



Grow Your Own Workforce

Region and industry snapshot

Cairns region and the maritime and marine industry
Current as of July 2023



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Good people. Good jobs: Queensland Workforce Strategy 2022-2032

The Queensland Government released *Good people. Good jobs: Queensland's Workforce Strategy 2022-2032* (QWS) to drive Queensland towards a strong and diverse workforce ready to seize today's jobs and adapt to future opportunities.

The QWS delivers innovative and practical solutions that are needed now to ensure Queensland has a ready workforce to support growth, strengthen our communities and keep Queensland at the forefront of new economic opportunities. The actions in the QWS provide a range of ways for regions, industries and employers to address workforce shortages and take new and innovative approaches to growing, skilling and retaining their workforce.

Industry, community and government are committed to tackling skills and labour shortages together by addressing the different needs of diverse populations, businesses and regions.

Each region in Queensland is unique, resulting in varied demand for workers and the need to develop local solutions. New challenges require new approaches, innovative and practical solutions that strengthen our communities and keep Queensland at the forefront of new economic opportunities.

The QWS emphasises the importance of local solutions to address these varied workforce challenges and opportunities.

One of the QWS actions is for the Queensland Government, through Jobs Queensland (JQ), to partner with regions to develop workforce plans and initiatives to support 'grow your own' workforces and cross-sector skills development through locally-led solutions.

Why a Cairns maritime and marine industry snapshot

This report is a product of the 'Grow Your Own' Regional Workforce Program, identifying workforce challenges in the Cairns maritime and marine industry. This will inform the development of mechanisms to implement action-based, locally focused and led workforce planning and initiatives. Specifically, it provides an analysis of the employment and training data and trends within the Cairns maritime and marine industry. It identifies workforce challenges and opportunities.

Like many regional communities, the Cairns regional economy is growing at a slightly slower rate (3.4 per cent in the year ending 30 June 2022) compared to the state (5 per cent). Employment within the region contributed 3.2 per cent of Queensland's employment and 2.6 per cent of its value add.¹

The maritime and marine sector in the Cairns region supports approximately 4,600 jobs. Industry stakeholders are optimistic for the future, with major contracts set to grow the industry and region into a powerhouse of the north and plans to address challenges such as a tight labour market driven by low employment and population growth head on.

The region has identified there is a need to convert part-time jobs to full-time positions, especially for women and under-represented cohorts as the market tightens. Simultaneously, young jobseekers need to be engaged and upskilled to enter the local workforce and address their relatively low labour force participation rates. This will help develop an available workforce candidate pool to meet the anticipated demand.

Other cohorts such as Aboriginal peoples and Torres Strait Islander peoples, ex-Defence, mature aged persons and persons with disabilities also offer a potential workforce resource that can be accessed to meet industry demands through supporting diversification strategies.

The Cairns region serves as a leading maintenance, repair and overhaul (MRO) destination for Defence, commercial and recreational vessels, including superyachts, in Australia. The establishment of Regional Maintenance Centre North East (RMC North East) in Cairns for Plan Galileo will boost the maritime and marine workforce, as will the increasing focus on servicing the superyacht sector. The industry is seeking opportunity for cross-sector skilling to reduce the competitive approach from other sectors for skilled workers due to growth, automation and new technologies as the industry leverages and learns from emerging opportunities both locally and abroad.

Local employers are focusing efforts to attract and retain younger workers to further support the long-term sustainability employers are seeking. Innovative attraction and retention strategies are being considered to meet future workforce needs. Moreover, recruitment efforts that consider non-traditional labour markets, such as ex-Defence personnel, Aboriginal peoples and Torres Strait Islander peoples, women and youth would greatly benefit the local industry, and could provide a key opportunity to 'grow your own' for the future.

To address ongoing operational challenges and inefficiencies within the local workforce, a locally-led and future-focused workforce plan is recommended. This industry-led pathway will facilitate addressing critical skills shortages and ensuring the Cairns maritime and marine industry is well-prepared for the opportunities and challenges ahead.

1. Far North Queensland Regional Organisation of Councils, 2022, *Cairns Regional Economic Profile*, Advance Cairns: Cairns <https://www.advancecairns.com/economic-development/economic-profile/>

Project scope and objectives

This project will:

- provide an understanding of the existing local business structure and workforce skills to identify workforce-related gaps
- identify opportunities, challenges and anticipated cross-sector skilling needs following the completion of the Cairns Marine Precinct (CMP) expansion
- identify retention and upskilling opportunities for the existing workforce
- identify challenges to skill new/local entrants and attract local workforce to affiliated industries.

Effective workforce planning has four stages:



Governance and methodology

Stage 1 Get started

To support delivery of the project, a Project Champion Group (PCG) has been established. The PCG will collaborate with JQ to deliver an improved and sustainable workforce through the development of an industry-led workforce plan that will provide a blueprint for the industry to address workforce challenges into the future.

The primary objective of the PCG will be to provide JQ with advice to help guide the project and provide industry endorsement of project deliverables to best meet industry's needs and expectations. The PCG will provide JQ with access to their networks, so consultation is maximised. The PCG has been formed to provide governance and critical input to the workforce plan.

The PCG is comprised of representatives from:

- Austal Australia Pty Ltd
- Bastion Defence Consultants Pty Ltd
- Far North Queensland Ports Corporation Limited
- L3Harris
- NORSTA Maritime Pty Ltd
- North Marine Pty Ltd
- Tropical Reef Shipyards
- Department of Defence
- TAFE Queensland
- James Cook University
- Workforce Australia Local Jobs.



The PCG identified and endorsed the region of focus as the Cairns Statistical Area 4 (SA4) and developed a non-exhaustive visual of the maritime and marine industry (Chart 1). This provides the parameters for research to establish the current profile of and future workforce needs for the Cairns maritime and marine industry.

Stage 2 Gather information

Desktop research using established and recognised information sources has been undertaken to develop a profile of the maritime and marine industry in the Cairns SA4. This helps to understand the current regional workforce, identify areas of concern for future workforce development and provide a benchmark for workforce planning activities.

During stage 3, extensive industry consultation with key stakeholders will provide insight to support the development of actions in the Cairns maritime and marine industry workforce plan.

Region and industry of focus

This report provides an analysis of the employment and training data and trends in maritime and marine related activities in the Cairns Statistical Area (SA4).

The Cairns SA4 comprises the local government areas (SA3s) of Cairns – North, Cairns – South, Innisfail – Cassowary Coast, Port Douglas – Daintree and Tablelands (East) – Kuranda.

The Cairns region covers an area of about 2.1 million hectares with a coastline that stretches 395 kilometres from Cape Tribulation in the north to Hinchinbrook Island in the south.²

The maritime and marine industry ecosystem

There is no single classification for the maritime and marine industry within the Australian and New Zealand Statistical Industrial Classification (ANZSIC) 2006. The industry brings together subsectors from a range of ANZSIC classifications. The classifications listed below were highlighted by the PCG as having a direct impact on the maritime and marine industry in the Cairns Region (Table 1).

Table 1 Maritime and marine industry contributors

Industry code and name	ANZSIC group
A Agriculture, forestry and fishing	041 Fishing
C Manufacturing	112 Seafood processing 191 Polymer product manufacturing 201 Glass and glass product manufacturing 229 Other fabricated metal product manufacturing 239 Other transport equipment manufacturing 249 Other machinery and equipment manufacturing 251 Furniture manufacturing
F Wholesale trade	349 Other machinery and equipment wholesaling n.e.c. 371 Textile, clothing and footwear wholesaling
G Retail trade	400 Fuel retailing 422 Electrical and electronic goods retailing 424 Recreational goods retailing
I Transport, postal and warehousing	481 Water freight transport 482 Water passenger transport 501 Scenic and sightseeing transport 521 Water transport services 529 Other transport support services 530 Warehousing and storage services
L Rental, hiring and real estate services	661 Motor vehicle and transport equipment rental and hiring
M Professional, scientific and technical services	692 Architectural, engineering and technical services
O Public administration and safety	760 Defence
S Other services	942 Machinery and equipment repair and maintenance

Source: Australian Bureau of Statistics, 2016, *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 revision 2.0*, <https://www.abs.gov.au/statistics/classifications/australian-and-new-zealand-standard-industrial-classification-anzsic/2006-revision-2-0>

2. Australian Bureau of Statistics, 2023, *Region Summary- Cairns SA4*, Australian Government: Canberra. <https://dbr.abs.gov.au/region.html?lyr=sa4&rgn=306>

The PCG also endorsed a non-exhaustive visual of 'on the water' and 'supporting water activities' of the maritime and marine industry in northern Queensland (Chart 1).

The Cairns Marine Precinct (CMP) is a ship building and naval vessel maintenance industry cluster providing marine industry support activities across northern Australia.

The CMP is a major hub for marine industry support in northern Australia. It is a prominent destination for maritime MRO services, serving commercial, Defence, and recreational sectors both nationally and internationally, with strong support from a capable and robust supply chain and skilled workforce.

It supports a range of vessel markets from a local, regional and national, and to some extent an international fleet base, to be home ported in Cairns. The current fleet serviced by the CMP comprises five separate markets, each with specific service needs and infrastructure requirements. The five markets include:

- superyachts
- fishing vessels
- government vessels
- reef fleet
- commercial.

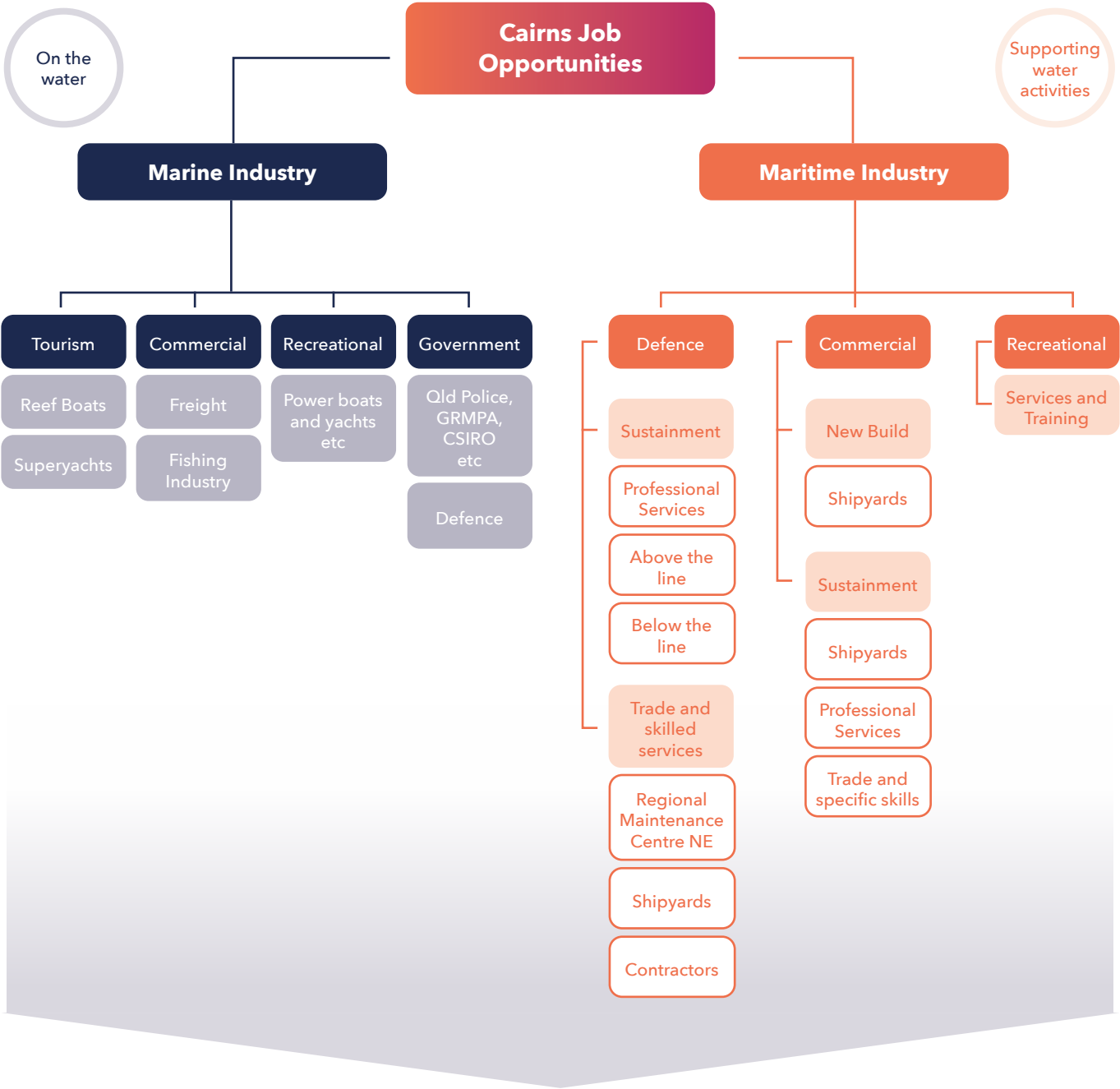
The precinct is home to a large and diverse marine sector with 1603 commercial vessels across tourism, fishing and shipping, and cruising yacht sectors, in addition to several Royal Australian Navy and Australian Border Force vessels. The precinct also hosts superyachts and cruise liners visiting the Pacific.

The industry employs a diverse range of occupations, drawing from other industries. These occupations may be found working across many different sectors of the industry. For example, the occupation of 'commercial diving' may be utilised in wharf maintenance and repair, commercial fishing, as well as civil construction and salvage operations. In Chart 1, they would be classified under 'trades and specific skills'.

The industry is an integral part of the Cairns regional supply chain, playing a significant role in the movement of goods and services into and out of the region as well as within the region. It draws on other industries such as construction, manufacturing and professional and technical services. The HMAS Cairns expansion and development of the superyacht hub will draw workers from the construction and manufacturing industries – construction for the build and refurbishment of marine infrastructure as part of port expansion activities. MRO activities will require workers with upholstery skills as skills in working with composites. The increasing use of automation and digital technologies will require the upskilling of existing workers to use these technologies as well as increasing their levels of digital literacy.

Chart 1

Cairns Maritime and Marine Industry Scope



Training providers, industry groups, three tiers of government, businesses and operators

Source: Rubicon Associates

The industry is heavily regulated with the main authorities/key regulators being the Australian Maritime Safety Authority (AMSA) and Maritime Safety Queensland (MSQ). AMSA is Australia's national regulatory body. It promotes the safety and protection of Australia's marine environment. AMSA provides the infrastructure for safety of navigation in Australian waters and maintains a national search and rescue service for the maritime and aviation sectors.³

MSQ is the regulatory body for the industry in Queensland. MSQ is a branch of the Department of Transport and Main Roads (TMR) within the Customer Services, Safety and Regulation Division. MSQ's role is to protect Queensland's waterways and the people who use them, providing safer, cleaner seas.

MSQ is responsible for:

- improving maritime safety for shipping and recreational craft through regulation and education
- minimising vessel-sourced waste and responding to marine pollution
- providing essential maritime services such as aids to navigation and vessel traffic services
- encouraging and supporting innovation in the maritime industry.⁴

A number of other agencies such as the Department of Agriculture and Fisheries (DAF) and TMR also contribute to the regulation of the industry. The Fisheries and Forestry group within DAF manages the sustainability and allocation of fisheries and forestry resources for all Queenslanders. It also incorporates the enforcement of fisheries and boating safety laws through the Queensland Boating and Fisheries Patrol.⁵ TMR manages boat and personal watercraft licensing and boat registration as well as commercial and fishing vessel certification.⁶

Both national and state policy initiatives impact employment within the industry. For example, the phasing out of gillnet fishing in the Great Barrier Reef Marine Park and increasing regulation of shipping to protect the marine environment and reduce carbon emissions will have impacts on employment and the skills needed in the industry.

The COVID-19 pandemic had a significant impact on the industry, halting all cruise and superyacht traffic and severely curtailing the movement of sea freight both nationally and internationally. This led to business consolidation in certain industry sectors and highlighted the crucial need for better training in infection control skills across all industry sectors.

The adoption of emerging technologies, automation and regulatory change in the maritime industry is significant and underscores the need to further address safety requirements. For example, technologies, especially those related to electrical and refrigeration equipment, need to be installed, maintained and operated safely on vessels in compliance with regulations to ensure safety. Cybersecurity will be another challenge for the industry as automation increases.⁷

3. Australian Sailing Resources, 2023, *Maritime Regulatory Authorities*. Australian Sailing Resources: Sydney
<https://www.sailingresources.org.au/safety/maritime-authorities/>

4. Department of Transport and Main Roads, 2023, *Maritime Safety Queensland*, Queensland Government: Brisbane.
<https://www.msq.qld.gov.au/about-us>

5. Department of Agriculture and Fisheries, 2023. *About us*. Brisbane: Queensland Government.
<https://www.daf.qld.gov.au/our-organisation/about-us>

6. Department of Transport and Main Roads, 2023. *Boating*. Brisbane: Queensland Government. <https://www.qld.gov.au/transport/boating>

7. Australian Industry Standards, 2021, *Industry Outlook Maritime*, Australian Industry Standards: Melbourne.
https://www.australianindustrystandards.org.au/wp-content/uploads/2020/08/20210609_MAR_IOv2.pdf

Summary highlights and findings

Cairns regional analysis



Labour market dynamics

The Cairns region has low unemployment (3.6 per cent) with moderate participation rates across most age groups in comparison to the state, except the 15-24 age group where participation rates were lower. The 15-24 and 55-64 age groups have a significant number of people (22,000) not in the labour force, highlighting the potential for targeted strategies that enhance labour force participation for these groups.



Fostering inclusivity

Aboriginal peoples and Torres Strait Islander peoples comprise 6.6 per cent of the region's workforce and make up nearly half of all local jobseekers, (approx. 5,800 individuals). Women in the region significantly outnumber men for persons employed part-time, indicating the potential to convert some part-time positions to full-time as the job market tightens. Addressing gender disparities and providing support to the local Aboriginal peoples and Torres Strait Islander peoples, as well as targeting other non-traditional cohorts such as persons with disabilities, is essential for fostering inclusivity and enhancing the region's economic prospects.



