



# Changing Profile of the DES Workforce

Comparative analysis of 2010 and 2013  
workforce surveys

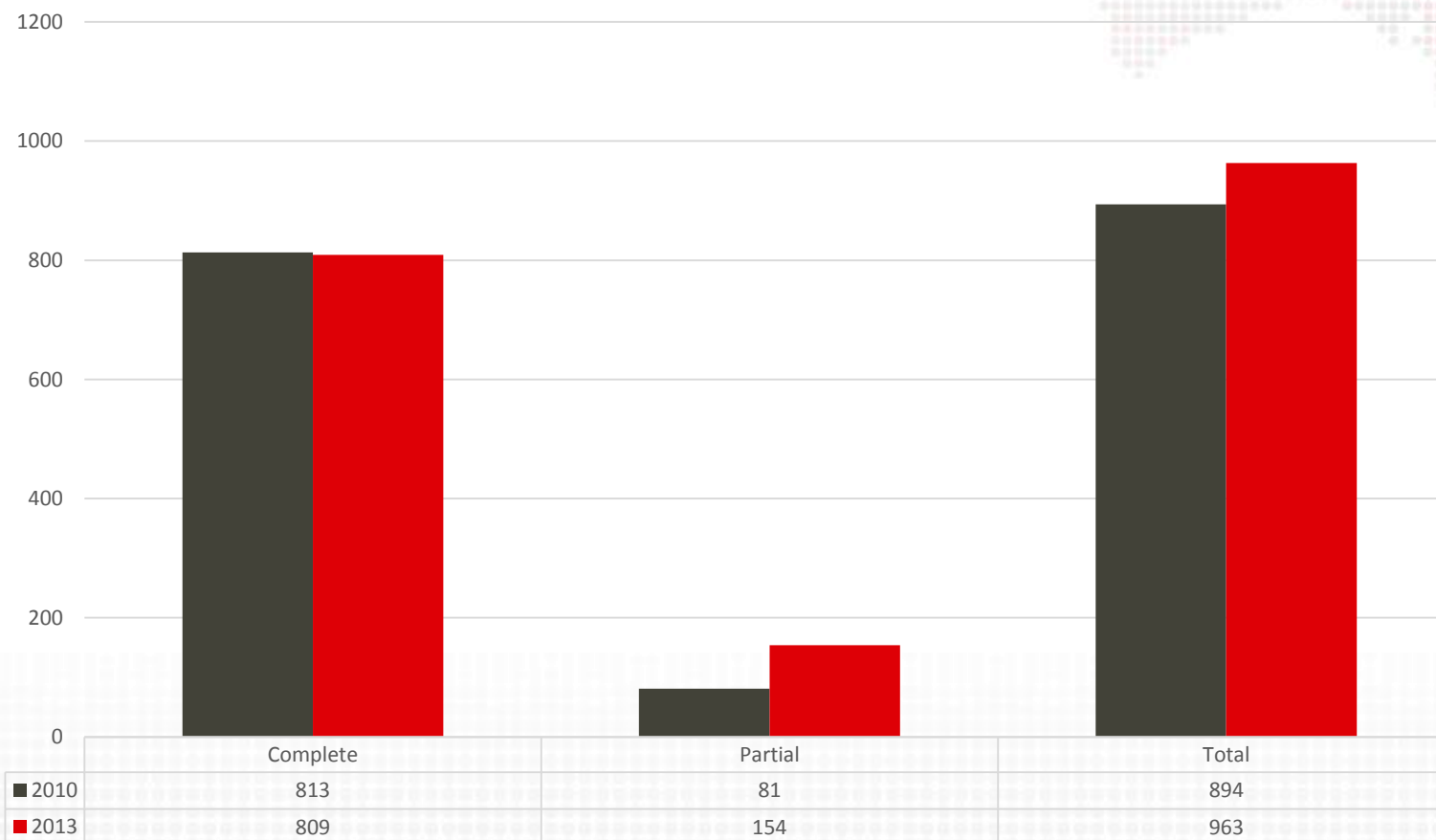


# Introduction and key themes

# Number of respondents



Number of Respondents

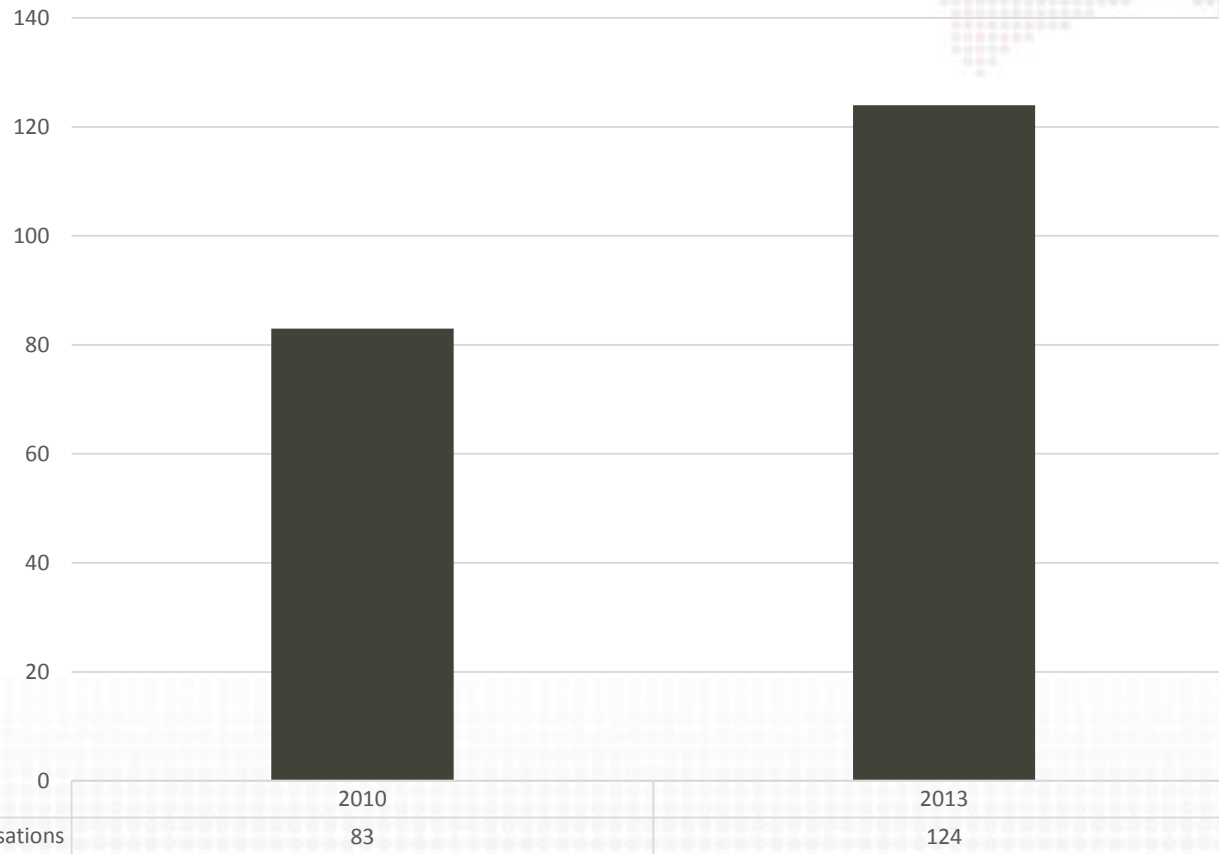


2010 2013

# Number of organisations



Respondents by Organisation



■ Number of organisations



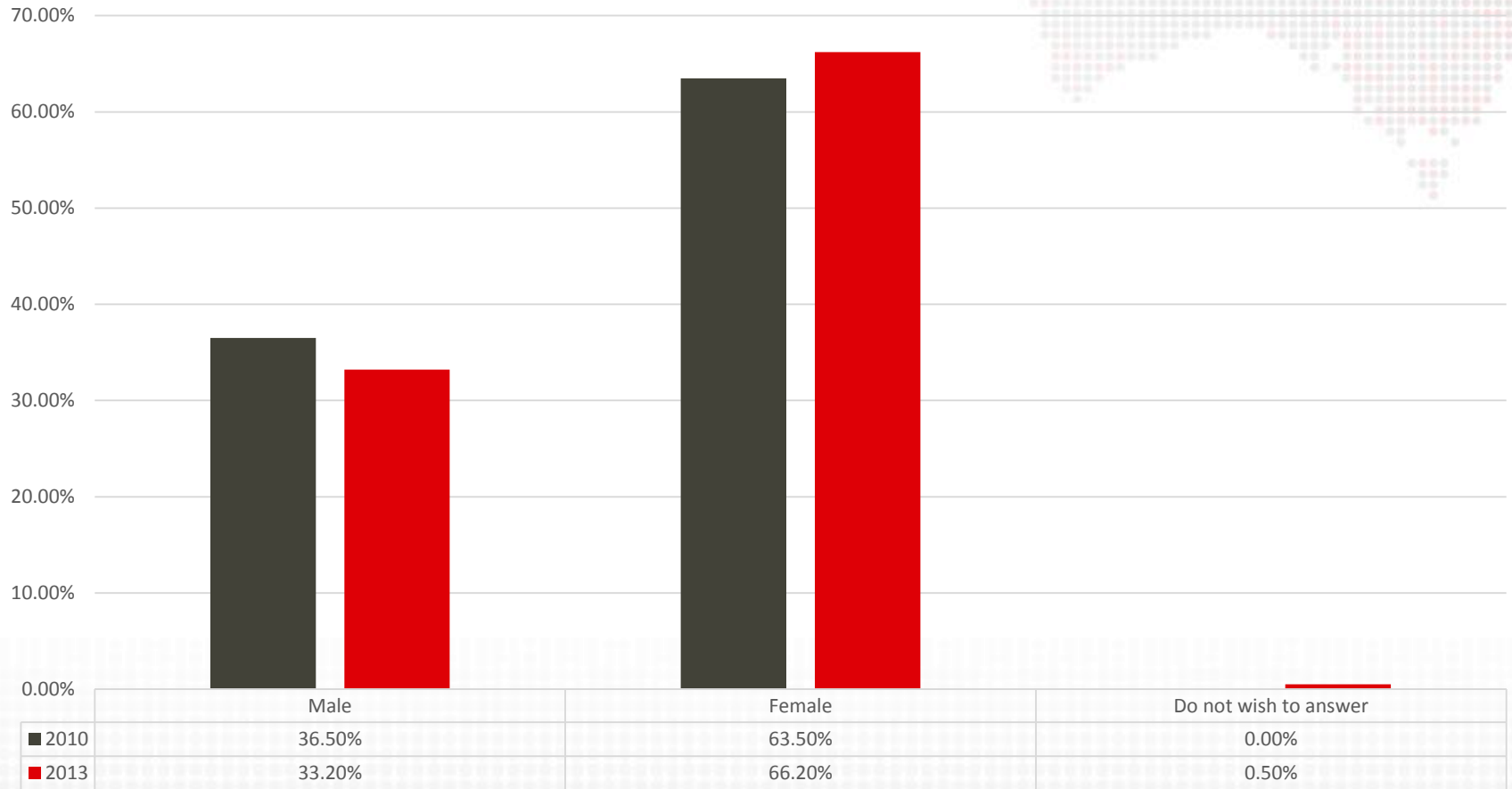
## Part 1

# Demographics

# Gender



Respondents by Gender

