This Workforce Profile has been developed by WorkAbility Qld for the overall Queensland NDIS regions. Should you require any clarification of the information contained in this document please email info@workabilityqld.org.au.
PURPOSE OF THIS REPORT

This report presents the population profile of the state of Queensland, comparing state level characteristics to those of the NDIS Regions. The NDIS regions consist of a number of Local Government Areas (LGAs) rolled up into a larger region as below:

- **Central Queensland region**
  - Banana
  - Central Highlands
  - Gladstone
  - Livingstone
  - Longreach
  - Rockhampton
  - 6 other LGAs

- **Far North Queensland (FNQ) region**
  - Cairns
  - Cassowary Coast
  - Cook
  - Douglas
  - Mareeba
  - Tablelands
  - Torres
  - Torres Strait Island
  - 13 other FNQ LGAs

- **Lockyer Valley, Ipswich, Scenic Rim & Somerset region**
  - Ipswich
  - Lockyer Valley
  - Scenic Rim
  - Somerset

- **Whitsunday, Isaac, Mackay (WIM) region**
  - Isaac
  - Mackay
  - Whitsunday

- **North Queensland region**
  - Burdekin
  - Charters Towers
  - Hinchinbrook
  - Mount Isa
  - Townsville
  - 10 Other North QLD LGAs

- **South East Queensland region**
  - Moreton Bay
  - Brisbane
  - Logan
  - Redland
  - Gold Coast
  - Gympie
  - Noosa
  - Sunshine Coast
Queensland Workforce Profile

- South West Queensland region
  - Balonne
  - Goondiwindi
  - Maranoa
  - Murweh
  - Southern Downs
  - Toowoomba
  - Western Downs
  - 3 other South West QLD LGAs

- Bundaberg & Wide Bay Burnett region
  - Bundaberg
  - Cherbourg
  - Fraser Coast
  - North Burnett
  - South Burnett

Each of the NDIS regions has had its own Local Workforce Profile released with commentary and analysis around its own demographic characteristics and how they may impact the workforce and service delivery. These can be found at www.workabilityqld.org.au. This report takes a high-level look at the profile for the whole of Queensland, with a comparative analysis of the NDIS regions to highlight any areas of opportunity or risk for delivery of services to participants.

This report contains statistical data in relation to Vocational Education and Training (VET) student enrolments from the State Training Agency Clearinghouse (STAC) database, Department of Employment, Small Business and Training. To publish and distribute to external parties requires permission from the Department of Employment, Small Business and Training.
**SNAPSHOT OF THE QUEENSLAND POPULATION AND NDIS WORKFORCE**

### QUEENSLAND POPULATION

- **37** MEDIAN AGE
- **15.3%** POPULATION OVER 65 YEARS OF AGE
- **4.0%** ABORIGINAL AND TORRES STRAIT ISLANDER POPULATION
- **21.6%** BORN OVERSEAS
- **6.2%** UNEMPLOYMENT RATE
- **511** AGED AND DISABLED CARERS PER 100,000 POPULATION

### RANGES

<table>
<thead>
<tr>
<th>AGE</th>
<th>FROM</th>
<th>TO</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVER 65 YEARS</td>
<td>12.5% WHITSUNDAY, ISAAC &amp; MACKAY</td>
<td>24.5% BUNDABERG &amp; WIDE BAY BURNETT</td>
</tr>
<tr>
<td>ABORIGINAL &amp; TORRES STRAIT ISLANDER</td>
<td>2.0% SOUTH EAST QUEENSLAND</td>
<td>15.2% FAR NORTH QUEENSLAND</td>
</tr>
<tr>
<td>BORN OVERSEAS</td>
<td>10.2% SOUTH WEST QUEENSLAND</td>
<td>26.3% SOUTH EAST QUEENSLAND</td>
</tr>
<tr>
<td>UNEMPLOYMENT</td>
<td>5.0% WHITSUNDAY, ISAAC &amp; MACKAY</td>
<td>9.3% NORTH QUEENSLAND AND WHITSUNDAY, ISAAC &amp; MACKAY</td>
</tr>
<tr>
<td>AGED &amp; DISABLED CARERS</td>
<td>359</td>
<td>839</td>
</tr>
</tbody>
</table>

