

## The skills shortage problem defined

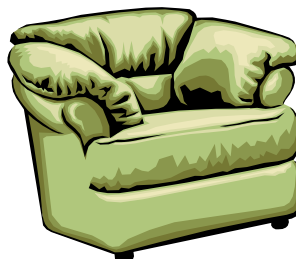


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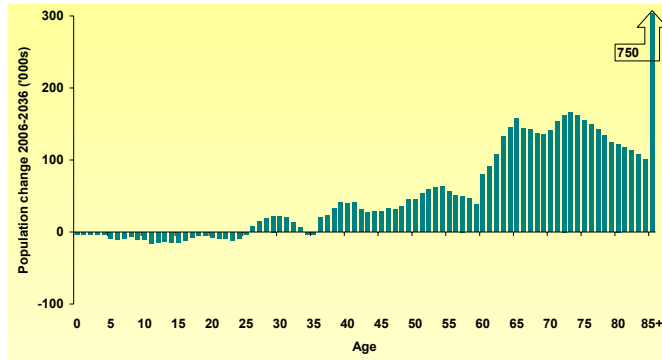


## Ageing in Australia and Labour Force Trends



## Population growth over the next 30 years

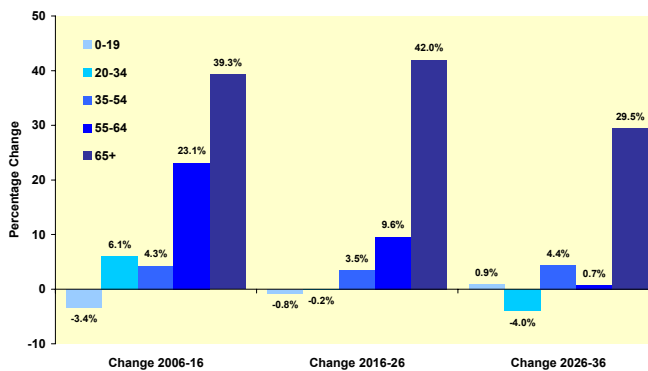
65+ from 13% → 25%; 85+ from 1.6% → 4.3%



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Source: ABS Population Projections, Australia Cat no: 3222.0 Series B

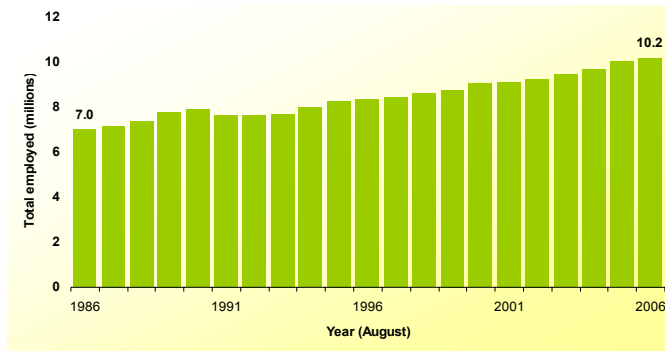
## Differential growth rates by age



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Source: ABS Population Projections, Australia Cat no: 3222.0 Series B

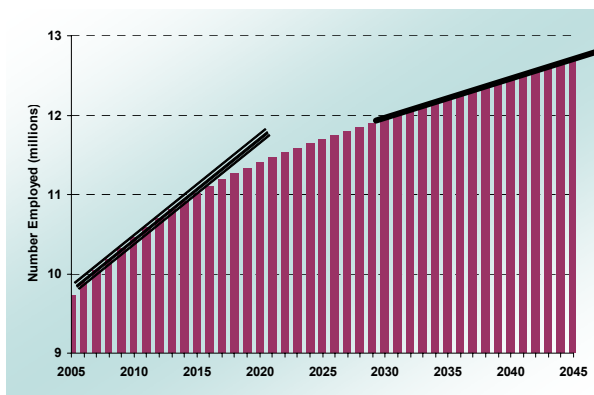
## More than 10 million currently employed



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Source: ABS Labour Force, Australia

## Total number of workers to increase much more slowly

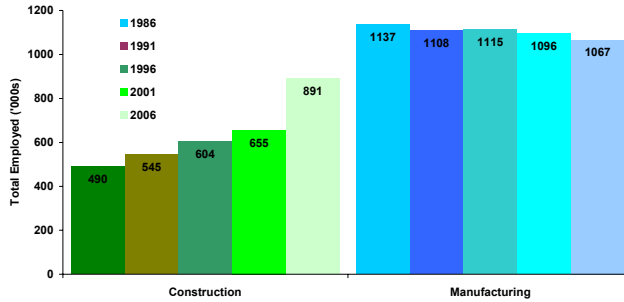


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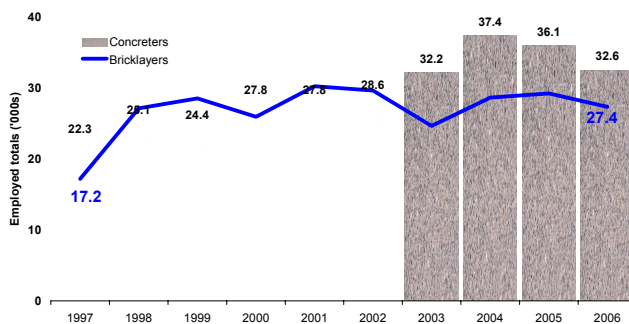
Source: Productivity Commission, Economic Implications of an Ageing Australia, figures supplied to NATSEM

## Construction and manufacturing labour force

Since 1986: overall employment up 45%;  
Total employed in Construction up 82%; Manufacturing down 6%



