

Our future workforce – a policy challenge

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THE IMPERATIVE:

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

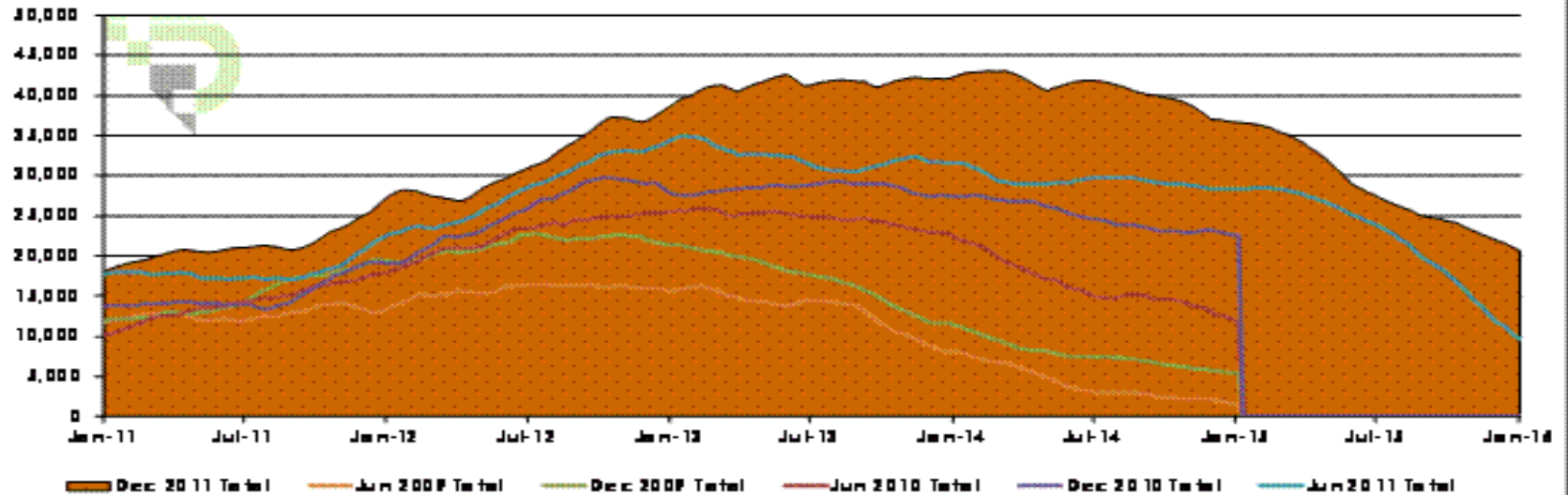
Chamber of Minerals and Energy (WA) (April 2011)

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

Skills Australia (July 2011)

