



**NORTH AND SOUTH: INSIGHTS INTO
POPULATION TRENDS AND THE ECONOMIC
IMPLICATIONS OF THE DEMOGRAPHIC
COMPOSITION**

Women in Economics Network

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DR TANIA DEY

IDEAS | PEOPLE | TRUST





We would like to acknowledge that the land I am speaking from today is the traditional lands for the Kurna people and that we respect their spiritual relationship with their Country.

We also acknowledge the Kurna people as the traditional custodians of the Adelaide region and that their cultural and heritage beliefs are still as important to the living Kurna people today.



BDO ECONSEARCH

Who are we?

We are a team of multidisciplinary problem solvers, who listen carefully to understand people's needs and goals, then undertake economic and social research to provide accurate information and practical advice.

We help decision-makers from all levels of government, private companies, industry associations, research and development corporations, regional development boards and not-for-profit organisations since 1995.

What do we do?

- Project and program evaluation
- Economic modelling
- Economic impact analysis
- Industry and market analysis
- Socio economic profiling
- Social Research

Industries we work on.....

Health, Infrastructure, Tourism and Hospitality, Environment, Agribusiness, Fishing and aquaculture, Forestry, Energy and Mining

OUTLINE-SOUTH AUSTRALIA

- ▶ Current population estimates: SA vs. Australia
- ▶ Greater Adelaide vs. Rest of SA
- ▶ Components of Population growth
- ▶ Age distribution of SA's Population- long-term trends
- ▶ How SA's population trends are reflected in industry of employment
- ▶ Intergenerational report and implications for SA
- ▶ SA's most in demand employment sector
- ▶ Availability of workers for these sectors

ESTIMATED RESIDENT POPULATION-CURRENT

South Australia vs. Australia

- ERP for South Australia was 1.8 million (7% of Australia's population) in the December quarter of 2022
- A record increase in the population of 28,500 persons as it returns to its pre-COVID levels (25,000 in March 2020)
- Annual growth rate: SA (1.6%) vs. Australia (1.9 %)

TWO STATES WITHIN SA: GREATER ADELAIDE VS. REST OF SA

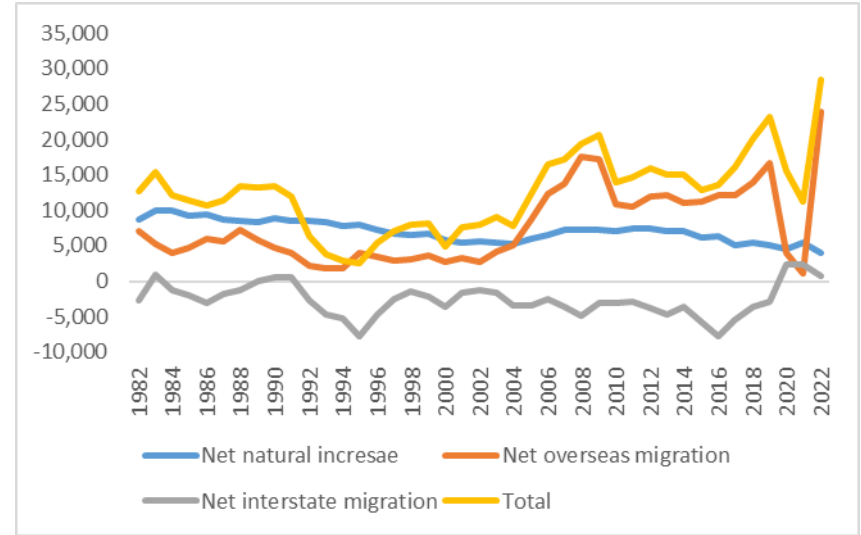
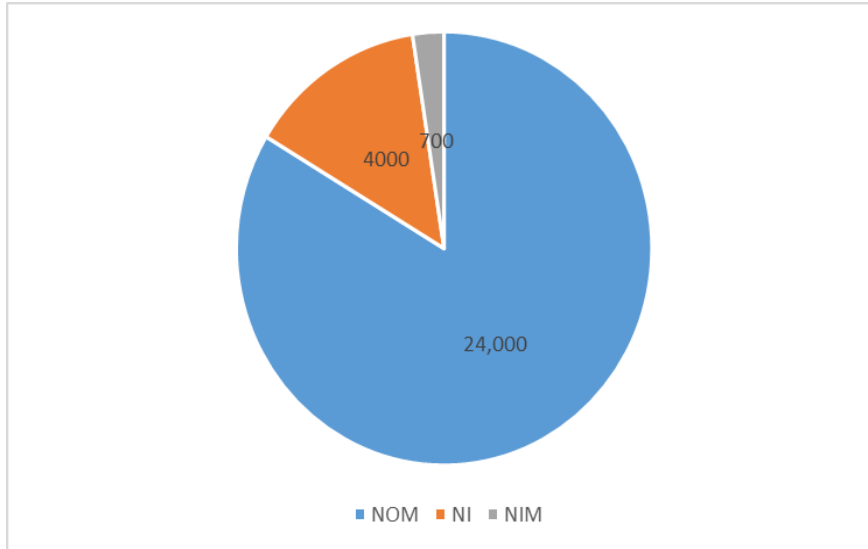
- Population growth in Rest of SA is lower than Greater Adelaide: structural issue, migration policy, housing shortage

