



# Industry Snapshot

March 2022



[ctf.wa.gov.au](http://ctf.wa.gov.au)



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Hello

Welcome to the Construction Training Fund Industry Snapshot which is an information service for our stakeholders.

The Snapshot provides news and information relating to the workforce in Western Australia's construction industry.

We would appreciate any feedback to help us improve the Snapshot.

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Although this publication is dated March 2022, it should be noted that some data is taken from previous monthly/quarterly results, if they are the most recent. The ABS data relates to the most recent quarters/months of 2021-2022. In this version of the Snapshot, care must be taken when interpreting any comparison of data from different quarters or months. Unless otherwise stated, all apprenticeship and overall training data is current from DTWD Powerbi as of December 2021. All interpretations and conclusions drawn from this data are those of the Construction Training Fund.



## Important updates

- **CTF Disaster Recovery Grant**

The Disaster Recovery Construction Training Grant package implemented in 2021-22, will continue to provide support for the training of the construction workforce who are engaged in activities to re-build in areas impacted by cyclones, floods, fire, or any other event declared a State Disaster. The Wooroloo Bushfire and Cyclone Seroja are the first two disasters that the grant package will support.

- **52893WA Certificate II in Building and Construction (Pathway – Trades)**

Official confirmation was received in March 2022 from the Training and Accreditation Council (TAC) that the above course had been reaccredited with a new course number. All Registered Training Organisations scoped to deliver the course received notification of the reaccreditation by the Department of Education.

- **Bricklaying Job Ready Program**

As of March 2022, 220 people had enrolled in the program since it started in November 2020. This has resulted in 145 students completing the skill set and 28 students gaining an apprenticeship or direct employment.

- **Civil Construction Infrastructure Job Ready Pilot**

As of March 2022, 332 people had enrolled in the program since its inception. This has resulted in 260 students completing the skill set and 106 students gaining an apprenticeship or direct employment.

- **Civil Construction Apprentice Pilot Program**

CTF has implemented a \$5.996 million pilot program to address the wage-gap issue created by the transition of nine existing traineeships in the civil construction industry to apprenticeships. As the award rate for a junior apprentice (under 21) is lower than the award rate for a trainee, wage-gap funding is available to eligible employers of civil construction apprentices to offset the difference in the minimum award wages between junior trainees and apprentices.

CTF will also fund the wage gap between the trainee and the apprentice award rate for 50 mature-age civil construction apprenticeships.

The pilot program will run over a four-year period, and it is estimated that there will be 1,280 new commencements in these new qualifications over this period.

The program also includes a requirement for civil apprentices to attend an induction session facilitated by CTF's Industry Training Advisors. CTF will contact all eligible employers and apprentices to arrange their induction date and time.

