**Discussion Paper: Yearly Staff headcounts Trends Analysis (2014 - 2018) and forecast to 2025**

**Objective:** To present number of part time staff from 2014 to 2018 in NSW government and provide a forecast projection to the year 2025. The purpose is to support Workforce Diversity Steering Committee to review whether part-time employment arrangements are increasing.

**1. Executive Summary**

The analysis reveals a steady increase in the number of staff from 2014 through 2018. Using Excel forecasting, we predict there will be steady increase in male part time staff but ups and down in female staff hiring. However, there are more numbers of female part time staff than male part time staff.

**2. Historic Headcounts of Part-time staff from 2014-2018 by gender**

|  |  |  |  |
| --- | --- | --- | --- |
| PT/FT | Part-Time |  |  |
|  |  |  |  |
| **Sum of Headcount** | **Column Labels** |  |  |
| **Year** | **Female** | **Male** | **Grand Total** |
| 2014 | 87983 | 13995 | 101978 |
| 2015 | 89943 | 14302 | 104245 |
| 2016 | 88264 | 14678 | 102942 |
| 2017 | 90721 | 18706 | 109427 |
| 2018 | 90216 | 22034 | 112250 |
| **Grand Total** | **447127** | **83715** | **530842** |

Trends Observation:

Number of Female Part-time staff has up and down in head counts. It increased from 2014 to 2015 but again decreased in 2016. However, the number increased in 2017 and break the previous record. But 2018 again saw decline in 2018.

Male staff are low in number, but the number is increasing steadily.

**3. Headcount by Cluster**

Part-time female staff highly dominate the Education and health cluster. Only transport cluster has more male part time staff then female.

**4. Forecast of Female staff over the Year**

It is predicted female part-time staff headcount will have unsteady growth and will have fluctuations.

**5. Forecast of Male staff over the Year**

Male staff will have steady growth over the years.