



Employment Region Labour Market Dashboards: Data Sources and Quality

September 2023

Data Sources and Quality

The statistics included in the Labour Market Dashboard are compiled from a range of sources, including:

- Australian Bureau of Statistics (ABS) Labour Force Survey (LFS)
- Jobs and Skills Australia (JSA) Small Area Labour Markets (SALM)
- Department of Social Services (DSS) job seeker income support payments
- JSA Internet Vacancy Index (IVI)
- ABS Census of Population and Housing

Each of these data sources is explained further below.

The sources referenced use differing geographical structures. Where required, a 'best-fit' geography concordance for each Employment Region has been used. Appendix 1 has more information about the methodology and quality of the fit.

ABS Labour Force Survey data

Employment, unemployment, unemployment rate, participation rate, youth unemployment rate, employment by industry

The Australian Bureau of Statistics' (ABS) monthly *Labour Force Survey* (LFS) statistics are based on a multi-stage area sample of approximately 24,000 private dwellings, discrete Aboriginal and Torres Strait Islander communities, and non-private dwellings (i.e., hotels, hospitals, retirement villages, etc.), resulting in a total sample of about 50,000 people.

While the LFS produces regional data, it is designed primarily to produce statistics at the national and state/territory levels. Accordingly, the regional data in the LFS have relatively small sample sizes, and the sample isn't designed to produce estimates of a consistent quality for all regions.

The ABS advises that analysis of regional labour force estimates should typically be based on annual averages, which are important for understanding the state of the labour market and providing medium and long-term signals. Annual averages do not however accurately or quickly detect turning points in regional data during periods of significant change (such as during the COVID-19 pandemic). Accordingly, in order to reduce the degree of volatility

present in the original estimates, while still maintaining a reasonable level of responsiveness to turning points, the Employment Region data are presented as a 6-month average. It is worth noting that while a 6-month average of original estimates may lessen the monthly volatility present in the original SA4 estimates, they are still subject to significant variation and should still be viewed with considerable caution.

LFS statistics are classified using the Australian Statistical Geography Standard (ASGS). ABS monthly regional LFS statistics are produced for Statistical Area Level 4 (SA4) regions, as defined by the ASGS (except for data for Western Australia – Outback (North and South), which is comprised of two SA4s). Data for Australia’s 51 Employment Regions are derived by best-fit proxy from the 87 SA4s for which LFS data are published by ABS. Further information is provided in Appendix 1, which includes a rating of the reliability of the best-fit proxy approach. For more information, see the [LFS methodology](#) on the ABS website.

Small Area Labour Markets (SALM) data

LGA unemployment rates

The *Small Area Labour Markets* (SALM) dataset is compiled by Jobs and Skills Australia. SALM data are synthetic estimates (i.e. they are derived estimates, rather than directly obtained from a survey for example), which bring together:

- the level of unemployment at the SA4 level, as published by the ABS.
- JobSeeker and Youth Allowance (other) beneficiaries at the SA2 level.
- and Census participation rate data at the SA2 or SA3 level.

These are used to produce estimates of unemployment and the unemployment rate at the SA2 level (from the 2016 ASGS). SA2 estimates are then apportioned to the LGA level using population weights based on the latest available 2021 SA2 to LGA concordance from the ABS. It should be noted that because the LGA boundary structure does not match the ER structure, some LGAs fall in more than one ER. SALM estimates are also used to produce unemployment and labour force data for the six [additional labour market dashboards](#).

Due to the high level of disaggregation involved (there are around 540 LGAs) these data can exhibit significant variability and should be interpreted with caution. The smoothed SALM series is created by applying an average to four quarters of unsmoothed data. This means that changes in the smoothed SALM series will lag actual changes in labour market conditions. For more information, see the [SALM](#) pages on the JSA website.

Department of Social Services job seeker income support payments

Due to the cessation of jobactive and the commencement of Workforce Australia, caseload data are temporarily unavailable. Consequently, jobactive caseload data have been removed from the Employment Region Labour Market Dashboards and replaced with Department of Social Services (DSS) job seeker income support payments data. The job seeker income support payments (JobSeeker and Youth Allowance (other) payments) data are compiled by DSS using Services Australia administrative data. As of the August 2023 release, the dashboards now use expanded DSS data with a changed population. The reporting population for income support payments has expanded to include those who are suspended from payment, and those who are current, but on zero rate of payment for JobSeeker payments and those who are suspended from payment for Youth Allowance. In addition,

with the change in population, the length of the time series that DSS publish on data.gov.au is not as long. Data are available from March 2020.

Note that the job seeker income support data is not the same as the caseload data previously included, as some people in receipt of job seeker income support are not receiving employment services and are not on the caseload.

Main unemployment income support payments

Unemployment payments ([JobSeeker and Youth Allowance \(other\)](#)) are the primary income support payments for working-age Australians (aged 16 and over and under the Age Pension qualifying age) who are looking for work, engaged in activities that will help them find work, or earning under the income and assets threshold. Individuals receiving these payments are required to be looking for work or be engaged in activities that will help them to find work (such as volunteering or training) unless they have a partial capacity to work.¹

Data for other income support payment recipients, such as those on Parenting payments, have not been included in the dashboards. More information on the main job seeker income support payments is outlined below.

JobSeeker Payment

The JobSeeker Payment is the main income support payment for recipients aged between 22 years and the pension age (the minimum qualifying age for Age Pension), who have capacity to work now or in the near future. The JobSeeker payment is available to people who are either looking for work, are temporarily unable to work or study because of an injury or illness, or are bereaved partners in the period immediately following the death of their partner, subject to meeting eligibility requirements.

