

APPENDIX C

Occupations and Qualifications in Demand Table

Rail



ANZSCO code	Occupation	Training Package qualification	Justification/evidence (qualitative and/or quantitative)
731311 – Train Driver	Locomotive Driver, Train Driver	<p>TLI32410 Certificate III in Transport and Logistics (Rail Operations)</p> <p>TLI40410 Certificate IV in Transport and Logistics (Rail Operations)</p>	<p>This occupation is in shortage.¹ Shortages tend to be location-specific and are often felt more keenly in rural and remote areas, particularly with the expansion of rail infrastructure. Despite the slowdown in new mining and resources projects, the rail sector plays a central role in ensuring the cost-effective transport of bulk output from existing projects to ports and processing facilities. Grain haulage and movement of other agricultural produce from rural areas by rail is also creating demand.^{2,3}</p> <p>Recertification requirements for Train Drivers increase the cost and time pressures associated with training programs for employers. This exacerbates the shortages, particularly at times when flexibility is needed to address an upturn in business.⁴</p> <p>The shortage is affecting opportunities for new business. Labour hire is used, which can mask the shortages, but when spikes/upturns occur in business there is a limited pool of casual labour to draw from.⁵</p> <p>More generally, reasons for shortages include:</p> <ul style="list-style-type: none"> › an increase in road congestion around major ports, particularly Melbourne and Sydney. This has led to an expansion of rail links out of ports to secondary warehouse sites for processing⁶ › growth in rail passenger transport as urban congestion and the cost of driving and parking in cities increase⁷ › bulk freight transport by rail has grown and is predicted to continue to increase, driven by increased mining production volumes from existing projects and agricultural exports⁸ › low female participation (7%⁹), which compounds problems of attracting a diverse workforce › an ageing workforce with more than 60% of Train Drivers aged over 45.¹⁰

<i>ANZSCO code</i>	<i>Occupation</i>	<i>Training Package qualification</i>	<i>Justification/evidence (qualitative and/or quantitative)</i>
821611 – Railway Track Worker	Railway Track Worker	TLI21311 Certificate II in Rail Infrastructure	This occupation is in high demand, with ongoing activity in railway track infrastructure contributing to localised shortages. ^{11,12} There are 300 new jobs for Railway Track Workers forecast nationally for 2015. ¹³
	Railway Track Plant Operator	TLI31811 Certificate III in Rail Track Surfacing	The shortages tend to vary on a regional basis and where labour markets are tight the rail sector can find it difficult to attract labour. ¹⁴
	Team Leader Infrastructure	TLI32111 Certificate III in Rail Structures	As with the occupation of Train Driver, Railway Track Workers tend to be male (96% versus 4% female). ¹⁵ Again, the lack of diversity in the workforce can contribute to problems with attracting workers and the sector has struggled with its image as a choice of career.
		TLI32511 Certificate III in Rail Infrastructure	
721914 – Railway Track Plant Operator	Team Leader Infrastructure	TLI42311 Certificate IV in Rail Infrastructure	
341111 – Railway Signal Electrician	Railway Signal Technician/ Overhead Wiring Technician, Signal Maintainer	UEE41211 Certificate IV in Electrical – Rail Signalling	This occupation is in shortage. ¹⁶ There is a shortage of suitably qualified and experienced workers, largely due to an inability to train students across rail networks. This shortage is exacerbated by the fact that only one RTO in Australia is accredited to deliver the qualifications associated with this occupation. ¹⁷
		TLII31913 Certificate III in Mechanical Rail Signalling	Factors contributing to a shortage in these skills include: <ul style="list-style-type: none"> › a reduction in RTO providers coupled with the high cost of training. With the difficulty in getting the required qualification and some employers demanding the qualification as a prerequisite, the barrier to employment is obvious.¹⁸ › the breadth of networks in Australia and variations in signalling systems. This means that qualified maintenance people cannot readily transfer between states or across train networks.
133111 – Construction Project Manager	Supervisor/ Project Manager	Occupation identified as a skill shortage – aligns to a higher education qualification. Included here owing to interdependence with related VET qualification.	This occupation is in high demand. Team Leaders in rail infrastructure are particularly required and workers with strong technical skills need to develop supervisory skills. There is a need for mentoring and leadership programs that educate workers on these pathways and give them confidence to undertake further development. ¹⁹ Literacy skills can be a barrier in some cases.

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242211 – Vocational Education Teacher	Workplace Trainer and Assessor – rail industry specific	TAE40110 Certificate IV in Training and Assessment	The shortage in this occupation continues. ²⁰ Trainers and Assessors have tended to seek out more highly paid positions using their technical skills and have not returned to training roles in sufficient numbers. With the uptake of advanced technology increasing across the sector, Trainers and Assessors with systems and technological expertise will be in high demand. Employers have reported that programs to increase awareness and encourage people to think of this role as an alternative career pathway and employment opportunity would be useful. ²¹
233311 – Civil Engineer	Rail Signalling Engineer	Occupation identified as a skill shortage – aligns to a higher education qualification. Included here owing to interdependence with related VET qualification.	Although Engineers Australia reports that the situation in the engineering labour market has eased with reductions in vacancies in the second half of 2014, ²² this occupation is in shortage. ²³ There is competition with other industries for engineers, which is exacerbated by the rail sector's image and difficulty in attracting workers seeking a career. ²⁴
233214 – Structural Engineer			
233215 – Transport Engineer			

Rail endnotes

1,4,12,16,17,18,19,21,23 TLISC Rail sector consultation, October. 2014.

2 Bureau of Infrastructure, Transport and Regional Economics and Australasian Railway Association. *Trainline 2 (Statistical Report). Chapter 2 (Rail Freight Traffic by commodity)*. Department of Infrastructure and Regional Development, Canberra; November 2014.

3 Graincorp Limited. *Submission to the Australian Government's Agricultural Competitiveness White Paper. Submission IP682*. GrainCorp, NSW; April 2014.

5 TLISC Rail sector committee consultation, 9 October 2014.

6 IBISWorld. *Port Operators in Australia. Market Research Report I5212b*. IBISWorld, Melbourne, July 2014.

7 IBISWorld. *Rail Passenger Transport in Australia. Market Research Report I4720*. IBISWorld, Melbourne, October 2014.

8 IBISWorld. *Rail Freight Transport in Australia. Market Research Report I4710*. IBISWorld, Melbourne, October 2014.

9,10 Australian Government's Job Outlook careers and labour market research information portal. Available at Joboutlook.gov.au. Accessed January 2015.

11,15 Australasian Railway Association. *Rail Workforce Development. Rail Workforce Data 2014*. Issued October 2014.

13 Centre for the Economics of Education and Training:

Transport and Logistics Industry Skills Council. *Australian Transport and Logistics Industry Forecasts of Labour and Skill Requirements 2013-17*. TLISC, Melbourne, 2013.

14,24 Australasian Railway Association. Website at railcareers.net.au. Accessed January 2015.

20 TLISC E-Scan industry consultation 2015.

22 Engineers Australia. *Engineering Labour Market Analysis – vacancies for Engineers*. July to December 2014 updates. Available at www.engineersaustralia.org.au/about-us/engineering-labour-market-analysis. Accessed January 2015.