Emerging occupations

Growth industries

Local opportunities for skills

Training costs and availability

A guide to resources

Your North East Metro Electorate Jobs and Skills Report 2015

SAVE OUR SERVICES .COM.AU

UNIONSWA
www.unionswa.com.au

In 2010 the Barnett Liberal-National Party Government began a program of public sector staff and funding cuts, as well as the sale of public assets and privatisation of services.

At the same time the population of WA was growing rapidly, housing affordability getting worse, and costs of living rising.

UnionsWA, with the support of public sector unions, has created the **Save Our Services** campaign to raise awareness about and address these issues.

Save Our Services is committed to a clearer, stronger role for the public sector, by ensuring that there are skilled and more secure jobs in the future. The need for investment in our people, services and infrastructure is very great.

SAVE OUR SERVICES .COM.AU

UNIONSWA

www.unionswa.com.au

Table of Contents

A message from Meredith Hammat

Job security is a concern for many. Whether searching for that first job after finishing school, returning to work after parenting or looking for a new or exciting job - the state of our local job market and the opportunities for training are important.

This report provides a summary of key local job market data - which jobs and which industries are growing, and the typical costs for local courses by main study areas at TAFE.

The aim is to provide you with a summary of up-to-date information on our changing job market and demand for skills. A range of links and other useful resources are also provided for those who need more detail.

Western Australia has been very lucky in recent times. Record demand for our natural resources, particularly from China, provided a once-in-a-generation opportunity for growth and jobs. As China's economic growth has slowed, demand for our natural resources has eased and the mining boom is now coming to an end.

This boom and bust cycle means that for individuals and families there is a greater need to be aware of and respond to change. This report attempts to help with that.

In the same way, governments and communities need to decide what kind of economic future, job and skill opportunities we want in the future.

The mining boom meant more royalty revenue for the state government, but was this money spent on the right priorities? The state government has borrowed heavily and is now looking to privatisation, cutbacks and higher fees and charges to repay this debt.

Government has cut more than $200 million from our schools, which has seen many programs cancelled or rolled back. Cuts to TAFE and training have seen some course fees increase by more than 500 per cent, and TAFE enrolments plummet.

Higher costs and labour shortages made it tough for non-mining businesses to survive during the recent boom, with many businesses unable to compete for resources, forced to close their doors. The WA economy has lost some of the diversity that is crucial for creating lasting jobs and opportunities into the future.

The result of this is rising unemployment, with young Western Australians affected the most.

As the peak union body, UnionsWA wants to make sure that working people have access to proper occupational health and safety standards and fair pay. The union movement believes jobs, especially skilled jobs, create opportunities for all and it remains at the core of what we do.

Save Our Services is a community campaign seeking to ensure we have better services for all and a public sector that can help to improve jobs and skills. We both provide community members with good information as well as opportunities to work together.

Meredith

Meredith Hammat
Secretary, **UnionsWA**
Spokesperson, **Save Our Services**

Methodology

A range of sources have been drawn upon to construct this report.

For labour or workforce data the most commonly used source has been data from the Australian Bureau of Statistics (ABS). The ABS uses surveys to provide estimates. When using local or regional data the survey sample sizes are small and can vary from month to month and require qualification. To give greater confidence in the figures provided here, raw data has been analysed to generate 'trend' figures. That is, for example, for figures provided for October 2015 the number given is the average figure for the year to October, 2015 not the raw estimate for October alone.

The most recently available data at the time of publication (November 2015) have been used. For Industry and Occupation estimates in Figures 1, 2 and 3, ABS data from August 2015 have been used. For employment and unemployment estimates presented in Figures 4, 5 and 6, the latest data used is for October 2015.

For Australian and WA employment data the ABS provides its own trend figures which have been used where available. Where the ABS does ***not*** provide trend figures, such as for regional employment data, we have used 12 month rolling average method to derive a 'trend'. Occasionally ABS trend figures are compared with our moving average figures, however where possible we have tried to compare like for like.

For labour force figures presented in Figures 1, 2 and 3 as well as Table 3, raw data are available **here,** from the ABS 'Labour Force, Australia, Detailed, Quarterly, August 2015 (Cat. 6291.0.55.003)' were used.

The raw ABS data used for Australian industry was sourced from 'Table 04. Employed persons by Industry division of main job (ANZSIC) - Trend, Seasonally adjusted, and Original' and, for Australian Occupation data, 'Table 07. Employed persons by Occupation major group of main job (ANZSCO) and Sex', for WA industry ', 'Table 05. Employed persons by State, Territory and Industry division of main job (ANZSIC)' and 'Table 16. Labour force status for 15-24 year olds by State, Territory and Educational attendance (full-time)' have been used and WA occupation data I am using 'RQ2 - Employed persons by Labour market region (ASGS), Occupation major group (ANZSCO) and Sex, Annual averages of the preceding four quarters, Year to August 1999 onwards' was used for industry figures. For Regional industry data 'RQ1 - Employed persons by Industry division of main job (ANZSIC), Labour market region (ASGS) and Sex, Annual averages of the preceding four quarters, Year to August 1999 onwards' were used and for Regional Occupation data 'RQ2 - Employed persons by Labour market region (ASGS), Occupation major group (ANZSCO) and Sex, Annual averages of the preceding four quarters, Year to August 1999 onwards'

For data presented in Figures 4, 5 and 6 is drawn from ABS data for October 2015 was sourced from 'Table 8. Labour force status by Sex, Western Australia - Trend, Seasonally adjusted and Original' 6202.0 - Labour Force, Australia, Oct 2015, available **here.**

For Regional employment data use was made of the ABS source 'RM1 - Labour force status by Age, Labour market region (ASGS) and Sex, October 1998 onwards' from 6291.0.55.001 - Labour Force, Australia, Detailed - Electronic Delivery, October 2015, available **here**.

