



Industry Snapshot

October 2022



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Welcome to the Construction Training Fund Industry Snapshot which provides news and information relating to the workforce in Western Australia's construction industry for our stakeholders.

We would appreciate any feedback to help us improve future editions.

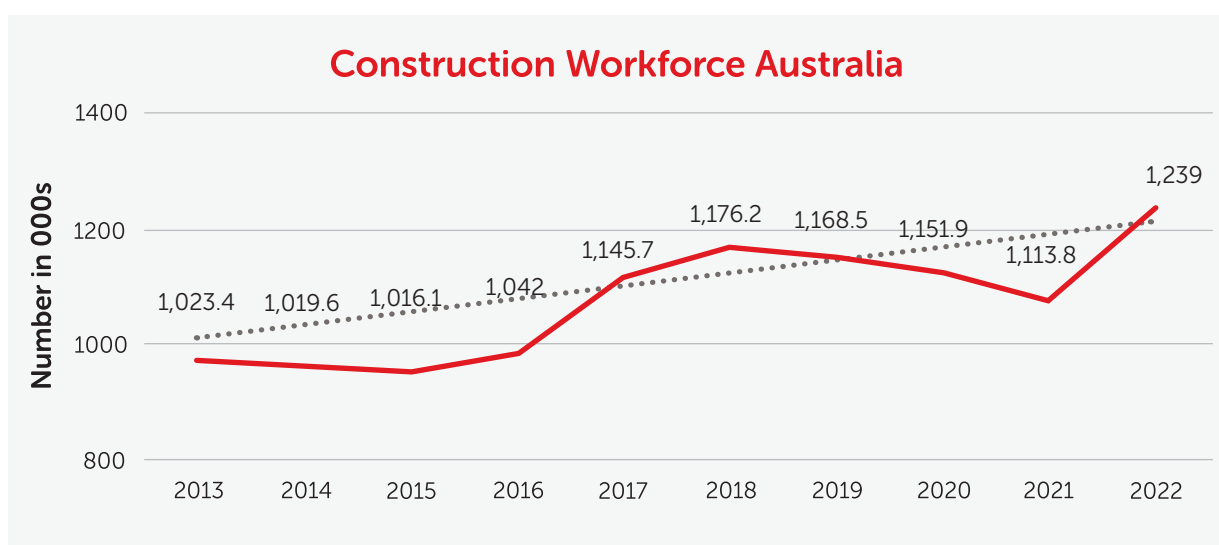
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It should be noted that some data is taken from previous monthly/quarterly results if they are the most recent. The Australian Bureau of Statistics (ABS) data relates to the most recent monthly/quarters of 2021-2022. Unless otherwise stated, all apprenticeship and overall training data is current from the Department of Training and Workforce Development (DTWD) as of June 2022. All interpretations and conclusions drawn from this data are those of the Construction Training Fund.

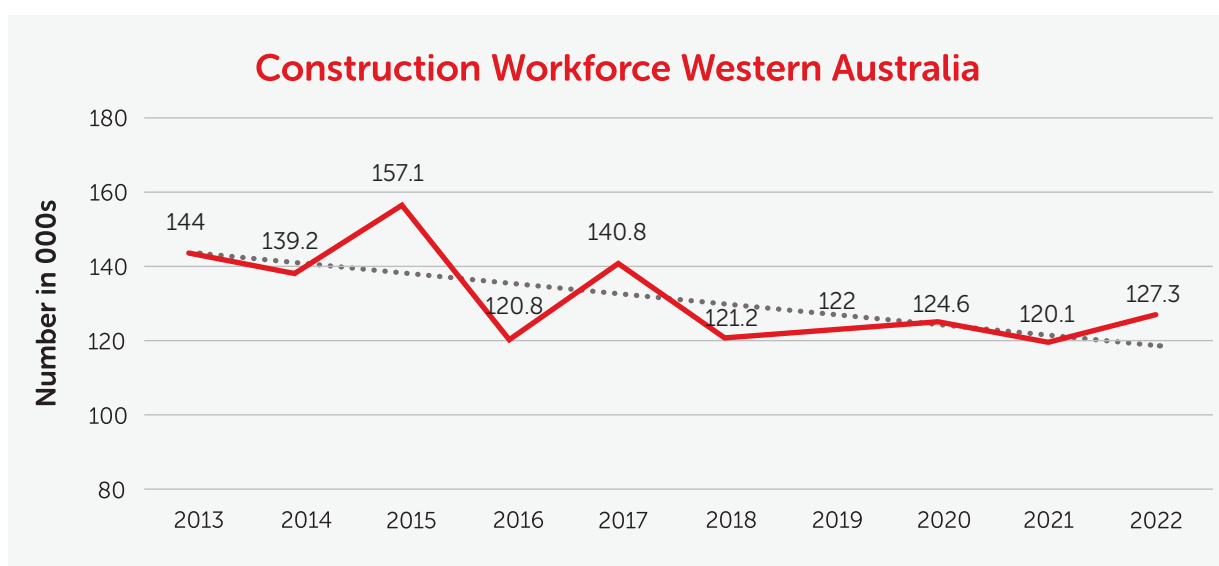
The Construction Workforce

As of August 2022, there were over 127,300 employees in the construction industry, of which 78,400 are trades workers. The construction industry currently employs 8.65% of the State's workforce.

Over the past 10 years the national workforce has trended upward while the state workforce has trended downward. Western Australia experienced a downturn in construction activity post the mining boom, particularly in the residential sector which remained fairly static until the release of State and Federal building stimulus programs during the pandemic.



