REGIONS RISING 2019

NATIONAL EVENTS SERIES FOR REGIONAL AUSTRALIA

REGIONAL AUSTRALIA INSTITUTE

nbn™

Bendigo and Adelaide Bank

REGIONSRISING.REGIONALAUSTRALIA.ORG.AU   #REGIONSRISING   @REGIONALAUS

WELCOME

Liz Ritchie

Co-CEO, Regional Australia Institute

AUDIENCE Q&A

RAI RESEARCH ADDRESS

Job Growth in Regional NSW: Where are we at?

Dr. Kim Houghton, co-CEO
Regional Australia Institute

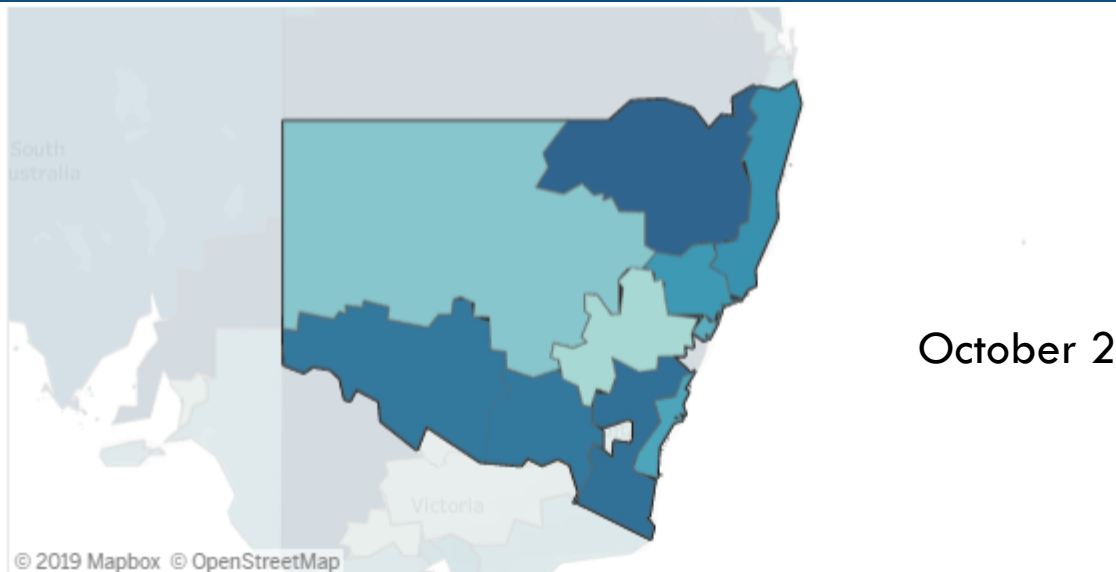# JOB GROWTH IN REGIONAL NEW SOUTH WALES: WHERE ARE WE AT?
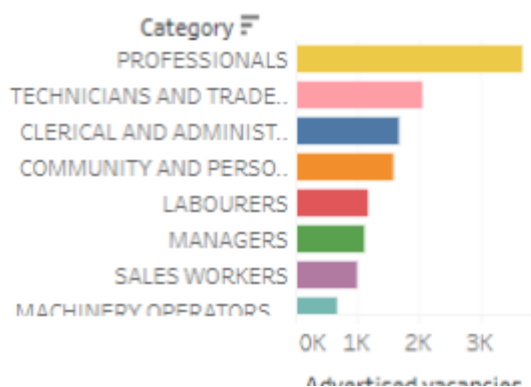
Dr Kim Houghton
co-CEO

REGIONAL
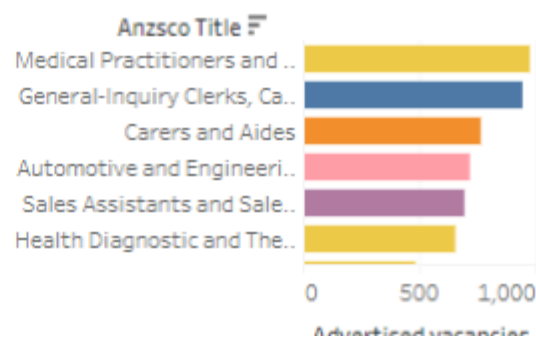AUSTRALIA
INSTITUTE

REGIONAL NO LONGER MEANS ONLY RURAL JOBS
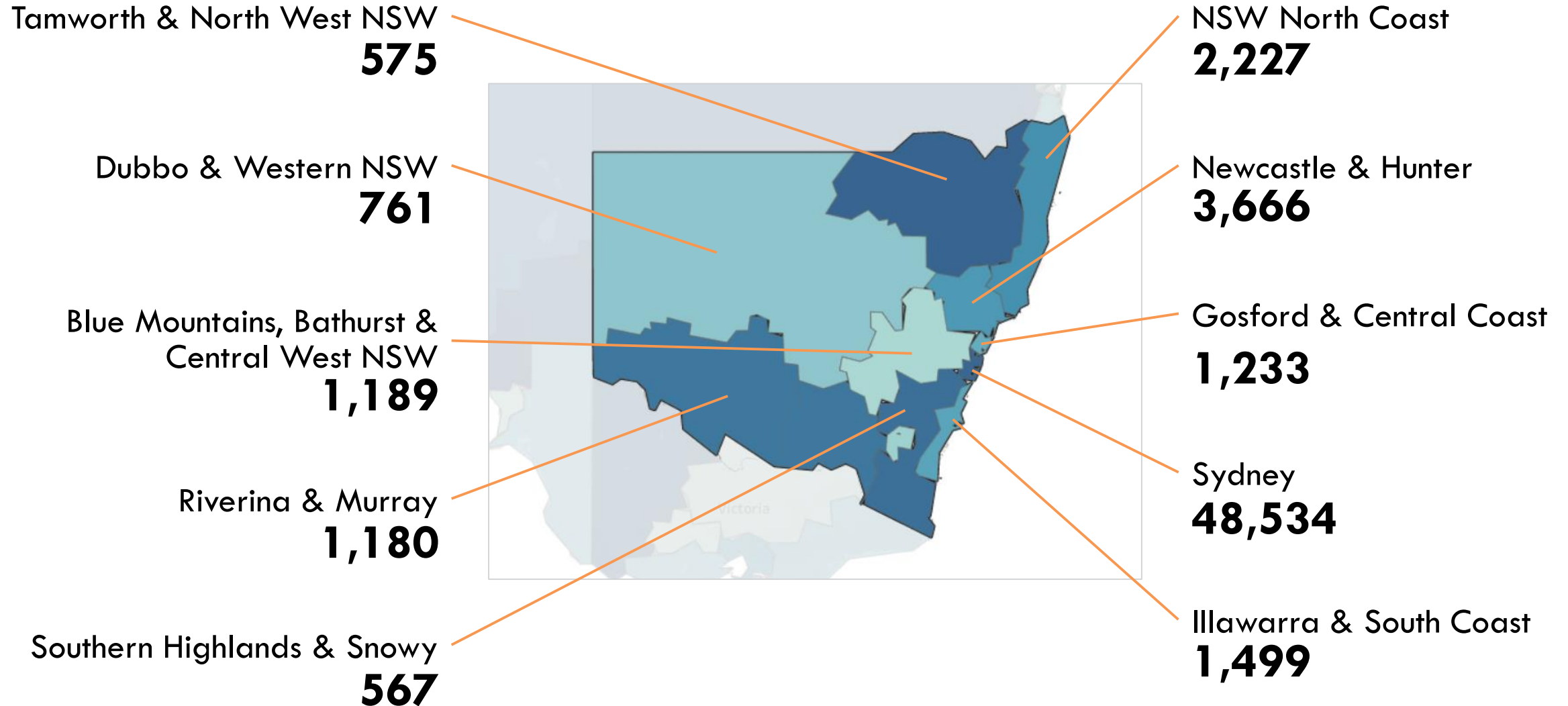
October 2019: 12,897 vacancies in regional NSW

