



Civil Engineering Professionals

ANZSCO 2332-11,12,14,15

Victoria
March 2019

Current labour market rating: No shortage

A majority of vacancies were filled across all civil engineering sectors.

Key research findings

- Employers filled two-thirds of civil engineering vacancies from an average of 18.1 qualified and 2.6 suitable applicants per vacancy.
- Almost all successfully filled vacancies received multiple suitable applicants.
- The main reason for applicant unsuitability was a lack of sector-specific experience.
- For junior positions, employers emphasised the importance of employability qualities such as personal attributes and attitude.
- Some senior roles requiring extensive experience were particularly difficult to fill.

Demand and supply

- Online advertisements for civil engineers increased by 4.6 per cent over the year to March 2018 and by an annual average of 23.1 per cent over five years to March 2018.
- In 2017, 438 people completed the civil engineering bachelor degree in Victoria compared to an annual average of 387 completions between 2012 and 2017.
- A number of large infrastructure projects were announced over the last year.
 - The underlying driver for projects in Victoria is a very high population growth rate that has averaged almost 2.3 per cent per annum since 2013-14.
 - The value of engineering construction activity work yet to be done in December 2018 was 16.3 billion dollars, which is 336 per cent greater than the year ending 2017. Three quarters of the value of work to be done is in the railway and road infrastructure sectors.

2019 Survey Results¹

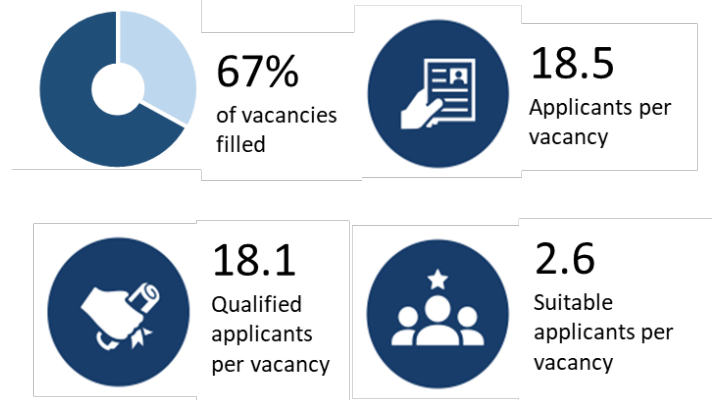
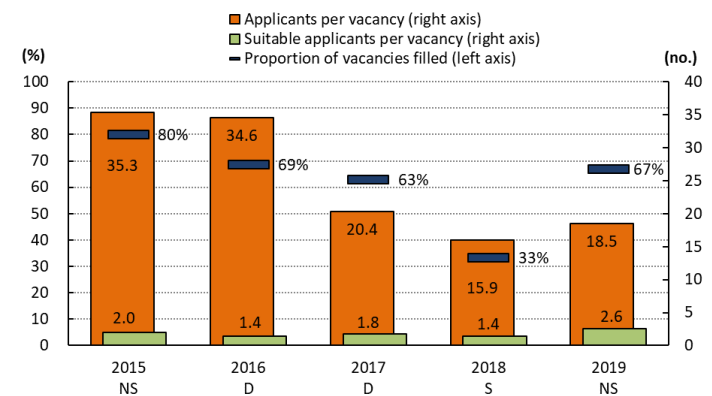


Figure 1: Survey results, Civil Engineering Professionals, 2015 to 2019



Key to ratings: S = Shortage; D = Recruitment difficulty; NS = No shortage

- Victoria has established the Office of Projects Victoria. The Office has commenced workforce capability and capacity building initiatives for engineering professionals. These are:
 - Improved workforce planning to map the current and future delivery workforce needs against the Victorian major projects pipeline.
 - Develop skills and capability by designing a program of supports for project delivery staff.
 - Improving skills sourcing.

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

Additional Data Sources: ABS 3101.0 Australian Demographic Statistics, Sep 2018, Summary; ABS Engineering Construction Activity, Australia, Table 17, Value of Work; Department of Education and Training, Higher Education Student Data Collection, 2017, customised tables; Department of Jobs and Small Business, Internet Vacancy Index, March 2019; Office of Projects Victoria, opv.vic.gov.au