Construction workforce on Western Australia's major projects

Forecast Total Construction Labour Demand for WA - December 2011



Source: The Pit Crew Labour Market Report – December 2011

Construction Labour Demand and Availability Summary - Western

Australia

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.**

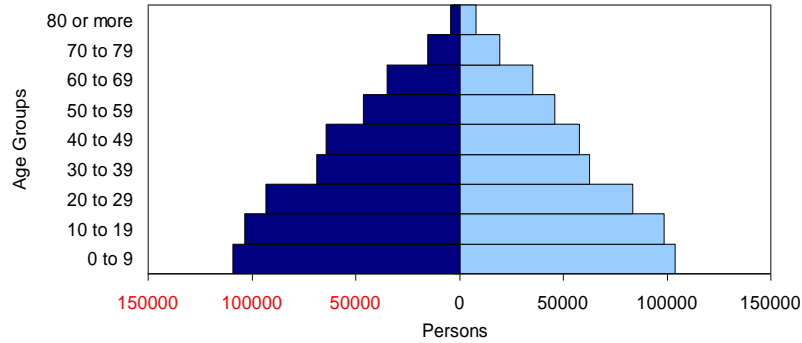
ANZSCO Category	2011 Aug Quarter	2011 Nov Quarter	2012 Feb Quarter	2012 May Quarter	2012 Aug Quarter	2012 Nov Quarter	2013 Feb Quarter	2013 May Quarter	2013 Aug Quarter	2013 Nov Quarter	2014 Feb Quarter	2014 May Quarter	2014 Aug Quarter	2014 Nov Quarter	2015 Feb Quarter	2015 May Quarter	2015 Aug Quarter	2015 Nov Quarter	2016 Feb Quarter	2016 May Quarter	2016 Aug Quarter	2016 Nov Quarter
3223 Structural Steel and Welding Trades Workers	Yellow	Yellow	Yellow	Orange	Pink	Pink	Pink	Red	Red	Red	Red	Red	Red	Red	Red	Red	Pink	Pink	Orange	Yellow		
3232 Fitters	Yellow	Yellow	Orange	Orange	Pink	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Pink	Pink	Pink	Yellow	
3411 Electricians	Yellow	Pink	Pink	Pink	Orange	Pink	Pink	Pink	Pink	Red	Red	Red	Red	Red	Red	Red	Red	Pink	Pink	Orange	Orange	
7212 Earthmoving Plant Operators	Yellow	Orange	Pink	Pink	Pink	Pink	Pink	Red	Red	Pink	Orange	Pink	Orange	Orange	Yellow	Pink	Pink	Pink	Pink	Pink		
8217 Structural Steel Construction Workers	Yellow	Yellow	Orange	Pink	Pink	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Pink	Orange	Orange	Yellow			
3212 Motor Mechanics	Yellow	Orange	Pink	Pink	Pink	Red	Red	Red	Red	Pink	Pink	Pink	Pink	Pink	Orange	Yellow	Pink	Pink	Pink	Pink		
7121 Crane, Lift & Hoist Operators	Yellow	Orange	Orange	Orange	Pink	Pink	Pink	Red	Red	Red	Red	Red	Pink	Pink	Pink	Orange	Yellow	Pink	Pink	Pink		
3312 Carpenters & Joiners	Yellow	Pink	Red	Red	Red	Red	Red	Red	Red	Red	Red	Pink	Pink	Pink	Orange	Pink	Pink	Pink	Pink	Pink		
8212 Concreters	Yellow	Pink	Red	Pink	Pink	Red	Red	Red	Red	Red	Pink	Pink	Pink	Orange	Yellow	Pink	Pink	Pink	Pink	Pink		
8219 Other Construction & Mining Labourers	Yellow	Yellow	Orange	Orange	Pink	Pink	Pink	Red	Red	Red	Red	Red	Pink	Pink	Pink	Pink	Orange	Yellow	Pink	Pink		

Good Availability (Forecast demand = 20% < Availability)
 Some Availability (Forecast Demand = 10% to 20% < Availability)
 About Level (Forecast Demand = + or - 10% Availability)

Moderate Shortage (Forecast Demand = 10% to 20% > Availability)
 High Shortage (Forecast Demand = 20% to 50% > Availability)
 Acute Shortage (Forecast Demand = 50% > Availability)

