



KWINANA  
RECRUIT, TRAIN & RETAIN EXPO

South West Corridor  
Training and Employment Trends  
and Solutions

CHRIS FITZHARDINGE

Cockburn, East Fremantle,  
Fremantle, Kwinana, Melville and  
Rockingham

# ***Training and Employment Trends***

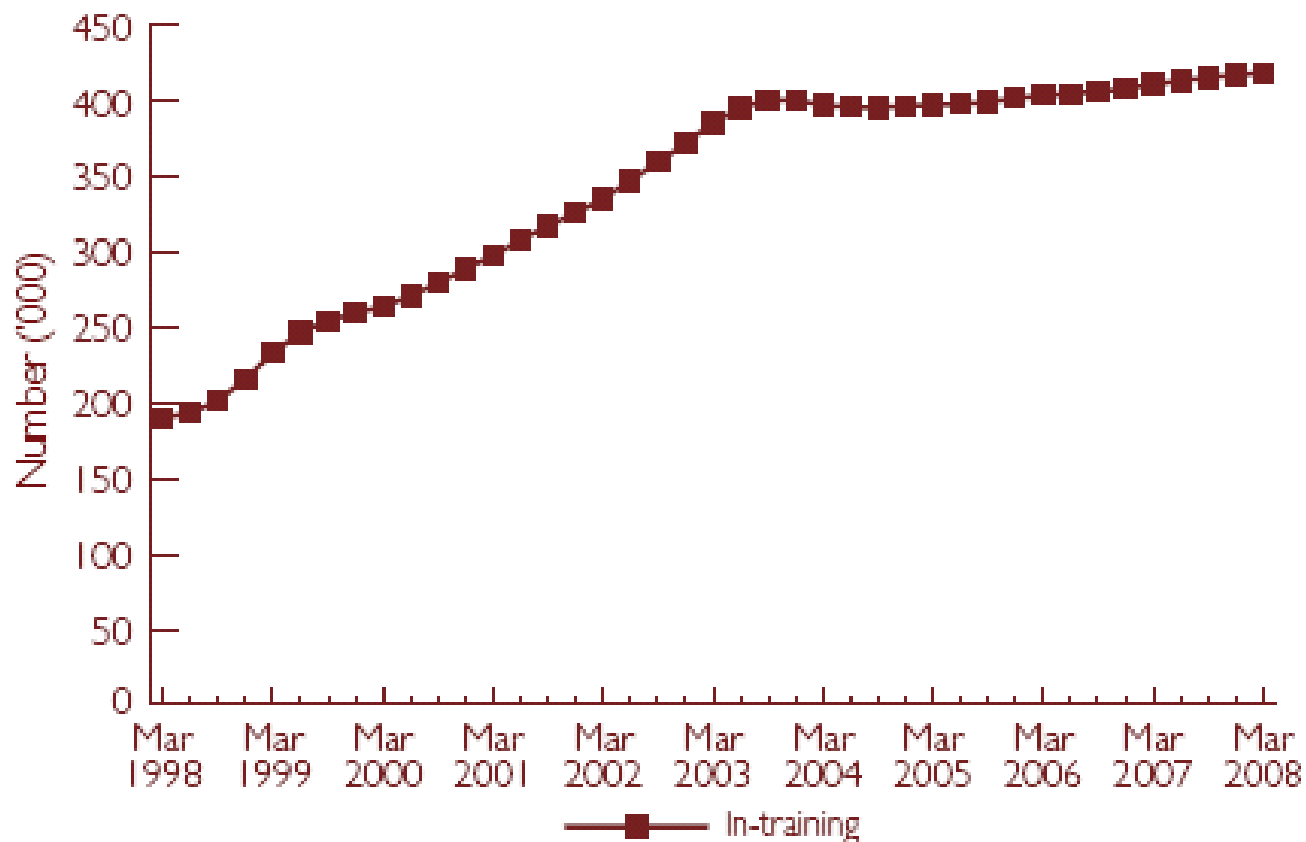
## **Qualified Skilled Experienced Applicants in short supply**

- Recent surveys reveal that there is only an average of one qualified applicant for each advertised vacancy
- High numbers of vacancies remain unfilled
- Numbers in training have levelled out
- High numbers of withdrawals from training

