

Employment



Strategic indicator

Increase participation in and access to local employment.

Domain overview

A diverse and vibrant business sector contributes to the local economy through employment opportunities, local places for people to shop for goods and services, and access to trades and professional services. Opportunities to dine out, participate in events and festivals, and browse markets build a sense of community and place.

Links to Cardinia Shire Council Plan 2021-25

- 4.1 Facilitate better planning for our agricultural land to support industry, innovation, local food economy and local job growth.
- 4.2 Plan for sustainable employment precincts to entice new industries to the region and support new business.
- 4.3 Improve local learning and employment pathways opportunities through strategic partnerships.
- 4.4 Drive local innovation in technology to better support and attract businesses and industries.
- 4.5 Strengthen and promote our shire's unique identity and visitor attractions.

About employment

Data about employment in Cardinia Shire identifies:

- The top 5 industries by employment in Cardinia Shire are 1) construction 2) health care and social assistance 3) education and training 4) retail trade, and 5) accommodation and food services.
- There were 11,267 local businesses in 2023.
- The jobs-to-residents ratio for Cardinia Shire in 2022/23 was 0.58, meaning that there are more residents employed than jobs available locally. Agriculture, forestry and fishing had the highest ratio (1.34), while the lowest ratio was found in financial and insurance services (0.24).
- In July 2024, 4.2% of people aged 15–64 years were accessing job seeker payments.
- In 2021, 73% of people aged 15–24 were fully engaged in education or the workforce.
- In 2021, 8.3% of people aged 15–24 were disengaged from education or the workforce.
- 61.7% of Cardinia Shire's resident workers travel outside of the area to work.
- 30% of residents experienced workplace stress in 2023, a decrease from 38% in 2021.

Employment liveability measures

- Percentage of persons living and working in the same local government area.

Social justice and equity statement

Some groups in the community face unequal barriers to reaching their highest achievable health, social and economic outcomes. The Liveability Plan recognises the need to direct efforts for improving health, wellbeing and liveability in a way that addresses inequities through social justice.

Equity refers to providing resources based upon the circumstances and characteristics of the people involved, to ensure the same opportunities for all. Social justice removes barriers so that people can enjoy the same opportunities without reliance on external support. Social Justice and Equity action areas include:

- Equitable and accessible places, services, programs and activities
- A well-planned, accessible and liveable community.
- A safe and equitable workplace.
- An inclusive and empowered community.
- Leadership, collaboration and advocacy.

The role of employment in addressing climate change

Local employment prospects and economic development that supports a low carbon future is key to addressing climate change. Adaptation and mitigation strategies affect both existing and future jobs in the top sectors in Cardinia including construction, health care, manufacturing, food services as well as agriculture, tourism, energy and infrastructure through opportunities to create new jobs, while securing existing ones.

As industries transition to new ways of working, roles and sectors, a resilient local economy will need to support workers needing to engage in up- and re-skilling programs, to acquire new and diverse skills. Local employment promotes active travel and less road-based modes of travel, reducing transport-related emissions.

Climate-health impacts on employment

Outdoor workers, including construction, trade and labour workers and farmers, are at greater climate-health risks such as heart and lung conditions, injury and heatstroke from climate-exacerbated weather conditions including sun exposure, heat and air pollution.

Across all industries, employees and employers may be impacted by days of lost work, due health impacts (e.g. heat stress, psychological distress, illness) caused by extreme events.

When thinking about the future of employment, the following is relevant

- Increasing support for existing and new employment pathways, including placement, training and volunteering opportunities.
- Facilitating investment attraction in critical industries and priority locations.
- Supporting volunteer and post-career work opportunities.
- Enhancing local businesses' innovation, resilience, knowledge sharing and collaboration.
- Considering the integration of circular economy practices into business and industry activities.
- Advocating for the protection of productive employment land including agriculture.
- Boosting use of established infrastructure such as multi-use facilities for training, events, and colocating services and growth industries.
- Advocating for the development of infrastructure to enhance visitor economies and industry growth.
- Championing tourism and supporting business growth in small towns.
- Advocating for essential transport links to support the growth of industrial precincts.
- Support the growth and productivity of local arts, culture, and creative industries.
- Increasing awareness of local and social procurement policies and practices.