

MAY 2019

Employment in the Goulburn Valley

A brief background report for the municipalities of
Campaspe, Greater Shepparton and Moira

Table of Contents

1	Introduction	1
1.1	CONTEXT	1
1.2	PURPOSE	1
1.3	DATA SOURCES	1
2	Employment by industry	2
2.1	CURRENT EMPLOYMENT	2
2.2	EMPLOYMENT TRENDS	3
3	Health care and social assistance	4
4	Agriculture, forestry and fishing	5
5	Manufacturing	7
6	Food manufacturing	9
7	Job vacancies	10
7.1	NATIONAL JOB VACANCIES	10
7.2	NORTHERN VICTORIAN JOB VACANCIES	10
	Appendix 1: Employment by industry in Campaspe Shire	12
	Appendix 2: Employment by industry in Greater Shepparton	13
	Appendix 3: Employment by industry in Moira Shire	14

1 Introduction

1.1 CONTEXT

RMCG were engaged by the Greater Shepparton City Council on behalf of themselves, Campaspe and Moira Shire Councils to provide an overview of actual jobs, job trends, vacancies and gaps in the Goulburn Valley, as defined by the boundary of these three local government areas.

This information was presented to a Labour Market Forum in Shepparton on the 3 May 2019 to set the scene for a discussion of skills gaps and shortages across the region. This forum was designed to engage industry to help identify the problem and its potential solutions, so that a co-ordinated region-wide approach could be adopted to dealing with this challenge.

1.2 PURPOSE

The purpose of this report is to collate and present the data used in this presentation to provide a background reference document for use in future action planning and implementation.

1.3 DATA SOURCES

The data presented on current employment in the region was sourced from the 2006, 2011 and 2016 Australian Bureau of Statistics (ABS) Census of Population and Housing. This data was collected at the Statistical Local Area 2 level (SLA2). SLA2 boundaries closely approximate those of local government areas and are the most useful available for this analysis. Jobs data at a subsector level was only available for the 2011 and 2016 census. A special request to the ABS would need to be made to access data at this level for the 2006 Census.

It must be noted that there are a small random adjustments made to all cell values to protect the confidentiality of the data. This is especially so where the data is presented by subsector and those subsectors in specific SLAs are relatively small. These adjustments may cause the sum of rows and columns to differ by small amounts from table totals, e.g. the total of the table of the manufacturing subsectors may not equal the total of manufacturing presented at a sector level.

The national job vacancy data was sourced from the Regional Australia Institute report, *The Future of Regional Jobs* (page 22), which was originally sourced from the Commonwealth Department of Employment's Internet Job Vacancy Index. This index measures job vacancies as advertised on the three major online platforms and is presented as a three-month moving average. Thus, this data does not represent all of the job vacancies in the region, as many jobs are not advertised through these platforms. However, it does provide a useful time-series data set and a measure of the type and number of jobs vacant within the region.

The regionally specific data was sourced directly from this index for March 2019. The region defined here as Northern Victoria reflects the Department's regional boundary, which closely aligns with the entirety of the Victorian State Government regions of Hume and Loddon-Campaspe. Therefore, it is indicative only of the specific job vacancies in the Goulburn Valley.

2 Employment by industry

2.1 CURRENT EMPLOYMENT

Total employment in the Goulburn Valley, as defined by the local government areas of Campaspe, Greater Shepparton and Moira, was 54,704 in 2016¹. Current employment by industry in the Goulburn Valley is presented in Figure 1.

