

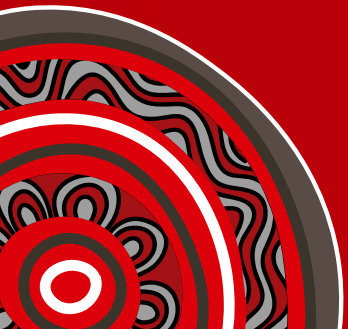


Industry Snapshot

May 2024



ctf.wa.gov.au



Contents

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.

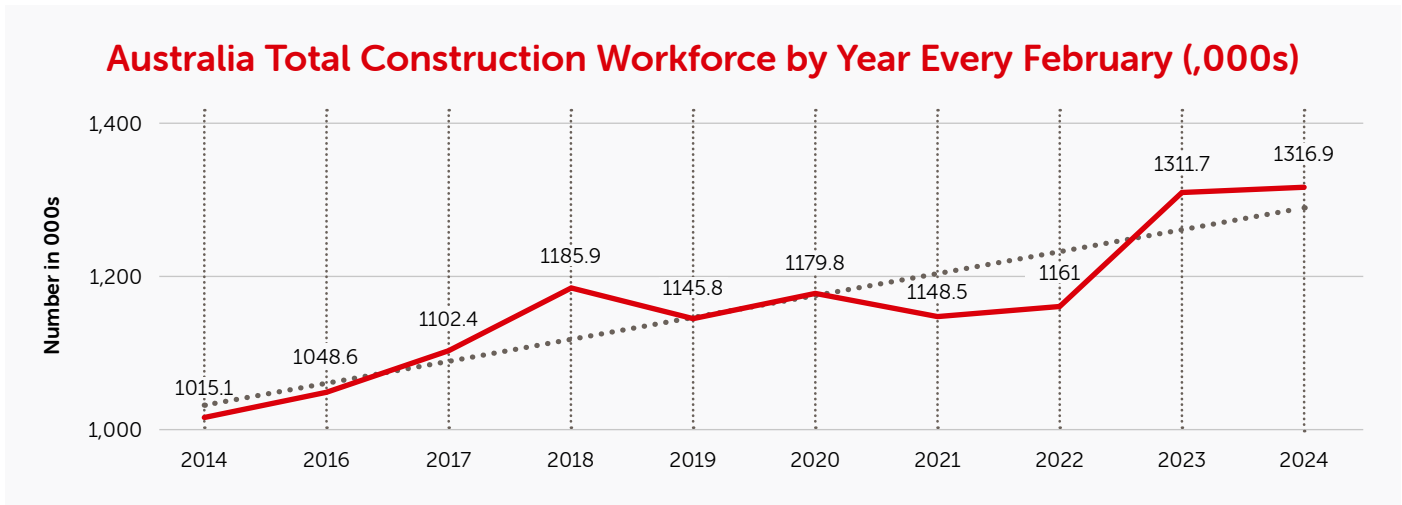
The National Construction Workforce	3
The Western Australian Construction Workforce	4
The Western Australian Construction Workforce by Occupation	5
Total Building by Sector	6
Western Australian Residential Construction Sector	8
Focus on Bricklaying	9
Apprentice and Trainee Commencements	10
Apprentices and Trainees in Training	11
Women in Training	12
Aboriginal and Torres Strait Islanders in Training	14
Regional Snapshot	15
Upskilling and Short Courses	17

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 quarter released. Unless otherwise stated, all apprenticeship and overall training data is current from the Department of Training and Workforce Development (DTWD) as of December 2023. All interpretations and conclusions drawn from all the data are those of the Construction Training Fund.

The National Construction Workforce

Between February 2014 and February 2024, the national construction workforce has trended upwards growing by over 300,000 workers (Graph 1).

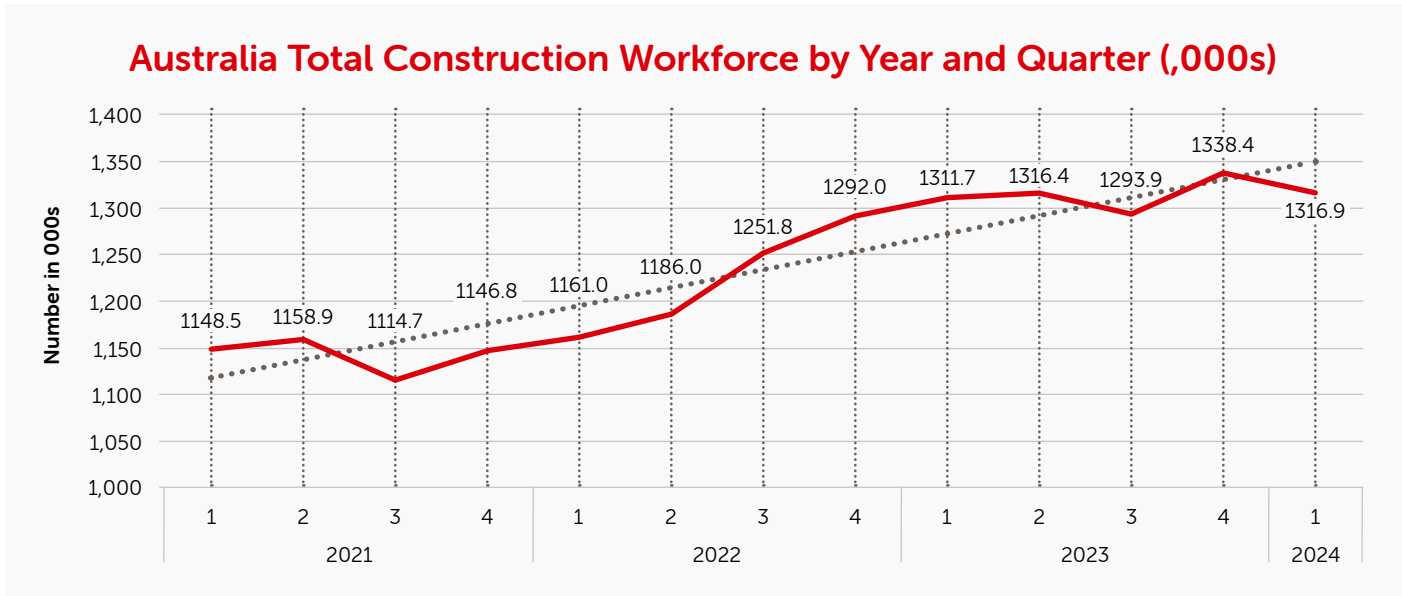
Graph 1



Source: ABS Labour Force, Australia Detailed Table 5 every February from 2014 to 2024.

From the rapid growth since 2021 the national construction workforce has remained fairly static hovering around 1.3 million workers (Graph 2).

Graph 2

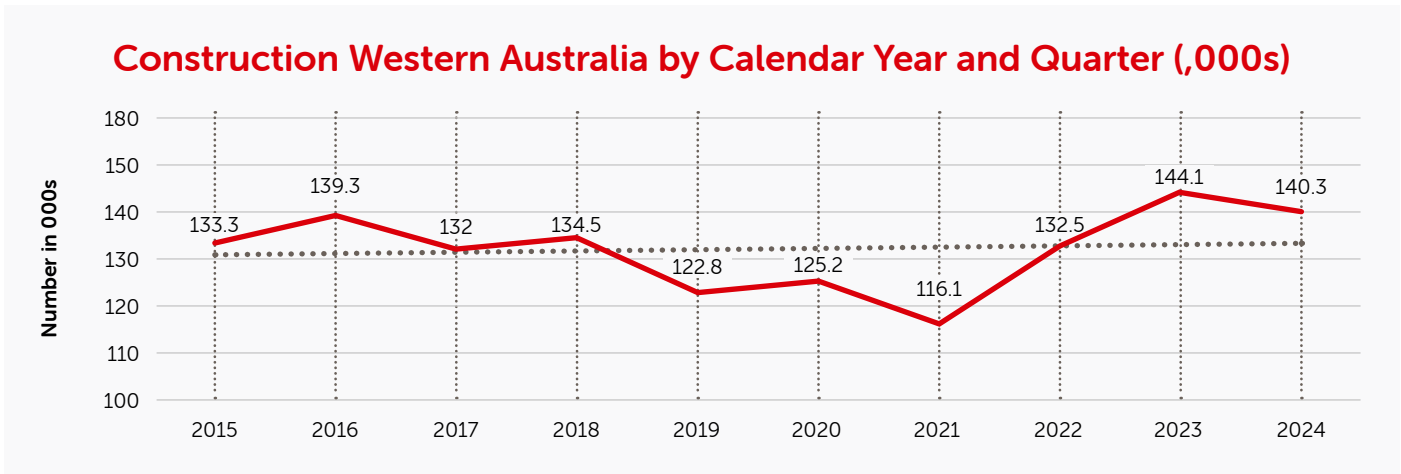


Source: ABS Labour Force, Australia Detailed Table 5 every quarter February 2021 – February 2024.

