



The Training and Skills Commission

Barossa, Light & Lower North - Regional Profile

Skills for Future Jobs
2020 Series

June 2018

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Government
of South Australia

Training and Skills
Commission

Foreword



Tim Whetstone MP
**Minister for Primary
Industries & Regional
Development**

The South Australian Government acknowledges the importance of education and training in building the skills of our local people and the capacity of our regional businesses. We are committed to recharging our regions and a skilled workforce is vital for ensuring our regional economies can continue to grow.

Regions drive South Australia's economy, across sectors as diverse as agriculture, resources, manufacturing and tourism. These industries need a skilled workforce in order to thrive, and they rely heavily on the State's training system to deliver those skills.

As a former apprentice and business owner, I know first-hand how important it is to ensure our training system meets the needs of industry, and for businesses to have access to a skilled local workforce in order to prosper. Engaging with our regional communities and businesses plays an important role in understanding the training and skills priorities and challenges for South Australia's regions. I welcome the contributions of the Training and Skills Commission and the publication of this collection of regional profiles.

The regional profiles identify the unique opportunities and challenges influencing our distinctive regions, and they provide insight into the skills and training priorities for our regional workforce. It is this increased understanding that enables the South Australian Government to continue to strengthen the training system, which in turn, will provide the skilled workforce our local industries need in order to grow our regions.

Hon Tim Whetstone MP
Minister for Primary Industries & Regional Development



Michael Boyce OAM
**Chair, Training and
Skills Commission**

Regional economic activity and growth are inextricably linked to the achievement of the state's economic priorities, particularly those aligned to the resources, energy, renewables, food, wine and tourism sectors. It is critical therefore that the state's training, skills and workforce development activities are both well-informed and responsive to the changing needs of industry and the regional communities supporting them.

The Training and Skills Commission recognises that regional engagement plays an important role in informing the Commission of priorities and challenges for regions in South Australia. Access to up-to-date, relevant data and economic analysis helps to support decision-making, by informing and influencing policy development and program responses to identified need.

These profiles include analysis of publicly available published data and our own independent economic modelling, together with local intelligence sourced through regional networks and as part of the Commission's regional engagement activities.

They are based on the state government regions* to assist with consistent reporting and improved planning, and include two regions in the greater Adelaide area (Barossa, Light & Lower North, and Fleurieu & Kangaroo Island) and five country regions (Eyre & Western, Far North, Limestone Coast, Murray & Mallee, and Yorke & Mid-North).

While all regions are unique, they share a number of common challenges which affect their capacity to meet their skills and workforce priorities. For the country regions in particular, these include industry demand for a suitably skilled local workforce, limited access to local transport and training, the internet and NBN facilities, the work-readiness of potential employees, and challenges in recruiting trainees and apprentices.

These profiles are not intended to be exhaustive, but provide a tool to quickly understand a region's economic, demographic, workforce development and training activity.

I trust that you will find these regional profiles informative.

Michael Boyce OAM
Chair, Training and Skills Commission

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* Note - detailed employment forecasts are not able to be produced for the Adelaide Hills and Adelaide metropolitan regions. TaSC's modelling is unable to extract the regional and industry disaggregation required to produce reports for these regions. Further information on the methodology can be found in the TaSC Economic Outlook 2016 accessible at www.tasc.sa.gov.au.

**THE BAROSSA, LIGHT
AND LOWER NORTH
REGION INCLUDES THE
MAIN TOWNS OF GAWLER,
ROSEWORTHY, KAPUNDA,
MALLALA AND THE
BAROSSA VALLEY
(EDEN VALLEY, NURIOOTPA,
TANUNDA AND ANGASTON)**



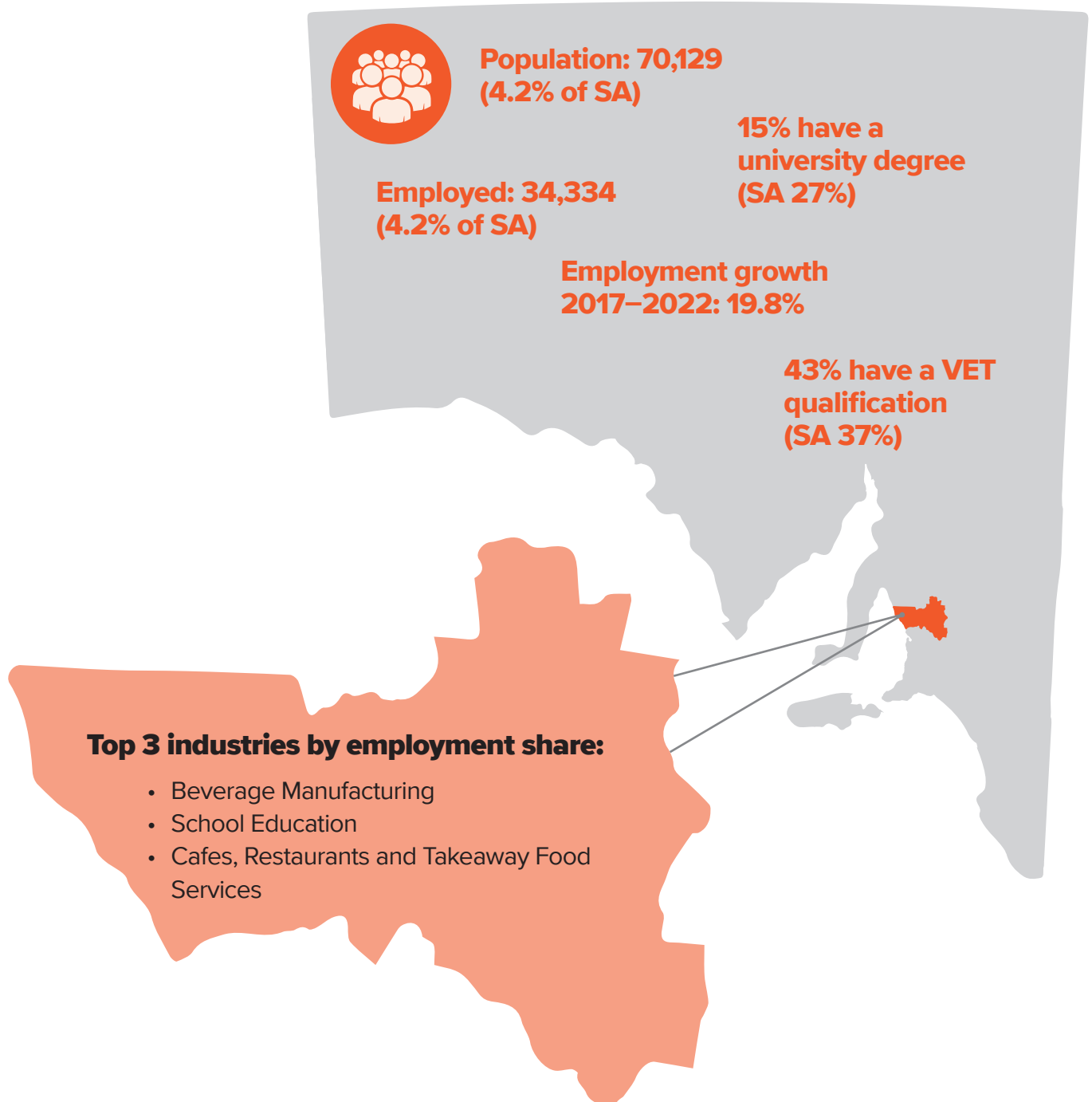
Introduction to the Barossa, Light and Lower North

The Barossa, Light and Lower North (the Barossa) is the smallest of the state government regions, covering an area of 3,145 square kilometres. The region incorporates the local government areas of the Barossa, Light, Adelaide Plains and the Town of Gawler. The region is located 65 kilometres northeast of Adelaide, providing opportunities for commuting and accessing metropolitan infrastructure.

