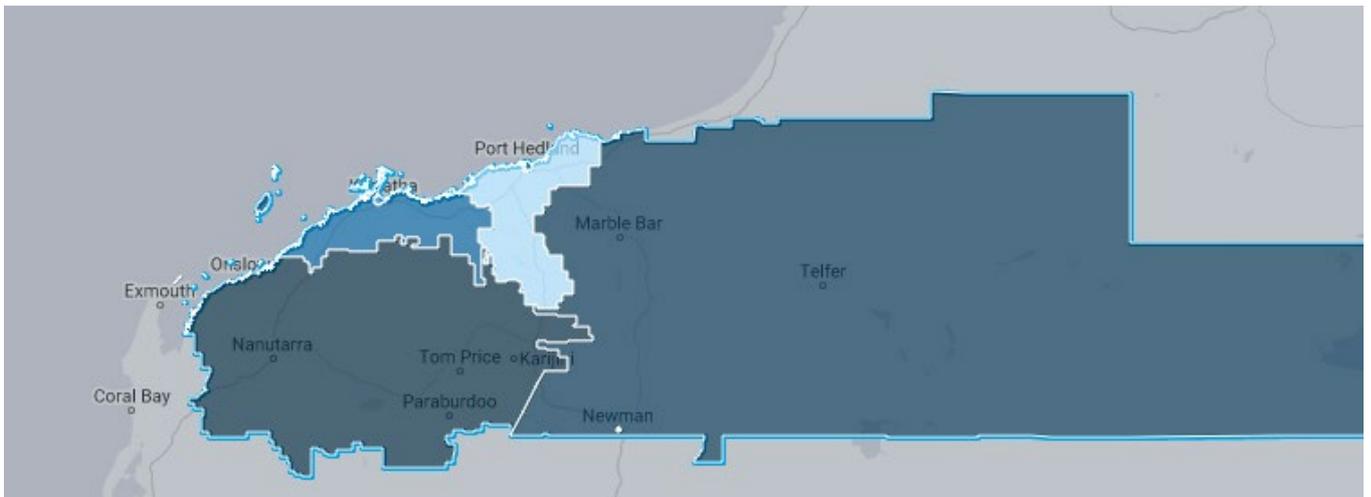


# The Pilbara DAMA Business Case Submission



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Last Updated:

Wednesday, October 20, 2021

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## Background

### Pilbara

The Pilbara is located in the north of the state, bordered by the Indian Ocean to the west and extending across the Great Sandy Desert to the Northern Territory border in the east. One of the largest regions in Western Australia, the Pilbara covers 507,896 square kilometres of the unique and breathtaking natural landscape. The region offers an abundance of rugged gorges, secluded waterfalls and isolated rivers and billabongs within its three national parks; Millstream-Chichester, Kalamayi and Karajini. In addition to its magnificent inland attractions, the Pilbara's coastal plain is home to National Heritage-listed Dampier Archipelago and the Montebello and Mackerel Islands.

(Source – Department of Primary Industries and Regional Development <http://www.drd.wa.gov.au/regions/Pages/Pilbara.aspx>)

The estimated residential population of the Pilbara was 62,841 in 2020, with fly-in-fly-out (FIFO) employees boosting the population by approximately a further 50,000 people (Source - Remplan).

The Pilbara Region supports **63,850 jobs** and has an annual economic output of **\$76.711 billion**.

Source

(<https://app.remplan.com.au/pilbararegion/economy/summary?state=Pagbl7X90FNxL1XCW9wmaqcl1hqwJa> )

Mining, construction and exports dominate the region's economy. The Pilbara is the state's mining powerhouse and makes a significant contribution to the national wealth. Its iron ore and liquefied natural gas industries are valued at over \$70 billion, representing more than 70 per cent of mineral and energy production in Western Australia.

In addition to attracting tourists through its unique and internationally recognised natural features, the high number of visitors to the region is also linked to mining, construction and travel for business.

By 2035, the region is expected to have a resident population of more than 140,000 (including FIFO) based on the growth and diversification of the economy. There are current and future opportunities for businesses to locate in the Pilbara, as well as to participate in supporting the mining industry and delivering services to the region's expanding population. (Source – Department of Primary Industries and Regional Development <http://www.drd.wa.gov.au/regions/Pages/Pilbara.aspx>)

Rapid growth in the Pilbara economy has created significant labour shortages in the resources sector, exacerbated by border closures and competition from the mining sector in the eastern states, less evident during the last mining boom. The Chamber of Minerals and Energy WA forecasts that WA's mining and resource sector could require as many as 40,000 additional workers by mid-2023, with a potential peak shortage of 33,000 workers. The Regional Development Australia publication series on the cost of doing business in the Pilbara highlights that during periods of economic growth, the resident labour force is too small to supply the skills and number of workers required for business expansion, with labour shortages emerging as a major constraint for local businesses, particularly small to medium enterprises. This downward pressure on the local economy is exacerbated by resource sector competition for labour and escalating salaries. In a Business Confidence Survey by the Chamber of Commerce and Industry Western Australia, 72% of businesses in the Pilbara expected stronger conditions over the 12 months from April 2021, with 22% expecting conditions to remain the same, with 47% identifying labour shortages as one of the most significant barriers to growth.

Various approaches have been trialled in Western Australia to address resident labour shortages, including buy-local procurement initiatives to build workforce capacity and sustainability through improved economies of scale; reduction in TAFE training fees; and intrastate migration initiatives, now extending to interstate migration to Western Australia with a more central focus on meeting resource sector and healthcare workforces. The intrinsic value of a Designated Area Migration Agreement resides in its capacity to respond flexibly to, and keep pace with, the region's unique economic conditions and employment challenges; tethering provisions; broader occupation categories; local jobs first policy; and employer sponsorship conditions.

This DAMA business case will focus on the needs of businesses and industries within the Pilbara region as defined by the postcode boundaries listed at Table 1 and shown below:

Postcodes	Area	State
6713, 6714, 6718, 6720	City of Karratha	WA
6721, 6722	Town of Port Hedland	WA

The Designated Area Migration Agreement (DAMA) is intended for the support and benefit of the City of Karratha and the Town of Port Hedland, with the Shires of East Pilbara and Ashburton potentially exercising an opt-in option at the annual review process, subject to the approval of the Commonwealth and contingent on the demonstrated success of the DAMA.

### City of Karratha

The City of Karratha is strategically located on the coast of the Pilbara region of Western Australia. Situated 1535km north of Perth, it encompasses a total land area of 15,882 square kilometres and is home to a population of 22,716 people. The city consists of five towns: Karratha, Dampier, Roebourne, Wickham and Point Samson.

The City of Karratha plays a central role in the Pilbara's status as a mining powerhouse. World-renowned for its iron ore and oil and gas processing facilities, resource operations and exports form the centrepiece of the City's robust economy. The City's resource industry is currently undergoing another upcycle, with approximately \$91 billion of resource sector investment proposed for the Pilbara region in the foreseeable future. While the City will continue to be a hub for resources and energy export projects for years to come, it is progressively growing and transitioning to become more diverse with new and emerging economic opportunities arising.

The City's ever-improving levels of livability, in combination with sustained levels of economic activity, have led to a strong upward trend in the City's population. Community surveys have consistently linked regional livability with access to quality facilities and services in key areas, including health, education and community facilities. Strategic investment in these areas by all levels of government is now paying dividends, with results from the City's 2021 annual community survey revealing that the vast majority of residents rate the City as a 'Great' or 'Good' place to live, with 41% of residents now having 'no plans to leave'. This figure was 14% in 2012. The City of Karratha now enjoys a level of amenity and service usually only seen in larger metropolitan areas.

Unemployment data shows a continuing tightening of the local labour market, with Karratha's unemployment rate at just 2.6% in the December 2020 quarter. This represents a drop from a 7-year high of 3.4% in June 2019. These figures are significantly lower than the national average, which have risen from 5.2% to 6.4% over the same period.

Results from the City of Karratha's annual Business Climate Survey, conducted in 2019 and 2020, show that 'recruiting and retaining the right workers' is the number one issue affecting local business. Businesses in the City of Karratha face significant operational challenges as they struggle to attract and retain workers in the face of sustained competition from the resource sector. During the investment upswing of the late 2000s, many businesses struggled to attract workers into low and semi-skilled positions, with many operating at a reduced capacity – or not at all – due to a lack of affordable or available staff. The City is keen to prevent a reoccurrence of this situation.

## The Town of Port Hedland

The Town of Port Hedland (Town) is located approximately 1800 km north of Perth in the remote Pilbara region and covers a land area of 18,467 km<sup>2</sup>. It hosts an estimated population of 15,471, with a high Aboriginal population and established culturally and linguistically diverse communities (CaLD), principally of Filipino and Maori origin. The localities of Port Hedland and South Hedland adjoined by a 13km causeway, along with remote Aboriginal communities, comprise settlements in the region.

The Town hosts the largest bulk export port in the world, shipping predominantly iron ore, but with increased export earnings from lithium and other battery minerals, rare earths and general cargo. In 2019-20, Iron Ore was the first export commodity to reach \$100 billion, and the Australian Chief Economist forecasts iron ore earnings to rise to just over \$149 billion for 2020-21, citing that the 'iron ore sector will make a significant contribution to GDP growth, as high prices and margins drive growing volumes.' Both Nickel and Lithium earnings are predicted to rise between 2019-20 and 2025-26 by \$2.7 billion and \$4.3 billion, respectively. Global demand has precipitated marked increases in the resource sector workforce, with direct equivalent employment in Western Australia's iron ore sector rising by 19% to 57,055 in 2020, comprising 53% of direct full-time employment in WA's mining industry.

While iron ore sustained over 9% compound annual growth over the ten years to 2019 and recent exponential increases in exports and revenue have been evidenced, diversification of the Town's economy to expand investment opportunities and temper economic fluctuations has been governments' focus since 2007-2013 mining boom. Covid-19 has further highlighted the vulnerability of the Pilbara economy in this regard, particularly reliance on China as a largely singular market. This has precipitated renewed Government (and industry) investment in implementing or developing new strategies and initiatives, including but not limited to battery technologies, renewable energies, mining equipment, technologies and services, and automation.

Families (couples with children) are the most prevalent household type in Hedland, comprising 28.2% of all households, with a median age of 31 years. While Town-based services and infrastructure target a breadth of age cohorts, this is a key target group. Collectively, Port and South Hedland are liveable neighbourhoods, affording a range of housing typologies, modern hospital and health services, K-12 schooling and tertiary facilities, breadth of recreational and community hubs and events, pristine coastal environments, and unique biodiversity.

In 2018-19, the jobs to worker ratio were 1.42, which rose to 1.52 by 2019-20. The Department of Employment Small Area Labour Market Publication evidences the unemployment rate for the March 2021 quarter at 4.1%, down from 5.5% for the same quarter in 2020. These levels are in marked contrast to ABS Labour Force statistics which evidenced an Australian unemployment rate of 5.6% and the Western Australian unemployment rate of 4.8% for March 2021 (which excludes underemployment).

## Economic Significance of Pilbara DAMA Region

### **Overview of GDP contribution, economic trends and employment forecasts.**

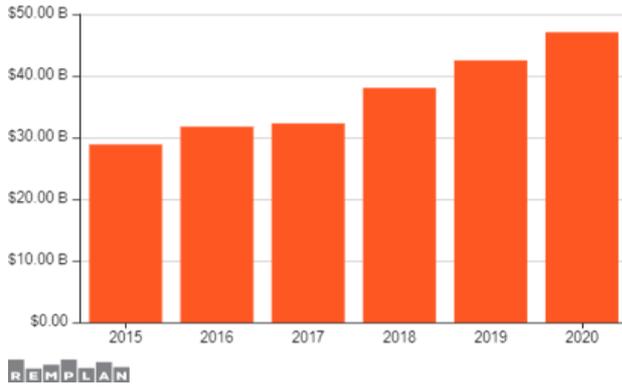
#### **Gross Regional Product – Pilbara Region**

According to Remplan, the Gross Regional Product (GRP) for the Pilbara region was estimated to be \$47.09 billion in 2020, equivalent to 1.75% of the Gross State Product (GSP) of Western Australia and 2.2% of the Gross Domestic Product (GDP) of Australia.

The Pilbara region has one of the highest per-capita GRP in Australia, at approximately \$336,481. This figure is almost triple the GSP per capita for Western Australia (approximately \$115,685) and quadruples the GDP per capita for Australia (approximately \$83,370) (Source: Remplan).

The high level of GRP is driven by export activities from the energy and natural resources sector with extensive, new and expanding operations in the Pilbara. The scale of activity has resulted in a substantially higher GRP per capita in the Pilbara than for other resource-oriented regions, including the Goldfields-Esperance and WA's Mid-West.

# Gross Regional Product



## Economic trends in Pilbara DAMA Region

### Key employment industries/ Sectors

Industry	Mar 20	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020	Jan 2021	Feb 2021	Mar 2021	Apr 2021	May 2021	Jun 2021
<b>Total Impact</b>	<b>63,850</b>	<b>62,775</b>	<b>62,383</b>	<b>62,698</b>	<b>63,453</b>	<b>63,774</b>	<b>63,947</b>	<b>64,002</b>	<b>64,095</b>	<b>64,245</b>	<b>64,487</b>	<b>64,579</b>	<b>64,705</b>	<b>64,729</b>	<b>64,752</b>	<b>64,759</b>

The employment data presented above represents the number of people employed by businesses / organisations in each of the industry sectors in the defined regions. In this report the employment data is place of work data and represents total numbers of employees without any conversions to full-time equivalence. Retail jobs for instance represent typical employment profiles for that sector, i.e. some full time, some part time and some casual.

### Source -

<https://app.remplan.com.au/pilbararegion/economy/industries/employment?state=Ma5Rlx!YqZOHV2NLC87qk4ixDGZ9HrUehDRBF5P8Pnc6vyy5hLh7BsmhYSGGBKsSa7D>

### Covid-19 Impact

#### COVID-19 Impact on Employment

Industry	Mar 2020 (pre COVID-19)	Apr 2020	May 2020	Jun 2020	Jul 2020	Aug 2020	Sep 2020	Oct 2020	Nov 2020	Dec 2020	Jan 2021	Feb 2021	Mar 2021	Apr 2021	May 2021	Jun 2021
Agriculture, Forestry & Fishing	336	336	337	337	338	338	338	338	338	339	339	339	340	340	340	340
Mining	29,151	28,808	28,642	28,883	29,063	29,263	29,345	29,381	29,422	29,505	29,654	29,669	29,699	29,709	29,718	29,736
Manufacturing	1,277	1,273	1,272	1,272	1,272	1,272	1,280	1,281	1,281	1,282	1,282	1,283	1,284	1,285	1,285	1,286
Electricity, Gas, Water & Waste Services	922	916	913	918	920	922	923	923	924	925	927	929	930	931	931	931
Construction	11,212	11,073	11,028	11,055	11,231	11,252	11,273	11,278	11,287	11,301	11,328	11,346	11,367	11,369	11,370	11,373
Wholesale Trade	693	679	673	673	686	689	690	691	692	693	695	696	698	699	699	699
Retail Trade	1,579	1,524	1,503	1,512	1,563	1,579	1,588	1,590	1,594	1,600	1,607	1,614	1,621	1,625	1,627	1,629
Accommodation & Food Services	2,792	2,564	2,506	2,521	2,673	2,688	2,700	2,701	2,707	2,717	2,723	2,728	2,737	2,739	2,744	2,750
Transport, Postal & Warehousing	3,102	3,050	3,022	3,019	3,030	3,040	3,048	3,052	3,059	3,070	3,082	3,094	3,108	3,109	3,110	3,111
Information Media & Telecommunications	88	86	86	86	86	86	86	86	87	87	87	87	87	87	87	87
Financial & Insurance Services	159	158	158	158	159	159	159	159	160	160	161	161	161	161	161	161
Rental, Hiring & Real Estate Services	685	672	670	670	681	682	683	684	685	686	688	689	691	691	692	692
Professional, Scientific & Technical Services	2,776	2,799	2,755	2,760	2,773	2,779	2,785	2,786	2,788	2,790	2,793	2,796	2,799	2,799	2,799	2,800
Administrative & Support Services	2,343	2,295	2,266	2,263	2,283	2,290	2,301	2,302	2,306	2,311	2,320	2,328	2,339	2,340	2,341	2,343
Public Administration & Safety	1,619	1,614	1,612	1,612	1,634	1,643	1,648	1,649	1,651	1,654	1,658	1,662	1,666	1,666	1,666	1,667
Education & Training	1,799	1,742	1,732	1,744	1,769	1,777	1,784	1,785	1,786	1,791	1,800	1,807	1,815	1,816	1,817	1,818
Health Care & Social Assistance	1,754	1,727	1,722	1,728	1,754	1,759	1,763	1,763	1,767	1,770	1,775	1,780	1,785	1,786	1,787	1,788
Arts & Recreation Services	176	168	166	167	172	172	172	172	173	173	173	173	174	174	174	174
Other Services	1,387	1,331	1,320	1,320	1,361	1,374	1,383	1,385	1,387	1,390	1,394	1,397	1,402	1,403	1,404	1,405
<b>Total Impact</b>	<b>63,850</b>	<b>62,775</b>	<b>62,383</b>	<b>62,698</b>	<b>63,453</b>	<b>63,774</b>	<b>63,947</b>	<b>64,002</b>	<b>64,095</b>	<b>64,245</b>	<b>64,487</b>	<b>64,579</b>	<b>64,705</b>	<b>64,729</b>	<b>64,752</b>	<b>64,759</b>

Benchmarks: None | Industries: All Selected

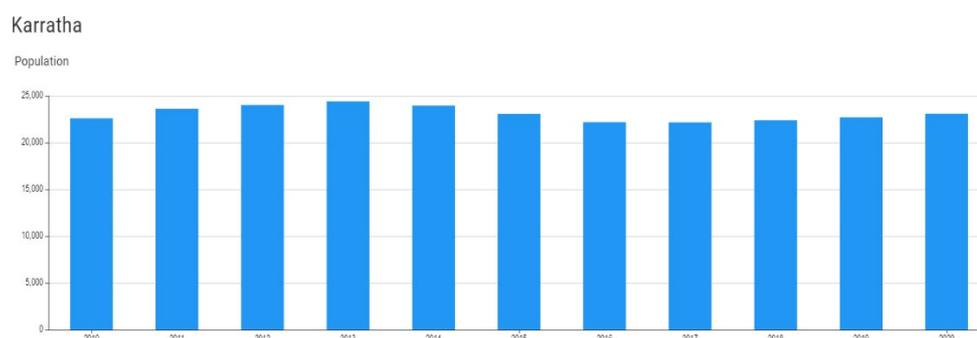
Please see **Appendix 12 WA Covid 19 Impact Statement** for more information on the impacts of Covid across different industries.

## City of Karratha

### Population

The City of Karratha is home to approximately 23,118 people. Karratha is the largest township within the City, with a population of 19,423; followed by Wickham with 2,295; Dampier with 1,104; Roebourne with 509; and Point Samson with 231.

Historically, the City's population has been inextricably linked to the peaks and troughs of the resource industry. As shown in the graph below, the City's population peaked at 24,432 in 2013, reflecting the upcycle experienced by the resource industry during that period.



**Source:** Remplan

Recent population forecasting carried out by REMPLAN estimates that the population will grow to 31,657 over the next ten years. This represents a year-on-year population increase of 1.43%, driven by strong economic growth and the onset and/or continuation of several major resource projects, as well as the City's ever-increasing levels of liveability.

The City of Karratha is particularly attractive to young families, with a population that is skewed toward people aged between 20-49 years (with 30-39 years the most common cohort) and an above-average representation of children aged between 0-9 years when compared to equivalent State benchmarks.

The City hosts a diverse range of nationalities, with approximately 16% of its population born overseas. The City's cultural make-up includes people from all parts of the world, including the UK, New Zealand, Europe, Asia and elsewhere. Additionally, approximately 3,000 people (13%) are Aboriginal and/or Torres Strait Islander (Source: Remplan).

### Gross Regional Product

According to Remplan, the Gross Regional Product (GRP) for the City of Karratha was estimated to be \$7.225 billion in 2021, equivalent to 2.5% of the Gross State Product (GSP) of Western Australia.

### Key employment industries

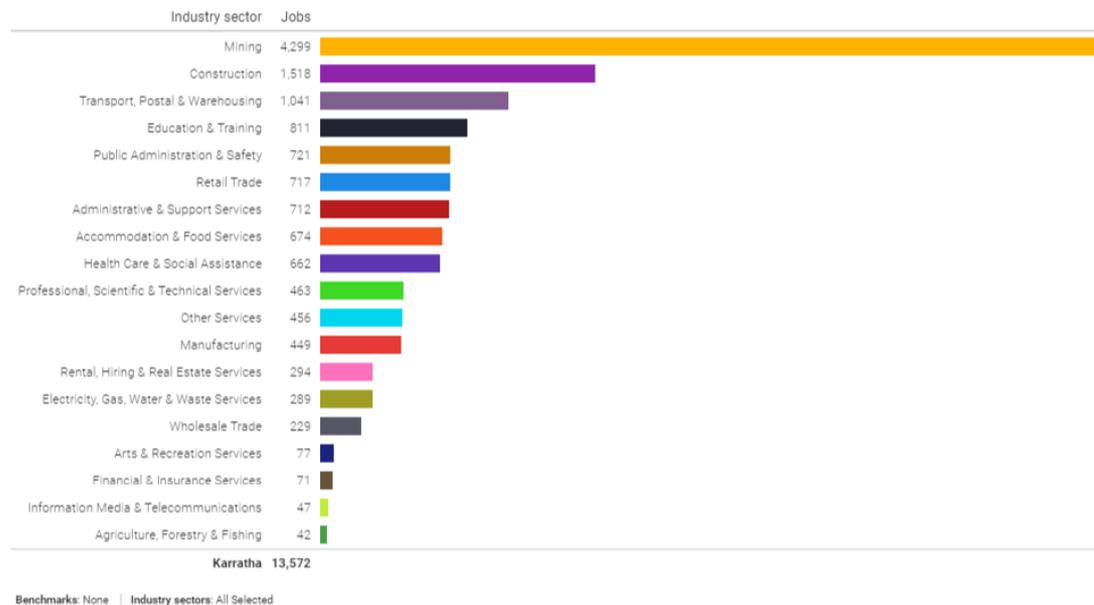
The City of Karratha supports 13,572 jobs. (Source: Remplan)

The construction industry has the largest number of total registered businesses in the City at 692 (or 16.6%). However, mining is the largest employer supplying 4,299 (22%) jobs. This represents an increase of 355 jobs between 2011 and 2016, a figure that is consistent with strong commodities trading during this period (Source: Remplan)

The following chart shows the breakdown of employment by industry:

## Karratha

### Employment



### Source: Remplan

While the City will continue to be a hub for resources and energy export project for years to come, it is progressively growing and transitioning to become more diverse with new and emerging economic opportunities arising. In particular –

- Using solar energy, sea water and access to markets, Yara Pilbara Fertilisers proposes to produce carbon-free fertiliser and green ammonia for export. This will help the agriculture industry reduce emissions in their feedstock. CME – Regional Strengths and Gaps
- Leveraging proximity to Asia, Rio Tinto has launched a new direct freight shipping service from Singapore to Dampier. The service is open for use by local businesses and should help reduce the cost of doing business in remote WA. CME – Regional Strengths and Gaps
- The City enjoys comparative advantages in renewable energy production, including geothermal, tidal, algae and solar based energy systems;
- Aboriginal culture and heritage – the Burrup Peninsula and surrounding Dampier Archipelago have the highest concentration of rock art in the world. The region is currently applying for the World Heritage Status;
- Strong investment links with Asia – the Pilbara sits on the doorstep of Asia. Karratha is less than 3000km and four hours by air from Singapore and less than three hours from Jakarta.
- On the doorstep to Asia, the City's enjoys strong access to markets and is a globally recognised export hub.

## Enterprise structure

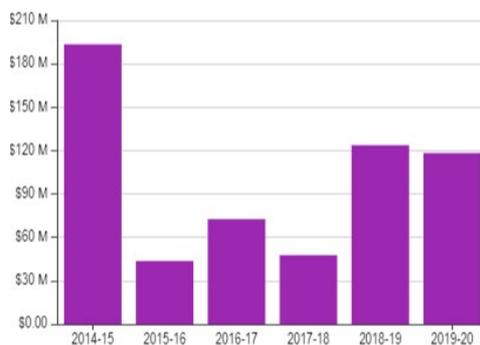
There are currently 1,037 businesses registered in the City of Karratha. Of these, the mining sector accounts for only 0.87% of the 1,037 registered businesses. This is likely due to the relatively small number of large corporations in the mining industry, many of which are registered in metropolitan centres.

By comparison, the construction industry accounts for the greatest number of business registrations (22%) and employs 1,518 workers in the region. Other prominent industries, represented by locally registered businesses, include property and business services, retail trade, and transport and storage.

## Building approvals

Dwelling approvals are a lead indicator for population growth and generally serve as a broad indicator of business and consumer confidence. Since 2018, the City has seen strong growth in the number and value of building approvals (source: Remplan). These figures are indicative of a growing regional workforce and robust economic outlook.

### Building Approvals



Source: Remplan

## Employment forecasts

The City's resource industry is currently undergoing another upcycle, with approximately \$170 billion of investment proposed for the Pilbara region in the near future. Projections for the City of Karratha include \$75b of investment equating to 11,150 construction jobs and 3,100 continuing jobs in operational roles.

The growth in Construction and Mining roles will also require additional service workers in industries such as Health Care, Education, and transport in order to support the anticipated growth in population.

Source: Pilbara Development Commission, Pilbara Investment Snapshot, 1 June 2021.

[https://www.pdc.wa.gov.au/application/files/6516/2426/1516/PDC\\_Investment\\_Snapshot\\_June\\_2021\\_Final\\_PDF.pdf](https://www.pdc.wa.gov.au/application/files/6516/2426/1516/PDC_Investment_Snapshot_June_2021_Final_PDF.pdf)

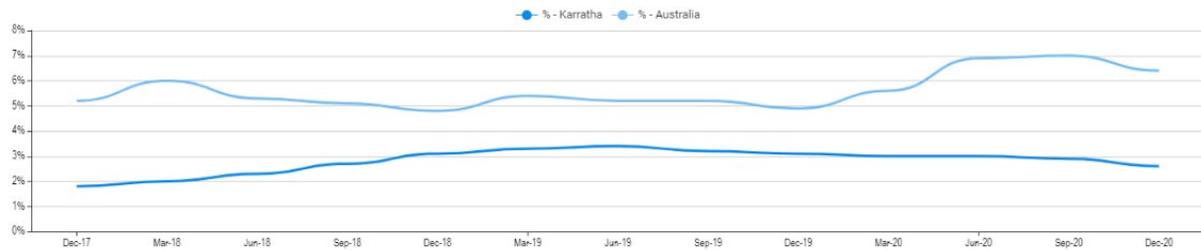
See also Appendix 9: Projects Pipeline

## Unemployment Trends

Since at least 2013, the City has experienced very low levels of unemployment with local unemployment figures sitting on average at least 3 points below the national average. This trend continues, with the City's unemployment rate at just 2.6% in the December 2020 quarter. This represents a drop from a 7-year high of 3.4% in June 2019.

### Karratha

Unemployment By Quarter



Benchmarks: Australia

Source: Remplan

### Value-add by industry sector – City of Karratha

Industry Sector	City of Karratha LGA As of June 2020	
	\$M	%
Mining	\$5,738.99	73.25%
Construction	\$371.93	4.75%
Rental, Hiring and Real Estate Services	\$352.53	4.50%
Transport, Postal and Warehousing	\$271.67	3.47%
Administrative and Support Services	\$136.80	1.75%
Public Administration and Safety	\$135.14	1.73%
Manufacturing	\$134.79	1.72%
Education and Training	\$110.91	1.42%
Electricity, Gas, Water and Waste Services	\$89.41	1.14%
Professional, Scientific and Technical Services	\$84.57	1.08%
Health Care and Social Assistance	\$79.76	1.02%
Retail Trade	\$68.18	0.87%
Wholesale Trade	\$65.37	0.83%
Accommodation and Food Services	\$59.44	0.76%
Financial and Insurance Services	\$56.95	0.73%
Other Services	\$51.29	0.65%
Information, Media and Telecommunications	\$10.63	0.14%
Agriculture, Forestry and Fishing	\$8.76	0.11%
Arts and Recreation Services	\$7.14	0.09%
<b>Total</b>	<b>\$7,834.26</b>	<b>100.00%</b>

## Regional Imports by Industry Sector – City of Karratha

Industry Sector	City of Karratha LGA As of June 2020	
	\$M	%
Mining	\$1,993.87	53.39%
Construction	\$506.66	13.57%
Rental, Hiring and Real Estate Services	\$400.35	10.72%
Transport, Postal and Warehousing	\$191.08	5.12%
Administrative and Support Services	\$164.38	4.40%
Public Administration and Safety	\$93.55	2.51%
Manufacturing	\$71.76	1.92%
Education and Training	\$50.91	1.36%
Electricity, Gas, Water and Waste Services	\$49.21	1.32%
Professional, Scientific and Technical Services	\$46.07	1.23%
Health Care and Social Assistance	\$30.53	0.82%
Retail Trade	\$30.46	0.82%
Wholesale Trade	\$26.05	0.70%
Accommodation and Food Services	\$24.57	0.66%
Financial and Insurance Services	\$20.01	0.54%
Other Services	\$11.38	0.30%
Information, Media and Telecommunications	\$9.31	0.25%
Agriculture, Forestry and Fishing	\$7.38	0.20%
Arts and Recreation Services	\$6.96	0.19%
<b>Total</b>	<b>\$3,734.52</b>	<b>100.00%</b>

## The Town of Port Hedland

### Gross Regional Product

The Gross Regional Product (GRP) for the Town was estimated at \$6.499 billion in June 2020, equivalent to 2.2% of Gross State Product (GSP) of Western Australia.

The Town of Port Hedland's per capita GRP is \$420,141, being over three times the GRP per capita for Western Australia (estimated \$128,147) and nearly five times the GRP per capita for Australia (estimated \$85,005).

While Port Hedland and more broadly the Pilbara, has been a sustained and significant contributor to GRP, unprecedented export earnings are principally attributable to iron ore demand off the back of strong growth in the Chinese economy (and oil and gas in the West Pilbara), a rise in the Australian dollar and iron ore production constraints in Brazil. This activity has driven markedly higher GRP per capita in the Pilbara than both Goldfields-Esperance and Mid-West regions.

With considerable major iron ore projects under construction or committed (predominantly in the Pilbara), projected growth in battery mineral exploration and production, renewable technologies, and expanded export infrastructure capability at the Port, the Town's contribution to GRP going forward will remain significant.

### **Key employment industries/sectors**

The resource industry, predominantly iron ore, comprised 77.7% of the Town's total output in 2019-20. Other key industries that contribute to regional production include construction, manufacturing, majority mining service industries, retail and tourism, and agriculture.

The construction industry has the largest number of registered businesses in the Town, at 129 (or 17.4%), although mining was the largest employer, generating 4,499 (42%) jobs in 2019-20. This represents an increase of 724 and 1,662 jobs since 2016-17 and 2014-15 respectively in the mining sector, in line with strong commodities trading.