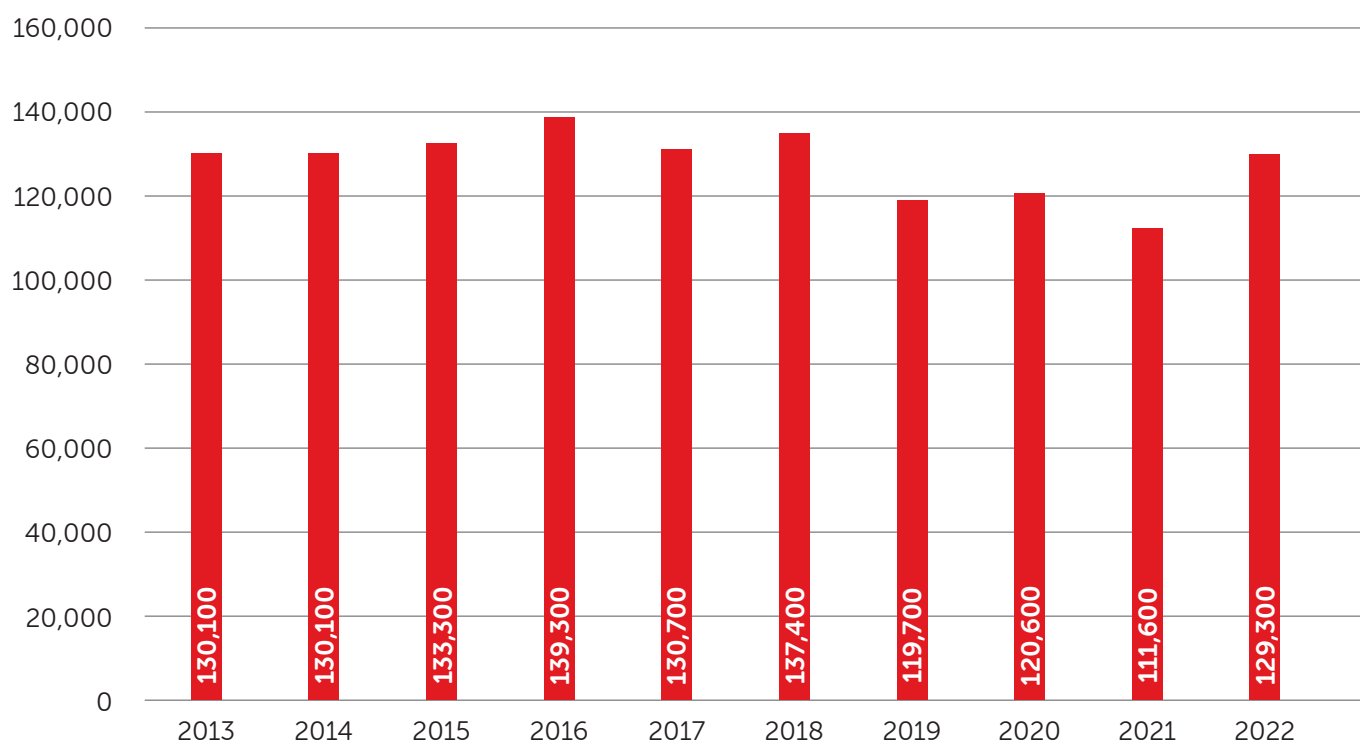


# The Workforce in Construction

## Workforce Statistics 10 Years

February 2022 figures

### Employed in Construction



Source ABS Labour Force, Australia, Detailed, Table 5, every February from 2013 to 2022.

The construction industry currently employs 8.88% of the State workforce as of February 2022.

The building industry continues to experience an extended period of higher-than-normal growth, with strong demand for housing in both Perth and the regional areas, due to record low interest rates and State and Federal stimulus packages.

Building companies are experiencing significant difficulties in finding workers due to low Western Australian unemployment rates that in March 2022 were just 3.4%.<sup>1</sup>

<sup>1</sup>ABS: Labour Force, Australia. March 2022.

# Apprentice Commencements<sup>1</sup>

**+ 68.3%**

Construction

**+ 45.4%**

Electrical

**+ 57.2%**

Combined

**+ 31.0%**

Mech/Fab/Ind Electrician

% Change over Period

Annualised

Construction

**+68.3%**

Electrical

**+45.4%**

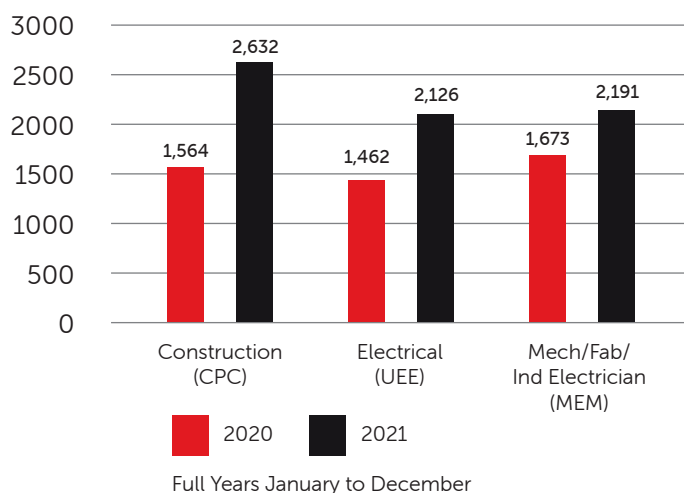
Combined

**+57.2%**

Mech/Fab/Ind Electrician

**+31.0%**

## Apprentice Commencements



The term 'Apprentice Commencements' means the number of apprentices who have started an apprenticeship. The graph shows the number of apprentice commencements in the full twelve months of 2020 compared to the full twelve months of 2021.

