REGIONAL AUSTRALIA INSTITUTE

REGIONAL JOBS | MID-SIZED TOWNS

SHARED INQUIRY PROGRAM 2019

THE BIG MOVERS

UNDERSTANDING POPULATION MOBILITY IN REGIONAL AUSTRALIA

June 2020

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COVER IMAGE

Street Art in Warrnambool, Victoria. Image credit: Geraldyne How, 2019 ©

EXECUTIVE SUMMARY

This report, *The Big Movers: Understanding Population Mobility in Regional Australia,* looks at the way that people have moved around the country between the last two national Census in 2011 and 2016, where they chose to move to or move from, and the communities in which they decided to stay. It sets out a complex picture of population mobility in which people move to and from capital cities and regional areas and between regional areas themselves.

Our analysis showed that contrary to popular perceptions, more people were moving from capital cities to regional areas than there were moving the other way. This report confirms that regional Australia had a net inflow of 65,204 people, meaning that in the five years to 2016, regional Australia attracted more people than it lost to capital cities.

Current population debates are considering how to balance population growth across Australia better, and what mechanisms might work to encourage people to live in regional Australia. But Australia's population is already highly mobile; we move more often than 80 per cent of other OECD countries. More than 39 per cent of Australians change their address every five years, compared to an international average of 21 per cent.

This report shows that people are already 'voting with their feet', and many are already choosing to live in regional Australia. Between 2011 and 2016 more than 1.2 million people either moved to regional Australia or moved around regional Australia from one location to another. So the policy questions are more about how can we understand and amplify the drivers of these movements towards regional Australia, rather than how to make people move.

These mobility movements are similar by scale and direction of trend over time. For both the most recent (2011 to 2016) and earlier (2006 to 2011) Census periods, data show more people are moving to regions from capital cities than the other way. Over the 2011-16 period, 65,204 more people moved to regions, and in 2006-11 this number was 70,493 people.

As well as analysing the flow of people of all ages to and from regional Australia, this report takes a closer look at the way that millennials (20-35-year-olds) moved to and between regional communities. The focus on this age group is of particular interest to policymakers, as it consists of families as well as early-to-mid career professionals and tradespersons, all of whom can boost the human and social capital of regional communities. People in this age group are highly desired regional residents and have the potential to become long-term community members.

This report shows that more millennials moved *into* capital cities from regions than vice versa – with a net outflow from regions to cities of 31,999. However, this report also shows that 207,510 millennials moved between communities around regional Australia. These people moved from one place in regional Australia to live in another part of regional Australia rather than in a capital city.

While city-based millennials were attracted to Local Government Areas (LGAs) associated with the mining boom, regional millennials showed more of a diverse pattern. Although moves to mining boom LGAs were still evident, this group also moved to communities with high amenity and within a two-hour

drive to a larger centre such as Newcastle or Geelong. Regionally-based millennials were also much more inclined than city-based millennials to move to more isolated or remote places in general.

This report helps to understand whether and to what extent this 'millennial drift' is occurring, and it shows us the kinds of places that are attracting and losing this cohort of potential residents.

Looking at the population as a whole, most people who moved from a regional area to a capital city stayed in their 'home state'. Brisbane and Melbourne received the highest absolute numbers of people moving from regional Australia.

Similarly, when people moved from one regional area to another, they more often stayed within the state or territory in which they already resided. Regional New South Wales, regional Queensland and regional Victoria all drew the largest number of people from cross-jurisdictional regional areas. The majority of population movement into regional communities was a result of people moving from one regional community to another. This is an important finding and one that can help regions better direct population attraction efforts by focussing more strongly on other regional communities.

The impact of the mining boom is evidenced not only in the patterns of millennial movement but also in the analysis of the outflow of residents from regional communities. Between 2011 and 2016, the communities that experienced the greatest proportion of their residents leaving were associated with mining or mining construction. This presents an ongoing challenge for these communities in sustaining their populations and helping their residents to thrive post-boom.

Regional Australia is changing, and with this transformation come boundless opportunities to rethink what is regional Australia, what it will look like in the future and how we can shape our country as a whole.

Understanding the way that the population moves around regional Australia is an important first step in identifying the reasons that people are attracted to some places instead of others. This understanding can help to shape population policy in regional communities.

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INTRODUCTION

BACKGROUND

This report, *The Big Movers: Understanding Population Mobility in Regional Australia* looks at the way that people move around regional Australia, where they chose to move to or move from, and the communities in which they chose to stay. Understanding the way that population moves around regional Australia is an important first step in identifying the reasons that people are attracted to some places instead of others. This understanding can help to shape population policy in regional communities.

It is commonly reported that populations in regional Australia are declining. In particular, there is a perception that young people are leaving regions in large numbers for metropolitan areas. We found that while young people do leave regional places to work or study in larger regional centres or in capital cities and while some regional towns struggle to attract young people into their communities, this movement is only part of a larger, much more interesting story. While populations flow to the cities and larger centres from regional Australia, there is also a significant flow of people moving from cities to regional areas. Additionally, we found that there were a large number of people moving from one regional community to another. People move to and from regional cities, metropolitan capital cities, and between regional areas more fluidly and dynamically than common perceptions suggest. This 'population flow' presents specific opportunities to communities that are trying to attract and retain residents.

In this report, we have analysed Census data to understand the way that people moved around the country between 2011 and 2016. We found a story that was nuanced and complex: while some parts of regional Australia are experiencing population decline, especially in younger demographics, others are experiencing increases in their numbers of residents. Despite popular conceptions, the population across regional Australia grew in the five years to 2016, although different regions grew at different rates.

Figure 1 sets out the different rates of growth experienced by RAI regional types. Regional Cities with diverse economies and populations over 50,000 grew at 7.8 per cent between 2011 and 2016, while Connected Lifestyle Regions, located close to metropolitan regions but without the population size of cities grew at 9.3 per cent. The regions experiencing the lowest rates of growth between these two Census points were Industry and Service Hubs and Heartland Regions, which grew at 3.3 per cent and 1.6 per cent respectively. Industry and Service Hubs are located away from major metropolitan centres and have over 15,000 people. These towns are experiencing a shift in employment away from traditional industries and towards the service sector. A similar trend is also seen across Heartland Regions, which are similarly isolated from major metropolitan areas (as well as Regional Cities) and tend to have smaller resident populations.

Our research shows that surprisingly, some regions that show very little change in net population figures are nevertheless experiencing significant amounts of population churn, with new residents moving in while others leave. We found that over 1.2 million people moved to or between communities in regional Australia in the five years between 2011 and 2016. While there was also flow back to major cities, regional Australia nevertheless saw a net population gain of 65,204 people. We found that compared to international rates of movement, Australians move residences more often than their international peers. Comparatively, Australians are highly mobile and move homes at approximately twice the rate of people in most OECD countries.

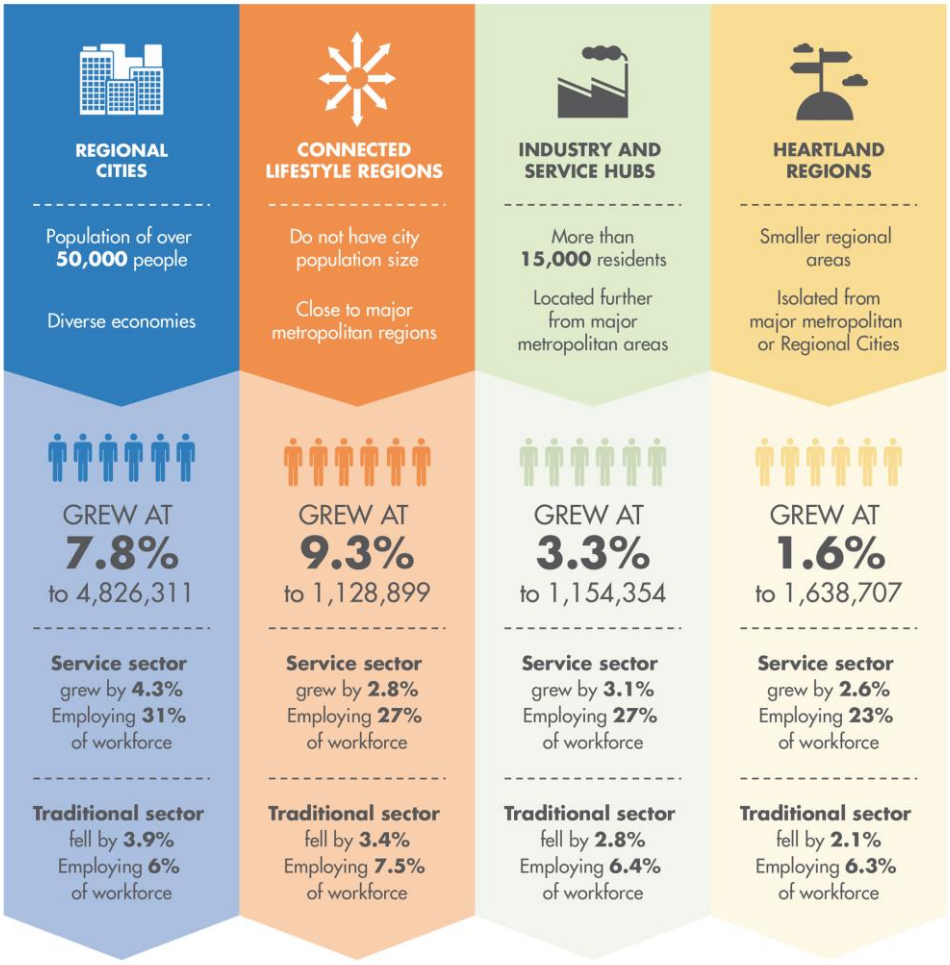


Figure 1: Summary of population growth 2011 to 2016 by RAI Regional Type

This presents a significant policy challenge to governments and communities that are struggling to attract and maintain residents and workers. Understanding where people are leaving, where people are moving to, and where in regional Australia people are choosing to stay is an important first step in understanding the nuances of population attraction and retention in regional communities.

Our research had a particular emphasis on millennials, which we have defined as people aged between 20 and 35 years at the 2016 Census. This focus was chosen because millennials are likely to have young families and are also likely to be working at early-mid career levels or in trades. They are also increasingly likely to look to regional areas to purchase residential property.[i] This cohort has the potential not only to boost populations in regional Australia but also to help build human and social capital in the communities in which they choose to settle.

We undertook this work as part of the Regional Australia Institute's (RAI) 2019 Shared Inquiry Program, and in particular as part of the Mid-Sized Towns research theme. While our findings have informed the Mid-Sized Towns work, there are broader lessons for regional Australia from the analysis, including the dynamic nature of population movement in regional Australia.

ABOUT POPULATION MOBILITY

Population mobility refers to the way that people move residences and where they choose to move from or to. In the academic literature, this is often referred to as 'internal migration', but we have chosen the phrase 'population mobility' for two key reasons. First, this phrase differentiates the discussion from those about the secondary settlement of humanitarian or skilled migration in Australia. These discussions are both worth having, but they are not necessarily identical, and so some differentiation helps us to see each issue more clearly in its own right. Second, the phrase 'population mobility' captures something of the transient and dynamic nature of the population movements between the two Census points in our analysis.

We have found that internal migration is not necessarily a story of a movement between two residences at two points in time. Often, the picture is more dynamic than this with some people moving in and out of towns and regions several times over a five-year period. This phrase better reflects the 'flow' of the population rather than tracking it from one point to another.

Understanding this movement as 'flow' also captures what appears to be a distinctly Australian tendency to move residences frequently. Australians change addresses more often than about 80 per cent of the populations of other developed nations. In 2015, around 15 per cent of Australians changed their address, which was almost double the comparable world average of 7.9 per cent. Globally, around 21 per cent of people move every five years, but in Australia, this rate is 39 per cent. [ii]

Survey data indicates that of those already living in regional Australia who were considering moving, around 80 per cent intended to remain in the regions.[iii] Although Australians move residences more often than those in most other developed countries, the idea of the 'rural life' and the 'liveability' of regional Australia remains highly attractive to people across a variety of age groups.

This population flow presents both opportunities and challenges for regional towns and cities in terms of attracting and retaining population. It is also an important issue for policymakers, and this report helps us to understand the movement throughout regional Australia better, so population policy efforts can be robustly guided.

A FOCUS ON MILLENNIALS

There is a well known pattern of movement of young people from regions to cities for work experience, career progression, or tertiary education. Variously described as either a 'drift' or an 'exodus' this pattern is in line with global experiences, but the movement to cities is only part of a much more nuanced picture.

While Australia has a highly mobile population, it also has a high level of youth mobility. Age-specific migration rates for rural 15-24-year-olds are among the highest of any age group nationally and have increased over time.[iv] This has been complicated by growing settlement interconnectivity and demographic shifts whereby people may live in one kind of community but work in another type, sometimes at a considerable distance away. Digital connectivity and fly-in-fly-out (FIFO) work are examples of this complexity, with the latter contributing to temporary fluctuations in regional communities especially where these are resource-rich.[iv]

However, the patterns of population flow for millennials between cities and regions is also shaped by housing affordability, lifestyle considerations, and perceptions of career advancement. While it has been found[v] that around 30 per cent of young people who move from a region to a metropolitan area after secondary school will return to a regional community ('returners'), Australian regional communities are also currently experiencing popularity with millennials who have never lived in regions previously.[vi] There are also increasing efforts to provide regional youth with education and career options within regional areas that are comparable to those offered in cities, with the intention of minimising this outflow in the first instance.[vii]

There is some evidence that some millennials also see moving from cities to regional areas as providing career opportunities.[viii] Here, younger workers are attracted to regional areas by the promise of rapid career advancement – a factor that when coupled with more affordable housing and perceptions of regional and rural amenity can prove a powerful drawcard for regional communities. Millennials may also be attracted by emerging evidence that suggests that for some professions at least, working in a regional area can provide better work-life balance.[ix] Some research shows that regional 'returners' also demonstrate a high level of job satisfaction. International evidence suggests that educated millennials tend to move to places with strong business environments and innovation ecosystems, usually with the intention of establishing or furthering their careers while starting a family.[x]

All of these factors add nuance to the dominant and sometimes simplistic 'youth exodus' narrative used to describe the movement of young people between regions and cities. The work in this report supports a more nuanced approach to understanding the way that people of all ages, including millennials, move between metropolitan and regional areas in Australia.

POPULATION FLOW BETWEEN CAPITAL CITIES AND REGIONAL AUSTRALIA

THE NATIONAL PICTURE

Between 2011 and 2016, 501,643 people moved from capital cities into regional Australia while 436,439 people moved from regions to the capital cities. Therefore, Australia's regions attracted a net inflow of 65,204 people from Australia and state capital cities. This means that in the five years to 2016, Australia's regions attracted more people than they lost to capital cities.

Additionally, 690,216 people moved between communities in regional Australia. These people moved away from one place in regional Australia to live in another part of regional Australia rather than in a capital city.

During the five years between these two Census points, 1,191,859 people moved to a community or between communities in regional Australia. While 436,439 people moved from regional Australia to capital cities, there was nevertheless a great deal of population movement within regional Australia, including a net gain from populations moving from state and territory capitals.

Table 1: Total population flows between regional Australia and capital cities, 2011-2016.

Total Population		**To**	
		Regional Australia	Capital Cities
From	Regional Australia	690,216	436,439
	Capital Cities	501,643	2,145,188

The movement in Table 1 should also be viewed in the context of the high rates of population churn in Australia. Australia has one of the most mobile populations in the OECD and all jurisdictions experienced high rates of people moving from, to, and between LGAs in the five years to 2016.

We analysed the number and proportion of people moving into and out of LGAs across all states and territories between 2011 and 2016. We found that most jurisdictions experienced inflows of at least 15 per cent in this five-year period. This held for all states and territories except the Australian Capital Territory (ACT), which averaged an inflow of 12 per cent. Practically, this means that around 15 per cent of residents in the LGA communities in 2016 were living elsewhere only five years previously. Jurisdictions associated with primary and extractive industries showed the highest average inflow of residents, which is likely associated with the mining boom that peaked in 2012. The Northern Territory, Western Australia and South Australia also showed high average rates of people moving out of LGAs, with averages of 22.4 per cent, 19.9 per cent and 18.2 per cent respectively. This means that in these jurisdictions, an average of around one in five residents across all LGAs moved out of a community. The ACT had the lowest average outflow rate of 11.3 per cent. These averages are set out in Table 2.

Table 2: Average inflow and outflow of LGA populations across jurisdictions, 2011-2016

Jurisdiction	Population flow INTO jurisdiction	Population flow OUT OF jurisdiction	Population of jurisdiction in 2016	Average inflow across LGAs	Average outflow across LGAs
New South Wales	1,144,980	1,194,518	7,480,236	15.3%	16.0%
Victoria	968,572	941,195	5,926,611	16.3%	15.9%
Queensland	702,336	661,488	4,703,197	14.9%	14.1%
South Australia	291,908	304,672	1,676,656	17.4%	18.2%
Western Australia	492,151	491,526	2,474,404	19.9%	19.9%
Tasmania	82,493	84,463	509,946	16.2%	16.6%
Northern Territory	44,309	51,149	228,835	19.4%	22.4%
Australian Capital Territory	46,979	44,717	396,853	11.8%	11.3%

CAPITAL CITY AND STATE/TERRITORY REGIONAL FLOWS

We found that in each state and territory, there was a flow of people between the capital city and the jurisdiction's regional areas. However, while in some cases more people moved from the state's capital to its regional areas, in other cases more people moved from a state's regional areas to its capital. This means that in the five years to 2016, some capital cities saw net losses to regional areas while others drew more people from the regions than were lost to them.

Between 2011 and 2016, Sydney, Melbourne and Adelaide experienced net losses to regions with more people in the city moving to regional areas than moved from regional areas to the capital city. Sydney experienced the largest difference with over 64,756 more people moving to regional Australia in the five years to 2016 than it received from regional areas. Melbourne experienced a net population loss to regions of just over 21,609 while Adelaide experienced a small net loss to regions of around 1,041 people.

Conversely, Brisbane, Perth, Hobart, Canberra and Darwin experienced net population gains between 2011 and 2016. Brisbane experienced a net gain of nearly 15,597 people. Perth gained nearly 4,298 more people from regional areas than it lost to them while Hobart gained 1,663 and Darwin nearly 500. These movements are set out in Table 3.

Table 3: Summary of movement to and from capital cities and regions, 2011-2016

City	People moved *from* city to regional areas	People moved *to* city from regional area	Difference	Comment
Sydney	139,471	74,715	-64,756	City net loss to regions
Melbourne	112,728	91,119	-21,609	City net loss to regions
Adelaide	38,704	37,663	-1,041	Small city loss to regions
Brisbane	109,670	125,267	15,597	Net gain for City
Perth	58,197	62,495	4,298	Net gain for City
Hobart	8,974	10,637	1,663	Small gain for City
Darwin	12,698	13,182	484	Small gain for City
Canberra	21,201	21,361	160	Small gain for City

FROM A CAPITAL CITY TO A REGIONAL AREA

Where people moved from a capital city to a regional area, they most often moved to the regional area of the jurisdiction in which they already lived. When people moved from Sydney, Melbourne, Brisbane, Adelaide, Perth or Hobart, they most often moved to regional areas of their state. Those moving from Darwin were most likely to move to regional Queensland while those moving from Canberra were most likely to move to regional NSW.

Regional Queensland drew people from all capital cities and was the most popular regional destination for those moving from both Brisbane and Darwin. It was the second most popular destination for people moving from Sydney, Melbourne, Adelaide, Perth, Hobart and Canberra. Regional NSW was the second most popular destination for people leaving Brisbane and Darwin.

Regional NSW and regional Victoria were also common destinations for those moving from capital cities. Regional NSW was the third most popular destination for those leaving Melbourne, Adelaide, Perth and Hobart, while regional Victoria was the third most popular destination for those leaving Sydney, Brisbane, Darwin and Canberra.

These population flows from capital cities to regional areas are set out in Table 4.

Table 4: Population flow from capital cities to regions, 2011-2016

From/To	Total people who moved from a capital city to regional Australia	Regional NSW	Regional VIC	Regional QLD	Regional SA	Regional WA	Regional TAS	Regional NT
Sydney	139,471	103,942	4,444	26,480	621	1,658	1,660	666
Melbourne	112,728	12,278	77,401	16,769	1,121	2,003	2,144	1,012
Brisbane	109,670	16,881	4,250	83,074	836	2,013	1,795	821
Adelaide	38,704	3,338	3,153	5,950	23,683	1,117	602	861
Perth	58,197	4,265	3,038	7,132	711	40,999	1,635	417
Hobart	8,974	1,044	723	2,114	112	282	4,618	81
Darwin	12,698	2,307	1,620	5,315	810	795	311	1,540
Canberra	21,201	15,273	1,251	3,922	136	207	242	170

Most Second Third

FROM A REGIONAL AREA TO A CAPITAL CITY

Across all jurisdictions apart from the ACT, when people moved to a capital city from a regional area, they were more likely to stay within the state or territory in which they already resided. Those moving from the ACT were more likely to move to Sydney, then Melbourne and then Brisbane.

Melbourne and Brisbane were also popular destinations, often ranking second or third after a jurisdictional capital. Overall, Brisbane experienced the largest inflow of people from regional Australia between 2011 and 2016 with an inflow of 125,267 people. Melbourne experienced the second-largest inflow with 91,119 people moving to the city from regional Australia. Between 2011 and 2016, Sydney saw an inflow of 74,715 people from regional Australia, Perth 62,495 people and Adelaide 37,663 people. Over the same five years, Darwin experienced an inflow of 13,182 people from regional Australia and Hobart 10,637. Meanwhile, 21,361 people moved from regional areas to the national capital of Canberra.

Proportionally, regional Northern Territorians made up only 22 per cent of the population flow from regional Australia to Darwin, with the remainder coming from other states and the ACT. Melbourne, which received the second largest absolute population flow of all capitals, also drew a large proportion of this flow from other states and territories. Only 59 per cent of the total number of regional Australians that moved to Melbourne between 2011 and 2016 came from regional Victoria. Forty-one per cent moved from regional areas of other jurisdictions, which emphasises the popularity of the city as a destination for regional people across Australia.

Brisbane, which attracted the highest absolute population flow from regional Australia to capital cities, drew 75 per cent of this inflow from regional areas in Queensland. Similarly, Perth's inflow was dominated by people moving from regional Western Australia, which accounted for 72 per cent of its inflow. Canberra drew 75 per cent of its population inflow from regional NSW.

Sydney attracted the third largest absolute inflow of people from regional Australia and 75 per cent of this number came from regional NSW. Population inflows to Adelaide and Hobart also drew strongly on their state's regional areas, with movement from regional South Australia and regional Tasmania accounting for 66 per cent and 65 per cent of the capital city inflow from regions respectively.

