



Government of Western Australia
Department of Training
and Workforce Development



Western Australian Workforce Planning and Development

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Workforce Development Projects

State Workforce Planning



Workforce development in Western Australia

A response by the State of Western Australia to the increasing demand for skills and labour by the State's industries, which recognises the impact the major resources and infrastructure projects have on the State's labour market and is aimed at building, attracting and retaining a skilled workforce to meet the economic needs of the State.



State Workforce Planning

- Economic and labour market analysis
- Whole of State workforce planning
- Regional workforce planning
- Industry workforce planning
- Migration policy



Major projects construction workforce to peak at 45,000 in 2012 & 2013 (National)

National Resources Sector Employment Taskforce (July 2010)

Workforce required for current growth plans in minerals and energy – peak at 119,500 in 2012

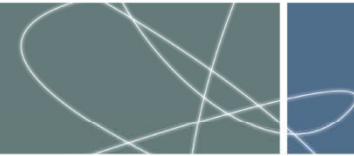
Chamber of Minerals and Energy (WA) (April 2011)

Mining operations workforce to grow by 83,000 between 2010 – 2016

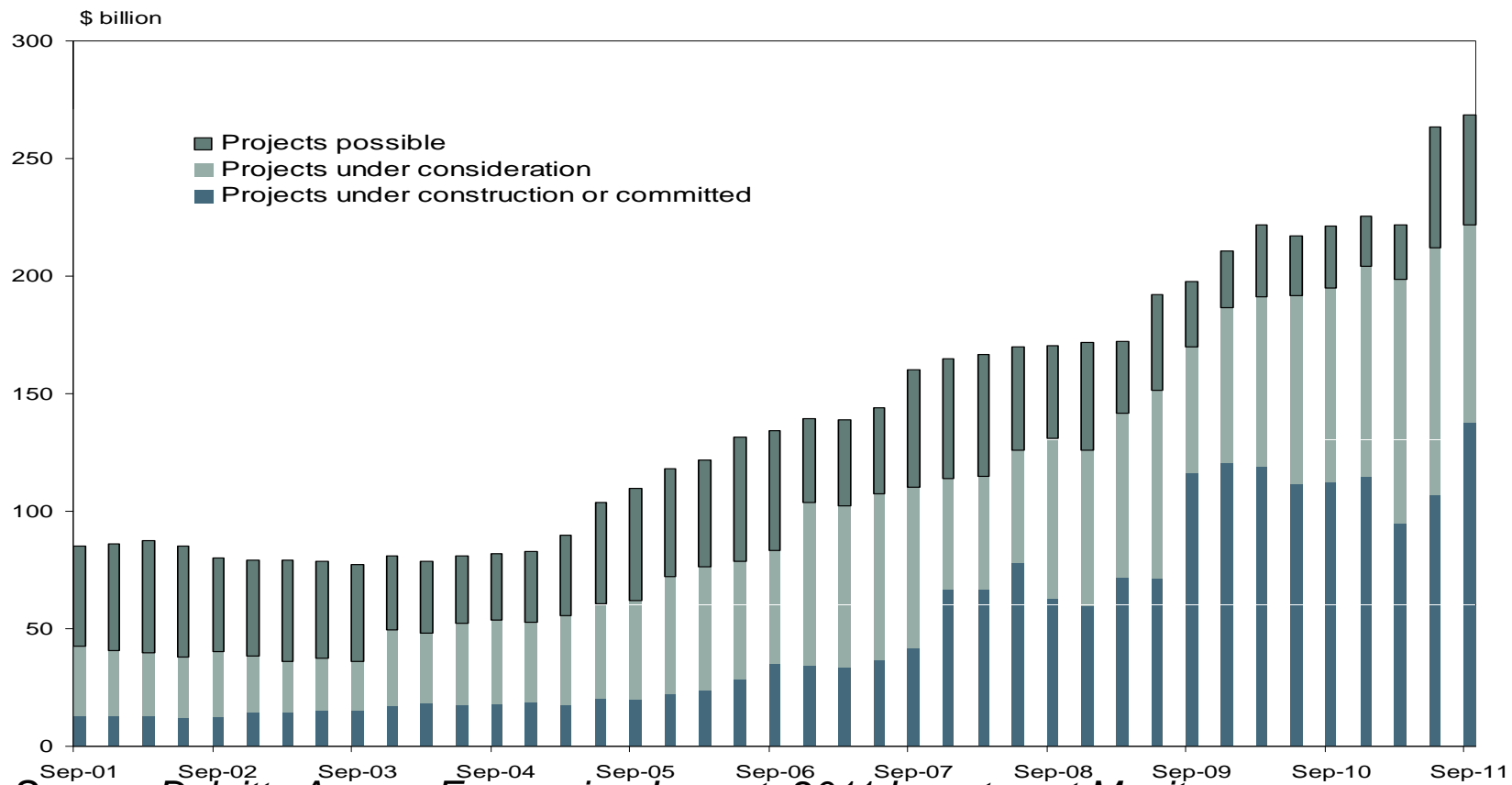
Skills Australia (July 2011)

Construction workforce on Western Australia's major projects to peak at 35,000 in 2012

Pit Crew (June 2011)



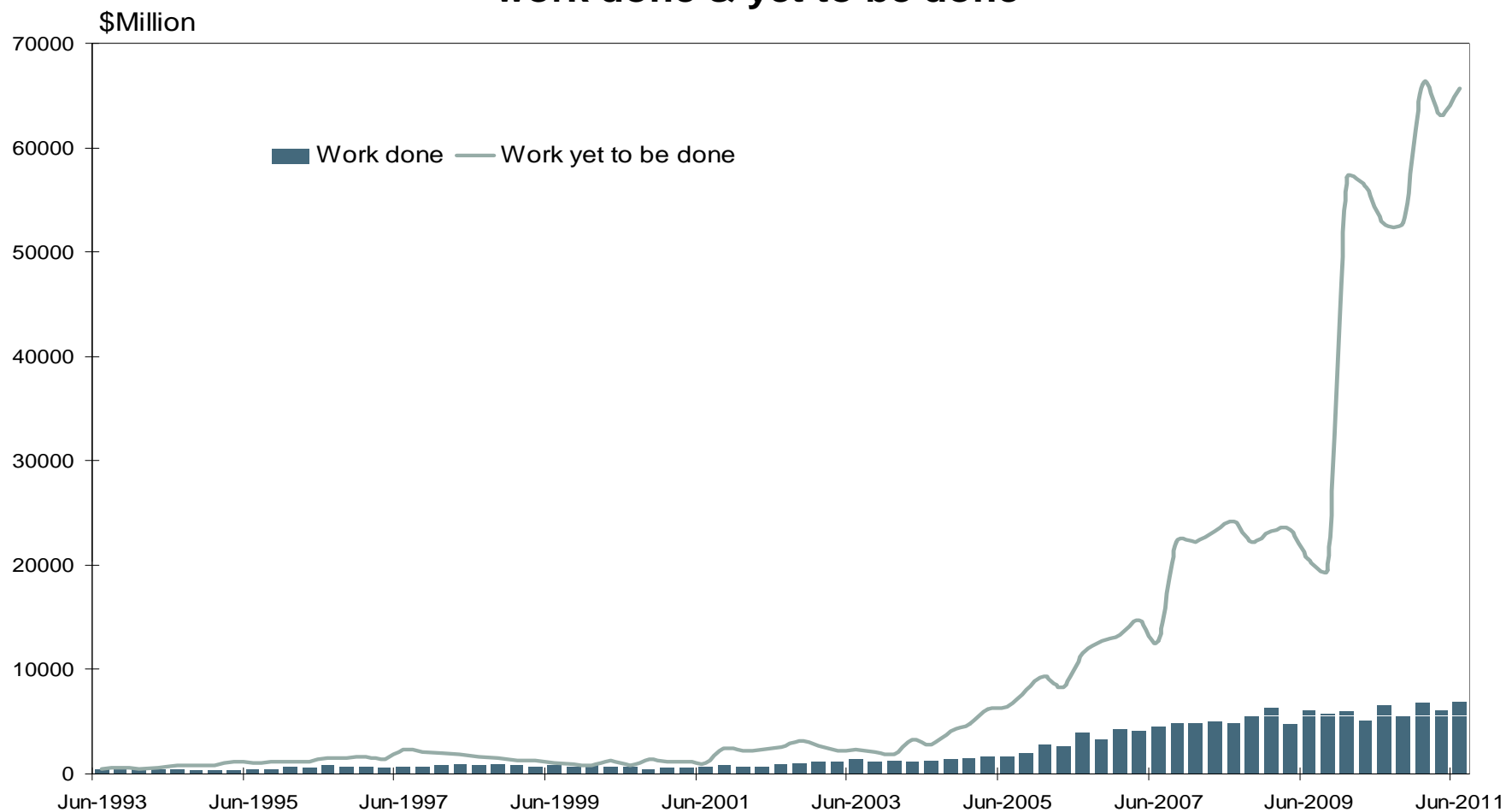
Western Australian investment projects Value by status (\$ billion)