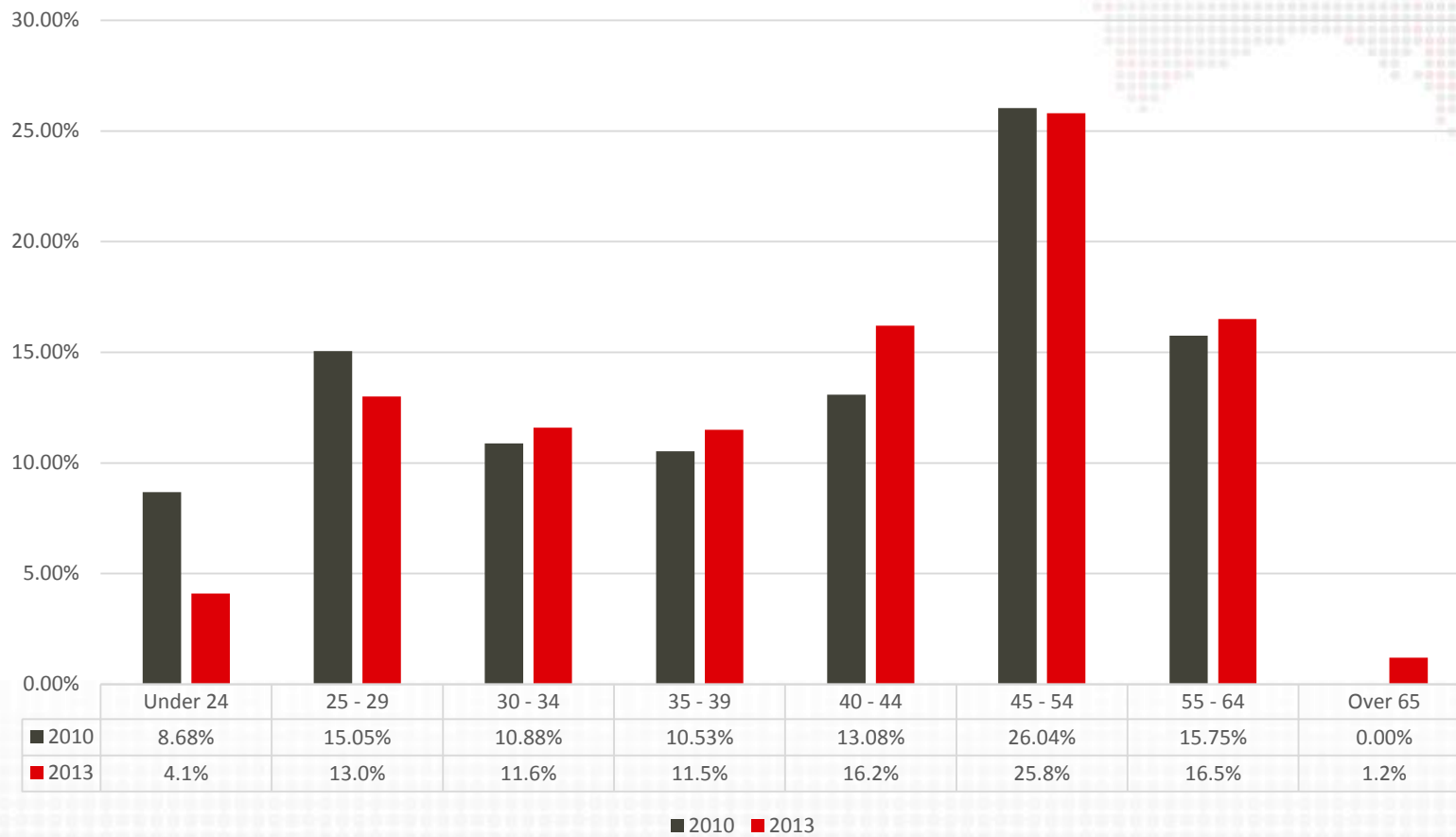


2010 2013

# Age



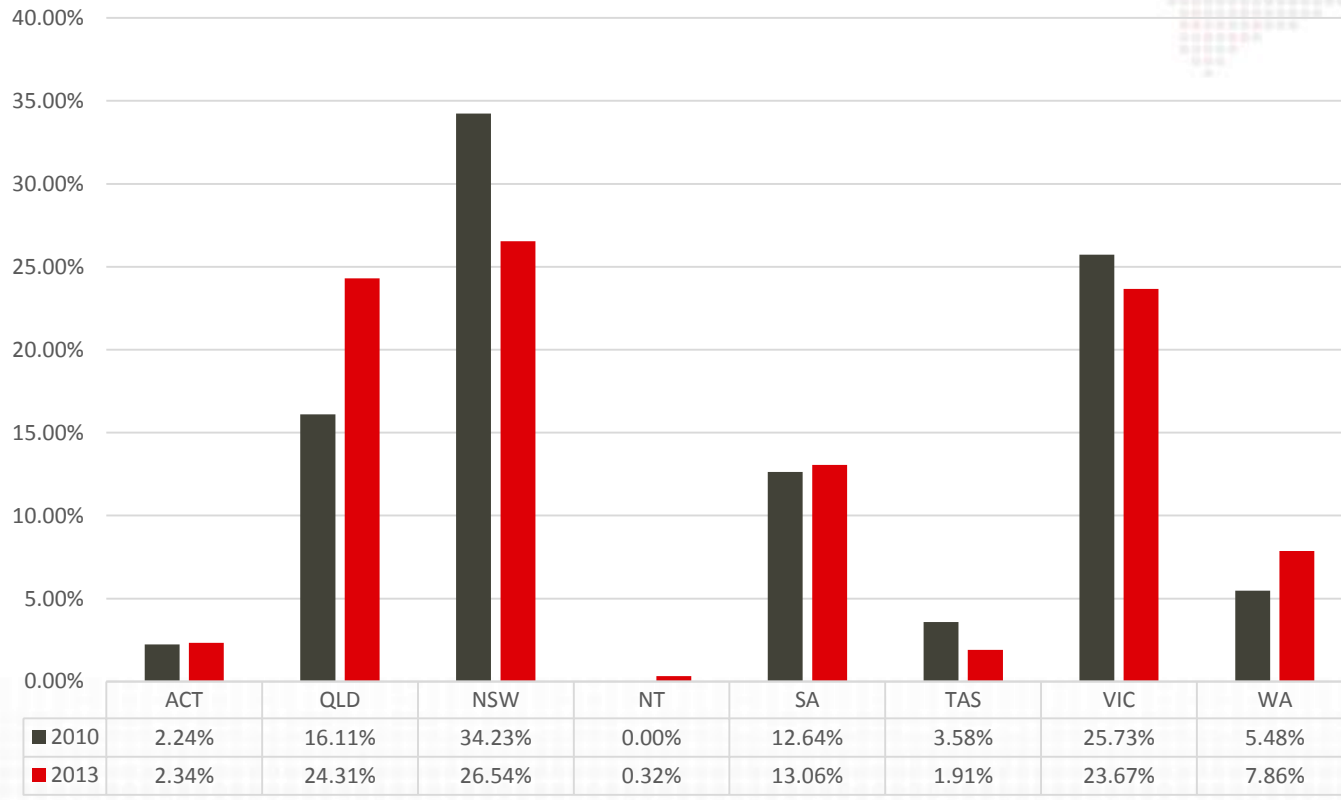
### Respondents by Age



# Location



Respondents by Location



■ 2010 ■ 2013





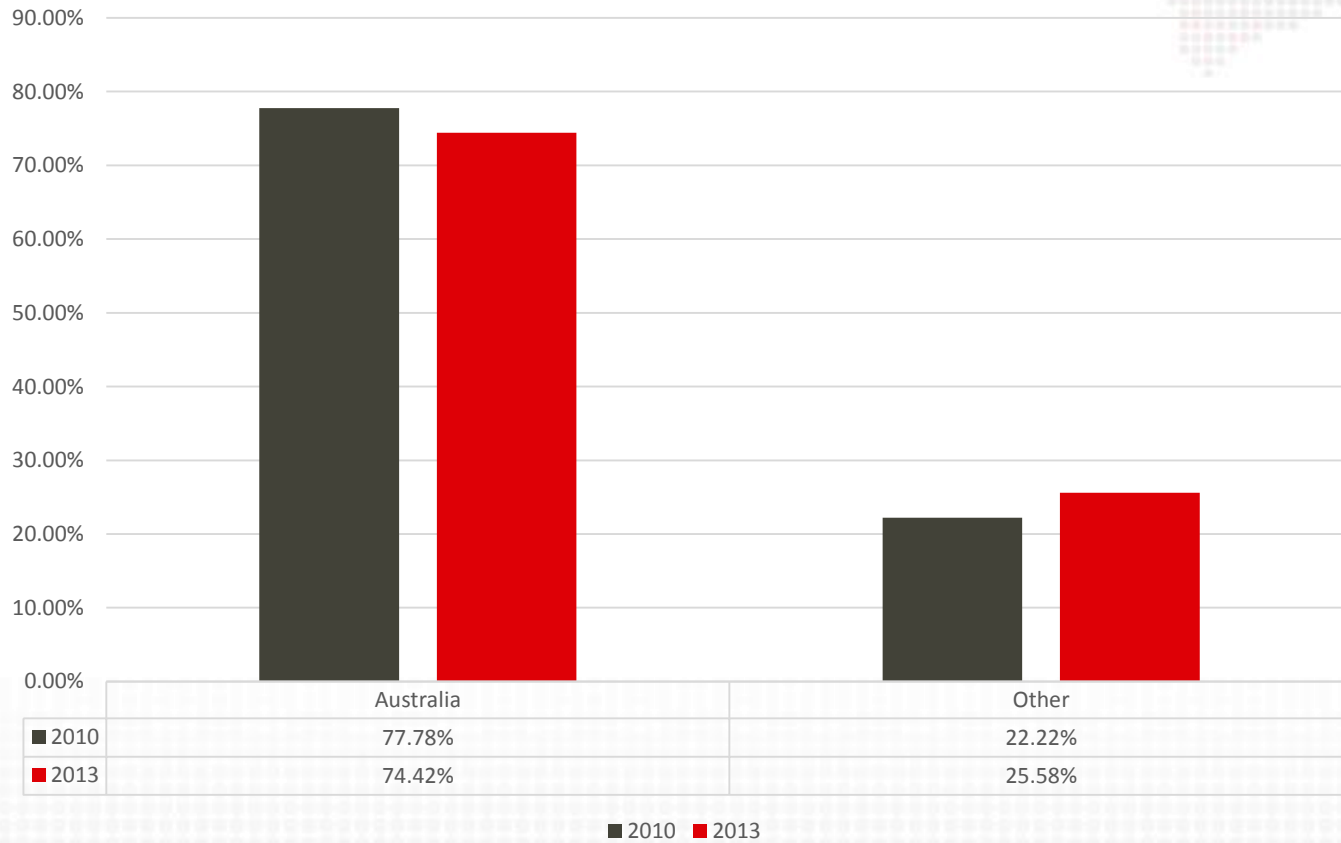
## Part 2

# Diversity

# Place of birth



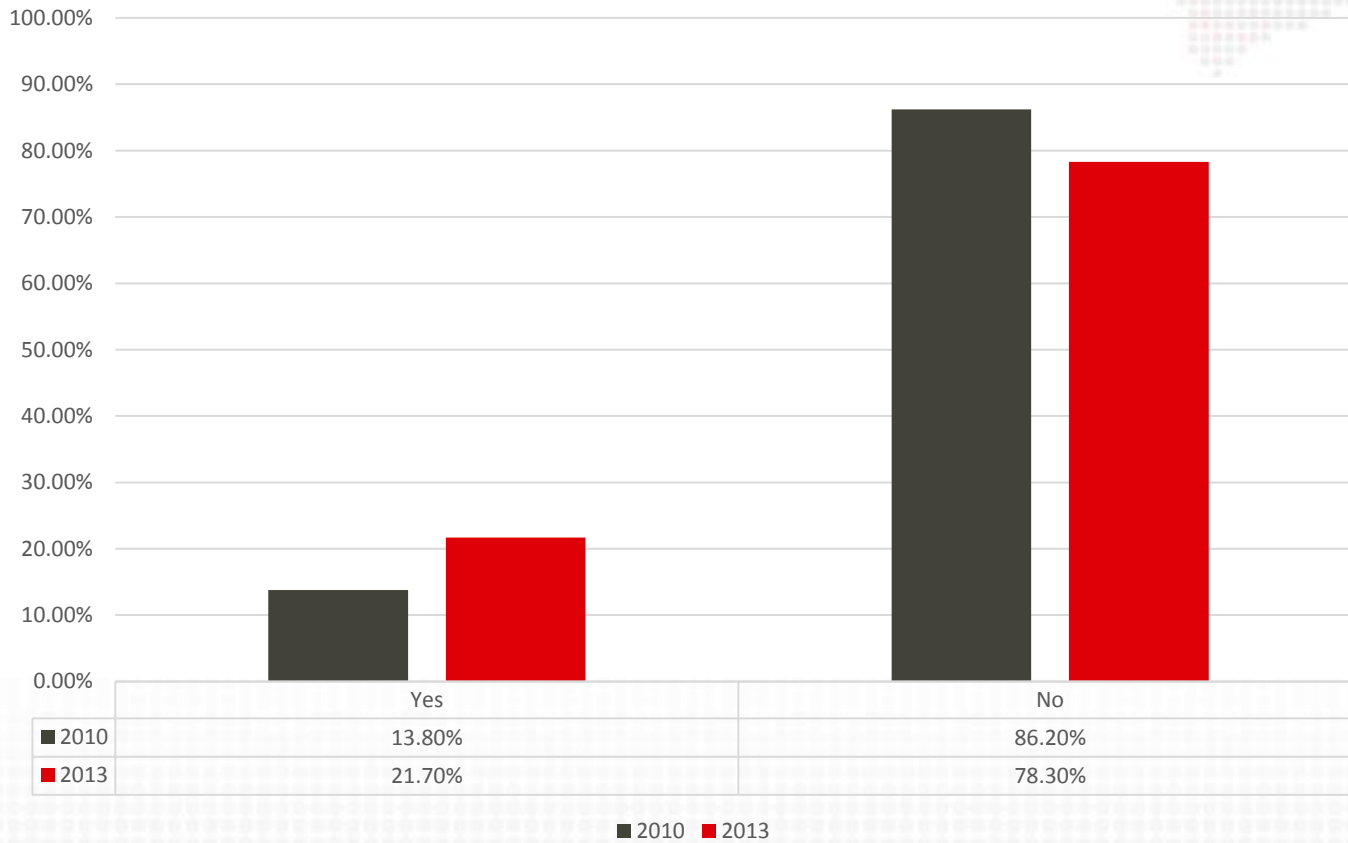
Respondents by Place of Birth



# Languages other than English



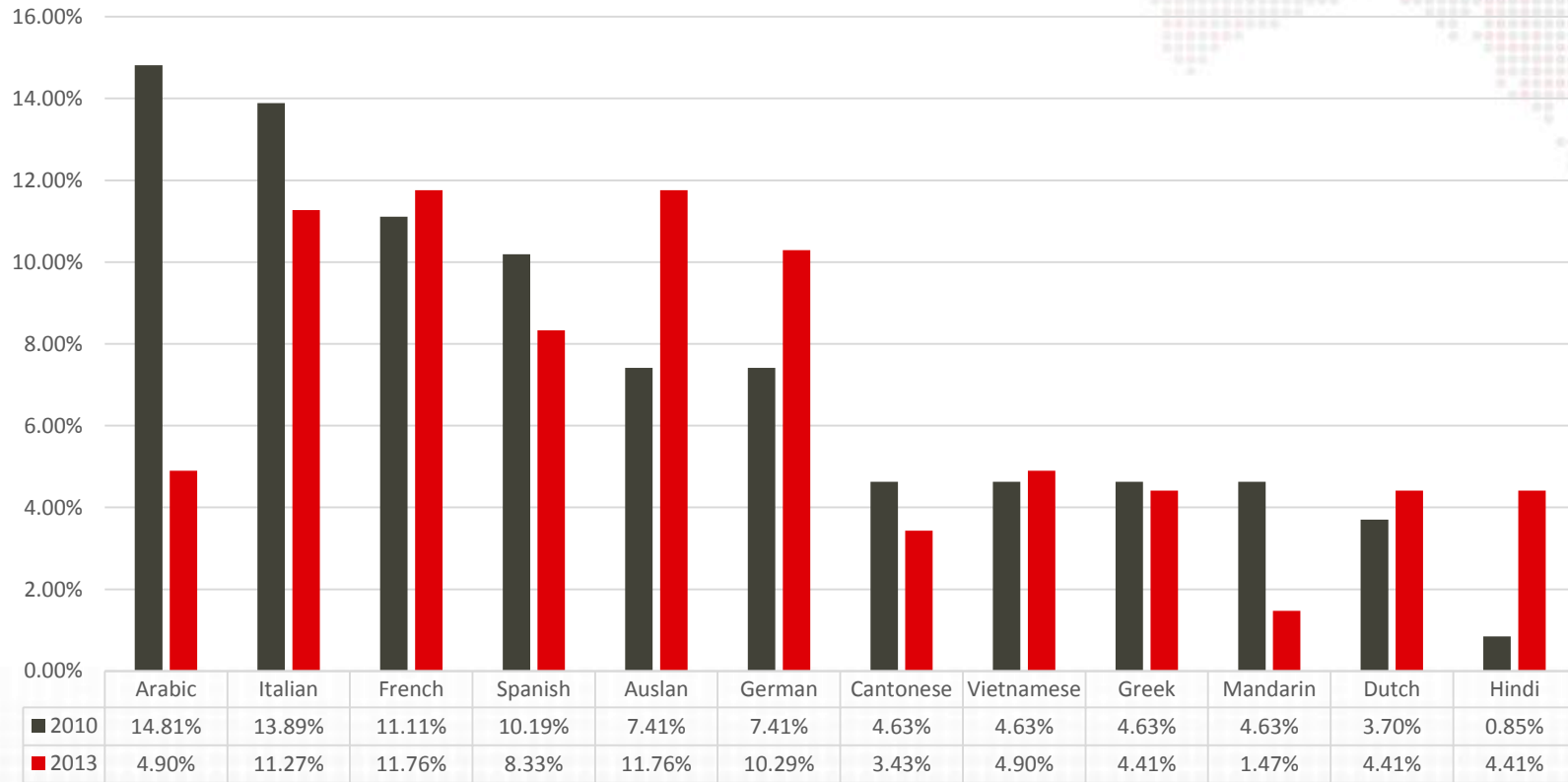
Respondents by Language other than English



