



39%
of vacancies filled



2.5 applicants
(on average, per vacancy)



0.7 qualified applicants
(on average, per vacancy)



0.5 suitable applicants
(on average, per vacancy)



40% of qualified applicants
were unsuitable

Key research findings¹

- The Tasmanian labour market for construction trades workers remained tight in 2018 with all surveyed construction trade occupations identified as being in shortage.
 - In 2018, employers experienced greater difficulty recruiting construction trades workers, with the proportion of vacancies filled decreasing to a ten year low of 39 per cent, well below the peak of 93 per cent in 2014 (see Figure 1).
 - Painting trade workers recorded the highest proportion of vacancies filled with 50 per cent, while cabinetmakers recorded the lowest with 13 per cent (see Figure 2); both were well below the 2017 results of 100 per cent and 67 per cent, respectively.
- Employers' recruitment experiences were similar around Tasmania, with 35 per cent of vacancies filled in metropolitan areas and 47 per cent filled in regional areas.
- There was strong competition for qualified applicants. The survey found 94 per cent of vacancies required qualifications; however, there was less than one qualified applicant per vacancy.
- Employers received an average of 2.5 applicants per vacancy though less than one were considered suitable, these results were the lowest recorded in ten years (see Figure 1).
 - Where employers assessed applicants as unsuitable, the main reason was a lack of qualifications. Other applicants were deemed unsuitable due to a lack of experience, they were unable to demonstrate the required technical skills, failed a work trial or were not a good fit for the business.

- Where an employer was unable to fill their vacancy with a suitable applicant, a small number of employers reported compromising by appointing unqualified but experienced applicants, newly qualified applicants with limited experience or apprentices.

