



Vehicle Painter

ANZSCO 3243-11

Western Australia
December 2018

Current labour market rating: Regional shortage

Employers in the metropolitan area were able to fill a majority of their vacancies. Regional employers struggled to fill roles, attracting low numbers of suitable applicants. This was largely due to very low numbers of suitably qualified and experienced applicants applying for advertised vacancies.

Key research findings

- Overall, surveyed employers filled 63 per cent of their vacancies. However, recruitment experiences varied between employers in the metropolitan area and those in regional parts of the state.
 - Employers in the metropolitan area filled 75 per cent of their roles and attracted an average of 1.5 suitable applicants per vacancy.
 - Those in regional areas attracted an average of 0.5 suitable applicants per vacancy and filled 50 per cent of roles.
 - The high proportion of unfilled vacancies occurred due to no suitable applicants presenting to roles.
- All employers required applicants to hold a formal qualification in the trade, however only 50 per cent of applicants met this requirement.
 - 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 looked for applicants with an extensive and well-practiced knowledge of paints, colour mixing application and highly skilled in touch-ups on vehicles.
 - All employers specified their need for experienced applicants with well-developed skills. However, employers seeking applicants to work on European cars and large vehicles required applicants with recent experience in high end finishing and an exceptional standard of workmanship.
- Further to this, applicants were required demonstrate sound interpersonal and time management skills, initiative and attention to detail, and a willingness to further develop their skills.

2018 Survey Results¹



63%
of vacancies filled



11.1
Applicants per vacancy



5.5
Qualified applicants per vacancy

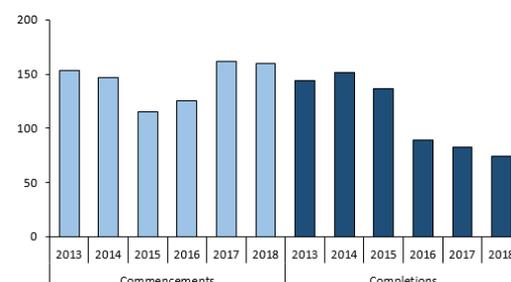


1.0
Suitable applicants per vacancy

- Applicants were most often deemed unsuitable due to the lack of a relevant qualification. These applicants were often qualified in another trade, such as bricklaying or painting and blasting.
- Qualified applicants were found to be unsuitable most often due to inadequate prior experience in the trade or a lack of experience with materials such as water based paints.
- A number of employers also deemed qualified applicants as unsuitable where they felt these applicants were unlikely to remain in a role on a long-term basis.
 - This included applicants with unstable work histories, issues with substance abuse and applicants who proved unreliable during a work trial.

Demand and supply

- Advertised vacancies for vehicle painters average under five per month, and have done so since the commencements of this data series.
- Entry into this profession is via a Certificate III in Automotive Body Repair Technology, obtained through an apprenticeship.



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.