

RAIL

Challenges

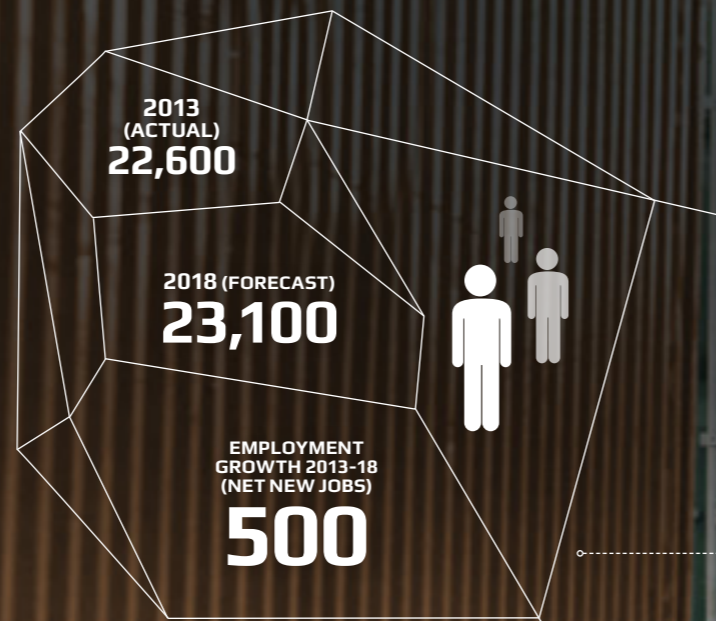
- › Projected increases in the freight task will increase the demand for Train Drivers.
- › Significant investment is required over the next 2-3 years to attract, retain and upskill Train Drivers. Retention of skilled drivers can be a challenge during periods of higher demand, with organisations losing 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

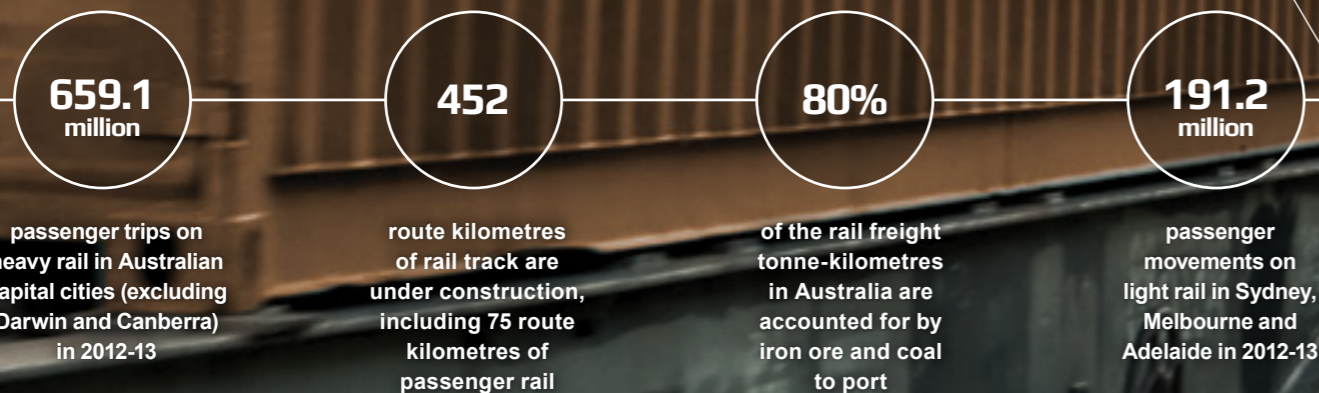
- › The increased freight task and positive forecasts for agricultural products will continue to strengthen demand for certain occupations.
- › Collaborative approaches to analytical and problem-solving skills around systems and available data are

