



Industry Update

An Update on Workforce Data & Trends in Qld's Construction Industry

Sean Cummiskey, CSQ





CSQ

Who is CSQ?

CSQ is an independent, industry funded body committed to a skilled workforce that meets the needs of Queensland's building and construction industry.



Our vision

**A skilled
workforce that
meets the
evolving needs of
Queensland's
building and
construction
industry.**





We are:

1. Industry-led

2. Evidence-based

3. Contestable

4. Performance and employment – outcomes based

5. One-to-many engagement approach

6. Leveraged investment and services - co-contribution

7. Two-pronged approach, targeted regional delivery with broader state-wide delivery

8. Scalable, flexible and nimble approach to investment

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CSQ Annual Investment Cycle

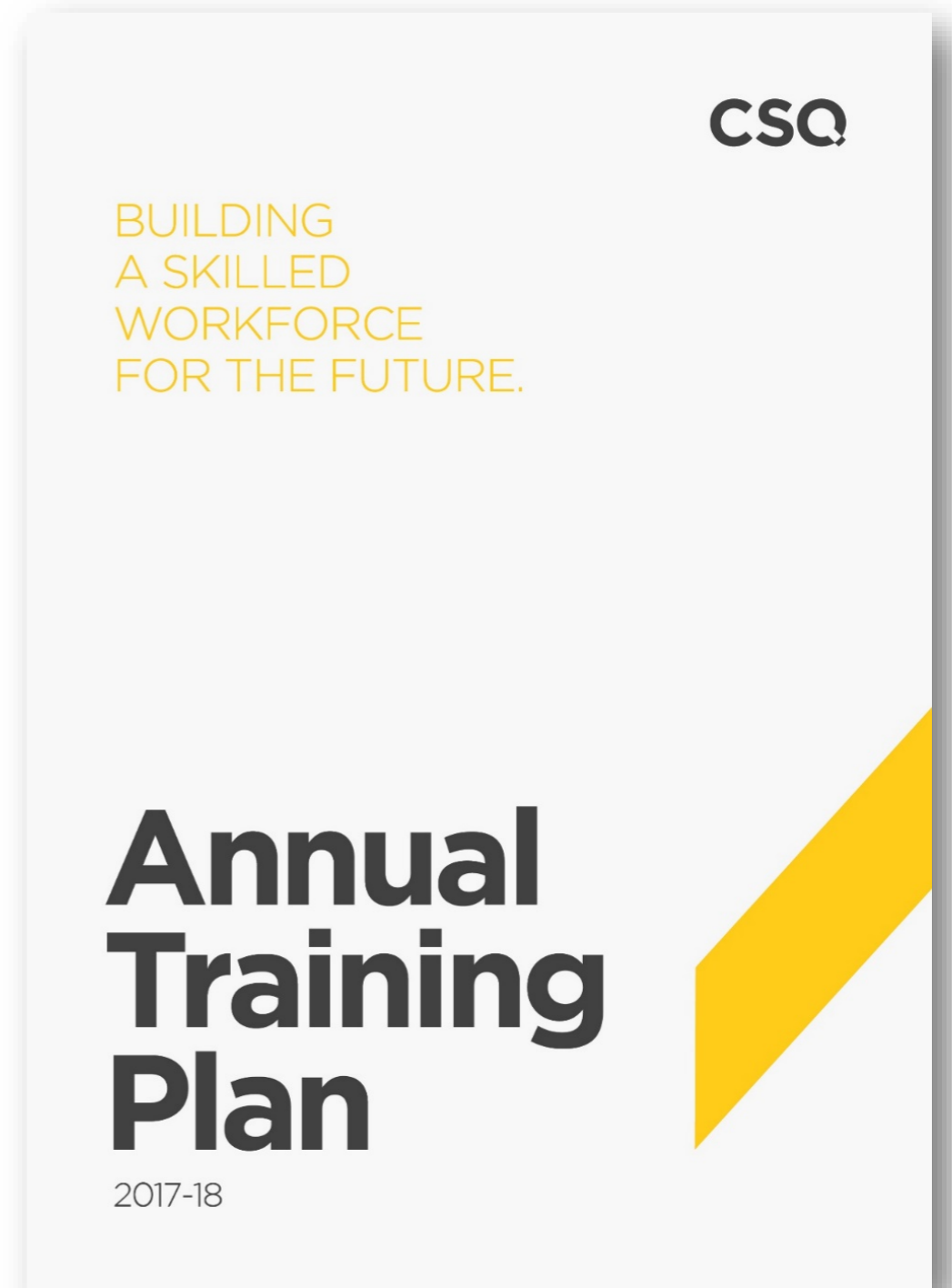
CSQ is required to submit an ATP to the Minister for Skills and Training by 30 April each year.

The ATP must:

- outline how training funds collected under the levy will be reinvested back in the industry via programs, services and initiatives that support building and construction skills development and help to grow the industry
- be based on extensive industry consultation
- reflect what we know (the evidence) including emerging market conditions and policy settings together with learnings from program implementation and evaluation, and
- be approved by the Board.

Annual Training Plan 2018-19

Coming soon





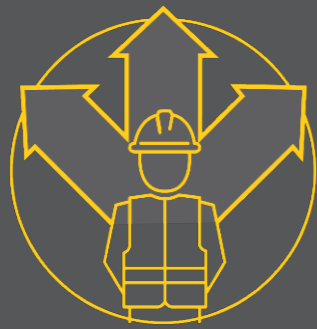
Targeted approach to consultation

Industry survey open to all stakeholders within the construction industry

Focus groups targeted to stakeholders: employer and employee associations, major contractors, government agencies, and others across the State

One-on-one meetings

Key themes



Attract

- Attracting the right talent
- Promoting the industry
- Inspiring and providing pathways into the industry.



Develop

- Providing training solutions
- Leveraging investment in skills
- Workforce planning.



Retain

- Helping keep talented people in the industry
- Industry engagement
- Workforce health and well-being.



Investment total

The total investment in 2017-18 is **\$35.04M**

	2017-2018
ATTRACT	
Career Pathways	\$900,000
Trade Start (General and Civil)	\$700,000
DEVELOP	
Skills Assessment and Gap Training (SAGT) - General	\$3,500,000
Higher Level Skills (HLS) - General	\$5,500,000
Civil Construction Training (SAGT Civil, HLS Civil and Short Courses Civil)	\$2,700,000
Short Courses	\$10,000,000
Major Projects Training	\$1,500,000
Construction Futures	\$500,000
Diversity	\$250,000
RETAIN	
Industry Skills Coordination	\$2,200,000
Industry Corporate Social Responsibility (CSR)	\$350,000
Student Contribution (Tuition) Fees	\$100,000
INDUSTRY SERVICES	
Policy, Performance, Evidence, Data and Industry Engagement	\$3,500,000
CORPORATE AND SUPPORT SERVICES	
Marketing and Communications	\$1,750,000
Finance and Administration	\$800,000
QLeave Levy Administration Fee	\$790,000
TOTAL	\$35,040,000

Four course programs to help industry invest in their capability:

SHORT COURSES:
individual subjects/
competencies

HIGHER LEVEL SKILLS:
Certificate IV to Advanced
Diploma

**SKILLS & GAP
ASSESSMENT TRAINING:**
recognising existing skills
and experience to gain a
formal qualification

MAJOR PROJECTS:
training to support skills
needs on major projects



Most in demand short courses



Work safely at heights



Enter and work in confined spaces



Skid steer loader operations



Excavator operations



Establish legal & risk management – small business

CSQ funded over 10,000 short courses that were completed last year



Industry Update

– construction
by numbers



Policy Landscape

State:

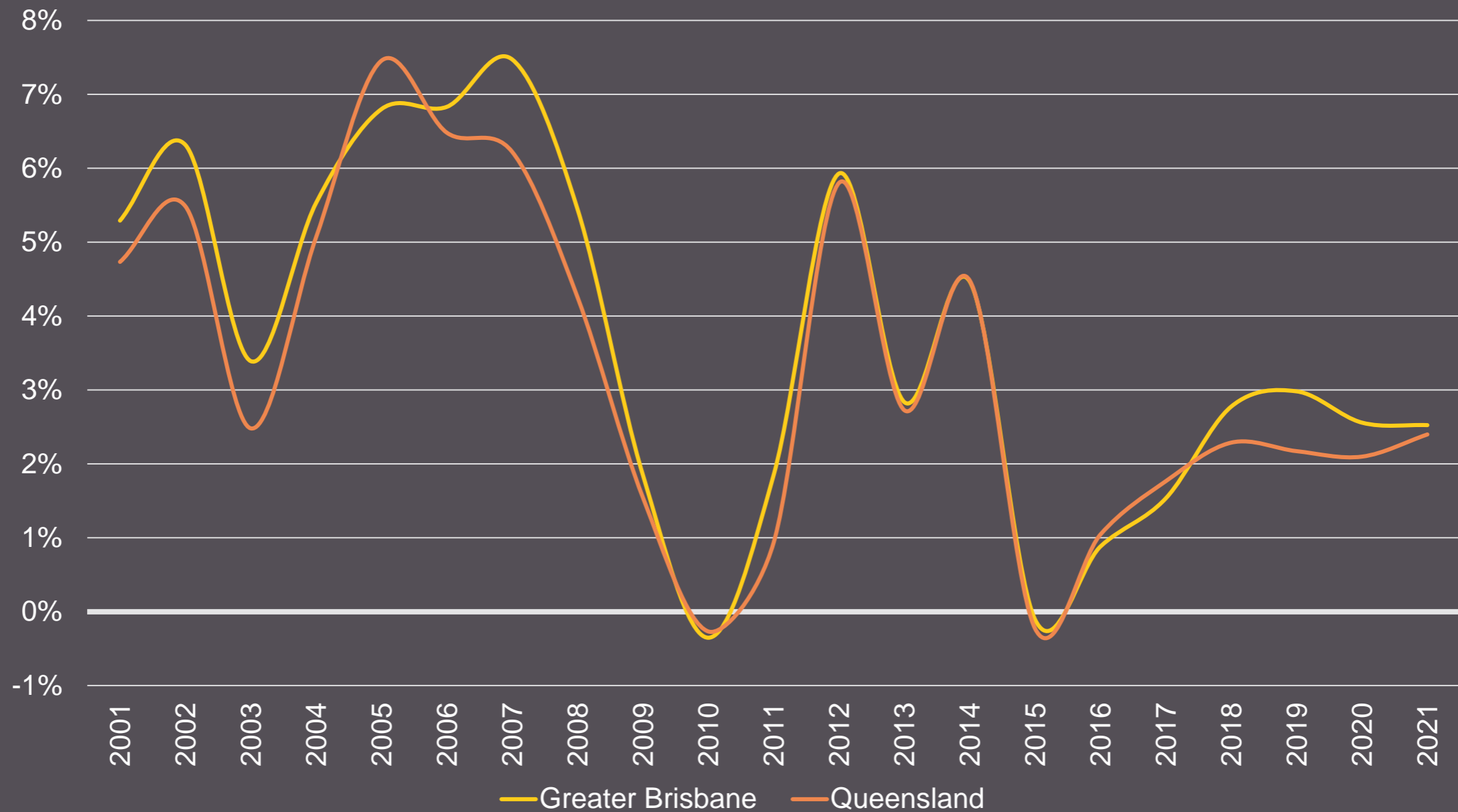
- Skilling Queenslanders for Work (SQW) program
- Queensland's Annual VET Investment Plan
- Labour Hire Licensing
- *Building Industry Fairness (Security of Payment) Act 2017*
- *Work Health and Safety and Other Legislation Amendment Bill 2017*
- Training Policy and Procurement Policy changes

National:

- Skilling Australia Fund
- Industry Support for Mentoring Australian Apprentices

The big picture - Economic Growth

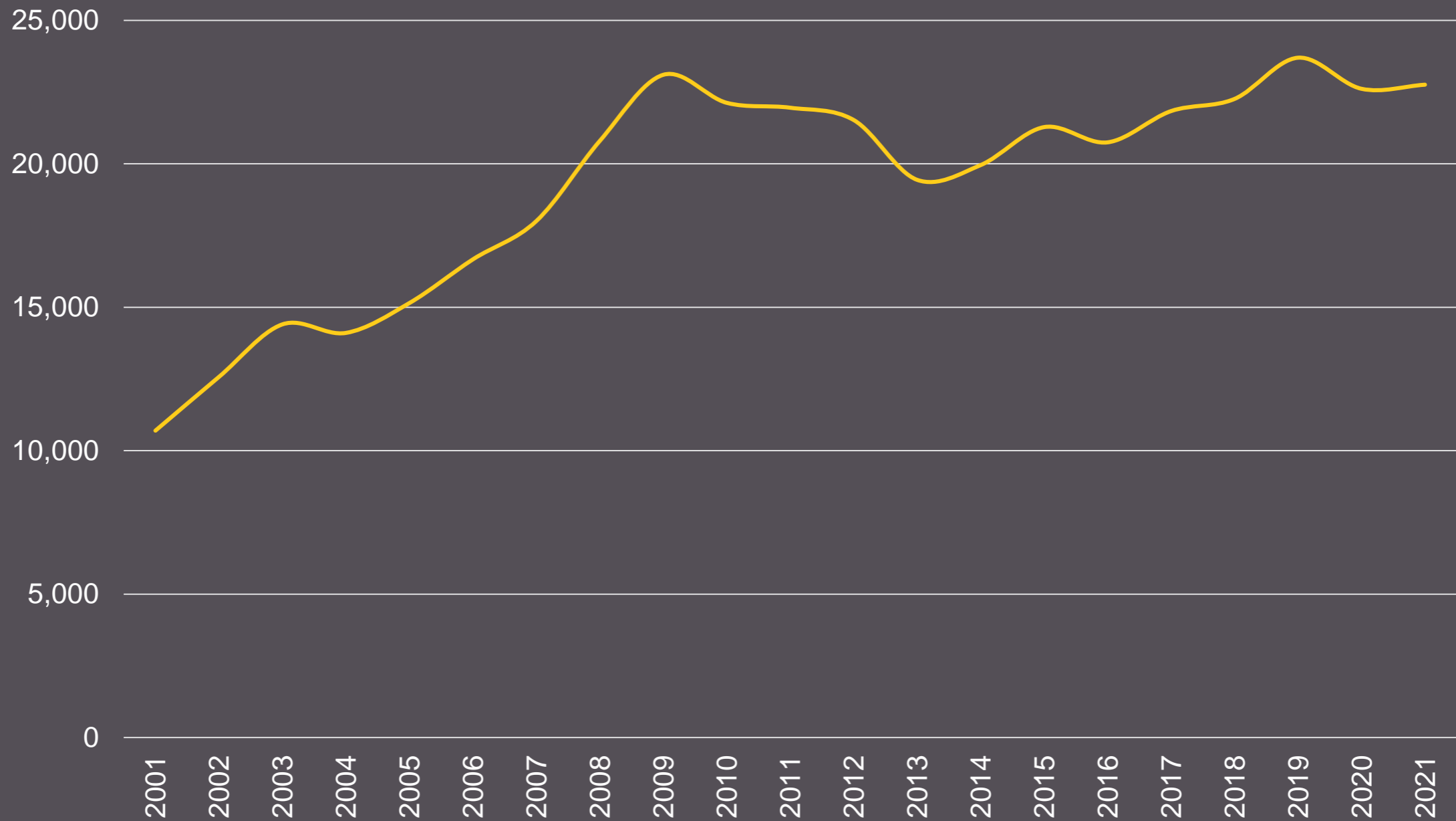
Annual Change in Gross Regional Product, Greater Brisbane and Queensland



