



Motor Mechanic

ANZSCO 3212-11,12,13

Western Australia
December 2018

Current labour market rating:

Motor Mechanic (General): Shortage

Diesel Mechanic: Shortage

Motorcycle Mechanic: Unable to rate¹

On average, surveyed employers seeking Mechanics (General) and Diesel Mechanics attracted less than 1.0 suitable applicant per vacancy, with a majority of vacancies remaining unfilled due to high levels of competition for suitably qualified and experienced applicants.

Key research findings

- Shortages of Motor Mechanics (General) were evident across the state, with employers attracting an average of 0.8 suitable applicants per vacancy and filling 50 per cent of their vacancies.
- Metropolitan employers attracted an average of 1.0 suitable applicants per role, but were able to fill only 33 per cent of their vacancies.
 - These employers reported difficulties filling their vacancies because of a lack of suitable applicants. In some cases suitable applicants declined to accept a position as their existing employer offered higher wages to retain them on staff.
- Regional employers attracted an average of 0.7 suitable applicants and filled 67 per cent of their roles.
 - Regional employers noted it was difficult to source and retain suitable candidates, despite offering above award wages.
 - Some advertised for many months prior to securing suitable applicants, while other employers had applicants leave roles within a few weeks of commencing, in favour of higher paying positions. This issue was particularly prevalent in towns where the mining sector had a large presence.
- Applicants were most often deemed unsuitable due to lacking a qualification as a light vehicle mechanic. Of those applicants who were qualified (around 30 per cent), 56 per cent were deemed unsuitable.

2018 Survey Results²



42%
of vacancies
filled



6.6
Applicants per
vacancy



1.7
Qualified
applicants
per vacancy



0.7
Suitable
applicants per
vacancy

- Employers largely found qualified applicants to be unsuitable as many lacked the depth and breadth of the skills and experience sought. This was especially the case for roles in the service and repair of European passenger vehicles.
- Diesel mechanics were also found to be in shortage, with employers attracting an average of 0.5 applicants per vacancy and filling 33 per cent of roles.
 - Metropolitan employers reported an overall lack of suitable applicants. Regional employers advised the struggled due to the location of their roles, and suitable applicants accepting higher paying roles in the mining sector.
- The lack of a qualification was the main reason applicants were deemed unsuitable. Similar to employers looking for light vehicle mechanics, those looking for diesel mechanics attracted a low proportion of qualified applicants (23 per cent) but found an even higher proportion unsuitable (81 per cent).
 - Employers deemed qualified applicants unsuitable largely due to applicants lacking the skills and experience they required, poor presentation at interview and poor references. Some employers rejected applicants who sought higher wages.

Demand and supply

- Vacancies for mechanics have risen by 42 per cent over the year to December 2018.
- Course completions are at their lowest point in 10 years.

¹ Sufficient data was not obtained to rate the availability of Motorcycle Mechanics.

² The methodology underpinning this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business](#).

Additional Data Sources: Department of Jobs and Small Business, Internet Vacancy Index December 2018; NCVER, Apprentices and Trainees, June 2018, estimates; NCVER, Apprentices and Trainees, March 2018, estimates.