Figures regarding TAFE fees (Tables 1 and 2) are drawn from the publicly provided fee schedules for relevant TAFE Institutes in 2015 sourced from the relevant web sites. However, data used in Figures 7 and 8 compare average fees between 2013 and 2015. As the number courses often reduced significantly or changed over those years, only courses that were offered in both 2013 and 2015 are averaged for those tables. Source documents for these are available **here** and the calculations used from those are available upon request.

Figures provided for the reduction in funding for TAFE Institute in 2014 are sourced from Delivery and Performance Agreements Between the VET (WA) MINISTERIAL CORPORATION (Department of Training and Workforce Development) and relevant TAFE Institutions, including Central Institute of Technology, Polytechnic West, West Coast Institute and Challenger Institute provided in answers to questions on notice in the WA Parliament (see link **here**.)

Figure 9 provides details of funding cuts for local High School cuts between 2013 and 2015. These figures and the methods used to calculate there are detailed **here**.

Figures and Tables

Authors and Research

This report has been published by Save Our Services. Research contributions were made by Dr Tim Dymond, Philip O'Donoghue and Nadia Nelson. Data entry was quality assured through review by Roanna Beach. The report was written by Meredith Hammat, Philip O'Donoghue and Nadia Nelson.

Overview

This report provides details of the local job market and job training opportunities for those who live in the Perth North Eastern (NE) suburbs, including inner-Perth. Reports for WA as a whole and labour markets regions within metropolitan Perth are available **here**.

Job prospects, and what individuals may do to improve these, vary depending on one's strengths. You may be eligible for support from employment services. The attitudes of employers can greatly affect who gets a job and who does not. Sometimes recruitment decisions are made unfairly or even unlawfully. It is important to know your rights. If you are treated unfairly it may benefit you and others in the future if you take steps to protect your rights.

There are a number of resources online and elsewhere that can assist and many of these are detailed in the resources section at the end of this report.

Key information on levels of study, study areas and TAFE fees are also provided to give you an idea of job training options. The main TAFE institute is Polytechnic West. Figures for Central Institute of Technology are also provided because of its proximity to this region. Doing so provides readers with information on a wider range of study areas and associated fees.

How to use this report

One document can't meet the information needs about jobs and skills for everyone. However, anyone seeking work or thinking about training will benefit from doing some homework. Here is a guide to what you may find most useful and where else further information may help more.

In the **Your Local Job Market** section:

- There's an overview of which industries and occupations are growing or otherwise across the North East Perth suburbs. This will be of most interests to those who have not yet committed to work in a particular industry or occupation.
- Unemployment and youth unemployment data is also provided. This gives a sense of how competitive the job market is at present.
- Overall this data can give you an indication of whether or not your search for work might extend beyond your local labour market or if further training is likely to help.

Preparation might lead you to want more information or specific assistance. So the **Guide to Resources** at the end of this report includes a summary of and links to employment and career guidance services, as well as links to agencies that can help if you believe you have been treated unfairly at work or in your search for work.

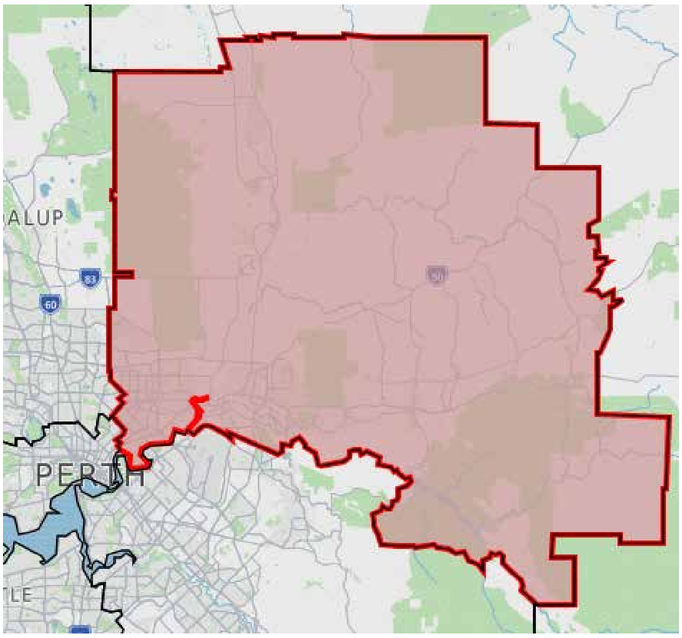
In **Local Opportunities for Skills** section:

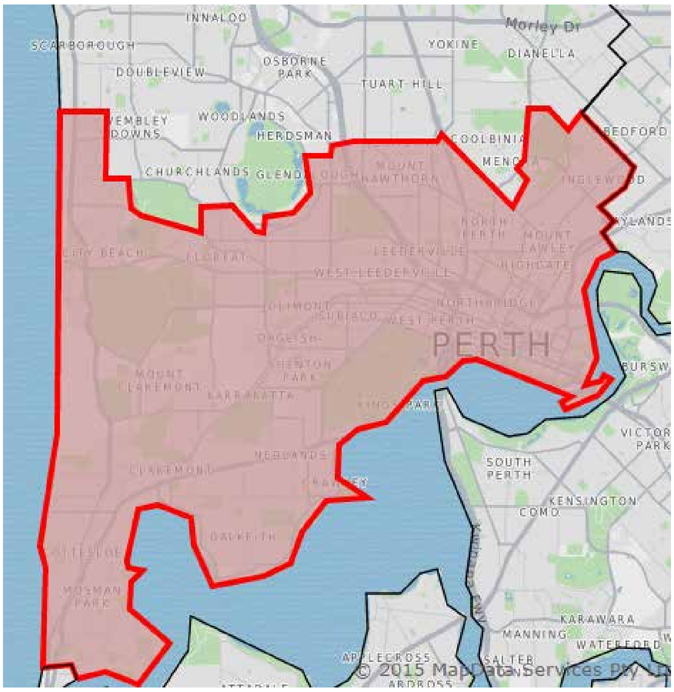
- Key information is provided about the average cost of TAFE course fees by level and type of study.
- This will be of most use if you have concluded that further study may help in a job market where skills are increasingly important.
- Typical costs for study are given, but these may vary according to specific courses needed.
- Recent increases for course fees are provided - many courses take a while to complete so you may need to plan to cover these as well as debt or future fee increases.

The **Guide to Resources** towards the end of this report includes a summary of and links to reports about the likelihood of completing courses and student satisfaction survey findings.

Your Local Job Market

The key data presented here is for NE Perth, including the suburbs of Perth outlined in the two maps below.





Across this NE Perth suburban region there are 170,708 people in full time jobs and 68,733 in part time jobs in October 2015.

KEY FINDINGS

Professionals are the single largest category and the one that is growing.

Trades workers are the second largest occupation and also rising while **clerical and administrative** jobs are about the same size but have been stable over these two years.

Managers are a significant occupation which is rising.

The largest employing industry in the region, also with significant growth, is the **professional, scientific and technical services** industry.

Employment in the **health and social assistance** and **retail industries** is also significant but stable.

While large, employment in the **construction, accommodation and food, manufacturing, public administration industries** have grown significantly. Employment in the **mining** industry has declined slightly.

Compared with WA, people living in NE Perth are much more likely to work in the **scientific and technical services** industry and slightly more likely to work in **accommodation and food**.

Unemployment rate overall is lower than for WA, but equal to the high youth unemployment rate in WA at 10.8%

Figure 1 shows the number of people employed in key occupations in 2013 and 2015 across North East Perth. Professionals are the single largest category and the one that is growing. Trades workers are the second largest occupation and also rising while clerical and administrative jobs are about the same size but have been stable over these two years. Managers are a significant occupation which is rising. Other occupations include community and personal service work and sales, both rising slightly. Driver and machine operator jobs, as well as those of labourers are relatively small and stable in number.

Figure 1: Occupations, NE Perth, 2013 & 2015

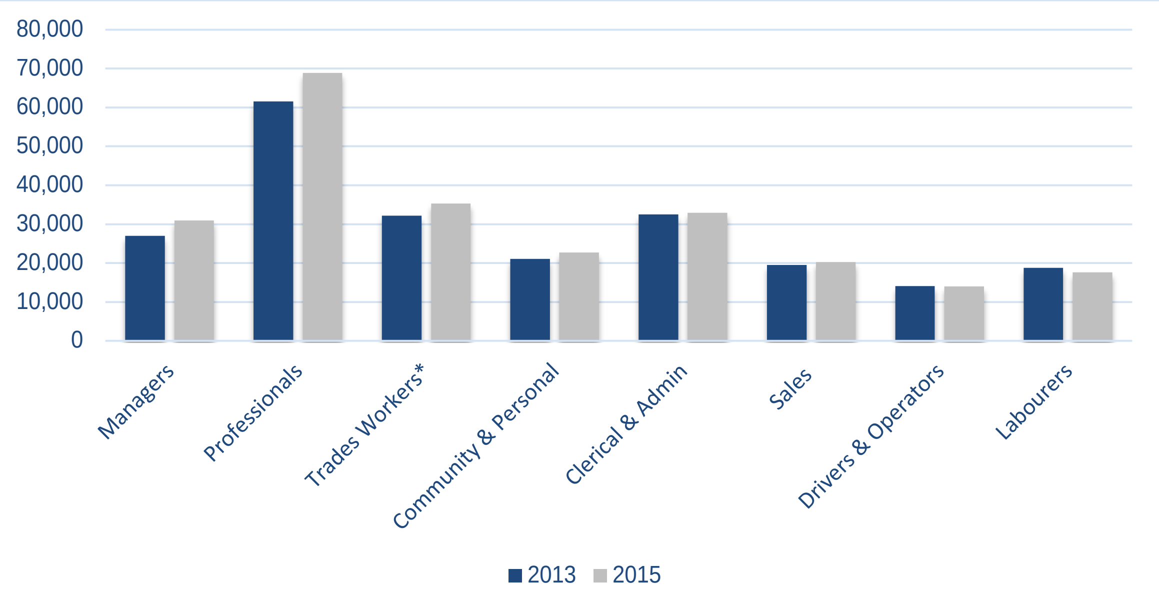


Figure 2 compares the proportion in occupations in NE Perth with WA for 2015. NE Perth has a significantly higher proportion of professionals than the rest of WA, slightly more managers and about the state average for community and personal workers, clerical and administrative and sales workers. The region has significantly fewer trades workers and somewhat fewer driver/machine operators and labourers.

