



Rail

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



Key workforce trends

1. **Skills shortages** – Over the last few years train drivers have been in high demand and short supply.
2. **Female participation** – Increasing female participation has been suggested as a potential avenue to grow the labour pool, particularly for train drivers and railway track workers where the current lack of diversity may be acting as a detractor for new workforce entrants.
3. **An ageing workforce** – Across the rail industry the ageing of the workforce is a significant concern, with the number of retirements predicted to steadily increase over time and with retirement intentions difficult to predict.
4. **Working conditions and sector attractiveness** – In addition to the perceived lack of career opportunities, key factors that may be contributing to the lack of attractiveness of rail occupations to a younger workforce include shift work and/or longer working hours and high rates of overtime.
5. **Workforce models** – The rail workforce is typically made up of permanent full-time employees who are male and ageing. There have been recent initiatives by a number of employers to promote greater flexibility and diversity through increasing casual and flexible work options.
6. **Automation and technological changes** – Significant change is expected in the longer term with autonomous trains and the adoption of the European Train Control System by a number of operators around the country.
7. **Training** – The rail industry has tended to rely on government operators to train rail workers, which has restricted the pool of skilled labour available.



Queensland context

1. **Labour market** – The Queensland labour market has been dominated by Queensland Rail (passenger) and Aurizon (freight) but new entrants are changing the workforce. Some specialist roles are in shortage despite a softer labour market more broadly.
2. **Specialist roles** – Specialist occupations typically trained in-house include: train drivers, train guards, shunters and controllers. Other vital occupations with limited training providers available are: signals electrical engineers and signal electricians.
3. **Geographical distribution** – A widely dispersed workforce and lack of critical mass in regional areas means there are limited career pathway opportunities, educational opportunities and support and mentoring; while some operators (for example Aurizon) are closing regional operations down.
4. **Environmental impacts** – Natural disasters have depleted the rail asset base impacting on operations and therefore workforce demand.
5. **Culture** – The culture across the rail employers in Queensland strongly supports the occupational health and safety of its workforce and has recently committed to improvements in its customer centricity and service.
6. **Inland rail** – This project has the potential to see uplift in freight volumes both through the realisation of new market opportunities, as well as from mode shift to the freight rail network, which will increase demand and associated employment for the rail transport sector.
7. **Freight, heavy passenger and light rail investment** – Government investment in rail infrastructure and projects is driving further demand for the rail workforce.

Queensland rail transport workforce: 5352 employees in 2016*

Occupations
in change
2011–2016



Headcount
growth

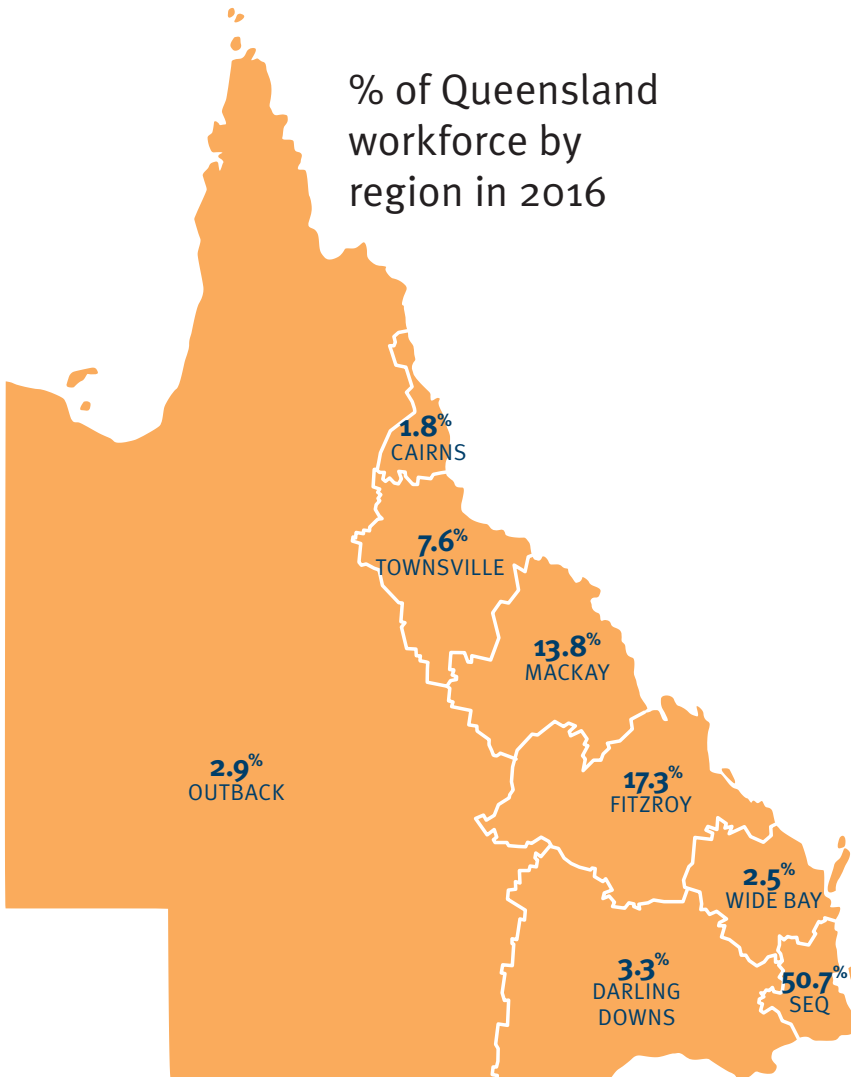
Electrical Engineers Professionals	+24
Supply and Distribution Managers	+14



Headcount
decline

Train and Tram Drivers	-276
Ticket Salespersons	-225
Stationary Plant Operators	-105
Railway Track Workers	-86
Occupational and Environmental Health Professionals	-72

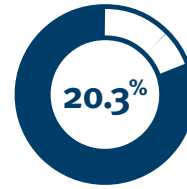
% of Queensland
workforce by
region in 2016



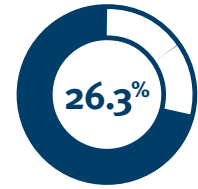
Sector by age

% WORKFORCE

55years+



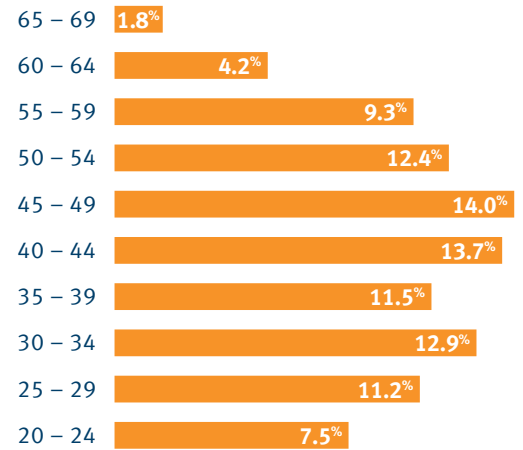
2011



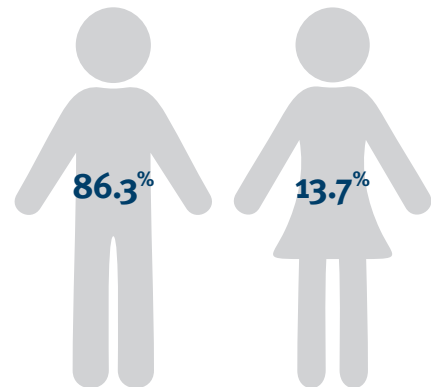
2016

Workforce composition 2016 Census

years



Gender composition
2016



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*.