rebuilding futures

State of our Community Report
Southern 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 Southern 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 Southern Adelaide ESA are summarised below:

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

- The significant proportion of jobseekers struggling with housing insecurity and mental health issues presents a major barrier to employment and training for these individuals.

- 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 Southern Adelaide ESA increased from 4.2 per cent to 5.2 per cent, approaching 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 Southern Adelaide ESA were health and social care; accommodation and food; rental, real estate, technical and administrative services; and public service. Over this period, the industries where the most jobs were lost were manufacturing and retail trade.

- 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.

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.

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 provide employment services in 25 ESAs.

1.2 Report structure

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

Chapter 2 outlines the research methodology.

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

Chapter 4 presents research findings for the Southern Adelaide ESA. This chapter commences with a geographic, demographic and economic overview of the Southern 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 Southern 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 three Hubs in the Southern Adelaide ESA was 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 Southern Adelaide Employment Service Area

The Southern Adelaide Employment Service Area (ESA) comprises Adelaide's southern and south-western urban areas, extending from Glenelg and Daw Park in the north to Sellicks Beach in the south and east to Kangarilla. It stretches south of the central city along the coast and contains the famed McLaren Vale wine region. It has a population of 341,448[3], and its major centres include Clovelly Park, Morphett Vale, Noarlunga, Happy Valley, McLaren Vale, and the popular seaside suburb of Glenelg. The ESA is predominantly urban residential, with some commercial, industrial and rural areas, and is distinctive in terms of the wide-ranging demographics and socioeconomic profiles within the region. The Southern Adelaide region is a source of tourism activity, particularly in the coastal areas and the McLaren Vale wine region. Other major industries include health and social care; manufacturing; retail trade; and education and training.

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

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 Southern Adelaide ESA

The Southern Adelaide ESA comprises four Local Government Areas (LGAs): the City of Onkaparinga (population 158,061), Marion (82,971), Mitcham (64,891), and Holdfast Bay (35,525).

The City of Onkaparinga is the largest metropolitan council in the state, comprising more than three-quarters of the ESA's geographic area, and ranging from suburban and industrial areas to rural farmland and vineyards. It is a key commercial centre for Adelaide's south and is also a popular destination for visitors due to its shopping, beaches and wineries. Major centres include Noarlunga (which is approximately 30 kilometres south of the Adelaide CBD), Morphett Vale, Aldinga and McLaren Vale. The area comprises a higher proportion of young families than other LGAs in the region. Key industries include retail trade; manufacturing; health and social care; and education and training.

The City of Marion is a 20-minute drive south-west of the Adelaide CBD. The LGA encompasses seven kilometres of coastline that extends to Hallett Cove in the south. Major centres include Sturt, Oaklands Park, Hallett Cove and Morphettville. Retail trade is Marion's biggest industry.

The City of Mitcham, Adelaide's second oldest LGA, is situated six kilometres from the city and extends into the Mitcham Hills. It comprises 32 suburbs, including the prestigious suburb of Springfield. While largely residential, the City of Mitcham has two key commercial areas in the Blackwood and Mitcham Centres, as well as industrial areas on its western boundary. As the site of Flinders University and the University of Adelaide's Waite Campus, Mitcham is home to 43 per cent of the Southern Adelaide region's education jobs. Other major industries include health and social care, retail and manufacturing.

The City of Holdfast Bay is a small LGA located 11 kilometres south-west of Adelaide city, and comprises such coastal suburbs as Brighton, Glenelg, and Kingston Park. The LGA is predominately residential, with major retail precincts in Glenelg and Brighton and a small light industry based in Somerton Park. Given the area's large tourist appeal, retail and accommodation are its major industries, although its ageing population is also contributing to a rise in the area's health-care jobs.

The Southern Adelaide ESA demographic profile

The population of the Southern Adelaide ESA is older than the Adelaide average by half a year, with an average age of 39.9 across the region. Wide variations are noted

[4] Unless otherwise indicated, statistical data in section 4.1 is from the 2006 Census.

across the region, from Onkaparinga's younger population with an average age of 38 years to Holdfast Bay's 44.8 years.

The average income of the region's residents is around $603 per week, which is only $1 per week higher than for Adelaide as a whole. Variations within the region ranged from Onkaparinga ($551 per week) to Mitcham ($714).

The Southern Adelaide ESA contains a slightly lower proportion of low-income earners (that is those earning less than $250 per week[5]) than Adelaide as a whole. Around 28 per cent of adults in the region are classified as low income, compared with 29 per cent across Adelaide. A range of indicators suggest that the region's overall socioeconomic status is higher than for South Australia. However, wide variations exist between LGAs within the region, between the lower socioeconomic profiles of Onkaparinga and Marion and the evidently more affluent profiles of Mitcham and Holdfast Bay. The overall SEIFA index ranges from 992 in Marion and Onkaparinga, up to 1029.5 Holdfast Bay and as high as 1069.9 in Mitcham (all higher than the overall SEIFA for South Australia, at 979).

In Southern Adelaide 4.9 per cent of residents reported needing assistance due to severe disability (0.2 per cent lower than for Adelaide overall).

Southern Adelaide is less culturally diverse than Adelaide as a whole. English is spoken at home by 88 per cent of the region's residents, which is eight per cent higher than in Adelaide. While those born overseas make up 21 per cent of the population compared to 24 per cent for Adelaide, over 50 per cent of these come from English-speaking countries. Western Europe is the largest source of people born in non-English-speaking countries, in particular Germany and the Netherlands (0.9 per cent and 0.6 per cent respectively). Greek, Italian and German are the most commonly spoken non-English languages by 1.2, 0.7 and 0.6 per cent of the population respectively.

Southern Adelaide also has a lower number of Indigenous residents than the Adelaide average, at 0.8 per cent of the population compared to Adelaide at 1.1 per cent. The ESA's highest concentration of Indigenous residents is in Onkaparinga and the lowest in Holdfast Bay.

Education is a strong determinant of income and social status. Around half (51 per cent) of the region's residents reported having a tertiary qualification (slightly higher than the Adelaide rate of 50 per cent). Wide variations are evident within the region, from just 47 per cent of Onkaparinga residents who possess a tertiary qualification, through to a high of 60 per cent in Mitcham.

Volunteering rates and length of residence in the region are both useful indicators of social cohesion, as both are likely to facilitate greater engagement with the broader community. In the Southern Adelaide ESA, 63 per cent of residents have lived in the region longer than five years, two per cent higher than Adelaide. Southern Adelaide has slightly higher rates of volunteering than Adelaide overall; one in five adults (20

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[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.

per cent) reported participating in volunteering activities. In Adelaide, the reported rate of volunteering is 18 per cent of the adult population. At 25 per cent, Mitcham residents had the highest volunteering rate in the region.

The Southern Adelaide ESA workforce

In 2006 the total labour force for the Southern Adelaide ESA was 162,114. The total labour force participation rate for Southern Adelaide was slightly lower than the state-wide figure (61 per cent, in comparison to 62.2 per cent across South Australia).

In 2006 61 per cent of Southern Adelaide residents were employed full time (62 per cent across South Australia), whereas 33 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 190,985, an increase of 3,362 over the previous 12 months. During this same period DEEWR estimated that the number of unemployed people grew from 7,897 to 9,980 and the unemployment rate increased from 4.2 per cent to 5.2 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 154,040 employed residents but only 89,017 local jobs. This means that at least 65,023 residents (equivalent to 42 per cent of the working resident population) have to travel outside the region for work. All local areas are net exporters of workers, although Onkaparinga has the highest proportion of workers travelling outside their community for work (53 per cent) compared to just 22 per cent in Mitcham. 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 Southern Adelaide ESA

The largest industry types across the region are health and social care (16,089 jobs), retail trade (14,279), manufacturing (12,509), and education and training (9,939). The bulk of the region's manufacturing jobs (83 per cent) are located in Marion and Onkaparinga, while Mitcham has 47 per cent of the region's health and social care positions and 43 per cent if its education jobs.

Southern Adelaide's largest occupational groups are professionals (20 per cent), technicians and trades workers (14 per cent), clerical / administrative workers (13 per cent) and sales workers (13 per cent). Variations evident across the region include higher proportions of professionals (34 per cent) and lower proportions of technicians and trades workers (12 per cent) in Mitcham, compared to Onkaparinga, where professionals; technicians and trades workers; and labourers each represent 15 per cent of the workforce.

Health and social care was the fastest-growing industry between the 2001 and 2006 Censuses with 2,915 more jobs recorded. Significant growth also occurred in accommodation and food (2,114 more jobs); rental, real estate, technical and

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

administrative services (1,412 more); and the public service (1,368 more). The industries to record a significant decline in the number of people employed over this period were manufacturing (2,924 fewer workers) and retail trade (1,994 fewer workers). These industries also recorded the largest reductions in the proportion of the workforce they employ. The manufacturing industry's share of the workforce dropped by 4.3 per cent and retail trade's by 3.3 per cent.

The fastest-growing occupation in the region was professionals, with an additional 2,026 workers and an increased share of the overall workforce of 2.3 per cent. The next fastest-growing occupations were middle clerical / sales / service workers; associate professionals; and basic clerical / sales / service workers. The occupation to record the greatest decline in the number of workers was labourers and related workers, which lost 456 workers.

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 Southern 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 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 Southern Adelaide ESA

Campbell Page has Community Employment Hubs in the Southern Adelaide ESA in Oaklands Park, Port Noarlunga and Aldinga Beach. Hub staff indicated that males over 35 are prominent among the jobseekers they assist. Contributing factors include a downturn in manufacturing and a recent influx of African refugees.

Across all Campbell Page Hubs in Southern Adelaide, Hub managers identified mental health; housing insecurity and homelessness; areas of multi-generational unemployment; and cultural and language issues as central areas of concern. There are also issues of seasonal employment in McLaren Vale.

According to Hubs in the Southern Adelaide ESA, the overwhelming community need that is not being met by existing services is mental health. Hubs reported that many jobseekers do not recognise that they have a mental health problem and there is a high incidence of undiagnosed mental health issues. In some cases, jobseekers are aware that they have an issue but do not accept that they need help and are unwilling to visit a doctor. Hubs find that specialist intervention services are limited, in high demand and waiting periods can be up to two months. This hinders the Hubs' efforts to assist jobseekers, particularly when urgent intervention is required and referrals need to happen quickly. Southern Adelaide Hubs report that the adequacy of services to support people with mental health issues declines the further away you move from the CBD.

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.

Another significant issue for Southern Adelaide Hubs is homelessness and the lack of emergency accommodation and affordable housing options available to those who need them. Hubs report a lack of state housing and limited emergency accommodation facilities, with long waiting lists for both. Campbell Page Hubs often assist jobseekers by negotiating emergency arrangements with a range of facilities such as night shelters, hostels, caravan parks, and in some cases hotels. These alternatives are generally reliant on Campbell Page paying the accommodation costs, and for some jobseekers past behaviour has resulted in them being barred from these facilities.

According to the AIHW report *Counting the homeless 2006: South Australia,* there were 1143 homeless people in Southern Adelaide in August 2006 at a rate of 35 per 10,000 people. This rate compared to 47 per 10,000 people across metropolitan Adelaide and 53 per 10,000 people across South Australia as a whole. Not counted in these numbers are the marginal residents of caravan parks in Southern Adelaide. Including these residents in the homelessness population sees the rate of homelessness in Southern Adelaide rise from 35 to 39 per 10,000 residents.[7]

Long-term and multi-generational unemployment is also a major issue for a number of areas within Southern Adelaide, particularly Port Noarlunga and Aldinga Beach. It is common for these jobseekers to also be experiencing other issues such as criminal convictions, substance abuse and mental health issues simultaneously. Across all Southern Adelaide ESAs, efforts to place these jobseekers in work are often frustrated by low motivation levels and a lack of interest in re-skilling or training.

A number of Hubs across Adelaide discussed the specific needs of recently arrived African refugees and commented that while training services are easily accessible some of these jobseekers struggle to pick up adequate English language skills. Hub managers say jobseekers with poor English skills often require language and cultural support in the workplace. Critical to assisting these jobseekers are the following needs: access to literacy and numeracy courses; ongoing use of interpreters; and finding employers willing to take on workers with limited or no English language skills.

Industry skill requirements in the Southern Adelaide ESA

Southern 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. These skills were generally in areas requiring both qualifications and experience, particularly tradesmen (welders and boilermakers). Other skilled positions for which jobseekers lacked either the level of qualifications or

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[7] Chamberlain C, MacKenzie D. 2009. Counting the homeless 2006: South Australia. Cat. no. HOU 205. Canberra: AIHW.

experience required was in the area of aged care and business administration (payroll and book keeping).

In the second category of skills required by Southern Adelaide 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 retail, manufacturing and Heavy Rigid (HR) truck driving.

The short courses most commonly required to qualify a Campbell Page jobseeker in the Southern Adelaide ESA for an existing job vacancy included aged care certificate courses; MYOB training; construction OH&S white card; and Heavy Rigid truck licences.

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

Employment Hub managers in the Southern Adelaide ESA reported that their Hubs improved the employment prospects of their jobseekers in the following ways: by continually training and up-skilling their jobseekers; by reverse marketing jobseekers and providing wage subsidies to local employers; by helping jobseekers with resumes and interview skills; by providing pre-vocational courses and job-search training to all jobseekers, and literacy and numeracy courses especially for jobseekers from non-English-speaking backgrounds. Other strategies include building relationships with labour-hire companies, negotiating monthly courses with training providers and asking employers to give notice of cyclical labour needs so that the Hub can arrange to train jobseekers in advance.

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.

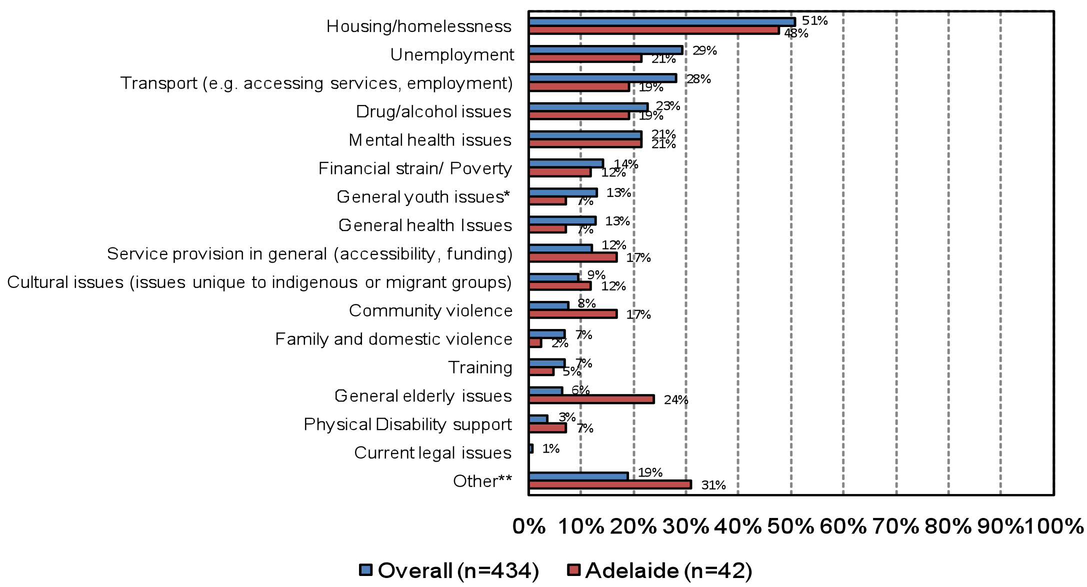
Community issues

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.

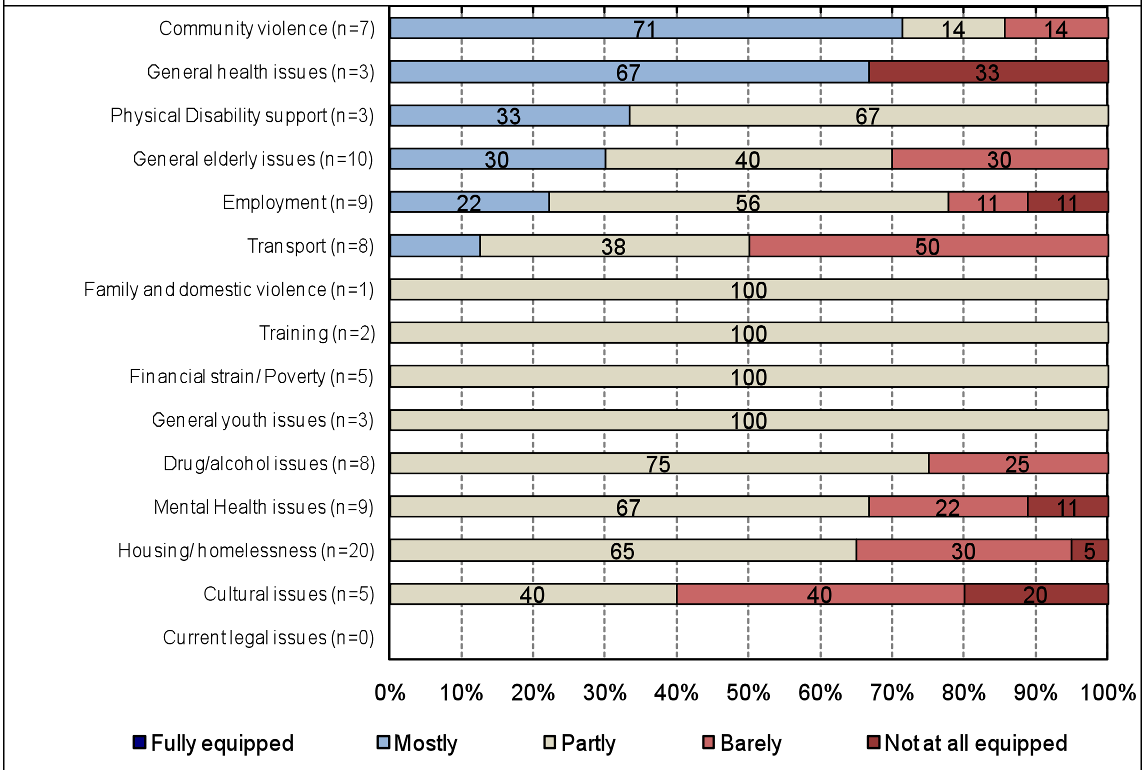
Seven of the 20 respondents who identified housing insecurity and homelessness as a significant community issue believed the community was either barely or not at all equipped to deal with this issue. The remaining 13 respondents believed the community was only partly equipped.