### REQUIRED WORKFORCE

- 35,950 FTE

### CURRENT WORKFORCE

- 28,390 FTE

**This means a projected workforce gap of 7,560 FTE**
Queensland Workforce Profile

North Queensland region results on individual measures................................................ 46
South East Queensland region results on individual measures......................................... 48
South West Queensland region results on individual measures....................................... 50
Bundaberg & Wide Bay Burnett region results on individual measures............................ 52
QUEENSLAND NDIS REGIONS POPULATION PROFILE

Population growth rates vary widely across the state

The estimated population of Queensland as at 30 June 2016 was 4,703,192. The estimated resident population of the South-East Queensland NDIS regions was 2,958,651 people, which equals to 63% of the Queensland population, making it the largest NDIS region. The other regions are relatively consistent in size, with the smallest being the Whitsunday, Isaac & Mackay region. With one metropolitan region dominating the population distribution of the state we can expect that looking only at state level numbers will give a skewed view, with averages tending towards the South-East Queensland profile. This report will therefore compare all the regions against Queensland overall.

Among the significant challenges in understanding the workforce and potential implications for the NDIS rollout in Queensland is the geographical and population size, and the unknown element of workforce mobility. Whilst we can assume that the largest number of participants will be in metropolitan areas due to the population size there, the workforce to provide services could potentially be traveling from nearby LGAs. Likewise, they could be sourced solely from the metropolitan region itself.

Queensland NDIS Regions estimated population

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017
The estimated population of Queensland has grown by nearly 370,455 people since 2010 and the average annual population growth in the state is 1.7%. However, this growth rate is not consistent among the NDIS regions, varying from 2.2% in Lockyer Valley, Ipswich, Scenic Rim & Somerset to -0.2% in Whitsunday, Isaac & Mackay. This means that the largest region (outside of South East Queensland) is getting bigger, and the smallest is getting smaller. The growth rate of South East Queensland is the second highest, at 2.0%, which given the population size of that region, means a significant number of new people – both participants and workforce.

Changes in population size affect both demand (from participants) and supply (of workers). Given that the smaller regions may also be widely geographically spread, a small (and possibly shrinking) population may struggle to deliver a workforce that can cover the ground needed to provide services to participants.
The age distribution of the Queensland NDIS regions varies creating different workforce opportunities in different areas

Since 63% of the Queensland population live in the South-East Queensland region, the Queensland overall age distribution pattern largely matches it. 15.3% of the population is over 65 years and approaching retirement eligibility and 65.3% of the population is within working age (15-64 years). With an ageing population, it may be a challenge to find a disability workforce, given the significant skill overlap with the aged care workforce, and the fact that older people may not seek physically demanding work such as personal care. Alternatively, this could present a good opportunity to leverage the skill overlap by having a workforce competent to work across both sectors.

Within the NDIS regions there is more variation in age profile, and the individual graphs are presented below, with comparison to the state level pattern.
The major variations from the overall Queensland profile are in the Bundaberg & Wide Bay Burnett region and South West Queensland region, which trends older, and Lockyer Valley, Ipswich, Scenic Rim & Somerset region, Central Queensland region and North Queensland Region, which trend a little younger.

In the Bundaberg & Wide Bay Burnett region, 24.2% of the population is approaching retirement eligibility and only 58% of the population is within the working age (7.3% less than Queensland overall), and in the South West Queensland region, 17.9% of the population is approaching retirement eligibility and 61.6% is within the working age (3.7% less than Queensland overall). With an ageing population and smaller working age population in these regions people may move to neighbouring regions seeking better services, contributing to the relatively slower population growth seen in these regions. Finding a disability workforce in areas with an ageing population is also likely to be challenging due to possibility that personal support work can be very physically demanding and an older workforce may be unwilling or able to take that on. An ageing population may also be more likely to seek part time work as part of a transition to retirement program, and workforce supply will be impacted by these
forthcoming retirements.

