



Aboriginal and Torres Strait Islander People in Queensland's Construction Industry

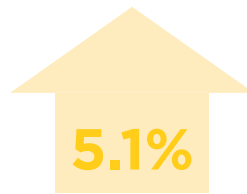
2018 REPORT

Aboriginal and Torres Strait Islander People in Queensland's Construction Industry

1/3

A THIRD MORE PREFERRED:

Indigenous workers are 1/3 more likely to be in construction than in another industry



AMPLE APPRENTICE APPETITE:

The Indigenous apprentice intake has increased an average of 5.1% each year over the last five years



PATHWAY TO HIGHER PAY:

Over the last ten years there has been an increase of Indigenous apprentices on a pathway to higher-skilled, better-paid jobs



COMPLETION RATE CONCERNING:

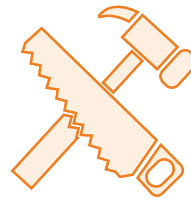
Only half of the 2016 Indigenous apprentice cohort are expected to complete their apprenticeship

2018 At a glance



INCOME GAP:

There is an unexplained income gap of 14%, on average, between Indigenous and non-Indigenous workers



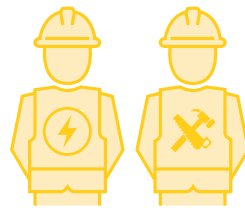
GENUINE GAINS:

Initiatives around jobs and skills are important to improving living standards but must be genuine and culturally calibrated



PART OF THE BIG PICTURE:

The construction industry is well placed to continue to help close the gap given our existing programs and reach across Australia



VET A SOLID BET:

The VET sector has a long history of supporting Indigenous workers and CSQ will continue to work with industry to harness opportunities

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Images note

CSQ would like to thank Hutchinson Builders for the use of their images on the cover and pages 13, 14 and 23 and Strait Support for their image on page 8.

Aboriginal and Torres Strait Islander people should be aware that this document may contain images or names of deceased persons in photographs or printed material.

Data note

This report focuses on qualifications directly connected with the core business of building and construction; the traditional site-based roles associated with carpentry, plumbing, plant operations and so on. A list of the occupations that define the construction workforce for the purposes of this report is available in Appendix 1.

Throughout this report we refer to 'construction apprentices'. For reasons of brevity, we have used the term 'construction apprentices' to encompass both apprenticeship and traineeship contracts. The list of qualifications that we associate with construction industry apprenticeships for the purposes of this report is available in Appendix 2, drawn from the National Centre for Vocational Education Research (NCVER).



01 Introduction

CSQ believes in the power of economic participation to improve the wellbeing of Aboriginal and Torres Strait Islander people. This report shines a light on the contribution of Queensland's construction industry to providing opportunities for Aboriginal and Torres Strait Islander people to realise their full potential. While the data brought together in this report demonstrates that the construction industry pulls its weight, there is more work to be done.

We have prepared this report to set a baseline for Queensland's construction industry. CSQ is committed to bringing together Aboriginal and Torres Strait Islander people, their leaders and industry participants to create and capture the opportunities that will lead to ever greater economic participation for Australia's first people. Over the coming years CSQ will continue to monitor the key indicators presented in this report to ensure the need to continue these efforts remain front-of-mind for Queensland's construction industry.

Australia's Indigenous people represent the longest continuous culture on the planet. For over 60,000 years Australia's first people had the continent to themselves. Today, Aboriginal and Torres Strait Islander people account for only 3% of the national population. Aboriginal and Torres Strait Islanders are one of humanity's truly great ancient populations—certainly the most resilient—having grown, adapted and survived in the face of overwhelming environmental and, more recently, colonial challenges.

While the situation has improved for many Aboriginal and Torres Strait Islander people over the last 40 years—particularly around education and employment—the best estimates suggest we are still decades away from equality of outcomes between Indigenous and non-Indigenous Australians.¹ Indeed, according to the Productivity Commission's latest report card on Aboriginal and Torres Strait Islander wellbeing, the situation is deteriorating in areas such as imprisonment and mental health.²

The causes of the contemporary condition of Aboriginal and Torres Strait Islander people are of course complex. Policy prescriptions for closing the gap between Indigenous and non-Indigenous outcomes are just as complex, with an equal measure of controversy and disagreement. While it is far beyond the scope of this report to review this domain in any detail, CSQ believes it is important to highlight the power of economic participation as a pathway to improving the wellbeing of Aboriginal and Torres Strait Islander people.

Many Indigenous leaders stress the need for Aboriginal and Torres Strait Islander people to be involved in the economy as a necessary precondition for improving Indigenous outcomes.³ Perhaps the most important ingredient in this recipe is labour market participation.

The labour market outcomes for Aboriginal and Torres Strait Islander people are generally characterised by low participation, high unemployment and marginal attachment to the labour force (Figure 1). The 2016 Census revealed that non-Indigenous Australians are 20% more likely than Aboriginal and Torres Strait Islander people to be employed. Aboriginal and Torres Strait Islander people are also much more likely to want a job but to not be actively looking for work. Aboriginal and Torres Strait Islander adults have been found to be three-to-four times more likely than the rest of the population to fall into this 'marginally attached' segment of the workforce.⁴

¹ Altman, J.C., Biddle, N. and Hunter, B.H. (2009), 'Prospects for "Closing The Gap" in socioeconomic outcomes for Aboriginal and Torres Strait Islander people?', *Australian Economic History Review*, 49(3), 225-51.

² SCRGSP (Steering Committee for the Review of Government Service Provision) 2016, *Overcoming Indigenous Disadvantage: Key Indicators 2016*, Productivity Commission, Canberra

³ Pearson, N. (2000), *Our Right to Take Responsibility*, Noel Pearson and Associates, Cairns

⁴ Hunter, B. and Gray, M. (2012) 'Indigenous Labour Supply following a Period of Strong Economic Growth,' *Australian Journal of Labour Economics*, 15(2), pp. 141-59.