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.

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)



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 Community 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 Southern Adelaide ESA.

Homelessness in an increasingly affluent suburb

Daniel originally left home at 14, moving between his parents' separate homes. By 16, his accommodation situation was well and truly "unstable".

> *I lived with mates, then a girlfriend until we broke up, and then I was homeless again.*

Daniel says that over the years he has 'couch surfed' with mates "sometimes for 12 months'. He is currently renting a room in a share house in Aldinga Beach but "doesn't know how long it will last". Until now he says it has been "impossible" to get a house on his own because he relies on Centrelink payments. Next year he wants to study Year 12 at TAFE, which he hopes will improve his career prospects.

> *Being homeless has definitely made it hard to find and keep a job. With no place to live, how can you even wash your clothes?*

Unfortunately Daniel's experience is not unique. In Southern Adelaide, Campbell Page staff are finding an increasing demand for emergency accommodation, especially among younger jobseekers. MarionLIFE is one of the many agencies trying to help fill the service gaps. It provides emergency relief, crisis care, counselling and many other services. MarionLIFE Director, Joanna Hubbard, says there is a growing demand for their services, especially emergency housing.

> *Last year we assisted just over 2,000 individuals; this year, we look like we will come close to doubling that. About 13 per cent were homeless plus probably 15 to 20 per cent were in supported or crisis accommodation. Part of the problem is the lack of true emergency accommodation in Adelaide. There are a couple of shelters in the city but they are filled quickly and don't provide any sustainable platform from which to overcome homelessness.*

Another problem is the shortage of public housing in the inner suburbs, Joanna says.

> *This area has become more affluent. It used to be mostly public housing, but over the last few years the government has sold off large amounts of public housing in the area for subdivision. Some residents who have lived in the community for 20 years or more are finding themselves relocated to far northern suburbs where they have no support networks or sense of community. The move to deinstitutionalise mental health has also put a huge demand on public housing, especially in our area, which is situated near the Glenside Institute.*

Robyn Sutherland, Group Manager for Youth Services of Uniting*Care* Wesley Adelaide, has worked within the South Australian homeless sector for 20 years. She says despite a well-networked group of community providers, beds and numbers will always be an issue in Adelaide.

> *Ensuring that we case manage and case coordinate ensures that we make the most of the beds and services we have.*

Knowing where to look for help in Adelaide is part of the solution, Robyn says.

> *There are many services offering accommodation and support here; sometimes they have waiting lists. Services need to be accessible and promote their profile in the community.*

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, 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 all Campbell Page Community Employment Hubs in Southern Adelaide, the overwhelming community needs that are not currently being met by existing services are those of mental health; and housing insecurity and homelessness. A general lack of infrastructure and services to support people with mental health issues, especially as you move further away from the CBD, and a serious lack of emergency accommodation are both significant barriers for jobseekers to overcome in their search for work.

Long-term and multi-generational unemployment is also a major issue for a number of areas in Southern Adelaide ESA. It is common for these jobseekers to also be experiencing issues with criminal convictions, substance abuse and mental health simultaneously.

Southern Adelaide Hubs also identified an increasing number of jobseekers from non-English speaking backgrounds (NESB), predominantly refugees who have recently arrived from Africa. Access to literacy and numeracy courses, ongoing interpreter services and finding employers willing to take on workers with few or no English language skills is critical to assisting these jobseekers.

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 Southern Adelaide ESA increased from 4.2 per cent to 5.2 per cent, approaching 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.

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 was 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 Southern Adelaide ESA. Hub managers also identified that mental health support services are limited and in high demand with waiting periods of up to two months.

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 Southern Adelaide area has highlighted the need for further research into mental health services, taking into account the lack of support infrastructure as you move further away from the CBD.

Further research is required into the adequacy existing homelessness services in Adelaide. This research should investigate the current reliance on unstable, temporary accommodation and a lack of emergency 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*[8], the United Nations states:

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

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

In Australia

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

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

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

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

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

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

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

7.3 Job Services Australia and Campbell Page client demographics

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

In the Southern Adelaide ESA there are 10,978 people looking for work and registered as JSA clients, 2,633 of whom are Campbell Page jobseekers. 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	88	9	10%
Newstart Allowance	7,177	1,807	25%
Parenting Payment Partnered	146	50	34%
Parenting Payment Single	1,128	317	28%
Youth Allowance	1,250	302	24%
Other	1,188	148	12%
Total	10,978	2,633	24%

Client populations by age group

	JSA count of jobseekers	CP count of JSA jobseekers	CP percentage of jobseekers
Under 20	1,199	245	20%
20 to 24	1,900	413	22%
25 to 34	2,337	494	21%
35 to 44	2,295	562	24%
45 to 54	1,712	453	26%
55 and over	1,534	466	30%
Total	10,977	2,633	24%

Client populations by length of unemployment

	JSA count of jobseekers	CP count of JSA jobseekers	CP percentage of jobseekers
Less than 6 months	3,422	925	27%
6 months to less than 12 months	2,020	569	28%
12 months to less than 24 months	2,328	539	23%
24 months to less than 36 months	1,154	225	19%
36 months or greater	2,054	375	18%
Total	10,978	2,633	24%

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

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The residents of Southern Adelaide

Population and growth

At 30 June, 2008, Southern Adelaide had an estimated resident population of 341,448, with an average age around 39.9 years and a gender ratio of 1.06 females per male.

The age tree graph shows the age-sex profile in Southern 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 Southern Adelaide was 0.5 years older than in Adelaide. There were larger proportions in Southern Adelaide aged 55 to 59 years, 50 to 54 years and 60 to 64 years, and smaller proportions aged 25 to 29 years, 20 to 24 years and 35 to 39 years.

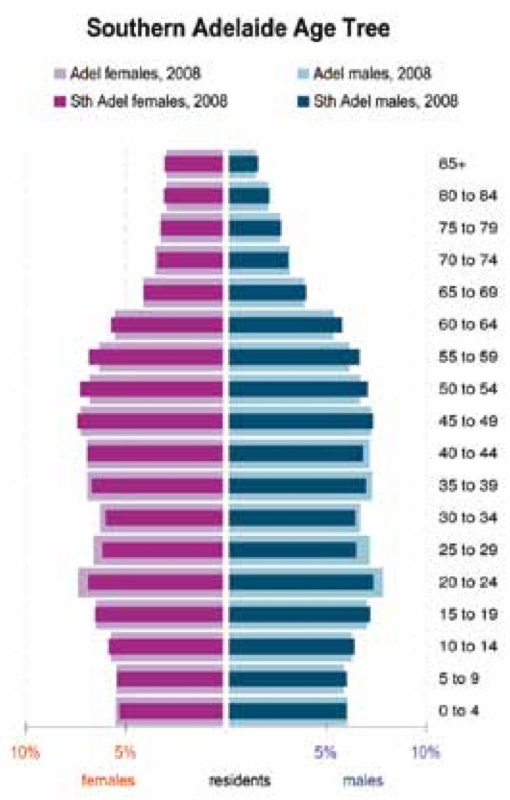
Over 2004 to 2008, the population rose by 11,224, an annual rate of 0.8%.

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

- 60 to 64 years (up 7.0% a year)
- 85+ years (up 5.6% a year)
- 65 to 69 years (up 3.1% a year)

The age groups whose numbers fell fastest were:

- 75 to 79 years (down 2.2% a year)
- 40 to 44 years (down 1.5% a year)
- 30 to 34 years (down 1.0% a year).



Estimated population	Southern Adelaide in 2008				% of residents of each age in 2008			Change 2004 – 2008		
	males	females	residents	gender ratio	S Adel	Adel	difference	no. in 2004	change	% pa
0 to 4 years	9,943	9,321	19,264	**1.07 M:F**	5.6%	5.8%	0.1% less	18,322	942	up 1.3%
5 to 9 years	9,953	9,547	19,500	**1.04 M:F**	5.7%	5.7%	0.1% more	19,899	(399)	dn 0.5%
10 to 14 years	10,619	10,295	20,914	1.03 M:F	6.1%	6.0%	0.1% more	21,442	(528)	dn 0.6%
15 to 19 years	11,920	11,472	23,392	**1.04 M:F**	6.9%	6.8%	0.1% more	23,461	(69)	dn 0.1%
20 to 24 years	12,153	12,084	24,237	1.01 M:F	7.1%	7.6%	**0.5% less**	22,700	1,537	up 1.7%
25 to 29 years	10,765	10,816	21,581	1.00 F:M	6.3%	6.9%	**0.5% less**	19,819	1,762	up 2.2%
30 to 34 years	10,699	10,544	21,243	1.01 M:F	6.2%	6.5%	0.3% less	22,116	(873)	**dn 1.0%**
35 to 39 years	11,599	11,731	23,330	1.01 F:M	6.8%	7.1%	**0.3% less**	22,075	1,255	up 1.4%
40 to 44 years	11,309	12,161	23,470	1.08 F:M	6.9%	7.0%	0.2% less	24,898	(1,428)	**dn 1.5%**
45 to 49 years	12,130	13,027	25,157	1.07 F:M	7.4%	7.2%	0.1% more	25,012	145	up 0.1%
50 to 54 years	11,711	12,751	24,462	1.09 F:M	7.2%	6.7%	**0.4% more**	24,067	395	up 0.4%
55 to 59 years	11,009	12,006	23,015	1.09 F:M	6.7%	6.2%	**0.5% more**	21,564	1,451	up 1.6%
60 to 64 years	9,590	10,067	19,657	1.05 F:M	5.8%	5.5%	**0.3% more**	14,990	4,667	**up 7.0%**
65 to 69 years	6,633	7,186	13,819	1.08 F:M	4.0%	4.0%	0.1% more	12,250	1,569	**up 3.1%**
70 to 74 years	5,125	5,976	11,101	1.17 F:M	3.3%	3.4%	0.1% less	11,404	(303)	dn 0.7%
75 to 79 years	4,519	5,742	10,261	**1.27 F:M**	3.0%	3.0%	0.0% more	11,220	(959)	**dn 2.2%**
80 to 84 years	3,586	5,449	9,035	**1.52 F:M**	2.6%	2.5%	0.1% more	8,542	493	up 1.4%
85+ years	2,628	5,382	8,010	**2.05 F:M**	2.3%	2.2%	0.1% more	6,443	1,567	**up 5.6%**
Total	**165,891**	**175,557**	**341,448**	1.06 F:M	100%	100%		**330,224**	11,224	**up 0.8%**
average age:	**38.6 yrs**	**41.1 yrs**	**39.9 yrs**		**39.9 yrs**	**39.4 yrs**	**0.5 more**	**39.3 yrs**	**0.6 more**	

Source: ABS National Regional Profile Table 2.

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

Life stages

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

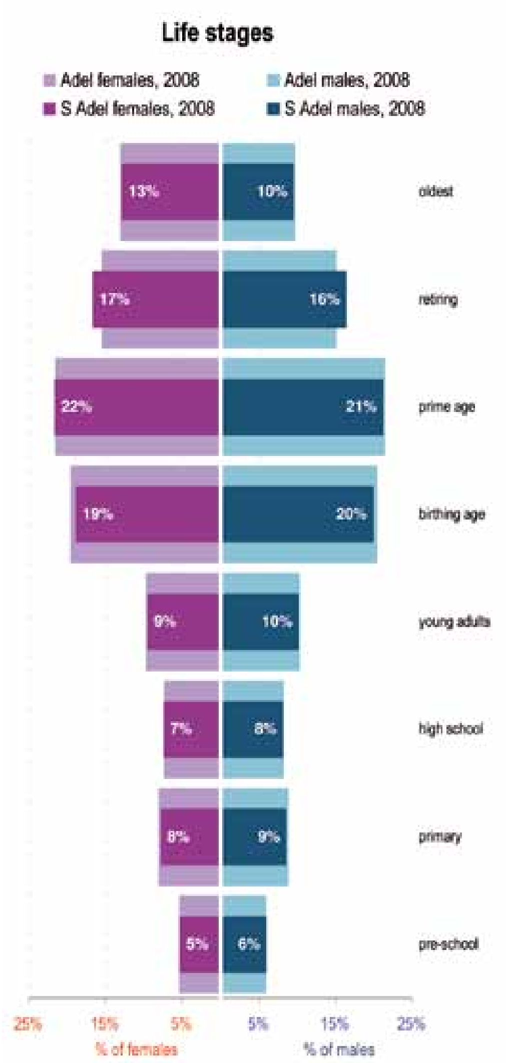
Compared with Adelaide, Southern Adelaide's life stages that were proportionally larger in 2008 were the retiring (55–69 years), which had 0.9% more of the population, and prime age (40–54 years), with 0.4% more.

Southern Adelaide had relatively fewer people in the birthing age (25–39 years) stage of life, with 1.1% fewer.

Over 2001 to 2008, the retiring (55–69 years) age group grew most, as a proportion of Southern Adelaide's residents, gaining another 3.5% of the population, with the young adult (18–24 years) group also growing, up by 0.6%. Offsetting this were declines in the relative size of other life stages, such as the prime age (40–54 years) group, down by 1.5%, and the primary school (5–11 years) group down by 1.0%.

For most communities with reasonably large populations, the gender ratio is under 1.05 (ie number of males and females is within about 5% of each other. For Southern Adelaide in 2008, the male:female ratio was 1.06 females per male, reaching 1.42 females per male among those aged 70 or more.

In younger life stages, the gender ratio ranged from 1.07 males per female among those in the pre-school (0–4 years) stage to 1.08 females per male in the prime age (40–54 years) stage.



Life stages	S Adel 2008			S Adel's difference	Southern Adelaide, 2008			S Adel in Census		change
	residents	percent	% in Adel	from Adel	males	females	gender ratio	2006	2001	2001–2008
pre-school (0–4 years)	19,264	5.6%	5.8%	0.1% less	6.0%	5.3%	1.07 M:F	5.5%	5.8%	0.1% less
primary school (5–11 years)	27,866	8.2%	8.1%	0.1% more	8.6%	7.8%	1.04 M:F	8.5%	9.2%	1.0% less
high school (12–17 years)	26,584	7.8%	7.7%	0.1% more	8.2%	7.4%	1.04 M:F	8.0%	8.5%	0.8% less
young adult (18–24 years)	33,594	9.8%	10.3%	0.4% less	10.2%	9.5%	1.01 M:F	9.6%	9.3%	0.6% more
birthing age (25–39 years)	66,154	19.4%	20.4%	1.1% less	19.9%	18.8%	1.00 F:M	18.9%	19.9%	0.5% less
prime age (40–54 years)	73,089	21.4%	21.0%	0.4% more	21.2%	21.6%	1.08 F:M	22.1%	22.9%	1.5% less
retiring (55–69 years)	56,491	16.5%	15.7%	0.9% more	16.4%	16.7%	1.07 F:M	15.8%	13.0%	3.5% more
oldest (70+ years)	38,407	11.2%	11.1%	0.1% more	9.6%	12.8%	1.42 F:M	11.6%	11.5%	0.2% less
residents	**341,448**	100%	100%		100%	100%	1.06 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

Generations

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

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, Southern 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 Southern Adelaide, their proportion of the population fell by 5% to 7% over 2001–2008. There were 1.60 females per male, because women tend to live longer.

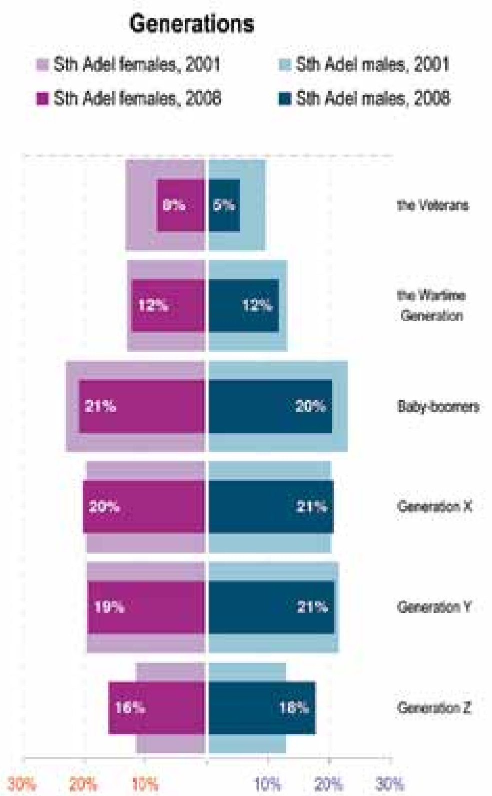
The Wartime generation, aged 64 to 78 in 2010, grew up through World War 2 then raised their baby-boom children. Their population share decreased by 1% from 2001 to 2008 to 12%. The gender ratio was 1.11 females per male.

Baby-boomers, aged 49 to 63 in 2010, were the largest generation in Southern Adelaide with 70,434 residents, 21% of the population. Their share of the population decreased by 2.3% over 2001–2008. There were 1.08 females per male.

Generation X, aged 34–48 in 2010, was the second largest generation. Their population share increased by 0.5% since 2001 to 20%, while their gender ratio was reasonably balanced, with 1.04 females per male.

