

# HORIZON 2032

## IMAGINING QUEENSLAND'S FUTURE CONSTRUCTION WORKFORCE

Queensland's construction industry faces a busy road to 2032, with a robust pipeline of work, shaped by an expanding population, net zero commitments, and the Brisbane 2032 Games. However, alongside these opportunities are formidable challenges, particularly labour shortages and other constraints. Rising global and domestic uncertainties are also adding to a challenging environment for the industry.

### Queensland's construction outlook

Construction pipeline is projected<sup>1</sup> to average \$61.3b (building 66%, engineering 34%) over the 8-years, with pipeline expected to rise from \$53b (2024-25) to \$77b (2026-27), a 50% increase (Figure 1).

Average construction workforce required over the 8-years to deliver the construction pipeline is forecast at 122,600 (78% building, 22% engineering), with demand expected to range between 102,000 - 156,000 during this period (Figure 2).



Figure 1: Construction pipeline by sector, Qld

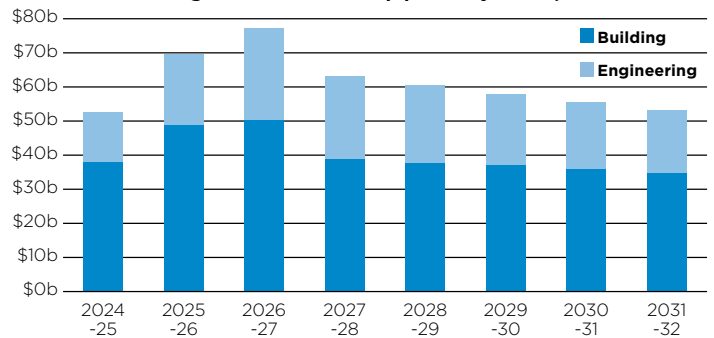
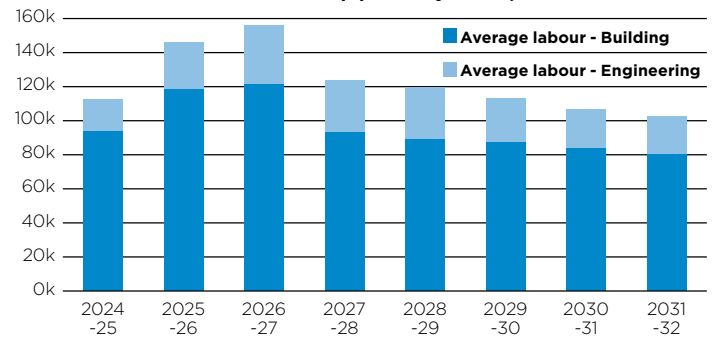


Figure 2: Average labour requirement for the construction pipeline by sector, Qld



Source: CSQ. Note 1: Figure 1 presents the construction pipeline for each financial year; Figure 2 depicts the estimated average construction labour requirement to deliver the corresponding construction work for that year.

### Addressing the workforce challenge

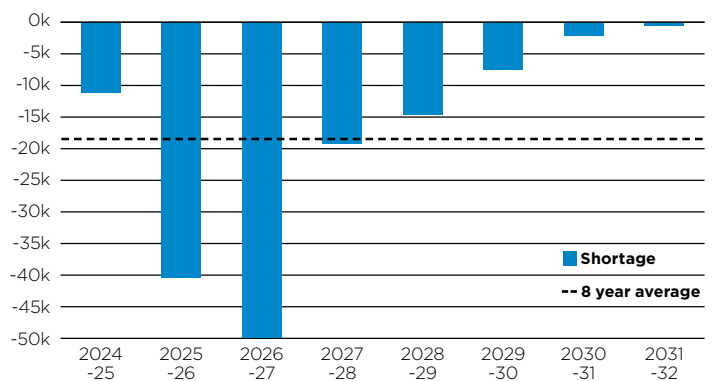
Amid strong demand and ongoing supply constraints, an 8-year average shortfall of 18,200 construction workers (Figure 3) is expected.

Meeting future workforce demand is crucial.

Addressing this gap will require:

- Expanding apprenticeship and training programs to attract new entrants to the industry.
- Promoting diversity and inclusion, particularly increasing female participation.
- Strengthening retention strategies to reduce high dropout rates among apprentices.
- Regional workforce development.

Figure 3: Average construction labour shortage, Qld



Source: CSQ.

## Building pipeline and labour projections

Building pipeline is forecast to range from \$35b - \$50b over the 8-years (Figure 4), equating to an 8-year average of \$40.2b (dominated by residential (62%; \$24.9b), non-residential (38%; \$15.3b).

The projected average labour demand to deliver the building pipeline ranges from around 80,000 - 121,000 construction workers (Figure 5), equating to an 8-year average of around 95,900.

Some key occupations in demand for the building pipeline: carpenters and joiners, building and plumbing labourers, painting trades workers, plumbers, electricians, concreters, and plasterers.



