



Industry Snapshot

April 2023



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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.

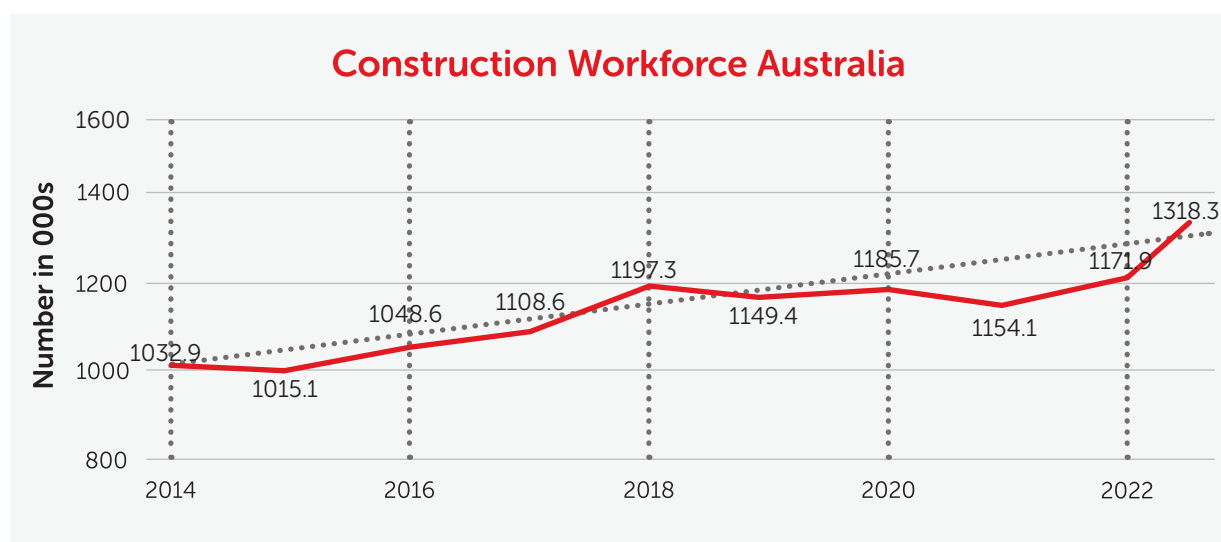
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It should be noted that some data is taken from previous monthly/quarterly results if they are the most recent. The Australian Bureau of Statistics (ABS) data relates to the most recent monthly/quarters of 2021-2022. Unless otherwise stated, all apprenticeship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

The Construction Workforce

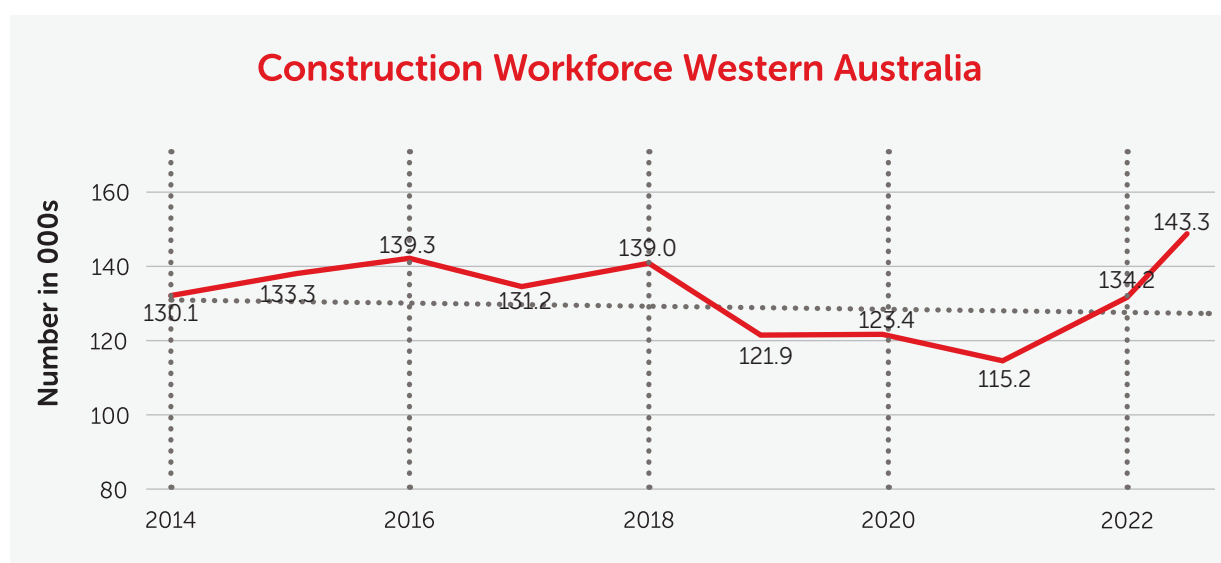
As of February 2023, there were over 143,300 employees in the Western Australian construction industry, of which 84,941 (59.2%) were trade workers. The construction industry currently employs 9.43% of the State's workforce. Western Australia has seen a continued growth of workers in the industry over the past 12 months as construction companies continue to deliver the extensive pipeline of work.

