



User guide to assessed occupations — 2014-15

This list provides a guide to the occupations assessed by the Department of Employment as part of its skill shortage research in 2014-15. It combines the results of research undertaken at the national and the state and territory levels to provide information about the labour market for skilled occupations at the national level. Ratings may, however, vary across the states and territories. Where an occupation is rated as being in shortage, the Department considers that shortages are widespread enough to be considered national, although they may not be apparent in every location. State and Territory Skill Shortage Lists are published at <http://docs.employment.gov.au/node/31447>. Reports analysing specific labour markets are accessible by clicking on the occupation titles.

Only occupations assessed by the Department in 2014-15 are listed, and shortages may be evident in some labour markets for which an assessment has not been made. See the [Technical notes](#) for definitions. Occupations marked with * have not been assessed continuously over the five years.

Occupation	National Rating	Number of years in shortage, five years to 2014-15
<u>Accountants</u>		
2211 Accountants	No shortage	0
<u>Agriculture and Horticulture Occupations</u>		
2341-11,12 Agricultural Consultant/Scientist	No shortage	2
3622-12 Arborist	Shortage	5
<u>Automotive Trades</u>		
3211-11 Automotive Electrician	Shortage	5
3212 (part) Motor Mechanics	Shortage	5
3241-11 Panelbeater	Shortage	5
3243-11 Vehicle Painter	No shortage	3
<u>Building Professions</u>		
1331-11 Construction Project Manager	No shortage	1
2321-11 Architect	No shortage	0
2322-12 Surveyor	Shortage	4
2326-11 Urban and Regional Planner	No shortage	0
2332-13 Quantity Surveyor*	Shortage	3*
<u>Building Technicians</u>		
3121-11 Architectural Draftsperson	No shortage	0
3121-12 Building Associate	No shortage	0
3121-14 Construction Estimator	Recruitment difficulty for positions in residential construction requiring five to 10 years experience	2
<u>Child Care Occupations</u>		
1341-11 Child Care Centre Manager	Shortage	3
4211-11 Child Care Worker	No shortage	4

Occupation	National Rating	Number of years in shortage, five years to 2014-15
Construction Trades		
3311-11 Bricklayer	Shortage	2
3311-12 Stonemason	Shortage	4
3312 Carpenters and Joiners	No shortage	0
3322-11 Painting Trades Worker	No shortage	0
3331-11 Glazier	Regional shortage	1
3332-11 Fibrous Plasterer	No shortage	0
3332-12 Solid Plasterer	Shortage	2
3333-11 Roof Tiler	Shortage	5
3334-11 Wall and Floor Tiler	Shortage	1
3341 Plumbers	Recruitment difficulty for roof plumbers	2
3941-11 Cabinetmaker	Shortage	2
Electrotechnology and Telecommunications Trades		
3411-11 Electrician (General)	No shortage	1
3421-11 Airconditioning and Refrigeration Mechanic	No shortage	4
3422-11 Electrical Linesworker	Regional shortage	3
3423-14,15 Electronic Instrument Trades Worker	No shortage	2*
3424 Telecommunications Trades Workers*	No shortage	0*
Engineering Professions and Technicians		
2332 (part) Civil Engineering Professionals (excluding Quantity Surveyor)	No shortage	2
2333-11 Electrical Engineer	No shortage	2
2335-12 Mechanical Engineer	No shortage	2
2336 Mining Engineer	No shortage	3
3122 Civil Engineering Draftspersons and Technicians	No shortage	2
Engineering Trades		
3222-11 Sheetmetal Trades Worker	Shortage	5
3223-11 Metal Fabricator	No shortage	1
3223-13 Welder (First Class)	No shortage	0
3231 Aircraft Maintenance Engineers	No shortage	1
3232 (part) Fitters	No shortage	1
3232-14 Metal Machinist (First Class)	Shortage	4
Food Trades		
3511-11 Baker	Shortage	5
3511-12 Pastrycook	Recruitment difficulty for à la carte restaurants	3
3512-11 Butcher or Smallgoods Maker	Regional shortage	4
3513-11 Chef	No shortage	4
Hairdressers		
3911-11 Hairdresser	Shortage	4

Occupation		National Rating	Number of years in shortage, five years to 2014-15
Health Professions			
2346-11	Medical Laboratory Scientist	No shortage	0
2512-11	Medical Diagnostic Radiographer	Recruitment difficulty for radiographers in some locations where training is not available	0
2512-12	Medical Radiation Therapist	No shortage	0
2512-14	Sonographer	Shortage	5
2514-11	Optometrist	Shortage	4
2515-11,13	Hospital and Retail Pharmacist	No shortage	0
2523-12	Dentist	No shortage	0
2524-11	Occupational Therapist	No shortage	0
2525-11	Physiotherapist	Recruitment difficulty for positions in aged and disability care and in smaller states and territories	3
2526-11	Podiatrist	No Shortage	1
2527-11	Audiologist*	Shortage	2*
2527-12	Speech Pathologist	No shortage	1
Nurses			
2541-11	Midwife	Shortage	4
2544	Registered Nurses	No shortage	2
4114-11	Enrolled Nurse	No shortage	3
Resources Related Occupations			
2336	Mining Engineers	No shortage	3
2344	Geologists and Geophysicists	No shortage	3
School Teachers			
2411-11	Early Childhood (Pre-primary School) Teacher	No shortage	2
2412-13	Primary School Teacher	No shortage	0
2414-11	Secondary School Teacher	No shortage	0
2415	Special Education Teachers	No shortage	0
Other Occupations			
2713-11	Solicitor*	No shortage	0*

TECHNICAL NOTES

Ratings in this report reflect discussions with a large number of employers and recruitment agents and it is important to note that employers' recruitment experiences can vary widely, even within an individual occupation in similar locations.

The Department assigns skill shortage ratings to occupations based on the results of SERA, as well as consideration of a range of labour market indicators. A rating of 'shortage' does not necessarily indicate that every applicant will readily gain employment and a rating of 'no shortage' does not suggest that good applicants will experience difficulty gaining employment.

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.

Occupations are assigned the following ratings:

Shortage: Skill shortages exist when employers are unable to fill or have considerable difficulty filling vacancies for an occupation, at current levels of remuneration and conditions of employment, and reasonably accessible location.

Recruitment Difficulty: Recruitment difficulties occur when some employers have difficulty filling vacancies for an occupation. There may be an adequate overall 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.

No Shortage: Research has not identified widespread significant difficulty filling vacancies. This does not mean individual employers in some locations or those seeking specialised skills will readily fill their vacancies.

Details of the Department's Skill Shortage Research methodology are published at <http://docs.employment.gov.au/node/34245>