The Western Australian Construction Workforce

Over the long term, Western Australia’s growth trend is much less pronounced than the national Construction Workforce, indicating a reduction in Western Australia’s share of the total National construction workforce.

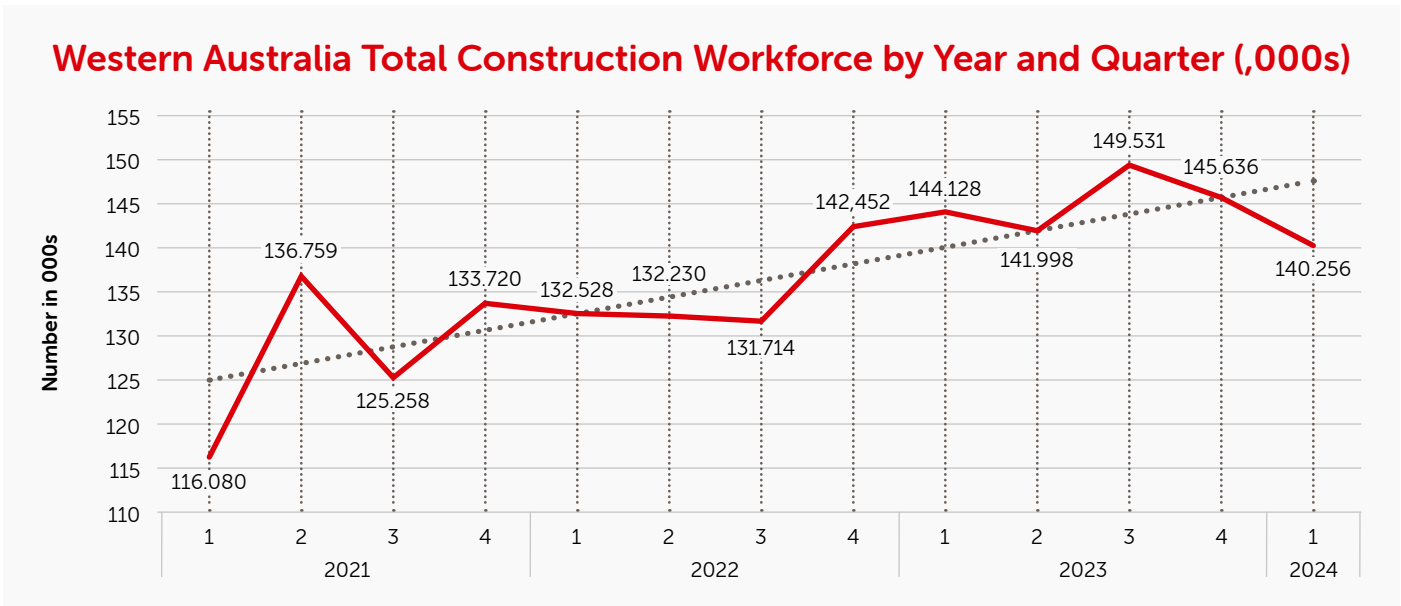
Graph 3



Source: ABS Labour Force, Australia Detailed Table 5 every February from 2015 to 2024.

Over the previous three years the State and National trends align, and both share the same pattern of slowing slightly from a period of growth in Q3/4 2022 (Graph 2 & 4). Over the past 6 quarters the States construction workforce has remained consistently in the 140 000s range (Graph 4).

Graph 4

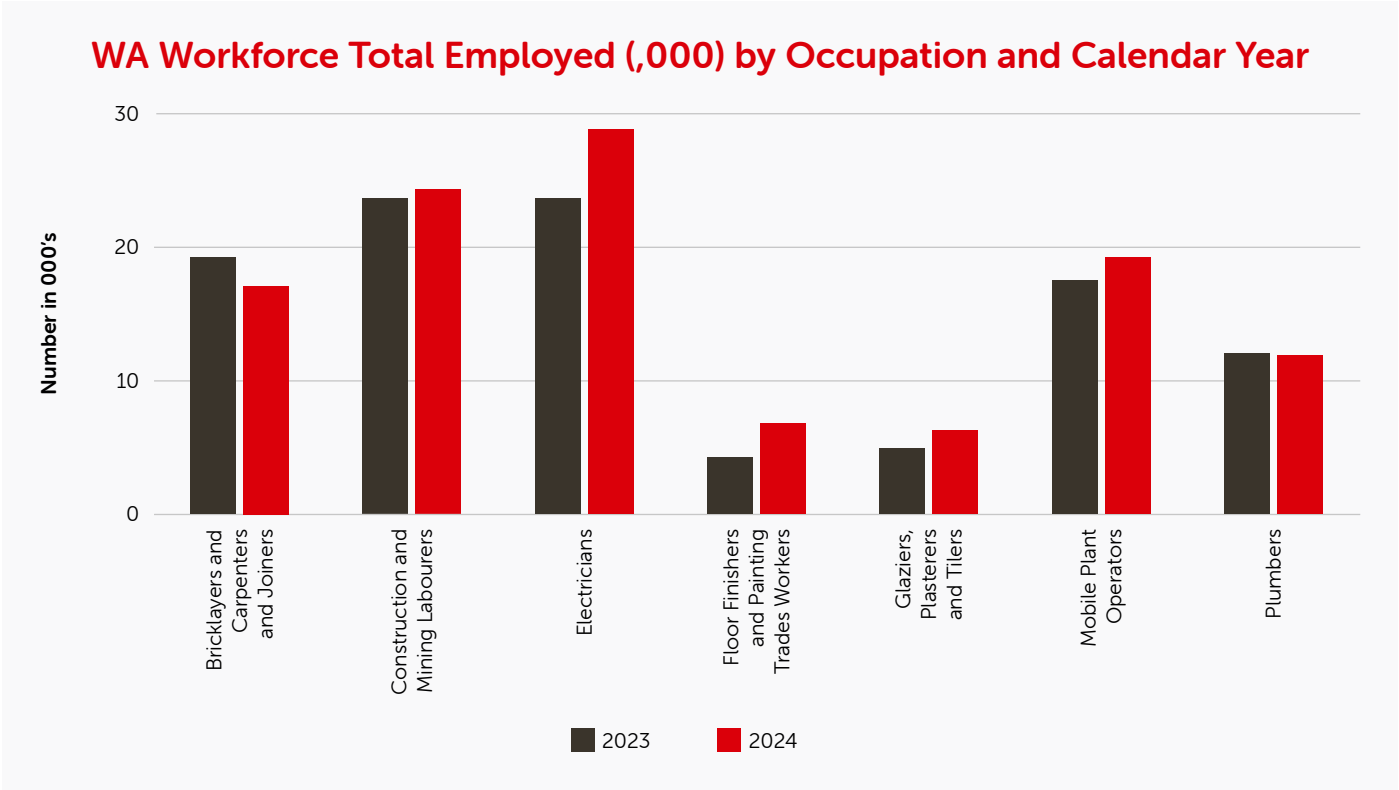


Source: ABS Labour Force, Australia Detailed Table 5 every quarter February 2021 – February 2024.

