

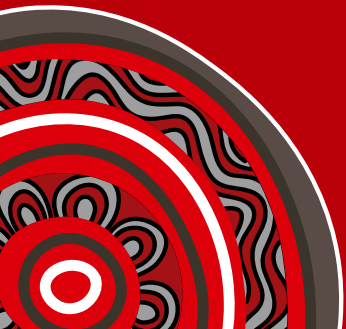


# Industry Snapshot

## October 2024



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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 quarter released. Unless otherwise stated, all apprenticeship and overall training data is current from the Department of Training and Workforce Development (DTWD) as of June 2024. All interpretations and conclusions drawn from all the data are those of the Construction Training Fund.

# The National Construction Workforce

National Construction Workforce

1,301.69K

WA Construction Workforce

152.82K

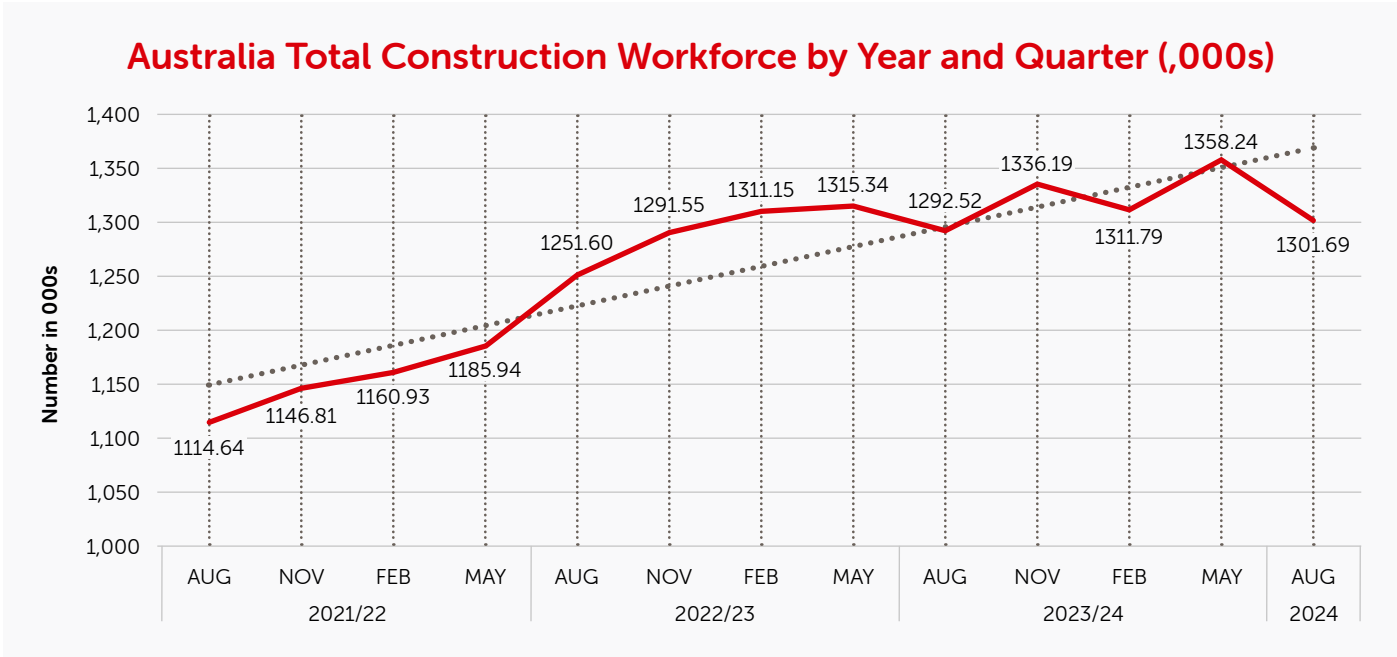
WA Trade Workforce

91.63K

ABS August 2024

The national construction workforce has grown by 16.7% between August 2021 and August 2024, it has remained consistently above 1.3 million workers since November 2023 (Graph 1). The significant growth immediately post pandemic appears to be holding firm, despite the presence of a range of macroeconomic factors including lingering high inflation and interest rates causing some strain and uncertainty on all construction sectors.

Graph 1



Source: ABS Labour Force, Australia Detailed Table 5, every quarter, Financial Years, August 2021 - August 2024.

