

# North Queensland Workforce Environmental Scan 2025-2029

## HIGHLIGHT SUMMARY

### Top Jobs in Demand 2025-2029



#### CONSTRUCTION

- Construction Trades
- Architectural, Building and Surveying Technicians
- Construction Managers



#### MANUFACTURING

- Metal Fitters
- Fabricators
- Engineers



#### EDUCATION & TRAINING

- Primary & Secondary Teachers
- Teachers' Aides
- Early Learning Educators



#### HEALTH & SOCIAL ASSISTANCE

- Nurses
- Medical Practitioners
- Elderly & Disabled Carers

NQ is set to experience significant economic growth driven by the construction of the Major Project Pipeline along the Townsville to Mount Isa corridor over the next 5 years.



## Workforce Demand

North Queensland's workforce must build major infrastructure projects and housing, support an expanding health industry, and address skill shortages in education, manufacturing and other crucial regional sectors.

While skills attraction is important, the key to meeting these needs lies in developing our homegrown talent into a productive and equitable workforce that meets the needs of today and beyond.

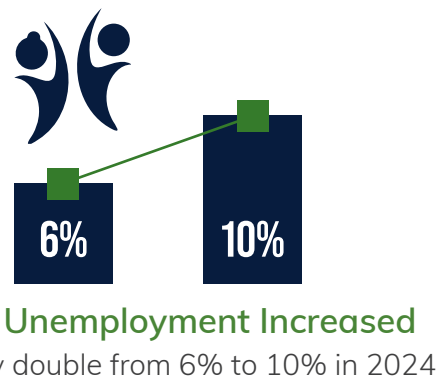
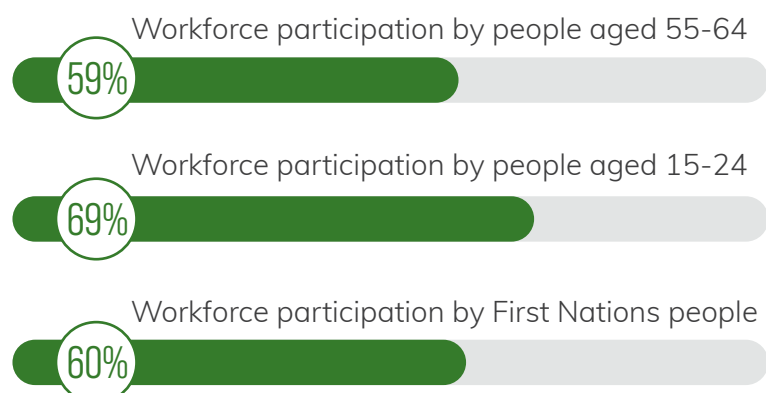
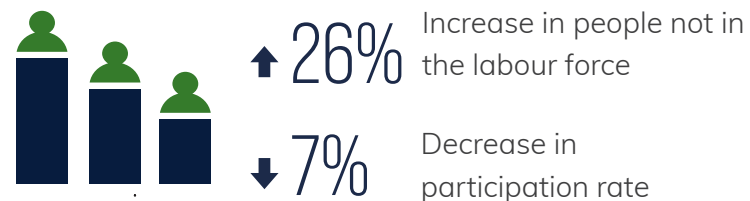
  
**41,000**

The Major Pipeline Project Report 2025-2029 estimated that 41,000 full time equivalent workers will be required to meet the needs of the regional pipeline over the next 5 years.

# THE STATE OF NORTH QUEENSLAND'S LABOUR MARKET

Detailed statistics and references are available in the full North Queensland Workforce Environmental Scan 2025-2029 report

## Workforce Participation



## WOMEN ARE UNDER-REPRESENTED IN THE NQ WORKFORCE

70% of North Queensland's part-time workers



- Average lower participation rate in 2024 (63% women vs 66% men)
- 14% of women state that non-participation is due to family responsibilities vs 2% for men
- Women are twice as likely to be unemployed averaging 6% vs a population average of 3% (2024)

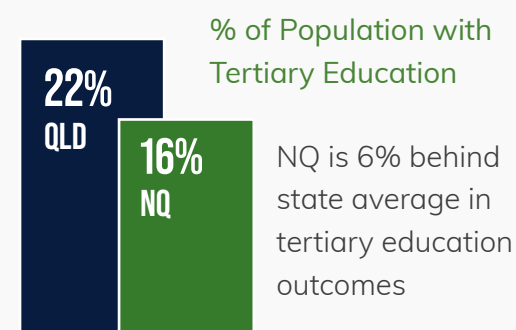
94% Jobs of new jobs will require post-secondary qualifications



Over the next 10 years, more than 9 out of 10 new jobs will require post-secondary qualifications.



## Workforce Supply



## NQ APPRENTICESHIP & TRAINEESHIP OUTCOMES 2023

7,560 Enrolments  
VS 3,437 Completions



## NQ VET OUTCOMES 2023

28,133 Enrolments  
VS 9,511 Completions

Declining enrolments in areas where we have critical skill shortages:

- Nursing and Allied Health
- Carpentry
- Plumbing
- Education

## TOP 5 Apprenticeship & Traineeship Completions 2021-2023

- 1 Electrician
- 2 Business
- 3 Early Childhood Education
- 4 Hospitality
- 5 Engineering Fabrication

## TOP 5 VET Course Completions 2021-2023

- 1 Work & Vocational Skills
- 2 Health Support Services
- 3 Business
- 4 Engineering Pathways
- 5 Sport & Recreation



# Priority Areas for Jobs Townsville North Queensland

Realising our region's potential depends on a skilled workforce that can meet industry demands—now and in the future.

The Environmental Scan outlines the challenges to creating a future ready workforce. A strategic approach is needed, bringing together government, industry, and education providers to align workforce development efforts with regional needs.

To drive this forward, JTNQ is committed to working with stakeholders to develop a Regional Workforce Development Plan and Roadmap. The Roadmap will define clear priorities and actions to bridge workforce gaps and unlock new opportunities for businesses and workers alike.

Key priorities for the Plan and Roadmap include:

- 1 SUPPORTING SMES TO FIND AND RETAIN WORKERS IN A COMPETITIVE LABOUR MARKET**
- 2 GROWING OUR OWN - ENHANCING REGIONAL EDUCATION AND TRAINING OUTCOMES**
- 3 INCREASING WORKFORCE PARTICIPATION AND DIVERSITY**
- 4 ATTRACTING AND RETAINING SKILLED WORKERS IN THE REGION**
- 5 ENGAGING WITH INDUSTRY TO IDENTIFY WORKFORCE NEEDS AND MANAGE DEMAND**