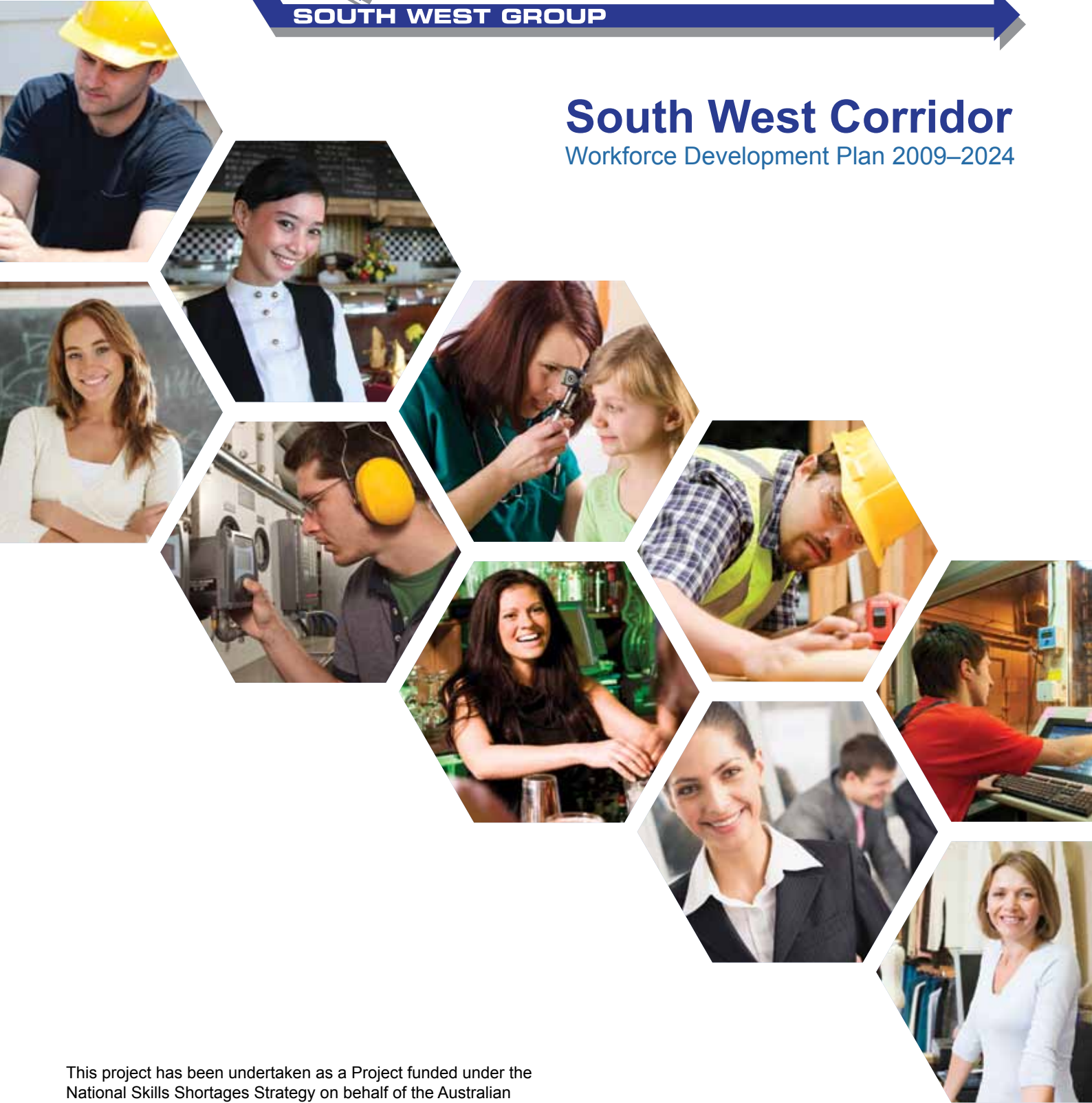


SOUTH WEST GROUP

South West Corridor

Workforce Development Plan 2009–2024



This project has been undertaken as a Project funded under the National Skills Shortages Strategy on behalf of the Australian Government Department of Education, Employment and Workplace Relations.



This document prepared by:

361 Stakeholder Management Services

FOREWORD

The concept of a South West Corridor Workforce Plan was presented to the Deputy Prime Minister, Julia Gillard, at Australia's first Community Cabinet Meeting in Canning Vale on January 20, 2008. The positive response from the Deputy Prime Minister encouraged the South West Group to apply for further funding under the National Skills Shortages Strategy.

In addition to the significant funding provided by DEEWR the Department also carried out two comprehensive workforce surveys within the South West Corridor. The South West Corridor Development Foundation Incorporated has utilised the South West Group to administer the project through Evan Parker, Workforce Plan Facilitator.

Challenger TAFE and the Kwinana Industries Council have been significant partners in the project providing access to research and personnel. The project has been guided by a Steering Committee who have made a major impact on the project through accessing their experience, expertise and networks. The input of the following has been greatly appreciated:

Challenger TAFE: Liz Harris, Jill Jamieson, Kerry Donovan and Terry Booth
Kwinana Industries Council: Chris Oughton
DEEWR: Jeff Dzodz, Lee Miles, Paul Beerworth, Cate Stuart, Ivan Neville, Penny Ireland, Cary Duffy and Matt Davies
WA Department of Education: Gary Fitzgerald, John Collingridge
City of Cockburn: Margot Tobin
Rockingham Senior High School: Kerry Chipchase
Defence Industries Skills Unit: Terry Booth
Rockingham Kwinana Chamber of Commerce: Justin Smith
Bridging the Gap: Colin Kerr
SMYL: Robert Shaw and Todd Kay
Perth ACC: Marilynn Horgan
South West Group: Evan Parker, Joanna Ong and Mette McGrath

The South West Corridor has a complex economy requiring a wide variety of skills and experience to continue to improve its productivity and output.

The consultants from 361 Degrees, Jamie Robertson, Josephine Muir and Nigel Chartres have been enthusiastically engaged in the project and proved flexible when changes were needed to the project plan to source additional input from stakeholders.

This plan and its recommendations should stimulate clear actions to source and develop the skills that the Corridor needs to sustain growth for the next fifteen years. The plan will be submitted to the Chair of the WA State Training Board, local chambers of commerce and universities, CCIWA and the Federal Government.

A new implementation committee will be formed supported by the South West Group to consider feedback on the plan and to facilitate implementation of its recommendations.

Chris Fitzhardinge
Chair Workforce Plan Steering Committee
June 29, 2009

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1. Executive summary

The South West Corridor of Metropolitan Perth is one of Australia's most productive regions, with a Gross Regional Product of over \$20 billion. The South West Corridor is responsible for one in every six dollars generated in Western Australia. There are 341,162 residents and 26,235 businesses in the 619.4 km² Corridor which comprises the Cities of Cockburn, Fremantle, Melville and Rockingham, and the Towns of East Fremantle and Kwinana.

Between 2001 and 2006 the South West Corridor achieved above average economic growth (16.2 per cent) and experienced low unemployment as a result of strong urban and commercial developments, the expansion of activity in the Kwinana Industrial Area, expansion of maritime and defence activity, growth in the services sector and the supply of labour to the resources sector.

The productivity and potential of the South West Corridor was however constrained by the challenge of attracting and retaining a suitable workforce. The South West Group (a Voluntary Regional Organisation of Councils in the Corridor) identified workforce planning as critical to address this and other workforce related challenges. Workforce planning is a tool that enables proactive and strategic activities to deliver a sufficient workforce in skills and numbers. More simply, it is about ensuring the right people are in the right place at the right time with the right skills. It is a dynamic task that is influenced by changing circumstances, including environmental, economic and social drivers. It is also the method by which workforce challenges can be transformed into a set of practical and integrated responses.

Workforce development plans generally have multiple time horizons that attempt to respond to emerging trends and macroeconomic challenges. While acknowledging the current challenging economic circumstances, the South West Corridor Workforce Development Plan looks beyond the current circumstances and challenges the Corridor's employers and training providers to view the 2009 global economic crisis as an opportunity to plan and prepare for the return of economic growth.

The South West Corridor has many lifestyle strengths, including a range of living opportunities with high amenity, a sense of community, access to quality restaurants and cafes, beaches, parks and good recreational infrastructure to attract and retain a residential workforce capable of meeting the needs of the region's industry. The Corridor also offers an unparalleled level of industry and employment diversity. These features have historically been insufficient however to guarantee an adequate supply of skilled and unskilled labour of the region. A poor public perception of the southern end of the Corridor and low housing affordability in the northern end are just two factors that have contributed to recent labour and skill shortages.

In a paradoxical situation, during the period of economic growth, employers in the southern area (Kwinana and Rockingham) experienced labour and skills shortages while simultaneously hosting a concentration of individuals experiencing intergenerational unemployment. This scenario poses a significant challenge for the region's welfare, employment service and training providers. Similarly there is an ongoing challenge and opportunity to increase the workforce participation rate of special needs groups including people with disabilities, single parents and youth, particularly as they have the capacity to meet vacancies in low skilled occupations. The region has already demonstrated considerable innovation in this area through the delivery of integrated programs orchestrated by the internationally awarded Kwinana Industries Education Partnership but there is still room for further activity in this area.

The Corridor's workforce management practices exert a strong influence over the region's ability to attract and retain a suitable and skilled workforce. The Corridor's larger businesses are the trendsetters in the provision of employee benefits and innovative workplace practices, giving them an advantage in attracting and retaining quality staff. The Corridor's smaller businesses however, particularly those employing less than 20 staff (the largest employing component) need more support to assist them to adopt more attractive and innovative workforce practices.

While there are several notable exceptions, the training value proposition (the tangible benefits from investing in training activities) is not well understood by industry in the Corridor, particularly in the Australian Marine Complex and construction industry. The majority of employers in the Corridor are not actively engaged in training activities and there is little evidence to indicate they are investing in up-skilling their own workforce. A continuing failure by industries to invest in their future workforce will ensure the Corridor remains reliant on migration to meet the needs of industry well into the future. It will also increase the financial burden on those employers who do invest in training, but lose staff to non-training employers who engage in the unsustainable practice of poaching employees to meet their skill requirements.

While the Corridor is well serviced by road infrastructure, the Corridor's poor public transport infrastructure poses a significant risk to the long-term sustainability of the region's industry. In an environment of increasing fuel costs, where people are looking more favourably on living and working locally, the South West Corridor lacks an integrated public transport network that is capable of moving workers from their home to work and back again. The Corridor remains heavily reliant on cars for journeys to and from work, leaving those without access to a vehicle particularly disadvantaged and vulnerable.

The South West Corridor Workforce Development Plan offers a project integration framework to manage the Corridor's workforce challenges and risks. It integrates a portfolio of five project groupings that are designed to work synergistically, to secure a workforce of the future.

Building on the strengths of the Corridor is a logical starting point; for example, taking advantage of the region's high levels of interconnectivity through the creation of an Internet portal would provide the means to connecting residents to industry and employers to innovative workplace practices.

The **promotion of regional attributes** to reverse poor public perceptions of the region through the development of marketing strategies is one method of attracting and retaining the existing workforce.

Providing better opportunities for people to participate in the workforce includes activities that build on the Kwinana Industries Education Partnership experience of coordinated action plans with the objective of implementing integrated strategies to address local workforce participation issues.

By proactively pursuing strategies that **prepare workplaces for future developments**, the Corridor's employers can improve their management and retention of their workforce while enhancing the attractiveness of the region as a work destination. Small businesses, in particular, are in need of assistance, and would benefit from activities that include the development of self help style workforce planning and skills assessment templates.

With so much activity planned in the Corridor, including the construction of the Fiona Stanley Hospital and the James Point Harbour, **engaging stakeholders** is critical to ensuring that all projects are synchronised and the workforce is prepared to meet the needs of new and emerging employers. The South West Group is in an excellent position to facilitate this interaction through strategic gatherings to discuss new projects and progress on current projects.

The South West Workforce Development Plan makes 22 recommendations, which are summarised below.

Build on the strengths of the Corridor

Recommendation A

The creation and management of an internet portal exclusively focused on connecting the Corridor's employers with the local workforce and training providers.

Recommendation B

That a software platform be sourced to facilitate a virtual community of business and government interactions that will enable the exchange of information and sharing of ideas from within and outside the Corridor.

Recommendation C

A review into the provision of public transport across the South West Corridor and its ability to service existing an emerging industry is undertaken within the context of understanding the impact of higher oil prices on workforce mobility.

Recommendation D

Building on the Trade Coast theme, a dedicated and permanent careers and industry expo centre should be pursued. This centre will highlight the industry and career opportunities across the South West Corridor with a focus on the Kwinana Industrial Area and Australian Marine Complex. The facility could deliver active industry career displays, interactive virtual industrial sites, on-site curriculum for students, office and meeting space for commercial hire/lease, and promote the region's industries. This facility should be strategically located in close proximity to the Kwinana Industrial Area and Henderson to facilitate industry tours and interaction. This facility could also include a business centre for visiting professionals to the region.

Recommendation E

Acknowledging the success of the Kwinana Industries Council in promoting the Kwinana Industrial Area and creating strategic training and workforce development relationships, dialogue should be commenced with industry and government regarding the value and role of a Kwinana Industries Council type organisation for the Australian Marine Complex.

Recommendation F

The Board of the Kwinana Industries Education Partnership is encouraged to consider the desirability of improving upon the KIEP model and expanding it to other areas, particularly the Trade Coast, of the South West Corridor.

Recommendation G

A review be undertaken to identify the optimal geographic footprint of bodies and organisations delivering training and employment related services in the South West Corridor. This review should also seek to identify areas that are currently over serviced and those that are under serviced by training and employment service providers.

Promote the Attributes of the Corridor

Recommendation H

To increase professional employment opportunities in the rapidly growing southern end of the Corridor, local government should engage in a dialogue with the State Government and large employing organisations to locate their operations in the southern end of the Corridor.

Recommendation I

A partnering arrangement be considered with local government, the Rockingham and Kwinana Development Office and the Kwinana Industries Council to broaden the proposed promotional campaign recommended in the Kwinana Industries Council Strategic Workforce Plan to include other industries and areas within the Corridor.

Provide Better Opportunities

Recommendation J

Training and education providers should assess the adequacy of their soft skills (reliability, presentation, teamwork and communication) training as components of courses where the delivery already exists, or consider incorporating these into courses where they do not.

Recommendation K

The Corridor's employers are encouraged to provide valuable work experience to current tertiary students through vacation employment programs or internships to ensure students graduate with the appropriate skills and work experience to improve their employment prospects.

Recommendation L

A forum be held at least once a year to bring together the Corridor's Employment Service Providers, Registered Training Organisations and Not for Profit employment support providers (in excess of 100 organisations) to focus attention on innovative strategies that deliver a holistic approach to training and pathways to employment for the Corridor's special needs groups.

Recommendation M

Consideration be given to developing and funding a coordinated specialised transitional support and training program for adults with special needs within the Corridor. This support and training should be delivered over a minimum 24 month period at the local level and have flexible entry and exit points. The focus of the program should be the development of personal attributes and capabilities that contribute to overall employability, delivered within a learning environment where unemployment, underemployment and generational employment are the norm.

Recommendation N

Consideration be given to the creation of a South West Corridor Health Industry Taskforce to prepare the Corridor to respond to the significant employment needs of the Corridor's expanding health sector. The activities of the Health Industry Taskforce should complement the planning and activities of the Health and Community Services Training Council.

Prepare Workplaces for Future Developments

Recommendation O

The Corridor's registered training organisations and industry bodies should ensure their advertising campaigns clearly articulate the training value proposition (the tangible benefits from investing in training activities) to the Corridor's employers.

Recommendation P

A marketing and education campaign be developed to target employers in the Corridor who do not understand the training value proposition.

Recommendation Q

Building on the work done by *The Upskill Project* initiated by the Manufacturing and Engineering Skills Advisory Body Victoria (MESAB), self-help style workforce planning and skills assessment templates should be developed for the Corridor's small businesses. These templates should be easy to use and provide pathways into more formal assessments and training.

Recommendation R

Registered training organisations are encouraged to allocate additional resources to expand dedicated RPL assessment teams and tools to assist staff, in the Corridor's businesses that are experiencing the negative effects of the global economic crisis, to obtain qualifications through RPL assessment and additional training.

Recommendation S

Registered training organisations are encouraged to provide a fee-for-service workplace based workforce development package for small businesses that supports:

- enterprise level training needs analysis
- enterprise level training plans
- individual level training plans
- training brokerage services
- provide Apprenticeship and Traineeship brokerage services (in consultation with the ApprentiCentre).

Engage Stakeholders

Recommendation T

An annual forum of employers, training providers, industry training councils, government and key stakeholders is initiated to discuss a diverse range of issues, projects, challenges and opportunities including workforce planning in the Corridor, and identify synergies and strategies to maximise the benefits for the Corridor.

Recommendation U

The South West Corridor's employment and training providers and industry bodies are encouraged to apply for funding under the Department of Education, Employment and Workplace Relations' "Employer Brokers" initiative to deliver targeted industry brokerage services in the South West Corridor. As a minimum, three separate brokers should be funded to support the Corridor's health sector, Kwinana industrial area and maritime industry.

Recommendation V

The South West Corridor Workforce Development Plan Steering Committee be reconstituted as the South West Corridor Workforce Development Taskforce with the purpose of developing action items to support the implementation of the recommendations of the South West Corridor Workforce Development Plan. This Taskforce should complement that activities of, and establish a reporting mechanism to, the State Training Board and Skills Australia.

2. Introduction

The South West Corridor of Metropolitan Perth is one of Australia's most productive regions, with a Gross Regional Product of over \$20 billion. The South West Corridor is responsible for one in every six dollars generated in Western Australia. There are approximately 341,162 residents and 26,235 businesses in the 619.4 km² Corridor, which comprises the Cities of Cockburn, Fremantle, Melville and Rockingham, and the Towns of East Fremantle and Kwinana.

Figure 1: Map of the South West Corridor



Between 2001 and 2006 the South West Corridor achieved above average economic growth (16.2 per cent) and low unemployment as a result of strong urban and commercial developments, the expansion of activity in the Kwinana Industrial Area,

expansion of maritime and defence activity, growth in the services sector and the supply of labour to the resources sector. There are significant infrastructure projects and associated investments planned in the South West Corridor, which provide opportunities for continued economic growth.

Despite its productivity and potential, the South West Corridor faces a significant challenge in attracting and retaining a suitable workforce. Factors such as an ageing demographic profile, poor public transport integration and pockets of generational unemployment in an era of rapid technological advances and increased automation leave the Corridor's workforce vulnerable and increasingly incapable of meeting industry requirements. The recent period of economic prosperity only sought to highlight the skills shortages and deficiencies of the Corridor's existing workforce.

The South West Group identified workforce planning as critical to address these and other workforce related challenges. The South West Group sought and received funding under the National Skills Shortages Strategy to carry out a regional workforce development plan. In late 2008, the South West Group commissioned a comprehensive workforce development study to analyse current and predict future employment demand and identify vocational education and training related strategies to ensure that the Corridor's current and future workforce needs are met.

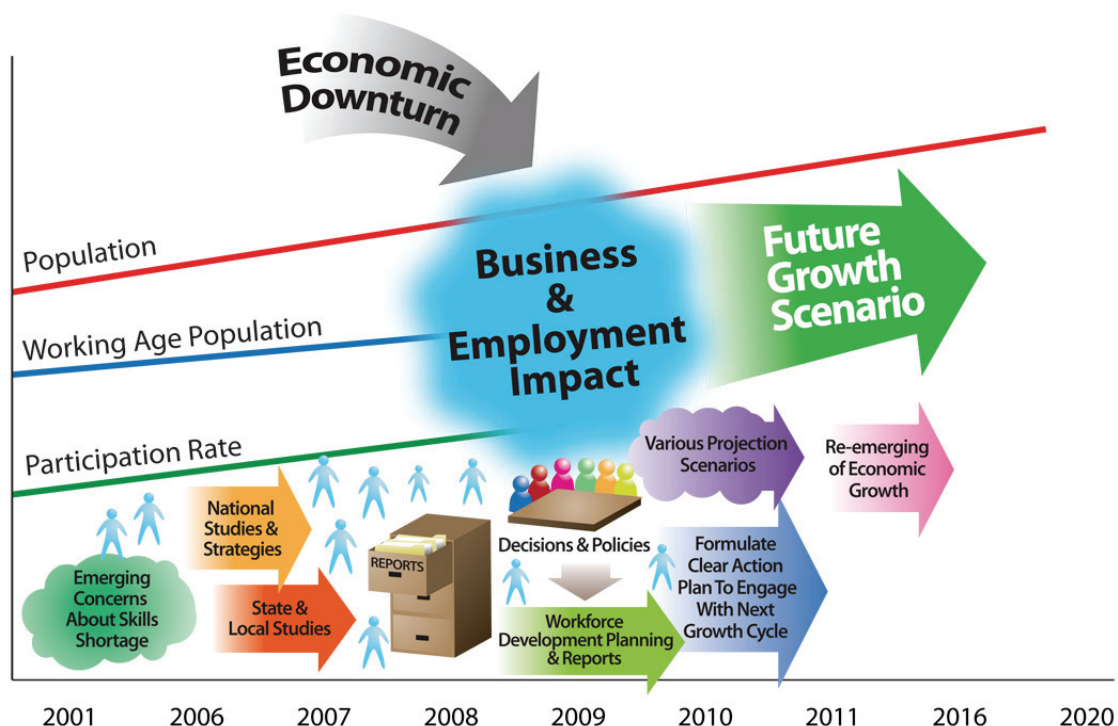
Similar workforce development studies undertaken in the Goldfields-Esperance and Peel regions neglect to define workforce planning or explain its value. Yet identifying local, state, national and international best practice in workforce planning is critical, not merely to ensure models used for labour predictions are useful but to make certain that we benefit from the collective wisdom and experiences of others.

Workforce planning is often cited as getting the right number of people with the right skills, experiences and competencies in the right jobs at the right time. More specifically, workforce planning is a systematic process of analysing current human capital and its needs for the future, and to develop, enact and evaluate strategies to ensure that future staffing requirements are met. At a regional level, workforce planning consists of a systematic analysis of the current and future compatibility between the existing workforce and industry requirements to ensure that the Corridor maximises its potential.

Workforce plans project supply and forecast demand to identify gaps or overlaps in competencies. As a result of the analysis, strategies such as recruitment, up-skilling and retention may be developed. According to *Workforce Beyond 2000 Strategic People Planning: An Overview of Workforce Planning*, best practice in workforce planning should be goal directed, forward looking, dynamic, analytical, evidence based and inclusive.

Figure 2 captures the evolution of workforce planning as a concept and exercise in policy development. It traces the evolution of workforce planning from the lofty heights of national strategic planning through to the creation and implementation of local initiatives, which is where this report is positioned. After this plan, the next logical level of workforce planning is in the workplace where employers need to take actions that lay the foundations to meet their future workforce needs.

Figure 2: Evolution of workforce planning



At the time of preparing this report, Australia's economic growth outlook is uncertain. The 2009/10 Federal Budget predicts that growth in Australian economy will shrink by 0.5 per cent in 2009/10 and return to 2.25 per cent per cent growth in 2010/11. Unemployment is forecast to peak at 8.5 per cent in June 2010/11.

The global economic crisis and low growth economic climate is in stark contrast to the almost unprecedented period of continuous economic growth that peaked in late 2008. During the economic boom, a top policy priority in Western Australia was addressing widespread skills shortages. This included the establishment of taskforces such as the Skills Formation Taskforce to provide advice on the reforms required to the apprenticeship and traineeship system to better address the skill needs of Western Australian Industry.

In the peak of the boom, as employers struggled to meet demand, the policy agenda shifted from skills shortages to labour shortages. As the economy peaked, the Chamber of Commerce and Industry reported that Western Australia would need an extra 400,000 workers in the next decade to meet the very large demand for labour.

During this study, the economic growth in the South West Corridor appeared to plateau in October through to December 2008 and decline in the months following. For many months, workforce surveys failed to reflect the media's pessimistic economic outlook. In October and November 2008, the unemployment rate in the South West Corridor was 2.0 per cent and 3.2 per cent respectively. In December 2008 the South West Corridor's unemployment rate fell to 2.9 per cent, significantly lower than the national unemployment rate of 4.8 per cent. In February 2009, the local employers consulted in the South West Corridor described the economic downturn as temporary, going so far as to say the downturn was welcome relief after years of frenzied business activity.

The March 2009 release of the Australian Bureau of Statistics' Labour Force Survey was the first statistical evidence of the local impact of the global crisis with unemployment in the South West Corridor rising sharply to 7.2 per cent. The policy agenda has again shifted from skills and labour shortages to unemployment. So profound is the local impact of the global economic crisis that the Prime Minister attended a jobs forum in Cockburn on 21 April 2009 announcing \$650 million for rapid response strategies for regions experiencing high levels of disadvantage and most affected by job losses.

In the short term, workforce planning needs to address the current crisis – rising unemployment, underemployment and mortgage stress. This workforce study achieves this by conducting a comprehensive environment scan of the South West Corridor to measure local disadvantage. It adopts the National Industry Skills Report's approach of thinking of workforce skills in an industry or region as a skill ecosystem and recommends a multifaceted approach to skill development that focuses on understanding and reacting to local issues.

In the medium term, workforce planning should identify and address the structural deficiencies in the South West Corridor's workforce. By framing the global economic crisis as global, there may be a tendency to overlook shortcomings and defects in the local workforce. This study identifies gaps in the competencies of the local workforce and identifies future needs. It identifies those occupations for which there is believed to be an existing insufficient supply in Western Australia and the South West Corridor. Based on this data, the workforce plan recommends strategies to address skill development challenges.

In the longer term, workforce planning must be considered in the context of the 'bigger picture' – the macroeconomic challenges that Australia faces in the coming decades. Trend analysis presented at the March 2009 Big Skills Conference in Sydney, for example, forecasts the potential impacts of ageing demographics and low literacy on Australia's workforce.

This report provides a detailed environmental scan of the South West Corridor's current workforce and develops a fifteen-year workforce development plan. The report presents both qualitative and quantitative data to investigate and identify:

- Drivers of labour demand and supply.
- Population and economic dynamics of the Corridor.
- Indigenous participation in employment and education.
- Review of current employment and training environment in the Corridor.
- Existing and projected occupational supply and demand in the Corridor.
- Current and future skill needs of industries in the Corridor.
- Successful models of registered training organisation/industry partnerships in the Corridor that enhance training outcomes and benefits to the industry sector.
- An action plan to address the key workforce development issues outlining strategies, potential partners and likely timeframes for implementation.

The report has nine chapters. Chapter three presents the report methodology. All methodologies, tools and resources used in this survey are reported to enable other parties to use a consistent approach to undertake similar research in the future.

Chapter four presents a comprehensive profile of the South West Corridor's workforce. This chapter collates a variety of secondary data sources such as labour force statistics from agencies including the Australian Bureau of Statistics and the Department of Education, Employment and Workplace Relations. It also contains analysis from primary data sources that identifies for the first time where the South West Corridor's workforce comes from. Chapter five analyses the recent recruitment experiences of employers in the South West Corridor. Chapter six examines three leading industry sectors and chapter seven identifies the strengths, weaknesses, opportunities and threats of the current employment and training environment in the Corridor. Chapter eight is the South West Corridor workforce development plan. This chapter has been designed and written to facilitate distribution independently of the report. Chapter nine includes several appendices of tables and information not presented elsewhere in the report.

2.1. The South West Group

The South West Group, formed in November 1983, is a Voluntary Regional Organisation of Councils (VROC). It comprises the Cities of Cockburn, Fremantle, Melville, and Rockingham, and the Towns of East Fremantle and Kwinana.

The South West Group seeks to work with these six local governments and through cooperation with industry, community and the other spheres of government to capture a wide range of opportunities to enhance economic growth as well as supporting a diversity of quality lifestyles whilst servicing and sustaining cohesive, productive communities in an enviable environmental setting.

The South West Group is persuasive, forward-looking and influential in representing, supporting and promoting Local Government interests that affect the growth and sustainable development of the South West Corridor.

3. Methodology

3.1. Project aims and definitions

The objectives of this study are to:

1. Analyse, forecast and report on the demographic characteristics and trends of the South West Corridor over the short, medium and longer term.
2. Analyse current and predict future employment supply and demand in the Corridor.
3. Engage with, survey and record contacts with individuals, local industry, small business, community, education and training providers of the Corridor.
4. Develop a model or tool that can be periodically applied to assess skill requirements and trends in the Corridor.
5. Propose vocational education and training-related strategies to address the workforce development issues identified.
6. Investigate and recommend models and approaches to preparing people for participation in the workforce suitable to specific groups in the Corridor.
7. Provide recommendations to ensure that current and future employment demands in the South West Corridor will be met.

To meet these research objectives a detailed project and communications plan was developed, relevant literature reviewed, stakeholder workshops and in-depth interviews conducted and a quantitative survey of employers was undertaken.

Analysing and reporting on the Corridor's workforce is a complicated process that can only be undertaken successfully with a clear understanding of the components of the Corridor's workforce. The definition of the Corridor's workforce dictates the value and validity of the statistical indicators that can be used as a part of the analysis.

There are three possible workforce definitions applicable in the South West Corridor including:

1. The workforce consists of people who work (or are seeking work) in the Corridor, including imported labour.
2. The workforce consists of people who live and work (or are seeking work) in the Corridor, excluding imported labour.
3. The workforce consists of people who live in the Corridor and work (or are seeking work) in and outside of the Corridor, excluding imported labour.

The definition used in this report is *the workforce consists of people who live in the Corridor and work (or are seeking work) in and outside of the Corridor, excluding imported labour*. This definition allows the report to use usual place of residence data from the 1996, 2001 and 2006 Census of Population and Housing and relevant Department of Education, Employment and Workplace Relations data. It also permits the consideration of strategies that prepare the Corridor's population to exploit opportunities in other regions, such as mining and oil and gas extraction.

At the commencement of this study, the impact of the global economic crisis was only just beginning to be felt in the South West Corridor. It was also unclear to what extent the Corridor would be impacted on by the deteriorating economic climate. The

language used to describe the economic climate in this study is “global economic crisis”.

3.2. Qualitative consultations

A total of 32 employers, Registered Training Organisations (RTOs) and Employment Service Providers (ESPs) were consulted in the South West Corridor. Nine employers were consulted in two focus groups in Fremantle and Kwinana. A further 16 RTO and ESPs were consulted at a workshop in Cockburn and an additional seven employers were consulted via telephone or in face-to-face interview.

The deteriorating economic environment resulted in lower than expected levels of employer participation and engagement in the study. This was particularly evident in the maritime and shipbuilding industries where employers shifted from a shortage of staff to reducing staff between December and March 2009.

3.3. South West workforce planning and recruitment experience survey

A total of 9,626 phone calls were made to the Corridor’s employers between 27 February 2009 and 6 March 2009. In total, 378 surveys were completed with an average survey taking 6.42 minutes to complete. The call attempts required to achieve an interview from employers in the South West Corridor was 22.60.

The sample required from 26,235 employers in the South West Corridor to achieve a confidence level of 95 per cent with a 5 per cent margin of error (confidence interval) was calculated at 378 surveys. The confidence level is expressed as a percentage and represents how often the true percentage of the population who would pick an answer that rests within the confidence interval. The confidence interval is the plus-or-minus figure. With a confidence interval of 5, if 45 percent of employers responded in a particular manner it translates to between 40 and 50 per cent of the entire population (45-5) and (45+5) would have picked that answer.

To maximise the utility of the data, responses to each question were analysed from four perspectives:

- industry
- location
- employer size
- impact of the global economic crisis.

The South West Corridor was considered the sample area for the survey and the sample selection was not stratified. The tool used to survey employers is available in appendix 9.1.

The South West Workforce Planning and Recruitment Experience Survey collected information from employers concentrated in eight major employing industries in the Corridor. This included building and construction, manufacturing and processing, defence, maritime, health, education and training, retail and personal services, and hospitality and tourism.

Employers in both the defence and maritime industries were less willing than other industries to participate in the survey. This resulted in a response rate that was too low to be a meaningful representation of the industry. The information gathered from

these employers has however been used to inform industry profiles that appear in chapter six.

The responses were generally well distributed throughout the South West Corridor compared to the distribution of employers in the Counts of Australian Businesses (December 2007). Businesses in Cockburn and Melville were slightly under-sampled, while those in Fremantle and Rockingham were slightly over-sampled.

3.4. Demand projection model

After analysing a number of modelling techniques used to forecast workforce planning projections in Western Australia the model adopted was chosen primarily to overcome the principal limitations of more complex models. These limitations include difficulty in replicating complex models and a lack of evidence to demonstrate that the more complex models produce more accurate forecasts than models with less complexity.

The model used meets three key criteria: it produces a defensible forecast, it can be easily replicated, and it can be understood by people who are likely to take an interest in workforce planning but are unlikely to hold qualifications in econometrics.

The model examines 47 occupations ASCO97 (level 2) across 214 industries ANZIC93 (level 3). This maximises the validity of the data and reduced the prospect of randomisation (where a number between 0–3 is randomised).

This restrictions presented by the use of higher level classifications are unlikely to impact on the ability of registered training organisations (RTOs) to plan to meet demand in the South West Corridor over the next 15 years as it has the advantage of linking occupations to industries which is more precise than simply identifying occupations.

Using the 1996 Census as the benchmark, movements in occupations within industries are measured against gross state product chain volume measure (GSP) over two five-year periods, 1996–2001 and 2001–2006. Gross state product was chosen as the variable as it is a more meaningful measurement of growth in Western Australia than national gross domestic product.

At its simplest level, the model uses growth scenarios based on five-year census periods and historical movements in the gross state product chain volume measure (GSP) to predict increases in occupational demand across the South West Corridor.

The growth scenario in the model is presented in table 1. Current Western Australian Treasury gross state product estimates have been revised downwards to four per cent over the 2006–2012 period. Gross state product growth is forecast to return to more moderate growth from 2013 to 2021, averaging 5.8 per cent over the ten-year period.

Table 1: Model Growth Scenario

Growth Scenario	Growth Scenario	Growth Scenario	Growth Scenario	Growth Scenario
1996–2001	2001–2006	2006–2011	2011–2016	2017–2021
4% (low)	5.8% (high)	4% (low)	5.8% (high)	5.8% (high)

Prior to applying the formula, growth industries are identified based on their average increase of employees over two five-year periods. If the industry has declined in the number of employees between 1996 and 2006, the industry is excluded from consideration as it is assumed this industry will continue to reduce the number of employees (unless evidence is available to the contrary).

This process of elimination is based on the assumption that an industry's past behaviour is the best predictor of future behaviour. If a particular occupation in an industry has been in decline for the past ten years, all things being equal, it likely to continue to decline over the next ten years.

To provide meaningful data, industries with less than 100 employees in the South West Corridor were removed from the data as increases in these industries are assumed to be too small to require dedicated training or workforce development strategies (unless evidence is available to the contrary).

Once the filtering process is complete, the percentage value increase of each occupation in each industry is calculated between 1996–2001 and 2001–2006. The percentage value increase in 1996–2001 is equal to the low growth scenario and the percentage value increase between 2001 and 2006 is equal to the high growth scenario. This can be expressed in the following formula for low growth:

$$GSP = GL (E^1 / E^2)$$

and for high growth:

$$GSP = GH (E^2 / E^3)$$

Where GH = high growth, GL = low growth, and GSP = Gross State Product Chain Volume Measure, E^1 = total employment in sector 1991–1996; E^2 = total employment in sector in 2001; E^3 = total employment in sector 2006; EG - total predicted employment in sector 2011 or 2016; G^1 = percentage growth in employment in sector 1996-2001; G^2 = percentage growth in employment sector 2001–2006.

For the low growth scenario the employment multiplier formula is expressed as:

$$(GL \times G^1) + E^2$$

For the high growth scenario, the employment multiplier formula is expressed as:

$$(GH \times G^2) + E^3 \text{ or } EG$$

Where the activity in a particular industry or occupation is likely to increase during the forecast period (such as the construction of Fiona Stanley Hospital) and this activity is unlikely to be captured by the model, a revised estimate is provided for the particular occupation.

3.5. Chapter summary

Project Aims and Definitions

- The study sought to analyse demographic and employment trends in the Corridor, engage with local businesses, develop models and strategies to address skills, training and participation, ensure Corridor businesses meet present and future workforce demands.
- Reviewing relevant literature, researchers created a project plan utilising stakeholder workshops, in-depth interviews and a quantitative survey of employers.
- The definition used in this report is: *the workforce consists of people who live in the Corridor and work (or are seeking work) in and outside of the Corridor, excluding imported labour.*

Qualitative Consultations

- The qualitative portion of the study consulted several different groups:
 - Nine employers were consulted in two focus groups in Fremantle and Kwinana. A further 16 RTO and ESPs were consulted at a workshop in Cockburn.
 - An additional seven employers were consulted via telephone or in face-to-face interview.

South West Workforce Planning and Recruitment Experience Survey

- A total of 378 employers were interviewed for the quantitative Workforce Planning and Recruitment Experience Survey.
 - Results were collected from eight of the major employers in the region.
 - Results were analysed by industry, location, employer size and impact of the global economic crisis.
 - The defence and maritime industries were less willing to participate in the survey.
 - Results were generally well distributed throughout the South West Corridor.
 - The results achieved a confidence level of 95 per cent with a 5 per cent margin of error.

Demand Projection Model

- The model was designed to: produce a defensible forecast, be easily replicated, and be easily understood. The model includes 47 occupations across 214 industries. It uses growth scenarios based on five-year census periods and historical movements in the gross state product chain volume measure (GSP) to predict increases in occupational demand across the South West Corridor.

4. Workforce and Training Profile of the South West Corridor

4.1. Population characteristics and trends

The South West Corridor's population in 2008 was estimated to be 341,162 persons. The Estimated Residential Population (ERP) reflects a healthy 10.2 per cent population increase since the 2006 census across the Corridor. Rockingham and Melville have the largest population bases in the Corridor with the Towns of Kwinana and East Fremantle having the smallest populations.

Table 2: South West Corridor population

Local Government Area (LGA)	2006	2008
	Census	ERP
Cockburn	74,471	84,652
East Fremantle	6,700	7,251
Fremantle	24,834	27,453
Kwinana	23,198	26,387
Melville	93,000	99,351
Rockingham	84,306	96,068
Corridor Total	306,509	341,162

(Source: ABS Regional Population Growth Estimate, Australia, 2007-08)

Kwinana and Cockburn also recorded significant population increases between 2006 and 2007. The population in Kwinana and Cockburn grew by 12.1 per cent and 12.0 per cent respectively. The Department for Planning and Infrastructure's *Western Australia Tomorrow* report forecasts that the Corridor will reach a population of 421,500 by 2021 with the populations of Cockburn and Rockingham overtaking Melville as the largest population centres in the Corridor.

Table 3: Population forecasts - Western Australia Tomorrow 2005

LGA	Forecast	Census	2011	2016	2021
	2006	2006			
Cockburn	69,300	74,471	90,700	102,600	113,900
East Fremantle	6,800	6,700	7,200	7,300	7,200
Fremantle	25,700	24,834	26,900	27,700	28,400
Kwinana	21,800	23,198	28,900	33,800	39,900
Melville	97,100	93,000	99,200	102,400	102,000
Rockingham	74,000	84,306	103,900	116,500	130,100
Corridor Total	294,700	306,509	356,800	390,300	421,500

(Source: Western Australia Tomorrow)

The South West Corridor exceeded its forecast population in 2006 by 3.9 per cent (11,809 people) however not all local government areas met their prediction. East Fremantle, Fremantle and Melville grew slower than predicted while Kwinana, Cockburn and Rockingham exceeded their predictions. The expected growth trend for the Corridor is positive, with rapid population expansion forecast for the areas of Cockburn and Rockingham.

Expected growth in Rockingham will maintain its position as the Corridor's population juggernaut. In 2006, Rockingham exceeded its population forecast by 12 per cent growing by an astonishing 20,005 people between 2001 and 2007. This positions Rockingham as one of the fastest growing local government areas in Australia.

By 2020, completed residential developments in Knutsford Green Precinct, White Gum Valley, Atwell Harvest Lakes, Rockingham Waterfront Village, Baldivis – Eighty Road and Karnup are expected to yield the additional 50,000 dwellings required to house the Corridor's growing population. At the same time as large scale residential developments are occurring, the demand for increased housing densities in Fremantle, East Fremantle and Melville will rise as the supply of new land is exhausted at the northern end of the Corridor. Correspondingly, the affordability of housing in the northern sector will decrease, driving population southward in search of more affordable housing.

4.1.1 Migration

The South West Corridor's population, like much of Western Australia, is influenced by Australian migration patterns. Western Australia's estimated population growth of 2.7 per cent in 2008 was well ahead of the national growth of (1.7 per cent) with the difference attributed in part to rates of overseas and interstate migration.

Overseas permanent migration to Western Australia in 2006/07 was at a higher rate than any other Australian state or territory. Net overseas migration accounted for just under half of Western Australia's population growth in 2006/7.

Between 2000 and 2006 the South West Corridor derived 5.1 per cent of its population growth from overseas arrivals. This was most heavily concentrated in Melville (6.6 per cent) and Fremantle (5.6 per cent). At 2.4 per cent, Kwinana received the lowest intake of overseas migrants over the five-year period. Seven of the top ten sources of migrants to the Corridor are from countries where English is the main language or widely spoken. These include the United Kingdom, New Zealand, South Africa, Singapore, Malaysia and India. Italy, Croatia and Indonesia are the only source countries in the top ten that do not have English as an official language.

In the twelve months leading to June 2008, Western Australia received the second largest net interstate migration behind Queensland. As of 30 June 2008, Western Australia had a total positive net interstate migration of 3,800 individuals.

In 2006 the Corridor derived 3.7 per cent of its population growth (11,361 persons) from interstate migration (settling between 2000 and 2006). This is higher than the Western Australian percentage for the same period (3.1 per cent).

Data regarding visa classes at the regional level is not released by the Department of Immigration and Citizenship. This includes the temporary skilled migration (subclass 457 visa). Nonetheless, national information is available that supports the conclusion that 457 visa holders are a significant component of the Corridor's workforce.

In the South West Workforce Planning and Recruitment Experience Survey, 11 per cent of employers in the South West Corridor indicated they employed people on a 457 visa. A further six per cent of employers surveyed indicated they employed backpackers, with a high proportion of these likely to be from interstate and overseas. The health and hospitality industries employ more backpackers and 457 visa holders than any other industry in the Corridor. Nineteen per cent of health employers indicated they employed 457 visa holders and a further 14 per cent employed backpackers. Twenty-five per cent of hospitality employers engaged 457 visa holder and 14 per cent backpackers. Both health and hospitality are major employers in the South West Corridor, suggesting there has been a shortage of both labour and skills in these industries.

Rockingham and Melville employ a significantly lower percentage of workers with 457 visas (6–7 per cent versus 10–19 per cent in other areas). The highest concentration of 457 visa workers is in Cockburn (19 per cent) while the highest concentration of backpackers is in Fremantle (12 per cent).

Nationally, a total of 110,570 subclass 457 visas were granted to temporary skilled workers and their dependents in 2007–08 (compared to 87,310 in 2006–07). Western Australia was the second largest beneficiary of the visa program, with a total of 11,800 primary grants – a 41 per cent rise on the previous financial year. Most migrants entering WA on 457 work visas were dependants (12,210), rather than primary applicants (11,800). While still a valuable source to supplement the Corridor's workforce, the family members of 457 visa holders are less likely to meet skill shortages.

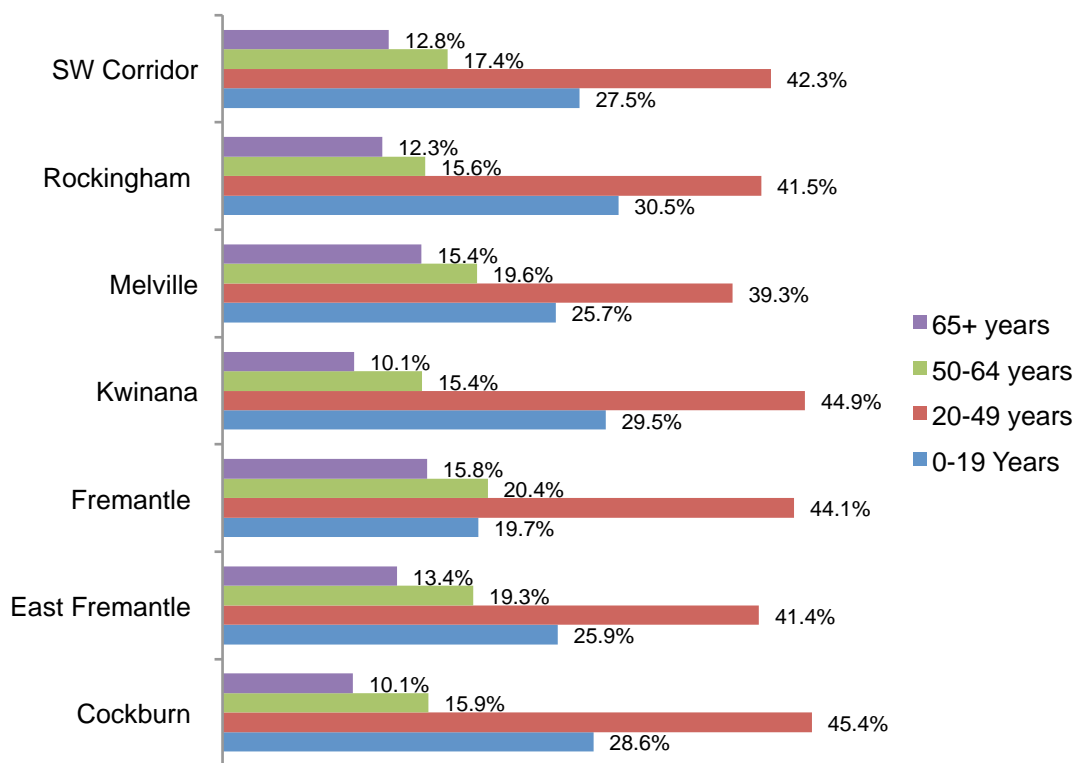
The trend of dependents outnumbering primary applicants has continued in the number of visas granted in 2008–09 to 31 January 2009. The Subclass 457 Business (Long Stay)-State/Territory Summary Report 2008–09 indicates that the number of dependents entering Western Australia exceeded primary applicants by 1,110 persons.

Western Australia continues to attract the second largest cohort of 457 visa applicants (behind New South Wales), despite offering the highest average nominated base salary of \$81,300. The top five West Australian industry sponsors of 457 visa applicants to 31 January 2009 were mining (2,110), construction (1,270), manufacturing (890), health care and social assistance (850) and accommodation and food services (300).

4.1.2 Ageing

The South West Corridor, like much of Australia, has an ageing population. The older populations are more heavily concentrated in the northern end of the Corridor and the younger in the expanding southern end. With 74.5 per cent of the population below 40 years of age, Kwinana has the youngest population followed closely by Cockburn (74.1 per cent) and Rockingham (72.1 per cent).

Figure 3: Population age profile, 2006



(Source: 2006 Census of Population and Housing)

Compared to the State and National averages, in December 2008 the Corridor has a higher proportion of people aged 35–44 (2.4 per cent higher than the Western Australian average), as well as those 65 and over (2.2 per cent higher than the Western Australian average). However, the Corridor’s proportion of individuals aged 45–54 is 2.8 per cent lower than the State average.

Table 4: Corridor age profile - 2008

Age Group	Persons
15 to 24	44,215
25 to 34	44,869
35 to 44	56,388
45 to 54	39,831
55 to 64	38,528
Total	223,832

(Source: ABS Labour Force Survey, December 2008)

The age profile of the Corridor poses a significant challenge particularly given the recent experience of wide spread labour and skills shortages. To maintain the current level of residents at optimal workforce age (20–49 years), the Corridor would need an additional 45,149 residents in the 0–19 age bracket. The Corridor is therefore heavily dependent on a constant flow of intrastate, interstate and overseas migration as increases in the natural birth rate are unlikely to produce such large increases.

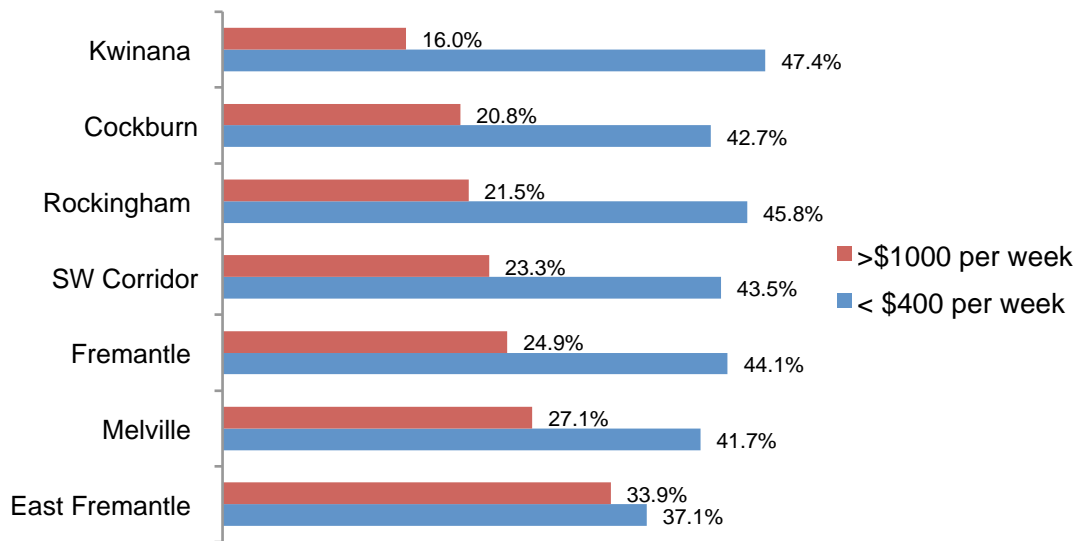
Pressures from the ageing population will be felt more acutely in Fremantle whereas Rockingham, Kwinana and Cockburn are likely to generate sufficient population increases through migration and birth rates to sustain similar population profiles into the foreseeable future.

While the evidence supports the conclusion that the Corridor has an ageing population, this prospect does not appear to concern employers in the Corridor with 36 per cent of surveyed businesses in the South West Corridor reporting they do not believe there is an ageing workforce and that they are not suffering from its effects. When asked what they believe the impact of an ageing workforce was on their business, 34 per cent of business indicated they did not know and 70 per cent of businesses either did not know or didn't believe the workforce was ageing.

4.1.3 Income

The *Estimates of Personal Income for Small Areas* for 2005–6 (released December 2008) indicate that the Corridor accounts for an impressive 16 per cent of all the personal income earned in Western Australia. Individual income levels however show that this wealth is not evenly distributed throughout the Corridor.

Figure 4: Weekly personal income



(Source: 2006 Census of Population and Housing)

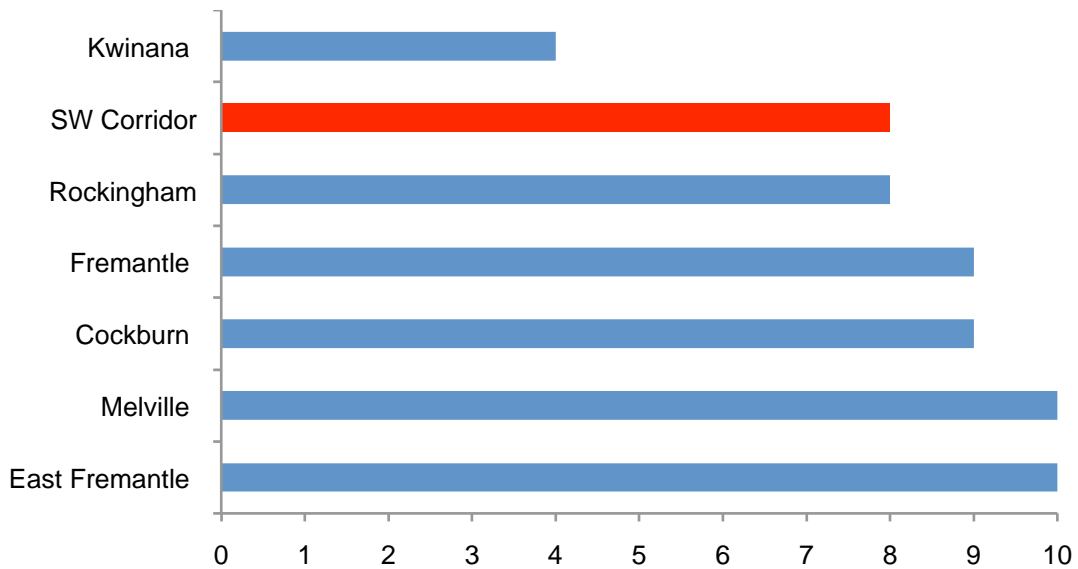
Using a gauge of \$1,000 per week as 'high income' and less than \$400 per week as 'low income', 20.3 per cent of the population in the Perth metropolitan area is considered 'high income', while 38.7 per cent earned 'low incomes'. Areas within the Corridor fall on both sides of the Perth average. In East Fremantle, 33.9 per cent of the population earned a high income, while in Kwinana only 16 per cent of the population earned a high income and 47.4 per cent earned a low income.

