



FINANCIAL, ADMINISTRATIVE &
PROFESSIONAL SERVICES TRAINING COUNCIL

INDUSTRY SCAN

FOURTH QUARTER 2014

RELEASED
MARCH 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 but the latest data (Sept 2014) shows the Western Australian population still growing strongly, at a rate of 2.1% over the previous year, again leading the country and exceeding the National growth rate of 1.5%.²

Following sluggish workforce growth in the third quarter (+0.4%), the fourth quarter of 2014 saw Western Australia's workforce grow to 1,390,100 individuals, an increase of almost 21,000 over the previous quarter. This represents a workforce growth rate of 1.53%. In the same period the growth rate of the combined workforces for which FAPSTC has coverage³ declined sharply, with a combined loss of 16,950 workers, a reduction of 9.00% over the previous quarter. This workforce currently numbers 171,400 workers, or 12.3% of the State's workforce⁴. All FAPSTC workforces, with the exception of the Civic, Professional and Other Interest Groups group within the Other Services industry declined in the fourth quarter of 2014.

Despite declines in the fourth quarter of 2014, the combined FAPSTC workforces averaged over 12,000 additional workers in 2014, compared to 2013. This is an increase of 7.14%.

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 fourth quarter of 2014 were down -12.75% over the third quarter of 2014, and -5.29% compared to the fourth quarter of 2013. However, the total number of commencements for 2014 was +3.23% higher than 2013. This was driven by increases in Administration and Support Services and Professional Services traineeships. All other industries have experienced declines in commencements. The Civic, Professional and Other Interest Groups group within the Other Services industry, for which FAPSTC has coverage has no associated training, with the Unionism qualifications being deleted by IBSA due to poor uptake (there has been no uptake in WA for several years).

Employment

According to the most recent SEEK Employment Index Data⁵, new job advertisements in Western Australia, for the quarter up to and including November 2014 were modestly (+2.66%) increased over the previous quarter.

A comparison of nationwide 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 declined⁶.

¹ ABS Catalogue 3101.0 – Australian Demographic Statistics, Dec 2013

² ABS Catalogue 3101.0 – Australian Demographic Statistics, Sept 2014

³ Data is available to the 3 digit (group level). Within the Public Administration and Safety Industry, FAPSTC shares coverage of one group, and the numbers here include the portion of this group outside FAPSTC's coverage.

⁴ ABS Catalogue 6291.0.55.003 – Labour Force, Australia, Detailed, Quarterly, August 2014

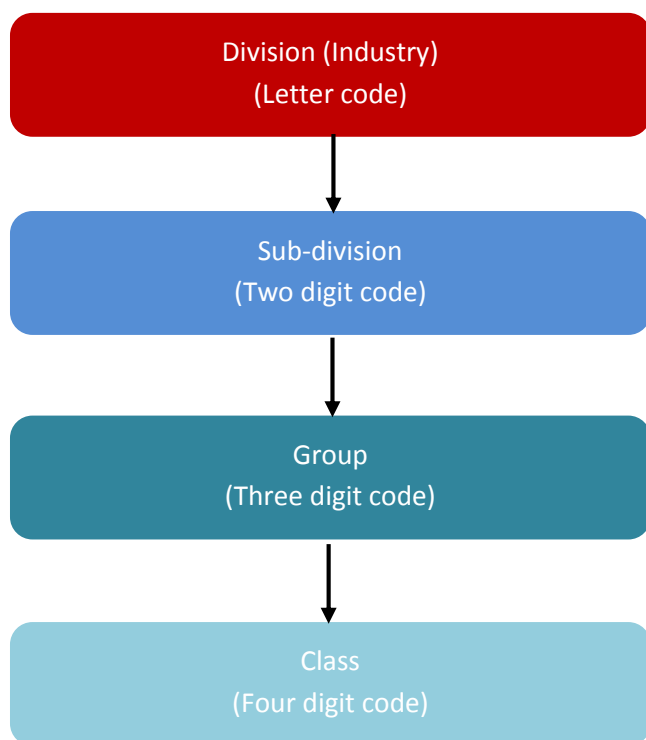
⁵ Accessible at www.seek.com.au/investor/employment-index. Analysis based on seasonally adjusted new job advertisements, from the February 2015 data.

⁶ Seek Employment Index Report, November 2014, Change in labour demand across Australia.

Understanding Workforce Data

Data presented in this Scan are grouped by Industry, according to the Australian and New Zealand Standard Industrial Classification or ANZSIC. Of the industries included in this Scan, FAPSTC has full coverage of the Financial Services, Administrative and Support Services and Real Estate Services industries, and partial coverage of the remainder.

Under ANZSIC coding, each industry can be divided as shown in the figure below. The ABS data used to create this Scan is available to Group level, and data is presented at either Subdivision, Group or a combination of both, to best highlight the sectors of each industry for which FAPSTC has coverage. In some instances, such as in the Public Administration and Safety industry, FAPSTC coverage is at the Class level, and is therefore not able to be disaggregated. In this case, Group level data is used.



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.

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 fourth quarter of 2014.

Released March 2014

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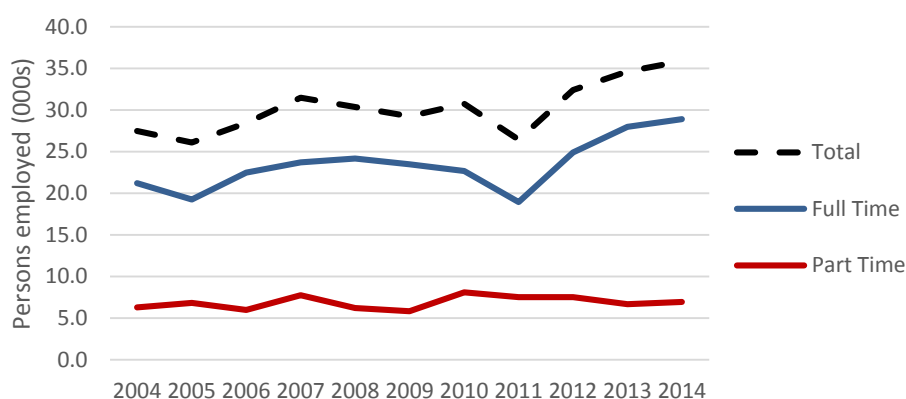
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Finance and Insurance Services

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 fourth quarter of 2014, this industry employed 31,700 individuals, or 2.3% of the State's workforce, a decrease of 4,800 workers compared to the previous quarter. This was not reflective of overall growth of the workforce over 2014, which employed an average of 1,300 more individuals in 2014, compared to 2013.

Workforce Demographics

WA Employment Levels
(Annualised)



Total Workforce

+ 3.54%

(Annualised)

- 13.15%

(Quarterly)

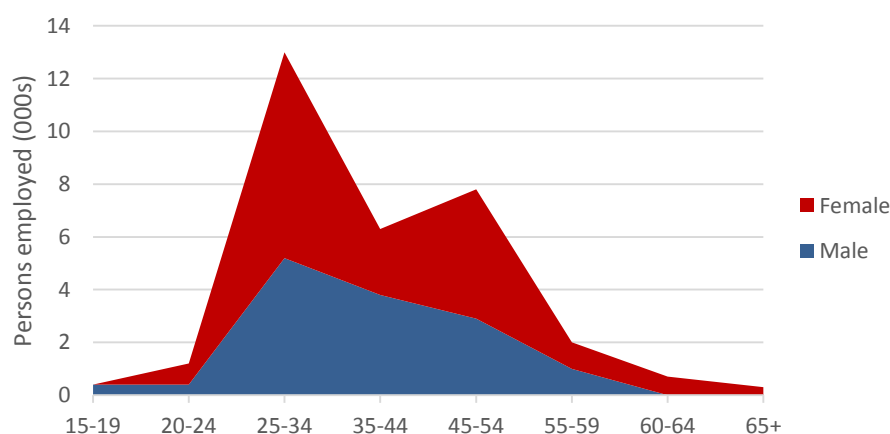
36,200

Nov 2013

31,700

Nov 2014

Total Workforce Age Demographics
Fourth Quarter 2014



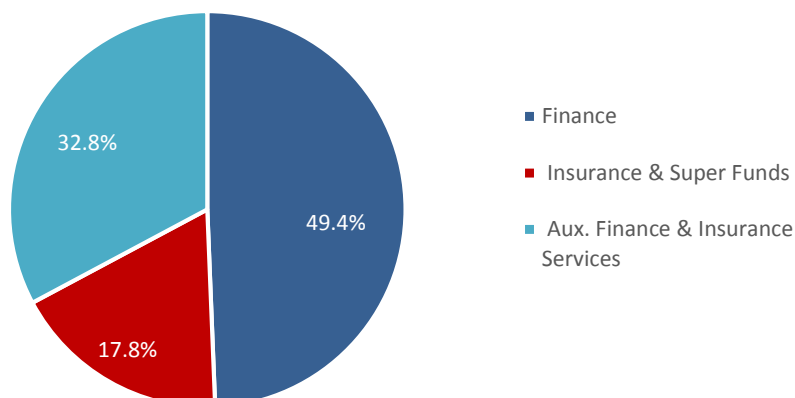
Workforce Age

	Annualised	Quarterly
<25	-27.3%	-40.7%
25-44	+0.5%	-0.5%
>45	+17.2%	-25.0%

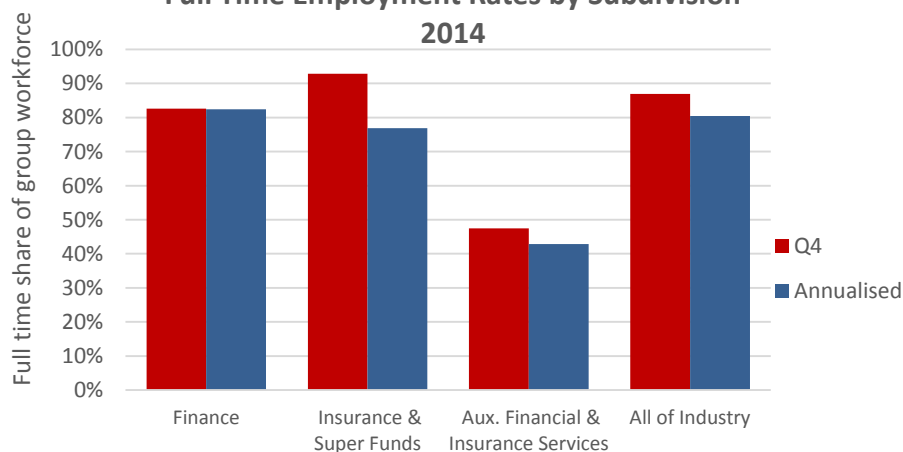
<25	1,800	1,600
25-45	20,600	66,600
>45	13,800	43,200
	Nov 2013	Nov 2014

Workforce Demographics

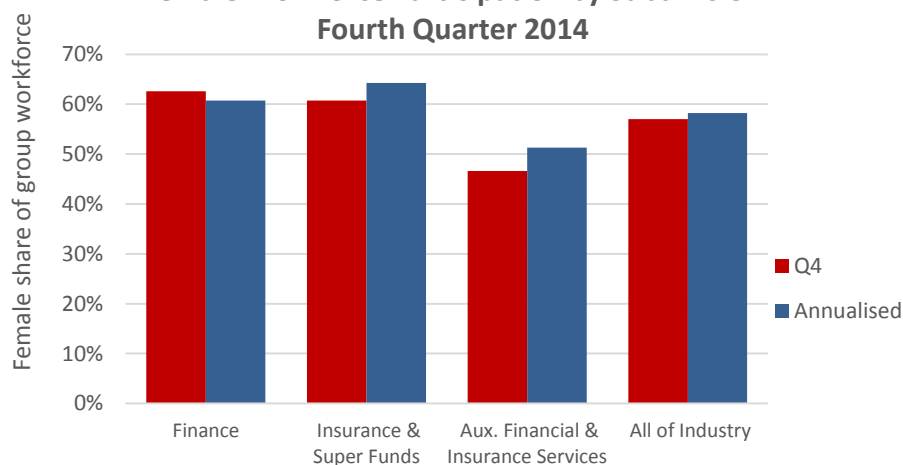
Share of Industry Workforce by ANZSIC Sub-Division
(WA) Fourth Quarter 2014



Full Time Employment Rates by Subdivision
2014



Female Workforce Participation by Subdivision
Fourth Quarter 2014



Subdivision Workforces

	Annualised	Quarterly
Finance	-4.7%	-18.8%
Ins/Sup	+6.9%	+3.7%
Aux.	+15.1%	-16.9%

Fin.	20,500	15,500
Ins/Su	5,500	5,600
Aux.	10,100	10,300
	Nov 2013	Nov 2014

Full Time Employment

	Annualised	Quarterly
Finance	-5.0%	-22.4%
Ins/Sup	+8.1%	+4.0%
Aux.	+14.0%	-9.4%
All	-5.5%	-9.0%

