



Electrician (General) ANZSCO 3411-11

Western Australia
September 2018

Current labour market rating: No Shortage

Surveyed employers filled over 80 per cent of vacancies across metropolitan and regional Western Australia, despite finding almost 90 per cent of qualified applicants unsuitable for advertised roles.

Key research findings

- Employers were largely successful in filling vacancies for electricians, with those in with regional areas filling 79 per cent of their vacancies and those in the metropolitan area filling 91 per cent of their roles.
- Applicants were required to demonstrate high levels of competence in electrical installation, maintenance and repairs. Roles ranged from those focussed on the residential sector to those in the commercial and industrial sector, which typically required more specialist licensing and experience, such as data cabling or previous experience operating on mine sites.
- Employers in regional areas typically required applicants to live locally or relocate for the vacancy. Fly in Fly out (FIFO) arrangements were offered for a very small proportion of vacancies.
- All employers required applicants with a trade qualification and licencing, experience relevant to the requirements of their vacancies and with the soft skills necessary to function effectively in the workplace.
 - A valid driver licence and a reliable vehicle were standard requirements. Police checks and drug and alcohol clearance tests were also typical pre-requisites.
 - Roles that involved work on construction and mine sites required Working at Heights, Elevated Work Platform and Confined Spaces tickets, a HV switching ticket and a White Card. Applicants to vacancies involving data cabling needed formal licensing and prior workplace experience.
 - Employers viewed with favour those applicants who held licences such as a gas fitting licence or a restricted air-conditioning licence.
 - Employers consistently noted the need for applicants with good communication and time management skills, the ability to work well with others and a sound understanding of health and safety requirements.

2018 Survey Results¹



84%
of vacancies
filled



30.6
Applicants per
vacancy



20.3
Qualified
applicants
per vacancy



2.5
Suitable
applicants per
vacancy

- Eighty-nine per cent of qualified applicants were deemed unsuitable, largely due to a lack of experience in sub-specialities such as cabling or in a particular environment such as mining or heavy construction.
 - An applicant's physical distance from a role or a refusal to relocate (in the case of regional vacancies) was the second most common reason employers deemed qualified applicants unsuitable.
 - A number of employers noted the need for applicants to supervise and mentor apprentices. Those that were unable or unwilling to take on this responsibility were deemed unsuitable.
 - Multiple employers also advised that some applicants (especially those who had previously worked under FIFO arrangements) sought higher wages than those offered. Employers typically rejected these applicants.

Demand and supply

- Activity in construction and mining are the main drivers of demand for electricians.
 - The number of building approvals have trended down since 2014, and declined by 12 per cent over the year to August 2018. Total building commencements have declined since late 2014, and have fallen nine percent over the year to June 2018.
- The Housing Industry Quarterly report for December 2018 indicated Perth was the only jurisdiction where a surplus of trades was identified during the December 2018 quarter, continuing the run to 13 consecutive quarters in surplus.

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business](#). Additional Data Sources: ABS 8731, ABS 8352, <https://hia.com.au/business-information/economic-information/economic-publications>