or partly equipped to deal with it. One respondent thought the community was barely equipped and one thought it was not equipped at all.

Of all issues identified as serious, Adelaide community organisations were most positive about the community's capability to deal with community violence. Of the seven respondents who nominated it as one of the most serious issues for their community, five felt the community was mostly equipped to handle it. One respondent felt the community was partly equipped, and the other felt it was barely equipped.

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.

Almost half of Adelaide's participating organisations identified housing insecurity and homelessness as a significant community problem. Of the eight organisations who said their organisation devoted a large amount of their resources to this issue, three believed they were fully equipped to deal with it, three mostly equipped and two partly equipped.

Mental health and unemployment shared the position of third most significant issue, each being nominated by 21 per cent of respondents. Of the 13 organisations devoting a large amount of their resources to mental health issues, four believed they were fully equipped to deal with it, five mostly and four partly equipped. Three of the five organisations devoting a large amount of their resources to addressing unemployment saw themselves as either fully or mostly equipped to deal with it. The remaining two organisations felt they were party equipped.

Of the eight organisations in Adelaide who indicated that they devote a large amount of their resources to cultural issues, five believed they were fully equipped to deal with those issues, while two believed they were mostly equipped and one partly equipped.

There were no participating organisations that devoted a large amount of resources to general elderly issues, which was identified as Adelaide's second most serious issue.

Although drug and alcohol dependency was perceived as relatively less serious in Adelaide, respondents from eight organisations said they devoted a large amount of their resourcing to providing drug and alcohol support services. Seven of these respondent organisations said they were either fully or mostly equipped to deal with these issues, while the remaining organisation said they were only partly equipped.

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 Adelaide, a significant proportion of respondents (91 per cent) reported that they often collaborated with other organisations to help their clients, while a much smaller proportion number (seven per cent) reported that they collaborated only sometimes. Just two per cent of those surveyed said that their organisation never collaborated with other local organisations to help provide the services their clients needed.

The issues that respondents most commonly collaborated with other Adelaide organisations to resolve were housing insecurity and homelessness (79 per cent of organisations), mental health (64 per cent), drug and alcohol dependency (60 per cent) and health service referrals (50 per cent).

4.5 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 clients and community service organisations within the Northern Adelaide ESA.

It’s been a long time

Tom and Suzie are just two of the many long-term unemployed in Adelaide’s northern suburbs.

Tom is 27 and left school in Year 10, something he now regrets. Except for three months labouring and two months pushing trolleys, he has been unemployed for more than a decade.

For 24-year-old Suzie employment opportunities have been hindered by her mother’s health issues. She left school in Year 12 to look after her mum. Since then she has worked for two weeks as a cleaner and 11 months in an abattoir. She has suffered depression in the past and still has “good and bad days”.

Trevor Barre manages Campbell Page’s Community Employment Hub in Elizabeth. Trevor and his team support a significant number jobseekers from families with a history of long-term unemployment.

> *What’s difficult is the complexity of issue these people face. If employment and training opportunities are to be maximised, a greater level of funding and resources needs to be committed to areas like Elizabeth, which has a long-term disadvantaged population with recognised high needs.*

Since early 2009, Anglicare in Adelaide has been running a free program called ‘Generate’, aimed specifically at unemployed people between the ages of 15 and 21, who are from multi-generational unemployed families. Generate clients are referred through job employment agencies such as Campbell Page, community agencies and the Anglicare network. Employment Liaison Officer John Carbone is one of three of Anglicare’s staff devoted to the Generate program.

> *Clients we assist often have complex issues due to their families’ employment history. Although the program is youth-based, Generate will work with the parents if they’re unemployed as well. The young people are intensively case managed to address barriers and build on strengths to move towards employment.*

During this process, John talks with each client about their goals and aspirations. He tries to “engage the kids with the employers” to help provide relevant training. Currently, Generate has 60 clients on its books and so far has placed 53 clients in full or part-time work.

On average he says most employers are “very receptive” to giving clients an opportunity. However, the trouble can be that “if the parents aren’t working it can be a hard slog to get the young person motivated”. And even when the client is enthusiastic, there can be other issues.

> *On the outside, they might look like they are work-ready, but on the inside they may have lots of issues … severe lack of confidence, family issues, and substance misuse.*

Alan Tidswell, Managing Director of the Mining, Energy, and Engineering Academy, does a lot of work with Indigenous clients, including those who are long-term unemployed. He says the two most important solutions to getting the very long-term employed back into the workforce are providing real jobs, “not just training for training’s sake”, and full-time mentoring.

> *Mentoring is the most fundamental need, not just in the initial stages but supporting them through their employment.*

Barely surviving in Adelaide

Twenty-four year-old Chloe is a survivor. She was abused by her older brother for years "*until I opened my mouth,*" Chloe says. She was then moved from her mother's house to her father's. Unfortunately he abandoned her three weeks later. She was put into foster care, but she says that didn't work either. By the age of 15, Chloe was 'out of the system' and living in parks and train stations. This disrupted everything in her life.

> *I lived in three different states and was expelled from three different high schools. I couldn't be homeless and study.*

At the age of 18, Chloe came to Adelaide where she found only one female shelter for women her age. Life got "*so hard*" that she turned to drugs and alcohol for relief and "*became a full-on alcoholic*". But things got worse. Chloe says she made the mistake of trusting people on the streets. It nearly killed her.

> *I let someone shoot stuff up my arm, and then they left me for dead on the street. I was dead for two minutes after overdosing.*

Thankfully, someone called an ambulance and, two hours later, Chloe had been fully revived in Royal Adelaide Hospital. As a result of poor nutrition she has developed gastroenteritis and irritable bowel syndrome, plus due to her drug and alcohol dependency, she has mental health issues.

Chloe says her life has turned around but her health continues to be an issue. She now lives in a two-bedroom, public-housing unit.

> *Living on my own is hard as I don't have support, especially with my mental health.*

Pip Gaffney works with Streetlink Youth Health in Adelaide; they regularly help people like Chloe. Their client ratio is 60:40 female to male and of late she has noticed an increase in the number of 12-15 year-olds coming through their doors.

> *People underestimate how complicated situations are for young people living on the streets. A young person on the streets is particularly vulnerable; their risk factors are higher and their protective structures, such as support from family or friends, are lower."*

Pip acknowledges the issue is complex, and thinks earlier intervention is crucial.

> *Getting help for these kids while these kids are still at home and still at school is part of the solution.*

In May 2008 the South Australian Government introduced the Innovative Community Action Network (ICAN) into schools. Targeting teenagers between 12 and 19 years of age, ICAN tackles the local issues faced by young people who are having difficulty staying on at school or finding pathways into further education, training and employment.

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 from staff at community service organisations.

5.1 Key community issues

According to the managers of Campbell Page Community Employment Hubs in Northern Adelaide, the overwhelming community need that is not currently being met by existing services is housing insecurity and homelessness. Hub managers' efforts to help homeless jobseekers was hampered by limited emergency housing options in the area as well as rental costs beyond the reach of jobseekers reliant on benefits as their only source of financial support. The majority of homeless services are located in the city, 40 minutes away. As many of the jobseekers in this situation do not have access to a car, accessing these services via public transport places them under additional financial strain.

Northern Adelaide Hubs also identified mental health and drug and alcohol dependency as issues of concern. Hub managers reported that these issues where common amongst Steam 4 jobseekers[8], and that many of these clients struggled with both issues simultaneously.

Community groups surveyed across Adelaide ranked housing insecurity and homelessness; general elderly issues; unemployment; and mental health issues as the most significant issues in the region.

General elderly were considered serious by 24 per cent of Adelaide's participating organisations, compared to just five per cent across all respondents nationally. In Adelaide these issues included: the ageing population; increased demand for aged services; and social isolation among the elderly.

Unemployment was seen as a significant issue by 21 per cent of Adelaide respondents to the Community Needs Survey. In the twelve months to September 2010, the unemployment rate in Northern Adelaide ESA fell from 7.9 per cent to 7.0 per cent, higher than South Australia's unemployment rate, which was 5.4 per cent in September 2010.

5.2 Availability of services

In general, community survey respondents felt that services were not adequate to address the serious needs of the community. This was particularly the case in relation to the issues of housing insecurity and homelessness; and mental health.

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[8] Stream 4 jobseekers are those who have "severe barriers to employment", as opposed to moderate or significant barriers, or those who are ready for immediate employment.

For each of these issues, respondents considered the community to be, at best only partly equipped to deal with them. In each case one third of respondents who identified these issues as serious felt the community were either barely or not at all equipped.

Campbell Page Hub managers identified that a lack of emergency accommodation facilities is a significant issue for jobseekers in Northern Adelaide ESA.

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 that lead to disadvantage and social exclusion. In Adelaide, collaboration is especially important around issues of housing insecurity and homelessness; mental health; drug and alcohol dependency; and health service referrals.

5.4 Further research

Research with multiple stakeholders in the Northern Adelaide area has highlighted the need for further research into housing insecurity and homelessness in Northern Adelaide, taking into account issues of declining housing affordability and the reliance on emergency and unstable accommodation options for the socially disadvantaged.

The responses from community service staff within Adelaide to questions about the community's capacity to deal with the community's serious issues 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.

6 References

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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*[9], 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[10]. 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

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

[10] 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 Northern Adelaide Employment Services Area there are 18,045 people looking for work and registered as JSA clients, 2,659 of whom are Campbell Page clients. The following tables provide information on both these groups

Client populations by allowance

	JSA count of jobseekers	CP count of JSA jobseekers	CP percentage of jobseekers
Disability Support Pension	155	24	15%
Newstart Allowance	10,965	1,717	16%
Parenting Payment Partnered	344	41	12%
Parenting Payment Single	2,096	402	19%
Youth Allowance	2,114	328	16%
Other	2,371	147	6%
Total	18,045	2,659	15%

Client populations by age group

	JSA count of jobseekers	CP count of JSA jobseekers	CP percentage of jobseekers
Under 20	2,052	271	13%
20 to 24	3,297	429	13%
25 to 34	4,278	626	15%
35 to 44	3,976	637	16%
45 to 54	2,700	420	16%
55 and over	1,742	276	16%
Total	18,045	2,659	15%

Client populations by length of unemployment

	JSA count of jobseekers	CP count of JSA jobseekers	CP percentage of jobseekers
Less than 6 months	5,163	634	12%
6 months to less than 12 months	3,528	637	18%
12 months to less than 24 months	3,925	614	16%
24 months to less than 36 months	1,874	273	15%
36 months or greater	3,556	501	14%
Total	18,046	2,659	15%

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

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The residents of Northern Adelaide

Population and growth

At 30 June, 2008, Northern Adelaide had an estimated resident population of 364,097, with an average age around 37.2 years and a gender ratio of 1.02 females per male.

The age tree graph shows the age-sex profile in Northern Adelaide, 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 Adelaide for comparison.

The average age in Northern Adelaide was 2.2 years younger than in Adelaide. There were larger proportions in Northern Adelaide aged 0 to 4 years, 5 to 9 years and 10 to 14 years, and smaller proportions aged 85+ years, 80 to 84 years and 75 to 79 years.

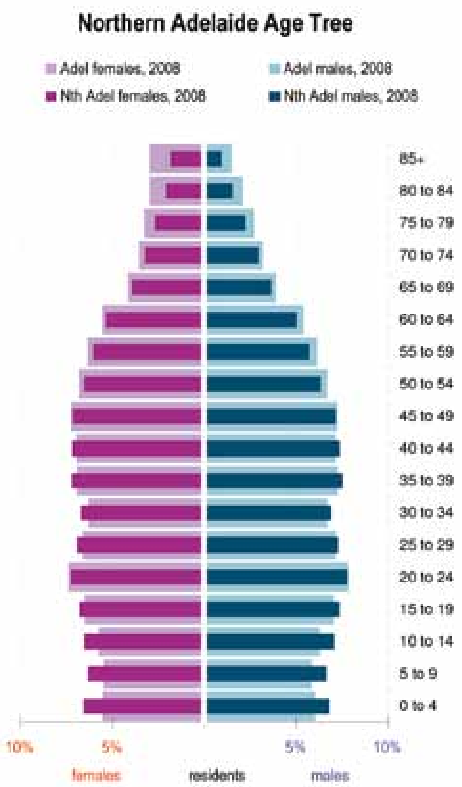
Over 2004 to 2008, the population rose by 18,743, an annual rate of 1.3%.

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

- 85+ years (up 9.6% a year)
- 60 to 64 years (up 5.9% a year)
- 80 to 84 years (up 4.6% a year)

The age groups whose numbers fell fastest were:

- 30 to 34 years (down 1.1% a year)
- 5 to 9 years (down 0.8% a year)
- 40 to 44 years (steady)



Estimated population	Northern Adelaide in 2008				% of residents of each age in 2008			Change 2004 – 2008		
	males	females	residents	gender ratio	Nth Adel	Adel	difference	no. in 2004	change	% pa
0 to 4 years	12,294	12,003	24,297	1.02 M:F	6.7%	5.8%	**0.9% more**	22,423	1,874	up 2.0%
5 to 9 years	11,917	11,591	23,508	1.03 M:F	6.5%	5.7%	**0.8% more**	24,235	(727)	**dn 0.8%**
10 to 14 years	12,740	11,948	24,688	**1.07 M:F**	6.8%	6.0%	**0.8% more**	24,460	228	up 0.2%
15 to 19 years	13,236	12,471	25,707	**1.06 M:F**	7.1%	6.8%	0.3% more	25,110	597	up 0.6%
20 to 24 years	13,951	13,315	27,266	**1.05 M:F**	7.5%	7.6%	0.1% less	25,183	2,083	up 2.0%
25 to 29 years	13,138	12,701	25,839	1.03 M:F	7.1%	6.9%	0.2% more	23,316	2,523	up 2.6%
30 to 34 years	12,443	12,249	24,692	1.02 M:F	6.8%	6.5%	0.3% more	25,775	(1,083)	**dn 1.1%**
35 to 39 years	13,531	13,257	26,788	1.02 M:F	7.4%	7.1%	0.3% more	26,036	752	up 0.7%
40 to 44 years	13,259	13,198	26,457	1.00 M:F	7.3%	7.0%	0.2% more	26,471	(14)	**dn 0.0%**
45 to 49 years	12,889	13,144	26,033	1.02 F:M	7.2%	7.2%	0.1% less	24,171	1,862	up 1.9%
50 to 54 years	11,387	11,943	23,330	1.05 F:M	6.4%	6.7%	0.3% less	22,297	1,033	up 1.1%
55 to 59 years	10,298	11,067	21,365	1.07 F:M	5.9%	6.2%	0.4% less	20,468	897	up 1.1%
60 to 64 years	9,019	9,780	18,799	1.08 F:M	5.2%	5.5%	0.3% less	14,966	3,833	**up 5.9%**
65 to 69 years	6,552	7,138	13,690	1.09 F:M	3.8%	4.0%	0.2% less	12,488	1,202	up 2.3%
70 to 74 years	5,259	5,900	11,159	1.12 F:M	3.1%	3.4%	0.3% less	10,436	723	up 1.7%
75 to 79 years	4,013	4,917	8,930	**1.23 F:M**	2.5%	3.0%	**0.5% less**	8,573	357	up 1.0%
80 to 84 years	2,755	3,805	6,560	**1.38 F:M**	1.8%	2.5%	**0.7% less**	5,484	1,076	**up 4.6%**
85+ years	1,682	3,307	4,989	**1.97 F:M**	1.4%	2.2%	**0.9% less**	3,462	1,527	**up 9.6%**
Total	**180,363**	**183,734**	**364,097**	1.02 F:M	100%	100%		**345,354**	18,743	**up 1.3%**
average age:	**36.3 yrs**	**38.1 yrs**	**37.2 yrs**		**37.2 yrs**	**39.4 yrs**	2.2 less	**36.5 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 by subtraction, so 6% v 2% is '4% 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.