Business landscape

In the Cairns region, construction holds the highest proportion of businesses at 17.4 per cent, followed by agriculture, forestry and fishing (13.5 per cent), rental hiring and real estate services (11.4 per cent), professional, scientific and technical services (9.1 per cent) and transport, postal and warehousing (7.1 per cent). Collectively, these industries account for 58.5 per cent of the region's businesses. The region's business growth rate stands at 5.7 per cent, significantly below the state (11.1 per cent) indicating the importance of strategic initiatives to foster a more thriving business environment.



Educational attainment and training

In 2021, 58.8 per cent of the Cairns population aged 15 and over had completed Year 11 or 12, this is below the state average of 63.6 per cent. More individuals completed certificates (23.7 per cent) than Bachelor or higher qualifications (16.9 per cent). Despite stabilisation during the pandemic, Indigenous student completions remained 10.8 per cent below 2017-18 levels, indicating a need for targeted education initiatives in the region to bridge qualification gaps.

Maritime and marine industry



Industry overview and growth factors

Cairns is Australia's premier MRO hub, serving both Defence and recreational vessels, including superyachts. The Port of Cairns handles a significant portion of Australian and international ships, highlighting the region's maritime prominence. The growing manufacturing and MRO sectors, influenced by local industries like Defence, fishing, tourism and freight, drive skill demand and economic growth. RMC North East, established under Plan Galileo, further enhances the maritime workforce. Increasing superyacht services and technology integration also amplify the need for skilled workers, fuelling the region's economic potential and the marine industry. The industry is shifting towards autonomous vessels to lower risks, notably in challenging areas like crocodile-infested waters in North Queensland. This change involves integrating unmanned surveillance vessels (USVs) and anticipating new regulations for autonomous vehicles, signifying a significant industry transformation. However, this automation trend increases the risk of cyberattacks. Therefore, it's crucial for the workforce to acquire advanced digital skills to effectively handle and prevent potential security threats.



Employment outlook

Employment within the region by 2025-26 is projected to grow by 7.5 per cent. However, most of this employment growth will be in industries not associated with the maritime and marine industry, such as health care and social assistance. In contrast, industries closely tied to the maritime sector, like manufacturing, are projected to see moderate growth at 2.8 per cent. Attraction and retention strategies should therefore consider competition from other projected high growth industries, especially those that utilise common skills.



Aging industry workforce

With regional population growth behind that of Queensland and data analysis revealing 52.4 per cent of Queensland's maritime workforce is aged 45 or older, strategies attracting younger workers and retaining existing workers will be essential. Job redesign, flexible work arrangements, access to upskilling and reskilling opportunities and/or providing clearer career pathways are all strategies for consideration.



Enhancing diversity and inclusion

Cairns has Queensland's largest population of Aboriginal peoples and Torres Strait Islander peoples, yet relatively low numbers (4.3 per cent) are employed in the Cairns maritime and marine industry. Women also make up a very small proportion of the workforce, with males accounting for 87 per cent. Recruitment efforts would benefit from increased focus on these non-traditional labour markets and other cohorts such as ex-Defence personnel, persons with disabilities and youth. Understanding barriers that exist for these demographics will be key to increasing engagement.



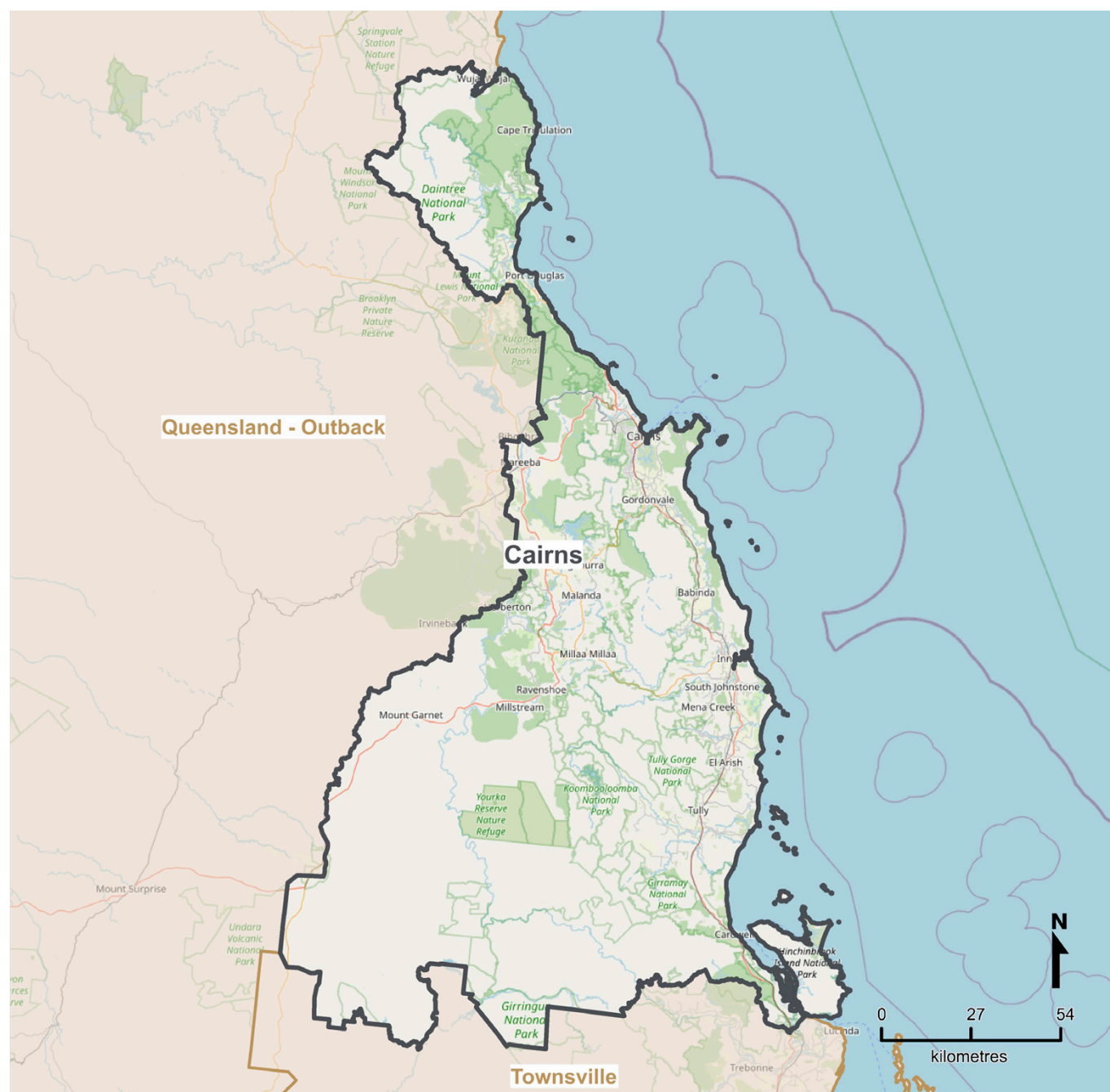
Diversifying apprenticeships

In the maritime and marine industry, there are only two industry specific apprenticeships with people in training (Certificate III in Marine Mechanical Technology and Certificate III in Marine Craft Construction). Increasing the number and diversity of apprenticeship contracts being offered, especially to under-represented cohorts (females, youth aged 15-19, Aboriginal peoples and Torres Strait Islander peoples and people with disabilities) may encourage more local people to enter the industry.

An overview of the Cairns region

This industry snapshot is focused on the Cairns Statistical Area 4 (SA4) to determine the size and composition of the local maritime and marine industry.

Figure 1 Map of Cairns Statistical Area Level 4 (SA4) (ASGS 2021)



Queensland Government Statistician's Office, 18 July 2023, *Queensland Statistical Areas, Level 4 (SA4), 2021 - Cairns* (ASGS Code 306)
<https://www.qgso.qld.gov.au/issues/10706/qld-sa4-asgs-2021-cairns.pdf>

The region is a major tourism hub, providing access to the Wet Tropics rainforests and the northern Barrier Reef.⁸ It is also the major services hub for the Torres Strait Islands.

With good access to the Great Barrier Reef Marine Park, on-water tourism is a significant contributor to the local economy. In the year to March 2023, tourism expenditure in the region was \$4.3 billion with visitors staying in the region on average 5.5 days.⁹

Cairns is world-renowned for game fishing, especially black marlin. The Cairns Marlin Marina is the home port for the game fishing fleet as well as the recreational diving fleet. Cairns has been identified by the Queensland Government as one of four key superyacht hubs,¹⁰ providing facilities and services for the cruising yacht sector, including some of the world's most advanced superyachts.¹¹ On 22 June 2023, the Queensland Government, in partnership with the Australian Government announced full funding for the CMP Common User Facility. This will increase the capacity of the region to service the needs of the world's superyacht sector.¹²

The Port of Cairns is a multi-purpose port that provides services for project, bulk and general cargo, cruise ships, commercial fishing and reef passenger ferries. In 2019, Cairns was the most visited port for major cruise ships outside of Sydney.¹³

Included within the port infrastructure of Cairns Harbour are the commercial boat facilities at East Trinity comprising two boat yards and one wharf. The businesses in this area support maintenance and haul out for private vessels and provide additional berth spaces for commercial vessels when the main port is full.

The Port of Cairns has designated cyclone moorings for large commercial vessels located in Trinity inlet. These moorings are critical for the emergency preparedness of the Port.

The Port of Cairns is also the location of the Royal Australian Navy's HMAS Cairns. This is supported by RMC North East. The Maritime Sustainment Model and Plan Galileo necessitates the establishment of Regional Maintenance Centres (RMCs) strategically located across Australia and supported by Regional Maintenance Providers (RMPs) as industry partners. NORSTA Maritime serves as the Regional Maintenance Provider North East (RMP North East) in Cairns that provides maintenance and sustainment services to the Royal Australian Navy right across north-eastern Australia. It is a joint venture between two prominent local Australian maritime industry leaders – NORSHIP Marine and Tropical Reef Shipyard.

The CMP has a highly capable and robust supply chain comprising of a broad range of marine and supporting service businesses and product suppliers with more than 400 businesses supporting this sector.

The Australian Border Force maintains a fleet of patrol boats in Cairns which, in conjunction with the Australian Defence Force (ADF) maintain border security for the Torres Strait Islands, Coral Sea Islands and the Great Barrier Reef.¹⁴

8. Jobs Queensland, 2018, *Tropical North Queensland Tourism Plan*, Jobs Queensland: Ipswich.

<https://jobsqueensland.qld.gov.au/wp-content/uploads/2018/10/tropical-north-qld-tourism-plan.pdf>

9. Tourism Tropical North Queensland, 2023, *Tourism Fact File National Visitor Survey year ending March 2023*, Tropical North Queensland: Cairns.

10. Department of State Development, Manufacturing, Infrastructure and Planning, 2018, *Queensland Superyacht strategy 2018-23*.

Queensland Government: Brisbane. <https://gcwa.qld.gov.au/wp-content/uploads/2022/05/queensland-superyacht-strategy-2018-23.pdf>

11. Ports North, 2023, *Marine tourism*. Ports North: Cairns. <https://www.portsnorth.com.au/marine-tourism/>

12. Queensland Government, 2023, Green lights for fully funded Cairns Marine Precinct. *Media statement*, 22 June 2023, Queensland Government: Brisbane. <https://statements.qld.gov.au/statements/98023>

13. Advance, Cairns, 2019, Cairns Marine Precinct, *Capability Profile*, Advance Cairns: Cairns.

https://issuu.com/advancecairns1/docs/cmp_capability_profile?e=34612461/67751785

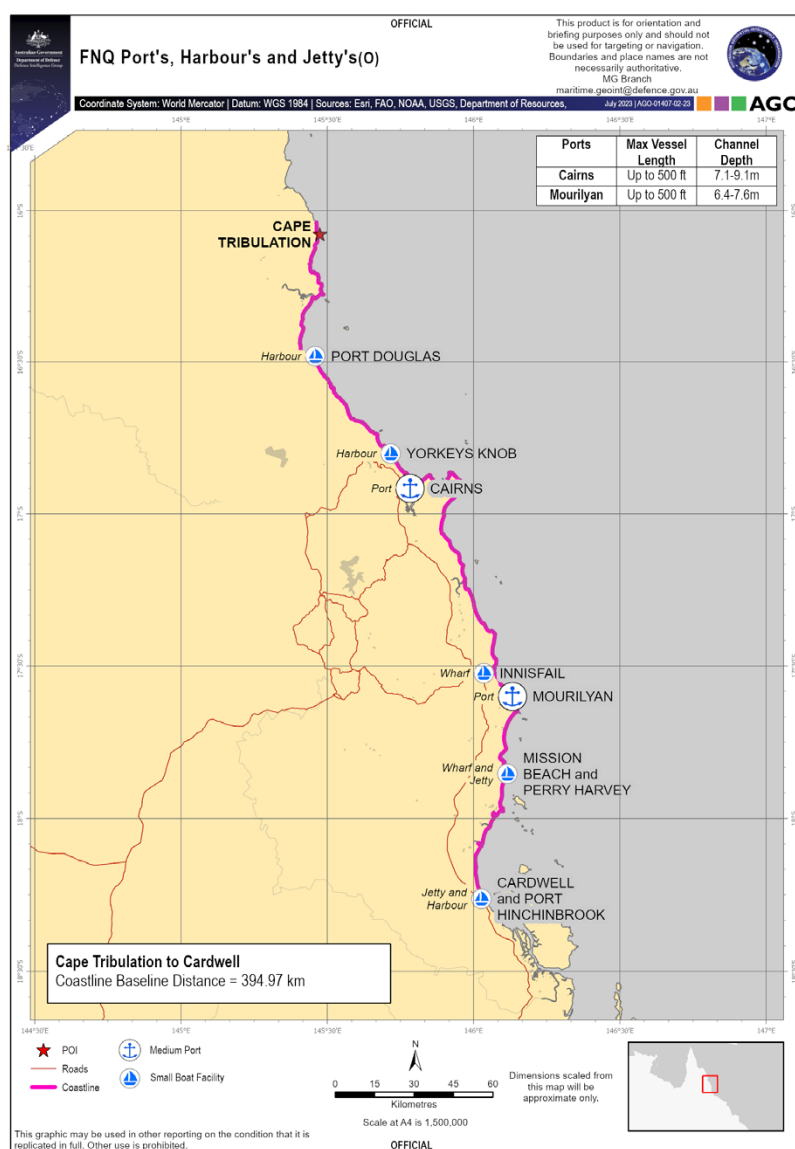
14. Australian Border Force, 2021, *Maritime Border Command*, Australian Government: Canberra. <https://www.abf.gov.au/about-us/what-we-do/border-protection/maritime>

The importance of the maritime and Defence industries to the Queensland economy has been recognised by the Queensland Government through the Queensland Defence, Maritime, Aerospace and Space Industry Skills Plan. The maritime and marine industry in Cairns is a key component in meeting the goals of the Skills Plan.¹⁵

As well as tourism, agriculture and fishing are also major industries. Raw sugar and molasses from the region are exported through the Port of Mourilyan, near Innisfail.¹⁶ There are also several smaller marinas located throughout the region to cater for recreational marine activities and provide ferry access to offshore islands (Figure 2).

The CMP is the epicentre of the maritime and marine industry within the region. The CMP is a leading MRO destination, servicing approximately 15 per cent of all Australian registered vessels and close to 80 per cent of all north Queensland registered vessels over 15 metres.¹⁷

Figure 2 FNQ Ports, Harbours and Jetties



Australian Geospatial-Intelligence Organisation, 2023, *Australia - Littoral Assessment - Cape Tribulation to Cardwell*, Australian Government: Canberra (used with permission)

15. Department of State Development, Infrastructure, Local Government and Planning, 2021, *Queensland Defence, Maritime, Aerospace and Space Industry Skills Plan*, Queensland Government: Brisbane [Queensland Defence, Maritime, Aerospace and Space Industry Skills Plan \(statedevelopment.qld.gov.au\)](https://www.statedevelopment.qld.gov.au)
16. Ports North, 2023, *Port of Mourilyan*, Ports North: Cairns <https://www.portsnorth.com.au/mourilyan/>
17. PwC, n.d. Project experience, *Cairns Marine Precinct Expansion*, Sydney. <https://www.pwc.com.au/integrated-infrastructure-building-australia/project-experience-cairns-marine-precinct-expansion.html>

Population snapshot

Estimated total population 30 June 2023



Population growth
from
30 June 2017



Projected
population growth
to 2026



Projected population
growth of **5.99%** is
below the projected
state population growth
of **8.54%**



Median age
40.9 years



which is almost two years
higher than for the state

In 2021, there was an estimated



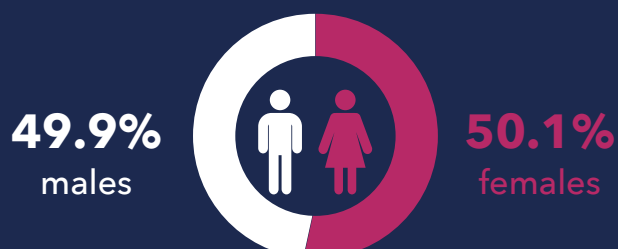
45,048 persons
aged 65 and older
in the Cairns region



The proportion of people over 65 is projected
to continue to increase



Cairns SA4 has a slightly higher proportion of females than males in 2021



The proportion of females is expected to **grow more** than males to 2026



11.4% of Queensland's Aboriginal peoples and Torres Strait Islander peoples live in the **Cairns SA4**, making up



10.6%
of the region's population



Cairns - South SA3

had the largest estimated resident population

108,532
persons
(June 2022)

and the largest Aboriginal peoples and Torres Strait Islander peoples population

13,069
persons
(June 2021)

as well as the lowest median age

37.7
years
(June 2021)



20%
of people in the Cairns region were born overseas which is less than the Queensland average (22.7%)



5.64%

of the region's population reported requiring assistance with core activities (a measure of disability)

Across all age groups except the 25-24 age group



the proportion of people with disability in the Cairns region is **lower than** the state as a whole



The majority come from non-English speaking backgrounds

11.9%

Population profile

The SA4 region of Cairns is Queensland's second most populous region outside of the south-east corner of the state. With a population of 261,079, it is larger than Townsville and Toowoomba.¹⁸ Annual population growth to 2022 has been slower than the state (Table 2).