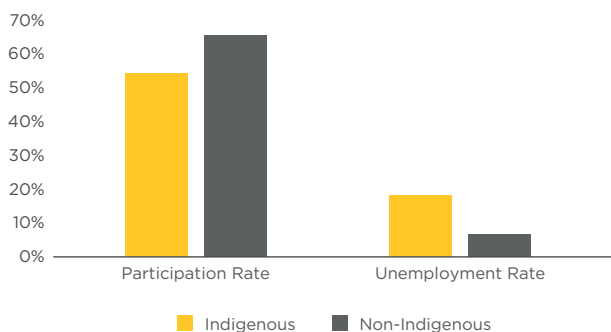
The link between these factors and socioeconomic outcomes is all but self-evident: secure employment improves people's living standards and wellbeing, and leads to higher incomes for families; this in turn delivers better health and education outcomes for children, leading to a virtuous intergenerational cycle of improving living standards.

It is hard to overstate the association between employment outcomes and education, skills and training for Aboriginal and Torres Strait Islander people. The generally low educational attainment among Aboriginal and Torres Strait Islander people has been found to be a significant contributor to the labour market participation gap with non-Indigenous Australians.⁵ What is more, the benefits of improving education outcomes are greater for Aboriginal and Torres Strait Islander people than others; that is, pound-for-pound, improvements in education have a greater effect on labour productivity for Indigenous than for non-Indigenous workers.⁶

These findings highlight an important policy implication: better education and training is a proven pathway to better employment outcomes and, ultimately, improved living standards for Aboriginal and Torres Strait Islander people. It is crucial that training be linked to ongoing job opportunities – the benefits of 'training for training's sake' are generally limited and short-lived. In this context, the construction industry can, and is, making an important contribution to improving the wellbeing of Aboriginal and Torres Strait Islander people.

Skills and training are a big contributor to employment outcomes, and the benefits for Aboriginal and Torres Strait Islander people are even more pronounced.

Fig. 1 – Employment Outcomes for Workers in Australia



SOURCE: ABS 2016 Census

⁵ Savvas, A., Boulton, C. and Jepsen, E. (2011), 'Influences on Indigenous Labour Market Outcomes', Productivity Commission Staff Working Paper, Melbourne, Australia
⁶ Kalb, G., et al. (2014) 'Identifying Important Factors for Closing the Gap in Labour Force Status between Indigenous and Non-Indigenous Australians,' Economic Record, 90 (291)



WARNING

HARRY



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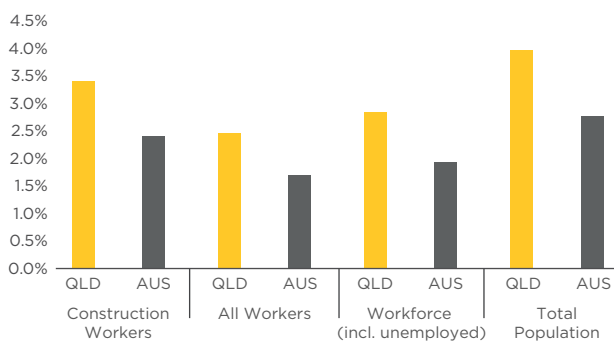
02 The role of the construction industry

The Queensland economy, and the construction industry in particular, is a strong employer of Aboriginal and Torres Strait Islander people (Figure 2).

The construction industry employs nearly 7,000 Aboriginal and Torres Strait Islander people across Queensland. This amounts to 3.4% of all construction workers in the state. This level of representation is more than one-third higher than the equivalent rate for the overall employed workforce, and amounts to 13% of the state's overall Aboriginal and Torres Strait Islander workforce.

An Indigenous worker is one third more likely to be in construction than in another industry.

Fig. 2 - Representation of Aboriginal and Torres Strait Islander People



SOURCE: ABS 2016 Census

03 Occupation- by-occupation

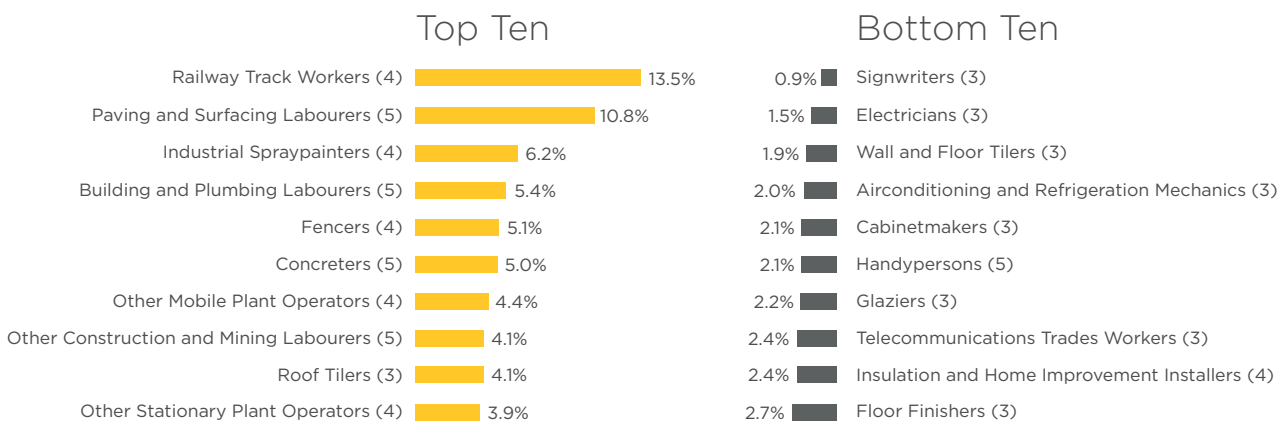
Indigenous participation in the construction industry is not uniform across the workforce. Aboriginal and Torres Strait Islander people tend to work in lower-skilled construction occupations that generally command lower wages.