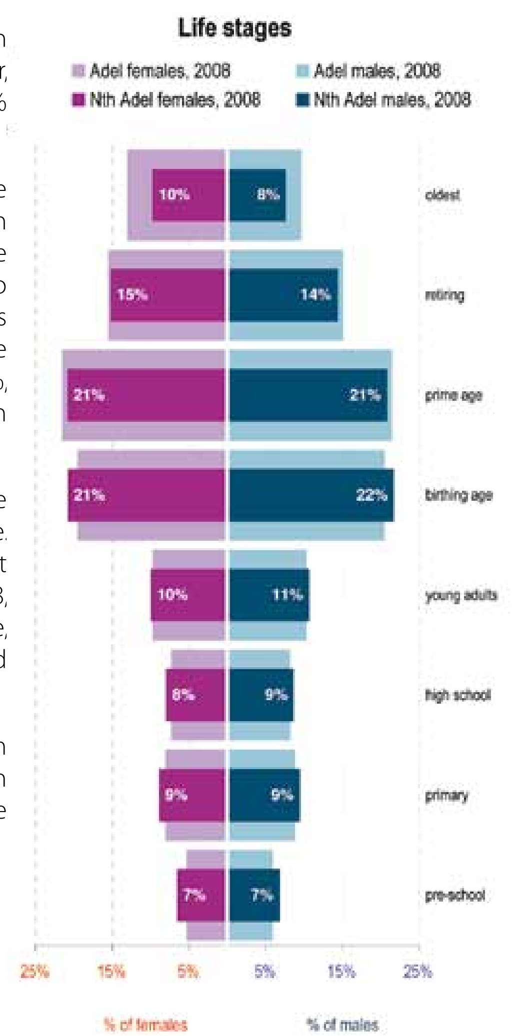
Compared with Adelaide, Northern Adelaide's life stages that were proportionally larger in 2008 were the primary school (5–11 years), which had 1.1% more of the population, and pre-school (0–4 years), with 0.9% more.

Northern Adelaide had relatively fewer people in the oldest (70+ years) stage of life, with 2.4% fewer, and in the retiring (55–69 years) stage, with 0.9% fewer.

Over 2001 to 2008, the retiring (55–69 years) age group grew most, as a proportion of Northern Adelaide's residents, gaining another 2.1% of the population, with the oldest (70+ years) group also growing, up by 1.0%. Offsetting this were declines in the relative size of other life stages, such as the birthing age (25–39 years) group, down by 1.4%, and the primary school (5–11 years) group down by 1.2%.

For most communities with reasonably large populations, the gender ratio is under 1.05 (i.e. number of males and females is within about 5% of each other. For Northern Adelaide in 2008, the male:female ratio was 1.02 females per male, reaching 1.31 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 high school (12–17 years) stage to 1.08 females per male in the retiring (55–69 years) stage.



Life stages	Nth Adel 2008 residents	Nth Adel 2008 percent	% in Adel	Nth Adel's difference from Adel	Northern Adelaide, 2008 males	Northern Adelaide, 2008 females	Northern Adelaide, 2008 gender ratio	Nth Adel in Census 2006	Nth Adel in Census 2001	change 2001–2008
pre-school (0–4 years)	24,297	6.7%	5.8%	**0.9% more**	6.8%	6.5%	1.02 M:F	6.5%	7.0%	0.3% less
primary school (5–11 years)	33,383	9.2%	8.1%	**1.1% more**	9.4%	8.9%	1.04 M:F	9.6%	10.3%	**1.2% less**
high school (12–17 years)	30,237	8.3%	7.7%	0.7% more	8.6%	8.0%	**1.06 M:F**	8.5%	8.8%	0.5% less
young adult (18–24 years)	37,549	10.3%	10.3%	0.0% more	10.7%	10.0%	**1.05 M:F**	10.0%	9.7%	0.6% more
birthing age (25–39 years)	77,319	21.2%	20.4%	0.8% more	21.7%	20.8%	1.02 M:F	20.9%	22.6%	**1.4% less**
prime age (40–54 years)	75,820	20.8%	21.0%	0.2% less	20.8%	20.8%	1.02 F:M	21.2%	21.1%	0.3% less
retiring (55–69 years)	53,854	14.8%	15.7%	**0.9% less**	14.3%	15.2%	1.08 F:M	14.6%	12.7%	**2.1% more**
oldest (70+ years)	31,638	8.7%	11.1%	**2.4% less**	7.6%	9.8%	**1.31 F:M**	8.7%	7.7%	**1.0% more**
residents	**364,097**	100%	100%		100%	100%	1.02 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, and 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.

Statistically, generations are counted as 15 years long (three Censuses). The first 'named' generation, the Baby-boomer, 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 were not yet born at the 2001 Census.

Since 2001, Northern Adelaide has been undergoing noticeable generational change with Generation Z increasing their share of the population, mostly at the cost of Veterans, and to a lesser extent, Baby-boomer residents.

The size of the Veterans generation, aged over 79 in 2010, is shrinking as age takes its toll. In Northern Adelaide, their proportion of the population fell by 3% to 5% over 2001–2008. There were 1.47 females per male, because women tend to live longer.

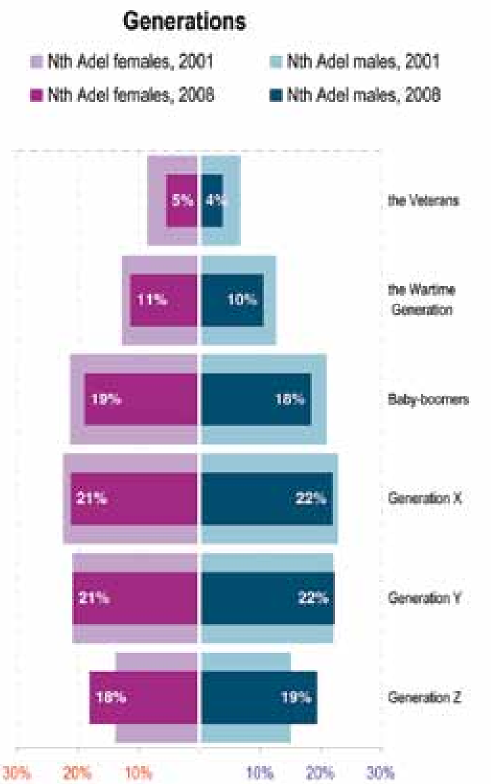
The Wartime generation, aged 64 to 78 in 2010, grew up through World War 2 then raised their baby-boom children. Their population share decreased by 2% from 2001 to 2008 to 11%. The gender ratio was 1.11 females per male.

Baby-boomers, aged 49 to 63 in 2010, were the fourth largest generation in Northern Adelaide with 67,834 residents, 19% of the population. Their share of the population decreased by 2.5% over 2001–2008. There were 1.05 females per male.

Generation X, aged 34–48 in 2010, was the largest generation. Their population share decreased by 1.1% in 2001 to 22%, while their gender ratio was reasonably balanced, with 1.01 males per female.

The youngest full generation in 2001, Gen Y, were aged 19 to 33 by 2010, and numbered 78,406 in 2008. Their share of the population had stayed almost the same since 2001 to 22% in 2008, which was of similar size to Adelaide. This generation had 1.04 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 4.3% since 2001 to 19%, and was 2% larger than Adelaide.



Generations	Nth Adel 2008 residents	Nth Adel 2008 percent	% in Adel, 2008	Nth Adel's difference	Nth Adel ERP, 2008 males	Nth Adel ERP, 2008 females	Nth Adel ERP, 2008 ratio	Nth Adel in Census 2006	Nth Adel in Census 2001	change 2001-2008
Veterans (pre '31)	16,907	5%	7%	1.9% less	4%	5%	1.47 F:M	6%	8%	3.0% less
Wartime ('31-46')	39,700	11%	12%	0.9% less	10%	11%	1.11 F:M	12%	13%	1.8% less
Baby-boomers ('46-'61)	67,834	19%	19%	0.9% less	18%	19%	1.05 F:M	20%	21%	2.5% less
Generation X ('61-'76)	78,473	22%	21%	0.6% more	22%	21%	1.01 M:F	22%	23%	1.1% less
Generation Y ('76-'91)	78,406	22%	21%	0.5% more	22%	21%	1.04 M:F	21%	21%	0.1% more
Generation Z ('91-'06)	68,198	19%	17%	2.1% more	19%	18%	1.05 M:F	20%	14%	4.3% more
residents	**349,519**	96%	97%		96%	96%	1.02 F:M	**100%**	**100%**	

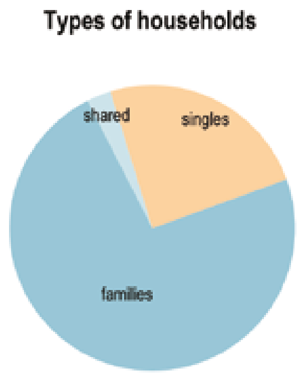
Source: The data labelled ERP is of the Estimated Resident Population from ABS National Regional Profile Table 2 for 2008; other data is the resident population from Census profiles (BCP 2006 Table B04 and URP 2001 Table U04). The male:female ratio is the ratio of their numbers, not their proportions.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

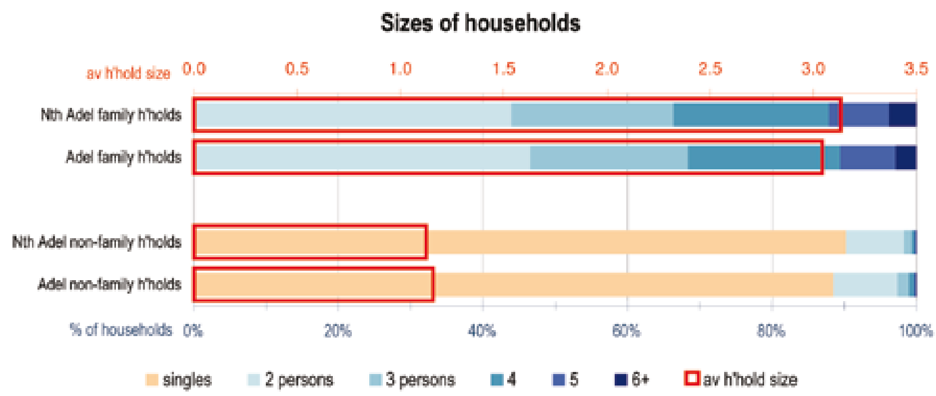
In 2006, Northern Adelaide's residents lived in 126,546 households, of which 73% were family households, 24% were single persons and 3% were shared households. Across Adelaide, 68% of households held families, with 28% being singles.

In the Census, people reported the number of residents who usually lived in their household, even if some were away on Census night. Across Northern Adelaide, they reported an average of 2.6 residents per household, including single person households. Family households averaged 3.1 residents, similar to Adelaide's 3.0.



Of the 92,525 family households, 44% had two members (who would be mainly couples), while 22% had three members and 34% had four or more members. By way of comparison, Adelaide's family households had 47% with two members (3% more), 22% with three (similar), and 32% with four or more members (2% fewer).

Of the other, non-family households in Northern Adelaide, 30,696 or 90% reported just one usual resident (88% in Adelaide). The rest were shared or group housing, with eight in every ten of these having two 'flat-mates' and one in every ten having three members.



Usual sizes of households	Number of households (dwellings) of each usual size								av. household size (persons/dwelling)	
	singles	2 persons	3 persons	4 persons	5 persons	6 or more	total dwellings	est. total residents	Nth Adel	Adel
family households		40,641	20,747	19,895	7,739	3,503	92,525	289,822	3.13	3.04
non-family households	30,696	2,741	357	144	58	25	34,021	38,315	1.13	1.16
all occupied dwellings 2006	**30,696**	**43,382**	**21,104**	**20,039**	**7,797**	**3,528**	**126,546**	**328,137**	**2.59**	**2.44**
% of Nth Adel family h'holds		44%	22%	22%	8%	4%	100%		av. in 6+ person dwgs:	8.0 persons
% of Adel family h'holds		47%	22%	21%	8%	3%	100%			
% of Nth Adel non-family h'hold	90%	8%	1%	0%	0%	0%	100%			
% of Adel non-family h'holds	88%	9%	2%	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, 70% of Northern Adelaide's residents were born in Australia and 24% 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 Adelaide, and 1% lower than in 2001.

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

- United Kingdom – 37,360 or 10.9%
- Vietnam – 4,401 or 1.3%
- Italy – 4,254 or 1.2%
- Germany – 3,013 or 0.9%
- New Zealand – 2,183 or 0.6%
- the Netherlands – 1,920 or 0.6%

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

The birthplace which was significantly more common in Northern Adelaide than in Adelaide was United Kingdom with 2.2% more of the population. Vietnam was also larger (0.4% more), as was the Philippines (0.1% more).

In Northern Adelaide, birthplaces whose males most outnumbered females included India with 1.8 males per female and Italy with 1.1 males per female, while there were 2.0 females per male born in the Philippines and 1.2 females per male born in Germany.

Main birthplaces of residents	Nth Adel 2006				Northern Adelaide 2006				
	people	percent	% in Adel	Nth Adel's difference	males	females	ratio	Nth Adel in 2001	change from 2001
Australia	**238,410**	**69.8%**	**70.7%**	**0.8% less**	**118,194**	**120,216**	**1.0 F:M**	**70.5%**	dn 0.7%
United Kingdom	37,360	10.9%	8.8%	**2.2% more**	17,904	19,456	1.1 F:M	12.6%	dn 1.6%
Vietnam	4,401	1.3%	0.9%	0.4% more	2,171	2,230	1.0 F:M	1.3%	dn 0.0%
Italy	4,254	1.2%	1.9%	0.6% less	2,275	1,979	1.1 M:F	1.4%	dn 0.2%
Germany	3,013	0.9%	0.9%	0.0% more	1,400	1,613	1.2 F:M	1.0%	dn 0.1%
New Zealand	2,183	0.6%	0.8%	0.1% less	1,124	1,059	1.1 M:F	0.6%	up 0.0%
the Netherlands	1,920	0.6%	0.5%	0.1% more	965	955	1.0 M:F	0.7%	dn 0.1%
the Philippines	1,896	0.6%	0.4%	0.1% more	624	1,272	**2.0 F:M**	0.5%	up 0.1%
Poland	1,878	0.6%	0.5%	0.0% more	893	985	1.1 F:M	0.6%	dn 0.1%
India	1,550	0.5%	0.6%	0.1% less	1,001	549	**1.8 M:F**	0.2%	up 0.2%
Greece	1,493	0.4%	0.9%	0.5% less	773	720	1.1 M:F	0.5%	dn 0.1%
all smaller birthplaces	22,956	6.7%	7.6%	0.9% less	11,508	11,448	1.0 M:F	5.8%	**up 1.0%**
not stated	20,117	5.9%	5.6%	0.3% more	10,302	9,815	1.0 M:F	4.3%	**up 1.6%**
overseas born	**82,904**	**24.3%**	23.7%	35 places	**40,638**	**42,266**	**1.04 F:M**	25.2%	**dn 0.9%**

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, 82% of Northern Adelaide's residents spoke English at home, which was 2% fewer than in 2001, and 1% higher than in Adelaide. While 5% did not say what they spoke, 14% spoke another language at home (2% fewer than in Adelaide), speaking 32 of the 35 most common languages reported in the Census.

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

- Italian – 6,984 or 2.0%
- Vietnamese – 6,316 or 1.8%
- Greek – 3,657 or 1.1%
- Khmer – 2,336 or 0.7%
- Polish – 2,238 or 0.7%

The main language whose use increased most between 2001 and 2006 was Polish, up by 0.3% of the population; then Mandarin, up 0.2%; Arabic, up 0.1%.

The language spoken proportionally more in Northern Adelaide than in Adelaide was Vietnames (spoken by 0.6% more of the population) with Khmer spoken by 0.4% more; to a lesser extent, Spanish

In Northern Adelaide, males outnumbered females most among speakers of Arabic, with 1.1 males pe female (possibly with some small, all-male languages), while there were 1.3 females per male speaking German and 1.1 females per male speaking Polish.