Fin.	17,100	12,800
Ins/Su	3,400	5,200
Aux.	8,400	9,300
	Nov 2013	Nov 2014

Female Employment

	Annualised	Quarterly
Finance	+4.9%	-3.0%
Ins/Sup	+30.9%	-5.6%
Aux.	+30.7%	-22.6%
All	+16.8%	-9.6%

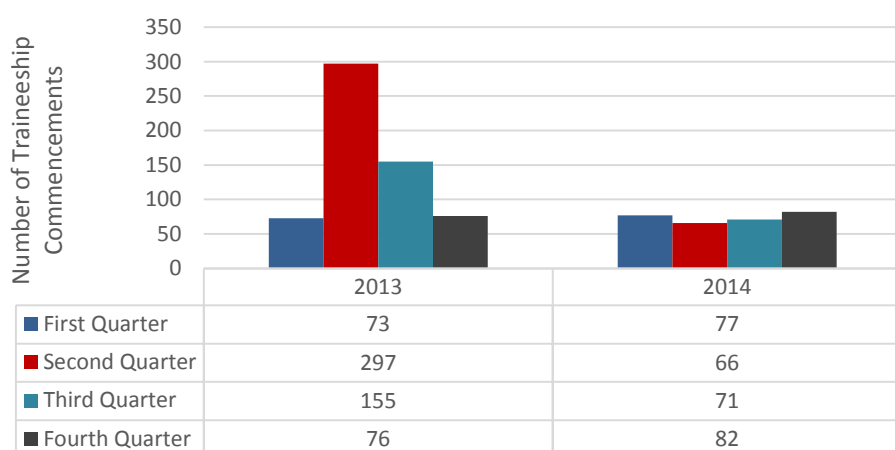
Fin.	13,300	9,700
Ins/Su	3,500	3,400
Aux.	4,500	4,800
	Nov 2013	Nov 2014

Traineeship Demographics

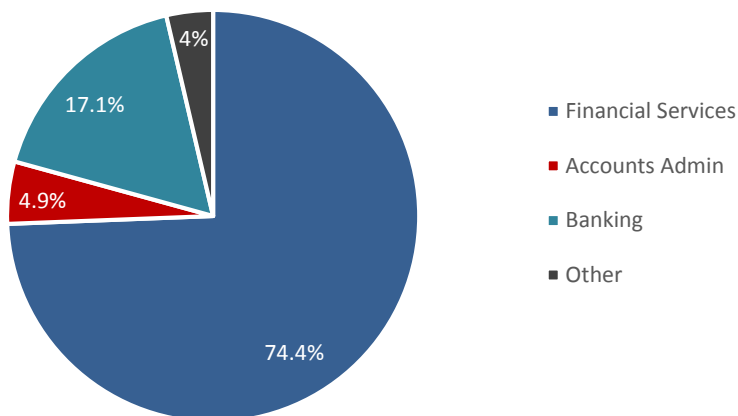
The following data relates to traineeships currently available to support the skilling and upskilling of the Finance and Insurance Services workforce. They include:

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

**Finance Traineeship - 2014 Commencements
Quarterly Comparison**



**Finance Traineeships - 2014 Commencements
by Qualification Area**



Traineeship Commencements

- 50.75%

(Annualised)

+ 7.89%

(Fourth Quarter Comparison)

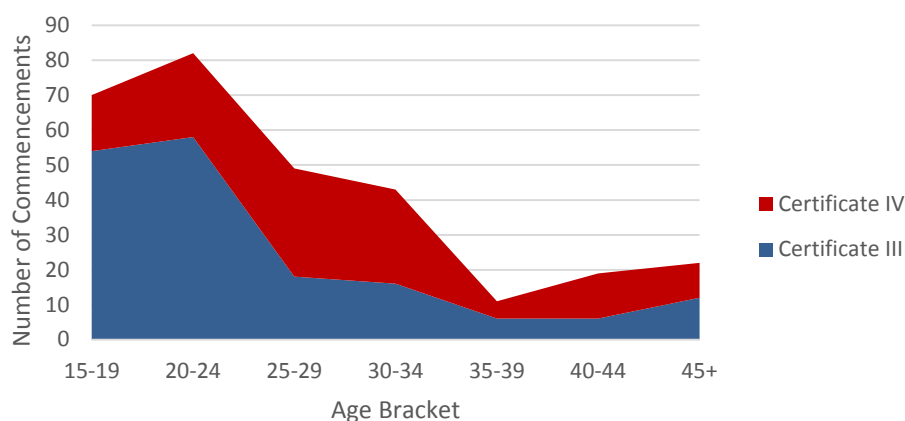
<u>601</u>	<u>296</u>
2013	2014

Top Traineeship Areas 2014

	2013	2014	Change
Financial Services	329	187	-43.2%
Accounts Admin	21	20	-4.76%
Banking	195	77	-60.5%
Other	56	10	-82.1%

<u>601</u>	<u>296</u>
2013	2014

Age of Trainees at Commencement 2014



Trainee Age

	Age Share (2013)	Age Share (2014)
<25	37.7%	51.4%
25-45	47.2%	41.2%
>45	15.2%	7.4%

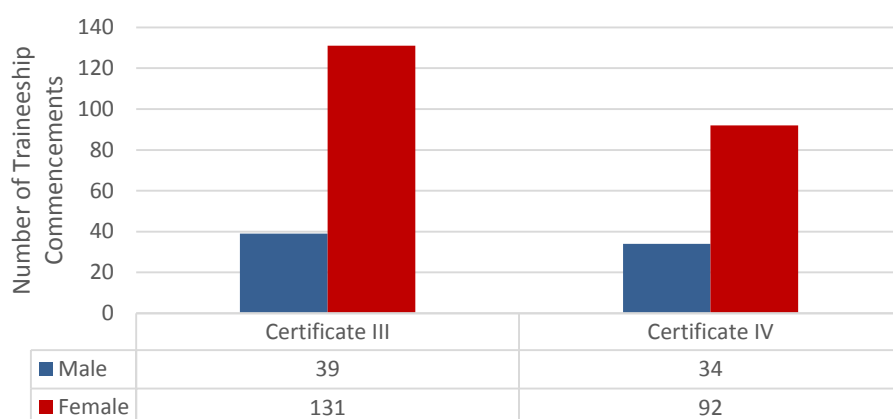
601

2013

296

2014

Gender of Commencing Trainees 2014



Female Trainees

	2013	2014
Cert III	80.4%	77.1%
Cert IV	68.7%	73.0%
Total	73.0%	75.3%

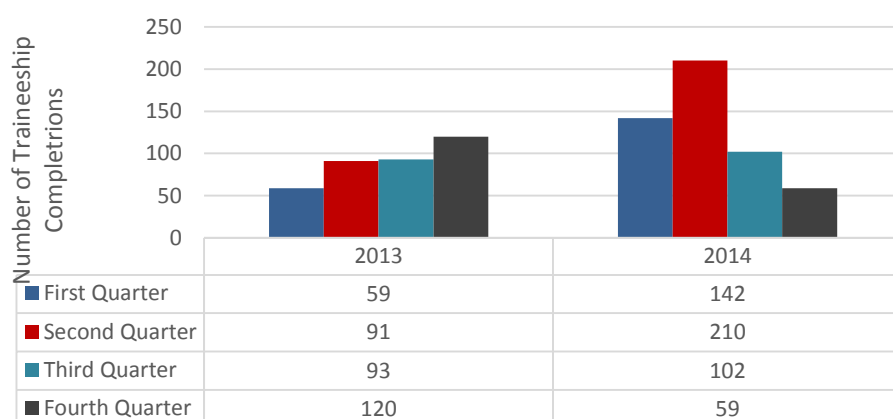
439

2013

223

2014

Finance Traineeships - 2014 Completions Quarterly Comparison



Traineeship Completions

+ 41.32%

(Annualised)

- 50.83%

(Fourth Quarter Comparison)

4087

2013

3233

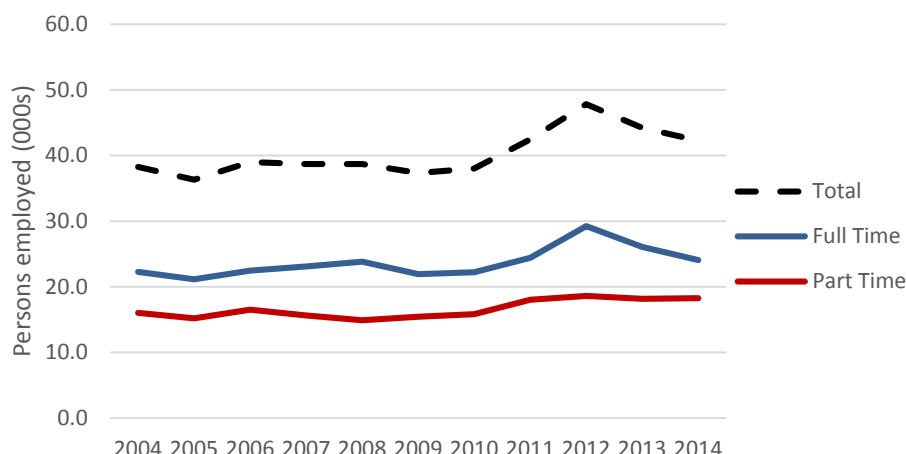
2014

Administration & Support Services⁷

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 fourth quarter of 2014, the industry employed 43,500 individuals, or 3.1% of the State's workforce. This represents a 0.2% growth over the third quarter, however, overall workforce numbers have declined over 2014, with the industry employing an average of 1,900 less individuals compared to 2013.

Workforce Demographics

WA Employment Levels
(Annualised)



Total Workforce

- 4.37%

(Annualised)

- 2.79%

(Quarterly)

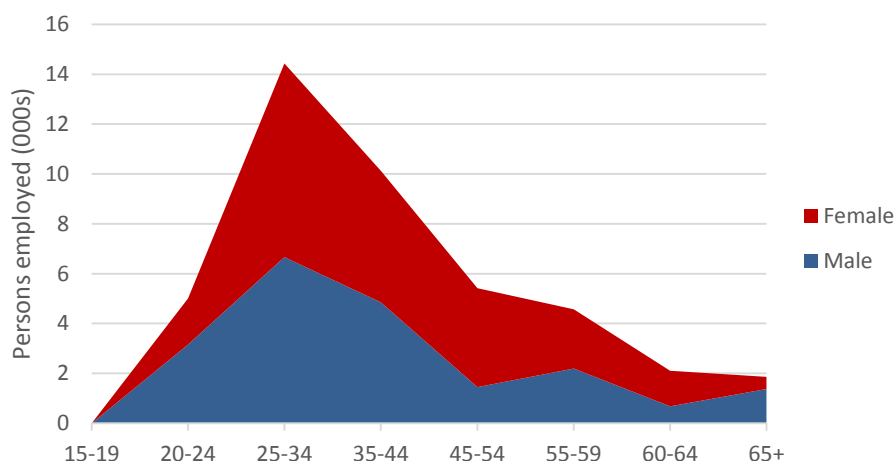
41,700

Nov 2013

43,500

Nov 2014

Total Workforce Age Demographics
Fourth Quarter 2014



Workforce Age

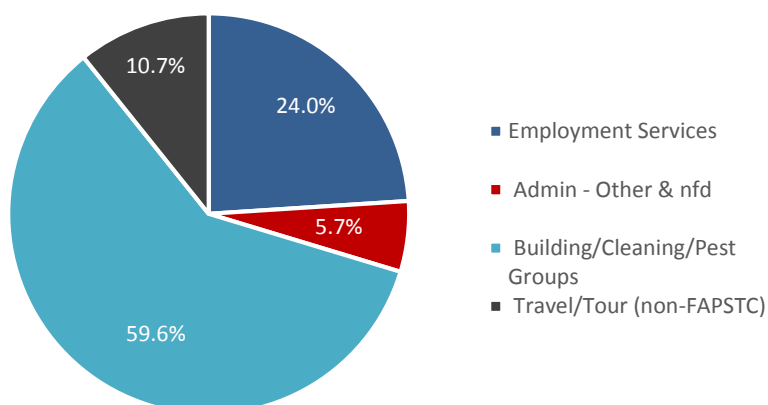
	Annualised	Quarterly
<25	+11.4%	-4.9%
25-44	-1.8%	+9.2%
>45	-12.0%	-10.7%

<25	4,100	5,000
25-45	23,800	24,600
>45	13,700	13,900
	Nov 2013	Nov 2014

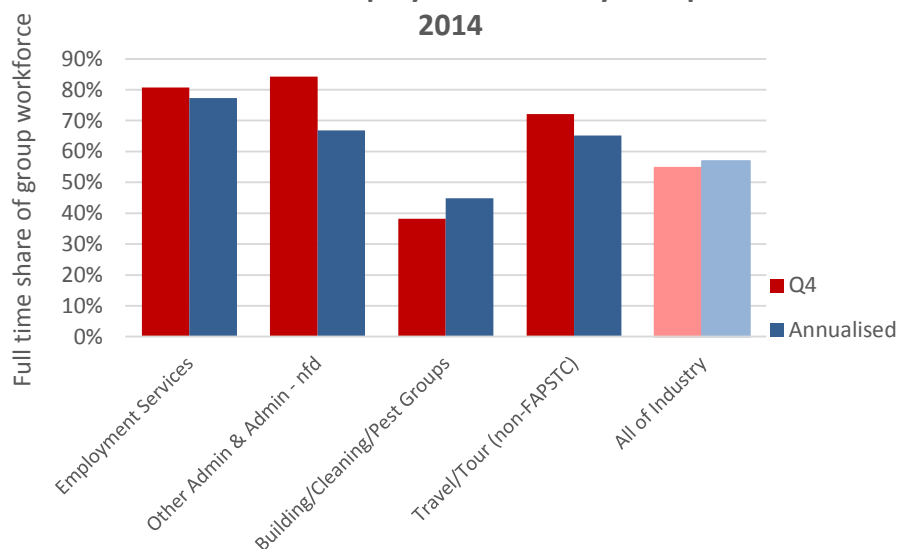
⁷ Occupations in gardening, packing, events and tourism are also located within this industry, but have not been included in training analysis as they fall outside the FAPSTC training and/or industry portfolio.

