



Skills in Demand Lists States and Territories – 2006

Contact: Australian Jobs via [email](#)

These Skills in Demand Lists are based on the most recent publicly available labour market intelligence undertaken by the Department of Employment and Workplace Relations (DEWR). Methodological information is provided in the [Explanatory Notes](#). The Skills in Demand Lists are provided on a State/Territory basis and cover Trades, Professions and Information and Communication Technology (ICT) skills. Shortages are described as being State-wide (S), regional (R) or metropolitan (M). The lists also identify recruitment difficulties (D) in situations where 'skill shortages' are not evident, but where some employers have experienced recruitment problems. Information about the abbreviations used in the lists is available in the [Key](#).

The lists incorporate information on specialisations in demand. For some occupations shortages are restricted to specialist skills.

These lists have no status for migration purposes. Lists of occupations in demand for migration can be found on the Department of Immigration and Multicultural Affairs site at [Migration Occupations in Demand List \(MODL\)](#).

Shortcuts to [State/Territory Lists](#) are available by clicking the State/Territory name below.

[New South Wales](#)

[Victoria](#)

[Queensland](#)

[South Australia](#)

[Western Australia](#)

[Tasmania](#)

[Northern Territory](#)

[Australian Capital Territory](#) (Information and Communication Technology skills only)

Shortcuts to [ICT Skills Lists](#) click State/Territory name below.

[ICT New South Wales](#)

[ICT Victoria](#)

[ICT Queensland](#)

[ICT South Australia](#)

[ICT Western Australia](#)

[ICT Tasmania](#)

[ICT Northern Territory](#)

[ICT Australian Capital Territory](#)

Skills in Demand

New South Wales

ASCO	Occupation	NSW	Comments
CHILD CARE (July 2006)			
1295-11	Child Care Coordinator*	M*,R-D	Shortages are mainly in metropolitan areas and for degree qualified coordinators in long day care centres.
6312-11	Child Care Worker	M	
PROFESSIONS (July 2006)			
ENGINEERS			
2124-11	Civil Engineer*	S*	Shortages are evident in a range of skills including design and drafting, local government experience, field work or construction site experience, leadership and project management skills.
2125-11	Electrical Engineer*	S*	Shortages exist in several industries and specialisations including building services, sub-station and power engineering, design, and heavy industrial engineering.
2125-13	Electronics Engineer*	D*	Based on research undertaken in 2005. Recruitment difficulties exist for electronics engineers in some industrial processes and software.
2126-11	Mechanical Engineer*	S*	Shortages exist for mechanical engineers with experience in mechanical design, design analysis, 3D modelling and detailing, CAD/CAM, and mechatronics.
ACCOUNTANTS			
2211-11	Accountant*	S*	Shortages are for accountants with three to four years experience in internal audit, external audit, Australian tax accounting and financial services.
2212-11	External Auditor	S	
<u>2231 INFORMATION AND COMMUNICATION TECHNOLOGY (click here to see SEPARATE LIST)</u>			
REGISTERED NURSES			
2323-11	Registered Nurse (general)	S	
	Accident/Emergency	S	

	Aged Care	S	
	Cardiothoracic	S	
	Community	S	
	Critical/Intensive Care	S	
	Neonatal Intensive Care	S	
	Neurological	S	
	Oncology	S	
	Operating Theatre	S	
	Paediatric	S	
	Palliative Care	S	
	Rehabilitation	S	
	Renal	S	
2324-11	Registered Midwife	S	
2325-11	Mental Health Nurse	S	
3411-11	Enrolled Nurse*	M*, R-D*	Shortages exist in a number of sectors and specialisations, including public hospitals, nursing homes, medical centres, theatre nursing and medication-endorsed enrolled nurses.
HEALTH SPECIALISTS			
2381-11	Dentist*	S*	Shortages are confined to the public sector and regional NSW.
2381-13	Dental Specialist	S	
2382-11	Hospital Pharmacist	S	
2382-15	Retail Pharmacist	R	
2383-11	Occupational Therapist*	S*	Shortages are particularly evident in regional NSW.
2385-11	Physiotherapist*	S*	There are pronounced shortages in the western and outer suburbs of Sydney and in regional NSW.
2386-11	Speech Pathologist*	S*	There are shortages of speech pathologists with two or more years of experience, and shortages are most evident in the private and not-for-profit sectors and in inland towns of NSW.
2388-11	Podiatrist	S	
2391-11	Medical Diagnostic Radiographer*	S*	Shortages are evident in most specialisations except MRI.
2391-13	Radiation Therapist*	M-D*	There are isolated recruitment difficulties for experienced staff in some metropolitan locations, which may worsen in late 2006.
2391-17	Sonographer	S	

TEACHERS

2411-11	Pre-Primary School Teacher	M	Shortages are evident in long day care centres in Sydney.
2413-11	Secondary School Teacher*	D*	Recruitment difficulties are restricted to a small number of specialist teaching areas (see list below).
	Technology and Applied Studies	D	
	Science	D	
	Maths	D	

OTHER PROFESSIONS

2521-13	Solicitor*	D*	Recruitment difficulties are for solicitors with three to five years experience in specialist areas.
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2523-11	Urban and Regional Planner	S	
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Research for the following occupations undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if demand exists at the State level.