From 20 March 2020, the JobSeeker Payment replaced Newstart Allowance as the main income support payment for recipients aged between 22 years to Age Pension qualification age who have capacity to work. Existing Newstart Allowance recipients at this date were transitioned to JobSeeker Payment.²

Youth Allowance (other)

Youth Allowance (other) is the primary income support payment for people aged 16–21 years who are seeking or preparing for paid employment (note that very few 15 year olds also receive this payment). To qualify for Youth Allowance (other) a person must be unemployed, aged 16-21, and either looking for work or combining part-time study with job search, undertaking any other approved activity, or temporarily incapacitated for work or study.³

Income support payment data in the labour market dashboards

Three main indicators are derived from the job seeker income support data and are included in the labour market dashboards:

- Total number of persons on job seeker income support payments time series since March 2020

¹ Source: Australian Institute of Health and Welfare, Unemployment and parenting income support payments report, 16 September 2021, available at the link [here](#).

² Source: Department of Social Services, JobSeeker Payment information available at the link [here](#).

³ Source: Services Australia, 'Youth Allowance for job seekers - who can get it?' available at the link [here](#).

- Change over the year for the total number of persons on job seeker income support by ER, state/territory and national.
- Total number of persons on job seeker income support and the proportion of the working age population (15-64 year olds) on job seeker income support.

Note that data for recipients' duration on job seeker income support payments are not available at the regional level and are therefore not included in the labour market dashboards.

For Employment Regions

The income support data are available at the Statistical Area 2 (SA2) level and use the 2016 and 2021 (for June 2023 onwards) Australian Statistical Geography Standard (ASGS) structure. An SA2 to ER concordance has been used to convert the SA2 income support data to its respective Employment Region. An ASGS 2021 to ASGS 2016 concordance has been used to convert the June 2023 and onwards data into the same statistical geography.

Data caveats

In order to protect individuals' privacy, all data at the SA2 level have been rounded to the nearest '5' and identified populations between 1 and 7 at the SA2 level have been rounded to '5' for recipients on job seeker income support payments. Aggregated SA2 to ER data should therefore be viewed with some caution as the effects of rounding are compounded, however minimal.

Proportion of population on income support

One of the dashboard tables contains the indicator "the proportion of the working age population (15-64 year olds) on job seeker income support".

Australian Bureau of Statistics (ABS) Regional Population by Age and Sex figures for June 2021 (latest available) have been used to estimate the size of the working age population. Regional population data are only provided at the SA2 level in standard five year age groups. This means the denominator in the proportion:

- includes the 15 year old population (of whom very few receive Youth Allowance (other)); and
- excludes those aged 65, and 66 years old (some of whom fall below the age pension qualifying age).

Due to these constraints with data availability, the indicator is not a perfect match and should be used with caution.

For more information on income support payments

Jobseeker income support payment data are updated and released monthly and are sourced from publicly available data on the Australian Government data.gov.au website - [JobSeeker Payment and Youth Allowance recipients](#) – monthly profiles.

Internet Vacancy Index (IVI)

The monthly Internet Vacancy Index (IVI) is compiled by Jobs and Skills Australia. The IVI is based on a count of online job advertisements newly lodged on SEEK, CareerOne and Australian JobSearch during the month. Duplicate advertisements are removed before the IVI job advertisements are coded to occupations based on the Australian and New Zealand

Standard Classification of Occupations (ANZSCO). The IVI is based on administrative data, and as a result, is not affected by the sampling error present in survey-based data.

The IVI does not reflect the total number of job advertisements in the labour market as it does not include jobs advertised through other online job boards, employer websites, or in newspapers. Nor does it take account of vacancies filled using informal methods such as word of mouth.

The IVI also does not take account of multiple positions being advertised in a single job advertisement. In addition, Jobs and Skills Australia research shows that around one fifth of vacancies are not advertised, with employers instead using informal networks, or selecting from job seekers who have directly approached them about job opportunities. These unadvertised vacancies tend to be more common for lower skilled positions, meaning the IVI has a slight bias to higher skilled occupations.

For more information, see the [Vacancy report \(IVI\)](#) on jobsandskills.gov.au. For more information on the IVI methodology used in the dashboards see the Internet Vacancy Index (IVI) Regions section below.

ABS 2021 Census of Population and Housing

The Census is the best source of detailed data and can provide useful benchmarks at the regional level. However, the information may be dated as it relates to a single point in time (August 2021). Census data are used to derive the largest employing industry estimates for the six [Additional labour market dashboards](#).

For more information see the [ABS Census homepage](#).

Labour market data: geographical structures

Employment Regions

Employment Regions are used by the Department of Employment and Workplace Relations for the management of employment services programs. Note that Employment Regions do not cover the whole of Australia, with most remote areas located outside of the Employment Region structure.

Caseload data produced by the Department are available at the Employment Region level, however, this structure is not generally used in other data collections. Most data sources used in the regional labour market dashboards are not available by Employment Region. As a result, best-fit geography concordances have been used.

The Australian Statistical Geography Standard (ASGS)

The Australian Bureau of Statistics (ABS) reports key labour statistics using ASGS structures. More information about the ASGS is available [here](#).

The ASGS provides a consistent framework to define boundaries that are broadly based on the concept of a functional area (an area within which people commute or travel to access services). It has five key levels, which in the 2021 ASGS (used in the 2021 Census) consisted of:

- The basic building block, or 368,286 Mesh Blocks covering every part of the country
- Mesh blocks combine to make up the 61,845 Statistical Area Level 1 level (SA1) regions
- SA1s aggregate to 2,473 Statistical Area Level 2 (SA2) regions
- SA2s aggregate to 359 Statistical Area Level 3 (SA3) regions
- SA3s aggregate to 108 Statistical Area Level 4 (SA4) regions
- SA4s combine to cover all Australian states and territories.

