



Industry Snapshot

May 2025



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Welcome to the Construction Training Fund's Industry Snapshot which provides news and information relating to the workforce in Western Australia's construction industry for our stakeholders.

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It should be noted that some data is taken from previous monthly or quarterly results to ensure they are the most recent. The Australian Bureau of Statistics (ABS) data relates to the most recent quarter released. Unless otherwise stated, all apprenticeship and overall training data is current from the Department of Training and Workforce Development (DTWD) as of December 2024. All interpretations and conclusions drawn from all the data are those of the Construction Training Fund.

The National Construction Workforce

National Construction Workforce

1,387,200

Construction Workforce WA

143,400

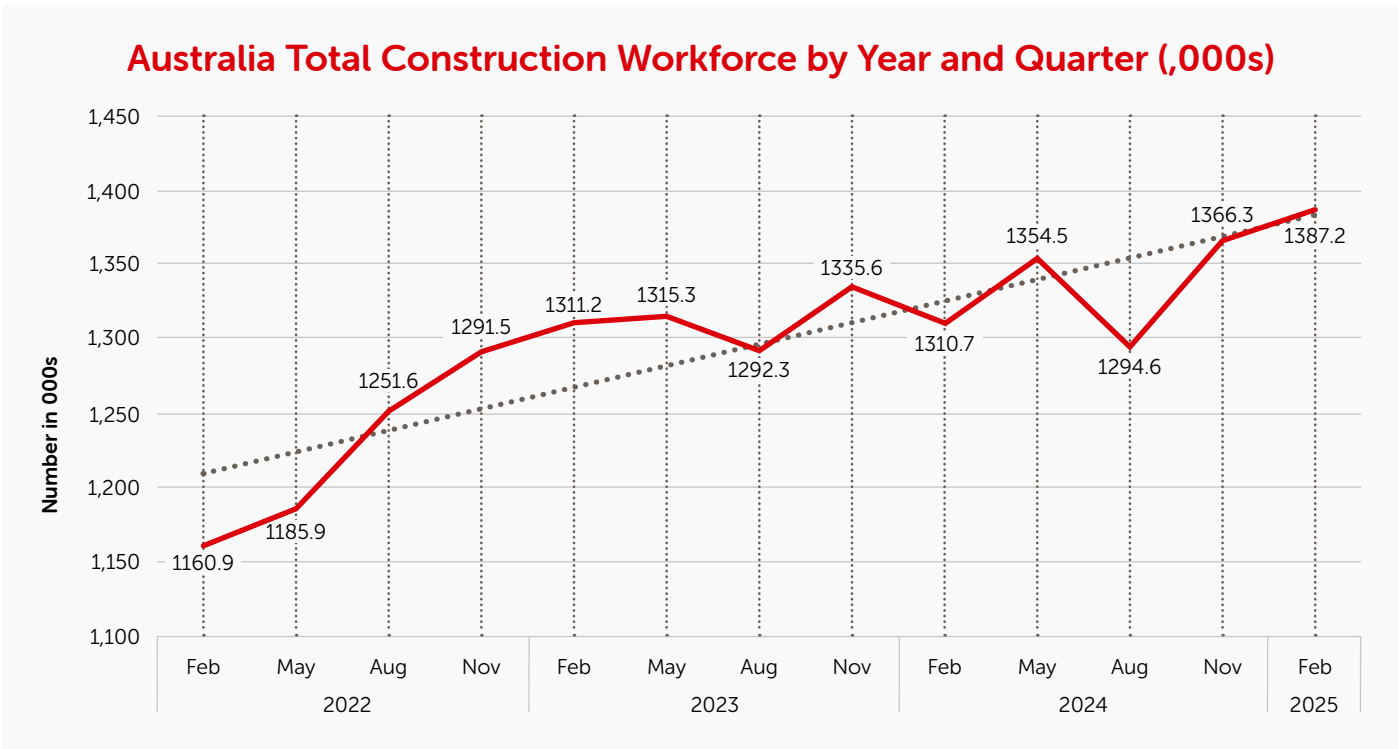
Trade Workforce WA

86,000

ABS February 2025

The national construction workforce has trended upwards, increasing by over 220 000 workers in the past 3 years. In February 2025, the national construction workforce hit a record high of 1,387,200 workers.

Graph 1



Source: ABS Labour Force, Australia Detailed Table 5, every quarter, Feb 2022 - Feb 2025.

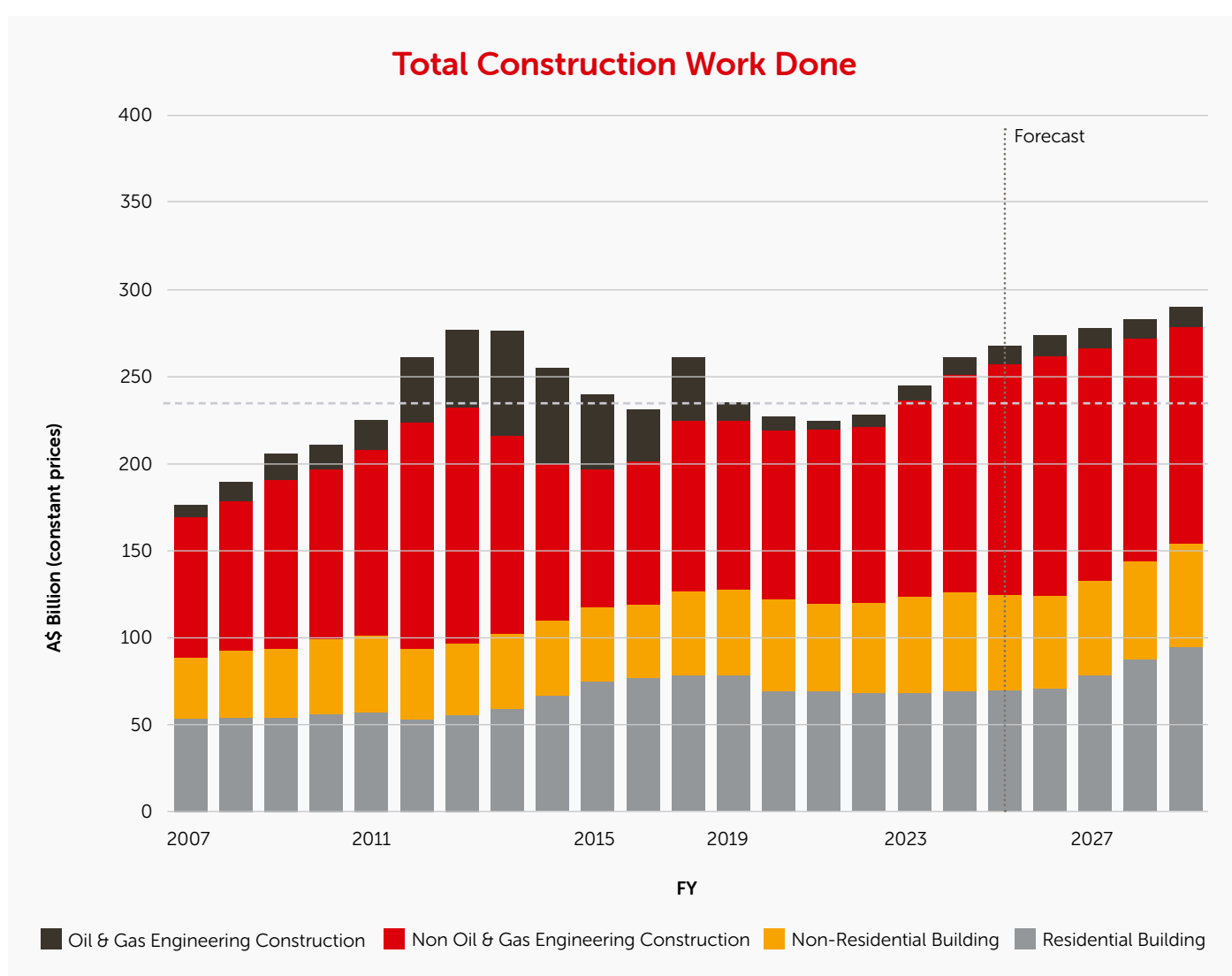
19.5% Growth

February 2022 and February 2025

National Forecasts

Nationally, the projected building and construction work across all sectors, in all states, is forecast to remain strong, led by a sustained increase in residential construction activity. Demand for skilled workers is expected to continue to outpace supply and present labour challenges and continued skills shortages which have become a prevalent part of industry dialogue in recent years.

Graph 2

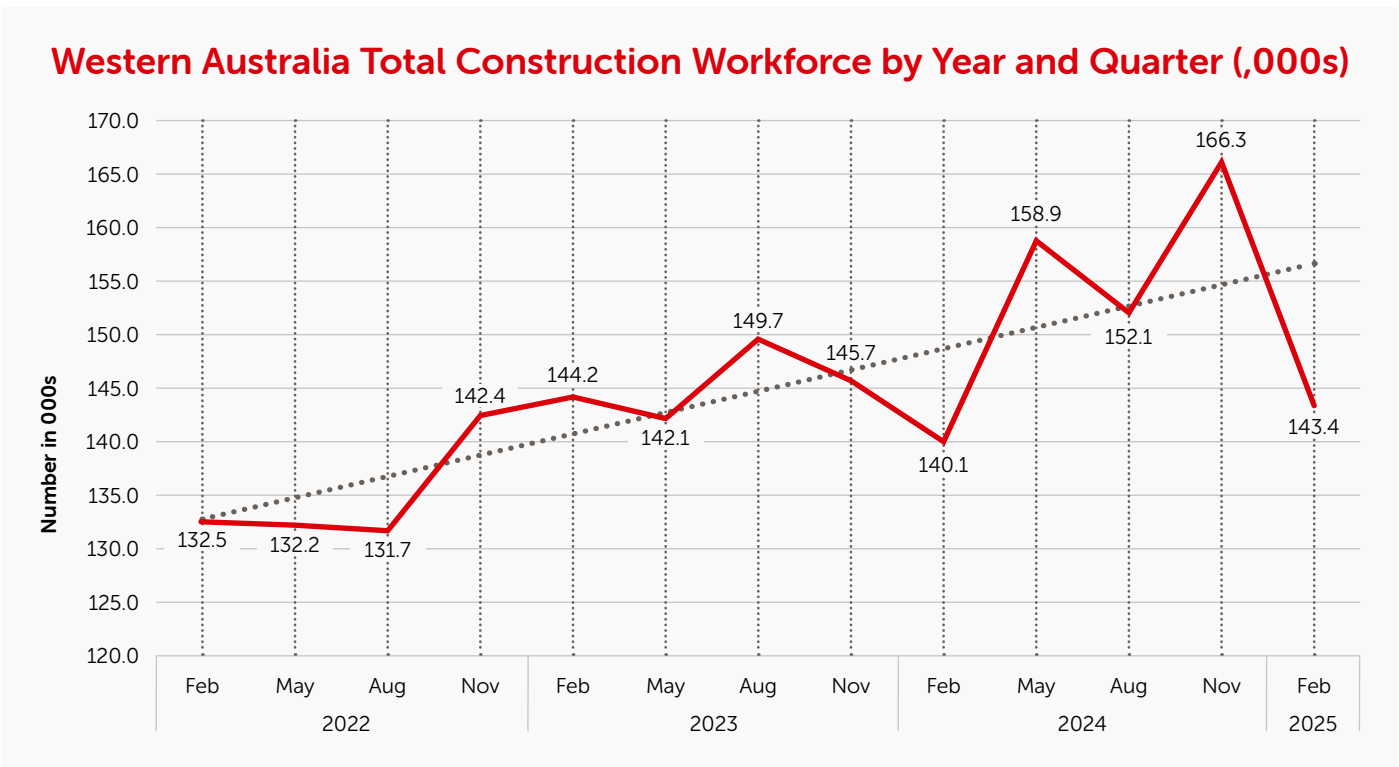


Source: Oxford Economics.