- › 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



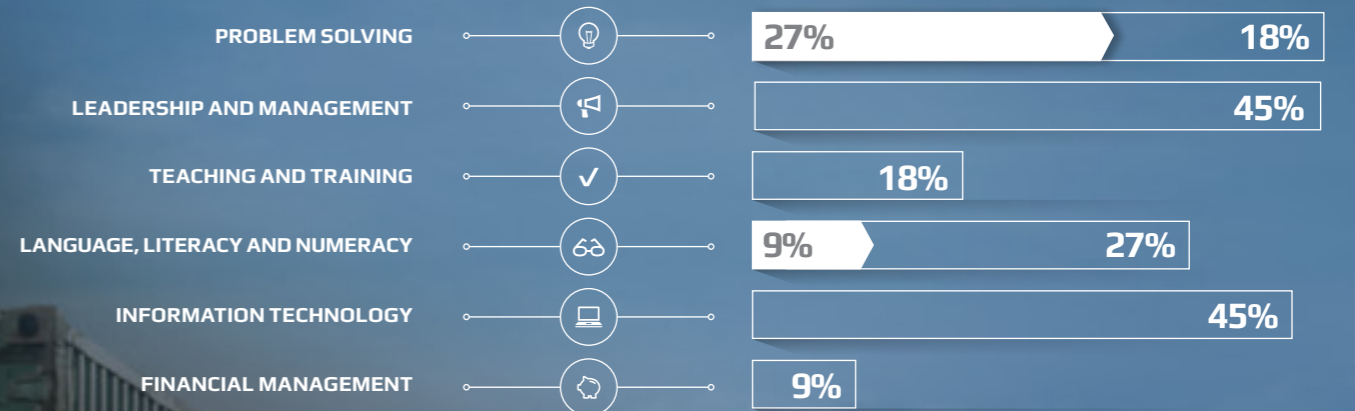
GENDER DISTRIBUTION FOR SELECTED OCCUPATIONS

Male Female

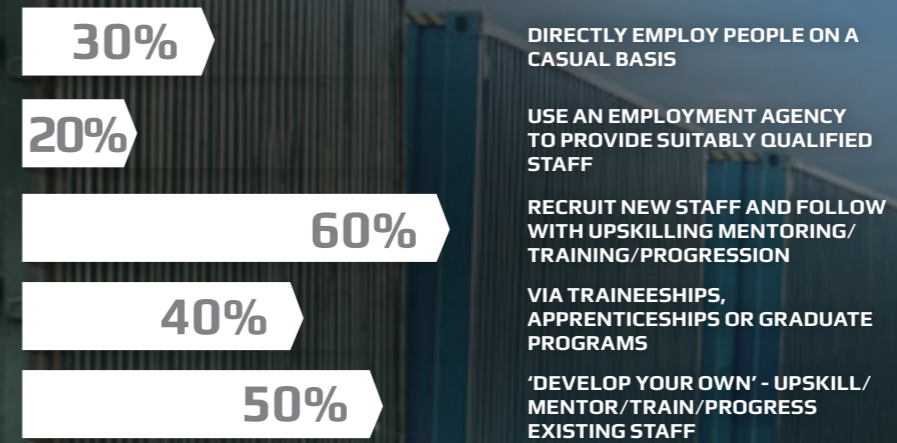


EMPLOYER-IDENTIFIED SKILL NEEDS

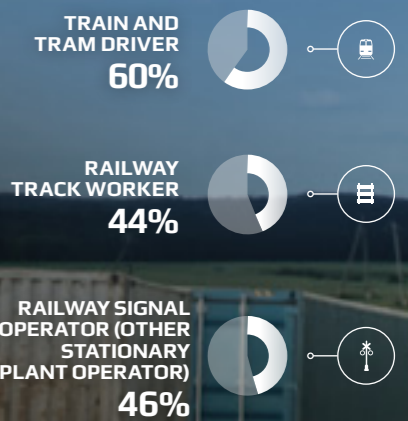
To a great extent To some extent



EMPLOYER-REPORTED METHODS FOR MEETING LABOUR DEMAND



WORKERS AGED 45 YEARS AND OLDER



SKILLS IN DEMAND