The younger profile of the Lockyer Valley, Ipswich, Scenic Rim & Somerset; Central Queensland; and North Queensland regions presents an opportunity to increase the age diversity of the disability workforce with some targeted marketing at those age groups. This may also have an effect in neighbouring regions as these workers may be willing to travel for work.

The diversity of the workforce may be impacted by the imbalance of women and men

There is a noticeable difference in the gender split in Queensland, with over 59,411 more women than men. This is unusual, as typically the gender split is around 50/50. This gender inequity (more women than men) can be observed in all the NDIS regions except Central Queensland, Far North Queensland, and Whitsunday, Isaac, Mackay regions.

The disparity in the gender profile of the state is even more apparent when broken down by age – there are more males under 20 years, but more women over 25 years. This pattern is can be seen all NDIS regions except Central Queensland and Whitsunday, Isaac, Mackay region, which has more males under 74 years and Far North Queensland has more males under 25 years and between 50 to 85 years. This could have a serious impact on the aim of increasing the diversity of the disability workforce, which is an expressed goal by most participants and service providers. Women in this age group may also be more likely to leave the workforce or seek part time work.
The proportion of Aboriginal and Torres Strait Islander peoples varies significantly across the NDIS regions

Around 186,500 people, or 4% of the population in Queensland identify as Aboriginal and/or Torres Strait Islander, however every NDIS region except South East Queensland has a population of Aboriginal and/or Torres Strait Islander people above that rate. Far North Queensland NDIS region has the largest Aboriginal and Torres Strait Islander population (15.2%) followed by North Queensland (9.8%). Since Aboriginal and/or Torres Strait Islander people have been identified as key NDIS workforce target populations, and Queensland has a significant population in the geographically dispersed North of the state it will be important to investigate engagement of these groups as a potential workforce cohort. This will have an added bonus of increasing the diversity of the personal care workforce, with increased levels of cultural safety for Aboriginal and/or Torres Strait Islander participants.

The culturally and linguistically diverse population is a significant source of potential workers

At the time of the 2016 Census, Queensland had 1,015,876 persons who stated they were born overseas (21.6% of the population). People from culturally and linguistically diverse backgrounds have been identified as key NDIS workforce target populations, and South-East Queensland has the largest number of persons born overseas, at 777,181 or 26.3% of the population (4.7% more than Queensland overall). 2.2% of the population in South East Queensland, and 2.1% in Far North Queensland state that they cannot speak English at all, or not well, which is 0.4% higher than Queensland overall. This will need to be considered for job attraction strategies for this cohort.

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017
This represents a significant opportunity to design marketing and job attraction strategies to this cohort to increase the diversity of the workforce and match the cultural and linguistic composition of the regions.

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017
WHO WORKS IN THE DISABILITY SECTOR?

For the purpose of this profile and identifying key disability occupations at the Queensland NDIS regional level, core community service occupations have been identified using the ANZCO Standard Classification of Occupations Major Group 4, and Australian Bureau of Statistics (ABS) 2016 occupation data. These core occupations give a preliminary scope of the community services workforce most likely to comprise future employment growth because of the NDIS. The core occupations are:

- Aged and disabled carers
- Occupational therapists
- Physiotherapists
- Speech professionals and audiologists

This covers the allied health occupations, and the only other occupational group that can be clearly identified as relating to disability (aged and disabled carers). It is important to note that it is not known what proportion of people in these occupations actually work within disability, or across other sectors, so these numbers should be considered indicative only.

Across Queensland people identifying in the 2016 Census as aged and disabled carers are the largest of the disability related occupations, by a significant margin – with nearly 6 times as many workers as the next largest occupation (physiotherapy).

