



Emerging occupations

Growth industries

Local opportunities for skills

Training costs and availability

A guide to resources

Your WA Jobs and Skills Report 2015

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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.

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Table of Contents

A message from Meredith Hammat	1
Methodology	2
Figures and Tables	3
Authors and Research.....	3
Overview	4
How to use this report	4
Key Findings.....	5
Local Opportunities for Skills	10
Next steps.....	15
A guide to resources	16
Employment Services and Career Advice	16
Job market and workforce	17
Your rights	18
Job Seekers.....	18
Working People	19
Skills.....	19
Additional Information	20



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 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](#).)

Figures and Tables

Figure 1: Number in full and part time employment, WA, 2013 & 2015	6
Figure 2: Number employed in occupations, WA, 2013 & 2015	6
Figure 3: Proportion employed in occupations, WA and Australia, 2015	7
Figure 4: Number employed in the six largest industries, WA, 2013 and 2015	7
Figure 5: Proportion employed, six largest industries, WA & Australia, 2015	8
Figure 6: Comparison of overall and youth unemployment, WA, 2013 & 2015	8
Figure 7: Comparison of WA and National general and youth unemployment, 2013 & 2015.....	9
Table 1: Average fees by qualification level & study area, Central Institute, 2015	10
Table 2: Average fees by qualification level & study area, Polytechnic West, 2015	11
Table 3: Average fees by qualification level & study area, Polytechnic West, 2015	11
Table 4: Average fees by qualification level & study area, Challenger Institute, 2015	12
Table 5: Average fees and percentage increases by study area, Central Institute, 2013 & 2015	13
Table 6: Average fees and percentage increases by study area, Challenger TAFE 2015.....	14

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 WA state-wide and Perth metropolitan local job markets and job training opportunities. Full reports for Perth Metropolitan regions - North West, North East, South East and South West - 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 careers counselling or 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.

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 **WA Job Market** section:

- There's an overview of which industries and occupations are growing or otherwise across the WA. 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 WA or with a reading of the Metropolitan local labour market reports, 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 **WA 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.

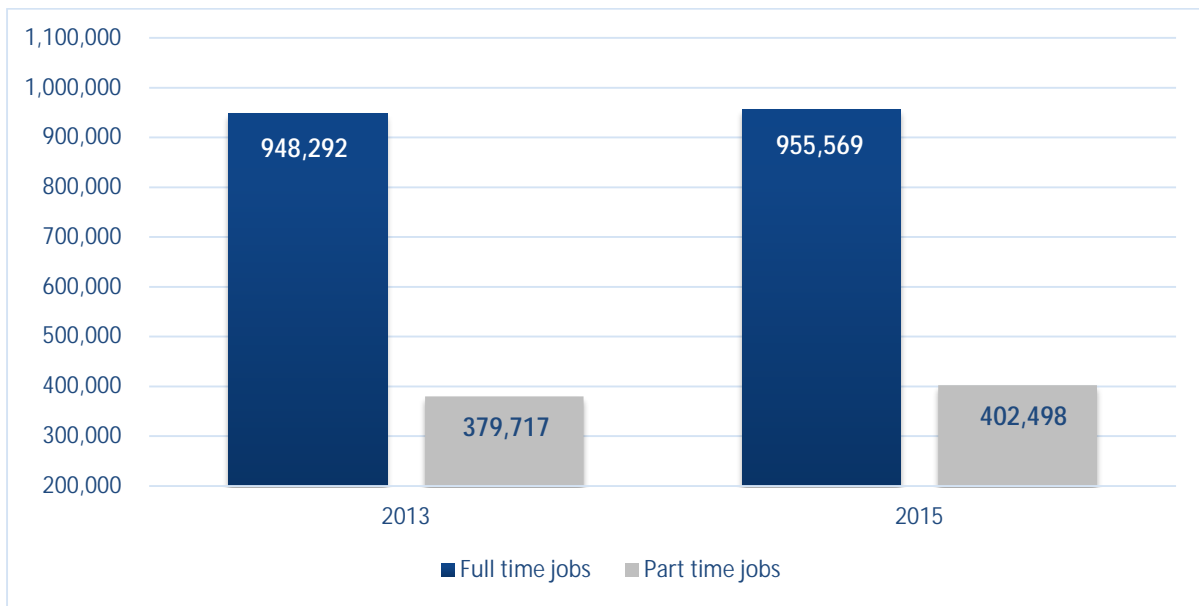
The **Guide to Resources** towards the end of this report includes a summary of and links to reports about the likelihood of completing courses and student satisfaction survey findings.