Source: NIEIR

Overall Activity

Public and Private Construction Investment, Greater Brisbane (CVM, \$m)



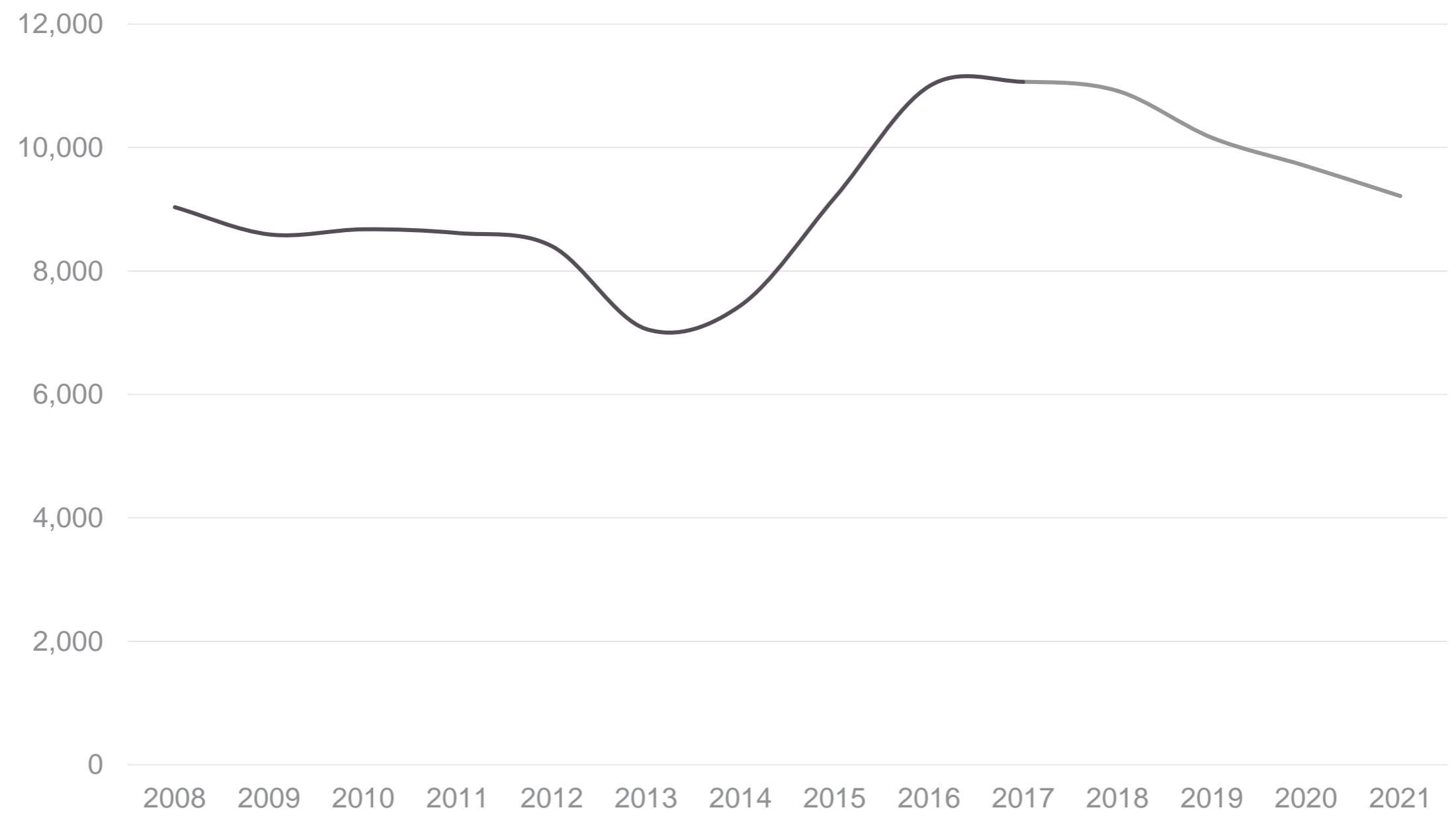
Source: NIEIR



Construction Activity: Residential

2018-19
44% Total Regional Activity
52% State Residential Activity

Value of construction work done, Greater Brisbane (CVM, \$m)



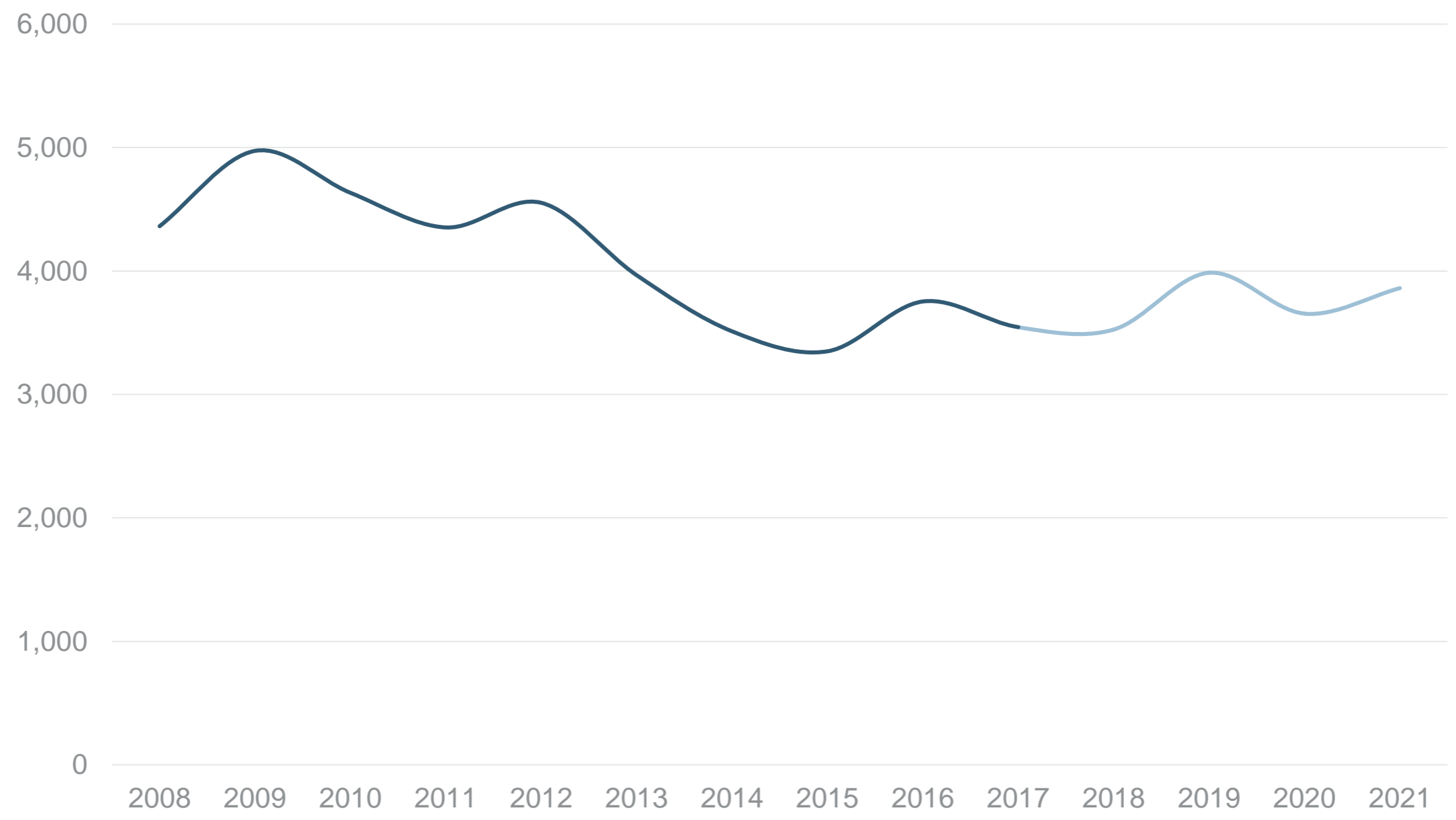
Source: NIEIR



Construction Activity: Commercial

2018-19
17% Total Regional Activity
54% State Commercial Activity

Value of construction work done, Greater Brisbane (CVM, \$m)