The Barossa region is famous for premium wine, food, events, tourism, and for its walking and cycling trails - the Heysen Trail, the Kidman Trail and the Mawson Trail - all of

which pass through the region and intersect in Kapunda. It also produces pork small goods and premium grain, including for whiskey distillation.

The Light and Lower North townships are important for livestock, grains and horticulture farming. The University of Adelaide's Roseworthy campus hosts the centre for excellence in dryland agriculture, natural resource management and animal production. It is also the location of the state's only veterinary science school and equine hospital.



Industries

As one of Australia's most recognised wine regions, the Barossa is known as a significant tourist destination, complemented by a prominent agricultural and food manufacturing sector.

Barossa tourism represents 2.4% of Gross Regional Product (GRP) directly, and 10.4% indirectly, with a significant proportion of indirect trade occurring through tourism spend on accommodation, food and retail sectors in Adelaide. (South Australian Regional Tourism Satellite Account 2012–14). The South Australian Tourism Commission (SATC) has estimated that at full potential, the tourism sector could increase economic spend in the region by 35% in 2017 and by a further 22% by 2020.

Direct and indirect employment in tourism is estimated at 2,200 employees, accounting for 14.6% of total regional employment.

The wine industry on its own generates \$660 million in GRP, and is responsible for providing around 22% of the region's jobs.

The largest employing industries for the region in 2017 are beverage manufacturing, school education and cafe, restaurants and takeaway food services.

Growth Sectors

Regional Development Australia Barossa (RDA Barossa) has identified the following six key growth sectors for the region:

- premium food and wine – grapes and wine, high value horticulture, grains (including value-add), poultry and livestock (including pork and lamb)
- tourism – culinary, cultural, wellness, business, and events and festivals
- equine industry
- education and professional services
- engineering services including wine, mining and defence
- creative industries.

The South Australian Government has designated Gawler as a population growth area, with a number of development projects estimated to generate \$300 million of economic benefit to the area, as well as creating hundreds of jobs during the construction phase. These strategic projects include: the Gawler Civic Centre; the railway line electrification; the Gawler East Link and Tiver Road extension; Regional Aquatic Centre; Town Centre revitalisation; and rural industry investment.

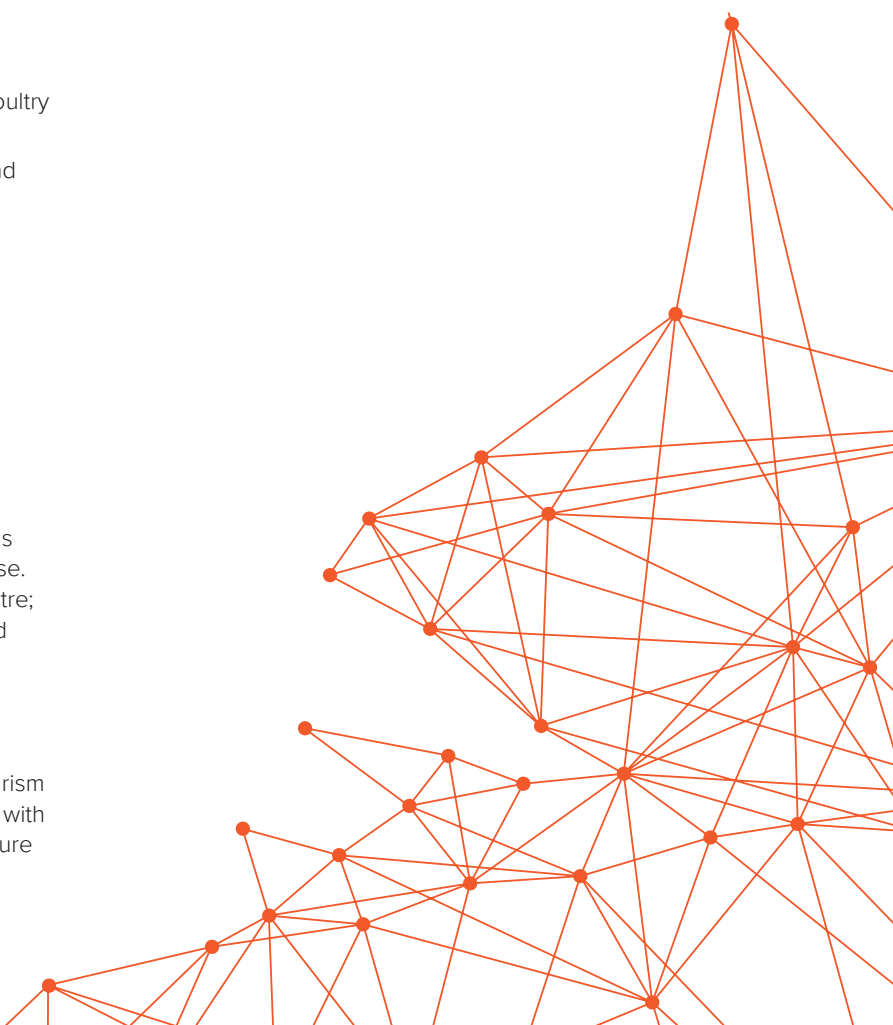
The Barossa Council is focusing on heritage and community to enhance its premium wine, food and tourism offer. It plans to develop sporting tourism and festivals with the aim of increasing national and global media exposure of the area.

According to RDA Barossa, while the region has a highly skilled trade workforce and strong manufacturing base, it is experiencing declining employment in the traditional manufacturing and agriculture industries, along with a decline in retail employment. However, a return to employment growth is expected in retail, along with minimal growth in agriculture.

The implementation of the National Disability Insurance Scheme (NDIS) will also provide a significant opportunity to diversify the region's economy following a 71% increase in investment from \$20 million (2016–17) to \$60 million under the full scheme by 2019.

The NDIS Market Position Statement South Australia 2016 indicates that by 2018, a tripling of the existing regional workforce in this sector will be required to support anticipated growth for the NDIS. This equates to an increase from the current workforce of 150 full time equivalent (FTE) to 450 FTE, with many of the jobs created likely to be part-time or casual.

One of the key considerations for the education and training industries, is the need to ensure regional NDIS providers are appropriately educated and equipped to operate in the new NDIS environment. Being adjacent to the biggest metropolitan market for NDIS services (Northern Adelaide) and the biggest regional market (Yorke & Mid North) will also have an impact on competition for skills in this sector.



Population Profile

The population of the Barossa region is slightly older compared to the state average, comprising fewer people aged between 20 and 34, along with a higher share of people aged between 45 and 59. This gives the distinct hour-glass shape in Figure 1. Like many regional areas, the region's young people leave to participate in further education and to establish careers, while the regional lifestyle becomes more attractive for people in the later years of their working life.