The youngest full generation in 2001, Gen Y, were aged 19 to 33 by 2010, and numbered 68,350 in 2008. Their share of the population had stayed almost the same since 2001 to 20% in 2008, which was 1.1% smaller than in Adelaide. This generation had 1.01 males per female.

Over 2001–2008, the number in Generation Z rose strongly as the last of this generation were born. Their proportion of the population rose by 4.6% since 2001 to 17%, and was similar to Adelaide.

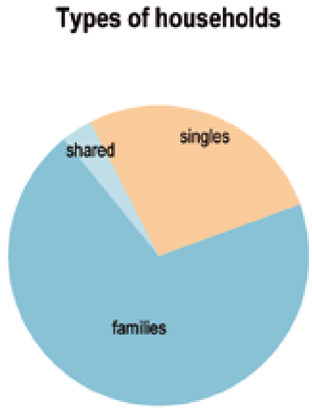


Generations	S Adel 2008 residents	S Adel 2008 percent	% in Adel, 2008	S Adel's difference	S Adel ERP, 2008 males	S Adel ERP, 2008 females	S Adel ERP, 2008 ratio	S Adel in Census 2006	S Adel in Census 2001	change 2001-2008
Veterans (pre '31)	23,202	7%	7%	0.2% more	5%	8%	1.60 F:M	8%	11%	4.7% less
Wartime ('31-46')	40,819	12%	12%	0.1% more	12%	12%	1.11 F:M	12%	13%	1.1% less
Baby-boomer ('46-'61)	70,434	21%	19%	**1.1% more**	20%	21%	1.08 F:M	22%	23%	2.3% less
Generation X ('61-'76)	69,609	20%	21%	0.5% less	21%	20%	1.04 F:M	20%	20%	**0.5% more**
Generation Y ('76-'91)	68,350	20%	21%	1.1% less	21%	19%	1.01 M:F	19%	20%	0.5% less
Generation Z ('91-'06)	57,476	17%	17%	0.2% more	18%	16%	1.04 M:F	18%	12%	**4.6% more**
residents	**329,890**	97%	97%		96%	97%	1.06 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.

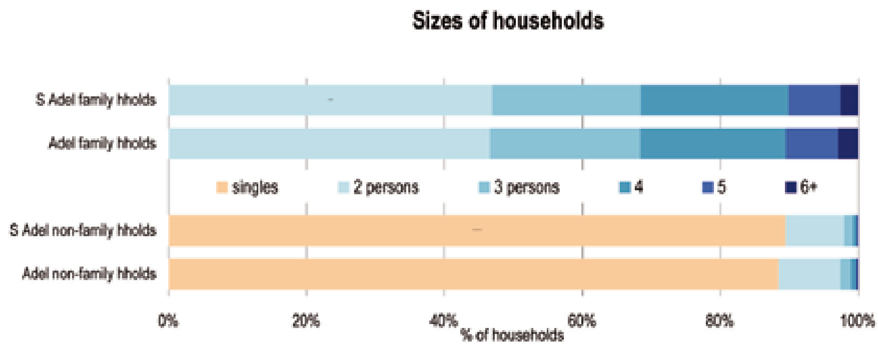


In 2006, Southern Adelaide's residents lived in 126,374 households, of which 70% were family households, 27% were single persons and 3% were shared households. Across Adelaide, 68% of households held families, with 28% being singles.

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

Of the 88,250 family households, 47% had two members (who would be mainly couples), while 21% had three members and 32% had four or more members. By way of comparison, Adelaide's family households had 47% with two members (similar), 22% with three (similar), and 32% with four or more members (also similar).

Of the other, non-family households in Southern Adelaide, 34,096 or 89% 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						total dwellings	est. total residents	av. h'hold size	
	singles	2 persons	3 persons	4 persons	5 persons	6 or more			S Adel	Adel
family households		41,416	18,964	18,924	6,694	2,252	88,250	266,906	3.02	3.04
non-family households	34,096	3,251	485	211	58	23	38,124	43,371	1.14	1.16
all occupied dwellings 2006	**34,096**	**44,667**	**19,449**	**19,135**	**6,752**	**2,275**	**126,374**	**310,277**	**2.46**	**2.44**
% of family hhs in S Adel		47%	21%	21%	8%	3%	100%	av. in 6+ person dwgs:		8.0 persons
% of family hhs in Adel		47%	22%	21%	8%	3%	100%			
% of non-family hhs in S Adel	89%	9%	1%	1%	0%	0%	100%			
% of non-fam hhs in Adel	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, 74% of Southern Adelaide's residents were born in Australia and 21% were born overseas (in 34 of the 35 places listed in the Census table), with 5% not saying. The proportion born in Australia was 3% more than Adelaide, and 1% lower than in 2001.

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

- United Kingdom – 33,864 or 10.5%
- New Zealand – 3,006 or 0.9%
- Germany – 2,837 or 0.9%
- the Netherlands – 2,059 or 0.6%
- Italy – 1,718 or 0.5%
- Poland – 1,508 or 0.5%

The birthplace that increased most as a proportion of the population over the previous five years was China, up 0.2%, with South Africa up 0.1%, then India up 0.1%.

The birthplace which was significantly more common in Southern Adelaide than in Adelaide was United Kingdom with 1.7% more of the population.

In Southern Adelaide, birthplaces whose males most outnumbered females included India with 1.2 males per female and Italy with 1.1 males per female, while there were 2.3 females per male born in the Philippines and 1.2 females per male born in China.

Main birthplaces of residents	S Adel 2006				Southern Adelaide 2006				
	people	percent	% in Adel	S Adel's difference	males	females	ratio	S Adel in 2001	change from 2001
Australia	**239,867**	**74.1%**	**70.7%**	**3.5% more**	**116,382**	**123,485**	**1.1 F:M**	**75.2%**	**dn 1.1%**
United Kingdom	33,864	10.5%	8.8%	**1.7% more**	16,456	17,408	1.1 F:M	10.8%	dn 0.4%
New Zealand	3,006	0.9%	0.8%	0.2% more	1,476	1,530	1.0 F:M	1.0%	dn 0.0%
Germany	2,837	0.9%	0.9%	0.0% more	1,325	1,512	1.1 F:M	1.0%	dn 0.1%
the Netherlands	2,059	0.6%	0.5%	0.1% more	1,011	1,048	1.0 F:M	0.7%	dn 0.1%
Italy	1,718	0.5%	1.9%	**1.4% less**	918	800	1.1 M:F	0.6%	dn 0.1%
Poland	1,508	0.5%	0.5%	0.1% less	710	798	1.1 F:M	0.5%	dn 0.1%
Greece	1,483	0.5%	0.9%	0.4% less	777	706	1.1 M:F	0.5%	dn 0.0%
China	1,395	0.4%	0.7%	0.3% less	623	772	1.2 F:M	0.2%	up 0.2%
South Africa	1,364	0.4%	0.3%	0.1% more	640	724	1.1 F:M	0.3%	up 0.1%
India	1,294	0.4%	0.6%	0.2% less	700	594	1.2 M:F	0.3%	up 0.1%
not stated	15,113	4.7%	5.6%	0.9% less	7,637	7,476	1.0 M:F	3.8%	**up 0.9%**
overseas born	**68,609**	**21.2%**	23.7%	35 places	**33,020**	**35,589**	1.08 F:M	21.0%	**up 0.2%**

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, 88% of Southern Adelaide's residents spoke English at home, which was 1% fewer than in 2001, and 8% higher than in Adelaide. While 3% did not say what they spoke, 8% spoke another language at home (7% fewer than in Adelaide), speaking 32 of the 35 most common languages reported in the Census.

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

- Greek – 3,876 or 1.2%
- Italian – 2,421 or 0.7%
- German – 2,054 or 0.6%
- Polish – 1,663 or 0.5%
- Mandarin – 1,486 or 0.5%

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

The language spoken proportionally more in Southern Adelaide than in Adelaide was Dutch (spoke by 0.1% more of the population).

In Southern Adelaide, males outnumbered females most among speakers of Arabic, with 1.1 males per female (possibly with some small, all-male languages), while there were 1.3 females per male speaking Dutch and 1.2 females per male speaking Mandarin.

Main languages spoken at home	S Adel 2006			S Adel's	Southern Adelaide 2006			S Adel in	change from
	people	percent	% in Adel	difference	males	females	ratio	2001	2001
English only	285,193	88.1%	80.4%	7.7% more	138,438	146,755	1.1 F:M	89.0%	dn 0.8%
another language	27,384	8.5%	15.2%	6.8% less	12,894	14,490	1.1 F:M	8.0%	up 0.5%
not stated	11,011	3.4%	4.3%	0.9% less	5,704	5,307	1.1 M:F	3.0%	up 0.4%
residents	**323,588**	100%	100%	32 langs.	**157,036**	**166,552**	**1.1 F:M**	100%	
Greek	3,876	1.2%	2.2%	1.0% less	1,920	1,956	1.0 F:M	1.3%	dn 0.1%
Italian	2,421	0.7%	3.0%	2.3% less	1,164	1,257	1.1 F:M	0.8%	dn 0.1%
German	2,054	0.6%	0.6%	0.1% more	932	1,122	1.2 F:M	0.7%	dn 0.1%
Polish	1,663	0.5%	0.6%	0.1% less	777	886	1.1 F:M	0.4%	up 0.2%
Mandarin	1,486	0.5%	0.8%	0.3% less	666	820	1.2 F:M	0.2%	up 0.3%
Cantonese	1,404	0.4%	0.7%	0.3% less	675	729	1.1 F:M	0.4%	up 0.0%
Arabic	1,221	0.4%	0.5%	0.1% less	642	579	1.1 M:F	0.4%	up 0.0%
Dutch	991	0.3%	0.2%	0.1% more	433	558	1.3 F:M	n.a.	
Persian	715	0.2%	0.2%	0.1% more	353	362	1.0 F:M	0.2%	up 0.0%
Croatian	632	0.2%	0.3%	0.1% less	306	326	1.1 F:M	0.2%	n.a.
all smaller languages	10,863	3.4%	6.1%	2.7% less	5,002	5,861	1.2 F:M	2.7%	up 0.6%
Total	**27,384**	**8.5%**	**15.2%**	6.8% less	**12,894**	**14,490**	**1.1 F:M**		**up 8.5%**

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

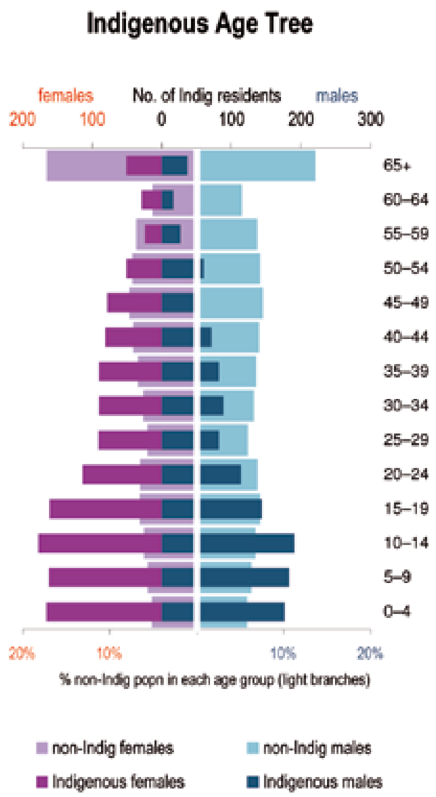
Indigenous residents

In 2006, Southern Adelaide had 2,680 Indigenous residents, with 2,449 identifying as Aboriginal; 162 identifying as Torres Strait Islanders (TSI); and 69 identifying as both. Indigenous people were 0.8% of Southern 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 24 years. By comparison, non-Indigenous residents had an average age of about 38 and a median age of 35–39.

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

For example, 10–14 year-olds made up 14% of Indigenous residents but just 6% of non-indigenous residents. Another 13% of Indigenous residents were 0–4 years old (against 5%), and 13% were 5–9 year-olds (6%). However, there were far fewer Indigenous people aged 65 or older (3% v. 15%).



In 2001, the median age of Southern Adelaide's Indigenous people was 15–19 and the average was about 23 years, so the average age in 2006 was up about 1.2 years.

An increase in the proportion of Indigenous people in older age groups could indicate that life expectancy is increasing locally. In Southern Adelaide, the age groups that grew most over 2001 to 2006 were 15–19, 50–54, and 65+; offsetting these were falling proportions aged 5–9, 25–29, and 35–39.

Indigenous people	S Adel, 2006				Southern Adelaide 2006				
	number	% residents	% in Adel	S Adel's difference	males	females	ratio	S Adel in 2001	change from 2001
Aboriginal	2,449	0.8%	1.0%	0.3% less	1,194	1,255	1.05 F:M	1,963	up 486
Torres Strait Islander (TSI)	162	0.1%	0.1%	0.0% less	79	83	1.05 F:M	109	up 53
Aboriginal and TSI	69	0.0%	0.0%	0.0% less	39	30	1.30 M:F	88	dn 19
Indigenous	**2,680**	**0.8%**	**1.1%**	**0.3% less**	**1,312**	**1,368**	**1.04 F:M**	**2,160**	**up 520**
non-Indigenous	320,909	99.2%	98.9%	0.3% more	155,726	165,183	1.06 F:M	314,182	up 6,727
residents	**323,589**	100%	100%		**157,038**	**166,551**	1.06 F:M	316,342	

Ages of Indigenous people	Southern Adelaide 2006				S Adel Indigenous, 2006					
	Indigenous	% of Indig.	% non-Indig	Indig. diff.	males	females	ratio	Adel in 2006	% Indig in S Adel, 2001	change in share, 2001–06
0–4	342	**13%**	5%	**7% more**	176	166	1.1 M:F	12%	13%	dn 0.5%
5–9	344	**13%**	6%	**7% more**	182	162	**1.1 M:F**	13%	16%	**dn 2.8%**
10–14	367	**14%**	6%	**7% more**	190	177	1.1 M:F	13%	13%	up 0.6%
15–19	304	11%	7%	4% more	143	161	1.1 F:M	12%	10%	**up 1.8%**
20–24	227	8%	7%	2% more	113	114	1.0 F:M	9%	8%	up 0.6%
25–29	172	6%	6%	1% more	81	91	1.1 F:M	7%	8%	**dn 1.4%**
30–34	178	7%	6%	0% more	88	90	1.0 F:M	7%	7%	dn 0.4%
35–39	171	6%	7%	0% less	81	90	1.1 F:M	7%	7%	**dn 0.6%**
40–44	152	6%	7%	2% less	71	81	1.1 F:M	6%	6%	dn 0.1%
45–49	127	5%	8%	3% less	49	78	**1.6 F:M**	5%	5%	dn 0.1%
50–54	111	4%	7%	3% less	60	51	**1.2 M:F**	4%	3%	**up 1.6%**
55–59	50	2%	7%	**5% less**	26	24	1.1 M:F	2%	2%	up 0.0%
60–64	45	2%	5%	**3% less**	16	29	**1.8 F:M**	2%	1%	up 0.6%
65+	88	3%	15%	**12% less**	37	51	1.4 F:M	3%	3%	**up 0.7%**
residents	**2,678**	100%	100%		**1,313**	**1,365**	1.0 F:M	100%	**100%**	
average age		24.0 yrs	38.4 yrs	-14.4 yrs	23.1 yrs	24.9 yrs		24.5 yrs	22.8 yrs	**up 1.2 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. Southern Adelaide is no exception, with 59% of residents being Christian in 2006 (1% fewer than in Adelaide). Another 27% had no religion and 12% did not state their religion on the Census form.

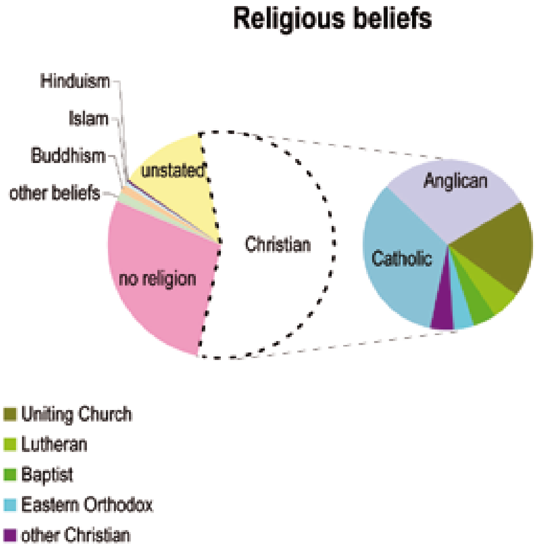
The main non-Christian beliefs in Southern Adelaide in 2006, and the number and proportion of residents with these, were:

- Buddhism – 2,677 or 0.8%
- Islam – 1,693 or 0.5%
- Hinduism – 1,033 or 0.3%
- Judaism – 277 or 0.1%

The fastest growing belief system over 2001 to 2006 was 'no religion' with 4.2% more of the population, followed by 'other beliefs' with 0.9% more.

There were falls in the proportion who believed in Christianity (down by 4.0% of the population).

The ratio of male to female believers varied amongst the beliefs. Among Christians generally in Southern Adelaide, there were 1.2 women per man, while there were 1.1 men per woman among those who did not have a religion. The gender ratio ranged from 1.2 men per woman among followers of other beliefs to 1.3 women per man among followers of Uniting Church.