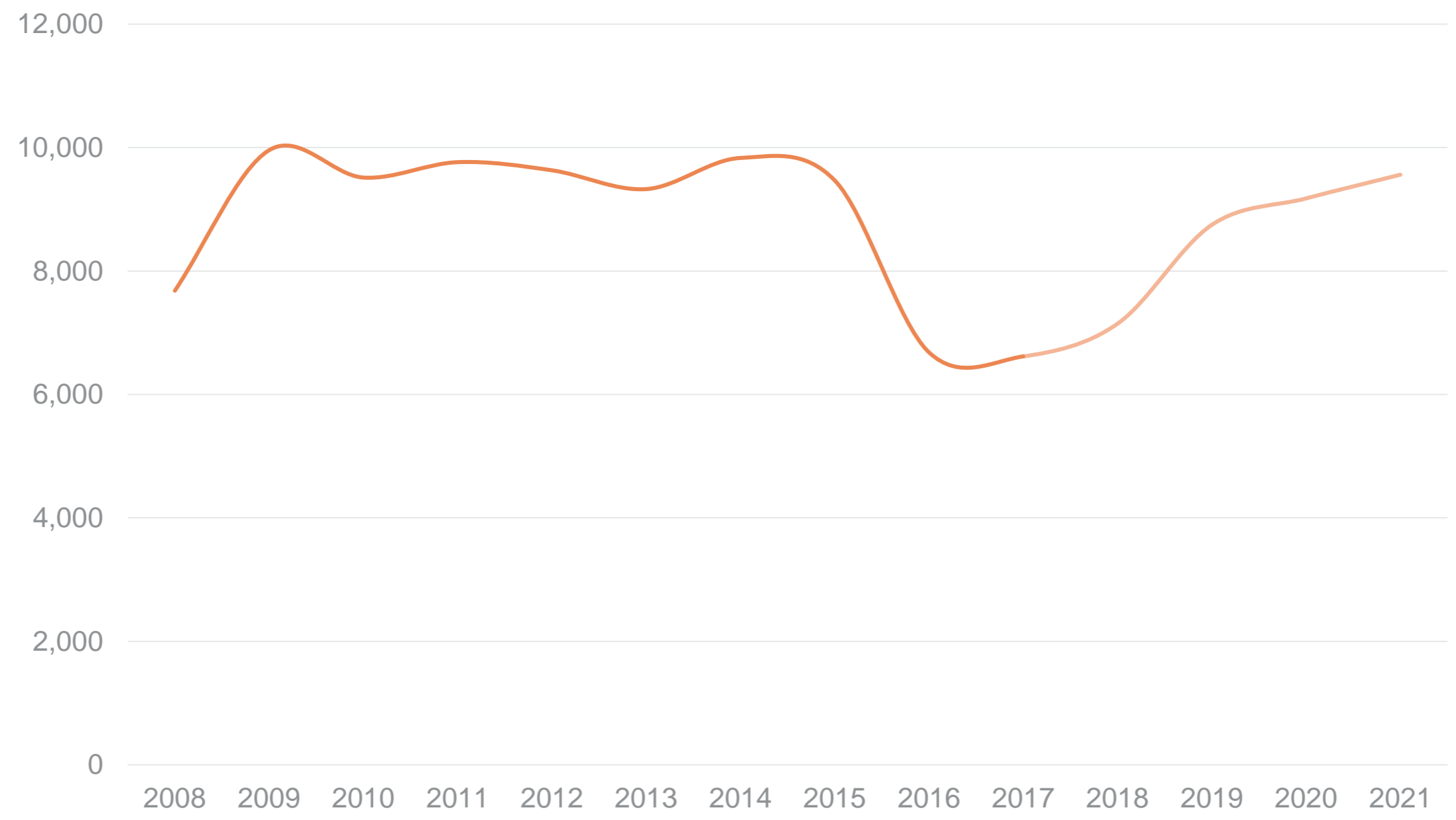
Source: NIEIR



Construction Activity: Engineering

2018-19
38% Total Regional Activity
35% State Engineering Activity

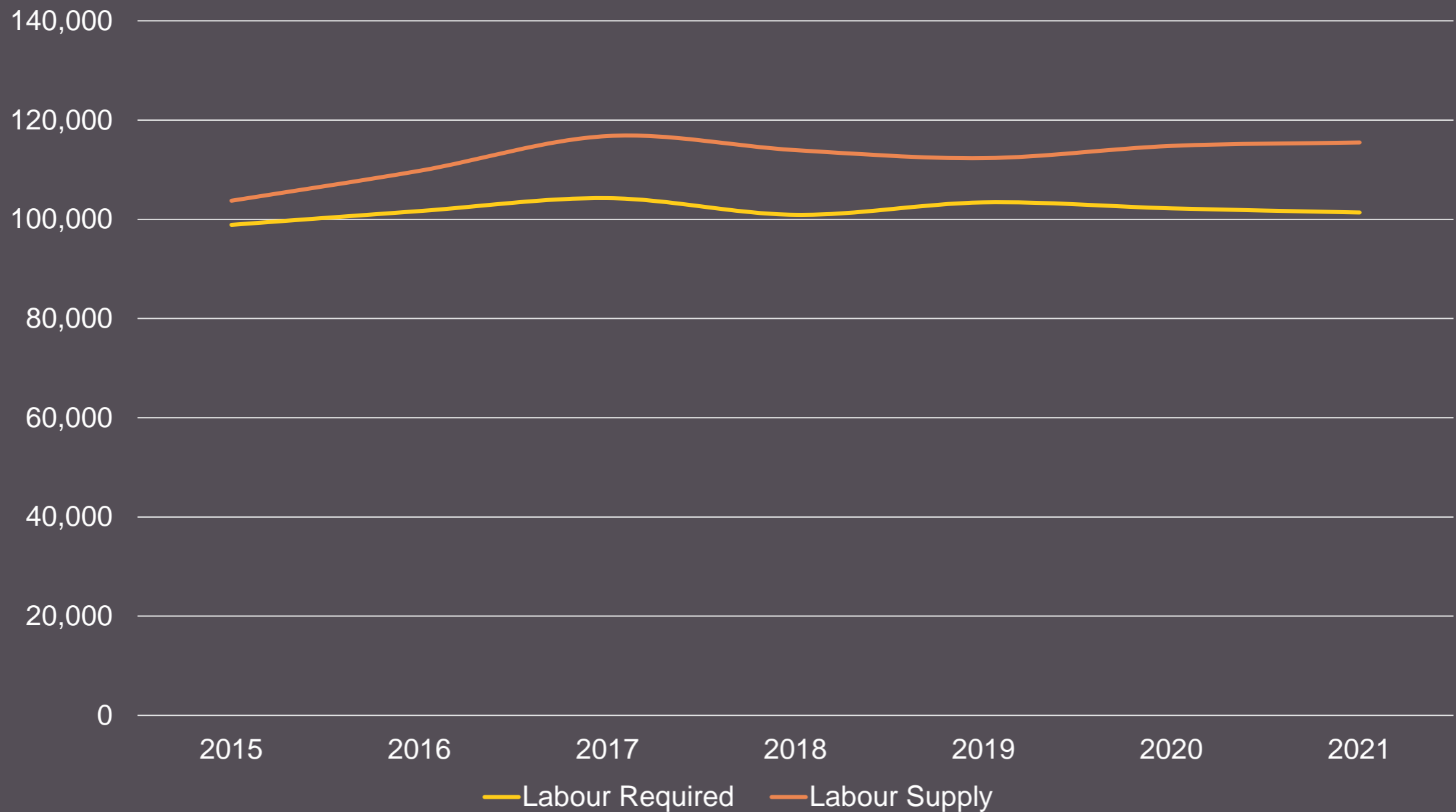
Value of construction work done, Greater Brisbane (CVM, \$m)



