

2023

PLANNERS IN AUSTRALIA:

STATE OF THE PROFESSION REPORT

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Planning Institute of Australia (PIA)
is the national body representing
planning and the planning profession.

ABBREVIATIONS

ABS	Australian Bureau of Statistics
EFTSL	Equivalent Full Time Student Load
GCCSA	Greater Capital City Statistical Area
JSA	Jobs and Skills Australia
LGA	Local Government Area
LOTE	Language other than English
NSC	National Skills Commission
PIA	Planning Institute of Australia
POW	Place of Work

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EXECUTIVE SUMMARY

The Planning Institute of Australia's *Planners in Australia: the State of the Profession Report* aims to provide a closer understanding of the planning profession: who we are, where we work, and how we're changing.

The report relies largely on data collected from the ABS 2021 Census regarding the occupation of 'Urban and Regional Planners' ('Planners'), along with other data from a PIA-conducted survey of planners, Jobs and Skills Australia, and PIA-accredited urban planning programs at universities across Australia.

Key findings for this report include the following statistics for 2021:

- Planning is a growth profession, with at least 13,691 Planners in Australia – an increase of 82% since 2006.
- More females are choosing to become Planners, with an increase of 113% in the number of female Planners since 2006 compared to a 62% increase in male Planners since 2006.
- Planners in Australia had a higher representation of people in the 25-44 year age brackets than people in all jobs, and a lower proportion of people over 45 years.
- New South Wales had the largest number of Planners in Australia (4,620 Planners), with the Northern Territory the fewest (82).
- Planners were overwhelmingly likely to be working in a capital city area (73% of all Planners), while 27% of Planners worked outside a capital city area.
- There were 232 local government areas in Australia where there were no Planners working at all – this is 43% of all local government areas*.
- Nearly one in four Planners in Australia were born outside of the country, with the UK, Southern Asia, and New Zealand the top three regions for overseas-born Planners.
- Aboriginal and Torres Strait Islander peoples were significantly underrepresented in the profession, with just 0.7% of Planners identifying as an Aboriginal or Torres Strait Islander (compared to 3.2% of the Australian population).
- Planners were most likely to be working in local government (44% of all Planners), followed by the private sector (37%), and state or territory governments (18%).
- Planners are entrepreneurial – with almost 1 in 10 owning their own business.
- Median weekly earnings for Planners (full-time work) was \$2,177, compared to \$1,593 for all jobs in Australia.
- Female Planners were more likely to work part-time, and female planners continue to report a wages gap (with female planners reporting an average annual base salary of \$114,397 per annum compared to \$120,895 for male planners in our PIA Planners' Survey).
- Importantly, 58% of all respondents to our Planners' Survey reported being extremely happy or very happy with their career right now, compared to just 3% who were very unhappy or extremely unhappy.
- Just 2% of people with a degree or higher in urban design and regional planning were unemployed and looking for full-time work.
- Of Planners in Australia, 10.5% reported having a mental health condition, similar to the 10.8% of the general population aged between 15 and 64.

As we look to the future, the report considers plausible demand and supply factors for Planners, and we conclude that the demand for Planners is expected to continue to increase.

With the planning profession an important part of responding to major national policy issues – including climate change and housing affordability – we see a need for a stronger focus on the future pipeline of Planners.

Indeed, Jobs and Skills Australia is currently forecasting 16,200 planning roles in 2026, an increase of 18.6% from the approximately 13,700 Planners in 2021.

Good planning is essential to Australia's future, and the planners who shape our communities perform a vital role. *Planners in Australia: the State of the Profession Report* shines a spotlight on these professionals, enriching our understanding of the profession's identity, scope, and evolution.

* Although we note that many smaller and regional local governments contract work to planners working in other areas.

1 BACKGROUND AND PURPOSE

1.1 Purpose

In 2004, the Planning Institute of Australia (PIA) released the *Findings and Recommendations of the National Inquiry into Planning Education and Employment*¹, which addressed critical concerns about the shortage of planners, their professional training, and workplace environments. This report received widespread support from state and territory planning departments and shed light on labour market deficiencies, inadequate access to training, and the prevalent issue of workplace stress among planners.

Despite the significant impact of the 2004 report and actions taken by many organisations (including PIA) since then, the shortage of planners remains a pressing challenge for the profession. Recent evidence collected by PIA indicates persistent pressures affecting the supply and demand dynamics for planners. These pressures include a high number of job advertisements in the PIA Employment Directory with insufficient applications, potential threats to smaller university planning courses due to financial constraints faced by institutions, and the growing regulatory demands on the planning profession, requiring an adequate supply of skilled planners to maintain optimal function.

Recognising the dated nature of the 2004 report, the current workforce supply concerns, and the lack of comprehensive data on the demographics of the profession, PIA has prepared this *State of the Profession Report*. The primary objective of the Report is to gain a closer understanding of the demographics of the planning profession. The insights derived from this Report will serve as valuable evidence for developing a range of issues papers and shaping policy positions for PIA and other organisations.

Unlike the 2004 report, this Report is largely focussed on providing a snapshot of the planning profession to inform discussion and further analysis.

The authors of this Report have concentrated on distinct sections, with Jan Fallding primarily responsible for sourcing, presenting, and analysing data and other information, and David Williams focusing on workforce supply and demand issues and other matters directly relevant to PIA. By exploring various aspects of the profession, this *State of the Profession Report* aims to contribute significantly to the future of planning in Australia.

1. PIA, 2004: Findings and Recommendations of the National Inquiry Into Planning Education and Employment

2 DATA SOURCES AND LIMITATIONS

2.1 A number of data sources

This Report uses a range of data sources, assumptions and methodologies relevant to its scope, the key sources being:

1. Australian Bureau of Statistics Population Census data – primarily from the 2021 Census, and augmented by selected data from 2006 where relevant
2. Jobs and Skills Australia – Occupation Profiles and other workforce data (note that this data was previously sourced from the National Skills Commission)
3. Enrolment and graduation data from PIA-accredited ‘urban planning programs’ at universities across Australia
4. Data from the Australian Government Department of Education and Training, Higher Education Information Management System
5. A survey of planners across Australia, undertaken by PIA in 2022 (‘Planners’ Survey 2022’)

These are discussed separately below, and data limitations and notes are also given.

2.1.1 Population Census data

ABS data in this report uses 2021 Census data, supplemented where appropriate by 2006 data. It is primarily provided for the occupation of Urban and Regional Planners (‘Planners’), as defined by the Australian and New Zealand Standard Classification of Occupations as discussed at section 3.1.2.

All Census data is provided for Planners based on their ‘place of work’ (POW) rather than on their ‘place of usual residence’. Although data on the place of residence and subsequent commuting patterns of Planners would be interesting, it is too detailed to be of value to this Report. It could be analysed at a future date.

In this Report, Census data is reported at the following geographies:

- Australia
- by State and Territory
- by ‘Greater Capital City Statistical Area’ (GCCSA) which divides each State and the Northern Territory (NT) into a ‘greater capital city’ area and the ‘remainder of the state/territory’ (the entire Australian Capital Territory (ACT) is classified as a ‘greater capital city’ area).² This is the most effective way to show differences between metropolitan and regional areas in each state and territory. Note that GCCSA data in this Report does not include the minimal number of people who were in the Census GCCSA classifications of ‘No Fixed Address’ or ‘Migratory – Offshore – Shipping’.

Note that the ‘total’ number of Planners in Australia (or for states/territories or smaller geographies) in some sections may not correlate with totals in other sections. This is primarily because within each Census variable analysed, the numbers of Planners who did not state an answer to a Census question have been removed from the data analysis tables. These numbers are statistically small, and do not affect the overall results and analysis of this Report.

Also, care must be taken with numbers particularly less than 10 in Census data analyses that involve cross tabulations, since the ABS randomly adjusts ‘small cell’ results so that individual people cannot be identified in data outputs, especially in small geographical areas³. This also causes some totals not to correlate.

Some data from the 2021 Census will also be presented that compares Planners with all ‘Professionals’ as classified by Australian and New Zealand Standard Classification of Occupations⁴.

2. ABS, 2022: Greater Capital City Statistical Areas at <https://www.abs.gov.au/statistics/standards/australian-statistical-geography-standard-aggs-edition-3/jul2021-jun2026/main-structure-and-greater-capital-city-statistical-areas/greater-capital-city-statistical-areas>

3. <https://www.abs.gov.au/census/guide-census-data/census-methodology/2021/how-data-processed#introduced-random-error-perturbation>

4. <https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/latest-release>

2.1.2 Jobs and Skills Australia (previously National Skills Commission) data

Occupation data for Planners and other comparative professions has been sourced for this Report from Jobs and Skills Australia (JSA) which is “an independent agency, responsible for providing advice to the Australian Government to underpin Australia’s response to current, emerging and future labour market and workforce skills and training needs. JSA will help the Australian Government improve employment opportunities and economic growth.” JSA formally commenced in late 2022.⁵

The key sets of data sourced from JSA in this Report are the ‘Occupation Profiles’ for Urban and Regional Planners and comparative professions taken from the Labour Market Insights site.⁶

Before the JSA, occupation data was available through the National Skills Commission (NSC).⁷ At the time of this Report being written, the NSC was transitioning its name and website presence to JSA. The two identities currently have data on two different websites and this Report refers to the site where the data resided at the time of writing. The reader should regard the two identities as interchangeable.

Data comparing Planners with other selected professions (Architects, Landscape Architects and Surveyors) is sourced from National Skills Commission datasets.

More recently, the JSA’s *Nowcast of Employment by Region and Occupation (NERO)* Dashboard “is an experimental dataset providing [monthly] information on employment in 355 occupations [including Urban and Regional Planners] across 88 regions [Statistical Area 4s] in Australia. NERO has been developed using an emerging methodology called ‘nowcasting’ using traditional, real-time and big data techniques – including machine learning – to estimate trends within a short timeframe after the data is available, more frequently and with increased detail. NERO can be searched either by occupation or by region, and the data can be downloaded in a variety of ways.”⁸

Although the NERO Dashboard provides detailed monthly estimates of the employment of Planners since the end of 2015 at the Statistical Area 4 level across Australia, it is considered to be too experimental at this stage to be relied upon. Perhaps in time it will yield more reliable data, and may be considered valuable by each PIA state and territory office.

5. <https://www.jobsandskills.gov.au/about>

6. <https://labourmarketinsights.gov.au/occupations/occupation-search/>

7. <https://www.nationalskillscommission.gov.au/about>

8. <https://www.jobsandskills.gov.au/work/nero/nero-dashboard>

2.1.3 University enrolment data and Higher Education Information Management System

The Australian Government Department of Education, Skills and Employment, Market Analysis and Data Division is responsible for the collection and dissemination of statistics relating to the provision of higher education at all Australian institutions. This has previously been done via the Higher Education Information Management System (HEIMS)⁹.

The data collection encompasses enrolments, equivalent full-time student load (unit of study data) and completions, and includes all higher education institutions that have been approved under the *Higher Education Support Act 2003*.

Data reported from the student collection includes:

- Course information including level, field of education and special course flag
- Age (date of birth)
- Gender
- Citizenship
- Aboriginal and Torres Strait Islander indicator
- Location of term residence
- Location of permanent home residence
- Basis for admission to course
- Type of attendance (full-time / part-time)
- Mode of attendance (internal, external, multi-modal)
- Country of birth
- Language spoken at home
- Year of arrival in Australia
- Language spoken at home
- Tertiary entrance score
- Equity data (disability, low-socioeconomic status, non-English-speaking background, women in non-traditional areas, regional/remote)
- Highest educational attainment prior to commencement
- Award course completions

2.1.4 Urban and regional planners' survey, 2022

In 2022, PIA National Office commissioned a survey of urban and regional planners (Planners' Survey 2022'). It was sent by email (and using an online survey tool) to the approximately 14,000 people and organisations on PIA National Office's database, including to the more than 5,000 current PIA members.

There were responses from 1,592 people. Of these, 1,576 people (99%) answered 'yes' to the first question:

Are you currently involved with the planning profession (whether it be working or studying)? For clarification, this includes urban designers, social planners, planning lawyers, transport planners & environmental planners.

The survey questionnaire is included at Appendix 2 and the results of the majority of the questions of the survey are given at Appendix 3 and throughout the Report where relevant.

Question 18 of the Planners' Survey 2022 was 'What PIA membership grade are you? The results from 1,032 respondents are presented in the table below.

Figure 1. Results of Q18 of Planners' Survey 2022: PIA membership grade

PIA member grade	No of respondents	% of member respondents	Comparison to Aug 2022 membership data
Registered planner	262	25%	13%
Full member	543	53%	55%
Affiliate	70	7%	11%
Graduate	62	6%	7%
Student	66	6%	11%
Allied professional	3	0%	3%
Not sure	26	3%	
Total PIA members	1,032	65%	
Non-members	560	35%	
TOTAL SURVEY	1,592	100%	

Source: Planning Institute of Australia –Planners' Survey 2022

3 WHO ARE PLANNERS?

This chapter examines the following:

- The varying definitions of a planner and the use of the terms 'Planner' and 'planner'
- The total number of Planners in Australia, and growth of the profession since 2006
- Selected demographics of Planners, including:
 - Geographic distribution across Australia
 - Sex and age profiles
 - Career stages and years of experience in the planning profession
 - People with disabilities

3.1 The definition of a planner

3.1.1 Varying definitions

There are varying definitions of who 'a planner' is. The following are outlined in this section:

- The definition used by the ABS Population Census and the Report's use of the terms 'Planner' and 'planner'
- PIA membership categories
- Para-planners

3.1.2 Definition used by Population Census

The key term used in this Report is that of the occupation of an Urban and Regional Planner ('Planner') used by the ABS in the Population Census. This is defined in the Australian and New Zealand Standard Classification of Occupations (ANZSCO) as follows¹⁰:

2326 Urban and Regional Planners:

Urban and Regional Planners develop and implement plans and policies for the controlled use of urban and rural land, and advise on economic, environmental and social factors affecting land use.

Indicative Skill Level: In Australia and New Zealand: Most occupations in this unit group have a level of skill commensurate with a bachelor degree or higher qualification (ANZSCO Skill Level 1).

Tasks Include:

- compiling and analysing data on economic, legal, political, cultural, demographic, sociological, physical and environmental factors affecting land use
- conferring with government authorities, communities, Architects, social scientists, Legal Professionals, and planning, development and environmental specialists
- devising and recommending use and development of land, and presenting narrative and graphic plans, programs and designs to groups and individuals
- advising governments and organisations on urban and regional planning and resource planning
- reviewing and evaluating environmental impact reports
- staying up-to-date with changes in building and zoning codes, regulations and other legal issues
- may serve as mediators in disputes over planning proposals and projects
- may speak at public meetings and appear before government to explain planning proposals

Specialisations:

- Land Planner
- Resource Management Planner (NZ)
- Town Planner
- Traffic and Transport Planner

10. Source: ABS, 2006: <https://www.abs.gov.au/ausstats/abs@.nsf/Product+Lookup/1220.0~2006~Chapter~UNIT+GROUP+2326+Urban+and+Regional+Planners>

This definition has been used in the Census since the 2006 Census (data from which is used in this Report), and is still the same in the 2022 version of ANZSCO.¹¹

Therefore, the ANZSCO definition of an 'Urban and Regional Planner' above is used throughout this Report as the definition of a 'Planner'. The term 'Planner' is used in this Report when referring to Census statistics and other sources relating specifically to the occupation of 'Urban and Regional Planner' as described above and 'planner' is used in relation to the reporting of the PIA Survey 2022 or in general discussion about the planning profession.

The ABS is currently undertaking a comprehensive review of ANZSCO to identify where further changes to the classifications may be required. PIA is participating in this process.

It is obvious that there will be many people who have a degree qualification or higher in 'urban design and regional planning' and whose occupation is very closely

related to an 'Urban and Regional Planner', but whose description on their Census form may have caused them to be categorised as another occupation (eg 'University Lecturer', a type of 'Specialist Manager' or 'Environmental Consultant'). This is discussed further at section 3.3.2.

Further, the occupation 'Urban and Regional Planner' is limited to only people who are employed; it does not take account of people who may be students, or people with a planning qualification who are unemployed, on a career break or retired but who still consider themselves to be a planner. This is discussed further at section 3.3.

3.1.3 PIA membership categories

PIA membership is not contingent on the ANZSCO classification of 'Urban and Regional Planner' that is used in the Census as above. Criteria for PIA membership, in different grades, is given on the PIA website and is summarised as follows.

Figure 2. PIA membership grades

Membership Category		Description
Registered Planner		High-calibre planners who have clearly and unequivocally demonstrated their competency <ul style="list-style-type: none"> • Must be a current Full Member with PIA • Have at least 5 years Planning experience • Must complete assessment of competency against six key practice areas
Full member	Stream 1	PIA Accredited Course + 2 years experience (at least 1 year post qualification)
	Stream 2	Non-accredited planning course + 5 years experience
	Stream 3	Planning related course + 9 years experience
	Stream 4	Other qualification + 12 years experience
Affiliate		Planner who does not yet meet the entry requirements for Full Member
Graduate		Graduated from your first planning degree within the last two years
Student		Studying your first planning or planning related degree
Allied Professional		Non-planner who would like to connect with the planning community

Source: Planning Institute of Australia website accessed March 2023 <https://www.planning.org.au/membershipinformationnew/grades-eligibility>

11. <https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/2022>

3.1.4 Para-planners

The role of para-planners in the Planning industry is recognised by PIA; however, the demographics of para-planners will not be explored in this Report, primarily because there is no Census data available relating to this occupation as there is for urban and regional Planners. ANZSCO does not currently contain a definition of a para-planner as a discrete occupation category.

A para-planner is understood by PIA to be a predominately local government role that supports planners with a range of administrative functions that assist with planning, building and strategic projects. The role requires a strong knowledge of the planning process and (based on SA and NSW working definitions) is focused on:

- engaging with various stakeholders and being the initial point of contact for basic and routine development related enquiries
- applying for permits with other statutory authorities
- administration of and maintenance of registers and electronic planning records
- general administrative tasks and duties

3.2 How many Planners are there in Australia?

3.2.1 Introduction

This section will present data from the following sources relating to the number of Planners in Australia:

- Australian Population Census (using the ‘Planner’ definition)
- National Skills Commission estimates

3.2.2 Data based on 2021 Census

In August 2021 in Australia, there were 13,691 Urban and Regional Planners (‘Planners’) counted in the Population Census – these were people who were employed at that time, with an occupational classification of ‘Urban and Regional Planner’ (see definition by ANZSCO as explained at section 3.1.1.2 above).

However, there were also an additional 7,445 ‘Architects, Designers, Planners and Surveyors’, who were ‘not further defined’. It is estimated that 11% of these (819) could also be Planners, since that is the proportion of the total ‘Architects, Designers, Planners and Surveyors’ ANZSCO occupation category who were Planners in 2021. This makes an estimated 14,510 Planners employed in Australia 2021.

As discussed in section 3.1.2 above, there were also a sizeable number of people counted at the 2021 Census whose highest post-school qualification was in ‘urban design and regional planning’ but who were not in the workforce, or who were unemployed (see section 3.3 for details about these people).

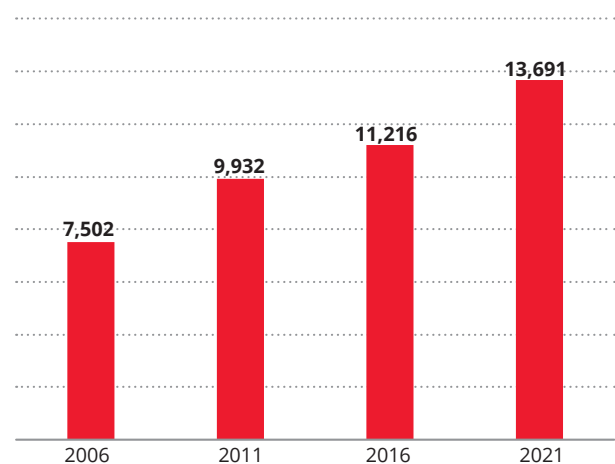
At August 2022, there were 5,295 individual members of PIA with an Australian address¹². However, as described in the previous section, not all PIA membership categories are contingent on the member being employed as a Planner as defined by ANZSCO.

Notwithstanding the possible 819 ‘additional’ Planners identified in the Census above, or the additional people with post-school qualifications in planning who were not employed as Planners, or the number of PIA members, **the remainder of this Report will use the 2021 Census count of 13,691 Planners in Australia for comparative purposes.**

3.2.3 Growth based on Census data 2006 to 2021

The figure below shows the number of Planners in Australia at each of the Census: 2006, 2011, 2016 and 2021.

Figure 3. Planners in Australia, 2006 to 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2006, 2011, 2016 and 2021, Table Builder

12. Planning Institute of Australia membership database

The number of Planners in Australia has increased by 6,189 people in the 15 years between 2006 and 2021 – an increase of 82%.

It is further noted that, at the 2001 Census, there were 5,400 Planners in Australia¹³.

3.2.4 Number based on Labour Market Insights data

Jobs and Skills Australia, through its Labour Market Insights ‘Occupation Profiles’ downloads, estimates that there are 22,100 Urban and Regional Planners employed in Australia (data downloaded 14 July 2023).¹⁴ However, similar data downloaded in June 2022 showed that there were then 11,800 Urban and Regional Planners employed in Australia, although both data sources refer to using the same following source¹⁵:

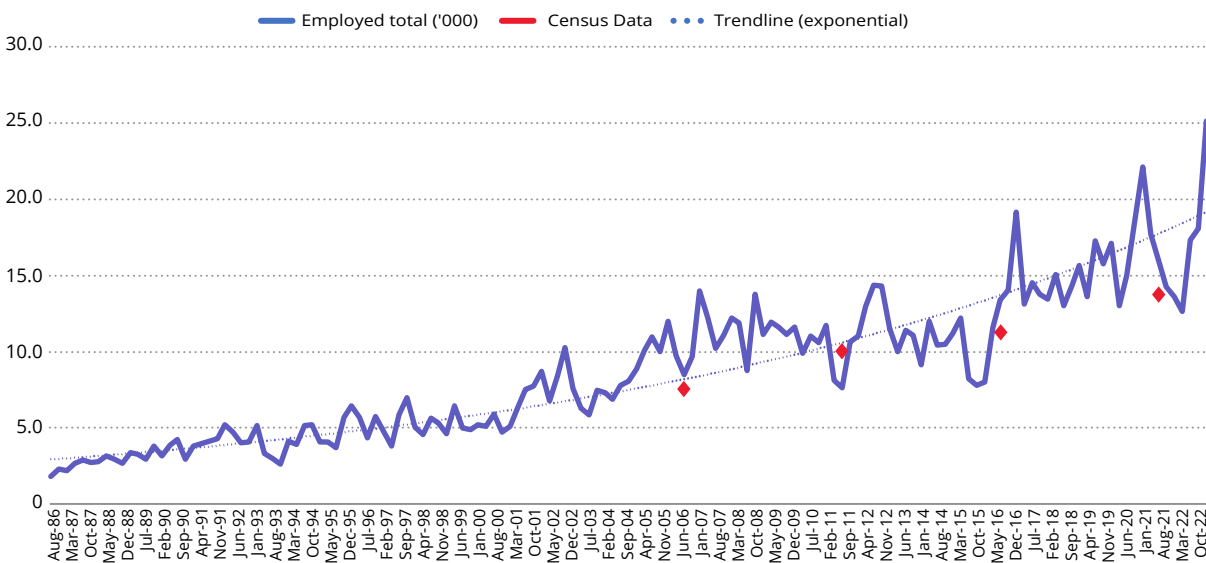
- ANZSCO 4-digit occupations: ABS, Labour Force, Detailed, Jobs and Skills Australia seasonally adjusted February 2023.

Looking more deeply into the *ABS Labour Force, Detailed Jobs and Skills Australia* data¹⁶, the figure following shows the number of Planners from 1986 to early 2023. This shows the number of employed Planners in Australia in February 2023 as being 25,100.

The differences between this and the Labour Market Insight data above cannot be explained. Nor can the volatility in the quarterly *Labour Force, Detailed Jobs and Skills Australia* numbers. The claimed dramatic variations do not correlate with any other data set nor anecdotal evidence.

Therefore, this Report will use the ABS 2021 Population Census data for the 13,691 Urban and Regional Planners (‘Planners’) in Australia for all analysis.

Figure 4. Planners employed in Australia, 1986 to 2023



Source: ABS, 2023: *Labour Force, Detailed Jobs and Skills Australia*

13. PIA, 2004: Findings and Recommendations of the National Inquiry Into Planning Education and Employment

14. Jobs and Skills Australia - Labour Market Insights (Urban and Regional Planners) <https://labourmarketinsights.gov.au/occupation-profile/Urban-and-Regional-Planners?occupationCode=2326> accessed May 2, 2023.

15. <https://labourmarketinsights.gov.au/support/snapshot-data/>

16. Australian Bureau of Statistics 6291.0.55.001 – EQ08 – Employed persons by Occupation unit group of main job (ANZSCO), Sex, State and Territory, August 1986 onwards <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia-detailed/latest-release#all-data-downloads> accessed May 2023

3.3 Other people who may also be considered as planners

3.3.1 Introduction

In addition to the number of people whose occupation was classified as 'Urban and Regional Planner' in the Census, there were people with planning qualifications who were working in other occupations, many allied closely with planning. There were also people who had qualifications in planning but who were retired, otherwise not in the workforce or unemployed. These are discussed in the following section.

The additional issue of 'para-planners' was discussed previously in section 3.1.4.

3.3.2 Occupations of people with a planning qualification

Not everyone with a planning qualification is employed as a Planner.

At the 2021 Census, there were 18,090 people in Australia whose highest non-school qualification was in the field of 'urban design and regional planning'.

Of these:

- 42% were employed as a Planner
- 16% were not in the workforce
- 42% were employed as another occupation

The following table shows more detail relating to these points, by male and female. Importantly, it shows the top 20 occupation categories of the 42% of people who had their highest qualification in planning but were not employed as a Planner.

It is also important to note that since this variable only records a person's *highest* qualification, there may be many other people not included in the following data who, despite holding a *bachelor* qualification in planning, will not be included in the data since their highest qualification (eg Masters or PhD) was in another field (eg policy, environmental science).

The 16% of people who were not in the workforce in 2021 are addressed later in this section.

Figure 5. Top occupations of people whose highest post-school qualification was in urban design and regional planning, Australia 2021

	TOTAL	Male	Female
Occupation: Planner	42%	41%	43%
Occupation: NOT a Planner	42%	42%	42%
Not in the workforce	16%	17%	15%

Top 23 occupations	TOTAL		Male		Female	
	No	Rank	No.	Rank	No.	Rank
Urban and Regional Planner	7,529	1	4,062	1	3,467	1
Policy and Planning Manager*	458	2	204	2	254	2
Program or Project Administrator	384	3	177	4	207	3
Land Economist	272	4	186	3	86	6
Construction Project Manager	232	5	148	5	84	8
Specialist Managers nec	230	6	146	6	84	9
General Clerk	191	7	69	12	122	4
Policy Analyst	187	8	72	11	115	5
Chief Executive or Managing Director	159	9	110	7	49	12
Research and Development Manager	145	10	83	9	62	10
Professionals nfd	138	11	52	18	86	7
Corporate General Manager	133	12	85	8	48	13
Sales Assistant (General)	121	13	63	14	58	11
University Lecturer	115	14	68	13	47	15
Managers nfd	115	15	72	10	43	19
Management Consultant	103	16	58	16	45	16
Specialist Managers nfd	99	17	54	17	45	17
Sales and Marketing Manager	59	18	59	15		
Office Manager	48	19	0	21	48	14
Building Inspector	48	20	48	19	nc**	nc**
Property Manager	48	21	48	20	nc**	nc**
Liaison Officer	44	22	nc**	nc**	44	18
Environmental Consultant	40	23	nc**	nc**	40	20

* Definition of a 'Policy and Planning Manager' is given in Appendix 1

nec = not elsewhere classified

nfd = not further defined (in other categories)

Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

The changes between 2006 and 2021 for people with their highest post-school qualification in ‘urban design and regional planning’ in Australia are shown in the tables below, which show:

- the number of people with their highest post-school qualification in ‘urban design and regional planning’ in Australia increased by approximately 10,000 people in 15 years, or 128%
- 52% of people with this highest qualification were employed as a Planner in 2006, falling to 42% in 2021, although the number of those people increased by approximately 3,500 or 84% during those 15 years
- 37% of people with this highest qualification were not employed as a Planner in 2006, rising to 42% in 2021, while the number of those people increased by approximately 4,600 or 157% during those 15 years
- the number of people with this highest qualification who were not in the workforce in 2006 was 11%, rising to 16% in 2021, while the number of those people increased by approximately 2,000 or 234% during those 15 years
- the most numerous non-planning occupation in both 2006 and 2021 for both males and females was ‘Policy and Planning Manager’ (a definition of this occupation is given in Appendix 1). Note that some occupation classifications for non-Planning occupations may have changed between 2006 and 2021

Figure 6. Top occupations of people in Australia whose highest post-school qualification was in urban design and regional planning, Australia 2006

	TOTAL		Male		Female	
	No	Rank	No	Rank	No.	Rank
Urban and Regional Planner	4,080	1	2,484	1	1,596	
Policy and Planning Managers*	197	2	117	2	80	2
Contract, Program and Project Administrators	188	3	112	3	76	3
Land Economists and Valuers	97	4	97	4	nc**	nc**
Architects and Landscape Architects	81	5	61	6	20	9
Chief Executives and Managing Directors	69	6	69	5	nc**	nc**
University Lecturers and Tutors	59	7	59	7	nc**	nc**
Other Specialist Managers	55	8	55	8	nc**	nc**
Construction Managers	54	9	54	9	nc**	nc**
Real Estate Sales Agents	52	10	52	10	nc**	nc**
Research and Development Managers	50	11	50	11	nc**	nc**
Intelligence and Policy Analysts	43	12	nc**	nc**	43	4
General Clerks	40	13	nc**	nc**	40	5
Professionals, nfd	33	14	nc**	nc**	33	6
Inspectors and Regulatory Officers	33	15	nc**	nc**	33	7
Environmental Scientists	25	16	nc**	nc**	25	8
Welfare Support Workers	20	17	nc**	nc**	20	10
Office Managers	20	18	nc**	nc**	20	11

* A definition of ‘Policy and Planning Manager’ is given in Appendix 1

** nc = not calculated

nfd = not further defined (in other categories)

Source: Australian Bureau of Statistics – Census of Population and Housing, 2006, TableBuilder

Figure 7. People in Australia with a post-school qualification in urban design and regional planning, Australia 2006 to 2021

	2006		2021		Change 2006-2021	
	No	% of people with qualification	No	% of people with qualification	No	% change 2006-2021
No of people with a post school qualification in 'urban design & regional planning'	7,931		18,090		10,159	128%
Occupation: Planner	4,085	52%	7,529	42%	3,444	84%
Occupation: NOT a Planner	2,959 (approx.)	37%	7,600 (approx.)	42%	4,641 (approx.)	157% (approx.)
Not in the workforce	887	11%	2,961	16%	2,074	234%

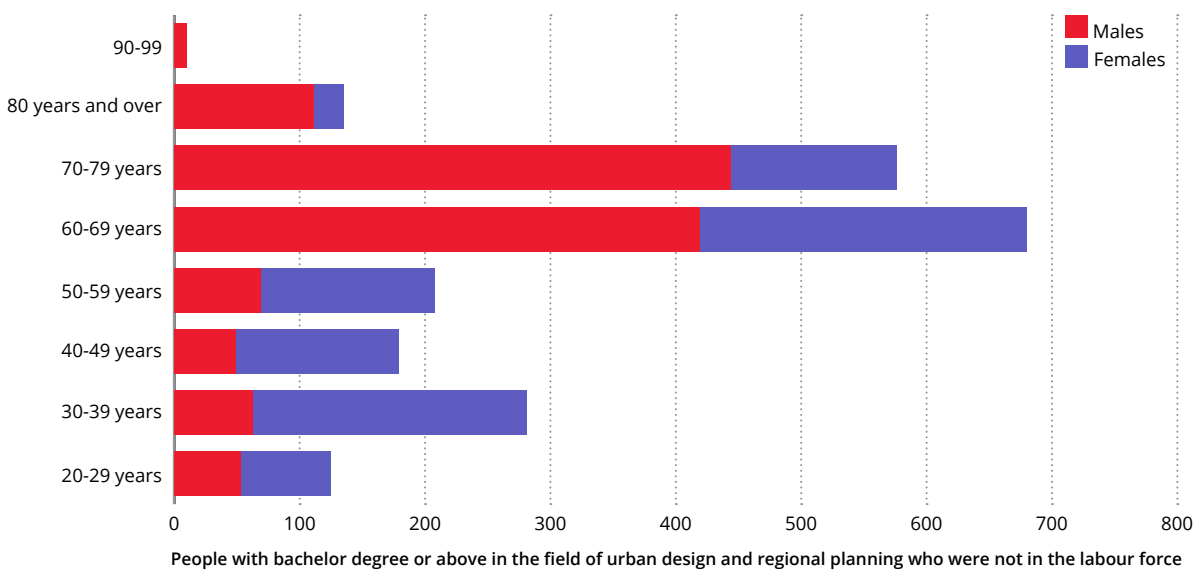
Source: Australian Bureau of Statistics – Census of Population and Housing, 2006 and 2021, TableBuilder

3.3.3 People qualified in planning who are not employed

3.3.3.1 People not in the labour force

At the 2021 Census in Australia, 13% of both males and females with their highest qualification being a bachelor degree or higher in the field of 'urban design and regional planning' were not in the workforce. This was 1,228 males and 977 females. Their age and sex is shown in the figure below.

Figure 8. Age and sex of people who were not in the workforce whose highest qualification was a bachelor degree or above in the field of urban design and regional planning, Australia 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

A further analysis of the possible reasons for these people not being in the workforce is given below.

3.3.3.2 Retirement

The figure above shows that in 2021 in Australia, 81% of males and 43% of females who were not in the workforce but whose highest qualification was a bachelor degree or higher in the field of 'urban design and regional planning' were 60 years or over, and therefore most likely retired. This was a total of 1,405 people (988 males and 417 females). The figure above shows the higher proportions of males than females in these age groups. However, this does not necessarily mean that all these people had previously been employed as a Planner – this cannot be determined from Census data.

3.3.3.3 Career break for people of working age – Census data

The figure above shows that in 2021 in Australia, 234 males (19%) and 559 females (57%) who were not in the workforce but whose highest qualification was a bachelor degree or higher in the field of 'urban design and regional planning' were between 20 and 60 years. Of these:

- 460 people (48% of the males and 62% of the females in that age group) were between 30 and 49 years – the age most likely to be raising children
- 53 males and 72 females were in their twenties
- 69 males and 139 females were in their fifties

The figure above shows the higher proportions of females than males in these age groups.

Similar to the 'retirement' section above, this does not necessarily mean that all these people had previously been employed as a Planner – this cannot be determined from Census data.

3.3.3.4 Unemployment

At the 2021 Census in Australia, 2% of both males and females whose highest qualification was a bachelor degree or higher in the field of 'urban design and regional planning' were unemployed and looking for full-time work. This was 169 males and 125 females. In addition there were 41 males and 65 females who were unemployed and looking for part-time work (0.4% and 0.8% respectively).

3.4 Selected demographics of Planners

3.4.1 Introduction

Selected demographics of Planners are examined in this section:

- Geographic location
- Sex
- Age
- Career stages and years of experience
- Disability

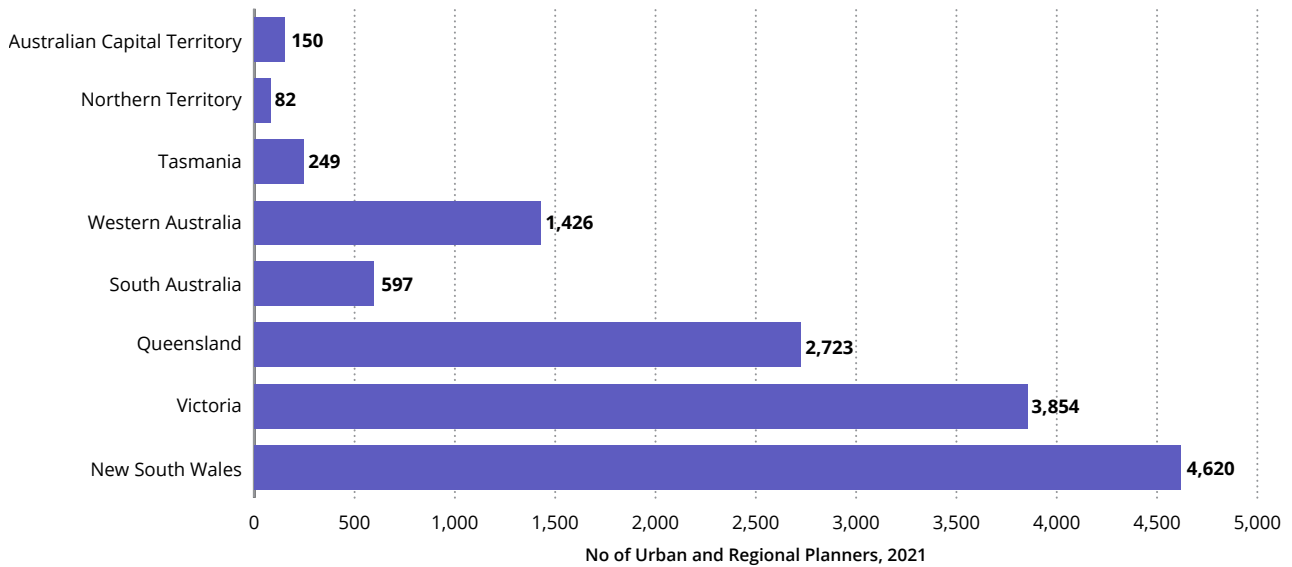
Both current data, primarily from the 2021 Census and, where relevant, an analysis of changes since 2006 are given.

3.4.2 Geographic location

3.4.2.1 Census data

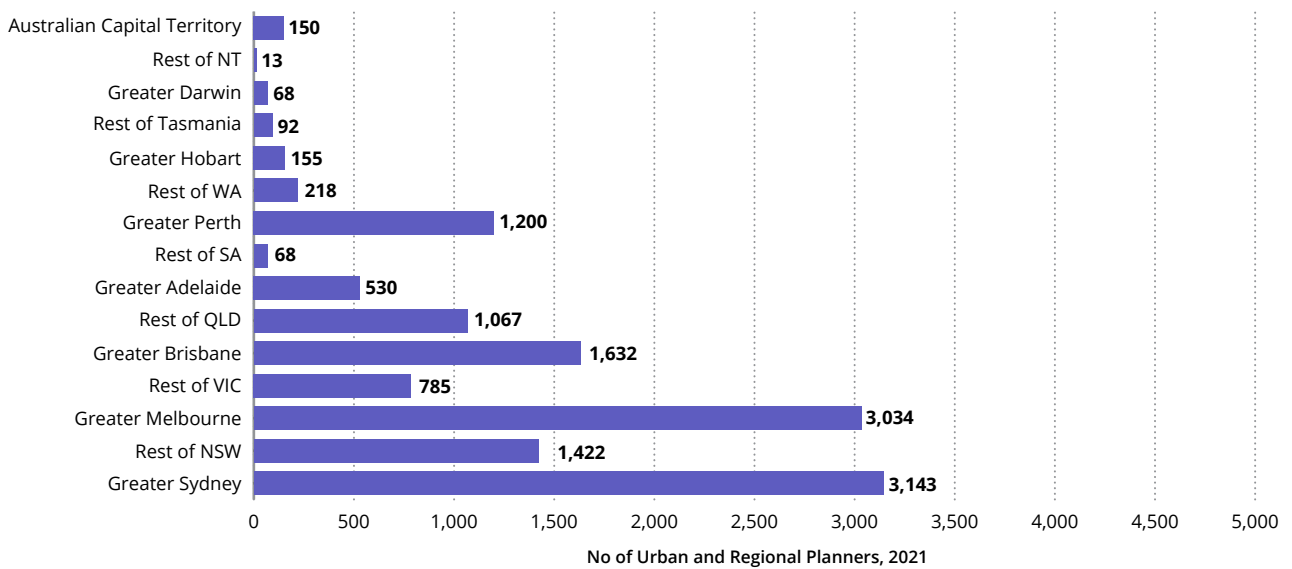
The place of work¹⁷ (PoW) of the 13,691 people whose occupation at the 2021 Census was Urban and Regional Planner ('Planner') are presented in the following figures and tables.

Figure 9. Planners by state and territory, 2021 Census



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Figure 10. Planners by GCCSA, 2021 Census



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

17. <https://www.abs.gov.au/census/guide-census-data/census-dictionary/2021/variables-topic/location/place-work-powp>

The above figures show that in 2021 in Australia:

- one third (34%) of Planners worked in NSW, followed by 28% in Victoria and 20% in Queensland
- 73% of Planners worked in a capital city area (compared to 67% of the Australian population)
- 45% of Planners worked in either the Sydney or Melbourne capital city areas
- 27% of Planners worked outside a capital city area (compared to 33% of the Australian population)

- 15% of Planners worked in the states and territories comprising 63% of Australia’s land mass¹⁸ (WA, NT and SA)

3.4.2.1.1 Growth between 2006 and 2021 by state/territory

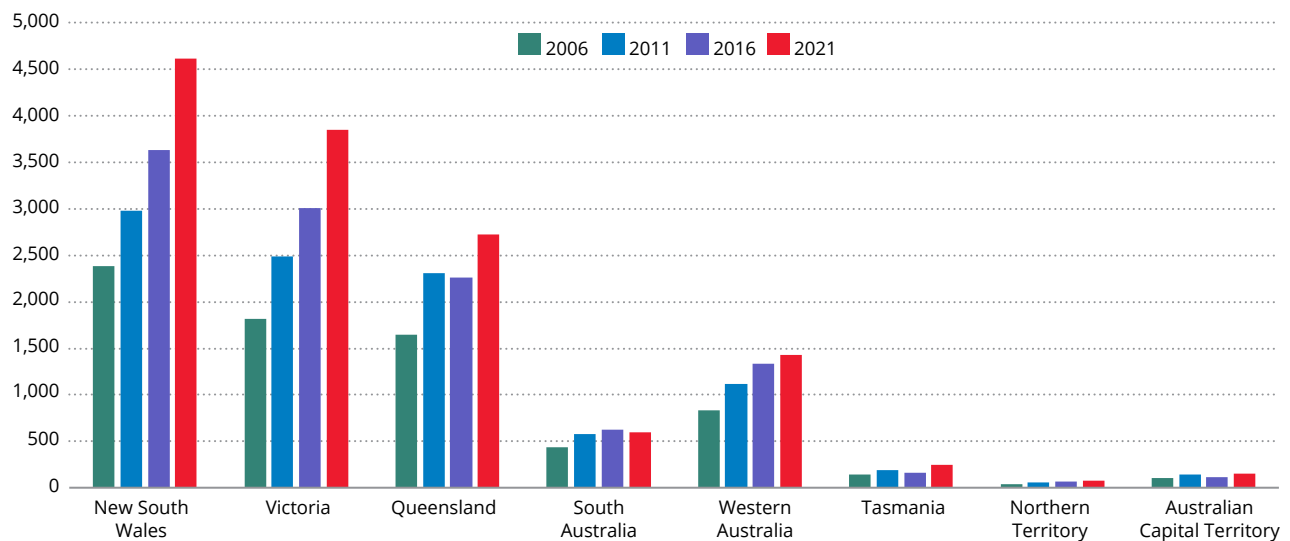
The table and figure below show the number of Planners in each state and territory in Australia at each Census: 2006, 2011, 2016 and 2021.

