# Challenges

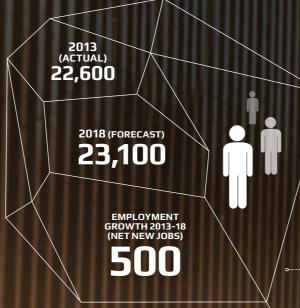
- > Projected increases in the freight task will increase the demand for Train Drivers.
- Significant investment is required over the next 2-3 years to attract, retain and upskill Train Drivers. Retention of skilled drivers can be a challenge during periods of higher demand, with organisations losing skilled staff to other companies and industries.
- There is a shortage of registered training organisations that can provide nationally recognised qualifications for engineering and signalling.
- Remuneration for training and assessment roles can be significantly lower than for operations roles and may be affecting the recruitment of technical experts into training roles.
- Reliance on labour hire can mask less obvious skill shortages during times of commercial downturn.

## **Opportunities**

- ) The increased freight task and positive forecasts for agricultural products will continue to strengthen demand for certain occupations.
- ) Collaborative approaches to analytical and problemsolving skills around systems and available data are

- needed to increase the efficiency between passenger and freight transport on rail networks.
- Provision of mentoring and leadership training to skilled operators with comprehensive technical knowledge will enable them to help develop younger workers and assist employers with retention.
- Female participation rates can be targeted to increase the available labour pool.
- As automated technology evolves there will be demand for higher-level skills.

#### **EMPLOYMENT GROWTH**



#### FACTS & FIGURES

659.1 million

passenger trips on heavy rail in Australian capital cities (excluding Darwin and Canberra) in 2012-13

route kilometres of rail track are under construction, including 75 route kilometres of passenger rail

452

80%

of the rail freight tonne-kilometres in Australia are accounted for by iron ore and coal to port

191.2 million

passenger movements on light rail in Sydney, Melbourne and Adelaide in 2012-13

#### GENDER DISTRIBUTION FOR SELECTED OCCUPATIONS







**RAILWAY SIGNAL** OPERATOR (OTHER STATIONARY PLANT OPERATOR)

To a great extent To some extent



INFORMATION TECHNOLOGY

FINANCIAL MANAGEMENT

**TRAIN AND** 

TRAM DRIVER





**DIRECTLY EMPLOY PEOPLE ON A** 30% CASUAL BASIS **USE AN EMPLOYMENT AGENCY** 20% TO PROVIDE SUITABLY QUALIFIED STAFF RECRUIT NEW STAFF AND FOLLOW WITH UPSKILLING MENTORING/ 60% TRAINING/PROGRESSION

> VIA TRAINEESHIPS, APPRENTICESHIPS OR GRADUATE
> PROGRAMS

'DEVELOP YOUR OWN' - UPSKILL/ MENTOR/TRAIN/PROGRESS **EXISTING STAFF** 

### **WORKERS AGED 45** YEARS AND OLDER

TRAIN AND



45%

RAILWAY 44%



RAILWAY SIGNAL **STATIONARY** PLANT OPERATOR) 46%











40%

50%



TRAIN DRIVER RAIL TRACK **OPERATOR** 



TEAM LEADER/ SUPERVISOR/ PROJECT MANAGER



RAILWAY SIGNAL TECHNICIAN (SIGNALLING/ OVERHEAD WIRING TECHNICIAN)



WORKPLACE TRAINER AND ASSESSOR -**RAIL SECTOR** SPECIFIC

RAIL SIGNALLING

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