# Other languages



Respondents by Other Languages Spoken

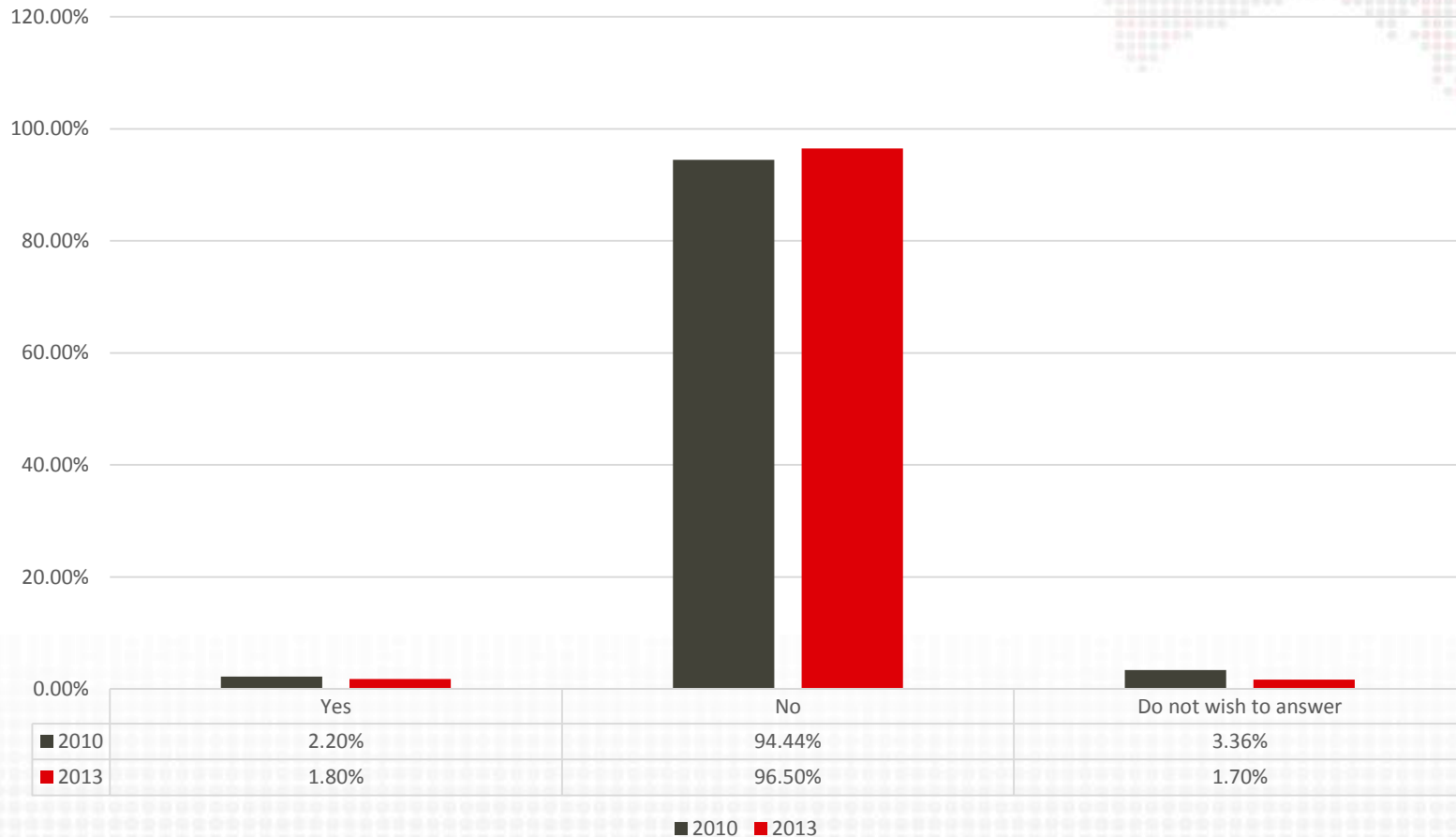


■ 2010 ■ 2013

# Indigenous



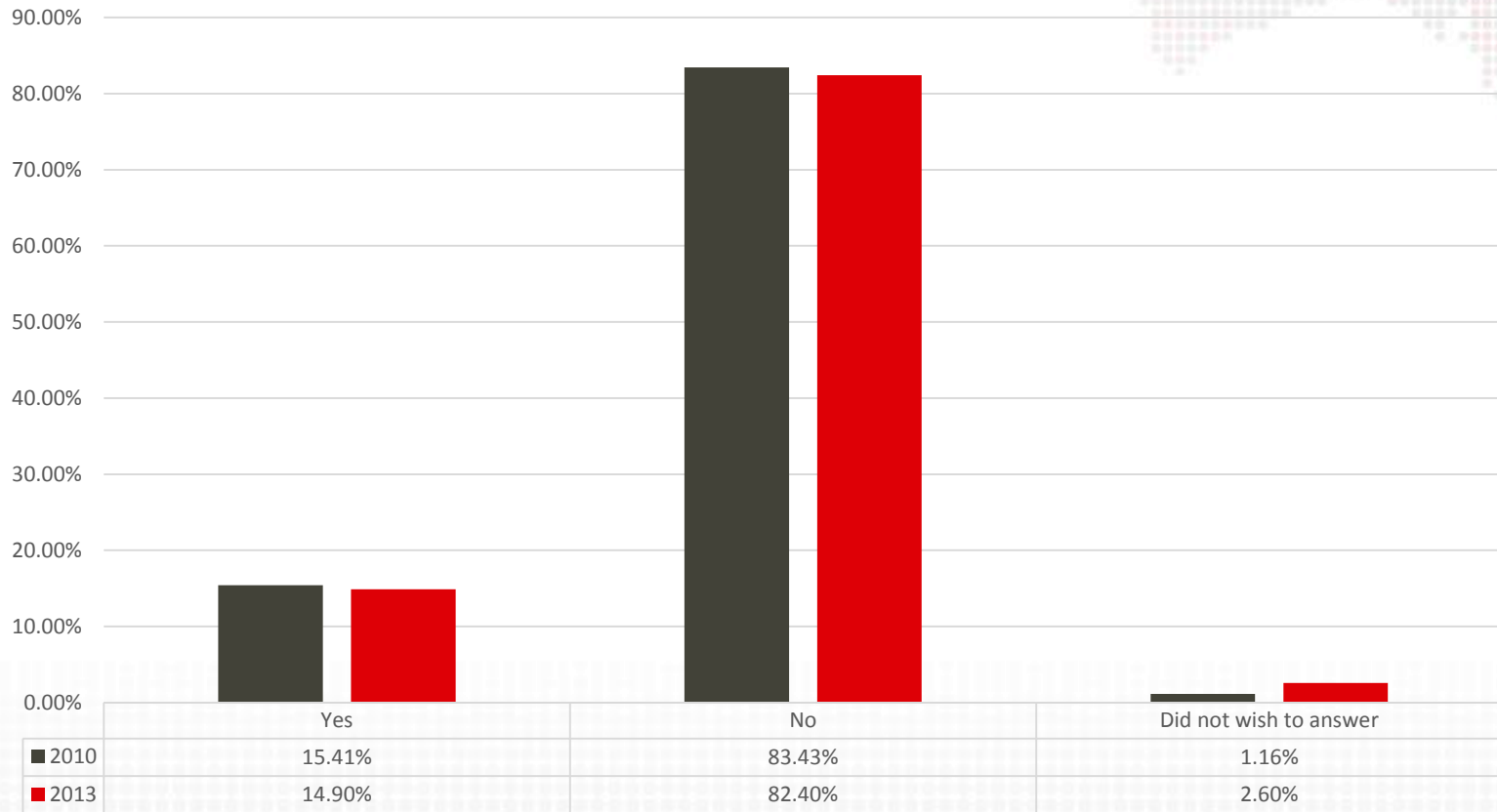
Respondents by Indigeneity



# Disability



Respondents by Disability

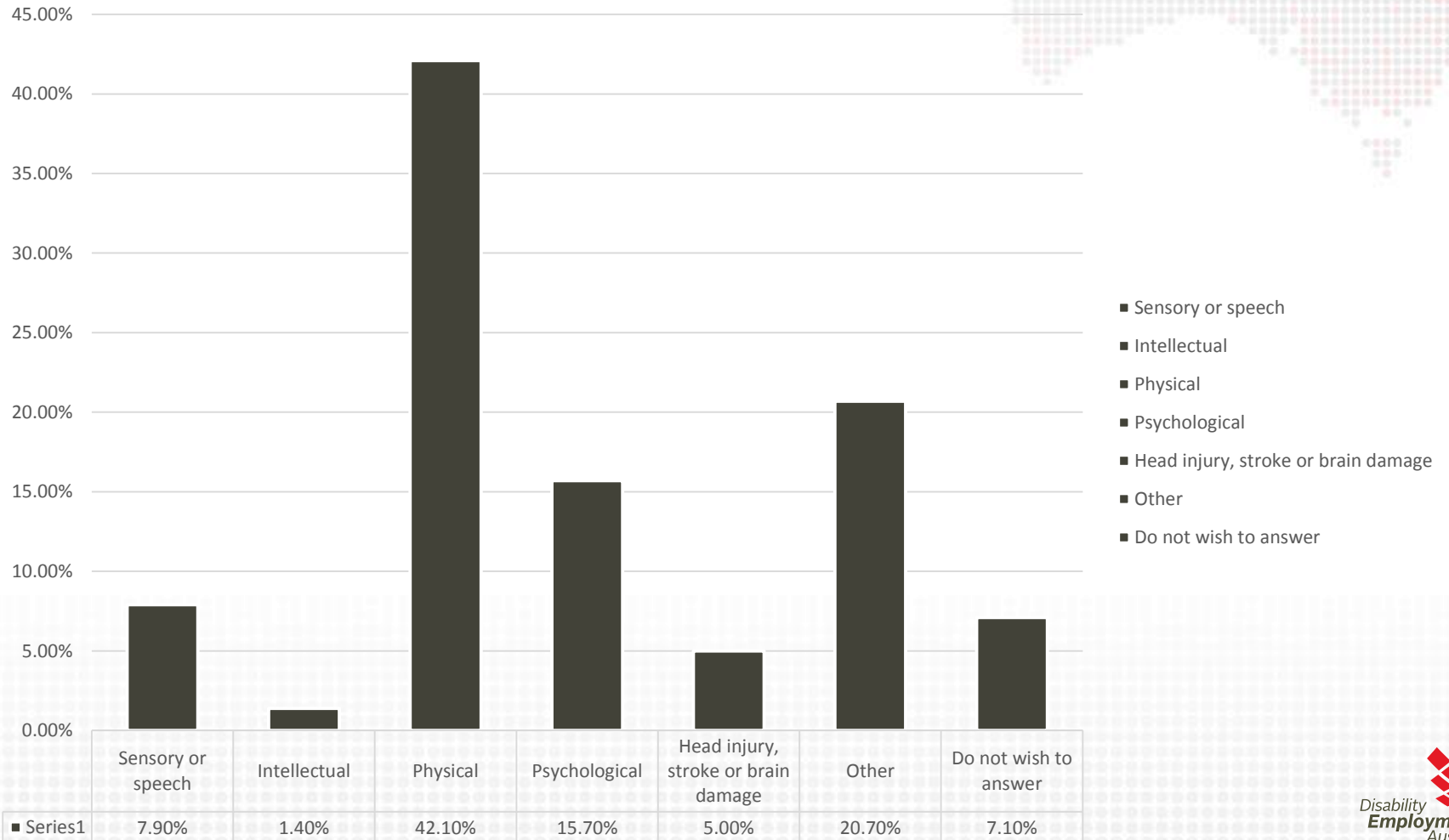


2010 2013

# Primary disability type



Respondents with Disability by Primary Disability  
DES Workforce Survey 2013





## Part 3

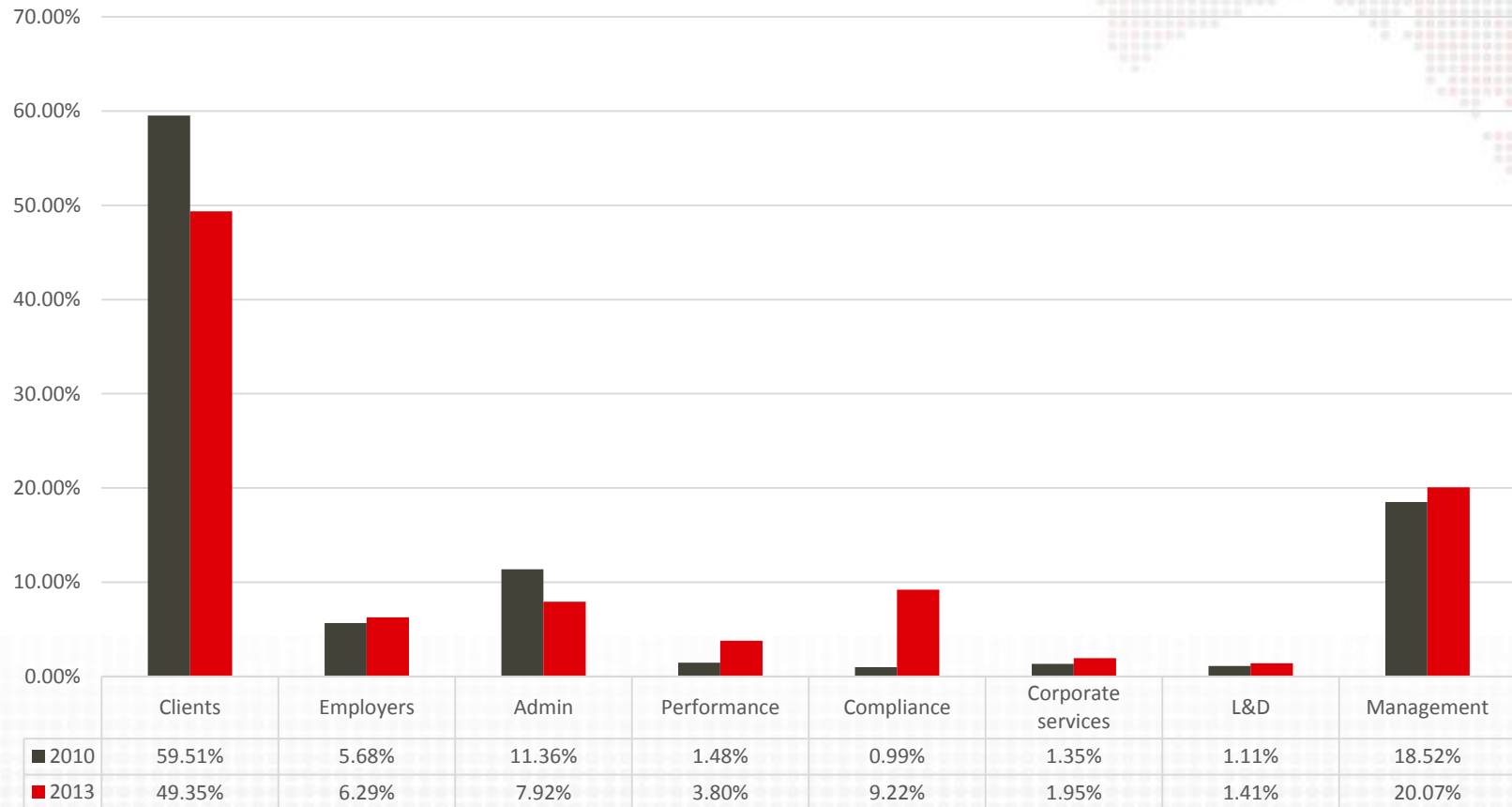
# Roles and Remuneration



# Primary job function



Respondents by Primary Job Function