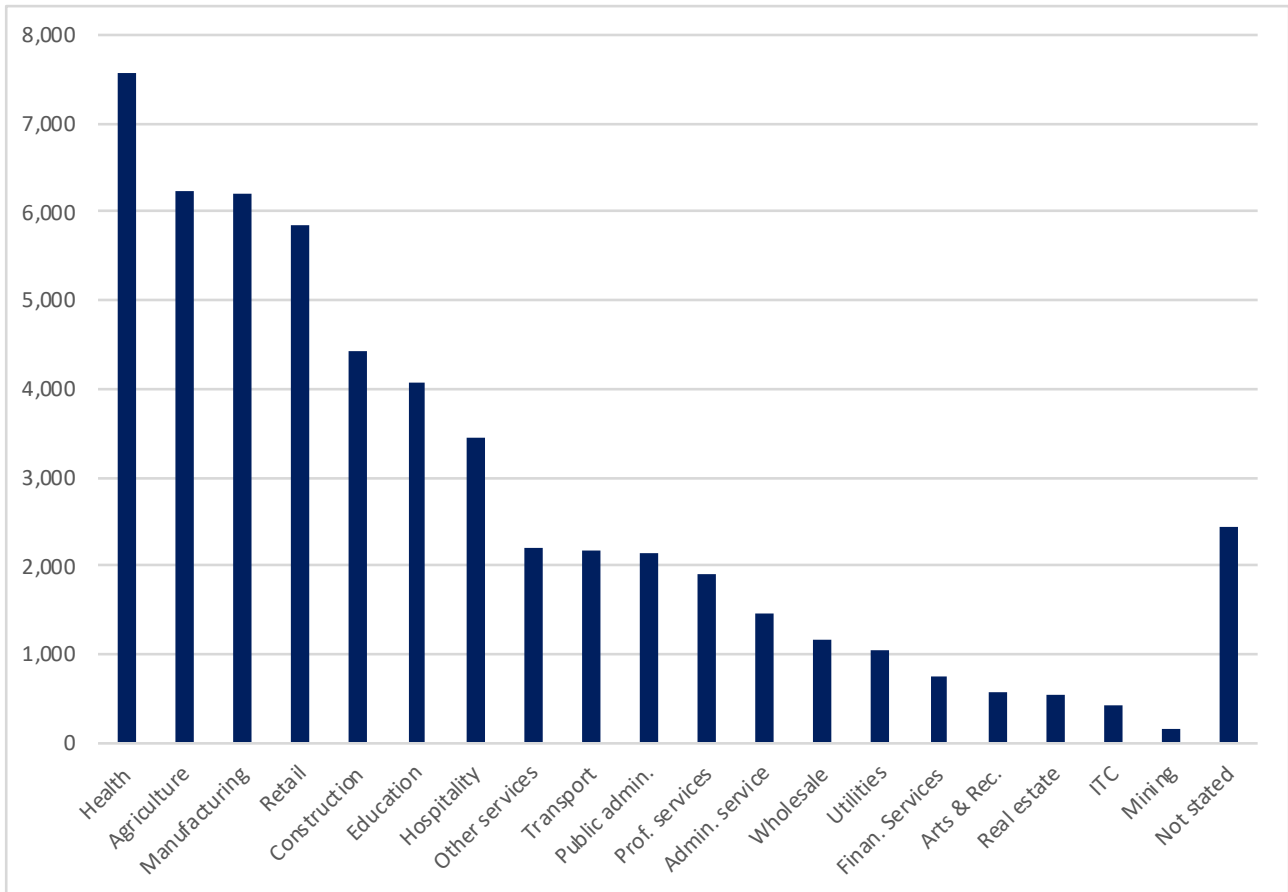


Figure 1: Current employment by industry in the Goulburn Valley

The data shows that four industry sectors dominate employment in the region, representing 25,851 or 47% of all jobs in the region. Those industry sectors are:

1. Health care and social assistance = 7,576 jobs or 13.8% of total jobs
2. Agriculture, Forestry and Fishing = 6,234 jobs or 11.4% of total jobs
3. Manufacturing = 6,202 jobs or 11.3% of total jobs
4. Retail trade = 5,839 jobs or 10.7% of total jobs

More detail of employment by subsector in the health care, manufacturing and agriculture sectors is provided in the following sections.

¹ Source: ABS 2016 Census of Population and Housing.

2.2 EMPLOYMENT TRENDS

Total employment in the Goulburn Valley has increased 3% from 53,051 jobs in 2006 to 54,704 in 2016². However, the distribution of this employment growth by industry varies significantly. Employment by industry for each of the three ABS censuses in 2006, 2011 and 2016 is presented in Table 1, along with the simple percentage change in employment between 2006 and 2016. The sectors are ranked by employment in 2016.