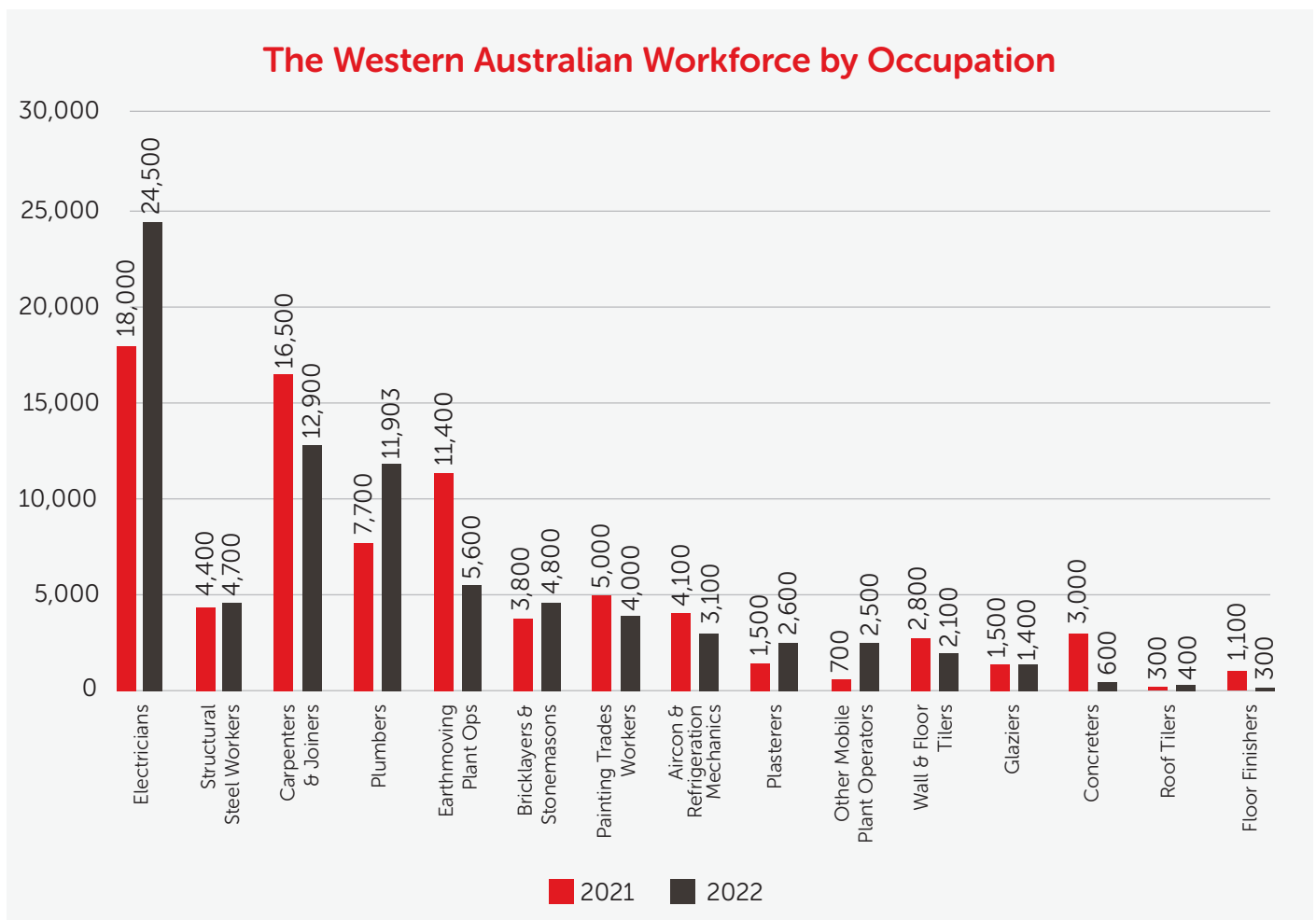
Source: ABS Table 5 Labour Force Australia every August 2013 - 2022



Source: ABS Table 5 Labour Force Australia every August 2013 - 2022

The Construction Workforce

Interestingly, the graphs show that the Western Australian construction sector was able to cope with the challenges of COVID-19 with minimal job losses. Despite a huge increase in building activity and apprenticeship numbers the Western Australian construction workforce has remained reasonably static during the last three years with a slight upturn in 2022. This is primarily due to border closures and record low unemployment rates seeing all industries compete for the same workforce.



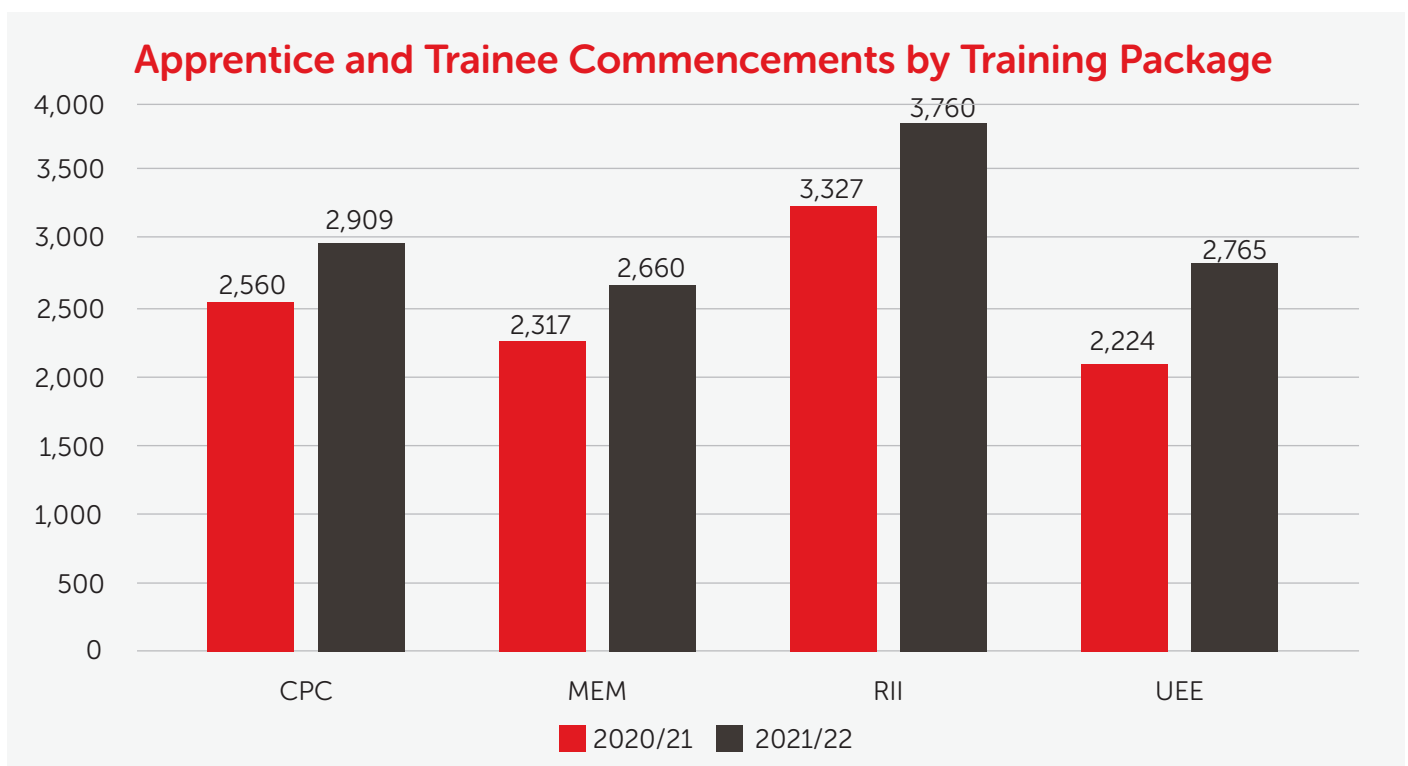
Source: ABS Table 5 Labour Force Australia detailed