Figure 11. Planners by state and territory, 2006 to 2021

	2006	2011	2016	2021	Growth 2006-2021
New South Wales	2,382	2,981	3,633	4,620	94%
Victoria	1,818	2,489	3,013	3,854	112%
Queensland	1,645	2,314	2,264	2,723	66%
South Australia	441	580	625	597	35%
Western Australia	832	1,118	1,334	1,426	71%
Tasmania	144	192	164	249	73%
Northern Territory	37	60	68	82	122%
Australian Capital Territory	106	144	119	150	42%
TOTAL (where PoW stated)	7,405	9,878	11,220	13,701	85%

Source: Australian Bureau of Statistics – Census of Population and Housing, 2006, 2011, 2016 and 2021, TableBuilder

Figure 12. Planners by state and territory, 2006 to 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2006, 2011, 2016 and 2021, TableBuilder

18. <https://www.ga.gov.au/scientific-topics/national-location-information/dimensions/area-of-australia-states-and-territories#heading-1>

The table and figures above show that between 2006 and 2021:

- NSW consistently had the largest number of Planners, followed by Victoria and Queensland
- the jurisdiction with the largest growth (although smallest number) was the Northern Territory, with a 122% increase, followed by Victoria with 112% then NSW with 94%
- the jurisdiction with the smallest growth between 2006 and 2021 was South Australia with 35%
- although all jurisdictions recorded increases between 2006 and 2021, there were some decreases between other Census periods – Queensland, Tasmania and ACT between 2011 and 2016, and South Australia between 2016 and 2021

3.4.2.1.2 Areas of Australia with no Planners in 2021

There were 232 local government areas (LGAs) in Australia in 2021 where no Planners were recorded as having that LGA as their place of work (43% of all LGAs), as shown in the table below. The proportion varied between states and territories, as did the total number of LGAs in each jurisdiction.

Note that the absence of a Planner working in these LGAs does not preclude a Planner living in any of them, although the remoteness of most of the affected LGAs means that it is unlikely.

Even though these areas recorded no Planners working within them at the Census, the councils within these areas may seek the services of private sector (often sole trader) Planners living further away on either a temporary contract basis as they are required, or perhaps on a more permanent longer-term arrangement where they are called on as needed.

Figure 13. LGAs in Australia recording no Planners, 2021 Census

State/territory	No of LGAs	No of LGAs recording no Planners	LGAs with no Planners as a % of all LGAs
New South Wales	128	34	27%
Victoria	79	5	6%
Queensland	78	43	55%
South Australia	70	40	57%
Western Australia	139	85	61%
Tasmania	29	11	38%
Northern Territory	18	14	78%
Australian Capital Territory	n/a	n/a	n/a
TOTAL AUSTRALIA	541	232	43%

Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

This table shows LGAs as identified in the 2021 Census, noting that these may not match exactly with the LGAs recognised by the Australian Local Government Association

3.4.3 Sex profile

Note that this Report uses the terms ‘sex’ and ‘male/female’ rather than ‘gender’ because of the following:

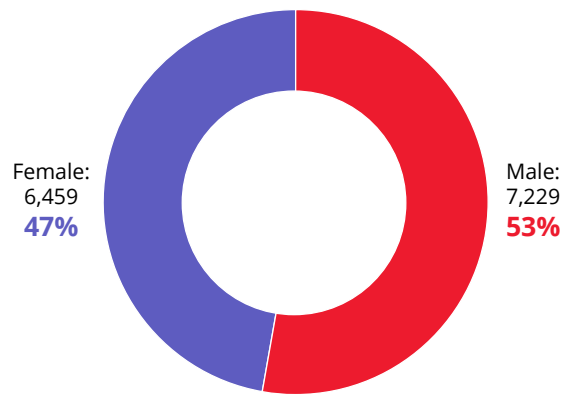
- The ABS uses the variable ‘sex’, being ‘male’ and ‘female’ and has not published Census data identifying gender as a separate variable (as explained below)
- The results from the Planners’ Survey 2022 showed minimal numbers of people identifying as non-binary, so results from this category have not been used in this Report to maintain the privacy of respondents

3.4.3.1 2021 Census data

At the 2021 Census, 47% of Planners in Australia were female, and 53% male as shown below. Note that the Census records the ‘sex’ not ‘gender’ of respondents. Although respondents were able to nominate ‘non-binary’ on the Census form in 2021, the results of data for non-binary people have not been published by the ABS.¹⁹

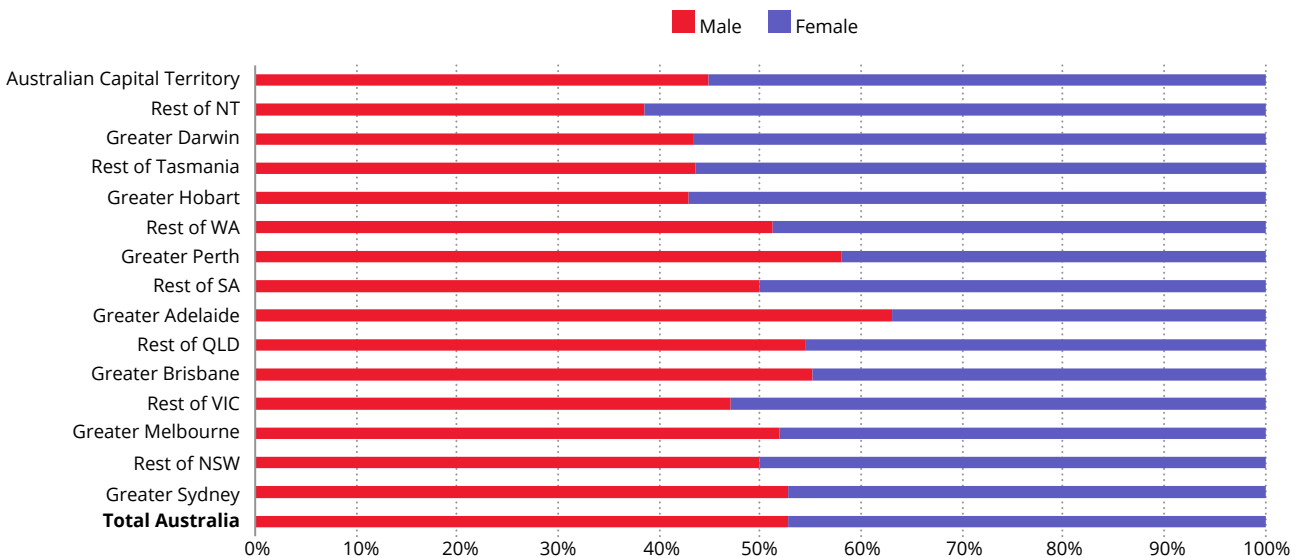
The male/female of proportion of Planners in each GCCSA in 2021 is shown below.

Figure 14. Sex of Planners, Australia 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Figure 15. Proportion of male and female Planners in Australia by GCCSA, 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

The figure above shows that in 2021, Greater Adelaide had the highest proportion of male Planners (63%), followed by Greater Perth (58%) and Greater Brisbane (55%) while the ‘Rest of NT’ had the highest proportion of female Planners (62%) followed by Greater Hobart and Greater Darwin (57% each).

19. ABS, 2022: <https://www.abs.gov.au/census/guide-census-data/census-dictionary/2021/variables-topic/population/sex-sexp>

3.4.3.2 Census data 2006 to 2021

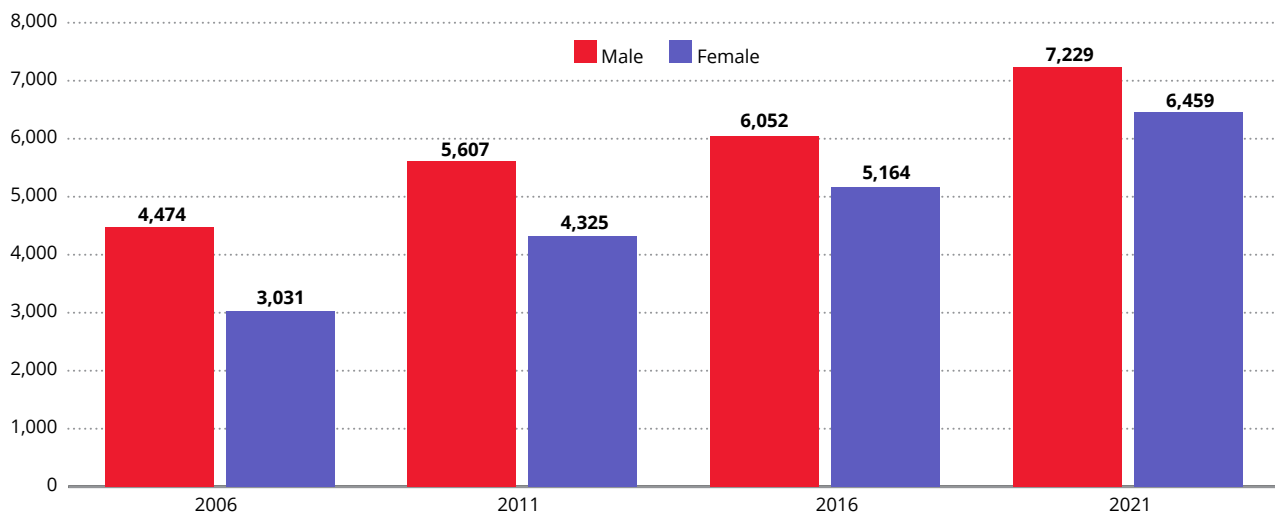
The table and figures below show the number and proportion of male and female Planners in Australia at each Census: 2006, 2011, 2016 and 2021.

Figure 16. Sex of Planners, Australia 2006 to 2021

	Male	Proportion male	Female	Proportion female	TOTAL
2006	4,474	60%	3,031	40%	7,502
2011	5,607	56%	4,325	44%	9,932
2016	6,052	54%	5,164	46%	11,216
2021	7,229	53%	6,459	47%	13,688
Change 2006-2021	62%		113%		82%

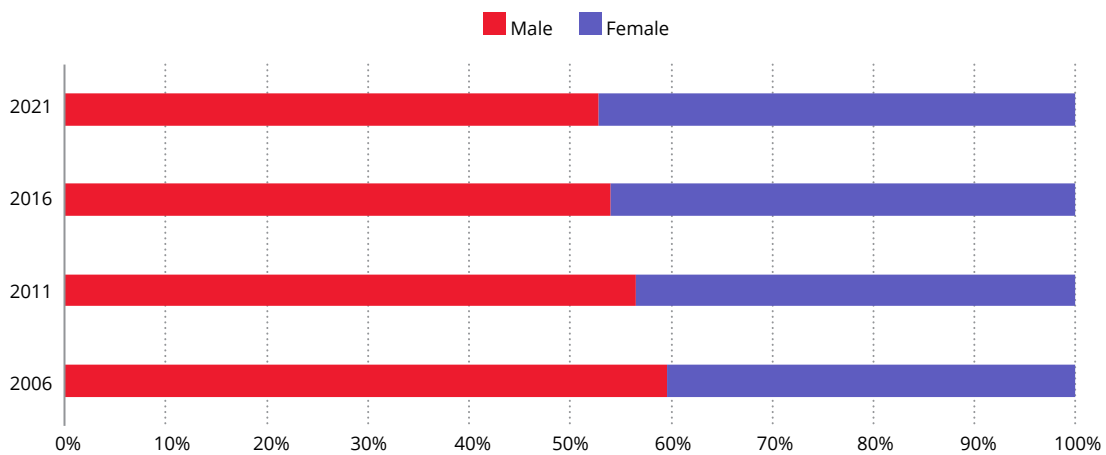
Source: Australian Bureau of Statistics – Census of Population and Housing, 2006, 2011, 2016 and 2021, TableBuilder

Figure 17. Sex of Planners (number), Australia 2006 to 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2006, 2011, 2016 and 2021, TableBuilder

Figure 18. Sex of Planners (proportion), Australia 2006 to 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2006, 2011, 2016 and 2021, TableBuilder

The table and figures above show that in Australia in the 15 years between 2006 and 2021 the:

- number of male and female Planners both increased
- number of female Planners more than doubled (an increase of 113%)
- number of male Planners increased at about half the rate, at 62%.
- proportion of male Planners decreased from 60% to 53% of all Planners
- proportion of female Planners increased from 40% to 47% of all Planners

3.4.3.3 Comparison with other professions and workforces

The table below, sourced from National Skills Commission data, shows the ‘female share’ of the occupation of ‘Planners’ compared with other similar professions/occupations in Australia in 2016. It shows that the female share of Planners (46%) was significantly higher than for surveyors (5%) and architects (31%), and similar to landscape architects (47%).

Figure 19. Comparison of ‘female share’ of Planners with other similar occupations in Australia, 2016

Occupation	No employed, 2016	% female share
Urban and Regional Planners	11,800	46%
Architects	17,000	31%
Landscape Architects	3,000	47%
Surveyors	8,500	5%

Source: National Skills Commission Labour Market Insights, using 2016 ABS data

The table below, sourced from Census data, shows that:

- in 2021, the proportion of male Planners (53%) was higher than that for all professional occupations (as categorised by ANZCO²⁰) (44%)
- the growth in both male and female Planners between 2006 and 2021 was higher than that for all professional occupations
- the growth in female Planners between 2006 and 2021 (113%) was substantially higher than the growth in all professional occupations (70%)
- the growth in male Planners between 2006 and 2021 (62%) was higher than the growth in all professional occupations (48%) but not as marked as the female growth

Figure 20. Comparison of sex of Planners with all professional occupations, Australia 2006 to 2021

	Male		Female	
	Planners	All professional occupations	Planners	All professional occupations
2021 Census %	53%	44%	47%	56%
Change 2016-2021 %	62%	48%	113%	70%

Source: Australian Bureau of Statistics, Population Census 2021 and 2016 using TableBuilder

Compared to the total Australian local government workforce in 2022²¹:

- the proportion of male Planners (53%) was higher than the male proportion of the local government workforce (48%)
- the proportion of female Planners (47%) was lower than the female proportion of the local government workforce (52%)

3.4.4 Age profile

3.4.4.1 2021 Census data

The table and figures below show the age and sex profiles of Planners in Australia at the 2021 Census.

Figure 21. Age and sex of Planners, Australia 2021

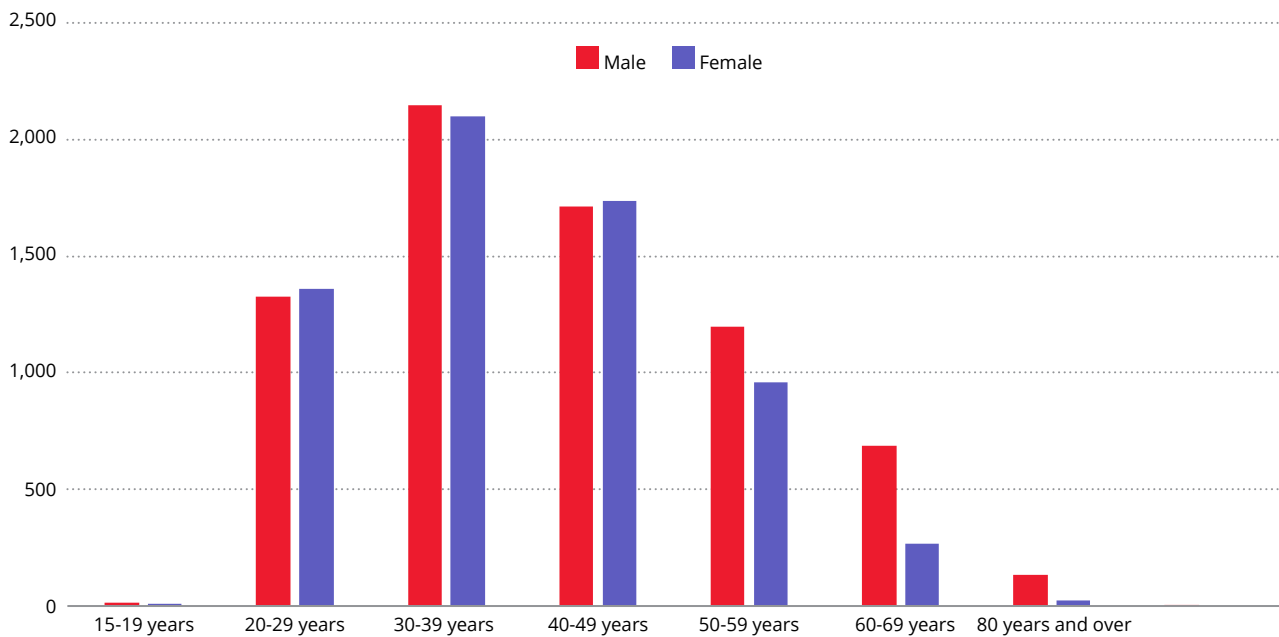
Age	Male	Female	TOTAL
15-19 years	15	9	24
20-29 years	1,328	1,362	2,690
30-39 years	2,148	2,101	4,249
40-49 years	1,713	1,735	3,448
50-59 years	1,198	959	2,157
60-69 years	688	268	956
70-79 years	133	25	158
80 years and over	6	0	6
TOTAL	7,229	6,459	13,688

Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

20. <https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/2022/browse-classification/2>

21. SGS Economics & Planning, 2022: 2022 Local Government Workforce Skills and Capability Survey Final Report, prepared for the Australian Local Government Association.

Figure 22. Age and sex of Planners, Australia 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2006, 2011, 2016 and 2021, TableBuilder

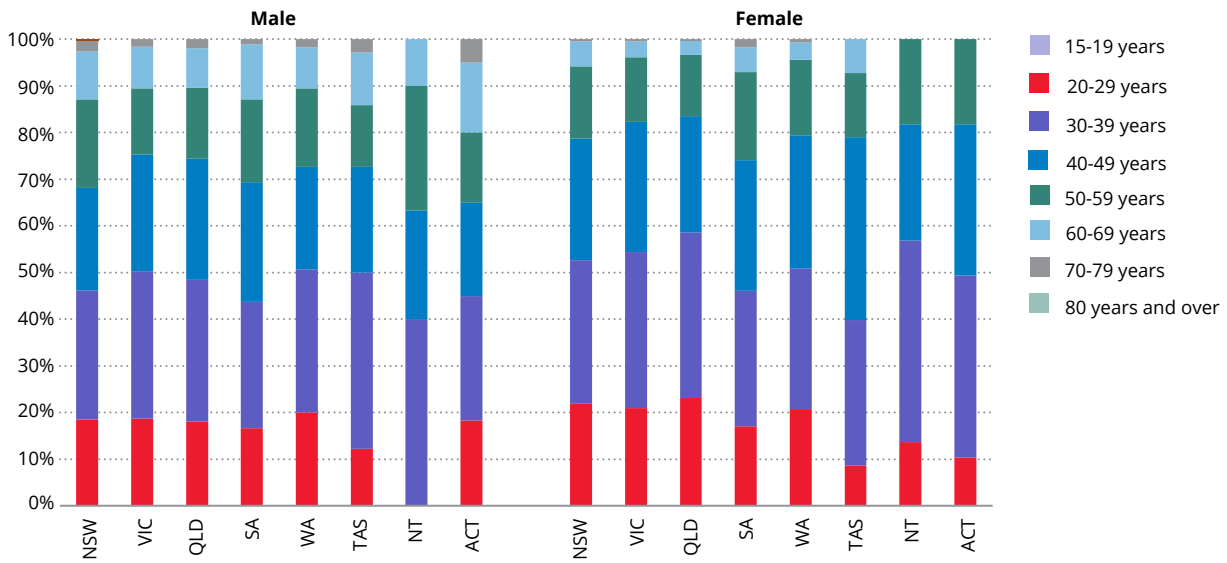
The following figures show the distribution of age groups of male and female Planners in Australia in 2021 by:

- state and territory
- greater capital city statistical area
- capital city v. non-capital city area

The following figures, in conjunction with the above figure, show that for Planners in 2021:

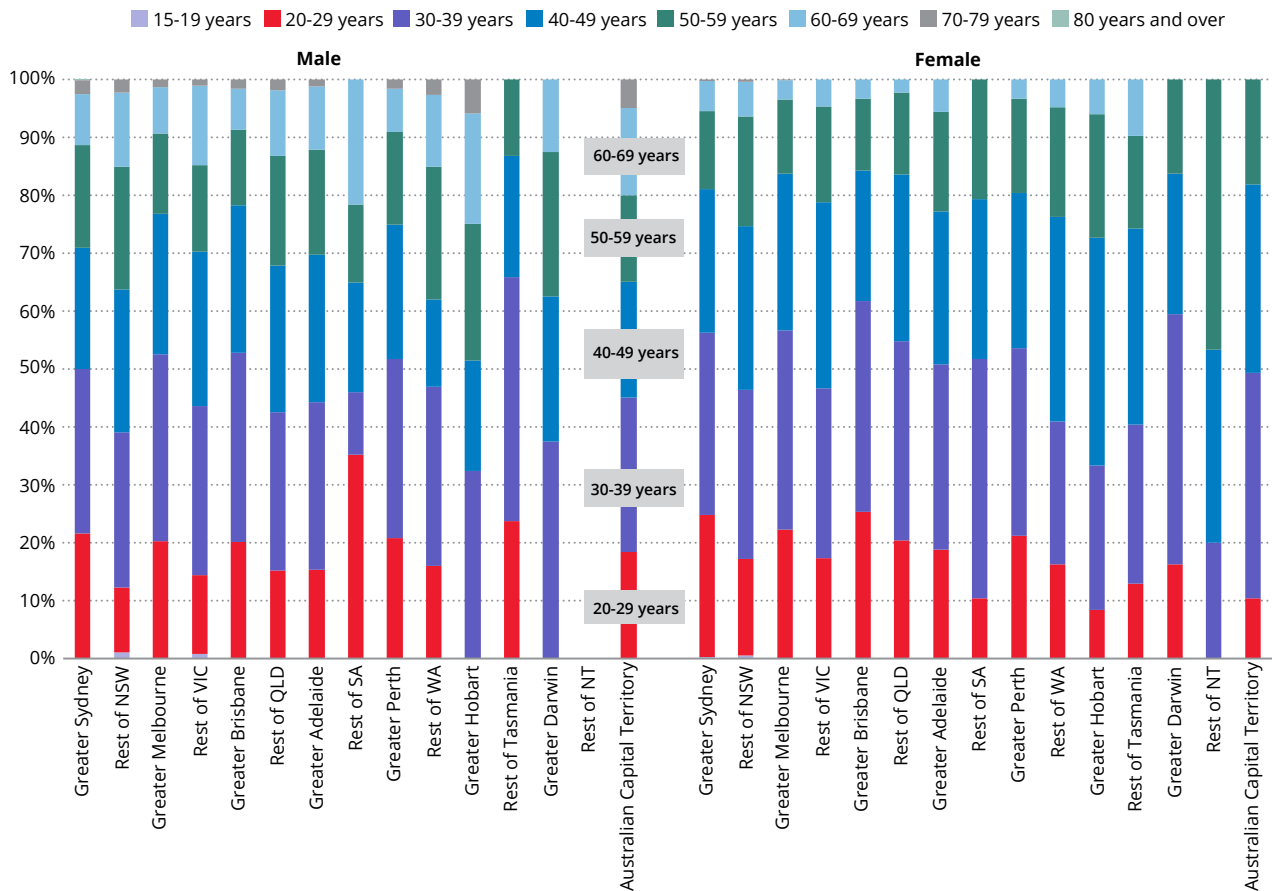
- in Australia:
 - the age bracket most represented for both males and females was 30-39 years
 - there was a higher proportion of males over 50 years than females, particularly in the age bracket 60-69 years.
 - younger age brackets of females were more represented than older age brackets
- Victoria had the highest proportion of males younger than 50 (approx. 75% of all Planners in that state)
- Victoria had the highest proportion of females younger than 50 (approx. 84%)
- the Northern Territory had the highest proportion of males older than 50 (approx. 37% of all Planners in that state)
- South Australia had the highest proportion of females older than 50 (approx. 26% of all Planners in that state)
- capital city areas had a higher proportion of Planners younger than 50 (approx. 74% of males and 82% of females) than non-capital city areas (67% of males and 78% of females)
- conversely, capital city areas had a lower proportion of Planners older than 50 (approx. 26% males and 18% of females) than non-capital city areas (approx. 33% of males and 22% of females)

Figure 23. Age proportions by sex of Planners, states and territories 2021



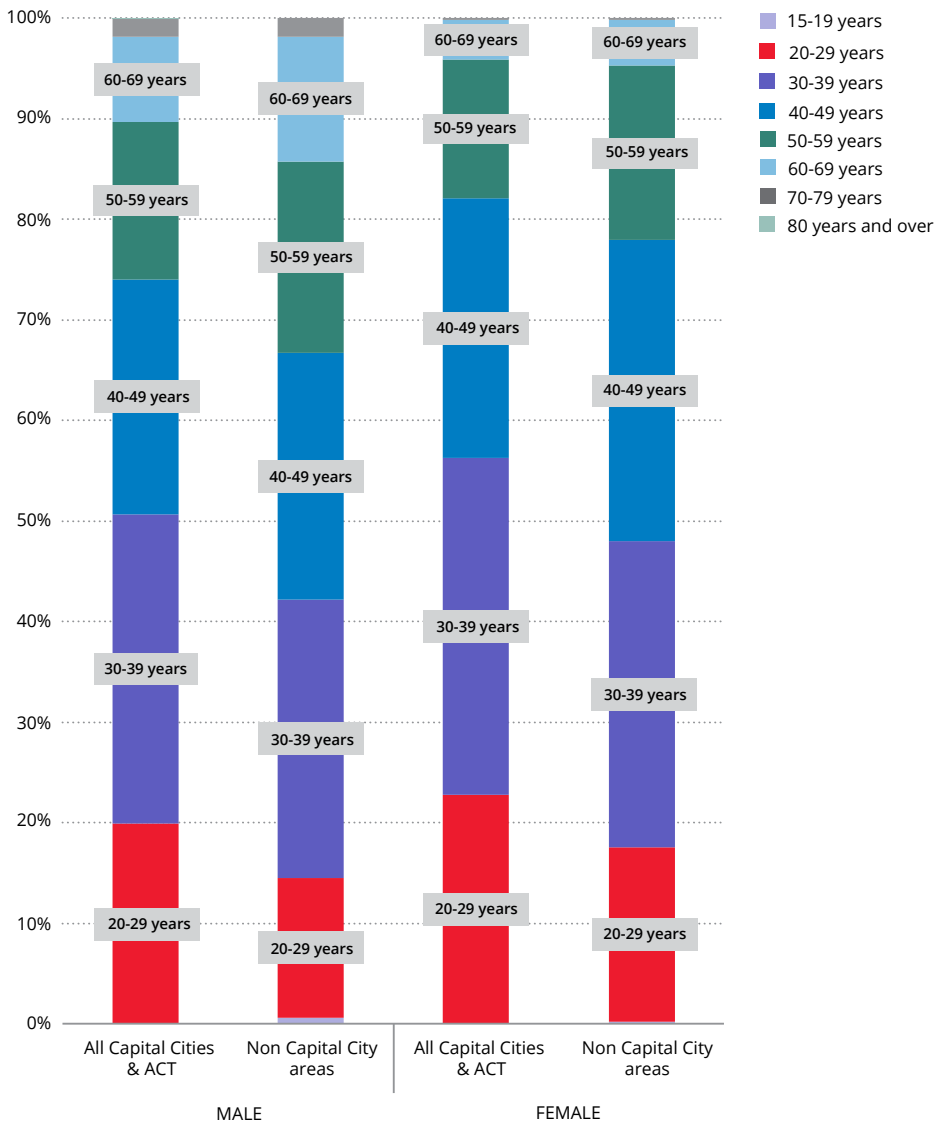
Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Figure 24. Age proportions by sex of Planners, GCCSAs 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Figure 25. Age proportions by sex of Planners, capital city v. non-capital city areas 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

3.4.4.2 Median age

Information from Jobs and Skills Australia²² using 2016 Census data shows that the median age of Urban and Regional Planners in Australia was 38 years, which was similar to the ‘all jobs’ average of 40 years. Average age is discussed later in this section.

3.4.4.3 Changes in age, 2006 to 2021

The table and figures below show the age profiles of Planners in Australia at the Census in 2006 and 2021. They show that between 2006 and 2021 in the:

- 20-29 year age group, males and females both increased by 28%
- 30-39 year age group, males increased by 70% while females increased by 90%
- 40-49 years age group, males increased 68% by while females increased by 224%
- 50-59 years age group, males increased by 38% while females increased by 236%
- 60-69 years age group, males increased by 184% while females increased by 857%

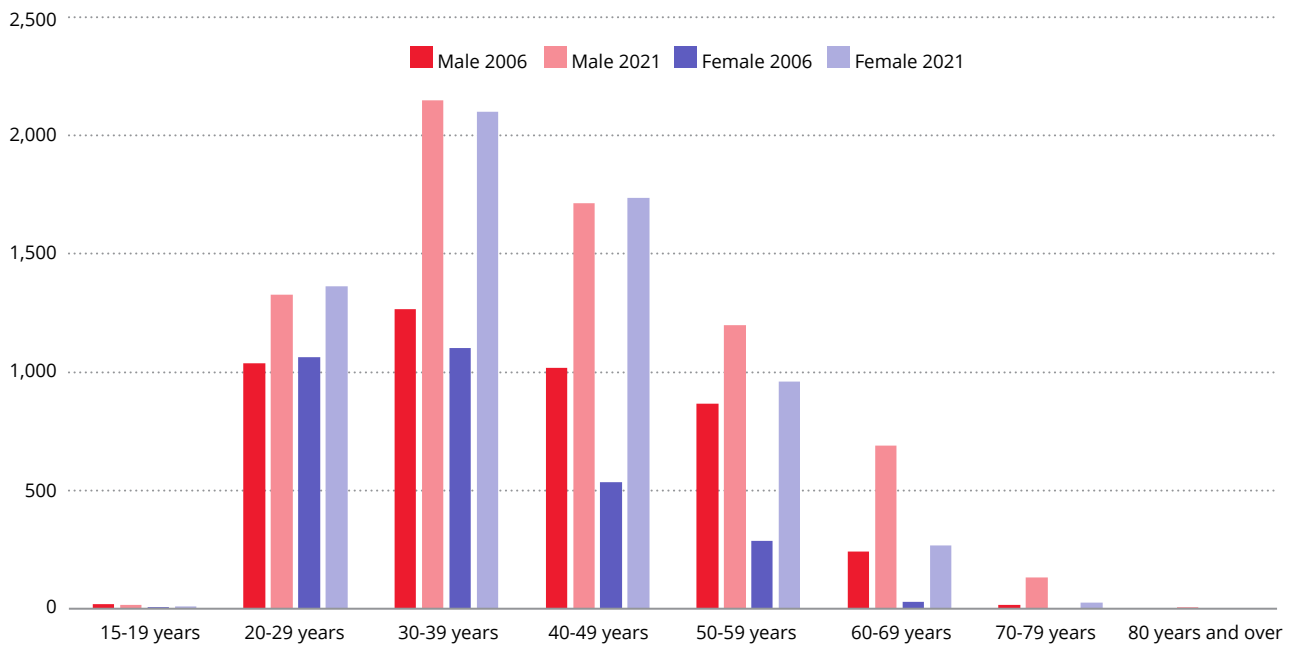
22. National Skills Commission – Labour Market Insights – Urban and Regional Planners accessed May 2023

Figure 26. Age and sex of Planners, Australia 2006 and 2021

	Male 2006	Male 2021	Male change 2006-2021		Female 2006	Female 2021	Female change 2006-2021	
			No	%			No	%
15-19 years	18	15	-3	-17%	6	9	3	50%
20-29 years	1,037	1,328	291	28%	1,063	1,362	299	28%
30-39 years	1,267	2,148	881	70%	1,103	2,101	998	90%
40-49 years	1,017	1,713	696	68%	535	1,735	1,200	224%
50-59 years	865	1,198	333	38%	285	959	674	236%
60-69 years	242	688	446	184%	28	268	240	857%
70-79 years	17	133	116	682%	0	25	25	-
80 years and over	0	6	6	-	0	0	0	-
TOTAL	4,474	7,229	2,755	62%	3,031	6,459	3,428	113%

Source: Australian Bureau of Statistics – Census of Population and Housing, 2006 and 2021, TableBuilder

Figure 27. Age and sex of Planners, Australia 2006 and 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2006 and 2021, TableBuilder

3.4.4.4 Comparison with other professions and workforces

The table below sourced from National Skills Commission data shows the average age of Planners, compared to other similar professions/occupations in Australia in 2016. It shows that the average age of Planners (38) is similar to the like occupations of architects, landscape architects and surveyors (39).

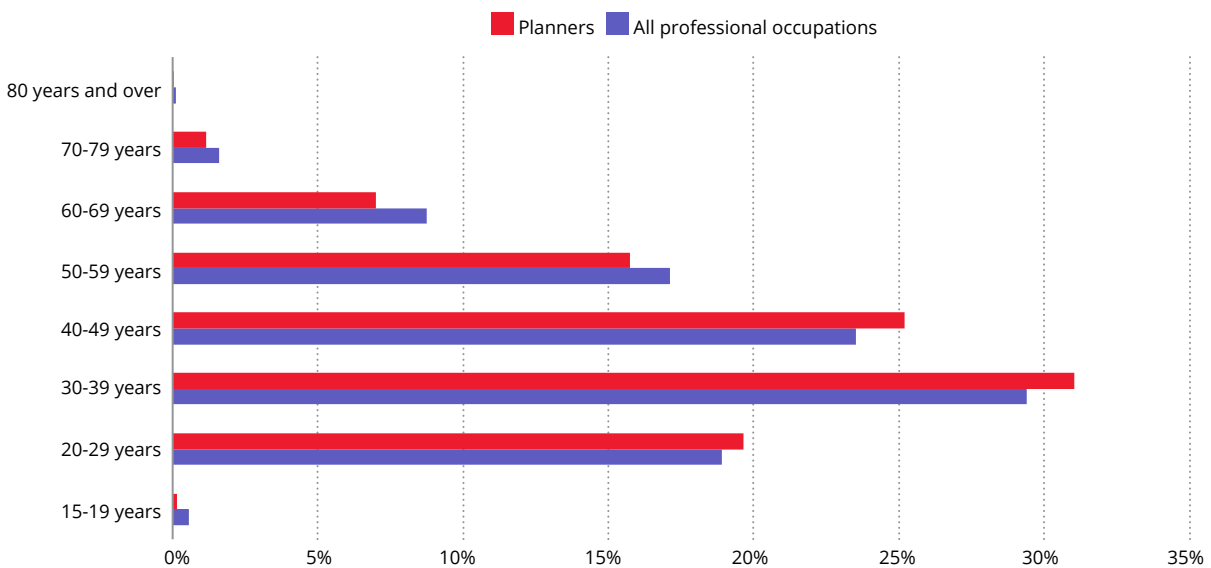
Figure 28. Average age comparison of Planners with other similar occupations, Australia 2016

Occupation	No employed	Average age
Urban and Regional Planners	11,800	38
Architects	17,000	39
Landscape Architects	3,000	39
Surveyors	8,500	39

Source: National Skills Commission Labour Market Insights, using 2016 ABS data

The table below, sourced from Census data, shows the proportions of age groups of Planners, compared to all other professional occupations in Australia at the 2021 Census. This shows that Planners have a higher proportion of younger age groups in comparison to all professions, and a lower proportion of older age groups.

Figure 29. Comparison of age group and sex of Planners with all professional occupations, Australia 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

The local government sector in Australia employs a significant number of Planners, as described later in this Report. For context, the local government workforce also shows a younger workforce than the Australian workforce in general, as shown by the following insights from SGS Economics & Planning, 2022: *2022 Local Government Workforce Skills and Capability Survey Final Report*, prepared for the Australian Local Government Association. This showed that the Australian local government workforce:

- is younger compared to the broader Australian workforce
- Urban & Urban Fringe local governments have the highest proportion of workers aged 65 years and over (6.4%), as well as the lowest proportion of workers aged 15-29 years
- Urban Regional local governments have the youngest workforce relative to Rural, Urban and Urban Fringe local governments

3.4.5 Disability

At the 2021 Census, there were 55 Planners in Australia who had a 'need for assistance with a core activity'²³, and a further 51 who did not state whether or not they needed assistance. Note that these people may not all have a disability, as the 'need for assistance' can be from either a long-term health condition or disability (either lasting six months or more) or from old age. However, in the absence of other data, this is the best available data relating to disability.

There were 40 people (3% of respondents) who answered 'yes' to Q27 in the Planners' Survey 2022: *Do you have a disability as defined under the Disability Discrimination Act?* A further 38 people (3% of respondents) answered 'Not sure / Don't want to say'.

23. <https://www.abs.gov.au/census/guide-census-data/census-dictionary/2021/variables-topic/disability-and-carers/core-activity-need-assistance-assnp>

4 DIVERSITY AND INCLUSION

4.1 Introduction

This chapter investigates the following:

- Gender equity
- Inclusion of Aboriginal and Torres Strait Islanders
- Cultural diversity – Planners born overseas and/or speaking a language other than English at home

4.2 Gender equity

As explained previously, this Report generally uses the terms ‘sex’ and ‘male/female’ rather than ‘gender’, primarily because the Census only reports data for ‘male/female’, and being the most relevant data, it is referred to in this manner throughout this Report.

Key statistics, as given earlier in the Report, are:

- in 2021 in Australia, there were 6,459 female (47%) and 7,229 male (53%) Planners
- in Australia in the 15 years between 2006 and 2021, the number of female Planners increased 113%, while the number of male Planners increased 62%
- in 2006 in Australia, the proportion of females was 40% and males 60%
- in 2021 in Australia there were slightly more female than male Planners in the 20-29 year and 40-49 year cohorts, and significantly more male than female Planners aged 50 and over

This Report investigates many detailed aspects of the gender equity of the Planning profession (through the comparison of data for male and female Planners). Rather than presenting the detailed data in this section, information relating to male and female Planners is presented throughout the Report, including:

- Current number and location of Planners and growth since 2006
- Occupations of people with qualifications in planning
- People not in the labour force with qualifications in Planning
- Public and private sector employment
- Industries of employment that Planners are employed in

- The size of businesses and organisations that Planners own or manage
- Working from home
- Working overseas
- Part- and full-time employment
- Income
- Working part-time hours or long hours
- Some comparisons with other professional occupations

While the proportion of male and female Planners is approaching parity, there are still significant differences between males and females, particularly in the income levels of Planners and in the number of Planners who are owner managers of planning businesses, especially larger businesses.

4.3 Inclusion of Aboriginal and Torres Strait Islanders

4.3.1 Introduction

In Australia, the terms ‘First Nations’, ‘Indigenous’ and ‘Aboriginal and Torres Strait Islander’ are used interchangeably, according to preferences of local communities and authors. In this Report, the term ‘Aboriginal and Torres Strait Islander’ (ATSI) is used, since the main source of data, the ABS Population Census, uses this term.

This section investigates the following data sources:

- Census data
- Planners’ Survey 2022
- University enrolment data

4.3.2 Census data

At the 2021 Census, there were 48 male and 50 female Planners who identified as Aboriginal or Torres Strait Islander. This was 0.7% of the total number of Planners in Australia. This compares with 3.2% of the total Australian population who identify as Aboriginal or Torres Strait Islander²⁴. There were a further 15 Planners who did not state whether or not they identified as Aboriginal or Torres Strait Islander.

24. Australian Bureau of Statistics Quickstats – 2021 Census

At the 2006 Census, only 11 Planners in Australia identified as Aboriginal or Torres Strait Islander, and 32 did not state their indigenous status.

Note that it is well understood that there have been significant increases in the number of people in Australia identifying as having Aboriginal and/or Torres Strait Islander origin between Censuses that can impact intercensal change reporting²⁵. This is likely to have also been a factor in the large increase in Planners identifying as of Aboriginal and/or Torres Strait Island origin between 2006 and 2021.

Figure 30 shows the number of Planners identifying as Aboriginal or Torres Strait Islander in each GCCSA in 2021.

Figure 30. Planners identifying as Aboriginal or Torres Strait Islander, 2021 Census

GCCSA	Male	Female	TOTAL
Greater Sydney	13	8	21
Rest of NSW	5	11	16
Greater Melbourne	5	8	13
Rest of Vic.	8	0	8
Greater Brisbane	4	9	13
Rest of Qld	10	7	17
Greater Adelaide	0	5	5
Rest of SA	0	0	0
Greater Perth	4	7	11
Rest of WA	0	5	5
Greater Hobart	0	0	0
Rest of Tas.	0	0	0
Greater Darwin	0	0	0
Rest of NT	0	0	0
Australian Capital Territory	0	0	0
TOTAL AUSTRALIA	48	50	98

Note that:

1. Output of Census data may have randomly adjusted data in this table to avoid the release of confidential data and therefore no reliance should be placed on small cells
2. Totals will not necessarily add up

Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

25. Australian Bureau of Statistics, 2022: <https://www.abs.gov.au/methodologies/census-population-and-housing-counts-aboriginal-and-torres-strait-islander-australians-methodology/2021>

4.3.3 Planners' Survey 2022

There were 7 people who responded 'yes' and 10 responded 'prefer not to say' to Question 28 of the Planners' Survey 2022 'Do you identify as Indigenous Australian or Torres Strait Islander?'