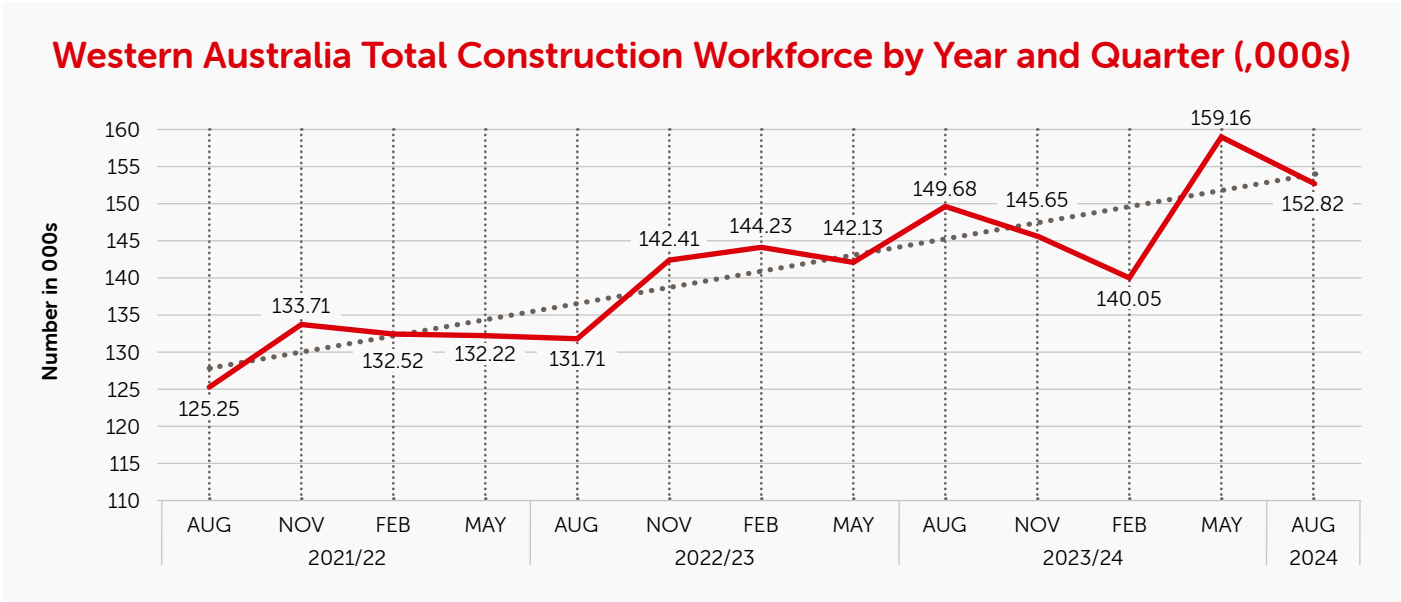
16.7% Growth

ABS August 2021 to August 2024

# The Western Australian Construction Workforce

Between 2021 and 2024 the Western Australia construction workforce growth reflects the broader national pattern with the sector trending upwards, although it has experienced a higher growth rate of 22% (Graph 2) compared to the national increase of 16.7%. The ABS data over the last two quarters shows a workforce that is over 150, 000 strong (Graph 2). These are welcome figures for an industry that has been struggling with skills shortages in recent years.

Graph 2



Source: ABS Labour Force, Australia Detailed Table 5, every quarter, Financial Years, August 2021 - August 2024.

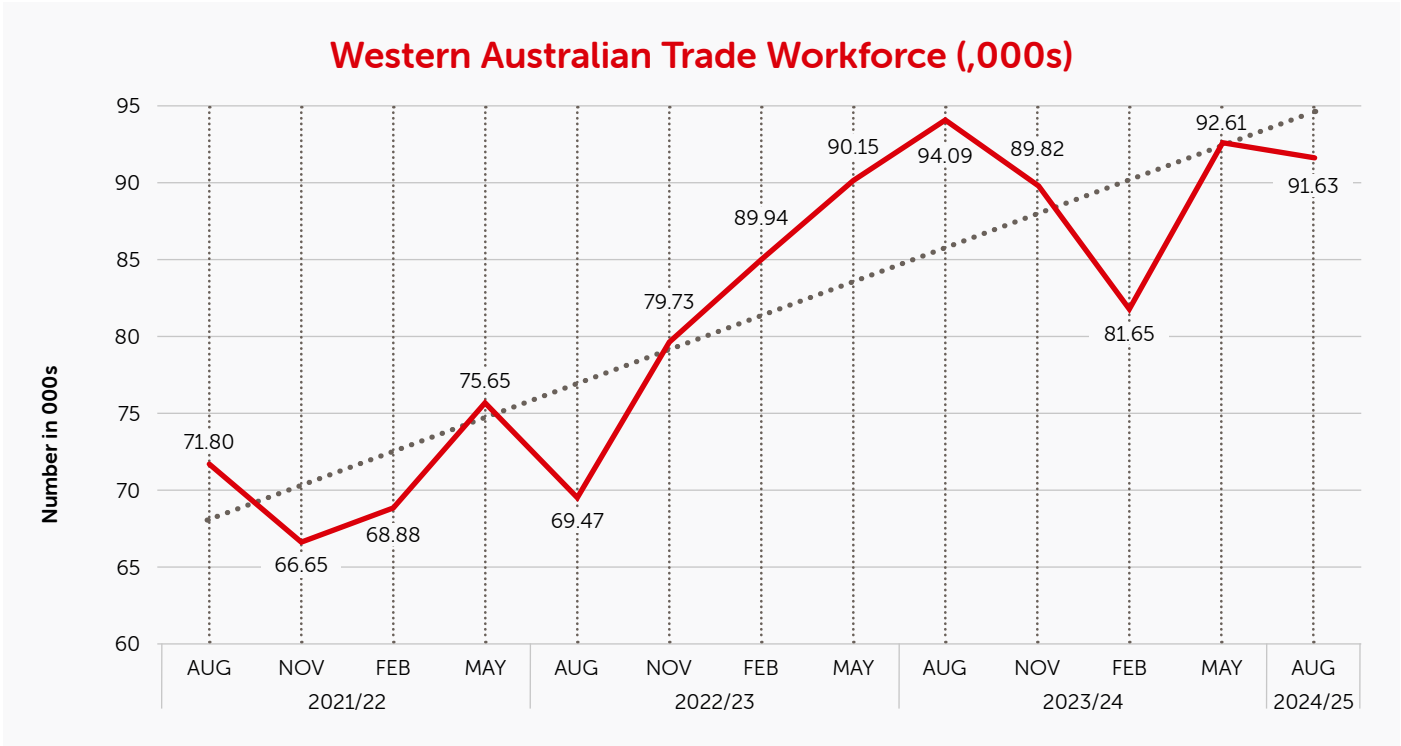
**22% Growth**

ABS August 2021 to August 2024

# The Western Australian Trade Workforce

The trade workforce is the number of tradespeople that work in the Western Australian Construction industry. This number has also trended upwards post pandemic and has remained over 90 000 between the May and August quarters of 2024 (Graph 3). The States trade workforce has grown by 27.6% between August 2021 and August 2024 which is more than the National Construction Workforce (16.7%) and the State Workforce (22%).

Graph 3



Source: ABS Western Australia, Division E (ANZSIC), and then further refined by selected ANZSCO occupational codes, every quarter, Financial Years, August 2021 - August 2024.