The Western Australian construction workforce has increased 6.0% over the last year due to high demand for workers. There remains a critical shortage of workers in some areas due to record low unemployment rates in Western Australia and a high volume of activity across the sector.

Apprentice and Trainee Commencements

'Commencements' is the term used to mean the number of apprentices and trainees who started a training contract within a period. For this snapshot, the chart below illustrates the numbers that have commenced in apprenticeships or traineeships from the four main Training Packages in building and construction across the financial years of 2020/21 and 2021/22.

A Training Package contains industry endorsed qualifications and units of competency that lists skills and knowledge required to perform effectively in the workplace.



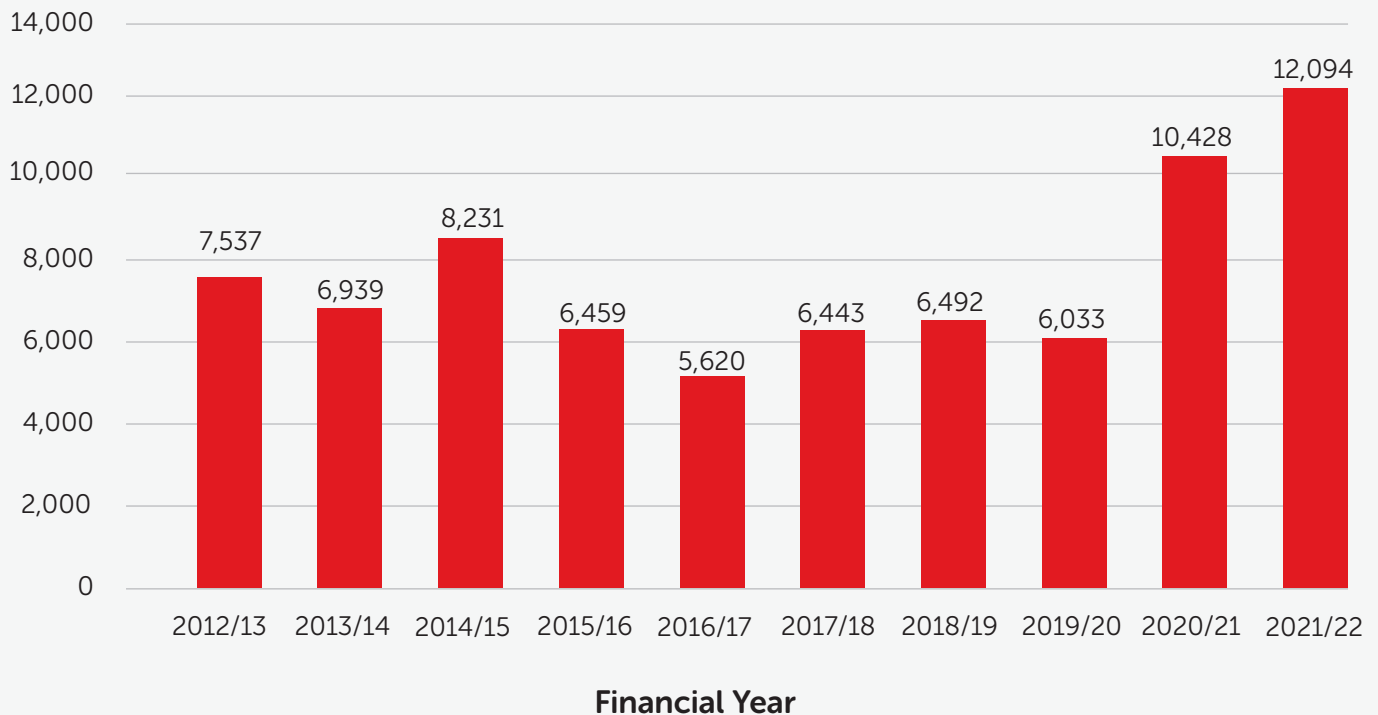
Source: DTWD Financial year of 20/21 and 21/22

CPC	Construction Plumbing & Services ↑ 13.63%	MEM	Manufacturing and Engineering ↑ 14.80%
RII	Resource Infrastructure Industry ↑ 13.01%	UEE	Electrotechnology ↑ 24.32%

The federal governments Boosting Apprenticeship Commencements (BAC) incentive for employers ended on 30 June 2022, this is one of the contributing factors for increased commencements in the four Training Packages over the last 12 months.