Table 1: Employment trends by industry, ranked by employment in 2016

	2006	2011	2016	% change 2011-16
Health Care and Social Assistance	5,781	7,044	7,576	31%
Agriculture, Forestry and Fishing	7,526	6,153	6,234	-17%
Manufacturing	7,657	7,343	6,202	-19%
Retail Trade	6,486	6,454	5,839	-10%
Construction	3,878	4,299	4,418	14%
Education and Training	3,497	3,823	4,066	16%
Accommodation and Food Services	3,067	3,314	3,456	13%
Other Services	1,825	2,101	2,207	21%
Transport, Postal and Warehousing	2,131	2,178	2,162	1%
Public Administration and Safety	1,880	2,061	2,134	14%
Professional, Scientific and Technical Services	1,680	1,826	1,907	14%
Administrative and Support Services	1,188	1,189	1,467	23%
Wholesale Trade	1,905	1,732	1,156	-39%
Electricity, Gas, Water and Waste Services	801	894	1,040	30%
Financial and Insurance Services	1,009	895	753	-25%
Arts and Recreation Services	438	508	558	27%
Rental, Hiring and Real Estate Services	529	451	539	2%
Information Media and Telecommunications	517	453	417	-19%
Mining	83	154	152	83%
Inadequately described/Not stated	1,192	1,363	2,436	104%
Total	53,051	54,227	54,704	3%

The data shows that:

- Thirteen of the nineteen industry sectors experienced an increase in employment over this period, led by health care and social assistance (+31%), construction (+14%), education and training (+16%), accommodation and food services (+13%) and other services (+21%);
- Whilst six of the nineteen industry sectors experienced a reduction in employment over this period, led by agriculture (-17%), manufacturing (-19%) and retail trade (-10%).

Thus, just like the Australian economy as a whole, employment growth in the Goulburn Valley is driven by growth in the services sector, whilst experiencing a decline in jobs in the traditional industries of agriculture and manufacturing. It needs to be recognised that a decline in jobs does not necessarily represent a decline in the economic contribution of these sectors. Both agriculture and manufacturing are experiencing ongoing structural adjustment through changing markets and technological change, which can lead to a growing sector with less jobs. Thus, the number of jobs in agriculture and manufacturing are declining, but those jobs are becoming increasingly skilled.

² Source: ABS 2006 and 2016 Census of Population and Housing

3 Health care and social assistance

The health care and social assistance sector is now the largest source of employment within the Goulburn Valley. The sector employed 5,781 in 2006, which was 10.9% of total employment in the region and ranked it as the fourth largest employer in the region, at that time³. Employment in the sector has increased by 31% since 2006 to 7,576 or 13.8% of total jobs.

Employment by subsector within the health care and social assistance sector is presented for 2011 and 2016 in Table 2. Data at this level for 2006 was not readily available.

Table 2: Employment by subsector within health care and social assistance, 2011 and 2016

SUB SECTOR	2011	2016	%CHANGE
Health care and social assistance, nfd ⁴	221	143	-35%
Hospitals	2,502	2,721	+9%
Medical and other health care services	1,397	1,603	+15%
Residential care services	1,206	1,476	+22%
Social assistance services	1,720	1,628	-5%
TOTAL	7,046	7,571	+7.5%

The data shows that

- Jobs growth in this sector was a more moderate 7.5% between 2011 and 2016.
- All subsectors, with the exception of social assistance services, experienced jobs growth.
- The hospitals subsector is the largest employer in the sector at 2,751 jobs in 2016, which was growth of 9% since 2011.
- Whilst residential care services (largely aged-care) was the fastest growing subsector, with a growth rate of 22% from 1,206 to 1,476 jobs.

Thus, health care is the largest employer of people in the Goulburn Valley and is growing rapidly, especially in aged-care services, which reflects the region's aging population. This sector is experiencing significant skills shortages and gaps, and is finding it very difficult to employ enough suitably skilled, experienced and qualified staff to keep up with demand. The current Royal Commission into aged care can be expected to identify areas of improvement in regulation and funding which may only lead to exacerbate this problem.

³ Source: ABS 2006 Census of Population and Housing

⁴ nfd = not defined, or a job which was unable to be allocated to one of the defined subsectors

4 Agriculture, forestry and fishing

The agriculture, forestry and fishing sector would have historically been the largest employer in the region. Even in 2006, it was the second largest employer with 7,526 jobs or 14.2% of total jobs – only 131 jobs less than manufacturing with 7,657 jobs⁵. Employment in the sector has declined by 17% since 2006 to 6,234 or 11.4% of total jobs.

Employment by subsector within the agriculture, forestry and fishing sector is presented for 2011 and 2016 in Table 3. Data at this level for 2006 was not readily available.