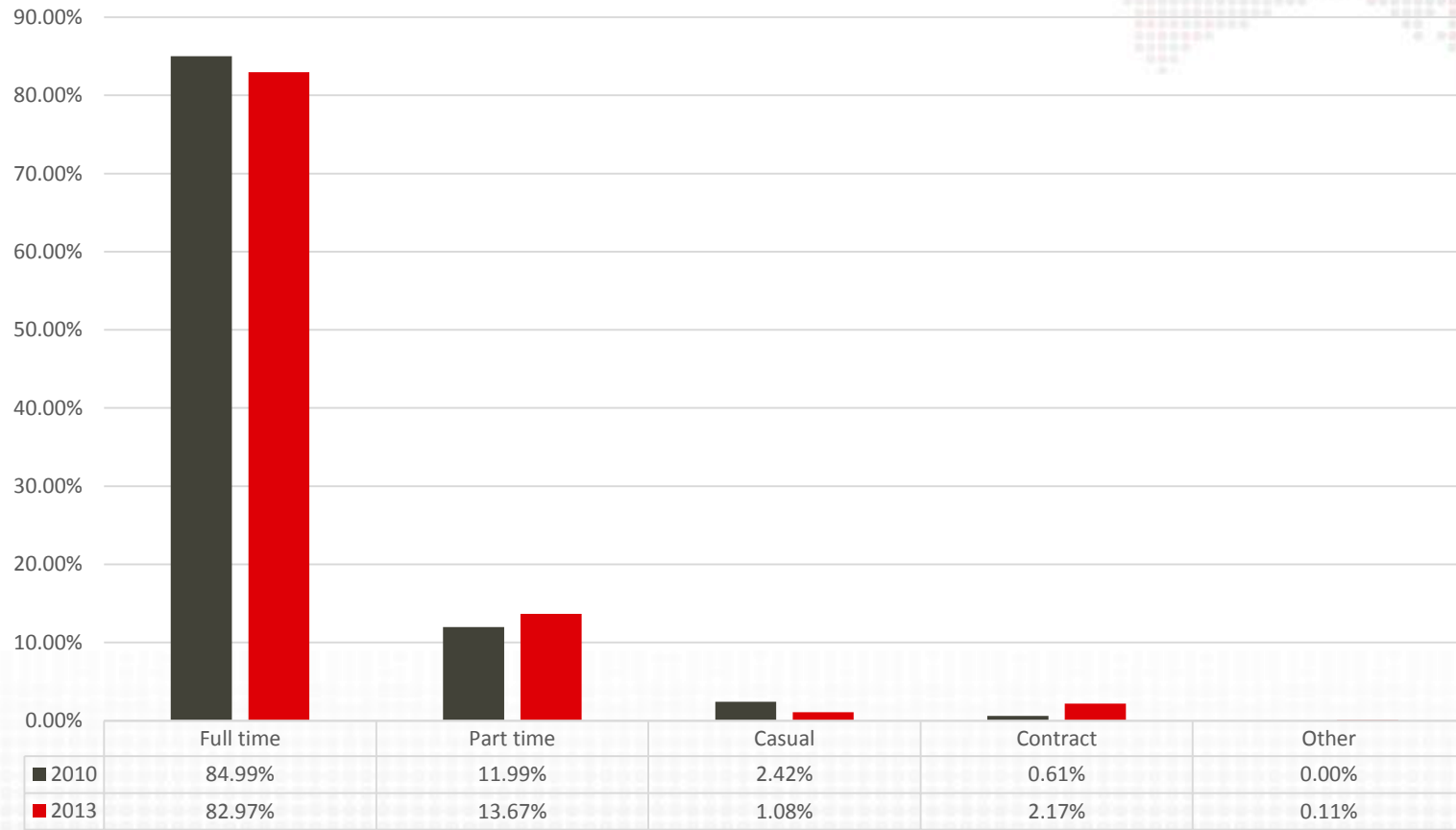


■ 2010 ■ 2013

# Basis of employment



Respondents by Employment Basis

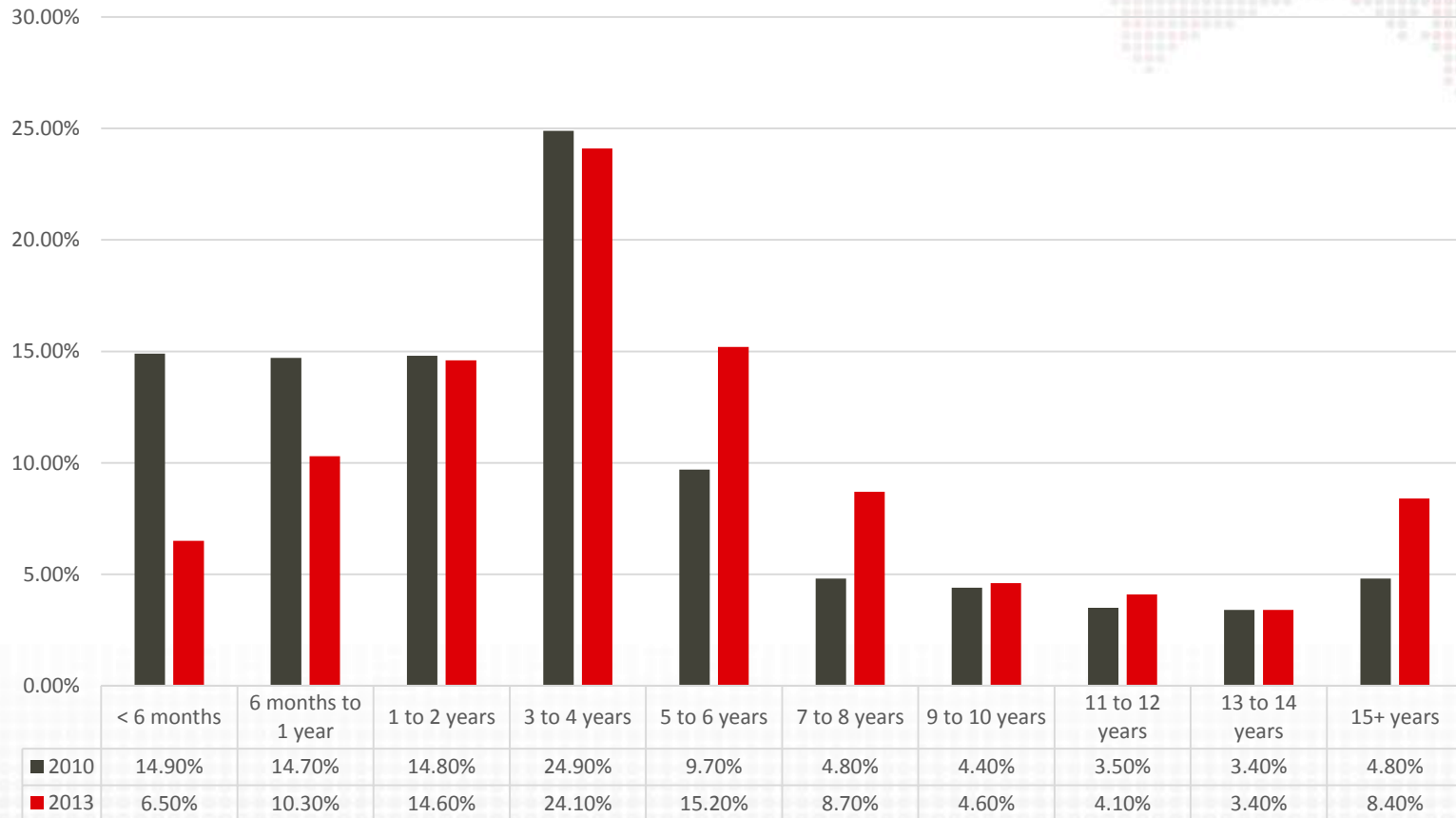


■ 2010 ■ 2013

# Years worked in DES



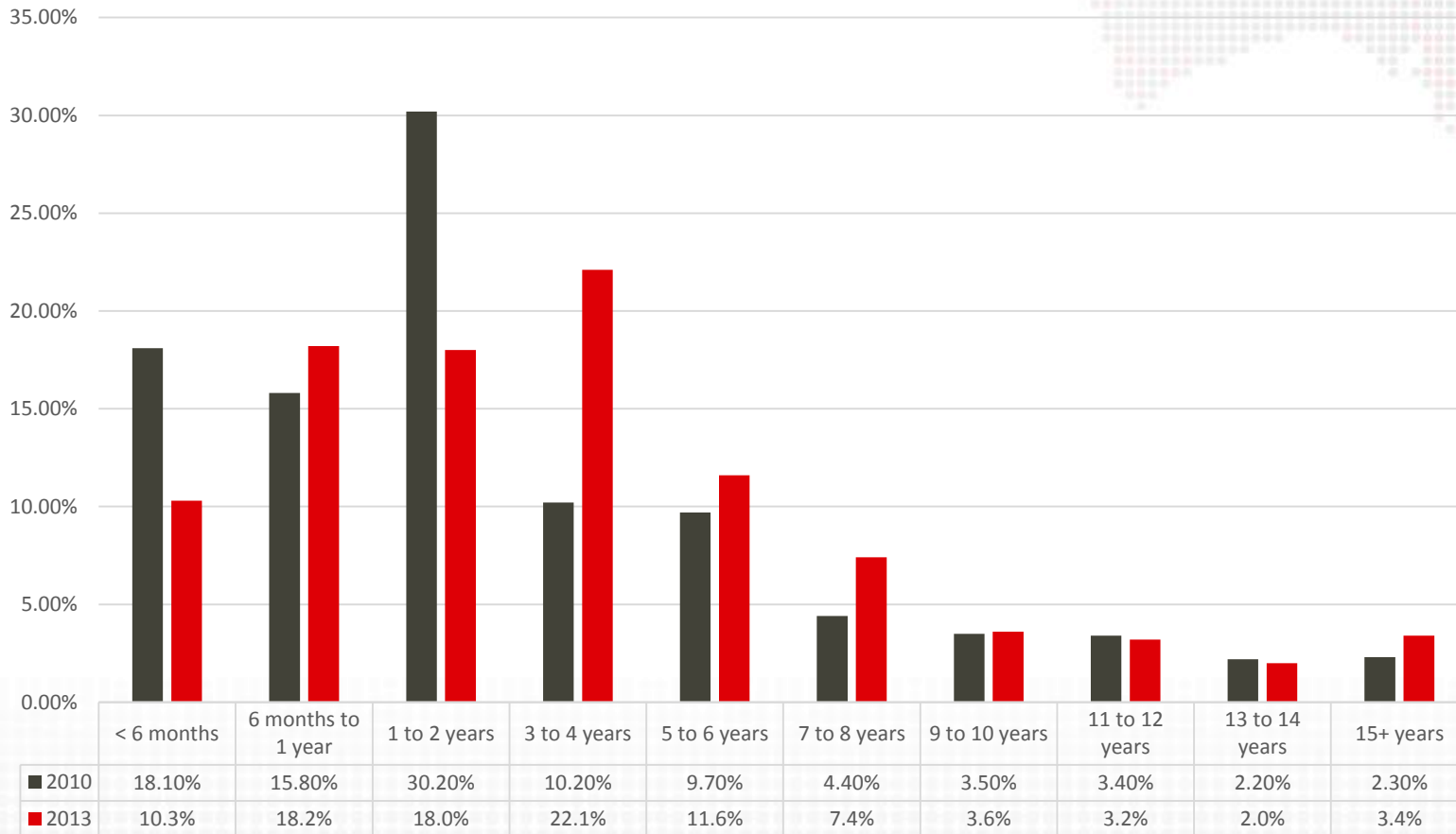
Respondents by Years Worked in DES



■ 2010 ■ 2013

# Years with current employer

Respondents by Years Worked with Current Employer

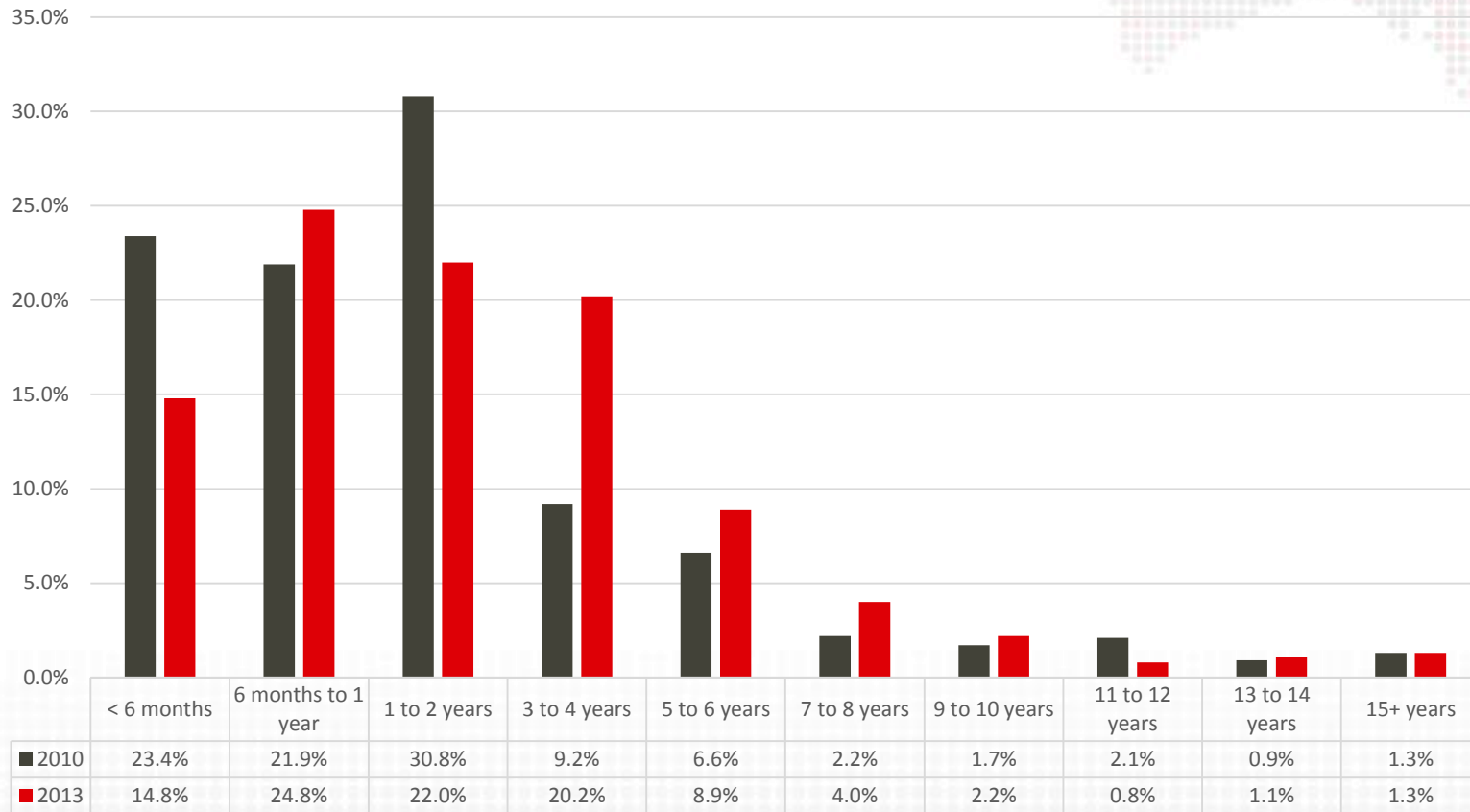


■ 2010 ■ 2013

# Years in current role



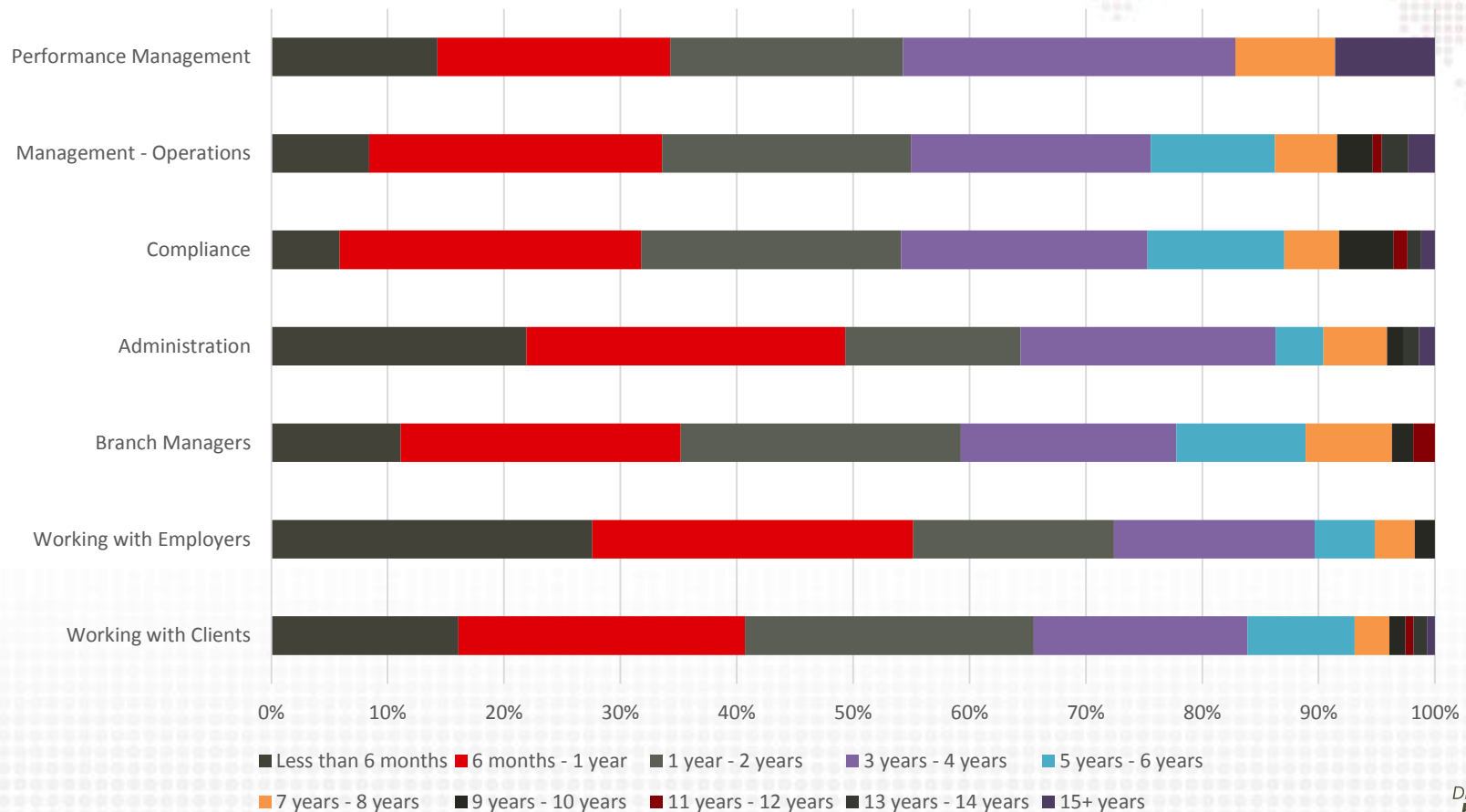
Respondents by Years Worked in Current Role