Of the five SA3s that comprise the SA4, Cairns - South has the largest resident population. Port Douglas - Daintree has the smallest population. Population growth has been strongest in Cairns - North.

Table 2 Estimated resident population by SA3, Cairns SA4 and Queensland

SA4 / SA3 / State	As at 30 June			Average annual growth rate	
	2012	2017pr	2022p	2012-2022p	2017pr-2022p
	---- number ----			---- % ----	
Cairns SA4	236,699	249,781	261,079	1.0	0.9
Cairns - North	50,415	55,451	59,995	1.8	1.6
Cairns - South	100,115	104,888	108,532	0.8	0.7
Innisfail - Cassowary Coast	35,034	35,652	36,020	0.3	0.2
Port Douglas - Daintree	11,286	12,129	12,604	1.1	0.8
Tablelands (East) - Kuranda	39,849	41,661	43,928	1.0	1.1
Queensland	4,568,687	4,928,374	5,326,622	1.5	1.6

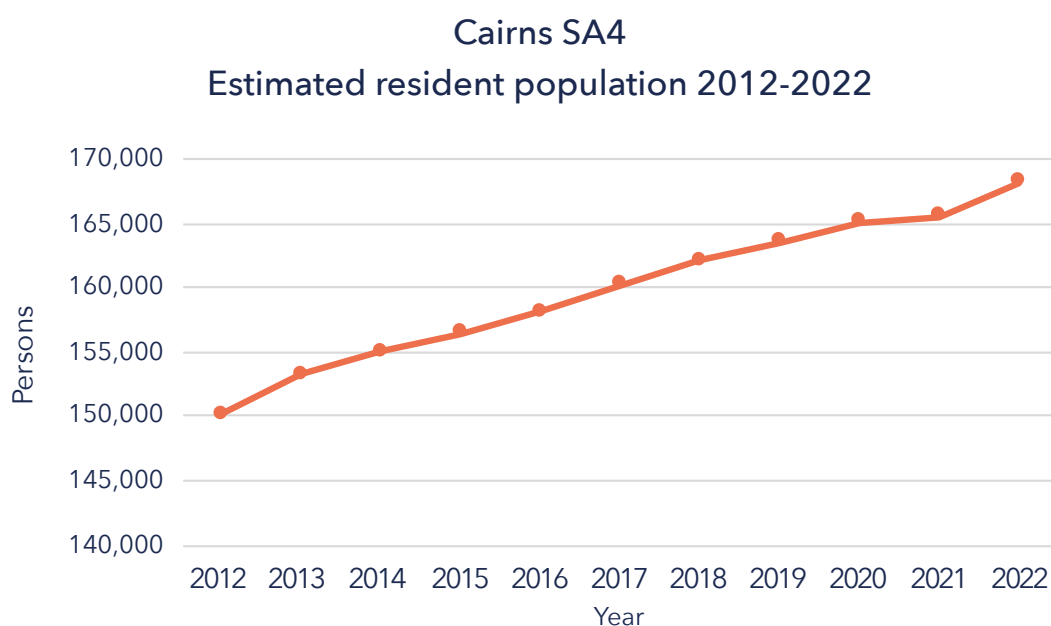
Queensland Government Statistician's Office, 2023. *Queensland Regional Profiles, Cairns Statistical Area Level 4 (SA4) (ASGS 2021)*

Except for the period 2020-2021 (the COVID years), Cairns has experienced steady population growth (Chart 2). The population is expected to grow by a further 15,408 persons by 2026.¹⁹

18. Queensland Government Statistician's Office, 2023. *Collection: Population (ERP) persons only as at 30 June 2022*, Queensland Government: Brisbane.

19. Queensland Government Statistician's Office, 2023, *Collection: Projected Population, Region Queensland and Cairns 2021-2026*, Queensland Government: Brisbane

Chart 2 Estimated resident population, Cairns SA4 2012-2022



Queensland Government Statistician's Office, 2023, *Collection: Population (ERP) persons only*.

There are slightly more women than men living in the Cairns region (Table 3). This reflects a similar trend in Queensland's residential population.

Table 3 Population by sex, Cairns SA4 2017 – 2021

Period	All Males	All Females (Number)	All Persons (Number)
2018	125,866	126,537	252,403
2019	126,979	127,444	254,423
2020	128,143	128,582	256,725
2021	128,318	128,831	257,149

Queensland Government Statistician's Office, 2023, *Population (ERP)(a) by Age and Sex*.

As of 30 June 2021, the median age of the population was 40.9 years which was 2.5 years older in comparison to the state. The SA3 of Tablelands (East) – Kuranda had the highest median age of 46.8 years while Cairns – South had the lowest median age at 37.7 years (Table 4). The median age is projected to increase to 41.7 by June 2026.²⁰

20. Queensland Government Statistician's Office, 2023, *Queensland Regional Profiles: Resident Profile for Cairns Statistical Area Level 4*, Queensland Government: Brisbane.

Table 4 Median age by SA3, Cairns SA4 and Queensland

SA4 / SA3 / State	As at 30 June			Change
	2011	2016	2021pr	2011-2021pr
	---- years ----			years
Cairns SA4	37.5	38.9	40.9	3.4
Cairns - North	37.5	38.4	40.7	3.2
Cairns - South	34.6	35.9	37.7	3.1
Innisfail - Cassowary Coast	40.7	42.1	44.2	3.5
Port Douglas - Daintree	39.8	43.0	45.9	6.1
Tablelands (East) - Kuranda	42.8	45.0	46.8	4.0
Queensland	36.6	37.0	38.4	1.8

Queensland Government Statistician's Office, 2023. *Queensland Regional Profiles, Cairns Statistical Area Level 4 (SA4) (ASGS 2021)*

When reviewing population statistics by age groupings, the Cairns region has a slightly higher proportion of people (27.3 per cent) in the 45–64 (mature) age group when compared to the state (24.8 per cent). The majority of this population (31 per cent) live in the Port Douglas – Daintree SA3. The ‘prime worker’ (25-44) age group tend to live in Cairns – South (Table 5).

Table 5 Estimated resident population by age and SA3, Cairns SA4 and Queensland, 30 June 2021

SA4 / SA3 / State	Age group									
	0-14		15-24		25-44		45-64		65+	
	number	%	number	%	number	%	number	%	number	%
Cairns SA4	48,362	18.8	28,485	11.1	65,078	25.3	70,176	27.3	45,048	17.5
Cairns - North	11,542	19.7	6,481	11.1	14,877	25.4	17,000	29.0	8,685	14.8
Cairns - South	20,592	19.2	13,081	12.2	30,326	28.3	27,178	25.4	15,840	14.8
Innisfail - Cassowary Coast	6,647	18.6	3,665	10.2	7,874	22.0	10,037	28.0	7,607	21.2
Port Douglas - Daintree	1,872	15.1	1,059	8.6	3,093	25.0	3,827	31.0	2,509	20.3
Tablelands (East) - Kuranda	7,706	17.8	4,199	9.7	8,908	20.5	12,134	28.0	10,407	24.0
Queensland	989,461	19.0	651,113	12.5	1,416,854	27.2	1,295,777	24.8	864,448	16.6

Queensland Government Statistician's Office, 2023. *Queensland Regional Profiles, Cairns Statistical Area Level 4 (SA4) (ASGS 2021)*

Over the 10 years to 2031, the mature aged workforce will remain a key contributor to the regional labour force as it will make up a quarter of the region's population (Table 6). This provides an opportunity to formalise knowledge sharing, mentoring and reverse mentoring arrangements across generations as retention and upskilling strategies.

Table 6 Projected population by age, Cairns SA4

Age group	25-44						45-64					
	number			%			number			%		
Year	2021	2026	2031	2021	2026	2031	2021	2026	2031	2021	2026	2031
Persons	65,078	67,674	71,381	25.31	24.83	24.75	70,176	70,581	71,742	27.29	25.90	24.88

Queensland Government Statistician's Office, 2023 *Collection: Projected Population by Age and Sex, (Medium Series), 2023*

Cairns is home to 11.4 per cent of Queensland's Aboriginal peoples and Torres Strait Islander peoples. They make up 10.4 per cent of the region's population. The majority (13,069 persons) live in Cairns – South SA3 (Table 7).

Table 7 Indigenous status by SA3, Cairns SA4 and Queensland, 2021

SA4 / SA3 / State	Indigenous persons					Non-Indigenous persons		Total persons
	Aboriginal	Torres Strait Islander	Both	Total				
	number			number	%	number	%	number
Cairns SA4	17,110	4,998	4,825	26,935	10.6	204,828	80.7	253,748
Cairns - North	1,742	602	427	2,769	4.8	51,975	90.0	57,774
Cairns - South	6,573	3,483	3,011	13,069	12.4	82,145	77.9	105,489
Innisfail - Cassowary Coast	4,653	514	741	5,916	16.7	26,248	74.3	35,333
Port Douglas - Daintree	700	98	205	998	8.1	9,865	80.5	12,252
Tablelands (East) - Kuranda	3,445	293	441	4,176	9.7	34,592	80.6	42,900
Queensland	193,405	21,772	22,122	237,303	4.6	4,635,042	89.9	5,156,138

Queensland Government Statistician's Office, 2023. *Queensland Regional Profiles, Cairns Statistical Area Level 4 (SA4) (ASGS 2021)*

The region's Aboriginal peoples and Torres Strait Islander peoples population is significantly younger than the general population with 33.5 per cent in the 0-14 age group and 18 per cent in the 15-24 age group as of Census night in 2021 (Table 8). This highlights the importance on effective training, skill development and employment pathway programs.

Table 8 Persons by age and Indigenous status, Cairns SA4 and Queensland 2021

Sex/age group	Cairns SA4				Queensland			
	Indigenous		Non-Indigenous		Indigenous		Non-Indigenous	
	number	%	number	%	number	%	number	%
Persons								
0-14	9,034	33.5	34,227	16.7	80,168	33.8	836,040	18.0
15-24	4,837	18.0	20,384	10.0	44,206	18.6	557,462	12.0
25-44	6,394	23.7	50,804	24.8	58,826	24.8	1,246,021	26.9
45-64	4,996	18.5	58,865	28.7	41,033	17.3	1,179,030	25.4
65+	1,678	6.2	40,542	19.8	13,065	5.5	816,492	17.6
Total	26,935	100.0	204,828	100.0	237,303	100.0	4,635,042	100.0

Queensland Government Statistician's Office, 2023 *Queensland Regional Profiles, Indigenous Profile, Cairns Statistical Area Level 4 (SA4) (ASGS 2021)*

Compared with the state as a whole, the region has a smaller overseas migrant population with only 20 per cent of the population identifying as born overseas on Census night in 2021. 59.6 per cent of immigrants came from non-English speaking countries – Papua New Guinea, Philippines and India being the top three countries. The majority settled in Cairns – South SA3 (14.5 per cent). England was identified as the most common country of birth for English-speaking migrants, with most choosing to settle in either Cairns – North (7169) or Cairns – South (7341) SA3s (Table 9). Diversity can bring in varied skill sets, experiences and perspectives to the region's workforce.

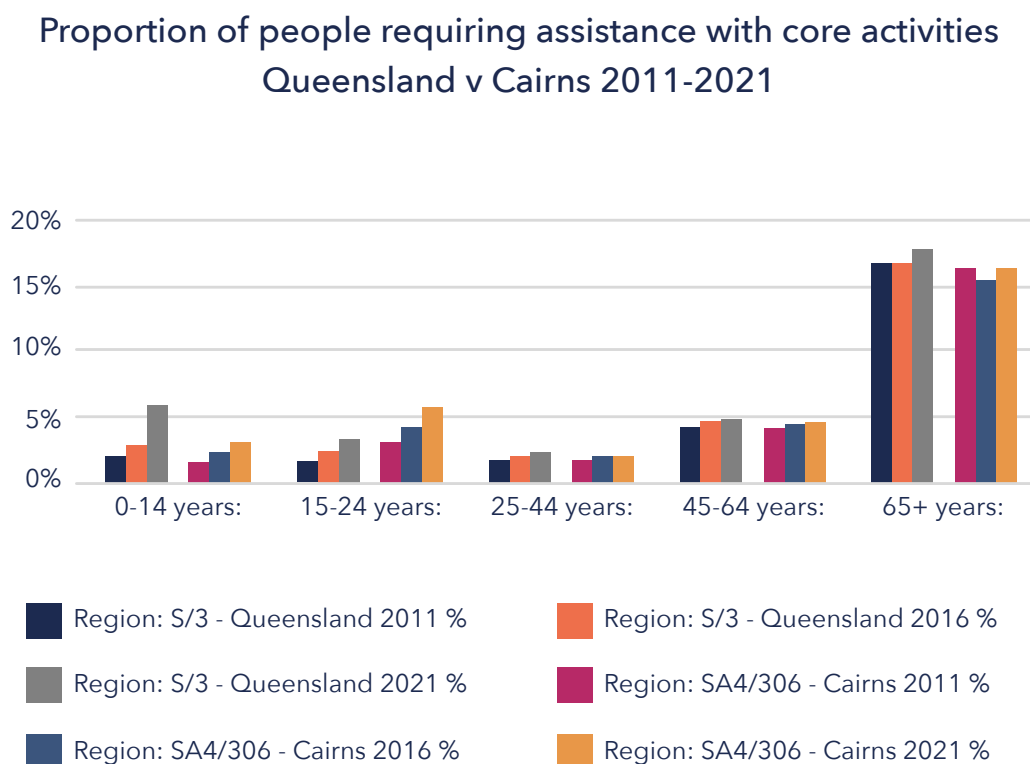
Table 9 Country of birth by SA3, Cairns SA4 and Queensland, 2021

SA4 / SA3 / State	Born in Australia		Born overseas						Total persons
			Born in ESB countries		Born in NESB countries		Total		
	number	%	number	%	number	%	number	%	number
Cairns SA4	179,461	70.7	20,447	8.1	30,184	11.9	50,630	20.0	253,748
Cairns - North	40,444	70.0	7,169	12.4	7,053	12.2	14,233	24.6	57,774
Cairns - South	72,004	68.3	7,341	7.0	15,306	14.5	22,639	21.5	105,489
Innisfail - Cassowary Coast	27,065	76.6	1,683	4.8	2,946	8.3	4,634	13.1	35,333
Port Douglas - Daintree	8,124	66.3	1,383	11.3	1,238	10.1	2,632	21.5	12,252
Tablelands (East) - Kuranda	31,820	74.2	2,880	6.7	3,615	8.4	6,493	15.1	42,900
Queensland	3,680,014	71.4	524,705	10.2	645,628	12.5	1,170,334	22.7	5,156,138

Queensland Government Statistician's Office, 2023. *Queensland Regional Profiles, Cairns Statistical Area Level 4(SA4) (ASGS 2021)*

In 2021, the percentage of people in need of assistance with core activities (i.e. had a disability that impacted their ability to participate fully in daily life) was 5.6 per cent. This is slightly lower than the Queensland proportion of 6 per cent.²¹ The only age group where Cairns exceeded the state was the 15-24 age group (5.79 per cent compared to 3.33 per cent). This has been the trend since 2011 (Chart 3). This segment can enhance workforce diversity and provide a broader talent pool if opportunities to train and develop skills are focused on by the region.

Chart 3 Proportion of people requiring assistance with core activities



Queensland Government Statistician's Office, 2023, *Collection: Population (ERP) persons only*.

As the northern most major region in Queensland, Cairns is an important strategic hub for the ADF. Currently both the Royal Australian Navy and Army maintain bases in the region.

In 2021, current and former Defence personnel made up 4.1 per cent of the population. Of the 8,428 current and former members, 14.3 per cent are current serving members. Cairns - South SA3 has the largest population of ADF personnel (both current and former) with 41.9 per cent of Defence personnel residing there (Table 10).

21. Queensland Government Statistician's Office, 2023, *Collection: T28 Core activity need for assistance by age by sex, Queensland and Cairns SA4*, Queensland Government: Brisbane

Table 10 Australian Defence Force Service, Cairns SA4 and Queensland, 2021

SA4 / SA3 / State	AustralianDefence Force Service Persons						Never Served		Total persons
	Currently Serving		Previously Serving		Total				
	number	%	number	%	number	%	number	%	number
Cairns SA4	1,208	0.6	7,223	3.5	8,428	4.1	178,122	86.1	206,767
Cairns - North	368	0.8	1,678	3.6	2,044	4.4	41,582	89.3	46,563
Cairns - South	683	0.8	2,847	3.3	3,527	4.1	72,565	84.9	85,466
Innisfail - Cassowary Coast	88	0.3	941	3.3	1,035	3.6	24,975	86.4	28,898
Port Douglas - Daintree	9	0.1	268	2.6	280	2.7	8,862	85.0	10,420
Tablelands (East) - Kuranda	63	0.2	1,482	4.2	1,545	4.4	30,144	85.1	35,427
Queensland	23,142	0.6	139,973	3.3	163,112	3.9	3,747,281	89.4	4,191,812

Queensland Government Statistician's Office, 2023, *Queensland Regional Profile Cairns Statistical Area Level 4 (SA4) (ASGS 2021)*

Of the 1,208 current Defence personnel, 64.4 per cent are in the regular service. Current personnel are predominantly male (72.4 per cent) and aged between 25 and 44 years (42.3 per cent).²²

22. Queensland Government Statistician's Office, 2023, *Queensland Regional Profile Cairns Statistical Area Level 4 (SA4) (ASGS 2021)*, Queensland Government: Brisbane.