Religious beliefs	S Adel 2006 people	percent	% in Adel	S Adel's difference	Southern Adelaide 2006 males	females	ratio	2001 % S Adel	change from 2001
Christianity	189,465	59%	60%	1% less	86,535	102,930	1.2 F:M	63%	dn 4%
no religion	86,235	27%	24%	3% more	45,797	40,438	1.1 M:F	22%	up 4%
Buddhism	2,677	1%	2%	1% less	1,224	1,453	1.2 F:M	1%	up 0%
Islam	1,693	1%	1%	0% less	908	785	1.2 M:F	0%	up 0%
Hinduism	1,033	0%	0%	0% less	561	472	1.2 M:F	0%	up 0%
Judaism	277	0%	0%	0% less	139	138	1.0 M:F	0%	up 0%
Aboriginal faiths	11	0%	0%	0% less	0	11	F	0%	up 0%
other beliefs	4,716	1%	1%	0% more	2,591	2,125	1.2 M:F	1%	up 1%
unstated beliefs	37,480	12%	12%	0% less	19,282	18,198	1.1 M:F	13%	dn 1%
total residents	**323,587**	100%	100%		**157,037**	**166,550**	1.1 F:M	100%	
Christians							=		
Catholic	58,886	18%	22%	4% less	27,472	31,414	1.1 F:M	18%	dn 0%
Anglican	51,384	16%	14%	2% more	23,383	28,001	1.2 F:M	18%	dn 2%
Uniting Church	31,691	10%	8%	1% more	13,687	18,004	1.3 F:M	11%	dn 1%
Lutheran	9,875	3%	3%	0% less	4,535	5,340	1.2 F:M	3%	dn 0%
Baptist	7,586	2%	2%	0% more	3,521	4,065	1.2 F:M	2%	dn 0%
Eastern Orthodox	6,906	2%	4%	2% less	3,439	3,467	1.0 F:M		up 2%
Pentecostal	4,731	1%	1%	0% more	2,166	2,565	1.2 F:M	1%	up 0%
Presbyterian	4,065	1%	1%	0% more	1,922	2,143	1.1 F:M	1%	dn 0%
Churches of Christ	2,108	1%	0%	0% more	879	1,229	1.4 F:M	1%	dn 0%
Jehovah's Witnesses	1,254	0%	0%	0% less	541	713	1.3 F:M	0%	dn 0%
Salvation Army	897	0%	0%	0% less	390	507	1.3 F:M	0%	dn 0%
Latter Day Saints	809	0%	0%	0% more	375	434	1.2 F:M	0%	dn 0%
other Protestant	642	0%	0%	0% less	283	359	1.3 F:M	0%	dn 0%
Brethren	440	0%	0%	0% more	207	233	1.1 F:M	0%	up 0%
Seventh-day Adventist	404	0%	0%	0% less	184	220	1.2 F:M	0%	dn 0%
Oriental Orthodox	192	0%	0%	0% more	93	99	1.1 F:M	0%	dn 0%
Assyrian Apostolic	0	0%	0%	same	0	0	=		n.a.
other Christian	7,595	2%	2%	0% more	3,458	4,137	1.2 F:M	2%	dn 0%
all other Christian	23,137	7%	6%	1% more	10,498	12,639	1.2 F:M	7%	dn 0%
total Christians	**189,465**	**59%**	**60%**	1% less	**86,535**	**102,930**	1.2 F:M	**63%**	dn 4%

Source: ABS Census 2006 Table B13.

Community resources

Stability

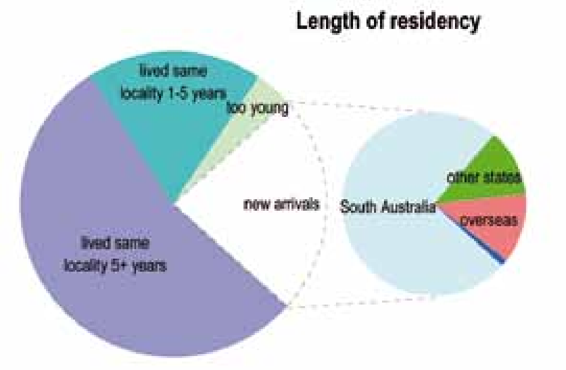
The time that residents have lived in a community affects the extent to which they develop relationships and networks with other residents, and build social capital. The longer that more residents have lived in a place, the stronger their community networks are likely to be. The Census provides valuable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

In 2006, 56% of Southern 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, 63% of Southern Adelaide's residents had lived here for more than 5 years, which was 2% higher than the average across Adelaide. Between 2001 to 2006, the proportion who had lived here over 5 years rose by 1.5%.

New residents, who had lived in this locality for at least a year, made up 11% of residents; the average across Adelaide was 11%. The proportion of newcomers stayed fairly constant since 2001.



Residential stability	S Adel 2006 people	S Adel 2006 percent	% in Adel	S Adel's difference	Southern Adelaide 2006 males	Southern Adelaide 2006 females	ratio	S Adel in 2001	proportion change from 2001
lived same home 5+ years	182,021	56%	55%	1% more	56%	56%	1.0 F:M	55%	up 1.7%
lived same home 1-5 years	82,916	26%	25%	0% more	25%	26%	1.0 F:M	25%	up 1.0%
lived same home <1 year	43,687	14%	14%	0% less	13%	14%	1.0 F:M	14%	dn 0.5%
not stated / too young	14,965	5%	6%	1% less	5%	4%	1.1 M:F	7%	dn 2.2%
residents	**323,589**	100%	100%		100%	100%		100%	
lived same locality 5+ years	203,980	63%	61%	2% more	63%	63%	1.0 F:M	61%	up 1.5%
lived same locality 1-5 years	70,537	22%	22%	0% less	22%	22%	1.0 F:M	21%	up 0.8%
lived same locality <1 year	34,107	11%	11%	0% less	11%	11%	1.0 F:M	11%	dn 0.1%
too young	14,965	5%	6%	1% less	5%	4%	1.1 M:F	7%	dn 2.2%

New residents	Southern Adelaide 2006 people	Southern Adelaide 2006 residents	% in Adel	S Adel's difference	Southern Adelaide 2006 males	Southern Adelaide 2006 females	ratio	S Adel in 2001	% change from 2001
Came last year from ...									
South Australia	25,517	7.9%	8.2%	0.3% less	7.8%	7.9%	1.0 F:M	8.6%	dn 0.7%
other states	3,743	1.2%	1.2%	0.0% less	1.2%	1.1%	1.0 M:F	1.2%	dn 0.0%
overseas	4,418	1.4%	1.4%	0.1% less	1.4%	1.4%	1.0 F:M	0.7%	up 0.6%
unstated	429	0.1%	0.1%	0.0% more	0.2%	0.1%	1.5 M:F	0.1%	up 0.0%
new residents last year	**34,107**	**10.5%**	**10.9%**	**0.4% less**	**10.5%**	**10.5%**	**1.0 F:M**	**10.7%**	**dn 0.1%**
Came in last 5 years, from ...									
South Australia	65,607	20.3%	20.3%	0.1% less	19.9%	20.6%	1.0 F:M	20.8%	dn 0.5%
other states	10,578	3.3%	3.2%	0.1% more	3.3%	3.3%	1.0 F:M	3.6%	dn 0.3%
overseas	10,911	3.4%	3.7%	0.3% less	3.3%	3.4%	1.0 F:M	2.2%	up 1.2%
unstated origins	858	0.3%	0.4%	0.1% less	0.3%	0.2%	1.2 M:F	0.3%	dn 0.0%
newish residents, last 5 years	**87,954**	**27.2%**	**27.6%**	**0.5% less**	**26.8%**	**27.6%**	**1.0 F:M**	**26.8%**	**up 0.4%**

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 Southern Adelaide, 53,197 residents, or 20%, said that they did volunteer; 195,146 said that they did not (73%), and 17,165 or 6% did not answer. The proportion who volunteered was 2% above Adelaide's average volunteering rate of 18%. Put another way, the rate of volunteering was 1.1 times the average across Adelaide.

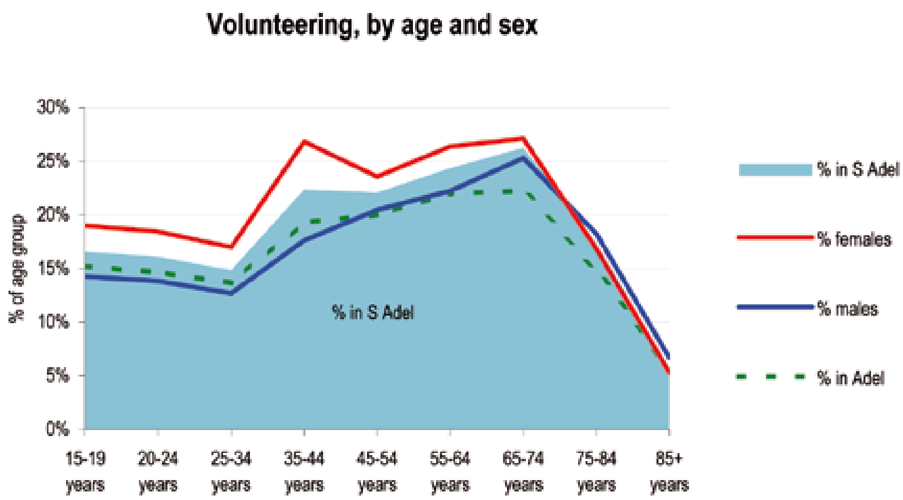
Volunteering tends to be highest amongst middle-aged people, and seems to only decline with incapacity as old age sets in. In Southern Adelaide, the rate of volunteering was highest amongst those aged 65-74 years where 26% volunteered, and next highest in the 55-64 years and 35-44 years age groups, with 24% and 22% volunteering, respectively.

In terms of numbers, the largest age groups for volunteers were 45-54 years with 10,664 volunteers, 35-44 years with 10,142 and 55-64 years with 9,443.

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 30,361 women and 22,836 men volunteering in Southern Adelaide. Some 22% of women and 18% of men were volunteers, meaning that women were 22% more likely to volunteer.

The gender difference in volunteering was highest amongst those aged 35-44 years, when women were 1.5 times more likely to volunteer than men (27% to 18%). Among those aged 25-34 years, they were 1.3 times more likely to volunteer (17% to 13%). Local men's best volunteer performance relative to women was when aged 85+ years when they were 1.3 times more likely to volunteer (7% to 5%).



Volunteering, by age	S Adel 2006 number volunteers	% of age group	% in Adel	S Adel's difference	Volunteers in Southern Adelaide 2006 males	females	% males	% females	ratio M% : F%
15-19 years	3,724	17%	15%	1% more	1,637	2,087	14%	19%	1.3 F:M
20-24 years	3,528	16%	15%	1% more	1,525	2,003	14%	18%	1.3 F:M
25-34 years	5,811	15%	14%	1% more	2,472	3,339	13%	17%	**1.3 F:M**
35-44 years	10,142	22%	19%	**3% more**	3,857	6,285	18%	27%	**1.5 F:M**
45-54 years	10,664	22%	20%	2% more	4,764	5,900	20%	24%	1.2 F:M
55-64 years	9,443	**24%**	22%	2% more	4,209	5,234	22%	26%	1.2 F:M
65-74 years	6,044	**26%**	22%	**4% more**	2,731	3,313	25%	27%	1.1 F:M
75-84 years	3,433	17%	15%	3% more	1,488	1,945	18%	17%	**1.1 M:F**
85+ years	408	6%	6%	0% more	153	255	7%	5%	**1.3 M:F**
residents aged 15+	**53,197**	**20%**	**18%**	**2% more**	**22,836**	**30,361**	**18%**	**22%**	**1.2 F:M**

Source: ABS Census 2006 Table B18

Qualifications

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

The most common highest qualification was a certificate III or IV, held by 15% of adults (aged 15+). Another 11% held a bachelor degree and 8% held a diploma; 10% 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, 37% of 25 to 34 year-olds had no post-school qualification but 47% of 55 to 64 year-olds had none. Among these younger residents, 20% had a bachelor degree and 19% had a certificate III or IV, while among the older, the proportions with these qualifications were 10% and 16%.

Only 4% of residents had the highest level of qualification, postgraduate, which was similar to Adelaide, with the highest proportions in the 45-54 age group, 6%, and the 35-44 age group, 5%.

Another 11% had a bachelor degree, similar to Adelaide, including 20% of those aged 25-34 and 14% of those aged 35-44.

Qualifications of residents, by age	age groups of Southern Adelaide residents								in Adel	
	15-24	25-34	35-44	45-54	55-64	65-74	75+	adults	adults	diff.
postgraduate degree/diploma	0%	3%	5%	6%	6%	4%	2%	4%	4%	0% less
bachelor degree	5%	16%	12%	13%	11%	7%	5%	10%	11%	0% less
diploma or advanced diploma	2%	7%	8%	9%	10%	8%	6%	7%	6%	1% more
certificate III or IV	10%	26%	27%	27%	26%	27%	21%	23%	21%	2% more
certificate I or II	3%	3%	2%	3%	3%	2%	2%	3%	2%	0% more
unknown or unstated	9%	8%	8%	8%	8%	12%	21%	9%	11%	1% less
none	72%	38%	37%	34%	37%	40%	43%	43%	45%	2% less
total males	**22,499**	**19,443**	**21,891**	**23,271**	**18,920**	**10,785**	**10,431**	**127,240**	438,486	
postgraduate degree/diploma	0%	5%	5%	6%	5%	2%	1%	4%	4%	0% less
bachelor degree	8%	24%	16%	14%	10%	6%	3%	12%	12%	0% more
diploma or advanced diploma	3%	9%	11%	12%	9%	6%	4%	8%	7%	1% more
certificate III or IV	8%	13%	11%	9%	6%	4%	2%	8%	7%	1% more
certificate I or II	5%	6%	4%	4%	3%	2%	1%	4%	4%	0% more
unknown or unstated	8%	7%	8%	9%	10%	16%	26%	11%	12%	1% less
none	68%	36%	46%	48%	57%	64%	63%	54%	55%	1% less
total females	**21,812**	**19,634**	**23,402**	**25,022**	**19,843**	**12,217**	**16,336**	**138,266**	470,061	
postgraduate degree/diploma	0%	4%	5%	6%	5%	3%	1%	4%	4%	0% less
bachelor degree	6%	20%	14%	13%	10%	6%	4%	11%	11%	0% less
diploma or advanced diploma	2%	8%	10%	11%	9%	7%	5%	8%	7%	1% more
certificate III or IV	9%	19%	19%	18%	16%	15%	10%	15%	14%	1% more
certificate I or II	4%	5%	3%	3%	3%	2%	1%	3%	3%	0% more
unknown or unstated	8%	7%	8%	8%	9%	14%	24%	10%	11%	1% less
none	70%	37%	41%	41%	47%	53%	55%	49%	50%	1% less
total adults	**44,311**	**39,077**	**45,293**	**48,293**	**38,763**	**23,002**	**26,767**	**265,506**	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 Southern Adelaide was around $603 a week, which was very similar to the $602 average for Adelaide. The average income of local women was $480 and the average of local men was $738 (54% more than women's). Half of all adults got less than the median income of $461 a week ($447 across Adelaide).

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

Male average incomes went from $603 in 2001 to $738 in 2006, up by 22%; women's from $380 in 2001 to $480 in 2006, up by 26%.

In 2006, 28% of adults in Southern 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.

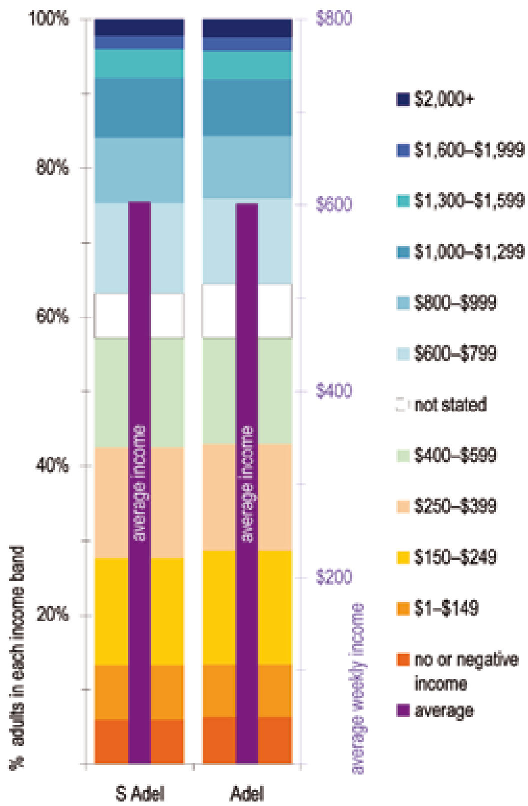
Another 30% had middle-incomes, up to 70% of average earnings ($250 to $600 pw) and 29% had high-incomes, from 70% to 155% of the average ($600-$1299 pw). Some 8% were in the highest income group, getting over $1,300 a week.

Southern Adelaide had 1% more in the high income band than Adelaide, and 1% fewer in the low income band.

Almost without exception, there are more men than women in the higher income bands, and more women than men in the lower. In Southern Adelaide, the sex ratio ranges from 4.2 men per woman earning $2,000+ to 1.9 women per man earning $1–$149.

The total value of personal incomes in Southern Adelaide in 2006 was about $7.83 billion.