The top ten occupations in which Aboriginal and Torres Strait Islander people are most highly represented are predominantly lower-skilled occupations that require minimal training.⁷ In contrast, the ten least populous trades for Aboriginal and Torres Strait Islander people include the more technical and highly-skilled occupations that require a minimum Certificate III qualification, and often an occupational license (Figure 3).

While 'higher skill' does not always translate to 'higher pay,' overall it does. People in higher-skilled construction occupations enjoy higher incomes than those in lower-skilled occupations. In 2016, people in construction occupations classified at Skill Level 3 earned, on average, \$329 per week more than those in occupations classified at Skill Level 5. Similarly, people working in the top ten (generally lower-skilled) occupations shown in Figure 3 reported lower median incomes than those in the bottom 10 (generally higher-skilled) occupations.

It is worth noting that the occupations people choose tend to reflect the structure of the construction industry and the type of projects in their area. For example, many Aboriginal and Torres Strait Islander people live in regional and remote Australia where a large portion of industry activity is comprised of engineering construction associated with mining, road and rail projects. This is further compounded by the capacity of regional and remote Indigenous communities to deliver ongoing work to support a three-to-four year apprenticeship.

Fig. 3 – Aboriginal and Torres Strait Islander Representation in Construction Occupations, Qld



SOURCE: ABS 2016 Census

(x) = ABS Occupational Skill Level

⁷ The Australian Bureau of Statistics assigns all occupations to a 'skill level' defined in terms of the formal education and training, previous experience and on-the-job training typically required to competently perform the tasks of the particular occupation. Skill Level 1 is the highest classification, while Skill Level 5 is the lowest. These classifications are determined through a process of consultation with employers, industry training bodies, professional organisations and others. The skill level for each construction occupation is listed in the Appendix.

04 The Indigenous pay gap in construction

Aboriginal and Torres Strait Islander construction workers tend to earn less than their non-Indigenous peers.

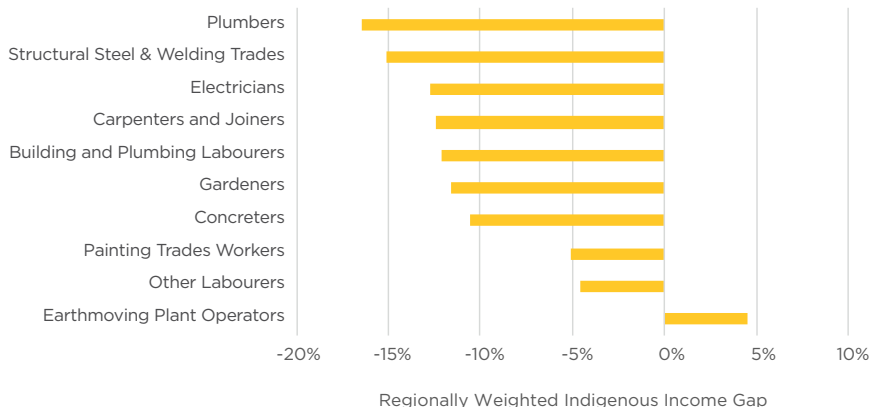
According to the 2016 Census, Aboriginal and Torres Strait Islander construction workers drew significantly lower incomes across nine out of the 10 construction occupations with the highest Aboriginal and Torres Strait Islander representation (Figure 4).⁸

This difference in pay outcomes is not easily explained.

Even when allowing for important demographic factors—namely, location and age—Aboriginal and Torres Strait Islander construction workers generally earn less than their non-Indigenous peers. The pay gap also holds when adjusting for hours worked. While Aboriginal and Torres Strait Islander people tend to work fewer hours than non-Indigenous workers in the economy as-a-whole—which would help explain any pay gap—there is no material difference in hours worked among construction workers.

Aboriginal and Torres Strait Islander construction workers earn, on average, 14% less than their non-Indigenous peers in Qld.

Fig. 4 - Income Gap Between Indigenous and non-Indigenous Construction Workers, Qld



SOURCE: ABS 2016 Census

⁸ The income data reported here represents total income, not just wages drawn from the defined occupation. This includes income from investments (e.g. rent and shares), as well as government transfers.

05 Queensland's strong pipeline of Indigenous construction apprentices

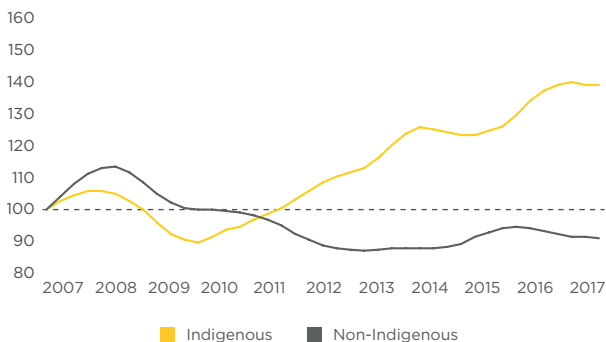
The Aboriginal and Torres Strait Islander population is far younger than that of non-Indigenous Australia. The median age of non-Indigenous people in Australia is 16 years older than that of the Aboriginal and Torres Strait Islander population. In Queensland, over half of all Aboriginal and Torres Strait Islander people are under 25, compared to a third of non-Indigenous Queenslanders.

This youthful age profile is reflected in the construction apprentice workforce, where Aboriginal and Torres Strait Islander people are far more prevalent than in the broader construction workforce. Aboriginal and Torres Strait Islander people account for 5.6% of all construction apprentices in Queensland, compared to 3.4% of the construction workforce.

Not only are these numbers high but the growth trajectory of recent years has been striking: over the last five years the construction industry has grown its intake of Aboriginal and Torres Strait Islander apprentices by 5.1% per year. To put that achievement in some perspective, the annual intake rate for non-Indigenous construction apprentices has flat-lined, averaging 0.6% annually (Figure 5). This is a consistent pattern across the VET sector as-a-whole, which has seen a steady increase over the last decade in Aboriginal and Torres Strait Islander participation in higher level VET qualifications.

