



# Airconditioning and Refrigeration Mechanic ANZSCO 3421-11

Western Australia  
September 2018

## Current labour market rating: No Shortage

Employers were able to recruit suitably qualified Air-conditioning and Refrigeration Mechanics with relative ease.

### Key research findings

- Employers contacted for this survey sought applicants to operate across residential, commercial and heavy industrial sectors who were skilled in the service and repair of air-conditioning and refrigeration systems.
  - Applicants with a demonstrated ability to work with competency across a range of tasks and working environments were held in high regard.
- Employers noted that the availability of applicants fluctuates throughout the year, with fewer available in spring/summer due to higher demand for services.
- Employers required applicants to hold formal qualifications in the trade, a refrigerant handling licence and a restricted electrical licence.
  - Additionally, applicants were typically required to have a driver licence, a White Card, and Working At Height and Elevated Work Platform certifications.
- Ninety-four per cent of applicants were trade qualified and of these 77 per cent of were deemed unsuitable, most often due to a lack of experience.
  - This was the case for many employers servicing the commercial sector, who explicitly sought applicants with previous experience operating in the trade in a commercial space. Due to skills required and the scale of the work, they would not consider applicants who did not have previous commercial experience.
- Separate from skills and experience, employers emphasised the need for applicants who could self-manage, work well in a team and were mindful of workplace health and safety standards.
  - Local applicants were generally preferred over those who lived a considerable distance from the workplace or who would have to relocate for the role.
- The most common reasons employers deemed applicants to be unsuitable was a lack of experience operating in the service and repair of commercial or industrial heating and cooling systems, and the distance of an applicant to the vacancy.

## 2018 Survey Results<sup>1</sup>



71%  
of vacancies  
filled



14.6  
Applicants per  
vacancy



13.7  
Qualified  
applicants  
per vacancy



3.1  
Suitable  
applicants per  
vacancy

- Other reasons included a lack of a qualification or additional licences, tickets and registration. Some employers rejected applicants who sought higher wages.

## Demand and supply trends

- Demand for Air-conditioning and Refrigeration Mechanics is largely dependent on the level of activity in construction and general demand for heating and cooling services.
  - 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 declined around late 2014, and have fallen nine per cent over the year to June 2018.
- Online vacancies for Air-conditioning and Refrigeration Mechanics fell by 4.7 per cent over the year to August 2018.
- Formal entry into this trade is via an apprenticeship to obtain a Certificate III Refrigeration/Air-conditioning.
  - A restricted electrical licence is required on successful completion of an apprenticeship in the trade.
  - A refrigerant handling licence from the Australian Refrigeration Council Ltd is also required.

<sup>1</sup> 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; Department of Jobs and Small Business, Internet Vacancy Index, August 2018.