**27.6% Growth**

ABS August 2021 to August 2024

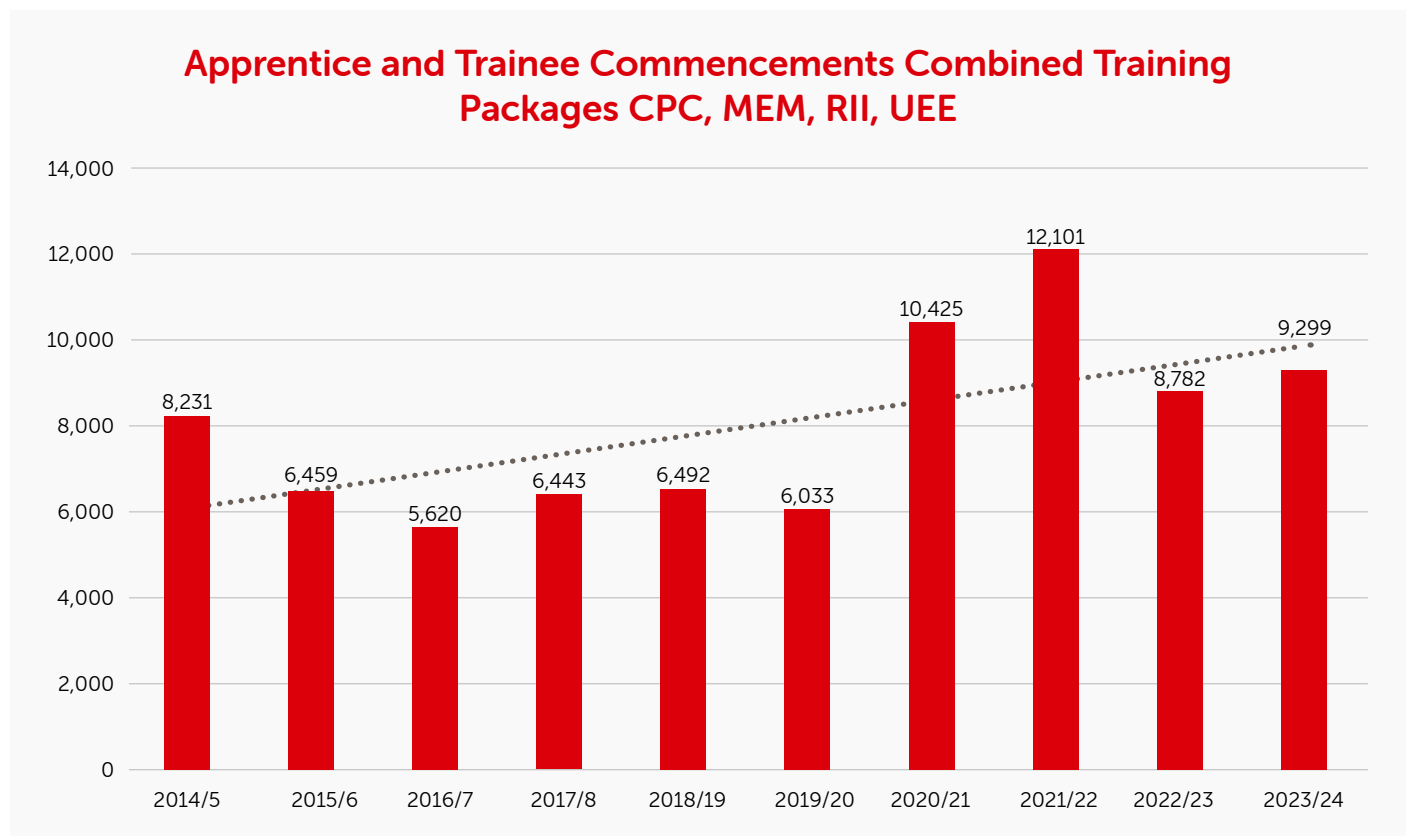
# Apprentice and Trainee Commencements

'Commencements' is the term used to describe the number of apprentices and trainees who commenced in a training contract.

## Commencements Combined Training Packages 10 Year Trend

Graph 4 below illustrates the number of apprentices or trainees that commenced training in Western Australia in four of the main building and construction related training packages over the past ten financial years from 2014/15 through to 2023/24.

Graph 4



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

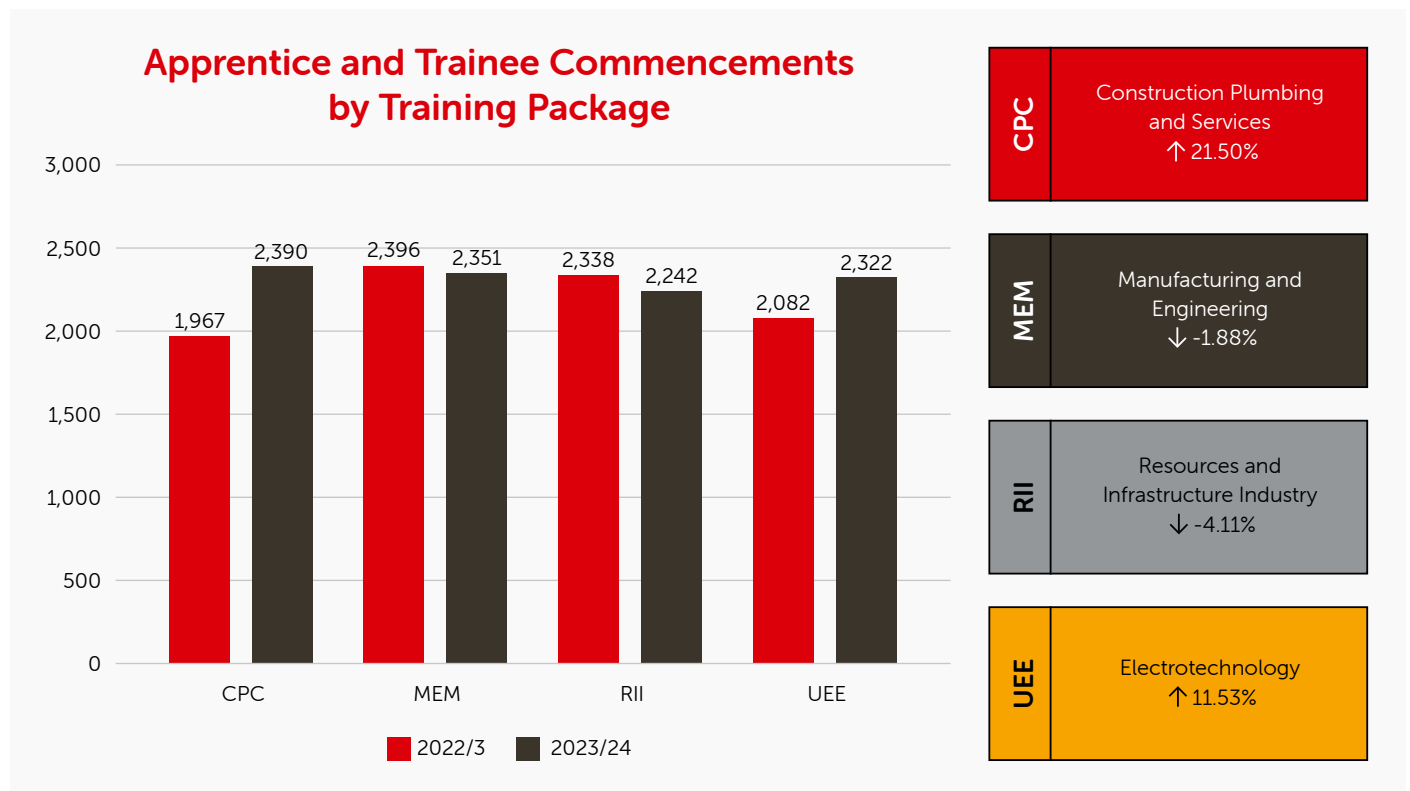
Reflecting the increase in the construction workforce, there is an upwards trend in the number of apprentice and trainee commencements in 2023/24.