The hierarchy above covers all of Australia without gaps or overlaps, and also includes a number of “non-geographic” codes to take account of situations including offshore areas, or people who do not have a usual address.

Labour market data produced by the ABS are mainly available at the SA4 level. The population of an SA4 is usually greater than 100,000 persons (and can be over 500,000 for some metropolitan areas).

Local Government Areas (LGAs)

Local Government Areas (LGAs) approximate gazetted local government boundaries, as defined by state and territory local government departments. There are around 540 LGAs in Australia, as well as a number of unincorporated areas that are not part of any LGA (the largest by far in population terms being the Australian Capital Territory – most other unincorporated areas are remote areas with very small populations).

LGAs are not part of the main ASGS structure and do not always align well with the boundaries used in the ASGS. Data available at this level are therefore limited. An approximate LGA to Employment Region concordance is included (see Concordance Table 2), please bear in mind that this is an approximate concordance, and that the combination of LGAs listed for an ER, when grouped together, may not exactly match the boundaries of that ER.

Internet Vacancy Index (IVI)

From the August 2022 Labour Market Dashboard release, there has been an update to the way Internet Vacancy Index (IVI) data are calculated for the regional Labour Market Dashboards.

The IVI data collection uses a unique geographical boundary structure for its 37 best fit regions (compared with 51 Employment Regions).

Dashboards up to July 2022

Previously, a 'best-fit' proxy approach was used to match IVI Regions to Employment Regions. Some Employment Regions and IVI Regions match neatly without overlap. Where the Employment Region spans across multiple IVI Regions, the IVI Region with the highest proportion of the population was used as the proxy. For capital cities, a single IVI metropolitan region was used.

From August 2022 onwards

A concordance between IVI Regions and Employment Regions has been developed using place of work data at the SA2 level. The result is that IVI job advertisements for each of the Employment Regions are now more accurately apportioned from the IVI Regions in which they are geographically situated.

Place of work data has been used (rather than residential population counts, or spatial distributions) as it was determined that this was most likely to reflect the location of businesses within an IVI Region, and therefore where the IVI job advertisements were most likely to be located within the region.

Note: The IVI Region to Employment Region concordance apportions job advertisement data under the assumption that its distribution is closely related to the distribution of where people work within an IVI Region. While this is likely true across all job advertisements, it may vary significantly by occupation. Accordingly, estimates of the number of job advertisements by occupation in Employment Regions that are not a good fit with an IVI Region should be viewed with caution.

A note for users

The change in methodology applied in the August 2022 dashboards does not impact IVI data for Australia and at the state/territory levels.

For Employment Regions, the total number of jobs advertised from the IVI data may be quite different compared with previous months' dashboards. This is particularly the case for Employment Regions in the capital cities; and Employment Regions which previously did not align well with the unique IVI Regions.

Employment Regions in the capital cities

We previously used one IVI Region to represent all of the Employment Regions in that city.

- For example, the four Sydney metropolitan Employment Regions (Sydney East Metro; Sydney Greater West; Sydney North and West; and Sydney South West) were all represented by one IVI Region, in this case the Sydney IVI Region.
- This approach was used for the five largest capital cities (Sydney, Melbourne, Brisbane, Adelaide and Perth).

As we now have a methodology to break down the metropolitan IVI Regions into much smaller areas that better align with each of the Employment Regions, the number of job advertisements will naturally be much smaller.

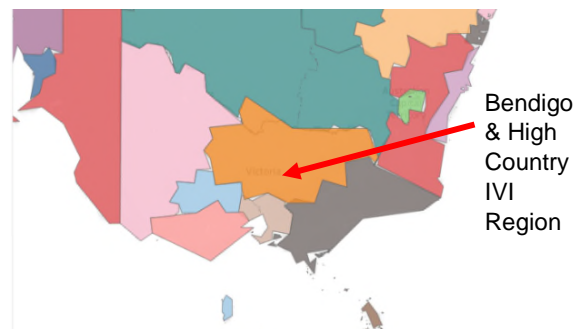
Employment Regions which previously did not align well with the unique IVI Regions

IVI Regions are generally much larger than Employment Regions. For some Employment Regions, the IVI region was a good proxy, but for others it was less accurate, particularly as large towns may have been included in one region and not the other.

For example, the IVI Bendigo and High Country Region is quite large and includes Bendigo, Shepparton and Wangaratta.

Source: The Regional Australia Institute [Interactive map of IVI data](https://www.regionalaustralia.org.au/Web/Web/Toolkits-Indexes/Regional-Jobs-Vacancy-Map.aspx?hkey=6064557e-b227-42a4-b111-687fb40f56eb)
interactive map

(<https://www.regionalaustralia.org.au/Web/Web/Toolkits-Indexes/Regional-Jobs-Vacancy-Map.aspx?hkey=6064557e-b227-42a4-b111-687fb40f56eb>)



The Bendigo Employment Region is much smaller and doesn't include Shepparton and Wangaratta (these are in the neighbouring Goulburn Murray Employment Region).

Source: Labour Market Insights (LMI) Employment Regions tab
(<https://labourmarketinsights.gov.au/regions/employment-regions/>)



How to interpret the data

Focus on the trends and types of jobs/opportunities available. In most cases,

- The time series trend in the IVI chart has remained the same or is very similar.
- The top 8 occupations listed in the table “Online job advertisements by occupation” are also generally similar, though the order may have changed and the number of job ads is smaller.
 - For a few regions, the list of occupations has changed noticeably. The new occupation list is a more accurate reflection of the jobs being advertised in the area.
- The Skill Level distribution is generally similar.

Labour markets are fluid and don't always abide by the regional boundaries we impose and people are mobile and may work in a neighbouring IVI Region, especially in metro areas. There may also be large towns nearby that fall within a different Employment Region. You may wish to look at dashboards for neighbouring Employment Regions to understand the local context and assess the job opportunities available.

