



FINANCIAL, ADMINISTRATIVE &
PROFESSIONAL SERVICES TRAINING COUNCIL

INDUSTRY SCAN
THIRD QUARTER 2014

RELEASED
DECEMBER 2014

Executive Summary

This report is designed to provide current, industry-specific data on workforce, training and recruitment activity for the industries within the Financial, Administrative and Professional Services Training Council (FAPSTC) portfolio. These include:

- Financial and Insurance Services (ANZSIC K)
- Administration and Support Services (ANZSIC N)
- Rental, Hiring and Real Estate Services (ANZSIC L)
- Professional, Scientific and Technical Services (ANZSIC M)
- Public Administration and Safety (partial) (ANZSIC O)

Workforce

Western Australia experienced robust population growth over 2013, leading the country with a 2.9%¹ increase in resident population, a significant proportion of that growth being the result of interstate and overseas migration. Growth rates have slowed over 2014.

In the third quarter of 2014 Western Australia's workforce numbered 1,369,300, an increase of 5,400 workers over the previous quarter. This represents a workforce growth rate of just +0.4%, a decrease from the +1.75% growth rate recorded for the previous quarter. In the same period the growth rate of the combined workforces of FAPSTC industries also declined sharply, to +1.3% (down from 9.9% in Q2, 2014) but remained higher than the State average. This workforce currently numbers 314,700 workers, or 23.0% of the State's workforce².

Training

Training data provided in FAPSTC iScans covers the Business Services, Financial Services and Property Services qualifications pertaining to each industry. Qualifications relevant to each industry, but outside these three training packages have not been included in this analysis.

Western Australian traineeship commencements in the third quarter of 2014 were down -20.5% compared to the third quarter of 2013. In the year to date (YTD) traineeship commencements are down -7.3% compared to the same period of 2013. Across the FAPSTC industries, traineeship commencements are down significantly in Finance and Insurance Services and Rental, Hiring and Real Estate Service, despite both industries recording strong annualised growth rates. In contrast, both Professional Services and Administration and Support Services traineeship commencements have been strong. This is in contrast to the continuing decline in the Administration and Support Services workforce.

Employment

According to the most recent SEEK Employment Index Report³, new job advertisements increased in the month to November 2014, however this was not reflected at a state level in WA, which showed the largest decline in advertising; down 7.4%. A comparison of advertising between November 2013 and November 2014 shows increased demand in the following roles relevant to FAPSTC industries: administration and office support roles (+14%), banking and financial services (+12%), legal (+11%), marketing and communications (+10%) call centre and customer service (+5%), CEO and general management (+5%) and HR and recruitment (+4%). Demand for accounting roles remained unchanged while demand for Real Estate (-1%), insurance and superannuation (-9%) and advertising, arts and media (-10%) all declined.

The job vacancy data in this iScan represents a single timepoint snapshot, to provide a picture of occupations in demand in the metropolitan and regional areas of WA.

¹ ABS Catalogue 3101.0 – Australian Demographic Statistics, Dec 2013

² ABS Catalogue 6291.0.55.003 – Labour Force, Australia, Detailed, Quarterly, August 2014

³ Accessible at www.seek.com.au/investor/employment-index

Disclaimer

This report is published by the Financial, Administrative and Professional Services Training Council on a quarterly basis.

Workforce data is obtained from relevant Australian Bureau of Statistics Catalogues, with traineeship data obtained from the Department of Training and Workforce Development's TRS Datacube. Data used is the most current available at the time of publication. Job Vacancy data is obtained using www.seek.com.au.

All interpretations and conclusions drawn from these data sources are those of the Financial, Administrative and Professional Services Training Council. In order to improve the iScan, some changes in the grouping of data have been made in this edition. The statistics in this edition of the iScan are therefore not directly comparable to those in the previous edition and should be viewed as an independent snapshot of the industries for the third quarter of 2014.

Released December 2014

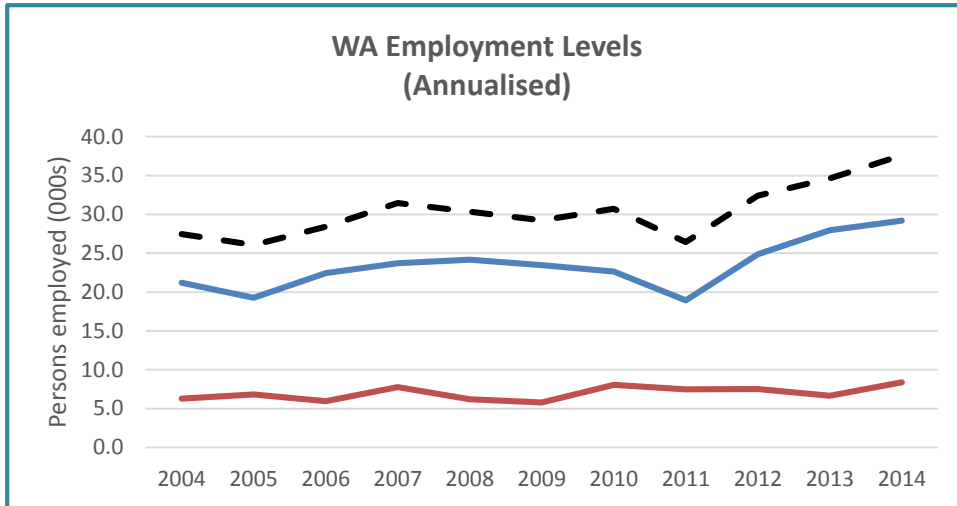
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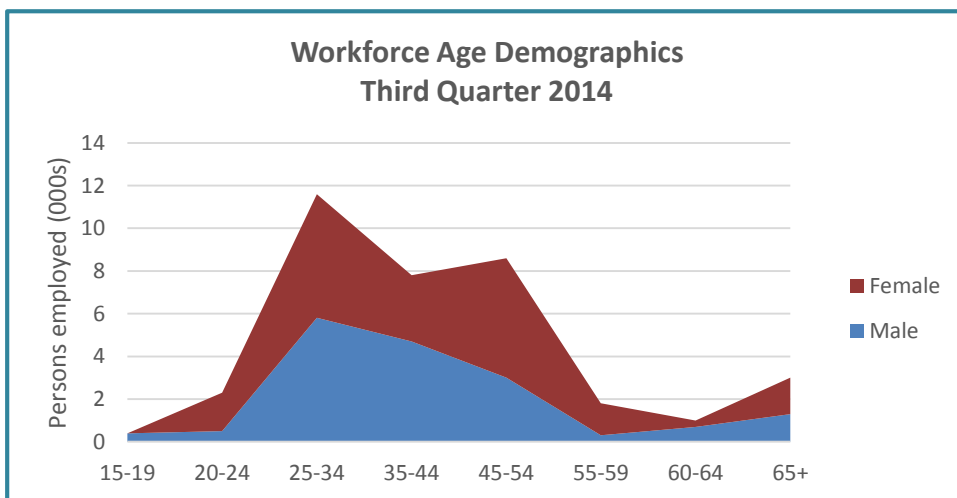
Finance and Insurance Services

The Finance and Insurance Services industry provides a range of depository (banking, credit unions, etc.) and non-depository finance services, as well as insurance, superannuation, broking, fund management and financial advice/consulting services. Accounting and bookkeeping occupations are not included in this industry, but in Professional Services and Administration and Support Industries respectively. In the third quarter of 2014, this industry employed 36,500 individuals, or 2.7% of the State's workforce, down slightly from the previous quarter.

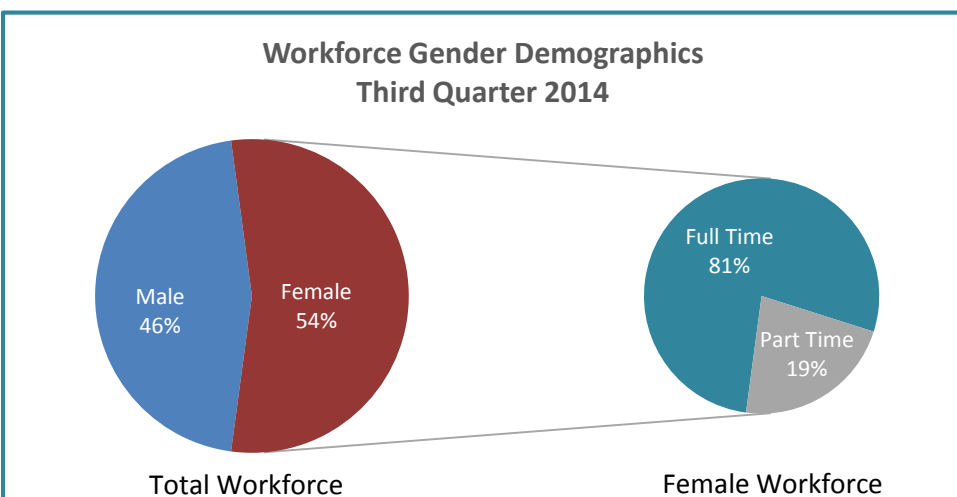
Workforce Demographics



For comparison, overall state workforce growth was: **2.39% (Annualised)** ; **0.40% (Quarterly)**.



For comparison, the state workforce age for Q3 was **15.8% (<25)**, **45.8% (25-45)**, **38.4% (>45)**



For comparison, the state workforce for Q3 was **55.8% male**, **44.2% female**

Total Workforce

+ 11.45%

(Annualised)

- 4.45%

(Quarterly)

37,100

36,500

August 2013

August 2014

Workforce Age

	Annualised	Quarterly
<25	-32.2%	-6.9%
25-45	+9.2%	-8.5%
>45	+29.6%	+2.1%

<25

3,200

2,700

25-45

21,200

19,400

>45

12,700

14,400

Aug 2013

Aug 2014

Female Participation

+ 11.68%

(Annualised)

- 17.50%

(Quarterly)

22,600

19,800

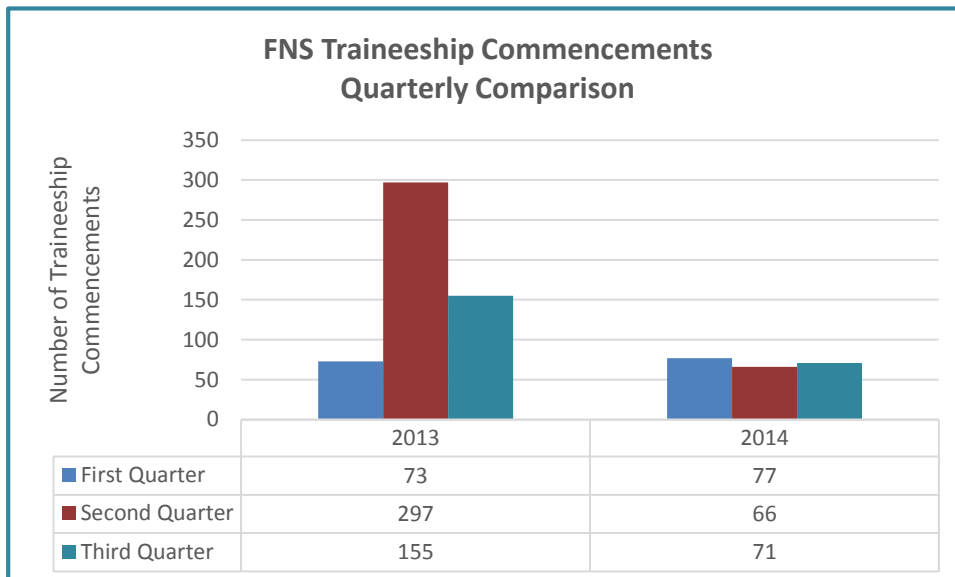
August 2013

August 2014

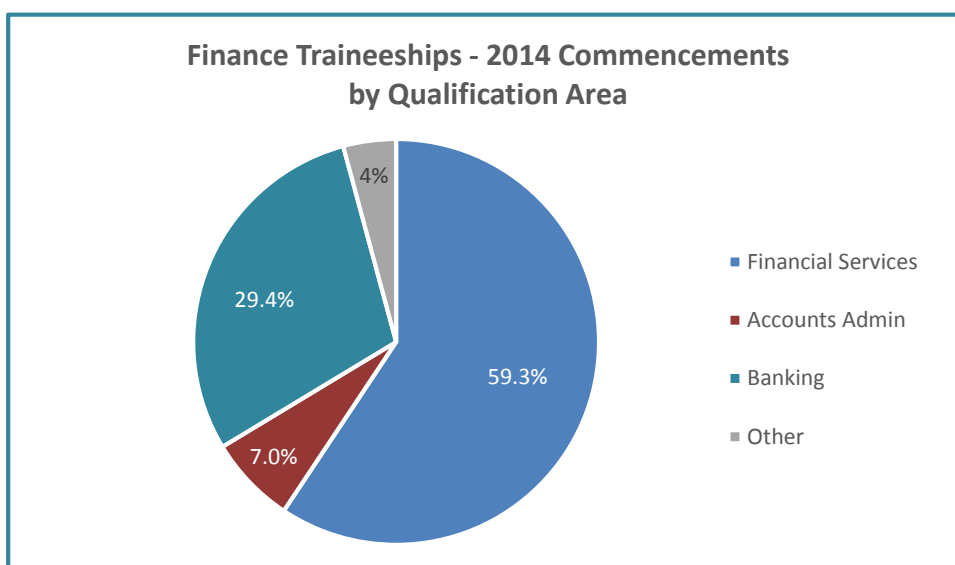
Traineeship Demographics

The following data relates to traineeships currently available to support the skilling and upskilling of the Finance and Insurance Services workforce. They include:

- Certificate II in Financial Services
- Certificate III in Financial Services
- Certificate III in Accounts Administration
- Certificate III in Insurance Services
- Certificate IV in Financial Services
- Certificate IV in Banking
- Certificate IV in Financial Practice Support
- Certificate IV in Finance and Mortgage Broking
- Certificate IV in General Insurance
- Certificate IV in Superannuation



FNS Traineeship commencements remained significantly lower in Q3, 2014 compared to the same quarter of 2013.



Financial Services, Banking and Accounts Administration remain the most popular traineeship qualifications in the Finance and Insurance Services Industry.