Apprentice and Trainee Commencements

Apprentice and Trainee Commencements Combined Training Packages CPC, MEM, RII, UEE Over 10 Years



Source: DTWD Financial years of 2012/13 to 2021/22

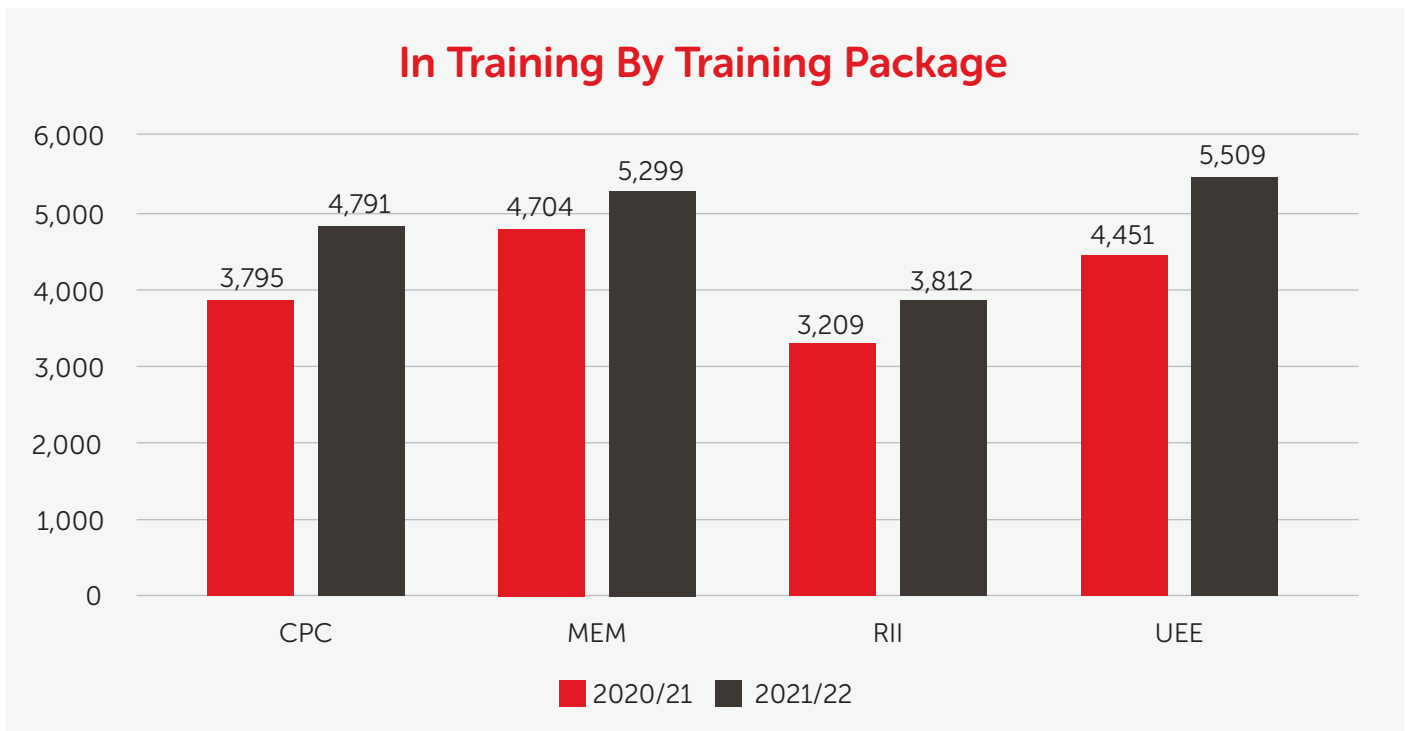
While the construction workforce in Western Australia has only increased by 6% the training commencements numbers have increased by over 100% since 2020. Training contract commencements dipped after 2014/15 and remained fairly static until COVID-19 hit in 2020.

In 2021 there was a significant increase in demand for apprentices and trainees within the construction sector. This coincided with a series of programs and events including state border closures, increased Federal and State Government incentives for taking on an apprentice or trainee and record low unemployment rates.

Over the past two years, industries across the State have been forced to compete for the same workforce and upskill their existing workers creating a huge spike in apprenticeship and traineeship commencement numbers.

Apprentices and Trainees in Training

Apprentices in training is the combined number of apprentices and trainees in training across all stages/levels in June of 2021 and June 2022.



Source DTWD - June 2021/June 2022

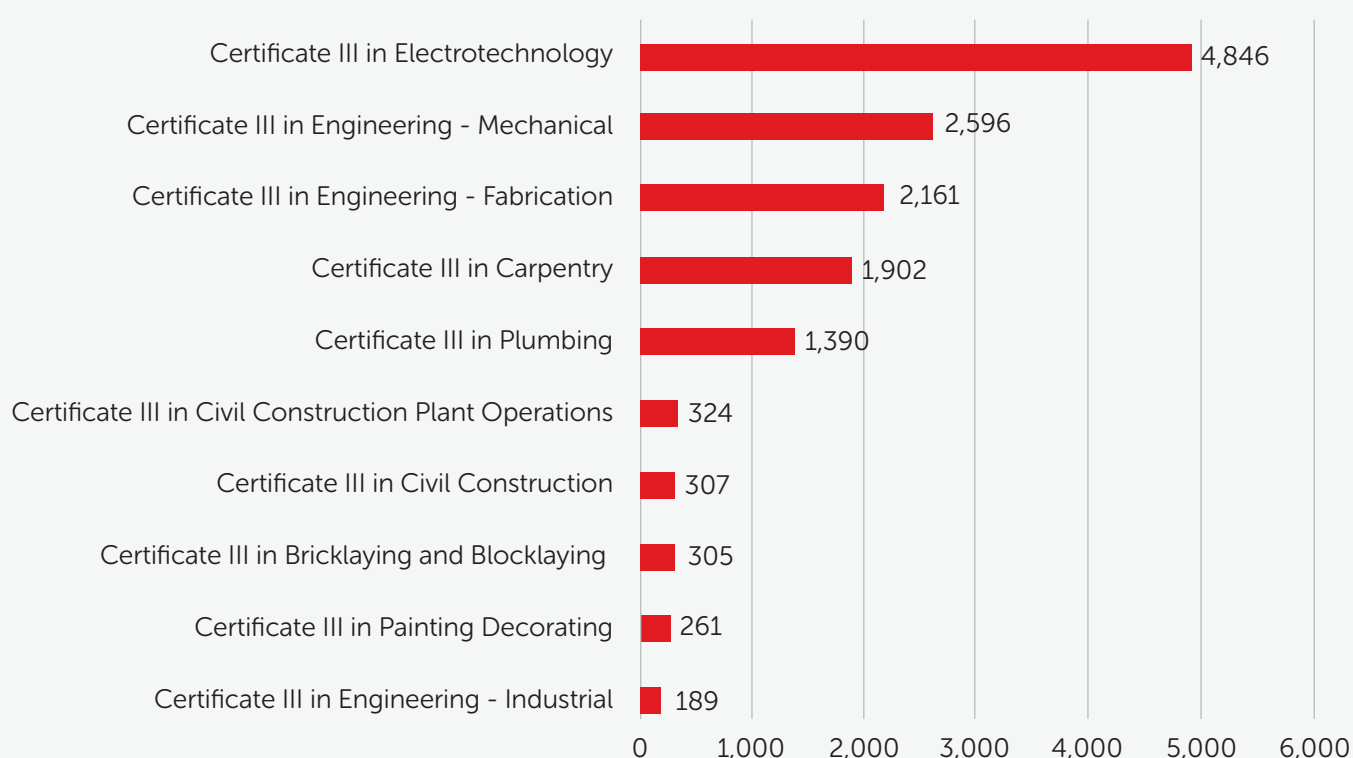
CPC	Construction Plumbing & Services ↑26.24%	MEM	Manufacturing and Engineering ↑12.64%
RII	Resource Infrastructure Industry ↑18.79%	UEE	Electrotechnology ↑23.76%