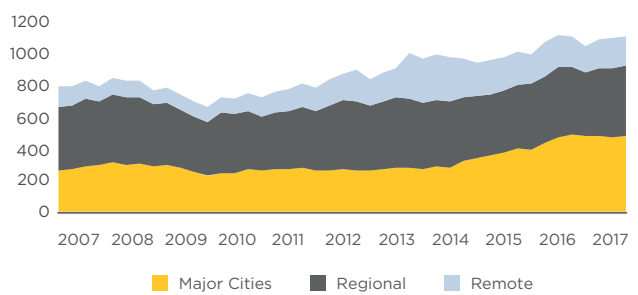
The growth in Indigenous participation in construction apprenticeships has also been well-distributed across the state. The decade to 2016 saw a 73% increase in the proportion of the Indigenous population living in major urban areas, however, this trend is not enough to explain the growth in Indigenous apprentices, which has been significantly higher than the rate of urbanisation, at 111% over the same period (Figure 6).

Fig. 5 – Growth in Construction Apprentice Commencements, Qld



SOURCE: NCVER

Fig. 6 – Aboriginal and Torres Strait Islander Construction Apprentices, Qld



SOURCE: NCVER



GCSC
Grand Central Station at Construction

LUTCHINSON
BUILDERS
Established 1912



06 Completion rates

Indigenous construction apprentices in Queensland consistently complete at significantly lower rates than their non-Indigenous peers (Figure 7).

On average, completion rates of non-Indigenous apprentices were 21 percentage points higher than Aboriginal and Torres Strait Islander apprentices between 2000 and 2013. Our modelling suggests that only half of the 2016 Aboriginal and Torres Strait Islander cohort will complete their apprenticeship, compared to 68% of non-Indigenous construction apprentices.

Indigenous apprentices as-a-whole are more likely to cancel than their non-Indigenous counterparts and are 40.6% less likely to recommence their apprenticeship. The Indigenous apprentices who do recommence are 52.7% more likely to cancel for a second time. The risk of a third cancellation is 70.5% above that of non-Indigenous apprentices.⁹

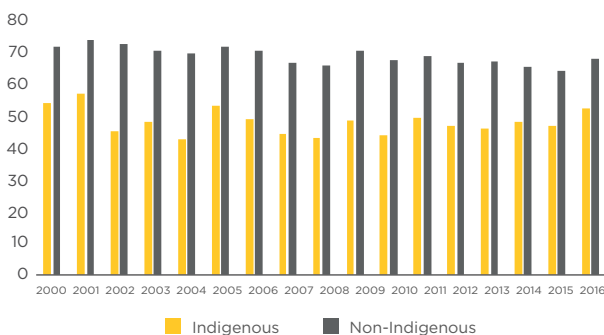
Aboriginal and Torres Strait Islander construction apprentices are particularly vulnerable to attrition in the first year of their apprenticeship (Figure 8). This points to the potential value in mentoring and other interventions for Indigenous apprentices during this critical early stage of career development. Significant resources are made available through national state programs to support Aboriginal

and Torres Strait Islander apprentices, including through the regional offices of the Department of Aboriginal and Torres Strait Islander Partnerships, the Department of Employment, Small Business and Training (DESBT), and through Australian Apprenticeship Support Network (AASN) providers.

Improving non-completion rates amongst Aboriginal and Torres Strait Islander apprentices is not a straightforward proposition. CSQ's stakeholders cite a range of challenges, including the tendency of some contractors to commence an Aboriginal and Torres Strait Islander apprentice in order to satisfy government project requirements, only to cancel the apprenticeship contract once the project is complete due to insufficient ongoing work to support the prior levels of employment. While it is sometimes possible for apprentices to relocate and 'follow the work,' this is often not considered a feasible option for those apprentices who wish to remain near their families and communities.

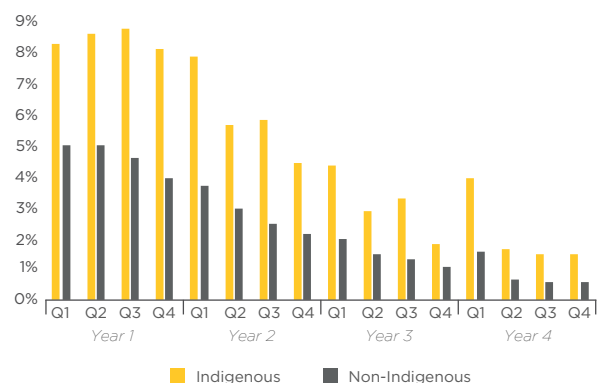
In this context, the Registered Trade Skills Pathway (RTSP) program provides a valuable pathway, outside of a traditional apprenticeship, for the recognition of work-based skills toward a nationally recognised trade qualification. This program, delivered by CSQ in partnership with DESBT, sets targets for training places to be made available to Aboriginal and Torres Strait Islander people in regional Queensland who may not have access to regular permanent employment opportunities.

Fig. 7 – Construction Apprenticeship Individual Completion Rates, Qld



SOURCE: Department of Education and Training

Fig. 8 – Construction Apprenticeship Attrition Risk, Qld



SOURCE: Department of Education and Training

⁹ Mangan, J and Trendle, B (2017) Attrition and retention of apprentices: an exploration of event history data using a multi-state modelling framework, Education Economics 25:4, 406-417


07 The importance of high school

High-school graduates make for better apprentices. This is made clear by the lower cancellation risk and higher likelihood of recommencement among apprentices who hold a high school certificate.

It is an outdated cliché that a good construction worker is simply someone who is good with their hands. Certainly technical aptitude remains an important part of the job, but equally important are the soft skills of communication, initiative and organisation. Sound language, literacy and numeracy capability is also an increasingly important element for successfully navigating an apprenticeship. High school education is an important vehicle for developing these key criteria for productive and reliable tradespeople.