Traineeship Commencements

- 54.19%

(Third Quarter Comparison)

- 59.24%

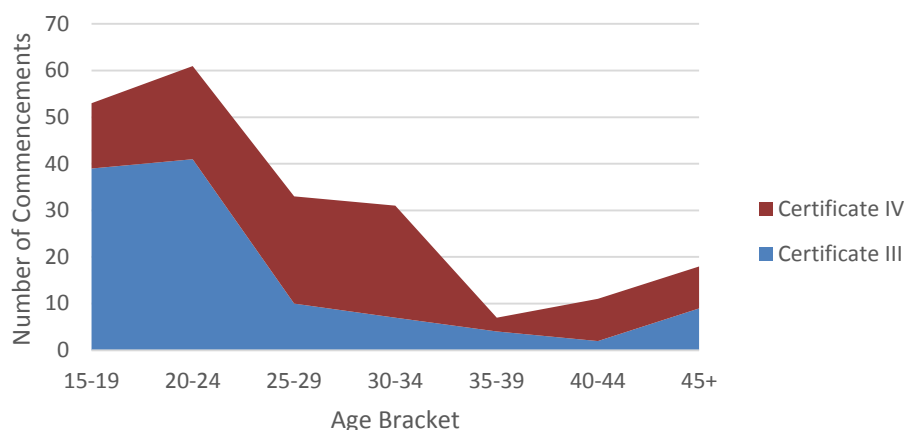
(YTD Comparison)

601	214
2013 Total	2014 YTD

Top 3 Traineeship Areas 2014 YTD

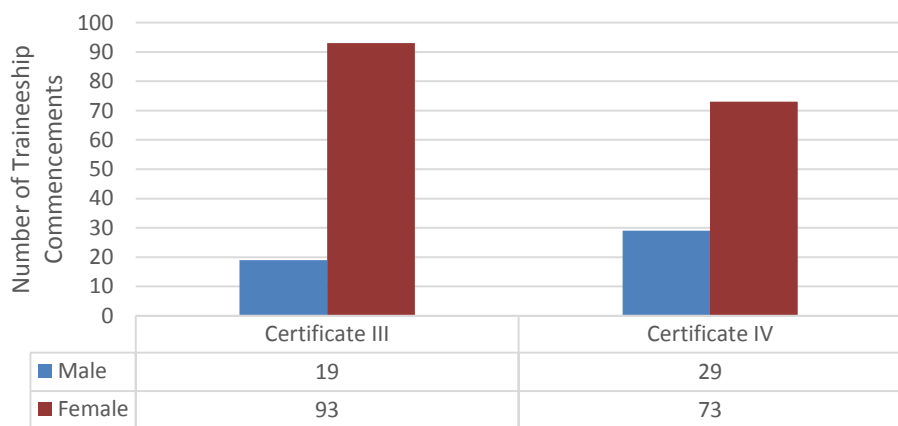
	Share (2013)	Share (2014 YTD)
Financial Services	54.7%	59.3%
Banking	32.4%	29.4%
Accounts Admin	3.5%	7.0%

Age of Trainees at Commencement 2014 YTD



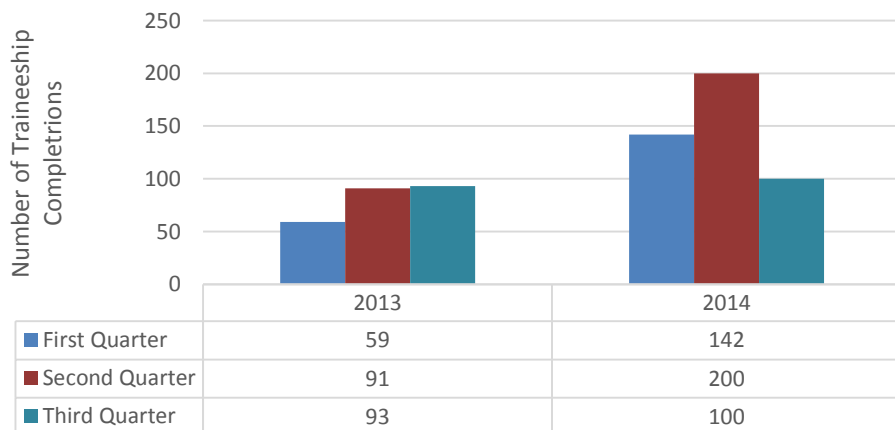
<25 year olds constitute an increasing share of Financial and Insurance Services trainees, and are commencing at a rate higher than the State average across all traineeship areas in

Gender of Commencing Trainees 2014 YTD



Uptake of Financial and Insurance Services traineeships by women continues to be strong and remains significantly higher than the State average across all traineeship areas.

Finance Traineeships - 2014 Completions Quarterly Comparison



In Q3, 2014 70% of completions were in Certificate IV level qualifications, with Financial Services, Banking and Insurance Services the top 3 completion areas.

Trainee Age

	Age Share (2013)	Age Share (2014 YTD)
<25	37.7%	53.3%
25-45	47.2%	38.3%
>45	15.2%	8.4%

601 **214**
2013 Total 2014 YTD

Female Trainees

	Female (%) 2013	Female (%) 2014 YTD
Cert III	80.4%	83.0%
Cert IV	68.7%	71.6%
Total	73.0%	77.6%

439 **166**
2013 Total 2014 YTD

Traineeship Completions

+ 7.53%

(Third Quarter Comparison)

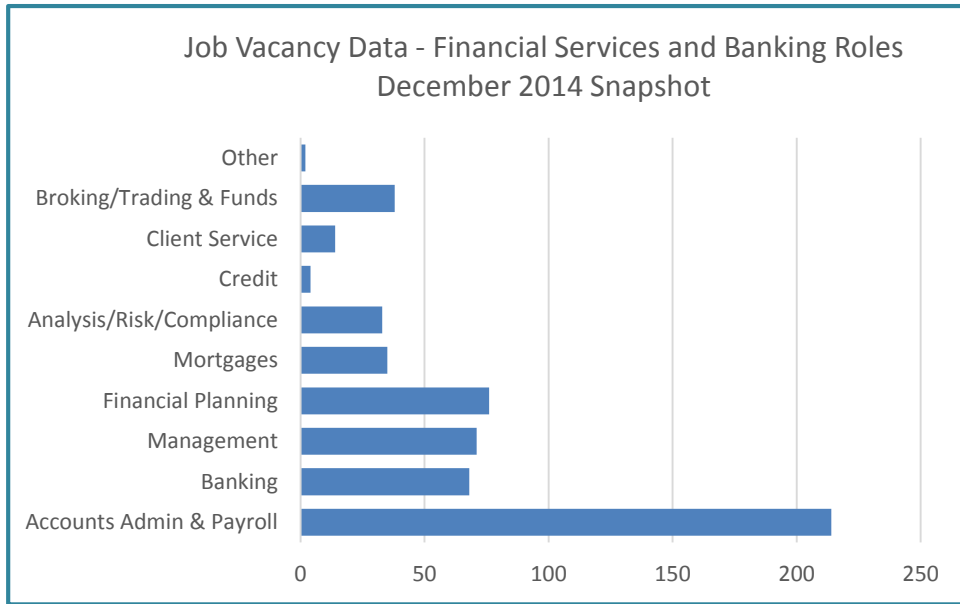
+ 81.89%

(YTD Comparison)

363 **442**
2013 Total 2014 YTD

Job Vacancy Data

Metropolitan

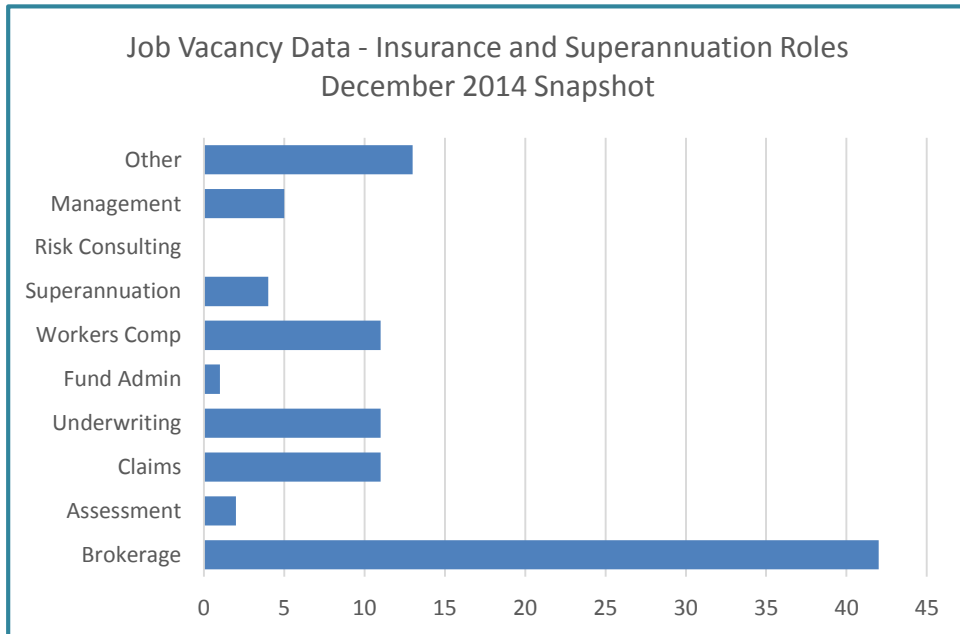


Top Metro Vacancies

	% Share
Accounts Admin & Payroll	38.6%
Financial Planning	13.7%
Management	12.8%

555

Total Advertised Vacancies



Top Metro Vacancies

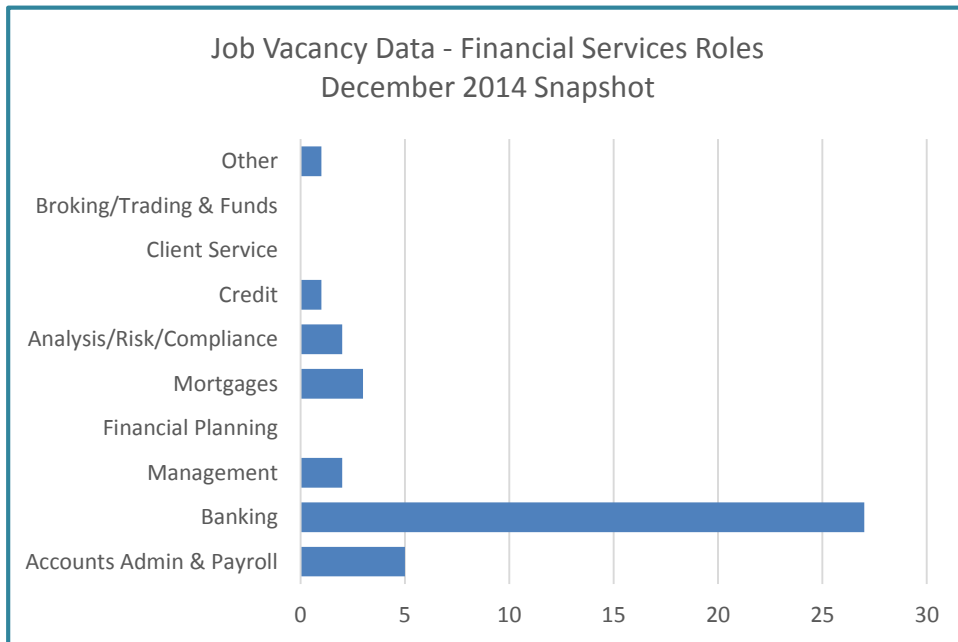
	% Share
Brokerage	42.0%
Other	13.0%
Claims	11.0%
Underwriting	11.0%
Workers Comp	11.0%

100

Total Advertised Vacancies

Job Vacancy Data

Regional



At the time of this snapshot there was a single vacancy advertised for Insurance and Superannuation in regional WA, in brokerage.

Top Regional Vacancies

	% Share
Banking	65.9%
Accounts Admin & Payroll	12.2%
Mortgages	7.3%

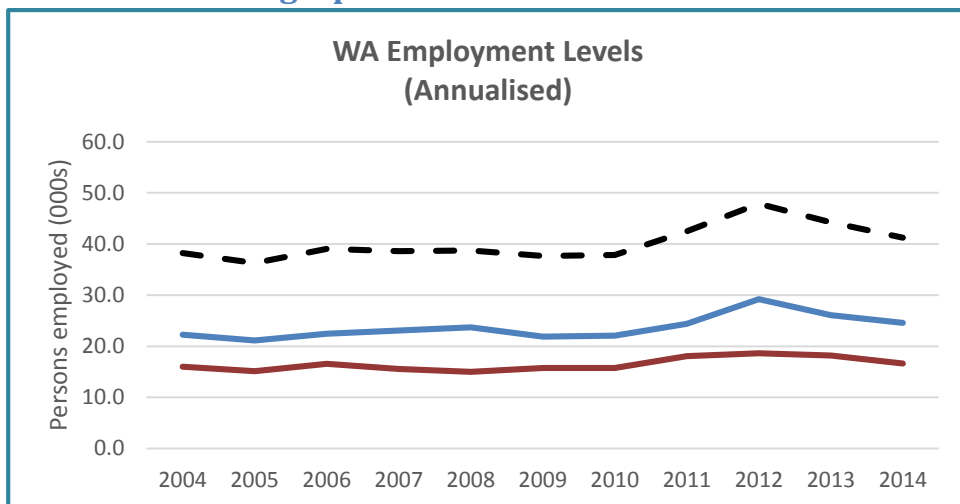
41

Total Advertised Vacancies

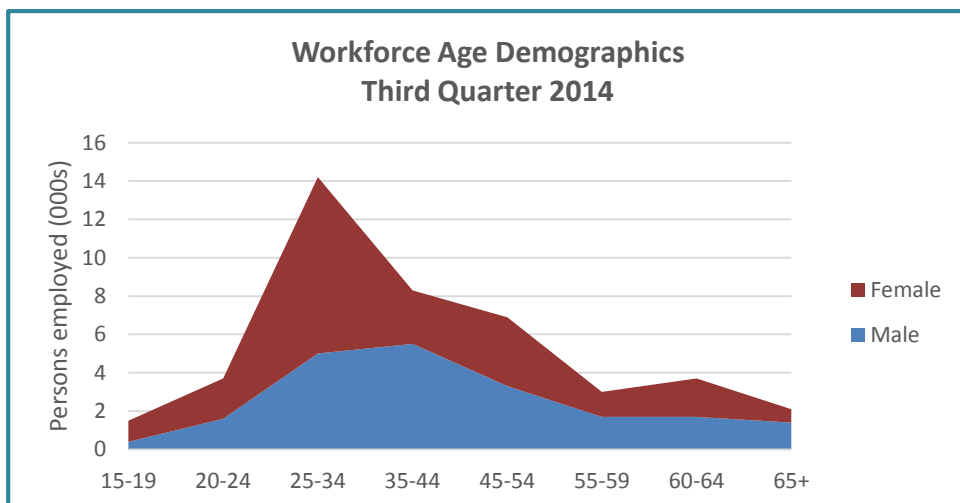
Administration & Support Services⁴

The Administration and Support Services industry incorporates administrative (clerks, receptionists, etc.), call/contact centre, human resources and bookkeeping occupations, as well as support services including, but not limited to, pest management and cleaning services. In the third quarter of 2014, the industry employed 43,400 individuals, or 3.2% of the State's workforce. Workforce numbers have continued to decline over the third quarter of 2014.

