



Civil Engineering Professionals

ANZSCO 2332-11, 12, 14, 15

Australian Capital Territory
April 2019

Current labour market rating: Shortage

While there are many qualified applicants in this labour market, very few are considered suitable and a substantial number of vacancies remain unfilled. Despite the construction of the light rail network reaching completion, other public, commercial and residential construction activity will continue to drive demand for these professionals.

Key research findings

- Civil engineering professionals design, plan, organise and oversee the construction of civil engineering projects. This classification of civil engineer also includes structural engineers, transport engineers and geotechnical engineers.
- Some 38 per cent of surveyed vacancies were filled and, on average, there was one suitable applicant per vacancy.
- While employers attracted an average of 14.9 applicants per vacancy, the vast majority were not considered suitable.
- A large proportion of qualified applicants were considered unsuitable as they lacked the relevant experience required for the position. Employers often emphasised the importance of specific experience related to the job role.
 - Some employers required applicants to have local experience and familiarity with relevant local or national building codes and standards.
 - For intermediate and senior level roles, a number of employers sought applicants who had specific project experience and who required minimal on-the-job training.
- Some employers remarked that it can be difficult to attract and retain engineers in the ACT compared with other larger cities.

2019 Survey Results¹



38%
of vacancies filled



14.9
Applicants per vacancy



6.5
Qualified applicants per



1.0
Suitable applicants per vacancy

Demand and supply²

- At the time of the 2016 Census, there were around 470 civil engineering professionals employed in the ACT, with more than 60% employed in the construction industry or in engineering consultancy firms.
- The value of engineering construction in the ACT declined over the year to the March quarter 2019, down by around 15%, likely reflecting the winding down of the construction of the light rail.
- The number of internet vacancies for civil engineering professionals in the ACT has declined slightly, down by 8% over the year to April 2019, however, it remains at relatively high levels.
- Notably, overall construction activity in the ACT remains robust, with the value of construction work at high levels in the March quarter. This should continue to support demand for civil engineers in the ACT in the short term.
- A bachelor's degree in civil engineering was introduced in the ACT in 2016, with the first cohort of students set to graduate in late 2019. This is expected to increase the local supply of civil engineering graduates.

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

² Data sources: ABS, Census of Population and Housing, 2016; Deloitte Access Economics, *Business Outlook, March 2019*; Department of Employment, Skills, Small and Family Business, Internet Vacancy Index, March 2019; ABS, Engineering Construction Activity, Australia, March 2019.