Source: NIEIR

Labour Supply and Demand

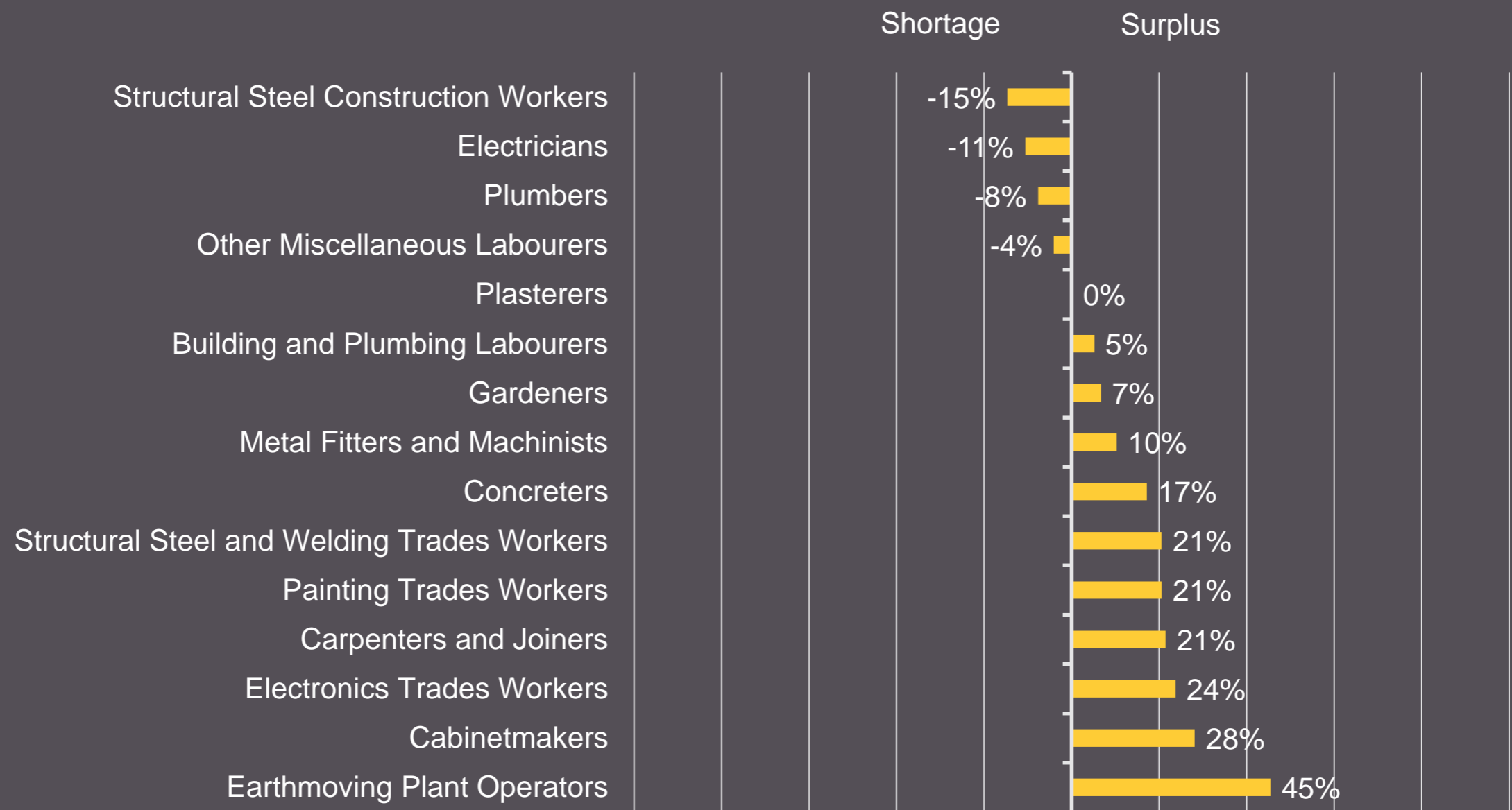
Construction workforce supply and demand, Greater Brisbane



Source: NIEIR, CSQ

Occupation demand for 2018

Construction occupations shortage/surplus (top 15), Greater Brisbane



Source: NIEIR



Apprenticeships



CSQ



CSQ Apprentice Annual

*2018-19 Edition
released 9 August*

Apprentice
Annual 2017

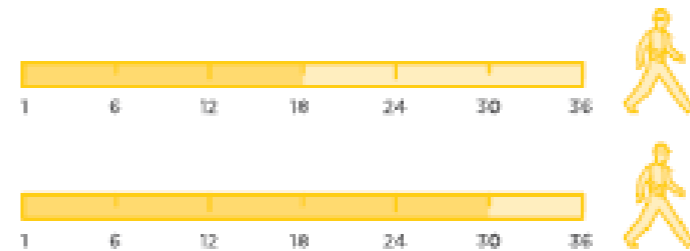
INCLUDES SPECIAL FEATURE:
Completion rates

Statistically speaking...



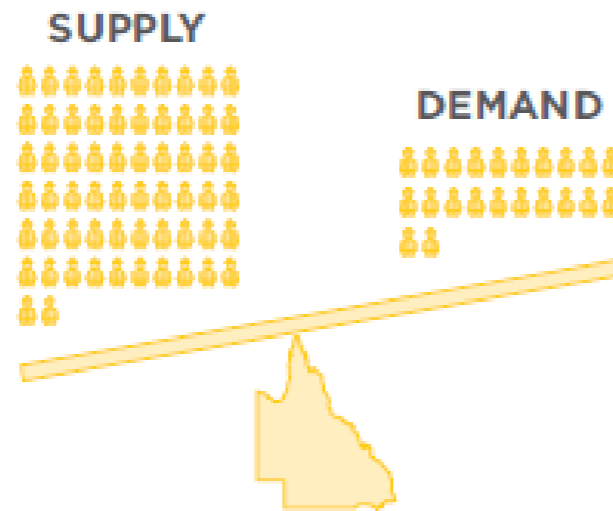
AMONGST PEERS:

64% successfully complete a construction apprenticeship vs 67% of Bachelor university students.



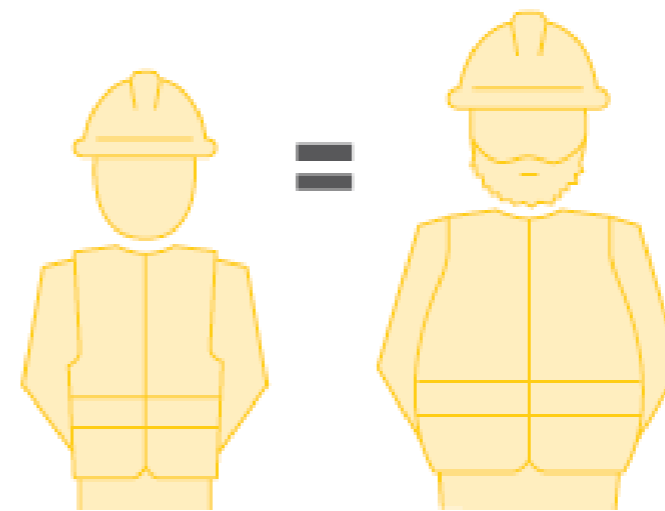
THE 18 MONTH ITCH:

50% of non-completers leave within the first 18 months. Around 80% within 2 and a half years.