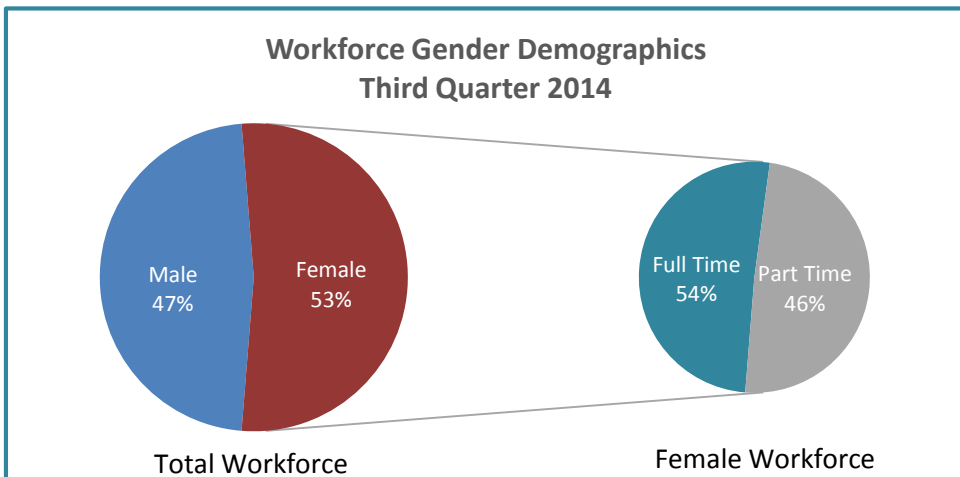
Workforce Demographics



For comparison, overall state workforce growth was: 2.39% (Annualised) ; 0.40% (Quarterly).



For comparison, the state workforce age for Q3 is 15.8% (<25), 45.8% (25-45), 38.4% (>45)



For comparison, the state workforce for Q3 was 55.8% male, 44.2% female

⁴ Occupations in gardening, packing, events and tourism are also located within this industry, but have not been included in training analysis as they fall outside the FAPSTC training and/or industry portfolio.

Total Workforce

- 10.53%

(Annualised)

- 2.03%

(Quarterly)

44,900

43,400

August 2013

August 2014

Workforce Age

	Annualised	Quarterly
<25	-7.0%	-27.8%
25-45	-0.7%	+17.2%
>45	-22.4%	-12.3%

<25

5,600

5,200

25-45

22,900

22,500

>45

16,400

15,700

Aug 2013

Aug 2014

Female Participation

- 15.68%

(Annualised)

- 4.60%

(Quarterly)

23,400

22,800

Aug 2013

Aug 2014

Traineeship Demographics

The following data relates to traineeships currently available to support the skilling and upskilling of the Administrative and Support Services workforce. They include:

Business and Administration

- Certificate II, III and IV in Business
- Certificate III and IV in Business Administration
- Certificate III in Business Administration (Medical)
- Certificate III and IV in Recordkeeping

Customer Contact

- Certificate II, III and IV in Customer Contact

Human Resources and Safety

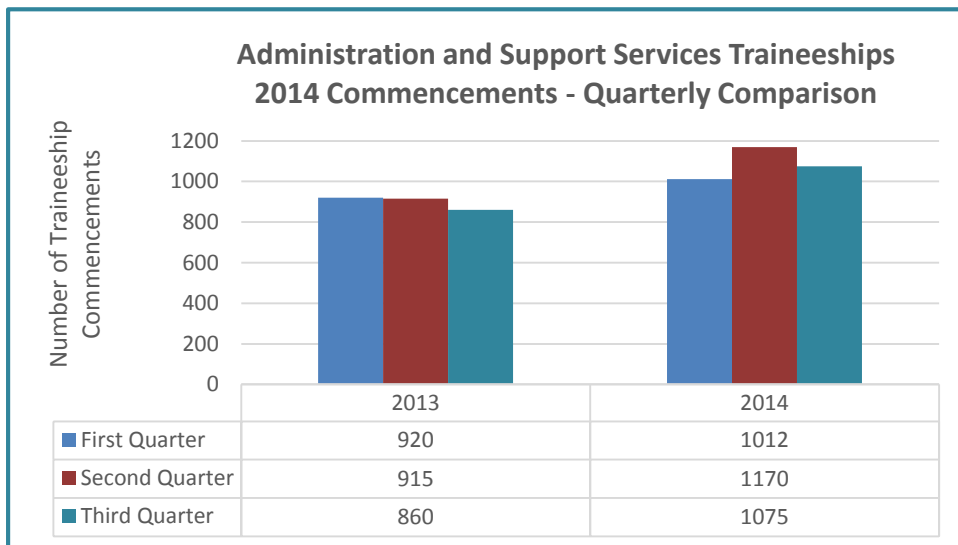
- Certificate IV in Human Resources
- Certificate IV in Work Health and Safety

Frontline Management

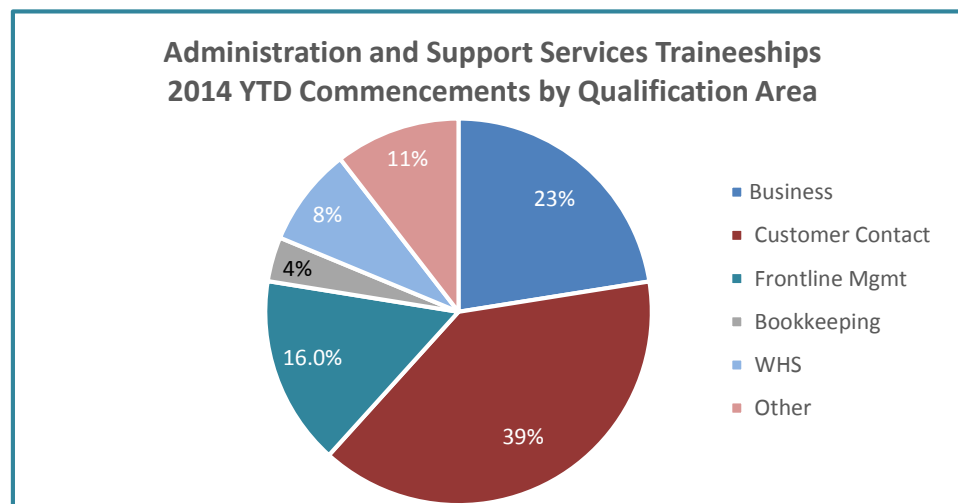
- Certificate IV in Frontline Management

Other

- Certificate II in Cleaning Services, Certificate III in Cleaning Operations
- Certificate III in Pest Management



Against the decline in traineeship commencements across the state, Administration and Support Services traineeship commencements in 2014 have continued to outpace 2013 commencements



Almost 1:4 Administration and Support Services traineeship commencements in 2014 have been in Customer Contact qualifications.

Traineeship Commencements

+ 25.00%

(Third Quarter Comparison)

+ 20.85%

(YTD Comparison)

3694

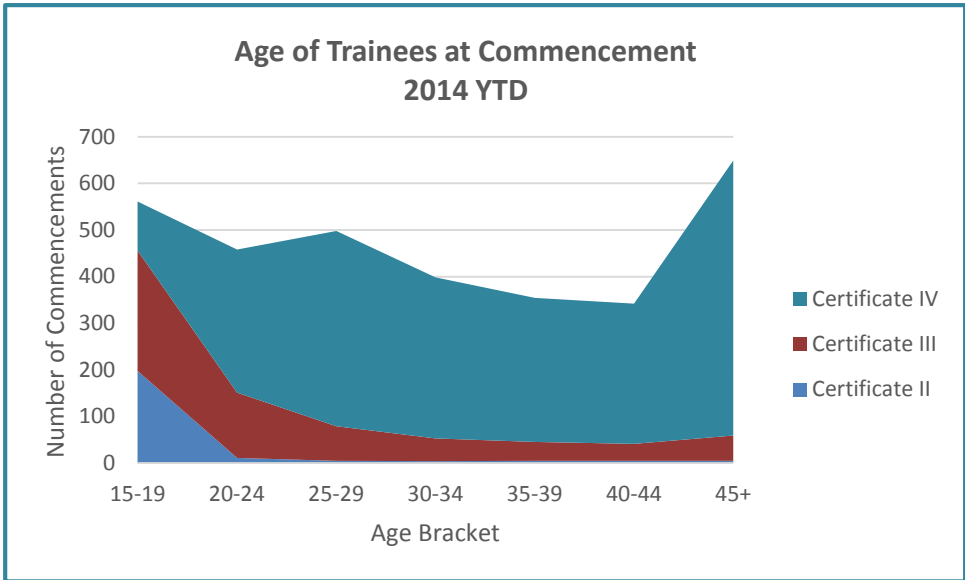
2013 Total

3257

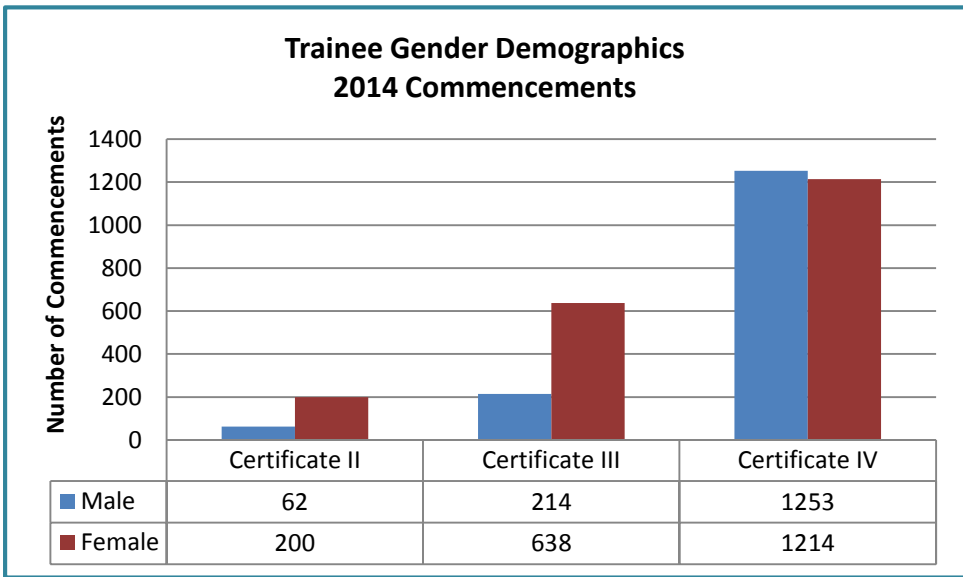
2014 YTD

Top 5 Traineeship Areas 2014 YTD

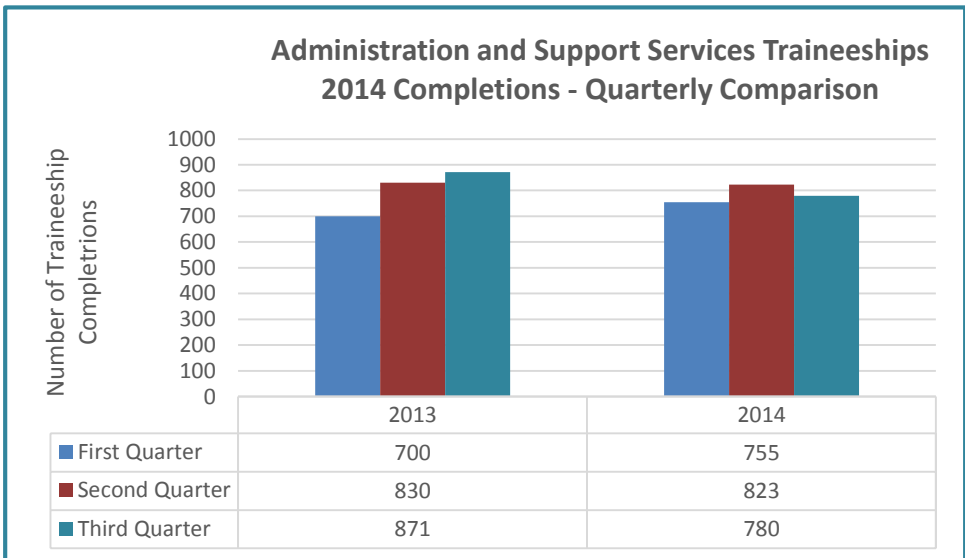
	Share (2013)	Share (2014 YTD)
Customer Contact	21.8%	39.5%
Business	25.3%	22.7%
FLM	20.1%	16.0%
O/WHS	15.4%	8.3%
Bookkeeping	2.9%	3.7%



There is a higher proportion of 25-45 and >45 years of age undertaking these traineeships than the State average across all traineeships for the 2014 YTD.



Female traineeship participation remains strong and continues to be significantly higher than the State average across Certificate II and III qualifications. However, there remains almost no uptake of the Pest Management traineeship by women.



Completions rates are down marginally for the first three quarters of 2014, compared to the same period of 2013, due to the lower number of completions in the third quarter of 2014.