The Western Australian Construction Workforce by Occupation

The Western Australian building and construction industry continues to complete a large backlog of existing work that built up as a result of unprecedented skills and material shortages. The finishing trades, (e.g. plasterers, painters, tilers), are still in high demand, while at the same time, those trades that are primarily at the front end of the building process, (e.g. bricklayers & carpenters), have recently declined resulting in a reduction in their overall workforce numbers (Graph 5).

Graph 5

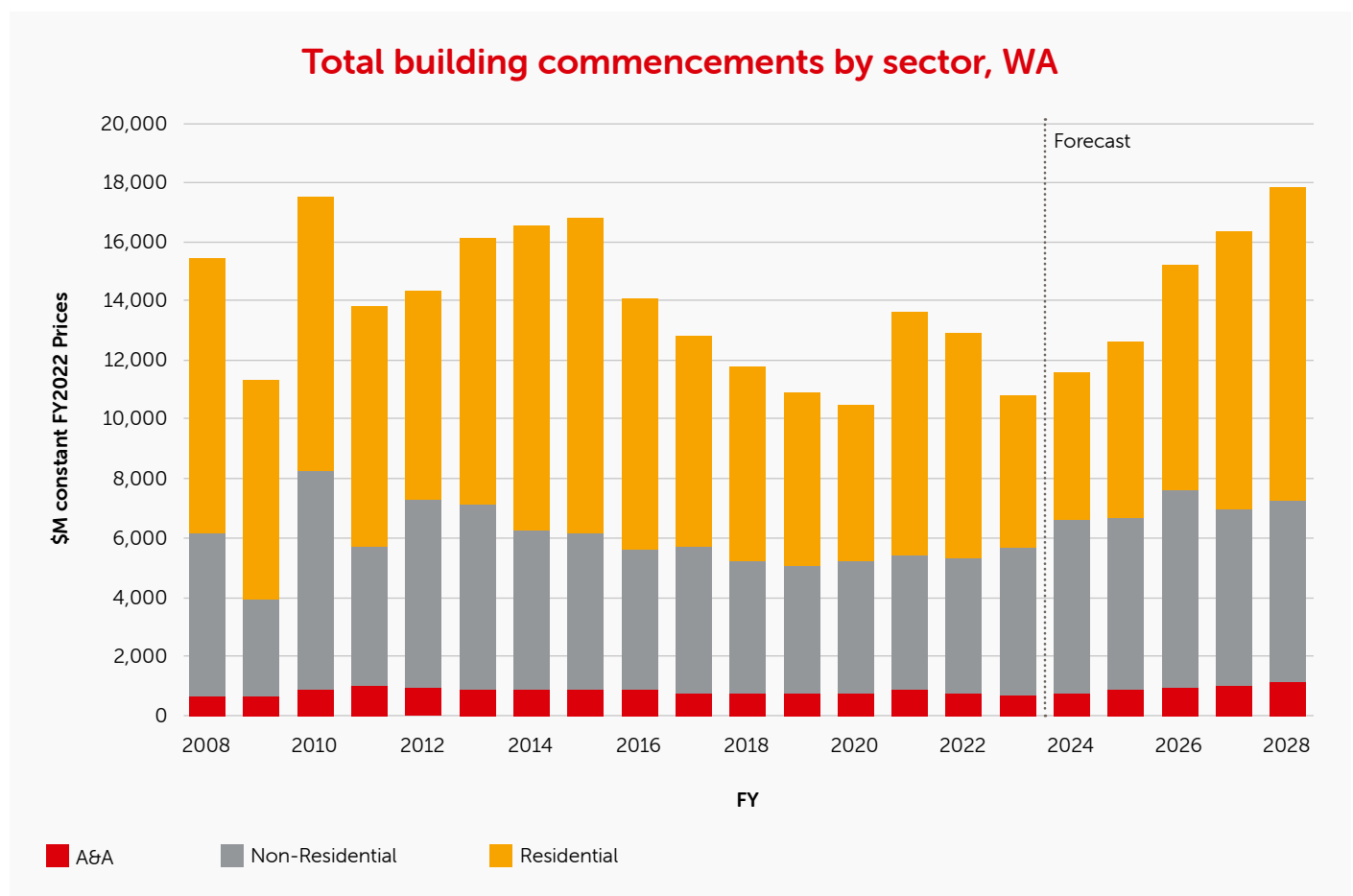


Source: ABS Labour Force, Australia Detailed EQ08 February 2023 & 2024.

Total Building by Sector

Ultimately the States construction workforce is being affected by a reduction in the number of residential dwelling commencements during 2023 despite modest gains in the non-residential and engineering construction sectors. The immediate concern is the forecast data suggests a rapid increase in construction across all sectors over the coming years (graphs 6 & 7).

Graph 6

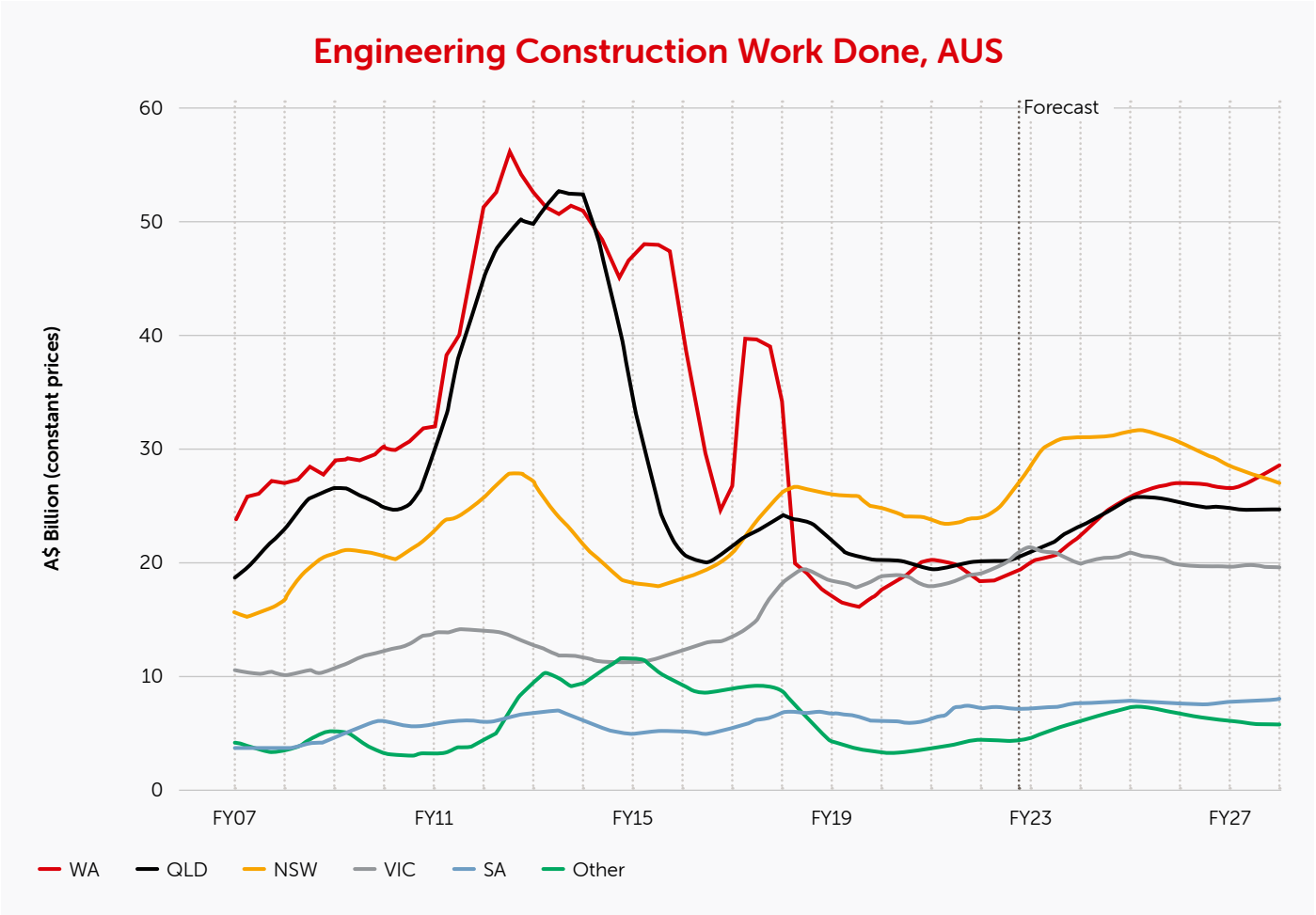


Source: ABS, Oxford Economics.