The Queensland Market Position Statement, May 2016 indicates that there were 13,550 - 16,550 full time or equivalent (FTE) staff already in the Queensland NDIS workforce. 32,505 people identified in the chosen occupations in the Census, which suggests that around 42 - 51% of the Census identified workers that are actually involved in disability work, rather than aged care. This varies across the regions as
discussed in each local workforce profile and should only be considered as a broad indication of the split of work in this group across disability and aged care. It is likely that in areas with a relatively older population this proportion will be skewed more towards aged care workers.

Across all the sub-regions aged and disabled carers are the largest occupation, but there is some variation in physiotherapist numbers, with South-East Queensland having the bulk of physiotherapist numbers at 3,155. The smallest number of non personal-care Allied Health workers is in Whitsunday, Isaac and Mackay.

Audiologists and speech pathologists/therapists are the smallest cohort – except in Central Queensland, Bundaberg & Wide Bay Burnett, and Lockyer Valley, Ipswich, Scenic Rim & Somerset regions, which will need to be compared to forecasted demand to determine whether this may have a detrimental impact for service provision to people with a disability in the region.
Workload variations in Allied Health

As a broad indication of the demand placed on workers the following graph shows the number of workers in disability related occupations, per 100,000 population.
Even though not everyone in the state will require the services of a worker in one of these occupations, it is interesting to note that there will be one aged and disabled carer per about 200 people, one physiotherapist per about 1,000 people, one occupational therapist per about 2,000 and one speech professional per 2,500 people in Queensland overall. A comparative analysis of the demand for each of these services could provide an indication of the workforce development required for each – for example if actual demand for audiologists and speech pathologists/therapists is higher than that for occupational therapists the current number may not be able to deliver effective services without either capacity or capability improvement.

The graphs below show this measure for the NDIS regions compared to the overall Queensland rate. This gives a picture of the differential demand placed on workers in disability related occupations in the Queensland NDIS regions compared with the overall Queensland average pattern.

As expected due to the age profiles of the NDIS regions, Bundaberg & Wide Bay Burnett has the largest rate of aged and disabled carers and has 327 more aged and disabled carers per 100,000 population than Queensland overall, followed by the South West Queensland (164 more than the overall state rate).

Whitsunday, Isaac & Mackay, Bundaberg & Wide Bay Burnett, Lockyer Valley, Ipswich, Scenic Rim & Somerset, and Far North Queensland are comparatively under supplied with allied health professionals, which could present a real risk in providing disability services in those areas. The Whitsunday, Isaac and Mackay region is comparably underrepresented in aged and disabled carers.
WORKFORCE DEMAND

According to the NDIS Market Position Statement – Queensland, participant numbers will grow to 91,000 by 2019 in Queensland. This will necessitate an increase in the workforce needed to support them.

The National Disability Insurance Agency (NDIA) has calculated workforce projections which will be used in this report. The NDIA has provided a low and a high FTE workforce projection for Queensland. The additional workforce numbers have been proportionally assigned to the NDIS regions as in the following table. A calculation has also been performed to show what the total growth in number of workers would be if the current average hours per week of 20.5 (as reported by Workforce Wizard users in the December 2017 quarter) remains.