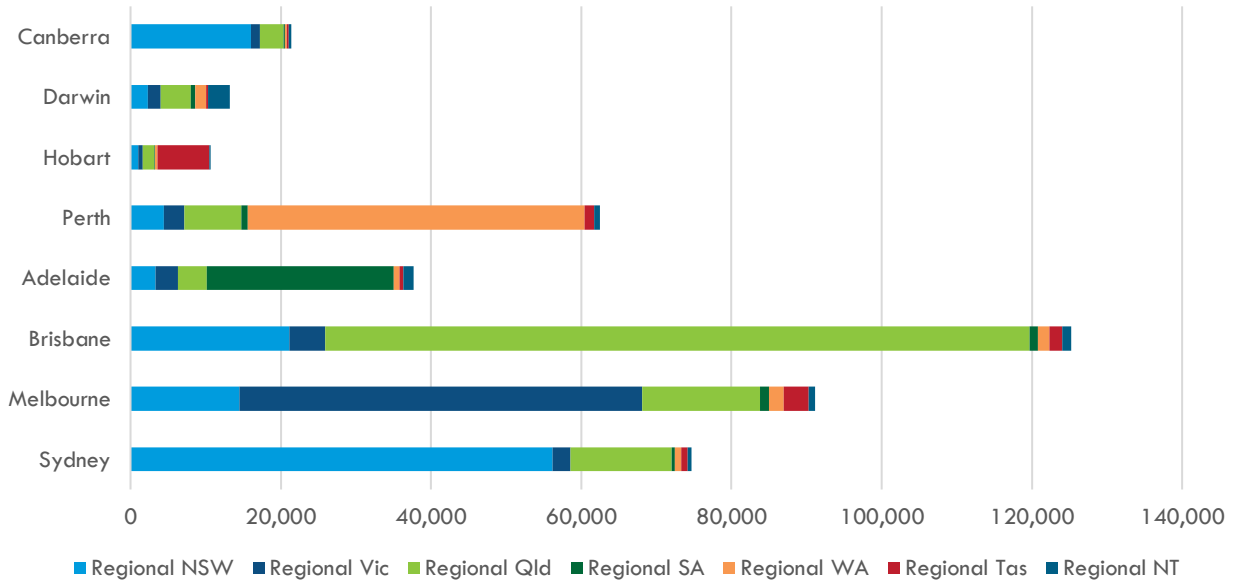


Figure 2: Capital City inflow from regional areas, 2011-2016

These population flows are set out in Table 5. The makeup of each inflow into a capital city from regional areas in Australia is depicted in Figure 2. This figure shows that most capital cities draw the majority of their inflow from regional areas in their own state or territory. It also shows the strong attraction of some cities and in particular Melbourne, to people from regional areas all around the country.

FROM A REGIONAL AREA TO ANOTHER, AT THE STATE AND TERRITORY LEVEL

Those moving between regional areas in Australia are most likely to settle in another part of the jurisdiction in which they already reside. This occurs across all states. However, it does not hold for the Northern Territory, for which regional Queensland was the most popular destination.

After one's own state's regional communities, people were also strongly drawn to regional Queensland, regional NSW and to a lesser degree, regional Victoria. These three regional areas were the second or third most popular destinations for people from all regional areas of jurisdictions, except for the Northern Territory. Most people moving from regional Northern Territory moved to regional Queensland, with regional Northern Territory and regional NSW the second and third most popular destinations.

The popularity of regional Queensland and regional NSW for those coming from regional areas (Table 5) complements the popularity of these areas with those moving from cities (Figure 3). Regional Victoria also emerges as a popular destination for those from cities and regions, but to a lesser degree than regional Queensland or NSW.

In absolute terms, the number of people moving to regions from regional areas (690,216 people) is greater than the number of people moving to regional areas from capital cities (501,643 people). When viewed across jurisdictions, in the five years to 2016, all regional areas attracted the majority of their new residents from other regional areas. This may inform the ways that each state or territory designs and implements strategies to attract residents or to get them to extend the length of their residencies in regional areas. These totals are set out in Table 7.

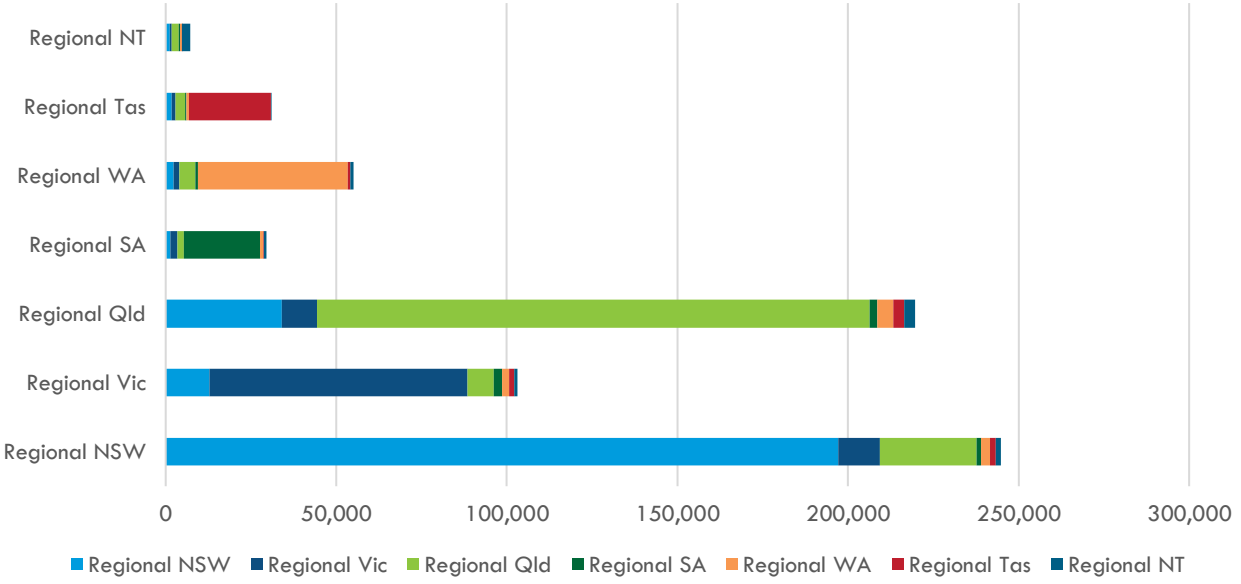


Figure 3: Regional inflow from regional areas, 2011-2016

Table 5: Population flow from regions to capital cities, 2011-2016

	Total moved	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart	Darwin	Canberra
Regional NSW	**118,828**	56,151	14,507	21,168	3,303	4,410	993	2,296	16,000
Regional VIC	**70,187**	2,450	53,624	4,727	2,981	2,783	670	1,709	1,243
Regional QLD	**142,956**	13,444	15,633	93,826	3,887	7,560	1,502	3,989	3,115
Regional SA	**29,281**	402	1,215	1,067	24,860	854	116	598	169
Regional WA	**52,052**	877	1,952	1,589	778	44,820	300	1,466	270
Regional TAS	**15,118**	854	3,316	1,693	525	1,275	6,930	257	268
Regional NT	**8,017**	537	872	1,197	1,329	793	126	2,867	296

Table 6: Population flow between regional areas at the state/territory level, 2011-2016

	Regional NSW	Regional VIC	Regional QLD	Regional SA	Regional WA	Regional TAS	Regional NT
Regional NSW	197,190	12,854	34,108	1,418	2,322	1,759	1,108
Regional VIC	12,206	75,535	10,276	2,034	1,756	1,191	695
Regional QLD	28,206	7,818	161,907	1,857	4,575	2,723	2,034
Regional SA	1,412	2,348	2,223	22,294	817	357	417
Regional WA	2,564	2,046	4,731	903	43,835	800	462
Regional TAS	1,684	1,596	3,287	249	784	23,929	106
Regional NT	1,515	834	3,133	855	905	175	2,383

Most Second Third

Table 7: Comparison of inflow to regional areas from capital cities and regional areas, 2011-2016

	From Capital Cities to Regions	Total Inflow Regions to Regions	Largest Inflow From
Regional NSW	159,328	244,777	Regions
Regional VIC	95,880	103,031	Regions
Regional QLD	150,756	219,665	Regions
Regional SA	28,030	29,610	Regions
Regional WA	49,074	54,994	Regions
Regional TAS	13,007	30,934	Regions
Regional NT	5,568	7,205	Regions

POPULATION FLOW BETWEEN TYPES OF MID-SIZED TOWNS

As part of the 2019 Shared Inquiry Program, the RAI has developed a typology of roles that mid-sized towns (mid-sized towns are regional towns with populations between 5,000 and 50,000) play for their residents of their own and surrounding communities. This analysis identified five key roles that towns play, and these are set out in Table 8.

When we analysed the population flow associated with these towns between 2011 and 2016, we found that they welcomed on average 15.5 per cent of their residents in the five years to 2016. Coastal Lifestyle towns attracted the highest average inflow of residents (16.7 per cent) followed by Connected towns (16.5 per cent).

Conversely, there were significant average outflows of the population from all town types during this five-year period. MSTs experienced an average of 15.3 per cent of their populations leaving their communities between 2011 and 2016. Connected towns (those close to major regional or metropolitan centres) saw the lowest average rate of outflow of the population with 13.8 per cent moving out of these communities between 2011 and 2016, a rate that was slightly below the MST average. Industry towns saw the largest proportional population outflow with 17.4 per cent of residents of these communities moving from them over the five-year period. This may be associated with the mining boom.

Table 8: Summary of Mid-Sized Town types and their role

MST Role	Diagnostic notes
Industry towns	The LGA in which the MST is located in has higher than the regional average proportion of people employed in mining, agriculture or manufacturing. Additionally, any of these industries are also within the three largest employing industry or the town has a history in which is strongly identifies with one of these industries.
Service towns	Service towns with populations over 9,500 had to satisfy one of two criteria. First, these towns were more than 100km from a regional city or metropolitan area and have both a university and an airport within a distance of 15kms. In addition, they have more than two health services. Alternatively, these towns were more than 100km from a regional city or metropolitan area and had a proportion of service jobs about the national rate of 49 per cent. Service towns with populations between 5,000 and 9,500 were more than 40km from another town, regional city or metropolitan area. They also had one or more health services, one or more high schools and at least one supermarket within a 10km distance.[1]
Connected towns	Connected towns were up to 40km from a major regional or metropolitan city (that had a population of over 50,000). Alternatively, they were identified through travel to work data, which indicated that there were more people travelling to work in LGAs other than that in which the MST was located.
Coastal Lifestyle towns	These towns are located on the coast and either have a proportion of people aged 65 years and over that is higher than the national average of 15.7 per cent, or they have a proportion of both children and working-age residents that are higher than the national averages (18.7 per cent and 65.6 per cent respectively).
Mixed Function towns	Those towns not otherwise classified.

Table 9: Summary of total and average population flows by Mid-Sized Towns by type, 2011-2016

Mid-Sized Town Type	Total number of people moving to town type, 2011-2016	Total town type population, 2016	Proportion of residents moving to the town, 2011-2016	Number of people leaving town type, 2011-2016	Proportion of residents moving out of the town, 2011-2016
Connected towns	379,010	2,558,904	14.8%	301,473	11.8%
Service towns	234,655	1,706,429	14.0%	230,145	13.8%
Coastal lifestyle towns	352,065	2,328,672	15.1%	281,660	12.1%
Industry towns	124,226	854,740	14.5%	145,868	17.1%
Mixed function towns	31,513	195,476	16.1%	27,819	14.2%
Total/average	1,121,469	7,644,221	14.7%	986,965	13.0%

[1] With the exception of Leongatha and Beaudesert.

POPULAR REGIONAL LOCAL GOVERNMENT AREA DESTINATIONS

Between 2011 and 2016, there was a significant movement towards the northwest and central parts of Australia. This movement may partly be explained by the mining boom, which occurred in the years between these two Census points, peaking in 2012. Many of the popular LGA destinations are associated with extractive and primary industries and have high levels of employment concentrated in these sectors.

Table 10: Inflow of population to regional LGAs (over 5,000 population), 2011-2016

Local Government Area	Jurisdiction	Number of new residents	Inflow as a percentage of 2016 population	Population, 2016
Ashburton	WA	5,582	42.9%	13,026
East Pilbara	WA	3,297	31.1%	10,591
Unincorporated NT	NT	2,137	30.9%	6,908
Chittering	WA	1,626	29.7%	5,474
Karratha	WA	6,217	29.0%	21,472
Port Hedland	WA	4,034	27.9%	14,465
Isaac	QLD	5,305	25.3%	20,941
Capel	WA	4,301	25.1%	17,121
Yankalilla	SA	1,236	24.0%	5,160
Dardanup	WA	3,297	23.5%	14,028
Golden Plains	VIC	5,030	23.2%	21,687
Katherine	NT	2,136	22.0%	9,719
Broome	WA	3,544	21.9%	16,217
Victor Harbor	SA	3,205	21.9%	14,661
Murray River	NSW	2,519	21.6%	11,682
Light	SA	3,188	21.6%	14,733
Denmark	WA	1,248	21.3%	5,850
Latrobe	TAS	2,264	21.2%	10,700
Noosa	QLD	10,983	21.1%	52,147
Alexandrina	SA	5,463	21.1%	25,871
Harvey	WA	5,603	21.1%	26,549

Table 10 sets out the most popular regional LGAs with a population of over 5,000 residents.[2] Figure 4 below shows the high rates of inflow to LGAs and clearly depicts the level of movement towards the northwest and central parts of the country, particularly in comparison to remote and very remote areas for which population retention remains challenging.

The impact of the mining boom on the movement of populations to and between LGAs is evident in both Table 10 and Figure 4. While a few coastal areas appeared in the list of LGAs with the highest proportion of residents moving to them, the list nevertheless remains dominated by areas that are associated with primary and extractive industries.

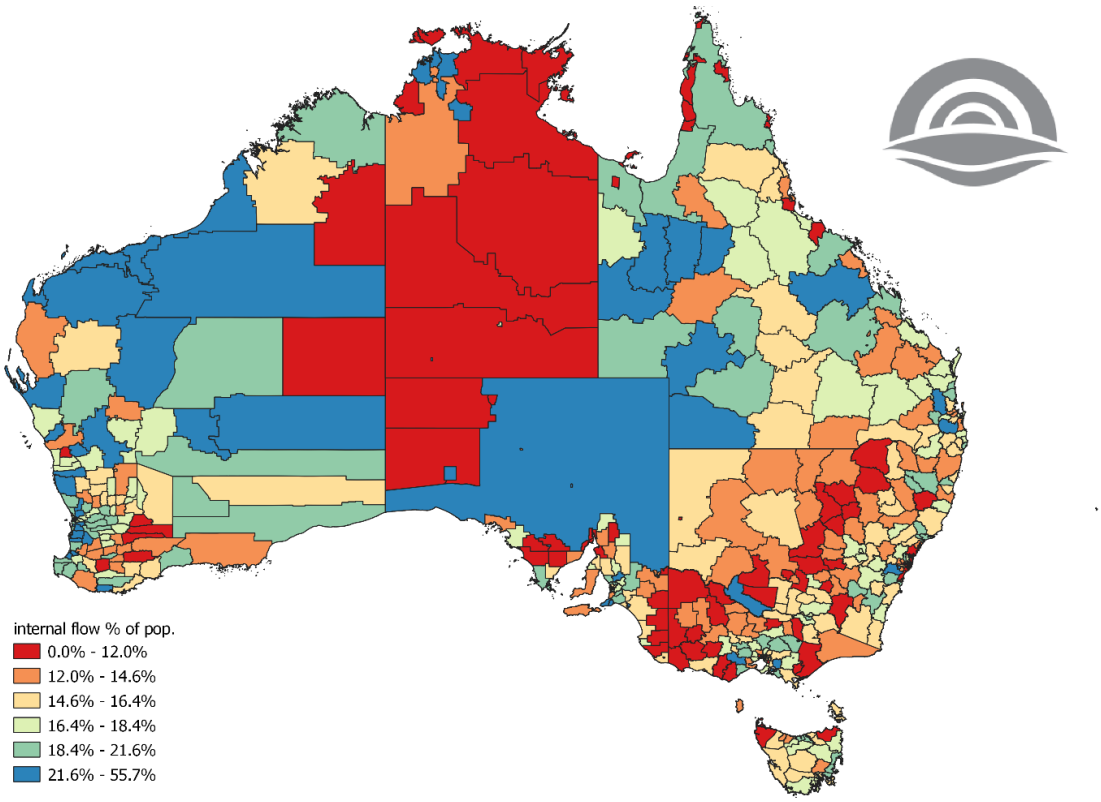


Figure 4: Inflows to Local Government Areas, 2011-2016

While there was a significant inflow of people to particular communities in the five years between 2011 and 2016, there was also a significant outflow in many of these areas, especially where there was a concentration on mining and primary industries. Again, the mining boom is likely to have impacted these figures. This means that jurisdictions that experienced high rates of incoming residents also saw large numbers of people leave their communities in the five years to 2016.

Whatever the reason, this churn has a significant impact on regional communities. While there may be short-term benefits to welcoming an influx of workers and new residents, there are social and economic costs associated with high rates of residential churn. These include difficulties building human and community capital, and the planning and supply of appropriate rates of services.

[2] This research project is part of the RAI's 2019 Shared Inquiry theme on Mid-Sized Towns, which focuses on regional towns with populations of between 5,000 and 50,000.

Table 11: Outflow of populations from regional LGAs with populations over 5,000 between 2011 and 2016

Local Government Area	Jurisdiction	Number of residents leaving	Outflow as a percentage of 2016 population	Population, 2016
Unincorporated NT	NT	3,132	45.3%	6,908
Isaac	QLD	8,135	38.8%	20,941
Port Hedland	WA	5,304	36.7%	14,465
Mount Isa	QLD	6,435	34.5%	18,668
Karratha	WA	7,266	33.8%	21,472
Katherine	NT	3,053	31.4%	9,719
Central Highlands	QLD	8,168	29.2%	28,002
Wyndham-East Kimberley	WA	2,005	28.0%	7,152
Alice Springs	NT	6,666	26.9%	24,751
Kalgoorlie/Boulder	WA	8,061	26.8%	30,053
Carnarvon	WA	1,445	26.2%	5,524
Broome	WA	4,240	26.1%	16,217
East Pilbara	WA	2,531	23.9%	10,591
Maranoa	QLD	3,011	23.8%	12,664
Banana	QLD	3,377	23.6%	14,315
Ashburton	WA	2,906	22.3%	13,026
Bunbury	WA	7,064	22.1%	31,920
Northam	WA	2,316	20.8%	11,115
Chittering	WA	1,139	20.8%	5,474
Derby-West Kimberley	WA	1,592	20.6%	7,728
Dardanup	WA	2,856	20.4%	14,028
Capel	WA	3,438	20.1%	17,121
Light	SA	2,953	20.0%	14,733
Goondiwindi	QLD	2,119	19.9%	10,628
Gladstone	QLD	12,280	19.9%	61,642
Narrogin	WA	1,024	19.9%	5,158
Douglas	QLD	2,322	19.8%	11,716
Muswellbrook	NSW	3,165	19.7%	16,086
Uralla	NSW	1,188	19.6%	6,049

CHANGES IN POPULATION MOVEMENTS OVER TIME

Overall, there was a greater number of people moving in 2011-16 than in the earlier Census period of 2006-11. However, the movement of people in both periods shows very similar trends and scales of movement.

There are slight differences in the movement of people for the two time periods. For both periods, more people moved to the regions from cities than the other way, with 70,493 more people moving from cities to the regions in 2006-2011 and 65,204 more people in 2011-16.

Another slight difference between the periods was that more people were moving between cities, from cities to regions, and from regions to cities in 2011-16 than 2006-11. In contrast, movement between regional areas was greater in 2006-11 than 2011-16 (712,032 and 690,216 people respectively).

2006-11	To Regions	To Cities
From Regions	712,032	424,106
From Cities	494,599	1,900,589

2011-16	To Regions	To Cities
From Regions	690,216 ↓	436,439 ↑
From Cities	501,643 ↑	2,145,188 ↑

NEWCOMERS BY LOCAL GOVERNMENT AREA

These slight changes to people's movement patterns also carry through to the Local Government Area (LGA) scale. From 2006-11 to 2011-16, the top 10 LGAs for the absolute number of people moving in and out remained the same, albeit in a slightly different order (Table 12) (Table 14). However, there was a greater change in the top 10 LGAs ranked by the proportion of their population that moved in or out (Table 13) (Table 15).

The Gold Coast, Sunshine Coast and Townsville continued to have the highest number of people moving into the LGA for both 2006-2011 and 2011-2016. The number of people moving into these three regions is significantly higher than the other regions in the top 10 (around 75,000, 52,000 and 31,000 people).

In Townsville, Cairns, Toowoomba, Fraser Coast and Wollongong, the number of people moving into the area decreased from 2006-11 to 2011-16. This decrease was a similar number of people for the four LGAs (roughly -1,800 to -3,700 fewer newcomers each).

Over the same time period, the other top 10 LGAs had an increase in the number of people moving to the region. The Gold Coast had the largest increase, owing to its larger overall size, with around 4,300 more people moving to the region. For the other LGAs, the increases were smaller, ranging between 1,600 and 4,500 newcomers.

For all of the top 10 LGAs, the number of people moving into the area over 2006-2011 represents between 18 and 10 per cent of the overall population.

Table 12: Top-ranked LGAs for absolute number of people moving into the region from 2006 to 2011.

State	LGA	06-11 Rank	11-16 Rank	06-11 Inflows	11-16 Inflows	Change in inflows (06-11 to 11-16)	Total Population (2011)
QLD	Gold Coast	1	1	71,170	75,515	4,345 ↑	494,503
QLD	Sunshine Coast	2	2	51,106	52,739	1,633 ↑	306,909
QLD	Townsville	3	3	31,439	29,617	-1,822	174,461
NSW	Newcastle	4	5 ↓	26,254	28,205	4,504 ↑	148,534
QLD	Cairns	5	8 ↓	26,031	22,265	-1,975	156,170
VIC	Greater Geelong	6	4 ↑	24,426	28,930	3,173 ↑	210,873
NSW	Lake Macquarie	7	6 ↑	24,391	27,564	3,187 ↑	189,005
QLD	Toowoomba	8	9 ↓	24,240	22,184	-3,766	151,189
QLD	Fraser Coast	9	10 ↓	19,589	17,815	-2,056	95,310
NSW	Wollongong	10	7 ↑	19,442	22,629	-1,774	192,419

Table 13: Top-ranked LGAs for the proportion of people moving into the region from 2006 to 2011.

State	LGA	06-11 Rank	11-16 Rank	Inflows (no.)	Inflows (%)	Change in inflows (06-11 to 11-16)	Total Population (2011)
QLD	Diamantina	1	Out	138	48.8%	-77	283
WA	Laverton	2	Out	515	42.0%	-212	1,226
WA	Ashburton	3	2 ↑	4,154	41.5%	-1,428	10,001
WA	Yalgoo	4	Out	162	40.3%	-65	402
WA	Wiluna	5	Out	466	40.2%	-316	1,160
WA	East Pilbara	6	4 ↑	4,549	38.1%	1,252 ↑	11,950
SA	Roxby Downs	7	Out	1,754	37.3%	-672	4,702
WA	Cue	8	Out	100	36.8%	-77	272
QLD	Weipa	9	7 ↑	1,204	36.1%	58 ↑	3,332
WA	Ravensthorpe	10	Out	758	35.7%	-429	2,126

For the top 10 LGAs with the highest proportion of people moving into a council area, there were changes in the regions which appeared in the list as well as the rankings (Table 13).

Diamantina had the highest proportion of people moving into the region, with almost 50 per cent of the population being newcomers. While this is a small overall number (138 newcomers), it is significant for a region with a small total population of 283 people. Ashburton and East Pilbara were the largest towns in this top 10 list with total populations of 10,001 and 11,950 in 2011. Both regions had around 40 per cent of the population being newcomers. The two regions are well-known mining towns, and it is likely the industry played a role in the attraction and retention of these newcomers.

Again in 2006-11, Western Australian LGAs were well represented in the top 10 list of regions with the highest proportion of people moving into the region. Seven of the 10 in the list being regions in Western Australia.

These top 10 LGAs were among the lowest-ranked LGAs for the raw number of people moving into the region largely because of their smaller populations (mostly under 5,000 people and around 10,000 people for Ashburton and East Pilbara).

LEAVERS BY LOCAL GOVERNMENT AREA

For the number of people leaving a region, the top 10 LGAs by absolute number stayed the same, but there was more change in the top 10 LGAs by the proportion of people leaving.

The largest number of people leaving a region was in the Gold Coast, where 71,170 people left between 2006 and 2011. The Gold Coast was also the top-ranked LGA for the number of people leaving between 2011 and 2016. This large number is partially owing to the larger overall population that the Gold Coast region can support. The Sunshine Coast had the next largest number of people leave the region, with 51,106. The other top 10 LGAs had between 231,000 and 19,000 people leave.

All regions in the top 10 list increased the number of people leaving compared with 2011-16, except for the Sunshine Coast which had 2,390 fewer people leave the region in 2011-16 than 2006-11.