Workforce Demographics

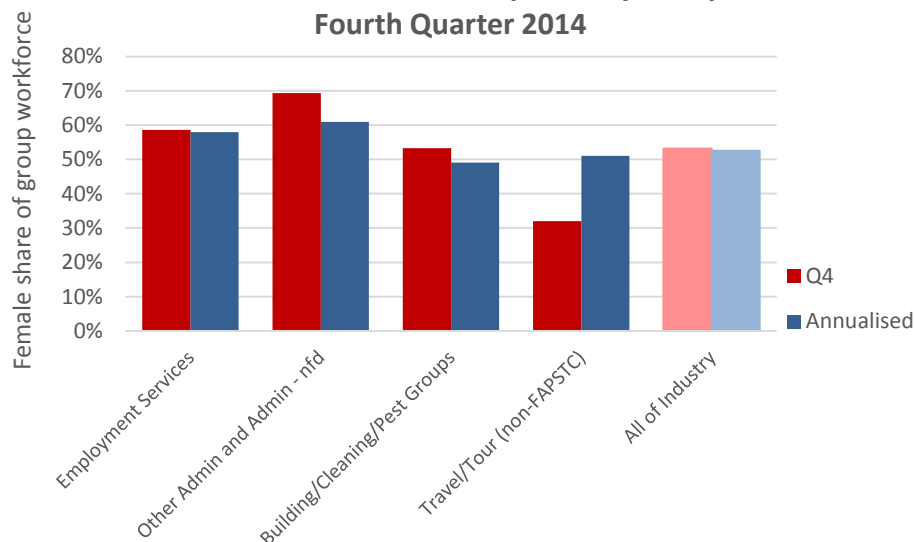
**Group Share of Industry Workforce (WA)
Fourth Quarter 2014**



**Full Time Employment Rates by Group
2014**



**Female Workforce Participation by Group
Fourth Quarter 2014**



Group/Subdivision Workforces

	Annualis'd	Quarterly
Employ	-13.2%	-5.3%
Admin	-3.1%	-59.2%
Bld etc	-4.3%	+29.8%
Travel	-4.4%	+1.6%

Emp.	11,000	10,400
Admin	6,100	2,500
Bldg	20,000	26,000
Travel	4,600	4,700
	Nov 2013	Nov 2014

Full Time Employment

	Annualis'd	Quarterly
Employ	-11.0%	+5.9%
Admin	-1.0%	-52.5%
Bld etc	-10.8%	+29.8%
Travel	-21.1%	+12.3%

Emp.	8,000	8,400
Admin	4,400	2,100
Bldg	9,600	9,900
Travel	4,300	3,400
	Nov 2013	Nov 2014

Female Employment

	Annualis'd	Quarterly
Employ	-7.8%	+43.5%
Admin	+2.6%	-31.0%
Bld etc	-8.0%	+38.6%
Travel	-21.4%	-61.6%

Emp.	6,500	6,000
Admin	2,600	2,700
Bldg	12,600	11,600
Travel	2,500	2,000
	Nov 2013	Nov 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

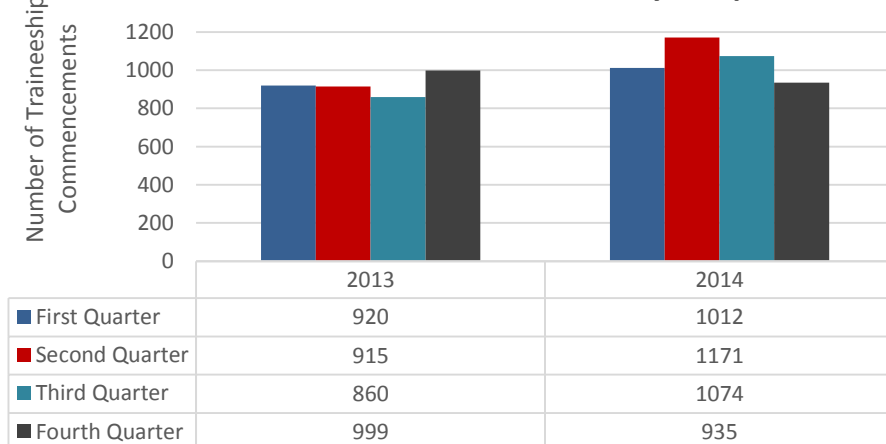
Frontline Management

Certificate IV in Frontline Management

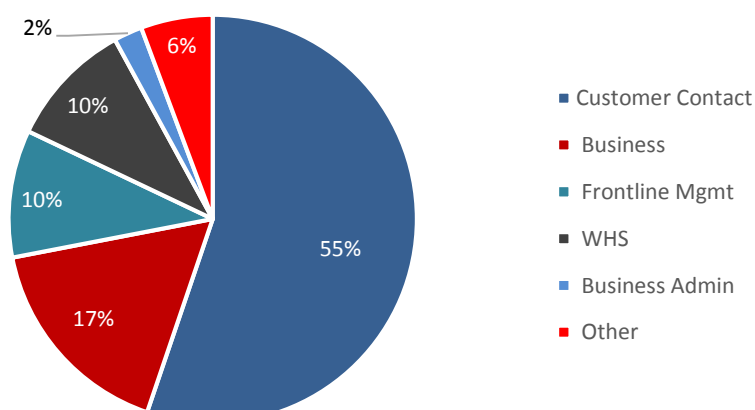
Other

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

Administration and Support Services Traineeships
2014 Commencements - Quarterly Comparison



Administration and Support Services Traineeships
2014 Commencements by Qualification Area



Traineeship Commencements

+ 13.48%

(Annualised)

- 6.41%

(Fourth Quarter Comparison)

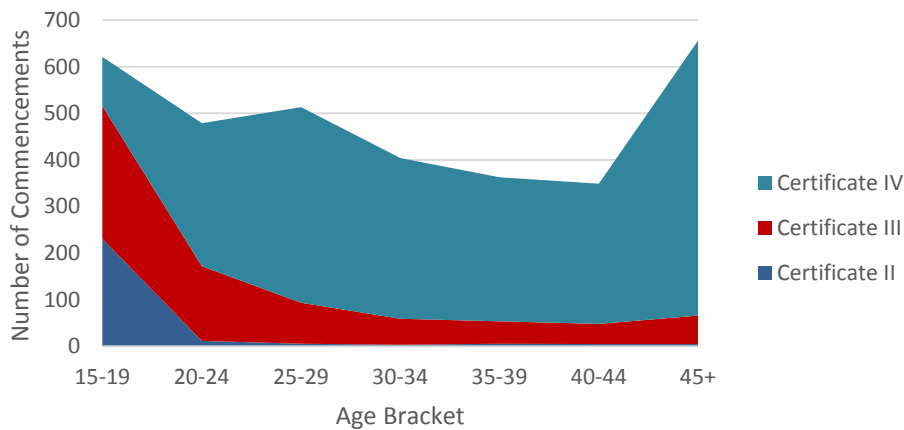
3694	4192
2013	2014

Top 5 Traineeship Areas 2014

	2013	2014	Change
Cust. Cont.	838	1794	+114%
Bus.	971	897	-7.6%
FLM	623	615	-1.3%
O/WHS	592	364	-38.5%
Book'g	111	131	+18.0%

3694	4192
2013	2014

Age of Trainees at Commencement 2014



Trainee Age

	Age Share (2013)	Age Share (2014)
<25	33.2%	32.5%
25-45	46.7%	48.1%
>45	20.1%	19.4%

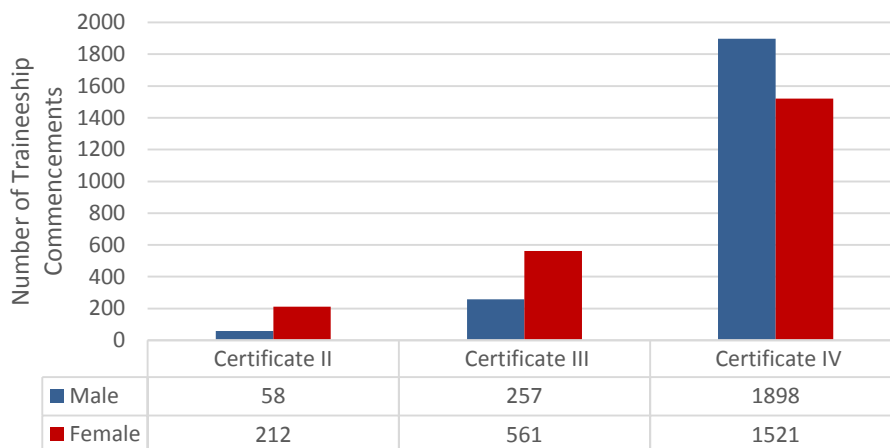
3694

2013

4192

2014

Gender of Commencing Trainees 2014



Female Trainees

	2013	2014
Cert II	76.3%	78.5%
Cert III	74.9%	68.6%
Cert IV	51.1%	49.0%
Total	58.4%	54.7%

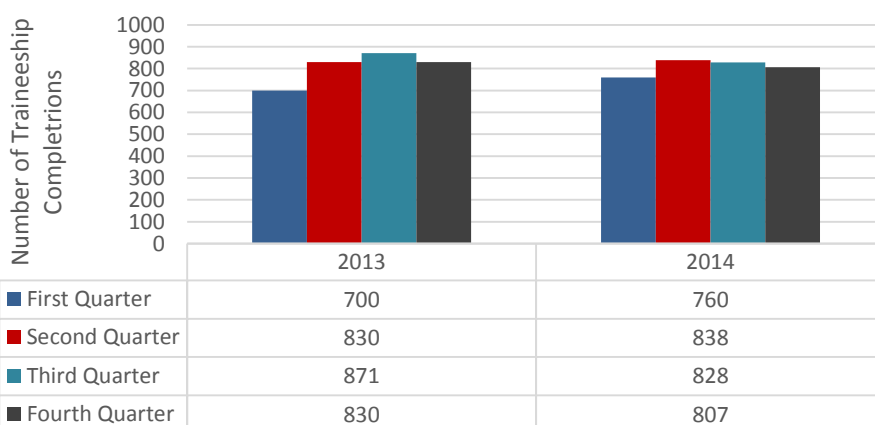
2157

2013

2294

2014

Administration and Support Services Traineeships 2014 Completions - Quarterly Comparison



Traineeship Completions

- 20.90%

(Annualised)

- 2.77%

(Fourth Quarter Comparison)

4087

2013

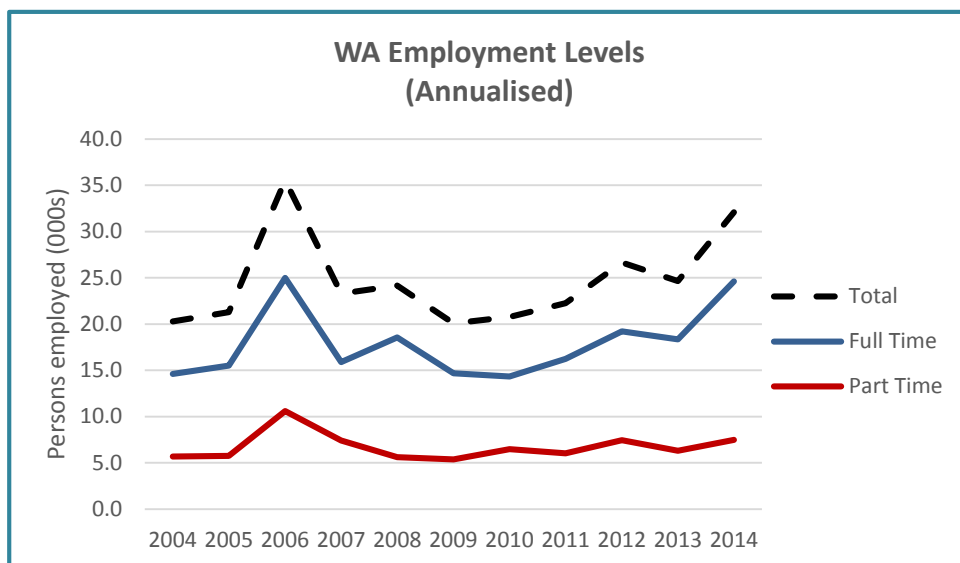
3233

2014

Rental, Hiring and Real Estate⁸

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 exceptionally strong rate of workforce growth over 2014, however this was not sustained in the fourth quarter as the workforce contracted to 28,300 workers, or 2.0% of the State's workforce. This is a decline of 6,500 workers over the previous quarter, or -18.7%. Despite this, the workforce has grown over 2014, to average 7,400 additional workers compared to 2013.