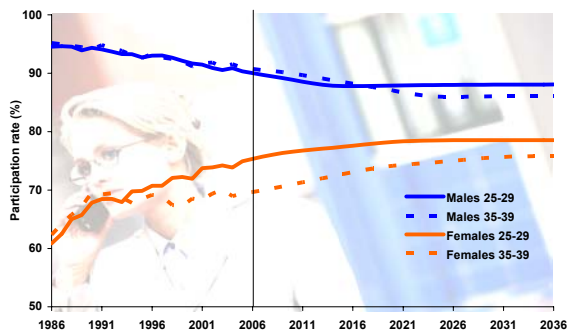
## Bricklayers and Concreters



## Changing Nature of the Labour Market

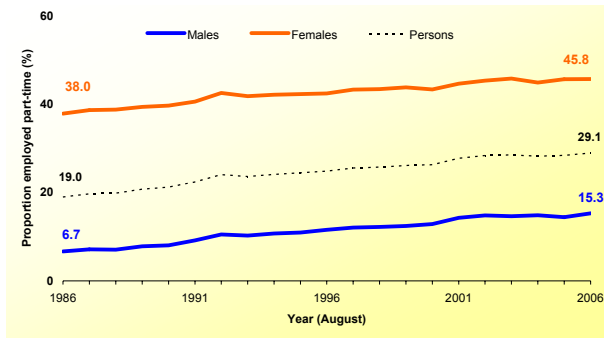


... young women joining the working but proportion of young men declining ...



Source: Productivity Commission 2005 *Economic Implications of an Ageing Australia*

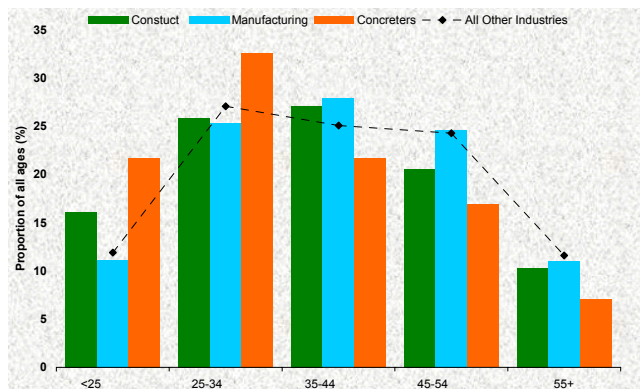
## ... the proportion working part-time is increasing ...



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Source: ABS Labour Force, Australia, (August of each year)

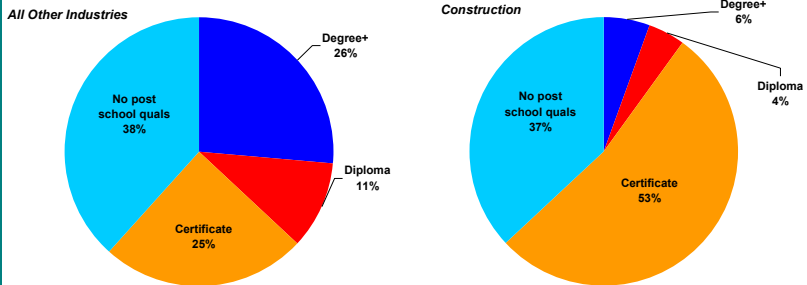
## ... and the construction workforce is dominated by the young



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Source: NATSEMI calculations based on ABS SIH 03-04 and concreters 2002 ABS special tables

## Qualifications



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Source: NATSEM calculations based on ABS SIH 03-04

## Sex, Age, Hours and Education

	All other Industries	Construction	Manufacturing	Concreters
	%	%	%	%
Male	49.6	89.0	73.7	100.0 (?)
Aged < 35	39.0	42.0	36.5	54.3
Males working Part-time	14.2	9.4	6.0	17.1
No post-school qualifications	37.8	36.6	44.0	76.0

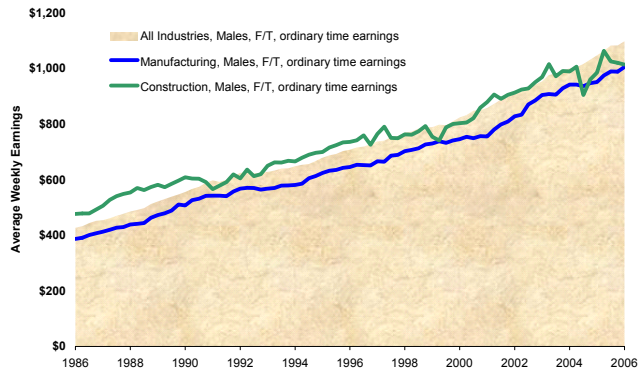


Note: Refers to those employed and not studying in 2003-04

Source: NATSEM calculations based on ABS SIH 03-04 and concreters 2002 ABS special tables

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## Comparison of earnings for males working full-time and ordinary hours



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## What are the issues?

- The traditional Construction Materials Industry Workforce
  - Young, Male, Certificate level qualifications, working full-time
- Population ageing
  - Very little growth population growth
- Nature of work changing
  - Participation rate on the decline
  - Full-time employment on the decline
  - More people well educated
    - Want white collar employment
      - Less want physical work
    - Can earn as much (if not more)
    - in Gender and employment type
- Changing immigration policy
- Defence Force recruiting the same profile

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## Conclusions and some areas of focus

- Focus on
  - Flexibility
    - Hours
    - Breaks from work
  - Retention of staff
  - New approaches to work
    - Where can older workers can be employed?
    - Should young tradespeople be working in an office?
    - Why can't women work on ...?
- Continue making the training/apprenticeships more attractive
  - Training while at school
- Know who you are competing with
  - Learn from what they do
  - Learn from their mistakes

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