



**MASTER BUILDERS**  
A U S T R A L I A

# Draft Core Skills Occupation List Consultation

May 2024



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## Introduction

Master Builders Australia (Master Builders) welcomes the opportunity to provide input to the consultation on the *Draft Core Skills Occupations List* (the CSOL).

Master Builders is the nation's peak building and construction industry association which was federated in 1890. Master Builders' members are the Master Builder State and Territory Associations.

Over 130 years, the Master Builders network has grown to more than 32,000 businesses nationwide, including the top 100 construction companies. Master Builders is the only industry association that represents all three sectors: residential, commercial and engineering/civil construction.

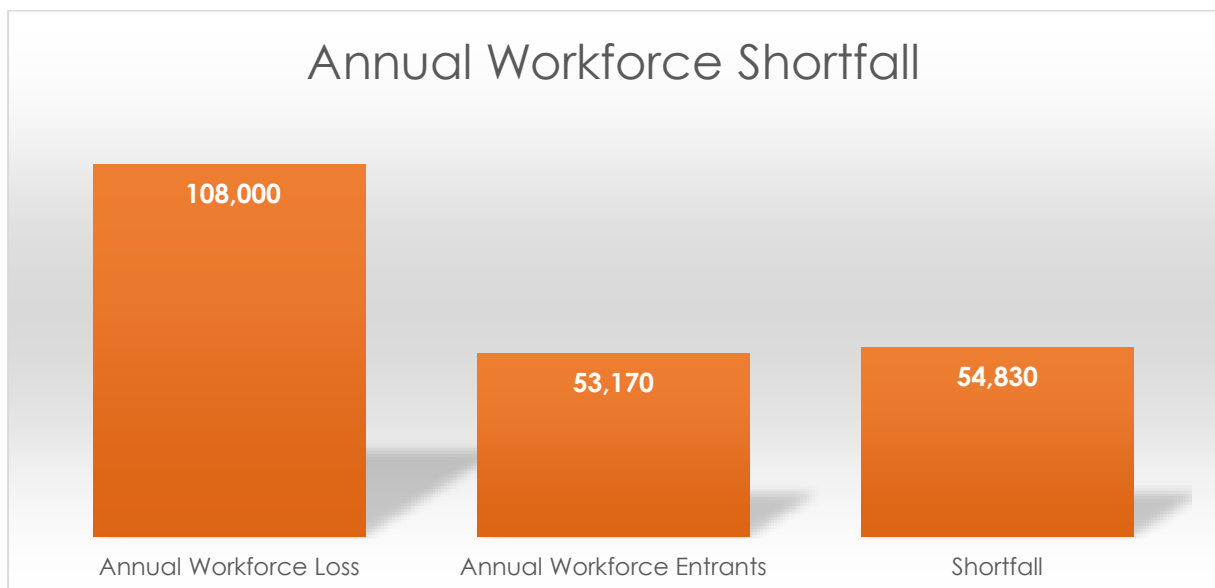
**The Australian building and construction industry needs more workers.** Despite a sizeable workforce of 1.35 million, there is an annual exit rate of 8 per cent. Currently, growth is 4.1 per cent, or 53,170 people a year. This is half what is required simply to stand still.

Master Builders anticipates that at least 530,000 new workers need to enter building and construction over the next five years, but even that is conservative and does not account for the National Housing Accord, the transition to net zero or other goals.

BuildSkills Australia noted recently that the industry needs 90,000 new trades workers by the end of June 2024.

Diminishing productivity will magnify these requirements even further. Master Builders [released a paper in April 2024](#) called *The Cost of Letting Productivity Slip* detailing the ongoing impact of chronic workforce shortages on productivity in Australia.

**The domestic workforce cannot keep up with demand.** In the year to September 2023, a total of 23,680 new building and construction apprenticeships were completed with a further 42,335 apprentices and trainees commencing. There are currently 124,120 apprentices in training. Apprentices make up about 10 per cent of the 1.3 million people employed in the building and construction industry.



Source: *The Cost of Letting Productivity Slip*

In a survey of members of the Master Builders network in April 2024, 66 per cent of respondents said that sourcing workers was the biggest issue facing the building and construction industry. This was followed by too much regulation at 56 per cent and the cost of materials at 49 per cent.

When asked if it is a struggle to find suitably qualified workers, 85 per cent of respondents said it was. Of the reasons given for this 68 per cent said the cost of employing people is getting too expensive, 53 per cent said they are not appropriately skilled but **72 per cent said the workers simply are not there.**

Skilled migration represents a vital piece of the puzzle.