■ 2010 ■ 2013

# Years in current role by primary job function

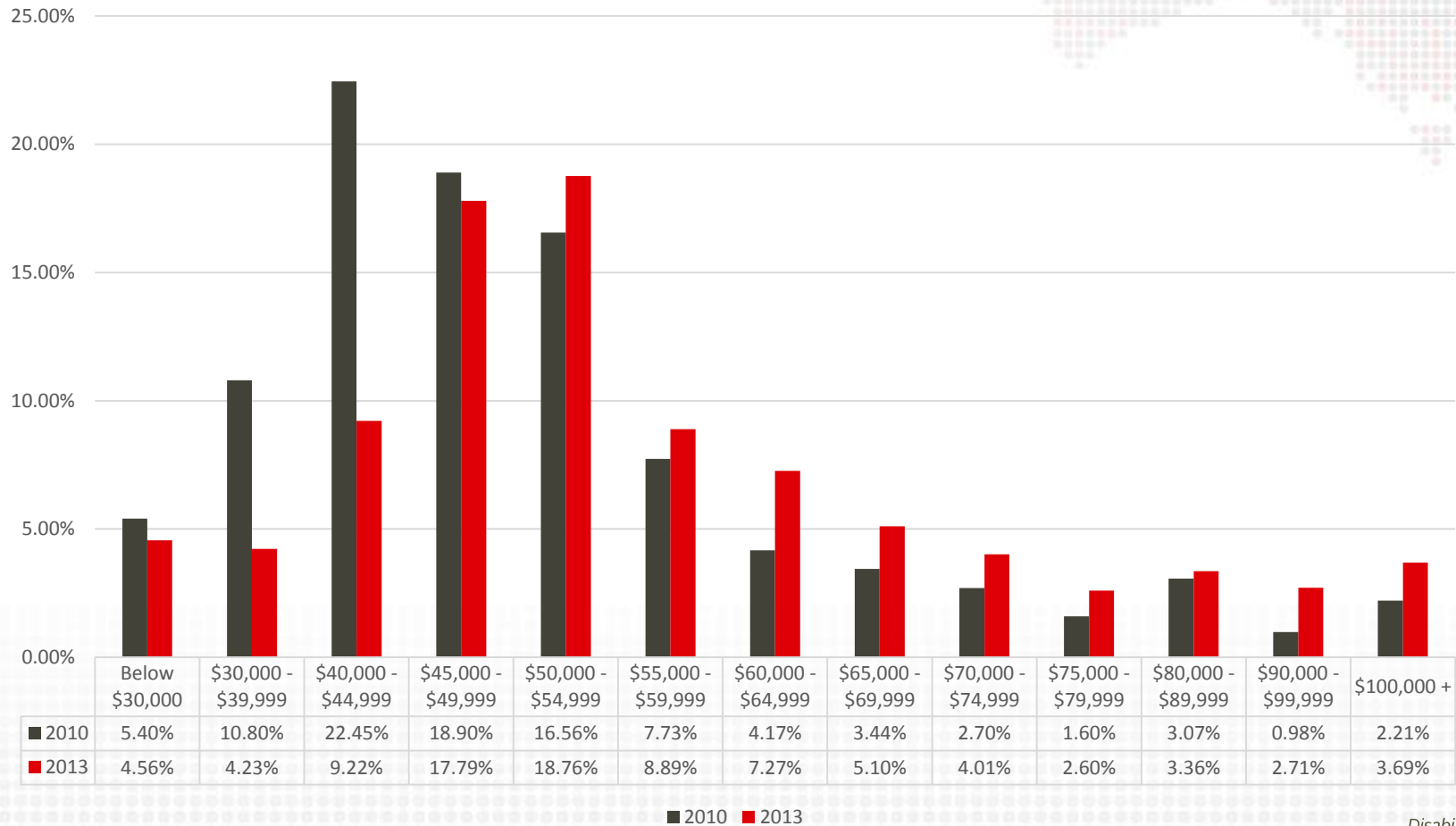
Respondents by Time in Current Role by Primary Job Function  
DES Workforce Survey 2013



# Remuneration

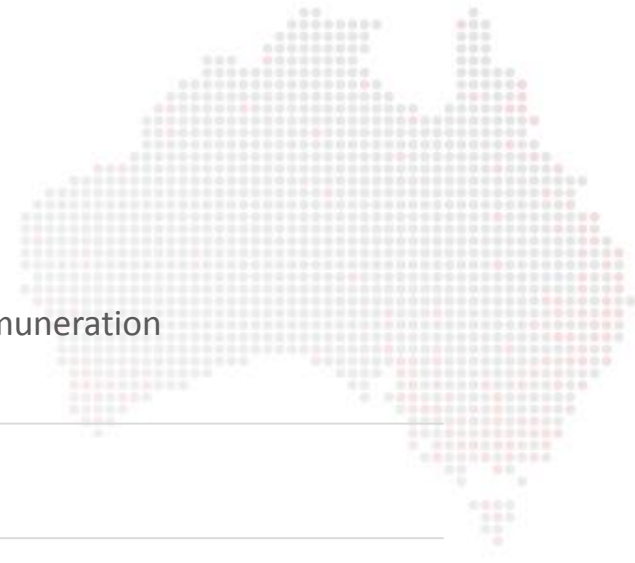


Respondents by Annual Remuneration

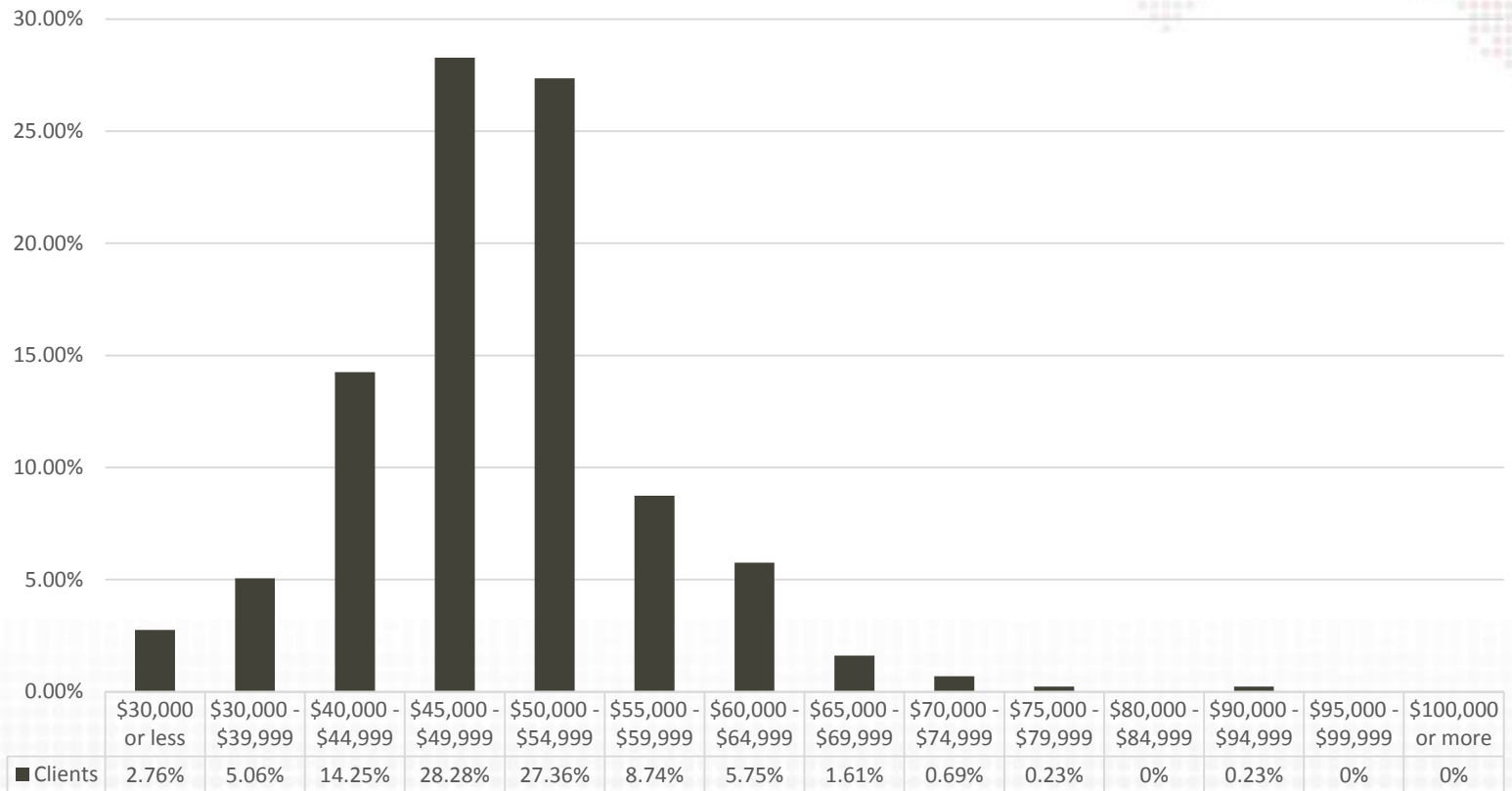


■ 2010 ■ 2013

# Working with clients

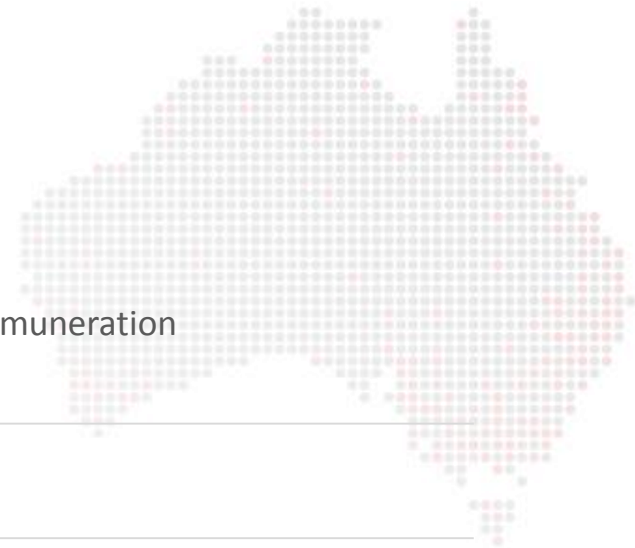


Respondents by Primary Job Function and Current Remuneration  
DES Workforce Survey 2013