The Western Australian Construction Workforce

Between February 2022 and February 2025, the Western Australian building and construction workforce has trended upwards reaching a record 166,300 workers in November 2024. This trend reflects the national pattern. The most recent February 2025 data shows a decline since November 2024, although the workforce remains above 140,000 and has done so since November 2022.

Graph 3



Source: ABS Labour Force, Australia Detailed Table 5, every quarter, Feb 2022 - Feb 2025.

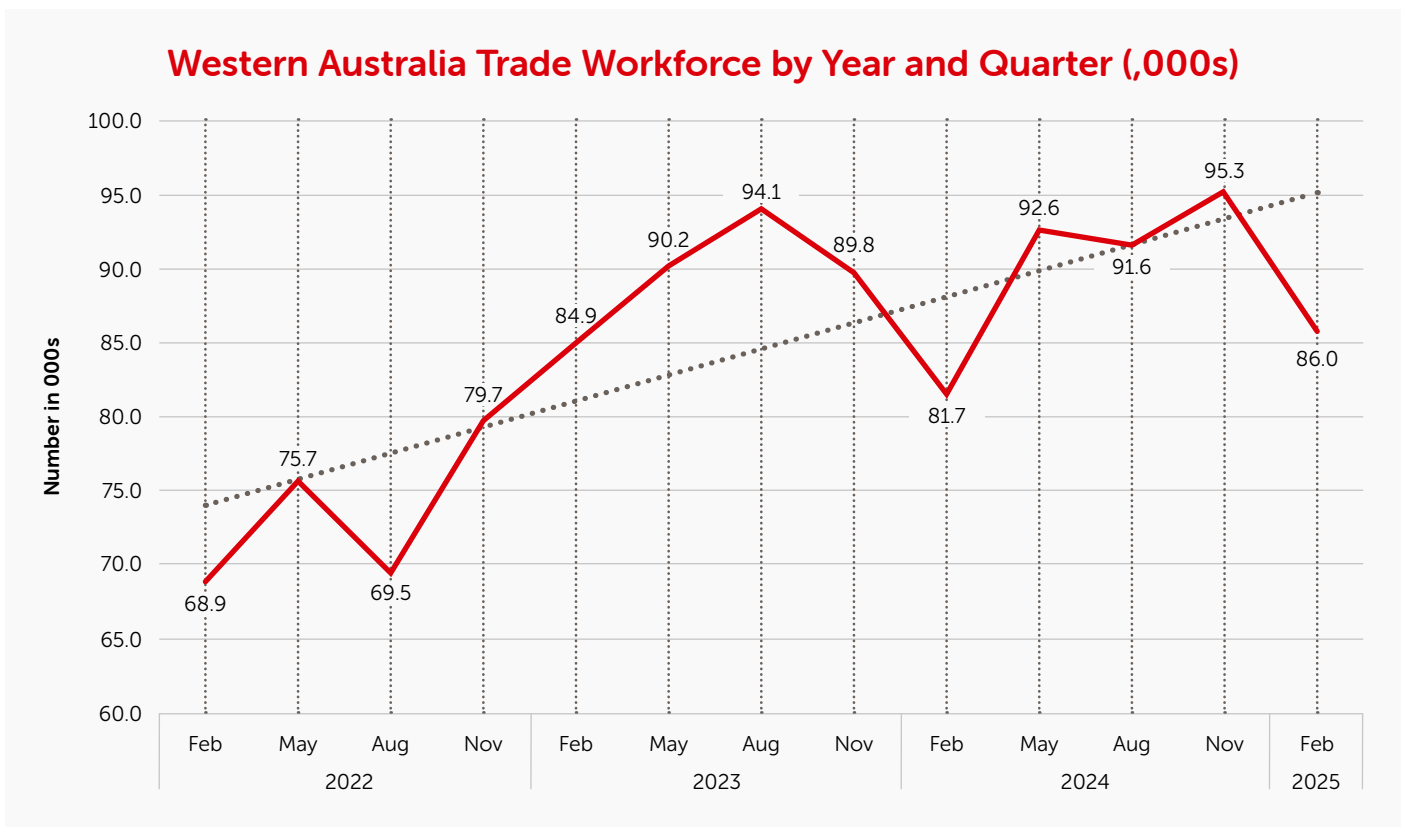
8.2% Growth

February 2022 and February 2025

The Western Australian Construction Trade Workforce

The trade workforce is the number of tradespeople that work in the Western Australian construction industry. The trade workforce has trended upwards and has remained elevated since 2022. Similarly, this workforce reached a peak of 95,300 workers in November 2024 before falling in February 2025 (Graph 4).

Graph 4



Source: ABS Western Australia, Division E (ANZSIC), and then further refined by selected ANZSCO occupational codes, every quarter, Feb 2022 – Feb 2025.

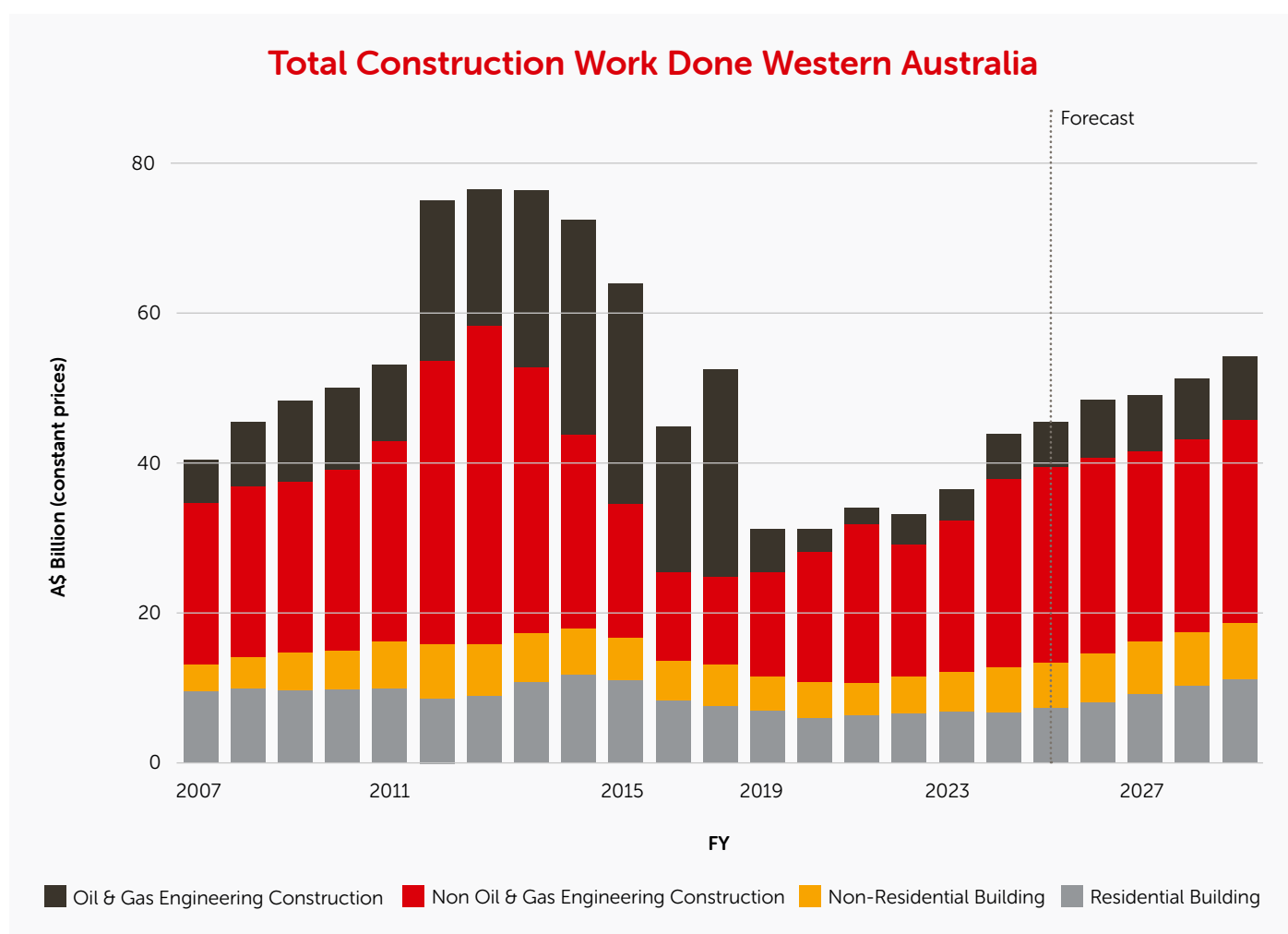
24.8% Growth

February 2022 and February 2025

State Forecasts

In Western Australia, the forecast is for activity to continue to rise across the residential, commercial, and engineering construction (mining and civil construction) sectors. This reflects the broader national pattern for forecast growth and demonstrates a need for additional skilled construction workers in Western Australia. The construction worker shortage will likely remain given the competition internationally and across all states.