Note that the top 8 occupations data for each Employment Region is a 3-month average of original (raw) data; data for Australia, states/territories and total job ads for an Employment Region is seasonally adjusted. This means that there can be seasonal volatility in the occupations shown for each Employment Region (e.g. job ads for retail assistants are typically higher in the lead up to Christmas).

For any questions, please contact RegionalWorkforceAssessment@jobsandskills.gov.au.

Concordance tables

The following concordance tables are included in this document:

- Concordance Table 1: SA4s to Employment Regions (including the ABS Quality Indicator)
- Concordance Table 2: Local Government Areas (LGAs) within Employment Regions

Concordance Table 1: SA4s to Employment Regions

The tables below use the ABS quality indicator to show the reliability of a concordance. Descriptions of the ratings are included below from the ABS.

- **Good** - this concordance will convert data to a high degree of accuracy and users can expect the converted data will reflect the actual characteristics of the geographic areas involved.
- **Acceptable** - this concordance will convert data to a reasonable degree of accuracy, though caution needs to be applied as the quality of the converted data will vary and may differ in parts from the actual characteristics of the geographic areas involved.
- **Poor** - there is a high likelihood that the concordance will not convert data accurately. Converted data should be used with caution and may not reflect the actual characteristics of many of the geographic areas involved.

New South Wales

| Employment Region Name | SA4s used to proxy | ABS Quality Indicator |
|----------------------------|--|-----------------------|
| Central West | Central West | Good |
| Far West Orana | Far West and Orana | Good |
| Hunter | Hunter Valley (exc. Newcastle) | Good |
| | Newcastle and Lake Macquarie | |
| Illawarra South Coast | Illawarra | Good |
| | Southern Highlands and Shoalhaven | |
| Mid North Coast | Coffs Harbour - Grafton | Acceptable |
| | Mid North Coast | |
| Murray Riverina | Murray | Acceptable |
| | Riverina | |
| New England and North West | New England and North West | Good |
| North Coast* | Coffs Harbour - Grafton | Poor |
| | Richmond - Tweed | |
| Sydney East Metro | Sydney - City and Inner South | Good |
| | Sydney - Eastern Suburbs | |
| | Sydney - Inner South West | |
| | Sydney - Inner West | |
| | Sydney - Sutherland | |
| Sydney Greater West | Sydney - Blacktown | Good |
| | Sydney - Outer West and Blue Mountains | |
| | Sydney - Parramatta | |
| Sydney North and West | Central Coast | Good |
| | Sydney - Baulkham Hills and Hawkesbury | |
| | Sydney - North Sydney and Hornsby | |

| Employment Region Name | SA4s used to proxy | ABS Quality Indicator |
|------------------------|---------------------------|-----------------------|
| | Sydney - Northern Beaches | |
| | Sydney - Ryde | |
| Sydney South West | Sydney - Outer South West | Acceptable |
| | Sydney - South West | |
| | Sydney - Inner South West | |

Victoria

| Employment Region Name | SA4s used to proxy | ABS Quality Indicator |
|---------------------------------------|----------------------------|-----------------------|
| Ballarat | Ballarat | Good |
| Barwon | Geelong | Good |
| Bendigo | Bendigo | Good |
| Gippsland | Latrobe - Gippsland | Good |
| Goulburn/Murray | Hume | Good |
| | Shepparton | |
| Inner Metropolitan Melbourne | Melbourne - Inner | Good |
| | Melbourne - Inner East | |
| | Melbourne - Inner South | |
| North Eastern Melbourne | Melbourne - North East | Good |
| | Melbourne - Outer East | |
| North Western Melbourne | Melbourne - North West | Good |
| South Coast of Victoria | Warrnambool and South West | Good |
| South Eastern Melbourne and Peninsula | Melbourne - South East | Good |
| | Mornington Peninsula | |
| Western Melbourne | Melbourne - West | Good |
| Wimmera Mallee | North West | Good |

Queensland

| Employment Region Name | SA4s used to proxy | ABS Quality Indicator |
|-------------------------|-----------------------------|-----------------------|
| Brisbane - South & East | Brisbane - East | Good |
| | Brisbane - South | |
| | Logan - Beaudesert | |
| Cairns | Cairns | Good |
| Darling Downs | Darling Downs - Maranoa | Good |
| | Toowoomba | |
| Fitzroy | Central Queensland | Good |
| Gold Coast | Gold Coast | Good |
| Mackay | Mackay - Isaac - Whitsunday | Good |
| Somerset | Brisbane - North | Good |
| | Brisbane Inner City | |
| | Moreton Bay - North | |
| | Moreton Bay - South | |
| Townsville | Townsville | Good |

| Employment Region Name | SA4s used to proxy | ABS Quality Indicator |
|-----------------------------|--------------------|-----------------------|
| Wide Bay and Sunshine Coast | Sunshine Coast | Good |
| | Wide Bay | |
| Wivenhoe | Brisbane - West | Good |
| | Ipswich | |

South Australia

| Employment Region Name | SA4s used to proxy | ABS Quality Indicator |
|-------------------------------|------------------------------|-----------------------|
| Adelaide North | Adelaide - North | Good |
| | Adelaide - West | |
| Adelaide South | Adelaide - Central and Hills | Good |
| | Adelaide - South | |
| Mid North SA | Barossa - Yorke - Mid North | Good |
| Murray and South East | South Australia - South East | Poor |
| North-West Country SA* | South Australia - Outback | Poor |