4.3.4 University data

We have been unable to access any dependable data regarding the number of First Nations students enrolling and completing university Planning programs.

4.4 Cultural diversity

4.4.1 Introduction

This section investigates Australian Planners' country of birth and languages other than English spoken at home.

Data to inform this section is taken exclusively from Census data, supplemented by some results from the 2022 Planners' Survey administered by PIA.

4.4.2 Number of Planners born outside Australia

4.4.2.1 Census data

In 2021, 76% of Planners working in Australia were born in Australia (compared to 67% of the general Australian population and 63% of all professional occupations).²⁶ Of those born outside Australia, 23% were born in the United Kingdom (745 people).

Figure 31. Top 10 regions of Planners born outside Australia, 2021

Region	No of Planners born in the region	% of all Planners born outside Australia
United Kingdom	745	23%
Southern Asia	423	13%
New Zealand	314	10%
Chinese Asia (includes Mongolia)	283	9%
Southern and East Africa	269	8%
Maritime South-East Asia	226	7%
Northern America	196	6%
Middle East	149	5%
Western Europe	111	3%
South Eastern Europe	88	3%

Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

4.4.2.2 Planners' Survey 2022

A total of 331 people (23% of respondents) to the Planners' Survey 2022 said that they were born overseas. The following is a summary of the results, by continent/region. The full list of countries is given in the survey results in Appendix 3, which shows that 30% of respondents were born in the UK.

26. Australian Bureau of Statistics: 2021 Population Census using Quickstats

Figure 32. Results of 2022 Planners' Survey 2022 – continent of birth outside Australia

Continent	No of respondents	% of respondents born outside Australia
Europe	126	38%
Asia	90	27%
Oceania	44	13%
Africa	28	9%
North America	21	6%
South America	11	3%
Unknown	8	2%

Source: Planning Institute of Australia – Planners' Survey 2022

4.4.3 Planners who speak a language other than English

In 2021, 85% of Planners working in Australia spoke only English at home (compared to 72% of the general Australian population and 74% of all professional occupations).²⁷ The table below shows the top 10 language groups spoken by Planners who spoke a language other than English at home in 2021.

Figure 33. Top 10 language groups other than English spoken at home by Planners, Australia, 2021

Language groups spoken at home (2 digit)	No of Planners	% of all Planners speaking a language other than English
Chinese	401	19%
Indo-Aryan (primarily concentrated in India, Pakistan, Bangladesh, Nepal, Sri Lanka, and Maldives)	311	15%
Iberian Romance (primarily Spanish and Portuguese)	150	7%
South Slavic (Bosnian, Bulgarian, Croatian, Macedonian, Serbian, Slovene)	108	5%
Greek	106	5%
Southeast Asian Austronesian Languages (primarily concentrated in the Philippines and Indonesia)	98	5%
Dravidian (primarily concentrated in southern India, north-east Sri Lanka, and south-west Pakistan)	94	5%
Italian	89	4%
Dutch and Related Languages (Dutch, Frisian and Afrikaans)	88	4%
Middle Eastern Semitic Languages (primarily Arabic and Hebrew)	87	4%

Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

27. Australian Bureau of Statistics: 2021 Population Census using Quickstats

5 QUALIFICATIONS OF PLANNERS

5.1 Introduction

This chapter investigates both:

- the qualifications of people working in the planning profession (as Urban and Regional Planners)
- people with qualifications in the field of 'urban design and regional planning' who may or may not be working in the planning profession.

Census data is the main source of information used in this chapter. Caution should be taken in interpreting this data however, since the Census only records a person's 'Level of Highest Educational Attainment'²⁸ and subsequent 'Non-school qualification: level of education'²⁹ and field of study³⁰. The Census does not record whether a person has *more than one* post-school qualification. This means for example that a person with an undergraduate planning degree but also holding a masters or PhD in another field (eg engineering or management) will not be included in

some of the data in this chapter that reports only on peoples' highest qualification. This will exclude an unknown number of people with such mix of qualifications.

5.2 Planners with a university qualification

5.2.1 Census data

At the 2021 Census, 86% of Planners in Australia had a bachelor degree or higher, as shown in the table below. Note that the *field* of qualification is addressed in the following section. Note also that this information does not record if a person has *both* a bachelor degree and postgraduate degree – it only records the *highest* level of qualification as described in the introduction to this chapter.

Figure 34. Planners in Australia with bachelor degree qualifications or higher, Australia 2021

Highest level of qualification (bachelor degree and higher)	No of Planners	% of all Planners
Postgraduate Degree Level	3,832	28%
Graduate Diploma and Graduate Certificate Level	1,361	10%
Bachelor Degree Level	6,526	48%

Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

The table below shows the changes between 2006 and 2021, which reveals:

- there has been a 175% increase in the number of Planners with a postgraduate degree level
- there has been an 80% increase in the number of Planners with a bachelor degree
- there has been an 34% increase in the number of Planners with a graduate diploma and graduate certificate level qualification
- the proportion of Planners with a bachelor degree has remained stable at 48%
- the proportion of Planners with a postgraduate degree has increased from 19% to 28%, while the proportion with at graduate diploma and graduate certificate level has decreased from 14% to 10%

28. <https://www.abs.gov.au/census/guide-census-data/census-dictionary/2021/variables-topic/education-and-training/level-highest-educational-attainment-heap>

29. <https://www.abs.gov.au/census/guide-census-data/census-dictionary/2021/variables-topic/education-and-training/non-school-qualification-level-education-qallp>

30. <https://www.abs.gov.au/census/guide-census-data/census-dictionary/2021/variables-topic/education-and-training/non-school-qualification-field-study-qalfp>

Figure 35. Planners in Australia with bachelor degree qualifications or higher, Australia 2006 to 2021

Highest level of qualification (bachelor degree and higher)	2006		2021		Change 2006-2021	
	No of Planners	% of all Planners	No of Planners	% of all Planners	No of Planners	% change 2006-2011
Postgraduate degree	1,392	19%	3,832	28%	2,440	175%
Graduate diploma or graduate certificate	1,013	14%	1,361	10%	348	34%
Bachelor degree	3,634	48%	6,526	48%	2,892	80%

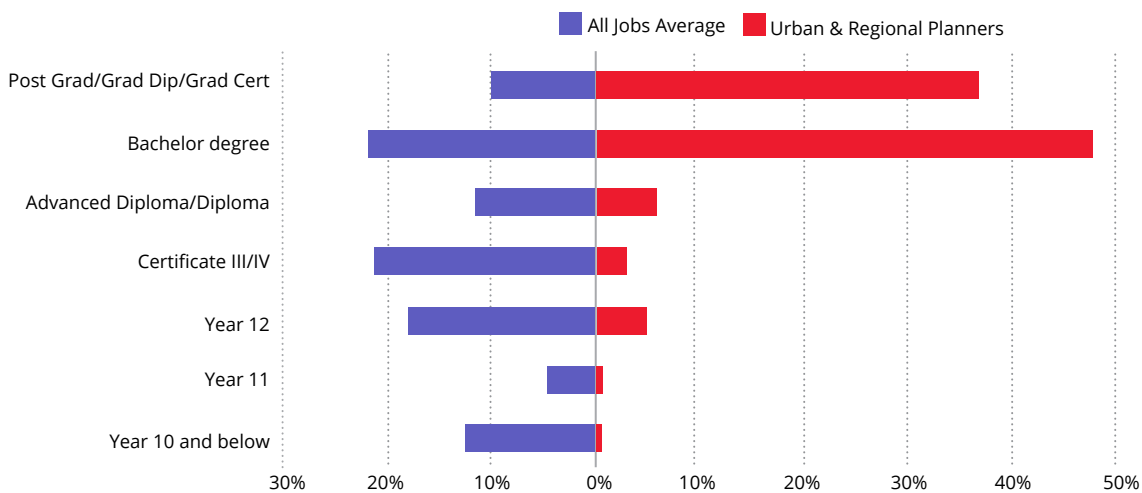
Source: Australian Bureau of Statistics – Census of Population and Housing, 2006 and 2021, TableBuilder

5.2.2 National Skills Commission data

The figure below from the National Skills Commission using 2016 Census data³¹ shows that Planners in Australia had:

- a higher representation of people with a bachelor or postgraduate degree than people in all jobs
- a minimal proportion of people with lower levels of qualifications.

This reflects the requirement for a planning qualification before people enter an occupation as a Planner.

Figure 36. Share of highest level of education – Planners and all jobs, Australia 2016

Source: National Skills Commission 2022 using 2016 Census data

31. National Skills Commission, Labour Market Insights (Urban and Regional Planners) accessed 2022

5.3 Planners' fields of university qualifications

Not all Planners in Australia necessarily have a university qualification in the field of 'urban design and regional planning'.

The figure below shows the top 20 fields of study of the highest post-school qualification of all Planners in Australia at the 2021 Census. It shows that 55% of Planners had their highest qualification in 'Urban Design and Regional Planning', followed by 3% each in

'Environmental Science' and 'Architecture'. A further 10% either had no post-school qualification or their field was not stated.

Note, however, that if someone already had a planning-related qualification, and then undertook a higher qualification in a non-planning field, only the higher qualification will be noted in this table, as described in the introduction to this chapter. Therefore this table cannot tell us the total number of practising Planners who have qualifications in planning.

Figure 37. Top 20 fields of study of highest post-school qualifications of Planners, Australia 2021

Field of highest qualification	No of Planners	% of all Planners
Urban Design and Regional Planning	7,529	55%
Not applicable	634	5%
Field of study inadequately described or not stated	567	4%
Environmental Studies, nec	471	3%
Architecture	400	3%
Business and Management, nfd	300	
Engineering and Related Technologies, nfd	256	
Civil Engineering, nfd	241	
Natural and Physical Sciences, nfd	185	
Land, Parks and Wildlife Management	183	
Business Management	165	
Landscape Architecture	146	
Society and Culture, nfd	116	
Human Geography	111	
Transport Engineering	100	<2% each
Law, nfd	99	
Architecture and Urban Environment, nfd	93	
Project Management	89	
Business and Management, nec	72	
Public and Health Care Administration	68	
Accounting	57	
Management and Commerce, nfd	50	
Information Technology, nfd	49	

Notes:

nec = not elsewhere classified

nfd = not further defined

Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

5.4 Planners without a university qualification

In 2021 in Australia, 13% of Planners (1,810 people) did not have a bachelor or higher degree (in any field). These people had the level of education as shown in the following table.

Figure 38. Level of education of Planners without a degree (or higher), Australia, 2021

Level of education	No of Planners
Advanced Diploma and Diploma Level	720
Certificate III & IV Level	430
Certificate I & II Level	0
Secondary Education – Years 10 and above	646
Secondary Education – Years 9 and below	14

Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Exact comparative data is not available for 2006, although at that time, there were 41 Planners with the highest level of school completed being Years 9 and below, 237 being Year 10 and 195 being Year 11, presumably making them ineligible to complete a bachelor degree.

In 2006, there were 446 Planners who had achieved an ‘Advanced Diploma and Diploma Level’ and 235 a Certificate Level educational qualification.

5.5 People with a planning qualification

At the 2021 Census, there were 18,090 people in Australia whose highest non-school qualification was in the field of ‘urban design and regional planning’.

Of these:

- 42% were employed as a Planner
- 16% were not in the workforce
- 42% were employed as another occupation

These people are discussed further at section 3.3.2.

5.6 How do planners become aware of planning as a profession?

Question 24 of the Planners' Survey 2022 asked 'How did you first become aware of planning as a career option?'. The table below shows the categorised responses of 1,396 respondents.

Figure 39. How planners become aware of planning as a career option: Planners' Survey 2022

Themes noted in response to 'How did you become aware of planning?	No	% of respondents
Friend / family referral	265	19%
University marketing / Open Day	213	15%
Studying at university (not planning)	190	14%
Geography studies at school	180	13%
High school career counselling	155	11%
Self-research of career options	125	9%
Already working in government sector	120	9%
Already working in private sector	105	8%
Unplanned response to job advert	22	2%
Nil	21	2%
TOTAL RESPONDENTS	1,396	100%

Source: Planning Institute of Australia – Planners' Survey 2022

6 PLANNERS' WORKPLACES AND CAREERS

6.1 Introduction

This chapter investigates the following variables:

- Public and private sector employment
- Industries of employment that Planners are employed in
- The size of businesses and organisations that Planners own or manage
- Working from home
- Working overseas
- Part- and full-time employment
- Working long hours

A key focus of this chapter is the differences in these variables between male and female Planners.

6.2 Public and private sector employment

6.2.1 Introduction

This section investigates data relating to employment in the Australian, state, territory and local governments and the private sector, using Census data and results from the Planners' Survey 2022. Note that no distinctions are made in the Census for people working in the not-for-profit sector – they are included in the 'private' sector.

6.2.2 Census data

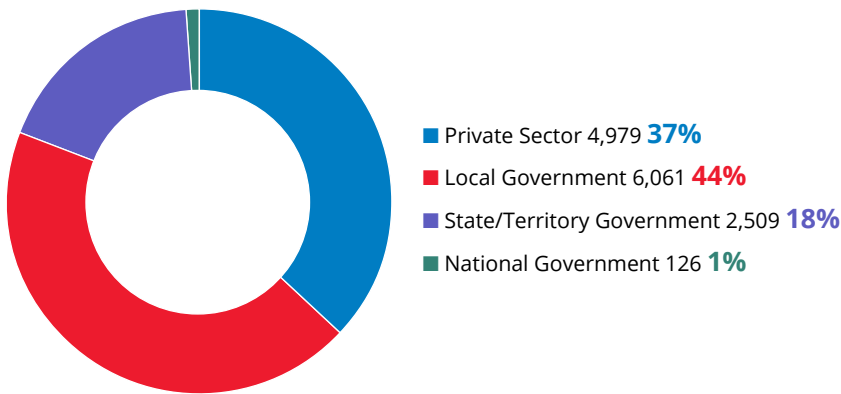
The table and figures below show the number and proportion of Planners working in the public and private sectors in Australia at the 2006 and 2021 Census.

Figure 40. Planners working in public and private sectors, Australia 2006 and 2021

Sector	2006	2021	Change 2006-2021	
			No	%
Australian Government	54	126	72	133%
State/Territory Government	1,197	2,509	1,312	110%
Local Government	3,263	6,061	2,798	86%
Private sector	2,975	4,979	2,004	67%
TOTAL (where sector stated)	7,489	13,675	6,186	83%

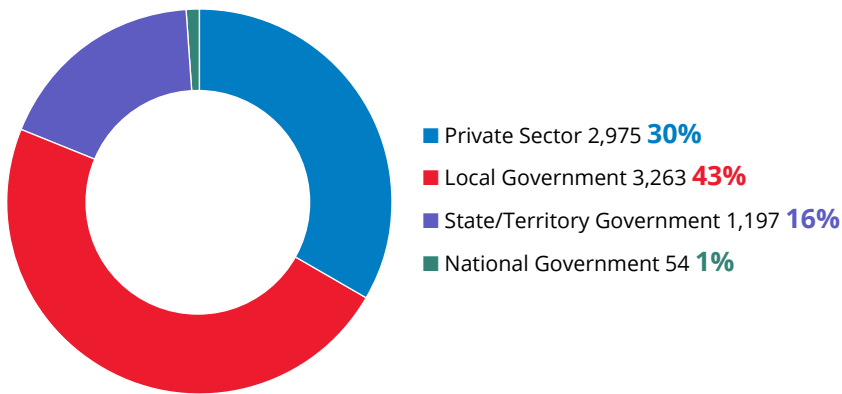
Source: Australian Bureau of Statistics – Census of Population and Housing, 2006 and 2021, TableBuilder

Figure 41. Planners working in public and private sectors, Australia 2021



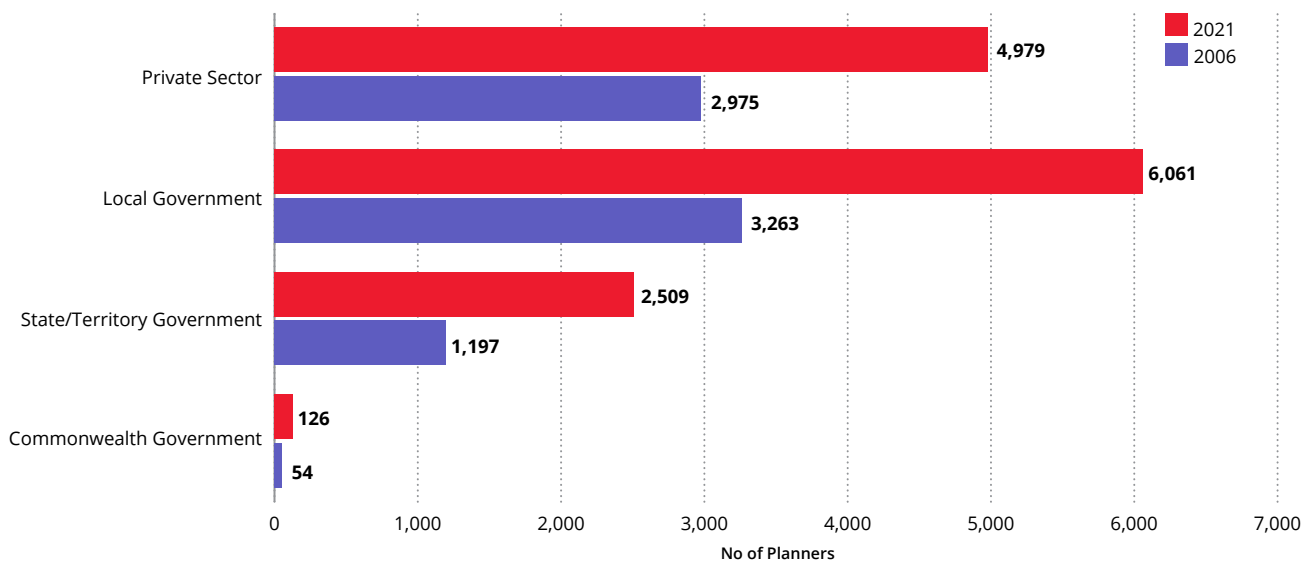
Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Figure 42. Planners working in public and private sectors, Australia 2006



Source: Australian Bureau of Statistics – Census of Population and Housing, 2006, TableBuilder

Figure 43. Planners working in public and private sectors, Australia 2006 and 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2006 and 2021, TableBuilder

The figures and table above show that there was a significant increase in employment in all sectors in the 15 years from 2006 to 2021, being:

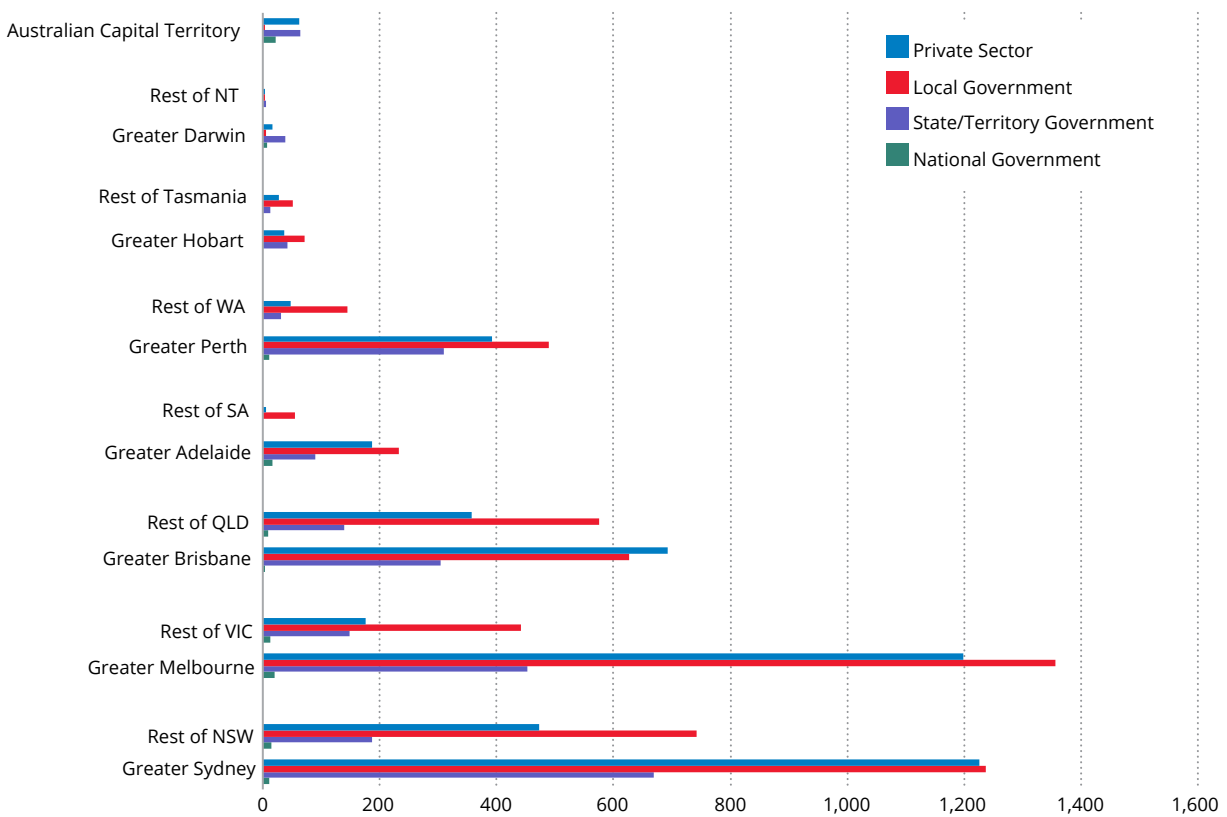
- 2,004 people (or 67%) in the private sector
- 2,798 people (or 86%) in the local government sector
- 1,312 people (or 110%) in the state or territory government sector
- 72 people (or 133%) in the Australian Government sector

However, the *proportions* of employment in each sector has only changed slightly in the 15 years from 2006 to 2021 as follows:

- the private sector proportion fell from 40% to 37%
- the local government sector proportion rose from 43% to 44%
- the state or territory government sector proportion rose from 16% to 18%
- the Australian Government sector proportion remained at 1%

The table and figure below show further detail about the number and proportion of Planners working in the public and private sectors in capital city and ‘rest of State’ areas in Australia at the 2021 Census.

Figure 44. Planners working in public and private sectors, by GCCSA 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Figure 45. Planners working in public and private sectors, by GCCSA 2021

Greater Capital City Statistical Area	National government	State/territory government	Local government	Private sector
Greater Sydney	11	668	1236	1225
Rest of NSW	15	187	742	472
Greater Melbourne	20	452	1,356	1,198
Rest of Vic.	13	149	442	176
Greater Brisbane	3	304	626	693
Rest of Qld	9	140	575	357
Greater Adelaide	17	90	233	188
Rest of SA	0	0	55	5
Greater Perth	12	310	490	392
Rest of WA	0	31	145	47
Greater Hobart	0	43	72	37
Rest of Tas.	0	13	51	27
Greater Darwin	7	38	5	16
Rest of NT	0	6	4	3
Australian Capital Territory	23	64	3	63

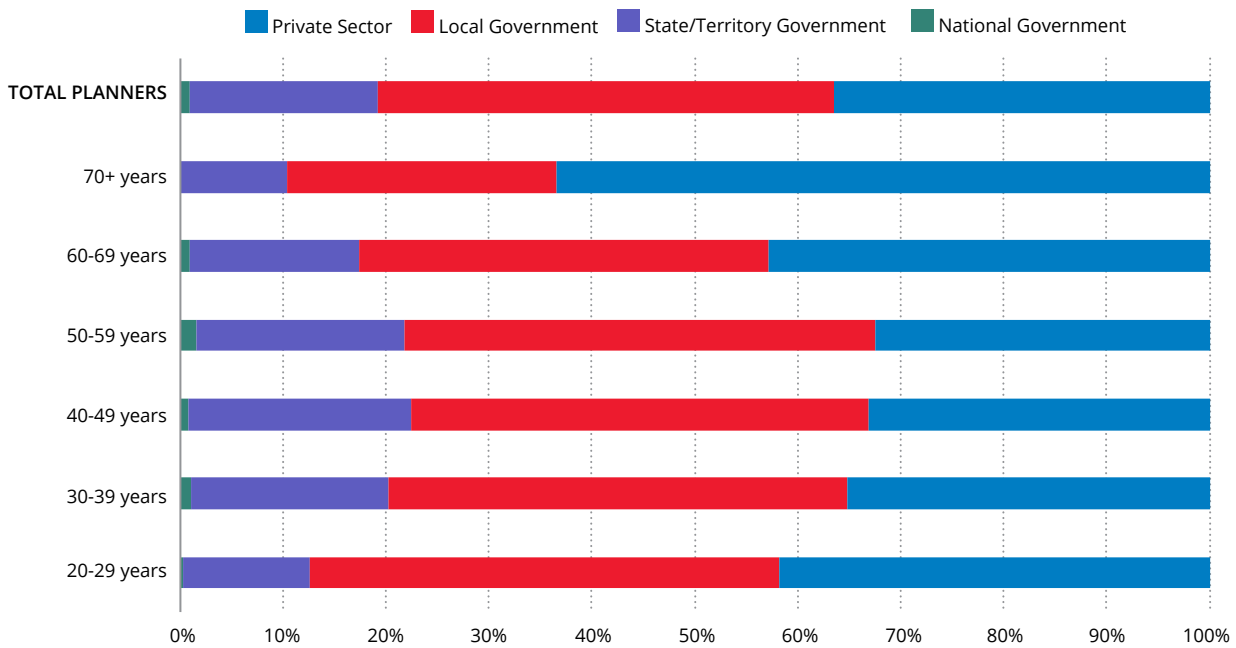
Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

6.2.3 Comparison of age in employment sector

The figure below shows that in 2021 in Australia in the:

- state/territory government sector, the proportion of the 40-60 year cohort (20-22%) was higher than for younger or older cohorts
- local government sector, the proportion was similar (44-46%) for cohorts up to 59 years, and dropped for older cohorts
- private sector, the proportion was similar (33-35%) for cohorts between 30 and 59 years, but was higher for the youngest cohort (20-29 years – 42%) and 60-69 years (43%), with 69% for Planners 70 years and over

Figure 46. Age of Planners working in public and private sectors, Australia 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

6.2.4 Comparison of males and females in employment sector

The tables and figures below show the number and proportion of male and female Planners working in the public and private sectors in Australia at the 2021 Census. The information is presented in different formats, but shows the same highlights as follows:

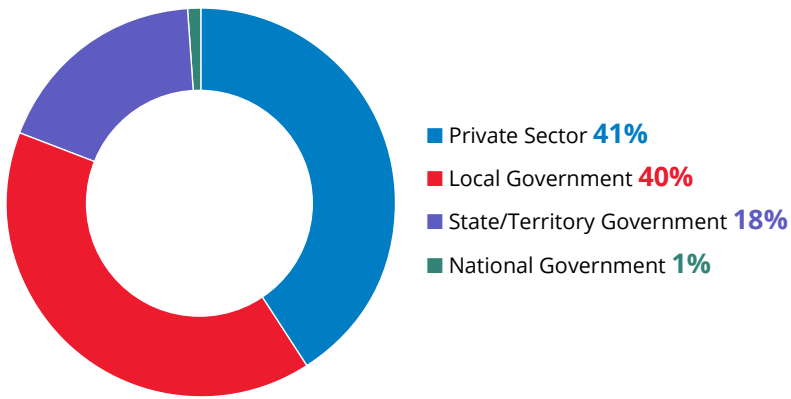
- The local government sector employed almost half of all female Planners, and 40% of all male Planners
- The private sector was the highest employer of male Planners, at 41%, just ahead of local government at 40%
- The state government sector employed almost 1 in 5 males and female Planners
- The private sector had the highest proportion of male employees at 59%, and the national government had the highest proportion of female employees at 56%
- Local government had the closest balance of males (48%) to females (52%)

Figure 47. Male and female Planners working in public and private sectors, Australia 2021

Sector	Male	% of all male Planners	Female	% of all female Planners
National Government	54	1%	70	1%
State/Territory Government	1,338	19%	1,174	18%
Local Government	2,891	40%	3,169	49%
Private Sector	2,948	41%	2,032	32%
TOTAL PLANNERS WHERE SECTOR STATED	7,231		6,445	

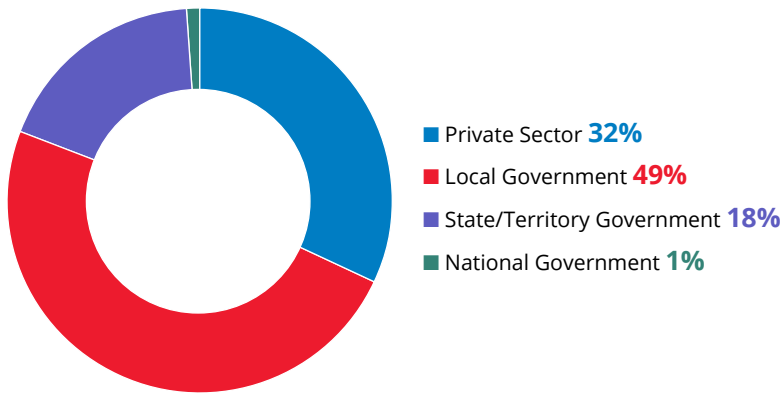
Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Figure 48. Male Planners by sector, Australia 2021



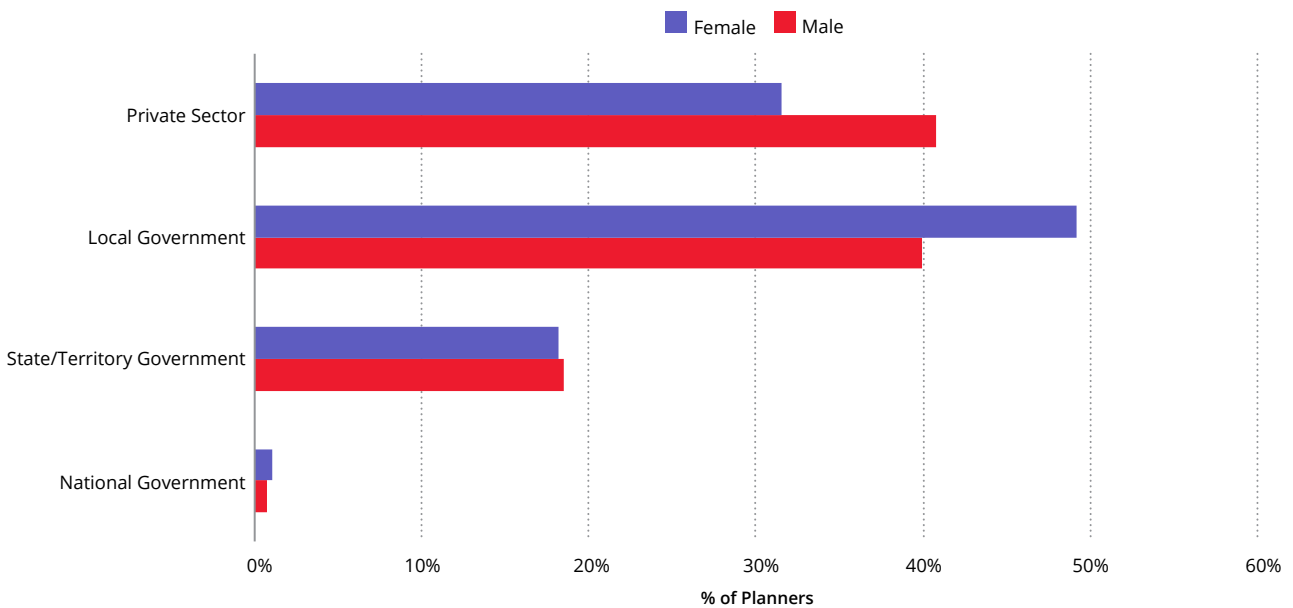
Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Figure 49. Female Planners by sector, Australia 2021



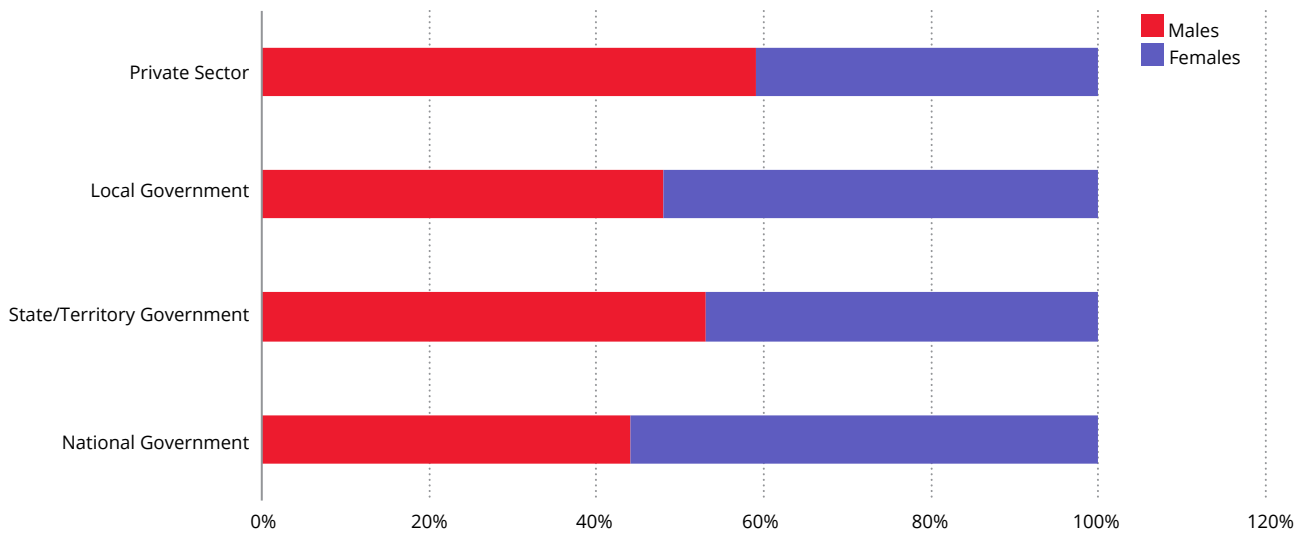
Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Figure 50. Proportion of male and female Planners in each sector, Australia 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Figure 51. Proportion of male and female Planners in each sector, Australia 2021

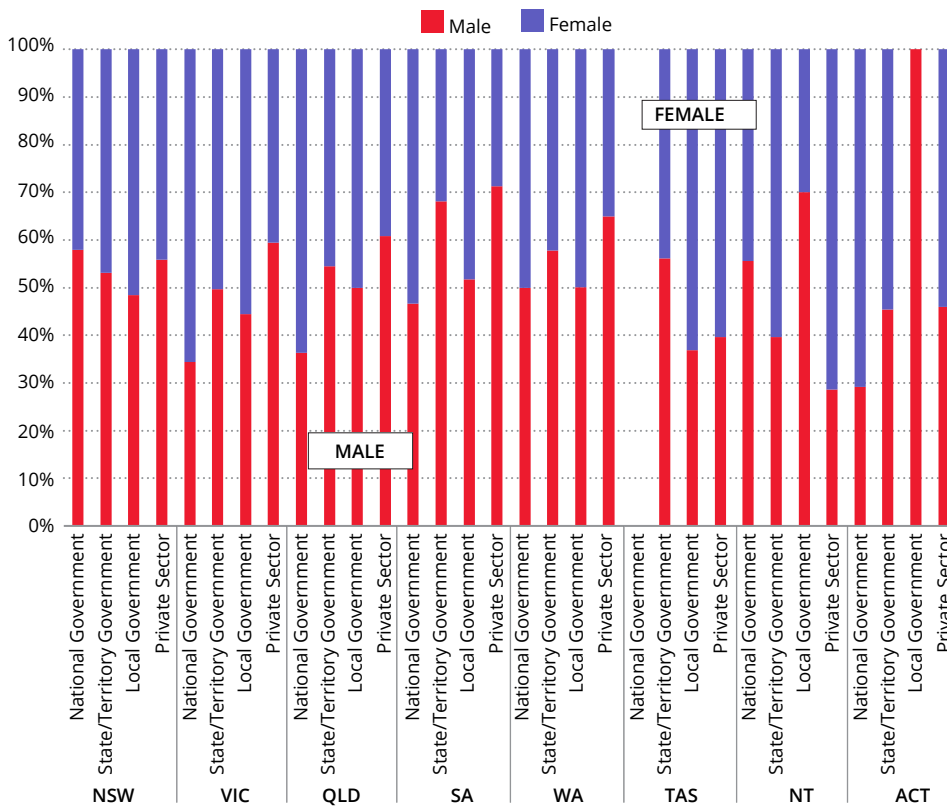


Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

The figures following show the number and proportion of male and female Planners working in the public and private sectors in each state and territory at the 2021 Census. The figures show that the:

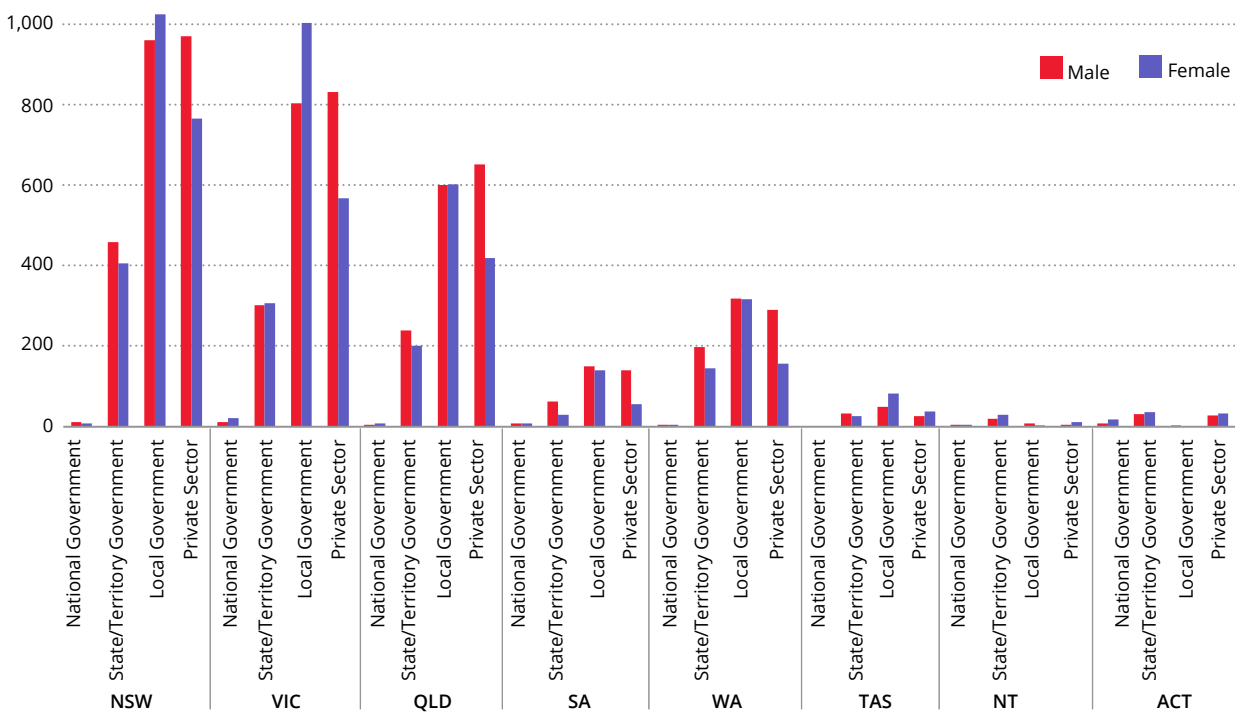
- balance of male and female representation in each sector differed for each state and territory, with some highlights being:
 - The Northern Territory had the highest proportion of females in state/territory government – approximately 60%
 - Tasmania had the highest proportion of females in local government – approximately 62%
 - Tasmania had the highest proportion of females in the private sector, with approximately 60% (discounting the Northern Territory where the numbers were too small to be significant)
 - South Australia had the lowest proportion of females in the private sector – approximately 30%
- the local government sector is dominated by NSW and Victoria, and to a lesser extent Queensland, with the dominance of female Planners in the local government being most evident in Victoria
- the dominance of males in the private sector is most evident in NSW, Victoria and Queensland, then South Australia and Western Australia in smaller numbers

Figure 52. Male and female Planners working in public and private sectors – states and territories, 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Figure 53. Male and female Planners working in public and private sectors – states and territories, 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

6.3 Industries of employment

6.3.1 Introduction

This section investigates Census data relating to industries of employment³² of:

- People employed as Planners; and
- People whose highest qualification was in the field of 'Urban and Regional Planning'

Note that although there is some commonality, these two variables do not necessarily include the same people.

6.3.2 People employed as Planners

In 2021, Australia's 13,691 Planners were recorded as being employed in 116 different 'industries of employment' (to 4-digit level). The table below shows the 12 industries of employment where 100 or more Planners were employed. The dominant industry was Local Government Administration (44%), followed by Architectural Services (16%) and State Government Administration (14%). More detail on the private–public sector split is given in section 6.2.

Figure 54. Top industries of employment of Planners, Australia 2021

Industry of employment*	No of Planners	% of all Planners
Local Government Administration	5,976	44%
Architectural Services	2,252	16%
State Government Administration	1,863	14%
Engineering Design and Engineering Consulting Services	590	4%
Management Advice and Related Consulting Services	245	1.8%
Water Supply	208	1.5%
Rail Passenger Transport	189	1.4%
Non-Residential Property Operators	160	1.2%
Land Development and Subdivision	116	0.8%
Other Transport Support Services nec	103	0.8%
Real Estate Services	101	0.7%
Surveying and Mapping Services	100	0.7%

Note: * Industry of employment '4 digit level'

nec = not elsewhere classified

Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

In 2006, Australia's 7,502 Planners were recorded as being employed in 77 different 'industries of employment' (to 4-digit level). The table below shows the six industries of employment where 100 or more Planners were employed. The dominant industry was Local Government Administration (43%, similar to the 44% in 2021), followed by Architectural Services (19%, slightly higher than the 16% in 2021) and State Government Administration (13%, similar to the 14% in 2021). More detail on the private–public sector split is given in section 6.2.

