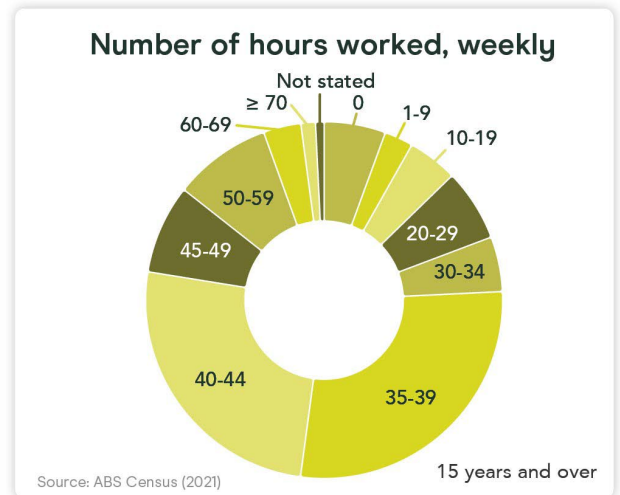
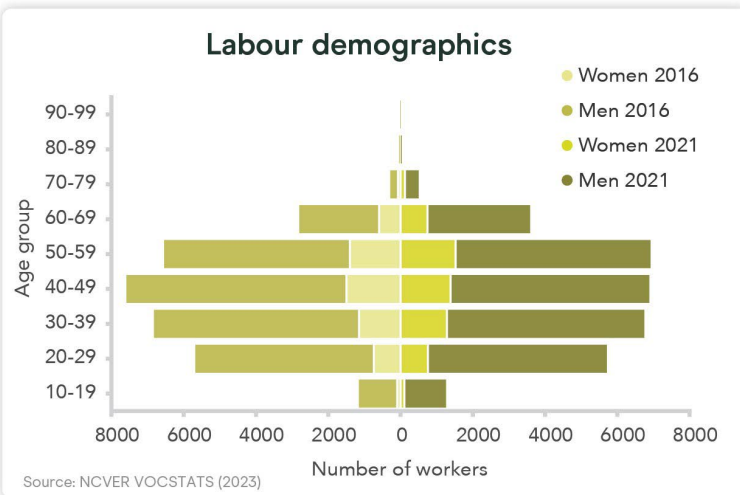
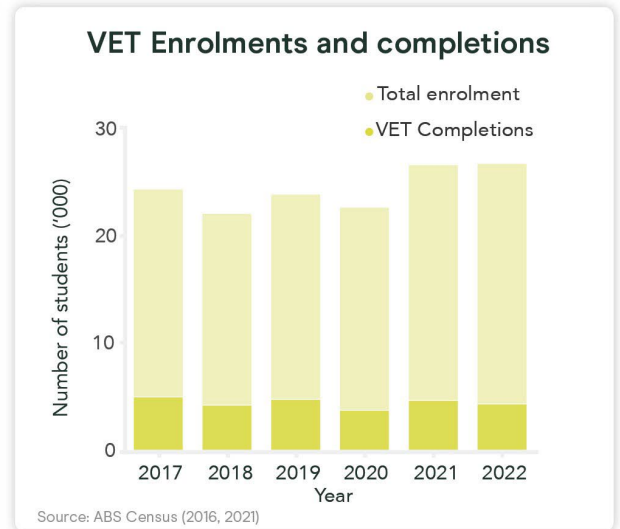