Graph 1



Source: ABS Table 5 Labour Force Australia every February 2014 - 2023

Graph 2

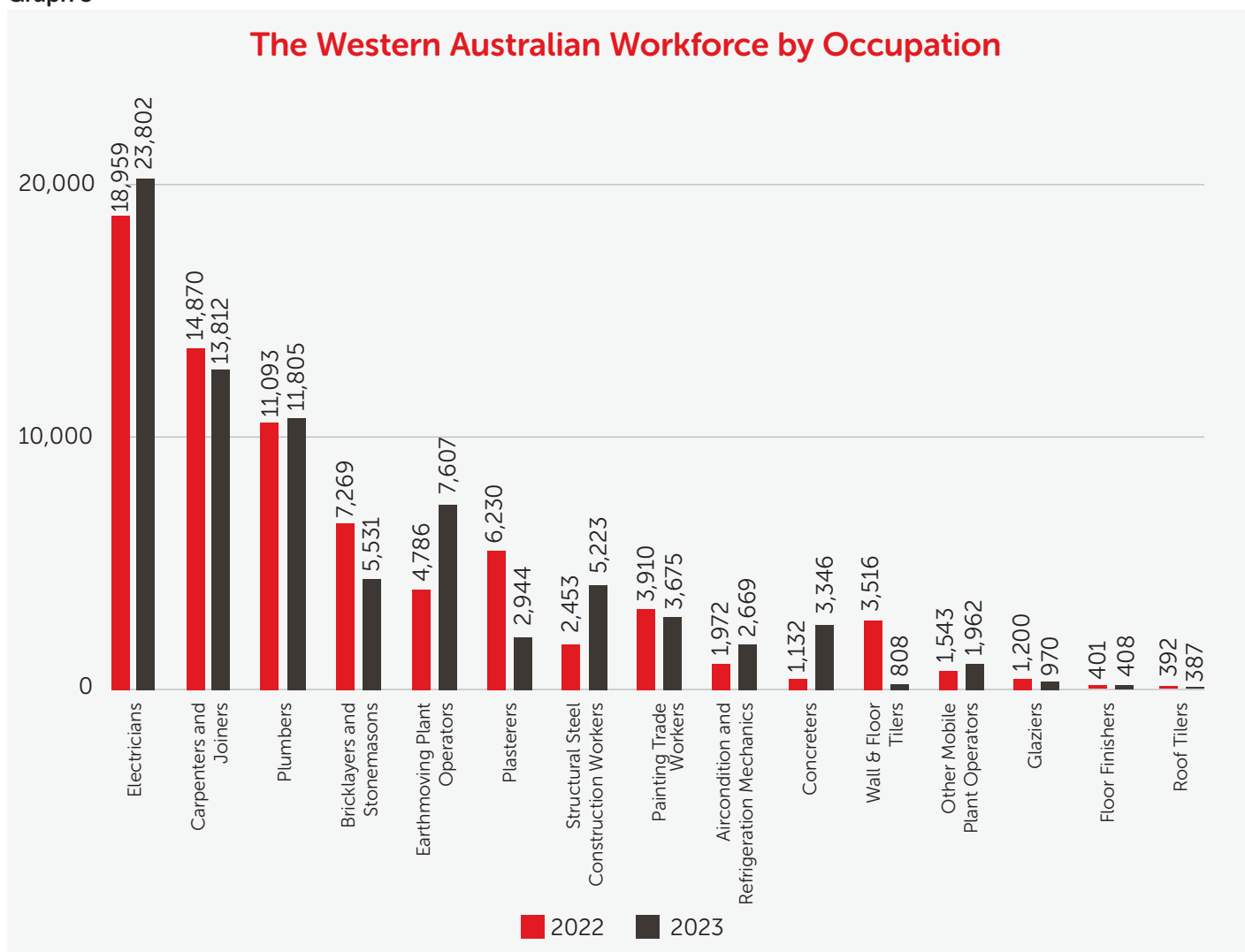


Source: ABS Table 5 Labour Force Australia every February 2014 - 2023

The Construction Workforce

There has been a strong increase in demand for workers over the past 12 months for certain occupations, including electrical which has demonstrated a 25.5% increase in workforce numbers and earthmoving plant operators which has increased by 58.9% from the previous year. Despite this huge increase in some occupations, there have been others that have had a reduction in workforce numbers. According to the ABS, as of February 2023 the number of building approvals in Western Australia has reduced by 29.7%¹ from the previous 12 months. There has also been a 33.0%² reduction in the number of building commencements when comparing the calendar years 2021 and 2022. These reductions may reflect the occupation workforce numbers that have decreased as shown in Graph 3. Many of the qualifications that relate to these occupations are within the Construction Plumbing and Services (CPC) Training Package, examples include carpentry and bricklaying, that have reduced by 7.1% and 23.9% respectively. A training package contains industry endorsed qualifications and units of competency that lists skills and knowledge required to perform effectively in the workplace.