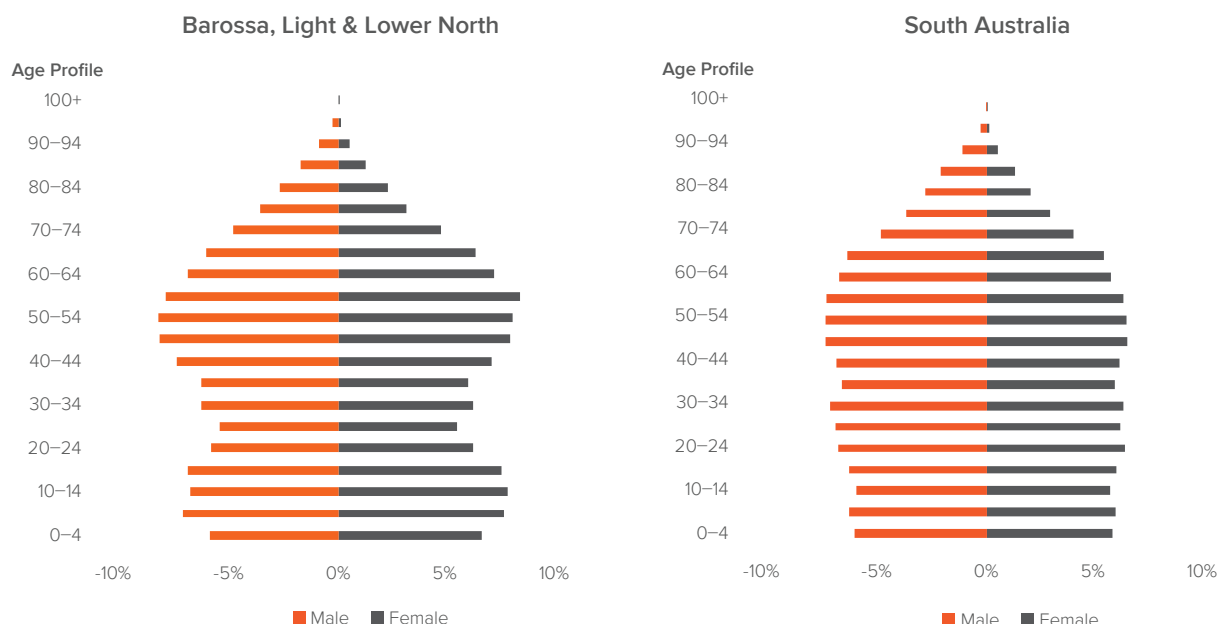
The population is expected to grow from its current size (70,000) to around 92,000 by 2031¹, a 27% increase over 15 years.

Table 1: Total Population

	15–24 years	25–44 years	45–64 years	65 and over	Total
Barossa, Light and Lower North	8,448 (15%)	15,992 (28%)	20,035 (35%)	12,318 (22%)	70,129
South Australia	15%	31%	32%	22%	

Source: ABS Census 2016, LGA converted to SA State Government Regions (excludes population aged under 15 years).

Figure 1: Population by Age and Gender



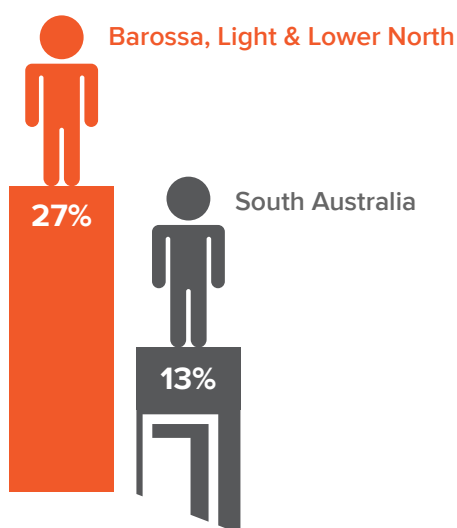
Source: ABS Census 2016, LGA converted to SA State Government Regions

¹ Department of Planning, Transport and Infrastructure, Government of South Australia, 2016 and Training and Skills Commission, 2017.



Barossa Farmers Market
Angaston

Figure 2: Population Projections - growth 2016–2031

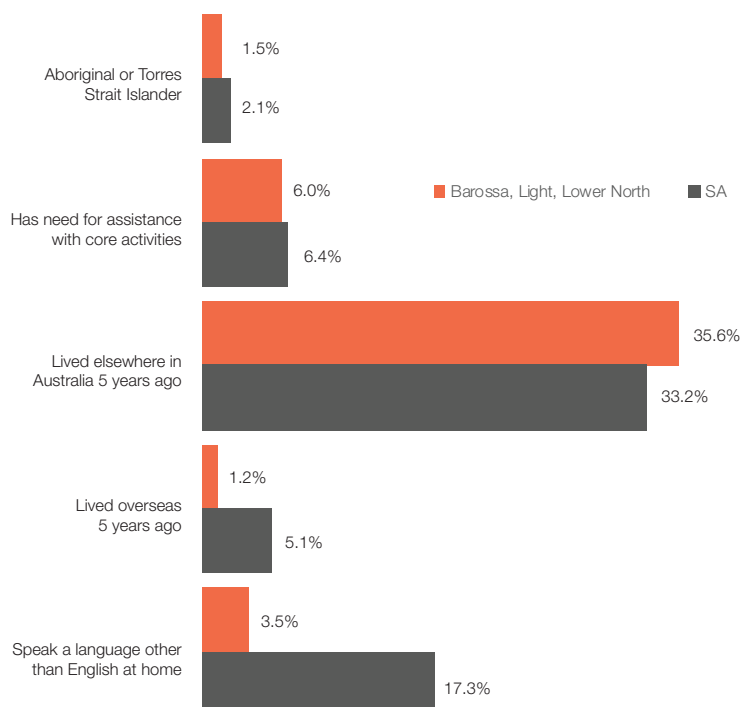


Source: Department of Planning, Transport and Infrastructure, Government of South Australia, 2016 and Training and Skills Commission, 2017.

Population projections for the region indicate an increase of 27% from 2016 to 2031. The 30 Year Plan for Greater Adelaide provides for an additional 110,000 people to reside in the Barossa Region over the next 30 years, mainly in Gawler and Roseworthy, with significant growth also at Two Wells. With Gawler and its surrounding areas within commuting distance to metropolitan Adelaide, new residential developments are made more attractive with the provision of transport infrastructure such as the Northern Expressway.

An increased population would also benefit from additional rail transport infrastructure, improving access to education, jobs and schools in metropolitan Adelaide.

Figure 3: Population Profile



Source: ABS Census, 2016

Employment Profile

The Barossa region accounts for approximately 2.7% of the state economy and around 16% of exports from regional South Australia.

Businesses with 20 employees or fewer represent over 95% of all employment in the region.

2.7% of SA
Economy



TOTAL EMPLOYED = 34,334¹ (4.2% of SA workforce)

16% of
exports from
regional SA



94% employed by
small business
(<20 employees)

The top 5 employment sectors in the region in 2017:

By employment share, the top 5 employment sectors in the Barossa region (for 2017) were beverage manufacturing, school education, cafes, restaurants & takeaway services, fruit and tree nut growing, and building, cleaning, pest control & gardening services.

The region accounts for approximately 4.2% of the state's total employment.

