

Industry and Skills

Concentration of skilled workers

While demand for skilled workers is evident across regional Victoria, many professionals and tradespeople are concentrated in or around Melbourne. Location in or near a large city may have advantages for those seeking job flexibility, professional development and networking opportunities.

Regional industries

Victorian regions have a diverse range of primary and secondary industries. Business services and tourism are also important. There is also growth in home-based professional businesses, especially in regions closer to Melbourne.

Regional skills shortages

Skills shortages can arise when a particular region has difficulty in attracting required labour. Remote areas or areas that are perceived to be lacking in facilities and services may experience such difficulties. Shortages may occur in regions of either growth or decline.

Responses to regional skills shortages

Skills shortages within a particular industry or occupation may be cyclical and can be addressed through training or overseas migration programs. Promotional campaigns and some overseas migration programs are specifically targeted to regions of need rather than just industry sectors of need.

An integrated picture of Industry and Skills

Workforce ageing

Structural ageing of the population has consequences for retiree numbers, workforce size, succession planning and retention of skills and knowledge. Regional areas have older population structures than metropolitan areas which can make issues of workforce ageing more immediate.

Seasonal labour needs

Industries like horticulture have seasonal labour requirements with large numbers of workers needed particularly at harvest time. Seasonal needs can be addressed through recruitment campaigns or the use of temporary overseas labour such as working holiday makers.