Western Australia

| Employment Region Name | SA4s used to proxy | ABS Quality Indicator |
|----------------------------|---|-----------------------|
| Broome* | Western Australia - Outback (North and South) | Poor |
| Esperance* | Western Australia - Outback (North and South) | Poor |
| Geraldton* | Western Australia - Outback (North and South) | Poor |
| Great Southern - Wheatbelt | Western Australia - Wheat Belt | Good |
| Kalgoorlie* | Western Australia - Outback (North and South) | Poor |
| Perth - North | Perth - Inner | Good |
| | Perth - North East | |
| | Perth - North West | |
| Perth - South | Mandurah | Good |
| | Perth - South East | |
| | Perth - South West | |
| South West WA | Bunbury | Good |

Tasmania

| Employment Region Name | SA4s used to proxy | ABS Quality Indicator |
|----------------------------------|---------------------------|-----------------------|
| Hobart and Southern Tasmania | Hobart | Good |
| | South East | |
| North and North Western Tasmania | Launceston and North East | Good |
| | West and North West | |

Northern Territory

| Employment Region Name | SA4s used to proxy | ABS Quality Indicator |
|------------------------|--------------------|-----------------------|
| Darwin | Darwin | Poor |

Australian Capital Territory

| Employment Region Name | SA4s used to proxy | ABS Quality Indicator |
|------------------------|------------------------------|-----------------------|
| Capital Region | Australian Capital Territory | Good |
| | Capital Region | |

*Dashboards for these 6 Employment Regions are constructed from data sources at the SA2 level given that the SA4s provide a poor proxy for these Employment Regions.

Concordance Table 2: Local Government Areas (LGAs) within Employment Regions

New South Wales

| Employment Region | 2021 LGA |
|-----------------------|----------------------------------|
| Capital Region | Goulburn Mulwaree (A) |
| | Hilltops (A) |
| | Queanbeyan-Palerang Regional (A) |
| | Snowy Monaro Regional (A) |
| | Unincorporated ACT |
| | Upper Lachlan Shire (A) |
| | Yass Valley (A) |
| CDP (NSW) | Bourke (A) |
| | Brewarrina (A) |
| | Central Darling (A) |
| | Cobar (A) |
| Central West | Bathurst Regional (A) |
| | Bland (A) |
| | Blayney (A) |
| | Cabonne (A) |
| | Cowra (A) |
| | Forbes (A) |
| | Lachlan (A) |
| | Lithgow (C) |
| | Mid-Western Regional (A) |
| | Oberon (A) |
| | Orange (C) |
| | Parkes (A) |
| | Warrumbungle Shire (A) |
| | Weddin (A) |
| Far West Orana | Bogan (A) |
| | Broken Hill (C) |
| | Cabonne (A) |
| | Coonamble (A) |
| | Dubbo Regional (A) |
| | Gilgandra (A) |
| | Narromine (A) |
| | Walgett (A) |
| | Warren (A) |
| | Warrumbungle Shire (A) |
| Hunter | Cessnock (C) |
| | Dungog (A) |
| | Lake Macquarie (C) |
| | Maitland (C) |

| Employment Region | 2021 LGA |
|-----------------------------------|-----------------------------------|
| | Muswellbrook (A) |
| | Newcastle (C) |
| | Port Stephens (A) |
| | Singleton (A) |
| | Upper Hunter Shire (A) |
| Illawarra South Coast | Bega Valley (A) |
| | Eurobodalla (A) |
| | Kiama (A) |
| | Shellharbour (C) |
| | Shoalhaven (C) |
| | Wingecarribee (A) |
| Wollongong (C) | |
| Mid North Coast | Bellingen (A) |
| | Kempsey (A) |
| | Mid-Coast (A) |
| | Nambucca (A) |
| | Port Macquarie-Hastings (A) |
| Murray Riverina | Albury (C) |
| | Balranald (A) |
| | Berrigan (A) |
| | Carrathool (A) |
| | Coolamon (A) |
| | Cootamundra-Gundagai Regional (A) |
| | Edward River (A) |
| | Federation (A) |
| | Greater Hume Shire (A) |
| | Griffith (C) |
| | Hay (A) |
| | Junee (A) |
| | Leeton (A) |
| | Lockhart (A) |
| | Murray River (A) |
| | Murrumbidgee (A) |
| | Narrandera (A) |
| | Snowy Valleys (A) |
| Temora (A) | |
| Wagga Wagga (C) | |
| Wentworth (C) | |
| New England and North West | Armidale Regional (A) |
| | Glen Innes Severn (A) |

| Employment Region | 2021 LGA |
|------------------------------|--------------------------|
| | Gunnedah (A) |
| | Gwydir (A) |
| | Inverell (A) |
| | Liverpool Plains (A) |
| | Moree Plains (A) |
| | Narrabri (A) |
| | Tamworth Regional (A) |
| | Tenterfield (A) |
| | Uralla (A) |
| | Walcha (A) |
| North Coast | Ballina (A) |
| | Byron (A) |
| | Clarence Valley (A) |
| | Coffs Harbour (C) |
| | Kyogle (A) |
| | Lismore (C) |
| | Richmond Valley (A) |
| | Tweed (A) |
| Sydney East Metro | Bayside (A) |
| | Burwood (A) |
| | Canada Bay (A) |
| | Canterbury-Bankstown (A) |
| | Georges River (A) |
| | Inner West (A) |
| | Randwick (C) |
| | Strathfield (A) |
| | Sutherland Shire (A) |
| | Sydney (C) |
| | Waverley (A) |
| | Woollahra (A) |
| Sydney Greater West | Blacktown (C) |
| | Blue Mountains (C) |
| | Canterbury-Bankstown (A) |
| | Cumberland (A) |
| | Fairfield (C) |
| | Hawkesbury (C) |
| | Parramatta (C) |
| | Penrith (C) |
| | The Hills Shire (A) |
| | Wollondilly (A) |
| Sydney North and West | Central Coast (C) (NSW) |
| | Hawkesbury (C) |
| | Hornsby (A) |
| | Hunters Hill (A) |

| Employment Region | 2021 LGA |
|--------------------------|--------------------------|
| | Ku-ring-gai (A) |
| | Lane Cove (A) |
| | Mosman (A) |
| | North Sydney (A) |
| | Northern Beaches (A) |
| | Parramatta (C) |
| | Ryde (C) |
| | The Hills Shire (A) |
| | Willoughby (C) |
| | Sydney South West |
| Campbelltown (C) (NSW) | |
| Canterbury-Bankstown (A) | |
| Fairfield (C) | |
| Liverpool (C) | |
| Sutherland Shire (A) | |
| Wingecarribee (A) | |
| Wollondilly (A) | |