Main languages spoken at home	Nth Adel 2006			Nth Adel's	Northern Adelaide 2006			Nth Adel in	change from
	people	percent	% in Adel	difference	males	females	ratio	2001	2001
English only	279,398	81.8%	80.4%	1.4% more	137,787	141,611	1.0 F:M	83.7%	dn 1.8%
another language	46,557	13.6%	15.2%	1.6% less	22,986	23,571	1.0 F:M	12.9%	up 0.8%
not stated	15,476	4.5%	4.3%	0.2% more	8,359	7,117	1.2 M:F	3.5%	up 1.1%
residents	**341,431**	100%	100%	32 langs.	**169,132**	**172,299**	**1.0 F:M**	100%	
Italian	6,984	2.0%	3.0%	**1.0% less**	3,484	3,500	1.0 F:M	2.4%	dn 0.4%
Vietnamese	6,316	1.8%	1.2%	**0.6% more**	3,141	3,175	1.0 F:M	1.8%	up 0.1%
Greek	3,657	1.1%	2.2%	**1.1% less**	1,842	1,815	1.0 M:F	1.2%	dn 0.2%
Khmer	2,336	0.7%	0.3%	**0.4% more**	1,137	1,199	1.1 F:M	0.6%	up 0.1%
Polish	2,238	0.7%	0.6%	0.1% more	1,052	1,186	1.1 F:M	0.3%	up 0.3%
Arabic	1,881	0.6%	0.5%	0.1% more	988	893	1.1 M:F	0.4%	up 0.1%
German	1,782	0.5%	0.6%	0.1% less	762	1,020	1.3 F:M	0.6%	dn 0.1%
Spanish	1,596	0.5%	0.3%	**0.2% more**	779	817	1.0 F:M	0.5%	up 0.0%
Cantonese	1,546	0.5%	0.7%	0.2% less	746	800	1.1 F:M	0.4%	up 0.0%
Mandarin	1,353	0.4%	0.8%	**0.4% less**	681	672	1.0 M:F	0.2%	up 0.2%
all smaller languages	15,961	4.7%	5.0%	0.3% less	7,866	8,095	1.0 F:M	3.5%	**up 1.2%**
Total	**46,557**	**13.6%**	**15.2%**	**1.6% less**	**22,986**	**23,571**	**1.0 F:M**		**up 13.6%**

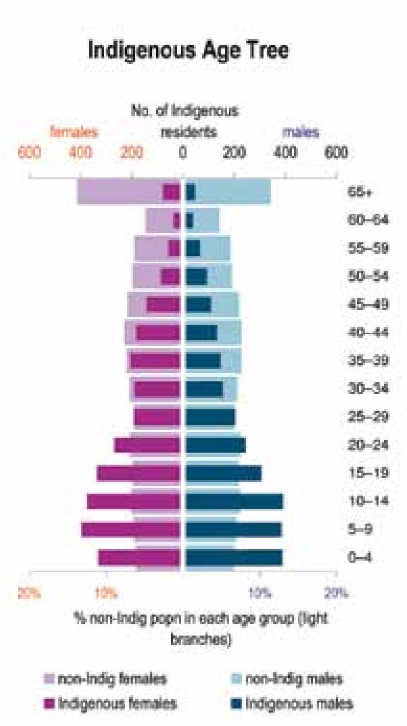
Not all languages can be shown in this table due to space constrictions, smaller languages are in an appendix. 'All smaller languages' are those not shown in the table. Source: ABS Census 2006 Table B13; 2001 Table U17.

Indigenous residents

In 2006, Northern Adelaide had 5,571 Indigenous residents, with 5,260 identifying as Aboriginal; 229 identifying as Torres Strait Islanders (TSI); and 82 identifying as both. Indigenous people were 1.6% of Northern Adelaide's residents; they were 1.1% of Adelaide residents.

The median (mid-point) age of local Indigenous people was 15–19 and the average was about 23 years. By comparison, non-Indigenous residents had an average age of about 36 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, 5–9 year-olds made up 14% of Indigenous residents but just 7% of non-indigenous residents. Another 14% of Indigenous residents were 10–14 years old (against 7%), and 13% were 0–4 year-olds (6%). However, there were far fewer Indigenous people aged 65 or older (2% v. 13%).

In 2001, the median age of Northern Adelaide's Indigenous people was 15–19 and the average was about 22 years, so the average age in 2006 was up about 1.3 years.

An increase in the proportion of Indigenous people in older age groups could indicate that life expectancy is increasing locally. In Northern Adelaide, the age groups that grew most over 2001 to 2006 were 20–24, 45–49, and 65+; offsetting these were falling proportions aged 30–34, 0–4, and 5–9.

Indigenous people	Nth Adel, 2006				Northern Adelaide 2006				
	number	% residents	% in Adel	Nth Adel's difference	males	females	ratio	Nth Adel in 2001	change from 2001
Aboriginal	5,260	1.5%	1.0%	0.5% more	2,548	2,712	1.06 F:M	4,546	up 714
Torres Strait Islander (TSI)	229	0.1%	0.1%	0.0% more	103	126	1.22 F:M	159	up 70
Aboriginal and TSI	82	0.0%	0.0%	0.0% more	37	45	1.22 F:M	104	dn 22
Indigenous	**5,571**	**1.6%**	**1.1%**	**0.5% more**	**2,688**	**2,883**	**1.07 F:M**	**4,809**	**up 762**
non-Indigenous	335,859	98.4%	98.9%	0.5% less	166,444	169,415	1.02 F:M	323,114	up 12,745
residents	**341,430**	100%	100%		**169,132**	**172,298**	**1.02 F:M**	327,923	

Ages of Indigenous people	Northern Adelaide 2006				Nth Adel Indigenous, 2006				% Indig in Nth Adel, 2001	change in share, 2001–06
	Indigenous	% of Indig.	% non-Indig	Indig. diff.	males	females	ratio	Adel in 2006		
0–4	719	**13%**	6%	**7% more**	387	332	1.2 M:F	12%	14%	dn 1.1%
5–9	779	**14%**	7%	**7% more**	382	397	1.0 F:M	13%	15%	dn 0.7%
10–14	764	**14%**	7%	**7% more**	389	375	1.0 M:F	13%	14%	dn 0.7%
15–19	641	12%	7%	5% more	304	337	1.1 F:M	12%	12%	dn 0.1%
20–24	510	9%	7%	2% more	243	267	1.1 F:M	9%	8%	**up 1.3%**
25–29	395	7%	6%	1% more	202	193	1.0 M:F	7%	8%	dn 0.6%
30–34	345	6%	7%	1% less	155	190	1.2 F:M	7%	8%	dn 1.4%
35–39	349	6%	7%	1% less	145	204	**1.4 F:M**	7%	6%	up 0.1%
40–44	313	6%	8%	2% less	131	182	1.4 F:M	6%	5%	up 0.3%
45–49	250	4%	7%	3% less	108	142	1.3 F:M	5%	4%	**up 0.9%**
50–54	180	3%	6%	3% less	94	86	1.1 M:F	4%	3%	up 0.4%
55–59	124	2%	6%	**4% less**	65	59	**1.1 M:F**	2%	2%	up 0.6%
60–64	75	1%	5%	**3% less**	37	38	1.0 F:M	2%	1%	up 0.2%
65+	125	2%	13%	**10% less**	46	79	**1.7 F:M**	3%	2%	**up 0.7%**
residents	**5,569**	100%	100%		**2,688**	**2,881**	**1.1 F:M**	100%	**100%**	
average age		22.9 yrs	36.2 yrs	-13.3 yrs	22.0 yrs	23.8 yrs		24.5 yrs	21.6 yrs	**up 1.3 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. Northern Adelaide is no exception, with 57% of residents being Christian in 2006 (3% fewer than in Adelaide). Another 25% had no religion and 13% did not state their religion on the Census form.

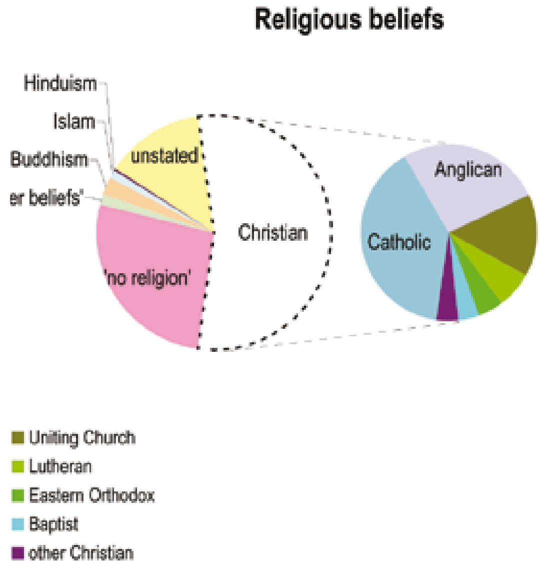
The main non-Christian beliefs in Northern Adelaide in 2006, and the number and proportion of residents with these, were:

- Buddhism – 8,029 or 2.4%
- Islam – 3,436 or 1.0%
- Hinduism – 1,168 or 0.3%
- Judaism – 90 or 0.0%

The fastest growing belief system over 2001 to 2006 was 'no religion' with 3.3% more of the population, followed by 'other beliefs' with 0.8% more.

There were falls in the proportion who believed in Christianity (down by 4.3% of the population).

The ratio of male to female believers varied amongst the beliefs. Among Christians generally in Northern Adelaide, 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 2.8 men per woman among followers of Aboriginal faiths to 1.3 women per man among followers of Uniting Church.



Religious beliefs	Nth Adel 2006 people	percent	% in Adel	Nth Adel's difference	Northern Adelaide 2006 males	females	ratio	2001 % Nth Adel	change from 2001
Christianity	194,111	57%	60%	3% less	91,084	103,027	1.1 F:M	61%	dn 4%
'no religion'	86,634	25%	24%	1% more	46,202	40,432	1.1 M:F	22%	up 3%
Buddhism	8,029	2%	2%	0% more	3,938	4,091	1.0 F:M	2%	up 0%
Islam	3,436	1%	1%	0% more	1,868	1,568	1.2 M:F	1%	up 0%
Hinduism	1,168	0%	0%	0% less	761	407	1.9 M:F	0%	up 0%
Judaism	90	0%	0%	0% less	53	37	1.4 M:F	0%	dn 0%
Aboriginal faiths	15	0%	0%	0% less	11	4	2.8 M:F	0%	dn 0%
'other beliefs'	4,340	1%	1%	0% less	2,425	1,915	1.3 M:F	0%	up 1%
unstated beliefs	43,605	13%	12%	1% more	22,791	20,814	1.1 M:F	13%	dn 1%
total residents	**341,428**	100%	100%		**169,133**	**172,295**	**1.0 F:M**	100%	
Christians							=		
Catholic	69,433	20%	22%	2% less	33,421	36,012	1.1 F:M	21%	dn 1%
Anglican	46,717	14%	14%	0% less	21,780	24,937	1.1 F:M	16%	dn 2%
Uniting Church	26,633	8%	8%	1% less	11,765	14,868	1.3 F:M	9%	dn 1%
Lutheran	11,919	3%	3%	0% more	5,533	6,386	1.2 F:M	3%	dn 0%
Eastern Orthodox	8,030	2%	4%	1% less	4,040	3,990	1.0 M:F		up 2%
Baptist	6,898	2%	2%	0% more	3,239	3,659	1.1 F:M	2%	dn 0%
Pentecostal	5,673	2%	1%	0% more	2,649	3,024	1.1 F:M	2%	up 0%
Presbyterian	4,131	1%	1%	0% more	1,955	2,176	1.1 F:M	1%	dn 0%
Salvation Army	1,737	1%	0%	0% more	761	976	1.3 F:M	1%	dn 0%
Jehovah's Witnesses	1,676	0%	0%	0% more	712	964	1.4 F:M	1%	dn 0%
Churches of Christ	1,264	0%	0%	0% less	527	737	1.4 F:M	0%	dn 0%
Latter Day Saints	1,059	0%	0%	0% more	467	592	1.3 F:M	0%	dn 0%
Seventh-day Adventist	827	0%	0%	0% more	378	449	1.2 F:M	0%	up 0%
other Protestant	763	0%	0%	0% more	348	415	1.2 F:M	0%	dn 0%
Brethren	348	0%	0%	0% more	161	187	1.2 F:M	0%	up 0%
Oriental Orthodox	80	0%	0%	0% less	40	40	=	0%	up 0%
Assyrian Apostolic	3	0%	0%	0% more	3	0	M		n.a.
other Christian	6,920	2%	2%	0% more	3,305	3,615	1.1 F:M	2%	up 0%
all other Christian	24,481	7%	6%	1% more	11,306	13,175	1.2 F:M	7%	dn 0%
total Christians	**194,111**	**57%**	**60%**	3% less	**91,084**	**103,027**	**1.1 F:M**	**61%**	dn 4%

Source: ABS Census 2006 Table B13.

Community resources

Stability

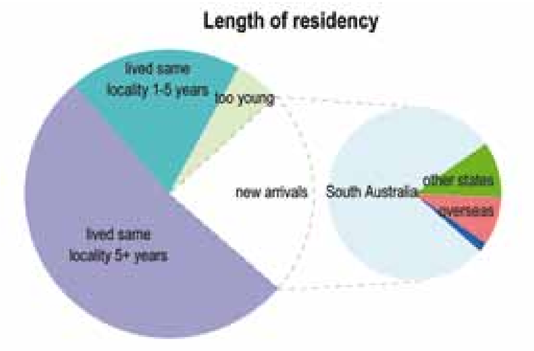
The time that residents have lived in a community affects the extent to which they develop relationships and networks with other residents, and build social capital. The longer that more residents have lived in a place, the stronger their community networks are likely to be. The Census provides valuable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

In 2006, 55% of Northern Adelaide's residents had lived in the same house for at least 5 years (55% in Adelaide), suggesting that stability here was almost the same as across Adelaide. Another 26% of residents had been in their home for 1 to 5 years (25% for Adelaide).

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, 61% of Northern Adelaide's residents had lived here for more than 5 years, which was similar to the average across Adelaide. 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 10% of residents; the average across Adelaide was 11%. The proportion of newcomers stayed fairly constant since 2001.



Residential stability	Nth Adel 2006 people	Nth Adel 2006 percent	% in Adel	Nth Adel's difference	Northern Adelaide 2006 males	Northern Adelaide 2006 females	ratio	Nth Adel in 2001	proportion change from 2001
lived same home 5+ years	187,015	55%	55%	1% less	55%	55%	1.0 F:M	54%	up 0.4%
lived same home 1-5 years	88,539	26%	25%	1% more	26%	26%	1.0 F:M	25%	up 0.7%
lived same home <1 year	44,754	13%	14%	1% less	13%	13%	1.0 F:M	14%	dn 0.6%
not stated / too young	21,122	6%	6%	1% more	7%	6%	1.1 M:F	7%	dn 0.5%
residents	**341,430**	100%	100%		100%	100%		100%	
lived same locality 5+ years	208,141	61%	61%	0% less	61%	61%	1.0 F:M	61%	up 0.0%
lived same locality 1-5 years	77,101	23%	22%	1% more	23%	23%	1.0 M:F	22%	up 0.7%
lived same locality <1 year	35,066	10%	11%	1% less	10%	10%	1.0 F:M	11%	dn 0.2%
too young	21,122	6%	6%	1% more	7%	6%	1.1 M:F	7%	dn 0.5%

New residents	Northern Adelaide 2006 people	%	% in Adel	Nth Adel's difference	Northern Adelaide 2006 males	females	ratio	Nth Adel in 2001	% change from 2001
Came last year from ...									
South Australia	28,199	8.3%	8.2%	0.1% more	8.2%	8.3%	1.0 F:M	8.8%	dn 0.6%
other states	3,386	1.0%	1.2%	0.2% less	1.0%	1.0%	1.0 M:F	1.1%	dn 0.1%
overseas	3,057	0.9%	1.4%	0.6% less	0.9%	0.9%	1.0 M:F	0.5%	up 0.4%
unstated	424	0.1%	0.1%	0.0% less	0.1%	0.1%	1.5 M:F	0.1%	up 0.0%
new residents last year	**35,066**	**10.3%**	**10.9%**	**0.7% less**	**10.2%**	**10.3%**	**1.0 F:M**	**10.5%**	**dn 0.2%**
Came in last 5 years, from ...									
South Australia	72,466	21.2%	20.3%	0.9% more	20.8%	21.6%	1.0 F:M	21.6%	dn 0.4%
other states	9,429	2.8%	3.2%	0.5% less	2.8%	2.7%	1.1 M:F	3.0%	dn 0.2%
overseas	8,370	2.5%	3.7%	1.3% less	2.5%	2.4%	1.1 M:F	1.5%	up 0.9%
unstated origins	1,472	0.4%	0.4%	0.1% more	0.5%	0.4%	1.3 M:F	0.4%	up 0.1%
newish residents, last 5 years	**91,737**	**26.9%**	**27.6%**	**0.8% less**	**26.7%**	**27.0%**	**1.0 F:M**	**26.6%**	**up 0.3%**

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 Northern Adelaide, 39,448 residents, or 15%, said that they did volunteer; 210,359 said that they did not (77%), and 22,075 or 8% did not answer. The proportion who volunteered was 3% below Adelaide's average volunteering rate of 18%. Put another way, the rate of volunteering was 23% lower than the average rate across Adelaide.