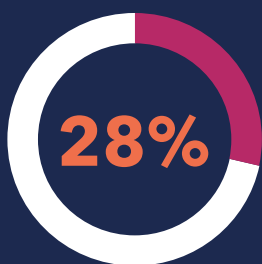
Workforce and labour market snapshot

Total employed persons May 2023

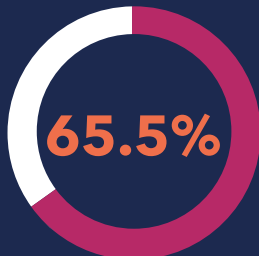
141,861
persons



Proportion
working part-time



Part
Time



Females make up **65.5%** of the part-time workforce
The largest **employing occupations** for females are:

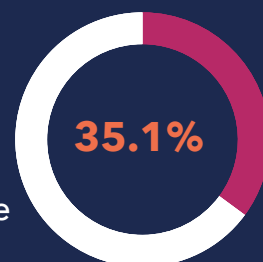


Professionals	21,006
Clerical and administrative workers	13,864
Community and personal service workers	12,813

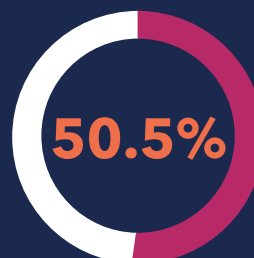


The largest employing industry is
Health care and social assistance
(26,782)

35.1% of the workforce
worked part-time



Proportion of workforce that is male



49.4% of males are
employed either as

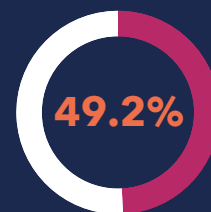
Technicians and trade workers (22,425)

OR

Professionals (12,956)



Accommodation and food services
has the largest proportion of part-time workers



Unemployment rate May 2023 - **3.6%** which is lower than the unemployment rate for the state (3.9%)

3.6%

Unemployment rate



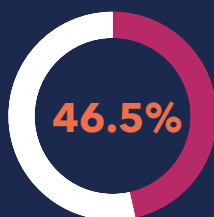
Regional youth unemployment for Cairns in May 2023 was **8.4%** which was slightly higher than for the state (8.3%)

8.4%

Regional youth Unemployment rate



Registered jobseekers



of registered jobseekers in the regions are Indigenous (approx 5,800 persons)

The largest employing industry for Aboriginal peoples and Torres Strait Islander peoples is

Public administration and safety



Employment is expected to grow by

7.5% OR **9,920** New jobs



Health care and social assistance is expected to experience the greatest employment growth

3,220
new jobs
by 2025-26



Professionals and community and personal services workers will be in demand with 5,640 new jobs by 2025-26

5,640
new jobs
by 2025-26

Workforce and labour market profile²³

Statistically, the working age population is defined as those aged 15 to 64.²⁴ This includes all persons within that age bracket, including those in education and training as well as those unable to work, such as unpaid carers, people on disability support, etc.

The working age population within the region in 2021 was 163,739 persons. 17.4 per cent of the population was aged between 15 and 24 years of age.²⁵

The labour market is comprised of all persons either working or looking for work and the number of available jobs. Labour force participation is the proportion of the working age population either currently in employment or seeking work.²⁶

In May 2023, the Cairns SA4 had 149,100 people in the labour market with a participation rate of 68.1 per cent.²⁷ This is higher than Queensland's participation rate of 66.5 per cent.²⁸ Participation in the labour market had increased 1.8 per cent over the previous 12 months.

Across most age groups, the region had a higher participation rate than the state. The exception is the 15-24 age group where the participation rate was significantly lower.

Two age groups have a significant number of people not in the labour force indicating there may be capacity. These are the 15-24 and 55-64 age groups with a total of 22,000 people (Table 11).

Table 11 Labour force status by Age, May 2023

May 2023		Age Group (years)					
		15-24	25-34	35-44	45-54	55-64	65+
Employed Total ('000)		13.4	30.4	30.5	28.7	24.7	10.1
Employed full-time ('000)		7.9	20.7	24.5	18.7	15.9	5.0
Employed part-time ('000)		5.4	9.6	6.1	10.0	8.8	5.1
Employment to population rate (%)		52.0	88.2	93.8	82.3	69.4	18.6
Unemployment rate (%)		8.3	2.6	0.0	3.7	0.0	4.2
Labour force total ('000)		14.6	31.2	30.5	29.8	24.7	10.6
Not in the labour force (NILF) ('000)		11.1	3.2	2.0	5.1	10.9	43.8
Civilian population aged 15 years and over ('000)		25.7	34.4	32.6	34.9	35.6	54.3
Participation rate (%)	SA4	56.7	90.6	93.8	85.5	69.4	19.5
	Queensland	72.2	87.1	88.5	86.3	69.2	14.6

Australian Bureau of Statistics, 2023, 6291.0.55.001 - RM1 - Labour force status by Age, Labour market region (ASGS) and Sex, October 1998 onwards (12 month average)

23. All figures are May 2023 unless otherwise stated.

24. OECD Data, 2023, *Working age population*, OECD: Geneva <https://data.oecd.org/pop/working-age-population.htm>

25. Queensland Government Statistician's Office, 2023, *Collection: Population (ERP)(a) by Age and Sex, Region: SA4/306 - Cairns*, Queensland Government: Brisbane.

26. OECD Data, 2023, *Labour force participation rate*, OECD: Geneva. <https://data.oecd.org/emp/labour-force-participation-rate.htm#:~:text=The%20labour%20force%20participation%20rates,percentage%20of%20each%20age%20group.>

27. Queensland Government Statistician's Office, 2023, *Regional labour force - Cairns SA4, May 23*, Queensland Government: Brisbane. <https://www.qgso.qld.gov.au/issues/3426/regional-labour-force-202305-cairns-sa4.pdf>

28. Queensland Government Statistician's Office, 2023, *Labour Force, May 2023* Queensland Government: Brisbane. <https://www.qgso.qld.gov.au/issues/3416/labour-force-202305.pdf>

Unemployment and under-employment are two key measures of the labour market.²⁹ Unemployment measures those who are not employed but are looking for work. Under-employment measures those who are currently working part-time and casual and are looking for more hours. The youth unemployment rate measures the number of people between the ages of 15 and 24 who are not employed and are actively seeking work.³⁰

The region had an unemployment rate of 3.6 per cent, a fall of 1.0 per cent from May 2022. Youth unemployment was at 8.4 per cent, down from 12.4 per cent in May 2022.³¹

Employment is another measure of the labour market. Employment can be full-time or part-time and disaggregated by age, sex, industry, occupation and hours worked.

In 2021, the top five employing industries in the region were:

- health care and social assistance (16.2 per cent)
- accommodation and food services (9.6 per cent)
- retail trade (9.5 per cent)
- education and training (8.7 per cent)
- construction (8.3 per cent).

Statewide, the top five employing industries were the same although in a different order:

- health care and social assistance (15.4 per cent)
- retail trade (9.3 per cent)
- construction (9.1 per cent)
- education and training (8.8 per cent)
- accommodation and food services (7.2 per cent).³²

These five industries account for 50.3 per cent of all employment in the Cairns region and 49.8 per cent across the state.

29. Collins Dictionary, n.d. workforce, *Collins COBUILD Advanced Learner's Dictionary*.
<https://www.collinsdictionary.com/dictionary/english/workforce>

30. OECD data, 2023, *Youth unemployment rate*, OECD: Geneva. <https://data.oecd.org/unemp/youth-unemployment-rate.htm>

31. Queensland Government Statistician's Office, 2023, *Regional youth unemployment, May 23*, Queensland Government: Brisbane.

32. Queensland Government Statistician's Office, 2023, *Queensland Regional profiles, Cairns Statistical Area Level 4 (SA4) (ASGS 2021)*. Queensland Government: Brisbane

Part-time work accounted for 28 per cent of employment. However, some industries had higher part-time employment rates. These industries accounted for 78.5 per cent of all part-time employment in the region. Females were much more likely to be employed part-time than males (Table 12).

Table 12 Employment part-time by selected industries and sex, May 2023

Industry	Employed part-time ('000)	% part-time	Female part-time ('000)	% female part-time
Accommodation and food services	5.903	49.2	3.063	51.8
Administrative and support services	2.922	39.5	2.572	88.0
Arts and recreation Services	0.686	35.4	0.299	43.6
Education and training	3.484	32.8	2.758	79.1
Financial and insurance services	0.219	33.6	0.219	100.0
Health care and social assistance	9.407	35.1	7.986	84.9
Information media and telecommunications	0.392	33.5	0.176	44.9
Professional, scientific and technical services	2.567	28.4	1.818	70.8
Retail trade	5.622	38.0	3.323	59.1
Total	39.763	28.0	26.059	65.5

Australian Bureau of Statistics, 2023, 6291.0.55.001 - RQI - Employed persons by Industry division of main jobs (ANZSIC), Labour market region (ASGS) and Sex, Annual averages of the preceding four quarters, Year to August 1998 onwards



Aboriginal peoples and Torres Strait Islander peoples comprise 6.6 per cent of the Cairns region's workforce (7,293 persons) with the largest employing industries for this group being public administration and safety (10.2 per cent), administrative and support services (9.3 per cent) and arts and recreation services (8.5 per cent) (Table 13).

By comparison, the Cairns maritime and marine industry employs a relatively low number of Aboriginal peoples and Torres Strait Islander peoples (4.3 per cent), suggesting there is an opportunity to attract workers from this demographic and a need to understand and address any barriers impeding employment.³³

Table 13 Indigenous employment by SA4 and industry, Cairns, 2021³⁴

Industry	Non-Indigenous	Aboriginal	Torres Strait Islander	Both Aboriginal and Torres Strait Islander	Not stated	Total	% Workforce First Nations	Total First Nations persons in Industry
Agriculture, forestry and fishing	5,895	283	63	44	57	6,345	6.1%	390
Mining	2,064	124	30	34	14	2,270	8.3%	188
Manufacturing	4,511	140	51	48	27	4,774	5.0%	239
Electricity, gas, water and waste services	1,180	44	12	13	4	1,256	5.5%	69
Construction	8,947	388	122	102	42	9,605	6.4%	612
Wholesale trade	2,128	58	21	13	9	2,233	4.1%	92
Retail trade	10,285	377	133	121	50	10,970	5.8%	631
Accommodation and food services	10,416	394	137	127	44	11,115	5.9%	658
Transport, postal and warehousing	5,627	178	77	53	25	5,966	5.2%	308
Information media and telecommunications	594	19	5	10	0	624	5.4%	34
Financial and insurance services	1,301	26	11	10	12	1,359	3.5%	47
Rental, hiring and real estate services	1,714	33	11	11	8	1,776	3.1%	55
Professional, scientific and technical services	4,701	144	42	25	11	4,923	4.3%	211
Administrative and support services	3,781	236	84	67	17	4,179	9.3%	387
Public administration and safety	7,206	541	157	120	27	8,055	10.2%	818
Education and training	9,335	421	124	113	34	10,034	6.6%	658
Health care and social assistance	17,199	1,019	268	218	82	18,790	8.0%	1,505
Arts and recreation services	1,507	97	17	27	0	1,653	8.5%	141
Other services	4,692	164	39	47	17	4,961	5.0%	250
Total	103,083	4686	1,404	1,203	480	110,888	6.6%	7,293

Australian Bureau of Statistics (2021) *Census of Population and Housing* [Census Table Builder], Australian Government: Canberra

33. Australian Bureau of Statistics, 2021, *Census of Population and Housing*, [Census Table Builder] Australian Government: Canberra.
<https://www.abs.gov.au/statistics/people/housing/housing-census/latest-release>

34. Cells in this data table have been randomly adjusted to avoid the release of confidential data. No reliance should be placed on small cells.

Occupational data is classified according to the Australian and New Zealand Standard Classification of Occupations (ANZSCO).³⁵ The naming conventions and skill levels in the ANZSCO may not reflect the occupational names or skill levels within the industry.

The top three occupations for males in the Cairns region were:

- technicians and trades workers – 22,425
- professionals – 12,956
- managers – 8,644.

These three occupations accounted for 31 per cent of male employment.

Accounting for 33.6 per cent of the female workforce, the top three employing occupations for women were:

- professionals – 21,006
- clerical and administrative workers – 13,864
- community and personal services workers – 12,813.

Table 14 Employment by Occupation (ANZSCO major group) by sex, May 2023

Occupations	Employed as at May 2023	Males	Females
Professionals	33,962	12,956	21,006
Technicians and trades workers	25,212	22,425	2,787
Community and personal service workers	19,043	6,230	12,813
Clerical and administrative workers	17,199	3,336	13,864
Managers	16,108	8,644	7,465
Sales workers	12,048	4,994	7,054
Labourers	10,622	7,365	3,257
Machinery operators and drivers	7,665	5,734	1,931

Australian Bureau of Statistics. 6291.0.55.001 - RQ2 - *Employed persons by Labour market region (ASGS), Occupation major group (ANZSCO) and Sex, Annual averages by the preceding four quarters, Year to August 1999 onwards*

Of the 13,704 males working part-time, 54.1 per cent of them worked as technicians and trades workers, sales workers or professionals. For women, professionals, community and personal services workers, and clerical and administrative workers accounted for 69.5 per cent of the part-time workforce.³⁶

Together, all these measurements provide a picture of the current labour market for the region. A falling unemployment rate, accompanied by a strong fall in youth unemployment and a rising labour force participation rate indicates that there is strong demand for labour in the region and a tight labour market.

35. Australian Bureau of Statistics, 2022. ANZSCO – *Australian and New Zealand Standard Classification of Occupations*. Canberra: Australian Government.

<https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/latest-release>

36. Australian Bureau of Statistics, 2023, 6291.0.55.001 - RQ2 - *employed persons by Labour market region (ASGS). Occupation major group (ANZSCO) and Sex, Annual averages of the preceding four quarters, Year to August 1999 onwards*, Australian Government: Canberra

Employment projections and jobs growth

The Anticipating Future Skills Series provides advice to Queenslanders about future skills needs. It provides detailed employment projections for regions, industries, occupations and qualifications between 2021-22 and 2025-26. In this period, employment for the Cairns region is projected to grow by 7.5 per cent, just under the projected state growth rate of 7.6 per cent. This equates to 9920 new jobs.³⁷

The biggest growth in terms of new jobs will be in five industries, accounting for 66.3 per cent of new jobs by 2025-26 (Table 15).

Table 15 Top five industries - New jobs growth by 2025-26

Industries	New jobs by 2025-26	Change since 2021-22 (%)
Health care and social assistance	3,220	14.7
Accommodation and food services	1,501	11.9
Professional, scientific and technical services	816	11.9
Transport, postal and warehousing	921	11.7
Electricity, gas, water and waste services	121	9.4

Jobs Queensland, 2023. *Anticipating Future Skills Series 4* (publicly available)
<https://jobsqueensland.qld.gov.au/anticipating-future-skills/portal/>

Given that health care and social assistance will see the largest number of new jobs, it is not surprising that professionals and community and personal services workers are the top two occupations. These two occupations account for 56.9 per cent of all new jobs by 2025-26 with professionals experiencing the most growth (Table 16).

Table 16 Top five occupations - new jobs growth by 2025-26

Industries	New jobs by 2025-26	Change since 2021-22 (%)
Professionals	3,715	13.0
Community and personal service workers	1,925	11.0
Managers	1,585	9.3
Technicians and trades workers	1,141	6.5
Clerical and Administrative Workers	488	2.9

Jobs Queensland, 2023. *Anticipating Future Skills Series 4* (publicly available)
<https://jobsqueensland.qld.gov.au/anticipating-future-skills/portal/>

37. Jobs Queensland, 2023., *Anticipating Future Skills Series 4 Statewide Overview*, Jobs Queensland: Ipswich.
<https://jobsqueensland.qld.gov.au/anticipating-future-skills/report/>

Vacancies

Vacancies are an indication of labour market demand. Jobs and Skills Australia produces a monthly count of online jobs advertisements (Internet Vacancy Index). Data is available by occupational groups, skill level groups, state or territory and by regional areas.³⁸ Regional data is developed by 'best fit' regional analysis. The 'best fit' regions do not necessarily correlate to the Australian Bureau of Statistics' Australian Statistical Geographical Standard (ASGS). For the Cairns SA4, the 'best fit' region is Far North Queensland (FNQ).

The top five occupations with online vacancies to May 2023 in FNQ were general-inquiry clerks; call centre workers and receptionists; automotive and engineering trades workers; medical practitioners and nurses; sales assistants and salespersons; and carers and aides (Table 17). This reflects the largest five occupations within the Cairns SA4.

Table 17 Internet vacancy index – Top five online vacancies by occupation (12-month trend)

Occupations - Far North Qld	Vacancies*
General-inquiry clerks, call centre workers, and receptionists	522
Automotive and engineering trades workers	516
Medical practitioners and nurses	425
Sales assistants and salespersons	370
Carers and aides	356

Jobs and Skills Australia, 2023, *Internet Vacancies, ANZSCO2 occupations, IVI Regions – May 2023*

* based on 12 month average to May 2023

These five occupations are at the ANZSCO Major Group and Sub-Major Group level. A non-exhaustive list of possible relevant occupations to the maritime and marine industry is provided in Appendix B.

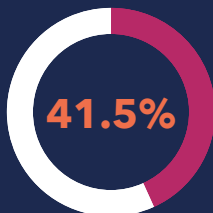
38. Jobs and Skills Australia, 2023. *Internet Vacancy Index, May 2023*. Australian Government: Canberra.
<https://www.jobsandskills.gov.au/work/internet-vacancy-index>

Business snapshot



Cairns SA4 -

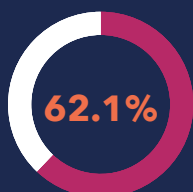
23,602
businesses



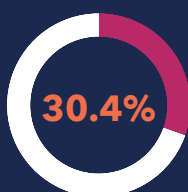
of business are located
in Cairns - South



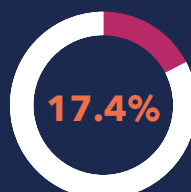
Innisfail - Cassowary
Coast has the highest
proportion of **non-**
employing businesses



The highest proportion
of **micro-business** are
located in **Cairns -**
North

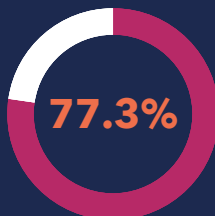


Construction has the
highest proportion of
businesses



Agriculture, forestry and fishing account for **13.5%**
of all businesses in the region.

