



Panelbeater

ANZSCO 3241-11

Western Australia

December 2018

Current labour market rating: Shortage

Surveyed employers across Western Australia struggled to source suitable applicants for their vacancies, largely due to applicants lacking a qualification or adequate prior experience in the trade.

Key research findings

- Surveyed employers throughout the state experienced extreme difficulty filling vacancies for Panel Beaters.
 - A number of employers had advertised their vacancies over many months and in multiple places in their attempt to recruit staff. Despite these efforts, a majority of vacancies remained unfilled.
 - Employers were typically offering permanent positions with full-time hours.
- Employers in the metropolitan area filled 20 per cent of their vacancies, while those in regional areas were unable to fill any of their roles.
- All surveyed employers required applicants with a relevant qualification, however only 17 per cent of applicants were appropriately qualified.
 - A number of employers expressed a strong preference for applicants with dual qualifications in panel beating and vehicle painting; however, employers found that applicants with these combined skillsets were difficult to source.
- Employers required applicants with the ability to communicate professionally with customers and insurance assessors, and accurately quote for work.
 - Further to this, applicants were required to demonstrate well-developed time management skills, initiative, attention to detail and a willingness to develop their skills.
- Overall, employers attracted an average of 0.1 suitable applicants per vacancy. The lack of suitable applicants was the overwhelming reason that vacancies remained unfilled.
- The main reason employers considered applicants unsuitable was a lack of a relevant qualification, inadequate experience in the trade and an unstable work history.

2018 Survey Results¹



14%
of vacancies filled



3.3
Applicants per vacancy



0.6
Qualified applicants per vacancy

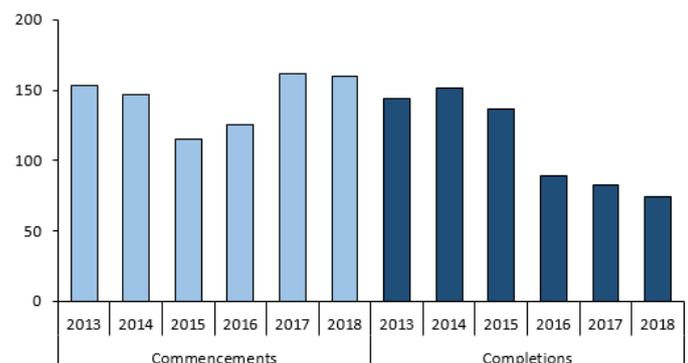


0.1
Suitable applicants per vacancy

- A number of employers in regional areas felt that the location of their roles and the lack of infrastructure in some areas compounded the difficulties of attracting suitable applicants.

Demand and supply

- Vacancies for Panel Beaters have historically averaged around 10 per month; however, an increase in average numbers per month began to emerge around September 2017. This steady increase has led to 42 per cent rise in the average number of vacancies per month (at December 2018).
- Entry into this profession is via a Certificate III in Automotive Body Repair Technology, obtained through an apprenticeship.
- Completions have declined for the past three years, but may be mitigated in the near future by a recent rise in commencements.



¹ 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; NCVET, Apprentices and Trainees, June 2018, estimates.