Following a normalisation period in 2022/23 that marked the cessation of a number of incentive programs amid a period of sustained macroeconomic pressure there was a real potential for the number of commencements to fall in 2023/24. This has not been the case, and the figures show a continued growth in the 2023/24 fiscal year.

# Apprentice and Trainee Commencements by Training Packages

Graph 5 below illustrates the numbers of apprentices and trainees that commenced in the four training packages across the last two financial years of 2022/23 and 2023/24.

Graph 5



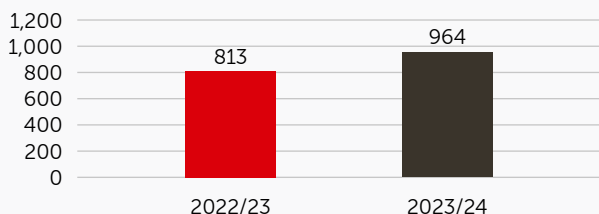
Source: DTWD 2022/23 and 2023/24 Commencements Financial Years - Resource and Infrastructure Industry (RII), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM) and Electrotechnology (UEE) Training Packages.

While there has been a slight reduction in the number of commencements in the Manufacturing and Engineering (MEM) and Resource and Infrastructure (RII) Training packages, the overall commencement numbers remain high. Significantly, the sharp increase in the number of apprentice and trainee commencements in the Electrotechnology (UEE) and Construction, Plumbing and Services (CPC) Training Packages is timely and demonstrates the States construction industry continues to invest in its future workforce with strong demand for new apprentices and trainees across all sectors.

# Commencements in Key Growth Construction Qualifications

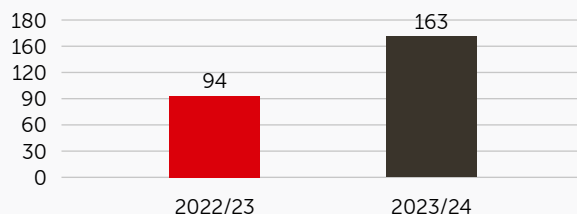
Some of the key performing construction apprenticeships and traineeships are showing a substantial increase in commencements over the last two financial years. This is encouraging given the pipeline of construction work ahead.

## Commencements Certificate III in Carpentry



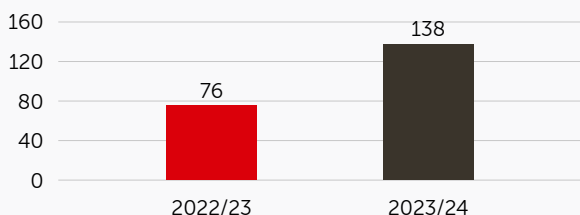
Source: DTWD 2022/3 and 2023/4 Commencements Financial Years.

## Commencements Certificate III in Painting and Decorating



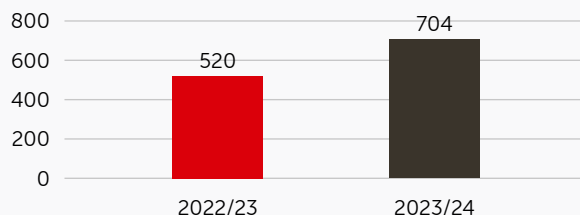
Source: DTWD 2022/3 and 2023/4 Commencements Financial Years.

## Commencements Certificate III in Civil Construction



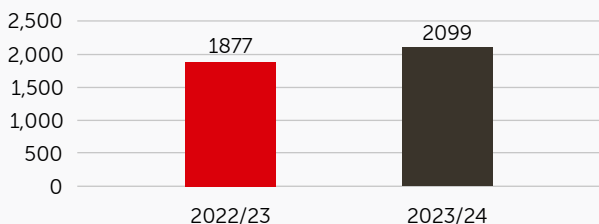
Source: DTWD 2022/3 and 2023/4 Commencements Financial Years.

## Commencements Certificate III in Plumbing



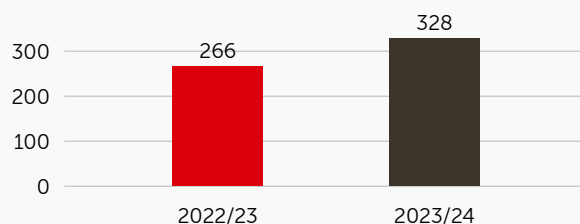
Source: DTWD 2022/3 and 2023/4 Commencements Financial Years.

## Commencements Certificate III in Electrotechnology



Source: DTWD 2022/3 and 2023/4 Commencements Financial Years.

## Commencements Certificate III in Refrigeration and Airconditioning



Source: DTWD 2022/3 and 2023/4 Commencements Financial Years.