This is **five percentage** points above the state average ▲



of all agriculture, forestry and fishing occurs in the

Innisfail - Cassowary Coast

and

Tablelands (East) - Kuranda

SA3s



Cairns - South has the
greatest number of businesses
in all other industries



Business numbers in the region
only grew at **5.7%** compared
to the state growth of **11.1%**

Business profile

The regional business profile for Cairns is similar to many regional areas in that most businesses are either non-employing (e.g. sole traders) or small employers, employing less than 20 people (Table 18). At the end of June 2022, the highest concentration of businesses was in Cairns – South (41.5 per cent). Innisfail – Cassowary Coast had the highest proportion of non-employing businesses (62.1 per cent) while Cairns – North had the highest proportion of micro-businesses with 30.4 per cent employing between one and four employees. 60 per cent of large employers were in Cairns – South.³⁹

Table 18 Registered businesses by employment size and SA3, Cairns SA4 and Queensland, 30 June 2022

SA4 / SA3 / State	Non-employing		1-4 employees		5-19 employee		20-199 employees		200+ employees		Total
	number	%	number	%	number	%	number	%	number	%	number
Cairns SA4	13,608	57.2	6,719	28.5	2,669	11.4	669	2.8	21	0.1	23,602
Cairns - North	2,500	57.8	1,303	30.4	434	10	72	1.7	0	0	4,326
Cairns - South	5,309	54.2	2,888	29.5	1,261	12.9	333	3.4	15	0.2	9,787
Innisfail - Cassowary Coast	2,325	62.1	922	24.6	385	10.3	100	2.7	3	0.1	3,741
Port Douglas - Daintree	792	55.7	418	29.4	172	12.1	38	2.7	0	0	1,422
Tablelands (East) - Kuranda	2,582	59.7	1,178	27.2	447	10.3	126	2.9	3	0.1	4,326
Queensland	289,401	59.5	137,569	28.3	46,117	9.5	12,223	2.5	756	0.2	486,093

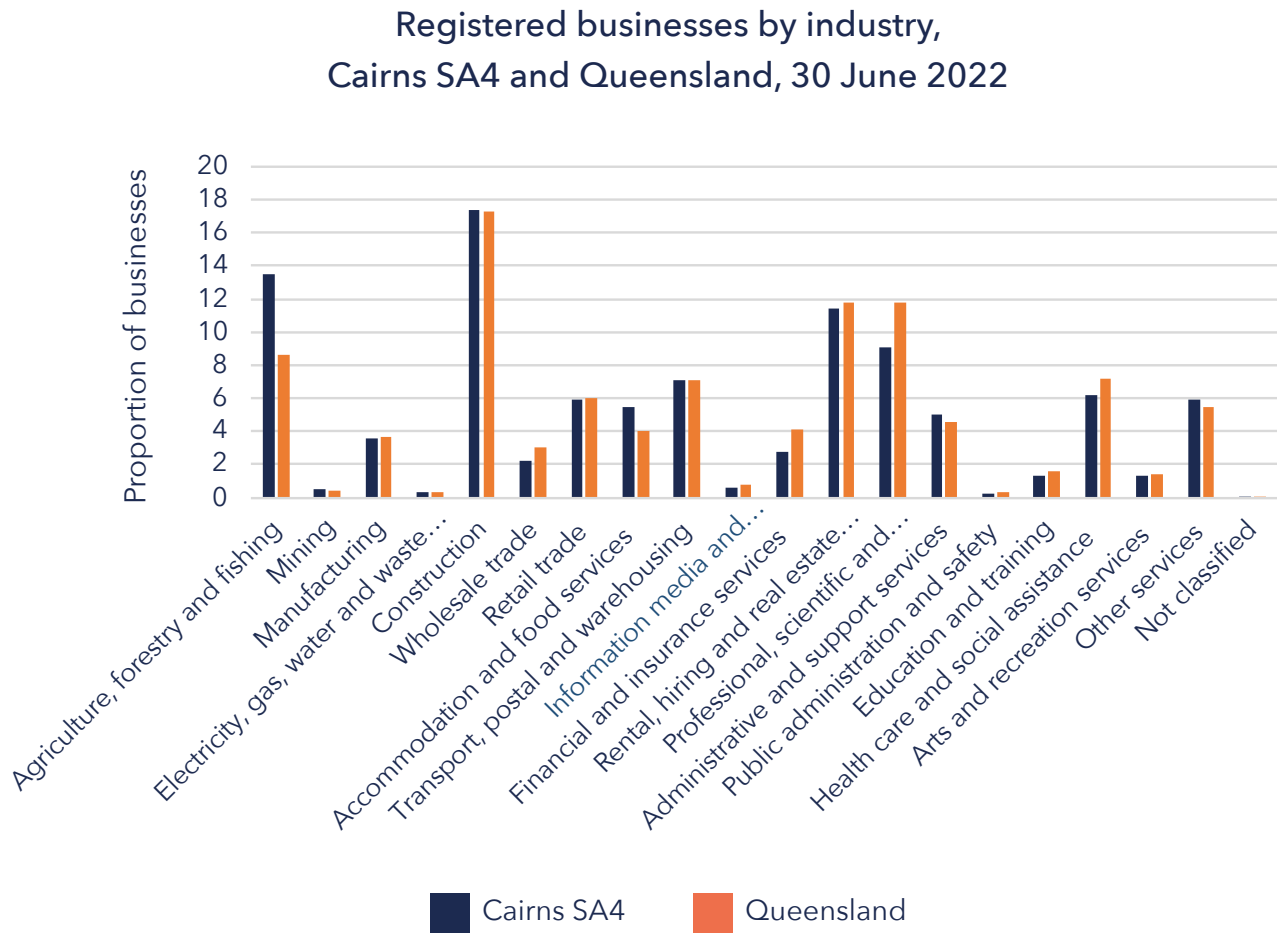
Queensland Government Statistician's Office, 2023, *Queensland Regional Profiles, Cairns Statistical Area Level 4 (SA4) (ASGA 2021)*



37. Queensland Government Statistician's Office, 2023, *Queensland Regional Profiles, Cairns Statistical Area Level 4 (SA4) ASGS 2021*, Queensland Government: Brisbane.

The construction industry has the most registered businesses in the region, with 17.4 per cent all registered businesses. The top five industries account for 58.5 per cent of the region's businesses (Chart 4).

Chart 4 Registered businesses by industry, Cairns SA4 and Queensland, 30 June 2022



Queensland Government Statistician's Office, 2023, *Queensland Regional Profiles, Cairns Statistical Area Level 4 (SA4) (ASGA 2021)*

Table 19 provides a breakdown of business location by SA3. As illustrated, the majority of businesses are concentrated in the Cairns – South SA3. The exception is agriculture, forestry and fishing which is the major industry in both Innisfail – Cassowary Coast and Tablelands (East) – Kuranda SA3s.

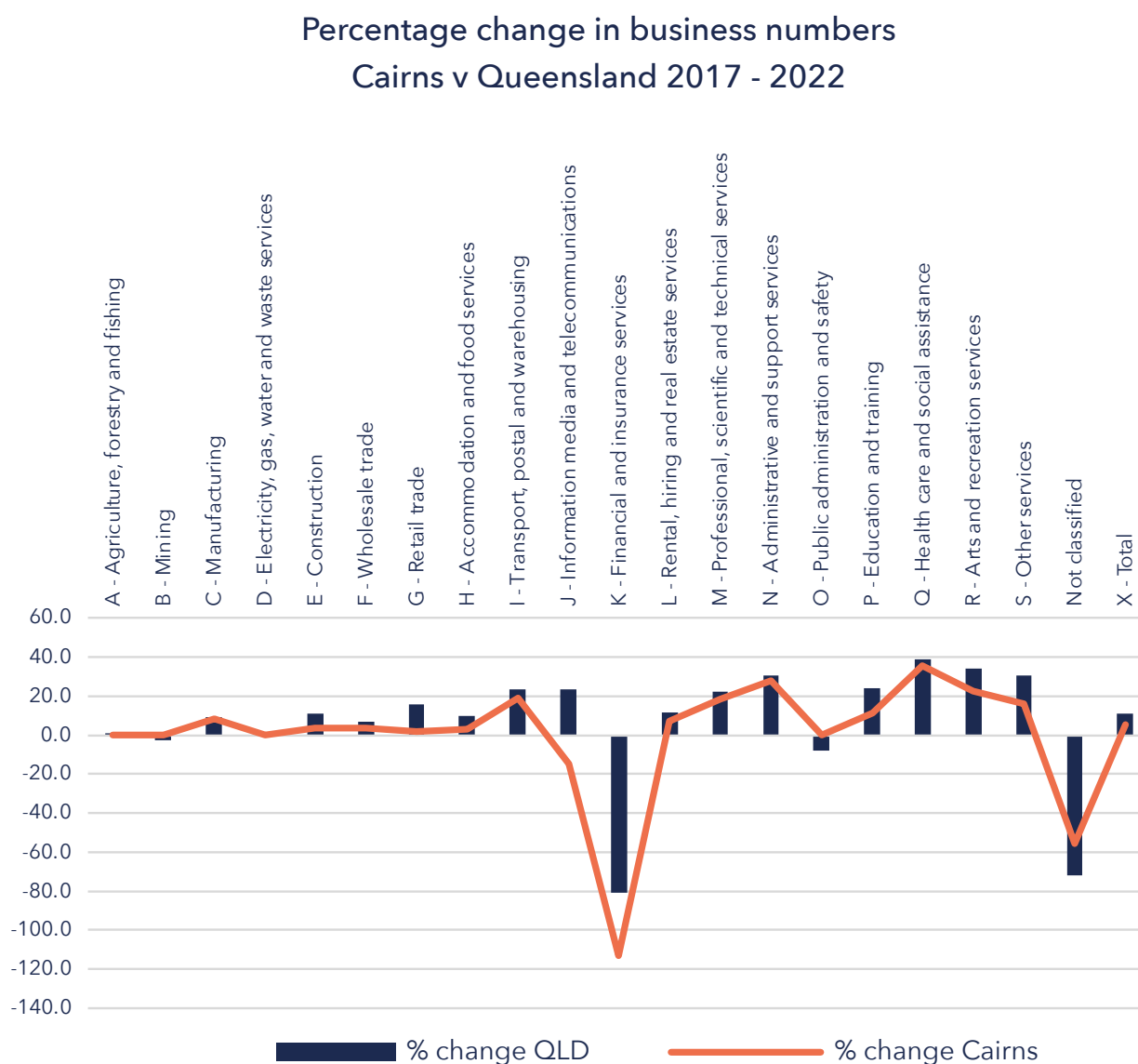
Table 19 Number of businesses by Industry and SA3, Cairns SA4 2022

Industry (ANZSIC Major group)	Queensland	Cairns - North	Cairns - South	Innisfail - Cassowary Coast	Port Douglas - Daintree	Tablelands (East) - Kuranda
A - Agriculture, forestry and fishing	41,909	125	393	1,366	158	1,141
B - Mining	1,846	16	37	23	4	36
C - Manufacturing	18,036	126	381	112	46	179
D - Electricity, gas, water and waste services	1,561	16	23	15	6	12
E - Construction	83,852	988	1,627	516	249	715
F - Wholesale trade	14,354	86	259	66	24	88
G - Retail trade	29,177	222	641	168	87	281
H - Accommodation and food services	19,451	229	596	154	155	170
I - Transport, postal and warehousing	34,712	360	858	195	86	188
J - Information media and telecommunications	3,992	34	70	7	5	16
K - Financial and insurance services	19,687	138	336	56	36	94
L - Rental, hiring and real estate services	57,292	463	1,279	362	182	405
M - Professional, scientific and technical services	59,973	530	1,026	180	111	310
N - Administrative and support services	22,424	272	541	142	99	134
O - Public administration and safety	1,237	10	29	6	6	6
P - Education and training	7,573	65	146	35	21	49
Q - Health care and social assistance	34,791	362	756	106	47	185
R - Arts and recreation services	6,756	66	135	32	26	44
S - Other services	26,914	207	640	200	71	270
Not classified	555	11	14	0	3	3

Queensland Government Statistician's Office, 2023, *Collection: Business Counts by 1-Digit ANZSIC06 by Employment*

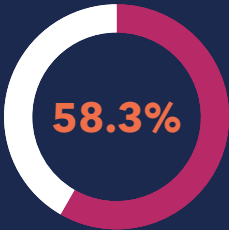
The impact of the recent COVID-19 pandemic on industry can be seen in Figure 6. Some industries have seen either zero or negative growth (agriculture, forestry and fishing; mining; information media and telecommunications; financial and insurance services; public administration and safety). Growth rates for all other industries in the Cairns region has been slower than the state growth rates. This highlights the changing industry profile of the region (Chart 5).

Chart 5 Percentage change in number of businesses, Cairns SA4 and Queensland, 2017-2022

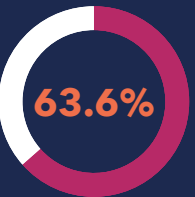


Queensland Government Statistician's Office, 2023, *Collection: Business Counts by 1-Digit ANZSIC06 by Employment*

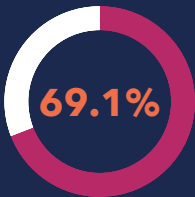
Education and training snapshot



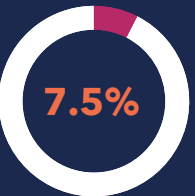
Year 11 or 12 was the highest level of schooling for **58.3%** of people within the Cairns region



63.6% of the state had Year 11 or 12 as their highest level of schooling



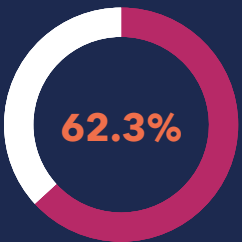
Cairns - North had the largest percentage of people who had completed Year 11 or 12



Innisfail - Cassowary Coast had the highest percentage of people who did not complete school higher education beyond Year 8



The highest non-school education level held by the majority of people was a Certificate **23.7%**



of people in the region had a non-school qualification



Cairns - North had the highest proportion of people with a Bachelor degree or higher **23.7%**



Cairns - South had the highest number of people with a Bachelor degree or higher **14,485** persons

5.5%

of Queensland's apprentice commencements and

4.0%

of new traineeships in 2023 have been in the region



The region has **25%** of all Certificate III in Automotive Diesel Fuel Technology and **11.1%** of all upholstery apprentices in training



Education and training profile

The education and training profile of a region provides a snapshot of the skills available in the workforce. The lower the level of schooling completed, the lower the skill base may be.

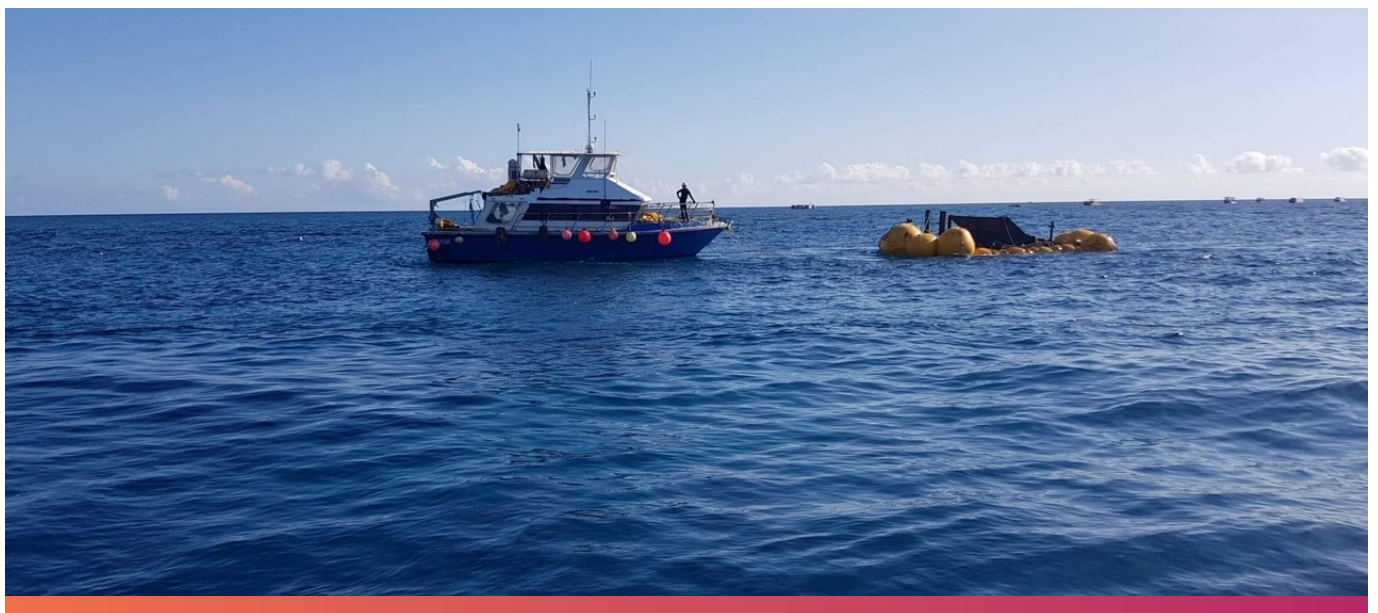
In 2021, 58.8 per cent of the region's population aged 15 and over had completed Year 11 or 12. This was below the state average (63.6 per cent).⁴⁰

Cairns – North had the highest proportion of people aged 15 and over who had completed Year 11 or 12 (69.1 per cent). Innisfail – Cassowary Coast had the lowest proportion (47.5 per cent). This was 16 per cent below the state average (Table 20).