While iron ore will continue to be a key driver of exports going forward, Port Hedland is transitioning and is competitively positioned to transition further to a more diverse economy. This is evidenced as follows:

- The production of electric vehicles and new energy technologies will collectively see growing demand for minerals, including lithium, cobalt, nickel, and manganese, and rare earths of which there are significant reserves, existing projects and/or technical capability.
- Climate change sees greater demand for reduction in mining emissions and renewable energy supply, including exports.
- Mining equipment, technologies and services capability exist given the concentration of mining services in the Pilbara and global mining, equipment, technology and services companies headquartered and/or operating in Western Australia and can be applied to operations within Australia or exported.
- Significant opportunities exist to leverage industrial, Aboriginal cultural and nature-based tourism, given a potential reversal in trend from overseas to domestic travel, precipitated by border closures and the Covid-19 pandemic, new and upgraded infrastructure in Port Hedland and arts and culture initiatives.
- Major opportunities exist for value capture, including improving mine-to market performance or manufacturing.
- State Government will progressively deliver the Hedland Maritime Precinct in the West End of Port Hedland, facilitating additional commercial, tourist, cultural, and maritime educational and training services.
- Direct shipping has commenced between the Port of Port Hedland, Darwin and Singapore, generating more inbound and outbound freight options in Port Hedland, with marked improvement in supply chain management and cost, supported by general cargo expansion capability at the Port.
- State Government is reviewing pastoral diversification permits to potentially extend their application to broader non-pastoral purposes.
- Asian markets are expected to globally dominate economic output and consumption of energy by 2030, with the Pilbara having low seaborne costs to Asia and, more broadly, the Indo-Pacific.
- A number of aforementioned competitive advantages are underpinned by Government strategies centring on diversification, renewables and Asian market engagement.

### **Enterprise structure**

In 2020, there were 742 businesses registered in the Town, with the mining sector accounting for 0.7%. This is potentially due to the dominance of major miners and headquartering of mining companies in city centres, including Perth.

By comparison and as noted, the construction industry accounts for the highest number of business registrations (17.4%) and employs 1,059 workers in the region. Transport, postal and warehousing has a higher number of workers but lower business registration than the rental, hiring and real estate services. Other key locally registered businesses include healthcare and social assistance, property and business services, professional and technical services, and accommodation and food services.

Of the businesses registered, 447 (62.4%) employed no staff (for example, were owner-operators or individual ABN registrations), 263 (35.4%) between 1 and 19 staff, and 31 (4.177%) between 20 and 200 staff.

## **Building approvals**

Building permits reflect the rate of economic and population growth. The Town issued 344 building permits in 2020-21 with a total construction value of \$48.718 million with the highest construction value \$9.07 million. In the month of August 2021, the town issued 50 building permits, the highest since 2013. A total of 29 building permits were approved in 2020-21 for dwellings (complete house builds). Prior to that period and since the last mining boom (with the exception of 2017-18, which reflected some growth), the mining boom 2003-04 to 2013-14 evidenced high building approval numbers in the order of 200 to nearly 450, reflective of the impact of an economic upswing on dwelling development.

Aside from building approvals, current population growth is tracking at 2.1% (2019-20) in line with the Town's aspirational growth forecast of 27,085 people in the Town by 2041 (2.4% per annum), as opposed to a conservative growth forecast of 0.9% per annum or 18,500 by 2041. The growth rate of 2.1% is also reflected in marked escalation in housing values in Port and South Hedland, with South Hedland leading the Real Estate Institute of Western Australia's list of highest growth suburbs and Port Hedland listing fifth.

The State Government has also released additional land lots in South Hedland to meet the growing demand for development, with the majority sold or under offer, and has recently invested significantly in Hedland Senior High School to cater for growth in student numbers.

The Town of Port Hedland has a higher proportion of people with high incomes of \$1,750 or more per week than both Australia and Western Australia. This data needs to be caveated as the Town reflects a 'two-speed economy' where often a significant differential in wages exists between mining and non-mining sector employees. This income 'divide' has been a substantial focus of publications by Regional Development Australia Pilbara, including the Cost of Doing Business in the Pilbara (2013-2020) series and the Ten-Year Plan for the NGO Sector in the Pilbara (2016). The former incorporates a review of labour cost impacts on small to medium business enterprises (including not-for-profit organisations) from salary increases in the mining sector and competition for labour. The latter includes strategies and actions to enhance sector sustainability in the context of cost increases, including the workforce.

## **Employment forecasts**

There are currently \$10 billion in iron ore projects under construction or committed in the Pilbara, and a 14% increase in iron ore exploration expenditure was evidenced in the 2020 calendar year. The largest miners committed approximately \$25 billion to iron ore replacement mines to expand capacity and extend the life of iron ore operations. This includes approximately \$4.7 billion on BHP Limited's South Flank mine (80mtpa) and Fortescue Metals Group's (FMG) \$1.7 billion Eliwana development (including rail infrastructure). FMG's \$4.6 billion Iron Bridge 2 Magnetite Project and \$400 million Queens Valley low-alumina projects are due for completion in 2022. Atlas Iron is investing in two expansion projects at Corunna Downs and McPhee Creek.

Pilbara Minerals continues to invest in its Pilgangoora mine, expanding capacity from 2mtpa to 5mtpa per annum. Mineral Resources, which joint venture owns Wodgina Lithium mine, has acquired Kumina Iron Ore Project. The aforementioned Lithium mines are situated on some of the largest hard-rock Lithium deposits in the world. Sandfire Resources operates two copper mines, and Element 25 Limited's Butcherbird Manganese project was due to commence operations in 2021. Mineral exploration has also substantially increased for Gold and Copper, iron ore, nickel and cobalt.

Port projects of significance include the future development of Lumsden Point, South West Creek and a multi-user Outer Harbour when capacity is reached in the Inner Harbour. The State Government recently announced that it would undertake a strategic review to deliver an outer harbour at an estimated cost of \$9 billion to cater for exceeded demand.

## **Unemployment trends**

Port Hedland's unemployment rate reflects a tightening of the local labour market, with the unemployment rate at the March quarter of 2021, 4.1%. This represents a drop of 2.3% from a seven-year high of 6.4% in March 2014 and 2.6% below the March 2021 unemployment rate for Australia and Western Australia, which has climbed by .9% and 1.9% respectively since March 2014. The Western Australian Department of Jobs, Tourism, Science and Innovation resource sector economic profiles reflect a restart of a number of major resource projects in the Pilbara impacted by commodity demand due to Covid-19, particularly around battery technologies. This will place increased pressure on an existing strained labour market and town-based businesses.

## Employment by industry sector

The mining and construction industries, along with transport, postal and warehousing, accounted for 61.4% of employment in 2019-20, with mining increasing by 55% since 2013-14 when there was a marginal slump in employment. Employment in the construction industry declined significantly during this period but evidenced a 15% increase between 2017-18 and 2019-20. Transport, postal and warehousing were down, as were a number of other employment types by industry. For the following reasons, caution needs to be exercised in interpreting 2019-20 figures as representative of employment demand in the absence of 2021 Census data:

- there can be considerable movement between sectors in an economic upswing as labour shortages command higher wages, i.e. mining employment.
- The unemployment rate for Port Hedland has dropped by 1.3 percentage points since June 2020.
- Record throughput at the Port of Port Hedland in June 2021 exceeded the previous June 2020 record of 717.2 million tonnes by 7.5 million tonnes.
- The Town has recently evidenced an increasing number of building applications for the construction of local workshops.
- During 2019-20, regional borders were closed for a period of approximately eight weeks.
- Port Hedland operates in a tight employment market, as indicated by the aforementioned jobs to worker ratio.
- A significant number of projects transitioned from construction to production phases post the last mining boom. Given the volume of projects committed or foreshadowed and high-level exploration, including in non-iron ore commodities, construction has recommenced.

**Source** – Remplan - <https://app.remplan.com.au/pilbararegion/economy/summary>

### Value-add by industry sector – The Town of Port Hedland

Industry Sector	Town of Port Hedland As of June 2020	
	\$M	%
Mining	\$5,250.3	83.8%
Construction	\$176.1	2.8%
Rental, Hiring and Real Estate Services	\$26.0	0.4%
Transport, Postal and Warehousing	\$234.1	3.7%
Administrative and Support Services	\$54.5	0.9%
Public Administration and Safety	\$42.5	0.7%
Manufacturing	\$69.0	1.1%
Education and Training	\$35.6	0.6%
Electricity, Gas, Water and Waste Services	\$74.1	1.2%
Professional, Scientific and Technical Services	\$36.2	0.6%
Health Care and Social Assistance	\$77.6	1.2%
Retail Trade	\$35.6	0.6%
Wholesale Trade	\$50.5	0.8%
Accommodation and Food Services	\$28.5	0.5%
Financial and Insurance Services	\$17.1	0.3%
Other Services	\$44.1	0.7%
Information, Media and Telecommunications	\$2.6	0.0%
Agriculture, Forestry and Fishing	\$5.5	0.1%
Arts and Recreation Services	\$2.4	0.0%
<b>Total</b>	<b>\$6,262.2</b>	<b>100.0%</b>

### Regional Imports by Industry Sector – The Town of Port Hedland

Industry Sector	Pilbara Region As of June 2020	
	\$M	%
Mining	\$2,458.2	42.9%
Construction	\$0	0%
Rental, Hiring and Real Estate Services	\$44.2	0.8%
Transport, Postal and Warehousing	\$211.9	3.7%
Administrative and Support Services	\$52.2	0.9%
Public Administration and Safety	\$155.3	2.7%
Manufacturing	\$1,149.2	20.1%
Education and Training	\$70.5	1.2%
Electricity, Gas, Water and Waste Services	\$130.9	2.3%
Professional, Scientific and Technical Services	\$493.6	8.6%
Health Care and Social Assistance	\$36.5	0.6%
Retail Trade	\$68.9	1.2%
Wholesale Trade	\$123.6	2.2%
Accommodation and Food Services	\$73.7	1.3%
Financial and Insurance Services	\$410.5	7.2%
Other Services	\$101.9	1.8%
Information, Media and Telecommunications	\$70.5	1.2%
Agriculture, Forestry and Fishing	\$37.8	0.7%
Arts and Recreation Services	\$35.8	0.6%
Total	\$5,725.1	100.00%

## Who can access the Pilbara DAMA Labour Agreement?

Designated Area Migration Agreements are a formal arrangement between the Commonwealth of Australia and a designated area representative (DAR). A DAR may be a state/territory government or regional body such as the local government Regional Development Australia (RDA). Under the terms of a DAMA, the designated area may be able to access a broader range of overseas workers that is not available through the standard skilled visa programs. This allows variations to standard occupations and skills lists and /or negotiable concessions to visa requirements.

DAMA Labour Agreements are between the Australian Government and endorsed employers operating within the relevant region. They are generally in effect for five years and use the Temporary Skills Shortage and Employer Nominated Scheme visa programs.

It is envisioned that the Pilbara DAMA Labour Agreement will be accessible for businesses operating within the Pilbara region area that are unable to source skilled workers locally and require the skilled worker to be sourced from overseas. The employers who have an interest in accessing the DAMA are required to submit an application to the DAR for endorsement, and this will be required to access the Pilbara DAMA Labour Agreement.

Currently, only businesses operating within the following local government areas will be eligible to apply for the DAR endorsement and access the Pilbara DAMA Labour Agreement:

1. City of Karratha
2. Town of Port Hedland

The Shires of Ashburton and Shire of East Pilbara may apply to opt-in as part of the annual review process, subject to the approval of the Commonwealth and contingent on the demonstrated success of the DAMA.

## Pilbara DAMA Governance Structure

### Access to DAMA:

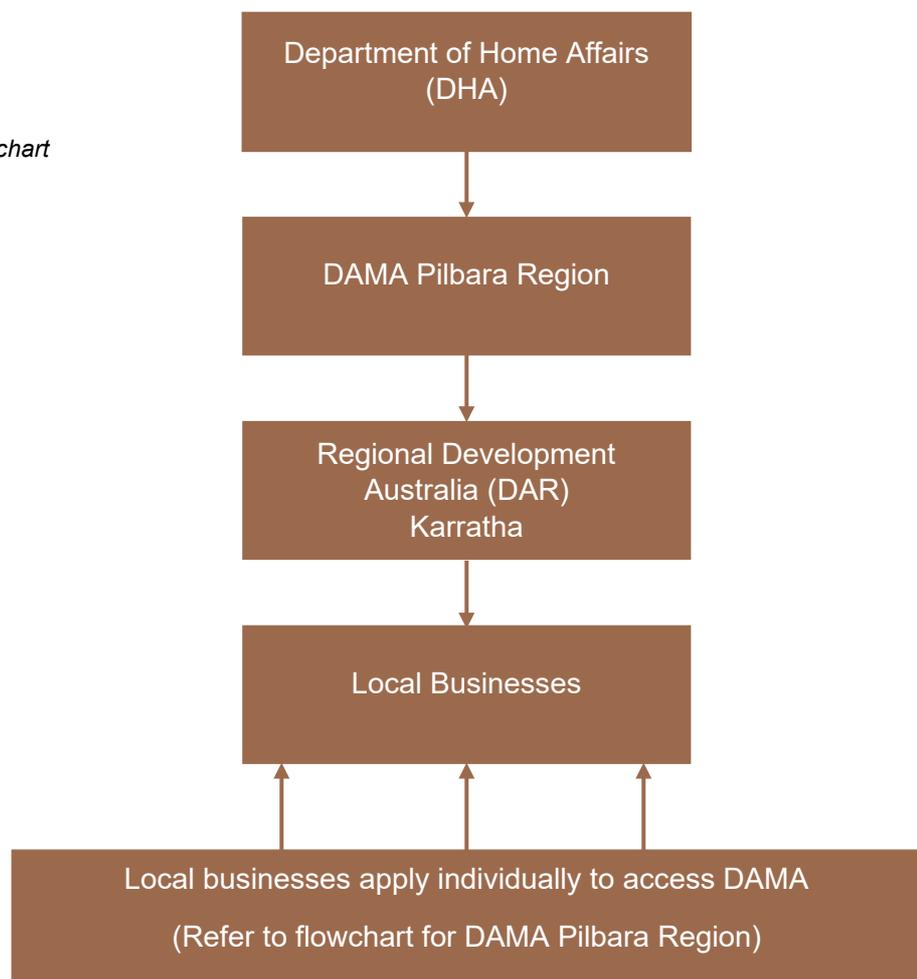
The Pilbara DAR Regional Development Australia (RDA), located in Karratha, will submit a business case for the Pilbara DAMA to the Department of Home Affairs. The Minister of Immigration, Citizenship and Multicultural Affairs will then agree to enter into a negotiation with the RDA for the Pilbara DAMA. The terms and concessions are negotiated by RDA and the Minister's delegate (Department of Home Affairs). The DAMA is then signed by both parties and is executed.

Once the Pilbara DAMA is signed, the DAMA Labour Agreement template is created, and employers in the region can apply to be endorsed by the RDA to access the DAMA.

### Access to DAMA Flowchart

Figure 1

Access to DAMA Flowchart



### End to end Process:

Once the DAMA is approved, employers are required to have an endorsement from the Pilbara DAR before submitting a request for the Pilbara DAMA Labour Agreement. The Pilbara DAR will assess the employer's eligibility before endorsement is provided, and a letter of Endorsement and copies of the supporting documents will be sent to the Australian Government and the employer.

Endorsed employers can then apply for a DAMA Labour Agreement within the Minister's delegate (Department of Home Affairs) through Immi Account. Once the Labour Agreement is approved, the business submits a skills

verification application for the prospective visa applicant. Once the Pilbara DAR approves the skills verification for the prospective applicant, the nomination and visa (subclass 482/494) application can be submitted.

**Flowchart for Pilbara DAMA Region**



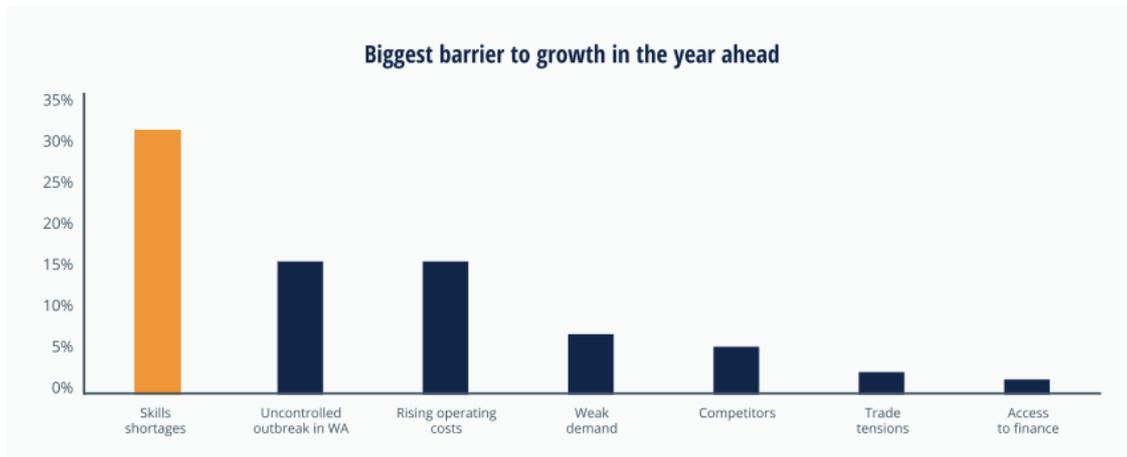
Figure 2  
Flowchart for DAMA Pilbara Region

**Evidence Based Skilled Shortages**

**Skilled labour shortages – The biggest barrier to business growth**

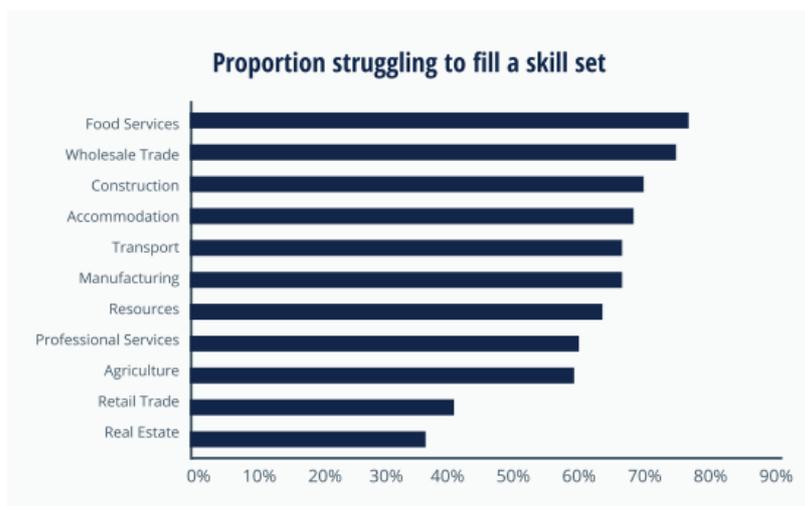
Different business sectors within the Pilbara Region have been finding it challenging to hire skilled labour. Some businesses find local employees are not applying for a skilled job, whereas some businesses are experiencing a high labour turnover. Such prevailing factors are forcing businesses to look for potential candidates from overseas.

The Chamber of Commerce and Industry WA (CCIWA) conducted a Business Confidence Survey to find out the concerns towards the growth of Western Australian (WA) businesses. Skill shortages were the greatest concern for most WA businesses.



Source-CCIWA Business Confidence Survey

As per CCIWA report, three out of every ten (31%) businesses identified skilled labour shortages as one of the largest barriers towards the growth of the business over the coming years. Skill shortages outweigh the other issue as the top barrier to growth. In the CCIWA Business Confidence Survey, they have also identified the proportion of WA businesses struggling to hire for a particular skill set. The below graph shows the proportion struggling to fill a skill set:



Providing the DAMA Labour Agreement as a solution for skill shortages in the Pilbara Region, the local governments were consulted individually to identify potential skill shortages. DAMA education workshops were also held in the City of Karratha. The aim of the workshop was to have local businesses of the region participate in the meeting and address their skills shortages.

Please refer to **Appendix 5 - 0321-Business-Confidence for the CCIWA survey results and summary report** in detail.

### Evidence based on the Pilbara Region Survey

On behalf of the Pilbara region local governments, the City of Karratha and Town of Port Hedland conducted a survey as part of a collaborative effort to inform local planning and resources on how to improve access to skilled labour in the region.

The survey was sent to local businesses within the region to compile the skills shortages within the region in different industry sectors. The survey comprised of 17 questions:

1. What is your industry sector?
2. Total number of full-time equivalent employees in your business
3. What are the specific challenges in attracting and retaining workers in your business?
4. Do you employ or have you in the past employed any temporary visa holders?
5. What are the limitations of the standard visa programs?
6. How would being an 'endorsed' sponsor under a DAMA address these challenges? Select all that apply in order of importance:
7. Is your business currently experiencing a labour shortage or do you anticipate a labour shortage based on business forecasts?
8. Have you considered the use of the following specific industry agreements to meet your labour shortage needs?
9. Are there any perceived barriers to the existing Labour Agreements?
10. Which of the following recruitment processes have you used to attract Australian workers since 1 July 2019?
11. Please describe your recruitment efforts
12. How many Australian workers have you recruited since 1 July 2019?
13. What occupation(s) are you seeking to fill with overseas workers? When answering this question, please have regard to ANZSCO occupation descriptions found at: <https://immi.homeaffairs.gov.au/visas/working-in-australia/skill-occupation-list>
14. How long have these role(s) been vacant for?
15. For each of the positions that you are seeking to fill, do you need to seek any concessions to the English language testing score requirements? If yes, which test component should have a lower score requirement: Explain why?
16. What strategies are in place for your workplace to support skilled migrant workers to improve their English language proficiency? For example, on-the-job training, dedicated community programs etc
17. For each of the roles you are seeking to fill, is the base salary below the Temporary Skilled Migration Income Threshold (TSMIT), currently AUD53,900? If yes, what is the market salary rate for the role you are seeking a concession from the TSMIT?
18. Are there any 'cost of living' or other benefits that would normally be offered as non-monetary benefits for Australian workers (eg. food and board)? If yes, please specify
19. To get a skilled visa for an occupation, visa applicants generally must have their skills assessed, hold a relevant qualification and at least two years' full-time work experience. Would this criteria limit who you can hire? Why?
20. Would the ability to sponsor skilled migrant workers for permanent residence benefit your business? What would be the benefits for you as an employer?
21. Currently employers can sponsor workers for permanent residence if they are less than 45 years of age unless their salary meets the high-income threshold in the 3 years prior. Does the age limit or high-income threshold pose a challenge for you to attract and retain skilled migrant workers? If yes, what should be the age limit increased to or what should be the income threshold reduce to?
22. Currently employers can sponsor workers for permanent residence who have been employed in the same position with the same sponsoring employer for at least 3 years. Does this pose a challenge for you to attract and retain skilled migrant workers? If yes, what changes to the permanent residence requirements would benefit your business?
23. Please provide any other comments or suggestions on what changes should be made to the employer sponsored visa programs that would help your business attract and retain skilled migrant workers?

Please refer to **Appendix 13 DAMA Business Survey Responses** for the survey results.

### **Shortages and Labour Market Conditions**

The overwhelming body of evidence in WA indicates that skill shortages are widespread in the WA economy, particularly as the State is experiencing economic boom times. Skilled labour shortages have generated much concern as shortages place a limit on the ability of businesses to invest and expand and also result in higher wage costs and lower financial returns. An effect of a labour and skills shortage is that the most profitable industries (such as the mining sector) are able to offer higher wages to employees to secure labour. While this is positive for the working population, it has placed considerable pressure on other less profitable industries, pushing up labour costs and increasing the difficulty of retaining skilled labour.

## **Hospitality, Retail, Tourism and Accommodation Industry**

COVID-19 has had an adverse impact on all industry sectors. Based on the article “Hospitality bid for special foreign staff visas” published in THE AUSTRALIAN newspaper on 20 April 2021, it defines the shortages being faced by the hospitality industry under the impact of COVID-19. The hospitality sector is demanding the government introduce a 12-month COVID recovery worker visa as critical staff shortages of up to 30 % are forcing businesses to reduce opening hours or close altogether.

Due to exceptional circumstances during the pandemic and the need to ensure the supply of critical services, the Department of Home Affairs and Australian Border Force have taken a flexible approach to student visa holders working beyond their usual work limitations, but only in specified industries. The tourism and Hospitality sector has been added to the list of critical sectors where students can work limitlessly to meet the ongoing shortages.

The push for the special visa that will be paid for by the recipient comes as the Accommodation Association reveals its hotel and resort operations lost \$5 billion in room revenue across Melbourne, Sydney, Perth, Brisbane, Adelaide, Hobart, Canberra and the Gold Coast in the year to February. Melbourne hotels suffered the biggest hit with a \$1.4 billion loss in room revenue.

The Hospitality and Accommodation Industries have nominated labour shortages as the biggest barrier to their recovery after coronavirus sparked a mass exodus of 200,000 foreign students, backpackers and skilled visa holders. The hospitality sector has lost 100,000 jobs, and there has been a 23% decline in full-time accommodation positions. This shows the shortage of skilled labour impacts the Hospitality and Accommodation sector who rely on visa holders to fill the shortage gaps. Restaurant and Catering Chief Executive Wes Lambert has written to Immigration Minister addressing migration as the key to fixing the staff shortages.

Liberal MP Julian Leeser, who chairs the Federal Parliament’s Joint Standing Committee on Migration, said the government needed to respond to labour shortages in the skilled and unskilled workforce. He also mentioned that a million temporary visa holders left the country at the start of COVID.

To meet the lower and upper demand scenarios, an additional 123,072 to 399,806 tourism workers on the 2016-17 workforce (598,200 workers directly employed) would be required by 2029-30. Between 2008-09 and 2016-17, the workforce grew 1.3% per annum, with 57,800 additional workers in 2016-17 compared to the 540,300 in 2008-09. The majority of workers were employed in cafes, restaurants, and accommodation (88,800 or 14.8% of the industry).

It is anticipated that on the lower end of the projected growth forecasts, the accommodation sector will grow to 105,700 people being employed by 2030, and on the upper end to 146,200. This equates to growth of somewhere between 16,900 and 57,400 people employed (this does not include projected annual productivity improvements, which may impact the labour force supply requirements).

The Deloitte Report (preparing tomorrow’s workforce for the fourth industrial revolution) identified that there are supply constraints in the labour force due to the location of workers which may not align with the location of the jobs, as well as a skills mismatch between currently unemployed workers and the role requirements.

See the full report here: <https://www2.deloitte.com/content/dam/Deloitte/global/Documents/About-Deloitte/gx-preparing-tomorrow-workforce-for-4IR.pdf>

Using the reported vacancy rates by jurisdiction, it is possible to estimate the current shortage of labour in the tourism sector. This is the amount of labour that would be required to fill all currently vacant positions and are based on estimates of current employment in the sector and a 7% national vacancy rate. There is estimated to be a current shortage of around 38,000 workers in the tourism sector.

### **Sunday closures, \$10k sign-on bonuses: hospitality industry battles staff shortage**

Finding a place to eat that’s open on Sunday, Monday or Tuesday might not be as easy as it once was in Australia’s food capital, as a major staff shortage forces hospitality owners to cut back on their trading hours. The closure of international borders due to the COVID-19 pandemic has drained the number of chefs, wait staff, kitchen hands, venue managers and other workers; the hospitality industry says it needs to keep restaurants and cafes open.

## WA hospitality industry facing ongoing staff shortages as COVID capacity restrictions ease – ABC (Pilbara News)

After almost a year and a half of having been under some form of restrictions, easing the restriction came a breadth of relief for the hospitality industry and business owners. But challenges remain, particularly around finding staff.

Chief executive of the WA branch of the Australian Hotels Association (AHA), Bradley Woods, said it was a move the industry had been hoping for but would require an additional 8,000 workers to meet increased demand.

"We've surveyed industry around the state, and we would estimate in the positions of cooks, chefs, food and beverage attendants, staff, housekeeping and management it's about 8,000 positions that need to be filled," he said.

"It's a mixture of people that were filling those positions from working holidaymakers, backpackers, international students, but also people that were working in the industry and have since left.

"We've had a lot of people move into the mining sector; it has a habit of swallowing up a lot of people."

As per data provided by REMPLAN Online, Accommodation and Food Services is among the top 5 sectors offering around 2,792 jobs. The below table provides the number of jobs offered within the different local government areas of the Pilbara Region:

Industry sector	Pilbara Region	Ashburton	East Pilbara	Karratha	Port Hedland	Western Australia	Australia
Mining	29,151	10,167	11,516	4,299	3,169	80,092	185,889
Construction	11,212	8,070	707	1,518	917	121,056	953,751
Transport, Postal & Warehousing	3,102	616	175	1,041	1,270	56,498	522,944
Accommodation & Food Services	2,792	1,081	536	674	501	78,381	772,631
Professional, Scientific & Technical Services	2,776	1,960	101	463	252	78,150	812,382
Administrative & Support Services	2,343	705	585	712	341	39,934	382,776
Education & Training	1,799	248	257	811	483	105,871	968,931
Health Care & Social Assistance	1,754	202	157	662	733	142,571	1,413,728
Public Administration & Safety	1,619	271	194	721	433	75,644	745,004
Retail Trade	1,579	159	187	717	516	115,644	1,102,855
Other Services	1,387	244	326	456	361	48,144	418,232
Manufacturing	1,277	355	131	449	342	67,904	715,416
Electricity, Gas, Water & Waste Services	922	408	99	289	126	14,242	121,139
Wholesale Trade	693	129	133	229	202	30,864	322,209
Rental, Hiring & Real Estate Services	685	115	88	294	188	21,120	190,641
Agriculture, Forestry & Fishing	336	132	128	42	34	30,127	279,157
Arts & Recreation Services	176	20	6	77	73	19,375	184,878
Financial & Insurance Services	159	26	23	71	39	28,522	402,824
Information Media & Telecommunications	88	12	4	47	25	11,948	187,935
<b>Total</b>	<b>63,850</b>	<b>24,920</b>	<b>15,353</b>	<b>13,572</b>	<b>10,005</b>	<b>1,166,087</b>	<b>10,683,322</b>

Source: REMPLAN Online :

<https://app.remplan.com.au/pilbararegion/economy/industries/employment?state=Ma5Rlx!Xr9OFzK82i4D6eGFzZRJs8tPh3yNF83J3oheOoODF5h34HJSoOTNSRRgBFMEB>

The retail trade employment sector remains in 10 largest employment industries in Pilbara Region, supporting an estimated 1,579 jobs. Below shows jobs available in the retail industry sector of the Pilbara region.



Source: REMPLAN Online :

<https://app.remplan.com.au/pilbararegion/economy/industries/employment?state=Ma5Rlx!Xr9OFzK82i4D6eGFzZRJs8tPh3yNF83J3oheOoODF5h34HJSoOTNSRRgBFMEB>

Retail trade was one of the largest employers in the Pilbara and amongst the top 10 advertised occupations in August 2020 as per below:

Karratha business owner Clayton McIntosh said, “There is a huge need for all local businesses to have access to skilled labour to help train our labour workforce and skills shortage issues. We need qualified trainers and workers from tyre fitters in this area to retail managers, admin workers, cooks and service staff along with many, many other employees needed.”

Please refer to **Appendix 14: Pilbara Region Skill Shortages Survey and Summary Report** that provides further support to the ongoing skill shortages within the Hospitality, Tourism, Accommodation and Retail industry.

### **Skill Shortage for Truck Drivers and Plant Operators**

“Truck driver shortage heading down the road to an economic roadblock”.

Labour shortages have become a key challenge for Australia’s booming road transport industry, which is triggering a major investment in better and safer trucks to retain drivers. This sector has the second oldest workforce behind agriculture, and almost 50% of business owners expect the availability of skilled drivers will be a major problem in the coming years. Within the article published by Farmonline, it was found many trucking companies had enjoyed tough business demand despite the COVID-19 lockdowns and the outlook for the sector out to 2030 was for solid growth. Truck traffic was predicted to jump by 25% by the end of the decade, and an ongoing increase in online shopping was helping drive the growth.

An ageing workforce and preconceptions about the transport industry are helping create a nationwide truck driver shortage that has serious implications for Australia’s economy. Australian Trucking Association board member Julie Russell, who also runs a trucking company, said there were several factors behind the shortages. “It’s an ageing workforce, someone coming straight out of school, if they did want to drive a truck as a career, the licensing prevents them from coming straight out of school and being able to do that”. Ms Russel said. “If they have got to wait, they’ll go and find another career.”

“There has been a limitation of being able to get the volume through to replace the people that are leaving plus the extra people to keep up with the demand that’s coming through and job opportunities. She said the industry was trying to work on ways to improve training, pathways from school and the licencing system to create the next wave of skilled truck drivers. But truck driving also has an image problem, Ms Russel said. There are so many opportunities in the transport industry; it’s just that people don’t think of that when they leave school.’