Victoria

| Employment Region | 2021 LGA | |
|------------------------|------------------------|---------------------|
| Ballarat | Ararat (RC) | |
| | Ballarat (C) | |
| | Central Goldfields (S) | |
| | Golden Plains (S) | |
| | Hepburn (S) | |
| | Moorabool (S) | |
| | Pyrenees (S) | |
| | Barwon | Golden Plains (S) |
| | | Greater Geelong (C) |
| Queenscliffe (B) | | |
| Bendigo | Surf Coast (S) | |
| | Greater Bendigo (C) | |
| | Loddon (S) | |
| | Macedon Ranges (S) | |
| Gippsland | Mount Alexander (S) | |
| | Bass Coast (S) | |
| | Baw Baw (S) | |
| | East Gippsland (S) | |
| | Latrobe (C) (Vic.) | |
| | South Gippsland (S) | |
| Goulburn/Murray | Wellington (S) | |
| | Albury (C) | |
| | Alpine (S) | |

| Employment Region | 2021 LGA |
|-------------------------|------------------------------|
| | Benalla (RC) |
| | Campaspe (S) |
| | Greater Shepparton (C) |
| | Indigo (S) |
| | Mansfield (S) |
| | Mitchell (S) |
| | Moira (S) |
| | Murrindindi (S) |
| | Strathbogie (S) |
| | Towong (S) |
| | Wangaratta (RC) |
| | Wodonga (C) |
| | Inner Metropolitan Melbourne |
| Boroondara (C) | |
| Darebin (C) | |
| Glen Eira (C) | |
| Kingston (C) (Vic.) | |
| Manningham (C) | |
| Melbourne (C) | |
| Moonee Valley (C) | |
| Moreland (C) | |
| Port Phillip (C) | |
| Stonnington (C) | |
| Whitehorse (C) | |
| Yarra (C) | |
| North Eastern Melbourne | Banyule (C) |
| | Darebin (C) |
| | Knox (C) |
| | Manningham (C) |
| | Maroondah (C) |
| | Mitchell (S) |
| | Murrindindi (S) |
| | Nillumbik (S) |
| | Whitehorse (C) |
| | Whittlesea (C) |
| Yarra Ranges (S) | |
| North Western Melbourne | Brimbank (C) |
| | Hume (C) |
| | Macedon Ranges (S) |
| | Melton (C) |
| | Moonee Valley (C) |
| | Moreland (C) |
| South Coast of Victoria | Colac-Otway (S) |
| | Corangamite (S) |

| Employment Region | 2021 LGA |
|---------------------------------------|--------------------------|
| | Glenelg (S) |
| | Moyne (S) |
| | Southern Grampians (S) |
| | Warrnambool (C) |
| South Eastern Melbourne and Peninsula | Cardinia (S) |
| | Casey (C) |
| | Frankston (C) |
| | Greater Dandenong (C) |
| | Kingston (C) (Vic.) |
| | Monash (C) |
| | Mornington Peninsula (S) |
| Western Melbourne | Brimbank (C) |
| | Hobsons Bay (C) |
| | Maribyrnong (C) |
| | Melton (C) |
| | Moorabool (S) |
| | Wyndham (C) |
| Wimmera Mallee | Ararat (RC) |
| | Buloke (S) |
| | Gannawarra (S) |
| | Hindmarsh (S) |
| | Horsham (RC) |
| | Mildura (RC) |
| | Northern Grampians (S) |
| | Swan Hill (RC) |
| | Wentworth (A) |
| | West Wimmera (S) |
| | Yarriambiack (S) |

Queensland

| Employment Region | 2021 LGA |
|---------------------|---------------------|
| Brisbane South East | Brisbane (C) |
| | Logan (C) |
| | Redland (C) |
| | Scenic Rim (R) |
| Cairns | Cairns (R) |
| | Cassowary Coast (R) |
| | Douglas (S) |
| | Mareeba (S) |
| | Tablelands (R) |
| | Yarrabah (S) |
| CDP (Qld) | Aurukun (S) |
| | Barcaldine (R) |

| Employment Region | 2021 LGA |
|--------------------------|-----------------------------|
| | Barcoo (S) |
| | Blackall-Tambo (R) |
| | Boulia (S) |
| | Bulloo (S) |
| | Carpentaria (S) |
| | Cloncurry (S) |
| | Cook (S) |
| | Diamantina (S) |
| | Doomadgee (S) |
| | Flinders (S) (Qld) |
| | Hope Vale (S) |
| | Longreach (R) |
| | Maranoa (R) |
| | McKinlay (S) |
| | Mount Isa (C) |
| | Murweh (S) |
| | Northern Peninsula Area (R) |
| | Paroo (S) |
| | Quilpie (S) |
| | Richmond (S) |
| Torres Strait Island (R) | |
| Weipa (T) | |
| Winton (S) | |
| Darling Downs | Balonne (S) |
| | Goondiwindi (R) |
| | Lockyer Valley (R) |
| | Maranoa (R) |
| | Southern Downs (R) |
| | Toowoomba (R) |
| | Western Downs (R) |
| Fitzroy | Banana (S) |
| | Central Highlands (R) (Qld) |
| | Gladstone (R) |
| | Livingstone (S) |
| | Rockhampton (R) |
| | Woorabinda (S) |
| Gold Coast | Gold Coast (C) |
| | Scenic Rim (R) |
| | Tweed (A) |
| Mackay | Isaac (R) |
| | Mackay (R) |
| | Whitsunday (R) |
| na | Burke (S) |
| | Croydon (S) |

