




Maritime and Ports

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



Key workforce trends

1. **Ageing workforce** – The maritime and ports workforce is one of the oldest in the country. Nearly half of its employees are 45 years or older, and the younger workforce predominantly works casually.
2. **Attractiveness of the sector** – The inability of the sector to recruit a younger generation of employees could be due to a perception of the sector as old-fashioned and low-tech.
3. **Technological changes** – These are beginning to change the nature of work in the sector with major future trends including the Satellite Based Augmentation System (SBAS) and autonomous shipping.
4. **Skills shortages and competition** – Workforce shortages are particularly evident in domestic commercial vessel operations (for example, deckhands) with regional and remote ports being the hardest hit. This is being fuelled by competition from other sectors and wealthier ports offering inflated salaries to attract a highly skilled workforce.
5. **Lack of available training berths** – Due to the declining number of Australian flag state control vessels, there is a lack of available training berths for Australian trainee seafarers to gain the required experience.
6. **A decline in resources freight but growth in cruises and containers** – The end of the resources boom has seen a decline in freight traffic; however, increasing demand for container shipping as emerging markets increase their consumer spending, as well as the burgeoning cruise industry, will continue to provide employment opportunities in this sector.



Queensland context

1. **Size of the labour market** – The maritime workforce is the second largest in Australia. Despite there being 20 ports in Queensland, the state's maritime and ports workforce is in decline, particularly in South East Queensland. This is possibly due to the closure of a BP refinery and the increased automation of operations at the Port of Brisbane.
2. **Specialist roles** – The Australian Industry Standards 2018 Skills Forecast recognises marine engine drivers, deckhands and managers as being in shortage for domestic commercial operations.
3. **The Queensland Port Network** – This network includes 15 designated trading ports that are critical nodal points connecting many of the state's most valuable supply chains to domestic and international markets.
4. **Major coal export ports** – These are the Port of Gladstone, the Port of Hay Point and the Port of Abbot Point. Port of Gladstone has undergone a master planning process to identify and protect sensitive environmental areas; and ensure areas required for port development and port-related industry over the next 30 years are protected to allow it to occur in a sustainable manner.
5. **Protections for the Great Barrier Reef** – The Government's 2050 long-term sustainability plan for the Reef imposes stricter regulations on the industry that will ensure bulk commodities are shipped well away from the Reef.
6. **Cruise terminals** – In October 2017, the Queensland Government announced \$158 million for the Brisbane International Cruise Terminal. This is in response to growing demand for passenger cruise services.

