



An ageing workforce in Greater Western Sydney

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Introduction

The population of Greater Western Sydney and indeed much of the developed world is ageing. Life expectancy is increasing and birth rates are decreasing resulting in higher proportions of older people in the population. This has prompted WESTIR to examine the employment situation in Greater Western Sydney (GWS) using 2011 Census data with comparisons with 2006 Census Data when appropriate. Census data includes data for workers aged 15 years or more. This data includes the industry in which a person works and their occupation within the industry. To determine which industry and occupation for each person, the ABS uses The Australian and New Zealand Standard Industrial Classification (ANZSIC) and the Australian and New Zealand Classification of Occupations (ANSCO). There are nineteen industries, all of which are present to some degree in GWS, and 1,023 occupations. Industry and occupation data are then combined with demographic data for each of the 14 LGAs of GWS to provide a picture of industry and ageing.

Some LGAs within GWS have populations with a higher median age than others. In 2011, the median age of GWS LGAs ranged from 31 years in Auburn up to 42 years in Blue Mountains LGA. The ageing population is of concern to Governments due to the possible effect of large numbers of people leaving the workforce relative to the number of younger people still in the workforce and contributing taxes towards paying age pensions and other services. If large numbers of people cease to work and pay income tax, how will the economy survive? Where will the workers come from to fill the vacant positions? How will the economy be able to support the increase in the number of people on the age pension and the increased health needs of an elderly population? This paper will look at which industries and occupations currently have the oldest workers as well as others factors which may impact the future workforce.

In spite of the Federal Government suggesting that people will need to stay in the workforce for longer in the future, much has been written about age discrimination and the difficulty older people have in obtaining employment after a certain age. A British research team (Barnes, Smeaton & Taylor, 2009), undertook research from the employer's point of view. Few organisations had a formal policy relating to age but if they did it was more likely to be a large unionised workforce but not male oriented. A lack of formal age related policies was not necessarily a reflection of poor age related practices. They found some employers were 'age blind' and focused on suitability for the job not the person's age. They also found some



employers looked for particular traits that were often found in older employees. On the other hand, some smaller companies had identified their ageing workforce as a problem in the near future and were actively recruiting younger persons in order to 'future proof' their business. Young people had an advantage when it came to internal recruitment processes due to being already within the company. However, Barnes, Smeaton & Taylor also found that older job applicants at times had to stand head and shoulders above younger candidates - comparing it to women who needed to be much better than men in order to be considered equal.

Despite appearing to support the retention of mature age workers, the federal government abolished the mature age workers' tax offset from 1 July 2014, a move that will save the Government \$700 million dollars over 4 years (<http://www.superguide.com.au/superannuation-and-tax/working-longer-reaps-tax-benefits-for-over-55s>). Previously, the tax offset was available to tax payers born prior to 1 July 1957 who were still in the workforce, earning less than \$63,000 and were an Australian citizen (ATO website, accessed 4 April 2016).

Pensions

The qualifying age for the age pension in Australia has been gradually increasing. Currently people born after 1 January 1957 will not qualify for the aged pension until they are 67 years old. This will come into full effect from 1 July 2023 (Human Services website, 2015). The first means tested age pension was introduced as a state pension in 1900 before a Federal scheme was introduced in 1909. Since then a range of changes have been implemented including changes to the eligibility age, means testing for different ages, removing the family home from the assets test, and indexing the pension in various ways. In the late 1960s approximately 70% of people who qualified for an age pension due to age were receiving the age pension (Parliamentary Library, 2010).

Superannuation

In 1972 only 32% of Australians were covered by superannuation. Mandatory superannuation was introduced in 1992 which means it will be the 2030s and 2040s before the scheme matures and the possibility of more people being able to fund their own retirement becomes a reality (Australian Government Productivity Research Paper, An Ageing Australia: preparing for the future Nov 2013). Projections by Treasury quoted in the research paper suggest that the



number of people relying totally on superannuation would only increase modestly with a greater chance of people still receiving at least a part pension. It is also thought that people may withdraw higher incomes from their superannuation early in retirement leading to them still require an age pension later in their retirement.

Ramifications of Retirement

A paper written by Ilene Wolcott in 1999 for Family Matters explored the ramifications of an ageing workforce as well as some solutions. The paper was written in a climate of an increasing tendency toward early retirement, whereas now people are being encouraged to stay in the workforce as long as possible. Wolcott's findings are still relevant today with similar questions being asked and solutions still being sought by Government which now sees early retirement as an impediment to economic prosperity. Wolcott's paper found many reasons for early retirement. These included a person's health; the health of their partner or family member; involuntary retirement due to a business "downsizing"; making an older person's position redundant; while others may wish to pursue other activities (Family Matters 53, 1999). For many people a reduction in hours or more flexible working hours would help create balance in their life and allow them to remain in the workforce (Family Matters 53, 1999). Wolcott also discussed the ramifications of "moving in the direction of increased family and community care for older and disabled family members (Briggs 1999)" (p77 Family Matter 53) and the decreased availability of men and women for voluntary positions diminishing. A small pool of volunteers may be available as those who may have previously volunteered would still be participating in paid employment in the workforce. Wolcott also highlighted how remaining in the workforce with flexible conditions whilst caring for elderly persons can contribute to a positive experience and better relationship with the care recipient.

Industries of employment

The age range of GWS workers employed in various industries differed greatly with approximately half of all industries having more than 50% of workers aged under 40 years and the other half having more than 50% aged more than 40 years. The following graphs illustrate industry differences by using two age ranges of employees; those aged 15-39 years and those aged 40 years or more. Figure 1 shows the number of GWS workers employed by industry and Figure 2 shows the proportion of GWS workers by age range. This clearly illustrates which



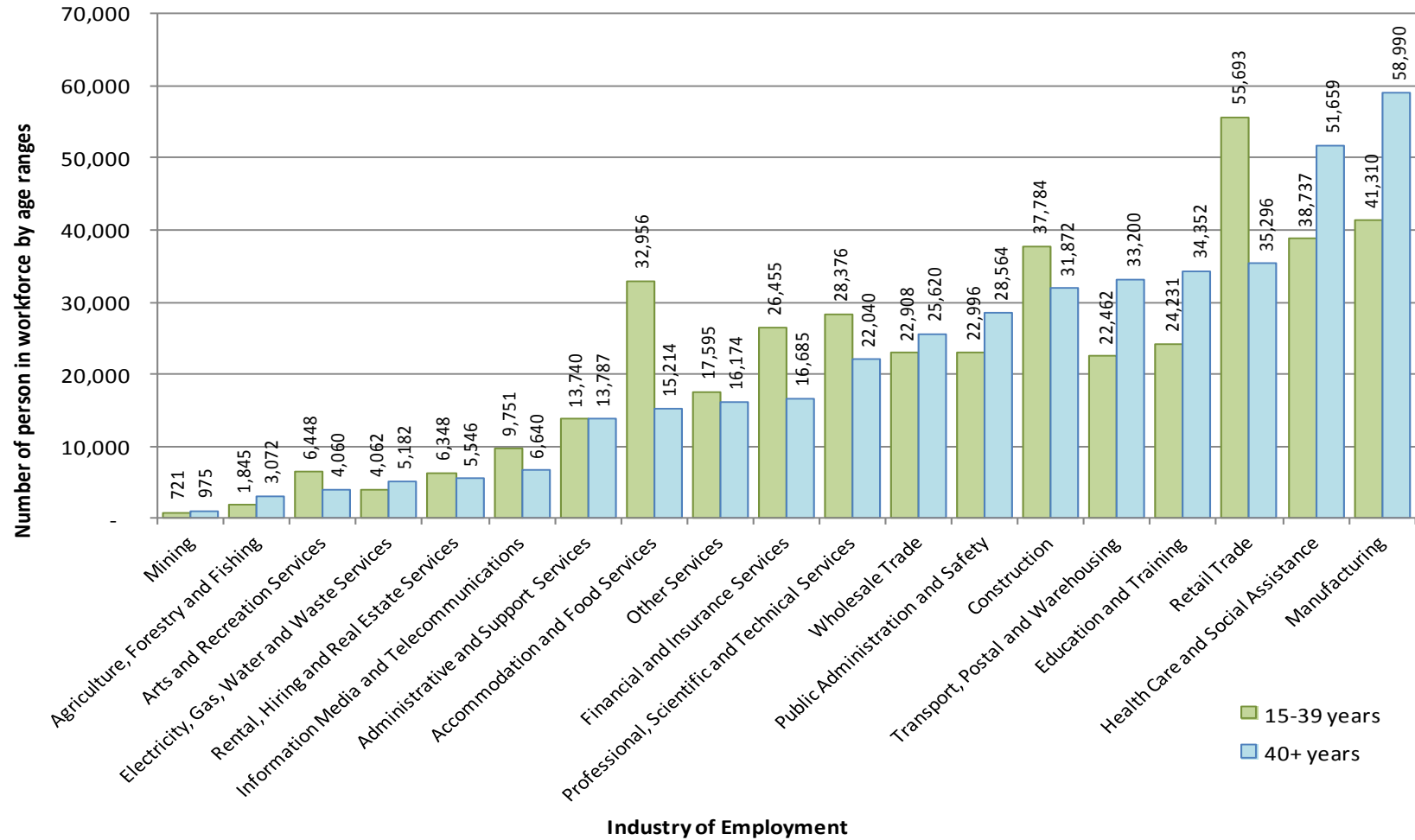
industries employed the most GWS workers and within those industries the comparative number of younger and older workers. This paper refers to workers aged 39 years or less as 'younger workers' and workers aged 40 years or more as 'older workers'.

Retail Trade, Health Care and Social Assistance and Manufacturing were the major industries in GWS in 2011. Younger people dominated Retail Trade (61.2% under 40 years) but older people dominated the 'Manufacturing' (58.6% over 40 years) and 'Health Care & Social Assistance' (57.1% over 40 years) industries. 62.5% of workers in the Agriculture, Forestry and Fishing Industry were age 40 years or more, but this was a very small industry in GWS, employing just under 5,000 people compared to Manufacturing which employed almost 100,000 workers. 'Education & Training' and 'Transport, Postal & Warehousing' were also major employers of people aged 40 years or over with 58.6% and 59.6% respectively.



Figure 1: Industry by age ranges by number of persons, GWS, 2011

Industry of Employment by number of persons by age ranges for GWS, 2011

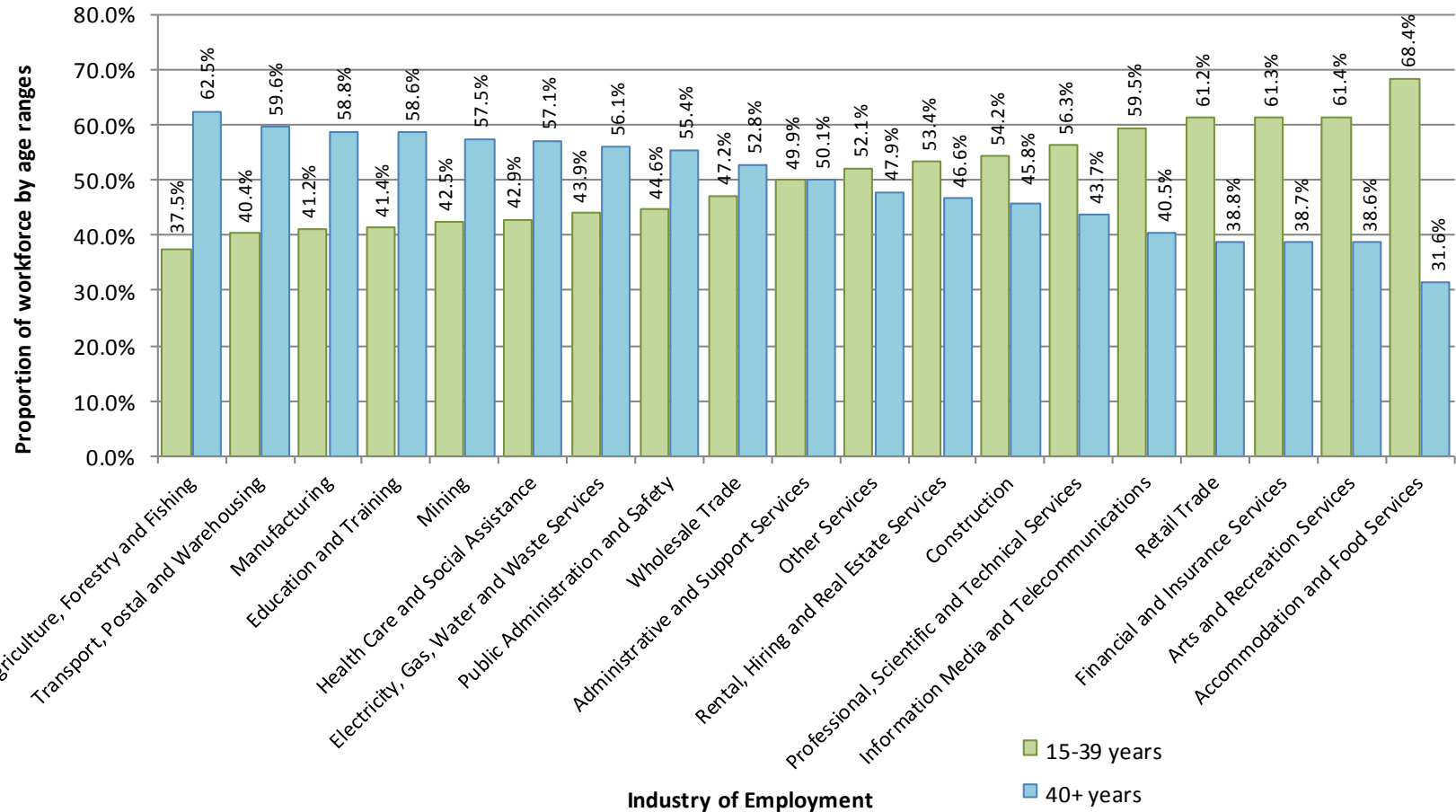




Source: ABS Census 2011, Tablebuilder Pro

Figure 2: Industry by age ranges by percentage, GWS, 2011

Industry of Employment by percentage of persons by age ranges for GWS, 2011



Source: ABS Census 2011, Tablebuilder Pro



Industries of Employment with more older workers than younger workers

This section provides a more in depth analysis of the Industries of employment. The data in this section comes from the ABS Tablebuilder Pro Place of Work Database which provides data based on the location people stated as their workplace when they completed their Census forms.. This profile is based on people who work in GWS. These workers may also live in GWS but these Tablebuilder tables do not provide this information. Data from two different tables from within Tablebuilder Place of Work has been used and this sometimes results in the totals of one table not agreeing with the total of another table. Industry tables have been used for The timeseries graphs showing 2006 and 2011 are based on just the industry in which people work while the 2011 graphs and tables are based on both industry and occupation. Differences may occur for example if someone has provided their industry of work but not their occupation.

Of the 19 industries in GWS, not all industries employed large numbers of people. The smaller industries included Mining; Agriculture, Forestry and Fishing; Arts & Recreation Services; Electricity, Gas, Water and Waste Services; Rental Hiring and Real Estate Services; and Information Media and Telecommunications. Thirteen industries had more older workers than younger workers and nine industries had more younger workers than older workers.

The thirteen industries with predominantly older workers were:

- Administrative & Support Services
- Agriculture, Forestry and Fishing
- Transport, Postal and Warehousing
- Manufacturing
- Education and Training
- Mining
- Health Care and Social Assistance
- Electricity, Gas, Water and Waste Services
- Other Services
- Professional, Scientific and Technical Services
- Public Administration and Safety



- Rental, Hiring and Real Estate Services
- Wholesale Trade

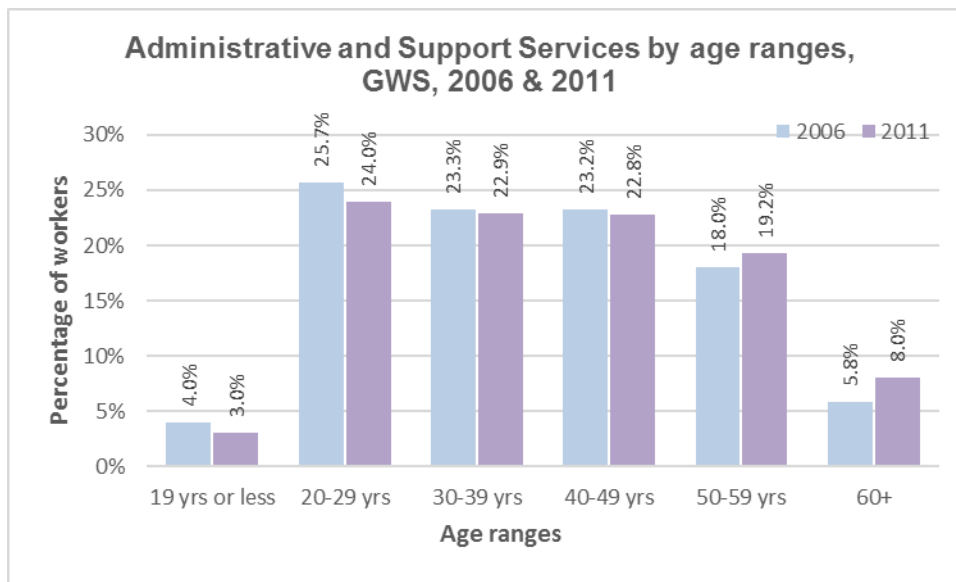
Administrative and Support Services

The Administrative and Support Services industry was quite small employing only 4% of Australia's workforce. The sub sectors of the industry were Administrative Services and Building Cleaning; Pest Control; and Other Support Services. At the national level the industry had a higher proportion of females and part-time work than the all industries average. VET qualifications were more common than university qualifications

(<https://australianjobs.employment.gov.au/jobs-industry/administrative-and-support-services>).

The proportion of workers in each age range in this industry in GWS remained reasonably static between 2006 and 2011. There were some decreases in the younger ranges and increases in the older ranges but these were at most a 2% difference (see Figure 3).

Figure 3: Administrative and Support Services by age ranges, GWS, 2006 & 2011

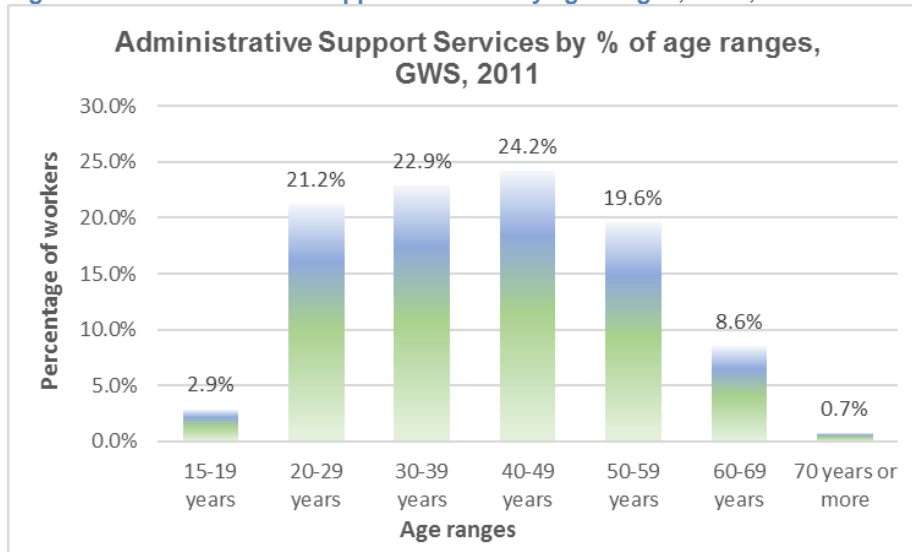


Source: ABS Census 2011, Tablebuilder Pro

In GWS, the Administrative and Support Services workforce was the 13th largest industry, employing a total of 16,199 workers or 2.6% of the total workforce in 2011. The workforce age was reasonably balanced with 47% aged under the age of 40 and 53% aged over the age of 40. There was a fairly even spread of workers aged between 20 years and 59 years with around 20% of workers in each ten-year age range, the largest being workers aged 40-49 years (24.2%). There was a low proportion of people aged less than 19 years and over the age of 60 years (see Figure 4).



Figure 4: Administrative & Support Services by age ranges, GWS, 2011



Source: ABS Census 2011, Tablebuilder Pro

There was, however, great variation in the age of workers in certain occupations within this industry. A total of 1,978 persons were working as commercial cleaners with 74.6% (1,475 persons) aged 40 years and over. In addition, 66.8% (524 persons) of cleaners & laundry workers and 71.5% (211 persons) of domestic cleaners were aged over 40 years. These positions are not highly qualified positions and could easily be filled by younger workers. Cleaning is one occupation that has been gendered and has often been the only option of employment for older women (Sheen, 2012). One report found that cleaning positions were gendered but did offer flexible employment to older women and younger women with children (Barnes, Smeaton & Taylor, 2009). The Construction & Property Services Industry Skills Council (CPSISC) suggests that demand for cleaners will come from Baby Boomers choosing to outsource chores allowing them to stay in their home for longer. Cleaners often include a high proportion of disadvantaged workers, including migrant and international students with poor English and literacy skills. Skills and training are often learned on the job (CPSISC, Cleaning Services Sector Snapshot 2014/15).

Many occupations (such as accounting clerks, bookkeepers, truck drivers and retail managers) also had a higher proportion of older workers in 2011. These jobs may well be filled by older workers currently but should they become vacant they may be easily filled by younger workers already in the industry. The second most common occupation in this industry was Human Resource Professional which was predominantly younger people with 66.2% aged 15-39 years.



Tourism and Travel Advisers were also younger with 62.6% aged 15-39 years, as were 67.1% of Debt Collectors, 67.3% of Call or Contact Centre workers and 64.0% of Receptionists. There were only 90 ICT Support Technicians in GWS but 78.9% of them were aged 15-39 years. Table 1 lists the occupations within the industry by proportion of older/younger workers.

Table 1: Administrative & Support Workers occupations by age ranges, GWS, 2011

Administrative and Support Workes by occupation and age ranges, GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No	%	No	%	
Commercial Cleaners	501	25.3%	1477	74.7%	1978
Human Resource Professionals	828	66.2%	422	33.8%	1250
Cleaners and Laundry Workers nfd	261	33.2%	524	66.8%	785
Tourism and Travel Advisers	405	63.3%	235	36.7%	640
General Clerks	252	48.6%	267	51.4%	519
Packers	230	44.8%	283	55.2%	513
Storepersons	317	63.7%	181	36.3%	498
Gardeners	242	49.5%	247	50.5%	489
Garden and Nursery Labourers	145	39.7%	220	60.3%	365
Domestic Cleaners	83	27.9%	214	72.1%	297
Other Farm, Forestry and Garden Workers	115	38.9%	181	61.1%	296
Accounting Clerks	127	43.8%	163	56.2%	290
Office Managers	103	39.2%	160	60.8%	263
Forklift Drivers	154	59.5%	105	40.5%	259
Debt Collectors	167	67.1%	82	32.9%	249
Receptionists	138	63.9%	78	36.1%	216
Call or Contact Centre Workers	142	66.4%	72	33.6%	214
Secretaries	62	30.4%	142	69.6%	204
Keyboard Operators	110	55.8%	87	44.2%	197
Human Resource Managers	97	50.8%	94	49.2%	191
Advertising, Public Relations and Sales Managers	83	44.6%	103	55.4%	186
Welfare Support Workers	109	58.9%	76	41.1%	185
Payroll Clerks	90	48.6%	95	51.4%	185
Other Miscellaneous Labourers	80	48.8%	84	51.2%	164
Bookkeepers	59	37.8%	97	62.2%	156
Other Cleaners	60	40.0%	90	60.0%	150
Inadequately described	70	48.3%	75	51.7%	145
Other Hospitality, Retail and Service Managers	55	38.5%	88	61.5%	143
Accountants	75	52.4%	68	47.6%	143
Handypersons	48	33.6%	95	66.4%	143
Sales Representatives	79	56.4%	61	43.6%	140
Inquiry Clerks	98	70.5%	41	29.5%	139
Conference and Event Organisers	84	64.6%	46	35.4%	130
Contract, Program and Project Administrators	59	49.6%	60	50.4%	119
Chief Executives and Managing Directors	24	21.1%	90	78.9%	114
Truck Drivers	34	30.1%	79	69.9%	113
Call/Contact Centre & Customer Serv. Managers	51	52.0%	47	48.0%	98
Registered Nurses	41	44.6%	51	55.4%	92
ICT Support Technicians	70	76.9%	21	23.1%	91
Managers nfd	30	33.3%	60	66.7%	90
Nursing Support and Personal Care Workers	50	55.6%	40	44.4%	90
All other occupations in industry	1779	48.5%	1891	51.5%	3670
Total	7607	47.0%	8592	53.0%	16199

Legend	
	>50% aged 15-39 years

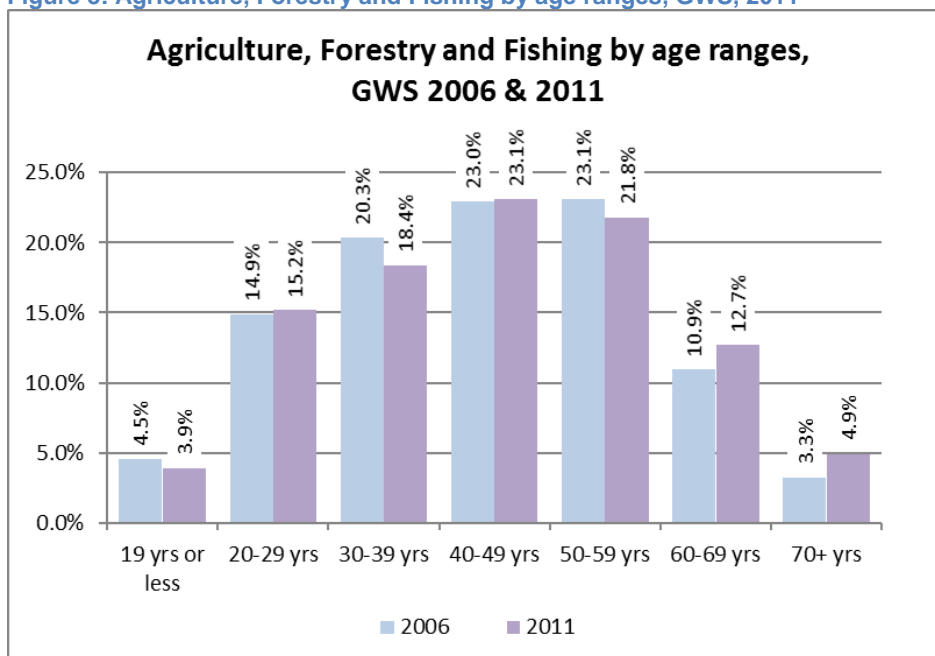
Source: ABS Census 2011, Tablebuilder Pro

Agriculture, Forestry and Fishing

In 2011 this was a small industry in Australia which had decreased in numbers with 84% of positions based in regional Australia and more than half the workforce employed as Farmers or Farm Managers. Half the workers did not hold a post school qualification with most skills learned on the job. The number of people employed in the industry has been decreasing and is expected to continue decreasing in the future <https://australianjobs.employment.gov.au/jobs-industry/agriculture-forestry-and-fishing>.