regionalaustralia.org.au/home/regional-jobs-vacancy-map

INTERNET ADVERTISED VACANCIES: OCTOBER 2019

Tamworth & North West NSW
575

Dubbo & Western NSW
761

Blue Mountains, Bathurst &
Central West NSW
1,189

Riverina & Murray
1,180

Southern Highlands & Snowy
567

NSW North Coast
2,227

Newcastle & Hunter
3,666

Gosford & Central Coast
1,233

Sydney
48,534

Illawarra & South Coast
1,499

VACANCIES: OCTOBER 2019 & PERCENTAGE CHANGE SINCE OCTOBER 2018
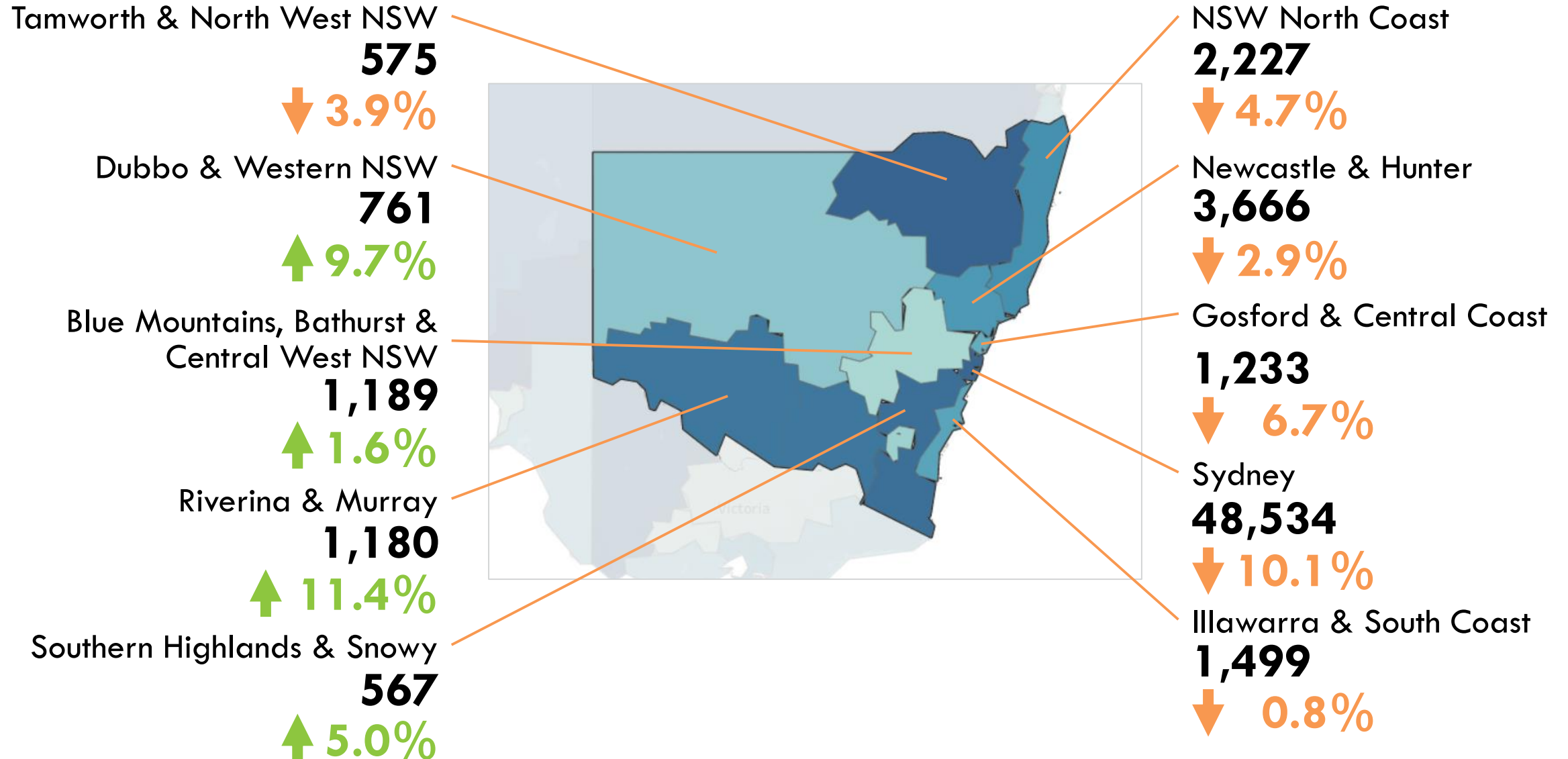
REGIONAL AUSTRALIA INSTITUTE

Tamworth & North West NSW
575
▼ 3.9%

Dubbo & Western NSW
761
▲ 9.7%

Blue Mountains, Bathurst & Central West NSW
1,189
▲ 1.6%

Riverina & Murray
1,180
▲ 11.4%

Southern Highlands & Snowy
567
▲ 5.0%

NSW North Coast
2,227
▼ 4.7%

Newcastle & Hunter
3,666
▼ 2.9%

Gosford & Central Coast
1,233
▼ 6.7%

Sydney
48,534
▼ 10.1%

Illawarra & South Coast
1,499
▼ 0.8%

regionalaustralia.org.au/home/regional-jobs-vacancy-map

VACANCIES vs ANNUAL POPULATION CHANGE (2017-2018)

REGIONAL AUSTRALIA INSTITUTE

Tamworth & North West NSW
575
▲ 0.2%   ▼ 3.9%

NSW North Coast
2,227
▼ 4.7%   ▲ 1.2%

Newcastle & Hunter
3,666
▼ 2.9%   ▲ 0.9%

Gosford & Central Coast
1,233
▼ 6.7%   ▲ 0.8%

Sydney
48,534
▼ 10.1%   ▲ 1.9%

Illawarra & South Coast
1,499
▼ 0.8%   ▲ 1.3%

VACANCIES vs ANNUAL POPULATION CHANGE (2017-2018)

