

# Indigenous Construction Workforce

## A Snapshot 2021



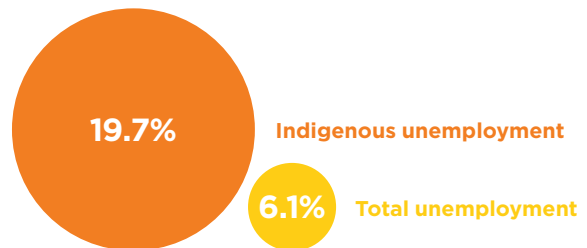
In 2018, Construction Skills Queensland released Australian-first research into Indigenous participation in the construction industry. While disparities remain, our industry has made significant strides over recent years to help close the gap in Indigenous employment outcomes. This paper updates the record on our progress to date.

### The Indigenous employment gap persists

Substantial employment disparities remain between Indigenous and non-Indigenous Australians. In Queensland, the Indigenous unemployment rate is three times higher than for the labour force as a whole.

#### Unemployment - A persistent issue

Unemployment rate 2019, Indigenous and total labour force, Queensland



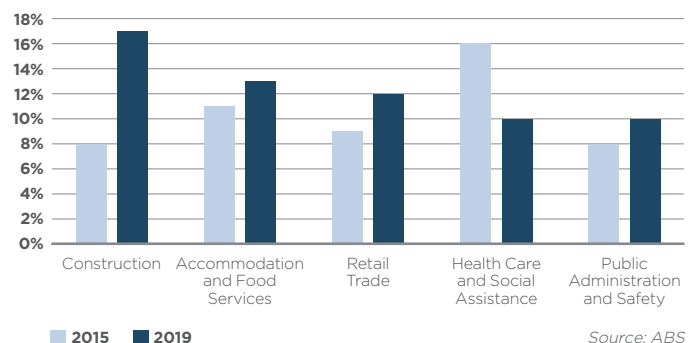
Source: ABS

### Construction doing its part – and then some

Queensland's construction industry leads the way in closing the gap in Indigenous employment. In 2019, the industry accounted for 17% of the state's Indigenous employment. This continues a national trend that has seen the construction industry emerge as the strongest driver of Indigenous jobs growth over the last decade.

#### Construction has become the leading employer of Indigenous people

Indigenous workforce by top five industries, Queensland



Source: ABS

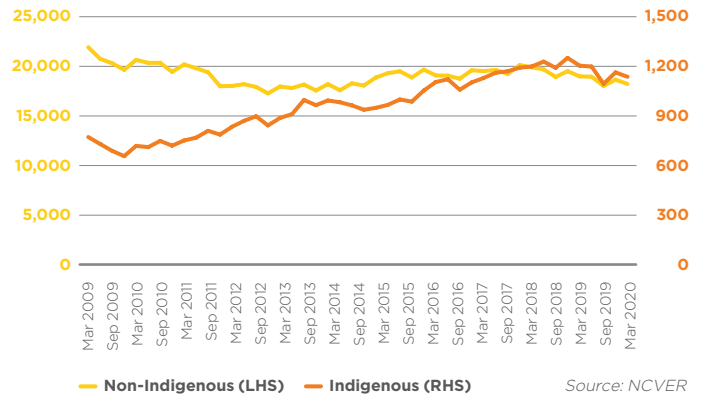
## Training is the key to success

The growth in Indigenous construction jobs is underpinned by equally strong growth in training participation. Indigenous construction apprentices have increased by almost 50% over the past decade – a period when non-Indigenous apprenticeships have declined. In 2010 there were just over 700 Indigenous apprentices in Queensland. This number reached over 1,100 by 2020.

“Indigenous construction apprentices have increased by almost 50% over the past decade”

### Increasing training a strong sign

Construction apprentices in-training, Queensland

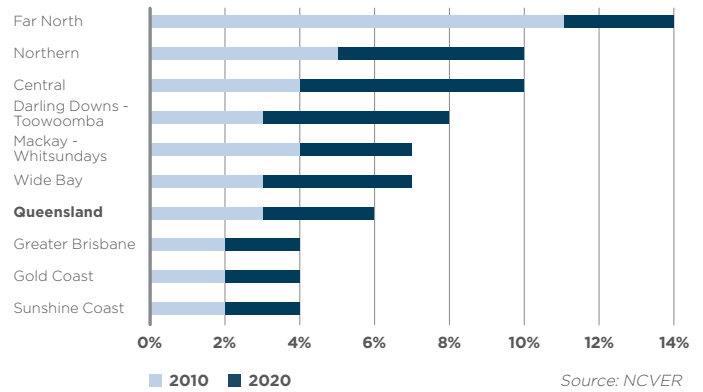


## Regional Queensland leading the charge

Regional Queensland has outperformed the south-east corner in terms of Indigenous training participation. The numbers are particularly strong in Far North, Northern and Central Queensland. Given the strong links between construction apprenticeships and employment, these numbers bode well for closing the Indigenous employment gap in regional Queensland.

### Indigenous participation in construction training has increased

% of construction apprentices that are Indigenous, Queensland

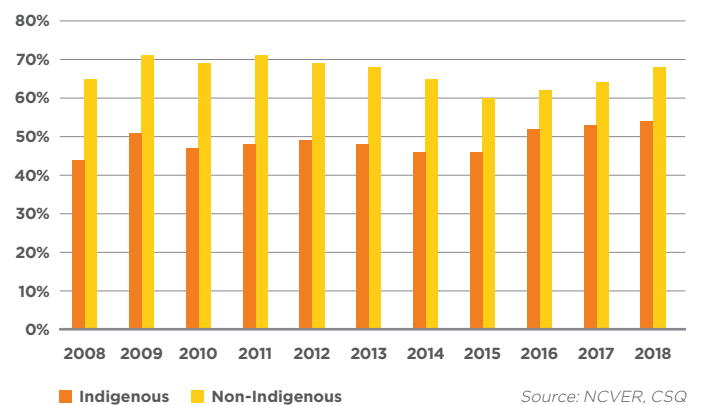


## But still more work to be done

Major challenges remain. Indigenous construction apprentices complete apprenticeships at significantly lower rates than their non-Indigenous peers. We estimate that just over half of the 2018 Indigenous apprentice cohort will finish, compared to almost 70% of non-Indigenous apprentices. This is linked to stubbornly high first year attrition rates – with nearly 10% of Indigenous apprentices exiting in their first year. These disparities have become a persistent feature of the training environment that demands attention.

### A training outcomes gap still exists in Queensland

Construction apprenticeship completion rates, Queensland



CSQ's interactive Indigenous Chartpack can be viewed at [csq.org.au/knowledge-centre](https://csq.org.au/knowledge-centre)