Graph 3



Source: ABS EQ08 Labour Force Australia detailed

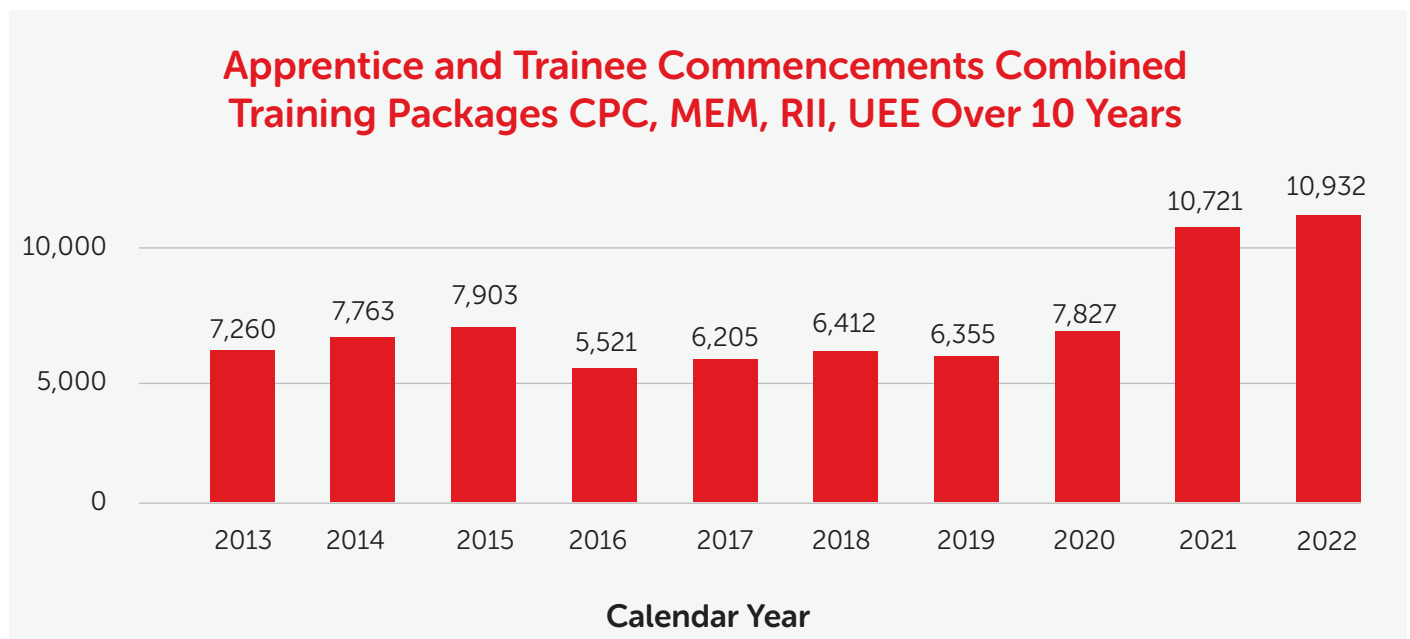
¹ ABS annualised figures

² ABS annualised figures

Apprentice and Trainee Commencements

The number of apprentice and trainee commencements across the four training packages has continued to trend upwards in 2022, with the highest number of commencements seen this year, compared to the previous nine years. The rolling back of federal incentives, low unemployment rates, the slowing of building commencements and a series of macroeconomic factors such as rising inflation, have attributed to a slower uptake of apprentice and trainee commencements between 2021 and 2022.

Graph 4



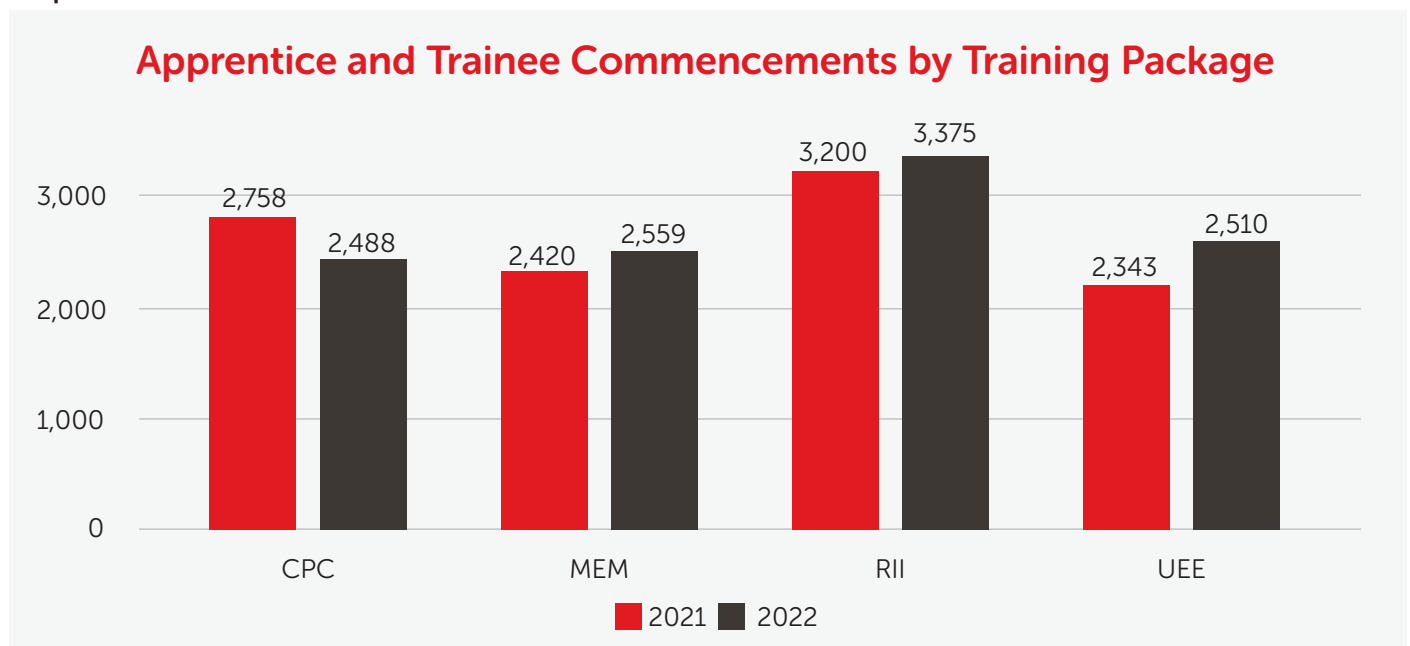
Source: DTWD calendar years of 2013 to 2022



Apprentice and Trainee Commencements

'Commencements' is the term used to mean the number of apprentices and trainees who started a training contract. The graph below illustrates the numbers that have commenced an apprenticeship or traineeship from the four main training packages across the calendar years of 2021 and 2022.