Table 3: Employment by subsector within agriculture, forestry and fishing, 2011 and 2016

SUB SECTOR	2011	2016	%CHANGE
Agriculture, forestry and fishing, nfd	268	556	+107%
Nursery and floriculture production	39	88	+126%
Mushroom and vegetable growing	159	209	+31%
Fruit and tree nut growing	1,090	1,030	-6%
Sheep, beef cattle and grain farming	1,650	1,333	-19%
Other crop growing	113	104	-8%
Dairy cattle farming	2,309	2,378	+3%
Poultry farming	35	51	46%
Deer farming	0	0	0%
Other livestock farming	197	194	-2%
Aquaculture	3	5	+67%
Forestry and logging	10	6	-40%
Fishing, hunting and trapping	8	12	+50%
Agriculture, forestry and fishing support services	255	291	+14%
TOTAL	6,143	6,246	+1.7%

⁵ Source: ABS 2006 Census of Population and Housing

The data shows that:

- There has actually been an increase in jobs of 1.7% in the sector since 2011.
- The subsectors with the largest employment are dairy cattle farming, sheep, beef cattle and grain farming, and fruit and tree nut growing.
- Jobs in the dairy subsector have grown by 3%, whilst the other two major subsectors have experienced declines of 19% and 6% respectively.
- The fastest growing production subsectors, with a reasonable number of jobs, are nursery and floriculture production (126%), mushroom and vegetable growing (31%) and poultry farming (46%).
- Support services have also had a significant increase in jobs from 255 to 291, or +14%.

Thus, the traditional broadacre (sheep, beef cattle and crop growing) and fruit growing industries have experienced declines in employment due to market and technological change, but also the significant changes in irrigation water availability, security and price brought about by both policy and climate change.

Despite these changes, dairy has experienced modest jobs growth and the more intensive or higher-value production industries have experienced substantial growth of a small base. This is reflective of changes in the national agricultural industries and consistent with the market, technological and water changes that the Goulburn Valley has experienced. This trend will most likely continue with water being used for higher value crops and technological changes leading to further reductions in the need for labour on-farm. These changes have already resulted and will continue to result for increased demand for higher skilled labour to operate and manage farm production.

5 Manufacturing

The manufacturing sector was the largest employer in the region in 2006 with 7,657 jobs or 14.4%⁶. Employment in the sector has declined by 19% since 2006 to 6,202 or 11.3% of total jobs, and the industry is now the third largest employer in the region.

Employment by subsector within the manufacturing sector is presented for 2011 and 2016 in Table 4. Data at this level for 2006 was not readily available.

Table 4: Employment by subsector within manufacturing, 2011 and 2016

SUB SECTOR	2011	2016	%CHANGE
Manufacturing, nfd	519	340	-34%
Food Product Manufacturing	4,195	3,804	-9%
Beverage and tobacco product manufacturing	107	113	+6%
Textile, leather, clothing and footwear manufacturing	69	46	-33%
Wood product manufacturing	187	120	-36%
Pulp, paper and converted paper product manufacturing	61	44	-28%
Printing (including reproduction of recorded material)	116	85	-27%
Petroleum and coal product manufacturing	7	3	-57%
Basic chemical and chemical product manufacturing	327	300	-8%
Polymer product and rubber product manufacturing	117	65	-44%
Non-metallic mineral product manufacturing	246	145	-41%
Primary metal and metal product manufacturing	279	198	-29%
Fabricated metal product manufacturing	460	450	-2%
Transport equipment manufacturing	146	128	-12%
Machinery and equipment manufacturing	405	238	-41%
Furniture and other manufacturing	100	112	+12%
TOTAL	7,341	6,191	-16%

⁶ Source: ABS 2006 Census of Population and Housing

The data shows that:

- Food product manufacturing is the largest manufacturing subsector, employing 3,804 or 61% of the total manufacturing workforce in the region.
- Employment in food product manufacturing has only declined by 9% since 2011, compared to a decrease of 16% for the sector.
- Given its dominance of the sector, this means that other manufacturing subsectors have declined far more rapidly than it has.
- Those large subsectors that have declined most rapidly include machinery and equipment manufacturing (41%), the primary metal (29%), non-metallic (41%) and wood (33%) manufacturing subsectors.
- The only two sub sectors to have experienced employment growth during this time include the beverage (6%) and furniture (12%) subsectors.