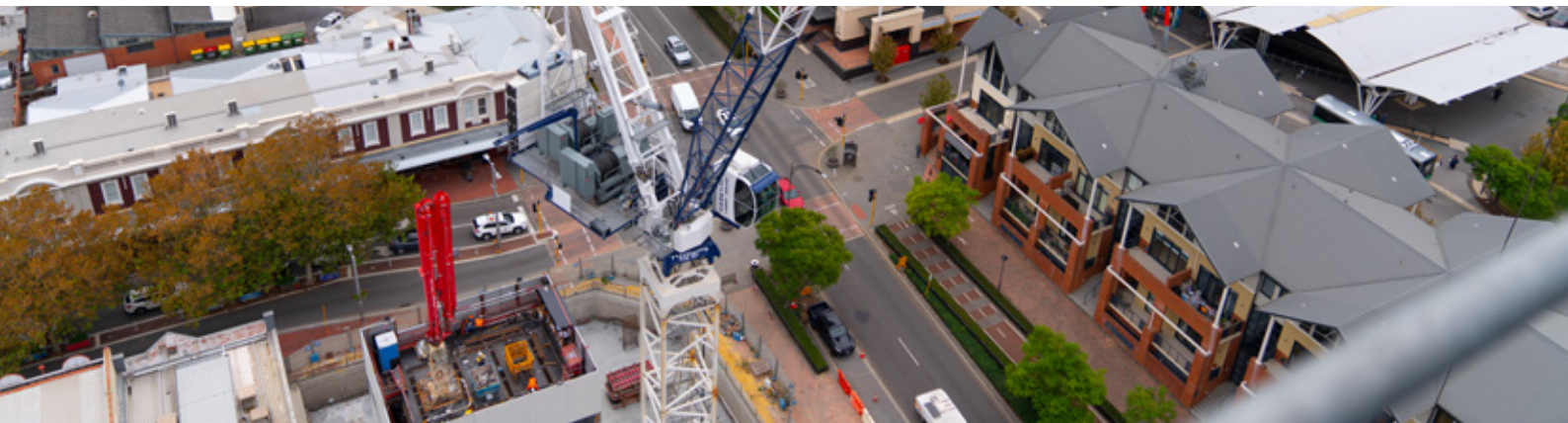
Graph 6 shows the value of both residential and commercial construction in Western Australia (A&A is Additions and Alterations).

Total Building by Sector

Graph 7



Source: Haver Analytics, Oxford Economics Australia.
Graph 7 shows the value of Engineering Construction (Civil and Mining).

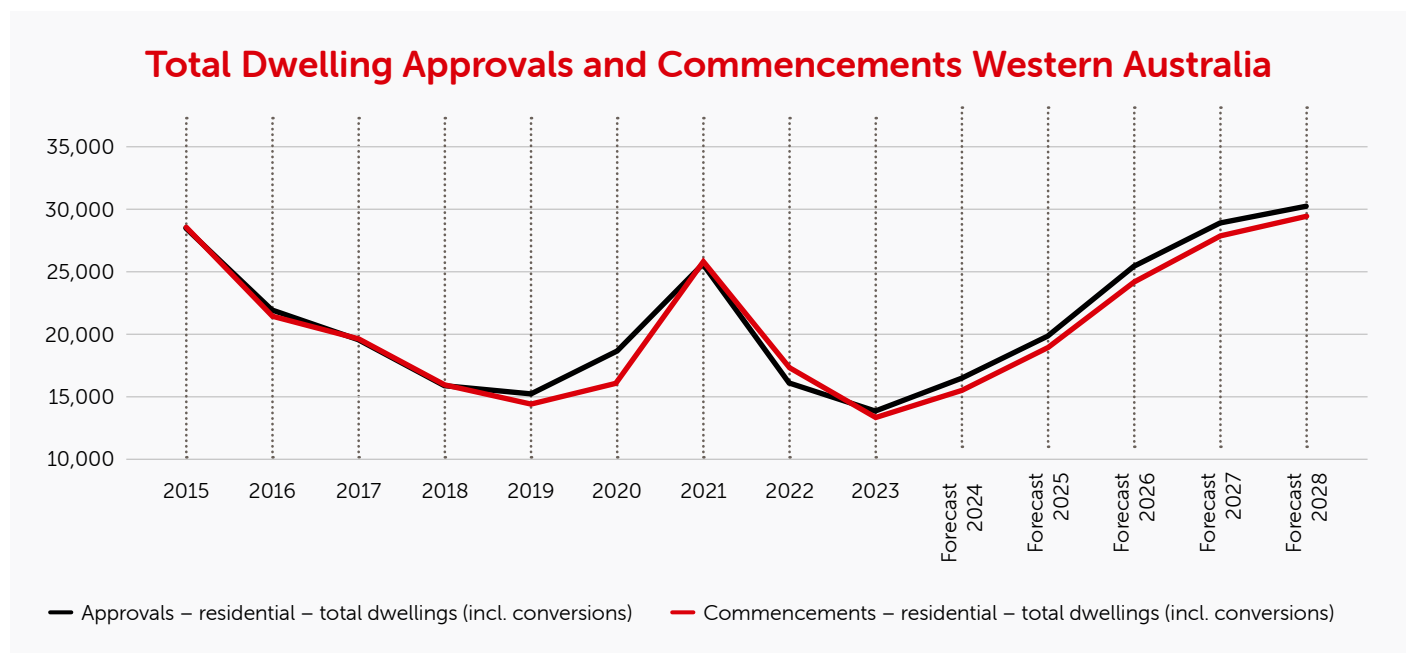


Western Australian Residential Construction Sector

In the Western Australian residential construction sector the volume of work commenced in 2024 is forecast to increase (Graph 8) led by strong population growth and the likely prospect of a reduction in interest rates which have been on hold at 4.35% since 7 November 2023.

Further enhancing the validity of the housing forecasts, between September 2022 and September 2023, Western Australia experienced significant population growth climbing 93,600 or 3.3% (ABS). This is the fastest per capita rate of any State or Territory, with the increase considerably enhanced by migration. Currently, Perth is the most affordable of the five major cities to buy a property, and there is a need to build more to accommodate the growing population.