In 2011, 4,286 persons in GWS worked in 'Agriculture, Forestry and Fishing' comprising 0.7% of the GWS workforce. This was a decrease from 5,167 persons in 2006. The graph in Figure 4 perfectly illustrates an ageing workforce where the younger age ranges are generally decreasing in numbers and the older age ranges increasing. This is the only industry where there was not only a relatively high proportion of workers aged 60 years or more but the proportion had increased between 2006 and 2011.

Figure 5: Agriculture, Forestry and Fishing by age ranges, GWS, 2011



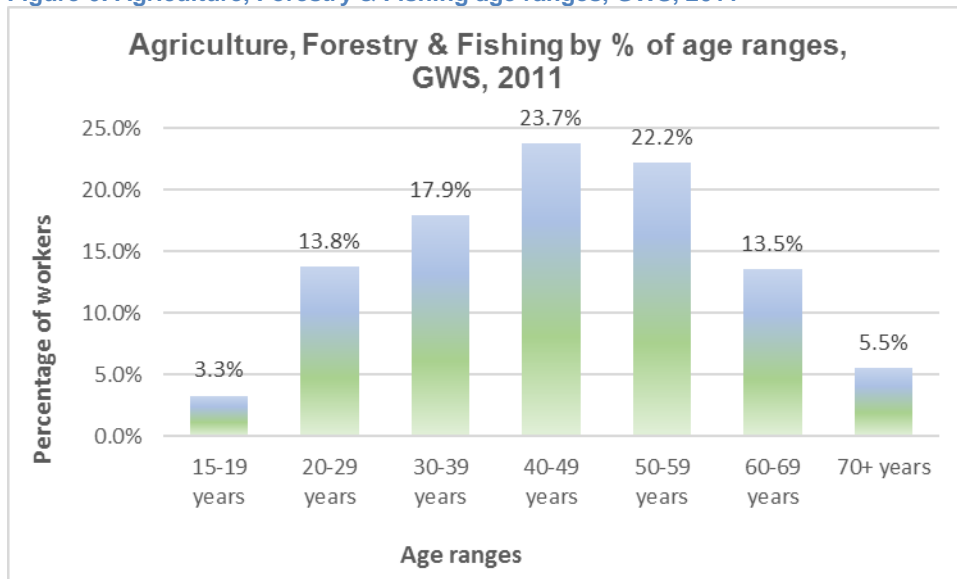
Source: ABS Census 2011, Tablebuilder Pro

In 2011, 65.0% of workers in the industry were aged 40 years and over. The decrease in the number of workers between 2006 and 2011 has not been in all age ranges. There were slightly fewer people under 19 years in 2011 than in 2006 which may indicate fewer people entering the



industry from school. The proportion aged 20-29 years remained very similar but there was a large drop in those aged 30-39 years. Perhaps people aged 30-39 years are more flexible in changing career paths and are seeking a different path before they are perceived as being 'too old'. The other major drop was for those aged 50-59 years who were aged 45-54 years in 2006, an age at which career changes are not necessarily easy. The one thing that stands out is the increase in the proportion of people aged 60-69 years and 70+ years, the very people who would often think about retirement in many other industries. This could be farmers who may be able to delay retirement or are waiting to either pass the property to their children or sell. One Government sponsored report found multiple reasons for the lack of younger entrants into farming including: amalgamation of farms reducing entry points for younger farmers; shrinking farm size creating unsustainable incomes, young people spending more time in education; competition for farms with older aspiring farmers with more capital who don't rely solely on a farm for income; and the increasing age at first marriage which particularly reduces the number of young women in farming who traditionally entered farming through marriage (RIRDC, February 2014). Not all of these reasons would be relevant in GWS but decreasing available farmland would be an issue.

Figure 6: Agriculture, Forestry & Fishing age ranges, GWS, 2011



Source: ABS Census 2011, Tablebuilder Pro

Agriculture, Forestry and Fishing was not a large workforce but some occupations within the industry had a very high proportion of older workers. In GWS in 2011, 71.6% of crop farmers,



81.0% of Livestock Farmers and 92.5% of Mixed Crop and Livestock Farmers were older than 40 years. There were only 17 Chief Executives and Managing Directors but all were aged 40 years or older. As in other industries, Bookkeepers and Secretaries were older with 88.5% of Bookkeepers and 76.7% of Secretaries aged 40 years or more. There were some occupations with a higher proportion of workers aged less than 40 years. There were only 18 Greenkeepers but 72.2% of those were aged 15-39 years, as were 64.4% of Animal Attendants and Trainers, and 60.0% of Storepersons.

Table 2: Agriculture, Forestry & Fishing occupations by age ranges, GWS, 2011



Agriculture, Forestry & Fishing workers by occupation & age ranges, GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No.	%	No.	%	
Crop Farmers	374	28.4%	941	71.6%	1315
Livestock Farmers	112	19.0%	477	81.0%	589
Crop Farm Workers	195	40.5%	286	59.5%	481
Livestock Farm Workers	158	58.3%	113	41.7%	271
Garden and Nursery Labourers	67	42.4%	91	57.6%	158
Packers	52	54.2%	44	45.8%	96
Gardeners	35	50.0%	35	50.0%	70
Nurserypersons	28	41.2%	40	58.8%	68
Farmers and Farm Managers nfd	18	28.6%	45	71.4%	63
Truck Drivers	25	39.7%	38	60.3%	63
Animal Attendants and Trainers	29	64.4%	16	35.6%	45
Secretaries	10	23.3%	33	76.7%	43
Office Managers	6	14.6%	35	85.4%	41
Mixed Crop and Livestock Farmers	3	7.5%	37	92.5%	40
General Clerks	14	35.0%	26	65.0%	40
Storepersons	24	60.0%	16	40.0%	40
Other Farm, Forestry and Garden Workers	18	46.2%	21	53.8%	39
Retail Managers	16	44.4%	20	55.6%	36
Accounting Clerks	12	35.3%	22	64.7%	34
Forklift Drivers	14	46.7%	16	53.3%	30
Agricultural and Forestry Scientists	10	35.7%	18	64.3%	28
Sales Representatives	7	25.0%	21	75.0%	28
Inadequately described	14	50.0%	14	50.0%	28
Metal Casting, Forging & Finishing Trades Workers	13	48.1%	14	51.9%	27
Bookkeepers	3	11.5%	23	88.5%	26
Agricultural, Forestry & Hort. Plant Operators	10	40.0%	15	60.0%	25
Advertising, Public Relations and Sales Managers	12	50.0%	12	50.0%	24
Food and Drink Factory Workers	11	50.0%	11	50.0%	22
Sales Assistants (General)	8	40.0%	12	60.0%	20
Managers nfd	3	16.7%	15	83.3%	18
Production Managers	5	27.8%	13	72.2%	18
Greenkeepers	13	72.2%	5	27.8%	18
Purchasing and Supply Logistics Clerks	10	55.6%	8	44.4%	18
Chief Executives and Managing Directors	0	0.0%	17	100.0%	17
Contract, Program and Project Administrators	4	23.5%	13	76.5%	17
Other Specialist Managers	8	53.3%	7	46.7%	15
Farm, Forestry and Garden Workers nfd	15	100.0%	0	0.0%	15
All other occupations in industry	145	40.3%	215	59.7%	360
Total	1501	35.0%	2785	65.0%	4286

Legend	
	>50% aged 15-39 years

Source: ABS Census 2011, Tablebuilder Pro



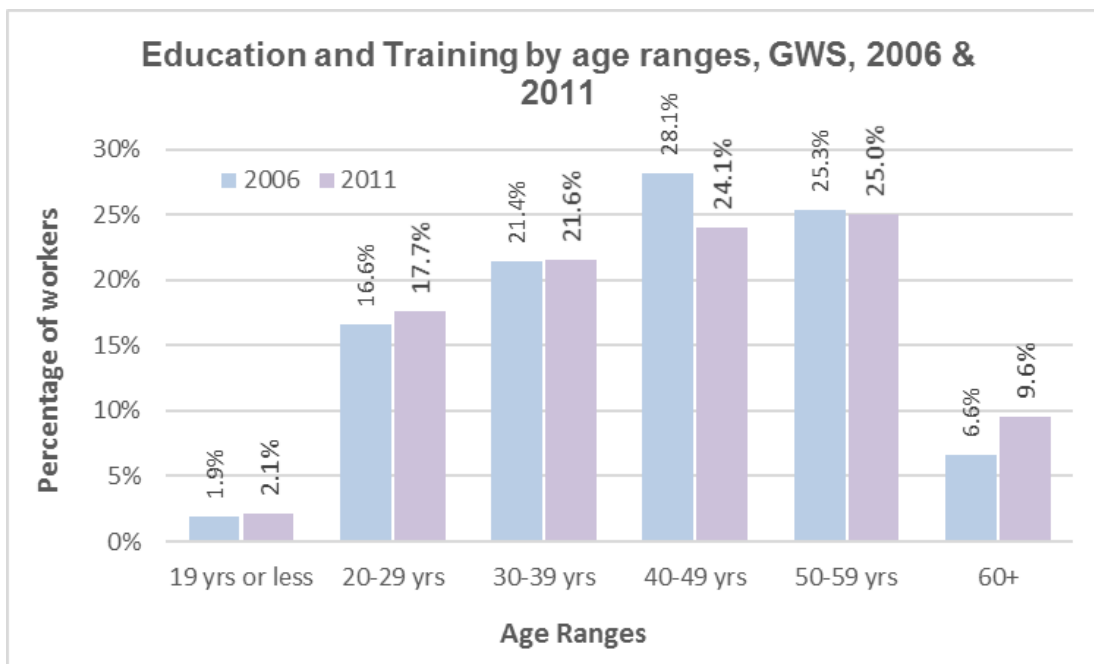
Education and Training

Much has been said over the years about this industry being at risk of losing large numbers from its workforce as the baby boomers start retiring. Many of these, particularly males, will be on the old superannuation scheme which makes earlier retirement attractive. Women, with career breaks, are not as likely to have remained in this scheme for the whole of their working life and would be in a fund that does not provide an indexed pension. Office Workers and General Assistants in schools are generally as old, or older than the teachers, but their positions could be filled by younger people with minimum qualifications.

Contrary to previous fears of a lack of replacements being available for retiring teachers, it would now appear there is an oversupply of trained teachers with new graduates encountering problems in gaining employment. Some problems involved in teacher training are discussed in an article by Field Rickards in "The Conversation" - <http://theconversation.com/what-are-the-main-challenges-facing-teacher-education-in-australia-63658>. Rickard's claims that uncapping the number of students in teacher training has led to oversupply with the major employer of graduates, NSW Department of Education, employing only 6% of graduates in 2015. This is supported by ABC.net.au which quoted Adrian Piccoli, the Minister for Education, as noting that universities "... have doubled entrants in the last ten years ... They should take fewer and do a better job [of training them]". According to ABC.net, a shortage of jobs means that graduate teachers who do not find adequate work within a three to five year period risk not qualifying to teach due to a requirement that they work for 160-180 days in a three to five year period after graduation. To read the full article go to <http://www.abc.net.au/news/2016-02-03/job-shortage-leaves-teachers-unable-to-complete-qualifications/7136722>. This indicates that the real risk may not be in having sufficient numbers of trained teachers but in ensuring they have been able to become fully qualified to be available when greater numbers of teachers actually retire. However, another article by Imogen Brennan, <http://www.abc.net.au/news/2016-01-18/fears-of-looming-teacher-shortage-as-student-population-soars/7096102>, contends that there will be teacher shortages due to rapidly increasing student numbers and lower teacher/student ratios which leads to more classes and therefore teachers being needed than previously. Overall, it would seem the industry is facing problems but it is not clear what the problem will be or exactly what the solution will be: will there be a teacher oversupply or an undersupply?

The following graph does not present evidence of an ageing workforce. There was an increase in the proportion of people aged 60 years or more but this was more than balanced by increased in the ranges 19 years or less, 20-29 years and 30-39 years. Rather than seeing an increase in the number of people aged 40 years or more, there was a 4% decrease in the 40-49 years age range and a very small decrease for those aged 50-59 years. Overall, it would appear that any decreases due to older teachers retiring were being addressed by increases in the younger age ranges.

Figure 7: Education and Training by age ranges, GWS, 2006-2011



Source: ABS Census 2011, Tablebuilder Pro

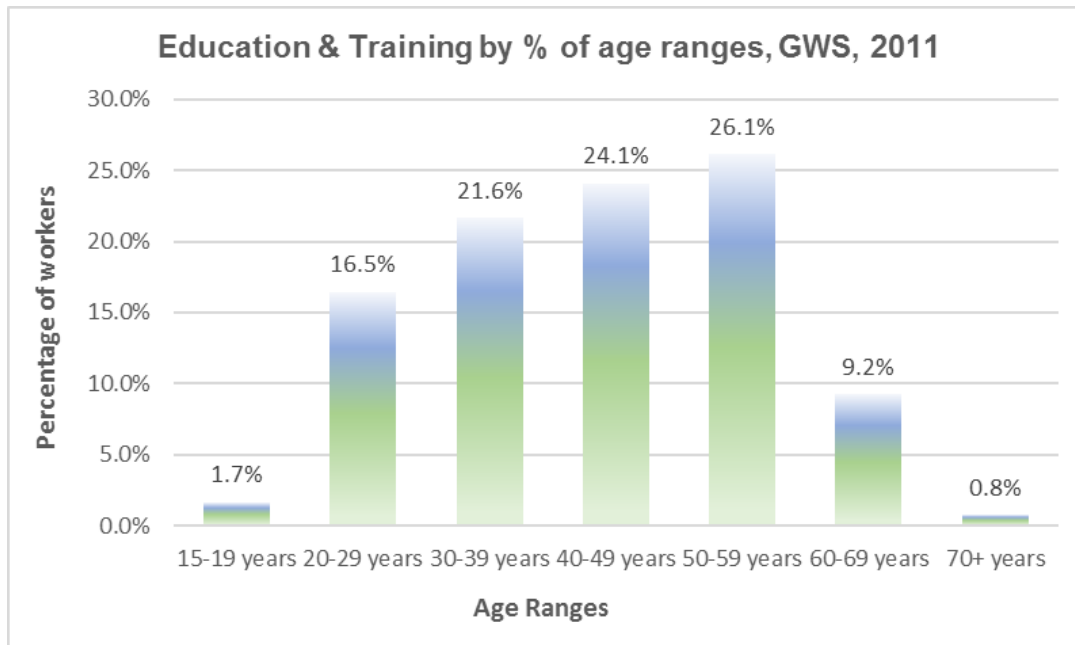
The following graph shows 60.2% of people working in Education and Training were over the age of 40 years in 2011, with 36.1% being over the age of 50 years. Only 18.1% of workers were aged 29 years or under. The largest age group was workers aged 50-59 years. One point to note is the sudden drop in numbers between the 50-59 years age range and the 60-69 years age range. This most likely illustrates the retirement age of many of these workers who may have the choice to retire from the age of 55 years and onwards.

There were 417 people (0.8%) aged 70 years or more. Further investigation revealed these people to be employed in a variety of occupations such Teachers, Lecturers, Secretaries and



Drivers. Some were employed in more physical positions such as Gardeners, Commercial Cleaners and Early Childhood Teachers.

Figure 8: Education & training workers by aged ranges, GWS, 2011



Source: ABS Census 2011, Tablebuilder Pro

Table 3 shows the various occupations included within the Education and Training industry category. 'Primary School Teachers' had a higher proportion of people aged 39 years or less (52.0%) than the more specialised teaching positions such as Vocational Education Teachers (18.6%), Special Education teachers (33.6%), Principals (20.2%) and Librarians 22.2%). It would be expected that Principals would be older (79.8% were aged 40+years) but that was not the only occupation with a very high proportion of older workers.

A total of 124 people identified as Handypersons with 113 (91.1%) of those people being aged 40 years or over. It could be that increasingly positions such as Handypersons, caretakers and cleaners would be outsourced to external companies. Therefore, the figures may not accurately reflect the industry these people work in with a person seeing themselves as working in the service industry rather than the Education and Training industry and mark their census sheet accordingly.

Table 3: Occupation of Education & Training workers by age ranges, GWS, 2011

Education & Training by occupation & age ranges, GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No	%	No	%	
Primary School Teachers	6105	52.0%	5629	48.0%	11734
Secondary School Teachers	5458	48.3%	5838	51.7%	11296
Education Aides	789	22.8%	2676	77.2%	3465
Voc. Ed. Teachers (Aus) /Polytech. Teachers (NZ)	439	18.6%	1920	81.4%	2359
General Clerks	501	21.4%	1845	78.6%	2346
School Principals	341	20.2%	1350	79.8%	1691
Private Tutors and Teachers	933	59.8%	628	40.2%	1561
Special Education Teachers	488	33.6%	964	66.4%	1452
University Lecturers and Tutors	411	29.1%	999	70.9%	1410
School Teachers nfd	482	38.9%	757	61.1%	1239
Child Carers	549	55.7%	436	44.3%	985
Early Childhood (Pre-primary School) Teachers	545	55.6%	435	44.4%	980
Sports Coaches, Instructors and Officials	518	69.3%	229	30.7%	747
Office Managers	95	14.4%	564	85.6%	659
Teachers of English to Speakers of Other Languages	118	22.6%	404	77.4%	522
Other Education Managers	71	14.0%	437	86.0%	508
Contract, Program and Project Administrators	124	36.2%	219	63.8%	343
Professionals nfd	159	49.5%	162	50.5%	321
Counsellors	99	31.3%	217	68.7%	316
Driving Instructors	51	16.2%	263	83.8%	314
Caretakers	39	12.6%	271	87.4%	310
Secretaries	44	14.3%	264	85.7%	308
Education Advisers and Reviewers	76	24.9%	229	75.1%	305
Receptionists	117	40.5%	172	59.5%	289
ICT Support Technicians	176	64.5%	97	35.5%	273
Fitness Instructors	173	73.3%	63	26.7%	236
Commercial Cleaners	40	17.2%	192	82.8%	232
Accounting Clerks	52	23.9%	166	76.1%	218
Psychologists	75	34.6%	142	65.4%	217
Inadequately described	81	37.9%	133	62.1%	214
Training and Development Professionals	69	32.9%	141	67.1%	210
Personal Assistants	59	30.4%	135	69.6%	194
Library Assistants	30	16.0%	158	84.0%	188
Science Technicians	32	17.2%	154	82.8%	186
Bookkeepers	28	15.2%	156	84.8%	184
Librarians	38	22.2%	133	77.8%	171
All other occupations in industry	1904	34.0%	3692	66.0%	5596
Total	21309	39.8%	32270	60.2%	53579

Legend	
	>50% aged 15-39 years

Source: ABS Census 2011, Table Builder Pro



Electricity, Gas, Water and Waste Services

The Master Plumbers Association (MPA) in their 2010 industry snapshot stated that this was one of the smallest industries in Australia but growth in 2014-2015 was expected to exceed the all-industry average. The MPA also predicted that the occupations in this industry will become more qualified in the future. A summary of the industry found:

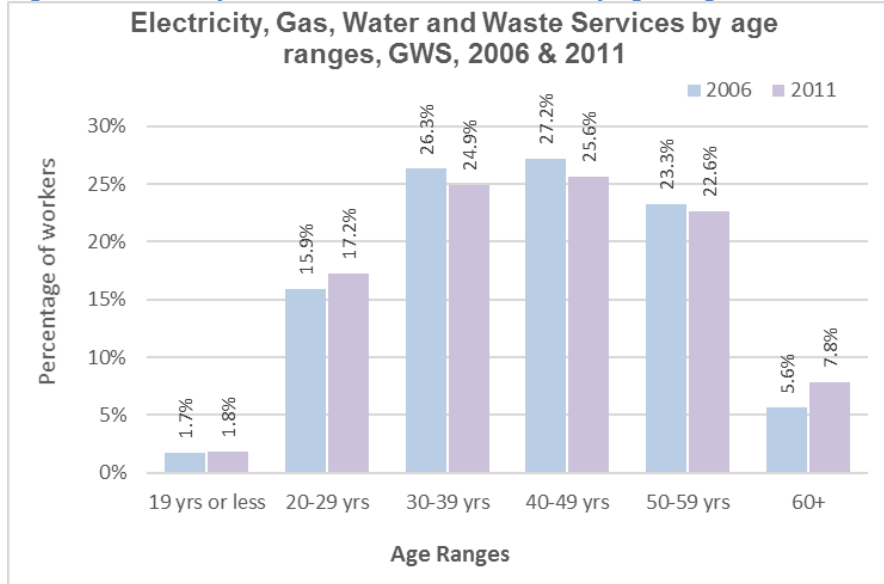
- most people in the industry were employed in companies with 200 or more employees,
- the majority (68%) of workers were employed in regional and remote areas,
- a majority (71%) of workers were male and
- 91% of the workforce were employed fulltime.
- The percentage of people with a Certificate III or IV higher (26%) was higher than in all industries.

The full snapshot report can be found online at:

<http://www.mpasa.com.au/assets/documents/industry-snapshot-electricity-gas-water-and-waste-services.pdf>

Figure 9 shows a workforce that had a higher proportion of older workers but increased its proportion of younger workers. The proportion of workers aged 19 years or less and 20-29 years increased from 2006 to 2011 while the proportion of workers aged 30-59 years decreased over the same time. However, the proportion of people aged 60 years or more increased from 5.6% in 2006 to 7.8% in 2011.