	Greater Adelaide	Rest of SA
Proportion of population	78%	22%
Population growth (%)		
2001-2021	22%	13%
2011-2021	11%	10%
Dec qtr. 2022	1%	0.6%

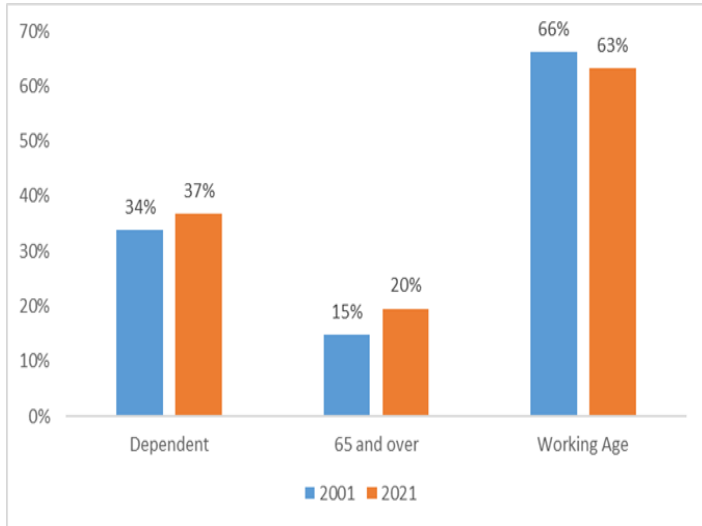


COMPONENTS OF POPULATION GROWTH - NOM IS THE LARGEST CONTRIBUTOR

- Three components of population growth: Natural Increase (NI), Net Interstate Migration (NIM) and Net Overseas Migration (NOM)