Source: *The Pit Crew Labour Market Report – December 2011*

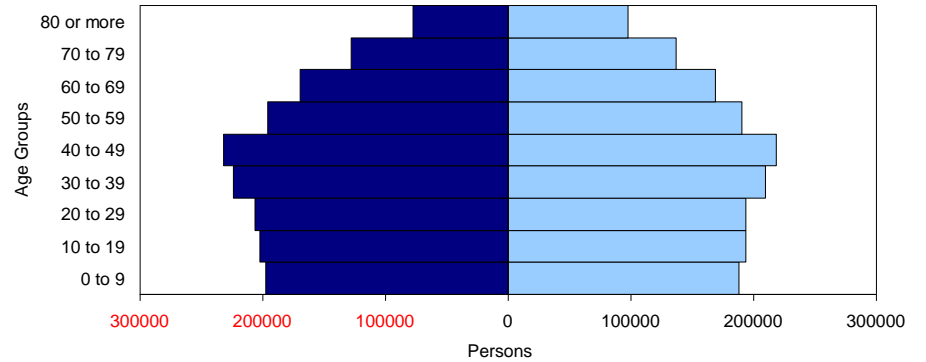
Western Australian Population 1971



Source: ABS Cat.3201.0

■ Male Population ■ Female Population

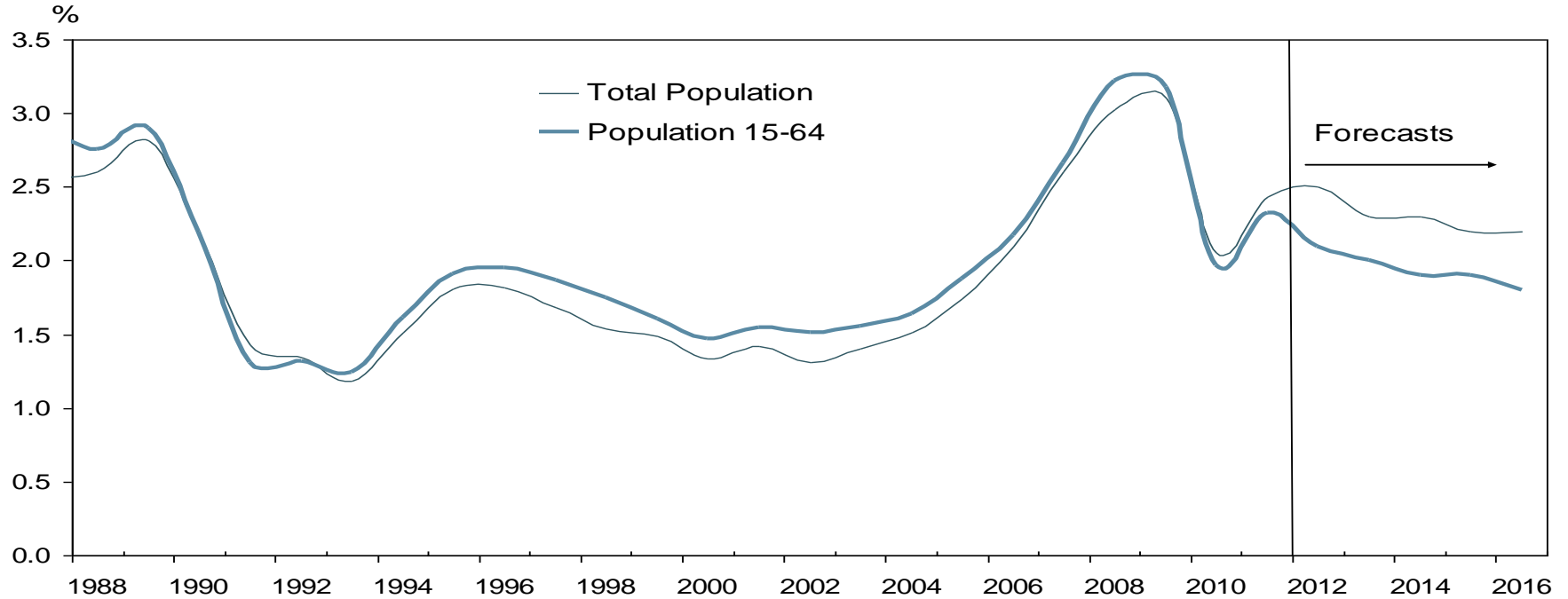
Western Australian Population 2031
(estimated)



Source: ABS Cat.3222.0 (Series B)

