

Picture Framers	Australia
ASCO Code: 4929-11	December 2006
Labour market rating	Shortage
Comment	

Employer and industry comments/current labour market

A survey of employers who had recently advertised for picture framers was undertaken for this report. Approximately one third of employers surveyed were cold canvassed as an insufficient number of advertised vacancies were identified during the survey period. No advertised vacancies were found in Tasmania or the Northern Territory so all employers surveyed in these locations were cold canvassed. Discussions with employers and evidence from advertised vacancies suggest many employers do not require trade-qualified workers to perform the duties of this occupation. The majority of employers were seeking people with experience and skills in picture framing.

Overall few employers received some applications from suitably experienced picture framers, while a small number did not receive any response to their advertisements.

Less than a third of the surveyed vacancies were filled by appropriately experienced picture framers within four weeks of advertising, a significant fall from the 50 per cent fill rate recorded when this occupation was assessed in late 2005. Employers in New South Wales and Queensland filled about half of their advertised vacancies, and employers in the other states and territories reported experiencing difficulty filling any of their advertised vacancies. Most positions were filled, but employers recruited less skilled workers than they were originally seeking.

Employers received an average of about four applications per vacancy, of which less than one applicant per vacancy was considered to be suitable by employers. Primarily applicants were considered by employers to be unsuitable because they lacked relevant experience or skills, were poorly presented, failed to attend interview or were perceived by employers not to be serious applicants.

Employers suggested the majority of picture framers are employed in small owner/operator businesses where staff turnover is low and staff are frequently recruited without skills and then trained on the job. Despite advertising for experienced picture framers several employers surveyed were prepared to accept applicants with little or no experience and provide training as they have been continually unsuccessful recruiting experienced framers, while other employers prefer to train staff to suit their particular business.

Labour market outlook

There are no indications the labour market will change significantly over the next six months, consequently the shortage of picture framers is likely to persist.