Manufacturing, like agriculture, has been experiencing a decline in employment over the long-term due to changes in markets and technology. The food manufacturing subsector dominates manufacturing in the region and employment in this subsector has declined at a far slower pace than the other subsectors, whilst employment has increased in the beverage subsector. This is a good sign for the region. Like agriculture, food manufacturing is undergoing significant structural adjustment and technological change. It will need to continue to become more and more labour efficient and invest in technology to meet demand and compete with lower labour cost countries. Thus, demand will continue to increase for skilled labour in this subsector.

6 Food manufacturing

Food manufacturing dominates the manufacturing sector in the Goulburn Valley, therefore the data for this subsector has been further disaggregated to show the distribution of jobs within the subsector (see Table 5).

Table 5: Employment by subsector within food manufacturing, 2011 and 2016

SUB SECTOR	2011	2016	%CHANGE
Food product manufacturing, nfd	76	134	+76%
Meat and meat product manufacturing	447	632	+41%
Seafood processing	0	0	0%
Dairy product manufacturing	1,527	1,417	-7%
Fruit and vegetable processing	1,305	744	-43%
Oil and fat manufacturing	42	3	-93%
Grain mill and cereal product manufacturing	38	37	-3%
Bakery product manufacturing	327	422	+29%
Sugar and confectionery manufacturing	30	39	+30%
Other food product manufacturing	395	374	-5%
TOTAL	4,187	3,802	-9%

The data shows that:

- Dairy food manufacturing is the largest employer in this subsector with 1,417 jobs, which is a decline of 7% since 2011 (1,527 jobs).
- Fruit and vegetable processing is the second largest employer in the subsector at 744 jobs, but it has suffered a massive decline of 43% since 2011 (1,305 jobs).
- The good news is that the other major subsectors of meat and meat product manufacturing (41%) and bakery product manufacturing (29%) have each experienced significant jobs growth since 2011.

Thus, the decline in food manufacturing jobs in the region has largely been driven by the decline in the fruit and vegetable processing industries, but this decline has been balanced by growth in other subsectors. Thus, the food processing industry within the Goulburn Valley has experienced a rapid adjustment from a decline in one subsector to the growth of others, whilst dairy has remained relatively stable. This emphasises the need for a multi-skilled workforce that is flexible and adaptable to changing demands and needs in the industry.

7 Job vacancies

7.1 NATIONAL JOB VACANCIES

The skills shortages and gaps experienced in the Goulburn Valley are not unique to the region. Table 6 presents job vacancies, as measured by the Commonwealth Department of Employment's Internet Job Vacancy Index, for January 2017 and January 2019. It shows the total number of job vacancies nationally, as well as a breakdown of those vacancies to mainland capital cities versus the rest of Australia (regional Australia).

Table 6: Comparison of job vacancies between 2017 and 2019 for capital cities vs the rest

JOB VACANCIES	AUSTRALIA	MAINLAND STATE CAPITALS	THE REST
January 2017	165,020	126,564	38,456
January 2019	182,736	138,068	44,668
Percentage change	+10.7%	+9.1%	+16.2%

The data shows that:

- Total job vacancies have increased by 10.7% between January 2017 and January 2019, from 165,020 to 182,736.
- However, the growth in job vacancies in "the rest" (regional Australia) has increased by 16.2%, from 38,456 to 44,668, over the same period of time.

Thus, most of regional Australia is experiencing the similar challenge of skills shortages and gaps.

7.2 NORTHERN VICTORIAN JOB VACANCIES

It is difficult to get an accurate estimate of job vacancies within the Goulburn Valley without doing the primary research to establish the type and number of job vacancies in the region. The closest available data source to establish the level of job vacancies in the region is the Commonwealth Department of Employment's Internet Job Vacancy Index for northern Victoria. The Department's northern Victorian region approximates to the Victorian State Government regions of Hume and Loddon Campaspe. Thus, the data presented in Table 7 below is an over-estimate of the number of job vacancies in the Goulburn Valley. It does however provide a useful indication of the types of job vacancies in the region.

Table 7: Job vacancies by job title in northern Victoria in January 2019

JOB TITLE	NUMBER
Managers	166
Professionals	456
Technicians and trade workers	313
Community and personal service workers	259
Clerical and administrative workers	256
Sales workers	145
Machinery operators and drivers	97
Labourers	205
TOTAL	1,897

The data shows that:

- There were 1,897 job vacancies advertised on the three major online platforms in January 2019.
- Approximately half of those vacancies were what have historically been defined as “skilled workers”, i.e. managers, professionals and technicians and trade workers.
- Similar approximately half of the vacancies are in services roles, i.e. professionals, community and personal services workers, and clerical and administrative workers.