Trainee Age

	Age Share (2013)	Age Share (2014 YTD)
<25	33.2%	31.3%
25-45	46.7%	48.8%
>45	20.1%	19.9%

3694 **3257**
2013 Total 2014 YTD

Female Trainees

	Female (%) 2013	Female (%) 2014 YTD
Cert II	76.3%	76.7%
Cert III	91.1%	67.7%
Cert IV	49.2%	45.2%
Total	59.8%	53.5%

2157 **1720**
2013 Total 2014 YTD

Traineeship Completions

- 10.45%

(Third Quarter Comparison)

- 1.79%

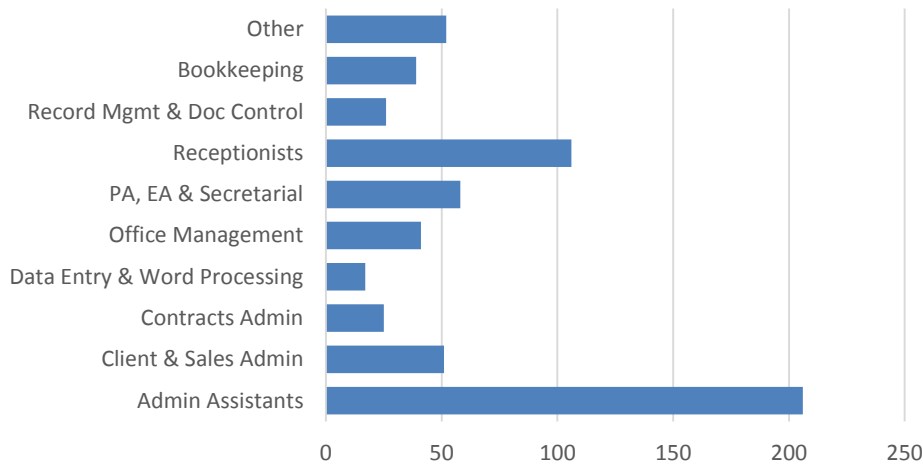
(YTD Comparison)

3231 **2358**
2013 Total 2014 YTD

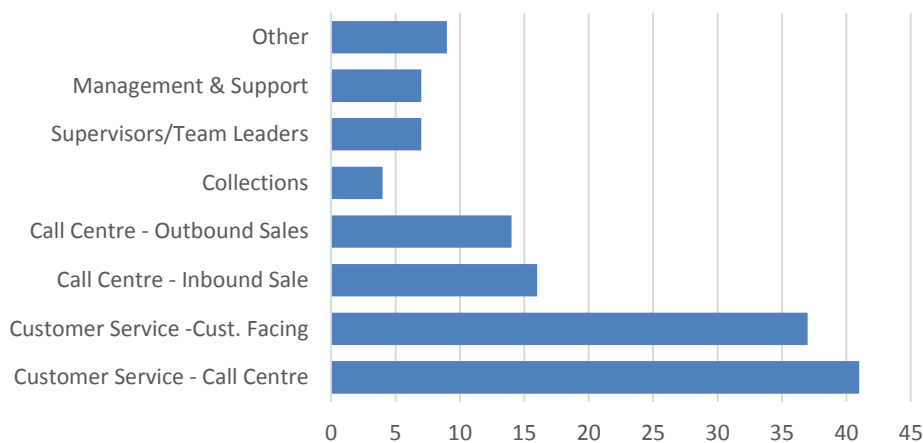
Job Vacancy Data

Metropolitan

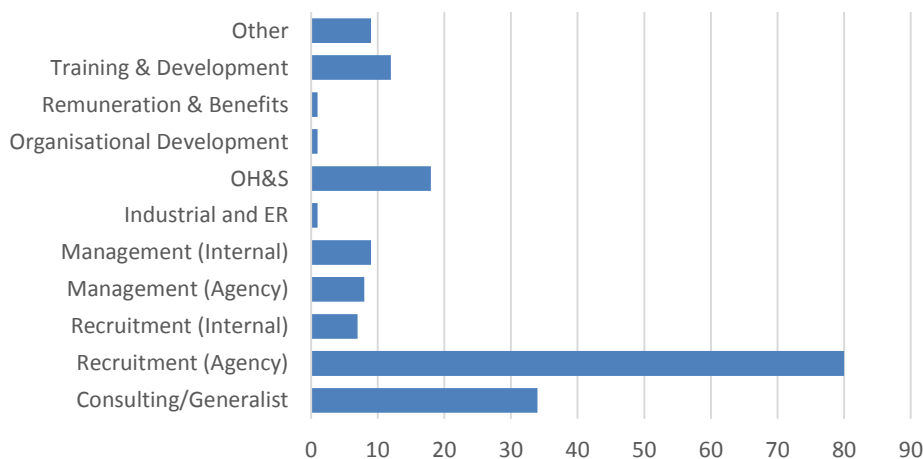
Job Vacancy Data - Administration & Office Support Roles
December 2014 Snapshot



Job Vacancy Data - Call Centre & Customer Service Roles
December 2014 Snapshot



Job Vacancy Data - HR & Recruitment Roles
December 2014 Snapshot



Top Metro Vacancies

	% Share
Admin Assistants	33.2%
Receptionists	17.1%
PA, EA & Secretarial	9.3%

621

Total Advertised Vacancies

Top Metro Vacancies

	% Share
Customer Service (Call Centre)	30.4%
Customer Service (Customer Facing)	27.4%
Call Centre (Inbound Sales)	11.9%

135

Total Advertised Vacancies

Top Metro Vacancies

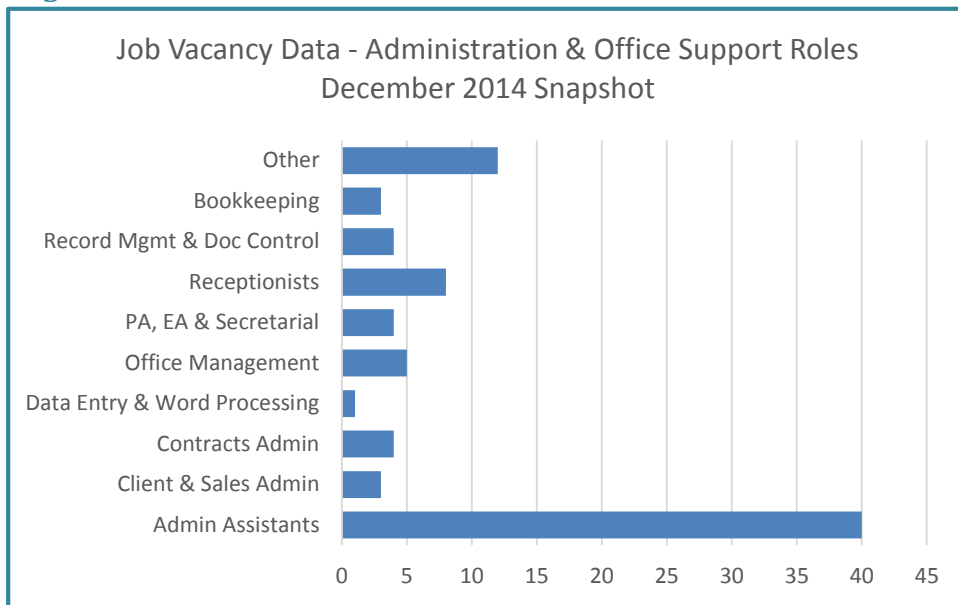
	% Share
Recruitment (Agency)	44.4%
Consulting or Generalist	18.9%
OH&S	10.0%

180

Total Advertised Vacancies

Job Vacancy Data

Regional

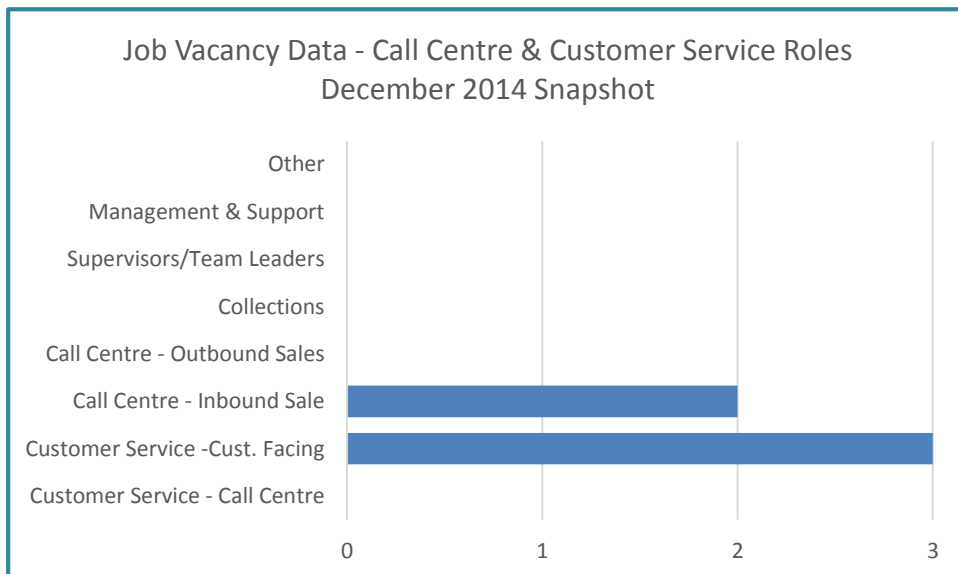


Top Regional Vacancies

	% Share
Admin Assistants	49.4%
Other	14.8%
Receptionists	9.9%

84

Total Advertised Vacancies

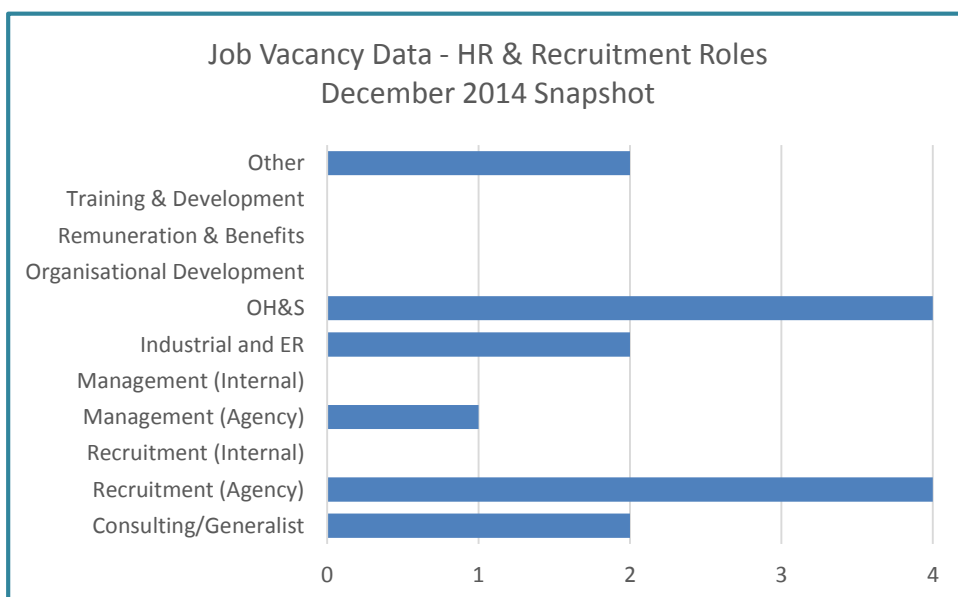


Top Regional Vacancies

	% Share
Customer Service (Customer Facing)	60.0%
Call Centre (Inbound Sales)	40.0%

5

Total Advertised Vacancies



Top Regional Vacancies

	% Share
Recruitment (Agency)	26.7%
OH&S	26.7%

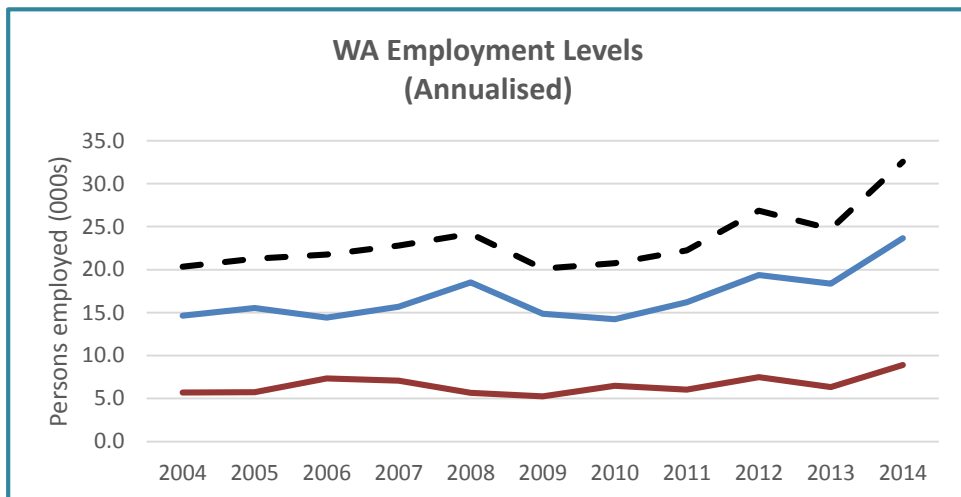
15

Total Advertised Vacancies

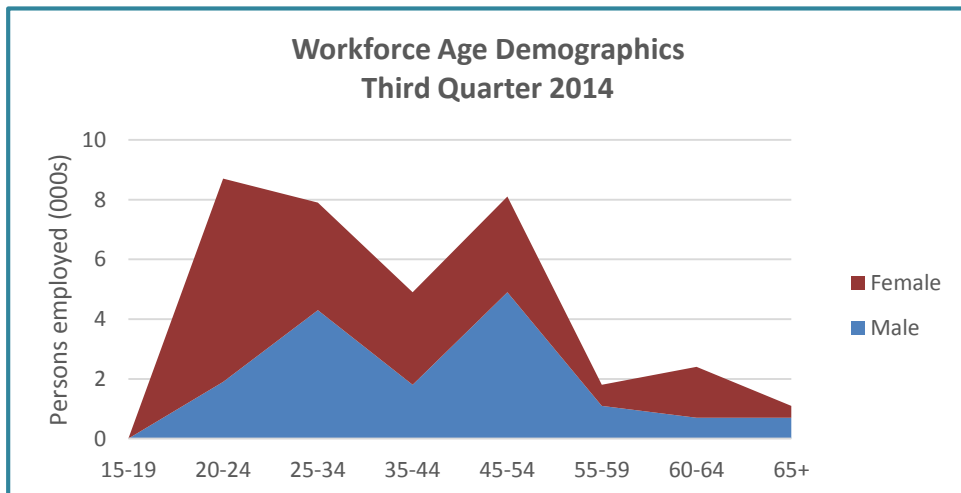
Rental, Hiring and Real Estate⁵

The Rental, Hiring and Real Estate industry workforce is dominated by real estate sales agents, but also incorporates property, facilities and strata managers, as well as administrative workers. This industry has experienced the highest workforce growth rate in WA over 2014 and employed 34,900 workers, or 2.5% of the state workforce in the third

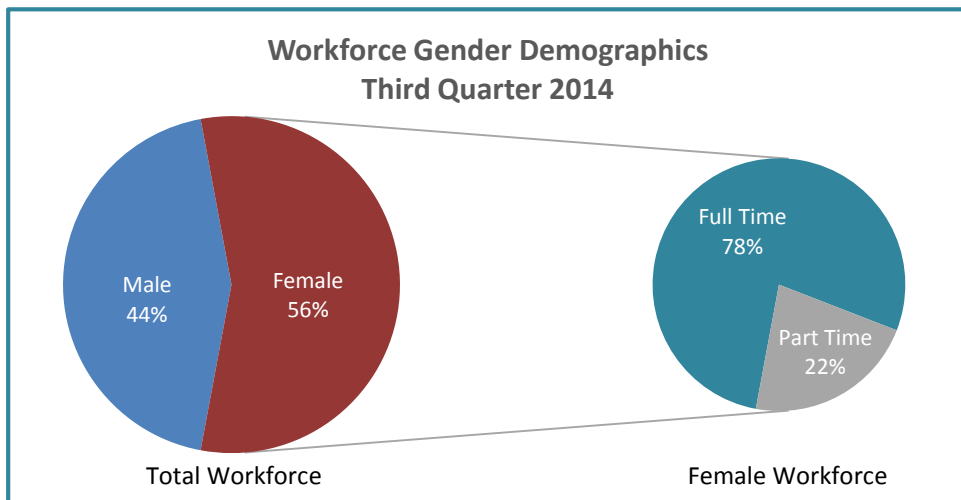
Workforce Demographics



For comparison, overall state workforce growth was: 2.39% (Annualised) ; 0.40% (Quarterly).