32. <https://www.abs.gov.au/census/guide-census-data/census-dictionary/2021/variables-topic/income-and-work/industry-employment-indp>

Figure 55. Top industries of employment of Planners, Australia 2006

Industry of employment*	No of Planners	% of all Planners
Local Government Administration	3,236	43%
Architectural Services	1,416	19%
State Government Administration	956	13%
Engineering Design and Engineering Consulting Services	350	5%
Management Advice and Related Consulting Services	157	2%
Surveying and Mapping Services	122	2%

Note: * Industry of employment '4 digit level'

Source: Australian Bureau of Statistics – Census of Population and Housing, 2006, TableBuilder

6.3.3 People whose highest qualification was in planning

As discussed in section 3.3.2, at the 2021 Census, there were 18,090 people in Australia whose highest non-school qualification was in the field of 'urban design and regional planning'. Note that a 'Planner' was the occupation of only 42% of these people.

The table below shows the industries of employment (at the most detailed 4 digit level) where more than 100 people were employed in Australia in 2021 who had their highest qualification in the field of 'urban design and regional planning' (note that, as per above, not all of these people would have been employed as Planners).

Figure 56. Industry of employment of people with a highest qualification in the field of urban design and regional planning, Australia 2021

Industry of employment (4 digit)	No of people with a highest qualification in the field of 'urban design and regional planning'
Local Government Administration	4,669
Architectural Services	1,987
State Government Administration	1,975
Engineering Design and Engineering Consulting Services	512
Management Advice and Related Consulting Services	302
Higher Education	293
Real Estate Services	288
Non-Residential Property Operators	250
Land Development and Subdivision	195
House Construction	133
Non-Residential Building Construction	127
Central Government Administration	124
Other Social Assistance Services	124
Surveying and Mapping Services	112
Other Residential Building Construction	111

Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

6.4 Workplace attributes

6.4.1 Introduction

This section investigates:

- The size of businesses and organisations that Planners own or manage
- Planners working from home

6.4.2 Planners as business owners or managers

The Census records the number people who are 'owner managers of incorporated or unincorporated enterprises' (in the private sector) and how many employees they have (excluding the owner managers themselves).³³ In 2021 in Australia, there were 1,268

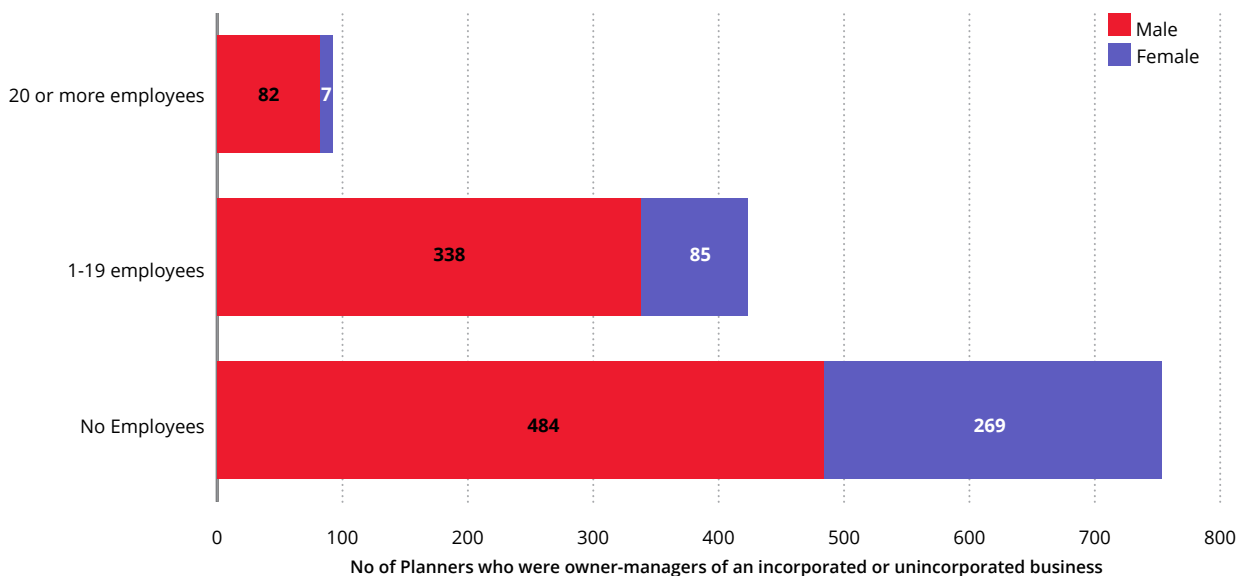
Planners who were owner managers of incorporated or unincorporated enterprises – this was approximately 9% of all Planners (13% of all male Planners and 6% of all female Planners). They are shown in the table below.

6.4.3 Planners working from home

In August 2021, 7,781 or 57% of all Planners in Australia worked at home on Census day. This compares to 21% of all employed people in Australia. In 2021, 52% of the Planners working at home were males and 48% females.

The large percentage of Planners working at home in 2021 was an expected significant increase (due to the COVID restrictions at the time) from 345 Planners (4.6%) in 2006 and 615 (5.5%) in 2016 who were working from home.

Figure 57. Planners who were owner managers of an incorporated or unincorporated enterprise, Australia 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Of the total Planner owner managers of businesses shown above, further analysis reveals:

- 71% were men
- 64% of all owner managers who had no employees were men
- 81% of all owner managers who had 1-19 employees were men
- 88% of all owner managers who had 20 or more employees were men

33. <https://www.abs.gov.au/census/guide-census-data/census-dictionary/2021/variables-topic/income-and-work/number-employees-emp>

6.5 Hours of work

6.5.1 Introduction

This section investigates:

- Part- and full-time employment, including male and female and age differences
- Working long hours

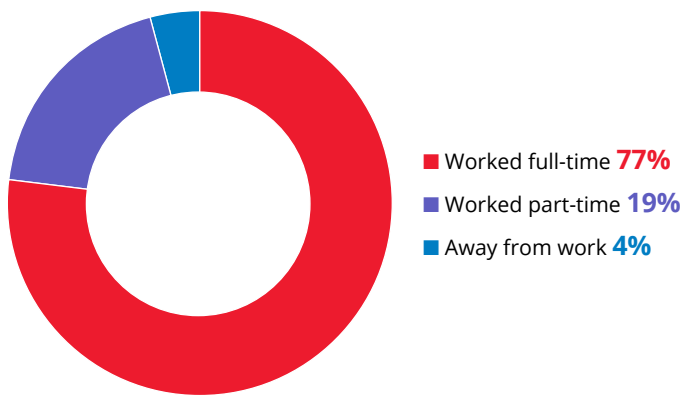
The section reports on data primarily from the ABS Population Census, but also includes data from the National Skills Commission.

Full-time employment is defined as 35 hours or more per week in all jobs, while part-time employment is defined as less than 35 hours per week³⁴.

6.5.2 Part-time and full-time employment

The figure below from the ABS Census shows the full-time and part-time employment status of Planners in Australia in 2021. The spread of hours worked by Planners per week, by sex in 2021, is shown at section 6.5.3.

Figure 58. Full- and part-time employment status of Planners, Australia 2021

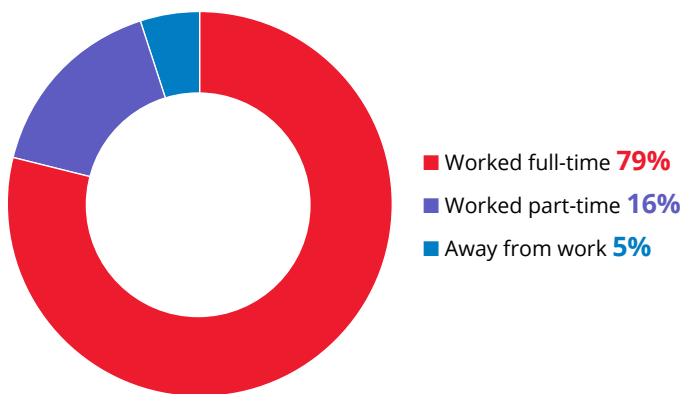


Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Information from the National Skills Commission using 2016 Census data³⁵ shows, for Planners in Australia, around 80% worked full-time hours, in all their jobs combined. This was 14 percentage points above the ‘all jobs’ average (66%).

The figure below from the ABS Census shows that, in 2006, 79% of Planners Australia worked full time (2 percentage points more than in 2021) and 16% worked part time (3 percentage points less than in 2021).

Figure 59. Full- and part-time employment status of Planners, Australia 2006



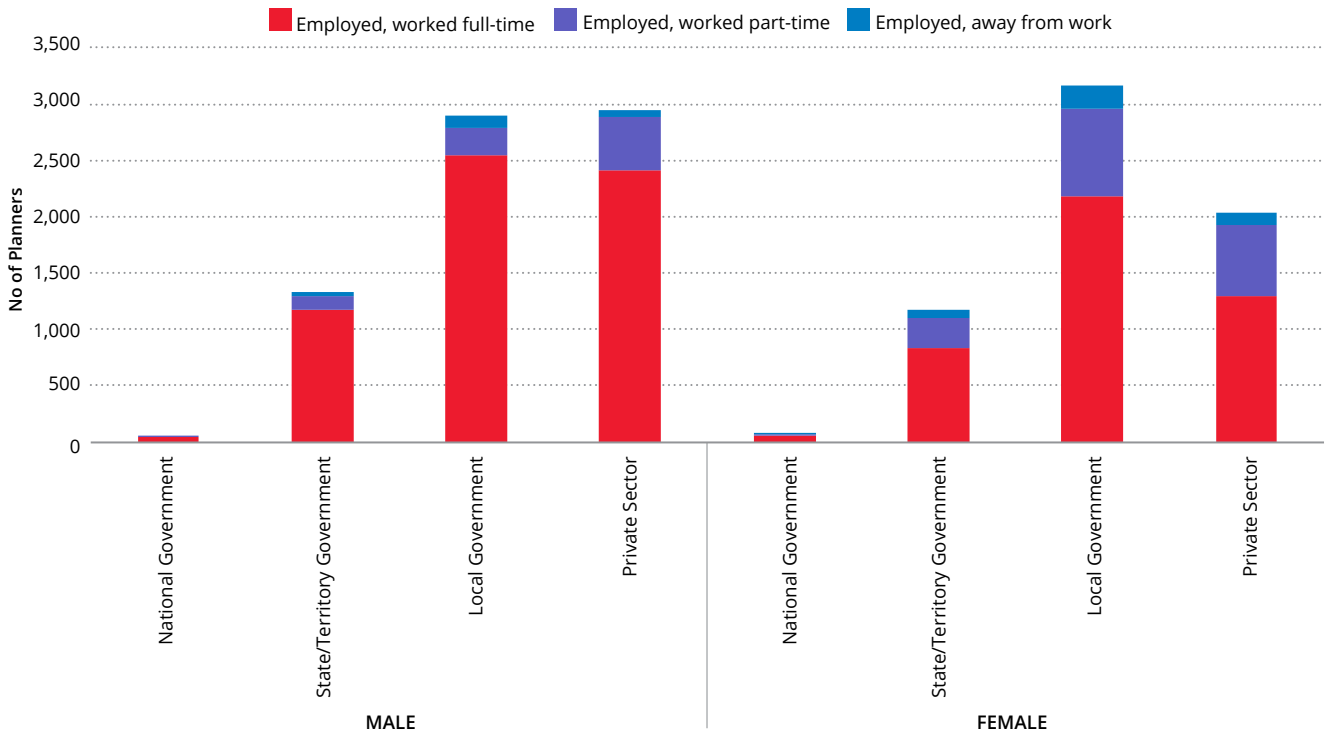
Source: Australian Bureau of Statistics – Census of Population and Housing, 2006, TableBuilder

34. ABS, 2022: <https://www.abs.gov.au/census/guide-census-data/census-dictionary/2021/variables-topic/income-and-work/labour-force-status-Ifsp>

35. National Skills Commission, Labour Market Insights (Urban and Regional Planners) accessed 2022.

The following figure from the 2021 Census shows the distribution of the full- and part-time employment status of Planners in Australia in 2021 by sector of employment. The figure shows that the private sector had the highest proportion of part-time employment for both males (16%) and females (31%).

Figure 60. Full- and part-time employment status of Planners by employment sector, Australia 2021



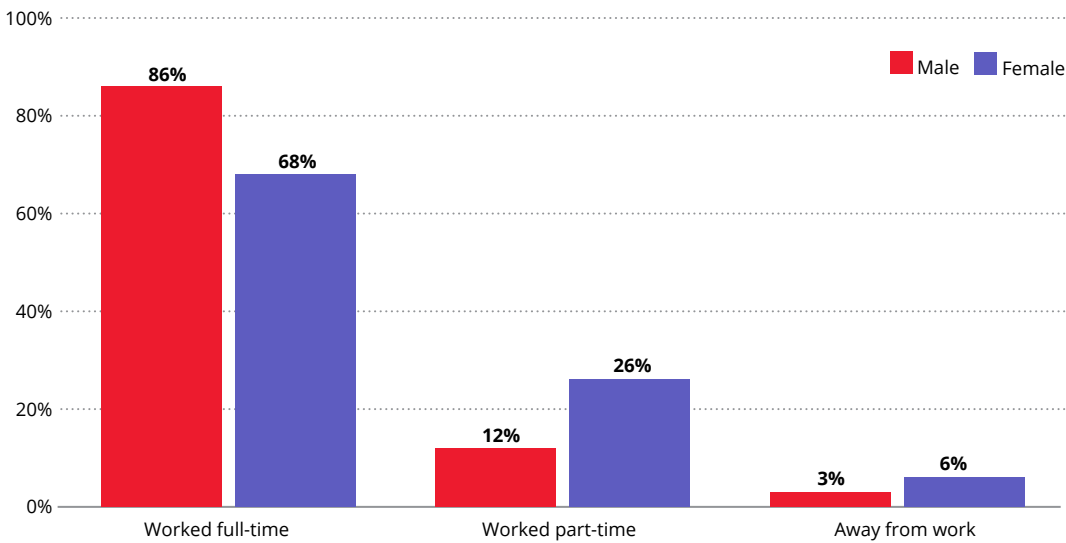
Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

6.5.2.1 Part-time employment: comparison of male and female Planners

In Australia in 2021, 845 male Planners and 1,701 females worked part-time. The figure below from the Census shows that the proportion of females who worked part-time (26%) was more than double that of males (12%). Part-time employment is defined as less than 35 hours per week in all jobs.³⁶

36. ABS, 2022: <https://www.abs.gov.au/census/guide-census-data/census-dictionary/2021/variables-topic/income-and-work/labour-force-status-Ifsp>

Figure 61. Full- and part-time employment status of Planners by sex, Australia 2021

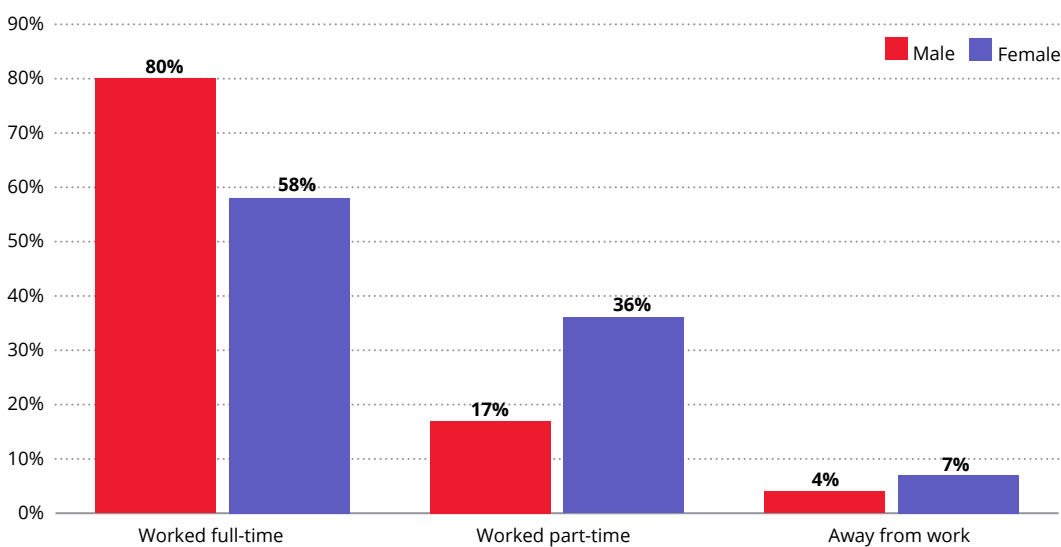


Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

The figure below shows the labour force status of all professionals³⁷ (including Planners) in Australia in 2021. It shows that in 2021 in Australia:

- 86% of male Planners worked full-time, compared to 80% of all professionals
- 68% of female Planners worked full-time, compared to 58% of all professionals
- 12% of male Planners worked part-time, compared to 17% of all professionals
- 26% of female Planners worked part-time, compared to 36% of all professionals

Figure 62. Full- and part-time employment status of all professionals by sex, Australia 2021

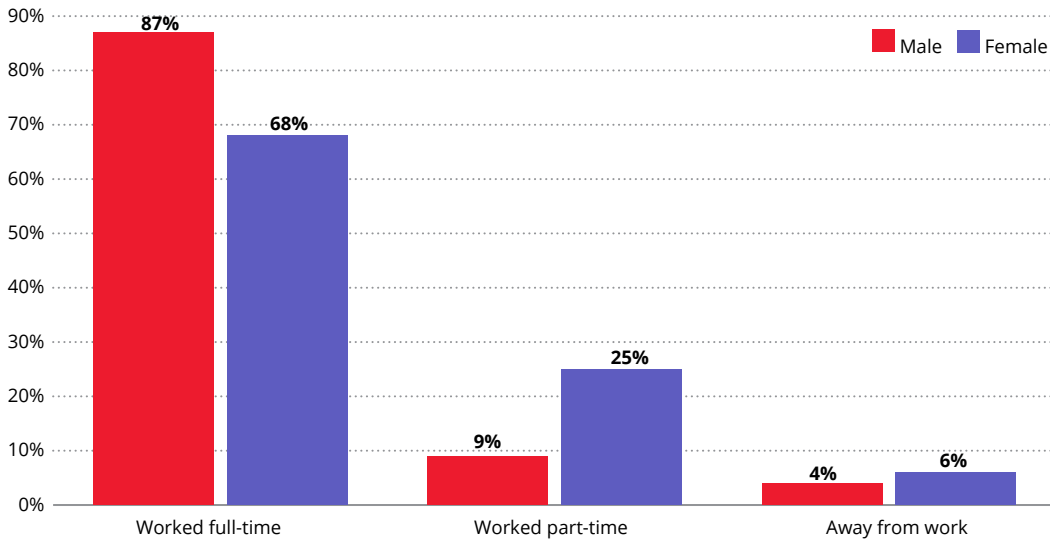


Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

37. <https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/2022/browse-classification/2>

In 2006, 407 male Planners and 765 females worked part-time. The figure below shows that the proportion of females who worked part-time (25%) was almost 3 times that of males (9%) – this gap had narrowed to 26% and 12% by 2021.

Figure 63. Full- and part-time employment status of Planners by sex, Australia 2006



Source: Australian Bureau of Statistics – Census of Population and Housing, 2006, TableBuilder

The following figures show the part- and full-time employment status of male and female Planners in Australia in 2021 by:

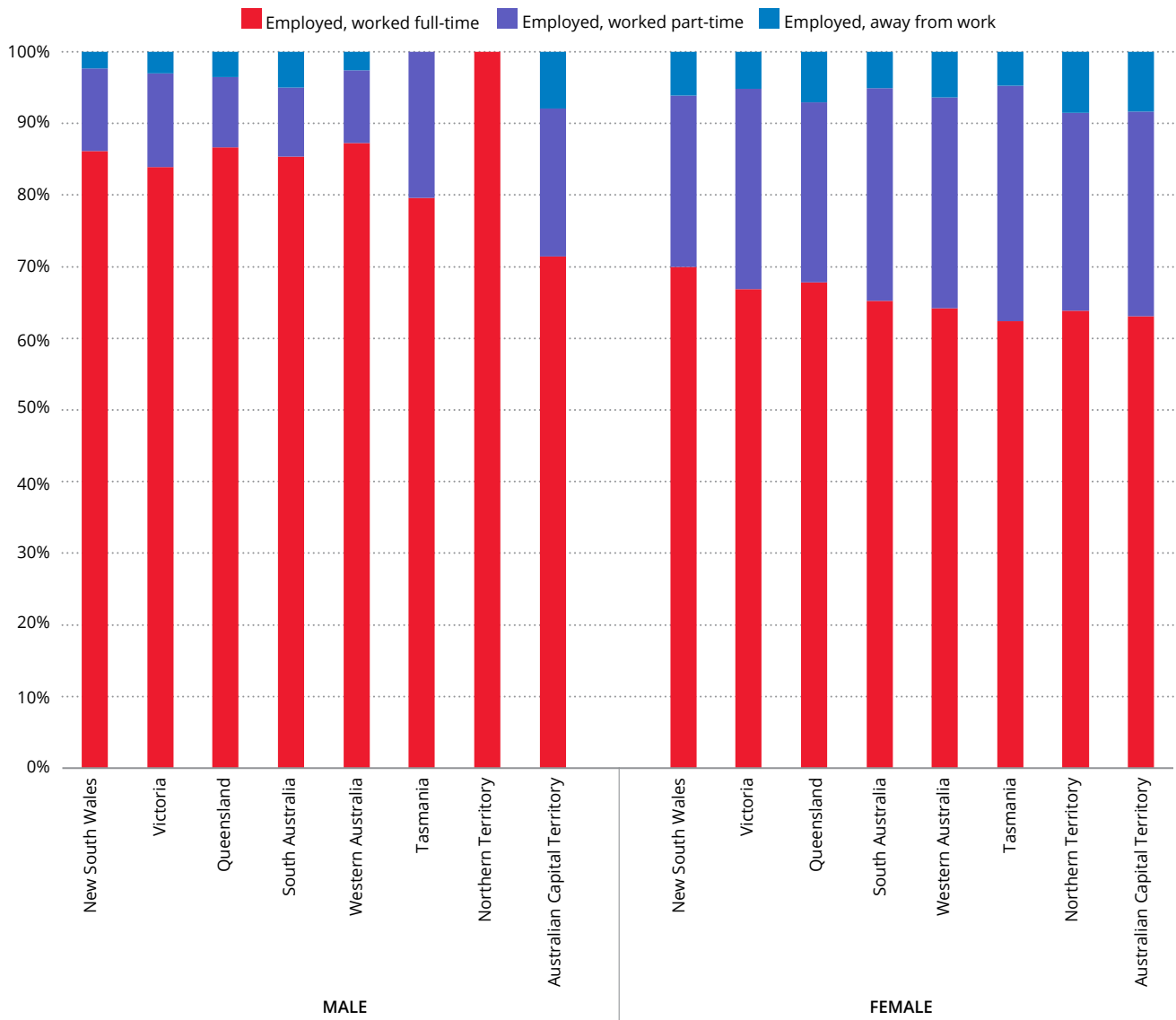
- state and territory
- greater capital city statistical area
- capital city v. non-capital city area

The following figures show that for Planners in 2021:

- Western Australia had the highest proportion of male Planners working full-time (approx. 87% of all male Planners)

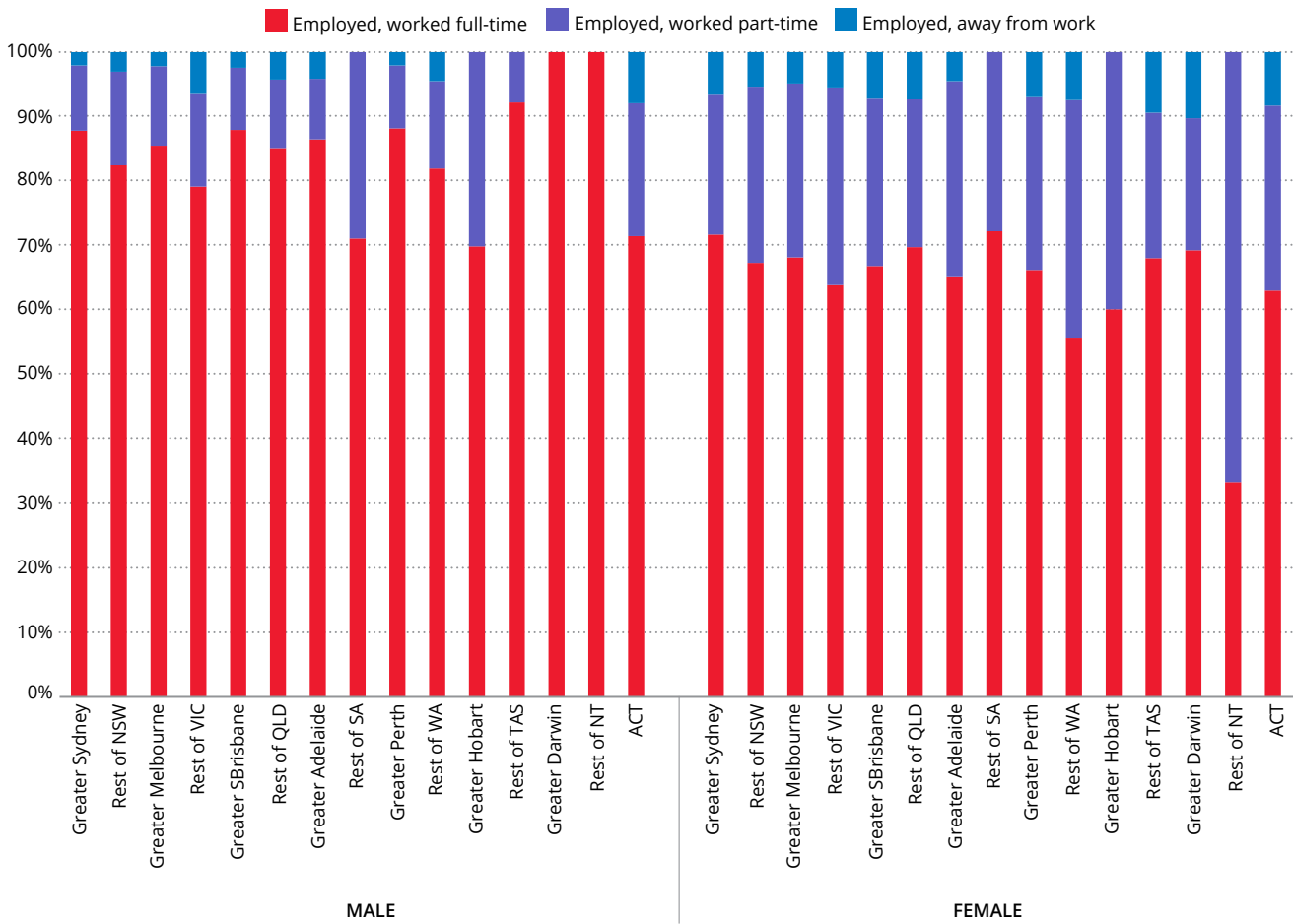
- NSW had the highest proportion of female Planners working full-time (approx. 70%)
- Tasmania had the highest proportion of females Planners working part-time (approx. 34% of female Planners in that state)
- capital city areas had slightly higher percentages of both males and females working full-time than non-capital city areas, and corresponding lower percentages working part-time

Figure 64. Full- and part-time employment status of Planners, states and territories 2021



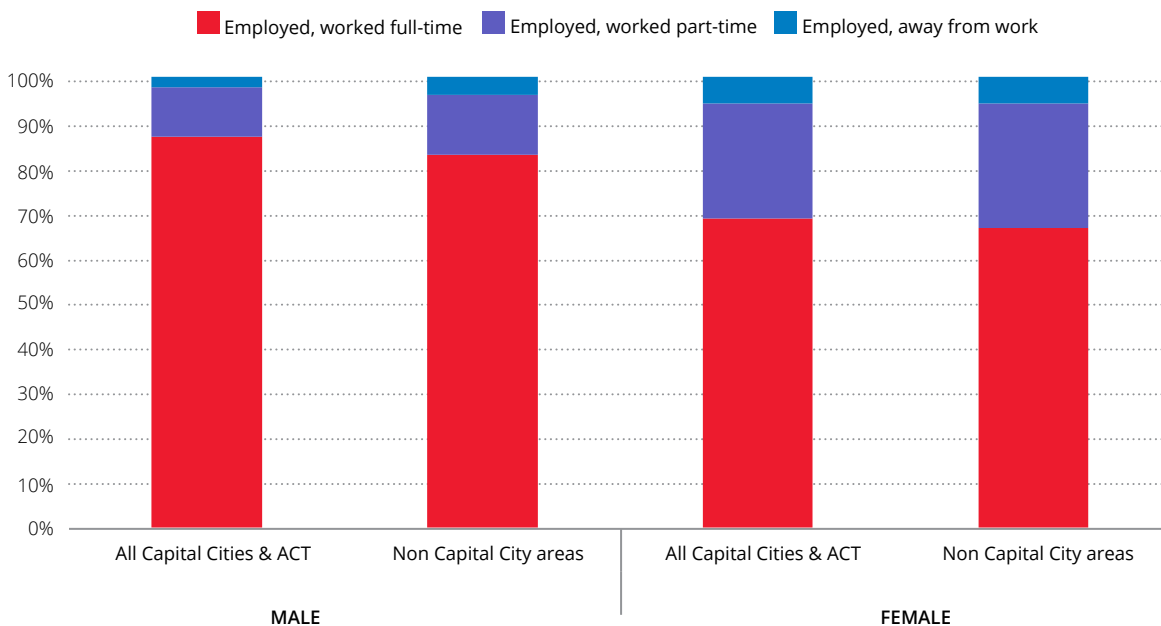
Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Figure 65. Full- and part-time employment status of Planners, GCCSAs 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

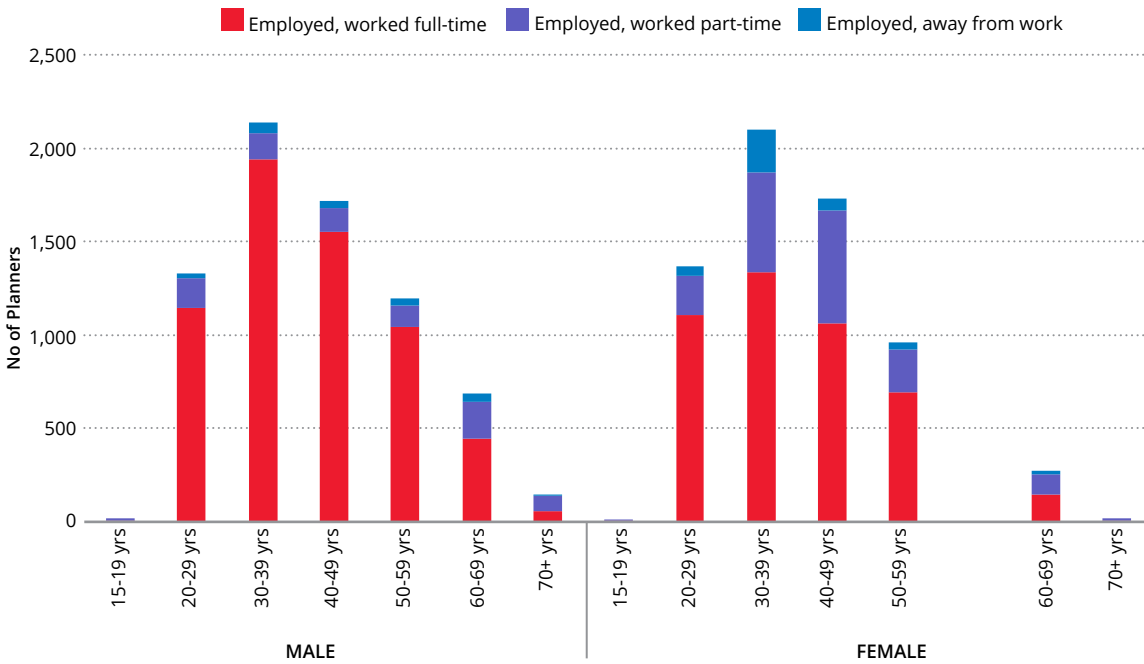
Figure 66. Full- and part-time employment status of Planners, capital city v. non-capital city areas 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

The following figure shows the distribution of the full- and part-time employment status of Planners in Australia in 2021 by age and sex. The figure shows that females in the 40-49 year age bracket have the highest proportion of part-time employment (35%) – this correlates with the age most likely to be involved in teenage family responsibilities, or caring for older parents or others. In contrast, the male proportion of part-time employment in that age bracket is 8%. Further, in 2011, the female 30-39 year age bracket previously displayed the highest proportion of part-time employment; this has now increased by a decade.

Figure 67. Full- and part-time employment status of Planners by age and sex, Australia 2021

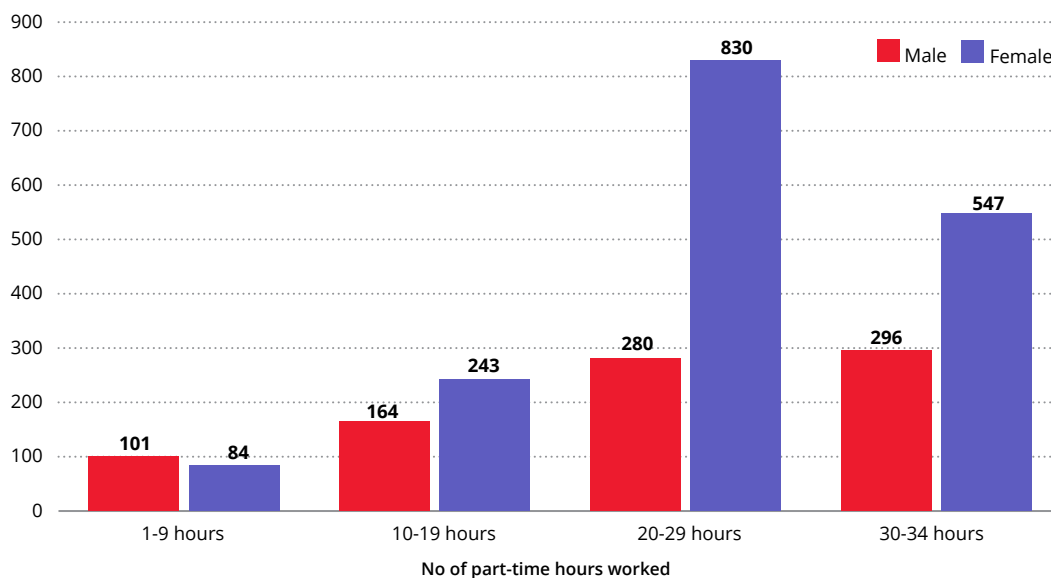


Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

6.5.2.2 Part-time hours

The spread of part-time hours worked by Planners is more illuminating as shown in the figure below.

Figure 68. Part-time hours worked per week by Planners by sex, Australia 2021

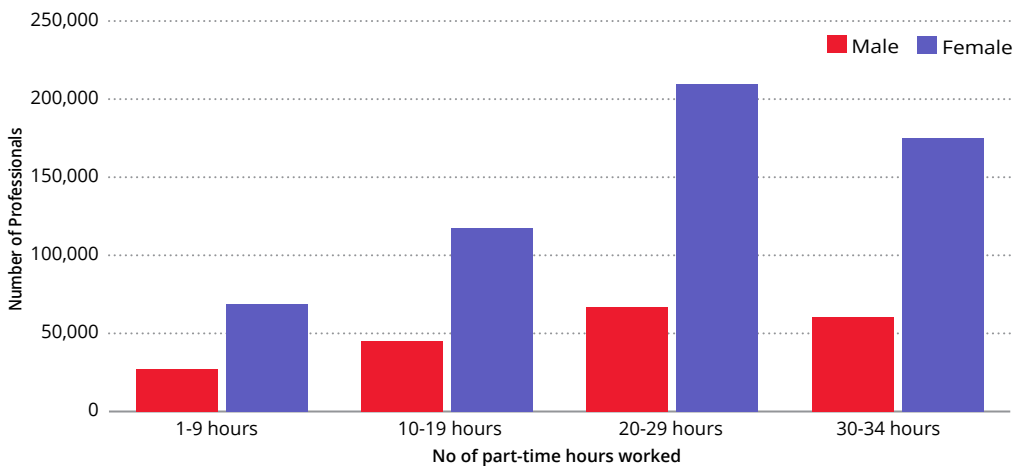


Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

For comparison, the figure below shows the range of part-time hours worked by all professionals³⁸ in Australia in 2021. It shows that in comparison:

- there wasn't as much difference between male and female Planners working less than 20 hours as there was for all professionals
- the disparity between male and females working between 20 and 34 hours is similar for Planners as it is for all professionals.

Figure 69. Part-time hours worked per week by all professionals by sex, Australia 2021



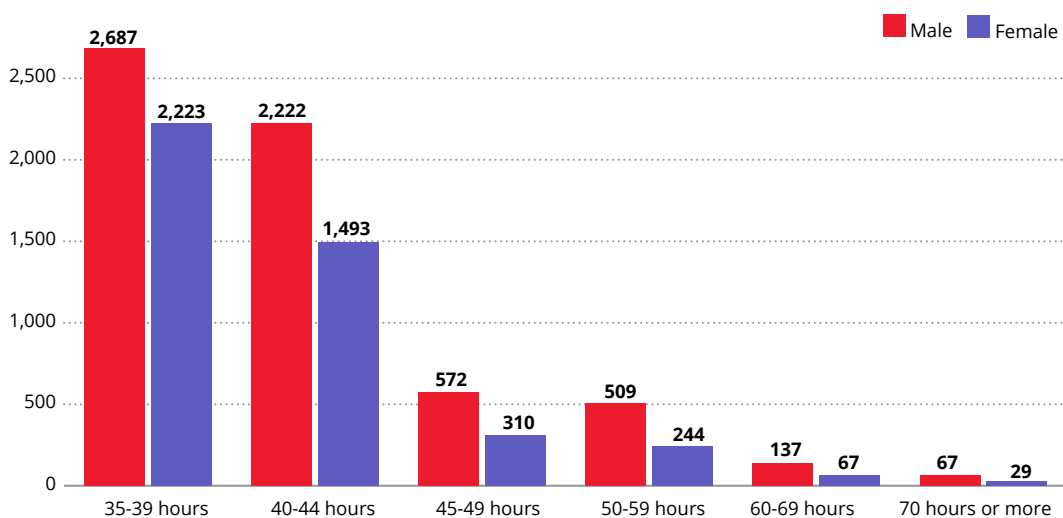
Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

6.5.3 Working long hours: a comparison of male and female Planners

6.5.3.1 Census data

At the 2021 Census in Australia, more male than female Planners worked longer full time hours, as shown in the figure below.