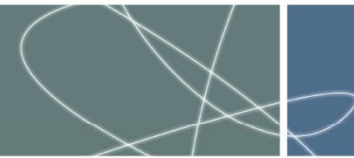


Source: Deloitte Access Economics June qtr 2011 Investment Monitor

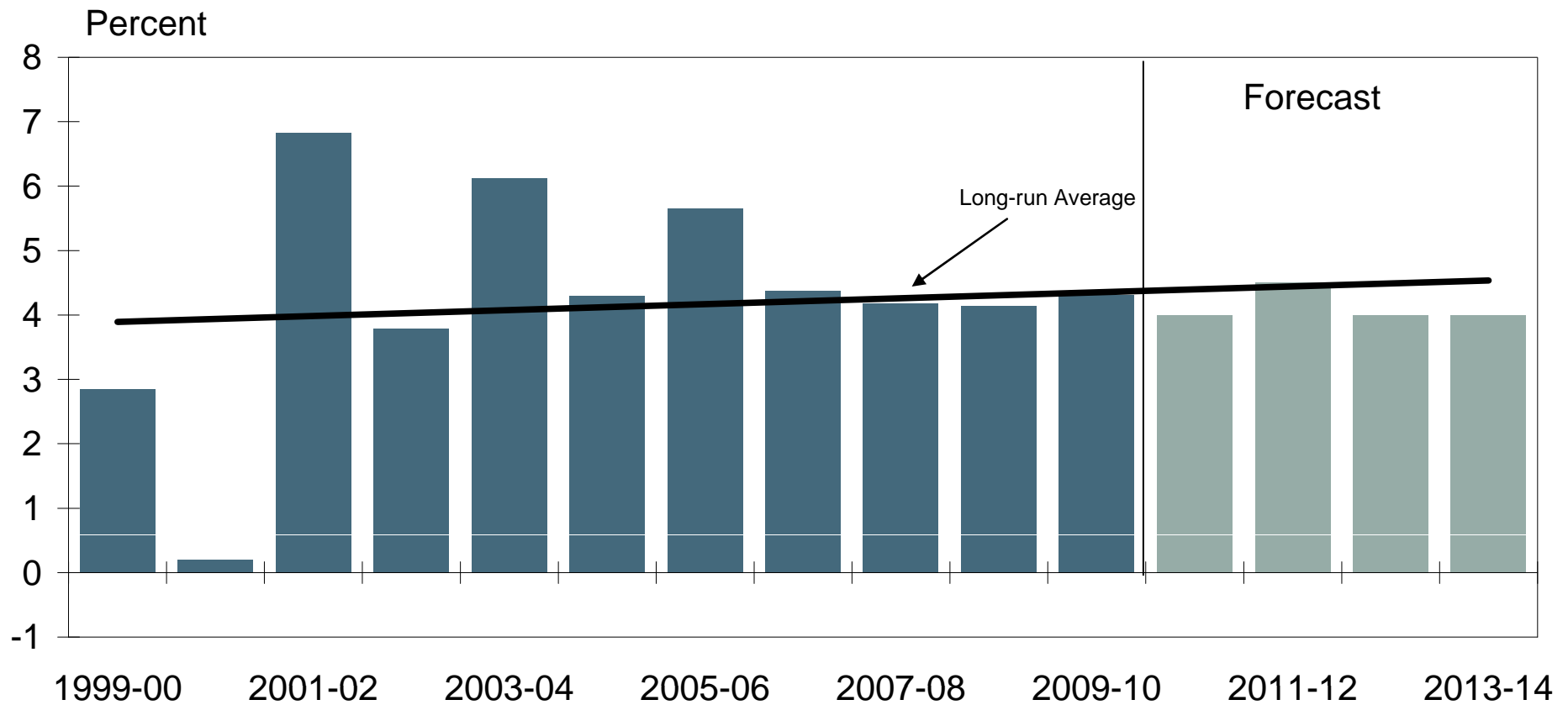


Engineering construction, WA work done & yet to be done





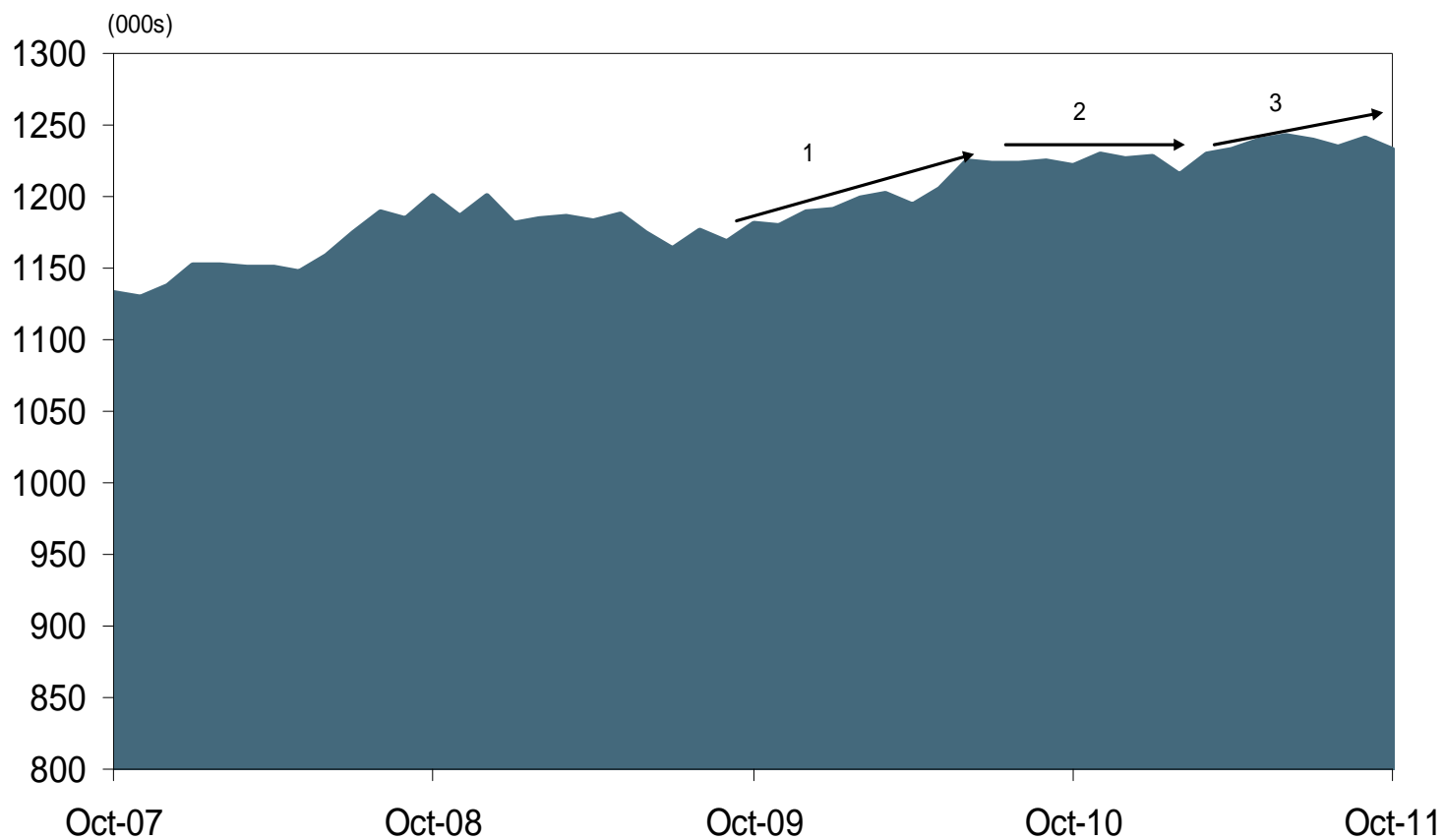
WA ECONOMIC GROWTH Real Gross State Product



Source: ABS Cat. 5220.0 and Department of Treasury



Western Australian Employment level (000s)



Source: ABS Cat.6202.0 (seasonally adjusted data)