Please refer to **Appendix 8: Evidence-based on labour market testing** for the labour marketing testing evidence provided with respect to the summary of the labour market testing for the position of a truck driver.

There have also been skill shortages within positions like multiple plant operators, Backhoe operators, Excavator operators, and Loader operators.

Businesses during the recent boom had to decide whether to turn down highly desirable and profitable projects as they were unable to ensure staffing levels. They have been advertising through seeking; despite such advertising campaigns and not being able to source candidates, the business had to drop their requirements further and further like, for example, not required to know machine control or reducing experience requirements. Please refer to **Appendix 8**.

### **Medical, Carer, Health and Welfare workers**

Health Care and Social Assistance is Australia’s largest employing industry and, given the COVID-19 pandemic, has a critically important workforce. It covers health services like hospitals, General Practitioners and dental, as well as services like childcare and aged care. Health care directly employs 1.2 million people. An ageing population, along with high population growth, has created a huge demand for healthcare and aged-care services across the country. This has created difficulty for Australian recruiters. Skill shortages are prevalent across health care and are often difficult to address as many roles require extensive education and qualification.

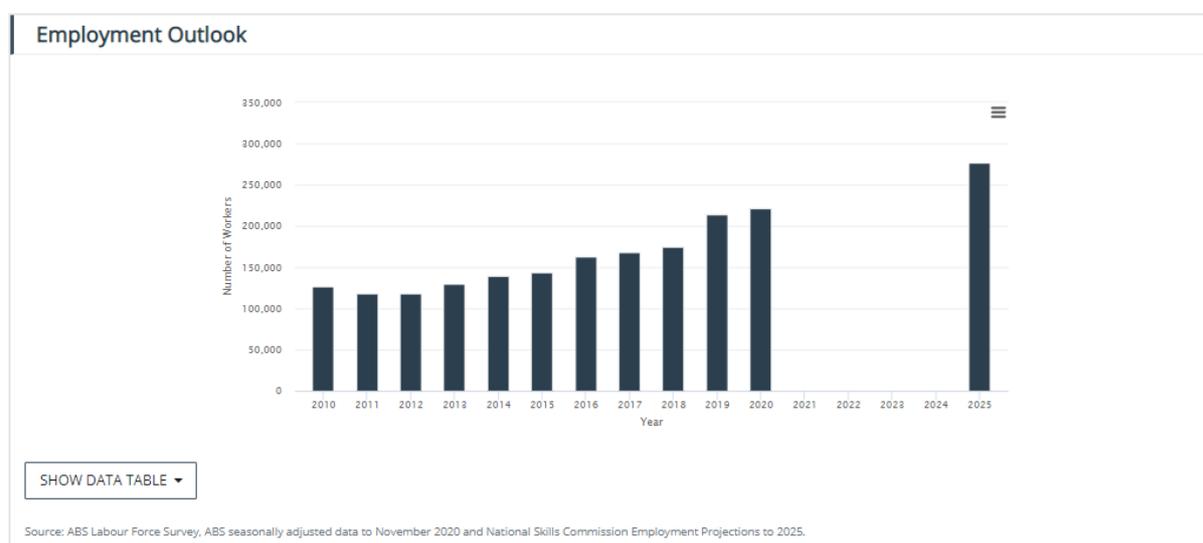
Top employing positions in this sector are as shown below:

## Top Employing Occupations

Registered Nurses
Aged and Disabled Carers
Child Carers
Nursing Support and Personal Care Workers
Receptionists
General Practitioners and Resident Medical Officers
Welfare Support Workers
General Clerks
Physiotherapists
Kitchenhands
Psychologists
Dental Assistants
Social Workers
Practice Managers
Medical Technicians
Health and Welfare Services Managers
Enrolled and Mothercraft Nurses
Commercial Cleaners
Welfare, Recreation and Community Arts Workers
Midwives

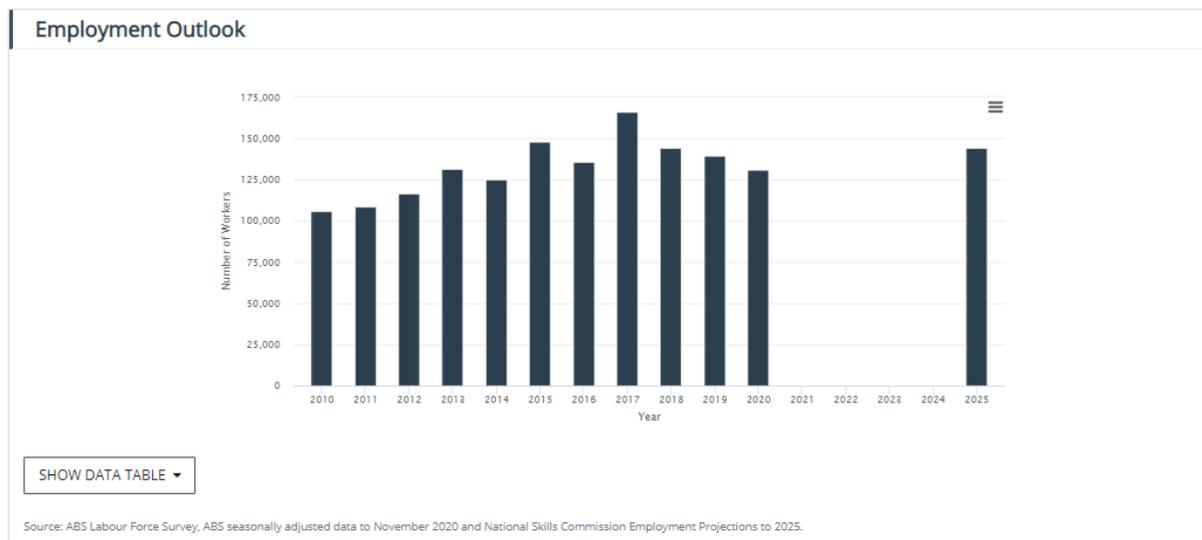
Source: Health Care and Social Assistance | National Skills Commission. (n.d.).  
<https://www.nationalskillscommission.gov.au/health-care-and-social-assistance>

According to the national skills, commission demand is expected to continue for this industry, given the COVID-19 pandemic and Australia’s ageing population. Based on the statistics provided by Jobs Outlook, the number of people working as Aged and disabled carers grew very strongly over the five years: from 131,400 in 2014 to 221,400 in 2020. Hence, the required number of workers is predicted to increase by 2024. Below are the projections of the demand of the required aged and disabled workers by 2024.



Source: <https://joboutlook.gov.au/occupations/aged-and-disabled-carers?occupationCode=4231> retrieved 26<sup>th</sup> September 2021

Similarly, from the data obtained through Job Outlook, the number of people working as child carers grew very strongly over 5 years: from 129,300 in 2014 to 139,200 in 2019. The below shows projection of childcare workers that will be needed by 2024.



Source: Child Carers. (n.d.). <https://joboutlook.gov.au/occupations/child-carers?occupationCode=4211>. Retrieved 26<sup>th</sup> September 2021,

Based on the research publication “The crisis in the caring workforce” by the Parliament of Australia has mentioned that the ongoing workforce shortages are occupying Australia’s ability to meet increasing demands for high-quality childcare and age care. These shortages are also limiting the implementation of the National disability insurance scheme.

These sectors have struggled to attract and retain workers, which has resulted in ongoing shortages. Health professionals continue to be in short supply, with a range of occupations appearing on the immigration skilled occupation list.

The early childhood education and care (ECEC) sector are critically short of appropriately qualified staff. The United Voice, the union which represents ECEC workers, claims that about 180 educators and carers leave the sector each week. Besides this, the Department of Health and Ageing estimated that the aged care workforce would need to increase between two to three times before 2050 in order to provide care to the growing number of aged care residents. Other Challenges include that the aged care workforce itself is ageing, the overall labour market will be more competitive as a result of the ageing of the population, and the sector already faces difficulties in attracting and retaining workers.

Meanwhile, lack of carers has put older Australians at risk. For example, the median waiting time for senior Australians to be admitted to residential aged care increased to 152 days in 2018-2019 from 45 days five years earlier.

The National Disability Insurance Scheme (NDIS) involves a substantial expansion of the disabilities sector, which leads to increased demand for disability support workers. But the shortage of allied health professionals, particularly in regional areas, is having an impact on the ability to deliver expanded services under the NDIS.

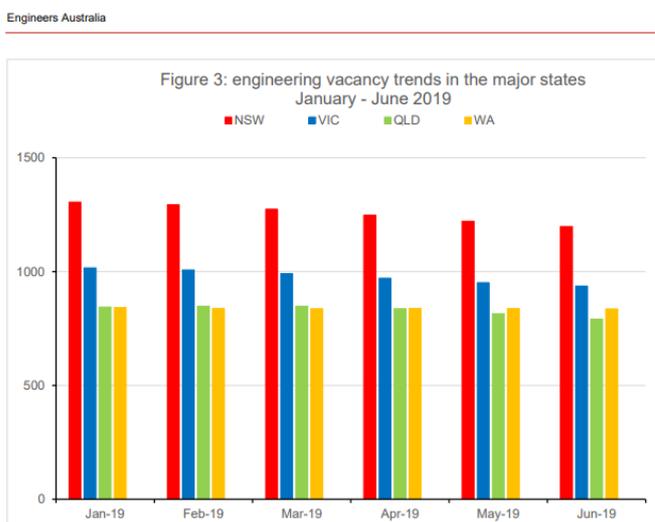
### Mining, Construction Industry and Engineering

The Pilbara region of Western Australia supports a strong and diverse regional economy that continues to attract residents to live and work in the area. Pilbara’s status as a mining powerhouse. World-renowned for its iron ore and oil and gas processing facilities, resource operations and exports form the centrepiece of the City’s robust economy.

The Town of Port Hedland hosts the largest bulk export port in the world, shipping predominantly iron ore, but with increased export earnings from lithium and other battery minerals, rare earths and general cargo. The economy has historically been subject to considerable fluctuations in line with iron ore prices and global demand, centrally from China although expanding to more diverse Asian markets. While the upward economic movement has been evidenced since approximately 2017, global stimulus packages associated with Covid-19 recovery have seen record iron ore prices and export volumes achieved. In 2019-20, Iron Ore was the first export commodity to reach \$100 billion, and the Australian Chief Economist forecasts iron ore earnings to rise to just over \$149 billion for 2020-21, citing that the ‘iron ore sector will make a significant contribution to GDP growth, as high prices and margins drive growing volumes.’ Both Nickel and Lithium earnings are predicted to rise between 2019-20 and

2025-26 by \$2.7 billion and \$4.3 billion, respectively. Global demand has precipitated marked increases in the resource sector workforce, with direct equivalent employment in Western Australia's iron ore sector rising by 19% to 57,055 in 2020, comprising 53% of direct full-time employment in WA's mining industry.

Civil, Structural and Mechanical Engineering vacancies have regularly advertised between 1,900-2,350 positions per month in Australia wide. Industrial/ Mechanical/ Production engineering vacancies, as well as Mining and ICT engineering vacancies, have consistently advertised between 500-800 positions per month national wide. Other Engineering occupations have repeatedly advertised under 450 positions per month across Australian states and territories. The below shows engineering vacancy trends in the major states from January-June 2019.



Source: Engineers Australia. (2019, June). Australia Engineering vacancies report. Sybilla Grady. <https://www.engineersaustralia.org.au/sites/default/files/resource-files/2019-08/Engineering%20Vacancies%20Report%20June%20202019.pdf>

Engineering vacancy growth in Western Australia strengthened by 8.7% in the year 2018. The table below shows the number of engineering vacancies advertised in WA by selected occupations.

ANZSCO Title	April 2019	May 2019	June 2019
Mining Engineers	343	366	377
Civil Engineering Professionals	243	272	251
Industrial, Mechanical and Production Engineers	126	142	145
Electrical Engineers	54	52	47
ICT Support and Test Engineers	34	35	32
Other Engineering Professionals	35	33	31
Engineering Managers	18	20	24
Telecommunications Engineering Professionals	8	9	8
Electronics Engineers	9	7	6
Chemical and Materials Engineers	6	5	6

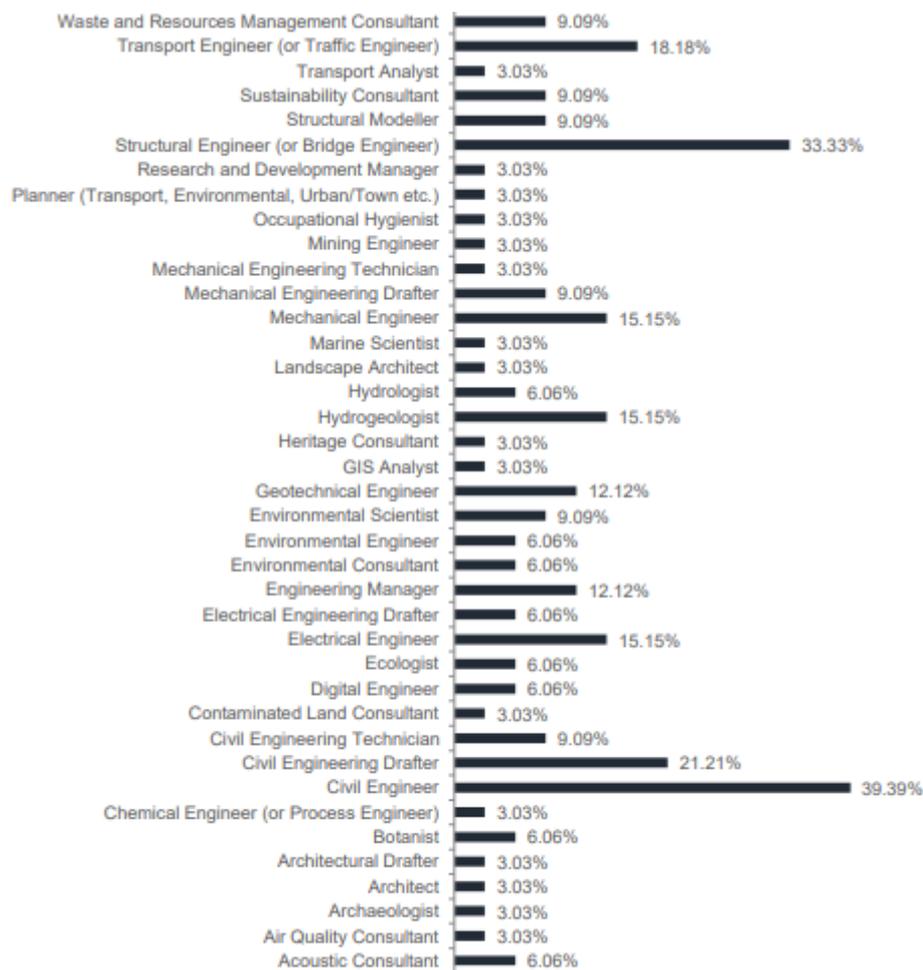
The highest number of engineering vacancies by occupation in WA continues to be listed in mining engineering, followed by advertisements for Civil Engineering professionals, then industrial, mechanical and production engineering roles.

From the report “Western Australia skills in demand list – Opportunities in Western Australia” published by the Government of Western Australia, some of the most in-demand professional jobs in the Pilbara region are Civil Engineer and Mechanical Engineer.

Based on the above data, it is evident that there are existing opportunities and predicted growth for occupations in the Construction industry and within Engineering, including Civil Engineer, Mechanical Engineer, Transport Engineer and Production or Plant Engineer.

Also, please refer to **Appendix 14: Pilbara Region Skill Shortages Survey and Summary report** that shows businesses indicating the requirement of the above-mentioned positions.

According to Seek.com.au, there are 2,159 vacancies in the construction industry across WA at the moment, which are being recruited for. Housing shortages have also placed pressure on the home building industry, with the Federal and State Government stimulus packages towards new homes leading to a further explosion in new homes under construction and significant skill shortages in the construction industry.



*Occupations in the industry that are most difficult to recruit in the current market (those identified in the top three most difficult for businesses participating in the survey)*

Source: [https://www.consultaustralia.com.au/docs/default-source/default-document-library/consult-australia-report---skill-shortages-\(dec-20\).pdf?sfvrsn=dd8c5f27\\_2](https://www.consultaustralia.com.au/docs/default-source/default-document-library/consult-australia-report---skill-shortages-(dec-20).pdf?sfvrsn=dd8c5f27_2)

COVID-19 impacts on the skilled migration system were again flagged as a significant impact on businesses in regard to their recruitment difficulties.



*Steps taken by businesses in response to recruitment difficulties for structural engineers (percentage of applicable businesses who agreed)*

**Skill shortages**  
Pulse survey results (December 2020)



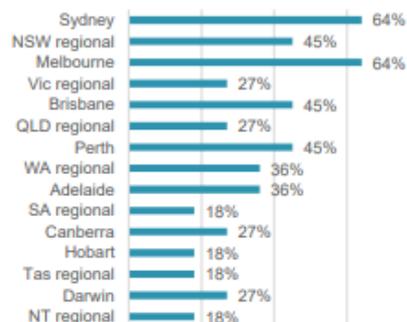
**Structural engineers (or bridge engineers)**

**33%**

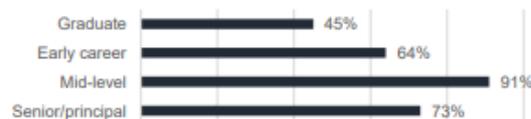
*Percentages of businesses who included this occupation is in their top three most difficult to recruit*

**233214**

**ANZSCO code**



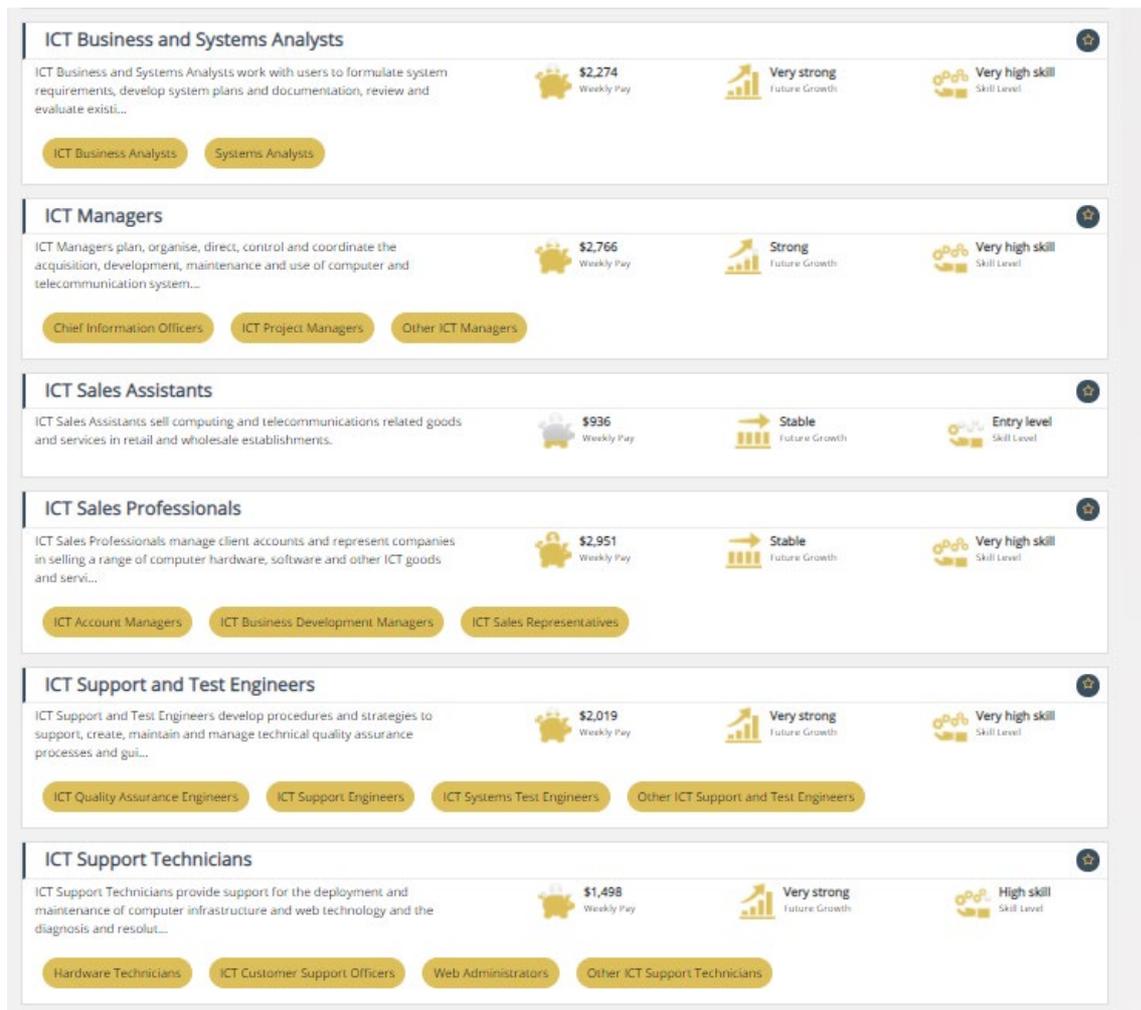
*Locations where businesses are experiencing recruitment difficulties for structural engineers (percentage of applicable businesses who agreed)*



*Experience levels where businesses are experiencing recruitment difficulties for structural engineers (percentage of applicable businesses who agreed)*

## Technology

With the economic development of the Pilbara region, it is significant that there will be a major requirement of technically skilled people. According to the data provided by Job Outlook, the number of people working as ICT project managers grew very strongly over the past five years: 31,200 in 2011 to 37,800 in 2016. Based on an article “Aussie ICT jobs ads surge in a second consecutive record-breaking month” by Sasha Karen published on 13 May 2021, Australian job listings for the ICT sector were up during April, experiencing month-on-month growth of 13.9% while overall listings were at an all-time high for the second month in a row. The growth in the ICT sector came during what SEEK claimed was the second month in a row where overall job ads posted on the site were at an all-time high, with a month on month increase of 11.9 % and a year-on-year increase of 263.7%.



Source: <https://joboutlook.gov.au/industries/industry-profiles?industryCode=J>

## List of Occupations in demand

The Pilbara DAMA Labour Agreement may only be used to sponsor the following occupations and only after thorough evidence has been provided to the Department to show that the business made concerted attempts to recruit Australian workers. If vacancies still exist in the occupations below, eligible businesses may seek to enter into a Pilbara DAMA Labour Agreement.

### **Occupations, ANZSCO Code and ANZCO Level**

S no.	Approved Occupation	ANZSCO Code	ANZSCO Skill Level
<b>HOSPITALITY, ACCOMMODATION, TOURISM &amp; RETAIL SECTOR</b>			
1	Accommodation and Hospitality Manager nec.	141999	2
2	Baker	351111	3
3	Bar Attendant (Supervisor)	070499#	4
4	Butcher or Smallgoods Maker	351211	3
5	Café or Restaurant Manager Or Food & Beverage Manager	141111	2
6	Chef	351311	2
7	Cook	351411	3
8	Duty Manager Or Hotel or Motel Manager	141311	2
9	Hospitality, Retail and Service Manager nec.	149999	2
10	Pastrycook	351112	3
11	Retail Manager	142111	2
12	Retail Supervisor	621511	4
13	Waiter	431511	4
<b>MEDICAL, CARERS, HEALTH &amp; WELFARE WORKERS</b>			
14	Aged or Disabled Carer	423111	4
15	Child Care Centre Manager	134111	1
16	Child Care Worker	421111	3
17	Clinical Psychologist	272311	1
18	Dental Assistant	423211	4
19	Dentist	252312	1
20	Occupational Therapist	252411	1
21	Optometrist	251411	1
22	Physiotherapist	252511	1
23	Retail Pharmacist	251513	1
24	Social Worker	252411	1
25	Speech Pathologist	252712	1
<b>PLANT OPERATORS</b>			
26	Backhoe Operator	721212	4
27	Chemical Plant Operator	399211	3
28	Earthmoving Plant Operator	721211	4
29	Excavator Operator	721214	4
30	Loader Operator	721216	4
<b>TRANSPORT &amp; LOGISTICS</b>			
31	Transport Engineer	233215	1
32	Truck Driver	733111	4
<b>ENGINEERING &amp; CONSTRUCTION</b>			
33	Civil Engineer	233211	1
34	Mechanical Engineer	233512	1
35	Structural Engineer	233214	1
36	Scaffolder	821712	4

<b>TECHNOLOGY</b>			
37	ICT project Manager	135112	1
38	ICT Support Engineer	263212	1
<b>TECHNICIAN &amp; OTHER OCCUPATIONS</b>			
39	Arborist	362212	3
40	Aluminum Fabricator Or Sheetmetal Trade Worker	322211	3
41	Autoglazier Or Windscreen Fitter	899412	4
41	Boilermaker Or Metal Fabricator	322311	3
42	Business Machine Mechanic	342311	3
43	Carpenter and Joiner	331211	3
44	Concreter	821211	5
45	Crane Hoist or Lift Operator	712111	4
46	Electrician	341111	3
47	Heavy Duty Diesel Mechanic Or Fitter (General)	323211	3
48	Light Vehicle Mechanic Or Motor Mechanic	321211	3
49	Metal Machinist (First Class)	323214	3
50	Rubber Production Machine Operator/ Rubber Belt Splicer	711516	4
51	Sand Blaster	711913	4
52	Steel Fixer	821713	4
53	Tyre Fitter	899415	4
54	Vehicle Painter	324311	3
55	Water Filter Technician	712921	4
<b>SERVICES</b>			
56	Accountant	221111	1
57	Beauty Therapist	451111	3
58	Hairdresser	391111	3
59	Office Manager	512111	2
60	Property Manager	612112	3
61	Receptionist	542111	4
62	Human Resource Adviser	223111	1

See **Schedule 1** for the ANZCO position description of each Occupation.

See **Schedule 2** for the Occupation classification, qualification, experience, and other concessions covered by this agreement.

### Key Aspects of the Pilbara Region DAMA Labour Agreement

#### Visa options

- Temporary Skills Shortage (TSS) (Subclass 482) visa: This is a temporary visa that permits a stay of up to 4 years.
- Skilled Employer-Sponsored Regional (SESR) (Subclass 494) visa: This is a provisional visa that permits a stay of 5 years, with a permanent residency pathway available after three years.
- Employer Nomination Scheme (ENS) (Subclass 186) visa: This is a permanent skilled visa.

### **List of Occupations (To be reviewed)**

- There are **62** occupations classified under the Pilbara Region DAMA Labour Agreement. **See schedule 1** for the position description of each occupation includes in the agreement.

### **Permanent Residency Pathways**

- Permanent Residency will be available for the:
  - Skilled Employer-Sponsored Regional (SESR) visa - subclass 494 with a permanent pathway to a Permanent Residence (Skilled Regional) visa - Subclass 191 available after three years of holding the Subclass 494. (Visa will be in effect after - 16<sup>th</sup> November 2022); or
  - The Employer Nomination Scheme (ENS) Visa - Subclass 186 will be a permanent residence pathway to overseas workers after holding the Temporary Skills Shortage visa for three years.

### **Labour Market testing**

- The Business will still have to provide evidence that LMT has been conducted to ensure it is a genuine request. Businesses are required to meet all LMT requirements and provide evidence to the Department of Home affairs. LMT must be conducted within the required period before lodging a nomination application.

### **Skills Assessments and work experience**

- The skills assessment and work experience for an applicant will be in accordance with the ANZSCO classification.

### **TSMIT (Temporary Skilled Migration Income Threshold) Concession**

- Nil: Not requested so that the migrant can compensate with the cost of living and private health cover cost. The minimum annual income threshold is expected to be \$53,900 for an employee working 38 hours a week.

### **Age Concessions**

- The applicant has not turned 50 years of age before the lodgement of subclass 494 visa. This is a temporary visa, and the applicant then has a pathway to PR through the subclass 186 visa stream.
- The applicant must not have turned 55 years of age for skill level 1 occupation at the time of lodging the permanent residency nomination.
- The applicant must not have turned 50 years of age for skill levels 2-8 occupation at the time of lodging the permanent residency nomination. Due to the increasing pressure on business relating to the skills shortage, it is justified that occupations in levels 2-8 are considered for an age concession. Once again, for the retention of skills to be retained in the Australian business and the transfer of skills from the skilled overseas candidates to the Australian employees. Occupation generally in this skills level do not usually earn above the fair work high-income threshold, which is \$156,500 for the financial year 2021-2022.

Please refer to Schedule 2 for the ANZCO skill level of each occupation.

### **Visa Cap**

- Nil

### **English Concession**

English language concessions are available to overseas workers applying for a TSS visa and those transitioning to Australian permanent residency through the Employer Nomination Scheme (ENS) labour agreement pathway.

IELTS band	Standard	TSS concession	ENS concession
Overall	Medium term stream - 5.0 Short term stream - 5.0	5.0	5.0
Speaking	Medium term stream - 5.0 Short term stream - 4.5	4.0	4.5
Listening	Medium term stream - 5.0 Short term stream - 4.5	4.0	4.5
Reading	Medium term stream - 5.0 Short term stream - 4.5	No minimum	4.5
Writing	Medium term stream - 5.0 Short term stream - 4.5	No minimum	4.5

English language concessions available to overseas workers

Some applicants do not need to undertake an English test. For further information go to the [Department of Home Affairs website](#).

### Approved Pilbara Regions

- The business within the Pilbara Region will be able to access the Pilbara Labour Agreement. The Pilbara region includes the following 2 local government areas:
  1. City of Karratha
  2. Town of Port Hedland

### Pilbara DAMA Labour Agreement reviews

- The occupations and various aspects of the Pilbara DAMA Labour Agreement will be reviewed each year.

### Application Fees

There will be a \$350.00 per business application fee to apply for the Pilbara DAMA Labour Agreement. The nomination and visa application fees and charges will also apply, including the Skilling Australia Fund (SAF) levy, in line with the TSS, ENS and SESR visa programs.

## Schedule 1: ANSZCO -Position description of each occupation

### Hospitality, Accommodation, Tourism, and Retail Sector

<b>Occupation:</b>	Accommodation and Hospitality Manager nec.
<b>ANZSCO:</b>	141999
<b>Experience Required:</b>	At least three years of relevant work experience
<b>Position Description:</b>  This occupation group covers Accommodation and Hospitality Managers not elsewhere classified. Registration or licensing may be required.	