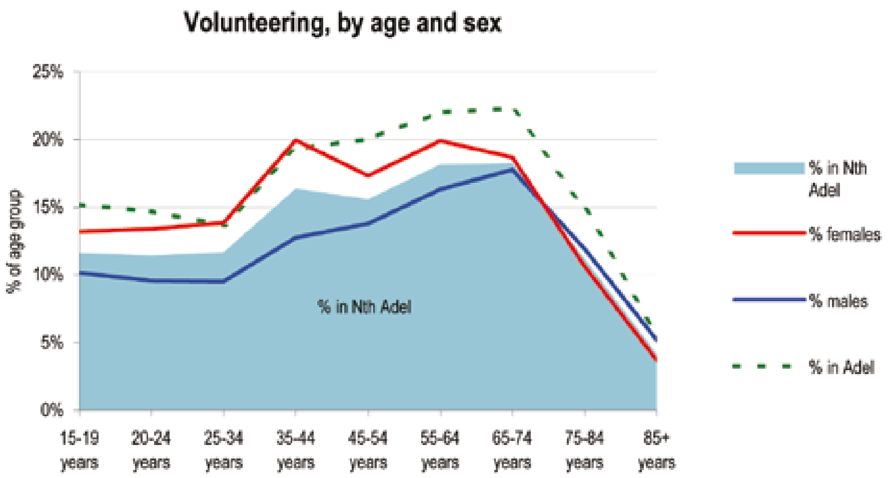
Volunteering tends to be highest amongst middle-aged people, and seems to only decline with incapacity as old age sets in. In Northern Adelaide, the rate of volunteering was highest amongst those aged 65-74 years where 18% volunteered, and next highest in the 55-64 years and 35-44 years age groups, with 18% and 16% volunteering, respectively.

In terms of numbers, the largest age groups for volunteers were 35-44 years with 8,391 volunteers, 45-54 years with 7,250 and 55-64 years with 6,767.

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 22,642 women and 16,806 men volunteering in Northern Adelaide. Some 16% of women and 13% of men were volunteers, meaning that women were 30% more likely to volunteer.

The gender difference in volunteering was highest amongst those aged 35-44 years, when women were 1.6 times more likely to volunteer than men (20% to 13%). Among those aged 25-34 years, they were 1.5 times more likely to volunteer (14% to 10%). Local men's best volunteer performance relative to women was when aged 85+ years when they were 1.4 times more likely to volunteer (5% to 4%).



Volunteering, by age	Nth Adel 2006				Volunteers in Northern Adelaide 2006				
	number volunteers	% of age group	% in Adel	Nth Adel's difference	males	females	% males	% females	ratio M% : F%
15-19 years	2,780	12%	15%	4% less	1,251	1,529	10%	13%	1.3 F:M
20-24 years	2,810	11%	15%	3% less	1,201	1,609	10%	13%	1.4 F:M
25-34 years	5,373	12%	14%	2% less	2,193	3,180	10%	14%	**1.5 F:M**
35-44 years	8,391	16%	19%	3% less	3,249	5,142	13%	20%	**1.6 F:M**
45-54 years	7,250	16%	20%	**4% less**	3,143	4,107	14%	17%	1.3 F:M
55-64 years	6,767	**18%**	22%	4% less	2,959	3,808	16%	20%	1.2 F:M
65-74 years	4,224	**18%**	22%	**4% less**	1,961	2,263	18%	19%	1.1 F:M
75-84 years	1,673	11%	15%	4% less	776	897	12%	11%	**1.1 M:F**
85+ years	180	4%	6%	1% less	73	107	5%	4%	**1.4 M:F**
residents aged 15+	**39,448**	**15%**	**18%**	3% less	**16,806**	**22,642**	**13%**	**16%**	**1.3 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 Northern Adelaide in the 2006 Census, 45% of residents aged 15+ said they had a tertiary qualification, while 55% said they did not. The proportion without qualifications was 5% higher than in Adelaide.

The most common highest qualification was a certificate III or IV, held by 16% of adults (aged 15+). Another 7% held a bachelor degree and 6% held a diploma; 12% 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, 45% of 25 to 34 year-olds had no post-school qualification but 56% of 55 to 64 year-olds had none. Among these younger residents, 18% had a certificate III or IV and 13% had a bachelor degree, while among the older, the proportions with these qualifications were 17% and 5%.

Only 2% of residents had the highest level of qualification, postgraduate, which was 2% lower than in Adelaide, with the highest proportions in the 45-54 age group, 3%, and the 35-44 age group, 3%.

Another 7% had a bachelor degree, 5% lower than in Adelaide, including 13% of those aged 25-34 and 7% of those aged 35-44.

Qualifications of residents, by age	age groups of Northern Adelaide residents								in Adel	
	15-24	25-34	35-44	45-54	55-64	65-74	75+	adults	adults	diff.
postgraduate degree/diploma	0%	2%	2%	3%	2%	1%	1%	2%	4%	2% less
bachelor degree	3%	10%	7%	6%	5%	3%	2%	6%	11%	5% less
diploma or advanced diploma	2%	5%	7%	7%	7%	5%	3%	5%	6%	1% less
certificate III or IV	11%	24%	26%	26%	29%	29%	22%	23%	21%	2% more
certificate I or II	3%	3%	2%	2%	2%	1%	1%	2%	2%	0% less
unknown or unstated	11%	10%	10%	9%	10%	14%	24%	11%	11%	1% more
none	70%	45%	46%	45%	44%	46%	47%	50%	45%	5% more
total males	**24,882**	**23,033**	**25,478**	**22,783**	**18,135**	**11,036**	**7,913**	**133,260**	438,486	
postgraduate degree/diploma	0%	3%	3%	2%	2%	1%	0%	2%	4%	2% less
bachelor degree	5%	15%	8%	7%	5%	3%	2%	7%	12%	5% less
diploma or advanced diploma	3%	8%	8%	8%	6%	3%	2%	6%	7%	1% less
certificate III or IV	9%	13%	10%	8%	5%	3%	2%	8%	7%	1% more
certificate I or II	6%	7%	4%	3%	2%	2%	1%	4%	4%	0% more
unknown or unstated	10%	9%	9%	10%	12%	19%	28%	12%	12%	0% more
none	67%	46%	57%	60%	68%	69%	65%	61%	55%	6% more
total females	**23,604**	**22,952**	**25,775**	**23,707**	**19,127**	**12,111**	**11,344**	**138,620**	470,061	
postgraduate degree/diploma	0%	2%	3%	3%	2%	1%	0%	2%	4%	2% less
bachelor degree	4%	13%	7%	7%	5%	3%	2%	7%	11%	5% less
diploma or advanced diploma	2%	7%	8%	8%	7%	4%	3%	6%	7%	1% less
certificate III or IV	10%	18%	18%	17%	17%	16%	10%	16%	14%	2% more
certificate I or II	4%	5%	3%	3%	2%	1%	1%	3%	3%	0% more
unknown or unstated	10%	9%	10%	10%	11%	17%	26%	12%	11%	0% more
none	68%	45%	51%	53%	56%	58%	58%	55%	50%	5% more
total adults	**48,486**	**45,985**	**51,253**	**46,490**	**37,262**	**23,147**	**19,257**	**271,880**	908,547	

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

Income

In mid-2006, the average income from all sources of adults (aged 15+) in Northern Adelaide was around $537 a week, which was $65 lower than the $602 average for Adelaide. The average income of local women was $425 and the average of local men was $655 (54% more than women's). Half of all adults got less than the median income of $438 a week ($447 across Adelaide).

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

Male average incomes went from $532 in 2001 to $655 in 2006, up by 23%; women's from $336 in 2001 to $425 in 2006, up by 26%.

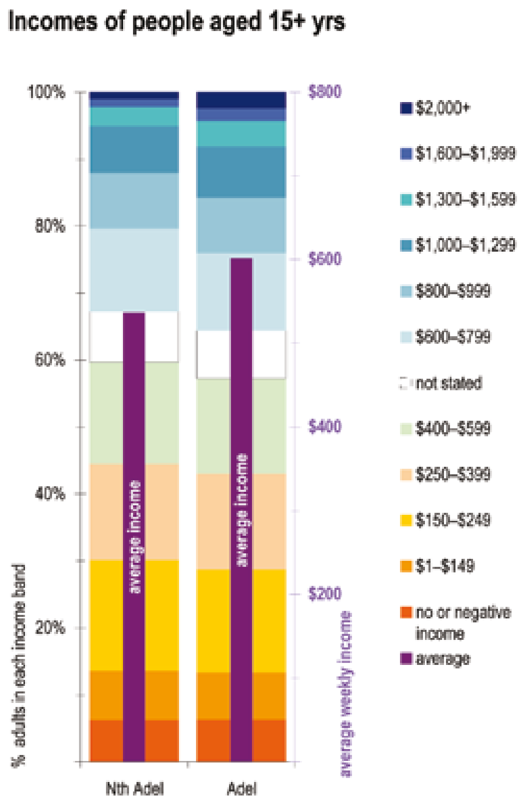
In 2006, 30% of adults in Northern Adelaide received low-incomes, defined as less than 30% of average earnings, or $250 a week (roughly the single pension). Across Adelaide, 29% received low incomes.

Another 30% had middle-incomes, up to 70% of average earnings ($250 to $600 pw) and 28% had high-incomes, from 70% to 155% of the average ($600-$1299 pw). Some 5% were in the highest income group, getting over $1,300 a week.

Northern Adelaide had 1% more in the low income band than Adelaide, and 3% fewer in the highest 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 Northern Adelaide, the sex ratio ranges from 5.1 men per woman earning $1,600–$1,999 to 1.9 women per man earning $1–$149.

The total value of personal incomes in Northern Adelaide in 2006 was about $7,018 million.



Incomes of people aged 15+ yrs	Nth Adel 2006 no. aged 15+ yrs	% aged 15+ yrs	% in Adel	Nth Adel's difference	Northern Adelaide 2006 males 15+ yrs	females 15+ yrs	ratio	% of age 15+ yrs, Nth Adel, 2001	Nth Adel's change from 2001
no or negative income	17,016	6%	6%	0% less	7,054	9,962	1.4 F:M	6%	up 0.6%
$1–$149	19,911	7%	7%	0% more	6,881	13,030	1.9 F:M	12%	dn 4.5%
$150–$249	44,967	17%	15%	1% more	18,338	26,629	1.5 F:M	20%	dn 3.0%
$250–$399	38,912	14%	14%	0% less	13,958	24,954	1.8 F:M	16%	dn 2.0%
$400–$599	41,374	15%	14%	1% more	18,060	23,314	1.3 F:M	18%	dn 2.9%
$600–$799	33,780	12%	12%	1% more	19,259	14,521	1.3 M:F	12%	up 0.7%
$800–$999	22,598	8%	8%	0% more	14,685	7,913	1.9 M:F	6%	up 2.4%
$1,000–$1,299	18,955	7%	8%	1% less	13,342	5,613	2.4 M:F	3%	up 4.4%
$1,300–$1,599	7,772	3%	4%	1% less	6,045	1,727	3.5 M:F	2%	up 1.0%
$1,600–$1,999	3,286	1%	2%	1% less	2,743	543	5.1 M:F	0%	up 0.7%
$2,000+	2,725	1%	2%	1% less	2,271	454	5.0 M:F	1%	up 0.4%
not stated	20,584	8%	7%	0% more	10,625	9,959	1.1 M:F	5%	up 2.1%
total	**271,880**	100%	100%	S.Dev: 0.8%	**133,261**	**138,619**	1.0 F:M	100%	S.Dev: 2.6%
average weekly income		**$537**	**$602**	12% less	**$655**	**$425**	1.5 M:F	**$432**	**up 24%**

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, 30% of Northern Adelaide's occupied dwellings were fully owned, which was 4% lower than Adelaide. Generally, more fully-owned dwellings indicates an older, longer-settled population.

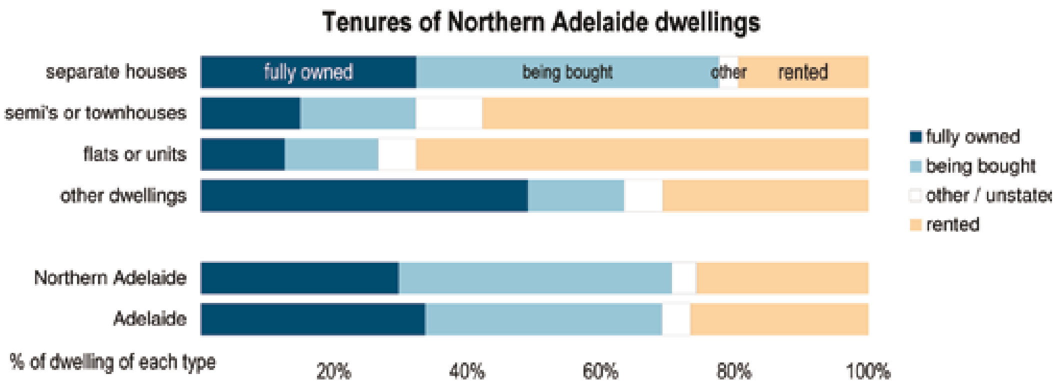
Another 41% of Northern Adelaide's dwellings were being purchased, 5% more than Adelaide. Generally, more dwellings being purchased indicates an influx of newer residents.

Most of the remaining dwellings were rented (26%), which was quite similar to Adelaide. 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 Northern Adelaide, 68% of the flats or units were rented (compared with 62% in Adelaide) as were 58% of the semi's or townhouses. Conversely, 32% of houses were fully owned, when only 13% 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 Northern Adelaide, 45% of separate houses were being purchased, as were 17% of the semi's or townhouses.

Of the 26% of occupied dwellings that were rented, 8% were managed by real estate agents and 6% by individuals (e.g. small investors); 3% had other private landlords. Another 9% of dwellings were public housing, 11,328 occupied homes in all. Of these, 5,690 were separate houses, 4,055 were semi's or townhouses, and 1,554 were flats or units.



Tenures of Nth Adel 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 Adel	Nth Adel diff. from Adel
separate houses	32%	45%	19%	3%	6%	6%	5%	1%	18%	2% more
semi's or townhouses	15%	17%	58%	10%	12%	7%	33%	4%	52%	6% more
flats or units	13%	14%	68%	6%	22%	14%	24%	6%	62%	6% more
other dwellings	49%	14%	31%	6%	3%	7%	2%	18%	30%	1% more
Northern Adelaide	**30%**	**41%**	**26%**	**4%**	**8%**	**6%**	**9%**	**2%**	**27%**	**1% less**
Adelaide	34%	35%	27%	4%	9%	8%	7%	2%		
Dwelling numbers										
separate houses	34,606	48,571	20,895	3,116	6,835	6,305	5,690	1,602		
semis or townhouses	1,836	2,134	7,129	1,233	1,523	881	4,055	552		
flats or units	804	897	4,335	369	1,395	882	1,554	410		
other dwellings	194	57	122	23	13	28	6	70		
not stated	25	138	60	5	16	14	23	4		
Total	**37,465**	**51,797**	**32,541**	**4,746**	**9,782**	**8,110**	**11,328**	**2,638**		

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.