Thus, whilst the data source is an imperfect measure of all job vacancies in the Goulburn Valley it does support local knowledge and experience that there is a shortage of skilled workers in the region.

Appendix 1: Employment by industry in Campaspe Shire

AUSTRALIAN BUREAU OF STATISTICS 2016 Census of Population and Housing
Campaspe (21601) 4554.6 sq Kms

[List of tables](#)
Find out more:
[Industry of Employment](#)
[Sex](#)

T34 INDUSTRY OF EMPLOYMENT(a) BY SEX
Count of persons aged 15 years and over

	2006 Census			2011 Census			2016 Census		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Agriculture, Forestry and Fishing	1,790	791	2,586	1,469	624	2,097	1,512	621	2,133
Mining	22	3	27	71	6	74	66	6	72
Manufacturing	1,882	552	2,430	1,764	557	2,320	1,511	474	1,990
Electricity, Gas, Water and Waste Services	173	26	192	177	32	211	169	52	221
Construction	1,025	126	1,156	1,143	136	1,278	1,139	128	1,267
Wholesale Trade	383	134	518	325	116	437	232	87	321
Retail Trade	741	1,087	1,827	702	1,121	1,829	635	1,028	1,666
Accommodation and Food Services	351	641	990	386	673	1,056	425	701	1,129
Transport, Postal and Warehousing	491	126	619	498	122	628	484	125	607
Information Media and Telecommunications	69	61	137	52	48	102	46	43	94
Financial and Insurance Services	98	202	294	72	185	264	57	149	205
Rental, Hiring and Real Estate Services	85	96	180	73	71	143	57	79	135
Professional, Scientific and Technical Services	204	253	454	212	284	497	220	286	509
Administrative and Support Services	121	150	274	121	146	266	139	217	357
Public Administration and Safety	263	305	570	280	332	610	277	317	594
Education and Training	280	729	1,011	292	789	1,086	271	813	1,080
Health Care and Social Assistance	215	1,382	1,596	259	1,680	1,938	307	1,839	2,145
Arts and Recreation Services	79	110	188	88	109	199	86	108	192
Other Services	300	237	533	355	265	615	378	268	644
Inadequately described/Not stated	215	157	375	224	172	394	428	241	670
Total	8,786	7,175	15,957	8,569	7,472	16,042	8,444	7,579	16,022

This table is based on place of usual residence.

(a) 'Industry of Employment' was coded to the Australian and New Zealand Standard Industrial Classification (ANZSIC) 2006, Revision 2 published in 2013. Data for 2006 and 2011 have been concorded.

Please note that there are small random adjustments made to all cell values to protect the confidentiality of data. These adjustments may cause the sum of rows or columns to differ by small amounts from table totals.

Appendix 2: Employment by industry in Greater Shepparton

AUSTRALIAN BUREAU OF STATISTICS 2016 Census of Population and Housing
Shepparton (21603) 2333.2 sq Kms

[List of tables](#)
[Find out more:](#)
[Industry of Employment](#)
[Sex](#)

T34 INDUSTRY OF EMPLOYMENT(a) BY SEX
Count of persons aged 15 years and over

	2006 Census			2011 Census			2016 Census		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Agriculture, Forestry and Fishing	1,749	808	2,555	1,514	612	2,127	1,529	662	2,189
Mining	29	4	39	45	5	51	50	4	56
Manufacturing	2,549	877	3,421	2,512	789	3,299	2,043	638	2,687
Electricity, Gas, Water and Waste Services	380	109	495	413	164	576	495	199	694
Construction	1,629	256	1,887	1,857	260	2,114	1,906	258	2,165
Wholesale Trade	731	310	1,045	644	265	913	443	166	616
Retail Trade	1,452	1,926	3,375	1,412	1,965	3,374	1,256	1,734	2,990
Accommodation and Food Services	485	778	1,264	545	843	1,391	592	893	1,480
Transport, Postal and Warehousing	841	201	1,048	869	222	1,085	882	206	1,089
Information Media and Telecommunications	168	149	316	150	145	294	151	120	271
Financial and Insurance Services	247	308	556	214	265	474	178	241	419
Rental, Hiring and Real Estate Services	121	116	239	98	110	211	127	150	284
Professional, Scientific and Technical Services	463	486	953	477	548	1,028	520	552	1,071
Administrative and Support Services	330	361	689	351	363	715	362	465	829
Public Administration and Safety	506	507	1,012	548	542	1,095	575	590	1,163
Education and Training	579	1,301	1,876	620	1,453	2,074	613	1,566	2,176
Health Care and Social Assistance	518	2,555	3,069	698	3,057	3,755	789	3,309	4,100
Arts and Recreation Services	96	86	182	103	94	197	134	117	252
Other Services	548	386	933	625	459	1,087	660	485	1,147
Inadequately described/Not stated	318	256	578	386	283	666	777	425	1,199
Total	13,736	11,777	25,518	14,089	12,438	26,524	14,091	12,785	26,876

This table is based on place of usual residence.

