



# Skill Shortage List Australia

2012-13

This list reflects research undertaken by the Department of Education, Employment and Workplace Relations (DEEWR) in 2012-13. It shows only occupations for which the research suggests there are shortages or recruitment difficulties. It is summary in nature and should be viewed in the context of the more detailed analysis available in the occupational reports, which are published on the DEEWR website at [occupational skill shortages information](#).

Some occupations included here were assessed at the national level, for others research was done for each state and territory. The list combines results to provide information about shortages which are widespread enough to be considered national. It complements the [State and Territory Skill Shortage Lists](#).

Ratings of shortage reflect employers' recruitment experience for average experienced workers. Shortages may co-exist with relatively high unemployment. A rating of shortage does not mean that an individual will necessarily gain employment in that occupation.

This list has no status for migration.

Details about the methodology used in this research are available at [deewr.gov.au/skillshortages](#).

Lack of a rating for an occupation does not necessarily imply 'no shortage', it may be that the occupation was not assessed.

It is also important to note that labour markets can change quickly and vary by location. The assessments made here reflect the labour market at the date listed. DEEWR has published a listing of [historical shortages](#) from 1986 to 2012, but it is important to note that occupational coverage in the research program has changed markedly over time.

## Key to ratings

- S National shortage
- M Shortage in metropolitan areas
- R Shortage in regional areas
- D Recruitment difficulty
- R-D Recruitment difficulty in regional areas
- M-D Recruitment difficulty in metropolitan areas

## Definitions of ratings

### Shortage

Skill shortages exist when employers are unable to fill or have considerable difficulty filling vacancies for an occupation, or significant specialised skill needs within that occupation, at current levels of remuneration and conditions of employment, and in reasonably accessible locations.

### Recruitment difficulty

Recruitment difficulties occur when some employers have difficulty filling vacancies for an occupation. There may be an adequate supply of skilled workers but some employers are unable to attract and recruit sufficient, suitable workers for reasons which include: specific experience or specialist skill requirements of the vacancy; differences in hours of work required by the employer and those sought by applicants; or transport issues.

## Definition of occupation

The Australian and New Zealand Standard Classification of Occupations ([ANZSCO](#)) is published by the Australian Bureau of Statistics (ABS) to provide uniformity in the collection, analysis and dissemination of occupational statistics in Australia and New Zealand.

ANZSCO	Occupation	Rating	Date Assessed	Comment
<b>1. MANAGERS</b>				
1335-13	Production Manager (Mining)	S	April 2013	Employers often require production managers with around 10 years experience and knowledge of specific mining techniques. Slightly more than 10 per cent of applicants were considered to be suitable.
<b>2. PROFESSIONALS</b>				
<b>23. Design, Engineering, Science and Transport Professionals</b>				
2336-11	Mining Engineer (excluding Petroleum)	S	April 2013	The shortage is for highly specialised and senior mining engineers in both underground and open cut operations. Large numbers of qualified applicants are considered to be unsuitable as employers are generally unable or unwilling to compromise on the length and type of experience they require. Employers do not regard experience and skills to be transferable between different mining techniques and commodities.
2336-12	Petroleum Engineer	S	April 2013	Employers generally require applicants to have seven years experience as a minimum and most applicants do not meet this requirement, so positions are often unfilled.
2344-11	Geologist	R	March 2013	Almost all employers attract adequate numbers of suitably qualified and experienced geologists, even for FIFO vacancies. Unfilled vacancies were in regional Western Australia.
2344-12	Geophysicist	S	March 2013	Employers sought geophysicists with specific experience.
<b>24. Education Professionals</b>				
2411-11	Early Childhood (Pre-primary School) Teacher	D	March 2013	Recruitment difficulty is for employers recruiting early childhood (pre-primary school) teachers in the long day care sector.
<b>25. Health Professionals</b>				
2512-14	Sonographer	S	April 2013	Shortages of sonographers are widespread and evident in both metropolitan and regional areas. Nearly two in every five employers did not attract any applicants.
2514-11	Optometrist	S	April 2013	The majority of unfilled optometrist vacancies were for work with large retail chains. These employers experience difficulty attracting suitable applicants for employee positions, even for entry level jobs. Positions in regional locations are particularly difficult to fill.

ANZSCO	Occupation	Rating	Date Assessed	Comment
2525-11	Physiotherapist	S	March 2013	Candidate fields are relatively small, but there are multiple suitable applicants in some locations and there is some evidence of qualified physiotherapists applying for therapy aide positions. Despite this, a number of employers had significant difficulty recruiting qualified and experienced physiotherapists.
2527-11	Audiologist	R	April 2013	Shortages are in regional locations, with employers in non-metropolitan locations attracting low numbers of applicants and suitable applicants.
2541-11	Midwife	R-D	March 2013	The recruitment difficulty is for midwives who hold dual registration (midwifery and registered nursing) in regional areas.
2544	Registered Nurses	D	March 2013	Nursing vacancies are generally filled with relative ease across most jurisdictions. Unfilled vacancies are for those with experience in particular nursing specialisations, including aged care, community based, mental health and remote area nursing.
<b>3. TECHNICIANS AND TRADES WORKERS</b>				
<b>31. Engineering, ICT and Science Technicians</b>				
3121-12	Building Associate	D	May 2013	Employers have difficulty recruiting building associates with experience in mid-tier civil engineering projects. Employers are generally looking for applicants with more than five years experience, and many applicants do not meet their expectations in terms of skills and experience.
3129-13	Mine Deputy	S	February 2013	Few applicants had the required mining and supervisory experience, deputy/shift supervisor tickets and knowledge of mine health and safety regulations. Less than 10 per cent of applicants were considered by employers to be suitable, and a relatively low proportion of surveyed vacancies were filled.