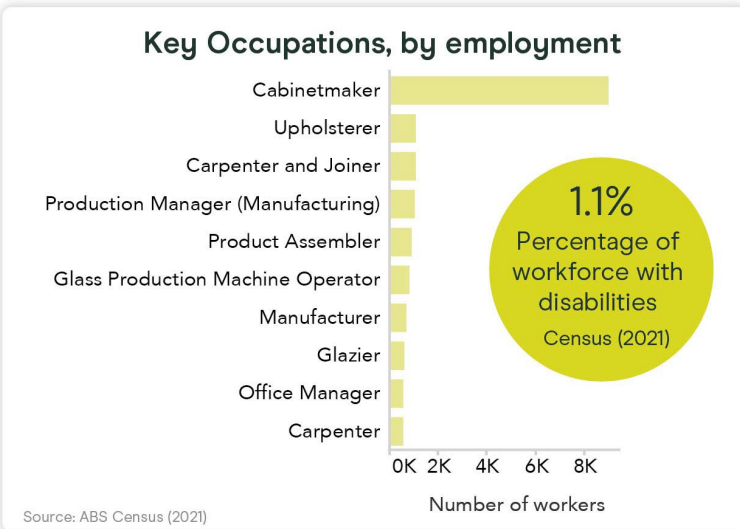
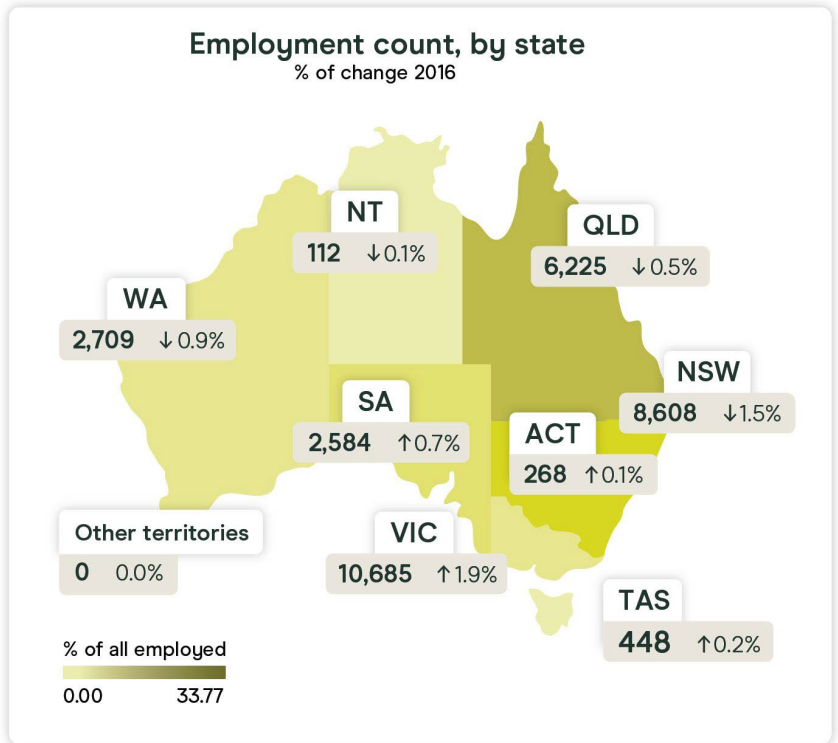