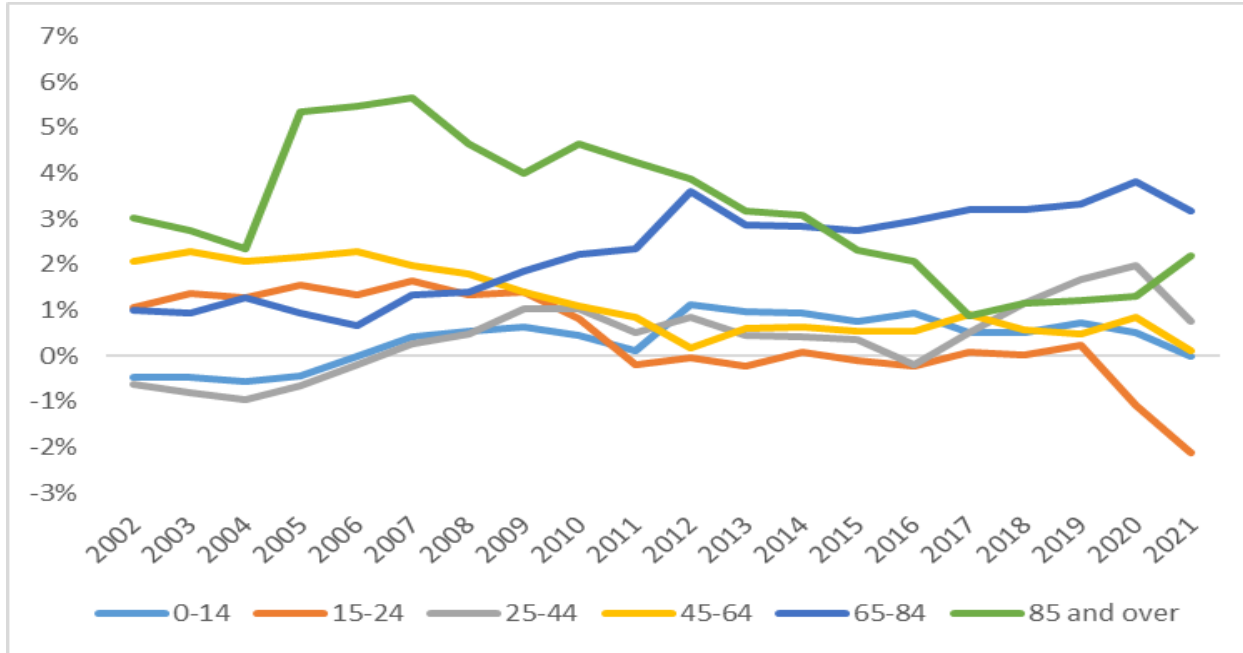


AGE DISTRIBUTION, SHIFT FROM PAEDIATRIC TO GERIATRIC



Average growth rate per year 2001-2021	0-14	15-24	25-44	45-64	65-84	85 and over
Average annual growth rate	0.4%	0.4%	0.4%	1.2%	2.3%	3.2%
Percentage increase (No. '000)	7% (21)	8% (16)	8% (36)	26% (94)	57% (111)	86% (22)