- 2112-11 Geologist
- 2122-11 Quantity Surveyor
- 2123-13 Surveyor
- 2127-11 Mining Engineer
- 2129-17 Chemical Engineer
- 3122-11,13 Civil Engineering Associate and Technician
- 3123-11,13 Electrical Engineering Associate and Technician.

TRADES (March 2006)

ENGINEERING TRADES

4112-11	Metal Fitter*	S*	Shortages are most evident for specialist skills such as assembling machinery (rather than maintenance) or turning and milling experience or experience with heavy machinery in the engineering or mining industries or experience with marine and rail transport machinery.
4112-13	Metal Machinist*	S*	Shortages are apparent across a wide range of skills including setting up CNC machines and setting up and operating lathes and milling machines.
4113-11	Toolmaker*	S*	Shortages of Toolmakers are evident in both the press metal and plastics sectors.

4115-11	Precision Instrument Maker and Repairer*	D*	Recruitment difficulties exist for camera repairers with experience in electronic and mechanical repairs of professional-level cameras.
4122-11	Metal Fabricator	S	
4122-15	Welder	S	
4124-11	Sheetmetal Worker	S	
AUTOMOTIVE TRADES			
4211-11	Motor Mechanic*	S*	Shortages exist across most specialisations, including general servicing and repair, diesel motor mechanics, bus and truck mechanics and motor cycle mechanics.
4212-11	Auto Electrician*	S*	Shortage is evident across most sectors, including cars, trucks and buses.
4213-11	Panel Beater	S	
4214-11	Vehicle Painter	D	
4215-11	Vehicle Body Maker	S	
ELECTRICAL/ELECTRONICS TRADES			
4311-11,13	Electrician*	S*	Shortages have eased slightly, but persist across most sectors including commercial, domestic and industrial.
4312-11	Refrigeration and Airconditioning Mechanic	S	
4313-11	Electrical Powerline Trades	S	
4314-11,13	Electronic Instrument Trades	S	
CONSTRUCTION TRADES			
4411-11,13,15	Carpenter and Joiner*	S*	Shortages eased in 2005, but remain significant, particularly in regional NSW.
4415-11	Solid Plasterer*	S*	Shortage is confined to cement renderers.
4431-17	Roof Plumber*	D*	Recruitment difficulties are restricted to roof plumbers.
FOOD TRADES			
3322	Chef	S	
4512-11	Baker	S	
4513-11	Cook	S	
OTHER TRADES			
4922-11	Cabinetmaker	S	
4931-11	Hairdresser	S	

4942-11	Furniture Upholsterer*	S*	Shortages are especially for positions requiring quality re-upholstering/re-covering experience.
4981-13	Boat Builder and Repairer	S	

Research for the following occupations undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if demand exists at the State level.

4115-15 Locksmith
4311-15 Lift Mechanic
4416-13 Stonemason
4423-11 Floor Finisher
4511-11 Butcher
4512-13 Pastrycook
4623-15 Tree Surgeon
4912-11 Printing Machinist
4912-13 Small Offset Printer
4913-11 Binder and Finisher
4914-11 Screen Printer
4929-13 Furniture Finisher
4982-11 Flat Glass Trades.

INFORMATION AND COMMUNICATION TECHNOLOGY SKILLS - NEW SOUTH WALES

ICT SPECIALISATION (Surveyed May 2006)	NSW
Database	
DB2	D
Oracle	S
Microsoft SQL Server	D
Sybase SQL Server	S
Data Warehousing	S
General Application Development/Software Engineering	
PowerBuilder	S
Java	S
Java Script	S
C++/C#/C	S
Delphi	D
.Net technologies	S
Lotus Notes	D
COBOL	D
Internet, Networking/LAN/WAN	
Advanced Web design	S
ASP	D
XML	D
J2EE	S
CORBA	D
Office/E-mail/Groupware	
Lotus Notes	D
ERM/CRM applications	
SAP	S
PeopleSoft	S
Siebel	S
Oracle E-Business Suite	S
Operating Systems	
Unix	S
Solaris	S
Linux	D
HP-UX	S
VMS	S
Process & Systems management	
Project Management	D
Systems analysis	S
Broad commercial business understanding	S
Security	
Network security/ Firewall/Internet security	S
Risk management	S
CISSP (Certified Information Systems Security Professional)	S
E-Commerce security (non programming)	S
Geographical Information systems	
GIS (eg Mapinfo)	S

Skills in Demand

Victoria

ASCO	Occupation	VIC	Comments
CHILD CARE (July 2006)			
1295-11	Child Care Coordinator	S	
6312-11	Child Care Worker	S	
PROFESSIONS (July 2006)			
ENGINEERS			
2124-11	Civil Engineer	S	
2125-11	Electrical Engineer	S	
2126-11	Mechanical Engineer*	D*	Recruitment difficulties exist for senior roles and building services.
ACCOUNTANTS			
2211-11	Accountant*	M-D,R*	Shortages exist only for experienced accountants in corporate compliance /governance, and in regional areas.
<u>2231 INFORMATION AND COMMUNICATION TECHNOLOGY (click here to see SEPARATE LIST)</u>			
REGISTERED NURSES			
2323-11	Registered Nurse (general)	S	
	Accident/Emergency	S	
	Aged Care	S	
	Cardiothoracic	S	
	Critical/Intensive Care	S	
	Neonatal Intensive Care	S	
	Neurological	S	
	Oncology	S	
	Operating Theatre	S	
	Paediatric	S	
	Perioperative	S	
	Renal	S	
2324-11	Registered Midwife	S	
2325-11	Mental Health Nurse	S	

