



FINANCIAL, ADMINISTRATIVE &
PROFESSIONAL SERVICES TRAINING COUNCIL

INDUSTRY SCAN
FIRST QUARTER 2015

RELEASED
JULY 2015

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

In past years Western Australia has experienced robust population growth. However from a 2.1%¹ increase in resident population in the year to September 2014, population growth weakened significantly, with the latest data showing only 1.6%² population growth in the State in the year to December 2014. While this is still higher than the national average of 1.4%, Western Australia is no longer the fastest growing state, with Victoria recording population growth of 1.8% over the same period.

The Western Australian workforce recovered somewhat in the fourth quarter of 2014, experiencing a growth of +1.53%³ compared to just +0.4%⁴ in the previous quarter. The most recent workforce data shows the State workforce numbering 1,400,800 indicative of extremely sluggish growth rate of just 0.97% or 13,500 workers⁵. This is a marginal decrease on the 1.13% growth rate recorded in the quarter to February 2015. In the same period the growth rate of the combined workforces for which FAPSTC has coverage⁶ performed strongly, growing by 3.22% or 5,700 workers. Notably, the Administration and Support Services Industry experienced growth of 23.2% in the first quarter of 2015 and the Financial Services Industry grew by 10.3%. In contrast the occupation groups within the Professional Services Industry under FAPSTC coverage declined by 11.1% and the Civic, Professional and Other Interest Groups group within the Other Services Industry recorded a sharp workforce decline over the previous quarter of -43.1%. Overall the 177,400 workers in industries and industry occupation groups under FAPSTC coverage represent 12.7% of the State workforce, up slightly from 12.3% in the last quarter of 2014.

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 first quarter of 2015 were up + 10.45% over the fourth quarter of 2014, but down -9.25% compared to the same (first) quarter of 2014.⁷ For the FAPSTC industries there were a total of 1087 commencement in the first quarter of 2015, down 9.72% over the first quarter of 2014. The only industry area that experienced higher traineeship commencements in the first quarter of 2015 compared to 2014 was Professional, Scientific and Professional Services.

Employment

According to the SEEK Employment Index Data⁸ for March 2015, the average number of new job advertisements in Western Australia in the first quarter of 2015 were down -7.3% over the same period in 2014. New job advertising in the first quarter of 2015, was the lowest it has been since for the quarter up to and including December 2009.

Seek have not produced a SEEK Employment Index Report since November 2014, and as such occupation specific analysis cannot be provided in this iScan.

¹ ABS Catalogue 3101.0 – Australian Demographic Statistics, Sept 2014

² ABS Catalogue 3101.0 – Australian Demographic Statistics, Dec 2014

³ ABS Catalogue 6291.0.55.003 – Labour Force, Australia, Detailed, Quarterly November 2014

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

⁵ ABS Catalogue 6291.0.55.003 – Labour Force, Australia, Detailed, Quarterly May 2015

⁶ 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.

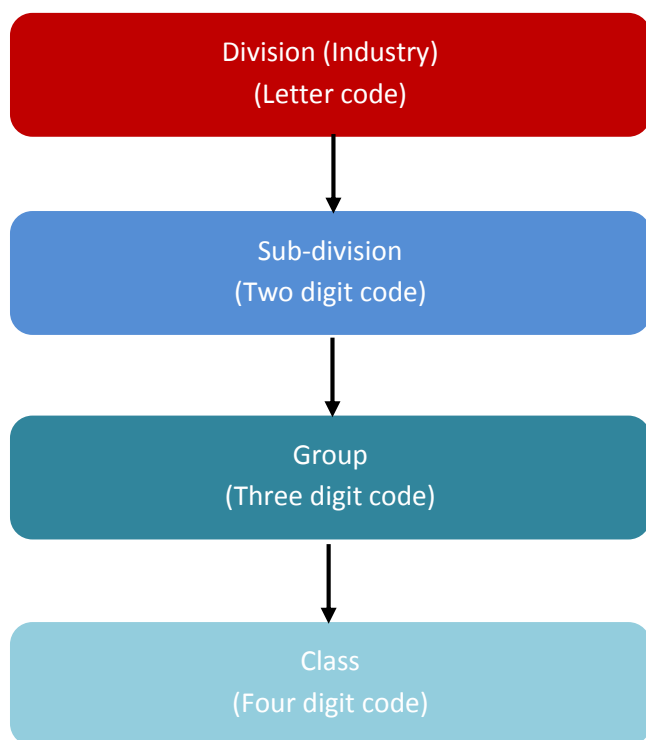
⁷ Based on source data from the TRS Datacube, Department of Training and Workforce Development

⁸ Accessible at www.seek.com.au/investor/employment-index. Analysis based on seasonally adjusted new job advertisements, from the February 2015 data.

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.

Released July 2015

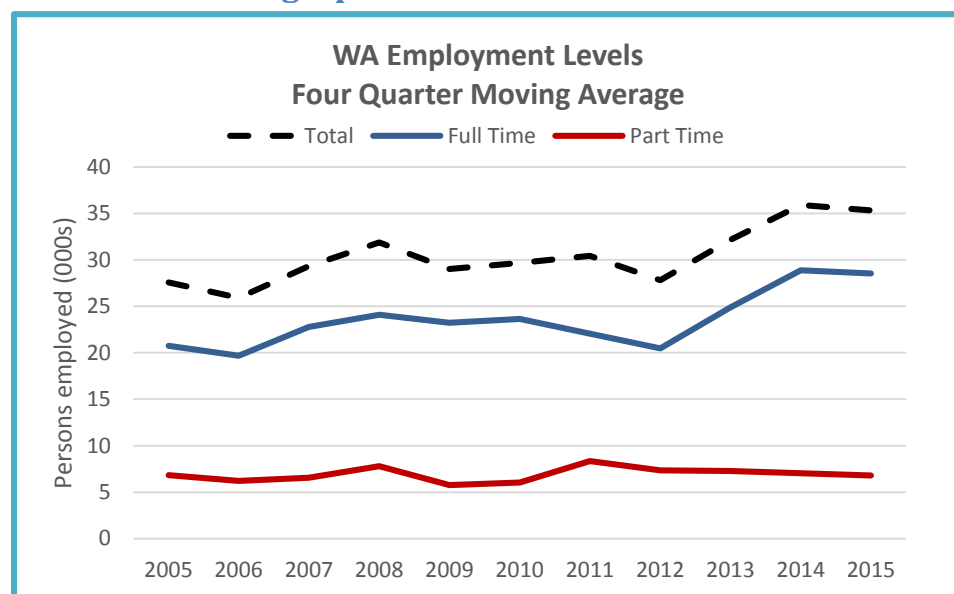
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Finance and Insurance Services

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 first quarter of 2015, this industry employed 35,000 individuals, or 2.5% of the State's workforce, an increase of 3,300 workers compared to the previous quarter. This number is slightly below the average employment in the industry across 2014, which had an average workforce of 35,900.

Workforce Demographics



Total Workforce

- 1.62%

(Annualised)

+10.32%

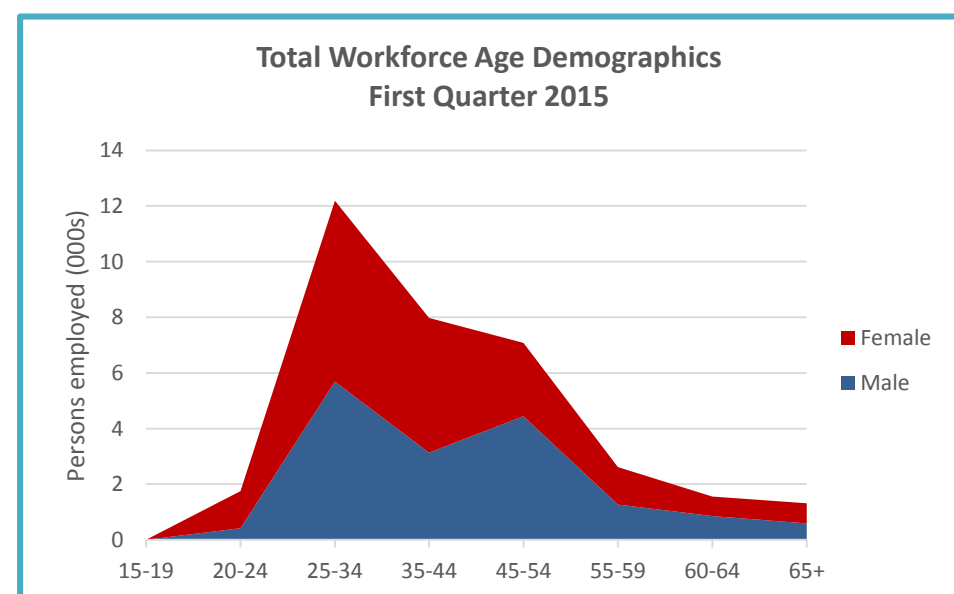
(Quarterly)

37,000

Feb 2014

35,000

Feb 2015



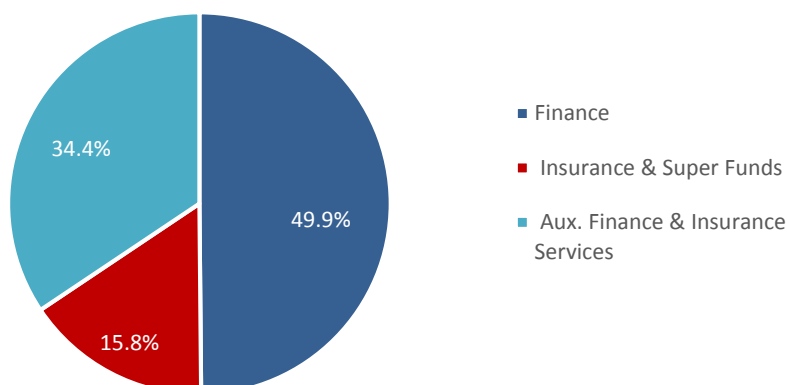
Workforce Age

	Annualised	Quarterly
<25	-32.9%	-50.9%
25-44	+0.3%	+5.2%
>45	+2.7%	+28.6%

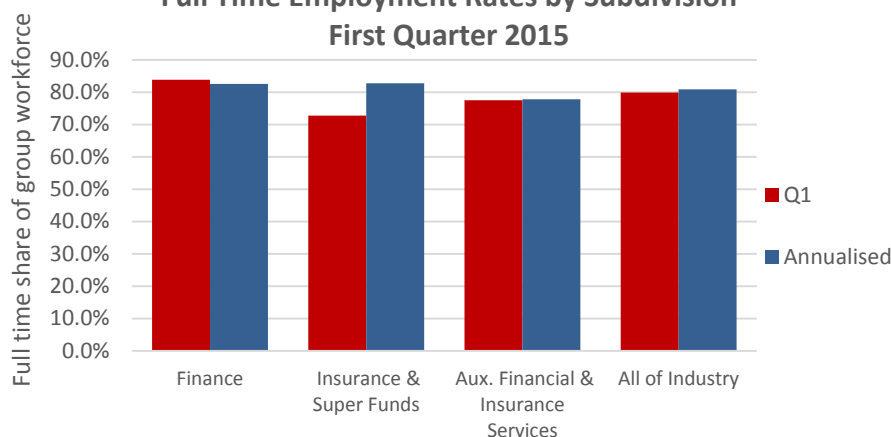
<25	2,500	800
25-45	19,500	20,300
>45	15,000	13,900
	Feb 2014	Feb 2015