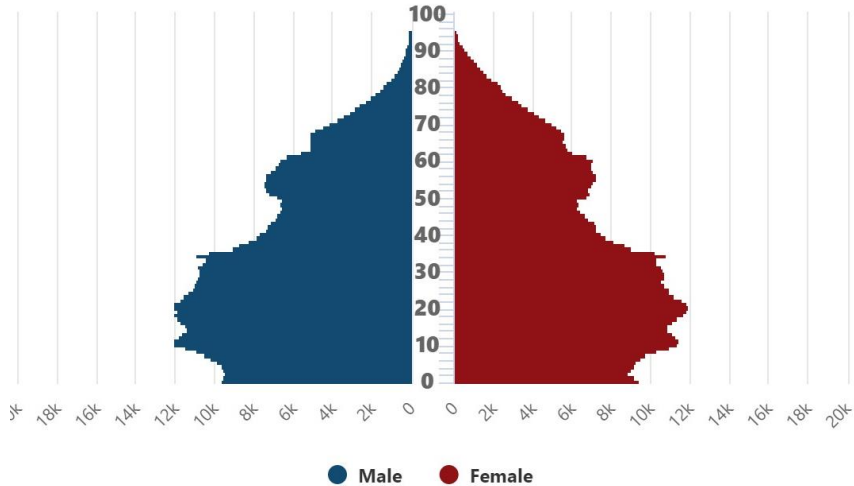
LONG TERM TRENDS IN AGE DISTRIBUTION



POPULATION PYRAMIDS-SA

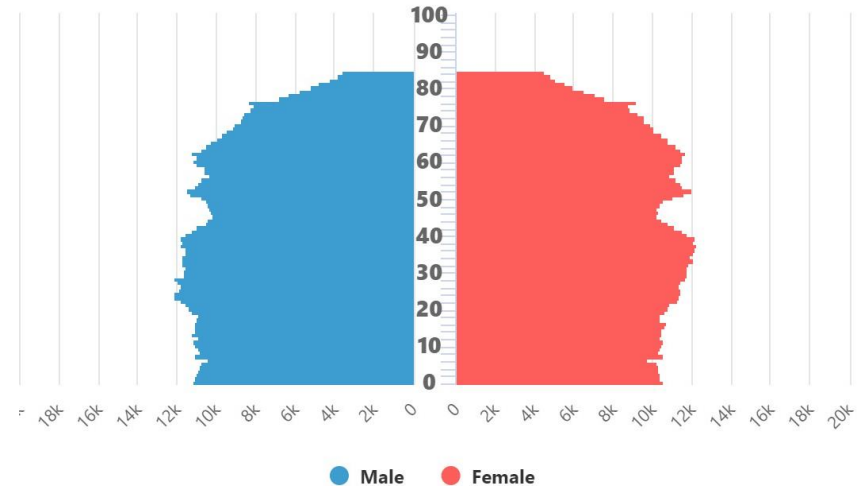
➤ Pyramid to Coffin

South Australia: age structure in 1981



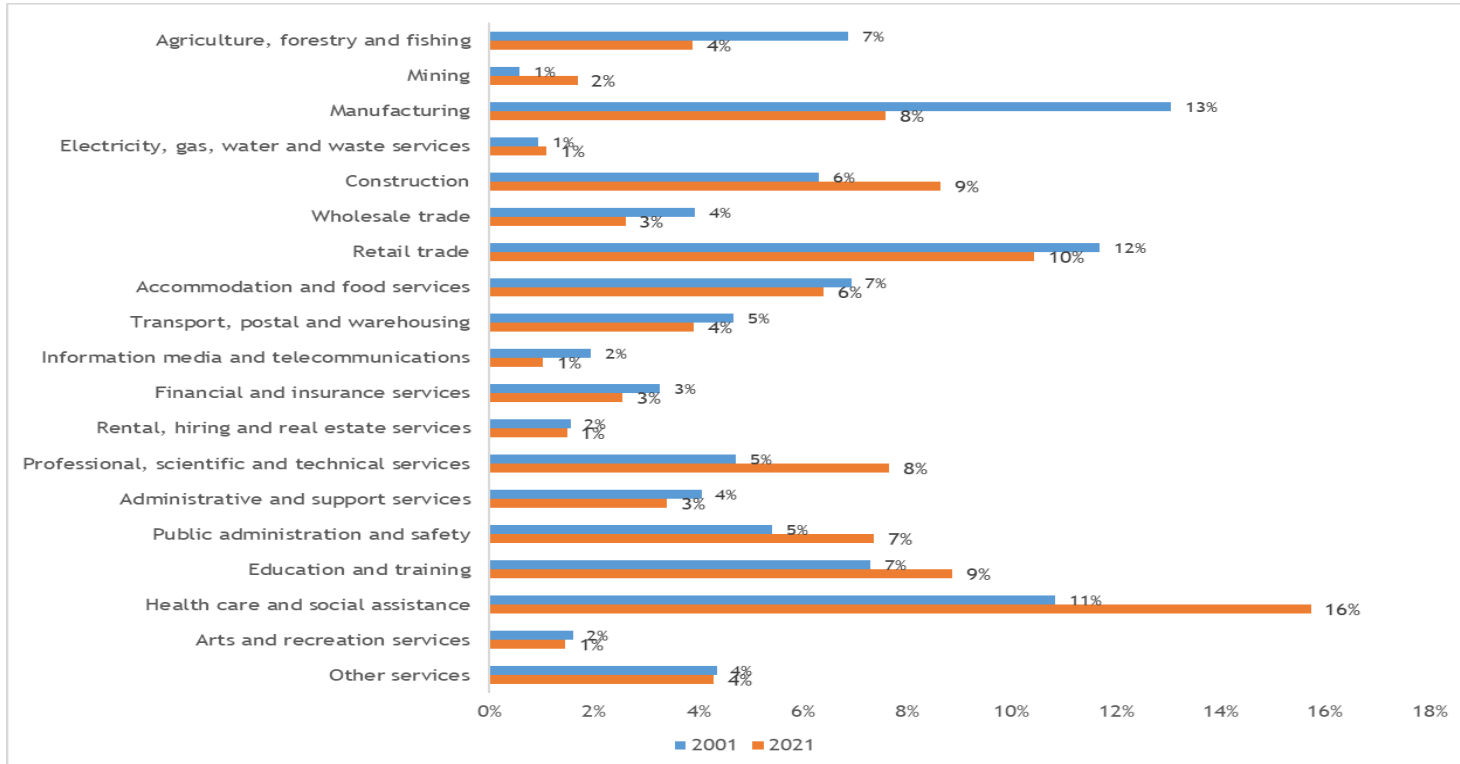
Source: Australian Bureau of Statistics, Population clock and pyramid