Graph 8

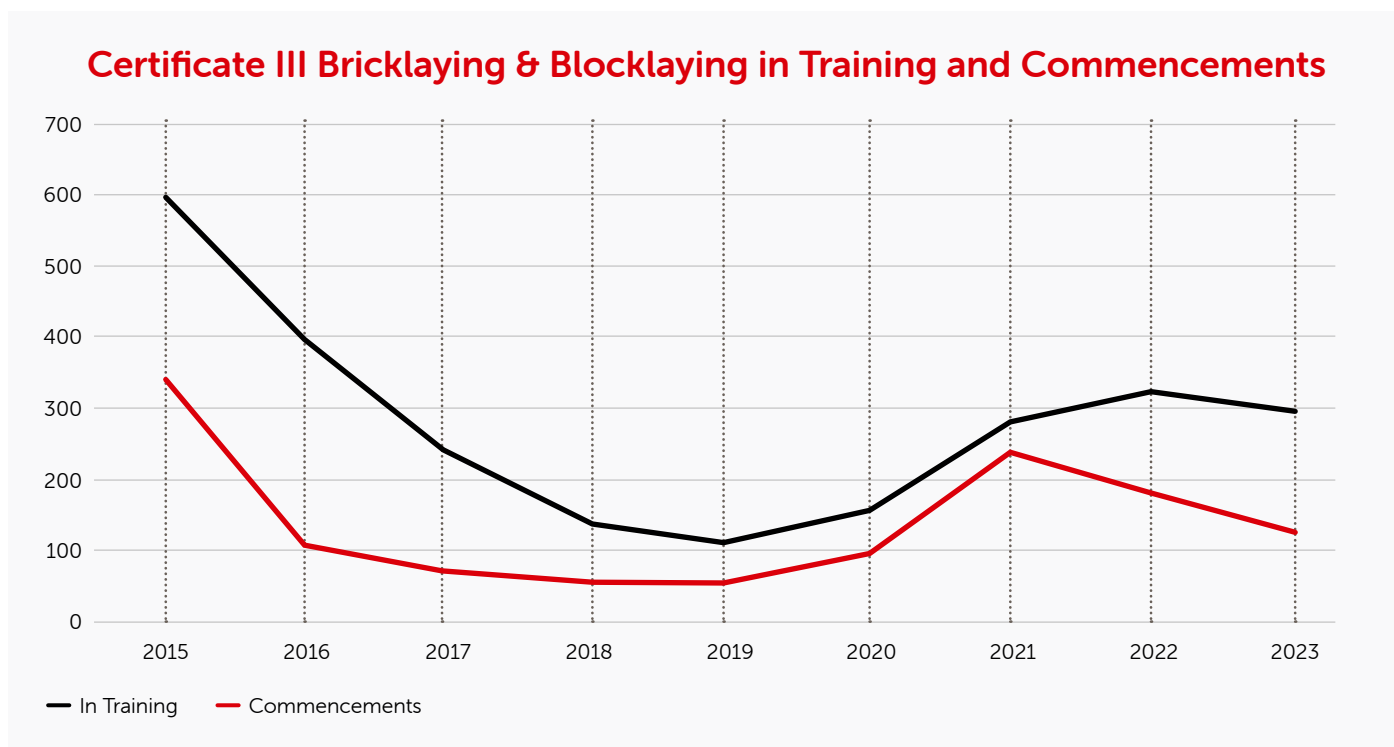


Source: 2015 -2023 ABS, 2024 -2028 Forecast Oxford Economics.

Focus on Bricklaying

Bricklayers often work in residential construction at the front end of the building process. The trade experienced a huge increase in demand in 2021 as the States building and construction industry began to boom. Not surprisingly, at the same time, bricklaying apprentices were also experiencing high demand. Bricklaying apprentice commencements and in training data follow the same pattern as the States residential construction market (Graphs 8 & 9). If the dwelling forecast above are correct, given the time it takes to train apprentices, we need to focus on retaining the in-training cohort to avoid another shortage, particularly as the commencements are beginning to decline and the forecast housing commencements are increasing (Graph 9).

Graph 9



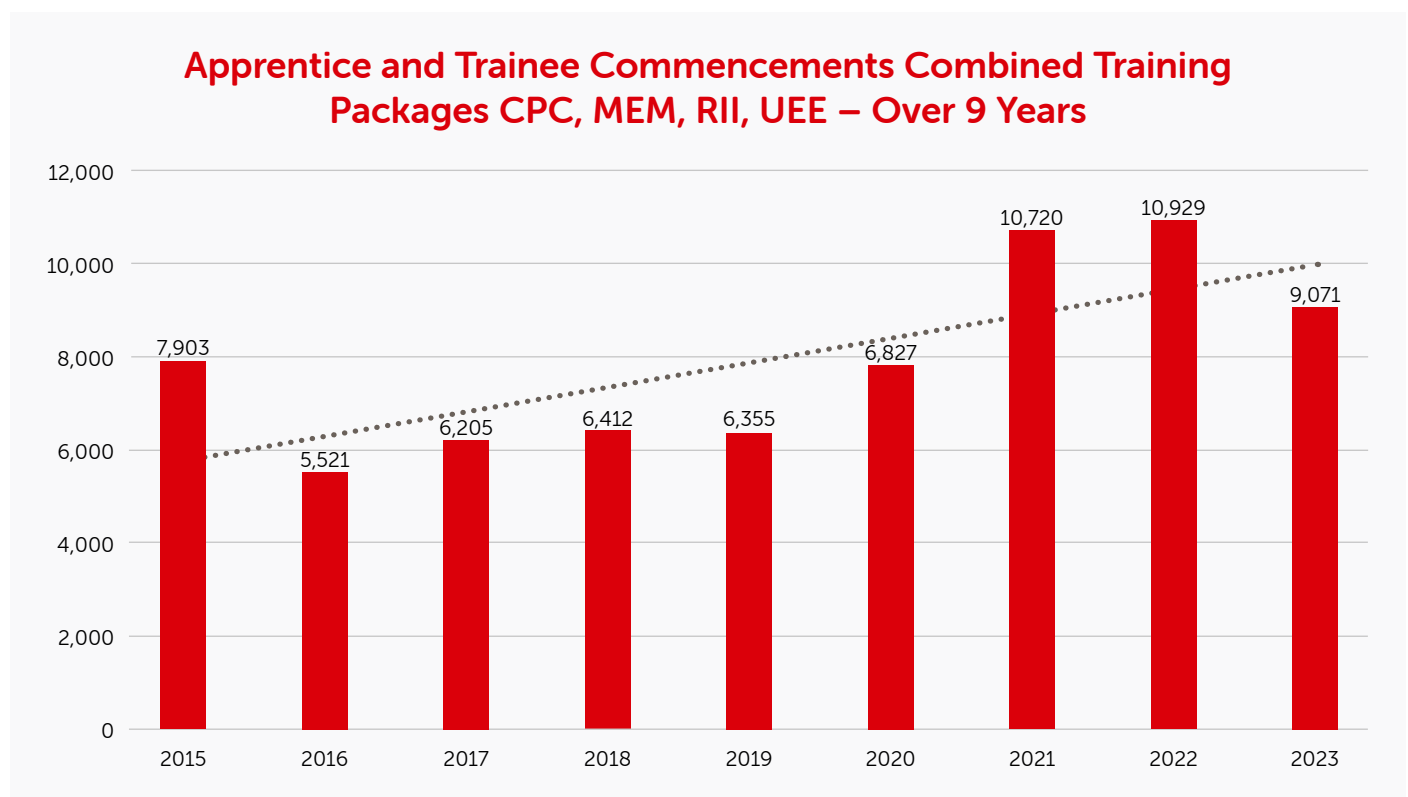
Source: DTWD Commencements in Calendar Years 2015 - 2023 and DTWD In Training as at 31 December 2015 to 31 December 2023.

Apprentice and Trainee Commencements

Combined Training Packages – 9 Year Trend

Graph 10 illustrates the number of apprentice and trainee commencements in the four main construction training packages combined across the last nine calendar years from 2015 to 2023.