The key data presented here is for WA, in some cases compared with Australia as a whole.

Key Findings

- **Professionals** are the single largest job category and it is growing, while **trades workers** are the second largest and growing.
- **Clerical and administrative** jobs (steady) and **managers** (rising slightly) are also significant in terms of jobs.
- While smaller, **community and personal service** jobs are growing, while other jobs are steady.
- The largest employing industries in WA, also with significant growth, are the **health and social assistance** and **construction**.
- Employment in the **professional, scientific and technical services** and the **education and training** industries is growing. Employment in retail is declining. While relatively small, employment in **mining** has declined significantly.
- The rate of **unemployment** in WA is higher than for Australia as a whole. The WA rate of youth unemployment is rising, but lower than nationally.

Figure 1: Number in full and part time employment, WA, 2013 & 2015



Across WA there are 955,569 people in full time jobs and 402,498 in part time jobs in October 2015. Jobs growth in part time work is slightly greater than the growth in full time jobs.

Figure 2 shows the number of people employed in key occupations in 2013 and 2015. Professionals are the single largest job category and it is growing, while trades workers are the second largest and growing. Clerical and administrative jobs (steady) and managers (rising slightly) are also significant in terms of jobs. Smaller occupation numbers are for community and personal service work which is rising while other smaller but steady numbers are seen in sales, driver and machine operator and labourer jobs.