It is therefore encouraging to see a dramatic improvement in high-school retention rates for Aboriginal and Torres Strait Islander people over the last decade. In 2006, only 58% of Aboriginal and Torres Strait Islander Queenslanders aged 15-17 were involved in the schooling system. By 2016, that figure had leaped to 71%, within reach of the 79% rate for non-Indigenous teenagers. As a result, far more Aboriginal and Torres Strait Islander construction apprentices are commencing their apprenticeship with a high school certificate – 55% last year compared to 45% at the turn of the century. While there is still some catching up to do to reach the non-Indigenous benchmark (65%), the trends are gradually converging.

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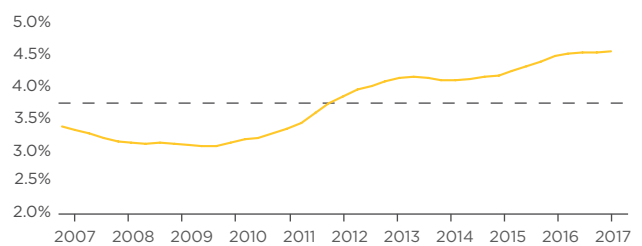
08 Indigenous apprentices tackling higher skilled trades

While Aboriginal and Torres Strait Islander apprentices are considerably more likely to be training in apprenticeships that lead to lower-skill level occupations than the non-Indigenous population, the data points to a future of higher-skilled and better-paid Indigenous construction workers in Queensland.

One third of the increase in Aboriginal and Torres Strait Islander workers over the past decade has been in the higher skilled construction occupations, and the trend is rising well above the long run average (Figure 9).¹⁰

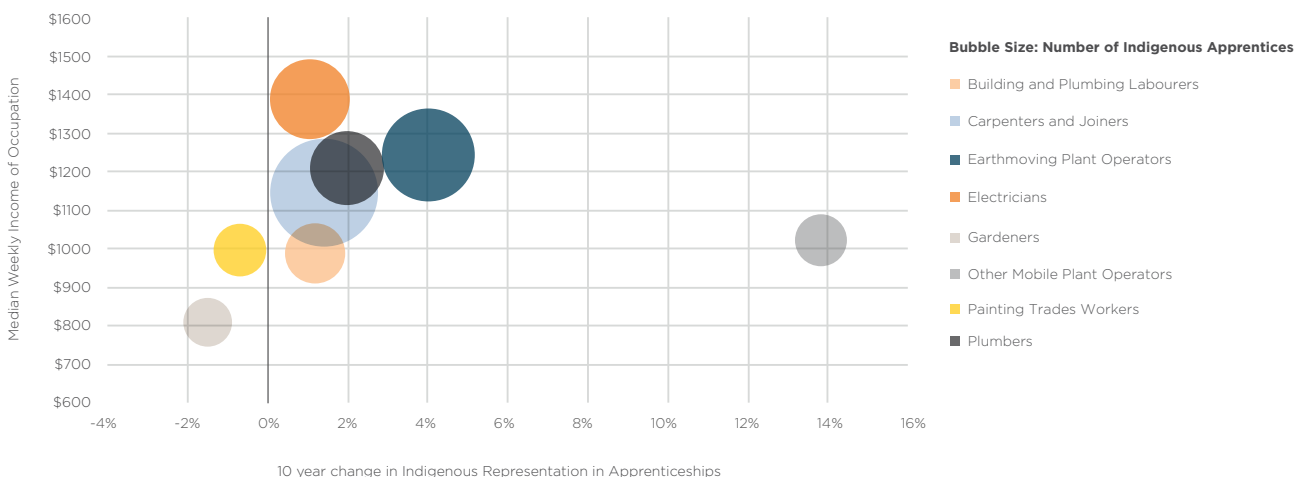
At the same time, Aboriginal and Torres Strait Islander workers are taking a greater share of the higher paid construction roles (Figure 10). Over the 10 years to 2017 there has been an increase in the representation of Aboriginal and Torres Strait Islander apprentices training to become earthmoving plant operators, plumbers and carpenters and joiners. Workers in these occupations are typically better paid than other occupations.

Fig. 9 - Indigenous Participation in Higher Skill Level Construction Apprenticeships, Qld



SOURCE: NCVER

Fig. 10 - Aboriginal and Torres Strait Islander Representation in Construction Occupations and Apprenticeships, Qld



SOURCE: NCVER, ABS 2016 Census

09 The regional dimension

Construction keeps a substantial number of Queenslanders busy. Around 9% of working Queenslanders are employed in a construction trade, while 13% of workers who identify as Indigenous work on the tools. Yet these headline figures mask some substantial regional variation in the distribution of construction apprentices.

As a rule, the representation of Aboriginal and Torres Strait Islander people in construction increases with distance from the capital. In Far North Queensland, for example, almost one-in-five construction apprentices are Indigenous, compared to less than one-in-twenty in the south east corner.