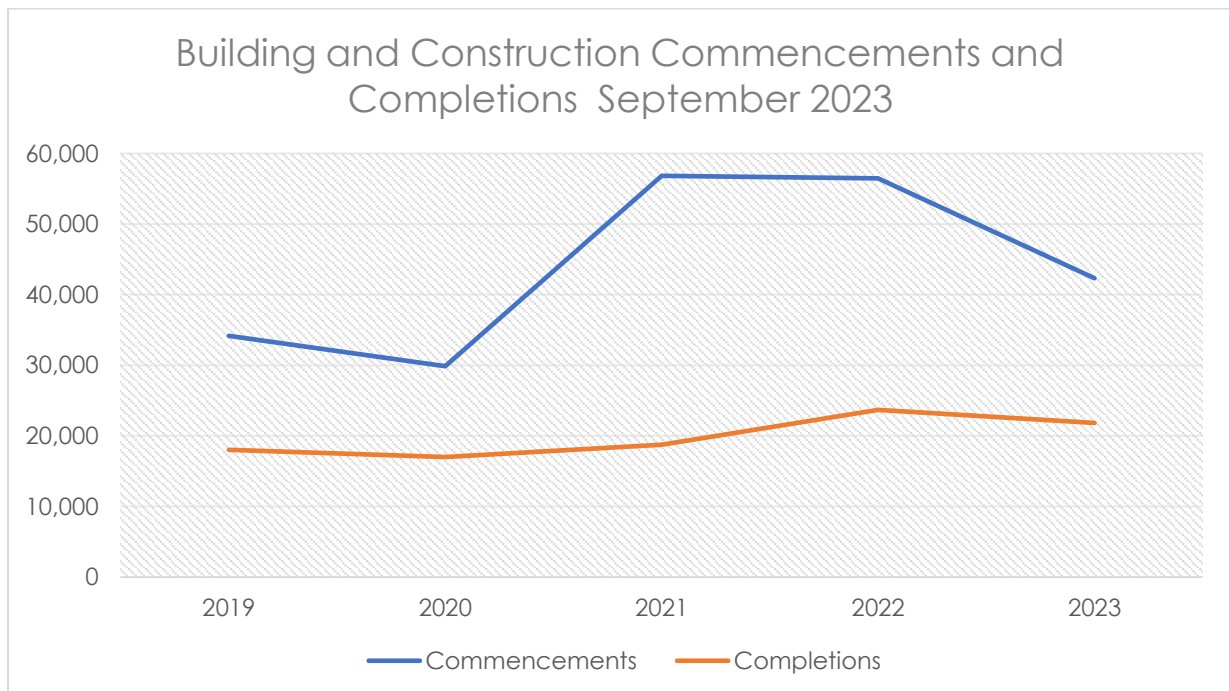
To be clear, the need for skilled migrants in Australia does not diminish the industry's commitment to increasing the number of commencements and completions of trade apprenticeships by domestic workers. **This is a priority.** However, building and construction faces systemic and chronic issues attracting and retaining the significant number of skilled workers needed to meet targets and ease economic pressures.

### Domestic workforce participation

On average, the building and construction industry loses 8 per cent of its workforce every year through natural attrition (e.g. retirement, career change). That percentage of loss is not recouped by apprenticeship commencements or completions.

Apprenticeship commencements in the most prominent occupations for consultation on the CSOL decreased in 2023 after the COVID-19 pandemic sparked a short-lived increase.

**Apprenticeship completions have also decreased.**



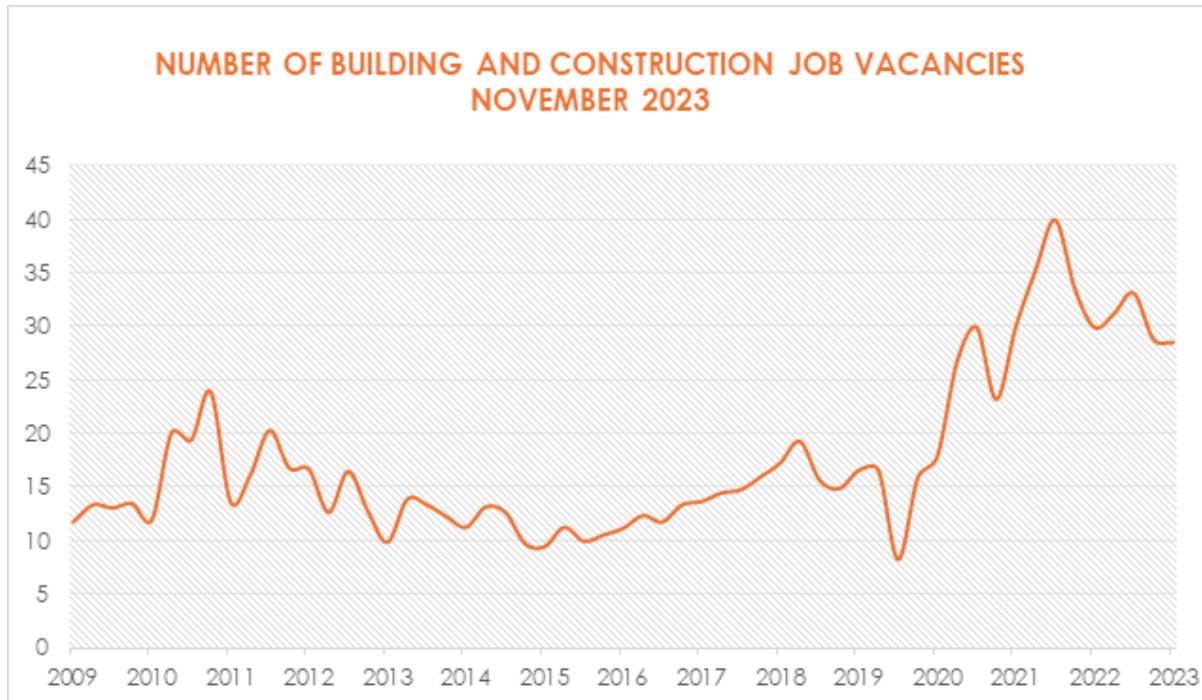
Source: Master Builders Australia analysis of NCVER data