Workforce Demographics

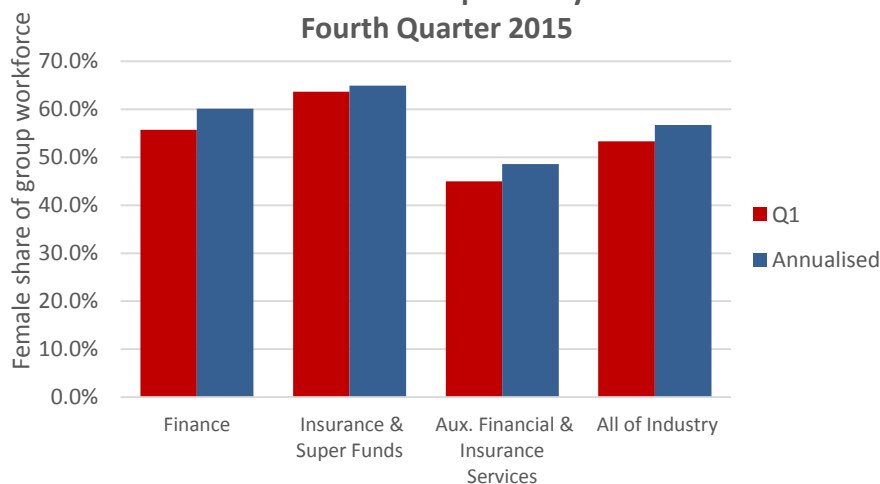
Share of Industry Workforce
by ANZSIC Sub-Division (WA) First Quarter 2015



Full Time Employment Rates by Subdivision
First Quarter 2015



Female Workforce Participation by Subdivision
Fourth Quarter 2015



Subdivision Workforces

	Annualised	Quarterly
Finance	-6.2%	+12.3%
Ins/Sup	-15.8%	-1.8%
Aux.	+14.1%	+16.5%

Fin.	16,500	17,400
Ins/Su	8,600	5,500
Aux.	12,200	12,000
	Feb 2014	Feb 2015

Full Time Employment

	Annualised	Quarterly
Finance	-6.6%	+14.1%
Ins/Sup	-2.9%	-23.1%
Aux.	+30.1%	0.0%
All	-2.1%	+2.2%

Fin.	13,600	14,600
Ins/Su	5,200	4,000
Aux.	10,800	9,300
	Feb 2014	Feb 2015

Female Employment

	Annualised	Quarterly
Finance	-9.2%	0.0%
Ins/Sup	-32.6%	+2.9%
Aux.	+20.8%	+12.5%
All	-4.9%	+3.9%

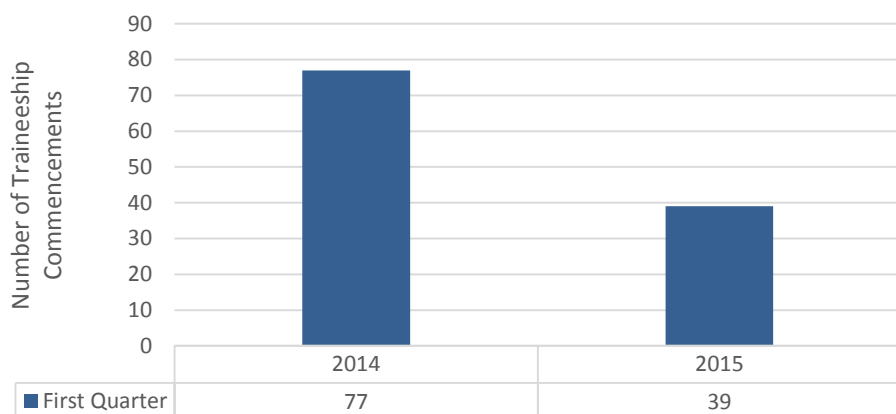
Fin.	9,900	9,700
Ins/Su	5,400	3,500
Aux.	6,700	5,400
	Feb 2014	Feb 2015

Traineeship Demographics

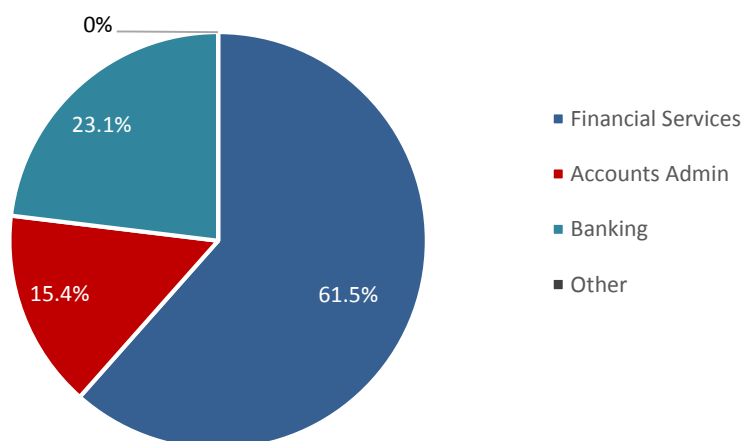
The following data relates to traineeships currently available to support the skilling and upskilling of the Finance and Insurance Services workforce. They include:

- 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 - 2015 Commencements
First Quarter Comparison**



**Finance Traineeships - 2015 First Quarter
Commencements by Qualification Area**



Traineeship Commencements

- 57.4%

(Annualised)

- 49.4%

(First Quarter Comparison)

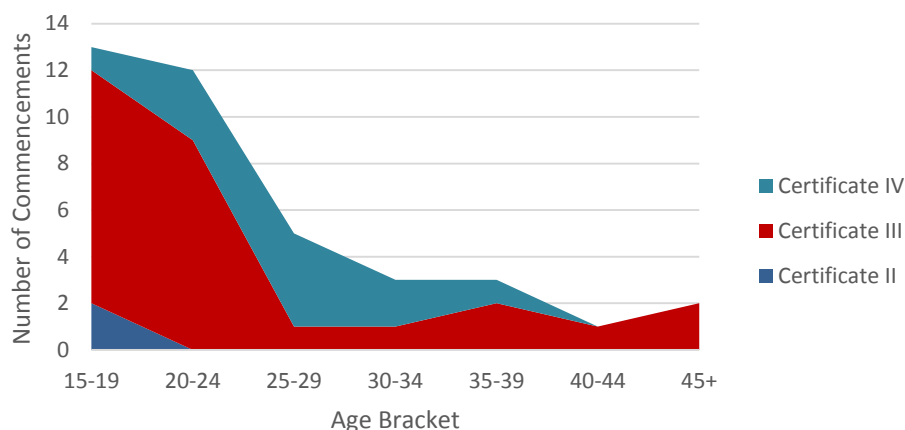
<u>296</u>	<u>39</u>
2014	2015 YTD

Top Traineeship Areas First Quarter Comparison

	2014	2015	Change
Financial Services	51	24	-52.9%
Accounts Admin	6	6	0.00%
Banking	16	9	-43.8%
Other	4	0	***

<u>296</u>	<u>39</u>
2014	2015 YTD

Age of Trainees at Commencement 2015 First Quarter



Trainee Age

	Age Share (2014)	Age Share (2015 YTD)
<25	51.4%	64.1%
25-45	41.2%	30.8%
>45	7.4%	5.1%

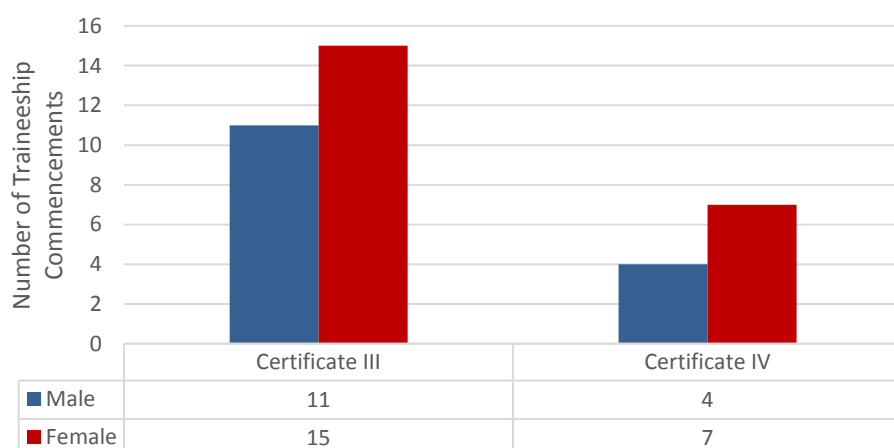
296

2014

39

2015 YTD

Gender of Commencing Trainees 2015 First Quarter



Female Trainees

	2014	2015 YTD
Cert III	77.1%	61.5%
Cert IV	73.0%	57.7%
Total	75.3%	63.6%

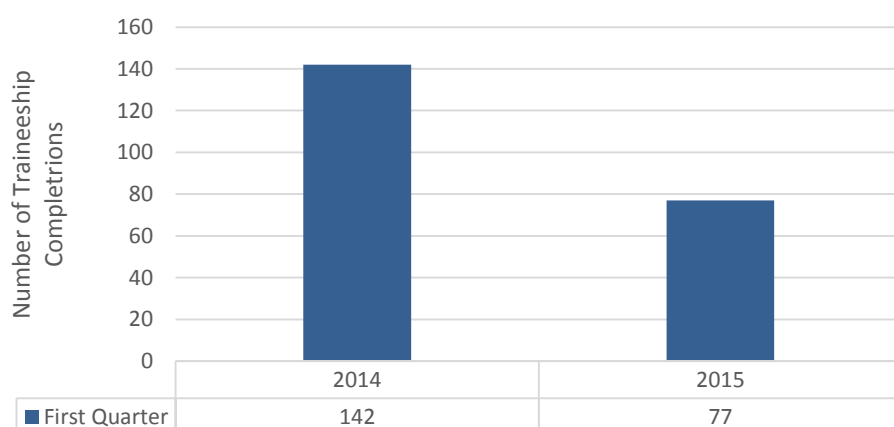
223

2014

24

2015 YTD

Finance Traineeships - 2015 Completions First Quarter Comparison



Traineeship Completions

+ 0.45%

(Annualised)

- 45.77%

(First Quarter Comparison)

513

2014

77

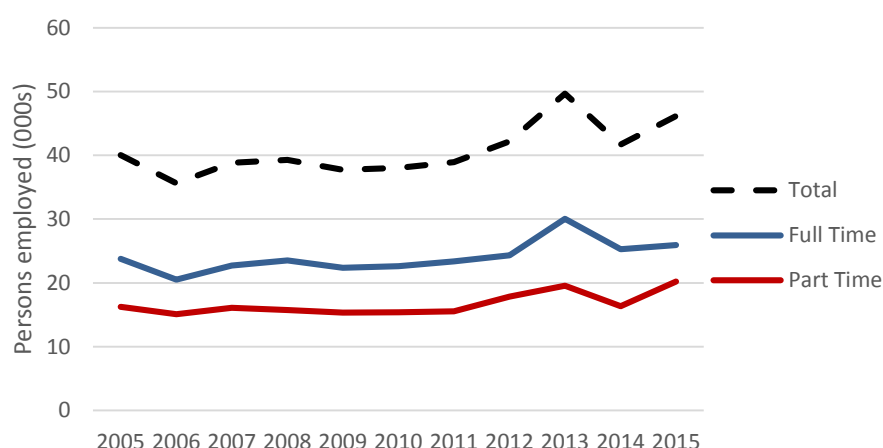
2015 YTD

Administration & Support Services⁹

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 53,600 individuals, or 3.8% of the State's workforce. This represents a 23.3% growth over the fourth quarter of 2014 and indicates a period of recovery after declines seen through 2014.

