



Skill Shortage List

Australia

2016-17

This list reflects research undertaken by the Department of Employment in 2016-17. It shows only skilled 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 at employment.gov.au/skill-shortages.

This list combines the results of the research undertaken at the national and the state and territory level to provide information about shortages which are widespread enough to be considered national. Shortages may not, however, be evident in every state and territory. It complements the [State and Territory Skill Shortage Lists](#).

Ratings of shortage reflect employers' recruitment experience for workers with around three years or more experience in the relevant occupation. Shortages may exist in occupations which have relatively high rates of 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 employment.gov.au/skill-shortages.

The lack of a rating for an occupation does not necessarily imply 'no shortage' as the occupation may not have been assessed. Labour markets can change quickly and vary by location. The assessments made here reflect the labour market at the date shown.

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 recruit suitable workers for reasons which include: the specific experience or specialist skill requirements of the vacancy; differences in hours of work required by the employer and those sought by applicants; or particular locational or transport issues.

Definition of occupation

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

PROFESSIONALS

Occupation Group	ANZSCO	Occupation	National Rating	Date Assessed	Comment
Design, Engineering, Science and Transport Professionals	2321-11	Architect	S	April 2017	The shortages are essentially restricted to large eastern states.
Design, Engineering, Science and Transport Professionals	2322-12	Surveyor	S	April 2017	Shortages are mainly for cadastral surveyors in the larger eastern states.
Design, Engineering, Science and Transport Professionals	2332,11,12,14,15	Civil Engineering Professionals	D	April 2017	The recruitment difficulty is for civil engineering professionals with skills and experience in structural engineering.
Design, Engineering, Science and Transport Professionals	2347-11	Veterinarian	S	March 2017	
Health Professionals	2512-11	Medical Diagnostic Radiographer	R	June 2017	
Health Professionals	2512-14	Sonographer	S	June 2017	
Health Professionals	2514-11	Optometrist	R	June 2017	Optometrist graduate outcomes remain strong and employers continue to experience difficulty recruiting, but higher training rates are resulting in some easing in the labour market
Health Professionals	2515-11,13	Hospital and Retail Pharmacist	R	June 2017	
Health Professionals	2525-11	Physiotherapist	R	June 2017	
Health Professionals	2527-11	Audiologist	S	May 2017	
Health Professionals	2541-11	Midwife	R	June 2017	
Legal, Social and Welfare Professionals	2713-11	Solicitor	D	February 2017	The recruitment difficulty is for solicitors with five or more years of experience.

TECHNICIANS AND TRADES WORKERS

Occupation Group	ANZSCO	Occupation	National Rating	Date Assessed	Comment
Engineering, ICT and Science Technicians	3121-14	Construction Estimator	S	April 2017	A shortage of experienced construction estimators is evident across most sectors of the industry. Employers in New South Wales and Victoria, and those seeking estimators with at least five years of experience, have the least success in filling vacancies.
Engineering, ICT and Science Technicians	3132-11	Radiocommunication Technician	R	November 2016	Shortages are evident for qualified radiocommunication technicians in regional areas.
Automotive and Engineering Trades Workers	3211-11	Automotive Electrician	S	December 2016	
Automotive and Engineering Trades Workers	3212-11,12,13	Motor Mechanics	S	December 2016	
Automotive and Engineering Trades Workers	3222-11	Sheetmetal Trades Worker	S	December 2016	
Automotive and Engineering Trades Workers	3232-11, 12,13,14	Metal Fitters and Machinist	D	December 2016	There is marked variation in this labour market by location. There are large numbers of applicants in resource states but shortages are apparent in NSW and the ACT and employers in other areas have some difficulties recruiting workers with specialist skills.
Automotive and Engineering Trades Workers	3233-13	Locksmith	S	December 2016	
Automotive and Engineering Trades Workers	3241-11	Panelbeater	S	December 2016	
Automotive and Engineering Trades Workers	3243-11	Vehicle Painter	S	December 2016	

Occupation Group	ANZSCO	Occupation	National Rating	Date Assessed	Comment
Construction Trades Workers	33	Construction Trades Workers		July to December 2016	There is marked variation in the construction trades labour market nationally. Shortages are evident in the eastern states (which comprise the majority of the construction trades labour market) where construction activity is strongest. Activity varies in other locations with surplus construction trades worker capacity apparent in WA. See individual state research for more detailed information.
Construction Trades Workers	3311-11	Bricklayer	S	September 2016	See construction trades workers comments above.
Construction Trades Workers	3311-12	Stonemason	S	September 2016	
Construction Trades Workers	3322-11	Painting Trades Worker	S	September 2016	See construction trades workers comments above.
Construction Trades Workers	3331-11	Glazier	S	September 2016	Shortages are evident in the eastern mainland states.
Construction Trades Workers	3332-11	Fibrous Plasterer	S	September 2016	See construction trades workers comments above.
Construction Trades Workers	3332-12	Solid Plasterer	S	September 2016	Shortages are restricted to the eastern states.
Construction Trades Workers	3333-11	Roof Tiler	S	August 2016	Shortages are most evident in the eastern states.
Construction Trades Workers	3334-11	Wall and Floor Tiler	S	September 2016	Shortages are restricted to the eastern states.
Construction Trades Workers	3341	Plumber	D	September 2016	Employers in some states experience difficulty recruiting for multi-skilled plumbers, roof plumbers and gas or sprinkler fitters.

Occupation Group	ANZSCO	Occupation	National Rating	Date Assessed	Comment
Construction Trades Workers	3941-11	Cabinetmaker	S	September 2016	
Electrotechnology and Telecommunications Trades Workers	3421-11	Airconditioning and Refrigeration Mechanic	S	August 2016	
Electrotechnology and Telecommunications Trades Workers	3424	Telecommunications Trades Workers	S	December 2016	Employers have marked difficulty recruiting telecommunications trades workers who meet their skill needs. Those in regional areas attract very few candidates and shortages are most prominent in these areas.
Food Trades Workers	3511-11	Baker	S	October 2016	
Food Trades Workers	3511-12	Pastrycook	S	October 2016	
Food Trades Workers	3512	Butchers and Smallgoods Maker	S	December 2016	
Food Trades Workers	3513-11	Chef	D	December 2016	This is a large and diverse labour market with limited transferability of skills across cuisines and establishment types. There are marked differences in employers' ability to recruit but there are relatively few suitable applicants per vacancy overall. The nature and extent of recruitment difficulties vary by location.
Skilled Animal and Horticultural Workers	3622-12	Arborist	S	September 2016	
Hairdressers	3911-11	Hairdresser	S	August 2016	Shortages are evident for trade qualified and experienced hairdressers. Employers generally consider those who hold fast-tracked hairdressing qualifications to be unsuitable.