REGIONAL AUSTRALIA INSTITUTE

Tamworth & North West NSW
575
↑ 0.2%   ↓ 3.9%

Dubbo & Western NSW
761
↑ 0.4%   ↑ 9.7%

Blue Mountains, Bathurst & Central West NSW
1,189
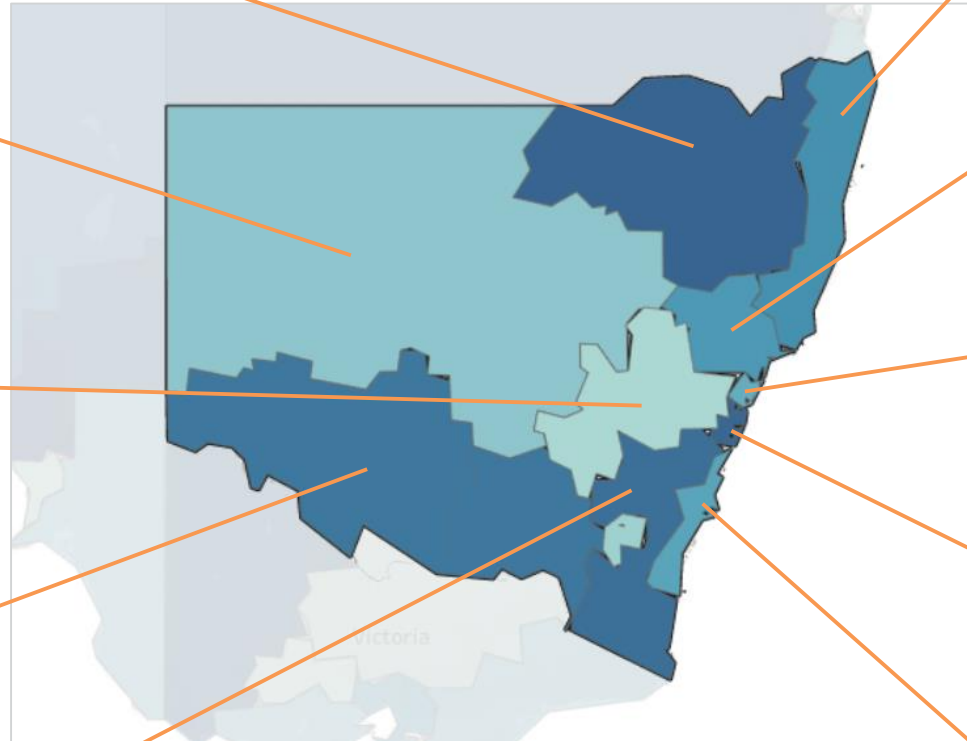↑ 1.6%   ↑ 1.6%

Riverina & Murray
1,180
↑ 0.6%   ↑ 11.4%

Southern Highlands & Snowy
567
↑ 1.3%   ↑ 5.0%

NSW North Coast
2,227
↓ 4.7%   ↑ 1.2%

Newcastle & Hunter
3,666
↓ 2.9%   ↑ 0.9%

Gosford & Central Coast
1,233
↓ 6.7%   ↑ 0.8%

Sydney
48,534
↓ 10.1%   ↑ 1.9%

Illawarra & South Coast
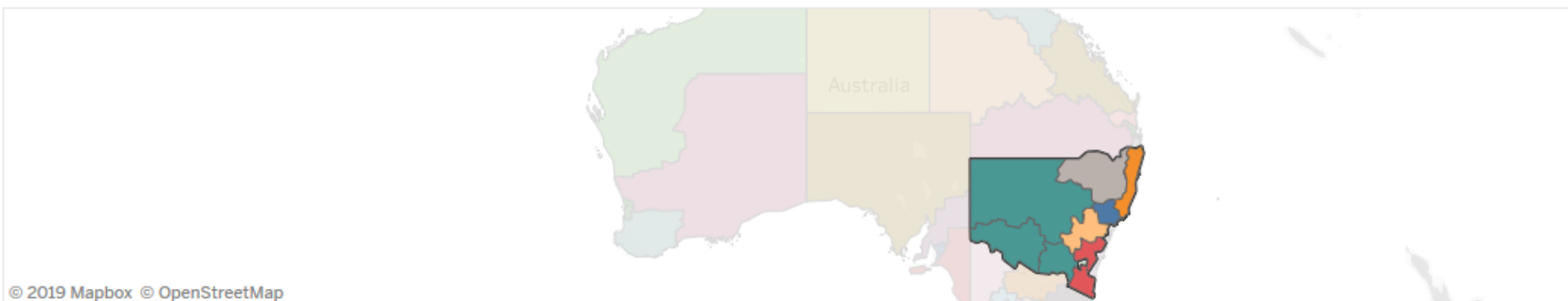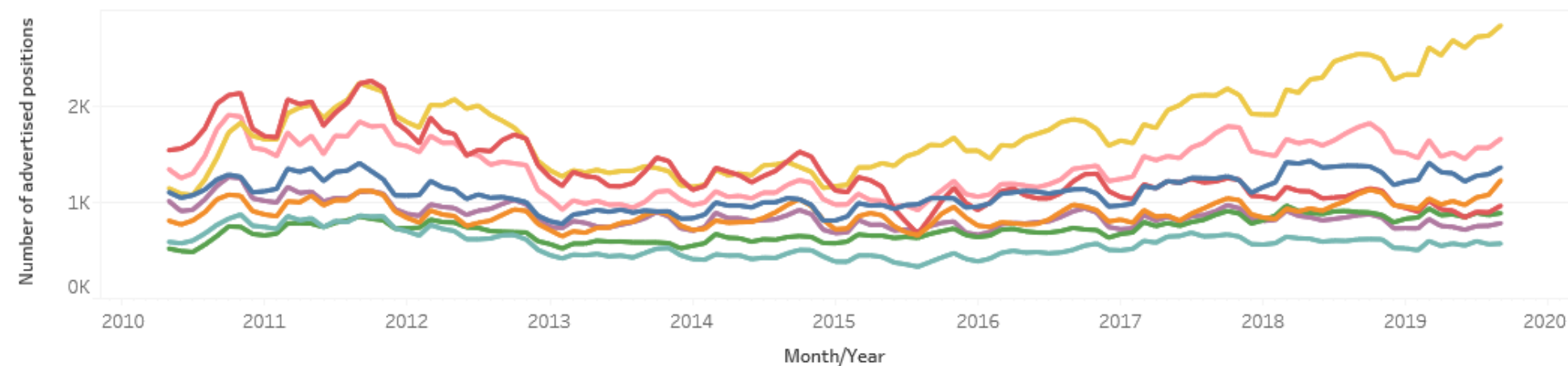1,499
↓ 0.8%   ↑ 1.3%

regionalaustralia.org.au/home/regional-jobs-vacancy-map

REGIONAL AUSTRALIA INSTITUTE

Internet Vacancy Index Regions

© 2019 Mapbox © OpenStreetMap

Blue Mountains Bathurst & Central West, Dubbo & Western NSW, Newcastle & Hunter and 4 more