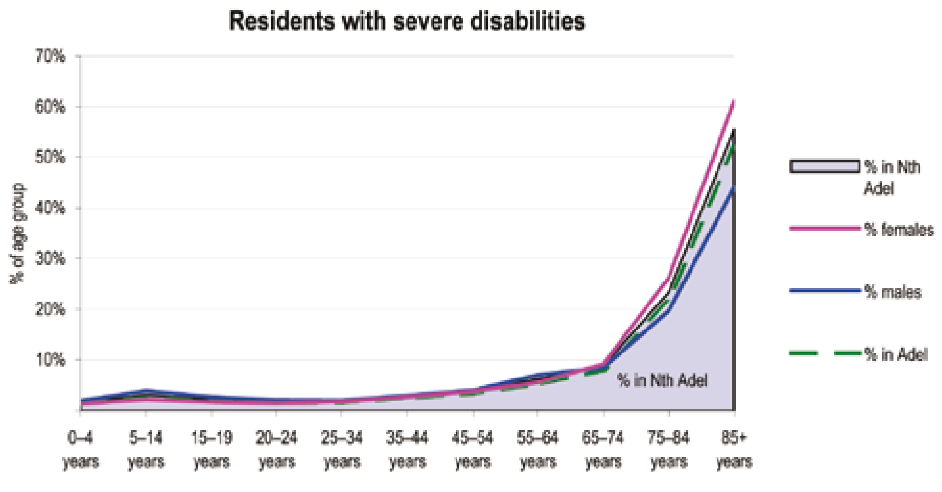
In Northern Adelaide, 5.0% of the population had such a disability, which was 0.2% lower than Adelaide.

The chart below shows, with the shaded area, how the proportion of people with a chronic, severe disability rises slowly from around 2% of infants to about half of the oldest people. In Northern Adelaide, the disability rate peaked among those aged 85+ years when 56% had a severe disability. Disability was next highest among residents aged 75–84 years, of whom 23% 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 Adelaide among those aged 85+ years (when 3% more reported a 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 rise faster, until they exceed the men's rates. Here, 4.7% of males and 5.3% of females reported a severe or profound disability requiring assistance, meaning the rate of female disability was 11% higher than for males.

In Northern Adelaide, the gender imbalance in disability rates across age groups is most biased towards women in the 85+ years age group, who are 38% more likely to need assistance than men their age; those aged 75–84 years are 33% more likely. Conversely, males aged 5–14 years are 80% more likely than females their age to have a disability; those aged 15–19 years are 60% more so.



Residents with severe disabilities	Nth Adel, 2006			Nth Adel's	Northern Adelaide, 2006				ratio of disability
	number	% age gp	% in Adel	difference	males	females	% males	% females	rates
0–4 years	327	1.6%	1.3%	0.3% more	200	127	1.9%	1.3%	1.49 M:F
5–14 years	1,371	3.1%	2.6%	0.5% more	900	471	3.9%	2.2%	**1.80 M:F**
15–19 years	495	2.2%	1.8%	0.4% more	311	184	2.7%	1.7%	**1.60 M:F**
20–24 years	403	1.7%	1.4%	0.3% more	242	161	2.0%	1.4%	1.45 M:F
25–34 years	822	1.9%	1.6%	0.3% more	434	388	2.0%	1.8%	1.13 M:F
35–44 years	1,375	2.8%	2.5%	0.3% more	716	659	3.0%	2.7%	1.11 M:F
45–54 years	1,731	3.9%	3.4%	0.5% more	868	863	4.0%	3.8%	1.06 M:F
55–64 years	2,236	6.3%	5.2%	1.1% more	1,218	1,018	7.0%	5.5%	1.27 M:F
65–74 years	1,945	8.8%	8.0%	0.8% more	890	1,055	8.5%	9.2%	1.08 F:M
75–84 years	3,244	23.4%	21.7%	**1.7% more**	1,191	2,053	19.7%	26.3%	**1.33 F:M**
85+ years	2,177	55.5%	52.1%	**3.4% more**	563	1,614	44.1%	61.0%	**1.38 F:M**
residents	**16,126**	**5%**	**5%**	**0.2% less**	**7,533**	**8,593**	**4.7%**	**5.3%**	**1.11 F:M**

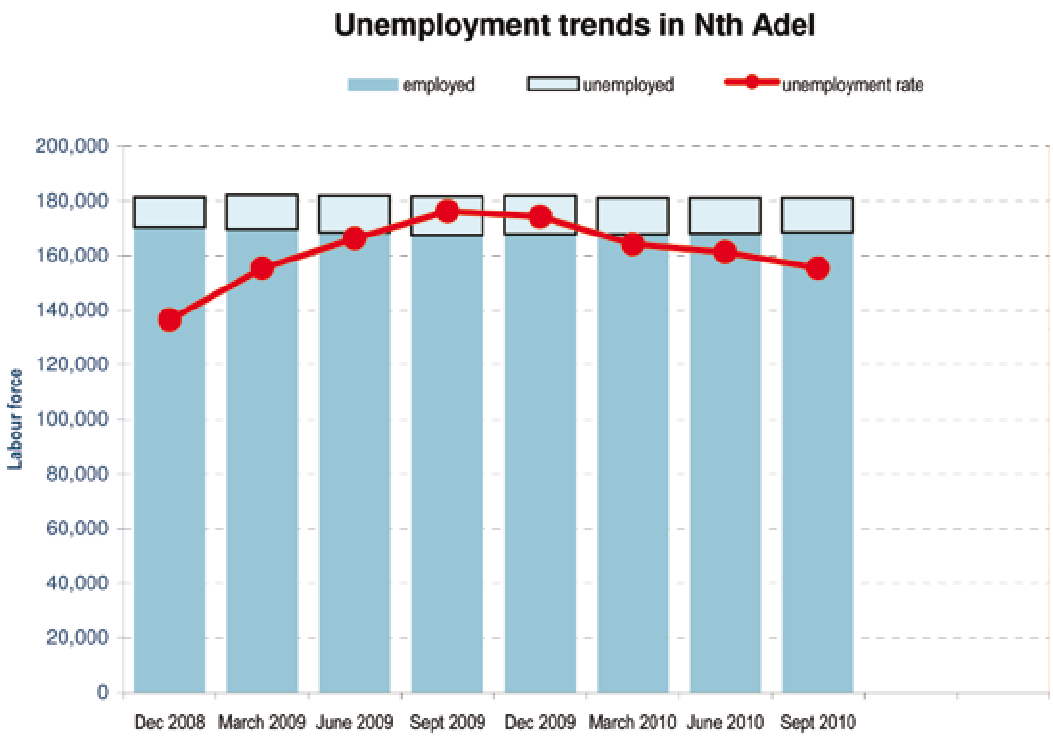
Source: ABS Census 2006 Table B17.

Employment of residents

In the 2006 Census, 160,981 residents of the Northern Adelaide ESA reported they were in the labour force, out of 271,887 residents aged 15+. This means the labour force participation rate was 59%. There were 151,569 employed residents (56% of the adults), while 9,412 residents were unemployed and looking for work, giving an unemployment rate of 5.8%. Allowing for those not completing the Census, and allocating the unstated responses proportionally, suggests there would have been around 169,030 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 181,102. The labour force had fallen by 536 over the previous twelve months. During this period, the annualised labour force growth rate ranged from +0.7% p.a. in the December 2009 quarter to 0.0% p.a. in the September 2010 quarter.

Northern Adelaide's unemployment was estimated at 12,656 in September 2010, a rate of 7.0%. The estimated number of unemployed residents had fallen by 1,747 over the previous twelve months, while the unemployment rate fell from 7.9% to 7.0%.



Unemployment trends in Nth Adel	Dec 2008	March 2009	June 2009	Sept 2009	Dec 2009	March 2010	June 2010	Sept 2010
employed	170,218	169,497	168,328	167,235	167,710	167,758	167,952	168,446
unemployed	11,141	12,736	13,606	14,403	14,263	13,379	13,140	12,656
labour force	181,359	182,233	181,934	181,638	181,973	181,137	181,092	181,102
unemployment rate	6.1%	7.0%	7.5%	7.9%	7.8%	7.4%	7.3%	7.0%
labour force growth p.a.		1.9%	-0.7%	-0.7%	0.7%	-1.8%	-0.1%	0.0%

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

The economy of Northern Adelaide

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.

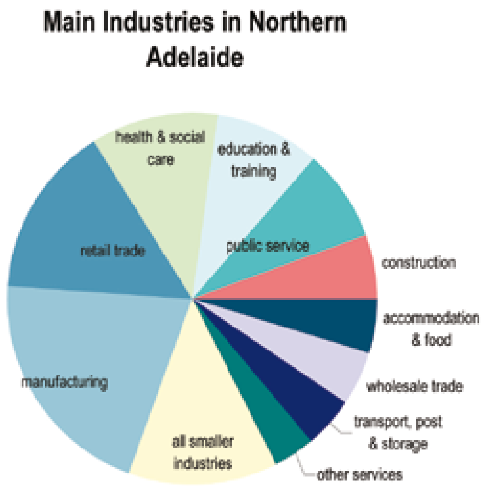
These statistics are supplemented here by more recent data from the Australian Taxation Office, published by the ABS in its National Regional Profile data series. This gives information up to 2008.

In Northern Adelaide in 2006, the Census counted 97,773 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 102,662 jobs (or people working) in Northern Adelaide in mid-2006.

The types of industries

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

- manufacturing, with 20,210 jobs (21%)
- retail trade, with 14,548 jobs (15%)
- health & social care, with 10,966 jobs (11%)
- education & training, with 8,734 jobs (9%)
- public service, with 7,928 jobs (8%)



The next largest industries were:

- construction, with 5,470 jobs (6%)
- accommodation & food, with 4,782 jobs (5%)
- wholesale trade, with 4,609 jobs (5%)
- transport, post & storage, with 4,147 jobs (4%)
- other services, with 3,640 jobs (4%)

Compared with Adelaide, the industry that was proportionally larger in Northern Adelaide was manufacturing with 7% more of the workforce. Other locally-significant industries were:

- retail trade with 2% more
- little else

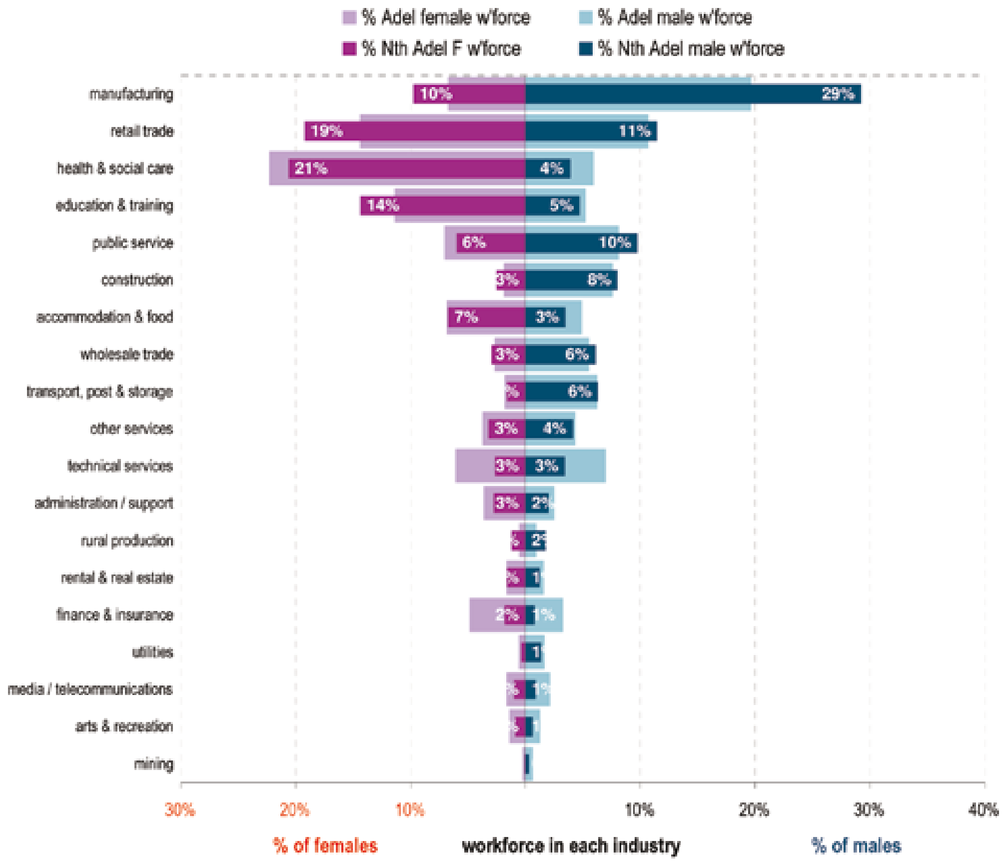
The industries that were noticeably smaller compared to Adelaide were technical services with 3% less of the workforce; finance & insurance, 3% less; and health and social care, 3% less.

Most industries are very gender-biased and have a preponderance of either male or female workers. In Northern Adelaide, the most male-dominated of the larger industries were transport, post and storage with 5.1 men per woman; construction with 4.1; and manufacturing with 3.8.

The most female-dominated of the larger industries in Northern Adelaide were health and social care with 4.2 women per man; education and training with 2.4; and accommodation and food with 1.5.

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

Main Industries in Northern Adelaide



Main Industries in Northern Adelaide	abbrev	Employment in industries, Nth Adel, 2006 workers	males	females	gender ratio	% Nth Adel workforce	% Adel workforce	Nth Adel diff. from Adel	% Nth Adel male w'force	% Nth Adel female w'force
manufacturing	Man	20,210	16,025	4,185	3.8 M:F	21%	13%	7% more	29%	10%
retail trade	Ret	14,548	6,289	8,259	1.3 F:M	15%	13%	2% more	11%	19%
health & social care	H&S	10,966	2,126	8,840	4.2 F:M	11%	14%	3% less	4%	21%
education & training	Edu	8,734	2,578	6,156	2.4 F:M	9%	8%	1% more	5%	14%
public service	PS	7,928	5,345	2,583	2.1 M:F	8%	8%	1% more	10%	6%
construction	Con	5,470	4,393	1,077	4.1 M:F	6%	5%	1% more	8%	3%
accommodation & food	A&F	4,782	1,905	2,877	1.5 F:M	5%	6%	1% less	3%	7%
wholesale trade	WS	4,609	3,337	1,272	2.6 M:F	5%	4%	1% more	6%	3%
transport, post & storage	Tran	4,147	3,465	682	5.1 M:F	4%	4%	0% more	6%	2%
other services	Oth	3,640	2,253	1,387	1.6 M:F	4%	4%	0% less	4%	3%
technical services	Tec	3,017	1,880	1,137	1.7 M:F	3%	7%	3% less	3%	3%
administration / support	Adm	2,268	1,098	1,170	1.1 F:M	2%	3%	1% less	2%	3%
rural production	Agr	1,487	965	522	1.8 M:F	2%	1%	1% more	2%	1%
rental & real estate	RRE	1,334	657	677	1.0 F:M	1%	2%	0% less	1%	2%
finance & insurance	F&I	1,189	423	766	1.8 F:M	1%	4%	3% less	1%	2%
utilities	Util	910	750	160	4.7 M:F	1%	1%	0% less	1%	0%
media / telecommunications	Info	909	470	439	1.1 M:F	1%	2%	1% less	1%	1%
arts & recreation	A&R	727	340	387	1.1 F:M	1%	1%	1% less	1%	1%
mining	Min	191	157	34	4.6 M:F	0%	0%	0% less	0%	0%
not known		704	447	257	1.7 M:F	1%	1%	0% less	1%	1%
all smaller industries (not top 10)		12,736	7,187	5,549	1.3 M:F	13%	21%	8% less	13%	13%
All industries		**97,770**	**54,903**	**42,867**	**1.3 M:F**	100%	100%		100%	100%

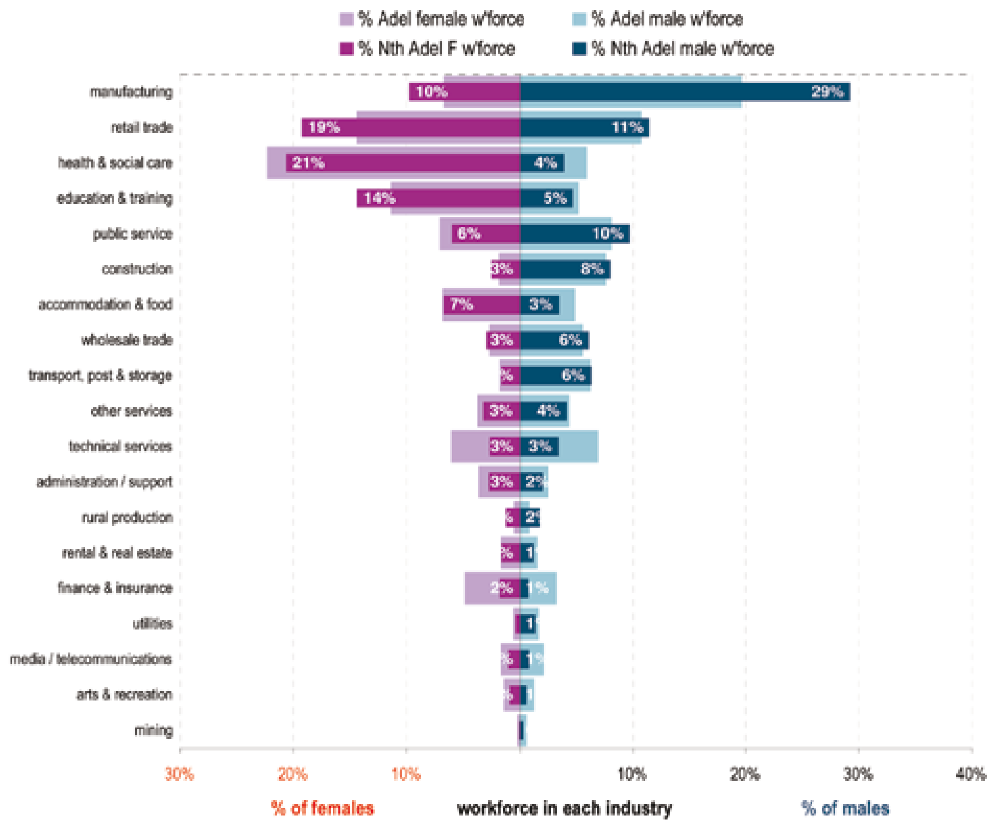
Source: ABS Census 2006 Table W11.

