

CSQ: Our vision

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



Every structure needs a foundation: Has your workforce got a strong foundation?



Workforce Planning – A need or a necessity

- Evidence based data driven - supply and demand
- Strategic and operational skills required
- Address individuals needs – maximise retention
- Meet business goals – recruit skills and ability

Importance of quality data

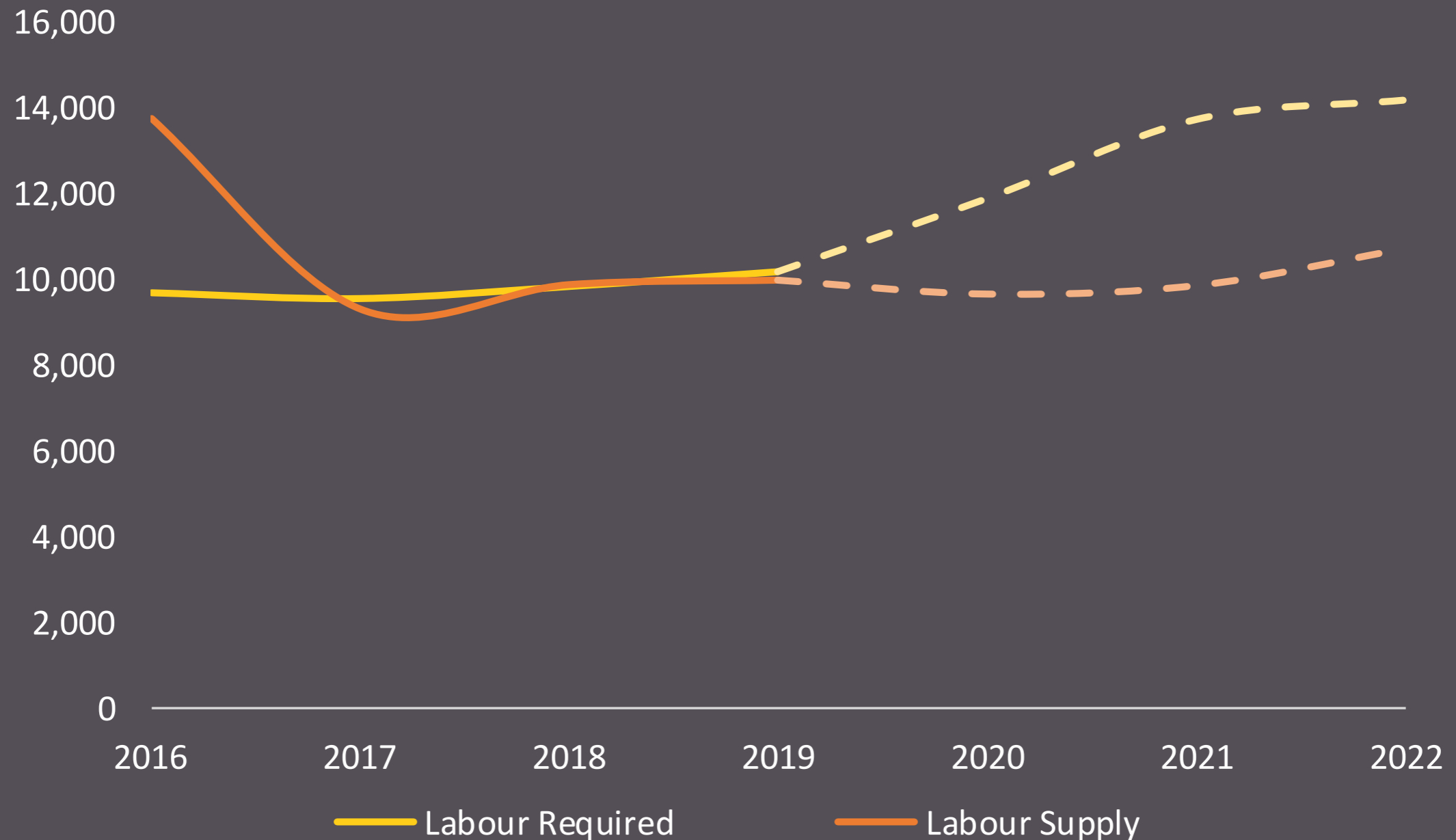
Better data = better decisions = better outcomes

Keep it simple: what are **critical** skills/job shortages and what are **'hard to fill'**