<table>
<thead>
<tr>
<th>Region</th>
<th>NDIA Low Projection</th>
<th></th>
<th>NDIA High Projection</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>FTE</td>
<td>20.5 hrs/week</td>
<td>FTE</td>
<td>20.5 hrs/week</td>
</tr>
<tr>
<td>Central Queensland</td>
<td>850</td>
<td>1,576</td>
<td>1,000</td>
<td>1,854</td>
</tr>
<tr>
<td>Far North Queensland</td>
<td>950</td>
<td>1,761</td>
<td>1,150</td>
<td>2,132</td>
</tr>
<tr>
<td>Lockyer Valley, Ipswich, Scenic Rim &amp; Somerset</td>
<td>1,450</td>
<td>2,688</td>
<td>1,750</td>
<td>3,244</td>
</tr>
<tr>
<td>Whitsunday, Isaac, Mackay</td>
<td>550</td>
<td>1,020</td>
<td>650</td>
<td>1,205</td>
</tr>
<tr>
<td>North Queensland</td>
<td>800</td>
<td>1,483</td>
<td>950</td>
<td>1,761</td>
</tr>
<tr>
<td>South East Queensland</td>
<td>8,550</td>
<td>15,849</td>
<td>10,600</td>
<td>19,649</td>
</tr>
<tr>
<td>South West Queensland</td>
<td>900</td>
<td>1,668</td>
<td>1,100</td>
<td>2,039</td>
</tr>
<tr>
<td>Bundaberg &amp; Wide Bay Burnett</td>
<td>1,850</td>
<td>3,429</td>
<td>2,200</td>
<td>4,078</td>
</tr>
<tr>
<td><strong>Overall State</strong></td>
<td><strong>15,900</strong></td>
<td><strong>29,474</strong></td>
<td><strong>19,400</strong></td>
<td><strong>35,962</strong></td>
</tr>
</tbody>
</table>

This could mean that at the highest projection rates, nearly 36,000 new workers need to be found for the NDIS in Queensland. This is a substantial workforce demand, requiring significant attraction, retention and capability development work to be undertaken to meet the targets of regional workforce plans as well.
HOW CAN WE SUPPLY THE WORKFORCE?

Part time workforce utilisation

In 2016 there were 17,747 part time workers in Queensland in the selected occupations, of whom the majority are aged and disabled carers (14,901). Some NDIS sites have explored the idea that some of the increase in FTE could be absorbed by extending the hours of existing part time support workers. According to Workforce Wizard data, the Queensland care workforce averages 20.5 hours per week - as a basic calculation, assuming an average 38 hour full time work week - that means there may be an extra 8,173 FTE available within the part time aged and disabled care workforce in Queensland, which would not be able to meet even the lowest workforce demand projection made by the NDIA (15,900 FTE).

Workforce Wizard data also states that 75.4% of the Queensland workforce are female, and 47.5% are over 45 years. Traditionally females are more likely to seek part time work and it may therefore be difficult to engage this group in extending their work hours. Additionally, the work can be physically demanding, so an older workforce may be particularly reluctant to take on the burden of extra work. It may also be challenging to extend the hours of the older age groups who may be in transition to retirement. This also assumes that every part time aged and disabled carer is working within disability, which is unlikely to be the case. Demand for disability support is highest at certain times of day, which means that extra hours of support may be in demand at peak times when current workers are already fully deployed.

\[\text{Calculated as: 17.5 hours per week unused time} \times 17,747 \text{ part time workers} = 310,572.5 \text{ extra hours.}\]
\[\text{310,572.5 \div 38 \text{ hours per week} = 8,173 Full Time Equivalents.}\]
Even though current part time workers can help to fill the gap where there are opportunities to extend working hours, they would not meet more than half of the lowest expected demand.

**Casual workers**

Workforce Wizard data states that nearly half of the Queensland workforce are casual (49.4%). This may be reflective of provider caution to recruit until service demand is known, and using casual employees to fill employment gaps. Again, it is risky to assume that these casual employees will want to transition to full time work, or have the appropriate skill sets to fill the roles required.

For both casual and part time workers there may be cross employment, meaning that one worker could potentially appear (for example) as a part time worker in two organisations, and a casual worker in a third. This would artificially inflate the employment numbers within the sector, and could also give a false view of part time/full time/casual employment.

**Unemployed people**

As at September 2017 there were 156,310 unemployed people in Queensland with an overall unemployment rate of 6.2%. Given that training and qualifications have been reported as not being as important to recruitment as the correct attitudes, aptitudes and values, this cohort could be a valuable target group for recruitment.
GRADUATES IN DISABILITY AND ALLIED HEALTH RELATED QUALIFICATIONS

Industry intelligence suggests that training and qualifications are only a part of the match of an employee to the disability sector. Due to the significant interpersonal nature of the work some organisations may be more likely to seek certain aptitudes, attributes, attitudes, values and capabilities in new entrants than formal qualifications.