4.2. Socio-economic advantage and disadvantage

The Social Economic Index for Areas (SEIFA) Index of Relative Socio-Economic Advantage and Disadvantage is a continuum of advantage to disadvantage taking into account variables relating to income, education, occupation, wealth and living conditions. A higher score on this index indicates that an area has attributes such as relatively high proportion of people with high incomes or a skilled workforce. It also means an area has a low proportion of people with low incomes and relatively few unskilled people in the workforce.

A low score on the index indicates that an area has a higher proportion of individuals with low incomes, more employees in unskilled occupations, and a low proportion of people with high incomes or in skilled occupations.

Figure 5: Decile ranking index of relative advantage and disadvantage



(Source: 2006, Social and Economic Index for Areas)

In Figure 5, the decile rankings (1 to 10) for areas in the Corridor are provided. A low decile score indicates relatively greater disadvantage and a lack of advantage in general. A high score indicates a relative lack of disadvantage and greater advantage in general.

The Corridor experiences a relatively high level of advantage, with Melville and East Fremantle in the top 10 per cent decile for advantage in Western Australia and also nationally. The exception to this relative advantage is Kwinana, where the population experiences relatively greater disadvantage than other areas. Kwinana is ranked in the lowest 40 per cent decile in Western Australia reflecting the presence of a higher proportion of individuals with low incomes and more people employed in unskilled occupations in the area.

This disadvantaged portrait of Kwinana supports the selection of the South West Corridor as a priority area for the new Jobs Fund program. According to the program’s guidelines, Kwinana has faced particular persistent labour market disadvantage in the past. Its high reliance on manufacturing jobs suggests that it may be particularly affected by the global economic crisis. The population of Kwinana is also particularly

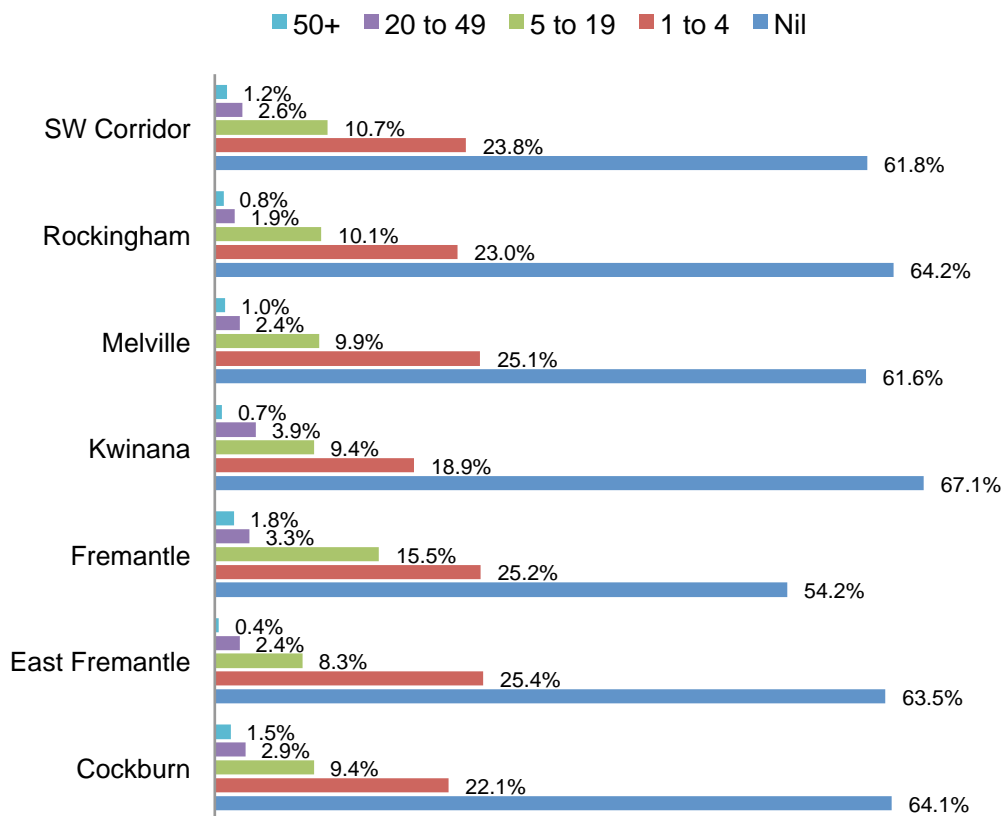
disadvantaged because of its high incidence of lone parent families in which the parent has a low level of educational attainment.

4.3. Industry and occupation

In June 2007, the South West Corridor had 26,235 businesses, 10,032 of which had at least one employee. Reflecting the industrial base of both Kwinana and Cockburn, these two areas have a higher concentration of business with 20 or more employees within their boundaries.

As a proportion of the Corridor however, Melville has 31.5 per cent of business with 20+ employees. In general, the distribution of businesses by employment size (<20 or >20 employees) is evenly distributed across the Corridor's local government areas. Small business with between 1 and 20 employees constitute 34.5 per cent of the Corridor's total business community. Businesses with less than 20 employees, including businesses with no employees, are 96.2 per cent of all businesses in the South West Corridor.

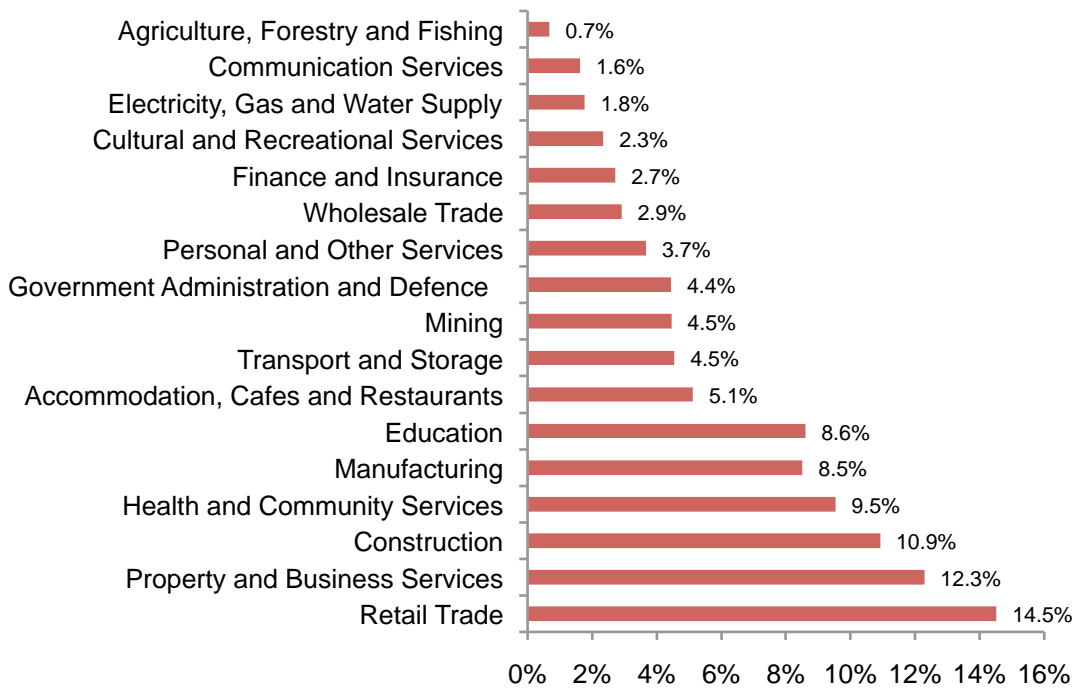
Figure 6: Business Size by Number of Employees



(Source: ABS Counts of Australian Businesses, December 2007)

Labour Force Survey statistics from November 2008 reveal that 17 of 19 Australian New Zealand Industry Classification (ANZIC) industry divisions accounted for 176,184 (98.6 per cent) of persons employed in the Corridor (figure 7). The top three industry divisions include retail (14.5 per cent), property and business services (12.3 per cent) and construction (10.9 per cent). Combined, these three divisions account for 37.7 per cent of persons employed in the South West Corridor.

Figure 7: Leading Industries by Employment ANZIC Division



(Source: ABS Labour Force Survey, February 2009)

Hospitality related industries including cafes, restaurants and takeaway foods were the single largest employer in the Corridor in 2006 (figure 8) employing a combined total of 5,403 persons. The only other industry to come close to this level was hospitals, which employed 4,718 people, 1,101 more persons than the next highest category of property and business services. The construction of the Fiona Stanley Hospital will dramatically increase the share of the Corridor’s workforce employed in hospitals.

Figure 8: Leading 20 Industries by Employment ANZIC Sub Division



(Source: 2006 Census of Population and Housing)

*nfd = not further defined

The global economic crisis has reduced demand for skilled labour nationally and in Western Australia. The Department of Education, Employment and Workplace Relations May 2009 Vacancy Report shows a 70.2 per cent drop in the number of skilled vacancies offered in Western Australia between May 2008 and May 2009. Despite the decrease, Western Australia has the highest demand for skilled labour.

The Commonwealth Bank-Chamber of Commerce and Industry Survey of Western Australian business expectations (March Quarter, 2009) reports similar findings in recruitment activity. In addition to falls in recruitment activity, the survey found:

- Businesses' ability to find suitable workers continued to improve, with the survey's index of labour availability rising to its highest level since September 2002.
- Only 20 per cent of respondents to the survey still found labour to be 'scarce', compared to 42 per cent in the previous quarter and 74 per cent 12 months ago.
- Medium sized businesses and those in the services sector were having the greatest difficulty finding workers, with 23 per cent and 28 per cent respectively describing labour as 'scarce'.
- Labour shortages look set to ease further, with 17 per cent of respondents expecting labour to be scarce in June 2009.

Persons employed in the medium and high skill occupations (managers, professionals, associate professionals, tradespersons and advanced clerical) accounted for 56.9 per cent of all persons employed in the Corridor in December 2008.

Table 5: Occupations by ASCO Major Groups, December 2008

Occupation	Persons Employed	Persons Employed	Net +/-
	Aug 2008	Dec 2008	
Managers and Administrators	12012	12 904	892
Professionals	36780	36 734	-46
Associate Professionals	22 367	22 118	-249
Tradespersons & Related Workers	24 838	25 243	405
Advanced Clerical & Service Workers	5 774	5 388	-386
Intermediate Clerical, Sales & Service	26 567	27 022	455
Intermediate Production & Transport	18 001	16 853	-1 148
Elementary Clerical, Sales & Service	14 550	14 865	315
Labourers and Related Workers	14 944	15 056	112
Corridor Total	175 833	176 183	350

(Source: ABS Labour Force Detailed Quarterly, February 2009)

Between August and December 2008, the number of skilled employees has risen in the Corridor by 616 employees. This is contrasted by small declines in the professional and associate professional categories, and a jump of 892 individuals employed in managerial or administrative positions.

Employment of unskilled labour has also increased in every category, except for intermediate production and transportation workers, which saw a sharp decline.

Figure 9: Leading Occupations by ASCO Minor Groups



(Source: 2006 Census of Population and Housing)

Sales Assistants are the Corridor’s largest occupational grouping. At the 2006 census, 7,102 persons were employed as sales assistants in the Corridor. This was more than double the second highest occupation, general clerks. In 2006, sales assistants accounted for five per cent of the Corridor’s workforce.

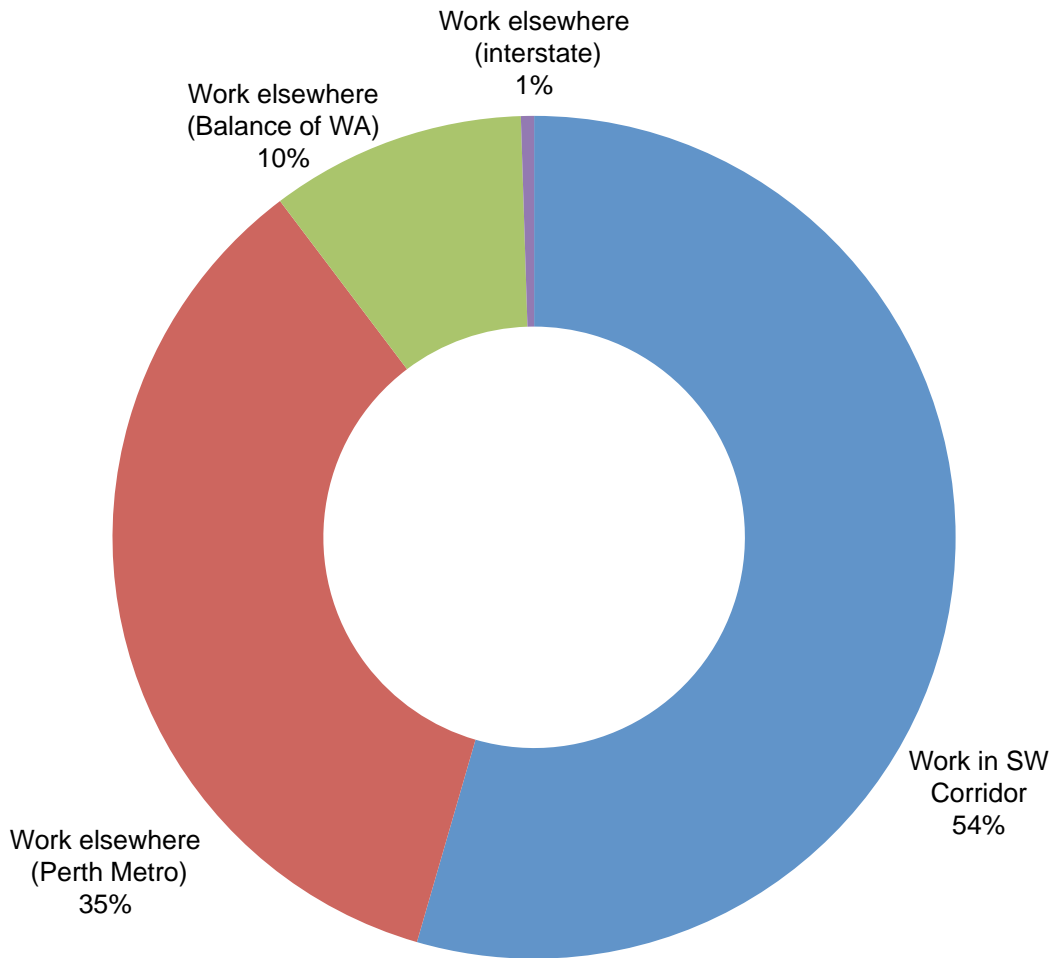
4.4. Workforce mobility

While features such as roads, freeways and rivers are used to define the administrative boundaries of the South West Corridor, these boundaries do not restrain the Corridor’s population from accepting work in other areas of Perth or Western Australia. Factors such as remuneration, travel, working environment and prospects for promotion and long term employment encourage residents in the South West Corridor to work elsewhere and for people from other areas to travel into the Corridor for work.

The Corridor is a significant supplier of labour to other areas of Perth and imports a significant proportion of its workforce. This reflects the interconnectivity of the Corridor’s economy with the Perth metropolitan area and the presence of skill intensive industries in locations such as the Australian Marine Complex and the Kwinana Industrial Area that draw employees from a wide area.

Of the 136,054 South West Corridor residents that provided the location of their workplace in the 2006 census, only 54 per cent both lived and worked in the Corridor. A third of residents (35 per cent) travelled outside of the Corridor to work in other areas within the Perth metropolitan area. Another 10 per cent resided in the Corridor but travelled outside of the Perth metropolitan area for work. This group may include fly-in/fly-out workers and those travelling to work in Mandurah and beyond. Less than one per cent of the South West Corridor's residents work outside Western Australia.

Figure 10: Workforce mobility



(Source: 2006 Census of Population and Housing)

The South West Corridor imports nearly half of its workforce in two key industry sectors: electricity, gas, water and waste services; and mining. The key employers in the mining industry in the Corridor provide engineering and mining surveys, mining machinery and quarrying equipment, metal and engineering trades, mineral exploration, petroleum exploration and other mining support services.

51.1 per cent of the Corridor's electricity, gas, water and waste services workforce is sourced externally, with the bulk of workers travelling into the Corridor from other parts of the Perth metropolitan area. Nearly half of the Corridor's mining jobs (47.1 per cent) are filled by people living outside of the Corridor, 34.9 per cent coming from

other parts of the Perth metropolitan area and 12.2 per cent travelling from other areas in Western Australia (most likely to be Mandurah).

The South West Corridor imports over 30 per cent of its workforce in the following industry sectors:

- construction (34.5 per cent)
- education and training (33.2 per cent)
- wholesale trade (33.1 per cent)
- manufacturing (32.9 per cent)
- healthcare (32.6 per cent)
- information, media and telecommunications (32.1 per cent)
- transport, postal and warehousing (30.6 per cent)
- public administration and safety (30.1 per cent).

Forty-six per cent of the Corridor's local residents travel to work outside of the Corridor, indicating a major out flow in the high skill areas of mining, information, media and telecommunications, finance and insurance and professional, scientific and technical services. Eighty-five per cent of local residents engaged in the mining sector are employed outside of the South West Corridor. It is noteworthy that 74.4 per cent of information, media and telecommunications workers are being exported while the South West Corridor imports a significant number of these skills. While this data does not provide an explanation for this, it may indicate that local industry is unattractive to skilled residents. Over half of the Corridor's residents employed in the following industries work outside the Corridor:

- electricity, gas, water and waste services (59.3 per cent of industry)
- construction (59 per cent of industry)
- administration and support services (58 per cent of industry)
- public administration and safety (53.3 per cent of industry)
- wholesale trade (51 per cent of industry).

Table 6: Workforce Import / Export by Industry

Significant Employing Industries	% of workforce IMPORTED	% workforce EXPORTED
Accommodation and food services	21.2%	36.0%
Retail	24.9%	34.0%
Health care and social assistance	32.6%	45.0%
Education and training	33.2%	42.0%
Construction	34.6%	59.0%
Electricity, gas, water and waste services	51.1%	59.3%

(Source: 2006 Census of Population and Housing)

Approximately two-thirds of the South West Corridor's resident workforce is engaged in one of the industries listed in Table 6. Residents that live and work in the South West Corridor are mainly employed in the manufacturing (15.1 per cent), retail (14.3 per cent), health (11.2 per cent) and education (9.2 per cent) sectors.

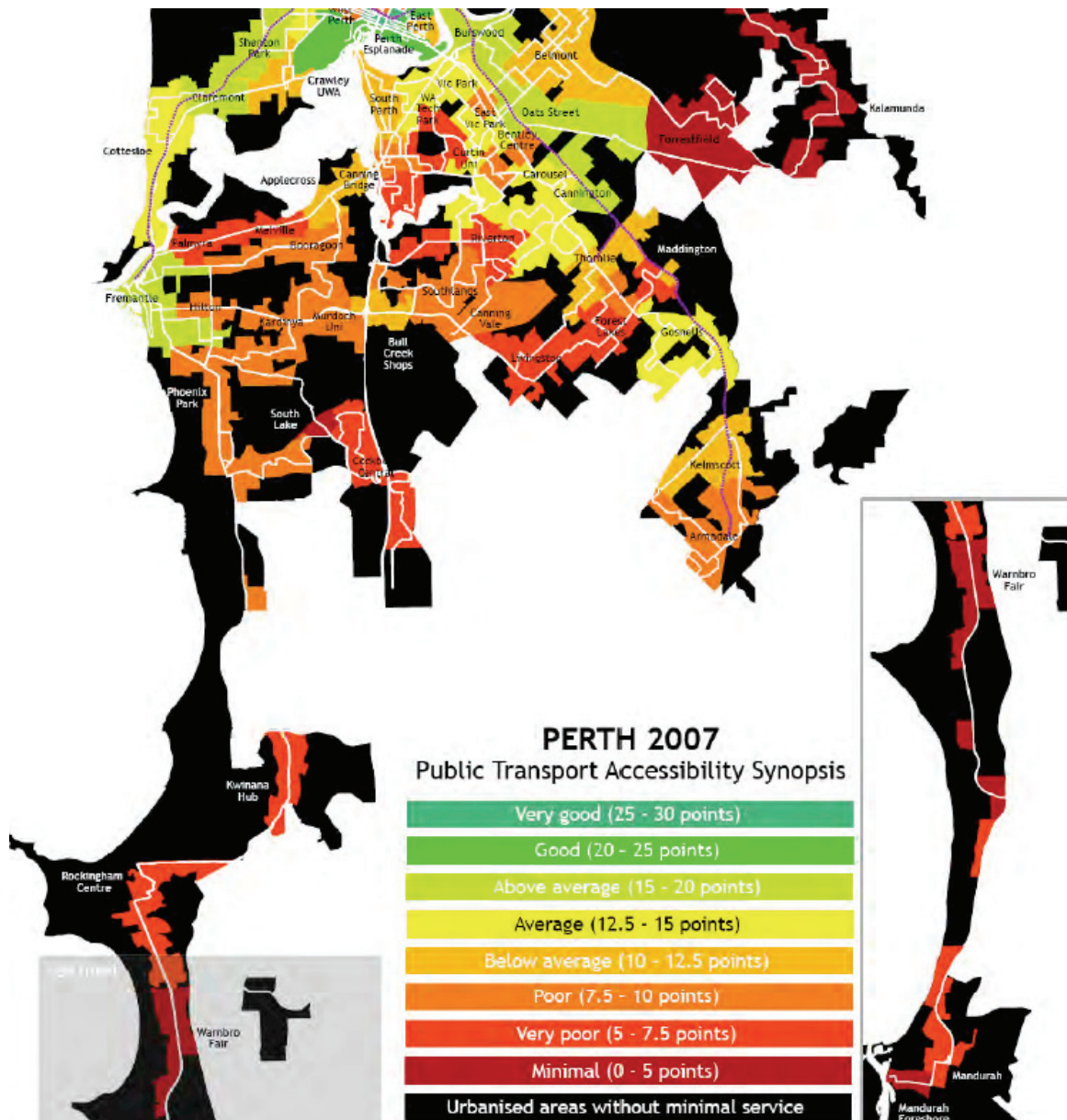
The Corridor's female residents work closer to home than their male counterparts and males that live and work locally are mainly engaged in manufacturing, construction

and mining, while resident females make up the majority of those engaged in education, training, health and social services.

Driving to work was the clear preference of the Corridor's residents in 2006, with 32.6 per cent of all trips to and from the workplace undertaken by car. The next highest alternative travel means was bus, which accounted for 2.2 per cent of trips on the day of the Census. The construction and opening of the Southern Suburbs Railway in 2008 has increased the use of public transport within the Corridor but has not reduced the use of vehicles.

A spatial analysis pre and post the opening of the Perth to Mandurah Railway provides concrete evidence that public transport in the South West Metropolitan Corridor remains inadequate and poorly integrated. Scheurer and Curtis' analysis finds that there are significant areas within the South West Corridor that do not meet minimum transport standards. The implication from figure 11 is that while transport from the South West Corridor to the Perth central business district is well catered for, it is difficult to travel within the Corridor via public transport. The analysis also finds that the integration of public transport in the Corridor is poor, with irregular bus services connecting the heart of Kwinana's activity centre to the nearby Wellard and Kwinana train stations.

Figure 11: Indicator of Public Transport Accessibility



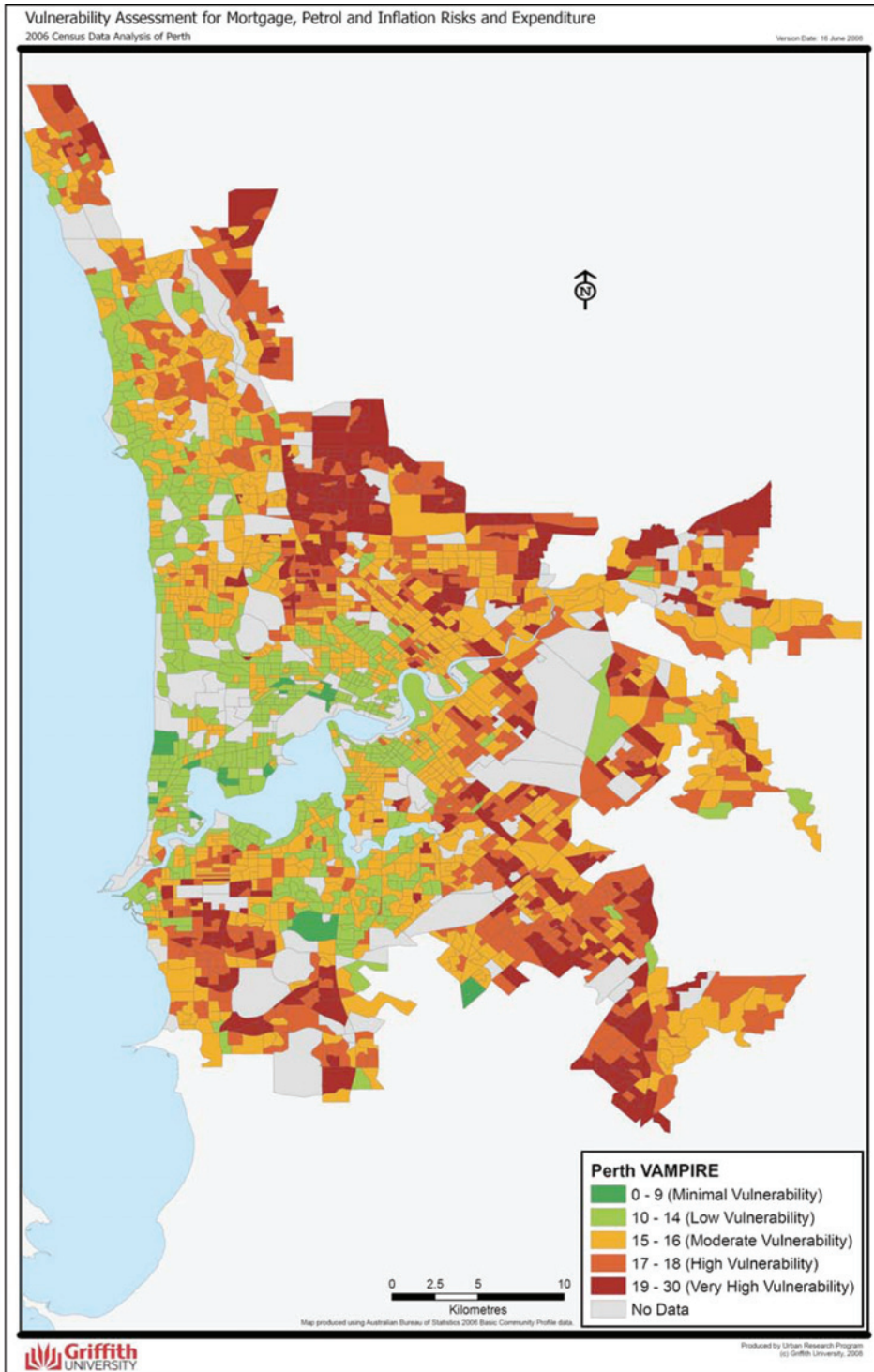
(Source: Scheurer and Curtis, 2008).

The transport usage pattern in the Corridor reinforces the prevailing view among transport planners is that if people can drive from their homes and park directly outside their workplace they will not use public transport, which may involve one or two changes of modes to get to and from work. Yet emerging studies into mortgage and oil vulnerability suggest that urban location, housing debt and oil vulnerability will have a significant impact on where people work in the future. Dodson and Sipe's study concluded that Perth had become more oil and mortgage vulnerable between 2001 and 2006. Figure 12 shows the most up to date vulnerability assessment for Perth.

The same research found that the South West Corridor includes areas of low, moderate and high vulnerability to fuel price and interest rates. While there is no breakdown by suburb available, the data indicates that the mobility of the South West

Corridor's workforce may be compromised in an environment of rising oil prices and mortgage rates. In a region where a substantial proportion of the workforce is imported and 46 per cent of local residents travel to other regions for work, an extended scenario of increasing oil prices, mortgage rates and poor public transport (as occurred in 2008) will present a serious challenge to the Corridor's long term economic sustainability.

Figure 12: Oil and Mortgage Vulnerability

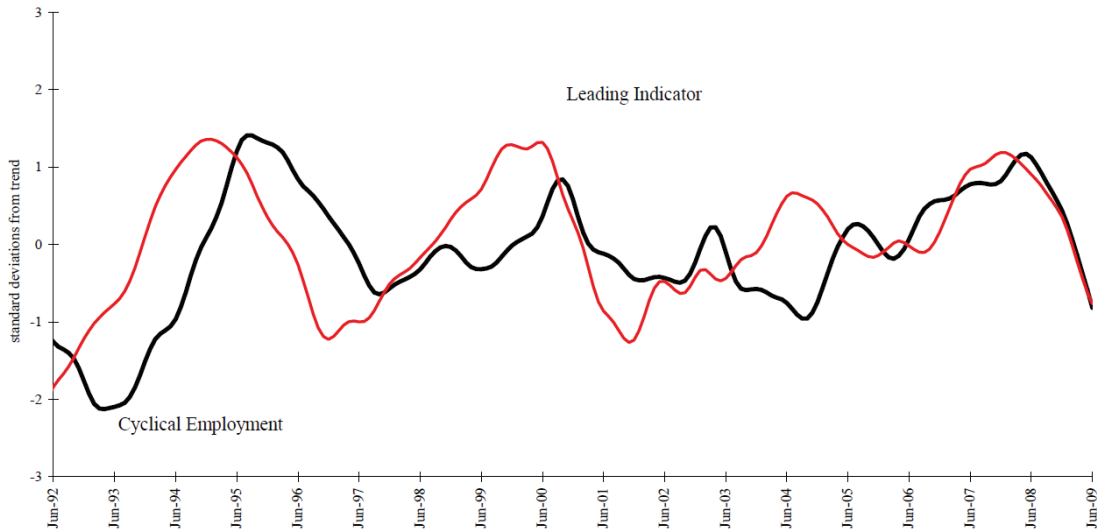


(Source: Dodson and Sipe, 2008, 2008)

4.5. Labour market

In April 2009 the labour market throughout Australia was in a state of flux due to the global economic crisis. Western Australia and the South West Corridor are not immune and have experienced a drop in demand for skilled labour, with demand likely to soften further before improving. Cyclical employment at a national level has now fallen for the thirteenth consecutive month.

Figure 13: DEEWR Leading Indicator of Employment and Cyclical Employment

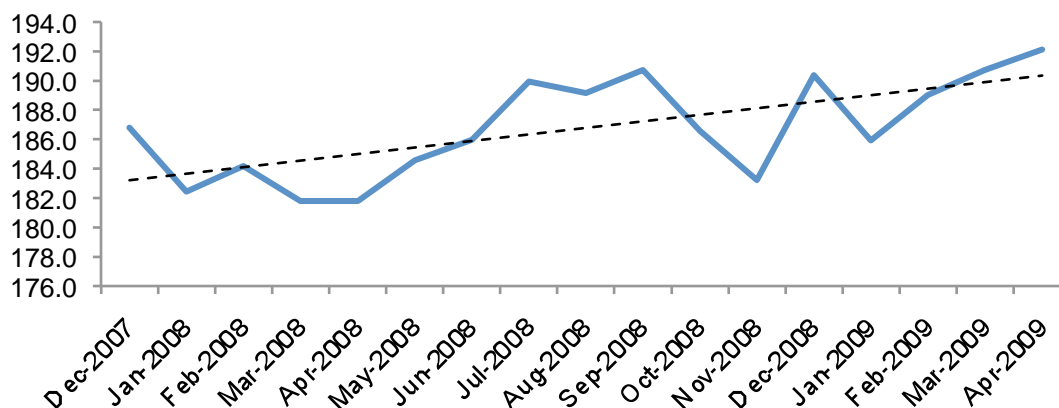


In June 2009, the Department of Education, Employment and Workplace Relations (DEEWR) Leading Indicator of Employment fell for the eighteenth consecutive month. The main contributors to the fall were a negative outlook on ANZ Newspaper Job Advertisements Series, the Dun and Bradstreet Employment Expectations Index and the Westpac-Melbourne Institute Leading Index of Economic Activity.

Current employment and unemployment figures do not fully reflect the downturn in the economy anticipated by the DEEWR Leading Indicator of Employment. While Western Australia’s economy has proved buoyant over the last several years, recent evidence suggests this may change in the near future. According to the ANZ Newspaper Job Advertisements Series, the number of newspaper job advertisements in Western Australia fell by 29.8 per cent in February 2009, the largest decline of any Australian state or territory.

What is apparent from the figures is that growth in the national, state and local economy peaked in November 2008, levelled in December and declined in January 2009. This decline is not reflected in the December 2008 statistics; however December 2008 marks the turning point from a remarkable period of economic growth to a period of low growth.

Figure 14: Labour Force Movements and Trend (000s)



(Source: ABS Labour Force, Australia, Detailed, April 2009)

In April 2009, the Corridor’s labour force increased by 1,400 persons from the previous month. In spite of the recent economic downturn the growth trend for the Corridor’s labour force over the previous 17 months is for continued strong growth with 11,200 persons (5.8 per cent of the current labour force) joining the Corridor’s labour force in the past 17 months.

The number of individuals employed full-time increased slightly in January 2009, while the number of those employed part-time decreased sharply. Five per cent of the part time positions disappeared between December and January 2008 and unemployment increased by 1,312 persons in January 2009.

Table 7: Breakdown of Labour Force

Labour Force Status	Dec 2008	Jan 2008	Net +/-
Employed Full-time	124,042	125,340	1,298
Employed Part-time	54,620	51,875	-2,745
Unemployed Full-time	3,753	4,981	1,228
Unemployed Part-time	1,108	1,192	84
In Labour Force	183,523	183,388	-135
Not in Labour Force	87,551	88,380	829

(Source: DEEWR, Labour Market Information Portal, January 2009)

The recent increase in unemployment across the Corridor suggests that both full-time and part-time employment is now in decline. The loss of 2,698 part time positions immediately prior to Christmas in a Corridor with a heavy retail component sets a gloomy foundation for the year ahead.

Table 8: Labour Force by Local Government Area

Local Government Area	Labour Force	Labour Force
	Sep-08	Dec-08
Cockburn	44,978	45,173
East Fremantle	4,634	4,654
Fremantle	16,098	16,666
Kwinana	11,761	11,812
Melville	62,034	62,303
Rockingham	42,158	42,341
SW Corridor	181,663	182,838
Metropolitan Perth Total	871,500	882,800
Western Australia Total	1,174,100	1,186,000

(Source: DEEWR, Small Area Labour Market, September and December 2008)

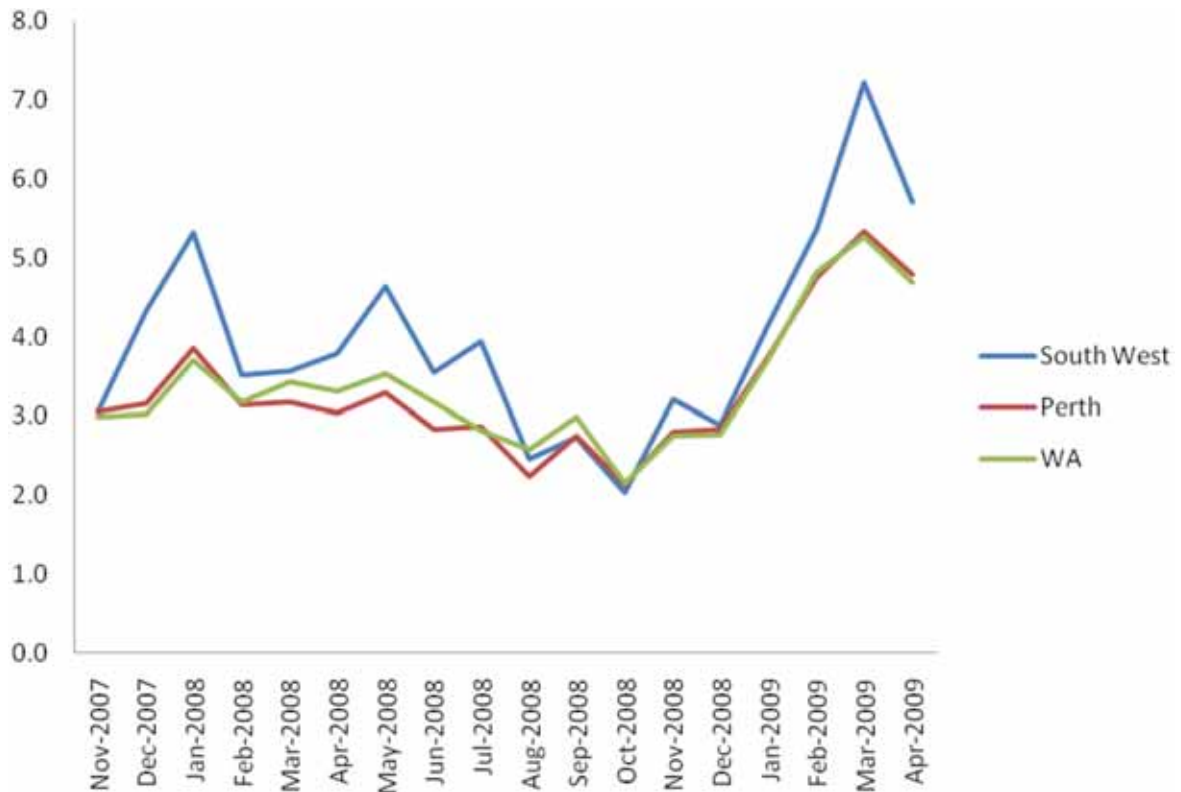
The labour force in every local government area in the South West Corridor increased in the month of December in comparison to the previous quarter. Over the same period the unemployed component of the labour force dropped by 533 people as these people either moved into paid employment or left the labour force.

4.5.1 Unemployment and underemployment

The outstanding performance of industry in the South West Corridor during the period of boom is reflected in the Corridor's comparative unemployment rate. The Corridor's unemployment rate in December was 0.1 per cent higher than the Perth and Western Australian average of 2.8 per cent.

From August 2008, the Corridor's unemployment has been in line with Perth and Western Australia's performance. In January 2009 however, the Corridor broke away from Perth and unemployment increased rapidly to 7.2 per cent in March 2009. This was 1.9 per cent higher than Perth and Western Australia's unemployment rate. In January the difference in unemployment between the South West Corridor and Perth was 0.4 per cent, in February 0.6 per cent and in March 1.9 per cent. In April 2009, unemployment in the Corridor fell by 1.5 per cent with Perth falling by 0.5 per cent, reducing the difference to 0.9 per cent. If the global economic crisis does not deepen, April's unemployment level suggests the Corridor's workforce may have already experienced the worst the crisis has to offer.

Figure 15: Comparative Unemployment Rate



(Source: ABS Labour Force, Australia, Detailed, April 2009)

The pattern of unemployment varies across the Corridor. Over the 12-month period to December 2008, East Fremantle and Melville had unemployment levels well below the Perth and State rates. Cockburn was only slightly higher whereas Rockingham and Kwinana experienced unemployment levels consistently higher. Kwinana experienced more than double the Perth rate of unemployment over the 12-month period whereas Rockingham’s unemployment rate was at least 1.6 per cent higher than Perth.

It is therefore likely that any increases in the Corridor’s unemployment will be magnified in Rockingham and Kwinana, with Kwinana particularly vulnerable given its higher levels of relative disadvantage as outlined in figure 5. This also means that Kwinana and Rockingham are likely to experience a delay in benefiting from the positive impacts when the economy improves.

Table 9: Unemployment by Local Government Area

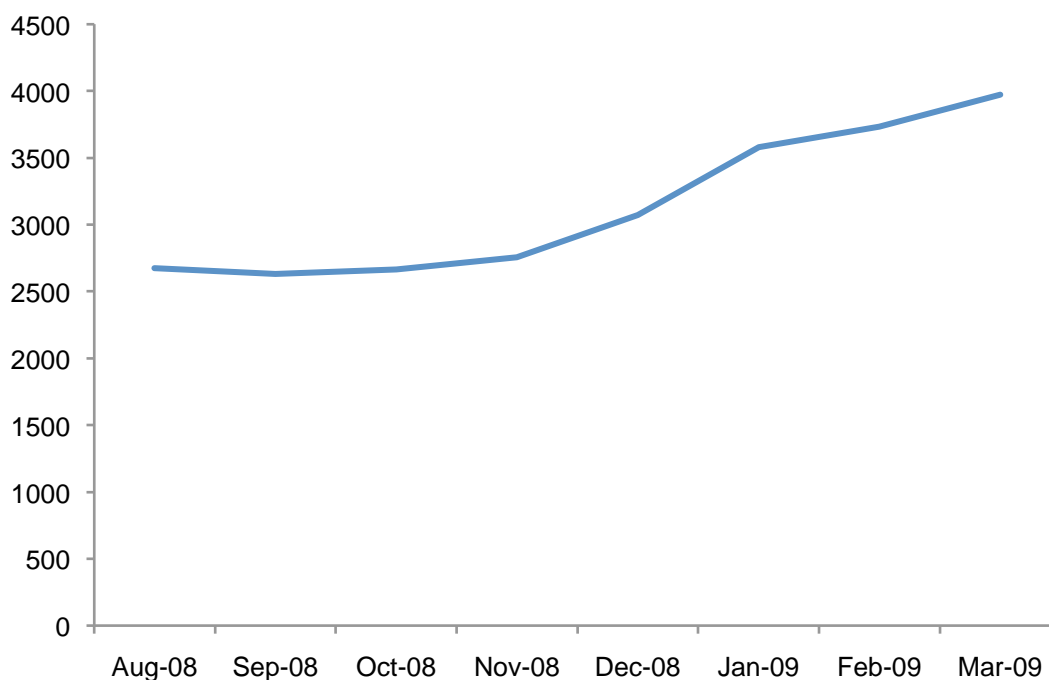
	Dec 2007	Mar 2008	June 2008	Sept 2008	Dec 2008
Cockburn	1,332 (3.0%)	1,440 (3.3%)	1,523 (3.4%)	1,551 (3.4%)	1443 (3.2%)
East Fremantle	82 (1.8%)	88 (1.9%)	91 (2.0%)	90 (1.9%)	80 (1.7%)
Fremantle	750 (4.6%)	812 (5.0%)	866 (5.3%)	877 (5.4%)	812 (4.7%)
Kwinana	790 (6.9%)	843 (7.3%)	886 (7.6%)	874 (7.4%)	778 (6.6%)
Melville	974 (1.6%)	1 043 (1.7%)	1 105 (1.8%)	1 131 (1.8%)	1050 (1.7%)
Rockingham	1,939 (4.7%)	2,090 (5.0%)	2,223 (5.3%)	2,307 (5.5%)	2134 (5.0%)
Metropolitan Perth Total	26,300 (3.1%)	26,800 (3.1%)	26,900 (3.1%)	26,500 (3.0%)	25,600 (2.9%)
Western Australia Total	36,900 (3.2%)	37,600 (3.3%)	38,300 (3.3%)	37,400 (3.2%)	36,000 (3.0%)

(Source: DEEWR, Small Area Labour Market, December 2008)

A key sustainability indicator of the Corridor's workforce is the number of Centrelink employment related recipients and the trend in Centrelink payments. As early as November 2008 the Corridor experienced a marked increase in Newstart and Youth Allowance payments. The number of employment related recipients increased by 32.6 per cent in eight months. Recipients serviced by the Rockingham Office (including Kwinana) increased by 34.4 per cent while Spearwood and Fremantle Corridors experienced a 31.2 per cent increase.

This evidence indicates that unemployment in Kwinana and Rockingham is increasing at a faster rate than in the northern portion of the Corridor.

Figure 16: Newstart and Youth Allowance Recipients



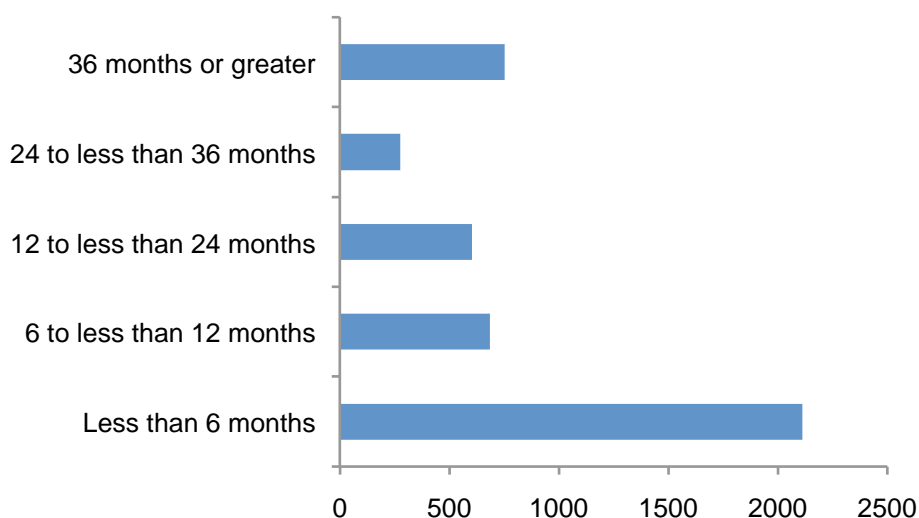
(Source: DEWR, Labour Market and Related Payments, August 2008 - March 2009)

Of the 20,113 recipients across all benefit categories, 5,740 were registered with a Job Network Provider in December 2008. 1,181 of these recipients were receiving a payment other than Newstart or Youth Allowance.

Using the Australian Council of Social Services definition of long-term unemployed (*A person is long term unemployed if they have been available for and actively seeking employment, and not employed for more than 1 hour per fortnight, for at least nine months out of the last 12 months*) there were 1,634 long term unemployed persons in the Corridor in December 2008. This accounts for approximately 36.9 per cent of customers registered with the Job Network across the South West Corridor. In a counter intuitive observation, the southern end of the Corridor has less long term unemployed (34.2 per cent) compared to the northern end of the Corridor where 40.2 per cent of unemployed were long term unemployed.

The southern portion of the Corridor however has a higher proportion of new claims, being less than six months than the northern portion, further evidence that the impact of the global economic crisis will be unevenly spread across the Corridor, which will have implications for the economic recovery of the Corridor.

Figure 17: Duration of Unemployment



(Source: DEWR, Labour Market Information Portal - December 2008)

Unfortunately, no statistical indicator exists to measure the level of underemployment at a state, regional or local level. The Australian Bureau of Statistics does however produce a national figure that it incorporates into the quarterly labour force under-utilisation rate (QLFUR).

The QLFUR figure can also be thought of as the sum of the quarterly unemployment rate and the quarterly underemployment rate. As part time and casual employment has become more prevalent, there is an increasing scope for underemployment – that is part time workers who would prefer to work more hours. The national trend quarterly unemployment rate increased to 4.9 per cent in February while the trend underemployment rate increased to seven per cent.

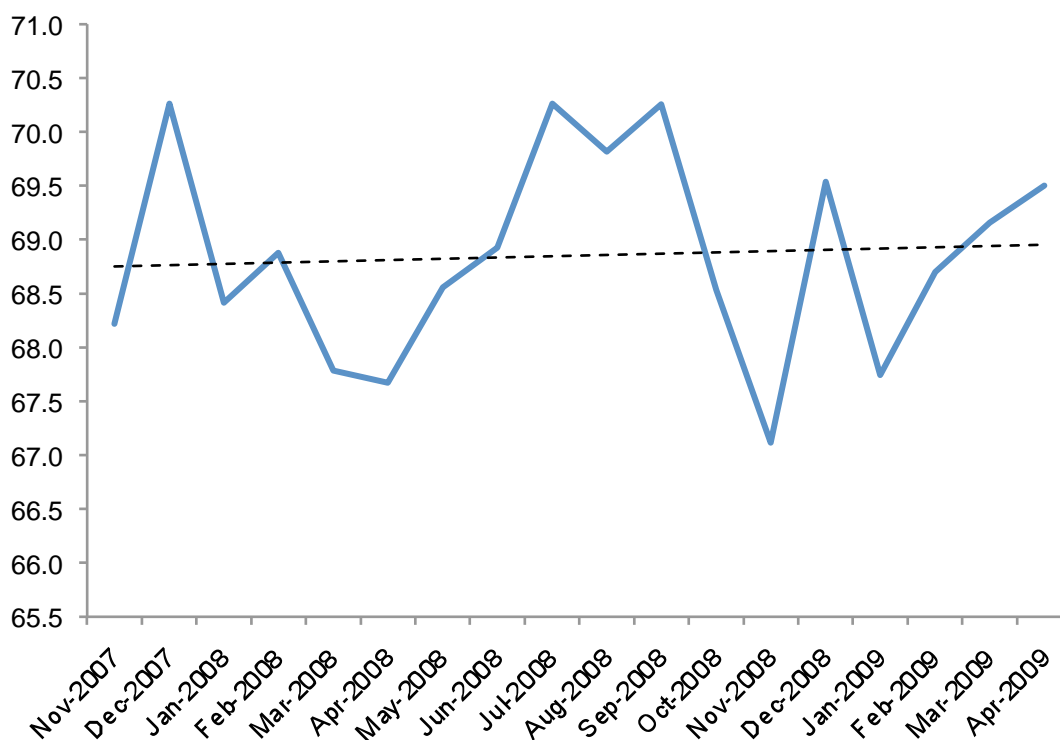
In seasonally adjusted terms, the QLFUR was 12.5 per cent in February 2009, an increase of 1.5 percentage points from November 2008. This was the largest quarter-to-quarter movement of the seasonally adjusted data since the series started in May 2001.

A close analysis of the QLFUR indicates that at a national level the underemployment rate is approximately two per cent higher than the unemployment rate. It is unlikely however that this is evenly spread across Australia. It is probable however that underemployment does exist in the Corridor, particular in the southern end of the Corridor. An additional two per cent to the South West Corridor's March unemployment rate would return a QLFUR of 9.2 per cent. This would translate into 3,539 people underemployed in the South West Corridor in December 2008.

4.5.2 Workforce participation

In April 2009 the South West Corridor's workforce participation rate was 69.5 per cent, the third consecutive rise in the Corridor's participation rate. The Corridor's participation rate was higher than the national average of 65.4 per cent and slightly higher than the WA average of 69 per cent. Though the gap is closing, males maintain a much higher workforce participation rate in WA than females.

Figure 18: Workforce Participation Rate & Trend



(Source: ABS Labour Force, Australia, Detailed, April 2009)

The 16-month trend workforce participation rate for the Corridor is stable at 68.9 per cent. The combination of an increasing population and labour force, but stable participation rate and rapidly rising unemployment poses a challenge for the Corridor's planners. In periods of low economic growth where employment expansion is constrained, growth in the labour force is confined to the unemployed component. This places the long term unemployed at a greater disadvantage as employers have a greater pool of candidates and therefore more opportunities to overlook candidates with patchy work histories or incomplete skill sets. In this scenario the long term unemployed in Kwinana and Rockingham will be particularly disadvantaged in the short to medium term.

The dichotomy of an increasing labour force and stable participation rate reflects a Corridor that has an increasing population that has a similar age and participation profile to the existing workforce.

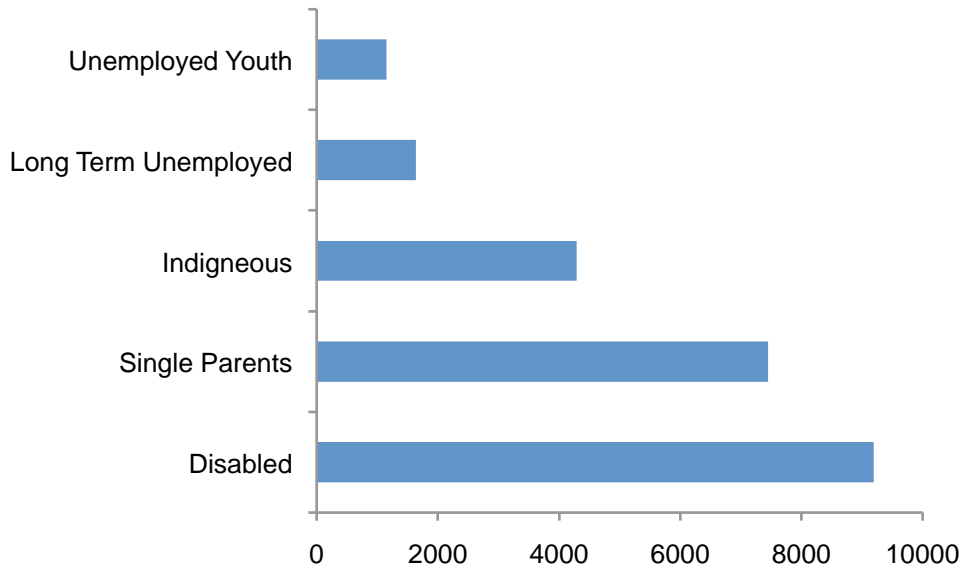
4.5.3 Special needs groups

Addressing the barriers of special needs groups so they can effectively engage in the workforce is difficult in a contracting economic climate. Special needs groups can be defined as any group that faces barriers to successfully engaging in the labour force. Barriers could include cultural (indigenous), family commitments (single parents), disability and a lack of a stable work history or skills (unemployed youth and long term unemployed). At an estimate, the South West Corridor has approximately 23,714 people that fit into at least one of these categories. Many people do however have multiple barriers and are therefore recorded in multiple categories. The actual number of disadvantaged people is therefore likely to be considerably lower than 23,714.

Nonetheless, it does represent a large and accessible proportion of the Corridor's population that can be engaged to meet future labour shortages.