Individual weekly incomes



Incomes of people aged 15+ yrs	S Adel 2006 no. aged 15+ yrs	% aged 15+ yrs	% in Adel	S Adel's difference	Southern Adelaide 2006 males 15+ yrs	females 15+ yrs	ratio	% of age 15+ yrs, S Adel, 2001	S Adel's change from 2001
no or negative income	15,826	6%	6%	0% less	6,737	9,089	1.3 F:M	5%	up 0.5%
$1–$149	19,420	7%	7%	0% more	6,649	12,771	1.9 F:M	11%	dn 3.4%
$150–$249	38,210	14%	15%	1% less	15,117	23,093	1.5 F:M	18%	dn 3.3%
$250–$399	39,330	15%	14%	0% more	13,852	25,478	1.8 F:M	16%	dn 1.6%
$400–$599	39,149	15%	14%	1% more	16,511	22,638	1.4 F:M	17%	dn 2.6%
$600–$799	32,039	12%	12%	1% more	17,111	14,928	1.1 M:F	12%	up 0.2%
$800–$999	23,290	9%	8%	0% more	13,878	9,412	1.5 M:F	7%	up 2.0%
$1,000–$1,299	21,242	8%	8%	0% more	13,562	7,680	1.8 M:F	4%	up 4.4%
$1,300–$1,599	10,235	4%	4%	0% more	7,358	2,877	2.6 M:F	3%	up 1.2%
$1,600–$1,999	4,956	2%	2%	0% less	3,803	1,153	3.3 M:F	1%	up 0.9%
$2,000+	5,851	2%	2%	0% less	4,732	1,119	4.2 M:F	1%	up 1.0%
not stated	15,957	6%	7%	1% less	7,927	8,030	1.0 F:M	5%	up 0.7%
total	**265,505**	100%	100%	S.Dev: 0.6%	**127,237**	**138,268**	1.1 F:M	100%	S.Dev: 2.3%
average weekly income	**$603**		**$602**	**0% more**	**$738**	**$480**	**1.5 M:F**	**$487**	**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, 34% of Southern Adelaide's occupied dwellings were fully owned, which was quite similar to Adelaide. Generally, more fully-owned dwellings indicates an older, longer-settled population.

Another 39% of Southern Adelaide's dwellings were being purchased, 3% more than Adelaide. Generally, more dwellings being purchased indicates an influx of newer residents.

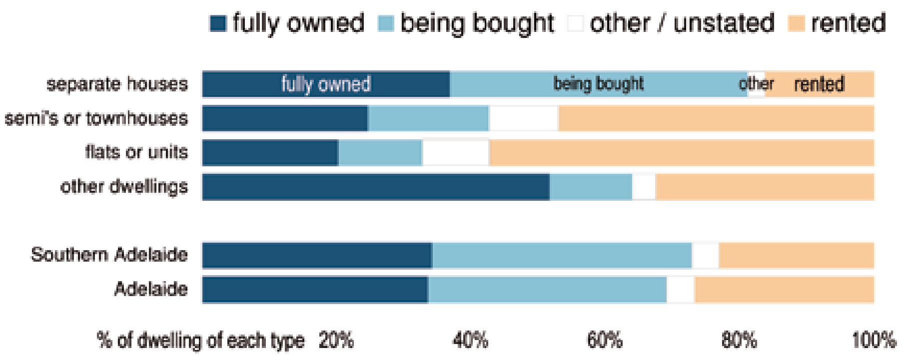
Most of the remaining dwellings were rented (23%), which was 4% lower than for Adelaide. Rental tenure is most common among lower income people, and also suits those who are transient.

Tenures tend to vary with dwelling types, with people more likely to rent flats or units but to own houses. In Southern Adelaide, 57% of the flats or units were rented (compared with 62% in Adelaide) as were 47% of the semi's or townhouses. Conversely, 37% of houses were fully owned, when only 20% 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 Southern Adelaide, 44% of separate houses were being purchased, as were 18% of the semi's or townhouses.

Of the 23% of occupied dwellings that were rented, 8% were managed by real estate agents and 7% by individuals (e.g. small investors); 2% had other private landlords. Another 6% of dwellings were public housing, 7,258 occupied homes in all. Of these, 2,972 were separate houses, 2,633 were semi's or townhouses, and 1,645 were flats or units.

Tenures of Southern Adelaide dwellings



Tenures of S 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	S Adel diff. from Adel
separate houses	37%	44%	16%	3%	6%	6%	3%	1%	18%	2% less
semi's or townhouses	25%	18%	47%	10%	11%	10%	21%	4%	52%	5% less
flats or units	20%	12%	57%	10%	22%	15%	14%	5%	62%	5% less
other dwellings	52%	12%	32%	4%	5%	6%	1%	19%	30%	3% more
Southern Adelaide	**34%**	**39%**	**23%**	**4%**	**8%**	**7%**	**6%**	**2%**	**27%**	**4% less**
Adelaide	34%	35%	27%	4%	9%	8%	7%	2%		
Dwelling numbers										
separate houses	37,523	45,153	16,475	2,711	6,150	6,084	2,972	833		
semis or townhouses	3,025	2,204	5,756	1,279	1,379	1,198	2,633	440		
flats or units	2,379	1,464	6,736	1,191	2,533	1,804	1,645	623		
other dwellings	241	57	151	17	22	30	3	89		
not stated	8	-	5	-	-	-	5	-		
Total	**43,176**	**48,878**	**29,123**	**5,198**	**10,084**	**9,116**	**7,258**	**1,985**		

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.

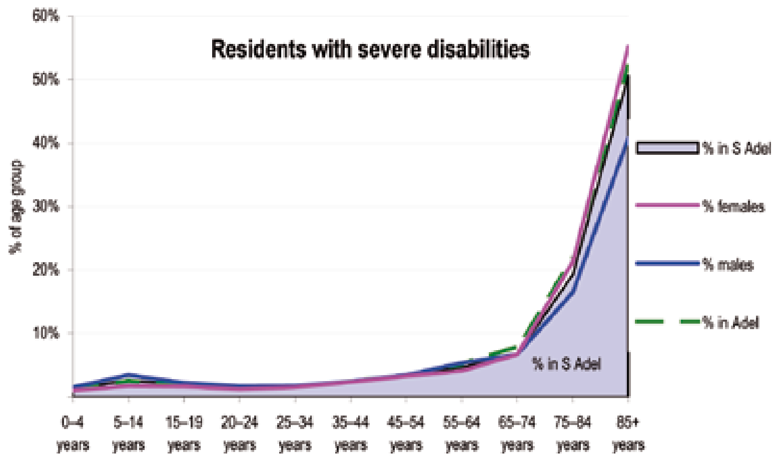
In Southern Adelaide, 4.9% of the population had such a disability, which was 0.2% lower than Adelaide.

The chart below shows, with the shaded area, how the proportion of people with a chronic, severe disability rises slowly from around 1% of infants to about half of the oldest people. In Southern Adelaide, the disability rate peaked among those aged 85+ years when 51% had a severe disability. Disability was next highest among residents aged 75–84 years, of whom 19% 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 not significantly higher than in Adelaide among any age groups. They were lowest relative to NSW among those aged 75–84 years with 2% fewer having a severe disability.

Males tend to have higher disability rates from birth than females, and this trend continues through adulthood due to their having more disabling accidents. With ageing, women's disability rates rise faster, until they exceed the men's rates. Here, 4.4% of males and 5.4% of females reported a severe or profound disability requiring assistance, meaning the rate of female disability was 23% higher than for males.

In Southern Adelaide, the gender imbalance in disability rates across age groups is most biased towards women in the 85+ years age group, who are 35% more likely to need assistance than men their age; those aged 75–84 years are 29% more likely. Conversely, males aged 5–14 years are 96% more likely than females their age to have a disability; those aged 0–4 years are 51% more likely.



Residents with severe disabilities	S Adel, 2006 number	% age gp	% in Adel	S Adel's difference	Southern Adelaide, 2006 males	females	% males	% females	ratio of disability rates
0–4 years	217	1.3%	1.3%	0.0% less	133	84	1.5%	1.0%	**1.51 M:F**
5–14 years	1,009	2.6%	2.6%	0.0% more	678	331	3.4%	1.8%	**1.96 M:F**
15–19 years	426	2.0%	1.8%	0.2% more	249	177	2.3%	1.7%	1.35 M:F
20–24 years	310	1.5%	1.4%	0.1% more	181	129	1.7%	1.2%	1.40 M:F
25–34 years	617	1.6%	1.6%	0.0% more	325	292	1.7%	1.5%	1.13 M:F
35–44 years	1,053	2.4%	2.5%	0.1% less	515	538	2.5%	2.4%	1.03 M:F
45–54 years	1,573	3.4%	3.4%	0.0% less	777	796	3.5%	3.3%	1.06 M:F
55–64 years	1,774	4.7%	5.2%	0.5% less	978	796	5.4%	4.1%	1.30 M:F
65–74 years	1,485	6.7%	8.0%	1.3% less	695	790	6.7%	6.7%	1.00 F:M
75–84 years	3,573	19.3%	21.7%	**2.4% less**	1,267	2,306	16.5%	21.3%	**1.29 F:M**
85+ years	3,323	50.6%	52.1%	**1.5% less**	856	2,467	40.8%	55.2%	**1.35 F:M**
residents	**15,360**	**5%**	**5%**	0.2% less	**6,654**	**8,706**	**4.4%**	**5.4%**	**1.23 F:M**

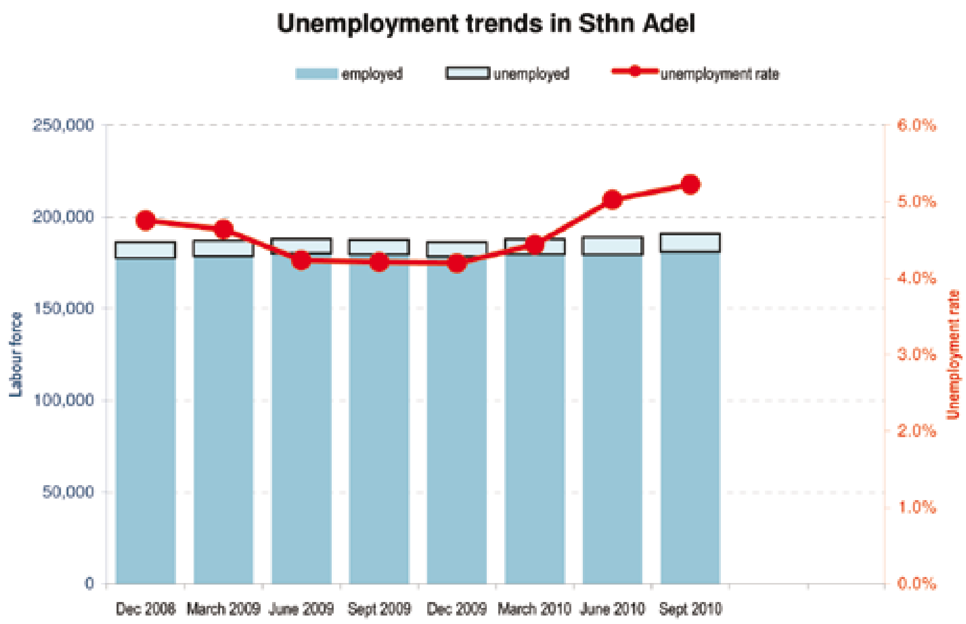
Source: ABS Census 2006 Table B17.

Employment of residents

In the 2006 Census, 162,114 residents of the Southern Adelaide ESA reported they were in the labour force, out of 265,506 residents aged 15+. This means the labour force participation rate was 61%. There were 150,040 employed residents (58% of the adults), while 8,074 residents were unemployed and looking for work, giving an unemployment rate of 5.0%. Allowing for those not completing the Census, and allocating the unstated responses proportionally, suggests there would have been around 170,220 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 190,985. The labour force had increased by 3,362 over the previous twelve months. During this period, the annualised labour force growth rate ranged from -2.7% p.a. in the December 2009 quarter to +4.0% p.a. in the September 2010 quarter.

Southern Adelaide's unemployment was estimated at 9,980 in September 2010, a rate of 5.2%. The estimated number of unemployed residents had increased by 2,083 over the previous twelve months, while the unemployment rate increased from 4.2% to 5.2%.



Unemployment trends in Sthn Adel	Dec 2008	March 2009	June 2009	Sept 2009	Dec 2009	March 2010	June 2010	Sept 2010
employed	177,556	178,649	180,157	179,726	178,550	179,702	179,576	181,005
unemployed	8,864	8,691	7,966	7,897	7,818	8,347	9,503	9,980
labour force	186,420	187,340	188,123	187,623	186,368	188,049	189,079	190,985
unemployment rate	**4.8%**	**4.6%**	**4.2%**	**4.2%**	**4.2%**	**4.4%**	**5.0%**	**5.2%**
labour force growth p.a.		2.0%	1.7%	-1.1%	-2.7%	3.6%	2.2%	4.0%

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

The economy of Southern 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 Southern Adelaide in 2006, the Census counted 89,017 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 93,468 jobs (or people working) in Southern Adelaide in mid-2006.

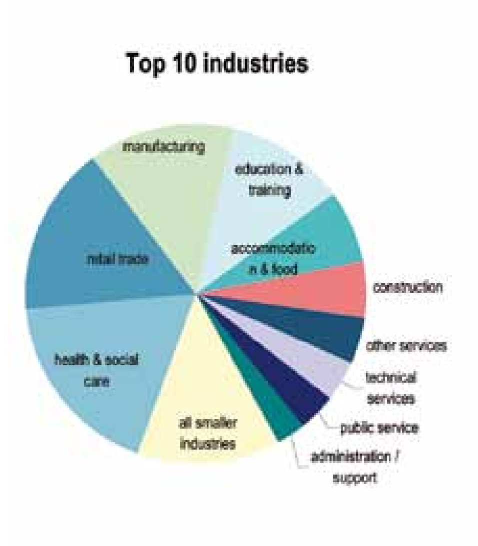
The types of industries

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

- health and social care, with 16,089 jobs (18%)
- retail trade, with 14,279 jobs (16%)
- manufacturing, with 12,509 jobs (14%)
- education and training, with 9,939 jobs (11%)
- accommodation and food, with 6,267 jobs (7%)

The next largest industries were:

- construction, with 4,668 jobs (5%)
- other services, with 3,988 jobs (4%)
- technical services, with 3,407 jobs (4%)
- public service, with 3,173 jobs (4%)
- administration/support, with 2,483 jobs (3%)



Compared with Adelaide, the industry that was proportionally larger in Southern Adelaide was health & social care with 4% more of the workforce. Other locally-significant industries were:

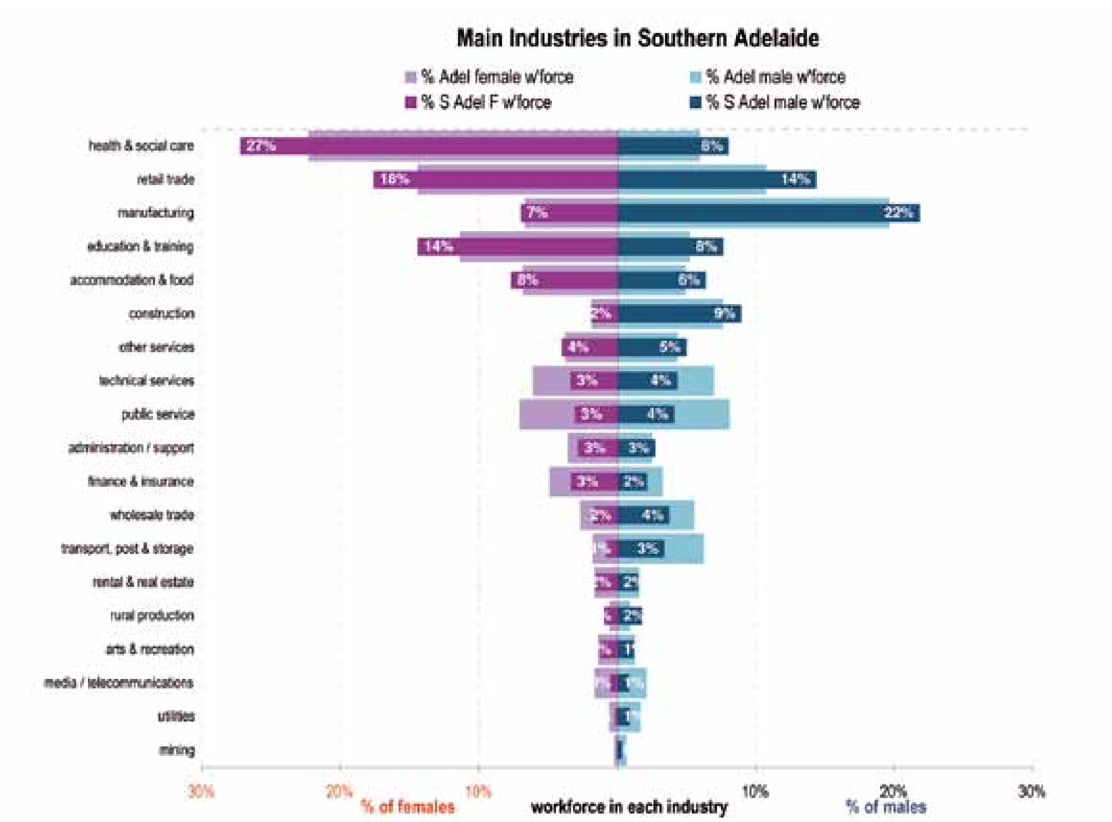
- retail trade with 4% more
- education and training with 3% more
- accommodation and food with 1% more

The industries that were noticeably smaller compared to Adelaide were public service with 4% less of the workforce; technical services, 3% less; and transport, post & storage, 2% less.

Most industries are very gender-biased and have a preponderance of either male or female workers. In Southern Adelaide, the most male-dominated of the larger industries were construction with 4.3 men per woman; transport, post & storage with 3.7; and manufacturing with 2.9.

The most female-dominated of the larger industries in Southern Adelaide were health and social care with 3.7 women per man; education and training with 2.1; and finance and insurance with 1.7.