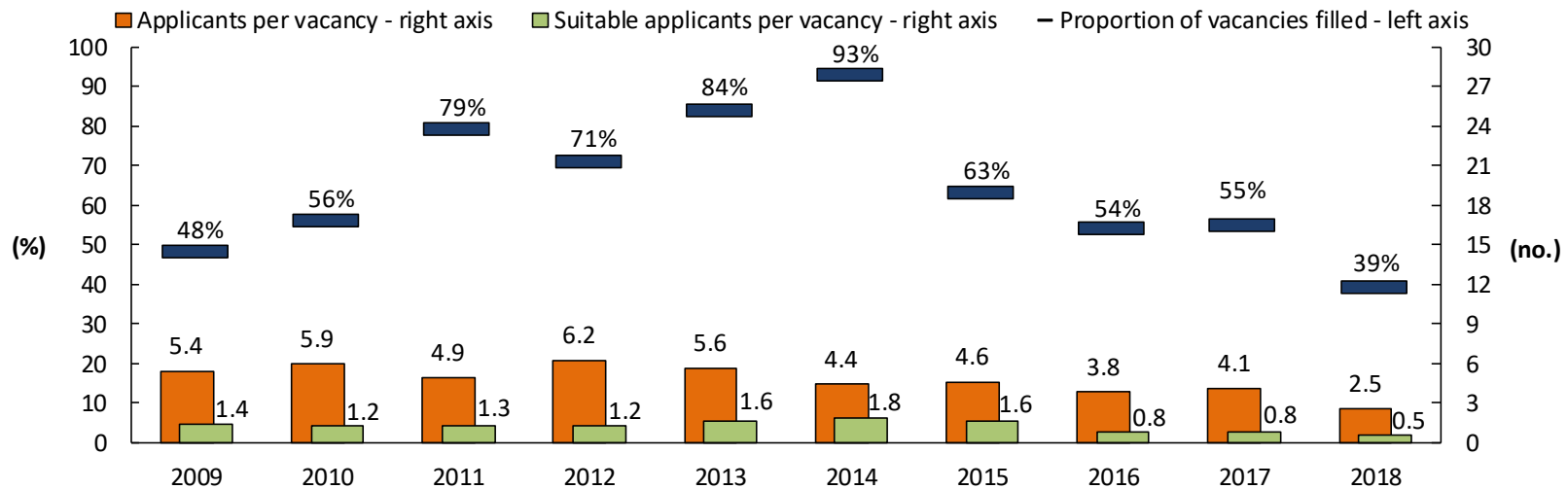
Supply and demand²

- Strong demand for construction trades is evident in Tasmania. This demand is predominantly being driven by the construction of several significant high value projects.
- The value of building work approved (chain volume measures) in Tasmania increased by 29.1 per cent for the year to June 2018. Total residential work increased by 14.1 per cent whilst total non-residential work increased by 62.4 per cent.
- Employment of workers in the construction industry in Tasmania rose by 9.1 per cent over the year to August 2018 (compared with growth of 3.2 per cent at the national level over the same period). Over the ten years to August 2018, employment in the Tasmanian construction industry increased by a total of 20.0 per cent, which was on par with the national increase of 21.3 per cent.
- Apprenticeship commencements in construction trades have grown strongly over the past few years, though this has not translated into higher numbers of completions.
 - Commencements were 14.6 per cent higher than 2017 but 58.8 per cent lower than 2014. Completions were 14.6 per cent higher than 2017 but 30.4 per cent lower than 2014.
- The 2016 Census shows 6,000 people identified as construction trades workers.

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 Building Approvals Australia, August 2018; ABS, 2016 Census of Housing and Population; ABS Labour Force Survey, August 2018, Department of Jobs and Small Business trend; Housing Industry Association, Tasmania, Media Release 26 September 2018; National Centre for Vocational Education Research, National Apprentice and Trainee Collection, March 2018 estimates.

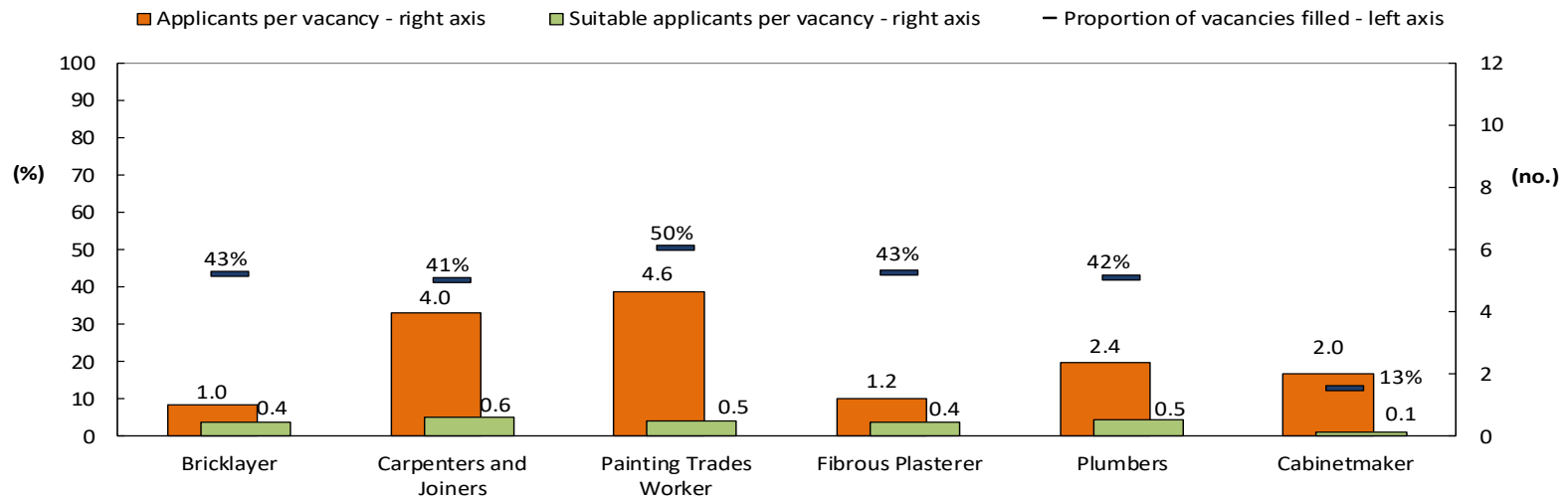
Figure 1: Tasmanian Construction Trades, time series 2009-2018 - proportion of vacancies filled (%), average number of applicants and suitable applicants per vacancy (no.)



Source: Survey of Employers who have Recently Advertised.

Note: Occupational coverage varies over time series.

Figure 2: Tasmanian Construction Trades, 2018 - proportion of vacancies filled (%), average number of applicants and suitable applicants per vacancy (no.)



Source: Survey of Employers who have Recently Advertised.