



Not from the trenches, but involved in broad labour market solutions elsewhere. Lessons

APESMA values: **The provision of high-quality, safe and secure services, products and infrastructure**

Contributing to our society, community and economy

Utilising expertise to do the job well

Operating ethically

Progressing knowledge and advancing the profession

Creating and providing tangible outcomes

Sustainability



Supply fix is multifaceted and complex. Requires leveraging demand etc.

Obviously it's social and political

Requires ongoing effort

Capacity for this will come from coalition

Solution will entail industrial aspect of some kind

Either constructive, positive and values based or corrosive

To be constructive and positive is an investment

Does not mean orthodox or old fashioned or inflexible arrangements

We would look to set a floor..and move on to the next challenge