Figure 9: Electricity, Gas, Water & Waste Services by age ranges, GWS 2006 & 2011

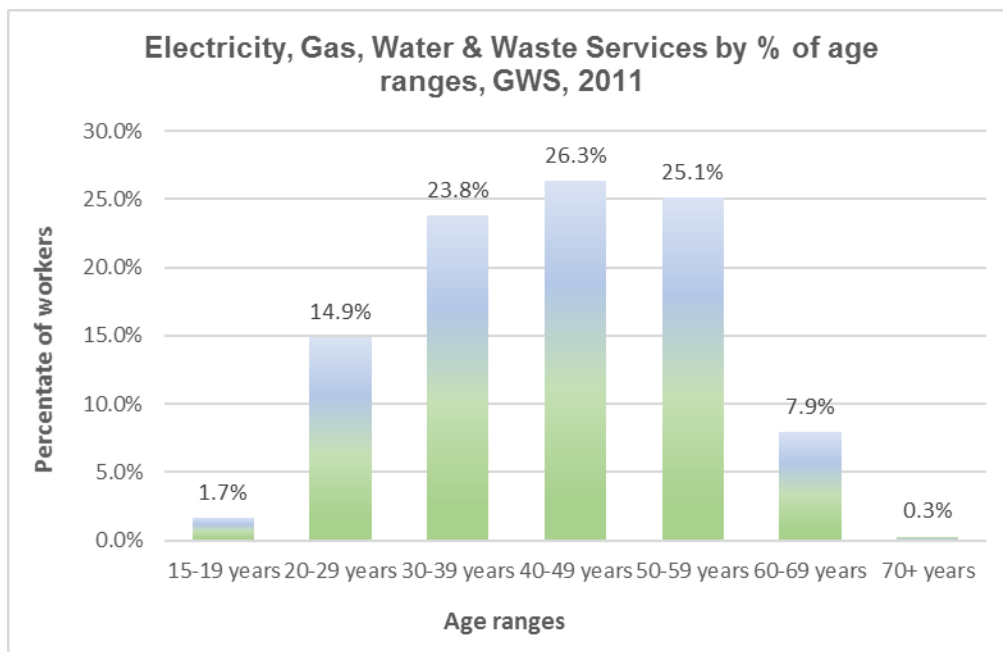




Source: ABS Census 2011, Tablebuilder Pro

Only 17% of workers in the industry were aged 19 years or less which indicates a low level of apprenticeship or entry level positions. Half of all workers in the industry (50.1%) were aged between 30 and 49 years and just over a quarter (25.1%) were aged 50-59 years. A further 14.9% of workers were aged 20 – 29 years and 7.9% were aged 60 years or more. Overall the industry had 59.6% of workers aged 40 years or more and 40.4% aged 39 years or less.

Figure 10: Electricity, Gas, Water & Waste Services by age ranges, GWS, 2011



Source: ABS Census 2011, Tablebuilder Pro

The occupation table (Table 4) shows many of the occupations in the Electricity, Gas, Water & Waste Services Industry having one third of workers aged below 40 years and two thirds aged above 40 years. The occupation with the highest proportion of workers aged under 40 years was Electricians (66.3%), Electrical Distribution Trades Workers (64.1%), Electrical Engineers (52.8%), Management & Organisational Analysts (50.5%) and Environmental Scientists (50.5%). Engineering Managers had the highest proportion (80.0%) of workers aged 40 years or more but this would be expected of people in higher positions who may be replaced by Civil Engineering Professionals which had one of the higher proportions (39.1%) of people aged less than 40 years.





Table 4: Electricity, Gas, Water & Waste Services occupations by age ranges, GWS, 2011

Electricity, Gas, Water & Waste Services by occupation & age ranges, GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No	%	No	%	
Truck Drivers	234	33.8%	458	66.2%	692
Electricians	362	66.3%	184	33.7%	546
Electrical Distribution Trades Workers	259	64.1%	145	35.9%	404
Contract, Program and Project Administrators	129	33.7%	254	66.3%	383
Electrical Engineers	178	52.8%	159	47.2%	337
General Clerks	101	39.6%	154	60.4%	255
Other Specialist Managers	68	32.2%	143	67.8%	211
Other Stationary Plant Operators	70	33.3%	140	66.7%	210
Inquiry Clerks	74	35.6%	134	64.4%	208
Civil Engineering Professionals	75	39.1%	117	60.9%	192
Accounting Clerks	60	35.5%	109	64.5%	169
Building and Plumbing Labourers	49	34.5%	93	65.5%	142
Accountants	60	42.9%	80	57.1%	140
Inadequately described	50	41.0%	72	59.0%	122
Management and Organisation Analysts	56	50.5%	55	49.5%	111
Office Managers	42	37.8%	69	62.2%	111
ICT Managers	32	29.9%	75	70.1%	107
Environmental Scientists	51	50.5%	50	49.5%	101
Sales Representatives	37	36.6%	64	63.4%	101
Plumbers	36	36.0%	64	64.0%	100
Electrical Engineering Draftspersons and Technicians	26	27.1%	70	72.9%	96
Metal Fitters and Machinists	46	47.9%	50	52.1%	96
Keyboard Operators	46	48.9%	48	51.1%	94
Engineering Managers	18	20.0%	72	80.0%	90
Other Factory Process Workers	31	36.0%	55	64.0%	86
Advertising, Public Relations and Sales Managers	35	42.2%	48	57.8%	83
Engineering Professionals nfd	32	38.6%	51	61.4%	83
Purchasing and Supply Logistics Clerks	28	34.1%	54	65.9%	82
Supply and Distribution Managers	29	35.8%	52	64.2%	81
Software and Applications Programmers	36	45.0%	44	55.0%	80
Human Resource Managers	29	36.7%	50	63.3%	79
Chemical, Gas, Petroleum & Power Gen. Plant Operators	32	41.0%	46	59.0%	78
Other Hospitality, Retail and Service Managers	23	29.9%	54	70.1%	77
Managers nfd	19	25.7%	55	74.3%	74
Construction Managers	22	31.4%	48	68.6%	70
Specialist Managers nfd	22	33.8%	43	66.2%	65
Call or Contact Centre Workers	31	48.4%	33	51.6%	64
Recycling and Rubbish Collectors	18	29.5%	43	70.5%	61
ICT Business and Systems Analysts	17	28.3%	43	71.7%	60
All other occupations in industry	939	37.1%	1595	62.9%	2534
Total	3502	40.4%	5173	59.6%	8675



Source: ABS Census 2011, Tablebuilder Pro

Legend	
	>50% aged 15-39 years



Health Care and Social Assistance

Health Care and Social Assistance had a workforce of just over 1.5 million people nationally in November 2015. The workforce is growing but also ageing with few young people in the workforce already who could replace older workers as they leave. In many areas of health services, particularly community services and aged care, the rates of pay are too low to attract young people into the sector and there is a lack of progression. Some people from the private sector and government may migrate to this sector later in their careers when job satisfaction becomes more attractive and takes precedence over high pay.

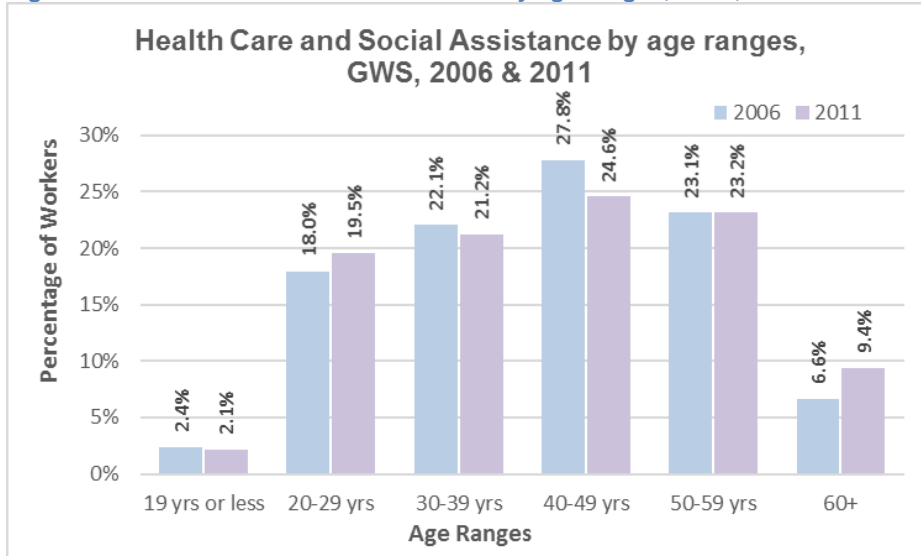
In 2011, an article appeared in the Sun Herald (11/12/2011) raising the issue of the problem faced by nurses wishing to return to nursing after taking a break, often to raise children. It was claimed that a \$10,000 refresher course was required to re-enter nursing after a specified period out of the workforce. On top of the actual course cost, out of town nurses also need to pay for accommodation if they do not live close to where the course is held.

<http://www.smh.com.au/national/education/retraining-bill-locks-out-nurses-20111210-1oolz.html>

The Australian government describes this as a “strong and growing industry” on <https://australianjobs.employment.gov.au/jobs-industry/health-care-and-social-assistance>. They also state that four in five workers have completed post school study with a large proportion holding a Bachelor degree or higher, 45% of workers were part-time workers and four in five workers were female.

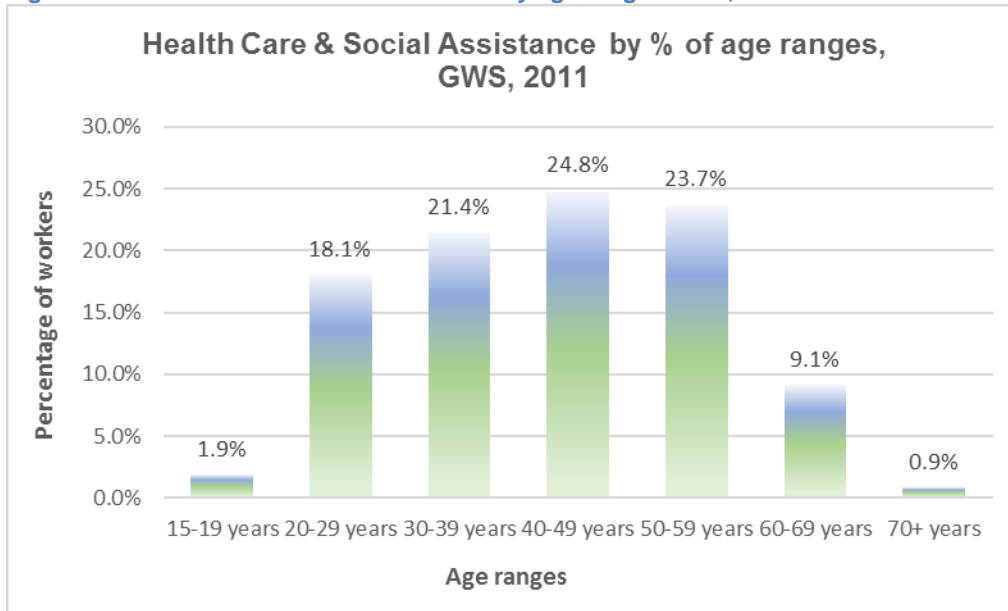
In GWS, the Health Care and Social Assistance industry employed a total of 73,895 workers in 2011. The industry employed a very small percentage of workers aged 19 years or less and this decreased from 2.4% in 2006 to 2.1% in 2011. The proportion of workers aged 20-29 years increased from 18.0% in 2006 to 19.5% in 2011 while the workers aged 30-39 years decreased from 22.1% to 21.2%. In the older ranges the proportion of 40-49 year olds decreased from 27.8% to 24.6%, 50-59 year olds remained static but there was a large increase in the proportion of workers aged 60 years or more from 6.6% to 9.4%. The changes in proportions is illustrated in Figure 11 and the proportions for 2011 alone are shown in Figure 12.

Figure 11: Health Care & Social Assistance by age ranges, GWS, 2006 & 2011



Source: ABS Census 2011, Tablebuilder Pro

Figure 12: Health Care & Social Assistance by % of age ranges GWS, 2011



Source: ABS Census 2011, Tablebuilder Pro

Registered nurse (12,103 workers) was by far the most numerous occupation in this industry in GWS. Almost two thirds (59.7%) of nurses were aged 40 years or more. The next most common occupation was Receptionist (4,367 workers) followed by Aged and Disabled Carers (3,861 workers) and Nursing support and personal care workers (4,127 workers). The occupation with the greatest proportion of workers aged 40 years or more was Commercial Cleaner (86.0%)



followed by Nurse Manager (76.9%), Health and Welfare Services Managers (76.5%) and Kitchen Hands (74.3%). The following table provides information for occupations in this industry and highlights that only a few of the listed occupations had a majority proportion of younger workers in 2011.

Figure 13: Health Care & Social Assistance occupations GWS, 2011

Health Care and Social Assistance by occupation & age ranges, GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No	%	No	%	
Registered Nurses	4886	40.4%	7216	59.6%	12102
Child Carers	3478	59.5%	2363	40.5%	5841
Receptionists	1751	40.1%	2616	59.9%	4367
Nursing Support and Personal Care Workers	1653	40.1%	2474	59.9%	4127
Aged and Disabled Carers	1296	33.6%	2564	66.4%	3860
Generalist Medical Practitioners	1343	39.8%	2034	60.2%	3377
Welfare Support Workers	971	43.5%	1261	56.5%	2232
General Clerks	592	33.4%	1179	66.6%	1771
Dental Assistants	815	68.0%	384	32.0%	1199
Kitchenhands	281	25.8%	808	74.2%	1089
Medical Imaging Professionals	644	60.8%	416	39.2%	1060
Medical Technicians	427	42.0%	590	58.0%	1017
Health and Welfare Services Managers	228	23.3%	751	76.7%	979
Physiotherapists	616	65.5%	325	34.5%	941
Commercial Cleaners	133	14.3%	796	85.7%	929
Psychologists	472	52.4%	428	47.6%	900
Midwives	297	33.7%	585	66.3%	882
Enrolled and Mothercraft Nurses	315	38.8%	496	61.2%	811
Social Workers	402	50.5%	394	49.5%	796
Dental Practitioners	346	43.7%	446	56.3%	792
Practice Managers	215	27.6%	563	72.4%	778
Nurse Managers	177	23.0%	591	77.0%	768
Welfare, Recreation & Community Arts Workers	309	42.6%	417	57.4%	726
Early Childhood (Pre-primary School) Teachers	476	68.3%	221	31.7%	697
Contract, Program and Project Administrators	250	38.2%	405	61.8%	655
Ambulance Officers and Paramedics	333	53.1%	294	46.9%	627
Other Medical Practitioners	239	39.2%	371	60.8%	610
Medical Laboratory Scientists	243	42.2%	333	57.8%	576
Child Care Centre Managers	273	48.1%	295	51.9%	568
Occupational Therapists	423	74.5%	145	25.5%	568
Counsellors	213	38.9%	335	61.1%	548
Secretaries	148	27.9%	382	72.1%	530
Packers	251	48.2%	270	51.8%	521
Specialist Physicians	190	37.5%	317	62.5%	507
Office Managers	154	30.4%	353	69.6%	507
Cooks	114	24.3%	355	75.7%	469
Keyboard Operators	139	30.5%	317	69.5%	456
All other occupations in industry	5530	37.6%	9182	62.4%	14712
Total	30623	41.4%	43272	58.6%	73895

Legend	
	>50% aged 15-39 years

Source: ABS Census 2011, Tablebuilder Pro



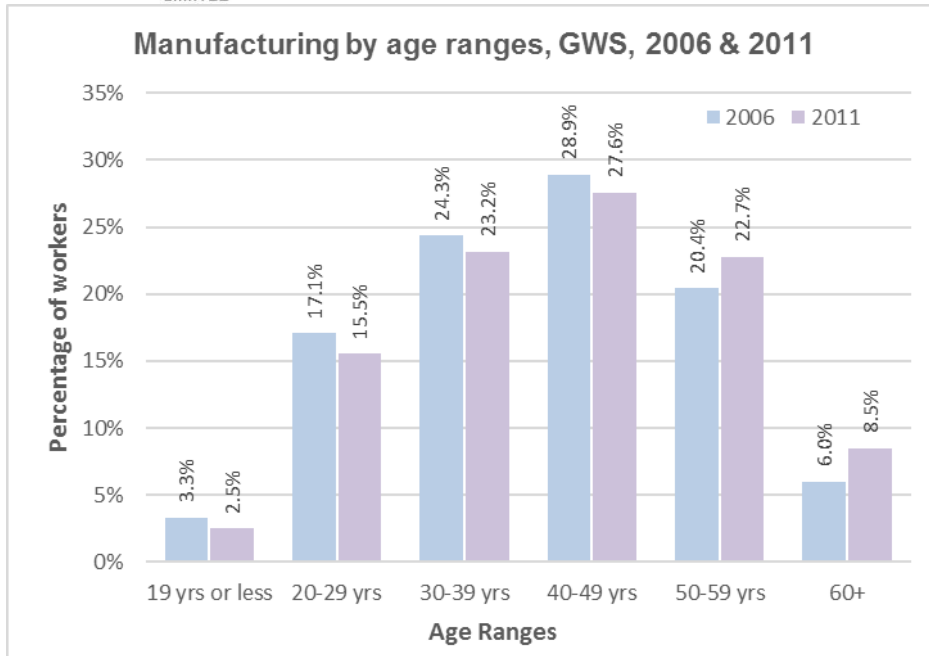
Manufacturing

Fagan and O'Neill (2015) described the industrialisation and de-industrialisation of GWS starting with the 1950s as manufacturing jobs moved west, the peak years of the 1960s, changes in the 1970s to 1990s resulting in the loss of ten thousand jobs between just 1981 and 1996), until 2015 when the manufacturing sector was still experiencing accelerated job losses. Fagan and O'Neill also state that job losses in manufacturing have been felt most by older males, people born overseas and unskilled youth as the sector veers more to jobs with specific technical skills or specialist trades. Although there is still room for unskilled jobs, the number of positions in the industry is shrinking overall.

Although in overall decline, the manufacturing industry in GWS has increased in some LGAs. An URBIS report (2013) argued this was due to some industries adapting to economic condition or moving into the production/creation of niche products. They felt manufacturing would remain a key part of Western Sydney for the next decade due to “lower land prices, availability of employment land and access to an aligned workforce” (page 50).

In 2011, the Manufacturing industry in GWS employed a total of 92,712 workers. In each of the age ranges up to the age of 49 years, the proportion of workers decreased, but the proportion of workers in both 50-59 years and 60 years or more increased. The proportion of workers aged 60 years or more increased from 6.0% in 2006 to 8.5% in 2011.

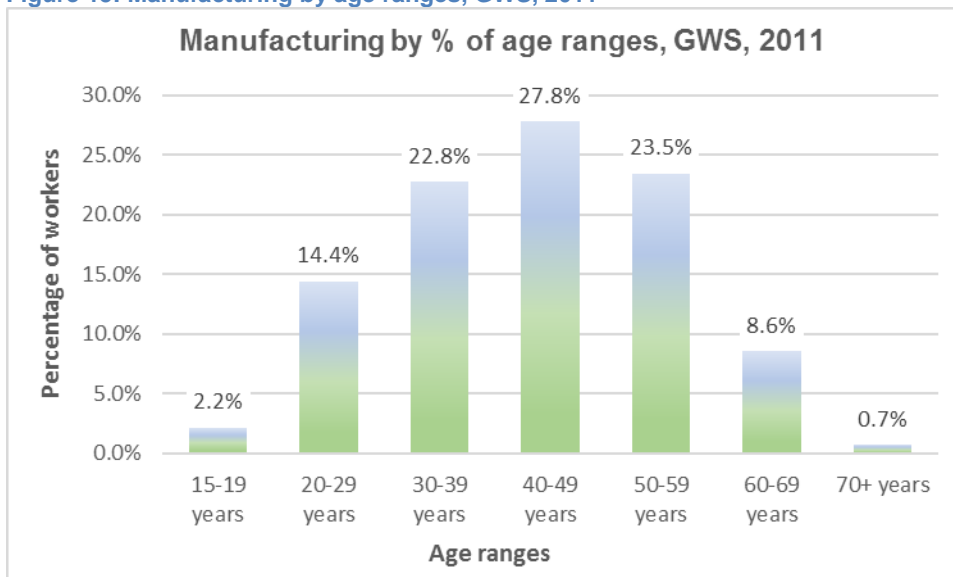
Figure 14: Manufacturing by age ranges, GWS, 2006 & 2011



Source: ABS Census 2011, Tablebuilder Pro

The largest group of workers were those aged 40-49 years (27.8%) followed by those aged 50-59 years (23.5%) and 30-39 years (22.8%). There were few workers aged less than 20 years (2.2%) or over 70 years (0.7%).

Figure 15: Manufacturing by age ranges, GWS, 2011



Source: ABS Census 2011, Tablebuilder Pro

The table below provides additional information on the occupations within the manufacturing industry and shows which occupations have high or low numbers of older workers. Chief



Executives and Managing Directors had the highest proportion of workers over the age of 40 years (87.2%) but this would most likely be due to people taking time to reach the highest levels of a company. Sewing Machinist was another occupation with a high proportion of workers aged 40 years or more (85.6%) ahead of Manufacturers (72.9%). Only a few occupations had a majority of workers aged 15-39 years. The occupation with the highest proportion of younger workers was Carpenters and Joiners (61.0%) ahead of Sales Assistants (General) (58.7%) and Cabinetmakers (54.0%). The most common occupation in the manufacturing industry was Production Manager with 3,563 workers, 69.0% of them aged 40 years or more. This was followed by Packers and Storepersons (3,220 workers, 63.7% over the age of 40 years) and Storepersons (3,121 workers, 56.0% over the age of 40 years).



Table 5: Manufacturing occupations by age ranges, GWS, 2011

Manufacturing by occupation & age ranges, GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No	%	No	%	
Production Managers	1106	31.0%	2457	69.0%	3563
Packers	1168	36.3%	2052	63.7%	3220
Storepersons	1374	44.0%	1747	56.0%	3121
Metal Fitters and Machinists	955	34.3%	1826	65.7%	2781
Forklift Drivers	1062	40.6%	1554	59.4%	2616
Structural Steel and Welding Trades Workers	1172	44.8%	1442	55.2%	2614
Sales Representatives	1034	42.9%	1377	57.1%	2411
Purchasing and Supply Logistics Clerks	939	44.1%	1189	55.9%	2128
Product Assemblers	663	31.6%	1437	68.4%	2100
Accounting Clerks	824	40.4%	1214	59.6%	2038
Advertising, Public Relations & Sales Managers	779	38.5%	1246	61.5%	2025
Food and Drink Factory Workers	662	32.7%	1361	67.3%	2023
Machine Operators nfd	683	33.8%	1338	66.2%	2021
Engineering Production Workers	586	33.2%	1180	66.8%	1766
Manufacturers	460	27.1%	1238	72.9%	1698
General Clerks	710	44.3%	892	55.7%	1602
Carpenters and Joiners	802	61.0%	513	39.0%	1315
Accountants	653	49.9%	655	50.1%	1308
Printers	489	38.0%	797	62.0%	1286
Factory Process Workers nfd	440	34.4%	840	65.6%	1280
Cabinetmakers	610	54.0%	520	46.0%	1130
Sales Assistants (General)	626	58.7%	441	41.3%	1067
Plastics & Rubber Production Machine Operators	361	34.2%	695	65.8%	1056
Inadequately described	406	39.4%	625	60.6%	1031
Electricians	450	43.8%	578	56.2%	1028
Truck Drivers	264	26.5%	731	73.5%	995
Office Managers	321	33.6%	633	66.4%	954
Meat, Poultry and Seafood Process Workers	389	42.5%	526	57.5%	915
Bakers and Pastrycooks	397	44.8%	489	55.2%	886
Industrial, Mechanical & Production Engineers	429	49.0%	446	51.0%	875
Sewing Machinists	126	14.4%	748	85.6%	874
Metal Engineering Process Workers	317	38.8%	499	61.2%	816
Other Specialist Managers	304	37.5%	507	62.5%	811
Chief Executives and Managing Directors	101	12.8%	688	87.2%	789
Technical Sales Representatives	318	41.3%	452	58.7%	770
Product Quality Controllers	222	31.6%	480	68.4%	702
All other occupation in industry	14316	40.8%	20781	59.2%	35097
Total	36518	39.4%	56194	60.6%	92712

Legend	
	>50% aged 15-39 years

Source: ABS Census 2011, Tablebuilder Pro

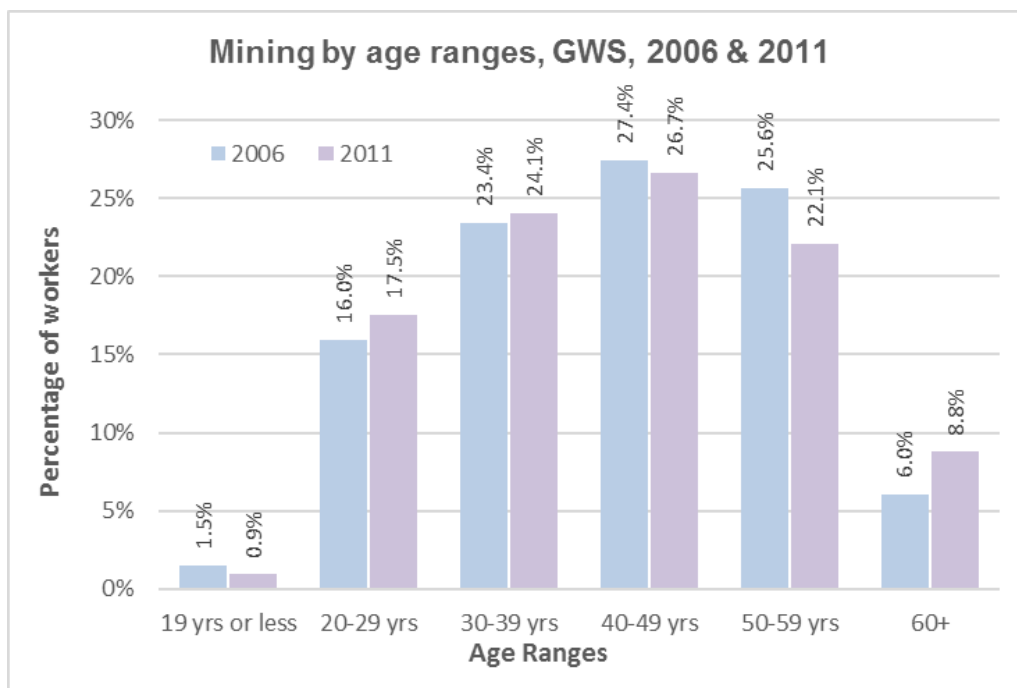


Mining

Nationally, the Mining industry was a small industry employing 225,800 workers in November 2015. Jobs were concentrated mainly in Western Australia and Queensland. After an increase in the number of jobs in mining from 2010 to 2015, a decrease has now begun and is expected to continue decreasing through to at least 2020 (<https://australianjobs.employment.gov.au/jobs-industry/mining>). In GWS only 1,994 people in 2011 worked in the Mining Industry; the majority aged between 30 and 59 years. The number people in this industry in GWS increased from 1,509 persons in 2006 but if predictions are correct then this may be reflected in the 2016 Census.