Figure 2: Number employed in occupations, WA, 2013 & 2015

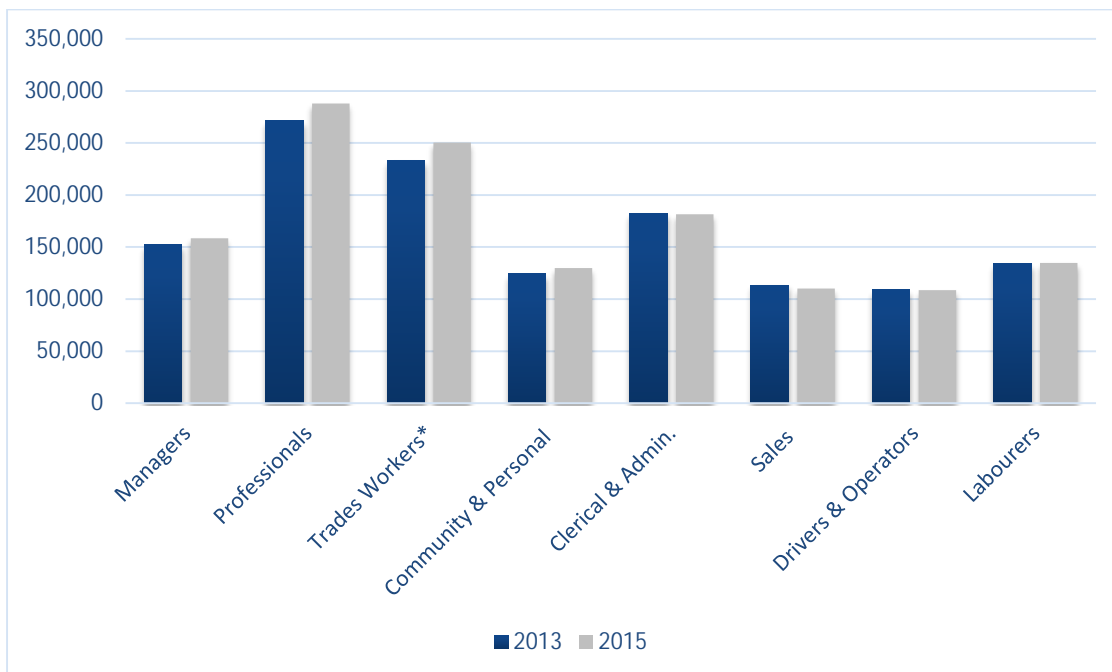


Figure 3 compares the proportion in occupations in WA for 2015 with Australia as a whole. WA has a significantly higher proportion of trade workers than Australia. WA has a significantly lower proportion of professional workers and managers. Most other occupations are, proportionately, slightly lower than in Australia.

Figure 3: Proportion employed in occupations, WA and Australia, 2015



Figure 4 shows the change in the number of jobs for the six largest industries in WA over the past two years.

