



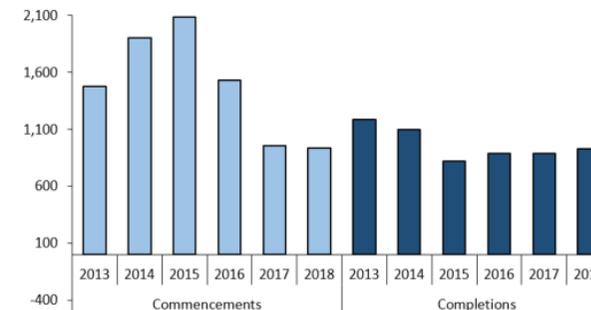
Key research findings¹

- Employers seeking occupations in this cluster attracted (on average) multiple suitable applicants and filled over three quarters of their vacancies.
 - Employers in the metropolitan area attracted an average of 2.5 suitable applicants and filled 76 per cent of their roles. Those in the regional area attracted an average of 16.2 applicants per vacancy and filled 80 per cent of vacancies.
- Vacancies in regional areas typically required applicants to live in the local area or relocate for the position. Employers who offered Fly in Fly out arrangements were in the minority.
- Employers seeking carpenters and joiners and plumbers filled the highest proportion of vacancies (100 percent and 90 per cent respectively), while employers seeking bricklayers filled the lowest proportion of roles of all the occupations in this cluster (surveyed at a state level).
 - Vacancies remained unfilled for bricklayers due to insufficient numbers of suitable applicants, while some suitable applicants declined offers of work. Employers recruiting for bricklayers commented on low levels of demand for brickwork.
 - Cabinetmakers were identified as in shortage in regional areas, with employers attracting an average of 0.5 applicants per role and filling 50 per cent of vacancies.
- In most cases, employers required applicants to hold formal trade qualifications and recent experience relevant to the role, such as experience on construction sites, working on bespoke builds and products, or in the undertaking niche finishing work.

- The most commonly stated reasons applicants were deemed unsuitable was a lack of a qualification and a lack of experience providing trade services in a specific sector or workplace environment.
 - Thirteen percent of vacancies were open to applicants without a trade qualification, provided employers were satisfied that the skills and experience of unqualified applicants were of sufficient quality. This exception occurred most often in vacancies for Bricklayers.
 - In some cases tradespeople applied to roles outside of their occupation (for example, a number of carpenters applied for cabinetmaking roles). Employers did not consider these applicants to be suitable on the basis of them failing to hold the requisite skills and experience.

Supply and demand²

- Online vacancies grew by 10 per cent over the year to September 2018, but remain 37 per cent below the series high recorded in mid- 2015.
- Commencements in training for these trades is in decline and completions are flat.



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 – Department of Jobs and Small Business, Internet Vacancy Index; NCVET, 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.), Construction Trades, Western Australia, time series 2008-09 to 2018-19

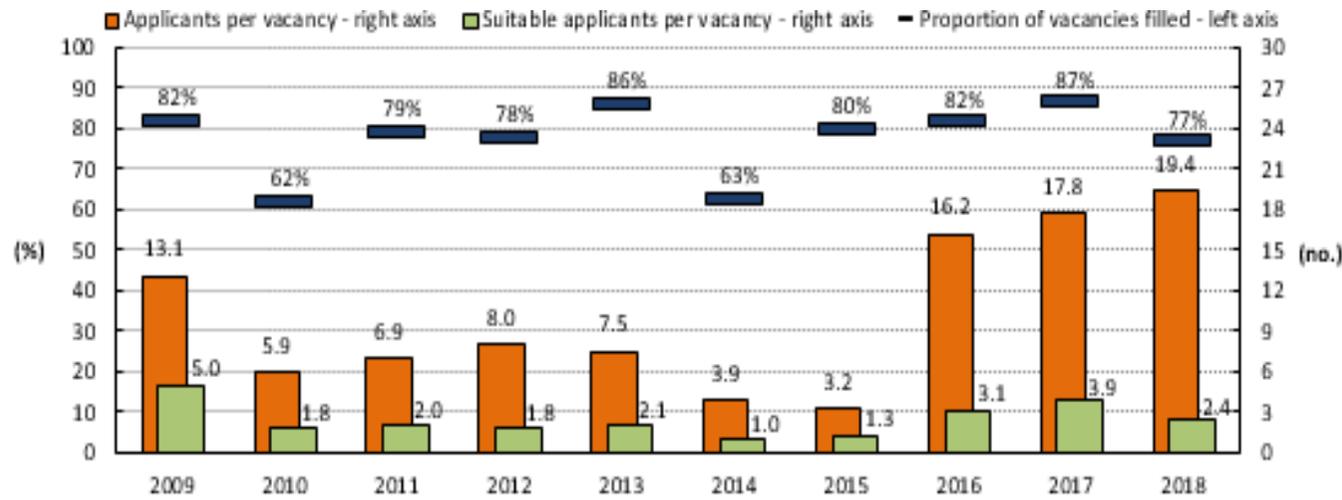
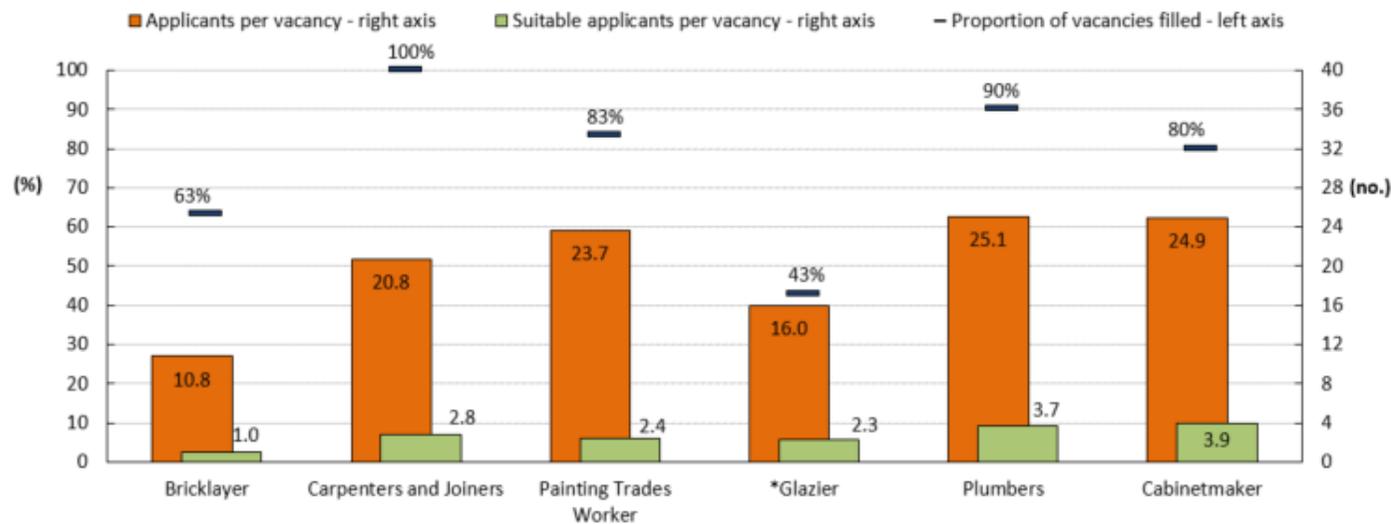


Figure 2: Proportion of vacancies filled (%), average number of applicants and suitable applicants per vacancy (no.), and Western Australia rating, Construction Trades, 2018-19



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