The missing category from this group is residents without access to vehicles or drivers licences. While statistics of the number of people unable to drive in a Corridor heavily dependent on access to a vehicle to travel to and from work are not available, anecdotal evidence suggests that a good proportion of the long-term unemployed might fall into this category.

Figure 19: Special Needs Groups



Source: DEWR, Labour Market Information Portal - December 2008 & ABS Census of Housing and Population 2006)

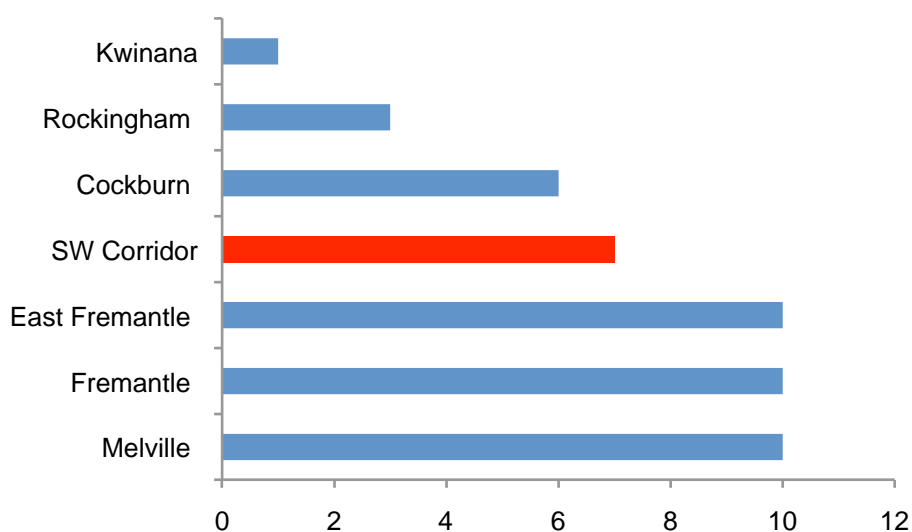
The commitment of employers to meeting the needs of special needs groups should be highest during periods of high growth and labour shortages however the commitment of employers in the Corridor during the previous growth period was generally poor. Despite the well publicised employment gap for indigenous Australians, a July 2008 DEWR survey of employers' recruitment experiences at the Australian Marine Complex revealed that 92 per cent of employers had no strategies to attract indigenous staff. A further 48 per cent of recruiting employers had no retention strategies for staff, an important factor to successful ongoing engagement of special needs workers.

The South West Workforce Planning and Recruitment Survey of Employers (chapter 5) revealed a lack of diversity within the Corridor, with low employment levels of special needs groups. Only five per cent of businesses indicated that they had employed an Indigenous person in the past 12 months and only 13 per cent indicated that they had employed an apprentice or trainee in the past 12 months.

4.6. Education and occupation

The SEIFA Index of Education and Occupation reflects the educational and occupational structure of a community. The education variables in this index show either the level of qualification achieved or whether further education is being undertaken. An area with a high score on this index has a high concentration of people with higher educational qualifications or undergoing further education, with a high percentage of people employed in more skilled occupations. A low score indicates an area with concentrations of either people with low educational attainment, people employed in unskilled occupations, or the unemployed.

Figure 20: Decile Ranking (WA) Index of Education and Occupation



(Source: 2006, Social and Economic Index for Areas)

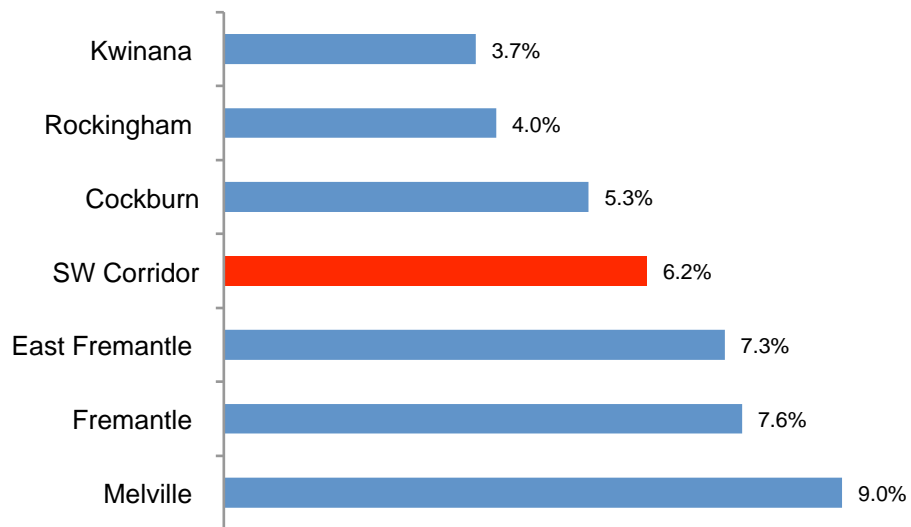
The index of education and qualifications reveals the diversity in qualifications and skilled employment across the Corridor. With an average decile ranking of seven, Cockburn, Rockingham and Kwinana were below the Corridor average. The highest possible ranking was achieved by East Fremantle, Fremantle and Melville; each of these areas is in the top 10 per cent decile for Western Australia.

By way of contrast, Kwinana is in the lowest 10 per cent decile in Western Australia, and the lowest 20 per cent nationally indicating the area has a higher concentration of people with low education attainment employed in unskilled positions or unemployed. Rockingham was only slightly higher with a ranking in the lowest 30 per cent decile in Western Australia.

4.7. Training and employment service provision

The South West Corridor is well serviced by quality universities, VET and employment service providers. The Corridor has two universities, 67 Registered Training Organisations and 23 Employment Service Providers. In addition to these providers, the Corridor's workforce is serviced by universities, regional training organisations and employment service providers from across the Perth metropolitan area. A full list of current RTO courses delivered within the Corridor is in appendix C.

Figure 21: Percentage of population engaged in tertiary education



(Source: 2006 Census of Population and Housing)

Participation in training by individuals varies considerably across the South West Corridor. In Melville nine per cent of the population is engaged in tertiary education at either a University or TAFE (or equivalent). Around seven per cent of Melville's population attended university, the highest proportion of any area local government in the Corridor. Reflecting the rankings in the Occupation and Education Index, Kwinana and Rockingham had the lowest participation in tertiary education and were the only two local government areas where participation in TAFE was higher than enrolment in university.

The current economic downturn has seen a shift in individual behaviour towards increased training enrolments. Spurred by Australian Government funding of additional VET places the Corridor's training sector is likely to be one of the few beneficiaries of the global economic crisis.

In spite of this increased training, issues of fragmentation and duplication in training across the Corridor persist. The competitive environment established by government policy encourages facility and course duplication across the Corridor. This produces the opposite of the intended outcome with training fees and minimum course numbers remaining high as providers juggle the need to meet overheads while remaining competitive in a small marketplace.

The cost of training courses is viewed as a significant inhibitor for Employment Service Providers who rely on Registered Training Organisations to deliver a range of courses to cater for special needs groups. In some instances, complicated and inflexible government funding criteria prevent Employment Service Providers from purchasing training services for early school leavers and women returning to work – effectively disenfranchising these people from the training environment.

There is also confusion among Registered Training Organisations and Employment Service Providers as to how the various employment and training funding regimes across state and federal government fit together which results in lost training opportunities through poor allocation of resources.

One of the more significant criticisms provided by the Corridor's RTOs and ESPs is the lack of integrated support to transition from training into employment. This is a constant criticism of the "system", usually described as "training for training's sake". While not a criticism of the quality of training, it may reflect a lack of career development skills at the Registered Training Organisation and Employment Service Providers level.

The temptation to adopt a "one size fits all" model to preparatory training, particularly in an environment of rising unemployment, does not cater for individual career development plans or invest the ownership of the training outcome in the individual.

An important source of funding for vocational education and training practitioners ceased in December 2008. *Reframing the Future* funded 200 staff development and change management projects annually since 1997 and encouraged best practice within Australia's vocational education and training system.

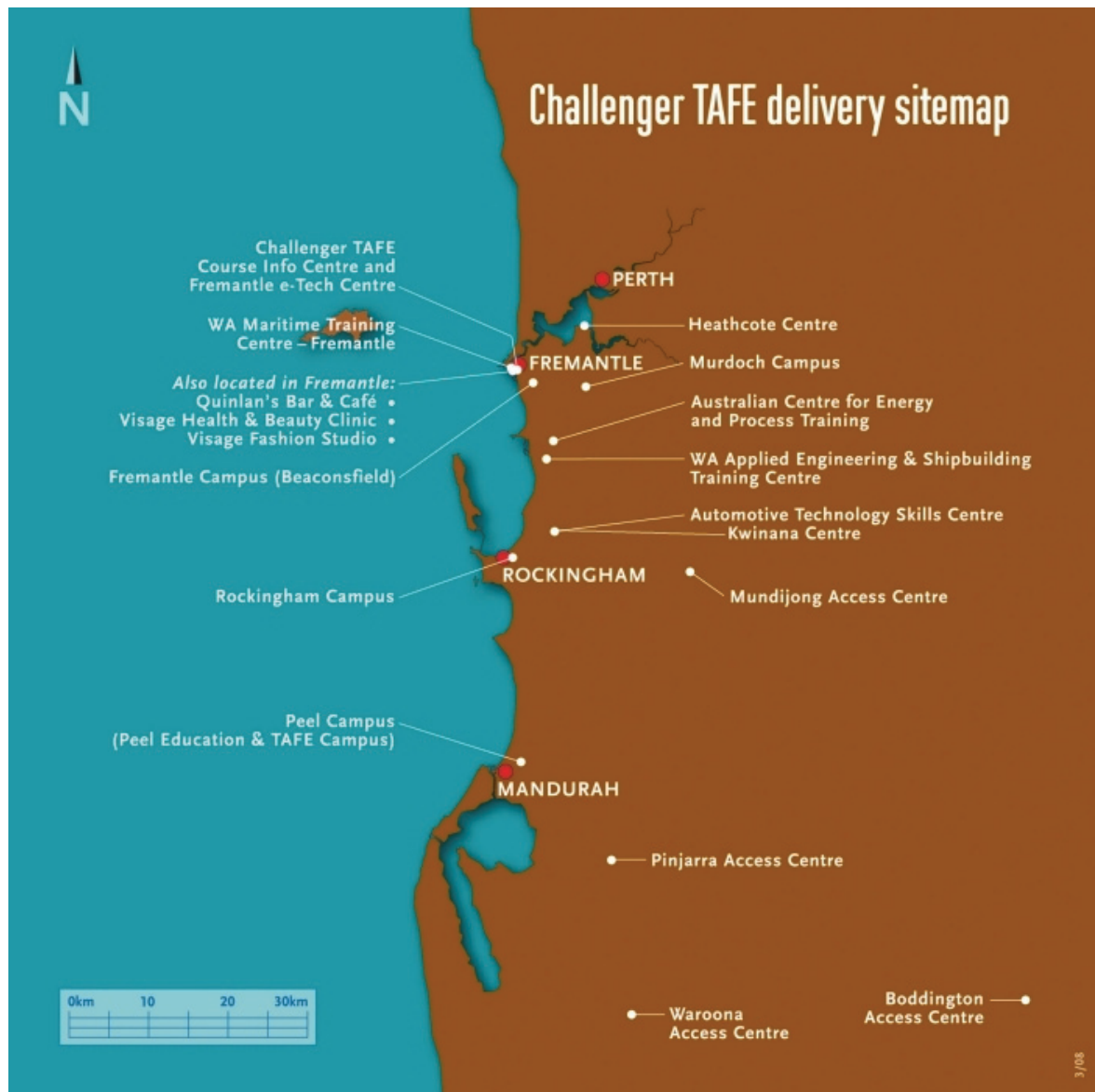
4.7.1 Challenger TAFE

Challenger TAFE is the Corridor's largest provider of VET and is registered to deliver more than 375 training programs. The College has campuses outside the Corridor and services students from across the Perth metropolitan area. There are 17 Challenger TAFE training locations in the South West Corridor and Peel Corridors.

In 2008, Challenger TAFE enrolled over 22,000 students, which included 3,796 apprentices and trainees, an increase of 7 per cent on 2007 and over 50 per cent more than in 2004. The largest cohort (67 per cent) of apprentices was in the Engineering, Automotive, Building and Construction areas.

Outcomes for these students improved with the inclusion of the Course in Applied Vocational Study Skills (CAVSS) to assist with formal learning skills. 1,500 students participated in fast-track training programs and 705 applicants sought Recognition of Prior Learning, a 143 per cent increase on 2007. The College employs approximately 1,000 staff with two-thirds involved in training delivery and support for learning programs.

Figure 22: Challenger TAFE Campus Locations



(Source: Challenger TAFE Website)

The College has 13 centres specialising in the delivery of courses across a range of industries. These include:

- maritime
- applied engineering and shipbuilding
- energy and process training
- automotive and construction
- horticulture
- environmental science and wool technology
- lifestyle and leisure programs
- re-entry to learning programs
- business
- information technology
- hospitality
- human services
- leadership
- community development.

In some areas, such as maritime courses, Challenger TAFE is a recognised leader and draws students from Western Australia and overseas.

The performance of Challenger TAFE in the delivery of VET courses in the Corridor has been consistently strong. In the 2008 student satisfaction survey, 85 per cent of students indicated they were satisfied with their course. This was equal to the satisfaction levels of TAFE students across Western Australia.

Challenger TAFE is also one of only six large training providers across Australia to receive Gold accreditation against the Australian Quality Training Framework Excellence Criteria, the highest level of accreditation available nationally.

4.7.2 Other Registered Training Organisations

There are 67 RTOs based in the South West Corridor. Some of these organisations, such as the Australasian Maritime Institute, offer specialised training unique to the Corridor, while the bulk of the training complements the training profile of the broader Perth Metropolitan Area.

The absence of a particular training provider should not be construed as an inability of employers to access training services. When surveyed, the absence of a suitable training provider in their location was listed by only four per cent of employers as a reason for not engaging an external provider. The most significant reasons were internal training or a failure to see value in training. Cost, location and timing were considered minor reasons for not engaging a training provider. The driving factor behind the decision to use a RTO is the relevance of the course to meeting the employer's need.

Table 10 indicates that the region is adequately serviced by its training providers, offering diversity of course options and provider choice. Within the Corridor there is a concentration of training providers in the following training areas:

- aged care services
- business
- community services
- education and training
- fixed and mobile plant operations
- occupational health and safety.

While the locations of training are spread across the Corridor there is a higher concentration of providers in Fremantle, Murdoch, Jandakot and Rockingham.

Table 10: VET training available within the South West Corridor

Training Area	RTOs offering
Aged care	Aged Care Services Australia
	Bestwest Care
	McCusker Learning and Development
	MGI Training
	Neil Headford and Associates
	Success Fast-Track
Automotive	Challenger TAFE
Aviation	Airflite
	Western Australian Aviation College

Training Area	RTOs offering
Building and construction	Builder Training of Western Australia Challenger TAFE
Business	Australian Centre for Advanced Studies Challenger TAFE Coastal Business Centre Cockburn Vocational Centre Dillon Whitelaw and Associates Fremantle Education Global Procurement Services Harlequin Business and Training Mater College MediTrain South Metropolitan Youth Link Spring Into Training Company
Community Services	Australian Centre for Advanced Studies Challenger TAFE Childcare Training Professionals Neil Headford and Associates Resource Centre for Personal Development South Metropolitan Youth Link
Education and training	Challenger TAFE Childcare Training Professionals Chris Barnett and Associates Fremantle Education Harlequin Business and Training Impact Workforce Training Group In Touch Safety and Training Solutions Project Management Vision TTS100 - The Training Solution
Engineering	Challenger TAFE In Touch Safety and Training Solutions
Fitness	Art of Motion Training Challenger TAFE TTS100 - The Training Solution
Fixed and mobile plant operations	Australian Skills Training Down to Earth Training and Assessing Integrated Safety Safelift Consultancy

Workforce and Training Profile of the South West Corridor

Training Area	RTOs offering
	Skills Training and Engineering Services
	South Metropolitan Youth Link
	T and L Training Consultants
	Total Corrosion Control Skills Training and Assessment Centre
	XLT College of Welding
Food Processing and handling	Challenger TAFE
	City of Melville
	Mater College
Health	Australian Institute of Holistic Medicine
	Avalon Beauty College
	Challenger TAFE
	Fremantle Hospital and Health Service
	MediTrain
	Project Management Vision
Horticulture	Challenger TAFE
	South Metropolitan Youth Link
Hospitality	Australian Centre for Advanced Studies
	Challenger TAFE
	MGI Training
Information Technology	Challenger TAFE
	Cockburn Vocational Centre
	South Metropolitan Youth Link
	Total Corrosion Control Skills Training and Assessment Centre
Land Management	Challenger TAFE
	Green Skills
Managing animal	Animal Resource Centre
Maritime	Challenger TAFE
	Australasian Maritime Institute
	Department of Planning and Infrastructure
	ERGT Australia
Manufacturing	Challenger TAFE
Metal fabrication	Australian Skills Training
	Challenger TAFE
	Oz Assess
	XLT College of Welding
Occupational Health and Safety	3CM
	Australian Industry Training Providers

Workforce and Training Profile of the South West Corridor

Training Area	RTOs offering
	Australian Skills Training
	ERGT Australia
	Heighttech Safety Systems and Work
	IFAP
	Inlec Training Services
	Project Management Vision
	RECEO Solutions
	Safety and Rescue Australia
	Skills Training and Engineering Services
	Spring Into Training Company
	Total Corrosion Control Skills Training and Assessment Centre
	Westfarmers Kleenheat Gas
	WEST Rescue
	Wilderness Medicine Institute
Personal Growth	Agenda Communications
	Challenger TAFE
	South Metropolitan Youth Link
Plastics	Polymer Plus Training Solutions
	Total Corrosion Control Skills Training and Assessment Centre
Power transmission	Power Training Services WA
	Western Energy Training
Retail	Challenger TAFE
	Dillon Whitelaw and Associates
	South Metropolitan Youth Link
Security services	TTS100 - The Training Solution
Tourism	Challenger TAFE
Transport and Logistics	Australian Industry Training Providers
	Challenger TAFE
	MGI Training
	Spring Into Training Company
Visual, performing arts and film	Challenger TAFE
	Film and Television Institute (WA)
	John Curtin SHS
	Musicians Institute Australia
	The Kidogo Institute

4.7.3 Employment service providers

The South West Corridor has 23 Employment Service Providers. Concentrated in Fremantle and Rockingham, these providers offer a broad range of service from fee for service recruitment through to job placement and support services for special needs groups. The Corridor is serviced by Job Services Australia providers at 10 separate locations.

A new Job Services Australia contract was awarded in April 2009. Commencing on 1 July 2009, Job Services Australia folds seven separate Australian Government employment services programs into a 'one-stop-shop'. This replaces the services delivered under a number of government-funded programs, including the Job Network.

Job seekers will work with their provider to develop their own Employment Pathway Plan. This is an individually tailored plan which takes into account the job seeker's needs and sets out which services and training will best help them find and keep employment.

During consultations, Employment Services Providers in the South West Corridor indicated that the current economic downturn had resulted in more people seeking their services, and there were fewer vacancies making it harder to find job seekers employment.

Table 11: Employment Service Providers

Organisation	Suburb	Service Provided
Integrated Group	Bibra Lake	Fee for Service Recruitment
Total Staffing Solutions	Booragoon	Fee for Service Recruitment
PVS Workfind	Cockburn Central	Job Services Australia
Coastal Business Centre Inc	Fremantle	New Enterprise Incentive Scheme
Community First	Fremantle	Culturally and linguistically diverse, migrants and refugees / Job Service Australia
CRS Australia	Fremantle	Vocational Rehabilitation Services
Salvation Army Employment Plus	Fremantle	Job Services Australia
South Metropolitan Personnel	Fremantle	Disability Employment Network
SMYL	Fremantle	Employment Directions Network
The ORS Group	Fremantle	Job Services Australia / People with Disability
Westaff	Fremantle	Fee for Service Recruitment
CM Ready Workforce	Hilton	Fee for Service Recruitment
CM Recruitment Solutions	Hilton	Fee for Service Recruitment
Bridging the Gap	Kwinana	Job Services Australia

Organisation	Suburb	Service Provided
PVS Workfind	Kwinana	Job Services Australia
Harlequin Business & Training Consultants	Mount Pleasant	New Enterprise Incentive Scheme
ATS Workforce	Rockingham	Fee for Service Recruitment
AtWork Australia	Rockingham	Mental Health
Coastal Business Centre Inc	Rockingham	New Enterprise Incentive Scheme
Community First	Rockingham	Job Services Australia
CRS Australia	Rockingham	Vocational Rehabilitation Services
Salvation Army Employment Plus	Rockingham	Job Services Australia
Integrated Group	Rockingham	Fee for Service Recruitment
Bridging the Gap	Rockingham	Job Services Australia
Skilled Group Ltd	Rockingham	Fee for Service Recruitment
Smiths Recruitment	Rockingham	Fee for Service Recruitment
SMYL	Rockingham	Employment Directions Network / Employer Broker
SoundWorks Rockingham	Rockingham	Disability Employment Network
WorkPac	Rockingham	Fee for Service Recruitment
AtWork Australia	Spearwood	Mental Health
Bridging the Gap	Spearwood	Job Services Australia

4.7.4 Universities

The South West Corridor is serviced by two quality universities and hosts the main campuses of two of Western Australia's five universities, Murdoch University and Notre Dame University. These institutions draw students from across the Corridor, Western Australia and internationally.

Notre Dame University

With its main campus located in the heart of Fremantle, Notre Dame University was founded in December 1989 and is Australia's leading private Catholic university. The university is especially noteworthy for its role as a leader in the disciplines of health and education and has more recently broadened its offerings to include business related disciplines. The university has its strongest reputation in the vocational disciplines.

In 2008 Notre Dame had a total student enrolment of 6,308. The Good Universities Guide ranks the overall student satisfaction in 2008 as five stars, the highest rating available. The courses on offer at Notre Dame University are listed in appendix D.

Murdoch University

Murdoch University was opened as Western Australia's second university in September 1974. Student numbers increased to unprecedented levels in 2008 with 16,761 students studying at Murdoch both internationally and in Australia. In 2008, more than 2,000 international students from over 100 countries studied at Murdoch's campuses.

The South Street campus is located 8km east of Fremantle and is the university's main campus and administrative centre. In 1996 Murdoch University opened a campus in Rockingham with dedicated facilities for education, arts and commerce courses. This campus has formed a close alliance with the City of Rockingham who runs an internship program for arts and management students through the Rockingham campus. The Kwinana Education Industries Partnership is also based at the Murdoch Rockingham Campus.

In 2008 the Good Universities Guide ranked Murdoch as five out five for overall student satisfaction. Murdoch offers a full range of qualifications, including vocational related degrees, liberal arts and sciences. The courses on offer at Murdoch University are listed in appendix D.

4.8. VET in schools

The Vocational Education & Training (VET) in Schools program allows secondary school students to undertake nationally recognised training courses while attending high school. The training courses are designed to reflect employers' needs and provide pathways to employment and further training, including apprenticeships. It is common for a student's program to include a component of workplace learning, where the student is able to apply and practise the industry skills in a real workplace environment.

Through the VET in schools program students attain the Western Australian Certificate of Education (WACE) and a national VET qualification through a Registered Training Authority.

The VET in schools program has three streams including:

School Based Traineeships (SBTs) – School Based Traineeships combine on and off-the-job training. A student's time is divided between school, a RTO and the workplace. A school-based traineeship allows senior secondary students to start an accredited traineeship through an RTO while also completing the Western Australian Certificate of Education (WACE). Under these arrangements the student is both a full-time student and a part-time employee with the same employment and training responsibilities as other trainees. They are also paid a training wage. A dedicated Aboriginal School Based Traineeship (ASBT) operates for indigenous students.

School Based Apprenticeships (SBAs) – School Based Apprenticeships allow students to start an apprenticeship while still at school. This is on a part-time basis while at school and can continue full or part-time after the student leaves school. Students are an employee and are paid for the time they are in the workplace. Every week students are usually three days at school, one day in the workplace and one day at training.

School Apprenticeship Link (SAL) – SAL is a training program over one to two years for school students interested in an apprenticeship post school. It lets students "try a trade" to see if this industry area is where they want to work. Students are at school three days a week, one day in a workplace and one day at training.

Schools can become an RTO and deliver training themselves or work in partnership with TAFE or other RTOs, or auspice the training to TAFE or another RTO.

Most public schools in WA have VET in Schools programs on offer, across a wide range of industry areas. Increasingly schools are developing innovative ways to provide a range of learning pathways to their students and explore new ideas for vocational education.

In the South West Corridor an Enterprise and Vocational Education (EVE) Coordinator works with 27 secondary schools in the Fremantle-Peel Education District. The Coordinator works with schools in three clusters (Fremantle, greater Rockingham and Peel) to run and initiate VET in school programs in partnership with employers and Challenger TAFE.

Since 2006 there has been significant increase in the number of students enrolled in VET in Schools Programs and an increase in the number of student profile hours provided by Challenger TAFE.

Table 12: Students studying 1 or more VET subjects

School	2006	2007
Applecross SHS	13%	12%
Gilmore SHS	61%	77%
Hamilton SHS	61%	65%
Lakeland	87%	79%
Rockingham	84%	86%
South Fremantle	36%	28%
Willetton	42%	44%

(Source: Department of Education and Training)

Participation in the VET in Schools programs in the South West Corridor is highest in areas of higher relative economic disadvantage.

In the 2007 Department of Education and Training's Fremantle-PEEL EVE Cluster report 12 students from seven schools across the district participated in the *WorkSmart Program* – a Defence Industry Skills Unit initiative from Challenger TAFE. Eleven of the twelve had work experience placement at Austal and Tenix. Four students received offers of apprenticeships.

Three Year 10 ASBT programs operated across the District, one in each cluster, with overall commencements for the District being 47. The Certificate I Work Readiness program was delivered in a new format to seek to reduce the attrition rates that have resulted previously when moving at risk 15-year-old students from a school environment to the adult learning environment of a TAFE facility. The programs in the Fremantle and Greater Rockingham cluster were project based this year with students undertaking a series of excursions into Indigenous Radio Broadcasting work settings and learning appropriate skills. This was a highly successful model, instituted by dedicated Challenger TAFE staff and specialised indigenous staff from SMYL Group Training. It resulted in a significant increase in the completion rate, nearing 100 per cent at greater Rockingham.

To remove the mystery and provide students with insight into TAFE, TAFE Taster Programs for Year 10s were introduced in 2007. Approximately 30,000 profile hours were made available by Challenger TAFE across the three clusters. The bulk of these hours were used to deliver a five week program of one day per week Tasters to over 200 Year 10 students in a wide range of areas including visage – beauty and hair; metals – welding; community services – children’s services; IT – blogs, wikkies and podcasting and digital photography.

There are a number of VET in schools initiatives currently being pursued in the South West Corridor including:

Metallurgy/Materials Engineering Initiative – Para Professional Pathways in VETiS an initiative developed between Central TAFE and Materials Engineering Australia and in consultation with metropolitan EVE Coordinators. It seeks to address the critical skills shortage that exists in this area with a unique program, delivered by auspice arrangements in schools including Industry visits; guest speakers; tertiary institution visits leading to School Based Traineeships and Cadetships in the industry.

ESC (Education Support Centre) Transport and Logistics Abilities Pathway Initiative – The working group, comprised of representatives from the Transport and Storage Industry Training Council (TSITC), Melville SHS ESC, Warnbro CC ESC, Rockingham SHS ESC, Career Enterprise Centre, VETiS Central Office and the EVE Coordinator to explore career pathways in the varied industries of Transport and Logistics for Education Support Students of varying abilities. The goal is to provide an additional career pathway for special needs students along with horticulture, hospitality, business and dry cleaning, with long-term employment outcomes.

Fremantle-Peel Education District *Eyes on Tomorrow* MIRVAC Pathways Project – the implementation of several programs for a range of students to undertake work experience on the multi-storey \$140 million MIRVAC construction site at The Point, Mandurah.

LCP Career Guided Tours – developed by Bridging the Gap, the concept is a professionally guided ‘career’ coach tour proposed for Year 10/11 students.

Specific VET in schools initiatives being offered in the South West include:

The Career Enterprise Centre (i.e. ESC of Mandurah Senior College) – in 2001 the Centre co-located with Peel Education & Training Office, Mandurah Senior College, Challenger TAFE and Murdoch University. The Centre has industrial standard horticulture facilities and workshops and all students participate in enterprise and vocational education.

Coodanup Community College has agriculture and industrial workshops.

Gilmore College – is developing a learning community encompassing an integrated learning environment. It has formed partnerships with Challenger TAFE, Murdoch University and industry.

Hamilton SHS – has established a Kwinana Industries Education Partnership (KIEP) and has increased the vocational support for students. The result is a retention rate in upper secondary of over 90 per cent. The school also offers scholarships for girls in industry.

Lakeland SHS – has established VET programs for years 10–12 providing access to 35 certificate courses.

Leeming SHS ESC – has established a Science and Technology academy as well as vocation oriented courses.

North Lake Senior Campus – offers the *Fast Track program*, a program providing students with a second chance to complete year 10; as well as specialist vocational courses in Hospitality & Tourism, Industrial Studies, Oil & Gas, Beauty, Automotive, Horticulture, Electro technology and the *Force Course* for students wanting to go into the forces.

Rockingham SHS – provides five specialist vocational education programs: Fast Track, Maritime, Business, Maritime Metals & Engineering, Automotive and Health & Community Services.

Rossmoyne SHS – vocational programs include land care.

Safety Bay SHS – the KIEP program has resulted in a large increase in the number of students participating in Structured Workplace learning, vocational education and TAFE.

South Fremantle SHS – offers vocational training in Maritime Industries, Hospitality, Tourism, Business, as well as the Flexi VET program introduced in 2006 for students who do not want to complete industry specific courses.

Warnbro Community HS ESC – offers the award winning “Believe Program”. Following an unsuccessful attempt to introduce a traditional VET in Schools program in 2000, a whole school decision was made to approach VET from a fresh angle. Acknowledging that student literacy and numeracy skills were poor, if given the opportunity students can easily display their knowledge, understandings and skills through hands-on and verbal demonstrations. At the same time, work has continued on lifting students’ literacy and numeracy standards.

Students meet the same standards as any other student, but may reach and display these achievements in different ways. Regular academic subject outcomes, such as English and Mathematics, were mapped to identify overlaps with nationally endorsed training packages. Industry specific, enterprise based programs that integrated subject outcomes into units of competency were then created. This “reverse embedded” model of planning and delivery ensures that the completion of industry relevant activities not only meet the needs of training package competencies, but also enable students to achieve subject outcomes. The student learning experience is emphasised and the connections are made between training packages, school subjects and the workplace.

4.9. Kwinana Industry Education Partnership (KIEP)

KIEP was formalised in June 1995 through a Memorandum of Understanding between the Kwinana Industries Council, six local schools and the Chamber of Commerce and Industry for Western Australia. KIEP is a Local Community Partnership funded principally by DEEWR with supporting contributions from the State Government and employers.

Shortly after its formation, KIEP began work on a school-based traineeship initiative which became the first school work-based traineeship of its type in Australia. This initiative also provided the basis for subsequent school-based traineeships facilitated by KIEP. KIEP facilitates the delivery and implementation of programs as part of the Career Advice Australia initiative. In this capacity, KIEP utilises its partnerships between employers, schools and the larger community to help young people make a successful transition from secondary school to further education and/or employment.

KIEP has also developed Coordinated Industry Tours (CIT) and the Real World Science Project (RWS). Both of these programs have also been essential in developing sustainable community partnerships and links between industry/science and schools. The success and excellence of KIEP's work has been nationally and internationally recognised, winning the Global Best – Regional Development Award.

KIEP is currently partnered with 13 schools, with a concentration of activity in the southern end of the Corridor. School partners include:

- Comet Bay College
- Gilmore College
- Hamilton Senior High School
- Rockingham Senior High School
- Safety Bay Senior High School
- Warnbro Community High School
- Kolbe Catholic College
- Maranatha Christian College
- Tranby College
- Living Waters Lutheran College
- Seton Catholic College
- Rockingham Senior High School Education Support Centre
- Warnbro Community High School Education Support Centre.

The partnership model of KIEP fosters the creation and delivery of integrated pathway programs that address special needs and prepare students to enter the workforce while also promoting the Corridor's industries as future employers. The Indigenous Training Initiative – Learning to Earning, is a positive example of collaborative activities undertaken by the KIEP. Learning to Earning is a Kwinana Industries Council instigated project that is managed by KIEP and delivered via a partnership between Challenger TAFE, Kwinana Industries Council member companies, South Metro Youth Link Community Services and in consultation with the Kwinana and Rockingham indigenous communities.

Learning to Earning provides industry based job training leading to employment close to home for this region's indigenous community. It brings together educators and employers so there is a continuous pathway from "Learning" to "Earning". The training program combines classroom learning and on-the-job training (work experience) in local industries such as: United Group, BHP Billiton, BP Refinery (Kwinana) Pty Ltd and Hismelt. Successful students will gain Certificate 1 Engineering and Certificate 1 Process Plant Skills from Challenger TAFE. The training is undertaken at Challenger TAFE's state-of-the-art Australian Centre for Energy and Process Training (ACEPT) facility at Henderson.

4.10. Apprenticeships

The structure of apprenticeships and traineeships will change in June 2009 when the Training Legislation Amendment and Repeal Act 2008 will come into effect. This will

change the relationships between VET providers, apprentices and trainees and the relationship between employers and registered training organisations. From June 2009 onwards, apprenticeships and traineeships will become known as apprenticeships with no distinction between the two.

In December 2008, the Department of Education and Training oversaw 4,702 apprenticeships and traineeships in the South West Corridor. This includes 2,724 apprentices and 1,978 trainees. This is less than one-fifth (17.5 per cent) of the total number of apprentices and trainees currently employed in the five metropolitan labour force Corridors within the Perth metropolitan area.

Table 13: Apprentices (and Trainees)

	Perth Corridor	South West Corridor
Apprentices	15 729	2 724
Trainees	11 069	1 978
Total	26 798	4 702

Research by Bush and Smith (“Group training organisations: bellwethers or shepherds?” Australian Vocational Education and Training Research Conference, 2007) reveals that employers were more likely to employ apprentices and trainees when they were doing well financially and conversely, that they were an easily terminated item of expenditure for employers experiencing financial difficulties. The survey of employers’ recruitment experiences conducted for this study did not reveal a boom in apprenticeship and traineeship numbers. Only 13 per cent of the South West Corridor’s employers have engaged an apprentice or trainee in the past 12 months.

The preceding period of economic growth did not generate a corresponding increase in apprenticeship and traineeship commencements in the South West Corridor. Data from the Department of Education and Training reveals a 43 per cent drop in the number of students commencing an apprenticeship in 2009, and a 30 per cent decline in overall traineeships. This decline in commencements may decrease the already low level of apprenticeships and traineeships in the Corridor.

4.11. On the horizon

The South West Corridor has a number of significant projects poised to commence or be completed within the next decade. The most significant of these projects includes the construction of the Fiona Stanley Hospital in Murdoch, and the construction of a new bulk handling and container port at James Point/Kwinana Quay in Kwinana (subject to government funding and approvals) and the release of industrial land at Latitude 32 in Kwinana/Cockburn. Each project in its own right will generate construction jobs and new employment opportunities for the Corridor’s residents.

Fiona Stanley Hospital / Murdoch Activity Hub

This hub contains the Fiona Stanley Hospital (FSH), components of the Western Australian Institutes of Health (WAIH) alliance facilities and associated developments in conjunction with these two major new initiatives. The FSH is a \$1.76 billion investment by the State Government to construct a 643-bed tertiary hospital that will

be “Western Australia’s flagship health facility”. Due for completion in 2013 the hospital will eventually be expanded to 1000 beds by 2020.

As the major tertiary hospital in the south metropolitan corridor, FSH is expected to attract staff from across the metropolitan area. It will need more than 3,000 clinical and non-clinical staff to deliver world-class health services in a large, state-of-the-art facility linked to private and public education and research facilities. The combined St John of God Murdoch and FSH employment requirements have been estimated to include 1,500 nurses, 1000 clerical, 700 hotel services, 600 doctors and 1,000 allied health employees.

Cockburn Central

This is the development of a major mixed hub, focused around commercial and retail developments. Parts of the main infrastructure have already been built, especially around a large retail complex. The development should be completed by 2020. Once completed the Fire and Emergency Services Authority (FESA) headquarters will be relocated from the Perth CBD to a new building in the hub.

James Point Harbour

Once State Government endorsement is received, the new James Point Harbour will be built in two stages. The first stage is a new bulk handling facility to be completed in 2012 followed by stage two, a new international container facility for completion in 2015. This will supplement Fremantle’s container facilities that are expected to reach capacity in coming years. The development also includes the construction of dedicated freight routes (road and rail) to intermodal hubs.

Residential Land Release Projects

Keeping pace with the rapid population growth in the Corridor, the State Government’s land development agency Landcorp is currently working on a range of residential land release projects in the Corridor. These projects comprise:

- Fremantle – Knutsford Green Precinct
- White Gum Valley
- Atwell Harvest Lakes
- Rockingham Waterfront Village
- Baldivis – Eighty Road
- Karnup.

Industrial Land Release Projects

The Western Trade Coast comprises the four biggest and associated projects. In summary the Western Trade Coast will require an extra 9,000 to 10,000 workers over the next decade. The projects include:

- The Australian Marine Complex is very significant and will probably require an additional 4,000 to 5,000 workers during the next ten to fifteen years.
- Latitude 32 is significant, and will require 10,000 extra workers during the next 30 years. This is not assessed as being very significant during the immediate next 10 years. The Stage 1 Flinders part, which comprises 90 hectares, may need up to 1,000 workers during the next decade.
- The East Rockingham Industrial Estate will probably need an extra 4,000 workers during the next decade.

4.12. Chapter summary

Population Characteristics and Trends

- The Corridor's population in 2008 was estimated to be 341,162 persons, indicating a healthy 10.2 per cent population increase since the 2006 census.
- The population is expected to reach 421,500 by 2021, with the populations of Cockburn and Rockingham overtaking Melville as the largest population centres in the Corridor.
- By 2020, completed residential developments will yield 50,000 dwellings to house the growing population. However, demand for housing in the region's northern end, may push those seeking affordable housing to the south.
- Between 2000 and 2006 the South West Corridor derived 5.1 per cent of its population growth from overseas migration. These new residents were concentrated in Melville and Fremantle (5.6 per cent), and predominantly came from English-dominant countries.
- In 2006 the Corridor derived 3.7 per cent of its population growth (11,361 persons) from interstate migration (settling between 2000 and 2006).
- While governmental data regarding 457 visa holders is not released on a regional level, data from the South West Workforce Planning and Recruitment Experience Survey reveal that:
 - 11 per cent of surveyed employers engaged workers on a 457 visa.
 - An additional six percent engaged backpackers (who are likely to come from interstate or overseas).
- The South West Corridor, like much of Australia, has an ageing population.
 - Older populations are concentrated in the north.
 - Kwinana has the most stable population, with 74.5 per cent of the population below 40 years of age.
 - The Corridor will continue to be dependent on a constant flow of intrastate, interstate and overseas migration to maintain the current level of residents at optimal workforce age (20–49 years).
 - Despite this data, employers in the Corridor were unconcerned about the ageing population or did not believe there was an ageing workforce.
- The Corridor accounted for 16 per cent of all personal income generated in Western Australia. However, income is not distributed equally throughout all regions, with higher concentrations of high income earners in East Fremantle and low income earners in Kwinana.

Socio-Economic Advantage and Disadvantage

- According to the Social Economic Index for Areas (SEIFA) Index of Relative Socio-Economic Advantage and Disadvantage, Corridor experiences a relatively high level of advantage:
 - Melville and East Fremantle are in the top 10 per cent decile for advantage in Western Australia and nationally.
 - Kwinana is ranked in the lowest 40 per cent decile, and the area's reliance on manufacturing suggests that it may be particularly affected by the global economic crisis.

Industry and Occupation

- In June 2007, the South West Corridor had 26,235 businesses, 10,032 of which had at least one employee.
 - Small businesses (between one and 20 employees) comprised 34.5 per cent of the Corridor's total business community.
 - Businesses with less than 20 employees, including businesses with no employees, are 96.2 per cent of all businesses in the South West Corridor.
 - The industrial bases of Kwinana and Cockburn had higher concentrations of business with 20 or more employees.
- Three industry divisions account for 37.7 per cent of persons employed in the South West Corridor: retail (14.5 per cent), property and business services (12.3 per cent) and construction (10.9 per cent).
- Due to the global economic crisis, the number of skilled vacancies offered has declined dramatically. Western Australia remains above the national average in demand for skilled labour according to the Department of Education, Employment and Workplace Relations, but dramatic monthly drops indicate a potential skilled-labour recruitment slowdown in the state.
 - Other studies have found similar drop-offs in recruitment and an easing of labour shortages in the state.
- Medium and high skill occupations accounted for nearly 60 per cent of persons employed in the Corridor in December 2008. However, Sales Assistants were the Corridor's largest occupational grouping at the 2006 census.

Workforce Mobility

- The Corridor is a significant supplier of labour to other areas of Perth and imports a significant proportion of its workforce. Results from the 2006 census show that:
 - Fifty-four per cent of residents both lived and worked in the Corridor.
 - Thirty-five per cent travelled outside of the Corridor to work in other areas within the Perth metropolitan area.
 - Ten per cent resided in the Corridor but travelled outside of the Perth metropolitan area for work.
 - The South West Corridor imports nearly half of its workforce in two key industry sectors: mining and electricity, gas, water and waste services.
 - The construction, education and training, wholesale trade, manufacturing, healthcare, information, media and telecommunications, transport, postal and warehousing, and public administration and safety industries all import over 30 per cent of their workforce into the Corridor.
 - The 46 per cent of Corridor residents that work outside the area represent a major out flow in the high skill areas of mining, information, media and telecommunications, finance and insurance and professional, scientific and technical services.
- To significantly reduce the use of vehicles will require multi-billion dollar investment in new transport technologies and additional railway stations.

Labour Market

- The global economic crisis has weakened the labour market across Australia. The South West Corridor has experienced a drop in demand for skilled labour, with demand likely to soften further before improving.

- The DEEWR Leading Indicator of Employment suggests that Western Australia may be particularly affected by the global economic crisis.
- Despite this, the growth trend for the Corridor's labour force continued strong growth with 11,200 persons (5.8 per cent of the current labour force) joining the Corridor's labour force in the past 17 months.
- There were significant losses in part time positions just before the New Year.
- The Corridor's unemployment increased rapidly to 7.2 per cent in March 2009, bringing it out of line with Perth and Western Australian performance. However, April 2009's 1.5 per cent drop in unemployment in the region has reduced the difference, and suggests the Corridor's workforce may have already experienced the global economic crisis' worst effects.
- The pattern of unemployment varies across the region. East Fremantle and Melville were best situated, while Rockingham and Kwinana experienced higher unemployment levels over the 12-month period to December 2008.
 - Increases in the Corridor's unemployment will likely be magnified in Rockingham and Kwinana, with Kwinana particularly vulnerable given its higher levels of relative disadvantage.
 - Trends in Centrelink payments confirm that unemployment in Kwinana and Rockingham is increasing at a faster rate than in the northern portion of the Corridor.
 - Periods of lengthy unemployment are more common in the north, but the south portion of the Corridor has a higher proportion of new Centrelink claims.
- Underemployment estimates indicate that a further two per cent of Corridor residents may be underemployed (3,539 people as of December 2008).
- In April 2009 the South West Corridor's workforce participation rate was 69.5 per cent, the third consecutive rise in the Corridor's participation rate. The Corridor's participation rate was higher than the national average of 65.4 per cent and slightly higher than the WA average of 69.0 per cent.
- The 16-month trend workforce participation rate for the Corridor is stable at 68.9 per cent, though population and workforce increased. This indicates problems for long-term unemployed workers, who face more competition for positions; long term unemployed in Kwinana and Rockingham will be particularly disadvantaged in the short to medium term.
- The South West Corridor is estimated to have approximately 23,714 people that fit into one or more special needs categories (many have multiple barriers and are counted more than once).
 - Drivers without licenses are not included in this figure, though anecdotal evidence suggests that many long-term unemployed workers may be disadvantaged in the vehicle-dependent region.
 - Corridor employers' commitment to meeting the needs of special needs groups was generally poor during the previous growth period.
 - A July 2008 DEEWR survey of employers' recruitment experiences at the Australian Marine Complex revealed that 92 per cent of employers had no strategies to attract indigenous staff.
 - Forty-eight per cent of recruiting employers had no retention strategies for staff.
 - The South West Workforce Planning and Recruitment Survey of Employers (chapter 5) revealed low employment levels of special needs groups.

Education and Occupation

- The Corridor had an average decile ranking of seven in the SEIFA Index of Education and Occupation.
 - East Fremantle, Fremantle and Melville were in the top 10 per cent decile for Western Australia, while Cockburn fell just below the Corridor's average.
 - Kwinana is in the lowest 10 per cent decile in Western Australia and the lowest 20 per cent nationally. Rockingham ranked in the lowest 30 per cent decile in Western Australia.

Training and Employment Service Provision

- The South West Corridor is well serviced by quality universities, VET and employment service providers.
- In total, 6.2 per cent of Corridor residents are engaged in some form of tertiary education, though participation in training by individuals varies considerably across the South West Corridor.
 - Melville residents were more likely to be enrolled in a tertiary program (nine per cent, with nearly seven per cent attending university).
 - Kwinana and Rockingham had the lowest participation in tertiary education, and were the only two local government areas where participation in TAFE was higher than enrolment in university.
- The region stands to benefit from Australian Government funding of additional VET places and increasing training enrolments.
 - However, issues of fragmentation and duplication in training across the Corridor persist, which spurs high training fees and minimum course numbers.
 - Costs of training courses remain an inhibitor to greater access.
 - Complicated and inflexible funding criteria exclude Employment Service Providers from purchasing training services for some groups, effectively blocking their access to training. In addition, there is widespread confusion about how state and federal employment and training funding regimes fit together.
- Corridor RTOs and ESPs frequently lament the lack of integrated support to transition from training into employment.
- Challenger TAFE is the Corridor's largest provider of VET and is registered to deliver more than 375 training programs, enrolling over 22,000 students, which included 3,796 apprentices and trainees in 2008.
 - The College has 13 centres specialising in the delivery of courses across a range of industries and is recognised as a leader in some areas, drawing students from the state and overseas.
 - 85 per cent of students indicated they were satisfied with their course in 2008.
 - One of only six large training providers across Australia to receive Gold accreditation against the Australian Quality Training Framework Excellence Criteria.
- The South West Corridor has a total of 23 Employment Service Providers, concentrated in Fremantle and Rockingham. The Corridor is serviced by Job Services Australia providers at ten separate locations.
 - Corridor ESPs indicated that the current economic downturn had resulted in more people seeking their services, and there were fewer vacancies making it harder to find job seekers employment.

- The South West Corridor is serviced by two quality universities and hosts the main campuses of two of Western Australia's five universities, Murdoch University and Notre Dame University. These institutions draw students from across the Corridor, Western Australia and internationally.

VET in Schools

- Since 2006 there has been a significant increase in the number of students enrolled in the VET in Schools program.
- There are a number of VET in Schools initiatives currently being delivered in the Corridor.
- KIEP has partnered with 13 schools to foster the creation and delivery of integrated pathway programs to prepare students to enter the workforce.

Apprenticeships and Traineeships

- In December 2008, the Department of Education and Training oversaw 4,702 apprenticeships and traineeships in the South West Corridor (2,724 apprentices and 1,978 trainees).
 - Only 17.5 per cent of the total number of apprentices and trainees currently employed in the five metropolitan labour force Corridors within the Perth metropolitan area come from the South West Corridor.
 - Only 13 per cent of the South West Corridor's employers have engaged an apprentice or trainee in the past 12 months.
 - Recent declines in commencements may decrease the already low level of apprenticeships and traineeships in the Corridor.

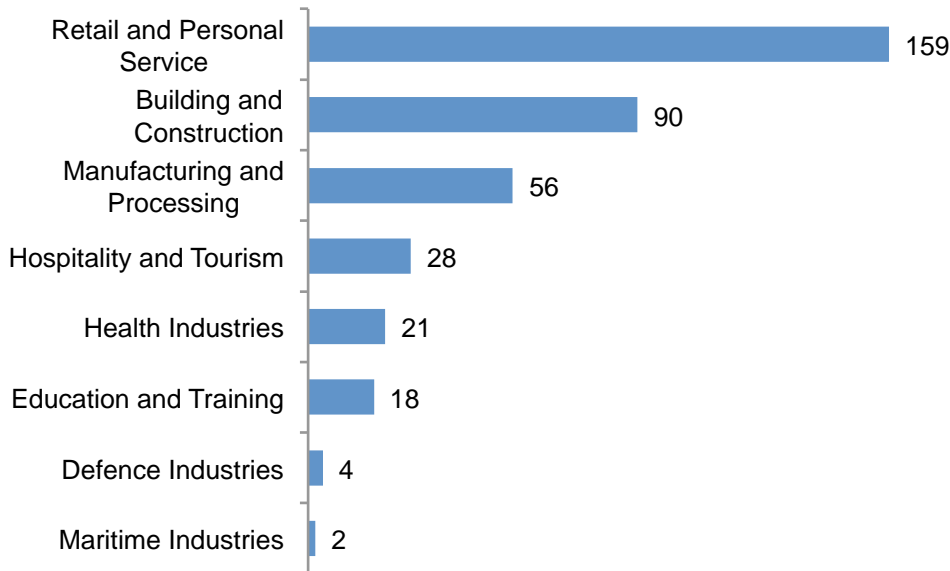
On the Horizon

- A number of projects are poised to commence or complete within the next decade, each generating construction jobs and new employment opportunities for the Corridor's residents. They include:
 - construction of the Fiona Stanley Hospital at Murdoch
 - construction of a new bulk handling and container port at James Point in Kwinana
 - completed development of Cockburn Central
 - residential land release projects to keep pace with the rapid population growth in the Corridor
 - industrial land release projects, including projects at the Australian Marine Complex, Latitude 32 in Kwinana/Cockburn, and the East Rockingham Industrial Estate

5. Employer Recruitment Experiences

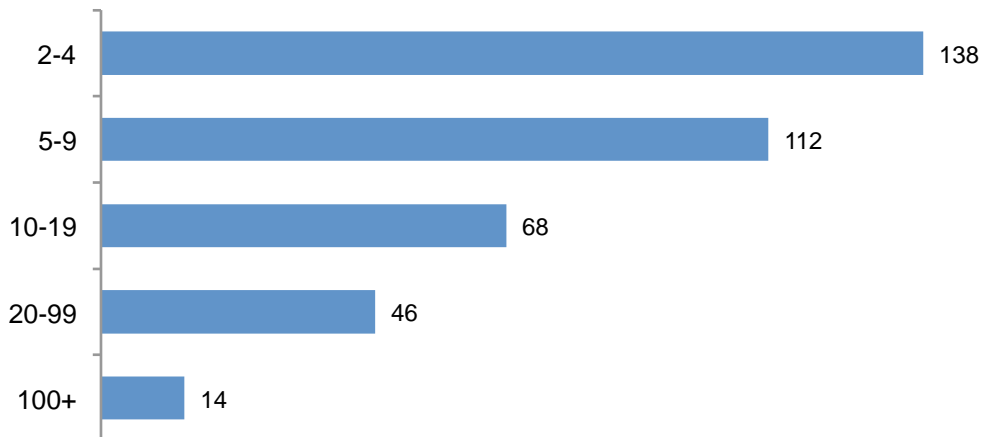
The South West Workforce Planning and Recruitment Experience Survey collected information from 378 employers in the South West Corridor. These responses were concentrated in eight of the major employing industries in the Corridor. The responses from defence and maritime industries were considered too low for further analysis at industry level.

Figure 23: Number of Responses by Industry



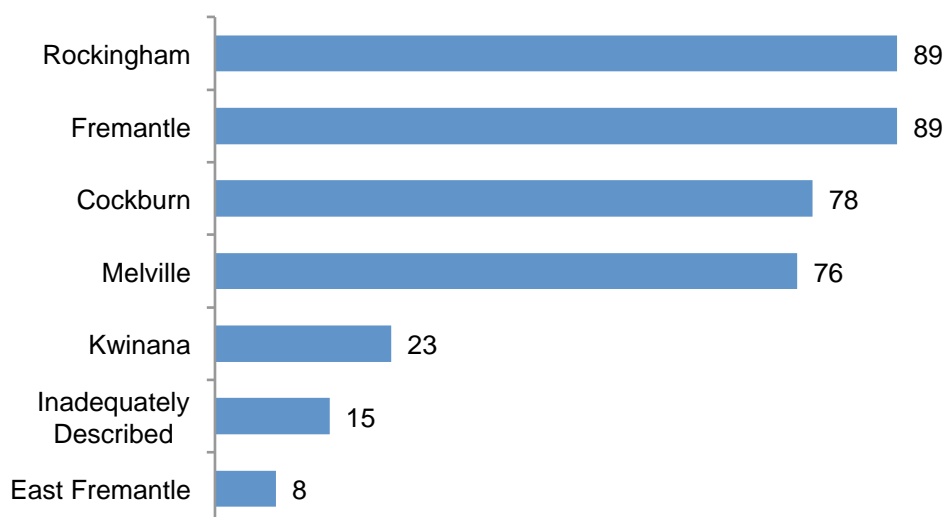
Responses were concentrated within smaller businesses. As shown in Figure 24, 36.5 per cent of the businesses that responded to the survey employed between two and four staff. Overall, 84.1 per cent of survey respondents employed fewer than 20 people. This distribution needs to be considered when evaluating survey results, as the size of a business is a major determinant of recruitment activity.