For comparison, the state workforce age for Q3 is 15.8% (<25), 45.8% (25-45), 38.4% (>45)



For comparison, the state workforce for Q3 was 55.8% male, 44.2% female

⁵ Workers in rental and hiring of goods and services are also located within this industry however there is no specific training in this field.

Total Workforce

+ 35.07%

(Annualised)

- 2.79%

(Quarterly)

25,700

34,900

August 2013

August 2014

Workforce Age

	Annualised	Quarterly
<25	+163.1%	+64.2%
25-45	+16.6%	-5.9%
>45	+28.5%	-21.2%

<25

3,500

8,700

25-45

11,000

12,800

>45

11,200

13,400

Aug 2013

Aug 2014

Female Participation

+ 47.37%

(Annualised)

- 9.72%

(Quarterly)

12,700

19,500

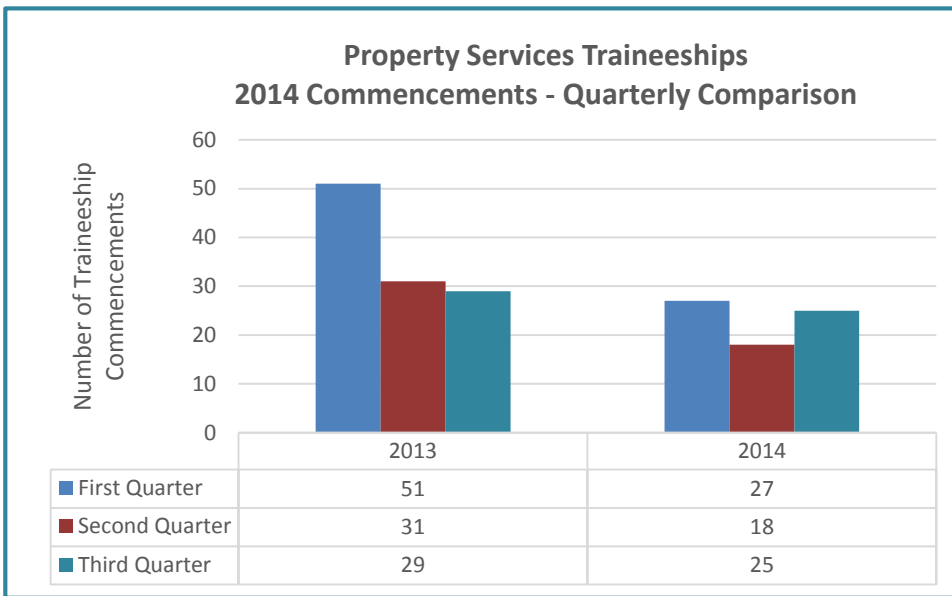
August 2013

August 2014

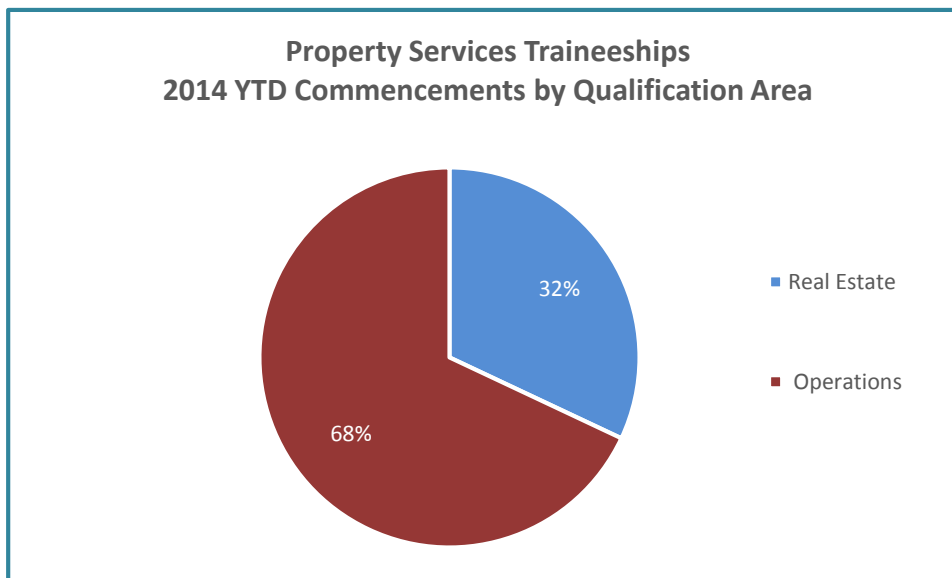
Traineeship Demographics⁶

The following data relates to traineeships currently available to support the skilling and upskilling of the Rental, Hiring and Real Estate workforce. They include:

- Certificate III in Property Services (Operations)
- Certificate IV in Property Services (Real Estate)
- Certificate IV in Property Services (Operations)



Traineeship commencements in Property Services continued to be weaker in Q3 than in the same period of 2014.



For comparison, the state workforce for Q3 was 55.8% male, 44.2% female

⁶ The Certificate IV in Property Services (Real Estate) is only available as a traineeship for individuals employed as Property Managers (not in sales). Completion of a set of Cert IV units of competency enable an individual to apply to become a Registered Representative and work as either Property Managers or Sales Representatives. A Diploma in Property Services (Agency Management) is required to apply for an Individual or Business Agent License. This qualification cannot be undertaken as a traineeship

Traineeship Commencements

- 13.79%

(Third Quarter Comparison)

- 36.94%

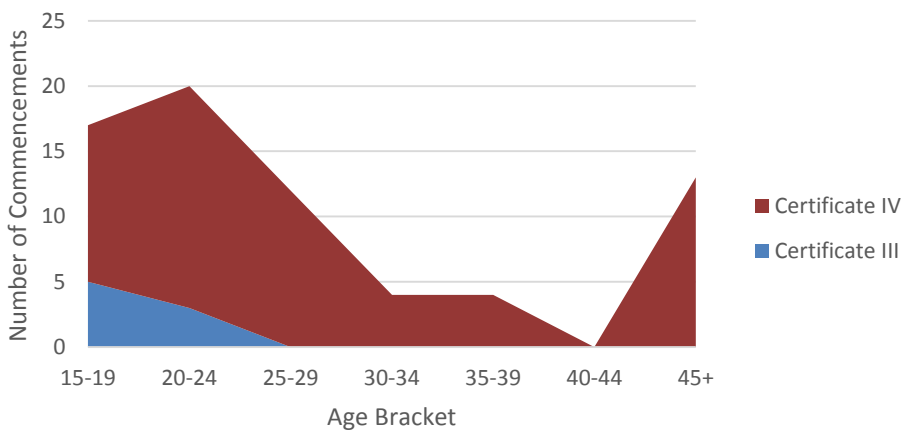
(YTD Comparison)

145	70
2013 Total	2014 YTD

Top Traineeship Areas 2014 YTD

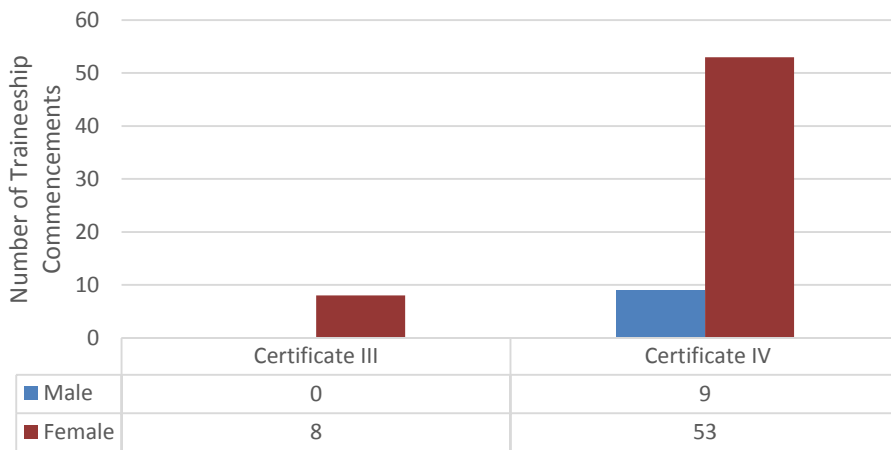
	Share (2013)	Share (2014 YTD)
Operations	67.6%	61.4%
Real Estate	32.4%	38.6%

Age of Trainees at Commencement 2014 YTD



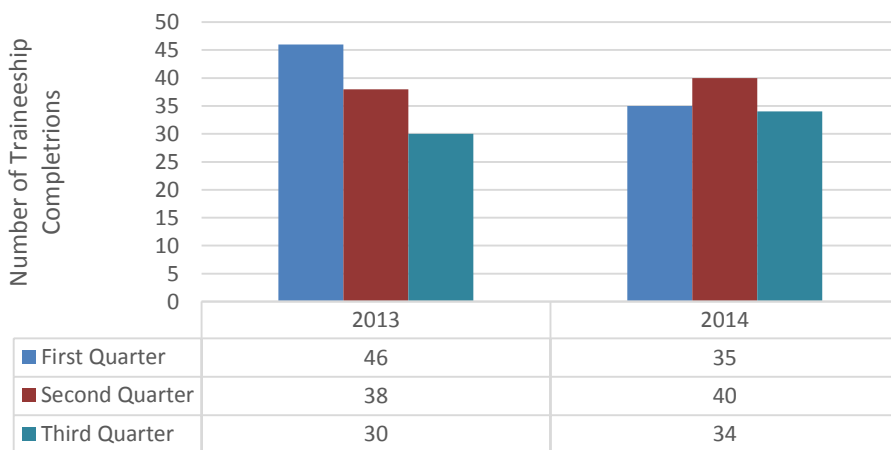
There is a higher proportion of commencements by trainees aged <25 and 45+ than the State average across all traineeships for the 2014 YTD.

Gender of Commencing Trainees 2014 YTD



Uptake of Property Services traineeships remained almost exclusively female in Q3, 2014, although the male participation rate has increased marginally since 2013.

Property Services Traineeships 2014 Completions - Quarterly Comparison



Despite a weak first quarter, traineeship completion numbers for the YTD are down only slightly compared to the same period of 2013.

Trainee Age

	Age Share (2013)	Age Share (2014 YTD)
<25	44.5%	52.9%
25-45	34.9%	28.6%
>45	20.5%	18.6%

145 **70**
2013 Total 2014 YTD

Female Trainees

	Female (%) 2013	Female (%) 2014 YTD
Cert III	100%	100%
Cert IV	88.8%	85.5%
Total	89.7%	87.1%

130 **61**
2013 Total 2014 YTD

Traineeship Completions

+ 13.33%

(Third Quarter Comparison)

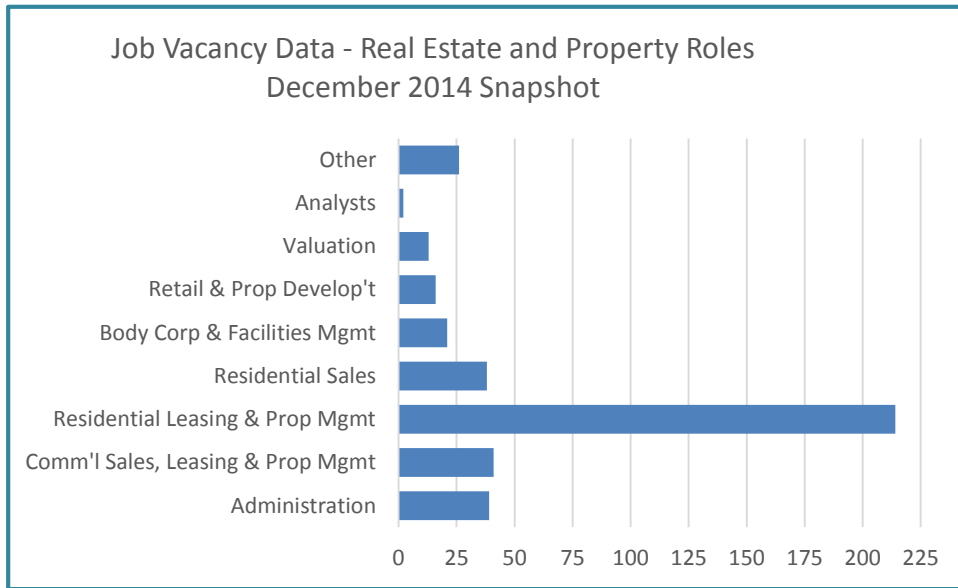
- 4.39%

(YTD Comparison)