# *Training and Employment Trends*

Numbers in training in Australia doubled then levelled out

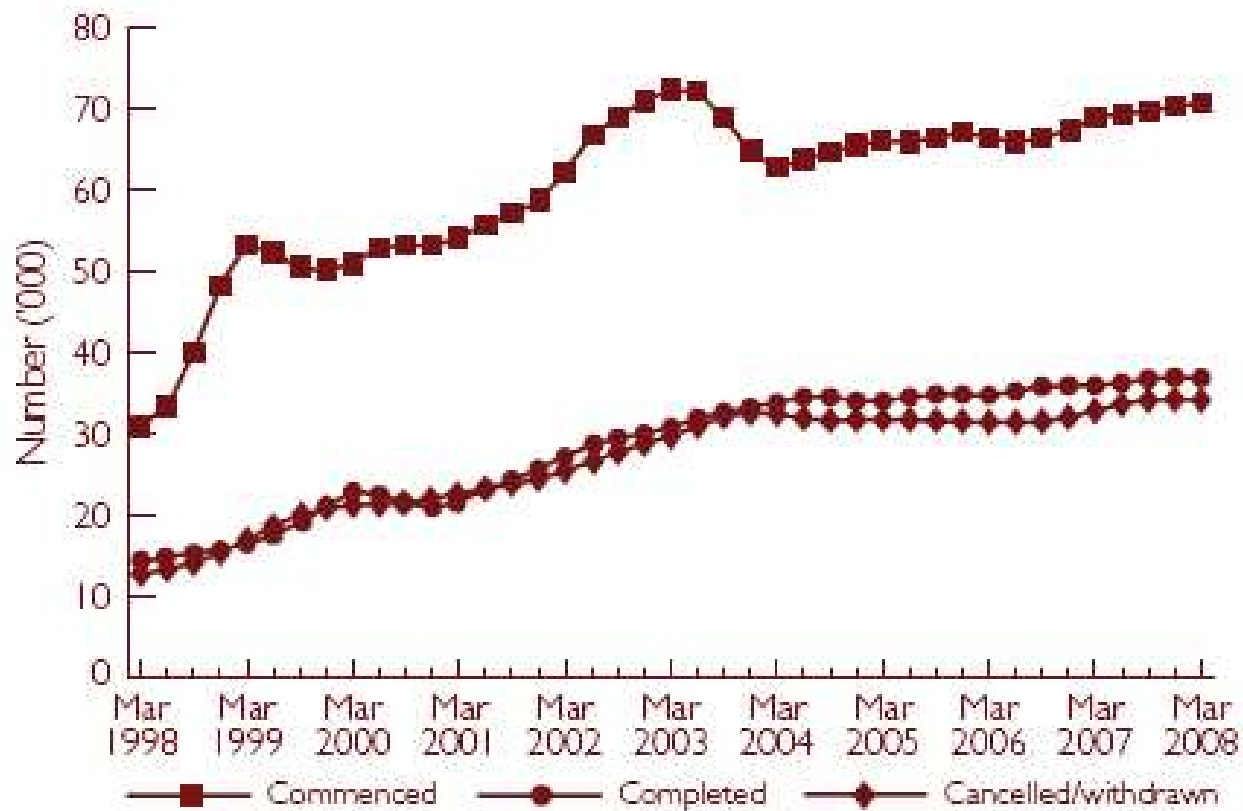
Figure 1 In-training, seasonally adjusted<sup>1</sup>, 1998–2008 ('000)



# *Training and Employment Trends*

**Australian apprenticeships and traineeships completions only half of commencements**

**Figure 2** Commencements, completions and cancellations/withdrawals, seasonally adjusted<sup>1</sup>, 1998–2008 ('000)



# ***Training and Employment Trends***

## **Unemployment increasing in the South West Corridor**

Change over 12 months to June 30 2008

- Kwinana up from 5.8% to 7.6%
- Rockingham up from 4.1% to 5.3%
- Cockburn up from 2.6% to 3.4%
- Fremantle up from 4.1% to 5.3%

# ***Economy and Infrastructure Trends***

## **Emphasis on Infrastructure Investment by Governments**

- \$20 billion Building Australia Fund
- \$350 million AusLink 2 for Perth Urban Freight Corridor
- \$1 billion new port at Kwinana
- State Government Capital Works Program \$6 to \$8 billion a year
- \$1.8 billion Fiona Stanley Hospital

# *Economy and Infrastructure Trends*

## *Kwinana Quay or James Point*

### Fremantle Ports Outer Harbour Offshore Option



### Fremantle Ports Outer Harbour Landbacked Option



Further Environmental Studies underway to identify best option for \$1.3 billion Port

