

<b>Engineering Manager</b>		<b>Queensland</b>
<b>ANZSCO Code: 1332-11</b>	March 2009	
<b>Labour market rating</b>	Shortage	
<b>Comment:</b>		

### **Occupational demand**

Engineering managers plan, organise, direct, control and coordinate the engineering and technical operations of organisations across various engineering disciplines. While most engineering managers work in consultancy firms, employment opportunities can also be found in manufacturing, construction and in the public sector. Demand for engineering managers has been sustained in Queensland by the flow on effects of strong activity in the mineral resources sector and, more recently, solid investment in State-wide infrastructure projects. For example, there are more than 160 Government led 'major' infrastructure projects currently underway in Queensland, costing more than \$100 billion. Australian Bureau of Statistics (ABS) indicate that the trend volume of engineering construction work done over the year to December 2008 increased by 23.5 per cent.

### **Occupational supply**

Formal entry to this profession is via the completion of an engineering degree and management studies or substantial engineering experience. Registration with the Board of Professional Engineers of Queensland is mandatory. While specific commencement figures for engineering managers are difficult to determine available figures from the Department of Education, Employment and Workplace Relations show that the number of students commencing dual degrees in management studies and an engineering discipline almost doubled between 2003 (54) and 2007 (99). The number of students completing their studies over the same time grew accordingly, with 53 students completing dual degrees or postgraduate engineering and management studies in 2006. Arrivals and departures data from the Department of Immigration and Citizenship indicate that international migration could be a significant source of supply to this profession as 168 self-identified engineering managers migrated to Queensland in 2007-08.

### **Employer and industry comments/current labour market**

This year, only 43 per cent of vacancies for engineering managers in Queensland were filled within six weeks of advertising. Employers considered two in three applicants as unsuitable, mostly because they had insufficient industry experience or they lacked specific skills. Employers who received applications from overseas reported that they did not give these candidates serious consideration if they did not present with knowledge and experience in Australian engineering codes, standards and regulations. A number of contacts who failed to recruit through advertising reported they had subsequently filled their vacancies by directly approaching employees in other firms. They noted however, that encouraging engineering managers to move from existing positions is becoming increasingly difficult. Recruitment specialists reported the recent economic slowdown has resulted in employers insisting that shortlisted applicants possess specific skill sets and industry experience. These contacts also advised that engineering managers with experience in asset management or oil and gas are in shortage.

### **Labour market outlook**

ABS data for Queensland indicate that the value of construction work still in the pipeline in the December Quarter was 20.6 per cent higher in 2008 than it was in 2007. At the same time, the mineral resources sector has reported that despite the recent downturn, resource companies in Queensland are pushing ahead with expansions. As such, demand for engineering managers looks set to continue. Although there has been an increase in the number of students studying dual engineering and management degrees, it will be some time before these students have gained enough experience to qualify for senior engineering manager roles and immigration does not appear to be making up any shortfall. It is likely then that the current shortage of engineering managers in Queensland will continue for the foreseeable future.