Graph 5

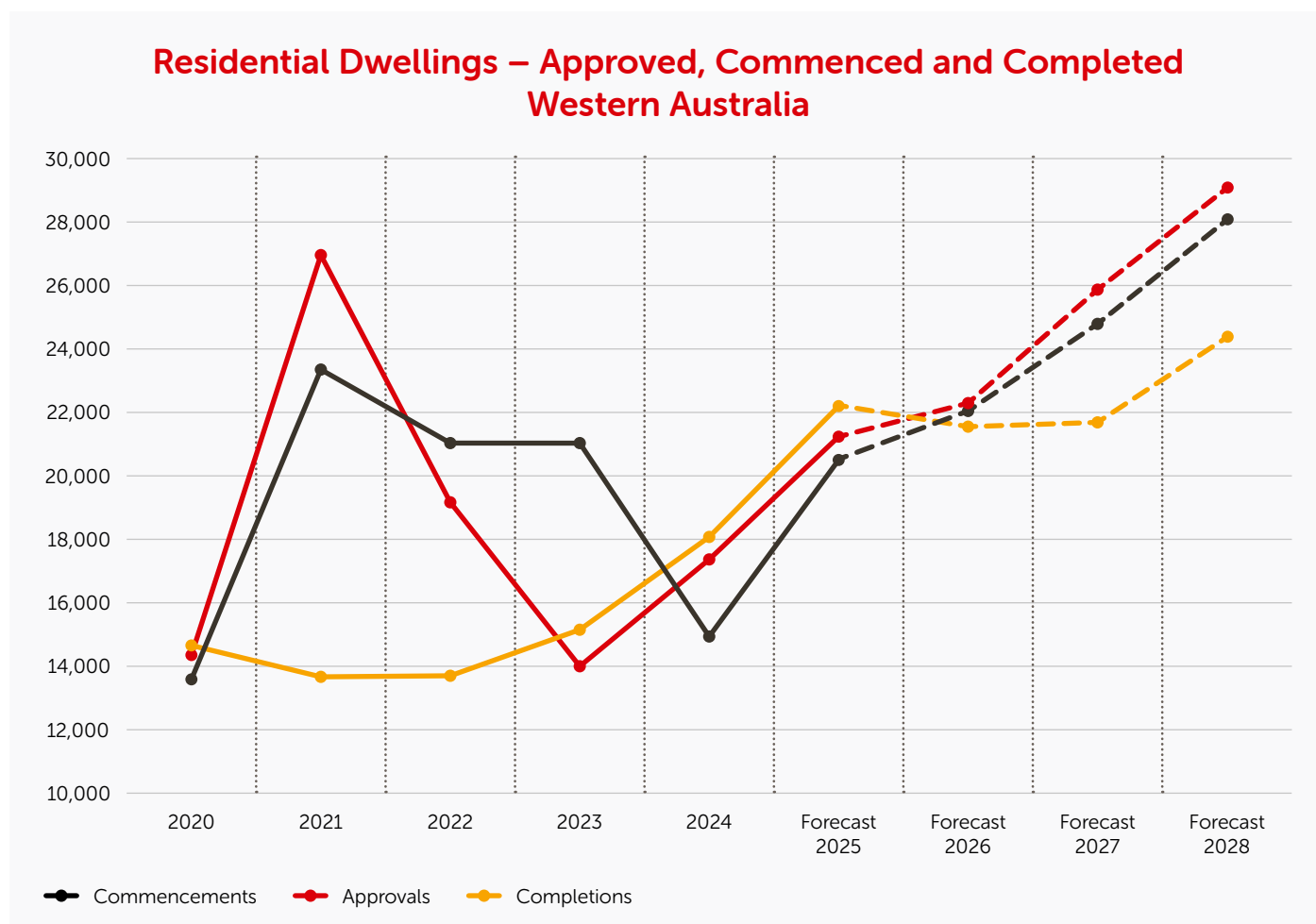


Source: Oxford Economics.

State Forecasts

Notably, residential sector activity is expected to continue to trend upwards fueled by population growth with a significant need for housing becoming a part of national and state dialogue in recent times. Western Australia has experienced strong growth in residential approvals and commencements in 2023-24. In 2024, completions, approvals, and commencements are all trending upwards and parallel, a stark contrast from the 2021-22 period where completions lagged significantly behind approvals and commencements after a period of unprecedented demand, trade and material supply shortages.

Graph 6



Source: ABS Original and Oxford Economics Forecast.

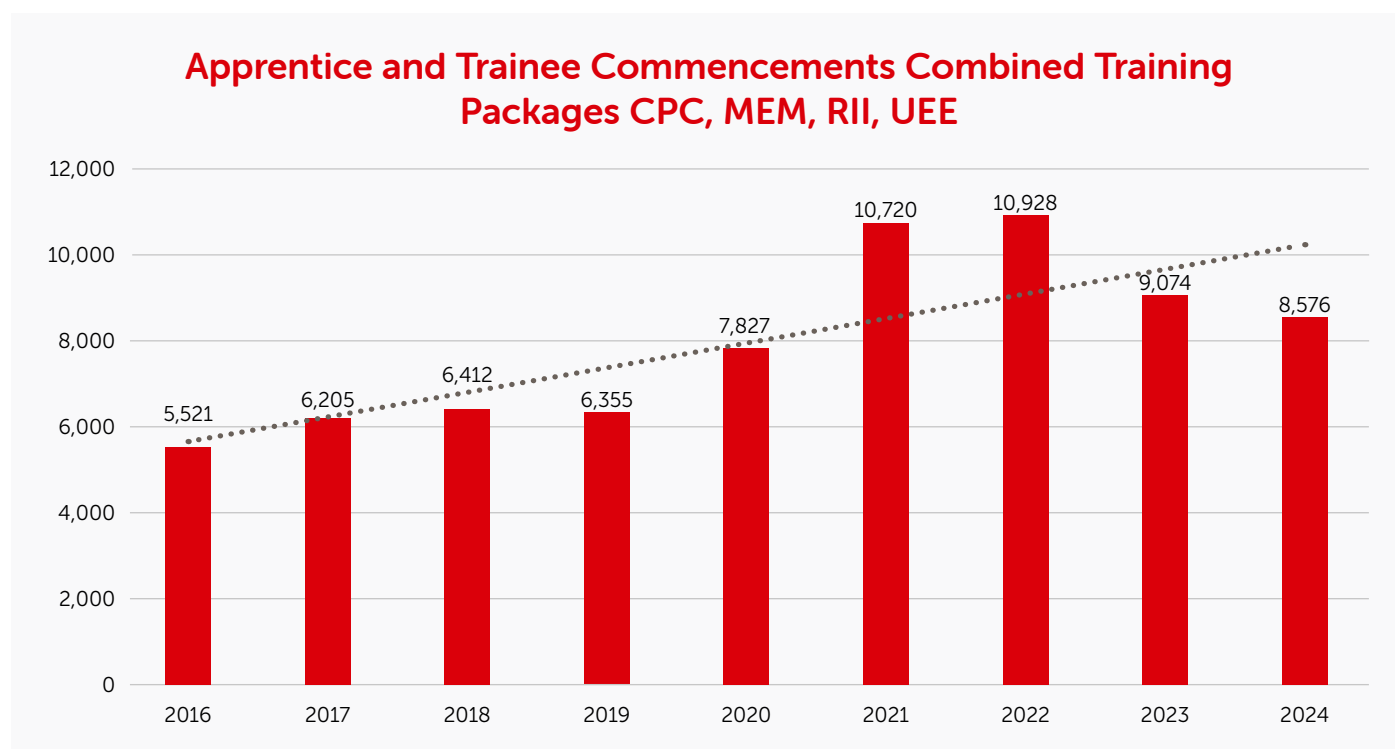
Apprentice and Trainee Commencements

'Commencements' is the term used to describe the number of apprentices and trainees who commenced in a training contract.

Commencements Combined Training Packages

Graph 7 illustrates the number of apprentices or trainees that commenced training in Western Australia in four of the main building and construction related training packages over the past nine calendar years from 2016 through to 2024.

Graph 7



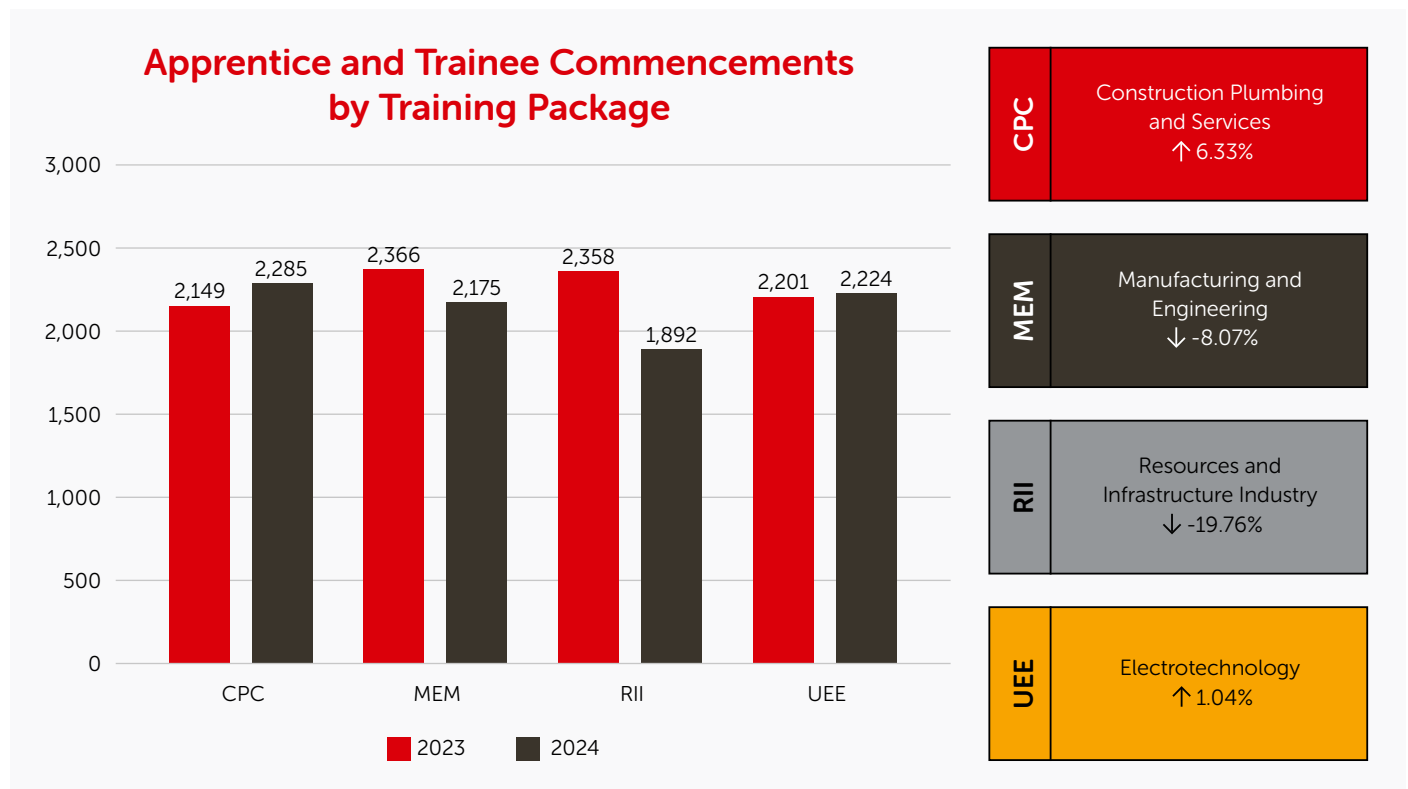
Source: DTWD Commencements in Calendar Years 2016 to 2024 – Resource and Infrastructure Industry (RII), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM) and Electrotechnology (UEE) Training Packages.