HEALTH SPECIALISTS

2381-11	Dentist*	M-D,R*	Shortages in metropolitan areas exist only in public health, but shortages are more general in regional areas.
2382-11	Hospital Pharmacist	R	
2383-11	Occupational Therapist*	S*	Senior occupational therapist and acute care positions are particularly hard to fill.
2385-11	Physiotherapist	S	
2386-11	Speech Pathologist*	S*	Shortages are particularly evident in paediatrics, education, disability services and for locum positions.
2388-11	Podiatrist	S	
2391-11	Medical Diagnostic Radiographer	S	
2391-17	Sonographer	S	

TEACHERS

2411-11	Pre-Primary School Teacher*	D*	Recruitment difficulty is particularly evident for very short term positions.
2413-11	Secondary School Teacher*	S*	Shortages are restricted to a small number of specialist teaching areas (see list below).
	Manual Arts/Tech Studies*	S*	Shortage especially evident for technology studies and food technology/hospitality.
	Physics	S	
	Maths	S	
	LOTE*	S*	Overall shortage, but especially evident for Indonesian, Italian, Japanese and French.
	Information Technology	S	

OTHER PROFESSIONS

2511-11	Social Worker*	R-D*	Recruitment difficulties are evident for some specialist positions in regional areas.
2521-13	Solicitor*	D*	Recruitment difficulties are restricted to speciality areas such as funds management, family law and property and finance.
2523-11	Urban and Regional Planner	S	

Research for the following occupations undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if demand exists at the State level.

2112-11 Geologist
 2122-11 Quantity Surveyor
 2123-13 Surveyor

2127-11 Mining Engineer
 2129-17 Chemical Engineer
 3122-11,13 Civil Engineering Associate and Technician
 3123-11,13 Electrical Engineering Associate and Technician.

TRADES (March 2006)

ENGINEERING TRADES

4112-11	Metal Fitter	S	
4112-13	Metal Machinist*	S*	Machinists with expertise in CNC/CAD/CAM and able to carry out milling and machining to fine tolerances are in particular demand.
4113-11	Toolmaker*	S*	Toolmakers with expertise in CNC/CAD/CAM and able to work to fine tolerances particularly in press tools, vacuum forming dies, blow moulds and injection moulding are in particular demand.
4115-11	Precision Instrument Maker and Repairer*	D*	Demand varies across the wide range of specialist areas included under this title.
4122-11	Metal Fabricator*	S*	Metal fabricators with high level welding and pressure vessel skills and the ability to accurately read drawings are in particular demand.
4122-15	Welder*	S*	Welders with high level welding skills in manual ARC, MIG and TIG and the ability to accurately read drawings are in particular demand.
4124-11	Sheetmetal Worker*	S*	Sheetmetal workers with high level skills in heating/airconditioning ductwork and aluminium and stainless steel are in particular demand.

AUTOMOTIVE TRADES

4211-11	Motor Mechanic	S	
4212-11	Auto Electrician	S	
4213-11	Panel Beater	S	
4214-11	Vehicle Painter	S	
4215-11	Vehicle Body Maker*	S*	Few vacancies are advertised for this trade, but response to advertised vacancies is poor.
4216-11	Vehicle Trimmer*	S*	Few vacancies are advertised for this trade, but response to advertised vacancies is poor.

ELECTRICAL/ELECTRONICS TRADES

4311-11,13	Electrician	S	
4312-11	Refrigeration and Airconditioning Mechanic	S	
4313-11	Electrical Powerline Trades	S	
4314-11,13	Electronic Instrument Trades*	S*	Demand is strong due to increased use of digital monitoring and control systems.
4315-11	Electronic Equipment Trades	S	
4315-13	Business Machine Mechanic*	S*	Shortage is particularly evident for mechanics trained across a range of equipment.

CONSTRUCTION TRADES

4411-11,13,15	Carpenter and Joiner	M-D, R
4412-11	Fibrous Plasterer	M-D, R
4413-11	Roof Slater and Tiler	M-D, R
4414-11	Bricklayer	M-D, R
4415-11	Solid Plasterer	M-D, R
4416-11	Wall and Floor Tiler	M-D, R
4421-11	Painter and Decorator	M-D, R
4431-11,13, 15, 17, 19	Plumber	M-D, R

FOOD TRADES

3322	Chef*	S*	Shortage is especially evident for Asian cuisines.
4512-13	Pastrycook*	S*	Shortages are especially for skills in European and Asian pastry.
4513-11	Cook*	S*	Shortage is especially evident for Asian cuisines.