Graph 5



Source: DTWD calendar year of 2021 and 2022

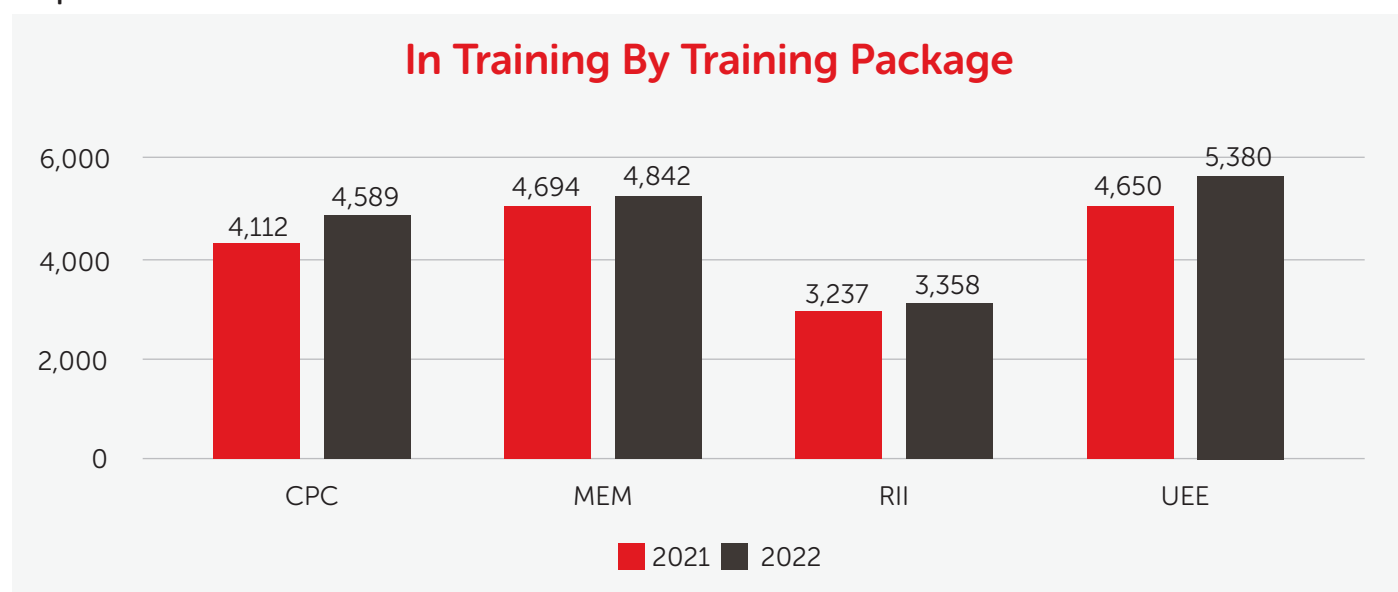
There has been an increase in commencements across three of the training packages. The Construction Plumbing and Services (CPC) Training Package has experienced a small decline in commencements which aligns with the reduction in the number of workers in those occupations as demonstrated on Graph 3. This has included a reduction in the workforce in the following occupations, carpentry, bricklaying, plastering and wall and floor tiling which all fall under the CPC Training Package. None of these occupations are licenced and therefore allows for workforce diversification when the demand is lessened.

CPC	Construction Plumbing & Services ↓ -9.79%	MEM	Manufacturing and Engineering ↑ 5.74%
RII	Resources and Infrastructure Industry ↑ 5.47%	UEE	Electrotechnology ↑ 7.13%

Apprentices and Trainees in Training

Apprentices 'in training' is the combined number of apprentices and trainees in training across all qualification levels. Graph 6 shows an increase across all four training packages. This is in contrast to the decline in apprentice and trainee commencements for the same period as shown on graph 4, which indicates that there is a greater emphasis on apprentice and trainee retention. The industry is expected to experience significant demand as the States population continues to grow, increasing the need for housing and infrastructure development. The apprentices and trainees currently in training, will provide these future workforce requirements. Retention and completion of the number of construction apprentices is a key priority for the CTF who recently announced a \$4.2 million Apprentice Completion Grant program for those who complete their apprenticeship in the 2023/24 financial year.

Graph 6



Source: DTWD - June 2021 and June 2022

CPC	Construction Plumbing & Services ↑ 11.60%	MEM	Manufacturing and Engineering ↑ 3.15%
RII	Resource Infrastructure Industry ↑ 3.74%	UEE	Electrotechnology ↑ 15.70%