The graph shows an upwards trend in the number of apprentice and trainee commencements with the 2024 figures displaying an increase of 55.3% from those of 2016. There is a normalisation of the apprentice and trainee commencement data across the four training packages following the cessation of several Commonwealth incentive programs in 2021-22. The number remains strong when compared to the pre-pandemic commencement data. Given the projected growth in the construction industry, it is vital that the number of commencements remains high.

Apprentice and Trainee Commencements by Training Packages

Graph 8 illustrates the number of apprentices and trainees that commenced in the four training packages across the last two calendar years of 2023 and 2024.

Graph 8



Source: DTWD 2023 and 2024 Commencements Calendar Years - Resource and Infrastructure Industry (RII), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM) and Electrotechnology (UEE) Training Packages.

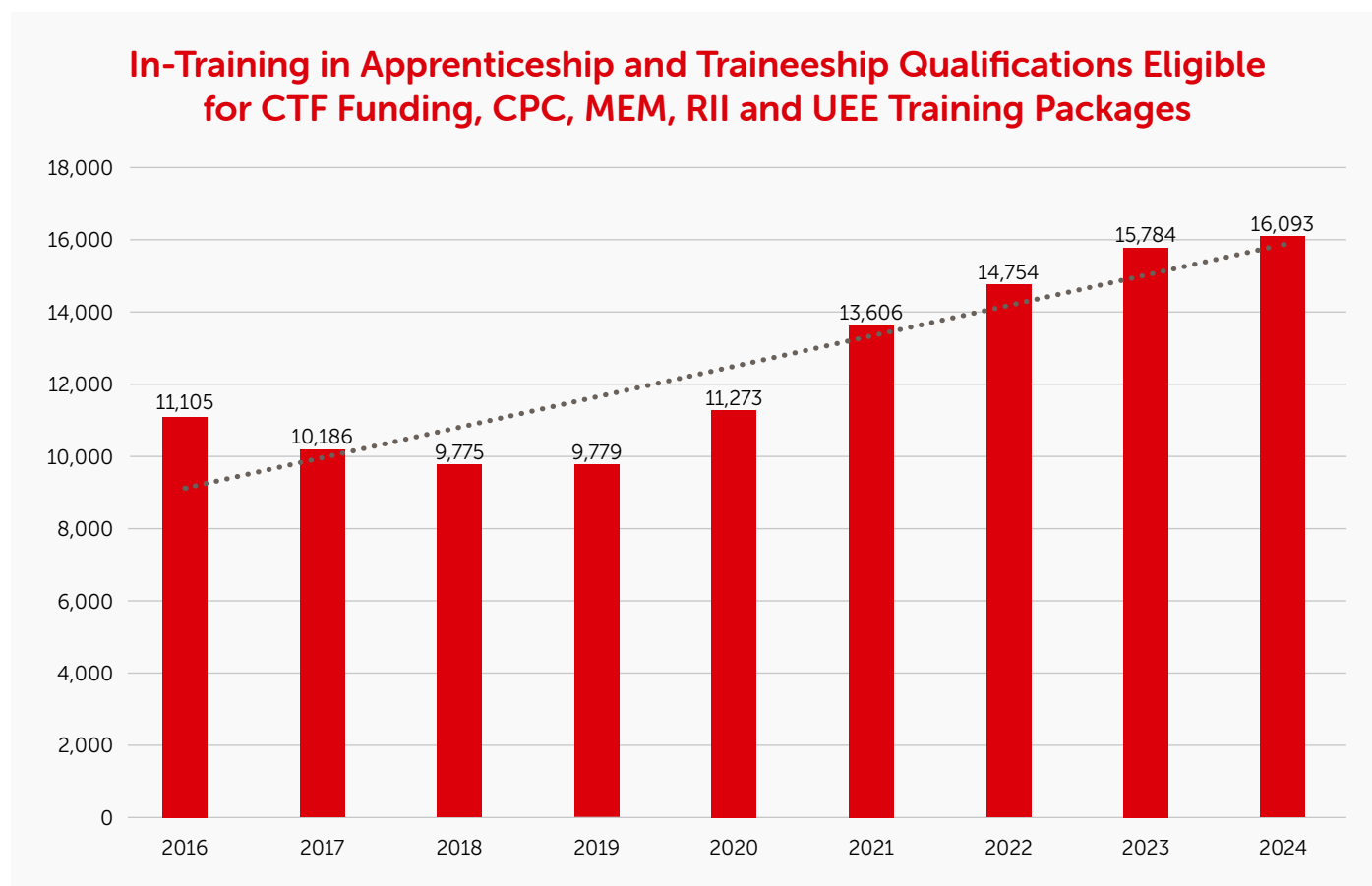
Comparing 2023 to 2024, there has been a slight reduction in the number of commencements in the Manufacturing and Engineering (MEM) Training Package, although the overall commencement numbers remain high by historical levels. There has been a decrease of 19.76% in commencements in the Resources and Infrastructure Industry (RII) Training Package across the bulk of its mix of mining and civil construction qualifications. Electrotechnology (UEE) and Construction, Plumbing and Services (CPC) Training Packages have both experienced an increase in the number of apprentice and trainee commencements reflecting the growth trend in the overall construction workforce.

Apprentices and Trainees In-Training

Apprentices 'in-training' is the combined number of apprentices and trainees.

When the in-training data is examined across apprenticeships and traineeships eligible for CTF funding in the four main construction training packages, the data demonstrates that construction apprenticeships remain strong (Graph 9). This is indicative of the positive trends in the overall Western Australian construction workforce data and is critical given the increased forecast pipeline of work ahead.

Graph 9

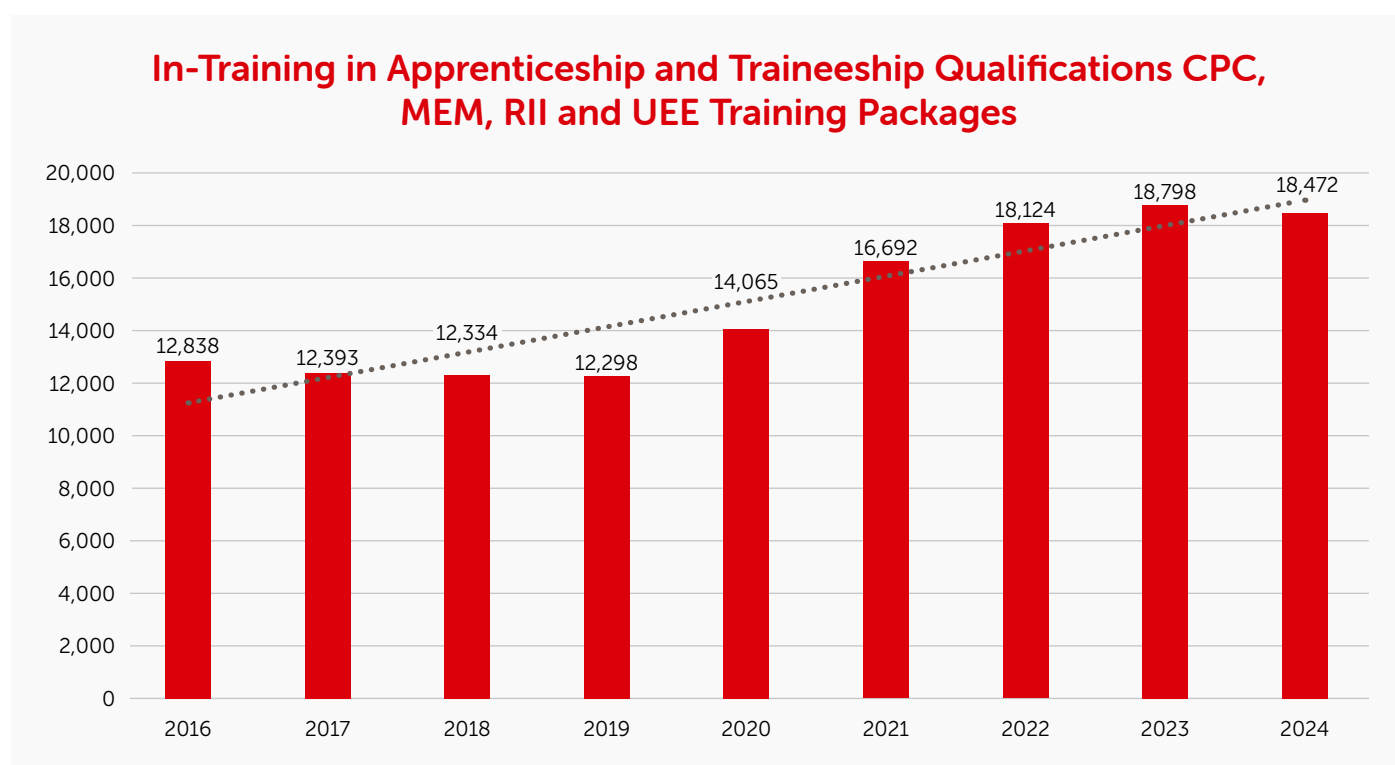


Source: DTWD December 2016 to December 2024 in-training, Resource and Infrastructure Industry (RII), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM) and Electrotechnology (UEE). Apprenticeship and Traineeships eligible for CTF Funding.