Workforce Demographics



Total Workforce

+ 30.15%

(Annualised)

- 18.60%

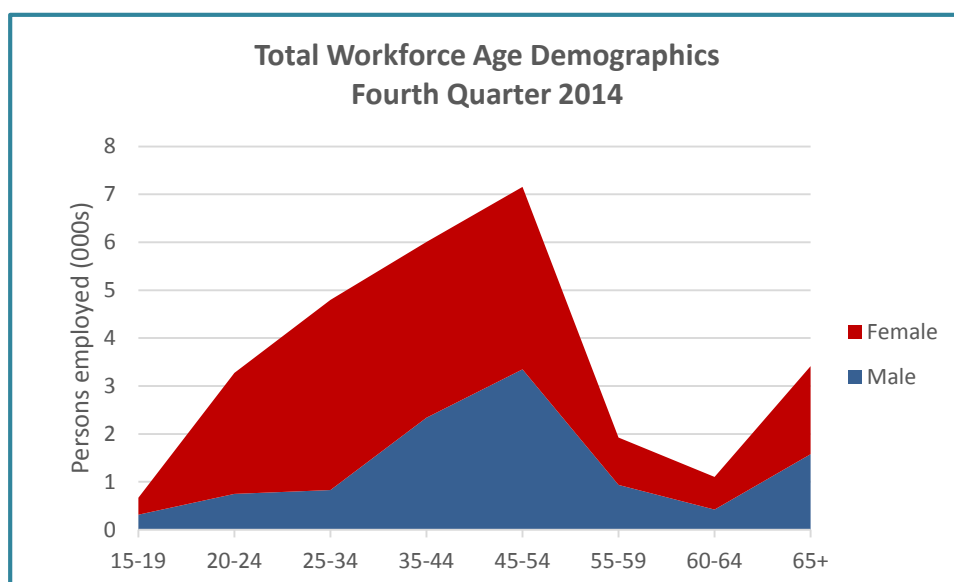
(Quarterly)

27,000

Nov 2013

28,300

Nov 2014



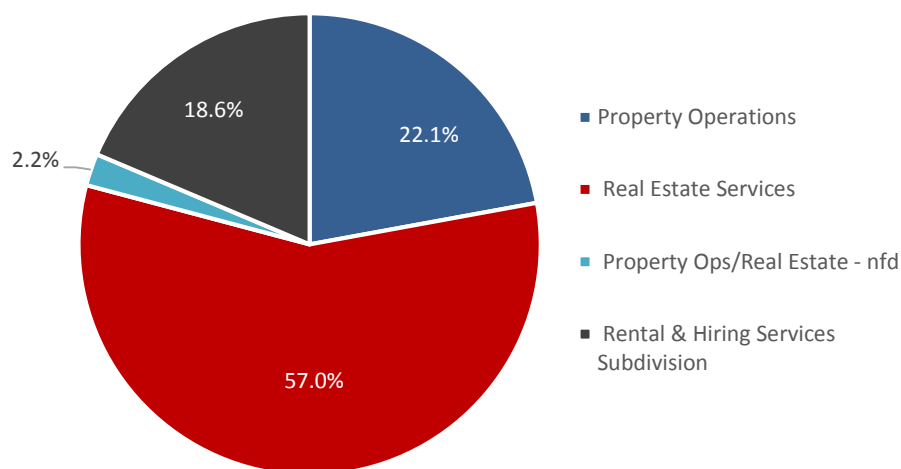
Workforce Age

	Annualised	Quarterly
<25	+96.4%	-54.3%
25-44	+11.1%	-16.1%
>45	+33.2%	+2.1%

<25	4,100	5,000
25-45	23,800	24,600
>45	13,700	13,900
	Nov 2013	Nov 2014

⁸ Workers in rental and hiring of goods and services are also located within this industry however there is no specific training in this field.

Group Share of Industry Workforce (WA) Fourth Quarter 2014

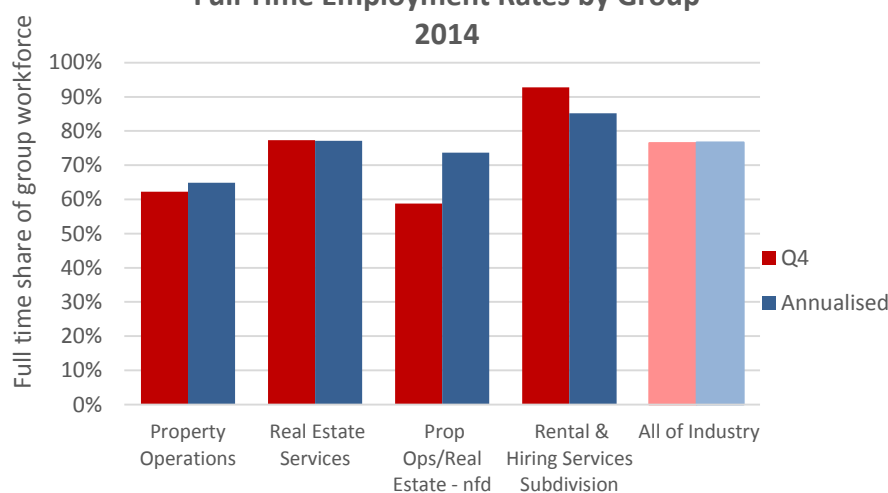


Group/Subdivision Workforces

	Annualis'd	Quarterly
Prop Ops	+14.3%	+60.6%
R/Estate	+51.3%	+2.4%
Rental & Hiring	+0.1%	-28.0%

Prop	3,900	6,300
R/Est	15,800	16,200
NFD	0	600
Rental	7,300	5,300
	Nov 2013	Nov 2014

Full Time Employment Rates by Group 2014

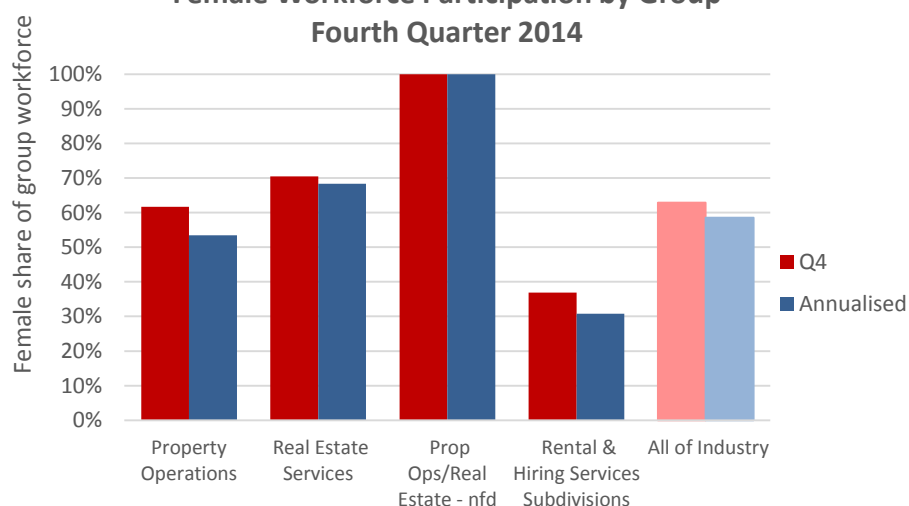


Full Time Workforce

	Annualis'd	Quarterly
Prop Ops	+9.3%	+83.6%
R/Estate	+52.6%	+17.7%
Rental & Hiring	+10.3%	-10.2%

Prop	2,100	3,900
R/Est	10,600	12,500
NFD	0	400
Rental	5,500	4,900
	Nov 2013	Nov 2014

Female Workforce Participation by Group Fourth Quarter 2014



Female Workforce

	Annualis'd	Quarterly
Prop Ops	+18.3%	+169%
R/Estate	+74.9%	+3.7%
Rental & Hiring	-23.4%	-35.9%

Prop	1,400	3,900
R/Est	11,000	11,400
NFD	0	600
Rental	3,000	2,000
	Nov 2013	Nov 2014

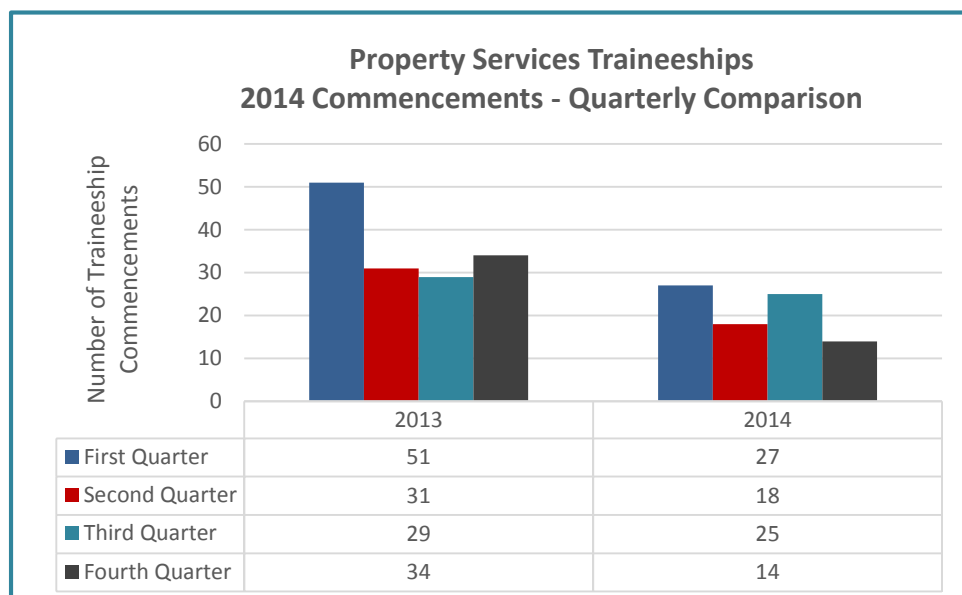
Traineeship Demographics⁹

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

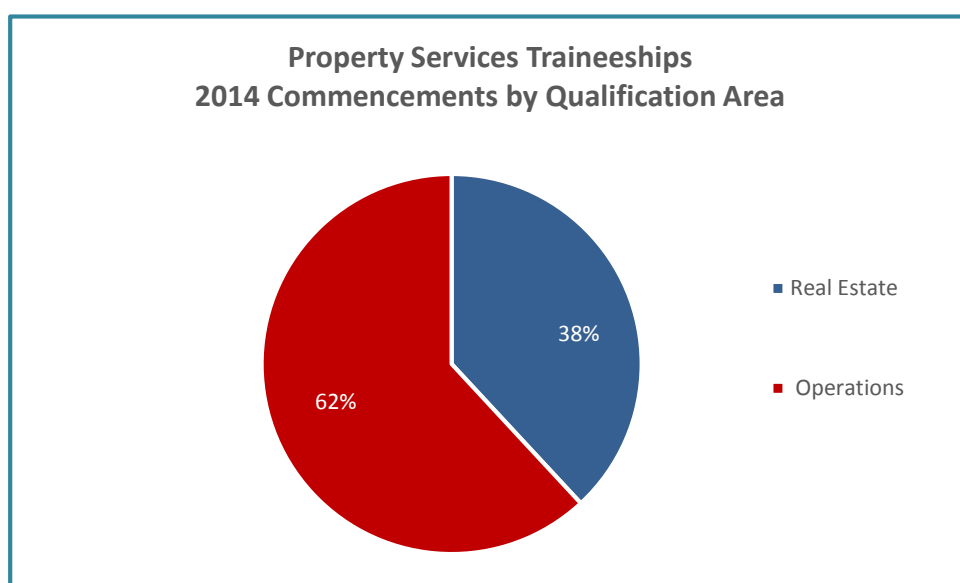
- 42.07%

(Annualised)