Figure 24: Responses by Size of Business



Responses were generally well-distributed throughout the South West Corridor compared to the distribution of employers in the Counts of Australian Businesses (December 2007). Businesses in Cockburn and Melville were slightly under-sampled, while those in Fremantle and Rockingham were slightly over-sampled.

Figure 25: Responses by Local Government Area



5.1. Impact of the global economic crisis

Due to the changing economic conditions, employers were asked specifically about the impact of the global economic crisis on their recruitment activities. Only 120 (32 per cent) of the businesses surveyed reported feeling the effects of the global economic crisis on their recruitment activities.

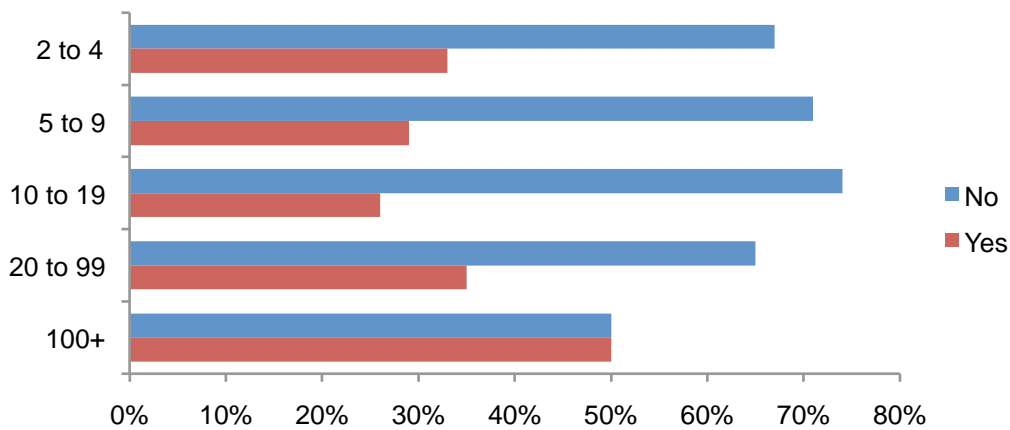
Table 14: Global Economic Crisis Impact on Recruitment Activities

Global Economic Crisis on Recruitment Activities	Number of Responses
No Impact	258 (68.3%)
Affected	120 (31.7%)

Only 28 per cent of employers in Fremantle and Cockburn reported that their recruitment activities had been affected by the global economic crisis, while 43 per cent of businesses in Kwinana reported an impact.

Businesses with 10 to 19 employees were more likely to report that their recruitment activities were unaffected by the economic crisis, while businesses that employed more than 100 people appear more affected by the recent economic events.

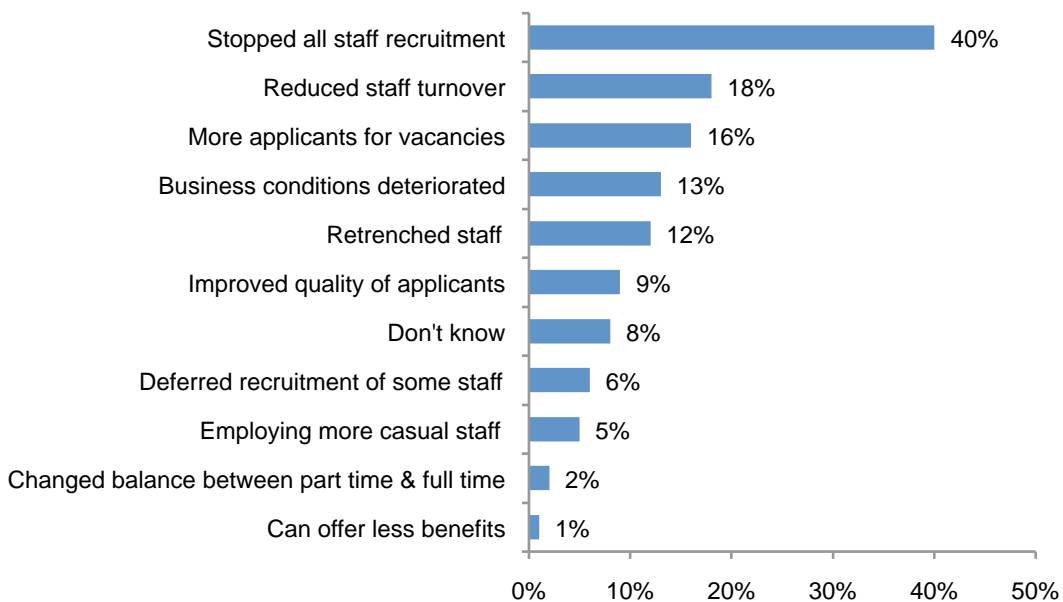
Figure 26: Global Economic Crisis Impact by Size of Business



The building and construction, and hospitality and tourism industries were more likely to report effects of the economic crisis on their recruitment activities (42 per cent and 39 per cent respectively). However, only 14 of the 56 respondents in the manufacturing and processing industries reported feeling the crisis' effects on their recruitment (25 per cent). This finding does not support the assumption in the new Jobs Fund program that the Corridor's reliance on manufacturing (16.5 per cent of total employment as at the 2006 Census) will make the Corridor particularly vulnerable and susceptible to the impact of the economic downturn.

Businesses that reported feeling the effects of the crisis were asked to describe its impact on their recruitment activities.

Figure 27: Impact of Global economic crisis on Recruitment Activities



The effect of the changing economic conditions on recruitment was largely negative, with 40 per cent of employers reporting that they had ceased recruitment, 13 per cent feeling that business conditions had deteriorated and 12 per cent indicating they had retrenched staff. Some businesses, however, reported positive effects of the changing economy on their recruitment activities such as reduced staff turnover (18 per cent), more applicants for vacancies (16 per cent) and/or better quality applicants for vacancies (nine per cent).

The capacity to continue recruiting staff appears more difficult for businesses with 20 to 99 employees. In table 15 these businesses saw the largest percentage of retrenchments (25 per cent) and the reduction in recruitment activities (56 per cent). Many smaller businesses also stopped recruitment, but a larger percentage also saw a decline in staff turnover and more applicants for vacancies. Larger businesses with 100+ employees were more willing consider a change to the balance between full-time and part-time positions within their organisations rather than retrench staff.

Table 15: Global Economic Crisis Impact on Recruitment Activities by Business Size

Impact	2 to 4	5 to 9	10 to 19	20 to 99	100+
Stopped all staff recruitment	39.0%	45.0%	22.0%	56.0%	29.0%
Deferred recruitment	4.0%	6.0%	6.0%	6.0%	14.0%
Retrenched staff	2.0%	15.0%	17.0%	25.0%	14.0%
Improved quality of applicants	4.0%	12.0%	0.0%	13.0%	43.0%
More applicants for vacancies	7.0%	9.0%	39.0%	25.0%	29.0%
Employing more casual staff	7.0%	9.0%	0.0%	0.0%	0.0%
Reduced staff turnover	17.0%	24.0%	17.0%	13.0%	0.0%
Can offer less benefits	0.0%	3.0%	0.0%	0.0%	0.0%
Changed the balance between part time and full time	0.0%	0.0%	0.0%	6.0%	14.0%
Business conditions deteriorated	22.0%	9.0%	6.0%	6.0%	14.0%
Don't know	11.0%	6.0%	11.0%	0.0%	0.0%

Respondents in the health industry reported a below average recruitment stoppage (33 per cent), and have also seen above average gains in number of applicants (33 per cent) and reduced staff turnover (27 per cent).

The hospitality and tourism sector defies conventional wisdom about the crisis by continuing to recruit staff. The number of employees leaving positions was also below average for this industry. The industry also reported above average reductions in staff turnover (27 per cent), as well as significant advantages over the average in terms of increased numbers of applicants (27 per cent) and applicants' quality (18 per cent).

These findings are complemented by the Commonwealth Bank – Chamber of Commerce and Industry Survey of Business Expectations (March quarter, 2009) that found one-third of respondents reduced staff during the quarter, up from 21 per cent in the previous quarter. The survey also found that around 40 per cent of respondents from both the mining and manufacturing sectors reported shedding labour during the quarter. Overall, businesses expected to recruit less actively in future, with 28 per cent of respondents expecting to cut staff in the next quarter, compared to 20 per cent that intent to hire more staff. This trend is forecast to continue in the short term.

Survey respondents were also asked if the crisis had impacted training activities at their business.

Table 16: Impact of Global economic crisis on Training Activities

Global economic crisis on training activities	Number of Responses
No Impact	325 (86%)
Affected	53 (14%)

As shown in figure 26, the largest businesses (100+ employees) were more likely to report being affected by the economic crisis. This trend is especially apparent in regard to its effect on training activities. Between 12 per cent and 15 per cent of businesses employing fewer than 100 employees reported that their training activities were affected by the crisis; however 29 per cent of businesses over 100 employees reported an impact on training. This figure is independent of recruitment impact. Of respondents that reported an impact on their recruitment activities, 35 per cent also reported an impact on their training. Those that did not report an impact on recruitment also felt unaffected; 96 per cent of those who reported 'No Impact' on recruitment also reported no impact on training. Responses by industry and local government area did not differ greatly from the average.

5.2. Staff turnover

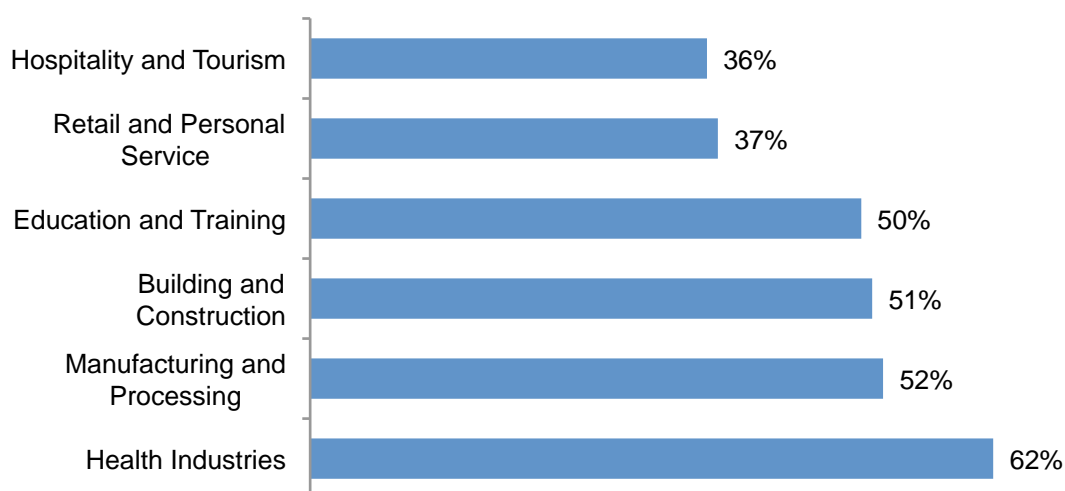
Despite the changing economic conditions, 56 per cent of businesses surveyed had remained the same size over the six months prior to the survey. This result is slightly lower than the experiences of employers in Bibra Lake, where two-thirds of employers had not experienced any staff turnover in the three months leading up to the DEEWR Survey of Employer Recruitment Experiences in February 2009.

Of the employers surveyed in the South West Corridor, 168 (44.4 per cent) had experienced some staff turnover, having lost one or more full-time or part-time employees in the six months prior to the survey.

Employers in the health sector were more likely to have reported losing at least one staff member (62 per cent). The defence industry was least likely to report a lost employee (25 per cent), though this may be a reflection of the industry's small sample size. Despite a reputation for high turnover, the retail and personal service and hospitality and tourism industries were less likely than average to have lost an employee in the past six months.

The vast majority of businesses reporting staff losses (93.4 per cent) said that they had lost fewer than seven employees (though these numbers are still significant for smaller companies). Four businesses with 100 or more staff reported losing 20 or more staff in the previous six months (29 per cent).

Figure 28: Employers by Industry Reporting Staff Turnover in the Last Six Months



Employers reporting one or more lost employee in the past six months were asked the reason for the employee(s) departure. A third of these employers ($n=56$) reported staff had left for other jobs or were 'poached' from their organisation. Large businesses (100+) were much more likely (67 per cent) to report this reason for a loss. Fifty businesses (30 per cent) had asked an employee to leave; again larger employers (20+) were much more likely to have employees leave involuntarily (50 per cent).

As shown in figure 27, some employers have retrenched employees due to the global economic crisis. Twenty per cent of businesses that reported employee loss had retrenched one or more employee ($n=34$). Employers indicating an impact from the economic crisis were more likely (29 per cent) to have retrenched an employee than those that felt no impact (13 per cent).

Businesses with nine or fewer employees were also more likely to have retrenched staff in the six months prior to the survey. Retrenchments were more likely to occur in businesses located in Kwinana (25 per cent), Cockburn (24 per cent) and Fremantle (23 per cent) than other local government areas.

5.3. Workforce diversity

To explore alternative models of employment that may assist workforce participation by special needs groups, survey respondents were asked if they had employed in the past 12 months any local students, Indigenous persons, apprentices/trainees, persons nearing retirement and persons with a recognised disability. The result exposes a lack of diversity in the South West Corridor's workforce and reveals a potentially untapped reservoir of labour for the Corridor's employers.

As shown in Table 17, over half (54 per cent) of the businesses surveyed had not employed persons from a special needs group in the past 12 months, while 173 businesses (46 per cent) had hired from one or more of the special needs categories.

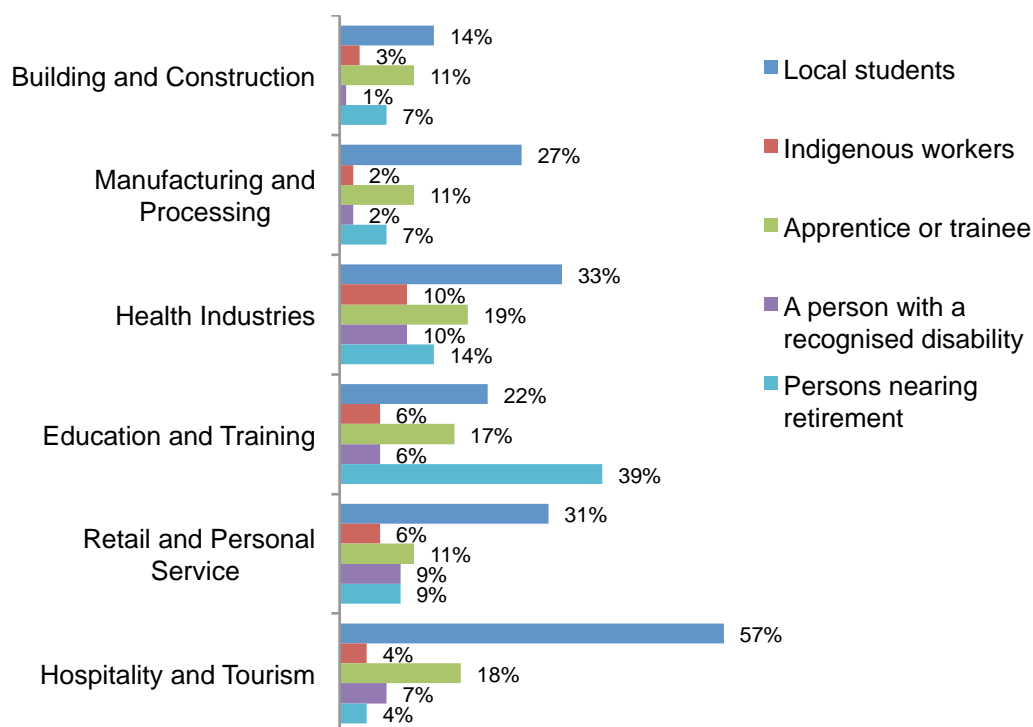
Table 17: Number of Businesses Hiring Employees from Special Needs Groups

Special Needs Groups	Number of businesses hiring
Local students	28%
Indigenous workers	5%
Apprentice or Trainee	13%
A person with a recognised disability	6%
Persons nearing retirement	9%
None of the above	54%

An analysis of the workforce of surveyed businesses indicates a significant lack of diversity, with low employment levels of special needs groups. Only five per cent of businesses indicated that they had employed an Indigenous person in the past 12 months. Yet, according to the 2006 Census, 1.4 per cent of the total population in the South West Metropolitan Corridor were Indigenous persons ($n=4,288$).

Only 49 surveyed businesses (13 per cent) indicated that they had employed an apprentice or trainee in the past 12 months.

Figure 29: Employment of Special Needs Groups by Industry



Larger businesses have greater diversity in their workforce. Businesses with more than 100 employees were more likely to hire a variety of workers. They were especially more likely to hire workers on 457 visas ($n=10$), though their tendency to hire Indigenous workers ($n=5$), and those with disabilities ($n=5$) was also more pronounced than smaller employers.

Hiring patterns were generally similar across the local government areas. Businesses in East Fremantle were much more likely to hire local students on a casual basis (50 per cent versus 23–32 per cent in other areas). Rockingham and Fremantle also employed significantly fewer workers under an apprenticeship or traineeship

arrangement (six per cent and eight percent versus 11–23 per cent in other areas). Of the employers surveyed in Kwinana, no business had employed an indigenous person in the past 12 months whereas six per cent of businesses in Rockingham reported employing indigenous people. Businesses in Fremantle were slightly more likely to employ a person with a disability (seven per cent) than East Fremantle (zero per cent) and Rockingham (three per cent).

Rockingham has the least diverse workforce; with only 36 per cent of businesses employing people from a special needs group in the previous 12 months. Fremantle had the most diverse workforce with 51 per cent of employers employing a person with a special need.

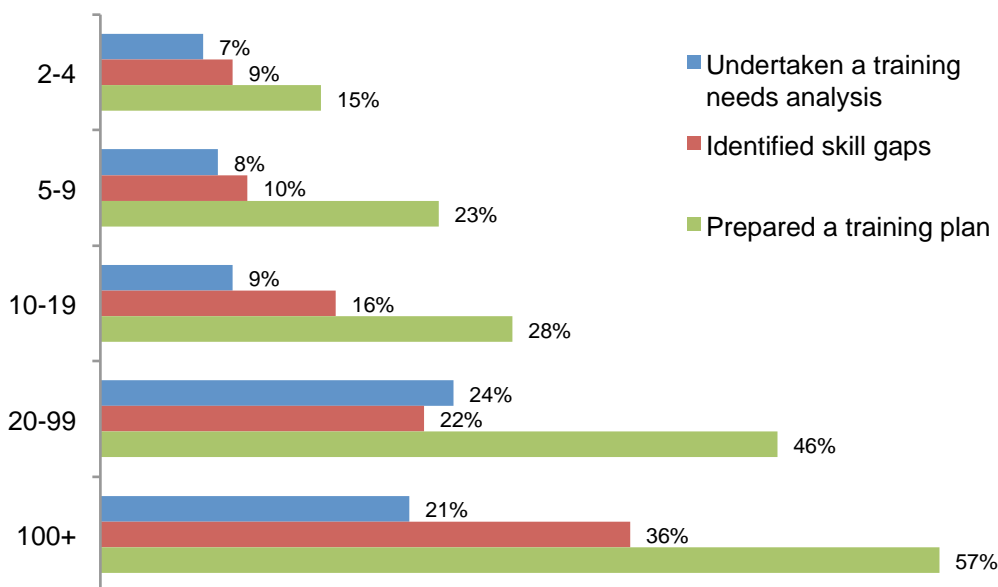
The Building and Construction industry was least likely overall to hire special needs workers; 59 businesses (66 per cent) had not hired workers in any of these categories. Businesses in the Hospitality and Tourism industries were more likely than average (57 per cent versus 28 per cent) to hire local students on a casual basis.

5.4. Investment in training

About one-third of businesses surveyed were taking demonstrable steps to improve the quality of their workforce, while the majority (68 per cent) were not. Overall, 39 respondents in the South West Corridor had undertaken a training needs analysis (10 per cent), 49 (13 per cent) had identified skills gaps in their organisation, and 95 (25 per cent) had prepared a training plan.

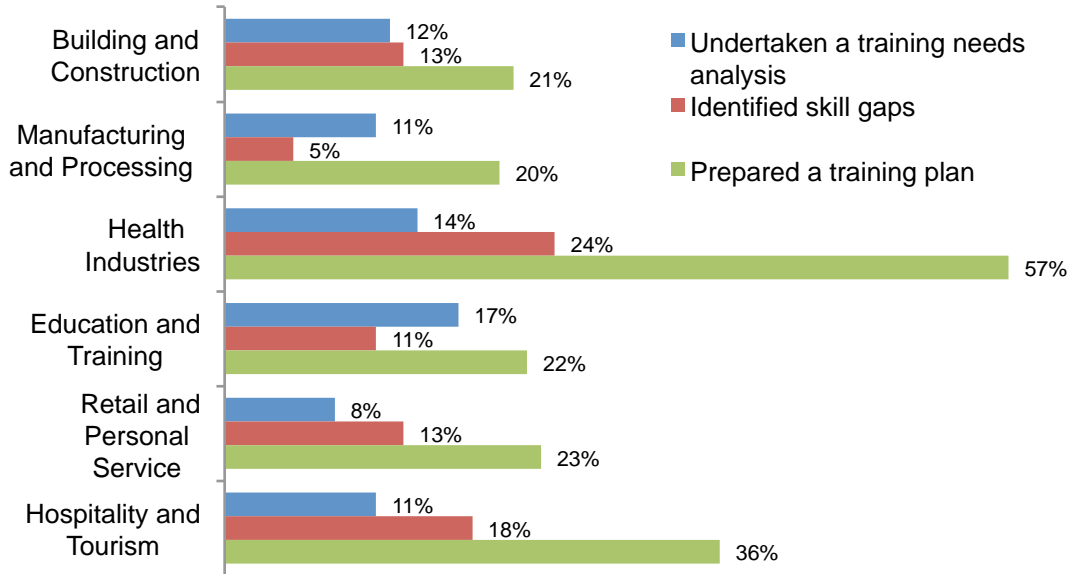
Larger businesses were more likely than smaller businesses to have engaged in all three activities and as shown in figure 30, business size appears almost directly proportional to having engaged in these training activities.

Figure 30: Investment in Training by Size of Business



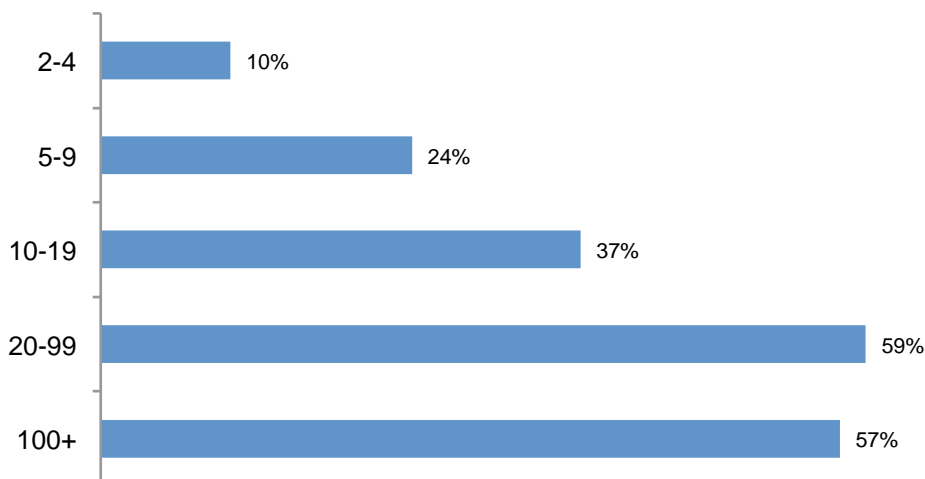
Some industries appear more self-aware than others. Businesses in the education and training industry were more likely to have analysed their training needs (17 per cent). The hospitality and tourism industry (36 per cent) and particularly the health industry (57 per cent) were more likely to have prepared a training plan.

Figure 31: Investment in Training by Industry



Twenty-seven per cent of businesses surveyed in the South West Corridor had engaged a provider to conduct employee training in the past 12 months, while 73 per cent had not. There appears to be a strong correlation between business size and external training – businesses with more than 20 employees were much more likely to have engaged a training provider.

Figure 32: Engagement of a Training Provider by Size

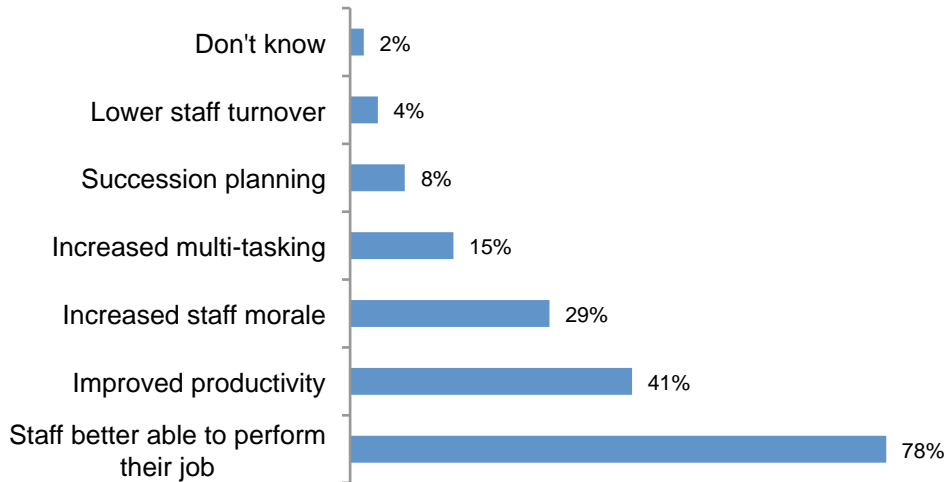


Businesses in Cockburn and Kwinana were more likely than other areas to have engaged a training provider (37 per cent versus the 27 per cent average). Employers in the education and building and construction industries were more likely to engage

external training providers, while hospitality and tourism, manufacturing and retail were least likely to engage external training providers.

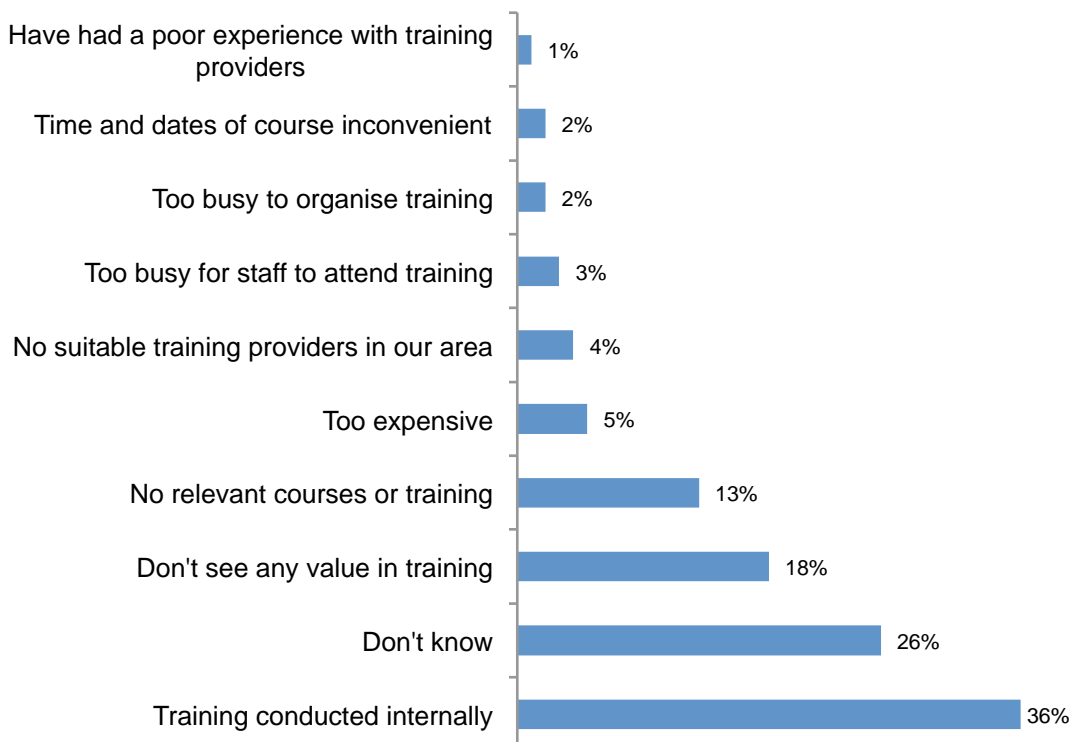
Respondents that had engaged outside training providers were asked to identify the benefits of this training.

Figure 33: Perceived Benefits of Training



Respondents in the building and construction and manufacturing and processing industries were more likely to report that their staff were better able to perform their job after training (91 per cent and 100 per cent respectively). The retail and personal service industry was least likely to report this result (61 per cent). Respondents who did not engage training providers were asked the reason(s) behind their decision.

Figure 34: Reasons for Not Engaging Training Providers



Businesses employing more than 100 individuals were much more likely to have provided training internally (67 per cent versus the 37 per cent average). They were also much more likely to be too busy to engage outside training (17 per cent versus the three per cent average). And while businesses with fewer than 100 employees all hovered around the 13 per cent average, when asked if they felt there were no relevant training courses, none of the respondents in the 100+ category felt there was an absence of relevant training.

By industry, the retail and personal service industry was more likely than average (47 per cent versus 36 per cent) to conduct training internally. While 50 per cent of businesses in the education and training industries had engaged outside trainers, of those that had not, 33 per cent felt there were no relevant training courses and 33 per cent did not see any value in training. These figures were well above the average.

Businesses in the building and construction and manufacturing and processing industries were also much more likely to say that they saw no value in training (33 per cent and 38 per cent respectively, versus the 18 per cent average). Ironically, businesses in building and construction, and manufacturing and processing that *had* engaged trainers overwhelmingly reported benefits to staff effectiveness after training (91 per cent and 100 per cent respectively).

Survey respondents were asked an open-ended question to gather employers' views about strategies to address skill and labour shortages. Employers overwhelmingly nominated training as the key strategy to address labour shortages and skill gaps. Similar to the experiences of organisations involved in *The Upskill Project*, the survey of employers in the South West Corridor found a low uptake of formal training and a higher level of informal in-house training. The Manufacturing and Engineering Skills Advisory Board Victoria (MESAB) concluded that this discord suggested that formal training arrangements were not meeting the needs of employers despite generous government incentives. The solution proposed by MESAB was to link gap training specifically to business needs, rather than whole qualifications.

5.5. Effects of ageing on the workforce

Australia is commonly cited as having an ageing population and qualitative feedback from employers in the South West Corridor cited concerns about the impact of ageing on their workforce. Survey respondents were asked about the ageing population's impact on their business. Despite reported concerns about the ageing profile of workers, 36 per cent of surveyed businesses in the South West Corridor did not believe there is an ageing workforce and were not suffering from its effects. The effects of an ageing workforce may be more prevalent in some industries such as health and building/construction but the data is indeterminate.

As shown in Figure 35, of those who did feel there was an ageing workforce, employers saw more benefits (such as more experienced workers) than detriments (such as difficulties finding staff in the future).

Figure 35: Perceived Impact of Ageing Workforce



5.6. Recruitment experiences

The survey indicates that recruitment activity has reduced in the South West Corridor. In the six months prior to the survey, 142 (38 per cent) of the businesses surveyed had attempted to fill a vacant full time or part time position (excluding casuals). This level of recruitment activity is low compared to the 54 per cent of survey respondents in Bibra Lake that were reported to have recruited or attempted to recruit staff in a DEEWR study (Bibra Lake Survey of Employers' Recent Recruitment Experiences, February 2009). This reflects the activities of particular employers who are taking advantage of the increased availability of labour to recruit staff that were previously unavailable due to previously high levels of competition or shortage. Bibra Lake appears to have a higher concentration of employers (than the Corridor as whole) that fall into this category.

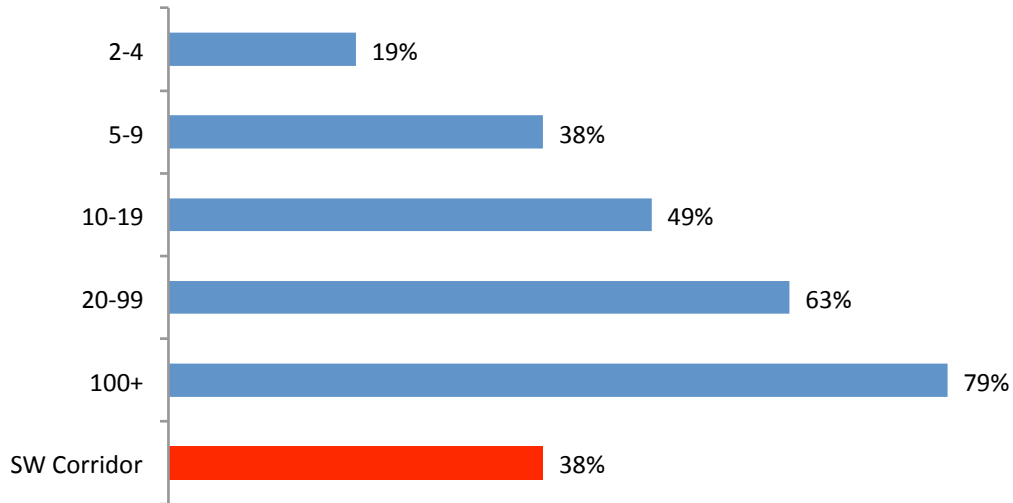
Table 18: Recruitment Activity in the Last Six Months by Industry

Industry	Employers Recruiting in the Last Six Months
Retail and Personal Service	31%
Building and Construction	33%
Hospitality and Tourism	43%
Manufacturing and Processing	46%
Education and Training	50%
Health Industries	62%

As shown in figure 28, the health industries were more likely to have lost staff in the previous six months (62 per cent). While some workers were retrenched (23 per cent), the industry also had the highest percentage of workers leaving for maternity or family-related reasons (38 per cent versus the nine per cent average) and more retirees than average (15 per cent versus the five per cent average). As such, it is not surprising to see this industry leading in attempted recruitment. The education and training industries also had significantly above average levels of recruitment (both 50 per cent). Kwinana was the only local government area to report higher levels of

recruitment activity (58 per cent). Larger businesses were more likely to report recruiting over the last six months. This is likely related to the fact that they also reported losing more employees than smaller businesses.

Figure 36: Businesses Recruiting in the Last Six Months by Size



In total, 142 employers reported 847 vacancies for which they were attempting to recruit staff. A selection of recruited occupations is reported in table 13.

Table 19: Vacancies by Occupation in the Last Six Months

Skill Level and Occupation	
High	Area Supervisor
	Building Supervisor
	Environmental Scientist
	Manager
	Production Manager
	Recruitment Consultant
	Social Worker
Medium	Beauty Therapist
	Bike Mechanic
	Boilermaker
	Bookkeeper
	Chef
	Concreter
	Engineering Technician
	Fencing Estimator
	Glazer
	Landscaper
Machinist	

	Mechanic
	Office Manager/General
	Painter
	Payroll Office
	Refrigeration Technician
	Registered Builder/ Carpenter
	Roof Plumber
	Spray Painter
	Welder
	Aluminium Fabricator
	Cafe All-rounder
	Cleaners
	Customer Service
	Factory Hand
	Food and Beverage Assistants
	Kitchen Staff
Low	Labourers
	Laundrette
	Maintenance
	Pastry Decorator
	Receptionist/Clerical
	Sales Assistant
	Seamstress
	Transport
	Yard Worker

While there were many businesses searching for highly skilled individuals, businesses frequently looked to fill multiple medium or low skilled vacancies. It should be noted that one employer skewed the totals, as this business was recruiting 250 sales assistants and 100 food and beverage assistants.

DEEWR's Survey of Employer Recruitment Experiences in the Bibra Lake industrial area in February 2009 found that higher skilled occupations in this major industrial area of the Corridor had the highest proportion of unfilled vacancies at 13 per cent. Although this was low, in comparison with the 19 per cent level of unfilled vacancies for higher skilled occupations in all surveys conducted in the twelve months to October 2008, it still indicated shortages of people with higher skills profiles in the South West Corridor.

Also, in the same survey, lower skilled vacancies had the highest proportion, at 20 per cent, of vacancies filled with job seekers who required development. This was also slightly above the proportion, at 17 per cent, of lower skilled vacancies that were filled with job seekers who required development, in all DEEWR surveys.

Fifty-four per cent of the employers surveyed, who reported that job seekers needed development, indicated that training was required in soft skills, such as teamwork, communications and reliability, not skills specific to the job. Employers recruiting for lower and medium skilled vacancies more commonly reported that job seekers required development in soft skills.

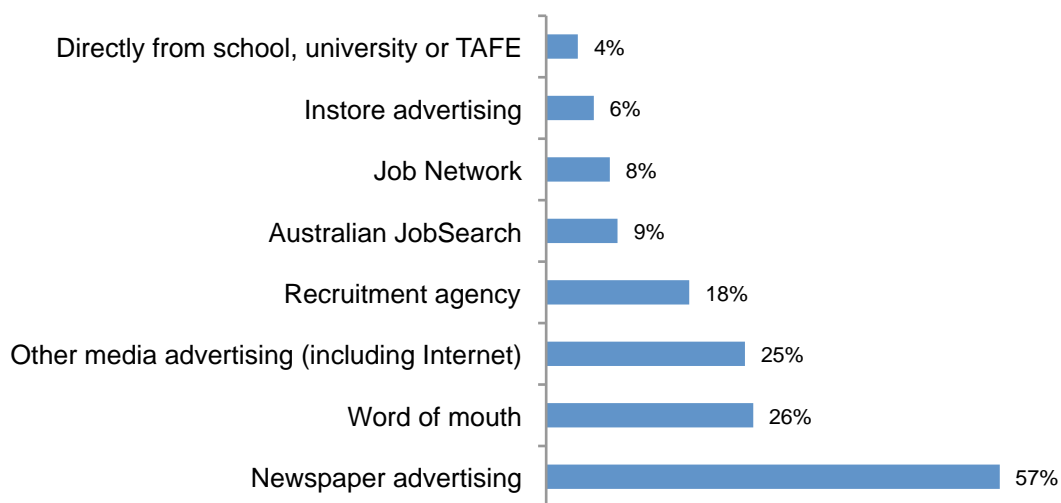
Across all recently advertised vacancies, 67 per cent of employers most commonly found one or more applicants to be unsuitable because they had insufficient experience to perform the duties of the job. Other reasons that applicants were reported as unsuitable by employers include:

- insufficient qualifications, or, training (32 per cent)
- poor attitude and/or lacked basic work ready skills (16 per cent)
- inadequate communications or, teamwork skills (12 per cent)
- poor English, literacy, or, numeracy skills (10 per cent)
- limited interest in the job (10 per cent)
- poor personal presentation (10 per cent).

Respondents that reported recruiting workers for vacancies in the previous six months were asked about their methods of recruitment. Many businesses that recruited appeared to use more than one method.

Recruiting via newspapers remains more popular amongst businesses in the South West Corridor (57 per cent), while 25 per cent of surveyed respondents reported using other types of media advertising including the internet. Potentially, 34 per cent of employers are using the internet to source staff (Australian Job Search and Other Media Advertising) making it the second most popular recruitment method in the Corridor. Word of mouth was also a relatively popular method of recruitment (26 per cent). The methods of recruitment reported by businesses in the South West Metropolitan Corridor closely reflected the methods used by employers in the Bibra Lake area and the main methods reported by all employers surveyed by DEEWR in the 12 months to October 2008.

Figure 37: Methods of Recruitment



Larger organisations rely more heavily on newspaper and internet advertising to recruit staff, as well as recruitment agencies. Smaller organisations were more likely to rely on word of mouth to attract staff.

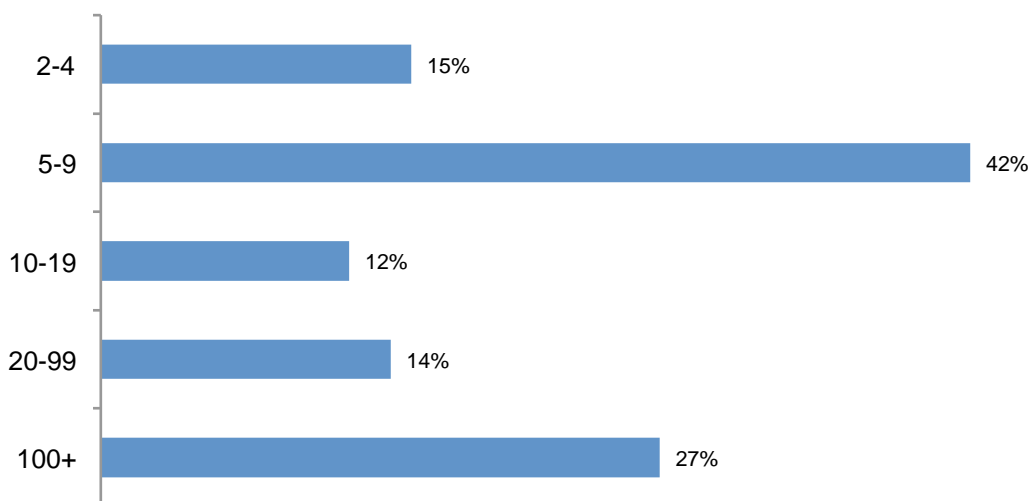
Reflecting the higher skill requirements of industry, businesses located in Kwinana were more likely than other local government areas in the South West Corridor to have used a fee for service recruitment agency (50 per cent versus the 18 per cent average). Businesses located in East Fremantle were much more likely to have used word of mouth or in-store advertising to recruit.

Businesses surveyed in the South West Metropolitan Corridor are relatively successful in filling vacancies compared to other Corridors. Employers were able to fill 789 of the 847 vacancies reported, a success rate of 93.2 per cent (with 6.9 per cent of vacancies remaining unfilled). The number of unfilled vacancies is low compared with 14 per cent of recent vacancies unfilled for all employers surveyed by DEEWR in the 12 months to October 2008 (Bibra Lake Survey of Employers' Recent Recruitment Experiences, February 2009).

Filled vacancies, however, are only one indicator of recruitment success. It is important to gauge the recruitment difficulty facing employers, whether or not they ultimately achieve recruitment success. Businesses surveyed in the South West Corridor reported relatively low levels of difficulty in recruiting staff. Only 33 (23 per cent) of the 142 businesses that recruited in the past six months reported difficulty filling a vacancy.

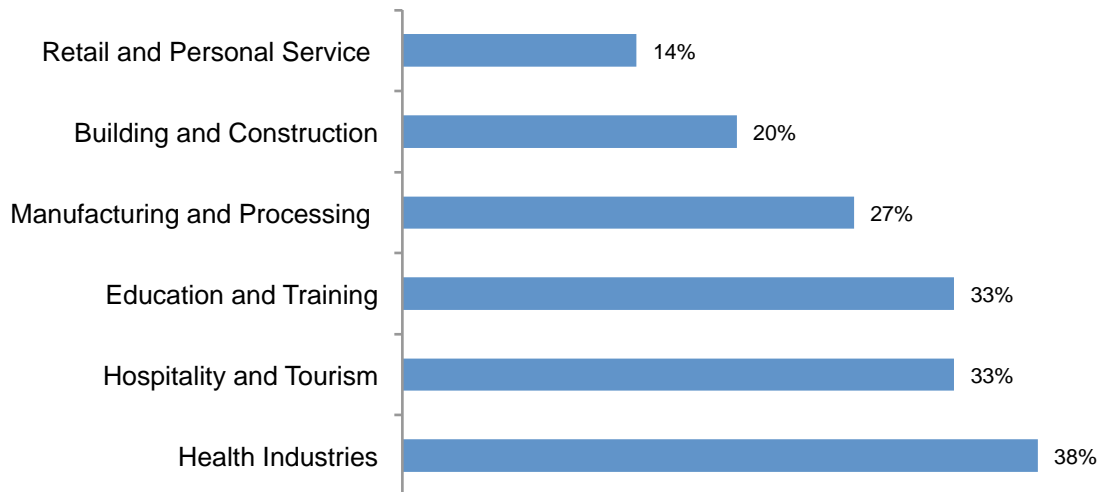
As shown in Figure 38, businesses under 100 employees have a similar rate of difficulty, with the exception of businesses with five to nine employees (42 per cent). Twenty-seven per cent of businesses with more than 100 employees had difficulty filling vacancies. This may be the result of having a larger number of vacancies to fill; four of the 14 respondents with 100 or more employees reported losing 20 or more employees in the past six months.

Figure 38: Recruitment Difficulties in Last Six Months by Business Size



Health, education and training, and hospitality and tourism industries had higher than average difficulty recruiting. Retail and personal service employers reported below average percentages of recruitment difficulty (14 per cent).

Figure 39: Recruitment Difficulty in Last Six Months by Industry



Most of the local government areas reported similar levels of recruitment difficulty. Kwinana employers were more likely to report difficulty (36 per cent), while Melville employers were less likely to report difficulty (16 per cent).

As shown in Table 20, employers commonly reported the following trades as difficult to fill: financial operators, veterinary nurses, chefs, social workers, landscapers, payroll officers, waiters and shop assistants. While the list of occupations difficult to fill does not directly translate into a comprehensive list of occupations in demand for the Corridor, it does provide valuable information on jobs that are difficult to fill and identifies opportunities for job seekers with the appropriate skills and qualifications or the ability to quickly gain these skills.

Table 20: Occupations Difficult to Fill in the Last Six Months

Skill Level and Occupation	
High	Financial Operator
	Marketing Consultant
	Nurses
	Recruitment Consultant
	Social Worker
	Veterinary Nurse
Medium	Aluminium Fabricator
	Beauty Therapist
	Bench Top Maker
	Chef
	Electrician
	Environmental Technician
	Group Leader
	Landscaper
Painter	

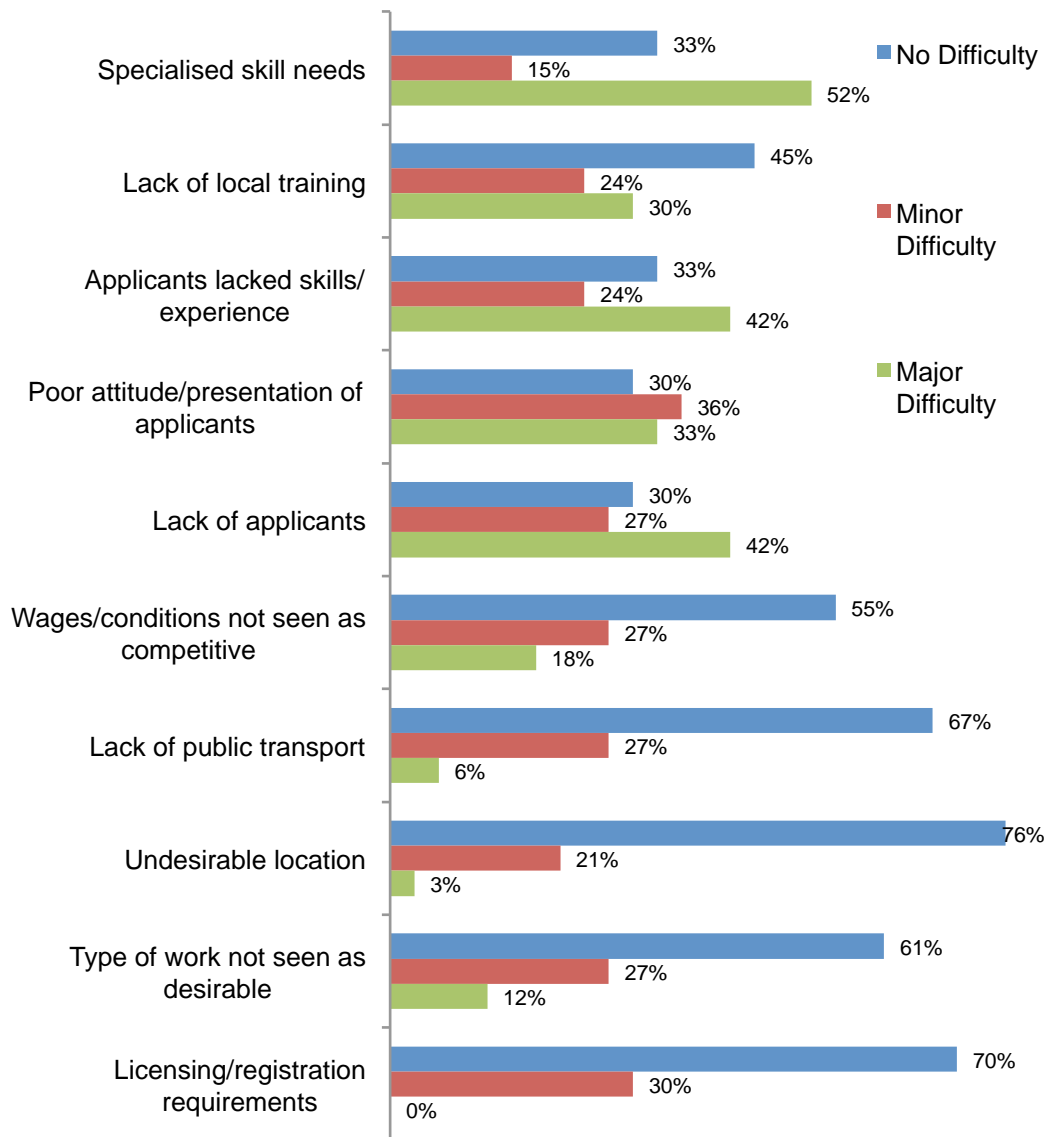
	Payroll Officer
	Refrigeration Technician
	Workplace Trainer
	Childcare Assistant
	Factory Hand
	Launderette
Low	Pastry Decorator
	Sales Representative
	Seamstress
	Shop Assistant
	Sewing Machinist
	Waiter

5.7. Reasons for difficulties in filling vacancies

Overall, less than a quarter of employers surveyed reported recruitment difficulties filling their most recent vacancy. The reasons for their difficulty are outlined in Figure 40. More of these businesses had difficulty filling vacancies because of a lack of applicants (69 per cent) and/or poor attitude or appearance of available applicants (69 per cent). Employers, who had specialised skills needs (67 per cent) and applicants lacking skills or experience also yielded difficulties (66 per cent).

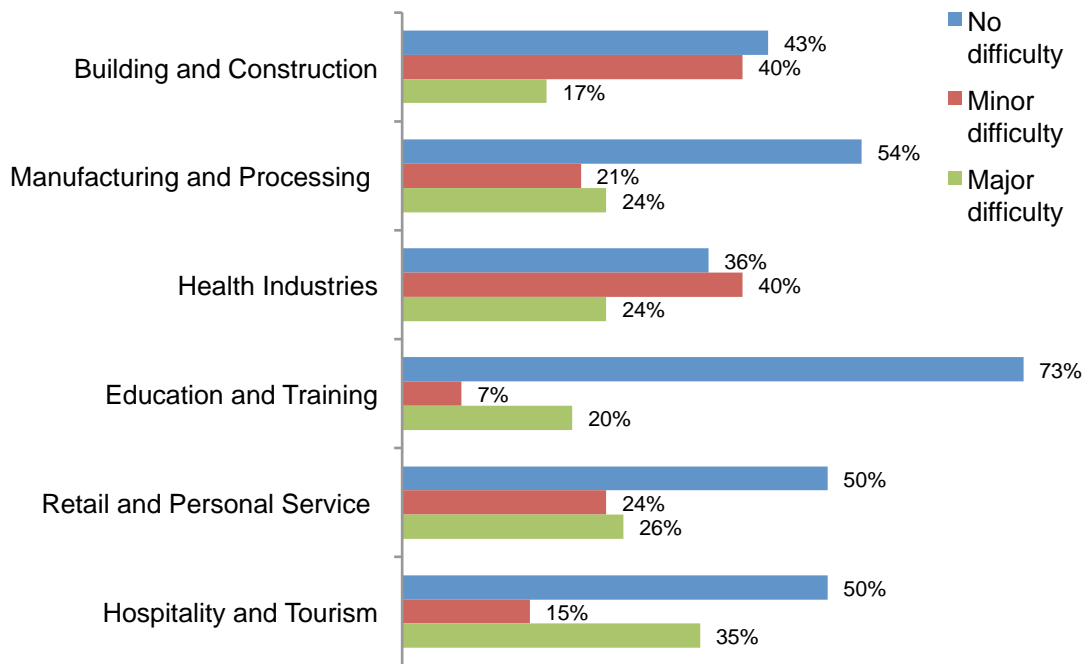
Employers were also asked to judge the severity of the difficulty. Specialised skill needs were more frequently cited as major problems (52 per cent). Poor attitude or presentation of applicants was the most frequent minor difficulty (36 per cent). Business location in an undesirable location was cited least often (24 per cent overall and only one business citing it as a major concern) as a reason for recruitment difficulty.

