



45%
of vacancies filled



6.7 applicants
(on average, per vacancy)



2.3 qualified applicants
(on average, per vacancy)



0.7 suitable applicants
(on average, per vacancy)



60% of employers
had unfilled vacancies

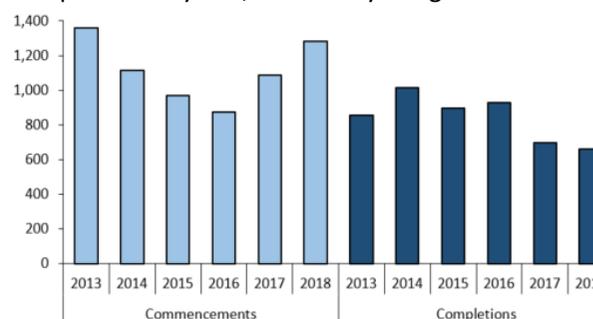
Key research findings¹

- Employers in this cluster filled 45 per cent of vacancies, a slight increase from the 39 per cent filled in 2017.
- Overall, regional employers filled a slightly higher proportion of vacancies than those in the metropolitan area (53 per cent compared to 39 per cent) but noted that it was challenging to retain staff due to the appeal of other higher paying opportunities in regional areas, namely those connected to the mining sector.
- Employers seeking vehicle painters attracted the highest number of applicants (11.1), suitable applicants (1.0) and filled the highest proportion of vacancies (67 per cent) across all occupations in this cluster (assessed at a state level).
 - Employers seeking panel beaters experienced the greatest difficulty, filling 14 per cent of their roles. This is the lowest proportion of vacancies filled for this occupation in 10 years.
 - Employers seeking motor mechanics also struggled, filling 42 per cent of their vacancies. This result is also the lowest portion of vacancies filled for this occupation in 10 years.
- Irrespective of the vacancy, employers sought applicants with a trade qualification and at least three years post-apprenticeship experience relevant to the vacancy.
- Unfilled vacancies occurred due to a lack of suitable applicants, applicants accepting a role with another employer, accepting a higher offer to remain with their current employer, or due to failure to agree on remuneration.

- Applicants were most often deemed unsuitable due to either a lack of a qualification, or insufficient experience in the trade.
- Separate to skills and experience, employers sought applicants who were reliable, had a strong work ethic and could integrate well into the existing team.

Supply and demand²

- Western Australian motor vehicle registrations increased by 8.9 per cent over the five years to January 2018. Nationwide, vehicle registrations grew by 11.6 per cent over the same period.
- Online advertisements for automotive trades have continued to increase over the year to December 2018, led by a strong increase in advertisements for mechanics.
- Recently, commencements in training in the automotive trades have risen over the past three years, which may mitigate some of the recent decline in completions.



¹ The methodology for this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business](#). Visit the [skill shortages website](#) for more detailed information on each occupation in this cluster.

² Supply and demand sources – ABS, Cat. No 9309.0, January 2018; Department of Jobs and Small Business, Internet Vacancy Index, December 2018; NCVER, Apprentices and Trainees, June 2018, estimates (limited to certificate III qualifications).

Figure 1: Proportion of vacancies filled (%), average number of applicants and suitable applicants per vacancy (no.), Automotive Trades, Western Australia, time series 2008-09 to 2018-19