<b>Occupation:</b>	Baker
<b>ANZSCO:</b>	351111
<b>Experience Required:</b>	At least three years of relevant work experience
<b>Position Description:</b>  Bakers prepare and bake bread loaves and rolls, buns, cakes, biscuits and pastry goods.  <b>Tasks Include:</b> <ul style="list-style-type: none"><li>• Checking the cleanliness of equipment and operation of premises before production runs to ensure compliance with occupational health and safety regulations</li><li>• Checking the quality of raw materials and weighing ingredients</li><li>• Kneading, maturing, cutting, moulding, mixing and shaping dough and pastry goods</li><li>• Preparing pastry fillings</li><li>• Monitoring oven temperatures and product appearance to determine baking times</li><li>• Coordinating the forming, loading, baking, unloading, de-panning and cooling of batches of bread, rolls and pastry products</li><li>• Glazing buns and pastries, and decorating cakes with cream and icing</li><li>• Operating machines which roll and mould dough and cut biscuits</li><li>• Emptying, cleaning and greasing baking trays, tins and other cooking equipment</li></ul>	

<b>Occupation:</b>	Bar Attendant (Supervisor)
<b>ANZSCO:</b>	070499#
<b>Experience Required:</b>	At least one years of relevant work experience
<b>Position Description:</b>	
Ensuring customers are served in a professional and timely manner. Supervising/training employees of a lower grade. General cleanliness of the work area.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Supervising and training food and beverage attendants of a lower grade</li> <li>• Taking reservations, greeting and seating guests</li> <li>• Undertaking general waiting duties</li> <li>• Preparing and mixing a range of sophisticated drinks</li> <li>• Taking drink orders</li> <li>• Preparing garnishes</li> <li>• Cleaning bar areas</li> <li>• Cleaning tables</li> <li>• Picking up glasses</li> <li>• Cleaning and care of glasses and equipment</li> <li>• Practicing proper workplace health and safety procedures</li> <li>• Other incidental and peripheral duties as requested by the employer</li> </ul>	

<b>Occupation:</b>	Butcher or Smallgoods Maker
<b>ANZSCO:</b>	351211
<b>Experience Required:</b>	At least three years of relevant experience
<b>Position Description:</b>	
Butchers and Smallgoods Makers select, cut, trim, prepare and arrange meat for sale and supply, operate meat and smallgoods processing machines, and manage the processes in the production of smallgoods.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Preparing meat for sale by removing bones, trimming fat and cutting, mincing and grinding meat to shape and size for display or as ordered</li> <li>• Preparing crumbed cuts of meat, and marinating, seasoning and curing special cuts</li> <li>• Selecting and preparing meat to produce smallgoods</li> <li>• Operating machines to grind, mix, mince and tenderise meat</li> <li>• Making seasonings and pickles by mixing spices, salt and other ingredients</li> <li>• Operating sausage filling machines, smoking chambers, and cooking kettles and vats</li> <li>• Advising customers on the suitability and uses of cuts of meat</li> <li>• May assist in menu planning and scheduling, and in estimating food production costs</li> </ul>	

<b>Occupation:</b>	Café or Restaurant Manager or Food & Beverage Manager
<b>ANZSCO:</b>	141111
<b>Experience Required:</b>	At least three years of relevant work experience
<b>Position Description:</b>	
Organises and controls the operations of a cafe, restaurant, or related establishment to provide dining and catering services.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Planning menus in consultation with Chefs</li> <li>• Planning and organising special functions</li> <li>• Arranging the purchasing and pricing of goods according to budget</li> <li>• Maintaining records of stock levels and financial transactions</li> <li>• Ensuring dining facilities comply with health regulations and are clean, functional and of suitable appearance</li> <li>• Conferring with customers to assess their satisfaction with meals and service</li> <li>• Selecting, training and supervising waiting and kitchen staff</li> <li>• May take reservations, greet guests and assist in taking orders</li> </ul>	

<b>Occupation:</b>	Chef
<b>ANZSCO:</b>	351311
<b>Experience Required:</b>	At least three years of relevant work experience
<b>Position Description:</b>	
Chefs plan and organise the preparation and cooking of food in dining and catering establishments.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Planning menus, estimating food and labour costs, and ordering food supplies</li> <li>• Monitoring quality of dishes at all stages of preparation and presentation</li> <li>• Discussing food preparation issues with managers, dietitians and kitchen and waiting staff</li> <li>• Demonstrating techniques and advising on cooking procedures</li> <li>• Preparing and cooking food</li> <li>• Explaining and enforcing hygiene regulations</li> <li>• May select and train staff</li> <li>• May freeze and preserve foods</li> </ul>	

<b>Occupation:</b>	Cook
<b>ANZSCO:</b>	351411
<b>Experience Required:</b>	At least three years of relevant work experience
<b>Position Description:</b>	
Cooks prepare, season and cook food in dining and catering establishments.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Examining foodstuffs to ensure quality</li> <li>• Regulating temperatures of ovens, grills and other cooking equipment</li> <li>• Preparing and cooking food</li> <li>• Seasoning food during cooking</li> <li>• Portioning food, placing it on plates, and adding gravies, sauces and garnishes</li> <li>• Storing food in temperature-controlled facilities</li> <li>• Preparing food to meet special dietary requirements</li> <li>• May plan menus and estimate food requirements</li> <li>• May train other kitchen staff and apprentices</li> </ul>	

<b>Occupation:</b>	Duty Manager or Hotel or Motel Manager
<b>ANZSCO:</b>	141311
<b>Experience Required:</b>	At least three years of relevant work experience
<b>Position Description:</b>	
Hotel and Motel Managers organise and control the operations of hotels and motels to provide guest accommodation, meals and other services	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Directing and overseeing reservation, reception, room service and housekeeping activities</li> <li>• Supervising security arrangements, and garden and property maintenance</li> <li>• Planning and supervising bar, restaurant, function and conference activities</li> <li>• Observing liquor, gaming, and other laws and regulations</li> <li>• Assessing and reviewing customer satisfaction</li> <li>• Overseeing accounting and purchasing activities</li> <li>• Ensuring compliance with occupational health and safety regulations may provide guests with local tourism information, and arrange tours and transportation</li> </ul>	

<b>Occupation:</b>	Hospitality, Retail and Service Manager nec.
<b>ANZSCO:</b>	149999
<b>Experience Required:</b>	At least three years of relevant work experience
<b>Position Description:</b>	
This occupation group covers Hospitality, Retail and Service Managers not elsewhere classified.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Boarding Kennel or Cattery Operators, Cinema or Theatre Managers, Facilities Managers, Financial Institution Branch Managers and Equipment Hire Managers</li> </ul>	

<b>Occupation:</b>	Pastry Cook
<b>ANZSCO:</b>	351112
<b>Experience Required:</b>	At least three years of relevant work experience
<b>Position Description:</b>	
Prepare and bake bread loaves and rolls, buns, cakes, biscuits and pastry goods.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Checking the cleanliness of equipment and operation of premises before production runs to ensure compliance with occupational health and safety regulations</li> <li>• Checking the quality of raw materials and weighing ingredients</li> <li>• Kneading, maturing, cutting, moulding, mixing and shaping dough and pastry goods</li> <li>• Preparing pastry fillings</li> <li>• Monitoring oven temperatures and product appearance to determine baking times</li> <li>• Coordinating the forming, loading, baking, unloading, de-panning and cooling of batches of bread, rolls and pastry products</li> <li>• Glazing buns and pastries, and decorating cakes with cream and icing</li> <li>• Operating machines which roll and mould dough and cut biscuits</li> <li>• Emptying, cleaning and greasing baking trays, tins and other cooking equipment</li> </ul>	

<b>Occupation:</b>	Retail Manager
<b>ANZSCO:</b>	142111
<b>Experience Required:</b>	At least three years of relevant work experience
<b>Position Description:</b>	
RETAIL MANAGERS organise and control the operations of establishments which provide retail services.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Determining product mix, stock levels and service standards</li> <li>• Formulating and implementing purchasing and marketing policies, and setting prices</li> <li>• Promoting and advertising the establishment's goods and services</li> <li>• Selling goods and services to customers and advising them on product use</li> <li>• Maintaining records of stock levels and financial transactions</li> <li>• Undertaking budgeting for the establishment</li> <li>• Controlling selection, training and supervision of staff</li> <li>• Ensuring compliance with occupational health and safety regulations</li> </ul>	

<b>Occupation:</b>	Retail Supervisor
<b>ANZSCO:</b>	621511
<b>Experience Required:</b>	At least one year of relevant work experience
<b>Position Description:</b>	
Supervises and coordinates the activities of retail sales workers.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Ensuring that customers receive prompt service and quality goods and services</li> <li>• Responding to customers' inquiries and complaints about goods and services</li> <li>• Planning and preparing work schedules and assigning staff to specific duties</li> <li>• Interviewing, hiring, training, evaluating, dismissing and promoting staff, and resolving staff grievances</li> <li>• Instructing staff on how to handle difficult and complicated sales procedures</li> <li>• Examining returned goods and deciding on appropriate action</li> <li>• Taking inventory of goods for sale and ordering new stock</li> <li>• Ensuring that goods and services are correctly priced and displayed</li> <li>• Ensuring safety and security procedures are enforced</li> </ul>	

<b>Occupation:</b>	Waiter
<b>ANZSCO:</b>	431511
<b>Experience Required:</b>	At least one year of relevant work experience
<p><b>Position Description:</b></p> <p>Serves food and beverages in a hotel, restaurant, club or dining establishment.</p> <p><b>Tasks Include:</b></p> <ul style="list-style-type: none"> <li>• Setting and arranging tables</li> <li>• Greeting customers and presenting them with menus and beverage lists</li> <li>• Taking orders and relaying them to kitchen and bar staff</li> <li>• Serving food and beverages</li> <li>• Opening bottles and pouring beverages</li> <li>• Clearing tables and returning dishes and cutlery to kitchen</li> <li>• Removing empty bottles and used glasses from tables, and refilling and replacing glasses</li> <li>• Collecting payments for sales and operating point of sales machines and cash registers</li> <li>• May recommend wines to complement food</li> </ul>	

## Medical, Carers, Health & Welfare Workers

<b>Occupation:</b>	Aged or Disabled Carer
<b>ANZSCO:</b>	423111
<b>Experience Required:</b>	At least one year of relevant work experience
<p><b>Position Description:</b></p> <p>Provide general household assistance, emotional support, care and companionship for aged and disabled persons in their own homes.</p> <p><b>Tasks Include:</b></p> <ul style="list-style-type: none"> <li>• Accompanying aged and disabled persons during daily activities</li> <li>• Assisting clients with their mobility</li> <li>• Preparing food for clients</li> <li>• Arranging social activities</li> <li>• Performing housekeeping tasks such as vacuuming and cleaning</li> <li>• Assisting in personal hygiene and dressing</li> <li>• Providing companionship, friendship and emotional support</li> <li>• May do shopping and run errands</li> <li>• May live in with the person</li> </ul>	

<b>Occupation:</b>	Child Care Centre Manager
<b>ANZSCO:</b>	134111
<b>Experience Required:</b>	At least five year of relevant work experience
<p><b>Position Description:</b></p> <p>Child Care Centre Managers plan, organise, direct, control and coordinate the activities of childcare centres and services including physical and human resources.</p> <p><b>Tasks Include:</b></p> <ul style="list-style-type: none"> <li>• Developing and implementing programs to enhance the physical, social, emotional and intellectual development of young children</li> <li>• Providing care for children in before-school, after-school, day, and vacation care centres</li> <li>• Directing and supervising child carers in providing care and supervision for young children</li> <li>• Ensuring the centre is a safe area for children, staff and visitors</li> <li>• Complying with relevant government requirements and standards</li> <li>• Liaising with parents</li> <li>• Maintaining records and accounts for the centre</li> <li>• Recruiting staff and coordinating professional development</li> </ul>	

<b>Occupation:</b>	Child Care Worker
<b>ANZSCO:</b>	421111
<b>Experience Required:</b>	At least three years of relevant work experience
<b>Position Description:</b>	
Provides care and supervision for children in programs, such as long day care and occasional care, in childcare centres, hospitals and educational centres. Registration or licensing may be required.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Assisting in the preparation of materials and equipment for children's education and recreational activities</li> <li>• Managing children's behaviour and guiding children's social development</li> <li>• Preparing and conducting activities for children</li> <li>• Entertaining children by reading and playing games</li> <li>• Supervising children in recreational activities</li> <li>• Supervising the daily routine of children</li> <li>• Supervising the hygiene of children</li> </ul>	

<b>Occupation:</b>	Clinical Psychologist
<b>ANZSCO:</b>	272311
<b>Experience Required:</b>	a level of skill commensurate with a bachelor degree or higher qualification. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification
<b>Position Description:</b>	
Consults with individuals and groups, assesses psychological disorders and administers programs of treatment.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Assisting in the preparation of materials and equipment for children's education and recreational activities</li> <li>• Managing children's behaviour and guiding children's social development</li> <li>• Preparing and conducting activities for children</li> <li>• Entertaining children by reading and playing games</li> <li>• Supervising children in recreational activities</li> <li>• Supervising the daily routine of children</li> <li>• Supervising the hygiene of children</li> </ul>	

<b>Occupation:</b>	Dental Assistant
<b>ANZSCO:</b>	423211
<b>Experience Required:</b>	At least one year of relevant experience
<b>Position Description:</b>	
Dental Assistants prepare patients for dental examination and assist Dental Practitioners, Hygienists and Therapists in providing care and treatment.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Receiving and preparing patients</li> <li>• Arranging and handing instruments, medication, and other dental requisites to dental practitioners</li> <li>• Preparing dental materials and processing x-rays</li> <li>• Using suction devices and water sprays</li> <li>• Performing routine maintenance on equipment</li> <li>• Sterilising and preventing cross infection of equipment</li> <li>• May advise patients on dental health education and post-operative care and procedures</li> <li>• May act as receptionist for dental practitioners</li> <li>• May perform billing and other clerical tasks</li> </ul>	

<b>Occupation:</b>	Dentist
<b>ANZSCO:</b>	252311
<b>Experience Required:</b>	a level of skill commensurate with a bachelor degree or higher qualification
<b>Position Description:</b>	
Diagnoses and treats dental disease, injuries, decay and malformations of the teeth, periodontal tissue (gums), hard and soft tissue found on the mouth and other dento-facial structures using surgery and other techniques.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Diagnosing dental diseases using a range of methods such as radiographs, salivary tests and medical histories</li> <li>• Providing preventative oral health care such as periodontal treatments, fluoride applications and oral health promotion</li> <li>• Providing restorative oral care such as implants, complex crown and bridge restorations, and orthodontics, and repairing damaged and decayed teeth</li> <li>• Providing oral surgical treatments such as biopsy of tissue and prescription of medication</li> <li>• Performing routine orthodontic treatment</li> <li>• Restoring oral function with removable and fixed oral prostheses</li> <li>• Assisting in diagnosing general diseases having oral manifestations such as diabetes</li> <li>• Educating patients to take care of their mouth and teeth</li> <li>• Leading a dental team which may comprise dental hygienists, dental therapists, dental assistants and other dental specialists</li> </ul>	

<b>Occupation:</b>	Occupation Therapist
<b>ANZSCO:</b>	252411
<b>Experience Required:</b>	a level of skill commensurate with a bachelor degree or higher qualification
<b>Position Description:</b>	
Assesses functional limitations of people resulting from illnesses and disabilities, and provides therapy to enable people to perform their daily activities and occupations	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Assessing clients' emotional, psychological, developmental and physical capabilities using clinical observations and standardised tests</li> <li>• Assessing clients' functional potential in their home, leisure, work and school environments, and recommending environmental adaptations to maximise their performance</li> <li>• Planning and directing programs through the use of vocational, recreational, remedial, social and educational activities on an individual and group basis</li> <li>• Providing advice to family members, carers, employers and teachers about adapting clients' home, leisure, work and school environments</li> <li>• Providing adaptive equipment, such as wheel chairs and splints, to assist clients to overcome their functional limitations</li> <li>• Working with other health professionals in overall case management of clients</li> <li>• Working with other professionals in providing specialist advice to specific client groups such as those requiring driver rehabilitation, third-party compensation and medico-legal representation</li> <li>• Recording clients' progress and maintaining professional relationships in accordance with relevant legislative requirements and ethical guidelines</li> </ul>	

<b>Occupation:</b>	Optometrist
<b>ANZSCO:</b>	251411
<b>Experience Required:</b>	a level of skill commensurate with a bachelor degree or higher qualification
<b>Position Description:</b>	
<p>Performs eye examinations and vision tests to determine the presence of visual, ocular and other abnormalities, ocular diseases and systemic diseases with ocular manifestations, and prescribes lenses, other optical aids, therapy and medication to correct and manage vision problems and eye diseases.</p>	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Examining patients' eyes and setting tests to determine the nature and extent of vision problems and abnormalities</li> <li>• Assessing ocular health and visual function by measuring visual acuity and refractive error, and testing the function of visual pathways, visual fields, eye movements, freedom of vision and intraocular pressure, and performing other tests using special eye test equipment</li> <li>• Detecting, diagnosing and managing eye disease, referring patients to, and receiving referrals from other health providers, and prescribing medications for the treatment of eye disease</li> <li>• Diagnosing eye movement disorders and defects of binocular function</li> <li>• Prescribing lenses, contact lenses and low vision aids, and checking suitability and comfort</li> <li>• Prescribing exercises to coordinate movement and focusing of eyes</li> <li>• Managing programs for eye movement disorders, and instructing and counselling patients in the use of corrective techniques and eye exercises</li> <li>• Advising on visual health matters such as contact lens care, vision care for the elderly, optics, visual ergonomics, and occupational and industrial eye safety</li> <li>• Conducting preventative screening programs</li> <li>• Conducting rehabilitation programs for the visually impaired</li> </ul>	

<b>Occupation:</b>	Physiotherapist
<b>ANZSCO:</b>	251511
<b>Experience Required:</b>	a level of skill commensurate with a bachelor degree or higher qualification
<b>Position Description:</b>	
Assesses, treats and prevents disorders in human movement caused by injury or disease.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Administering muscle, nerve, joint and functional ability tests to identify and assess physical problems of patients</li> <li>• Designing treatment programs to address patients' problems</li> <li>• Treating patients to reduce pain, improve circulation, strengthen muscles, improve cardiothoracic, cardiovascular and respiratory functions, restore joint mobility, and improve balance and coordination</li> <li>• Using the therapeutic properties of exercise, heat, cold, massage, manipulation, hydrotherapy, electrotherapy, ultraviolet and infra-red light and ultrasound in the treatment of patients</li> <li>• Reviewing, continually monitoring, assessing and evaluating programs and treatments</li> <li>• Consulting with other health professionals as required about patients' problems, needs and progress</li> <li>• Instructing patients and their families in procedures to be continued at home</li> <li>• Recording treatments given and patients' responses and progress</li> <li>• Developing and implementing screening and preventative health promotion programs</li> </ul>	

<b>Occupation:</b>	Retail Pharmacist
<b>ANZSCO:</b>	251513
<b>Experience Required:</b>	a level of skill commensurate with a bachelor degree or higher qualification
<b>Position Description:</b>	
<p>Dispenses prescribed pharmaceuticals to the public, educates customers on health promotion, disease prevention and the proper use of medicines, and sells non-prescription medicines and related goods in a community pharmacy.</p>	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Receiving prescriptions, checking patients' medicine histories, and ensuring optimal dosage and methods of administration and drug compatibility before dispensing</li> <li>• Preparing or supervising the preparation and labelling of liquid medicines, ointments, powders, tablets and other medications to fill prescriptions</li> <li>• Advising prescribers on drug incompatibility and contra-indications</li> <li>• Reviewing and monitoring the medicine therapy of individual patients, and assessing the effectiveness of the total medicine therapy</li> <li>• Maintaining prescription files and recording issue of narcotics, poisons and habit-forming drugs</li> <li>• Storing and preserving vaccines, serums and other drugs subject to deterioration</li> <li>• Supplying non-prescription medicines, and diagnostic and therapeutic aids</li> <li>• Supervising and coordinating the work of pharmacy technicians, pharmacy interns and pharmacy sales assistants</li> <li>• Conducting research to develop and improve pharmaceuticals, cosmetics and related chemical products</li> <li>• Conferring with chemists, engineering professionals and other professionals about manufacturing techniques and ingredients</li> <li>• Testing and analysing drugs to determine their identity, purity and strength in relation to specified standards</li> <li>• Developing standards for drugs used in pharmaceuticals</li> </ul>	

<b>Occupation:</b>	Social Worker
<b>ANZSCO:</b>	252411
<b>Experience Required:</b>	a level of skill commensurate with a bachelor's degree or higher qualification. In some instances, relevant experience and/or on-the-job training may be required in addition to the formal qualification
<b>Position Description:</b>	
<p>Assesses the social needs of individuals, families and groups, assists and empowers people to develop and use the skills and resources needed to resolve social and other problems, and furthers human wellbeing and human rights, social justice and social development.</p>	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Acting as a facilitator between clients in need and community services</li> <li>• Assessing resources for health, welfare, recreation, housing, employment and other community services</li> <li>• Providing leadership and assistance for the implementation of pilot projects in community development and self-help, and planning and implementing research projects to address client needs, organisation goals and social policy</li> <li>• Cooperating with community organisations, social agencies and voluntary groups to improve services and develop new services</li> <li>• Conducting individual and family case interviews to identify the nature and extent of clients' problems</li> <li>• Assisting clients to understand and resolve problems by providing information, acting as a mediator and referring them to community and self-help agencies</li> <li>• Analysing, developing, promoting and implementing social policies through the use of practice experience, research, analytic frameworks, and negotiation skills to respond to social need through a fair, equitable and effective allocation of social resources</li> <li>• Monitoring the progress of clients by maintaining contact</li> <li>• Compiling case records and report</li> </ul>	

<b>Occupation:</b>	Speech Pathologist
<b>ANZSCO:</b>	252712
<b>Experience Required:</b>	At least one year of relevant experience
<p><b>Position Description:</b></p> <p>Speech Pathologists provide diagnostic assessment, treatment, rehabilitative services and management of human hearing defects, and communication and swallowing impairments.</p> <p><b>Tasks Include:</b></p> <ul style="list-style-type: none"> <li>• Assessing and diagnosing the extent of client hearing loss using a wide range of techniques, including audiometric tests</li> <li>• Reporting results of assessments and tests in writing and making referrals to medical practitioners</li> <li>• Recommending solutions to those with hearing impairment including amplification, implantable devices, medical interventions and assistive listening devices and providing aural rehabilitation programs</li> <li>• Providing counselling, advice and information to clients and families as a part of overall treatment</li> <li>• Assisting with the development and management of noise control and hearing conservation strategies</li> <li>• Administering standardised and informal tests and observing clients to determine the nature and extent of their communication disorders or swallowing difficulties</li> <li>• Providing treatment and management of speech, language, learning and communication disorders that may be developmental, part of a disability, or acquired as a result of injury or disease</li> <li>• Advising on the positioning of the body and on the textures of food and fluids which assists an individual to eat and swallow safely without choking</li> <li>• Providing information and education to health professionals, early childhood educators and teachers, and support and counselling to individuals affected by communication and swallowing difficulties, and to their families and carers</li> </ul>	

## Plant Operators

<b>Occupation:</b>	Backhoe Operator
<b>ANZSCO:</b>	721212
<b>Experience Required:</b>	At least one year of relevant work experience
<b>Position Description:</b>  Operate plant to excavate earth, ore and rock, break up pavement, road, rock and obstructions, move and load earth, rock and debris, and level, smooth and compact surfaces in construction and other projects.	
<b>Tasks Include:</b> <ul style="list-style-type: none"><li>• Preparing and positioning plant for operation</li><li>• Selecting, fitting and removing attachments such as buckets, winches, loading scoops, shovel blades and rock breaking hammers</li><li>• Operating controls to excavate, break, drill, level, compact, gouge out, move, load and spread earth, rock, rubble, soil and other materials</li><li>• Monitoring operation of plant and adjusting controls to regulate pressure, speed and flow of operation, and ensuring safety of other workers</li><li>• Raising, lowering and manipulating attachments using manual and hydraulic controls</li><li>• Working from drawings, markers and verbal instructions</li><li>• Servicing, lubricating, cleaning and refuelling plant and performing minor adjustments and repairs</li></ul>	

<b>Occupation:</b>	Chemical Plant Operator
<b>ANZSCO:</b>	399211
<b>Experience Required:</b>	At least three year of relevant work experience
<b>Position Description:</b>	
Controls the operation of chemical production plant.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Controlling equipment performing continuous and batch processes to process chemicals and natural gas, manufacture refined petroleum products, and blend petroleum base stocks to produce commercial fuels, lubricating oils and asphalt</li> <li>• Controlling the preparation, measuring and feeding of raw material and processing agents such as catalysts and filtering media into plant</li> <li>• Patrolling and inspecting equipment to ensure proper operation and setting operating controls on equipment</li> <li>• Analysing samples and readings and recording test data</li> <li>• Controlling records of production, quantities transferred and details of blending and pumping operations</li> <li>• Checking equipment for malfunctions and arranging maintenance</li> <li>• Operating power generation plant controls to produce required load</li> <li>• Monitoring operation of power generation plant and interpreting instrument readings</li> <li>• Authorising procedures to isolate high-voltage and low-voltage electrical apparatus and plant</li> <li>• Writing reports and maintaining records on equipment performance, instrument readings and switching operations</li> <li>• Carrying out routine operating tests</li> </ul>	

<b>Occupation:</b>	Earthmoving Plant Operator
<b>ANZSCO:</b>	721211
<b>Experience Required:</b>	At least one year of relevant work experience
<b>Position Description:</b>	
Operates a range of earthmoving plant to assist with building roads, rail, water supply, dams, treatment plants and agricultural earthworks. Registration or licensing is required.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Preparing and positioning plant for operation</li> <li>• Selecting, fitting and removing attachments such as buckets, winches, loading scoops, shovel blades and rock breaking hammers</li> <li>• Operating controls to excavate, break, drill, level, compact, gouge out, move, load and spread earth, rock, rubble, soil and other materials</li> <li>• Monitoring operation of plant and adjusting controls to regulate pressure, speed and flow of operation, and ensuring safety of other workers</li> <li>• Raising, lowering and manipulating attachments using manual and hydraulic controls</li> <li>• Working from drawings, markers and verbal instructions</li> <li>• Servicing, lubricating, cleaning and refuelling plant and performing minor adjustments and repairs</li> </ul>	

<b>Occupation:</b>	Excavator Operator
<b>ANZSCO:</b>	721214
<b>Experience Required:</b>	At least one year of relevant work experience
<b>Position Description:</b>	
Operates heavy excavation plant to excavate, move and load earth, rock and rubble.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Preparing and positioning plant for operation</li> <li>• Selecting, fitting and removing attachments such as buckets, winches, loading scoops, shovel blades and rock breaking hammers</li> <li>• Operating controls to excavate, break, drill, level, compact, gouge out, move, load and spread earth, rock, rubble, soil and other materials</li> <li>• Monitoring operation of plant and adjusting controls to regulate pressure, speed and flow of operation, and ensuring safety of other workers</li> <li>• Raising, lowering and manipulating attachments using manual and hydraulic controls</li> <li>• Working from drawings, markers and verbal instructions</li> <li>• Servicing, lubricating, cleaning and refuelling plant and performing minor adjustments and repairs</li> </ul>	

<b>Occupation:</b>	Loader Operator
<b>ANZSCO:</b>	721216
<b>Experience Required:</b>	At least one year of relevant work experience
<b>Position Description:</b>	
Operates a motorised loader to move and load soil, rock and other material.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Preparing and positioning plant for operation</li> <li>• Selecting, fitting and removing attachments such as buckets, winches, loading scoops, shovel blades and rock breaking hammers</li> <li>• Operating controls to excavate, break, drill, level, compact, gouge out, move, load and spread earth, rock, rubble, soil and other materials</li> <li>• Monitoring operation of plant and adjusting controls to regulate pressure, speed and flow of operation, and ensuring safety of other workers</li> <li>• Raising, lowering and manipulating attachments using manual and hydraulic controls</li> <li>• Working from drawings, markers and verbal instructions</li> <li>• Servicing, lubricating, cleaning and refuelling plant and performing minor adjustments and repairs</li> </ul>	

## Transport & Logistics

<b>Occupation:</b>	Transport Engineer
<b>ANZSCO:</b>	233215
<b>Experience Required:</b>	At least three years of relevant work experience
<p><b>Position Description:</b></p> <p>Plans and develops transport systems to improve infrastructure efficiency and the cost effectiveness of moving people and freight. Registration or licensing may be required.</p> <p><b>Tasks Include:</b></p> <ul style="list-style-type: none"> <li>• Determining construction methods, materials and quality standards, and drafting and interpreting specifications, drawings, plans, construction methods and procedures</li> <li>• Organising and directing site labour and the delivery of construction materials, plant and equipment, and establishing detailed programs for the coordination of site activities</li> <li>• Obtaining soil and rock samples at different depths across sites and testing samples to determine strength, compressibility and other factors that affect the behaviour of soil and rock when a structure is imposed and determining the safe loading for the soil</li> <li>• Studying architectural and engineering drawings and specifications to estimate total costs, and preparing detailed cost plans and estimates as tools to assist in budgetary control</li> <li>• Monitoring changes to designs, assessing effects on cost, and measuring, valuing and negotiating variations to designs</li> <li>• Analysing structural systems for both static and dynamic loads</li> <li>• Designing structures to ensure they do not collapse, bend, twist or vibrate in undesirable ways</li> <li>• Assessing present and future travel flow patterns taking into account population increase and needs change</li> <li>• Designing the physical aspects of transportation systems such as highways, railroads, urban transit, air transportation, logistical supply systems and their terminals</li> </ul>	

<b>Occupation:</b>	Truck Driver
<b>ANZSCO:</b>	733111
<b>Experience Required:</b>	At least one year of relevant work experience
<p><b>Position Description:</b></p> <p>Drives a heavy truck, requiring a specially endorsed class of license, to transport bulky goods.</p> <p><b>Tasks Include:</b></p> <ul style="list-style-type: none"> <li>• Manoeuvring vehicles into position for loading and unloading</li> <li>• Loading and unloading vehicles using lifting and tipping devices</li> <li>• Observing safety requirements when loading and unloading vehicles</li> <li>• Making regular quality checks of vehicles to ensure they can be driven safely</li> <li>• Estimating weights to comply with load limitations and ensuring safe distribution of weight</li> <li>• Ensuring goods are stowed and securely covered to prevent loss and damage</li> <li>• Verifying loading documents, checking condition of goods and obtaining certification of deliveries</li> </ul>	

## Engineering & Construction

<b>Occupation:</b>	Civil Engineer
<b>ANZSCO:</b>	233211
<b>Experience Required:</b>	At least three years of relevant work experience
<b>Position Description:</b>  Design, plan, organise and oversee the construction of civil engineering projects such as dams, bridges, pipelines, gas and water supply schemes, sewerage systems, roads, airports and other structures; analyse the likely behavior of soil and rock when placed under pressure by proposed structures and design structural foundations; analyse the statical properties of all types of structures and test the behavior and durability of materials used in their construction; plan and develop transportation systems; and estimate and monitor the construction costs of projects	
<b>Tasks Include:</b> <ul style="list-style-type: none"><li>• Determining construction methods, materials and quality standards, and drafting and interpreting specifications, drawings, plans, construction methods and procedures</li><li>• Organising and directing site labour and the delivery of construction materials, plant and equipment, and establishing detailed programs for the coordination of site activities</li><li>• Obtaining soil and rock samples at different depths across sites and testing samples to determine strength, compressibility and other factors that affect the behaviour of soil and rock when a structure is imposed and determining the safe loading for the soil</li><li>• Studying architectural and engineering drawings and specifications to estimate total costs, and preparing detailed cost plans and estimates as tools to assist in budgetary control</li><li>• Monitoring changes to designs, assessing effects on cost, and measuring, valuing and negotiating variations to designs</li><li>• Analysing structural systems for both static and dynamic loads</li><li>• Designing structures to ensure they do not collapse, bend, twist or vibrate in undesirable ways</li><li>• Assessing present and future travel flow patterns taking into account population increase and needs change</li><li>• Designing the physical aspects of transportation systems such as highways, railroads, urban transit, air transportation, logistical supply systems and their terminals</li></ul>	

<b>Occupation:</b>	Mechanical Engineer
<b>ANZSCO:</b>	233512
<b>Experience Required:</b>	a level of skill commensurate with a bachelor's degree or higher qualification. In some instances, relevant experience and/or on-the-job training may be required in addition to the formal qualification
<b>Position Description:</b>	
<p>Mechanical Engineers design, organise and oversee the construction, operation and maintenance of mechanical and process plant and installations, establish programs for the coordination of manufacturing activities, and ensure usage of resources is cost effective.</p>	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Studying functional statements, organisational charts and project information to determine functions and responsibilities of workers and work units and to identify areas of duplication</li> <li>• Establishing work measurement programs and analysing work samples to develop standards for labour utilisation</li> <li>• Analysing workforce utilisation, facility layout, operational data and production schedules and costs to determine optimum worker and equipment efficiencies</li> <li>• Designing mechanical equipment, machines, components, products for manufacture, and plant and systems for construction</li> <li>• Developing specifications for manufacture, and determining materials, equipment, piping, material flows, capacities and layout of plant and systems</li> <li>• Organising and managing project labour and the delivery of materials, plant and equipment</li> <li>• Establishing standards and policies for installation, modification, quality control, testing, inspection and maintenance according to engineering principles and safety regulations</li> <li>• Inspecting plant to ensure optimum performance is maintained</li> <li>• Directing the maintenance of plant buildings and equipment, and coordinating the requirements for new designs, surveys and maintenance schedules</li> </ul>	