The number of people leaving these regions accounts for between 10 and 20 per cent of their total populations.

The top LGAs with the highest proportion of people leaving only had two repeat LGAs which were in both the top 10 for 2006-11 and 2011-16. The two repeat LGAs were Unincorporated NT and Roxby Downs with 45 per cent and almost 50 per cent of people leaving the regions between 2006 and 2011.

The rest of the top 10 LGAs in 2006-11 were new to the list. The largest proportion of people leaving a region was in Unincorporated Victoria, the high country and some islands in Victoria which are not categorised in their own council area. This LGA saw over 70 per cent of the population leaving between 2006 and 2011, or 630 people.

Of the top 10 LGAs in 2006-11, the number of people leaving decreased in 2011-16 except for in Coorow and Unincorporated NT (658 and 481 more leavers, respectively).

Table 14: Top-ranked LGAs for absolute number of people leaving the region between 2006 and 2011.

State	LGA	11-16 Rank	06-11 Rank	Outflows (no.)	Outflows (%)	Change in outflow (06-11 to 11-16)	Total Pop. (2011)
QLD	Gold Coast	1	1	71,170	14.4%	5,734	494,503
QLD	Sunshine Coast	2	2	51,106	16.7%	-2,390	306,909
QLD	Townsville	3	3	31,439	18.0%	3,785	174,461
NSW	Newcastle	4	4	26,254	17.7%	4,053	148,534
NSW	Lake Macquarie	5	5	26,031	16.7%	2,212	156,170
QLD	Cairns	6	6	24,426	11.6%	2,564	210,873
QLD	Toowoomba	7	7	24,391	12.9%	415	189,005
NSW	Wollongong	8	8	24,240	16.0%	1,941	151,189
VIC	Greater Geelong	9	9	19,589	20.6%	1,702	95,310
QLD	Mackay	10	10	19,442	10.1%	4,067	192,419

Table 15: Top-ranked regions for the proportion of people leaving the region between 2006 and 2011.

State	LGA	06-11 Rank	11-16 Rank	Outflows (no.)	Outflows (%)	Change in outflow (06-11 to 11-16)	Total Population (2011)
WA	Carnamah	1	Out	235	43.0%	-60	547
SA	Roxby Downs	2	2	1,940	41.3%	-60	4,702
WA	Mukinbudin	3	Out	172	35.2%	-54	489
WA	Wyalkatchem	4	Out	183	35.0%	-79	523
WA	Shark Bay	5	Out	296	34.6%	-45	855
WA	Mount Marshall	6	Out	166	34.2%	-13	486
WA	Coorow	7	Out	351	33.0%	658	1,065
QLD	Cloncurry	8	Out	1,061	32.9%	-195	3,228
NT	Unincorporated NT	9	3	2,651	32.8%	481	8,091
WA	Cue	10	Out	89	32.7%	-34	272

MILLENNIAL POPULATION FLOWS IN REGIONAL AUSTRALIA

Our analysis reaffirmed a key experience with which regional communities are all too familiar; that is, the shifting of their younger demographics to larger metropolitan centres. This 'move to the city' is a well-known migratory pattern and is sometimes characterised as a cultural rite of passage. However, this pattern is not unique to Australia and, as previously discussed, is one part of a more nuanced and multi-faceted story of population flow between regional and metropolitan areas.

Our analysis found that 178,961 millennials moved from regional Australia to capital cities between 2011 and 2016. We also found a sizeable flow in the other direction, with 146,962 millennials moving from capital cities to regional Australia over the same period. This represents a net loss for regional Australia of 31,999 people in this age group. While the biggest flow was between cities, the next biggest flow was in fact between regional places, showing that regionally-based millennials have a high propensity to move to another regional place.

THE NATIONAL PICTURE

Between 2011 and 2016, 146,962 millennial-aged people moved from capital cities to regional Australia, while 178,961 moved from regions to the capital cities.

But a larger number, 207,510 millennial-aged people, moved between communities in regional Australia. These people moved away from one place in regional Australia to live in another part of regional Australia rather than in a capital city.

Rounding out the picture, a total of 874,443 millennials moved from one city to another during the five years between these two Census points.

Table 16: Total millennial population flows between regional Australia and capital cities, 2011-2016

Millennial mobility		**To**	
		Regional Australia	Capital Cities
From	Regional Australia	207,510	178,961
	Capital Cities	146,962	874,443

Looking across Australia's states and territories, the Northern Territory saw the largest percentage of millennial-aged inflows and the equal largest percentage of outflows. Western Australia too saw high percentage inflows and outflows, showing that these jurisdictions were popular places for young people to go in this period – most likely reflecting the volatile job markets. The *millennial magnet* jurisdictions (more inflows than outflows) were, in order, the ACT, the Northern Territory, Victoria, Queensland and Western Australia. The other states had net losses of millennials.

Table 17: Average inflow and outflow of LGA populations across jurisdictions, 2011-2016

Jurisdiction	Millennial Population flow INTO jurisdiction	Millennial Population flow OUT OF jurisdiction	Total population of jurisdiction, 2016	Average millennial inflow across LGAs	Average millennial outflow across LGAs
NSW	418,703	437,001	7,480,236	5.6%	5.8%
VIC	399,413	378,702	5,926,611	6.7%	6.4%
QLD	236,296	231,483	4,703,197	5.0%	4.9%
SA	106,296	114,437	1,676,656	6.3%	6.8%
WA	181,431	180,059	2,474,404	7.3%	7.3%
TAS	25,746	30,608	509,946	5.0%	6.0%
NT	17,754	16,636	228,835	7.8%	7.3%
ACT	22,287	19,000	396,853	5.6%	4.8%

CAPITAL CITY AND STATE/TERRITORY REGIONAL FLOWS

Sydney was the only city to see a net outflow of millennial-aged people between 2011 and 2016. Some 37,000 millennials moved from Sydney to a regional place in the period, while some 32,500 moved to Sydney from a regional place. The next section explores to which regional places millennials (from each city) tended to move.

All other cities saw net inflows of millennials, with Brisbane and Melbourne seeing the largest net inflows – over 10,000 each.

Table 18: Summary of millennial movement to and from capital cities and regions, 2011-2016

City	Millennials moved *from* city to regional areas	Millennials moved *to* city from regional area	Difference	Comment
Sydney	36,973	32,535	-4,438	Net outflow from city
Melbourne	32,309	43,982	11,673	Net inflow to city
Brisbane	35,278	49,362	14,084	Net inflow to city
Adelaide	11,552	13,728	2,176	Net inflow to city
Perth	17,690	20,833	3,143	Net inflow to city
Hobart	2,829	3,578	749	Net inflow to city
Darwin	3,603	5,316	1,713	Net inflow to city
Canberra	6,728	9,627	2,899	Net inflow to city
TOTAL	146,962	178,961	31,999	Net inflow to city

FROM A CAPITAL CITY TO A REGIONAL AREA

The next table summarises the movement of millennial-aged people from the capital cities to regional places. It shows that for all the capital cities except Darwin, most of the departing millennials went to a regional place in the same state. In the Northern Territory though, most departing millennials went to regional Queensland. The ACT was the same (though it doesn't have a regional part of its territory) in that most departing millennials who went to a regional place went to regional Queensland.

Regional Queensland was the second most popular destination for millennials heading for a regional place out of each of the capital cities. Around 30 per cent of all the millennials who left a city for a regional area went to regional Queensland and another 30 per cent to regional NSW. These flows are set out in Table 19.

Table 19: Millennial flow from capital cities to regions, 2011-2016

From/To	Total of Millennials moved from Capital City to regional Australia	Regional NSW	Regional VIC	Regional QLD	Regional SA	Regional WA	Regional TAS	Regional NT
Sydney	**36,973**	27,376	1,192	7,076	125	589	288	327
Melbourne	**32,309**	3,742	21,852	4,746	235	791	484	459
Brisbane	**35,278**	4,813	1,371	27,399	258	703	378	356
Adelaide	**11,552**	1,003	1,031	1,739	6,980	350	128	321
Perth	**17,690**	1,110	930	1,903	119	13,242	290	96
Hobart	**2,829**	267	162	608	13	109	1,656	14
Darwin	**3,603**	748	541	1,429	132	196	82	475
Canberra	**6,728**	4,804	446	1,242	48	69	50	69

Most Second Third

FROM A REGIONAL AREA TO A CAPITAL CITY

Regional millennials were drawn to Brisbane between 2011 and 2016, and the city saw an inflow of just under 50,000 people, more than Melbourne and considerably more than Sydney. A large majority of those new arrivals came from regional Queensland, emphasising the scale of mobility in Queensland both to and from regions.

For each city, the majority of new millennial arrivals came from regional parts of their respective states. Looking across the cities and past these 'home state' patterns, Melbourne attracted around 7,000 millennials from each of regional NSW and regional Queensland, while Sydney attracted just under 6,000 millennials from regional Queensland, but only about 900 from regional Victoria. These flows are set out in Figure 5 and Table 20.

Figure 5: Capital city inflow from regional millennials, 2011-2016

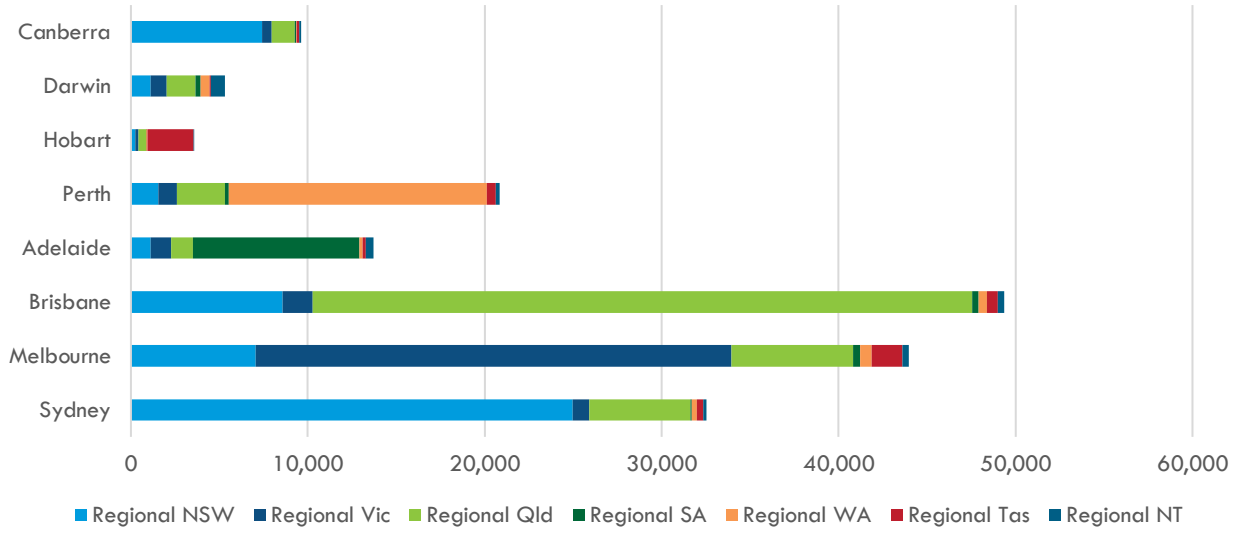


Table 20: Millennial flow from regions to capital cities, 2011-2016

From / To	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart	Darwin	Canberra
Regional NSW	24,967	7,067	8,566	1,121	1,536	233	1,111	7,408
Regional VIC	936	26,867	1,704	1,137	1,058	207	896	552
Regional QLD	5,709	6,870	37,278	1,247	2,733	413	1,649	1,283
Regional SA	78	424	358	9,413	195	17	273	71
Regional WA	293	634	481	175	14,585	74	508	67
Regional TAS	362	1,726	616	179	517	2,612	89	144
Regional NT	190	394	359	456	209	22	790	102

Most Second Third

FROM A REGIONAL AREA TO ANOTHER, AT THE STATE AND TERRITORY LEVEL

When we look at the movement of regional millennials, the analysis shows that between 2011 and 2016 more regionally-based millennials moved to another regional place (207,510 people) than moved to a greater capital city (178,961 people). This contradicts the common assumption that young regional people are itching to move to a city. When we look at the pattern of where millennials who lived in a regional place in 2011 moved to, it is clear that they were more likely to move to a broader mix of more remote or inland places, when compared with millennials who moved from cities to regions. This contrast is set out in Figure 6 and Figure 7.

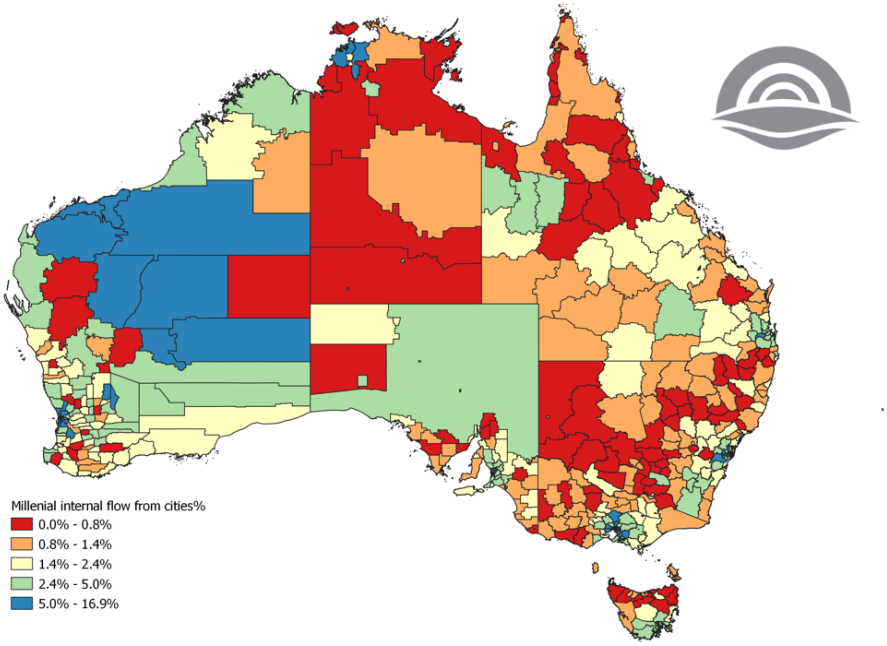


Figure 6: Population flow for millennials from capital cities, 2011-2016

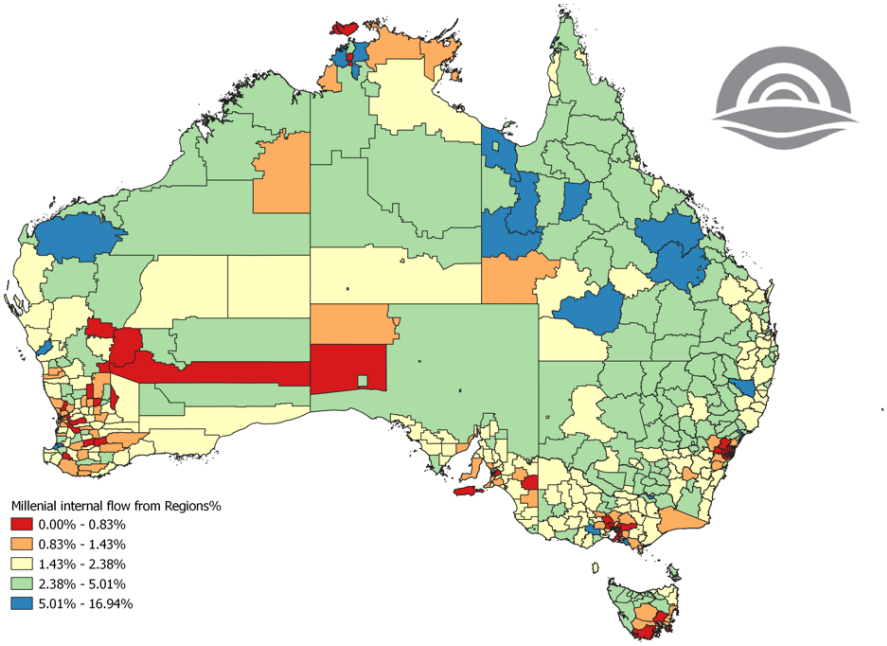


Figure 7: Population flow for millennials from regions, 2011-2016

Almost 65,000 millennials from regional NSW moved to another place in regional NSW between 2011 and 2016. The next biggest group was the almost 50,000 regional Queenslanders who moved to another region in Queensland. A smaller number of regional Victorians moved to another region anywhere – including elsewhere in Victoria. Proportionally, regional millennials from Western Australia, NSW, Queensland and Tasmania showed the highest propensity to move elsewhere within their state – with 83 per cent of regional Western Australian millennials and 80 per cent of regional NSW, Tasmania and Queensland millennials who moved choosing this path.

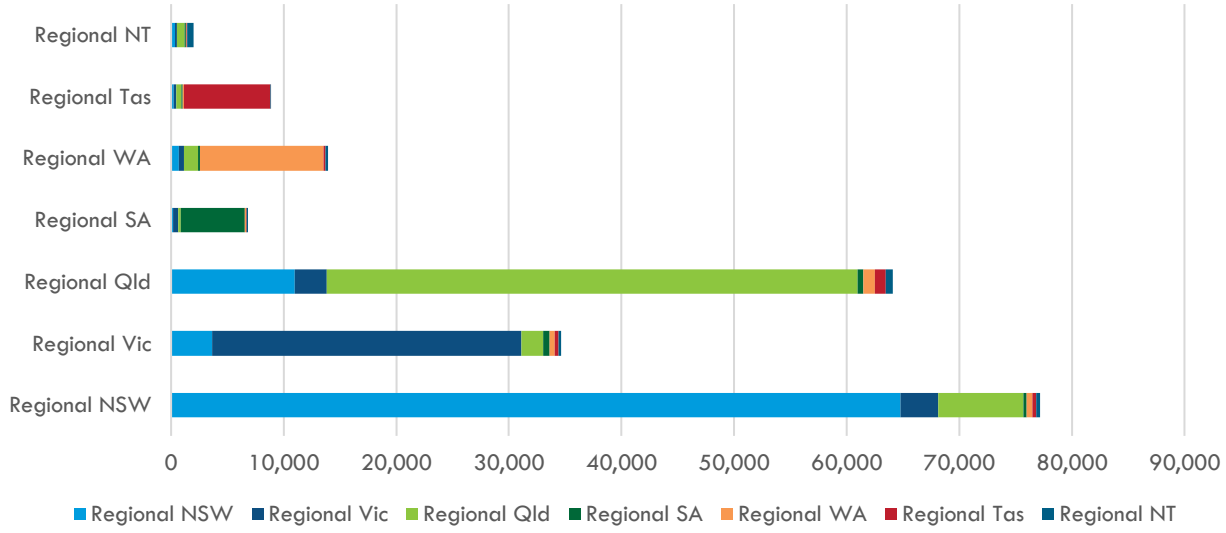


Figure 8: Regional inflow from regional areas, 2011-2016

Table 21: Millennial flows between regional areas of states/territories, 2011-2016

	Regional NSW	Regional VIC	Regional QLD	Regional SA	Regional WA	Regional TAS	Regional NT
Regional NSW	64,803	3,639	10,972	186	671	213	342
Regional VIC	3,355	27,479	2,842	423	485	233	183
Regional QLD	7,562	1,917	47,147	269	1,226	483	677
Regional SA	254	580	515	5,675	154	79	93
Regional WA	511	429	1,022	122	10,995	121	80
Regional TAS	324	379	947	29	189	7,672	26
Regional NT	339	199	664	141	220	23	621

Most Second Third

POPULATION FLOW BETWEEN TYPES OF MID-SIZED TOWNS

As with the analysis of all ages presented earlier in this report, in Table 22, we show the pattern of millennial-aged movement in and out of mid-sized towns.

When we analysed the population flow associated with these towns between 2011 and 2016, we found that on average, 4.4 per cent of the population in 2016 were new millennial arrivals in the previous five years.

Overall, the inflow of millennials to mid-sized towns was much greater than the outflow in the period, again highlighting the mobility of millennials and the desirability for many to live in a regional setting – including in a mid-sized town.

By MST type, Industry towns had the largest share of millennial inflows and outflows – reflecting the pattern described earlier of millennials looking for high paying jobs in resources-based towns in this period. But the largest net millennial inflows were to Connected towns. These movements are set out in Table 22.

Table 22: Summary of average millennial inflows and outflows to Mid-Sized Towns by type, 2011-2016

	Total town type population, 2016	**Number of millennials moving to town type, 2011-2016**	**Proportion of millennials moving in, 2011-2016**	**Number of millennials leaving town type, 2011-2016**	**Proportion of millennials moving out, 2011-2016**
Connected towns	2,558,904	115,870	4.5%	110,220	4.3%
Service towns	1,706,429	68,886	4.1%	84,275	5.0%
Coastal Lifestyle towns	2,328,672	100,402	4.3%	99,814	4.3%
Industry towns	854,740	38,913	4.6%	46,943	5.5%
Mixed Function towns	195,476	8,199	4.2%	9,347	4.8%
TOTAL	**7,644,221**	**332,270**	**4.4%**	**350,599**	**4.6%**

POPULAR REGIONAL LOCAL GOVERNMENT AREA (LGA) DESTINATIONS

MILLENNIAL MOBILITY HOTSPOTS

Like all Australians who moved between 2011 and 2016, the mobility of millennials reflect them 'voting with their feet' to find the mix of work and lifestyle that they value. There are different ways of looking for millennial mobility hotspots, including looking at where the largest number of millennials moved to, and where newly arrived millennials made up the largest percentages of the destination population.

In terms of the numbers of millennial movers, the top 12 destinations are all large regional centres (Table 23). The Gold Coast was the most popular destination by a big margin, welcoming almost double the number of millennials than Newcastle in the second spot. Movement numbers to the Sunshine

Coast and Townsville were very close behind Newcastle, with a gap then to the next two places with around 8,000 to 9,000 inflows (Wollongong and Lake Macquarie). The next three desirable places, Cairns, Greater Geelong and Toowoomba, welcomed 7,000 to 7,500 newcomers. Ballarat rounds out the top 10 with 5,654 new arrivals, and just below this were Maitland and Greater Bendigo with 5,536 and 5,190 respectively.

Thereafter, millennial inflow numbers fall gradually across the remaining 406 regional LGAs.
All the top five destination places have a university campus, with Lake Macquarie the highest-ranked destination without a university presence.

Table 23: Top LGAs for millennials, absolute number, 2011-2016

LGA	Jurisdiction	LGA population, 2016	Number of millennials moving into LGA
Gold Coast	QLD	555,724	24,714
Newcastle	NSW	155,412	13,619
Sunshine Coast	QLD	294,365	13,359
Townsville	QLD	186,753	12,246
Wollongong	NSW	203,630	9,400
Lake Macquarie	NSW	197,373	8,742
Cairns	QLD	156,900	7,473
Greater Geelong	VIC	233,426	7,454
Toowoomba	QLD	160,779	7,214
Ballarat	VIC	101,689	5,654
Maitland	NSW	77,307	5,536
Greater Bendigo	VIC	110,479	5,190

A very different picture emerges when we look at the places that attracted a significant share of millennials compared with their populations. These places are almost all smaller mining communities – clearly very attractive to a segment of the millennial cohort looking to fast track their income-earning capacity. Between 1,500 and 2,500 millennials moved to places like Ashburton, East Pilbara, Port Hedland, Karratha and Isaac over the period, all communities hosting large numbers of people employed in mining and mining-related construction. This is set out in Table 24 and Table 25.