| Employment Region | 2021 LGA |
|------------------------------------|---------------------|
| | Etheridge (S) |
| | Kowanyama (S) |
| | Lockhart River (S) |
| | Mapoon (S) |
| | Mornington (S) |
| | Napranum (S) |
| | Palm Island (S) |
| | Porpuraaw (S) |
| | Torres (S) |
| | Wujal Wujal (S) |
| Somerset | Brisbane (C) |
| | Moreton Bay (R) |
| | Somerset (R) |
| Townsville | Burdekin (S) |
| | Charters Towers (R) |
| | Hinchinbrook (S) |
| | Mount Isa (C) |
| | Townsville (C) |
| Wide Bay and Sunshine Coast | Bundaberg (R) |
| | Cherbourg (S) |
| | Fraser Coast (R) |
| | Gympie (R) |
| | Noosa (S) |
| | North Burnett (R) |
| | South Burnett (R) |
| Sunshine Coast (R) | |
| Wivenhoe | Brisbane (C) |
| | Ipswich (C) |
| | Lockyer Valley (R) |
| | Scenic Rim (R) |
| | Somerset (R) |

South Australia

| Employment Region | 2021 LGA |
|-----------------------|---------------------------|
| Adelaide North | Adelaide Plains (DC) |
| | Charles Sturt (C) |
| | Gawler (T) |
| | Light (RegC) |
| | Playford (C) |
| | Port Adelaide Enfield (C) |
| | Salisbury (C) |
| | Tea Tree Gully (C) |
| | West Torrens (C) |

| Employment Region | 2021 LGA |
|-----------------------|--------------------------------|
| Adelaide South | Adelaide (C) |
| | Adelaide Hills (DC) |
| | Alexandrina (DC) |
| | Burnside (C) |
| | Campbelltown (C) (SA) |
| | Holdfast Bay (C) |
| | Kangaroo Island (DC) |
| | Marion (C) |
| | Mitcham (C) |
| | Mount Barker (DC) |
| | Norwood Payneham St Peters (C) |
| | Onkaparinga (C) |
| | Prospect (C) |
| | Unley (C) |
| | Victor Harbor (C) |
| | Walkerville (M) |
| Yankalilla (DC) | |
| CDP (SA) | Anangu Pitjantjatjara (AC) |
| | Ceduna (DC) |
| | Cleve (DC) |
| | Cooper Pedy (DC) |
| | Elliston (DC) |
| | Flinders Ranges (DC) |
| | Franklin Harbour (DC) |
| | Kimba (DC) |
| | Lower Eyre Peninsula (DC) |
| | Mount Remarkable (DC) |
| | Roxby Downs (M) |
| | Streaky Bay (DC) |
| | Tumby Bay (DC) |
| | Unincorporated SA |
| Wudinna (DC) | |
| Mid North SA | Adelaide Plains (DC) |
| | Barossa (DC) |
| | Barunga West (DC) |
| | Clare and Gilbert Valleys (DC) |
| | Copper Coast (DC) |
| | Goyder (DC) |
| | Light (RegC) |
| | Northern Areas (DC) |
| | Orroroo/Carrieton (DC) |
| | Peterborough (DC) |
| | Port Pirie City (M) |

| Employment Region | 2021 LGA |
|------------------------------|-------------------------------|
| Murray and South East | Wakefield (DC) |
| | Yorke Peninsula (DC) |
| | Berri and Barmera (DC) |
| | Grant (DC) |
| | Karoonda East Murray (DC) |
| | Kingston (DC) (SA) |
| | Loxton Waikerie (DC) |
| | Mid Murray (DC) |
| | Mount Gambier (C) |
| | Murray Bridge (RC) |
| | Naracoorte and Lucindale (DC) |
| | Renmark Paringa (DC) |
| | Robe (DC) |
| | Southern Mallee (DC) |
| | Tatiara (DC) |
| Wattle Range (DC) | |
| na | Maralinga Tjarutja (AC) |
| North West Country SA | Port Augusta (C) |
| | Port Lincoln (C) |
| | Whyalla (C) |

Western Australia

| Employment Region | 2021 LGA |
|-------------------|--------------------------|
| Broome | Broome (S) |
| CDP (WA) | Ashburton (S) |
| | Carnamah (S) |
| | Carnarvon (S) |
| | Coolgardie (S) |
| | Coorow (S) |
| | Cue (S) |
| | Derby-West Kimberley (S) |
| | Dundas (S) |
| | East Pilbara (S) |
| | Esperance (S) |
| | Exmouth (S) |
| | Greater Geraldton (C) |
| | Halls Creek (S) |
| | Irwin (S) |
| | Kalgoorlie/Boulder (C) |
| | Karratha (C) |
| | Laverton (S) |
| | Leonora (S) |