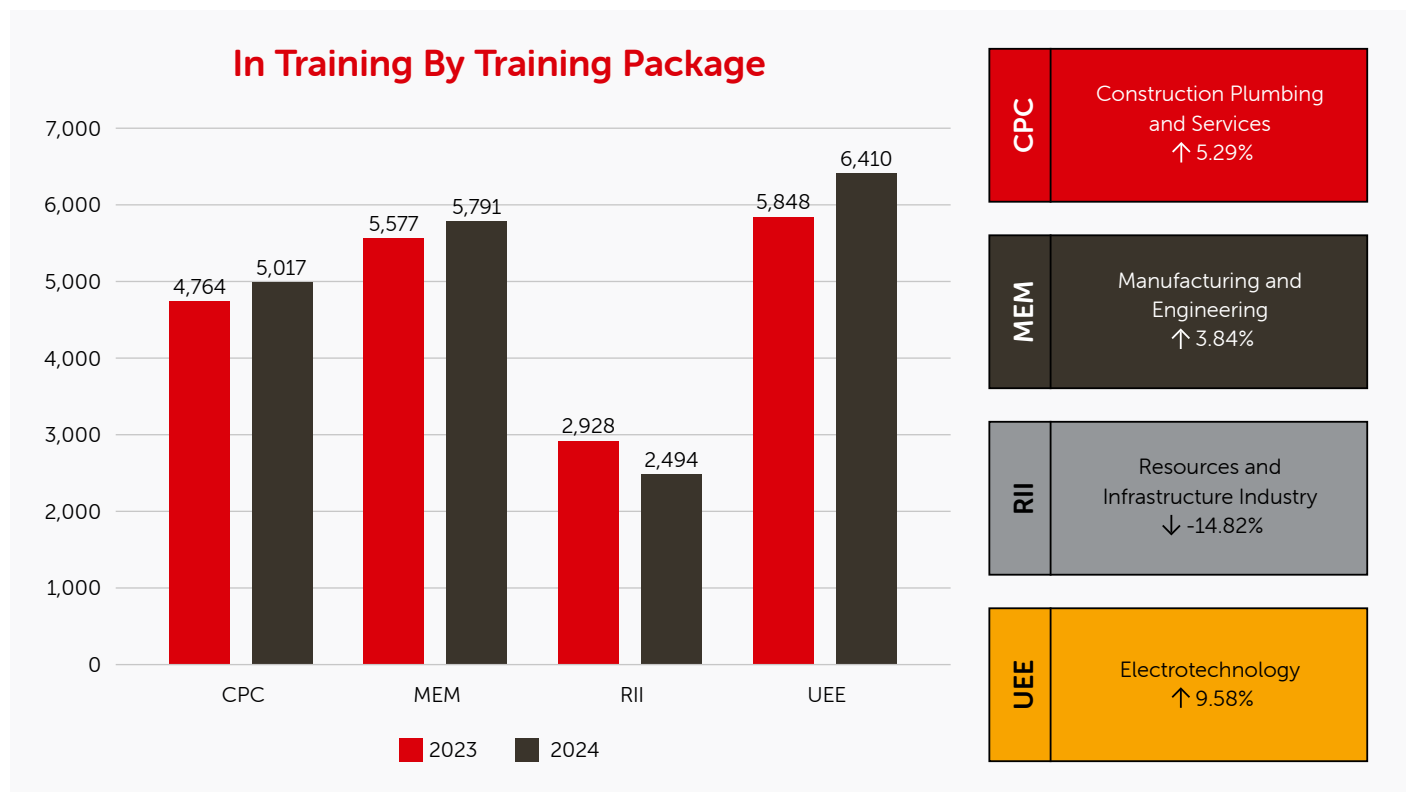


# Apprentices and Trainees In-Training

Apprentices 'in-training' is the combined number of apprentices and trainees.

The graph shows the number of apprentices and trainees in-training in the four training packages in June 2023 and 2024.

Graph 6



Source: DTWD June 2023 and 2024 in-training, Resource and Infrastructure Industry (RII), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM) and Electrotechnology (UEE) Training Packages.

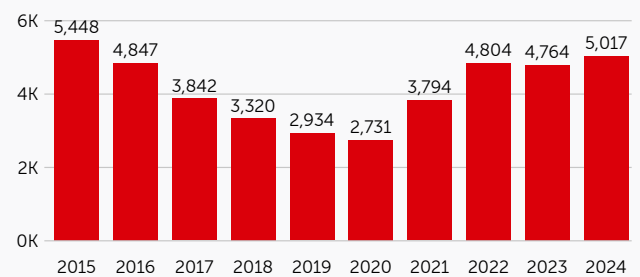
Graph 6 shows a slight reduction in the number of apprentices and trainees 'in-training' in the Resource and Infrastructure (RII) Training Package and gains in Manufacturing and Engineering (MEM), Electrotechnology (UEE), and Construction, Plumbing and Services (CPC) Training Packages.

# A Quick Look at the Historical Data

## Construction, Plumbing and Services (CPC)

The number of apprentices and trainees in-training in the CPC training package in Western Australia dipped sharply in 2019/20 before rebounding post pandemic. In June 2024 there were 5017 apprentices and trainees led by a strong demand for Carpenters and Plumbers. There has not been over 5000 apprentices and trainees in-training since 2015.

### In-training CPC Training Package 2015 – 2024

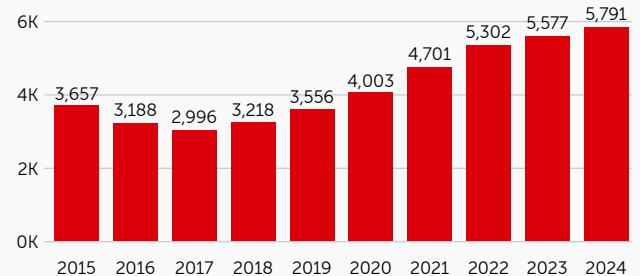


Source: DTWD June 2015 to June 2024 in-training Construction, Plumbing and Services (CPC) Training Package.

## Manufacturing and Engineering (MEM)

There has been an increase in demand for apprentices and trainees showing an upwards trend over the past 10 years. The surge in the number of apprentices is largely due to the volume of resource, defence and civil infrastructure development. The Certificate III qualifications - Industrial Electrician, Fabrication Trade and Refrigeration and Airconditioning have all experienced a significant boost in numbers, while at the same time the Mechanical Trade apprenticeship has remained strong.

### In-training MEM Training Package 2015 – 2024

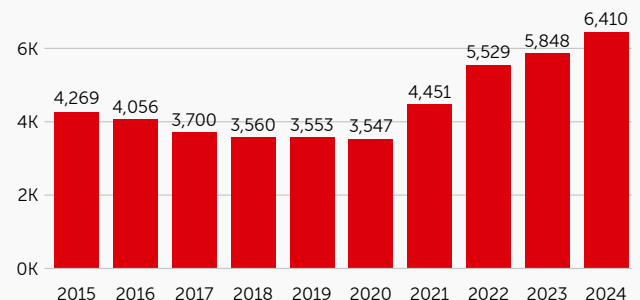


Source: DTWD June 2015 to June 2024 in-training Construction, Plumbing and Services (CPC) Training Package.