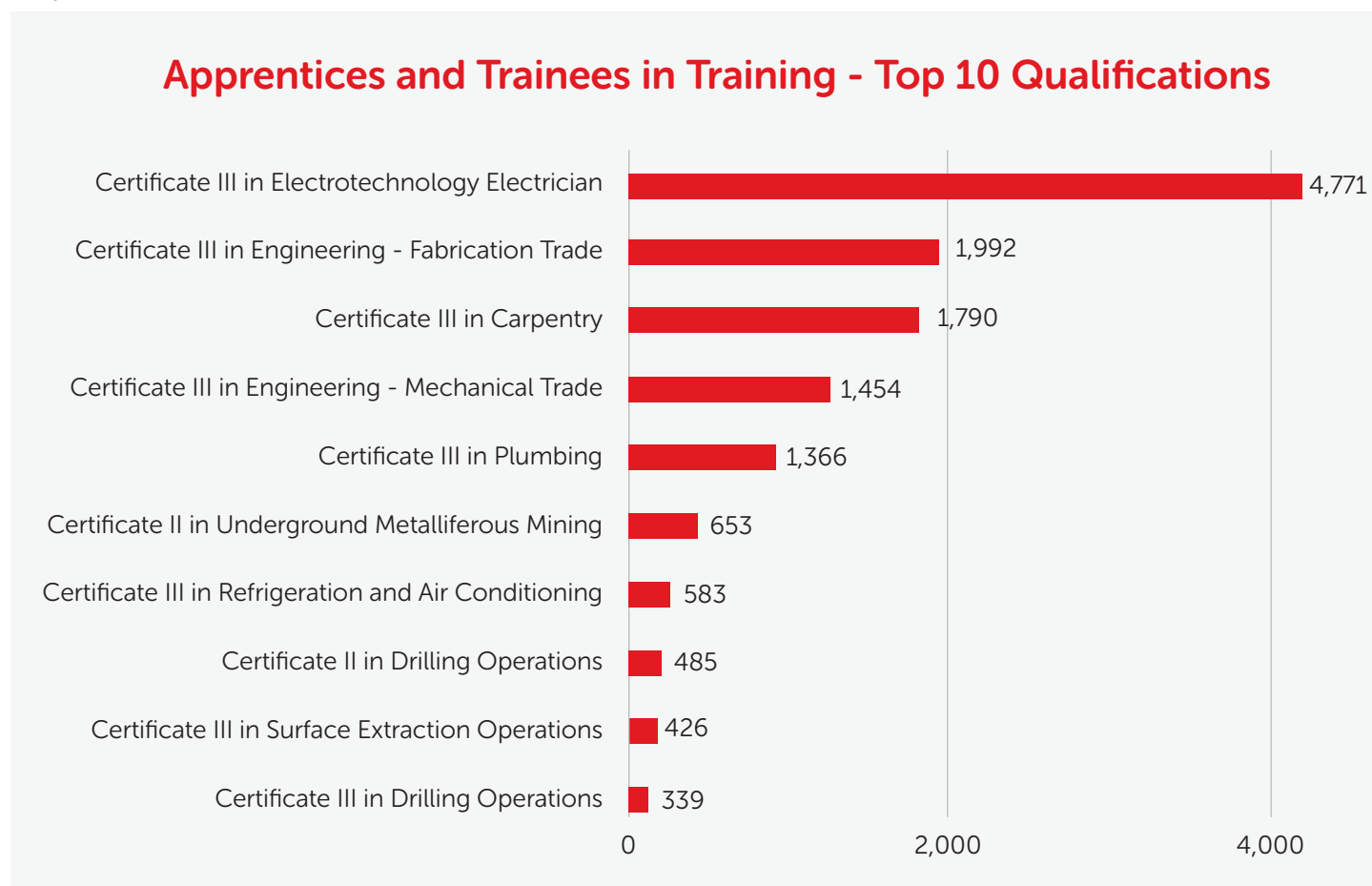
Apprentices and Trainees in Training

The qualifications with the highest numbers of apprentices and trainees in training by qualification is shown on Graph 7.

Electricians continue to take the lead with the highest number of those in training. There is a large demand for electricians to fill the workforce required for clean energy roles, as we move towards net zero emissions by 2050, including major projects entering the pipeline of works, most notably in this sector. This includes the Midwest Offshore Wind Farm (\$15 billion) and the Samphire Offshore Wind Farm (\$15 billion). This demand for apprentices within this sector has been supported by the federal government who have announced a New Energy Apprenticeship Program being introduced in 2023.

The demand for new houses in the coming years is expected to rise to meet population growth. This is likely to create a significant demand for workers in all trade occupations resulting in an increased number in apprentices and trainees coming into the industry.

Graph 7



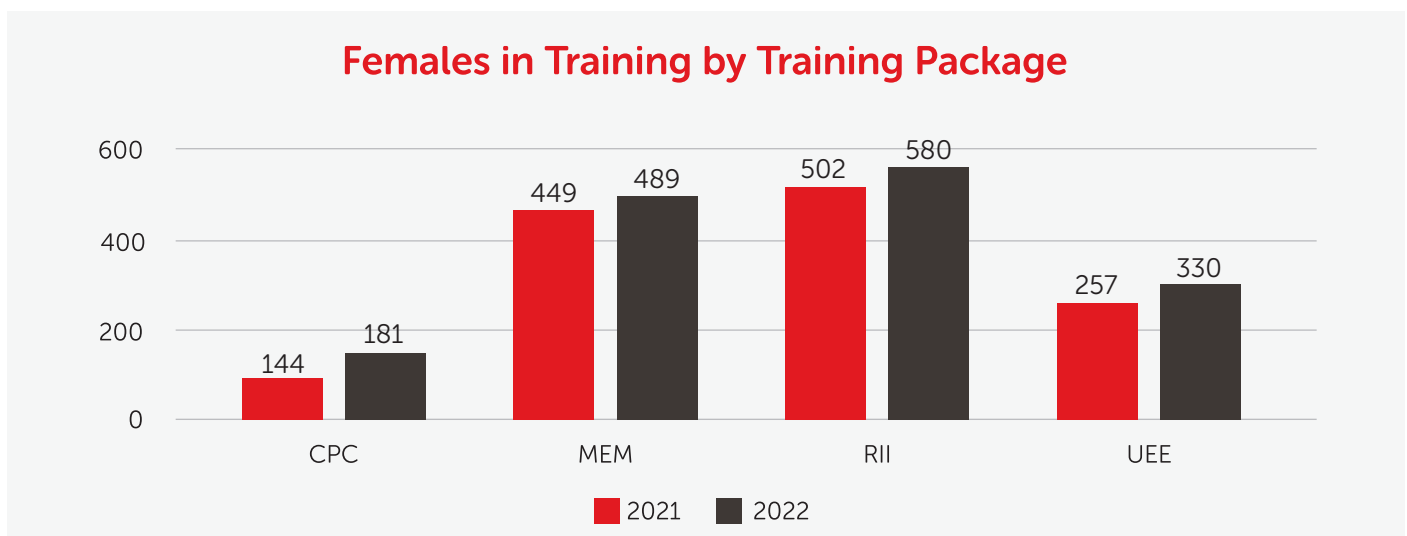
Source: DTWD In Training December 2022

Females in Training

There has been an increased number of females participating in apprenticeships and traineeships across all four training packages since December 2021, as seen in Graph 8. Despite this increase, there is still a substantial gap between the proportion of females to males as seen in Table 1.