Figure 40: Reasons for difficulty filling vacancies



Results by industry indicate that the respondents from the education and training industry are more likely to report no difficulties (73 per cent), and, therefore, reported lower levels of minor and major difficulty overall (seven per cent and 20 per cent, respectively). Hospitality and tourism reported the largest percentage of major difficulties (35 per cent), while building and construction had the least (17 per cent). This industry (along with health), however, was more likely to report having minor difficulties as one of the reasons shown in figure 41 (40 per cent each).

Figure 41: Recruitment difficulty by industry



5.8. Future recruitment expectations

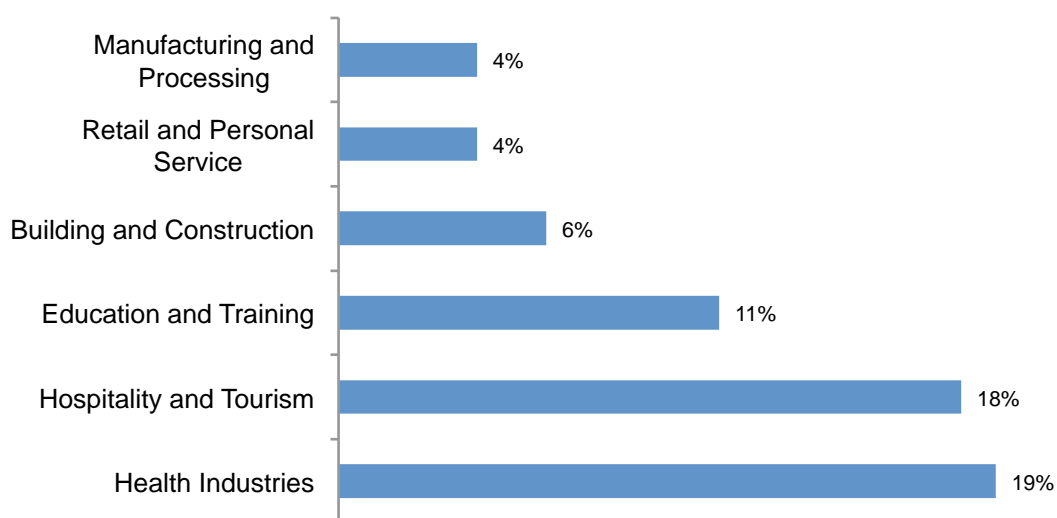
When asked about recruitment over the next 12 months, only 24 of the 378 respondents felt that they would have difficulty recruiting for vacancies (6.3 per cent). This is despite the fact that 33 of the 378 had difficulty recruiting in the past six months (8.7 per cent).

A combination of factors may have produced this result. As noted in Table 14, 120 (31.7 per cent) of businesses felt the impact of the global economic crisis. Businesses that have had to stop recruiting altogether (*n*=48) may see no difficulty recruiting in the next six months because they do not anticipate recruiting at all. However, a number of businesses also reported more applicants for vacancies (*n*=29) and better quality applicants (*n*=11). The crisis may produce a boon of quality applicants for some businesses over the coming months.

Perhaps related to their difficulty filling vacancies, 12 per cent of businesses that employed between five and seven employees felt that they would have trouble filling vacancies in the next 12 months. Five businesses that employed between 20 and 99 employees felt similarly nervous about future recruitment (11 per cent). This is despite the fact that these size businesses were less likely than average to report having had trouble recruiting in the past six months (14 per cent versus the 23 per cent average).

Similar to their difficulty recruiting over the last six months, the health, education and training, and hospitality and tourism industries all reported higher than average fears regarding future recruiting.

Figure 42: Predictions of recruiting difficulty by industry



The 24 respondents that anticipated future difficulties filling vacancies were asked the reason for their concerns. The employer responses that stand out against the average included applicants lacking skills or experience (33 per cent), the need for a specialised skill (29 per cent) and a lack of applicants for vacancies (29 per cent).

Respondents were also asked to name occupations they felt would be difficult to fill in the coming 12 months. The results are organised in Table 21 by skill level and demonstrate predictions of difficulty in all skill levels.

Table 21: Occupations Expected Difficult to Fill in the Next 12 Months

Skill Level and Occupation	
High	Foreign Language Instructor
	Interior Designer
	Investigator
	Nurse
	Veterinary Nurse
	Veterinary Surgeon
Medium	Chef
	Electrician
	Florist
	Painter
	Pest Exterminator
	Refrigeration Technician
	Welder
Low	Carer
	Cleaner
	Floor Staff
	Kitchen Hands

Labourer
Sewing Machinist
Tailor
Waiter

5.9. Chapter summary

The South West Workforce Planning and Recruitment Experience Survey collected information from 378 employers in the South West Corridor.

- Responses were collected from eight major employing industries: retail and personal service, building and construction, manufacturing and processing, hospitality and tourism, health industries, education and training, defence industries, and maritime industries.
 - A low response rate from the defence and maritime industries excluded them from further analysis at industry level.
- Responses were clustered within small businesses. 84 per cent of responses came from businesses with less than 20 employees; 37 per cent from businesses with between two and four employees.
- Results were generally well distributed, with businesses in Cockburn and Melville slightly under-sampled, and those in Fremantle and Rockingham slightly over-sampled.

Impact of the Global economic crisis

- Only 32 per cent of the businesses surveyed reported feeling the effects of the global economic crisis on their recruitment activities.
 - Kwinana businesses were more likely to report being affected (43 per cent), while Fremantle and Cockburn businesses felt least affected (28 per cent).
 - Only 25 percent of manufacturing businesses reported being affected, contradicting the assumption that Corridor's reliance on manufacturing would make it more susceptible to the downturn.
 - Businesses in building and construction and hospitality and tourism felt most affected by the crisis.
- Forty percent of businesses that reported feeling affected were forced to stop all recruitment, with 13 per cent feeling that business conditions had deteriorated and 12 per cent indicating that they had retrenched staff.
 - Businesses with between 10 and 19 employees had the highest levels of recruitment stoppages (56 per cent) and retrenchments (25 percent).
- Some businesses, however, reported positive effects, such as reduced staff turnover (18 per cent), more applicants for vacancies (16 per cent) and/or better quality applicants for vacancies (nine per cent).
 - Despite many hospitality and tourism businesses feeling affected by the crisis, many seem to have benefited. The industry continues to recruit staff with zero businesses reporting recruitment stoppages, in addition to:
 - reductions in staff turnover (27 per cent)
 - increased numbers of applicants (27 per cent) and
 - increased applicant quality (28 per cent).
 - Respondents in the health industry also reported a below average recruitment stoppage (33 per cent), and have also seen above average

gains in number of applicants (33 per cent) and reduced staff turnover (27 per cent).

- The largest businesses (100+ employees) were more likely to report that the economic crisis had impacted their training activities.

Staff Turnover

- Fifty-six per cent of Corridor businesses had remained the same size in the six months leading up to the survey; 44 per cent had lost one or more employee.
 - This result is slightly lower than the 67 per cent of businesses that had stayed the same in the DEEWR Bibra Lake survey of February 2009.
- Employers in the health sector were more likely to have reported losing at least one staff member (62 per cent), while the retail and personal service, and hospitality and tourism industries had below average levels of staff loss.
- The vast majority of businesses reported losing seven or fewer employees (93 per cent), though nearly a third of businesses with 100 or more employees reported losing 20 or more staff.
- One-third of these businesses had lost staff to other jobs or from 'poaching' by other organisations; 30 per cent had asked an employee to leave.
 - Larger businesses were more likely to experience both these reasons for staff loss.
- Twenty percent retrenched employees (with employers feeling impacted by the downturn more likely to have retrenched staff).
 - Businesses with fewer than 10 employees were more likely to have retrenched staff, as were businesses in Kwinana, Cockburn and Fremantle.

Workforce Diversity

- The survey exposed a lack of diversity in the workforce in the South West Corridor and revealed a potentially untapped reservoir of labour for the Corridor's employers.
 - In the past 12 months, only 46 per cent of employers had hired from one or more of five special needs groups: local students, Indigenous persons, apprentices/trainees, persons nearing retirement and/or persons with a recognised disability.
 - Only five per cent of businesses had hired an Indigenous employee, despite an Indigenous population of 1.4 per cent in the Corridor.
 - Only 13 per cent indicated that they had employed an apprentice or trainee.
- Larger businesses had greater diversity within their workforce, especially businesses with 100 or more employees.
- Rockingham had the least diverse workforce (only 36 per cent of employers hiring from one or more of the categories), while Fremantle's workforce was the most diverse (51 per cent hiring from one or more groups).

Investment in Training

- Nearly one-third of businesses surveyed were taking demonstrable steps to improve the quality of their workforce, while the majority (68 per cent) were not:

- 10 per cent had undertaken a training needs analysis, 13 percent had identified gaps in their organisation, and 25 per cent had prepared a training plan.
- Business size appears almost directly proportional to having engaged in one or more of these training activities.
- Businesses in the education and training industry were more likely to have analysed their training needs (both 17 per cent). The hospitality and tourism industry (36 per cent) and particularly the health industry (57 per cent) were more likely to have prepared a training plan.
- Twenty-seven per cent of businesses surveyed in the South West Corridor had engaged a provider to conduct employee training in the past 12 months.
 - Businesses with more than 20 employees were much more likely to have engaged a training provider.
 - Businesses in Cockburn and Kwinana were more likely than other areas to have engaged a training provider (37 per cent versus the 27 per cent average).
 - Employers in the education and building and construction industries were more likely to engage external training providers, while hospitality and tourism, manufacturing and retail were least likely to engage external training providers.
- Of businesses that had engaged trainers, 78 per cent reported that staff members were better able to perform their job.
- Of businesses that had not engaged trainers, 36 per cent conducted training internally, especially larger businesses.
- Results vary by industry, but interestingly, businesses in building and construction, and manufacturing and processing that had not engaged trainers were more likely to report that they saw no value in training. However, businesses in these industries that *had* engaged trainers overwhelmingly reported benefits to staff effectiveness after training (91 per cent and 100 per cent, respectively).
 - These results also contradicted open-ended responses from employers, who reported that training was the key to addressing the Corridor's skills challenges.

Effects of Ageing on the Workforce

- Despite reported concerns about the ageing profile of workers, 36 per cent of surveyed businesses in the South West Corridor did not believe there is an ageing workforce and were not suffering from its effects.
- Those who did feel there was an ageing workforce, employers saw more benefits (such as more experienced workers) than detriments (such as difficulties finding staff in the future).

Recruitment Experiences

- In the six months prior to the survey, 142 (38 per cent) of the businesses surveyed had attempted to fill a vacant full time or part time position (excluding casuals).
 - Larger businesses were more likely to recruit, though these groups also reported losing more employees in the past six months.
 - The health industries were more likely to have recruited (62 per cent), likely due to high levels of high levels of maternity leaves and retirees;
 - Kwinana was the only LGA to report above average levels of recruitment activity (48 per cent).

- In total, 142 employers reported 847 vacancies for which they were attempting to recruit staff.
 - While many businesses sought to fill highly skilled occupations, businesses frequently looked to fill multiple medium or low skilled vacancies. For example, one employer was recruiting 250 sales assistants and 100 food and beverage assistants.
- DEEWR's Survey of Employer Recruitment Experiences in the Bibra Lake industrial area indicated shortages of people with higher skills profiles in the South West Corridor.
- In the same survey, lower skilled vacancies had the highest proportion of vacancies filled with job seekers who required development (20 per cent).
 - Employers recruiting for lower and medium skilled vacancies most commonly reported that job seekers required development in soft skills, such as such as teamwork, communications and reliability.
- Across all recently advertised vacancies, 67 per cent of employers most commonly found one or more applicants to be unsuitable because they had insufficient experience to perform the duties of the job.
- Recruiting via newspapers remains more popular amongst businesses in the South West Corridor (57 per cent). However, potentially 34 per cent of employers are using the internet to source staff (Australian Job Search and Other Media Advertising) making it the second most popular recruitment method in the corridor.
 - Larger organisations rely more heavily on newspaper and internet advertising to recruit staff, as well as recruitment agencies. Smaller organisations were more likely to rely on word of mouth.
 - Reflecting the higher skill requirements of industry, businesses located in Kwinana were more likely than other local government areas in the South West Corridor to have used a fee for service recruitment agency (50 per cent versus the 18 per cent average).
- South West Corridor employers were able to fill 789 of the 847 vacancies reported, a success rate of 93.2 per cent (with 6.9 per cent of vacancies remaining unfilled). This is a higher success rate than has been found in other Corridors.
- Corridor businesses reported relatively low levels of difficulty in recruiting staff; only 23 per cent of businesses that recruited in the past six months reported difficulty filling a vacancy.
 - Twenty-seven per cent of businesses with more than 100 employees had difficulty filling vacancies, which may be the result of having a larger number of vacancies to fill.
 - Health, education and training, and hospitality and tourism industries had higher than average difficulty recruiting, all above one-third. Retail and personal service employers reported below average percentages of recruitment difficulty (14 per cent).
 - Most of the local government areas reported similar levels of recruitment difficulty. Kwinana employers were more likely to report difficulty (36 per cent), while Melville employers were less likely (16 per cent).
 - Employers commonly reported the following trades as difficult to fill: financial operators, veterinary nurses, chefs, social workers, landscapers, payroll officers, waiters and shop assistants.

Reasons for Difficulty in Filling Vacancies

- Overall, less than a quarter of employers surveyed reported recruitment difficulties filling their most recent vacancy.
 - Of those that did, 69 per cent reported a lack of applicants and/or poor attitude or appearance of available applicants. Employers who had specialised skills needs (67 per cent) and applicants lacking skills or experience also yielded difficulties (66 per cent).
 - Employers were asked to judge the severity of difficulties:
 - Specialised skill needs were more frequently cited as major problems (52 per cent).
 - Poor attitude or presentation of applicants was the most frequent minor difficulty (36 per cent).
 - Business location in an undesirable location was cited least often (only one citing it as a major concern).
 - Respondents from the education and training industry were more likely to report no difficulties (73 per cent), building and construction, and health had the most minor difficulties (40 per cent each), and hospitality and tourism reported the largest percentage of major difficulties (35 per cent).

Future Recruitment Expectations

- When asked about recruitment over the next 12 months, only 6.3 per cent of respondents felt that they would have difficulty recruiting for vacancies (6.3 per cent). This is despite the fact that 8.7 per cent had difficulty recruiting in the past six months (8.7 per cent).
 - The downturn may be responsible for this result as:
 - Businesses that have stopped recruiting may not anticipate recruiting in the coming year.
 - Businesses that have seen more applicants for vacancies and better quality applicants may be more optimistic about recruitment in the next 12 months.
- Similar to their difficulty recruiting over the last six months, the health, education and training, and hospitality and tourism industries all reported higher than average fears regarding future recruiting.
- The 24 respondents that anticipated future difficulties filling vacancies were asked the reason for their concerns:
 - Thirty-three per cent anticipated applicants lacking skills or experience.
 - Twenty-nine per cent cited the need for a specialised skill and/or a lack of applicants for vacancies.
- Respondents predicted difficulty recruiting across all skill levels.

6. Industries In-Focus

6.1. Defence and maritime industry

The Australian Marine Complex (AMC) is a world-class centre for excellence for manufacturing, fabrication, assembly, maintenance and technology development, servicing the marine, defence, oil and gas, and resource industries. The AMC is located on the shores of Jervoise Bay in Cockburn Sound at Henderson. The AMC is home to the largest integrated marine complex in Australia.

The AMC has established international credentials for the repair, maintenance and construction of naval and commercial vessels, as well as infrastructure for the fabrication and assembly of offshore oil and gas modules.

More than 100 businesses are located within the AMC, which is made up of four main precincts:

- shipbuilding
- technology
- support industry
- fabrication.

Challenger TAFE's WA Applied Engineering and Shipbuilding Training Centre, works closely with industry in the AMC, to deliver a range of traineeships, apprenticeships, award courses and short-term courses. The Australasian Maritime Institute also has a campus within the AMC providing a full range of courses and sea experience on the training vessels, MV Bilyara and MV Koryou Maru.

The DEEWR Employer Recruitment Survey of the AMC in July 2008 had 52 responses from employers in the complex. In the 12 months prior to the survey 84 per cent of AMC employers reported difficulty recruiting staff. The main reasons for this difficulty were listed as a lack of applicants, lack of skilled applicants, uncompetitive wages and competition from other sectors. 33 per cent of employers indicated public transport was a problem in attracting and retaining staff.

Fifty-five per cent of vacancies were filled with local job seekers and 44 per cent of employers had employed staff from overseas. Tradespersons and intermediate production and transport workers were the hardest to fill with less than two applicants applying for each available vacancy.

A key finding of the survey was that the majority of employers in the AMC have limited commitment to training and workplace diversity. Less than half of the employers surveyed were prepared to respond to the tight labour market by investing in training, retention strategies or diversity strategies. 48 per cent of employers in the AMC had no staff retention strategies, 92 per cent had no strategies to attract indigenous staff and a further 94 per cent had no strategies to attract female staff.

In addition to the AMC, the South West Corridor is also home to the naval base HMAS Stirling located at Garden Island. HMAS Stirling (Fleet Base West) is the home port for over half of Australia's naval vessels, including Anzac Class Frigates, Guided Missile Frigates and the Australian Submarine Squadron. HMAS Stirling is the Indian Ocean side of the Two Ocean Navy policy and provides operational support, logistics support, trials and research facilities, training, personnel and maintenance support for Royal Australian Navy (RAN) ships, submarines and aircraft based in WA. Both the

AMC and HMAS Stirling are deliberately designed to complement and support each other, adding a strong defence flavour to the activities undertaken within the AMC.

Of the employers in the maritime and defence industries surveyed in the South West Corridor Employer Recruitment Experiences Survey, employers in the defence industries appear more likely to be experiencing a negative impact of the global economic crisis. This is likely to reflect a drop in international demand and a delay in the awarding of new local defence contracts. In early 2009, the Australian Government outlined plans for a major expansion of Australia's defence forces, with the Navy set to be the big winner. The government expects to spend \$300 billion on new defence acquisitions, with industry order books unlikely to expand before 2015. It is a fair assumption that the AMC will secure significant new naval contracts as a consequence of this new funding.

The South West Corridor's defence workforce is less market-driven than government budget driven. Workforce planning in the defence industry is limited to a 12–24 month window as this is generally in tune with the federal budget cycle. This short planning time frame presents a challenge for the industry to plan training and hire apprentices.

Lengthy breaks between defence projects also result in the expansion and contraction of the defence industry workforce, with skills lost to other industries, and in some instances where contracts are awarded interstate, a decline in the overall industry capabilities.

The defence workforce is reliant on a sufficient number of skilled individuals leaving the Defence Force each year. A fall in defence force recruiting or sudden reduction in the number of skilled people exiting the services could compromise the industry's ability to replenish its staffing numbers sufficiently to deliver major defence contracts on time and within budget. Requirements for security clearances in many defence industry organisations adds significantly to the time and complexity of recruiting people for this industry, with high clearances taking months to finalise.

The Australian Government's Skilling Australia's Defence Industry Program (SADI) addresses the significant shortfall in the quantity and quality of defence workforce skills available to the defence industry nationally. SADI is open to large and small to medium enterprises working on defence acquisition and sustainment contracts and provides funding that to increase both the quality of their existing workforce and the quantity of skilled people in their workforce. It is structured as a reimbursement program where companies commit to a program of skilling activities with outcomes and costs agreed in advance.

6.2. Hospitality and tourism

In 2006, hospitality and tourism-related industries (including cafes, restaurants and takeaway foods) employed a total of 5,403 persons, making these industries the single largest employers in the South West Corridor. The South West Corridor Employer Recruitment Experiences Survey indicates these industries are also robust, with 43 per cent of hospitality and tourism employers recruiting for a full or part-time vacancy in the previous six months (versus the 38 per cent average).

While these industries have a reputation for high staff turnover and are expected to suffer during the global economic crisis as consumers cut back on luxuries, travel and non-essential expenditures, the results of the Survey indicate that these industries are

defying conventional wisdom. Many hospitality and tourism employers are reporting positive outcomes. Surveyed employers reported:

- Low percentages of staff loss (full or part-time) in the past six months (36 per cent versus the 44 per cent combined South West average).
- Low numbers of lost staff – 25 total reported losses across 28 employers
- Above average reductions in staff turnover (27 percent versus the 18 percent average).
- Increased numbers of applicants for open positions (27 per cent versus the 16 per cent average).
- Improved applicant quality (18 per cent versus the nine per cent average).
- Below average levels of retrenchments (nine per cent versus the 12 per cent average).

More significantly, hospitality and tourism employers were the only industry group that did not stop staff recruitment activity due to the economic crisis. These employers were also more likely to import labour and skills from a variety of sources including:

- Twenty-five per cent of surveyed employers engaged 457 visa holders (versus the 11 per cent average), most likely chefs.
- Fourteen per cent engaged backpackers (versus the six per cent average).
- Fifty-seven per cent hired local students on a casual basis (versus the 28 per cent average).

The above average recruitment rate and higher workforce diversity indicates a shortage of both labour and skills in recent years and that employers in these industries are using the global economic crisis as an opportunity to 'catch up' and prepare for the next round of growth.

The hospitality and tourism industries experience a higher than average difficulty recruiting (33 per cent versus the 23 per cent average). When these employers were asked to rate their recruitment difficulties they reported an average ease of recruiting (50 per cent reporting 'no difficulties'). Those businesses that did have difficulty reported a much greater percentage of 'major difficulties' than other industries (35 per cent versus the 24 per cent average).

Reflecting these difficulties, businesses in hospitality and tourism reported higher than average fears regarding future recruiting difficulties (18 per cent versus the 6 per cent average).

Employers in these industries, however, are investing in their workforce at a greater rate than the industry average. Forty-two per cent of hospitality and tourism businesses surveyed had engaged in at least one workforce improvement process (versus the 32 per cent average):

- Eleven per cent had undertaken a training needs analysis (versus the 10 per cent average).
- Eighteen per cent had identified skill gaps in their organisation (versus the 13 per cent average).
- Thirty-six per cent had prepared a training plan (versus the 25 per cent average).

Employers in this industry are less likely to engage external providers to deliver training. Only 14 per cent of hospitality and tourism businesses had engaged external training providers (versus the 27 per cent average) and are much more likely to report

prohibitive costs as the reason for not engaging an external training provider (17 per cent versus the five per cent average).

The Australian Centre for Advanced Studies, Challenger TAFE and MGI training provide training in hospitality in the South West Corridor and Challenger TAFE is the sole provider of training in tourism. While there is only one provider in the South West Corridor, courses in tourism are readily accessible throughout the Perth metropolitan area.

6.3. Kwinana industrial area

The Kwinana Industrial Area (KIA) consists of approximately 2,400 hectares of coastal land dedicated to industrial purposes. It is Western Australia's primary area of industrial development, with major drivers being its proximity to the sheltered waters of Cockburn Sound and a ready supply of labour from Perth and Fremantle. The KIA consists of a diverse range of industries from smaller service industries, such as fabrication and construction facilities, through to very large heavy process industries, such as alumina, nickel and oil refineries.

The companies in the KIA generate a combined annual output valued at \$15.77 billion per annum, have direct sales of \$8.51 billion, directly employ approximately 4,800 people (64 per cent live within the South West Corridor) and provide indirect employment to approximately another 26,000 people.

The Kwinana Industries Council (KIC) Strategic Workforce Plan estimates that an additional 6,000 workers will be required in Kwinana, as part of an additional 62,000 required in the South West Corridor. In the absence of measures to grow the workforce sufficiently, it is estimated that there will be a shortfall of 3,500 workers in the KIA by 2018, as part of an overall shortfall of 23,000 workers in the South West Corridor.

To address the future workforce needs of the region, the Kwinana Industries Council Strategic Workforce Plan made 17 recommendations grouped into four clusters:

1. Improving Attraction Strategies
2. Growing the Labour Supply
3. Increasing the Existing Labour Supply
4. Improving Workforce Planning

The Kwinana Industries Council Strategic Workforce Plan recommendations have been grouped into the following eight broad action themes.

1. Develop a Brand (Improving Attraction Strategies)

This includes recommendations 1 and 4, which focus on 'Employer Value Propositions' and the 'Go West Now Campaign'. This includes developing a brand that includes employer value propositions for both young people just entering the workforce and those considering leaving it, such as potential retirees.

2. Higher Levels of Engagement with Educational Institutions (Growing the Labour Supply)

This aggregate recommendation includes recommendations 3 and 7. It is focused on facilitating training programs by developing higher levels of engagement with education providers, at all levels, and facilitating training programs for mission critical skills that are either in short supply, or, that will face pressure as a result of retirements.

3. Engage Community Organisations in Job Readiness (Increasing the Existing Labour Supply)

This includes recommendations 10 to 13 and addresses indigenous participation, cultural awareness, females as role models and as mentors and best practice policies for facilitating female participation in the workforce. The recommendations require increased engagement with community organisations to assist in matching job ready local Indigenous people with employment opportunities. This includes developing and promoting positive role models for indigenous people, particularly in local schools and cultural awareness training for the workforce. To facilitate increased female participation, female role models are suggested to act as mentors in occupations where females are underrepresented and the development of a template 'best practice' policy for facilitating female participation and engagement in the workplace.

4. Develop Best Practice Guidelines for Workforce Planning (Improving Workforce Planning)

This is recommendation 17 in the report and suggests the establishment of a learning laboratory where employers can assess the quality of their internal workforce planning arrangements and develop 'best practice' guidelines and share experiences in implementing workforce planning.

5. Aggregated Labour Demand Database (Increasing the Existing Labour Supply)

This comprises recommendations 2, 9 and 16 and focuses on formal mapping of skills sets of local indigenous people through the collation of internal workforce data to develop an aggregated labour demand database and a formal mapping of the skills sets of the local Indigenous population.

6. Migration Schemes (Growing the Labour Supply)

This comprises recommendations 5 and 6 and proposes the engagement of migration services to facilitate long stay 457 visa applications and influence the State Government in using a State-Specific migration scheme to supply temporary workers from overseas sources.

7. Assess General Economic Conditions and Labour Conditions (Improving Attraction Strategies)

This comprises recommendations 8 and 15 and proposes the investigation of employment conditions in competing areas to establish what constitutes an employer of choice, in conjunction with assessing the general economic and labour market conditions that influence the availability of labour.

8. *KIC to act as a Focal Point for Contact with Workers who Leave the Area (Growing the Labour Supply)*

This comprises recommendation 14 and proposes that KIC act as a focal point for continued contact with workers who leave the area so there is some central point for them to refer to if they wish to return to the local workforce.

7. SWOT Analysis of the South West Corridor Workforce

To facilitate the reconciliation of the qualitative and the quantitative data, a SWOT analysis of the views of the Corridor's workforce from the region's employers, training providers and employment service providers was undertaken to identify strengths, weaknesses, opportunities and threats. The results of this analysis are categorised under the following themes:

- Environmental, economic and social drivers impacting on business activity.
- Regional factors impacting on the ability to attract, retain and grow the workforce.
- Business workplace and management practices.

In combination with the quantitative data presented earlier, this SWOT analysis provides the foundation for the challenges, opportunities, and recommendations presented in the South West Corridor's Workforce Development Plan (chapter 8).

7.1. Strengths

Regional factors

- Lifestyle:
 - There are good models of family orientated communities within the Corridor.
 - There is a good work / life balance in the region – people have the opportunity to go home at night.
 - Housing is relatively affordable.
 - An 'unparalleled' concentration of a diversity of opportunities in employment and capacity to work reasonable hours, with a variety of rosters available.
- Infrastructure and amenity:
 - Good environmental aspects, such as pristine wetlands.
 - Proximity of the beach, parks and relative ease of access to Perth central business district (CBD).
 - Solid recreational infrastructure.
 - Enormous industry potential, current and planned, particularly in Kwinana.
 - Train services into the Perth CBD.
 - Poised to increase its prominence as a major metropolitan population area, with another 50,000 homes and 90,000 people by 2020.

Business, workplace and management practices:

- Many individual organisations, especially larger ones, have well-developed people and workforce policies, strategies and responses to support changing business environments.

Environmental, economic and social drivers impacting on business activity:

- Climate change provides potential for new industry, innovation and job opportunities.

- The Corridor's vibrant and diverse economy provides for a diversity of occupations.

7.2. Weaknesses

Regional factors

- Lifestyle:
 - Poor public perception of southern area of the Corridor compared to adjacent areas and other regions.
 - Negative perception of suburban sprawl, with stigmas attached to the industrial strip.
 - Affordable housing reinforces negative perception of urban sprawl.
- Infrastructure and amenity:
 - Current public transport arrangements (connectivity within the region) are inadequate.
 - School students are not enrolling in subjects relevant to the region's industrial employers, such as maths and science.
 - Residents do not appear actively engaged in ongoing training to maximise their ability to exploit future employment opportunities in the Corridor.

Business, workplace and management practices:

- Smaller organisations do not have the expertise and resources to invest in proactive workforce practices.
- There is a sense that young people have been indulged by a long period of strong economic conditions and have not experienced any penalty for job 'leap-frogging'.
- Businesses find it easier to 'poach' staff than train or up skill the ones they already have.

Environmental, economic and social drivers impacting on business activity:

- Businesses have a negative response to external drivers, which often overlooks the positive aspects and opportunities.
- Para-professionals and professionals are more likely to seek opportunities closer to home whereas unskilled workers are more likely to travel further for work.
- Lengthy and detailed security clearances are required in the Corridor's expanding defence support industry and minor infringements can disqualify skilled applicants. Many applicants are also sourced from a narrow pool of candidates leaving the Australian Defence Force.
- There is a significant problem of generational poverty and unemployment in the Kwinana area that requires a complex and multi-layered response to break this vicious cycle. Truancy estimates are as high as 20 per cent (one in five) children not attending high school in Kwinana.
- Leadership and focus is inconsistent in the delivery of programs to address multiple barriers facing special needs groups.

- State Government leadership and planning coordination with local government for major developments such as Latitude 32 is lacking and there is little evidence of integrated project planning across the Corridor.

Several of the Corridor's high demand occupations, such as nursing, suffer from a lack of aspiring students, which is directly related to the perceived workforce outcomes once study is complete.

7.3. Opportunities

Regional factors:

- Employers can engage with planners and authorities to address current and potential regional and infrastructure issues, such as work and lifestyle integration.
- Employers can engage with the education and training system to scope approaches for delivering skilled people from the school, college and training sectors.
- The Corridor can be marketed across regions to highlight its opportunities and features. The Kwinana's "Looking Forward" website is a good reference point.
- An increase in integrated and adequate public transport infrastructure will enhance industry and worker connectivity.

Business, workplace and management practices:

- Employers can proactively conduct workforce profile studies and plans to anticipate trends and issues.
- Employers can improve workforce management strategies and practices focused on staff attraction and retention, for example, better career paths, performance management linked to skills development and training and work flexibility.
- Employers can improve workplace amenities and facilities, such as social clubs, gym memberships, staff support mechanisms (Employment Assistance Programs) and child care to retain staff.
- Employers can improve workplace culture, with an emphasis on dynamism and benefits, such as job security and teamwork.
- Employers can consider transition to retirement strategies, coupled with succession planning to assist in knowledge retention and skills transfers.
- Local Government can use its stability as an attraction during economic downturns.
- Increased staffing flexibility such as working from home and industrial democracy can improve the attractiveness of the position rather than competing on salary.
- Work experience programs, such as internships, can provide young people with the necessary work experience to be competitive in the marketplace once they have graduated.
- Potential cooperative approaches towards cadetships and graduate programs, which recognise the potential benefits of workforce mobility.
- The harnessing of disparate training resources and facilities within a framework, representing an agreed focus on priorities.

- Increased community education about the opportunities available in local industry.
- If a greater understanding of future projects can be achieved early, (such as Latitude 32), training providers could train locals to meet the employment demand of employers relocating to the Corridor.
- Increased information exchange between employers in the defence industry can assist with the transition of staff between contracts to ensure specialised skills are retained in the Corridor.

Environmental, economic and social drivers impacting on business activity:

- The increasing oil prices can encourage better use and integration of public transport infrastructure, in conjunction with workplace and community developments.
- With higher skills, the local community is better able to respond to oil price rises and meet the needs of local industry.
- Career development in school years 5 to 9 can promote opportunities in local industry, raise student aspirations and manage student perceptions with the objective of informing critical subject and life choices.

7.4. Threats

Regional factors:

- Many decisions, actions and activities may proceed and not integrate if there is not a cohesive framework for forward planning.
- If the price of oil exceeds the average household budget threshold, it may become unviable for apprentices in training and workers employed in industry along the coast to get to and from work using private vehicles.
- There is currently no integrated transport network to service employees who may be stranded by increases in oil prices.

Business, workplace and management practices:

- If workforce weaknesses and challenges are not adequately addressed, the Corridor's industry will be less resilient in the face of adverse and unanticipated events.
- Changing workforce demographics and attitudes, such as employee desires for challenges, may provide for a more flexible and articulate but transient pool of employees.
- Cooperative strategies may not deliver, or fail if the approach and response is not focused and timely.
- If insufficient navy defence contracts are awarded to employers in the region the defence industry workforce could leave the region or be absorbed into other industries.

Environmental, economic and social drivers impacting on business activity:

- Potential opportunities may be missed if the positive aspects of change are not addressed early.

- People are worried about the future and therefore view local government as a safe haven but may return to the private sector when the economy improves.
- Rising sea levels may impact negatively on the Corridor's beaches and become an issue for industry located on the coast.

8. The South West Corridor Workforce Development Plan

8.1. Introduction

Rather than view the global economic crisis as a crisis where only negative outcomes are possible this workforce development plan challenges industry and government to seize the opportunity presented by the current economic downturn to plan and prepare the South West Corridor's workforce for the return of economic growth.

At the end of 2010 the Western Australian Treasury anticipates that annual economic growth will stabilise in the range of three to four per cent. Whilst unemployment will initially remain high, the demand for labour will pick up, especially as larger projects begin to move forward. Employers need to 'take stock' and work collaboratively with the education sector to implement strategies and approaches that secure an appropriately skilled workforce for the future.

These improved strategies and approaches will need to focus on developing a workforce suited to the workplaces of the future. These workplaces will be more dynamic and increasingly driven and influenced by rapidly changing technologies. Overall there will be an increasing requirement for all workforce participants to embrace change management along with all the associated soft skill sets.

The framework for the South West Corridor's workforce development plan recognises the challenges which are inherent in workforce development. From these challenges this plan identifies opportunities for consideration and proposes recommendations. A range of opportunities are identified which address and takes forward challenges into a well-structured framework of linked projects.

8.2. Stakeholder Perspectives of the Future

During consultations with employers, training and education providers, participants were invited to discuss their expectations of the workforce in the year 2020. Responses fell into six categories:

1. Workforce Dynamics
2. Working Conditions
3. Technology
4. Skills and Training
5. Cooperation
6. Others.

1. Workforce Dynamics

Employers believed the workforce dynamics would shift considerably in the lead up to 2020. They anticipated the workforce would significantly increase, have a larger percentage of female workers and a lower average age of staff with shorter lengths of service. Difficulty attracting and retaining staff, especially younger people was expected to be an ongoing feature.

Multiple employers expressed concerns about retaining staff in 2020, with one employer anticipating a need for increased outsourcing arrangements.

2. Working Conditions

Despite their myriad views on what the workforce of 2020 would look like, employers were united in their belief that the workplace of the future would be different than today. Future workplaces will feature flexible working arrangements to suit their employees' lifestyles. Employers anticipated these changes would manifest in a number of ways:

- Flexibility in working hours and rosters, with a cultural shift away from 9-to-5 office work.
- More flexible working arrangements, including working from home, extended secondments or work within the industry, job share arrangements and part-time positions (especially for senior staff).
- Changes to workplace amenities to attract and retain staff.
- Urban sprawl and housing affordability pushing employees homes further from their places of employment, perhaps contributing to working from home or employer-paid travel expenses.
- The need to provide greater challenges for employees.

One employer expected that businesses would become accustomed to workplace practices that now seem problematic. This employer anticipated that maternity leave deferments and job share roles would be viewed as an opportunity for innovation rather than an inconvenience.

3. Technology

Cultural changes to workplace conditions driven by technological advances were a recognised reality. One employer anticipated a reduced workforce due to new technologies while others anticipated the need for a more multi-skilled workforce capable of harnessing new technologies to troubleshoot problems. The proposed National Broadband Network (NBN) is likely to enable the use of new and emerging technologies across the Corridor.

4. Skills and Training

The need for a multi-skilled workforce was a common theme in employers' expectations of the future. One employer expected requirements such as two degrees and a second language for employees while another believed the burden would shift to employers to train staff to be multi-skilled.

This need appears connected to employers' trepidation about employee turnover and the need to have staff on-hand with the necessary skill sets. Employers emphasised the need to:

- Engage with younger people and enhance existing graduate programs.
- Facilitate retaining older workers and graduated retirees.
- Merge professional and para-professional work, or encourage professional qualifications for a greater number of workers.
- Make full use of multi-skilled staff by breaking down the compartmentalisation of work.

One employer expected a reduced workforce due to a diminishing need for unskilled staff. Employers are looking towards more dynamic training opportunities in the future.

One employer anticipated skills transfer methods and systems for coping with turnover and retirement while others hoped for a rapid skilling process for companies to access.

4. Cooperation

Some employers in the Corridor saw the need for greater cooperation between businesses to manage employee turnover, skills and training. One employer suggested they would consider secondments for periods of up to five years, while another suggested that companies in their industry should build relationships to facilitate the flow of staff from one organisation to another.

5. Other

Other predictions by employers could not be categorised and include:

- A continued need for labour hire services.
- An increased requirement for professionals and psychologists to do assessment profile work.
- Increased pressure on infrastructure as state and local government struggle to meet the region's population and industry growth demands.

8.3. Environmental, Economic and Social Drivers

Global, national and local drivers impact on businesses within the South West Corridor. These include macro issues such as climate change and the economic global economic crisis and micro issues such as transportation. Depending on the organisational values and industry, employers will view these drivers as either restrictive barriers or opportunities for industry innovation. This section is limited to those drivers that influence the structure of the Corridor's workforce.

1. The negative implications of the current downturn will fall heavily on small business operators who have little capacity to buffer themselves against falling demand for goods and services.
2. As growth returns there will be upward pressure on the prices of commodities, especially oil, which is likely to rise rapidly. The predicted oil price rise, which is inherently linked to dwindling supplies, will place pressure on people to reduce commuting activities and seek alternative modes of transport to private motor vehicles.
3. The need to provide a workforce with sufficient people at optimal working age is a key requirement of the Corridor's future prosperity. Key demographics indicate that there is an ageing population and workforce in the Corridor. Without a focus on linked and synergistic strategies for attracting, retaining and developing the workforce, the Corridor could suffer from acute labour shortages in the future. The Corridor's petro-chemical industry has an average workforce age of 49 years, with an average retirement age of 55 years.
4. The Corridor's schools may not be encouraging pupils to enrol in subjects that lead to high skilled occupations, such as mathematics and sciences. This can contribute to a situation where a cohort of school leavers is viewed as unsuitable for employment in the Corridor's high skill industries.

5. In both the boom and global economic crisis, employers have identified ongoing issues with adult literacy and numeracy. This has significant implications for individuals and the workforce's capacity to engage successfully in training activities.
6. Workers are insufficiently multi-skilled. In this context, however, employers have sensed that workers are now more concerned about opportunities and prospects, so have an increasing awareness of skills recognition and the pathways needed to obtain qualifications.
7. Influencing the shape, nature and skills profile of the future workforce are emerging opportunities enabled by the implementation of new technologies. Employers have identified improved work automation as a significant challenge as the focus continues to shift in favour of technology and automation skills rather than manual handling. Employers will need to proactively plan for these developments and scope them into their workforce management strategies and arrangements.
8. As baby boomers, born between 1946 and 1964, retire there will be a transition to a workforce comprising mainly generation X, born between 1965 and 1977 and generation Y, born between 1978 and 1994. In 2009, baby boomers represent 36 per cent of the national workforce, this will drop to 16 per cent in 2020. This means that employers will continually need to invest in the development of responsive and attractive workplaces to suit the expectations and skills base of the next generation. These workplaces will need to adapt for:
 - Increased automation and computerisation.
 - Increased focus on technology skills.
 - Changing workforce demographics and attitudes, including a more flexible and articulate, but transient workforce.
 - A workforce that has the expectation of personal and professional development.
9. There will be an ongoing need for solutions to training in soft skills. The National Centre for Vocational Educational Research commissioned a future skill needs study in 2006, which identified the demand for interactive and cognitive skills is projected to grow. Employers, Employment Service Providers and Registered Training Organisations will need to continue to design appropriate responses.

8.4. Skills / Employment Demand

Table 22 lists those occupations for which there is believed to be an insufficient supply in Western Australia and the South West Corridor at time of preparing this report. Occupations assessed prior to the peak of the economic cycle in October 2008 do not reflect the changed economic circumstance and therefore have been omitted from the list.

The following 13 occupations appear in multiple skill shortage and occupations-in-demand lists and are therefore more likely to be in demand now and into the future. Those occupations marked with asterisks (*) are identified in either the DEEWR Bibra Lake survey or the South West Workforce Planning and Recruitment Experience Survey.

- aircraft maintenance engineer (avionics)
- aircraft maintenance engineer (mechanical)
- boat builder and repairer
- chef*
- electrician*
- fitter
- fitter and turner*
- fitter-welder*
- painter and decorator*
- refrigeration and air conditioning mechanic*
- registered nurse*
- sheetmetal worker (first class)
- welder (first class)*.

Qualitative data from the Employer Survey supports the listing of Chefs in the occupations in demand, with overseas applicants regularly filling these positions on 457 visas due to a shortage. Demand for trades is expected to remain high in the future, particularly for electricians, painters and decorators, welders, fitters and turners and refrigeration and air conditioning mechanics. The presence of registered nurses on the list of shortages is significant given the Corridor will require an additional 2,000 nurses in 2014 when the Fiona Stanley Hospital stage one is complete, St John of God Murdoch has expanded and the State Rehabilitation Centre has relocated to the Murdoch Precinct.

Nurses are unlikely to be the only health professionals to be in demand in coming years. The Western Australia Occupation in Demand List (WAOIDL) lists many of the occupations required to staff the new Fiona Stanley Hospital, ranging from allied health professionals through to medical specialists. In the absence of an immediate increase in skilled health professionals within the South West Corridor there is a real risk that the region will be unable to resource the staffing requirements of the new health facilities scheduled to open in 2014.

Table 22: Comparative List of Occupation in Demand

DEEWR WA Skills Shortage List Oct 08 onwards	WAOIDL Jan 2009	DEEWR Bibra Lake Survey Feb 2009	SW Corridor Survey Mar 2009
	Accountant		
Aircraft Maintenance Engineer (Avionics)	Aircraft Maintenance Engineer (Avionics)		
Aircraft Maintenance Engineer (Mechanical)	Aircraft Maintenance Engineer (Mechanical)		
	Aircraft Maintenance Engineer (Structures)		
	Anaesthetist		
	Architect		
	Architectural Associate		
	Automotive Electrician		
	Baker		
	Binder and Finisher		
Boat Builder and Repairer	Boat Builder and Repairer		
	Bricklayer		
	Building Associate		
	Cabinet Maker		
			Carer
	Carpenter		
	Carpenter and Joiner		
	Chef		Chef
	Chemical Engineer		
	Child Care Coordinator		
	Civil Engineer		
	Civil Engineering Associate		
	Civil Engineering Technician		
			Cleaner
	Communications Lineperson		
	Computing Professional		
	Computing Professional		

	Cook		
	Dental Specialist		
	Dental Technician		
	Dentist		
Diesel Mechanics			
	Dermatologist		
	Drainer		
	Electrical Engineer		
	Electrical		
	Engineering		
	Associate		
	Electrical		
	Engineering		
	Technician		
	Electrical Powerline		
	Tradesperson		
	Electrical		
	Supervisors		
	Electrician (Special	Electrician	Electrician
	Class)		
	Electronic		
	Engineering		
	Associate		
Electronic and	Electronic		
Communications	Equipment		
Technicians	Tradesperson		
	Electronics		
	Engineer		
	Emergency		
	Medicine Specialist		
	Engineering		
	Manager		
	External Auditor		
	Extractive		
	Metallurgist		
Fibrous Plasterer	Fibrous Plasterer		
Fitter	Fitter		
Fitter and Turner		Fitter and Turner	
Fitter-Welder		Fitter-Welder	
	Floor Finisher		
			Florist
			Foreign Language
			Instructor
	Furniture		
	Upholsterer		
	Gasfitter		
	General Electrician		

	General Electronic Instrument Tradesperson	
	General Mechanical Engineering Tradesperson	
	General Medical Practitioner	
	General Plumber	
	Geologist	
	Geophysicist	
Glazier		
	Hairdresser	
	Instrument Fitter	
		Interior Designer
Joiner	Joiner	
		Kitchen Hands
		Labourer
	Landscape Gardener	
	Lift Mechanic	
Locksmith		
	Mechanical Engineer	
	Mechanical Engineering Associate	
	Mechanical Engineering Technician	
	Mechanical Services and Air-Conditioning Plumber	
	Medical Diagnostic Radiographer	
Metal Fabricator (Boilermaker)	Metal Fabricator (Boilermaker)	
Metal Machinist (First Class)	Metal Machinist (First Class)	
	Mining Engineer (excludes Petroleum)	
	Motor Mechanic	
	Nuclear Medicine Technologist	
	Obstetrician and Gynaecologist	

	Occupational Therapist	
	Ophthalmologist	
	Optical Mechanic	
	Optometrist	
	Paediatrician	
Painter and Decorator	Painter and Decorator	Painter and Decorator
	Panel Beater	
	Pastry Cook	
	Pathologist	
		Pest Exterminator
	Petroleum Engineer	
	Pharmacist	
	Pharmacist - Hospital	
	Physiotherapist	
	Podiatrist	
	Pressure Welder	
	Production Manager (Mining)	
	Psychiatrist	
	Quantity Surveyor	
	Radiation Therapist	
	Radiologist	
	Refrigeration and Air Conditioning Mechanic	Refrigeration and Air Conditioning Mechanic
	Registered Mental Health Nurses	
	Registered Midwife	
	Registered Nurse	Registered Nurse
	Roof Plumber	
	Roof Slater and Tiler	
		Sales Assistants
		Sewing Machinist
Sheetmetal Worker (First Class)	Sheetmetal Worker (First Class)	
Shipwright		
	Solid Plasterer	
	Sonographer	
	Specialist Medical Practitioners	
	Specialist Physician	
	Speech Pathologist	

	Stonemason	
	Surgeon	
	Surveying and Cartographic Associate Surveyor	
		Tailor
	Toolmaker	
	Tree Surgeon	
	Urban Planner	
	Vehicle Body Maker	
	Vehicle Painter	
		Veterinary Nurse
		Veterinary Surgeon
	Wall and Floor Tiler	
Welder (First Class)	Welder (First Class)	Welder (First Class)

The South West Corridor has 45 employment growth industries defined as industries employing at least 100 people with a 30 per cent growth rate in employment between 2001 and 2006. Stand out industry performers, by increases in employment between 2001 and 2006, included Manufacturing, Business Services, Community Services and Non-Ferrous Basic Metal Product Manufacturing.

Not all industries listed in table 23, however, have a presence in the region. The oil and gas extraction industry, for example, is located outside of the region. There were however 708 residents employed in this industry in 2006. The data used to model demand measures the region's workforce (by usual place of residence) by industry of employment and not the location of the industry. The data therefore reflects the employment of residents across all industries rather than just those industries located in the Corridor but excludes the component of the Corridor's workforce that do not actually live in the Corridor.

Caution should be applied when interpreting the percentage increase in table 23 as they mask the value of the employment increase. For example, employment in basic non-ferrous metal manufacturing increased from 88 individuals to 1,065 people, a 1,110.2 per cent increase, whereas employment in building construction increased by only 72.2 per cent, but reflected a 1,447 person increase to 3,451 people employed in the industry.

The 2001 percentage variance in table 23 uses the 1996 Census of Population and Housing as its base. Figures for 1996 are not displayed in this table.

Table 23: South West Corridor Growth Industries

Employment Growth Industries	2001	% -/+	2006	% -/+
411 Building Construction	2004	49.3%	3451	72.2%
423 Installation Trade Services	1836	13.8%	2290	24.7%
611 Road Freight Transport	1315	55.4%	2130	62.0%
424 Building Completion Services	1513	14.8%	2033	34.4%
C00 Manufacturing, undefined	774	149.7%	1843	138.1%
772 Real Estate Agents	1195	-4.6%	1637	37.0%
131 Metal Ore Mining	1133	72.5%	1619	42.9%
412 Non-Building Construction	993	-14.0%	1380	39.0%
422 Building Structure Services	980	24.7%	1343	37.0%
273 Non-Ferrous Basic Metal Product Manufacturing	88	120.0%	1065	1110.2%
751 Services to Finance and Investment	729	51.2%	1034	41.8%
425 Other Construction Services	736	11.2%	976	32.6%
G00 Retail Trade, undefined	421	79.1%	894	112.4%
572 Pubs, Taverns and Bars	596	0.8%	818	37.2%
152 Other Mining Services	251	-19.3%	808	221.9%
120 Oil and Gas Extraction	475	154.0%	708	49.1%
O00 Health and Community Services, undefined	501	4910.0%	706	40.9%
274 Structural Metal Product Manufacturing	527	-21.9%	699	32.6%
361 Electricity Supply	502	-11.9%	658	31.1%
860 Health Services, undefined	337	39.8%	637	89.0%
151 Exploration	400	-11.7%	566	41.5%
771 Property Operators and Developers	298	-7.2%	498	67.1%
E00 Construction, undefined	217	-36.9%	483	122.6%
870 Community Services, undefined	225	100.9%	483	114.7%
421 Site Preparation Services	319	2.6%	473	48.3%
F00 Wholesale Trade, undefined	216	-21.5%	467	116.2%
B00 Mining, undefined	105	-41.3%	446	324.8%
962 Interest Groups	290	-52.8%	446	53.8%
670 Storage	301	-28.5%	401	33.2%
961 Religious Organisations	292	45.3%	393	34.6%
216 Bakery Product Manufacturing	280	-34.7%	367	31.1%
218 Beverage and Malt Manufacturing	228	0.4%	322	41.2%
730 Finance, undefined	99	-61.6%	320	223.2%
780 Business Services, undefined	116	262.5%	261	125.0%
217 Other Food Manufacturing	178	-20.5%	233	30.9%
283 Photographic and Scientific Equipment Manuf	143	74.4%	209	46.2%
570 Accommodation, Cafes and Restaurants,	68	-79.8%	190	179.4%
520 Personal and Household Good Retailing,	111	9.9%	169	52.3%
510 Food Retailing, undefined	121	2.5%	165	36.4%
661 Services to Road Transport	45	9.8%	158	251.1%
280 Machinery and Equipment Manufacturing	83	66.0%	155	86.7%
215 Flour Mill and Cereal Food Manufacturing	68	-41.4%	132	94.1%
420 Construction Trade Services, undefined	68	-22.7%	126	85.3%

(Source: 2006 Census of Population and Housing)

Using the predictive model described in chapter 3, 20 occupations across 45 growth industries are forecasted to experience continued demand in the South West Corridor through to 2021. These occupations (by ASCO category level 2) include:

- 11 general managers
- 12 specialist managers
- 21 science, building and engineering professionals
- 22 business and information professionals
- 31 science, engineering and related associate professionals
- 32 business and administration associate professionals
- 41 mechanical and fabrication engineering tradespersons
- 43 electrical and electronics tradespersons
- 44 construction tradespersons
- 45 food tradespersons
- 49 other tradespersons and related workers
- 59 other advanced clerical and service workers
- 61 intermediate clerical workers
- 62 intermediate sales and related workers
- 63 intermediate service workers
- 71 intermediate plant operators
- 72 intermediate machine operators
- 73 road and rail transport drivers
- 79 other intermediate production and transport workers
- 99 other labourers and related workers.

As with table 23, the occupations listed in table 24 reflect the employment of permanent residents on census night. The actual location of the occupation can therefore be located outside of the region. With 11 per cent of the Corridor's residents working in a region other than Perth, it is likely that a number of occupations belong to resource extraction activities that are located in regional Western Australia and serviced via fly-in-fly-out (FIFO) arrangements.

Table 24 provides a list of occupations expected to experience higher demand through to 2021 based on the scenario outlined in table 1 and the forecast methodology described in chapter 3. These occupations have been cross referenced against 214 industries to provide planners with the clearest possible indicator of both the occupation and specific industry skill sets that are predicted to be in demand through to 2021. Each occupation and industry is listed with the applicable ASCO / ANZIC codes to facilitate examination at a lower level.

It is expected that this approach will focus the activities of the Corridor's industry training and representative bodies to ensure local industry has access to the right people, at the right time and in the right place.