The exception to this is Bass Coast (Vic), which is located on the coast of Victoria and is a popular tourist destination. Close to Greater Melbourne, this LGA has one of the fastest-growing total populations in regional Victoria, and key industries include construction, manufacturing, tourism, retail, health care, agriculture, and education.[xi]

Table 24: Millennial inflow to regional LGAs (all population), 2011-2016

LGA	Jurisdiction	Number of millennials moving into LGA	Inflow as a percentage of total LGA population	LGA population, 2016
Ashburton	WA	2,151	16.5%	13,026
East Pilbara	WA	1,451	13.7%	10,591
Roxby Downs	SA	454	11.7%	3,881
Bass Coast	VIC	3,711	11.3%	32,806
Weipa	QLD	431	11.0%	3,907
Port Hedland	WA	1,592	11.0%	14,465
Karratha	WA	2,341	10.9%	21,472
Unincorporated NT	NT	744	10.8%	6,908
Laverton	WA	118	10.2%	1,156
Leonora	WA	142	10.1%	1,406
Isaac	QLD	2,057	9.8%	20,941

The analysis indicates that millennials from regional places are much more likely to move to a wider range of other regional places, than millennials from cities.

Looking at the patterns for millennials moving to regional places from cities, in terms of overall numbers who moved, the top 10 places were very similar to those in the list above showing the places where most millennials moved to (Table 23). This is because these places were magnets to both city-based and regionally-based millennials. The largest number of millennials from cities went to the Gold Coast, for example (14,426), followed by the Sunshine Coast (6,391) and then Greater Geelong (5,330).

But the pattern looks very different when we look at the impact that the inflows of millennials had on the receiving regional places – by looking at the ratio of those inflows to the size of the total population. These are the regional places that attracted unusually high numbers of millennials, as measured by high percentages of new millennials in the total population.

By share of the total population in the regional destination place, millennials from cities showed a strong preference to move to mining areas in Western Australia – probably chasing high incomes. The top five destinations were all Western Australian mining communities, with 10.7 per cent of the residents of Ashburton in 2016 being newly arrived millennials from cities. This is set out in Table 26.

Table 25: Millennial inflow to regional LGAs with populations 5,000 and over, 2011-2016

LGA	Jurisdiction	Number of millennials moving into LGA	Inflow as a percentage of total LGA population	LGA population, 2016
Ashburton	WA	2,151	16.5%	13,026
East Pilbara	WA	1,451	13.7%	10,591
Bass Coast	VIC	3,711	11.3%	32,806
Port Hedland	WA	1,592	11.0%	14,465
Karratha	WA	2,341	10.9%	21,472
Isaac	QLD	2,057	9.8%	20,941
Katherine	NT	880	9.1%	9,719
Newcastle	NSW	13,619	8.8%	155,412
Wodonga	VIC	3,101	7.9%	39,347
Broome	WA	1,220	7.5%	16,217

Turning now to places that were magnets for millennials moving to a regional place from a different regional place, the pattern is very different – evidencing a different set of preferences between city-based and regionally-based millennials.

In terms of the total number of regional millennials who moved, once again the big numbers went to the same general group of cities – starting with Newcastle (7,675), somewhat fewer than the number of city-originating millennials who moved to the Newcastle in the same period (4,173). Next was Gold Coast (6,884) and then Townsville (5,525).

As flagged above, the pattern looks very different when we consider the share of newly arrived millennials in the whole population. The regional places that had the largest shares of regional originating millennials in their 2016 populations were not just the Western Australian mining regions, but were a more diverse set of places clearly attractive to regionally-based millennials.

Regionally-based millennials moved to outer Melbourne neighbours Bass Coast (and Golden Plains) – making up 8.8 per cent and 5.4 per cent respectively of their 2016 populations. Further investigation would show if these movements were to find more affordable housing within striking distance of some of Greater Melbourne's employment zones, or if other lifestyle factors were the drivers. The mining regions of Isaac (QLD) and Ashburton (WA) also saw sizeable shares of their population coming from new regional millennial arrivals, as did the regional city of Newcastle.

Table 26: Proportion of city millennial inflows to regional LGAs, 2011-2016

Local Government Area	Jurisdiction	Number of new millennial residents from cities	Number of new millennials as a percentage of 2016 population	Total Population, 2016
Ashburton	WA	1,393	10.7%	13,026
East Pilbara	WA	963	9.1%	10,591
Westonia	WA	25	8.1%	276
Port Hedland	WA	943	6.5%	14,465
Roxby Downs	SA	252	6.5%	4,702
Laverton	WA	75	6.5%	1,226
Karratha	WA	1,385	6.5%	21,472
Leonora	WA	89	6.3%	2,512
Albury	NSW	1,076	6.2%	47,808
Mitchell	VIC	2,343	5.7%	40,916
Unincorporated VIC	VIC	50	5.7%	802
Unincorporated NT	NT	387	5.6%	6,908
Wiluna	WA	40	5.4%	1,160
Boddington	WA	98	5.3%	2,228
Meekatharra	WA	56	5.3%	1,377
Chittering	WA	281	5.1%	5,474
Shark Bay	WA	46	4.9%	855
Queanbeyan-Palerang Regional	NSW	2,685	4.8%	56,027
Katherine	NT	460	4.7%	9,719
Light	SA	691	4.7%	14,733

Table 27: Regional LGAs receiving the most number of regional millennials, 2011-2016

Local Government Area	Jurisdiction	Number of new millennial residents from regions	Millennial Inflow as a percentage of 2016 population	Total Population, 2016
Gold Coast	QLD	11,201	2.0	555,724
Newcastle	NSW	10,161	6.5	155,412
Townsville	QLD	7,768	4.2	186,753
Sunshine Coast	QLD	7,516	2.6	294,365
Lake Macquarie	NSW	6,097	3.1	197,373
Greater Geelong	VIC	5,550	0.2.4	233,426
Wollongong	NSW	4,981	2.4	203,630
Maitland	NSW	4,594	5.9	77,307
Cairns	QLD	4,527	2.9	156,900
Toowoomba	QLD	4,355	2.7	160,779

Table 28: Regional LGAs receiving the highest proportion of regional millennials, 2011-2016

Local Government Area	Jurisdiction	Number of new millennial residents from regions	Millennial Inflow as a percentage of 2016 population	Total Population, 2016
Bass Coast	VIC	2,873	8.8	32,806
Isaac	QLD	1,657	8.0	20,941
Newcastle	NSW	10,161	6.5	155,412
Ashburton	WA	782	6.0	13,026
Dardanup	WA	842	6.0	14,028
Maitland	NSW	4,594	5.9	77,307
Central Highlands	QLD	1,593	5.7	28,002
Golden Plains	VIC	1,169	5.4	21,687
Wodonga	VIC	2,099	5.3	39,347
Capel	QLD	882	5.1	17,121

The biggest millennial outflows were from places with high millennial populations to start with – metropolitan LGAs and the Gold Coast. Almost 60,000 Brisbane based millennials left the city, as did over 21,000 from the Gold Coast and almost 19,000 from the ACT.

Amongst regional places, those that saw the greatest outflows of millennials were the Gold Coast (with its large total population) followed by Newcastle, Townsville and the Sunshine Coast each with over 11,000 outgoing millennials. Amongst the top ten, only Mackay and Lake Macquarie do not have main university campuses.

Table 29: Regional LGAs with the largest outflows of millennials, 2011-2016

Local Government Area	Jurisdiction	Total Population, 2016	Number of millennials leaving the LGA
Gold Coast	QLD	555,724	21,701
Newcastle	NSW	155,412	11,848
Townsville	QLD	186,753	11,671
Sunshine Coast	QLD	294,365	11,411
Lake Macquarie	NSW	197,373	9,664
Wollongong	NSW	203,630	9,024
Greater Geelong	VIC	233,426	8,471
Cairns	QLD	156,900	8,156
Toowoomba	QLD	160,779	7,506
Mackay	QLD	114,970	6,599

Table 30: Outflow of millennials from regional LGAs with populations over 5,000 between 2011 and 2016

Local Government Area	Jurisdiction	Number of residents leaving	Millennial outflow as a percentage of 2016 population	Total Population, 2016
Bass Coast	VIC	3,845	11.7%	32,806
Mount Isa	QLD	2,017	10.8%	18,668
Unincorporated NT	NT	735	10.6%	6,908
Port Hedland	WA	1,448	10.0%	14,465
Isaac	QLD	2,016	9.6%	20,941
Katherine	NT	936	9.6%	9,719
Kalgoorlie/Boulder	WA	2,630	8.8%	30,053
Central Highlands	QLD	2,434	8.7%	28,002
Armidale Regional	NSW	2,491	8.5%	29,451
Bunbury	WA	2,720	8.5%	31,920

When we look at regional places (with over 5,000 population) that saw the largest outflows of millennials as a percentage of the total population, we see that this group of places to some extent mirrors the group that saw high inflows as well, supporting the evidence in this analysis of high levels of overall mobility amongst this age group. The outflow percentages were similar to the inflow percentages as well – with the top ten in each having percentages from 8 to 16 per cent. Four of the top ten for out-migration (Bass Coast, Port Hedland, Isaac and Katherine) were also in the top ten for in-migration. The other six places had much more out-migration than in-migration and were also a mix of mining and defence towns, along with Armidale and Bunbury.

CONCLUSION

This report shows that the movement of people across regional Australia between 2011 and 2016 is multi-faceted. It shows that while capital cities attract millennials from regional areas, there is a more complex and interesting relationship between these cities and regional Australia than is commonly understood. Our two largest cities showed a net loss of people to regions between 2011 and 2016.

The nuance associated with the city-region movement of people demonstrates that each capital has its own relationship with supplying people to its regional areas. This information is useful for policymakers and for communities in designing attraction strategies or programs to encourage existing residents to extend the length of their stay. Similarly, regional communities are more likely to receive new residents from those who are already regionally-based than from capital cities. Again, this should inform population attraction campaigns.

Mining communities in regional Australia showed the highest proportions of inflows of new residents in the five years to 2016 – people of all ages and also millennials. However, many of these communities also saw the largest proportional outflow of residents over this period. While these communities were particularly attractive to city millennials, regionally-based millennials were also attracted to coastal communities with high amenity and in reasonable proximity to large and capital cities.

Overall, this report, *The Big Movers: Understanding Population Mobility in Regional Australia*, shows that Australians are already choosing to move to regional locations. This presents an opportunity for regional towns and cities to grow their population and for the advancement of regional prosperity.

APPENDICES

METHOD

DATA SOURCE

Data for this project was sourced from the Australian Bureau of Statistics (ABS) 2016 and 2011, Census of Population and Housing TableBuilder Pro data.

GEOGRAPHY

Geography for the project was based on Local Government Areas (LGA), a political boundary for shire/council regions in Australia. The LGA geography was then overlaid with Greater Capital City Statistical Areas (GCCSA), an ABS geography designed to represent the functional extent of each of the eight State and Territory capital cities. In essence, GCCSAs provide a good geographical boundary between capital cities and 'rest of state'. Each LGA was then flagged as either being in a 'Greater capital city' or 'Rest of state'.

INTERNAL MIGRATION

Internal migration was measured with the Census variable *LGA of Usual Residence 5 years ago* (LGAU5P). This variable is derived by the ABS from the census question 'Where did the person usually live five years ago (at 9 August 2011)?'. This was cross-tabbed with LGA of Usual Residence. Responses that had been recorded as: Not Applicable, Born Overseas and Not stated were removed from the analysis. For each LGA we calculated Inflow, Static population and Outflow. Inflows were counted as people who had stated that they were living in another LGA to the 5 years previously. The Static population represented those people who stated that they lived in the same LGA in 2016 as 2011. Finally outflows were calculated by the sum of those people who stated that they had lived in a particular LGA 5 years previously and had since moved to another LGA. Other elements of population change for any region in Australia not counted in this project are births and international migration.

PERTURBATION AND ERROR

One of the techniques the ABS use to help preserve the anonymity of the census dataset is to randomly adjust up or down cell values. The net effect of this should be minimal over an entire dataset however this can introduce a noticeable error into LGAs with smaller populations, particularly when the data is also sliced by another variable such as age. For this reason, small numbers in this research should be treated with caution.

MAPPING/VISUALISATION

Visualisation/mapping was performed using the Quantum Geographical Information System (QGIS) using ABS shapefiles.

REFERENCES

Australian Bureau of Statistics 2016, *Census of Population and Housing* (August 2016 and August 2011), TableBuilder. Findings based on use of ABS TableBuilder Pro data.

QGIS Geographic Information System. *Open Source Geospatial Foundation Project.* qgis.osgeo.org

LOCAL GOVERNMENT AREA PROFILES

In addition to the national and state/territory analysis in the body of the report, the Regional Australia Institute analysed the way that population flowed in and out of four local government areas (LGA) across regional Australia.

On the following pages is an in-depth profile of each of these towns, including:

- Warrnambool, Victoria
- Kempsey, New South Wales
- Gympie, Queensland; and
- Kalgoorlie-Boulder, Western Australia.

These population mobility profiles synthesise information from two data sets published by the Australia Bureau of Statistics. The first of these data sets are collected as part of the Census of Population and Housing (Census) 2016 and 2011, and the second set is the Estimated Resident Population.

WARRNAMBOOL, VICTORIA

This profile provides an overview of the population flow in to and out of the LGA of Warrnambool, Victoria. It summarises key demographic information about the people who left the LGA and about those who moved into it between 2011 and 2016.

According to the ABS's Estimated Resident Population, in 2018 the LGA of Warrnambool had a population of 34,862 residents. This represented a slight increase of 0.8 per cent from the previous year of 2017 and a ten per cent since 2008.[xii]

This is in line with an increase in population that is reported in Census data between 2011 and 2016. The 2011 Census recorded that Warrnambool's population was 32,667, however in 2016 this had increased to 33,655. During this five year period, 4,590 people moved into the LGA, and 4,285 people moved out of the LGA. This is a net gain of 305 residents.

POPULATION AGE

CHANGES FROM 2008 TO 2018

Over the ten years to 2018, the population of Warrnambool has steadily increased by around ten per cent. This increase of 3,166 people over this decade includes a net gain of 305 residents that moved into the LGA between 2011 and 2016. The number of residents in broad age groups over the years is represented in Table 31 and Figure 9.

Table 31: Number of residents in broad age groups, 2008-2018

	Age Bracket				
Year	**0-14**	**15-24**	**25-39**	**40-64**	**above 65**
2008	6,416	4,778	5,918	9,825	4,759
2009	6,412	4,841	5,960	9,959	4,864
2010	6,394	4,903	5,984	10,078	5,011
2011	6,403	4,852	5,983	10,269	5,160
2012	6,418	4,787	5,991	10,500	5,363
2013	6,436	4,769	6,046	10,602	5,570
2014	6,418	4,764	6,072	10,688	5,787
2015	6,407	4,692	6,110	10,768	6,028
2016	6,357	4,649	6,218	10,746	6,272
2017	6,338	4,598	6,460	10,741	6,432
2018	6,307 (18.1% of population)	4,613 (13.2% of population)	6,526 (18.7% of population)	10,814 (31% of population)	6,602 (19.1% of population)

Over this ten year period, there has been a large increase in seniors as a proportion of the total resident population. In 2008, those aged 65 years and over accounted for 15 per cent of the total population, but by 2018 this had increased to 19.1 per cent. This represents an increase of 2,000 people and in particular, at least a 50 per cent rise in the age groups 65-69 years, 70-74 years, and over 85 years. There is an increase in the 55-64 years brackets as well, which is substantially larger than all younger age brackets with the exception of those ages 25-29 years. This means that the future population of Warrnambool is likely to continue to be dominated by growth in the older age groups.

While the over 65 years group grew in number, other age groups experienced declines, including the 10-14 years, 15-19 years age groups which experienced a decline of nine and a half per cent and 14.8 per cent respectively. There were also declines in each of the five year age brackets from 35-49 years. These are set out in Figure 9 and Table 32.

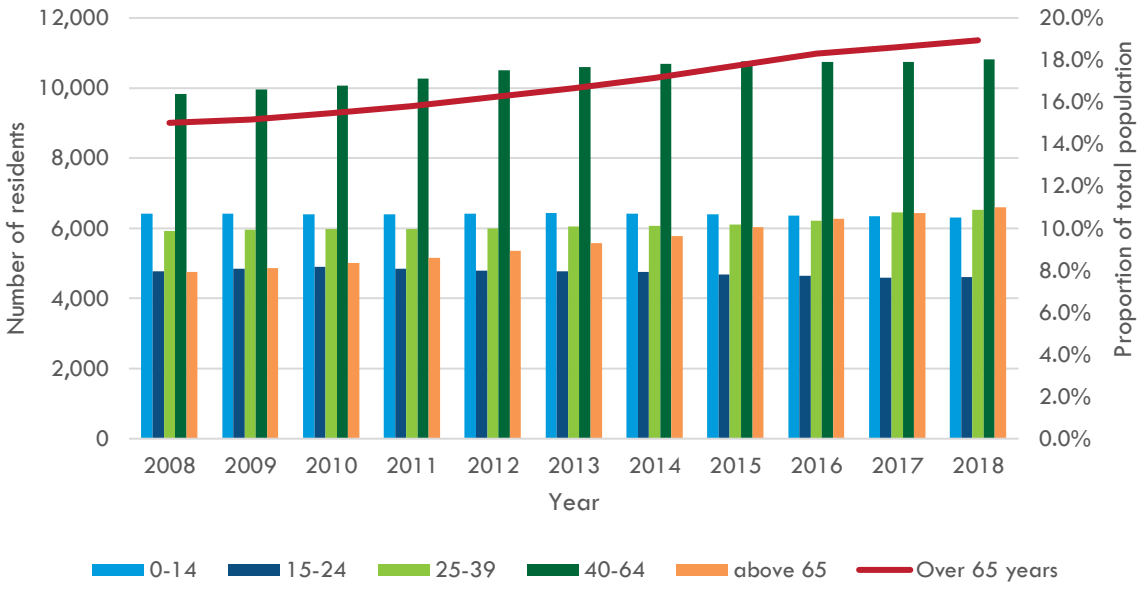


Figure 9: Number of residents across five age groups with proportion of over 65 years, 2008-2018

Table 32: Comparisons of five year age groups and proportional increase, 2008-2018

Five year age group	2008 population	2018 population	Increase
0 - 4	1,993	2,035	2.1%
5 - 9	2,098	2,169	3.4%
10 - 14	2,325	2,103	-9.5%
15 - 19	2,567	2,186	-14.8%
20 - 24	2,211	2,427	9.8%
25 - 29	1,905	2,474	29.9%
30 - 34	1,936	2,123	9.7%
35 - 39	2,077	1,929	-7.1%
40 - 44	2,088	2,026	-3.0%
45 - 49	2,248	2,184	-2.8%
50 - 54	2,058	2,185	6.2%
55 - 59	1,830	2,258	23.4%
60 - 64	1,601	2,161	35.0%
65 - 69	1,253	1,931	54.1%
70 - 74	1,079	1,618	50.0%
75 - 79	996	1,180	18.5%
80 - 84	761	839	10.2%
85 and over	670	1,034	54.3%

POPULATION MOVEMENT BETWEEN 2011 AND 2016 CENSUS POINTS BY AGE

Apart from the positive population growth experienced, Warrnambool also has a relatively significant amount of churn within its population. Looking at the number of people who moved in and out of Warrnambool between the two Census in 2011 and 2016, there was around 4,600 people who moved into Warrnambool and 4,285 people who moved out. This inflow is particularly significant as it makes up about 13.6% per cent of the resident population in 2016, reflecting the attractiveness of Warrnambool as a destination.

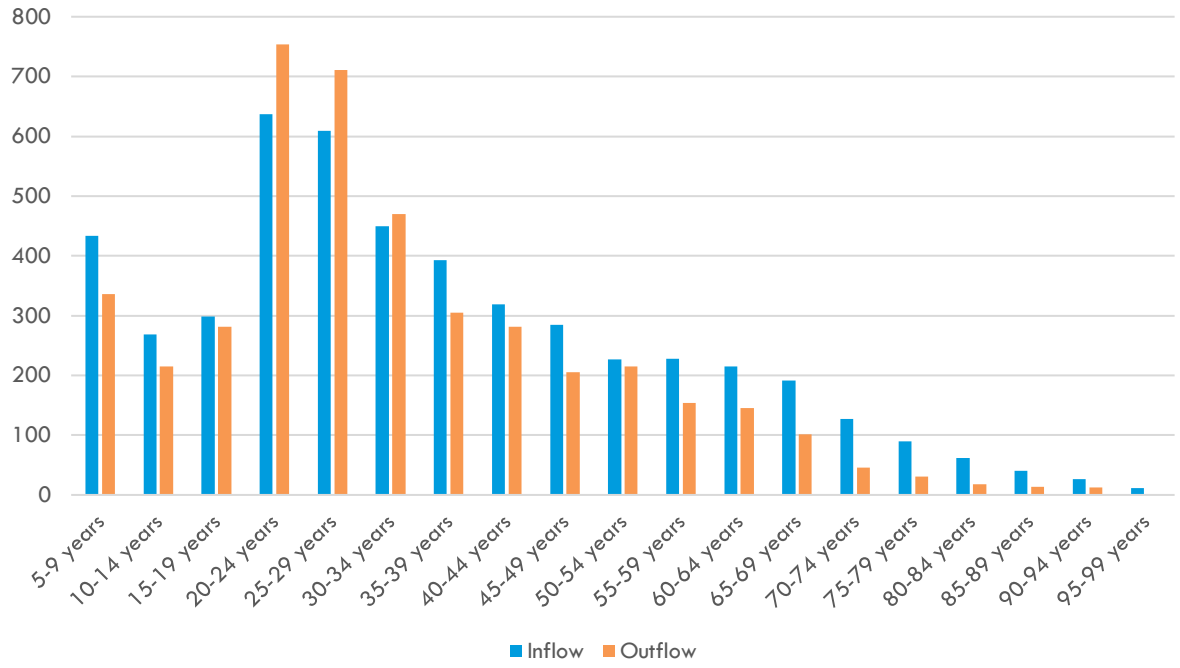


Figure 10: Number of people moving in and out of Warrnambool by five year age groups between 2011 and 2016 (Source: ABS Census 2011 and 2016, RAI calculations).

There is a large number of young people who are moving into Warrnambool aged 20 to 34 years old. However, that is also the age bracket that has experienced greater outflow numbers (Figure 10). Around 45 per cent of the total number of people who moved out of Warrnambool was within that age group. Specifically, the 20-24 age bracket saw the greatest number of people moving out between 2011 and 2016. However, this is relatively consistent with what is usually observed within this age group, as people tend to move for education or work experiences.

The older age groups generally had inflow numbers that exceeded outflow numbers resulting in a positive net increase in residents of those ages. This was particularly evident for 35-39, 45-49 and 55 to 74-year-olds. The trends observed of the different age groups that Warrnambool is attracting and losing is relatively consistent with what was reflected through the interviews as well as the aspects of liveability that Warrnambool provides that is considered to be important for different demographic groups.

The churn of children, teenagers and those aged 30 to 44 years suggests an opportunity to better understand the reasons that families are not opting to stay in the LGA.

Table 33: Population movement 2011 to 2016 by age group

Age group	Moved in	Stayed	Moved out	Net movement
5-9 years	433	1506	336	97
10-14 years	269	1616	215	54
15-19 years	299	1759	281	18
20-24 years	637	1281	754	-117
25-29 years	609	1124	711	-102
30-34 years	450	1185	470	-20
35-39 years	393	1315	305	88
40-44 years	319	1499	281	38
45-49 years	285	1734	205	80
50-54 years	227	1814	215	12
55-59 years	228	1778	154	74
60-64 years	215	1660	145	70
65-69 years	191	1550	101	90
70-74 years	127	1167	46	81
75-79 years	90	875	31	59
80-84 years	62	673	18	44
85-89 years	40	462	14	26

GEOGRAPHICAL MOVEMENT

Nearly a quarter (23.7 per cent) of people who arrived in Warrnambool between 2011 and 2016 moved to the community from Moyne. The next largest 'feeder' LGAs were Corangamite and Greater Geelong, which accounted for seven per cent and four per cent of the inflow respectively. Most often, people moved to Warrnambool from elsewhere in regional Victoria. A small number moved to the LGA from South Australia and Queensland.

Those who left Warrnambool were most likely to head to Moyne, with 20.9 per cent of those leaving heading for this LGA. The next most popular destinations were Geelong and Ballarat, which accounted for one per cent and 0.4 per cent of the outflow from Warrnambool between 2011 and 2016. Most people who left Warrnambool moved to regional Victoria, with a small number heading to Queensland and to South Australia.