The largest employing industries in WA, also with significant growth, are the health and social assistance and construction. Employment in the professional, scientific and technical services and the education and training industries is growing. Employment in retail is declining. While relatively small, employment in mining has declined significantly. **Table 7** appended to this report, present figures for all industries in WA.

Figure 4: Number employed in the six largest industries, WA, 2013 and 2015

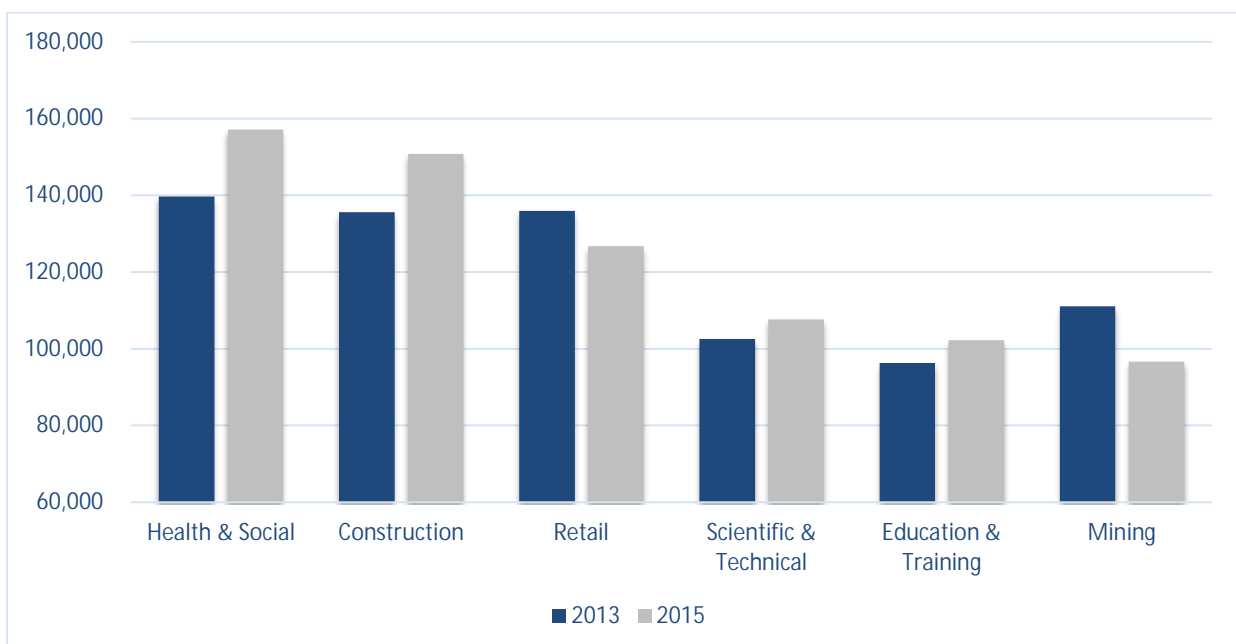
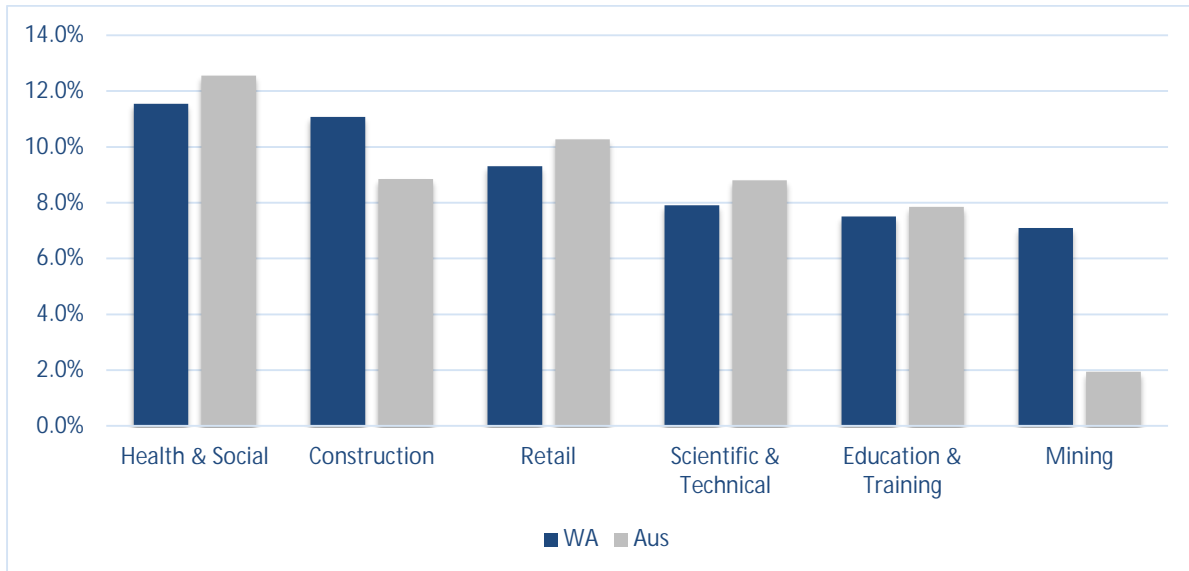