Region
- Adelaide
- Ballarat & Cent...
- Bendigo & High...
- Blue Mountain...
- Brisbane
- Canberra & ACT
- Central Queens...
- Darwin
- Dubbo & Weste...
- Far North Quee...
- Fleurieu Penins...
- Geelong & Surf ...
- Gippsland
- Gold Coast
- Goldfields & So...
- Gosford & Cent...
- Hobart & South...
- Illawarra & Sou...
- Launceston an...
- Melbourne
- Newcastle & H...
- North West Tas...
- NSW North Co...
- Outback Queen...
- Perth
- Pilbara & Kimb...
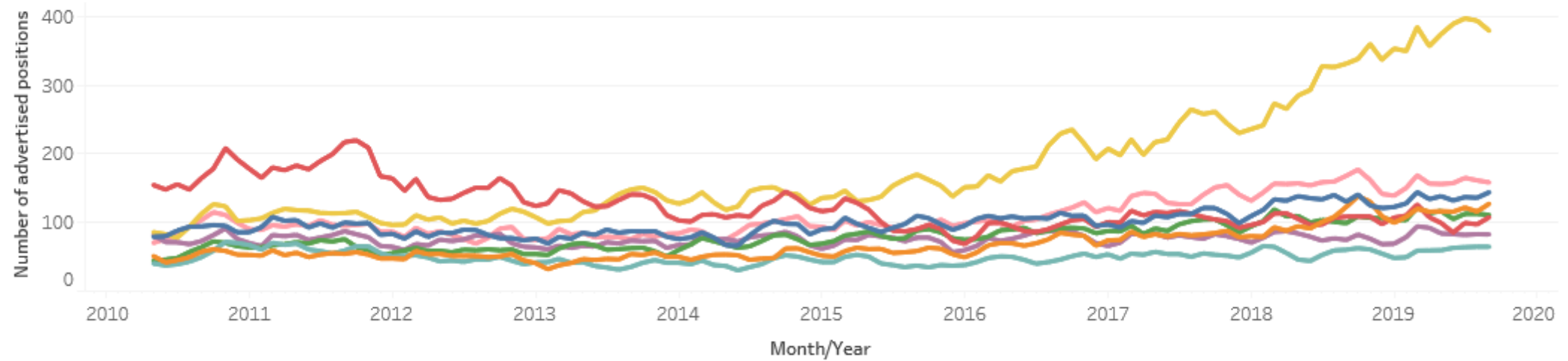- Port Augusta &...
- Regional North...

ANZSCO Job Title
- Clerical And Administrative Workers
- Community And Personal Service W...
- Labourers
- Machinery Operators And Drivers
- Managers
- Professionals
- Sales Workers
- Technicians And Trades Workers

Newcastle & Hunter

Riverina & Murray

ANZSCO Job Title
- Clerical And Administrative Workers
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- Labourers
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- Technicians And Trades Workers

Regional vacancies still growing faster than metro vacancies

Some regions seeing growth of 10-20% pa

- Eg Pilbara, Goldfields, Southwest WA, Riverina, Hobart, Launceston
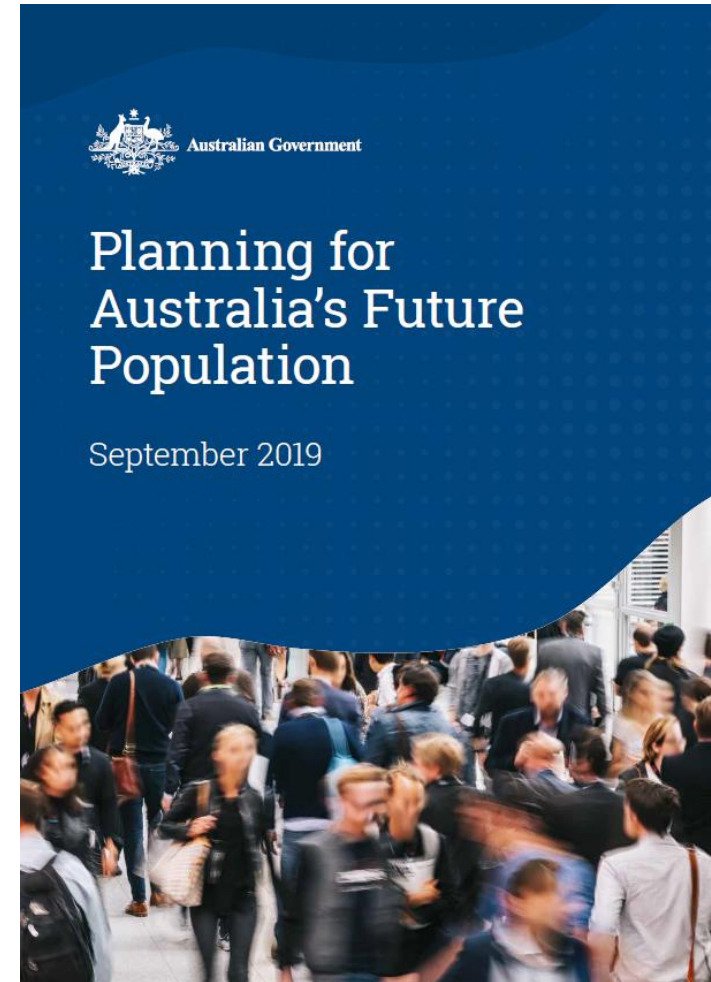
Unemployment is also rising in some of these places

- Eg Riverina, Southwest WA

And population falling

- Eg Goldfields, Pilbara, Outback Qld

Between 2011 and 2016 over 575,000 people moved from a Greater Capital City to a regional place

Over the last 5 years Sydney has had net **outflows** of Australian residents on a scale of around 20,000 people per year

