



# ANZSCO 312211,12 Civil Engineering Draftsperson Technician

Queensland

April 2017

**Current labour market rating**

**No Shortage**

Previous labour market rating (April 2016)

No Shortage

## Comments

*Employers reported no difficulty recruiting staff with suitable experience for civil engineering draftspersons and technicians in metropolitan and regional areas in Queensland.*

## Survey results

- The Department of Employment survey of employers who had recently advertised for civil engineering draftspersons and technicians found that most vacancies were filled within six weeks of advertisement.
- On average, for both metropolitan and regional vacancies there were around 50 applicants per vacancy. This is a significant increase to last year which was 19 applicants per vacancy. Employers reported that there has been a decrease in the projects available which may be the reason for more applicants as there is less available work.
- All of the employers contacted for this report required applicants to have relevant diploma-level or equivalent qualifications with some experience in particular sectors, for example structural design, roads, and drainage. Employers also required applicants with proficiency in design software, especially 12D Model and AutoCAD, Microsoft applications and good communication skills.
- Employers most commonly sought drafters or designers with specific experience, for example civil construction and knowledge of local planning codes.
- A small number of employers reported that they successfully recruited persons with the right qualification and experience however their current employers made a counter offer. Some employers stated that highly skilled and experienced drafters often contract their services out across various businesses seeking a higher pay rate in preference to the ongoing employment conditions offered as a permanent employee. These issues were the only indications of any recruitment difficulties and were limited to a small number of employers. Despite such issues those employers were almost always able to fill their vacancies within six weeks.

## Unsuitable applicants

- Unsuitable applicants were excluded by employers mainly because they lacked relevant qualifications, skills or industry experience.
- A number of employers indicated that working in Australia was essential to gain the required knowledge of local statutory requirements and building codes and to have the experience in dealing with local councils.

- Employers deemed some applicants unsuitable because they were not considered to be a good cultural fit for the company.
- A small number of employers stated that Queensland vacancies are harder to fill and attributed this to there being more work in New South Wales and Victoria at present. Similarly, regional employers stated that location made recruitment more difficult, however, despite these comments almost all vacancies were filled within six weeks.

### **Demand and supply trends**

- Figures from the Australian Bureau of Statistics (ABS) show that the trend estimate for the value of total engineering construction work done rose 6.1 per cent in the March 2017 quarter compared to the March 2016 quarter.<sup>1</sup>
- Conversely, the ABS estimate for the value of total building construction work done dropped 10.3 per cent in the March 2017 quarter compared to the March 2016 quarter.<sup>2</sup>
- According to the Department of Employment's Internet Vacancy Index, the online vacancy for civil engineering draftspersons and technicians shows an ongoing increase in advertisements over the two years to March 2017.<sup>3</sup>
- The most recent Counts of Australian Businesses shows that the number of Engineering Design and Engineering Consulting Services with one or more employees decreased 0.6 per cent between the period 2014-15 and 2015-16.<sup>4</sup>
- The Department of Immigration and Border Protection data indicates that temporary skilled migration is a minor source of supply to this occupation, with 10 class 457 visas granted for positions in Queensland in the nine months to 31 March 2017. Although this figure is an increase relative to 2015-16 it remains well below the most recent peak of 134 in 2011-12.<sup>5</sup>
- Formal entry to these occupations is via a diploma, advanced diploma or two-year associate degree. As some potential qualifications for civil engineering draftspersons or technicians do not identify a specialisation, it is difficult to accurately quantify supply.

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<sup>1</sup> ABS, 8762.0 Engineering Construction Activity

<sup>2</sup> ABS, 8752.0 Building Activity Australia

<sup>3</sup> Department of Employment

<sup>4</sup> ABS, 8165.02 Businesses by Main State

<sup>5</sup> Department of Immigration and Border Protection