Figure 5 compares employment in the six largest industries in WA with Australia. This gives an indication of those industries that are relatively more or less important by comparison.

Compared with Australia, people living in WA are much more likely to work in the mining or construction industries and somewhat less likely to work in other industries.

Figure 5: Proportion employed, six largest industries, WA & Australia, 2015



Unemployment can be used as an indicator of competition for jobs. In WA there were 92,199 people unemployed in October 2015, representing 6.4 % of all those who are in employment or seeking employment. Among those unemployed there are 25,474 aged between 15 and 24 years.

Figure 6 shows that over the past two years in WA overall unemployment and youth unemployment have risen sharply.

Figure 6: Comparison of overall and youth unemployment, WA, 2013 & 2015

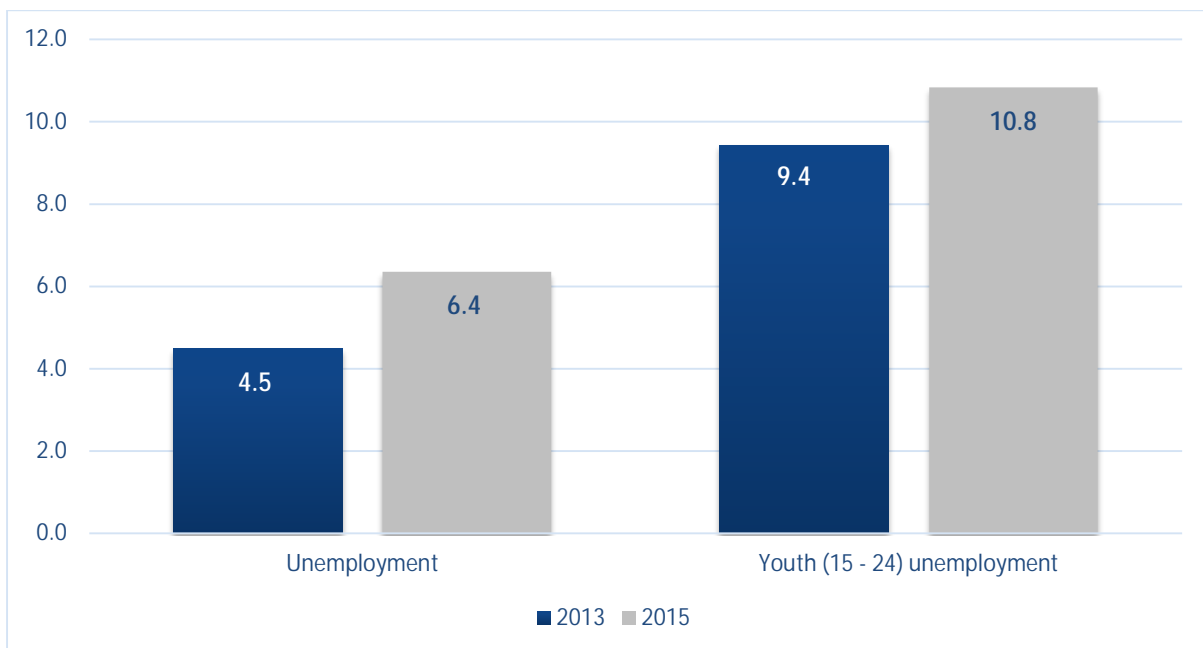
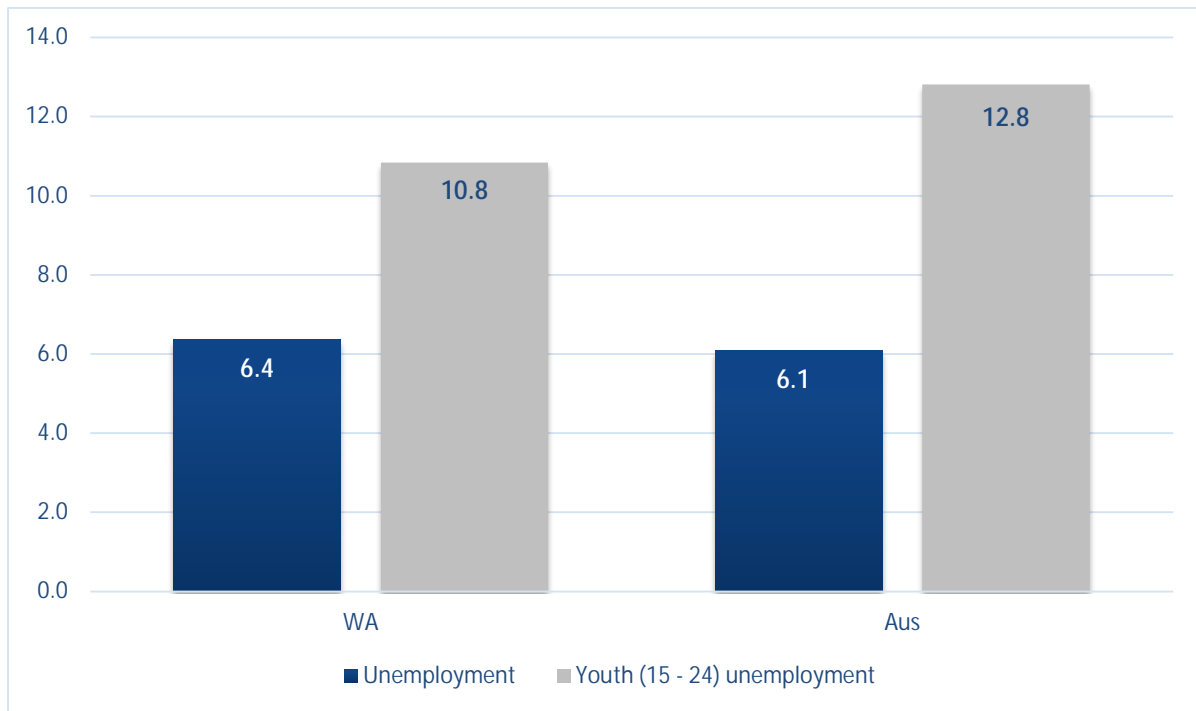