The age ranges of workers in the Mining industry in GWS did change between 2006 and 2011. Although there was an increase in the proportion of people aged 60 years or more from 6.0% to 8.8% but this was balanced by increases in the ranges 20-29 years and 30-39 years. The proportion of workers aged 40-49 years and 50-59 years also decreased during this period.

Figure 16: Mining by age ranges, GWS, 2006 & 2011



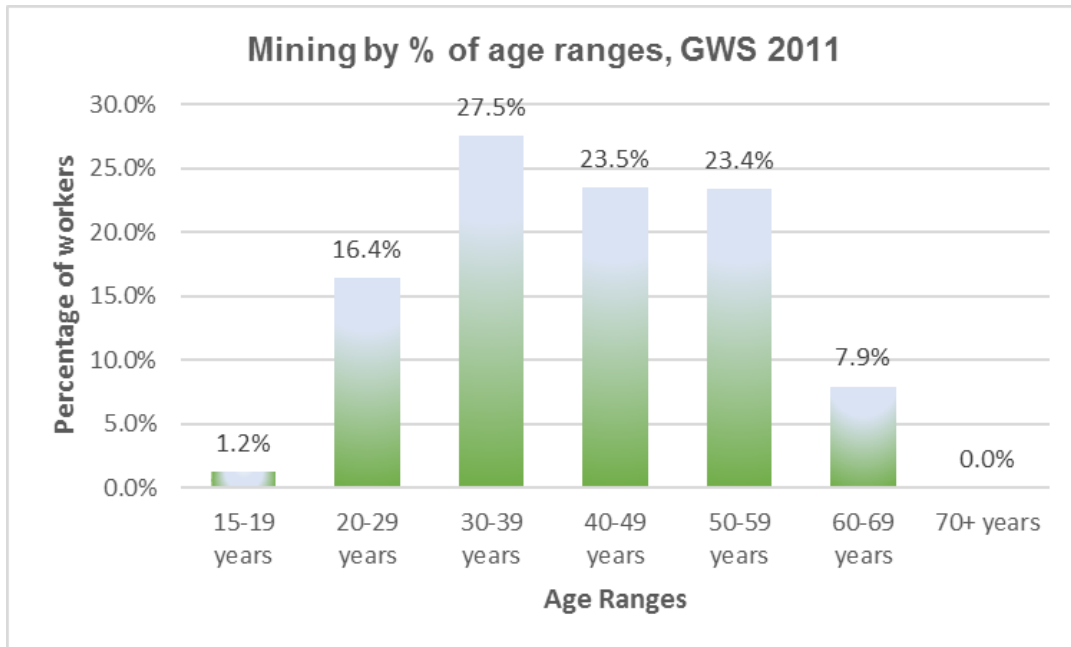
Source: ABS Census 2011, Tablebuilder Pro

In the GWS workforce, there were very few Mining workers aged 19 years or less or 70 years or more. Less than ten percent (8.6%) of workers were aged 60-69 years, an age range that



includes people aged 65 years, the age at which the age pension can be accessed. The largest group of workers were those aged 40-49 years (26.7%) ahead of 30-39 years (24.1%).

Figure 17: Mining by age ranges GWS, 2011



Source: ABS Census 2011, Tablebuilder Pro

As stated previously, this was a very small industry in GWS which means the occupations within the industry had quite small numbers of people. The occupation with the highest number of workers was Drillers, Miners and Shot Firers with a total of 696 workers. What was surprising was the number of occupations with 100% of the workers aged 40 years or more (some of these can be seen in Table 6). Overall, this was a very mature aged workforce. However, several occupations had a majority of people aged 39 years or less including Metal Fitters and Machinists (60.5%), Drillers, Miners and Shot Firers (52.2%), Structural Steel and Welding Trades Workers (66.7%) and Other Construction and Mining Labourers (66.7%). These were occupations which involve manual work. There were eleven Civil Engineering Professionals and all of them were aged 15-39 years. The white-collar occupations with more young workers than older workers included Mining Engineers (55.8%), Accountants (51.7%) and Human Resource Managers (60.0%). The table below lists Mining occupations with the number and proportion of workers aged under 39 years and over 40 years.



Table 6: Mining occupations by age ranges, GWS, 2011

Mining workers by occupation & age ranges, GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No.	%	No.	%	
Drillers, Miners and Shot Firers	363	52.2%	333	47.8%	696
Metal Fitters and Machinists	121	60.5%	79	39.5%	200
Electricians	75	50.0%	75	50.0%	150
Other Building and Engineering Technicians	36	26.7%	99	73.3%	135
Production Managers	29	46.8%	33	53.2%	62
Truck Drivers	14	24.1%	44	75.9%	58
Mining Engineers	28	51.9%	26	48.1%	54
Earthmoving Plant Operators	14	29.8%	33	70.2%	47
Accountants	14	48.3%	15	51.7%	29
Industrial, Mechanical & Production Engineers	9	31.0%	20	69.0%	29
Other Stationary Plant Operators	10	37.0%	17	63.0%	27
Machinery Operators and Drivers nfd	11	45.8%	13	54.2%	24
Other Construction and Mining Labourers	16	66.7%	8	33.3%	24
Electrical Engineers	9	40.9%	13	59.1%	22
Structural Steel and Welding Trades Workers	14	66.7%	7	33.3%	21
General Clerks	7	33.3%	14	66.7%	21
Purchasing and Supply Logistics Clerks	0	0.0%	19	100.0%	19
Inadequately described	5	27.8%	13	72.2%	18
Chief Executives and Managing Directors	0	0.0%	15	100.0%	15
Human Resource Managers	9	60.0%	6	40.0%	15
Engineering Managers	4	26.7%	11	73.3%	15
Technical Sales Representatives	7	46.7%	8	53.3%	15
Geologists and Geophysicists	8	53.3%	7	46.7%	15
Other Specialist Managers	0	0.0%	14	100.0%	14
Motor Mechanics	8	57.1%	6	42.9%	14
Surveyors and Spatial Scientists	6	46.2%	7	53.8%	13
Accounting Clerks	0	0.0%	13	100.0%	13
Storepersons	9	69.2%	4	30.8%	13
Occupational & Environ. Health Professionals	6	50.0%	6	50.0%	12
Civil Engineering Professionals	11	100.0%	0	0.0%	11
Electrotech. & Telecom. Trades Workers nfd	0	0.0%	11	100.0%	11
Construction Managers	5	50.0%	5	50.0%	10
Safety Inspectors	0	0.0%	10	100.0%	10
Secretaries	0	0.0%	10	100.0%	10
All other occupations in industry	53	34.9%	99	65.1%	152
Total	901	45.2%	1093	54.8%	1994

Legend

>50% aged 15-39 years

Source: ABS Census 2011, Tablebuilder Pro



Other Services

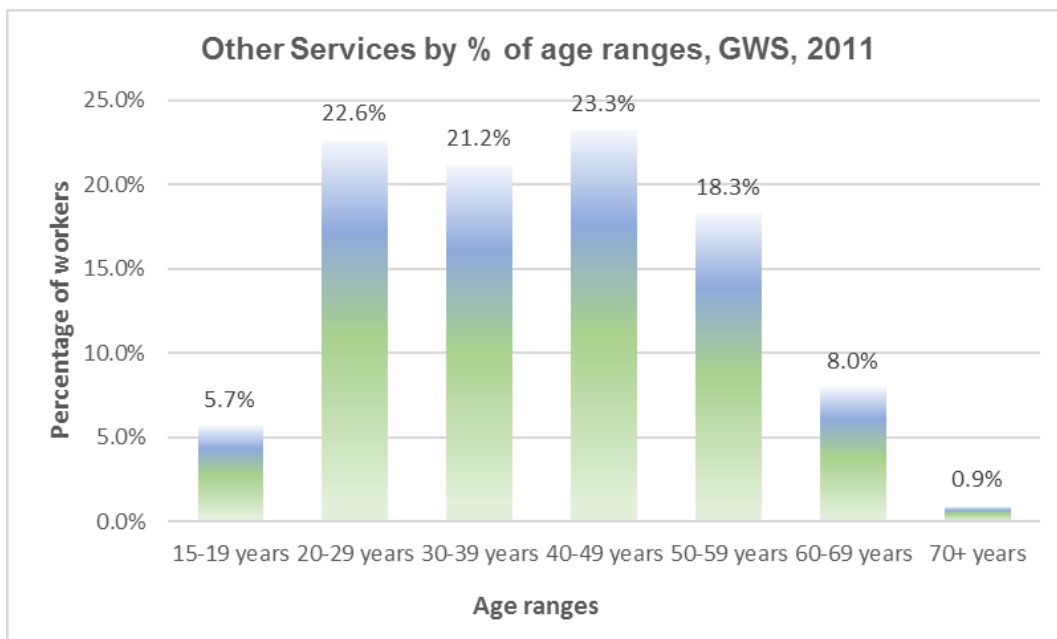
Other Services covered an eclectic array of occupations from Funeral Workers, Motor Mechanics, and Beauty Therapists through to Fitness Instructors, Religious Services and Brothel Keepers and Prostitution Services. More than half of the workers in the industry were classed as Technicians and Trades workers with more than half holding a Certificate III or higher VET (Vocational Education Sector) qualification.

<https://australianjobs.employment.gov.au/jobs-industry/other-services>. The industry comprises three subdivisions: Repair & Maintenance, Personal & Other Services and Private households employing staff & undifferentiated goods – & service-producing activities of households for own use. The full list can be found on the ABS site

<http://www.abs.gov.au/ausstats/abs@.nsf/Latestproducts/F0EB4C24913F199DCA257B9500133D22?opendocument> .

In GWS, the workforce had 52.1% of Other Services workers aged 15-39 years and 47.9% aged 40 years and over. The largest group were workers aged 20-29 years (24.2%), followed by 40-49 years (22.7%) and workers aged 30-39 years (22.0%). The proportion of workers aged 60-69 years (8.0%) was quite similar to most other industries with the exceptions of Accommodation & Food Services (4.3%) and Agriculture, Forestry & Fishing (13.5%).

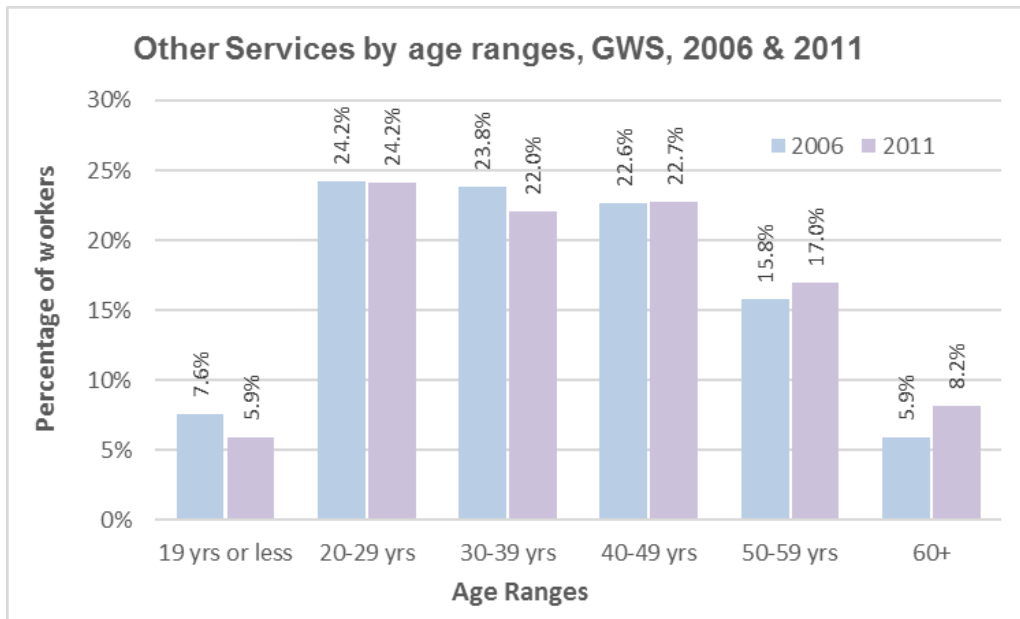
Figure 18: Other Services by Age Ranges, GWS, 2011



Source: ABS Census 2011, Tablebuilder Pro

This was one industry that displayed signs of an ageing workforce. Although the proportion of workers aged 20-29 years remained static, this was counteracted by decreases in the proportion of workers aged 19 years or less and 30-39 years. The proportion of workers aged 40-49 years also remained static from 2006-2011 but once again this was counteracted by increases in the proportion of workers aged 50-59 years and 60 years or more.

Figure 19: Other Services by age ranges, GWS, 2006 & 2011



Source: ABS Census 2011, Tablebuilder Pro

Motor Mechanics were the largest group by occupation in Other Services (3,550 persons) with more than half (56.3%) aged 15-39 years and the remaining 43.7% aged 40 years or more. The next largest group were Hairdressers (2,989 workers) with 67.4% ages 15-39 years and 32.6% aged 40 years or more. Beauty Therapists had a very high proportion of workers aged 15-39 years (72.6%) compared to those aged 40 years and over (27.4%). Workers aged 40 years and over made up 74.7% of Funeral Workers, 77.7% of Secretaries and 85.8% of Chief Executives and Managing Directors.



Table 7: Other services by occupation & age ranges, GWS, 2011

Other Services by occupation & age ranges, GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No	%	No	%	
Motor Mechanics	1998	56.3%	1552	43.7%	3550
Hairdressers	2015	67.4%	974	32.6%	2989
Beauty Therapists	868	72.6%	328	27.4%	1196
Ministers of Religion	358	31.9%	766	68.1%	1124
Panelbeaters	450	50.8%	435	49.2%	885
Metal Fitters and Machinists	351	52.2%	321	47.8%	672
Vehicle Painters	421	65.9%	218	34.1%	639
General Clerks	209	35.8%	374	64.2%	583
Airconditioning and Refrigeration Mechanics	370	65.1%	198	34.9%	568
Electronics Trades Workers	213	40.6%	312	59.4%	525
Secretaries	104	22.3%	363	77.7%	467
Laundry Workers	117	28.5%	293	71.5%	410
Office Managers	122	30.8%	274	69.2%	396
Accounting Clerks	126	36.5%	219	63.5%	345
Electricians	115	34.0%	223	66.0%	338
Retail Managers	141	44.2%	178	55.8%	319
Car Detailers	185	58.7%	130	41.3%	315
Bookkeepers	96	31.7%	207	68.3%	303
Animal Attendants and Trainers	161	55.5%	129	44.5%	290
Automotive Electricians	170	58.8%	119	41.2%	289
Receptionists	139	54.1%	118	45.9%	257
Other Personal Service Workers	95	40.3%	141	59.7%	236
Call/Contact Centre & Customer Service Managers	86	37.2%	145	62.8%	231
Fitness Instructors	177	76.6%	54	23.4%	231
Funeral Workers	57	25.3%	168	74.7%	225
Motor Vehicle Parts and Accessories Fitters	129	62.9%	76	37.1%	205
Welfare Support Workers	96	53.9%	82	46.1%	178
Technicians and Trades Workers nfd	70	44.6%	87	55.4%	157
Human Resource Professionals	52	33.8%	102	66.2%	154
Other Miscellaneous Labourers	81	54.4%	68	45.6%	149
Chief Executives and Managing Directors	21	14.2%	127	85.8%	148
Other Hospitality, Retail and Service Managers	46	31.7%	99	68.3%	145
Accountants	60	42.3%	82	57.7%	142
Sales Assistants (General)	70	50.7%	68	49.3%	138
Inquiry Clerks	79	57.7%	58	42.3%	137
Inadequately described	42	31.6%	91	68.4%	133
Storepersons	64	50.4%	63	49.6%	127
Structural Steel and Welding Trades Workers	55	45.1%	67	54.9%	122
Other Cleaners	55	45.1%	67	54.9%	122
Precision Metal Trades Workers	54	44.6%	67	55.4%	121
Vehicle Body Builders and Trimmers	62	52.5%	56	47.5%	118
Panelbeaters, and Vehicle Body Builders, Trimmers a	36	31.9%	77	68.1%	113
Purchasing and Supply Logistics Clerks	42	37.2%	71	62.8%	113
Managers nfd	27	24.5%	83	75.5%	110
Contract, Program and Project Administrators	53	49.1%	55	50.9%	108
All other occupations in industry	2002	41.5%	2772	58.5%	4774
Total	12340	49.6%	12557	50.4%	24897



Source: ABS Census 2011, Tablebuilder Pro

Legend	
	>50% aged 40 years or more



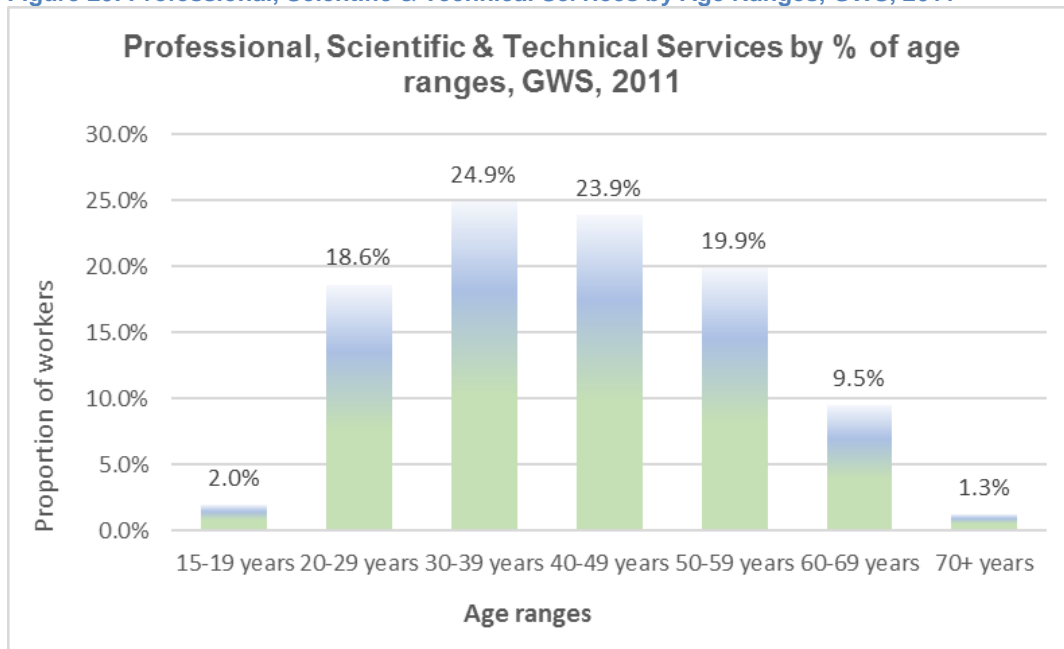
Professional Scientific & Technical Services

Professional Scientific & Technical Services includes legal and accounting services, veterinary services and computer system design. Australia wide it is the fourth largest industry. Four in five workers have post school qualifications and 57% hold a Bachelor degree or higher which means more than half in jobs in the industry are for Professionals. Jobs are mainly located in capital cities. The time taken to obtain these qualifications means there are few workers 15-24 years.

<https://australianjobs.employment.gov.au/jobs-industry/professional-scientific-and-technical-services> .

In GWS the industry was the tenth largest, perhaps indicating that jobs are not only located in Capital cities but in the CBD of that city. This profile is based on where people work not where they live. The age profile does reflect that of the industry in Australia with only 2.0% aged 19 years or less but 43.5% aged 20-39 years in 2011.

Figure 20: Professional, Scientific & Technical Services by Age Ranges, GWS, 2011

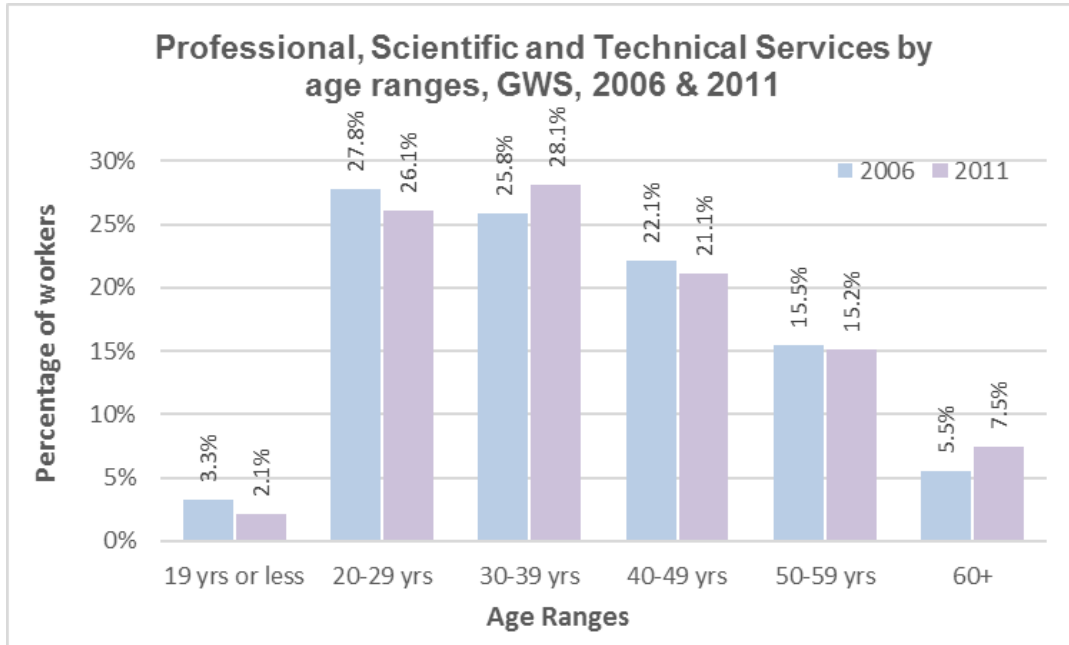


Source: ABS Census 2011, Tablebuilder Pro

It was difficult to gauge if this industry was experiencing an ageing workforce. While there were decreases in the proportion of younger workers and an increase in workers aged 60 years or more, there was quite a large increase in the proportion of workers aged 30-39 from 25.8% in 2006 to 28.1% in 2011. The proportion of workers aged 40-59 years remained relatively static

but there were small increased in the proportion of workers 19 years or less (3.3% in 2006 to 2.1% in 2011) and 20-29 years (27.8% in 2006 to 26.1% in 2011).

Figure 21: Professional, Scientific & Technical Services, GWS, 2006 & 2011



Source: ABS Census 2011, Tablebuilder Pro

Accountant was the most common occupation of workers in this industry (3,179 workers). Just over half (56.4%) were aged 40 years or more and 43.6% were aged 15-39 years. There were 1,336 Solicitors (57.5% aged 40 years or more, 42.5% aged 15-39 years). A further 1,125 workers were Software and Applications Programmers with just over half (51.1%) aged 15-39 years and 48.9% aged 40 years or more. The majority (81.7%) of Veterinary nurses were aged 15-39 years with the remaining 18.3% aged 40 years or more. Graphic and Web Designers, and Illustrators also had a majority (70.7%) aged 15-39 years compared to 29.3% aged 40 years or more. As in all other industries, Chief Executives and Managing Directors had a much higher proportion of workers aged 40 years or more (77.9%) than 15-39 years (22.1%).

