

## Industry Profile

- **66** local councils outside of SEQ
- **3** local councils in SEQ
- **2** statutory authorities managing water and sewerage for **8** SEQ local councils
- **2** state owned bulk water suppliers
- **2** state owned statutory authorities

**75**  
water service providers in QLD\*

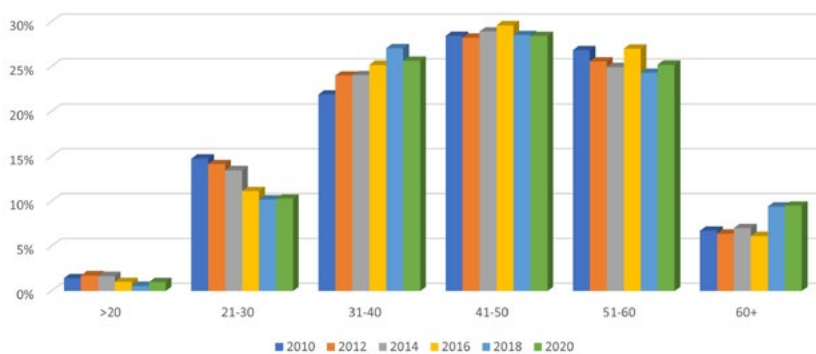
**370**  
water supply schemes

**265**  
sewerage schemes

**6686**  
people employed in the QLD water industry

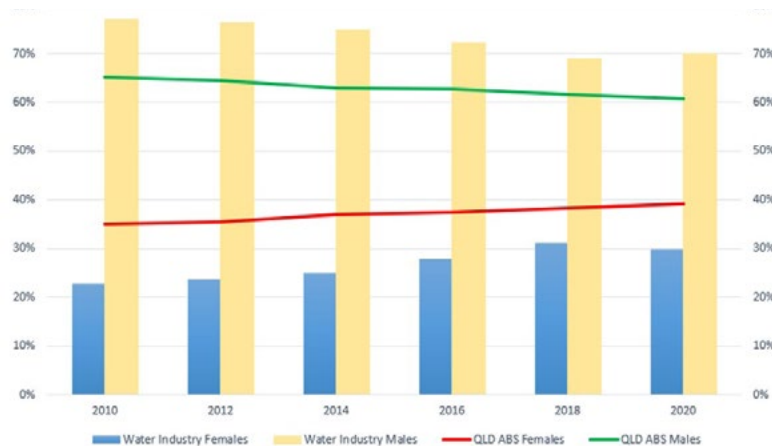
\*75 suppliers supporting drinking water, sewerage and recycled water services for Queensland communities, 180 total registered suppliers.

## Age Profile



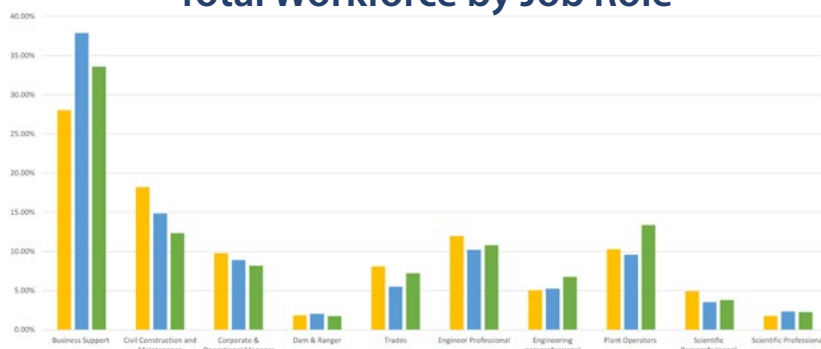
- **35%** of the workforce is aged **over 50** years
- **11%** of the workforce is aged **under 30** years

## Gender Profile Trends



In 2020, women form **30%** of the total water industry workforce.

## Total Workforce by Job Role



## Industry Skills Shortages

Survey participants were asked to indicate whether they had any shortages in key job roles and if they were expecting shortages to occur in the next three years. There are concerns for the following job roles:

### Civil Construction and Maintenance Workers:

Potential shortage due to increased civil construction and maintenance activity through COVID stimulus spending.

### Plumbing Trades:

Some regions reported advertising for plumbers without success, leading to greater recruitment of apprentices instead. In some regions, there are better salaries offered for plumbing roles by the resources sector.

### Engineering Professionals and Paraprofessionals:

In some regions, competition with the resources sector makes it difficult to attract engineers to roles in local councils and it can be challenging to recruit the specific water and sewerage skills needed.

### Treatment Plant Supervisors:

This job role has a significant ageing profile with a large cohort approaching retirement. A number of organisations have active programs to attempt to better address workforce planning.

### Treatment Plant Operators:

There is a general recognition that it is increasingly difficult to source/attract experienced operators with current water industry qualifications, leaving organisations the option of recruiting and training trainees, or in extreme cases outsourcing roles.