Apprentices and Trainees In-Training

Graph 10 shows a small reduction in total overall apprentices and trainees in-training in the four main training packages in 2023 and 2024 when non-CTF funded apprenticeships and traineeships are added in. This demonstrates that construction sector apprenticeships and traineeships remain buoyant despite some losses across other sectors.

Graph 10

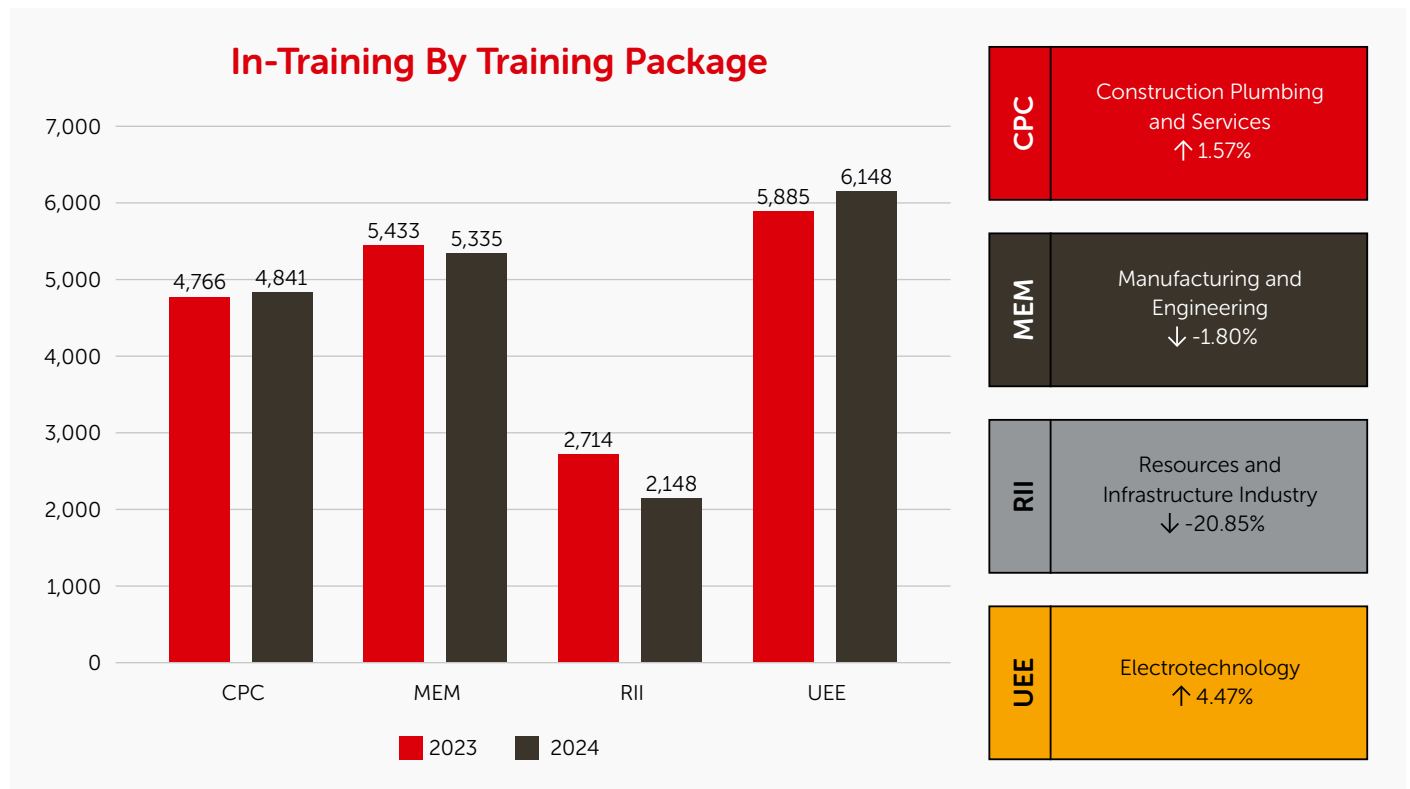


Source: DTWD December 2016 to December 2024 in-training, Resource and Infrastructure Industry (RII), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM) and Electrotechnology (UEE).

Apprentices and Trainees In-Training

Graph 11 shows the number of apprentices and trainees in-training in the four major construction training packages in December each year for the years 2023 and 2024.

Graph 11



Source: DTWD December 2023 and 2024 in-training, Resource and Infrastructure Industry (RII), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM) and Electrotechnology (UEE) Training Packages.

The data shows a reduction of 566 apprentices and trainees in-training in the Resources and Infrastructure Industry (RII) Training Package. There was a small reduction in the Manufacturing and Engineering (MEM) Training Package. Both Electrotechnology (UEE), and Construction, Plumbing and Services (CPC) Training Package numbers experienced an increase.

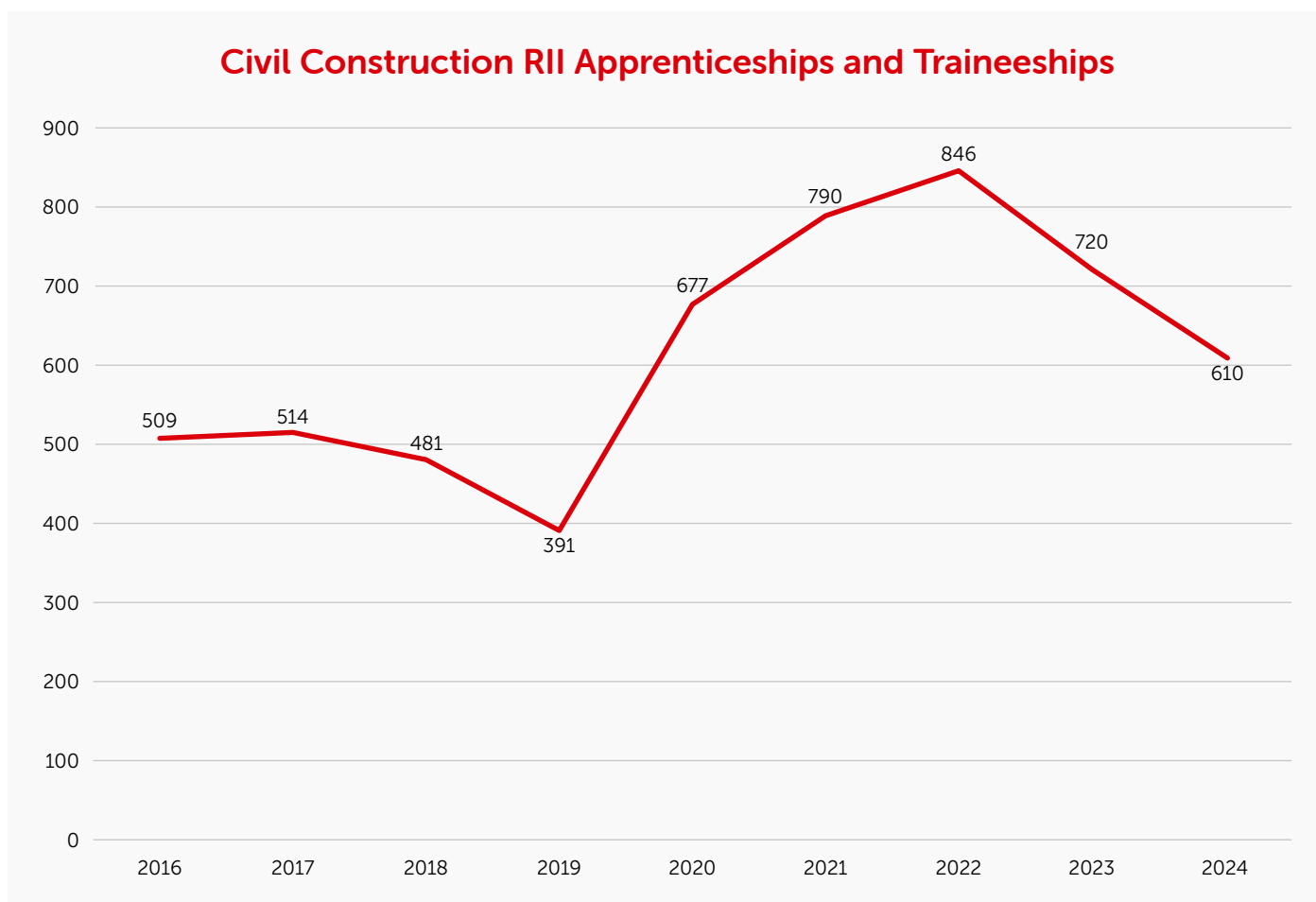
Key In-Training Data Trends

In-Training Resource and Infrastructure (RII) Training Package

The RII Training Package is a combination of mining and civil construction apprenticeships and traineeships. In reviewing the decline in the in-training numbers in this training package it is evident that the decrease is in both the resources and civil construction apprenticeships and traineeships.

With a focus on the construction-related training contracts in this training package which are eligible for CTF funding, there are currently 610 apprentices and trainees in civil construction occupations. This number peaked during the Boosting Apprenticeship Commencement (BAC) program which closed for new entrants in June 2022. During the BAC, the apprentice and trainee wages were significantly subsidised and Government spending on large infrastructure projects was elevated.