SUPPLY SURPLUS

The supply of new workers exceeds the industry's needs.



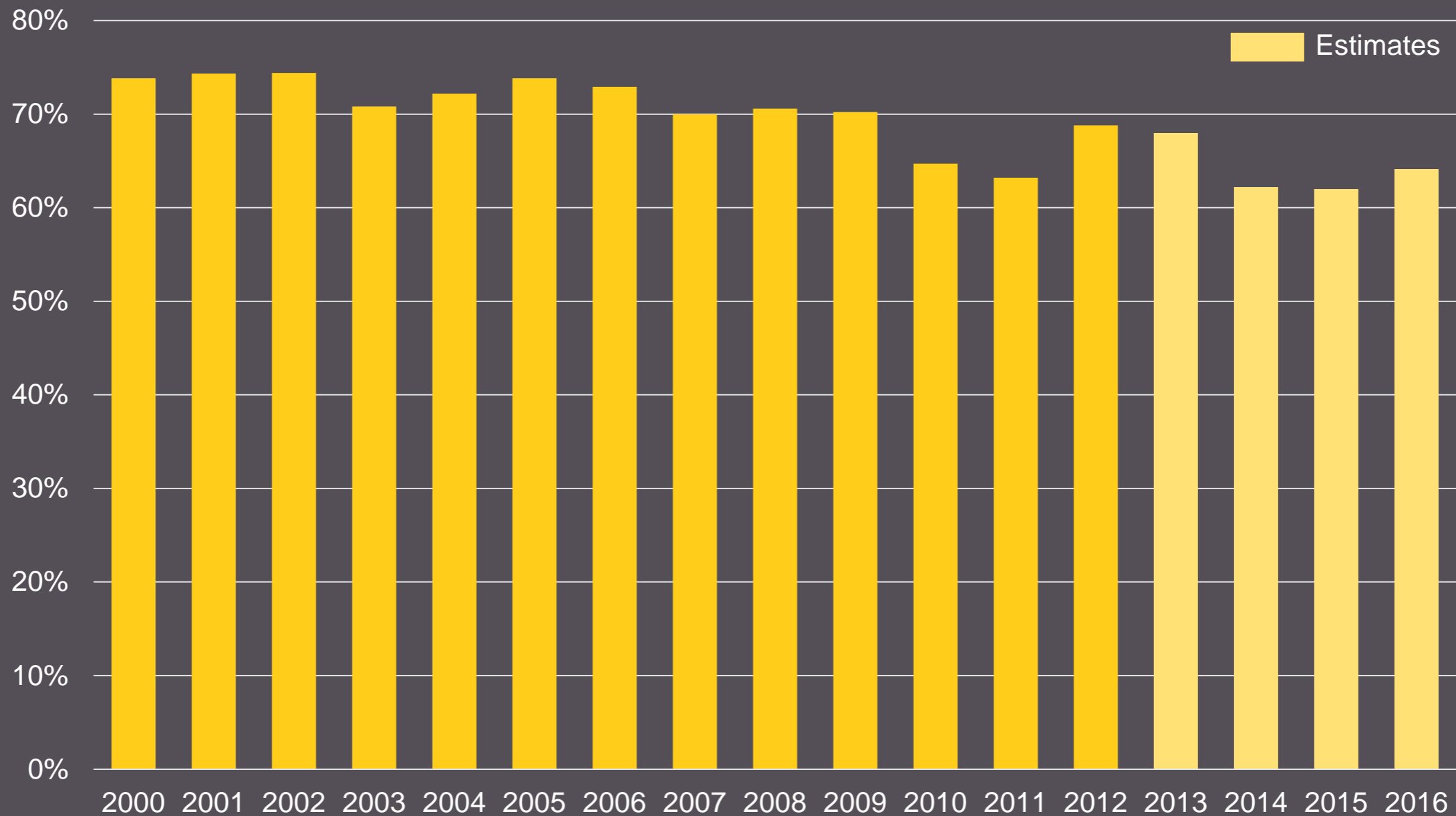
ON FOR YOUNG AND OLD

Younger and older apprentices complete at similar rates.

Apprentice Completion Rates

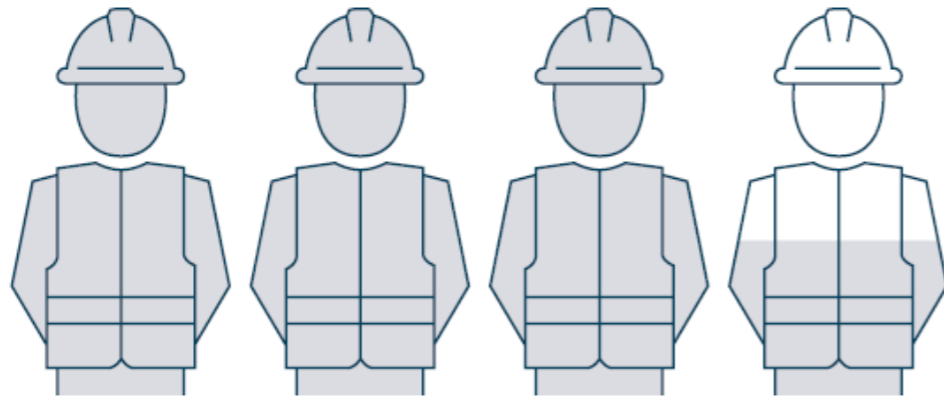
QLD Completion Rate 2016: 66%

Construction apprentice completion rates, Greater Brisbane



Source: DET, CSQ

A strong contribution to QLD's economy



FOR EVERY 100 WORKERS

FUTURE PROOFING:

Construction takes on 3.3 apprentices for every 100 workers – more than any other industry.

