



Employment

Strategic objective

More people participate in local employment.

Domain overview

A diverse and vibrant business sector contributes to the local economy through employment, opportunities for people to shop locally, and access to trades and professional services. Destinations and opportunities to dine out, take part in events and festivals, and browse markets builds a sense of community and place.

About employment

Data about employment in Cardinia Shire shows:

- The top 5 industries by employment in Cardinia Shire are 1) construction 2) retail trade 3) education and training 4) health care and social assistance, and 5) agriculture, forestry, fishing.
- There were 9,199 local businesses in 2020.
- The jobs-to-residents ratio for Cardinia Shire in 2019–20 was 0.52, meaning that there were less jobs than resident workers.
- In June 2021, 5.8% of people aged 15–64 years were accessing JobSeeker payments.
- In 2016, 74% of people aged 15–24 were fully engaged in education or the workforce.
- In 2016, 9.2% of people aged 15–24 were disengaged from education or the workforce.

Employment liveability indicators

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



The role of employment in our COVID-19 recovery

As a result of the COVID-19 pandemic, shops and businesses in Cardinia Shire were significantly impacted financially and many workers lost their jobs or were on a wage subsidy. Council has played an active role in encouraging the community to support local businesses and has implemented outdoor dining, an online business directory and provided information about COVID-19 business grants.



The role of employment in addressing climate change

Employment prospects and economic development that supports a low carbon future is key to reducing the adverse impacts of climate change. Mitigating emissions and improving the resilience of the local economic and industrial activities will reduce the adverse effects climate change could have on future employment opportunities. A low carbon economy in the shire will be critical to addressing climate change.



Links to Cardinia Shire Council Plan

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

When thinking about the future of employment the following issues are relevant:



- An increase in connectivity to the virtual world, and the increased opportunity to work remotely.
- An increased preference for skilled and flexible volunteering options.
- Creating new job opportunities.
- Increasing support for social enterprises.
- Supporting innovation, diversification and resilience within the local economy.
- Plan Melbourne 2050 Policies such as:
 - 1.1.5 Support major transport gateways as important locations for employment and economic activity.
 - 1.1.6 Plan for industrial land in the right locations to support employment and investment opportunities.
 - 1.1.7 Plan for adequate commercial land across Melbourne.
 - 1.2.2 Facilitate investment in Melbourne's outer areas to increase local access to employment.
 - 1.4.1 Protect agricultural land and support agricultural production.
 - 1.2.3 Support the provision of telecommunications infrastructure.
 - 2.1.2 Facilitate an increased percentage of new housing in established areas to create a city of 20-minute neighbourhoods close to existing services, jobs and public transport.
 - 3.1.6 Support cycling for commuting.
 - 5.1.2 Support a network of vibrant neighbourhood activity centres.