



Construction Project Manager ANZSCO 1331-11

Australia
April 2019

Current labour market rating: Shortage

The national labour market for construction project managers has tightened, with this year's survey recording the lowest proportion of vacancies filled since 2011.

Key research findings

- The proportion of construction project manager vacancies filled has been trending downwards since 2014 (Figure 1) and at 53 per cent, is currently at its lowest level in eight years.
 - The average numbers of applicants and suitable applicants per vacancy have also declined steadily since their respective peaks in 2013 and 2015.
- Recruitment difficulties were evident across both the building and civil construction sectors.
- A number of employers stated high levels of building and civil construction activity have led to strong demand for experienced workers. Many employers stated that offering higher remuneration was often the only way to attract sufficiently experienced workers to fill their roles.
- Around 90 per cent of the qualified applicants were considered unsuitable, mainly because they lacked the specific experience employers sought (e.g. experience with similar sized or commercial construction projects).
 - Almost all employers required a bachelor's degree in construction, architecture or engineering and at least three to five years of experience in similar roles.
 - Experience with local building codes and regulations, as well as strong communication and stakeholder management skills, were essential criteria for most positions.

Demand trends

- There has been strong growth in the demand for construction project managers over the last few years.
- The value of building work and the value of engineering construction work done in Australia grew by 5 and 8 per cent, respectively, in the two years to December 2018. Current activity levels remain high, although growth has slowed in the last year.

2019 Survey Results¹



53%
of vacancies filled



24.5
Applicants per vacancy

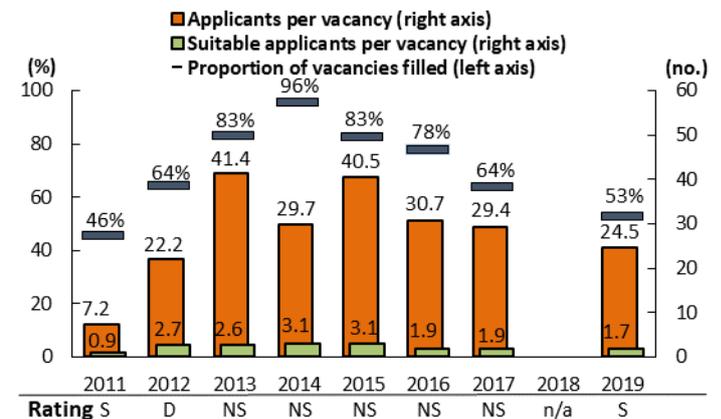


16.1
Qualified applicants per vacancy



1.7
Suitable applicants per vacancy

Figure 1: Survey results, Construction Project Manager, 2011 to 2019



Key to ratings: S = Shortage; D = Recruitment difficulty; NS = No shortage; n/a = Not assessed

- Internet advertised vacancies increased by 13 per cent in the year to February 2018, followed by slower growth of 4 per cent in the year to February 2019.
- Over the five years to February 2018, employment in the broad occupational group construction managers (which includes construction project managers) increased by around 45 per cent. In the last year, however, employment in this group has decreased by around 9 per cent.
- Employment of construction project managers is projected to increase by 13.3 per cent over the five years to May 2023, compared with projected growth of 7.1 per cent for all occupations.

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology](#)

Additional Data Sources: ABS, 8752.0, Building Activity, Australia, December 2018; ABS, 8762.0, Engineering Construction Activity, December 2018; ABS, Labour Force, Department of Employment, Skills, Small and Family Business trend; Department of Employment, Skills, Small and Family Business, Internet Vacancy Index, February 2019, Occupation Employment Projections to May 2023.