

Fitters

ANZSCO 3232-11,12,13

Queensland
November 2018

Current labour market rating: No shortage

While shortages of fitters are not evident at the state level, there does appear to be some mismatch in labour supply. A few employers were able to choose between multiple suitable applicants, while the remainder did not attract enough suitable applicants to fill all their vacancies.

Key research findings

- The labour market for fitters is large, with more than 20,000 employed in Queensland at the time of the 2016 Census.
- Employers had less difficulty recruiting fitters in 2018, with 65% of vacancies being filled within four weeks of advertising, up from 41% a year earlier.
- There was a high average number of applicants (21.6 per vacancy) and suitable applicants (3.1 per vacancy).
- Some employers had unfilled vacancies despite attracting suitable applicants. These roles were not filled because the suitable applicants had found other work. In addition, a small number of employers filled their vacancies, but the time taken was lengthy.
- There was a large variation in the size of candidate fields, suggesting some mismatch in labour supply across this occupation.
- Around 60% of employers had multiple suitable applicants (on average, 4 suitable per vacancy). The remaining employers, however, had an average of 0.4 suitable applicants per vacancy.
- Only 14% of applicants were considered to be suitable. The main reasons applicants were not considered suitable was because they:
 - did not hold a relevant qualification or lacked the required technical skills or experience in the occupation;
 - lacked the specific skills sought by the employer; or
 - did not live within reasonable commuting distance of the role.
- A small number of employers were also unable to agree with applicants on remuneration.

2018 Survey Results¹

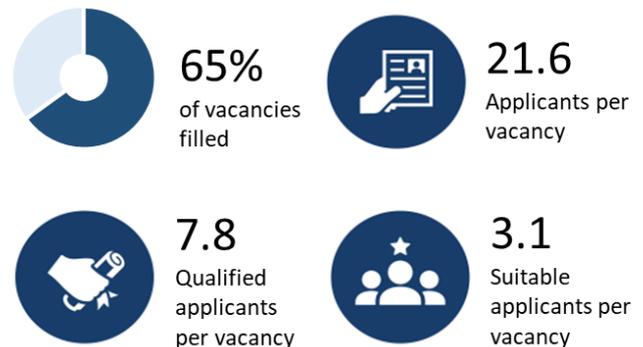
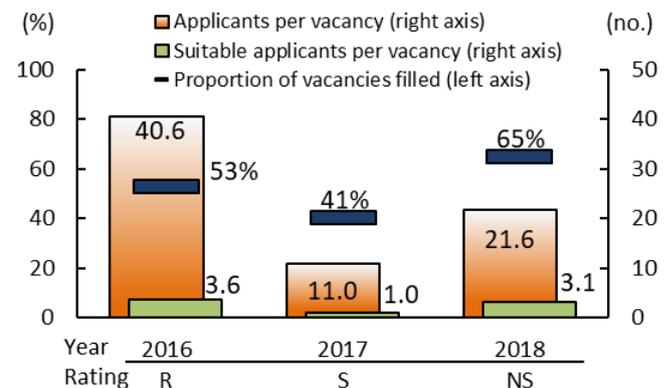


Figure 1: Survey results, Fitters, 2016 to 2018



Key to ratings: S = Shortage; R = Regional shortage; NS = No shortage

Demand and supply

- In late 2016, following the end of the mining boom, employment for metal fitters and machinists was at a decade low. While employment has recovered, it remains below the peak levels recorded in early to mid-2015.
- The Manufacturing and Mining industries employ around 45% of all fitters. Over the last year, employment has contracted for many sectors related to metal manufacturing. On the other hand, labour market conditions in the mining industry have strengthened.
- While completion numbers for mechanical trades engineering apprenticeships have trended down since 2013-14, there has been an increase in commencement numbers in the last few 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, Labour Force, November 2018 (Department of Jobs and Small Business trend); Department of Jobs and Small Business, Internet Vacancy Index, November 2018, 12 month average; National Centre for Vocational Education Research (NCVER), Apprentices and Trainees, June 2018, estimates (separate data are not available for fitters).