

ANZSCO 3411-11 Electrician (General)

Victoria
August 2017

Current labour market rating

Previous labour market rating (August 2016)

Regional shortage

No shortage

Comments

Shortages were evident in regional Victoria for the electrician (general) occupation. Previously, regional shortages were evident for this occupation in 2014 and 2015 but not in 2016.

Survey results¹

- The survey found that 84 per cent of vacancies were filled, the second highest result in five years.
 - Metropolitan vacancies had a 94 per cent fill rate while regional vacancies had a 67 per cent fill rate.
- On average there were 22.9 applicants per vacancy and 1.7 suitable applicants per vacancy.
 - Metropolitan vacancies were filled from an average of 1.9 suitable applicants per vacancy while regional vacancies received 1.3 suitable applicants per vacancy, on average.
- Since the previous year the average number of applicants and suitable applicants per vacancy decreased, as did the vacancy fill rate (from 94 down to 84 per cent).

Employer requirements

- Vacancies covered a range of electrical roles (from maintenance and servicing to the installation of electrical systems and solar power) across the domestic, commercial and industrial sectors.
- All employers were seeking electricians with an A Grade licence, well developed trade skills and previous experience in the same sector.
 - Most employers considered sector-specific experience to be more important than minimum duration of experience as they did not think skills were readily transferable between sectors.
- Employers commonly required applicants to have a car driver licence, an industry induction card and an elevated work platform licence. Additional sector-specific accreditation, registration or licences were sometimes required as well, depending on the role.
- General trade capabilities commonly required by employers included the ability to interpret electrical specifications as well as excellent fault finding and rectification skills.
- Key personal attributes that employers sought in applicants included excellent interpersonal and communication skills, effective time management, a flexible attitude and stable work history.

Unsuitable qualified applicants

- The proportion of qualified applicants was 81 per cent, however, 90 per cent of these were found to be unsuitable.

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business - Document library, Australian Government](#) and can also be accessed by the QR code.



- The main reason qualified applicants were considered unsuitable was that they did not possess sufficient experience in the relevant sector.
- Applicants with poor interpersonal skills were also considered unsuitable as client liaison is an important aspect of the electrician occupation.

Unfilled vacancies

- The main reason for unfilled vacancies was insufficient suitable applicants.
- The lower regional fill rate was mainly due to a lack of local suitably qualified, experienced electricians or suitable applicants prepared to move to a regional area.

Demand and supply trends

- Most indicators suggest that demand for electricians (general) in Victoria is likely to continue to increase, however, it is unclear to what extent it will be met by supply into the foreseeable future.
- Demand for electricians is driven by residential, commercial and industrial building construction; industrial infrastructure projects, as well as household discretionary income.²
 - The total value of construction work done in the June 2017 quarter in Victoria was 35 per cent higher than in the June 2012 quarter, eight percentage points more than the national increase.³
 - The estimated value of engineering construction work done in Victoria has remained steady across the five year period to March 2017, however, work done in the telecommunications and recreation sectors increased during this period.⁴
 - Nationally, growth in household discretionary income has been subdued over the past five years but is expected to grow over the next 12 months.⁵
- The roll out of the National Broadband Network (NBN) combined with Victoria State Government investment in infrastructure projects (such as major rail projects, road upgrades and new and upgraded schools and health facilities) is also expected to drive demand for electricians in Victoria.⁶
- Online vacancies have trended down over the five years to August 2017.⁷
- An apprenticeship, including completion of a Certificate III qualification, is the main pathway into this trade.⁸
 - Over the four quarters to March 2017, there was a 13 per cent decrease in commencements relating to the electrician occupation in Victoria.

² IBISWorld Industry Report E3232 *Electrical Services in Australia*, March 2017

³ Australian Bureau of Statistics (ABS), Cat. No. 8755.0, *Construction Work Done, Preliminary*, Table 5. Chain volume measures, seasonally adjusted, June 2017

⁴ ABS Cat. No. 8762.0 *Engineering Construction Activity, Australia*, Table 16 Value of Building Work Done by Sector, Victoria, Original, March 2017

⁵ IBISWorld Industry Report E3232 *Electrical Services in Australia*, March 2017

⁶ Victoria State Government, *Getting on with the job – Victorian Budget 17/18*, Overview

⁷ Department of Employment, Internet Vacancy Index, July 2017, 12 month moving average

⁸ Australian and New Zealand Standard Classification of Occupations (ANZSCO), First Edition, Revision 1 (At least three years of relevant experience may substitute for the formal qualification. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification. Registration or licensing is required.)

- Over the four quarters to March 2017 there was a 10.5 per cent decrease training completions of certificate III courses relating to the electrician occupation. continues a downward trend since the four quarters to March 2015, despite an overall upward trend (and some fluctuations) since the four quarters to March 2007.⁹
- Energy Safe Victoria (ESV) indicates that in 2016-17 the number of new A Class licences and licence renewals decreased by 11 per cent and 5.7 per cent respectively since the previous year. Between 2015-16 and 2016-17 the total number of all licence types issued in Victoria increased by 2.0 per cent.¹⁰

Outlook

- In August 2017 both the construction and purchase of dwellings reached five year peaks.¹¹ As well, the total value of building approvals reached a five year peak in September 2017 and continues to trend up,¹² despite a 12 per cent decrease since February 2015 in the total number of dwelling units approved.¹³
- In the March quarter 2017, the value of total residential work done in Victoria rose by 6.0 per cent, compared with a 2.4 per cent decline nationally.¹⁴ Strong population growth is likely to mitigate any fall in residential construction in Victoria in the period ahead.¹⁵
- Investment in rooftop photovoltaic systems peaked in March 2017 and is expected to remain high over the next three years.¹⁶ This is likely to increase demand for electricians with solar power installation experience. Other expected growth areas include installation of networking systems for electronic data transfer, LED energy efficient lighting, security installation and maintenance.¹⁷

⁹ National Centre for Vocational Education Research (NCVER), *Apprentices and Trainees*, March 2017, estimates (limited to Certificate III) NB: The immediate effect of training completions on supply to this trade may be limited due to a number of employers requiring sector-specific experience, in addition to a trade qualification.

¹⁰ Energy Safe Victoria, *Draft Annual Report 2016-17*

¹¹ ABS, Cat. No. 5609.0 *Housing Finance, Australia*, Table 10a. Housing Finance Commitments, Original, VIC November 2017

¹² ABS, Cat. No. 8731.0, *Building Approvals, Australia*, Table 31. Value of Building Approved, Flow, VIC September 2017

¹³ ABS, Cat. No. 8731.0, *Building Approvals, Australia*, Table 02. Number of Dwelling Units Approved, Trend, VIC September 2017

¹⁴ Department of Employment, *Developments in the Victorian Economy and Labour Market*, October 2017

¹⁵ Ibid.

¹⁶ Australian Energy Market Operator (AEMO), *Electricity Forecasting Insights for the National Electricity Market*, June 2017

¹⁷ IBISWorld Industry Report E3232, *Electrical Services in Australia*, March 2017