

The property industry benefits all Queenslanders. Supporting a sustainable, inclusive, and skilled workforce is crucial to safeguarding our state's building activity.

## The Challenges

Attracting and retaining a skilled, robust workforce is crucial for bolstering Queensland's building activity. An industry is only as strong as its workforce and financial capacity, and Queensland's building and construction sector has been operating under immense pressure for several years. Labour shortages and skyrocketing costs continue to plague projects and slow new supply.

While Queensland has become an economic centre in Australia, the sector could face an 11.8 per cent undersupply of workers by 2032 according to the latest research from BuildSkills Australia. Projects are already being delayed and costs are under pressure due to a lack of labour which will only compound over time.

For the first time, Queensland has taken over from Victoria as the least productive state in the delivery of new projects. The total number of days work can take place on a construction site in Queensland in 2024 is 184 – compared to 226 days in Victoria. This means the time required to build a 63-storey residential tower **takes an extra 20 months in Queensland** – time we cannot spare in a housing crisis.

To grow our construction workforce, it is critical that both retention and attraction of skilled labour be prioritised.

Over the last 20 years, only 1.8 per cent of migrants to Australia have been employed in the construction industry. Prioritising productive and skilled migration is essential to meeting the current and forthcoming demands of infrastructure projects.

We can also boost our construction workforce by welcoming more females to the sector. The National Association of Women in Construction (NAWIC) Rate for female participation in trades is just two per cent. This simply must increase. Investing in programs to diversify the construction workforce and moving to innovative modern methods of construction will help entice more women into the industry.

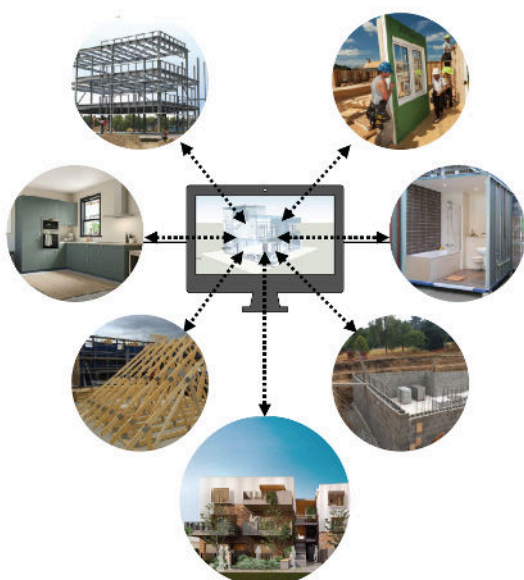
Additionally, while we need to continue and intensify traditional construction, at the same time we must embrace new ways of building. Diversifying our construction workforce and focussing on scaling up Modern Methods of Construction (MMC) will not only help alleviate the housing crisis but will also support our economy by building a "home-grown" advanced manufacturing industry.



## The Solutions

To future proof Queensland's building and construction sector, **it's time to be a Queensland** through government adopting the following initiatives:

- 1. Increased proportion of skilled migrants in the Construction sector:** Over the last 20 years only 1 per cent of migrants to Australia have been employed in the construction industry. We need more tradies now to complement and add to our talented domestic workforce. Through economic alliances with neighbouring Countries, Queensland can attract and retain productive migrants to help build the home of the future.
- 2. Expand the Modern Methods of Construction (MMC) framework outside of QBuild:** Partner and invest \$2 million in an external Research and Development Program, that will deliver a framework to support the existing QBuild framework. This is a forward-looking future, where our advanced manufacturing industry in Queensland can become a world-leader in MMC housing.
- 3. Prioritise and allocate adequate resources:** As we aim to deliver the largest international sporting event, whilst at the same time responding to the escalating housing needs of individuals and delivering much needed infrastructure, prioritisation of projects is required so Queensland can adequately allocate the resource skills and labour. At the same time, we should be expanding and investing adequately in QBuild to skill new and upskill existing tradespeople in modular construction methods and incorporate them into construction.
- 4. Fund the Girls in Property program in Queensland:** With the unrelenting demand across all facets of the sector in Queensland, a focus on increasing the participation of students in the property industry is critical to the state realising the opportunities ahead. Funding and embedding the Girls in Property Program in Queensland schools is an investment in our future workforce.
- 5. Reinstate Queensland Productivity Commission (QPC):** To return confidence, the reinstatement of the QPC is critical to ensure we remain competitive and productive to deliver on the needs of Queenslanders.



Source: Building 4.0 CRC

Kit-of-Parts Approach

A kit-of-parts approach would allow building designers to configure a range of different project outcomes while delivering much needed quality homes efficiently.

The primary goal of the kit-of-parts approach is to support economic efficiencies while maintaining design standards and product requirements.

This system can also be further developed into a platform of processes, rules, tools, parts and supply options to create greater flexibility and efficiency across the state.