South Australia: projected age structure in 2023



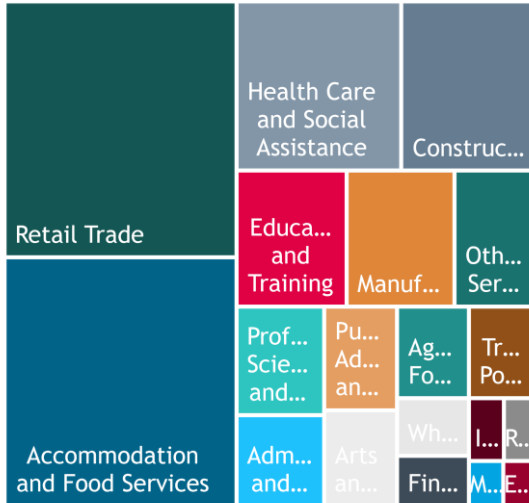
Source: Australian Bureau of Statistics, Population clock and pyramid

LONG-TERM TRENDS IN EMPLOYMENT, BY INDUSTRY

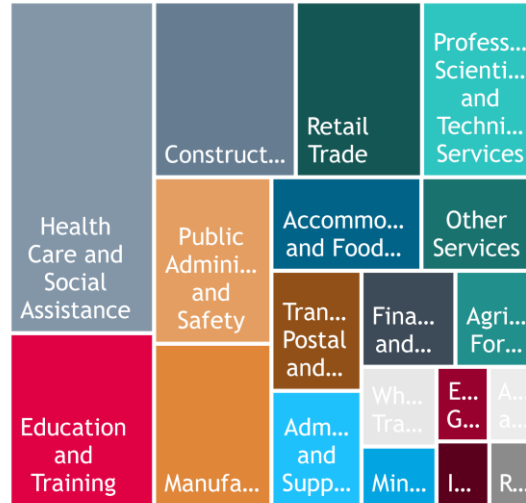


EMPLOYMENT-WHERE DO DIFFERENT AGE COHORTS WORK?