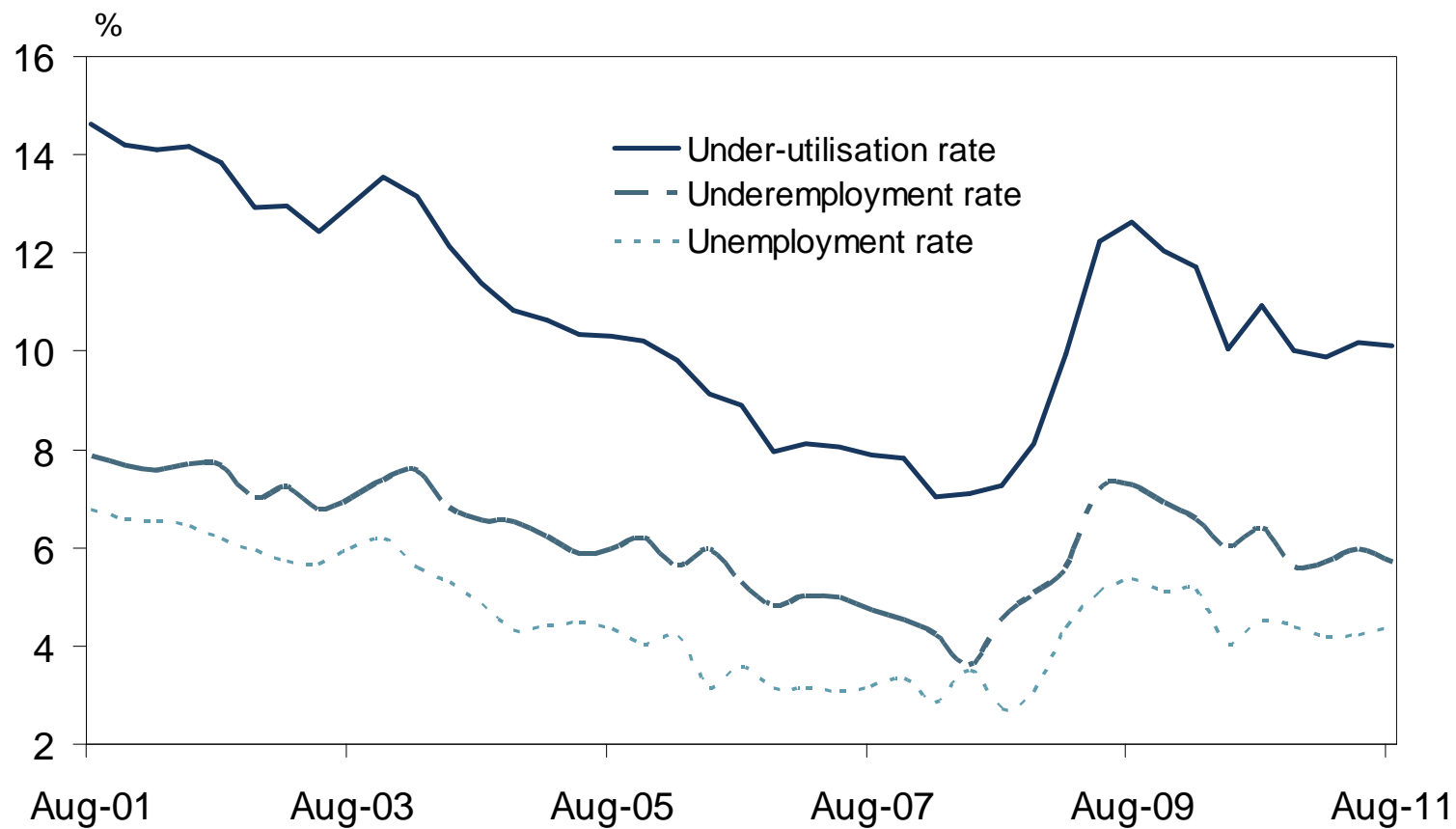
Western Australia's unemployment rate



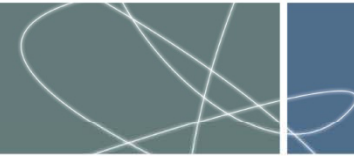
Source: ABS Cat.6202.0 (seasonally adjusted data)



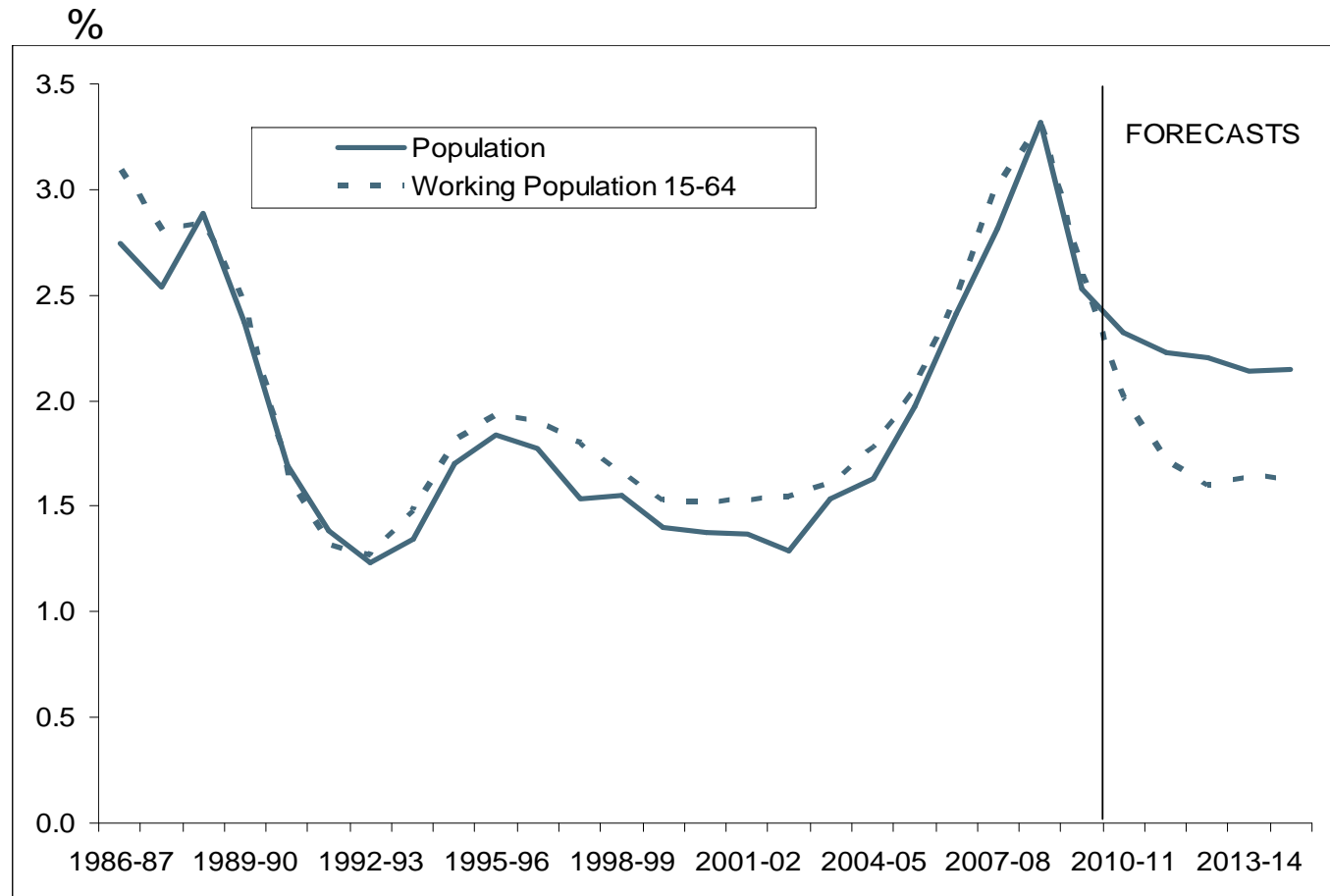
WA labour market under-utilisation rate



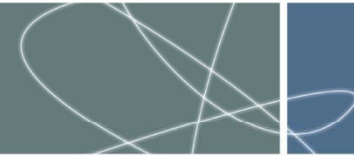
Source: ABS Cat.6202.0 (seasonally adjusted data)