Figure 2: Occupations, NE Perth & WA, 2015

Figure 3 shows the change in number of jobs by industry for NE Perth over the past two years.

The largest employing industry in the region, also with significant growth, is the professional scientific and technical services industry. Employment in the health and social assistance and retail industries is also significant and largely stable in terms of growth. While not as large, employment in the construction, accommodation and food, manufacturing, public administration industries have grown significantly. Employment in the mining industry has declined slightly.

Figure 3: Employment by eight largest industries, NE Perth, 2013 & 2015

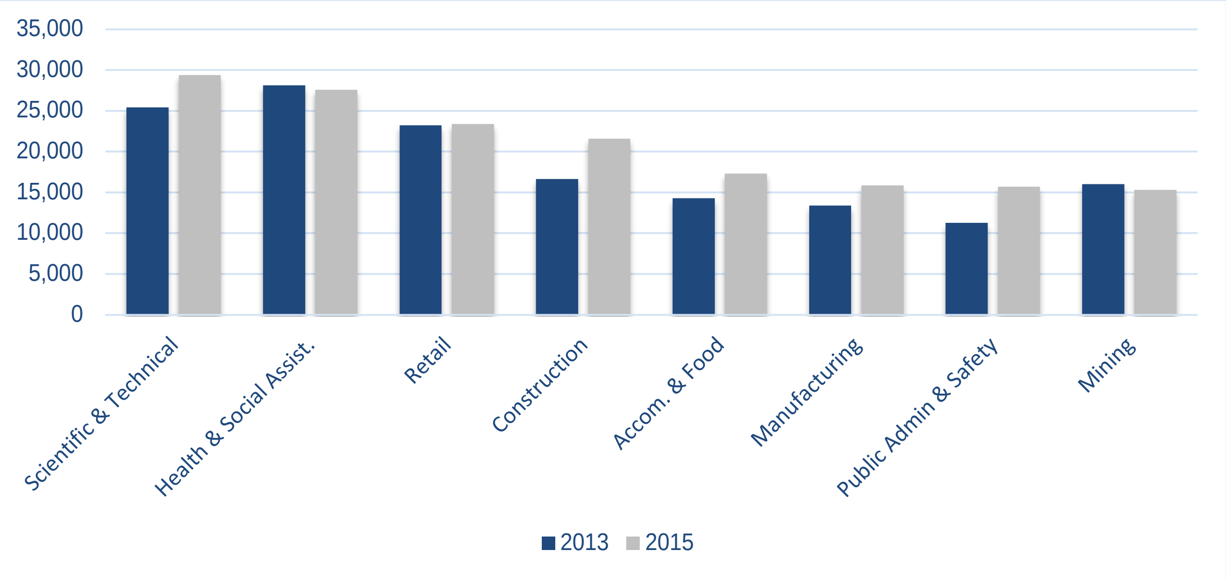
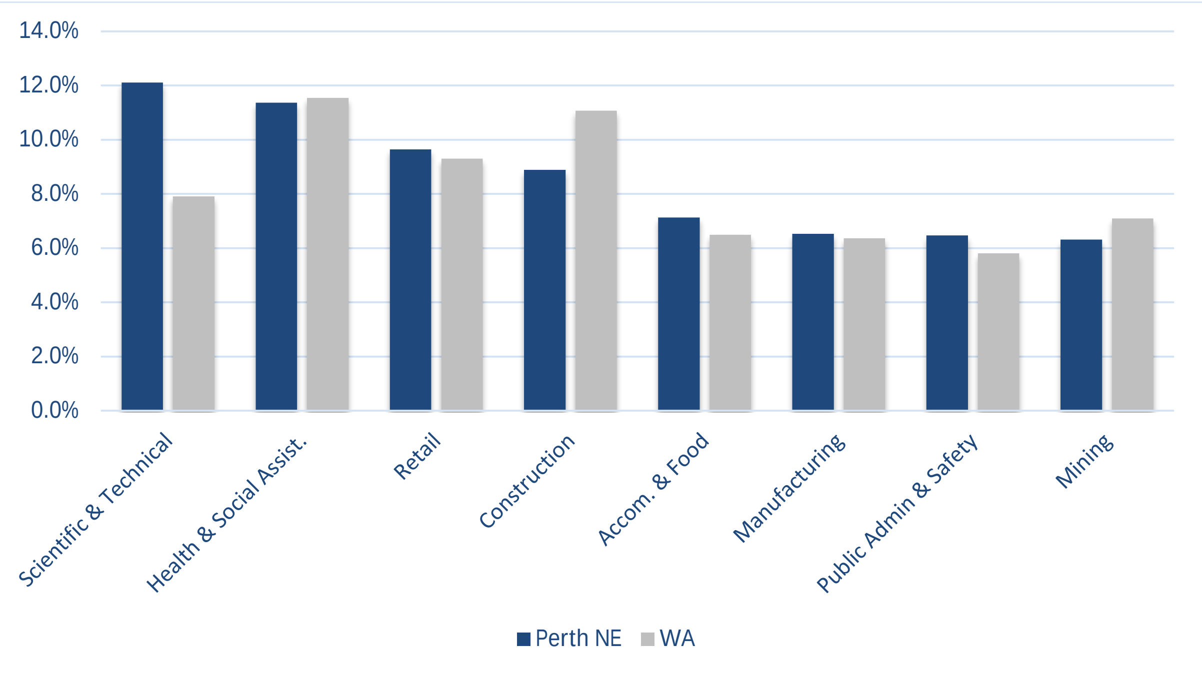


Figure 4 compares employment in industries for NE Perth with WA as a whole. This gives an indication of those industries that are more or less important.