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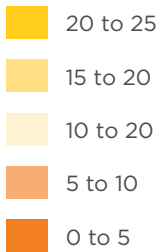
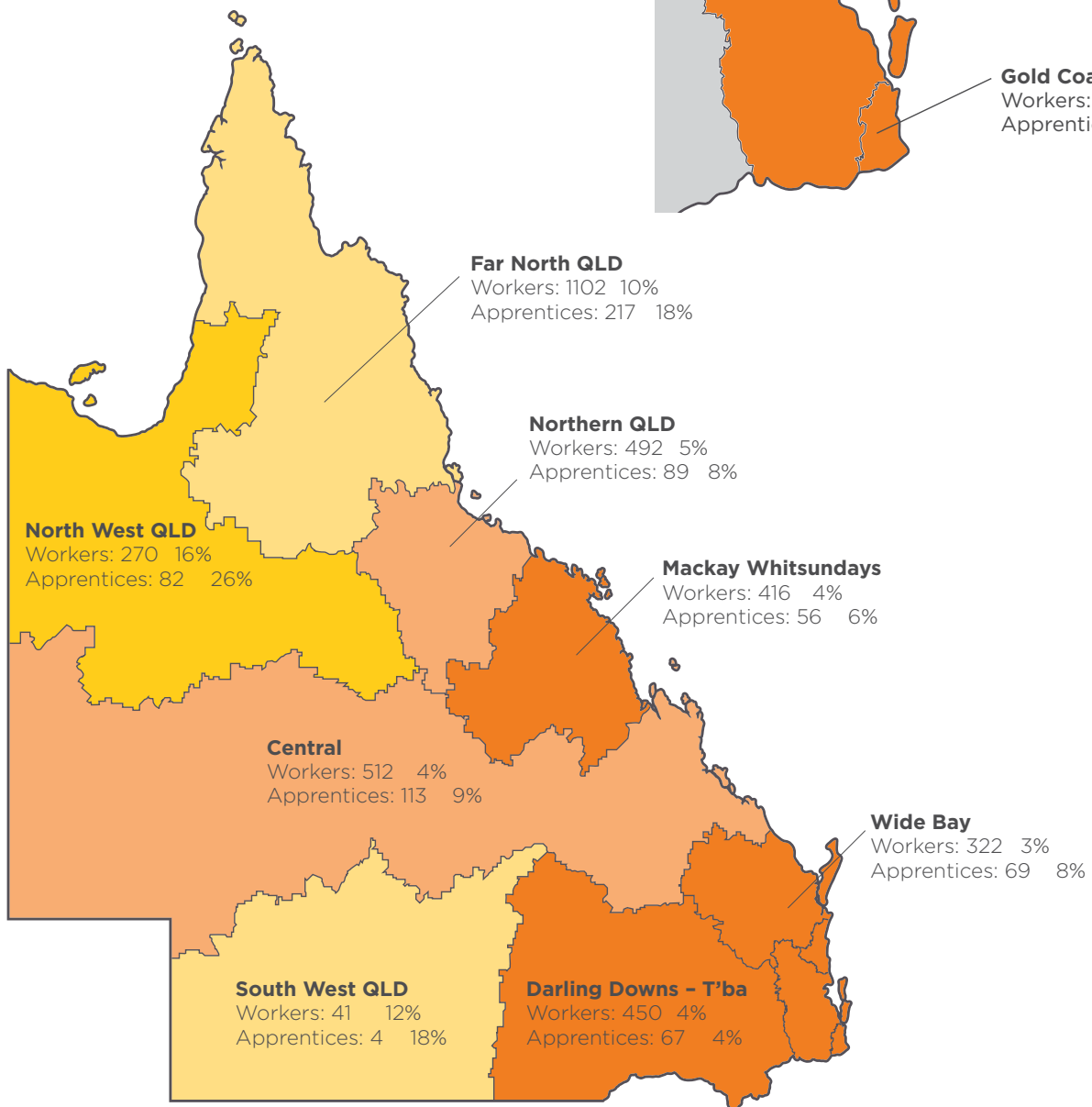
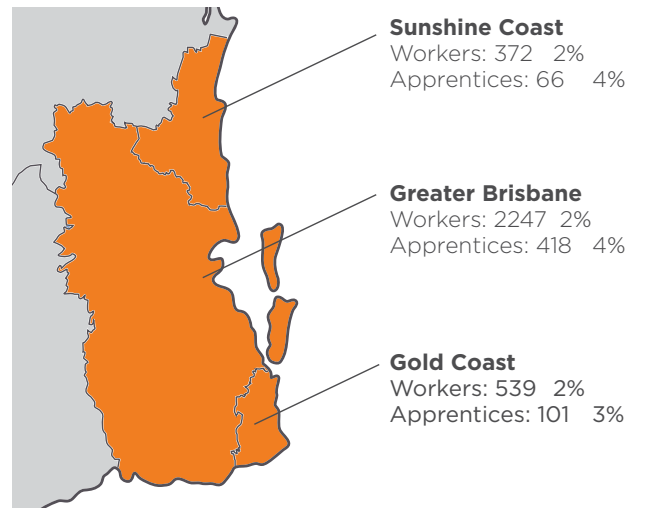


Fig. 11 – Numbers and Shares of Aboriginal and Torres Strait Islanders in Queensland's Construction Workforce

Indigenous % of Population



South East Queensland



SOURCE: NCVER, ABS Census as at June 2016

10 CSQ's commitment

CSQ has a long history of working with industry in regional, remote and urban communities throughout Queensland to build the skills and workforce capacity of Aboriginal and Torres Strait Islander people to maximise their participation in employment and training linked to housing and infrastructure activity. We recognise the central importance of skilling and training to improving Indigenous participation in the workforce and, by extension, overall socioeconomic outcomes. And we see great potential for the construction industry to continue to play a leading role in this respect.

As we move forward, we are conscious of the clear findings from research that any initiatives must be culturally-calibrated. CSQ acknowledges that culture and cultural factors can play a role in determining labour force outcomes for Aboriginal and Torres Strait Islander people, and these must be at the forefront of workforce planning and training programs.¹¹ We also believe firmly in the importance of any initiative being driven in partnership with industry and embedded in regional economies.

The VET sector is alert to these issues, and its efforts to date are part of the story behind the improvements in many of the indicators reported here. It has, for example, long been a requirement for VET providers delivering publicly-funded qualifications to demonstrate a commitment to embedding inclusive practices into their training.

The Queensland Government makes available a suite of free Inclusive Learning Framework Resources to assist VET trainers, managers and administrators, while TAFE employs dedicated Indigenous Student Support Officers as well as a range of other resources targeting Indigenous training delivery. Several Registered Training Organisations (RTOs) throughout Queensland are owned and operated by and for Aboriginal and Torres Strait Islander people. Indigenous training participants are entitled to a range of concessional rates through government-funded training programs, and a premium is paid to RTOs for delivering VET qualifications in regional, remote and Indigenous communities.

For our part, we will continue to ensure CSQ programs and services provide access to skilling and training opportunities for Indigenous workers. We believe that major contractors have a key role to play in fostering a thriving Indigenous construction workforce. We will continue to work closely with the principal contractors, along with their supply-chain of sub-contractors, on major projects throughout Queensland to develop action plans for raising Indigenous participation across their businesses.