- 58.82%

(Fourth Quarter Comparison)

<u>145</u>	<u>84</u>
2013	2014



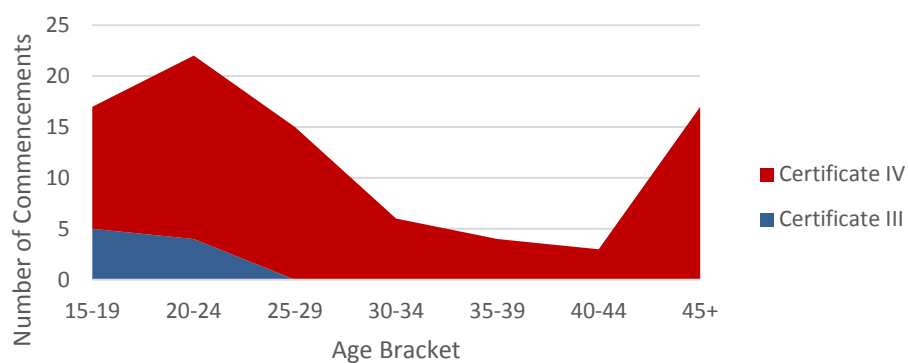
Top Traineeship Areas 2014

	2013	2014	Change
R/Est	47	32	-31.9%
Prop Ops	98	52	-46.9%

<u>145</u>	<u>84</u>
2013	2014

⁹ 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

Age of Trainees at Commencement 2014



Trainee Age

	Age Share (2013)	Age Share (2014)
<25	44.5%	46.4%
25-45	34.9%	33.3%
>45	20.5%	20.2%

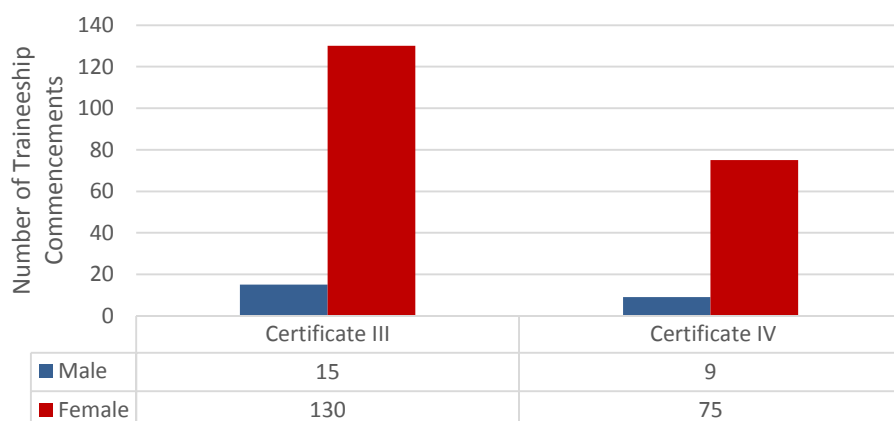
145

2013

84

2014

Gender of Commencing Trainees 2014



Female Trainees

	Female (%) 2013	Female (%) 2014 YTD
Cert III	100%	100%
Cert IV	88.8%	88.0%
Total	89.7%	89.3%

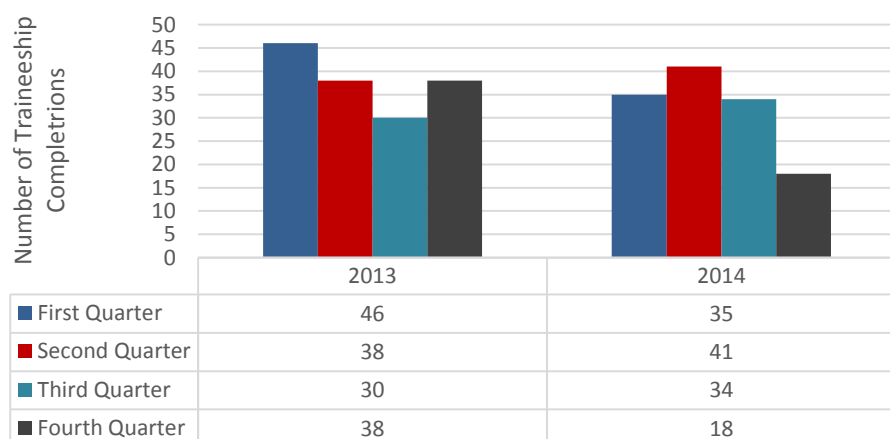
145

2013

84

2014

Property Services Traineeships 2014 Completions - Quarterly Comparison



Traineeship Completions

-15.79%

(Annualised)

- 52.63%

(Fourth Quarter Comparison)

145

2013

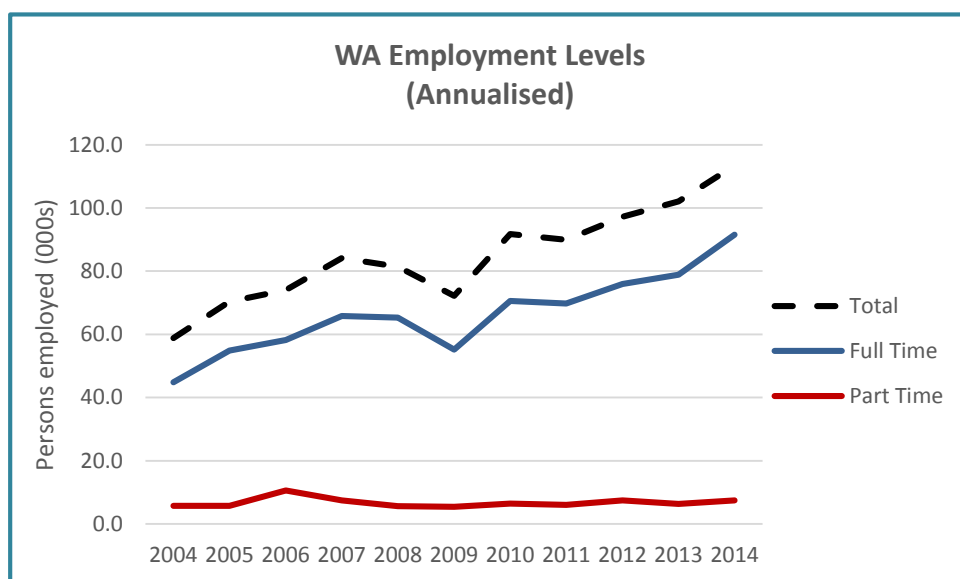
84

2014

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. It also includes occupations outside the FAPSTC portfolio, such as engineering. In the fourth quarter of 2014, the industry employed 112,200 individuals, or 8.1% of the State's workforce, a decline over the previous quarter of 10,800 workers. The largest losses were seen in the Architectural, Engineering and Technical Services Group, and this is likely attributable to the slow down in the resource sector. Despite this, the industry has experienced strong growth over 2014, employing an average of 11,500 more individuals compared to 2013.

Workforce Demographics



Total Workforce

+ 11.07%

(Annualised)

- 8.79%

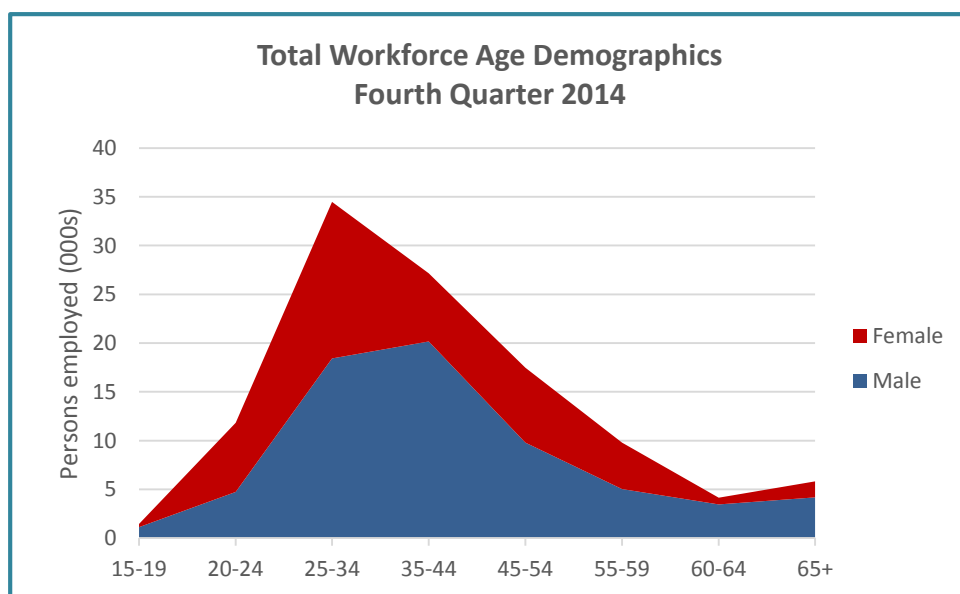
(Quarterly)

96,800

Nov 2013

112,200

Nov 2014



Workforce Age

	Annualised	Quarterly
<25	+5.8%	+0.1%
25-45	+9.1%	-7.2%
>45	+16.0%	-14.0%

<25 9,700 13,300

25-45 52,800 61,600

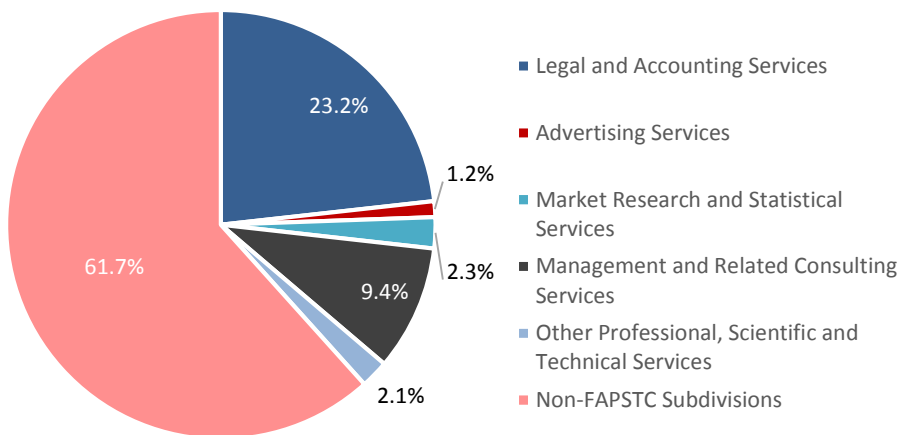
>45 34,300 37,200

Nov 2013

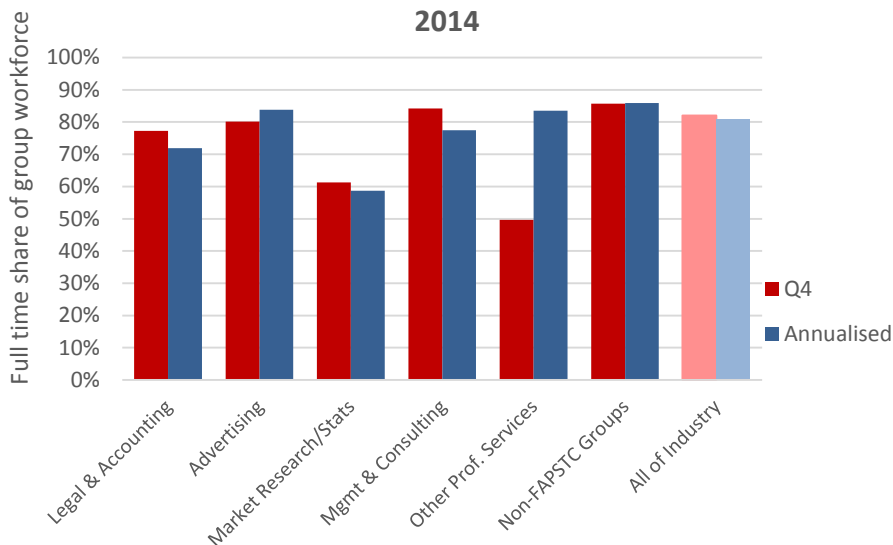
Nov 2014

Workforce Demographics

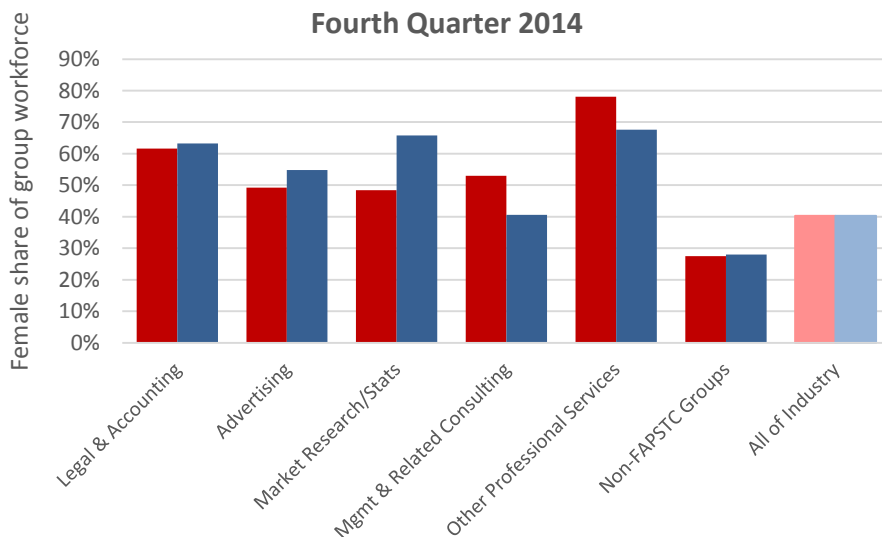
**Group Share of Industry Workforce (WA)
Fourth Quarter 2014**