Graph 10



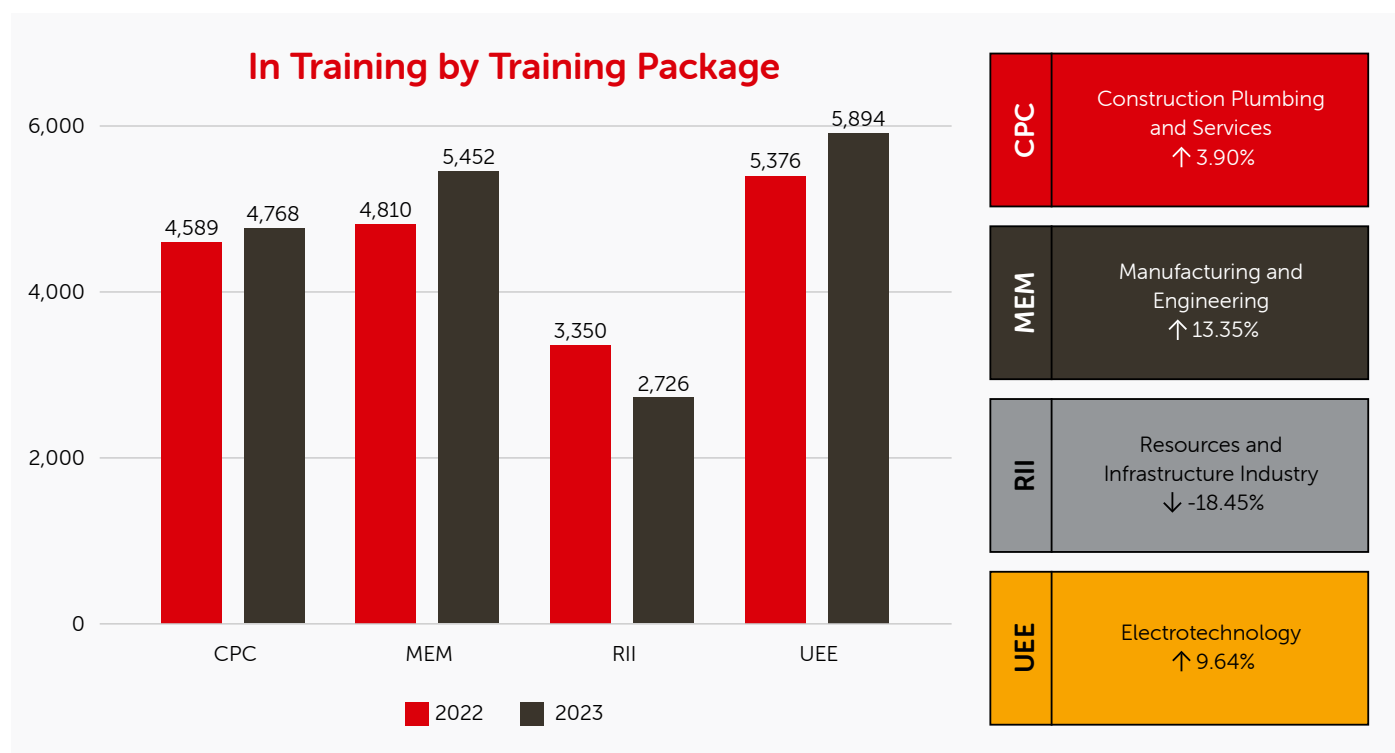
Source: DTWD Commencements in Calendar Years- Resources and Infrastructure Industry (RII), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM) and Electrotechnology (UEE) Training Packages.

The Boosting Apprenticeship Commencements (BAC) Program was introduced by the Federal Government as a time limited program to support employers during the Pandemic period with a significant employer incentive to take on and train apprentices and trainees. The Program was closed to new entrants in July 2022 with a sharp increase in commencements prior to the program's end. It was not unexpected that apprenticeship commencements dropped in the 2023 calendar year as the generous incentives for employers were no longer available. Of note is that even though commencements have dropped across all four combined training packages, the commencement numbers are still well above the second half of the last decade and are arguably subject to some market correction.

Apprentices and Trainees in Training

Apprentices 'in training' is the combined number of apprentices and trainees in training as at 31 December 2022 and 2023 across all four training packages.

Graph 11

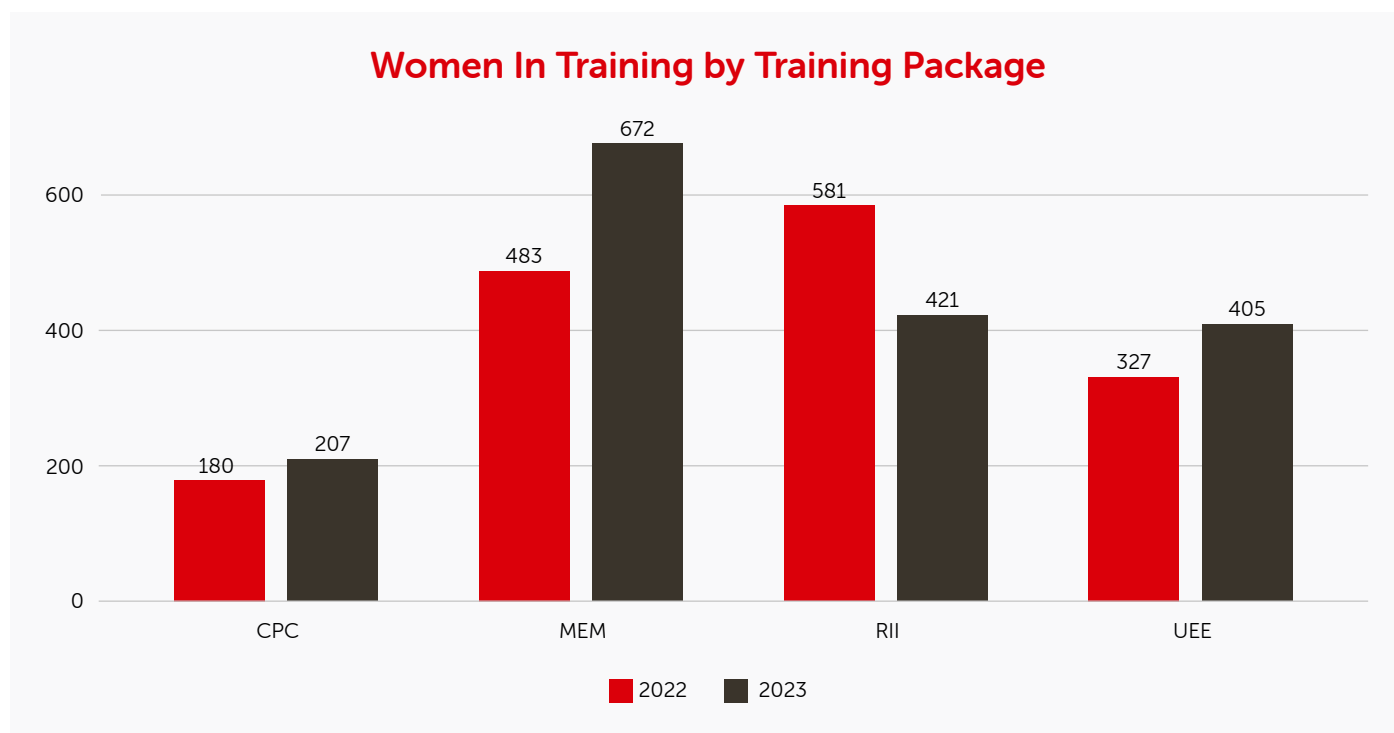


Source: DTWD In Training as at 31 December 2022 and 31 December 2023.

Graph 11 shows 'in training' gains in the Electrotechnology (UEE), Manufacturing and Engineering (MEM) and the Construction, Plumbing and Services (CPC) Training Packages. The Resource and Infrastructure Industry (RII) Training Package has experienced an 18.45% reduction of 'in training' numbers, likely linked to the prevalence of traineeships with a shorter duration of between 12 and 24 months. What is important to note is that industry is continuing to maintain the high apprenticeship and traineeship levels. Despite a slight drop in commencements, there are still very high numbers of apprentices and trainees in training.

Women In Training

Graph 12



Source: DTWD In Training as at 31 December 2022 and 31 December 2023.

Training Package	2022	2023
CPC - Construction, Plumbing and Services Training Package	3.92%	4.34%
MEM - Manufacturing from Metals and Engineering Training Package	10.04%	12.33%
RII - Resources and Infrastructure Industry Training Package	17.34%	15.41%
UEE - Electrotechnology Training Package	6.10%	6.87%

The number of women in training has increased steadily across three of the four training packages as of 31 December 2023 compared to 31 December 2022. There has been an overall reduction of in-training numbers in the RII training package and this is having an impact on the cohort of women in this training package as can be seen in Graph 12.