Compared with WA, people living in NE Perth are much more likely to work in the scientific and technical services industry and slightly more likely to work in accommodation and food. Those in NE Perth are significantly less likely to work in construction and slightly less likely to work in mining. The rate of employment in other industries is about the same as for WA as a whole.

Figure 4: Rate (%) employment by eight largest industries, NE Perth & WA, 2015



Unemployment can be used as an indicator of competition for jobs. In NE Perth there were 12,642 people unemployed in October 2015, representing 5.0% of all those who are in employment or seeking employment. Among those unemployed there are 4,358 aged between 15 and 24 years.

Figure 5 shows that over the past two years in the NE Perth suburban corridor unemployment has risen and, in particular youth unemployment has risen sharply.

Figure 5: Rate (%) unemployment, total & youth (15-24), NE Perth, 2013 & 2015

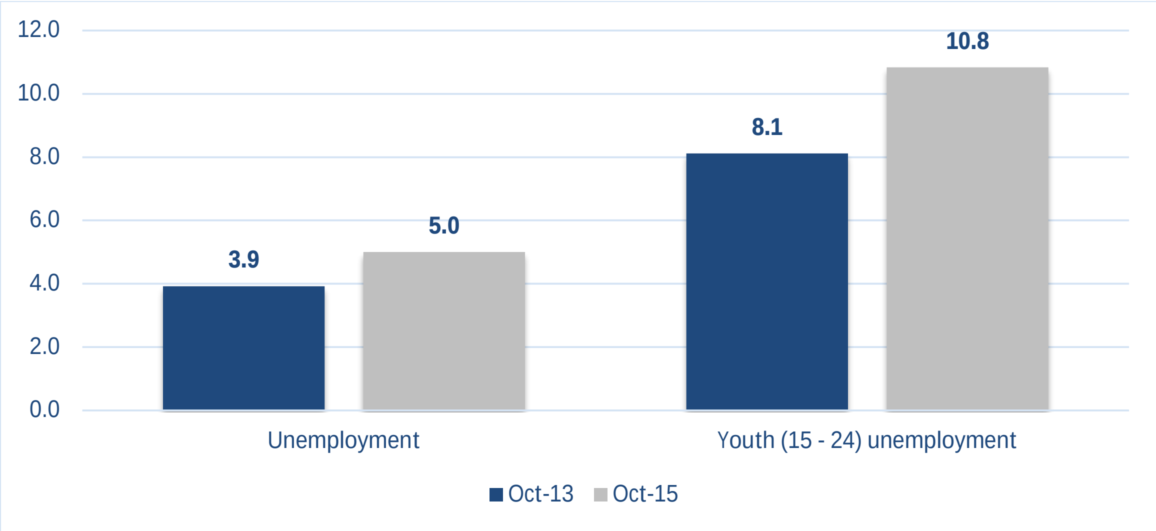
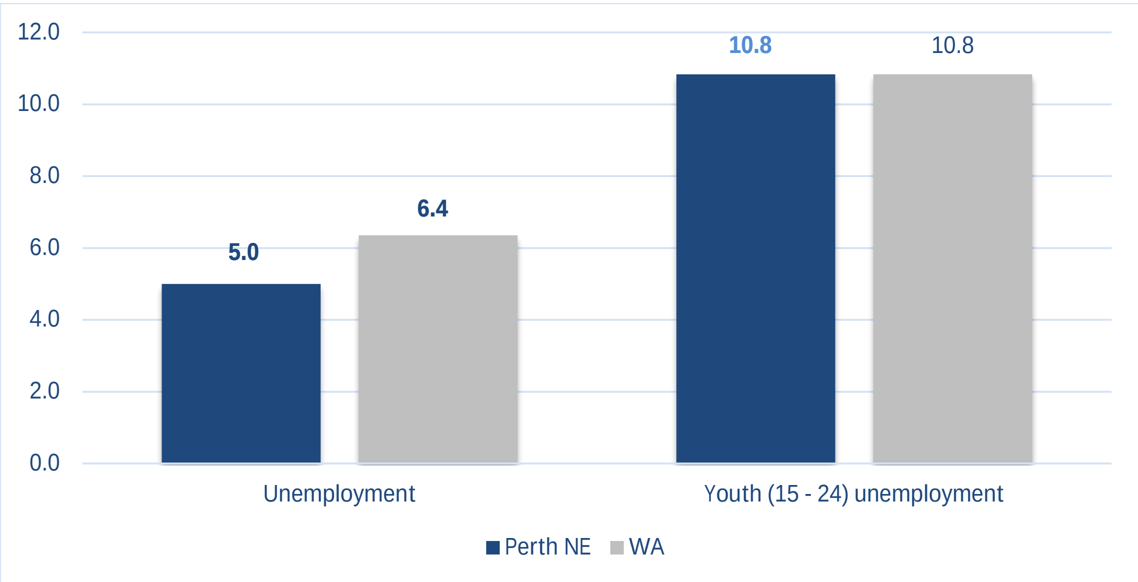


Figure 6 compares the rate of general unemployment and youth unemployment rate between the Perth North East and WA as a whole. The rate of unemployment in the North East of Perth is slightly lower than for WA as a whole while the youth unemployment rate is equally high for the region and WA.