4.6% cafes, restaurants
& takeaway food
services



11.2% beverage
manufacturing



3.8% fruit
and tree nut
growing



5.8% school
education



3.6% building,
cleaning, pest
control & gardening
services

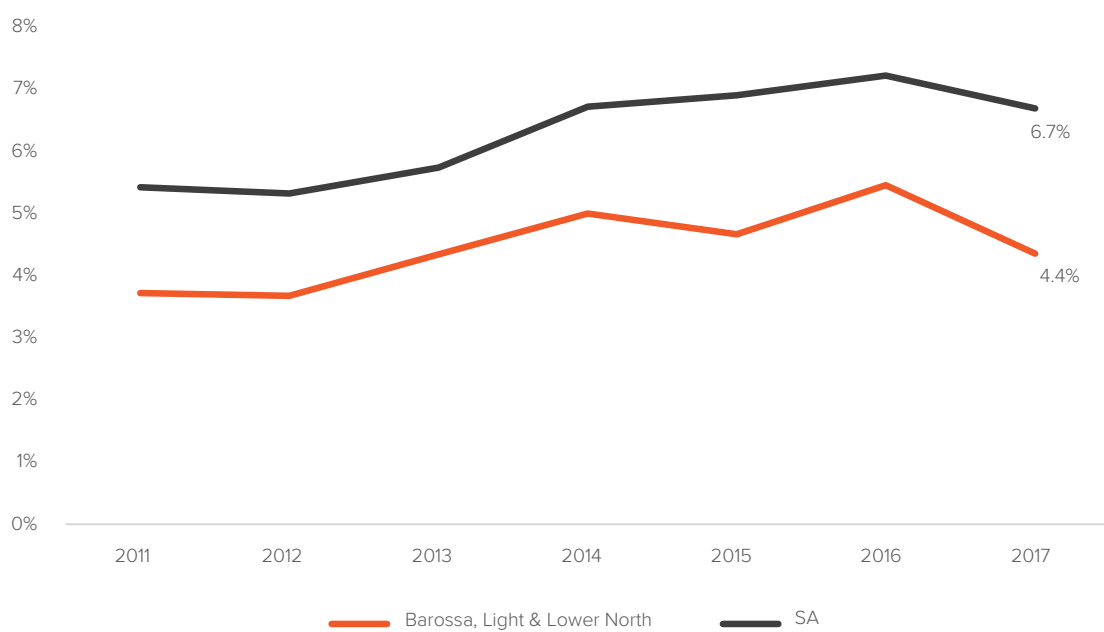


¹ Department of Employment, Small Area Labour Markets - June Quarter 2017.

Employment

The Barossa region has relatively low unemployment rate of 4.6%, compared with a 6.7% unemployment rate for the state.

Figure 4: Trend Unemployment Rate



Source: Department of Employment, Small Area Labour Markets (June 2017). Smoothed using a four-quarter average to minimise the variability inherent in small area estimates.

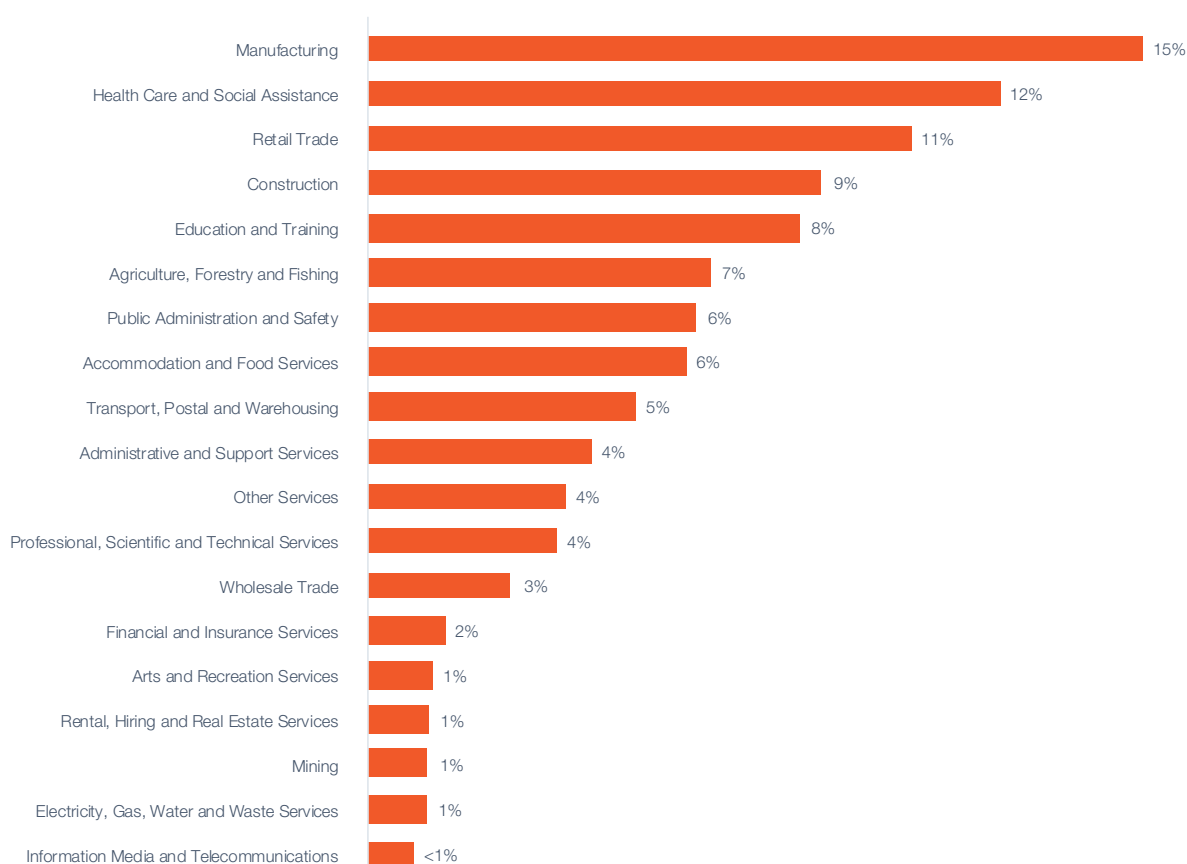
Employment by Industry

Table 2: Top 10 Industry Groups by Employment Share, 2017 (current and projected)

Barossa, Light & Lower North	Employed 2017	Employment Share 2017 (%)	Projected Employment 2022	Growth (%) 2017–2022
Beverage Manufacturing	3,460	11.2	4,200	21.5
School Education	1,780	5.8	2,130	19.5
Cafes, Restaurants and Takeaway Food Services	1,410	4.6	1,690	20.0
Fruit and Tree Nut Growing	1,190	3.8	1,210	2.2
Building Cleaning, Pest Control and Gardening Services	1,120	3.6	1,370	22.6
Supermarket and Grocery Stores	1,100	3.6	1,420	29.0
Residential Care Services	850	2.8	1,190	39.6
Other Social Assistance Services	810	2.6	1,090	34.0
Building Installation Services	790	2.5	1,030	31.0
Hospitals	780	2.5	1,030	31.3

Source: Training and Skills Commission, 2017.

Figure 5: Employment Share by Industry, Barossa, Light & Lower North



Source: ABS Census, 2016.

