



Skill Shortage List

Australia

2016

This list reflects research undertaken by the Department of Employment in 2016. It shows only skilled occupations for which the research suggests there are shortages or recruitment difficulties. It is summary in nature and should be viewed in the context of the more detailed analysis available at employment.gov.au/skill-shortages.

This list combines the results of the research undertaken at the national and the state and territory level to provide information about shortages which are widespread enough to be considered national. Shortages may not, however, be evident in every state and territory. It complements the [State and Territory Skill Shortage Lists](#).

Ratings of shortage reflect employers' recruitment experience for workers with around three years or more experience in the relevant occupation. Shortages may exist in occupations which have relatively high rates of unemployment. A rating of shortage does not mean that an individual will necessarily gain employment in that occupation.

This list has no status for migration.

Details about the methodology used in this research are available at employment.gov.au/skill-shortages.

The lack of a rating for an occupation does not necessarily imply 'no shortage' as the occupation may not have been assessed.

Labour markets can change quickly and vary by location. The assessments made here reflect the labour market at the date shown. The Department has published a listing of [historical shortages](#) from 1986 to 2016. However, as the occupational coverage of the research programme has changed over time, this list should be used with caution.

*Skill Shortage List, Australia
Department of Employment
List reflects research undertaken to 31 December 2016 (Published 28 March 2017)*

Key to ratings

- S National shortage
- M Shortage in metropolitan areas
- R Shortage in regional areas
- D Recruitment difficulty
- R-D Recruitment difficulty in regional areas
- M-D Recruitment difficulty in metropolitan areas

Definitions of ratings

Shortage

Skill shortages exist when employers are unable to fill or have considerable difficulty filling vacancies for an occupation, or significant specialised skill needs within that occupation, at current levels of remuneration and conditions of employment, and in reasonably accessible locations.

Recruitment difficulty

Recruitment difficulties occur when some employers have difficulty filling vacancies for an occupation. There may be an adequate supply of skilled workers but some employers are unable to recruit suitable workers for reasons which include: the specific experience or specialist skill requirements of the vacancy; differences in hours of work required by the employer and those sought by applicants; or particular locational or transport issues.

Definition of occupation

Occupations are defined according to the Australian and New Zealand Standard Classification of Occupations ([ANZSCO](#)) which is published by the Australian Bureau of Statistics to provide uniformity in the collection, analysis and dissemination of occupational statistics.

ANZSCO	Occupation	National Rating	Date Assessed	Comment
PROFESSIONALS				
Business, Human Resource and Marketing Professionals				
2211	Accountants	D	April 2016	The recruitment difficulty is for experienced taxation accountants.
Design, Engineering, Science and Transport Professionals				
2322-12	Surveyor	D	March 2016	The recruitment difficulty is for registered cadastral surveyors.
2332,11,12,14,15	Civil Engineering Professionals	D	April 2016	The recruitment difficulty is for senior positions and those with specialised requirements. Vacancies in WA generally attract large numbers of applicants.
2341-11,12	Agricultural Consultant/Scientists	D	February 2016	This is a diverse labour market with limited transferability of skills between specialisations. There are large numbers of qualified applicants overall but significant proportions of vacancies are unfilled due to factors like location and specialist skill needs.
2347-11	Veterinarian	D	February 2016	The recruitment difficulty is for veterinarians with two years or more experience, particularly in outer-western and south-western Sydney and some regional areas of SA, WA and the NT.
Education Professionals				
2411-11	Early Childhood (Pre-primary School) Teacher	D	April 2016	The recruitment difficulty is for positions in long day care centres in a number of states and territories.
Health Professionals				
2512-14	Sonographer	S	June 2016	
2514-11	Optometrist	S	June 2016	Shortages are widespread but there are marked differences in recruitment experiences between locations.
2525-11	Physiotherapist	R	June 2016	Shortages are evident in a number of regional areas but there are marked differences in recruitment experiences between locations and specialisations.
2527-11	Audiologist	S	April 2016	
2541-11	Midwife	R	June 2016	Shortages of midwives are evident in regional locations in most states.
ICT Professionals				
2612-12	Web Developer	D	December 2015	The recruitment difficulty is for senior developers.
2613-11,12	Analyst and Developer Programmers	D	December 2015	The recruitment difficulty is for senior programmers.