In 2017 there were 17,227 enrolments into disability related qualifications in Queensland. Of them 82% were enrolled into Certificate III in Individual Support, which superseded Certificate III in Disability in late 2015. Given the forecast growth in disability related occupations in the state may be as high as 19,400 new workers, this level of training supply will not be sufficient to meet the demand for new NDIS workers.

VET Enrolments in Queensland - 2017

Please note that in the following enrolment data, the Brisbane South, North, West, East & Inner City and Moreton Bay South & North ABS statistical area 4 (SA4) regions have been combined.
Disability Certificates in Disability

At Certificate III level, this qualification addresses work in the community and/or residential facilities under direct or regular supervision within clearly defined organisation guidelines and service plans. Under the new Certificate III in Individual Support, graduates may choose a pathway to aged care, so enrolment numbers may not reflect expected numbers of disability workers.

At Certificate IV level, this qualification addresses work in residential group homes, training resource centres, day respite centres and open employment services, other community settings and clients' homes.
These are the core qualifications for disability support roles. Enrolment in both qualifications increased significantly between 2016-2017 across most regions, suggesting that these qualifications are accessible and desirable.

Despite the projected growth of both population and service demand on the Gold Coast, it has the fourth highest numbers of enrolments in both qualifications across the state. This may impact service delivery in this area. The Queensland – Outback region has had no enrolments in the Certificate IV, likely reflecting a lack of access to training for this qualification, but highlighting a potential skill gap at this higher level in a region already impacted by the attraction, recruitment and development challenges associated with remoteness.

**Allied Health**

Allied health assistance qualifications cover workers who provide assistance to allied health professionals, including therapeutic and program related support. This work must be under the guidance of an allied health professional; however, supervision may be direct, indirect or remote, and must occur within organisational requirements. The worker is required to identify client circumstances that need additional input from the allied health professional.
Allied health assistants are more common in aged care and hospital settings, although the increased demand for allied health services predicted under the NDIS may create the demand for these roles in the disability sector. Enrolments in the Certificate III level are relatively low and inconsistent across regions, with around half of the SA4 regions having low, zero, or decreasing numbers. The Certificate IV level has more enrolments and is increasing everywhere except in the Queensland - Outback region. Consideration could be given to developing these graduates as potential employees in future roles that arise in the disability workforce.

**Mental Health**

This qualification covers workers who provide a range of community services focusing on:

- Rehabilitation and support for people affected by mental illness and psychiatric disability;
- Implementing community based activities focusing on mental health, mental illness and psychiatric disability; and
- Mental health promotion work.

Work may focus on engaging people with mental illness in community participation, prevention of relapse, and the promotion of recovery through programs such as residential rehabilitation, work in clinical settings, home based outreach and centre-based programs delivered by community based non-government organisations. This work may also involve supported employment and programmed respite care.
Enrolment numbers have increased or remain the same over this time period in all regions in the Queensland except Townsville, Ipswich and Mackay. Supply for mental health workers could be sufficient, given this increase in popularity for this qualification, but more work will need to be done in identifying the demand for newly qualified mental health workers to see if this supply can provide the workers needed. Peer workers and workers with lived experience is an emerging area of focus within mental health services, which may be a concurrent source of workforce supply to be explored within these regions. There may also be some cross-sector demand for workers in mental health from domestic violence or alcohol and other drugs services for example.
HIGHER EDUCATION QUALIFICATIONS

The most popular allied health qualification is physiotherapy, but enrolments in occupational therapy have almost matched it for the last three years. Enrolments in speech pathology have remained relatively constant. The popularity of the allied health qualifications is encouraging for the development of a disability workforce and presents an opportunity to market this sector as one for consideration for allied health students. It may also be possible to attract enrolled students to perform part time personal support work as a complement to their studies.