Table 24: Occupations / Skills in Demand to 2021

11 General Managers

120 Oil and Gas Extraction
131 Metal Ore Mining
274 Structural Metal Product Manufacturing
C00 Manufacturing, undefined
411 Building Construction
422 Building Structure Services
423 Installation Trade Services
611 Road Freight Transport
962 Interest Groups

12 Specialist Managers

120 Oil and Gas Extraction
131 Metal Ore Mining
152 Other Mining Services
283 Photographic and Scientific Equipment Manufacturing
C00 Manufacturing, undefined
411 Building Construction
423 Installation Trade Services
F00 Wholesale Trade, undefined
611 Road Freight Transport
751 Services to Finance and Investment
771 Property Operators and Developers
772 Real Estate Agents
780 Business Services, undefined

21 Science, Building and Engineering Professionals

120 Oil and Gas Extraction
131 Metal Ore Mining
151 Exploration
152 Other Mining Services
283 Photographic and Scientific Equipment Manufacturing
411 Building Construction
412 Non-Building Construction

22 Business and Information Professionals

120 Oil and Gas Extraction
131 Metal Ore Mining
151 Exploration
152 Other Mining Services
273 Non-Ferrous Basic Metal Product Manufacturing
C00 Manufacturing, undefined
361 Electricity Supply
411 Building Construction

771 Property Operators and Developers

780 Business Services, undefined

31 Science, Engineering and Related Associate Professionals

120 Oil and Gas Extraction

131 Metal Ore Mining

B00 Mining, undefined

411 Building Construction

E00 Construction, undefined

32 Business and Administration Associate Professionals

131 Metal Ore Mining

C00 Manufacturing, undefined

361 Electricity Supply

411 Building Construction

423 Installation Trade Services

751 Services to Finance and Investment

771 Property Operators and Developers

772 Real Estate Agents

780 Business Services, undefined

41 Mechanical and Fabrication Engineering Tradespersons

131 Metal Ore Mining

152 Other Mining Services

B00 Mining, undefined

273 Non-Ferrous Basic Metal Product Manufacturing

C00 Manufacturing, undefined

411 Building Construction

425 Other Construction Services

43 Electrical and Electronics Tradespersons

120 Oil and Gas Extraction

C00 Manufacturing, undefined

412 Non-Building Construction

423 Installation Trade Services

44 Construction Tradespersons

411 Building Construction

422 Building Structure Services

423 Installation Trade Services

424 Building Completion Services

45 Food Tradespersons

510 Food Retailing, undefined

572 Pubs, Taverns and Bars

59 Other Advanced Clerical and Service Workers

411 Building Construction
751 Services to Finance and Investment
772 Real Estate Agents

61 Intermediate Clerical Workers

120 Oil and Gas Extraction
273 Non-Ferrous Basic Metal Product Manufacturing
C00 Manufacturing, undefined
411 Building Construction
421 Site Preparation Services
422 Building Structure Services
423 Installation Trade Services
G00 Retail Trade, undefined
611 Road Freight Transport
751 Services to Finance and Investment
772 Real Estate Agents
860 Health Services, undefined
870 Community Services, undefined
O00 Health and Community Services, undefined

62 Intermediate Sales and Related Workers

F00 Wholesale Trade, undefined

63 Intermediate Service Workers

860 Health Services, undefined
870 Community Services, undefined
O00 Health and Community Services, undefined
961 Religious Organisations

70 Intermediate Production and Transport Workers, nfd

131 Metal Ore Mining
152 Other Mining Services
274 Structural Metal Product Manufacturing
C00 Manufacturing, undefined
411 Building Construction
412 Non-Building Construction
422 Building Structure Services
E00 Construction, undefined
611 Road Freight Transport

71 Intermediate Plant Operators

131 Metal Ore Mining
B00 Mining, undefined
C00 Manufacturing, undefined

411 Building Construction
412 Non-Building Construction
421 Site Preparation Services
611 Road Freight Transport
670 Storage

72 Intermediate Machine Operators

131 Metal Ore Mining
611 Road Freight Transport

73 Road and Rail Transport Drivers

131 Metal Ore Mining
152 Other Mining Services
B00 Mining, undefined
C00 Manufacturing, undefined
411 Building Construction
422 Building Structure Services
E00 Construction, undefined
F00 Wholesale Trade, undefined

79 Other Intermediate Production and Transport Workers

131 Metal Ore Mining
152 Other Mining Services
C00 Manufacturing, undefined
411 Building Construction
422 Building Structure Services
425 Other Construction Services
E00 Construction, undefined
F00 Wholesale Trade, undefined
G00 Retail Trade, undefined
611 Road Freight Transport

99 Other Labourers and Related Workers

152 Other Mining Services
B00 Mining, undefined
361 Electricity Supply
411 Building Construction
422 Building Structure Services
423 Installation Trade Services
424 Building Completion Services
425 Other Construction Services
E00 Construction, undefined
611 Road Freight Transport

Demand for skilled people in the mining and oil and gas industries will continue to grow in the medium term, although it is likely to decline in the short term as mining companies seek to reduce costs by cutting back on projects and FIFO operations. Demand for skilled employees from the South West Corridor is likely to be focused in the high end engineering and trades area.

Demand for managers in the installation trades is expected to rise, and demand for tradespersons, particularly electricians and construction trades, is predicted to remain high through to 2021. The combined list of skills and occupations in demand at table 22 supports this conclusion, listing electricians and painters and decorators as currently in short supply. The Corridor's mechanical and fabrication engineering tradespersons including welders and fitters and turners will experience demand from local and regional mining operations and local manufacturing industries.

The anticipated expansion of manufacturing activities in the Corridor will generate demand for skilled managers, business and information professionals, mechanical and fabrication engineering tradespersons, electrical and electronics tradespersons, intermediate clerks, intermediate production workers, and road and rail transport drivers.

Road freight transport activity is expected to expand in the Corridor, particular with the construction of a new harbour of facilities at Kwinana. The road freight transport industry will require more skilled managers, intermediate clerks, intermediate transport workers, plant and machine operators and, unskilled labourers.

Metal ore mining is expected to increase its demand for more of the Corridor's skilled residents. Demand will be focused on general and specialist managers, science, building and engineering professionals, business and information professionals, mechanical and fabrication engineering tradespersons, transport workers, plant and machine operators, and road and rail transport workers.

Commercial, industrial and residential construction activities in the Corridor will continue to generate demand for skilled occupations in the building construction industry. Demand is expected to remain constant across 14 occupational groups; however the economic downturn is likely to relieve much of the pressure experienced in recent years. The building construction industry is forecast to have the broadest demand of all industries. This reflects the demand for new housing construction to meet the needs of an expanding population and major construction projects such as the Fiona Stanley Hospital and potentially James Point Harbour. Skills and occupation demand in the building and construction industry will be focused on general and specialist managers, science, building and engineering professionals, business and information professionals, business and administration associate professionals, mechanical and fabrication engineering tradespersons, construction tradespersons, intermediate clerks, intermediate production and transport workers, plant operators, road and rail transport drivers, and labourers and related workers.

While health professionals feature in only two of the occupational growth categories (intermediate clerical workers and intermediate service workers) it is likely this will change as the Fiona Stanley Hospital nears completion. The demand for health professionals across a broad range of occupations will increase dramatically and add to the shortage of these occupations already identified in the WAOIDL.

8.5. Workforce Challenges in the South West Corridor

There are 35 key challenges facing the South West Corridor have been categorised into two main groups with multiple sub categories.

8.5.1. Regional factors impacting on the ability to attract, retain and grow the workforce

8.5.1.1. Lifestyle

8.5.1.2. Infrastructure and amenity

8.5.1.3. Workforce Participation issues

8.5.2. Business workplace and management practices

8.5.1.Regional Factors

Regional factors are important determinants for ensuring an available and appropriately skilled workforce as they have a major influence on where people choose to live. People are usually attracted to places where they can enjoy a comfortable lifestyle and where they can access the requisite amenities and services.

The following items have been identified as challenges that impact on the ability to attract, retain and grow the workforce in the South West Corridor.

8.5.1.1. Lifestyle

- A. A key lifestyle challenge is a large portion of the Corridor has a poor public perception image, especially when compared to adjacent areas.
- B. The southern end of the Corridor has a poor suburban sprawl image with a stigma attached to the history of the Kwinana Industrial Area. Reinforcing this perception is the concentration of relatively affordable housing in the southern end of the Corridor.

8.5.1.2. Infrastructure and Amenity

- A. Current public transport arrangements are inadequate. There is no interconnectivity within the Corridor leaving the workforce heavily dependent on vehicles and vulnerable to increases in oil prices.
- B. Increasing oil prices will increase the need for integrated public transport infrastructure as people seek to limit travel cost by working and living locally.
- C. People without the means to run private cars are restricted in their engagement in the workforce. This is particularly acute in the industrial areas where the Public Transport Authority is reluctant to route buses.
- D. The South West Region does not currently have a body capable of pursuing workforce strategies across the entire region.
- E. Workforce planning to exploit the opportunities offered by the development of new industrial estates, such as Latitude 32, is being

hampered by a lack of communication and coordination between jurisdictions and State Government Departments.

8.5.1.3. Workforce Participation Issues

- A. There is a concentration of intergenerational unemployment in the southern end of the Corridor, particularly in the Town of Kwinana, where the population is more disadvantaged and education attainment is low. The recent downturn in the economic climate is likely to exacerbate low school attendance and unemployment, which are key contributors to generational unemployment.
- B. There is a history of people with disabilities, single parents and other welfare recipients not participating in the workforce for extended periods. The commitment of employers to tap into this resource should be highest in times of high growth and labour shortages. Employers' commitment, however, during the previous growth period was generally low and is likely to deteriorate in line with economic conditions.
- C. In delivering employment services in the Corridor, there is an inherent need for Employment Service Providers (ESPs) and Registered Training Organisations (RTOs) to coordinate action. The notable achievements of the Kwinana Industry Education Partnership are a strong example of what can be achieved through cooperation.
- D. There are several structural barriers preventing a more collaborative approach between industry, ESPs and RTOs.
 - The first is the experience of employers with government funded ESPs is generally poor. There is a perception that government funded ESPs only send the least employable candidates rather than working with employers to meet their needs. Only eight per cent of employers used the free Job Network service to fill vacancies, which were less than half those employers who used a fee for service recruitment agency (18 per cent) to fill a vacancy.
 - The competitive nature of the State Commonwealth funded employment and training services market removes any incentive for sharing information between ESPs and RTOs.
- E. There is an immediate need to plan for increased employment opportunities in the Rockingham and Kwinana areas to ensure the growing population is gainfully employed.
- F. There is a high use of 457 visa and backpacker workers in the health and hospitality industries, often in unskilled positions that could be filled by 'job ready' unemployed locals.
- G. The majority of the Corridor's businesses are in denial regarding the ageing population and its implications for their business.
- H. The workforce is ageing faster in the northern end of the corridor and slower in the southern.

- I. The Corridor is dependent on immigration to meet the labour and skill needs of its industry.
- J. Employers report the major recruitment issues are a lack of applicants, lack of experience and lack of skills.
- K. Only 54 percent of residents work in the region. How does the VET system measure, manage and train the 46 per cent of residents that work elsewhere?
- L. Education levels in the southern end of the Corridor are significantly lower than in the northern part.
- M. While the region has a number of innovative responses to creating pathways from training to employment, these are more the exception than the norm.
- N. The Kwinana Industrial Area is well supported by the Kwinana Industries Council and KIEP, but the Australian Marine Complex (AMC) does not have similar industry lead structures and therefore lacks industry, workforce and community integration.
- O. Less than half of the employers surveyed in the AMC were prepared to respond to the tight labour market by investing in training, retention strategies or diversity strategies.
- P. The retention of the Corridor's defence industry workforce is heavily dependent on securing sufficient defence contracts.
- Q. The Kwinana Industries Council predicts a shortfall of 3,500 workers in the KIA by 2018, as part of an overall shortfall of 23,000 workers in the South West Corridor.
- R. The construction of the Fiona Stanley Hospital will require health professionals that are already in short supply locally and across the state.
- S. While the labour shortage has eased, skills shortages still remain, particularly in the areas of trades, health professionals and specialist engineering occupations.
- T. There is a need to increase training in 'soft skills' with 44 per cent of employers reporting that poor presentation and attitude is adding to their recruitment difficulties. Employers are also training staff in teamwork, reliability and communication skills.
- U. Several of the Corridor's high demand occupations, such as nursing, suffer from a lack of aspiring students, which is directly related to the perceived workforce outcomes once study is complete.

8.5.1. Business Workplace and Management Practices

- A. The majority of business have either given no consideration to the impact of the ageing workforce on their operations or believe the ageing workforce is not a reality.
- B. Many organisations, especially the larger ones, have well developed workforce policies, strategies and responses to support them in changing business environments. The South West Workforce Planning and Employer Recruitment Survey showed that about one third of businesses were taking demonstrable steps to improve their workforce. Whilst larger businesses and industry sectors have the capacity to keep up to date on best practice workforce management practices, smaller organisations generally do not have the expertise and resources to invest in proactive workforce practices. Larger businesses are more likely than smaller businesses to have undertaken a training needs analysis, identified gaps in the organisation's workforce skills and prepared a training plan. With small business (<20 employees) making up the largest employing component of industry in the Corridor, this is a significant barrier to increased workplace flexibility and innovation in the Corridor.
- C. There is also reluctance among employers to deviate from the 'norm' and consider flexible employment arrangements that may be necessary to cater for special needs employees.
- D. There is a lack of diversity among the Corridor's employers, particular in relation to recruiting indigenous and people with disabilities.
- E. Employers with less than 100 employees are less likely to be actively engaged in training activities.
- F. The prominence of the internet as a tool to advertise vacancies is increasing.
- G. 20 per cent of businesses responded to the global economic crisis by shifting the work balance in favour of part time hours.
- H. Health, hospitality and tourism industries have experienced major difficulties recruiting staff.
- I. A significant proportion of the Corridor's construction industry do not see the value of training, yet those that are engaged in training report successful outcomes.

8.6. Opportunities to Improve the Workforce

From the 36 challenges, 19 opportunities have been identified to address the challenges and take them forward into a well-structured framework of integrated projects. The challenges captured by each opportunity are listed below the opportunity description. In many instances, multiple challenges have generated the same opportunity.

8.6.1. Regional Factors

There are a number of opportunities that specifically address the identified regional challenges, which impact on the ability to attract, retain and grow the workforce.

8.6.1.1. Life Style

Opportunity A

Stakeholders recognise that more could be done to educate the community about available opportunities within the Corridor. A good example would be marketing the Corridor across borders into adjacent Corridors, using tools such as with the Kwinana 'Looking Forward' website. Concerted promotion and information sharing campaigns, using collaborative soft infrastructure could better inform constituents of forthcoming new initiatives, such as Latitude 32.

This opportunity references the following challenges: Lifestyle challenge A and B.

8.6.1.2. Infrastructure and Amenity

Opportunity B

There are several major construction projects and initiatives planned and in progress. These projects provide an opportunity for the creation of a Corridor-wide framework to maximise the employment opportunities for local residents.

This framework could include a brokerage service for coordinating workforce development activities across the Corridor.

This opportunity references the following challenges: Infrastructure and amenity challenge D and E and Workforce participation challenge P, Q and R.

Opportunity C

There are also potential collaborative opportunities with soft infrastructure, such as the development of common information facilities, which maximise connect-based communities of interest, for example a South West Corridor version of 'Seek.com'.

This opportunity references the following challenge: Business workplace and management practices F.

Opportunity D

There is an opportunity for the provision of integrated and adequate public transport infrastructure to enhance work and community connectivity.

This opportunity references the following challenges: Infrastructure and amenity challenges A and C.

Opportunity E

Fluctuations in the price of oil can encourage increased use and integration of public transport infrastructure, in conjunction with workplace and community developments. It can also encourage people to consider local work opportunities rather than travelling outside of the Corridor.

This opportunity references the following challenges: Infrastructure and amenity challenge B.

Opportunity F

There are opportunities to promote the region to government and industry as a place to establish or relocate operations that can employ local residents. This is particularly important in Rockingham and Kwinana where jobs growth needs to keep up with population expansion.

This opportunity references the following challenges: Workforce participation challenge E.

Opportunity G

There is an opportunity to consider if a structure similar to the Kwinana Industries Council or KIEP is warranted in the Australian Marine Complex. This opportunity references the following challenges: Workforce participation challenge N.

8.6.1.3. Workforce Participation

Opportunity H

There are opportunities to review and expand successful models of RTO, industry and ESP cooperation across the Corridor to meet the needs of local students. These models include projects such as:

- Kwinana Industries Education Partnership's Learning to Earning program with partners including Challenger TAFE, Kwinana Industries Council member companies, South Metro Youth Link Community Services and Kwinana and Rockingham indigenous communities.

- Peet Limited and Department of Housing's Ngulla Community Nursery with partners including Bridging the Gap, Challenger TAFE, Medina Aboriginal Cultural Community, Town of Kwinana, and BHP Billiton.
- Warnbro Community High School Education Support Centre's award winning "Believe Program" which partners schools with local industries.

This opportunity references the following challenges: Workforce participation challenges A, C and M.

Opportunity I

There are opportunities to develop improved pathways, particularly in tertiary education in Kwinana and Rockingham where tertiary qualifications are relatively low.

This opportunity references the following challenges: Workforce participation challenge L and U.

Opportunity J

There are opportunities to increase the diversity of the workforce by promoting and supporting the employment of special needs groups by the Corridor's employers.

This opportunity references the following challenges: Business workplace and management practices C and D.

Opportunity K

There are opportunities to improve RTO and ESP understanding of how current funding programs fit together, how they can be accessed and where there are opportunities for coordination.

This opportunity references the following challenges: Workforce participation challenges D and C.

Opportunity L

There are opportunities for coordinated strategies to address the needs of adults that have special needs. As the barriers to employment are often multiple, they require a coordinated effort to bring together organisations with diverse funding streams and experience and expertise.

These strategies should build on the successful strategies deployed in the Corridor for students and incorporate a whole-of-life approach that recognises that individuals do not learn or approach employment and training in isolation. This holistic approach ensures that all aspects of a learners' life are considered when creating plans to support them in their learning and employment.

This opportunity references the following challenges: Workforce participation challenge B.

Opportunity M

- During the global economic crisis, 20 per cent of employers are reducing staff hours. This presents RTOs with an opportunity to use this spare capacity to provide staff with qualifications through a combination of Recognised Prior Learning (RPL) assessments and training.
- This approach will also capture older workers who may not have considered formalising their skills through RPL. The normal process of RPL assessment can be a daunting one however, particularly for people who have not engaged in formal education for several decades and are experiencing pressures associated with reduced hours of employment.
- This opportunity references the following challenges: Business workplace and management practice G.

Opportunity N

The Corridor's ESP and RTO providers do not have the necessary focus and often lack the skills to deliver career development advice that is relevant to local employers. There is an opportunity to enhance career development services within the Corridor, preparing individuals for work in the Corridor's industries.

This opportunity references the following challenges: Workforce participation challenges S, R, Q and U.

Opportunity O

There are opportunities for the Corridor's RTOs to integrate training in soft skills (reliability, presentation and communication) into existing courses or enhance the delivery of this area where it already exists.

This opportunity references the following challenges: Workforce participation challenge T.

8.6.2. Business Workplace and Management Practices

Opportunity P

There is a need for employers to establish, maintain and invest in the development of responsive, robust, best-practice, proactive policies, approaches and arrangements for workforce attraction, management and retention.

Many businesses, particularly larger ones, have the capacity to keep up to date on best-practice workforce management practices and they demonstrate that on a continuing basis. Small and Medium Enterprises (SMEs) are often not in as good a position as larger organisations, as they may not have the expertise and resources to invest in proactive workforce practices.

This opportunity references the following challenges: Business workplace and management practices E and H

Opportunity Q

Significant drivers, such as technology, which are impacting upon the workplace, in conjunction with generational workforce transitions, created by the imminent retirement of baby boomers, mean that there will be an ongoing need to invest in changing workplace practices.

Whilst larger organisations have a track record for managing these situations, smaller enterprises do not necessarily have the expertise and resources. This opportunity references the following challenges: Business workplace and management practices challenge H and Workforce participation challenge G.

Opportunity R

There are opportunities to work collaboratively with business and industry bodies to promote training and to explain the value proposition to employers, particularly in the construction industry.

The commitment to training among the Corridor's employers is low, particularly among employers with less than 20 employees. While larger employers in the Corridor have the skills and resources necessary to prepare training plans and engaging external training providers to up-skill their workforces, smaller businesses do not. There are a number of factors contributing to this, the most prominent of which is a lack of understanding of the value of training.

This opportunity references the following challenges: Business workplace and management practices challenge I and Workforce participation challenge O.

Opportunity S

There are opportunities for businesses to develop a strong commitment to workforce management and development within their own organisations. This could include:

- workforce profile studies and plans and use these to anticipate trends and issues
- improved workforce management strategies and practices focused on staff attraction and retention, for example, by introducing better career paths, performance management linked to skills development and training and flexible working arrangements
- improved workplace culture, with an emphasis on dynamism and benefits, such as job security, staff support mechanisms and teamwork
- transition to retirement strategies, coupled with succession planning to assist in knowledge retention and skills transfers
- improved workplace amenities and facilities, such as social clubs, gym memberships and child care.

This opportunity references the following challenges: Workforce participation challenges B, F, G, H, I, J O, Q, R, S and Business workplace and management practices challenges A, B, E and H.

8.7. Prospects and Projects

This section focuses on improved models and projects of cooperation for the delivery of training, employment programs and job readiness strategies that improve workforce skill profiles and participation rates. It also explores strategies and models designed for enhancing workplace arrangements to meet the requirements of special needs groups and to encourage greater workforce participation.

There are several significant infrastructure projects and industrial development type projects in genesis and planned within the Corridor. There is, however, an inherent risk that they may not integrate to provide the best synergy and collective benefits for the Corridor if there is not a cohesive framework for forward planning.

Whilst most progress is usually incremental, it is sometimes advantageous to group incremental improvements to synergise them and consider what might be achieved through a more overall courageous and ambitious plan.

The relationship between the issues of the changing nature of work, workplace sociology and living place sociology are evident in the South West Corridor. This type of logical relationship implies there are advantages in fostering concerted and linked actions to take 22 separate recommendations forward within the framework of a single cohesive plan.

The key components of this concerted action are:

- **Build** on the strengths of the Corridor by improving infrastructure and amenities within a coordinated approach.
- **Promote** the attributes of the Corridor, both internally and externally.
- **Provide** better opportunities for people to participate in the workforce.
- **Prepare** workplaces for future developments.
- **Engage** stakeholders in making it all work.

Figure 43: Project Integration Diagram



8.7.1 Build on the Strengths of the Corridor

Recommendation A

The creation and management of an internet portal exclusively focused on connecting the Corridor's employers with the local workforce and training providers. As a minimum the portal should include the following key attributes:

- The promotion of the Corridor's key social and economic attributes
- The ability for employers to lodge and manage vacancies online on a cost recovery basis
- The ability for job seekers to access vacancies at no cost
- Information for employers on workforce management issues including best practice and useful business templates at no cost
- An interactive online workforce development tool with reference to the NISC Online Workforce Development Starter Tool
- Useful information for jobseekers on employers within the Corridor and skills required to work in those industries
- The ability for RTOs servicing the Corridor to advertise courses on a training calendar at no cost
- An integrated broadcast email facility whereby training courses and information on local workforce related initiatives can be emailed to subscribed employers
- The ability for ESP and RTOs located in the Corridor to provide a profile of their operations and information on course and employment offerings through a link to their own website.

Potential Funding Source

Capital: Department of Education, Employment and Workplace Relations, Department of Commerce, Local Government, Industry.

Recurrent: Advertising fees.

This recommendation provides a solution to the challenges captured in Opportunity C.

Recommendation B

That a software platform be sourced to facilitate a virtual community of business and government interactions that will enable the exchange of information and sharing of ideas from within and outside the Corridor.

Potential Funding Source

Capital: Department of Commerce and Local Government

Recurrent: South West Group

This recommendation provides a solution to the challenges captured in Opportunity C.

Recommendation C

A review into the provision of public transport across the South West Corridor and its ability to service existing and emerging industry is undertaken within the context of understanding the impact of higher oil prices on workforce mobility.

Potential Funding Source

Capital: Department for Planning and Infrastructure, Land Corp and Local Government

This recommendation provides a solution to the challenges captured in Opportunity D and E.

Recommendation D

Building on the Trade Coast theme, a dedicated and permanent careers and industry expo centre should be pursued. This centre will highlight the industry and career opportunities across the South West Corridor with a focus on the Kwinana Industrial Area and Australian Marine Complex. The facility could deliver active industry career displays, interactive virtual industrial sites, onsite curriculum for students, office and meeting space for commercial hire/lease and, promote the region's industries. This facility should be strategically located in close proximity to the Kwinana Industrial Area and Henderson to facilitate industry tours and interaction. This facility could also include a business centre for visiting professionals to the region.

Potential Funding Source

Capital: Department of Education, Employment and Workplace Relations, Department of Education and Training, Department of Commerce
Recurrent: Industry

This recommendation provides a solution to the challenges captured in Opportunity B and N.

Recommendation E

Acknowledging the success of the Kwinana Industries Council in promoting the Kwinana Industrial Area and creating strategic training and workforce development relationships, dialogue should be commenced with industry and government regarding the value and role of a Kwinana Industries Council type organisation for the Australian Marine Complex.

Potential Funding Source

Capital: Department of Commerce

This recommendation provides a solution to the challenges captured in Opportunity G.

Recommendation F

The Board of the Kwinana Industries Education Partnership is encouraged to consider the desirability of improving upon the KIEP model and expanding it to other areas, particularly the Trade Coast, of the South West Corridor.

Potential Funding Source

Department of Employment, Education and Workplace Relations (Community and Education Engagement Partnerships), Local Government

This recommendation provides a solution to the challenges captured in Opportunity A, B, C, H, L, N and R.

Recommendation G

A review be undertaken to identify the optimal geographic footprint of bodies and organisations delivering training and employment related services in the South West Corridor. This review should also seek to identify areas that are currently over serviced and those that are under serviced by training and employment service providers.

Potential Funding Source

Local Government

This recommendation provides a solution to the challenges captured in Opportunity A, B, C, H, L, N and R.

8.7.2 Promote the Attributes of the Corridor

Recommendation H

To increase professional employment opportunities in the rapidly growing southern end of the Corridor, local government should engage in a dialogue with the State Government and large employing organisations to locate their operations in the southern end of the Corridor.

Potential Funding Source

Capital: Local Government

This recommendation provides a solution to the challenges captured in Opportunity F.

Recommendation I

A partnering arrangement be considered with local government, the Rockingham and Kwinana Development Office and the Kwinana Industries Council to broaden the proposed promotional campaign recommended in the Kwinana Industries Council Strategic Workforce Plan to include other industries and areas within the Corridor.

Potential Funding Source

Kwinana Industries Council, Local Chambers of Commerce and Industry bodies

This recommendation provides a solution to the challenges captured in Opportunity A.

8.7.3 Provide Better Opportunities

Recommendation J

Training and education providers should assess the adequacy of their soft skills (reliability, presentation, teamwork and communication) training as components of courses where the delivery already exists or consider incorporating these into courses where they do not.

Potential Funding Source

Registered Training Organisation

This recommendation provides a solution to the challenges captured in Opportunity O.

Recommendation K

The Corridor's employers are encouraged to provide valuable work experience to current tertiary students through vacation employment programs or internships to ensure students graduate with the appropriate skills and work experience to improve their employment prospects

Potential Funding Source

Industry

This recommendation provides a solution to the challenges captured in Opportunity I.

Recommendation L

A forum be held at least once a year to bring together the Corridor's Employment Service Providers, Registered Training Organisations and Not for Profit employment support providers (in excess of 100 organisations) to focus attention on innovative strategies that deliver a holistic approach to training and pathways to employment for the Corridor's special needs groups.

Potential Funding Source

South West Group

This recommendation provides a solution to the challenges captured in Opportunity H, J and K.

Recommendation M

Consideration be given to developing and funding a coordinated specialised transitional support and training program for adults with special needs within the Corridor. This support and training should be delivered over a minimum 24-month period at the local level and have flexible entry and exit points. The focus of the program should be the development of personal attributes and capabilities that contribute to overall employability, delivered within a learning environment where unemployment, underemployment and generational employment are the norm.

Potential Funding Source

Department of Education, Employment and Workplace Relations and
Department of Education and Training

This recommendation provides a solution to the challenges captured in
Opportunity L.

Recommendation N

Consideration be given to the creation of a South West Corridor Health Industry
Taskforce to prepare the Corridor to respond to the significant employment
needs of the Corridor's expanding health sector. The activities of the Health
Industry Taskforce should complement the planning and activities of the Health
and Community Services Training Council.

Potential Funding Source

Department of Education and Training, Department of Health, St John of God,
and the South West Group

This recommendation provides a solution to the challenges captured in
Opportunity B.

8.7.4 Prepare Workplaces for Future Developments

Recommendation O

The Corridor's registered training organisations and industry bodies should ensure their advertising campaigns clearly articulate the training value proposition (the tangible benefits from investing in training activities) to the Corridor's employers.

Potential Funding Source

Registered Training Organisations

This recommendation provides a solution to the challenges captured in Opportunity R.

Recommendation P

A marketing and education campaign be developed to target employers in the Corridor who do not understand the training value proposition.

Potential Funding Source

Registered Training Organisations, Department of Commerce, Building Construction Industry Training Fund, Department of Education and Training, Department of Education, Employment and Workplace Relations

This recommendation provides a solution to the challenges captured in Opportunity R.

Recommendation Q

Building on the work done by *The Upskill Project* initiated by the Manufacturing and Engineering Skills Advisory Body Victoria (MESAB), self-help style workforce planning and skills assessment templates should be developed for the Corridor's small businesses. These templates should be easy to use and provide pathways into more formal assessments and training.

Potential Funding Source

Small Business Development Corporation and Registered Training Organisations

This recommendation provides a solution to the challenges captured in Opportunity P, Q and S.

Recommendation R

Registered training organisations are encouraged to allocate additional resources to expand dedicated RPL assessment teams and tools to assist staff, in the Corridor's businesses that are experiencing the negative effects of the global economic crisis, to obtain qualifications through RPL assessment and additional training.

Potential Funding Source

Registered Training Organisations

This recommendation provides a solution to the challenges captured in Opportunity M, P and S.

Recommendation S

Registered training organisations are encouraged to provide a fee for service workplace based service for small businesses to support the development of:

- enterprise level training needs analysis
- enterprise level training plans
- individual level training plans
- training brokerage services
- provide Apprenticeship and Traineeship brokerage services (in consultation with the ApprentiCentre).

The Training Alliance Manager (TAM) positions available through Central West TAFE's commercial arm are a strong reference point.

Potential Funding Source: Industry

This recommendation provides a solution to the challenges captured in Opportunity P, Q and S.

8.7.5 Engage Stakeholders

Recommendation T

An annual forum of employers, training providers, industry training councils, government and key stakeholders is initiated to discuss a diverse range of issues, projects, challenges and opportunities including workforce planning in the Corridor, and identify synergies and strategies to maximise the benefits for the Corridor.

Potential Funding Source

Local Government and the South West Group

This recommendation provides a solution to the challenges captured in Opportunity B.

Recommendation U

The South West Corridor's employment and training providers and industry bodies are encouraged to apply for funding under the Department of Education, Employment and Workplace Relations' "Employer Brokers" initiative to deliver targeted industry brokerage services in the South West Corridor. As a minimum, three separate brokers should be funded to support the Corridor's health sector, Kwinana industrial area and maritime industry.

Potential Funding Source

Department of Education, Employment and Workplace Relations

This recommendation provides a solution to the challenges captured in Opportunity B.

Recommendation V

The South West Corridor Workforce Development Plan Steering Committee be reconstituted as the South West Corridor Workforce Development Taskforce with the purpose of developing action items to support the implementation of the recommendations of the South West Corridor Workforce Development Plan. This Taskforce should complement that activities of, and establish a reporting mechanism to, the State Training Board and Skills Australia.

Potential Funding Source

South West Group

This recommendation provides a mechanism to manage and monitor the implementation of Recommendation A through to Recommendation U.

9. Appendices

9.1. Appendix A Survey Instrument

Workforce Planning and Recruitment Experience Survey Tool

This is (insert name) and I am calling on behalf of Advance Consulting and Services. May I talk to the person in your organisation about your business' experiences in recruiting staff?

May I have seven minutes of your time to ask you a few questions about your organisation's recent experiences in recruiting staff?

I am going to start by asking you some questions about your business and recent positions you have filled or attempted to fill in the past 12 months.

BUSINESS SIZE, PROFILE AND STAFF TURNOVER

1. In total, how many full-time and part-time staff worked for this business at <insert reference date of survey>?

Total full time and part time employees (excluding casuals)

Record Responses in groups of 2-4, 5-9, 10-19, 20-99, 100+

2. Has the Global Economic Crisis impacted on your recruitment activities?

No ▶ Go to question 4

Yes ▶ **Next** question

3. What impact has the changing economic situation had on your recruitment activities?

Potential Multiple Responses (no prompt)

Stopped all staff recruitment

Deferred recruitment of some staff.

Retrenched staff

Improved quality of applicants for vacancies... ..

More applicants for vacancies.

Employing more casual staff... ..

Changed the balance between part time and full time vacancies

Reduced staff turnover... ..

Can offer less benefits

Don't know

Other (please specify)

4. How many full-time and part-time staff have left this business over the last six months?

None ▶ Go to question 6

Other (please specify number) _____ ▶ **Next** question

5. Why did the staff leave the business?

Potential Multiple Responses (no prompt)

Received a job offer from another business/'poaching'

Retrenchment... ..

Found the work too hard

Did not like the wages/conditions

Undesirable location/moving

Employer asked them to leave

Retired

To undertake education or training

Maternity leave/family reasons

Commenced full time study... ..

Unable to work due to illness or disability

Don't know

Other (please specify)

6. In the past 12 months has your business employed

Prompt, tick all that apply.

High school students on a casual basis

Workers on a 457 Visa... ..

Indigenous workers... ..

Workers under an apprenticeship or traineeship arrangement

Backpackers... ..

A person with a recognised disability... ..

Persons nearing retirement... ..

7. In the past 12 months has your business undertaken any of the following activities?

Prompt and tick all that apply.

Undertaken a training needs analysis... ..

Identified skill gaps in your organisation... ..

Prepared a training plan

Other (please specify)

8. Have the changing economic conditions impacted on your training activities?

No ▶ **Next** question

Yes ▶ **Next** question

9. In the past 12 months has your business engaged a training provider to provide training to staff?

No ▶ **Next** question

Yes ▶ Go to question 11

10. Can you please provide the reasons why you have not used a training provider in the past 12 months?

Potential Multiple Responses (no prompt)

Training conducted internally... ..

Too expensive

No relevant courses or training.

Time and dates of course inconvenient... ..

Too busy for staff to attend training

No suitable training providers in our area.

Too busy to organise training

Don't see any value in training... ..

Have had a poor experience with training providers.

Don't know

Other (please specify)

Go to question 12

11. What was the benefit to your business of this training?

Potential Multiple Responses (no prompt)

Improved productivity... ..

Increased staff morale

Lower staff turnover

Increased multi-tasking

Staff better able to perform their job..

Succession planning... ..

Don't know

Other (please specify)

12. What do you believe is the impact of an ageing workforce on your business activities?

Potential Multiple Responses (no prompt)

- More difficult to find staff in the future... ..
- Loss of corporate / technical knowledge... ..
- Less efficiency
- More experienced workforce
- Staff have a greater commitment to the job
- Don't believe there is an ageing workforce
- Don't know
- Other (please specify)

I would now like to ask you some questions about vacancies that your organisation has attempted to fill in the past 6 months.

JOB VACANCIES

13. Has this business filled, or tried to fill, any vacant full-time or part-time positions (excluding casual positions) in the last six months?

- No ▶ Go to question 21
- Yes ▶ **Next** question

14. What method(s) of recruitment action was used to fill, or try to fill, the vacancies in the last six months?

Potential Multiple Responses (no prompt)

- Newspaper advertising
- Other media advertising (including internet)... ..
- Directly from school, university or TAFE
- Recruitment agency... ..
- Australian JobSearch
- Job Network
- Word of mouth... ..
- Other (please specify)

15. What was the occupation of the vacant full-time or part-time position(s) and how many vacancies did you have?

For example, “pastry cook (1 vacancy), apprentice toolmaker (1 vacancy)”.

Occupation 1

No. of vacancies _____

Occupation 2

No. of vacancies _____

Occupation 3

No. of vacancies _____

16. In what town or suburb was

Occupation 1 located?

Occupation 2 located?

Occupation 3 located?

17. How many of the vacant positions did you fill?

If no vacant positions were filled, please enter ‘0’. If it is too soon to know whether you will fill the position(s), please enter “TBD”. Please exclude casual positions.

Occupation 1 _____

Occupation 2 _____

Occupation 3 _____

DIFFICULT TO FILL VACANCIES

18. Did you have difficulty filling any of the vacant positions?

No ▶ Go to question 24

Yes ▶ **Next** question

19. Which occupations were difficult to fill?

Occupation 1

Occupation 2

Occupation 3

20. Did you have difficulty filling these vacancies for any of the following reasons? Prompt, tick all that apply.

	No difficulty	Minor difficulty	Major difficulty
Specialised skill needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of local training... ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applicants lacked skills/experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poor attitude/presentation of applicants ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of applicants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wages/conditions not seen as competitive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of public transport... ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Undesirable location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Type of work not seen as desirable... ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensing/registration requirements... ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

To finish off, I would like to ask you a few questions about your future recruitment expectations – that is, your recruitment intentions over the next 12 months.

FUTURE VACANCIES

21. Do you expect to have any difficulty filling vacancies in the next 12 months?

- No ▶ Go to question 24
 Yes ▶ **Next** question

22. What are the occupations of the full-time and part-time positions you think will be hard to fill in the next 12 months?

Occupation 1

Occupation 2

Occupation 3

23. Why do you expect to have difficulty filling the occupations?

Potential Multiple Responses (no prompt)

- Specialised skill needs
 Lack of local training... ..

- Applicants lack skills/experience
- Poor attitude/presentation of applicants ...
- Lack of applicants
- Wages/conditions not seen as competitive
- Undesirable location
- Lack of public transport... ..
- Type of work not seen as desirable... ..
- Licensing/registration requirements... ..
- Other (please specify)

24. What do you think could be done to address the issue of labour & skills shortages?

So I can ensure I talk to a variety of employers I just have two more questions to ask before we are finished.

25. What is your industry sector?

26. In what Local Government area is your business located?

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9.3. Appendix C VET Certificate and Competency Courses

Suburb	Name	Qualification
North Fremantle	3CM Pty Limited	Certificate III in Occupational Health and Safety Certificate IV in Frontline Management Certificate IV in Occupational Health and Safety Diploma of Management Advanced Diploma of Management Certificate IV in Training and Assessment
Myaree	Aged Care Services Australia Pty Ltd	Certificate III in Aged Care Work
Attadale	Agenda Communication	Participate in basic workplace communication
Jandakot	Airflite Pty Ltd	Maintain and fit helmets
Murdoch	Animal Resources Centre	Certificate III in Animal Technology
Warnbro	Art Of Motion Training in Movement	Certificate IV in Contemporary Pilates and Teaching Methodology
Henderson	Australasian Maritime Institute	Certificate II in Security Operations Certificate II in Security Operations Certificate I in Seafood Industry (Aquaculture) Certificate I in Seafood Industry (Fishing Operations) Certificate II in Seafood Industry (Aquaculture) Certificate II in Seafood Industry (Fishing Operations) Certificate III in Seafood Industry (Aquaculture) Certificate III in Seafood Industry (Fishing Operations) Certificate IV in Seafood Industry (Aquaculture) Certificate II in Transport and Distribution (Marine Engine Driving - Grade 3) Certificate II in Transport and Distribution (Coastal Maritime Operations - Coxswain) Certificate III in Transport and Distribution (Marine Engine Driving - Grade 2) Certificate III in Transport and Distribution (Maritime Operations - Integrated Rating) Certificate III in Transport and Distribution (Coastal Maritime Operations - Master Class 5) Certificate IV in Transport and Distribution (Marine Engine Driving - Grade 1) Certificate IV in Transport and Distribution (Coastal Maritime Operations - Master Class 4) Diploma of Transport and Distribution (Coastal Marine Engineering - Engineer Class 3) Diploma of Transport and Distribution (Coastal Maritime Operations - Master Class 3)

		<p>Course in Safety Awareness Training Certificate II in Wooden Boat Building Certificate III in Wooden Boat Building Certificate IV in Wooden Boat Building Diploma of Wooden Boat Building Control persons using baton Restrain persons using handcuffs</p>
Booragoon	Australian Centre for Advanced Studies Inc	<p>Certificate IV in Small Business Management Diploma of Management Diploma of Quality Auditing Certificate I in Work Preparation (Community Services) Certificate III in Children's Services Certificate III in Youth Work Certificate III in Community Services Work Certificate IV in Youth Work Certificate IV in Community Services Work Diploma of Children's Services Diploma of Youth Work Diploma of Community Welfare Work Advanced Diploma of Children's Services Advanced Diploma of Community Services Work Advanced Diploma of Community Services Management Certificate II in Music Industry (Foundation) Certificate III in Music Certificate III in Music Industry (Technical Production) Certificate IV in Music Industry Advanced Diploma of Music Advanced Diploma of Music Industry Certificate II in Sport and Recreation Certificate IV in Outdoor Recreation Certificate IV in Training and Assessment Certificate II in Hospitality (Operations) Certificate II in Hospitality (Kitchen Operations) Certificate IV in Youth Ministry Certificate II in Leadership Development</p>
Cockburn Central	Australian Industry Training Providers Pty Ltd	<p>Certificate III in Business (Frontline Management) Certificate III in Occupational Health and Safety Certificate III in Frontline Management Certificate III in Occupational Health and Safety Certificate IV in Frontline Management Certificate IV in Business (Frontline Management) Certificate IV in Occupational Health and Safety Certificate IV in Occupational Health and Safety Diploma of Business (Frontline Management) Diploma of Management Diploma of Occupational Health and Safety</p>

		<p>Diploma of Occupational Health and Safety Certificate IV in Training and Assessment Certificate I in Transport and Distribution (Stevedoring) Certificate II in Transport and Distribution (Stevedoring) Certificate III in Transport and Distribution (Stevedoring) Certificate IV in Transport and Distribution(Stevedoring) Certificate I in Transport and Logistics (Stevedoring) Certificate II in Transport and Logistics (Stevedoring) Certificate III in Transport and Logistics (Stevedoring) Certificate IV in Transport and Logistics (Stevedoring) Operate from elevated work platform Operate forklift Conduct crane operations Contribute to assessment</p>
Cockburn Central	Australian Institute of Holistic Medicine	<p>Certificate IV in Massage Therapy Practice Certificate IV in Ayurvedic Lifestyle Consultation Diploma of Remedial Massage Advanced Diploma of Western Herbal Medicine Advanced Diploma of Naturopathy Advanced Diploma of Homoeopathy Advanced Diploma of Ayurveda Advanced Diploma of Nutritional Medicine Certificate IV in Training and Assessment Graduate Diploma of Clinical Acupuncture</p>
Spearwood	Australian Skills Training Pty Ltd	<p>Course in Safety Awareness Training Operate personnel and materials hoists Apply knowledge of OHS legislation in the workplace Participate effectively in OHS communication and consultative processes Contribute to OHS hazard identification and risk assessment Contribute to OHS hazard control Contribute to OHS issue resolution Participate in OHS investigations Licence to operate a personnel and materials hoist Licence to operate a materials hoist Licence to operate a tower crane Weld using manual metal arc welding process Perform advanced welding using manual metal arc welding process Weld using gas metal arc welding process Perform advanced welding using oxy acetylene welding process</p>

Apply welding principles
 Perform welds to code standards using gas metal arc welding process
 Perform welds to code standards using gas tungsten arc welding process
 Perform pipe welds to code standards using manual metal arc welding process
 Perform welds to code standards using manual metal arc welding process
 Perform routine gas tungsten arc welding
 Undertake manual handling
 Maintain hydraulic system components
 Maintain hydraulic systems
 Conduct dogging operations
 Operate overhead crane
 Work safely at heights
 Conduct forklift operations
 Gas test atmospheres
 Work in accordance with an issued permit
 Enter confined space
 Issue work permits
 Transfer loads
 Undertake crane, dogging and load transfer operations
 Operate offshore cranes
 Maintain Conveyors and Associated Equipment
 Perform Gas Tungsten Arc Welding and Manual Metal Arc Welding Processes to Weld to AS1796 Certificate 5 (Alloy Steel Pipe)
 Perform Oxyacetylene Welding Process (Fuel Gas) to AS1796 Certificate 6/6E
 Perform Gas Tungsten Arc Welding to Weld to AS1796 Certificate 7 (Pipe)
 Perform Gas Metal Arc Welding to Weld to AS1796 Certificate 8/8E (Plate and Pipe)
 Fabricate Metal Structures and Components
 Conduct Complex Levelling and Alignment
 Comply with Occupational Health and Safety policy and procedures
 Perform Basic Rigging Work
 Perform Intermediate Rigging Work
 Perform Dogging Work
 Perform Basic Scaffolding
 Perform Intermediate Scaffolding
 Conduct Elevating Work Platform Operations
 Shift and Transfer Materials using a Bulldozer
 Shift and Transfer Materials using a Grader
 Shift and Transfer Materials using a Scraper
 Shift and Transfer Materials using a Front End Loader
 Shift and Transfer Materials using a Skidsteer Loader
 Shift and Transfer Materials using a Telescopic materials handler-loader
 Shift and Transfer Materials using a Backhoe
 Shift and Transfer Materials using an Excavator
 Shift and Transfer Materials using Bobcats -

		<p>wheeled and tracked Shift and Transfer Materials using Borers and related attachments Conduct Forklift Operations Operate Lifting and Load Shifting Equipment for Loads less than 10 tonnes Operate Lifting and Load Shifting Equipment for Loads greater than ten tonnes Perform Advanced Rigging Work Perform Advanced Scaffolding</p>
Booragoon	Avalon Beauty College	<p>Certificate II in Nail Technology Certificate II in Make-up Services Certificate III in Beauty Services Certificate IV in Beauty Therapy Provide manicure and pedicure services Apply acrylic nail enhancement Apply knowledge of nail science to nail services Apply knowledge of skin biology to beauty treatments Provide lash and brow treatments Provide temporary epilation and bleaching treatments</p>
Medina	Bestwest Care	<p>Certificate III in Aged Care Work Certificate IV in Aged Care Work Certificate IV in Community Services (Lifestyle and Leisure)</p>
O'Connor	Builders Training of Western Australia	<p>Certificate IV in Building and Construction (Building) Certificate IV in Building and Construction (Estimating) Certificate IV in Building and Construction (Site Management) Diploma of Building and Construction (Building) Course in Safety Awareness Training</p>
Various Locations	Challenger TAFE (certificate level only)	<p>Certificate I in Automotive Certificate II in Automotive Vehicle Servicing Certificate II in Automotive Mechanical Certificate II in Automotive Vehicle Body Certificate III in Automotive Mechanical Technology Certificate III in Marine Certificate III in Automotive Specialist Certificate IV in Automotive Management Certificate IV in Automotive Technology Diploma of Automotive Management Diploma of Automotive Technology Certificate I in General Construction Certificate III in Bricklaying/Blocklaying Certificate III in Solid Plastering Certificate III in Wall and Ceiling Lining Certificate IV in Building and Construction (Building)</p>

Diploma of Building and Construction (Building)
 Certificate II in Drainage
 Certificate III in Roof Plumbing
 Certificate III in Gas Fitting
 Certificate I in Business
 Certificate II in Business
 Certificate III in Business
 Certificate III in Business Administration
 Certificate III in Frontline Management
 Certificate IV in Business
 Certificate IV in Small Business Management
 Certificate IV in Business Administration
 Certificate IV in Business Sales
 Certificate IV in Frontline Management
 Certificate IV in Human Resources
 Certificate IV in Marketing
 Certificate IV in Business (Governance)
 Diploma of Business
 Diploma of Human Resources Management
 Diploma of Business (Governance)
 Diploma of Management
 Diploma of Marketing
 Advanced Diploma of Management
 Advanced Diploma of Marketing
 Advanced Diploma of Management (Human Resources)
 Certificate I in Work Preparation (Community Services)
 Certificate II in Community Services Support Work
 Certificate II in Community Services Work
 Certificate II in Community Services (First Point of Contact)
 Certificate III in Aged Care Work
 Certificate III in Home and Community Care
 Certificate III in Disability Work
 Certificate III in Children's Services
 Certificate III in Youth Work
 Certificate III in Community Services Work
 Certificate IV in Aged Care Work
 Certificate IV in Service Co-ordination (Ageing and Disability)
 Certificate IV in Disability Work
 Certificate IV in Out of School Hours Care
 Certificate IV in Youth Work
 Certificate IV in Social Housing
 Certificate IV in Community Services Work
 Certificate IV in Mental Health Work (Non clinical)
 Certificate IV in Marriage Celebrancy
 Certificate IV in Community Services (Lifestyle and Leisure)
 Certificate IV in Community Development
 Certificate IV in Community Services (Service Co-ordination)
 Diploma of Disability Work
 Diploma of Out of School Hours Care

Diploma of Children's Services
 Diploma of Community Welfare Work
 Diploma of Community Development
 Certificate I in Construction
 Certificate II in Drainage
 Certificate III in Bricklaying/Blocklaying
 Certificate III in Solid Plastering
 Certificate III in Wall and Ceiling Lining
 Certificate III in Roof Plumbing
 Certificate III in Gas Fitting
 Certificate IV in Building and Construction (Building)
 Diploma of Building and Construction (Building)
 Diploma of Specialist Make-up Services
 Certificate I in Music Industry (Foundation)
 Certificate II in Music Industry (Foundation)
 Certificate III in Visual Arts and Contemporary Craft
 Certificate III in Aboriginal or Torres Strait Islander Cultural Arts
 Certificate IV in Visual Arts and Contemporary Craft
 Certificate IV in Aboriginal or Torres Strait Islander Cultural Arts
 Certificate II in Financial Services
 Certificate III in Financial Services
 Certificate III in Financial Services (Accounts Clerical)
 Certificate IV in Financial Services
 Certificate IV in Financial Services (Bookkeeping)
 Certificate IV in Financial Services (Accounting)
 Diploma of Accounting
 Advanced Diploma of Accounting
 Certificate III in Health Services Assistance
 Certificate IV in Massage Therapy Practice
 Certificate IV in Aromatherapy
 Diploma of Remedial Massage
 Diploma of Aromatherapy
 Diploma of Kinesiology
 Diploma of Nursing (Enrolled/Division 2 nursing)
 Diploma of Reflexology
 Advanced Diploma of Naturopathy
 Advanced Diploma of Nursing (Enrolled/Division 2 nursing)
 Certificate I in Information Technology
 Certificate II in Information Technology
 Certificate III in Information Technology
 Certificate IV in Information Technology (Support)
 Certificate IV in Information Technology (Websites)
 Certificate IV in Information Technology (Networking)
 Certificate IV in Information Technology (Programming)
 Certificate IV in Information Technology (Systems Analysis and Design)
 Certificate IV in Information Technology

(Multimedia)
 Diploma of Information Technology (Networking)
 Diploma of Information Technology (Software Development)
 Diploma of Information Technology (Multimedia)
 Certificate I in Textiles Clothing and Footwear
 Certificate II in Clothing Production (Intermediate)
 Certificate II in Applied Fashion Design and Technology
 Certificate III in Clothing Production
 Certificate IV in Clothing Production
 Certificate IV in Applied Fashion Design and Technology
 Diploma of Applied Fashion Design and Technology
 Certificate I in Engineering
 Certificate I in Boating Services
 Certificate II in Engineering
 Certificate II in Engineering - Production Technology
 Certificate II in Boating Services
 Certificate III in Engineering - Mechanical Trade
 Certificate III in Engineering - Fabrication Trade
 Certificate III in Engineering - Electrical/Electronic Trade
 Certificate III in Engineering - Technical
 Certificate III in Marine Craft Construction
 Certificate III in Locksmithing
 Certificate III in Boating Services
 Certificate IV in Engineering
 Certificate IV in Boating Services
 Diploma of Engineering - Advanced Trade
 Diploma of Engineering - Technical
 Advanced Diploma of Engineering
 Certificate I in Manufacturing (Pathways)
 Certificate II in Water Industry Operations
 Certificate II in Water Operations
 Certificate III in Water Industry Operations
 Certificate III in Water Operations
 Certificate I in Process Plant Skills
 Certificate II in Process Plant Operations
 Certificate II in Process Plant Operations
 Certificate III in Process Plant Operations
 Certificate III in Process Plant Operations
 Certificate IV in Process Plant Technology
 Certificate IV in Process Plant Technology
 Diploma of Process Plant Technology
 Diploma of Process Plant Technology
 Advanced Diploma of Process Plant Technology
 Advanced Diploma of Process Plant Technology
 Certificate III in Polymer Processing
 Certificate III in Process Manufacturing
 Certificate II in Sampling and Measurement
 Certificate III in Laboratory Skills
 Certificate IV in Laboratory Techniques
 Diploma of Laboratory Technology