The most popular destinations that residents moved to are set out in Table 34.

Table 34: Destinations of inflow and outflow, 2011-2016

Places that people moved to Warrnambool from	Number of people	Places that people left Warrnambool for	Number of people
Moyne (Vic)	1,139	Moyne (Vic)	897
Corangamite (Vic)	331	Greater Geelong (Vic)	428
Greater Geelong (Vic)	193	Ballarat (Vic)	175
Unincorporated Vic (Vic)	168	Corangamite (Vic)	150
Glenelg (SA)	164	Melbourne (Vic)	677
Southern Grampians (Vic)	126	Glenelg (SA)	57
Ballarat (Vic)	113	Southern Grampians (Vic)	56
Greater Bendigo (Vic)	82	Greater Bendigo (Vic)	55
Melbourne (Vic)	703	Sunshine Coast (Qld)	55
Mount Gambier (SA)	73	Gold Coast (Qld)	45
Horsham (Vic)	59	Surf Coast (Vic)	44
Colac-Otway (Vic)	56	Brisbane (Qld)	44
Brisbane (Qld)	46	Colac-Otway (Vic)	42
Mildura (Vic)	38	Horsham (Vic)	35
Ararat (Vic)	37	Mount Gambier (SA)	30
Greater Shepparton (Vic)	34		
Northern Grampians (Vic)	30		
Gold Coast (Qld)	30		
Alice Springs (NT)	30		

OCCUPATION

In 2016, the two most common occupations in Warrnambool were Technicians and Trades Workers and Machinery Operators and Drivers, which together accounted for 38.6 per cent of the working population. This reflects the strong mining industry of the town. The most common occupations are set out in Table 35.

Table 35: Top eight occupations as a proportion of total workforce, 2016

Most common Occupations	Proportion of total workforce
Professionals	18.9%
Labourers	14.2%
Technicians and Trades Workers	14.2%
Sales Workers	12.3%
Community and Personal Service Workers	11.5%
Clerical and Administrative Workers	11.5%
Managers	10.2%
Machinery Operators and Drivers	5.7%

Between 2011 and 2016, Warrnambool saw a net loss of Managers, Community and Personal Service Workers, Clerical and Administration Workers, Sales Workers, and Machinery Operators and Drivers. Conversely, Warrnambool saw a net gain of Professionals, Technicians and Trades Workers, and Labourers.

These net losses and gains occurred in the context of a significant rate of churn LGA, the largest example of which occurred in the ranks of professionals. While the LGA gained 26 professionals overall between 2011and 2016, 670 professionals moved into Warrnambool, and 644 left during this five year period. Similarly, the occupational group with the largest net loss, Community and Personal Service Workers (net loss of 53 workers) saw an inflow of 359 workers between 2011 and 2016 and an outflow of 412. These movements are represented in Figure 11.

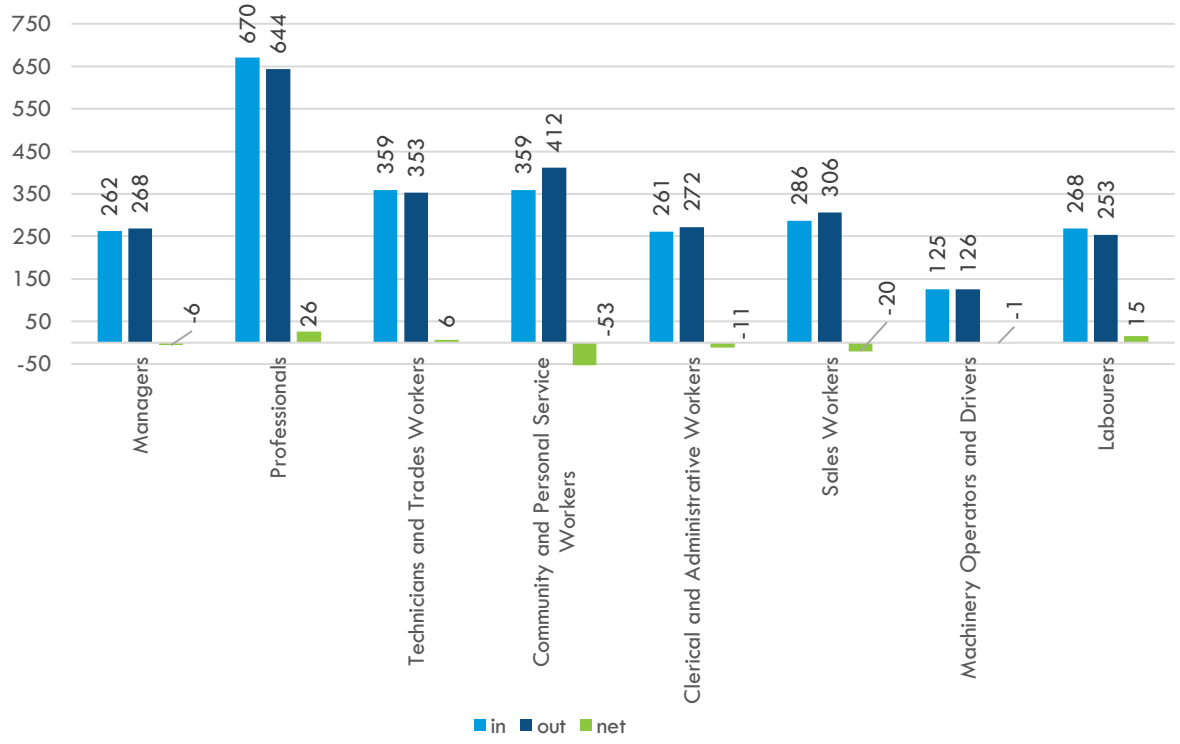


Figure 11: Population movement by occupation, 2011-2016

QUALIFICATION

In 2016, over one third (35.5 per cent) of the population of Warrnambool had a qualification at or above Certificate level. At the 2016 Census, 12,396 people reported that they either had a Certificate, Advanced Diploma, Diploma, Bachelor Degree, Graduate Diploma or Graduate Certificate, or a Postgraduate Degree.

Of these people who held a qualification in 2016, 47.1 per cent of these were Certificates. 25.2 per cent of the qualified population held Bachelor degrees, and 18.3 per cent held Advanced Diplomas or Diplomas. 4.8 per cent of the qualified population held Graduate Diplomas or Diplomas, and 4.5 per cent held Postgraduate Degrees. These are set out in Table 36.

Table 36: Distribution of qualifications, 2016

Qualification	Number of residents	Proportion of qualified residents	Proportion of overall residents
Postgraduate Degree Level	563	4.5%	1.6%
Graduate Diploma and Graduate Certificate Level	403	4.8%	1.7%
Bachelor Degree Level	3,123	25.2%	9%
Advanced Diploma and Diploma Level	2,273	18.3%	6.5%
Certificate	5,841	47.1%	16.8%

In the five years to 2016, Warrnambool attracted 2,444 qualified people while 2,352 qualified people moved out of the LGA. There were net gains in the number of residents with Postgraduate Degree qualifications, residents with Bachelor Degrees and with Certificate level qualifications. There were some loses of residents with Advanced Diploma and Diploma Level qualifications and with Graduate Diploma and Graduate Certificate Level qualifications.

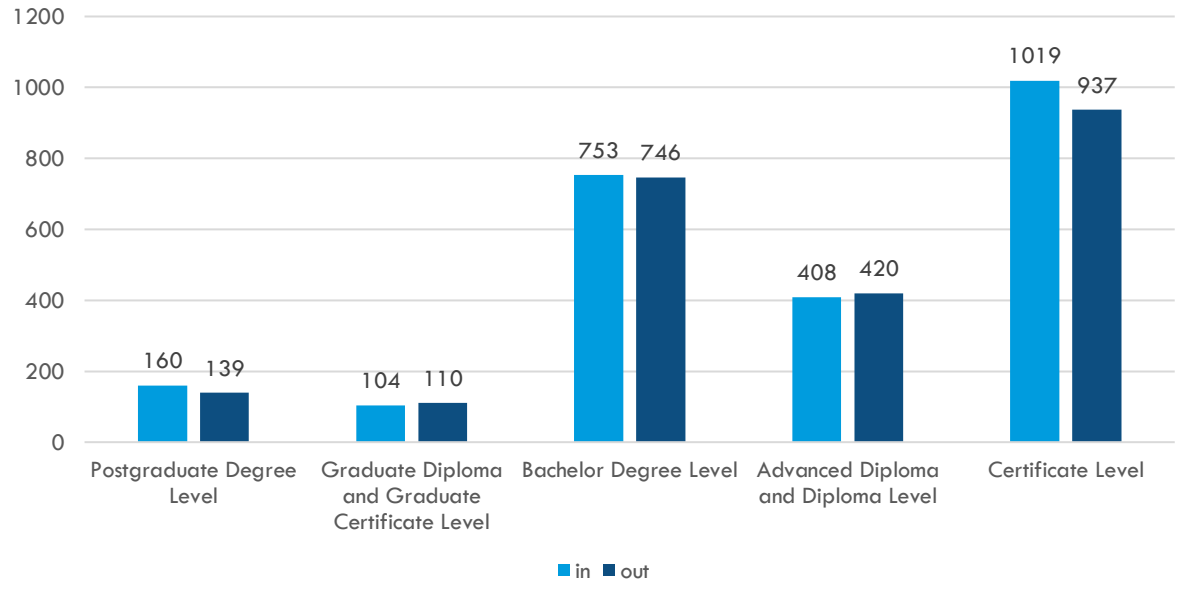


Figure 12: Warrnambool population flow by qualification, 2011-2016

INCOME

Between 2011 and 2016, Warrnambool attracted more residents that earned between $150 a week and $999 a week than it lost. The most substantial gains were for those earning between $150 and $499 a week. Conversely, Warrnambool experienced net losses of residents that were at the higher end of the remuneration scales, including earners between $1,000 a week and $1,749 a week and between $2,000 a week and $2,999 a week. There was however a net gain of those earning over $3,000 a week.

There was some noticeable churn at the lower end of the remuneration scale, which might be associated with the movement in and out of students over the five-year period. These figures are set out in Table 37.

Table 37: Population flow by income, 2011-2016

Remuneration bracket	**In**	**Out**	**Net**
Negative income	17	13	4
Nil income	262	257	5
$1-$149 ($1-$7,799)	186	192	-6
$150-$299 ($7,800-$15,599)	412	320	92
$300-$399 ($15,600-$20,799)	404	285	119
$400-$499 ($20,800-$25,999)	399	265	134
$500-$649 ($26,000-$33,799)	394	343	51
$650-$799 ($33,800-$41,599)	423	330	93
$800-$999 ($41,600-$51,999)	434	432	2
$1,000-$1,249 ($52,000-$64,999)	412	415	-3
$1,250-$1,499 ($65,000-$77,999)	243	299	-56
$1,500-$1,749 ($78,000-$90,999)	180	187	-7
$1,750-$1,999 ($91,000-$103,999)	117	113	4
$2,000-$2,999 ($104,000-$155,999)	136	166	-30
$3,000 or more ($156,000 or more)	85	68	17

MARITAL STATUS

Between 2011 and 2016, Warrnambool welcomed more married, de facto and unmarried residents into its community than it lost. There were net gains in both categories, although slightly more unmarried people moved into Warrnambool over this five year period than did married or de facto. There was a net gain of 201 married or de facto people and a net gain of 268 unmarried people over this five year period.

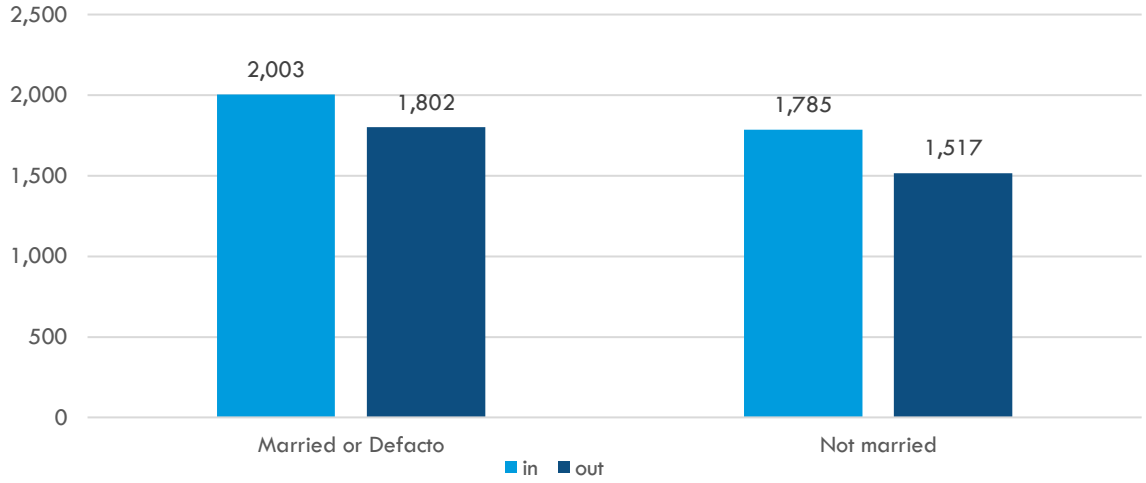


Figure 13: Warrnambool population flow by marital status, 2011-2016

CONCLUSION

The population of Warrnambool continues to age as the proportion of seniors has increased between 2008 and 2018. While the town remains a popular destination for new residents, especially from regional Victoria, Warrnambool is experiencing both churn and population loss in the age groups associated with families. Nevertheless, between 2011 and 2016, the community welcomed more married or de facto residents than it lost, and more professionals too. There are opportunities for the community to better understand the reason that people in some occupations, such as community and personal service workers, are choosing to leave the community.

GYMPIE, QUEENSLAND

According to the ABS's Estimated Resident Population, in 2018 the LGA of Gympie had a population of 51,586 residents. This represented an increase of 1 per cent from the previous year of 2017 and a rise of 15 per cent since 2008.[xii]

This is in line with the increase in population that is reported in Census data between 2011 and 2016. The 2011 Census recorded that Gympie's population was 46,837, and in 2016 this had increased to 49,555. During this five year period, 8,622 people moved into the LGA, and 7,529 people moved out of the LGA. This is a net gain of 1,093 residents, with increases occurring between 5 to 14 years old and 25 and 74 years old.

In 2016, nearly one in six people in Gympie (18 per cent) were newcomers and had moved into the area after the 2011 Census.

POPULATION AGE

CHANGES FROM 2008 TO 2018

In 2018, nearly a third (34 per cent) of Gympie residents were aged between 40 and 64 years. Just under a quarter (23 per cent) were aged over 65 years old. 19 per cent were children aged under 14 years. 14 per cent were aged between 25 and 39, and only 10 per cent were aged between 15 and 24.

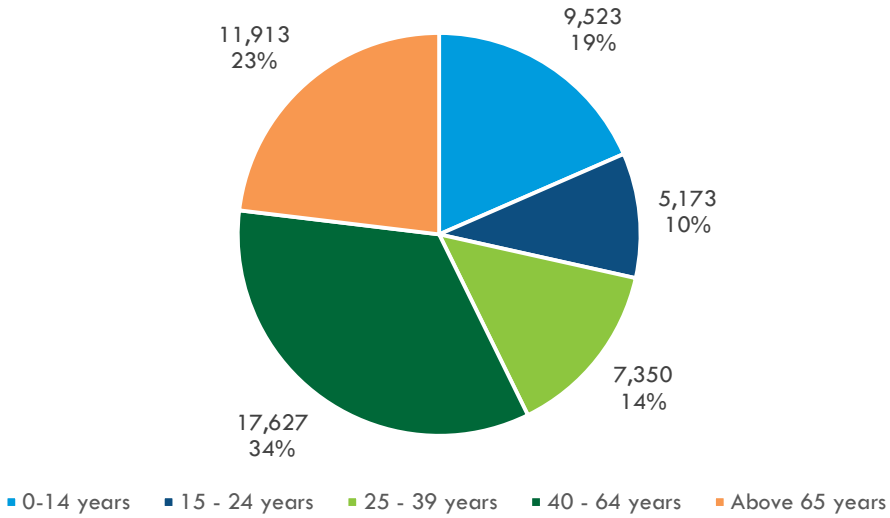


Figure 14: Proportion of Gympie LGA 2018 population by age group

Although in 2018, residents that were aged between 15 and 24 years only accounted for 10 per cent of Gympie's population, the number of community members in this age group has increased since 2008. In 2018, 15-19-year-olds increased by four per cent compared to ten years earlier, and there were also 11 per cent more 20-24-year-olds.

However, the over 65 year age group has experienced the highest rate of growth between 2008 and 2018. While in 2018 this group accounted for around 23 per cent of the total population in Gympie, the proportion of over 65-year-old residents has risen by 68 per cent since 2008.[xii] This means that there are more than 4,800 additional people in this age group in the community.

Table 38 shows the growth in broad age groups over the ten years to 2018. This is also set out in Figure 15, which highlights the comparative growth in the over 65 years age group. Table 39 sets out a comparison of the five year age groups and the proportional increase in each group over time. Over the ten years to 2018, there has been a significant drop in the proportion of 35-49-year-old residents, most notably in the 40-44 year cohort, which has decreased by over 12 per cent. These are residents in the working-age population and are likely to be mid-career often earning good wages and with families. The loss of this group suggests that attention could be paid to strategies aimed at extending the stay of these residents and attracting them into the town to boost their number.

Table 38: Number of residents in broad age groups, 2008-2018

	Age bracket				
Year	**0-14 years**	**15-24 years**	**25-39 years**	**40-64 years**	**above 65 years**
2008	9,290	4,834	7,146	16,326	7,104
2009	9,443	4,964	7,234	16,639	7,494
2010	9,513	5,010	7,168	16,717	7,958
2011	9,547	5,041	7,014	16,781	8,454
2012	9,506	5,216	7,060	17,066	8,938
2013	9,454	5,374	7,002	17,265	9,396
2014	9,418	5,416	7,021	17,404	9,830
2015	9,404	5,314	7,098	17,429	10,295
2016	9,437	5,199	7,206	17,532	10,953
2017	9,459	5,235	7,269	17,626	11,460
2018	**9,523 (19% of population)**	**5,173 (10% of population)**	**7,350 (14% of population)**	**17,627 (34% of population)**	**11,913 (23% of population)**

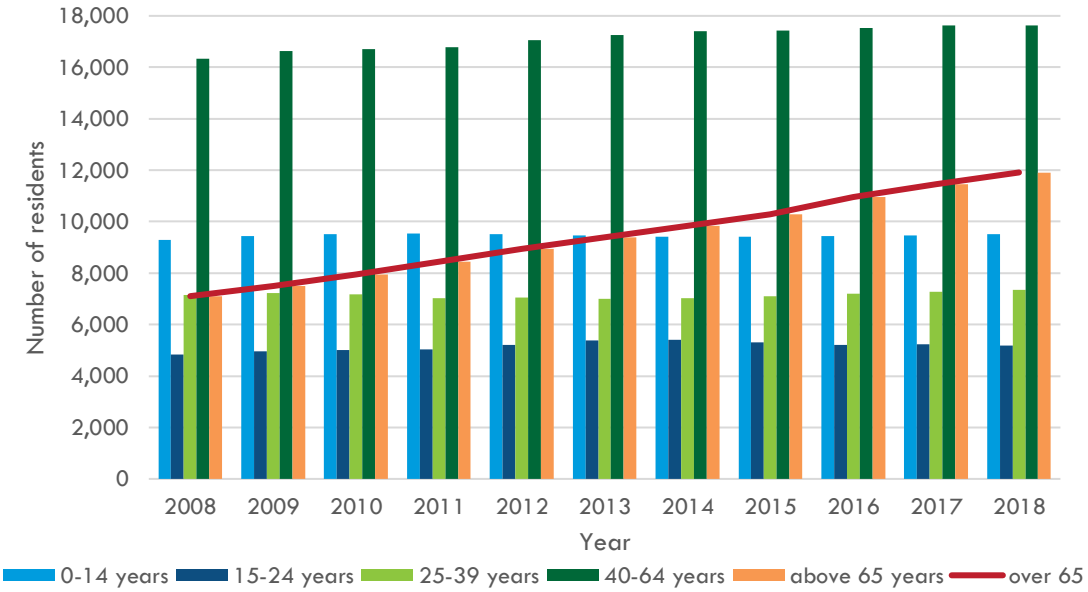


Figure 15: Number of residents across five age groups with proportion of over 65 years, 2008-2018

Table 39: Comparison of five year age groups and proportional increase, 2008-2018

Five year age group	2008 population	2018 population	Increase in cohort between 2008 and 2018	Age group as proportion of 2018 population
0 - 4	2,865	2,746	-4.3	5.3%
5 - 9	3,041	3,243	6.2	6.3%
10 - 14	3,384	3,534	4.2	6.9%
15 - 19	2,926	3,056	4.3	5.9%
20 - 24	1,908	2,117	9.9	4.1%
25 - 29	2,095	2,300	8.9	4.5%
30 - 34	2,230	2,401	7.1	4.7%
35 - 39	2,821	2,649	-6.5	5.1%
40 - 44	3,035	2,696	-12.6	5.2%
45 - 49	3,488	3,363	-3.7	6.5%
50 - 54	3,266	3,466	5.8	6.7%
55 - 59	3,206	4,091	21.6	7.9%
60 - 64	3,331	4,011	17.0	7.8%
65 - 69	2,517	3,841	34.5	7.4%
70 - 74	1,755	3,475	49.5	6.7%
75 - 79	1,301	2,161	39.8	4.2%
80 - 84	823	1,260	34.7	2.4%
85 and over	708	1,176	39.8	2.3%

POPULATION MOVEMENT BETWEEN 2011 AND 2016 CENSUS POINTS BY AGE

The 2011 Census recorded that Gympie's population was 46,837 and by 2016 this had increased to 50,327. During this five year period, around 8,622 people moved into the LGA, and 7,529 people moved out of the LGA. This is a net gain of 1,093 residents, with losses occurring mainly across the 15-24 and above 75-year-old age brackets.

The 15-24 year age group saw the largest outflows of Gympie residents, particularly the 20-24 age bracket. 20-24 year olds made up around 13 per cent of the total outflow (1,027 in total) while the 15-19 age group also accounted for around 10 per cent of the outflow (777 in total).

While the 15-24 age group experienced net outflows, there was a net inflow for 25-74. However, the greatest net inflow is within the 55-69 age bracket, suggesting that the town generally attracts an older population.