Figure 6: Rate (%) unemployment, total and youth (15-24), NE Perth & WA, 2015



Local Opportunities for Skills

Professional and skilled jobs are a large and growing part of the employment across SE Perth.

Polytechnic West is the largest job training provider locally.

The cost of job training can affect individual and family decisions about training. **Table 1** presents a summary of average fee costs by level of study and area of study at Polytechnic West in 2015.

Fees for course from Certificate II through to Certificate IV generally cost around $1,300 to $2,500 each.

At the Diploma level of study, average course fees begin to differ - from a low of around $2,000 up to $4,500.

Foundation studies are courses often taken in preparation for other more advance and certified studies. Certificates I-II provide basic vocational skills and knowledge. Certificates III-IV replace the previous system of trade certificates and provide advanced skills and knowledge. Courses at Diploma and Advanced Diploma level take between one to three years to complete, and are considered equivalent to one to two years of university degree level study.

Table 1: Average fees by qualification level & study area, Polytechnic West, 2015

Study area	Cert II	Cert III	Cert IV	Diploma
Accommodation & Food Services	$2,487	$2,536	$2,638	$2,225
Administrative & Support Services	n/a	n/a	$1,786	$2,725
Agriculture, Forestry & Fishing	$2,487	n/a	n/a	$3,476
Arts & Recreation Services	$1,576	$2,454	$1,704	$4,283
Construction	$1,969	n/a	$1,642	$1,880
Education & Training	$2,167	$2,628	$2,210	$3,597
Health & Social Services	$1,310	$1,723	$1,811	$3,244
Information, Media & Telecommunications	$2,008	$2,444	$1,474	$4,447
Professional, Scientific & Technical Services	$1,949	$2,117	$1,820	$3,035

Table 2 provides average fees by study area in 2015 for Central Institute of Technology, most of its campuses are near the city.

Table 2: Average fees by qualification level & study area, Central Institute, 2015

Study area	Cert III	Cert IV	Diploma	Advanced Diploma
Administrative & Support Services	$2,755	n/a	$4,653	$4,383
Arts & Recreation	$3,037	$3,517	n/a	n/a
Construction		$3,903	$6,766	n/a
Education & Training	$2,532	$3,494	$2,673	n/a
Health & Social Services	$2,003	$2,244	$7,497	n/a
Information, Media & Telecommunications	$2,831	$3,907	$6,558	n/a
Mining	$5,058	n/a	n/a	n/a
Professional, Scientific & Technical Services	$2,757	$4,158	$6,600	n/a
Retail Trade	n/a	$4,617	$3,720	n/a

TAFE training course fees have increased greatly in just the past few years. Further increases are certain, however fees for 2016 were not available at the time of this publication.

An indication of fee increases is provided in Figures 7 and 8 which present average fee increase at Central Institute of Technology between 2013 and 2015 for study area (**Figure 7**) and Level of study (**Figure 8**). At the time of writing fees at Polytechnic West for 2013 were not readily available and therefore comparisons could not be made.

Figure 7: Average fees by study area, Central Institute of Technology, 2013 & 2015

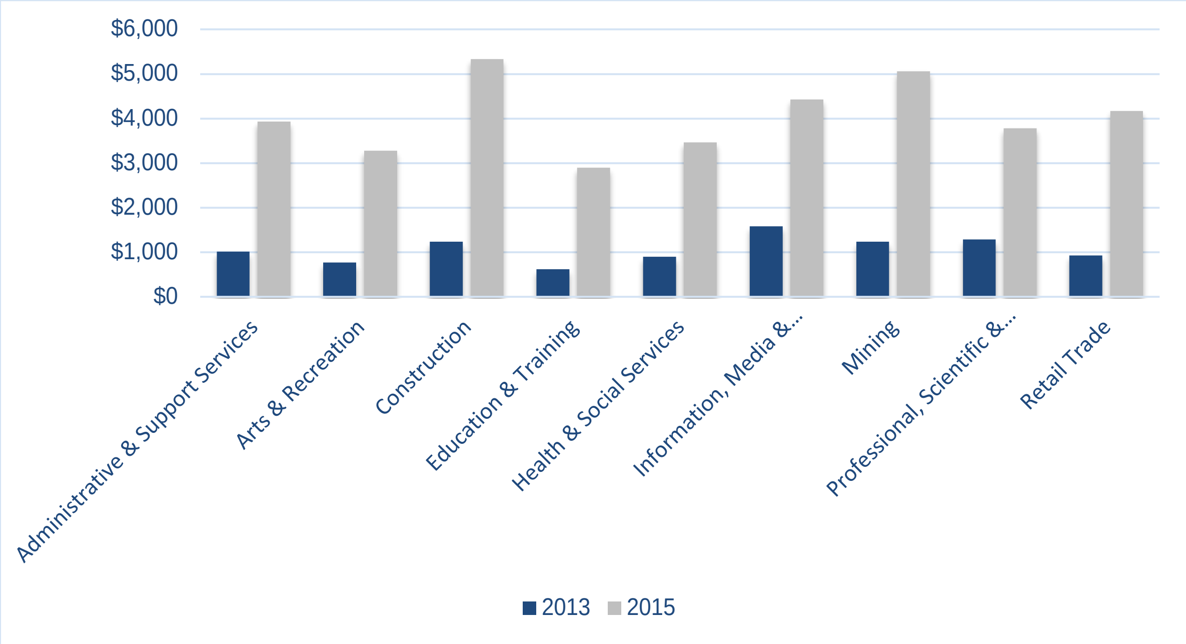


Table 3 presents the average fees by study area over the past two years for Central Institute of Technology as well as the percentage increase over those years.