The Construction Training Fund supports various qualifications outside of the Construction Training Package, for example the Certificate III in Engineering, Mechanical Trade (MEM30205), Certificate III in Engineering, Fabrication Trade (MEM30305), the Certificate III in Engineering, Industrial Electrician (MEM31215) qualifications, as well as the Certificate III in Electrotechnology (UEE30811/20).

The Western Australian economy has been resilient throughout the pandemic and has rebounded strongly as the world slowly returns to a new normal.

The demand for workers in the construction industry surged in 2021, and without the pipeline of overseas and eastern states workers the focus turned to the recruitment of new apprentices and trainees within Western Australia.

Extra training subsidies from both State and Federal governments have seen significant growth in apprentice and trainee commencement numbers.

<sup>1</sup>'Commencements' are training contracts that have been signed in comparative 12-month periods.

# Apprentices in Training<sup>2</sup>

+ 35.4%

Construction

+ 20.5%

Electrical

+ 27.3%

Combined

+ 14.8%

Mech/Fab/Ind Electrician

% Change over Period      Year on Year (2020-2021)

Construction

+35.3%

Electrical

+20.5%

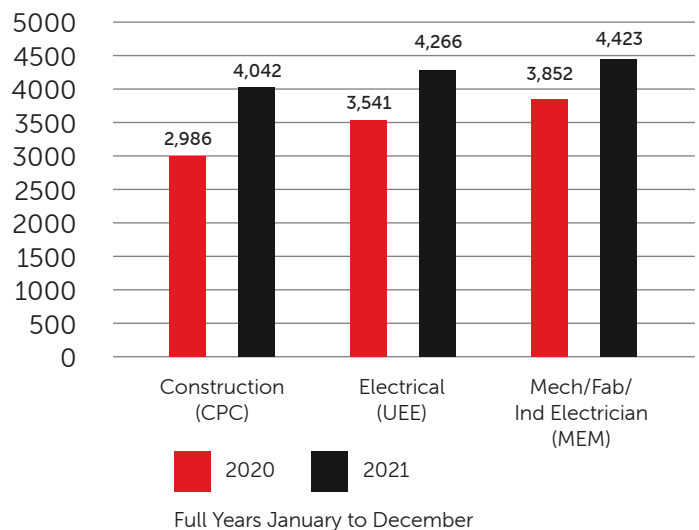
Combined

+27.3%

Mech/Fab/Ind Electrician

+14.8%

## Apprentices in Training

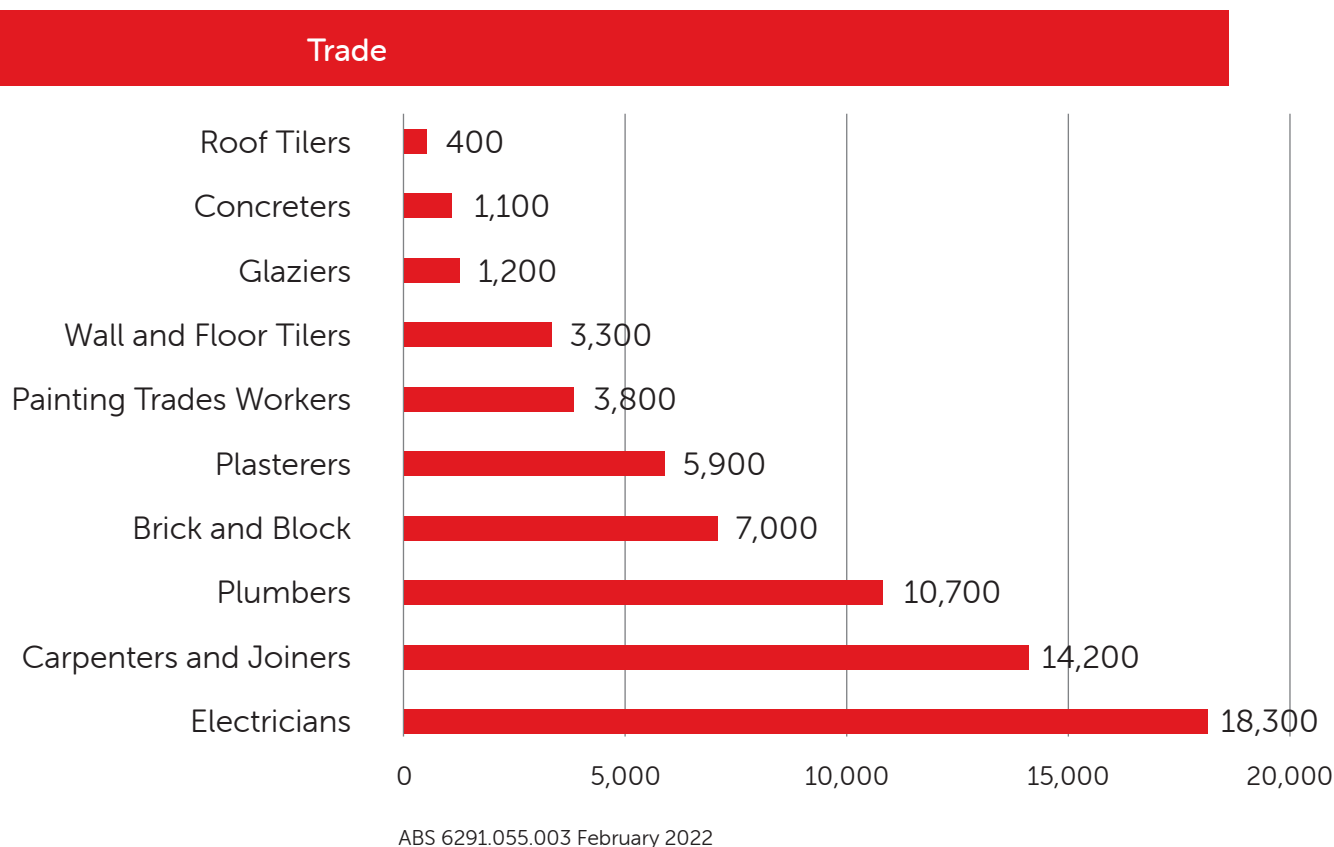


The term 'Apprentices In Training' means the combined number of apprentices who are in training regardless of what year they are in. Following a peak in apprentice training in 2014/15, there was a decline in the subsequent five years. The recent trend has seen a significant increase in training in individual trades during 2020 and 2021 due to the WA Recovery Plan that has helped create more jobs and opened training opportunities.

Federal and State Governments around Australia are investing heavily in infrastructure to sustain employment and keep economies buoyant. Western Australia is following this pattern with a commitment in the 2021-22 Budget which includes a record "\$30.7 billion Asset Investment Program over the next four years, building critical infrastructure for the future and supporting local jobs", this includes \$9.1 billion for regional infrastructure (21 September 2021/22 Western Australian State Budget). It is expected this will create strong demand for workers straddling the entire construction industry, thus keeping high numbers of apprentices in training for the foreseeable future.