<b>Occupation:</b>	Structural Engineer
<b>ANZSCO:</b>	233214
<b>Experience Required:</b>	a level of skill commensurate with a bachelor's degree or higher qualification. In some instances, relevant experience and/or on-the-job training may be required in addition to the formal qualification
<b>Position Description:</b>	
<p>Analyses the static properties of all types of structures, tests the behaviour and durability of materials used in their construction, and designs and supervises the construction of all types of structures.</p>	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Determining construction methods, materials and quality standards, and drafting and interpreting specifications, drawings, plans, construction methods and procedures</li> <li>• Organising and directing site labour and the delivery of construction materials, plant and equipment, and establishing detailed programs for the coordination of site activities</li> <li>• Obtaining soil and rock samples at different depths across sites and testing samples to determine strength, compressibility and other factors that affect the behaviour of soil and rock when a structure is imposed and determining the safe loading for the soil</li> <li>• Studying architectural and engineering drawings and specifications to estimate total costs, and preparing detailed cost plans and estimates as tools to assist in budgetary control</li> <li>• Monitoring changes to designs, assessing effects on cost, and measuring, valuing and negotiating variations to designs</li> <li>• Analysing structural systems for both static and dynamic loads</li> <li>• Designing structures to ensure they do not collapse, bend, twist or vibrate in undesirable ways</li> <li>• Assessing present and future travel flow patterns taking into account population increase and needs change</li> <li>• Designing the physical aspects of transportation systems such as highways, railroads, urban transit, air transportation, logistical supply systems and their terminals</li> </ul>	

<b>Occupation:</b>	Scaffolder
<b>ANZSCO:</b>	821712
<b>Experience Required:</b>	At least one year of relevant work experience
<b>Position Description:</b>	
<p>Erects and dismantles scaffolding to provide work platforms on building and industrial sites, and for temporary structures such as staging and seating. Registration or licensing may be required.</p>	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Erecting lifting tackles by attaching pulleys and blocks to fixed overhead structures, and installing cables and attaching counterweights</li> <li>• Attaching slinging gear to hoisting equipment and objects to be moved using clamps, hooks, bolts and knots</li> <li>• Fitting and bolting tubes, support braces and components to form bases and build up scaffolding</li> <li>• Lifting and positioning sections of scaffolding</li> <li>• Measuring, cutting, bending and fitting welded wire mesh into concrete areas to be mesh-reinforced</li> <li>• Fixing mesh and reinforcing steel into position in formwork for concrete pours</li> <li>• Setting up winches and rigging equipment to raise and position girders, plates, columns and other steel units</li> <li>• Erecting guard rails, guy wires, ropes and clears, laying planks and hanging safety nets</li> </ul>	

## Technology

<b>Occupation:</b>	ICT project Manager
<b>ANZSCO:</b>	135112
<b>Experience Required:</b>	At least five year of relevant work experience
<b>Position Description:</b>  Plan, organise, direct, control and coordinate the acquisition, development, maintenance and use of computer and telecommunication systems within organisations. Analysing information needs and specifying technology to meet those needs	
<b>Tasks Include:</b> <ul style="list-style-type: none"><li>• Formulating and directing information and communication technology (ICT) strategies, policies and plans</li><li>• Directing the selection and installation of ICT resources and the provision of user training</li><li>• Directing ICT operations and setting priorities between system developments, maintenance and operations</li><li>• Overseeing the security of ICT systems</li></ul>	

<b>Occupation:</b>	ICT Support Engineer
<b>ANZSCO:</b>	263212
<b>Experience Required:</b>	At least five year of relevant work experience
<b>Position Description:</b>	
<p>Develops support procedures and strategies for systems, networks, operating systems and applications development, solves problems and provides technical expertise and direction in support of system infrastructure and process improvements, and diagnoses and resolves complex system problems.</p>	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Scheduling and conducting quality audit inspections, and analysing and reviewing systems, data and documentation</li> <li>• Identifying variations and potential high risk areas in securing adherence to standards and procedures</li> <li>• Recommending corrective action plans and improvements in the resolution of non-compliance with standards detected through monitoring and auditing of processes and procedures</li> <li>• Communicating, educating and liaising with users and management to ensure awareness and adherence to standards, procedures and quality control issues and activities</li> <li>• Assisting in troubleshooting, diagnosing, testing and resolving system problems and issues</li> <li>• Developing, conducting and providing technical guidance and training in application software and operational procedures</li> <li>• Analysing, evaluating and diagnosing technical problems and issues such as installation, maintenance, repair, upgrade and configuration and troubleshooting of desktops, software, hardware, printers, internet, email, databases, operating systems and security systems</li> <li>• Testing, identifying and diagnosing functionality errors and faults in systems, and programming code within established testing protocols, guidelines and quality standards to ensure systems perform to specification</li> <li>• Performing organisational systems architecture reviews and assessments, and recommending current and future hardware and software strategies and directions</li> <li>• Creating and reviewing technical documentation such as procedural, instructional and operational guides and manuals, technical reports and specifications and maintenance inventory systems</li> </ul>	

## Technicians & Other Occupations

<b>Occupation:</b>	Arborist
<b>ANZSCO:</b>	362212
<b>Experience Required:</b>	At least three year of relevant work experience
<b>Position description:</b>  Maintains and cares for trees and shrubs by lopping limbs and shaping branches, treating trees with fertilisers and insecticides, removing dead or decaying trees, and advising on general tree care.	
<b>Tasks include:</b> <ul style="list-style-type: none"><li>• Preparing and maintaining seedbeds and growing sites</li><li>• Propagating and planting trees, bushes, hedges, flowers and bulbs</li><li>• Preparing lawn areas by spreading top soil and planting grass, and by laying instant turf</li><li>• Maintaining planted and grassed areas by weeding, trimming, fertilising, watering and mowing</li><li>• Pruning trees and hedges, and installing plant support and protection devices</li><li>• Preparing plans and drawings, selecting materials and plants, and scheduling landscape construction</li><li>• Setting out and installing hardscape and softscape structures</li><li>• Constructing gravel and paved areas, walls, fences, pergolas, ponds, barbecues and garden furniture</li><li>• Examining trees to assess their condition and determine treatment</li><li>• Lopping limbs off trees and shaping branches using chain and handsaws</li><li>• Spraying and dusting plants and trees to control insects and disease, and felling diseased trees</li></ul>	

<b>Occupation:</b>	Aluminum Fabricator or Sheetmetal Trade Worker
<b>ANZSCO:</b>	322211
<b>Experience Required:</b>	At least three years of relevant experience
<b>Position Description:</b>	
<p>Aluminum Fabricator or Sheetmetal Trades Workers mark out, shape, form and join Sheetmetal and other materials to make products and components.</p>	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Studying blueprints, drawings and specifications to determine job, material and equipment requirements</li> <li>• Selecting metal stock, such as stainless steel, galvanised iron, mild steel, aluminium and copper, and checking sizes, gauges and other dimensions of metal stock against specifications</li> <li>• Marking out metal stock with reference points and lines, using templates, gauges and other measuring instruments</li> <li>• Cutting metal stock along guidelines using hand and power shears, guillotines and drills</li> <li>• Shaping and forming cut metal stock into products using folding and bending machines, rollers, presses and hammers</li> <li>• Fitting and assembling components into final products by welding, riveting, soldering, brazing and otherwise joining</li> <li>• Finishing products by polishing, filing, sanding and cleaning assembled products</li> <li>• May repair damaged Sheetmetal products and components</li> <li>• May specialise in fabrication, or on-site assembly and installation, of Sheetmetal products</li> <li>• May produce aircraft sheet metal components requiring advanced drawing and calculating skills</li> <li>• May specialise in decorative copperwork</li> </ul>	

<b>Occupation:</b>	Autoglazier Or Windscreen Fitter
<b>ANZSCO:</b>	899412
<b>Experience Required:</b>	At least one year of relevant experience
<b>Position Description:</b>	
Repairs and replaces windcreens and side and rear glass in motor vehicles.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Removing old and damaged parts and cleaning surrounding areas on vehicles</li> <li>• Fitting batteries and installing accessories such as sunroofs, stereos and alarms</li> <li>• Removing damaged glass, trimming strips and rubber seals from window frames and mountings on motor vehicles, positioning new windcreens and glass windows on frames and attaching and sealing them</li> <li>• Inspecting, removing and repairing muffler mountings, and fitting new mufflers, extractors and exhaust pipes</li> <li>• Removing radiators from vehicles and cleaning and repairing them</li> <li>• Installing new or repaired radiators into vehicles and repairing and replacing other units in the cooling system such as thermostats, head gaskets and water pumps</li> <li>• Inspecting tyres to determine which repair action to implement and repairing punctures in tubes and tubeless tyres</li> <li>• Operating air driven equipment to remove and refit tyres and tubes on vehicles</li> <li>• Balancing wheels and tyres using static and electronic equipment</li> </ul>	

<b>Occupation:</b>	Boilermaker Or Metal Fabricator
<b>ANZSCO:</b>	322311
<b>Experience Required:</b>	At least three years of relevant experience
<b>Position Description:</b>	
Marks off and fabricates structural steel and other metal stock to make or repair metal products and structures such as boilers and pressure vessels.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Studying blueprints, drawings and specifications to determine job requirements</li> <li>• Selecting, cleaning and preparing metal stock</li> <li>• Cutting marked-out metal sections and shapes using hand tools, flame cutting torches and metal cutting machines</li> <li>• Shaping and bending metal sections and pipes using hand and machine tools, and by heating and hammering</li> <li>• Aligning parts to be joined using hand tools and measuring instruments</li> <li>• Joining metal sections using various welding techniques, bolting and riveting</li> <li>• Examining welds for width of bead, penetration and precision</li> <li>• Finishing products by cleaning, polishing, filing and bathing in acidic solutions</li> <li>• Cleaning and smoothing welds by filing, chiselling and grinding</li> </ul>	

<b>Occupation:</b>	Business Machine Mechanic
<b>ANZSCO:</b>	342311
<b>Experience Required:</b>	At least three years of relevant experience
<b>Position Description:</b>	
Installs, maintains and repairs electronic business equipment such as multi-function devices, photocopiers, scanners, fax machines and cash registers.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Examining and testing machines, equipment, instruments and control systems to diagnose faults</li> <li>• Adjusting, repairing, and replacing worn and defective parts and wiring, and maintaining machines, equipment and instruments</li> <li>• Reassembling, test operating and adjusting equipment</li> <li>• Advising users of correct operating procedures to prevent malfunctions</li> <li>• Receiving messages by interpreting code and converting to plain language, and writing and typing messages for transmission</li> <li>• Monitoring radio traffic, and transmitting and receiving voice messages</li> <li>• Installing electronic instruments and control systems</li> <li>• Applying knowledge of electrical, electronic, mechanical, hydraulic and pneumatic principles in commissioning and maintaining control systems</li> </ul>	

<b>Occupation:</b>	Carpenter and Joiner
<b>ANZSCO:</b>	331211
<b>Experience Required:</b>	At least three years of relevant experience
<b>Position Description:</b>	
Constructs and installs structures and fixtures of wood, plywood, and wallboard, and cuts, shapes and fits timber parts to form structures and fittings.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Studying drawings and specifications to determine materials required, dimensions and installation procedures</li> <li>• Ordering and selecting timbers and materials, and preparing layouts</li> <li>• Cutting materials, and assembling and nailing cut and shaped parts</li> <li>• Erecting framework and roof framing, laying sub-flooring and floorboards and verifying trueness of structures</li> <li>• Nailing fascia panels, sheathing roofs, and fitting exterior wall cladding and door and window frames</li> <li>• Assembling prepared wood to form structures and fittings ready to install</li> <li>• Cutting wood joints</li> <li>• May construct concrete formwork</li> <li>• May repair existing fittings</li> <li>• May work with plastic laminates, Perspex and metals</li> </ul>	

<b>Occupation:</b>	Concreter
<b>ANZSCO:</b>	821211
<b>Experience Required:</b>	At least one year of relevant work experience
<b>Position Description:</b>	
Pours, spreads, smooths and finishes concrete for structures such as floors, stairs, ramps, footpaths and bridges.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Erecting concrete form work and laying steel reinforcing</li> <li>• Pouring, spreading and levelling concrete using screeds and templates</li> <li>• Tamping, smoothing, shaping and sealing concrete</li> <li>• Operating trowelling machines to float, trowel and polish concrete surfaces</li> <li>• Forming expansion joints and edges using edging tools, jointers and straight edges</li> <li>• Installing fixtures in concrete such as anchor bolts, steel plates and door sills</li> <li>• Wetting concrete and rubbing with abrasives to finish vertical surfaces</li> <li>• Covering concrete with plastic sheeting and sand to cure it</li> <li>• Cutting lines in concrete using power cutters</li> <li>• May cover freshly poured concrete with colouring powders and other materials</li> </ul>	

<b>Occupation:</b>	Crane, Hoist or Lift Operators
<b>ANZSCO:</b>	712211
<b>Experience Required:</b>	At least one year of relevant work experience
<b>Position Description:</b>	
Operates stationary and mobile cranes, hoists, lifts and winches to lift, move and place materials, equipment and people in areas such as building sites, factories, mines, sawmills, wharves and shipyards. Registration or licensing may be required.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Testing the operation of plant before use to ensure safety</li> <li>• Operating controls to rotate cranes, move cranes on fixed rails, raise and lower jibs and booms, and raise, lower and move hooks and objects</li> <li>• Working in conjunction with construction riggers and crane chasers to position hooks and raise, move and place loads</li> <li>• Controlling the movement of loads, and monitoring speed, acceleration and braking distances directly and by signalling to other operators</li> <li>• Monitoring plant operation, instruments and gauges to detect malfunctions and problems</li> <li>• Lubricating ropes and winches on cranes and replacing worn cables</li> <li>• May operate cranes fitted with attachments for purposes such as demolition and pile driving</li> <li>• May operate overhead cranes using hand controls suspended by cables from cranes</li> </ul>	

<b>Occupation:</b>	Electrician
<b>ANZSCO:</b>	341111
<b>Experience Required:</b>	At least three years of relevant experience
<b>Position Description:</b>	
Installs, tests, connects, commissions, maintains and modifies electrical equipment, wiring and control systems.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Examining blueprints, wiring diagrams and specifications to determine sequences and methods of operation</li> <li>• Measuring and laying out installation reference points</li> <li>• Selecting, cutting and connecting wire and cable to terminals and connectors</li> <li>• Using electrical and electronic test instruments to trace and diagnose faults</li> <li>• Repairing and replacing faulty wiring and defective parts</li> <li>• Positioning and installing electrical switchboards</li> <li>• Connecting electrical systems to power supply</li> <li>• Testing continuity of circuit</li> <li>• Installing, testing and adjusting electric and mechanical parts of lifts</li> </ul>	

<b>Occupation:</b>	Heavy Duty Diesel Mechanic or Fitter (General)
<b>ANZSCO:</b>	341111
<b>Experience Required:</b>	At least three years of relevant experience
<b>Position Description:</b>	
Fits and assembles metal parts and subassemblies to fabricate production machines and other equipment.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Studying drawings and specifications to determine suitable material, method and sequence of operations, and machine settings</li> <li>• Fitting fabricated metal parts into products and assembling metal parts and subassemblies to produce machines and equipment</li> <li>• Checking fabricated and assembled metal parts for accuracy, clearance and fit using precision measuring instruments</li> <li>• Setting guides, stops and other controls on machining tools, setting up prescribed cutting and shaping tools and dies in machines and presses, and setting controls for textile machines</li> <li>• Forming metal stock and castings to fine tolerances using machining tools to press, cut, grind, plane, bore and drill metal</li> <li>• Cutting, threading, bending and installing hydraulic and pneumatic pipes and lines</li> <li>• Preparing pattern mechanisms to control the operation of textile machines used to spin, weave, knit, sew and tuft fabric</li> <li>• Diagnosing faults and performing operational maintenance of machines, and overhauling and repairing mechanical parts and fluid power equipment</li> <li>• May erect machines and equipment on-site</li> </ul>	

<b>Occupation:</b>	Light Vehicle Mechanic or Motor Mechanic
<b>ANZSCO:</b>	321211
<b>Experience Required:</b>	At least three years of relevant experience
<b>Position Description:</b>	
<p>Maintains, tests and repairs petrol engines and the mechanical parts of lightweight motor vehicles such as transmissions, suspension, steering and brakes.</p> <p><b>Tasks Include:</b></p> <ul style="list-style-type: none"> <li>• Detecting and diagnosing mechanical and electrical faults in engines and parts</li> <li>• Dismantling and removing engine assemblies, transmissions, steering mechanisms and other components, and checking parts</li> <li>• Repairing and replacing worn and defective parts and reassembling mechanical components, and referring to service manuals as needed</li> <li>• Performing scheduled maintenance services, such as oil changes, lubrications and engine tune-ups, to achieve smoother running of vehicles and ensure compliance with pollution regulations</li> <li>• Reassembling engines and parts after being repaired</li> <li>• Testing and adjusting mechanical parts after being repaired for proper performance</li> <li>• Diagnosing and testing parts with the assistance of computers</li> <li>• May inspect vehicles and issue roadworthiness certificates or detail work required to achieve roadworthiness</li> <li>• May respond to vehicle breakdown service call</li> </ul>	

<b>Occupation:</b>	Metal Machinist (First Class)
<b>ANZSCO:</b>	323214
<b>Experience Required:</b>	At least three years of relevant experience
<b>Position Description:</b>	
Sets up and operates machine tools to shape and form metal stock and castings to fine tolerances, using detailed drawings and specifications.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Studying drawings and specifications to determine suitable material, method and sequence of operations, and machine settings</li> <li>• Fitting fabricated metal parts into products and assembling metal parts and subassemblies to produce machines and equipment</li> <li>• Checking fabricated and assembled metal parts for accuracy, clearance and fit using precision measuring instruments</li> <li>• Setting guides, stops and other controls on machining tools, setting up prescribed cutting and shaping tools and dies in machines and presses, and setting controls for textile machines</li> <li>• Forming metal stock and castings to fine tolerances using machining tools to press, cut, grind, plane, bore and drill metal</li> <li>• Cutting, threading, bending and installing hydraulic and pneumatic pipes and lines</li> <li>• Preparing pattern mechanisms to control the operation of textile machines used to spin, weave, knit, sew and tuft fabric</li> <li>• Diagnosing faults and performing operational maintenance of machines, and overhauling and repairing mechanical parts and fluid power equipment</li> <li>• May erect machines and equipment on-site</li> </ul>	

<b>Occupation:</b>	Rubber Production Machine Operator /Rubber Belt Splicer
<b>ANZSCO:</b>	711516
<b>Experience Required:</b>	At least one year of relevant work experience
<b>Position Description:</b>	
Operates machines to manufacture rubber products such as tyres.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Operating controls to regulate temperature, pressure, speed and flow of operation</li> <li>• Measuring and loading materials, items and ingredients for mixing into machines and feeding mechanisms</li> <li>• Monitoring operation, regulating material supply and adding chemicals and colorants to mixture</li> <li>• Threading uncoated wire and cable through plastic coating machines, around take-up reels and through dies and cooling chambers</li> <li>• Laying casings, beads, ply and rubber sheets on moulds</li> <li>• Operating rollers to remove air</li> <li>• Operating vulcaniser presses and controlling curing</li> <li>• Examining output for defects and conformity to specifications</li> <li>• Performing minor repairs and maintaining production records</li> </ul>	

<b>Occupation:</b>	Sand Blaster
<b>ANZSCO:</b>	711913
<b>Experience Required:</b>	At least one year of relevant work experience
<b>Position Description:</b>	
Operates sandblasting machines to clean and grind metal products and other hard surfaces	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Abrades surfaces of metal or hard-composition objects to remove adhering scale, sand, paint, grease, tar, rust, and dirt, and to impart specified finish, using abrasive-blasting equipment: Shovels or pours abrasives, such as sand, grit, or shot of specified grade into machine hopper</li> <li>• Masks specified areas of object to protect from abrading action</li> <li>• Loads parts on racks in enclosed rooms, into tumbling barrels, or into cabinets</li> <li>• Turns valves on equipment to regulate pressure and composition of abrasive mixture flowing through nozzle or into tumbling barrel</li> <li>• Starts equipment that directs blast or flow of abrasive-laden compressed air, gas, or liquid over surface of parts</li> <li>• Manually directs nozzle over surface of large parts or inserts arms through glove-fitted cabinet openings and manipulates small parts under nozzle for specified interval</li> <li>• May examine finished parts to ensure conformance to specifications</li> <li>• May be designated by type of equipment or abrasive used as Cabinet-Abrasive Sandblaster; Shotblaster</li> </ul>	

<b>Occupation:</b>	Steel Fixer
<b>ANZSCO:</b>	821713
<b>Experience Required:</b>	At least one year of relevant work experience
<b>Position description:</b>	
Positions and secures steel bars and steel mesh in concrete forms to reinforce concrete structures.	
<b>Tasks include:</b>	
<ul style="list-style-type: none"> <li>• Erecting lifting tackles by attaching pulleys and blocks to fixed overhead structures, and installing cables and attaching counterweights</li> <li>• Attaching slinging gear to hoisting equipment and objects to be moved using clamps, hooks, bolts and knots</li> <li>• Fitting and bolting tubes, support braces and components to form bases and build up scaffolding</li> <li>• Lifting and positioning sections of scaffolding</li> <li>• Measuring, cutting, bending and fitting welded wire mesh into concrete areas to be mesh-reinforced</li> <li>• Fixing mesh and reinforcing steel into position in formwork for concrete pours</li> <li>• Setting up winches and rigging equipment to raise and position girders, plates, columns and other steel units</li> <li>• Erecting guard rails, guy wires, ropes and clears, laying planks and hanging safety nets</li> </ul>	

<b>Occupation:</b>	Tyre Fitter
<b>ANZSCO:</b>	899415
<b>Experience Required:</b>	At least one year of relevant work experience
<b>Position Description:</b>	
Fits, repairs and replaces tyres on motor vehicles.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Removing old and damaged parts and cleaning surrounding areas on vehicles</li> <li>• Fitting batteries and installing accessories such as sun roofs, stereos and alarms</li> <li>• Removing damaged glass, trimming strips and rubber seals from window frames and mountings on motor vehicles, positioning new windscreens and glass windows on frames and attaching and sealing them</li> <li>• Inspecting, removing and repairing muffler mountings, and fitting new mufflers, extractors and exhaust pipes</li> <li>• Removing radiators from vehicles and cleaning and repairing them</li> <li>• Installing new or repaired radiators into vehicles and repairing and replacing other units in the cooling system such as thermostats, head gaskets and water pumps</li> <li>• Inspecting tyres to determine which repair action to implement and repairing punctures in tubes and tubeless tyres</li> <li>• Operating air driven equipment to remove and refit tyres and tubes on vehicles</li> <li>• Balancing wheels and tyres using static and electronic equipment</li> </ul>	

<b>Occupation:</b>	Vehicle Painter
<b>ANZSCO:</b>	324311
<b>Experience Required:</b>	At least three years of relevant experience
<b>Position Description:</b>	
Vehicle Painters prepare surfaces of vehicles, match and mix colours and apply paint.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Removing rough spots on vehicle panels</li> <li>• Sanding surfaces by hand and with power sanders</li> <li>• Masking areas not to be painted with tape and paper</li> <li>• Colour matching and mixing paints to match paint shades, and selecting pre-mixed paint</li> <li>• Applying primer and finishing coats using spray-guns, and sanding surfaces between coats</li> <li>• Touching up paintwork and applying polish to vehicles</li> <li>• Removing masking papers, and waxing and polishing finished paintwork</li> <li>• Painting signs and artwork on vehicles</li> <li>• Treating vehicles with rust-proofing chemicals</li> </ul>	

<b>Occupation:</b>	Water Filter Technician
<b>ANZSCO:</b>	712921
<b>Experience Required:</b>	At least one year of relevant experience
<b>Position Description:</b> Operates plant to store, distribute and treat water including purifying water for human consumption and removing wastes from sewage.	

## Services

<b>Occupation:</b>	Accountant
<b>ANZSCO:</b>	221111
<b>Experience Required:</b>	a level of skill commensurate with a bachelor degree or higher qualification. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification
<b>Position Description:</b>  Provides services relating to compliance-based financial reporting, auditing, insolvency and accounting information systems; and advises on associated record-keeping requirements. Registration or licensing may be required for certain services such as auditing.	
<b>Tasks Include:</b> <ul style="list-style-type: none"><li>• Assisting in formulating budgetary and accounting policies</li><li>• Preparing financial statements for presentation to boards of directors, management, shareholders, and governing and statutory bodies</li><li>• Conducting financial investigations, preparing reports, undertaking audits and advising on matters such as the purchase and sale of businesses, mergers, capital financing, suspected fraud, insolvency and taxation</li><li>• Examining operating costs and organisations' income and expenditure</li><li>• Providing assurance about the accuracy of information contained in financial reports and their compliance with statutory requirements</li><li>• Providing financial and taxation advice on business structures, plans and operations</li><li>• Preparing taxation returns for individuals and organisations</li><li>• Liaising with financial institutions and brokers to establish funds management arrangements</li><li>• Introducing and maintaining accounting systems, and advising on the selection and application of computer-based accounting systems</li><li>• Maintaining internal control systems</li><li>• May appraise cash flow and financial risk of capital investment projects</li></ul>	

<b>Occupation:</b>	Beauty Therapist
<b>ANZSCO:</b>	221111
<b>Experience Required:</b>	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV
<b>Position Description:</b>	
Provides skin analyses, facial therapies, skin-care treatments and body treatments such as massage to clients.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Discussing client needs, analysing skin characteristics and advising on suitable skin care, treatments and application of make-up</li> <li>• Applying general cosmetic and corrective make-up</li> <li>• Performing manicures and pedicures including decorative nail art, application of artificial nails, nail repair, and other specialised hand and foot treatments</li> <li>• Performing facial and body treatments such as massages</li> <li>• Treating unwanted hair through waxing, bleaching, tinting, depilation and electrolysis</li> <li>• Evaluating beauty therapy processes and products</li> <li>• Receiving bookings, arranging appointments and maintaining client records</li> <li>• Providing advice on and selling cosmetic products</li> </ul>	

<b>Occupation:</b>	Hairdresser
<b>ANZSCO:</b>	391111
<b>Experience Required:</b>	At least three years of relevant experience
<b>Position Description:</b>	
Organises and controls the operations of a hairdressing or beauty salon. Registration or licensing may be required.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Providing advice on hair care, beauty products and hairstyles</li> <li>• Shampooing hair and conditioning scalps</li> <li>• Colouring, straightening and permanently waving hair with chemical solutions</li> <li>• Cutting hair with scissors, clippers and razors</li> <li>• Styling hair into dreadlocks and braids and adding hair extensions</li> <li>• Shaving and trimming beards and moustaches</li> <li>• Cleaning work areas and sanitising instruments</li> <li>• Arranging appointments and collecting payments</li> <li>• May clean, colour, cut and style wigs and hairpieces</li> </ul>	

<b>Occupation:</b>	Office Manager
<b>ANZSCO:</b>	512111
<b>Experience Required:</b>	At least three years of relevant experience
<b>Position Description:</b>	
Office Managers organise and control the functions and resources of offices such as administrative systems and office personnel.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Contributing to the planning and review of office services, and setting priorities and office service standards</li> <li>• Allocating human resources, space and equipment</li> <li>• Assigning work to and monitoring work performance of staff</li> <li>• Managing records and accounts of the office</li> <li>• Liaising with professionals to coordinate office business and to facilitate resolution of problems</li> <li>• Ensuring office equipment and supplies are maintained</li> <li>• Ensuring compliance with occupational health and safety regulations</li> <li>• Ensuring work complies with relevant government legislation, policies and procedures</li> <li>• Coordinating personnel activities such as hiring, promotions, performance management, payroll, training and supervision</li> </ul>	

<b>Occupation:</b>	Property Manager
<b>ANZSCO:</b>	612112
<b>Experience Required:</b>	At least three years of relevant experience
<b>Position Description:</b>	
Supervises the leasing of rental properties on behalf of owners. Registration or licensing may be required.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• Accepting and listing properties and businesses for sale and lease, conducting inspections, and advising buyers on the merits of properties and businesses and the terms of sale or lease</li> <li>• Advising vendors of sales and marketing options such as sale by auction and open house inspections</li> <li>• Cataloguing and detailing land, buildings and businesses for sale or lease and arranging advertising</li> <li>• Assessing buyers' needs and locating properties and businesses for their consideration</li> <li>• Offering valuations and advice for buying and selling properties and businesses, and structuring the terms of settlement</li> <li>• Collecting and holding rent monies from tenants, and remitting to owner on agreed basis</li> <li>• Monitoring and addressing non-compliance with terms and conditions of tenancy and pursuing rental arrears</li> <li>• Developing and implementing business plans, budgets, policies and procedures for the agency</li> <li>• May arrange finance, land brokerage, conveyancing and maintenance of premises</li> </ul>	

<b>Occupation:</b>	Receptionist
<b>ANZSCO:</b>	542111
<b>Experience Required:</b>	At least one year of relevant experience
<b>Position Description:</b>	
Greets clients and visitors, and responds to personal, telephone, email and written inquiries and requests.	
<b>Tasks Include:</b>	
<ul style="list-style-type: none"> <li>• greeting and welcoming visitors, and directing them to the appropriate person</li> <li>• arranging and recording details of appointments</li> <li>• answering inquiries and providing information on the goods, services and activities of the organisation</li> <li>• answering, connecting and transferring telephone calls</li> <li>• receiving and resolving complaints from clients and the public</li> <li>• receiving and distributing correspondence, facsimile messages and deliveries</li> <li>• maintaining the reception area</li> <li>• advising on and arranging reservations and accommodation</li> <li>• may perform other clerical tasks such as word processing, data entry, filing, mail despatch and photocopying</li> </ul>	

<b>Occupation:</b>	Human Resource Adviser
<b>ANZSCO:</b>	223111
<b>Experience Required:</b>	At least five year of relevant experience
<p><b>Position Description:</b></p> <p>Provides staffing and personnel administration services in support of an organisation's human resource policies and programs.</p> <p><b>Tasks Include:</b></p> <ul style="list-style-type: none"> <li>• arranging for advertising of job vacancies, interviewing and testing of applicants, and selection of staff</li> <li>• maintaining personnel records and associated human resource information systems</li> <li>• providing advice and information to management on workplace relations policies and procedures, staff performance and disciplinary matters</li> <li>• arranging the induction of staff and providing information on conditions of service, salaries and promotional opportunities</li> <li>• receiving and recording job vacancy information from employers such as details about job description, wages and conditions of employment</li> <li>• providing information on current job vacancies in the organisation to employers and job seekers</li> <li>• undertaking negotiations on terms and conditions of employment, and examining and resolving disputes and grievances</li> <li>• studying and interpreting legislation, awards, collective agreements and employment contracts, wage payment systems and dispute settlement procedures</li> <li>• developing, planning and formulating enterprise agreements or collective contracts such as productivity-based wage adjustment procedures, workplace relations policies and programs, and procedures for their implementation</li> <li>• overseeing the formation and conduct of workplace consultative committees and employee participation initiatives</li> </ul>	

Schedule 2: Occupations: Qualification, Experience, and other Concessions Covered by this agreement

Approved Occupation	ANZSCO Code	ANZSCO Skill level	Qualification	Substitute for Qualification	AGE Concession	TSMIT Concession	Permanent Resident Pathway	English Concession
<b>HOSPITALITY, ACCOMMODATION, TOURISM &amp; RETAIL SECTOR</b>								
Accommodation and Hospitality Manager nec.	141999	2	AQF Associate degree, Advanced Diploma or Diploma	At least three years of relevant experience	YES	NIL	YES	NIL
Baker	351111	3	AQF Certificate III including 2 years on the job training or AQF Certificate IV	At least three years of relevant experience	YES	NIL	YES	YES
Bar Attendant (Supervisor)	070499#	4	-	At least one year of relevant experience	YES	NIL	YES	YES
Butcher or Smallgoods Maker	351211	3	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV	At least two years of relevant experience	YES	NIL	YES	YES
Café or Restaurant Manager Or Food & Beverage Manager	141111	2	AQF Associate degree, Advanced Diploma or Diploma	At least three years of relevant experience	YES	NIL	YES	NIL
Chef	351311	2	AQF Associate Degree, Advanced Diploma or Diploma	At least three years of relevant experience	YES	NIL	YES	YES
Cook	351411	3	AQF Certificate III including 2 years on the job training or AQF Certificate IV	-	YES	NIL	YES	YES
Duty Manager Or Hotel or Motel Manager	141311	2	AQF Associate Degree, Advanced Diploma or Diploma	At least three years of relevant experience	YES	NIL	YES	NIL

