

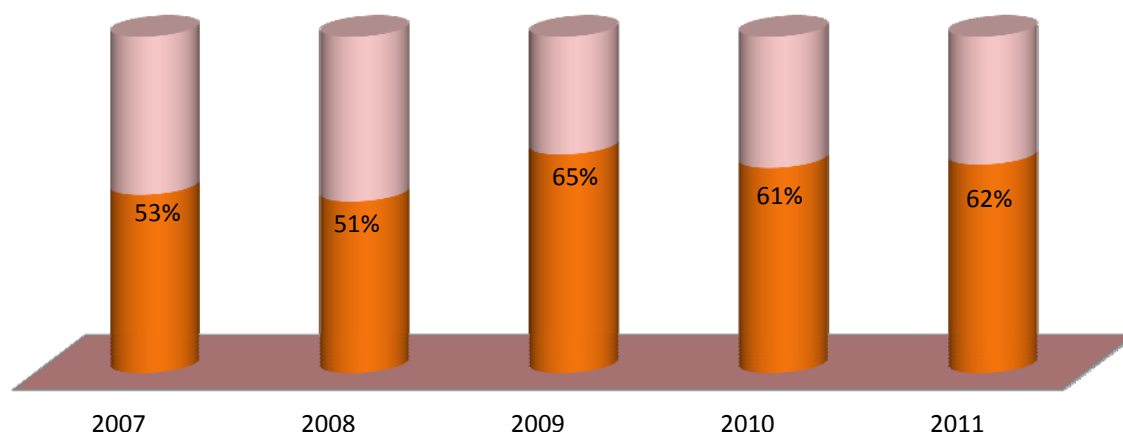


Skill Shortages – Summary

Overview

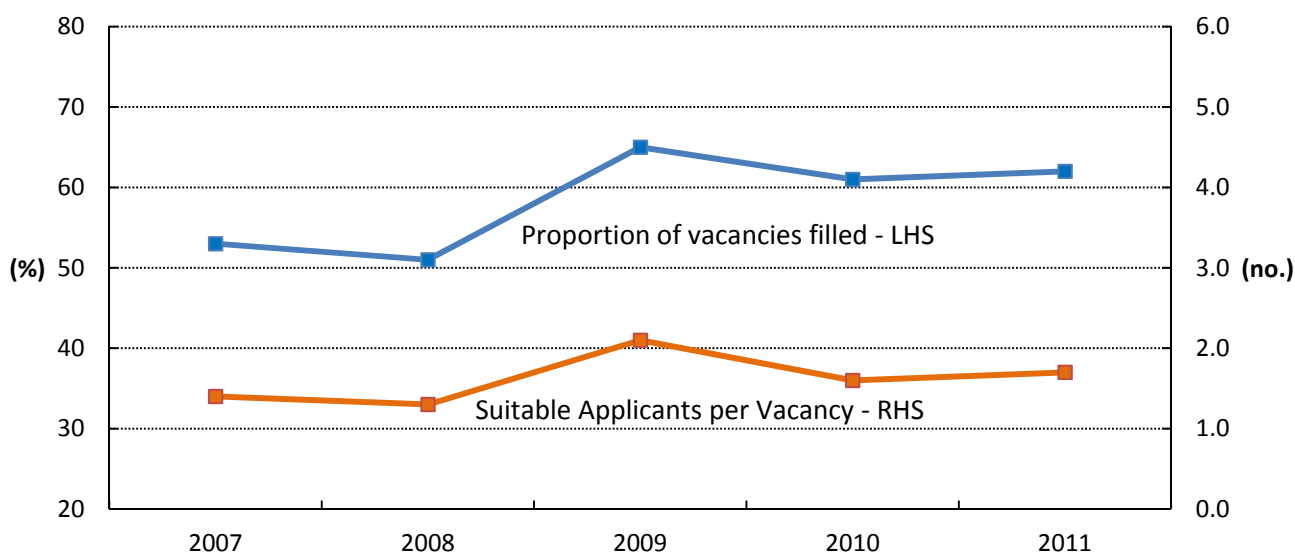
- Skill shortages remained constrained in 2011, with employers facing mixed recruitment experiences but faring slightly better filling their skilled vacancies overall compared with 2010.
- Employers filled 62% of their vacancies and attracted 1.7 suitable applicants per vacancy, slightly higher than 61% and 1.6 suitable applicants in 2010.
- The hardest occupations to recruit for were
 - in the professions, Engineering Professions (40% of vacancies filled and 1.3 suitable applicants per vacancy)
 - in the trades, Automotive Trades Workers (43% filled and 0.9 suitable applicants).
- Recruitment was easiest
 - in the professions, for Accountants (88% of vacancies filled and 4.5 suitable applicants per vacancy)
 - in the trades, for Construction Trades (72% filled and 2.2 suitable applicants).
- While employers experienced slightly less difficulty filling their vacancies in 2011 than in 2010, the labour market remains tighter than it was in 2009 at the height of the global recession. However, the recruitment of skilled workers was significantly easier than it was in 2007 and 2008 when skill shortages were widespread.

