



Aviation

A snapshot from the *Queensland Transport and Logistics Workforce Current and Future Trends Report*



Key workforce trends

1. **Growth across the sector** – This has been led by increasing demand for domestic and international air travel. The regional demand is varied with some locations experiencing growth in demand, while others are in decline.
2. **Workforce poaching** – This occurs particularly for pilots and engineers and impacts regional carriers, which lose staff to larger domestic and international carriers, which in turn lose staff to international carriers. Higher wages and larger planes make this trend difficult to reverse.
3. **Barriers to training** – This is due to a combination of factors including high turnover and Australian regulations.
4. **Workforce composition** – Female employees represent around 40 per cent of the workforce nationally, the highest proportion across the transport and logistics industry. Although it is less pronounced than in other sectors, the aviation workforce is ageing. Air transport professionals (pilots, air traffic controllers, flying instructors) are the largest group of employees, followed by travel attendants and then ticket salespersons.
5. **Ground operations and aerodromes** – The expansion of some airports is driving demand for ground operations staff.
6. **Regional aviation** – Regional carriers and airports are facing skills shortages despite a decline in the provision of services (particularly regular public transport services).
7. **The Royal Australian Air Force (RAAF)** – Is a key training ground for pilots, with reports that RAAF pilots are being actively targeted by commercial airlines. The development of the Amberley Air Base will increase the number of trained pilots in the Queensland labour market.



Queensland context

1. **Labour market** – The aviation workforce is the second largest in Australia, with key employers including the Brisbane Airport Corporation, Queensland Airports Limited, Qantas (and Jetstar), Virgin Australia, Alliance Airlines and Skytrans.
2. **Queensland has the largest number of designated international airports in Australia** – There are a total of eight designated international airports, although some are restricted in use or non-scheduled.
3. **Wellcamp Airport development** – The development of this airport in Toowoomba has increased workforce demand in the Darling Downs region and provides direct freight flights to growing markets in Asia (Cathay Pacific Cargo).
4. **Qantas Dreamliner Base** – Brisbane has been announced as the base for Qantas' new 787 Dreamliners, almost a \$1 billion investment. This is expected to generate 471 direct and indirect jobs in the first five years.
5. **Advance Queensland** – Aerospace is a priority sector for the Queensland Government. An aerospace industry roadmap will be developed under the Advance Queensland initiative, which is likely to drive an increase in the demand for the aviation workforce.