# The WA Construction Trades Workforce

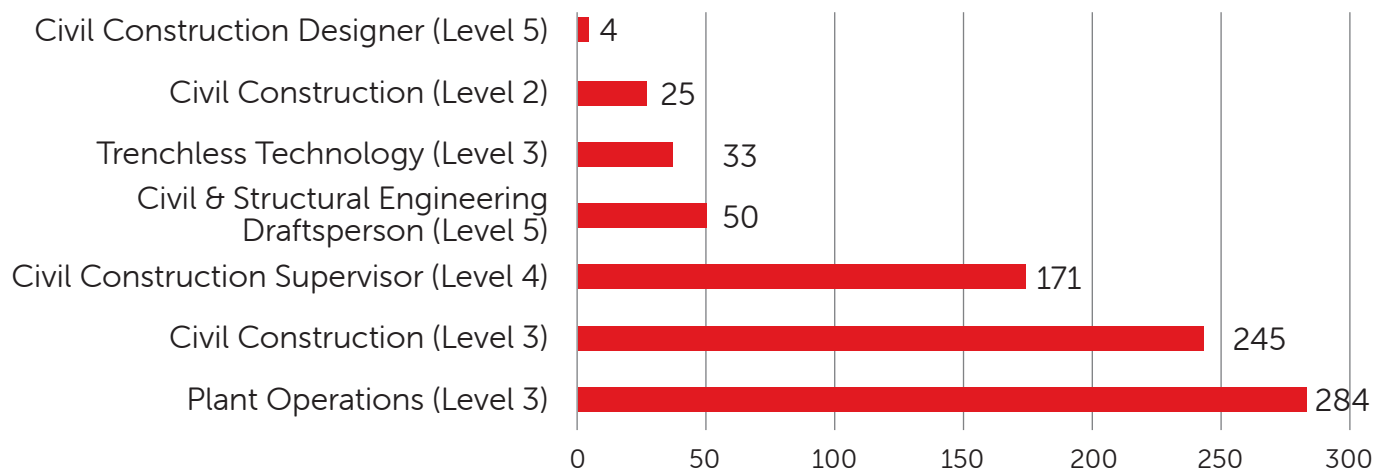


As of February 2022, there were over 66,200 trades workers in Western Australia. Above are some of the popular trades that the CTF supports.

# Traineeships in the Industry

The following chart shows the number of trainees in training in each qualification as of December 2021.

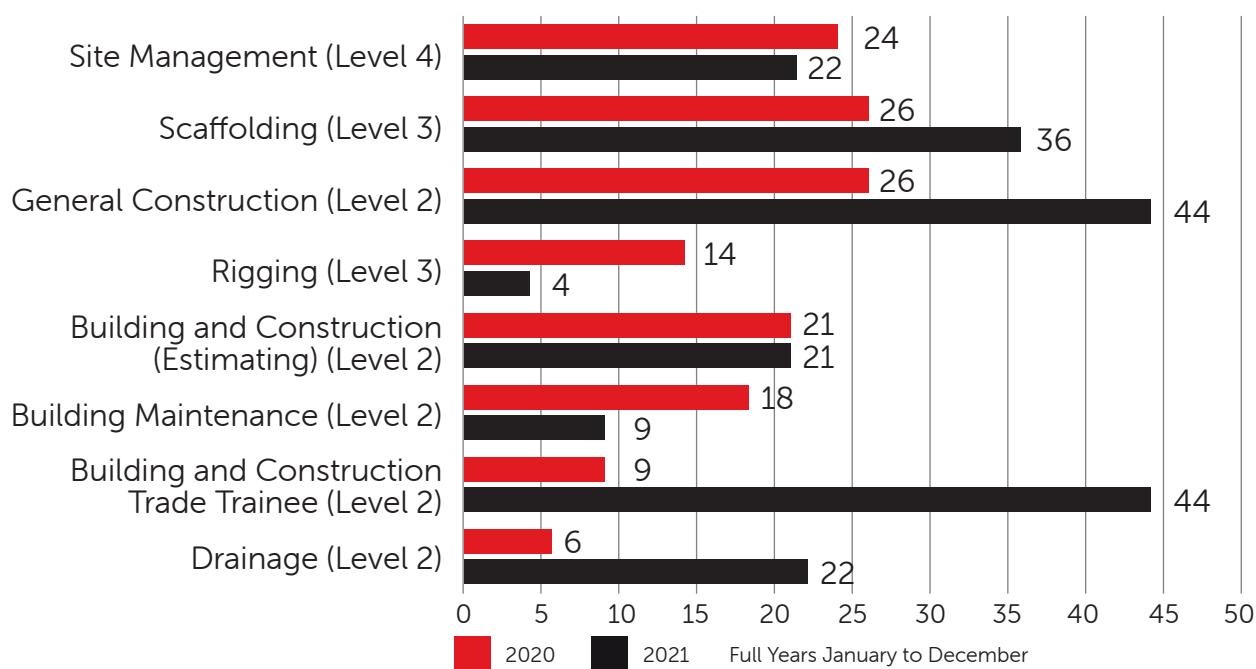
## Trainees/Apprenticeship in Civil Construction



The figures in the above chart include both apprentices and trainees who have transitioned over into the newly developed civil apprenticeships qualifications.