Figure 7 compares the rate of general unemployment and youth unemployment rate between WA and Australia as a whole. The rate of youth unemployment in WA is lower than for Australia, however the overall rate of unemployment in WA is higher.

Figure 7: Comparison of WA and National general and youth unemployment, 2013 & 2015



Local Opportunities for Skills

Professional, trade and other skilled jobs are a large and growing part of employment in WA and Australia.

The cost of job training can affect individual and family decisions about training.

This section summarises associated course fees by areas of study and qualification levels at TAFE institutes across metropolitan Perth.

TAFE is the largest training provider in WA. Generally course fees increase with the level of qualification and vary according to areas of study.

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.

The tables below present a summary of average fee costs by level of study and area of study at for all Perth TAFE Institutes in 2015. These are:

Table 1. Central Institute of Technology – campuses across inner-Perth;

Table 2. Polytechnic West – campuses mostly in the eastern suburbs of metropolitan Perth;

Table 3. West Coast Institute – campuses in Joondalup;

Table 4. Challenger Institute – campuses in the south and west of Perth.

Table 1: 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	n/a	\$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

Table 2: 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 3: Average fees by qualification level & study area, Polytechnic West, 2015

Study area	Cert I	Cert II	Cert III	Cert IV	Diploma	Advanced Diploma
Foundation Studies	\$198	\$178	\$178	\$178	n/a	n/a
Accommodation & Food Services	n/a	n/a	\$3,837	\$3,077	\$7,368	n/a
Administrative & Support Services	n/a	n/a	\$2,374	\$2,361	\$4,734	n/a
Agriculture, Forestry & Fishing	n/a	\$2,315	\$2,450	\$1,376	\$3,080	n/a
Arts & Recreation	n/a	n/a	\$2,614	\$3,234	\$1,216	n/a
Construction	n/a	\$1,673	\$3,030	n/a	n/a	n/a
Education & Training	n/a	n/a	\$2,656	\$3,123	\$6,707	n/a
Health & Social Services	n/a	n/a	\$1,913	\$1,783	\$6,565	n/a
Information, Media & Telecommunications	n/a	n/a	\$2,046	n/a	n/a	n/a
Manufacturing	n/a	\$1,724	\$3,297	n/a	n/a	n/a
Professional, Scientific & Technical Services	n/a	\$1,795	\$2,310	\$2,634	\$3,937	\$2,558
Retail Trade	n/a	\$2,174	n/a	\$3,039	\$7,846	n/a

Table 4: Average fees by qualification level & study area, Challenger Institute, 2015

Study area	Cert II	Cert III	Cert IV	Diploma	Advanced Diploma
Accommodation & Food Services	\$2,167	\$3,085	\$4,754	\$8,009	\$10,564
Administrative & Support Services	n/a	\$2,298	\$1,943	\$4,466	n/a
Agriculture, Forestry & Fishing	\$3,091	\$3,091	n/a	\$3,640	n/a
Arts & Recreation	\$2,917	\$3,487	\$3,032	n/a	n/a
Construction	\$1,718	\$3,161	\$2,946	\$4,200	n/a
Education & Training	\$1,682	\$3,564	n/a	\$10,415	n/a
Health & Social Services	n/a	\$2,786	\$3,406	\$7,853	n/a
Professional, Scientific & Technical Services	\$1,969	\$2,327	\$2,998	\$4,988	n/a
Retail Trade	\$2,227	\$3,952	\$3,453	n/a	n/a
Transport, Postal & Warehousing	n/a	\$2,816	n/a	\$7,567	\$6,174

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 average fee increases are provided below for Central Institute of Technology (Figure 8) and at Challenger Institute (Figure 9) by qualification level.