Graph 12



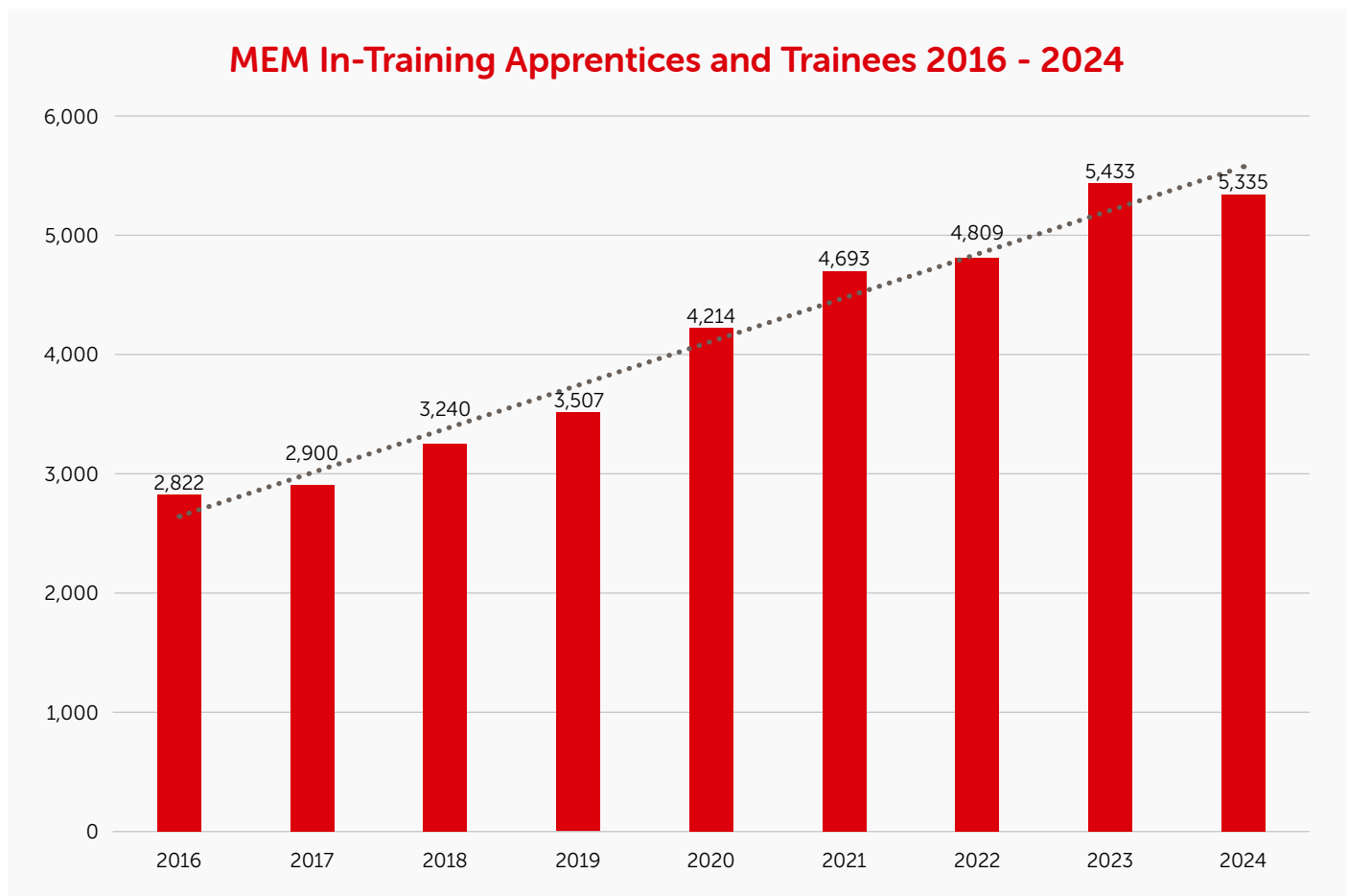
Source: DTWD December 2016 to December 2024 in-training, Resource and Infrastructure Industry (RII) Training Package.

Key In-Training Data Trends

In-Training Manufacturing and Engineering (MEM) Training Package

Despite a 1.8 % reduction in the number of apprentices and trainees in the Manufacturing and Engineering Training Package (MEM) between December 2023 and December 2024, MEM has experienced an upwards trend over the past 9 years, buoyed by large scale resources, and civil infrastructure developments. A small decline in the in-training data is likely a process of normalisation after rapid growth during and post pandemic.

Graph 13



Source: DTWD December 2016 to December 2024 in-training, Manufacturing and Engineering (MEM) Training Package.

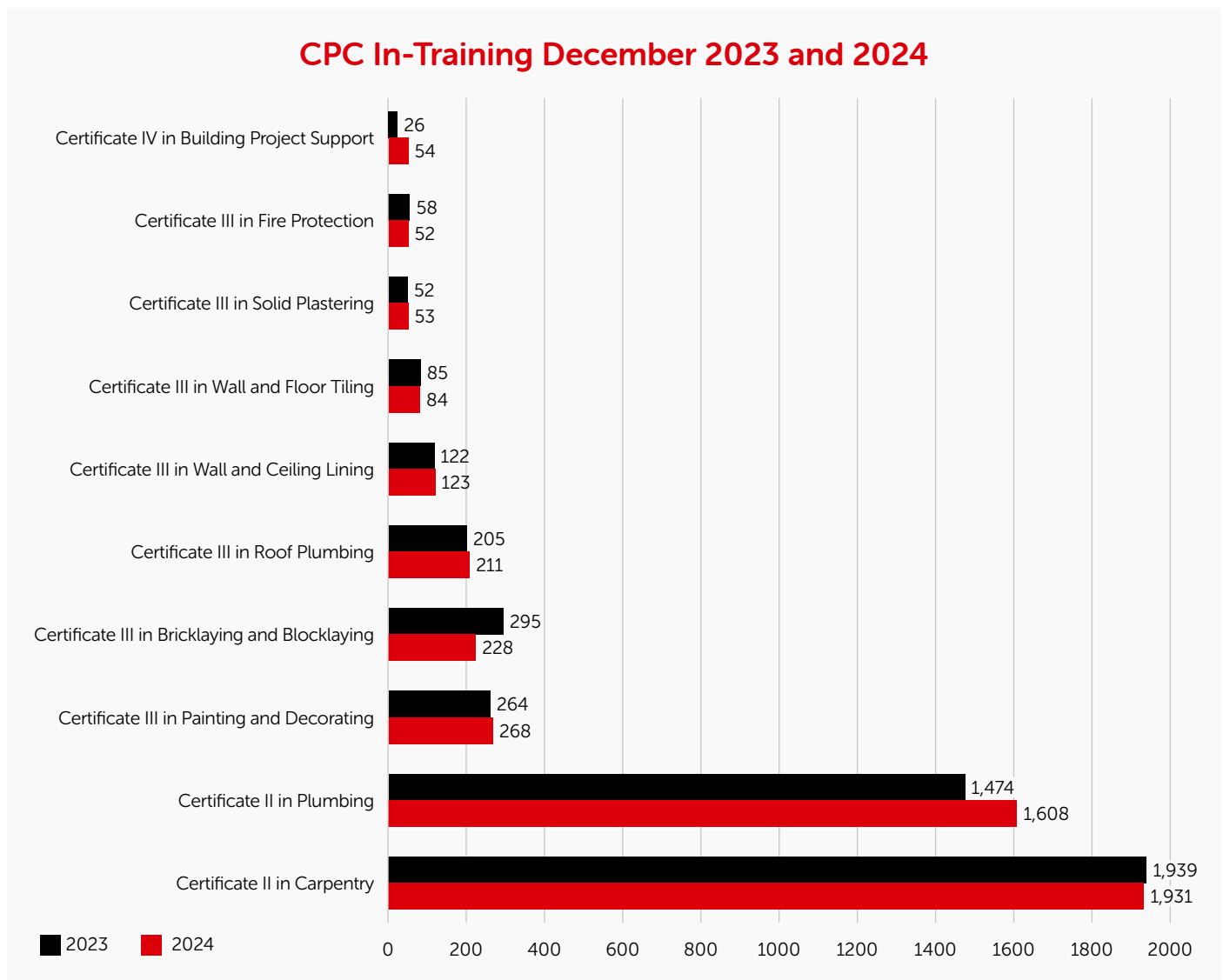
Key In-Training Data Trends

In-Training Construction, Plumbing and Services (CPC) Training Package

Top 10 Qualifications In-Training

The increase in the overall in-training data in the Construction Plumbing Services (CPC) Training Package is led by an additional 134 plumbing apprentices. This is a significant increase for plumbing and gas fitting apprentices who numbered just 888 in December 2019.

Graph 14



Source: DTWD December 2023 and December 2024 in-training, Construction, Plumbing and Services (CPC) Training Package.

Key In-Training Data Trends

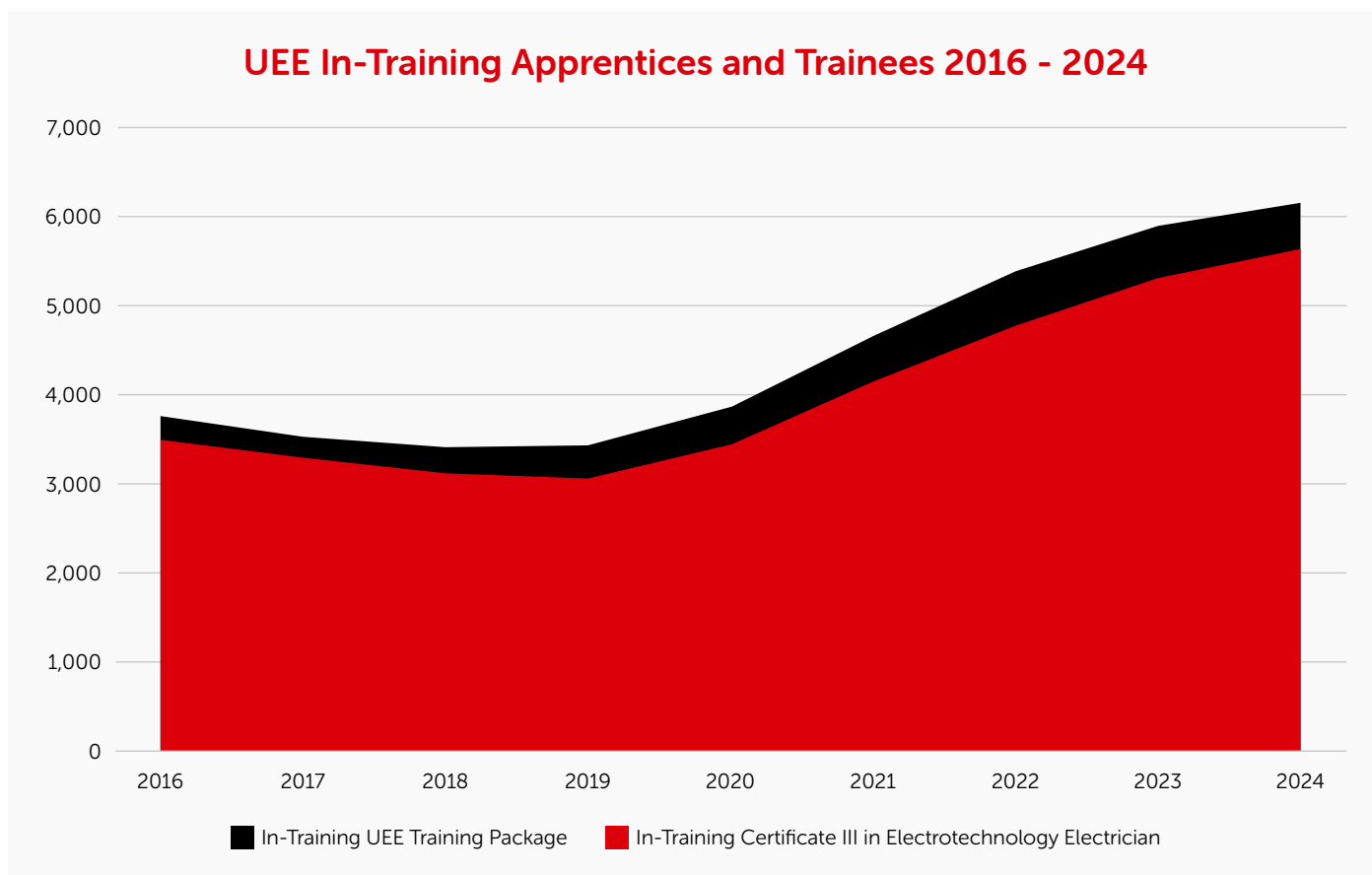
In-Training Electrotechnology (UEE) Training Package

The Electrotechnology (UEE) Training Package has experienced significant growth between December 2016 and 2024. Most training contracts in UEE are in the UEE30820 Certificate III in Electrotechnology Electrician qualification as indicated in red.