We will continue our efforts in Queensland's remote Indigenous communities, such as the North West and Western Cape regions, where we have implemented specific Skilling Action Plans. Under these plans we are working closely with regional stakeholders to develop and implement evidence-based solutions to improve Indigenous participation in the construction industry. This includes pre-employment programs to upskill Aboriginal and Torres Strait Islander people to enter the construction industry, as well as supporting Indigenous tradespeople onto a pathway to becoming qualified building contractors.

Finally, we will be working even more closely with the Queensland Government to support Indigenous participation in Queensland's building and construction industry. This includes implementing our *Memorandum of Understanding* with the Department of Aboriginal and Torres Strait Islander Partnerships, which was signed in 2017. We will also continue to support industry to meet the requirements of the Queensland Government's *Building and Construction Industry Training Policy* which carries requirements for Indigenous participation and upskilling on certain public projects.

¹¹ Hunter, B. and Gray, M (2012) Family and social factors underlying the labour force states of Indigenous Australians, *Family Matters*, 62, pp. 18-25

11 Industry's commitment

Queensland's building and construction industry has a solid track record in helping to improve Aboriginal and Torres Strait Islander economic participation. CSQ is proud to partner with enterprises who take a strategic approach to closing the gap both for Aboriginal and Torres Strait Islander people and the Indigenous businesses who supply services to the construction industry. The leaders in this space are models for businesses across all industries and deserve recognition.

Hutchinson Builders is one leading builder that has established a dedicated in-house Indigenous team that proactively works to place Aboriginal and Torres Strait Islander people into sustainable construction career pathways that link jobs and training. Through their Statim-Yaga program, Hutchinson Builders aim to train and place 350 Aboriginal and Torres Strait Islander jobseekers into employment by 2019.

Paynter Dixon is another industry leader committed to increasing opportunities for Aboriginal and Torres Strait Islander people through their workforce and supply chain of sub-contractors. Paynter Dixon's program reaches out to Indigenous businesses to build capacity and support these businesses to enter into the supply-chain on significant construction projects throughout Queensland.

Myuma Group, an Indigenous-owned and -operated business based in North-West Queensland has long provided employment and skilling pathways for Aboriginal and Torres Strait Islander people through pre-employment programs, mentoring and support for Indigenous workers and their employers. Myuma Group consistently delivers education and employment outcomes for Aboriginal and Torres Strait Islander people and is a valued partner in CSQ's North West Skilling Action Plan.

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12

Where to from here?

The data brought together for this report demonstrates that Queensland's construction industry is on the right path. Aboriginal and Torres Strait Islander people are strongly represented in the industry and are taking ever greater shares of the higher-skill, better-paid roles.


But there is more work to be done. The standout shortcomings are apprentice completion rates and pay outcomes for Aboriginal and Torres Strait Islander construction workers, both of which lag well behind non-Indigenous outcomes for no good reason.

So this report is the first word, not the last. It sets a baseline for a renewed emphasis on bringing together Aboriginal and Torres Strait Islander people, their leaders and industry to create and capture the opportunities that will lead to ever greater economic participation for Australia's first people.

Over the coming months and years CSQ will sharpen its strategies and programs to boost Aboriginal and Torres Strait Islander representation in Queensland's construction industry. Our approach will be place-based and culturally-calibrated. And as we do this work with our partners across remote, regional and urban Queensland, we will monitor the indicators in this report to ensure we stay on-track.

We look forward to a future where Aboriginal and Torres Strait Islander people enjoy full access to the excellent job and income opportunities presented by Queensland's construction industry.

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Appendix 1

ANZSCO Occupations used to define 'Construction Trades' and Skill Level

This report is based on the following occupations and their corresponding skill level. Note that for occupations with multiple given skill levels, the lowest skill is attributed. For the full list of ANZSCO occupations and their skill level, see ANZSCO Standard Classification of Occupations catalogue 1220.0, First Edition, Revision 1.

Occupation	OCCP - 4 Digit Level	Skill Level
Technicians and Trades Workers, nfd	3000	-
Structural Steel and Welding Trades Workers	3223	3
Construction Trades Workers, nfd	3300	-
Bricklayers, and Carpenters and Joiners, nfd	3310	-
Bricklayers and Stonemasons	3311	3
Carpenters and Joiners	3312	3
Floor Finishers and Painting Trades Workers, nfd	3320	-
Floor Finishers	3321	3
Painting Trades Workers	3322	3
Glaziers, Plasterers and Tilers, nfd	3330	-
Glaziers	3331	3
Plasterers	3332	3
Roof Tilers	3333	3
Wall and Floor Tilers	3334	3
Plumbers	3341	3
Electrotechnology and Telecommunications Trades Workers, nfd	3400	-
Electricians	3411	3
Electronics and Telecommunications Trades Workers, nfd	3420	-
Airconditioning and Refrigeration Mechanics	3421	3
Electrical Distribution Trades Workers	3422	3
Telecommunications Trades Workers	3424	3
Gardeners	3622	3
Cabinetmakers	3941	3
Miscellaneous Technicians and Trades Workers, nfd	3990	-
Signwriters	3996	3
Machinery Operators and Drivers, nfd	7000	-

Occupation	OCCP - 4 Digit Level	Skill Level
Machine and Stationary Plant Operators, nfd	7100	-
Machine Operators, nfd	7110	-
Industrial Spraypainters	7112	4
Crane, Hoist and Lift Operators	7121	4
Other Stationary Plant Operators	7129	4
Mobile Plant Operators, nfd	7210	-
Earthmoving Plant Operators	7212	4
Other Mobile Plant Operators	7219	4
Labourers, nfd	8000	-
Construction and Mining Labourers, nfd	8210	-
Building and Plumbing Labourers	8211	5
Concreters	8212	5
Fencers	8213	4
Insulation and Home Improvement Installers	8214	4
Paving and Surfacing Labourers	8215	5
Railway Track Workers	8216	4
Structural Steel Construction Workers	8217	4
Other Construction and Mining Labourers	8219	5
Other Labourers, nfd	8900	-
Miscellaneous Labourers, nfd	8990	-
Handypersons	8993	5

Appendix 2

Construction industry apprenticeship qualifications

This report is based on the following list of qualifications, derived from the *National Apprentice and Trainee Collection* hosted by the National Centre for Vocational Education Research.

