



GCA STAFF PROFILE

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OVERVIEW

The members of the GCA EMT (May 2018) expressed an interest in profiling staff at GCA, and subsequently the sub-groups within the company. To this end a data gathering and allocation exercise was conducted (Jotsana Roopram) a graphic representation developed (Ian Bofinger) and a narrative provided (Greg Whateley).

Five characteristics were identified (as commissioned) –

- Years of Service
- Gender Balance
- Employment Status
- Age Profile
- Average Age

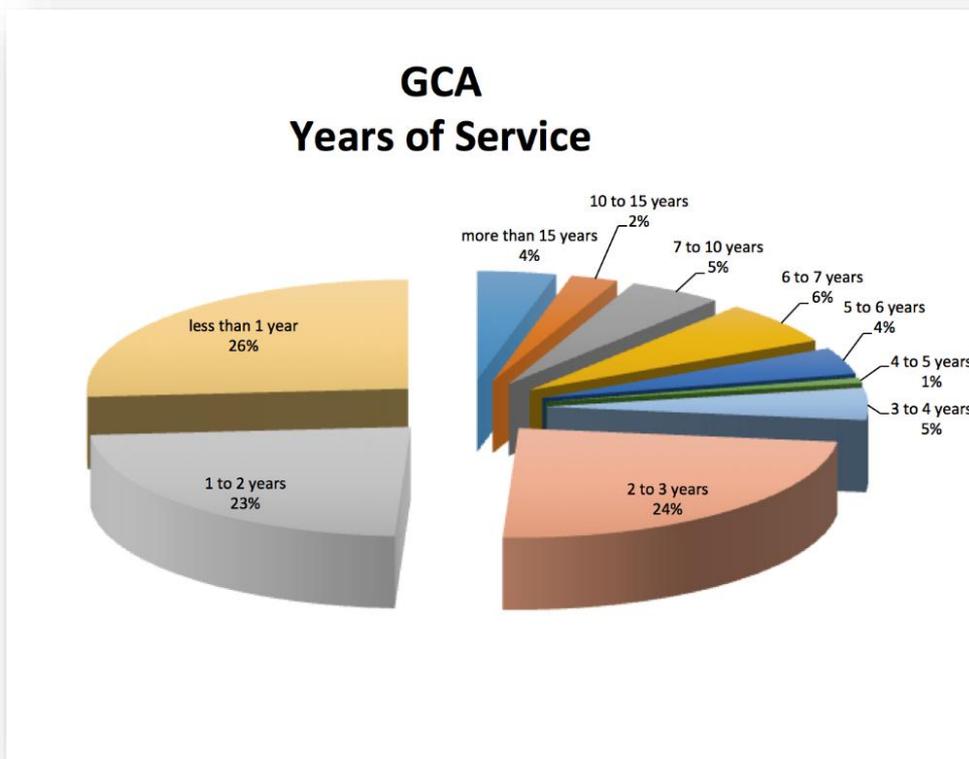
An overall GCA profile (inclusive) was developed. Further an additional seven subgroups were identified and profiled accordingly. These entities included UBSS, Central College, MyQual, Metro English College, Student Services, Finance and Corporate Services.

The findings are presented in the form of a series of pie charts, supported by graphs and text.

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GCA

Years of Service provides an interesting snapshot across the company. While 21% of the staff have been with GCA for 5 years or more 49% of staff have been with the company for less than 3 years. This would suggest an ongoing renewal. What is pleasing to see is that 30% of staff have been with GCA for 3 to 5 years suggesting a reasonably stable environment.