There has been continued growth across the four Training Packages between June 2021 and June 2022. The number of apprentices and trainees in training has experienced a large increase likely because of State and Federal Government investment and high construction sector activity over the past 12 months. These Training Packages represent the majority of the apprenticeships and traineeships that the Construction Training Fund (CTF) supports.

Apprentices and Trainees in Training

The following chart shows the number of apprentices and trainees in training in specific trades as at June 2022.

Apprentices and Trainees in Training - Top 10 Qualifications



Source: DTWD June 2022

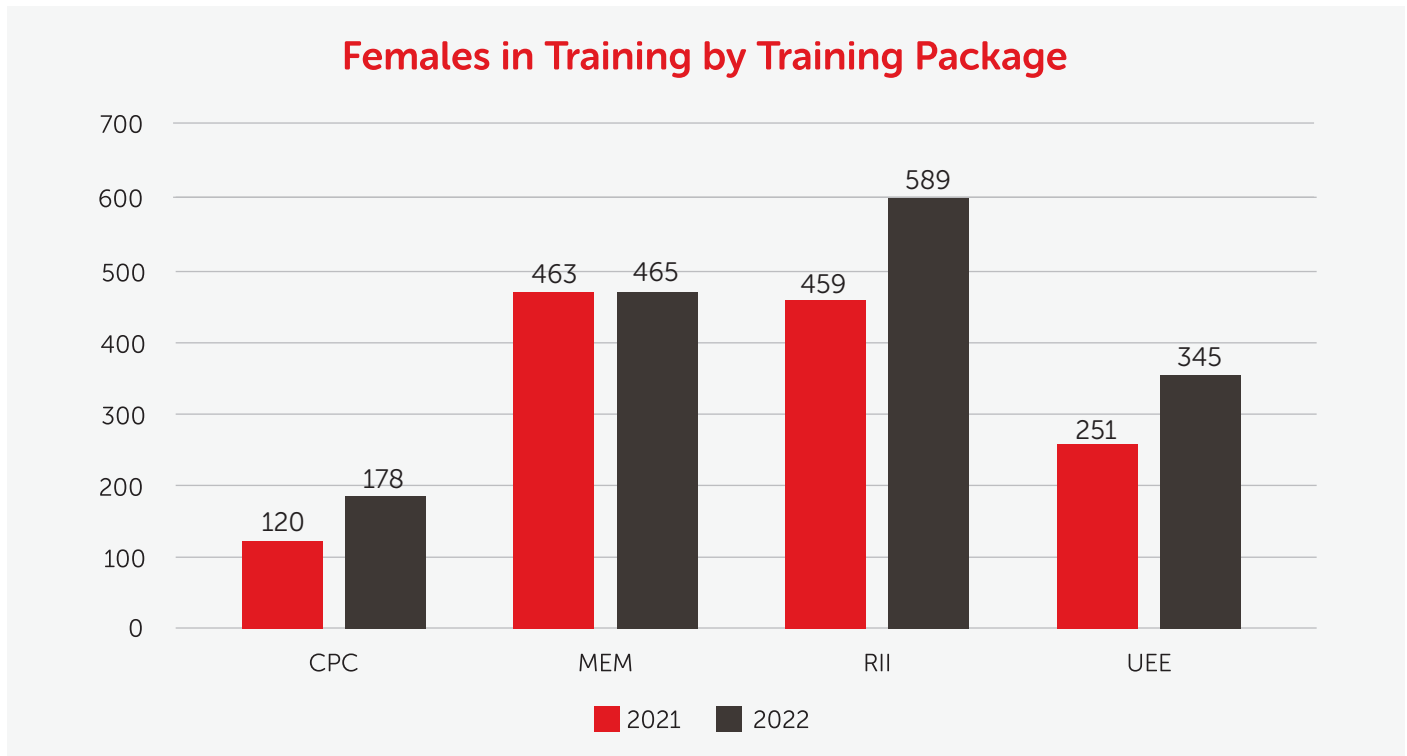
Employers may be eligible to receive CTF grants of up to \$21,000 if their apprentice or trainee undertakes one of the qualifications supported by the CTF. To calculate your eligibility please use the [Employer Funding Calculator](#) on the CTF website.

Apprentice Tool Allowance

On 1 July 2022, the CTF launched a \$4.5 million-dollar [Apprentice Tool Allowance \(ATA\)](#) program. The program provides eligible apprentices and trainees with a rebate of \$500 for the purchase of relevant tools and/or safety equipment that is required for their on-the-job work.

Females in Training

Below shows the number of female apprentices and trainees in training by Training Package for June 2021 and 2022.



Source: DTWD June 2021/June 2022

While the increased number of women participating in apprenticeship/traineeships in construction trades is encouraging, there is still a substantial gap between the number of male apprentices and female apprentices participating in the trades. The percentage figures on page 10 represent the proportion of apprentices and trainees in each training package that are female.



Females in Training

The figures below represent the proportion of apprentices or trainees in each Training Package that are female.