In lieu of a thriving apprenticeship system – or radical changes to the way in which domestic workers become qualified tradespeople – **the domestic workforce simply cannot meet short term demand.**

## Trade shortages and job vacancies

**All skilled trade occupations are in shortage in Australia.** Finding suitably qualified workers is the most common problem for building and construction businesses from tier one companies, all the way through to sub-contractors who rely on supporting trades.

Of the vacant jobs in Australia in November 2023, 7.6 per cent percent were in building and construction. According to the latest data from the Australian Bureau of Statistics, there were 28,500 vacant jobs in this sector in November 2023.



Source: Master Builders Australia analysis of Australian Bureau of Statistics data

There are 15 key occupation groups in the building and construction industry. These groups include construction managers, trades, and labouring roles. **All of them are in shortage and seeking to fill vacancies.**

**NUMBER OF BUILDING AND CONSTRUCTION-RELATED JOB ADS  
FEBRUARY 2024**

	Job ads in February 2024	Change on January 2024 (%)	Change on February 2023 (%)	Job ads in January 2024	Job ads in February 2023
CONSTRUCTION MANAGERS	3,659	+1.0%	-15.6%	3,621	4,337
BRICKLAYERS AND STONEMASONS	111	+1.8%	-0.9%	109	112
CARPENTERS AND JOINERS	974	-2.8%	-15.1%	1,002	1,147
FLOOR FINISHERS	36	+5.9%	+5.9%	34	34
PAINTING TRADES WORKERS	575	+2.1%	-4.3%	563	601
GLAZIERS	104	-1.0%	-14.0%	105	121
PLASTERERS	56	-18.8%	-26.3%	69	76
ROOF TILERS	74	+8.8%	-22.9%	68	96
WALL AND FLOOR TILERS	104	-7.1%	+20.9%	112	86
PLUMBERS	1,199	+5.8%	-1.5%	1,133	1,217
BUILDING AND PLUMBING LABOURERS	936	+2.7%	-18.4%	911	1,147
CONCRETERS	154	+0.7%	-21.4%	153	196
FENCERS	36	+2.9%	-2.7%	35	37
INSULATION AND HOME IMPROVEMENT INSTALLERS	88	+27.5%	+1.1%	69	87
STRUCTURAL STEEL CONSTRUCTION WORKERS	363	-3.7%	+7.7%	377	337

SOURCE: MASTER BUILDERS AUSTRALIA ANALYSIS OF JOBS & SKILLS AUSTRALIA INTERNET VACANCY INDEX, FEBRUARY 2024

## Core Skills Occupations List

Master Builders was supportive overall of the Migration Strategy released by Government in November 2023, but remains disappointed by the express carve out of tradespeople from the Specialist Skills pathway in the proposed Skills in Demand visa.

Master Builders fundamentally disagrees with the concept of differentiating highly paid trade workers from their white-collar counterparts.

Given skilled trade workers cannot enter Australia through the Specialist Skills pathway, nor the Essential Skills pathway, it follows that they must be included on the CSOL so they can enter Australia via the Core Skills pathway. **To exclude any trade or trade-related profession in building and construction at a time of critical workforce shortages would be a failure.**

Master Builders notes that there are three lists relevant to this consultation: confident on, confident off, and targeted for consultation. For clarity, at Appendix A is a list of the relevant occupations to Master Builders' submission on the confident on and targeted for consultation lists.

**All building and construction trades and related occupations must be included on the CSOL.**

Master Builders has particular concerns that it is suggested that a 331211 *Carpenter and Joiner* should be on the confident on list, while 331212 *Carpenter* and 331213 *Joiner* are on the consultation list. The practical difference of this decision is hard to reconcile, as is the thought that must have gone into it.

Similarly, it is questionable why 334113 *Drainer* and 334114 *Gasfitter* are on the confident on list, but 334116 *Plumber (General)* is on the consultation list. Given the move to electrify and stop the use of gas ([for example, in Victoria and the ACT](#)), particularly in residential building, it is strange to confidently place gasfitters on the CSOL, while consulting on plumbers.

Furthermore, skilled trades such as 331111 *Bricklayer*, 394112 *Cabinetmaker*, 331112 *Stonemason*, 332211 *Painter*, 333211 *Plasterer*, 333311 *Roof Tiler* and 333411 *Wall and Floor Tiler* are all in shortage and required if Australia has a chance of meeting its Housing Accord goal of 1.2 million new dwellings by 2028-29. **They must be on the confident on list and included on the CSOL.**

Jobs and Skills Australia has requested that submissions are evidence-based, but not reliant on the evidence produced by Government, or that very institution. This is difficult to comprehend because Jobs and Skills Australia has been reporting for some time that most trade and trade related occupations are in shortage. Given this, there is no reason the below occupations should be on the list for consultation. **They should be on the confident on list.**

All these occupations are facing chronic shortages according to Jobs and Skills Australia.