Table 8: Professional, Scientific & Technical Services by occupation, GWS, 2011

Professional, Scientific & Technical Services by occupation & age ranges, GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No	%	No	%	
Accountants	1387	43.6%	1792	56.4%	3179
Solicitors	568	42.5%	768	57.5%	1336
Software and Applications Programmers	575	51.1%	550	48.9%	1125
Bookkeepers	372	33.7%	733	66.3%	1105
Secretaries	415	39.2%	645	60.8%	1060
General Clerks	390	45.8%	461	54.2%	851
ICT Support Technicians	465	56.4%	360	43.6%	825
Graphic and Web Designers, and Illustrators	514	70.7%	213	29.3%	727
ICT Managers	255	38.2%	413	61.8%	668
Office Managers	225	36.6%	390	63.4%	615
Accounting Clerks	255	42.6%	344	57.4%	599
ICT Professionals nfd	249	46.8%	283	53.2%	532
Receptionists	260	58.0%	188	42.0%	448
Architectural, Building & Surveying Technicians	209	47.4%	232	52.6%	441
Conveyancers and Legal Executives	241	55.5%	193	44.5%	434
Civil Engineering Professionals	212	49.2%	219	50.8%	431
Management and Organisation Analysts	102	24.3%	317	75.7%	419
Veterinary Nurses	316	81.7%	71	18.3%	387
Photographers	210	58.8%	147	41.2%	357
Advertising, Public Relations and Sales Managers	163	45.9%	192	54.1%	355
Veterinarians	163	47.9%	177	52.1%	340
Other Clerical and Office Support Workers	92	28.4%	232	71.6%	324
Computer Network Professionals	183	57.0%	138	43.0%	321
Database & Syst. Admin., & ICT Security Specialists	156	50.0%	156	50.0%	312
Inadequately described	126	42.0%	174	58.0%	300
Engineering Professionals nfd	125	42.5%	169	57.5%	294
Advertising and Marketing Professionals	151	51.5%	142	48.5%	293
Contract, Program and Project Administrators	129	44.3%	162	55.7%	291
ICT Business and Systems Analysts	133	46.0%	156	54.0%	289
Signwriters	151	53.5%	131	46.5%	282
Chief Executives and Managing Directors	61	22.1%	215	77.9%	276
Keyboard Operators	112	42.7%	150	57.3%	262
Architects and Landscape Architects	91	36.3%	160	63.7%	251
Surveyors and Spatial Scientists	105	45.7%	125	54.3%	230
Sales Representatives	86	42.4%	117	57.6%	203
Construction Managers	64	32.8%	131	67.2%	195
Social Professionals	34	18.3%	152	81.7%	186
Electronics Trades Workers	85	47.5%	94	52.5%	179
Civil Engineering Draftspersons and Technicians	106	59.6%	72	40.4%	178
Personal Assistants	87	48.9%	91	51.1%	178
Science Technicians	121	68.8%	55	31.3%	176
Engineering Managers	61	37.9%	100	62.1%	161
All other occupation in industry	3374	44.7%	4170	55.3%	7544
Total	13179	45.5%	15780	54.5%	28959



Source: ABS Census 2011, Tablebuilder Pro

Legend	
	>50% aged 15-39 years

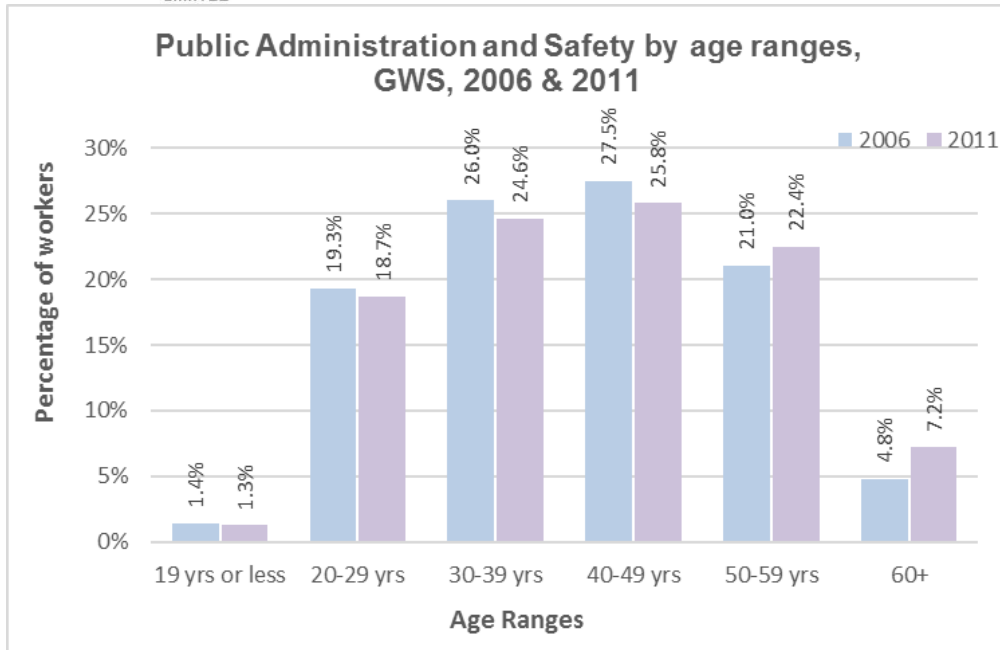
Public Administration & Safety

The following quote from the *myfuture* website explains what this industry is responsible for in Australia: “*The public administration (government) and safety industry looks after the needs of the Australian public and assists people to access government services. It also maintains public order and safety. The sector includes Commonwealth, State and Territory and local government.*”. <https://myfuture.edu.au/industries/public-administration-and-safety?anzsic=O>

In GWS the industry employed 51,560 persons accounting for 6.1% of the workforce, the same as the national proportion (6.1%). The Australian Jobs 2016 website predicted that the industry will increase by 7% over the next five years at the national level. The industry was described as highly skilled with a high proportion of workers with post school qualifications, particularly at bachelor level or higher. The industry also had a lower proportion of part-time workers (19%) when compared to the all industries average (31%). The industry was made up of 49% female workers and had a relatively older age profile with 46% of workers aged 45 years and over <https://australianjobs.employment.gov.au/jobs-industry/public-administration-and-safety>.

The following graph shows a decrease in the younger age ranges and an increase in the older ranges indicating this is indeed an ageing workforce in GWS. The proportion of workers aged 60 years or more, increased from 4.8% to 7.2% which is relatively large.

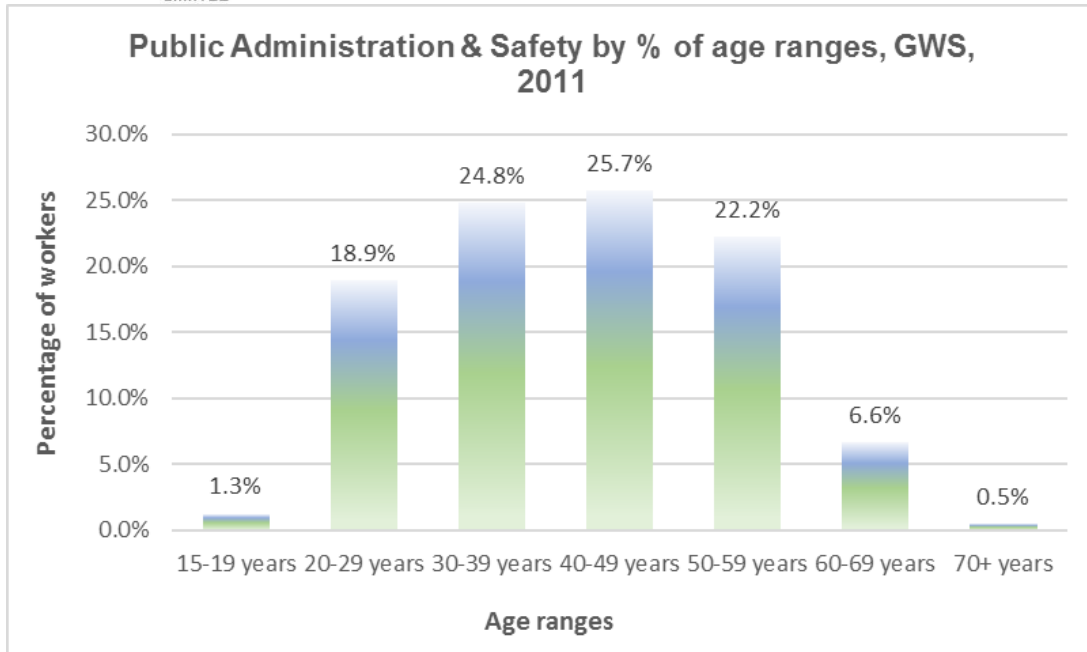
Figure 22: Public Administration & Safety by age ranges, GWS, 2006 & 2011



Source: ABS Census 2011, Tablebuilder Pro

In GWS in 2011, 55.4% of workers were over the age of 40 years which would roughly equate with the national figure of 46% over the age of 45 years. In GWS, most workers (72.8%) were aged between 30-59 years. The table below shows the workforce by age range and clearly shows the very low proportion of workers aged less than 19 years or more than 70 years.

Figure 23: Public Administration & Safety by age ranges GWS, 2011



Source: ABS Census 2011, Tablebuilder Pro

Police were the largest occupation group with a total of 3,951 workers made up of 68.1% aged 39 years or less and 31.9% aged 40 years or more. The occupation with the highest proportion of workers aged 15-39 years was Defence Force Members – Other Ranks (84.8%), ahead of Aircraft Maintenance Engineers (83.9%) and Electronics Trades Workers (71.7%). The occupations with the highest percentage of workers aged 40 years or more were Librarians (80.8%), Registered Nurses (71.4%), Office Managers (70.9%) and Truck Drivers (71.0%).

Table 9: Public Administration & Safety Workers occupations by age ranges, GWS, 2011

Public Administration & Safety Workers by occupation & age, GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No	%	No	%	
Police	2690	68.1%	1261	31.9%	3951
General Clerks	821	34.8%	1538	65.2%	2359
Inspectors and Regulatory Officers	762	37.3%	1280	62.7%	2042
Security Officers and Guards	794	45.9%	937	54.1%	1731
Defence Force Members - Other Ranks	1263	84.8%	226	15.2%	1489
Prison Officers	469	35.9%	839	64.1%	1308
Inquiry Clerks	541	45.4%	650	54.6%	1191
Contract, Program and Project Administrators	341	36.2%	602	63.8%	943
Welfare Support Workers	389	48.7%	410	51.3%	799
Fire and Emergency Workers	360	45.1%	439	54.9%	799
Welfare, Recreation & Community Arts Workers	368	54.1%	312	45.9%	680
Keyboard Operators	262	39.0%	409	61.0%	671
Inadequately described	280	43.8%	359	56.2%	639
Other Miscellaneous Labourers	181	31.6%	391	68.4%	572
Accounting Clerks	195	35.3%	357	64.7%	552
Child Carers	239	44.6%	297	55.4%	536
Commissioned Officers (Management)	231	43.9%	295	56.1%	526
Civil Engineering Professionals	182	37.4%	304	62.6%	486
Other Specialist Managers	138	29.8%	325	70.2%	463
Aircraft Maintenance Engineers	381	83.9%	73	16.1%	454
Office Managers	123	29.1%	299	70.9%	422
Call or Contact Centre Workers	189	45.5%	226	54.5%	415
Truck Drivers	118	29.0%	289	71.0%	407
Accountants	146	36.5%	254	63.5%	400
Auditors, Company Secr. & Corporate Treasurers	124	32.8%	254	67.2%	378
Other Information & Organisation Professionals	147	42.7%	197	57.3%	344
Urban and Regional Planners	197	59.2%	136	40.8%	333
ICT Support Technicians	144	50.9%	139	49.1%	283
Purchasing and Supply Logistics Clerks	102	36.6%	177	63.4%	279
Court and Legal Clerks	93	33.6%	184	66.4%	277
Registered Nurses	77	28.6%	192	71.4%	269
Payroll Clerks	89	36.0%	158	64.0%	247
Training and Development Professionals	114	46.3%	132	53.7%	246
Human Resource Professionals	136	55.5%	109	44.5%	245
Other Hospitality, Retail and Service Managers	71	29.7%	168	70.3%	239
Occupational & Environ. Health Professionals	105	44.5%	131	55.5%	236
Librarians	47	20.0%	188	80.0%	235
Senior Non-commissioned Defence Force Memb.	104	44.4%	130	55.6%	234
Debt Collectors	119	50.9%	115	49.1%	234
Architectural, Building & Surveying Technicians	72	32.3%	151	67.7%	223
Electronics Trades Workers	160	71.7%	63	28.3%	223
Checkout Operators and Office Cashiers	93	41.7%	130	58.3%	223
All other occupations in industry	5308	40.3%	7854	59.7%	13162
Total	18765	45.0%	22980	55.0%	41745



Source: ABS Census 2011, Tablebuilder Pro

Legend	
	>50% aged 15-39 years

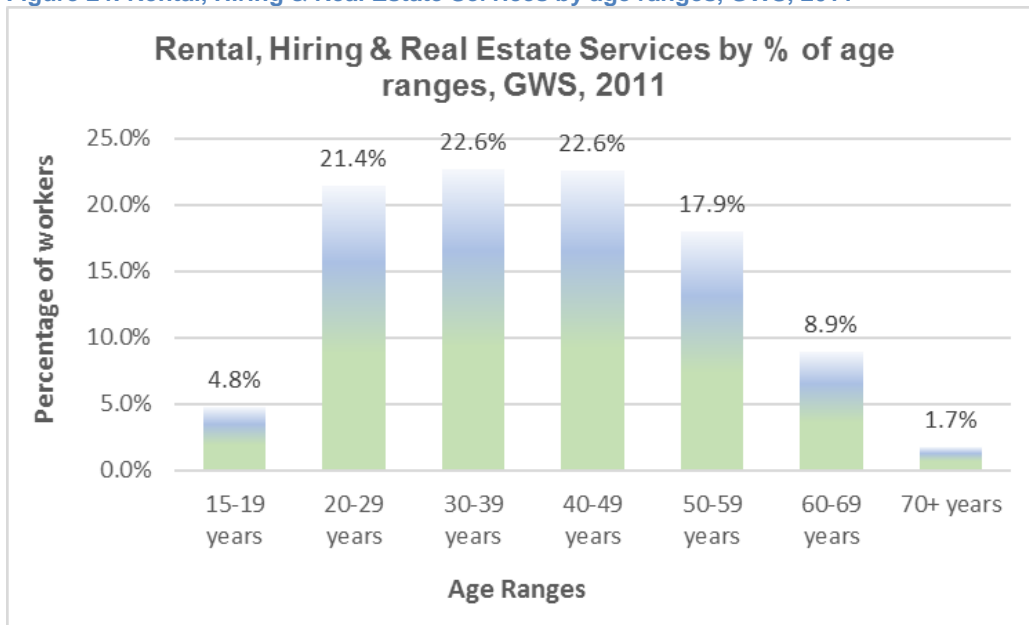


Rental, Hiring & Real Estate Services

The Rental, Hiring & Real Estate Services industry is involved in the lease or hire of assets such as bicycles, machinery, costumes or other goods available for use by others, as well as the sale, lease or management of real estate. <https://myfuture.edu.au/industries/details?id=rental-hiring-and-real-estate-services#/>. The workforce was relatively old; had a slightly higher proportion of females than the all industries average; and a high proportion of post school qualifications with workers more likely to hold a Certificate III or higher VET qualification than a Bachelor degree. <https://australianjobs.employment.gov.au/jobs-industry/rental-hiring-and-real-estate-services>.

In GWS in 2011, this industry employed 9,293 workers making it the 14th largest industry. Of these workers, 44.1% of workers in the industry were aged 20-39 years with a further 4.8% aged 19 years or less. 51.1% of all workers were aged 40 years or more and only 1.7% were aged 70+ years.

Figure 24: Rental, Hiring & Real Estate Services by age ranges, GWS, 2011

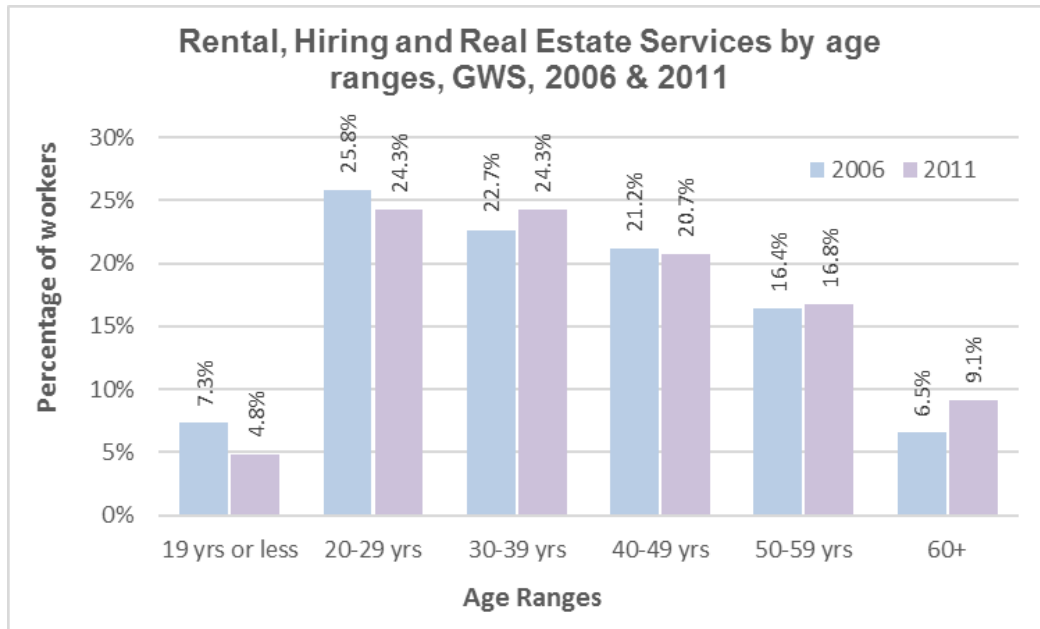


Source: ABS Census 2011, Tablebuilder Pro

The Rental, Hiring & Real Estate Services industry displayed signs of an ageing workforce. There was an increase of workers aged 30-39 years from 22.7% in 2006 to 24.3% in 2011 but this was counteracted by decreases of workers aged 19 years or less (7.3% to 4.8%) and 20-29 years (25.8% to 24.3%). There was a fractional decrease in the proportion of workers aged 40-

49 years of age (21.2% to 20.7%) but larger increases in the proportion of workers aged 60 years or more (6.5% to 9.1%) and 50-59 years (16.4% to 16.8%).

Figure 25: Rental, Hiring & Real Estate Services by age ranges, GWS, 2006 & 2011



Source: ABS Census 2011, Tablebuilder Pro

The types of occupations involved in this industry ranged from the people at the sales end of the industry through all the support staff needed such as administration, people maintaining the goods or in the case of real estate, the people doing valuations and other services supporting the industry.

The most common occupation in GWS in 2011 was Real Estate Sales Agent (3,254 workers) with 51.3% aged 40 years or more and 48.7% aged 15-39 years. The next largest group was Other Sales Assistants & Salespersons (512 workers) made up of 67.8% aged 15-39 years and 32.2% aged 40 years or more.

Receptionist had the highest proportion of workers aged 15-39 years with 72.5%, followed by Advertising and Marketing Professionals (70.0%), Timber and Wood Process workers (64.7%) and Call or Contact Centre workers (62.2%).

Most Chief Executives and Managing Directors were aged 40 years of more (86.7%) as were 85.7% of Managers nfd, 84.6% of Handypersons, and 79.3% of Bookkeepers.



Table 10: Rental, Hiring & Real Estate Services by Occupation, GWS, 2011

Rental, Hiring & Real Estate Services by Occupation GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No	%	No	%	
Real Estate Sales Agents	1586	48.7%	1668	51.3%	3254
Other Sales Assistants and Salespersons	347	67.8%	165	32.2%	512
Receptionists	338	72.5%	128	27.5%	466
General Clerks	232	51.8%	216	48.2%	448
Other Hospitality, Retail and Service Managers	112	38.0%	183	62.0%	295
Office Managers	101	39.9%	152	60.1%	253
Accounting Clerks	87	40.1%	130	59.9%	217
Land Economists and Valuers	99	49.7%	100	50.3%	199
Inquiry Clerks	91	48.1%	98	51.9%	189
Advertising, Public Relations and Sales Managers	80	51.0%	77	49.0%	157
Secretaries	43	30.7%	97	69.3%	140
Inadequately described	30	23.1%	100	76.9%	130
Retail Managers	48	41.4%	68	58.6%	116
Metal Fitters and Machinists	55	47.4%	61	52.6%	116
Bookkeepers	24	20.7%	92	79.3%	116
Truck Drivers	45	39.8%	68	60.2%	113
Purchasing and Supply Logistics Clerks	51	52.0%	47	48.0%	98
Accountants	43	45.7%	51	54.3%	94
Personal Assistants	48	54.5%	40	45.5%	88
Motor Mechanics	39	50.6%	38	49.4%	77
Welfare Support Workers	23	29.9%	54	70.1%	77
Keyboard Operators	37	57.8%	27	42.2%	64
Chief Executives and Managing Directors	8	13.3%	52	86.7%	60
Forklift Drivers	21	35.6%	38	64.4%	59
Call or Contact Centre Workers	36	62.1%	22	37.9%	58
General Managers	16	28.1%	41	71.9%	57
Contract, Program and Project Administrators	19	33.3%	38	66.7%	57
Finance Managers	12	24.0%	38	76.0%	50
Call or Contact Centre & Cust. Serv. Managers	22	44.9%	27	55.1%	49
Transport Services Managers	18	38.3%	29	61.7%	47
Storepersons	21	45.7%	25	54.3%	46
Commercial Cleaners	12	26.7%	33	73.3%	45
Other Specialist Managers	17	39.5%	26	60.5%	43
Financial Investment Advisers and Managers	10	23.3%	33	76.7%	43
Managers nfd	6	14.3%	36	85.7%	42
Construction Managers	22	53.7%	19	46.3%	41
Advertising and Marketing Professionals	28	70.0%	12	30.0%	40
Handypersons	6	15.4%	33	84.6%	39
Timber and Wood Process Workers	22	64.7%	12	35.3%	34
Crane, Hoist and Lift Operators	11	33.3%	22	66.7%	33
Car Detailers	20	62.5%	12	37.5%	32
Human Resource Managers	8	27.6%	21	72.4%	29
Road and Rail Drivers nfd	18	62.1%	11	37.9%	29
Other Miscellaneous Labourers	12	41.4%	17	58.6%	29
All other occupations in industry	616	55.4%	496	44.6%	1112
Total	4540	48.9%	4753	51.1%	9293



Source: ABS Census 2011, Tablebuilder Pro

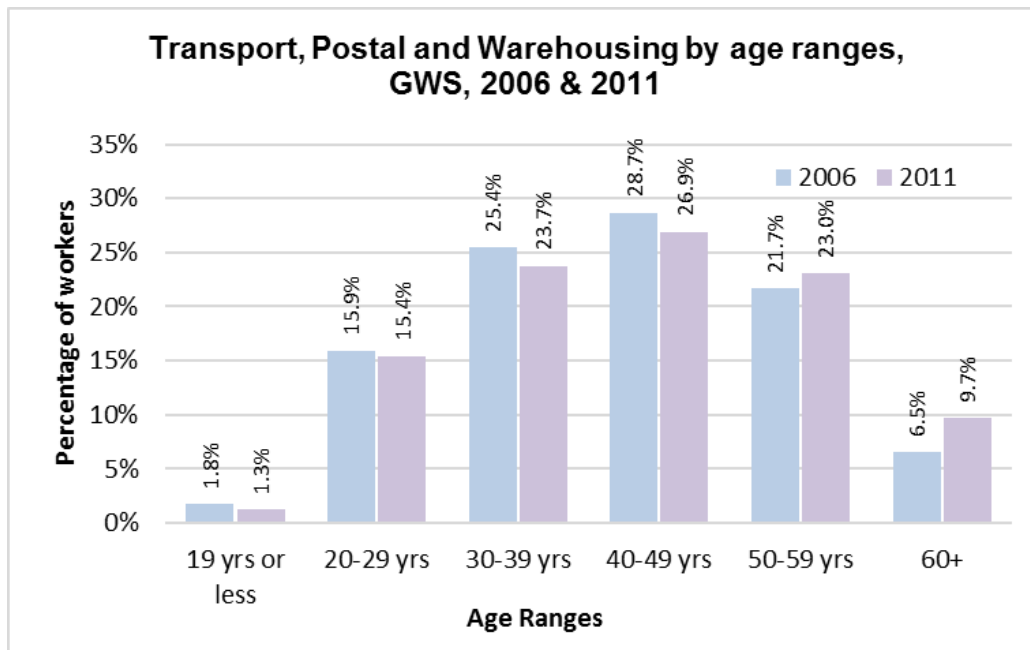
Legend	
	>50% aged 15-39 years

Transport, Postal & Warehousing

The title of this industry describes what it does very well as its activities are mainly transporting people and freight by road, rail, water and air. Less than one in four workers were employed in postal and warehousing activities. The skill level of this industry is quite low but one in three workers has a Certificate III or higher VET qualification. Nationally, it has an older age profile with one of the lowest proportions of workers aged 15-24 years and the second highest proportion of workers aged 45 years or more. Jobs in the industry are projected to increase in the five years from 2015 to 2020 <https://australianjobs.employment.gov.au/jobs-industry/transport-postal-and-warehousing>.