Both State and Federal Governments continue to advocate for an increase in female participation in non-traditional roles. The Federal Government introduced an initiative that supports females in training within occupations on the Australian Apprenticeship Priority List, including construction trades. This initiative provides increased access to comprehensive wraparound support through the Australian Apprenticeship Support Network (AASN) provider. In addition to this, the State Government recently announced an initiative to invest \$3 million to establish a new female scholarship program, with the aim to attract women into non-traditional occupations and assist with covering their training costs and other associated expenses.

Graph 8



Source: DTWD In Training December 2021 and December 2022

Table 1

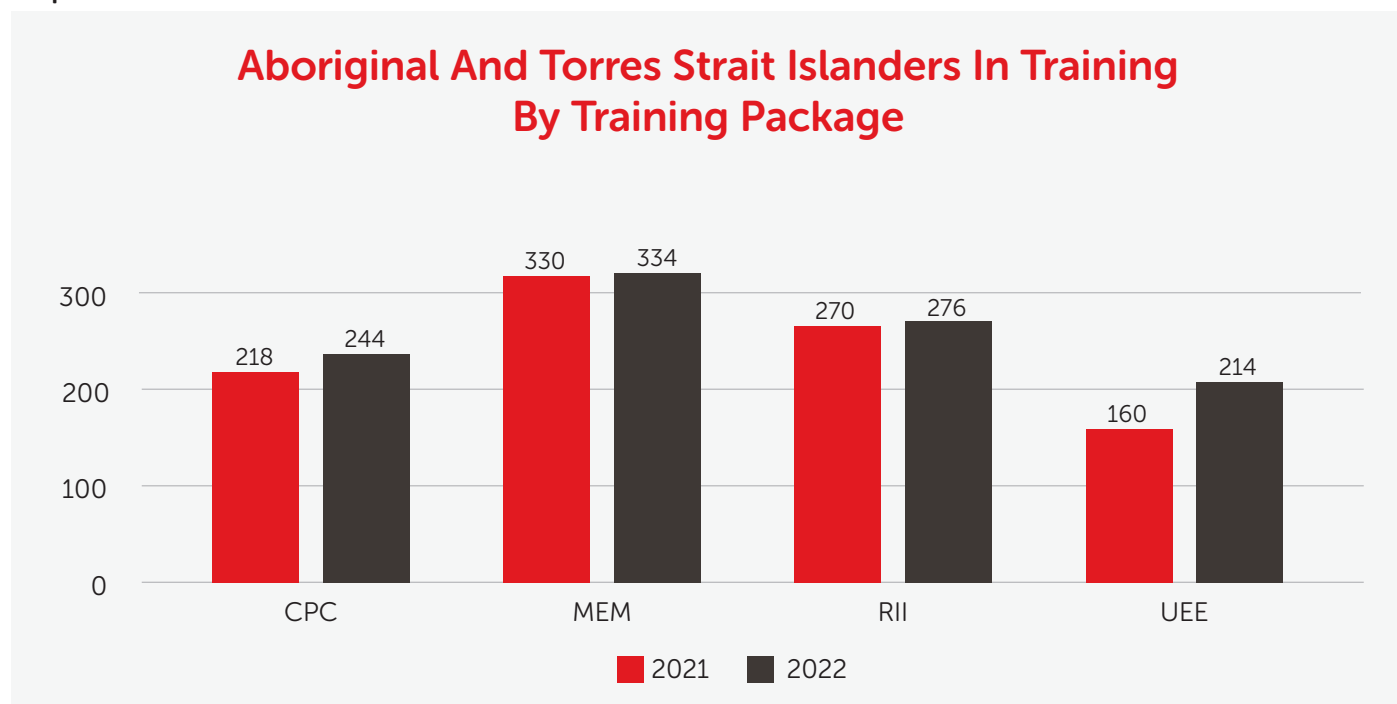
Training Package	2021	2022
CPC - Construction, Plumbing and Services	3.50%	3.94%
MEM - Manufacturing and Engineering	9.57%	10.10%
RII - Resources and Infrastructure Industry	15.51%	17.27%
UEE - Electrotechnology	5.53%	6.13%

Source: DTWD In Training December 2021 and December 2022

Aboriginal and Torres Strait Islanders in Training

The number of Aboriginal and Torres Strait Islanders in training has increased across all four training packages between December 2021 and December 2022, as shown in Graph 9.

Graph 9



Source: DTWD In Training December 2021 and December 2022

The two training packages that have seen an increased percentage of Aboriginal and Torres Strait Islanders, shown in the table below, are the same two training packages with the highest increase in the overall number of in training apprentices and trainees as shown on Graph 6.

Table 2

Training Package	2021	2022
CPC - Construction, Plumbing and Services	5.30%	5.32%
MEM - Manufacturing and Engineering	7.03%	6.90%
RII - Resources and Infrastructure Industry	8.34%	8.22%
UEE - Electrotechnology	3.44%	3.98%