Approved Occupation	ANZSCO Code	ANZSCO Skill level	Qualification	Substitute for Qualification	AGE Concession	TSMIT Concession	Permanent Resident Pathway	English Concession
Hospitality, Retail and Service Manager nec.	149999	2	AQF Associate degree, Advanced Diploma or Diploma	At least three years of relevant experience	YES	NIL	YES	NIL
Pastrycook	351112	3	AQF Certificate II including at least two years of on-the-job training or AQF certificate IV	At least three years of relevant experience	YES	NIL	YES	YES
Retail Manager	142111	2	AQF Associate Degree, Advanced Diploma or Diploma	At least three years of relevant experience	YES	NIL	YES	NIL
Retail Supervisor	621511	4	AQF Certificate II or III	At least one year of relevant experience	YES	NIL	YES	NIL
Waiter	431511	4	AQF Certificate II or III	At least one year of relevant experience	YES	NIL	YES	YES
<b>MEDICAL, CARERS, HEALTH &amp; WELFARE WORKERS</b>								
Aged or Disabled Carer	423111	4	AQF Certificate II or III	At least one year of relevant experience	YES	NIL	YES	YES
Child Care Centre Manager	134111	1	a level of skill commensurate with a bachelor's degree or higher qualification	At least five years of relevant experience	YES	NIL	YES	NIL
Child Care Worker	421111	3	AQF Certificate III including two years of on-the-job training or AQF Certificate IV	At least three years of relevant experience	YES	NIL	YES	YES
Clinical Psychologist	272311	1	a level of skill commensurate with a bachelor degree or higher qualification. In some instances relevant experience and/or on-the-	-	YES	NIL	YES	NIL

Approved Occupation	ANZSCO Code	ANZSCO Skill level	Qualification	Substitute for Qualification	AGE Concession	TSMIT Concession	Permanent Resident Pathway	English Concession
			job training may be required in addition to the formal qualification					
Dental Assistant	423211	4	AQF Certificate II or III	At least one year of relevant experience	YES	NIL	YES	NIL
Dentist	252312	1	a level of skill commensurate with a bachelor degree or higher qualification	-	YES	NIL	YES	NIL
Occupational Therapist	252411	1	level of skill commensurate with a bachelor degree or higher qualification	-	YES	NIL	YES	NIL
Optometrist	251411	1	a level of skill commensurate with a bachelor degree or higher qualification	-	YES	NIL	YES	NIL
Physiotherapist	252511	1	a level of skill commensurate with a bachelor degree or higher qualification	-	YES	NIL	YES	NIL
Retail Pharmacist	251513	1	a level of skill commensurate with a bachelor degree or higher qualification and a one year traineeship	-	YES	NIL	YES	NIL
Social Worker	252411	1	a level of skill commensurate with a bachelor degree or higher qualification. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification	-	YES	NIL	YES	NIL
Speech Pathologist	252712	1	a level of skill commensurate with a bachelor's degree or higher qualification	-	YES	NIL	YES	NIL
<b>PLANT OPERATORS</b>								
Backhoe Operator	721212	4	AQF Certificate II or III	At least one year of relevant experience	YES	NIL	YES	YES

Approved Occupation	ANZSCO Code	ANZSCO Skill level	Qualification	Substitute for Qualification	AGE Concession	TSMIT Concession	Permanent Resident Pathway	English Concession
Chemical Plant Operator	399211	3	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV	At least two years of relevant experience	YES	NIL	YES	YES
Earthmoving Plant Operator	721211	4	AQF Certificate II or III	At least one year of relevant experience	YES	NIL	YES	YES
Excavator Operator	721214	4	AQF Certificate II or III	At least one year of relevant experience	YES	NIL	YES	YES
Loader Operator	721216	4	AQF Certificate II or III	At least one year of relevant experience	YES	NIL	YES	YES
<b>TRANSPORT &amp; LOGISTICS</b>								
Transport Engineer	233215	1	AQF bachelor's degree or Higher	At least three year of relevant experience	YES	NIL	YES	NIL
Truck Driver	733111	4	AQF Certificate II or III	At least one year of relevant experience	YES	NIL	YES	YES
<b>ENGINEERING &amp; CONSTRUCTION</b>								
Civil Engineer	233211	1	AQF bachelor's degree or Higher	At least three year of relevant experience	YES	NIL	YES	NIL
Mechanical Engineer	233512	1	a level of skill commensurate with a bachelor's degree or higher qualification. In some instances, relevant experience and/or on-the-job training may be required in addition to the formal qualification	-	YES	NIL	YES	NIL

Approved Occupation	ANZSCO Code	ANZSCO Skill level	Qualification	Substitute for Qualification	AGE Concession	TSMIT Concession	Permanent Resident Pathway	English Concession
Structural Engineer	233214	1	a level of skill commensurate with a bachelor's degree or higher qualification. In some instances, relevant experience and/or on-the-job training may be required in addition to the formal qualification	-	YES	NIL	YES	NIL
Scaffolder	821712	4	AQF Certificate II or III, or at least one year of relevant experience	At least one year of relevant experience	YES	NIL	YES	YES
<b>TECHNOLOGY</b>								
ICT project Manager	135112	1	AQF bachelor's degree or Higher	At least five years of relevant experience	YES	NIL	YES	NIL
ICT Support Engineer	263212	1	a level of skill commensurate with a bachelor degree or higher qualification. At least five years of relevant experience and/or relevant vendor certification may substitute for the formal qualification. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification	-	YES	NIL	YES	YES
<b>TECHNICIANS &amp; OTHER OCCUPATIONS</b>								
Arborist	362212	3	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV	At least three years of relevant experience	YES	NIL	YES	YES
Aluminium Fabricator Or Sheetmetal Trade Worker	322211	3	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV	At least two years of relevant experience	YES	NIL	YES	YES

Approved Occupation	ANZSCO Code	ANZSCO Skill level	Qualification	Substitute for Qualification	AGE Concession	TSMIT Concession	Permanent Resident Pathway	English Concession
Autoglazier Or Windscreen Fitter	899412	4	AQF Certificate II or III	At least one year of relevant experience	YES	NIL	YES	YES
Boilermaker Or Metal Fabricator	322311	3	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV	At least two years of relevant experience	YES	NIL	YES	YES
Business Machine Mechanic	342311	3	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV	At least three years of relevant experience	YES	NIL	YES	NIL
Carpenter and Joiner	331211	3	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV	At least two years of relevant experience	YES	NIL	YES	YES
Concreter	821211	5	AQF Certificate I or compulsory secondary education	At least one year of relevant experience	YES	NIL	YES	YES
Crane Hoist or Lift Operator	712111	4	AQF Certificate II or III	At least one year of relevant experience	YES	NIL	YES	YES
Electrician	341111	3	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV	At least three years of relevant experience	YES	NIL	YES	YES
Heavy Duty Diesel Mechanic Or Fitter (General)	323211	3	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV	At least three years of relevant experience	YES	NIL	YES	YES
Light Vehicle Mechanic Or Motor Mechanic	321211	3	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV	At least three years of relevant experience	YES	NIL	YES	YES
Metal Machinist (First Class)	323214	3	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV	At least three years of relevant experience	YES	NIL	YES	YES
Rubber Production Machine Operator/ Rubber Belt Splicer	711516	4	AQF Certificate II or III	At least one year of relevant experience	YES	NIL	YES	YES

Approved Occupation	ANZSCO Code	ANZSCO Skill level	Qualification	Substitute for Qualification	AGE Concession	TSMIT Concession	Permanent Resident Pathway	English Concession
Sand Blaster	711913	4	AQF Certificate II or III	At least one year of relevant experience	YES	NIL	YES	YES
Steel Fixer	821713	4	AQF Certificate II or III	at least one year of relevant experience	YES	NIL	YES	YES
Tyre Fitter	899415	4	AQF Certificate II or III	At least one year of relevant experience	YES	NIL	YES	YES
Vehicle Painter	324311	3	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV	At least three years of relevant experience	YES	NIL	YES	YES
Water Filter Technician	712921	4	AQF Certificate II or III	At least one year of relevant experience	YES	NIL	YES	YES
<b>SERVICES</b>								
Accountant	221111	1	a level of skill commensurate with a bachelor degree or higher qualification. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification	-	YES	NIL	YES	NIL
Beauty Therapist	451111	3	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV	YES	NIL	YES	YES
Hairdresser	391111	3	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV	At least three years of relevant experience	YES	NIL	YES	YES
Office Manager	512111	2	AQF Associate Degree, Advanced Diploma or Diploma	At least three years of relevant experience	YES	NIL	YES	NIL

Approved Occupation	ANZSCO Code	ANZSCO Skill level	Qualification	Substitute for Qualification	AGE Concession	TSMIT Concession	Permanent Resident Pathway	English Concession
Property Manager	612112	3	AQF Certificate III including at least two years of on-the-job training, or AQF Certificate IV	At least three years of relevant experience	YES	NIL	YES	NIL
Receptionist	542111	4	AQF Certificate II or III	At least one year of relevant experience	YES	NIL	YES	NIL
Human Resource Adviser	223111	1	A bachelor degree or higher qualification	At least five year of relevant experience	YES	NIL	YES	NIL

## APPENDICES

### Appendix 1: List of Postcode covered by DAMA

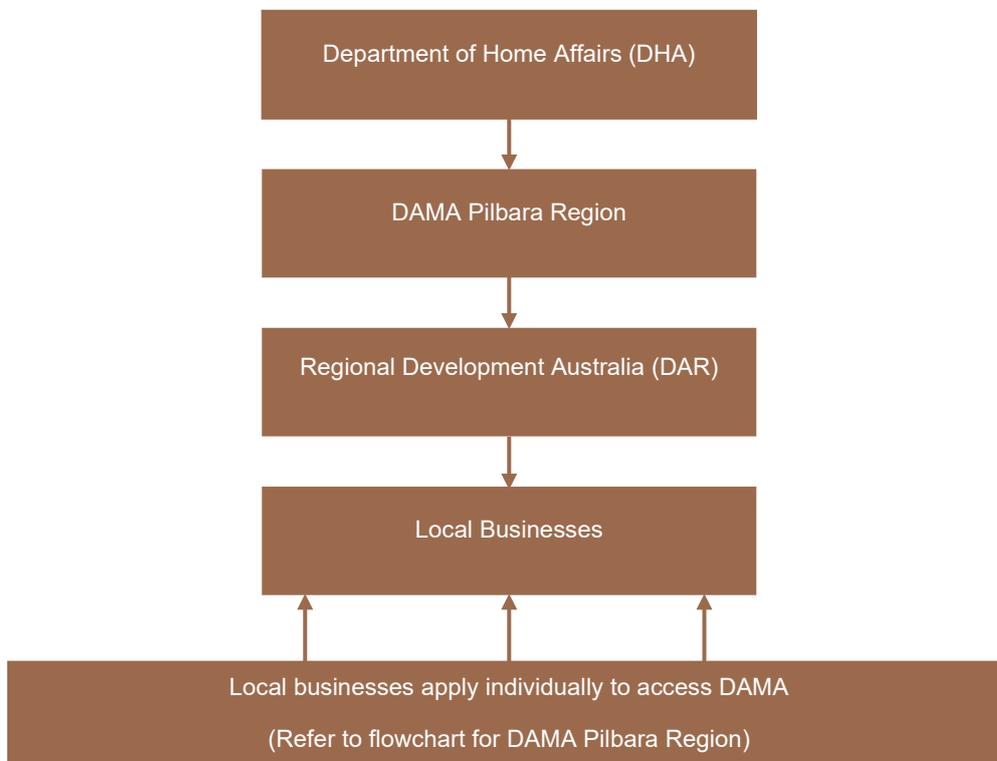
Below represents the participating shires for the Pilbara DAMA and their postcodes.

All Pilbara Regions	Postcodes
City of Karratha	6713, 6714, 6718, 6720
Town of Port Hedland	6721, 6722

The Designated Area Migration Agreement (DAMA) is intended for the support and benefit of the City of Karratha and the Town of Port Hedland, with the Shires of East Pilbara and Ashburton potentially applying to join as part of the annual review process, subject to approval of the Commonwealth and contingent on demonstrated success of the DAMA.

### Appendix 2: DAMA Governance Structure

Access to DAMA flow chart:



## Flowchart for Pilbara DAMA Region



### Appendix 3: Sample DAMA endorsement application form and document checklist

#### Endorsement Form

#### Form - Request for endorsement to access a labour agreement under the Pilbara DAMA

Is your business actively operating for at least 12 months, and financially viable?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Is your business located within the approved Pilbara region?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Is the position you seek to fill listed in the current Pilbara DAMA occupation list?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Have you read and understood the <i>Employer's Guide to Accessing a Labour Agreement under the Pilbara DAMA</i> ?	Yes <input type="checkbox"/> No <input type="checkbox"/>
Have your business actively sought out (advertised) to <u>recruit an Australian worker</u> in the last 4 months for the vacant position(s)? i.e. the vacant job(s) is advertised in 3 different platforms and one must be advertised on <u>Job Active</u> website.	Yes <input type="checkbox"/> No <input type="checkbox"/>
Do you understand that a positive DAR endorsement does not guarantee approval by the Department of Home Affairs at the DAMA Labour Agreement Request stage?	Yes <input type="checkbox"/> No <input type="checkbox"/>

You must answer all “yes” to the above to proceed with your endorsement to access a labour agreement under the Pilbara DAMA application:

#### Part 1 - Your details (Business Sponsor)

<b>Registered Business Name</b>	<i>Click here to enter text</i>	
<b>Trading name (if different)</b>	<i>Click here to enter text</i>	
<b>Australian Business Number (ABN)</b>	<i>Click here to enter text</i>	
<b>Australian Company Number (ACN), (ARBN) or partnership number</b>	<i>Click here to enter text</i>	
<b>Website</b>	<i>Click here to enter text</i>	
<b>Type of entity</b>	<b>Company</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
	<b>Sole trader</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
	<b>Partnership</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
	<b>Trust</b>	Yes <input type="checkbox"/> No <input type="checkbox"/>
	<b>Other (please specify)</b>	<i>Click here to enter text</i>
<b>Business address of Head Office – if applicable</b>	<i>Click here to enter text</i>	
<b>Contact Address Pilbara Region (all Pilbara locations – if applicable)</b>	<b>Address 1</b>	<i>Click here to enter text</i>
	<b>Address 2 (if applicable)</b>	<i>Click here to enter text</i>
	<b>Address 3 (if applicable)</b>	<i>Click here to enter text</i>
<b>Postal address</b>	<i>Click here to enter text</i>	
<b>Contact person in business</b>	<i>Click here to enter text</i>	
<b>Contact person's email</b>	<i>Click here to enter text</i>	
<b>Contact person's telephone number(s)</b>	<b>Phone</b>	<i>Click here to enter text</i>
	<b>Mobile</b>	<i>Click here to enter text</i>
	<b>Other (if applicable)</b>	<i>Click here to enter text</i>
<b>If a company, name of each director</b>	<i>Click here to enter text</i>	
<b>Name of trust/ trustee (if applicable)</b>	<i>Click here to enter text</i>	

Nature of employer's operations (e.g. hospitality, construction, retail, mining)	<i>Click here to enter text</i>
How many people do you currently employ	<i>Click here to enter text</i>
Any redundancies or retrenchments occurred in the last 6 months	<i>Click here to enter text</i>
Period of time you have been operating in the Pilbara Region	<i>Click here to enter text</i>
Do you already hold a Subclass 457 or Subclass 482 Standard Business Sponsorship approval?	Yes <input type="checkbox"/> No <input type="checkbox"/>

#### Part 2 - Financial Business Information

Annual turnover for most recent full financial year	<i>Click here to enter text</i>
Will your business be paying the salary of all temporary business entrants sponsored?	Yes <input type="checkbox"/> No <input type="checkbox"/> If you answered <b>no</b> , please provide details: <i>Click here to enter text</i>
Is there any " <b>adverse information</b> " about the business background of your business or any person "associated with" the businesses?	Yes <input type="checkbox"/> No <input type="checkbox"/> If you answered <b>yes</b> , please provide details: <i>Click here to enter text</i>

#### Part 3 - Representative Contact Details

You must complete this section, if a Migration Agent in preparing this request has assisted you, otherwise leave blank.

Name of registered migration agent	<i>Click here to enter text</i>
Migration agency name	<i>Click here to enter text</i>
Migration agent registration number (MARN)	<i>Click here to enter text</i>
Address	<i>Click here to enter text</i>
Telephone	<i>Click here to enter text</i>
Mobile	<i>Click here to enter text</i>
Facsimile number	<i>Click here to enter text</i>
Email	<i>Click here to enter text</i>
Is supporting document – Department of Immigration's <b>Form 956</b> attached to the application	Yes <input type="checkbox"/> No <input type="checkbox"/>

#### Part 4 - Occupations, Numbers and Concessions

How many overseas workers does the business intend to sponsor under the DAMA in the next 12 months and what roles they would work in?

Please list Occupation, ANZSCO code, maximum number of nominations in Year 1, concession to ANZSCO tasks if applicable, concession to TSMIT sought, concession to English sought.

<b>Temporary Skill Shortage (TSS) (Subclass 482 labour agreement stream)</b>
--

Occupation	ANZSCO code	Maximum number of nominations in the next 12 months	Concession to ANZSCO tasks, if applicable	Concession to TSMIT sought No. Type 1 or 2	Concession to English proficiency, if applicable	Estimated Annual Salary
				N/A	N/A	
				N/A	N/A	
				N/A	N/A	
				N/A	N/A	
				N/A	N/A	
				N/A	N/A	

Employer (ENS) (Subclass 186 labour agreement stream)						
Occupation	ANZSCO code	Maximum number of nominations in the next 12 months	Concession to ANZSCO tasks, if applicable	Concession to TSMIT sought No. Type 1 or 2	Concession to English proficiency, if applicable	Estimated Annual Salary
				N/A	N/A	
				N/A	N/A	
				N/A	N/A	
				N/A	N/A	
				N/A	N/A	
				N/A	N/A	

**Note:** the endorsement to access the Pilbara DAMA is for up to five years, however the endorsement of occupations and numbers of positions to be filled is valid for one year. Businesses seeking to access more overseas workers will need to apply to the Regional Development Australia (RDA) Pilbara for endorsement of occupation(s) and the number of vacant positions each year.

#### Part 5 - Conditions of Endorsement and Other Matters

- 5.1 You understand that it is a criminal offence in Western Australia (including Pilbara region) to make a false or misleading statement to an official document.
- 5.2 You understand and accept that any endorsement by the **RDA Pilbara** Designated Area Representative (**Regional Development Australia**) is only an endorsement to make a request to Home Affairs for a Labour Agreement under the DAMA and is not an endorsement by the RDA Pilbara of you or any business or activity you carry on in any other respect, or of the individuals you apply to sponsor on a Subclass 482 and 186 visas under a Labour Agreement.
- 5.3 You understand and accept that endorsement by the RDA Pilbara is discretionary and may be revoked in the event that the RDA Pilbara, (in its absolute discretion) is no longer satisfied that you should be able to access overseas workers under the Pilbara DAMA.
- 5.4 Revocation of endorsement will be notified to Home Affairs and you accept that the RDA Pilbara will not be liable to compensate you for any costs, loss or damage that may arise from such revocation.
- 5.5 You warrant that the information referred to in this request and any attachments:
  - (a) is true and correct, and
  - (b) is complete and is not misleading in any respect, and
  - (c) you acknowledge that this information has been relied on by the RDA Pilbara in considering this request.

- 5.6 Where a migration agent has been appointed to assist and represent the business, you acknowledge that the application, including supporting documents have been provided with your full knowledge and consent. The employer seeking the endorsement should still signed this form.
- 5.7 You will notify the RDA Pilbara, as soon as you become aware that any information or documents provided with this request have changed or are no longer true and correct. You acknowledge that this obligation applies until the expiry of any Labour Agreement entered into by you under the DAMA.
- 5.8 This request and any endorsement do not:  
(m) constitute a partnership or joint venture between the parties; or  
(n) except as expressly provided, make a party an agent of another party for any purpose.
- 5.9 If the RDA Pilbara must fulfil an obligation to Home Affairs and RDA Pilbara is dependent on you to be able to do so, then you must do each thing reasonably within your power to assist the RDA Pilbara, in the performance of that obligation.
- 5.10 If the employer is constituted by more than one legal entity (such as a partnership or an unincorporated association), each of those legal entities will be jointly and severally liable for the performance of any conditions arising as a result of the endorsement.
- 5.11 You agree to provide any and all information required by the RDA Pilbara, to fulfil its obligations under the DAMA (including but not limited to, any updated information regarding the business, its workforce and evidence of its ongoing compliance with the obligations under the Labour Agreement) within 28 days of such a request being made.
- 5.12 You acknowledge that the RDA Pilbara, may be required, from time to time, to provide information that you have included in this request, in part or entirety, to Home Affairs and you consent to this disclosure of information.
- 5.13 You acknowledge that you have read and understood the attached information referred to in this document, and have sought independent advice regarding the contents and your ability to meet the requirements of the Labour Agreement.
- 5.14 You acknowledge that you have not relied on any statement or representation (express or implied) made or advice given by or on behalf of the RDA Pilbara, in entering into the Labour Agreement or taking or failing to take any action in connection with the Labour Agreement.
- 5.15 You understand and accept that the RDA Pilbara has no liability to you for any costs, loss or damage incurred or suffered by you directly or indirectly arising from or in connection with:  
(a) your request for or entry into a Labour Agreement; or  
(b) anything done by you, or on your behalf, relating to the entry into or the performance of the Labour Agreement; or  
(c) anything done to you relating to the entry into or the performance of the Labour Agreement or work performed by employees employed following entry into the Labour Agreement.
- 5.16 You understand that the RDA Pilbara will manage the endorsement applications in a form of quota ensuring that all skills and roles can be fulfilled.
- 5.17 You understand that it is essential that suitable housing accommodation is readily available for the overseas worker before they commence employment.  
You are responsible for providing satisfactory evidence that accommodation options are available within reasonable proximity to the locality of their work site.  
This does not include emergency housing or very short-term housing options.
- 5.18 You undertake to provide the overseas worker with a settlement information kit available from the RDA Pilbara:  
(a) Prior to you engaging them, or

- (b) If they are already working for you, prior to them lodging their Subclass 482 (TSS) visa or Subclass 186 (ENS) visa application, unless they have been living and working in the WA Pilbara region for at least 12 months to them lodging their visa application.

5.19 You agree to provide the outcome or results (approved or rejected) of your labour agreement with Home Affairs to the RDA Pilbara, in writing within 28 days.

## Part 6 - Western Australia Privacy Policy

In accordance with the Australian Privacy Principles (APPs) under the *Privacy Act 1988 (Cth) (Privacy Act)*:

- 6.1 You acknowledge on behalf of your business described in clause 1 of this application (Business) that the collection of the personal information contained in this application is necessary for the functions and activities of the Pilbara Designated Area Representative RDA Pilbara;
- 6.2 You acknowledge on behalf of your Business that the Business is entitled to have reasonable access to the personal information contained in this application after it has been lodged with RDA Pilbara, but that RDA Pilbara shall always be entitled to keep the documents provided;
- 6.3 You acknowledge on behalf of your Business that RDA Pilbara is collecting the personal information in the business' application for the following purposes:
  - a) considering the merits of the application;
  - b) verifying the accuracy of the contents of the application (including through contacting third parties regarding the application);
  - c) complying with relevant reporting requirements;
  - d) compiling statistics (or engaging a third party to compile such statistics);
  - e) participating in RDA Pilbara and the wider Pilbara region surveys; and
  - f) complying with its obligations to any other Commonwealth or Local government agency.
- 6.4 In carrying out this purpose you acknowledge and agree on behalf of your Business that RDA Pilbara, may disclose the personal information (including sensitive personal information if any) in the Business' application to:
  - a) governmental agencies within the Pilbara Local Government DAMA holder (i.e. approved 4 shires of Pilbara);
  - b) Commonwealth Government agencies; and
  - c) any other person that referred to in your application (**Third Parties**).
- 6.5 You acknowledge on behalf of your business that if you do not sign this application or if your Business does not provide the required personal information in its application, RDA Pilbara, may reject the application.
- 6.6 On behalf of the Business, you authorise the RDA Pilbara, to:
  - a) use the information provided within the application to make necessary inquiries with Third Parties to verify claims provided in the application;
  - b) provide the application, including supporting documentation to the Third Parties for further consideration;
  - c) retain the application and supporting documents as per Local Government policies and standards; and
  - d) utilise the information provided for data collection and reporting purposes.

## **Part 7 – Designated Area Migration Agreement (DAMA)**

### **Request for Endorsement Application Declaration**

I declare that:

- 7.1 I have read and understood the information provided to me in support of this application, including the Terms and Conditions and Privacy Statement.
- 7.2 I am aware of and capable of meeting the relevant requirements and obligations under Migration Legislation.
- 7.3 My business is financially viable and has been lawfully operating in the designated area for at least 12 months.
- 7.4 I have genuinely sought to recruit Australian citizens or permanent residents to fill the positions locally.
- 7.5 I am looking to employ overseas workers to fill genuine full-time positions located in the designated area with duties that align with occupations on the approved list of occupations.
- 7.6 I will provide all relevant details to the RDA Pilbara if my business has had any redundancies or retrenchments during the last 12 months.
- 7.7 I will provide terms and conditions of employment to overseas workers that are in accordance with those offered to Australian workers employed in the region undertaking equivalent work.
- 7.8 I will abide by all relevant State/Territory and Commonwealth laws. I understand there are civil and criminal penalties for individuals and businesses breaching certain laws.
- 7.9 I have provided details of any adverse information, including prior instances of non-compliance with State/Territory and Commonwealth laws that may affect the assessment of my suitability to be a sponsor.
- 7.10 I will provide all relevant documentation in support of my request for endorsement to the Department of Home Affairs.
- 7.11 I authorise the RDA Pilbara and Department of Home Affairs to make enquiries as necessary to verify the information provided.
- 7.12 I understand that any false or misleading information provided by me may lead to revocation of endorsement by the RDA Pilbara and the Department of Home Affairs will be notified.
- 7.13 I understand that a positive RDA Pilbara endorsement does not guarantee approval by the Department of Home Affairs at any stage.

*I declare that the information I have provided in all of the above (i.e. Part 5, 6 and 7) in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.*

*I declare and understand that a positive DAR endorsement by the RDA Pilbara does not guarantee approval by the Department of Home Affairs at any stage of the DAMA.*

Signing Page for endorsement to access labour agreement under the Pilbara Designated Area Migration Agreement

.....  
 Print name [Sponsor]                      Position [Sponsor]                      [Signature]                      Date of signing

.....  
 Organisation/Business name [Sponsor]

.....  
 Print name [Witness]                      Position [Witness]                      [Signature]                      Date of signing

.....  
 Print name [MARN]                      Position [MARN No.]                      [Signature]                      Date of signing

<b>DO NOT COMPLETE THIS PART</b>	
Approved - Yes <input type="checkbox"/> No <input type="checkbox"/>	
Signed, sealed and delivered for and on behalf of <b>the Pilbara Designated Area Representative</b> by <b>Tony Simpson, Chief Executive Officer of the RDA Pilbara.</b>	
..... [signature]	..... Date of signing

**Part 8 – Pilbara DAMA Processing Fee (Non-refundable)**

The below form must be completed by the Employer before we can raise an invoice. An invoice will be sent to you within 2 business days. Please note the processing fee is non-refundable. Once we received a payment receipt from you, we will process your application within 20 business days.

<b>Full Name (Debtor)</b>	<i>Click here to enter text</i>		
<b>Contact Name</b>	<i>Click here to enter text</i>		
<b>Company Name</b>	<i>Click here to enter text</i>		
<b>Invoice Address</b>	<i>Click here to enter text</i>		
<b>Email Address</b>	<i>Click here to enter text</i>		
<b>Phone no.</b>	<i>Click here to enter number</i>	<b>Mobile no.</b>	<i>Click here to enter number</i>
<b>Business Reference</b>	<i>Click here to enter text</i>		

**Pilbara DAMA Processing Fee Cost – \$350 per nomination**

The **Click here to enter business name** would like the RDA Pilbara, to endorse **Click here to enter number** TSS/ENS nomination(s) and agreed to pay **Click here to enter amount \$ (i.e., no. of nomination/s x \$350)**.

.....

Print name [Sponsor]      Position [Sponsor]      [Signature]      Date of signing

For information on the fees and charges for visas go to the Australian Government's [Department of Home Affairs website](#). To learn about the cost of sponsoring and SAF levy, please click [here](#).

The RDA Pilbara holds no responsibility or liability for any outcome beyond the DAR endorsement stage. By signing this form, you acknowledge this.

**Document Checklist:**

<b>Item</b>	<b>Description</b>
1.	Request for endorsement under the Pilbara DAMA Endorsement form
2.	<u>Form 956</u> (if a registered migration agent is assisting this application)
3.	Business registration documents:  a. business registration and if any business name changes registrations. b. <u>ASIC</u> c. <u>ABN, ACN</u> d. trust deed (if applicable)
4.	Business profile, may include:  a. website extracts b. promotional material
5.	Evidence of the business is operating in the Pilbara Region of Western Australia. May include:  a. lease agreement b. contracts and invoices from suppliers / customers c. letter from accountant stating 12 months operation, net assets, profit / loss and turnover. d. business capability statement / promotional material referencing NT operation.
6.	Job descriptions for <b>each requested position</b>
7.	Organisation chart less than six months old, requested positions must be displayed.
8.	Financial statement for the financial year and business activity statement for the last 12 months immediately preceding application

9.	<p>Statutory declaration about adverse information, attach evidence of outcome (if any)  For more information on adverse information go to the <a href="#">Department of Home Affairs website</a></p>
10.	<p>Summary of domestic recruitment efforts form for <b>each requested position</b></p> <ul style="list-style-type: none"> <li>a. copies of at least two job advertisements in a reputable website / newspaper / industry website (not general classifieds) with national reach</li> <li>b. invoices received by recruitment agencies (if used)</li> <li>c. evidence to prove the nominated positions have been advertised for 28 consecutive days. For example, screenshots from the start and end of advertising, receipts showing duration. Please note that the Department of Home Affairs requires that advertising must have been completed during the four months prior to submitting a nomination. Nomination occurs well after RDA Pilbara Government endorsement so evidence supplied to RDA Pilbara Government should show very recent advertising.</li> </ul> <p>Evidence must be compliant with current Department of Home Affairs labour market testing requirements, for more information on labour market testing requirements go to the <a href="#">Department of Home Affairs website</a></p>
11.	<p>Statement on why the business is not using the standard 482 and the impact of negative result (if the business is not endorsed to access the Pilbara DAMA)</p>
12.	<p>Evidence to prove the nominee receives terms and conditions no less favorable than those provided to an Australian citizen or permanent resident:</p> <ul style="list-style-type: none"> <li>a. employment contract for a current or former Australian or Australian permanent resident employee in the same level position</li> <li>b. recent payslips for a current or former Australian or Australian permanent resident employee in the same level position <b>or</b></li> <li>c. any other evidence of market salary levels for the position</li> </ul> <p>Please provide this evidence for <b>each requested position</b></p>
13.	<ul style="list-style-type: none"> <li>a. Employment contract outlining terms and conditions clearly, including a breakdown of the salary, superannuation and any non-monetary components.</li> <li>b. relevant enterprise agreement / award for the position (if applicable)</li> <li>c. pay slips - if an intended nominee is already employed in the position.</li> </ul> <p>Please provide above evidence for <b>each requested position</b></p>

## Appendix 4: Letter of support from stakeholders



# THE HON MELISSA PRICE MP

Federal Member for Durack  
Minister for Defence Industry

Mr Tony Simpson  
CEO  
Regional Development Australia - Pilbara  
Level 1, 18 Hedland Place  
KARRATHA WA 6714

[ceo@rdapilbara.org.au](mailto:ceo@rdapilbara.org.au)

### Designated Area Migration Agreement

To whom it may concern

I recognise the challenges the local businesses are experiencing due to the critical skill shortages within the Pilbara region. I therefore support the solution of implementing a Pilbara Region - Designated Area Migration Agreement (DAMA), to maintain a sustainable migration program that allows local businesses to attract skill shortage talent within the Pilbara Region and retain low and semi-skilled workers.