OTHER TRADES

4922-11	Cabinetmaker	M-D, R
4931-11	Hairdresser	S
4942-11	Furniture Upholsterer	S

Research for the following occupations undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if demand exists at the State level.

4115-15 Locksmith
4311-15 Lift Mechanic
4416-13 Stonemason
4423-11 Floor Finisher
4511-11 Butcher
4512-11 Baker
4623-15 Tree Surgeon
4912-11 Printing Machinist

4912-13 Small Offset Printer
4913-11 Binder and Finisher
4914-11 Screen Printer
4929-13 Furniture Finisher
4981-13 Boat Builder and Repairer
4982-11 Flat Glass Trades.

INFORMATION AND COMMUNICATION TECHNOLOGY SKILLS - VICTORIA

ICT SPECIALISATION (Surveyed May 2006)	VIC
Database	
Oracle	S
Microsoft SQL Server	D
Sybase SQL Server	D
Data Warehousing	D
General Application Development/Software Engineering	
PowerBuilder	D
Java	S
C++/C#/C	D
.Net technologies	D
Internet, Networking/LAN/WAN	
Advanced Web design	S
ASP	D
XML	D
J2EE	S
ERM/CRM applications	
SAP	S
PeopleSoft	S
Siebel	S
Oracle E-Business Suite	S
Operating Systems	
Unix	D
VMS	D
Process & Systems management	
Project Management	S
Systems analysis	D
Broad commercial business understanding	D
Security	
Network security/ Firewall/Internet security	S
Risk management	D
CISSP (Certified Information Systems Security Professional)	D
PKI	D
E-Commerce security (non programming)	D

Skills in Demand

Queensland

ASCO	Occupation	QLD	Comments
CHILD CARE (July 2006)			
1295-11	Child Care Coordinator	S	
6312-11	Child Care Worker*	S*	Shortages restricted to diploma qualified staff for group leader positions.

PROFESSIONS (July 2006)

ENGINEERS AND MINING SPECIALISTS

2112-11	Geologist	S	
2112-13	Geophysicist	S	
2119-15	Extractive Metallurgist	S	
2124-11	Civil Engineer	S	
2125-11	Electrical Engineer	S	
2126-11	Mechanical Engineer*	S*	Shortages are State-wide, but are more pronounced in regional locations.
2126-13	Production or Plant Engineer*	S*	Shortages are particularly evident in the mining and mineral processing industry.
2127-11	Mining Engineer	S	
2127-13	Petroleum Engineer	S	Rating based on assessment in 2005.
2129-17	Chemical Engineer*	S*	Shortages are particularly evident in the mining and mineral processing industry.
3129-15	Mine Deputy	S	

ACCOUNTANTS

2211-11	Accountant	S	
2212-11	External Auditor	S	

[2231 INFORMATION AND COMMUNICATION TECHNOLOGY \(click here to see SEPARATE LIST\)](#)

REGISTERED NURSES

2323-11	Registered Nurse (general)	S	
	Accident/Emergency	S	
	Aged Care	S	
	Cardiothoracic	S	
	Community	S	
	Critical/Intensive Care	S	
	Indigenous Health	S	

	Neonatal Intensive Care	S	
	Neurological	S	
	Oncology	S	
	Operating Theatre	S	
	Paediatric	S	
	Palliative Care	S	
	Perioperative	S	
	Rehabilitation	S	
	Renal	S	
2324-11	Registered Midwife	S	
2325-11	Mental Health Nurse	S	
3411-11	Enrolled Nurse*	D*	Recruitment difficulty is evident for enrolled nurses in advanced practice.
HEALTH SPECIALISTS			
2381-11	Dentist*	S*	Shortage more evident in the public sector and in regional and rural areas.
2381-13	Dental Specialist	S	
2382-11	Hospital Pharmacist	S	
2382-15	Retail Pharmacist	S	
2383-11	Occupational Therapist	S	
2385-11	Physiotherapist*	S*	Shortages particularly in regional locations and in paediatrics and gerontology.
2386-11	Speech Pathologist	S	
2388-11	Podiatrist	S	
2391-11	Medical Diagnostic Radiographer*	S*	Shortages are particularly evident for radiographers with experience in cardiovascular imaging.
2391-13	Radiation Therapist	R	
2391-15	Nuclear Medicine Technologist	S	
2391-17	Sonographer	S	
TEACHERS			
2413-11	Secondary School Teacher*	D*	Recruitment difficulties are restricted to a small number of specialist teaching areas (see list below).
	Science	D	
	Information Technology	D	
	Manual Arts/Industrial Design	D	
	Maths	D	
OTHER PROFESSIONS			
2521-13	Solicitor*	R*	Shortages are evident in regional areas for solicitors with specialist experience.
2523	Urban and Regional Planner	S	.

Research for the following occupations undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if demand exists at the State level.

2122-11 Quantity Surveyor
 2123-13 Surveyor
 3122-11,13 Civil Engineering Associate and Technician
 3123-11,13 Electrical Engineering Associate and Technician.