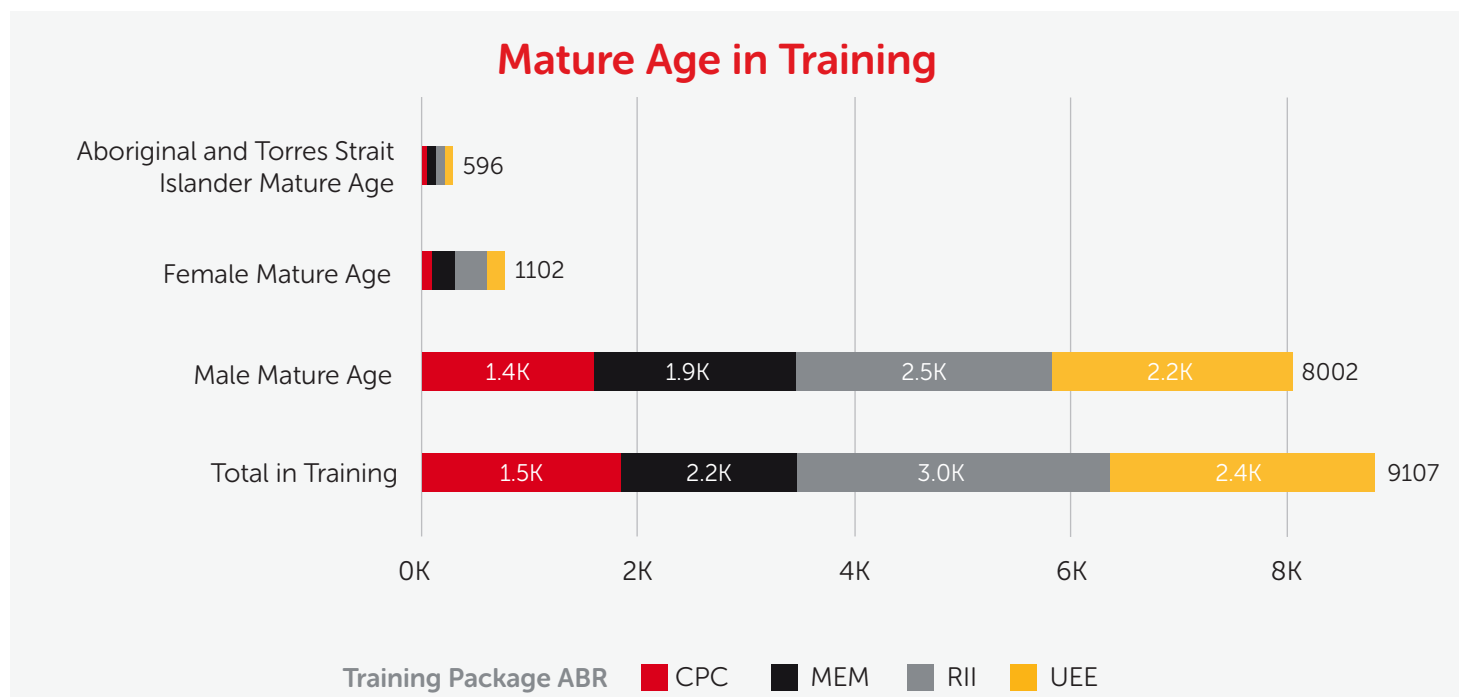
Source: DTWD In Training December 2021 and December 2022

Mature Age Apprentices and Trainees

Graph 10 provides a breakdown of the number of mature age apprentices and trainees in training across the four training packages. For the purpose of this graph, a mature age apprentice and trainee is anyone over 21 years of age.

The CTF is committed to supporting employers engaging mature age apprentices and trainees. Funding is available through various programs including the Employer Grant Program and the Mature Age Wage Gap (MAWG) subsidy which is designed to help offset the extra costs employers may incur when hiring an eligible mature age apprentice or trainee in construction. The MAWG subsidy covers the gap between the junior award wage and the mature award wage for those over the age of 21 at commencement. Since its inception 130 mature age apprentices and trainees have entered the construction industry through the support of this program.

Graph 10

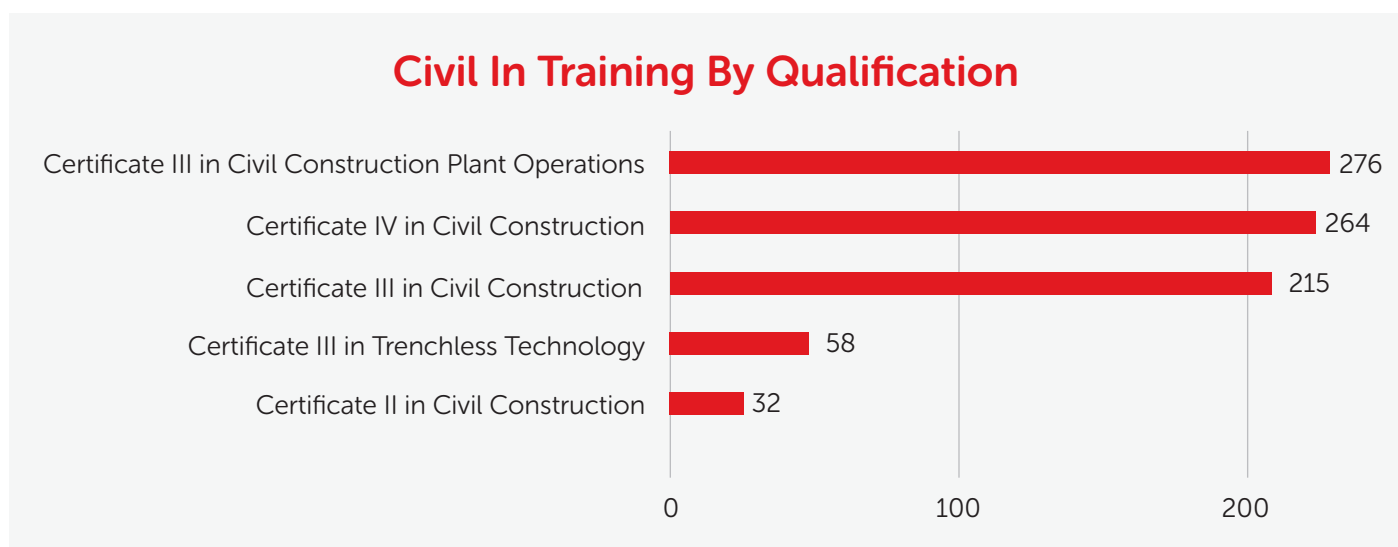


Source: DTWD In Training December 2022

Apprentices and Trainees in Civil Construction

Civil Construction continues to employ an increased number of apprentices and trainees. This is largely due to a substantial investment in infrastructure projects by the State Government. At the Civil Construction Industry Employment Forum (CCIEF) held on 8 March 2023, the Director General of Transport discussed the \$8.88 billion investment in State infrastructure presented in the 2022/23 state budget papers. Half of this investment is expected to be spent on road, rail and transport projects. This expenditure is projected to remain high over the forward estimates making apprenticeships and traineeships in civil construction an attractive option for prospective job seekers and employers.