I am aware that substantial labour market testing has been conducted to demonstrate that the region's labour needs cannot be met within the local Australian labour market and that standard temporary or permanent visa programs are not sufficient to meet these needs.

I value the highly skilled and semi-skilled workers' contribution in keeping regional communities sustainable and driving economic growth.

There is a high demand for skilled/semi-skilled workers and a skills shortage in all business sectors across the Pilbara. The travel bans and border closures have been contributing factors to the limited access to labour markets.

I support Regional Development Australia – Pilbara, Town of Port Hedland and the City of Karratha in their endeavour to secure a DAMA model to address the short and long-term goals for the Pilbara region.

Yours sincerely

A handwritten signature in blue ink that reads 'Melissa Price'.

Hon Melissa Price MP  
Minister for Defence Industry and  
Minister for Science and Technology

15 October 2021

Freecall 1300 301 876

Email [Melissa.Price.MP@aph.gov.au](mailto:Melissa.Price.MP@aph.gov.au)

GERALDTON Electorate Office  
28/209 Foreshore Drive,  
Geraldton WA 6530  
Ph 08 9964 2195

PARLIAMENT HOUSE  
M1-23 Parliament House,  
Canberra ACT 2600  
Ph 02 6277 7840

MERREDIN Electorate Office  
3 Bates Street,  
Merredin WA 6415  
Ph 08 9041 1749

BROOME Electorate Office  
4/34 Frederick Street,  
Broome WA 6725  
Ph 08 9192 7216

## **Appendix 5: 0321-Business-Confidence for the CCIWA survey results and summary report**

Please refer to attachment Appendix 5 0321-Business-Confidence for the CCIWA survey results and summary report.

## **Appendix 6: Migrant Support Service Directory**

Useful links for a new Migrant for Pilbara Region

[https://www.porthedland.wa.gov.au/Profiles/porthedland/Assets/ClientData/Updated\\_Community\\_Directory\\_Updated.pdf](https://www.porthedland.wa.gov.au/Profiles/porthedland/Assets/ClientData/Updated_Community_Directory_Updated.pdf)

<https://migration.wa.gov.au/living-in-western-australia/regional-western-australia/pilbara>

<https://migration.wa.gov.au/useful-references/all-links-within-site>

<https://www.pcls.net.au/index.php/services/migrant-settlements>

## Appendix 7: Skills Accessing Authority for each occupation

Occupation	ANSCO Code	Skill Level	Assessing Authority
<b>Hospitality, Accommodation, Tourism, and Retail Sector</b>			
Accommodation and Hospitality Manager nec.	141999	2	VETASSESS
Baker	351111	3	TRA
Bar Attendant (Supervisor)	070499#	4	VETASSESS
Butcher or Smallgoods Maker	351211	3	
Café or Restaurant Manager Or Food & Beverage Manager	141111	2	VETASSESS
Chef	351311	2	TRA
Cook	351411	3	TRA
Duty Manager Or Hotel or Motel Manager	141311	2	VETASSESS
Hospitality, Retail and Service Manager nec.	149999	2	VETASSESS
Pastrycook	351112	3	TRA
Retail Manager	142111	2	VETASSESS
Retail Supervisor	621511	4	N/A At least 2-3 years of experience required
Waiter	431511	4	N/A At least 2-3 years of experience required
<b>Medical, Carers, Health and Welfare Workers</b>			
Aged or Disabled Carer	423111	4	N/A
Child Care Centre Manager	134111	1	ACECQA
Child Care Worker	421111	3	ACECQA
Dental Assistant	423211	4	N/A
Dentist	252312	1	ADC
Occupational Therapist	252411	1	OTC
Optometrist	251411	1	OCANZ
Physiotherapist	252511	1	APC
Retail Pharmacist	251513	1	APharmC
Social Worker	252411	1	OTC
Speech Pathologist	252712	1	SPA
<b>Plant Operators</b>			
Backhoe Operator	721212	4	N/A At least 2-3 years of experience required
Chemical Plant Operator	399211	3	TRA
Earthmoving Plant Operator	721211	4	N/A At least 2-3 years of experience required
Excavator Operator	721214	4	N/A At least 2-3 years of experience required
Loader Operator	721216	4	N/A At least 2-3 years of experience required
<b>Transport and Logistics</b>			

Transport Engineer	233215	1	Engineers Australia
Truck Driver (General)	733111	4	N/A At least 2-3 years of experience required
<b>Construction Industry and Engineers</b>			
Civil Engineer	233211	1	Engineers Australia
Mechanical Engineer	233512	1	Engineers Australia
Structural Engineer	233214	1	Engineers Australia
Scaffolder	821712	4	N/A
<b>Technology</b>			
ICT project Manager	135112	1	ACS
ICT Support Engineer	263212	1	ACS
<b>Technician and Other occupations</b>			
Arborist	362212	3	TRA
Aluminium Fabricator Or Sheetmetal Trade Worker	322211	3	TRA
Autoglazier Or Windscreen Fitter	899412	4	N/A
Boilermaker Or Metal Fabricator	322311	3	TRA
Business Machine Mechanic	342311	3	TRA
Carpenter and Joiner	331211	3	TRA
Concreter	821211	5	N/A
Crane Hoist or Lift Operator	712111	4	N/A
Electrician	341111	3	TRA
Heavy Duty Diesel Mechanic Or Fitter (General)	323211	3	TRA
Light Vehicle Mechanic Or Motor Mechanic	321211	3	TRA
Metal Machinist (First Class)	323214	3	TRA
Rubber Production Machine Operator/ Rubber Belt Splicer	711516	4	N/A
Sand Blaster	711913	4	N/A
Steel Fixer	821713	4	N/A
Tyre Fitter	899415	4	N/A
Vehicle Painter	324311	3	TRA
Water Filter Technician	712921	4	N/A
<b>SERVICES</b>			
Accountant	221111	1	CAANZ, CPAA, IPA
Beauty Therapist	451111	3	N/A
Hairdresser	391111	3	TRA
Office Manager	512111	2	VETASSESS
Property Manager	612112	3	VETASSESS
Receptionist	542111	4	N/A
Human Resource Adviser	223111	1	VETASSESS

## Appendix 8: Evidence based on Labour Market Testing

### Summary of domestic recruitment efforts by One Tree Community Services

Occupation	List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation <sup>1</sup>	Provide details of where the advertisement or recruitment effort took place <sup>2</sup>	Period/dates of advertising or recruitment	Fee/s paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Director (Child Care Centre Manager) Roebourne	Online, social media, internal recruitment, Job boards	Company website, Facebook, SEEK, LinkedIn	5/10/2020-19/11/2020	\$454	SEEK	Australia wide	7	1	Lack of qualification/experience or required visa
Room Leader (Child Care Worker Group Leader) Wickham-multiple roles	Online, social media, internal recruitment, Job boards	Company website, Facebook, SEEK, LinkedIn	22/1/2020-still advertising	\$1556	SEEK	Australia wide	15	1	Lack of qualification/experience or required visa
Room Leader (Child Care Worker Group Leader) fixed term Millars Well	Online, social media, internal recruitment, Job boards	Company website, Facebook, SEEK, LinkedIn	28/7/21- still advertising	\$189	SEEK	Australia wide	2	0	Required visa, lack of experience
Room Leader (Child Care Worker Group Leader)	Online, social media, internal recruitment, Job boards	Company website, Facebook,	15/10/20-10/5/2021	\$1580	SEEK	Australia wide	8	1	Lack of qualification/experience or required visa

<sup>1</sup> For example, online, social media, newspaper, internal recruitment processes, trade publications.

<sup>2</sup> For example, name of publication, website, job or careers expo etc.

Millars Well		SEEK, LinkedIN							
Room Leader (Child Care Worker Group Leader) Bulgarra	Online, social media, internal recruitment, Job boards	Company website, Facebook, SEEK, LinkedIN	12/5/2021-29/6/2021	\$1424	SEEK	Australia wide	6	1	Required visa/no experience
Room Leader (Child Care Worker Group Leader) Bulgarra	Online, social media, internal recruitment, Job boards	Company website, Facebook, SEEK, LinkedIN	18/9/2020-19/3/2021	\$1046	SEEK	Australia wide	16	1	No relevant experience or qualifications
Room Leader (Child Care Worker Group Leader) Roebourne	Online, social media, internal recruitment, Job boards	Company website, Facebook, SEEK, LinkedIN	26/8/20- still advertising	\$1955	SEEK	Australia wide	19	1	No relevant experience or qualification or requires visa

**Summary of domestic recruitment efforts by Barth Bros Engines**

Occupation	List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation <sup>3</sup>	Provide details of where the advertisement or recruitment effort took place <sup>4</sup>	Period/dates of advertising or recruitment	Fee/s paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Heavy mechanic	Local newspaper Seek Face book	Pilbara region Australia wide Australia wide	No specific dates Just throughout the year	Not sure	Local news paper Account who looks after seek for us	Anywhere	nil	nil	nil
Light mechanic	Local newspaper Seek Face book	As above	As above	As above	As above	As above	1	0	Wasn't qualified
Office staff	As above	As above	As above	As above	As above	As above	3	0	Didn't have a clue as to what the job was, was as if they just applied for everything they saw.

<sup>3</sup> For example, online, social media, newspaper, internal recruitment processes, trade publications.

<sup>4</sup> For example, name of publication, website, job or careers expo etc.

**seek** Menu

**Karratha**  
INTERNATIONAL HOTEL

**Guest Service Agent**

Karratha International Hotel ★ 3.0 · 1 reviews

Port Hedland, Karratha & Pilbara  
Hospitality & Tourism · Front Office & Guest Services  
Casual/Vacation  
Posted 19d ago

[More jobs from this company](#)

[Apply](#) [Save](#)

**seek** Menu

**Karratha**  
INTERNATIONAL HOTEL

⊘ This job is no longer available

**Duty Manager**

Karratha International Hotel ★ 3.0 · 1 reviews

Port Hedland, Karratha & Pilbara  
Hospitality & Tourism · Management  
Full Time  
Posted 22 Jun 2021

[More jobs from this company](#)

Hi Sally,

The above two roles have been advertised constantly for the past 6 months with no relevant applicants.

Both roles require customer service experience, for the Duty Manager role, this would be in a restaurant/bar setting.

As you can tell by the snips above, we are using Seek but have also tried various labour hire companies to no avail.

Salary for the Duty Manager role is \$62354 and accommodation is provided, and the GSA role pays \$28.86 per hour on a casual basis however we would consider employing the person with the relevant skills on a full time basis.

Let me know if there is anything else you require.

Kind Regards

Steve Frichot | General Manager

P: 08 9187 3333

M: 0497 609 427

W: [www.karrathainternational.com.au](http://www.karrathainternational.com.au)

**Karratha**  
INTERNATIONAL HOTEL



## Summary of domestic recruitment efforts by Prompt Contracting & Fencing:

Occupation	List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation <sup>1</sup>	Provide details of where the advertisement or recruitment effort took place <sup>2</sup>	Period/dates of advertising or recruitment	Fee/s paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Carpenter	Online, social media	Facebook & Indeed	Numerous occasions for a few different lengths of time	\$200/add (5 adds)	Facebook & Indeed	Pilbara, WA, Australia	3 (out of 5 advertising)	3	Under classified & under experienced
Fence Installer	Online, social media	Facebook & Indeed	Numerous occasions for a few different lengths of time		Facebook & Indeed	Pilbara, WA, Australia			

<sup>1</sup> For example, online, social media, newspaper, internal recruitment processes, trade publications.

<sup>2</sup> For example, name of publication, website, job or careers expo etc.

people our business

I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.

Signature: 

Name and position of authorised person: ANDREA ADMIN

Date: 11/8/21

Summary of domestic recruitment efforts by **The Cove Holiday Village**:

Occupation	List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation <sup>1</sup>	Provide details of where the advertisement or recruitment effort took place <sup>2</sup>	Period/dates of advertising or recruitment	Fees paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Cleaners	Facebook, Grey Nomads Website & Gumtree	Facebook, Grey Nomads Website and Gumtree	Feb, March, May, June & July	\$305.40	Facebook, grey nomads & gumtree	All ages	18	8	Not suitable, not in WA or couldn't give us enough time

<sup>1</sup> For example, online, social media, newspaper, internal recruitment processes, trade publications.

<sup>2</sup> For example, name of publication, website, job or careers expo etc.

people our business

I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.

Signature:

Name and position of authorised person: Simone Thorley Date: 16/8/21

Summary of domestic recruitment efforts by Connect Pediatric Therapy Services

Occupation	List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation <sup>5</sup>	Provide details of where the advertisement or recruitment effort took place <sup>6</sup>	Period/dates of advertising or recruitment	Fee/s paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Registered Psychologist	Online Social Media Professional recruitment agencies	Seek.com Facebook Company Website Rural Health West 4 recruitment agencies	Nov 2020 - current	\$309.31	Seek.com	National	4	0	Declined offers or cancelled interviews due to receiving an offer based in the city
Clinical Psychologist	Online Social Media Professional recruitment agencies	Seek Facebook Company Website Rural Health West 4 recruitment agencies	Nov 2020 - current			National	1	0	Declined offer due to extending contract in current position in a less remote area
Provisional Psychologist	Company Website	Local	June 2021 - current			National	1	0	Candidate received multiple offers in town, and

<sup>5</sup> For example, online, social media, newspaper, internal recruitment processes, trade publications.

<sup>6</sup> For example, name of publication, website, job or careers expo etc.

									accepted the most flexible arrangement
Mental Health Clinician	Online Social Media Professional recruitment agencies	Seek.com Facebook Company Website Rural Health West 4 recruitment agencies	Nov 2020 - current	\$30 9.31	Seek.com	National	3	0	Not qualified or unwilling to move to a regional area
Speech Pathologist	Online Social Media Professional recruitment agencies	Seek.com Facebook Company Website Rural Health West 4 recruitment agencies	Nov 2020 - current	\$30 9.31	Seek.com	National	3	1	One candidate had a lack of skills, other applicant chose to look for work closer to family
Senior Speech Pathologist	Online Social Media Professional recruitment agencies	Seek.com Facebook Company Website Rural Health West 4 recruitment agencies	Nov 2020 - current	\$30 9.31	Seek.com	National	0	0	
Occupational Therapist – PBS practitioner	Online Social Media Professional recruitment agencies	Seek Facebook Company Website Rural Health West 4 recruitment agencies	Nov 2020 - current			National	0	0	

## Registered Psychologist

Connect Paediatric Therapy Services

Port Hedland, Karratha & Pilbara

Healthcare & Medical • Psychology, Counselling & Social Work

\$88,000 - \$109,000 • Full Time

Posted 1 Dec 2020

[More jobs from this company](#)

You will work alongside clients and their families to provide high quality evidence based services to achieve real change and improve lives. We are based in Karratha and provide services across the Pilbara in a variety of community settings, including engaging Aboriginal people and communities.

You will be part of the largest locally-run private multidisciplinary allied health provider in the Pilbara. We are committed to growing a holistic and diverse team, with a strong focus on personal and professional growth for all our team members.

Find out more about our Team at [www.connectpts.com.au](http://www.connectpts.com.au)

### Experience

- Experience working in a holistic and family centred model and managing a caseload.
- Preferred experience partnering with parents and caregivers, families of children with additional needs.
- Demonstrated high level of interpersonal, verbal and written communication skills.
- Preferred experience working with Aboriginal and /or Torres Strait Islander communities.
- Demonstrated experience in supervision and support of staff and/or students.

### Employment Criteria

- Current membership with AHPRA as a Registered Psychologist
- Registration with Medicare to provide services under the Better Health initiative
- Working with Children Check
- Police Clearance
- Ability to obtain NDIS worker screening
- Current C Class drivers licence with the ability to travel within the region, with possible overnight stays.

## Senior Speech Pathologist

Connect Paediatric Therapy Services

Port Hedland, Karratha & Pilbara

Healthcare & Medical • Speech Therapy

\$90,000 - \$110,000 • Full Time

Posted 26 Nov 2020

[More jobs from this company](#)

### About the Role

You will work alongside clients and their families to provide high quality services to achieve real change and improve lives

As a Senior Speech Pathologist within our team, you will provide assessments and intervention to our paediatric clients with a wide range of developmental conditions and special needs, including autism.

You will also be responsible for leading a team of Speech Pathologists and providing them with clinical supervision and mentoring. We are based in Karratha and provide services across the Pilbara in a variety of community settings, including home visits, schools and engaging Aboriginal people and communities.

You will be part of the largest locally-run private allied health provider in the Pilbara. We take a person-centred holistic approach to service delivery with our diverse team of health professionals including speech pathologists, occupational therapists, physiotherapists, mental health clinicians, dietitian, Aboriginal engagement officer, allied health assistants and literacy specialists.

Find out more about our Team at [www.connectpts.com.au](http://www.connectpts.com.au)

### Experience & Skills

- Tertiary qualification in Speech Pathology and eligible for membership with Speech Pathology Australia.
- Demonstrate experience and advanced level of skills and knowledge in the planning, implementation and evaluation of Speech Pathology services.
- Demonstrate high level of interpersonal, verbal and written communication skills (including information technology, conflict resolution and negotiation) skills
- Demonstrate clinical leadership and governance in Speech Pathology services and practice.
- Demonstrate experience working in a cross cultural setting considering the social determinants, particularly as they relate to Indigenous Health and Culture.
- Demonstrate personal, team and program/department management skills.
- Current C Class drivers licence with the ability to travel within the region, with possible overnight stays.

## Mental Health Clinician

Connect Paediatric Therapy Services

Port Hedland, Karratha & Pilbara

Healthcare & Medical • Psychology, Counselling & Social Work

\$88,000 - \$109,000 • Full Time

Posted 26 Nov 2020

[More jobs from this company](#)

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### About the Role

You will work alongside clients and their families to provide high quality services to achieve real change and improve lives. We are based in Karratha and provide services across the Pilbara in a variety of community settings, including engaging Aboriginal people and communities.

You will be part of the largest locally-run private allied health provider in the Pilbara. We take a person-centred holistic approach to service delivery with our diverse team of health professionals including speech pathologists, occupational therapists, physiotherapists, mental health clinicians, dietitian, Aboriginal engagement officer, allied health assistants and literacy specialists.

Find out more about our Team at [www.connectpts.com.au](http://www.connectpts.com.au)

### Experience

- Proven track record managing a general paediatric and/or adult caseload.
- Experience working in a holistic and family centred model.
- Demonstrated high level of interpersonal, verbal and written communication skills.
- Experience partnering with individuals under the National Disability Insurance Scheme.
- Preferred to have experience working with Aboriginal and /or Torres Strait Islander communities.

### Employment Criteria

- Current membership with AHPRA and other relevant professional body as a Registered Psychologist, Occupational Therapist or Social Worker
- Registration with Medicare to provide services under the Better Health initiative
- Working with Children Check
- Police Clearance
- Ability to obtain NDIS worker screening check
- Current C Class drivers licence with the ability to travel within the region, with possible overnight stays.

CONNECT PAEDIATRIC THERAPY SERVICES

WE ARE LOOKING FOR A...



## POSITIVE BEHAVIOUR SUPPORT PRACTITIONER

### THE ROLE:

The Positive Behaviour Support Practitioner will deliver individualised strategies for people with disability that are responsive to the client's needs, in a way that reduces occurrence and impact of behaviours of concern and minimises the use of restrictive practices.

### The ideal candidate will have:

- Tertiary qualification in Speech Pathology, Occupational Therapy or Social Work with relevant registration of AHPRA or professional body
- Demonstrated skills and knowledge in the planning, implementation and evaluation of behaviour and the frameworks underlying Positive Behaviour Support Services
- High level of interpersonal, verbal and written communication skills, including IT, conflict resolution and negotiation skills
- Demonstrated personal and clinical program management skills

INTERESTED APPLICANTS SHOULD SEND THEIR RESUME TO  
[HR@CONNECTPTS.COM.AU](mailto:HR@CONNECTPTS.COM.AU)

### Speech Pathologist

#### About the Role

Seeking a motivated Speech Pathologist to join our growing multidisciplinary practice in Karatha, Western Australia. As a Senior Speech Pathologist within our team, you will provide assessments and intervention to our paediatric clients with a wide range of developmental conditions and special needs including autism. You will also be responsible for leading a team of Speech Pathologists and providing them with clinical supervision and mentoring. You will be based in our Karatha clinic and be required to work from the practice, be involved with schools where required and attend home visits.

#### Experience & Skills

- Tertiary qualification in Speech Pathology and eligible for membership with Speech Pathology Australia.
- Demonstrate experience and advanced level of skills and knowledge in the planning, implementation and evaluation of Speech Pathology services.
- Demonstrate high level of interpersonal, verbal and written communication skills (including information technology, conflict resolution and negotiation) skills
- Demonstrate clinical leadership and governance in Speech Pathology services and practice.
- Demonstrate experience working in a cross cultural setting considering the social determinants, particularly as they relate to Indigenous Health and Culture.
- Demonstrate personal, team and program/department management skills.
- Current C Class drivers licence with the ability to travel within the region, with possible overnight stays.
- Proven track record managing a general paediatric and/or adult caseload
- Preferred 2 years experience working with children with Autism Spectrum Disorder and Developmental Delays
- Current membership with SPA, Working with Children Check and Police Clearance
- Patient, self-motivated and adaptable to the needs of each client
- Passion for supporting and empowering families of children with special needs

#### What's on Offer

- Full time position preferable. The role allows the clinician to have flexibility over their work days and times. This means it is applicable for someone wishing to work full time, parents with school aged children who need to be home after school or during the holidays, those working around a roster or any other requirements.
- Competitive remuneration above award rate. Comprehensive progression portfolio
- Extra Week North West Leave Allowance after 12 months of continuous service
- Structured supervision plan in place
- Access to further relocation support and professional development support to eligible applicants through Rural Health West

Practice Type Private Practice

Full Time / Part Time Full time

Remuneration Package \$70,000 – 92,000

Job Advertisement Criteria  
Reviewed Date: 24/11/2020  
Reviewed/ Approved by: Director – Caitlin Breheny

Summary of domestic recruitment efforts by [Pilbara Windscreen Experts Pty Ltd]:

Occupation	List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation <sup>7</sup>	Provide details of where the advertisement or recruitment effort took place <sup>8</sup>	Period/dates of advertising or recruitment	Fee/s paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Qualified Windscreen Fitter	Went into Workpac (recruitment agency) to hire a windscreen fitter and advertise on job search engine and Social Media as well	SEEK Facebook Linked In Recruitment Australia Indeed	30 days	\$309.31 AUD	trustandsafety@seek.com.au	Across Australia	2	0	The first candidate changed his mind and the second was a apprenticeship not a qualified

**Windscreen Fitter**  
 Pilbara Windscreen Experts Pty Ltd  
 Port Hedland, Karratha & Pilbara  
 Trades & Services - Automotive Trades  
 \$90,000 - \$99,999 + annual bonus - Full Time  
 Posted 4 Feb 2021  
[More jobs from this company](#)

---

K&S Mobile Windscreen is looking for an enthusiastic and experienced Windscreen Fitter to join our team in Karratha. As we are operating a fully mobile service, we travel throughout the Pilbara Region to provide our customers with their windscreen replacements on cars, trucks and earth moving machinery with the highest level of safety and quality service.

Some traits that we are looking for and what you need are:

- Experience in repairing / replacing all automotive glass on all makes and models.
- Cutting and fitting laminated glass to all vehicles and machinery
- Working at heights and any other high risk tickets is a bonus.
- Current Manual Driver's License.
- Applicants are required to be able to pass a drug and alcohol screening and undergo pre-employment medical.
- Current National police clearance.
- Ability to work both independently and as part of a team.
- Punctual, reliable positive attitude and conscientious work ethic.
- A commitment to providing the best in customer service & support.

What we can offer:

- Safe, friendly and rewarding working environment.
- Uniforms and company vehicle.
- Excellent remuneration package + Annual Bonus.
- All training fees will be paid.
- Full Time Position.

If this is something that sounds like you, please email a resume to [knowwindscreen@gmail.com](mailto:knowwindscreen@gmail.com) or contact RD KOZ on 08 9185 1715.

**K&S Mobile Windscreen Service**  
 Published by Su Htet Htet Hlaing · February 4 ·

SEEK.COM.AU

**Windscreen Fitter Job in Port Hedland, Karratha & Pilbara**  
 K&S Mobile Windscreen is looking for an enthusiastic and experienc...

**71**  
People Reached

**1**  
Engagement

**-**  
Distribution Score

Boost Post

Windscreen Fitter

View ad

Edit ad

Expired - Created 4 Feb 2021  
 Below stats last updated: 1 day ago

**3**  
Candidates

You're getting a **normal** number of candidates compared to **Windscreen Fitter and other related ads in Australia**

⚠ Your market performance is based on broader set of ads

## Summary of domestic recruitment efforts by Karratha Contracting Pty Ltd

Occupation	List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation <sup>1</sup>	Provide details of where the advertisement or recruitment effort took place <sup>2</sup>	Period/dates of advertising or recruitment	Fee/s paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Electrician	Seek, Facebook, Website, Radio, Recruitment Company	Online	Constantly in 2021	\$1155	Seek	Pilbara, expanded to Perth for FIFO	2	0	No local accommodation or rates too high
Carpenter	Seek, Facebook, Website, Radio, Recruitment Company	Online	April – June 2021	Part of Seek pack	Seek	Pilbara	1	0	Not experienced

I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.

Signature: Name and position of authorised person: Tara Staley Date: 16/8/21

Finance Manager

<sup>1</sup> For example, online, social media, newspaper, internal recruitment processes, trade publications.

<sup>2</sup> For example, name of publication, website, job or careers expo etc.

### Summary of domestic recruitment efforts by La Anchor PTY LTD

Occupation	List all modes of advertising or recruitment efforts by your organisation in the last twelve months for this occupation <sup>1</sup>	Provide details of where the advertisement or recruitment effort took place <sup>2</sup>	Period/dates of advertising or recruitment	Fees paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Educator	Digital/Online (Job Seek Websites), Social Media & Local Community Group Pages online	Seek.com Facebook, Gumtree, Karratha Community Group Pages online	1-2 months approximately	\$200	Facebook Adverts Seek	Pilbara specifically and WA in general	2	0	Lack of experience and unrealistic demands to move to Karratha
Room Leader	Digital/Online (Job Seek Websites), Social Media & Local Community Group Pages online	Seek.com Facebook, Gumtree,	1-2 months approximately	\$100	Facebook Adverts	Pilbara specifically and WA in general	1	0	Unrealistic demands due to the high cost of

<sup>1</sup> For example, online, social media, newspaper, internal recruitment processes, trade publications.

<sup>2</sup> For example, name of publication, website, job or careers expo etc.

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		Karratha Community Group Pages online			Seek				living and renting a house in Karratha.
Educational Assistant/ Assistant Educator	Digital/Online (Job Seek Websites), Social Media & Local Community Group Pages online	Seek.com Facebook, Gumtree, Karratha Community Group Pages online	1-2 months approximately	\$100	Facebook Adverts Seek	Pilbara specifically and WA in general	1	1	N/A

I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.

Signature:

Name and position of authorised person: [Signature] Date: 16/09/2021

ralia's no. 1 jobs, em... x EXPERIENCED Loader & Excavator: x +

https://www.seek.com.au/expiredjob/52478157

## EXPERIENCED Loader & Excavator Operators

Kimberley Quarries  
Broome & Kimberley  
Mining, Resources & Energy • Mining - Operations  
Full Time

Posted 6 Jun 2021

[More jobs from this company](#)

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KIMBERLEY QUARRIES are seeking experienced Loader/Excavators Operators to join our team in the Goldfields/Pilbara/Kimberley/Northern Territory areas.

**LOADER OPERATORS** must have experience in loading roadtrains, using loadrites, feeding crushers and stockpiling of finished products. Must have knowledge of quarry products and demonstrate commitment to quality.

**EXCAVATOR OPERATORS** must have experience in benching & loading shot rock into dump trucks & feeding crushers. Must be able to demonstrate good operating practices and look after the machine.

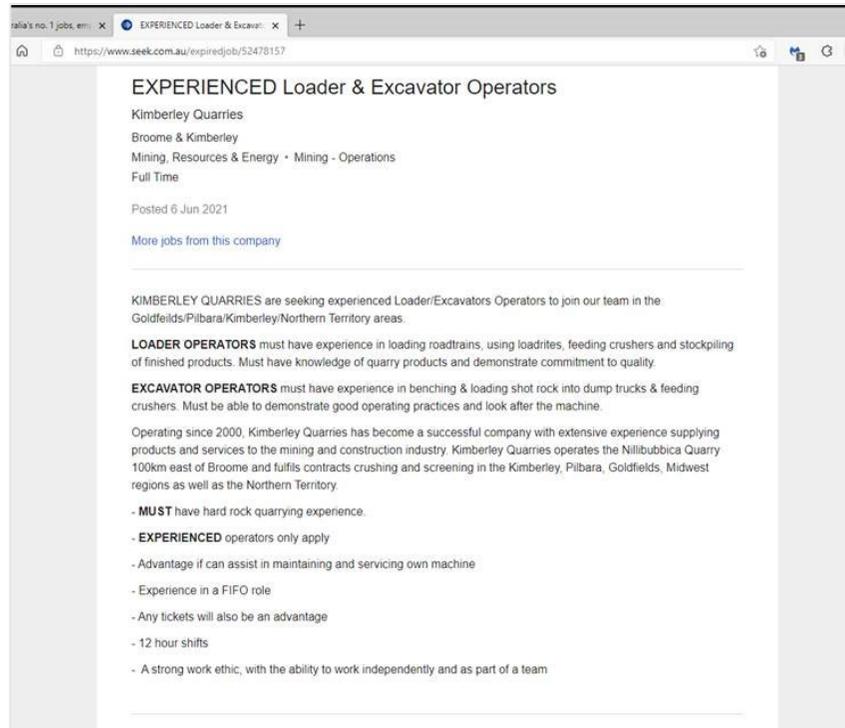
Operating since 2000, Kimberley Quarries has become a successful company with extensive experience supplying products and services to the mining and construction industry. Kimberley Quarries operates the Nillibubbica Quarry 100km east of Broome and fulfils contracts crushing and screening in the Kimberley, Pilbara, Goldfields, Midwest regions as well as the Northern Territory.

- **MUST** have hard rock quarrying experience.
- **EXPERIENCED** operators only apply
- Advantage if can assist in maintaining and servicing own machine
- Experience in a FIFO role
- Any tickets will also be an advantage
- 12 hour shifts
- A strong work ethic, with the ability to work independently and as part of a team

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Summary of domestic recruitment efforts by [Kimberley Quarry Pty Ltd]:

Occupation	List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation <sup>9</sup>	Provide details of where the advertisement or recruitment effort took place <sup>10</sup>	Period/dates of advertising or recruitment	Fee/s paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
FEL Exc allrounder	Website	Seek	June 2021	\$500	Seek	WA	57	0	Wrong skills



## Tree Climber/Arborist

North West Tree Services

Port Hedland, Karratha & Pilbara

Trades & Services • Other

\$85,000 - \$99,999 • Full Time

Posted 13d ago

[More jobs from this company](#)

North West Tree Services are seeking an experienced and qualified Arborist to join our team in the Pilbara WA.