Figure 4: Building pipeline, Qld

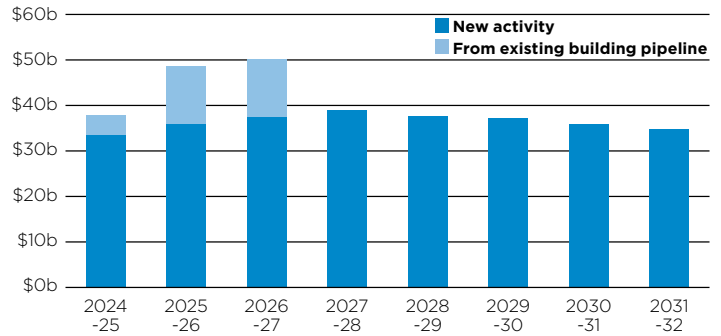
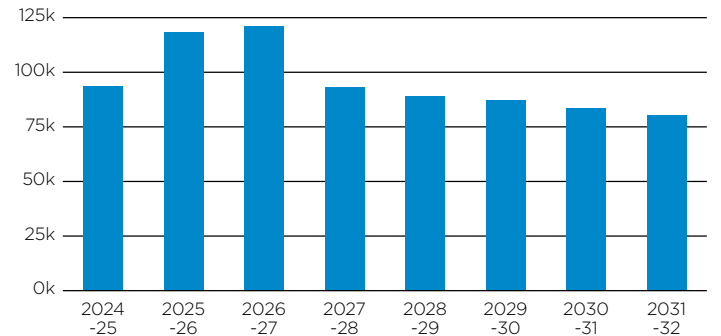


Figure 5: Average labour requirement for building pipeline, Qld



Source: CSQ. Note 2: Figure 4 shows the building pipeline forecasts and Figure 5 illustrates the estimated average labour requirement for each financial year to deliver the construction work for the building pipeline corresponding to that year. The existing (as of June 2024) building pipeline of \$30.1b is distributed as \$4.3b in 2024-25, \$12.9b in 2025-26, and \$12.9b in 2026-27.

## Engineering pipeline and labour projections

Engineering construction pipeline is projected to average approximately \$21b over the 8-years, with activity expected to range between \$15b - \$27b during this period (Figure 6). Primary drivers of the engineering pipeline: electricity, transport, and mining and heavy industry.

The projected average construction workforce demand for the engineering pipeline ranges from 19,000 - 35,000 (Figure 7), equating to an 8-year average of around 26,700.

Some key occupations in demand for engineering: structural steel workers, miscellaneous labourers, earthmoving & other plant operators, electricians, concreters, civil engineers, construction managers.



Figure 6: Engineering pipeline by sub-sector, Qld

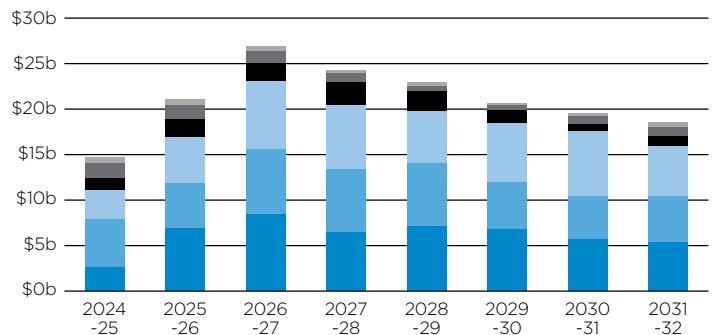
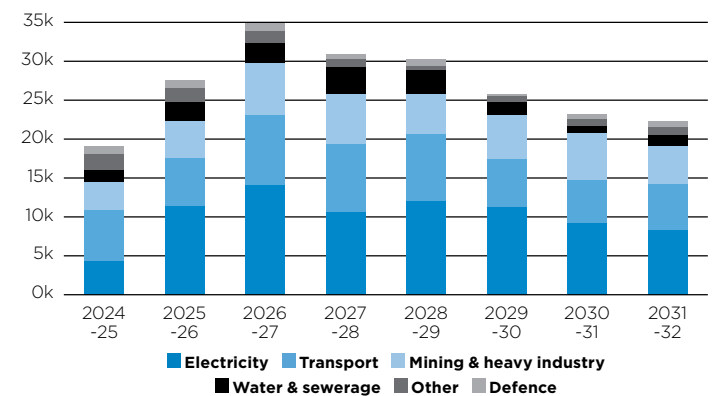


Figure 7: Average labour requirement by engineering sub-sector, Qld



Source: CSQ. Note 3: Figure 6 shows the forecast engineering pipeline by sub-sector. Figure 7 illustrates the estimated average labour requirement by sub-sector for each financial year to deliver the construction work for the engineering pipeline corresponding to that year.

<sup>1</sup> All forecasts are based on available information as of 11th December 2024. Complete accuracy of these forecasts should not be assumed. Any significant changes to engineering and/or non-residential project data may impact the forecasts. The labour projections include workers in construction-relevant occupations, those directly involved in construction work such as carpenters and joiners, bricklayers and stonemasons etc., and those who plan, or manage construction work like construction managers, civil engineering professionals etc. It doesn't include workers in support roles, like clerical, administrative staff, accountants, not directly engaged in construction work.