The changing sizes of industries

Over the five years 2001 to 2006, the industry which grew most in employment terms in Northern Adelaide was public service with 2,796 more workers (1,694 more men and 1,102 more women), which was a 2.2% larger share of the workforce than in 2001. This was followed by accommodation and food with 2,224 more workers (a 2.0% larger share), and health and social care with 2,158 more workers (a 1.1% larger share).

Over this period, the industries where the most jobs were lost in Northern Adelaide were retail trade with 2,112 fewer workers (1,632 fewer men and 480 fewer women, equivalent to 4.2% of the workforce), wholesale trade with 690 fewer workers (1.4% of the workforce) and arts and recreation with 516 fewer (0.7%).

Main Industries in Northern Adelaide



Main Industries in Northern Adelaide	abbrev	Employment in industries, Nth Adel, 2006 workers	males	females	gender ratio	% Nth Adel workforce	% Adel workforce	Nth Adel diff. from Adel	% Nth Adel male w'force	% Nth Adel female w'force
manufacturing	Man	20,210	16,025	4,185	3.8 M:F	21%	13%	7% more	29%	10%
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rural production	Agr	1,487	965	522	1.8 M:F	2%	1%	1% more	2%	1%
rental & real estate	RRE	1,334	657	677	1.0 F:M	1%	2%	0% less	1%	2%
finance & insurance	F&I	1,189	423	766	1.8 F:M	1%	4%	3% less	1%	2%
utilities	Util	910	750	160	4.7 M:F	1%	1%	0% less	1%	0%
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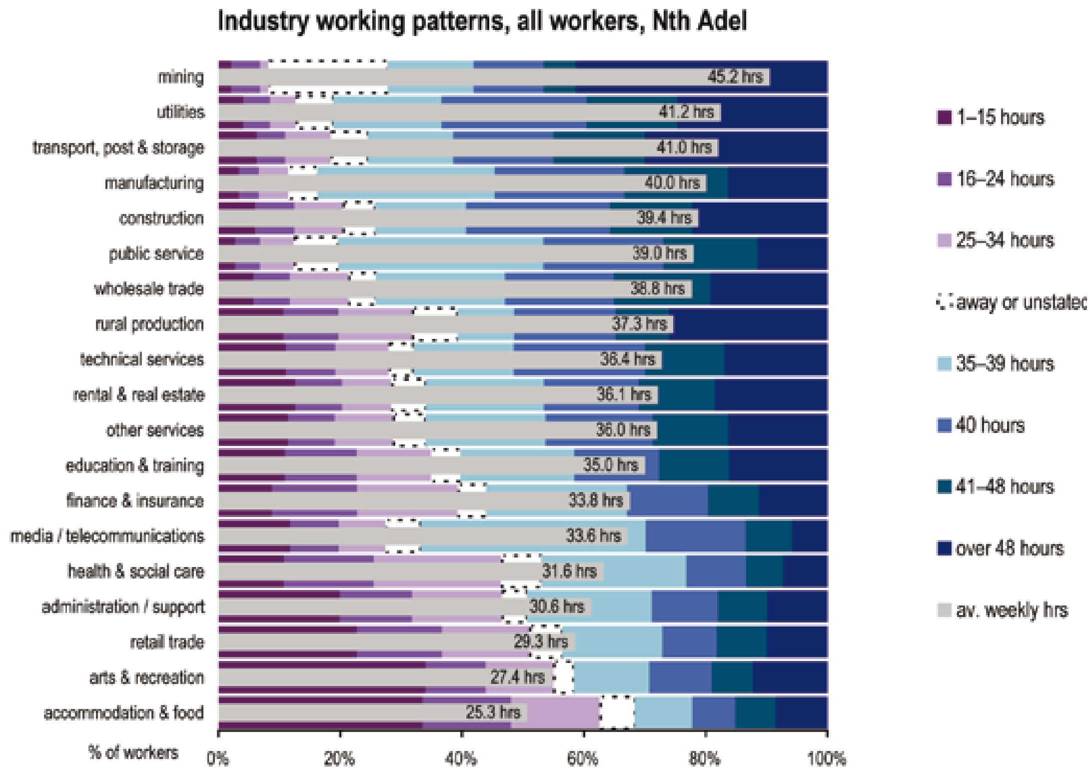
All industries		**97,770**	**54,903**	**42,867**	1.3 M:F	100%	100%		100%	100%

Source: ABS Census 2006 Table W11.

Working patterns across industries

This chart shows the pattern of working hours for all workers in each industry sector in Northern Adelaide 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, Nth Adel	% 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
mining	**15%**	2%	**5%**	**2%**	**14%**	12%	**5%**	**41%**	**5%**	**45 hrs**
utilities	3%	4%	**4%**	**4%**	18%	**24%**	15%	**25%**	3%	**41 hrs**
transport, post & storage	4%	6%	**5%**	8%	**14%**	17%	15%	**30%**	2%	**41 hrs**
manufacturing	3%	3%	**3%**	**5%**	**29%**	**21%**	**17%**	16%	2%	40 hrs
construction	3%	6%	7%	8%	15%	**24%**	14%	22%	2%	39 hrs
public service	6%	3%	**4%**	**6%**	**34%**	20%	16%	11%	1%	39 hrs
wholesale trade	3%	6%	6%	10%	21%	18%	**16%**	19%	2%	39 hrs
rural production	4%	11%	9%	12%	**9%**	17%	9%	**26%**	**3%**	37 hrs
technical services	3%	11%	8%	9%	16%	**22%**	13%	17%	1%	36 hrs
rental & real estate	4%	13%	8%	8%	19%	16%	12%	19%	1%	36 hrs
other services	3%	11%	8%	10%	20%	18%	12%	16%	2%	36 hrs
education & training	4%	11%	12%	12%	19%	14%	12%	16%	1%	35 hrs
finance & insurance	3%	9%	**14%**	**17%**	23%	13%	8%	11%	1%	34 hrs
media / telecommunications	4%	12%	8%	8%	**37%**	16%	**8%**	**6%**	2%	34 hrs
health & social care	5%	11%	**15%**	**21%**	24%	**10%**	**6%**	7%	2%	32 hrs
administration / support	2%	20%	12%	15%	21%	11%	**8%**	10%	2%	31 hrs
retail trade	3%	**23%**	**14%**	14%	17%	**9%**	8%	10%	2%	**29 hrs**
arts & recreation	2%	**34%**	10%	11%	**12%**	**10%**	**7%**	12%	1%	**27 hrs**
accommodation & food	3%	**34%**	**14%**	15%	**9%**	**7%**	**7%**	9%	3%	**25 hrs**
not known	5%	16%	8%	9%	15%	16%	**8%**	18%	**6%**	34 hrs
All industries	**4%**	**11%**	**9%**	**11%**	**22%**	**16%**	**12%**	**15%**	**2%**	**35 hrs**
st dev'n	3%	9%	4%	5%	7%	5%	4%	9%	1%	5 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 Northern Adelaide, 19,974 businesses were recorded in June 2007, with 13,032 or 65% being non-employing (e.g. sole trader, holding company) while 4,212 or 21% employed under 5 people and 2,730 or 14% 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 Northern Adelaide:

- the number of businesses in Northern Adelaide grew by 1,182 or 6% from 18,792 to 19,974
- the number of non-employing businesses fell by 192 or 1%
- the number of businesses employing less than five workers grew by 1,047 or 25%
- the number of businesses employing 5 or more grew by 327 or 12%

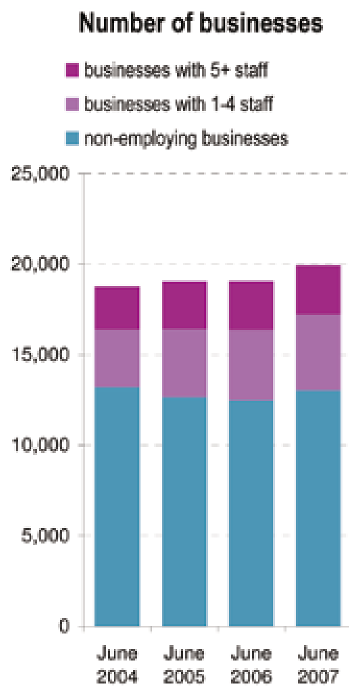
The 2006 Census counted 15,766 owner-managers in Northern Adelaide's workforce, so there was an average of 1.3 registered businesses per owner-manager. There are generally more small businesses than owner-managers, since some owner-managers will have several businesses, and some employed people might run a small business on the side.

Businesses in Northern Adelaide	June 2004	June 2005	June 2006	June 2007
non-employing businesses	13,224	12,657	12,486	13,032
businesses with 1-4 staff	3,165	3,765	3,894	4,212
businesses with 5+ staff	2,403	2,637	2,694	2,730
Total businesses	**18,792**	**19,059**	**19,074**	**19,974**

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

Change in business numbers, Nth Adel	2003–2004	2004–2005	2005–2006	2006–2007	2003–2007
non-employing businesses					
number @ start year	13,218	13,224	12,657	12,486	13,320
entries	2,697	2,361	2,538	2,730	10,326
exits	(2,691)	(2,790)	(2,406)	(2,286)	(10,173)
changed from employing	n.a.	(138)	(303)		(441)
number @ end year	**13,224**	**12,657**	**12,486**	**13,032**	**13,032**
employing businesses					
number @ start year	4,998	5,646	6,432	6,786	5,076
entries	669	873	792	798	3,132
exits	(99)	(117)	(636)	(642)	(1,494)
changed from non-employing		30	198		228
number @ end year	**5,568**	**6,402**	**6,588**	**6,942**	**6,942**

Source: National Regional Profile Table 1.



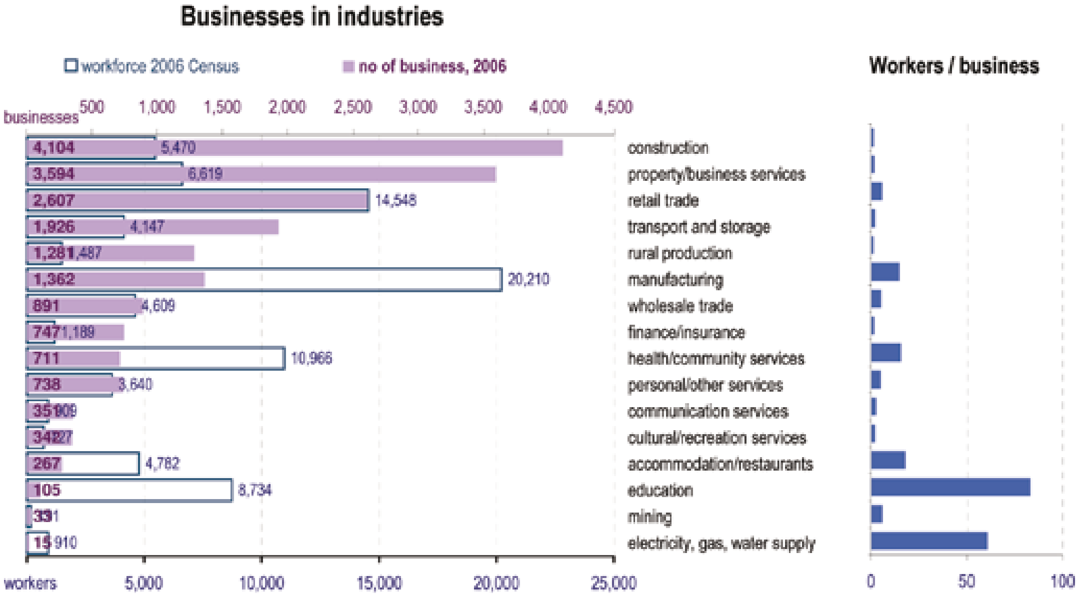
Businesses in industries

Australian Tax Office (ATO) data shows the number of active businesses in Northern Adelaide according to their industry. These are shown below, listed in order from the industry with the largest number of businesses in Northern Adelaide (construction, with 4,335 businesses), down to the smallest (electricity, gas, water supply, with 15 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 Northern Adelaide from 2004 to 2007, and the change over those four years. The biggest absolute increases were in property/business services with 438 more businesses, construction with 324 more, and rural production with 114 more. There were 6 fewer businesses in manufacturing; 30 fewer in finance/insurance and 39 fewer in wholesale trade.



Businesses in industries	number of active businesses				change 2004–2007		workforce	average workers / business
	June 2004	June 2005	June 2006	June 2007	number	% of 2004	2006 Census	
construction	4,011	4,104	4,104	4,335	324	up 8%	5,470	1
property/business services	3,438	3,519	3,594	3,876	438	up 13%	6,619	2
retail trade	2,529	2,631	2,607	2,619	90	up 4%	14,548	6
transport and storage	1,905	1,908	1,926	1,956	51	up 3%	4,147	2
rural production	1,290	1,311	1,281	1,404	114	up 9%	1,487	1
manufacturing	1,380	1,380	1,362	1,374	(6)	dn 0%	20,210	15
wholesale trade	885	909	891	924	39	up 4%	4,609	5
finance/insurance	762	744	747	792	30	up 4%	1,189	2
health/community services	693	690	711	747	54	up 8%	10,966	15
personal/other services	723	714	738	744	21	up 3%	3,640	5
communication services	378	369	351	411	33	up 9%	909	3
cultural/recreation services	336	333	342	345	9	up 3%	727	2
accommodation/restaurants	276	276	267	303	27	up 10%	4,782	18
education	135	126	105	93	(42)	dn 31%	8,734	83
mining	27	27	33	36	9	up 33%	191	6
electricity, gas, water supply	24	18	15	15	(9)	dn 38%	910	61
Total businesses	**18,792**	**19,059**	**19,074**	**19,974**	**1,182**	**up 6%**	**97,770**	**5**

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

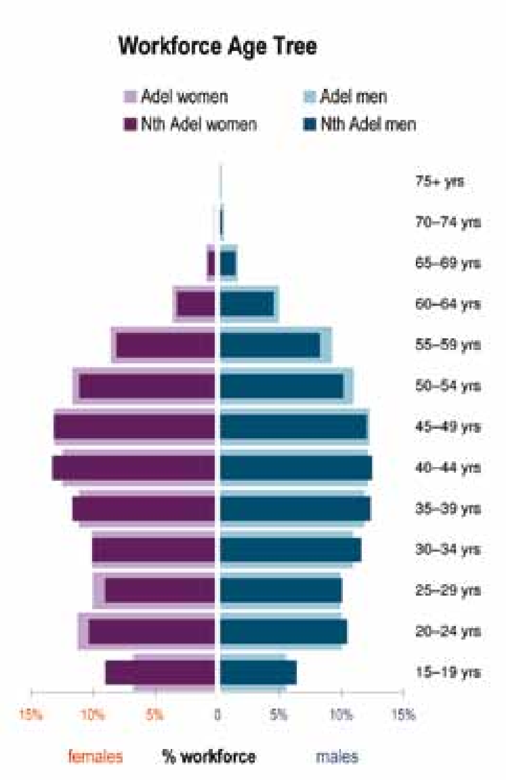
Northern Adelaide's workforce

Workforce age-sex profile

The 2006 Census gives the most detailed picture of Northern Adelaide's workforce, with 97,773 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 101,684.