- Snapshot the regions economy
- What are the risks of not implementing a workforce plan
- Look at macro workforce information –
 - National workforce skill demands
 - Regional workforce skill demands
 - Major project impacts on workforce supply

Labour Supply and Demand

Construction workforce supply and demand, Central

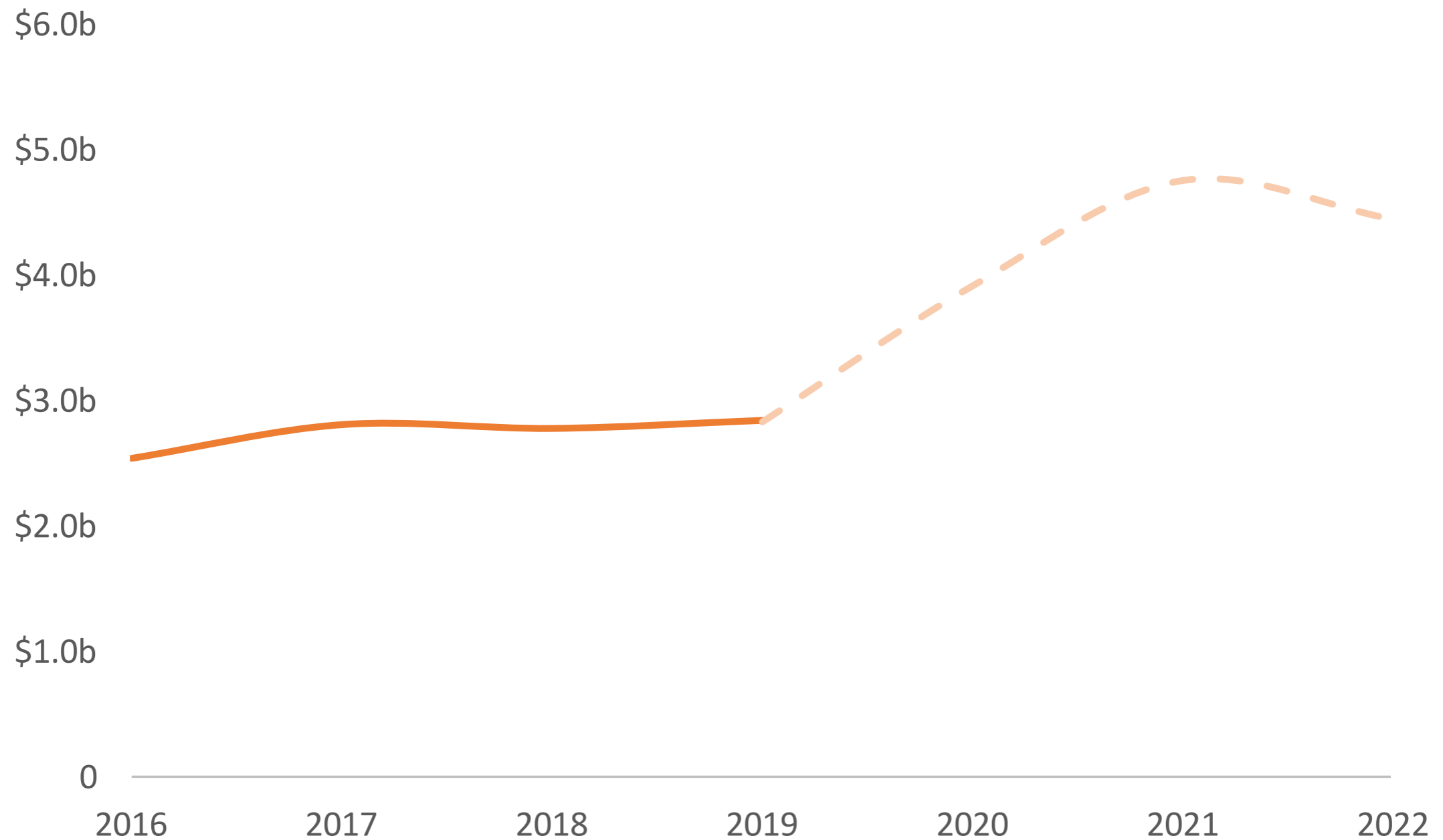


Source: NIEIR, CSQ

Construction Activity: Engineering

2019-20
80% Total Regional Activity
45% State Average

Value of construction work done, Central (CVM)



