



# ANZSCO 3311-11 Bricklayer

## Queensland September 2018

### Current labour market rating

Shortage

Previous labour market rating (September 2017)

No Shortage

### Comments

Employers across Queensland are experiencing a shortage of bricklayers, with more than a third of vacancies remaining unfilled and attracting small candidate fields.

### Survey results<sup>1</sup>

- There are around 2,600 bricklayers employed in Queensland with an equal distribution across both metropolitan and regional areas. More than one third of these owner managers.<sup>2</sup>
- Both metropolitan and regional employers experienced difficulty filling their vacancies and attracting suitable applicants.
  - Overall, 62 per cent of vacancies were filled (down from 77 per cent in 2017).
  - Metropolitan employers only filled 57 percent of vacancies (declining from 73 per cent in 2017) and regional employers filled 67 per cent of vacancies (down from 82 per cent in 2017).
  - Employers attracted 2.4 qualified applicants per vacancy. Metropolitan employers attracted more qualified applicants (3.6) than regional counterparts (1.0).
  - Around 33 per cent of employer attracted no suitable applicants.
- The average number of suitable applicants follows the five-year trend average of around one suitable applicant per vacancy.

### Unsuitable applicants

- All employers required qualified applicants. Around half of all applicants lacked the relevant trade qualification.
- Qualified applicants were considered unsuitable as they failed a work trial.
  - They lacked the skills to perform at the required standard, work at an efficient speed, lacked the physical ability to perform the role or lacked attention to detail.
  - Some applicants were considered unsuitable as they did not have experience working at heights.

<sup>1</sup> The methodology underpinning this research is outlined at Skill Shortage Research Methodology | Department of Jobs and Small Business - Document library, Australian Government and can also be accessed by the QR code.

<sup>2</sup> Australian Bureau of Statistics, Census of Population and Housing, 2016

## **Demand and supply trends**

- Bricklayers use bricks, pre-cut stone and concrete blocks to construct and repair walls, foundations, partitions, arches and other structures. In Queensland, they are employed mainly in residential construction and renovation.
- Demand for bricklayers is largely driven by activity in the construction sector. In Queensland, construction activity has been relatively stable over the past three years, remaining well below peak levels recorded in December 2013.<sup>3</sup>
- The Department of Jobs and Small Business Internet Vacancy Index shows that the number of online vacancies for bricklayers and stonemasons in Queensland decreased by 38.5 per cent in the year to July 2018.<sup>4</sup>
- Formal entry to the trade is via the completion of an apprenticeship (incorporating a Certificate III in Bricklaying/Block laying). Data show that in the year to March 2018, there were 142 apprentice commencements and 40 apprenticeship completions. In the ten years to March 2018, completions have more than halved over this time.<sup>5</sup>

## **Other indicators and issues**

- Many employers expressed concerns about the future of the trade, citing an ageing workforce, low apprentice completion rates, the hard physical nature of the job and lower wages compared with other trades.

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<sup>3</sup> Australian Bureau of Statistics, 8755.0 – Construction Work Done, Australia, Preliminary, June 2018

<sup>4</sup> Department of Jobs and Small Business, Internet Vacancy Index, July 2018, 12 month moving average

<sup>5</sup> NCVET, Apprentices and Trainees, March 2018, estimates (limited to certificate III)