152 **109**
2013 Total 2014 YTD

Job Vacancy Data

Metropolitan



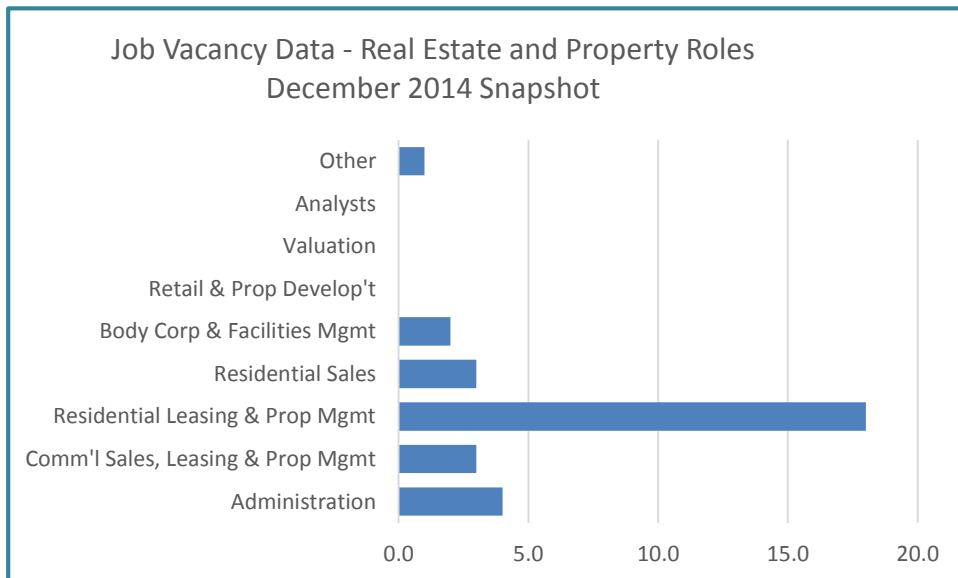
Top Metro Vacancies

	% Share
Residential Leasing & Prop Mgmt	52.2%
Commercial Sales, Leasing & Prop Mgmt	10.0%
Administration	9.5%
Residential Sales	9.3%

410

Total Advertised Vacancies

Regional



Top Regional Vacancies

	% Share
Residential Leasing & Prop Mgmt	58.1%
Administration	12.9%
Residential Sales	9.7%
Commercial Sales, Leasing & Prop Mgmt	9.7%

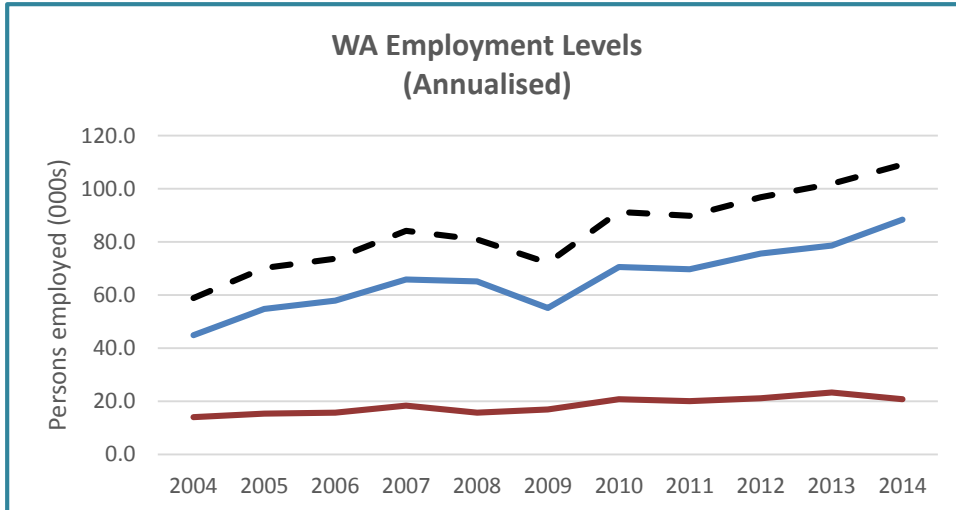
31

Total Advertised Vacancies

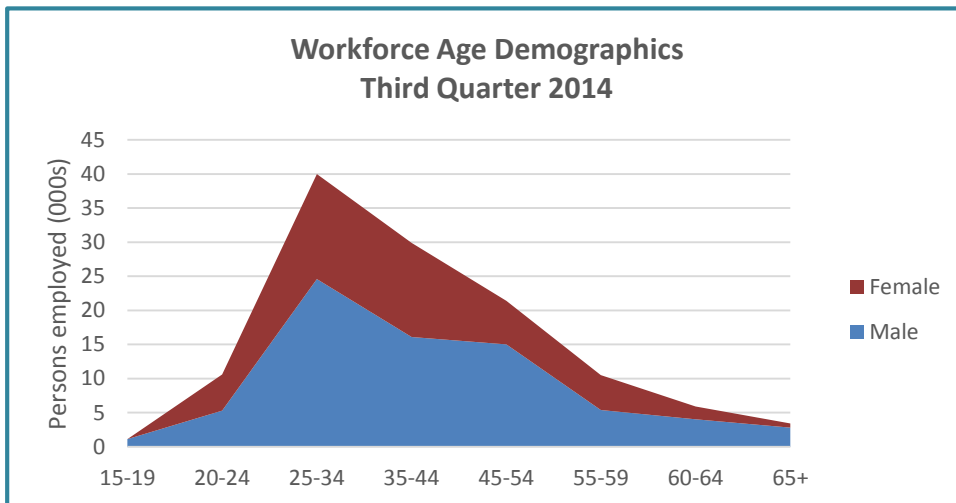
Professional, Scientific and Technical Services

The Professional, Scientific and Technical Services industry is large industry comprised of a diverse range of occupations, including, but not limited to, accounting/economic, legal, advertising/marketing, surveying, architecture and cartography and senior management roles. In the third quarter of 2014, the industry employed 123,100 individuals, or 9.0% of the State's workforce, making it the fourth largest employing industry in the state, with the second largest full-time workforce.

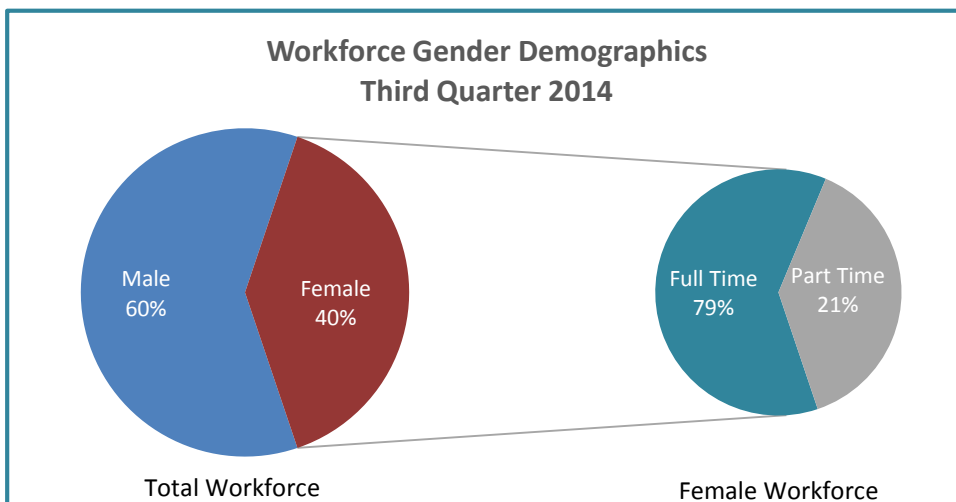
Workforce Demographics



For comparison, overall state workforce growth was: 2.39% (Annualised) ; 0.40% (Quarterly).



For comparison, the state workforce age for Q3 is 15.8% (<25), 45.8% (25-45), 38.4% (>45)



For comparison, the state workforce for Q3 was 55.8% male, 44.2% female

Total Workforce

+ 6.85%

(Annualised)

+ 4.50%

(Quarterly)

100,700

123,100

August 2013

August 2014

Workforce Age

	Annualised	Quarterly
<25	-5.5%	+60.2%
25-45	+4.4%	-6.6%
>45	+15.1%	+13.1%

<25 11,800 13,300

25-45 56,400 66,600

>45 32,500 43,200

Aug 2013

Aug 2014

Female Participation

+ 2.07%

(Annualised)

+ 0.62%

(Quarterly)

39,300

48,800

Aug 2013

Aug 2014

Traineeship Demographics⁷

The following data relates to traineeships currently available to support the skilling and upskilling of the Professional, Scientific and Technical Services workforce. They include:

Legal

Certificate III in Business Administration (Legal), Certificate IV in Legal Services

Marketing

Certificate IV in Marketing

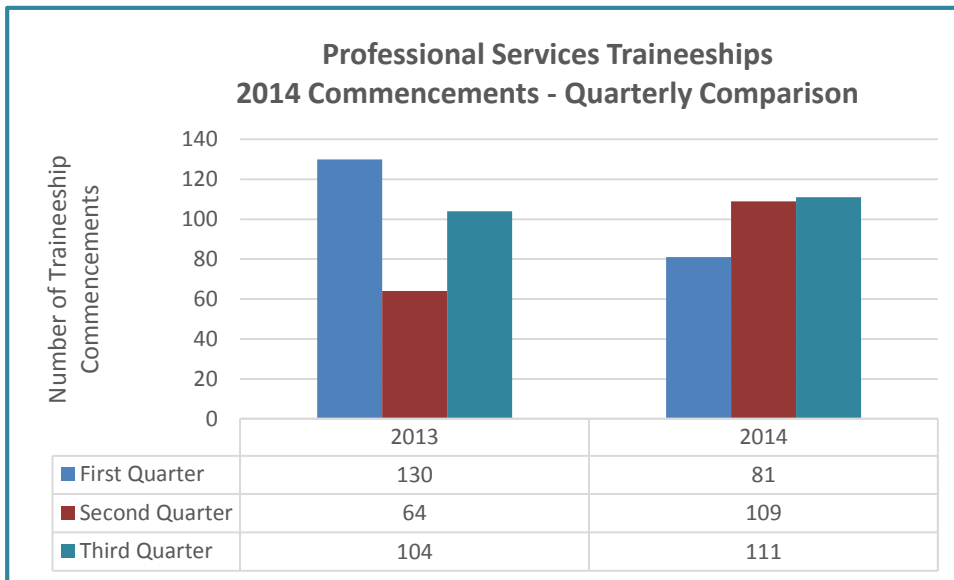
Management

Diploma of Management

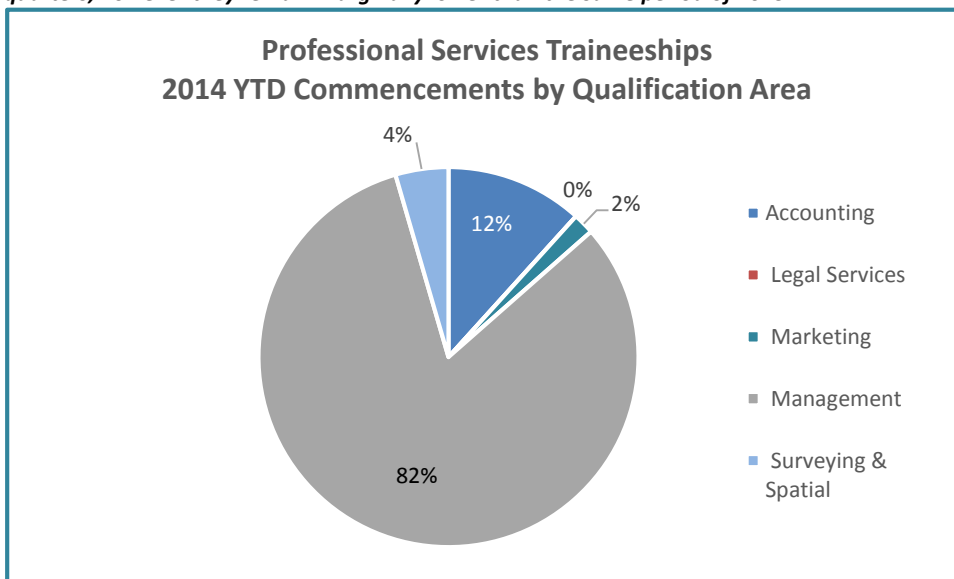
Surveying and Spatial Services

Certificate IV, Diploma in Surveying

Diploma of Spatial Information Services



Professional Services traineeship commencements have remained steady over the past two quarters, however they remain marginally lower than the same period of 2013.



Although the number of Diploma of Business traineeships has declined significantly, it remains the most popular professional services qualification.