	2020/21	2021/22
Construction Plumbing & Services CPC	3.16%	3.71%
Manufacturing and Engineering MEM	9.84%	8.77%
Resource Infrastructure Industry RII	14.30%	15.45%
Electrotechnology UEE	5.63%	6.26%

The CTF continues to advocate for increased female participation in all trades. Increasing the participation rates for females in apprenticeships and traineeships in construction is a significant policy directive for the organisation.

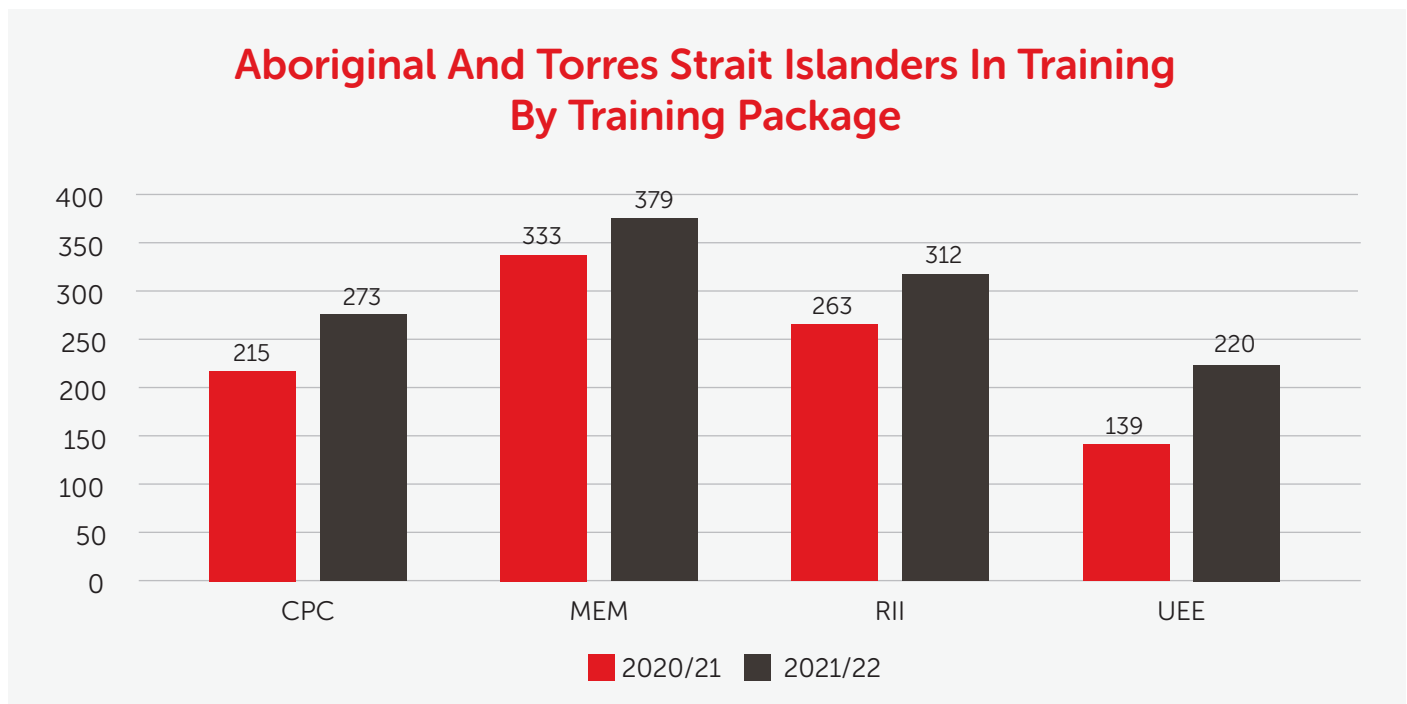
The CTF funds programs that encourages female participation in the trades, starting at the grass roots with the Try-A-Trade program.

This program is designed to give participants a taste of what it is like to work in the construction industry and gain some hands-on experience. In March 2022, CTF, Master Painters Association (MPA) and the National Association of Women in Construction (NAWIC) came together to deliver an all-female Try-A-Trade.



Aboriginal and Torres Strait Islanders in Training

Aboriginal and Torres Strait Islander apprentice and trainee numbers are illustrated below by Training Package for the financial years of 2021 and 2022.



Source: DTWD June 2021/June 2022

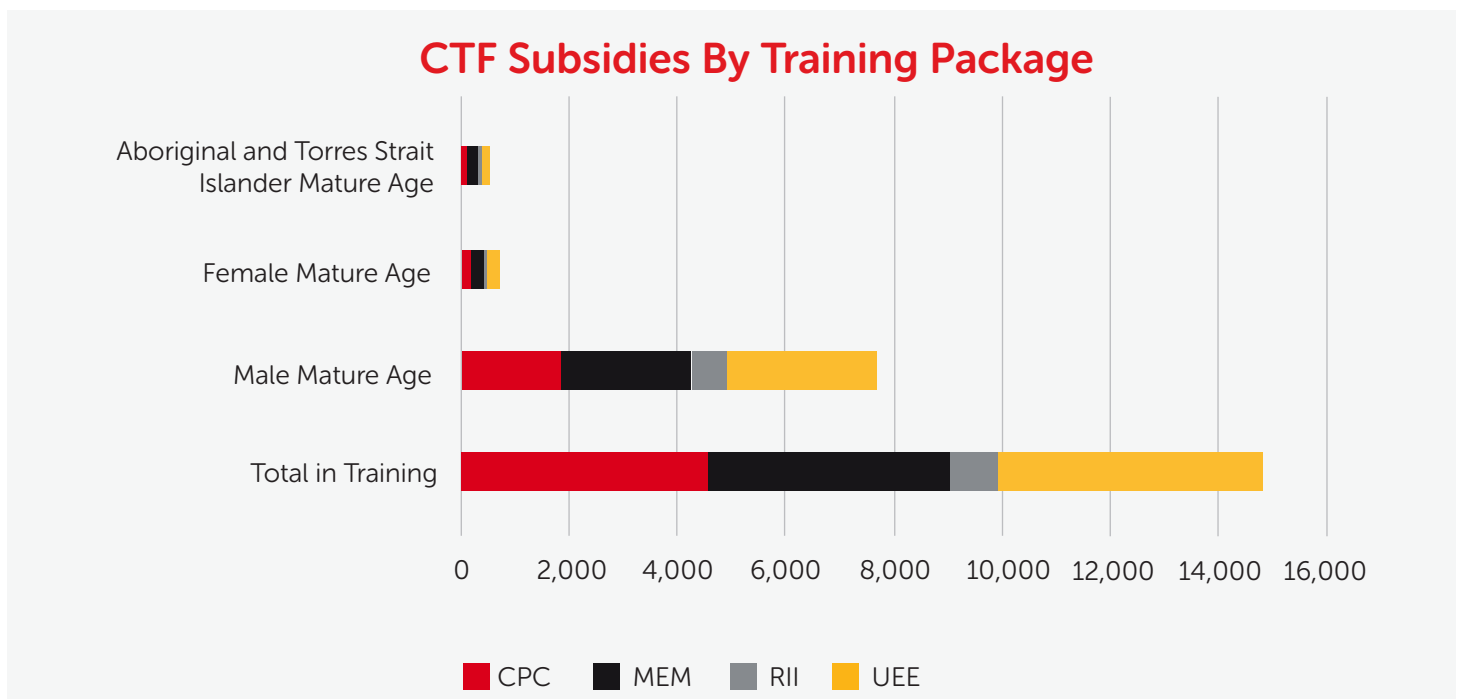
The percentage figures below represent the proportion of the apprentices and trainees in each Training Package that identify as Aboriginal and Torres Strait Islanders.