Civil Construction will continue to see sustained growth over the next few years as key projects, fundamental to the State Governments Recovery Plan, are rolled out. These projects will continue to require a skilled workforce.

## Building and Construction Trainees



The Traineeship in training numbers for Building and Construction during 2021 show a continued increase in many of the qualifications compared to 2020 reflecting growth in industry as a whole.



# Apprentice Training Rates

## Apprentice Training Rates (Annualised)

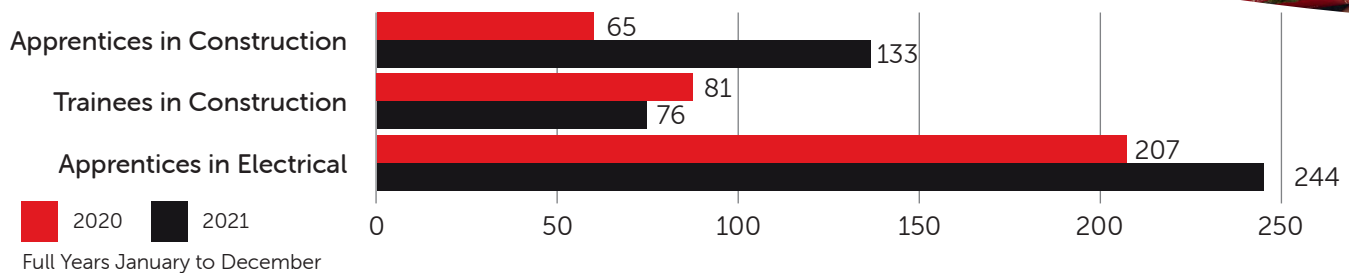
The Training Rate is the number of apprentices in training compared to the number of tradespeople in the same industry<sup>1</sup>. The chart shows the ratio between tradespeople and apprentices.

Training Rate

Field / Year	2020	2021
Building and Construction	6.79%	12.23%
Electrical Apprentices	18.24%	16.34%
Combined	10.30%	14.05%



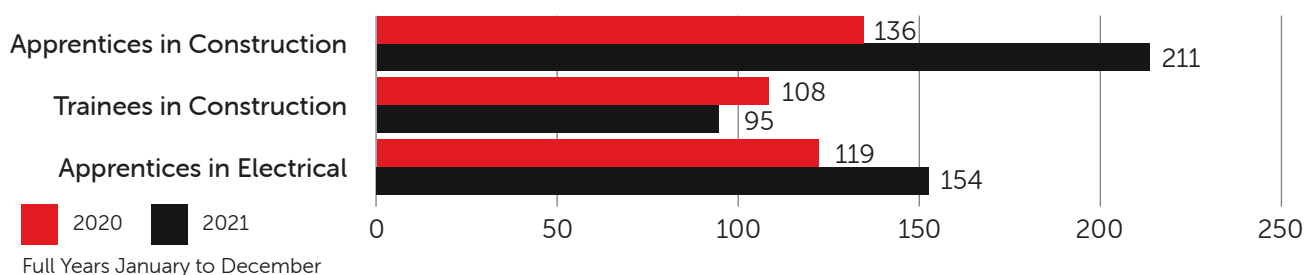
## Female Apprentices and Trainees in Construction and Electrical



The CTF continues to raise awareness of the Construction industry as a career of choice in its role in ensuring WA has a diverse, skilled and job ready workforce.

The CTF has supported the Bricklaying and Civil Construction Job Ready programs that have seen Aboriginal and Torres Strait Islanders (ATSI) and female students complete the programs with some continuing into an apprenticeship.