Workforce Demographics

WA Employment Levels
Four Quarter Moving Average



Total Workforce

+ 10.80%

(Annualised)

+ 23.25%

(Quarterly)

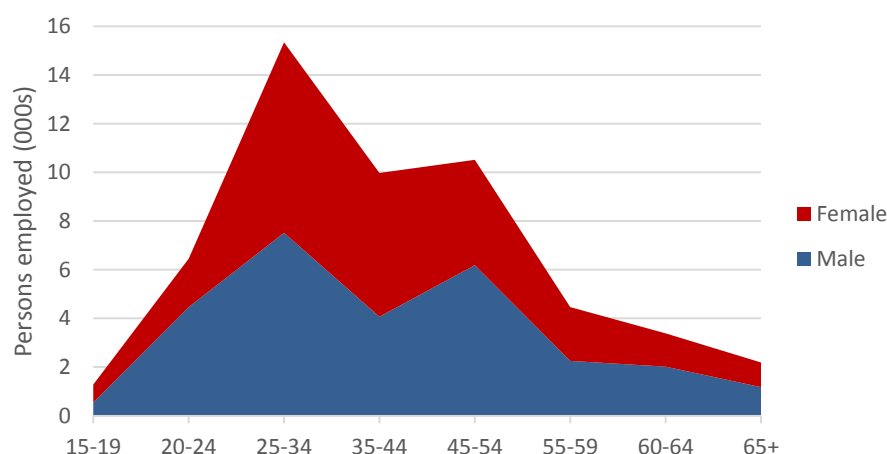
38,100

Feb 2014

53,600

Feb 2015

Total Workforce Age Demographics
First Quarter 2015



Workforce Age

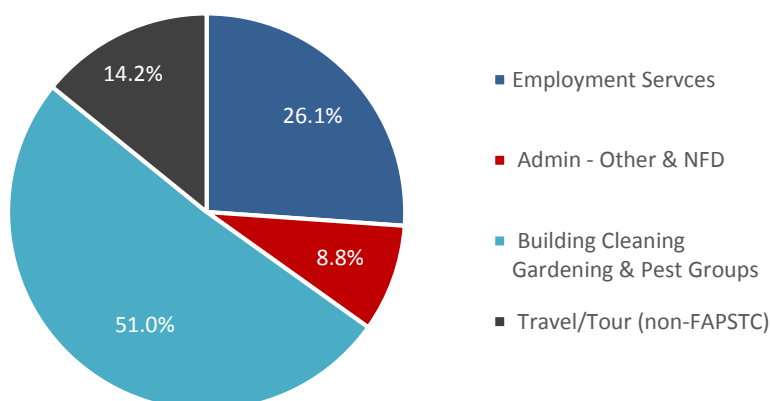
	Annualised	Quarterly
<25	+38.3%	+54.8%
25-44	+7.4%	+3.1%
>45	+7.4%	+47.4%

<25	3,700	7,700
25-45	20,500	25,300
>45	13,900	20,600
	Feb 2014	Feb 2015

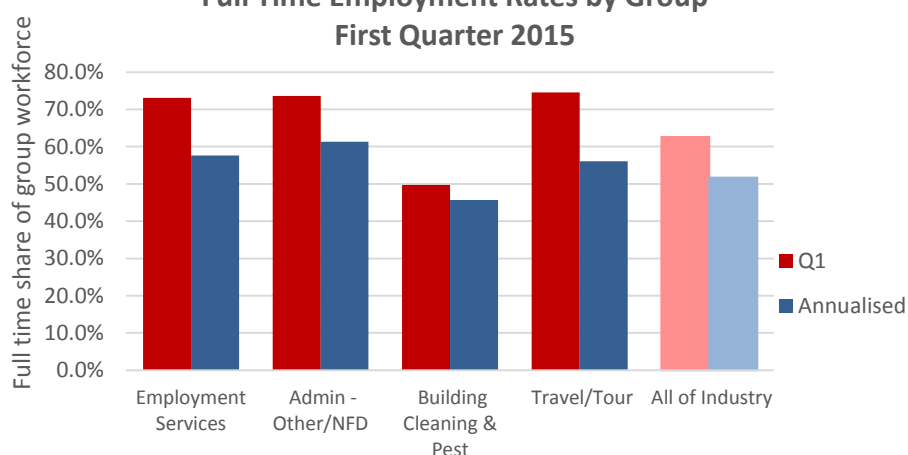
⁹ Occupations in gardening, packing, events and tourism are also located within this industry, but have not been included in training analysis as they fall outside the FAPSTC training and/or industry portfolio.

Workforce Demographics

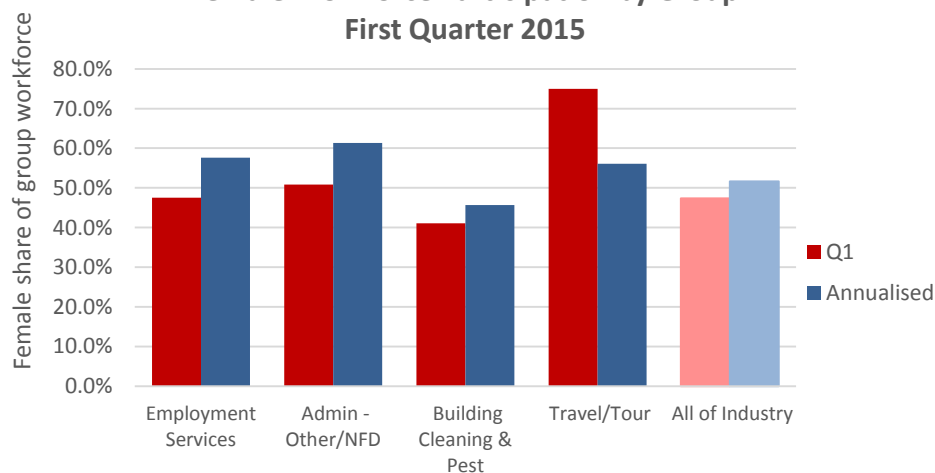
**Group Share of Industry Workforce (WA)
First Quarter 2015**



**Full Time Employment Rates by Group
First Quarter 2015**



**Female Workforce Participation by Group
First Quarter 2015**



Group/Subdivision Workforces

	Annualis'd	Quarterly
Employ	-11.6%	+34.2%
Admin	-13.5%	+89.7%
Bld etc	+21.8%	+5.4%
Travel	+54.9%	+62.6%

Emp.	13,700	14,000
Admin	5,200	4,700
Bldg	16,300	27,300
Travel	2,900	7,600
	Feb 2014	Feb 2015

Full Time Employment

	Annualis'd	Quarterly
Employ	-11.1%	+21.4%
Admin	-5.5%	+65.7%
Bld etc	-21.2%	+26.0%
Travel	-8.7%	+68.1%

Emp.	10,800	10,200
Admin	2,900	3,500
Bldg	8,800	12,500
Travel	2,200	5,700
	Feb 2014	Feb 2015

Female Employment

	Annualis'd	Quarterly
Employ	+8.3%	+8.8%
Admin	-10.2%	+39.1%
Bld etc	+5.8%	-23.2%
Travel	+4.1%	+281.0%

Emp.	5,700	6,700
Admin	2,800	2,400
Bldg	8,800	10,300
Travel	1,800	5,700
	Feb 2014	Feb 2015

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

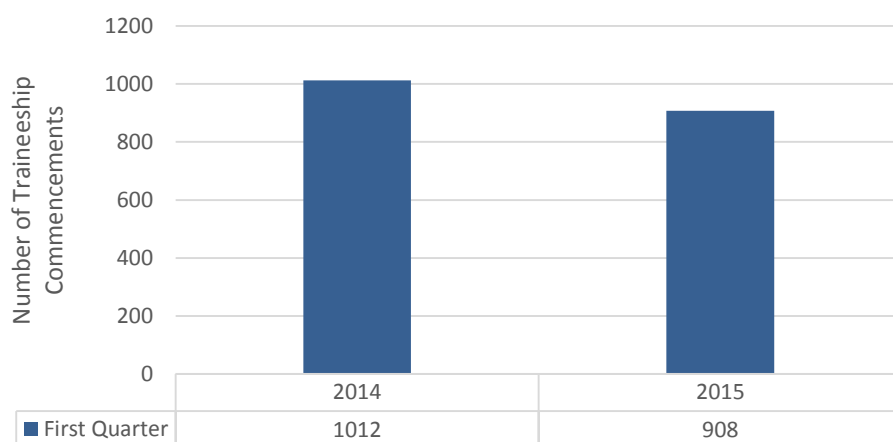
Frontline Management

Certificate IV in Frontline Management

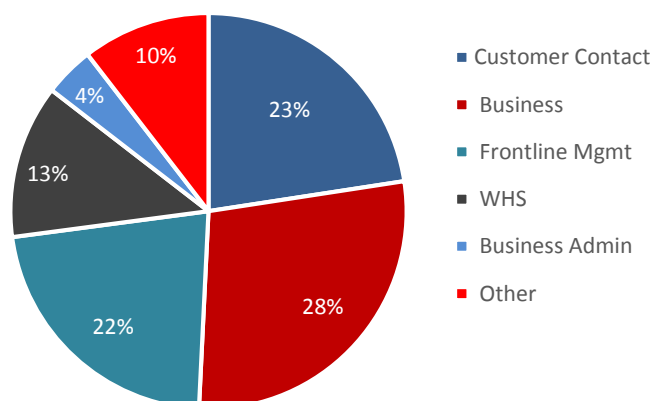
Other

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

**Administration and Support Services Traineeships
 2015 Commencements - First Quarter Comparison**



**Administration and Support Services Traineeships
 2015 First Quarter Commencements by
 Qualification Area**



Traineeship Commencements

+ 7.34%

(Annualised)

- 12.65%

(First Quarter Comparison)

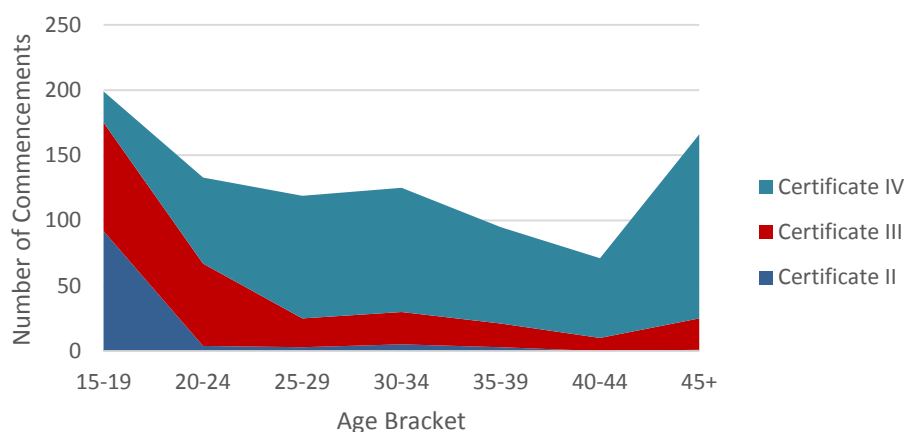
4192	908
2014	2015 YTD

Top 5 Traineeship Areas First Quarter Comparison

	2014	2015	Change
Cust. Cont.	286	205	-28.3%
Bus.	335	256	-23.6%
FLM	143	201	+40.6%
O/WHS	77	114	+48.1%
Admin	43	37	-14.0%

4192	908
2014	2015 YTD

Age of Trainees at Commencement 2015 First Quarter



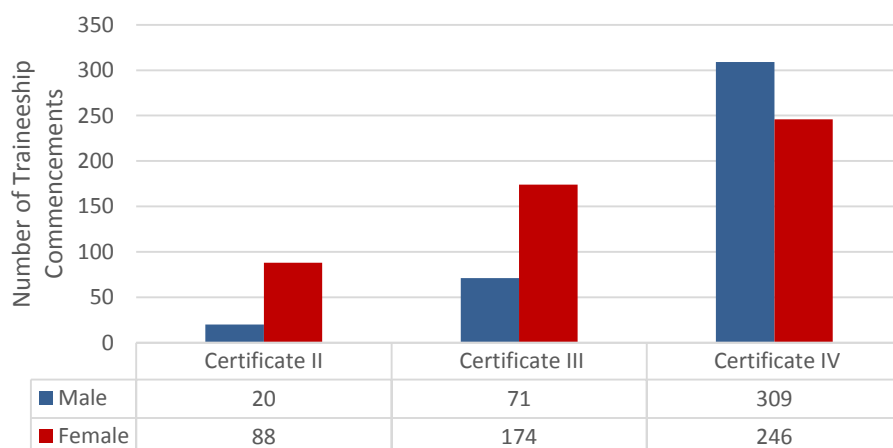
Trainee Age

	Age Share (2014)	Age Share (2015 YTD)
<25	32.5%	37.2%
25-45	48.1%	45.2%
>45	19.4%	17.6%