Queensland maritime and ports workforce: 2921 employees in 2016*

Occupations
in change
2011–2016



Headcount
growth

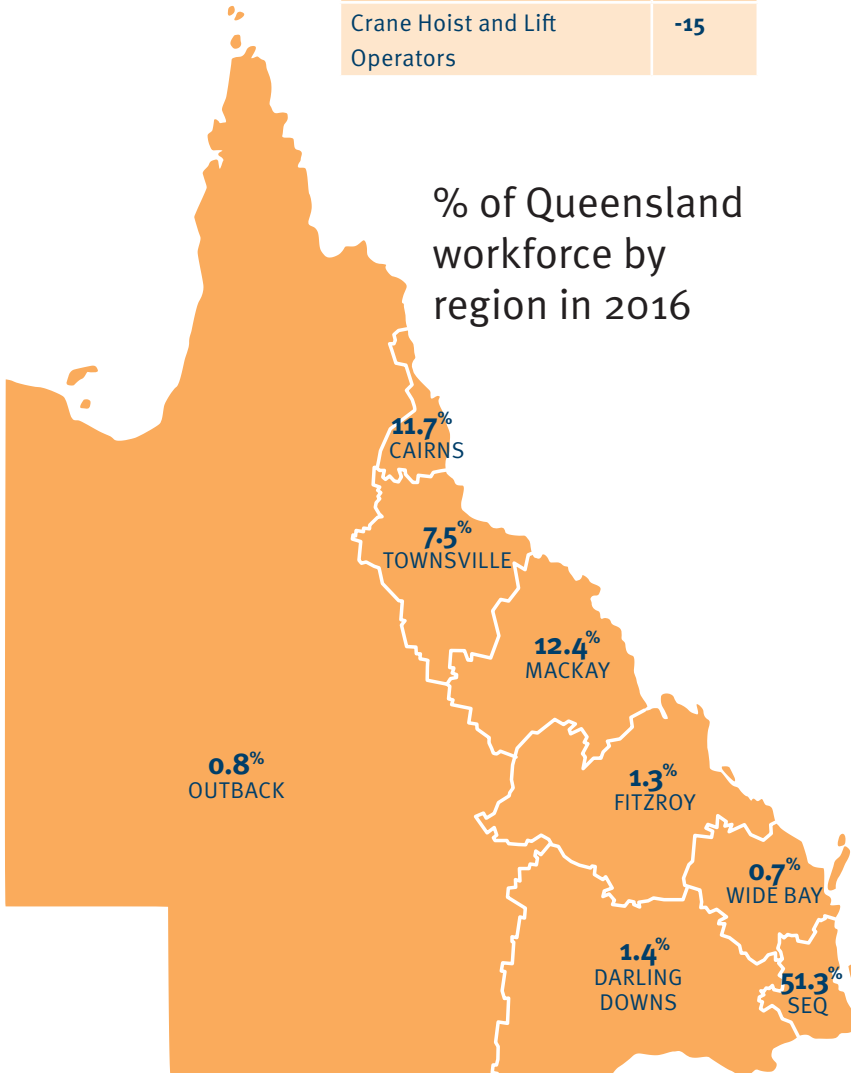
Civil Engineering Professionals	+17
Life Scientists	+13
Supply and Distribution Managers	+13



Headcount
decline

Marine Transport Professionals	-104
Deck and Fishing Hands	-86
Freight and Furniture Handlers	-46
Occupational and Environmental Health Professionals	-18
Crane Hoist and Lift Operators	-15

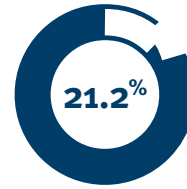
% of Queensland
workforce by
region in 2016



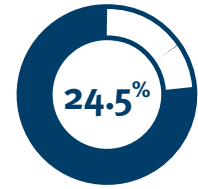
Sector by age

% WORKFORCE

55years+



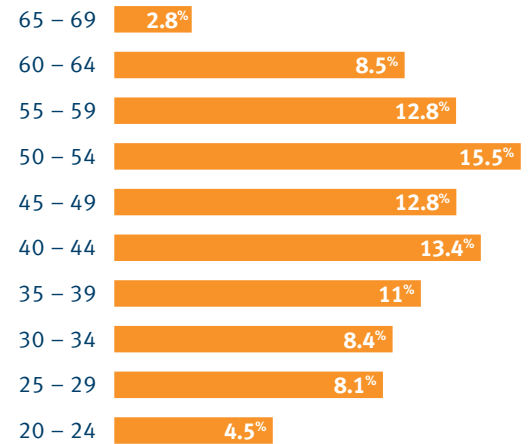
2011



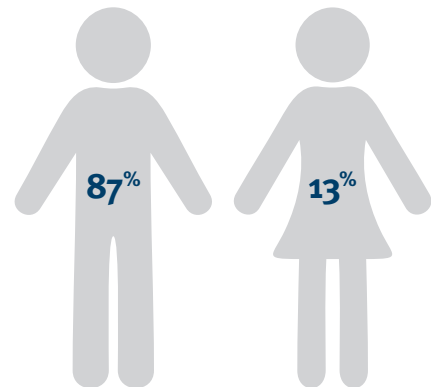
2016

Workforce composition 2016 Census

years



Gender composition
2016



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