TRADES (March 2006)

ENGINEERING TRADES

4112-11	Metal Fitter	S
4112-13	Metal Machinist	S
4113-11	Toolmaker	S
4122-11	Metal Fabricator	S
4122-15	Welder	S
4124-11	Sheetmetal Worker	S

AUTOMOTIVE TRADES

4211-11	Motor Mechanic	S
4212-11	Auto Electrician	S
4213-11	Panel Beater	S
4214-11	Vehicle Painter	S

ELECTRICAL/ELECTRONICS TRADES

4311-11,13	Electrician*	S*	Shortages are evident for both general and specialist electricians.
4311-15	Lift Mechanic	S	
4312-11	Refrigeration and Airconditioning Mechanic*	S*	Shortages exist in all aspects of the trade, including installation, servicing and maintenance.
4313-11	Electrical Powerline Trades	S	
4314-11,13	Electronic Instrument Trades*	S*	Shortages are especially evident for tradespersons experienced in installing, maintaining and programming PLC (Programmable Logic Control) systems in commercial and industrial applications.
4315-11	Electronic Equipment Trades	S	
4315-13	Business Machine Mechanic	S	

CONSTRUCTION TRADES

4411-11,13,15	Carpenter and Joiner	S
4412-11	Fibrous Plasterer	S
4413-11	Roof Slater and Tiler	S
4414-11	Bricklayer	S
4415-11	Solid Plasterer	S
4416-11	Wall and Floor Tiler	S

4431-11,13, 15,17,19	Plumber and Gasfitter*	S*	Mechanical Services Plumbers are particularly hard to recruit.
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FOOD TRADES

3322	Chef*	S*	Shortages are particularly acute in regional locations.
4511-11	Butcher	S	
4512-11	Baker	S	
4512-13	Pastrycook	S	
4513-11	Cook	S	

PRINTING TRADES

4912-11	Printing Machinist	S	
4913-11	Binder and Finisher	S	

OTHER TRADES

4922-11	Cabinetmaker	S	
4929-13	Furniture Finisher	S	
4931-11	Hairdresser	S	
4942-11	Furniture Upholsterer	S	
4981-13	Boat Builder and Repairer	S	
4982-11	Flat Glass Trades	S	

Research for the following occupations undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if demand exists at the State level.

4115-15 Locksmith
 4416-13 Stonemason
 4423-11 Floor Finisher
 4623-15 Tree Surgeon
 4912-13 Small Offset Printer
 4914-11 Screen Printer.

INFORMATION AND COMMUNICATION TECHNOLOGY SKILLS - QUEENSLAND

ICT SPECIALISATION (Surveyed May 2006)	QLD
Database	
DB2	D
Oracle	D
Microsoft SQL Server	D
Sybase SQL Server	D
Data Warehousing	D
General Application Development/Software	
Engineering	
PowerBuilder	D
Java	S
Java Script	D
C++/C#/C	S
.Net technologies	D
Progress	D
Internet, Networking/LAN/WAN	
ASP	D
XML	D
J2EE	S
CORBA	D
Office/E-mail/Groupware	
Groupwise	D
ERM/CRM applications	
SAP	S
PeopleSoft	D
Siebel	D
Oracle E-Business Suite	D
Operating Systems	
Unix	D
Solaris	D
Linux	D
HP-UX	D
VMS	D
Communications	
Radio	D
GSM/TDMA	D
CDMA (inc Broadeband)	D
Process & Systems management	
Project Management	D
Systems analysis	D
Broad commercial business understanding	D
Security	
Network security/ Firewall/Internet security	D
Risk management	D
CISSP (Certified Information Systems Security Professional)	S
PKI	S
E-Commerce security (non programming)	D
Geographical Information systems	
GIS (eg Mapinfo)	D

Other specialisations (not grouped above)	
Business Objects	S
Software Testers	D
Crystal Reports	D

Skills in Demand

South Australia

ASCO	Occupation	SA	Comments
CHILD CARE (July 2006)			
1295-11	Child Care Coordinator	D	
6312-11	Child Care Worker	S	
PROFESSIONS (July 2006)			
ENGINEERS			
2124-11	Civil Engineer	S	
2125-11	Electrical Engineer	S	
ACCOUNTANTS			
2211-11	Accountant	S	
<u>2231 INFORMATION AND COMMUNICATION TECHNOLOGY (click here to see SEPARATE LIST)</u>			
REGISTERED NURSES			
2323-11	Registered Nurse (general)	S	
	Aged Care	S	
2324-11	Registered Midwife	S	
2325-11	Mental Health Nurse	S	
3411-11	Enrolled Nurse	S	
HEALTH SPECIALISTS			
2381-11	Dentist	S	
2381-13	Dental Specialist	S	
2382-11	Hospital Pharmacist	S	
2382-15	Retail Pharmacist	S	
2383-11	Optometrist	S	
2384-11	Occupational Therapist	D	
2385-11	Physiotherapist	R	
2386-11	Speech Pathologist	S	
2391-11	Medical Diagnostic Radiographer	D	
2391-13	Radiation Therapist	S	
2391-17	Sonographer	S	

TEACHERS

2413-11	Secondary School Teacher*	D*	Recruitment difficulties are restricted to a small number of specialist teaching areas (see list below).
	Technical Studies	D	
	Maths	D	
	Science	D	
	Languages other than English (LOTE)	D	
	Home Economics	D	
	Physical Education	D	

OTHER PROFESSIONS

2523-11	Urban and Regional Planner	S
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Research for the following occupations undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if demand exists at the State level.