## Aboriginal and Torres Strait Islanders (ATSI) Apprentices and Trainees in Construction and Electrical



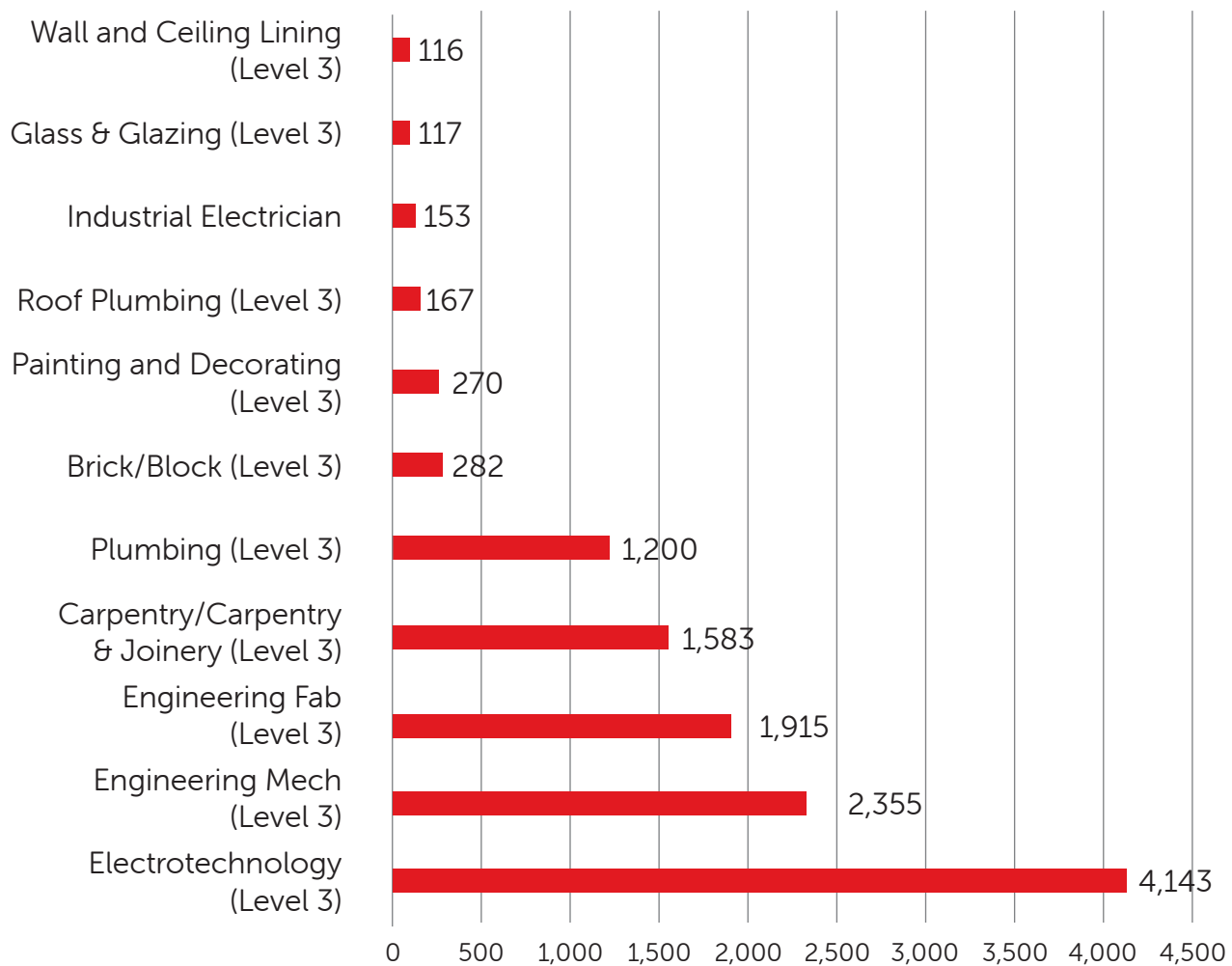
Aboriginal and Torres Strait Islanders apprenticeships have increased considerably when comparing the full year 2020 to 2021. Whilst Construction Trainee numbers have declined slightly, this may be due to the transition from traineeships to apprenticeships in Civil Construction qualifications.