The main industries by employment share in the Barossa region include beverage manufacturing, school education and cafes, restaurants and takeaway food services.

Projected employment growth is forecast across most key industries with strong growth in construction and retail services, along with the medical and other health care and social assistance services, driven in part by the implementation of the NDIS.

Jobs growth in the Barossa region is expected to be spurred on by expansion in the beverage manufacturing, construction, retail and healthcare and social assistance sectors.



Wine Barrels
Yalumba Winery

Opportunities for Industry Growth

There is potential to significantly increase horticulture in the region, particularly in the Mallala area, but this can only occur if the region's water supply is increased. Transport infrastructure is also a challenge for growth in the region's horticulture industry, as high-value exports (fresh food) require greater access to international markets, including improved access to road and air freight routes.

There is also potential for growth in the already established equine industry, which includes Barossa and Gawler Jockey Clubs, Globe Derby and Lindsay Park, as well as fodder production, with the region's soil type and topography being excellent for high-quality hay. A concept plan for an equine centre of excellence is being developed in the region. It would look to attract international riders and events as well as recreational riders, and offer high-level clinics, including competition and racing development.

The region is experiencing growth in demand for high-value premium tourism and accommodation experiences from key markets such as China. Increased demand across wine, culinary, cycling and wellbeing tourism, along with the development of an arts and cultural hub in the region, has resulted in a need for upgraded skills in the sector to be able to deliver quality tourism experiences. Employers and customers have identified the need for soft skills including communication, sales and customer service to supplement accredited training.

Regional food experiences including cooking schools, regional food products, farmers' markets and restaurants and conferences and events are identified as growth opportunities.

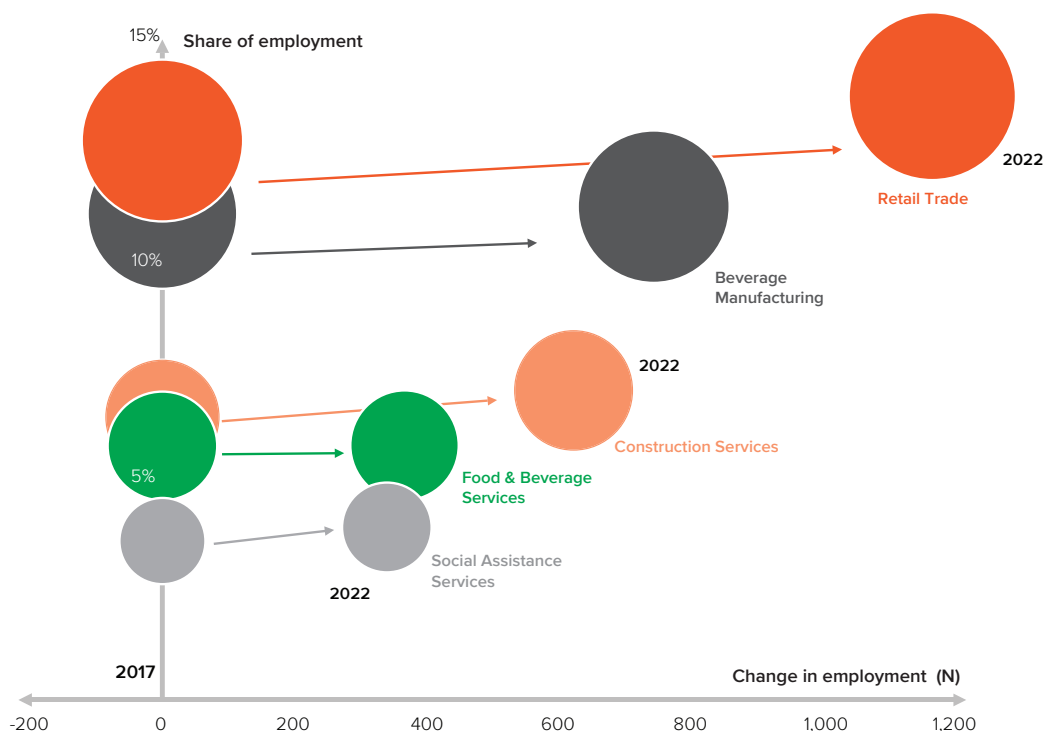
The Northern Adelaide 'Food Park' being created in the northern Adelaide suburbs aims to create or facilitate an area specifically to allow the co-location of food manufacturers and processors, food packaging specialists, storage, logistics and transport companies and other related service providers, with a view to increasing industry efficiency, competitiveness and to stimulate the economy. Its development will benefit the primary producers in the Barossa, Light and Lower North Regions, for example, by reducing transport costs for locally processed produce and increasing their ability to meet export market opportunities.

Food processing and packaging, scientific research, knowledge and creative industries will diversify the economy and add to the strength of existing industry clusters. High technology horticulture and derived knowledge will be leading industry growth in the medium term.

Long-term growth can be achieved through investing in innovation, entrepreneurship and industry. The region has naturally occurring clusters in food and wine tourism, broad acre farming and an emerging horticulture sector. Digital skills development and access to new technologies will complement industry and soft skills across the board, but particularly in industries not historically reliant on technology (e.g. aged care and retail).

The Light Regional Council continues to attract important viticultural and agricultural development to the area, along with associated support industries. Further advancement of new market opportunities (e.g. Shandong, China) and progress of a regional 'Food Bowl' initiative are likely to contribute further to the region's industry growth.

Figure 6: Projected Employment Change, Selected Industries 2017–2022



Source: Training and Skills Commission, 2017.



Table 3: Projected Employment by Industry, 2017–2022

Barossa, Light & Lower-North	2017	2022	Growth (%) 2017–2022 BLLN	Growth (%) 2017–2022 SA
Agriculture, Forestry & Fishing	2,940	3,040	3.4	2.6
Mining	70	80	13.6	2.1
Manufacturing	5,460	6,210	13.7	-0.5
Electricity, Gas, Water & Waste Services	140	170	17.3	1.6
Construction	2,740	3,540	29.0	6.1
Wholesale Trade	710	820	16.2	-3.0
Retail Trade	3,980	5,140	29.3	1.2
Accommodation & Food Services	2,190	2,670	22.1	2.2
Transport, Postal & Warehousing	900	940	5.3	4.2
Information, Media & Telecommunications	150	140	-1.4	1.1
Financial & Insurance Services	270	280	2.7	2.2
Rental, Hiring & Real Estate Services	290	320	9.6	6.7
Professional, Scientific & Technical Services	820	880	7.0	7.0
Administrative & Support Services	1,490	1,800	20.4	8.4
Public Administration & Safety	760	850	12.0	6.8
Education & Training	2,520	3,070	21.7	9.3
Health Care & Social Assistance	3,760	4,980	32.6	11.2
Arts & Recreation Services	500	640	28.6	6.6
Other Services	1,220	1,450	18.6	1.7
*Total	30,910	37,020	19.8	5.0

Source: Training and Skills Commission, 2017. *Components may not add to total due to rounding.

Strong employment growth is projected across the majority of industries based in the Barossa, Light and Lower North region at rates well above growth at the state level.

These include health care and social assistance (32.6%), retail trade (29.3%), construction (29%), arts and recreation services (28.6%), accommodation and food services (22.1%), education and training (21.7%) and administrative and support services (20.4%).