	2020/21	2021/22
Construction Plumbing & Services CPC	5.66%	5.69%
Manufacturing and Engineering MEM	7.07%	7.15%
Resource Infrastructure Industry RII	8.19%	8.18%
Electrotechnology UEE	3.12%	3.99%

The overall increase across all trades is consistent with the state trends and it broadly reflects the overall rise in apprenticeship and traineeship numbers across the board.

Mature Age Apprentices and Trainees

For the purpose of the chart below, a mature age apprentice/trainee is anyone over 21 years at June 2022 and is active within one of the four Training Packages.



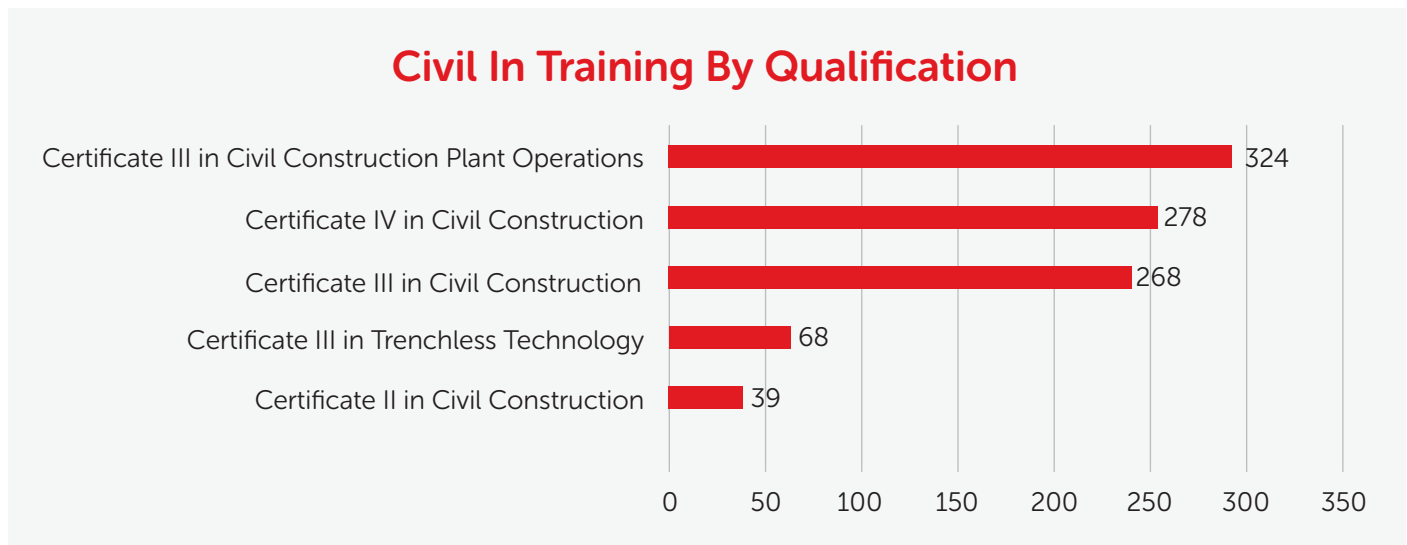
Source: DTWD June 2022

The chart above provides a breakdown of the number of mature age apprentices and trainees in training that are subsidised by the CTF. The CTF is committed to supporting employers engaging a mature age apprentice. Funding is available through the Employer Grant Program and in 2021 the CTF launched a pilot program called the Mature Age Wage Gap (MAWG) subsidy which is designed to help offset the extra costs employers may incur when hiring an eligible apprentice or trainee in construction over the age of 21 at commencement. The subsidy covers the gap between the Award base rates for mature age apprentices (over the age of 21) and their junior award wage.



Apprentices and Trainees in Civil Construction

The number of apprentices and trainees in Civil Construction qualifications at June 2022 is illustrated below.



Source: DTWD June 2022

Civil Construction Apprentice Pilot Program

The Civil Construction Pilot Program is a \$6 million program which aims to increase the quality of training in the civil construction industry by transitioning nine existing traineeships to apprenticeships. Funding from the CTF for the pilot program is designed to address the wage gap created between trainee and apprentice wages for the employer.

The pilot program will run over a four-year period and is a joint project between the CTF, DTWD, the Civil Contractors Federation WA (CCFWA) and the Construction Forestry Mining and Energy Union (CFMEU). The program will assist the civil construction industry improve the quality of training and supply a steady flow of apprentices in State Government and private sector civil infrastructure projects.

Upskilling and Short Courses

The CTF supports skills development in construction by subsidising training courses for eligible workers in construction who are looking to access new skills and knowledge, diversify their expertise and help build a safer and more sustainable future.