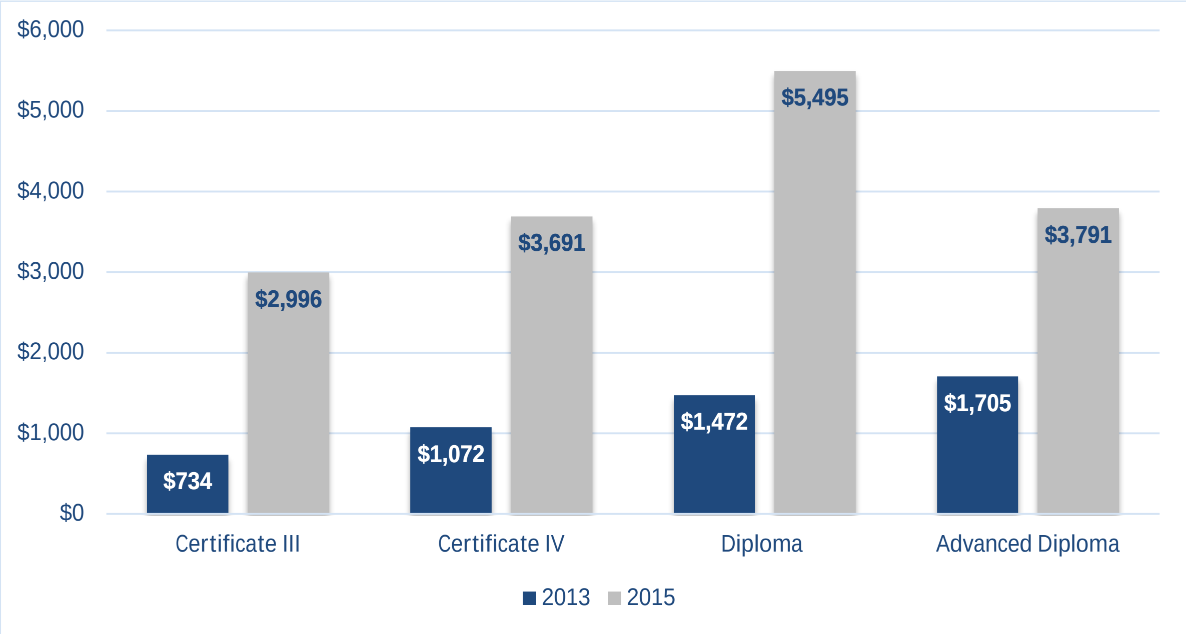
Table 3: Average fees and percentage increases by study area, Central Institute, 2013 & 2015

Study Area	2013	2015	% increase
Administrative & Support Services	$1,017	$3,930	386%
Arts & Recreation	$772	$3,277	425%
Construction	$1,241	$5,335	430%
Education & Training	$621	$2,900	467%
Health & Social Services	$899	$3,463	385%
Information, Media & Telecommunications	$1,579	$4,432	281%
Mining	$1,241	$5,058	408%
Professional, Scientific & Technical Services	$1,287	$3,784	294%
Retail Trade	$931	$4,169	448%

As can be seen TAFE course fees have risen sharply in recent years. At the same time the Federal Government has introduced a system of loans called VET FEE HELP (see link **here**).

It is important to note that these loans attract interest meaning the total cost of study will be higher if such a loan is taken.

Figure 8: Average fees by qualification level, Central Institute of Technology, 2013 & 2015



Significantly, TAFE fee increases have also taken place as TAFE Institutes have had their funding cut by the WA Government. In 2014 Polytechnic West Institute has its funding cut by $5.4 million while Central Institute of Technology had its funding from the WA Government cut by $4.8 million.

Next steps

The search for work and decisions about training are important, but rarely easy. This is especially so in a changing job market where there are more people seeking employment than there are opportunities.

Many decisions by individuals, businesses and government influence what and how many jobs are available.

As the resources boom has faded, jobs in WA have declined. Obviously this is largely the result of international market forces.

How governments ensure access to training and the skills in our community, the extent to which temporary overseas labour is used or the supports given to industry and on what terms, are matters that can shape the future of jobs in WA.

Save Our Services is a community campaign seeking to inform and involve West Australians in the decisions of government that affect our lives.

We don't claim to have all the answers. We do think that an active and strong public sector engaged in the task of building skills and jobs can and should be part of the solution to the economic challenges we face.

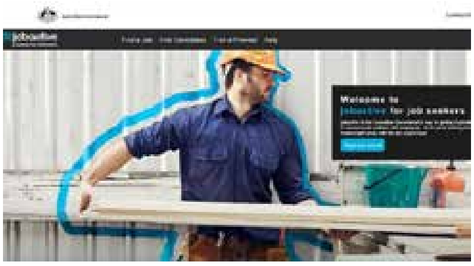
This is an invitation to you to join us in a community conversation about our future for skills and jobs by signing on to our campaign **here**.