Employment by Occupation

Given the strong presence of manufacturing in the Barossa region, it follows that nearly a third (31%) of those employed in the region are employed in technician, trade or labourer occupations. Managers and professionals make up a further 28% of current jobs, although, understandably, there are fewer jobs for professionals compared to urban regions. (see Table 4)

In 2016, the main occupations by employment share in the region included farmers and farm managers, sales persons, carers and health professionals, and hospitality, retail and service managers.

The occupations expected to experience significant growth over the next five years include health professionals, carers and aides and sales assistants and salespersons.

Figure 7: Employment Share by Occupation (2016)

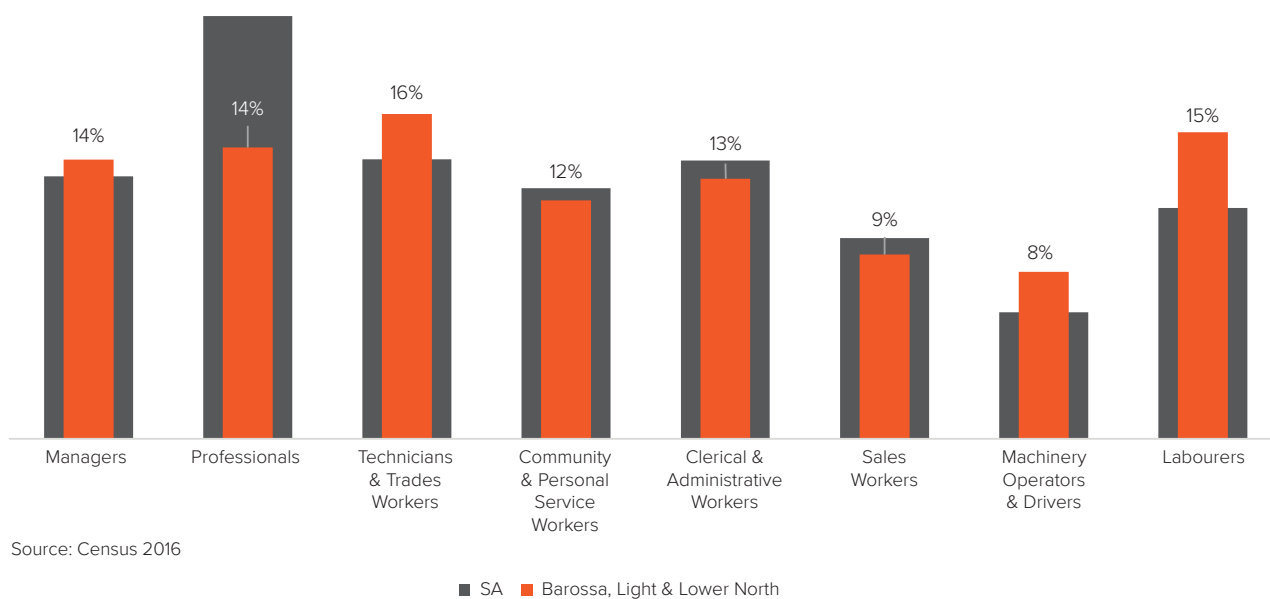
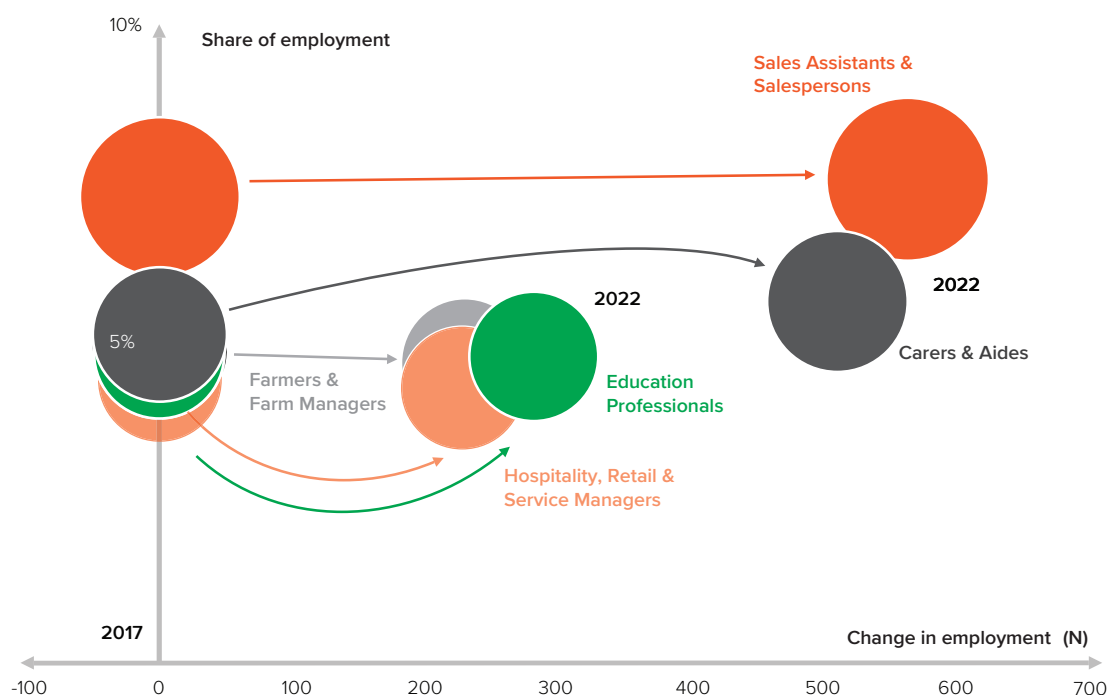


Figure 8: Projected Employment Change, Selected Occupations, 2017–2022



Source: Training and Skills Commission, 2017.