2112-11 Geologist
2122-11 Quantity Surveyor
2123-13 Surveyor
2127-11 Mining Engineer
2129-17 Chemical Engineer
2388-11 Podiatrist
3122-11,13 Civil Engineering Associate and Technician
3123-11,13 Electrical Engineering Associate and Technician.

TRADES (March 2006)

ENGINEERING TRADES

4112-13	Metal Machinist*	D*	Recruitment difficulties are evident for metal machinists with experience with CNC machinery.
4113-11	Toolmaker	D	
4115-11	Precision Instrument Maker and Repairer*	R*	Recruitment difficulties are particularly evident in remote areas.
4122-15	Welder*	S*	Welders experienced in MIG welding and stainless steel welding are in particular demand.
4124-11	Sheetmetal Worker	S	

AUTOMOTIVE TRADES

4211-11	Motor Mechanic	S	
4212-11	Auto Electrician	S	
4213-11	Panel Beater	S	
4214-11	Vehicle Painter	S	
4216-11	Vehicle Trimmer*	S*	Few vacancies are advertised for this trade, but response to advertised vacancies is poor

ELECTRICAL/ELECTRONICS TRADES

4311-11,13	Electrician	S
4312-11	Refrigeration and Airconditioning Mechanic	S
4313-11	Electrical Powerline Trades	S
4314-11,13	Electronic Instrument Trades	D
4315-13	Business Machine Mechanic	S
4316-11	General Communication Trades	S

CONSTRUCTION TRADES

4411-13	Carpenter	D
4413-11	Roof Slater and Tiler	S
4415-11	Solid Plasterer	S
4416-11	Wall and Floor Tiler	S
4431-11,13, 15,17,19	Plumber and Gasfitter	S

FOOD TRADES

3322	Chef	D
4513-11	Cook	D

OTHER TRADES

4922-11	Cabinetmaker	S
4931-11	Hairdresser	S
4942-11	Furniture Upholsterer	S

Research for the following occupations undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if demand exists at the State level.

4115-15 Locksmith
4311-15 Lift Mechanic
4416-13 Stonemason
4423-11 Floor Finisher
4511-11 Butcher
4512-11 Baker
4512-13 Pastrycook
4623-15 Tree Surgeon
4912-11 Printing Machinist
4912-13 Small Offset Printer
4913-11 Binder and Finisher
4914-11 Screen Printer
4929-13 Furniture Finisher
4981-13 Boat Builder and Repairer
4982-11 Flat Glass Trades.

INFORMATION AND COMMUNICATION TECHNOLOGY SKILLS - SOUTH AUSTRALIA

ICT SPECIALISATION (Surveyed May 2006)	SA
Database	
Oracle	D
Microsoft SQL Server	D
Sybase SQL Server	D
Data Warehousing	D
General Application Development/Software Engineering	
PowerBuilder	D
Java	D
Java Script	D
C++/C#/C	D
.Net technologies	D
Lotus Notes	D
Progress	D
Powerhouse	D
COBOL	D
Internet, Networking/LAN/WAN	
IPX	D
SNA	D
Advanced Web design	D
ASP	D
J2EE	D
CORBA	D
Office/E-mail/Groupware	
Groupwise	D
Eudora	D
ERM/CRM applications	
SAP	S
PeopleSoft	D
Siebel	S
Oracle E-Business Suite	S
Operating Systems	
Unix	D
Solaris	D
Linux	D
VMS	D
Communications	
Radio	D
SDH	D
WDM	D
GSM/ TDMA	D
CDMA (inc Broadband)	D
Satellite design	D
VSAT	D
Photonics	D
Process & Systems management	
Systems analysis	D
Security	
Network security/ Firewall/Internet security	D

Risk management	S
CISSP (Certified Information Systems Security Professional)	S
PKI	D
E-Commerce security (non programming)	S
Geographical Information systems	
GIS (eg Mapinfo)	D

Skills in Demand

Western Australia

ASCO	Occupation	WA	Comments
CHILD CARE (July 2006)			
1295-11	Child Care Coordinator*	S*	Shortage is greatest in some regional and outer metropolitan areas.
6312-11	Child Care Worker*	S*	Shortage is greatest in some regional and outer metropolitan areas.
PROFESSIONS (July 2006)			
2112-11	Geologist	S	
2112-13	Geophysicist	D	
2119-15	Extractive Metallurgist*	S*	Based on research in 2005.
ENGINEERS			
2124-11	Civil Engineer	S	
2125-11	Electrical Engineer	S	
2126-11	Mechanical Engineer	S	
2127-11	Mining Engineer	S	
2127-13	Petroleum Engineer	S	Based on research in 2005.
2129-17	Chemical Engineer	S	
ACCOUNTANTS			
2211-11	Accountant*	D*	
<u>2231 INFORMATION AND COMMUNICATION TECHNOLOGY (click here to see SEPARATE LIST)</u>			
REGISTERED NURSES			
2323-11	Registered Nurse (general)	S	
	Accident/Emergency	S	
	Aged Care	S	
	Critical/Intensive Care	S	
	Neonatal Intensive Care	S	
	Oncology	S	
	Operating Theatre	S	
	Perioperative	S	
2324-11	Registered Midwife	S	Shortages are greatest in regional areas.
2325-11	Mental Health Nurse	S	Shortages are greatest in regional areas.
3411-11	Enrolled Nurse*	S*	Shortages are particularly evident in the aged-care sector.