The age profile of Northern Adelaide's workforce is illustrated in the Workforce Age Tree, compared with Adelaide. The darker branches show the proportion of Northern Adelaide's workforce in each age group (males right, females left) against the lighter background age profile of the Adelaide 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 Northern Adelaide's workforce in 2006 were 40–44 yrs, 45–49 yrs and 35–39 yrs. The average age of workers was 39.0 years (39.3 for men and 38.6 for women).



Relative to the Adelaide workforce, Northern Adelaide's workforce was 8 months younger. Age groups that were proportionally larger included 15–19 yrs, 40–44 yrs and 35–39 yrs; those that were smaller included 50–54 yrs, 55–59 yrs and 25–29 yrs.

In generational terms, Northern Adelaide's workforce consisted of 36% Generation X, 31% Baby-boomers and 28% Generation Y, with 5% from the Wartime generation (aged 60–74), and just 0.2% who were Veterans.

Ages of workers, 2006	workers in Nth Adel			% of Nth Adel workers			% of Adel workforce	difference from Adel	Gender ratio	
	males	females	adults	% males	% females	% workers			Nth Adel	Adel
15–19 years	3,513	3,867	7,380	6%	9%	**8%**	6%	1% more	**1.1 F:M**	**1.2 F:M**
20–24 years	5,710	4,427	10,137	10%	10%	**10%**	11%	0% less	1.3 M:F	**1.1 F:M**
25–29 years	5,501	3,879	9,380	10%	9%	**10%**	10%	0% less	1.4 M:F	1.0 M:F
Generation Y	**14,724**	**12,173**	**26,897**	**27%**	**28%**	**28%**	**27%**	**1% more**	**1.2 M:F**	
30–34 years	6,362	4,315	10,677	12%	10%	**11%**	11%	0% more	1.5 M:F	1.1 M:F
35–39 years	6,760	4,993	11,753	12%	12%	**12%**	12%	1% more	1.4 M:F	1.1 M:F
40–44 years	6,816	5,685	12,501	12%	13%	**13%**	12%	1% more	1.2 M:F	1.0 M:F
Generation X	**19,938**	**14,993**	**34,931**	**36%**	**35%**	**36%**	**34%**	**1% more**	**1.3 M:F**	
45–49 years	6,590	5,649	12,239	12%	13%	**13%**	13%	0% less	1.2 M:F	1.0 F:M
50–54 years	5,559	4,767	10,326	10%	11%	**11%**	11%	1% less	1.2 M:F	1.0 F:M
55–59 years	4,527	3,476	8,003	8%	8%	**8%**	9%	1% less	1.3 M:F	1.1 M:F
Baby-boomers	**16,676**	**13,892**	**30,568**	**30%**	**32%**	**31%**	**33%**	**2% less**	**1.2 M:F**	
60–64 years	2,474	1,378	3,852	5%	3%	**4%**	4%	0% less	1.8 M:F	1.5 M:F
65–69 years	774	311	1,085	1%	1%	**1%**	1%	0% less	**2.5 M:F**	2.0 M:F
70–74 years	199	70	269	0%	0%	**0%**	0%	0% less	**2.8 M:F**	**2.0 M:F**
Wartime	**3,447**	**1,759**	**5,206**	**6%**	**4%**	**5%**	**6%**	**1% less**	**2.0 M:F**	
Veterans: 75+	119	52	171	0%	0%	**0%**	0%	0% less	2.3 M:F	**2.3 M:F**
all workers	**54,904**	**42,869**	**97,773**	100%	100%	100%	100%		**1.3 M:F**	**1.1 M:F**
average age	39.3 yrs	38.6 yrs	39.0 yrs				39.7 yrs	-0.7 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.

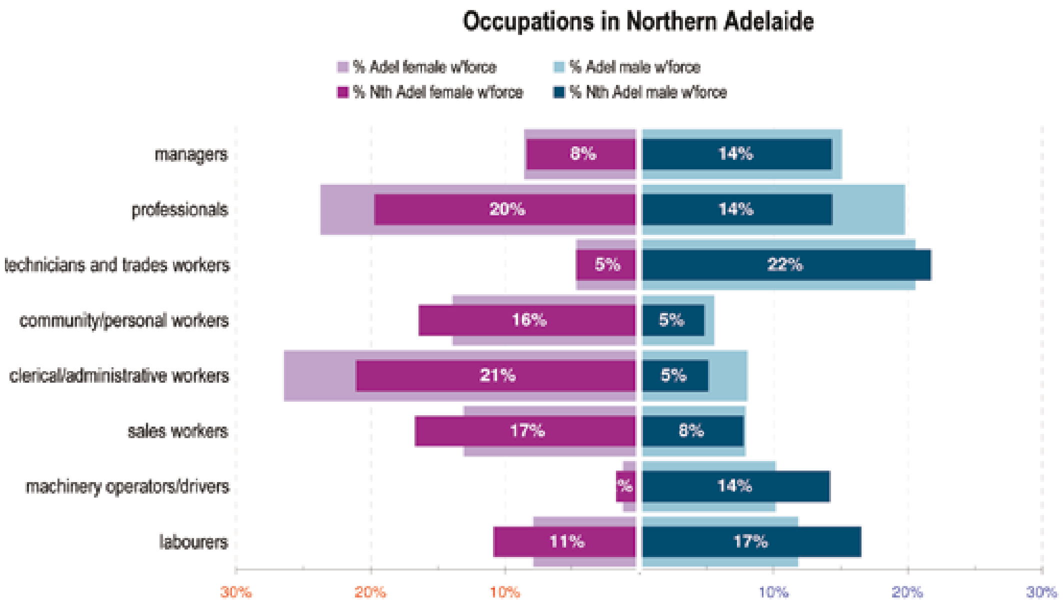
Occupations in the workforce

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

The largest occupational group in Northern Adelaide's workforce in 2006 was professionals with 16,316 counted in the 2006 Census, 17% of the local workforce. The next largest occupation groups were technicians and trades workers (13,933 workers or 14%), labourers (13,720 or 14%), and clerical/administrative workers (11,852 workers or 12%).

The occupations that were more common here than in Adelaide included labourers with 4% more of the workforce and machinery operators/drivers with 3% more. Offsetting this, there were fewer working as professionals with 5% less of the workforce, or as clerical/administrative workers with 5% less.

Many occupations are very gender-biased. In Northern Adelaide, the most male-dominated occupations were machinery operators/drivers with 10.6 men per woman, technicians and trades workers with 5.9 men per woman, and managers with 2.2 men per woman. The most female-dominated were clerical/administrative workers with 3.2 women per man, community/personal workers with 2.7 women per man, and sales workers with 1.7 women per man.



Occupations in Northern Adelaide	Workers / jobs in Northern Adelaide				% workforce				
	number	males	females	gender ratio	Nth Adel	Adel	difference	% Nth Adel males	% Nth Adel females
managers	11,442	7,859	3,583	2.2 M:F	12%	12%	0% less	14%	8%
professionals	16,316	7,877	8,439	1.1 F:M	**17%**	**22%**	**5% less**	14%	**20%**
technicians and trades workers	13,933	11,928	2,005	5.9 M:F	**14%**	13%	1% more	**22%**	5%
community/personal workers	9,696	2,649	7,047	2.7 F:M	10%	10%	0% more	5%	16%
clerical/administrative workers	11,852	2,819	9,033	**3.2 F:M**	12%	**17%**	**5% less**	5%	**21%**
sales workers	11,411	4,251	7,160	1.7 F:M	12%	10%	1% more	8%	17%
machinery operators/drivers	8,514	7,781	733	**10.6 M:F**	9%	6%	**3% more**	14%	2%
labourers	13,720	9,074	4,646	2.0 M:F	14%	10%	**4% more**	**17%**	11%
inadequately described / not stated	885	668	217	3.1 M:F	1%	1%	0% more	1%	1%
total workforce	**97,769**	**54,906**	**42,863**	1.3 M:F	100%	100%		100%	100%

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

Specific occupations

The table below and the graph overleaf show the relative size of more specific occupations in Northern Adelaide's workforce, listed in descending order of size from the largest, sales assistants and salespersons, who constitute 82 in every 1000 workers (51 in every 1000 males and 123 in every 1000 female workers). Then come factory process workers with 65 per 1000 workers, specialist managers and so on.

The columns of the table show the number of men and women working in Northern Adelaide in each occupation, and the gender ratio. The proportion of Northern Adelaide workers per 1,000 in each occupation is shown, compared with Adelaide, 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 Northern Adelaide	Workers in Northern Adelaide					Adel workers		rate /1000, Nth Adel	
	total	men	women	gender ratio	per 1000 workers	per 1000 workers	Nth Adel diff.	men	women
Sales assistants and salespersons	8,053	2,782	5,271	2 F:M	82	70	13 more	51	123
Factory process workers	6,390	4,639	1,751	3 M:F	65	34	32 more	84	41
Specialist managers	5,336	3,949	1,387	3 M:F	55	58	4 fewer	72	32
Education professionals	4,997	1,556	3,441	2 F:M	51	45	6 more	28	80
Automotive / engineering trades	4,909	4,856	53	92 M:F	50	33	17 more	88	1
Carers and aides	4,442	437	4,005	9 F:M	45	37	8 more	8	93
Hospitality, retail & service managers	3,906	2,219	1,687	1 M:F	40	41	1 fewer	40	39
Health professionals	3,538	960	2,578	3 F:M	36	50	14 fewer	17	60
Road and rail drivers	2,921	2,795	126	22 M:F	30	21	9 more	51	3
Design / engineering/ science professionals	2,421	2,082	339	6 M:F	25	28	4 fewer	38	8
Business / staff / marketing professionals	2,364	1,307	1,057	1 M:F	24	51	27 fewer	24	25
General clerical workers	2,344	294	2,050	7 F:M	24	31	7 fewer	5	48
Numerical clerks	2,340	388	1,952	5 F:M	24	35	11 fewer	7	46
Other labourers	2,188	1,507	681	2 M:F	22	18	4 more	27	16
Machine and stationary plant operators	2,005	1,596	409	4 M:F	21	14	6 more	29	10
Storepersons	1,968	1,825	143	13 M:F	20	13	7 more	33	3
Inquiry clerks and receptionists	1,935	243	1,692	7 F:M	20	27	8 fewer	4	39
Sales support workers	1,902	419	1,483	4 F:M	19	16	3 more	8	35
Cleaners and laundry workers	1,842	662	1,180	2 F:M	19	20	2 fewer	12	28
Other clerical and administrative workers	1,799	1,005	794	1 M:F	18	24	5 fewer	18	19
Protective service workers	1,761	1,374	387	4 M:F	18	14	4 more	25	9
Office managers and program administrators	1,730	501	1,229	2 F:M	18	25	8 fewer	9	29
Construction trades workers	1,658	1,611	47	34 M:F	17	15	2 more	29	1
Engineering / science technicians	1,591	1,263	328	4 M:F	16	21	5 fewer	23	8
Information Technology professionals	1,522	1,334	188	7 M:F	16	16	1 fewer	24	4
Health and welfare support workers	1,499	376	1,123	3 F:M	15	14	1 more	7	26
Food preparation assistants	1,499	700	799	1 F:M	15	14	1 more	13	19
Electronic/ telecom workers	1,441	1,393	48	29 M:F	15	15	0 fewer	25	1
Mobile plant operators	1,425	1,392	33	42 M:F	15	8	6 more	25	1
Sales representatives and agents	1,423	1,036	387	3 M:F	15	18	4 fewer	19	9
Hospitality workers	1,218	211	1,007	5 F:M	12	20	8 fewer	4	23
Food trades workers	1,105	747	358	2 M:F	11	14	2 fewer	14	8
Legal and social professionals	1,086	396	690	2 F:M	11	16	5 fewer	7	16
Personal assistants and secretaries	1,032	27	1,005	37 F:M	11	15	5 fewer	0	23
Construction and mining labourers	1,005	985	20	49 M:F	10	7	3 more	18	0
Farmers and farm managers	975	691	284	2 M:F	10	4	6 more	13	7
Skilled animal / horticultural workers	889	619	270	2 M:F	9	8	1 more	11	6
Chief executives and legislators	814	689	125	=	8	11	3 fewer	13	3
Sports / personal service workers	765	251	514	2 F:M	8	11	3 fewer	5	12
Clerical and office support workers	648	358	290	1 M:F	7	11	5 fewer	7	7
Farm, forestry and garden workers	612	421	191	2 M:F	6	4	2 more	8	4
Arts and media professionals	217	123	94	1 M:F	2	6	4 fewer	2	2
Workers included	**93,515**	**52,019**	**41,496**	1.3 M:F	**956**	**957**	**S.Dev: 9**	**947**	**968**