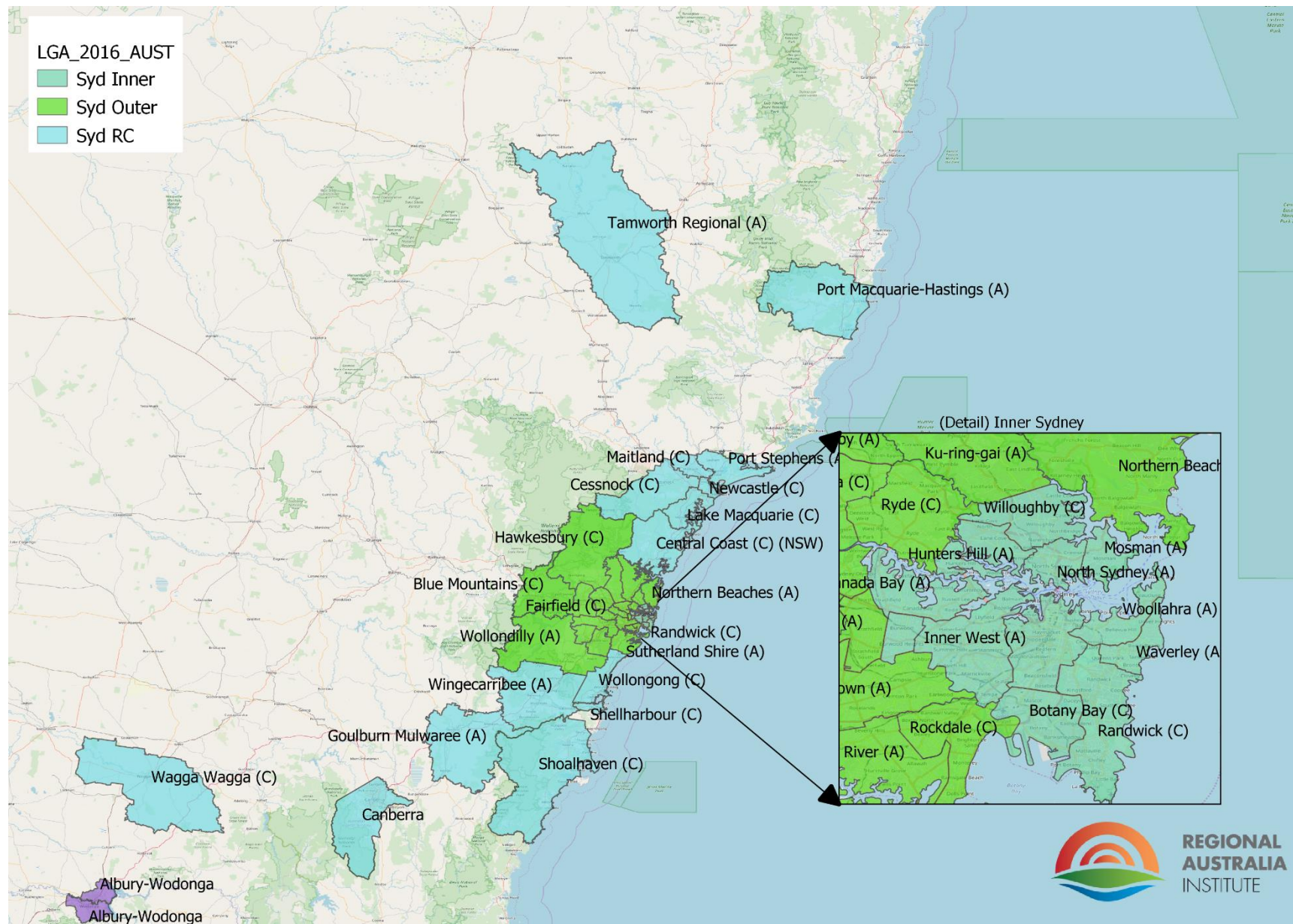- Its population growth is driven by new overseas arrivals

Melbourne's net gain is small – around 5,000 people per year

- Again much bigger impact from new overseas arrivals

Brisbane has been more balanced

20-29 year olds particularly mobile

DISPERSING POPULATION GROWTH — ARE WE READY?

	2016	Business as usual	Most dispersed growth
Inner Sydney	1,087,300	1,866,762	1,380,092
Outer Sydney	3,594,500	7,390,825	4,562,441
Wollongong	211,750	284,562	838,373
Shoalhaven	99,600	121,863	478,182
Greater Newcastle	575,800	846,180	1,878,281
Canberra	405,447	652,053	1,322,583
Port Macquarie	79,650	113,830	382,401
Tamworth	61,400	83,308	294,783
Wagga Wagga	65,850	93,901	316,147

Where to put 5 million more people by 2056?

Mostly in Outer Sydney

Nearby centres

Dispersed

Big changes under each scenario

We modelled impact on house prices, incomes, unemployment and commute distances

OUTER SUBURBAN CHANGES

POPULATION GROWTH SCENARIO	INCOME	HOUSE PRICES	EMPLOYMENT	CONGESTION
+40 YEARS CURRENT PATH	↑ (green)	↑ (red)	↑ (green)	↑ (red)
+40 YEARS REGIONAL FOCUS	↑ (green)	↑ (orange)	↑ (green)	↑ (orange)

National economy sluggish

Response is to reduce interest rates, reduce taxes for low and middle income earners, and increase infrastructure spending

But it's not a jobs shortage, it's a worker and skills shortage

What do we need?

- Better liveability in regions so they are attractive
- Big jumps in regional infrastructure so regions are **ready**
- Locally owned regional migration initiatives
- Deeper regional training (VET and higher ed)
  - Then all workers can work their way up the qualification and skills ladder and find higher real wages
  - For the long term

Let's get a campaign going on the attractions of regional living and working

Rockhampton (R) 14
Median house price: 253662
Avg. annual income: 65976
Avg. number of years to pay for house: 14
Unemploment rate: 7.80
Avg. distance to a National Park: 122.7
Avg. distance to coast: 57.5
Diversification index score: 0.8600
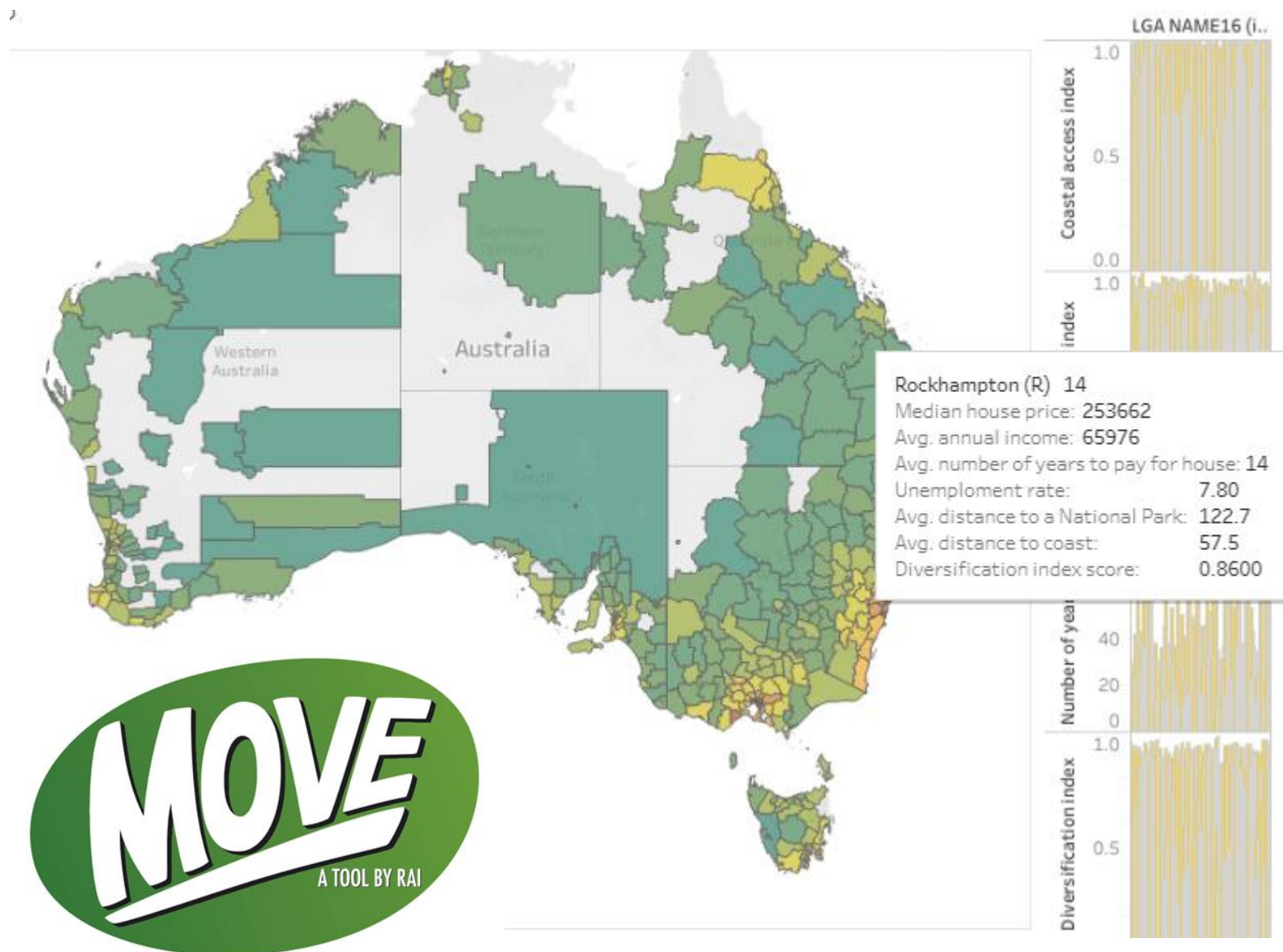
AUDIENCE Q&A