Table 4: Projected Employment by Occupation, 2017–2022

Barossa, Light & Lower North	2017	2022	Growth (%) 2017–2022 BLLN	Growth (%) 2017–2022 SA
MANAGERS	4,800	5,590	16.4	3.5
Chief Executives, General Managers and Legislators	190	230	22.9	4.3
Farmers and Farm Managers	1,520	1,750	14.0	2.6
Specialist Managers	1,710	2,010	22.5	4.2
Hospitality, Retail and Service Managers	1,380	1,600	21.5	2.8
PROFESSIONALS	4,870	5,900	21.2	7.5
Arts and Media Professionals	100	110	14.3	4.6
Business, Human Resource and Marketing Professionals	850	1,030	22.5	5.2
Design, Engineering, Science and Transport Professionals	620	750	24.5	5.1
Education Professionals	1,510	1,790	19.8	9.1
Health Professionals	1,210	1,510	29.7	10.3
ICT Professionals	240	290	20.6	5.3
Legal, Social and Welfare Professionals	340	420	25.3	7.9
TECHNICIANS AND TRADES WORKERS	4,240	5,070	19.6	3.8
Engineering, ICT and Science Technicians	400	480	19.5	5.3
Automotive and Engineering Trades Workers	900	1,090	17.4	1.7
Construction Trades Workers	960	1,130	16.2	5.8
Electrotechnology and Telecommunications Trades Workers	590	710	19.7	4.2
Food Trades Workers	490	590	20.1	2.6
Skilled Animal and Horticultural Workers	470	560	19.4	6.1
Other Technicians and Trades Workers	420	500	16.6	1.9
COMMUNITY AND PERSONAL SERVICE WORKERS	3,440	4,360	26.9	7.4
Health and Welfare Support Workers	380	490	25.3	8.3
Carers and Aides	1,600	2,110	24.8	10.1
Hospitality Workers	840	1,000	15.3	2.7
Protective Service Workers	190	230	15.2	6.7
Sports and Personal Service Workers	430	530	20.4	5.7
CLERICAL AND ADMINISTRATIVE WORKERS	3,080	3,630	17.9	5.4
Office Managers and Program Administrators	520	610	19.7	5.9
Personal Assistants and Secretaries	170	200	18.8	6.0
General Clerical Workers	620	740	18.8	5.9
Inquiry Clerks and Receptionists	520	620	19.9	6.8
Numerical Clerks	710	830	18.2	4.1
Clerical and Office Support Workers	130	150	14.4	5.5
Other Clerical and Administrative Workers	410	490	19.9	4.4
SALES WORKERS	3,260	4,070	24.8	1.8
Sales Representatives and Agents	490	610	20.9	3.9
Sales Assistants and Salespersons	2,260	2,830	23.8	1.4
Sales Support Workers	510	630	23.3	1.7
MACHINERY OPERATORS AND DRIVERS	1,930	2,180	13.3	2.9
Machine and Stationary Plant Operators	280	310	10.9	1.9
Mobile Plant Operators	490	560	18.0	3.0
Road and Rail Drivers	860	970	13.1	3.7
Storepersons	300	340	22.4	1.6
LABOURERS	5,350	6,420	20.0	4.1
Cleaners and Laundry Workers	1,180	1,430	21.2	6.7
Construction and Mining Labourers	410	480	14.9	5.5
Factory Process Workers	1,450	1,760	21.2	1.2
Farm, Forestry and Garden Workers	1,150	1,380	16.6	3.5
Food Preparation Assistants	500	600	15.9	3.7
Other Labourers	650	780	20.0	3.4
*TOTAL	30,910	37,020	19.8	5.0

Source: Training and Skills Commission, 2017 *Components may not add to total due to rounding.

Skills Profile

The population of the Barossa region exhibits slightly lower levels of education compared to the rest of the state. Certificates III and IV are the most common level of qualification held and residents are three times more likely to have a vocational qualification compared to a university degree.

Figure 9: Highest Qualification

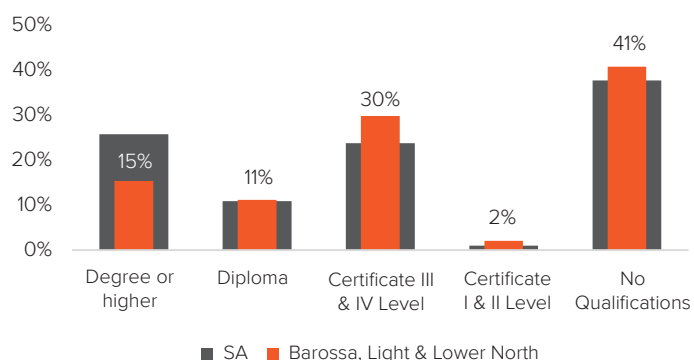
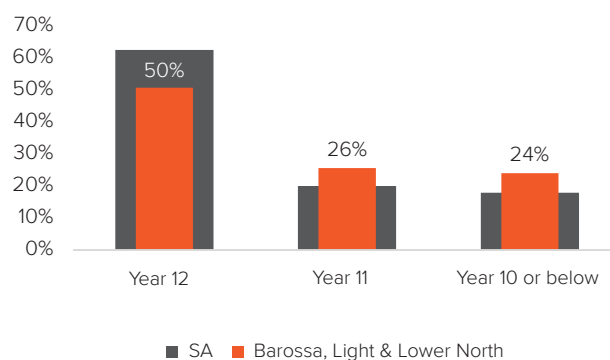


Figure 10: Highest Level of Schooling



Source: Census 2016, Employed persons over 15 years of age



Training Activity

During 2015, eight and a half thousand Barossa residents enrolled in VET study, accounting for 4% of total VET enrolments in SA. The most common fields of education studied include engineering, followed by management and commerce. Barossa residents also had a much higher interest in studying natural and physical sciences compared to the rest of the state. Agriculture and environment studies were also of higher interest.

Priorities to grow regional human capital include strategies to improve educational attainment, next generation leadership development, a design mindset, developing the Knowledge Economy, entrepreneurship, infrastructure for the arts and events, creative hubs, information tools and mentoring and access to broadband and new technologies.

Table 5: Total VET Enrolments

	2014	2015	2016
Barossa, Light and Lower North	8,250	8,468	7,923
Percentage of SA	4%	4%	4%

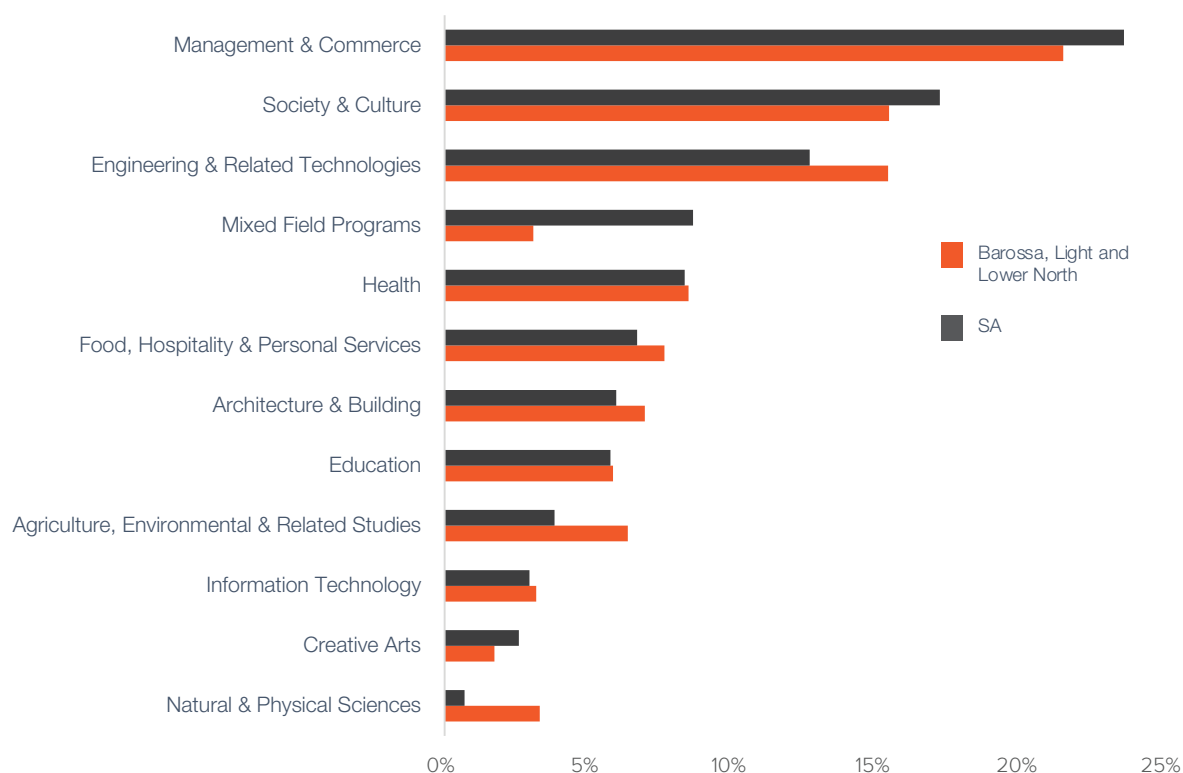
Source: NCVER Total VET Activity, enrolments, student SA2 converted to SA Government region (2016)

In 2016 there were a total of 7,923 VET enrolments in the Barossa region. While this number has dropped by more than 500 students since 2015, it still represents 4% of the state's total VET enrolments, which is consistent with the region's population size.