Table 20 Highest level of schooling completed by SA3, Cairns SA4 and Queensland 2021

SA4 / SA3 / State	Did not go to school, or Year 8 or below		Year 9 or 10 or equivalent		Year 11 or 12 or equivalent		Total
	number	%	number	%	number	%	number
Cairns SA4	9,566	4.8	51,555	26	115,615	58.3	198,201
Cairns - North	989	2.2	9,754	22	30,648	69.1	44,351
Cairns - South	3,888	4.7	19,395	23.7	48,717	59.5	81,893
Innisfail - Cassowary Coast	2,078	7.5	9,298	33.4	13,222	47.5	27,812
Port Douglas - Daintree	362	3.6	2,499	24.7	5,923	58.6	10,109
Tablelands (East) - Kuranda	2,250	6.6	10,609	31.2	17,113	50.3	34,037
Queensland	178,101	4.4	989,350	24.6	2,554,330	63.6	4,017,211

Queensland Government Statistician's Office, 2023, *Queensland Regional Profiles, Cairns Statistical Area Level 4 (SA4)* (ASGA 2021)



40. Queensland Government Statistician's Office, 2023, *Queensland Regional Profiles, Cairns Statistical Area Level 4 (SA4)* (ASGS 2021), Queensland Government: Brisbane.

Another measure of the skill levels of the region is the level of post-school education. Non-school qualifications measure the number of people who have undertaken further studies after completing their school studies.

The proportion of people within Queensland that held a non-school qualification in 2021 was 62.5 per cent. The Cairns region was comparable with 62.3 per cent. More people had completed a Certificate compared to those who had completed a Bachelor or higher qualification (23.7 per cent to 16.9 per cent). Cairns – North had the highest proportion of people with non-school qualifications (67.3 per cent) while Innisfail – Cassowary Coast had the lowest proportion (9.7 per cent) (Table 21).

Table 21 Non-school qualifications by level of education by SA3, Cairns SA4 and Queensland 2021

SA 4 / SA3 / State	Level of education						Persons with a qualification		Total persons
	Bachelor degree or higher		Advanced diploma or diploma		Certificate				
	number	%	number	%	number	%	number	%	number
Cairns SA4	34,843	16.9	18,923	9.2	49,095	23.7	128,814	62.3	206,767
Cairns - North	11,030	23.7	5,287	11.4	11,068	23.8	31,327	67.3	46,563
Cairns - South	14,485	16.9	7,803	9.1	20,207	23.6	53,978	63.2	85,466
Innisfail - Cassowary Coast	2,790	9.7	1,962	6.8	6,966	24.1	15,689	54.3	28,898
Port Douglas - Daintree	1,666	16.0	944	9.1	2,564	24.6	6,788	65.1	10,420
Tablelands (East) - Kuranda	4,878	13.8	2,925	8.3	8,287	23.4	21,025	59.3	35,427
Queensland	918,468	21.9	395,615	9.4	927,894	22.1	2,618,666	62.5	4,191,812

Queensland Government Statistician's Office, 2023, *Queensland Regional Profiles, Cairns Statistical Area Level 4 (SA4) (ASGA 2021)*

Sex and age data may indicate where underutilised skills exist within the labour market. Slightly more males than females held a non-school qualification in 2021. This was similar to the state proportions (Table 22).

Table 22 Non-school qualifications by sex and age, Cairns SA4 and Queensland, 2021

Sex / age	Cairns SA4				Queensland			
	With NSQ		Without NSQ		With NSQ		Without NSQ	
	number	%	number	%	number	%	number	%
Males								
15-24 years	4,957	34.6	9,374	65.4	112,872	34.9	210,536	65.1
25-44 years	22,248	73.3	8,085	26.7	506,604	74.7	171,850	25.3
45-64 years	23,703	69.2	10,532	30.8	434,730	69.2	193,271	30.8
65 years and over	13,564	59.2	9,358	40.8	242,361	58.5	172,130	41.5
Total	64,465	63.3	37,356	36.7	1,296,559	63.4	747,795	36.6
Females								
15-24 years	5,249	38.8	8,293	61.2	126,061	40.2	187,779	59.8
25-44 years	25,653	77.0	7,670	23.0	567,754	79.0	149,323	21.0
45-64 years	23,325	66.2	11,934	33.8	436,404	66.0	225,018	34.0
65 years and over	10,108	44.3	12,704	55.7	197,876	42.9	263,238	57.1
Total	64,345	61.3	40,601	38.7	1,322,101	61.6	825,352	38.4
Persons								
15-24 years	10,204	36.6	17,672	63.4	238,938	37.5	398,307	62.5
25-44 years	47,919	75.3	15,745	24.7	1,068,380	76.9	321,181	23.1
45-64 years	47,024	67.7	22,461	32.3	871,131	67.6	418,300	32.4
65 years and over	23,673	51.8	22,063	48.2	440,235	50.3	435,368	49.7
Total	128,814	62.3	77,947	37.7	2,618,666	62.5	1,573,154	37.5

Queensland Government Statistician's Office, 2023, *Queensland Regional Profiles, Cairns Statistical Area Level 4 (SA4) (ASGA 2021)*

Queensland training summary



2023 year to date⁴¹

VET participation rate



0.1%



VET subject enrolments



0.7%



Successful VET outcome
for Certificate I and higher



5.0%



New commencements

Apprentices and trainees

20.7% ▼

Apprentice only

2.5% ▼



Completions

Apprentices and trainees

3.1% ▲

Apprentice only

7.1% ▼



New commencements

School-based apprentices
and trainees

1.7% ▲

Completions

School-based apprentices
and trainees

13.2% ▼



Completions

15-19 year olds

10.6% ▲



Completions

Indigenous students

10.8% ▼



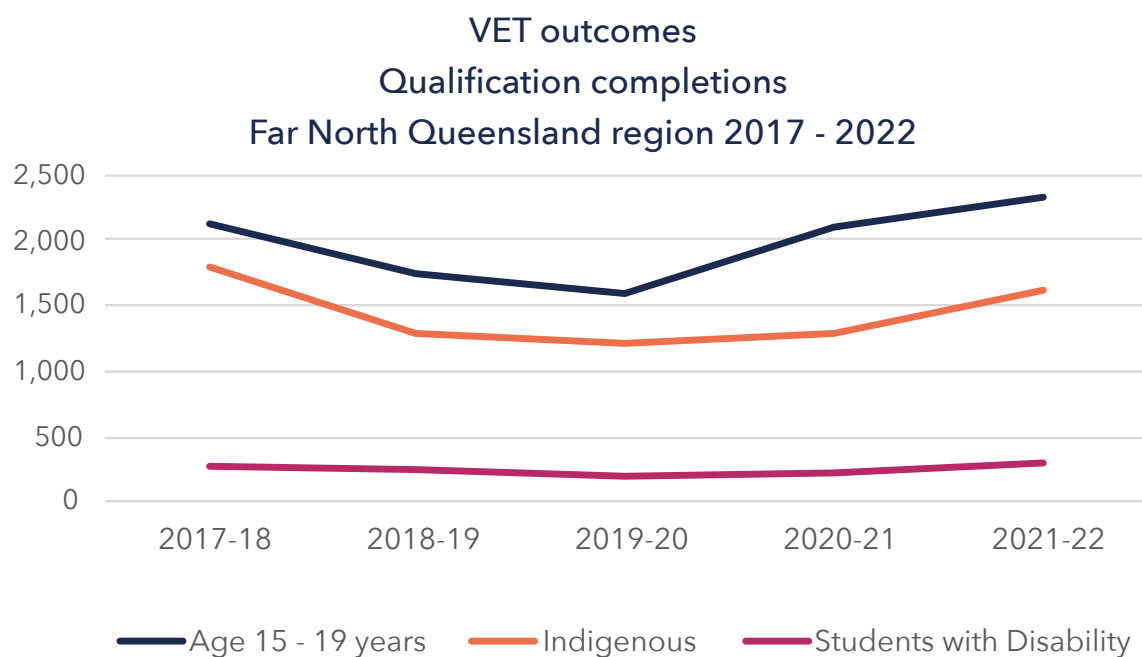
Completions

Students with disabilities 14.0% ▲

41. Department of Youth Justice, Employment, Small Business and Training (DYJESBT), 2023, *Queensland Training Summary Dashboard*, June 2023, Queensland Government: Brisbane (not publicly available)

In the five years to 2021-22, qualification completions for 15-19 year old students, Indigenous students and students with disabilities in the Cairns region have been mixed. Prior to the COVID-19 pandemic, numbers of completions had been declining. This stabilised somewhat during the peak of the pandemic and has improved post-pandemic (Chart 6). For Indigenous students, completions remain below 2017-18 levels by 10.8 per cent. The other two cohorts had improved completion rates (10.6 per cent and 14.0 per cent respectively).

Chart 6 VET outcomes for selected cohorts Far North Queensland 2017-2022



Department of Youth Justice, Employment, Small Business and Training (DYJESBT), 2023

At the end of May 2023, there were 2,965 apprentices and 1,610 trainees in Cairns. This accounted for 5.5 per cent of all apprentices and 4.0 per cent of trainees in Queensland. The Certificate III in Electrotechnology Electrician had the greatest number of apprentices (445) while there were 240 trainees undertaking the Certificate III in Business (Tables 23 and 24).

Table 23 Top five apprenticeships in training, Cairns SA4 May 2023

Qualification	Number
Certificate III in Electrotechnology Electrician	445
Certificate III in Carpentry	375
Certificate III in Engineering – Fabrication Trade	230
Certificate III in Light Vehicle Mechanical Technology	205
Certificate III in Plumbing	160

Department of Youth Justice, Employment, Small Business and Training (DYJESBT), 2023, *Apprentices and trainees in training, Cairns SA4 May 2023*, Queensland Government: Brisbane (publicly available)

Table 24 Top five traineeships in training, Cairns SA4 May 2023

Qualification	Number
Certificate III in Business	240
Certificate III in Hospitality	145
Certificate III in Retail	130
Certificate III in Early Childhood Education and Care	110
Certificate III in Commercial Cookery	95

Department of Youth Justice, Employment, Small Business and Training (DYJESBT), 2023, *Apprentices and trainees in training, Cairns SA4 May 2023*, Queensland Government: Brisbane (publicly available)

The majority of students enrolled at a non-TAFE registered training organisation (8,337). This was slightly down on the previous year (8,401).

Across both TAFE and non-TAFE providers, enrolments increased for Certificate I and II (16.6 per cent), Certificate IV (14.5 per cent) and Diplomas (3.4 per cent) and decreased for Certificate III (6.9 per cent). Non-Australian Qualifications Framework enrolments were down by 55.9 per cent for the year.⁴²

The commencement and completion data for 2022 reflects the labour market demand and industry profile within the Cairns region. The community services industry is the largest employer and commencements related to that industry accounted for 50.9 per cent of all commencements in 2022. Commencements in the tourism, travel and hospitality and the construction, plumbing and services training packages highlight the demand for workers within those two industries. The Foundation Skills Training Package is used to support people to gain skills to participate in work. The high number of commencements may reflect Cairn's high labour force participation rates and engagement in Queensland government programs such as Skilling Queenslanders for Work.

Top five training packages by commencements

Community services	2,491
Tourism, travel and hospitality	1,140
Construction, plumbing and services	1,121
Foundation skills	1,005
Health	894

Top five industries by commencements

Community services	2,508
Construction	1,569
General education and training	1,547
Business	1,509
Engineering	1,007

Top five qualifications by commencements

Certificate III in Individual Support	1,082
Certificate II in Skills for Work and Vocational Pathways	910
Certificate II in Engineering Pathways	562
Certificate III in Business	512
Certificate III in Early Childhood Education and Care	491

42. Department of Youth Justice, Employment, Small Business and Training (DYJESBT), 2023, *Queensland Training Dashboards*, June 2023, Queensland Government: Brisbane (not publicly available)

Top five qualifications by completions⁴³

Certificate III in Individual Support	534
Certificate II in Skills for Work and Vocational Pathways	330
Certificate II in Engineering Pathways	253
Certificate III in Early Childhood Education and Care	207
Certificate III in Business	171

Given that the health care and social assistance industry is the biggest employer in the region, it is not surprising that commencements and completions numbers were highest for carers and aides, accounting for 38 per cent of commencements and 36.2 per cent of completions in 2022.⁴⁴

Top five occupations (ANZSCO 2-digit) by commencements

Carers and aides	2,580
Construction and mining labourers	930
General clerical workers	843
Automotive and engineering trades workers	792
Hospitality workers	764

Top five occupations (ANZSCO 2-digit) by completions⁴⁵

Carers and aides	1,609
Sports and personal services workers	811
General clerical workers	736
Construction and mining labourers	653
Health and welfare support workers	636

43. National Centre for Vocational Education Research, 2023. *VOCSTATS database, Total VET Activity (TVA) program completions 2015-2022*. Adelaide: National Centre for Vocational Education Research.

44. Ibid.

45. Ibid.

Industry of focus snapshot

The Cairns maritime and marine industry is complex and multi-faceted, drawing from nine ANZSIC industry major groups:

- Agriculture, forestry and fishing
- Manufacturing
- Wholesale trade
- Retail trade
- Transport, postal and warehousing
- Rental, hiring and real estate services
- Professional, scientific and technical services
- Public administration and safety
- Other services.

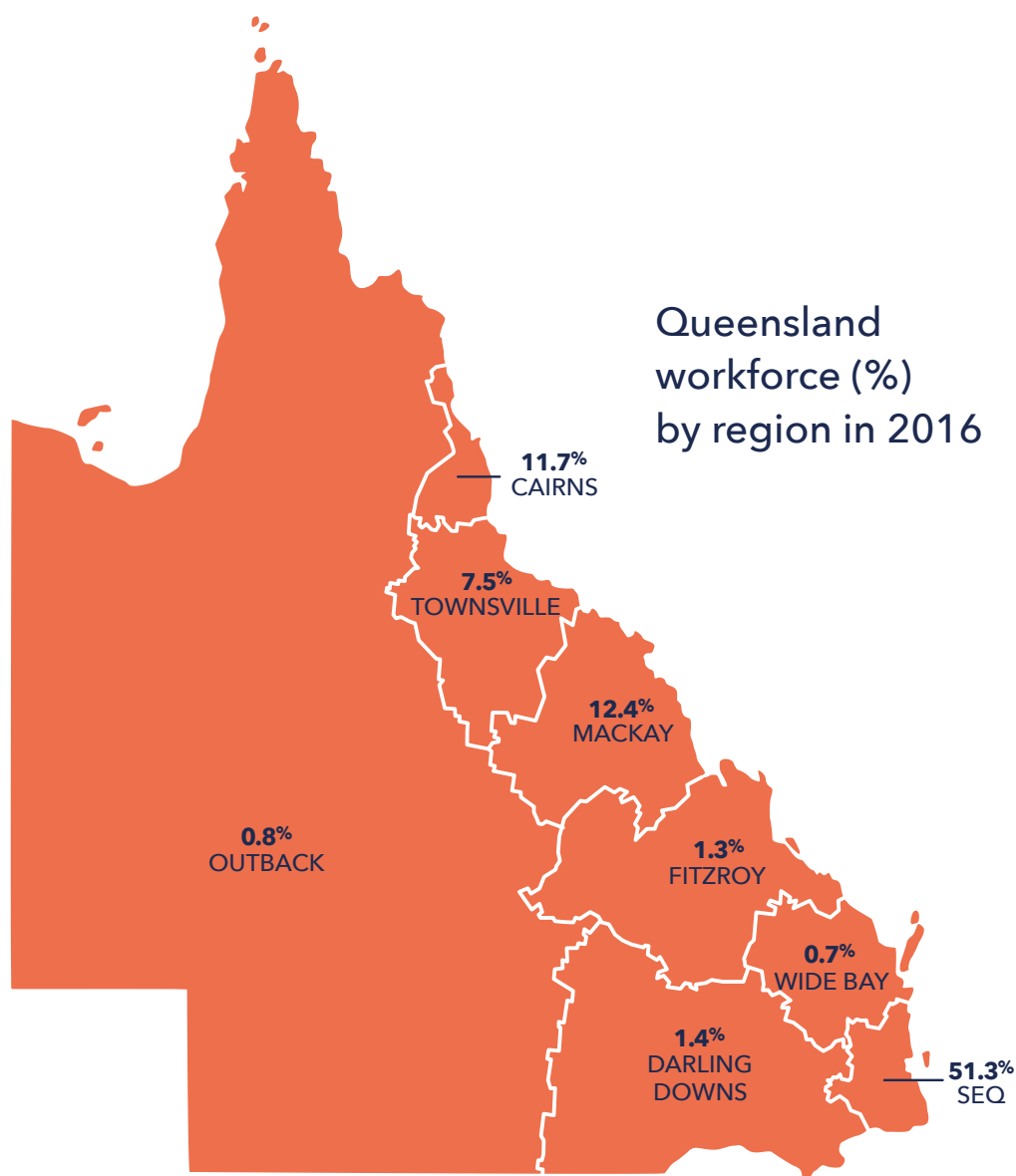
The maritime and marine workforce comprises professionals and tradespeople from various fields, including sailors, naval architects, managers, engineers, planners and schedulers, procurement, health safety environment and security specialists, biologists, and trades covering maritime, engineering, mechanical, electrical, and fabrication disciplines. This interdisciplinary workforce is vital for supporting global trade, transportation, resource extraction, and environmental protection. Collaborating with sectors like logistics, engineering, environmental science and law, the maritime and marine industry plays a pivotal role in the global economy, human well-being and environmental preservation.