Figure 70. Full-time hours worked per week by Planners by sex, Australia 2021



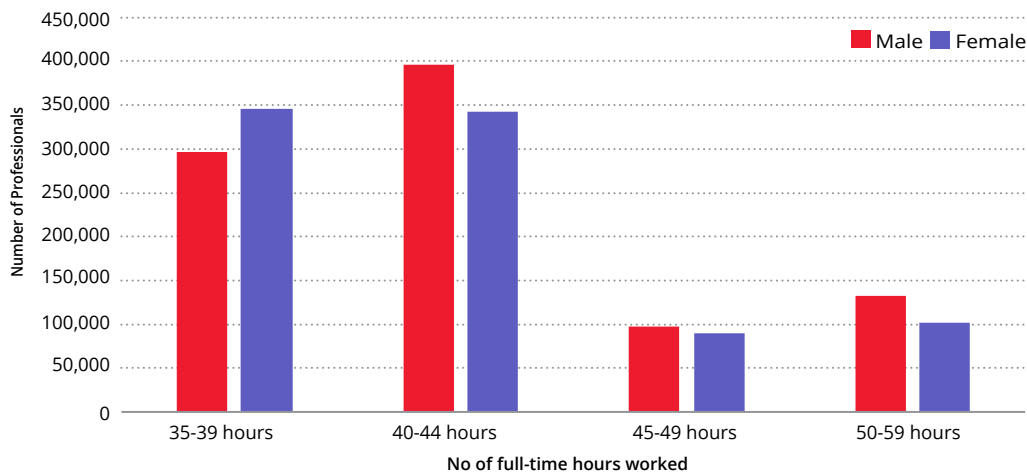
Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

38. <https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/2022/browse-classification/2>

For comparison, the figure below shows the range of full time hours worked by all professionals³⁹ in Australia in 2021. It shows that in comparison with Planners, there were:

- more female than male professionals working 35 hours per week than for Planners, where there were more males than females working those hours
- professionals of both sexes were proportionally more likely than Planners to be working 40-44 hours per week.
- proportionally more professionals were working extreme hours (over 50 hours per week) than Planners

Figure 71. Full-time hours worked per week by all professionals by sex, Australia 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

The following figures show the distribution of full-time hours of male and female Planners in Australia in 2021 by:

- state and territory
- greater capital city statistical area
- capital city v. non-capital city area

The following figures, in conjunction with the above figure, show that for Planners in 2021:

- 21% of males and 15% of females worked 45 or more hours per week
- a higher proportion of males than females worked longer hours (over 45 hours per week), in all states and territories
- for males, the area with the highest proportion of Planners working over 45 hours per week was the rest of WA (approx 25%) and the least was ‘the’ rest of SA (0%)

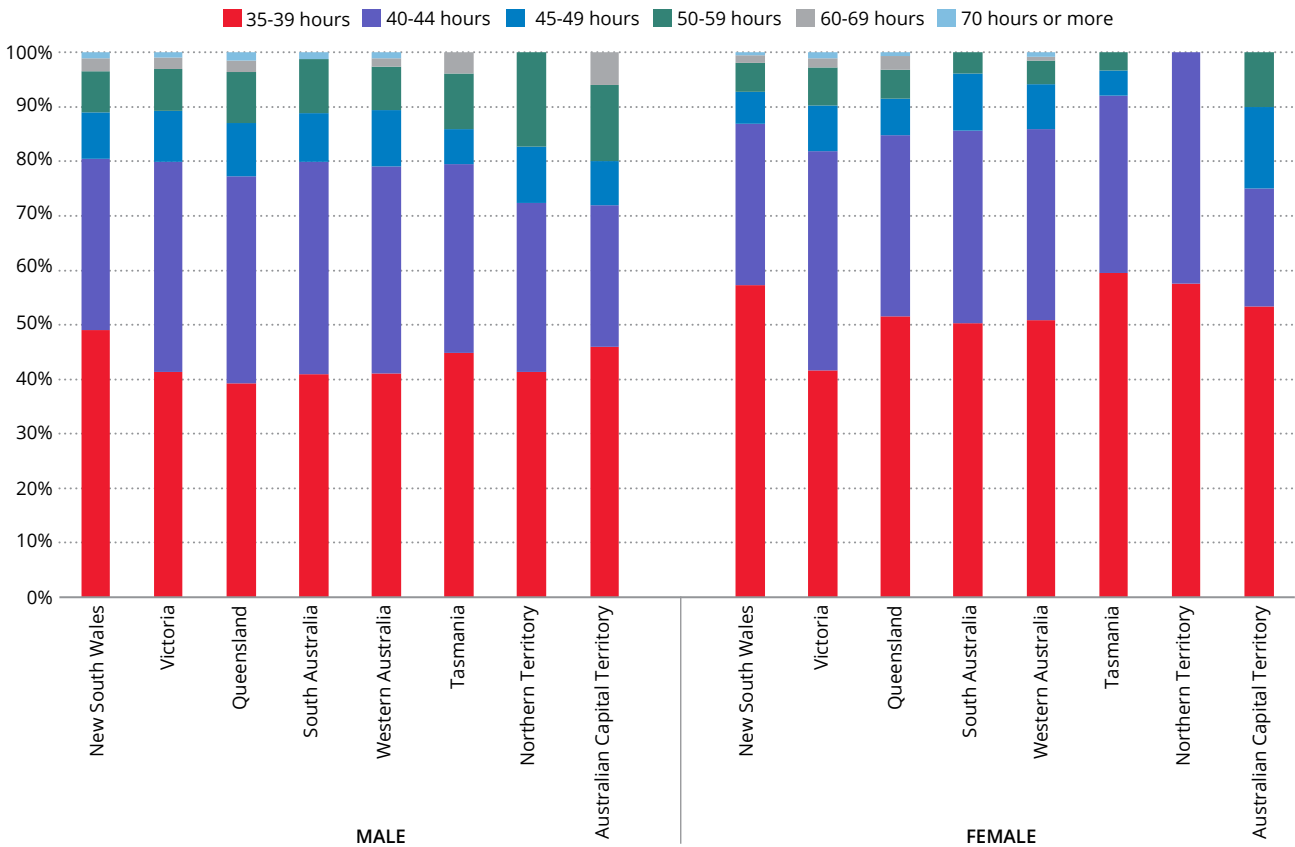
- for females, the area with the highest proportion of Planners working over 45 hours per week was Greater Melbourne and Greater Brisbane (approx. 12%)

(Note that caution should be taken in interpreting the above results with relatively small numbers of Planners in the less populous states and territories)

- males in capital cities showed the highest proportion of longer hours (over 45 hours a week) at approx. 18%, followed by males in non-capital city areas (approx. 17%), females in capital cities (approx. 11%) and females in non-capital city areas (approx. 8%)
- there was only a marginal difference between capital city and non-capital city areas in the proportion of males working in the various weekly hour ranges and a slightly higher difference in females

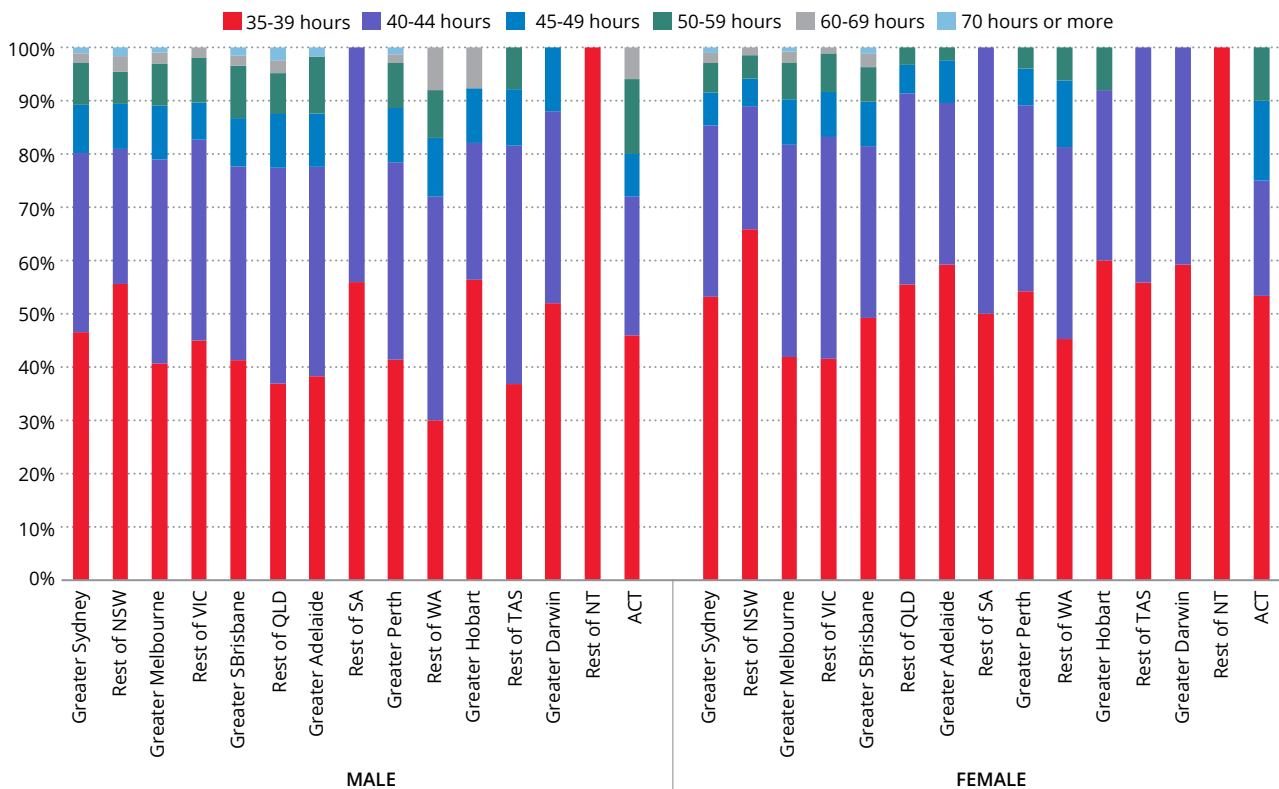
39. <https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/2022/browse-classification/2>

Figure 72. Full-time hours worked per week by Planners by sex, states and territories 2021



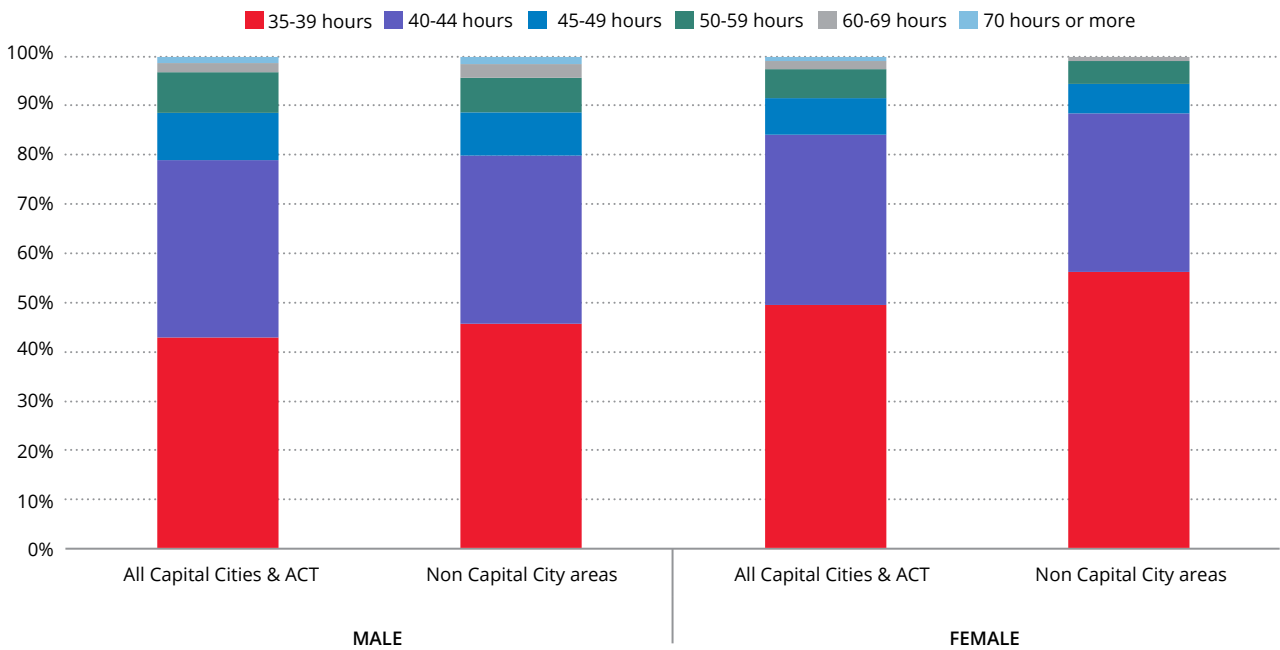
Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Figure 73. Full-time hours worked per week by Planners by sex, GCCSAs 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Figure 74. Full-time hours worked per week by Planners by sex, capital city v. non-capital city areas 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

6.5.3.2 National Skills Commission data

Information from the National Skills Commission using 2016 Census data⁴⁰ shows that for Planners in Australia:

- full-time workers worked an average of 42 hours per week in their main job. This was similar to the ‘all jobs’ average (44 hours per week)
- more than a third of workers regularly worked overtime or extra hours (either paid or unpaid)

40. National Skills Commission, Labour Market Insights (Urban and Regional Planners) accessed 2022.

7 PLANNERS' INCOME

7.1 Introduction

This chapter investigates the income and salary range of Planners by the following variables:

- Full-time employment status
- Sex
- Location
- Employment sector (public and private)
- Country of birth
- Whether or not they spoke English at home
- Career stage
- Years of experience

The following data sources are used in this chapter:

- Census 2021
- National Skills Commission
- PIA Planners' Survey 2022

The scope of this Report did not allow for 'benchmarking' of salaries in the current employment market.

7.1.1 Census data

The Census definition of 'income' includes sources as shown in the figure to the right – it is not necessarily income purely made as salary or income as a Planning professional⁴¹.

Census 2021 data relating to income is presented in the following sections and is explored by:

- Full-time employment status
- Sex
- Location
- Employment sector (public and private)
- Country of birth

Note also that personal income cannot be compared easily between Census years, and therefore has not been examined in this Report.

Figure 75. Sources of personal weekly income, 2021 Census

What is the total of all income Person 1 usually receives?

Do not deduct: tax, superannuation contributions, amounts salary sacrificed, or any other automatic deductions.

Include:

- Wages and salaries
 - Regular overtime
 - Commissions and bonuses
- Government pensions, benefits and allowances
- Profit or loss from:
 - Unincorporated business/farm (e.g. soles traders, partnerships)
 - Rental properties
- Other income from:
 - Superannuation
 - Child support
 - Dividends from shares
 - Interest
 - Workers compensation
 - Any other income sources

Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, Census Dictionary

7.1.2 Planners' survey 2022

Question 16 of the Planners' Survey administered by PIA in 2022 was 'What is the annual base salary associated with your role as a planner?' 1,230 people gave a numerical response to the question.

⁴¹ ABS, 2022: <https://www.abs.gov.au/census/guide-census-data/census-dictionary/2021/variables-topic/income-and-work/total-personal-income-weekly-incp>

The overall results of the question are shown in the tables and figures following, while following sections show the detailed results of cross tabulation by the following variables:

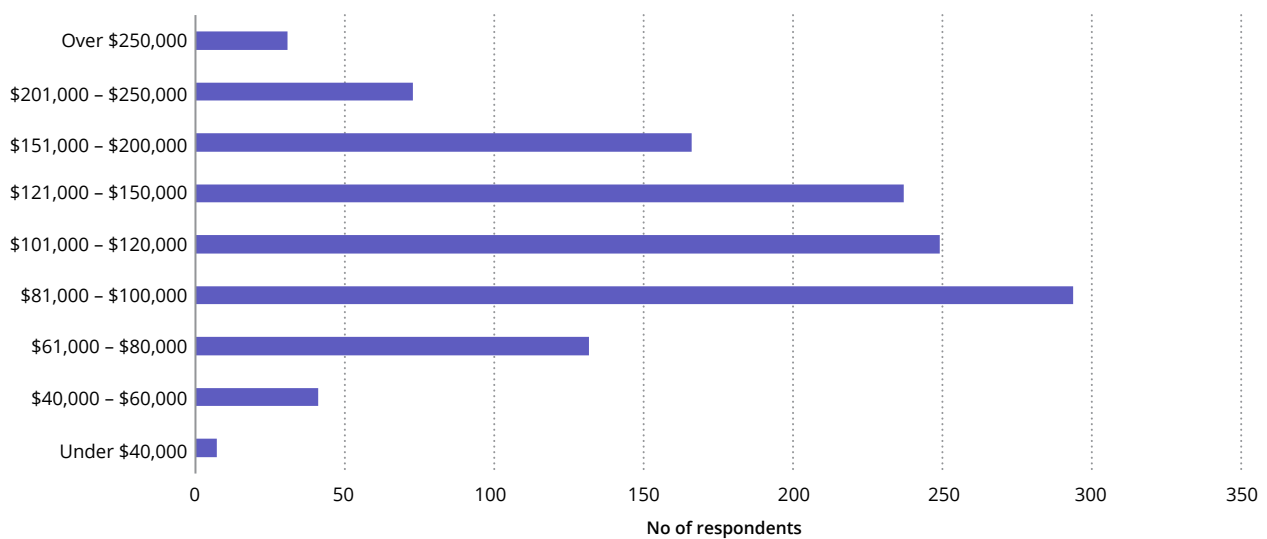
- Sex
- Full-time employment
- Employment sector
- Years of experience in the planning profession
- Career stage

Figure 76. Results of Q16 of 2022 Planners’ Survey: ‘What is the annual base salary associated with your role as a planner?’

Annual base salary*	% of respondents	No of respondents
Under \$40,000	1	7
\$40,000 – \$60,000	3	41
\$61,000 – \$80,000	10	132
\$81,000 – \$100,000	23	294
\$101,000 – \$120,000	19	249
\$121,000 – \$150,000	18	237
\$151,000 – \$200,000	13	166
\$201,000 – \$250,000	6	73
Over \$250,000	2	31
Prefer not to say and don't know	3	40
Others	1	15

* Before tax and excludes superannuation and other benefits
 Source: Planning Institute of Australia – Planners’ Survey 2022

Figure 77. Results of Q16 of 2022 Planners’ Survey: ‘What is the annual base salary associated with your role as a planner?’



Source: Planning Institute of Australia – Planners’ Survey 2022

Figure 78. Results of Q16 of 2022 Planners' Survey: 'What is the annual base salary associated with your role as a planner?' (averages)

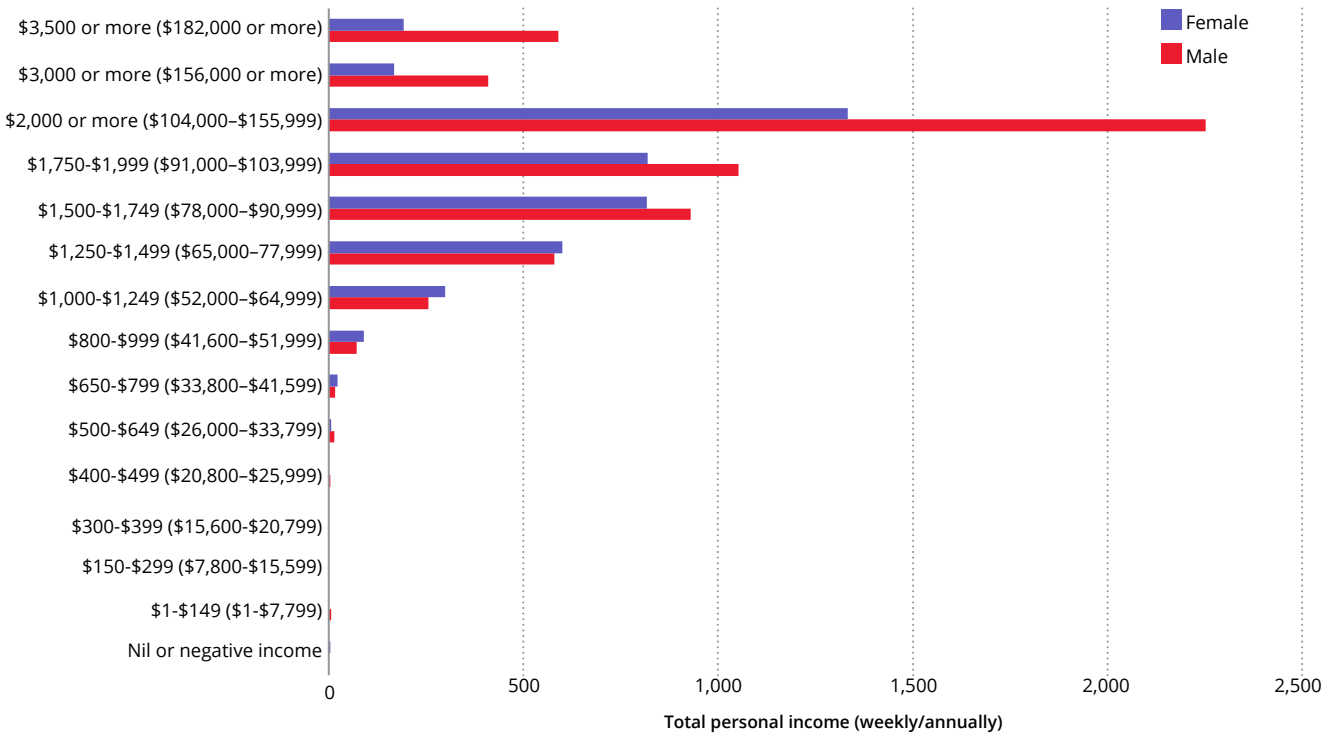
TOTAL SURVEY RESPONDENTS		Annual base salary \$117,466
PIA member	Yes	\$120,559
	No	\$110,983
Gender	Female	\$114,397
	Male	\$120,895
Employment status	Working full-time	\$120,566
	Working part-time	\$104,295
	Working as a casual	\$74,424
Years of experience in the planning profession	Less than 3 years	\$75,000
	3-5 years	\$89,025
	5-10 years	\$102,635
	10-20 years	\$123,273
	20-30 years	\$141,852
	Over 30 years	\$133,629
Employer type	I'm a sole practitioner	\$110,869
	A private practice	\$118,425
	Local government	\$108,231
	State government	\$130,332
	Local government + Sstate government + federal government	\$115,944
Career stage	A student studying planning	\$67,750
	A recent graduate/ new to the industry (less than 2 years experience)	\$71,750
	A new planner (2 to 5 years experience)	\$87,301
	A practising professional (5+ years experience)	\$106,143
	A planning manager or leader	\$145,028
	A planning business owner or director	\$138,536

Source: Planning Institute of Australia – Planners' Survey 2022

7.2 Income by full-time status and sex

The figure below from the 2021 Census shows that there were more male than female Planners (in full-time employment) in the highest personal income brackets in Australia in 2021. Note, however, that a comparison cannot be made between male and female Planners' full-time salaries based on this data alone, since wages or salaries are only one component of 'personal income' as explained in the introduction above. There may be some income sources included in this data that are not derived from planning employment, eg investments.

Figure 79. Personal weekly and annual income of full-time Planners by sex, Australia 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

The following table and figure show the comparison of male and female salaries based on the respondents who gave a numerical answer to Question 16 of the Planners' Survey 2022. Note that these include both part-time and full-time salaries, and do not include 'other' (non-planning related) income sources like the Census results do.

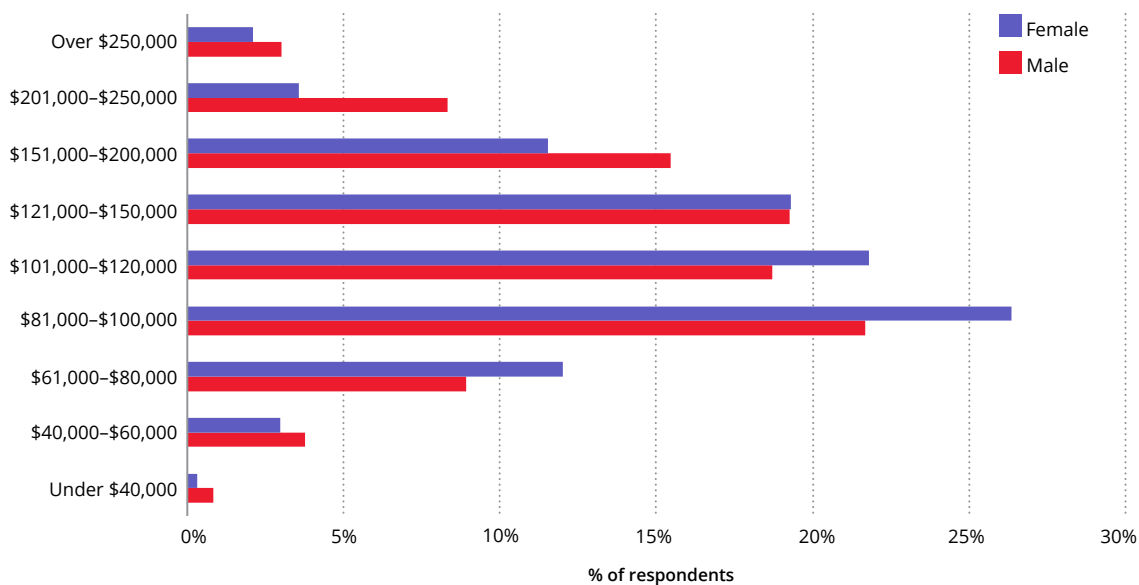
Figure 80. Results of Q16 of 2022 Planners’ Survey: ‘What is the annual base salary associated with your role as a planner?’ – comparison of male and female salaries

Annual base salary*	Male		Female	
	No	%	No	%
Under \$40,000	5	1%	2	0%
\$40,000 – \$60,000	23	4%	18	3%
\$61,000 – \$80,000	53	9%	75	12%
\$81,000 – \$100,000	129	22%	164	26%
\$101,000 – \$120,000	112	19%	135	22%
\$121,000 – \$150,000	115	19%	120	19%
\$151,000 – \$200,000	92	15%	72	12%
\$201,000 – \$250,000	50	8%	22	4%
Over \$250,000	18	3%	13	2%
TOTAL RESPONDENTS	596		621	
Average	\$120,895		\$114,397	

* Before tax and excludes superannuation and other benefits

Source: Planning Institute of Australia – Planners’ Survey 2022

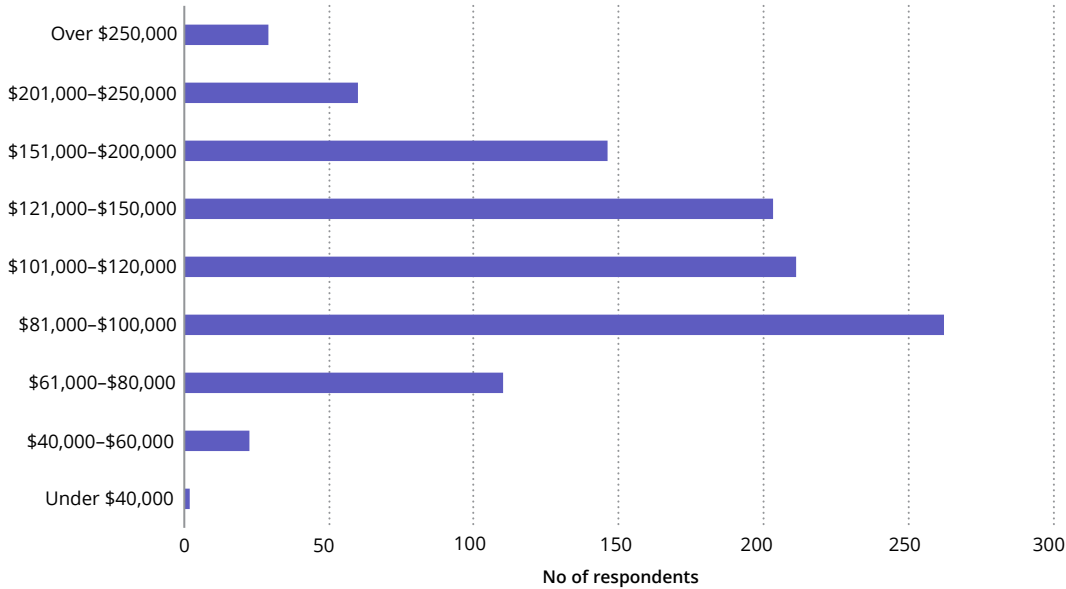
Figure 81. Results of Q16 of 2022 Planners’ Survey: ‘What is the annual base salary associated with your role as a planner?’ – comparison of male and female salaries



Source: Planning Institute of Australia – Planners’ Survey 2022

The following table and figure show the ranges of salaries based on the 1,045 respondents employed full-time who gave a numerical answer to Question 16 of the Planners' Survey 2022.

Figure 82. Results of Q16 of 2022 Planners' Survey: 'What is the annual base salary associated with your role as a planner?' (full-time only)



Source: Planning Institute of Australia – Planners' Survey 2022

7.3 Income by location

The table below from the 2021 Census shows the number of Planners (both full-time and part-time) in personal income brackets for each GCCSA in Australia in 2021. A graph is available for this table but is too large to be placed in this Report. A simplified graph follows that shows the differences in income brackets between capital city areas and areas outside capital city areas.

The table and graph show that in 2021:

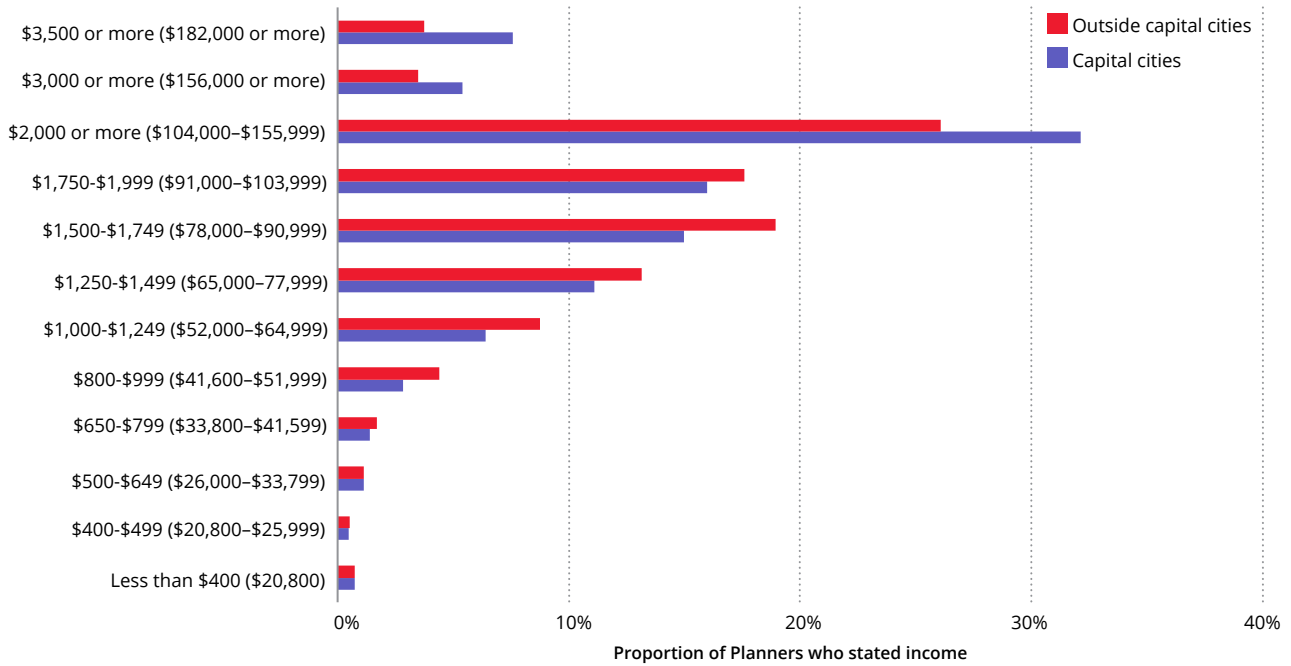
- Planners in GCCSAs are more represented than Planners outside these areas for the top three income brackets (above \$104,000 pa); while
- Planners outside GCCSAs are more represented than Planners within these areas for all lower income brackets (ie below \$104,000 pa)

Figure 83. Personal annual income of Planners, GCCSAs 2021

Personal annual income by Statistical Area		Less than \$20,800	\$20,800-\$25,999	\$26,000-\$33,799	\$33,800-\$41,599	\$41,600-\$51,999	\$52,000-\$64,999	\$65,000-\$77,999	\$78,000-\$90,999	\$91,000-\$103,999	\$104,000-\$155,999	\$156,000-\$181,999	\$182,000 or more	Not stated	TOTAL
Greater Sydney	No	0	19	30	39	75	165	269	344	434	1192	225	319	5	3,143
	%	0%	1%	1%	1%	2%	5%	9%	11%	14%	38%	7%	10%	0%	
Rest of NSW	No	34	4	15	27	65	125	159	235	216	424	59	77	4	1,422
	%	2%	0%	1%	2%	5%	9%	11%	17%	15%	30%	4%	5%	0%	
Greater Melbourne	No	10	10	39	41	85	210	353	484	499	912	141	220	14	3,034
	%	0%	0%	1%	1%	3%	7%	12%	16%	16%	30%	5%	7%	0%	
Rest of Vic.	No	23	6	12	13	33	74	115	151	147	190	26	14	0	785
	%	3%	1%	2%	2%	4%	9%	15%	19%	19%	24%	3%	2%	0%	
Greater Brisbane	No	10	7	22	27	44	130	233	239	276	456	78	111	0	1,632
	%	1%	0%	1%	2%	3%	8%	14%	15%	17%	28%	5%	7%	0%	
Rest of Qld	No	7	5	10	17	41	71	150	213	210	259	38	46	8	1,067
	%	1%	0%	1%	2%	4%	7%	14%	20%	20%	24%	4%	4%	1%	
Greater Adelaide	No	6	4	4	11	15	34	66	104	117	134	11	19	0	530
	%	1%	1%	1%	2%	3%	6%	12%	20%	22%	25%	2%	4%	0%	
Rest of SA	No	0	0	0	0	3	11	8	29	14	7	0	0	0	68
	%	0%	0%	0%	0%	4%	16%	12%	43%	21%	10%	0%	0%	0%	
Greater Perth	No	0	4	11	15	46	62	129	231	193	380	55	63	0	1200
	%	0%	0%	1%	1%	4%	5%	11%	19%	16%	32%	5%	5%	0%	
Rest of WA	No	6	3	3	4	12	26	25	35	44	62	0	0	0	218
	%	3%	1%	1%	2%	6%	12%	11%	16%	20%	28%	0%	0%	0%	
Greater Hobart	No	0	0	0	4	8	19	19	28	28	30	10	4	0	155
	%	0%	0%	0%	3%	5%	12%	12%	18%	18%	19%	6%	3%	0%	
Rest of Tas.	No	3	0	0	0	6	13	21	30	9	10	4	0	0	92
	%	3%	0%	0%	0%	7%	14%	23%	33%	10%	11%	4%	0%	0%	
Greater Darwin	No	0	0	3	0	0	3	6	10	9	24	3	4	0	68
	%	0%	0%	4%	0%	0%	4%	9%	15%	13%	35%	4%	6%	0%	
Rest of NT	No	0	0	0	0	0	0	4	0	4	4	0	0	0	13
	%	0%	0%	0%	0%	0%	0%	31%	0%	31%	31%	0%	0%	0%	
ACT	No	0	0	0	0	4	8	18	36	21	45	10	8	0	150
	%	0%	0%	0%	0%	3%	5%	12%	24%	14%	30%	7%	5%	0%	
Total	No	0	64	155	202	439	956	1,582	2,182	2,240	4,171	668	894	40	13,691
	%	0%	0%	1%	1%	3%	7%	12	16%	16%	30%	5%	7%	0%	

Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

Figure 84. Personal annual income of Planners – comparison by capital city and non-capital city areas, 2021



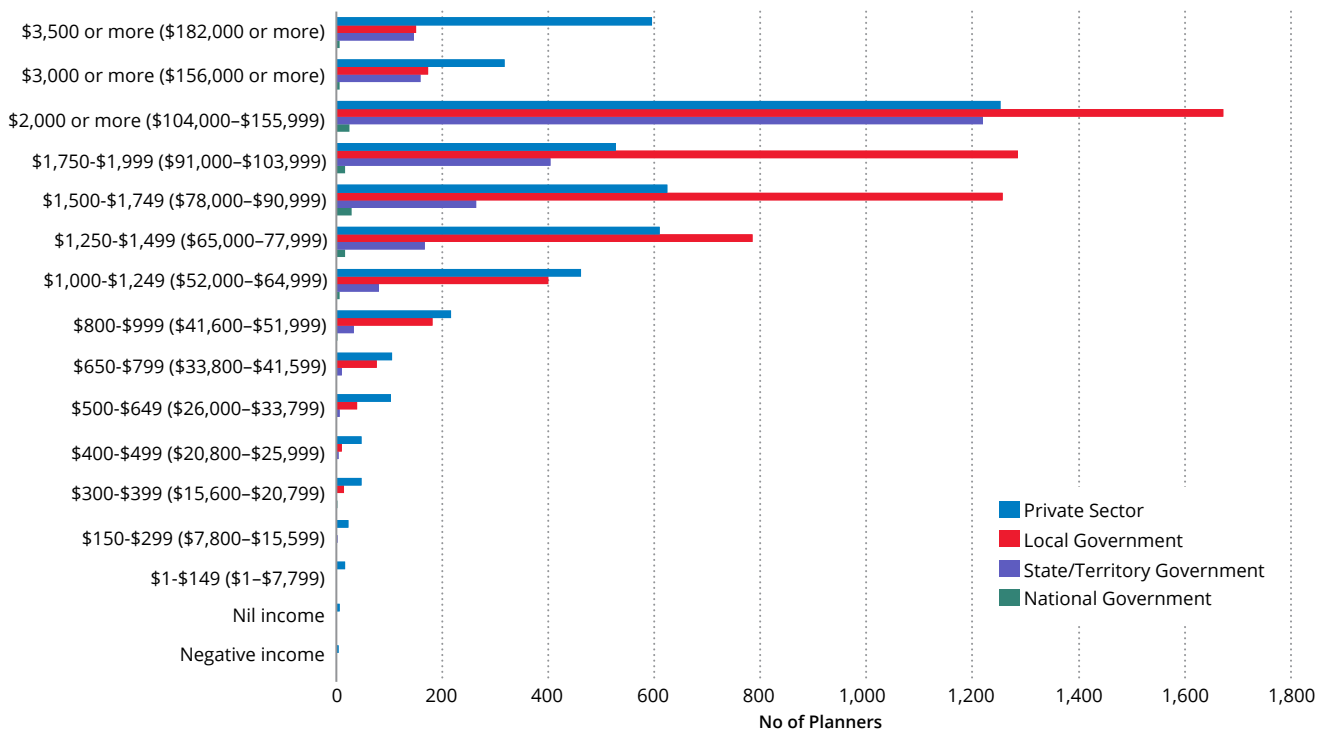
Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

7.4 Income by employment sector

The figure below from the 2021 Census shows the personal income of Planners (both full-time and part-time) in Australia in 2021 by employment sector. This shows that the:

- private sector dominates the two highest income brackets (\$156,000 pa and over)
- local government sector dominates the middle income brackets (\$65,000 to \$156,000 pa)
- private sector dominates the lower income brackets (\$65,000 pa and under)

Figure 85. Personal income of Planners by employment sector, Australia 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

The following table and figure shows the ranges of salaries by employment sector based on the respondents who gave an answer to Question 16 of the Planners' Survey 2022.

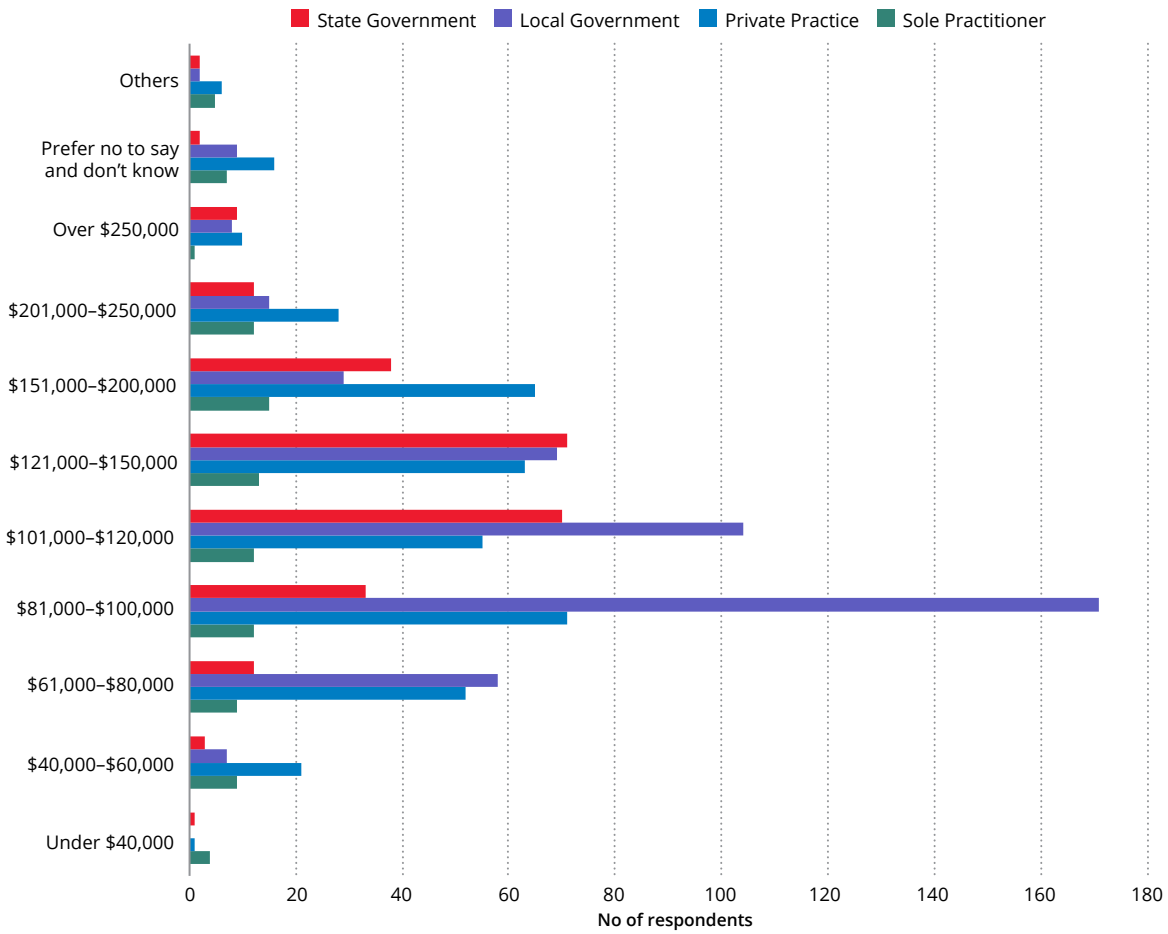
Figure 86. Results of Q16 of 2022 Planners' Survey: 'What is the annual base salary (full & part-time) associated with your role as a planner?' – comparison of employment sector

Annual base salary*	Employment sector: no of respondents			
	Sole practitioner	Private practice	Local government	State government
Under \$40,000	4	1	0	1
\$40,000 – \$60,000	9	21	7	3
\$61,000 – \$80,000	9	52	58	12
\$81,000 – \$100,000	12	71	171	33
\$101,000 – \$120,000	12	55	104	70
\$121,000 – \$150,000	13	63	69	71
\$151,000 – \$200,000	15	65	29	38
\$201,000 – \$250,000	12	28	15	12
Over \$250,000	1	10	8	9
Prefer not to say and don't know	7	16	9	2
Others	5	6	2	2
TOTAL RESPONDENTS	99	388	472	253
Average salary	\$110,869	\$118,425	\$108,231	\$130,332

* Before tax and excludes superannuation and other benefits

Source: Planning Institute of Australia – Planners' Survey 2022

Figure 87. Results of Q16 of 2022 Planners’ Survey: ‘What is the annual base salary (full & part-time) associated with your role as a planner?’ – comparison of employment sector



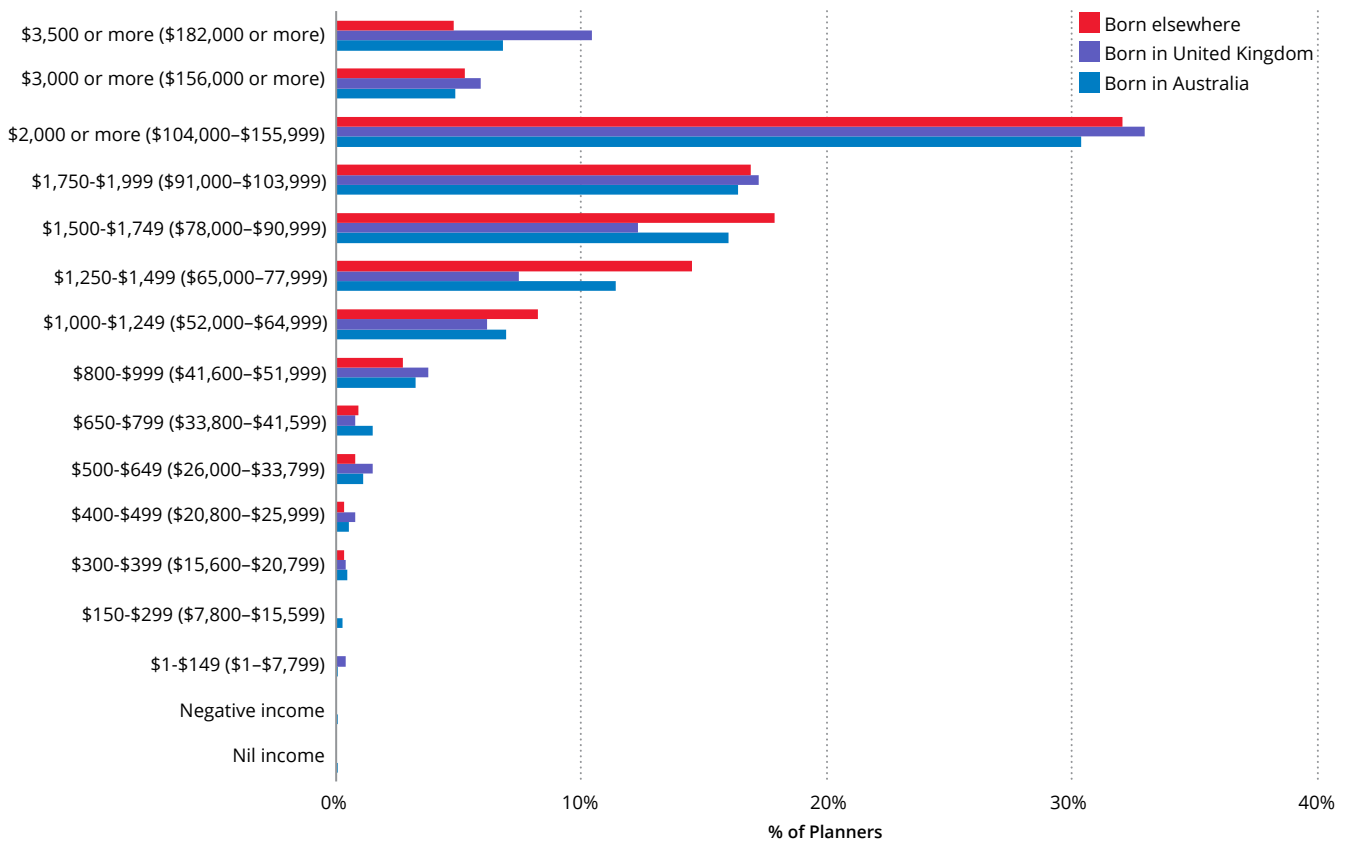
Source: Planning Institute of Australia – Planners’ Survey 2022