## Electrotechnology (UEE)

Electrotechnology has experienced unprecedented demand post pandemic with the majority of the apprentices and trainees in-training enrolled in the UEE30820 Certificate III in Electrotechnology Electrician. It is important that the number of apprentices remains high as the State continues its journey towards net zero and this cohort are the ones that will facilitate the transition.

### In-training UEE Training Package 2015 – 2024

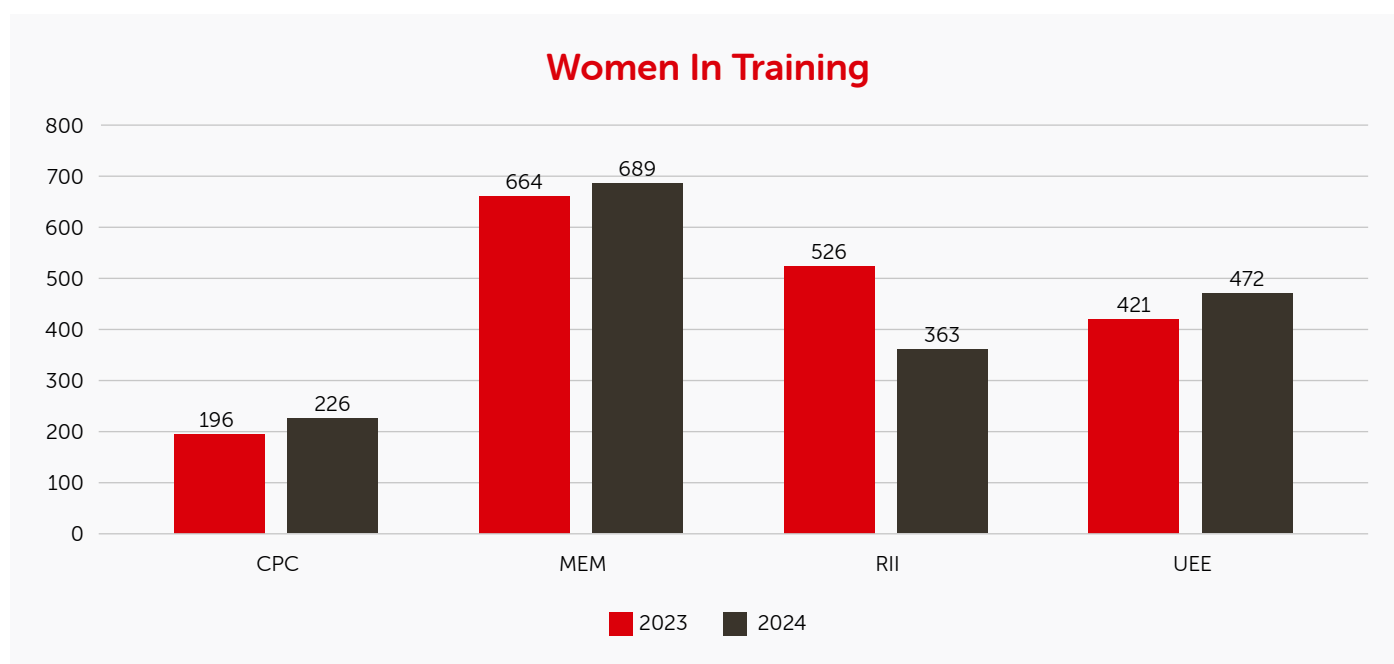


Source: DTWD June 2015 to June 2024 in-training Construction, Plumbing and Services (CPC) Training Package.

# Women In Training

Graph 7 below illustrates the number of women in training in the four training packages in June 2023 and 2024.

Graph 7



Source: DTWD June 2023 and 2024 Resource and Infrastructure Industry (RII), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM) and Electrotechnology (UEE) Training Packages.

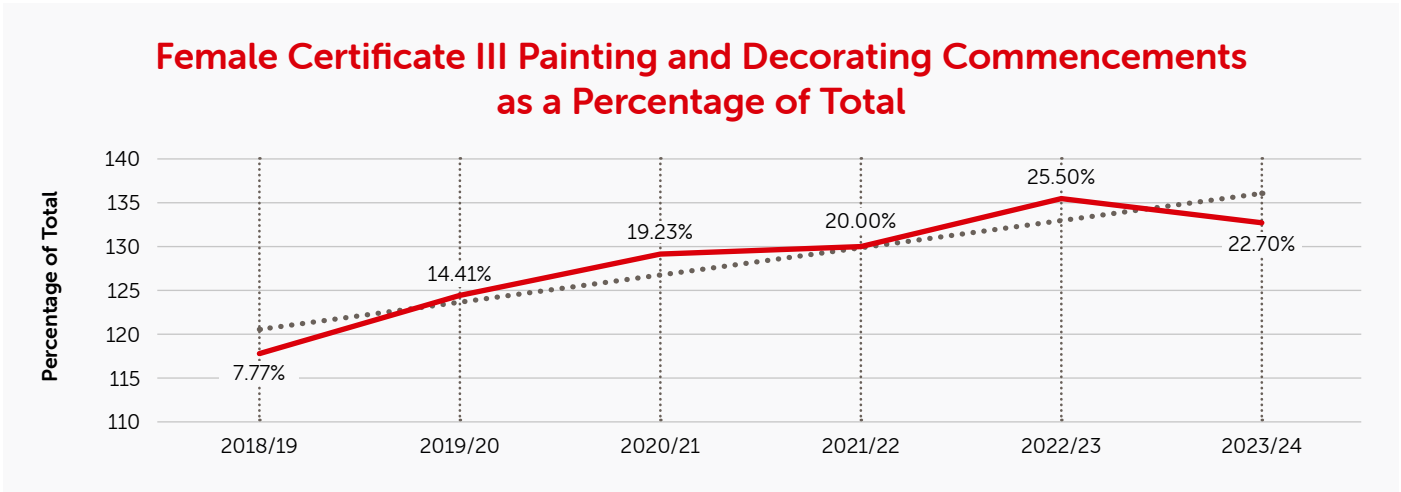
Training Package % of Women	2023	2024
CPC - Construction, Plumbing and Services Training Package	4.11%	4.50%
MEM - Manufacturing from Metals and Engineering Training Package	11.91%	11.90%
RII - Resources and Infrastructure Industry Training Package	17.96%	14.55%
UEE - Electrotechnology Training Package	7.20%	7.36%

In the CPC, MEM and UEE Training Packages the number of female apprentices and trainees increased, while there was a reduction in numbers in the RII Training Package (Graph 7). The CTF is currently undertaking a diversity research project that explores possible strategies to increase diversity. The research includes strategies to encourage more women to enter into the construction sector. The project includes a comprehensive review of other jurisdictions and countries, 100 locally based interviews with industry, and a series of focus groups. The project is scheduled to be completed by mid-2025.