Graph 11



Source: DTWD In Training December 2022



Upskilling and Short Courses

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

The ten courses with the highest number of claims between July and December 2022 were:

Course name	Claims Subsidised
EWP Operator Licence - Yellow Card	185
Prevention of Electrical Incidents	151
Dogging	118
Excavator Operations	108
Operate Small Plant & Equipment	105
Demolition	74
Rigging Basic	69
Forklift	62
Roller Operations	59
Skid Steer	53

Source: Construction Training Fund

The CTF also subsidises safety skills courses for those working in on site construction across Western Australia. The ten courses with the highest number of subsidised claims between July and December 2022 were:

Course name	Claims Subsidised
Height Safety / Working at Heights	210
First Aid	147
Identify the Requirements for Safe Tilt Up Construction	113
Tilt Up Construction	110
Elevated Work Platform (EWP) over 11 metres	101
Traffic Management & Traffic Controller (Basic Worksite)	96
Asbestos - Restricted Removal	93
Elevated Work Platform	89
Work Safely at Heights Blended Learning	69
Confined Space Entry	68

Source: Construction Training Fund

There were a total of 1,437 supplementary and short course claims processed by the CTF between July and December 2022 at a value of over \$2.4 million.

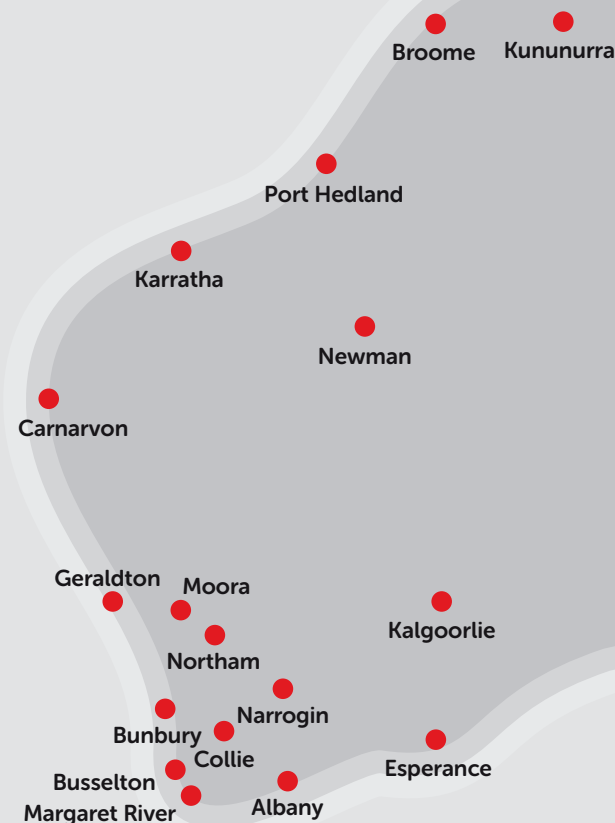
The Upskilling and Short Course Funding Program is available on successful completion of an approved short course offered by a Registered Training Organisation. Subsidies cover up to 80.0% of the cost of the training courses.

Construction Careers

Regional Visits

The CTF Industry Training Advisors have visited the regions of Western Australia 31 times in the 2022 calendar year. During these visits they have attended Career Conversations, spoken at events for the Department of Jobs Tourism, Science and Innovation regional business forums, school expos and other industry events.

The BCIT Board held events in the regions of Western Australia in 2022 and 2023, with Board meetings held in Kalgoorlie and Albany. These meetings were coupled with a sundowner in the region including site visits and local industry discussions.



Trade and Industry Expos

Between January and December 2022, the CTF Industry Training Advisors attended a total of 67 Expos including the Tradie, Careers and Skillswest Expos along with numerous school expos, discussing career pathways and opportunities to those interested in a career in construction.

Try A Trade

The CTF's Try A Trade program gives year 9 students and above, school leavers and mature age job seekers a chance to try various construction trades. In 2022 various Registered Training Organisations successfully tendered to run the program throughout Western Australia. The CTF fully funds the program so there is no cost to students or schools to participate.

There were 111 Try A Trade programs run throughout the calendar year of 2022 with 1,907 students participating.

Construction Careers

The CTF Pre Apprenticeship Scholarship Program

The Scholarship Program involves the completion of a fully-funded pre-apprenticeship course. High school students are provided with support and advice from Industry Training Advisors and past students. Students also receive additional job readiness training and are supplied with uniforms free of charge. The following pathways are available for students to choose from:

- Certificate II in Building and Construction (Pathway – Trades) –
Brick and Blocklaying, Solid Plastering,
Wall and Ceiling Lining, Wall and Floor Tiling, Painting and Decorating,
Carpentry, Mortar Trades
- Certificate II in Building and Construction (Pathway – Paraprofessional)
- Certificate II in Civil Construction
- Certificate II in Plumbing



Construction Futures Centre

The Construction Futures Centre (CFC) 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. The centre holds open days and nights for the public and is used for industry events throughout the year.

In 2022 there were a total of 3,342 people who visited the CFC.

Summary

In collaboration with our stakeholders, the CTF offers initiatives to develop and sustain a 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. We would appreciate any feedback to help us improve future editions of the Snapshot.



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