There is a need for more trainers and assessors and more training facilities to house the growing number of apprentice electricians as the state transitions to Net Zero, with this a key priority for the State Government. In February 2024 the State Government announced an investment through the Construction Training Fund's (CTF) Capital Grants Program of \$3.1 million to assist the Electrotechnology Training Institute (ETI) to refurbish and build new training facilities in both Jandakot and Joondalup, increasing its capacity to train an additional 4,500 students over the next ten years with ETI contributing a further \$2.5 Million.

It is projects such as this that will help the industry meet the expected increase in workforce demand as renewable projects continue to commence across the State.

Graph 15

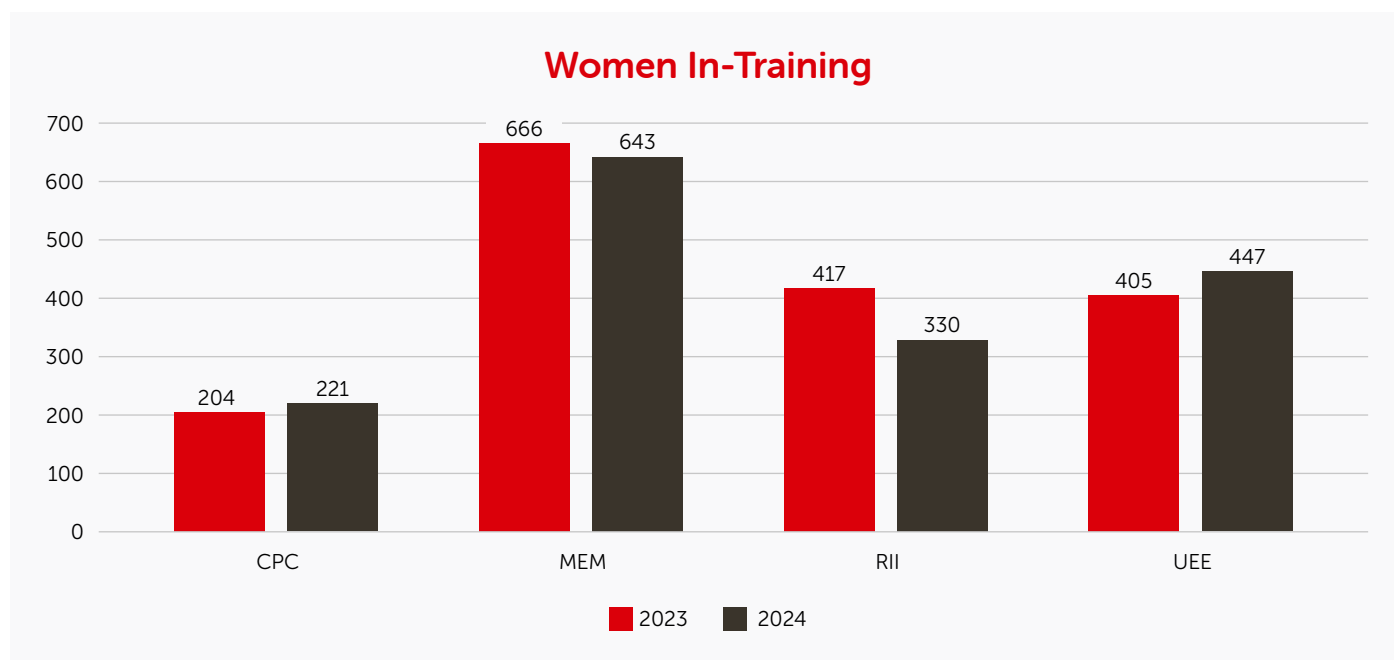


Source: DTWD December 2016 to December 2024 in-training, Electrotechnology (UEE) Training Package.

Women In-Training (Apprentices and Trainees)

Graph 15 illustrates the number of women in-training in the four training packages in December 2023 and December 2024.

Graph 16



Source: DTWD December 2023 and 2024 Resource and Infrastructure Industry (RII), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM) and Electrotechnology (UEE) Training Packages.

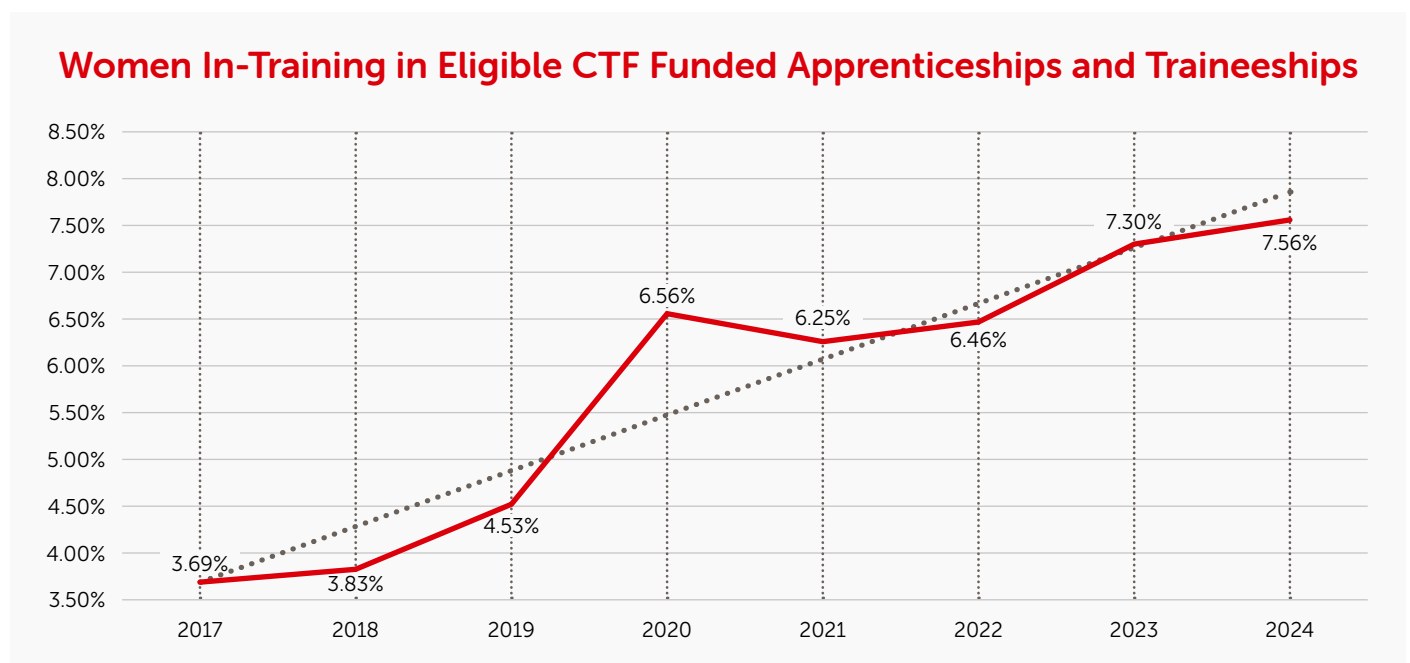
The number of women in-training as a percentage of the total in-training data in each of the four main construction training packages has increased in Electrotechnology and Construction, Plumbing and Services and remained the same in the Resources and Infrastructure Industry Training Package. The Manufacturing and Engineering Training Package has experienced a slight reduction in the percentage of women in this training package.

Training Package	2023	2024
CPC - Construction, Plumbing and Services Training Package	4.28%	4.57%
MEM - Manufacturing and Engineering Training Package	12.26%	12.05%
RII - Resources and Infrastructure Industry Training Package	15.36%	15.36%
UEE - Electrotechnology Training Package	6.88%	7.27%

Women In-Training (Apprentices and Trainees)

Across all seven training packages that have CTF eligible apprenticeships and traineeships, the number of women as a percentage of the total number in-training has trended upwards from 2017. This is significant for the industry as women make up 50.02% of the States population in 2025 (ABS) however are only 13.1% of the total Western Australian construction workforce (February 2025, ABS).

Graph 17



Source: DTWD December 2016 to December 2024 in-training, Resource and Infrastructure Industry (RII), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM), Electrotechnology (UEE), Furnishing (MSF), Transport and Logistics (TLI) and Transmission Distribution and Rail Sector (UET) Training Packages. Apprenticeship and Traineeships eligible for CTF Funding.