You must be experienced in all facets of arboriculture, general tree care and maintenance.

Successful applicant will become part of a small Team providing high quality Tree Services at various sites throughout the Pilbara for our clients.

Ideally applicants will possess the following:

- Minimum Cert III Level Arboriculture or International Equivalent
- Current MR Truck Licence - willing to obtain
- EWP/High Risk Licence and Experience - willing to obtain
- Current Police Clearance
- Construction Card
- Current Australian Working Rights with no restrictions (if you have 3 years relevant experience from qualification, regional sponsorship can be considered)
- A strong commitment to working Safely in a team
- A high level of Physical Fitness and Motivation
- A willingness to relocate to the Pilbara

North West Tree Services is a progressive small tree company, with modern fleet & equipment and a great team environment and support staff. Our clients expect the best and we aim to please. A 'can do' attitude is highly prized by our Company and you will be well rewarded for this.

If you are not a certified climbing arborist please do not apply, as no response will be given.

Please email resume to Dianne Lockett at [trees@nwtrees.net.au](mailto:trees@nwtrees.net.au)

or contact for further details.

## Summary of domestic recruitment efforts by NORTH WEST TREE SERVICES

Occupation	List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation <sup>1</sup>	Provide details of where the advertisement or recruitment effort took place <sup>2</sup>	Period/dates of advertising or recruitment	Fees paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
ARBORIST	ARBJOBS	UK	NOV 20 MAY 21	\$400	ARBJOBS	WORLDWIDE	9	0	WRONG VISA/ COVID
ARBORIST	SEEK	AUSTRALIA	Dec 2020 ONGOING	\$1837	SEEK	AUS	7	0	Did not meet criteria
ARBORIST	INDEED	AUSTRALIA	MARCH 21 TO JUNE 21	\$114.95	INDEED	AUS	3	0	Did not meet criteria
ARBORIST	JOBS AUSTRALIA	AUSTRALIA	MAY 21	FREE		AUS	3	0	Did not meet criteria
ARBORIST	FACEBOOK	AUSTRALIA	ONGOING	FREE	FB	AUS			Some

<sup>1</sup> For example, online, social media, newspaper, internal recruitment processes, trade publications.

<sup>2</sup> For example, name of publication, website, job or careers expo etc.

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									interest but all wanted FIFO
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I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.

Signature:



Name and position of authorised person:

DANISE LOCKETT

Date: 28/1/21

DIRECTOR

## Just You Beauty Salon

### Job Vacancies We Have Advertised Since May 2020

---

**Facebook:** jobs are advertised on our page and then shared across all Karratha pages, Perth job pages, Hair and Beauty Jobs Australia, Rural Employment and Back-Packers jobs pages. Below are the main jobs advertised, however there have also been some random 'We Are Hiring' non-specific ads put up with the hope of attracting some interest.

13 May 2020	Beauty Therapist. 1 applicant who was new to town. She was hired and then left after 3 months to open a home salon after she had got to know locals and built a clientele through the salon.
27 June 2020	Beauty Therapist for new Ellenbrook salon. 14 applicants.
9 September 2020	Beauty Therapist. No applicants.
1 October 2020	Qualified Beauty Therapist. No applicants.
27 October 2020	Hairdresser. 1 applicant from Cape Town.
20 November 2020	Beauty Therapist. No applicants. Had to pay to bring staff up from Ellenbrook salon to help in December and again in January.
22 March 2021	Beauty Therapist. 1 applicant from Dubai.
3 May 2021	Beauty Therapist. 1 applicant from Dubai.
26 May 2021	Beauty Therapist. 1 applicant for nails. New to town. Offered her a position, but she turned it down due to cost and lack of availability for child care.
1 July 2021	Senior Beauty Therapist. No applicants.
22 July 2021	Nail Technician. No applicants.
9 August 2021	Massage Therapist. No applicants.

**Seek:** As much as we love Seek, we rarely use this platform as it is too expensive for small businesses who rarely get any applications.

9 September 2020	Beauty Therapist. 1 applicant who was offered job. Left because she was actually unqualified and rejected offer of traineeship.
14 June 2021	Senior Beauty Therapist. No applicants.

**Indeed:** We have used this job board option also.

13 May 2020	Beauty Therapist – Qualified. No applicants.
27 July 2020	Beauty Therapist – Qualified Ellenbrook. 3 applicants
22 March 2021	Beauty Therapist. No applicants.
14 June 2021	Senior Beauty Therapist. 1 applicant. Have attempted contacting but no answer or reply.

**Australian Government Jobsearch:** We regularly use this platform as it is free. However, we also notice that the same people apply each time which appear to be long term unemployed who have an automated system set up that applies for jobs immediately they are listed regardless of what job it is. For example, the same young man in Perth suburbs applies for every beauty therapist and hairdresser jobs that we list. He is a builder's labourer. The ones who have submitted legitimate applications don't want to relocate. No win situation.

We also search through recommended candidates the site have listed and have contacted them individually without success.

**Jora:** Another free job board that we have used without success with only overseas applications received.

**Gumtree:** We regularly use this platform as it is also free. All applicants have been either immigrants who do not want to relocate, or foreigners who want to come to Australia.

**Careers Expo:** We attended the Karratha Careers Expo and handed out industry information. We have had a girl submit interest in school-based traineeships which we hope to commence shortly pending school and parent authorisation, with the hope these eventually turn into full-time trade traineeships when the girls have graduated.

We also provided specific industry packs to Roebourne High School for students who have advised their teacher of their interest in our industry. We are currently following up with the school and students to offer school based-traineeships also.

**Other:** We don't poach staff from other businesses, however we recently became aware that the massage business in the shopping centre is closing and that one person would become unemployed. We made contact with him and offered him employment. At this stage he has not accepted as he advised he is considering opening a home massage business.

**I declare that the information I have provided in this document is, to the best of my knowledge, true and accurate and I am aware of the penalties for providing misleading or false information to the Commonwealth.**

**Karen Davies**

**Office Manager | Just You Beauty Salon**

**08 9185 3719 | [info@justyoubeautysalon.com.au](mailto:info@justyoubeautysalon.com.au)**

Summary of domestic recruitment efforts by PTM Pilbara Traffic Management Pty Ltd

Occupation	List of media of advertising in recruitment efforts by your organisation in the last twelve months for the occupation?	Provide details of where the advertisement or recruitment effort took place?	Period/date of advertising or recruitment	Fees paid for advertising or recruitment	Pre rate costs of who has fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Traffic Controller	Website upgrade to allow direct applications	https://www.ptm.australiatrafmanagement.com.au/work-with-us#ExpressionsOfInterest	Website launched 27/11/2021	\$5,600	Curly Bird Marketing	Australia wide	48	9	Lack of sufficient experience/ qualifications. Failure to attend training / medicals. Failure to return correspondence

<sup>1</sup> For example, online, social media, newspaper, internal recruitment processes, trade publications.  
<sup>2</sup> For example, name of publication, website, job or careers expo etc.

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Social media	https://www.facebook.com/pilbaratrafmanagement/	Continuous Since c. April 2019	NA	NA	Australia wide	112	6	Lack of sufficient experience/ qualifications. Failure to attend training / medicals. Failure to return correspondence
Direct engagement on industry specific social media forums	Traffic Controllers WA	Continuous Since April 2019	NA	NA	WA	c.300	89	Lack of sufficient experience/ qualifications. Failure to attend training / medicals. Failure to return correspondence
Recruitment seminars	REFAP Karratha	March 2021	NA	NA	Karratha	1	1	

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This job is no longer available Share

### Senior Field Support Technician Port Hedland/Karratha

Scope Business Imaging ★ 4.0 • 1 reviews

Port Hedland, Karratha & Pilbara  
Trades & Services • Technicians  
\$80,000 - \$89,999 • Full Time

Posted 14 Jun 2021

More jobs from this company

THE COMPANY...

Scope Business Imaging is a leading print and document management provider based in Perth, Bunbury Karratha and Port Hedland. Our talented and committed professionals have been helping WA business increase productivity and reduce printing costs since our inception in 1986.

THE POSITION...

Due to business growth we are looking for professional, ambitious, and driven individuals to join our Service team...in Karratha and Port Hedland

Your Konica Minolta and or Ricoh experience will be highly regarded.

Working on a permanent full-time basis, you will support customers within and around the Pilbara area

You will visit customer sites to repair and service our printer and copier product range, and assist our customers with their business equipment needs as well as supporting field technicians.

THE PERSON...

To successfully start a long and rewarding career with Scope, ideally you will be service focused and experienced in repairing and servicing Konica Minolta and or Ricoh digital mono and colour printers, photocopiers and multi-function devices. You should also possess:

- Outstanding customer service skills
- Good diagnostic and troubleshooting skills
- General computer and network skills
- Clear verbal communication skills
- Clear driving record with full Licence
- Present in a neat and professional manner

Occupation	List all modes of advertising or recruitment efforts by your organisation in the last twelve months for the occupation <sup>11</sup>	Provide details of where the advertisement or recruitment effort took place <sup>12</sup>	Period/dates of advertising or recruitment	Fee/s paid for advertising or recruitment	Provide details of who the fees were paid to	Geographical target audience	Number of applications received	Number of applicants that were hired	Reasons that candidates were not successful
Field Technician	Seek Australia	Seek	Various over the past 12 months	\$1200	Seek	Australia and world wide	6	1	Not qualified/experienced in this role
Business Sales	Seek Australia	Seek	Various over the past 12 months	\$1200	Seek	Australia and world wide	3	0	Not qualified or experienced

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<sup>11</sup> For example, online, social media, newspaper, internal recruitment processes, trade publications.

<sup>12</sup> For example, name of publication, website, job or careers expo etc.



This job is no longer available

### Room Leader - Bulgarra

One Tree Community Services Inc ★ 3.9 · 20 reviews

Port Hedland, Karratha & Pilbara  
Education & Training · Childcare & Outside School Hours Care  
Full Time

Posted 9 Jun 2021

[More jobs from this company](#)

**Position:** Room Leader  
**Status:** Full time permanent (37.5 hrs)  
**Salary range:** \$64,389 (base salary, inclusive of all allowances & loadings) plus super  
**Qualifications:** Diploma in early childhood (or equivalent)  
**Centre name:** One Tree Bulgarra Children's Service  
**Location:** Karratha, Western Australia

#### PEOPLE MAKERS WANTED

Are you at that point in your career where you are wondering what else might be out there for you?

We know you are an incredible childcare professional motivated to lead a team of 'people makers' in an environment where children belong and learn.

With your 'can-do' attitude, belief in children's capabilities and desire to make a difference, One Tree Community Services can offer you the opportunity to gain experience that will change your life and fast track your career.

#### Benefits on offer

- Above award salary
- Six weeks paid leave per year
- Up to \$3000 in relocation costs
- Subsidised childcare
- Uniforms provided
- Attractive employee bonus with our Bus Loyalty Rewards Program
- Mentoring and access to our Employee Assistance Program
- Career advancement
- Online Inductions and PD sessions



### Room Leader - Wickham

One Tree Community Services Inc ★ 3.9 · 20 reviews

Port Hedland, Karratha & Pilbara  
Education & Training · Childcare & Outside School Hours Care  
Full Time

Posted 8d ago

[More jobs from this company](#)

**Position:** Room Leader  
**Status:** Full time  
**Salary:** \$64,389 (annual base and all allowances/loadings) + super  
**Qualification:** Diploma in early childhood or equivalent  
**Centre Name:** One Tree Wickham Children's Service  
**Location:** Wickham, WA

#### Go on a work adventure and see remote W.A

Are you ready to get more from your job and your life? Become our Wickham room leader and you will lead a talented team Monday-Friday. On weekends, incredible Pilbara adventures will call you outdoors. If you love to explore nature, living and working in the Pilbara is a once in a lifetime opportunity to see hidden corners of WA.

#### About you

You are an incredible childcare professional motivated to lead a team in an environment where children belong and learn. With your 'can-do' attitude, belief in children's capabilities and desire to make a difference, One Tree Community Services can offer you the opportunity to gain experience that will change your life and fast track your career.

## Appendix 9: Projects Pipeline

Project	Brief description	Capital Expenditure (\$m)	Commencement	Construction Duration
<b>Oil and Gas</b>				
Woodside Scarborough - Pluto Train 2	Brownfield expansion of Pluto LNG through the construction of a second gas processing train. Pluto train 2 would process gas from the Scarborough gas resource and provide potential to further develop other offshore Pluto Gas reserves.	\$15,000	2022	4 years
Woodside Browse	Oil field located 425km north of Broome (Browse Gas field). Gas to be transported via subsea pipeline to Karratha Gas Plant. Refurbishment of existing trains currently operating at the KGP to process gas.	\$28,700	2023	4 years
Kato Energy - Amulet	Oil field is located 132 north of Dampier. Proposed development will involve the mobilisation of equipment into the region to conduct a site survey, drill production wells, install production facilities, install subsea infrastructure and support the project during operations. The initial drilling and installation phase will take approx 10 months, following by between 1.5-4.5 years of production and 3 months of decommissioning (total project life of approximately 5 years). Submitted Offshore Project Proposal (OPP) to NOPSEMA.	-	-	-

Santos Dorado	160km north of Port Hedland. During Q2 2020 the project entered the pre-FEED phase. According to Carnarvon, the focus of the preferred initial development concept is on extracting the liquids (oil and condensate), with gas and LPGs re-injected initially before potentially being produced under a second-stage development.	\$200	2023	2 Years
<b>Iron Ore</b>				
Rio Sustaining Capital/ Localism	Sustaining capital expenditure is now expected to be \$1 billion to \$1.5 billion per year from 2020. This represents an increase from earlier guidance of around \$1 billion.	-	-	-
Strike/ Coziron (CZR Resources) Trucking	Robe Mesa project. Feasibility study currently underway. Port options under consideration.	-	-	-
Citic Lease Extension		-	-	-
<b>Salt</b>				
Leichhardt Eramurra Solar Salt	Eramurra, 55km SW of Karratha. \$280m proposal to produce at least 2.4mill tons p/a of highest-grade chemical salt, for export to the expanding Asia-Pacific chemical markets. Working w Pilbara Ports Authority to establish itself as foundation proponent for a new \$100m multi-user facility at Cape Preston East to enable market access via a trans-shipment model. Project fully funded - \$12m Bankable Feasibility Study Underway <a href="https://www.leichhardtindustrials.com/the-project">https://www.leichhardtindustrials.com/the-project</a>	\$230	2022	3 years

BCI Mardi Salt	Salt and Potash Project south of Karratha. Large scale, solar evaporation Salt operation. Ministerial environment approvals targeted by early 2021. Development will include a purpose built multi-user port at Mardie. Transshipping model to vessels 28km offshore. FID by BCI board is targeted Q2/2021.	\$335	2021	3 years
<b>Gold</b>				
Artemis Resources - Radio Hill	35km from Karratha. Approved for gold production, w options for other ore processing. As the only processing plant in the region, it significantly reduces the capital and lead time to begin production at Carlow Castle. Carlow Castle is a gold, copper and cobalt project. 45km east of Karratha.	-	2022	1 year
<b>Urea</b>				
Perdaman Fertiliser	Transform natural gas into Urea. Plant to be located on the Burrup SIA. State Govt has provided conditional support to develop common-user infrastructure on the Burrup Peninsula to facilitate.	\$4,600	2021	3 years
<b>Methanol</b>				
Coogee and Mitsubishi	Coogee Chemicals and Mitsubishi - Proposal to build a 1.8 mill tonne/year methanol plant estimated to cost around \$US1B. Formerly included Wesfarmers.	\$1,400	2021	3 years
<b>Hydrogen</b>				
Engie/Yara (Yuri Project) Hydrogen	Demonstration-scale renewable hydrogen and renewable ammonia production and export facility. The project has a multi-phase roadmap <a href="https://arena.gov.au/knowledge-bank/engie-yara-renewable-hydrogen-and-ammonia-deployment-in-pilbara/">https://arena.gov.au/knowledge-bank/engie-yara-renewable-hydrogen-and-ammonia-deployment-in-pilbara/</a>	-	2025	2 years

<b>Other</b>				
WRS Bioproducts Pty Limited (WRS)	Algae production.	\$40	2021	1 year
EcoMag Project	High purity magnesium extracted from salt bitters.	\$85	2021	1 year
Home Maker Centre	Perth Motor Group only at this stage. Other interested parties include Bunnings, BCF, Anaconda - but none willing to commit at this stage.	\$40	2022	1 year
<b>Ports</b>				
BBI	Iron ore transshipping port with a capacity of 50 million tonnes per annum w the ability to be expanded to a multi-commodity bulk export facility. Integrated port and rail infrastructure system. Will allow independent producers of iron ore access to infrastructure needed to develop new projects.	\$6,000	2022	2 years
Anketell	Multi-user port. 30km east of Karratha. Planned as a deep-water port to export a range of commodities. Export capacity = 250mill tonnes per annum. Alleviate pressure on the port of Dampier, which is nearing capacity. Mineral Resources acquired stake.	\$4,500	2023	-
Cape Preston East	Envisioned to be multi-user bulk commodities export ports, initially facilitating salt exports.	-	-	-
Cape Preston West	Envisioned to be multi-user bulk commodities export ports, initially facilitating salt exports.	-		-

Source: Pilbara Development Commission, Pilbara Investment Snapshot, 1 June 2021.

[https://www.pdc.wa.gov.au/application/files/6516/2426/1516/PDC\\_Investment\\_Snapshot\\_June\\_2021\\_Final\\_PDF.pdf](https://www.pdc.wa.gov.au/application/files/6516/2426/1516/PDC_Investment_Snapshot_June_2021_Final_PDF.pdf)

## Appendix 10: Housing Initiatives

### Background:

The City of Karratha has experienced a significant increase in demand for residential housing stock since mid-2019, driving a significant increase in both property values and cost of rentals.



'Rental Stress' is Common, where Rent expense exceeds 30% of gross household income. The City's average rent is on average double that of other regional centres.

Regional Centre	Median Rent Price
Esperance	\$350 per week
Geraldton	\$320 per week
Kalgoorlie – Boulder	\$380 per week
Karratha	\$700 per week

Final Investment Decision for over \$25B of major resource projects, all of which are within 100km of Karratha, are expected within the next 18 months. These major projects will drive demand for local services and stimulate significant increase in rental demand.

### City initiatives to address the land supply issue:

- 1. Lazy Lands:** Council entered into a Development Partnership with GBSC Yurra to develop nine (9) new houses on land that the City owns. Planning applications for the houses have been submitted and GBSC Yurra is gearing up to start construction in Q2 this year. We anticipate the first of the new houses to be completed in October 2021.
- 2. Lot 7020:** City has identified an opportunity to deliver an ambitious \$56m, mixed-use development infrastructure project – Walgu Park - which will assist in addressing the undersupply of housing by deliver stock to the market. Walgu translates to 'you can come' in Ngarluma. With over 1,000m<sup>2</sup> of Community space, additional amenity will be delivered whilst adding vibrancy and revitalising the City Centre. It is envisaged that the development will include between 80 to 100 executive quality residential units, approximately 630m<sup>2</sup> of Commercial Space, along with the aforementioned Community Space. The proposed development will deliver a Landmark building on the corner of Dampier Highway and Sharpe Avenue which compliments the City's existing Red Earth Arts Precinct (located adjacent to the site), and will provide an entry statement to the South of the City Centre. The development is still in the conceptual design stage, with the CEO currently engaged in meetings with industry and key stakeholders to determine interest in pre-leasing that could help this project gain momentum and progress to the next level.



3. **Hancock Way:** Council has approved subdividing a freehold block that it owns in Hancock Way (Bulgarra) into 21 lots. We have let a design contract for the subdivision works and the formal land subdivision application was lodged with the State Government before Christmas. We anticipate construction to begin before the end of the 2020/21 financial year.



4. **Shakespeare Precinct:** Design work and public consultation has taken place to determine potential residential development and the size and scope of lots. Council has now initiated a scheme amendment to rezone land in Shakespeare Precinct for residential, public open space and roads, with a business case for subdivision to follow thereafter.



## 5. Strategic Land Acquisition:

- All City Owned land will be developed within two years.
- City has approved Budget to acquire land.
- Strategic Assessment by City to consider which land to potentially acquire.
- DPLH been presented with valuations, development approvals and offer to purchase all lots of interest. Awaiting response from DPLH re Ministerial approval.

## 6. Service Worker Accommodation:

- The City, along with the PDC, Department of Communities and Development WA delivered 2 service worker accommodation solutions during the last period of significant economic growth. Warambie Estate currently offers 100 dwellings, of which 13 are currently vacant. However, the number of applications far exceeds the available stock and as such, Warambie is at capacity. The Quarter provides 46 units, all of which are currently occupied.
- The City is currently in conversation with Rio and Woodside to provide additional Service Workers Accommodation.

## 7. State Government: Development WA (Current as at February 2021)

Site	Were (Nov 2020)	Now
Land Sales	Land selling fast	No new sales coming through
Madigan	Developing Stage 1c. (29 lots) Pricing Stage 2. (147 lots)	Not progressing Civil prices too high
Display Home	Building six(6) houses	Building six (6) houses. Pindan Selected
Winyama Rd (Bayton)	Developing 38 lots with 12 being released by Xmas	Developing 38 lots. Release Imminent. Average sale price \$219K.
Jdura Cr	Potentially subdividing	No works. Some developer interested.
Tambrey	Release five (5) additional lots	No release in near future
Mulutaga	No Interest as too expensive	Rising interest as have sunk cost. Undertaking value management exercise.
Future	Opportunity Assessment for old high school, Nickol Bay Hospital and Tilbrook	No further work being undertaken

## 8. Town of Port Hedland

The Town of Port Hedland have developed additional residential and commercial land supply in recent years in South Hedland.

The Town is currently in the process working with State Government required housing to develop additional land and housing options to supplement and release residential properties.



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**Premier of Western Australia**

Our Reference: 59-280532

Ms Noelene Murray  
Chief Executive Officer  
Perdaman

Email: Noelene.Murray@perdaman-gs.com.au

Dear Ms Murray

Thank you for attending the 2021 Skills Summit and participating in discussions on the important issue of skill shortages in Western Australia.

The ideas put forward at the summit were innovative, collaborative and have provided some practical actions for both industry and government. Some of the recurring themes highlighted during the day included:

- incentives and further training for underutilised cohorts such as retirees, culturally and linguistically diverse communities, people with disability and women re-entering the workforce;
- increasing access to child care, including out of school hours care;
- immigration and quarantine strategies;
- targeted marketing campaigns for people interstate and under-represented groups in WA;
- various initiatives to recruit, upskill and retrain workers in the care industry;
- diversification of the economy to mitigate against boom and bust cycles;
- smoothing the pipeline of infrastructure projects;
- further collaboration and investment in training and skills pathways between industry, government and schools; and
- collecting more data on where current skills gaps are, and developing modelling to predict future skills shortages.

The McGowan Government is now considering all ideas put forward at the Skills Summit and strategies outlined in stakeholder submissions.

We have recently announced a further seven strategies to address immediate skills shortages including:

- bringing forward the next 100 places for the adult apprentice incentive;
- requesting an additional 5,000 places from the Commonwealth to retain skilled migrants through the State Nominated Migration Program;

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- commencing a partnership with the Wirrpanda Foundation to help Aboriginal youth overcome barriers to employment;
- improving access and equity for learner drivers;
- commencing a targeted advertising campaign to attract interstate and New Zealand skilled workers and increase participation for under-represented groups in Western Australia;
- smoothing infrastructure projects to create a more sustainable pipeline of work; and
- conducting regional Skills Summits across WA.

We are already seeing strong results from immediate workforce boosting initiatives, announced on 5 July 2021, with the first tranche of the new \$5.2 million Jobs and Skills WA Adult Apprentice Employer Incentive fully subscribed and thousands of expressions of interest from skilled migrants already in Australia seeking an invitation to apply for Western Australian State Nomination.

New strategies will be progressed in partnership with industry, and we look forward to continue working with you in meeting the challenges of building a stronger local workforce.

Your ongoing contribution to identify opportunities and practical actions to meet Western Australia's skills needs is welcomed.

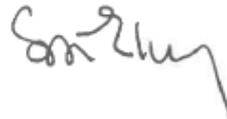
Should you wish to provide further details on the ideas you contributed at the Skills Summit, or submit further ideas, please email them through to [SkillsSummit@dtwd.wa.gov.au](mailto:SkillsSummit@dtwd.wa.gov.au) to enable us to continue to work on this important issue.

Thank you for your participation and contribution to the 2021 Skills Summit.

Yours sincerely



MARK MCGOWAN MLA  
PREMIER



SUE ELLERY MLC  
MINISTER FOR EDUCATION AND TRAINING

## Appendix 12: COVID 19 Impact Statement

### PILBARA REGION IMPACT STATEMENT – SUMMARY

October 2021

The document summarises the pandemic's current and emerging impacts and defines how it has impacted the Pilbara region.

There has been a low number of COVID -19 cases in Western Australia. The coordinated response, border controls and community adherence has protected everyone. During February, April and June 2021, brief lockdowns were put in place to prevent community transmission of the virus.

#### At a Glance

##### Health

At 30 June 2021, there have been 1,028 total confirmed cases of COVID-19 in WA, including deaths. Emergency department attendances are 13.9% (11,573) higher than the same period in 2020. Telehealth services have increased significantly, with a total of 997,557 appointments delivered between March 2020 and June 2021.

Health Care and Social Assistance is Australia's largest employing industry and, given the COVID-19 pandemic, has a critically important workforce. It covers health services like hospitals, General Practitioners and dental, and services like childcare and aged care. Health care directly employs 1.2 million people. The pandemic has created difficulty for Australian recruiters. Skill shortages are prevalent across health care and are often challenging to address as many roles require extensive education and qualification.

##### Economic and infrastructure

The WA economy increased by 3% in the March 2021 quarter and by 3.8% in year-ended terms, reaching its highest quarterly level in five years. The States Final Demand growth was underpinned by 11.5% growth in business investment, the most substantial rise in nine years. All critical components of the domestic economy are now back above pre-COVID-19 pandemic levels, aside from household consumption. More hiring is expected in the near term, with job vacancies in May 2021 close to their highest level in around nine years.

##### Social

While economic recovery continues to be above expectations, pressure remains on key social areas. Housing, Demand for Emergency Relief and Food Access is still a concern.

##### Industry

The ongoing impact and the speed of recovery continue to vary across industries, with the remaining restrictions, levels of government support and external environment having different effects on different industries. Growth in retail trade has reached historic highs, increasing by 15.4% in annual average terms to April 2021. Spending in April 2021 was 18% above pre-COVID-19 pandemic levels. Underpinned by support from the WA and Australian Governments, residential construction continues to show exceptional strength. Reflecting this, the value of merchandise exports reached a record high of \$213.8 billion in the year to May 2021. Ongoing travel restrictions continue to constrain WA's trade in services (including tourism and international education), as well as more significant entertainment events. Services exports have declined by a record 42.6% in the year to March 2021. However, the redirection of spending to the local tourism market has provided partial compensation for the tourism sector.

**SKILLS SHORTAGES HAVE EMERGED AS A PRESSING ISSUE ACROSS A RANGE OF INDUSTRIES, EXACERBATED BY THE RESTRICTED AVAILABILITY OF LABOUR FROM INTERSTATE AND OVERSEAS.**

##### Regions

WA's regions are recovering strongly. While each region is recovering differently and challenges remain, opportunities are emerging, with more than 15,000 jobs created over the last 12 months and job advertisements continuing to increase.

Job Active numbers indicate that shifts in employment result in an increased number of over 50-year-old and part-time, casual workers (who are disproportionately female) becoming unemployed. Demand for regional housing is driving new building approvals to record levels, with many regions experiencing increasing rental costs and reduced availability.

Economic conditions are improving across the board, with a steady pipeline of WA Recovery Plan projects flowing through to regions and maximising local opportunities.

Regional food and agriculture businesses have seen considerable investment over the last 12 months. While the sector has had to manage workforce shortages and supply chain vulnerabilities, it has continued to grow, adding \$8.7 billion in export income in 2020.

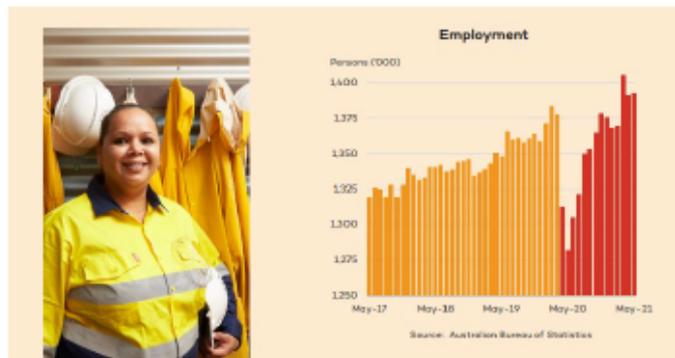
## Known Impacts: Economic and Infrastructure

### Skills

Job vacancies have risen to be almost 65% above pre-pandemic levels in May 2021. While this aligns with positive momentum across the economy, it is also partially attributed to businesses having trouble filling advertised positions, with reports of skills shortages across a range of industries. The WA Government's Skills Summit heard from business leaders on what more can be done to address skills needs to ensure the workforce continues to be globally competitive in the coming years.

### Jobs

According to the latest official figures, the state's unemployment rate has fallen to 4.7%, down from 5.1% a year ago.



### Retail and Hospitality

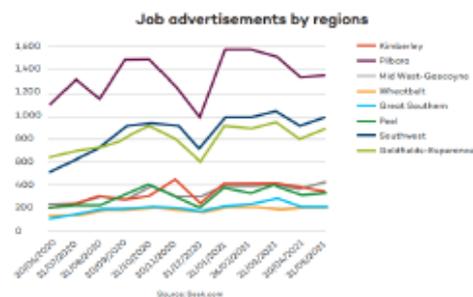
Retail trade has been at an elevated level since mid-2020, bolstered by stimulus and support measures as well as spending diverted by locals from abroad. The short-term lockdown in Perth and the Peel regions in early 2021 led to a significant drop in retail turnover. Longer-term, the pandemic is expected to impact jobs, businesses and consumer behaviour in these sectors. The skills shortage is a major concern for both sectors, especially in the Pilbara region, as advised by business owners in the Pilbara region. Please see the survey summary report.

### Construction

The construction industry in Western Australia has seen a significant increase in the number of building approvals for homes and businesses over the first five months of 2021, compared to the same period a year earlier. Given the large pipeline of work across the state, concerns have now been raised about managing the high demand for labour and materials.

### Employment

There are now more jobs in regional WA than people to fill them, with most regions at or near full employment and vacancies across all levels of skilled and unskilled employment sectors. In the three months to May 2021, the region's job vacancy rate is 1.7% lower than pre-pandemic levels compared to 2% higher in greater Perth.



### **Housing**

The high demand for regional housing is driving new building approvals to record levels. Building approvals are currently over three times what they were during the height of the housing crisis. This demand is most evident in the Southwest and Peel regions, which are experiencing the highest levels of building activity.

### **Labour and Skills**

Regional WA (Pilbara region) has a persistent shortage of service workers across multiple sectors, compounding an already challenging service delivery environment. Shortages are most pronounced in primary industries, hospitality, construction, education and health. Access to labour markets to address the shortages has been disrupted by the pandemic.

### **Childcare**

Childcare is a critical determinant of livability for the regions and a workforce enabler. Across regional WA, there is an ongoing shortage of childcare workers, with centres reporting challenges with attracting and retaining qualified staff to meet mandatory staffing ratios.

The full version of the WA impact statement can be found on the link below.

Source - <https://www.wa.gov.au/sites/default/files/2021-07/300721-WA-Impact-Statement-July-2021.pdf>

## **Appendix 13: DAMA Business Survey Responses**

Please refer to the attachment Appendix 13: DAMA Business Survey Responses for the survey results.

## **Appendix 14: Pilbara Region Skill Shortages Survey and Summary Report**

Please refer to attachment Appendix 14 Pilbara Region Skill Shortages Survey and Summary Report.