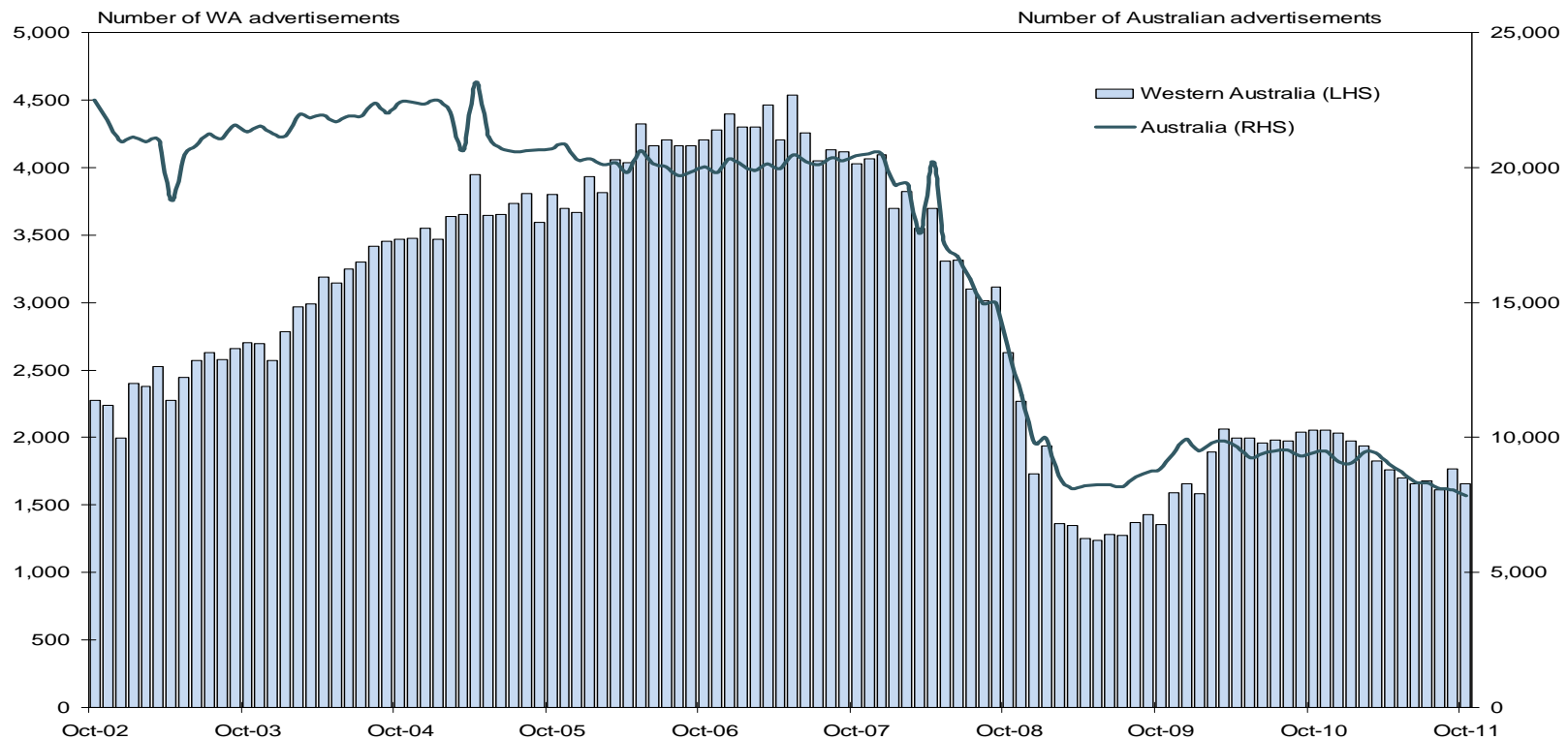
WA's population & working population growth rates



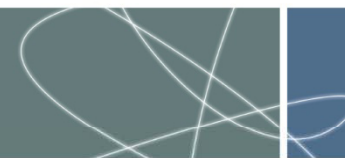
Source: Treasury



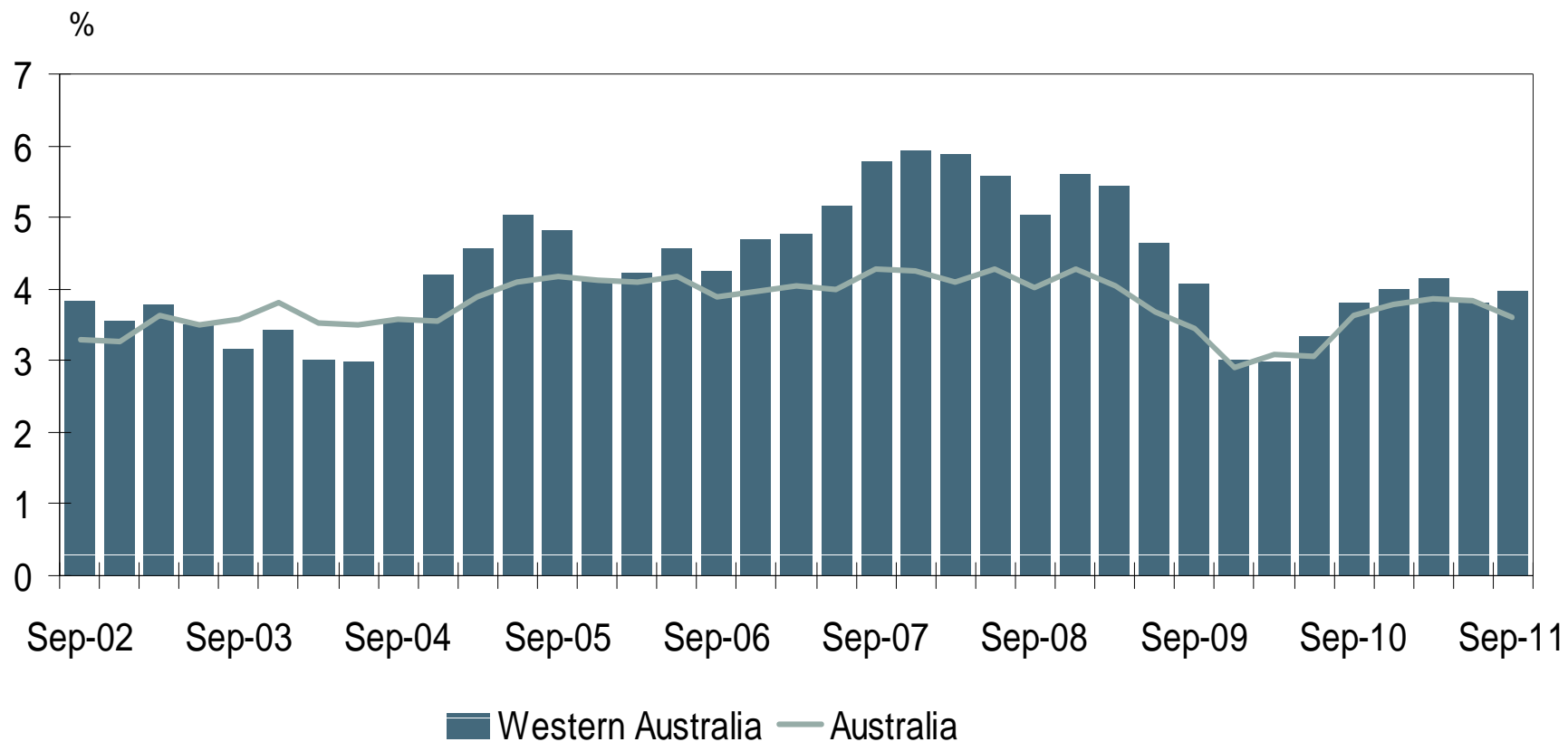
Jobs advertised in newspapers ANZ Series, WA and Australia



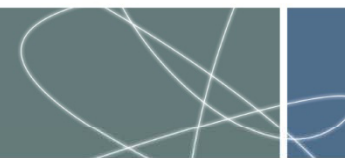
Source: ANZ Bank (seasonally adjusted data)



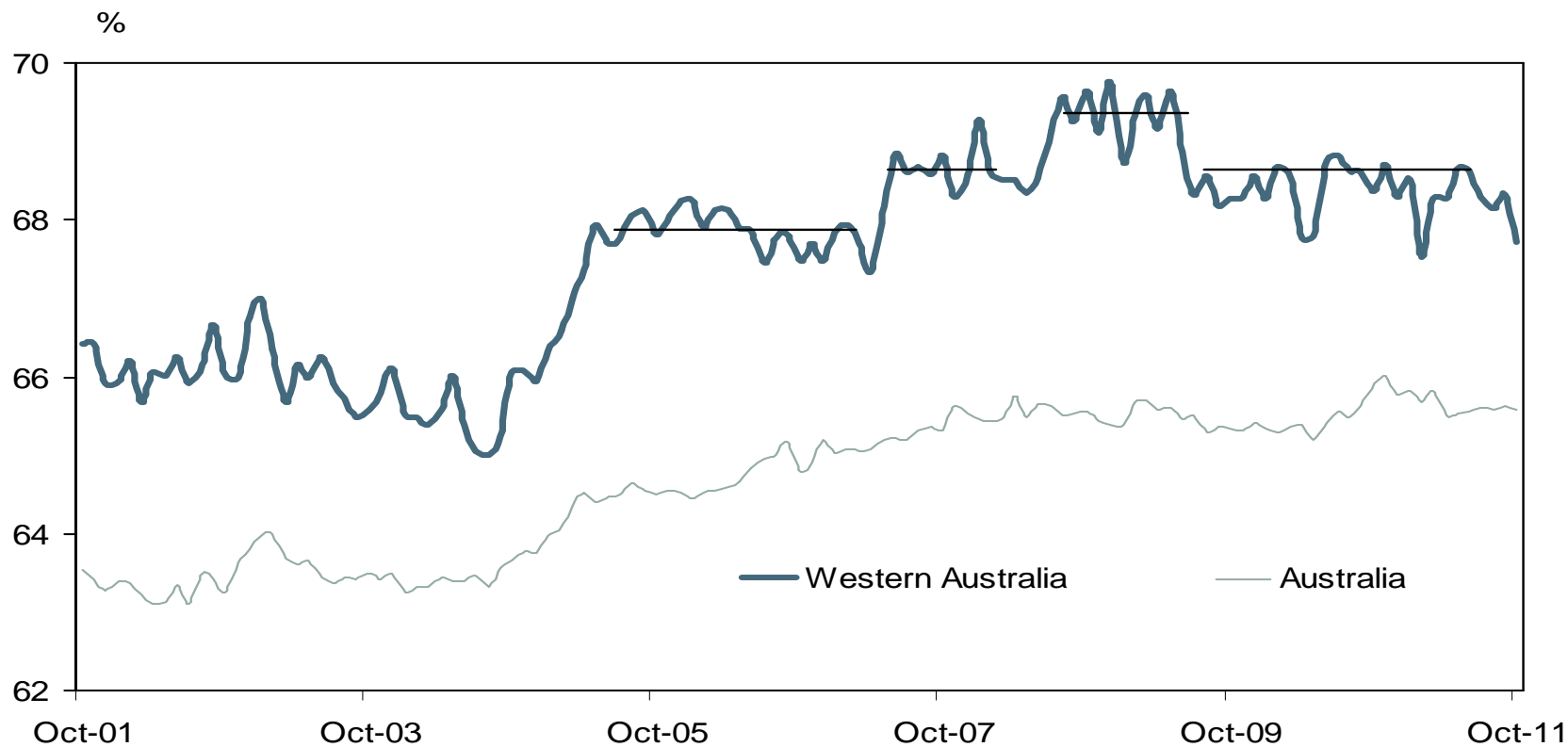
Growth in wage price index Western Australia and Australia



