

# Wellbeing as a Driver of Retention

Why Workforce Villages Are the Missing Link for Industry

## THE RETENTION IMPERATIVE

Australia's industrial and construction sectors employ over 1.3 million people, nearly 9% of the national workforce. Yet retention remains one of the industry's biggest challenges.

- Nearly half of Australian employees have considered leaving their job in the last six months.
- In construction, 75% of workers report high stress, with 46% experiencing burnout.
- Mental health claims make up 11% of serious work-related injury claims—and take five times longer to recover than physical injuries.

These figures underscore a hard truth: if worker wellbeing isn't actively supported, retention suffers and so does productivity.

## BURNOUT: A HIDDEN COST IN CONSTRUCTION

Construction workers are 53% more likely to die by suicide than workers in other industries. Among younger professionals, the risks are even higher, 51% of 25–29-year-olds in infrastructure roles meet clinical burnout criteria.



*“Retention starts with recognising that wellbeing isn't a perk, it's essential.”*

This reality isn't just personal; it impacts safety, morale, and project delivery. Without effective wellbeing strategies, businesses face rising absenteeism, higher turnover, and escalating recruitment costs.

## FLEXIBLE WORK AND INDUSTRY PRESSURES

While hybrid work has stabilised across Australia, the industrial sector faces unique challenges: crews must be

onsite, shifts are long, and fatigue is unavoidable.

The solution isn't remote work; it's purpose-built environments that support workers when they're off the clock. Spaces that reduce stress, foster community, and allow genuine recovery between shifts directly influence whether people stay in the job.

## THE WELLBEING-RETENTION LINK

Evidence shows that organisations with strong wellbeing programs see up to a 20% reduction in attrition. For construction and industrial employers, that translates into

NEARLY

**50%**

Number of Australian employees have considered leaving their job in the last six months.

**75%**

Number of workers who report high stress in the construction industry.

**46%**

Number of workers who are experiencing burnout.

**11%**

Number of Mental-health claims labelled as serious work-related injury.

fewer skills shortages, stronger project continuity, and significant cost savings.

Wellbeing initiatives such as mental health support, social connection, nutritious meals, safe transport, and fatigue management are proven drivers of workforce stability.

***“A healthy, supported workforce is a productive, loyal workforce.”***

### PURPOSE-BUILT ACCOMMODATION: THE BASE QUADRANT MODEL

This is where Base Quadrant's workforce villages come in. Villages like Susan River demonstrate how accommodation can be a strategic lever for retention:

- Safe, modern living spaces that reduce stress and isolation



- Nutritious, culturally diverse meals to fuel health and performance
- Onsite recreation, gyms, and social hubs to foster community
- Mental health and wellbeing support integrated into daily life
- Off-grid, sustainable design that supports both workers and the environment

By creating accommodation that works as hard as the people who live there, Base Quadrant helps employers retain their most valuable resource - their people.

### LOOKING AHEAD: WELLBEING AS THE NEW BENCHMARK

For industrial and construction projects, retention can no longer be left to chance. It depends on a new mindset: treating wellbeing as central to project delivery, not a side note.

Base Quadrant is leading this shift delivering purpose-built workforce accommodation that keeps workers safe, supported, and connected.