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



Main Industries in Southern Adelaide	abbrev	Employment in industries, Sth Adel, 2006: workers	males	females	gender ratio	% Sth Adel workforce	% Adel workforce	Sth Adel diff. from Adel	% Sth Adel male w'force	% Sth Adel female w'force
health & social care	H&S	16,089	3,405	12,684	3.7 F:M	18%	14%	4% more	8%	27%
retail trade	Ret	14,279	6,085	8,194	1.3 F:M	16%	13%	4% more	14%	18%
manufacturing	Man	12,509	9,260	3,249	2.9 M:F	14%	13%	1% more	22%	7%
education & training	Edu	9,939	3,236	6,703	2.1 F:M	11%	8%	3% more	8%	14%
accommodation & food	A&F	6,267	2,701	3,566	1.3 F:M	7%	6%	1% more	6%	8%
construction	Con	4,668	3,794	874	4.3 M:F	5%	5%	0% more	9%	2%
other services	Oth	3,988	2,117	1,871	1.1 M:F	4%	4%	0% more	5%	4%
technical services	Tec	3,407	1,832	1,575	1.2 M:F	4%	7%	3% less	4%	3%
public service	PS	3,173	1,740	1,433	1.2 M:F	4%	8%	4% less	4%	3%
administration / support	Adm	2,483	1,162	1,321	1.1 F:M	3%	3%	0% less	3%	3%
finance & insurance	F&I	2,468	909	1,559	1.7 F:M	3%	4%	1% less	2%	3%
wholesale trade	WS	2,391	1,593	798	2.0 M:F	3%	4%	1% less	4%	2%
transport, post & storage	Tran	1,829	1,437	392	3.7 M:F	2%	4%	2% less	3%	1%
rental & real estate	RRE	1,373	638	735	1.2 F:M	2%	2%	0% less	2%	2%
rural production	Agr	1,204	761	443	1.7 M:F	1%	1%	1% more	2%	1%
arts & recreation	A&R	1,073	502	571	1.1 F:M	1%	1%	0% less	1%	1%
media / telecommunications	Info	582	355	227	1.6 M:F	1%	2%	1% less	1%	0%
utilities	Util	459	381	78	4.9 M:F	1%	1%	1% less	1%	0%
mining	Min	164	143	21	6.8 M:F	0%	0%	0% less	0%	0%
not known		675	368	307	1.2 M:F	1%	1%	0% less	1%	1%
all smaller industries (not top 10)		12,218	7,087	5,131	1.4 M:F	14%	20%	6% less	17%	11%
All industries		89,020	42,419	46,601	1.1 F:M	100%	100%		100%	100%

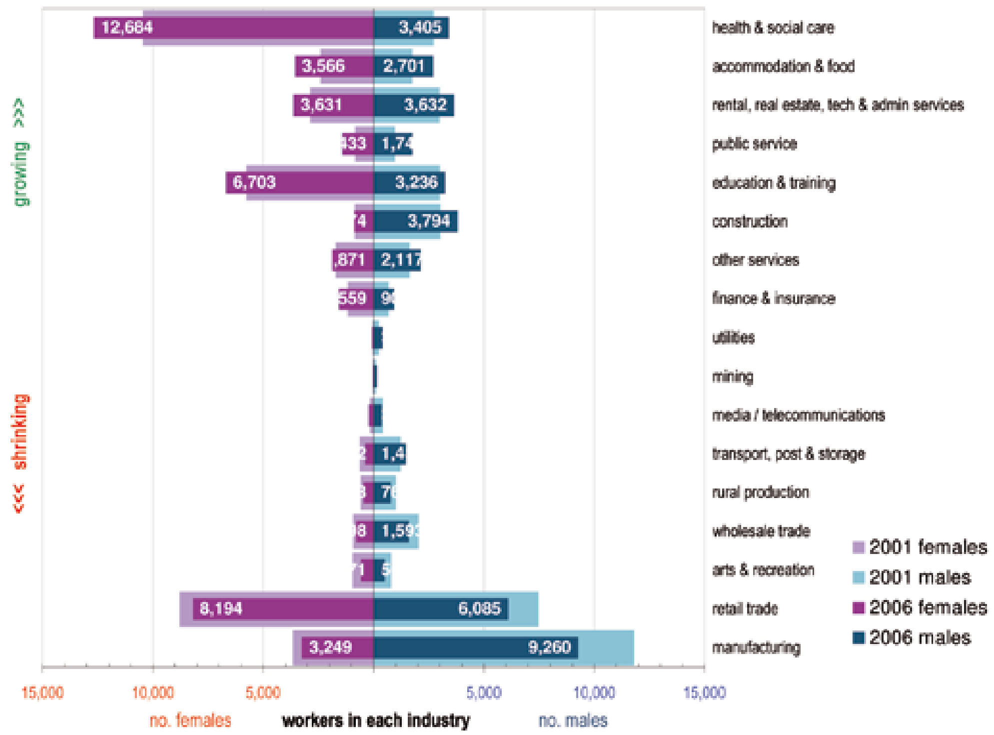
Source: ABS Census 2006 Table W11.

The changing sizes of industries

Over the five years 2001 to 2006, the industry which grew most in employment terms in Southern Adelaide was health and social care with 2,915 more workers (676 more men and 2,239 more women), which was a 2.4% larger share of the workforce than in 2001. This was followed by accommodation and food with 2,114 more workers (a 2.1% larger share), and rental, real estate, tech and admin services with 1,412 more workers (a 1.2% larger share).

Over this period, the industries where the most jobs were lost in Southern Adelaide were manufacturing with 2,924 fewer workers (2,506 fewer men and 418 fewer women, equivalent to 4.3% of the workforce), retail trade with 1,994 fewer workers (3.3% of the workforce) and arts and recreation with 674 fewer (0.9%).

Workforce size, by industry, 2006 and 2001

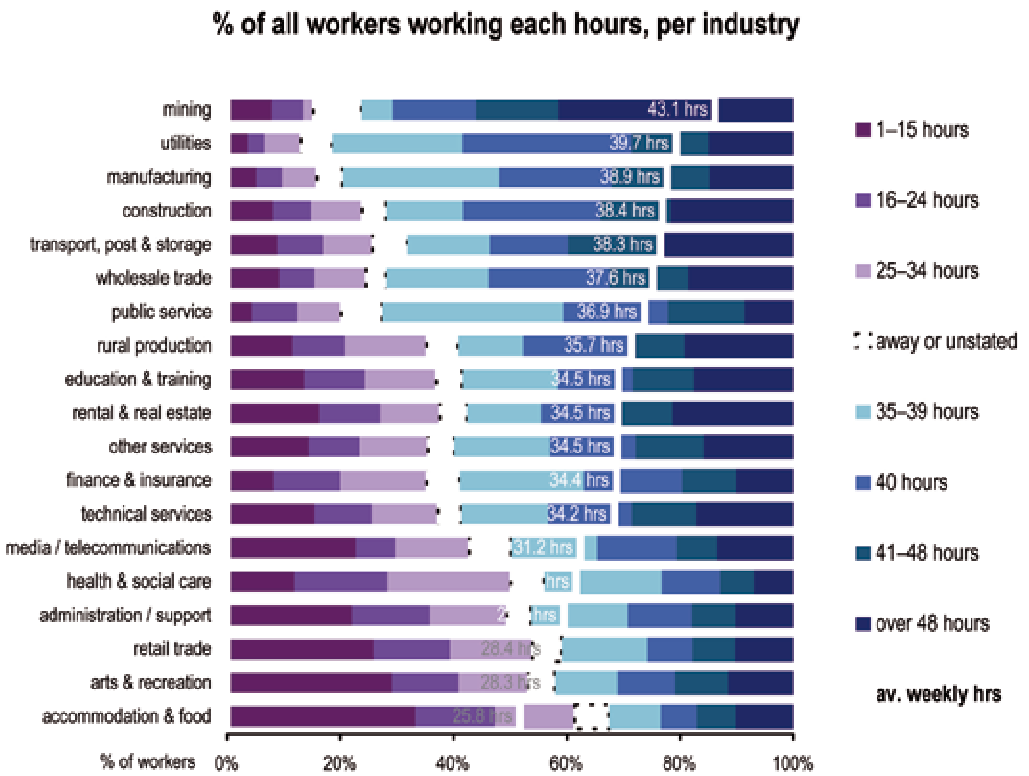


Industry changes in S Adel 2001–06, in growth order	workers in 2001			change in workers 2001–2006			changed share of workers 01–06		
	adults	males	females	number	males	females	adults	males	females
health & social care	13,174	2,729	10,445	2,915	676	2,239	**up 2.4%**	up 1.5%	**up 2.5%**
accommodation & food	4,153	1,749	2,404	2,114	952	1,162	**up 2.1%**	**up 2.2%**	**up 2.0%**
rental, real estate, tech & admin services	5,851	2,976	2,875	1,412	656	756	up 1.2%	up 1.5%	up 1.0%
public service	1,805	964	841	1,368	776	592	up 1.4%	up 1.8%	up 1.1%
education & training	8,752	2,993	5,759	1,187	243	944	up 0.8%	up 0.5%	up 0.7%
construction	3,860	3,016	844	808	778	30	up 0.7%	up 1.8%	dn 0.1%
other services	3,359	1,639	1,720	629	478	151	up 0.5%	up 1.1%	dn 0.1%
finance & insurance	1,850	672	1,178	618	237	381	up 0.6%	up 0.5%	up 0.6%
utilities	262	232	30	197	149	48	up 0.2%	up 0.3%	up 0.1%
mining	119	92	27	45	51	-6	up 0.0%	up 0.1%	dn 0.0%
media / telecommunications	570	396	174	12	-41	53	dn 0.0%	dn 0.1%	up 0.1%
transport, post & storage	1,840	1,213	627	-11	224	-235	dn 0.1%	up 0.5%	dn 0.6%
rural production	1,586	995	591	-382	-234	-148	dn 0.5%	dn 0.6%	dn 0.4%
wholesale trade	2,941	2,027	914	-550	-434	-116	dn 0.8%	dn 1.1%	dn 0.5%
arts & recreation	1,747	796	951	-674	-294	-380	dn 0.9%	dn 0.7%	dn 1.0%
retail trade	16,273	7,461	8,812	-1,994	-1,376	-618	**dn 3.3%**	**dn 3.4%**	**dn 3.3%**
manufacturing	15,433	11,766	3,667	-2,924	-2,506	-418	**dn 4.3%**	**dn 6.1%**	**dn 1.7%**
not known	690	346	344	-15	22	-37	dn 0.1%	up 0.0%	dn 0.2%
All industries	**84,265**	**42,062**	**42,203**	**4,755**	**357**	**4,398**	S.Dev: 1.6%	S.Dev: 2.0%	S.Dev: 1.3%

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

Working patterns across industries

This chart shows the pattern of working hours for all workers in each industry sector in Southern 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.



Working hours, % of workers by industry	% 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	**9%**	8%	**5%**	**2%**	**5%**	15%	**15%**	**41%**	**0%**	**43 hrs**
utilities	3%	**4%**	**3%**	**7%**	23%	**30%**	14%	15%	2%	**40 hrs**
manufacturing	3%	**5%**	**5%**	**6%**	**28%**	**20%**	**17%**	15%	1%	**39 hrs**
construction	2%	8%	**7%**	9%	13%	**24%**	12%	**22%**	2%	**38 hrs**
transport, post & storage	4%	9%	8%	**9%**	14%	14%	**17%**	**23%**	2%	**38 hrs**
wholesale trade	2%	9%	**6%**	9%	18%	**21%**	**14%**	18%	1%	**38 hrs**
public service	**6%**	**4%**	8%	**8%**	**32%**	18%	14%	9%	2%	37 hrs
rural production	3%	12%	9%	14%	**11%**	19%	10%	19%	2%	36 hrs
education & training	3%	14%	11%	13%	17%	13%	11%	18%	1%	35 hrs
rental & real estate	4%	16%	11%	11%	13%	13%	10%	**21%**	1%	35 hrs
other services	3%	14%	9%	12%	17%	15%	12%	16%	2%	34 hrs
finance & insurance	5%	8%	12%	15%	22%	17%	10%	10%	1%	34 hrs
technical services	3%	15%	10%	12%	15%	15%	11%	17%	1%	34 hrs
media / telecommunications	5%	23%	**7%**	13%	15%	14%	7%	13%	**3%**	31 hrs
health & social care	5%	12%	**16%**	**22%**	21%	10%	**6%**	7%	1%	31 hrs
administration / support	3%	22%	14%	14%	17%	11%	8%	10%	1%	30 hrs
retail trade	3%	**26%**	13%	15%	15%	**8%**	7%	10%	2%	**28 hrs**
arts & recreation	3%	**29%**	12%	12%	**11%**	10%	9%	12%	1%	**28 hrs**
accommodation & food	3%	**33%**	14%	14%	**9%**	**6%**	**7%**	10%	3%	**26 hrs**
not known	5%	21%	9%	**8%**	14%	14%	8%	16%	**6%**	32 hrs
All industries	**4%**	**15%**	**11%**	**13%**	**18%**	**14%**	**10%**	**13%**	**2%**	**33 hrs**
st dev'n	1%	8%	3%	4%	6%	6%	3%	8%	1%	4 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 Southern Adelaide, 22,476 businesses were recorded in June 2007, with 14,799 or 66% being non-employing (e.g. sole trader, holding company) while 4,749 or 21% employed under 5 people and 2,928 or 13% 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 Southern Adelaide:

- the number of businesses in Southern Adelaide grew by 1,467 or 7% from 21,009 to 22,476
- the number of non-employing businesses grew by 252 or 2%
- the number of businesses employing less than five workers grew by 927 or 20%
- the number of businesses employing 5 or more grew by 288 or 10%

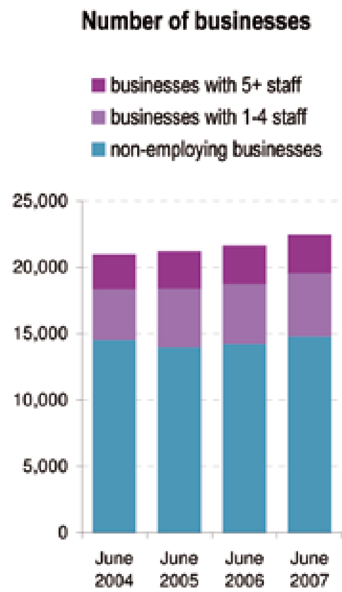
The 2006 Census counted 18,508 owner-managers in Southern Adelaide's workforce, so there was an average of 1.2 registered businesses per owner-manager. There are generally more small businesses than owner-managers, since some owner-managers will have several businesses, and some employed people might run a small business on the side.

Businesses in Southern Adelaide	June 2004	June 2005	June 2006	June 2007
non-employing businesses	14,547	14,007	14,250	14,799
businesses with 1-4 staff	3,822	4,395	4,539	4,749
businesses with 5+ staff	2,640	2,841	2,886	2,928
Total businesses	**21,009**	**21,243**	**21,675**	**22,476**

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

Change in business numbers, S Adel	2003–2004	2004–2005	2005–2006	2006–2007	2003–2007
non-employing businesses					
number @ start year	14,823	14,547	14,007	14,250	14,973
entries	2,694	2,538	2,691	2,736	10,659
exits	(2,970)	(3,117)	(2,451)	(2,337)	(10,875)
changed from employing	n.a.	39	3		42
number @ end year	**14,547**	**14,007**	**14,250**	**14,799**	**14,799**
employing businesses					
number @ start year	5,757	6,432	7,329	7,455	5,727
entries	822	948	747	897	3,414
exits	(117)	(144)	(651)	(675)	(1,587)
changed from non-employing		93	30		123
number @ end year	**6,462**	**7,236**	**7,425**	**7,677**	**7,677**

Source: National Regional Profile Table 1

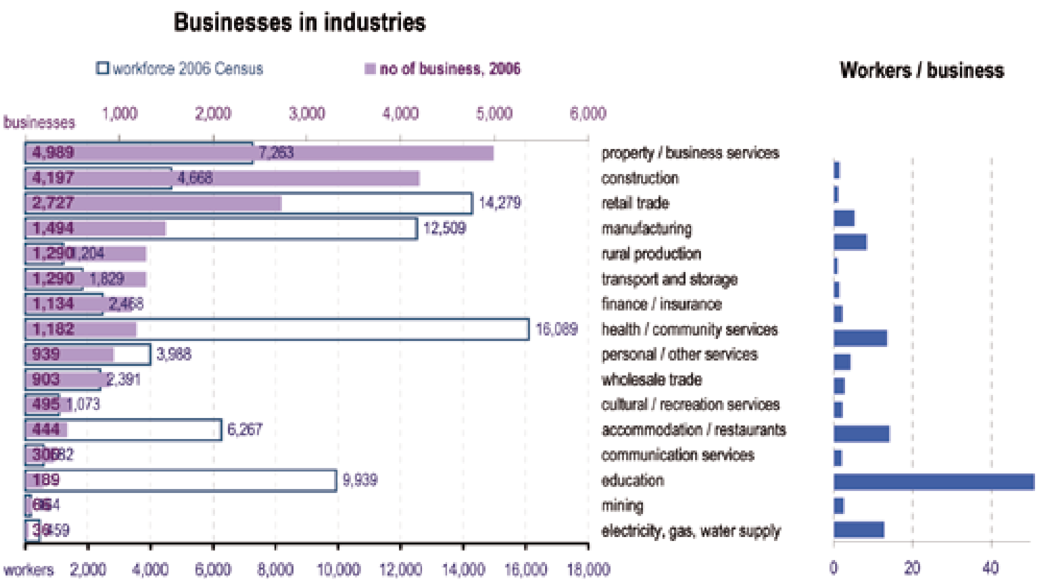


Businesses in industries

Australian Tax Office (ATO) data shows the number of active businesses in Southern Adelaide according to their industry. These are shown below, listed in order from the industry with the largest number of businesses in Southern Adelaide (property/business services, with 5,241 businesses), down to the smallest (electricity, gas, water supply, with 36 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 Southern Adelaide from 2004 to 2007, and the change over those four years. The biggest absolute increases were in construction with 465 more businesses, property/business services with 378 more, and finance insurance with 183 more. There were 39 fewer businesses in transport and storage; 6 fewer in manufacturing and 48 fewer in health/community services.

