

The skills shortage problem defined

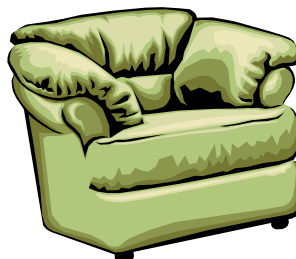


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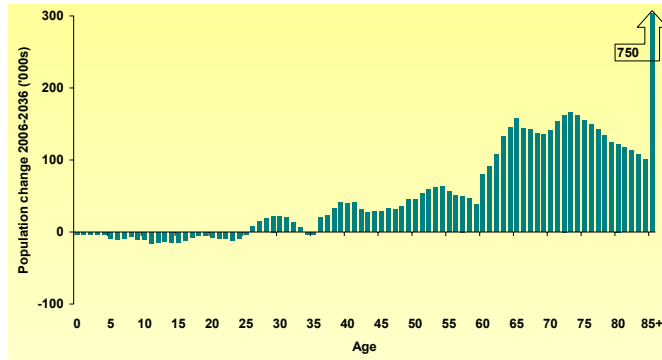


Ageing in Australia and Labour Force Trends



Population growth over the next 30 years

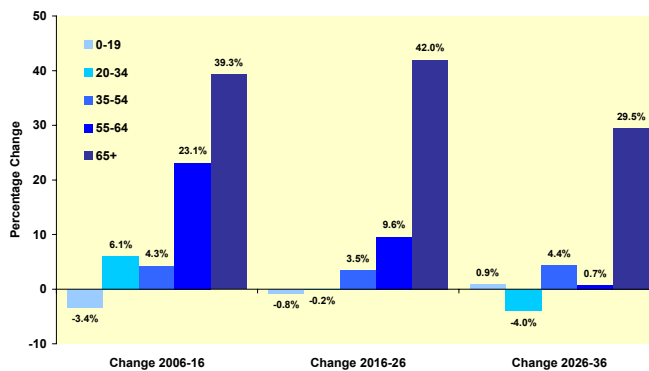
65+ from 13% → 25%; 85+ from 1.6% → 4.3%



3

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

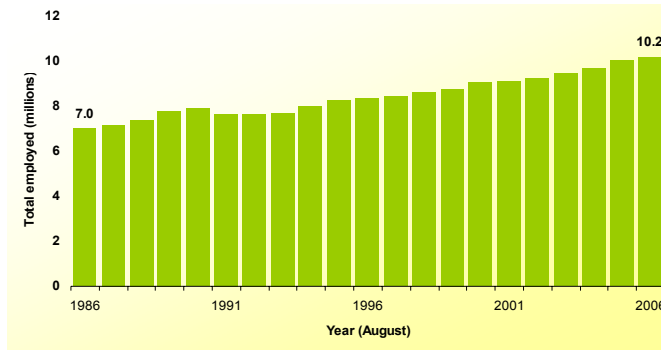
Differential growth rates by age



4

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

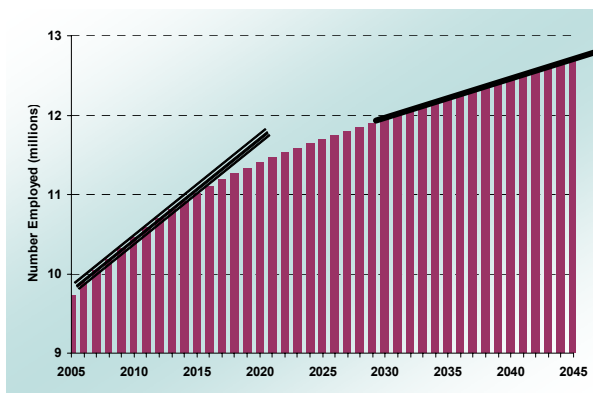
More than 10 million currently employed



5

Source: ABS Labour Force, Australia

Total number of workers to increase much more slowly

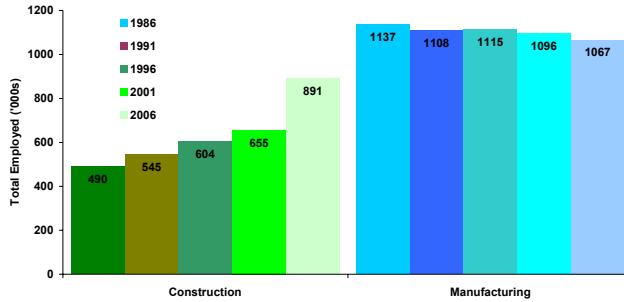


6

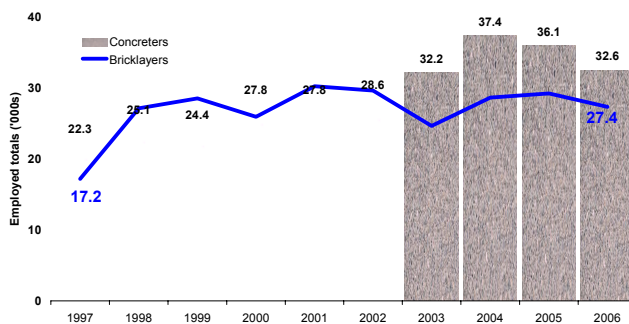
Source: Productivity Commission, Economic Implications of an Ageing Australia, figures supplied to NATSEM