Source: ABS Cat 6345.0



WA and Australian labour force participation rates



Source: ABS Cat.6202.0 (seasonally adjusted data)



Workforce change 2011-2015:

- Latest study forecasts 166,700 additional jobs will be created in WA by 2015.
- Transport, postal and warehousing up by 21% (12,000)
- Mining industry employment to grow by 12% to 2015 (10,500 jobs).
- Construction industry employment to grow by 9% to 2015 (11,500 jobs).
- Major Occupation growth:
 - Managers (8%)
 - Professionals (15%)
 - Trades and Technicians (5%)
 - Community & Personal Services (12%)



Workforce change 2011-2015:

Transport, postal and warehousing up by 21% (12,000)

- Road transport: 8,900
- Rail transport: 2,700
- Postal and courier: 1,800
- Air and space transport: -400
- Transport support services: -2,200
- Warehouse and storage services: -100

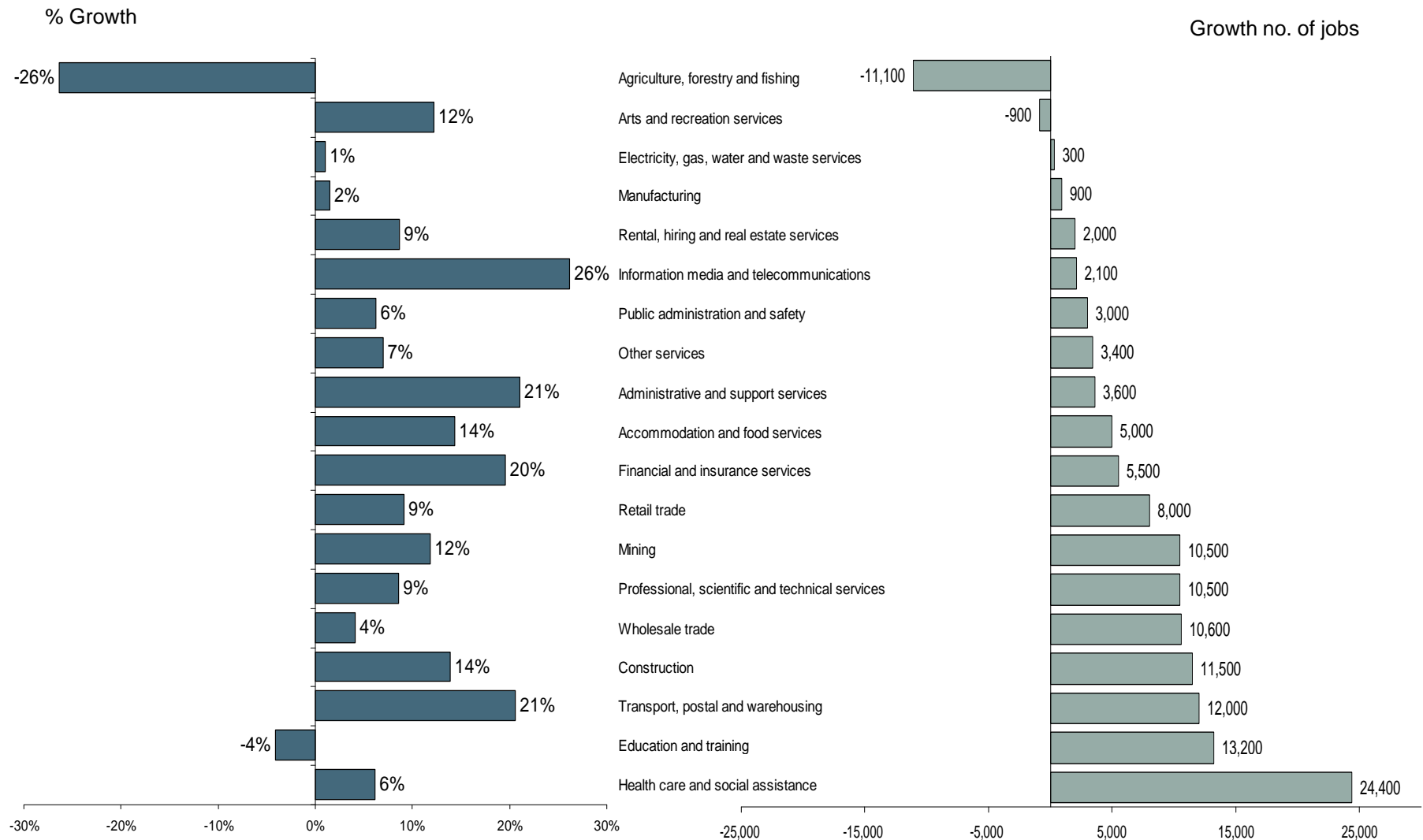


Workforce change 2011-2015:

- Transport, postal and warehousing -
 - Key occupational growth:
 - Machinery operators
 - Drivers
 - Clerical and administration workers
 - Managers



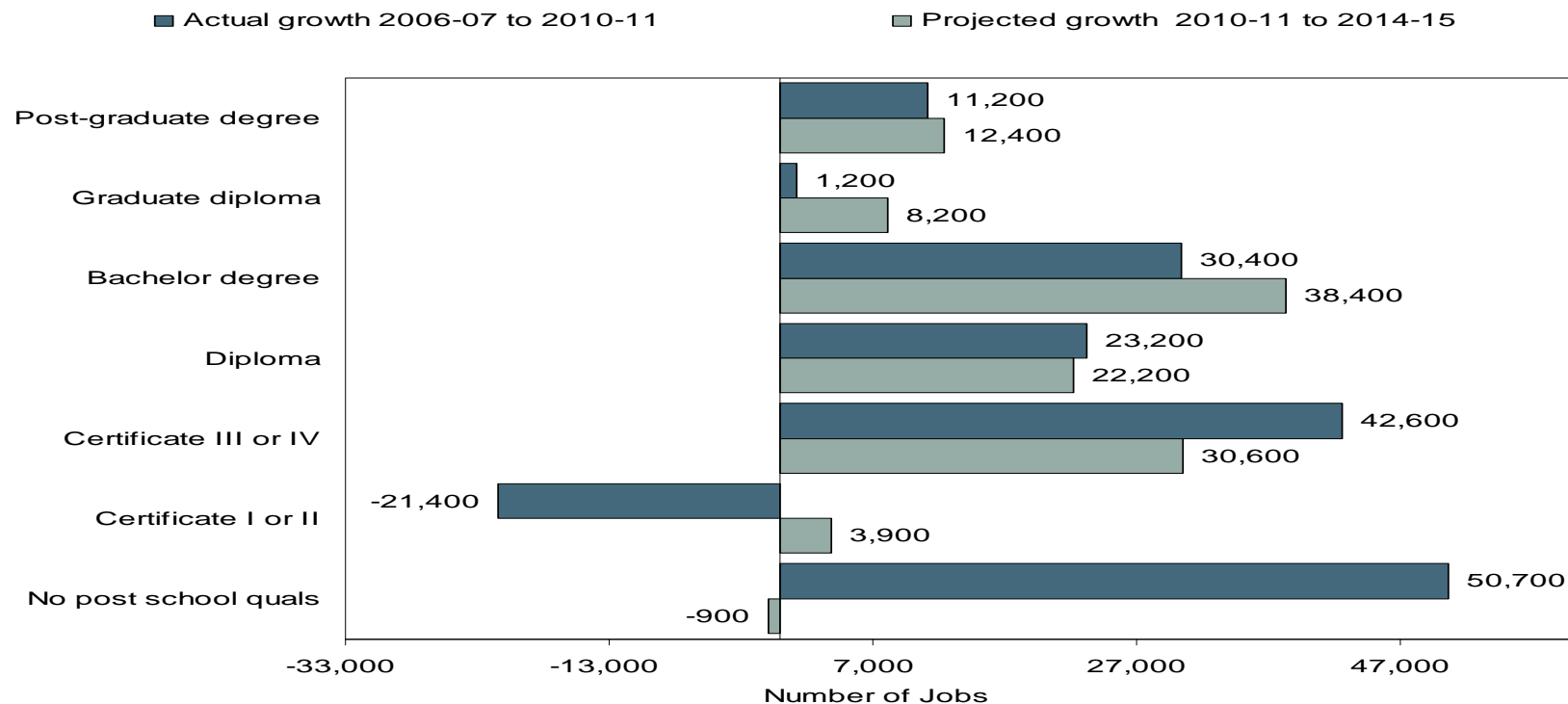
WA forecast employment growth by ANZSIC industry 2011 - 15