ANZSCO	OCCUPATION	AU	NSW	VIC	QLD	SA	WA	TAS	NT	ACT
334112	Airconditioning and Mechanical Services Plumber	S	S	S	S	S	S	S	S	S
331111	Bricklayer	S	S	S	S	S	S	S	S	S
394112	Cabinetmaker	S	S	S	S	S	S	S	S	S
331212	Carpenter	S	S	S	S	S	S	S	S	S
312114	Construction Estimator	S	S	S	RS	S	S	S	S	S
341112	Electrician (Special Class)	S	S	S	S	S	S	S	S	S
334117	Fire Protection Plumber	S	S	S	S	S	S	S	S	S
332111	Floor Finisher	S	S	S	S	S	S	S	S	S
333111	Glazier	S	S	S	S	S	S	S	S	S
331213	Joiner	S	S	S	S	S	S	S	S	S
332211	Painter	S	S	S	S	S	S	S	S	S
333211	Plasterer (Wall and Ceiling)	S	S	S	S	S	S	S	S	S
334116	Plumber (General)	S	S	S	S	S	S	S	S	S
333212	Renderer (Solid Plaster)	S	S	S	S	S	S	S	S	S
334115	Roof Plumber	S	S	S	S	S	S	S	S	S
333311	Roof Tiler	S	S	NS	S	S	S	S	S	S
331112	Stonemason	S	S	S	S	S	S	S	S	S
333411	Wall and Floor Tiler	S	S	S	S	S	S	S	S	S
S	Shortage									
NS	No shortage									
RS	Regional shortage									

Source: <https://www.jobsandskills.gov.au/data/skills-shortages-analysis/skills-priority-list>

The Hon. Clare O’Neil, Minister for Home Affairs said at a press conference on 12 December in relation to the Migration Strategy:

“It’s really important to understand that our strategy changes don’t make it harder to bring tradespeople to Australia, we’re just not making it easier in the way that I’ve described with the Specialist Skills pathway, and I think that’s not been particularly well understood in the conversation.

“Our government feels strongly that for sectors like trades, you should have to prove that there is a skills shortage before you start to recruit overseas, and I have to say, that may be controversial with some groups in the community. It wouldn’t be in my electorate.”<sup>1</sup>

**If skilled trades people are not included on the CSOL, Government will indeed be making “it harder to bring tradespeople to Australia”, to use the Minister’s words.**

The domestic workforce is not big enough to meet Government-set building and construction targets. Master Builders forecasts show that the industry is likely to fall short of the Housing Accord by more than 100,000 homes unless there is intervention now.

<sup>1</sup> Monday 11 December 2024, Press Conference at <https://minister.homeaffairs.gov.au/ClareONeil/Pages/press-conference-11122023.aspx>



Jobs and Skills Australia data shows a chronic skills shortage in trades. Low apprenticeship competition numbers, high vacancy rates and increasing wages are creating a maelstrom from which Australia cannot emerge unless skilled migration is better utilised.

**It is unclear how much more proof is required.**

**All trades and trade related occupations must be included on the CSOL.**

### Migrant outcomes

The Temporary Skills Shortage (TSS) visa is underutilised in the building and construction industry for three simple reasons: it is costly, has long wait times and is a significant administrative burden. The added cost, time and administration for seeking qualification recognition through [Trade Recognition Australia creates yet another hurdle](#). The TSS represents about a third of visa use in this industry. In a national survey of Master Builders members in April 2024, of **those respondents who have not recently employed a skilled migrant worker, 75 per cent said they absolutely would if the process was easier, quicker and less costly.**

The Core Skills pathway is vital for these employers.

Migration is at an all-time high, but skilled migrant workers are not coming into the roles in which they are most needed. The system is broken and if skilled tradespeople are left off the CSOL it will be even harder to fill skills gaps and track positive migrant outcomes in this industry.

**Building and construction has a proud history of employing skilled migrant workers.** Workers who were born overseas make up about 24 per cent of the industry. However, those who arrived within the last five years only represent 2.8 per cent.<sup>2</sup>

Australian Bureau of Statistics data shows that of all full-time workers in building and construction who were not born in Australia, **more than half (52.2 per cent) are earning more than \$78,000 a year.** Significantly more – 68 per cent – earn more than \$65,000. This is compared with their Australian-born counterparts, of which 46.3 per cent are earning more than \$78,000 per year, and 60 per cent earn more than \$65,000.

In fact, when tracked against their Australian-born counterparts, migrants working full-time in building and construction, were more likely to earn higher incomes.