SUPPORTING REGIONAL JOBS & POPULATION

Facilitator: John Carvin – State Community Manager ACT & NSW – Bendigo and Adelaide Bank

Gavin Williams
Chief Development Officer Regional and Remote, NBN co.

Richard Colbran
CEO, Rural Doctors Network

The "nbn effect"
Regional jobs and migration in New South Wales

Gavin Williams
Chief Development Officer – Regional & Remote

nbn co's new Regional Australia Business Unit

Brings together:

- **nbn** co's regionally focused technical teams
- **nbn** co's regionally focused operations teams
- An expanded community engagement team

Annual growth in the number of businesses from 2011-16[1]

% p.a., based on groups of SA2 regions[2]

In nbn™ regions, the number of businesses in 2017 grew by twice the rate of the national average

+0.8%

+0.2%

0.2% — Regions without **nbn**

0.4% — National average

1.0% — Regions with **nbn**
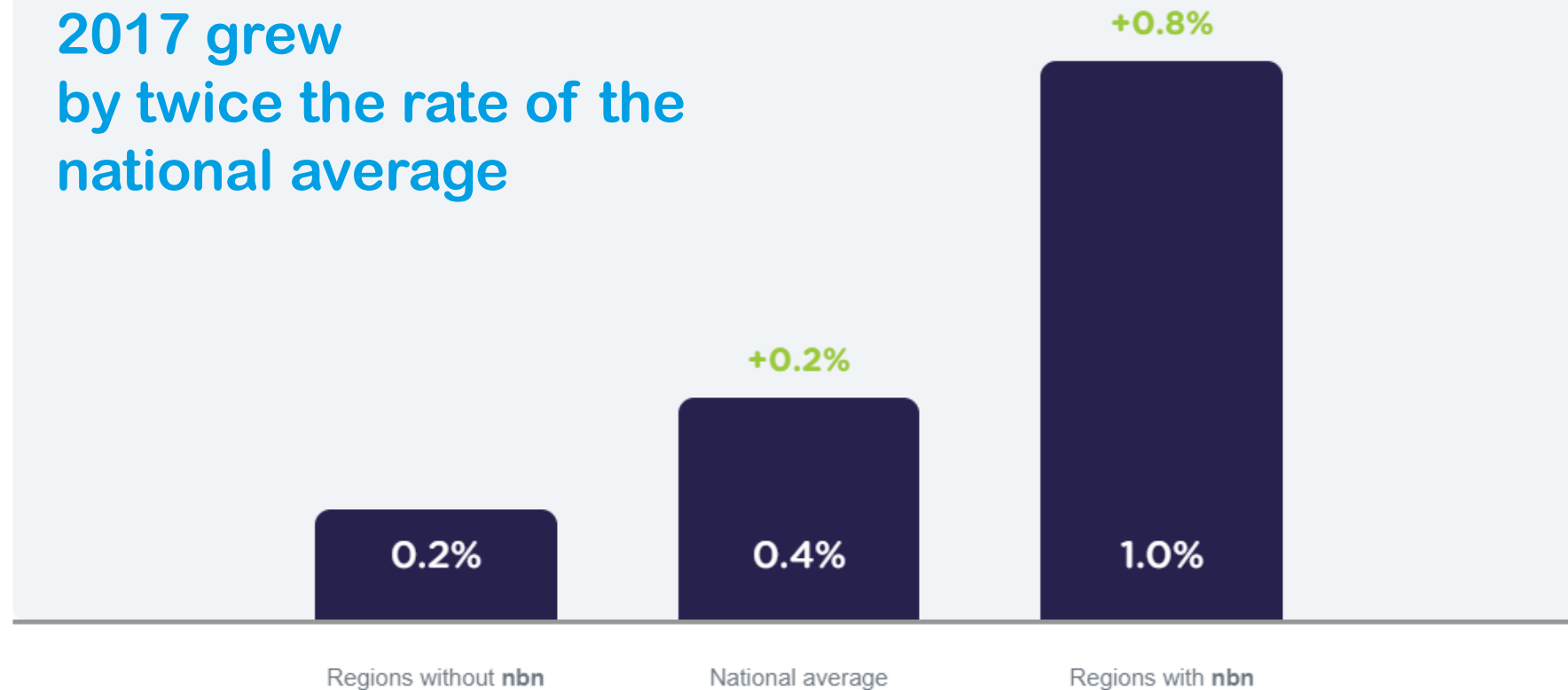
AUSTRALIA'S LABOUR FORCE IS LIKELY TO HAVE HIGH DIGITAL LITERACY NEEDS OVER THE NEXT 10 YEARS

Digital skill level needs, Australia

% of employed persons (2030 estimate)[8], Australia

9%
Digital maker
Builds digital technology

45%
Digital worker
Configures and uses systems

39%
Digital citizen
Uses technology to communicate and to find information

7%
Digital novice
No digital skills required

Connecting Australia

**CONNECTING AUSTRALIA
BRIGHT FUTURES
SMALL BUSINESS**

http://www.connectingaustralia.com.au/

*Independent research performed by economics and data analytics advisory firm **AlphaBeta.**

Regions Rising Sydney
Regional jobs, population and migration in NSW

Presented by Richard Colbran | RDN CEO
December 2019
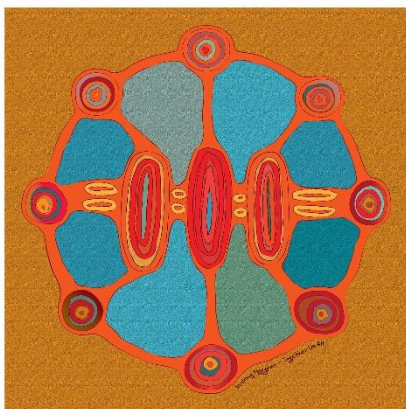
NSW Rural Doctors Network respectfully acknowledges the traditional custodians of the land on which we learn and work together, and commits to building collaborative relationships, respect and opportunities with Aboriginal Peoples to deliver their aspirations.

