

Metal Fabricator ANZSCO 3223-11

Australian Capital Territory September 2018

Current labour market rating: Shortage

While recruitment difficulty in this labour market has eased over the last year, few applicants are considered suitable and half of all employers surveyed had one or more unfilled vacancies.

Key research findings

- The labour market for metal fabricators is small with just 150 people employed in this trade in the ACT at the time of the 2016 census.
- Most surveyed vacancies were for roles manufacturing items for use in commercial and residential construction.
- Employers were able to fill considerably more vacancies in 2018 (69%), compared with a year earlier, when less than 10% were filled.
- While the degree of difficulty recruiting has clearly eased compared with recent years there was:
 - less than one suitable applicant per vacancy, on average; and
 - half of employers surveyed had at least one unfilled vacancy.
- There was an average of 7.0 applicants per vacancy, however, one employer attracted a very large pool of candidates. When this employer is excluded the average falls to around 4.8 per vacancy.
- There were 3.0 qualified applicants, on average, per vacancy, however, almost three quarters of these applicants were not considered suitable.
- There was a variety of reasons applicants were considered unsuitable including, having insufficient experience or technical skills, a poor attitude or not being a good fit for the company.
- In 2018, additional metal trade occupations were assessed (sheetmetal trades workers, welders, fitters and machinists) in the ACT, but there were insufficient data to determine a rating for these occupations.

2018 Survey Results¹



69%
of vacancies
filled



7.0
Applicants per
vacancy

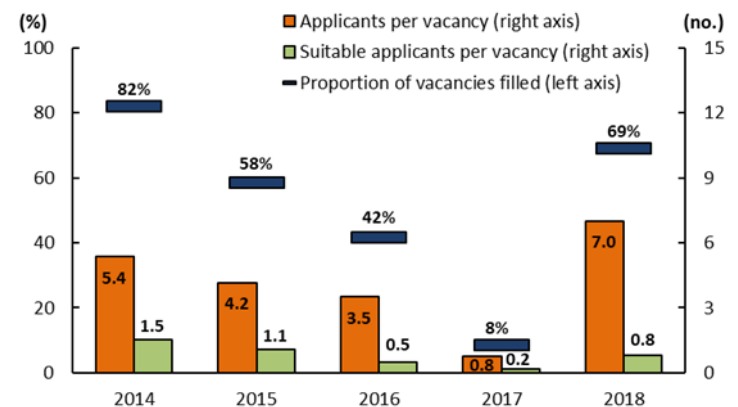


3.0
Qualified
applicants
per vacancy



0.8
Suitable
applicants per
vacancy

Figure 1: Survey results, Metal Fabricator, ACT, 2014 to 2018



Demand and supply

- Around 60 per cent of metal fabricators in the ACT are employed in the Manufacturing industry and a further 18 per cent in Construction. Construction, though, is a key driver of demand with much of the manufactured steel products being used by this sector.
 - The value of construction work done in the ACT, increased by 11% over the year and is 25% higher than five years ago.
- Apprenticeship numbers for fabrication engineering trades are low in the ACT, with fewer than 10 apprenticeship completions per year over the last two years.

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business](#).

Additional Data Sources: ABS, Census of Population and Housing, 2016; ABS, Construction Work Done, Preliminary, September 2018, chain volume measures, trend; NCVER, VOCSTATS, Apprentices and Trainees, June 2018