ANZSCO	Occupation	Rating	Date Assessed	Comment
<b>32. Automotive and Engineering Trades Workers</b>				
3211-11	Automotive Electrician	S	August 2012	Shortages of automotive electricians are widespread and have been persistent nationally for more than 15 years. A relatively low proportion of surveyed vacancies are filled and employers attract less than one suitable applicant per vacancy on average. Positions in general automotive electrical workshops located in or near resource-rich regions are particularly difficult to fill, with employers commenting they are generally unable to match the remuneration offered by mining companies and businesses servicing the mining industry.
3212-11,12,13	Motor Mechanics	S	September 2012	Shortages have existed for most of the last decade. Employers attract around one suitable applicant per vacancy and often have difficulty retaining staff.
3222-11	Sheetmetal Trades Worker	S	September 2012	Shortages of sheetmetal trades workers are evident in most states and territories. Employers often note that competition from the resources sector affects their ability to fill positions and retain workers.
3232-11,12,13	Fitters	R	September 2012	Shortages of fitters are evident in regional areas, particularly in states which have high levels of resources sector activity. Some vacancies remained unfilled as suitable applicants did not accept the offered pay and conditions.
3232-14	Metal Machinist (First Class)	S	September 2012	Less than a third of advertised vacancies were filled and employers attracted few applicants they to be considered to be suitable.
3241-11	Panelbeater	S	September 2012	Shortages of panelbeaters have been persistent, and employers in all states and territories attracted low numbers of suitable applicants.
3243-11	Vehicle Painter	S	September 2012	Employers in the majority of states have difficulty attracting qualified and experienced vehicle painters.
<b>33. Construction Trades Workers</b>				
3321-11	Floor Finisher	D	April 2013	Floor finisher is a broad occupation which includes diverse tasks associated with flooring at varying skill levels. Employers recruiting floor sanders experience difficulty. It is notable though that these positions often do not require formal training, with employers placing more emphasis on experience than qualifications.
3331-11	Glazier	R	October 2012	Shortages are in regional locations.

ANZSCO	Occupation	Rating	Date Assessed	Comment
3333-11	Roof Tiler	S	October 2012	Surveyed vacancies attracted few suitable applicants. The majority of employers require applicants to hold trade qualifications.
<b>34. Electrotechnology and Telecommunications Trades Workers</b>				
3421-11	Airconditioning and Refrigeration Mechanic	S	November 2012	Shortages of airconditioning and refrigeration mechanics have been recorded continuously over the past decade. A significant number of qualified applicants are considered by employers to be unsuitable.
3423-13	Electronic Equipment Trades Worker	S	September 2012	This occupation covers a diverse range of specialisations including security systems, fire protection, audio visual and gaming machine technicians, making assessment as a single labour market difficult. Employers attract large fields of applicants, but few are considered to be suitable. The majority of vacancies required a trade qualification and a number of years experience in a similar field in which the employer operates.
<b>35. Food Trades Workers</b>				
3513-11 3514-11	Chef/Cook	S	September 2012	Shortages of chefs/cooks have been persistent over the last decade. Employers attract multiple applicants but many are considered to be unsuitable as they lack the required level of experience or skills in a particular cuisine or sector of the market. Employers are ideally seeking fully qualified chefs/cooks. Positions for executive or head chefs are particularly difficult to fill.
3511-11	Baker	S	August 2012	Although there are shortages, employers recruiting for positions which require the full baking skill range find recruitment more difficult than those who need bakers to work with pre-prepared ingredients.
3511-12	Pastrycook	S	August 2012	Shortages exist despite some employers attracting large numbers of applicants.
3512-11	Butcher or Smallgoods Maker	S	July 2012	Shortages are notably for qualified and experienced butchers who have the full range of butchering skills. None of the surveyed vacancies were solely for smallgoods makers.
<b>36. Skilled Animal and Horticultural Workers</b>				
3622-12	Arborist	S	September 2012	There are shortages of experienced arborists who have relevant qualifications and tickets.

ANZSCO	Occupation	Rating	Date Assessed	Comment
<b>39. Other Technicians and Trades Workers</b>				
3911-11	Hairdresser	S	August 2012	Shortages are for apprenticeship-qualified hairdressers who have current experience.
<b>4. COMMUNITY AND PERSONAL SERVICE WORKERS</b>				
4211-11	Child Care Worker	S	September 2012	Shortages are most pronounced for diploma qualified child care workers.