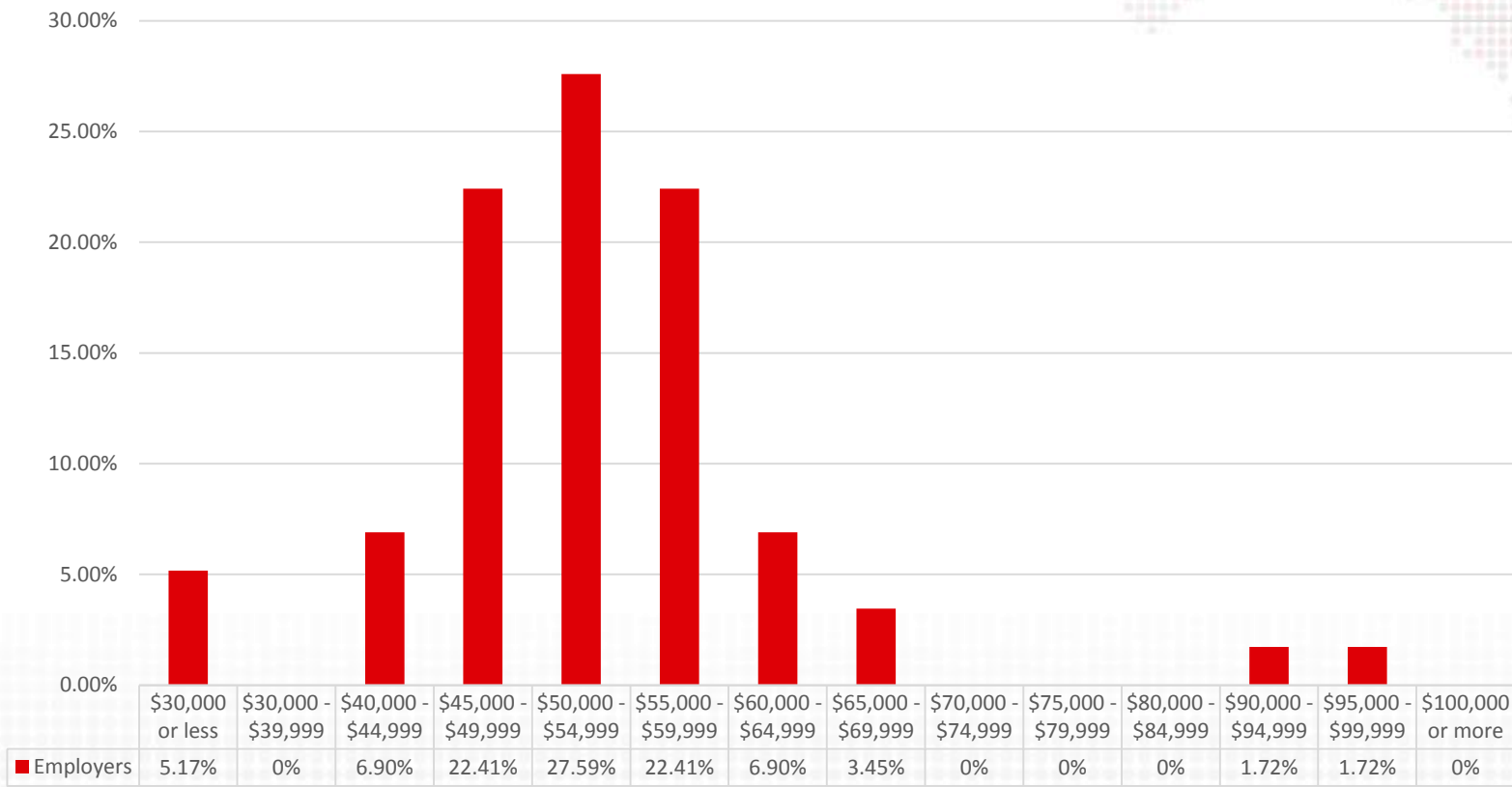




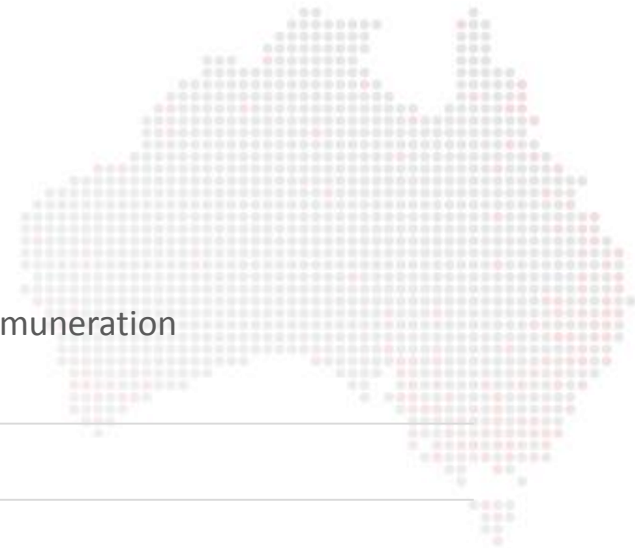
# Working with employers



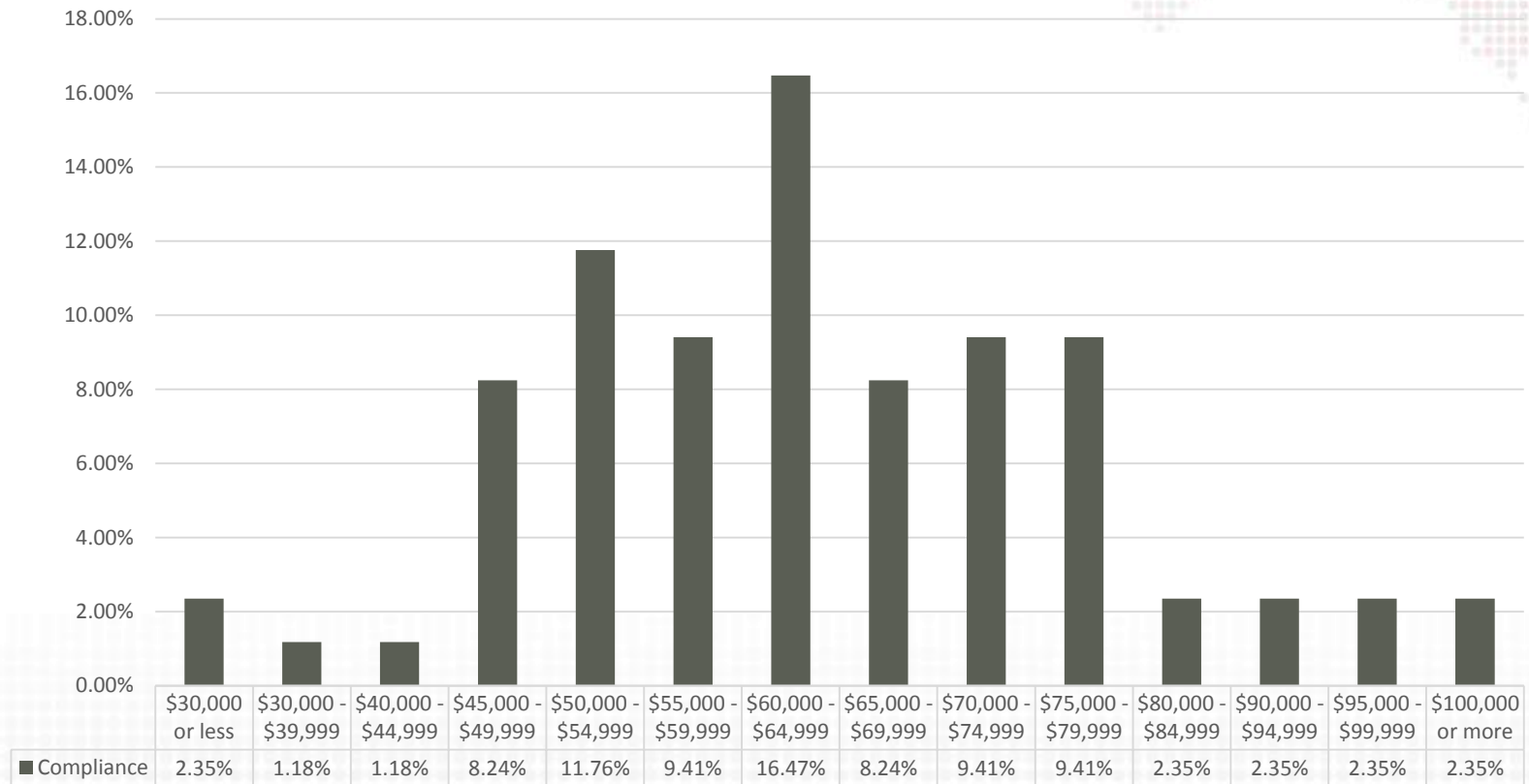
Respondents by Primary Job Function and Current Remuneration  
DES Workforce Survey 2013



# Working in compliance



Respondents by Primary Job Function and Current Remuneration  
DES Workforce Survey 2013



# Managing a site



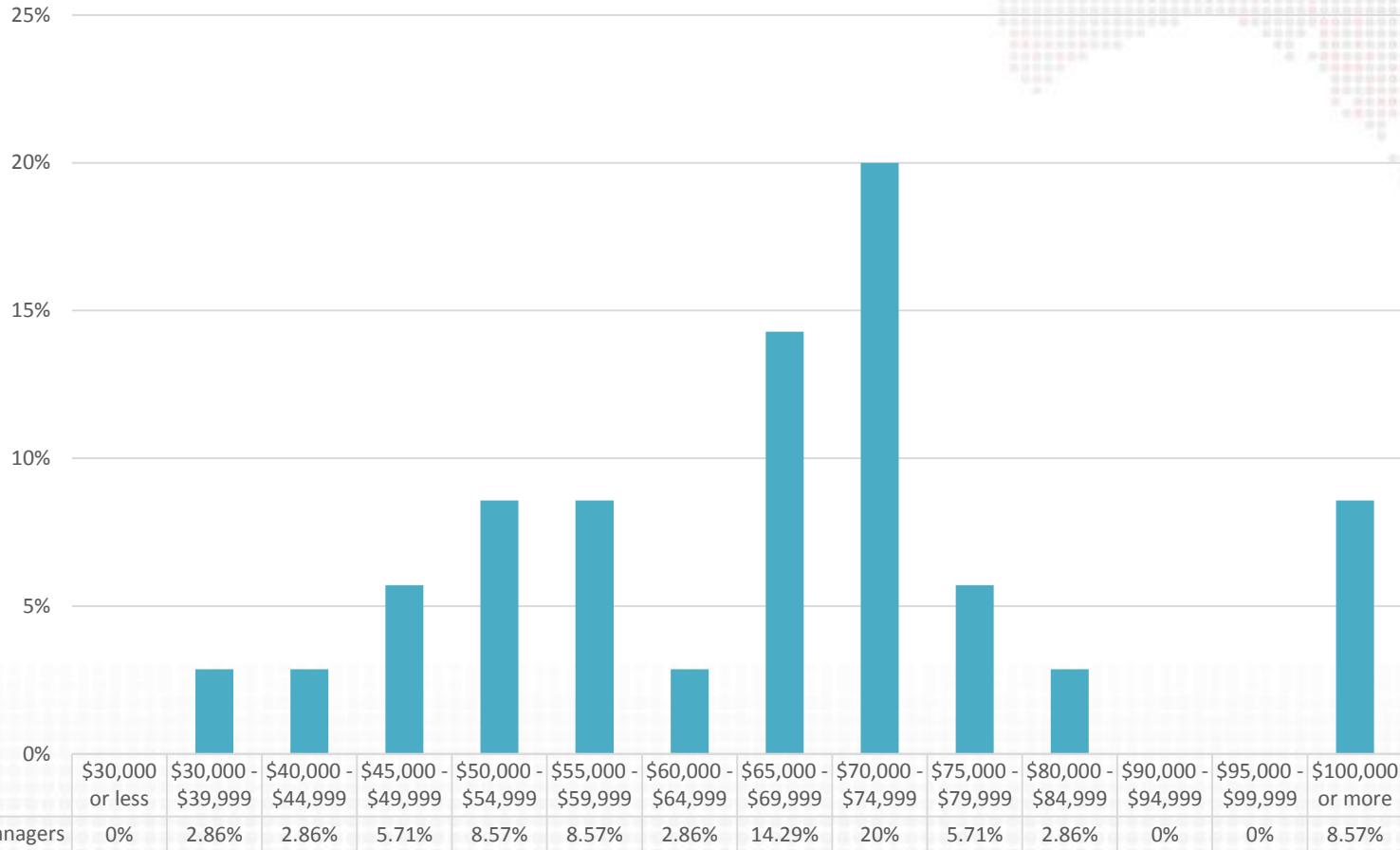
Respondents by Primary Job Function and Current Remuneration  
DES Workforce Survey 2013



# Managing performance

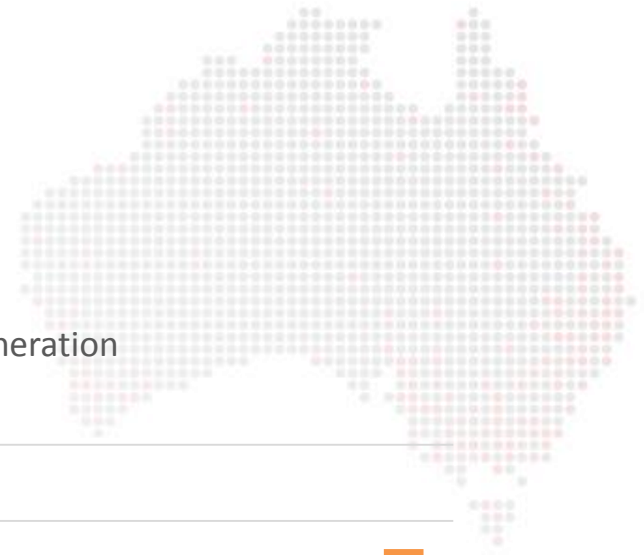


Respondents by Primary Job Function and Current Remuneration  
DES Workforce Survey 2013

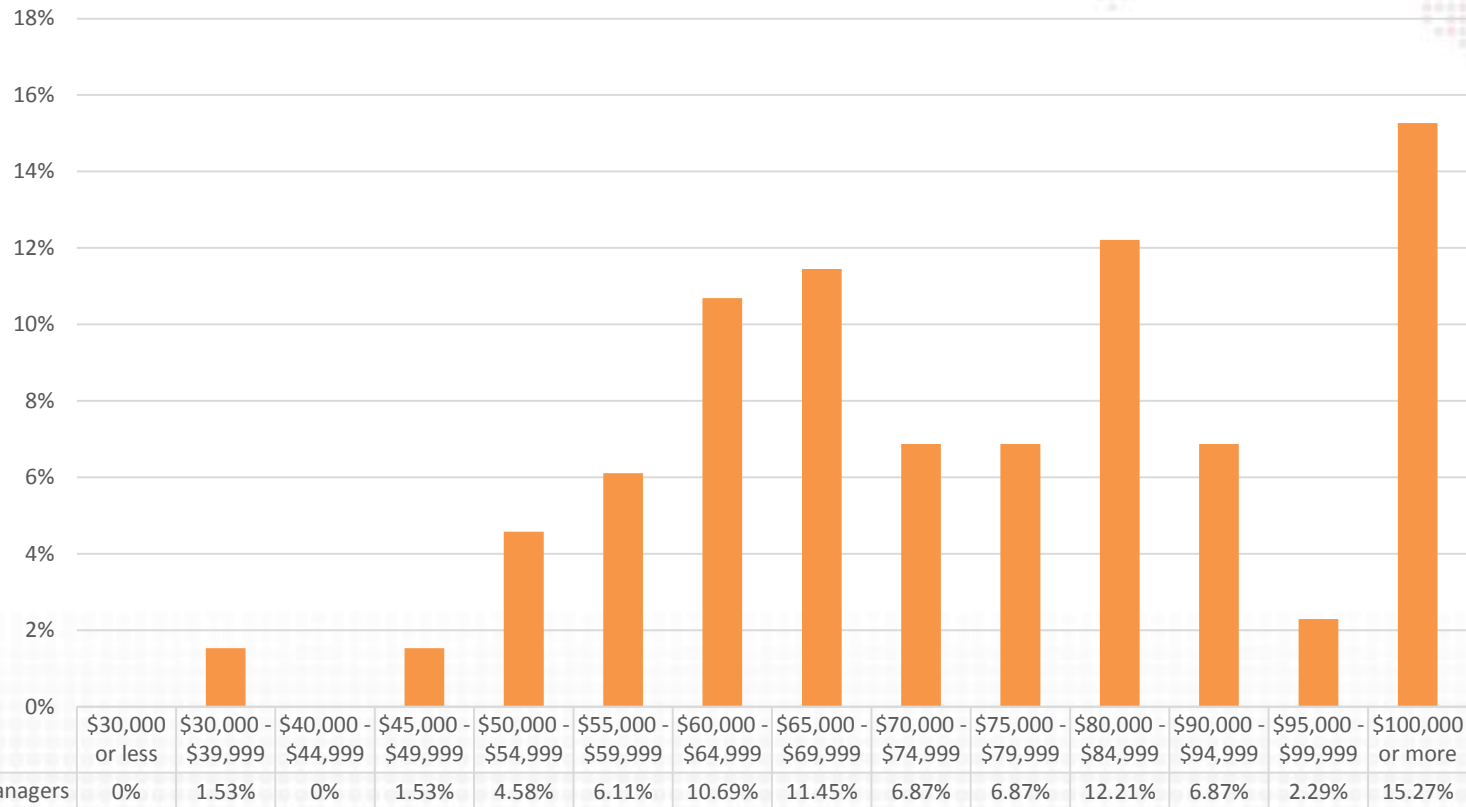


■ Performance Managers

# Managing operations



Respondents by Primary Job Function and Current Remuneration  
DES Workforce Survey 2013