In GWS the age ranges in 2006 & 2011 show decreases in the proportion of workers in each age range from 15-49 years along with increases in the two older age ranges. Even though the number of jobs nationally is predicted to grow, this graph suggests that the industry is ageing with fewer young people already in the industry.

Figure 26: Transport, Postal & Warehousing by age ranges, GWS, 2006 & 2011



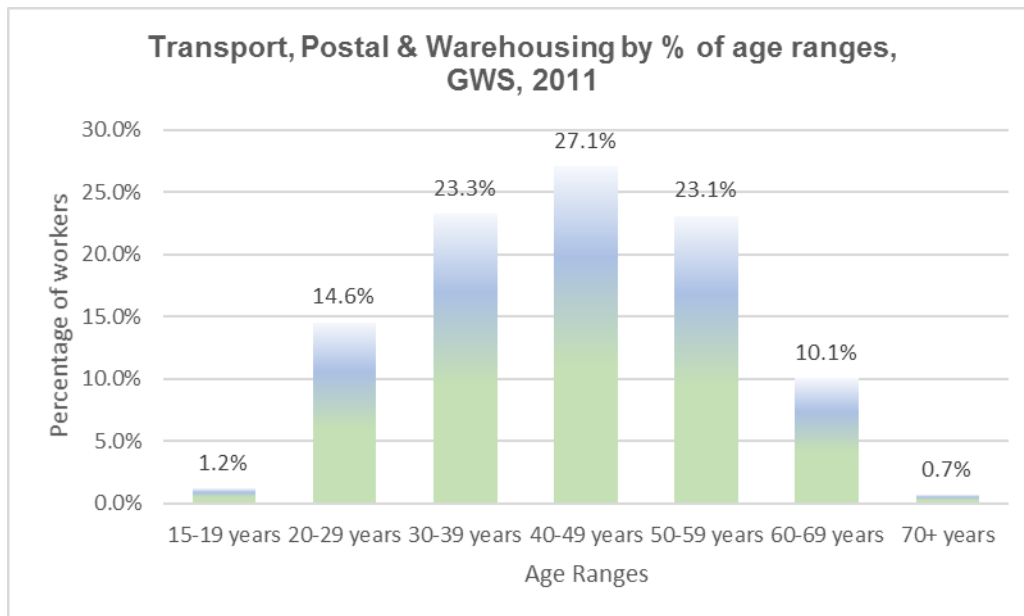
Source: ABS Census 2011, Tablebuilder Pro

In GWS in 2011, the industry employed 35,278 workers and was the eighth largest industry in the region. More than half (61.0%) of workers were aged 40 years or more with only 1.2% aged



19 years or less. Only 0.7% of workers were aged 70 years or more but 10.1% were aged 60-69 years. Workers aged 40-49 years made up the largest age group with 27.1% ahead of those aged 30-39 years with 23.3%.

Figure 27: Transport, Postal & Warehousing by age ranges GWS, 2011



Source: ABS Census 2011, Tablebuilder Pro

The most common occupation in the industry in GWS was Truck Driver with 8,069 workers. Of those, 65.5% were aged 40 years or more and 34.5% were aged less than 40 years. Courier and Postal Deliverers were the second largest group with 61.3% aged 40 years or more and 38.7% aged 15-39 years. Bus and Coach Drivers were the fourth largest occupation group with 82.4% of drivers aged 40 years and over. Mail Sorters were mostly older with 78.5% aged 40 years or more. There was a total of 202 Retail Managers of whom 76.7% were aged 40 years or more.

In the following table, which shows the most common occupations in the industry, few occupations had a higher proportion of younger people. Those which did have a higher proportion were a mix of office based and manual occupations. Nearly two thirds (65.2%) of Freight and Furniture Handlers were aged 15-39 years and 55.5% of Inquiry Clerks were in this age range.

Table 11: Transport, Postal & Warehousing by occupation & age ranges, GWS, 2011

Transport, Postal & Warehousing by occupation & age ranges, GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No	%	No	%	
Truck Drivers	2786	34.5%	5283	65.5%	8069
Couriers and Postal Deliverers	892	38.7%	1413	61.3%	2305
Storepersons	1256	55.1%	1024	44.9%	2280
Bus and Coach Drivers	310	17.6%	1452	82.4%	1762
Forklift Drivers	878	53.7%	757	46.3%	1635
Automobile Drivers	460	30.5%	1048	69.5%	1508
Transport and Despatch Clerks	472	45.9%	557	54.1%	1029
Delivery Drivers	364	38.3%	587	61.7%	951
Mail Sorters	196	21.5%	717	78.5%	913
Transport Services Managers	238	27.6%	625	72.4%	863
General Clerks	372	44.7%	460	55.3%	832
Supply and Distribution Managers	305	37.1%	517	62.9%	822
Freight and Furniture Handlers	414	65.2%	221	34.8%	635
Purchasing and Supply Logistics Clerks	290	49.2%	299	50.8%	589
Accounting Clerks	231	48.0%	250	52.0%	481
Train and Tram Drivers	134	29.5%	321	70.5%	455
Sales Assistants (General)	145	35.6%	262	64.4%	407
Keyboard Operators	194	51.3%	184	48.7%	378
Other Miscellaneous Labourers	156	42.0%	215	58.0%	371
Office Managers	139	41.6%	195	58.4%	334
Road and Rail Drivers nfd	93	28.6%	232	71.4%	325
Ticket Salespersons	106	33.5%	210	66.5%	316
Motor Mechanics	160	52.1%	147	47.9%	307
Sales Representatives	148	51.2%	141	48.8%	289
Secretaries	88	30.9%	197	69.1%	285
Inquiry Clerks	147	55.5%	118	44.5%	265
Bookkeepers	86	35.4%	157	64.6%	243
Security Officers and Guards	93	43.9%	119	56.1%	212
Advertising, Public Relations & Sales Managers	89	44.1%	113	55.9%	202
Retail Managers	47	23.3%	155	76.7%	202
Metal Fitters and Machinists	93	46.0%	109	54.0%	202
Accountants	95	52.2%	87	47.8%	182
Electricians	79	43.6%	102	56.4%	181
Receptionists	77	43.5%	100	56.5%	177
Railway Track Workers	62	36.0%	110	64.0%	172
Contract, Program and Project Administrators	55	33.1%	111	66.9%	166
Managers nfd	48	31.6%	104	68.4%	152
All other occupation in industry	1843	41.2%	2626	58.8%	4469
Total	13776	39.0%	21502	61.0%	35278



Source: ABS Census 2011, Tablebuilder Pro

Legend	
	>50% aged 15-39 years



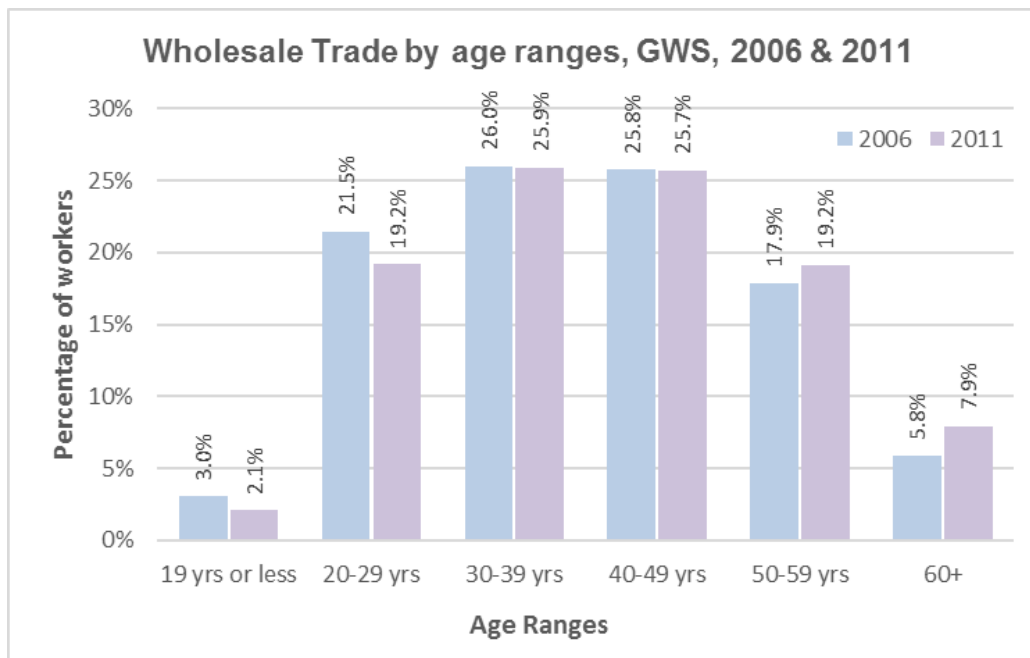
Wholesale Trade

The *myfuture* website describes Wholesale Traders as “intermediaries in the business of distribution of merchandise” as they tend not to deal with the public or advertise.

<https://myfuture.edu.au/industries/wholesale-trade?anzsic=F> . Australian jobs described the industry as having a relatively low skill profile with about 41% holding no postschool qualifications. It was also male dominated with nearly two thirds of the workforce being male with most positions full-time work <https://australianjobs.employment.gov.au/jobs-industry/wholesale-trade> .

The following graph shows the change in age ranges for the Wholesale Trade industry in GWS from 2006 to 2011. It shows the two age ranges of 30-39 years and 40-19 years remaining quite static over five years. However, there were decreases in the younger two age ranges and increases in the older two age ranges. With half the workforce remaining static over two censuses it is unclear if the industry as a whole is ageing.

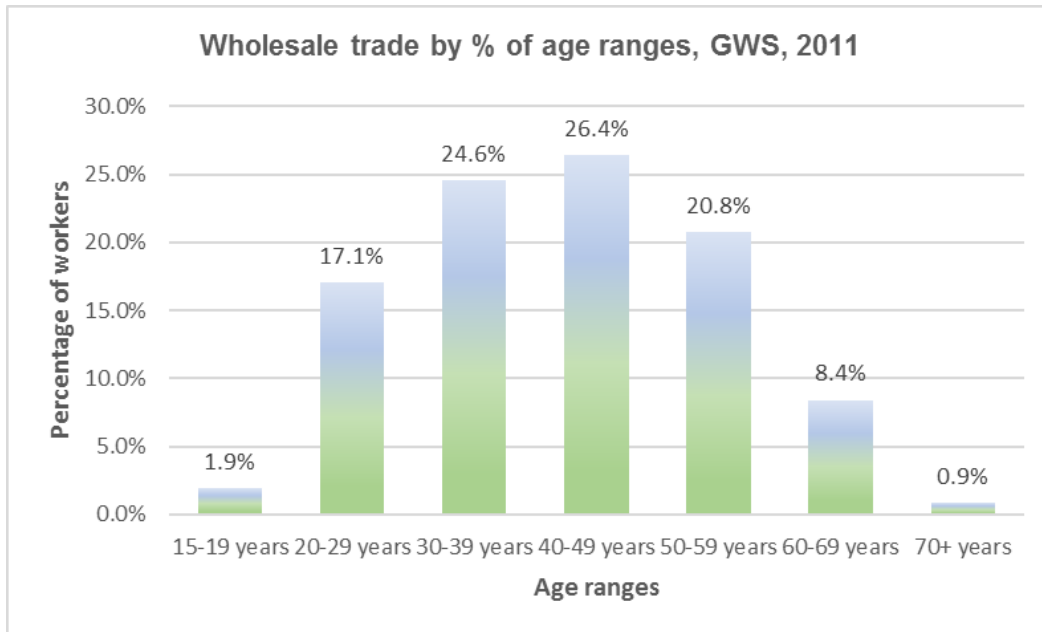
Figure 28 Wholesale Trade by age ranges, GWS, 2006 & 2011



Source: ABS Census 2011, Tablebuilder Pro

In GWS the industry employed 41,523 persons and was the 6th largest industry in 2011. There were 18,079 workers aged 39 years or less (43.5%) and 23,444 (56.5%) aged 40 years or more. Just over half (51.0%) of the workforce were aged between 30 -49 years.

Figure 29: Wholesale Trade by age ranges GWS, 2011



Source: ABS Census 2011, Tablebuilder Pro

The most common occupation in Wholesale Trade was Storeperson (4,068 workers) with 46.7% aged 39 years or less and 53.3% aged 40 years or more. The next most common occupation was Sales Representative (3,515 workers) with 43.4% aged 39 years or less and 56.6% aged 40 years or more. There were 324 Chief Executives and Managing Directors but 90.7% (293 workers) of them were aged 40 years or more. There was a total of 1,919 Importers, Exporters and Wholesalers and 75.1% were aged 40 years or more. General managers were mostly aged over the age of 40 years (74.4%) as were Secretaries (73.4%), Specialist Managers nfd. (77.6%) and Finance Managers (72.8%). Almost all (90.7%) of the 323 Chief Executive and Managing Directors were aged 40 years or more. Many of the jobs with a very high proportion of older workers were office based.

ICT Support Technicians had the youngest profile with 68.0% age 15-39 years, as did Advertising and Marketing Professionals (62.4%), Keyboard Operators (57.3%) and Sales Assistants (General) (57.4%)



Table 12: Wholesale trade occupations by age ranges, GWS, 2011

Wholesale trade by occupation & age ranges, GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No	%	No	%	
Storepersons	1900	46.7%	2168	53.3%	4068
Sales Representatives	1524	43.4%	1991	56.6%	3515
Advertising, Public Relations & Sales Managers	778	36.6%	1349	63.4%	2127
Purchasing and Supply Logistics Clerks	1004	48.2%	1079	51.8%	2083
Importers, Exporters and Wholesalers	477	24.9%	1442	75.1%	1919
Accounting Clerks	684	42.1%	941	57.9%	1625
Forklift Drivers	661	52.1%	607	47.9%	1268
General Clerks	600	48.2%	646	51.8%	1246
Technical Sales Representatives	506	44.2%	640	55.8%	1146
Accountants	522	52.5%	472	47.5%	994
Sales Assistants (General)	569	57.4%	423	42.6%	992
Truck Drivers	246	33.2%	496	66.8%	742
Office Managers	225	33.4%	448	66.6%	673
Advertising and Marketing Professionals	373	62.4%	225	37.6%	598
Delivery Drivers	216	36.5%	375	63.5%	591
Packers	242	41.7%	338	58.3%	580
Retail Managers	217	38.5%	346	61.5%	563
Supply and Distribution Managers	189	34.7%	356	65.3%	545
Inquiry Clerks	288	54.9%	237	45.1%	525
Motor Vehicle and Vehicle Parts Salespersons	208	41.5%	293	58.5%	501
Finance Managers	119	27.2%	319	72.8%	438
General Managers	110	25.6%	320	74.4%	430
Keyboard Operators	238	57.3%	177	42.7%	415
Receptionists	215	51.9%	199	48.1%	414
Motor Mechanics	210	54.0%	179	46.0%	389
Call or Contact Centre & Customer Service Managers	148	39.8%	224	60.2%	372
Bookkeepers	141	37.9%	231	62.1%	372
Metal Fitters and Machinists	180	49.9%	181	50.1%	361
Transport and Despatch Clerks	159	47.6%	175	52.4%	334
Chief Executives and Managing Directors	30	9.3%	293	90.7%	323
Secretaries	81	26.6%	224	73.4%	305
Managers nfd	82	28.0%	211	72.0%	293
Production Managers	111	38.4%	178	61.6%	289
Electronics Trades Workers	102	42.7%	137	57.3%	239
Other Specialist Managers	78	34.7%	147	65.3%	225
ICT Support Technicians	153	68.0%	72	32.0%	225
ICT Managers	88	39.5%	135	60.5%	223
Contract, Program and Project Administrators	109	53.2%	96	46.8%	205
Human Resource Managers	83	41.7%	116	58.3%	199
Personal Assistants	95	48.2%	102	51.8%	197
Garden and Nursery Labourers	83	42.1%	114	57.9%	197
Specialist Managers nfd	44	22.4%	152	77.6%	196
All other occupation in industry	3830	46.4%	4433	53.6%	8263
Total	18079	43.5%	23444	56.5%	41523



Source: ABS Census 2011, Tablebuilder Pro

Legend	
	>50% aged 15-39 years



Industries that had more young employees than older employees

The previous sections have shown industries with predominantly older workers. These are generally industries in which employees have qualifications and/or significant experience and have worked in the industry for many years. The industries in the following section have a different set of circumstances where a high proportion of positions within the industry are able to be filled with workers who participate in on the job training and become productive employees within a short time. These positions may be filled by students who are also studying to gain qualifications and work in other industries. With an ongoing supply of students and others looking for short-term employment rather than a career, it may be assumed that there is an unlimited supply of future candidates for these positions, unless current policies or the requirements of the positions change.

The six industries with younger workers were:

- Accommodation and Food Services
- Arts and Recreation Services
- Construction
- Financial and Insurance Services
- Information, Media and Telecommunication
- Retail Trade

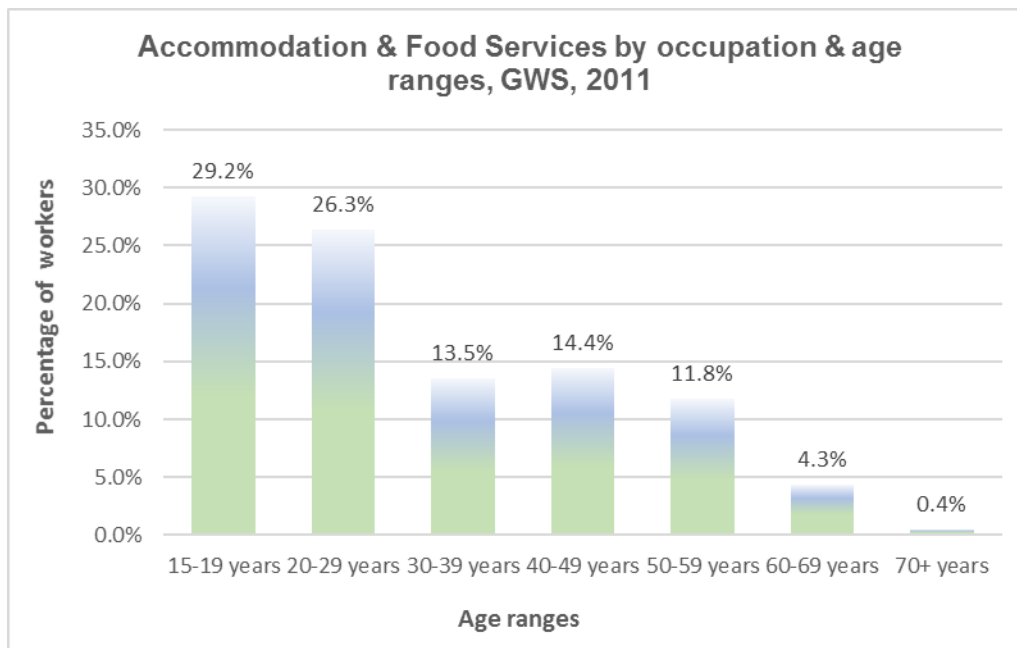


Accommodation and Food Services

The Australian Jobs website describes the industry overall as an “attractive option for youth (15-24 years) who want to combine work and study and gain important workplace skills”. At the national level, the industry had a high proportion of females (54%); more than half the workers had no post school qualifications; 58% were employed part-time, and the industry was predicted to have strong growth over the next five years. <https://australianjobs.employment.gov.au/jobs-industry/accommodation-and-food-services>

The Accommodation and Food Services workforce in GWS mirrors the makeup of the national workforce with just over one quarter (25.2%) of workers being aged 15-19 years. A further 28.0% are aged 20-29 years meaning 53.2% of all workers in Accommodation and Food Services in GWS in 2011 were aged less than 30 years of age. There was a steep drop down to those aged 30-39 years (15.3%) and a further steep drop in the two oldest age ranges with only 4.4% of people aged 60 years or over.

Figure 30: Accommodation & Food Services by age Ranges GWS, 2011

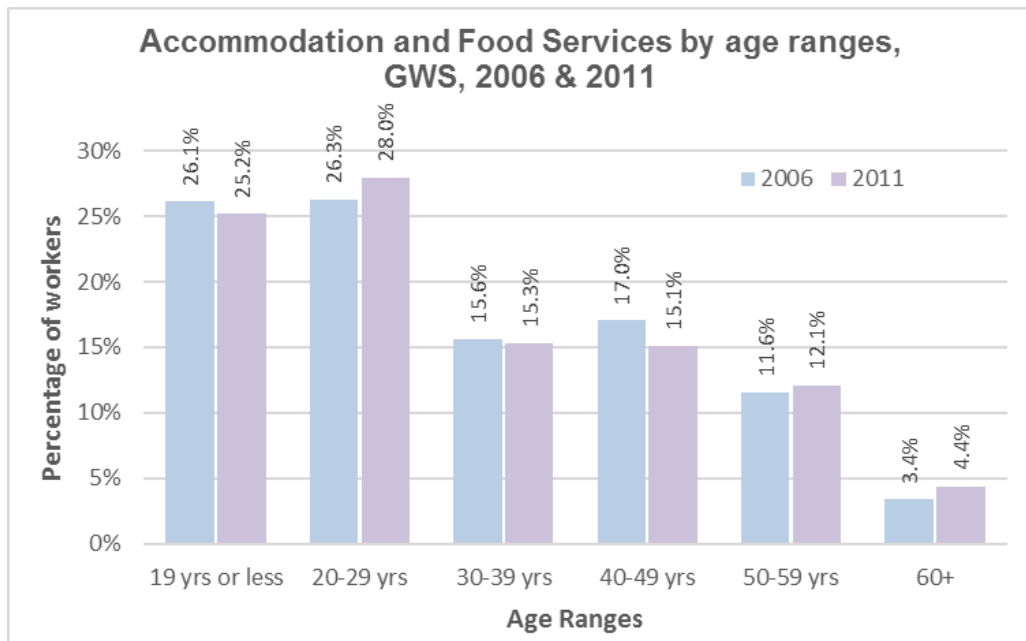


Source: ABS Census 2011, Tablebuilder Pro

The following graph with figures for 2006 and 2011 shows large proportions of younger workers in both years. The figures for this graph come from a different table so the figures are slightly different to the previous graph. The proportion of workers aged 20-29 years increased from

26.3% in 2006 to 28.0% in 2011. There was an increase in older workers in both the 50-59 years age range and the 60 years or more age ranges but a decrease in those aged 40-49 years. Overall the industry had a young workforce in 2006 and again in 2011.

Figure 31: Accommodation & Food Services by age ranges, GWS, 2006 & 2011



Source: ABS Census 2011, Tablebuilder Pro

The top five occupations in this industry were overwhelmingly filled by workers aged 15-39 years. 90.5% of Sales Assistants (General) were in this age range along with 81.1% of Waiters, 79.5% of Bar Attendants & Baristas, 73.1% of Kitchenhands and 86.6% of Fast Food Cooks. Occupations that need qualifications or experience tended to be filled by older persons with 55.3% of Café & Restaurant Managers aged 40 years or more, 59.5% of General Managers, 59.2% of Bookkeepers and 67.4% of Office Managers. Throughout this paper, a trend has appeared for occupations associated with maintenance, such as Handypersons, Cleaners and Laundry workers to be filled by workers aged 40 years or more. The Accommodation and Food Services industry is no different with 63.7% of Housekeepers, 64.9% of Commercial Cleaners and 74.8% of Handypersons the majority being aged 40 years or more.