4192
2014

908
2015 YTD

Gender of Commencing Trainees 2015 First Quarter



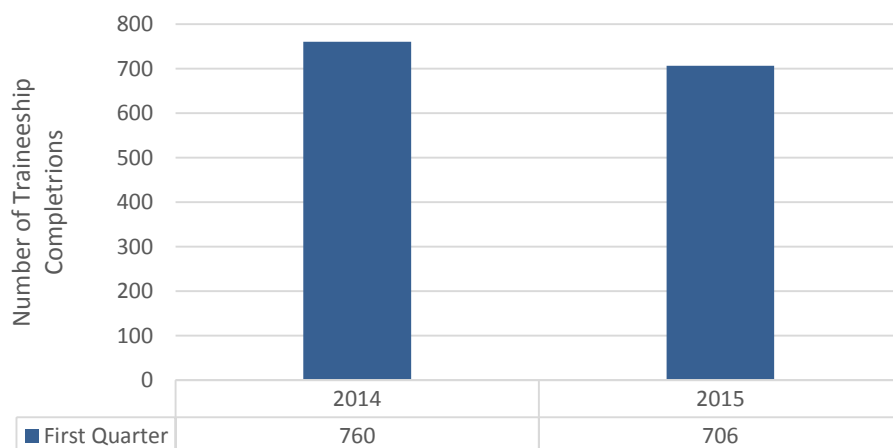
Female Trainees

	2014	2015 YTD
Cert II	78.5%	81.5%
Cert III	68.6%	71.0%
Cert IV	49.0%	44.3%
Total	54.7%	55.9%

2294
2014

508
2015 YTD

Administration and Support Services Traineeships 2015 Completions - First Quarter Comparison



Traineeship Completions

- 3.40%

(Annualised)

- 7.11%

(Fourth Quarter Comparison)

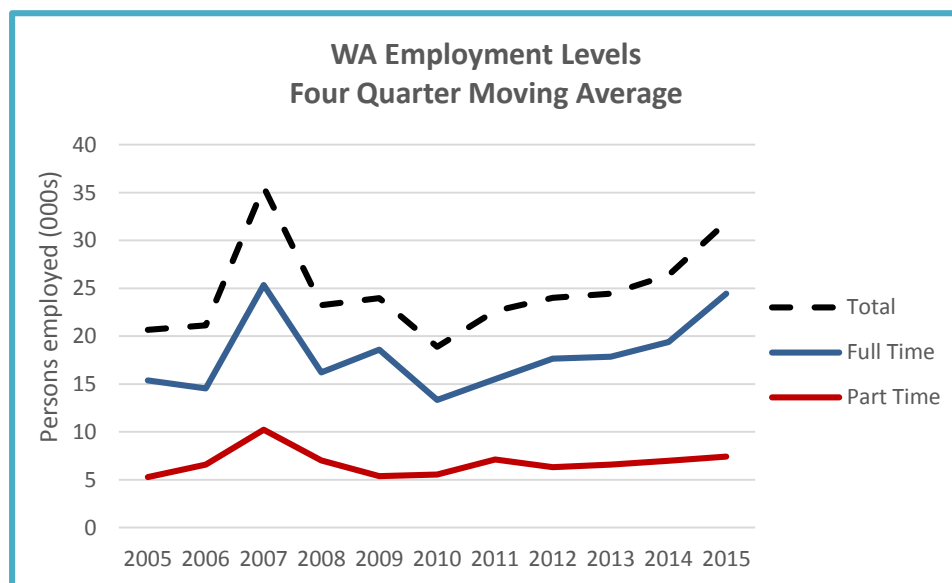
3233
2014

706
2015 YTD

Rental, Hiring and Real Estate¹⁰

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 the first three quarters of 2014, followed by a contraction in the final quarter. The first quarter of 2015 has seen the workforce remain relatively stable, although still significantly increased over numbers employed over the four quarters to February 2015 compared to the same period to February 2014. Currently the industry employs 28,500 workers, or 2.0% of the State's workforce.

Workforce Demographics



Total Workforce

+ 20.87%

(Annualised)

+ 0.43%

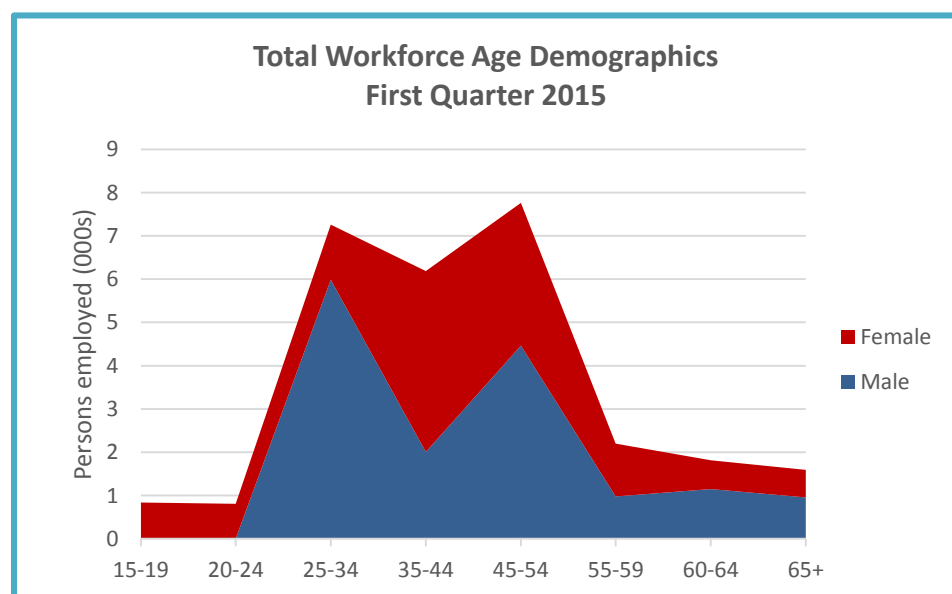
(Quarterly)

29,300

Feb 2014

28,500

Feb 2015



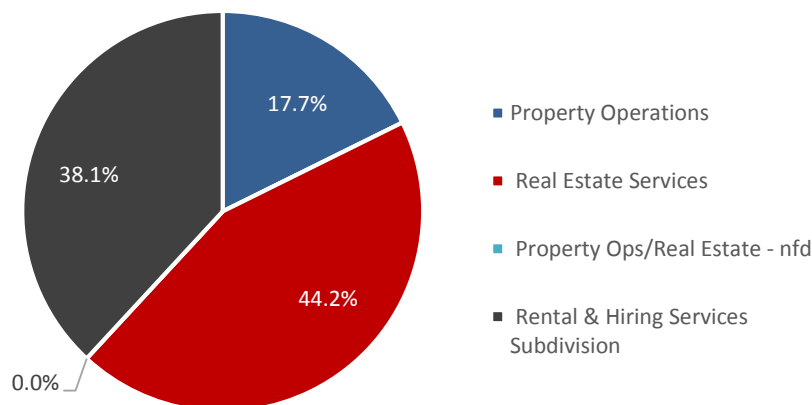
Workforce Age

	Annualised	Quarterly
<25	+60.5%	-58.1%
25-44	+6.4%	+24.5%
>45	+25.5%	-1.7%

<25	3,000	1,600
25-45	12,600	13,400
>45	13,700	13,400
	Feb 2014	Feb 2015

¹⁰ 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) First Quarter 2015

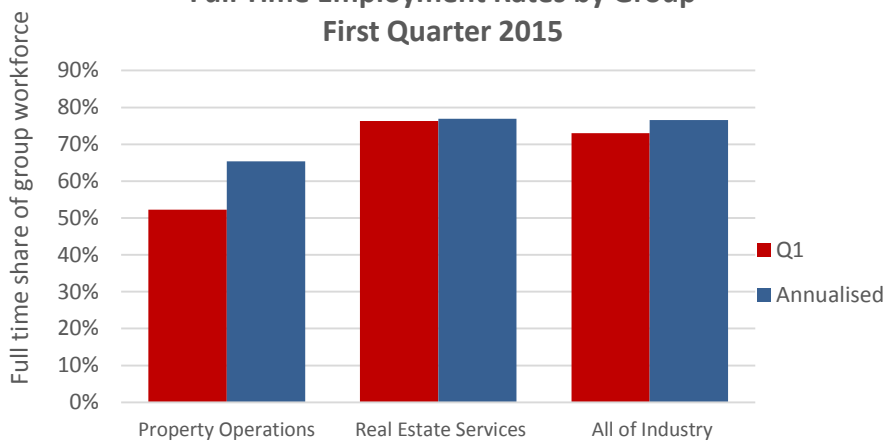


Group/Subdivision Workforces

	Annualis'd	Quarterly
Prop Ops	+0.7%	-19.7%
R/Estate	+25.5%	-22.1%
Rental & Hiring	+20.4%	+105.6%

Prop	6,100	5,000
R/Est	17,800	12,600
NFD	0	0
Rental	5,400	10,800
	Feb 2014	Feb 2015

Full Time Employment Rates by Group First Quarter 2015

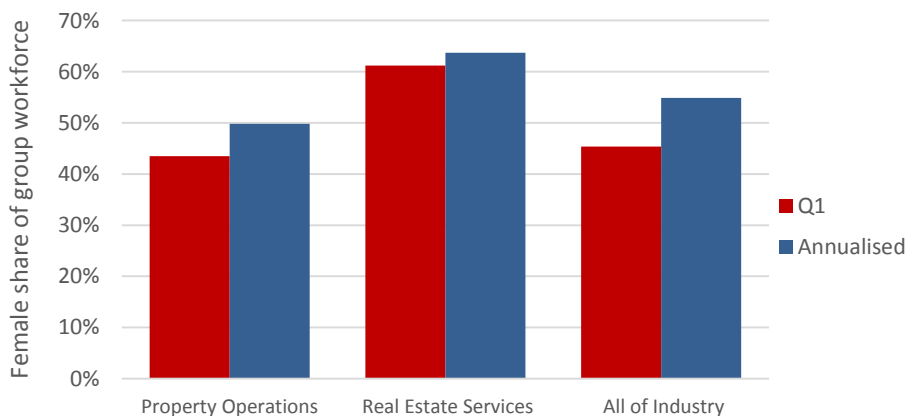


Full Time Workforce

	Annualis'd	Quarterly
Prop Ops	+32.8%	-32.5%
R/Estate	+29.3%	-23.1%
Rental & Hiring	+29.6%	-7.2%

Prop	3,500	2,600
R/Est	13,900	9,600
NFD	0	0
Rental	4,000	8,500
	Feb 2014	Feb 2015

Female Workforce Participation by Group First Quarter 2015



Female Workforce

	Annualis'd	Quarterly
Prop Ops	+5.9%	-43.4%
R/Estate	+31.9%	-32.3%
Rental & Hiring	+6.4%	-33.5%

Prop	3,300	2,200
R/Est	12,000	7,700
NFD	0	0
Rental	1,000	3,000
	Feb 2014	Feb 2015

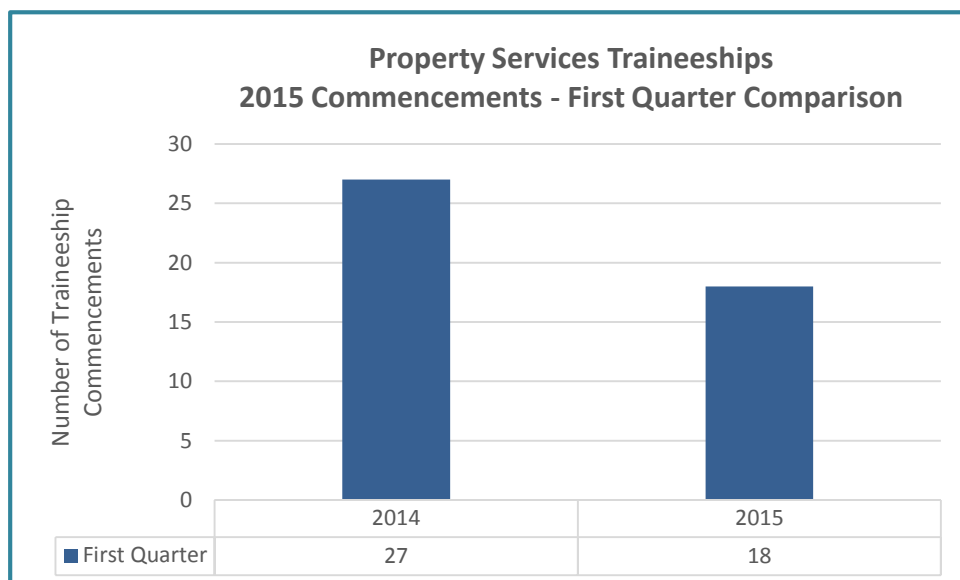
Traineeship Demographics¹¹

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

- 38.02%

(Annualised)