ANZSCO	Occupation	National Rating	Date Assessed	Comment
2621-12	ICT Security Specialist	D	December 2015	The recruitment difficulty is for senior ICT security specialists.
TECHNICIANS AND TRADES WORKERS				
Engineering, ICT and Science Technicians				
3122	Civil Engineering Draftspersons and Technicians	S	April 2016	Shortages are evident in NSW, Melbourne and SA.
3132-11	Radiocommunication Technician	R	November 2016	Shortages are evident for qualified radiocommunication technicians in regional areas.
Automotive and Engineering Trades Workers				
3211-11	Automotive Electrician	S	December 2016	
3212-11,12,13	Motor Mechanics	S	December 2016	
3222-11	Sheetmetal Trades Worker	S	December 2016	
3232-11, 12,13,14	Metal Fitters and Machinist	D	December 2016	There is marked variation in this labour market by location. There are large numbers of applicants in resource states but shortages are apparent in NSW and the ACT and employers in other areas have some difficulties recruiting workers with specialist skills.
3233-13	Locksmith	S	December 2016	
3241-11	Panelbeater	S	December 2016	
3243-11	Vehicle Painter	S	December 2016	
Construction Trades Workers				There is marked variation in the construction trades labour market nationally. Shortages are evident in the eastern states (which comprise the majority of the construction trades labour market) where construction activity is strongest. Activity varies in other locations with surplus construction trade worker capacity apparent in WA. See individual state research for more detailed information.
3311-11	Bricklayer	S	September 2016	See construction trades workers comments above.
3311-12	Stonemason	S	September 2016	
3322-11	Painting Trades Worker	S	September 2016	See construction trades workers comments above.
3331-11	Glazier	S	September 2016	Shortages are evident in the eastern mainland states.
3332-11	Fibrous Plasterer	S	September 2016	See construction trades workers comments above.
3332-12	Solid Plasterer	S	September 2016	Shortages are restricted to the eastern states.
3333-11	Roof Tiler	S	August 2016	Shortages are most evident in the eastern states.
3334-11	Wall and Floor Tiler	S	September 2016	Shortages are restricted to the eastern states.

ANZSCO	Occupation	National Rating	Date Assessed	Comment
3341	Plumber	D	September 2016	Employers in some states experience difficulty recruiting for multi-skilled plumbers, roof plumbers and gas or sprinkler fitters.
3941-11	Cabinetmaker	S	September 2016	
Electrotechnology and Telecommunications Trades Workers				
3421-11	Airconditioning and Refrigeration Mechanic	S	August 2016	
3424	Telecommunications Trades Workers	S	December 2016	Employers have marked difficulty recruiting telecommunications trades workers who meet their skill needs. Those in regional areas attract very few candidates and shortages are most prominent in these areas.
Food Trades Workers				
3511-11	Baker	S	October 2016	
3511-12	Pastrycook	S	October 2016	
3512	Butchers and Smallgoods Maker	S	December 2016	
3513-11	Chef	D	December 2016	This is a large and diverse labour market with limited transferability of skills across cuisines and establishment types. There are marked differences in employers' ability to recruit but there are relatively few suitable applicants per vacancy overall. The nature and extent of recruitment difficulties vary by location.
Skilled Animal and Horticultural Workers				
3622-12	Arborist	S	September 2016	
Hairdressers				
3911-11	Hairdresser	S	August 2016	Shortages are evident for trade qualified and experienced hairdressers. Employers generally consider those who hold fast-tracked hairdressing qualifications to be unsuitable.