A guide to resources

A full list of resources can also be found on the Save Our Services website here:
www.saveourservices.com.au/resources_and_links

Employment Services and Career Advice

The WA Department of Training and Workforce Development has a Career Centre service with assistance by phone 13 23 98 or (08) 9224 6500 or online.



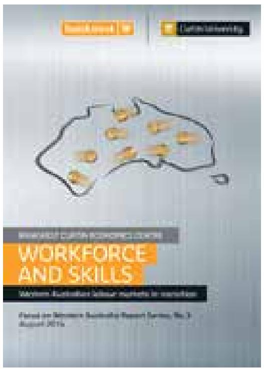
Jobsearch: Job seekers may also be eligible for support from Federal Government funded employment services with local service, location and contact details available here.

Employment services are rated based on the number of jobs they find and the extent of disadvantage of the jobseekers worked with. Details about the job and training performance ratings for your local employment services are available here.

Job market and workforce

A full list of resources can also be found on the Save Our Services website here:
www.saveourservices.com.au/resources_and_links

'Western Australian employment trends and prospects May 2014' by WA Department of Training and Workforce Development published workforce projections and is available here. It should be noted that workforce predictions can be of limited value.



'Workforce and Skills: Western Australian labour markets in transition' by the Bankwest Curtin Economics Centre (Report Series, No.3 August 2014) provides a useful overview of WA workforce skills and characteristics and is available here. This is a detailed report for those serious about studying the job market and the distribution of work across the WA community.

'The Battlefield for Skilled Jobs' is a short article from Meredith Hammat, Save Our Services spokesperson on the future of skills and jobs and is available here.

Your rights

A full list of resources can also be found on the Save Our Services website here: www.saveourservices.com.au/resources_and_links

Job Seekers

Welfare Rights and Advocacy Service provides assistance to income support recipients, including payment difficulties as a result of job search requirements. Phone +61 8 9328 1751 or find details here.

The Equal Opportunity Commission of WA can consider complaints of discrimination under WA laws with details available here.

Australian Human Rights Commission

The Australian Human Rights Commission is responsible for considering complaints of discrimination under federal laws, details are available here.

ELC Employment Law Centre of WA (Inc)

For people applying for a new or first job, make sure you know your rights. The Employment Law Centre of WA has a comprehensive list of fact-sheets on everything from employment contracts, leave entitlements through to unfair dismissal and more. Find them here.

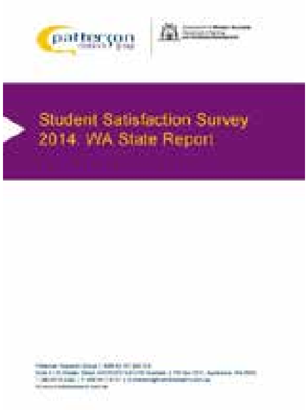
Working People

A full list of resources can also be found on the Save Our Services website here: www.saveourservices.com.au/resources_and_links

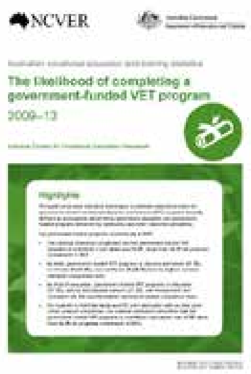
The UnionsWA website is a valuable resource for workers. The site contains contact details for unions in Western Australia and general information on pay and conditions and government agencies that may be able to assist you. Generally, unions are only able to assist members.

If you wish to know which union is the best for you to join you can call the ACTU Help Line on 1300 362 223 or visit their site.

Skills



The 'Student Satisfaction Survey 2014: WA State Report' published by the WA Department of Training and Workforce Development is available here. Note: These provide responses on overall satisfaction based on student characteristics, training facilities etc. but do not provide ratings for individual courses or specific training providers.



'The likelihood of completing a government-funded VET program 2009–13', published by the National Centre for Vocational Education Research is available here. While the capacity of individuals to succeed varies, this information provide a general indication of the difficulty, on average, over a number of years, for completing course in various study areas and at different levels of study.

Additional Information

Table 4: Employment in all industries, NE Perth, 2013 to 2015

	2013	2015
Scientific & Technical	25,425	29,400
Health & Social Assist.	28,150	27,575
Retail	23,225	23,400
Construction	16,625	21,575
Accommodation & Food	14,300	17,300
Manufacturing	13,400	15,850
Public Admin & Safety	11,275	15,700
Mining	16,000	15,325
Education & Training	17,375	15,250
Transport*	10,175	10,600
Other Services	10,325	9,575
Financial Services**	7,575	7,700
Wholesale Trade	7,650	7,675
Arts & Recreation	3,950	6,225
Administrative & Support	9,050	5,950
Rental & Real Estate	4,525	5,400
IT & Media***	2,575	3,000
Utilities****	4,050	2,650
Agriculture*****	1,100	2,425

All figures are for August 2015.

* Includes Postal and Warehousing
** Includes Insurance
*** Includes Telecommunications
****Includes Electricity, Gas, Water and Waste Services
*****Includes Forestry and Fishing

Save Our Services
www.saveourservices.com.au

UnionsWA
www.unionswa.com.au