RDN 2019-22 Strategic Plan

- Access to care thru workforce
  - Attract, recruit, retain

- Target audiences
  - Health workforce
  - Communities
  - Health organisations
  - Policy enablers

- Guiding principles
  - Health workforce literacy
  - Health workforce capability
  - Targeted recruitment responses
  - Cultural responsiveness
  - Collaboration
  - Trust

NSW RURAL DOCTORS NETWORK

Supporting rural health in New South Wales, Australia

RDN service pillars
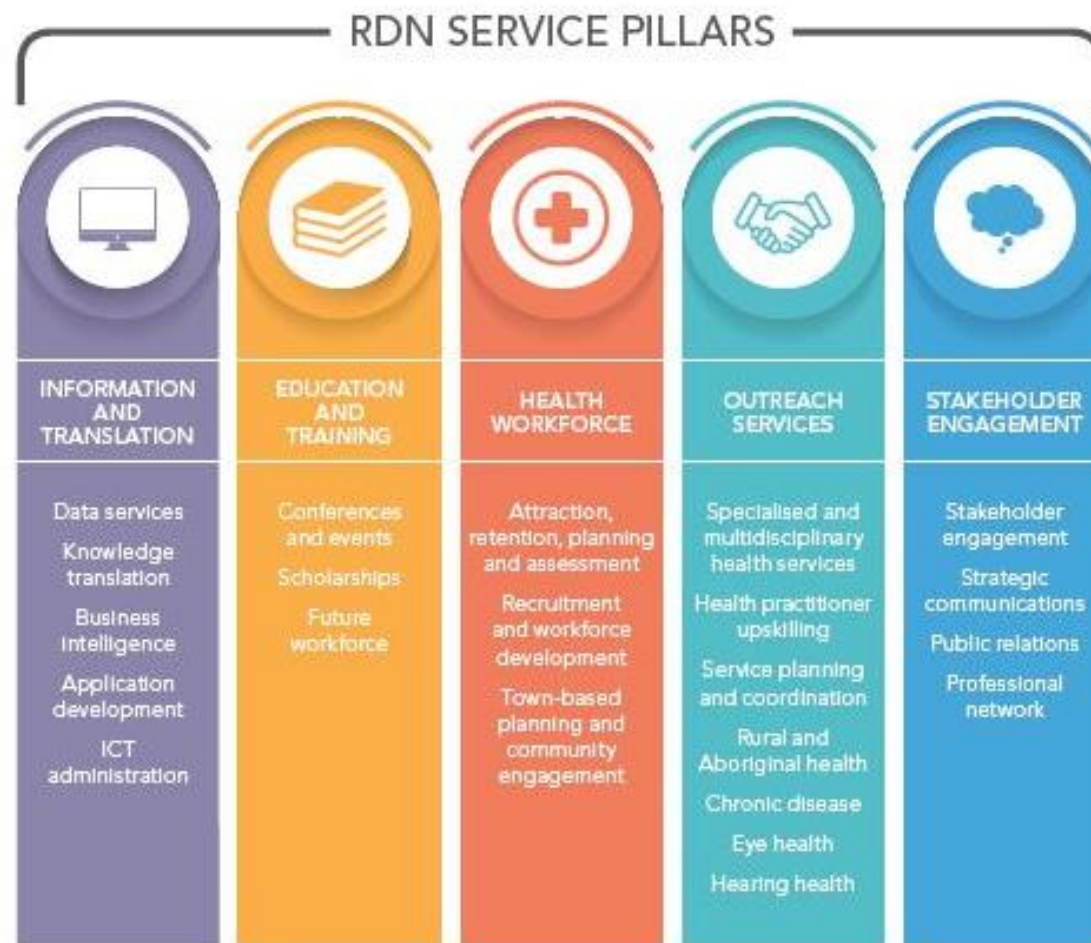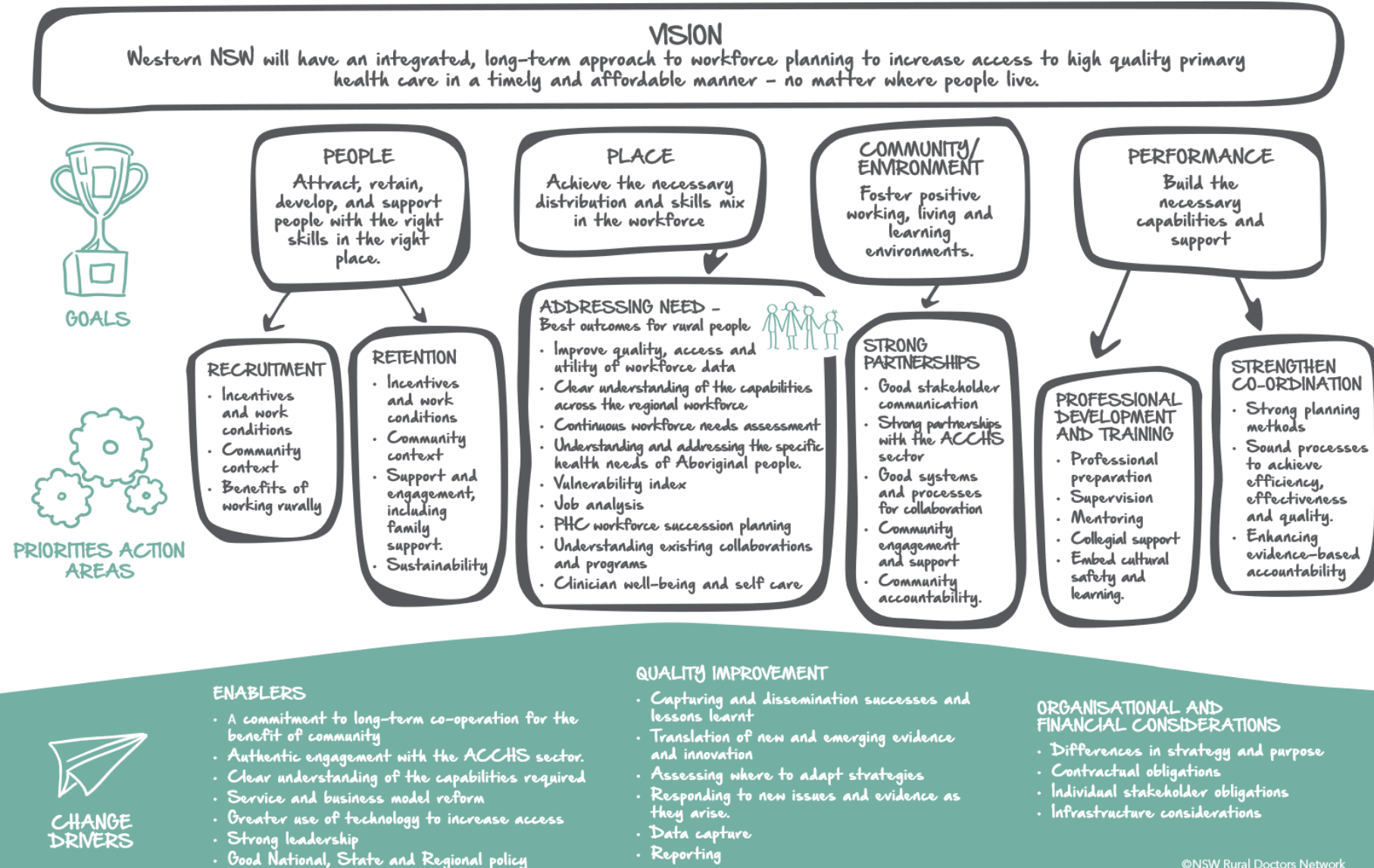
RDN'S HEALTH WORKFORCE NEEDS ASSESSMENT FRAMEWORK