Operations Managers



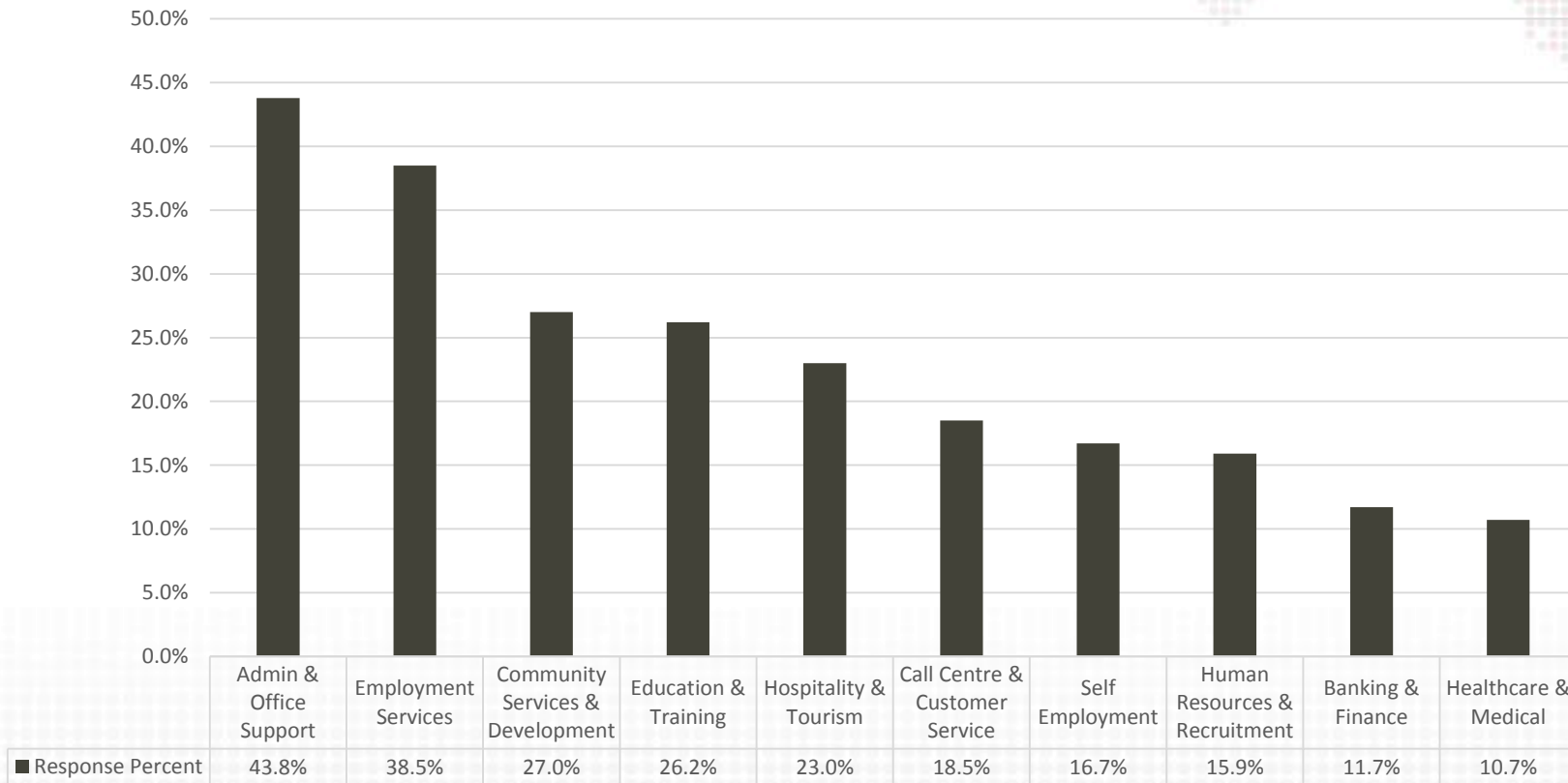
## Part 4

# Education and Work Experience

# Work experience



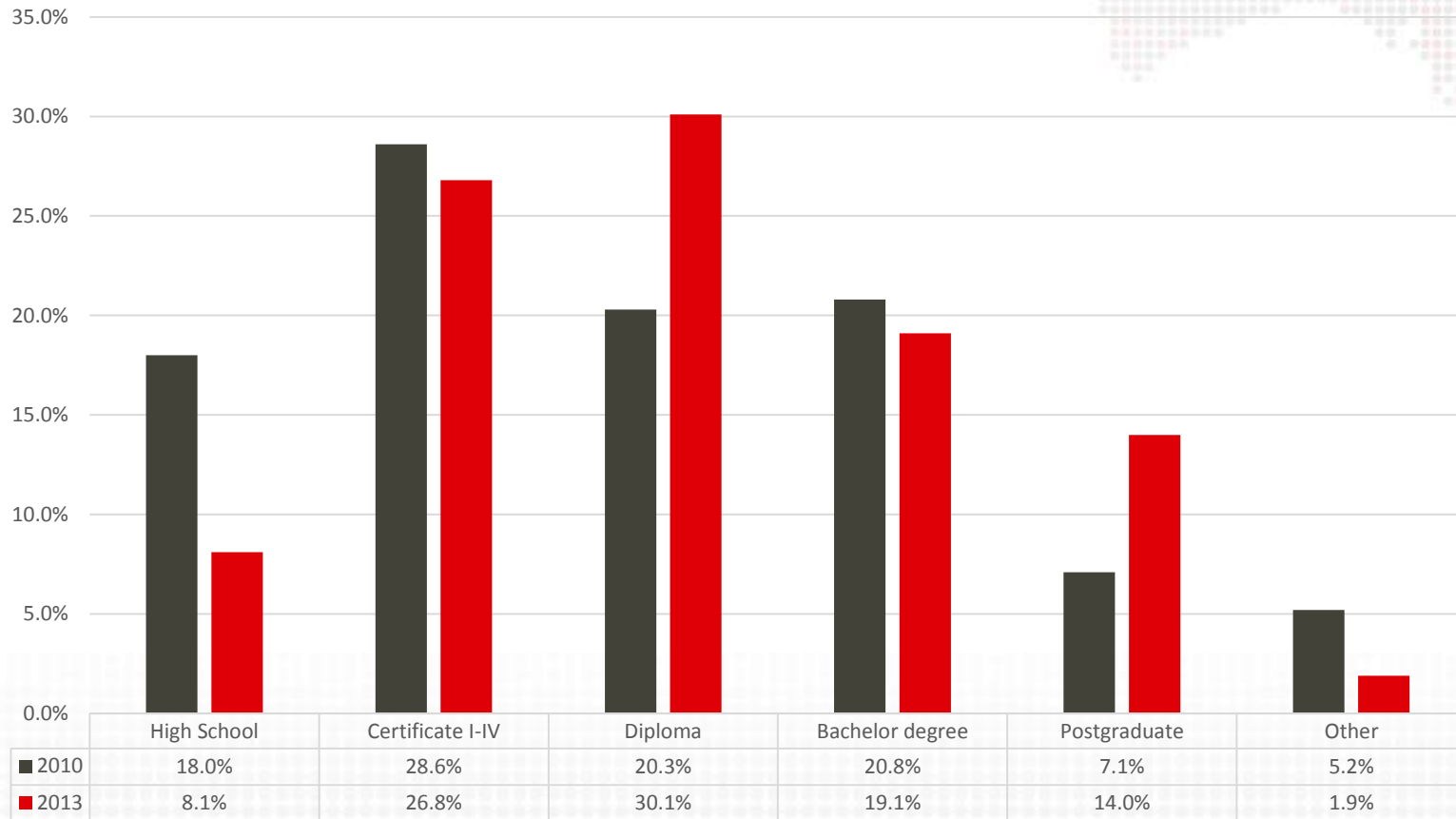
Respondents by Top 10 Previous Work Experience  
DES Workforce Survey 2013



# Highest education level



Respondents by Highest Education Attainment



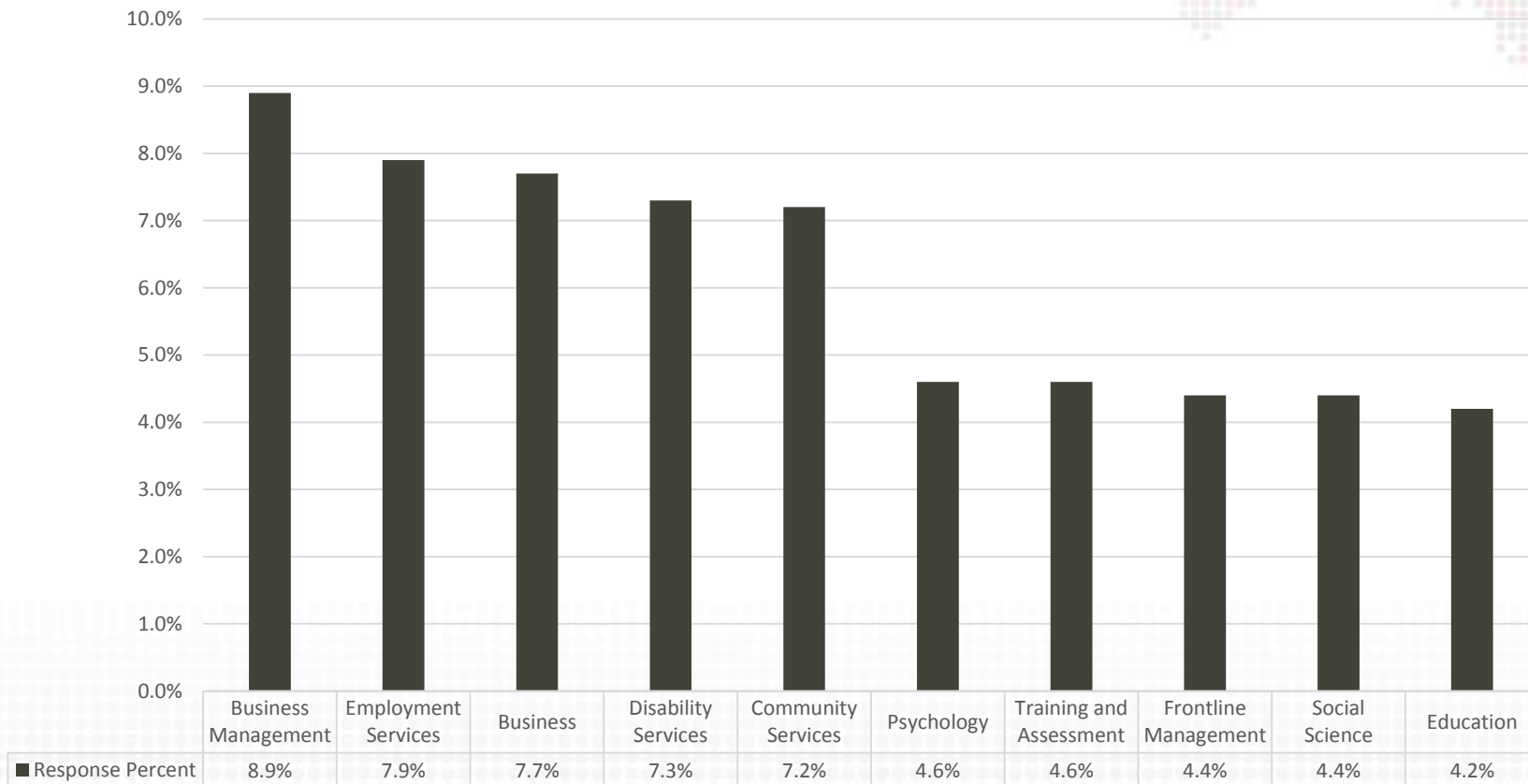
■ 2010 ■ 2013



# Type of qualification

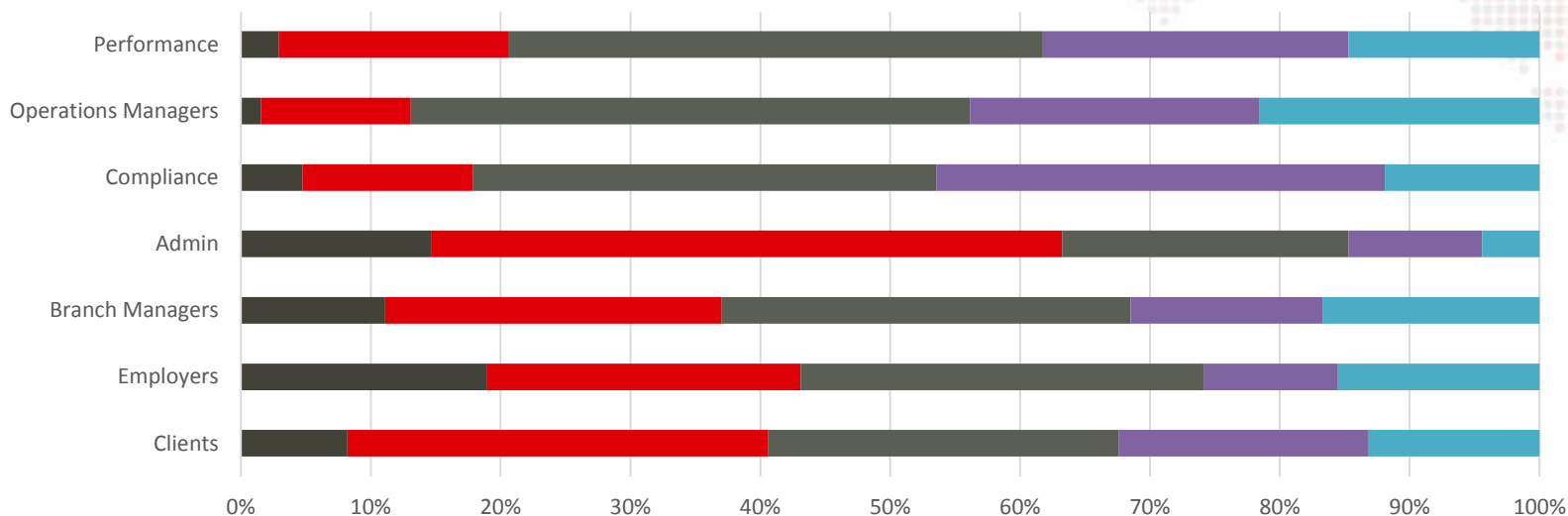


Respondents by Top 10 Types of Highest Qualification  
DES Workforce Survey 2013



# Qualifications by primary job function

Respondents by Primary Job Function and Highest Qualification Level  
DES Workforce Survey 2013



	Clients	Employers	Branch Managers	Admin	Compliance	Operations Managers	Performance
■ High School	8.22%	18.97%	11.11%	14.71%	4.76%	1.54%	2.94%
■ Cert I-IV	32.39%	24.14%	25.93%	48.53%	13.10%	11.54%	17.65%
■ Diploma	27.00%	31.03%	31.48%	22.06%	35.71%	43.08%	41.18%
■ Bachelor degree	19.25%	10.34%	14.81%	10.29%	34.52%	22.31%	23.53%
■ Postgraduate	13.15%	15.52%	16.67%	4.41%	11.90%	21.54%	14.71%