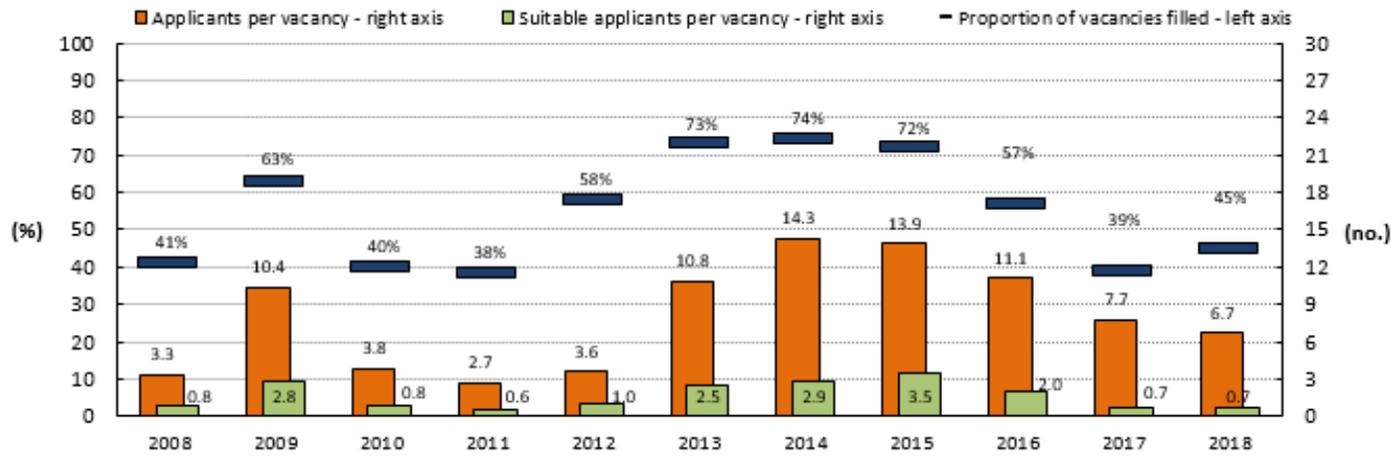
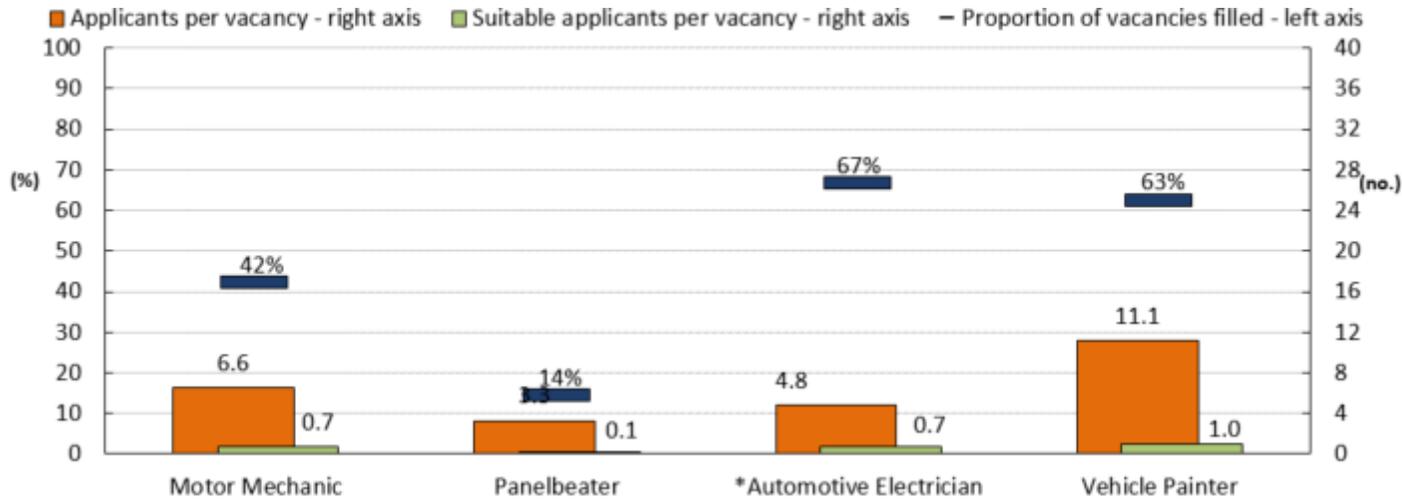


Figure 2: Proportion of vacancies filled (%), average number of applicants and suitable applicants per vacancy (no.), Western Australia, Automotive Trades, 2018-2019



*Occupation assessed at the National level and rating is not available for Western Australia.