| Employment Region | 2021 LGA |
|-----------------------------------|----------------------------|
| | Meekatharra (S) |
| | Menzies (S) |
| | Mingenew (S) |
| | Morawa (S) |
| | Mount Magnet (S) |
| | Ngaanyatjarraku (S) |
| | Northampton (S) |
| | Perenjori (S) |
| | Port Hedland (T) |
| | Ravensthorpe (S) |
| | Sandstone (S) |
| | Shark Bay (S) |
| | Three Springs (S) |
| | Upper Gascoyne (S) |
| | Wiluna (S) |
| | Wyndham-East Kimberley (S) |
| | Yalgoo (S) |
| Esperance | Esperance (S) |
| Geraldton | Greater Geraldton (C) |
| Great Southern - Wheatbelt | Albany (C) |
| | Beverley (S) |
| | Brookton (S) |
| | Broomehill-Tambellup (S) |
| | Bruce Rock (S) |
| | Chittering (S) |
| | Corrigin (S) |
| | Cranbrook (S) |
| | Cuballing (S) |
| | Cunderdin (S) |
| | Dalwallinu (S) |
| | Dandaragan (S) |
| | Denmark (S) |
| | Dowerin (S) |
| | Dumbleyung (S) |
| | Gingin (S) |
| | Gnowangerup (S) |
| | Goomalling (S) |
| | Jerramungup (S) |
| | Katanning (S) |
| | Kellerberrin (S) |
| | Kent (S) |
| | Kojonup (S) |
| | Kondinin (S) |

| Employment Region | 2021 LGA |
|--------------------|------------------------|
| | Koorda (S) |
| | Kulin (S) |
| | Lake Grace (S) |
| | Merredin (S) |
| | Moora (S) |
| | Mount Marshall (S) |
| | Mukinbudin (S) |
| | Narembeen (S) |
| | Narrogin (S) |
| | Northam (S) |
| | Nungarin (S) |
| | Pingelly (S) |
| | Plantagenet (S) |
| | Quairading (S) |
| | Tammin (S) |
| | Toodyay (S) |
| | Trayning (S) |
| | Victoria Plains (S) |
| | Wagin (S) |
| | Wandering (S) |
| | West Arthur (S) |
| | Westonia (S) |
| | Wickepin (S) |
| | Williams (S) |
| | Wongan-Ballidu (S) |
| | Woodanilling (S) |
| | Wyalkatchem (S) |
| | Yilgarn (S) |
| | York (S) |
| Kalgoorlie | Kalgoorlie/Boulder (C) |
| na | Chapman Valley (S) |
| | Murchison (S) |
| Perth North | Bassendean (T) |
| | Bayswater (C) |
| | Cambridge (T) |
| | Claremont (T) |
| | Joondalup (C) |
| | Kalamunda (S) |
| | Mundaring (S) |
| | Nedlands (C) |
| | Perth (C) |
| | Stirling (C) |
| | Subiaco (C) |
| | Swan (C) |

| Employment Region | 2021 LGA |
|----------------------|----------------------------|
| | Vincent (C) |
| | Wanneroo (C) |
| Perth South | Armadale (C) |
| | Belmont (C) |
| | Boddington (S) |
| | Canning (C) |
| | Cockburn (C) |
| | Cottesloe (T) |
| | East Fremantle (T) |
| | Fremantle (C) |
| | Gosnells (C) |
| | Kalamunda (S) |
| | Kwinana (C) |
| | Mandurah (C) |
| | Melville (C) |
| | Mosman Park (T) |
| | Murray (S) |
| | Peppermint Grove (S) |
| | Rockingham (C) |
| | Serpentine-Jarrahdale (S) |
| | South Perth (C) |
| | Victoria Park (T) |
| Waroona (S) | |
| South West WA | Augusta-Margaret River (S) |
| | Boyup Brook (S) |
| | Bridgetown-Greenbushes (S) |
| | Bunbury (C) |
| | Busselton (C) |
| | Capel (S) |
| | Collie (S) |
| | Dardanup (S) |
| | Donnybrook-Balingup (S) |
| | Harvey (S) |
| | Manjimup (S) |
| | Nannup (S) |

| Employment Region | 2021 LGA |
|---|--------------------------|
| | Glamorgan/Spring Bay (M) |
| | Glenorchy (C) |
| | Hobart (C) |
| | Huon Valley (M) |
| | Kingborough (M) |
| | Sorell (M) |
| | Southern Midlands (M) |
| | Tasman (M) |
| North and North Western Tasmania | Break O'Day (M) |
| | Burnie (C) |
| | Central Coast (M) (Tas.) |
| | Circular Head (M) |
| | Devonport (C) |
| | Dorset (M) |
| | Flinders (M) (Tas.) |
| | George Town (M) |
| | Kentish (M) |
| | King Island (M) |
| | Latrobe (M) (Tas.) |
| | Launceston (C) |
| | Meander Valley (M) |
| | Northern Midlands (M) |
| | Waratah/Wynyard (M) |
| West Coast (M) | |
| West Tamar (M) | |

Tasmania

| Employment Region | 2021 LGA |
|-------------------------------------|------------------------------|
| Hobart and Southern Tasmania | Brighton (M) |
| | Central Highlands (M) (Tas.) |
| | Clarence (C) |
| | Derwent Valley (M) |

Northern Territory

| Employment Region | 2021 LGA |
|-------------------|--------------------|
| CDP (NT) | Alice Springs (T) |
| | Barkly (R) |
| | Coomalie (S) |
| | East Arnhem (R) |
| | Katherine (T) |
| | Litchfield (M) |
| | MacDonnell (R) |
| | Roper Gulf (R) |
| | Unincorporated NT |
| | Victoria Daly (R) |
| | Wagait (S) |
| | West Arnhem (R) |
| Darwin | Alice Springs (T) |
| | Darwin (C) |
| | Palmerston (C) |
| na | Belyuen (S) |
| | Central Desert (R) |
| | Tiwi Islands (R) |
| | West Daly (R) |

Australian Capital Territory

| Employment Region | 2021 LGA |
|-----------------------|--------------------|
| Capital Region | Unincorporated ACT |