- 33.33%

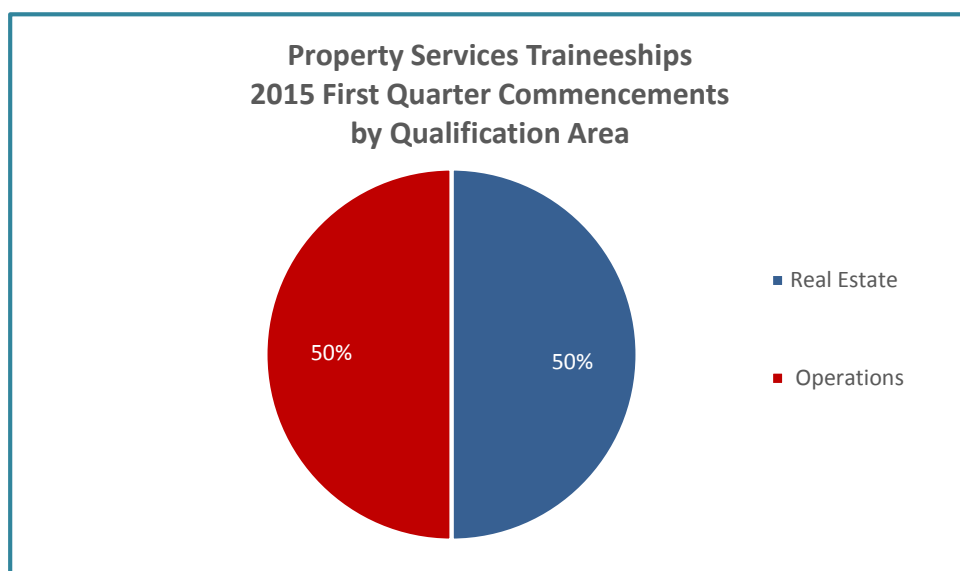
(Fourth Quarter Comparison)

84

2014

18

2015 YTD



Top Traineeship Areas First Quarter Comparison

	2013	2014	Change
R/Est	13	9	-30.8%
Prop Ops	14	9	-35.7%

84

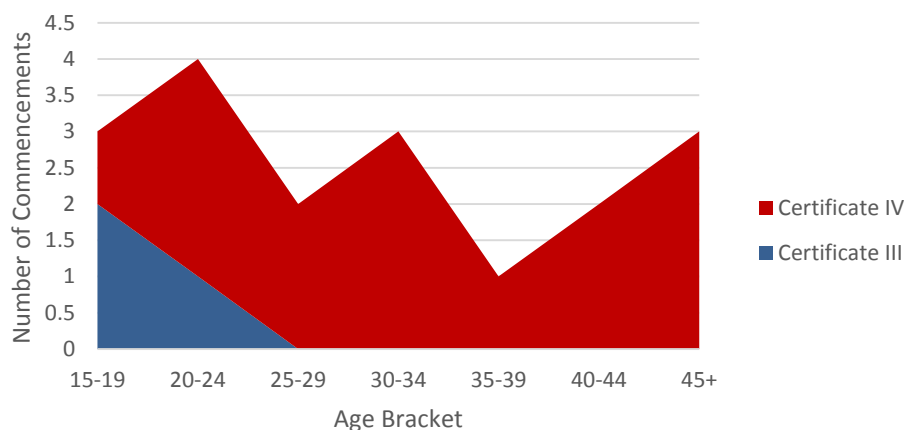
2014

18

2015 YTD

¹¹ 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 2015 First Quarter



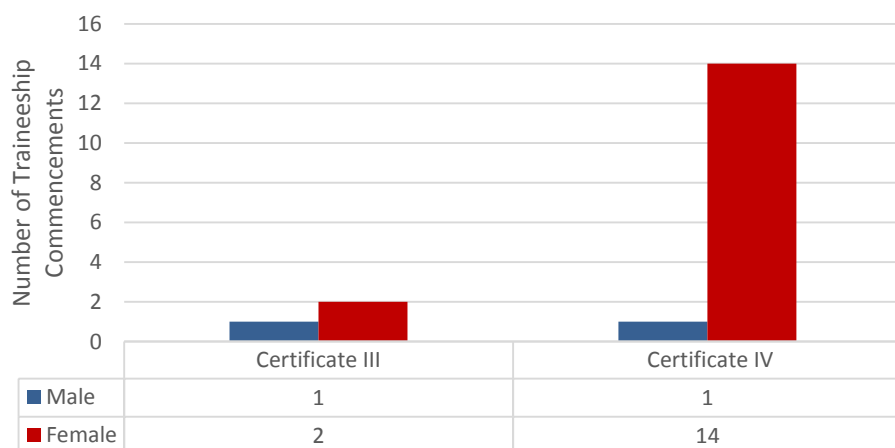
Trainee Age

	Age Share (2013)	Age Share (2014)
<25	46.4%	38.9%
25-45	33.3%	44.4%
>45	20.2%	16.7%

84
2014

18
2015 YTD

Gender of Commencing Trainees 2015 First Quarter



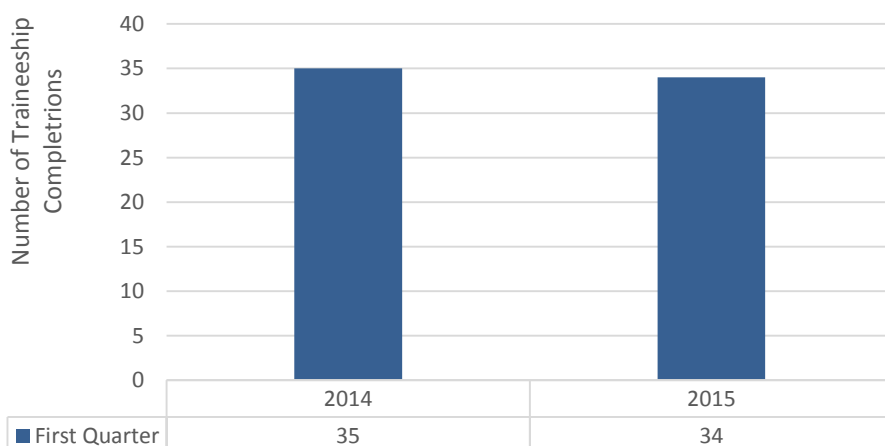
Female Trainees

	2014	2015 YTD
Cert III	100%	66.7%
Cert IV	88.0%	93.3%
Total	89.3%	88.9%

84
2014

16
2015 YTD

Property Services Traineeships 2015 Completions - First Quarter Comparison



Traineeship Completions

-9.93%

(Annualised)

- 2.86%

(Fourth Quarter Comparison)

128
2014

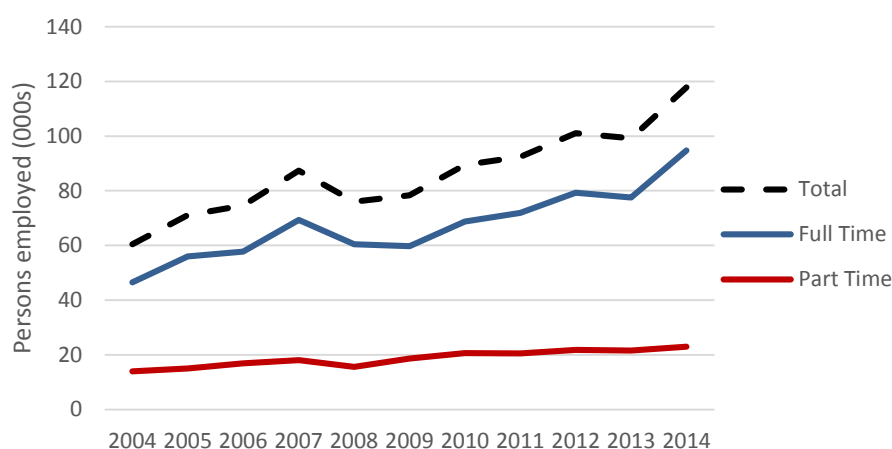
34
2015 YTD

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 first quarter of 2015, the industry employed 118,200 individuals, or 8.4% of the State's workforce, an increase over the previous quarter of 6,100 workers. The industry experienced strong growth over 2014, and the growth in the first quarter of 2015 continues this trend. Among the FAPSTC occupation groups, Market Research and Statistical services showed growth of 19.3% over the last quarter.

Workforce Demographics

WA Employment Levels - First Quarter 2015
Four Quarter Moving Average



Total Workforce

+ 18.80%

(Annualised)

+ 5.40%

(Quarterly)

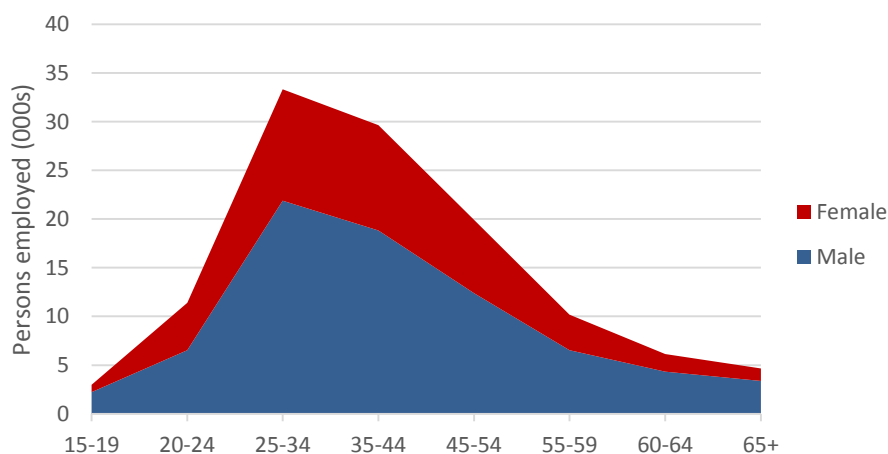
100,700

Feb 2014

118,200

Feb 2015

Total Workforce Age Demographics
First Quarter 2015



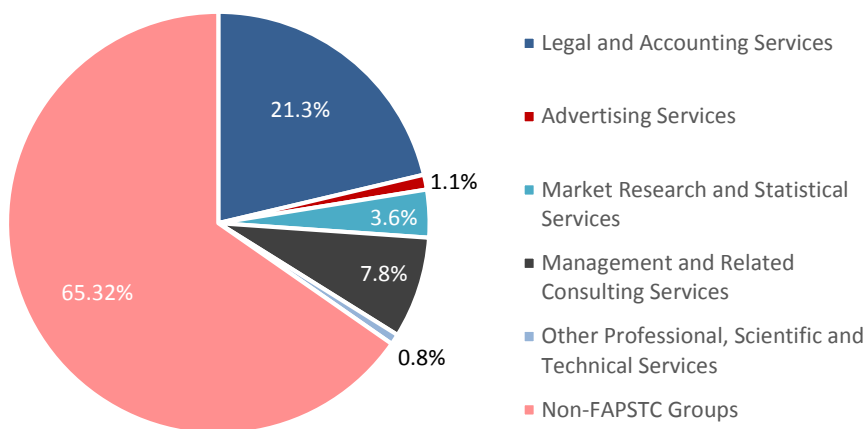
Workforce Age

	Annualised	Quarterly
<25	+14.6%	+8.2%
25-45	+22.4%	+2.2%
>45	+14.5%	+9.8%

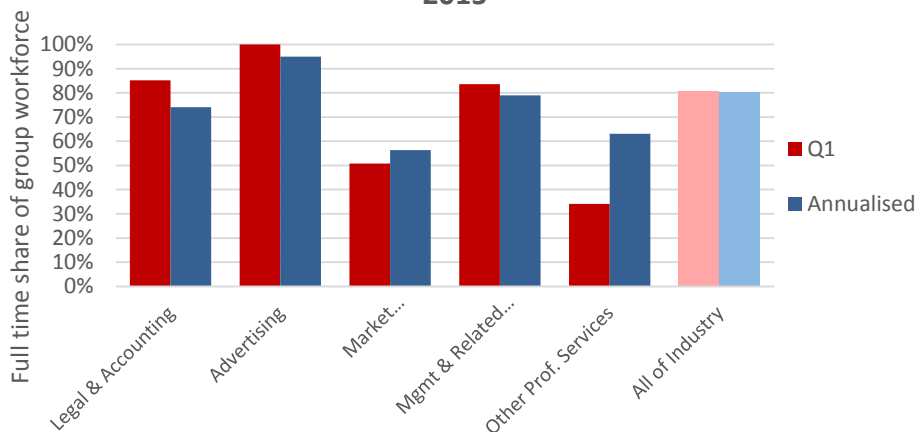
<25	11,400	14,400
25-45	48,900	63,000
>45	40,300	40,800
	Feb 2014	Feb 2015