Source: Selected Higher Education Statistics, Department of Education

Professional Registrations

Number of registered Occupational Therapists by practice setting in Queensland

Source: Selected Higher Education Statistics, Department of Education
Across both hospital and non-hospital settings occupational therapist numbers are increasing. Physiotherapist numbers are increasing in the non-hospital setting but have remained relatively static in the hospital setting from 2014 to 2015. This may need to be considered in workforce plans for the state if the trends continue, and in individual planning of the each NDIS region. The increase in numbers of registered allied health professionals is encouraging considering the increasing number of allied health students who will be seeking professional supervision and mentoring.

IS THIS ENOUGH TO MEET PROJECTED DEMAND?

Workforce projections from NDIA put the minimum number of full-time workers who need to be newly recruited into disability services in the Queensland NDIS regions at 15,900, and by considering the number of new part-time and casual workers the maximum headcount could be nearly 36,000. The report above has discussed some potential sources of new workers in the area.

If it were possible to leverage the underutilised part time workforce, and if all currently VET enrolled students chose to stay within the South East Queensland NDIS region and work in disability services, this would meet around three quarters of the minimum demand projection.

This is a highly unlikely scenario. Strategies that focus on extending working hours, and retention of current students could contribute in a small way to closing the demand/supply gap, but there will need to be a significant focus on recruitment - with the caveat that this cannot disadvantage the NDIS rollout across the state (i.e. aiming to recruit from other geographical areas just displaces the problem rather than solves it).

For further discussion of strategies and activities being developed and rolled out in the region, please see the individual NDIS regions workforce plans, available on workabilityqld.org.au.
Data Notes

Australian Bureau of Statistics Census Data
The most recent Census of Population and Housing was conducted on 9 August 2016. The previous Census of Population and Housing, 2011 has also been used, as some categories in the 2016 Census have not been released yet.

State Training Agency Clearinghouse Database
STAC Data
• Some students will have not given adequate address details to map them to a region
• Students with overseas or residential addresses outside of Queensland do not map to a region, these students will be mapped to Unknown/Interstate.

Health Workforce Data
The most recent health professional registrations reported is 2015.

Higher Education Data
The most recent higher education data available is 2016.
APPENDIX

In this section we provide the NDIS regional breakdown of individual measures used in the formation of this profile. Included is an infographic for each NDIS region with comparison to the overall state.

Queensland NDIS Regional results on individual measures

**Estimated resident population 2016**

<table>
<thead>
<tr>
<th>Region</th>
<th>Population 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>South East Queensland</td>
<td></td>
</tr>
<tr>
<td>Lockyer Valley, Ipswich, Scenic Rim &amp; Somerset</td>
<td></td>
</tr>
<tr>
<td>Far North Queensland</td>
<td></td>
</tr>
<tr>
<td>South West Queensland</td>
<td></td>
</tr>
<tr>
<td>North Queensland</td>
<td></td>
</tr>
<tr>
<td>Bundaberg &amp; Wide Bay Burnett</td>
<td></td>
</tr>
<tr>
<td>Central Queensland</td>
<td></td>
</tr>
<tr>
<td>Whitsunday, Isaac &amp; Mackay</td>
<td></td>
</tr>
</tbody>
</table>

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017
Queensland Workforce Profile

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017

Percentage of population over 65 years of age

- Bundaberg & Wide Bay Burnett: 24.4%
- South West Queensland: 17.9%
- Queensland: 15.3%
- South East Queensland: 15.0%
- Far North Queensland: 14.5%
- Lockyer Valley, Ipswich, Scenic Rim & Somerset: 13.4%
- Central Queensland: 13.3%
- North Queensland: 13.1%
- Whitsunday, Isaac & Mackay: 12.5%

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017
Queensland Workforce Profile