Source: Monash University June 2011



Western Australian employment growth by highest qualification attainment level 2006-07 to 2014-15

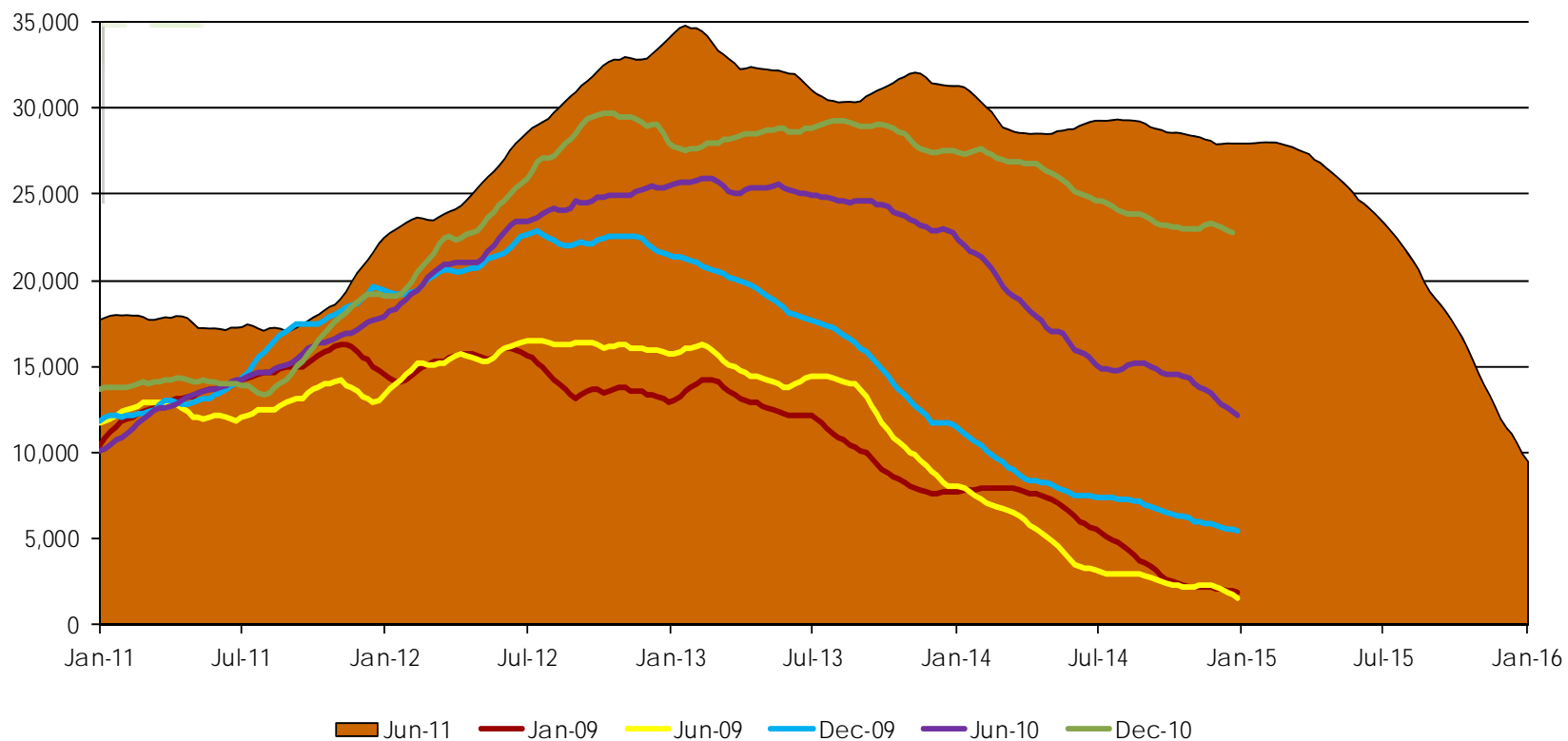


Source: Monash University June 2011

Note: Figures are rounded to the nearest 100



Forecast Total Construction Labour Demand for WA - June 2011





Construction Labour Demand and Availability Summary – with origin in WA



This table provides a 1-page summary showing the anticipated relative difficulty in the resourcing of projects over the next 3 - 4 years, which ranges from acute shortage to good availability **with respect to the ability to recruit specific skills originating from Western Australia.**

ANZSCO Category	2011 Feb Quarter	2011 May Quarter	2011 Aug Quarter	2011 Nov Quarter	2012 Feb Quarter	2012 May Quarter	2012 Aug Quarter	2012 Nov Quarter	2013 Feb Quarter	2013 May Quarter	2013 Aug Quarter	2013 Nov Quarter	2014 Feb Quarter	2014 May Quarter	2014 Aug Quarter	2014 Nov Quarter	2015 Feb Quarter	2015 May Quarter	2015 Aug Quarter	2015 Nov Quarter	
3223 Structural Steel and Welding Trades Workers	Yellow	Light Green	Light Green	Light Green	Yellow	Orange	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Orange	Light Green
3232 Fitters	Yellow	Light Green	Light Green	Light Green	Yellow	Orange	Light Green	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Light Green	Yellow
3411 Electricians	Yellow	Yellow	Light Green	Light Green	Light Green	Yellow	Orange	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Red	Red	Red	Red	Red	Red	Light Green
7212 Earthmoving Plant Operators	Yellow	Yellow	Yellow	Orange	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Orange	Yellow	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green
8217 Structural Steel Construction Workers	Yellow	Yellow	Light Green	Light Green	Orange	Light Green	Light Green	Red	Red	Red	Red	Red	Red	Light Green	Light Green	Light Green	Light Green	Light Green	Orange	Yellow	Light Green
3212 Motor Mechanics	Yellow	Yellow	Orange	Orange	Light Green	Light Green	Light Green	Red	Red	Light Green	Light Green	Light Green	Light Green	Orange	Orange	Orange	Orange	Yellow	Light Green	Light Green	Light Green
7121 Crane, Lift & Hoist Operators	Yellow	Yellow	Yellow	Yellow	Orange	Light Green	Light Green	Light Green	Red	Red	Light Green	Light Green	Light Green	Light Green	Orange	Orange	Orange	Yellow	Light Green	Light Green	Light Green
3312 Carpenters & Joiners	Yellow	Orange	Orange	Light Green	Red	Red	Red	Red	Red	Red	Red	Light Green	Light Green	Orange	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green
8212 Concreters	Yellow	Yellow	Orange	Light Green	Red	Red	Red	Red	Red	Red	Red	Light Green	Light Green	Orange	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green
8219 Other Construction & Mining Labourers	Yellow	Orange	Orange	Orange	Light Green	Light Green	Light Green	Light Green	Red	Red	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Light Green	Orange	Light Green

 Good Availability (Forecast demand = 20% < Availability)	 Moderate Shortage (Forecast Demand = 10% to 20% > Availability)
 Some Availability (Forecast Demand = 10% to 20% < Availability)	 High Shortage (Forecast Demand = 20% to 50% > Availability)
 About Level (Forecast Demand = + or - 10% Availability)	 Acute Shortage (Forecast Demand = 50% > Availability)



Labour projections for Western Australia to 2015:

Demand

166,700	Additional Jobs Growth
131,100	Replacement Workers
297,800	New workers by 2015

Supply

222,000	Natural population Growth / Migration
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= Potential deficit of 75,900* workers by 2015

*Includes rounding aggregation



Skilling WA —

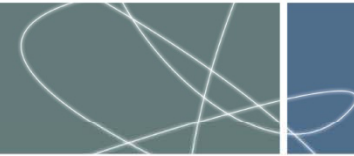
A workforce development plan
for Western Australia





Strategic goals of *Skilling WA – A workforce development plan for Western Australia*

1. Growing the workforce – participation
2. Growing the workforce – migration and population
3. Attraction and retention of skilled workers
4. Skills development and utilisation
5. Planning and coordination



Skilling WA – a framework for workforce development planning





Skilling WA – 6 months on.....