Advanced Diploma of Laboratory Operations
 Certificate II in Asset Maintenance (Waste Management)
 Certificate III in Asset Maintenance (Pest Management - Technical)
 Certificate III in Asset Maintenance (Waste Management)
 Certificate IV in Asset Maintenance (Waste Management)
 Certificate I in Conservation and Land Management
 Certificate II in Conservation and Land Management
 Certificate III in Conservation and Land Management
 Certificate IV in Conservation and Land Management
 Diploma of Conservation and Land Management
 Certificate II in Irrigation
 Certificate II in Wool Handling
 Certificate II in Shearing
 Certificate II in Production Horticulture
 Certificate II in Rural Operations
 Certificate III in Irrigation
 Certificate III in Wool Clip Preparation
 Certificate III in Production Horticulture
 Certificate III in Rural Operations
 Certificate IV in Irrigation
 Certificate IV in Wool Classing
 Certificate IV in Production Horticulture
 Diploma of Irrigation
 Diploma of Production Horticulture
 Certificate I in Horticulture
 Certificate II in Horticulture
 Certificate II in Horticulture (Arboriculture)
 Certificate II in Horticulture (Floriculture)
 Certificate II in Horticulture (Landscape)
 Certificate II in Horticulture (Retail Nursery)
 Certificate II in Horticulture (Wholesale Nursery)
 Certificate II in Horticulture (Parks and Gardens)
 Certificate II in Horticulture (Turf)
 Certificate III in Horticulture
 Certificate III in Horticulture (Arboriculture)
 Certificate III in Horticulture (Floriculture)
 Certificate III in Horticulture (Landscape)
 Certificate III in Horticulture (Retail Nursery)
 Certificate III in Horticulture (Wholesale Nursery)
 Certificate III in Horticulture (Parks and Gardens)
 Certificate III in Horticulture (Turf)
 Certificate IV in Horticulture
 Certificate IV in Horticulture (Arboriculture)
 Certificate IV in Horticulture (Floriculture)
 Certificate IV in Horticulture (Landscape)
 Certificate IV in Horticulture (Retail Nursery)
 Certificate IV in Horticulture (Wholesale Nursery)
 Certificate IV in Horticulture (Parks and Gardens)

Certificate IV in Horticulture (Turf)
 Diploma of Horticulture
 Diploma of Horticulture (Arboriculture)
 Diploma of Horticulture (Floriculture)
 Diploma of Horticulture (Landscape)
 Diploma of Horticulture (Retail Nursery)
 Diploma of Horticulture (Wholesale Nursery)
 Diploma of Horticulture (Parks and Gardens)
 Diploma of Horticulture (Turf)
 Advanced Diploma of Horticulture
 Certificate I in Animal Studies
 Certificate II in Animal Studies
 Certificate III in Companion Animal Services
 Certificate I in Seafood Industry (Aquaculture)
 Certificate I in Seafood Industry (Fishing Operations)
 Certificate I in Seafood Industry (Seafood Processing)
 Certificate II in Seafood Industry (Aquaculture)
 Certificate II in Seafood Industry (Fishing Operations)
 Certificate II in Seafood Industry (Fisheries Compliance Support)
 Certificate II in Seafood Industry (Seafood Processing)
 Certificate II in Seafood Industry (Seafood Sales and Distribution)
 Certificate III in Seafood Industry (Aquaculture)
 Certificate III in Seafood Industry (Fisheries Compliance)
 Certificate III in Seafood Industry (Seafood Processing)
 Certificate III in Seafood Industry (Seafood Sales and Distribution)
 Certificate III in Seafood Industry (Fishing Operations)
 Certificate III in Seafood Industry (Fishing Operations - Marine Engine Driver II)
 Certificate III in Seafood Industry (Fishing Operations - Master 5/Skipper 3)
 Certificate IV in Seafood Industry (Aquaculture)
 Certificate IV in Seafood Industry (Fisheries Compliance)
 Certificate IV in Seafood Industry (Fishing Operations - Marine Engine Driver I)
 Diploma of Seafood Industry (Aquaculture)
 Diploma of Seafood Industry (Fisheries Compliance)
 Certificate I in Retail Services
 Certificate II in Retail
 Certificate III in Retail
 Certificate IV in Retail Management
 Diploma of Retail Management
 Certificate I in Tourism (Australian Indigenous Culture)
 Certificate I in Hospitality
 Certificate I in Hospitality (Kitchen Operations)
 Certificate II in Tourism

Certificate II in Hospitality
 Certificate II in Hospitality (Kitchen Operations)
 Certificate III in Tourism
 Certificate III in Tourism (Visitor Information Services)
 Certificate III in Tourism (Guiding)
 Certificate III in Events
 Certificate III in Hospitality
 Certificate III in Hospitality (Commercial Cookery)
 Certificate IV in Tourism
 Certificate IV in Hospitality
 Diploma of Tourism
 Diploma of Events
 Diploma of Hospitality
 Advanced Diploma of Hospitality
 Certificate III in Fitness
 Certificate IV in Fitness
 Certificate II in Sport and Recreation
 Certificate II in Outdoor Recreation
 Certificate III in Outdoor Recreation (Multiple Activities)
 Certificate II in Sport (Coaching)
 Certificate IV in Sport (Development)
 Certificate IV in Training and Assessment
 Diploma of Training and Assessment
 Certificate I in Transport and Distribution (Maritime Operations)
 Certificate I in Transport and Distribution (Maritime Operations - Shore-based Linesperson)
 Certificate II in Transport and Distribution (Maritime Operations)
 Certificate II in Transport and Distribution (Marine Engine Driving - Grade 3)
 Certificate II in Transport and Distribution (Coastal Maritime Operations - Coxswain)
 Certificate III in Transport and Distribution (Maritime Operations)
 Certificate III in Transport and Distribution (Marine Engine Driving - Grade 2)
 Certificate III in Transport and Distribution (Maritime Operations - Integrated Rating)
 Certificate III in Transport and Distribution (Coastal Maritime Operations - Master Class 5)
 Certificate IV in Transport and Distribution (Maritime Operations)
 Certificate IV in Transport and Distribution (Marine Engine Driving - Grade 1)
 Certificate IV in Transport and Distribution (Coastal Maritime Operations - Master Class 4)
 Diploma of Transport and Distribution (Maritime Operations)
 Diploma of Transport and Distribution (Marine Engineering - Engineer Watchkeeper)
 Diploma of Transport and Distribution (Maritime Operations - Deck Watchkeeper)
 Diploma of Transport and Distribution (Coastal Marine Engineering - Engineer Class 3)
 Diploma of Transport and Distribution (Coastal

Maritime Operations - Master Class 3)
 Advanced Diploma of Transport and Distribution
 (Maritime Operations)
 Advanced Diploma of Transport and Distribution
 (Marine Engineering Class 1)
 Advanced Diploma of Transport and
 Distribution(Marine Engineering Class 2)
 Advanced Diploma of Transport and Distribution
 (Maritime Operations - Master Unlimited)
 Certificate II in Hospitality (Operations)
 Certificate II in Hospitality (Kitchen Operations)
 Certificate III in Hospitality (Commercial Cookery)
 Certificate III in Hospitality (Operations)
 Certificate II in Tourism (Operations)
 Certificate III in Tourism (Guiding)
 Certificate I in Transport and Logistics
 (Warehousing and Storage)
 Certificate I in Transport and Logistics (Road
 Transport)
 Certificate II in Transport and Logistics
 (Warehousing and Storage)
 Certificate II in Transport and Logistics (Road
 Transport)
 Certificate II in Transport and Logistics
 (Stevedoring)
 Certificate III in Transport and Logistics
 (Warehousing and Storage)
 Certificate III in Transport and Logistics (Road
 Transport)
 Certificate III in Transport and Logistics
 (Stevedoring)
 Certificate IV in Transport and Logistics
 (Warehousing and Storage)
 Diploma of Logistics
 Certificate I in Transport and Logistics
 (Pathways)
 Certificate III in Electrotechnology Electrician
 Certificate II in Nail Technology
 Certificate II in Make-up Services
 Certificate II in Retail Cosmetic Services
 Certificate III in Beauty Services
 Certificate III in Nail Technology
 Certificate IV in Beauty Therapy
 Diploma of Beauty Therapy
 Certificate II in Floristry
 Certificate III in Floristry
 Certificate IV in Floristry
 Certificate II in Hairdressing
 Certificate III in Hairdressing
 Diploma of Sustainability
 Certificate I in Work Education
 Certificate I in General Education for Adults
 (Introductory)
 Certificate I in General Education for Adults
 Certificate II in General Education for Adults
 Certificate III in General Education for Adults
 Certificate II in ESL (Access)

Certificate III in ESL (Access)
 Certificate I in ESL (Access)
 Certificate II in Paving
 Certificate I in School Apprenticeship Link Pilot-
 Food Family of Trades
 Certificate III in Carpentry and Joinery
 Graduate Diploma of Marine Hatchery
 Management
 Education not elsewhere classified in Plumbing
 Contractors Licence (Water Supply, Sanitary and
 Drainage)
 Certificate III in Bricklaying (Housing)
 Certificate III in Joinery (Housing)
 Certificate III in Wall and Ceiling Fixing (Housing)
 Certificate III in Plastering (Housing)
 Certificate III in General Plumbing and Gas Fitting
 Education not elsewhere classified in Migrant
 Plumbing
 Graduate Certificate in Community Services
 Management
 Graduate Diploma of Community Services
 Management
 Certificate I in New Opportunities for Women
 (NOW)
 Course in Gaining Access to Training and
 Employment (Introductory)
 Certificate I in Gaining Access to Training and
 Employment (GATE)
 Certificate I in Customer Service
 Diploma of Electrotechnology (Electrical
 Systems)
 Diploma of Electrotechnology (Electrical Drafting)
 Diploma of Electrotechnology (Industrial
 Electronics and Instrumentation)
 Certificate I in Wider Opportunities for Work
 (WOW)
 Certificate IV in Remotely Operated Vehicle
 (ROV) Operation
 Certificate I in Metals and Engineering
 Studies(Pre-apprentice/School Apprentice Link)
 Certificate I in Leadership Development
 Certificate II in Leadership Development
 Certificate III in Leadership Development
 Certificate IV in Leadership Development
 Certificate III in Carpentry (Housing)
 Certificate III in Teacher Assistant
 Certificate III in Teacher Assistant (Indigenous)
 Certificate IV in Teacher Assistant
 Certificate IV in Teacher Assistant (Special
 Needs)
 Advanced Diploma of Environmental Engineering
 Certificate IV in Landscape Design
 Course in Applied Vocational Study Skills
 Certificate IV in Preparation for Entry into
 Enrolled Nursing
 Diploma of Marine Studies
 Certificate I in Electrotechnology Pre-Apprentice
 Electrical

		<p>Certificate IV in Health Science Foundations Course in Underpinning Skills for Industry Qualifications (USIQ) Course in PVC Pipe Handling Education not elsewhere classified in General Plumbing and Gas Fitting (Pre-Apprenticeship) Advanced Diploma of Civil and Structural Engineering Diploma of Civil and Structural Engineering Certificate III in Civil and Structural Engineering Certificate IV in Environmental Science (Management) Diploma of Environmental Science (Management) Certificate I in Roof Plumbing (Pre-Apprenticeship)</p>
Attadale	Childcare Training Professionals	<p>Certificate III in Children's Services Diploma of Children's Services Course in First Aid Management of Anaphylaxis Certificate III in Teacher Assistant Certificate IV in Teacher Assistant (Special Needs)</p>
Mount Pleasant	Chris Barnett and Associates	<p>Certificate IV in Training and Assessment Diploma of Training and Assessment Contribute to assessment</p>
Booragoon	City of Melville	<p>Follow work procedures to maintain food safety</p>
Fremantle	Coastal Business Centre Inc	<p>Certificate III in Micro Business Operations Certificate IV in Small Business Management</p>
Coolbellup	Cockburn Vocational Centre Inc.	<p>Certificate I in Business Certificate II in Business Certificate I in Information Technology Produce texts from audio transcription Maintain financial records Process payroll Create and use databases Create electronic presentations Design and produce business documents Develop keyboarding speed and accuracy Produce desktop published documents Interpret and apply medical terminology appropriately Prepare and process medical accounts Maintain patient records Locate and use relevant online information Operate accounting applications Apply web authoring tool to convert client data for websites</p>

Fremantle	Department for Planning and Infrastructure	<p>Carry out trip preparation and planning</p> <p>Safely operate a mechanically powered recreational boat</p> <p>Respond to boating emergencies and incidents</p> <p>Demonstrate simple canoeing skills</p> <p>Apply basic outdoor recreation logistics</p> <p>Implement minimal environmental impact practices</p> <p>Participate in snorkelling activities</p> <p>Comply with maritime rules and regulations</p> <p>Use basic skills to sail a small boat in controlled conditions</p>
Myaree	Dillon Whitelaw and Associates Pty Ltd	<p>Certificate II in Business</p> <p>Certificate II in Business</p> <p>Certificate II in Customer Contact</p> <p>Certificate III in Business</p> <p>Certificate III in Business</p> <p>Certificate III in Business Administration</p> <p>Certificate III in Customer Contact</p> <p>Certificate III in Business (Sales)</p> <p>Certificate III in Business Administration</p> <p>Certificate IV in Business</p> <p>Certificate IV in Business</p> <p>Certificate IV in Customer Contact</p> <p>Certificate IV in Frontline Management</p> <p>Certificate IV in Business (Frontline Management) (Superseded by BSB41004)</p> <p>Diploma of Business</p> <p>Certificate IV in Assessment and Workplace Training</p> <p>Diploma of Training and Assessment Systems</p> <p>Certificate II in Community Services Support Work</p> <p>Certificate III in Aged Care Work</p> <p>Certificate III in Financial Services</p> <p>Certificate I in Information Technology</p> <p>Certificate II in Information Technology</p> <p>Certificate II in Customer Contact</p> <p>Certificate III in Customer Contact</p> <p>Certificate IV in Customer Contact</p> <p>Certificate II in Community Pharmacy</p> <p>Certificate II in Retail</p> <p>Certificate III in Community Pharmacy</p> <p>Certificate III in Retail</p> <p>Certificate II in Hairdressing</p> <p>Certificate II in Community Pharmacy</p> <p>Certificate III in Community Pharmacy</p> <p>Certificate II in Retail Operations</p> <p>Certificate III in Retail Supervision</p> <p>Certificate III in Retail Operations</p> <p>Process customer accounts</p>

Sell / cross sell products and services
 Work within a financial services industry context
 Resolve customer complaints

Rockingham Down to Earth Training
 and Assessing

Certificate II in Civil Construction
 Certificate III in Civil Construction
 Certificate III in Civil Construction (Pipe Laying)
 Certificate III in Civil Construction (Plant Operations)
 Certificate III in Civil Construction (Road Construction and Maintenance)
 Certificate III in Civil Construction (Trenchless Technology)
 Course in Safety Awareness Training
 Participate in environmentally sustainable work practices
 Remove, fit and adjust wheel(s)
 Remove, repair and refit tyres and tubes
 Conduct lifting operations
 Operate support equipment
 Operate heavy rigid vehicle
 Operate articulated vehicle
 Operate multi-combination vehicles on mine sites
 Test operational functions of mine vehicles and equipment
 Conduct bulk water truck operations
 Conduct wheeled dozer operations
 Work safely
 Communicate in the workplace
 Contribute to quality work outcomes
 Conduct local risk assessment
 Plan and organise individual work
 Perform initial response First Aid
 Conduct dogging operations
 Conduct basic rigging operations
 Conduct intermediate rigging operations
 Apply operational maintenance skills
 Service mine plant and equipment
 Operate vehicle loading crane
 Conduct non-slewing crane operations
 Operate overhead crane
 Work safely at heights
 Conduct forklift operations
 Operate personnel cage/platform
 Operate mine services vehicle
 Conduct slewing crane operations
 Carry out lifts using multiple cranes
 Maintain stockpiles
 Conduct integrated tool carrier operations
 Carry out plant isolation and tagging
 Conduct excavator operations
 Conduct electric rope shovel operations
 Conduct hydraulic shovel operations
 Conduct front end loader operations

Conduct haul truck operations
 Conduct dozer operations
 Conduct scraper operations
 Service and hand over mine plant and machines
 Operate roller/compactor
 Operate light vehicle
 Construct and maintain roads
 Conduct grader operations
 Conduct fixed crushing plant operations
 Conduct crushing and screening
 Conduct long hole drilling
 Conduct raise boring/drilling
 Conduct load, haul, dump operations
 Conduct underground truck operations
 Operate from elevated work platform underground
 Operate roller/compactor underground
 Undertake towing underground
 Operate equipment services vehicle underground
 Operate light vehicle underground
 Refuel vehicles/machines underground
 Construct and maintain underground roads
 Conduct crane operations underground
 Conduct grader operations in the underground mine
 Recover underground equipment
 Work in accordance with an issued permit
 Enter confined space
 Operate a forklift
 Conduct specialised forklift operations

Jandakot	ERGT Australia	<p> Certificate II in Public Safety (Fire fighting and Emergency Operations) Course in Safety Awareness Training Course in The Control, Containment and clean up of Oil Spills on Land Follow OH&S policies & procedures Work in confined spaces Assist with the health and safety of the working environment Assist in maintaining rig safety and emergency procedures Assist in establishing and maintaining effective working relationships Carry out equipment and basic rig maintenance Carry out deck operations Handle and store cargo Contribute to the control of offshore emergencies Conduct local risk assessment Work safely at heights Supervise work in confined space Follow OHS procedures Participate in workplace OHS procedures Undertake first response to non-fire incidents Undertake first response to fire incidents Undertake fire control and emergency rescue </p>
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Undertake helicopter safety and escape
 Apply offshore facility abandonment and sea survival procedures and practices
 Operate breathing apparatus
 Provide initial first aid response
 Lead emergency teams
 Command the operation of survival craft
 Manage emergency incidents
 Control minor incidents
 Gas test atmospheres
 Undertake initial rescue
 Respond to a helideck incident
 Facilitate search and rescue operations
 Manage incident response information
 Assess and secure an incident site
 Conduct and assess incident exercises
 Develop incident containment tactics
 Undertake housekeeping operations
 Work in accordance with an issued permit
 Monitor and control work permits
 Enter confined space
 Issue work permits
 Issue work permits (hot work/confined space)
 Use portable fire fighting equipment
 Provide emergency care
 Manage injuries at emergency incident
 Prevent injury
 Respond to isolated/remote structure fire
 Respond to urban fire
 Operate breathing apparatus open circuit
 Suppress urban fire
 Render hazardous materials incidents safe
 Employ personal protection at a hazardous materials incident
 Operate pumps
 Participate in a rescue operation
 Undertake road accident rescue
 Undertake vertical rescue
 Undertake confined space rescue
 Work in a team
 Survive at sea in the event of vessel abandonment
 Carry out fast rescue craft (FRC) operations

Fremantle	Film and Television Institute (WA) Inc	Certificate II in Creative Industries (Media) Certificate II in Screen Certificate III in Screen Certificate III in Media Certificate IV in Screen and Media Certificate IV in Screen Diploma of Screen and Media Advanced Diploma of Screen Advanced Diploma of Screen and Media Diploma of Animation
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Fremantle	Fremantle Education	Certificate II in Business Certificate II in Customer Contact Certificate III in Business Certificate III in Business Certificate III in Customer Contact Certificate III in Business (Frontline Management) Diploma of Business (Frontline Management) Diploma of Management Certificate IV in Employment Services Certificate IV in Training and Assessment Certificate III in Teacher Assistant Contribute to assessment
Fremantle	Fremantle Hospital and Health Service	Certificate III in Health Services Assistance
Attadale	Global Procurement Services	Certificate IV in Government (Procurement) Undertake negotiations Manage contract risk
Murdoch	Green Skills	Certificate I in Conservation and Land Management Certificate II in Conservation and Land Management Certificate III in Conservation and Land Management Certificate IV in Conservation and Land Management Course in Home Sustainability Assessment
Mount Pleasant	Harlequin Business and Training Consultants	Certificate III in Micro Business Operations Certificate IV in Business (Small Business Management) Certificate IV in Small Business Management Certificate III in Financial Services (Accounts Clerical) Certificate IV in Financial Services (Bookkeeping) Certificate IV in Training and Assessment
O'Connor	Heightech Safety Systems and Work Safegear	Course in Safety Awareness Training Work safely at heights Operate breathing apparatus Gas test atmospheres Work in accordance with an issued permit Enter confined space
Waikiki	Impact Workforce Training Group	Certificate IV in Training and Assessment
Secret Harbour	In Touch Safety and Training Solutions Pty	Certificate II in Metalliferous Mining Operations (Open Cut)

Ltd		Certificate IV in Training and Assessment
Attadale	Induction and Training Services	Certificate II in Metalliferous Mining Operations - Processing Certificate II in Metalliferous Mining Operations (Processing) Certificate III in Metalliferous Mining Operations - Processing Certificate III in Mine Emergency Response and Rescue Course in Safety Awareness Training Conduct basic scaffolding operations Conduct intermediate scaffolding operations Operate elevating work platform Conduct slewing crane operations
Leeming	Industrial Foundation for Accident Prevention (IFAP)	Certificate III in Rigging Certificate III in Occupational Health and Safety Certificate IV in Occupational Health and Safety Diploma of Occupational Health and Safety Course in Safety Awareness Training Course in Contribute to Safe Tilt-up Construction Certificate III in Surface Ventilation Technician Certificate IV in Surface Ventilation Officer Course in Hydroblasting Induction Course in Hydroblasting Supervisors Course in Industrial Services Induction Erect and dismantle scaffolding - advanced Operate elevated work platforms Operate a truck mounted loading crane Safely handle and use dogging tools and equipment Perform dogging Perform rigging - basic Perform rigging - intermediate Safely handle and use scaffolding tools and equipment Erect and dismantle scaffolding - basic Erect and dismantle scaffolding - intermediate Maintain workplace safety Monitor a safe workplace Implement and monitor environmental policies Manage environmental performance Undertake first response to fire incidents Undertake helicopter safety and escape Apply offshore facility abandonment and sea survival procedures Command the operation of survival craft Coordinate incident response Manage a crisis Survive at sea in the event of vessel abandonment Operate survival craft and other lifesaving

		<p>appliances</p> <p>Carry out fast rescue craft (FRC) operations</p> <p>Operate a forklift</p> <p>Shift loads using cranes</p>
Bateman	Inlec Training Services Pty Ltd	<p>Report on the integrity of explosion-protected equipment in hazardous areas</p> <p>Attend to breakdowns in hazardous areas</p> <p>Install explosion-protected equipment and wiring systems</p> <p>Maintain equipment in hazardous areas</p> <p>Test installations in hazardous areas</p> <p>Conduct close inspection of existing hazardous areas installations</p> <p>Conduct detailed inspection of hazardous areas installations</p> <p>Develop and manage maintenance programs for hazardous areas electrical equipment</p> <p>Ensure the safety of hazardous areas</p> <p>Classify hazardous areas</p> <p>Design electrical installations in hazardous areas</p> <p>Design explosion-protected electrical systems</p>
Ardross	Integrated Safety	<p>Drive and recover a four wheel drive vehicle</p> <p>Operate light vehicle</p>
Fremantle	John Curtin Senior High School	<p>Certificate I in Creative Industries</p> <p>Certificate II in Creative Industries (Media)</p>
O'Connor	Mater College Pty Ltd	<p>Certificate IV in Business Management</p> <p>Diploma of Business Management</p> <p>Certificate III in Food Processing (Retail Baking - Cake and Pastry)</p> <p>Certificate III in Food Processing (Retail Baking - Bread)</p> <p>Certificate III in Food Processing (Retail Baking - Combined)</p>
Bull Creek	McCusker Learning and Development	<p>Certificate III in Aged Care Work</p> <p>Certificate III in Home and Community Care</p> <p>Certificate IV in Aged Care Work</p> <p>Certificate IV in Community Services (Lifestyle and Leisure)</p>
Booragoon	MediTrain	<p>Certificate III in Business Administration (Medical)</p> <p>Certificate II in Community Pharmacy</p> <p>Certificate III in Community Pharmacy</p> <p>Certificate I in Community Pharmacy</p> <p>Produce texts from audio transcription</p> <p>Use basic medical terminology</p> <p>Follow OHS policies and procedures in a medical office</p> <p>Use advanced medical terminology</p> <p>Prepare and process medical accounts</p>

		<p>Maintain patient records Assist in controlling stocks and supplies Apply the principles of confidentiality, privacy and security within the medical environment</p>
Rockingham	MGI Training PTY LTD	<p>Certificate I in Work Preparation (Community Services) Certificate II in Community Services Support Work Certificate III in Aged Care Work Certificate IV in Aged Care Work Certificate II in Process Manufacturing Certificate III in Process Manufacturing Certificate IV in Training and Assessment Certificate II in Hospitality (Operations) Certificate III in Hospitality (Operations) Certificate II in Transport and Logistics (Warehousing and Storage) Certificate III in Transport and Logistics (Warehousing and Storage) Certificate IV in Transport and Logistics (Warehousing and Storage)</p>
Fremantle	<p>Musicians Institute Australia and Australian Institute of Suzuki Music</p>	<p>Certificate III in Music Certificate IV in Music Diploma of Music Advanced Diploma of Music</p>
South Fremantle	Neil Headford and Associates Pty Ltd	<p>Certificate III in Aged Care Work Certificate III in Home and Community Care Certificate III in Disability Work Certificate IV in Aged Care Work Certificate IV in Service Co-ordination (Ageing and Disability) Certificate IV in Disability Work Diploma of Disability Work Diploma of Community Services (Case Management) Diploma of Community Services Management Certificate IV in Training and Assessment</p>
Secret Harbour	Oz Assess Pty Ltd	<p>Certificate III in Engineering - Fabrication Trade Course in Safety Awareness Training</p>
Rockingham	Polymer Plus Training Solutions Pty Ltd	<p>Weld plastics materials Butt weld polyethylene plastic pipelines Electrofusion weld polyethylene pipelines Weld plastics using extrusion and injection techniques</p>
Jandakot	Power Training	<p>Certificate III in ESI - Distribution</p>

Services WA	<p>Certificate III in ESI - Cable Jointing Certificate III in ESI - Distribution (Powerline) Certificate III in ESI - Transmission (Powerline) Certificate IV in ESI - Distribution (Powerline) Maintain energised high voltage distribution overhead electrical apparatus (stick) Maintain energised high voltage distribution overhead electrical apparatus (glove) Develop HV switching schedule Develop LV switching schedule Coordinate permit procedures Coordinate and direct switching schedules Contribute to coordinated high voltage live line work Cut vegetation above ground outside live work zone near live electrical apparatus (platform) Safe use of Elevating Work Platform (EWP) near live electrical apparatus Control vegetation (linework)</p>
Applecross Project Management Vision	<p>Certificate IV in Ayurvedic Lifestyle Consultation Diploma of Remedial Massage Advanced Diploma of Ayurveda Certificate IV in Training and Assessment Certificate IV in Hazardous Areas Report on the integrity of explosion-protected equipment in hazardous areas Attend to breakdowns in hazardous areas Install explosion-protected equipment and wiring systems Maintain equipment in hazardous areas Test installations in hazardous areas Conduct close inspection of existing hazardous areas installations Conduct detailed inspection of hazardous areas installations Develop and manage maintenance programs for hazardous areas electrical equipment Ensure the safety of hazardous areas Design electrical installations in hazardous areas</p>
Fremantle RECEO Solutions	<p>Certificate IV in Occupational Health and Safety Certificate II in Metalliferous Mining Operations - Processing Certificate III in Mine Emergency Response and Rescue Certificate II in Public Safety (Fire fighting and Emergency Operations) Certificate III in Public Safety (Fire fighting and Emergency Operations) Certificate IV in Training and Assessment Perform CPR Provide basic emergency life support Operate light vehicle Operate breathing apparatus</p>

		<p>Participate in workplace OHS procedures Work in accordance with an issued permit Monitor and control work permits Issue work permits Use portable fire fighting equipment Conduct risk assessment Identify, prevent and report potential workplace emergency situations Ensure workplace emergency prevention procedures, systems and processes are implemented Manage and monitor workplace emergency, procedures, equipment and other resources Respond to workplace emergencies Operate as part of an emergency control organisation Lead an emergency control organisation Manage an emergency control organisation Confine small workplace emergencies Participate as a member of a workplace emergency initial response team Lead a workplace emergency initial response team Manage workplace emergency initial response teams</p>
Fremantle	Resource Centre for Personal Development	<p>Advanced Diploma of Educational Counselling - Personal/Spiritual Growth and Relationship Education Graduate Diploma of Relationship Education and Educational Counselling Advanced Diploma of Educational Counselling</p>
Rockingham	Safelift Consultancy	<p>Operate a forklift Conduct specialised forklift operations Operate a forklift Conduct specialised forklift operations Comply with Occupational Health and Safety policy and procedures Conduct Elevating Work Platform Operations Operate Lifting and Load Shifting Equipment for Loads less than 10 tonnes Operate Lifting and Load Shifting Equipment for Loads greater than ten tonnes Perform dogging work Conduct elevating work platform operations Operate lifting and load shifting equipment (1) Operate lifting and load shifting equipment (2)</p>
Jandakot	Safety and Rescue Australia Pty Ltd	<p>Certificate II in Metalliferous Mining Operations (Open Cut) Certificate III in Metalliferous Mining Operations (Open Cut) Follow OH&S policies & procedures Work in confined spaces Work safely on roofs Apply risk management processes</p>

Conduct safety and health investigations
 Communicate information
 Participate in workplace OHS procedures
 Operate breathing apparatus
 Gas test atmospheres
 Work in accordance with an issued permit
 Monitor and control work permits
 Enter confined space
 Issue work permits (hot work/confined space)
 Provide emergency care
 Provide emergency care
 Prepare, maintain and test response equipment
 Prepare, maintain and test response equipment
 Participate in a rescue operation
 Participate in a rescue operation
 Undertake vertical rescue
 Work in a team
 Work in a team
 Work autonomously
 Work autonomously

Murdoch Skills Training and Engineering Services

Course in Safety Awareness Training
 Conduct non-slewing crane operations
 Conduct basic scaffolding operations
 Conduct intermediate scaffolding operations
 Conduct forklift operations
 Operate elevating work platform
 Conduct dogging operations
 Conduct basic rigging operations
 Conduct intermediate rigging operations
 Operate vehicle loading crane
 Conduct non-slewing crane operations
 Operate overhead crane
 Work safely at heights
 Conduct forklift operations
 Conduct slewing crane operations
 Conduct excavator operations
 Conduct front end loader operations
 Investigate incidents
 Work in accordance with an issued permit
 Monitor and control work permits
 Enter confined space
 Issue work permits
 Work safely and follow OHS policies and procedures
 Contribute to quality work outcomes
 Conduct local risk control
 Operate small plant and equipment
 Operate light vehicles
 Perform Advanced Rigging Work

Fremantle South Metropolitan Youth Link

Certificate I in Agri-Food (Pathways)
 Certificate II in General Construction

Certificate I in Business
 Certificate I in Business
 Certificate II in Business
 Certificate II in Business
 Certificate III in Business
 Certificate III in Business
 Certificate III in Business Administration
 Certificate III in Business (Recordkeeping)
 Certificate III in Business Administration
 Certificate III in Recordkeeping
 Certificate II in Community Services Work
 Certificate III in Children's Services
 Certificate III in Employment Services
 Certificate III in Youth Work
 Certificate IV in Out of School Hours Care
 Certificate IV in Employment Services
 Certificate IV in Youth Work
 Certificate IV in Youth Work (Juvenile Justice)
 Certificate IV in Community Services Work
 Diploma of Out of School Hours Care
 Diploma of Children's Services
 Diploma of Youth Work
 Certificate I in Information Technology
 Certificate II in Information Technology
 Certificate I in Manufacturing (Pathways)
 Certificate I in Resource and Infrastructure
 Operations
 Certificate I in Horticulture
 Certificate II in Horticulture (Landscape)
 Certificate II in Horticulture (Retail Nursery)
 Certificate II in Horticulture (Wholesale Nursery)
 Certificate II in Horticulture (Parks and Gardens)
 Certificate I in Retail Services
 Certificate II in Retail
 Certificate III in Retail
 Certificate IV in Training and Assessment
 Certificate I in Retail Operations
 Certificate II in Retail Operations
 Certificate III in Retail Supervision
 Certificate III in Retail Operations
 Certificate I in General Education for Adults
 (Introductory)
 Certificate I in General Education for Adults
 Certificate II in General Education for Adults
 Certificate III in General Education for Adults
 Course in Safety Awareness Training
 Course in Gaining Access to Training and
 Employment (Introductory)
 Certificate I in Gaining Access to Training and
 Employment (GATE)
 Certificate I in Leadership Development
 Comply with Occupational Health and Safety
 policy and procedures
 Maintain and Utilise Records
 Operate Local Systems

Perform Process Plant Inspections
 Operate and Monitor Fuel Firing Plant (Gas or Oil)
 Operate and Monitor Boiler Steam/Water Cycle
 Operate and Monitor Water Treatment Plant
 Operate and Monitor Auxiliary Steam Systems
 Operate and Monitor Heat Exchangers
 Operate and Monitor a Boiler Unit
 Operate and Monitor a Steam Turbine
 Shut-down a Steam Turbine
 Operate and Monitor Dual Fuel Firing Plant
 Start Up a Boiler Unit
 Shut Down a Boiler Unit
 Run Up a Steam Turbine

Jandakot Spring Into Training Company

Certificate II in Business
 Certificate II in Business
 Certificate III in Business
 Certificate III in Business
 Certificate IV in Business
 Certificate IV in Business
 Certificate II in Wood Panel Products
 Certificate III in Wood Panel Products
 Certificate II in Process Manufacturing
 Certificate III in Process Manufacturing
 Certificate IV in Training and Assessment
 Certificate II in Transport and Distribution (Warehousing and Storage)
 Certificate II in Transport and Distribution (Road Transport)
 Certificate III in Transport and Distribution (Warehousing and Storage)
 Certificate III in Transport and Distribution (Road Transport)
 Certificate IV in Transport and Distribution (Warehousing and Storage)
 Certificate IV in Transport and Distribution (Road Transport)
 Certificate I in Transport and Logistics (Logistics Operations)
 Certificate II in Transport and Logistics (Warehousing and Storage)
 Certificate II in Transport and Logistics (Road Transport)
 Certificate II in Transport and Logistics (Logistics Operations)
 Certificate III in Transport and Logistics (Warehousing and Storage)
 Certificate III in Transport and Logistics (Road Transport)
 Certificate III in Transport and Logistics (Logistics Operations)
 Certificate IV in Transport and Logistics (Warehousing and Storage)
 Certificate IV in Transport and Logistics (Road Transport)

Hammond Park	Star International Pty Ltd	<p>Course in Safety Awareness Training Drive and recover a four wheel drive vehicle Undertake first response to fire incidents Undertake fire control and emergency rescue Operate breathing apparatus Monitor hazardous atmospheres Lead emergency teams Work in accordance with an issued permit Enter confined space Issue work permits Provide emergency care Prevent injury Operate breathing apparatus open circuit Render hazardous materials incidents safe Monitor hazardous atmospheres Participate in a rescue operation Undertake confined space rescue Work in a team Identify, prevent and report potential workplace emergency situations Ensure workplace emergency prevention procedures, systems and processes are implemented Manage and monitor workplace emergency, procedures, equipment and other resources Respond to workplace emergencies Operate as part of an emergency control organisation Lead an emergency control organisation Manage an emergency control organisation Confine small workplace emergencies Participate as a member of a workplace emergency initial response team Lead a workplace emergency initial response team Manage workplace emergency initial response teams</p>
Mount Pleasant	Success Fast-Track Pty Ltd	Certificate III in Aged Care Work
Henderson	T and L Training Consultants	<p>Course in Safety Awareness Training Course in Contribute to Safe Tilt-up Construction Work in confined spaces Drive and recover a four wheel drive vehicle Work safely at heights Operate roller/compactor Operate breathing apparatus Safely move materials and loads in the workplace Use portable fire fighting equipment Comply with Occupational Health and Safety policy and procedures Conduct First Response within a Workplace Team</p>

		<p>Perform Basic Rigging Work</p> <p>Perform Intermediate Rigging Work</p> <p>Perform Dogging Work</p> <p>Perform Basic Scaffolding</p> <p>Perform Intermediate Scaffolding</p> <p>Conduct Elevating Work Platform Operations</p> <p>Shift and Transfer Materials using a Bulldozer</p> <p>Shift and Transfer Materials using a Grader</p> <p>Shift and Transfer Materials using a Scraper</p> <p>Shift and Transfer Materials using a Front End Loader</p> <p>Shift and Transfer Materials using a Skidsteer Loader</p> <p>Shift and Transfer Materials using a Telescopic materials handler-loader</p> <p>Shift and Transfer Materials using a Backhoe</p> <p>Shift and Transfer Materials using an Excavator</p> <p>Shift and Transfer Materials using Bobcats - wheeled and tracked</p> <p>Shift and Transfer Materials using Borers and related attachments</p> <p>Conduct Forklift Operations</p> <p>Operate Lifting and Load Shifting Equipment for Loads less than 10 tonnes</p> <p>Operate Lifting and Load Shifting Equipment for Loads greater than ten tonnes</p> <p>Perform machining operations</p> <p>Conduct Single Energy Source Isolation Procedures for Permit to Work</p> <p>Perform Advanced Rigging Work</p> <p>Perform Advanced Scaffolding</p> <p>Coordinate First Response Team Operation</p>
Fremantle	The Kidogo Institute	<p>Certificate II in Visual Arts and Contemporary Craft</p> <p>Certificate III in Visual Arts and Contemporary Craft</p> <p>Certificate III in Design Fundamentals</p> <p>Certificate IV in Visual Arts and Contemporary Craft</p> <p>Certificate IV in Design</p>
Kwinana Beach	Total Corrosion Control Skills Training and Assessment Centre	<p>Certificate II in Engineering</p> <p>Certificate II in Engineering - Production Technology</p> <p>Certificate III in Engineering - Production Systems</p> <p>Certificate II in Polymer Processing</p> <p>Certificate III in Polymer Processing</p> <p>Course in Safety Awareness Training</p> <p>Follow OH&S policies and procedures</p> <p>Encapsulate and remove asbestos</p> <p>Operate a personal computer</p> <p>Operate a word processing application</p> <p>Operate a spreadsheet application</p>

		<p>Operate a database application</p> <p>Operate a presentation package</p> <p>Send and retrieve information using web browsers and email</p> <p>Work safely</p> <p>Conduct local risk assessment</p> <p>Work safely at heights</p> <p>Gas test atmospheres</p> <p>Work in accordance with an issued permit</p> <p>Monitor and control work permits</p> <p>Enter confined space</p> <p>Issue work permits</p> <p>Issue work permits (hot work/confined space)</p> <p>Comply with Occupational Health and Safety policy and procedures</p> <p>Perform Basic Rigging Work</p> <p>Perform Dogging Work</p> <p>Perform Basic Scaffolding</p> <p>Perform Intermediate Scaffolding</p> <p>Conduct Elevating Work Platform Operations</p> <p>Conduct Forklift Operations</p> <p>Perform Advanced Scaffolding</p>
Leeming	TTS100 - The Training Solution	<p>Certificate II in Security Operations</p> <p>Certificate III in Security Operations</p> <p>Certificate III in Fitness</p> <p>Certificate IV in Fitness</p> <p>Certificate IV in Training and Assessment</p> <p>Apply first aid</p> <p>Apply advanced first aid</p>
Murdoch	Wesfarmers Kleenheat Gas Pty Ltd	<p>Prepare for transport of packaged dangerous goods in bulk</p> <p>Prepare for transport of packaged dangerous goods in bulk</p>
Attadale	WEST Rescue	<p>Certificate III in Mine Emergency Response and Rescue</p>
Jandakot	Western Australian Aviation College	<p>Certificate IV in Transport and Distribution (Aviation Flight Operations)</p> <p>Advanced Diploma of Aviation Studies</p>
Bertram	Western Energy Training Pty Ltd	<p>Conduct low voltage switching operations</p> <p>Conduct high voltage switching operations</p>
O'Connor	Wilderness Medicine Institute of NOLS Australia	<p>Respond to emergency situations</p> <p>Provide first aid</p> <p>Provide advanced first aid response</p> <p>Manage casualty in a remote and/or isolated area</p> <p>Follow defined Occupational Health and Safety policies and procedures</p>

Bibra Lake	XLT College of Welding	<p> Certificate I in Engineering Certificate II in Engineering Certificate III in Engineering - Fabrication Trade Course in Safety Awareness Training Control traffic with a stop-slow bat Implement traffic management plan Trim and cross cut felled trees Perform welds to code standards using flux core arc welding process Perform welds to code standards using gas metal arc welding process Perform welds to code standards using gas tungsten arc welding process Perform pipe welds to code standards using manual metal arc welding process Perform welds to code standards using manual metal arc welding process Weld plastics materials Butt weld polyethylene plastic pipelines Electrofusion weld polyethylene pipelines Install polyethylene plastic pressure pipelines Weld plastic using extrusion techniques Comply with Occupational Health and Safety policy and procedures Perform Basic Rigging Work Perform Intermediate Rigging Work Perform Dogging Work Conduct Elevating Work Platform Operations Conduct Forklift Operations Operate Lifting and Load Shifting Equipment for Loads less than 10 tonnes Operate Lifting and Load Shifting Equipment for Loads greater than ten tonnes Perform Advanced Rigging Work </p>
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9.4. Appendix D Courses at Murdoch and Notre Dame Universities

Course Offering	Institution
Accounting (BCom)	Murdoch University
Accounting (BCom)	Notre Dame University
Advanced Nursing (M)	Murdoch University
Aged Care Nursing (Grad Cert)	Notre Dame University
Animal Science (BAnimSc)	Murdoch University
Applied Clinical Psychology in Clinical Psychology (M) and PhD	Murdoch University
Applied Economics (GradDip)	Murdoch University
Applied Psychology in Clinical Psychology (M)	Murdoch University
Applied Psychology in Organisational Psychology (M)	Murdoch University
Applied Psychology in Organisational Psychology (M) and PhD	Murdoch University
Asian Languages (GradCert)	Murdoch University
Asian Studies (BA)	Murdoch University
Asian Studies (BAsianSt)	Murdoch University
Asian Studies (M)	Murdoch University
Asian Studies (PostGradDip)	Murdoch University
Asian Sustainable Development (M)	Murdoch University
Asian Sustainable Development (PostGrad Cert)	Murdoch University
Asian Sustainable Development (PostGradDip)	Murdoch University
Australian Indigenous Studies (BA)	Murdoch University
Australian Migration Law and Practice (GradCert)	Murdoch University
Bachelor of Science and Graduate Diploma in Education (Secondary)	Notre Dame University
Banking (BCom)	Murdoch University
Behavioural Science (BA)	Notre Dame University
Behavioural Science (Bachelor)	Notre Dame University
Behavioural Science (BSci)	Notre Dame University
Biological Sciences (BSc)	Murdoch University
Biology (BSci)	Notre Dame University
Biomedical Science (Bachelor)	Notre Dame University
Biomedical Science (BSc)	Murdoch University
Biotechnology (Bsc)	Murdoch University
Biotechnology and Commerce (BSc/BCom)	Murdoch University
Building and Construction Law (Grad Cert)	Notre Dame University
Business (Grad Cert)	Notre Dame University
Business (Grad Dip)	Notre Dame University
Business (M)	Notre Dame University
Business Administration (MBA)	Murdoch University
Business Administration (PostGrad Cert)	Murdoch University
Business Administration (PostGradDip)	Murdoch University
Business Informatics (BSc)	Murdoch University
Business Information Systems (BSc)	Murdoch University
Business Law (BCom)	Murdoch University
Chemistry (BSc)	Murdoch University

Course Offering	Institution
Chinese Business (BCom)	Murdoch University
Chiropractic Science (BSc, BChiro)	Murdoch University
Clinical Nursing (Grad Cert)	Notre Dame University
Communications (BA)	Notre Dame University
Communications (Bachelor)	Notre Dame University
Community Development (BA)	Murdoch University
Community Development (M)	Murdoch University
Community Development (PostGrad Cert)	Murdoch University
Community Development (PostGradDip)	Murdoch University
Computer Science (BSc)	Murdoch University
Conservation and Wildlife Biology (BSc)	Murdoch University
Consultancy Psychology (PostGradDip)	Murdoch University
Counselling (Bachelor)	Notre Dame University
Counselling (Grad Dip)	Notre Dame University
Counselling (M)	Murdoch University
Counselling (M)	Notre Dame University
Counselling (PostGrad Cert)	Murdoch University
Counselling (PostGradDip)	Murdoch University
Counselling/ Bachelor of Behavioural Science (Bachelor)	Notre Dame University
Creative Arts (GradCert)	Murdoch University
Creative Arts (GradDip)	Murdoch University
Criminal Investigations (Commercial Crime) (PostGrad Cert)	Murdoch University
Criminology (BLS)	Murdoch University
Cyber Forensics, Information Security and Management (BSc)	Murdoch University
Development Studies (M)	Murdoch University
Dispute Resolution (GradCert)	Murdoch University
Drama Teaching (GradCert)	Murdoch University
Early Childhood and Primary Education (BEd)	Murdoch University
Early Childhood Education (GradCert)	Murdoch University
Ecologically Sustainable Development (M)	Murdoch University
Economics (BCom)	Notre Dame University
Economics (BEcon)	Murdoch University
Economics (GradCert)	Murdoch University
Ecotourism (BSc)	Murdoch University
Education (Grad Cert)	Notre Dame University
Education (BEd) [Secondary Teaching] and Sports Science (BSportsSc)	Murdoch University
Education (Conversion) (Bachelor)	Notre Dame University
Education (Conversion) (BEd)	Notre Dame University
Education (Dr.)	Murdoch University
Education (Early Childhood) (BEd)	Notre Dame University
Education (M)	Murdoch University
Education (M)	Notre Dame University
Education (Primary Education) (BEd)	Notre Dame University
Education (Primary) (BEd)	Murdoch University
Education (Research) (M)	Murdoch University

Course Offering	Institution
Education (Return to Teaching) (Grad Cert)	Notre Dame University
Education (Secondary) (BA, Grad Dip)	Notre Dame University
Education (Secondary) (BEd)	Murdoch University
Education (Secondary) (BEd)	Notre Dame University
Education (Secondary) (Grad Dip)	Notre Dame University
Education (Secondary) (Grad Dip, BA)	Notre Dame University
Education for Sustainability (M)	Murdoch University
Education Studies (GradCert)	Murdoch University
Education Studies (GradDip)	Murdoch University
Electrical Power Engineering (BE)	Murdoch University
Energy and the Environment (PostGradDip)	Murdoch University
Energy Studies (PostGrad Cert)	Murdoch University
Energy Studies (PostGradDip)	Murdoch University
Engineering (BE)	Murdoch University
Engineering (M)	Murdoch University
Engineering Technology (BTech)	Murdoch University
Engineering/Commerce (BE, BCom)	Murdoch University
Engineering/Science (BE/ BSc)	Murdoch University
English and Creative Arts (BA)	Murdoch University
English Literature (BA)	Notre Dame University
Entrepreneurship and Innovation (BCom)	Murdoch University
Environmental Architecture (M)	Murdoch University
Environmental Engineering (BE)	Murdoch University
Environmental Impact Assessment (PostGrad Cert)	Murdoch University
Environmental Impact Assessment (PostGradDip)	Murdoch University
Environmental Management (BEnvMan)	Murdoch University
Environmental Management (Grad Cert)	Notre Dame University
Environmental Management (Grad Dip)	Notre Dame University
Environmental Management (M)	Notre Dame University
Environmental Management (PostGrad Cert)	Murdoch University
Environmental Management (PostGradDip)	Murdoch University
Environmental Restoration (BSc)	Murdoch University
Environmental Science (BSc, BEnvSc)	Murdoch University
Environmental Science (BSci)	Notre Dame University
Environmental Science (M)	Murdoch University
Environmental Technology (BSc)	Murdoch University
Ethics (GradCert)	Murdoch University
Exercise and Sport Science (Bachelor)	Notre Dame University
Exercise Science (Grad Dip)	Notre Dame University
Exercise Science (M)	Notre Dame University
Extractive Metallurgy (GradDipExtMet)	Murdoch University
Extractive Metallurgy (M)	Murdoch University
Finance (BCom)	Murdoch University
Finance (BCom)	Notre Dame University
Forensic Biology and Toxicology (BForensics)	Murdoch University

Course Offering	Institution
Forensic Biology and Toxicology (BForensics) + Molecular Biology (BSc) + Biomedical Science (BSc)	Murdoch University
Forensic Nursing (Grad Cert)	Notre Dame University
Forensic Science (Courtroom Practice) (PostGrad Cert)	Murdoch University
Forensic Science (Courtroom Practice) (PostGradDip)	Murdoch University
Games Art and Design (BDMedia)	Murdoch University
Games Software Design and Production (BSc)	Murdoch University
Games Technology (BSc)	Murdoch University
Gender and Cultural Studies (BA)	Murdoch University
General Arts (BA)	Murdoch University
Geography (BS)	Notre Dame University
Gifted and Talented Education (PostGrad Cert)	Murdoch University
Globalisation and Governance (M)	Murdoch University
Haematology Nursing (Grad Dip)	Notre Dame University
Health and Physical Education (Bachelor)	Notre Dame University
History (BA)	Murdoch University
History (BA)	Notre Dame University
Hospitality and Tourism Management (BCom)	Murdoch University
Hospitality and Tourism Management (BTour)	Murdoch University
Human Biology (BSci)	Notre Dame University
Human Resource Management (Bachelor)	Notre Dame University
Human Resource Management (BCom)	Murdoch University
Human Resource Management (BCom)	Notre Dame University
Human Resource Management (Grad Cert)	Notre Dame University
Human Resource Management (GradCert)	Murdoch University
Human Resource Management (GradDip)	Murdoch University
Human Resource Management (M)	Murdoch University
Human Resource Management (PostGrad Cert)	Murdoch University
Human Resource Management (PostGradDip)	Murdoch University
Industrial Computer Systems Engineering (BE)	Murdoch University
Information Technology (Dr.)	Murdoch University
Information Technology (M)	Murdoch University
Information Technology (postGradCert)	Murdoch University
Information Technology (PostGradDip)	Murdoch University
Instrumentation and Control Engineering (BE)	Murdoch University
Interactive Digital Design (BMMedia)	Murdoch University
International Business (BCom)	Murdoch University
International Business China (MBAIntBus)	Murdoch University
Internet Software Development (BSc)	Murdoch University
Internetworking and Security (BSc)	Murdoch University
Internetworking and Security (PostGradDip)	Murdoch University
Italian or Greek Language Culture (BA)	Notre Dame University
Journalism (BMassComm)	Murdoch University
Journalism (PostGrad Cert)	Murdoch University
Journalism (PostGradDip)	Murdoch University
Juris Doctor	Murdoch University

Course Offering	Institution
Law (Four-Year Degree) (LLB)	Murdoch University
Law (Llb) / Bachelor of Behavioural Science	Notre Dame University
Law (Llb) / Bachelor of Biomedical Science	Notre Dame University
Law (Llb) / Bachelor of Commerce	Notre Dame University
Law (Llb) / Bachelor of Communications	Notre Dame University
Law (Llb) / Bachelor of Human Resource Management	Notre Dame University
Law (Llb) / Bachelor of Marketing and Public Relations	Notre Dame University
Law (Llb) / Bachelor of Politics and Journalism	Notre Dame University
Law (Llb) / Bachelor of Science (various majors)	Notre Dame University
Law (Llb)/ Arts (various majors)	Notre Dame University
Laws – Graduate Entry (Bachelor)	Notre Dame University
Laws by Research (M)	Murdoch University
Legal Studies (BA)	Notre Dame University
Legal Studies (BLS)	Murdoch University
Local Governance (M)	Murdoch University
Management (BCom)	Murdoch University
Management (BCom)	Notre Dame University
Marine Science (BSc)	Murdoch University
Marketing (BCom)	Notre Dame University
Marketing (Grad Cert)	Notre Dame University
Marketing and Public Relations (Bachelor)	Notre Dame University
Marketing and the Media (BMM)	Murdoch University
Marketing Management (BCom)	Murdoch University
Master of Arts – Theological Studies (Coursework and Research Project)	Murdoch University
Master of Arts – Theological Studies (Coursework)	Murdoch University
Master of Theology (Coursework and Dissertation)	Murdoch University
Master of Theology (Research)	Murdoch University
Mathematics and Statistics (BSc)	Murdoch University
Mathematics Teaching (GradCert)	Murdoch University
Media Production (PostGradCert)	Murdoch University
Media Production (PostGradDip)	Murdoch University
Medical Engineering (BE)	Murdoch University
Medicine and Surgery (MBBS)	Notre Dame University
Medicine/ Bachelor of Surgery (MBBS)	Notre Dame University
Mental Health (BNurs)	Notre Dame University
Mental Health (Counselling) (Grad Cert)	Notre Dame University
Metallurgical Engineering (BE)	Murdoch University
Midwifery (M)	Murdoch University
Mineral Science (BSc)	Murdoch University
Ministry (M)	Murdoch University
Molecular Biology (BSc)	Murdoch University
Network Management and Security (M)	Murdoch University
Neuromusculoskeletal Rehabilitation (PostGrad Cert)	Murdoch University
Neuromusculoskeletal Rehabilitation (PostGradDip)	Murdoch University
Not-for-Profit Leadership and Management (Grad Cert)	Notre Dame University

