Introduction. The 2024 WA Jobs, Education and Training (WAJET) Industry Survey required a 600 word profile on each occupation. Below is 731311 Train Driver. The text below is open source and free for use when LDSC is correctly acknowledged. The text is open to correction. The Logistics and Defence Council (LDSC) welcomes input on 08 9388 8781 or https://www.ldsc.asn.au/contact.html

Industry Advisory Group. LDSC invites stakeholders to join our Rail Industry Advisory Group 08 9388 8781 or https://www.ldsc.asn.au/contact.html

Based on your Rail industry consultations and the feedback provided please provide a 600 word summary for Occupation ANZSCO 731311 Train Driver

ANZSCO definition. ANZSCO states the Rail occupation ANZSCO 731311 Train Driver drives a train to transport passengers and freight on railways. Registration or licensing is required. An alternative Title is Locomotive Driver. ANZSCO Skill level is 4 (Cert II or III).
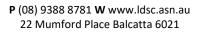
WA Heavy Haul and Passenger. In WA the workforce is split between the metropolitan electric passenger rail conducted by the Public Transport Authority and the mainly diesel locomotives of the regional and remote Heavy Haul Rail sector moving iron ore, wheat, bulk products and general freight. Stakeholders use 731311 Train Driver for internal recruitment to 712918 Train or Network Controllers.

Stakeholder feedback on ANZSCO code. Stakeholders feel the ANZSCO definition for 731311 Train Driver is fit for purpose. Stakeholders acknowledge the difference between metropolitan Passenger and remote Heavy Haul Train Drivers. WA Stakeholders support the Australian Railways Association proposal for two distinct ANZSCO occupation codes for passenger and freight train driver. This will support training policy.

Workforce shortage. WA stakeholders report Train Driver shortage as acute and persistent.

Demand and migration. The demand for 731311 Train Driver for iron-ore Heavy Haul in the Pilbara has seen an increase in pay and allowances for FIFO work that is a drawing Train Drivers from Perth passenger and wheat export lines in the Wheatbelt and Great Southern and from bulk freight haulage in the Goldfields-Esperance. WA Rail stakeholders agree that Interstate and International migration are stopgaps only parallel to a preferred WA training solution.

Autonomous trains. Stakeholders see autonomous trains as unlikely to reduce demand for 731311 Train Driver over the next five years. Autonomous Heavy Haul trains are operating in the Pilbara controlled from screens in Perth. The Train Controllers in Perth monitor traffic, maintenance and fault finding systems. However there are infrastructure investment, industrial and practical arrangements that mean transition to autonomous trains will not reduce demand for Train Drivers short term.

Demand factors are:

- Global demand for WA iron ore
- Global demand and increased harvest for WA wheat
- METRONET construction
- National Rail Action Plan 2020
- Naval Shipbuilding Plan 2017 including SSN-AUKUS
- WA world leading networks demanding technicians in Autonomous Trains, Electronic Signalling and integrated logistics
- Demand shift from METRONET construction to operations to maintenance
- Increased demand for general rail freight

Supply factors are:

- Ageing out of Rail workforce
- Ageing out of Rail Trainers and Assessors
- Fragmented Rail workforce training pipeline
- Competition for Engineers and supporting technical workforce
- National Rail Skills Shortage
- Perception / Image of the Rail Industry
- Rail ANZSCO codes need review to current industry occupations
- Regional Housing and Remote Lifestyle

Workforce location. Rail workforce is located in population centres on the rail network. WA Regions of demand are:

- Pilbara: WA the largest exporter in the world of iron ore
- Wheatbelt - Great Southern: WA the largest Australian exporter of wheat
- Perth Metropolitan Area for METRONET, bulk and general freight
- Goldfields-Esperance for Iron Ore and bulk freight

Qualifications. The qualification for Train Driver is TLI42621 Certificate IV in Train Driving.

Internal training pathway. WA stakeholders generally qualify Train Drivers in-house. For example Public Transport Authority and BHP have programs. Companies do subcontract Train Driving to the Private Registered Training Organisations CERTRAIL and Railtrain. All larger companies face the current WA Rail industry pressures of retaining staff in a highly mobile jobs market.

Qualification pipeline.. The Train Driver qualification pipeline is generally 9 to 24 months. With the right program and availability of locomotives and track Train Drivers can be trained in 9 months. Most programs are 12-15 months. BHP has a traineeship running for 15 months. RTO Railtrain has commenced a 24 month Train Driver course for FMG.

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