Stability of staff is always good to see. The 11% of 7+ years suggests the opportunity to stay with the company is a genuine option. *Current market trends regard 3-5 years as a significant period of commitment. The following table provides a predictive snapshot -*

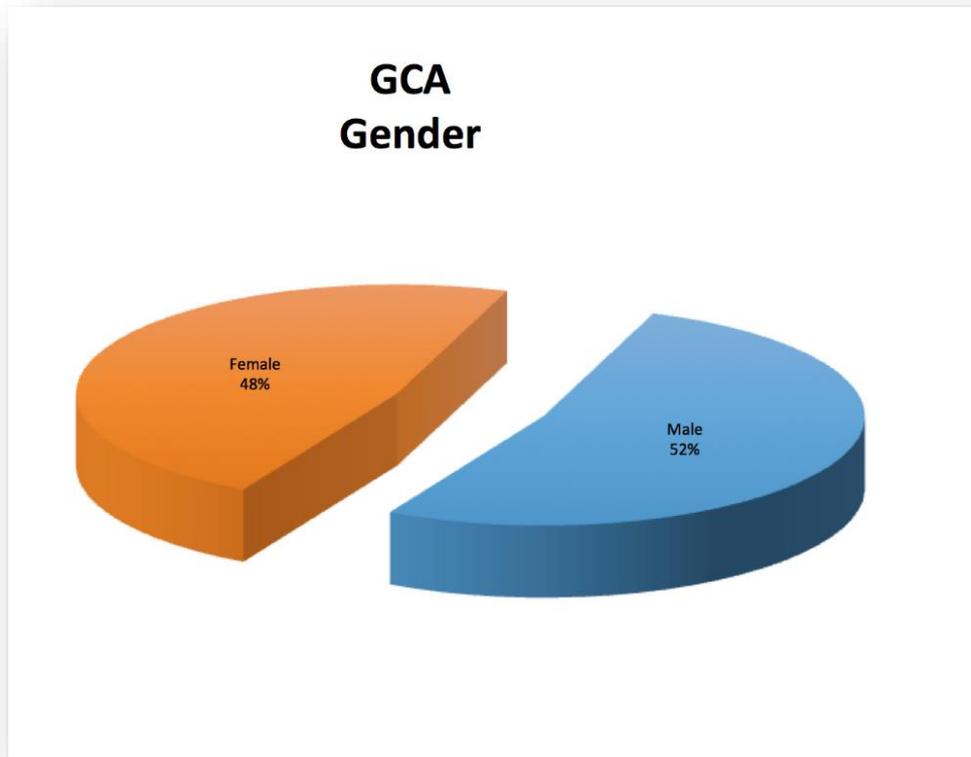
Job tenure by age group in Australia today

Age group	Average job tenure
U25	1 year 8 months
25-35	2 years 8 months
35-44	4 years
45+	6 years 8 months
Average	3 years 4 months

Source: HILDA, Department of Employment.

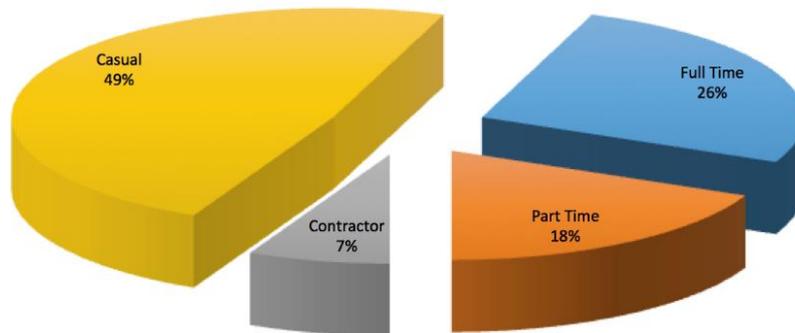
The overall gender balance at GCA is pleasing with 48% female and 52% male. 'Women and girls make up just over half (50.7%) of the Australian population. While women comprise

roughly 47% of all employees in Australia - <https://www.humanrights.gov.au/education/facts/facts-face-facts-gender-equality-2018>



In terms of employment status/nature, the overall fulltime force is 26% with 74% fitting the part-time category (with a sub split of Casual at 49%; Contractors at 7% and 18% Part-time permanent).

GCA Employment Status



The GCA staff age profile is spread with an average age of 45.4 years. The median age nationally for the Australian workforce is 40 years (according to Labour Market Information Portal – www.imip.gov.au with the education sector, specifically, at 44 years).

GCA Age of Staff