Women In Training

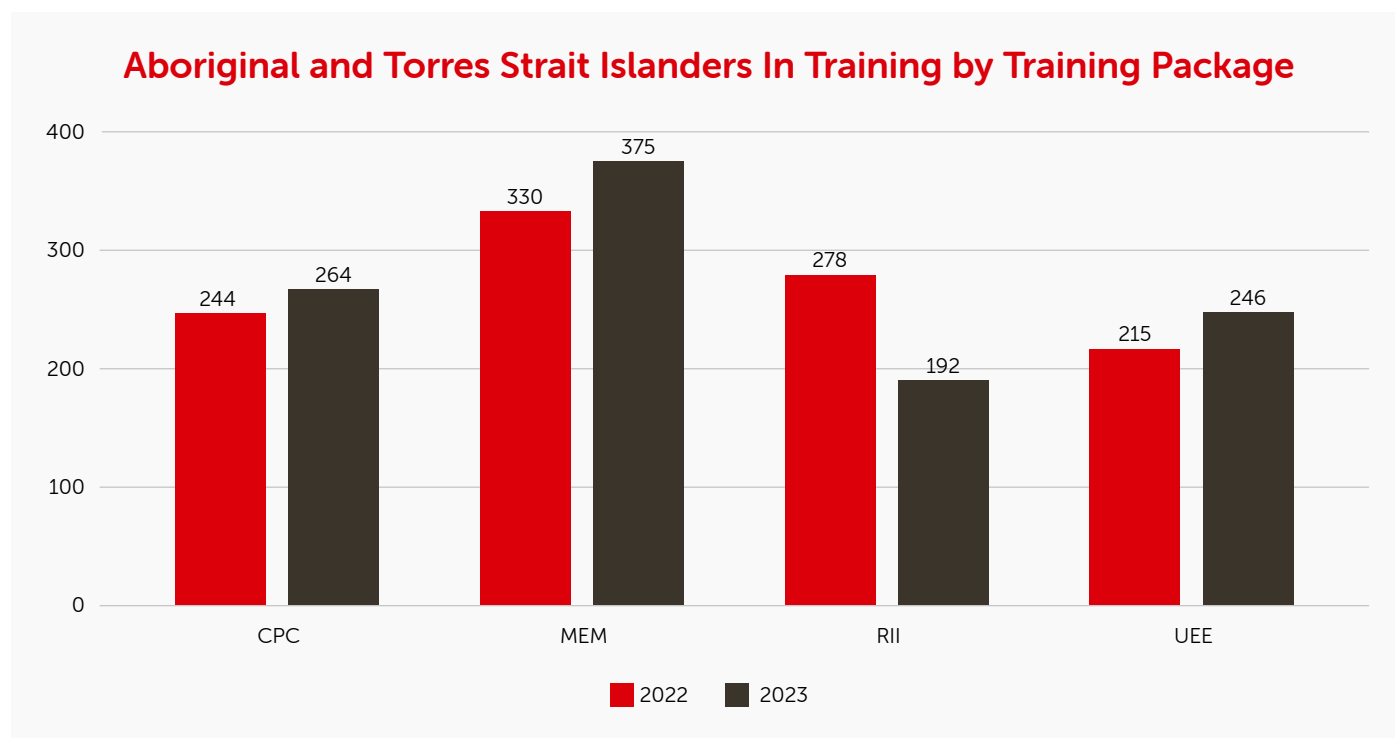
The Women in Non-Traditional Trades Scholarship (WiNTT) program was launched in 2023 to help women break down stereotypes and train for their dream career.

The CTF has extended the existing WINTT program funded by the Department of Training and Workforce Development (DTWD) to also provide funding to female apprentices and trainees in construction, training at private RTO's. The Scholarship funding, which was previously only available to the TAFEs will help to reduce the financial barriers that women often face in training and upskilling, with a \$5,000 payment helping to cover costs. These costs could include student fees, learning resources, tools, work clothes and personal protective equipment, work tickets and licenses, transport, accommodation, and childcare. Scholarship recipients will also benefit from tailored mentoring and support services to help them to complete their qualification and successfully transition into employment in their chosen industry.



Aboriginal and Torres Strait Islanders in Training

Graph 13



Source: DTWD as at 31 December 2022 & as at 31 December 2023.

Between the two calendar years of 2022 and 2023, Aboriginal and Torres Strait Islander people, as a percentage of the total cohorts, have increased in three of the four training packages, whilst there was a reduction in the Resources and Infrastructure Industry Training Package.

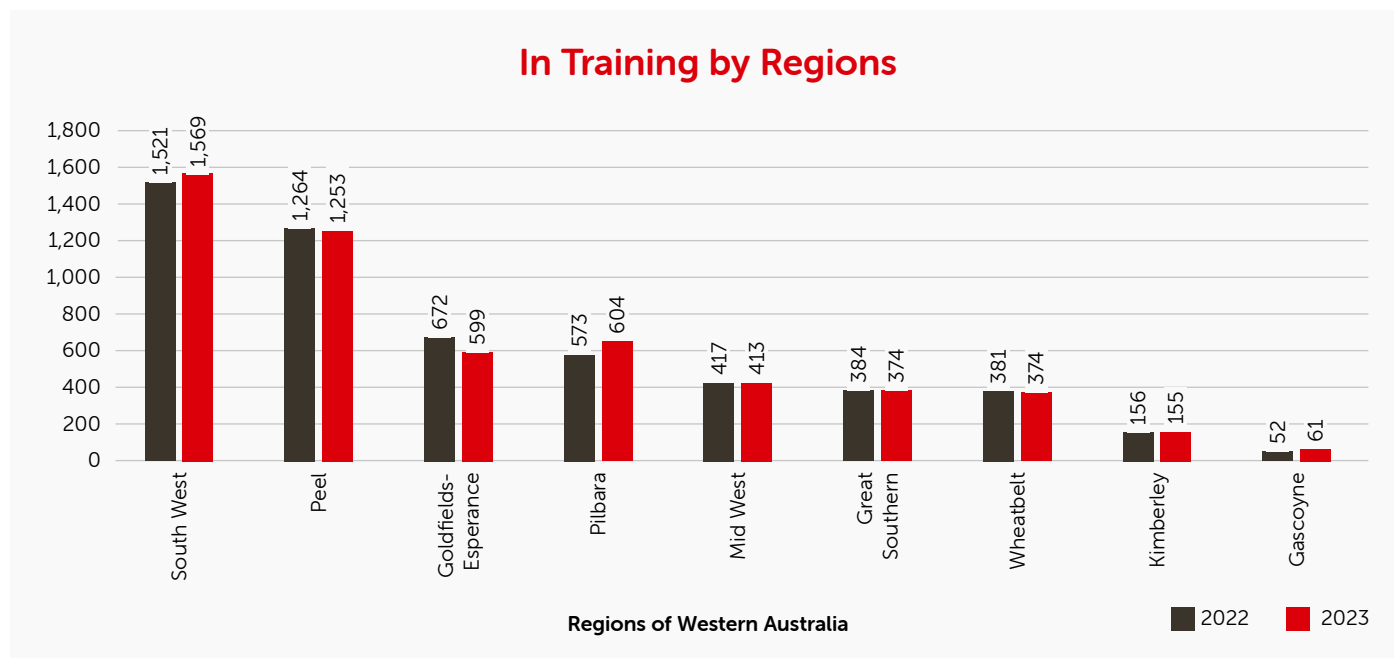
Training Package	2022	2023
CPC - Construction, Plumbing and Services Training Package	5.32%	5.54%
MEM - Manufacturing and Engineering Training Package	6.86%	6.88%
RII - Resources and Infrastructure Industry Training Package	8.30%	7.03%
UEE - Electrotechnology Training Package	4.00%	4.17%

Source: DTWD 31 December 2022 and 31 December 2023 (Calendar Years).

Regional Snapshot

Graph 14 illustrates the number of apprentice and trainee commencements in the four main construction training packages Electrotechnology (UEE), Manufacturing and Engineering (MEM), Construction, Plumbing and Services (CPC), and the Resource and Infrastructure Industry (RII) combined across the last two calendar years as of 31 December 2022 and 31 December 2023. The graph represents the number of apprentices and trainees that live within the respective regions. The regions with the highest growth over the past two calendar years are the Southwest and the Pilbara.