■ High School ■ Cert I-IV ■ Diploma ■ Bachelor degree ■ Postgraduate



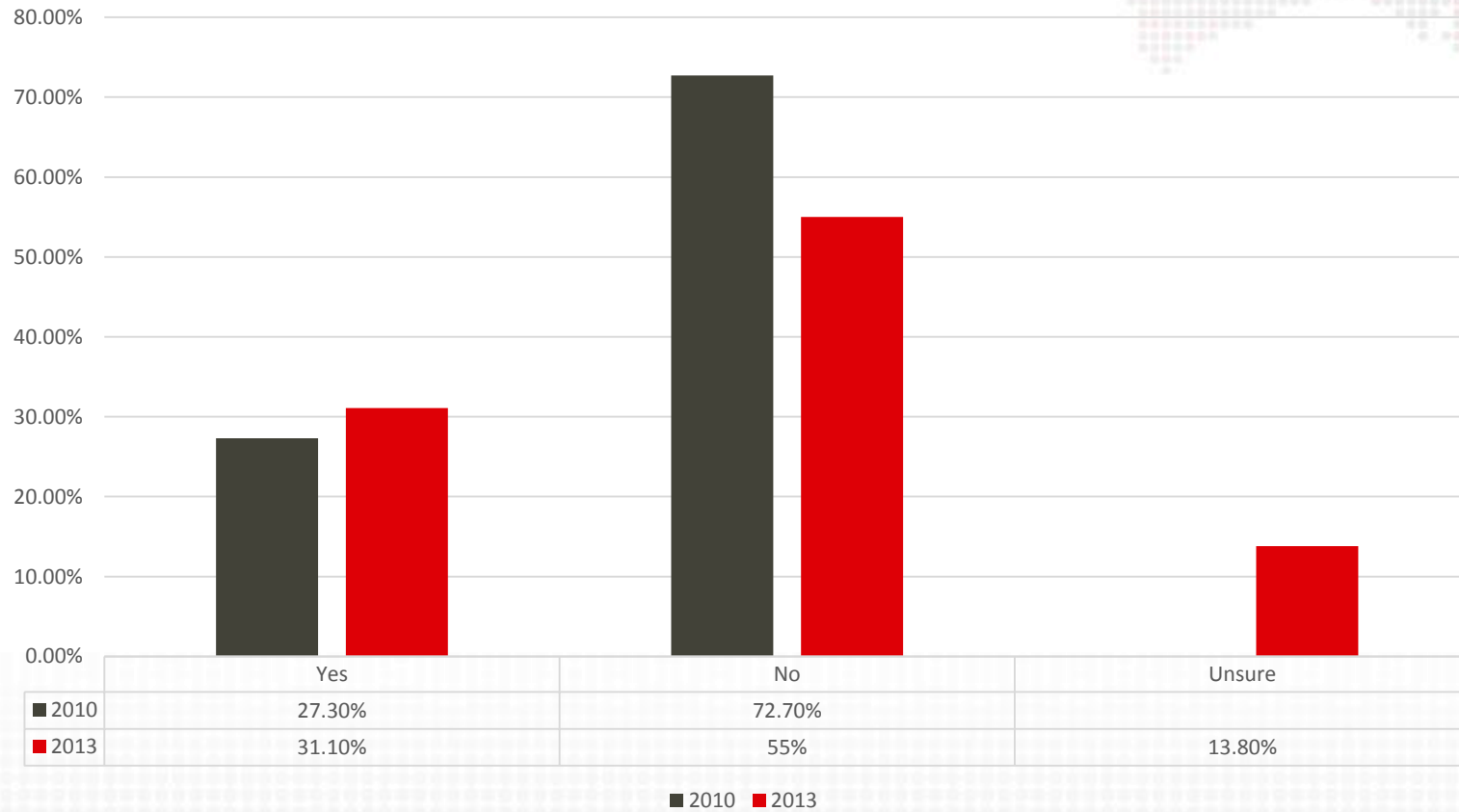
## Part 5

# Capability Development

# Professional development plans

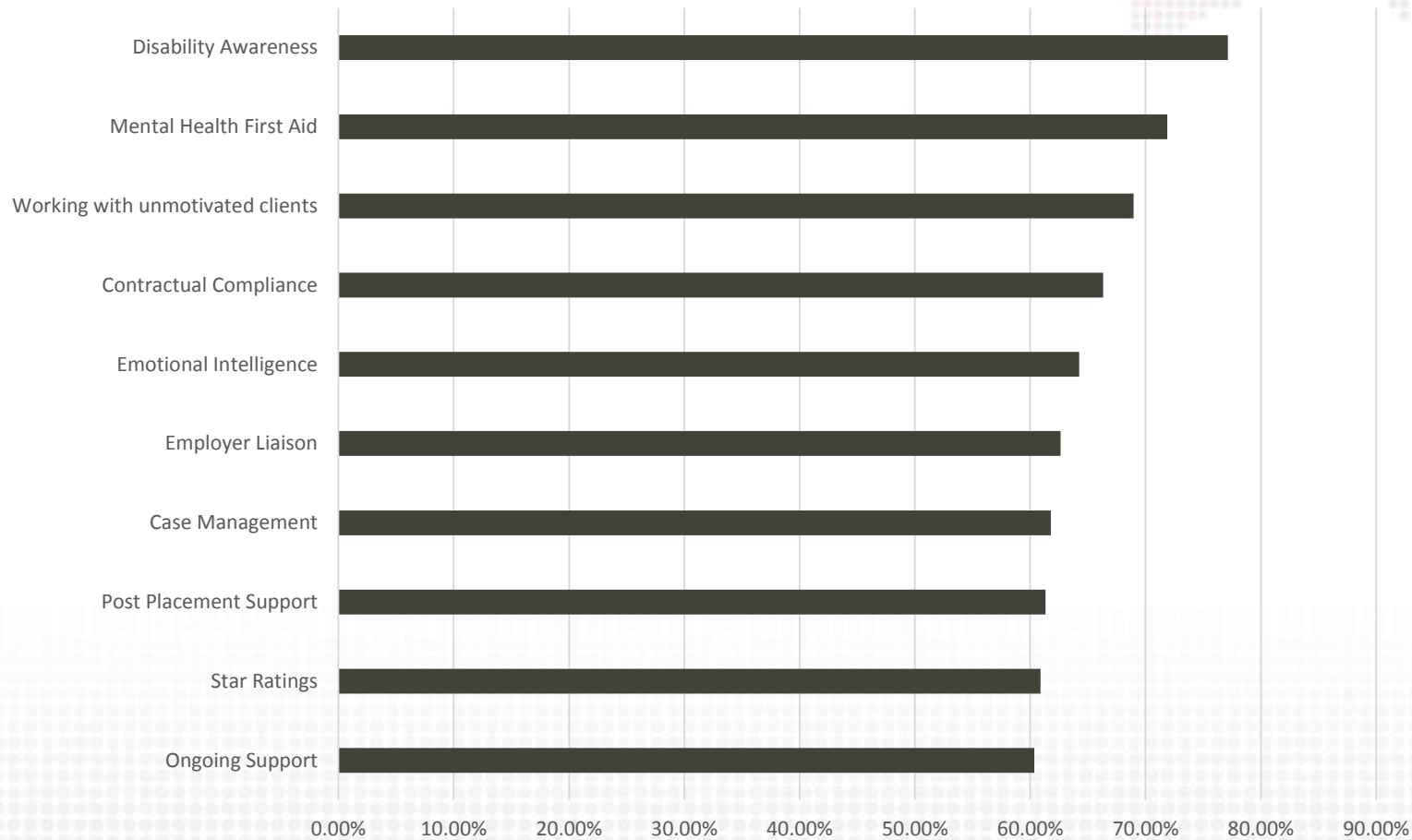


Respondents by Professional Development Plan Relevant to Career Aspirations

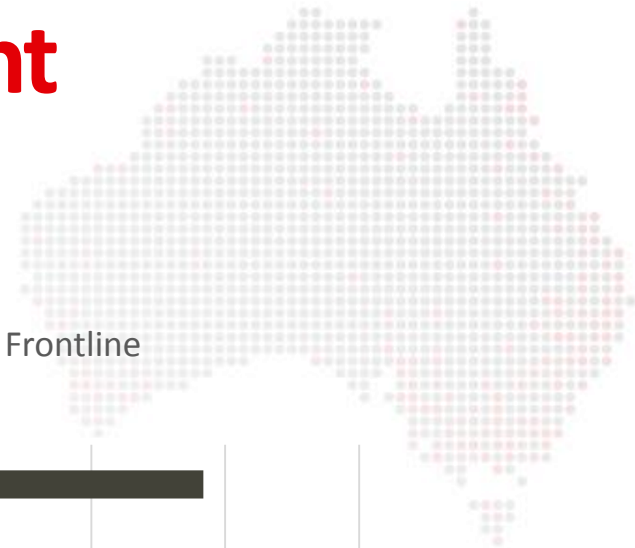


# Frontline: most relevant training

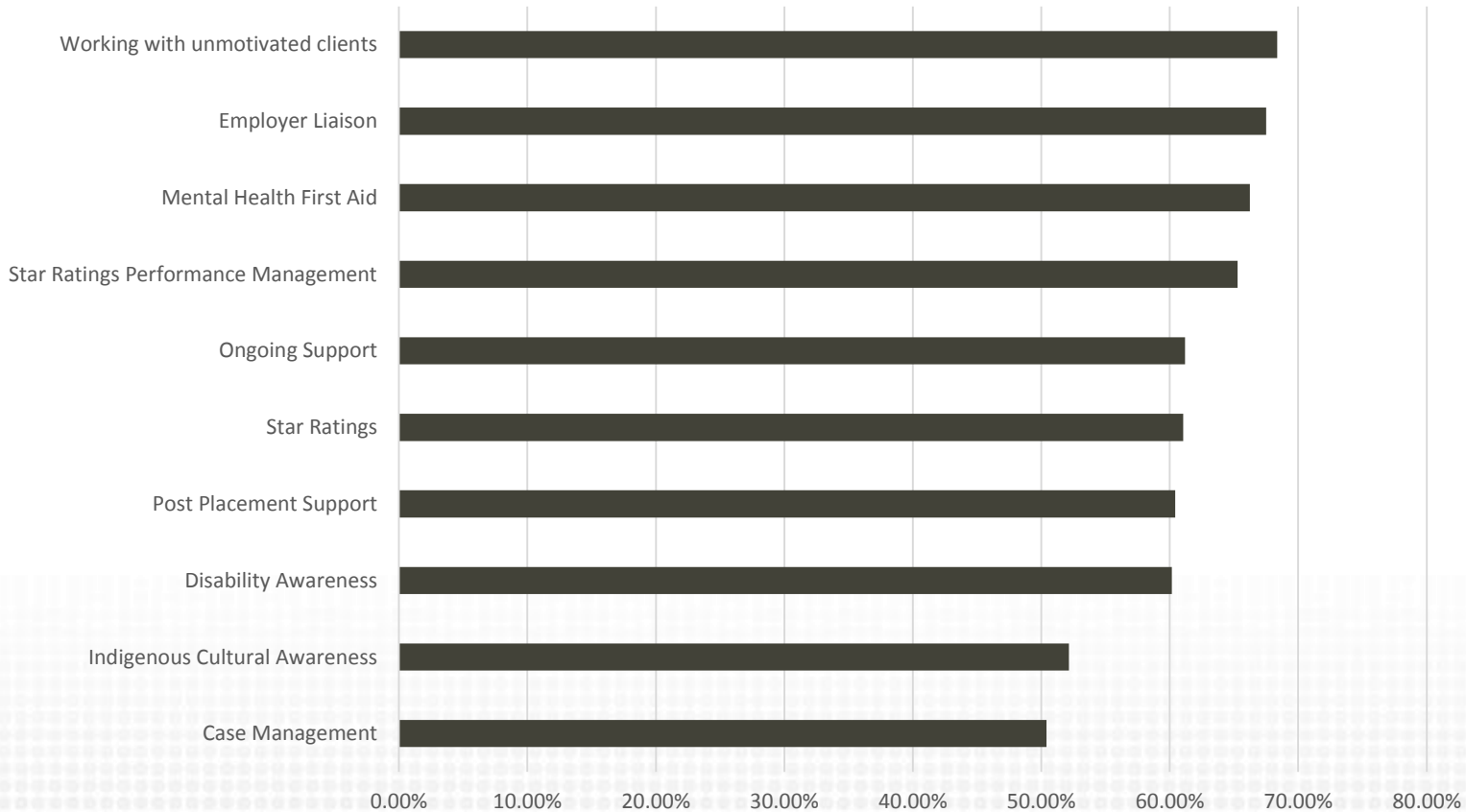
Frontline Respondents by Training Most Relevant to Current Role  
DES Workforce Survey 2013



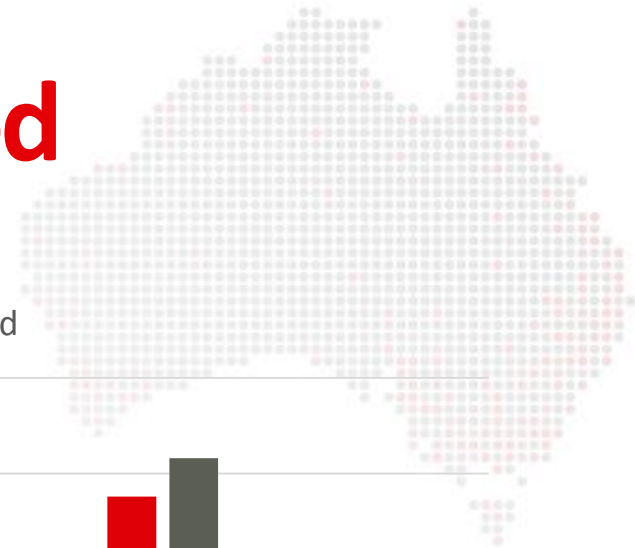
# Organisations: Most relevant training



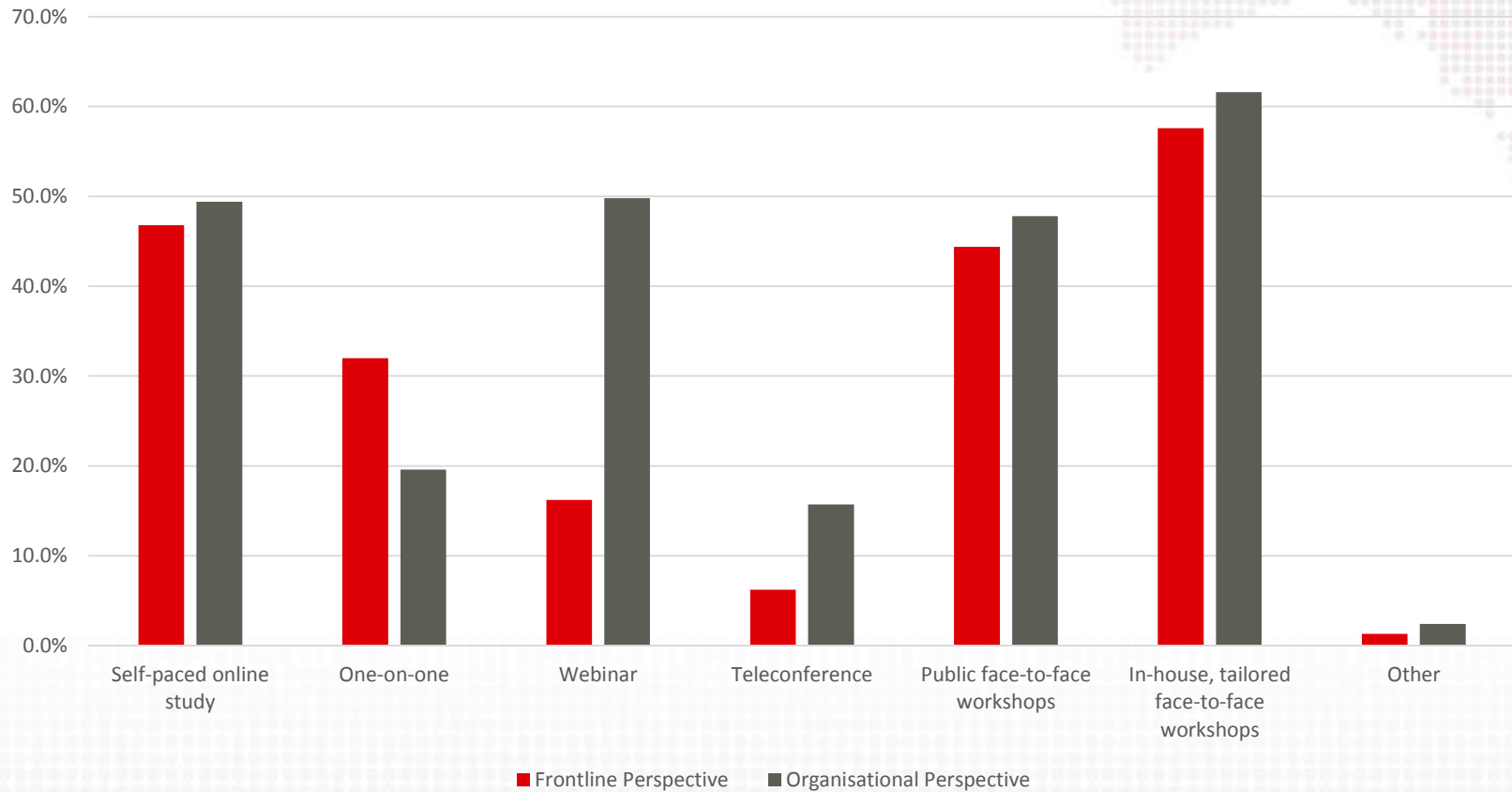
Organisation Respondents by Training Most Relevant for Frontline  
DES Workforce Survey 2013



# Preferred training method



Respondents by Preferred Training Method





## Part 6

# Discussion



# Key findings

- Fewer people working on the frontline with clients and employers
- Ten fold increase in compliance staff
- Good representation of people with disability in our workforce
- Slightly older, more educated workforce over last three years
- Average wage increase of \$10K
- 50% in current role for two years or less



**Thank you**