



# RAIL

## Challenges

- Projected growth in rail freight and passenger transport will cause continued demand for skilled workers. Skill shortages have eased in some areas, with evidence of greater demand for maintenance occupations as existing equipment and infrastructure are used more intensively.
- Rail has a low female participation rate, compounding problems of labour attraction and diversity.
- Investment in technology and systems change across the Rail sector over the past five years has created pressure on segments of the workforce that have limited capacity to adapt to these changes.

## Opportunities

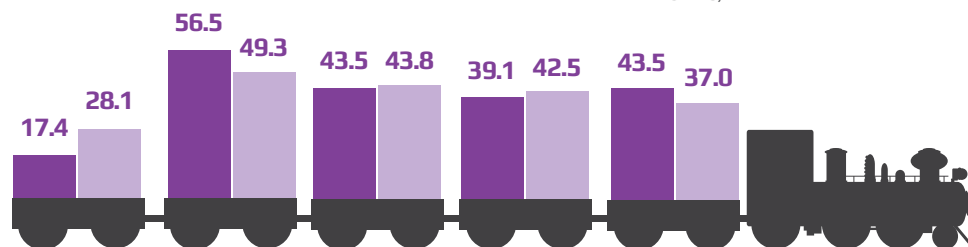
- The automation of some rail routes in remote areas combined with the passing of the mining boom's peak will ease skill shortages in those areas. It will create opportunities for employers that have previously been competing with the mining companies for skilled labour.
- The Rail sector believes the mentoring of new entrants by existing workers is a key opportunity to upskill the workforce.
- Intense focus on workforce planning, including data collection, trend monitoring and the identification of future skills needs due to changing technology.
- Promotion of the variety of rail career choices and opportunities to job seekers or those looking to change industry.

## LABOUR ISSUES

### EMPLOYER-REPORTED LABOUR ISSUES AFFECTING BUSINESS, 2014 (%)

■ Rail ■ All Transport

ABSENTEEISM    ATTRACTING SKILLED WORKERS    AGEING WORKFORCE    TURNOVER & RETENTION    DIVERSITY OF WORKFORCE (THE RIGHT MIX OF PEOPLE AND SKILLS)



## FACTS & FIGURES

# 4,100

new Train/Tram Driver roles projected by 2017.

# 33,000

kilometres of track in the Australian rail network moving passengers and freight.

# 1.9%

a year projected employment growth rate for Rail from 2013-17.

# 50%

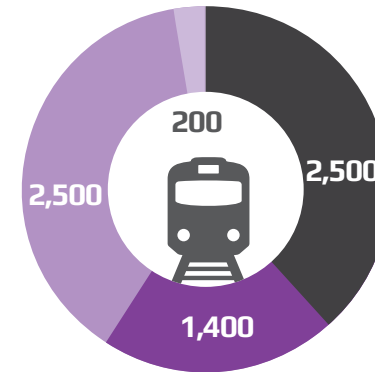
of the Rail workforce holds no post-school qualification compared with 37% of workers across all industries.

**12%**  
FEMALE

**88%**  
MALE

## TRAINING NEEDS

The minimum training needs in the Rail sector are estimated to be 6,500 new qualifications from 2013-17. Workers with Diploma/ Advanced Diploma and Certificate III/IV are the greatest need. Almost 66% of all training is for rail operations occupations.

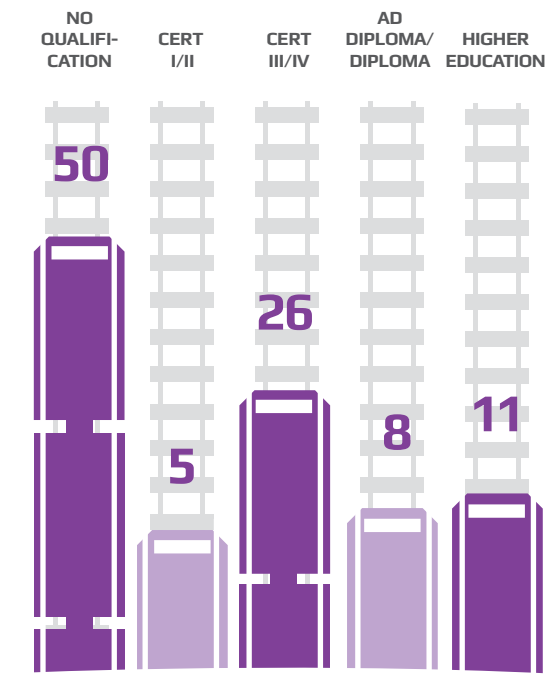


### NEW RAIL QUALIFICATIONS REQUIRED, NUMBER OF PERSONS, 2013-17

■ Higher Education    ■ Certificate III/IV  
■ Ad Diploma/Diploma    ■ Certificate I/II

## QUALIFICATIONS PROFILE

### QUALIFICATION DISTRIBUTION OF EMPLOYMENT IN RAIL, 2011 (%)



## SKILLS IN DEMAND



**TRAIN DRIVER**  
(Geographic variability)



**RAIL TRACK WORKER/  
PLANT OPERATOR**



**TEAM LEADER/  
SUPERVISOR/PROJECT  
MANAGER**  
(Infrastructure)



**TECHNICIAN**  
(Signalling/Overhead Wiring)

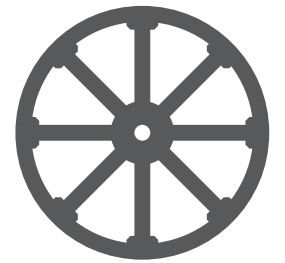


**RAIL TRAINER/  
ASSESSOR**



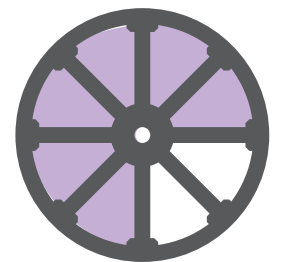
**RAIL ENGINEER**

## INDUSTRY DEMOGRAPHICS



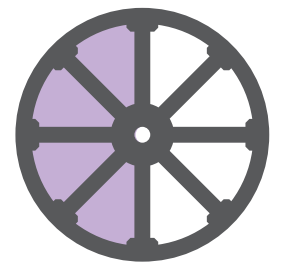
*Sector size (workers)*

2012  
**29,000**  
2017  
**31,000**



*Working 35 hours or more per week*

**76%**



*Aged 45 years and older*

**48%**