Workforce Demographics

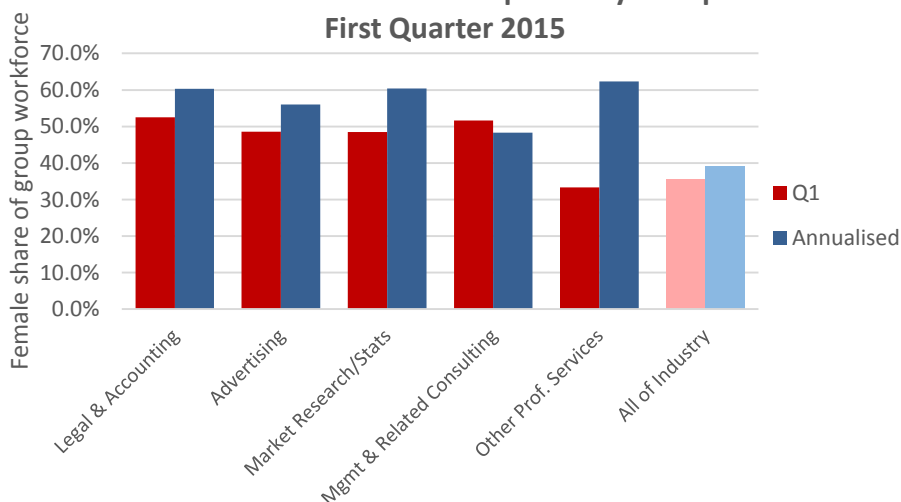
**Subdivision Share of Industry Workforce (WA)
First Quarter 2015**



**Full Time Employment Rates by Group
2015**



**Female Workforce Participation by Group
First Quarter 2015**



Group/Subdivision Workforces

	Annual'd	Quarterly
Legal & Acc	+23.1%	-13.0%
Advert	-19.6%	-22.6%
MR & Stats	+142.4%	+19.3%
Mgmt & Consult	-3.5%	-11.6%
Other Prof	+15.0%	-0.3%

Leg/Acc	28,400	25,200
Advert	700	1,300
MR/Stat	1,000	4,300
Mgmt	11,500	9,200
Other Prof	2,600	900
	Feb 2014	Feb 2015

Full Time Workforce

	Annual'd	Quarterly
Legal & Acc	+30.1%	-4.1%
Advert	+4.4%	-3.5%
MR & Stats	+80.8%	-1.1%
Mgmt & Consult	+1.5%	-12.3%
Other Prof	+11.5%	-51.9%

Leg/Acc	21,800	21,500
Advert	400	1,300
MR/Stat	700	2,200
Mgmt	9,000	7,700
Other Prof	2,600	300
	Feb 2014	Feb 2015

Female Workforce

	Annual'd	Quarterly
Legal & Acc	+15.8%	-25.8%
Advert	-31.7%	-23.7%
MR & Stats	+154.8%	+19.4%
Mgmt & Consult	+24.2%	-14.0%
Other Prof	+24.3%	-70.1%

Leg/Acc	18,300	13,200
Advert	700	700
MR/Stat	1,000	2,100
Mgmt	2,600	4,700
Other Prof	1,500	300
	Feb 2014	Feb 2015

Traineeship Demographics¹²

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

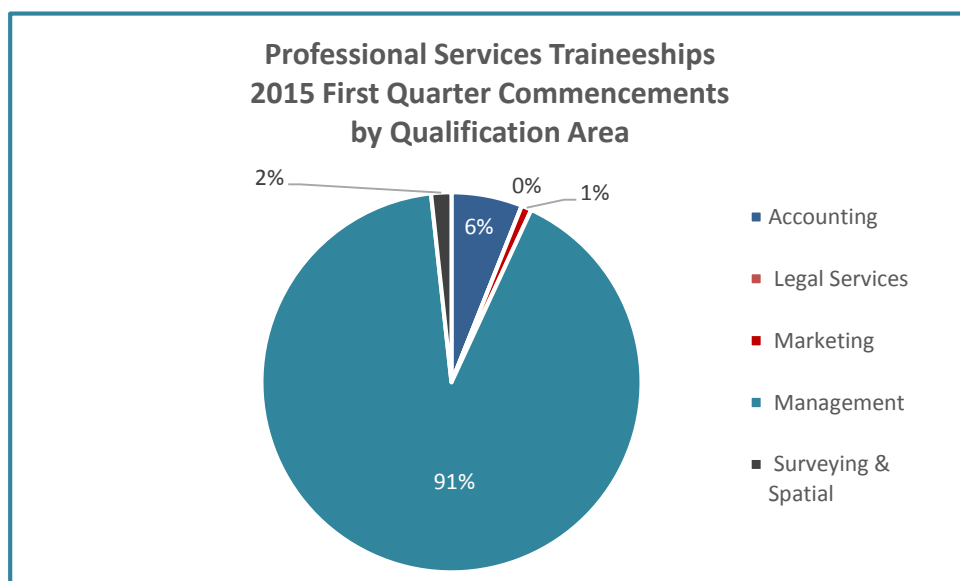
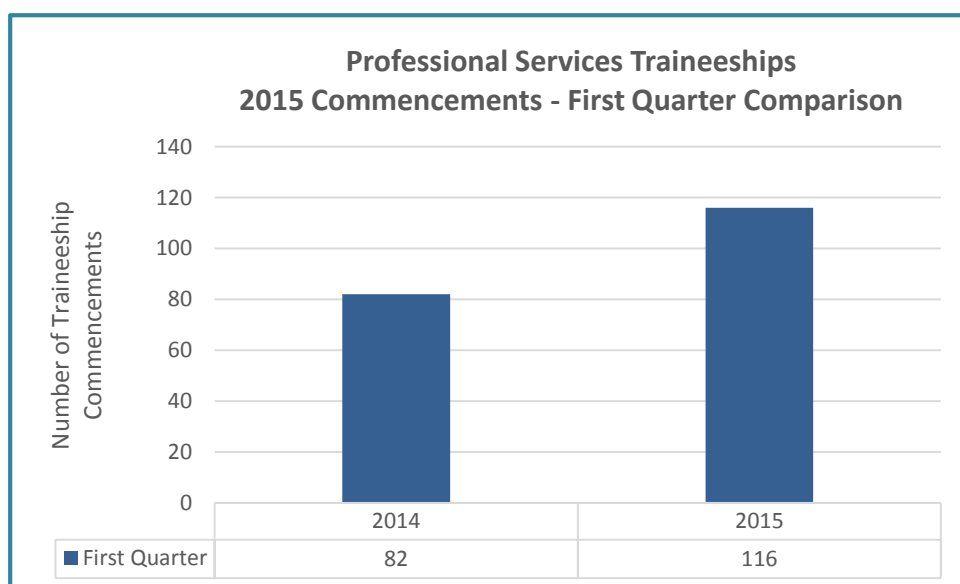
Management

Diploma of Management

Surveying and Spatial Services

Certificate IV, Diploma in Surveying

Diploma of Spatial Information Services



Traineeship Commencements

+ 36.05%

(Annualised)

+ 41.46%

(First Quarter Comparison)

400	116
2014	2015 YTD

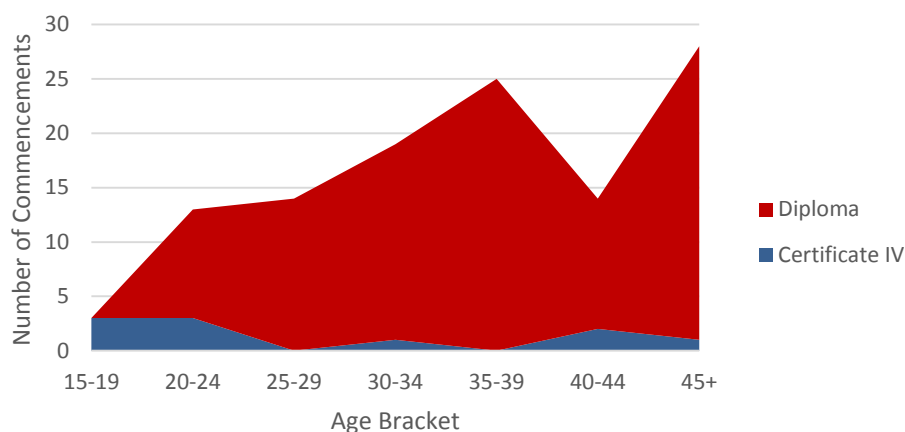
Top Traineeship Areas 2014

	2014	2015	Change
Mgmt	62	106	+71.0%
Account'g	14	7	-50.0%
Survey'g	3	2	-33.3%
Market'g	3	1	-66.7%
Legal Services	0	0	***

400	116
2014	2015 YTD

¹² Training for scientific occupations have not been included as they fall outside the FAPSTC portfolio

Age of Trainees at Commencement 2015 First Quarter



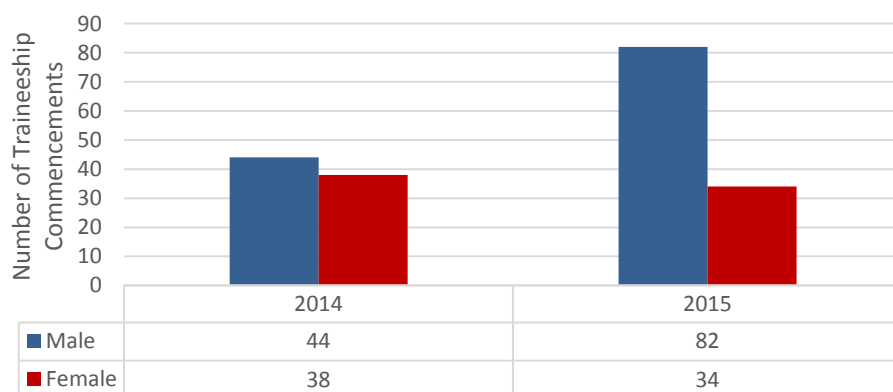
Trainee Age

	Age Share (2014)	Age Share (2015 YTD)
<25	15.3%	13.8%
25-45	60.5%	62.1%
>45	24.3%	24.1%

400
2014

116
2015 YTD

Gender of Commencing Trainees 2015 First Quarter Comparison



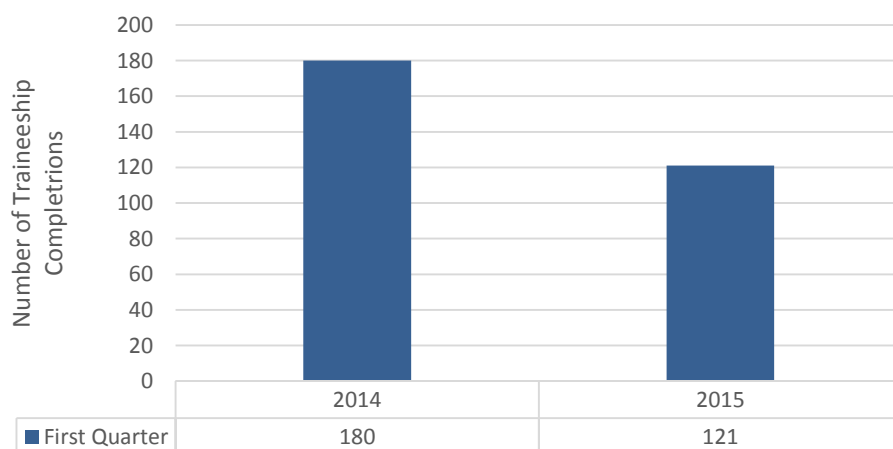
Female Trainees

	2014	2015 YTD
Cert IV	75.4%	80.0%
Diploma	38.6%	24.5%
Total	44.8%	29.3%

179
2014

34
2015 YTD

Professional Services Traineeships 2015 Completions - First Quarter Comparison



Traineeship Completions

- 53.92%

(Annualised)