Strategic Goal 1: Participation

- The Workers Compensation and Injury Management Amendment Bill 2011
- Partnership formed between Department of Commerce and Public Sector Management Commission
- 4 new Aboriginal Workforce Development Centres
- Southern Inland Health Initiative
- \$6.84 million for 3,415 training places for equity groups



Skilling WA – 6 months on.....

Strategic Goal 2: Migration

- Release of the *Western Australian Skilled migration Strategy*
- Advocacy on national migration policy
- Skilled Migration Forums
- State-sponsored skilled migration on-line applications
- Skilled migration portal (migration.wa.gov.au)
- Ministerial industry mission to UK & Ireland



Skilling WA – 6 months on.....

Strategic Goal 3: Attraction and Retention

- State Affordable Housing Strategy
- Service worker accommodation
- Health worker accommodation - Port & South Hedland
- Transitional housing program
- Flexible work practice resources
- Gascoyne re-vitalisation plan
- Pilbara Cities



Skilling WA – 6 months on.....

Strategic Goal 4: Training

- \$22.7 million for 7,500 new training places
- Responsive Trade Training Initiative
- Business Growth Centre (BGC) and Durack Institute of Technology's Adaptable Trade Skills Workshop
- \$23 million Trades North training centre
- Development of a National Foundation Skills Strategy



Skilling WA – 6 months on.....

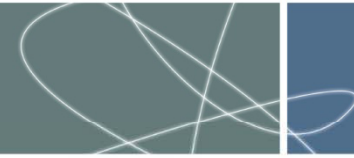
Strategic Goal 5: Planning and Coordination

- Regional Workforce Development Plans
- Workforce Development Supply and Demand Principal Committee (SCOTESE)
- Northern Australia Taskforce
- Refinement of the State Priority Occupation List
- Increased funding and improved procurement model for workforce development data and planning services



Skilling WA – the next 6 months

- Skilled Migration Portal
- Migrant support services
- Enterprise based workforce planning and development project
- Review of labour market forecasting methodologies
- GTO environmental scan
- Pilbara, Midwest and Wheatbelt workforce development plans



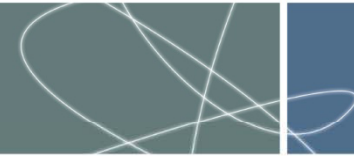
Focus on Training

- 12 % increase in the number of working aged Western Australians undertaking training from 127,974 in 2008 to 143,553 in 2010.
- \$22.7 million for 7,500 new training places
- Growth in training across all age groups between 2008 and 2010:
 - o 48% increase in 25-29 years age group
 - o 57% increase in 50-64 years age group

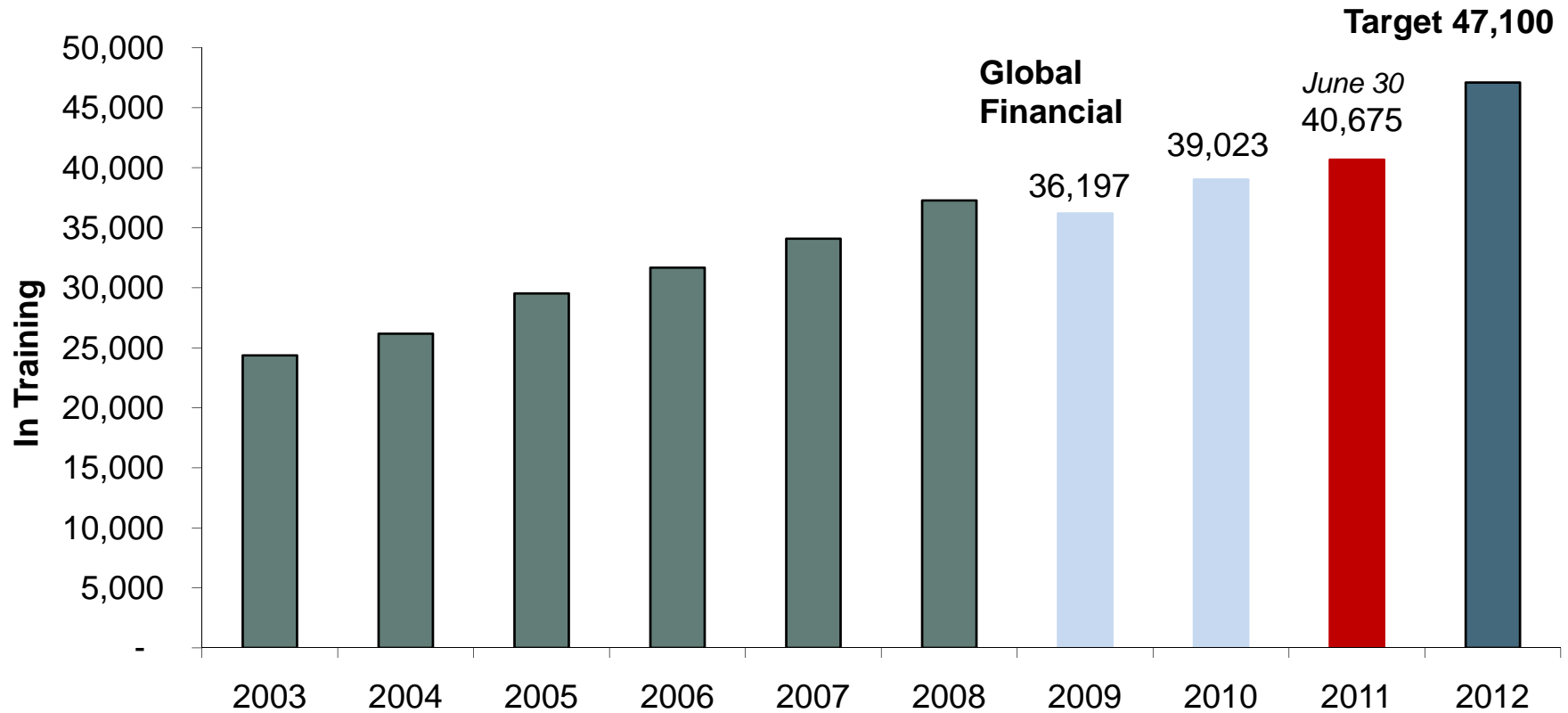


Focus on Training

- Growth in training across all qualification levels between 2008 and 2010
- 38% increase in Cert IV and above enrolments
- 9.4% increase in apprenticeship commencements for 2010-11 financial year compared with 2009-10
- An increase in number of employers employing apprentices and trainees (10,537 as at March 2011).