Table 13: Industry occupations, GWS, 2011

Accommodation & Food Services occupations by age ranges, GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No	%	No	%	
Sales Assistants (General)	3552	90.5%	372	9.5%	3924
Waiters	3069	81.1%	715	18.9%	3784
Bar Attendants and Baristas	2901	79.5%	750	20.5%	3651
Kitchenhands	2565	73.1%	942	26.9%	3507
Fast Food Cooks	2025	86.6%	313	13.4%	2338
Chefs	1225	55.5%	984	44.5%	2209
Cafe and Restaurant Managers	856	44.7%	1061	55.3%	1917
Retail Managers	1025	68.4%	474	31.6%	1499
Cooks	828	56.6%	636	43.4%	1464
Cafe Workers	686	61.0%	438	39.0%	1124
Checkout Operators and Office Cashiers	905	88.6%	117	11.4%	1022
Hotel and Motel Managers	299	53.4%	261	46.6%	560
Receptionists	280	57.4%	208	42.6%	488
Commercial Cleaners	167	35.1%	309	64.9%	476
Licensed Club Managers	222	48.9%	232	51.1%	454
Housekeepers	153	36.3%	268	63.7%	421
Delivery Drivers	288	79.1%	76	20.9%	364
Hospitality Workers nfd	237	69.3%	105	30.7%	342
Vending Machine Attendants	197	61.8%	122	38.2%	319
General Clerks	81	43.3%	106	56.7%	187
Bakers and Pastrycooks	93	50.8%	90	49.2%	183
Hotel Service Managers	104	62.3%	63	37.7%	167
Retail Supervisors	153	92.2%	13	7.8%	166
Conference and Event Organisers	109	68.6%	50	31.4%	159
Storepersons	72	51.1%	69	48.9%	141
Accounting Clerks	52	43.0%	69	57.0%	121
Other Hospitality Workers	64	54.7%	53	45.3%	117
General Managers	45	40.5%	66	59.5%	111
Handypersons	28	25.2%	83	74.8%	111
Greenkeepers	61	58.7%	43	41.3%	104
Not stated	61	58.7%	43	41.3%	104
Accountants	54	52.4%	49	47.6%	103
Other Accommodation & Hospitality Managers	18	17.6%	84	82.4%	102
Security Officers and Guards	51	50.5%	50	49.5%	101
Bookkeepers	40	40.8%	58	59.2%	98
Office Managers	31	32.6%	64	67.4%	95
Call/Contact Centre & Customer Serv. Managers	65	77.4%	19	22.6%	84
Advertising, Public Relations & Sales Managers	51	62.2%	31	37.8%	82
Inquiry Clerks	46	59.7%	31	40.3%	77
Purchasing and Supply Logistics Clerks	50	64.9%	27	35.1%	77
Human Resource Managers	41	60.3%	27	39.7%	68
All other occupations in industry	1072	49.1%	1112	50.9%	2184
Total	23981	69.0%	10750	31.0%	34731



Source: ABS Census 2011, Tablebuilder Pro

Legend	
	>50% aged 40 years or more

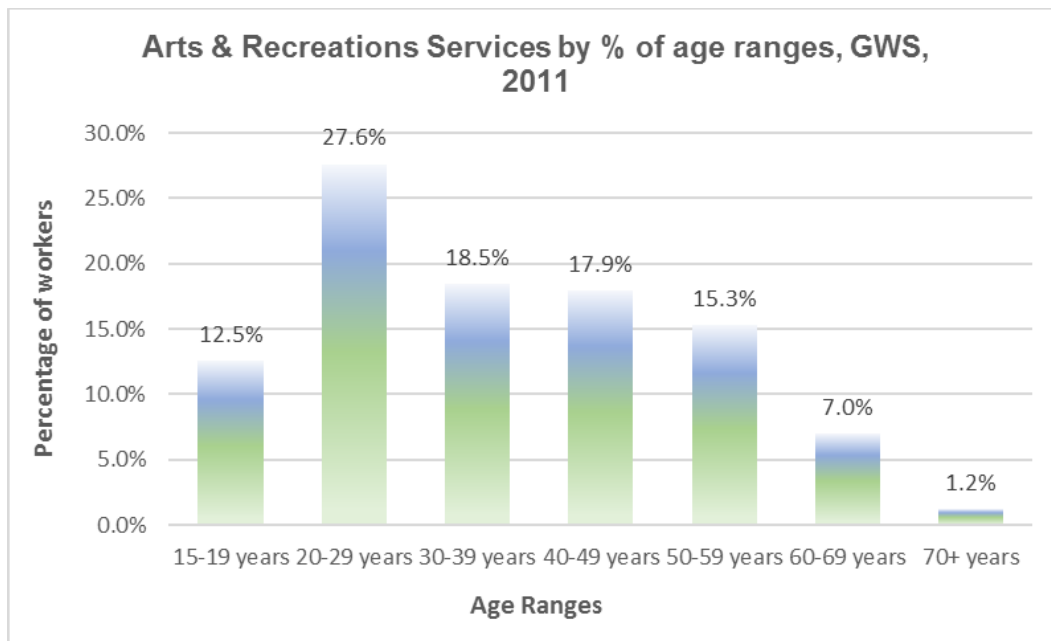


Arts and Recreation Services

The Arts & Recreation Services industry accounts for 2% of Australia's workforce. The industry covers "a diverse range of activities including the operation of casinos, museums, parks and gardens, creative and performing arts, and professional and recreational sports" with jobs in the Sport & Recreation sub industry accounting for more than half the total jobs in the industry. The Arts & Recreation industry workforce is relatively young and has a high incidence of part-time work. <https://australianjobs.employment.gov.au/jobs-industry/arts-and-recreation-services> .

In 2011 in GWS the industry employed a total of 10,508 workers (1.2% of the GWS workforce). It was the fourth smallest industry out of the nineteen industries counted in the census. The age group with the largest number of workers (30.5%) were those aged 20-29 years. People aged 15-39 years of age accounted for 61.3% of all workers in this industry. A further 17.7% were aged 40-49 years. The remaining 21% were aged 50 years or over.

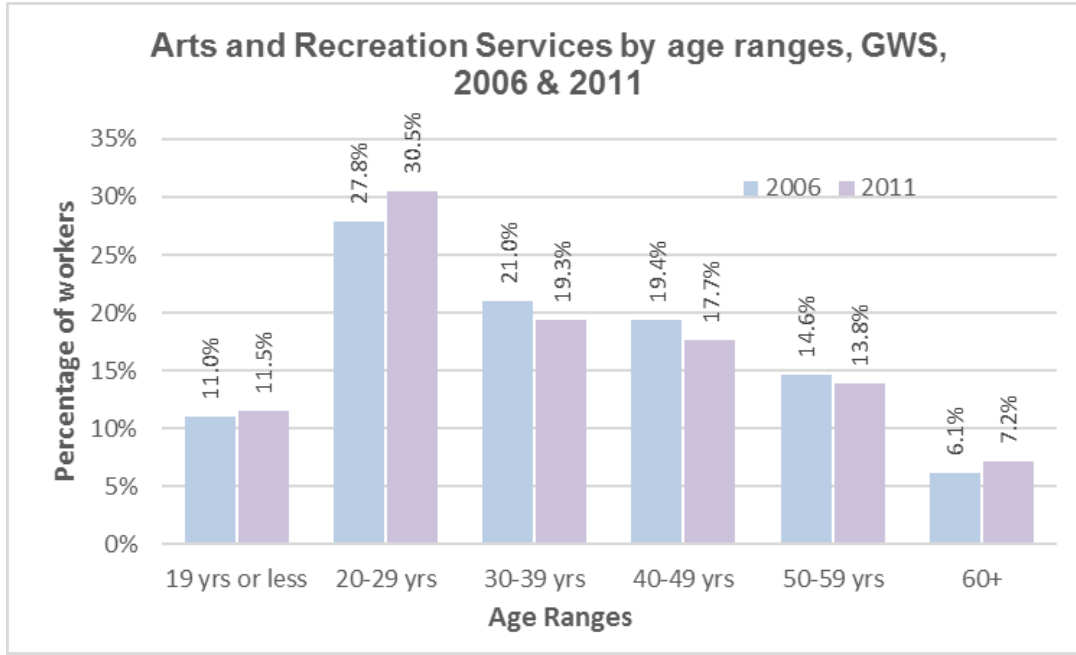
Figure 32: Arts & Recreation Services by age ranges, GWS, 2011



Source: ABS Census 2011, Tablebuilder Pro

This may be one industry that is not experiencing an ageing workforce. There was a slight increase in the proportion of workers aged 19 years or less and 20-29 years. At the same time the proportion of workers aged 30-59 years decrease by between one and two percent. However, there was an increase in the proportion of workers aged 60 years or more.

Figure 33: Arts & Recreation Services by age ranges, GWS, 2006 & 2011



Source: ABS Census 2011, Tablebuilder Pro

Sports related occupations filled four of the five most common occupations in this industry. Sports Coaches, Instructors and Officials were at the top of the list (534 workers) with 76.6% of them aged 15-39 years. Most Fitness Instructors (76.6%) were aged 15-39 years and 92.5% of Sportspersons were aged 15-39 years. The third most common occupation was Amusement, Fitness and Sports Centre Managers with only slightly more workers aged 15-39 years (52.6%) than those aged 40 years or more (47.4%). Betting Clerks were the fourth most common occupation and had a higher percentage of workers over the age of 40 years (57.6%) than under the age of 40 years (42.4%). Although this was a relatively young workforce, many of the positions held by a higher proportion of workers aged 40 years and over were generally those requiring higher levels of qualifications or experience.

Table 14: Arts & Recreation Services occupations by age ranges, GWS, 2011

Arts & Recreation Services by occupation and age GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No	%	No	%	
Sports Coaches, Instructors and Officials	410	76.6%	125	23.4%	535
Fitness Instructors	307	76.6%	94	23.4%	401
Amusement, Fitness & Sports Cent. Managers	154	52.6%	139	47.4%	293
Betting Clerks	118	42.4%	160	57.6%	278
Sportspersons	235	92.5%	19	7.5%	254
Greenkeepers	144	61.3%	91	38.7%	235
Receptionists	168	71.5%	67	28.5%	235
Bar Attendants and Baristas	173	78.3%	48	21.7%	221
Sales Assistants (General)	165	78.2%	46	21.8%	211
Livestock Farm Workers	136	74.3%	47	25.7%	183
Animal Attendants and Trainers	72	44.7%	89	55.3%	161
Music Professionals	52	35.4%	95	64.6%	147
General Clerks	62	43.7%	80	56.3%	142
Waiters	100	75.8%	32	24.2%	132
Other Specialist Managers	61	46.6%	70	53.4%	131
Child Carers	68	58.6%	48	41.4%	116
Actors, Dancers and Other Entertainers	62	55.9%	49	44.1%	111
Visual Arts and Crafts Professionals	21	20.0%	84	80.0%	105
Other Hospitality Workers	98	93.3%	7	6.7%	105
Conference and Event Organisers	62	62.0%	38	38.0%	100
Inquiry Clerks	55	59.1%	38	40.9%	93
Advertising, Public Rel. & Sales Managers	60	66.7%	30	33.3%	90
Other Miscellaneous Labourers	61	67.8%	29	32.2%	90
Inadequately described	44	49.4%	45	50.6%	89
Retail Managers	32	41.6%	45	58.4%	77
Kitchenhands	57	74.0%	20	26.0%	77
Authors, and Book and Script Editors	21	28.0%	54	72.0%	75
Gardeners	38	52.1%	35	47.9%	73
Accounting Clerks	27	37.0%	46	63.0%	73
Journalists and Other Writers	18	29.5%	43	70.5%	61
Cafe Workers	56	93.3%	4	6.7%	60
Licensed Club Managers	24	40.7%	35	59.3%	59
Chief Executives and Managing Directors	6	10.3%	52	89.7%	58
Office Managers	23	39.7%	35	60.3%	58
Checkout Operators and Office Cashiers	27	48.2%	29	51.8%	56
Commercial Cleaners	14	25.5%	41	74.5%	55
Chefs	28	52.8%	25	47.2%	53
Other Hospitality, Retail & Serv. Managers	27	51.9%	25	48.1%	52
General Managers	26	51.0%	25	49.0%	51
All other occupations in industry	997	51.0%	957	49.0%	1954
Total	4309	58.6%	3041	41.4%	7350



Source: ABS Census 2011, Tablebuilder Pro

Legend	
	>50% aged 40 years or more



Construction

As the third largest industry in Australia, Construction accounts for around 9% of the workforce. It is an industry that is predominantly male, with only 11% female workers and is characterized by full-time work. Around 52% of workers hold a Certificate III or higher VET qualifications, only 9% hold a Bachelor degree or higher but there are around 54,000 trainees or apprentices in the industry. The workforce also tended to be younger with 35% of the workforce aged 45 year or over (<https://australianjobs.employment.gov.au/jobs-industry/construction>).

In GWS, Construction was the 7th largest industry employing 39,521 workers (6.3%). Just over half (54.2%) of workers were aged 15-39 years. It also employed the third highest number of young people in GWS with 3,575 workers aged 19 years or less. Only Retail Trade, and Accommodation and Food services employed more young people than Construction.

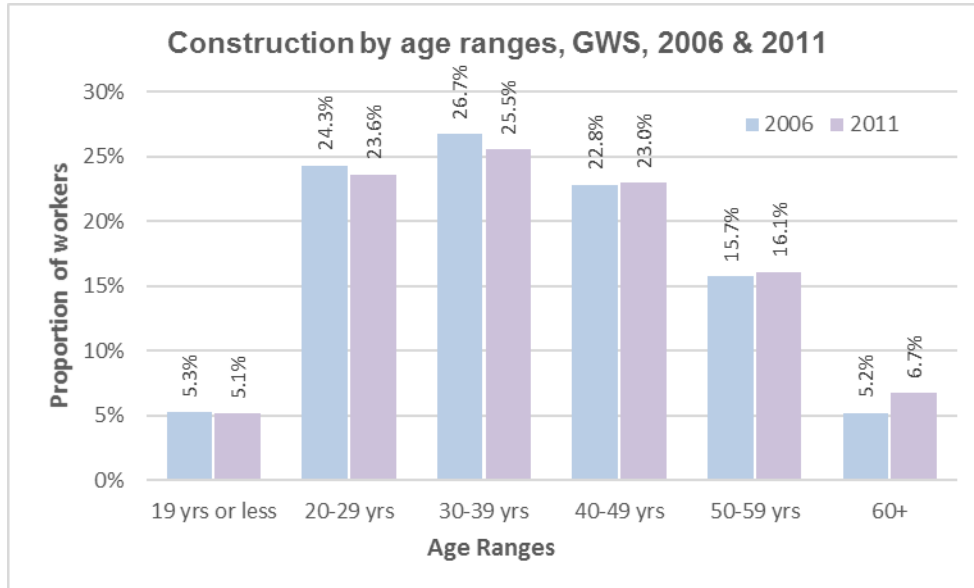
Figure 34: Construction by age ranges, GWS, 2011



Source: ABS Census 2011, Tablebuilder Pro

The following graph illustrates changes in the age makeup of the construction industry over two censuses. It shows decreased in the proportion of young people in the industry and increases in the proportion of older workers. Workers aged 60 years or more increased from 5.2% in 2006 to 6.7% in 2011. The proportion of workers aged 19 years or less stayed quite static. The increases and decreases were quite small but it does indicate a young industry that could be considered young but shows signs of ageing workforce.

Figure 35: Construction by age ranges, GWS, 2006 & 2011



Source: ABS Census 2011, Tablebuilder Pro

Electricians were the largest occupation group (3,198 workers) with 66.2% aged 15-39 years and 33.8% aged 40 years or more. There were nearly as many Construction Managers (2,491 workers) but these were older with 56.8% aged 40 years or more. Gardeners (70.9%) and Air-conditioning and Refrigeration Mechanics (70.3%) were mostly aged 15-39 years.

Once again Chief Executives & Managing Directors (76.0%), Managers nfd (68.9%), Handypersons (76.0%) and Secretaries (69.6%) were overwhelmingly aged 40 years or more.

Table 15: Construction occupations by age ranges, GWS, 2011

Construction by occupation & age ranges, GWS, 2011					
Occupation	15-39 years		40 years & over		Total
	No	%	No	%	
Electricians	2116	66.2%	1082	33.8%	3198
Construction Managers	1076	43.2%	1415	56.8%	2491
Plumbers	1649	67.6%	789	32.4%	2438
Carpenters and Joiners	1540	64.7%	840	35.3%	2380
Architectural, Building and Surveying Technicians	684	45.6%	817	54.4%	1501
General Clerks	619	45.5%	741	54.5%	1360
Building and Plumbing Labourers	702	59.4%	479	40.6%	1181
Accounting Clerks	477	47.7%	522	52.3%	999
Secretaries	287	30.4%	658	69.6%	945
Office Managers	404	43.0%	535	57.0%	939
Concreters	510	54.8%	420	45.2%	930
Painting Trades Workers	359	39.8%	542	60.2%	901
Earthmoving Plant Operators	396	47.9%	431	52.1%	827
Bookkeepers	254	36.3%	445	63.7%	699
Gardeners	441	70.9%	181	29.1%	622
Truck Drivers	221	38.2%	357	61.8%	578
Contract, Program and Project Administrators	291	52.7%	261	47.3%	552
Plasterers	271	49.3%	279	50.7%	550
Civil Engineering Professionals	353	67.1%	173	32.9%	526
Airconditioning and Refrigeration Mechanics	367	70.3%	155	29.7%	522
Insulation and Home Improvement Installers	254	50.4%	250	49.6%	504
Bricklayers and Stonemasons	246	50.0%	246	50.0%	492
Sales Representatives	181	36.8%	311	63.2%	492
Handypersons	107	24.0%	338	76.0%	445
Structural Steel Construction Workers	280	65.7%	146	34.3%	426
Wall and Floor Tilers	187	52.2%	171	47.8%	358
Receptionists	194	56.7%	148	43.3%	342
Accountants	168	50.5%	165	49.5%	333
Other Miscellaneous Labourers	195	60.4%	128	39.6%	323
Advertising, Public Relations and Sales Managers	132	44.9%	162	55.1%	294
Structural Steel and Welding Trades Workers	145	49.5%	148	50.5%	293
Roof Tilers	187	65.2%	100	34.8%	287
Electronics Trades Workers	145	52.5%	131	47.5%	276
Metal Fitters and Machinists	118	44.4%	148	55.6%	266
Chief Executives and Managing Directors	62	24.0%	196	76.0%	258
Managers nfd	79	31.1%	175	68.9%	254
Crane, Hoist and Lift Operators	106	42.6%	143	57.4%	249
Floor Finishers	119	48.2%	128	51.8%	247
Fencers	131	54.6%	109	45.4%	240
All other occupation in industry	4221	47.5%	4782	52.5%	9003
Total	20274	51.3%	19247	48.7%	39521



Source: ABS Census 2011, Tablebuilder Pro

Legend	
	>50% aged 15-39 years

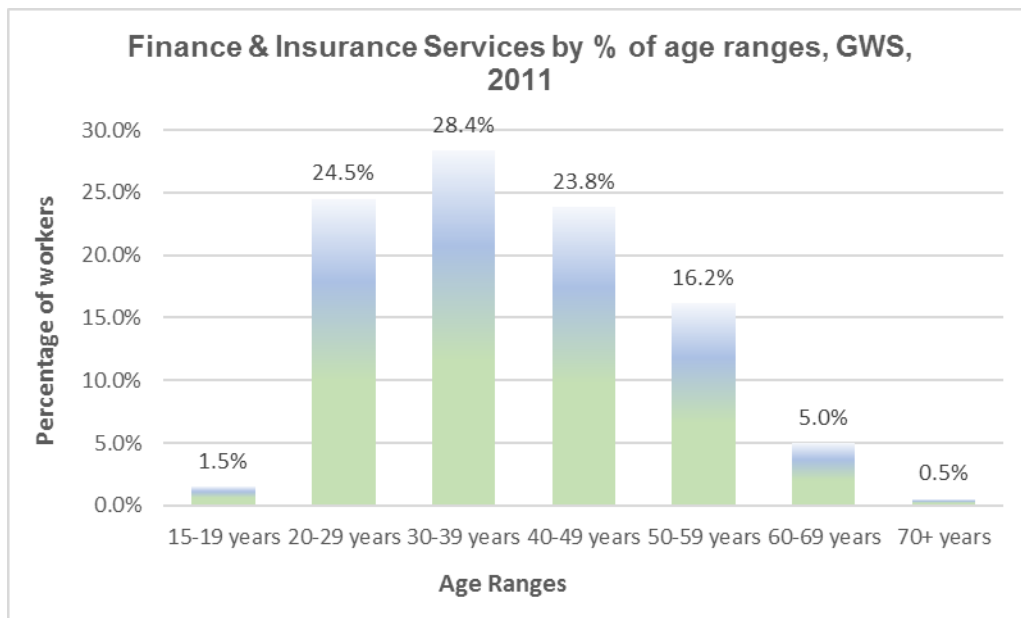


Financial & Insurance Services

Financial & Insurance Services is a highly-qualified industry with more than half of the workforce holding a Bachelor degree or higher and a further 21% holding a Certificate III or higher VET qualification. This results in a low percentage of the workforce being young due to the extra time taken to gain qualifications. However, 51% of the workforce is female which is higher than the all industries average of 46% <https://australianjobs.employment.gov.au/jobs-industry/financial-and-insurance-services> .

In GWS in 2011, the industry employed 21,240 workers, making it the 12th industry by size with 3.4% of the total workforce. 61.3% of the Finance & Insurance Services workforce was aged 15-39 years. Only 1.5% were aged less than 19 years. Workers age 30-39 years (28.4%) were the largest group followed by those aged 20-29 years (24.5%). The proportion of people in the industry began to drop dramatically for workers aged 40-49 years and again for those aged 50-59 years. Only 5.5% of workers were aged 60 years or more.

Figure 36: Financial & Insurance Services by age ranges, GWS, 2011

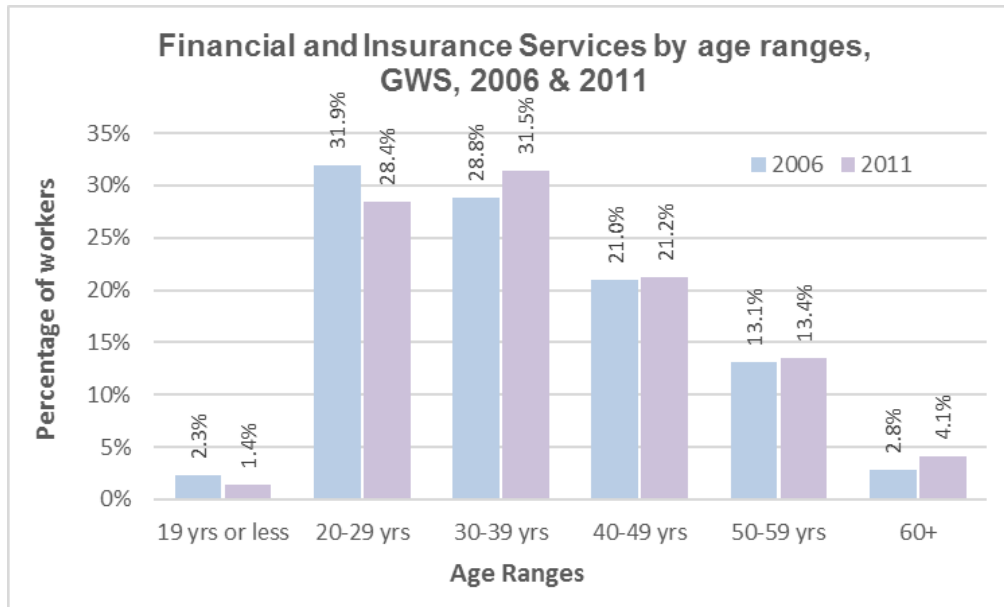


Source: ABS Census 2011, Tablebuilder Pro

Although more than half the Financial and Insurance Services workforce was aged 15-39 years, the proportion of workers 15-19 years and 20-29 years decreased between 2006 and 2011. All the age ranges from 30 years of age onwards experienced an increase in proportions. This

points towards an ageing workforce and may mean in the next census we see this in the section on industries with more older workers than younger workers.

Figure 37: Financial & Insurance Services by age ranges, GWS, 2006 & 2011



Source: ABS Census 2011, Tablebuilder Pro

The most common occupation in this industry was Bank Worker with a total of 4,321 workers made up of 54.7% aged 15-39 years and 45.3% aged 40 years or more. Insurance, Money Market & Statistical Clerks were the next most common occupation, with of 64.0% aged 15-39 years and 36.0% aged 40 years or more. Financial Brokers tended to be older with 60.4% aged 40 years or more. 75.7% of Secretaries and 71.0% of General Managers were aged 40 years and over. The vast majority (90.4%) of Telemarketers were aged 15-39 years, as were Call or Contact Centre Workers (75.7%) and Human Resource Professionals (85.2%).