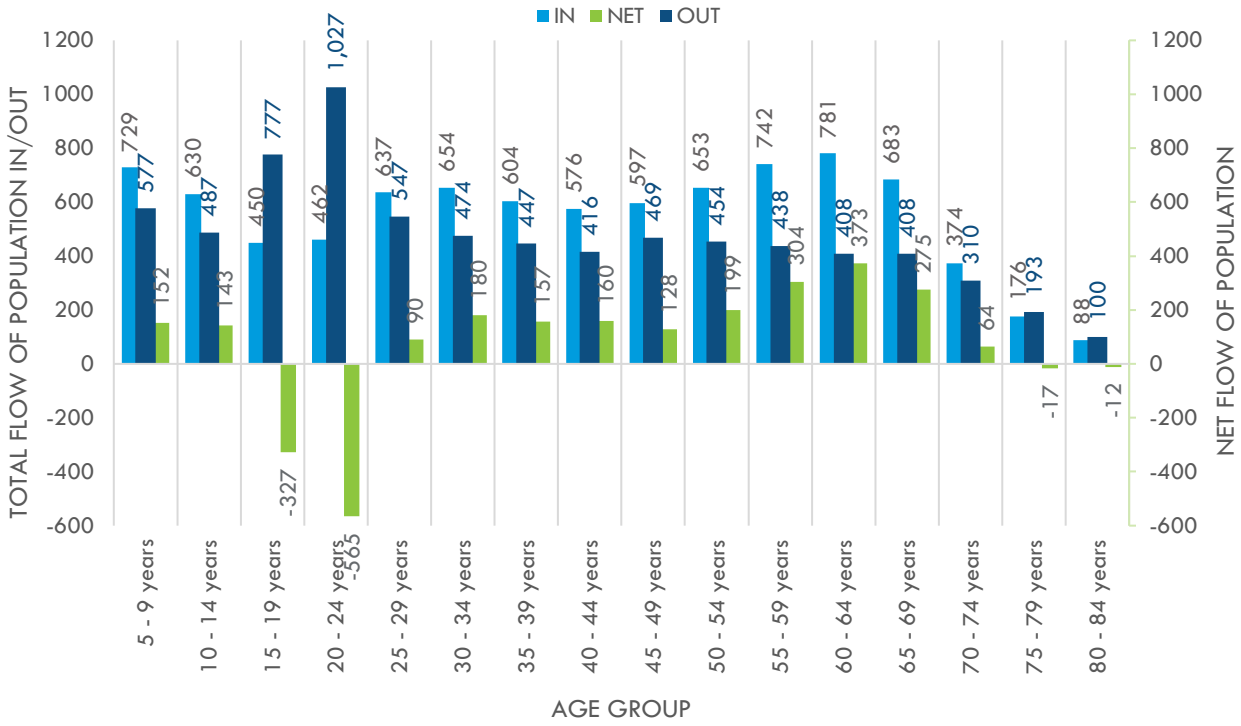


Figure 16: Gympie population movement 2011 to 2016 by age group

The churn of those aged 15-24 years and those above 75 suggests an opportunity to better understand the reasons that these age groups are not opting to stay in the LGA. At the same time, the positive net flows of young children, working-age residents and retirees suggest that Gympie is an attractive place for people to move to.

Table 40: Population movement 2011 to 2016 by age group

	Moved in	Stayed	Moved out	Net movement
5-9 years	729	2,070	577	152
10-14 years	630	2,338	487	143
15-19 years	450	2,120	777	-327
20-24 years	462	1,461	1,027	-565
25-29 years	637	1,205	547	90
30-34 years	654	1,339	474	180
35-39 years	604	1,553	447	157
40-44 years	576	1,903	416	160
45-49 years	597	2,368	469	128
50-54 years	653	2,608	454	199
55-59 years	742	2,754	438	304
60-64 years	781	2,671	408	373
65-69 years	683	2,833	408	275
70-74 years	374	2,397	310	64
75-79 years	176	1,465	193	-17
80-84 years	88	917	100	-12
85-89 years	38	494	70	-32
90-95 years	18	175	23	-5
95-99 years	-1	45	10	-11

GEOGRAPHICAL MOVEMENT

Twenty-seven per cent of people who left Gympie were headed to Brisbane followed by the Sunshine Coast, while other towns in Queensland also proved to be popular destinations.

The most popular destinations that residents moved to and from are set out in Table 41.

Table 41: Destinations of inflow and outflow, 2011-2016

Places that people moved to Gympie from	Number of people	Places that people left Gympie for	Number of people
Brisbane (QLD)	2,147	Brisbane (QLD)	2,032
Sunshine Coast (QLD)	1,364	Sunshine Coast (QLD)	1,205
Noosa (QLD)	559	Fraser Coast (QLD)	523
Fraser Coast (QLD)	484	Noosa (QLD)	388
Gold Coast (QLD)	259	South Burnett (QLD)	223
Gladstone (QLD)	199	Toowoomba (QLD)	215
Bundaberg (QLD)	192	Gold Coast (QLD)	189
Toowoomba (QLD)	187	Bundaberg (QLD)	172
Mackay (QLD)	173	Gladstone (QLD)	162
Yarrabah (QLD)	158	Townsville (QLD)	125
Townsville (QLD)	144	Mackay (QLD)	101
South Burnett (QLD)	142	Rockhampton (QLD)	94
Western Downs (QLD)	140	Western Downs (QLD)	70
Central Highlands (QLD)	124	Central Highlands (QLD)	62
Cairns (QLD)	122	Whitsunday (QLD)	60
Rockhampton (QLD)	118	Yarrabah (QLD)	55
Darwin (NT)	114	Cairns (QLD)	52
Isaac (QLD)	82	North Burnett (QLD)	49
North Burnett (QLD)	64	Isaac (QLD)	48
Banana (QLD)	55	Unincorporated ACT	43
Maranoa (QLD)	54	Southern Downs (QLD)	40
Mount Isa (QLD)	53	Livingstone (QLD)	37
Livingstone (QLD)	52	Tweed (NSW)	35
Southern Downs (QLD)	50	Banana (QLD)	30
Sydney (NSW)	47		
Whitsunday (QLD)	40		
Unincorporated ACT	36		
Cassowary Coast (QLD)	34		
Tweed (NSW)	32		

Most of the places that people have moved to from Gympie are also popular locations where people have come from, with the exceptions of Darwin, Sydney and other Queensland towns like Maranoa, Mount Isa and Cassowary Coast. However, the number of people moving into Gympie from these locations are relatively small.

OCCUPATION

In 2016, the two most common occupations in Gympie were Labourers and Technicians and Trades Worker, which together accounted for 31 per cent of the town's employment. This reflects the strong agricultural base of the town. The proportion of occupations are set out in Table 42.

Table 42: Occupations as a proportion of total workforce, 2016

Most common Occupations	Proportion of total workforce
Technicians and Trades Workers	15.8%
Labourers	15.3%
Managers	12.8%
Professionals	12.5%
Community and Personal Service Workers	11.5%
Clerical and Administrative Workers	11.2%
Sales Workers	10.1%
Machinery Operators and Drivers	9.0%

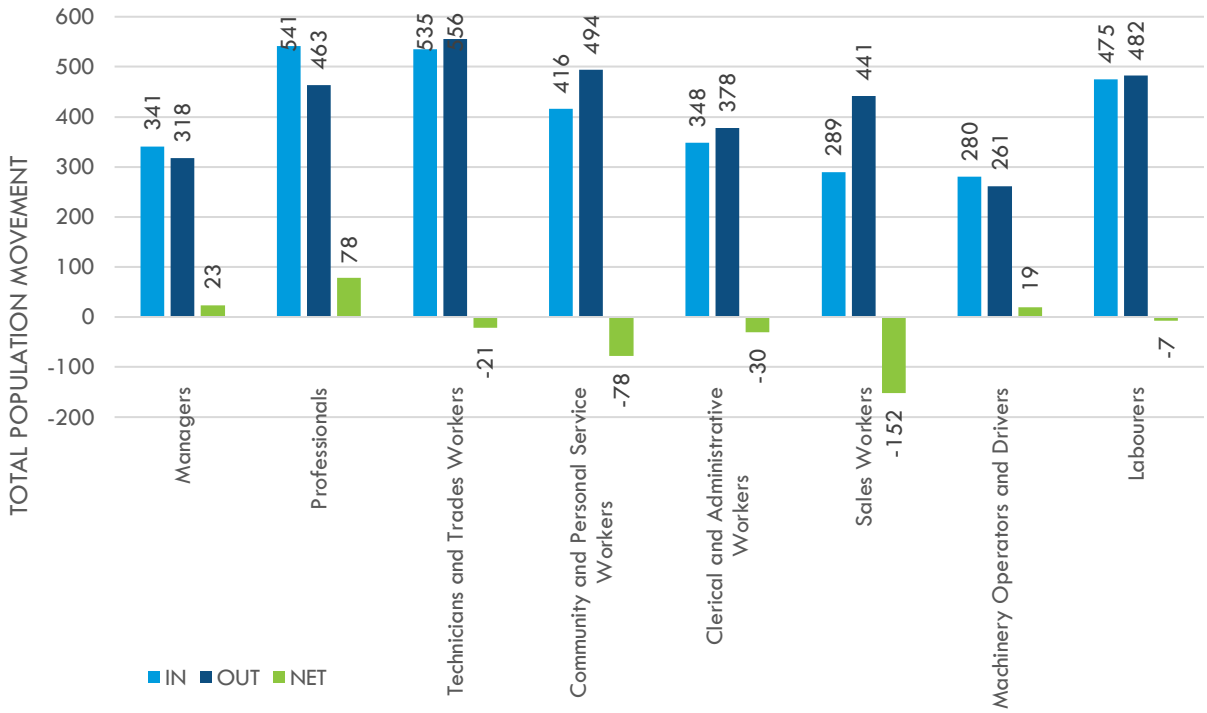


Figure 17: Gympie Movement by Occupation, 2011 to 2016

Between 2011 and 2016, five of the eight occupations in Gympie experienced net losses. Overall, these losses accounted for 168 people between the 2011-2016 period.[xiii] Occupations that experienced a positive net gain were Managers (23), Professionals (78) and Machinery Operators and Drivers (19).[xiv] Labourers, the most common occupation in 2016, had experienced a small decrease in employees (7).

The largest net outflow were the Sales and Community and Personal Service occupations, which experienced an inflow of 289 people and an outflow of 441 people, resulting in a net outflow of around 152 people between the 2011-2016 period.

QUALIFICATION

In 2016, 32 per cent of the population of Gympie had a qualification at or above Certificate level. 16,354 people reported that they either had a Certificate, Advanced Diploma, Diploma, Bachelor Degree, Graduate Diploma or Graduate Certificate, or a Postgraduate Degree.

Of these 16,354 people who held a qualification in 2016, 61 per cent of these were Certificates, 16 per cent of the qualified population held Bachelor degrees and 18 per cent held Advanced Diplomas or Diplomas. Three per cent of the qualified population held Graduate Diplomas or Diplomas and Postgraduate Degrees respectively. These are set out in Table 43.

Table 43: Distribution of qualifications, 2016

Qualification	Number of residents	Proportion of qualified residents	Proportion of overall residents
Postgraduate Degree Level	411	3%	1%
Graduate Diploma and Graduate Certificate Level	424	3%	1%
Bachelor Degree Level	2,596	16%	5%
Advanced Diploma and Diploma Level	3,009	18%	6%
Certificate	9,905	61%	20%

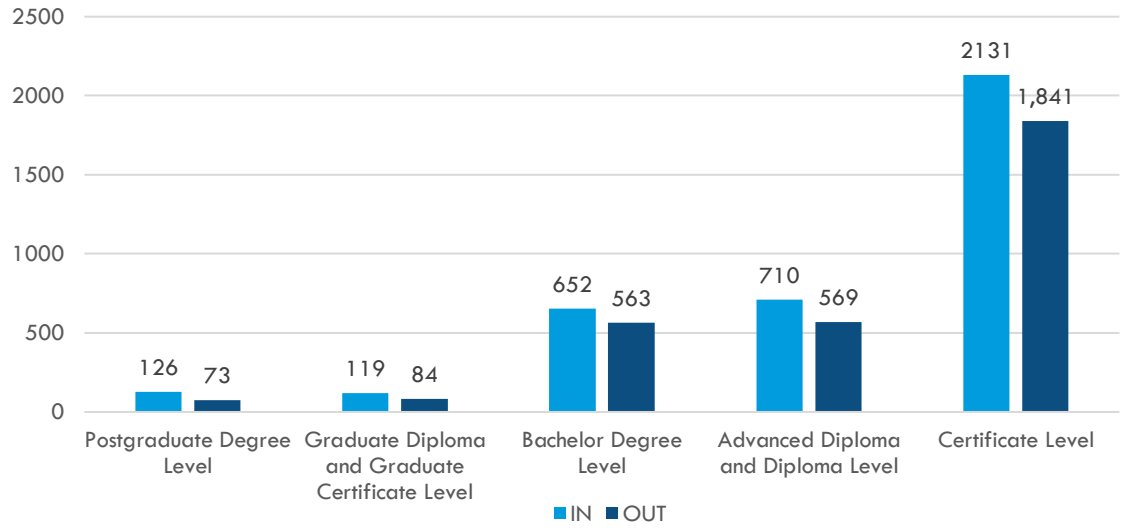


Figure 18: Gympie population flow by qualification, 2011-2016

Although in the five years to 2016, Gympie attracted 3,738 qualified people while 3,130 moved away from the LGA over the same period. At every level of qualification, more people were moving into Gympie than the number moving out. This net gain of 608 qualified patrons suggests the town has been able to attract people with qualifications that are important in supporting the local workforce. Much of this churn can be attributed to the certificate level group which has much more newcomers compared to people leaving. The overall net gain follows the strong pattern of people moving to Gympie.

INCOME

Between 2011 and 2016, the net inflow of people was mainly from the lower-income spectrum. Particularly, Gympie attracted more residents earning $300 and $499 a week. There was a net gain of 159 people who were earning 'Nil Income'. Conversely, Gympie experienced net losses of residents that were at the higher end of the remuneration scales, including earners between $650 to $1,499 a week and between $2,000 and $2,999 a week. There was however a net gain of those earning over $3,000 a week. Although there was a negative net outflow from the higher income brackets, in terms of the actual number, it is not very large.

There was more churn at the lower end of the remuneration scale, and the high positive gains in these brackets are perhaps reflective of the higher proportion of older residents (i.e. retirees) moving into Gympie. These figures are set out in Table 44.

Table 44: Population flow by income, 2011-2016

Remuneration bracket	In	Out	Net
Negative income	40	28	12
Nil income	653	494	159
$1-$149 ($1-$7,799)	310	268	42
$150-$299 ($7,800-$15,599)	869	762	107
$300-$399 ($15,600-$20,799)	1143	820	323
$400-$499 ($20,800-$25,999)	964	745	219
$500-$649 ($26,000-$33,799)	769	654	115
$650-$799 ($33,800-$41,599)	627	651	-24
$800-$999 ($41,600-$51,999)	581	594	-13
$1,000-$1,249 ($52,000-$64,999)	487	503	-16
$1,250-$1,499 ($65,000-$77,999)	249	269	-20
$1,500-$1,749 ($78,000-$90,999)	215	213	2
$1,750-$1,999 ($91,000-$103,999)	131	121	10
$2,000-$2,999 ($104,000-$155,999)	171	201	-30
$3,000 or more ($156,000 or more)	93	80	13

MARITAL STATUS

Between 2011 and 2016, Gympie attracted significantly more married or de facto residents than it lost. While the numbers for incoming and outgoing unmarried residents were fairly close, there was a net gain of 1,195 married or de facto residents over these five years. However, these figures suggest that Gympie is not as attractive to unmarried residents as to those with partners, suggesting a possible target cohort for population attraction strategies.

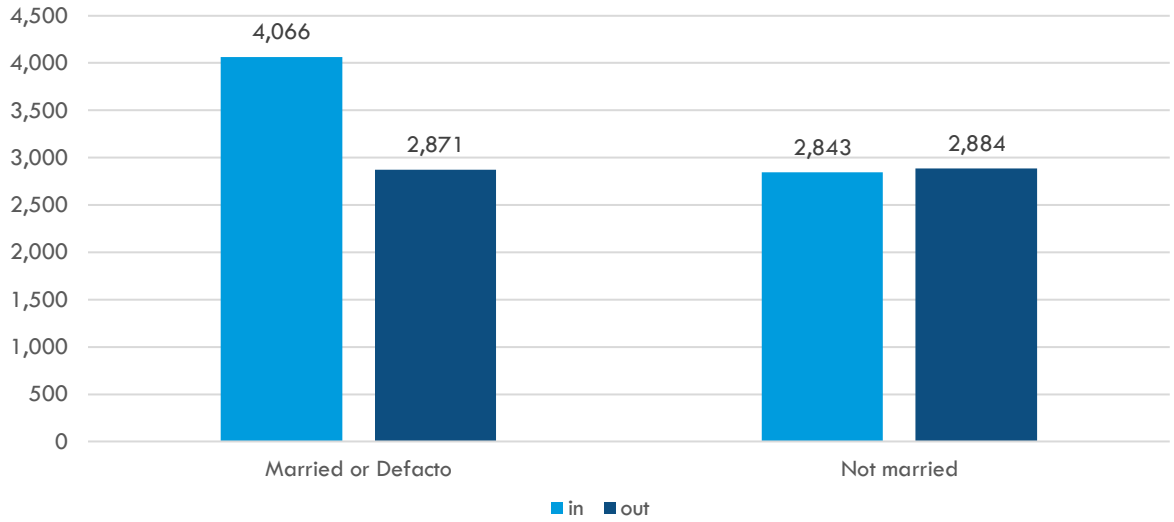


Figure 19: Gympie population flow by marital status, 2011-216

CONCLUSION

In summary, the majority of people that are leaving Gympie are within the 15-24 age bracket, which reflects the pattern that young people tend to move away in search of more jobs or education opportunities. At the same time, there is a net outflow of people working as sales workers and clerical and administrative workers and a net inflow of people working in professional jobs. This might indicate a decrease in the availability of entry-level jobs as there are more professional jobs available in town. The relatively low level of young people moving in suggests some room for interventions to increase the retention of people in this age demographic such as customising extended training, education, or social prospects to retain youth.

Most people are moving to Brisbane, but people are also moving to other regional areas in Queensland such as Sunshine Coast, Fraser Coast and Noosa. This also seems reflective that people are moving away from Gympie for job opportunities or a coastal lifestyle. This data suggests further study targeting the specific reasons associated with outflows, especially for the younger population and working-age population.

However, Gympie has experienced a positive net inflow between 2011 and 2016, particularly for retirees, young children and middle-aged people, indicating that the town is still an attractive place for certain demographic groups. Most of the churn and outflow of people from Gympie has been within the higher income brackets, but overall Gympie has had a positive inflow of people with qualifications.

KALGOORLIE-BOULDER, WESTERN AUSTRALIA

According to the ABS's Estimated Resident Population, in 2018 the LGA of Kalgoorlie Boulder had a population of 29,998 residents. This represented a decrease of 1.9 per cent from the previous year of 2017 and a decline of 3 per cent since 2008.[xii]

This is in line with a decline in population that is reported in Census data between 2011 and 2016. The 2011 Census recorded that Kalgoorlie-Boulder's population was 30,053, however in 2016 this had decreased to 26,748. During this five year period, 4,582 people moved into the LGA, and 8,061 people moved out of the LGA. This is a net loss of 3,479 residents, with losses occurring across all age groups.

In 2016, just under one in seven people in Kalgoorlie-Boulder (15.2 per cent) were newcomers and had moved into the area after the 2011 Census.

POPULATION AGE

CHANGES FROM 2008 TO 2018

In 2018, nearly a third (31 per cent) of Kalgoorlie-Boulder residents were aged 40-64 years. Just over a quarter (26 per cent) were aged 25-39, while just under a quarter (23 per cent) were children aged under 14 years. Twelve per cent were aged 15-24, and only eight per cent were aged over 65-years-old.

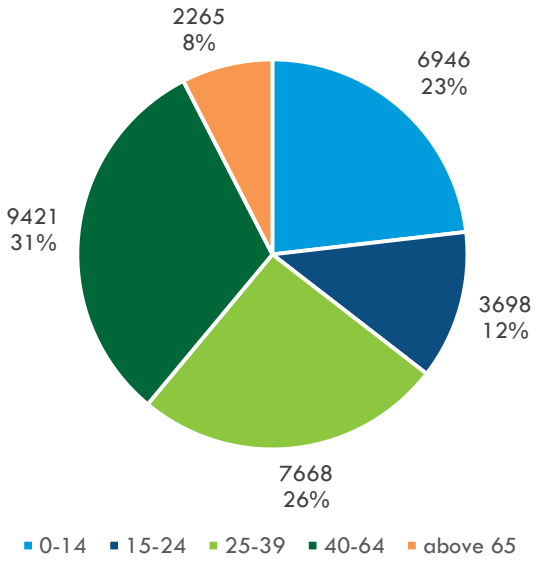


Figure 20: Proportion of Kalgoorlie-Boulder LGA 2018 population by age group

Although in 2018, 12 per cent of Kalgoorlie-Boulder residents were aged 15-24, the proportion of community members in this age group has decreased since 2008. In 2018, there were 20.9 per cent fewer 15-19-year-olds than ten years earlier and 28.1 per cent fewer 20-24-year-olds.

Conversely, the over 65 years age group has experienced the highest rate of growth between 2008 and 2018. While in 2018 this group accounted for around eight per cent of the total population in Kalgoorlie-Boulder, the proportion of over 65-year-old residents has risen by 40 per cent since 2008.[xii] This means that there are more than 2000 additional people in this age group in the community, with approximately double the number of those aged 65 to 79 years.

This is set out in Table 45, and Figure 21 shows the proportional increase of the over 65 years cohort of residents.

Table 45: Number of residents in broad age groups, 2008-2018

	Age Bracket				
Year	**0-14**	**15-24**	**25-39**	**40-64**	**above 65**
2008	7,300	4,914	8,150	8,981	1,565
2009	7,328	5,064	8,220	9,232	1,630
2010	7,336	5,036	8,321	9,400	1,657
2011	7,402	4,890	8,599	9,639	1,678
2012	7,410	4,636	8,587	10,193	2,023
2013	7,429	4,417	8,525	10,529	2,367
2014	7,359	4,283	8,292	10,250	2,314
2015	7,299	4,146	8,098	9,932	2,273
2016	7,183	4,072	7,924	9,617	2,044
2017	7,164	3,875	7,843	9,545	2,143
2018	**6,946 (23% of population)**	**3,698 (12% of population)**	**7,668 (26% of population)**	**9,421 (31% of population)**	**2,265 (8% of population)**

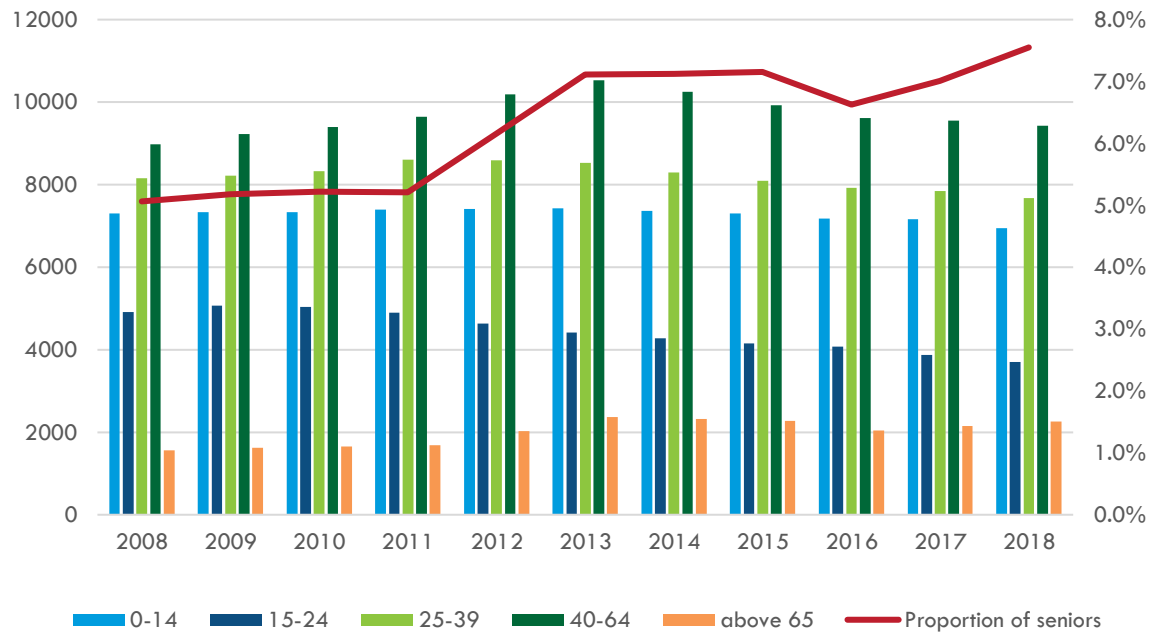


Figure 21: Number of residents across five age groups with proportion of over 65 years, 2008-2018

Table 46 shows the comparison of the changes in the five-year age groups as a proportion of total residents. It depicts the proportional decline in younger age cohorts in the community and an increase in the representation of older cohorts. The increases in cohorts aged 50-64 years should inform planning for future health, aged care, allied and related services.