**Full Time Employment Rates by Group
2014**



**Female Workforce Participation by Group
Fourth Quarter 2014**



Group/Subdivision Workforces

	Annual'd	Quarterly
Legal & Acc	+33.0%	32.2%
Advert	-42.6%	-21.0%
MR & Stats	+92.9%	+170%
Mgmt & Consult	+6.7%	-14.9%
Other Prof	+64.5%	+39.9%

Leg/Acc	21,900	29,000
Advert	2,200	1,700
MR/Stat	1,300	3,600
Mgmt	12,200	10,400
Other Prof	1,000	1,400
	Nov 2013	Nov 2014

Full Time Workforce

	Annual'd	Quarterly
Legal & Acc	+42.2%	+46.9%
Advert	-34.8%	+22.7%
MR & Stats	+76.0%	+115%
Mgmt & Consult	+12.9%	+6.6%
Other Prof	+157%	+6.2%

Leg/Acc	15,200	22,400
Advert	1,100	1,400
MR/Stat	1,000	2,200
Mgmt	8,200	8,800
Other Prof	600	700
	Nov 2013	Nov 2014

Female Workforce

	Annual'd	Quarterly
Legal & Acc	+32.7%	+29.2%
Advert	-32.7%	-19.5%
MR & Stats	+135%	+161%
Mgmt & Consult	+3.7%	+4.1%
Other Prof	+74.0%	+66.5%

Leg/Acc	15,200	22,400
Advert	1,100	1,400
MR/Stat	1,000	2,200
Mgmt	8,200	8,800
Other Prof	600	700
	Nov 2013	Nov 2014

Traineeship Demographics¹⁰

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

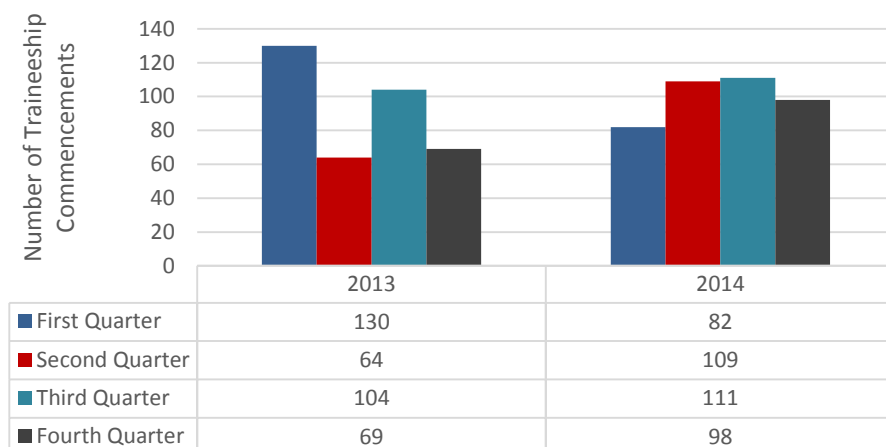
Diploma of Management

Surveying and Spatial Services

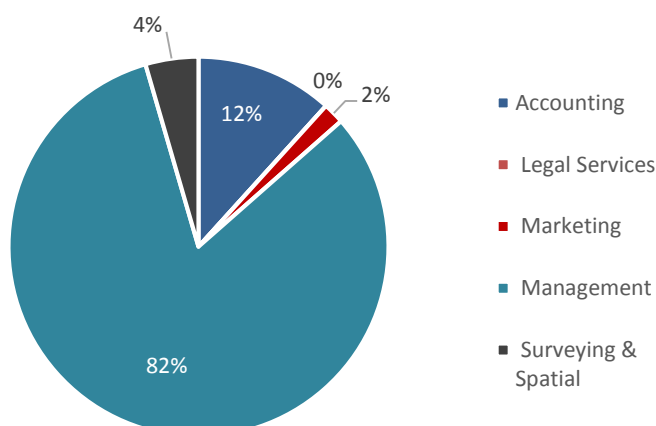
Certificate IV, Diploma in Surveying

Diploma of Spatial Information Services

**Professional Services Traineeships
2014 Commencements - Quarterly Comparison**



**Professional Services Traineeships
2014 YTD Commencements by Qualification Area**



Traineeship Commencements

+ 8.99%

(Annualised)

+ 42.03%

(Fourth Quarter Comparison)

<u>367</u>	<u>400</u>
2013	2014

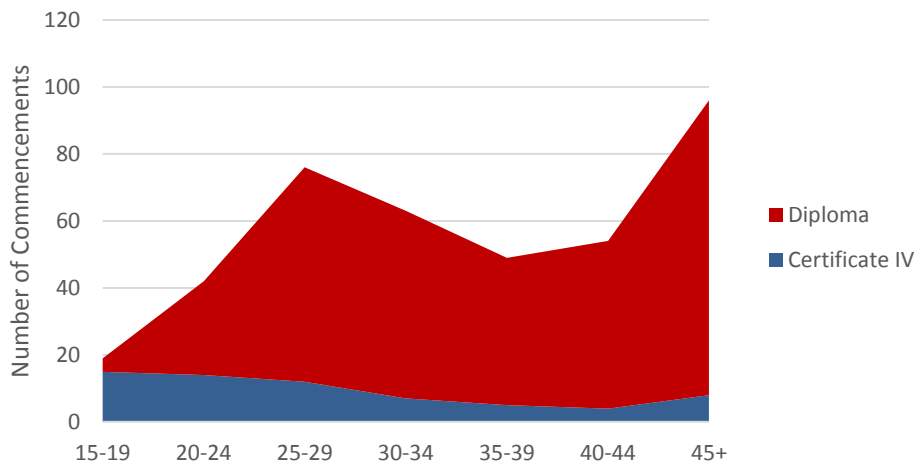
Top Traineeship Areas 2014

	Share (2013)	Share (2014)
Management	79.3%	82.8%
Accounting	11.7%	12.8%
Surveying	5.7%	2.8%
Marketing	2.5%	1.5%
Legal Services	0.8%	0.3%

<u>367</u>	<u>400</u>
2013	2014

¹⁰ Training for scientific occupations have not been included as they fall outside the FAPSTC portfolio

Age of Trainees at Commencement 2014 YTD



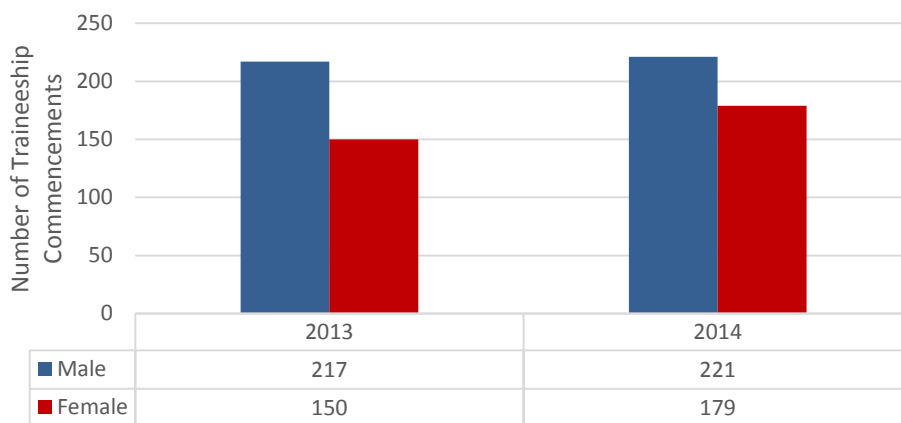
Trainee Age

	Age Share (2013)	Age Share (2014)
<25	17.4%	15.3%
25-45	58.6%	60.5%
>45	24.0%	24.3%

367
2013

400
2014

Gender of Commencing Trainees 2014 YTD



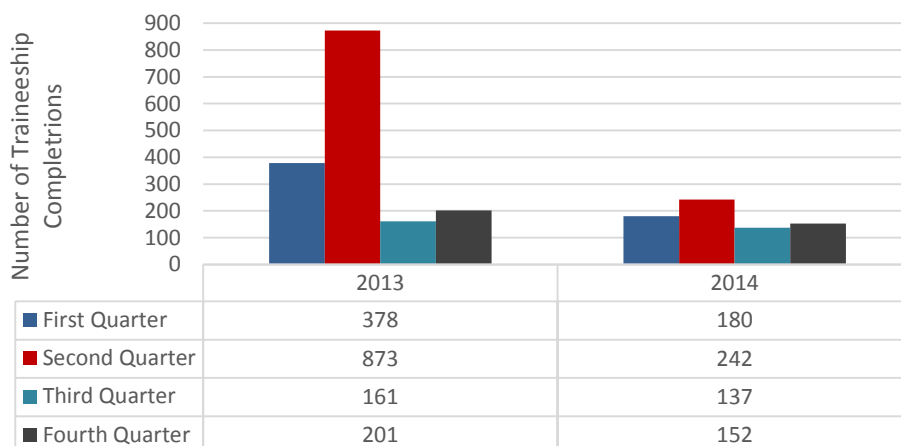
Female Trainees

	Female (%) 2013	Female (%) 2014 YTD
Cert IV	69.7%	75.4%
Diploma	34.3%	38.6%
Total	40.9%	44.8%

150
2013

179
2014

Professional Services Traineeships 2014 Completions - Quarterly Comparison



Traineeship Completions

- 55.92%

(Annualised)

- 24.38%

(Fourth Quarter Comparison)

1613
2013

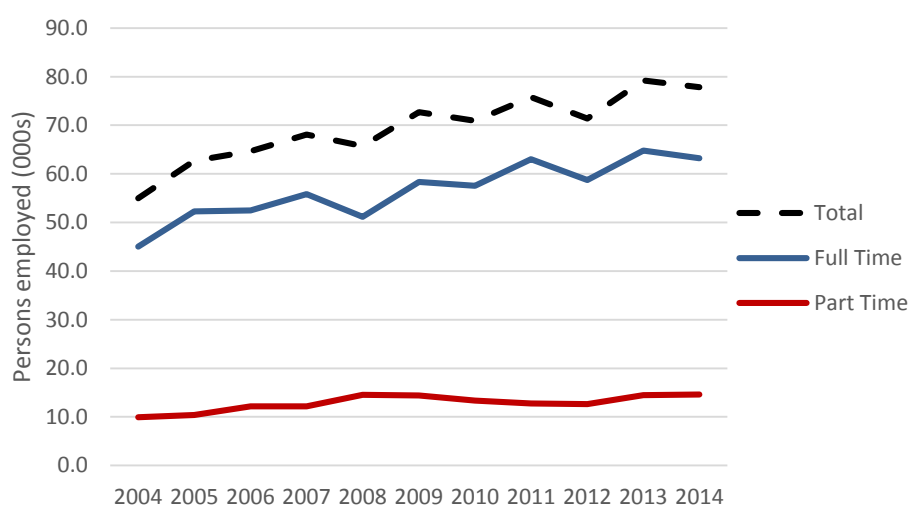
711
2014

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. The FAPSTC portfolio covers the security sector only. In the fourth quarter of 2014, the industry employed 82,100 workers, or 5.9% of the State's workforce. This represents an increase of 5,300 workers over the previous quarter. However, the industry has experienced a slight contraction in its workforce over 2014, employing an average of 1,400 fewer individuals compared to 2013.