- 32.78%

(Fourth Quarter Comparison)

711
2014

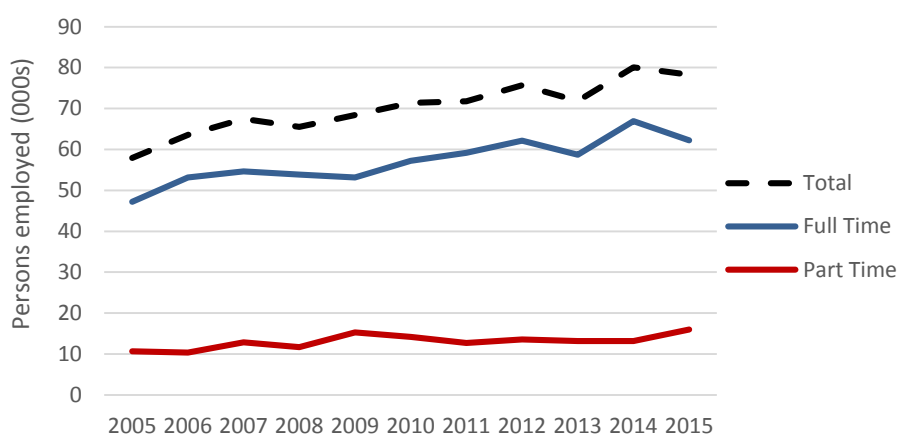
121
2015 YTD

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 first quarter of 2015, the industry contracted to 79,700 workers, or 5.7% of the State's workforce. This represents a decrease of 2,400 workers over the previous quarter, a continuation of the decreases seen over 2014, driven primarily by government and public administration declines.

Workforce Demographics

WA Employment Levels - First Quarter 2015
Four Quarter Moving Average



Total Workforce

- 2.20%

(Annualised)

- 2.92%

(Quarterly)

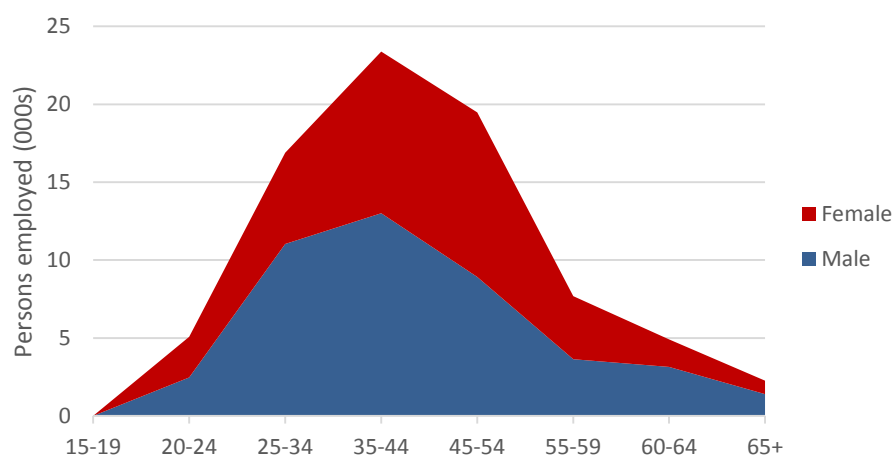
77,900

Feb 2014

79,700

Feb 2015

Total Workforce Age Demographics
First Quarter 2015



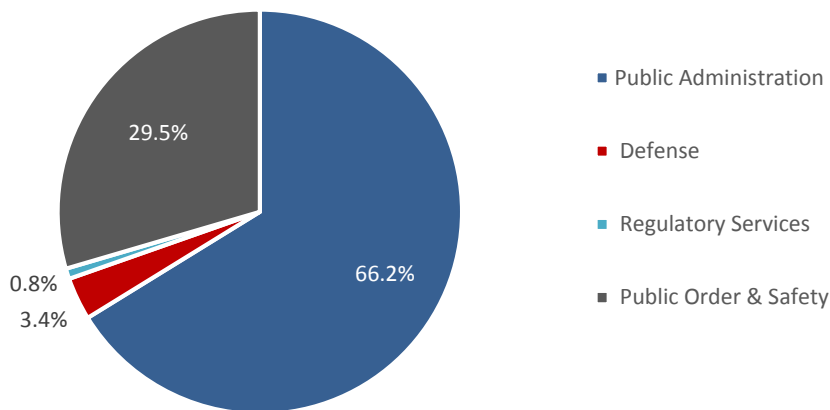
Workforce Age

	Annualised	Quarterly
<25	-36.3%	-1.4%
25-45	+1.3%	-2.3%
>45	-0.2%	-4.2%

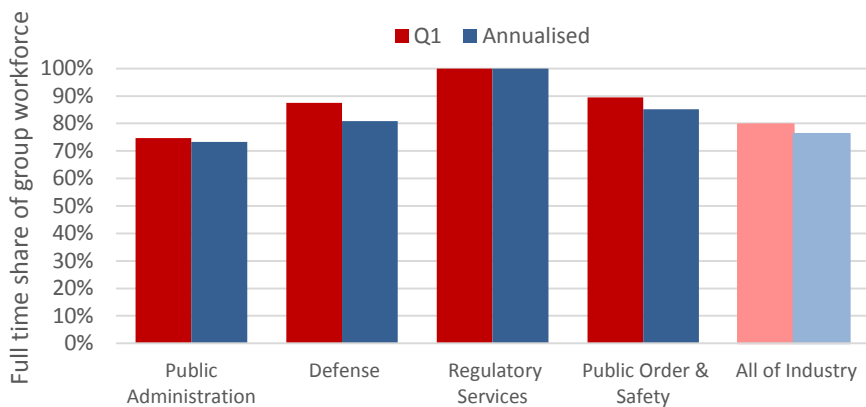
<25	5,800	5,100
25-45	34,800	40,300
>45	37,300	34,300
	Feb 2014	Feb 2015

Workforce Demographics

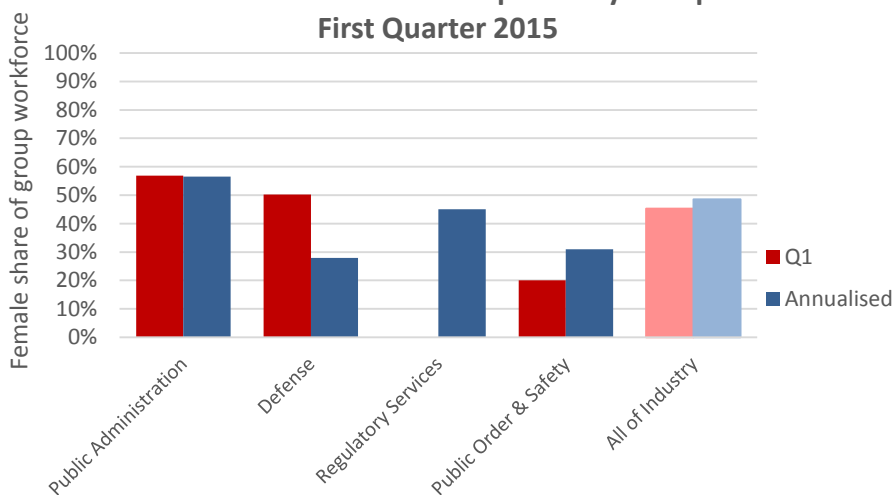
**Subdivision Share of Industry Workforce (WA)
First Quarter 2015**



**Full Time Employment Rates
First Quarter 2015**



**Female Workforce Participation by Group
First Quarter 2015**



Subdivision Workforces

	Annual'd	Quarterly
Public Order	-15.2%	+13.8%
Rest of Industry	+4.0%	-8.5%

Public Order	26,400	23,500
Rest of Industry	51,500	56,100
	Feb 2014	Feb 2015

Full Time Workforce

	Annualis'd	Quarterly
Public Order	-15.2%	+16.5%
Rest of Industry	+4.0%	-8.5%

Public Order	23,000	21,100
Rest of Industry	51,500	56,100
	Feb 2014	Feb 2015

Female Workforce

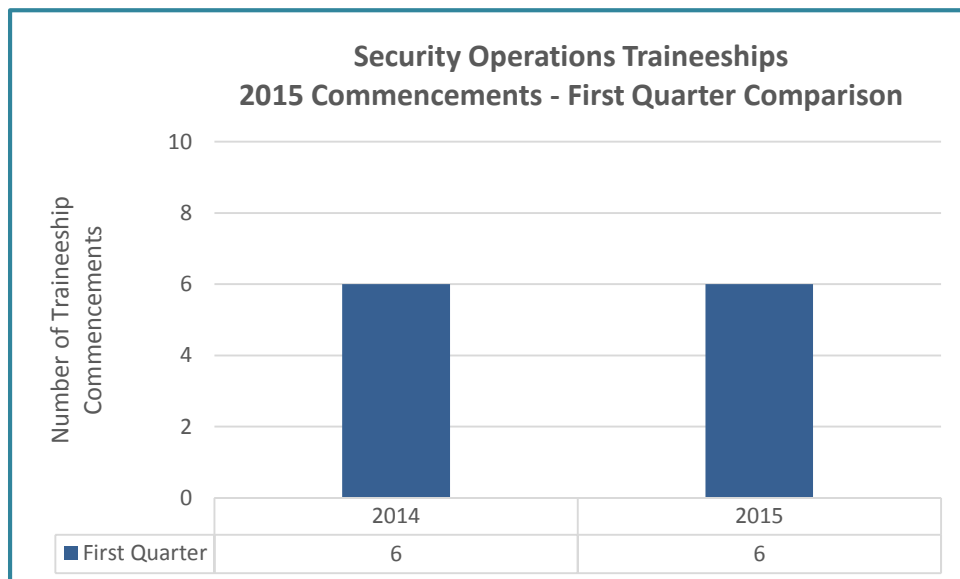
	Annualis'd	Quarterly
Public Order	-12.6%	+17.1%
Rest of Industry	+7.9%	-0.9%

Public Order	30,000	4,700
Rest of Industry	31,400	31,700
	Feb 2014	Feb 2015

Traineeship Demographics¹³

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

- 42.86%*

(Annualised)

- 0.00%*

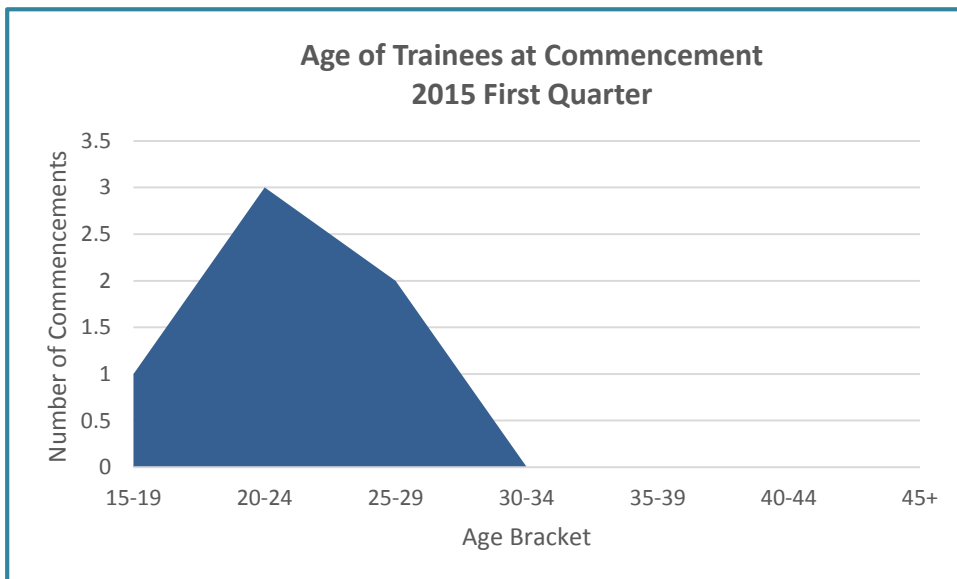
(First Quarter Comparison)