Table 46: Comparisons of five year age groups and proportional increase, 2008-2018

Five-year age group	2008 population	2018 population	Increase
0 - 4	1,993	2,035	2.1%
5 - 9	2,098	2,169	3.4%
10 - 14	2,325	2,103	-9.5%
15 - 19	2,567	2,186	-14.8%
20 - 24	2,211	2,427	9.8%
25 - 29	1,905	2,474	29.9%
30 - 34	1,936	2,123	9.7%
35 - 39	2,077	1,929	-7.1%
40 - 44	2,088	2,026	-3.0%
45 - 49	2,248	2,184	-2.8%
50 - 54	2,058	2,185	6.2%
55 - 59	1,830	2,258	23.4%
60 - 64	1,601	2,161	35.0%
65 - 69	1,253	1,931	54.1%
70 - 74	1,079	1,618	50.0%
75 - 79	996	1,180	18.5%
80 - 84	761	839	10.2%
85 and over	670	1,034	54.3%

POPULATION MOVEMENT BETWEEN 2011 AND 2016 CENSUS POINTS BY AGE

The 2011 Census recorded that Kalgoorlie-Boulder's population was 30,053. However, in 2016 this had decreased to 26,748. During this five year period, around 4,582 people moved into the LGA, and 8,061 people moved out of the LGA. This is a net loss of 3,479 residents, with losses occurring across all age groups except the 80-84 year age bracket.

The 5-44-year-old age groups saw the largest outflows of Kalgoorlie-Boulder residents. Some of the largest movement out of LGA came from children-teenagers, and those aged 30-44. Together, these groups made up around a quarter of the total outflow (1,994 in total).

Conversely, while most age groups show net outflows, those aged 20-29 were among those declining the least. This is good news for the town and perhaps suggests that young entrants are coming to look for work opportunities related to the large mining sector of Kalgoorlie Boulder.

The churn of children, teenagers and those aged 30 to 44 years suggests an opportunity to better understand the reasons that families are not opting to stay in the LGA.

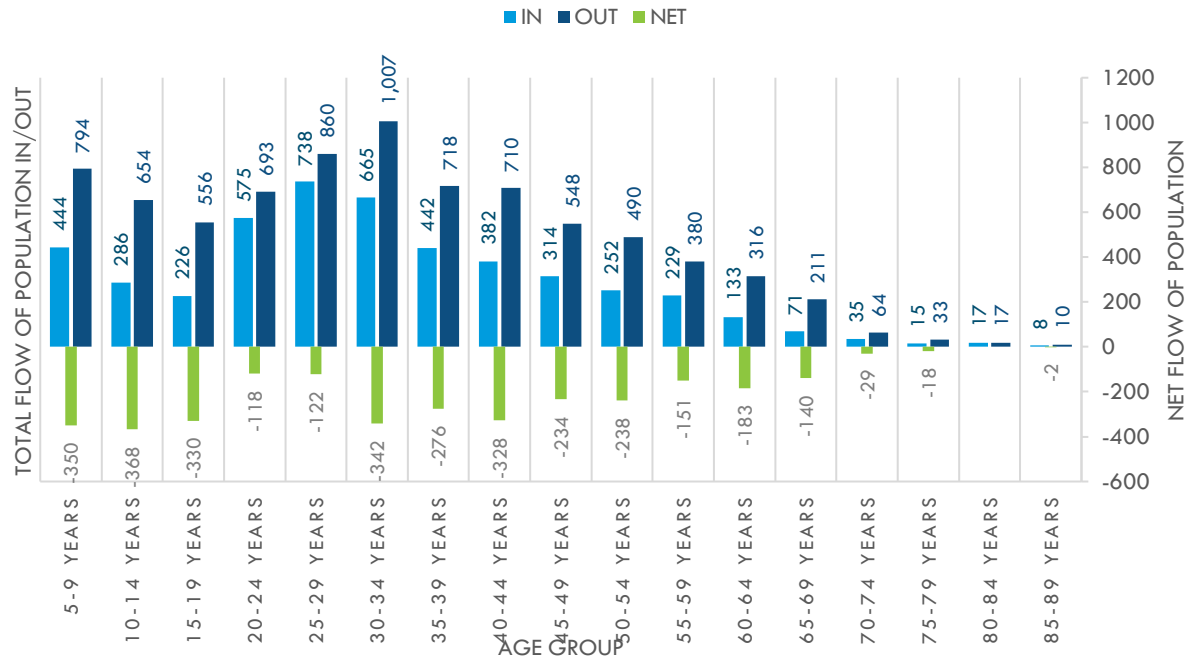


Figure 22: Kalgoorlie-Boulder population movement 2011 to 2016 by age group

Table 47: Population movement 2011 to 2016 by age group

	Moved in	Stayed	Moved out	Net movement
5-9 years	444	1,504	794	-350
10-14 years	286	1,349	654	-368
15-19 years	226	1,314	556	-330
20-24 years	575	1,001	693	-118
25-29 years	738	1,210	860	-122
30-34 years	665	1,390	1,007	-342
35-39 years	442	1,312	718	-276
40-44 years	382	1,457	710	-328
45-49 years	314	1,493	548	-234
50-54 years	252	1,485	490	-238
55-59 years	229	1,348	380	-151
60-64 years	133	959	316	-183
65-69 years	71	690	211	-140
70-74 years	35	392	64	-29
75-79 years	15	279	33	18
80-84 years	17	159	17	0
85-89 years	8	77	10	-2

GEOGRAPHICAL MOVEMENT

Forty-six per cent of people who left Kalgoorlie-Boulder was headed to Perth, while other towns in Western Australia and in Queensland also proved to be popular destinations. This is in line with national population mobility patterns between 2011 and 2016 which saw a movement of people to the northwest of the country and to Queensland.

The most popular destinations that residents moved to are set out in Table 48.

Table 48: Destinations of inflow and outflow, 2011-2016

Places that people moved to Kalgoorlie-Boulder from	**Number of people**	**Places that people left Kalgoorlie-Boulder for**	**Number of people**
Coolgardie (WA)	350	Perth (WA)	3,699
Esperance (WA)	139	Esperance (WA)	196
Perth (WA)	1,284	Coolgardie (WA)	142
Brisbane (QLD)	131	Busselton (WA)	129
Leonora (WA)	69	Greater Geraldton (WA)	117
York (WA)	66	Bunbury (WA)	117
Greater Geraldton (WA)	55	Albany (WA)	116
Bunbury (WA)	46	Harvey (WA)	110
Karratha (WA)	42	Karratha (WA)	87
East Pilbara (WA)	40	Capel (WA)	77
Gold Coast (QLD)	37	Gold Coast (QLD)	70
Albany (WA)	37	Brisbane (QLD)	169
Harvey (WA)	37	East Pilbara (WA)	66
Laverton (WA)	36	Dardanup (WA)	65
Westonia (WA)	36	Port Hedland (WA)	61
Adelaide (SA)	34	Sunshine Coast (QLD)	58

OCCUPATION

In 2016, the two most common occupations in Kalgoorlie-Boulder were Technicians and Trades Workers and Machinery Operators and Drivers, which together accounted for 38.6 per cent of the working population. This reflects made the strong mining industry of the town. The most common occupations are set out in Table 49.

Table 49: Top eight occupations as a proportion of total workforce, 2016

Most common Occupations	**Proportion of total workforce**
Technicians and Trades Workers	21.2%
Machinery Operators and Drivers	17.4%
Professionals	14.3%
Clerical and Administrative Workers	10.7%
Community and Personal Service Workers	9.2%
Managers	8.9%
Labourers	8.7%
Sales Workers	7.8%

Between 2011 and 2016, seven of the eight top occupations in Kalgoorlie-Boulder experienced net losses. The only occupation that experienced a positive net gain was Machine Operators and Drivers with an increase of 35 workers over the five year period.[xiv] Technicians and Trades, the most common occupation in 2016 had experienced the largest loss of employees.

Overall, these losses generated an 11.9 per cent loss to the applicable working population over the 2011-2016 period.[xiii] Technicians and Trades, the most common occupation in Kalgoorlie-Boulder.

Of the remaining net negative flow occupations, losses averaged around 18 per cent. The largest of these losses was to the Community and Personal Service and Labourers occupations, which lost 20.6 per cent and 20.4 per cent of their workforce, respectively. These two occupations accounted for 3.5 per cent loss to the total working population in Kalgoorlie-Boulder.

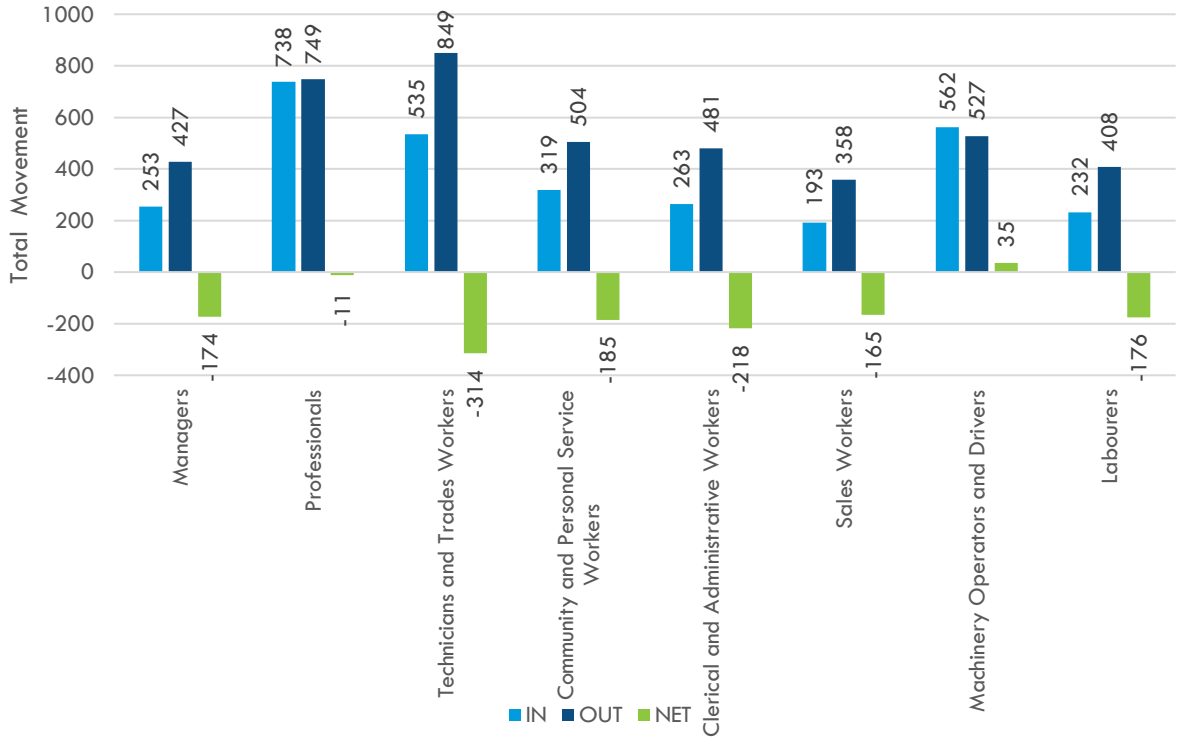


Figure 23: Kalgoorlie-Boulder Movement by Occupation, 2011 to 2016

Machinery Operators and Drivers had a marginal net gain reflects a demand for such workers, despite the outflow of population from Kalgoorlie-Boulder. Professionals saw the smallest decrease of only 11 people.

QUALIFICATION

In 2016, one-third of the population of Kalgoorlie-Boulder had a qualification at or above Certificate level. At the 2016 Census, 10,022 people reported that they either had a Certificate, Advanced Diploma, Diploma, Bachelor Degree, Graduate Diploma or Graduate Certificate, or a Postgraduate Degree.

Of these, 10,022 people who held a qualification in 2016, 57 per cent of these were Certificates/ 21 per cent of the qualified population held Bachelor degrees and 15 per cent held Advanced Diplomas or Diplomas. Three per cent of the qualified population held Graduate Diplomas or Diplomas, and five per cent held Postgraduate Degrees. These are set out in Table 50.

Table 50: Distribution of qualifications, 2016

Qualification	Number of residents	Proportion of qualified residents	Proportion of overall residents
Postgraduate Degree Level	481	5%	2%
Graduate Diploma and Graduate Certificate Level	264	3%	1%
Bachelor Degree Level	2,058	21%	7%
Advanced Diploma and Diploma Level	1,460	15%	10%
Certificate	5,759	57%	19%

Although in the five years to 2016, Kalgoorlie-Boulder attracted 2,401 qualified people while 3,607 moved away from the LGA over the same period. At every level of qualification, there were more people moving away from than into Kalgoorlie-Boulder. This net loss of 1,206 qualified patrons suggests a difficult period for the town overall. Much of this churn can be attributed to the certificate level group; the number of leavers nearly doubles the number of newcomers. This follows the strong pattern of people leaving Kalgoorlie-Boulder.

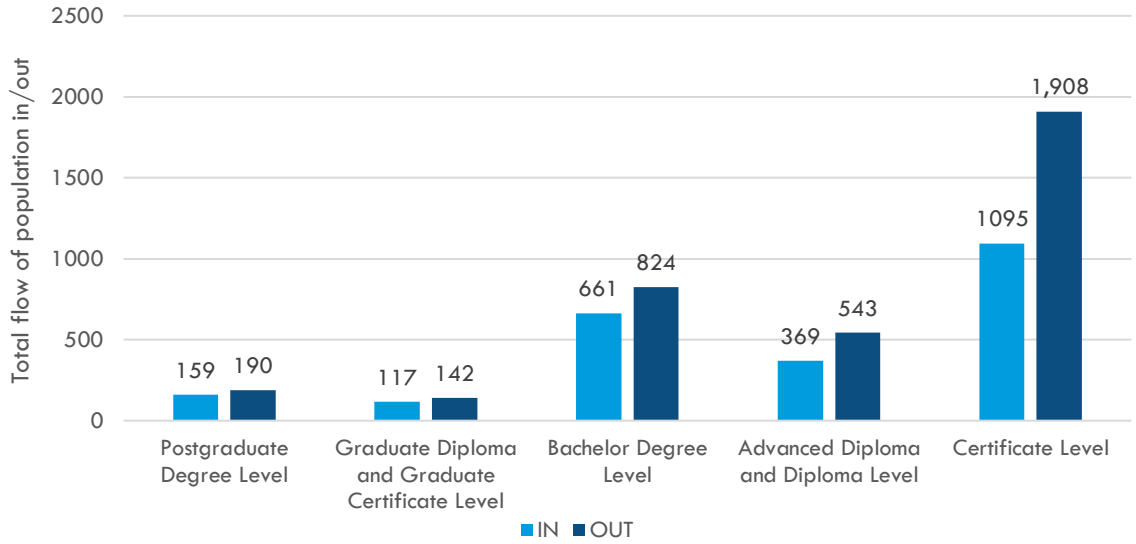


Figure 24: Kalgoorlie-Boulder population flow by qualification, 2011-2016

There was also substantial churn at the Bachelor Degree and Advanced Diploma; net losses total 163 and 164 respectively, and together they make up over a quarter of the total outflow of qualified people.

INCOME

Over the five years to 2016, Kalgoorlie-Boulder saw significant churn and net losses across most remuneration brackets. There were significant losses of those earning nil income or under $399 a week ($20,799 per annum), perhaps indicating a large outflow of students, children and youth.

There were significant net losses across all remuneration brackets apart from the $1,500 to $1,749 a week ($78,000 to $90,999 per annum) bracket which alone recorded a net gain of 52 residents. While there were significant net losses across remuneration brackets under $1,499 a week ($77,999 per annum), there were also net losses in the higher income brackets suggesting a net loss of professional and highly skilled trades workers from Kalgoorlie-Boulder between 2011 and 2016.

These figures are set out in Table 51.

Table 51: Population flow by income, 2011-2016

Remuneration bracket	In	Out	Net
Negative income	34	44	-10
Nil income	340	789	-449
$1-$149 ($1-$7,799)	111	293	-182
$150-$299 ($7,800-$15,599)	191	469	-278
$300-$399 ($15,600-$20,799)	178	383	-205
$400-$499 ($20,800-$25,999)	167	414	-247
$500-$649 ($26,000-$33,799)	207	394	-187
$650-$799 ($33,800-$41,599)	212	441	-229
$800-$999 ($41,600-$51,999)	263	462	-199
$1,000-$1,249 ($52,000-$64,999)	366	525	-159
$1,250-$1,499 ($65,000-$77,999)	398	423	-25
$1,500-$1,749 ($78,000-$90,999)	440	388	52
$1,750-$1,999 ($91,000-$103,999)	333	355	-22
$2,000-$2,999 ($104,000-$155,999)	599	793	-194
$3,000 or more ($156,000 or more)	194	301	-107

MARITAL STATUS

Between 2011 and 2016, Kalgoorlie-Boulder experienced losses in both the married and de facto cohort and in the unmarried cohort. Over this period there were 1,179 more married and de facto residents leaving the community than joining it. Similarly, there were 902 more unmarried people leaving the community than becoming residents. While there were 2,203 married or de facto people moving into the Kalgoorlie-Boulder area in the five years to 2016, there were fewer unmarried people doing so, with only 1,455 of this cohort moving into the community. This suggests an opportunity to better understand the 'tipping points' that influence decisions to leave the community and also to understand why the community does not appear as attractive to unmarried people as it does to married and de facto residents.

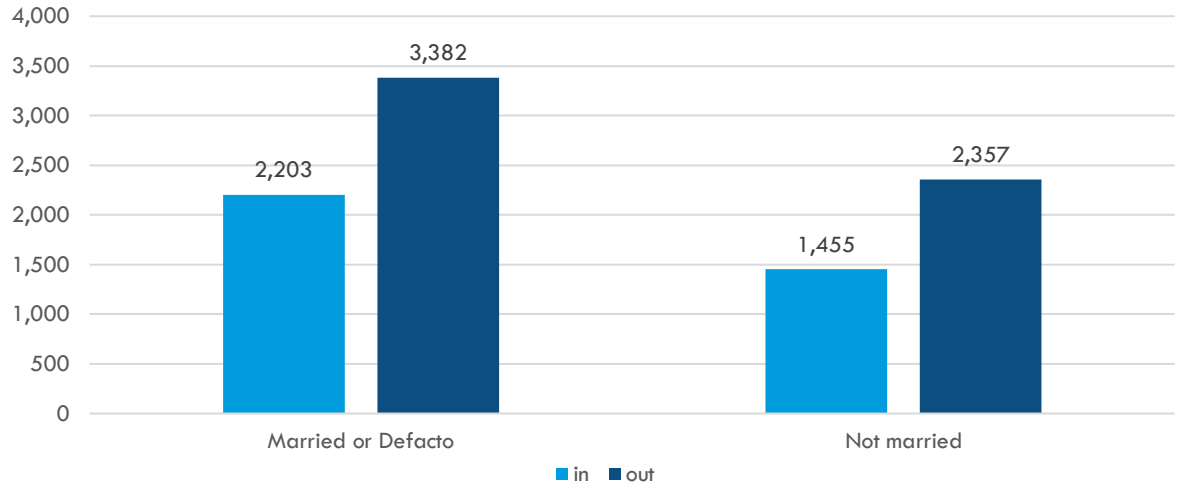


Figure 25: Kalgoorlie-Boulder population flow by marital status, 2011-2016

CONCLUSION

In summary, many people across all ages are leaving Kalgoorlie Boulder. While the largest portion of this cohort moves to Perth, others are moving to regional areas of the state and to Queensland. This is line with national patterns between 2011 and 2016 and reflects a pattern of migration associated with the mining boom, which peaked in 2012.

Overall, the LGA experienced a significant churn in working age, and Certificate qualified residents. The outflow data suggests that families are also leaving Kalgoorlie-Boulder as are those who earn relatively high incomes. There was also a loss of people with Bachelor qualifications.

This data suggests that further study be targeted to understand the specific reasons associated with outflows, especially of high-income earners, tradespeople, unmarried people, and families.

KEMPSEY, NEW SOUTH WALES

This profile provides an overview of the population flow into and out of the LGA of Kempsey, New South Wales. It summarises key demographic information about the people who left the LGA and about those who moved into it between 2011 and 2016.

According to the ABS's Estimated Resident Population, in 2018 the LGA of Kempsey had a population of 29,665 residents. This represented a slight increase of 0.4 per cent from the previous year of 2017 and a 4.3 per cent since 2008.[xii]

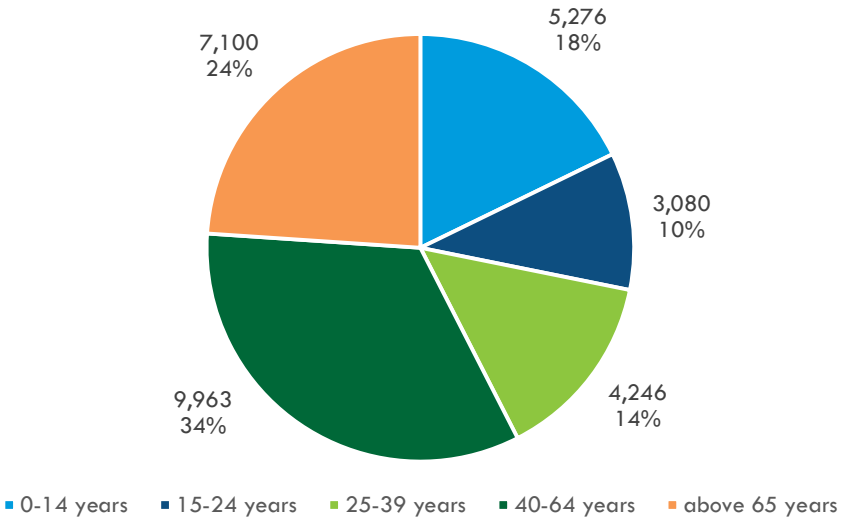
This is in line with the population increase that is reported in Census data between 2011 and 2016. In 2016, the Census recorded Kempsey as having a total population of 28,885, compared with 28,134 in 2011. While this looks like the net change in population was just 751, there was significant churn in Kempsey's population. During this five-year period, 3,415 people came to the LGA from other LGAs, while another 3,563 people left Kempsey for other LGAs. Overall, around 12 per cent of Kempsey's population in 2016 were newcomers since 2011.

POPULATION AGE

CHANGES FROM 2008 TO 2018

In 2018, nearly a quarter of Kempsey's population was aged 65 years or above, and only 18 per cent were aged under 14 years. While ten per cent of the population were aged 15- 24 years old, 14 per cent were aged 25-39, and 34 per cent between 40 and 64 years old.

Figure 26: Proportion of residents across five age groups in 2018.



The largest population shares were in the older age groups from 55 to 69. These age groups have also been growing fastest in Kempsey in recent years. Since 2008, the proportion of seniors rose to 24 per cent of the total Kempsey population in 2018, growing by 40 per cent in 10 years.[xii] This increase represents over 2,000 people and at least a 50 per cent rise in each of the age groups 65-69 years, 70-74 years and over 85 years.

Conversely, over the same ten-year period (2008-2018), the number of people aged between 35-54 years declined by 6,542 people.

Table 52: Number of residents in broad age groups, 2008-2018

Year	Age bracket				
	0-14 years	**15-24 years**	**25-39 years**	**40-64 years**	**Above 65 years**
2008	5,734	3,241	4,203	10,176	5,077
2009	5,757	3,283	4,212	10,317	5,206
2010	5,748	3,303	4,136	10,386	5,387
2011	5,730	3,260	4,065	10,440	5,633
2012	5,584	3,300	4,041	10,395	5,903
2013	5,540	3,256	4,049	10,325	6,114
2014	5,455	3,192	4,106	10,270	6,328
2015	5,380	3,152	4,178	10,127	6,542
2016	5,266	3,126	4,216	10,057	6,766
2017	5,216	3,092	4,218	10,092	6,932
2018	5,276 (17.8% of population)	3,080 (10.4% of population)	4,246 (14.3% of population)	9,963 (33.6% of population)	7,100 (23.9% of population)

Table 52 sets out the change in numbers of residents across the five broad age groups. While the 25-39-year age bracket has more or less maintained its absolute numbers, there have been noticeable declines in the 0-14 years and 15-24 brackets, which have decreased by 558 and 121 people respectively. This suggests that there are fewer families with young children in the community in 2018 than there were ten years previously. Conversely, there has been a significant increase of 2,023 people aged 65 years or over during this time. This increase can be seen in Figure 27 and in Table 53, both of which set out the significant contrast in the growth of older cohorts and the proportional decline of younger ones.