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

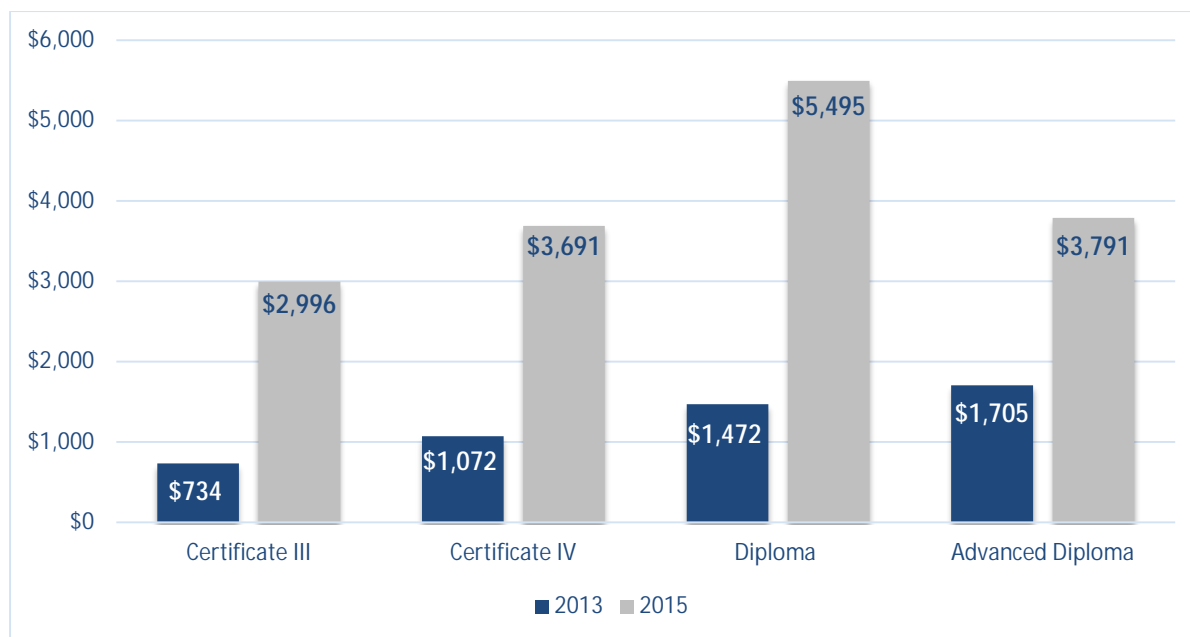


Figure 9: Average fees by qualification level, Challenger Institute, 2013 & 2015

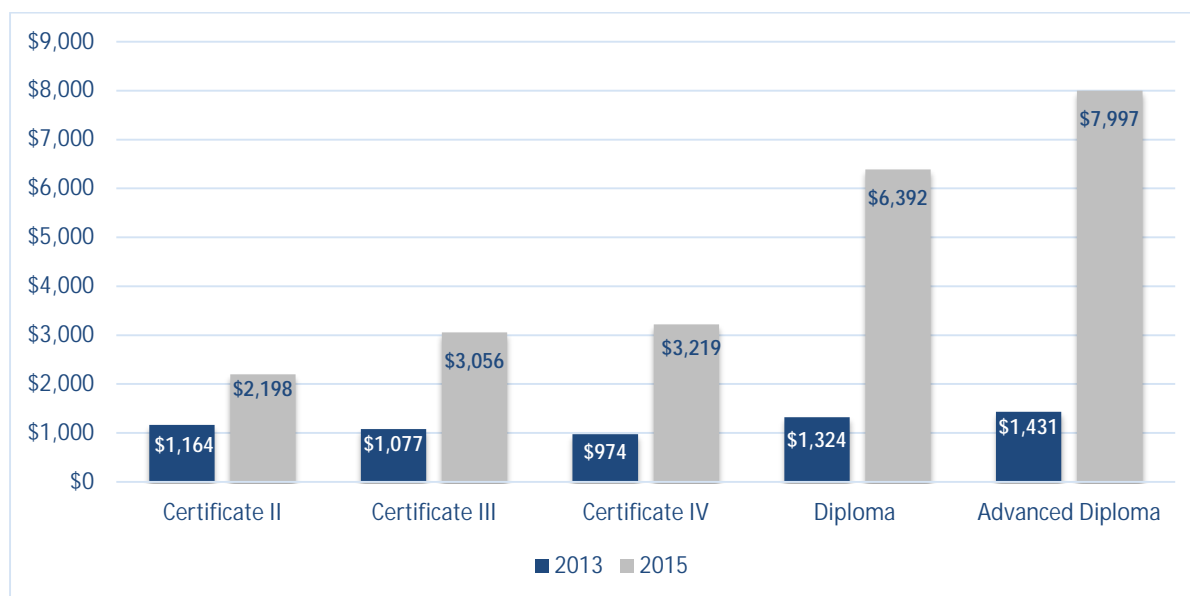


Table 5 presents average fee increases by study area for the Central Institute of Technology for 2013 and 2015. The equivalent figures are presented for Challenger Institute in Table 6. Fees for courses at other TAFE institutes in 2013 have not been readily available.

Table 5: 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%

Table 6: Average fees and percentage increases by study area, Challenger TAFE 2015

	2013	2015	% increase
Accommodation & Food Services	\$1,134	\$5,716	504%
Administrative & Support Services	\$957	\$2,902	303%
Agriculture, Forestry & Fishing	\$1,141	\$3,101	272%
Arts & Recreation	\$1,344	\$3,145	234%
Construction	\$972	\$3,006	309%
Education & Training	\$962	\$5,220	542%
Health & Social Services	\$1,212	\$4,682	386%
Professional, Scientific & Technical Services	\$846	\$3,907	462%
Retail Trade	\$843	\$3,210	381%
Transport, Postal & Warehousing	\$2,534	\$5,519	218%

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.

Significantly, TAFE fee increases have also taken place as TAFE Institutes have had their funding cut by the WA Government. In 2014 Central Institute of Technology had its funding from the WA Government cut by \$4.8 million, Challenger Institute lost \$3.05 million, West Coast Institute lost \$1.3 million and Polytechnic West Institute had its funding cut by \$5.4 million.