In 2016, the Cairns maritime and ports workforce comprised 11.7 per cent of the state's maritime and ports workforce, making it the second largest employing region outside of south-east Queensland (Figure 3). It had an ageing workforce with 24.5 per cent of the workforce aged 55 or older. The workforce was male dominated with females only making up 13 per cent of the workforce.⁴⁶



46. Department of Transport and Main Roads, n.d. *Maritime and Ports A snapshot from the Queensland Transport and Logistics Current and Future Trends Report*, Queensland Government: Brisbane

Figure 3 Percentage of maritime and ports workforce by region 2016

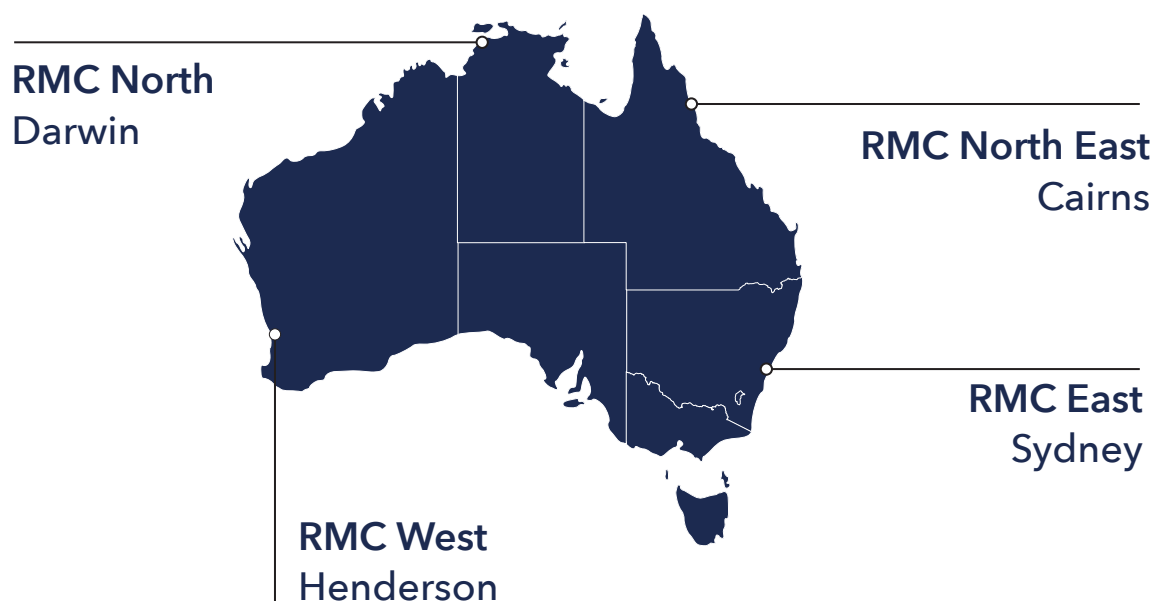


Source: KPMG analysis of 2011 and 2016 ABS Census data. *List of included professions are detailed in the *Queensland Transport and Logistics Workforce Current and Future Trends Report*.

Department of Transport and Main Roads, 2018, *Maritime and Ports snapshot*.

The Port of Cairns is the most northerly deepwater port on the eastern coast of Queensland. It provides a range of services to a diverse group of customers. It is a major cruise ship port as well as the location of the Royal Australian Navy's HMAS Cairns. It also has the first of four RMCs for the Royal Australian Navy. Plan Galileo focusses on a network of RMCs to deliver a nationally integrated sustainment environment for the Navy by 2025. The RMC concept relies on local business and suppliers to maintain the fleet. In Cairns, NORSTA Maritime, a joint venture between two prominent local Australian maritime industry leaders, NORSHIP Marine and Tropical Reef Shipyard, has been appointed as the RMP North East.⁴⁶

Figure 4 Location of Australia's Regional Maintenance Centres (RMCs)



Department of Defence, *Plan Galileo Horizon Three: Sustainment 2025*

Cairns has also been designated a superyacht maintenance and repair hub under the Queensland Government's Superyachts Strategy. Under the Strategy, Cairns is benefiting from bilateral government investment to support key infrastructure upgrades to the CMP.⁴⁸ The full funding by state and federal government of a 5000-tonne ship lift and a further \$30 million for the CMP Common User Facility will support the expansion of the region's maritime and marine services.⁴⁹

47. Department of Defence, n.d., *Plan Galileo Horizon Three: Sustainment 2025*. Australian Government: Canberra

48. Queensland Jobs Fund, 2022, *Queensland Superyacht Strategy 2018-2028*, ed2. Department of State Development, Infrastructure, Local Government and Planning: Brisbane
https://www.statedevelopment.qld.gov.au/_data/assets/pdf_file/0021/71265/superyacht-roadmap-and-action-plan.pdf

49. Queensland Government, 2023, Green lights for fully funded Cairns Marine Precinct, *Media Statement*, 22 June 2023, Queensland Government: Brisbane <https://statements.qld.gov.au/statements/98023>

Figure 5 Queensland's key superyacht locations



Queensland Jobs Fund, 2022, *Queensland Superyacht strategy 2018-2028 ed 2*

Providing MRO services for the global superyacht fleet as well as supporting sustainment activities for the Royal Australian Navy will require a workforce with advanced skills in a range of industry classifications:

- Polymer product manufacturing
- Glass and glass product manufacturing
- Other fabricated metal product manufacturing
- Other transport equipment manufacturing
- Other machinery and equipment manufacturing
- Furniture manufacturing
- Architectural, engineering and technical services
- Machinery and equipment repair and maintenance.

Skilled workers in all these industries are already in short supply with 64 per cent of employers in the region reporting the following reasons for recruitment difficulty:

- lack of applicants
- lack of suitable applicants
- applicants lack technical skills
- applicants lack experience.⁵⁰

The redevelopment and expansion of the Port of Cairns will increase employment opportunities within the maritime and marine industry in the region, supporting more than 4600 jobs.⁵¹ To support the increased demand, the Queensland Government is expanding the Great Barrier Reef International Marine College (GBRIMC), a TAFE Queensland facility. The expanded facility will be able to deliver a range of industry-recognised maritime courses, including Certificate III in Maritime Operations (Integrated Rating) for the first time in Queensland.⁵² This is an entry-level qualification required by workers to work in the industry. Until now it has only been available in Tasmania, Newcastle and Perth, creating a major expense for employers or entrants to the industry.⁵³

While Cairns is the major centre for the industry, Mourilyan is another important commercial harbour. Raw sugar and molasses from the Innisfail, Babinda, Tully and Atherton Tableland sugar growing districts are exported through the port of Mourilyan. It comprises onshore sugar and molasses handling and storage facilities and a single sugar loader and associated wharf located within a sheltered natural harbour. In 2016, export of iron ore from a local mine commenced following the construction of a bulk handling facility. Livestock exports also depart from Mourilyan.⁵⁴

Fishing, both commercial and recreational, is an important part of the industry. The joint announcement by the Australian and Queensland governments in June 2023 of the phasing out of gillnet fishing on the Great Barrier Reef by mid-2027 will impact commercial fishing in the Cairns region.⁵⁵

50. Jobs and Skills Australia, 2023, *Recruitment snapshot – Cairns*, Jobs and Skills Australia: Canberra <https://www.jobsandskills.gov.au/sites/default/files/2023-04/Recruitment%20snapshot%20-%20Cairns.pdf>

51. Queensland Government, 2023, Green lights for fully funded Cairns Marine Precinct, *Media statement*, 22 June 2023. Queensland Government: Brisbane. <https://statements.qld.gov.au/statements/98023>

52. Queensland Government, 2023, Independent Future Fisheries Taskforce Chair named, *Media Statement*, 17 July 2023. Queensland Government: Brisbane. <https://statements.qld.gov.au/statements/98237>

53. Queensland Government, 2023, Cairns maritime jobs look shipshape for the future, *Media statements*, 08 May 2023. Queensland Government: Brisbane. <https://statements.qld.gov.au/statements/97696>

54. Ports North, n.d., *Port of Mourilyan*, Ports North: Cairns. <https://www.portsnorth.com.au/mourilyan/>

55. Australian Government, 2023, Joint media release: Tackling the risks to the reef, *Media release*, 5 June 2023, Australian Government: Canberra. <https://minister.dcceew.gov.au/plibersek/media-releases/tackling-risks-reef>

The Queensland Government has committed to supporting businesses impacted by the phase out. An independent future fisheries taskforce is being established to develop industry assistance packages for those impacted by the phasing out of gillnet fishing.⁵⁶ Workers transitioning from the impacted industry will need to reskill or upskill to take advantage of employment opportunities in other segments of the maritime and marine industry (Table 25).⁵⁷

Figure 25 Projected employment growth by selected occupations, Cairns SA4 to 2025-26

Occupation	Employment	Change %
Sales assistants and salespersons	8,305	3.5
General clerks	3,562	11.2
Construction, distribution and production managers	2,698	12.2
Retail managers	2,428	-1.5
Miscellaneous labourers	1,989	6.3
Mobile plant operators	1,871	3.6
Electricians	1,840	9.3
Truck drivers	1,824	-2.9
Engineering professionals	1,672	23.3
Accommodation and hospitality managers	1,652	7.8
Storepersons	1,582	11.6
Personal service and travel workers	1,558	7.3
Mechanical engineering trades workers	1,445	2.8
Logistics clerks	1,400	11.3
Automotive electricians and mechanics	1,424	6.1
Building and engineering technicians	1,337	5.8
Defence force members, firefighters and police	1,306	7.5
Air and marine transport professionals	1,029	21.1
Electronics and telecommunications trades workers	929	-1.0
Delivery drivers	933	19.0
Freight handlers and shelf fillers	946	3.9
Fabrication engineering trades workers	840	0.8
Miscellaneous technicians and trades workers	783	11.5
Packers and product assemblers	724	0.3
Machine operators	526	5.1
Miscellaneous sales support workers	516	6.5
ICT and telecommunications technicians	400	0.3
Panelbeaters, and vehicle body builders, trimmers and painters	360	5.8
Wood trades workers	296	5.4
Textile, clothing and footwear trades workers	163	1.4

Jobs Queensland, 2023., *Anticipating Future Skills Series 4*, Jobs Queensland: Ipswich
<https://jobsqueensland.qld.gov.au/anticipating-future-skills/portal/>

56. Queensland Government, 2023, Independent Future Fisheries Taskforce Chair named, *Media Statement*, 17 July 2023. Queensland Government: Brisbane. <https://statements.qld.gov.au/statements/98237>

57. Jobs Queensland, 2018, *Supporting workforces during transition: Key elements for success*. Jobs Queensland: Ipswich.
<https://jobsqueensland.qld.gov.au/wp-content/uploads/2018/11/supporting-workforces-transition-report.pdf>

Current training and pathways

As of April 2023, the region has 110 schools, and four TAFE Queensland campuses in Far North Queensland.⁵⁸

- Cairns
- Great Barrier Reef International Marine College (GBRIMC)
- Atherton
- Innisfail.

The GBRIMC (located in Cairns) offers courses specific to the maritime and marine industry. TAFE Queensland campuses in Cairns, Atherton and Innisfail offer courses in skill areas that provide essential support to the industry such as Certificate III in Engineering (Mechanical Trade) as well as management and sales training.

TAFE Queensland is supported by established and highly ranked universities namely, James Cook University (JCU) and CQ University (CQU). JCU and CQU both have campuses in Cairns. Both universities offer courses in engineering, information technology and business and micro-credentials in a range of areas. There are also online options for many courses that are not offered on campus.

The Australian apprenticeships system offers employers and workers a pathway to a recognised career within the maritime and marine industry. There are several qualifications that link to the industry and a non-exhaustive list can be found in Appendix A.

The top five apprenticeships (by in-training data) linking to the industry at the end of May 2023 are:

• Certificate III in Engineering – Fabrication Trade	230
• Certificate III in Air-conditioning and Refrigeration	140
• Certificate III in Engineering – Mechanical Trade	110
• Certificate III in Engineering – Fixed and Mobile Plant Mechanic	105
• Certificate III in Cabinet Making	75

While the numbers are low, the proportion of apprentices undertaking the Certificate III in Automotive Diesel Fuel Technology is 25 per cent of all apprentices across the state for that apprenticeship. Similarly, 11.1 per cent of all upholstery apprentices and 10 per cent of all apprentices undertaking the Certificate III in Marine Mechanical Technology are in the Cairns region.

The top five traineeships (by in-training data) linking to the industry at the end of May 2023 are:

• Certificate III in Business	240
• Certificate III in Retail	130
• Certificate III in Tourism	45
• Certificate III in Supply Chain Operations	40
• Certificate II in Maritime Operations (Coxswain Grade 1 Near Coastal)	20

Traineeships in the Cairns region make up the highest proportion of traineeships for the Certificate III in Tourism (52.9 per cent) and Certificate II in Maritime Operations (Coxswain Grade 1 Near Coastal) (30.8 per cent) in the state.

58. Queensland Government Statistician's Office, 2023, *Queensland Regional Profiles, Cairns Statistical Area Level 4 (SA4) (ASGS 2021)*. Queensland Government: Brisbane

School-based apprenticeships and traineeships (SATs) are also another useful pathway to attract entrants to the industry. SATs provide high school students with the opportunity to begin their career journey in their chosen profession while still in their final years of schooling. It also supports the transition to work for many students and provides employers with a work-ready workforce once schooling is completed. Within the region, there is low uptake of SATs with only 25 new commencements for 2023 to date.⁵⁹

In the maritime and marine industry, there were only two industry specific apprenticeships with people in training:

- Certificate III in Marine Mechanical Technology (15 apprentices)
- Certificate III in Marine Craft Construction (five apprentices).

A similar picture can be seen for traineeships in training. The specific traineeships are:

- Certificate II in Maritime Operations (Coxswain Grade 1 Near Coastal) (20 trainees)
- Certificate III in Maritime Operations (Marine Engine Driver Grade 2 Near Coastal) (nil trainees)
- Certificate III in Maritime Operations (Master up to 24 metres Near Coastal) (five trainees).

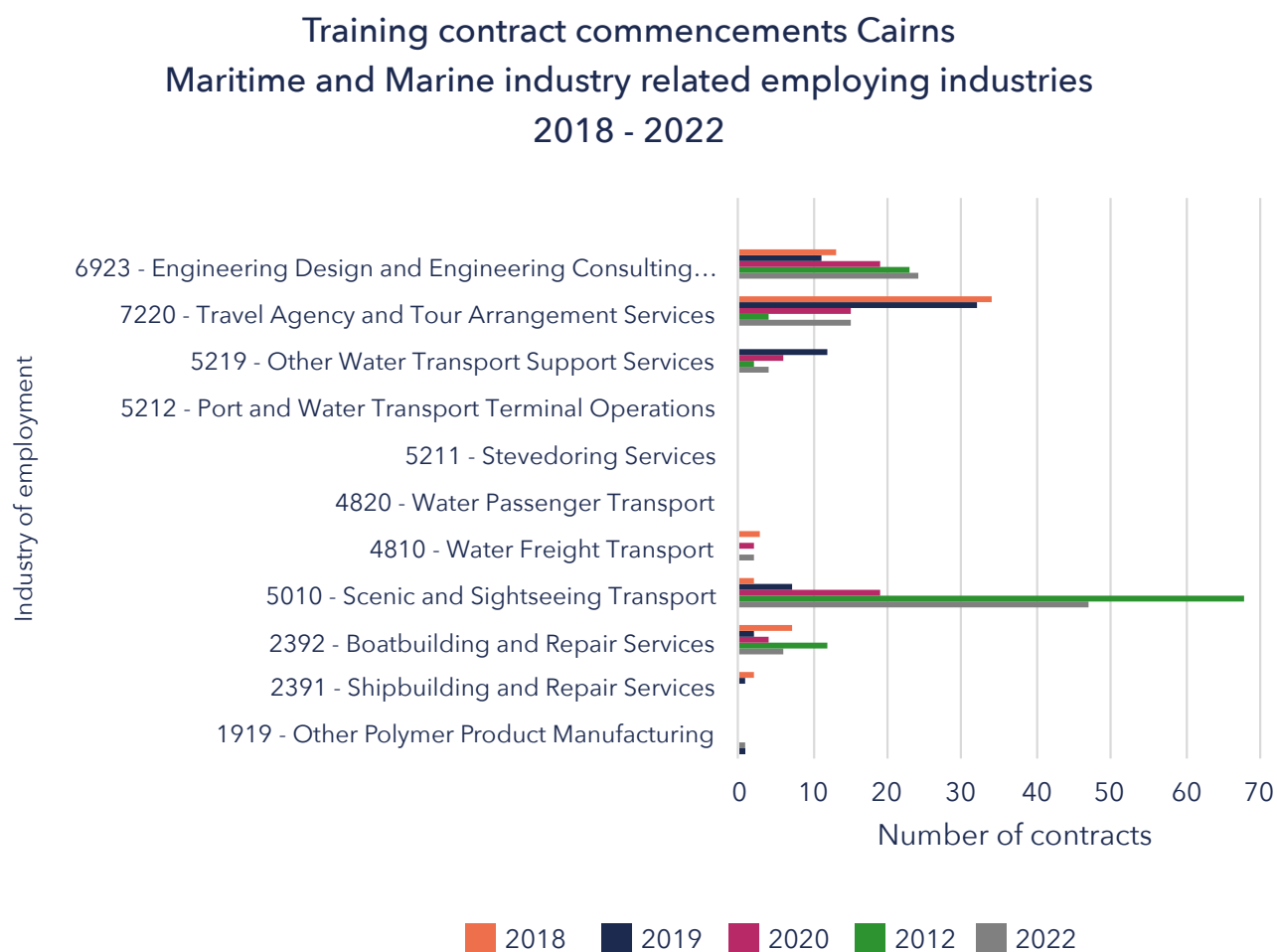
Because of the integration of the industry into other broad industries and the need to call on a diverse range of skills, there may be other non-industry specific apprenticeships and traineeships, such as Certificate III in Engineering Trade (Fabrication) and Certificate III in Supply Chain Operations used within the industry.