OUTPUT: Develop a framework that defines multifaceted criteria for access, quality and sustainability of the primary health care workforce.		
ACCESS For the health workforce to be accessible to the community it needs to be:	**QUALITY** For the health workforce to be able to provide the right health care at the right time to the community it needs to be:	**SUSTAINABILITY** For the health workforce to be sustainable in the community it needs to be:
Understood/known to consumers and across the healthcare professional network – both the therapeutic benefits and presence in the community.	All the criteria for ACCESSIBLE (necessary but not sufficient) AND:	All the criteria for ACCESSIBLE and QUALITY (necessary but not sufficient) AND:
Present in the community.	Patient-centred, including shared decision making with patient and family.	Attractive to new members of the professions, early career stage and also migrating from other geographic locations.
Affordable to all patients.	Skilled to full scope of practice appropriate to professional and community needs.	Viable: Funding streams strategically planned for growth.
Timely: initial and continued services accessed at optimal therapeutic intervals.	Integrated with transport and community services.	Embedded in the social and cultural fabric of the community.
Continuous in the management of chronic and/or complex conditions.	Coordinated across care delivery to individual patients, groups, community. Able to provide uninterrupted, coordinated care or service across programs, practitioners, organisations and levels over time.	Collaborative between healthcare professions to ensure optimisation of professional scope of practice within multidisciplinary teams.
Proximal to transport and community services.	Efficient: Achieving desired results with the most cost-effective use of resources. Capacity of the system to sustain workforce and infrastructure, to innovate and respond to emerging needs.	At critical mass to manage workload and provide collegial support.
Aligned to the range of needs of the population (age group, condition).	Relevant: Care, intervention, or action provided is aligned to the client's needs and based on established standards. Care, intervention or action achieves desired outcome.	Agile: Incorporating evidence-based innovations in technology and scope of practice within a strategic timeframe.
Culturally safe and responsive to Aboriginal and other Culturally and Linguistically Diverse (CALD) members of the population.	Flexible: Multidisciplinary team member responsibilities are adaptable to patient/community context.	Visible to students and trainees at all points on the education spectrum.
	Supported professionally and personally (practitioner self-care).	
	Supporting access to CPD and lifelong learning opportunities, system innovating and evaluating.	

Three dimensions

➢ Access

➢ Quality

➢ Sustainability

NSW RURAL DOCTORS NETWORK

Supporting rural health in New South Wales, Australia

Rural Health Together | self-care initiative

NSW RURAL DOCTORS NETWORK

Supporting rural health in New South Wales, Australia

RDN Future Workforce initiatives

Outreach Student Placement Program (OSPP)

55 students submitted applications. All were successful and undertook outreach placements of 1-4 days.
Disciplines:
Medicine – 11
Nursing – 4
Dietetics/Nutrition – 1
Medical Science – 1
Physiotherapy – 1
Speech Pathology – 1

John Flynn Placement Program (JFPP)

122 applications submitted.
63 students placed in NSW, including 6 Indigenous students.

Bush Bursary

105 applications submitted.
30 students awarded a scholarship.
Disciplines:
Medicine – 16
Nursing – 9
Midwifery – 5

RDN Cadetship

75 applications submitted.
Current students (including 2020 cohort):
74 total

Student cadets: 26 total, 8 Indigenous

Doctor cadets: 29 total, 6 Indigenous

2020: 19 students, 4 Indigenous

Go Rural

May trip

112 applications submitted.

19 students, including 3 Indigenous, attended.

Disciplines: Medicine – 7, Other – 2 (1 med science + 1 pathway to nurse), Dietician/Nutrition – 2, Nurse – 3, Occupational Therapist – 1, Optometrist – 2, Physiotherapist – 2, Speech Pathologist – 1
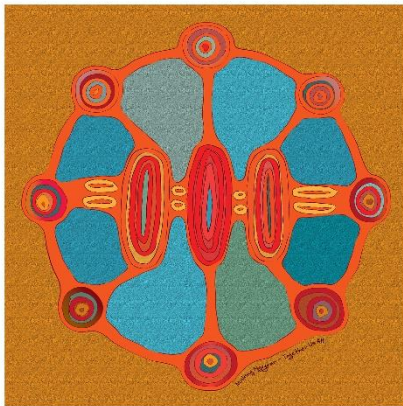
August trip

140 applications submitted.

20 students attended.

Disciplines: Medicine – 11, Nursing – 4, Dietetics/Nutrition – 1, Medical Science – 1, Physiotherapy – 1, Speech Pathology – 1

Supporting rural health in New South Wales, Australia

Richard Colbran
ceo@nswrdn.com.au

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NSW RURAL DOCTORS NETWORK
CELEBRATING 30 YEARS

AUDIENCE Q&A

REGIONAL POPULATION, MIGRATION & ATTRACTION

Facilitator – Liz Ritchie, Co-CEO, Regional Australia Institute

Chris Hanger

Executive Director of Regional NSW Group, Department of Planning, Industry and Environment

Cr. Col Murray

Mayor, Tamworth Regional Council

Rachel Whiting

CEO & Director, RDA Riverina

AUDIENCE Q&A

REGIONS RISING CONTINUES…

STATE	THEME	DATE
Northern Territory - Darwin	Regions in Transition	20 February 2020