	Negative or nil income	\$1-\$20,799	\$20,800-\$51,999	\$52,000-\$64,999	\$65,000-\$77,999	\$78,000-\$90,999	\$100,000-\$181,999	\$182,000+
Non-Australian born	0.30%	0.60%	15.60%	15.80%	15.00%	14.00%	31.60%	6.50%
Australian born	0.30%	0.80%	21.90%	15.80%	14.10%	13.40%	28.10%	4.80%

Source: Master Builders analysis of Australian Bureau of Statistics data

Clearly, migrant workers in the building and construction industry have positive outcomes in Australia. **Their occupations must be included on the CSOL.**

<sup>2</sup> Grattan Institute (30 January 2024) *How migration could help fix the housing crisis* at <https://grattan.edu.au/news/migration-could-help-fix-housing-crisis/#:-:text=Migrants%20are%20less%20likely%20to,and%20construction%20were%20born%20overseas.>

If Government is concerned that migrant outcomes in building and construction are not up to snuff, exclusion from the CSOL is not the answer. Rather, Government must ensure there are adequate resources and programs in place to facilitate success. One way to is to provide better, government-funded bridging courses, rather than [focussing on costly and time-consuming skills recognition processes](#).

One skilled migrant in Victoria, who is a carpenter now running a successful building business said, *"I arrived in Australia in 2008 as a skilled migrant (carpenter). Once I landed, I felt completely on my own. Whilst my skills were determined to be up to standard to undertake the job, I had no knowledge of the National Construction Code... Looking back now it would have been great if there was someone running a ... course that specifically covered the Code aspects of my trade. I had already paid about \$5,000 for the visa application so to spend another couple of grand to sit down in a classroom with other skilled migrants, be introduced to AS1684 and learn how to use it, also the relevant OHS regulations and other aspects of the workplace including superannuation and long service leave [would have been good]."*

Another way to ensure migrant success is to assist those employers seeking to make the process as seamless as possible for their migrant employees. Reducing red-tape and administrative burden is vital both as part of the CSOL and other visa pathways.

### **Case Study: NewForm Steel**

A representative from NewForm Steel notes that the process of employing a skilled migrant worker is costly and lengthy. She said, *"we need to obtain an immigration lawyer for paperwork as well as [make] all the lodgements through the Department of Home Affairs. [We] obtain all relevant documents for the employee, [get] certificates and skills assessments done and submitted. [We do] police checks from country of origin, health checks, get Australian standard qualifications certified against qualifications from overseas, [do] English testing including literacy, numeracy and verbal testing, [draft a] proposed employment contract between ourselves and the employee (Visa Holder), [organise] Australian private health insurance and annual membership for the duration of the Temporary Skilled Shortage Visa 482. We advertise for the same job/position for a month on seek.com, indeed.com, newspapers etc. and keep a spreadsheet showing all the applicants, interviews [and whether they are] successful or not. This is just to get the initial 482 Visa. After this we apply for the permanent residency and we do it all over again, with a lot more documents"*.

NewForm Steel continues to recruit migrant workers because they have huge success stories in their business and have sponsored a number of skilled migrants who are now on track to permanent residency. Juan Garzon (PR) has left NewForm and is running his own successful business. Elgan Jones (PR) is a senior manager in the company and helps with on-site training. Aljay Vergara (awaiting PR) is a senior manager in the Fabrication/Stainless Steel area. Keith Miller (awaiting PR) is a senior manager on-site. Marvin Rivera (awaiting PR) is a senior manager in the Fabrication area.

**The building and construction industry has a strong and proud history of employing migrant workers and supporting them to become permanent residents, citizens and business owners in Australia.** All building and construction trades and related occupations must be on the CSOL to allow this to continue.

### Average wages

If Government is concerned that occupations on the CSOL do not command salaries above the \$70,000 TSMIT, this is unfounded. The average salary of a skilled tradesperson in Australia is \$81,608. This number, however includes apprentice wages which bring the average down. Migrant workers do not have the benefit of undertaking an apprenticeship, so in reality the wages they can command as skilled trades people are significantly higher than \$81,608 per annum. According to 2021 Australian Bureau of Statistics census data, the average earnings of someone working full time in building and construction but not undertaking any training is around \$88,000 per year.