3.12. Furniture and Other Manufacturing

Furniture and other Manufacturing

ANZSIC A2010, A2511, A2512, A2513, A2519



3.12.1. Industry sectors (ANZSIC Classes)

- Glass and Glass Product Manufacturing
- Metal Furniture Manufacturing
- Other Furniture Manufacturing
- Wooden Furniture and Upholstered Seat Manufacturing
- Mattress Manufacturing

Key insights from industry sector infographic and other data	Priority
Volatile industry conditions, international competition	High
Labour shortages	High
Low workforce diversity	Medium

The furnishing industry covers a broad range of sectors relating to furniture and fittings for residential and commercial buildings. This includes furniture manufacturing and finishing; interior design and decorating; design, flooring, manufacturing and installation of cabinets, fittings and décor; glass and window manufacturing; upholstery, doors, grilles, awnings and blinds. It also includes niche sectors, such as coopering, mattress manufacturing and piano tuning. Emerging trends include the increasing demand for home automation and smart furnishings, as well as sustainable practices and materials, including through biophilic, natural design principles.

The National Training Register details qualifications corresponding to specialised job roles in Furniture and Other Manufacturing

- Furnishing (Certificates I and II)
- Cabinet Making and Timber Technology (Certificates II and III)
- Glass and Glazing (Certificates II, III and IV)
- Furniture Making Pathways (Certificate II)
- Furniture Finishing (Certificate III)
- Picture Framing (Certificate III)
- Upholstery (Certificate III)
- Flooring Technology (Certificate III)
- Blinds, Awnings, Security Screens and Grilles (Certificate III)
- Interior Decoration Retail Services (Certificate III)
- Interior Decoration (Certificate IV)
- Furniture Design and Manufacturing (Certificate IV and Diploma)
- Kitchen and Bathroom Design (Certificate IV)
- Piano Technology (Certificate IV)
- Interior Design (Diploma and Advanced Diploma)

Below are examples of units of competency, which sit within these qualifications, that are unique to the skills and knowledge applied by competent workers in Furniture and Other Manufacturing:

Unit title	Unique skills and knowledge
Glaze and reglaze residential windows and doors (MSFSGG2011)	This unit applies to individuals who install glass to metal or timber doors, windows and other frames and applies to glaziers working in accordance with pre-determined work orders.
Regulate actions, keys and pedals of grand pianos (MSFPT4005)	This unit applies to individuals who regulate grand piano actions, keys and pedals, including adjusting glide bolts, striking distance, hammer running alignment, key height and depth, set off and drop, checking distance, damper regulation, damper stop rail, jack and repetition lever adjustment, sustain, soft and sostenuto pedals.
Design commercial interior lighting (MSFID6010)	This unit applies to individuals who assess natural light and determine supplementary lighting requirements in both existing and potential commercial interior spaces, and design lighting as part of an integrated interior solution.
Install anti-static and conductive resilient floor coverings (MSFFL3071)	This unit applies to individuals who prepare, cut, lay and fix anti-static and conductive resilient floor coverings using specialised techniques in residential or commercial properties in accordance with pre-determined work orders.

3.12.2. Drivers of workforce dynamics

Volatile industry conditions

Sales of household goods surged during the COVID-19 lockdowns. As furniture is an infrequently replaced item, this led to a lower overall demand post-lockdowns. The market dynamics changed again post-lockdown as new home construction surged based on accumulated savings. Domestic construction is a key industry driver as people buy new furniture for their new homes. However, major disruptions in the domestic construction industry, including the collapse of multiple national builders, are expected to significantly reduce this demand for new furniture.

These factors may also impact a wide range of other household furnishing product manufacturers, including those making wooden blinds and metal security doors.

Demand for wooden furniture is also expected to fall as homeowners delay the purchase of replacement furniture as the cost-of-living increases.⁵⁰

In addition, the removal of tariffs between Australia, New Zealand, China, and the ASEAN region are expected to increase the import of lower cost wooden furniture and place cost pressures on local wooden furniture manufacturers.⁵¹

The longer-term impact of these industry dynamics is unclear.

International competition

The metal furniture manufacturing industry is facing strong competition from low-cost imports and is expected to increase its focus on more complex manufacturing that offers a higher value add. This may lead to a greater demand for higher skilled workers.⁵²

In contrast, glass and glass product manufacturers are predicted to address low-cost import competition via increasing automation to reduce labour costs.⁵³ This may result in a decline in employment of lower skilled workers.

Mattress manufacturers are facing particularly strong import competition along with industry consolidation that may force the closure of many smaller operators and a net decline in employment.⁵⁴

Labour shortages

The National Skills Commission's 2022 Skills Priority List data shows national shortages of the following occupations:

- Floor Finisher
- Cabinetmaker
- Home Improvement Installer
- Glazier
- Furniture Finisher
- Upholsterer
- Picture Framer

There are also state-based shortages for the following occupations:

- Building Associate
- Machine Operators nec

Addressing shortages in the Furniture and Other Manufacturing industries may involve actively attracting more women to the workforce. Despite a 1% rise from 2016, women accounted for only 19% of workers in 2021.

Furniture and Other Manufacturing Summary

Workforce challenges

- Labour shortages.
- Workforce diversity and culture: gender disparity, ageing workforce, long working hours.

Key evidence gaps

- Skills Insight are in establishment phase with stakeholders in these industries and are currently working to identify evidence gaps.

Workforce planning priorities

- Support industry to attract a diverse workforce to address imbalances and labour shortages. **(2d, 4b)**
- Conduct research and analysis to identify if there are implementation support needs for delivering the recently approved MSF Furnishing Training Package – Release 8.0 training products. **(3a, 3b, 3c, 3d)**
- Undertake Workforce Function Analyses to support the articulation of skills and assess training gaps in the Furnishing and Other Manufacturing industry. **(1a)**