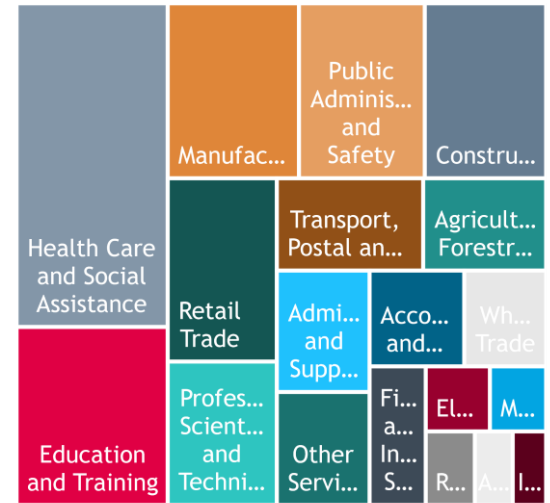
15-24 years



25-44 years



45 to 64 years



INTERGENERATIONAL REPORT-SA IMPLICATIONS

Intergenerational report

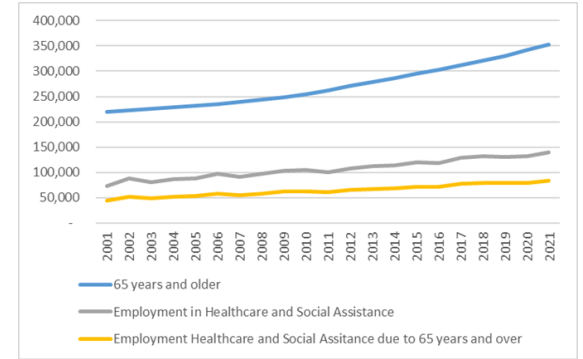
- No. of 65 and over will double
- 85 and over will more than triple
- 100 and over will increase six fold

The ageing population will reinforce the trend towards a services-based economy, with the care and support sector and its workforce potentially doubling over the next 40 years.

- SA will shift from pediatric to geriatric with more jobs created in Healthcare and Social Assistance
- 56,000 jobs were created between 2013 and 2023 in areas closely related to health, aged and disability care, residential care services including personal and other services (ABS)
- Internet vacancies index: Job advertisements for Aged and Disabled Carers increased from 94 to 315 (236%) between July 2013 and July 2023 (National Skills Commission)

ARE THERE ENOUGH PEOPLE TO MEET THESE NEEDS

	Jun-12	Jun-22	% change
Filled jobs			
Health care and social assistance	112,300	157,100	40%
Other services	30,700	35,500	16%
Total All Industries	872,700	1,002,500	15%
Job vacancies			
Health care and social assistance	700	5,600	700%
Other services	700	800	14%
Total All Industries	10,500	24,700	135%



HOW MANY PEOPLE DO WE NEED IN FUTURE?

	65 years and over	Employment in Healthcare and Social Assistance for all age groups	Employment in HSA due to 65 years and over	Ratio of 65 years and over to employment in HSA accruing to 65 years and over
Compound annual growth rate - ten years (2012-2021)	3%	3.3%		
Average 2001-2021 ('000)	270	109	87	3.2
Average 2022-2041 ('000)	490	201	161 (up 74)	3.0
Average 2022-2061 ('000)	690	294	235 (up 148)	2.9

Assumption: a) A 1% increase in those aged 65 years and over results in 0.8 % increase in employment in specific healthcare and social assistance areas (SACES 2021c)
 b) Applying forward casting with ten years CAGR for the number of persons who were 65 years and over and those employed in Healthcare and Social Assistance.
 Limitations: a) Assumes trend in NI and NOM stays constant

SHORTAGE OF HEALTH, AGED AND DISABILITY CARE WORKERS - ESTIMATES FROM LITERATURE

- SA: “The outlook is for growth of at least another 30,000 jobs in health, aged and disability care, and associated personal and other services (in SA), with increased qualifications and higher pay rates, by 2030”- (SACES 2021c)
- Training rates for apprentices and trainees show that SA has low training rates for carers and aides and health and welfare support workers (NCVER)
- Labour supply in the aged care industry is a growing problem nationally, with estimates suggesting approximately 35,000 additional aged care workers are needed per year to address the industry's growing skill-shortage (Swerissen 2022).
- Studies suggest that only 5 per cent of Australian aged care providers have sufficient staff to meet new mandatory minimum ratios implemented for 2023, and many are simply unable to find more staff (Sutton and Ma 2022; Swerissen 2022).
- Australia: “When CEDA last looked at the aged care workforce, we forecast there would be a need for an additional 17,000 direct care workers each year over the coming decade. Less than a year later, this annual shortfall has doubled due to a combination of challenging circumstances and a lack of action. Now we are expecting an annual shortfall of 30,000 to 35,000 direct care workers. ” - CEDA (2022)

KEY POINTS

1

**Refresh SA's
population**

2

**Retain and
attract young
adults**

3

**Take care of
our elders**

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THANK YOU!