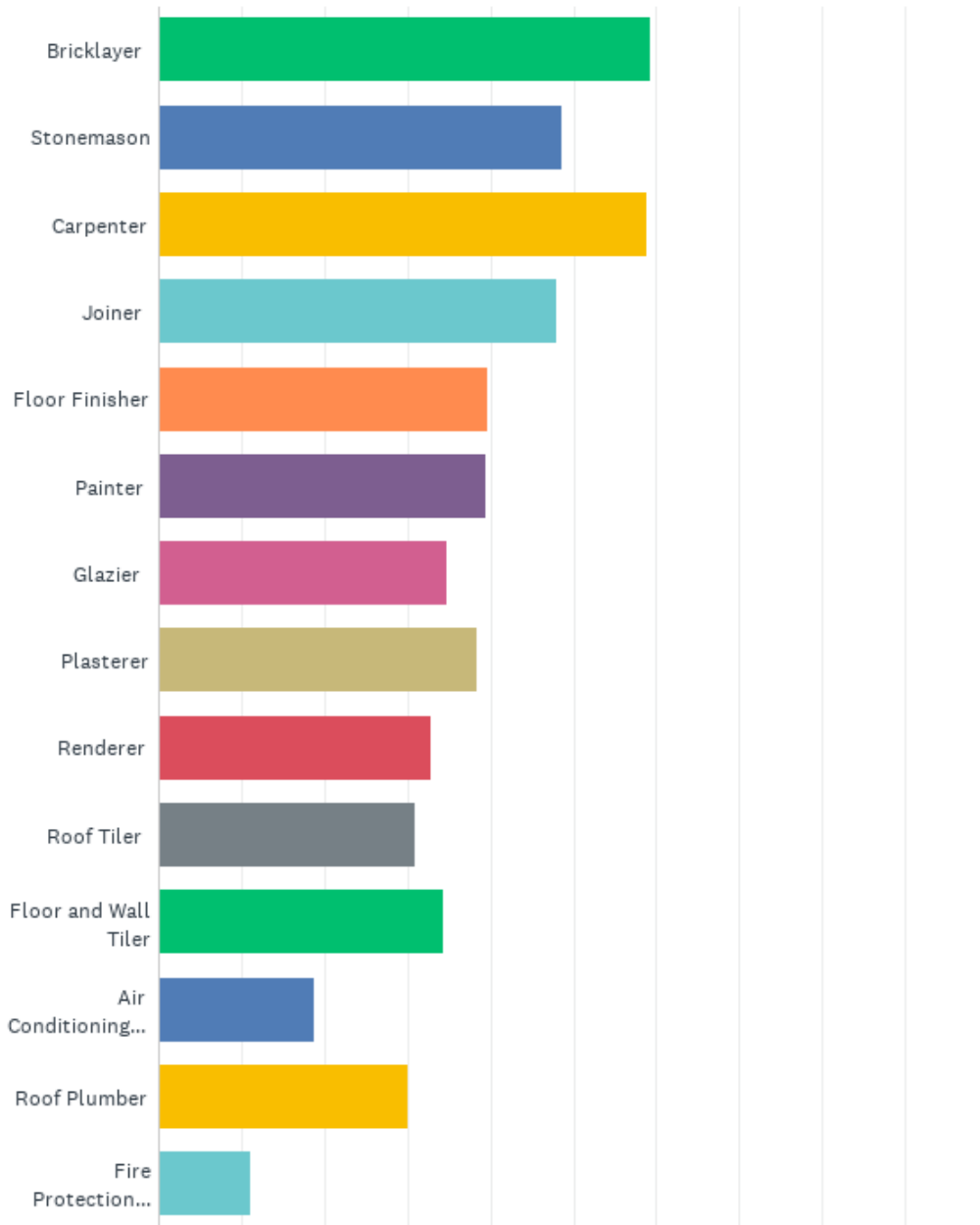
**Concerns about wage capacity should not be a factor when it comes to determining whether trade and trade related roles should be included on the CSOL.**

Furthermore, the building and construction industry seeks clarification from Government that trades workers included on the CSOL can earn more than \$135,000 per annum. It has been mentioned anecdotally that because trades workers are not included in the Specialist Skills pathway, they will be able to earn a salary above \$135,000 through the Core Skills pathway and not be restricted to a salary between \$70,000 and \$135,000 per annum. This must be clarified because many skilled trades people command salaries above and beyond \$135,000.

## What Master Builders members say

In a national survey of the Master Builders network in April 2024, 85 per cent of respondents said they struggle to find qualified tradespeople. **73 per cent of respondents said this is because the workforce simply is not there.**

The most difficult trades to source are bricklayers, carpenters, joiners and stonemasons.



Source: Master Builders Australia national member network survey April 2024

Most of the comments from the Master Builders national survey in April 2024 centred around how difficult it is to find suitable workers.

**Lucy Anderson from ACT Formwork** said, “finding and retaining competent workers is one of the biggest issues which has always faced our business. Because of this, our competent

workers are overworked to help keep up with programs, and we are unable to expand due to not having the workforce to be able to adequately resource projects."

**Anthony Friend from Pacific Formwork** in the ACT said, "finding suitable qualified workers limits the volume of work we are able to take on, often passing up on opportunities to undertake additional projects."

**Ron Keogh from EMCO Building** in Western Australia said, "we are struggling to find key workers across many fields from trades (including labourers, ceiling and walls, window installers, concreters, steel fixers, mechanical installers) to white collar staff such as HSE advisors, Site Managers, Project Managers and Contracts Administrators. The shortage of available resources has caused us to be short staffed in some key areas."

**A Gabrielli Constructions representative** from Queensland said, "We cannot find plant operators or truck drivers. Most of my own plant stands idle. We have had to outsource our own work to get production, but it comes at a higher cost to us. We cannot find carpenters, so we have to pay groups to carry out this work at a higher cost, which impacts our ability to secure contracts. All our trades contractors are suffering the same issues and consequently are charging a premium ... to take on our work. Everything is costing more for less productivity."

**A custom shed, carport and barn builder** in South Australia said, "finding qualified workers has become a significant challenge, impacting operational efficiency and growth. Many applicants lack the necessary qualifications, requiring additional training that delays projects and increases costs. Furthermore, wage expectations have risen, making it increasingly expensive to compete for skilled labour. ... Above all, the overarching problem is the sheer scarcity of workers. With fierce competition for skilled labour and regional housing challenges deterring new talent, we often face operational strains due to a stretched team, leading to project delays and added pressure on existing staff. This multifaceted issue significantly hinders our ability to efficiently operate and expand."