Graph 14

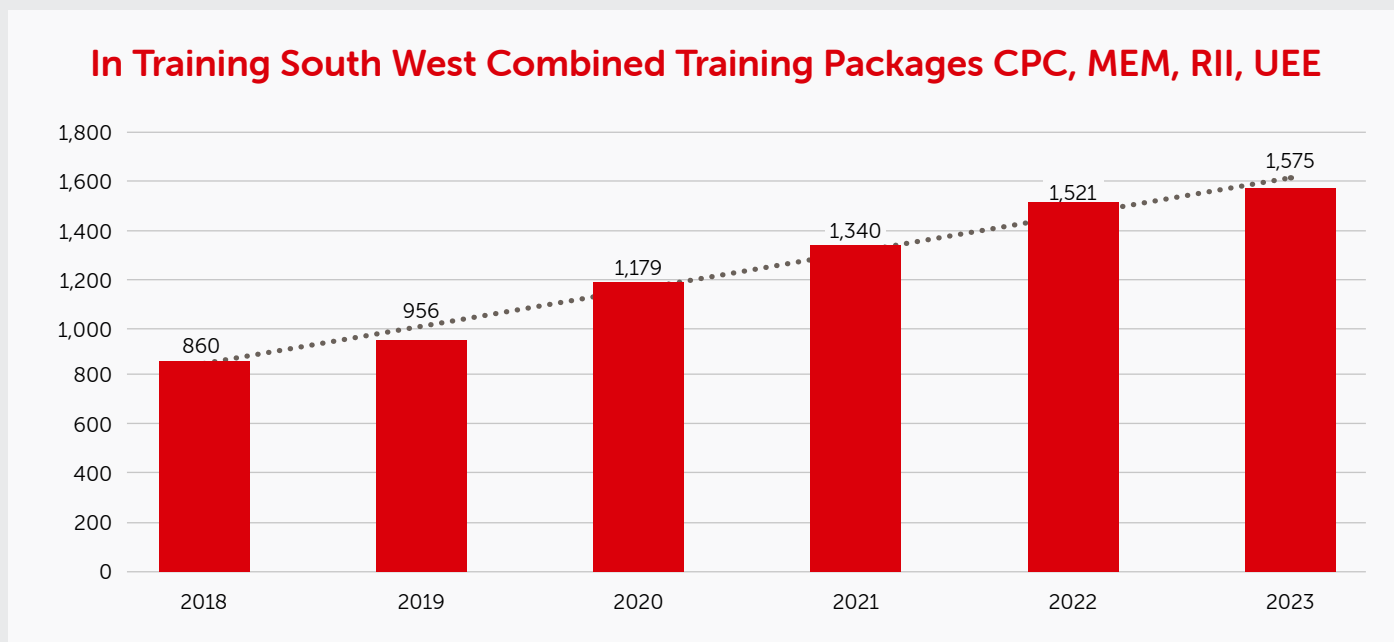


Source: DTWD in training as at 31 December 2022 and 31 December 2023.



Regional Snapshot

Graph 15

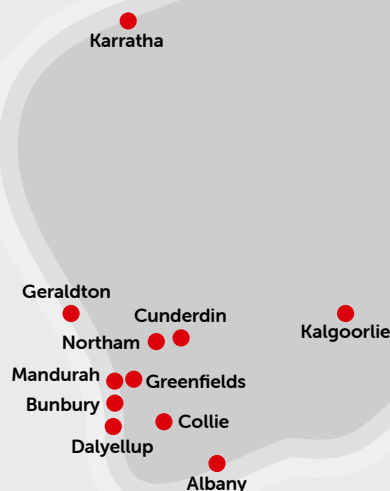


Source: DTWD in training as at 31 December 2018 to 31 December 2023.

The apprenticeship and traineeship in training numbers in the South West have experienced significant growth since 2018. This indicates the region is growing with a strong demand for apprentices and trainees across the construction sector.

CTF regional visit locations

Between July and December 2023 the CTF Industry Training Advisors visited the following regional locations in Western Australia.



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. Between July and December 2023, a total of 5,924 people received funding from the CTF to subsidise their supplementary skills and Work Health and Safety training.

The ten courses with the highest number of people supported between July and December 2023 were:

Supplementary Skills

Top 10 Courses	Number of people supported
EWP Operator Licence - Yellow Card	321
Excavator Operations	181
Skid Steer/Loader	156
Combined Operate Light Vehicle and Maintain 4WD	100
Material Hoist Operator	104
Licence to operate a forklift truck	83
Prevention of Electrical Incidents	84
Demolition	75
Dozer	51
Combined (RII) – Dogging & Basic Rigging	46
TOTAL	1201



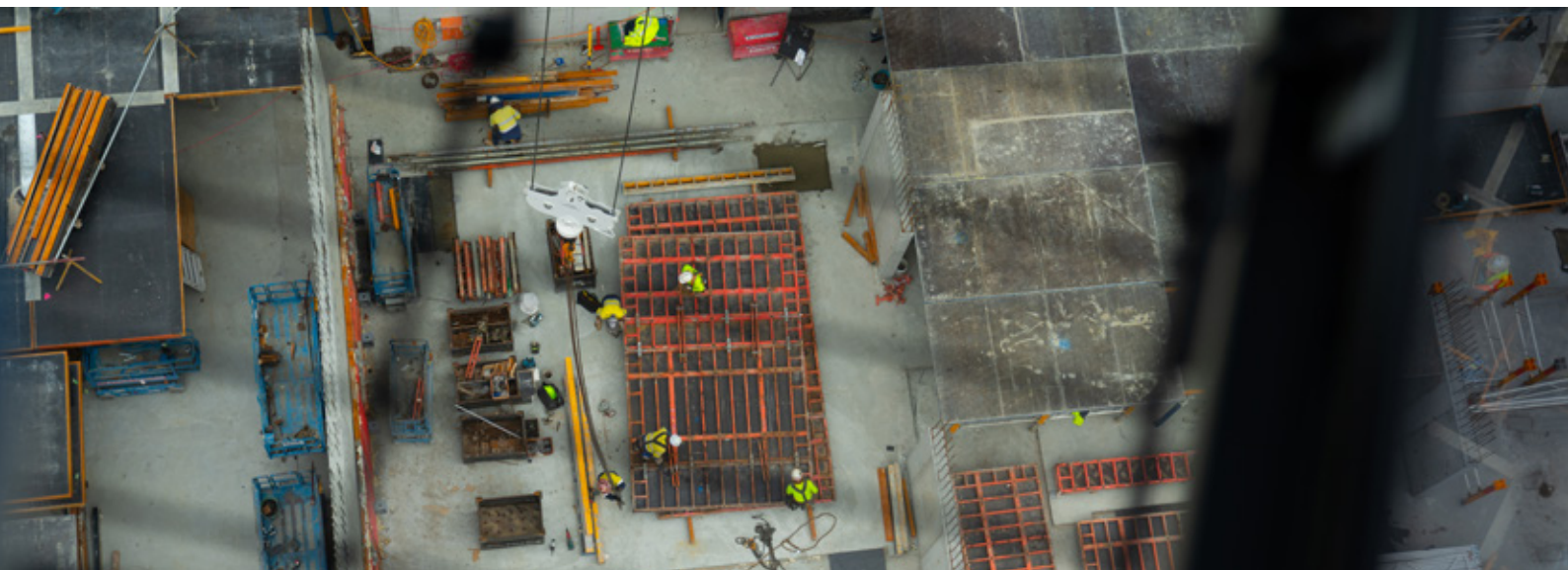
Upskilling and Short Courses

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 people supported between July and December 2023 were:

Workplace Health and Safety

Top 10 Courses	Number of people supported
Work Safely at Heights	665
Working at Heights Refresher	344
First Aid	259
Elevated Work Platform (EWP)	174
First Aid and CPR Blended Learning	171
Elevated Work Platform (EWP) over 11 metres	170
Basic Fire (CSEF)	157
Supervised Worker	108
Course in Crystalline Silica Exposure Prevention	107
CPR Requal/Refresher	38
TOTAL	2,193

Total number of people supported within the Top Ten Supplementary Skills claims	3,394
Total number of people supported through all Supplementary Skills claims	5,924
Total Expenditure	\$1,782,730.97





CTF
Construction
Training Fund



GOVERNMENT OF
WESTERN AUSTRALIA

Ph: (08) 9244 0100

www.ctf.wa.gov.au info@ctf.wa.gov.au

PO Box 303, Cloverdale WA 6985

104 Belgravia Street, Belmont WA 6104