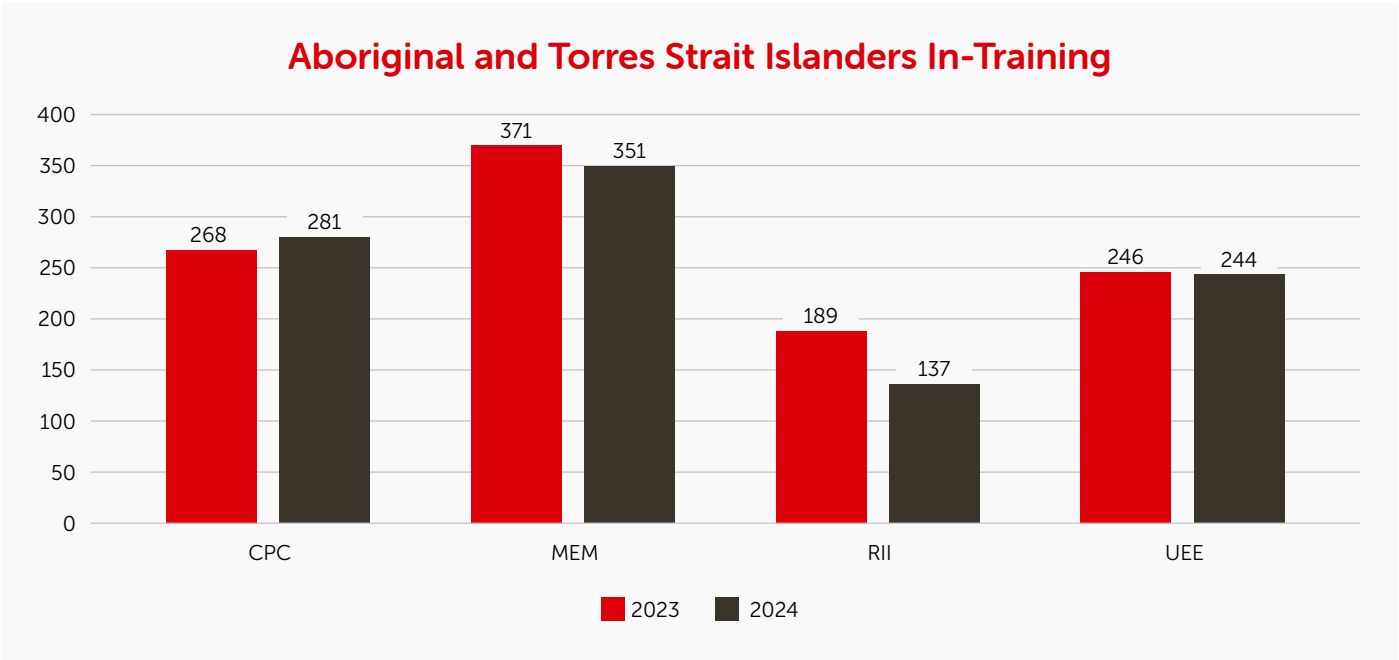
There are barriers women face when considering engaging in a construction apprenticeship. The CTF has initiatives in place to assist in reducing barriers and to encourage more women to enter the industry with a range of grants, subsidies, and programs. Some programs include:

- The CTF are funding scholarships in the Women in Non-Traditional Trades program of \$5000 for women enrolling in eligible construction trade apprenticeships at private registered training organisations.
- The CTF provides grants to employers to engage apprentices and trainees in the building and construction industry with a base grant of \$15,000 for 36–48-month apprenticeships and an additional payment of \$6,000 for engaging a woman in a construction apprenticeship.
- The Housing Industry Association created the Building Women Mentoring Program with the support of the Construction Training Fund to develop opportunities and provide a support network for women in the states building and construction industry.

Aboriginal and Torres Strait Islanders In-Training (Apprentices and Trainees)

Graph 18 shows the number of Aboriginal and Torres Strait Islander apprentices and trainees in the Construction, Plumbing and Services Training Package has increased as an overall percentage continuing an upward trend from the previous period.

Graph 18



Source: DTWD December 2023 and 2024 in-training Resource and Infrastructure Industry (RII), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM) and Electrotechnology (UEE) Training Packages.

There has been a small decrease in Aboriginal and Torres Strait Islander participation in the other three construction training packages. The most notable reduction is in the RII Training Package, which has seen an overall decline in apprentices and trainees across the board. The RII Training Package had the highest proportion of Aboriginal and Torres Strait Islander apprentices and trainees in December 2023, although this has now dropped below the Manufacturing and Engineering Training Package (MEM) numbers.

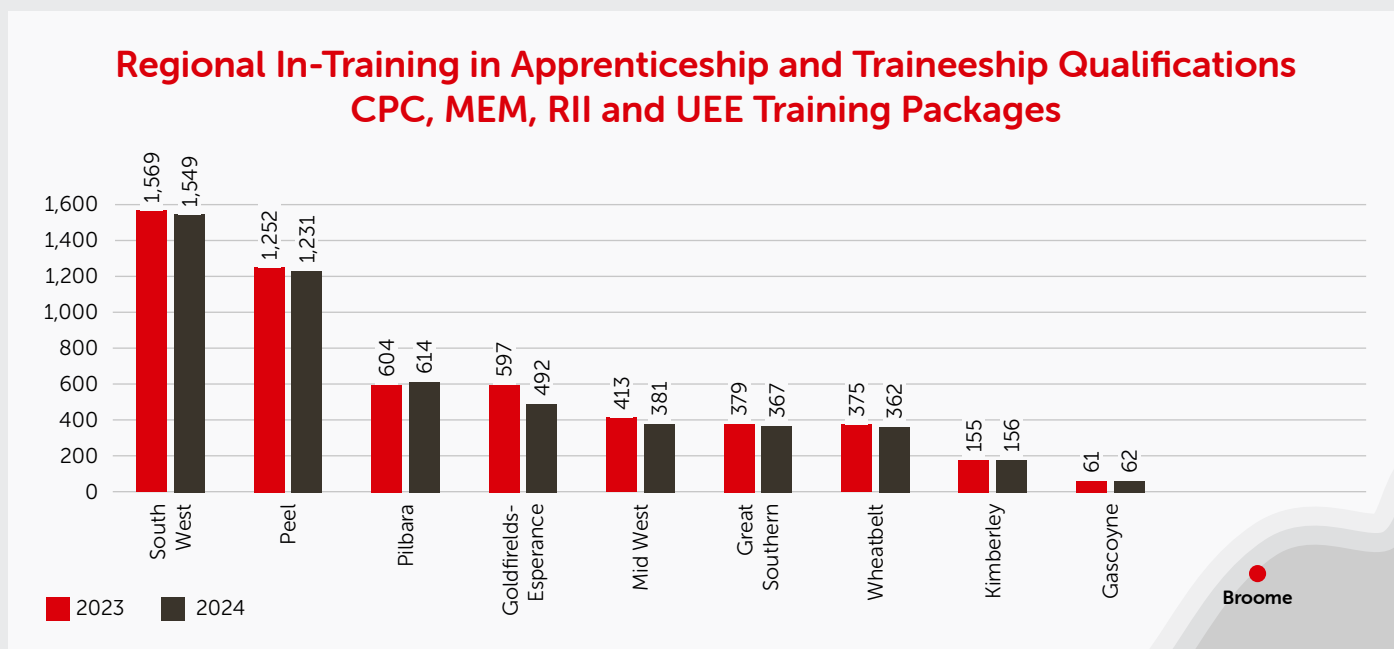
Training Package	2023	2024
CPC - Construction, Plumbing and Services Training Package	5.62%	5.80%
MEM - Manufacturing and Engineering Training Package	6.83%	6.58%
RII - Resources and Infrastructure Industry Training Package	6.96%	6.38%
UEE - Electrotechnology Training Package	4.18%	3.97%

Regional Snapshot Western Australia

Regional Apprentices and Trainees In-Training

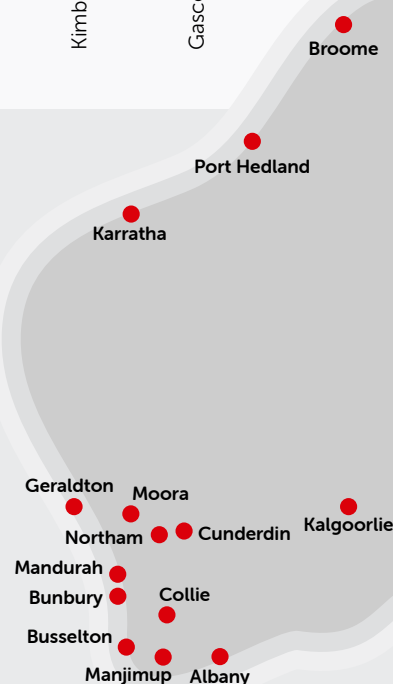
Graph 18 shows the December in-training data for 2023 and 2024 in the four main building and construction training packages. The data indicates a small decline in six regions and a small increase in three. It is noteworthy that this data is reflective of the broader statewide pattern of normalisation after high numbers during the Boosting Apprenticeship Commencement (BAC) period and that the numbers remain historically high.

Graph 19



Source: DTWD December 2023 and 2024 in-training, Resource and Infrastructure Industry (RII), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM) and Electrotechnology (UEE) Training Packages.

The CTFs Industry Training Advisors continue to promote training in the regions and have conducted 22 regional visits to 14 locations over the past 6 months. In addition, the Building and Construction Industry Training Board held a regional board meeting in Collie in February this year.



Upskilling and Short Courses

The CTF supports skills development by subsidising training courses for eligible workers in the construction industry who are seeking to access new skills and knowledge, diversify their expertise and help build a safer and more sustainable construction workforce. Between July and December 2024, a total of 5,499 people, including those who have submitted multiple claims, received funding from CTF to subsidise their supplementary skills and Work Health and Safety training.

The ten courses with the highest number of people supported between July and December 2024 were:

Supplementary Skills

Top 10 Courses (Training Products)	Number of subsidies
TLILIC0003 Licence to operate a forklift truck	164
RIIVEH201E Operate a light vehicle	159
CPCCLDG3001 Licence to perform dogging	138
Track access permit –Supervised Worker (non accredited Course)	130
CPCCLHS3002 Licence to operate a materials hoist	113
RIIHAN309F Conduct telescopic materials handler operations	104
RIIMPO320F Conduct civil construction excavator operations	88
CPCCLRG3001 Licence to perform rigging basic level	85
RIIMPO318F Conduct civil construction skid steer loader operations	81
RIIMPO321F Conduct civil construction wheeled front end loader operations	80
TOTAL	1,142



Upskilling and Short Courses

The CTF subsidises work health and safety skills courses for those working in on-site construction across Western Australia. The ten courses with the highest number of subsidised claims between July and December 2024 were:

Work Health and Safety

Top 10 Courses (Training Products)	Number of subsidies
RIIWHS204E Work safely at heights	608
HLTAID009 Provide cardiopulmonary resuscitation	387
CPPFES2005 Demonstrate first attack firefighting equipment	284
TLILICO005 Licence to operate a boom-type elevating work platform (boom length 11 metres or more)	277
MSMWHS217 Gas test atmospheres	153
RIIWHS202E Enter and work in confined spaces	162
MSMPER200 Work in accordance with an issued permit	138
HLTAID009 Provide Cardiopulmonary resuscitation and UETDRMP007 Perform rescue from a live low voltage Panel	126
HLTAID011 Provide First Aid	125
Total	2,260





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