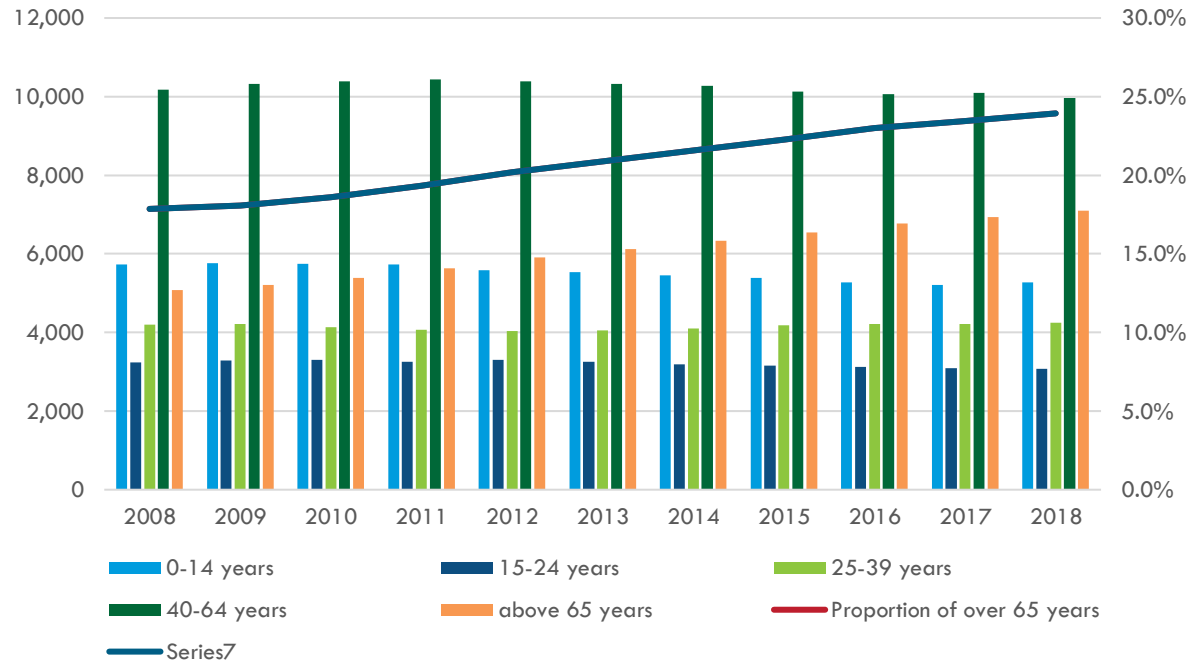


Figure 27: Number of residents across five age groups with proportion of over 65 years, 2008-2018

Table 53: Comparisons of five-year age groups and proportional increase, 2008-2018

Five year age group	2008 population	2018 population	Increase 2008-2018	Age group as proportion of 2018 population
0 - 4 years	1,768	1,708	-3.5%	5.8%
5 - 9 years	1,886	1,803	-4.6%	6.1%
10 - 14 years	2,080	1,765	-17.8%	6.0%
15 - 19 years	1,903	1,714	-11.0%	5.8%
20 - 24 years	1,338	1,366	2.0%	4.6%
25 - 29 years	1,230	1,408	12.6%	4.8%
30 - 34 years	1,337	1,493	10.4%	5.1%
35 - 39 years	1,636	1,345	-21.6%	4.6%
40 - 44 years	1,770	1,492	-18.6%	5.0%
45 - 49 years	2,121	1,754	-20.9%	5.9%
50 - 54 years	2,269	1,951	-16.3%	6.6%
55 - 59 years	2,088	2,284	8.6%	7.7%
60 - 64 years	1,928	2,482	22.3%	8.4%
65 - 69 years	1,544	2,316	33.3%	7.8%
70 - 74 years	1,241	1,898	34.6%	6.4%
75 - 79 years	1,009	1,225	17.6%	4.1%
80 - 84 years	728	810	10.1%	2.7%
85 years and over	555	851	34.8%	2.9%

POPULATION MOVEMENT BETWEEN 2011 AND 2016 CENSUS POINTS BY AGE

Kempsey lost a total of 1,803 people under 29 between 2011 and 2016. Nearly one-fifth of this outflow came from the 20-24 age group (18 per cent), and this outflow significantly outweighed the number of people moving into Kempsey of the same age.

Most of the people moving into Kempsey were from older cohorts and more people aged between 30 and 75 years moved into the community than had moved out over this five-year period. Seventy per cent of those moving into Kempsey were aged over 30, and those aged 55- 70 in 2016 accounted for over a quarter of the total inflow (27 per cent). Kempsey also had a net gain of 369 people aged over 80 in that period. Between 2011 and 2016 there was a large outflow of young people from the town. When combined with the inflow of older people, this movement is rapidly accelerating the aging of the Kempsey community. There was a significant outflow of those aged 15-24 years, with a net loss of 465 people aged 20-24 during this time. This movement can be seen in Figure 28 and Table 54.

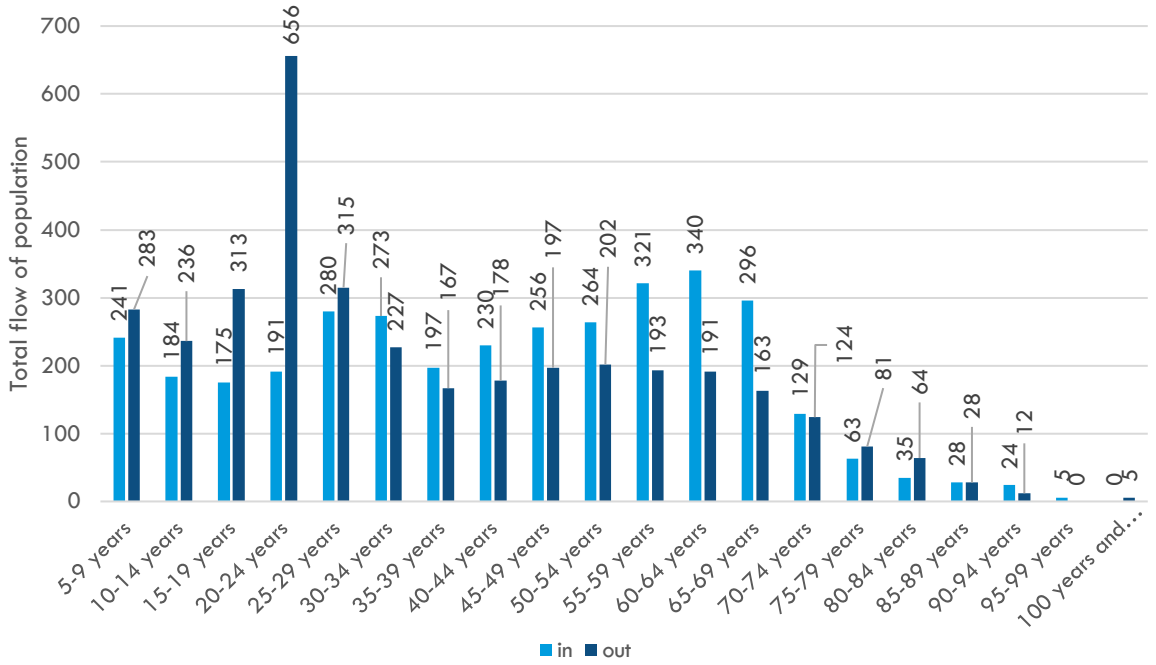


Figure 28: Number of people moving in and out of Kempsey by 5 year age groups between 2011 and 2016

Table 54: Population movement 2011 to 2016 by age group

Age group	Moved in	Stayed	Moved out	Net Movement
5-9 years	241	1,284	283	-42
10-14 years	184	1,335	236	-52
15-19 years	175	1,302	313	-138
20-24 years	191	895	656	-465
25-29 years	280	770	315	-35
30-34 years	273	729	227	46
35-39 years	197	908	167	30
40-44 years	230	1,079	178	52
45-49 years	256	1,208	197	59
50-54 years	264	1,514	202	62
55-59 years	321	1,774	193	128
60-64 years	340	1,783	191	149
65-69 years	296	1,820	163	133
70-74 years	129	1,360	124	5
75-79 years	63	971	81	-18
80-84 years	35	610	64	-29
85-89 years	28	395	28	0
90-94 years	24	195	12	12
95-99 years	5	46	0	5

GEOGRAPHICAL MOVEMENT

From a geographical perspective, while Kempsey's mobile population came from and went to many different places, there were particularly large movements between Kempsey and neighbouring Port-Macquarie-Hastings, and also Sydney and Newcastle. 463 more people came from Sydney to Kempsey compared to those who left Kempsey for Sydney.[xv]

Interestingly, the largest number of people moving out went to Port Macquarie-Hastings (14.1 per cent) as opposed to the larger city of Sydney. This may suggest that while a large number of people are moving away, they still prefer regional towns over the metropolitan lifestyle.

Going the other way, the population moving into Kempsey predominately came from Sydney (21 per cent) and nearby Port Macquarie-Hastings (8.8 per cent) and Nambucca (4.5 per cent), and also Brisbane (four per cent), reinforcing a consistent demand for regional lifestyle.[xv]

The most popular destinations that residents moved to are set out in Table 55.

Table 55: Destinations of inflow and outflow, 2011-2016

Places that people moved to Kempsey from	**Number of people**	**Places that people left Kempsey for**	**Number of people**
Port Macquarie-Hastings (A)	308	Port Macquarie-Hastings (A)	505
Sydney (C)	748	Newcastle (C)	198
Nambucca (A)	156	Gold Coast (C)	164
Lake Macquarie (C)	109	Nambucca (A)	146
Mid-Coast (A)	93	Mid-Coast (A)	140
Gold Coast (C)	92	Sydney (C)	285
Coffs Harbour (C)	74	Coffs Harbour (C)	119
Newcastle (C)	68	Lake Macquarie (C)	107
Brisbane (C)	142	Brisbane (C)	190
Armidale Regional (A)	57	Armidale Regional (A)	62
Tamworth Regional (A)	52	Tamworth Regional (A)	55
Unincorporated NSW	49	Maitland (C)	53
Clarence Valley (A)	43	Tweed (A)	53
Unincorporated ACT	43	Shoalhaven (C)	41
Cessnock (C)	37	Clarence Valley (A)	40
Western Plains Regional (A)	33	Unincorporated NSW	40

OCCUPATION

There are seven out of eight main occupations in Kempsey with a fairly even share of the labour market, ranging from 11-15 per cent respectively. Kempsey has a large proportion of Community and Personal Services workers and Labourers (15 per cent of workers each).[xiv]

Table 56: Top eight occupations as a proportion of total workforce, 2016

Most common Occupations	Proportion of total workforce
Community and Personal Service Workers	15%
Professionals	14%
Labourers	14%
Technicians and Trades Workers	14%
Sales Workers	11%
Clerical and Administrative Workers	12%
Managers	12%
Machinery Operators and Drivers	7%

Overall, looking across the occupations of people in the Kempsey labour force in 2016, a total of 3,415 moved in, and a total of 3,563 moved out of Kempsey. While this is a minimal net loss of 148 people, the story becomes more interesting when we look at which occupations are being attracted to and away from Kempsey.

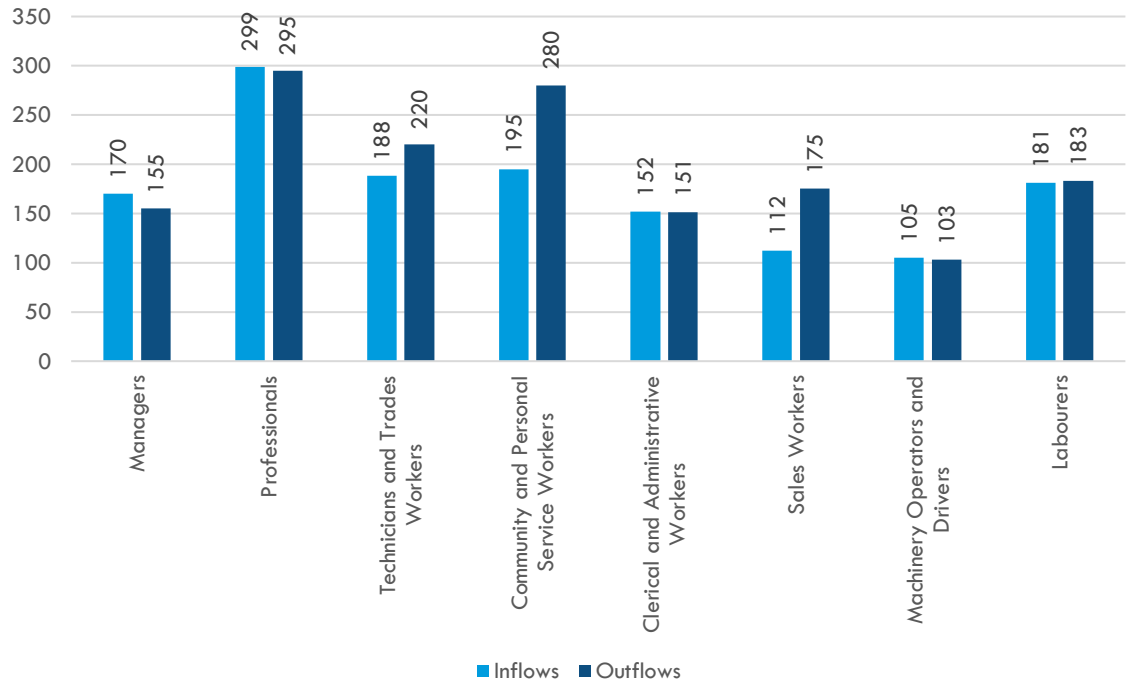


Figure 29: Population movement by occupation, 2011 -2016

Substantial movement was observed within the Community and Personal Services and Professionals, a group that contributed to 36 per cent of the leaving labour force. Interestingly, while there was a very small net inflow of Professionals, Kempsey lost 85 workers in the Community and Personal Services, perhaps suggesting a shortage of such jobs in the town, or difficulties in retaining these workers and demand elsewhere. Kempsey also lost 63 Sales workers and 32 Tradespeople.

Going the other way, Managers and Machinery Operators both saw marginal net gains, implying a steady demand for both managerial and operational positions in and around the town.

The outflows of Sales and particularly Community and Personal Service sector workers suggests local action may be needed. Expansion of training and jobs in these areas may help to attract and retain the population in Kempsey.

QUALIFICATION

In 2016 there were 7,351 residents in Kempsey with qualifications. This means that just over a quarter of the population has a Certificate level or above qualification in 2016. Around 65 per cent of these people held either a Certificate I, II, III, or IV level qualification. Another 16 per cent of this total qualified cohort held either a Diploma or Advanced Diploma qualifications, while another 19 per cent held a Bachelor level or higher qualification.

Table 57: Distribution of qualifications, 2016

Qualification	Number of residents	Proportion of qualified residents	Proportion of overall residents
Postgraduate Degree Level	132	1.8%	0.5%
Graduate Diploma and Graduate Certificate Level	160	2.2%	0.6%
Bachelor Degree Level	1,116	14.6%	3.9%
Advanced Diploma and Diploma Level	1,158	15.8%	4%
Certificate	4,785	65.1%	16.6%

From 2011-2016, Kempsey's qualified population grew slightly, by just by 81 people; 1,619 qualified people moved in, while 1,538 moved away.

Across all levels of qualifications, relative to the size of each division, volumes of inflows and outflows were largely similar.

The majority of population movement was at the Certificate level, and this group showed a net gain of 70 people. There was also a small net increase of 28 people with postgraduate qualifications. The flows were almost in balance for other qualifications levels.

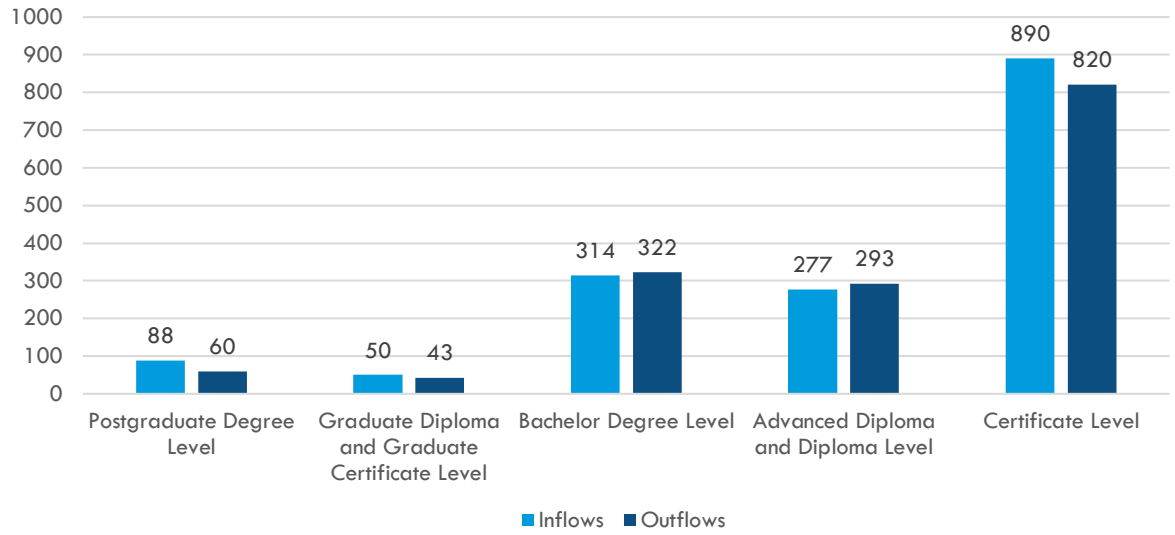


Figure 30: Kempsey population flow by qualification, 2011-2016

These flows also suggest that the 20-29-year-old population moving away from Kempsey are not necessarily only those seeking higher education but maybe moving away in search of employment in the Community and Personal Services industry. The inflows of people aged 55-70 years may well be linked to the inflows of Postgraduate and Graduate Diploma level qualifications.

INCOME

Kempsey residents' incomes in 2016 were dominated by the lower-income brackets – especially between $300 and $500 per week. The majority of the population fell into the income brackets of $15,600-$25,999 in 2016, which also happened to be the income bracket with most movement, showing a net gain of 74 people.

Table 58: Population flow by income, 2011-2016

Remuneration bracket	In	Out	Net
Negative income	18	10	8
Nil income	265	220	45
$1-$149 ($1-$7,799)	152	107	45
$150-$299 ($7,800-$15,599)	376	387	-11
$300-$399 ($15,600-$20,799)	447	373	74
$400-$499 ($20,800-$25,999)	372	379	-7
$500-$649 ($26,000-$33,799)	291	309	-18
$650-$799 ($33,800-$41,599)	245	313	-68
$800-$999 ($41,600-$51,999)	237	296	-59
$1,000-$1,249 ($52,000-$64,999)	211	238	-27
$1,250-$1,499 ($65,000-$77,999)	143	141	2
$1,500-$1,749 ($78,000-$90,999)	83	105	-22
$1,750-$1,999 ($91,000-$103,999)	63	64	-1
$2,000-$2,999 ($104,000-$155,999)	62	66	-4
$3,000 or more ($156,000 or more)	40	35	5

The main trends observed were that as individual incomes increased, people tended to move away and those with relatively lower incomes sought to move into Kempsey.

From 2011-2016, the majority of turnover happened within three adjacent income brackets earning $7,800-$15,599 and $15,600-20,799 and $20,800-$25,999 respectively. In total, the three brackets experienced net gains of 56 people.

Going the other way, individual incomes above $26,000pa showed greater outflows than inflows, with a net loss of 172 people within the income brackets of $26,000-$78,999.

The steady flow of high-income earners away from Kempsey implies a gradual reduction in wealth of the town overall. Combining this with the inflow of population by age, further investigation would be worthwhile into attracting and retaining both younger and higher-income people into Kempsey.

MARITAL STATUS

Looking at the marital status of people moving to and from Kempsey between 2011 and 2016, it is clear that those moving into Kempsey tended to be couples, while those moving away tended to be singles. While both couples and singles were moving in and out, between 2011 and 2016 Kempsey had a net gain of married couples of 411 people and a net loss of 300 single people.

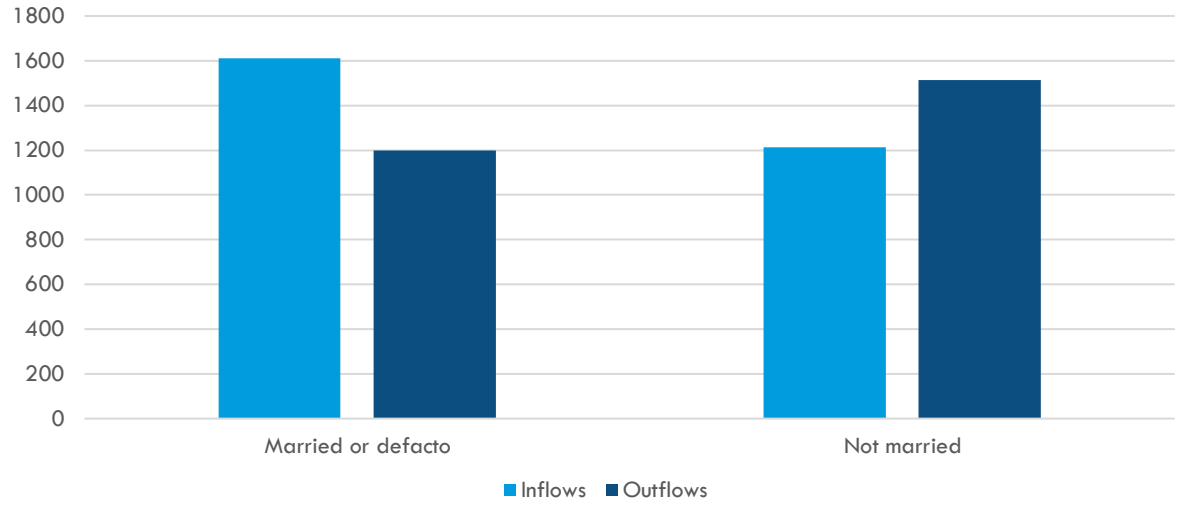


Figure 31: Kempsey population flow by marital status, 2011-2016

CONCLUSION

Overall, Kempsey's population has increased by 4.3 per cent from 2008-2018, but within this growth, there is also a significant increase in older age groups living in the town.

Of those moving away from Kempsey, the majority seem to be young-middle aged, higher-income earners. While they may be moving in search of employment, or training and education, it is likely that most still prefer regional towns over the metropolitan lifestyle as fewer moved to Sydney than away from Sydney to Kempsey. What is promising is that some of those moving into Kempsey are coming from larger cities and regions.

Conversely, the town welcomed a large amount of relatively older, and also a number of lower-income people from 2011-2016. As such, Kempsey would benefit by finding ways of keeping the young and wealthy population.

Local action to promote cultural and social activities in Kempsey could attract and retain the wealthy. Additionally, expansion of specific training and job opportunities may help to retain the younger population.

ENDNOTES

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[xiii] Only those who identified their occupations in the Census Surveys of 2011 and 2016 are counted in this calculation.

[xiv] These total movement numbers vary across each measure as not all those who moved identified their qualifications, occupations or income.

[xv] Totals may be different to overall charts and net flows. Part 2. Geographical Migration, only includes data for people who confirmed a place of residence in both 2011 and 2016 – which was a subset of all those who relocated to or from Kempsey