<sup>1</sup>ABS: 6291.0.55.003 ANZSCO Trades workers February 2022 and Apprentice In Training DTWD Powerbi December 2021

# Apprentices in the Construction Industry

The following chart shows the number of apprentices in training in specific trades as of December 2021.

## Apprentices in Training - Top Qualifications



Employers may be eligible to receive CTF grants of up to \$21,000 over the course of their training if their apprentice undertakes one of the qualifications supported by the CTF.

# Supplementary Skills and OHS Courses

The top 10 construction skills courses subsidised by the CTF between 1 January 2021 to 30 December 2021.

Course Name	# of Persons
EWP Operator License - Yellow Card	381
Demolition	196
Excavator Operations	139
Roller Operations	97
Telescopic Mat Handler	83
Skid Steer	80
Wheeled Front End Loader	79
Operate Small Plant and Equipment	76
Water Cart/Water Truck	74
Forklift	68

The top 10 safety skills courses subsidised by the CTF between 1 January 2021 and 30 December 2021.

Course Name	# of Persons
Height Safety/Working at Heights	616
Tilt Up Construction	295
First Aid	210
Elevated Work Platform (EWP) over 11 metres	131
First Aid and CPR Blended Learning	115
Traffic Management & Controller (Basic Worksite)	115
Traffic Management & Controller - (Refresher)	102
Elevated Work Platform	88
Confined Space Entry	85
Asbestos - Restricted Removal	69

# CTF Activity Statistics

## Apprenticeship and Trainee Support<sup>1</sup>

Pre-Apprentice Graduate Payments \$250	107
Employer Visits	137

## Short Courses<sup>2</sup>

Supplementary Skills Total	5,060
Occupational Health and Safety	7,803

## Career Promotion<sup>3</sup>

Try-A-Trade Students	156
Career Presentations	49
Expo Events	28

## Construction Futures Centre<sup>4</sup>

Construction Futures Centre Visits	203
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<sup>1</sup>1/7/2021 to 30/12/2021

<sup>2</sup>1/1/2021 to 30/12/2021

<sup>3</sup>1/7/2021 to 30/12/2021

<sup>4</sup>1/1/2021 to 30/12/2021

# Employer Grants

## Table of Incentives

The following table is a summary of incentive grants available to eligible employers as of July 2021.

**Apprentices: Core Construction Trades (e.g. Carpenter, Bricklayer, Plumber, etc.)**

Base Grant	Pre-Apprentice bonus \$	Regional (South)	Regional (North)	Indigenous	Female	Mature age	Potential Grant
Between \$8,000 and \$10,000	\$2,000	10% of base grant	20% of base grant	30% of base grant	Between \$1,000 and \$2,000	Between \$1,000 and \$2,000	Up to \$21,000

**Apprentices: Electrical Mechanics and Non-core Construction Trades (e.g Cabinet making, Security Equipment Installation, Engineering Fabrication Sheetmetal)**

Base Grant	Pre-Apprentice bonus \$	Regional (South)	Regional (North)	Indigenous	Female	Mature age	Potential Grant
\$8,000	\$2,000	10% of base grant	20% of base grant	30% of base grant	\$2,000	\$2,000	Up to \$18,000

**Traineeships – Certificate II to IV (e.g Building Maintenance, Demolition, Building and Construction – Estimating)**

Base Grant	Pre-Apprentice bonus \$	Regional (South)	Regional (North)	Indigenous	Female	Mature age	Potential Grant
Between \$3,000 and \$8,000	\$2,000	10% of base grant	20% of base grant	30% of base grant	Between \$500 and \$1,000	Between \$500 and \$1,000	Up to \$14,000

For full details of the incentives available and other publications visit the Construction Training Fund's website at [www.ctf.wa.gov.au](http://www.ctf.wa.gov.au)





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