Workforce Demographics

WA Employment Levels
(Annualised)



Total Workforce

-1.78%

(Annualised)

+ 6.95%

(Quarterly)

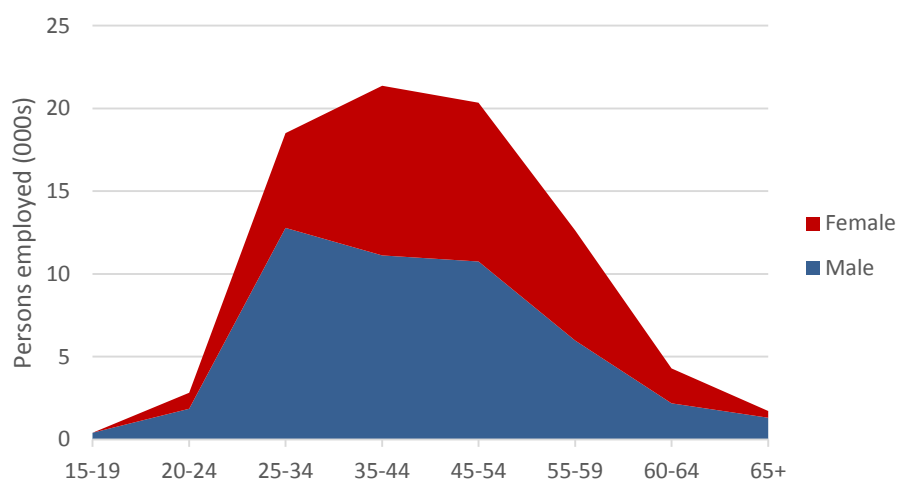
80,400

Nov 2013

82,100

Nov 2014

Total Workforce Age Demographics
Fourth Quarter 2014



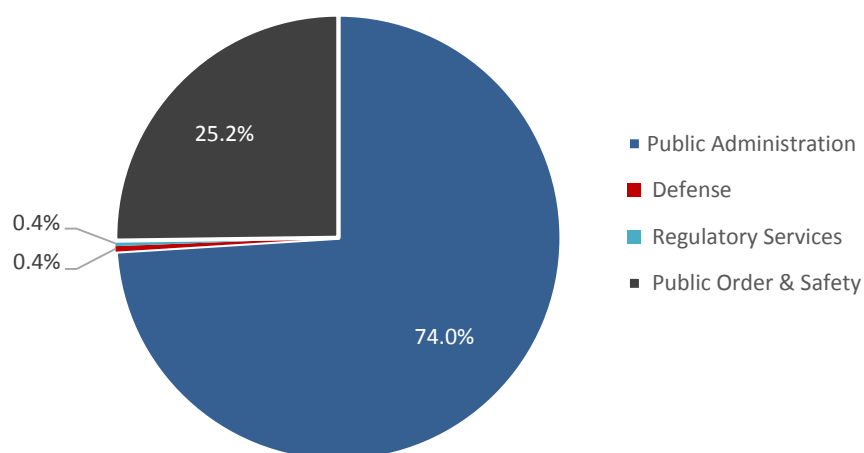
Workforce Age

	Annualised	Quarterly
<25	-45.3%	+25.8%
25-45	+11.8%	+18.2%
>45	+0.2%	-3.6%

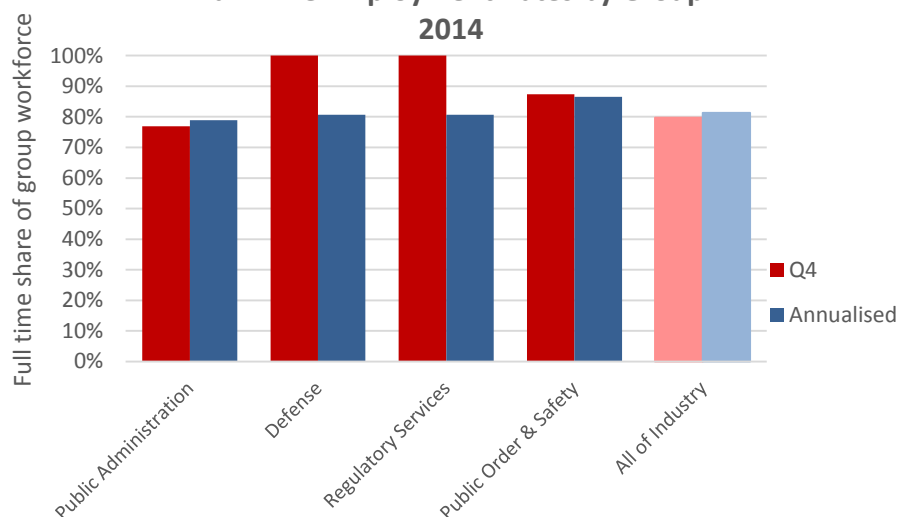
<25	5,900	3,200
25-45	22,000	23,900
>45	20,500	20,200
	Nov 2013	Nov 2014

Workforce Demographics

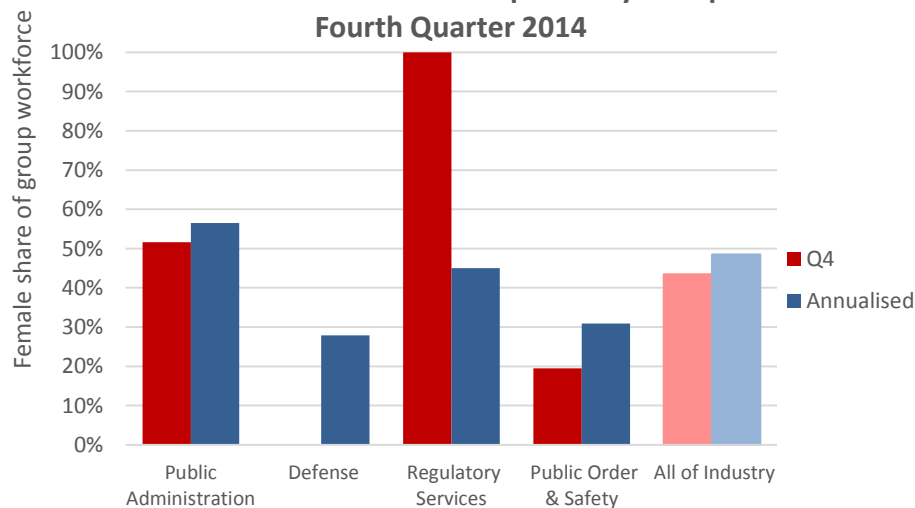
**Subdivision Share of Industry Workforce (WA)
Fourth Quarter 2014**



**Full Time Employment Rates by Group
2014**



**Female Workforce Participation by Group
Fourth Quarter 2014**



Subdivision Workforces

	Annual'd	Quarterly
Public Order	-12.6%	-28.2%
Rest of Industry	+3.48%	+18.9%

Public Order	28,800	20,700
Rest of Industry	51,600	61,400
	Nov 2013	Nov 2014

Full Time Workforce

	Annualis'd	Quarterly
Public Order	-14.3%	-28.9%
Rest of Industry	+4.2%	+15.0%

Public Order	25,400	18,100
Rest of Industry	41,200	47,400
	Nov 2013	Nov 2014

Female Workforce

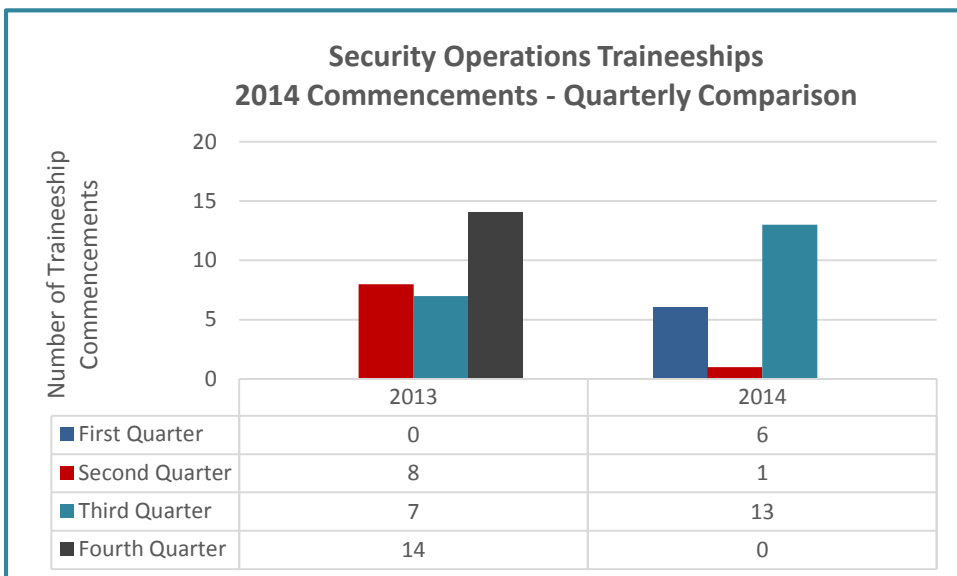
	Annualis'd	Quarterly
Public Order	+9.5%	-46.5%
Rest of Industry	+9.1%	+16.7%

Public Order	7,500	4,000
Rest of Industry	27,100	31,700
	Nov 2013	Nov 2014

Traineeship Demographics¹¹

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



Traineeship Commencements

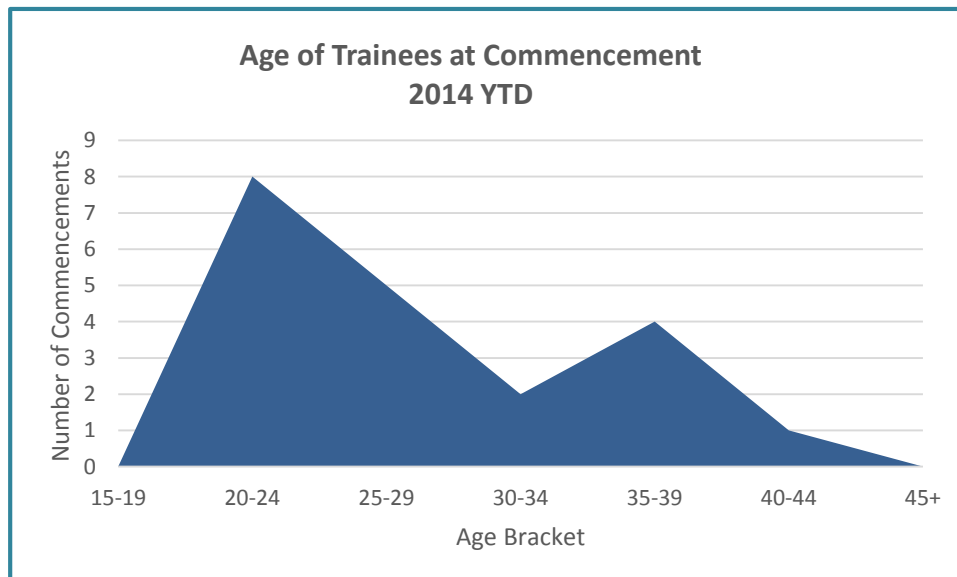
- 31.03%*

(Annualised)

- 100.00%*

(Fourth Quarter Comparison)

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



Trainee Age

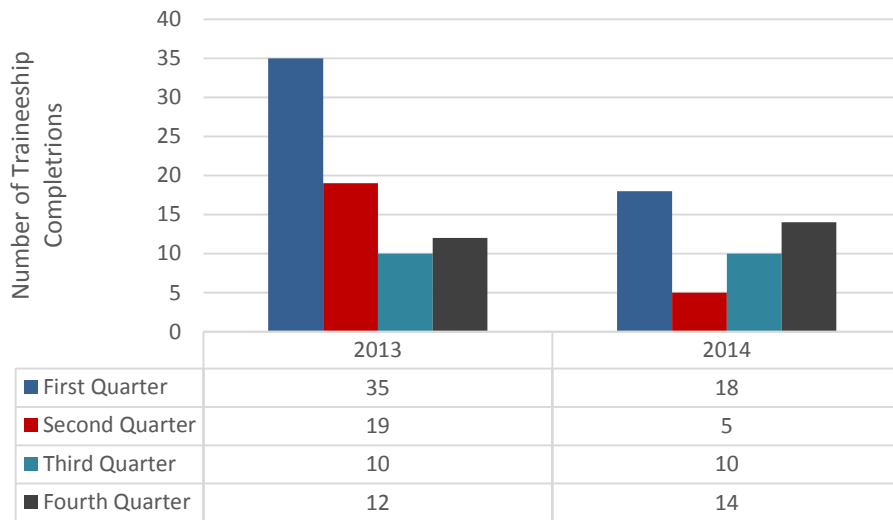
	Age Share (2013)	Age Share (2014)
<25	72.4%	40.0%
25-45	24.1%	60.0%
>45	3.5%	0.0%