**Mark Bauer from Manteena** in the ACT said, "as a head contractor, we find it challenging to recruit experienced project management staff who are 'job ready' to run projects in their own capacity. We also find it challenging to source subcontractors who have sufficient workforces to resource their projects. Finally, we are aware of the challenges that the professional sector (architects, engineers, etc.) face in recruiting and retaining experienced practitioners. The quality (or lack of) directly influences (negatively) the outcome of the projects that we in turn need to deliver."

**Justin Trewren, a builder** in Western Australia said the "lack of workers drives up the labour rate for those that are available. This impacts margin on fixed price contracts with clients. It also creates much longer build timeframes as the lead times between trades increase exponentially."

### **Case Study: Pacific Formwork**

Pacific Formwork is a family-owned business located in the ACT and NSW. The company employs more than 100 people.

Tiago Marques came to Australia from Portugal as a carpenter in late 2004. He was employed by Pacific Formwork on a Temporary Work (Skilled) visa (subclass 457) – the former TSS. Management at Pacific Formwork immediately recognised his potential.

Graciete Ferreira, Managing Director at Pacific Formwork said, "Tiago came from a part of Portugal that was fairly working class. We did not know what to expect as he was one of the first migrant workers we employed but his former employer in his home country vouched for him and when he started with us it was clear he was not only a good worker, but a smart one too."

Tiago was young and Pacific Formwork helped him upskill and immersed him in the Australian way of life. He was working closely with other carpenters from day one and they helped him get used to the way of working where safety was the priority over production.

Graciete said, "we always made sure our migrant workers were paired with a supervisor or mentor who could help them settle in and get used to working in Australia. This really helped us retain and train those staff, but it was also a big help for them in adjusting quickly to their new way of living. They were paired with someone who spoke their native language but they were encouraged to speak English as much as possible. For example, we told them to 'go for it, watch the news in your home language, but don't do it until you've watched the local news first'. This also helped them get their English language standards up to the required levels."

For Tiago, this meant lots of time spent learning about how to work to Australian standards, understand cultural differences and practising his English. He went to language lessons twice per week – something Pacific Formwork provided for all staff – to practice his reading, writing, speaking and listening.

It was clear that Tiago had the skills and the ability to become an excellent carpenter and manager. He was initially uncertain about staying permanently but he became qualified, got married and decided to stay. Twenty years later, he has two children and has progressed to become Operations Manager at Pacific Formwork, looking after onsite operations of over 12 projects at any time. These projects could range from high end homes to infrastructure, schools, high-rise residential and anything in between.

Tiago is the perfect example of the value the temporary skilled visa pathway represents. His story is one of clear and well-deserved success.

Graciete says the pastoral care and support given up front to the migrant employees at Pacific Formwork was the key. "It helped them integrate and find their place in the company and in society and meant they were happy to stay here with us. We have employed 66 migrant workers since 2004, and 21 of them still work with us. Some of them went back to their home country or retired but most of them are still in Australia working in building and construction."

"They are settled here. Their children go to school here, their partners work, they play sport, they go out to dinner, they are part of our society. We are proud to support workers like this – and always help them get their PR if they want it – because their success is our success," said Graciete.

Pacific Formwork has not employed many skilled migrants in recent years – since the Temporary work (skilled) visa subclass 457 was turned into the TSS. It has become too expensive, too lengthy and the requirements are too stringent. Graciete said she absolutely would start recruiting again through the temporary visa pathway if it was not so difficult, but English language standards still present a barrier.

"Companies like Pacific Formwork are good citizens in this space. We want to help our migrant workers settle in Australia and we know English is important for that. But English language learned overseas is so different to what someone learns in Australia. The social and cultural nuance is so important and it's something that simply must be learned with time. Requiring people using the new CSOL to have a high level of English language just makes it harder to get the right workers into the skills we need. If we could employ them with a lower English language standard and have the onus put on us to bring them up to

speed then we would, and we can guarantee better outcomes for those people long-term in Australia,” said Graciete.

Pacific Formwork has a long and proud history of employing skilled migrant workers. Examples like Tiago prove that the CSOL is a vital visa pathway for skilled migrants in building and construction and it provides so many avenues for success.

All trade and trade-related occupations must be included on the CSOL.

## Leaving trade and trade related occupations off the CSOL

If skilled tradespeople are not included on the CSOL, they are not able to access a visa through the Specialist Skills pathway – despite many tradespeople earning more than \$135,000 per year.

Of the respondents to the survey, 34 per cent have employed a skilled migrant worker in recent years. The largest cohort of these workers (34 per cent), were in Australia on a Working Holiday visa (subclass 417), followed closely by the Temporary Skills Shortage visa (subclass 482) (32 per cent), and the Student visa (subclass 500) (22 per cent). This is a clear indication that the Temporary Skills Shortage visa is not working as it was intended, and that for the most part, migrant workers in the building and construction industry are ephemeral. This is not useful for the employer, nor the migrant.

In the absence of the Temporary Skills Shortage visa (subclass 482), there are few pathways left through which migrants skilled in a trade can enter Australia. Short-term visas that have strict working conditions (i.e. only part-time hours) are not the answer to critical trade workforce shortages. Permanent visas – such as the Skilled Nominated or Skilled Independent visas (subclasses 190 and 189 respectively) or an employer nominated scheme such as subclass 186 – are expensive and have long processing times and administrative requirements. None of these options offers a viable solution.

