



# Solicitor

## ANZSCO 2713-11

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### Current labour market rating – No shortage

The majority of employers recruiting for solicitors attract a high number of qualified applicants and are able to fill their vacancies relatively easily. Employers recruiting for vacancies based outside the capital cities, though, appear to have more difficulty recruiting.

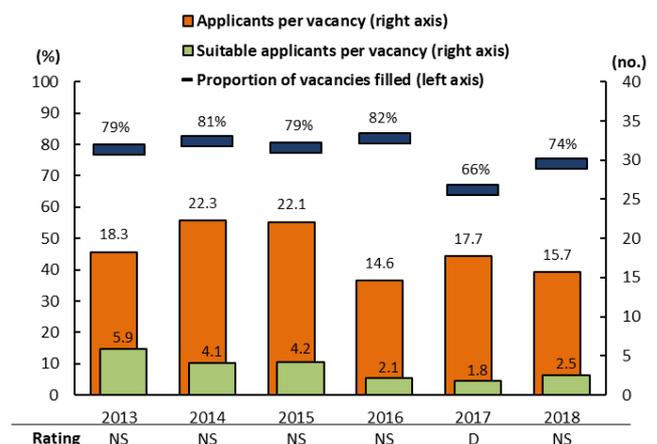
### Key issues

- Overall, employers attracted a relatively high number of qualified and suitable applicants and a high proportion of surveyed vacancies were filled (74 per cent).
  - Some regional employers with unfilled vacancies had suitable applicants apply, but they were not willing to relocate due to the employers' location.
- That said, employers based in regional areas tended to have less success filling their vacancies and attracted smaller applicant numbers. It is important to note, however, that relatively few vacancies were identified in regional areas during the research period.
- Demand indicators for solicitors are mixed. The number of employers recruiting for solicitors increased strongly over the last year, with internet vacancy levels increasing by 10 per cent over the year to March 2018.
- On the other hand, data from the ABS Labour Force Survey, while variable, suggests that the number of employed solicitors fell by 3 per cent over a similar period.
- Higher education training numbers in Law have grown strongly over the decade to 2016.
  - Around 20,000 students commenced Law studies in 2016, while there were around 14,000 completions.

### 2018 Survey results<sup>1</sup>



Figure 1: Survey results, Solicitor, 2013 to 2018



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

### Unsuitable applicants

- Employers considered qualified applicants unsuitable if they lacked the experience required for the role.
  - The vast majority of employers required applicants to have three or more years of experience working in a similar position.
  - Experience in the specific field of law (such as commercial or family law) related to the vacancy was also a requirement for most employers.
- Other reasons for unsuitability included poor communication skills or organisational fit and a poor written application or interview performance.

<sup>1</sup>The methodology underpinning this research is outlined at Skill Shortage Research Methodology | Department of Jobs and Small Business - Document library, Australian Government.

Additional data sources: ABS, Labour Force, February 2018; Department of Jobs and Small Business, Internet Vacancy Index, March 2018, 12 month moving average; Department of Education and Training, Higher Education Statistics (domestic students).