The ten most popular courses subsidised by the CTF between January and June 2022 were:

Course name	Claims Subsidised
Dogging	38
Forklift Truck Operations	27
Basic Rigging	26
Excavator Operations	25
Basic Scaffolding	19
Intermediate Rigging	18
Cert II Split Air Conditioning and Heat Pump Systems	15
Skid Steer/ Loader Operations	14
Telescopic Material Handler	14
Drive Heavy Rigid Vehicle	11

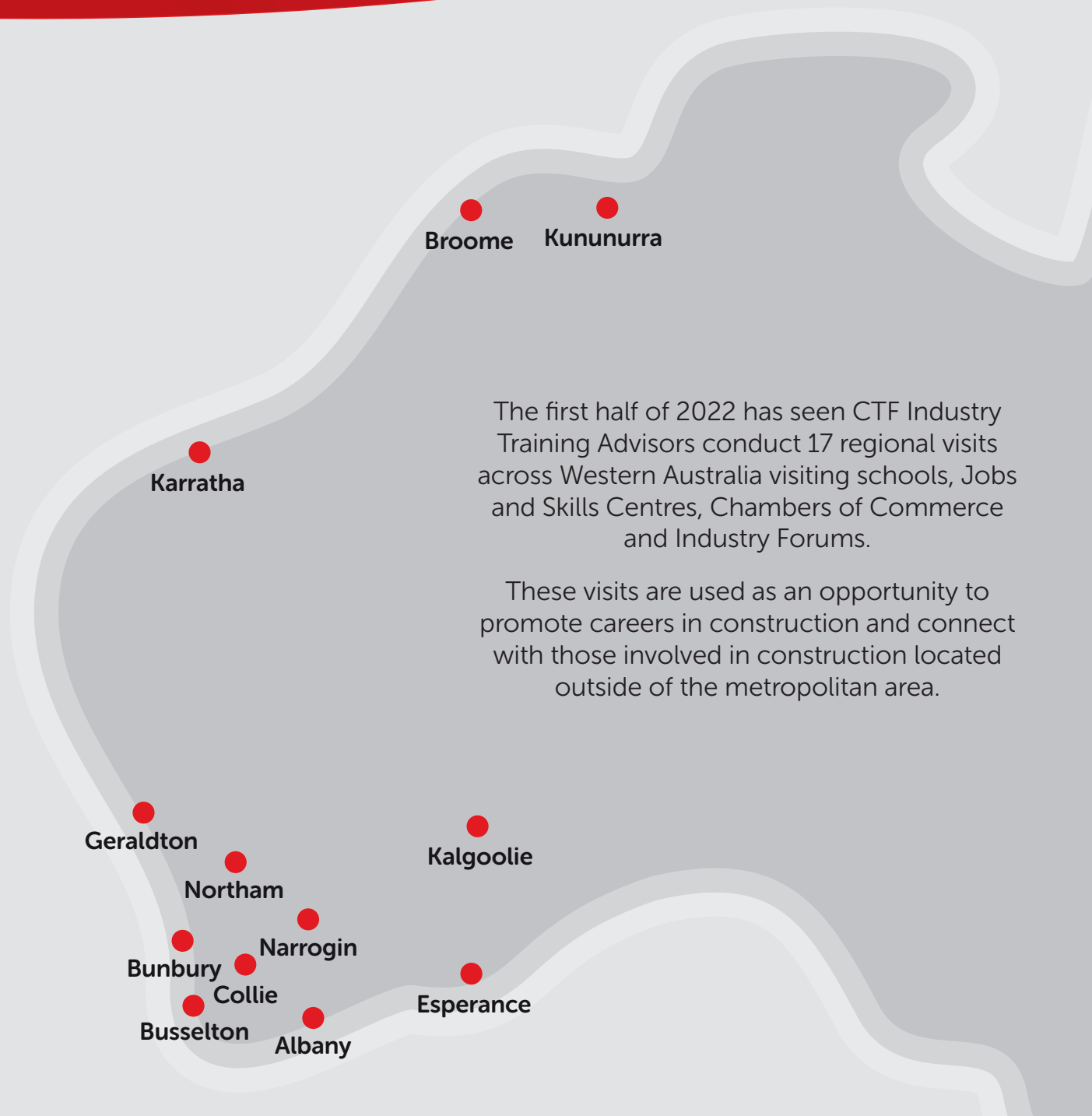
The CTF also subsidises safety skills courses for those working in on site construction across Western Australia. The top 10 safety skills courses subsidised by the CTF between January and June 2022 were:

Course name	Claims Subsidised
First Aid	100
Work Safely at Heights	97
Height Safety / Working at Heights	54
First Aid and CPR	51
Elevated Work Platform (EWP) over 11 metres	35
Confined Space Entry	34
Elevated Work Platform	27
Traffic Management & Traffic Controller (Basic Worksite)	18
CPR First Aid	15
Working at Heights Refresher	15

There were a total 1,144 supplementary and short course claims processed by CTF between January and June 2022 at a value of over \$1.5 million.

The Upskilling and Short Course Funding Program, is available on successful completion of an approved short course offered by a Registered Training Organisation. Rebates cover up to 80% of the cost of the training courses.

Construction Careers



Trade and Industry Expos

Between January and June 2022, the CTF Industry Training Advisors attended a total of 36 Expos including the Tradie Expo, Careers Expo and Skillswest Expo discussing career pathways and opportunities to those interested in a career in construction.

Construction Careers

Try-A-Trade

The CTF's Try-A-Trade program gives students Year 9 and above, or school leavers and mature age job seekers, a chance to try various construction trades. Selected Registered Training Organisations deliver courses on behalf of the CTF at locations throughout Western Australia. Because the CTF fully funds the program, there is no cost to students or schools to participate.

There were 43 Try-A-Trade programs run from January to June 2022 with 1,072 students participating.

Construction Futures Centre

The CTF Construction Futures Centre welcomes visitors from schools, community groups and industry. It enables students and visitors to find their ideal job in the construction industry through hands-on exhibits and learning.

Bookings can be made via the [CTF website](#).

Summary

In collaboration with our stakeholders, the CTF offers initiatives to develop and sustain an agile construction workforce. The CTF promotes training by reducing its cost to industry, educating the next generation about the variety of roles and opportunities on offer, and assisting in the design and development of new training products to meet industry needs.





CTF
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