### **In an environment where Australia is not the only country vying for highly skilled trades workers, this is untenable.**

The World Economic Forum noted that building and related trades were among the roles most commonly in shortage across the European Union. The Forum predicts some of the highest net growth in the industry between 2023 and 2027 of between 1 and 2 million jobs.<sup>3</sup>

In the United States, analysis from early 2024 by the Associated Builders and Contractors found that at the end of November 2023 there were about 459,000 job openings in the building and construction industry. The 5.4 per cent job opening rate was the highest since 2000.<sup>4</sup>

In the United Kingdom the Trade Skills Index 2023 notes the need for 937,000 new entrants to the building and construction industry by 2033, with 244,000 of them being qualified apprentices.<sup>5</sup>

<sup>3</sup> Ragsdale, J. and Hall, A. (26 September 2023) *The global impact of labor shortages across the construction industry* at <https://www.wtwco.com/en-au/insights/2023/09/the-global-impact-of-labor-shortages-across-the-construction-industry#:~:text=Additionally%2C%20when%20The%20World%20Economic,the%20sector%2C%20including%20engineering%2C%20project.>

<sup>4</sup> Sequeira, R. (24 January 2024) *The US needs more homes. But first, it needs the workers to build them.* at [https://stateline.org/2024/01/24/the-us-needs-homes-but-first-it-needs-the-workers-to-build-them/.](https://stateline.org/2024/01/24/the-us-needs-homes-but-first-it-needs-the-workers-to-build-them/)

<sup>5</sup> O'Rourke, R. (5 January 2024) *How can we solve the construction industry skills shortage in the UK?* at <https://www.nesfircroft.com/resources/blog/how-can-we-solve-the-construction-industry-skills-shortage-in-the-uk/#:~:text=The%20Current%20State%20of%20the,244%2C000%20should%20be%20qualified%20apprentices.>

The upshot of not including all trade and trade related occupations on the CSOL is that all other pathways are riddled with cost, time and administrative burden, or only offer short-term solutions. **They are simply not adequate.**

All trade and trade-related occupations must be on the CSOL.

## Contact

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## Appendix A

<b>Draft Confident On List</b>		<b>Draft Targeted for Consultation List</b>	
<b>312113</b>	Building Inspector	312111	Architectural Draftsperson
<b>312116</b>	Surveying or Spatial Science Technician	312112	Building Associate
<b>312199</b>	Architectural, Building and Surveying Technicians nec	312115	Plumbing Inspector
<b>312211</b>	Civil Engineering Draftsperson	312311	Electrical Engineering Draftsperson
<b>312212</b>	Civil Engineering Technician	312312	Electrical Engineering Technician
<b>312412</b>	Electronic Engineering Technician	312511	Mechanical Engineering Draftsperson
<b>312911</b>	Maintenance Planner	312512	Mechanical Engineering Technician
<b>312912</b>	Metallurgical or Materials Technician	312611	Safety Inspector
<b>312913</b>	Mine Deputy	312914	Other Draftsperson
<b>313111</b>	Hardware Technician	312999	Building and Engineering Technicians nec
<b>321111</b>	Automotive Electrician	342111	Airconditioning and Refrigeration Mechanic
<b>321212</b>	Diesel Motor Mechanic	342311	Business Machine Mechanic
<b>322211</b>	Sheetmetal Worker	342314	Electronic Instrument Trades Worker (General)
<b>322311</b>	Metal Fabricator	312114	Construction Estimator
<b>322313</b>	Welder (First Class)	331111	Bricklayer
<b>323211</b>	Fitter (General)	331112	Stonemason
<b>323212</b>	Fitter and Turner	331212	Carpenter
<b>323213</b>	Fitter-Welder	331213	Joiner
<b>323214</b>	Metal Machinist (First Class)	332111	Floor Finisher
<b>323299</b>	Metal Fitters and Machinists nec	332211	Painter
<b>331211</b>	Carpenter and Joiner	333111	Glazier
<b>334113</b>	Drainer	333211	Plasterer (Wall and Ceiling)
<b>334114</b>	Gasfitter	333212	Renderer (Solid Plaster)
<b>341111</b>	Electrician (General)	333311	Roof Tiler
<b>342211</b>	Electrical Linesworker \ Electrical Line Mechanic	333411	Wall and Floor Tiler
<b>342212</b>	Technical Cable Joiner	334112	Airconditioning and Mechanical Services Plumber
<b>342313</b>	Electronic Equipment Trades Worker	334115	Roof Plumber
<b>342315</b>	Electronic Instrument Trades Worker (Special Class)	334116	Plumber (General)
<b>342411</b>	Cabler (Data and Telecommunications)	334117	Fire Protection Plumber
<b>342412</b>	Telecommunications Cable Joiner	341112	Electrician (Special Class)
<b>342413</b>	Telecommunications Linesworker \ Telecommunications Line Mechanic	394112	Cabinetmaker
<b>342414</b>	Telecommunications Technician		