Proportion of vacancies filled, 2007 to 2011 (%)



- There were marked differences across occupations in the relative movement between 2010 and 2011, largely reflecting varying activity levels across industry sectors.
 - Recruitment was more difficult for 7 of the 18 occupational groups, with the most significant tightening being recorded for Building Associates, Social Professions and Engineering Professions.
 - The labour market eased for 5 groups, most notably, Construction Trades, Nurses and Midwives (but vacancies remained hard to fill), and Hairdressers.
- Results are consistent with a range of indicators which suggest shortages are limited and the labour market variable. For example, the January 2012 Australian Chamber of Commerce and Industry Survey of Investor Confidence report shows that skill shortages are not a key issue for industry, ranking outside the top 10 constraints on investment.

Proportion of vacancies filled and number of suitable applicants per vacancy, 2007 to 2011



Occupations

- Employers attracted relatively large fields of suitable applicants for vacancies for Accountants (4.5 on average per vacancy), School Teachers¹ (2.8) and Construction Trades (2.2), suggesting applicants face strong competition for these positions. Vacancies for these occupations were readily filled (more than 70%).
- Few suitable applicants were available for positions in Automotive Trades (0.9 per vacancy), Child Care, Nursing and Midwifery (both 1.1).
- The labour market eased in 2011 for Nurses and Midwives, Construction Trades and Hairdressers (rises of at least 10 percentage points each in the proportion of vacancies filled).
- The most significant tightening was recorded for Social Professions, includes occupations such as social and welfare workers, (a fall of 21 percentage points in the proportion of vacancies filled), and Building Associates, Food Trades and Engineering Professions (all down by 10 percentage points).

States and Territories

- Recruitment was most difficult in Western Australia, the Northern Territory and the Australian Capital Territory, where employers filled less than 60% of vacancies.
 - There was only slight variation in the proportion of vacancies filled across the other states, but employers in Queensland attracted large fields of suitable applicants (on average 2.6 per vacancy compared with the national average of 1.7).
 - There was an easing in Tasmania, with employers experiencing less difficulty recruiting skilled workers in 2011 than they did in 2010 (with a 5 percentage point rise in the proportion of vacancies filled and 0.2 additional suitable applicants per vacancy).
- Employers in regional Australia experienced more difficulty recruiting skilled workers (filling 58% of vacancies and attracting 1.6 suitable applicants per vacancy) than their counterparts in state capital cities (64% and 1.7).

¹ The survey results for School Teachers relate mainly to the non-government school sector, with state and territory education departments generally appointing people to positions in government schools without external advertising. The Skill Shortage research takes account of the Government sector through separate consultation with state and territory education departments.

Summary table

	Proportion of vacancies filled		Number of suitable applicants per vacancy		Annual labour market change
	2011 (%)	Annual change (percentage points)	2011 (number)	Annual change (number)	
Occupations					
Total Professions	62	1	1.8	0.0	↔
Total Technicians and Trades	62	0	1.6	0.1	↔
Accountants	88	5	4.5	1.9	↑
Agriculture and Horticulture Occupations	55	-5	1.7	0.2	M
Automotive Trades	43	-6	0.9	-0.1	↓
Building Associates	69	-10	1.5	-1.1	↓
Building Professions	60	-5	1.7	-0.4	↓
Child Care Occupations	58	4	1.1	0.0	↔
Construction Trades	72	10	2.2	0.7	↑
Electrotechnology and Telecommunication Trades	61	0	1.4	-0.2	↔
Engineering Associates	59	-1	1.4	-1.3	↓
Engineering Professions	40	-10	1.3	-0.5	↓
Engineering Trades	65	1	1.5	0.0	↔
Food Trades	56	-10	1.4	-0.3	↓
Hairdressers	57	10	1.3	0.5	↑
Health Diagnostic and Therapy Professions	62	2	1.6	-0.2	↔
Nurses and Midwives	63	13	1.1	0.3	↑
Resource Sector Professions and Associates	52	7	1.4	0.3	↑
School Teachers	83	-1	2.8	-0.1	↔
Social Professions	54	-21	1.6	-0.2	↓
States and Territories					
New South Wales	61	-6	1.3	-0.3	↓
Victoria	65	0	1.8	0.2	↔
Queensland	65	2	2.6	0.4	↑
South Australia	66	4	1.8	0.5	↑
Western Australia	57	4	1.3	-0.3	M
Tasmania	66	5	1.5	0.2	↑
Northern Territory	52	-3	1.3	-0.1	↓
Australian Capital Territory	57	3	1.2	0.0	↔
TOTAL – All SERA Occupations Australia	62	1	1.7	0.1	↔