Engagement with the Australian apprenticeships system is low. In the period 2018-2022, apprenticeship commencements in related industries have increased by 41 per cent. Completions also increased (from a low base) by 17.1 per cent. The majority of commencements (47 in 2022) and completions (13 in 2022) have been in the scenic and sightseeing transport industry reflecting the importance of tourism to the industry (Chart 7 and 8).⁶⁰

59. DYJESBT, 2023. *QTS Dashboard June 2023*, Queensland Government (not publicly available)

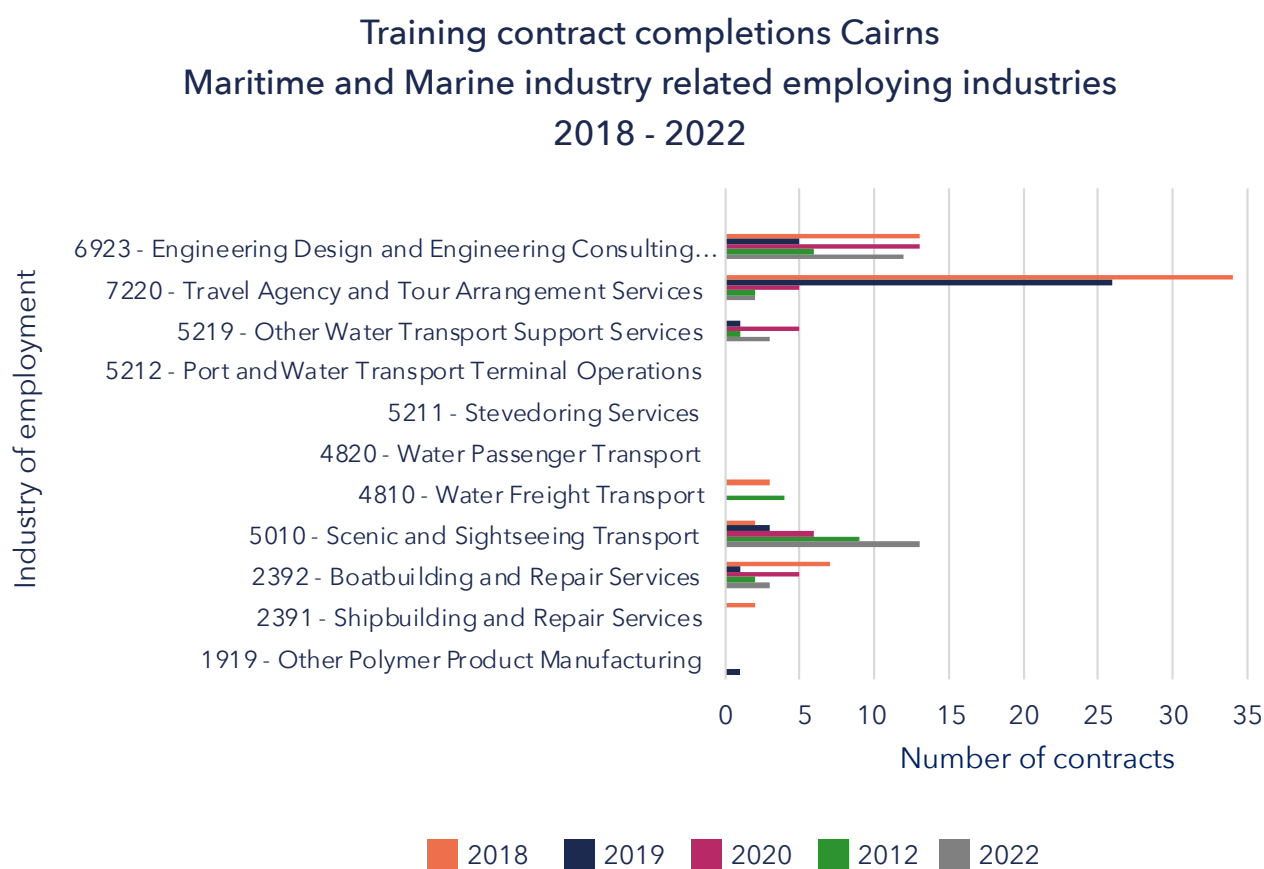
60. National Centre for Vocational Education Research, 2023. *VOCTSTATS database, Apprentices and trainees - December 2022*. Adelaide: NCVER

Chart 7 Apprenticeship and traineeship contract commencements by employing industry 2018-2022



NCVER, 2023. VOCSTATS - Apprentices and trainees - December 2022.

Chart 8 Apprenticeship and traineeship contract completions by employing industry 2018-2022



NCVER, 2023. VOCSTATS - Apprentices and trainees - December 2022.

Employment outlook

Employment within the region is projected to grow by 7.5 per cent to 2025-26. Most of this employment growth will be in industries not associated with the maritime and marine industry. The tourism segment of the industry is projected to have the greatest growth with accommodation and food services projected to grow by 11.9 per cent. Employment in transport, postal and warehousing is also projected to see substantial growth (11.7 per cent). Other industries associated with the maritime and marine industry are projected to experience more moderate growth.⁶¹

Identified challenges and shortages

The region is facing several challenges which will continue to impact the maritime and marine industry. These include slow population growth with an increasing older demographic. The labour market is already tight and employment projections indicate that this will continue for the foreseeable future.

Analysis of data from the 2011 and 2016 censuses found that across the Queensland maritime and ports, 52.4 per cent of the workforce was aged 45 or older, male dominated and struggled to attract a younger workforce.⁶²

Increasing use of technology is changing the skills profile of the industry and the industry faces competition from other industries for skilled workers. Already the industry is experiencing shortages of small vessel (<35m) masters, engineers, marine engine drivers, deckhands and navigators.⁶³

Meeting these challenges will require innovative attraction and retention strategies throughout the industry. Looking outside of the traditional recruitment pool for employees will be critical. The increasing application of automation and robotics will increasingly make the industry more attractive to a younger and more diverse labour pool.

Future skills and training requirements

Increasing use of technology and new materials within the industry is changing its skills profile. An impact of the COVID-19 pandemic has been an increased focus on workplace health and safety. The industry requires workers to have the appropriate skills and knowledge to manage safety at sea, whether that be commanding vessels or operating engine rooms, to procedures for the safe cleaning of vessels and contact surfaces.

There is increasing demand for workers with electrical and refrigeration qualifications to install, maintain and repair such equipment on vessels to ensure compliance with regulations. Smaller craft are also increasingly incorporating solar and satellite technology into their vessels. This will require the MRO sector to ensure that it has appropriately skilled workers to be able to service these customers.

61. Jobs Queensland, 2023., *Anticipating Future Skills Series 4 Cairns Region*, Jobs Queensland: Ipswich.
<https://jobsqueensland.qld.gov.au/wp-content/uploads/2022/03/Cairns-Regional-Summary.pdf>

62. Department of Transport and Main Roads, 2018, *Queensland Transport and Logistics Workforce Current and Future Trends Report*, Queensland Government: Brisbane.

63. Australian Industry Standards, 2021, *Maritime IRC Industry Outlook 2021*, Australian Industry Standards: Melbourne.
<https://www.australianindustrystandards.org.au/skills-forecast/maritime-industry-outlook/>

Autonomous and remotely operated vessels (ROV) are gaining interest globally. In Cairns, the potential use of ROVs offers opportunities for reduced risk when working in crocodile infested waters. The first Australian-made unmanned surveillance vessel (USV) was approved by AMSA in 2020 to operate in Australia's exclusive economic zone.⁶⁴ The national Maritime Industry Reference Committee expects that the recently approved regulatory framework for autonomous vehicles will also incorporate USVs.⁶⁵ Not only are vessels being automated, there is increasing automation of port activities. This will increase the risk of cyberattacks across the industry. The workforce will need to progressively build its digital capabilities to minimise these risks.⁶⁶

Expansion of the GBRIMC is crucial to meeting the future skill and training needs of the industry.⁶⁷ The addition of the Certificate III in Maritime Operations (Integrated Rating) will enable more people to enter the industry to meet increasing demand. As the college will be the only centre in Queensland offering this certificate, it has the potential to attract workers to the region.

Increasing environmental regulation and public scrutiny of the industry's environmental footprint will also drive changes in the skills profile of the industry. The Australian and Queensland governments' focus on protecting the Great Barrier Reef is already impacting some commercial fishing operations. Supporting workers in this industry will increase the need for upskilling and reskilling opportunities locally. As viable alternate fuel sources become more common in marine vessels, there will be increasing demand for workers with the skills to install, maintain and repair the technology. The automotive industry is already facing these challenges and there may be synergies between both industries.

Considerations for consultation

Stage 3 Identify issues and find solutions

The maritime and marine industry in the Cairns region is looking towards an exciting future with the expansion of CMP and the Regional Maintenance Sustainment partnership with the Royal Australian Navy. Together with an increase in tourism activity, this will drive a demand for skilled workers. The region is already experiencing a tight labour market and increasing competition for workers across the region. Workforce planning and development will be key for the industry to take advantage of existing and emerging opportunities.

Developing innovative recruitment and retention strategies will be key to accessing the workforce needed both now and into the future. At the same time, upskilling and reskilling the existing workforce will be required to support the introduction of new technologies and ways of working. This upskilling and reskilling will be needed across the whole industry and at all levels of business.

Several key considerations have emerged from this snapshot. These considerations will be useful in guiding discussion and the development of the workforce plan (stages 3 and 4).

64. Ausmarine, 2020, Australian-made USV approved for EEZ Autonomous Operations, *Ausmarine*, August 12, 2020.

<https://www.bairdmaritime.com/ausmarine/ausmarine-maritime-security/australian-made-usv-approved-for-eez-autonomous-operations/>

65. National Transport Commission, 2021, *The regulatory framework for autonomous vehicles in Australia: policy paper*, NTC: Melbourne. <https://www.ntc.gov.au/transport-reform/ntc-projects/in-service-safety-AVs>

66. Australian Industry Standards, 2021, *Maritime IRC Industry Outlook 2021*. Australian Industry Standards: Melbourne.

67. Queensland Government, 2023, Cairns maritime jobs look shipshape for the future, *Media statement* 08 May 2023, Queensland Government: Brisbane. <https://statements.qld.gov.au/statements/97696>

A tight local labour market

As noted in this snapshot, the Cairns region has low unemployment and high participation rates across most age groups, the exception is the 15-19 age group. However, many of this age group are still in school or post-school education.

Looking outside of the traditional demographic of the industry could provide alternate sources of labour. Cairns has Queensland's largest population of Aboriginal peoples and Torres Strait Islander peoples, yet low numbers from this cohort are employed in the maritime and marine industry. Women also make up a very small proportion of the workforce. Understanding the barriers that exist for these demographics to employment within the industry will be key to increasing engagement.

Attracting and retaining a skilled workforce

Regional population growth is behind that of Queensland. To meet future workforce demand, consideration needs to be given to how the industry can attract more people with the appropriate skills to the region and retain them long term.

A short-term solution could be to import workers from outside the region temporarily. This may improve/upskill local workers but will not solve the longer-term labour shortage. Retaining the existing workforce through a range of strategies, such as job redesign, flexible work arrangements, access to upskilling and reskilling opportunities and providing clearer career pathways are all strategies for consideration. Aboriginal peoples and Torres Strait Islander peoples are one cohort who could benefit from such strategies.

Another cohort the industry could potentially attract are workers being displaced by change within their industries, such as commercial fishers who are being impacted by changes to policy. Developing strategies to engage and reskill such workers could have many benefits such as accessing 'job ready' workers with skills that can be adapted to new roles with minimal reskilling or upskilling activities.

The increased use of technology within the industry and enhanced marketing of the region as offering exciting employment opportunities and careers could assist in increasing both domestic and international migrants.

Creating clear career pathways within the industry and promoting these to attract new workers and retain existing workers could be another strategy. The tourism fleet is the backbone for entry level employment into the marine sector. Work in the tourism fleet is demanding and not technical. People leave the marine industry because they cannot see a career pathway. Better collaboration between tourism and commercial can create a great retention strategy for the region.

Across the industry, engagement with the Australian apprenticeship system is low. Increasing the number and diversity of apprenticeship contracts being offered especially to under-represented cohorts (females, youth aged 15-19, Aboriginal peoples and Torres Strait Islander peoples and people with disabilities) could encourage more local people to enter the industry. SATs also offer a pipeline to employment for both students and employers. They offer school students the opportunity to explore an industry or career while still at school. For employers, students involved in SATs transition more easily into the workplace following completion of their secondary studies.

Many of the skills and capabilities required in the industry are also in demand in other industries within the region. Identifying the required skills and capabilities needed and the pathways required to enter the industry will be key to attracting these workers. Cross-skilling opportunities can also encourage and retain workers to support a more robust supply chain.

Barriers to employment

Addressing existing barriers to employment in the industry will be key to attracting the future workforce. These barriers may include:

- access to transport
- access to housing
- access to and into the workplace
- workplace culture
- perception of the industry
- low education levels within some cohorts.

Mismatch between industry terminology and statistical classification systems

Throughout this document, Australian national data classification systems have been used. The terminology and skills levels in these classification systems does not always reflect industry usage. This mismatch may result in the data not correlating as it should and influencing outcomes both negatively and positively. An industry-wide profile of terminology used to describe roles within the industry and the related skill level may be useful for future analysis.

There is also blurring of understanding between 'industry' and 'occupation', for example, understanding if commercial diving is a discrete industry sector or if it describes an occupation that is utilised across many parts of the industry. By defining and clarifying such terminology, the industry will be better placed to attract new entrants and to highlight career pathways when promoting the industry.

Key stakeholders for consultation

A non-exhaustive list of key stakeholders identified to assist with consultation are as follows:

- Maritime Safety Queensland
- Australian Maritime Safety Authority (Commonwealth)
- Great Barrier Reef Marine Park Authority (Commonwealth)
- PORTS NORTH
- Department of Agriculture, Fisheries and Forestry (Commonwealth)
- Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts
- Local Government Authorities
- Department of Agriculture and Fisheries
- Department of Transport and Main Roads
- Department of Employment and Workplace Relations (Commonwealth)
- Advance Cairns
- Far North Queensland Regional Organisation of Councils
- Registered Training Organisations
- Department of State Development, Infrastructure, Local Government and Planning
- Chambers of Commerce and Industry
- Tourism North Queensland.

Appendix A

Selected qualifications relevant to the maritime and marine industry in Cairns

Persons in training May 2023 by likely relevant qualifications for the maritime and marine industry, Cairns SA4 and Queensland

Training type	Qualification	Far North Queensland	Queensland	%
Apprentice	Certificate III in Air-conditioning and Refrigeration	140	1,615	8.6
	Certificate III In Automotive Diesel Engine Technology	0	15	0.0
	Certificate III in Automotive Diesel Fuel Technology	5	20	25.0
	Certificate III in Automotive Glazing Technology	5	125	4.0
	Certificate III in Automotive and Marine Trimming Technology	0	15	0.0
	Certificate III in Cabinet Making	75	1,090	6.9
	Certificate III in Driving Operations	0	15	0.0
	Certificate III in Electronics and Communications	10	125	8.0
	Certificate III in Engineering - Electrical/Electronic Trade (non-current)	0	5	0.0
	Certificate III in Engineering - Fabrication Trade	230	3,720	6.2
	Certificate III in Engineering - Fixed and Mobile Plant Mechanic	105	1,170	9.0
	Certificate III in Engineering - Mechanical Trade	110	2,210	5.0
	Certificate III in Joinery	0	60	0.0
	Certificate III in Marine Craft Construction	5	130	3.9
	Certificate III in Marine Craft Mechanical Technology	15	150	10.0
	Certificate III in Mobile Plant Technology	20	965	2.1
	Certificate III in Polymer Technology	10	205	4.9
	Certificate III in Refrigeration and Air conditioning	0	55	0.0
	Certificate III in Security Equipment	5	90	5.6
	Certificate III in Timber and Composites Machining	0	30	0.0
	Certificate III in Upholstery	5	45	11.1

Training type	Qualification	Far North Queensland	Queensland	%
Trainee	Certificate II in Marine Operations (Coxswain Grade 1 Near Coastal)	20	65	30.8
	Certificate II in Polymer Processing	0	0	0.0
	Certificate II in Supply Chain Operations	5	25	20.0
	Certificate II in Tourism	0	0	0.0
	Certificate III in Business	240	5,575	4.3
	Certificate III in Maritime Operations (Marine Engine Driver Grade 2 Near Coastal)	0	10	0.0
	Certificate III in Maritime Operations (Master up to 24 metres Near Coastal)	5	50	10.0
	Certificate III in Retail	130	2,115	6.1
	Certificate III in Supply Chain Operations	40	1,440	2.8
	Certificate III in Tourism	45	85	53.0
	Certificate III in Travel	10	235	4.3
	Certificate III in Warehousing Operations	0	5	0.0
	Certificate IV in Business	35	710	4.9
	Certificate IV in Supply Chain Operations	0	10	0.0
	Certificate IV in Warehousing Operations	0	5	0.0
	Diploma of Logistics	0	0	0.0

Appendix B

Selected occupations relevant to the maritime and marine industry

ANZSCO code	Principal title	Includes
1112	General managers	
1336	Supply and distribution managers	Logistics Manager; Supply Chain Manager; Supply Officer (Navy)
1399	Other specialist managers	Harbour Master
1499	Other hospitality, retail and service managers	Marina Manager
2312	Marine transport professionals	Master Fisher; Ship's Engineer; Ship's Master; Ship's Officer; Ship's Surveyor; Boating Safety Officer; Vessel Traffic Officer
2339	Other engineering professionals	Naval Architect
3129	Other building and engineering technicians	Shipbuilding Draftsperson
3132	Telecommunications technical specialists	Radiocommunications Technician
3341	Plumbers	Airconditioning and Mechanical Services Plumber
3423	Electronics trades workers	Electronic Instrument Trades Worker (General) - Electronic Technician (Navy)
3931	Canvas and leather goods makers	Sail Maker
3991	Boat builders and shipwrights	
4411	Defence force members other ranks	Boatswains Mate; Naval Police Coxswain
5311	General clerks	
5911	Purchasing and supply logistics clerks	
5912	Transport and despatch clerks	Import-Export Clerk
5995	Inspectors and regulatory officers	Customs Officer
7121	Crane, hoist and lift operators	
7129	Other stationary plant operators	Marine Engine Driver; Bulk Material Handling Plant Operator
7213	Forklift Drivers	
7219	Other Mobile Plant Operators	Dredge Operator; Straddle Crane Operator
7321	Delivery Drivers	
7331	Truck Drivers	
7411	Storepersons	Warehouse Assistant; Stores Naval (Navy)
8911	Freight and Furniture Handlers	Stevedore; Wharf Labourer
8992	Deck and Fishing Hands	