(a) 'Industry of Employment' was coded to the Australian and New Zealand Standard Industrial Classification (ANZSIC) 2006, Revision 2 published in 2013. Data for 2006 and 2011 have been concorded.

Please note that there are small random adjustments made to all cell values to protect the confidentiality of data. These adjustments may cause the sum of rows or columns to differ by small amounts from table totals.

Appendix 3: Employment by industry in Moira Shire

AUSTRALIAN BUREAU OF STATISTICS 2016 Census of Population and Housing
Moira (21602) 4046.4 sq Kms

[List of tables](#)
Find out more:
[Industry of Employment](#)
[Sex](#)

T34 INDUSTRY OF EMPLOYMENT(a) BY SEX
Count of persons aged 15 years and over

	2006 Census			2011 Census			2016 Census		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Agriculture, Forestry and Fishing	1,638	747	2,385	1,381	547	1,929	1,367	543	1,912
Mining	13	0	17	26	3	29	26	3	24
Manufacturing	1,330	477	1,806	1,281	440	1,724	1,135	391	1,525
Electricity, Gas, Water and Waste Services	100	16	114	102	8	107	113	9	125
Construction	736	104	835	785	121	907	874	116	986
Wholesale Trade	253	90	342	286	95	382	162	56	219
Retail Trade	538	746	1,284	509	746	1,251	468	710	1,183
Accommodation and Food Services	254	551	813	274	589	867	280	568	847
Transport, Postal and Warehousing	376	82	464	375	88	465	357	105	466
Information Media and Telecommunications	30	34	64	20	34	57	26	27	52
Financial and Insurance Services	40	114	159	46	109	157	41	90	129
Rental, Hiring and Real Estate Services	51	62	110	38	56	97	48	68	120
Professional, Scientific and Technical Services	95	178	273	100	194	301	121	205	327
Administrative and Support Services	114	112	225	97	113	208	96	185	281
Public Administration and Safety	167	126	298	181	169	356	195	181	377
Education and Training	145	467	610	151	520	663	182	626	810
Health Care and Social Assistance	120	1,000	1,116	148	1,201	1,351	148	1,186	1,331
Arts and Recreation Services	36	26	68	67	44	112	62	54	114
Other Services	226	135	359	239	156	399	223	189	416
Inadequately described/Not stated	139	97	239	182	117	303	354	212	567
Total	6,399	5,174	11,576	6,300	5,358	11,661	6,281	5,522	11,806

This table is based on place of usual residence.

(a) 'Industry of Employment' was coded to the Australian and New Zealand Standard Industrial Classification (ANZSIC) 2006, Revision 2 published in 2013. Data for 2006 and 2011 have been concurred.

Please note that there are small random adjustments made to all cell values to protect the confidentiality of data. These adjustments may cause the sum of rows or columns to differ by small amounts from table totals.

This report has been prepared by:

RM Consulting Group Pty Ltd trading as RMCg

5/16 Gilbert Street, Torquay Victoria 3228

PO Box 620, Torquay Victoria 3228

(03) 5261 6105 — rmcg.com.au — ABN 73 613 135 247



Offices in Bendigo, Melbourne, Torquay and Warragul (Victoria) and Penguin and Hobart (Tasmania)



Key Project Contact

Adrian Kennelly
0427 679 041 — adriank@rmcg.com.au

Document review and authorisation

Job Number: 33-G-13

Doc Version	Final/Draft	Date	Author	Project Director review	BST QA review	Release approved by	Issued to
1.0	Draft	22 May 2019	A. Kennelly	N.A	J. Longford	A. Kennelly	S. Hardwick, GSCC
2.0	Final	27 May 2019	A. Kennelly	N.A	J. Longford	A. Kennelly	S. Hardwick, GSCC