Queensland aviation workforce: 9331 employees in 2016*

Occupations
in change
2011–2016



Headcount
growth

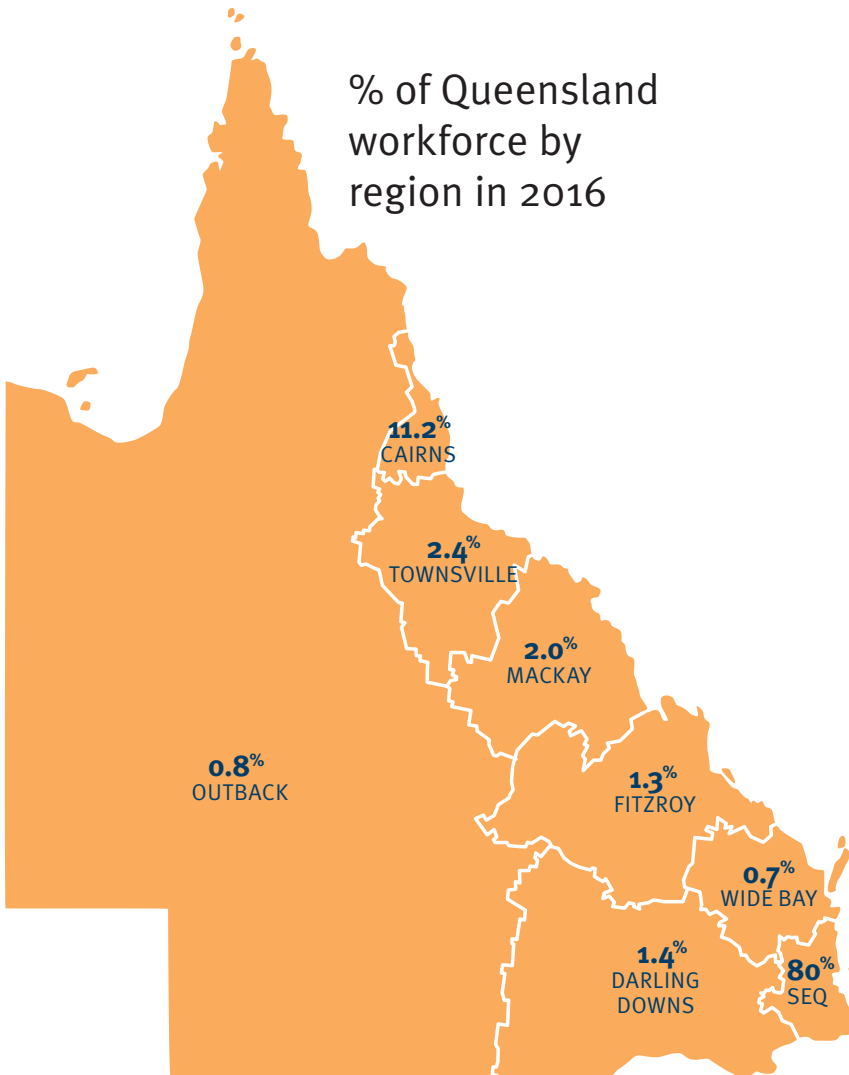
Air Transport Professionals	+219
Mobile Plant Operators	+185
Aircraft Maintenance Engineers	+136
Travel Attendants	+83
Construction Managers	+29



Headcount
decline

Supply & Distribution Managers	-41
Production Managers	-6

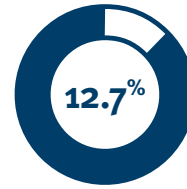
% of Queensland
workforce by
region in 2016



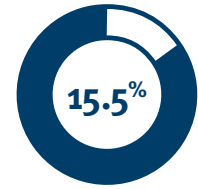
Sector by age

% WORKFORCE

55years+



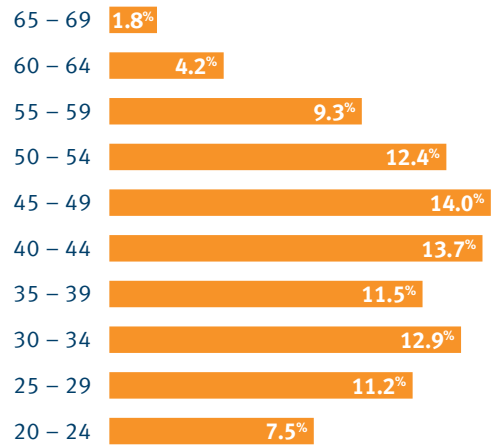
2011



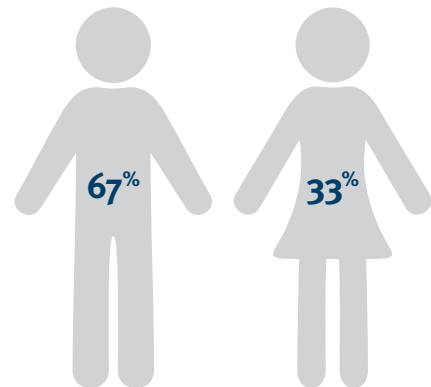
2016

Workforce composition 2016 Census

years



Gender composition
2016



77% of women are employed as travel attendants or ticket salespersons

Source: KPMG analysis of 2011 and 2016 ABS Census data. *List of included professions are detailed in the *Queensland Transport and Logistics Workforce Current and Future Trends Report*.