Qualification name	Applicable qualification codes
Certificate II in Civil Construction	RII20715, RII20713, RII20712, RII20709, BCC20107, BCC20103, BCC20198
Certificate II in Civil Construction (Bituminous Surfacing)*	BCC20207, BCC20203
Certificate II in General Construction*	BCG20198
Certificate III in Air-conditioning and Refrigeration	UEE32211, UEE31307
Certificate III in Bituminous Surfacing*	RII31009
Certificate III in Bricklaying/Blocklaying	CPC30111, CPC30108, BCG30103, BCG30698
Certificate III in Bridge Construction and Maintenance*	RII31109
Certificate III in Cabinet Making	MSF31113, LMF32109, LMF30402
Certificate III in Carpentry	CPC30211, CPC30208, BCG30203
Certificate III in Civil Construction	RII30915, RII30913, RII30912, RII30909
Certificate III in Civil Construction (Bituminous Surfacing)*	BCC30207, BCC30203
Certificate III in Civil Construction (Bridge Construction and Maintenance)*	BCC30307, BCC30303
Certificate III in Civil Construction (Bridge/Marine Construction)*	BCC30498
Certificate III in Civil Construction (Foundation Work - Anchors/Piling)*	BCC30598
Certificate III in Civil Construction (Foundation Work)*	BCC30407, BCC30403
Certificate III in Civil Construction (Tunnel Construction)*	BCC31007, BCC31003
Certificate III in Civil Construction Plant Operations	RII30815, RII30813, RII30809, BCC30607, BCC30603, BCC30198
Certificate III in Civil Foundations	RII31215, RII31213, RII31209
Certificate III in Concreting	CPC30313, CPC30311, CPC30308, BCG30303
Certificate III in Construction Waterproofing	CPC31411, CPC31408
Certificate III in Demolition (General Construction)*	BCG30403
Certificate III in Dogging	CPC30511, CPC30508, BCG30503
Certificate III in Electrotechnology Electrician	UEE30811, UEE30807
Certificate III in Electrotechnology Refrigeration and Air Conditioning*	UTE30999
Certificate III in Electrotechnology Systems Electrician*	UTE31199
Certificate III in Engineering - Electrical/Electronic Trade	MEM30405, MEM30498
Certificate III in Fire Protection	CPC32813, CPC32812, CPC32811, CPC32808, BCP30503
Certificate III in Fire Protection Control	UEE31011, UEE31007
Certificate III in Flooring Technology	MSF30813, LMF31208
Certificate III in Gas Fitting	CPC32713, CPC32711, CPC32708
Certificate III in General Construction (Carpentry - Framework/Formwork/Finishing)*	BCG30798
Certificate III in Glass and Glazing	MSF30413, LMF30611, LMF30602

Qualification name	Applicable qualification codes
Certificate III in Joinery	CPC31912, CPC31911, CPC31908
Certificate III in Landscape Construction	AHC30916, AHC30910, RTF30403
Certificate III in Off-Site Construction (Joinery-Timber/Aluminium/Glass)*	BCF30200
Certificate III in Off-Site Construction (Machining)*	BCF30500
Certificate III in Off-Site Construction (Pre-Fabrication)*	BCF30400
Certificate III in Off-Site Construction (Sign Writing/Computer Operations)*	BCF30700
Certificate III in Off-Site Construction (Stairs)*	BCF30300
Certificate III in Painting and Decorating	CPC30611, CPC30608, BCG30603, BCG30498
Certificate III in Pipe Laying*	R1131309, BCC30507, BCC30503, BCC30798
Certificate III in Plumbing	CPC32413, CPC32412, CPC32411, CPC32408, BCP30103
Certificate III in Plumbing (Mechanical Services)	CPC32513, CPC32512, CPC32511, CPC32508, BCP30203
Certificate III in Rigging	CPC30711, CPC30708, BCG30703
Certificate III in Road Construction and Maintenance*	R1131409, BCC30707, BCC30703, BCC30298
Certificate III in Road Marking*	R1131509, BCC30807, BCC30803
Certificate III in Roof Plumbing	CPC32612, CPC32611, CPC32608, BCP30303
Certificate III in Roof Tiling	CPC30812, CPC30811, CPC30808, BCG30803, BCG30898
Certificate III in Scaffolding	CPC30911, CPC30908, BCG30903
Certificate III in Shopfitting	CPC31812, CPC31811, CPC31808, CPC30116, BCF30100
Certificate III in Signs and Graphics	CPC30216, CPC32111, CPC32108
Certificate III in Solid Plastering	CPC31011, CPC31008, BCG31003, BCG30398
Certificate III in Steelfixing	CPC31111, CPC31108, BCG31103
Certificate III in Stonemasonry (Monumental/Installation)	CPC32313, CPC32311, CPC32308, BCF30600
Certificate III in Timber Bridge Construction and Maintenance*	R1132109, BCC31107, BCC31105
Certificate III in Trenchless Technology	R1131615, R1131613, R1131609, BCC30907, BCC30903
Certificate III in Wall and Ceiling Lining	CPC31211, CPC31208, BCG31203, BCG30298
Certificate III in Wall and Floor Tiling	CPC31311, CPC31308, BCG31303, BCG30198
Certificate III in Waterproofing (General Construction)*	BCG31403
Certificate IV in Civil Construction Operations	R1140615, R1140613, R1140609
Certificate IV in Civil Construction Supervision	R1140715, R1140713, R1140712, R1140709
Diploma of Civil Construction Management	R1150409
Diploma of Fire Systems Design	CPC50509

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