Construction and manufacturing labour force

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



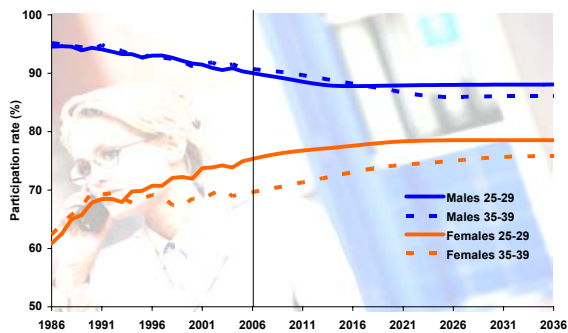
Bricklayers and Concreters



Changing Nature of the Labour Market

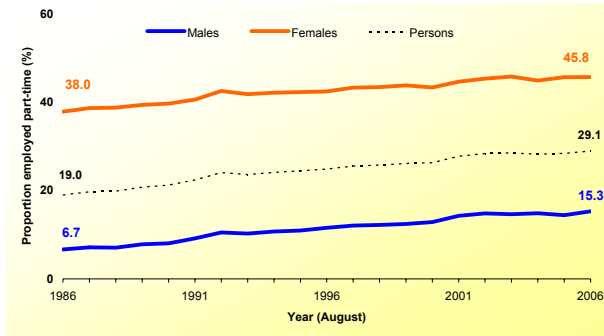


... young women joining the working but proportion of young men declining ...



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

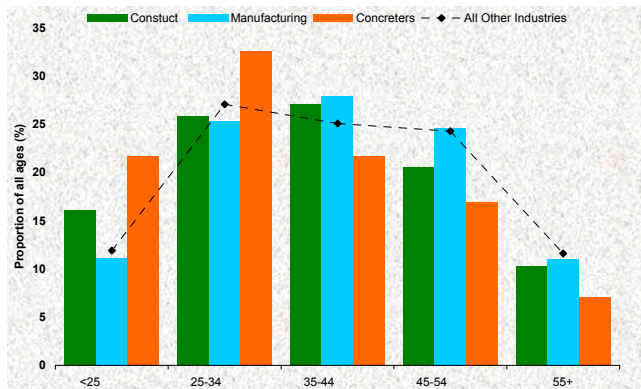
... the proportion working part-time is increasing ...



11

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

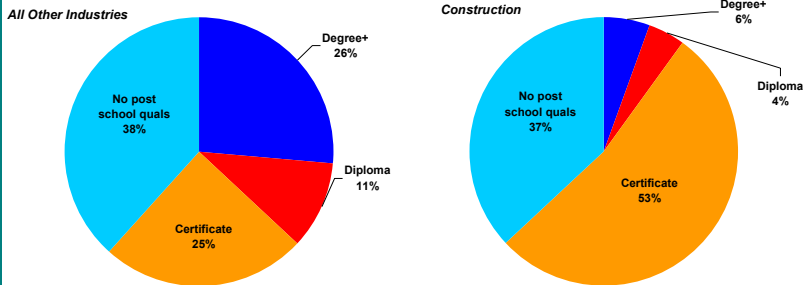
... and the construction workforce is dominated by the young



12

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

Qualifications



13

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

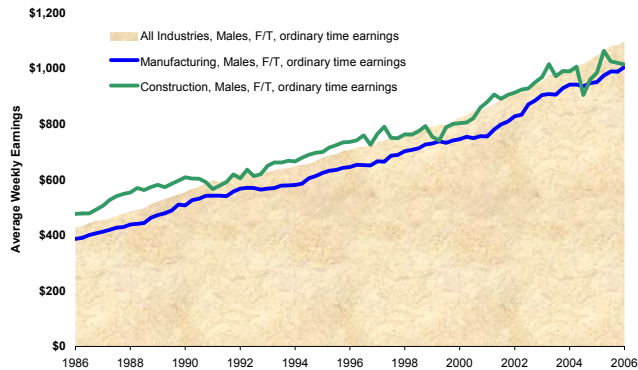


Note: Refers to those employed and not studying in 2003-04

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

14

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



15

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

16

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

17

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18