# A Focus on Women in Painting and Decorating

In examining the training data, the CPC30620 Certificate III in Painting and Decorating is showing encouraging signs that more women are entering the trades.

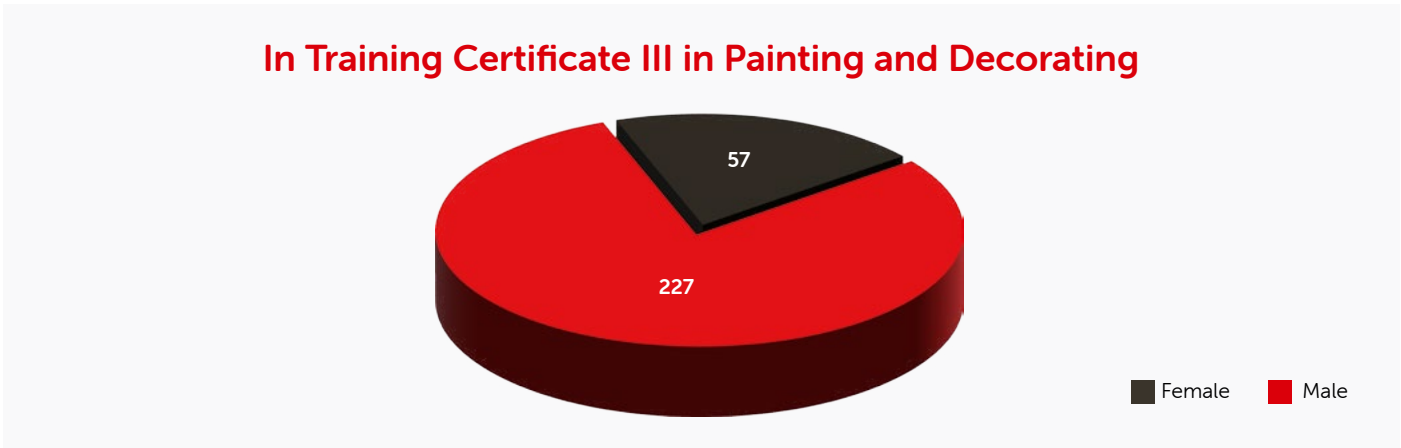
Graph 8



Source: DTWD June 2018 to June 2024 Commencements Painting and Decorating.

Between 2018/19 and 2023/24 the number of women that commenced an apprenticeship in Painting and Decorating increased from 7.77% to 22.70%. Over a quarter of all painting and decorating commencements in 2022/23 were women (Graph 8).

Graph 9

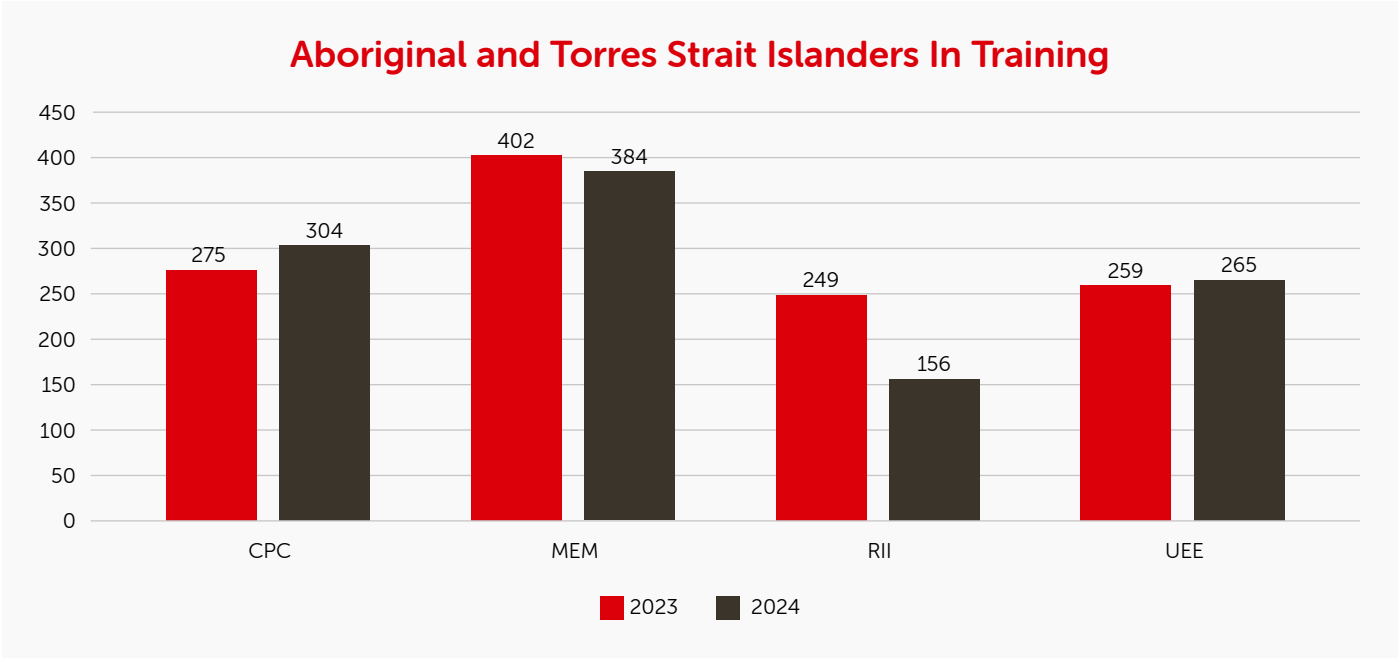


Source: Source DTWD, in-training June 2024.

As of June 2024, 20.07% or one in five of the current cohort of Painting and Decorating apprentices are women (Graph 9).

# Aboriginal and Torres Strait Islanders in Training

Graph 10



Source: DTWD June 2023 and 2024 in-training Resource and Infrastructure Industry (RII), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM) and Electrotechnology (UEE) Training Packages.