Source: NIEIR

The Knowledge Centre: Focusing on the future direction of the Industry

- Edge
 - Innovation practices – where are we going
- Knowledge Centre
 - Evidence and Data
 - Major Projects/ Regional Profiles
 - Regional pipeline of works

www.csq.org.au/Knowledgecentre



Major Projects Industry Alliance

Regional Workforce Planning

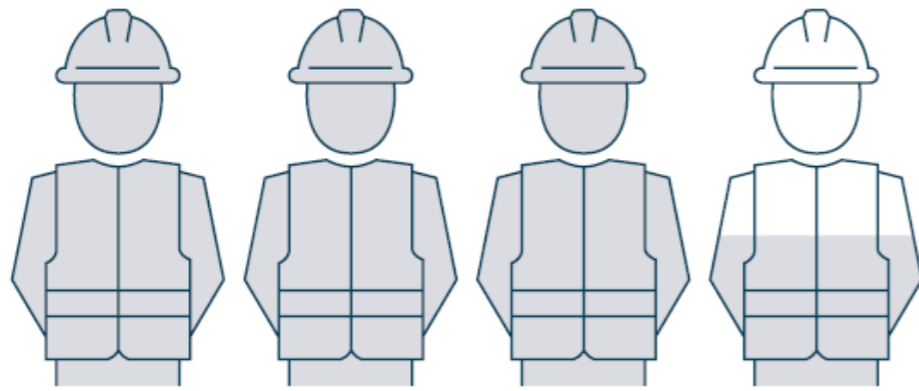
CSQ – a regional collaborative approach

- 1. Capricorn Enterprise – Industry Skills Coordination Program**
- 2. Engage Alliance members to gather key information**
 - Develop template to capture common data
 - Value of project
 - Work package breakdowns (by occupation at later stage)
 - Start and finish dates
 - Man months
- 3. Create a ‘Skills Demand Graph’ for each project**
- 4. Develop the Rockhampton Regional Workforce Plan (RRWP) to include:**
 - Regional profile, gap analysis and strategy
 - Lessons learnt from other Major Project engagement
 - Combined all projects ‘Skills Demand Graph’
- 5. Regular progress reporting to:**
 - Alliance members
 - CSQ

Ongoing commitment

- Engagement manager – Rockhampton based
 - Small to medium enterprise development focus
- Capricorn Enterprise – ISCP – Major Projects
- Major Projects - dedicated funding
- Updated regional profiles/ data
- Regional workforce plan

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.

General & Civil Construction

- Bituminous Surface worker
- Bricklayer
- Bridge Builder
- Carpenter
- Concreter
- Demolisher
- Dogger
- Electrician
- Fire Protection worker
- Floor Technologist
- Landscaper
- Painter and Decorator
- Paver
- Plant Operator eg. Dozer
- Plasterer - Wall and ceiling
- Pipe Layer
- Rigger
- Road Marker
- Roof Tiler
- Scaffolder
- Solid Plasterer
- Steel Fixer
- Tower Crane Operator
- Tunnel Construction Operators
- Wall and Floor Tiler
- Waterproofer

Services/Plumbing

- Gasfitter
- Mechanical Services Plumber
- Plumber
- Refrig & Air Con Mechanic
- Roof Plumber
- Sprinkler Pipe Fitter

Off-site Construction

- Boiler Maker
- Cabinet Maker
- Glass & Glazing Trades
- Shop Fitter and on-site
- Sign Writer
- Stone Mason and on-site

PARA-PROFESSIONAL On-site Construction

- Builder
- Building Inspector/Certifier
- Building Surveyor
- Building Technician
- Construction Manager
- Occupational Health & Safety Manager
- Safety Officer
- Geotechnical Technician

Off-site Construction

- Architectural Associate
- Architectural Technician
- Building Designer
- Civil Engineer Associate
- Civil Engineer Technician
- Contract Manager
- Estimator
- Interior Technician/Designer
- Residential Draftsperson
- Spatial Information Technician

PROFESSIONAL

General & Civil Construction

- Architect
- Cartographer
- Construction Engineer
- Electrical Engineer
- Environmental Engineer
- Frontline Manager
- Interior Designer
- Landscape Architect
- Mechanical Engineer
- Project Manager
- Quantity Surveyor
- Surveyor (land)
- Urban & Regional Planner

Focusing on the future direction of the Industry

- Edge
 - Innovation
- Knowledge Centre
 - Evidence and Data
- Major Projects/ Regional Profiles
- - Regional pipeline of works

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We are:

- ✓ here for industry
- ✓ independent, industry-funded body
- ✓ a not-for-profit, charitable trust



Thank you