HEALTH SPECIALISTS

2381-11	Dentist*	S*	Shortage is most evident in regional areas and in public health.
2381-13	Dental Specialist	S	
2382-11	Hospital Pharmacist	R	
2382-15	Retail Pharmacist	R	
2384-11	Optometrist	S	
2385-11	Physiotherapist*	S*	Shortage is greatest for aged care physiotherapists and for positions in regional areas.
2388-11	Podiatrist	S	
2391-11	Medical Diagnostic Radiographer	M-D	
2391-13	Radiation Therapist	S	
2391-15	Nuclear Medicine Technologist	S	
2391-17	Sonographer	S	

TEACHERS

2413-11	Secondary School Teacher*	D*	Recruitment difficulties are restricted to a small number of specialist teaching areas (see list below).
	Home Economics	D	
	Design and Technology	D	
	Maths	D	
	Physics/Chemistry	D	
	Languages other than English (LOTE)*	D*	Particularly Indonesian, Japanese, Italian, Mandarin and Chinese.

OTHER PROFESSIONS

2521-13	Solicitor*	S*	Shortages are for solicitors with 2-5 years post admission experience particularly in corporate litigation (including insolvency litigation), public and international floats, energy/resources (particularly oil and gas), taxation and industrial relations law and for senior energy/resources (particularly oil & gas) legal professionals.
2523-11	Urban and Regional Planner*	S*	Shortages for planners with 2-5 years experience.

Research for the following occupations undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if demand exists at the State level.

2122-11 Quantity Surveyor
2123-13 Surveyor
2129-17 Chemical Engineer
3122-11,13 Civil Engineering Associate and Technician
3123-11,13 Electrical Engineering Associate and Technician.

TRADES (March 2006)

ENGINEERING TRADES

4112-11	Metal Fitter*	S*	Shortages are especially for fitters with heavy duty plant experience to work in the resources sector.
4112-13	Metal Machinist	S	
4113-11	Toolmaker	S	
4115-11	Precision Instrument Maker and Repairer	S	
4122-11	Metal Fabricator	S	
4124-11	Sheetmetal Worker	S	

AUTOMOTIVE TRADES

4211-11	Motor Mechanic	S
4212-11	Auto Electrician	S
4213-11	Panel Beater	S
4214-11	Vehicle Painter	S
4215-11	Vehicle Body Maker	S
4216-11	Vehicle Trimmer	S

ELECTRICAL/ELECTRONICS TRADES

4311-11,13	Electrician	S	Shortage is particularly evident in regional locations.
4311-15	Lift Mechanic	S	
4312-11	Refrigeration and Airconditioning Mechanic	S	
4313-11	Electrical Powerline Trades	S	
4314-11,13	Electronic Instrument Trades	S	
4315-11	Electronic Equipment Trades	S	
4316-11	General Communication Trades*	S*	
4316-13	Communications Linesperson	S	

CONSTRUCTION TRADES

4411-11,13,15	Carpenter and Joiner	S
4412-11	Fibrous Plasterer	S
4413-11	Roof Slater and Tiler	S
4414-11	Bricklayer	S
4415-11	Solid Plasterer	S
4416-11	Wall and Floor Tiler	S
4421-11	Painter and Decorator	S
4423-11	Floor Finisher	S
4431-11,13,15,17,19	Plumber and Gasfitter	S

FOOD TRADES

3322	Chef*	S*	In metropolitan areas, the shortage is restricted to some Asian cuisines, particularly Japanese, Indian and Thai, although more general shortages are evident in regional areas.
4512-11	Baker	S	
4512-13	Pastrycook	S	
4513-11	Cook	S	

OTHER TRADES

4922-11	Cabinetmaker	S	
4931-11	Hairdresser	S	
4942-11	Furniture Upholsterer	S	
4981-13	Boat Builder and Repairer	S	
4982-11	Flat Glass Trades	S	

Research for the following occupations undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if demand exists at the State level.

- 4115-15 Locksmith
- 4416-13 Stonemason
- 4511-11 Butcher
- 4623-15 Tree Surgeon
- 4912-11 Printing Machinist
- 4912-13 Small Offset Printer
- 4913-11 Binder and Finisher
- 4914-11 Screen Printer
- 4929-13 Furniture Finisher.