Businesses in industries	number of active businesses				change 2004–2007			
	June 2004	June 2005	June 2006	June 2007	number	% of 2004	workforce 2006 Census	average workers / business
property / business services	4,863	4,983	4,989	5,241	378	up 8%	7,263	1
construction	3,999	4,086	4,197	4,464	465	up 12%	4,668	1
retail trade	2,709	2,694	2,727	2,772	63	up 2%	14,279	5
manufacturing	1,497	1,488	1,494	1,491	(6)	dn 0%	12,509	8
rural production	1,179	1,221	1,290	1,344	165	up 14%	1,204	1
transport and storage	1,332	1,254	1,290	1,293	(39)	dn 3%	1,829	1
finance / insurance	1,074	1,095	1,134	1,257	183	up 17%	2,468	2
health / community services	1,164	1,161	1,182	1,212	48	up 4%	16,089	14
personal / other services	804	864	939	939	135	up 17%	3,988	4
wholesale trade	867	873	903	900	33	up 4%	2,391	3
cultural / recreation services	465	468	495	510	45	up 10%	1,073	2
accommodation / restaurants	447	456	444	471	24	up 5%	6,267	14
communication services	330	318	300	294	(36)	dn 11%	582	2
education	195	186	189	186	(9)	dn 5%	9,939	53
mining	69	66	66	66	(3)	dn 4%	164	2
electricity, gas, water supply	15	30	36	36	21	up 140%	459	13
Total businesses	**21,009**	**21,243**	**21,675**	**22,476**	**1,467**	**up 7%**	**89,020**	**4**

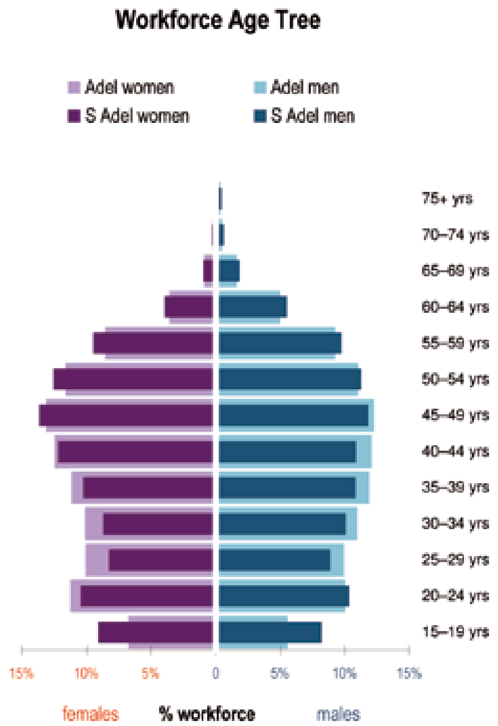
Source: Australian Taxation Office, from the ABS National Regional Profile Table 1; 2006 Census Table W11.

Southern Adelaide's workforce

Workforce age-sex profile

The 2006 Census gives the most detailed picture of Southern Adelaide's workforce, with 89,017 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 92,578.

The age profile of Southern Adelaide's workforce is illustrated in the Workforce Age Tree, compared with Adelaide. The darker branches show the proportion of Southern 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 Southern Adelaide's workforce in 2006 were 45–49 yrs, 50–54 yrs and 40–44 yrs. The average age of workers was 39.8 years (40.1 for men and 39.6 for women).

Relative to the Adelaide workforce, Southern Adelaide's workforce was one month older. Age groups that were proportionally larger included 15–19 yrs, 55–59 yrs and 50–54 yrs; those that were smaller included 25–29 yrs, 30–34 yrs and 35–39 yrs.

In generational terms, Southern Adelaide's workforce consisted of 34% Baby-boomers, 31% Generation X and 28% Generation Y, with 6% from the Wartime generation (aged 60–74), and just 0.3% who were Veterans.

Ages of workers, 2006	workers in S Adel			% of S Adel workers			% of Adel	difference	Gender ratio	
	males	females	adults	% males	% females	% workers	workforce	from Adel	S Adel	Adel
15–19 years	3,469	4,241	7,710	8%	9%	**9%**	6%	3% more	1.2 F:M	**1.2 F:M**
20–24 years	4,365	4,859	9,224	10%	10%	**10%**	11%	0% less	1.1 F:M	**1.1 F:M**
25–29 years	3,758	3,854	7,612	9%	8%	**9%**	10%	1% less	1.0 F:M	1.0 M:F
Generation Y	**11,592**	**12,954**	**24,546**	**27%**	**28%**	**28%**	**27%**	**1% more**	1.1 F:M	
30–34 years	4,258	4,047	8,305	10%	9%	**9%**	11%	1% less	1.1 M:F	1.1 M:F
35–39 years	4,575	4,774	9,349	11%	10%	**11%**	12%	1% less	1.0 F:M	1.1 M:F
40–44 years	4,592	5,676	10,268	11%	12%	**12%**	12%	1% less	**1.2 F:M**	1.0 M:F
Generation X	**13,425**	**14,497**	**27,922**	**32%**	**31%**	**31%**	**34%**	**3% less**	1.1 F:M	
45–49 years	4,997	6,364	11,361	12%	14%	**13%**	13%	0% more	**1.3 F:M**	1.0 F:M
50–54 years	4,754	5,859	10,613	11%	13%	**12%**	11%	1% more	1.2 F:M	1.0 F:M
55–59 years	4,127	4,425	8,552	10%	9%	**10%**	9%	1% more	1.1 F:M	1.1 M:F
Baby-boomers	**13,878**	**16,648**	**30,526**	**33%**	**36%**	**34%**	**33%**	**1% more**	1.2 F:M	
60–64 years	2,319	1,858	4,177	5%	4%	**5%**	4%	0% more	1.2 M:F	1.5 M:F
65–69 years	775	441	1,216	2%	1%	**1%**	1%	0% more	1.8 M:F	2.0 M:F
70–74 years	245	138	383	1%	0%	**0%**	0%	0% more	**1.8 M:F**	**2.0 M:F**
Wartime	**3,339**	**2,437**	**5,776**	**8%**	**5%**	**6%**	**6%**	**1% more**	1.4 M:F	
Veterans: 75+	184	63	247	0%	0%	**0%**	0%	0% more	**2.9 M:F**	**2.3 M:F**
all workers	**42,418**	**46,599**	**89,017**	100%	100%	100%	100%		1.1 F:M	1.1 M:F
average age	40.1 yrs	39.6 yrs	39.8 yrs				39.7 yrs	0.1 yrs		

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

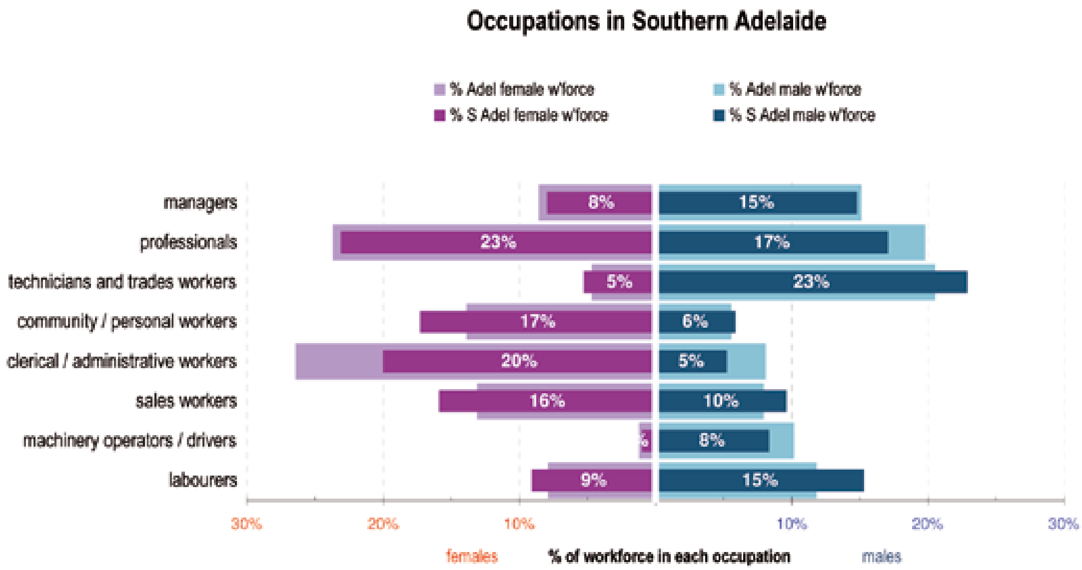
Occupations in the workforce

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

The largest occupational group in Southern Adelaide's workforce in 2006 was professionals with 17,987 counted in the 2006 Census, 20% of the local workforce. The next largest occupation groups were technicians and trades workers (12,172 workers or 14%), clerical/administrative workers (11,539 or 13%), and sales workers (11,478 workers or 13%).

The occupations that were more common here than in Adelaide included sales workers with 2% more of the workforce and community/personal workers with 2% more. Offsetting this, there were fewer working as clerical/administrative workers with 4% less of the workforce, or as professionals with 1% less.

Many occupations are very gender-biased. In Southern Adelaide, the most male-dominated occupations were machinery operators/drivers with 7.7 men per woman, technicians and trades workers with 3.9 men per woman, and managers with 1.7 men per woman. The most female-dominated were clerical/administrative workers with 4.2 women per man, community/personal workers with 3.2 women per man, and sales workers with 1.8 women per man.



Occupations in Southern Adelaide	Workers / jobs in Southern Adelaide				% workforce				
	number	males	females	gender ratio	S Adel	Adel	difference	% S Adel males	% S Adel females
managers	9,973	6,273	3,700	1.7 M:F	11%	12%	1% less	15%	8%
professionals	17,987	7,229	10,758	1.5 F:M	**20%**	**22%**	1% less	**17%**	**23%**
technicians and trades workers	12,172	9,706	2,466	3.9 M:F	**14%**	13%	1% more	**23%**	5%
community / personal workers	10,545	2,485	8,060	3.2 F:M	12%	10%	**2% more**	6%	17%
clerical / administrative workers	11,539	2,211	9,328	**4.2 F:M**	13%	**17%**	4% less	5%	**20%**
sales workers	11,478	4,071	7,407	1.8 F:M	13%	10%	**2% more**	10%	16%
machinery operators / drivers	3,989	3,531	458	**7.7 M:F**	4%	6%	1% less	8%	1%
labourers	10,737	6,503	4,234	1.5 M:F	12%	10%	2% more	15%	9%
inadequately described / not stated	603	414	189	2.2 M:F	1%	1%	0% less	1%	0%
total workforce	**89,023**	**42,423**	**46,600**	1.1 F:M	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 Southern Adelaide's workforce, listed in descending order of size from the largest, sales assistants and salespersons, who constitute 93 in every 1000 workers (67 in every 1000 males and 117 in every 1000 female workers). Then come health professionals with 63 per 1000 workers, education professionals and so on.

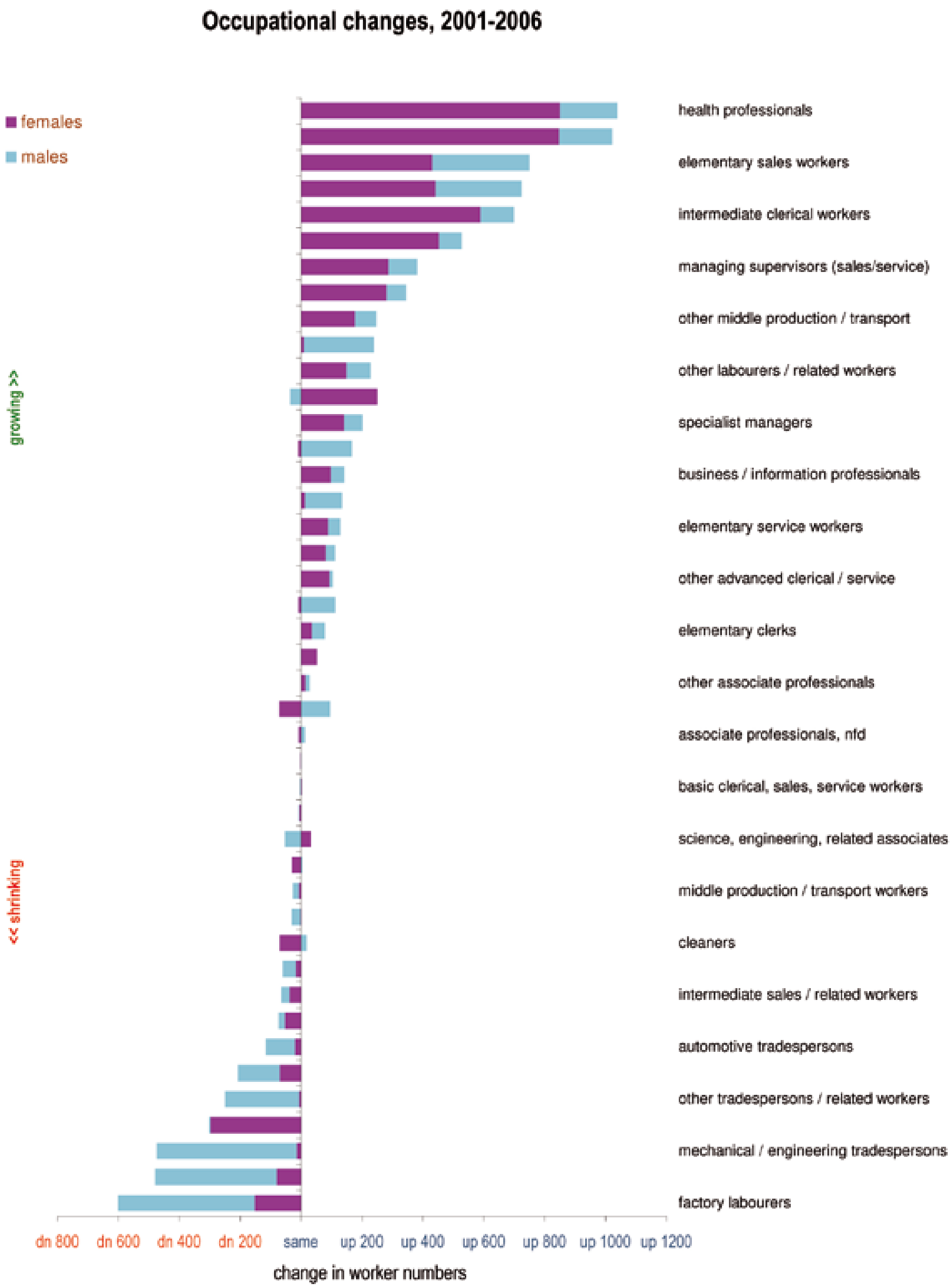
The columns of the table show the number of men and women working in Southern Adelaide in each occupation, and the gender ratio. The proportion of Southern Adelaide workers per 1,000 in each occupation is shown, compared with Adelaide, and the difference per 1000 workers is calculated by subtraction.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

Specific occupations in Southern Adelaide	Workers in Southern Adelaide					Adel workers		rate /1000, S Adel	
	total	men	women	gender ratio	per 1000 workers	per 1000 workers	S Adel diff.	men	women
Sales assistants and salespersons	8,285	2,823	5,462	2 F:M	93	70	23 more	67	117
Health professionals	5,640	1,383	4,257	3 F:M	63	50	13 more	33	91
Education professionals	5,484	1,890	3,594	2 F:M	62	45	16 more	45	77
Carers and aides	5,095	659	4,436	7 F:M	57	37	20 more	16	95
Hospitality, retail & service managers	4,181	2,253	1,928	1 M:F	47	41	6 more	53	41
Specialist managers	4,083	2,722	1,361	2 M:F	46	58	13 fewer	64	29
Factory process workers	3,133	2,056	1,077	2 M:F	35	34	2 more	48	23
Automotive / engineering trades	3,035	2,998	37	81 M:F	34	33	1 more	71	1
Business / staff / marketing professionals	2,598	1,328	1,270	1 M:F	29	51	22 fewer	31	27
Numerical clerks	2,563	398	2,165	5 F:M	29	35	6 fewer	9	46
Cleaners and laundry workers	2,146	762	1,384	2 F:M	24	20	4 more	18	30
General clerical workers	2,141	235	1,906	8 F:M	24	31	7 fewer	6	41
Other labourers	2,113	1,555	558	3 M:F	24	18	6 more	37	12
Inquiry clerks and receptionists	2,002	194	1,808	9 F:M	22	27	5 fewer	5	39
Hospitality workers	1,900	465	1,435	3 F:M	21	20	1 more	11	31
Design / engineering/ science professionals	1,885	1,336	549	2 M:F	21	28	7 fewer	31	12
Sales support workers	1,832	411	1,421	3 F:M	21	16	4 more	10	30
Food preparation assistants	1,718	789	929	1 F:M	19	14	5 more	19	20
Office managers and program administrators	1,691	340	1,351	4 F:M	19	25	6 fewer	8	29
Construction trades workers	1,663	1,610	53	30 M:F	19	15	4 more	38	1
Health and welfare support workers	1,576	339	1,237	4 F:M	18	14	4 more	8	27
Road and rail drivers	1,448	1,365	83	16 M:F	16	21	5 fewer	32	2
Engineering / science technicians	1,350	869	481	2 M:F	15	21	6 fewer	20	10
Food trades workers	1,350	881	469	2 M:F	15	14	2 more	21	10
Other clerical and administrative workers	1,341	639	702	1 F:M	15	24	9 fewer	15	15
Sales representatives and agents	1,335	828	507	2 M:F	15	18	3 fewer	20	11
Machine and stationary plant operators	1,255	973	282	3 M:F	14	14	0 fewer	23	6
Electronic/ telecom workers	1,249	1,219	30	41 M:F	14	15	1 fewer	29	1
Sports / personal service workers	1,170	388	782	2 F:M	13	11	2 more	9	17
Skilled animal / horticultural workers	1,125	805	320	3 M:F	13	8	5 more	19	7
Personal assistants and secretaries	1,073	20	1,053	53 F:M	12	15	3 fewer	0	23
Legal and social professionals	1,068	445	623	1 F:M	12	16	4 fewer	10	13
Farm, forestry and garden workers	828	596	232	3 M:F	9	4	5 more	14	5
Protective service workers	790	631	159	4 M:F	9	14	5 fewer	15	3
Chief executives and legislators	754	610	144	=	8	11	3 fewer	14	3
Clerical and office support workers	712	382	330	1 M:F	8	11	3 fewer	9	7
Storepersons	700	627	73	9 M:F	8	13	5 fewer	15	2
Information Technology professionals	634	515	119	4 M:F	7	16	9 fewer	12	3
Construction and mining labourers	634	620	14	44 M:F	7	7	0 more	15	0
Farmers and farm managers	604	430	174	2 M:F	7	4	3 more	10	4
Mobile plant operators	475	466	9	52 M:F	5	8	3 fewer	11	0
Arts and media professionals	417	227	190	1 M:F	5	6	2 fewer	5	4
Workers included	**85,076**	**40,082**	**44,994**	**1.1 F:M**	**956**	**957**	**S.Dev: 8**	**945**	**966**