The movement of Aboriginal and Torres Strait Islander apprentices and trainees correlates with the slight reductions and increases in the training package numbers. It is encouraging to see the number of Aboriginal and Torres Strait Islanders in the Construction, Plumbing and Services Training Package has also increased as an overall percentage.

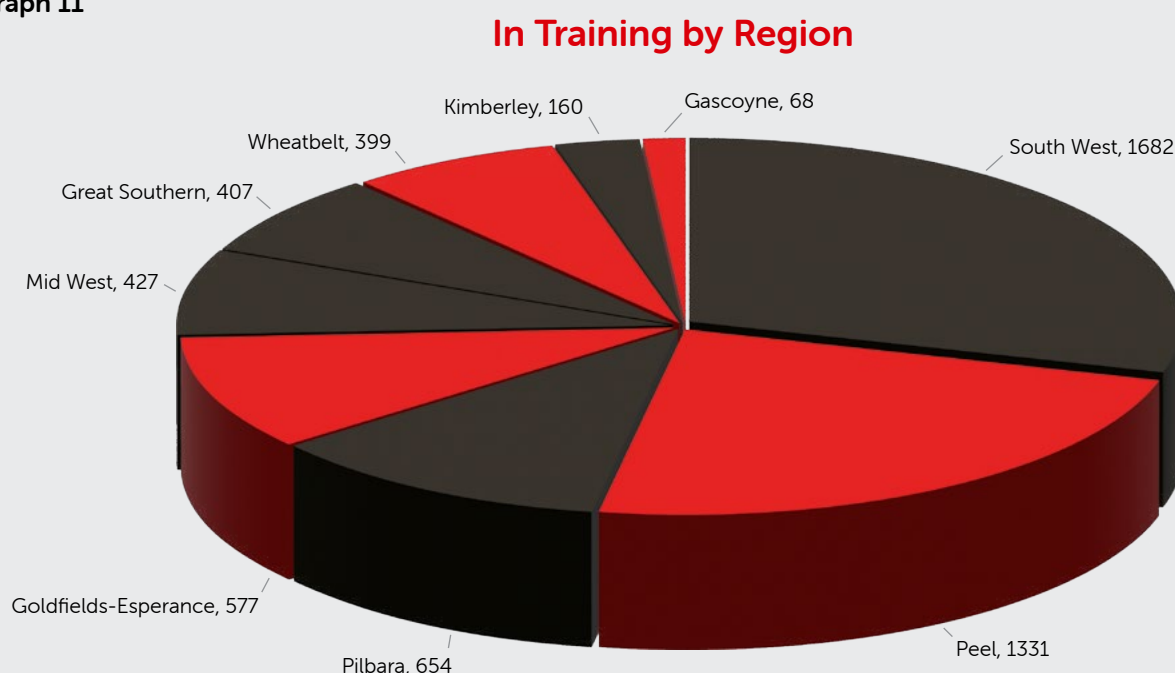
Training Package % Aboriginal and Torres Strait Islander	2023	2024
CPC - Construction, Plumbing and Services Training Package	5.77%	6.06%
MEM - Manufacturing and Engineering Training Package	7.21%	6.63%
RII - Resources and Infrastructure Industry Training Package	8.50%	6.26%
UEE - Electrotechnology Training Package	4.43%	4.13%

# Regional Snapshot

## Regional Apprentices and Trainees in-training

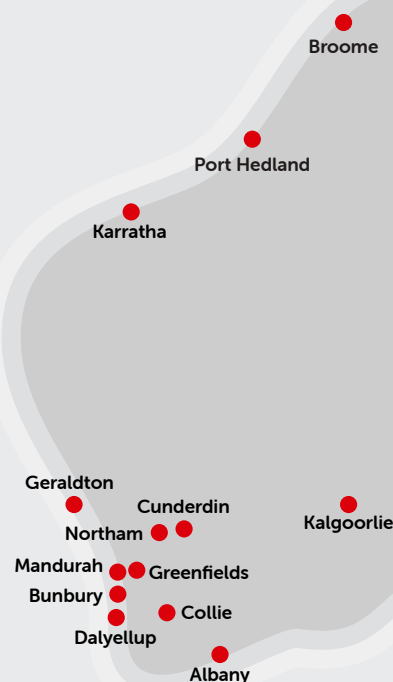
Graph 11 illustrates the number apprentices and trainees in training in the regions in the four training packages in June 2024.

Graph 11



Source: DTWD June 2024 in-training, Resource and Infrastructure Industry (RII), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM) and Electrotechnology (UEE) Training Packages.

CTF Industry Training Advisors continue to promote training outcomes in the regions and have visited the following regions in the past 6 months. This included a series of free psychosocial workshops across WA, moderated by Dr Dean Laplonge to discuss the topic industry-wide. The workshops covered the main psychosocial challenges, attendants' lived experiences, how construction companies are managing the risks and the support available.





# 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 January and June 2024, a total of 4,646 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 January and June 2024 were:

## Supplementary Skills

Top 10 Courses	Number of subsidies
Demolition	150
Excavator Operations	102
Licence to operate a forklift truck	85
Material Hoist Operator	76
Licence to operate a materials hoist	75
EWP Operator Licence – Yellow Card	68
Identify, Locate and Protect Underground Utilities	64
Prevention of Electrical Incidents	60
Conduct telescopic materials handler operations	54
Licence to perform dogging	53
<b>TOTAL</b>	<b>787</b>



# Upskilling and Short Courses

The CTF 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 January and June 2024 were:

## Occupational Health and Safety

Top 10 Courses	Number of subsidies
Work Safely at Heights	445
Supervised Worker	129
First Aid	129
Tilt Up Construction	119
Perform a Rescue from a Live LV Panel and Provide CPR	114
Elevated Work Platform (EWP) over 11 metres	109
Traffic Management and Traffic Controller (Basic Worksite)	101
Traffic Management and Controller – Refresher	99
Elevated Work Platform	96
Asbestos – Restricted Removal	68
<b>Total</b>	<b>1409</b>

<b>Total number of people supported within the Top Ten Supplementary Skills claims</b>	<b>2,196</b>
<b>Total number of people supported through all Supplementary Skills claims</b>	<b>4,646</b>
<b>Total Expenditure</b>	<b>\$2,080,487.03</b>







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