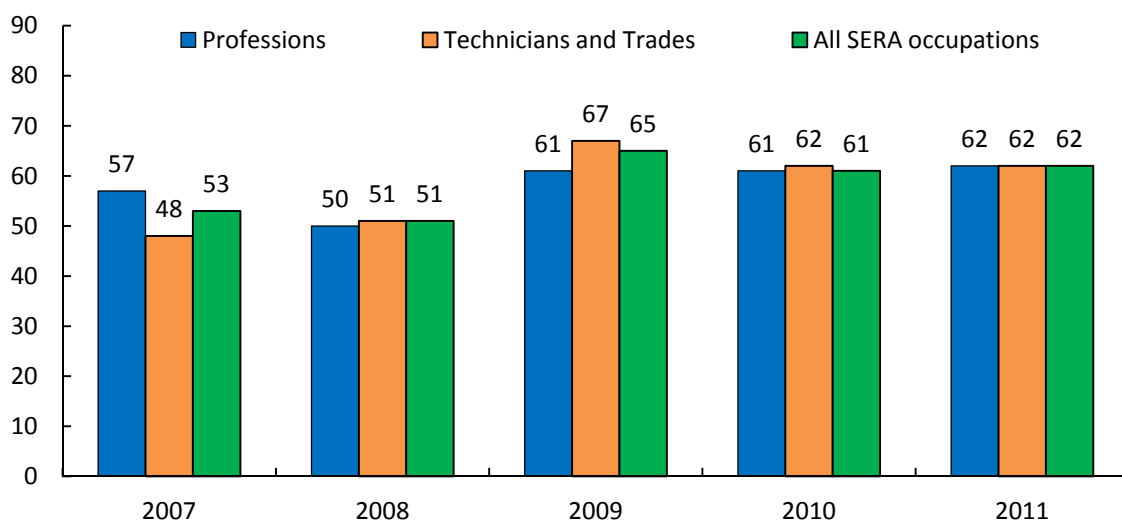
↑ = easing labour market

↓ = tightening labour market

↔ = relatively stable labour market

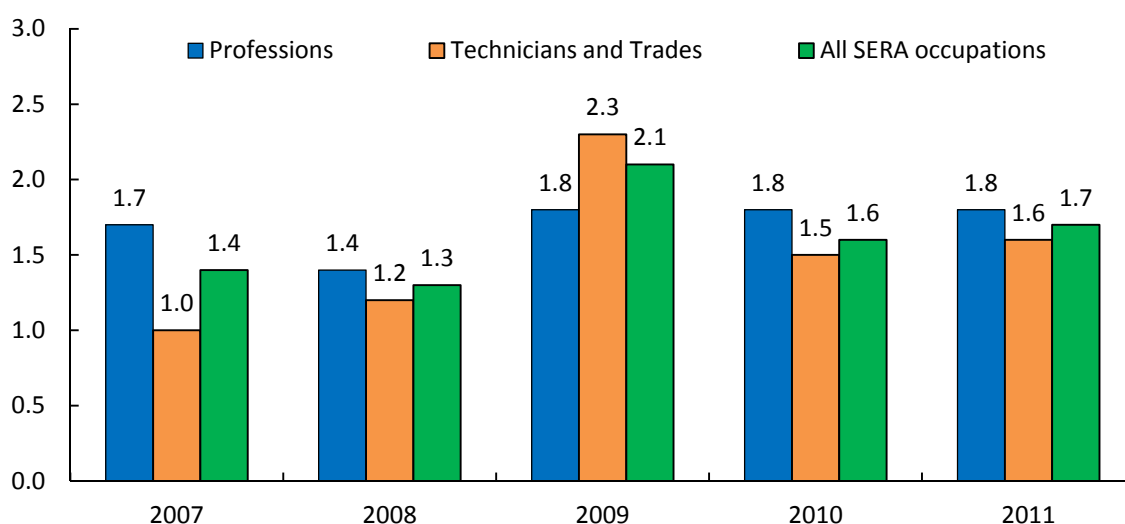
M = mixed indicators

Proportion of vacancies filled, Professions, Technicians and Trades and All SERA Occupations, 2007 to 2011 (%)



All SERA is the total results for all occupations surveyed through the DEEWR Skill Shortage research program.

Number of suitable applicants per vacancy, 2007 to 2011



All SERA is the total results for all occupations surveyed through the DEEWR Skill Shortage research program.

Technical notes

For further information, please email australianjobs@deewr.gov.au

The data included in this report are based on the results of the Survey of Employers who have Recently Advertised (SERA), which is part of the DEEWR Skill Shortage Research program. The program assesses the labour market for 120 to 150 skilled occupations, focusing mainly on trades and professions, but also including a small number of associate professional and management occupations. Whether a vacancy is filled is measured six weeks after advertising for professions and four weeks for other occupations. Information about the SERA methodology, as well as analysis of occupational labour markets and skill shortages, is available at www.deewr.gov.au/skillshortages.

The results will be updated on a six monthly basis, reflecting research undertaken over the previous twelve months. The numbers presented are averages across a large number of employer contacts and it is important to note that employers' recruitment experiences can vary widely even within an individual occupation in similar locations. Employers' requirements can be highly specific and candidates for positions may be regarded as unsuitable even if they hold relevant, formal qualifications. In addition, advertised vacancies can remain unfilled despite attracting suitable applicants as applicants may not take up offers of employment for a variety of reasons.