7.5 Income by country of birth

The figure below from the 2021 Census shows the total personal income (weekly/annual) of all Planners in Australia in 2021 by whether or not they were born in Australia, the UK, or elsewhere. The figure shows that:

- in the highest income brackets, especially over \$104,000pa, Planners who were born in the UK were more highly represented than Planners either born in Australia or elsewhere; while
- in the middle income brackets (between \$52,000 and \$91,000pa), Planners who were born elsewhere were more highly represented than Planners born in Australia, with Planners born in the UK being least represented

Figure 88. Personal weekly income of Planners by place of birth, Australia 2021



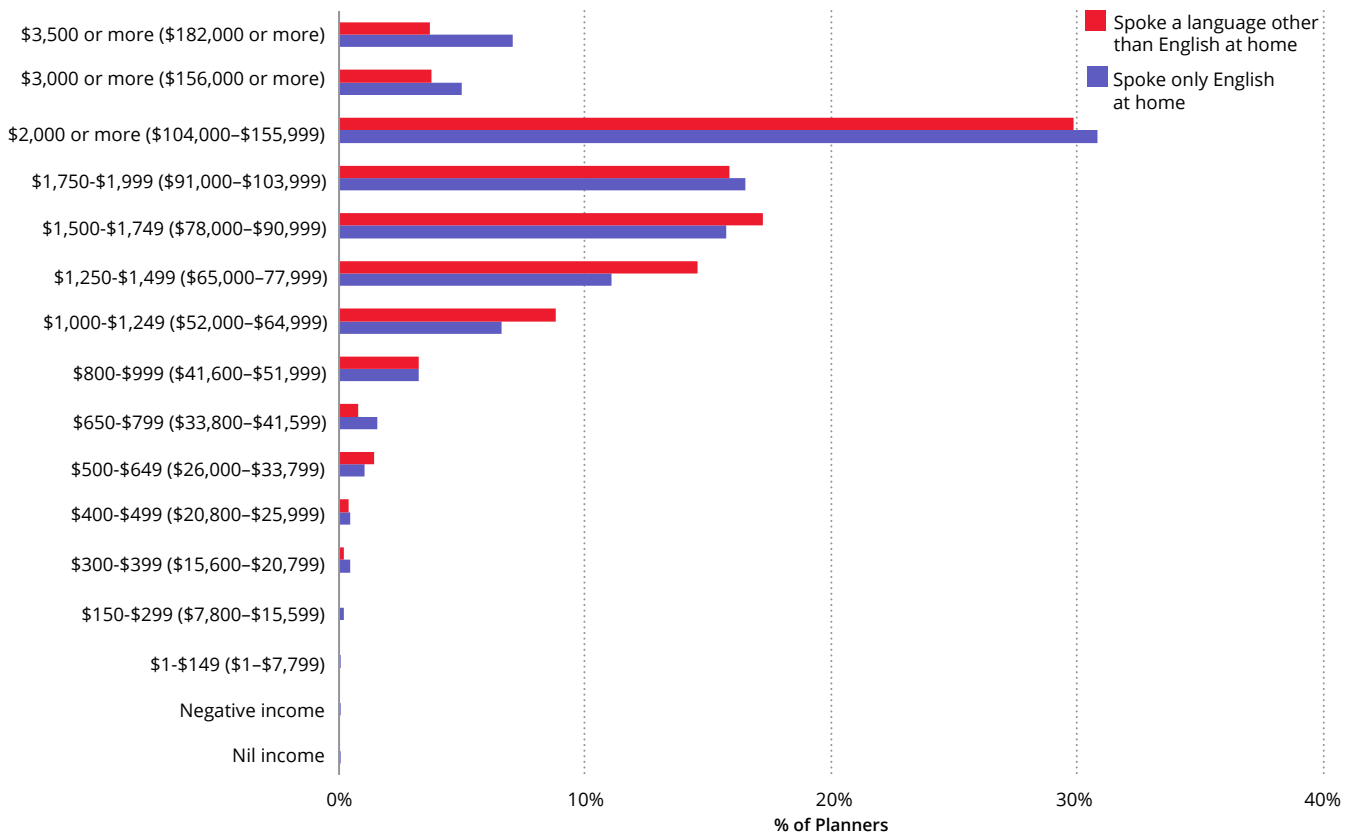
Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

7.6 Income by language spoken at home

The figure below shows the total personal income (weekly/annual) of Planners in Australia in 2021 by whether or not they spoke a language other than English (LOTE) at home. The figure shows that Planners who spoke a LOTE at home were:

- less represented in the higher income brackets over \$91,000pa, especially in the two highest income brackets of \$156,000pa and over; and
- more represented in the lower income brackets, particularly between \$52,000 and \$78,000pa

Figure 89. Personal weekly income of Planners by whether or not they spoke a language other than English at home, Australia 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

7.7 Income by years of experience and career stage

The following tables and figures show the ranges of salaries based on the respondents who gave a numerical answer to Question 16 of the Planners’ Survey 2022. They relate to:

- Years of experience working in the planning profession
- Career stage (from current student through to planning business owner or manager)

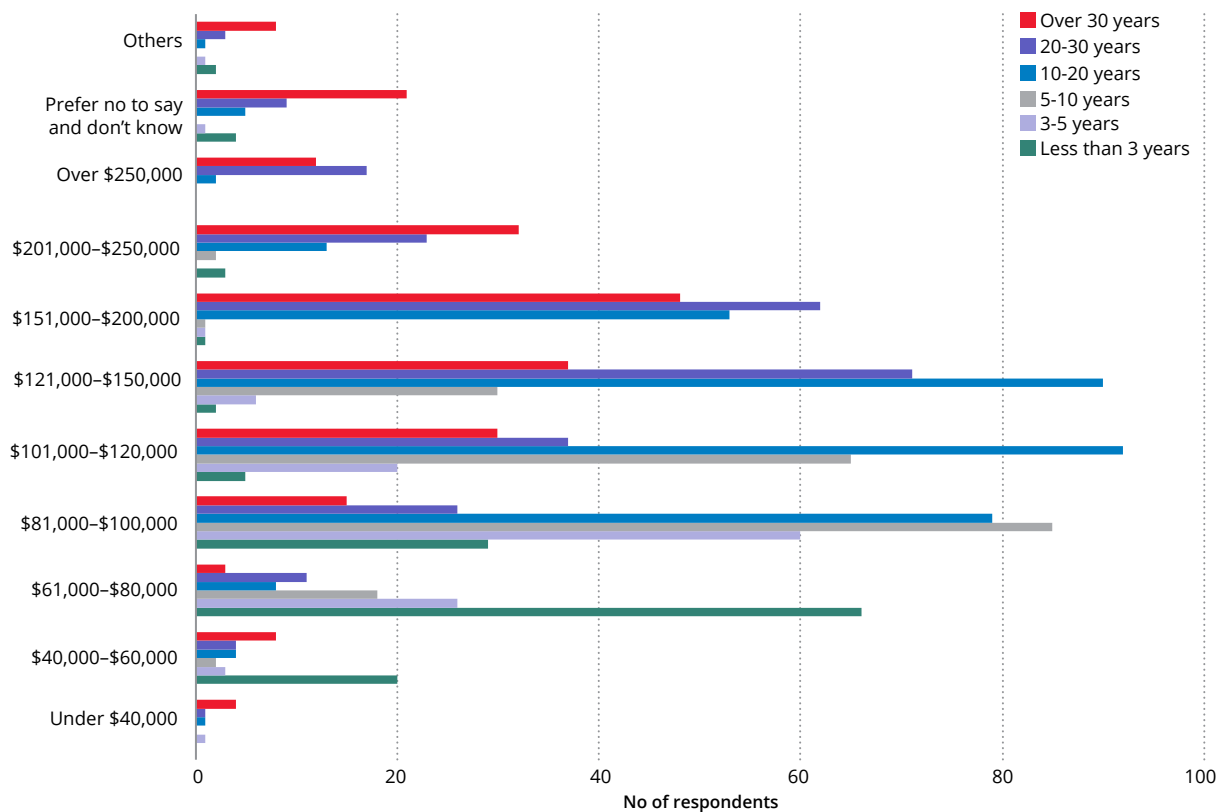
Data relating to these variables is not available from Census data.

Figure 90. Results of Q16 of 2022 Planners’ Survey: ‘What is the annual base salary (full & part-time) associated with your role as a planner?’ – comparison of years of experience

Annual base salary*	Years of experience in the planning profession: no of respondents					
	Less than 3 years	3-5 years	5-10 years	10-20 years	20-30 years	Over 30 years
Under \$40,000	0	1	0	1	1	4
\$40,000 – \$60,000	20	3	2	4	4	8
\$61,000 – \$80,000	66	26	18	8	11	3
\$81,000 – \$100,000	29	60	85	79	26	15
\$101,000 – \$120,000	5	20	65	92	37	30
\$121,000 – \$150,000	2	6	30	90	71	37
\$151,000 – \$200,000	1	1	1	53	62	48
\$201,000 – \$250,000	3	0	2	13	23	32
Over \$250,000	0	0	0	2	17	12
Prefer not to say and don't know	4	1	0	5	9	21
Others	2	1	0	1	3	8
TOTAL RESPONDENTS	132	119	203	348	264	218
Average salary	\$75,000	\$89,025	\$102,635	\$123,273	\$141,852	\$133,629

* Before tax and excludes superannuation and other benefits
 Source: Planning Institute of Australia – Planners’ Survey 2022

Figure 91. Results of Q16 of 2022 Planners’ Survey: ‘What is the annual base salary (full & part-time) associated with your role as a planner?’ – comparison of years of experience



Source: Planning Institute of Australia – Planners’ Survey 2022

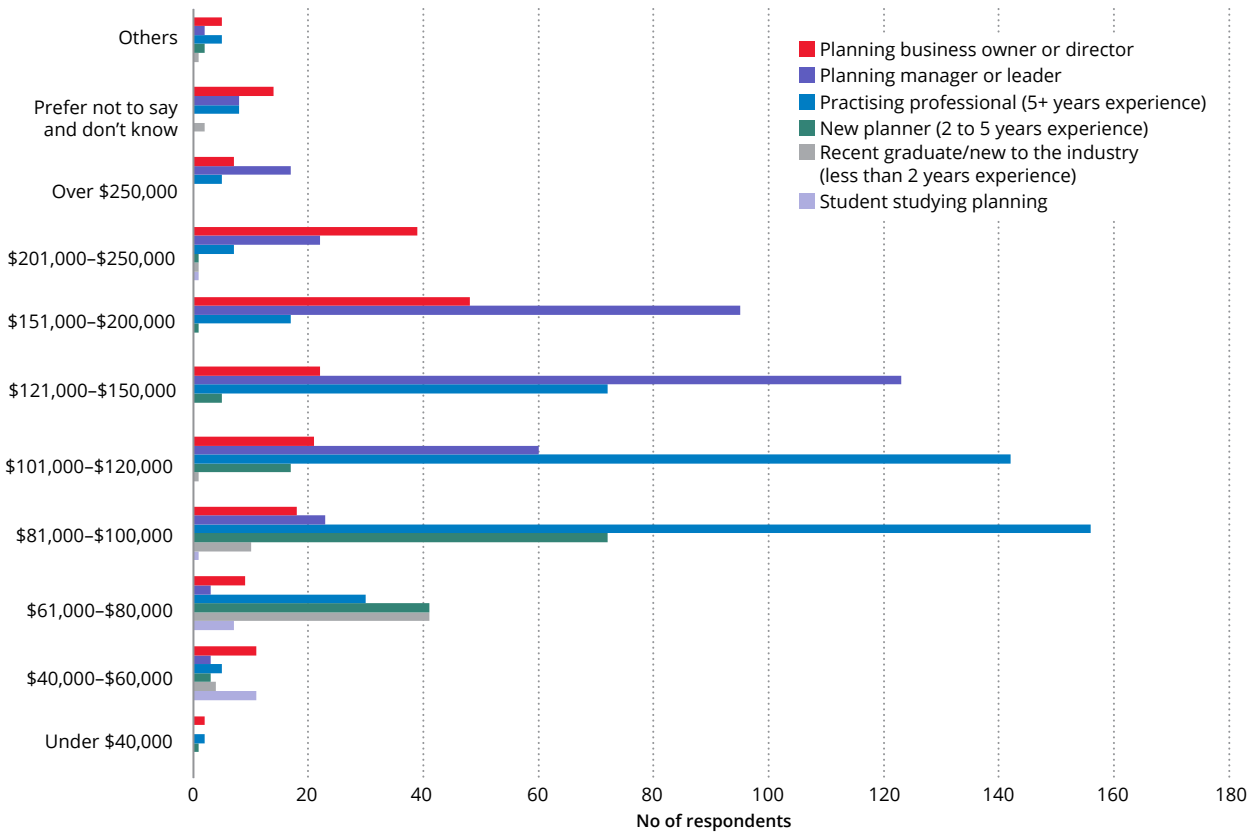
Figure 92. Results of Q16 of 2022 Planners' Survey: 'What is the annual base salary (full & part-time) associated with your role as a planner?' – comparison of career stage

Annual Base Salary*	Career stage: : no of respondents					
	Student studying planning	Recent graduate/new to the industry (Less than 2 years experience)	New planner (2 to 5 years experience)	Practising professional (5+ years experience)	Planning manager or leader	Planning business owner or director
Under \$40,000	0	0	1	2	0	2
\$40,000 – \$60,000	11	4	3	5	3	11
\$61,000 – \$80,000	7	41	41	30	3	9
\$81,000 – \$100,000	1	10	72	156	23	18
\$101,000 – \$120,000	0	1	17	142	60	21
\$121,000 – \$150,000	0	0	5	72	123	22
\$151,000 – \$200,000	0	0	1	17	95	48
\$201,000 – \$250,000	1	1	1	7	22	39
Over \$250,000	0	0	0	5	17	7
Prefer not to say and don't know	0	2	0	8	8	14
Others	0	1	2	5	2	5
TOTAL RESPONDENTS	20	60	143	449	356	196
Average salary	\$67,750	\$71,750	\$87,301	\$106,143	\$145,028	\$138,536

* Before tax and excludes superannuation and other benefits

Source: Planning Institute of Australia – Planners' Survey 2022

Figure 93. Results of Q16 of 2022 Planners’ Survey: ‘What is the annual base salary (full & part-time) associated with your role as a planner?’ – comparison of career stage

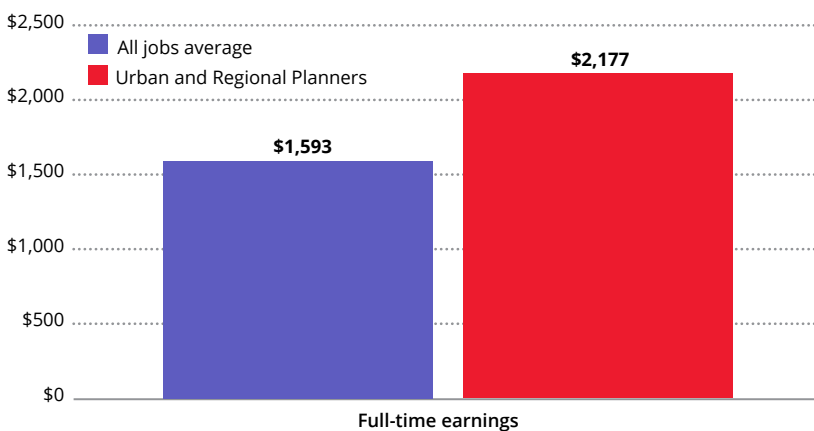


Source: Planning Institute of Australia – Planners’ Survey 2022

7.8 Comparison of salary with other professions

The figure below from the National Skills Commission (NSC) using data from the *ABS Survey of Employee Earnings and Hours, May 2021*⁴² shows that the median weekly total cash earnings for full-time non-managerial Urban and Regional Planners in 2021 was \$2,177, 37% above the ‘all jobs average’ of \$1,593.

Figure 94. Median weekly earnings before tax – comparison of Planners and all jobs, Australia 2021



Note that the NSC advises this data represents “Median weekly total cash earnings for full-time non-managerial employees paid at the adult rate. Earnings are before tax and include amounts salary sacrificed. Earnings can vary greatly depending on the skills and experience of the worker and the demands of the role. These figures should be used as a guide only, not to determine a wage rate.

Source: National Skills Commission Labour Market Insights, using ABS Survey of Employee Earnings and Hours, May 2021.

42 National Skills Commission, Labour Market Insights (Urban and Regional Planners) accessed 2022.

Further data from the NSC reveals that:

- 3 in 4 Planners earn more than \$1,821
- 1 in 4 earn more than \$2,250
- Median hourly earnings are \$58 – more than the all jobs median (\$41 per hour)
- More than a third of Planners regularly work overtime or extra hours (either paid or unpaid)

The table below shows earnings data for Planners as compared to other similar professions/occupations in Australia. Note that the NSC data does not distinguish between earnings for male and female Planners.

Figure 95. Earnings comparison of Planners and other similar occupations, Australia 2021

Occupation	No employed	Median weekly earnings before tax*	3 in 4 workers earn more than:	1 in 4 workers earn more than:	Median hourly earnings
Urban and Regional Planners	11,800	\$2,177	\$1,821	\$2,250	\$58
Architects and Landscape Architects	26,700	\$1,827	\$1,347	\$2,038	\$48
Architects	17,000	Not available	Not available	Not available	Not available
Landscape Architects	3,000	Not available	Not available	Not available	Not available
Surveyors and Spatial Scientists	15,800	\$1,907	\$1,672	\$2,080	\$50
Surveyors	8,500	Not available	Not available	Not available	Not available

* Median weekly total cash earnings for full-time non-managerial workers

Source: National Skills Commission Labour Market Insights, using ABS Survey of Employee Earnings and Hours, May 2021.

8 PLANNERS' CAREER INSIGHTS AND HAPPINESS

8.1 Introduction

The Planners' Survey administered by PIA in 2022 included questions relating to planners' careers, their career happiness and how planners regarded their future career. These questions were:

- Q6 – How many years of experience do you have as a planner or in the Planning profession?
- Q7 – How happy or content are you with your career right now?
- Q8 – Do you see yourself continuing to work in the planning profession in the next five years?
- Q9 – You mentioned that you don't see yourself in the planning profession in the next five years – why is that?

The responses to these questions are presented in this chapter and are cross tabulated by a number of other variables from the Survey.

An additional item from the 2021 Census regarding self-reported mental health conditions is also reported.

8.2 Are planners happy or content with their career?

8.2.1 Introduction and overall results

Question 7 of the Planners' Survey administered by PIA in 2022 was 'How happy or content are you with your career right now?'

This section reports on the results of this question, answered by 1,423 respondents, by the following variables:

- Whether or not the respondent was a PIA member
- Gender
- Employment status
- Years of experience in the planning profession
- Employer type
- Career stage

The overall results of Question 7 of the Planners' Survey are shown below. This shows that 58% of respondents were either 'extremely or very happy' with their career, compared with 3% who were 'extremely or very unhappy'.

Figure 96. Results of Q7 of 2022 Planners' Survey: 'How happy or content are you with your career right now?'

	% of respondents	No of respondents
Extremely happy	13%	181
Very happy	45%	646
Total extremely or very happy	58%	827
Slightly happy	25%	359
Neither happy nor unhappy	6%	84
Slightly unhappy	7%	102
Very unhappy	2%	34
Extremely unhappy	1%	13
Don't know	0.1%	4
TOTAL	100%	1,423

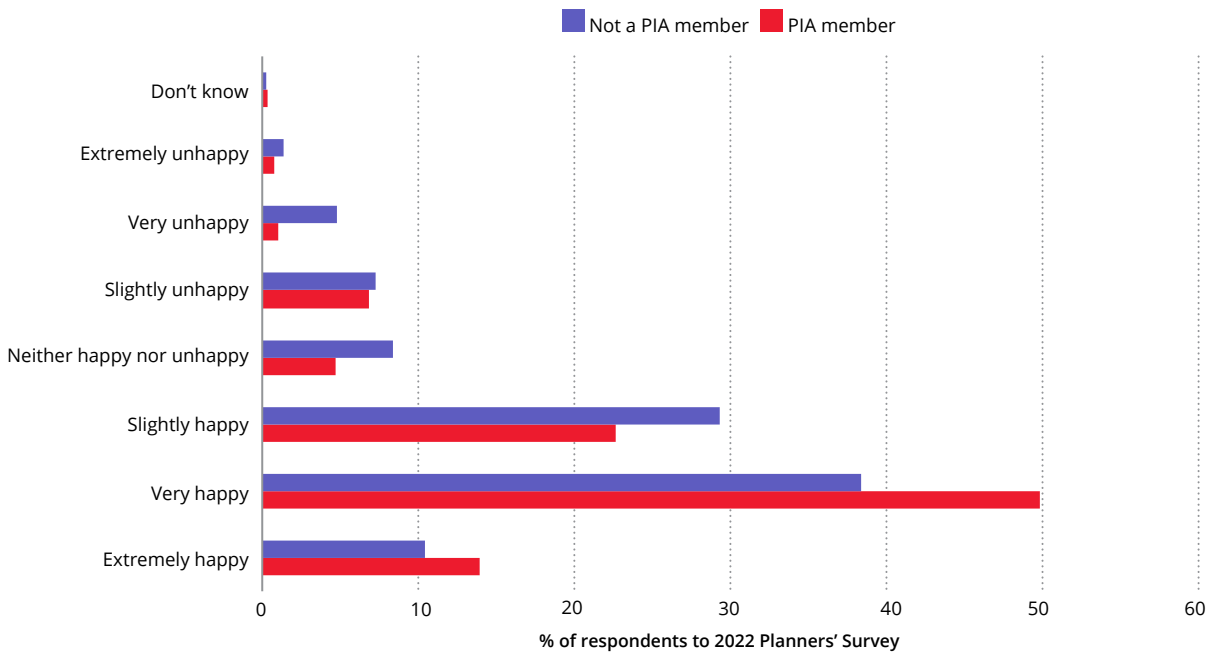
Source: Planning Institute of Australia – Planners' Survey 2022

8.2.2 By PIA membership

The graph below shows the results of Question 7 of the Planners’ Survey by whether respondents were a member of PIA or not. It shows that members of PIA were:

- more likely to be ‘extremely or very happy’ with their career, compared to non-members; and
- less likely to be ‘extremely or very unhappy’ than non-members

Figure 97. Results of Q7 of 2022 Planners’ Survey: ‘How happy or content are you with your career right now?’ – comparison by whether or not a PIA member



Source: Planning Institute of Australia – Planners’ Survey 2022

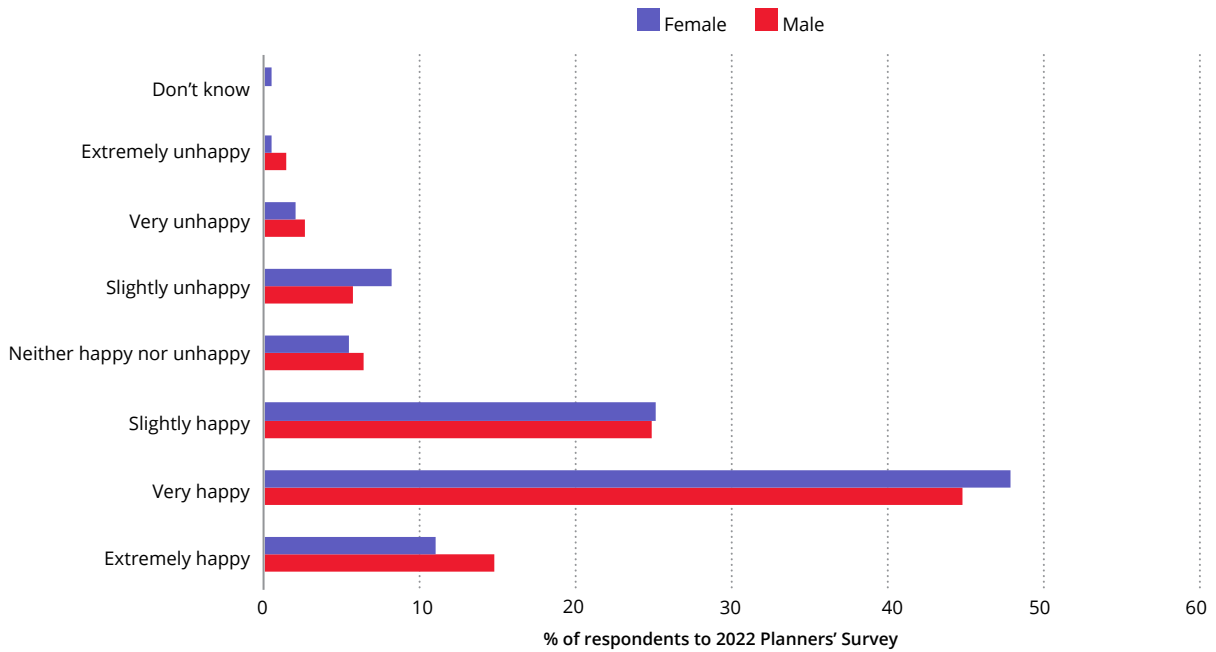
8.2.3 By gender

The graph below shows the results of Question 7 of the Planners’ Survey by the respondents’ gender. Note that only a very small number of respondents gave ‘nonbinary’ or ‘other’ as an answer to Question 25 ‘Do you identify as female, male, non-binary or other’ so these results have not been included in this Report.

The differences in the responses from males and females are mixed for each category of happiness, although:

- males are more likely to be ‘extremely happy’ with their career, compared to females
- females are more likely to be ‘very happy’ with their career, compared to males
- males are more likely to be ‘extremely or very unhappy’ than females

Figure 98. Results of Q7 of 2022 Planners’ Survey: ‘How happy or content are you with your career right now?’ – comparison by sex

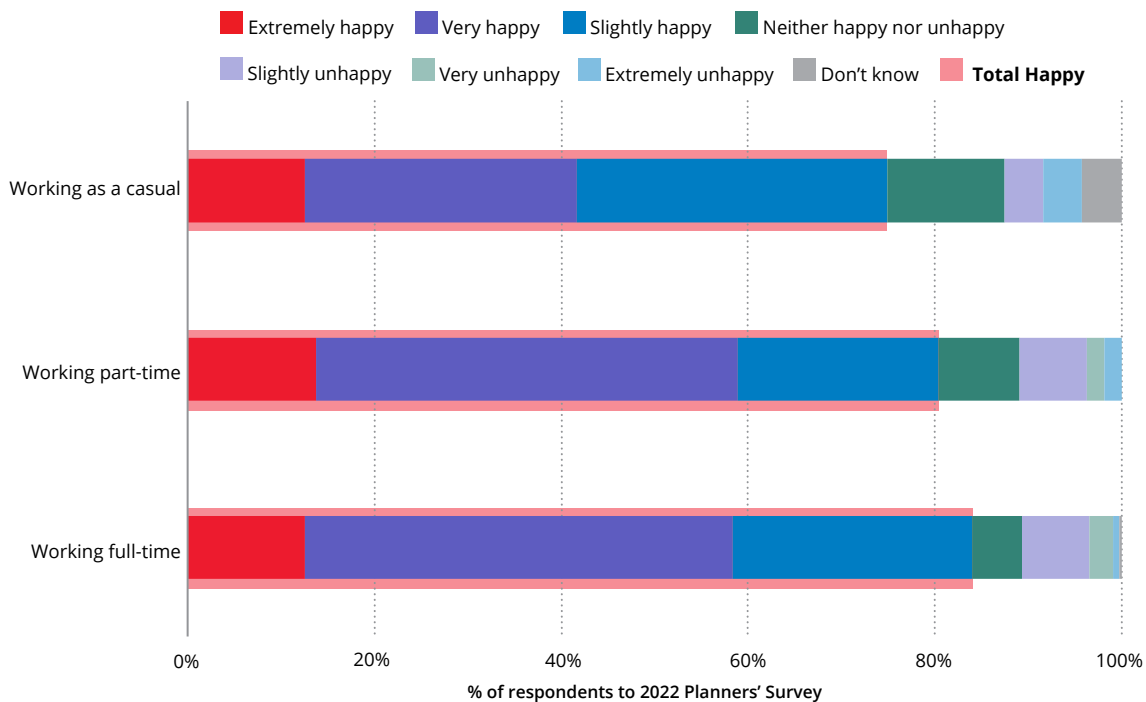


Source: Planning Institute of Australia – Planners’ Survey 2022

8.2.4 By employment status

The graph below shows the results of Question 7 of the Planners’ Survey by the respondents’ employment status (full-time, part-time or casual). The results show that part-time planners are more likely to be ‘extremely’ or ‘very happy’ with their career, particularly compared to casuals, but only slightly more so than their full-time colleagues.

Figure 99. Results of Q7 of 2022 Planners’ Survey: ‘How happy or content are you with your career right now?’ – comparison by employment status



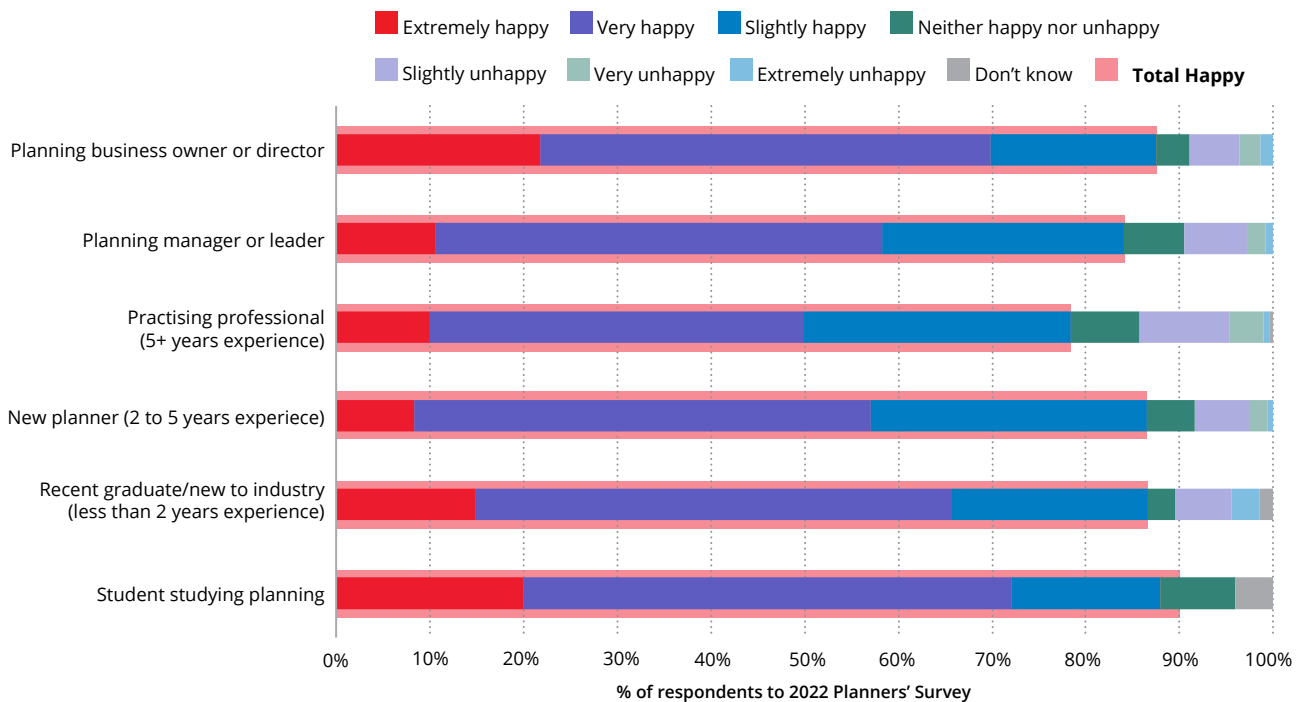
Source: Planning Institute of Australia – Planners’ Survey 2022

8.2.5 By career stage

The graph below shows the results of Question 7 of the Planners’ Survey by the respondents’ career stage. The results show that:

- Planning business owners or directors were more likely to be ‘extremely happy’ with their career, compared to all other employed colleagues
- Practising professionals with 5+ years experience are the most likely to be unhappy with their career

Figure 100. Results of Q7 of 2022 Planners’ Survey: ‘How happy or content are you with your career right now?’ – comparison by career stage



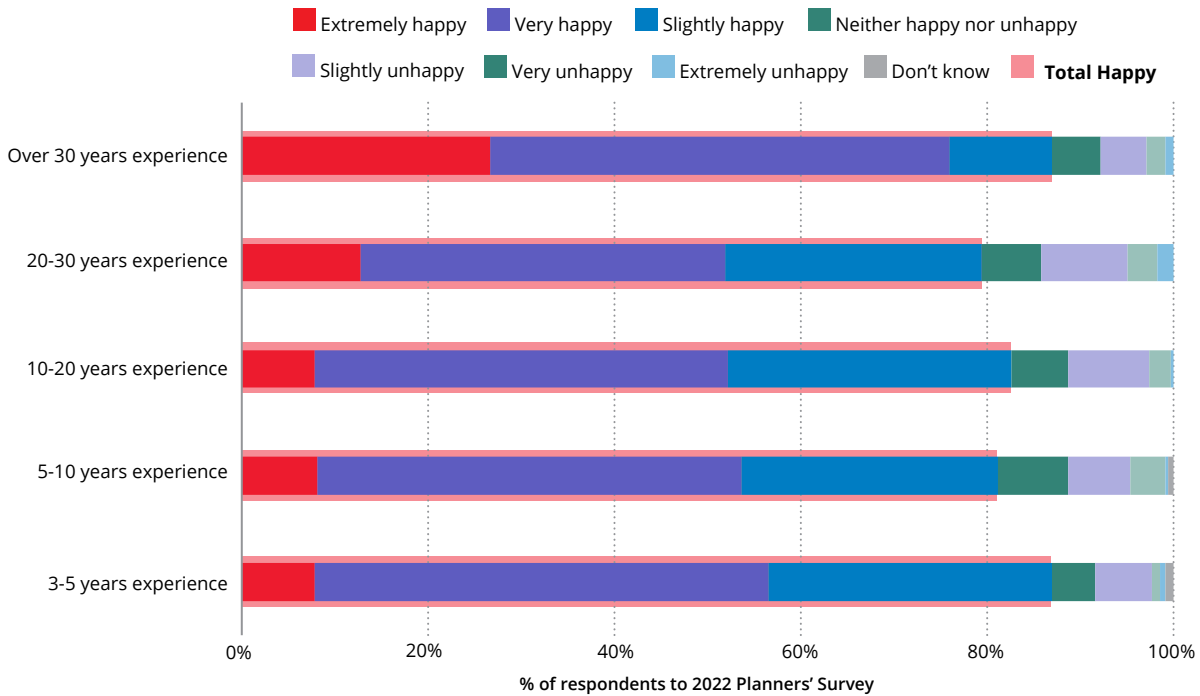
Source: Planning Institute of Australia – Planners’ Survey 2022

8.2.6 By years of experience

The results of Question 7 of the Planners’ Survey administered by PIA in 2022 were analysed against respondents’ years of experience in the planning profession, as shown in the figure below, which shows that:

- respondents with over 30 years of experience were generally the happiest, with 27% being ‘extremely’ happy or content with their career and 49% being ‘very’ happy
- these were followed by respondents with less than 3 years of experience – 15% being ‘extremely’ happy and 51% being ‘very’ happy
- as the years of experience increased (3 to 30 years), the proportion who were ‘very’ happy decreased (from 51% to 39%) while the proportion who were ‘extremely happy’ remained consistent at 8% from 3 to 20 years and increased to 13% for the 20-30 year experience group
- the highest proportion of unhappy respondents was the 20-30 years of experience group, with 5% being ‘very’ or ‘extremely’ unhappy
- proportions of respondents in the middle categories of ‘slightly happy’, ‘neither happy nor unhappy’ and ‘slightly unhappy’ rose with years of experience (33% of experience less than 3 years to 48% of experience between 10 and 30 years) and it then halved for the respondents with over 30 years of experience

Figure 101. Results of Q7 of 2022 Planners’ Survey: ‘How happy or content are you with your career right now?’ – comparison by years of experience in the planning profession



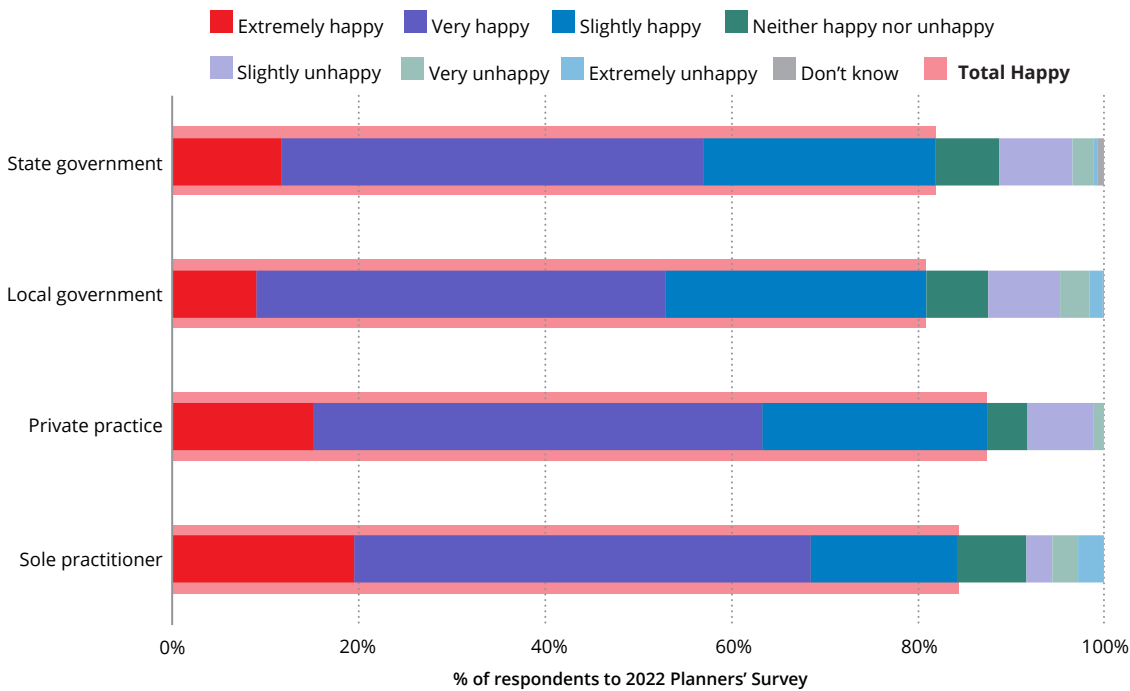
Source: Planning Institute of Australia – Planners’ Survey 2022

8.2.7 By employment sector

The graph below shows the results of Question 7 of the Planners’ Survey by the respondents’ employment sector. The results show that:

- Sole practitioners had the highest proportion of respondents who were ‘extremely’ happy or content with their career (19%) or ‘very’ happy (49%)
- Local government practitioners had the least proportion of respondents who were ‘extremely’ happy (9%) or ‘very’ happy (44%)
- Local government practitioners also had the highest proportion of respondents who were ‘extremely’, ‘very’ or ‘slightly’ unhappy (12%), followed by state government (10%), sole practitioners (9%) and private practice (8%)

Figure 102. Results of Q7 of 2022 Planners’ Survey: ‘How happy or content are you with your career right now?’ – comparison by employer type



Source: Planning Institute of Australia – Planners’ Survey 2022

8.3 Planners leaving the profession due to unhappiness

8.3.1 Introduction and overall results

This section reports on the results of the following two questions of the Planners’ Survey administered by PIA in 2022:

- Q8 – Do you see yourself continuing to work in the planning profession in the next five years?
- Q9 – You mentioned that you don’t see yourself in the planning profession in the next five years – why is that?

The overall results of the questions are given in the tables and figures below, and are also presented later by career stage and years of experience.

The overall results show that:

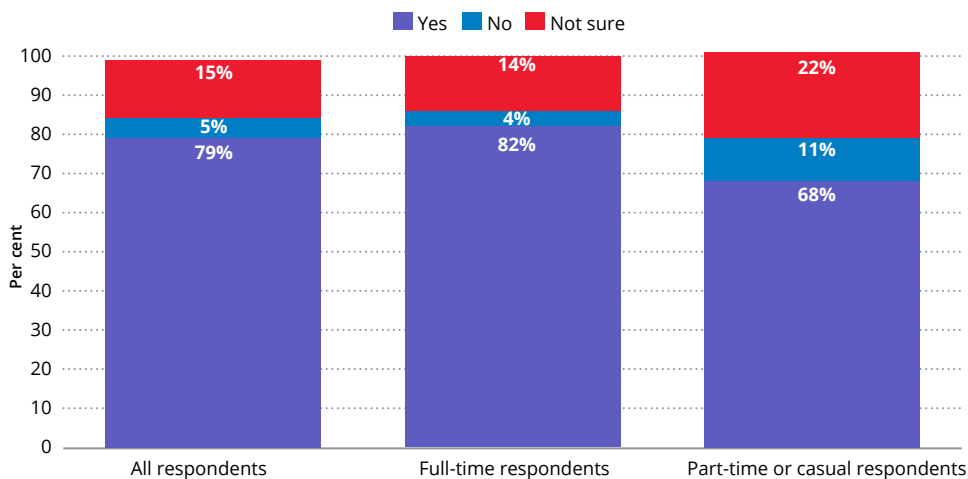
- 5% of all respondents did not see themselves continuing to work in the planning profession in the next five years, and 15% were not sure
- full-time respondents were slightly less likely to not see themselves continuing in Planning (4%) or being not sure (14%)
- part-time or casual respondents were much more likely to not see themselves continuing in planning (11% – almost 3 times the proportion of full-time respondents) or being not sure (22%)
- of the 5% of all respondents who didn’t see themselves continuing to work, half of them were planning to retire, and 35% wanted to switch to a different position; only one person wanted to take a career break

Figure 103. Results of Q8 of 2022 Planners' Survey: 'Do you see yourself continuing to work in the planning profession in the next five years?'