Traineeship Commencements

+ 6.73%

(Third Quarter Comparison)

+ 1.01%

(YTD Comparison)

367	301
2013 Total	2014 YTD

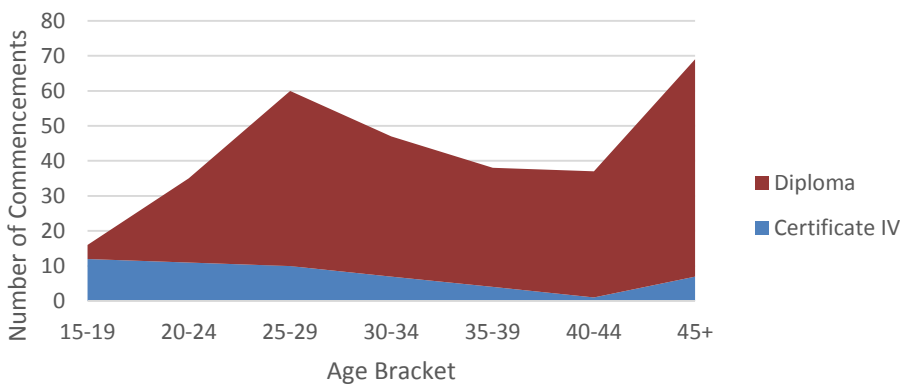
Top 3 Traineeship Areas 2014 YTD

	Share (2013)	Share (2014 YTD)
Management	79.3%	81.7%
Accounting	11.7%	12.6%
Surveying	5.7%	3.7%

367	301
2013 Total	2014 YTD

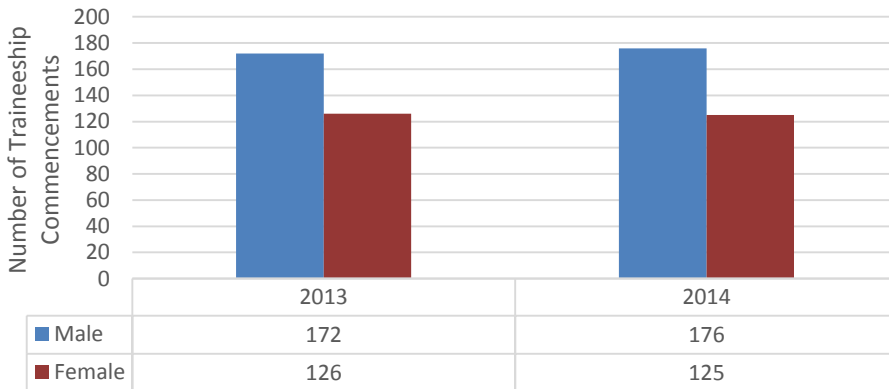
⁷ Training for scientific occupations have not been included as they fall outside the FAPSTC portfolio

Age of Trainees at Commencement 2014 YTD



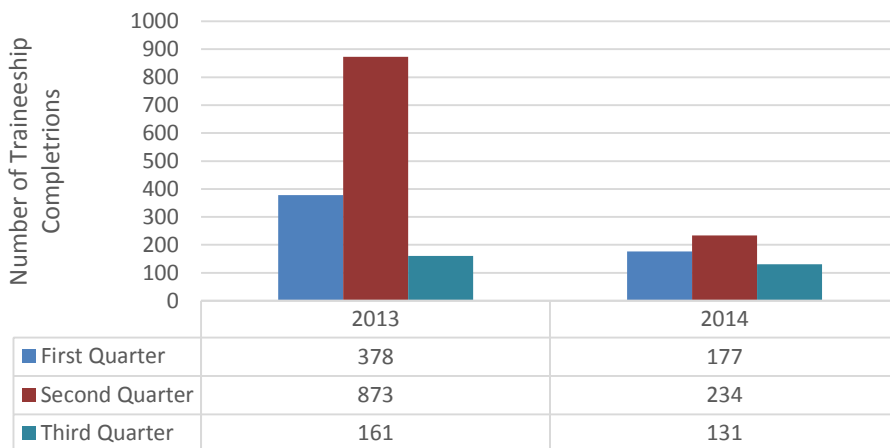
There is a significantly higher proportion of older (25+) individuals taking up Professional Services traineeships (83.1%), compared to the state average (61.2%)

Gender of Commencing Trainees 2014 YTD



Women make up a smaller share of Professional Services trainees than the state average, despite a slight increase over 2013. There is almost no uptake of surveying or spatial information traineeships by women.

Professional Services Traineeships 2014 Completions - Quarterly Comparison



Professional Services traineeship completions remain significantly lower for the 2014 YTD, compared to the same period of 2013. However this is primarily attributable to the high number of Diploma of Business traineeship completions in 2013 as funding ceased.

Trainee Age

	Age Share (2013)	Age Share (2014 YTD)
<25	17.4%	16.9%
25-45	58.6%	60.3%
>45	24.0%	22.8%

367

2013 Total

301

2014 YTD

Female Trainees

	Female (%) 2013	Female (%) 2014 YTD
Cert IV	69.7%	69.2%
Diploma	34.3%	35.7%
Total	40.9%	41.5%

112

2013 Total

44

2014 YTD

Traineeship Completions

- 18.63%

(Third Quarter Comparison)

- 61.61%

(YTD Comparison)

1613

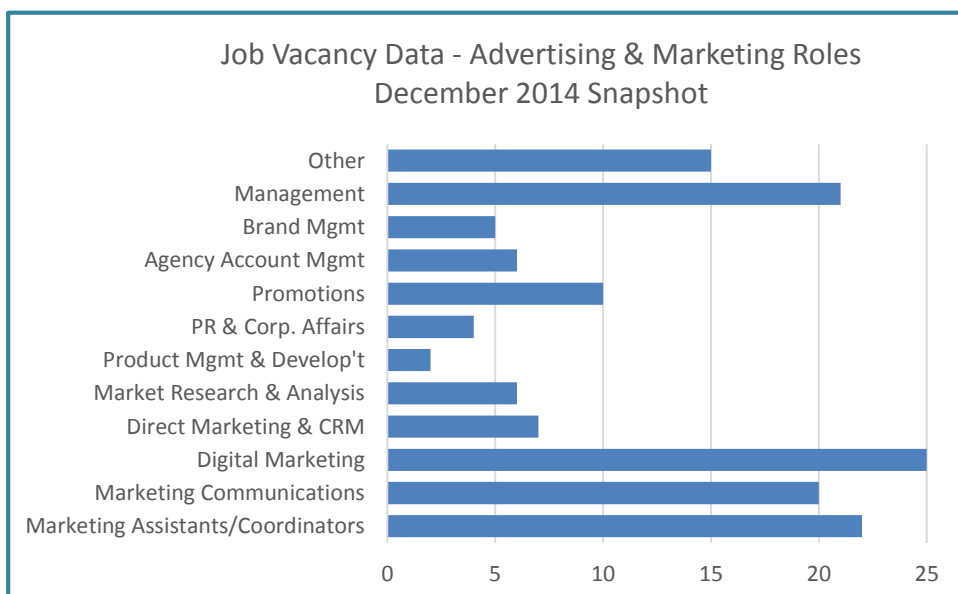
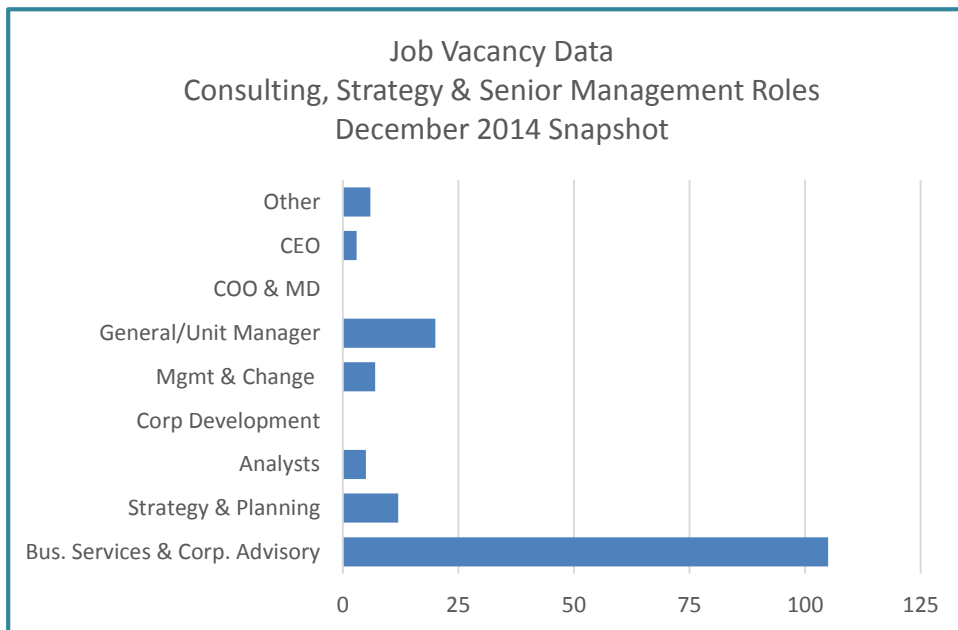
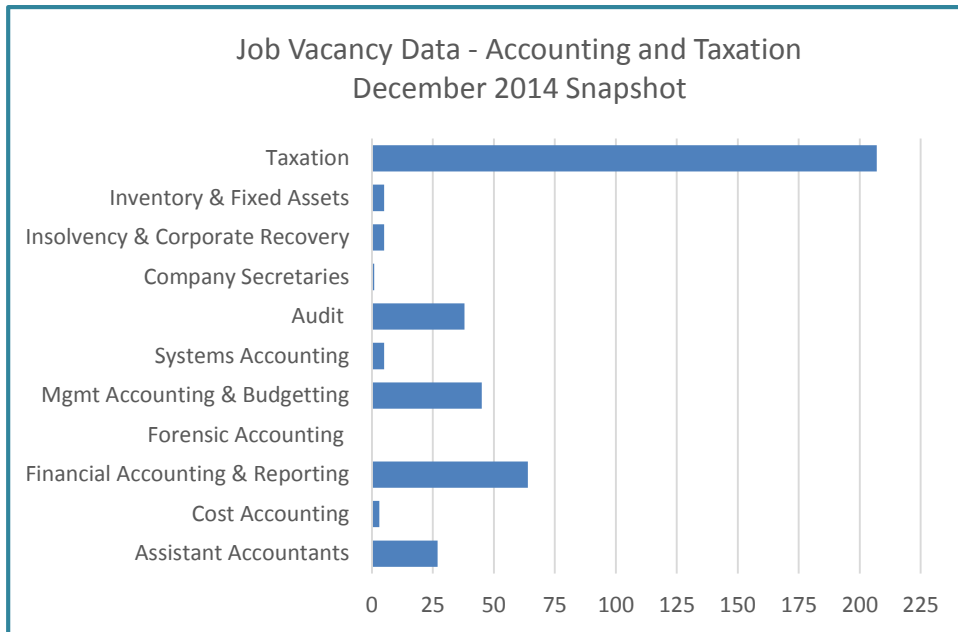
2013 Total

542

2014 YTD

Job Vacancy Data

Metropolitan



Top Metro Vacancies

	% Share
Taxation	51.8%
Fin. Accounting & Reporting	16.0%
Mgmt Accounting & Budgeting	9.5%

400

Total Advertised Vacancies

Top Metro Vacancies

	% Share
Bus Services & Corporate Advisory	66.5%
General/Business Unit Manager	12.7%
Strategy & Planning	5.7%

158

Total Advertised Vacancies

Top Metro Vacancies

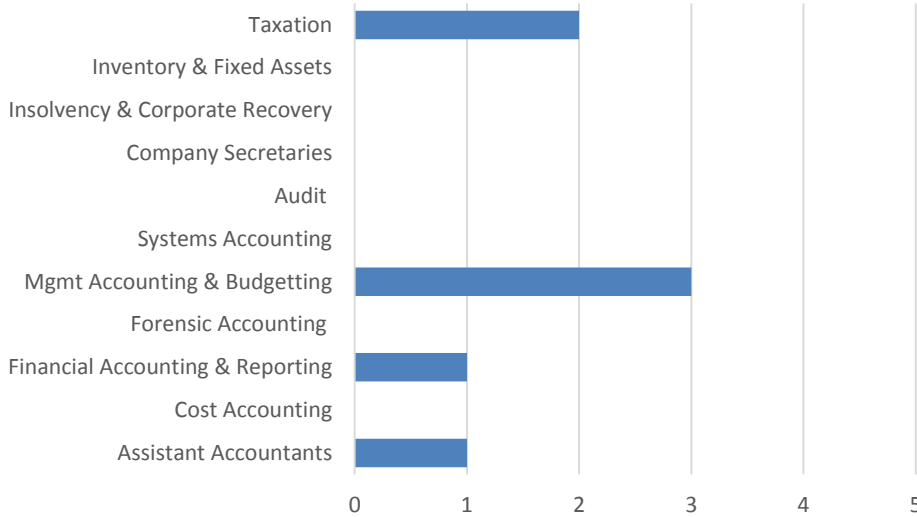
	% Share
Digital Marketing	17.5%
Marketing Assistants / Coordinators	15.4%
Management	14.7%

143

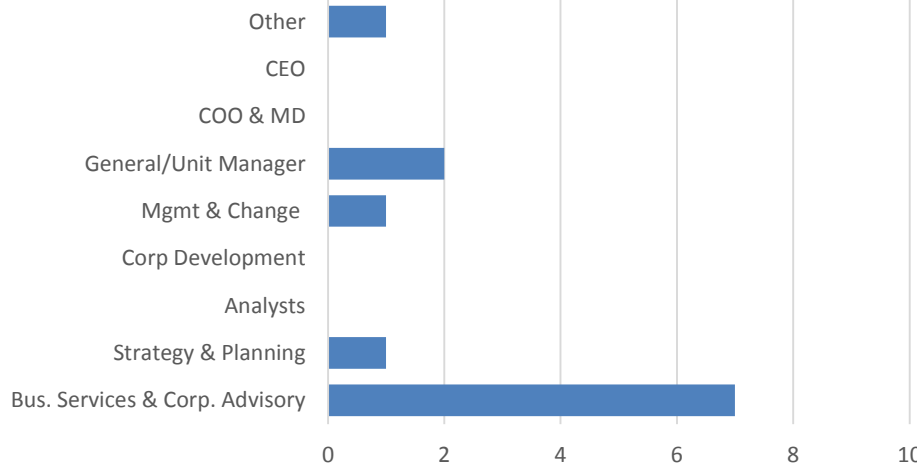
Total Advertised Vacancies

Regional

Job Vacancy Data - Accounting and Taxation
December 2014 Snapshot



Job Vacancy Data
Consulting, Strategy & Senior Management Roles
December 2014 Snapshot



At the time of this snapshot there was one advertised vacancy in advertising/marketing in regional WA, in Marketing Communications.