**Median Age**

- Bundaberg & Wide Bay Burnett: 46
- South West Queensland: 39
- Far North Queensland: 38
- South East Queensland: 37
- Whitsunday, Isaac & Mackay: 37
- Queensland: 37
- Central Queensland: 36
- North Queensland: 35
- Lockyer Valley, Ipswich, Scenic Rim & Somerset: 35

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017

**Percentage of population identifying as Aboriginal and/or Torres Strait Islander**

- Far North Queensland: 15.2
- North Queensland: 9.8
- Central Queensland: 5.8
- South West Queensland: 5.0
- Whitsunday, Isaac & Mackay: 4.9
- Bundaberg & Wide Bay Burnett: 4.9
- Lockyer Valley, Ipswich, Scenic Rim & Somerset: 4.1
- Queensland: 4.0
- South East Queensland: 2.0

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017
Queensland Workforce Profile

Percentage of population born overseas

- South East Queensland: 26.3%
- Queensland: 21.6%
- Far North Queensland: 17.8%
- Lockyer Valley, Ipswich, Scenic Rim & Somerset: 17.7%
- North Queensland: 12.5%
- Bundaberg & Wide Bay Burnett: 12.3%
- Whitsunday, Isaac & Mackay: 12.2%
- Central Queensland: 10.8%
- South West Queensland: 10.2%

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017
Central Queensland region results on individual measures

**Age distribution**

![Age distribution chart](chart1.png)

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017

**Age distribution by gender**

![Age distribution by gender chart](chart2.png)

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017
Queensland Workforce Profile

Number of Professional Registrations by practice setting

![Bar charts showing the number of professional registrations for Occupational Therapists and Physiotherapists by practice setting (Hospital and Non-Hospital) over the years 2013, 2014, and 2015.](http://data.hwa.gov.au/webapi)

Far North Queensland region results on individual measures

Age distribution

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017

Age distribution by gender

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017
Queensland Workforce Profile

Number of Professional Registrations by practice setting

Lockyer Valley, Ipswich, Scenic Rim & Somerset region results on individual measures

Age distribution

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017

Age distribution by gender

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017
Queensland Workforce Profile

Number of Professional Registrations by practice setting

![Bar charts showing the number of professional registrations by practice setting for Occupational Therapists and Physiotherapists from 2013 to 2015.](http://data.hwa.gov.au/webapi)

Queensland Workforce Profile

Whitsunday, Isaac, Mackay region results on individual measures

**Age distribution**

![Age distribution chart](image)

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017

**Age distribution by gender**

![Age distribution by gender chart](image)

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017
Queensland Workforce Profile

Number of Professional Registrations by practice setting

### Occupational Therapists

- **Hospital**
- **Non-Hospital**

Year:
- 2013
- 2014
- 2015

### Physiotherapists

- **Hospital**
- **Non-Hospital**

Year:
- 2013
- 2014
- 2015

North Queensland region results on individual measures

Age distribution

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017

Age distribution by gender

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017
Queensland Workforce Profile

Number of Professional Registrations by practice setting

Occupational Therapists

Physiotherapists

South East Queensland region results on individual measures

Age distribution

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017

Age distribution by gender

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017
Queensland Workforce Profile

Number of Professional Registrations by practice setting

![Bar chart showing number of occupational therapists and physiotherapists registered in hospital and non-hospital settings from 2013 to 2015.](http://data.hwa.gov.au/webapi)

South West Queensland region results on individual measures

Age distribution

Age distribution by gender

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017
Queensland Workforce Profile

Number of Professional Registrations by practice setting

Queensland Workforce Profile

Bundaberg & Wide Bay Burnett region results on individual measures

Age distribution

![Age distribution chart](chart1.png)

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017

Age distribution by gender

![Age distribution by gender chart](chart2.png)

Source: ABS, Census of Population and Housing, 2016, Extracted on 4 July 2017
Queensland Workforce Profile

Number of Professional Registrations by practice setting