	All respondents		Full-time respondents	Part-time or casual respondents
	% of respondents	Number of respondents	% of respondents	% of respondents
Yes	79	1,130	82	68
No	5	77	4	11
Not sure	15	218	14	22
TOTAL	100	1,425	100 (n=1,180)	100 (n=243)

Source: Planning Institute of Australia – Planners' Survey 2022

Figure 104. Results of Q8 of 2022 Planners' Survey: 'Do you see yourself continuing to work in the planning profession in the next five years?'



Source: Planning Institute of Australia – Planners' Survey 2022

Figure 105. Results of Q9 of 2022 Planners’ Survey: ‘You mentioned that you don’t see yourself in the planning profession in the next five years – why is that?’

	% of total respondents	No of respondents
I want to switch to a different profession	35	27
I am planning to retire	49	38
I want to take a career break	1	1
Other (please specify)*	14	11
TOTAL	100	77

*‘Other’ included:

- Planning has (appeared to have) focused on regulation and compliance-based issues. Long-term strategic and visionary planning is not being done nearly well enough. Politics has swamped the profession
- Retiring early as very dissatisfied with the profession
- Have switched to a related profession
- I feel there are limited options for me to progress further. So I need to broaden out to move forward into something where Planning is useful, but not Planning per se
- Transitioning to retirement and I get substantially more enjoyment being a certified organic peasant farmer
- Planning is too easy. Not challenging enough
- Dissatisfied with Planning as a profession
- Town planning is a toxic industry where practitioners are treated with hostility and disrespect including in the organisations they work in
- I shall continue as CEO as long as my Council wants me

Source: Planning Institute of Australia – Planners’ Survey 2022

8.3.2 By years of experience and career stage

The following tables show the results of Q8 of the Planners’ Survey 2022 ‘Do you see yourself continuing to work in the planning profession in the next five years?’ by:

- years of experience in the planning profession
- career stage

Analysis of these results show that:

- by years of experience:
 - the cohort that registered the highest level of ‘no’ (ie they didn’t see themselves working in planning in 5 years) was the 20-30 year experience cohort (6%), followed by the 5-10 year experience cohort (5%)

- the cohort that registered the highest level of being unsure as to whether they would be working in planning in 5 years was the 3-5 years group at 18%, followed by the 5-10 year experience cohort (15%)
- the ‘less than 3 year’ experience cohort had the highest level of seeing themselves continuing in 5 years at 89%
- 20% of respondents in both the 3-5 years and 5-10 years experience groups either didn’t see themselves in the Planning profession in the next 5 years, or weren’t sure
- by career stage:
 - all students studying planning saw themselves continuing in the profession in 5 years and this dropped to 75% for ‘practising professional (5+ years experience)’

Figure 106. Results of Q8 of 2022 Planners' Survey: 'Do you see yourself continuing to work in the planning profession in the next five years?' – comparison by years of experience in the planning profession

Years of experience in planning profession	Less than 3 years	3-5 years	5-10 years	10-20 years	20-30 years	Over 30 years
Yes (%)	89	79	80	83	82	64
No (%)	1	2	5	3	6	14
Not sure (%)	10	18	15	14	12	22
No of respondents	145	131	222	381	305	240

Source: Planning Institute of Australia – Planners' Survey 2022

Figure 107. Results of Q8 of 2022 Planners' Survey: 'Do you see yourself continuing to work in the planning profession in the next five years?' – comparison by career stage

Career stage	A student studying planning	A recent graduate/ new to the industry (less than 2 years experience)	A new planner (2 to 5 years experience)	A practising professional (5+ years experience)	A planning manager or leader	A planning business owner or director
Yes (%)	100	84	85	75	80	80
No (%)	0	1	1	6	6	7
Not sure (%)	0	15	14	19	14	12
No of respondents	25	67	157	492	390	225

Source: Planning Institute of Australia – Planners' Survey 2022

8.4 Career progression in Planning

8.4.1 Introduction

Question 6 of the Planners' Survey administered by PIA in 2022 was 'How many years of experience do you have as a planner or in the planning profession?'. This was analysed against:

- Career stage
- Employment status (full-time, part-time or casual)

8.4.2 Years of experience compared to career stage

The results of Question 6 of the Planners' Survey were analysed against Question 4 regarding 'career stage', counting 1,349 respondents as shown in the table and figure below, which show that:

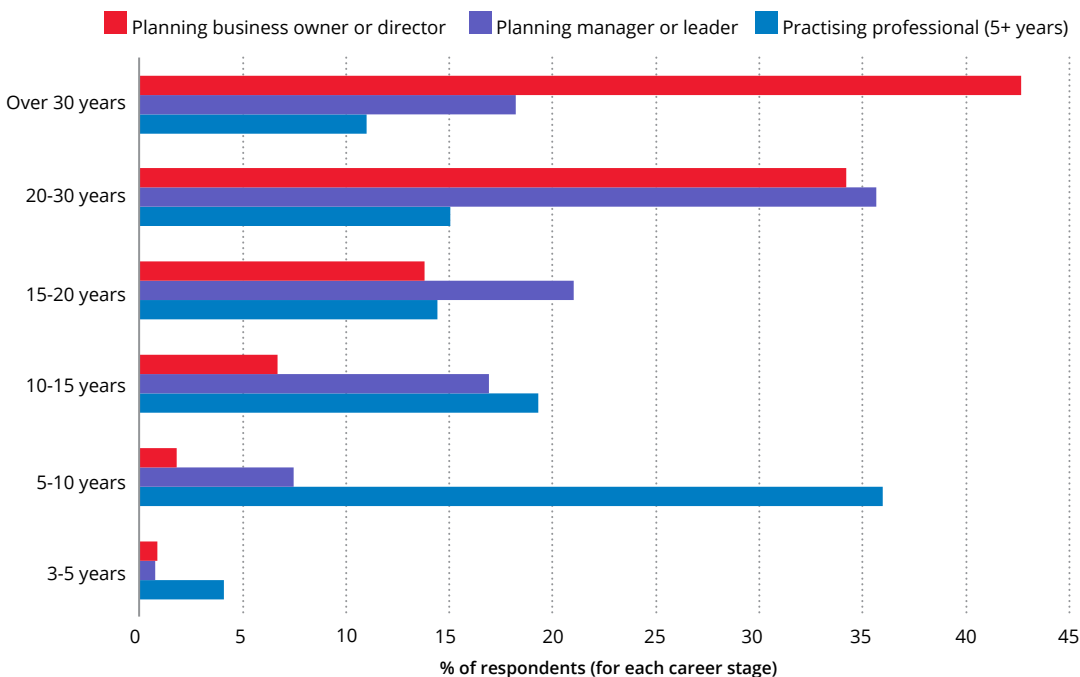
- 43% of 'planning business owners or directors' had more than 30 years of experience, with another 34% having 20-30 years experience. Only 3% had less than 10 years experience
- 18% of 'planning managers or leaders' had more than 30 years of experience, with twice that proportion (36%) having 20-30 years experience. 25% had less than 15 years experience
- practising professionals (of 5+ years' experience) were more likely than the managers and owners above to have less years of experience – 36% had between 5 and 10 years and only 26% had over 20 years experience.

Figure 108. Years of experience by career stage: Results of 2022 Planners' Survey

Career stage	Student studying planning	Recent graduate/new to the industry (less than 2 years experience)	A new planner (2 to 5 years experience)	A practising professional (5+ years experience)	A planning manager or leader	A planning business owner or director
Number of respondents	25	67	157	492	390	225
Years of experience in planning profession	% of respondents					
Less than 1 year	40	39	0	0	0	0
1-3 years	52	60	30	0	0	0
3-5 years	4	0	64	4	1	1
5-10 years	4	1	5	36	7	2
10-15 years	0	0	1	19	17	7
15-20 years	0	0	0	14	21	14
20-30 years	0	0	0	15	36	34
Over 30 years	0	0	0	11	18	43

Source: Planning Institute of Australia – Planners' Survey 2022

Figure 109. Years of experience by career stage: Results of 2022 Planners' Survey



Source: Planning Institute of Australia – Planners' Survey 2022

8.4.3 Years of experience compared to employment status

The results of Question 6 of the Planners' Survey 'How many years of experience do you have as a planner or in the planning profession' was analysed against planners' employment status, as shown in the table and figures below. The table below shows that:

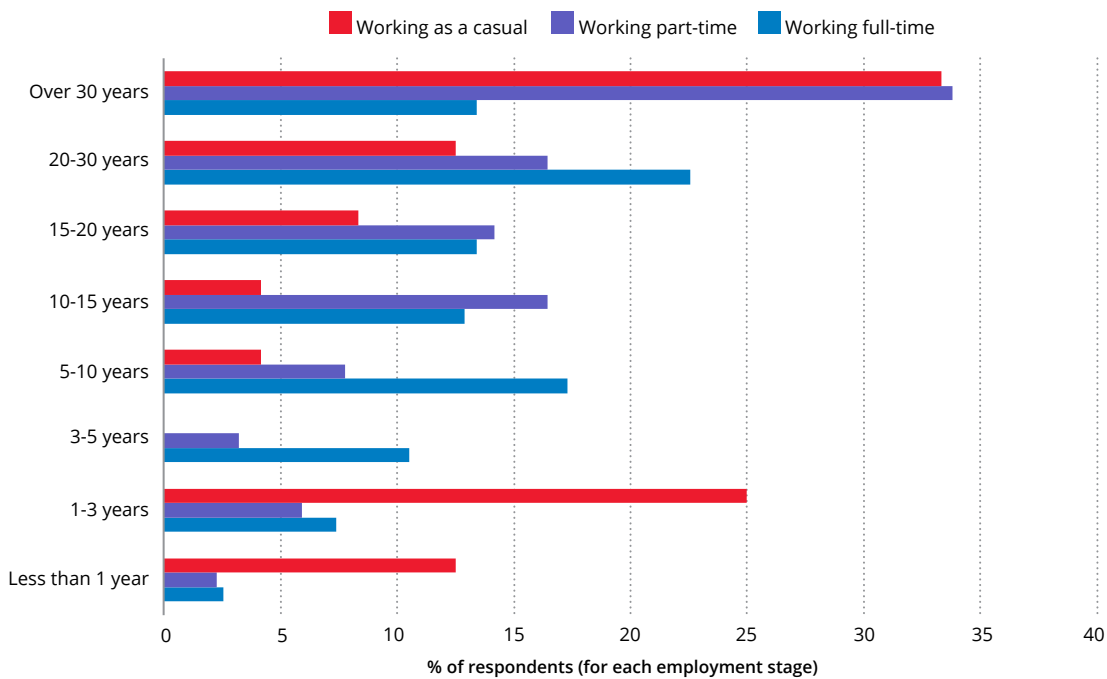
- planners with under 10 years experience had higher proportions of respondents working full-time than part-time
- planners with 10 to 20 years experience had slightly higher proportions of respondents working part-time than full-time
- planners with 20 to 30 years experience had a higher proportion of respondents working full-time than part-time
- planners with over 30 years experience were almost 3 times as likely to work part-time (34%) than full-time (13%)
- there were only 24 planners who responded as 'working as a casual', so no significance should be placed on the proportions in different years of experience

Figure 110. Years of experience by employment status: Results of 2022 Planners' Survey

Years of experience in planning profession	Working full-time	Working part-time	Working as a casual
Number of respondents	1179	219	24
	% of respondents		
Less than 1 year	3	2	13
1-3 years	7	6	25
3-5 years	11	3	0
5-10 years	17	8	4
10-15 years	13	16	4
15-20 years	13	14	8
20-30 years	23	16	13
Over 30 years	13	34	33

Source: Planning Institute of Australia – Planners' Survey 2022

Figure 111. Years of experience by employment status: Results of 2022 Planners’ Survey



Source: Planning Institute of Australia – Planners’ Survey 2022

8.5 Planners and mental health incidence

The 2021 Census asked respondents for the first time about the incidence of long-term health conditions⁴³. The table below shows the number and proportion of Planners in Australia who reported having a mental health condition (including depression or anxiety). It shows that 10.5% of Planners in Australia reported having a mental health condition (including depression or anxiety), similar to the 10.8% of the general population aged between 15 and 64. The incidence varied slightly between sectors of employment – National Government 13%, State/Territory Government 12%, Local Government 11% and Private sector 9% incidence.

Figure 112. Incidence of long-term mental health conditions by employment sector, Australia 2021

Employment sector	Planners with a mental health condition (including depression or anxiety)		Planners NOT with a mental health condition	Not stated	Total Planners
	No	%			
National Government	16	13%	105	3	126
State/Territory Government	299	12%	2,156	54	2,509
Local Government	662	11%	5,242	151	6,061
Private sector	452	9%	4,429	98	4,979
Not stated	0	0	21	0	23
TOTAL	1,438	10.5%	11,956	305	13,691
Australian population aged 15-64 years		10.8%			

Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

43. <https://www.abs.gov.au/census/guide-census-data/census-dictionary/2021/variables-topic/health/type-long-term-health-condition-lthp>

9 A SHORTAGE OR SURPLUS OF PLANNERS IN FOUR YEARS?

9.1 Introduction

The following commentary has been primarily written by David Williams, former CEO of PIA and differs from much of this Report, by combining the quantitative data throughout the report with qualitative and subjective analysis, and additional quantitative data drawn from other sources. The qualitative data and subjective analysis draws on the author's experience and knowledge of the profession.

This approach is necessary as, because of the number of variables, it is not possible to predict with any confidence the key input variables over the next four years for both the 'supply' of planners into the profession and the number of current planners departing the profession.

There are methodologies used to predict workforce balance in other professions. These use highly sophisticated algorithms and a very high number of assumption scenarios to derive any useful scales of confidence. Undertaking this type of analysis is beyond the scope and resources of this Report.

As a reminder, at the time of writing, the National Skills Commission (NSC) was transitioning its name and website presence to Jobs and Skills Australia (JSA). The two identities currently have data on two different websites and this Report refers to the site where the data resided at the time of writing. The reader should regard the two identities as interchangeable.

The following issues are explored in this chapter:

- Current workforce balance, including data sourced from various national sources
- The forecast demand for planners in 2027, comparing differing data sources
- The forecast supply of planners in 2027, including factors affecting the number of planners joining and leaving the profession during that time
- Key factors likely to affect the future workforce balance in 2027

9.2 Current workforce balance

9.2.1 National Skills Commission data

The NSC found in 2021⁴⁴ that Urban and Regional Planners:

- were among approximately 30 different professional occupations that were "in shortage with strong future demand"
- had a National Labour Market Rating as 'Regional Shortage'
- were in 'Regional Shortage' in all states and territories other than the ACT
- had a strong 'national future demand'

This 'Regional Shortage' finding only applied to a handful of the many individual professions listed.

In more detail, the NSC found⁴⁵ that between July 2020 and April 2021, for Urban and Regional Planners, the:

- proportion of vacancies filled was 73% (for all occupations this was 61%)
- average number of applicants per vacancy was 16.4 (all occupations = 12.8)
- average number of suitable applicants per vacancy was 3.4 (all occupations = 2.9)

Inexplicably, the 2022 Skills Priority List⁴⁶ concluded that there was no shortage of Urban and Regional Planners, except for NSW, and the future demand was "soft". This finding was a shock for the profession, unexpected and did not correlate with anecdotal evidence.

44. National Skills Commission, 2021 Skills Priority List Findings – Professionals – ANZSCO Major Group 2.

45. National Skills Commission, 2021 Skills Priority List Findings – Design, Engineering, Science and Transport Professionals – ANZSCO Sub-Major Group 23.

46. <https://www.nationalskillscommission.gov.au/topics/skills-priority-list-2022>, accessed June 2023

9.2.2 Australian local government context

Relevant key insights regarding skills shortages of Planners in 2020-21, taken from surveys of Australian local governments undertaken in 2022 by SGS Economics & Planning for the Australian Local Government Association⁴⁷ show that:

- the top three most cited skill shortages that local governments experienced were engineers (as noted by 46% of 2022 survey respondents), urban and town planners (40% or 83 of responding local governments in Australia), building surveyors (36%), environmental health inspectors (30%) and human resources professionals (29%)
- as a result of these skills shortages, 51 responding local governments (24%) said that they resorted to recruiting less skilled applicants for urban and town planning roles
- 102 local governments in Australia (49%) reported that the skill shortages for urban and town planners are becoming critical for the future
- the proportion of local governments expecting shortages in critical occupational areas increased from a range of 20-35% in 2018 to 37-53% in 2022
- the most common drivers of skills shortages generally are a market shortage of suitably skilled candidates, an inability to compete with the private sector and other local governments on remuneration, locational disadvantages and, for some, pronounced geographic differentiations

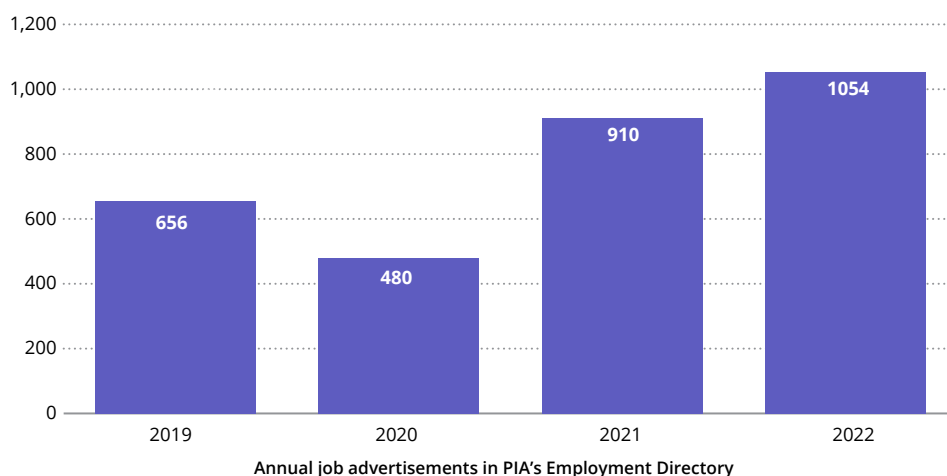
- the following key drivers of critical skills gaps for town planners were identified as complex legislative changes and/or requirements, insufficient cadets, insufficient budget to allow for succession planning and courses no longer being offered
- the hardest to fill occupations included engineers (24%) due primarily to competition with the private sector being able to offer better remuneration, followed by building surveyors (36%) and town planners (17%)
- on average, it is taking local governments between 2.9 and 3.8 months to fill staff vacancies for Professional and Administrative positions. This is longer than the timeframes reported in the 2018 survey (2.5 to 3 months), although the trend of longer recruitment times for professional positions persists
- over half (54%) of rural local governments share resources or services

9.2.3 Number of job advertisements in PIA's Employment Directory

PIA's Employment Directory has been operational for approximately 15 years. Since 2019 it has held a consistent market share of ~90% of all relevant positions advertised.

From 2019-2022, job advertisements increased 61% and from the low point in 2020, increased by 120% to 2022, as shown in the figure below.

Figure 113. Number of job advertisements in PIA's Employment Directory 2019 to 2022



Source: PIA National Office – Employment Directory

47. SGS Economics & Planning, 2022: 2022 Local Government Workforce Skills and Capability Survey Final Report, prepared for the Australian Local Government Association

The table below shows the number of job advertisements from 2019-2022, by PIA Division.

Figure 114. Number of job advertisements in PIA's Employment Directory, by Division, 2019 to 2022

	TOTAL	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	INT
2019	656	23	179	2	81	25	18	282	31	15
2020	480	8	197	2	40	26	22	153	28	4
2021	910	12	316	8	134	37	39	294	47	23
2022	1054	18	386	10	146	53	36	349	44	12

Source: PIA National Office – Employment Directory

9.2.4 Internet vacancies for Planners – Jobs and Skills Australia

Jobs and Skills Australia (JSA) provides the following data relating to internet-based advertisements for jobs for Urban and Regional Planners as below.

Figure 115. Jobs & Skills Australia internet vacancies for Planners, 2006 to 2023



Source: Jobs & Skills Australia Internet Vacancies for Urban and Regional Planners, 2023

The graph shows a significant spike in internet vacancies from September 2007 through to March 2008. While this period coincided with the GFC, there is no evidence that the two things are related.

This spike did, however, coincide with a period of rapid transition from newspaper-based job vacancy advertisements to internet-based advertising. This was reported in numerous media sites including the *Sydney Morning Herald* on 2 September 2007 in an article titled "Job ads online surge to new record"⁴⁸. The article included the statement:

"The number of job advertisements on Australia's three top employment internet sites has risen to another record as an interest rate rise did little to weaken the economy.

Job ads on seek.com.au, mycareer.com.au and careerone.com.au rose 2.9 per cent in August and have jumped 51 per cent in the last 12 months, according to the Olivier Internet Job Index."

48. <https://www.smh.com.au/business/job-ads-online-surge-to-new-record-20070902-wsg.html> 2007

The graph above also shows a significant dip at the commencement of the COVID-19 epidemic in Australia, followed by a steep and ongoing recovery, taking the number of internet job vacancies to its highest point in almost 14 years.

The graph also shows high points in recent years in the number of job vacancies for Planners.

9.2.5 Summary of current workforce balance

The consistent pattern in both the JSA internet vacancies data and PIA's Employment Directory job advertisements indicate a likely increase in the number of urban and regional planning roles. It is assumed that this reflects a genuine increase in the number of roles, but it is possible that this could also indicate that Planners may be more inclined to leave their existing job; there are simply insufficient planners joining the profession; or a combination of all three.

However, overall there is strong anecdotal evidence from public and private sector employers that there is currently a significant shortage of planners to fill the available roles.

Interestingly, this is consistent across a number of countries:

"There aren't enough planners in local government in England, but the resources don't exist to fill the deficit, the nation's chief planner has conceded"

- UK Chief Planner Joanna Averley (Nov 2022)

"Ontario's supply of professional planners is not keeping up with demand ... last year, planning programs in Ontario universities graduated just 439 planners ... this falls far short of the number of annual job openings"

- Canadian Housing Minister Steve Clark (23 May 2023)

"According to a New Zealand Planning Institute Survey, 52% of employers who responded reported difficulties in filling vacancies for urban/regional planners"

-NZPI 2023

"The U.S. expects the overall demand for urban and regional planners will grow by 11 percent, much faster than the average for all occupations, through 2029."

- U.S. Department of Labor - 2022

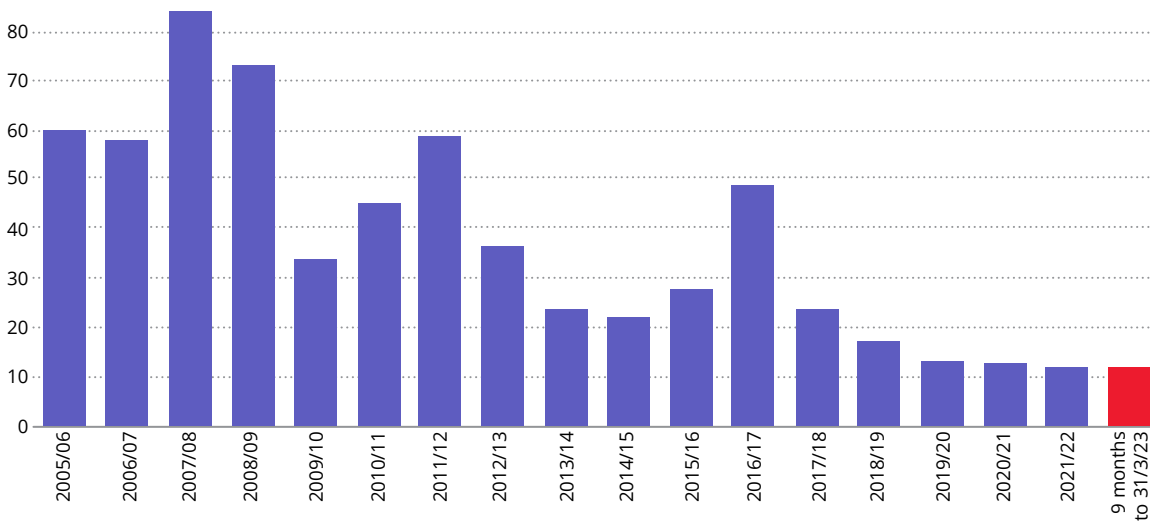
9.2.6 Temporary residents (skilled) visa program

Another potential addition to the workforce of planners is via skilled migration. The following graph shows the Australian Government's Temporary Work (Skilled) Visa program data for 'Urban and Regional Planners' from 2005 to 2022. This shows that not many planners enter our workforce by this pathway. Since 2017-18, it has been less than 25 people per year. The peak was 84 in 2007-08, and most years have been less than half of this.

In 2007-08 the visa holders came from 19 countries. Over the last two years, the total number per year has been the smallest recorded and from only five countries.

There were usually slightly more males than females granted visas each year.⁴⁹

Figure 116. Temporary residents (skilled) visa program – ANZCO Code 2326, Urban and Regional Planners, 2005 to March 2023



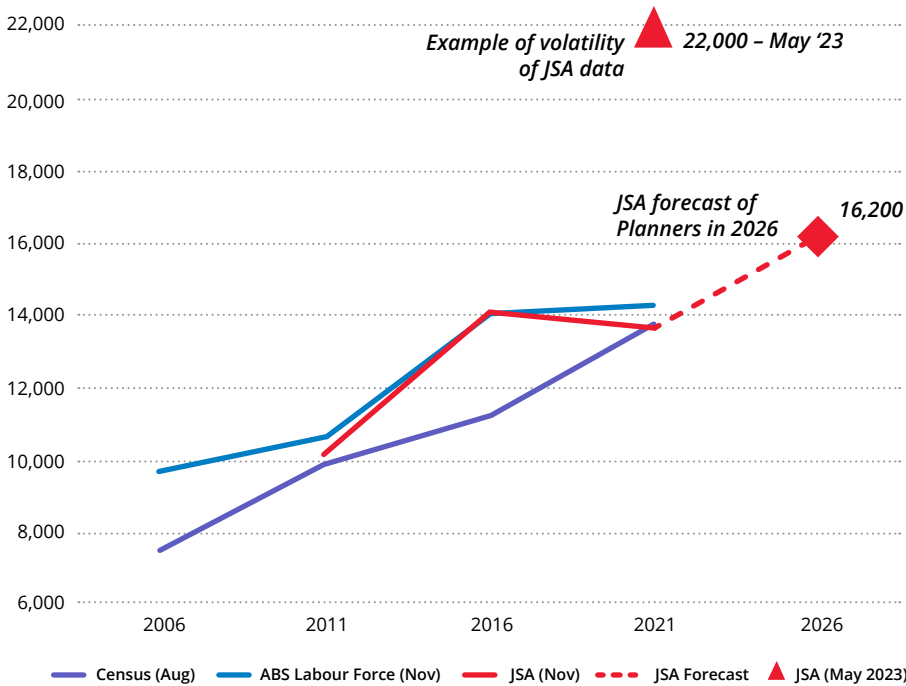
49. www.homeaffairs.gov.au - Downloadable file: bp0014-temporary-resident-skilled-visas-granted-report-locked-at-2023-03-31-v100.xls at <https://data.gov.au/dataset/ds-dga-2515b21d-0dba-4810-afd4-ac8dd92e873e/details53>.

9.3 Forecast demand for planners

9.3.1 Comparison of data sources

The figure below shows a comparison of Census data⁵⁰ with JSA⁵¹ and ABS Labour Force data⁵² in the estimate of the number of Planners in Australia for 2006, 2011, 2016 and 2021 and the JSA estimate for 2026.

Figure 117. Number of Planners in Australia 2006 to 2026: Comparison of data sets



Sources: Australian Bureau of Statistics – Census of Population and Housing, 2021 and Labour Force data 2023, and Jobs and Skills Australia 2023

9.3.1.1 Jobs and Skills Australia data

The reliability of the Jobs and Skills Australia data estimates regarding the number of Planners is not strong.

The JSA data (see Figure 4) shows a workforce of more than 22,000 in May 2023 (also included on the graph above). This equates to a 39% increase in the workforce in just five months from JSA's estimate of 18,100 Planners in November 2022. Further analysis of this JSA data between May and Nov 2022 shows the number of female Planners in NSW rose from 800 to 5,500 and during the same period in Victoria, the number of male Planners grew from 500 to 2,700. Over the data series, frequently there are variances between reporting periods of more than 40% in the number of Planner roles reported. This amount of variability

and employment elasticity is difficult to reconcile with the anecdotal evidence of major employers and other reports.

9.3.1.2 Jobs & Skills Australia NERO Dashboard

Jobs and Skills Australia recently released a new and experimental tool: *Nowcast of Employment by Region and Occupation (NERO) Dashboard*⁵⁴ “which is an experimental dataset providing monthly information on current employment levels in many occupations [including Planners] across 88 Statistical Area 4s in Australia. NERO was developed using an emerging methodology called ‘nowcasting’ using traditional, real-time and big data techniques – including machine learning – to estimate trends within a short timeframe after the data is available, more frequently and with increased detail”.

50. <https://www.abs.gov.au/statistics/microdata-tablebuilder/tablebuilder> and <https://www.abs.gov.au/census/find-census-data/historical>

51. Jobs and Skills Australia - Labour Market Insights (Urban and Regional Planners) <https://labourmarketinsights.gov.au/occupation-profile/Urban-and-Regional-Planners?occupationCode=2326> accessed May 2, 2023.

52. <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia-detailed/latest-release#industry-occupation-and-sector>

53. National Skills Commission, Labour Market Insights (Urban and Regional Planners) accessed 2022.

54. <https://www.nationalskillscommission.gov.au/topics/nero> accessed June 2023

Noting the issues with the underlying data (discussed above) and the forecasting tool being new and experimental, Jobs and Skills Australia is currently forecasting 16,200 Planning roles in 2026⁵⁵ (as shown on the graph above). This is an increase of 18.6% from the 13,600 Planners in 2021 as reflected in the graph above.

9.3.1.3 Conclusion

At the time of writing, the input data and methodologies being used by JSA to estimate future demand for Planners is too experimental and unreliable. Additionally, JSA's Labour Market Insights 'Occupation Profiles' quarterly estimates of current number of Planners are too volatile to be reliable.

Taking an alternative approach based on the past growth trajectory of the number of Planners (as shown in Figure 117) and anecdotal evidence from overseas planning institutes, the view is that the demand for Planners will continue to increase. A simple extrapolation of the past growth trajectory results in the estimated demand for Planners in Australia in 2026 (coincidentally) equals 16,200.

9.3.2 Key factors affecting the demand for Planners

9.3.2.1 Overall economic activity levels and the aggregate demand for commercial, residential, hard and social infrastructure construction

While it has been several decades since Australia experienced a significant economic recession, any such event will reduce the level of planning and development of commercial, residential development and social infrastructure. This assumes that governments will be unable or unwilling to intervene with stimulus programs to bring forward demand (as has been done successfully in recent global economic shocks).

Planners employed in the private sector are the most vulnerable to a severe economic slowdown, particularly those focused on development design and approvals.

9.3.2.2 Access to development capital, materials and labour

In recent times we have learnt that there is a real and fairly inflexible supply ceiling in respect of construction labour and materials. Additionally, we have learnt that global supply chains for building materials can be fragile and that prices for supplementary products will rise sharply in response to increased demand.

The largely unseen and rarely discussed enabler of development construction is capital – be it shareholder equity, major bank lending, private equity finance or government funding – means that constraints on access to development and construction capital can rapidly diminish momentum in project planning.

If these factors are present for a year or more, then the pipeline of development construction slows and may then reduce the demand for Planners, particularly those in the private sector.

9.3.2.3 State and territory planning policy that retains focus on public interest

Being advocates for the public interest is at the core of urban and regional planning.

As part of this, proposed development is required to be subject to appropriate assessment to ensure that it is consistent with strategic plans adopted by government and developed with community input.

However, tensions can arise where governments seek to “roll back” or reduce the level of public interest scrutiny that is applied to development proposals, sometimes at the behest of self-interest parties in the development process.

There are examples of this tension resulting in Planners and planning being sidelined. If the resulting lower demand for public-interest planning persists, then a lower demand for public sector Planners may result.

9.3.2.4 Changes in the role of federal and metro-scale Planning agencies

There is an almost cyclic approach by federal and state governments to increase or decrease their respective roles in urban and regional planning issues. This can include bursts of major infrastructure, creation or abolition of metro-scale planning bodies and centralisation or delegation of Planning decisions at local government scale.

These all have the ability to increase or decrease the overall demand for public sector Planners.

9.3.3 Other factors affecting the demand for Planners

9.3.3.1 The role of technology (PlanTech®)

PlanTech is technology that enables digitisation of urban planning processes to make them more collaborative, efficient, and informed.

55. National Skills Commission, Labour Market Insights (Urban and Regional Planners) accessed 2022.

While similar to terms like ePlanning, PlanTech goes beyond simply making planning documents available online to embrace a new wave of digital innovation sweeping across industries enabled by easy access to big data and artificial intelligence tools. The rise

of PlanTech has significant implications for the way planning is undertaken, whether through automation of development approvals processes, the use of chatbots in community consultation or the use of data analytics for continuous monitoring of planning outcomes. PlanTech provides many opportunities to improve the way planning is done.

The digitisation of planning (PlanTech) over the next four years acts as a 'wild card' in considering workforce balance. The impact could be significant across all aspects of planning in terms of:

- where the highest value of professional input moves to
- increased efficiency brought to traditional planning roles
- the quality and richness of data supporting planning and monitoring the effectiveness of implemented plans

In a tight labour market, this could skew PlanTech investment objectives to reduce the number of planning roles.

9.3.3.2 Changing climate and trajectory to 'zero net carbon'

Planning has a significant role in both climate change mitigation and adaptation. How our cities, towns and regions respond to the transition to zero net carbon in all emission sectors will place an increased need for, and reliance upon, sophisticated and widespread expert urban and regional planning skills.

This applies equally to the need to adapt our cities, towns and regions to the effects of climate change in determining land uses that will not be threatened and those that will need to be adapted or abandoned.

It is difficult to conclude anything other than an increased demand for strategic planners, social planners and policy planners to meet the needs of decision-makers and the general community in effecting these changes.

9.3.3.3 Private benefit v. public benefit

A more abstract, but nevertheless impactful, issue that underpins the working environment for many Planners is the accepted balance between the rights of the individual where that conflicts with the right of the

broader community. This is one driver of the level of contestability in the work of almost all planners, which at its most severe drives planners out of the profession.

Society's values continue to constantly change, albeit gradually, but there are early signs that the current trend is towards the collective benefit overriding the individual benefit. If this plays out, the role and standing of planners could improve and result in less early departure by professionals from the planning profession.

9.3.3.4 Planning as a regulated profession

Currently there are two states (SA and NSW) operating accredited professional schemes for planners, whereby those making decisions regarding some types of development applications must be accredited and registered. The standards set for accreditation in both schemes replicate PIA's Registered Planner membership grade.

Several other jurisdictions are considering a similar approach. Consideration has also been given to using accreditation schemes to ensure quality of master and precinct plans.

Overall, such schemes filter out planners who do not hold the necessary combination of qualifications, experience and proven competency and may reduce the number of those currently able to work in the profession.

9.4 Forecast supply of Planners

9.4.1 Introduction

This section examines the key factors affecting the number of Planners who are likely to join or leave the profession over the next four years, including:

- Urban design and regional planning university courses and the number of students enrolled and graduating from those courses
- Planners who are studying while working
- Students graduating from university courses
- Initiatives to boost the number of Planners joining the profession
- Planners retiring or switching to other careers

9.4.2 Planners joining the profession over the next four years

9.4.2.1 Urban design and regional planning university courses

The following table shows the urban planning programs at Australian universities that are currently accredited by PIA.

Figure 118. PIA-accredited urban planning programs at Australian universities

State	University	Undergraduate/ Graduate	Program name
NSW	Macquarie University	Undergraduate	Bachelor of Planning
NSW	Macquarie University	Graduate	Master of Planning
NSW	University of New England	Undergraduate	Bachelor of Urban and Regional Planning
NSW	University of New England	Graduate	Graduate Diploma of Urban and Regional Planning
NSW	University of New England	Graduate	Master of Urban and Regional Planning
NSW	University of New South Wales	Undergraduate	Bachelor of City Planning (Hons)
NSW	University of New South Wales	Undergraduate	Bachelor of City Planning (Hons)/Bachelor of Laws.
NSW	University of New South Wales	Graduate	Master of City Planning
NSW	University of Sydney	Graduate	Master of Urban and Regional Planning
NSW	University of Sydney	Graduate	Master of Urbanism – Urban and Regional Planning Specialisation
NSW	University of Technology, Sydney	Graduate	Master of Planning
NSW	University of Technology, Sydney	Graduate	Master of Property Development and Planning
NSW	University of Technology, Sydney	Graduate	Master of Urban Design
NSW	University of Technology, Sydney	Graduate	Master of Urban Planning
NSW	Western Sydney University	Undergraduate	Bachelor of Planning + Master of Urban Management and Planning
NSW	Western Sydney University	Graduate	Master of Planning
NSW	Western Sydney University	Graduate	Master of Research (Planning)
QLD	Bond University	Graduate	Master of City Planning
QLD	Bond University	Graduate	Master of City Planning (Professional)
QLD	Bond University	Graduate	Master of City Planning + Master of Project Management [double degree]
QLD	Griffith University	Undergraduate	Bachelor of Urban Planning
QLD	Griffith University	Undergraduate	Bachelor of Urban Planning (Honours)
QLD	Griffith University	Undergraduate	Bachelor of Urban Planning (Honours) / Bachelor of Science
QLD	Griffith University	Graduate	Master of Urban and Environmental Planning
QLD	James Cook University	Undergraduate	Bachelor of Planning
QLD	Queensland University of Technology	Undergraduate	Bachelor of Design (Landscape Architecture) / Bachelor of Urban Development (Honours) Urban and Regional Planning [double degree]
QLD	Queensland University of Technology	Undergraduate	Bachelor of Urban Development (Honours) (Urban and Regional Planning) / Bachelor of Science (Environmental Science) [double degree]

State	University	Undergraduate/ Graduate	Program name
QLD	Queensland University of Technology	Undergraduate	Bachelor of Urban Development (Urban and Regional Planning) major (Honours)
QLD	University of Queensland	Undergraduate	Bachelor of Regional and Town Planning
QLD	University of Queensland	Undergraduate	Bachelor of Regional and Town Planning (Honours)
QLD	University of Queensland	Graduate	Master of Urban & Regional Planning
QLD	University of Southern Queensland	Undergraduate	Bachelor of Urban Design and Regional Planning
QLD	University of the Sunshine Coast	Undergraduate	Bachelor of Urban Design and Town Planning (Honours)
SA	University of South Australia	Graduate	Master of Urban & Regional Planning DMUR
TAS	University of Tasmania	Graduate	Master of Planning
VIC	La Trobe University	Undergraduate	Bachelor of Planning (Honours)
VIC	La Trobe University	Graduate	Master of Planning (Urban and Regional Planning)
VIC	La Trobe University	Graduate	Master of Planning (Community Planning)
VIC	Monash University	Graduate	Master of Urban Planning & Design
VIC	RMIT University	Undergraduate	Bachelor of Urban & Regional Planning (Honours) (BH108)
VIC	RMIT University	Graduate	Master of Urban Planning and Environment (MC221)
VIC	University of Melbourne	Graduate	Master of Urban Planning
VIC	University of Melbourne	Graduate	Master of Urban Design
VIC	University of Melbourne	Graduate	Master of Architecture / Master of Planning
VIC	University of Melbourne	Graduate	Master of Architecture / Master of Urban Design
VIC	University of Melbourne	Graduate	Master of Landscape Architecture / Master of Planning
VIC	University of Melbourne	Graduate	Master of Landscape Architecture / Master of Urban Design
VIC	University of Melbourne	Graduate	Master of Property / Master of Urban Design
VIC	University of Melbourne	Graduate	Master of Urban Planning / Master of Urban Design
WA	Curtin University	Undergraduate	Bachelor of Urban & Regional Planning
WA	Curtin University	Undergraduate	Bachelor of Urban & Regional Planning (Honours)
WA	Curtin University	Graduate	Master of Urban & Regional Planning
WA	University of Western Australia	Graduate	Master of Urban and Regional Planning

Source: Planning Institute of Australia

In addition, there were four active planning courses in 2020 that were not accredited by PIA:

State	University	Undergraduate/ Graduate	Program name
QLD	James Cook University	Graduate	Master of Planning and Urban Design
SA	The University of Adelaide	Graduate	Master of Planning
SA	The University of Adelaide	Graduate	Master of Planning (Urban Design)
SA	The University of Adelaide	Graduate	Master of Planning (Urban Design) with Master of Landscape Architecture

Source: Planning Institute of Australia

9.4.2.2 Number of university students studying planning

Equivalent full-time student load (EFTSL) data for urban planning programs at universities in Australia is shown below for the years 2015 to 2020. EFTSL is a measurement of full-time students and part-time students to represent the equivalent number of full-time students (as opposed to head count)⁵⁶ and is used for the university sector for various performance and funding metrics. The following tables show EFTSL for university urban planning programs by:

- State
- Undergraduate programs
- Postgraduate programs
- Weighted summary showing balance of undergraduate and postgraduate programs

Caution must be taken in interpreting the data, as PIA cannot be sure that EFTSLs for individual universities is only restricted to those students undertaking planning-focused courses. For example, the data may include some other built environment course students (such as surveyors) undertaking a generic course where only the final year (Major) is planning-focused.

From the tables below, the following key points can be seen regarding accredited planning programs at Australian universities.