Top Regional Vacancies

	% Share
Mgmt Accounting & Budgeting	42.9%
Taxation	28.6%

7
Total Advertised Vacancies

Top Regional Vacancies

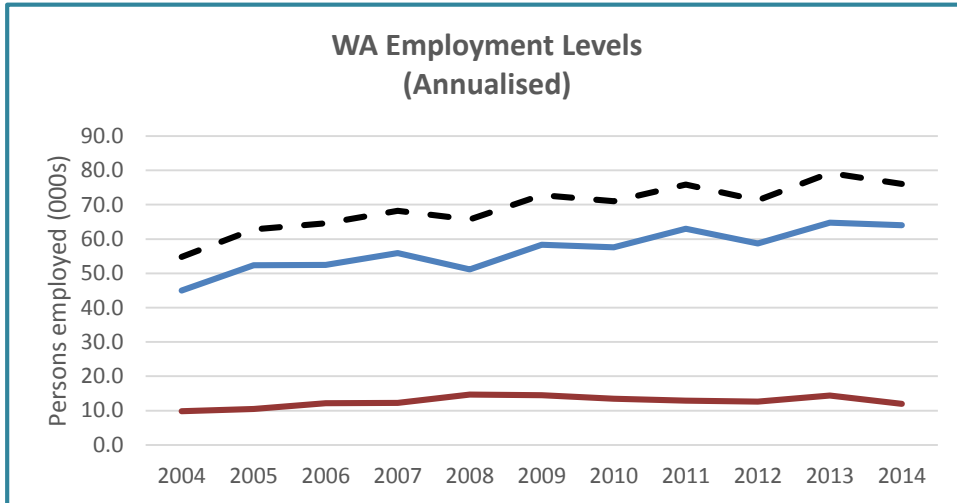
	% Share
Business Services & Corporate Advisory	58.3%
General/Business Unit Manager	16.7%

12
Total Advertised Vacancies

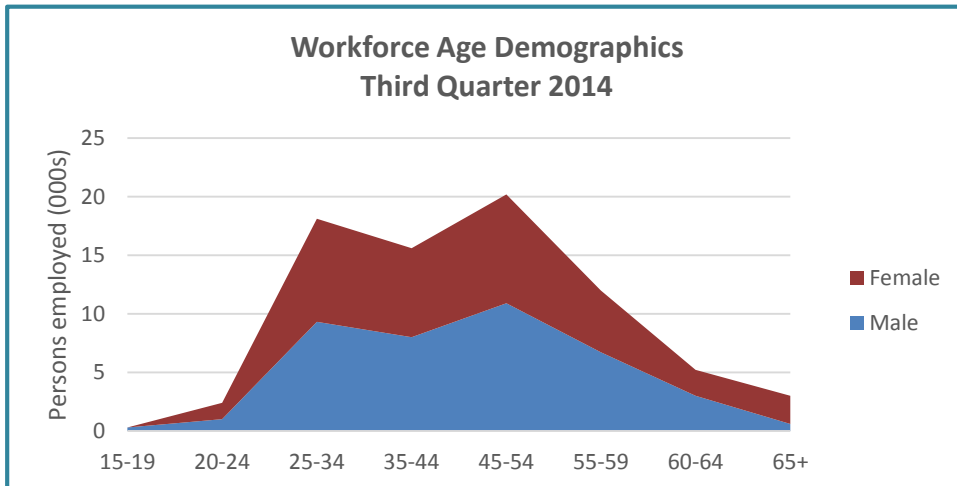
Public Administration and Safety

The Public Administration and Safety industry incorporates a range of occupations, covering policing and security, fire and emergency, intelligence and policy and planning roles. In the second quarter of 2014, the industry employed 76,800 workers, or 5.6% of the State's workforce, an increase over the previous quarter.

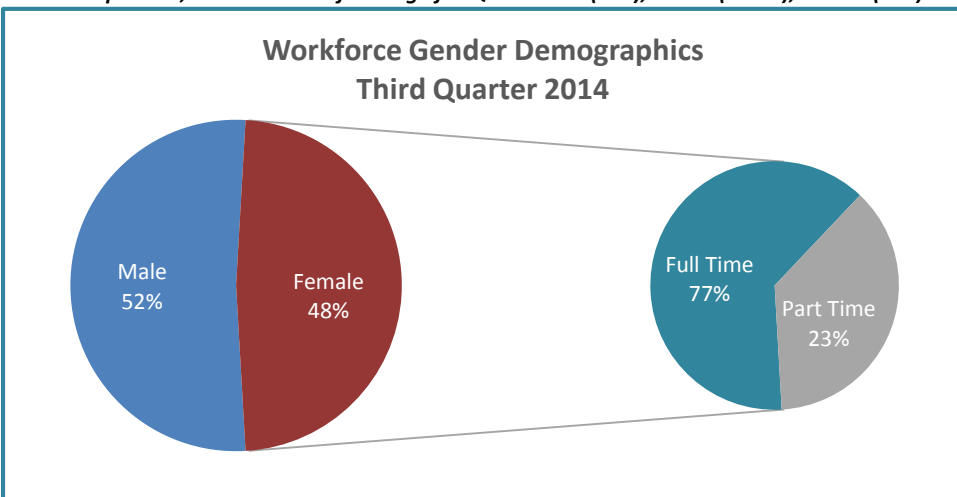
Workforce Demographics



For comparison, overall state workforce growth was: 2.39% (Annualised) ; 0.40% (Quarterly).



For comparison, the state workforce age for Q3 is 15.8% (<25), 45.8% (25-45), 38.4% (>45)



For comparison, the state workforce for Q3 was 55.8% male, 44.2% female

Total Workforce

- 0.16%

(Annualised)

+ 3.23%

(Quarterly)

85,500

76,800

August 2013

August 2014

Workforce Age

	Annualised	Quarterly
<25	-17.9%	-37.2%
25-45	-2.1%	+7.3%
>45	+4.3%	+4.4%

<25	5,500	2,700
25-45	36,700	33,700
>45	43,300	40,400
	Aug 2013	Aug 2014

Female Participation

+ 10.55%

(Annualised)

- 6.33%

(Quarterly)

38,300

37,000

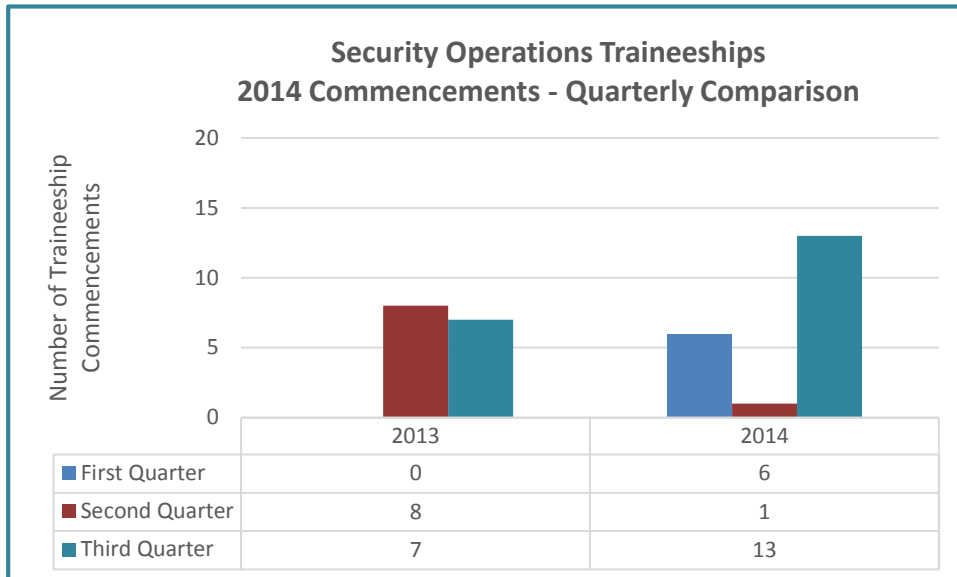
August 2013

August 2014

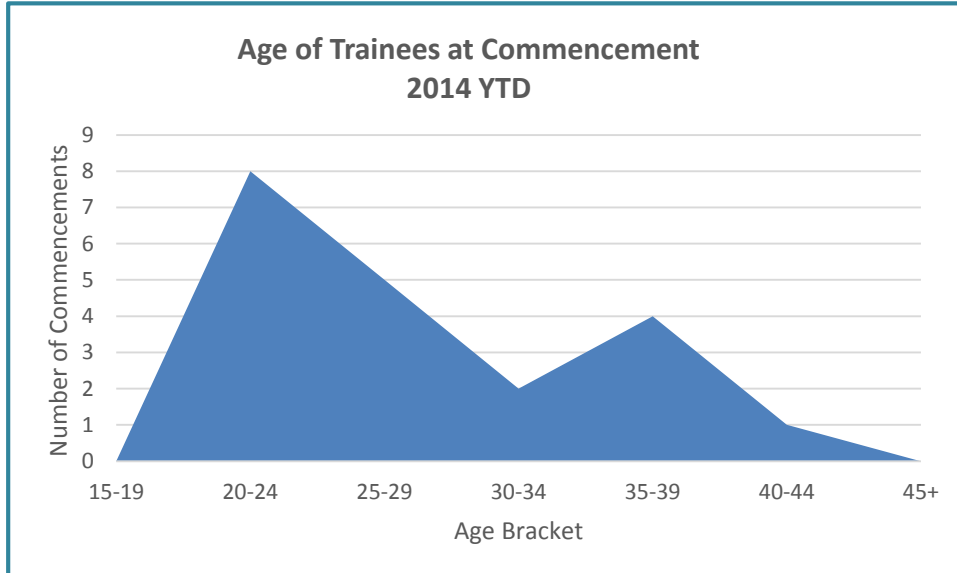
Traineeship Demographics⁸

The following data relates to the traineeship currently available to support the skilling and upskilling of the Security sector of the Public Administration and Safety industry. This is:

Certificate III in Security Operations



The third quarter of 2014 has seen an increase in traineeship commencements, likely due to staff turnover and subsequent recruiting activity..



Traineeship Commencements

+ 85.71%*

(Third Quarter Comparison)

+ 33.33%*

(YTD Comparison)

<u>29</u>	<u>20</u>
2013 Total	2014 YTD

Trainee Age

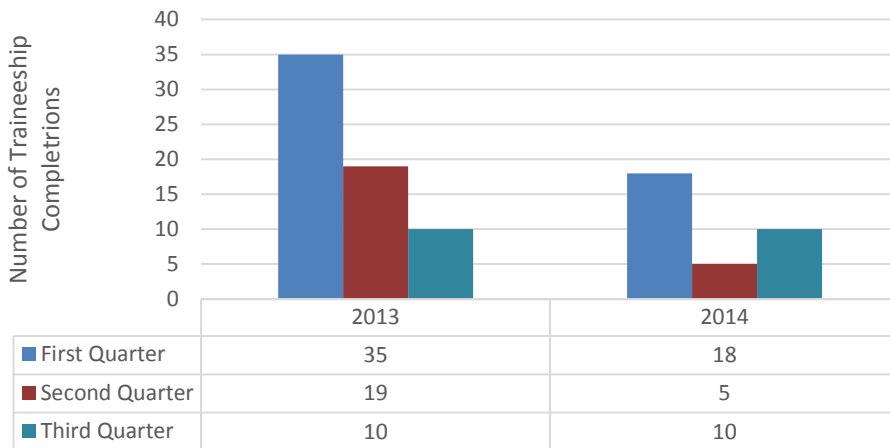
	Age Share (2013)	Age Share (2014 YTD)
<25	72.4%	40.0%
25-45	24.1%	60.0%
>45	3.5%	0.0%

<u>29</u>	<u>20</u>
2013 Total	2014 YTD

* These statistics serve as guidance only, given the extremely small numbers involved.

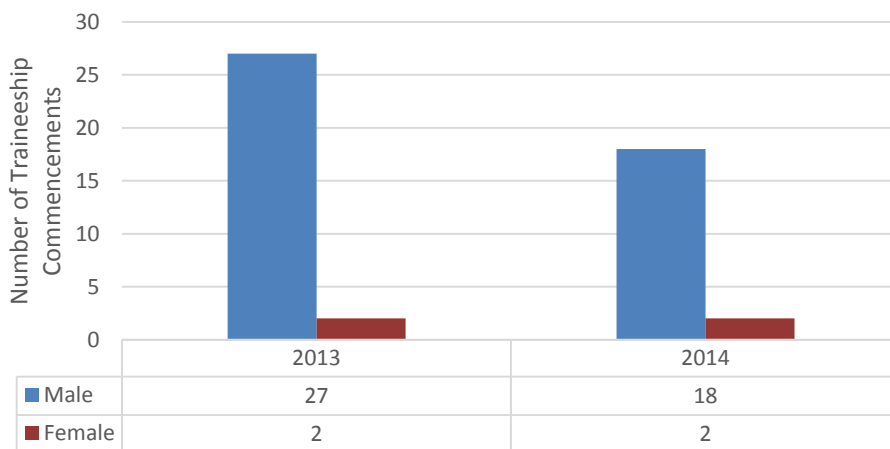
⁸ Training for occupations other than security are not included in this analysis as they fall outside the training packages in the FAPSTC portfolio.

Security Operations Traineeships 2014 Completions - Quarterly Comparison



Completion numbers for Q3 2014 match those of Q3, 2013, however completions for the YTD have been lower than 2013. This is particularly concerning given the limited uptake of traineeships in 2014.

Gender of Commencing Trainees 2014 YTD



* These statistics serve as guidance only, given the extremely small numbers involved.

Traineeship Completions

0.00%

(Third Quarter Comparison)

- 57.41%

(YTD Comparison)

76 **33**
2013 Total 2014 YTD

Female Trainees*

	Female (%) 2013	Female (%) 2014 YTD
Cert III	6.9%	10.0%

2 **2**
2013 Total 2014 YTD

Further Information

What we do

FAPSTC works to promote quality training to the portfolio of industries for which it is responsible.

In order to achieve this we develop and provide a range of publications for stakeholders/registered training organisations, including:

- Bi-monthly Newsletters
- Quarterly Industry Scans
- Annual Workforce Development Plans

In addition we host regular Network Meetings for our industries and the training providers delivering training relevant to them. Our staff also participate in a range of events, providing feedback and information on issues around training and workforce development.

Traineeships

Traineeships offer an employment-based program of training designed to skill an employee in a range of job-relevant skills while building their job and industry knowledge. Financial incentives are applicable in many cases for employers of trainees. Traineeships are available for entry level through to more senior roles, from Certificate II to Diploma level.

Should you have questions or concerns about training for your industry, or require information on training suitable for your workforce, please contact the Training Council at: info@fapstc.org.au or on (08) 9445 9000.

Careers

There are a diverse range of careers and training pathways in Business, Management, Real Estate and Property Services and Financial Services. For those working with job seekers or young people, our career quiz is the perfect tool for exploring career options in FAPSTC industries. Accessible via the FAPSTC website: www.fapstc.org.au If you would like further information on careers please contact the Training Council at: info@fapstc.org.au or on (08) 9445 9000.

Find the career that suits YOU!

Use our self assessment system

- Tell us how you see yourself
- 100's of job options across a range of industries
- Let us point you in the right direction

→ Let's get started