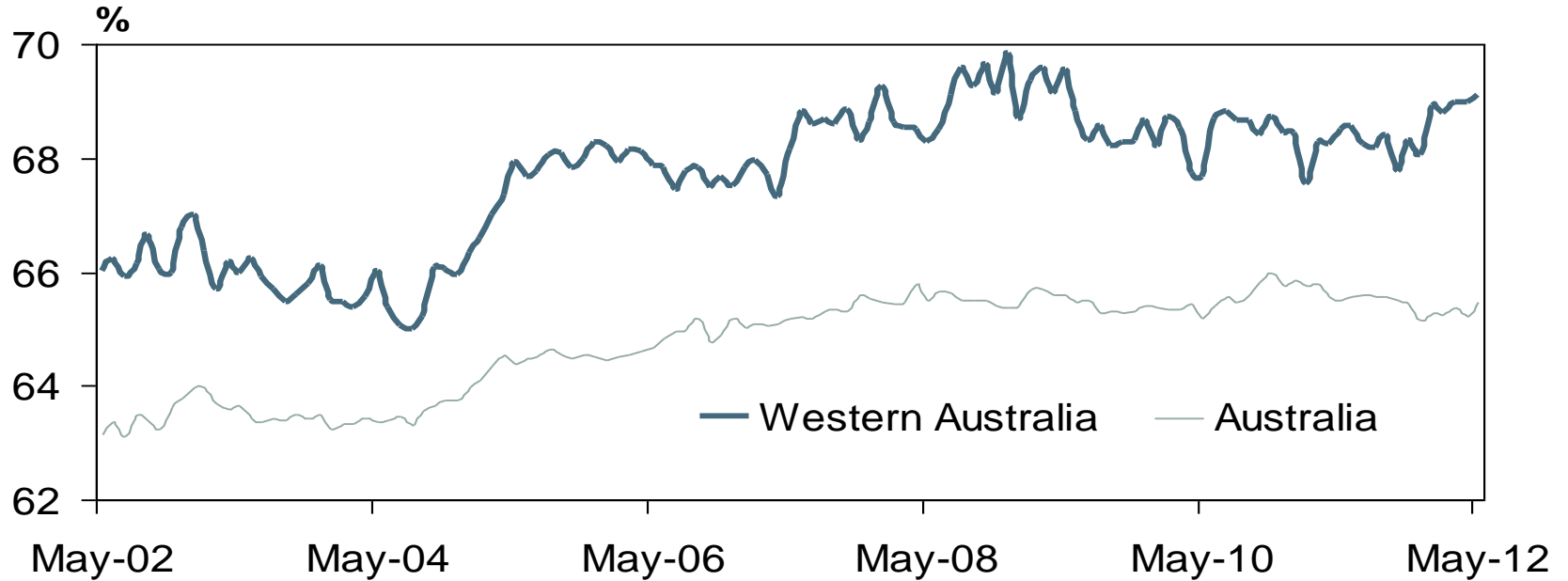
■ Male Population ■ Female Population

WA historical and forecast population growth rates



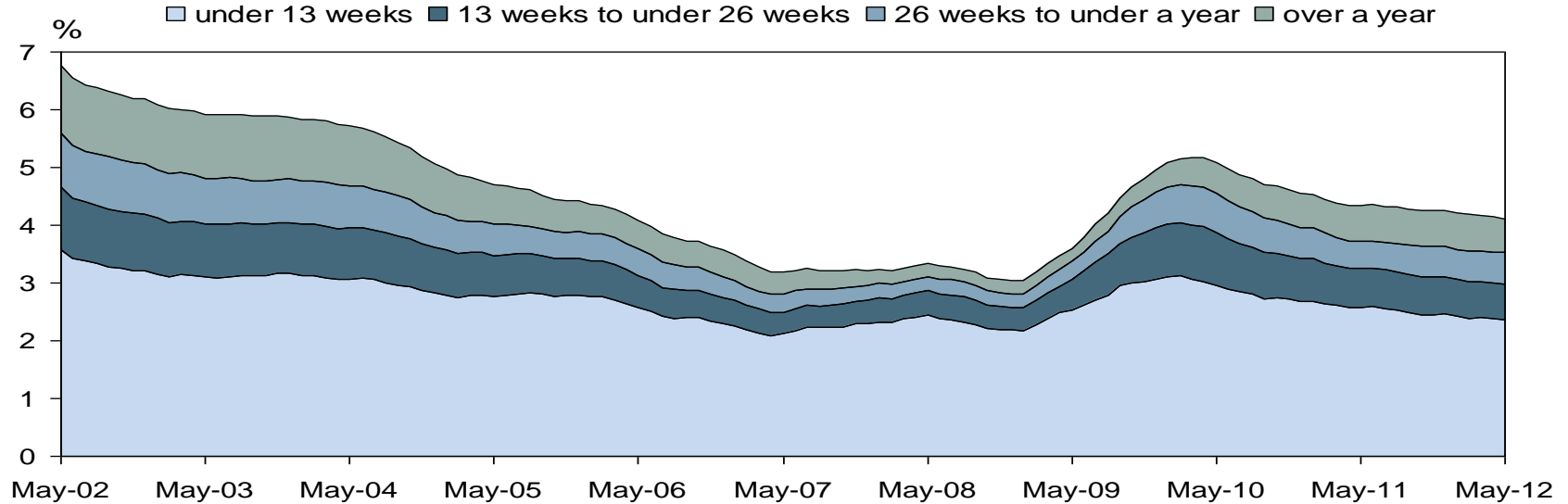
Source: ABS, cat. 3101.0 for historical; WA Treasury for projections

Labour force participation rate Western Australia and Australia



Source: ABS, Labour Force Survey

Unemployment rates* by duration of unemployment Western Australia



*Number of unemployed by duration of unemployment expressed as a % of the State's labour force

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