'Business owners need mentoring, coaching and assistance just to keep up with the demands of 21st century business regulation and competitiveness.'

*Regional Development Australia Barossa
Regional Roadmap 2013-14*

Figure 11: VET enrolments by field of education



Source: NCVER Total VET Activity, enrolments, student SA2 converted to SA Government region (2016)

Apprentices and Trainees

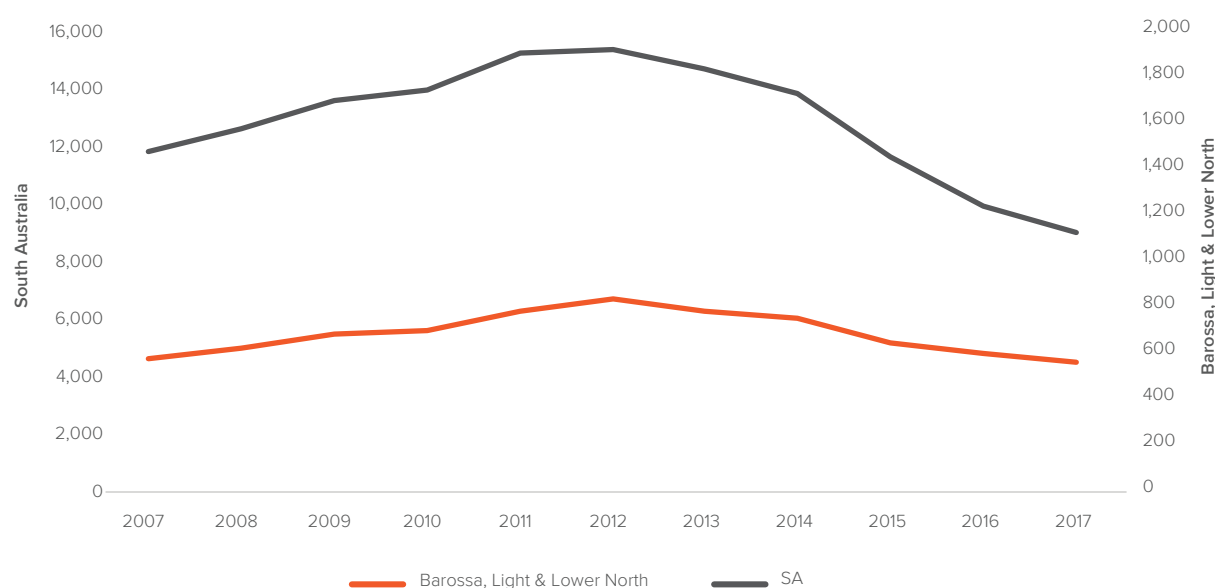
Table 6: Top 5 Apprentice and Trainee occupations

Top 5 Apprenticeships	Top 5 Traineeships
1 Motor Mechanics	Retail Supervisors
2 Carpenters & Joiners	Food & Drink Factory Workers
3 Electricians	Sales Assistants
4 Sheet Metal Trades Workers	General Clerks
5 Plumbers	Storepersons

Source: NCVER Apprentices and Trainees, in training, student SA2 converted to SA Government region (2017)

* Apprentices & Trainees in training over 3 years to March 2017

Figure 12: Apprentices in Training, 2007–2017, Barossa, Light & Lower North



Source: NCVER Apprentices and Trainees, in training (year average), student SA2 converted to SA Government region (2017)

The average number of apprentices and trainees in training from the Barossa region has steadily declined over the five years to June 2017, which has occurred without exception across the state. The total decline has been slightly less steep in the Barossa region compared to the rest of the state, with the number of apprentices in training declining by 7% per annum, or 30% over the last five years, compared to 9% per annum or 36% over the previous five years for South Australia.

This decline has occurred after somewhat elevated training levels following the introduction of the state government's *Skills for All* program, yet the persistence of the decline has drawn the attention of industry and policy makers alike.

Industry Skills Priorities

Feedback from regions generally has identified some of the unique challenges with traineeship and apprenticeship activities, including:

- economic uncertainty - the nature of business activity being short-term (contract-based) makes employers hesitant to take on apprentices.
- difficulties with recruitment and retention.
- limited access to training facilities - trainees and apprentices need to travel to larger regional centres or metropolitan areas for training, which adds to the cost of doing business in regions.

In terms of apprenticeship and traineeship activity, the challenge is not just for regions, but for the whole state to boost apprenticeship and traineeship numbers. The Commission is working with industry partners to identify barriers and assist employers to skill the workers they need.

As part of the Report on South Australia's Industry Priority Qualifications, the Training and Skills Commission introduced the concept of 'Skills Clusters' to determine the relative importance of generic groups of skills over the next 5–10 years.

Based on the responses received from survey participants and the identified make up of the region, work health and safety, managerial and leadership and sales and customer services skills were identified as the top three skills priorities for industry in this region.

Table 7: Industry Skills Priorities

	Barossa, Light & Lower North	South Australia
1	Work Health & Safety	Managerial & Leadership
2	Managerial & Leadership	Sales & Customer Service
3	Sales & Customer Service	Information & Technology
4	Information & Technology	Work Health & Safety
5	Financial	Administration & Support
6	Administration & Support	Financial
7	Marketing & Engagement	Marketing & Engagement
8	Sustainability & Environmental	Human Resources
9	Human Resources	Sustainability & Environmental
10	Language, Literacy & Numeracy (LLN)	Language, Literacy & Numeracy (LLN)
11	Entrepreneurial	Entrepreneurial

Source: Training and Skills Commission, Report to Government on Industry Priority Qualifications (2016)



A&H Doddridge Blacksmith Shop
Angaston

Sources:

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Notes:

Employment forecasts have been derived by TaSC modelling, the methodology can be found in the TaSC Economic Outlook 2016. Regional and industry disaggregation incorporates Victoria University Employment Forecasts - Dixon, J.M. 2017, Victoria University Employment Forecasts, 2016-17.

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Front Cover: View of Tanunda from Presser Road (Dragan Radocaj)

P3. The Centennial Cellar, Seppeltsfield Wines Barossa (Adrian Brown)

P4. Tasting Australia 2014, The Farm Barossa Function Centre (Josie Withers)

P9. Barossa Farmers Market (Sven Kovac)

P13. Wine Barrels, Yalumba Winery (Cameron Bloom)

P15. Walking Through Vineyards, Charles Melton Tanunda (Mike Annese)

P21. Henschke - Hill of Grace Vineyard, Eden Valley (Dragan Radocaj)

P25. A&H Doddridge Blacksmith Shop, Angaston (Sven Kovac)

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