Funding to public schools has also been cut severely over recent years. Save Our Services has produced a series of Local School Funding Cuts report that are freely available [here](#).

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](#).



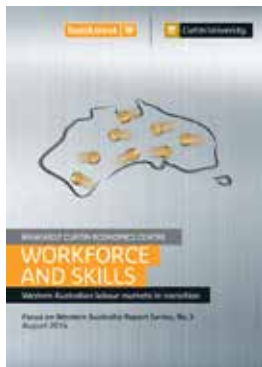
Employment services are rated based on the number of jobs they find and the extent of disadvantage of the jobseekers worked with. Details about the job and training performance ratings for your local employment services are available [here](#).

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](#).



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



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](http://www.unionswa.com.au) 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.

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'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 7: Employment in all industries, WA, 2013 to 2015

	2013	2015
Health & Social	139,674	157,144
Construction	135,566	150,805
Retail	135,920	126,739
Scientific & Technical	102,527	107,658
Education & Training	96,276	102,187
Mining	111,089	96,609
Accommodation & Food	73,885	88,498
Manufacturing	90,094	86,624
Public Administration & Safety	77,377	79,183
Transport***	66,926	69,612
Other Services	55,613	58,438
Admin. & Support	46,703	46,420
Wholesale Trade	41,722	42,772
Financial Services****	33,222	32,044
Agriculture*	31,745	30,589
Arts & Recreation	21,495	30,096
Rental & Real Estate	23,441	26,768
Utilities**	22,705	15,391
IT & Media*****	14,952	14,077

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

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