Course Offering	Institution
Nursing (BNurs)	Murdoch University
Nursing (BNurs)	Notre Dame University
Nursing (Grad Cert)	Notre Dame University
Nursing (Grad Dip)	Notre Dame University
Nursing (M)	Notre Dame University
Nursing Education (Grad Cert)	Notre Dame University
Oncology Nursing (Grad Cert)	Notre Dame University
Organisational Human Resources and Safety (PostGrad Cert)	Murdoch University
Orthopaedic Nursing (Grad Cert)	Notre Dame University
Outdoor Education (Grad Cert)	Notre Dame University
Outdoor Education (Grad Dip)	Notre Dame University
Outdoor Education (M)	Notre Dame University
Outdoor Recreation (Bachelor)	Notre Dame University
Palliative Care (BNurs)	Notre Dame University
Pastoral Studies (Grad Dip)	Notre Dame University
Perioperative Nursing (Grad Dip)	Notre Dame University
Pharmaceutical Health Science (PostGradDip)	Murdoch University
Pharmacy (M)	Murdoch University
Pharmacy Entry (PostGrad Cert)	Murdoch University
Philosophy (BA)	Murdoch University
Philosophy (BA)	Notre Dame University
Philosophy (Bachelor)	Notre Dame University
Philosophy (GradCert)	Murdoch University
Physics and Nanotechnology (BSc)	Murdoch University
Physiotherapy (Bachelor)	Notre Dame University
Policy Studies (PostGrad Cert)	Murdoch University
Policy Studies (PostGradDip)	Murdoch University
Politics and International Relations (BA)	Notre Dame University
Politics and International Studies (BA)	Murdoch University
Politics and Journalism (BA)	Notre Dame University
Pre-Medicine Certificate	Notre Dame University
Preventive Health (Bachelor)	Notre Dame University
Primary Education (BEd) and Australian Indigenous Studies (BA)	Murdoch University
Primary Education (GradDip)	Murdoch University
Primary Health Nursing (Grad Cert)	Notre Dame University
Professional Accounting (M)	Murdoch University
Professional Accounting (M)	Notre Dame University
Psychology (BPsych, BA)	Murdoch University
Psychology (PostGradDip)	Murdoch University
Psychology in Clinical Psychology (Dr.)	Murdoch University
Psychology in Organisational Psychology (Dr.)	Murdoch University
Psychology Teaching (PostGrad Cert)	Murdoch University
Public Policy (M)	Murdoch University
Public Policy and Management (BA)	Murdoch University
Public Relations (BMassCom)	Murdoch University

Course Offering	Institution
Public Relations (PostGrad Cert)	Murdoch University
Public Relations (PostGradDip)	Murdoch University
Radio (BMedia)	Murdoch University
Religion (GradCert)	Murdoch University
Religious Education (Grad Cert)	Notre Dame University
Religious Education (M)	Notre Dame University
Renewable Energy (M)	Murdoch University
Renewable Energy Engineering (BE)	Murdoch University
Science and Graduate Diploma in Education (Secondary)	Notre Dame University
Science Teaching (GradCert)	Murdoch University
Screen and Sound (BMedia)	Murdoch University
Secondary Education (GradDip)	Murdoch University
Security Terrorism and Counterterrorism (BA)	Murdoch University
Security, Terrorism and Counterterrorism Studies (GradCert)	Murdoch University
Social Justice (BA)	Notre Dame University
Sociology (BA)	Murdoch University
Sociology (BA)	Notre Dame University
Special Needs Education (GradCert)	Murdoch University
Sport and Recreation Management (Bachelor)	Notre Dame University
Sport and Recreation Management (BCom)	Notre Dame University
Sports Chiropractic (PostGradDip)	Murdoch University
Sports Science (BSportsSc)	Murdoch University
Sports Science (M)	Murdoch University
Sustainable Development (BA, BSc)	Murdoch University
Sustainable Energy Management (BSc)	Murdoch University
Sustainable Urban and Regional Planning (M)	Murdoch University
Teacher Assistant – Early Childhood	Notre Dame University
Teacher Assistant – Special Needs	Notre Dame University
Teachers Assistant Certificate (Early Childhood)	Notre Dame University
Teachers Assistant Certificate (Special Needs)	Notre Dame University
Teaching - Italian Teaching Method	Notre Dame University
Teaching (Early Childhood) (M)	Notre Dame University
Teaching (Primary) (M)	Notre Dame University
Teaching (Secondary) (M)	Notre Dame University
Teaching Conversion (Primary) (M)	Notre Dame University
Tertiary and Adult Education (GradCert)	Murdoch University
Tertiary and Adult Education (GradDip)	Murdoch University
Tertiary Enabling Program (University Bridging Course)	Notre Dame University
Theatre Studies (BA)	Notre Dame University
Theology (BTheol)	Notre Dame University
Theology (BTheol, BA)	Murdoch University
Theology (Cert, Dip)	Notre Dame University
Theology (Grad Dip)	Notre Dame University
Tourism (BTour)	Murdoch University
Tourism (PostGradDip)	Murdoch University

Course Offering	Institution
Veterinary Conservation Medicine (PostGradCert)	Murdoch University
Veterinary Science (BSc, BVMS)	Murdoch University
Veterinary Studies in Conservation Medicine (M)	Murdoch University
Veterinary Studies in Small Animal Practice (M)	Murdoch University
Veterinary Studies in Small Animal Practice (PostGradCert)	Murdoch University
Veterinary Studies in Veterinary Surveillance (M)	Murdoch University

9.5. Appendix E Survey Tables

		Q100 Banner																					
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry							
		2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries	Hospitality and Tourism
BASE	378 100%	138 100%	112 100%	68 100%	46 100%	14 100%	258 100%	120 100%	89 100%	8 100%	76 100%	23 100%	78 100%	89 100%	15 100%	90 100%	56 100%	4 100%	2 100%	21 100%	18 100%	159 100%	28 100%
Q1. BUSINESS SIZE, PROFILE AND STAFF TURNOVER																							
2-4	138 37%	138 100%	0 0%	0 0%	0 0%	0 0%	92 36%	46 38%	33 37%	4 50%	29 38%	6 26%	17 22%	46 52%	3 20%	38 42%	20 36%	2 50%	1 50%	2 10%	4 22%	60 38%	11 39%
5-9	112 30%	0 0%	112 100%	0 0%	0 0%	0 0%	79 31%	33 28%	30 34%	1 13%	30 39%	8 35%	20 26%	19 21%	4 27%	20 22%	17 30%	1 25%	0 0%	7 33%	4 22%	55 35%	8 29%
10-19	68 18%	0 0%	0 0%	68 100%	0 0%	0 0%	50 19%	18 15%	18 20%	2 25%	9 12%	7 30%	16 21%	12 13%	4 27%	18 20%	9 16%	0 0%	1 50%	3 14%	6 33%	25 16%	6 21%
20-99	46 12%	0 0%	0 0%	0 0%	46 100%	0 0%	30 12%	16 13%	6 7%	0 0%	7 9%	2 9%	20 26%	11 12%	0 0%	12 13%	6 11%	1 25%	0 0%	5 24%	4 22%	16 10%	2 7%
100+	14 4%	0 0%	0 0%	0 0%	0 0%	14 100%	7 3%	7 6%	2 2%	1 13%	1 1%	0 0%	5 6%	1 1%	4 27%	2 2%	4 7%	0 0%	0 0%	4 19%	0 0%	3 2%	1 4%
TOTAL	378 100%	138 100%	112 100%	68 100%	46 100%	14 100%	258 100%	120 100%	89 100%	8 100%	76 100%	23 100%	78 100%	89 100%	15 100%	90 100%	56 100%	4 100%	2 100%	21 100%	18 100%	159 100%	28 100%

		Q100 Banner																						
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area						Industry									
		2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries	Hospitality and Tourism	
BASE	TOTAL	378 100%	138 100%	112 100%	68 100%	46 100%	14 100%	258 100%	120 100%	89 100%	8 100%	76 100%	23 100%	78 100%	89 100%	15 100%	90 100%	56 100%	4 100%	2 100%	21 100%	18 100%	159 100%	28 100%
Q2 Has the Global Economic Crisis impacted on your recruitment activities?																								
No		258 68%	92 67%	79 71%	50 74%	30 65%	7 50%	258 100%	0 0%	64 72%	5 63%	53 70%	13 57%	56 72%	58 65%	9 60%	52 58%	42 75%	1 25%	2 100%	15 71%	12 67%	117 74%	17 61%
Yes		120 32%	46 33%	33 29%	18 26%	16 35%	7 50%	0 0%	120 100%	25 28%	3 38%	23 30%	10 43%	22 28%	31 35%	6 40%	38 42%	14 25%	3 75%	0 0%	6 29%	6 33%	42 26%	11 39%
TOTAL		378 100%	138 100%	112 100%	68 100%	46 100%	14 100%	258 100%	120 100%	89 100%	8 100%	76 100%	23 100%	78 100%	89 100%	15 100%	90 100%	56 100%	4 100%	2 100%	21 100%	18 100%	159 100%	28 100%

		Q100 Banner																			
		Employee Size					Global Economic Crisis Impact on recruitment	Q29 Local Govt Area							Industry						
		2-4	5-9	10-19	20-99	100+		Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries
BASE	120 100%	46 100%	33 100%	18 100%	16 100%	7 100%	120 100%	25 100%	3 100%	23 100%	10 100%	22 100%	31 100%	6 100%	38 100%	14 100%	3 100%	6 100%	6 100%	42 100%	11 100%
Q3 What has been the impact of the Global Economic Crisis on your recruitment activities?																					
Stopped all staff recruitment	48 40%	18 39%	15 45%	4 22%	9 56%	2 29%	48 40%	9 36%	0 0%	12 52%	4 40%	10 45%	11 35%	2 33%	16 42%	6 43%	2 67%	2 33%	3 50%	19 45%	0 0%
Deferred recruitment of some staff	7 6%	2 4%	2 6%	1 6%	1 6%	1 14%	7 6%	1 4%	0 0%	1 4%	1 10%	3 14%	1 3%	0 0%	6 16%	0 0%	0 0%	1 17%	0 0%	0 0%	0 0%
Retrenched staff	14 12%	1 2%	5 15%	3 17%	4 25%	1 14%	14 12%	4 16%	0 0%	1 4%	1 10%	6 27%	1 3%	1 17%	2 5%	5 36%	0 0%	1 17%	0 0%	5 12%	1 9%
Improved quality of applicants for vacancies	11 9%	2 4%	4 12%	0 0%	2 13%	3 43%	11 9%	3 12%	1 33%	3 13%	0 0%	2 9%	1 3%	1 17%	1 3%	1 7%	0 0%	2 33%	0 0%	5 12%	2 18%
More applicants for vacancies	19 16%	3 7%	3 9%	7 39%	4 25%	2 29%	19 16%	5 20%	2 67%	4 17%	1 10%	1 5%	3 10%	3 50%	3 8%	2 14%	0 0%	2 33%	1 17%	8 19%	3 27%
Employing more casual?? staff	6 5%	3 7%	3 9%	0 0%	0 0%	0 0%	6 5%	1 4%	0 0%	2 9%	1 10%	1 5%	1 3%	0 0%	2 5%	0 0%	1 33%	0 0%	0 0%	2 5%	1 9%
Reduced staff turnover	21 18%	8 17%	8 24%	3 17%	2 13%	0 0%	21 18%	7 28%	0 0%	0 0%	2 20%	3 14%	9 29%	0 0%	8 21%	0 0%	1 33%	0 0%	1 17%	8 19%	3 27%
Can offer less benefits	1 1%	0 0%	1 3%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%	1 3%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 2%	0 0%
Changed the balance between part time and full time vacancies	2 2%	0 0%	0 0%	0 0%	1 6%	1 14%	2 2%	0 0%	0 0%	1 4%	0 0%	1 5%	0 0%	0 0%	0 0%	0 0%	0 0%	1 17%	0 0%	1 2%	0 0%

		Q100 Banner																			
		Employee Size					Global Economic Crisis Impacted on recruitment	Q29 Local Govt Area							Industry						
		2-4	5-9	10-19	20-99	100+		Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries
BASE	120 100%	46 100%	33 100%	18 100%	16 100%	7 100%	120 100%	25 100%	3 100%	23 100%	10 100%	22 100%	31 100%	6 100%	38 100%	14 100%	3 100%	6 100%	6 100%	42 100%	11 100%
Q3 What has been the impact of the Global Economic Crisis on your recruitment activities?																					
Business conditions deteriorated	16 13%	10 22%	3 9%	1 6%	1 6%	1 14%	16 13%	2 8%	0 0%	3 13%	0 0%	5 23%	6 19%	0 0%	6 16%	3 21%	0 0%	0 0%	2 33%	4 10%	1 9%
Don't know	9 8%	5 11%	2 6%	2 11%	0 0%	0 0%	9 8%	1 4%	1 33%	1 4%	1 10%	0 0%	5 16%	0 0%	3 8%	0 0%	0 0%	0 0%	0 0%	3 7%	3 27%
TOTAL	154 128%	52 113%	46 139%	21 117%	24 150%	11 157%	154 128%	33 132%	4 133%	28 122%	11 110%	32 145%	39 126%	7 117%	47 124%	17 121%	4 133%	9 150%	7 117%	56 133%	14 127%

		Q100 Banner																						
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry								
		2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries	Hospitality and Tourism	
	TOTAL	378	138	112	68	46	14	258	120	89	8	76	23	78	89	15	90	56	4	2	21	18	159	28
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
BASE		378	138	112	68	46	14	258	120	89	8	76	23	78	89	15	90	56	4	2	21	18	159	28
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Q400 Full time/part time staff	have left over the last 6 months																							
1		64	30	19	7	8	0	34	30	19	2	11	2	12	16	2	17	12	0	1	2	3	25	4
		17%	22%	17%	10%	17%	0%	13%	25%	21%	25%	14%	9%	15%	18%	13%	19%	21%	0%	50%	10%	17%	16%	14%
2		48	8	20	6	9	5	30	18	8	0	15	3	10	10	2	15	8	0	0	4	2	18	1
		13%	6%	18%	9%	20%	36%	12%	15%	9%	0%	20%	13%	13%	11%	13%	17%	14%	0%	0%	19%	11%	11%	4%
3		16	3	2	8	3	0	5	11	3	0	3	0	5	4	1	3	3	1	0	0	1	5	3
		4%	2%	2%	12%	7%	0%	2%	9%	3%	0%	4%	0%	6%	4%	7%	3%	5%	25%	0%	0%	6%	3%	11%
4		12	1	1	6	3	1	6	6	1	1	2	2	3	3	0	3	2	0	0	2	1	4	0
		3%	1%	1%	9%	7%	7%	2%	5%	1%	13%	3%	9%	4%	3%	0%	3%	4%	0%	0%	10%	6%	3%	0%
5		8	0	3	2	2	1	2	6	0	1	1	1	3	1	1	2	1	0	0	1	1	1	2
		2%	0%	3%	3%	4%	7%	1%	5%	0%	13%	1%	4%	4%	1%	7%	2%	2%	0%	0%	5%	6%	1%	7%
6		9	1	1	2	5	0	5	4	3	0	0	0	4	2	0	2	1	0	0	2	1	3	0
		2%	1%	1%	3%	11%	0%	2%	3%	3%	0%	0%	0%	5%	2%	0%	2%	2%	0%	0%	10%	6%	2%	0%
7-12		6	1	1	3	0	1	5	1	1	0	0	0	3	2	0	4	1	0	0	0	0	1	0
		2%	1%	1%	4%	0%	7%	2%	1%	1%	0%	0%	0%	4%	2%	0%	4%	2%	0%	0%	0%	0%	1%	0%
20+		5	0	0	1	0	4	1	4	0	0	1	0	1	1	2	0	1	0	0	2	0	2	0
		1%	0%	0%	1%	0%	29%	0%	3%	0%	0%	1%	0%	1%	1%	13%	0%	2%	0%	0%	10%	0%	1%	0%
None		210	94	65	33	16	2	170	40	54	4	43	15	37	50	7	44	27	3	1	8	9	100	18
		56%	68%	58%	49%	35%	14%	66%	33%	61%	50%	57%	65%	47%	56%	47%	49%	48%	75%	50%	38%	50%	63%	64%
TOTAL		378	138	112	68	46	14	258	120	89	8	76	23	78	89	15	90	56	4	2	21	18	159	28
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

		Q100 Banner																						
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry								
		TOTAL	2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries	Hospitality and Tourism
BASE	168 100%	44 100%	47 100%	35 100%	30 100%	12 100%	88 100%	80 100%	35 100%	4 100%	33 100%	8 100%	41 100%	39 100%	8 100%	46 100%	29 100%	1 100%	1 100%	13 100%	9 100%	59 100%	10 100%	
Q5 Why did the staff leave the business?																								
Received a job offer from another business/ 'poaching'	56 33%	8 18%	16 34%	14 40%	10 33%	8 67%	33 38%	23 29%	10 29%	2 50%	13 39%	3 38%	16 39%	8 21%	4 50%	10 22%	9 31%	1 100%	0 0%	3 23%	3 33%	24 41%	6 60%	
Retrenchment	34 20%	11 25%	11 23%	3 9%	7 23%	2 17%	11 13%	23 29%	8 23%	0 0%	3 9%	2 25%	10 24%	7 18%	4 50%	14 30%	7 24%	0 0%	0 0%	3 23%	1 11%	8 14%	1 10%	
Found the work too hard	19 11%	3 7%	6 13%	7 20%	2 7%	1 8%	12 14%	7 9%	2 6%	1 25%	4 12%	2 25%	4 10%	6 15%	0 0%	7 15%	4 14%	0 0%	0 0%	1 8%	0 0%	6 10%	1 10%	
Did not like the wages/conditions	9 5%	3 7%	2 4%	2 6%	2 7%	0 0%	3 3%	6 8%	1 3%	0 0%	2 6%	0 0%	2 5%	4 10%	0 0%	2 4%	2 7%	0 0%	0 0%	1 8%	0 0%	3 5%	1 10%	
Undesirable location/moving	12 7%	2 5%	3 6%	4 11%	3 10%	0 0%	7 8%	5 6%	2 6%	1 25%	3 9%	0 0%	3 7%	2 5%	1 13%	3 7%	0 0%	0 0%	0 0%	1 8%	0 0%	6 10%	2 20%	
Employer asked them to leave	50 30%	13 30%	7 15%	10 29%	14 47%	6 50%	21 24%	29 36%	11 31%	2 50%	4 12%	3 38%	19 46%	9 23%	2 25%	16 35%	12 41%	0 0%	0 0%	1 8%	4 44%	15 25%	2 20%	
Retired	8 5%	0 0%	1 2%	4 11%	1 3%	2 17%	5 6%	3 4%	2 6%	0 0%	1 3%	0 0%	4 10%	1 3%	0 0%	0 0%	1 3%	0 0%	1 100%	2 15%	1 11%	3 5%	0 0%	
Maternity leave/ family reasons	15 9%	4 9%	3 6%	2 6%	3 10%	3 25%	11 13%	4 5%	4 11%	2 50%	1 3%	1 13%	2 5%	4 10%	1 13%	2 4%	3 10%	0 0%	0 0%	5 38%	1 11%	4 7%	0 0%	
Commenced full-time study	10 6%	2 5%	2 4%	4 11%	1 3%	1 8%	4 5%	6 8%	3 9%	0 0%	5 15%	0 0%	0 0%	1 3%	1 13%	2 4%	0 0%	0 0%	0 0%	2 15%	0 0%	5 8%	1 10%	
Unable to work due to illness or disability	4 2%	0 0%	2 4%	0 0%	1 3%	1 8%	1 1%	3 4%	0 0%	0 0%	0 0%	0 0%	2 5%	2 5%	0 0%	0 0%	0 0%	1 100%	0 0%	1 8%	0 0%	2 3%	0 0%	
Don't know	14 8%	4 9%	4 9%	1 3%	4 13%	1 8%	9 10%	5 6%	1 3%	0 0%	3 9%	0 0%	4 10%	6 15%	0 0%	3 7%	1 3%	0 0%	0 0%	2 15%	1 11%	7 12%	0 0%	

		Q100 Banner																					
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry							
TOTAL		2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Services Industries	Hospitality and Tourism
BASE	168 100%	44 100%	47 100%	35 100%	30 100%	12 100%	88 100%	80 100%	35 100%	4 100%	33 100%	8 100%	41 100%	39 100%	8 100%	46 100%	29 100%	1 100%	1 100%	13 100%	9 100%	59 100%	10 100%
Q5 Why did the staff leave the business?																							
TOTAL	231 138%	50 114%	57 121%	51 146%	48 160%	25 208%	117 133%	114 143%	44 126%	8 200%	39 118%	11 138%	66 161%	50 128%	13 163%	59 128%	39 134%	2 200%	1 100%	22 169%	11 122%	83 141%	14 140%

		Q100 Banner																						
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry								
		2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries	Hospitality and Tourism	
	TOTAL	378	138	112	68	46	14	258	120	89	8	76	23	78	89	15	90	56	4	2	21	18	159	28
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Q6. In the past 12 months has your business employed																								
Local students on a casual basis	107	26	39	20	15	7	76	31	28	4	24	5	18	21	7	13	15	2	0	7	4	50	16	
	28%	19%	35%	29%	33%	50%	29%	26%	31%	50%	32%	22%	23%	24%	47%	14%	27%	50%	0%	33%	22%	31%	57%	
Workers on a 457 Visa	41	6	9	3	13	10	23	18	8	1	5	2	15	5	5	9	8	1	1	4	2	9	7	
	11%	4%	8%	4%	28%	71%	9%	15%	9%	13%	7%	9%	19%	6%	33%	10%	14%	25%	50%	19%	11%	6%	25%	
Indigenous workers	18	2	3	4	4	5	11	7	1	0	3	0	4	5	5	3	1	1	0	2	1	9	1	
	5%	1%	3%	6%	9%	36%	4%	6%	1%	0%	4%	0%	5%	6%	33%	3%	2%	25%	0%	10%	6%	6%	4%	
Workers under an apprenticeship or traineeship arrangement	49	7	11	9	16	6	28	21	8	1	8	4	18	5	5	10	6	2	1	4	3	18	5	
	13%	5%	10%	13%	35%	43%	11%	18%	9%	13%	11%	17%	23%	6%	33%	11%	11%	50%	50%	19%	17%	11%	18%	
Backpackers	24	3	6	5	5	5	13	11	11	0	5	2	3	2	1	2	4	1	0	3	1	9	4	
	6%	2%	5%	7%	11%	36%	5%	9%	12%	0%	7%	9%	4%	2%	7%	2%	7%	25%	0%	14%	6%	6%	14%	
A person with a recognised disability	22	4	4	5	4	5	13	9	6	0	4	1	4	3	4	1	1	0	1	2	1	14	2	
	6%	3%	4%	7%	9%	36%	5%	8%	7%	0%	5%	4%	5%	3%	27%	1%	2%	0%	50%	10%	6%	9%	7%	
Persons nearing retirement	35	4	7	11	9	4	22	13	6	0	6	3	8	7	5	6	4	0	0	3	7	14	1	
	9%	3%	6%	16%	20%	29%	9%	11%	7%	0%	8%	13%	10%	8%	33%	7%	7%	0%	0%	14%	39%	9%	4%	
None of the above	205	100	57	32	14	2	144	61	44	4	41	13	42	57	4	59	31	1	0	12	9	83	10	
	54%	72%	51%	47%	30%	14%	56%	51%	49%	50%	54%	57%	54%	64%	27%	66%	55%	25%	0%	57%	50%	52%	36%	
TOTAL	501	152	136	89	80	44	330	171	112	10	96	30	112	105	36	103	70	8	3	37	28	206	46	
	133%	110%	121%	131%	174%	314%	128%	143%	126%	125%	126%	130%	144%	118%	240%	114%	125%	200%	150%	176%	156%	130%	164%	

		Q100 Banner																					
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry							
TOTAL		2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries	Hospitality and Tourism
BASE	378 100%	138 100%	112 100%	68 100%	46 100%	14 100%	258 100%	120 100%	89 100%	8 100%	76 100%	23 100%	78 100%	89 100%	15 100%	90 100%	56 100%	4 100%	2 100%	21 100%	18 100%	159 100%	28 100%
Q7 In the past 12 months has your business undertaken any of the following activities																							
Undertaken a training needs analysis	39 10%	10 7%	9 8%	6 9%	11 24%	3 21%	25 10%	14 12%	6 7%	0 0%	4 5%	4 17%	13 17%	8 9%	4 27%	11 12%	6 11%	0 0%	1 50%	3 14%	3 17%	12 8%	3 11%
Identified skill gaps in your organisation	49 13%	12 9%	11 10%	11 16%	10 22%	5 36%	28 11%	21 18%	10 11%	1 13%	11 14%	3 13%	10 13%	9 10%	5 33%	12 13%	3 5%	0 0%	1 50%	5 24%	2 11%	21 13%	5 18%
Prepared a training plan	95 25%	21 15%	26 23%	19 28%	21 46%	8 57%	56 22%	39 33%	18 20%	2 25%	17 22%	5 22%	21 27%	27 30%	5 33%	19 21%	11 20%	1 25%	1 50%	12 57%	4 22%	37 23%	10 36%
None of the above	258 68%	108 78%	78 70%	43 63%	23 50%	6 43%	185 72%	73 61%	66 74%	6 75%	53 70%	15 65%	51 65%	59 66%	8 53%	59 66%	43 77%	3 75%	0 0%	9 43%	13 72%	115 72%	16 57%
TOTAL	441 117%	151 109%	124 111%	79 116%	65 141%	22 157%	294 114%	147 123%	100 112%	9 113%	85 112%	27 117%	95 122%	103 116%	22 147%	101 112%	63 113%	4 100%	3 150%	29 138%	22 122%	185 116%	34 121%

		Q100 Banner																					
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry							
		2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries	Hospitality and Tourism
BASE	378 100%	138 100%	112 100%	68 100%	46 100%	14 100%	258 100%	120 100%	89 100%	8 100%	76 100%	23 100%	78 100%	89 100%	15 100%	90 100%	56 100%	4 100%	2 100%	21 100%	18 100%	159 100%	28 100%
Q8. Have the changing economic conditions impacted on your training activities?																							
No	325 86%	121 88%	95 85%	60 88%	39 85%	10 71%	247 96%	78 65%	80 90%	8 100%	68 89%	18 78%	64 82%	76 85%	11 73%	75 83%	47 84%	3 75%	2 100%	20 95%	14 78%	140 88%	24 86%
Yes	53 14%	17 12%	17 15%	8 12%	7 15%	4 29%	11 4%	42 35%	9 10%	0 0%	8 11%	5 22%	14 18%	13 15%	4 27%	15 17%	9 16%	1 25%	0 0%	1 5%	4 22%	19 12%	4 14%
TOTAL	378 100%	138 100%	112 100%	68 100%	46 100%	14 100%	258 100%	120 100%	89 100%	8 100%	76 100%	23 100%	78 100%	89 100%	15 100%	90 100%	56 100%	4 100%	2 100%	21 100%	18 100%	159 100%	28 100%

		Q100 Banner																					
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry							
		2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Services Industries	Hospitality and Tourism
BASE	378 100%	138 100%	112 100%	68 100%	46 100%	14 100%	258 100%	120 100%	89 100%	8 100%	76 100%	23 100%	78 100%	89 100%	15 100%	90 100%	56 100%	4 100%	2 100%	21 100%	18 100%	159 100%	28 100%
Q9. In the past 12 months has your business engaged a training provider to provide training to staff																							
No	277 73%	124 90%	85 76%	43 63%	19 41%	6 43%	196 76%	81 68%	70 79%	8 100%	59 78%	15 65%	48 62%	65 73%	12 80%	58 64%	45 80%	3 75%	1 50%	14 67%	9 50%	123 77%	24 86%
Yes	101 27%	14 10%	27 24%	25 37%	27 59%	8 57%	62 24%	39 33%	19 21%	0 0%	17 22%	8 35%	30 38%	24 27%	3 20%	32 36%	11 20%	1 25%	1 50%	7 33%	9 50%	36 23%	4 14%
TOTAL	378 100%	138 100%	112 100%	68 100%	46 100%	14 100%	258 100%	120 100%	89 100%	8 100%	76 100%	23 100%	78 100%	89 100%	15 100%	90 100%	56 100%	4 100%	2 100%	21 100%	18 100%	159 100%	28 100%

		Q100 Banner																					
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry							
TOTAL		2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries	Hospitality and Tourism
BASE	277 100%	124 100%	85 100%	43 100%	19 100%	6 100%	196 100%	81 100%	70 100%	8 100%	59 100%	15 100%	48 100%	65 100%	12 100%	58 100%	45 100%	3 100%	1 100%	14 100%	9 100%	123 100%	24 100%
Q10. Can you please provide the reasons why you have not used a training provider in the past 12 months?																							
Training conducted internally	100 36%	33 27%	38 45%	16 37%	9 47%	4 67%	70 36%	30 37%	19 27%	1 13%	26 44%	7 47%	16 33%	25 38%	6 50%	14 24%	11 24%	3 100%	0 0%	5 36%	2 22%	58 47%	7 29%
Too expensive	13 5%	5 4%	5 6%	3 7%	0 0%	0 0%	7 4%	6 7%	2 3%	1 13%	4 7%	0 0%	3 6%	2 3%	1 8%	4 7%	1 2%	0 0%	0 0%	0 0%	0 0%	4 3%	4 17%
No relevant courses or training	35 13%	17 14%	10 12%	5 12%	3 16%	0 0%	25 13%	10 12%	8 11%	0 0%	9 15%	2 13%	9 19%	5 8%	2 17%	14 24%	6 13%	0 0%	0 0%	0 0%	3 33%	10 8%	2 8%
Time and dates of course inconvenient	5 2%	1 1%	2 2%	1 2%	1 5%	0 0%	3 2%	2 2%	1 1%	0 0%	1 2%	1 7%	1 2%	1 2%	0 0%	4 7%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%
Too busy for staff to attend training	9 3%	4 3%	3 4%	1 2%	0 0%	1 17%	6 3%	3 4%	3 4%	0 0%	1 2%	0 0%	1 2%	3 5%	1 8%	1 2%	0 0%	0 0%	0 0%	0 0%	0 0%	7 6%	1 4%
No suitable training providers in our area	10 4%	4 3%	3 4%	2 5%	1 5%	0 0%	7 4%	3 4%	4 6%	0 0%	2 3%	0 0%	0 0%	3 5%	1 8%	2 3%	1 2%	0 0%	0 0%	1 7%	0 0%	6 5%	0 0%
Too busy to organise training	5 2%	2 2%	1 1%	2 5%	0 0%	0 0%	1 1%	4 5%	2 3%	0 0%	1 2%	0 0%	0 0%	1 2%	1 8%	0 0%	1 2%	0 0%	0 0%	0 0%	0 0%	4 3%	0 0%
Don't see any value in training	50 18%	30 24%	12 14%	4 9%	3 16%	1 17%	34 17%	16 20%	15 21%	3 38%	7 12%	5 33%	10 21%	8 12%	2 17%	19 33%	17 38%	0 0%	0 0%	1 7%	3 33%	8 7%	2 8%
Have had a poor experience with training providers	3 1%	0 0%	2 2%	1 2%	0 0%	0 0%	3 2%	0 0%	0 0%	0 0%	2 3%	0 0%	1 2%	0 0%	0 0%	1 2%	0 0%	0 0%	0 0%	1 7%	0 0%	1 1%	0 0%
Don't know	71 26%	36 29%	16 19%	14 33%	5 26%	0 0%	59 30%	12 15%	21 30%	3 38%	13 22%	2 13%	10 21%	22 34%	0 0%	9 16%	11 24%	0 0%	1 100%	7 50%	2 22%	32 26%	9 38%
TOTAL	301 109%	132 106%	92 108%	49 114%	22 116%	6 100%	215 110%	86 106%	75 107%	8 100%	66 112%	17 113%	51 106%	70 108%	14 117%	68 117%	48 107%	3 100%	1 100%	15 107%	10 111%	131 107%	25 104%

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		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area						Industry								
		TOTAL	2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries	Hospitality and Tourism
BASE	101 100%	14 100%	27 100%	25 100%	27 100%	8 100%	62 100%	39 100%	19 100%	17 100%	8 100%	30 100%	24 100%	3 100%	32 100%	11 100%	1 100%	1 100%	7 100%	9 100%	36 100%	4 100%	
Q11. What was the benefit to your business of this training?																							
Improved productivity	41 41%	5 36%	14 52%	7 28%	13 48%	2 25%	26 42%	15 38%	10 53%	10 59%	3 38%	11 37%	6 25%	1 33%	10 31%	3 27%	1 100%	1 100%	4 57%	5 56%	16 44%	1 25%	
Increased staff morale	19 19%	0 0%	3 11%	3 12%	8 30%	5 63%	13 21%	6 15%	4 21%	1 6%	2 25%	6 20%	3 13%	3 100%	4 13%	4 36%	0 0%	0 0%	1 14%	3 33%	6 17%	1 25%	
Lower staff turnover	4 4%	0 0%	1 4%	0 0%	1 4%	2 25%	2 3%	2 5%	1 5%	1 6%	0 0%	2 7%	0 0%	0 0%	0 0%	1 9%	0 0%	0 0%	1 14%	1 11%	1 3%	0 0%	
Increased multi-tasking	15 15%	1 7%	4 15%	2 8%	6 22%	2 25%	11 18%	4 10%	4 21%	2 12%	1 13%	5 17%	3 13%	0 0%	6 19%	1 9%	0 0%	0 0%	2 29%	2 22%	4 11%	0 0%	
Staff better able to perform their job	79 78%	13 93%	18 67%	20 80%	20 74%	8 100%	50 81%	29 74%	16 84%	11 65%	6 75%	27 90%	16 67%	3 100%	29 91%	11 100%	0 0%	1 100%	5 71%	8 89%	22 61%	3 75%	
Succession planning	8 8%	0 0%	2 7%	1 4%	3 11%	2 25%	3 5%	5 13%	1 5%	1 6%	0 0%	3 10%	2 8%	1 33%	1 3%	2 18%	0 0%	0 0%	0 0%	2 22%	1 3%	2 50%	
Don't know	2 2%	1 7%	1 4%	0 0%	0 0%	0 0%	2 3%	0 0%	0 0%	1 6%	0 0%	0 0%	1 4%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2 6%	0 0%	
TOTAL	168 166%	20 143%	43 159%	33 132%	51 189%	21 263%	107 173%	61 156%	36 189%	27 159%	12 150%	54 180%	31 129%	8 267%	50 156%	22 200%	1 100%	2 200%	13 186%	21 233%	52 144%	7 175%	

		Q100 Banner																					
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry							
		2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries	Hospitality and Tourism
BASE	378 100%	138 100%	112 100%	68 100%	46 100%	14 100%	258 100%	120 100%	89 100%	8 100%	76 100%	23 100%	78 100%	89 100%	15 100%	90 100%	56 100%	4 100%	2 100%	21 100%	18 100%	159 100%	28 100%
Q12. What do you believe is the impact of an ageing workforce on your business activities?																							
More difficult to find staff in the future	24 6%	5 4%	10 9%	4 6%	3 7%	2 14%	18 7%	6 5%	6 7%	0 0%	2 3%	4 17%	6 8%	5 6%	1 7%	6 7%	6 11%	1 25%	0 0%	2 10%	0 0%	7 4%	2 7%
Loss of corporate / technical knowledge	6 2%	2 1%	1 1%	2 3%	0 0%	1 7%	3 1%	3 3%	0 0%	0 0%	1 1%	1 4%	1 1%	2 2%	1 7%	3 3%	0 0%	0 0%	0 0%	1 5%	0 0%	2 1%	0 0%
Less efficiency	16 4%	8 6%	4 4%	3 4%	1 2%	0 0%	13 5%	3 3%	6 7%	0 0%	1 1%	1 4%	4 5%	3 3%	1 7%	3 3%	4 7%	1 25%	0 0%	0 0%	0 0%	7 4%	1 4%
More experienced workforce	64 17%	10 7%	31 28%	13 19%	6 13%	4 29%	41 16%	23 19%	9 10%	1 13%	13 17%	9 39%	18 23%	9 10%	5 33%	18 20%	11 20%	1 25%	1 50%	1 5%	3 17%	29 18%	0 0%
Staff have a greater commitment to the job	49 13%	11 8%	17 15%	12 18%	5 11%	4 29%	30 12%	19 16%	9 10%	0 0%	11 14%	7 30%	10 13%	9 10%	3 20%	9 10%	9 16%	2 50%	1 50%	3 14%	2 11%	20 13%	3 11%
Don't believe there is an ageing workforce	136 36%	53 38%	35 31%	24 35%	20 43%	4 29%	93 36%	43 36%	32 36%	3 38%	33 43%	8 35%	27 35%	30 34%	3 20%	31 34%	22 39%	1 25%	1 50%	5 24%	9 50%	57 36%	10 36%
Don't know	127 34%	58 42%	31 28%	21 31%	14 30%	3 21%	89 34%	38 32%	33 37%	4 50%	23 30%	4 17%	23 29%	36 40%	4 27%	27 30%	16 29%	0 0%	0 0%	11 52%	6 33%	53 33%	14 50%
TOTAL	422 112%	147 107%	129 115%	79 116%	49 107%	18 129%	287 111%	135 113%	95 107%	8 100%	84 111%	34 148%	89 114%	94 106%	18 120%	97 108%	68 121%	6 150%	3 150%	23 110%	20 111%	175 110%	30 107%

		Q100 Banner																					
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry							
TOTAL		2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries	Hospitality and Tourism
BASE	378 100%	138 100%	112 100%	68 100%	46 100%	14 100%	258 100%	120 100%	89 100%	8 100%	76 100%	23 100%	78 100%	89 100%	15 100%	90 100%	56 100%	4 100%	2 100%	21 100%	18 100%	159 100%	28 100%
Q16 Has this business filled, or tried to fill, any vacant full-time or part-time positions (excluding casual positions) in the last six months																							
No	236 62%	112 81%	69 62%	35 51%	17 37%	3 21%	161 62%	75 63%	63 71%	6 75%	51 67%	9 39%	44 56%	56 63%	7 47%	60 67%	30 54%	3 75%	1 50%	8 38%	9 50%	109 69%	16 57%
Yes	142 38%	26 19%	43 38%	33 49%	29 63%	11 79%	97 38%	45 38%	26 29%	2 25%	25 33%	14 61%	34 44%	33 37%	8 53%	30 33%	26 46%	1 25%	1 50%	13 62%	9 50%	50 31%	12 43%
TOTAL	378 100%	138 100%	112 100%	68 100%	46 100%	14 100%	258 100%	120 100%	89 100%	8 100%	76 100%	23 100%	78 100%	89 100%	15 100%	90 100%	56 100%	4 100%	2 100%	21 100%	18 100%	159 100%	28 100%

		Q100 Banner																						
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry								
		TOTAL	2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Services Industries	Hospitality and Tourism
BASE	142 100%	26 100%	43 100%	33 100%	29 100%	11 100%	97 100%	45 100%	26 100%	2 100%	25 100%	14 100%	34 100%	33 100%	8 100%	30 100%	26 100%	1 100%	1 100%	13 100%	9 100%	50 100%	12 100%	
Q17 What method(s) of recruitment action was used to fill, or try to fill, the vacancies in the last six months?																								
Newspaper advertising	81 57%	12 46%	24 56%	18 55%	20 69%	7 64%	55 57%	26 58%	15 58%	2 100%	12 48%	6 43%	22 65%	20 61%	4 50%	17 57%	17 65%	1 100%	1 100%	9 69%	6 67%	21 42%	9 75%	
Other media advertising - including internet	36 25%	0 0%	13 30%	7 21%	9 31%	7 64%	21 22%	15 33%	3 12%	2 100%	6 24%	5 36%	10 29%	5 15%	5 63%	7 23%	8 31%	1 100%	0 0%	3 23%	2 22%	14 28%	1 8%	
Directly from school, university or TAFE	5 4%	1 4%	2 5%	1 3%	0 0%	1 9%	5 5%	0 0%	2 8%	0 0%	0 0%	0 0%	1 3%	1 3%	1 13%	1 3%	1 4%	0 0%	0 0%	1 8%	0 0%	2 4%	0 0%	
Recruitment agency	25 18%	2 8%	6 14%	8 24%	6 21%	3 27%	16 16%	9 20%	3 12%	0 0%	3 12%	5 36%	6 18%	5 15%	3 38%	6 20%	8 31%	0 0%	0 0%	4 31%	1 11%	6 12%	0 0%	
Australian JobSearch	13 9%	0 0%	4 9%	3 9%	5 17%	1 9%	8 8%	5 11%	3 12%	0 0%	3 12%	1 7%	4 12%	1 3%	1 13%	3 10%	2 8%	0 0%	0 0%	2 15%	0 0%	6 12%	0 0%	
Job Network	11 8%	1 4%	5 12%	2 6%	2 7%	1 9%	9 9%	2 4%	0 0%	0 0%	5 20%	0 0%	3 9%	2 6%	1 13%	3 10%	1 4%	0 0%	1 100%	4 31%	1 11%	0 0%	1 8%	
Word of mouth	37 26%	11 42%	10 23%	10 30%	4 14%	2 18%	28 29%	9 20%	9 35%	1 50%	10 40%	4 29%	3 9%	9 27%	1 13%	3 10%	7 27%	0 0%	0 0%	2 15%	3 33%	18 36%	4 33%	
Instore advertising	9 6%	2 8%	4 9%	2 6%	0 0%	1 9%	6 6%	3 7%	2 8%	1 50%	1 4%	1 7%	2 6%	2 6%	0 0%	1 3%	0 0%	0 0%	0 0%	1 8%	1 11%	4 8%	2 17%	
TOTAL	217 153%	29 112%	68 158%	51 155%	46 159%	23 209%	148 153%	69 153%	37 142%	6 300%	40 160%	22 157%	51 150%	45 136%	16 200%	41 137%	44 169%	2 200%	2 200%	26 200%	14 156%	71 142%	17 142%	

		Q100 Banner																					
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry							
TOTAL		2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries	Hospitality and Tourism
BASE	142 100%	26 100%	43 100%	33 100%	29 100%	11 100%	97 100%	45 100%	26 100%	2 100%	25 100%	14 100%	34 100%	33 100%	8 100%	30 100%	26 100%	1 100%	1 100%	13 100%	9 100%	50 100%	12 100%
Q21 DIFFICULT TO FILL VACANCIES																							
No	109 77%	22 85%	25 58%	29 88%	25 86%	8 73%	77 79%	32 71%	19 73%	2 100%	21 84%	9 64%	27 79%	26 79%	5 63%	24 80%	19 73%	0 0%	1 100%	8 62%	6 67%	43 86%	8 67%
Yes	33 23%	4 15%	18 42%	4 12%	4 14%	3 27%	20 21%	13 29%	7 27%	0 0%	4 16%	5 36%	7 21%	7 21%	3 38%	6 20%	7 27%	1 100%	0 0%	5 38%	3 33%	7 14%	4 33%
TOTAL	142 100%	26 100%	43 100%	33 100%	29 100%	11 100%	97 100%	45 100%	26 100%	2 100%	25 100%	14 100%	34 100%	33 100%	8 100%	30 100%	26 100%	1 100%	1 100%	13 100%	9 100%	50 100%	12 100%

		Q100 Banner																			
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area						Industry						
TOTAL		2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries	Hospitality and Tourism
BASE	33 100%	4 100%	18 100%	4 100%	4 100%	3 100%	20 100%	13 100%	7 100%	4 100%	5 100%	7 100%	7 100%	3 100%	6 100%	7 100%	1 100%	5 100%	3 100%	7 100%	4 100%
Q23 Did you have difficulty filling these vacancies for any of the following reasons?																					
No difficulty	165 500%	24 600%	90 500%	8 200%	27 675%	16 533%	117 585%	48 369%	45 643%	20 500%	15 300%	46 657%	31 443%	8 267%	26 433%	38 543%	6 600%	18 360%	22 733%	35 500%	20 500%
Minor difficulty	86 261%	10 250%	42 233%	18 450%	6 150%	10 333%	44 220%	42 323%	6 86%	12 300%	23 460%	12 171%	21 300%	12 400%	24 400%	15 214%	2 200%	20 400%	2 67%	17 243%	6 150%
Major difficulty	79 239%	6 150%	48 267%	14 350%	7 175%	4 133%	39 195%	40 308%	19 271%	8 200%	12 240%	12 171%	18 257%	10 333%	10 167%	17 243%	2 200%	12 240%	6 200%	18 257%	14 350%
TOTAL	33 100%	4 100%	18 100%	4 100%	4 100%	3 100%	20 100%	13 100%	7 100%	4 100%	5 100%	7 100%	7 100%	3 100%	6 100%	7 100%	1 100%	5 100%	3 100%	7 100%	4 100%

		Q23L									
	TOTAL	Speciali sed skill needs	Lack of local training	Applica nts lacked skills/ experie nce	Poor attitude/ presenta tion of applica nts	Lack of applica nts	Wages/ conditio ns not seen as competi tive	Lack of public transport	Undesir able location	Type of work not seen as desirabl e	Licensin g/ registrati on requirem ents
BASE	33 100%	33 100%	33 100%	33 100%	33 100%	33 100%	33 100%	33 100%	33 100%	33 100%	33 100%
Q23 Did you have difficulty filling these vacancies for any of the following reasons?											
No difficulty	165 500%	11 33%	15 45%	11 33%	10 30%	10 30%	18 55%	22 67%	25 76%	20 61%	23 70%
Minor difficulty	86 261%	5 15%	8 24%	8 24%	12 36%	9 27%	9 27%	9 27%	7 21%	9 27%	10 30%
Major difficulty	79 239%	17 52%	10 30%	14 42%	11 33%	14 42%	6 18%	2 6%	1 3%	4 12%	0 0%
TOTAL	33 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	33 100%

		Q100 Banner																					
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry							
		2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries	Hospitality and Tourism
BASE	378 100%	138 100%	112 100%	68 100%	46 100%	14 100%	258 100%	120 100%	89 100%	8 100%	76 100%	23 100%	78 100%	89 100%	15 100%	90 100%	56 100%	4 100%	2 100%	21 100%	18 100%	159 100%	28 100%
Q24 Do you expect to have any difficulty filling vacancies in the next 12 months																							
No	354 94%	134 97%	99 88%	67 99%	41 89%	13 93%	244 95%	110 92%	83 93%	7 88%	70 92%	21 91%	75 96%	84 94%	14 93%	85 94%	54 96%	4 100%	2 100%	17 81%	16 89%	153 96%	23 82%
Yes	24 6%	4 3%	13 12%	1 1%	5 11%	1 7%	14 5%	10 8%	6 7%	1 13%	6 8%	2 9%	3 4%	5 6%	1 7%	5 6%	2 4%	0 0%	0 0%	4 19%	2 11%	6 4%	5 18%
TOTAL	378 100%	138 100%	112 100%	68 100%	46 100%	14 100%	258 100%	120 100%	89 100%	8 100%	76 100%	23 100%	78 100%	89 100%	15 100%	90 100%	56 100%	4 100%	2 100%	21 100%	18 100%	159 100%	28 100%

		Q100 Banner																			
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry					
		2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	The Health Industries	Education and Training	The Retail and Personal Services Industries	Hospitality and Tourism
BASE	24 100%	4 100%	13 100%	1 100%	5 100%	1 100%	14 100%	10 100%	6 100%	1 100%	6 100%	2 100%	3 100%	5 100%	1 100%	5 100%	2 100%	4 100%	2 100%	6 100%	5 100%
Q26 Why do you expect to have difficulty filling the occupations?																					
Specialised skill needs	7 29%	2 50%	3 23%	1 100%	1 20%	0 0%	6 43%	1 10%	0 0%	1 100%	4 67%	0 0%	0 0%	2 40%	0 0%	1 20%	2 100%	1 25%	0 0%	2 33%	1 20%
Lack of local training	3 13%	1 25%	2 15%	0 0%	0 0%	0 0%	2 14%	1 10%	0 0%	0 0%	1 17%	1 50%	0 0%	1 20%	0 0%	0 0%	1 50%	1 25%	0 0%	1 17%	0 0%
Applicants lack skills/experience	8 33%	2 50%	5 38%	0 0%	0 0%	1 100%	4 29%	4 40%	1 17%	0 0%	5 83%	0 0%	0 0%	2 40%	0 0%	1 20%	1 50%	1 25%	0 0%	2 33%	3 60%
Poor attitude/presentation of applicants	1 4%	0 0%	1 8%	0 0%	0 0%	0 0%	0 0%	1 10%	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 20%
Lack of applicants	7 29%	3 75%	2 15%	0 0%	1 20%	1 100%	6 43%	1 10%	2 33%	0 0%	1 17%	0 0%	1 33%	2 40%	1 100%	0 0%	1 50%	1 25%	0 0%	4 67%	1 20%
Wages/conditions not seen as competitive	2 8%	0 0%	1 8%	0 0%	1 20%	0 0%	1 7%	1 10%	2 33%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 25%	0 0%	0 0%	1 20%
Undesirable location	1 4%	0 0%	1 8%	0 0%	0 0%	0 0%	0 0%	1 10%	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%	0 0%	1 20%	0 0%	0 0%	0 0%	0 0%	0 0%
Lack of public transport	1 4%	0 0%	1 8%	0 0%	0 0%	0 0%	0 0%	1 10%	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%	0 0%	0 0%	0 0%	1 25%	0 0%	0 0%	0 0%
Type of work not seen as desirable	3 13%	0 0%	3 23%	0 0%	0 0%	0 0%	1 7%	2 20%	1 17%	0 0%	0 0%	0 0%	0 0%	2 40%	0 0%	1 20%	0 0%	0 0%	0 0%	1 17%	1 20%
Licensing/registration requirements	1 4%	0 0%	0 0%	0 0%	1 20%	0 0%	1 7%	0 0%	0 0%	0 0%	0 0%	0 0%	1 33%	0 0%	0 0%	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%
Other (please specify)	4 17%	0 0%	3 23%	0 0%	1 20%	0 0%	1 7%	3 30%	3 50%	0 0%	0 0%	0 0%	1 33%	0 0%	0 0%	2 40%	0 0%	0 0%	1 50%	1 17%	0 0%

		Q100 Banner																				
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry						
		TOTAL	2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries	Hospitality and Tourism
BASE	24 100%	4 100%	13 100%	1 100%	5 100%	1 100%	14 100%	10 100%	6 100%	1 100%	6 100%	2 100%	3 100%	5 100%	1 100%	5 100%	2 100%	4 100%	2 100%	6 100%	5 100%	
Q26 Why do you expect to have difficulty filling the occupations?																						
TOTAL	38 158%	8 200%	22 169%	1 100%	5 100%	2 200%	22 157%	16 160%	9 150%	1 100%	11 183%	3 150%	3 100%	10 200%	1 100%	6 120%	5 250%	6 150%	2 100%	11 183%	8 160%	

		Q100 Banner																					
		Employee Size					Global Economic Crisis Impacted on recruitment		Q29 Local Govt Area							Industry							
TOTAL		2-4	5-9	10-19	20-99	100+	No Impact	Impact	Fremantle	East Fremantle	Melville	Kwinana	Cockburn	Rockingham	Other (specify Q29OTH)	Building and Construction	Manufacturing and Processing Industries	Defence Industries	The Maritime Industries	The Health Industries	Education and Training	The Retail and Personal Service Industries	Hospitality and Tourism
BASE	378 100%	138 100%	112 100%	68 100%	46 100%	14 100%	258 100%	120 100%	89 100%	8 100%	76 100%	23 100%	78 100%	89 100%	15 100%	90 100%	56 100%	4 100%	2 100%	21 100%	18 100%	159 100%	28 100%
Q29 Local Govt Area business is located																							
Fremantle	89 24%	33 24%	30 27%	18 26%	6 13%	2 14%	64 25%	25 21%	89 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	17 19%	18 32%	0 0%	1 50%	2 10%	6 33%	35 22%	10 36%
East Fremantle	8 2%	4 3%	1 1%	2 3%	0 0%	1 7%	5 2%	3 3%	0 0%	8 100%	0 0%	0 0%	0 0%	0 0%	0 0%	2 2%	0 0%	0 0%	0 0%	1 5%	0 0%	3 2%	2 7%
Melville	76 20%	29 21%	30 27%	9 13%	7 15%	1 7%	53 21%	23 19%	0 0%	0 0%	76 100%	0 0%	0 0%	0 0%	0 0%	12 13%	7 13%	1 25%	0 0%	6 29%	2 11%	44 28%	4 14%
Kwinana	23 6%	6 4%	8 7%	7 10%	2 4%	0 0%	13 5%	10 8%	0 0%	0 0%	0 0%	23 100%	0 0%	0 0%	0 0%	8 9%	7 13%	0 0%	0 0%	1 5%	1 6%	5 3%	1 4%
Cockburn	78 21%	17 12%	20 18%	16 24%	20 43%	5 36%	56 22%	22 18%	0 0%	0 0%	0 0%	0 0%	78 100%	0 0%	0 0%	28 31%	14 25%	3 75%	1 50%	0 0%	6 33%	22 14%	4 14%
Rockingham	89 24%	46 33%	19 17%	12 18%	11 24%	1 7%	58 22%	31 26%	0 0%	0 0%	0 0%	0 0%	0 0%	89 100%	0 0%	20 22%	8 14%	0 0%	0 0%	10 48%	3 17%	42 26%	6 21%
Other (specify Q29OTH)	15 4%	3 2%	4 4%	4 6%	0 0%	4 29%	9 3%	6 5%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	15 100%	3 3%	2 4%	0 0%	0 0%	1 5%	0 0%	8 5%	1 4%
TOTAL	378 100%	138 100%	112 100%	68 100%	46 100%	14 100%	258 100%	120 100%	89 100%	8 100%	76 100%	23 100%	78 100%	89 100%	15 100%	90 100%	56 100%	4 100%	2 100%	21 100%	18 100%	159 100%	28 100%