38

2014

06

2015 YTD



Trainee Age

	Age Share (2014)	Age Share (2015 YTD)
<25	40.0%	66.7%
25-45	60.0%	33.3%
>45	0.0%	0.0%

38

2014

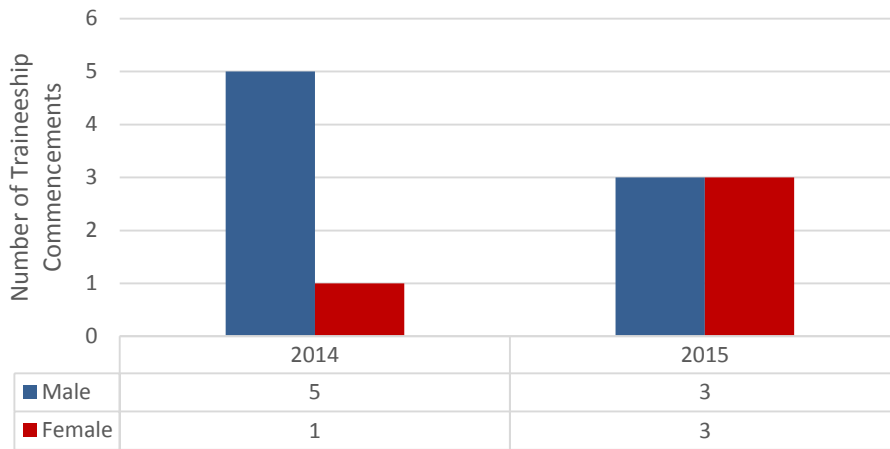
06

2015 YTD

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

¹³ Training for occupations other than security are not included in this analysis as they fall outside the training packages in the FAPSTC portfolio.

Gender of Commencing Trainees 2015 First Quarter



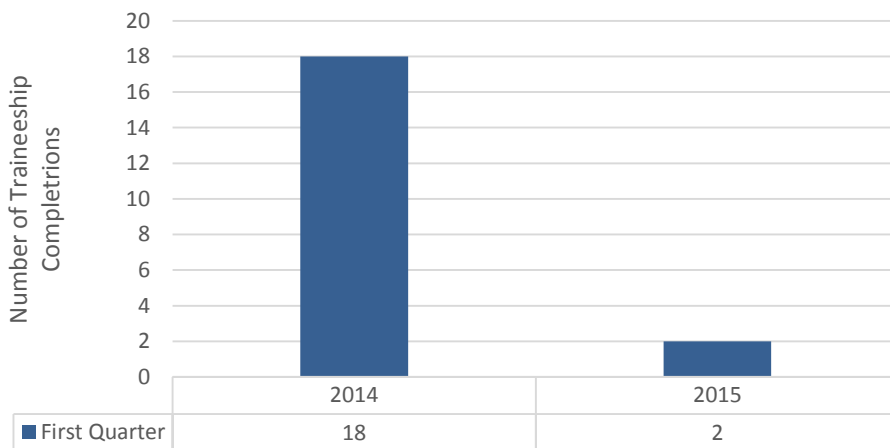
Female Trainees*

	2014	2015 YTD
Cert III	10.0%	50.0

02
2014

03
2015 YTD

Security Operations Traineeships 2015 Completions - First Quarter Comparison



Traineeship Completions

- **47.46%**

(Annualised)

- **88.89%**

(First Quarter Comparison)

47
2014

2
2015 YTD

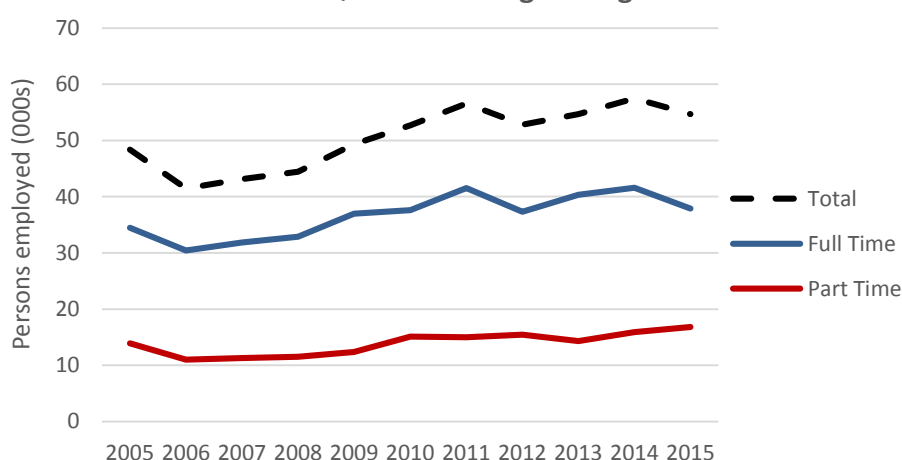
* These statistics serve as guidance only, given the extremely small numbers involved.

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 first quarter of 2015 the industry workforce numbered 57,000, or 4.1% of the State workforce. This is an increase of 4,800 workers over the previous quarter. However, the Civic, Professional and Other Interest Groups group workforce experienced a dramatic contraction, almost halving to only 3,500 workers.

Workforce Demographics

WA Employment Levels First Quarter 2015
Four Quarter Moving Average



Total Workforce

- 4.89%

(Annualised)

+ 9.16%

(Quarterly)

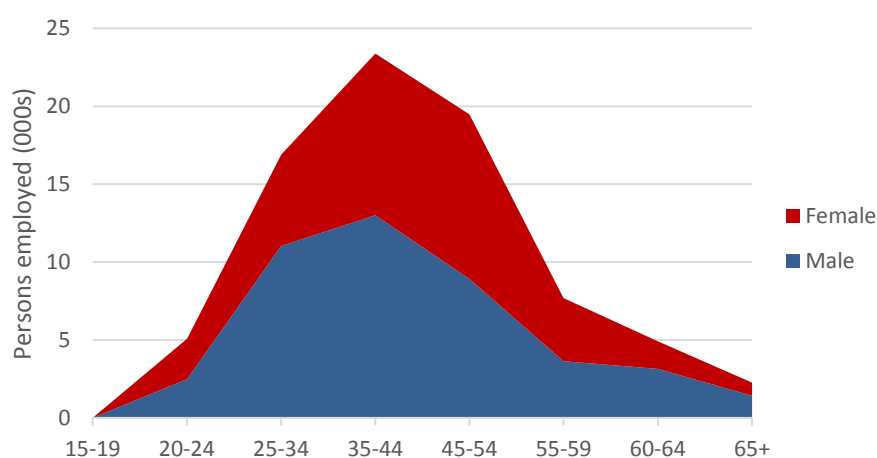
60,200

Feb 2014

57,000

Feb 2015

Total Workforce Age Demographics
First Quarter 2015

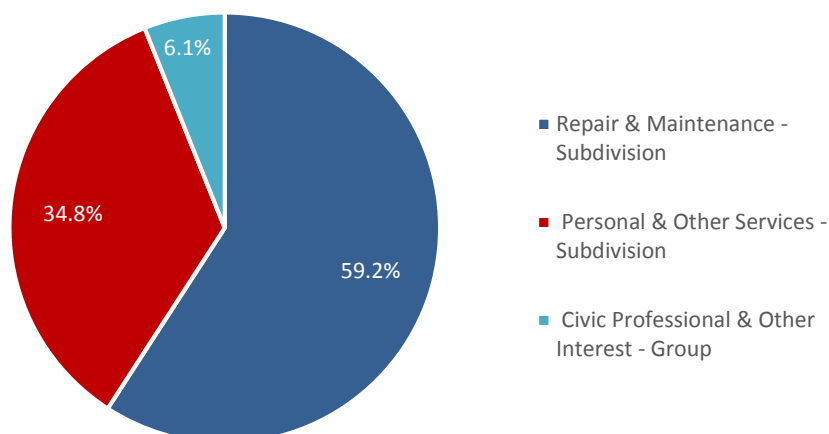


Workforce Age

	Annualised	Quarterly
<25	+12.3%	+36.3%
25-45	-16.1%	+29.4%
>45	+1.4%	-22.1%

<25	10,400	14,400
25-45	28,600	25,500
>45	21,300	17,100
	Feb 2014	Feb 2015

Subdivision Share of Industry Workforce (WA) First Quarter 2015

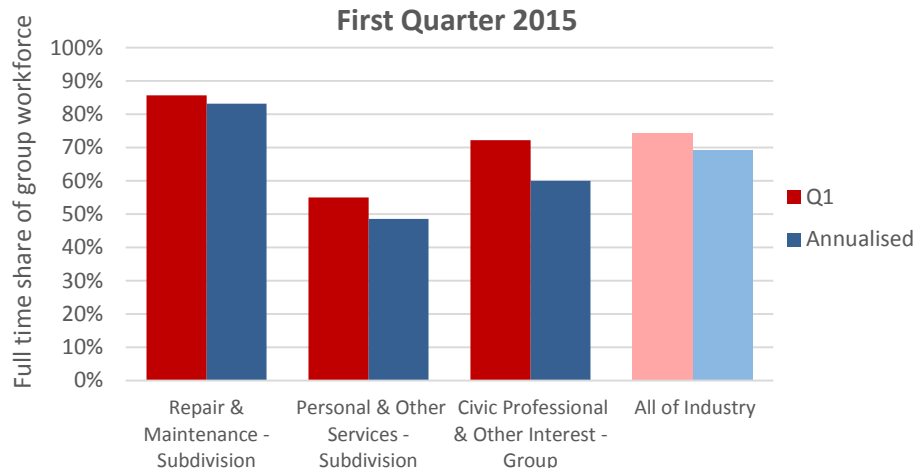


Subdivision Workforces

	Annual'd	Quarterly
Interest Groups	-16.1%	-43.1%
Rest of Industry	-2.8%	+14.3%

Interest Groups	5,100	3,500
Rest of Industry	55,400	53,500
	Feb 2014	Feb 2015

Full Time Employment Rates First Quarter 2015

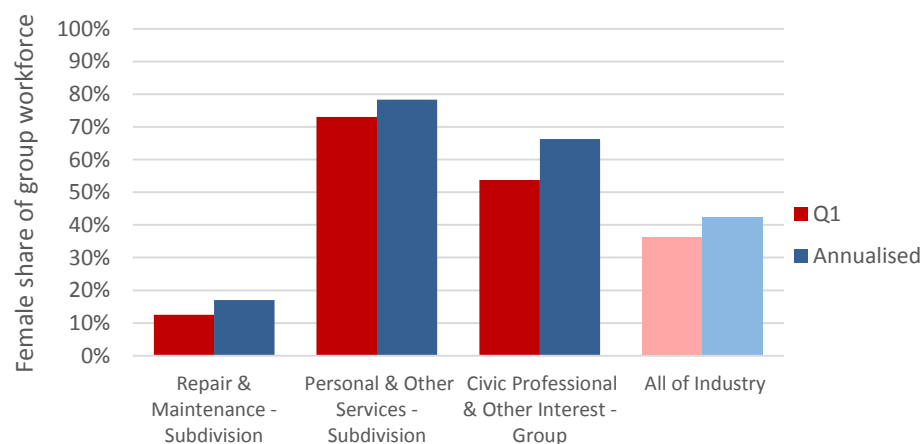


Full Time Workforce

	Annualis'd	Quarterly
Interest Groups	-11.9%	6.3%
Rest of Industry	-4.8%	+14.3%

Interest Groups	5,100	2,500
Rest of Industry	55,400	53,500
	Feb 2014	Feb 2015

Female Workforce Participation First Quarter 2015



Female Workforce

	Annualis'd	Quarterly
Interest Groups	-14.8%	-45.6%
Rest of Industry	+3.3%	-11.6%

Interest Groups	2,600	1,900
Rest of Industry	20,200	18,700
	Feb 2014	Feb 2015

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