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	S Adel w'force, 2001			S Adel w'force, 2006			change, 2001 to 2006			
	males	females	workers	males	females	workers	males	females	workers	% wf 2006
professionals	6,660	9,139	15,799	7,031	10,794	17,825	371	1,655	2,026	2.3% more
middle clerical, sales, service workers	3,416	11,242	14,658	3,670	12,638	16,308	254	1,396	1,650	1.9% more
associate professionals	5,081	4,812	9,893	5,287	5,873	11,160	206	1,061	1,267	1.4% more
basic clerical, sales, service workers	2,966	6,938	9,904	3,363	7,497	10,860	397	559	956	1.1% more
managers and administrators	3,799	1,585	5,384	3,964	1,658	5,622	165	73	238	0.3% more
advanced clerical and service workers	255	2,218	2,473	256	2,014	2,270	1	-204	-203	0.2% less
tradespersons and related workers	8,925	1,597	10,522	8,636	1,599	10,235	-289	2	-287	0.3% less
middle production / transport workers	5,063	913	5,976	4,767	915	5,682	-296	2	-294	0.3% less
labourers and related workers	5,413	3,478	8,891	5,031	3,404	8,435	-382	-74	-456	0.5% less
inadequately described	491	279	770	411	212	623	-80	-67	-147	0.2% less
Total	**42,069**	**42,201**	**84,270**	**42,416**	**46,604**	**89,020**	**347**	**4,403**	**4,750**	**5.3% more**
Specific occupational changes										
health professionals	1,191	3,414	4,605	1,379	4,265	5,644	188	851	1,039	1.2% more
intermediate service workers	1,149	5,605	6,754	1,323	6,454	7,777	174	849	1,023	1.1% more
elementary sales workers	2,317	6,312	8,629	2,637	6,743	9,380	320	431	751	0.8% more
social, arts, other professionals	834	911	1,745	1,115	1,354	2,469	281	443	724	0.8% more
intermediate clerical workers	1,142	5,046	6,188	1,251	5,636	6,887	109	590	699	0.8% more
business / administration associates	1,164	1,723	2,887	1,239	2,176	3,415	75	453	528	0.6% more
managing supervisors (sales/service)	2,349	1,726	4,075	2,443	2,014	4,457	94	288	382	0.4% more
health / welfare associate professionals	215	638	853	279	920	1,199	64	282	346	0.4% more
other middle production / transport	1,795	378	2,173	1,865	556	2,421	70	178	248	0.3% more
construction tradespersons	1,391	55	1,446	1,621	66	1,687	230	11	241	0.3% more
other labourers / related workers	2,199	1,109	3,308	2,277	1,259	3,536	78	150	228	0.3% more
education professionals	1,923	3,365	5,288	1,887	3,616	5,503	-36	251	215	0.2% more
specialist managers	1,850	920	2,770	1,910	1,062	2,972	60	142	202	0.2% more
electrical / electronics tradespersons	1,055	39	1,094	1,222	29	1,251	167	-10	157	0.2% more
business / information professionals	1,530	959	2,489	1,575	1,057	2,632	45	98	143	0.2% more
generalist managers	1,239	316	1,555	1,360	329	1,689	121	13	134	0.2% more
elementary service workers	392	344	736	431	434	865	39	90	129	0.1% more
science, building, engineering prof'ls	949	271	1,220	980	353	1,333	31	82	113	0.1% more
other advanced clerical / service	223	871	1,094	235	964	1,199	12	93	105	0.1% more
skilled agricultural / horticultural workers	682	91	773	796	82	878	114	-9	105	0.1% more
elementary clerks	242	271	513	284	307	591	42	36	78	0.1% more
food tradespersons	572	315	887	571	367	938	-1	52	51	0.1% more
other associate professionals	601	331	932	614	346	960	13	15	28	0.0% more
intermediate machine operators	419	290	709	515	219	734	96	-71	25	0.0% more
associate professionals, nfd	15	14	29	28	6	34	13	-8	5	0.0% more
other tradespersons / related	127	5	132	128	3	131	1	-2	-1	0.0% less
basic clerical, sales, service workers	15	11	26	11	13	24	-4	2	-2	0.0% less
middle clerical, sales, service workers	8	45	53	6	40	46	-2	-5	-7	0.0% less
science, engineering, related associates	737	380	1,117	684	411	1,095	-53	31	-22	0.0% less
undefined managers	253	132	385	258	103	361	5	-29	-24	0.0% less
middle production / transport workers	130	19	149	110	12	122	-20	-7	-27	0.0% less
labourers / related workers, nfd	138	36	174	110	34	144	-28	-2	-30	0.0% less
cleaners	703	1,217	1,920	721	1,147	1,868	18	-70	-52	0.1% less
road and rail transport drivers	1,503	114	1,617	1,461	96	1,557	-42	-18	-60	0.1% less
intermediate sales / related workers	1,117	546	1,663	1,090	508	1,598	-27	-38	-65	0.1% less
farmers / farm managers	457	217	674	436	164	600	-21	-53	-74	0.1% less
automotive tradespersons	1,385	33	1,418	1,289	13	1,302	-96	-20	-116	0.1% less
professionals, nfd	233	219	452	95	149	244	-138	-70	-208	0.2% less
other tradespersons / related workers	1,561	1,025	2,586	1,317	1,019	2,336	-244	-6	-250	0.3% less
secretaries and personal assistants	26	1,347	1,373	21	1,050	1,071	-5	-297	-302	0.3% less
mechanical / engineering tradespersons	2,152	34	2,186	1,692	20	1,712	-460	-14	-474	0.5% less
intermediate plant operators	1,216	112	1,328	816	32	848	-400	-80	-480	0.5% less
factory labourers	2,373	1,116	3,489	1,923	964	2,887	-450	-152	-602	0.7% less
inadequately described	406	225	631	352	151	503	-54	-74	-128	0.1% less
not stated	85	54	139	59	61	120	-26	7	-19	0.0% less
Total	**42,063**	**42,201**	**84,264**	**42,416**	**46,604**	**89,020**	**353**	**4,403**	**4,756**	**5.3% more**

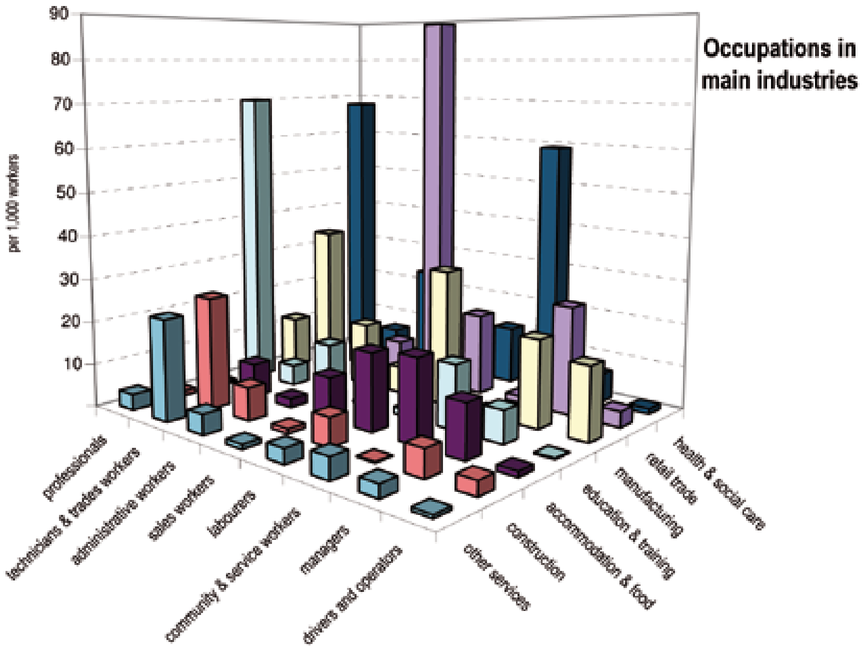
Source: ABS Working Population Profile 2001 Table W13; ABS Tablebuilder for 2006 data.

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 88 in every 1000 workers.

Other large concentrations of occupations in industries were:

- professionals in education and training (70 of every 1000 workers)
- professionals in health and social care (68 per 1000)
- community and service workers in health and social care (59 per 1000)
- technicians and trades workers in manufacturing (36 per 1000)
- labourers in manufacturing (32 per 1000).



Rate /1,000 workers, industry x occup'n	professionals	technicians & trades workers	administrative workers	sales workers	labourers	community & service workers	managers	drivers and operators	Not stated	Total
health & social care	**68**	7	**24**	1	**13**	**59**	7	1	1	**181**
retail trade	4	10	8	**88**	**19**	2	**25**	4	1	**160**
manufacturing	**12**	**36**	**15**	6	**32**	1	**20**	**17**	2	**141**
education & training	**70**	5	**12**	0	2	**15**	8	0	0	**112**
accommodation & food	1	8	2	10	**18**	**19**	**12**	1	0	**70**
construction	1	**26**	8	1	7	0	6	3	0	**52**
other services	4	**23**	5	1	3	5	3	1	0	**45**
technical services	**18**	6	9	0	1	0	3	0	0	**38**
public service	7	3	8	0	2	10	3	1	0	**36**
administration / support	3	3	3	0	**13**	3	2	0	0	**28**
finance & insurance	6	0	**16**	1	0	0	3	0	1	**28**
wholesale trade	2	2	5	7	2	0	6	2	0	**27**
transport, post & storage	0	1	5	1	1	0	2	10	0	**20**
rental & real estate	1	0	3	8	1	0	2	0	0	**15**
rural production	1	1	1	0	4	-	6	0	0	**14**
arts & recreation	2	1	1	1	1	3	2	0	0	**12**
media / telecommunications	1	1	1	1	1	0	1	0	0	**7**
utilities	0	2	1	0	1	0	1	1	0	**5**
mining	0	0	0	0	0	-	0	1	0	**2**
unclear	1	1	2	1	1	0	1	0	0	**8**
All industries	**202**	**137**	**130**	**129**	**121**	**118**	**112**	**45**	**7**	**1,000**

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

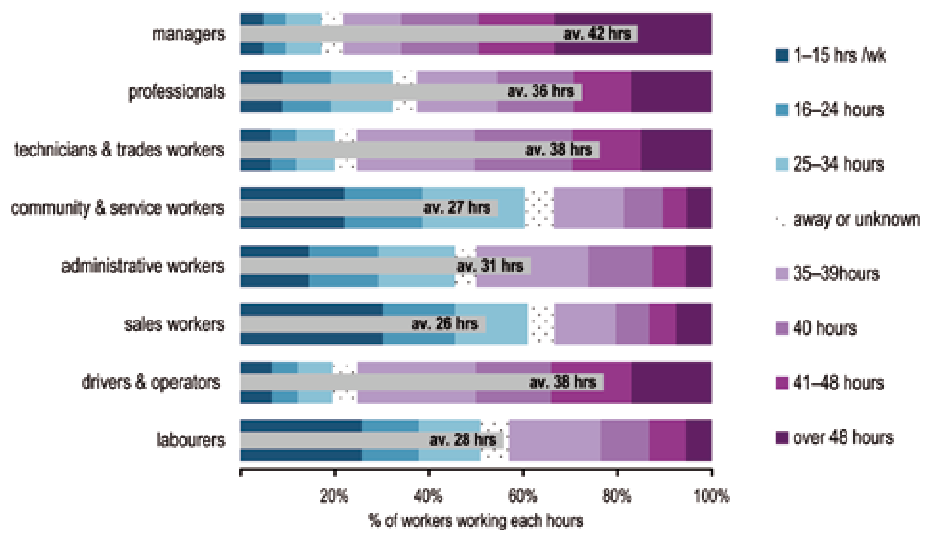
Working hours across occupations

Working hours varied considerably among occupational groups, ranging from managers who averaged 42.1 hours a week to sales workers who averaged 25.9 hours. This is shown in the graph, where each occupation is represented by a bar. The shaded segments on the bars represent the proportion working in each hourly range, with the shorter working week being in blue colours to the left. The grey box within each bar shows the average number of hours per week, which is written on the box.

The occupations where more people worked over 48 hours a week (shown by the dark right ends of the bars) were managers (33% of whom worked over 48 hours), professionals (17%) and drivers and operators (17%).

Occupations where part-time work was more common (shown by the blue left ends of the bars) included sales workers (where 30% worked under 16 hours or two days a week), labourers (26%) and community and service workers (22%).

Working hours by occupation, Southern Adelaide



Working hours by occupation, S Adel	% of workforce of Southern 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%**	**5%**	**5%**	**7%**	**12%**	16%	**16%**	**33%**	1%	**42.1 hrs**
professionals	4%	9%	10%	13%	17%	16%	12%	17%	**1%**	36.1 hrs
technicians & trades workers	**3%**	6%	**5%**	8%	**25%**	**21%**	15%	15%	2%	38.1 hrs
community & service workers	**4%**	22%	**17%**	**22%**	15%	**8%**	**5%**	5%	2%	27.3 hrs
administrative workers	3%	15%	15%	16%	**24%**	14%	7%	5%	**1%**	30.8 hrs
sales workers	4%	**30%**	15%	15%	**13%**	**7%**	6%	8%	2%	**25.9 hrs**
drivers & operators	3%	7%	**5%**	**8%**	**25%**	16%	**17%**	17%	2%	38.4 hrs
labourers	3%	**26%**	12%	13%	20%	10%	8%	6%	**2%**	27.9 hrs
not clear	**6%**	14%	8%	8%	20%	14%	10%	13%	**6%**	34.2 hrs
all occupations	4%	15%	11%	13%	18%	14%	10%	13%	2%	**33.1 hrs**
stnd dev'n	0%	10%	5%	5%	5%	5%	5%	10%	0%	6.1 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

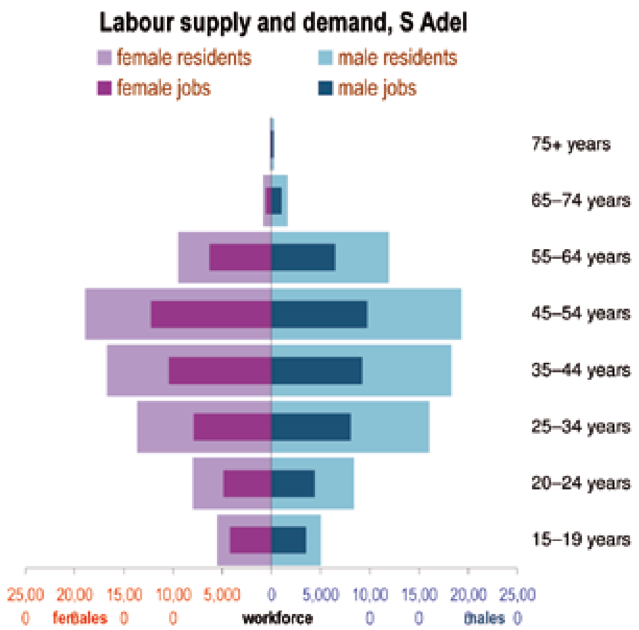
Labour balance by age

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 Southern Adelaide in 2006, there were 154,040 working residents and 89,017 local workers (jobs). While many residents worked within Southern Adelaide, the difference means that Southern Adelaide has a net surplus of 65,023 workers, equivalent to 42% of the working resident population.

Southern 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 16,221 among those aged 45–54 years, with 9,509 too many males and 6,712 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	S Adel employed residents			S Adel workforce			labour surplus / (shortage)			working residents as % workforce
	males	females	workers	males	females	workers	males	females	workers	
15–19 years	5,035	5,531	10,566	3,469	4,241	7,710	1,566	1,290	2,856	137%
20–24 years	8,365	8,006	16,371	4,365	4,859	9,224	4,000	3,147	7,147	177%
25–34 years	16,048	13,657	29,705	8,016	7,901	15,917	8,032	5,756	13,788	187%
35–44 years	18,261	16,726	34,987	9,167	10,450	19,617	9,094	6,276	15,370	178%
45–54 years	19,260	18,935	38,195	9,751	12,223	21,974	9,509	6,712	16,221	174%
55–64 years	11,866	9,450	21,316	6,446	6,283	12,729	5,420	3,167	8,587	167%
65–74 years	1,644	839	2,483	1,020	579	1,599	624	260	884	155%
75+ years	277	140	417	184	63	247	93	77	170	169%
all workers	**80,756**	**73,284**	**154,040**	**42,418**	**46,599**	**89,017**	**38,338**	**26,685**	**65,023**	**173%**

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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