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

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

¹¹ 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



Traineeship Completions

- 38.16%

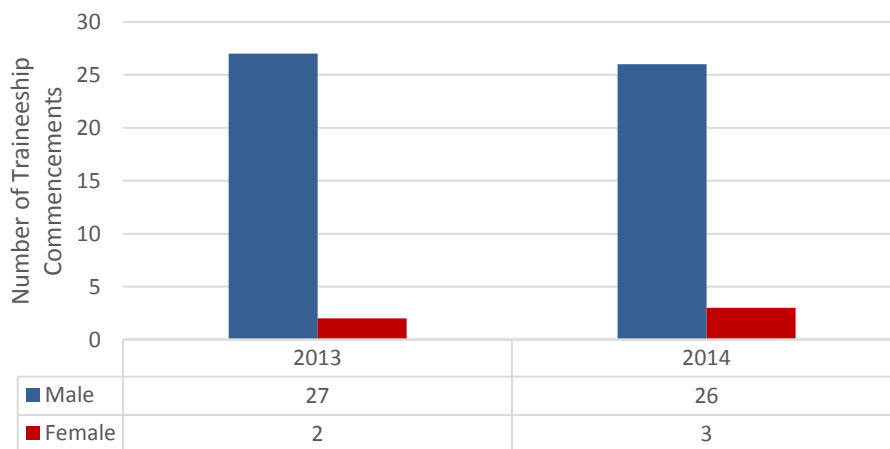
(Annualised)

+ 16.67%

(Fourth Quarter Comparison)

<u>76</u>	<u>33</u>
2013	2014

Gender of Commencing Trainees 2014 YTD



Female Trainees*

	Female (%) 2013	Female (%) 2014 YTD
Cert III	6.9%	10.3%

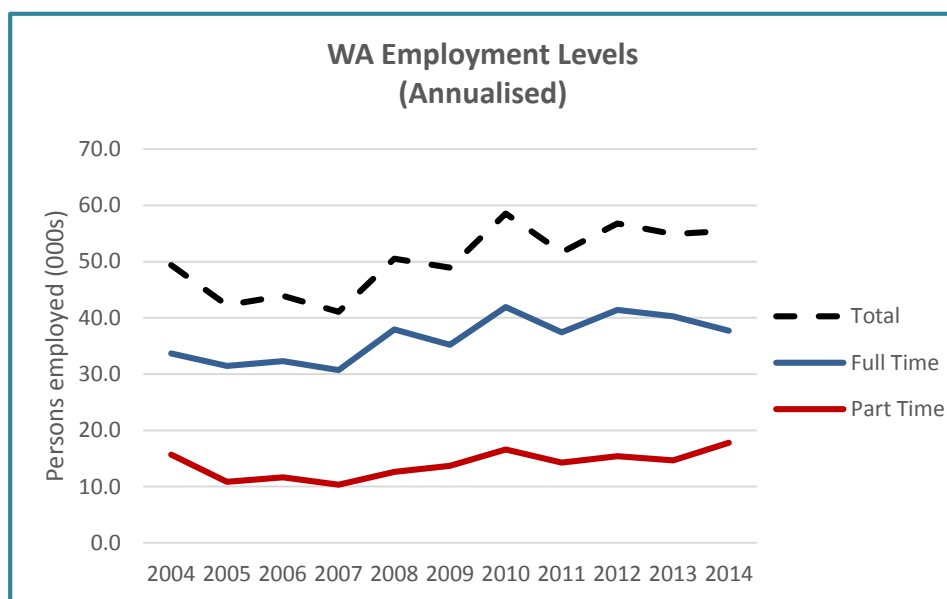
<u>2</u>	<u>2</u>
2013	2014

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

Other Services

The Other Services industry includes a range of occupations within automotive and machinery repair, personal and religious services, funeral and cemetery services as well as civic, professional and other interest groups, the only group within the FAPSTC portfolio. In the fourth quarter of 2014 the industry workforce numbered 52,200, or 3.8% of the State workforce. This is a decrease of 3,200 workers over the previous quarter. However, the industry employs an average of 1,100 more individuals during 2014, compared to 2013.

Workforce Demographics



Total Workforce

+ 1.06%

(Annualised)

- 5.79%

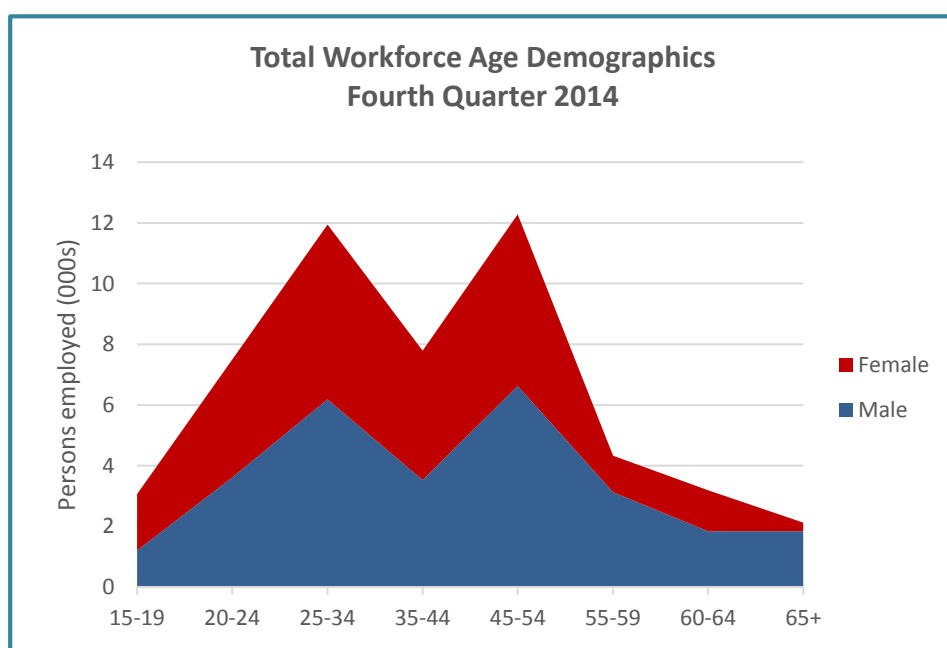
(Quarterly)

54,100

Nov 2013

52,200

Nov 2014

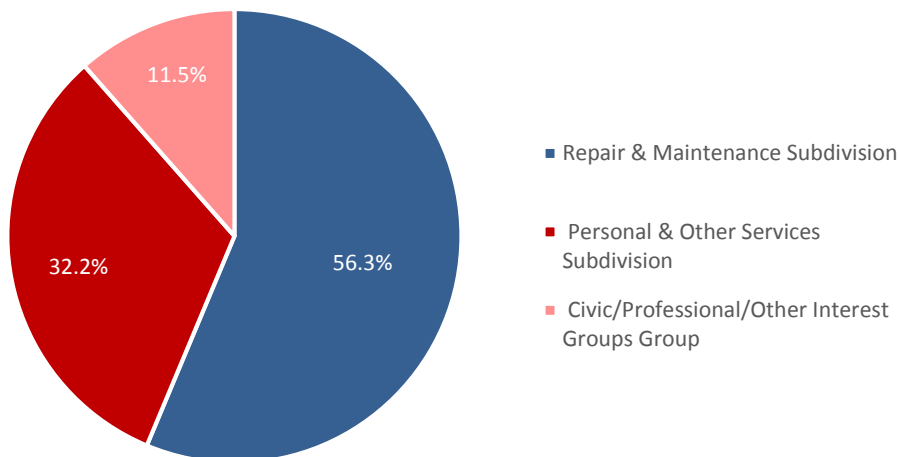


Workforce Age

	Annualised	Quarterly
<25	-45.3%	-2.6%
25-45	+11.8%	+18.3%
>45	+0.2%	-0.27%

<25	9,100	10,600
25-45	26,300	19,700
>45	18,700	21,900
	Nov 2013	Nov 2014

Subdivision Share of Industry Workforce (WA) Fourth Quarter 2014

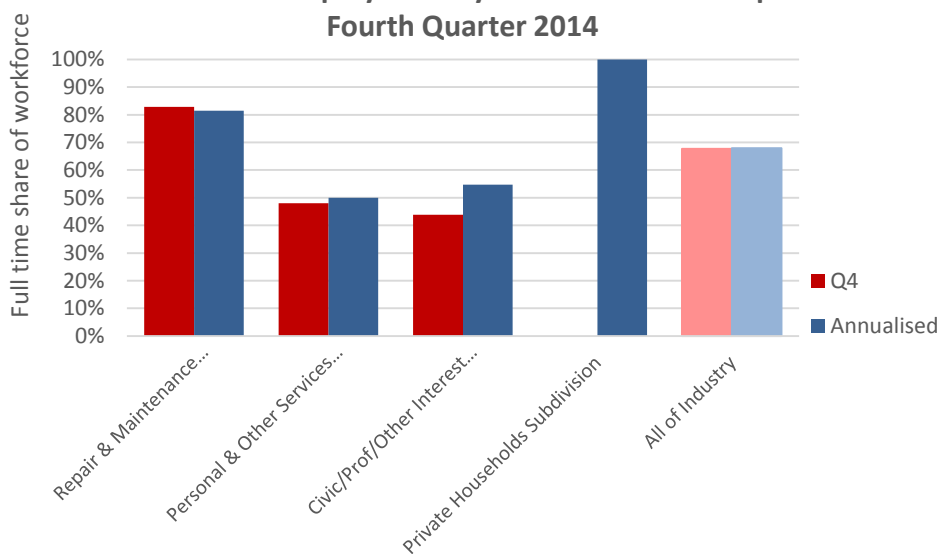


Subdivision Workforces

	Annual'd	Quarterly
Interest Groups	-3.7%	+11.3%
Rest of Industry	+2.7%	-3.9%

Interest Groups	5,500	6,100
Rest of Industry	48,700	46,800
	Nov 2013	Nov 2014

Full Time Employment by Subdivision or Group Fourth Quarter 2014

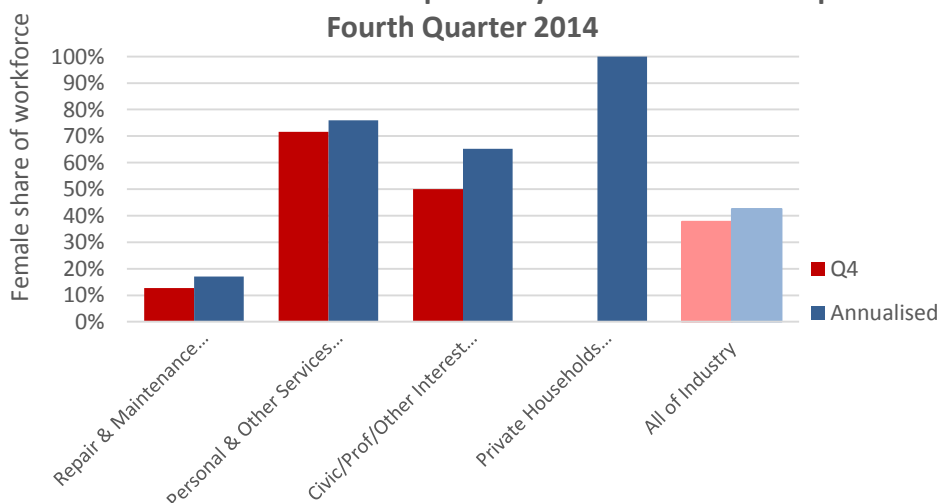


Full Time Workforce

	Annualis'd	Quarterly
Interest Groups	-9.6%	-31.2%
Rest of Industry	-5.1%	-12.8%

Interest Groups	3,900	2,700
Rest of Industry	38,000	33,100
	Nov 2013	Nov 2014

Female Workforce Participation by Subdivision or Group Fourth Quarter 2014



Female Workforce

	Annualis'd	Quarterly
Interest Groups	-15.5%	-7.4%
Rest of Industry	+7.8%	+6.0%

Interest Groups	3,700	3,400
Rest of Industry	20,000	21,200
	Nov 2013	Nov 2014

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