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	Nth Adel w'force, 2001			Nth Adel w'force, 2006			change, 2001 to 2006			
	males	females	workers	males	females	workers	males	females	workers	% wf 2006
professionals	6,638	7,109	13,747	7,832	8,585	16,417	1,194	1,476	**2,670**	2.7% more
middle clerical, sales, service workers	4,006	9,817	13,823	4,183	11,638	15,821	177	1,821	**1,998**	2.0% more
associate professionals	5,308	3,961	9,269	5,845	5,127	10,972	537	1,166	**1,703**	1.7% more
middle production / transport workers	8,287	1,425	9,712	9,344	1,444	10,788	1,057	19	**1,076**	1.1% more
labourers and related workers	6,723	3,349	10,072	7,428	3,715	11,143	705	366	**1,071**	1.1% more
basic clerical, sales, service workers	3,090	6,511	9,601	3,244	7,203	10,447	154	692	**846**	0.9% more
managers and administrators	4,857	1,542	6,399	5,394	1,705	7,099	537	163	**700**	0.7% more
tradespersons and related workers	10,294	1,254	11,548	10,754	1,363	12,117	460	109	**569**	0.6% more
advanced clerical and service workers	170	2,112	2,282	219	1,868	2,087	49	-244	**-195**	0.2% less
inadequately described	660	244	904	663	218	881	3	-26	**-23**	0.0% less
Total	**50,033**	**37,324**	**87,357**	**54,906**	**42,866**	**97,772**	**4,873**	**5,542**	**10,415**	**10.7% more**
Specific occupational changes										
intermediate service workers	865	4,151	5,016	1,047	5,409	6,456	182	1,258	**1,440**	1.5% more
social, arts, other professionals	646	864	1,510	1,143	1,269	2,412	497	405	**902**	0.9% more
factory labourers	3,638	1,289	4,927	4,284	1,534	5,818	646	245	**891**	0.9% more
other middle production / transport	2,666	615	3,281	3,291	865	4,156	625	250	**875**	0.9% more
elementary sales workers	2,367	5,950	8,317	2,518	6,609	9,127	151	659	**810**	0.8% more
business / administration associates	1,147	1,330	2,477	1,348	1,847	3,195	201	517	**718**	0.7% more
health professionals	804	2,009	2,813	939	2,564	3,503	135	555	**690**	0.7% more
specialist managers	2,466	812	3,278	2,911	1,044	3,955	445	232	**677**	0.7% more
managing supervisors (sales/service)	2,102	1,411	3,513	2,352	1,787	4,139	250	376	**626**	0.6% more
intermediate clerical workers	1,664	5,142	6,806	1,729	5,692	7,421	65	550	**615**	0.6% more
business / information professionals	2,067	821	2,888	2,444	1,041	3,485	377	220	**597**	0.6% more
science, building, engineering prof'ls	1,272	142	1,414	1,643	213	1,856	371	71	**442**	0.5% more
education professionals	1,412	3,155	4,567	1,547	3,443	4,990	135	288	**423**	0.4% more
other labourers / related workers	2,182	883	3,065	2,333	1,109	3,442	151	226	**377**	0.4% more
road and rail transport drivers	2,611	182	2,793	2,925	152	3,077	314	-30	**284**	0.3% more
construction tradespersons	1,366	52	1,418	1,642	56	1,698	276	4	**280**	0.3% more
generalist managers	1,288	276	1,564	1,485	274	1,759	197	-2	**195**	0.2% more
electrical / electronics tradespersons	1,187	45	1,232	1,383	35	1,418	196	-10	**186**	0.2% more
health / welfare associate professionals	283	660	943	298	788	1,086	15	128	**143**	0.1% more
other associate professionals	756	353	1,109	785	431	1,216	29	78	**107**	0.1% more
science, engineering, related associates	1,002	192	1,194	1,032	265	1,297	30	73	**103**	0.1% more
other advanced clerical / service	152	814	966	194	860	1,054	42	46	**88**	0.1% more
food tradespersons	553	229	782	571	293	864	18	64	**82**	0.1% more
elementary service workers	476	269	745	508	317	825	32	48	**80**	0.1% more
intermediate machine operators	825	475	1,300	999	348	1,347	174	-127	**47**	0.0% more
other tradespersons / related workers	1,582	755	2,337	1,524	854	2,378	-58	99	**41**	0.0% more
other tradespersons / related	155	9	164	200	3	203	45	-6	**39**	0.0% more
middle production / transport workers	144	30	174	181	23	204	37	-7	**30**	0.0% more
automotive tradespersons	1,700	25	1,725	1,713	20	1,733	13	-5	**8**	0.0% more
associate professionals, nfd	18	15	33	30	9	39	12	-6	**6**	0.0% more
mechanical / engineering tradespersons	3,097	50	3,147	3,116	32	3,148	19	-18	**1**	0.0% more
basic clerical, sales, service workers	7	7	14	6	7	13	-1	0	**-1**	0.0% less
undefined managers	303	114	417	311	102	413	8	-12	**-4**	0.0% less
middle clerical, sales, service workers	12	28	40	3	30	33	-9	2	**-7**	0.0% less
elementary clerks	240	285	525	212	270	482	-28	-15	**-43**	0.0% less
labourers / related workers, nfd	201	31	232	166	18	184	-35	-13	**-48**	0.0% less
intermediate sales / related workers	1,465	496	1,961	1,404	507	1,911	-61	11	**-50**	0.1% less
skilled agricultural / horticultural workers	654	89	743	605	70	675	-49	-19	**-68**	0.1% less
cleaners	702	1,146	1,848	645	1,054	1,699	-57	-92	**-149**	0.2% less
intermediate plant operators	2,041	123	2,164	1,948	56	2,004	-93	-67	**-160**	0.2% less
farmers / farm managers	800	340	1,140	687	285	972	-113	-55	**-168**	0.2% less
secretaries and personal assistants	18	1,295	1,313	25	1,008	1,033	7	-287	**-280**	0.3% less
professionals, nfd	437	118	555	116	55	171	-321	-63	**-384**	0.4% less
inadequately described	563	199	762	592	185	777	29	-14	**15**	0.0% more
not stated	97	45	142	71	33	104	-26	-12	**-38**	0.0% less
Total	**50,033**	**37,321**	**87,354**	**54,906**	**42,866**	**97,772**	**4,873**	**5,545**	**10,418**	**10.7% more**

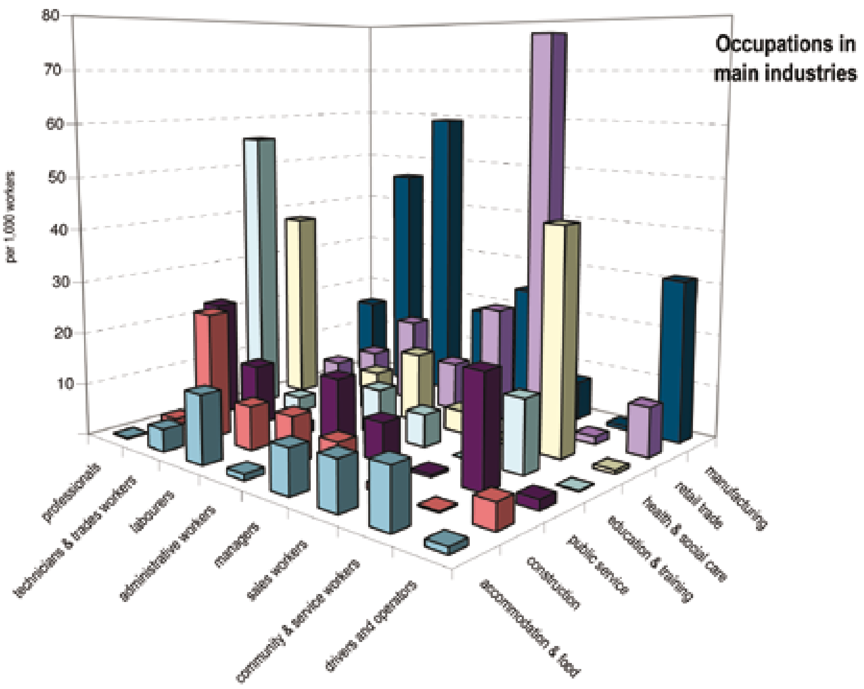
Source: ABS Working Population Profile 2001 Table W13; ABS Tablebuilder for 2006 data.

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 77 in every 1000 workers.

Other large concentrations of occupations in industries were:

- labourers in manufacturing (59 of every 1000 workers)
- professionals in education and training (56 per 1000)
- technicians and trades workers in manufacturing (46 per 1000)
- community and service workers in health and social care (43 per 1000)
- professionals in health and social care (38 per 1000)



Rate /1,000 workers, industry x occup'n	professionals	technicians & trades workers	labourers	administrative workers	managers	sales workers	community & service workers	drivers and operators	Not stated	**Total**
manufacturing	**16**	**46**	**59**	**19**	**25**	8	1	**31**	3	**207**
retail trade	4	8	**17**	10	**22**	**77**	1	9	1	**149**
health & social care	**38**	4	8	**14**	4	1	**43**	1	0	**112**
education & training	**56**	3	2	9	6	0	**14**	0	0	**89**
public service	**22**	**12**	2	**13**	7	1	**21**	2	1	**81**
construction	1	**24**	8	9	7	1	0	5	1	**56**
accommodation & food	0	4	**13**	1	8	9	11	1	0	**49**
wholesale trade	3	5	7	8	8	8	0	9	1	**47**
transport, post & storage	1	2	2	8	5	1	0	**23**	0	**42**
other services	3	**20**	3	4	2	1	3	1	0	**37**
technical services	**14**	5	1	7	3	0	0	0	0	**31**
administration / support	3	2	**11**	3	1	0	1	1	0	**23**
rural production	0	1	3	1	9	0	-	1	0	**15**
rental & real estate	1	0	1	3	2	6	0	0	0	**14**
finance & insurance	3	0	0	7	1	1	0	0	0	**12**
media / telecommunications	1	1	1	4	1	1	0	0	0	**9**
utilities	1	2	1	1	1	0	-	2	0	**9**
arts & recreation	1	1	1	1	1	0	2	0	0	**7**
mining	0	0	0	0	0	0	-	1	0	**2**
unclear	1	1	1	1	1	1	0	1	0	**7**
All industries	**167**	**143**	**140**	**121**	**117**	**117**	**99**	**87**	**9**	**1,000**

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

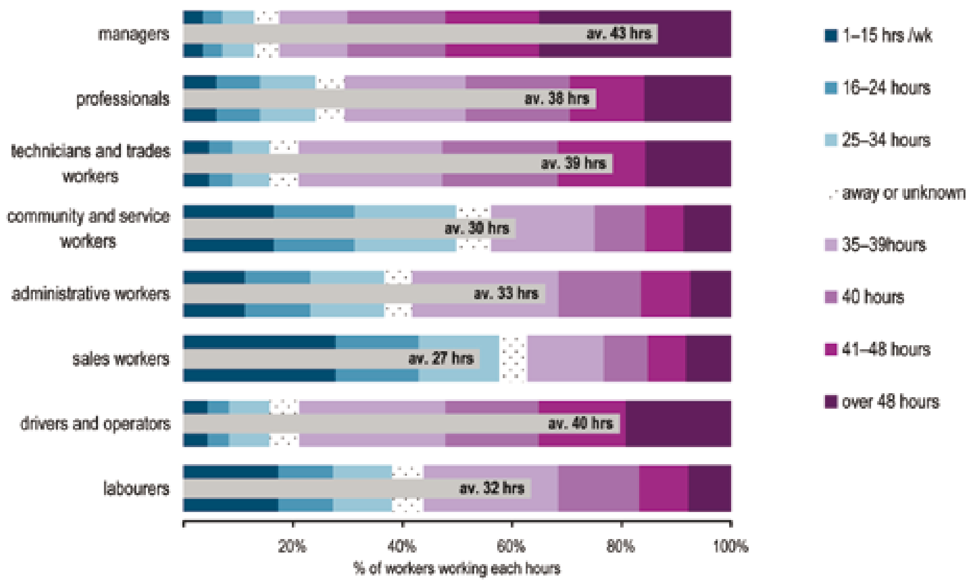
Working hours across occupations

Working hours varied considerably among occupational groups, ranging from managers who averaged 43.3 hours a week to sales workers who averaged 27.0 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 (35% of whom worked over 48 hours), drivers and operators (19%) and professionals (16%).

Occupations where part-time work was more common (shown by the blue left ends of the bars) included sales workers (where 28% worked under 16 hours or two days a week), labourers (17%) and community and service workers (16%).

Working hours by occupation, Northern Adelaide



Working hours by occupation, Nth Adel	% of workforce of Northern Adelaide 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%	**4%**	**6%**	**12%**	18%	**17%**	**35%**	2%	**43.3 hrs**
professionals	**4%**	6%	8%	10%	22%	19%	14%	16%	**1%**	37.6 hrs
technicians and trades workers	3%	5%	4%	7%	26%	**21%**	16%	16%	2%	39.1 hrs
community and service workers	**4%**	16%	**15%**	**19%**	19%	**9%**	**7%**	9%	2%	30.3 hrs
administrative workers	4%	11%	12%	14%	27%	15%	9%	7%	**1%**	33.0 hrs
sales workers	3%	**28%**	**15%**	15%	**14%**	**8%**	**7%**	8%	2%	**27.0 hrs**
drivers and operators	3%	4%	**4%**	7%	27%	17%	16%	19%	2%	39.8 hrs
labourers	3%	17%	10%	11%	25%	15%	9%	8%	**3%**	31.7 hrs
not clear	**7%**	8%	**4%**	8%	18%	18%	13%	20%	**5%**	38.7 hrs
all occupations	4%	11%	9%	11%	22%	16%	12%	15%	2%	**35.4 hrs**
stnd dev'n	1%	9%	5%	4%	6%	5%	4%	9%	0%	5.5 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

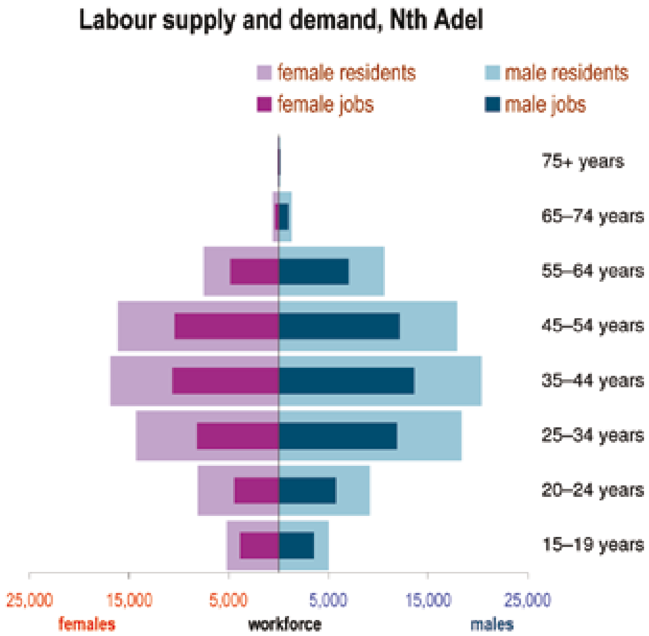
Labour balance by age

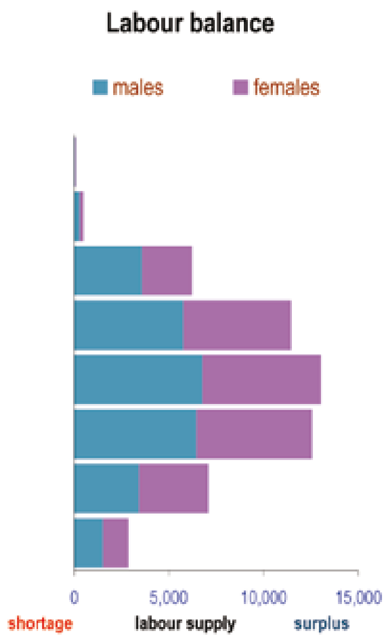
The balance between local labour supply (working residents) and demand (local jobs) is a useful indicator of where job opportunities might lie. A surplus labour supply means that some residents have to work outside the locality; a labour deficit means that workers come into the area to fill local jobs.

In Northern Adelaide in 2006, there were 151,569 working residents and 97,773 local workers (jobs). While many residents worked within Northern Adelaide, the difference means that Northern Adelaide has a net surplus of 53,796 workers, equivalent to 35% of the working resident population.

Northern Adelaide'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 13,004 among those aged 35–44 years, with 6,773 too many males and 6,231 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	Nth Adel employed residents			Nth Adel workforce			labour surplus / (shortage)			working residents as % workforce
	males	females	workers	males	females	workers	males	females	workers	
15–19 years	5,035	5,204	10,239	3,513	3,867	7,380	1,522	1,337	2,859	139%
20–24 years	9,137	8,094	17,231	5,710	4,427	10,137	3,427	3,667	7,094	170%
25–34 years	18,313	14,312	32,625	11,863	8,194	20,057	6,450	6,118	12,568	163%
35–44 years	20,349	16,909	37,258	13,576	10,678	24,254	6,773	6,231	13,004	154%
45–54 years	17,898	16,123	34,021	12,149	10,416	22,565	5,749	5,707	11,456	151%
55–64 years	10,583	7,508	18,091	7,001	4,854	11,855	3,582	2,654	6,236	153%
65–74 years	1,260	578	1,838	973	381	1,354	287	197	484	136%
75+ years	171	95	266	119	52	171	52	43	95	156%
all workers	82,746	68,823	151,569	54,904	42,869	97,773	27,842	25,954	53,796	155%

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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Northern Adelaide

Elizabeth
13 Elizabeth Way,
Elizabeth SA 5112
Ph: (08) 8307 4200

Enfield
Ground Floor, 350 Main North Rd,
Blair Athol SA 5084
Ph: (08) 8309 4500

Modbury
Ground Floor 108 Reservoir Rd
Modbury SA 5092
Ph: (08) 8402 2310

Salisbury
Tenancy 7 and 9 Salisbury Cinema
Complex,
Cnr James and Salisbury St,
Salisbury SA 5108
Ph: (08) 8307 5780

Head Office

Batemans Bay
Research Department
Cnr Orient Street & Museum Place
Batemans Bay NSW 2536
Ph: (02) 4475 3555

www.campbellpage.org.au

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