New State Government support for private port

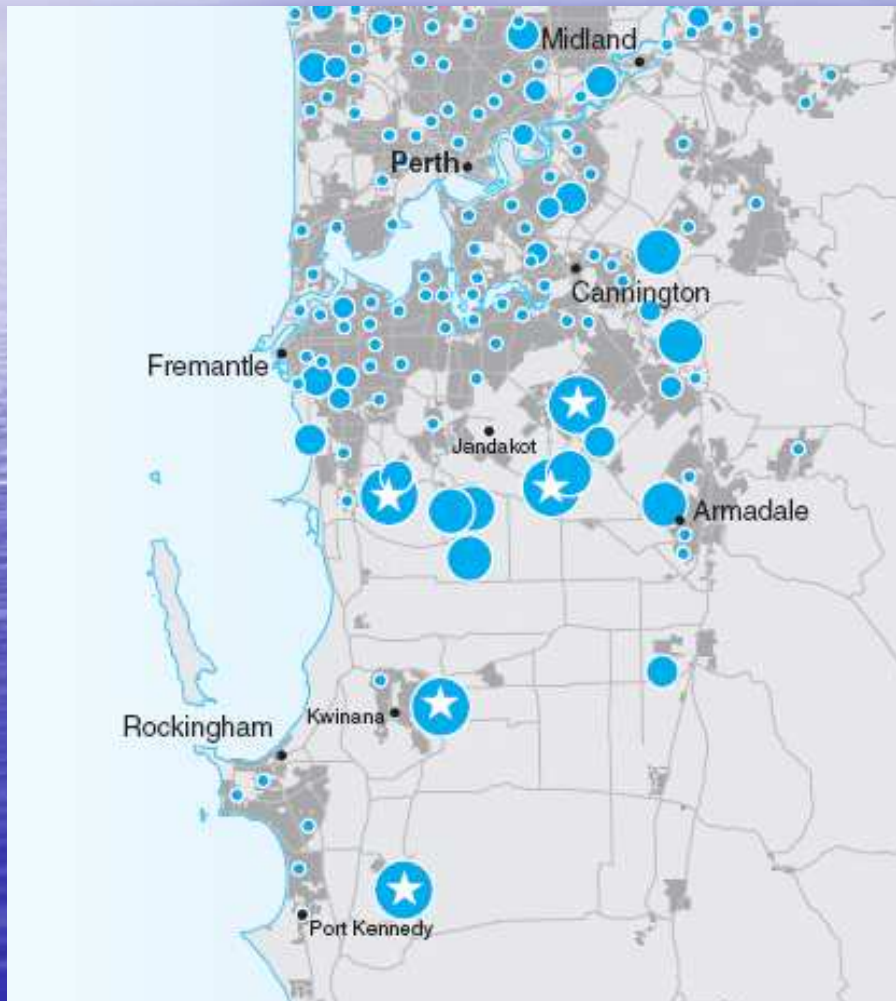
# ***Economy and Infrastructure Trends***

## **Medium term economic outlook positive**

- Defence expenditure projected to remain strong
- Many committed resource projects
- Sustained growth expected in our major markets of India and China
- Urban growth in the South West Corridor expected to return to 30% of Perth's growth
- Strong infrastructure spend in the region

# ***Economy and Infrastructure Trends***

## **Medium term economic outlook positive**



3 000 new residential lots created in 2007/08 in the South West Corridor

Five of the six largest development clusters located in or near the South West Corridor for the June 2008 quarter

# ***Demographic Trends***

## **Baby Boomers (1946 to 1964) Retire**

Civilian Population by Age Group (15+), July 2008

| <b>Age Group</b>   | <b>Persons</b> |
|--------------------|----------------|
| <b>15 - 24</b>     | <b>47131</b>   |
| <b>25 - 34</b>     | <b>38101</b>   |
| <b>35 - 44</b>     | <b>51845</b>   |
| <b>45 - 54</b>     | <b>44869</b>   |
| <b>55 - 64</b>     | <b>40019</b>   |
| <b>65 and over</b> | <b>45760</b>   |

Source: ABS Labour Force Survey  
three month average data.

# ***Demographic Trends***

## **Strong Population Growth**

- South West Corridor population grew from 322 555 to 331 301 (2.7%) from 2006 to 2007
- Migration is responsible for 50% of population growth
- Growth centred on Cockburn (3.5%), Kwinana (3.6%) and Rockingham (4.8%)

# ***Trends Conclusion***

## **Opportunity**

- Dramatic skill shortages and increasing unemployment in a growing region points to a need for skills development and training
- Impending retirement of Baby Boomers needs a different approach to recruitment and training
- Major investment by Challenger TAFE in regional facilities such as the Automotive Technology Skills Centre and the Australian Centre for Energy and Process Technology will stimulate training if supported by industry

# ***Solutions***

## **What is the government doing?**

- Recruit, Train & Retain Expo part of a plan to link businesses with employment service providers and government
- [www.employkwinana.com.au](http://www.employkwinana.com.au) to assist make links for local service providers and be a guide through the huge range of resources
- 15 year Workforce Development Plan for the region to guide industry and government decision making supported by DEEWR
- Kwinana Industries Council, supported by WA Government, undertaking a Strategic Workforce Plan for the Kwinana Industrial Area

# ***Solutions***

## **What is the government doing?**

- Defence Industries Skills Unit working with schools, industry professional associations and government to improve the supply of skills to the defence sector
- DEEWR have undertaken a survey of Businesses at the Australian Marine Complex and will undertake a further survey in the region next year
- The Prime Minister has recently announced an additional 56,000 training places under the Productivity Places Program
- The Federal Migration Minister, Chris Evans, has committed to a specific Migration Strategy for Western Australia

# ***Solutions***

## **What should industry do?**

- Consider recruiting from the mature and migrant sectors of the local community
- Look at strategies for attracting female employees
- Identify opportunities for support through government for training and development through employment service providers
- Discuss with Challenger TAFE the opportunities that have arisen from their multimillion dollar investment in training infrastructure in the region

# ***Conclusion***

- The next decade will be a period of opportunity and challenge for the South West Corridor
- We will all need to work differently if we are to capture the potential from infrastructure investment and economic growth
- There are a wide range of opportunities for support through government for training and development
- Challenger TAFE is encouraging engagement from business
- Now is the time to take a look at your business and identify your recruitment, training and retention needs and to seek links with the broad range of providers who can assist you capture the next decade's opportunities