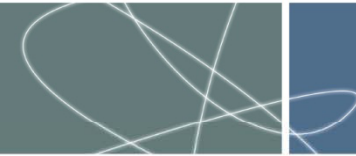


Western Australian Apprentices and Trainees in Training

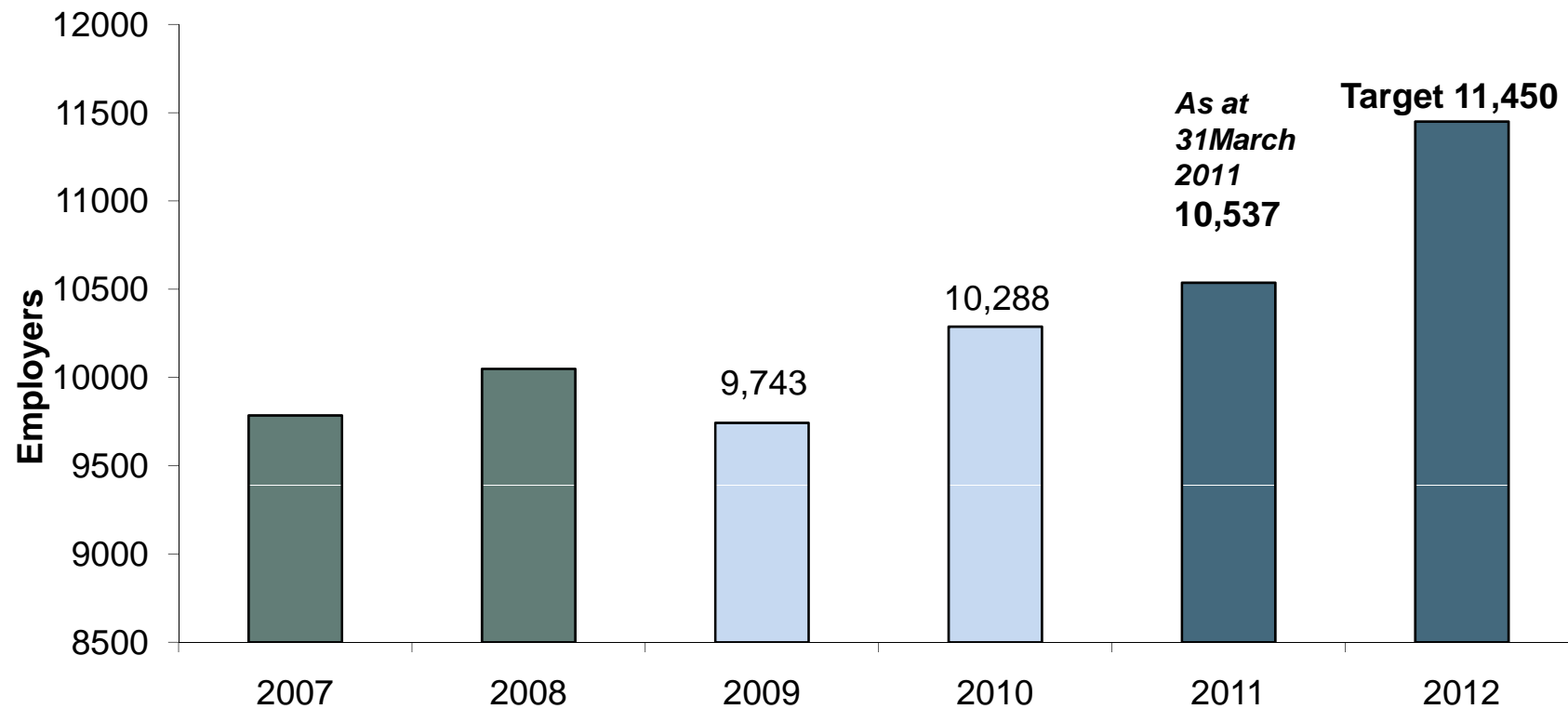


Apprentices and trainees in training as at 31 Dec of each year

Source: Department of Training and Workforce Development, Training



Employers of Apprentices and Trainees

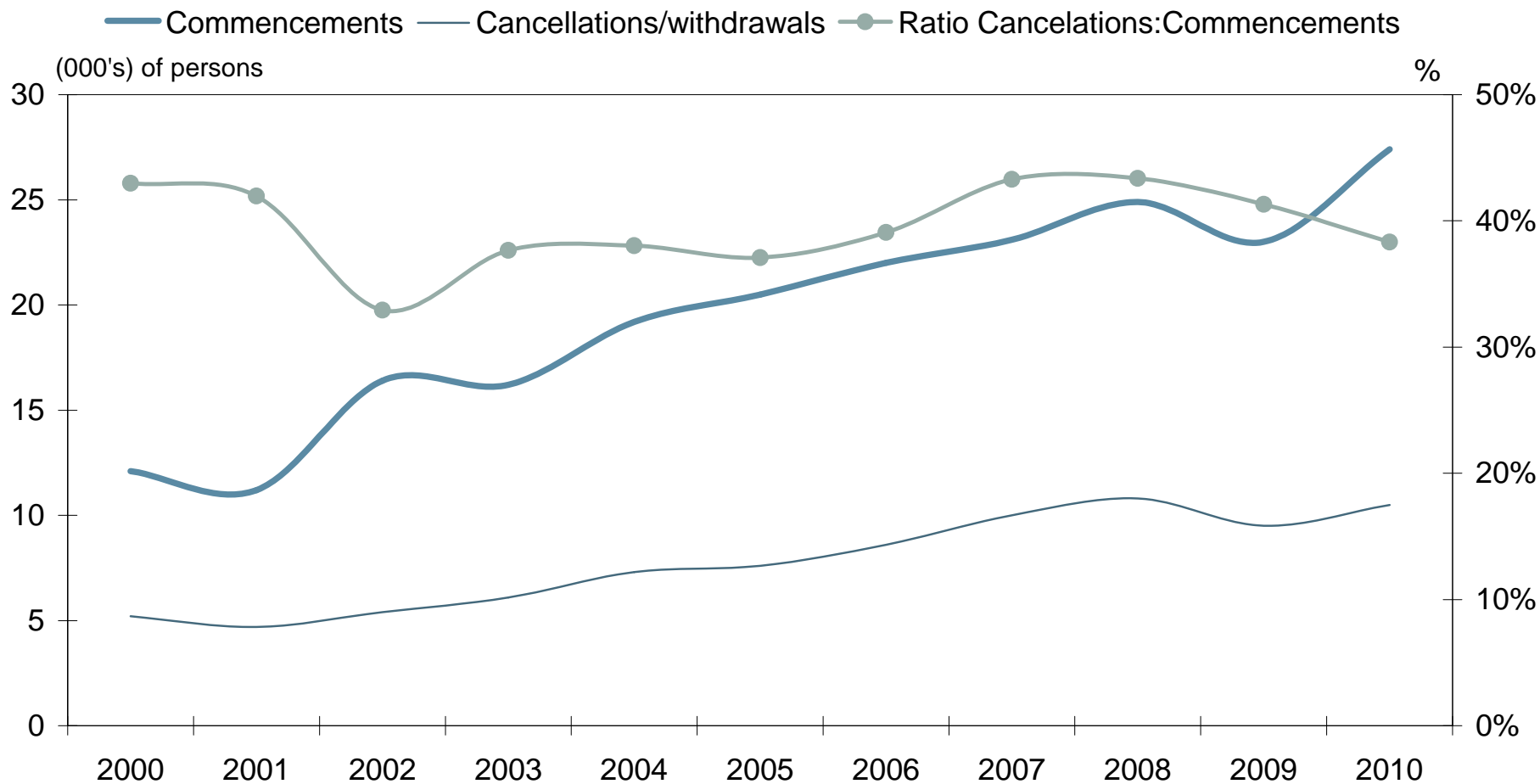


Employers of apprentices and trainees as at 31 Dec

Source: Department of Training and Workforce



WA apprentices and trainees by contract status



Source: NCVET, 2010



State Priority Occupation List

- Annually produced list of jobs that are in high demand or considered industry-critical in Western Australia.
- Informs Western Australian workforce development planning, the skilled migration occupation list and the development of the State Training Plan



State Priority Occupation List

- Informed by industry intelligence
- Objective measures:
 - current and forecast levels of employment
 - average weekly earnings and wages growth
 - average age of existing employees
 - occupational churn
 - current levels of training supply.
- Inputs into Shares Model



Managing Migration in Western Australia

- MOU State-sponsored skilled migration
 - State Priority Occupation List
 - Western Australian Skilled Migration Occupation List
- Western Australian Skilled Migration Strategy
 - Maximise the benefits to Western Australia from the national migration program



Managing Migration in Western Australia

- **Advocate for change**
 - Eligible occupations
 - Qualification criteria
 - Program flexibility
- **Maximise employer sponsored programs**
 - Marketing Western Australia as a destination of choice
 - Skilled migration information portal
 - Raising awareness of migration programs
 - Migrant support program



Managing Migration in Western Australia

- **Projects:**
 - RSMS Promotion
 - Development of skilled migration issues paper
 - Migrant Support Services Project
 - Skilled Migration Reference Group
 - EMA / RMA support



Skilled Migration WA

- Market skilled migration to Western Australia
- Manage, assess and grant State sponsorship under the Skilled – Sponsored visa program.
- Subject to qualifying occupations (Western Australian Skilled Migration Occupation List)
- Regional Certifying Body

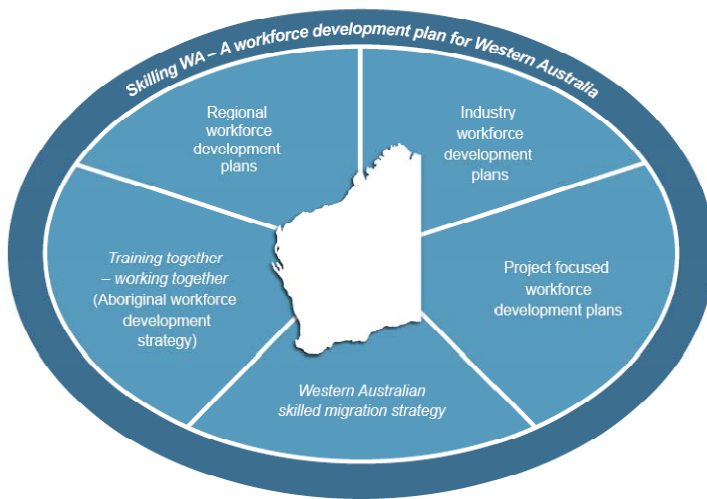


Skilling WA - Governance

- Ministerial Taskforce on Approvals, Development and Sustainability
- Directors General Working Group
- Workforce Development Senior Officers Group
- Quarterly review of Priority Actions
- 6 monthly progress report
- External evaluation



Skilling WA — A workforce development plan for Western Australia



Western Australian skilled migration strategy