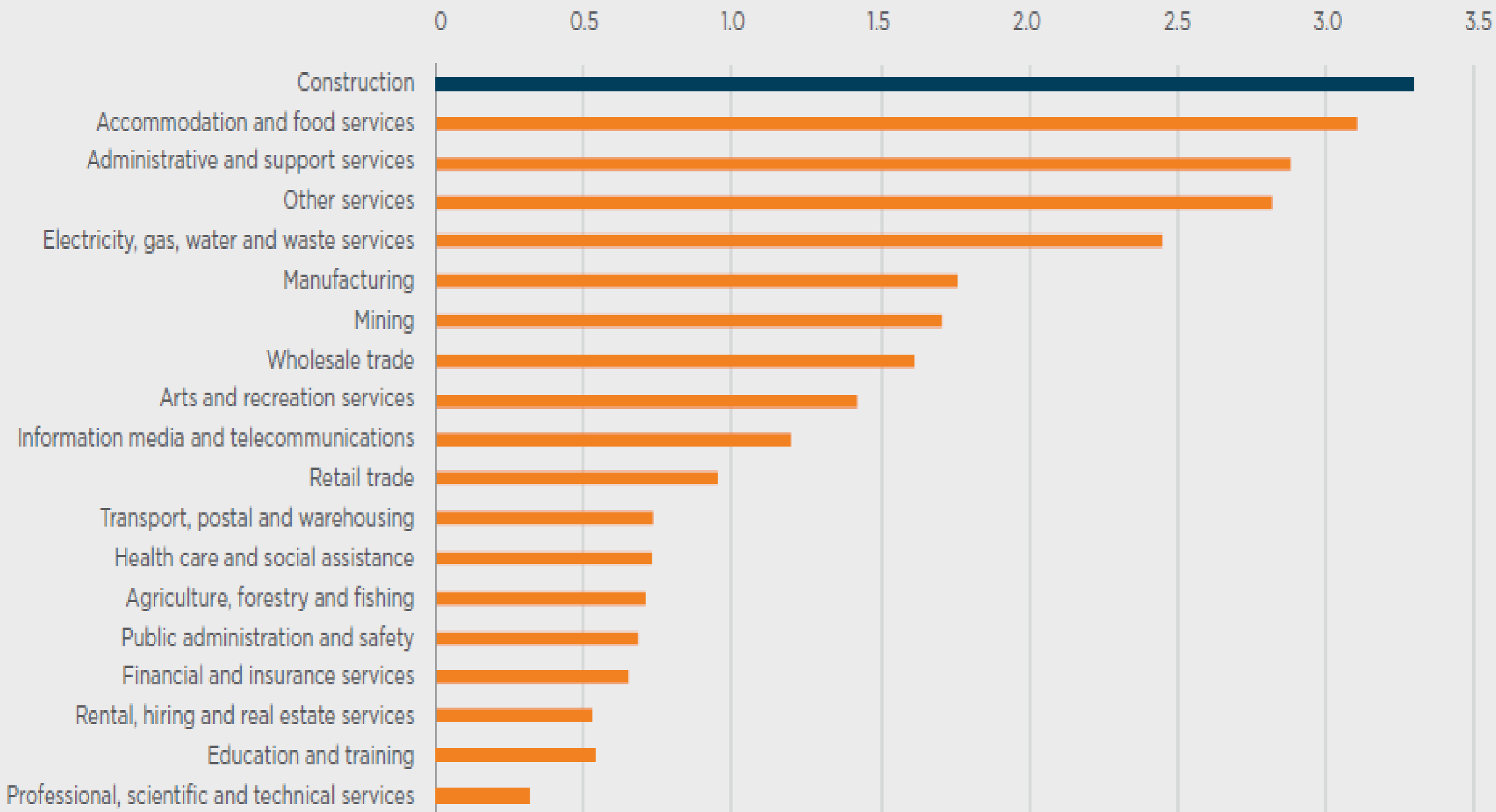


BUILDING QUEENSLAND:

1 in 10 employed Queenslanders works in construction.

Intake by industry

Queensland construction apprenticeships commenced per hundred workers, 2016



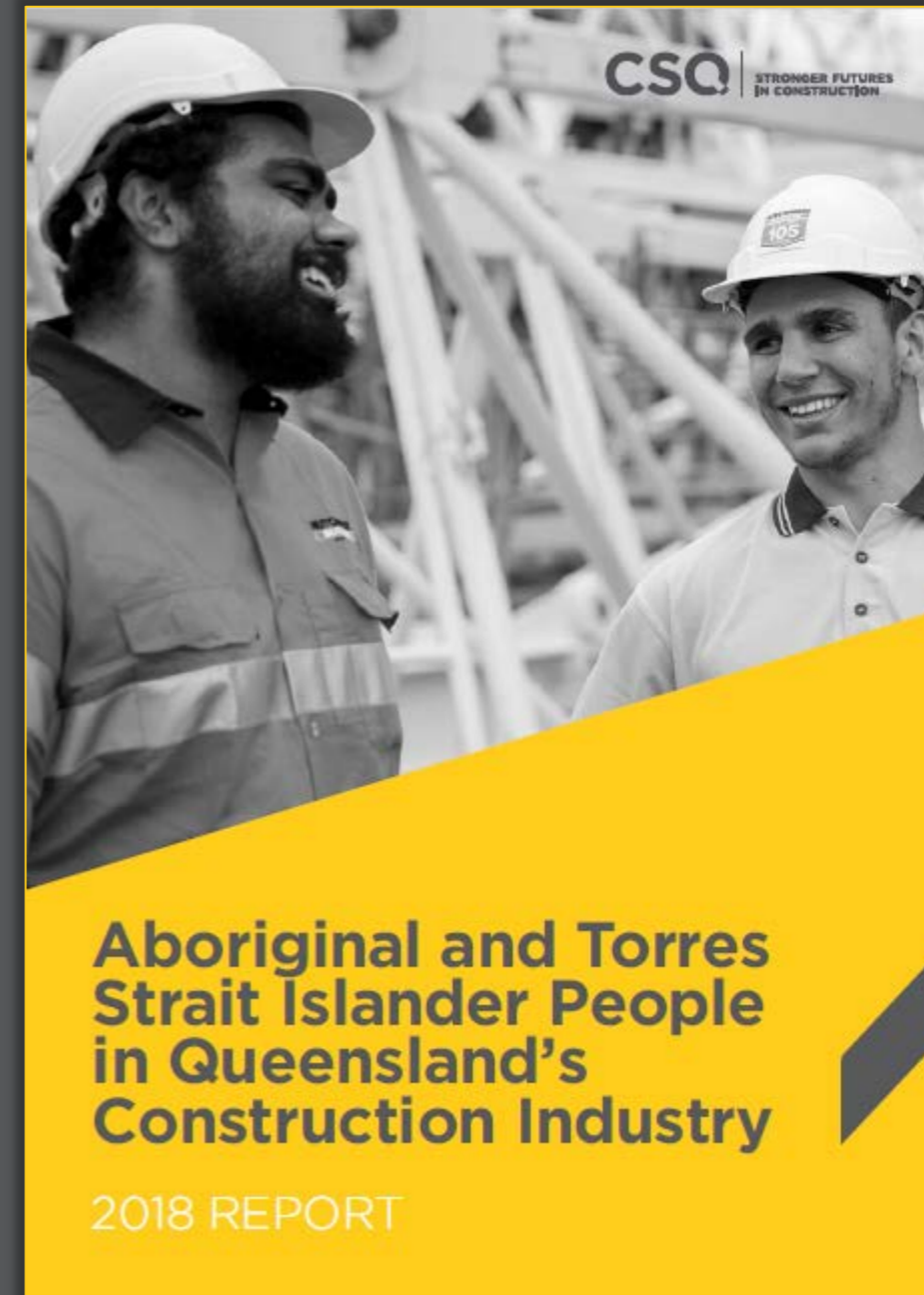
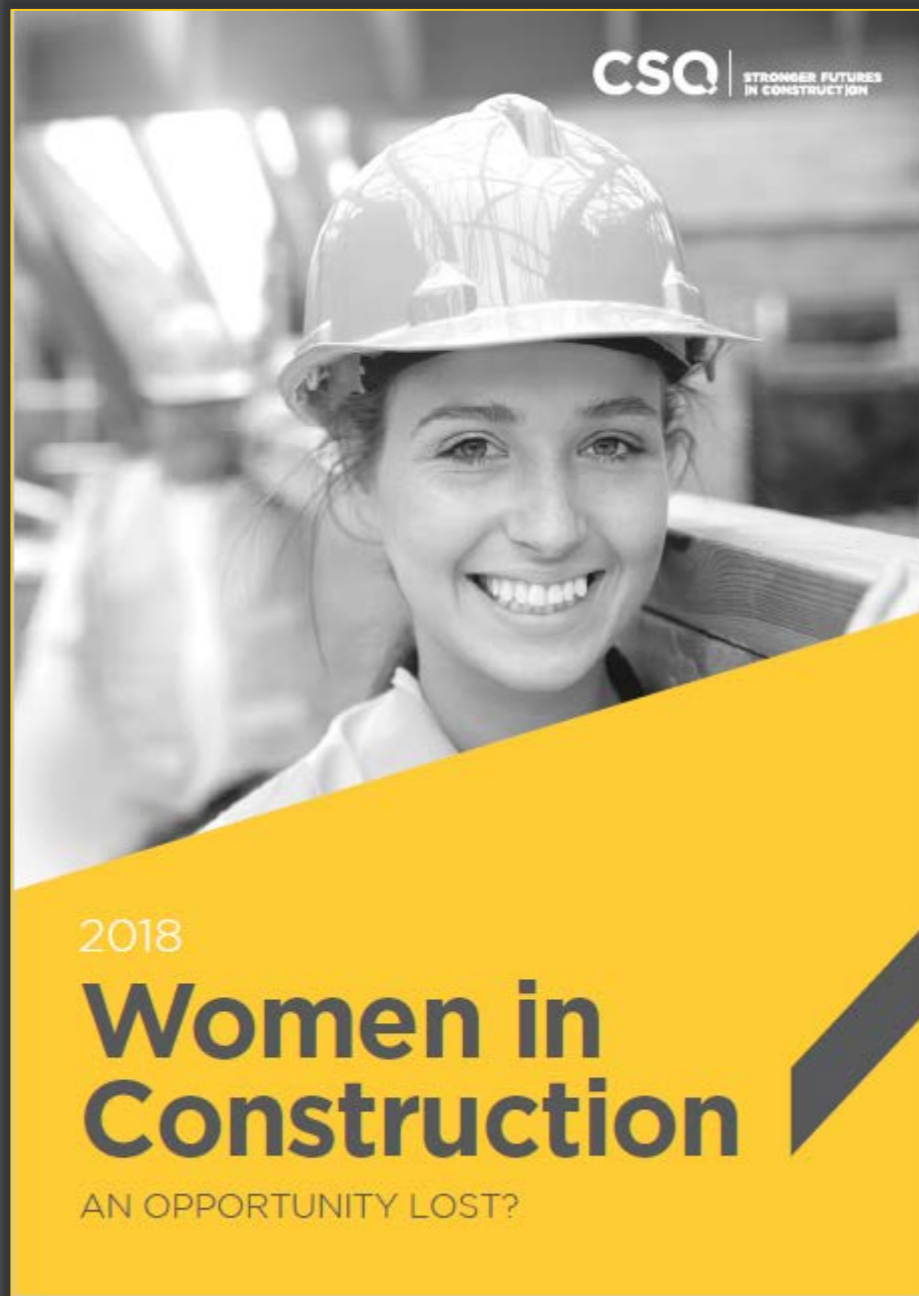
SOURCE: NCVET, ABS, CSQ