In regards to all programs:

- Between 2015 and 2020, there was a 5% increase in the EFTSL across all universities and programs in Australia. However, there was a large variation between states, with NSW the only state to record

an increase (a substantial 113%), with other states recording no increase (SA), and the remainder recording decreases (WA -30%, Qld -11%, Vic -10%)

- In 2020, Qld had 41% of the EFTSL, followed by NSW (28%), Vic (21%), WA (6%), and SA and Tas 2% each.
- In 2020, undergraduate programs made up 71% of the share of the EFTSL in Australia, and postgraduate programs 29%. This proportion changed slightly since 2015 with 73% and 27% respectively

In regard to undergraduate programs:

- South Australia and Tasmania had no undergraduate programs
- Between 2015 and 2020, there was a 5% increase in the EFTSL across all universities in Australia. However, there was a large variation between states (similar to the results above for all programs), with NSW the only state to record an increase (a substantial 155%), with others recording decreases (WA -28%, Qld -15%, Vic 4%)
- In 2020, Qld had 52% of the EFTSL, followed by NSW (28%), Vic (13%) and WA (7%)

In regard to post-graduate programs:

- Between 2015 and 2020, there was a 14% increase in the EFTSL across all universities in Australia (almost 3 times the growth of the undergraduate programs)
- There was again a large variation between states, but a different pattern to the undergraduate programs: Qld 57%, NSW 55%, SA 0%, Vic -15% and WA -36%
- In 2020, Vic had 38% of the EFTSL, followed by NSW (30%), Qld (14%), SA (8%), Tas (5%) and WA (4%)

56. <https://www.education.gov.au/higher-education-publications/higher-education-administrative-information-providers-october-2021/8-equivalent-fulltime-student-load>

In regard to international students:

- International students studying planning are heavily weighted to postgraduate courses
- Pre-pandemic, the percentage of postgraduate course students was declining
- There is no public data available to indicate how many international students from planning courses remain in the Australian planning profession after graduation

Figure 119. Total EFTSL consumption for Australian urban planning programs by state

	2015	2016	2017	2018	2019	2020	% Change 2015-2020
QLD	1,335	1,169	1,119	1,161	1,218	1,190	-11%
NSW	387	478	651	748	820	825	113%
VIC	664	683	632	624	648	597	-10%
SA	68	74	72	64	72	67	0%
WA	260	248	230	197	192	181	-30%
TAS		4	17	25	43	45	-
TOTAL	2,713	2,656	2,721	2,818	2,994	2,905	5%

Source: Commonwealth Department of Education, Higher Education Information Management System, Customised Report, 2021

Figure 120. EFTSL consumption for Australian undergraduate urban planning programs by state

	2015	2016	2017	2018	2019	2020	% Change 2015-2020
QLD	1,258	1,102	1,058	1,090	1,114	1,069	-15%
NSW	225	289	440	508	553	573	155%
VIC	286	195	280	274	271	275	-4%
SA							
WA	206	192	164	151	159	147	-28%
TAS							
TOTAL	1,975	1,878	1,941	2,024	2,097	2,065	5%

Source: Commonwealth Department of Education, Higher Education Information Management System, Customised Report, 2021

Figure 121. EFTSL consumption for Australian postgraduate urban planning programs by state

	2015	2016	2017	2018	2019	2020	% Change 2015-2020
QLD	77	68	61	70	104	120	57%
NSW	162	189	212	240	267	252	55%
VIC	378	388	352	350	377	321	-15%
SA	68	74	73	64	72	68	0%
WA	54	56	66	45	33	34	-36%
TAS		4	17	25	43	45	
TOTAL	738	779	780	795	897	840	14%

Source: Commonwealth Department of Education, Higher Education Information Management System, Customised Report, 2021

Figure 122. EFTSL consumption for Australian accredited urban planning programs weighted share

	2015	2016	2017	2018	2019	2020	% Change 2015-2020
Undergraduate urban planning programs EFSTL	1,975	1,878	1,941	2,024	2,097	2,065	5%
	73%	71%	71%	72%	70%	71%	
Postgraduate urban planning programs EFSTL	738	779	780	795	897	840	14%
	27%	29%	29%	28%	30%	29%	
TOTAL	2,713	2,656	2,721	2,818	2,994	2,905	7%

Source: Commonwealth Department of Education, Higher Education Information Management System, Customised Report, 2021

Figure 123. International students studying planning as a percentage of total enrolments (based on a subset of PIA-accredited universities)

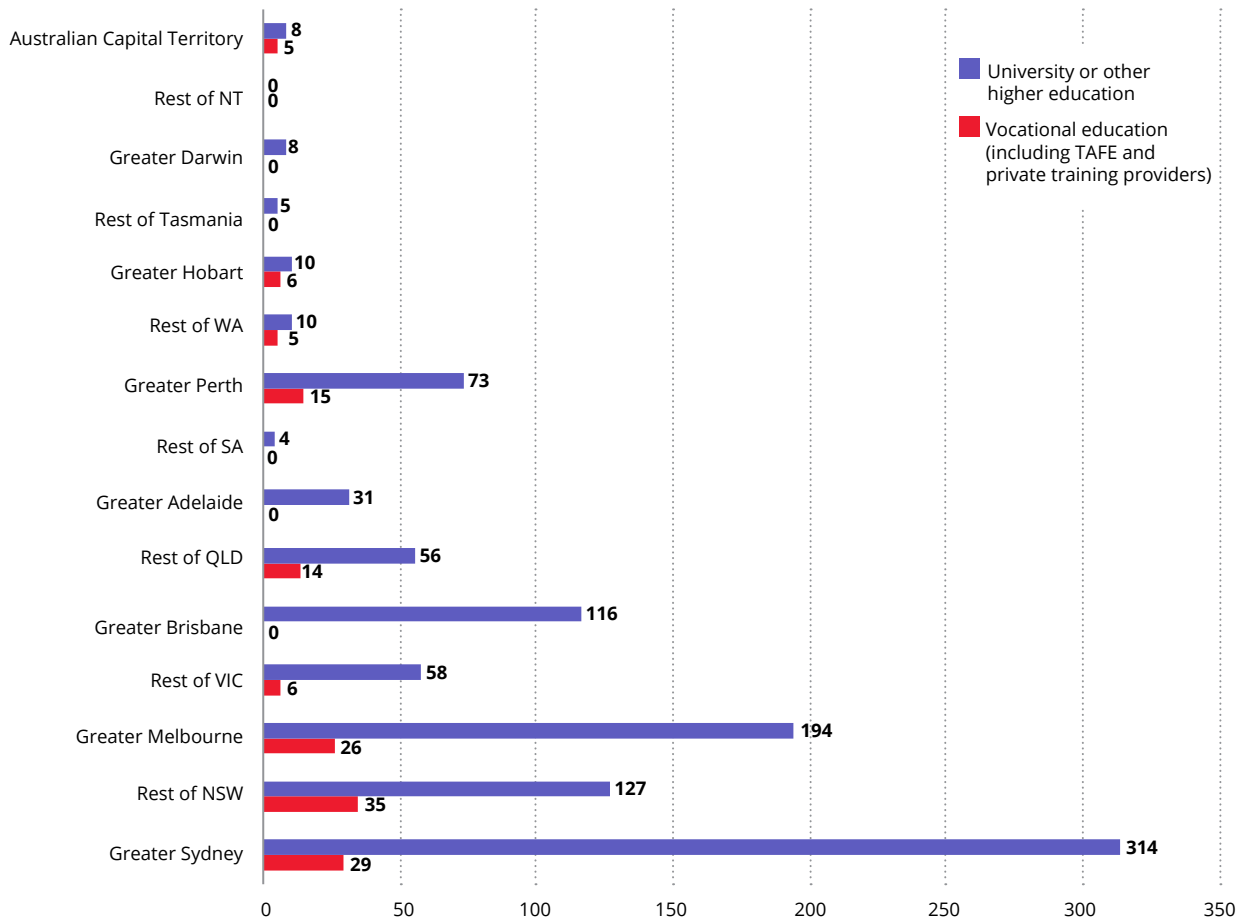
	2019	2020	2021
Undergraduate courses	7%	8%	8%
Postgraduate courses	46%	41%	37%
All courses	23%	21%	20%

Source: Planning Institute of Australia

9.4.2.3 Planners who are studying while working

At the 2021 Census in Australia, there were 1,014 Planners (ie people who were employed as Planners) attending a university or other higher education establishment in Australia, and 141 attending vocational education (TAFE or private provider). This should indicate the number of Planners who are studying part-time while working, although the field of study cannot be determined from this data.

Figure 124. Planners attending a tertiary institution, 2021



Source: Australian Bureau of Statistics – Census of Population and Housing, 2021, TableBuilder

9.4.2.4 Students graduating from university courses

There is no publicly available data on the number of students graduating from university planning courses each year. However, by combining more detailed student data from a subset of data that universities provided to PIA covering 47% of the total 2020 EFTSL, it can be extrapolated that:

- there were approximately 4,200 students (head count) studying a university planning course in 2020

- approximately 900 students graduated in 2020 from a university planning course, noting that some of the graduates may already be working in the planning profession and the international students may not remain in Australia.

It is clear from the above analysis that there will not be sufficient university planning graduates entering the profession over the next four years to replace those leaving the profession due to retirement or switching to a different profession, as well as to fill the likely increased number of planning roles.

The low growth in university graduate numbers appears to be driven by a lack of awareness in school leavers of planning as a field of study and career, more so than course drop-out rates or poor graduate salaries. This lack of awareness in year 11 & 12 students is evidenced in the results of Q24 of the Planners' Survey 2022 – that only 13% of planners were aware of planning (through geography studies), with 30% introduced to planning through family/friends or career counsellors. A further 33% of survey respondents discovered planning while undertaking a different course of university study or discovered planning in the workplace.

As mentioned earlier in this Report, we cannot assume that the significant number of international students graduating from planning courses will remain and work in the Australian planning profession.

9.4.2.5 Planners without planning tertiary qualifications

As planning is an unregulated profession (except for a few accredited professional schemes), people can join the profession without university qualifications in urban and regional planning. The number of these people drawn into the profession depends on several factors, including comparative salaries inside and outside the profession, the difficulty for employers in recruiting university qualified professionals and the propensity for people without university qualifications in urban and regional planning to 'role drift' into planning.

It is plausible to assume that the number of Planners joining the profession that do not hold a university planning qualification (as their highest qualification as measured by Census data reported on earlier in the Report) act as the 'top-up' or 'gap-filler' to meet market demand. This means that it is only possible to forecast the likely number of Planners joining the profession without university planning qualifications if all other variables and economic activity levels are held constant. Clearly this is an unrealistic assumption.

9.4.2.6 Initiatives to boost number of Planners joining the profession

Jurisdictions across Australia have used a range of tactics to encourage people to join the planning profession and support their education and/or professional development. These initiatives include:

- upskilling admin/counter staff to become para-planners
- providing scholarships for existing staff to undertake university courses
- promoting planning as a career to geography teachers
- promoting planning as a career to school career counsellors
- promoting planning as a career to first year architecture university students
- promoting planning as a career to high school geography students
- showcasing career opportunities to existing university planning students
- creating regional flying squads of statutory / policy planners
- state governments supporting professional development and mentoring programs for local government planners
- combined councils resourcing student support hubs for remote studies
- resourcing community practice hubs for planners

9.4.2.7 How many Planners may join the profession over four years

Set out below is a list of the key input variables and associated assumptions drawn from data in this Report, which could be used to calculate the number of Planners joining the profession over the next four years.

Figure 125. Forecasting inputs and variables – Planners joining the profession over next four years, 2023 to 2027

Key input variable	Assumptions based on data in this Report
University graduates	<ul style="list-style-type: none"> 900⁵⁷ graduates per year (based on 2020) 7% growth in graduate numbers over five years
Proportion of planning course graduates who do not join the profession	<ul style="list-style-type: none"> 58% of past graduates were not working in 2021 as a Planner. These people were either not in the workforce (16%) or were working as another occupation (42%) (Figure 7). There is no current data that separates recent graduates.
Skilled migration intake over 4 years	<ul style="list-style-type: none"> ~30 per year based on 3-year average pre-Covid
Planners joining the profession who do not hold a university planning qualification as their highest qualification (see Figure 37)	<ul style="list-style-type: none"> 45% of Planners operate in the profession where their highest university qualification is not in planning

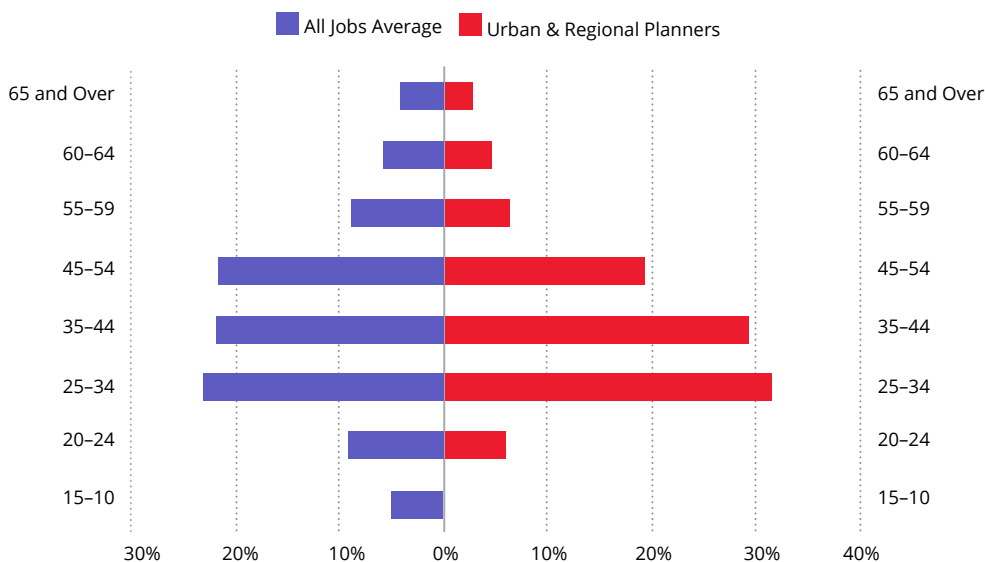
Due to the reasons outlined in previous sections, it is likely that any forecast of the total number of Planners joining the profession will be inaccurate and unreliable.

9.4.3 Planners leaving the profession over the next four years

9.4.3.1 Age profile of the profession compared to average job profile in Australia

The figure below from the National Skills Commission using 2016 Census data⁵⁸ shows that Planners in Australia had a higher representation of people in the 25-44 year age brackets than people in all jobs, and a lower proportion of people over 45 years. There was also a significantly smaller proportion of people under 24 years, reflecting the requirement for a Planning qualification before people enter an occupation as a Planner.

Figure 126. Age profile of Planners compared to all jobs, 2016



Source: National Skills Commission 2023 using 2016 Census data

57. Included in annual university graduates is a small but unknown number of postgraduates who are already working in the planning profession.

58. National Skills Commission, Labour Market Insights (Urban and Regional Planners) accessed 2022. <https://labourmarketinsights.gov.au/occupation-profile/urban-and-regional-planners>

9.4.3.2 Leaving the profession pre-retirement

There is significant anecdotal and survey evidence that while job satisfaction is high and workplace culture has improved since 2004 (when PIA published its *Findings and Recommendations of the National Inquiry into Planning Education and Employment* report), the high levels of public contestability and political pressures continue to weigh heavily on the standing of the profession from the perspective of the general public.

These factors appear to have a direct impact on the number of planners who do not see themselves in the profession in five years (and are not intending to retire in that time). Given the difficulty in influencing or indeed measuring these external influences on planners, it is not possible to forecast the number of planners who will depart the profession and switch to other professions or roles.

9.4.3.3 How many Planners may leave from the profession over four years

The primary reason for departures from the profession is age-based retirement. There is also a material number of Planners leaving the profession and switching to another profession or role.

The Planners' Survey 2022 provides some data regarding the number of planners considering leaving the profession; however, there is no data publicly available to compare the planning profession to all other professions.

Set out below is a list of the key input variables and associated assumptions drawn from data in this Report that could be used to calculate the number of professionals retiring or departing the profession over the next four years.

Figure 127. Assumption of retirements and other departures of Planners, Australia 2023 to 2027

Key input variable	Assumptions based on data in this Report
Retirements over next four years	~2,200 based on Figure 21 (3.4.4.1): <ul style="list-style-type: none"> • 100% of 80 years and over • 100% of 70-79 years • 100% of 60-69 years • 50% of 50-59 years
Switch to different career etc	Based on Q8 & Q9 of Planners' Survey 2022 <ul style="list-style-type: none"> • 51% of 5% of planners don't see themselves in the planning profession in 5 years
Uncertain if they will remain for 5 years	Based on Q8 & Q9 of Planners' Survey 2022 <ul style="list-style-type: none"> • Unknown % of 15% of planners who are unsure if they will be in the profession in 5 years

9.4.4 Conclusion

As outlined in the above sections, there are many variables that impact on both the future supply of and future demand for Planners. The interaction of these (and other) variables makes any forecast of workforce balance heroic and unreliable.

Notwithstanding this difficulty, if the major demand and supply variables remain reasonably static, a continued growth in demand appears likely and there will continue to be an undersupply of Planners into the profession to meet that demand in Australia. This is consistent with the views of planning organisations in USA, Canada, UK and New Zealand.

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Australian Bureau of Statistics, 2023: Labour Force, Australia, Detailed – 6291.0.55.001 – EQ08 – Employed persons by Occupation unit group of main job (ANZSCO), Sex, State and Territory, August 1986 onwards	https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia-detailed/latest-release#all-data-downloads
Jobs and Skills Australia website	https://www.jobsandskills.gov.au/about
Jobs and Skills Australia, 2023: Nowcast of Employment by Region and Occupation (NERO) Dashboard	https://www.jobsandskills.gov.au/work/nero/nero-dashboard
National Skills Commission website	https://www.nationalskillscommission.gov.au/about
National Skills Commission, 2021: Labour Market Insights – Urban and Regional Planners	https://labourmarketinsights.gov.au/occupation-profile/urban-and-regional-planners?occupationCode=2326
National Skills Commission, 2021: Skills Priority List Findings – Professionals – ANZSCO Major Group 2	https://www.nationalskillscommission.gov.au/sites/default/files/2021-12/2%20Professionals.pdf
National Skills Commission, 2021: Skills Priority List Findings – Design, Engineering, Science and Transport Professionals – ANZSCO Sub-Major Group 23	https://www.nationalskillscommission.gov.au/publications/skills-priority-list-occupations/anzsco-sub-major/design-engineering-science-and-transport-professionals

Reference	Website
National Skills Commission, 2022: Skills Priority List	https://www.nationalskillscommission.gov.au/topics/skills-priority-list
Planning Institute of Australia, 2004: Findings and Recommendations of the National Inquiry Into Planning Education and Employment, chaired by Sue Holliday.	https://www.planning.org.au/documents/item/294
SGS Economics & Planning, 2022: 2022 Local Government Workforce Skills and Capability Survey Final Report. Prepared for the Australian Local Government Association	https://sgsep.com.au/projects/workforce-skills-capability
Sydney Morning Herald, 2007: Job ads online surge to new record – September 2, 2007	https://www.smh.com.au/business/job-ads-online-surge-to-new-record-20070902-wsg.html

11 APPENDICES

Appendix 1: Occupation definitions

– 1997 ASCO definition of a Planner

The 1997 definition of an Urban and Regional Planner (ie used for the 2001 Census) was a little different to the definitions that have been used since 2006 (as described in section 3.1).

The Australian Standard Classification of Occupations (ASCO) Second Edition, 1997⁵⁹ defines an Urban and Regional Planner as follows.

25T23-11 Urban and Regional Planner *Develops and implements plans and policies for the controlled use of urban and rural land, and advises on economic, environmental and social needs of land areas.*

Skill Level: *The entry requirement for this occupation is a bachelor degree or higher qualification.*

Tasks Include:

- *compiles and analyses data on economic, legal, political, cultural, demographic, sociological, physical and environmental factors affecting land use*
- *confers with government authorities, communities, architects, social scientists, lawyers, and planning, development and environmental specialists*
- *devises and recommends use and development of land and presents narrative and graphic plans, programs and designs to groups and individuals*
- *recommends measures affecting land use, the environment, public utilities, community facilities, housing and transportation*
- *advises governments and organisations on urban and regional planning and resource planning*
- *may supervise and control the work of associates and technicians*

Specialisations:

- *Land Planner*
- *Traffic and Transport Planner*
- *Town Planner*

Definition of a ‘Policy and Planning Manager’

The *Australian and New Zealand Standard Classification of Occupations (ANZSCO) 2021 Australian update⁶⁰* provides the following definition of a Policy and Planning Manager:

1324 Policy and Planning Managers: Policy and Planning Managers plan, organise, direct, control and coordinate policy advice and strategic planning within organisations.

Indicative Skill Level: Most occupations in this unit group have a level of skill commensurate with a bachelor degree or higher qualification. At least five years of relevant experience may substitute for the formal qualification. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification (ANZSCO Skill Level 1).

Tasks Include:

- developing, implementing and monitoring strategic plans, programs, policies, processes, systems and procedures to achieve goals, objectives and work standards
- developing, implementing, administering and participating in policy research and analysis
- coordinating the implementation of policies and practices
- establishing activity measures and measurements of accountability
- overseeing and participating in the development of policy documents and reports
- consulting with and providing expert advice to government officials and board members on policy, program and legislative issues
- representing the organisation in negotiations, and at conventions, seminars, public hearings and forums convened to discuss policy issues

Alternative Title:

- Public Policy Manager

Specialisations:

- Corporate Planning Manager
- Strategic Planning Manager

59. Australian Bureau of Statistics – Catalogue 1220.0 - Australian Standard Classification of Occupations (ASCO) Second Edition, 1997: <https://www.abs.gov.au/ausstats/abs@.nsf/Previousproducts/A861BBE39B61CBBACA25697E00184EC1?opendocument>

60. Australian Bureau of Statistics Australian and New Zealand Standard Classification of Occupations 2021 Australian update: <https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/2021/browse-classification/1/13/132/1324>

Appendix 2 – Planners’ Survey, PIA 2022: Survey form

INTRODUCTION

Welcome to the urban and regional planners’ census survey. Thank you for agreeing to participate in this important survey.

This survey will take you around 5-8 minutes to complete, depending on your answers.

As a thank you, we have a prize draw for all those who complete the survey. For your chance to win a \$300 Professional Development voucher for any PIA event, please answer all the survey questions including the last question: **“What do you think are the upcoming challenges the planning profession will experience over the next decade?”**

All responses will remain anonymous and will be held in the strictest confidence. The responses of everyone who participates in this survey will be combined for analysis, and individual responses will not be identified or singled out.

SECTION A: PLANNING CAREER

A1	First off, we’d like to know a bit about you... Are you currently involved with the planning profession (whether it be working or studying)?
SR	<ul style="list-style-type: none"> • Yes • No, I am involved in an adjacent industry/ role / study area (please specify): • No
A2	What is your current employment status?
SR	<ul style="list-style-type: none"> • Working full time • Working part time • Working as a casual • On a career break • Unemployed • Retired • Other (please specify)
ASK IF EMPLOYED	
A3	What is your job title?
OE	
ASK IF INVOLVED IN PLANNING (YES AT A1)	
A4	More specifically, would you classify yourself as...
SR	<ul style="list-style-type: none"> • A student studying planning • A recent graduate/ new to the industry (Less than 2 years’ experience) • A new planner (2 to 5 years’ experience) • A practicing professional (5+ years’ experience) • A planning manager or leader • A planning business owner or director • A planning academic • Retired

ASK IF CURRENTLY WORKING AS A PLANNER	
A5	Why did you choose to become a planner?
OE	
ASK IF CURRENTLY WORKING AS A PLANNER	
A6	How many years of experience do you have as a planner or in the planning profession?
SR	<ul style="list-style-type: none"> • Less than 1 year • 1-3 years • 3-5 years • 5-10 years • 10-15 years • 15-20 years • 20-30 years • Over 30 years
ASK IF EMPLOYED	
A7	How happy or content are you with your career right now?
SR	<ul style="list-style-type: none"> • Extremely happy • Very happy • Slightly happy • Neither happy nor unhappy • Slightly unhappy • Very unhappy • Extremely unhappy • Don't know
ASK IF CURRENTLY WORKING AS A PLANNER	
A8	How happy or content are you with your career right now?
SR	<ul style="list-style-type: none"> • Yes • No • Not sure
ASK IF NO AT A8	
A9	You mentioned that you don't see yourself in planning profession in the next five years Why is that?
SR	<ul style="list-style-type: none"> • I want to switch to a different profession • I am planning to retire • I want to take a career break • Other (please specify)

SECTION B: PLACE OF WORK**ASK SECTION B IF RESPONDENT IS EMPLOYED**

B1	What is your postcode for your place of work?
OE	
B2	And specifically, what kind of location is your workplace located in?
SR	<ul style="list-style-type: none"> • Metro /CBD • Outer urban area • Regional • Rural • Other (please specify)
B3	In what industry are you currently employed?
SR	<ul style="list-style-type: none"> • Accommodation and Food Services • Administrative and Support Services • Agriculture, Forestry and Fishing • Arts and Recreation Services • Construction • Education and Training • Electricity, Gas, Water and Waste Services • Financial and Insurance Services • Health Care and Social Assistance • Information Media and Telecommunications • Manufacturing • Mining • Professional, Scientific and Technical Services • Public Administration and Safety • Rental, Hiring and Real Estate Services • Retail Trade • Transport, Postal and Warehousing • Wholesale Trade • Other (please specify)
B4	What best describes your current employer?
SR	<ul style="list-style-type: none"> • I'm a sole practitioner • A private practice • Local Government • State Government

B5	<ul style="list-style-type: none"> • Federal Government • Academia • Other (please specify): _____ <p>How many employees are in your organisation? This includes full-time, part-time, and casual employees.</p>
SR	<ul style="list-style-type: none"> • I am a sole trader • 1-4 • 5-9 • 10-14 • 15-19 • 20-199 • 200-499 • 500-999 • 1000+
B6	<p>And how many planners are employed in your organisation? This includes full-time, part-time, and casually employed planners.</p>
SR	<ul style="list-style-type: none"> • 1-4 • 5-9 • 10-14 • 15-19 • 20-199 • 200-499 • 500-999 • 1000+
B7	<p>What is the annual base salary associated with your role as a planner? Please note that this is before tax and excludes superannuation and other benefits. We do encourage you to share this personal information, it is critical in guiding boards, management, and individuals on how to pay fairly, or be paid fairly. We will share the broad results through our website for all to access.</p>
OE	Prefer not to say

SECTION C: PIA ENGAGEMENT

C1	Are you a member of the Planning Institute of Australia (PIA)
SR	<ul style="list-style-type: none"> • Yes • No
ASK IF YES AT C1	
C2	What PIA membership grade are you?
SR	<ul style="list-style-type: none"> • Registered planner • Full member • Affiliate • Graduate • Student
C3	Are you a member of any other professional bodies related to the planning profession?
SR	<ul style="list-style-type: none"> • Yes (please tell us which organisations): _____ • No
C4	Do you have any professional accreditations relevant to your work in the planning industry?
SR	<ul style="list-style-type: none"> • Yes (please tell us which organisations): _____ • No

SECTION D: EDUCATION

D1	Which of the following describes your highest completed level of education?
SR	<ul style="list-style-type: none"> • Year 10 or below (1) • Year 11 or 12 (2) • Technical college qualification/TAFE qualification/private college qualification (3) • Undergraduate university certificate/diploma (4) • Undergraduate university degree (including honours if applicable) (5) • Postgraduate degree (coursework) (6) • Postgraduate degree (research) (7) • Other (please specify)
ASK IF CODES 3-7 AT D1	
D2	What is the name of your qualification? E.g. Bachelor of Arts, Master of Planning...
OE	
ASK IF CODES 3-7 AT D1	
D3	What educational institution did you attend to achieve this qualification?
OE	

D4	How did you first become aware of planning as a career option? If you can elaborate, we want to understand how planners discover planning as an industry and career option, to assist PIA in promoting the profession to potential planners.
OE	

SECTION E: DEMOGRAPHICS

E1	Thank you very much for your time today. Just a few questions to gather some further information about those who work in the planning industry and then the prize draw! Do you identify as...
SR	<ul style="list-style-type: none"> • Female • Male • Non-binary • Other • Prefer not to say
E2	What is your age?
NUM OE	
E3	Do you identify as Indigenous Australian or Torres Strait Islander?
SR	<ul style="list-style-type: none"> • Yes • No • Prefer not to say
E4	What languages do you speak with your family and friends?
SR	<ul style="list-style-type: none"> • Just English • English, but I also speak another language with my family and friends • I mainly speak a language other than English
E5	Where were you born?
SR	<ul style="list-style-type: none"> • Australia • Overseas
SKIP IF SELECT 'AUSTRALIA' AT E5	
E6	And which country were you born in?
OE	
E7	Do you have a disability as defined under the Disability Discrimination Act?
SR	<ul style="list-style-type: none"> • Yes • No • Not sure / Don't want to say

SECTION F: WRAP UP

F1	<p>Thank you for taking the time to complete the urban and regional planners census survey</p> <p>As a thank you for participating, we are offering a prize draw to win a \$300 Professional Development voucher for any PIA event.</p> <p>If you wish to enter, please enter your contact details below and answer the following question in 20 words or less:</p> <p><i>“What do you think are the upcoming challenges the planning profession will experience over the next decade?”</i></p>
OE	<ul style="list-style-type: none"> • Your answer
SR	<ul style="list-style-type: none"> • Name • Email • Not interested entering the prize draw
F2	<p>If you would like to be sent a summary of the key findings, please provide your contact details below.</p>
SR	<ul style="list-style-type: none"> • Name • Email • Not interested getting the results of this survey

THANKS AND CLOSE

Appendix 3: Planners' Survey, PIA 2022: Results of selected questions

Q1 – First off, we'd like to know a bit about you...Are you currently involved with the planning profession (whether it be working or studying)?
For clarification, this includes urban designers, social planners, planning lawyers, transport planners & environmental planning

	%	n
No, I am involved in an adjacent industry/ role / study area (please specify):	1	14
Yes	99	1,576
No	0	2
TOTAL	100	1,592

Q2 – What is your current employment status?

	%	n
Working full time	76	1,197
Working part time	14	223
Working as a casual	2	25
Studying	3	44
On a career break	1	11
Unemployed	0	6
Retired	2	26
Other (please specify)*	3	44
TOTAL	100	1,576

*'Other' included:

- About to retire
- Casual contractor
- Retired but still taking on small jobs as per PIA membership category
- consultant
- Working full time, studying part time
- Working PT and studying
- working part time but churning out a full time work load plus plus
- Working full time, studying part time
- Professional nfp group
- Working part time and studying
- Maternity break
- Casual Planner and student
- Voluntary planning advocate for resident and environmental groups
- Self employed

Q3 – What is your job title?

As the volume and variety of text-based responses is extensive, they are not included in this Report.

Q4 – More specifically, would you classify yourself as...		
	%	n
A student studying planning	2	25
A recent graduate/ new to the industry (Less than 2 years' experience)	5	68
A new planner (2 to 5 years' experience)	11	157
A practicing professional (5+ years' experience)	35	495
A planning manager or leader	27	390
A planning business owner or director	16	225
A planning academic	2	28
Other (please specify)*	3	36
TOTAL PLANNER	91	1,295
TOTAL	100	1,424

*Other included:

- Planner who is now running the organisation
- Consultant
- Local government senior manager
- retired professional planner returning to workforce
- Development Manager
- Ancillary professional – consultant to agricultural sector on risk management
- New to Victoria – lots of UK experience.
- Multi-disciplinary building consultant
- CBD Revitalization Task-force member
- Senior Planning Investigator
- Practicing Professional as a consultant 30+ yrs exp, academic as a lecturer, leader as a councillor
- A full-time student studying and working full time in the industry
- A planning expert
- Professional developer and planning consultant
- Planning business owner, academic, and author

Q5 – Why did you choose to become a planner?

As the volume and variety of text-based responses is extensive, they are not included in this Report.

Q6 – How many years of experience do you have as a planner or in the planning profession?

	%	n
Less than 1 year	3	38
1-3 years	8	107
3-5 years	9	131
5-10 years	16	222
10-15 years	13	190
15-20 years	13	191
20-30 years	21	305
Over 30 years	17	240
TOTAL	100	1,424

Q7 – How happy or content are you with your career right now?

	%	n
Extremely happy	13	181
Very happy	45	646
Slightly happy	25	359
Neither happy nor unhappy	6	84
Slightly unhappy	7	102
Very unhappy	2	34
Extremely unhappy	1	13
Don't know	0	4
Top 2 boxes	58	827
TOTAL	100	1,423

Q8 – Do you see yourself continuing to work in the planning profession in the next five years?

	%	n
Yes	79	1,130
No: (See also Question 9 below)	5	77
Not sure	15	218
TOTAL	100	1,425

Q9 – You mentioned that you don't see yourself in planning profession in the next five years – Why is that?

	%	n
I want to switch to a different profession	35	27
I am planning to retire	49	38
I want to take a career break	1	1
Other (please specify)	14	11
TOTAL	100	77

*'Other' included:

- Retiring
- Planning has (appeared to have) focused on regulation and compliance based issues. Long term strategic and visionary planning is not being done nearly well enough. Politics has swamped the profession.
- Retiring early as very dissatisfied with the profession
- have switched to a related profession
- I feel there are limited options for me to progress further. So I need to broaden out to move forward into something where Planning is useful, but not Planning per se.
- transitioning to retirement and I get substantially more enjoyment been a certified organic peasant farmer
- Planning is too easy. Not challenging enough
- About to retire
- Dissatisfied with planning as a profession
- Town planning is a toxic industry where practitioners are treated with hostility and disrespect including in the organisations they work in.
- I shall continue as CEO as long as my Council wants me.

Q10 – What is your postcode for your place of work?

Long list of responses, that was then coded to:

	%	n
NSW	27	435
VIC	21	334
QLD	15	234
WA	10	158
SA	6	94
TAS	3	46
ACT	2	26
NT	0	7
Prefer not to say	16	258
TOTAL	100	1,592

Q11 – And specifically, what kind of location is your workplace located in?		
	%	n
Inner city /CBD	52	712
Outer urban area	20	274
Regional	21	286
Rural	3	46
Other (please specify)	5	64
TOTAL	100	1,382

Results of:
Q11 What kind of location is your workplace located in?
by Q10 - What is your postcode for your place of work

TOTAL %	NSW	VIC	QLD	WA	SA	TAS	ACT	NT	Prefer not to say	TOTAL
Inner city /CBD	13	14	10	7	4	2	1	0	1	52
Outer urban area	7	5	3	2	1	0	0	0	1	20
Regional	9	4	3	1	1	1	0	0	1	21
Rural	1	1	0	0	0	0	0	0	0	3
Other (please specify)	1	1	1	0	1	0	0	0	0	5
TOTAL	31	24	17	11	7	3	2	1	4	100

Q12 – Consider the standard industry categories below, where does your current role fit?		
	%	n
Professional, Scientific and Technical Services	57	740
Public Administration and Safety	26	332
Construction	9	111
Education and Training	2	32
Administrative and Support Services	2	22
Transport, Postal and Warehousing	2	20
Electricity, Gas, Water and Waste Services	1	14
Arts and Recreation Services	0	6
Agriculture, Forestry and Fishing	0	5
Information Media and Telecommunications	0	4
Rental, Hiring and Real Estate Services	0	2
Financial and Insurance Services	0	1
Health Care and Social Assistance	0	1
Mining	0	1
Retail Trade	0	1
TOTAL	100	1,292

Q13 – What best describes your current employer?		
	%	n
I'm a sole practitioner	8	108
A private practice	31	422
Local Government	36	503
State Government	19	266
Federal Government	0	0
Local Government + State Government + Federal Government	56	769
University	2	31
Other	4	49
TOTAL	100	1,379

Q14 – How many employees are in your organisation? This includes full-time, part-time, and casual employees.

	%	n
I am a sole trader	8	105
1-4	7	90
5-9	4	55
10-14	3	41
15-19	3	41
20-199	18	247
200-499	17	239
500-999	14	193
1000+	26	363
TOTAL	100	1,374

Q15 – And how many Planners are employed in your organisation? This includes full-time, part-time, and casually employed Planners.

	%	n
1-4	27	365
5-9	13	174
10-14	11	151
15-19	8	115
20-199	28	381
200-499	8	111
500-999	2	33
1000+	2	25
TOTAL	100	1,355

Results of:

Q14 – How many employees are in your organisation? This includes full-time, part-time, and casual employees.

By Q15 – And how many planners are employed in your organisation? This includes full-time, part-time, and casually employed planners.									
Column %	1-4	5-9	10-14	15-19	20-199	200-499	500-999	1000+	TOTAL
I am a sole trader	25	0	0	0	0	0	0	0	7
1-4	24	0	0	0	0	0	0	0	7
5-9	11	7	1	0	0	0	0	0	4
10-14	3	12	7	0	0	0	0	0	3
15-19	2	6	9	6	0	0	0	0	3
20-199	22	32	22	14	16	0	0	0	18
200-499	6	24	39	30	18	9	0	0	18
500-999	2	5	14	32	21	35	3	0	14
1000+	4	14	9	17	44	56	97	100	27
TOTAL	100	100	100	100	100	100	100	100	100
Column n	365	174	150	115	380	111	32	25	1,352

Q16 – What is the annual base salary associated with your role as a planner? Please note that this is before tax and excludes superannuation and other benefits.

	%	n
Under \$40,000	1	7
\$40,000 - \$60,000	3	41
\$61,000 - \$80,000	10	132
\$81,000 - \$100,000	23	294
\$101,000 - \$120,000	19	249
\$121,000 - \$150,000	18	237
\$151,000 - \$200,000	13	166
\$201,000 - \$250,000	6	73
Over \$250,000	2	31
Prefer not to say and don't know	3	40
Others	1	15
TOTAL	100	1,285

Q17 – Are you a member of the Planning Institute of Australia (PIA)
<https://www.planning.org.au/>

	%	n
Yes	68	1,034
No	32	477
TOTAL	100	1,511

Q18 – What PIA membership grade are you?

	%	n
Registered planner	25	262
Full member	53	543
Affiliate	7	70
Graduate	6	62
Student	6	66
Allied Professional	0	3
Not sure	3	26
TOTAL	100	1,032

Q19 – Are you a member of any other professional bodies related to the planning profession?

	%	n
Yes (please specify)*	26	389
No	74	1,106
TOTAL	100	1,495

**As the volume and variety of text-based responses is extensive, they are not included in this Report.*

Q20 – Do you have any professional accreditations relevant to your work in the planning industry?

	%	n
Yes (please specify)*	39	587
No	61	900
TOTAL	100	1,487

**As the volume and variety of text-based responses is extensive, they are not included in this Report.*

Q21 – Which of the following describes your highest completed level of education?		
	%	n
Year 10 or below	0	1
Year 11 or 12	1	16
Technical college qualification/TAFE qualification/private college qualification	1	8
Undergraduate university certificate/diploma	3	46
Undergraduate university degree (including honours if applicable)	36	479
Postgraduate degree (coursework)	47	631
Postgraduate degree (research)	10	129
Undergraduate university certificate/diploma + Undergraduate university degree (including honours if applicable) + Postgraduate degree (coursework) + Postgraduate degree (research)	96	1,285
Other (please specify)	3	35
TOTAL	100	1,345

Q22 – What is the name of your qualification/s achieved? E.g. Bachelor of Arts, Master of Planning...

As the volume and variety of text-based responses is extensive, they are not included in this Report.

Q23 – What educational institution did you attend to achieve this qualification/s?

As the volume and variety of text-based responses is extensive, they are not included in this Report.

Q24 – How did you first become aware of planning as a career option? If you can, please elaborate as we want to understand how planners discover planning as an industry and career option. This will assist PIA in promoting the profession to potential planners.

The answers were categorised into the following themes:

Themes noted in response to 'How did you become aware of planning?'	No	% of respondents
Friend / family referral	265	19
University marketing / Open Day	213	15
Studying at University (not planning)	190	14
Geography studies at school	180	13
High School career counselling	155	11
Self-research of career options	125	9
Already working in government sector	120	9
Already working in private sector	105	8
Unplanned response to job advert	22	2
Nil	21	2
TOTAL RESPONDENTS	1,396	100

Q25 Do you identify as...		
	%	n
Female	49	724
Male	49	722
Non-binary	0	5
Other	0	3
Prefer not to say	1	12
TOTAL	100	1,466

Q26 - What is your age? - Coded		
	%	n
18-24	4	62
25-34	25	357
35-44	26	365
45-54	29	410
55-64	7	102
65+	9	123
Prefer not to say	0	6
TOTAL	100	1,425

Q27 - Do you have a disability as defined under the Disability Discrimination Act?		
	%	n
Yes	3	40
No	95	1377
Not sure / Don't want to say	3	38
TOTAL	100	1,455

Q28 - Do you identify as Indigenous Australian or Torres Strait Islander?		
	%	n
Yes	0	7
No	99	1446
Prefer not to say	1	10
TOTAL	100	1,463

Q29 – What languages do you speak with your family and friends?		
	%	n
Just English	85	1240
English, but I also speak another language with my family and friends	13	195
I mainly speak a language other than English	2	27
TOTAL	100	1,462

Q30 – Where were you born?		
	%	n
Australia	77	1,130
Overseas	23	331
TOTAL	100	1,461

Q31 – And which country were you born in?	
Africa	28
Egypt	1
Ghana	2
Kenya	2
Nigeria	1
South Africa	18
South Sudan	1
Zimbabwe	3
Asia	90
Bangladesh	1
China	14
Hong Kong	7
India	23
Indonesia	1
Iran	9
Israel	4
Japan	2
Lebanon	2
Malaysia	5
Nepal	1
Pakistan	2
Philippines	6
Singapore	4
Sri Lanka	3

Q31 – And which country were you born in?	
Syria	2
Taiwan	2
Turkey	1
Vietnam	1
Europe	126
Bosnia and Herzegovina	1
Croatia	2
France	2
Germany	5
Greece	2
Ireland	6
Italy	1
Netherlands	5
Norway	1
Poland	1
Russia	1
Ukraine	1
United Kingdom	98
North America	21
Canada	9
USA	12
Oceania	44
Australia	2
Fiji	2
New Zealand	34
Papua New Guinea	6
South America	11
Argentina	1
Chile	1
Colombia	7
Peru	1
Venezuela	1
Unknown	8

Q32 – What do you think are the upcoming challenges the planning profession will experience over the next decade?

As the volume and variety of text-based responses is extensive, they are not included in this Report.



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