Table 16: Financial & Insurance Service occupation by age ranges, GWS, 2011

Financial & Insurance Services by occupation, GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No	%	No	%	
Bank Workers	2362	54.7%	1959	45.3%	4321
Insurance, Money Market and Statistical Clerks	1072	64.0%	602	36.0%	1674
Credit and Loans Officers (Aus) / Finance Clerks (NZ)	819	53.0%	726	47.0%	1545
Financial Brokers	426	39.6%	649	60.4%	1075
Other Hospitality, Retail and Service Managers	412	43.1%	543	56.9%	955
Financial Investment Advisers and Managers	400	43.3%	523	56.7%	923
General Clerks	339	52.7%	304	47.3%	643
Call or Contact Centre Workers	435	75.7%	140	24.3%	575
Insurance Agents	373	66.1%	191	33.9%	564
Inquiry Clerks	370	70.2%	157	29.8%	527
Financial Dealers	200	50.9%	193	49.1%	393
Accounting Clerks	203	51.9%	188	48.1%	391
Management and Organisation Analysts	237	63.9%	134	36.1%	371
Accountants	214	57.8%	156	42.2%	370
Software and Applications Programmers	207	60.0%	138	40.0%	345
Finance Managers	126	36.7%	217	63.3%	343
ICT Managers	153	50.2%	152	49.8%	305
ICT Business and Systems Analysts	162	54.2%	137	45.8%	299
Keyboard Operators	158	62.2%	96	37.8%	254
Insurance Invest., Loss Adjusters & Risk Surveyors	100	39.4%	154	60.6%	254
Advertising, Public Relations and Sales Managers	123	49.0%	128	51.0%	251
Debt Collectors	173	69.5%	76	30.5%	249
Contract, Program and Project Administrators	96	43.6%	124	56.4%	220
Office Managers	102	49.8%	103	50.2%	205
Personal Assistants	104	58.1%	75	41.9%	179
Call or Contact Centre and Customer Service Managers	97	59.1%	67	40.9%	164
ICT Professionals nfd	77	50.7%	75	49.3%	152
ICT Support Technicians	108	73.0%	40	27.0%	148
Database & Systems Admin., & ICT Security Specialists	85	60.7%	55	39.3%	140
Receptionists	80	57.1%	60	42.9%	140
Other Specialist Managers	75	55.1%	61	44.9%	136
Training and Development Professionals	83	68.6%	38	31.4%	121
Secretaries	27	24.3%	84	75.7%	111
Human Resource Professionals	90	83.3%	18	16.7%	108
Human Resource Managers	52	51.0%	50	49.0%	102
General Managers	27	29.0%	66	71.0%	93
Auditors, Company Secretaries & Corp. Treasurers	49	52.7%	44	47.3%	93
Managers nfd	37	40.7%	54	59.3%	91
Professionals nfd	64	72.7%	24	27.3%	88
Telemarketers	75	90.4%	8	9.6%	83
Computer Network Professionals	46	58.2%	33	41.8%	79
Bookkeepers	21	27.6%	55	72.4%	76
Storepersons	39	52.0%	36	48.0%	75
All other occupation in industry	1023	53.8%	877	46.2%	1900
Total	11659	54.4%	9761	45.6%	21420



Source: ABS Census 2011, Tablebuilder Pro

Legend	
	>50% aged 40 years or more

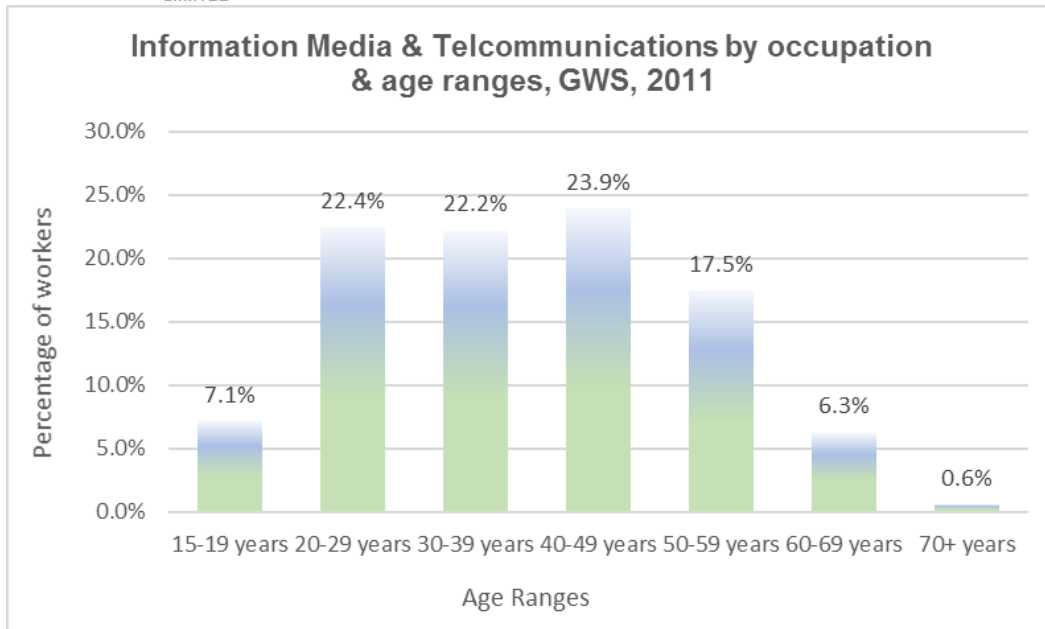
Information Media and Telecommunication

The Information Media and Telecommunication industry covers businesses involved in newspaper and Internet publishing, radio, broadcasting and telecommunications infrastructure and networks. A total of 220,000 (2% of national workforce) people were employed. People working in the industry tend to be male and hold post school qualifications more likely to be a Bachelor Degree or higher as although two thirds of workers hold a qualification, the proportion with a Cert III or higher VET qualification (24%) was much lower than the all industry average of 32%. The proportion of women in the industry was slightly lower than the all industry average and workers tended to be aged between 25 and 45 years.

<https://australianjobs.employment.gov.au/jobs-industry/information-media-and-telecommunications>

In GWS in 2011 this was the 17th largest industry with 6,811 workers (1.1% of the GWS workforce). Just over half (51.8%) the workers were aged 15-39 years and 48.2% were aged 40 years or more. The largest single age group were those age 40-49 years (23.9%) ahead of those aged 20-29 years (22.4%) and 30-39 years (22.2%). Only 6.9% of workers were aged 60 years or more.

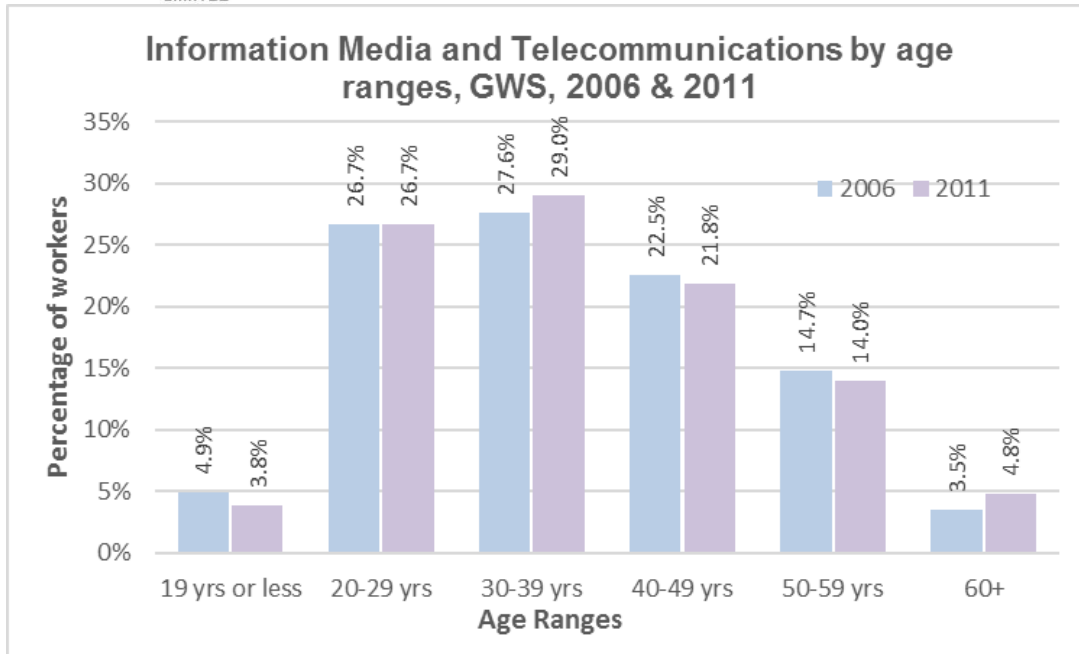
Figure 38: Information, Media & Telecommunications by Age Ranges, GWS, 2011



Source: ABS Census 2011, Tablebuilder Pro

This industry did not appear to be experiencing an ageing workforce. Although the proportion of workers aged 19 years or less decreased between 2006 and 2011, this was compensated for by an increase in the proportion of workers and 30-39 years and no change occurring in the 20-29 year age range. The proportion of workers aged 40-59 years decreased slightly in the same time period and there was a small increase from 3.5% to 4.8% for workers aged 60 years or more.

Figure 39: Information, Media & Telecommunications by age ranges, GWS, 2006 & 2011



Source: ABS Census 2011, Tablebuilder Pro

The most common occupation in this industry was Telecommunications Trades Worker with 549 workers, 55.9% of those aged 40 years or more. Young people aged 15-39 years, tended to be employed as Ticket Salespersons (95.4%); ICT Sales Assistants (87.2%); and Other Miscellaneous Labourers (71.9%) which are generally lower level positions not requiring post-school qualifications. One exception was Advertising and Marketing Professionals with 78.2% aged 15-39 years.



Table 17: Information, Media & Telecommunications by occupation, GWS, 2011

Information, Media & Telecommunications by occupation, GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No	%	No	%	
Telecommunications Trades Workers	242	44.1%	307	55.9%	549
Journalists and Other Writers	182	55.0%	149	45.0%	331
Printers	116	39.3%	179	60.7%	295
Ticket Salespersons	229	95.4%	11	4.6%	240
ICT Sales Assistants	191	87.2%	28	12.8%	219
Sales Representatives	106	51.0%	102	49.0%	208
Other Miscellaneous Labourers	138	71.9%	54	28.1%	192
Graphic and Web Designers, and Illustrators	106	62.4%	64	37.6%	170
Telecommunications Engineering Professionals	69	44.8%	85	55.2%	154
General Clerks	77	51.3%	73	48.7%	150
Telecommunications Technical Specialists	37	25.0%	111	75.0%	148
Advertising, Public Relations and Sales Managers	58	44.6%	72	55.4%	130
General Managers	35	28.2%	89	71.8%	124
Accounting Clerks	52	43.3%	68	56.7%	120
ICT Managers	51	44.7%	63	55.3%	114
Printing Assistants and Table Workers	50	46.3%	58	53.7%	108
Film, Television, Radio and Stage Directors	58	56.3%	45	43.7%	103
Inquiry Clerks	72	70.6%	30	29.4%	102
Storepersons	46	46.5%	53	53.5%	99
Performing Arts Technicians	59	60.2%	39	39.8%	98
Keyboard Operators	46	49.5%	47	50.5%	93
Other Hospitality, Retail and Service Managers	63	68.5%	29	31.5%	92
Sales Assistants (General)	69	75.0%	23	25.0%	92
Artistic Directors, & Media Producers & Presenters	43	54.4%	36	45.6%	79
Retail Managers	51	65.4%	27	34.6%	78
Contract, Program and Project Administrators	24	33.8%	47	66.2%	71
Purchasing and Supply Logistics Clerks	34	47.9%	37	52.1%	71
Other Machine Operators	45	63.4%	26	36.6%	71
Inadequately described	33	46.5%	38	53.5%	71
Library Assistants	35	50.0%	35	50.0%	70
Office Managers	17	25.0%	51	75.0%	68
Production Managers	21	31.8%	45	68.2%	66
Accountants	35	53.8%	30	46.2%	65
Librarians	19	30.2%	44	69.8%	63
Graphic Pre-press Trades Workers	19	30.6%	43	69.4%	62
Gallery, Library and Museum Technicians	17	29.3%	41	70.7%	58
Authors, and Book and Script Editors	14	24.6%	43	75.4%	57
ICT Support Technicians	39	68.4%	18	31.6%	57
Advertising and Marketing Professionals	43	78.2%	12	21.8%	55
Packers	13	23.6%	42	76.4%	55
Machine Operators nfd	21	38.9%	33	61.1%	54
Chief Executives and Managing Directors	12	23.1%	40	76.9%	52
Bookkeepers	27	51.9%	25	48.1%	52
Receptionists	24	49.0%	25	51.0%	49
Call/Contact Centre & Customer Service Managers	29	60.4%	19	39.6%	48
All other occupations in industry	759	50.3%	749	49.7%	1508
Total	3526	51.8%	3285	48.2%	6811



Source: ABS Census 2011, Tablebuilder Pro

Legend	
	>50% aged 15-39 years

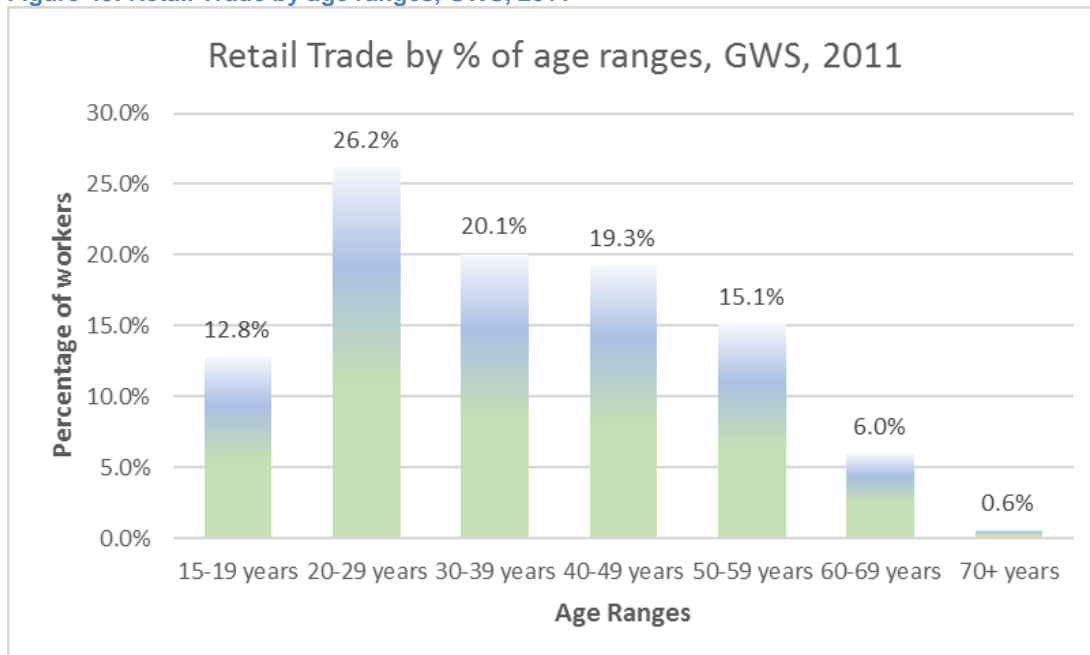


Retail Trade

Retail trade was the second largest industry in Australia in 2010 and although it experienced lower than average growth over the previous five years, it is projected to have strong growth over the next five years. It is an industry with 55% females; a young workforce; and more than half the jobs being part-time, making it compatible with study and carer responsibilities. Many workers do not have post school qualifications. <https://australianjobs.employment.gov.au/jobs-industry/accommodation-and-food-services>.

It was also the second largest industry in GWS, behind Manufacturing and slightly ahead of Health Care and Social Services. The largest group of workers were those aged 20-29 years (26.2%). Overall, 59.1% of workers were aged 39 years or less and 40.9% aged 40 years and over. Only 6.6% of workers were aged 60 years or more.

Figure 40: Retail Trade by age ranges, GWS, 2011



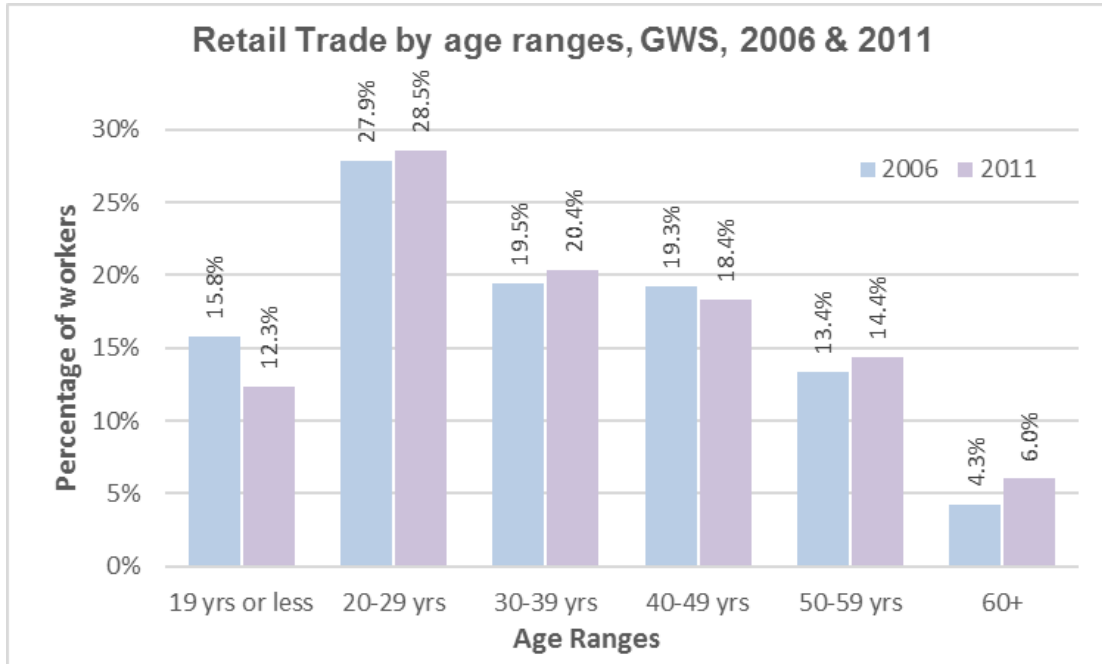
Source: ABS Census 2011, Tablebuilder Pro

Although Retail Trade was dominated by younger workers there were indications that the industry is experiencing ageing. The proportion of workers aged 19 years or less decreased from 15.8% to 12.3% while the proportion of workers aged 20-29 years increased by only 28.5% and the proportion of 30-39 year olds from 19.5% to 20.4%. The proportion of workers aged 40-49 years decreased from 19.3% in 2006 to 18.4% in 2011 but this was counteracted by



increases in the proportion of 50-59 year olds (13.4% to 14.4%) and those aged 60 years or more (4.3% to 6.0%).

Figure 41: Retail Trade by age ranges, GWS, 2006 & 2011



Source: ABS Census 2011, Tablebuilder Pro

The most common occupation in the Retail Industry was Sales Assistant with 21,154 workers which was 29.24% of the total Retail workforce. More than two thirds (64.0%) of Sales Assistants were aged 15-39 years. The next most common occupation was Retail Manager (8,692 workers) with slightly more people aged 40 years or more (52.5%) than those aged 39 years or less (47.5%). Checkout Operators and Office Cashiers (5,934 workers) were the third largest group and had more than three quarters of workers (76.3%) aged 15-39 years. There was a total of 399 ICT Sales Assistants (who sell computing & telecommunication related goods) in GWS and 81.0% of those workers were aged 15-39 years. Although the workforce appears to be younger than many, this is due to large numbers of young people in entry level and unqualified positions but the proportion workers over the age of 40 years increased in line with the level of qualification, experience or skills required for a position.

Table 18: Retail Trade by occupation & age, GWS, 2011

Retail Trade by occupation & age ranges, GWS, 2011					
Occupation	15-39 years		40 years or more		Total
	No	%	No	%	
Sales Assistants (General)	13546	64.0%	7608	36.0%	21154
Retail Managers	4128	47.5%	4564	52.5%	8692
Checkout Operators and Office Cashiers	4527	76.3%	1407	23.7%	5934
Storepersons	1794	59.1%	1244	40.9%	3038
Shelf Fillers	1840	66.0%	946	34.0%	2786
Pharmacy Sales Assistants	1334	67.7%	636	32.3%	1970
Motor Vehicle and Vehicle Parts Salespersons	831	54.2%	702	45.8%	1533
Retail Supervisors	971	66.0%	501	34.0%	1472
Purchasing and Supply Logistics Clerks	580	52.9%	517	47.1%	1097
Pharmacists	694	64.3%	385	35.7%	1079
General Clerks	494	48.7%	520	51.3%	1014
Motor Mechanics	598	68.7%	272	31.3%	870
Butchers and Smallgoods Makers	432	54.1%	367	45.9%	799
Forklift Drivers	418	55.3%	338	44.7%	756
Advertising, Public Relations & Sales Managers	386	52.3%	352	47.7%	738
Accounting Clerks	307	41.9%	426	58.1%	733
Sales Representatives	373	51.3%	354	48.7%	727
Packers	307	53.0%	272	47.0%	579
Office Managers	184	39.8%	278	60.2%	462
Sales Assistants and Salespersons nfd	214	48.0%	232	52.0%	446
Service Station Attendants	304	69.1%	136	30.9%	440
Bakers and Pastrycooks	234	55.1%	191	44.9%	425
Inquiry Clerks	258	62.8%	153	37.2%	411
ICT Sales Assistants	323	81.0%	76	19.0%	399
Accountants	230	58.1%	166	41.9%	396
Delivery Drivers	142	37.5%	237	62.5%	379
Retail and Wool Buyers	245	65.3%	130	34.7%	375
Call or Contact Centre & Customer Serv. Managers	181	52.2%	166	47.8%	347
Florists	153	48.6%	162	51.4%	315
Receptionists	177	56.4%	137	43.6%	314
Truck Drivers	127	41.5%	179	58.5%	306
Bookkeepers	109	36.7%	188	63.3%	297
Advertising and Marketing Professionals	212	74.6%	72	25.4%	284
Inadequately described	131	51.0%	126	49.0%	257
Car Detailers	117	48.3%	125	51.7%	242
General Managers	107	44.6%	133	55.4%	240
Keyboard Operators	118	50.2%	117	49.8%	235
Supply and Distribution Managers	106	46.7%	121	53.3%	227
Motor Vehicle Parts and Accessories Fitters	139	61.2%	88	38.8%	227
Payroll Clerks	108	51.7%	101	48.3%	209
Transport and Despatch Clerks	114	57.9%	83	42.1%	197
Software and Applications Programmers	121	61.7%	75	38.3%	196
Chief Executives and Managing Directors	46	23.8%	147	76.2%	193
ICT Managers	85	44.3%	107	55.7%	192
ICT Support Technicians	132	69.8%	57	30.2%	189
Personal Assistants	118	65.2%	63	34.8%	181
All other occupations in industry	4659	51.8%	4333	48.2%	8992
Total	42754	59.1%	29590	40.9%	72344



Source: ABS Census 2011, Tablebuilder Pro

Legend	
	>50% aged 40 years or more



Conclusion

Greater Western Sydney had a range of industries in 2011 employing more than six million people. The largest industry was Manufacturing (92,712 workers) followed by Health Care and Social Assistance (73,895 workers) and Retail Trade (72,344 workers). The smallest industries were Mining (1,994 workers) and Agriculture, Forestry and Fishing (4,286 workers).

Some industries were undergoing change due to changes in technology, environment or economic conditions. Manufacturing was shrinking in traditional production areas but growing in the production of more niche goods. The biggest problem with a reduced Manufacturing appears to be the loss of unskilled positions as major production moves offshore to be more cost effective. Agriculture, Forestry and Fishing, while providing few jobs in GWS, may shrink further due to housing development encroaching further into greenfield areas. Both these industries were exhibiting signs of an ageing workforce.

This report identified two other industries that may have problems in the future due to an ageing workforce. These were Health Care and Social Assistance and Transport, Postal and Warehousing. Health Care and Social Assistance is a growing industry with a rapidly ageing workforce but it is also an industry with low rates of pay which makes it difficult to attract people into the industry. Education was one industry that was previously expected to have problems with an ageing workforce but the evidence and literature indicates that rather than having a problem with an ageing workforce it is experiencing an oversupply of young teachers.

Financial and Insurance Services, Construction, Other Services, Rental, Hiring and Real Estate Services and Retail were all industries which are currently dominated by young workers but comparisons with the 2006 and 2011 Censuses revealed these industries to be exhibiting signs of an ageing workforce. Three industries, Accommodation and Food Services, Arts and Recreation and Information, Media and Telecommunications currently had a young workforce and showed no signs of this changing in the near future.

Overall, GWS does not appear to have a large problem with an ageing workforce. Although there were a small number of industries that clearly had a problem with an ageing workforce there were many more that did not present any clear evidence of experiencing a problem. The 2016 Census data is due to be released later this year and may provide further insight into the GWS workforce and its workers.



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