Apprentices In-training

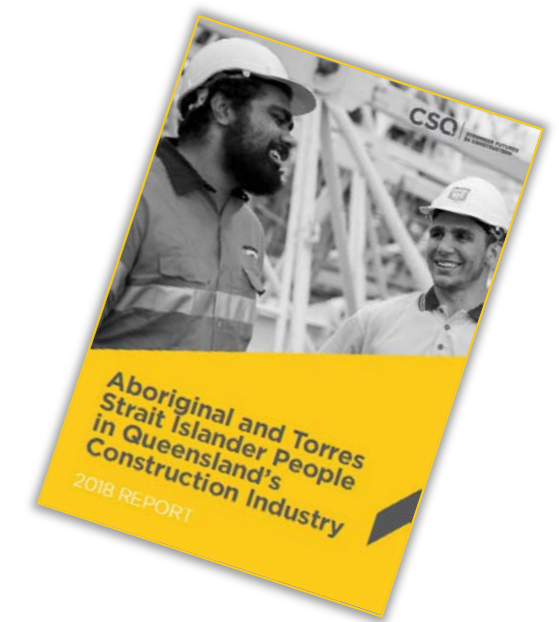
• Electricians	2617
• Carpenters and Joiners	2444
• Plumbers	1070
• Earthmoving Plant Operators	694
• Telecommunications Trades Workers	586
• Painting Trades Workers	475
• Airconditioning and Refrigeration Mechanics	461
• Gardeners	443
• Cabinetmakers	400
• Plasterers	291

**Q1 2017 – Greater Brisbane*

Recently released CSQ Industry Reports



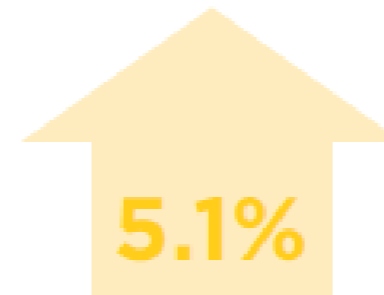
Aboriginal and Torres Strait Islander people in Construction in Queensland



1/3

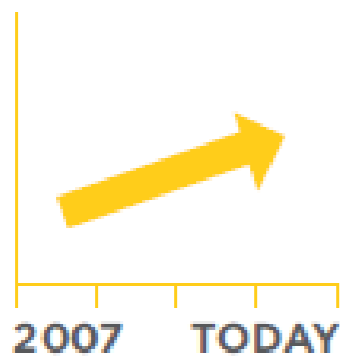
A THIRD MORE PREFERRED:

Indigenous workers are 1/3 more likely to be in construction than in another industry



AMPLE APPRENTICE APPETITE:

The Indigenous apprentice intake has increased an average of 5.1% each year over the last five years



PATHWAY TO HIGHER PAY:

Over the last ten years there has been an increase of Indigenous apprentices on a pathway to higher-skilled, better-paid jobs



COMPLETION RATE CONCERNING:

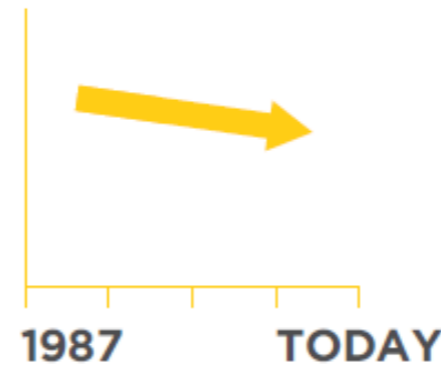
Only half of the 2016 Indigenous apprentice cohort are expected to complete their apprenticeship

Women in Construction



A LONG WAY TO GO:

Women account for less than 3% of construction trades workers in Australia. This compares to 51% of the non-construction workforce.



30 YEARS IN ARREARS:

There are no clear signs of a turnaround. Female participation was higher in 1987 than it was in most of the years since.



GLIMMER OF HOPE:

The female % of carpentry and electrical apprentices has been rising steadily since 2005 — growing 120% and 75% respectively.



ON THE EDGE OF GLORY:

The trades where women are found more easily are generally ancillary roles: crane chasing, surveyor's assistant, line marking and signwriting.



CSQ Knowledge Centre



We're giving
you the tools
to **build your
business**



Upcoming Industry Insights

Region	Venue	Date	Time
Cairns	Pullman Reef Hotel & Casino	Tuesday 14 August	7am - 9am
Townsville	The Ville Resort-Casino	Wednesday 15 August	7am - 9am
Mackay	Ibis Mackay	Thursday 16 August	7am - 9am
Rockhampton	Empire Apartment Hotel	Thursday 16 August	5pm - 7pm
Sunshine Coast	Alexandra Headland Surf Club	Tuesday 21 August	7am - 9am
Gold Coast	The Glades Golf Club	Tuesday 21 August	5pm - 7pm
Ipswich	Brookwater Golf Club	Thursday 23 August	7am - 9am
Toowoomba	City Golf Club	Tuesday 28 August	7am - 9am
Brisbane	Victoria Park Golf Complex	Wednesday 29 August	5pm - 7pm

Book now via: csq.org.au/industryinsights

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Questions & More info:



or csq.org.au