INFORMATION AND COMMUNICATION TECHNOLOGY SKILLS - WESTERN AUSTRALIA

ICT SPECIALISATION (Surveyed May 2006)	WA
Database	
Oracle	S
Microsoft SQL Server	D
General Application Development/Software Engineering	
Java	D
C++/C#/C	D
.Net technologies	D
Lotus Notes	D
Internet, Networking/LAN/WAN	
SNA	D
J2EE	D
CORBA	D
Office/E-mail/Groupware	
Groupwise	D
Lotus Notes	D
ERM/CRM applications	
SAP	S
PeopleSoft	S
Siebel	S
Oracle E-Business Suite	S
Operating Systems	
HP-UX	D
Process & Systems management	
Project Management	D
Security	
Network security/ Firewall/Internet security	D
CISSP (Certified Information Systems Security Professional)	D
E-Commerce security (non programming)	D
Other specialisations (not grouped above)	
Business Analysts	D
Testers	D
ICT Sales Executives	S
Software Architect – Infrastructure and Applications	S

Skills in Demand

Tasmania

ASCO	Occupation	TAS	Comments
CHILD CARE (July 2006)			
1295-11	Child Care Coordinator	S	
6312-11	Child Care Worker	S	
PROFESSIONS (July 2006)			
ENGINEERS			
2124-11	Civil Engineer	S	
2125-11	Electrical Engineer	S	
ACCOUNTANTS			
2211-11	Accountant*	S*	Shortage is particularly evident for accountants who are certified practicing or chartered.
<u>2231 INFORMATION AND COMMUNICATION TECHNOLOGY (click here to see SEPARATE LIST)</u>			
REGISTERED NURSES			
2323-11	Registered Nurse (general)	S	
	Accident/Emergency	S	
	Aged Care	S	
	Cardiothoracic	S	
	Community	S	
	Critical/Intensive Care	S	
	Neonatal Intensive Care	S	
	Neurological	S	
	Oncology	S	
	Operating Theatre	S	
	Paediatric	S	
	Palliative Care	S	
	Perioperative	S	
	Rehabilitation	S	
	Renal	S	
2324-11	Registered Midwife	S	
2325-11	Mental Health Nurse	S	
3411-11	Enrolled Nurse	D	

HEALTH SPECIALISTS

2381-11	Dentist	S
2381-13	Dental Specialist	S
2382-11	Hospital Pharmacist	S
2382-15	Retail Pharmacist	S
2383-11	Occupational Therapist	S
2385-11	Physiotherapist	S
2384-11	Optometrist	S
2386-11	Speech Pathologist	S
2388	Podiatrist	S
2391-11	Medical Diagnostic Radiographer	S
2391-17	Sonographer	S

TEACHERS

2413-11	Secondary School Teacher*	R-D*	Recruitment difficulties for teachers are restricted to maths/science teachers in regional areas.
	Maths/Science	R-D	

OTHER PROFESSIONS

2521-13	Lawyer*	S*	Shortages are evident for experienced, specialist lawyers.
2523-11	Urban and Regional Planner	S	

Research for the following occupations undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if demand exists at the State level.

- 2112-11 Geologist
- 2122-11 Quantity Surveyor
- 2123-13 Surveyor
- 2127-11 Mining Engineer
- 2129-17 Chemical Engineer
- 3122-11,13 Civil Engineering Associate and Technician
- 3123-11,13 Electrical Engineering Associate and Technician.

TRADES (March 2006)

ENGINEERING TRADES

4112-11	Metal Fitter	S
4112-13	Metal Machinist	S
4122-11	Metal Fabricator	S
4122-15	Welder	S
4124-11	Sheetmetal Worker	S

AUTOMOTIVE TRADES

4211-11	Motor Mechanic	S
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4212-11	Auto Electrician	S
4213-11	Panel Beater	S
4214-11	Vehicle Painter	S

ELECTRICAL/ELECTRONICS TRADES

4311-11,13	Electrician	S
4312-11	Refrigeration and Airconditioning Mechanic	S
4313-11	Electrical Powerline Trades	S
4315-11	Electronic Equipment Trades	S
4315-13	Business Machine Mechanic	S

CONSTRUCTION TRADES

4411-11,13,15	Carpenter and Joiner	S
44112-11	Fibrous Plasterer	S
4413-11	Roof Slater and Tiler	S
4414-11	Bricklayer	S
4415-11	Solid Plasterer*	S*
4416-11	Wall and Floor Tiler	S
4421-11	Painter and Decorator	S
4431-11,13, 15,17,19	Plumber and Gasfitter	S

Solid plastering is a very small occupation in Tasmania.

FOOD TRADES

3322	Chef	S
4513-11	Cook	S
4512-13	Pastrycook*	S*

Shortages are particularly for specialist dessert and patisserie pastrycooks.

OTHER TRADES

4922-11	Cabinetmaker	S
4931-11	Hairdresser	S
4942-11	Furniture Upholsterer	S

Research for the following occupations undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if demand exists at the State level.

4115-15 Locksmith
 4215-11 Vehicle Body Maker
 4216-11 Vehicle Trimmer
 4311-15 Lift Mechanic
 4416-13 Stonemason
 4423-11 Floor Finisher
 4511-11 Butcher
 4512-11 Baker
 4623-15 Tree Surgeon
 4912-11 Printing Machinist
 4912-13 Small Offset Printer
 4913-11 Binder and Finisher

4914-11 Screen Printer
4929-13 Furniture Finisher
4981-13 Boat Builder and Repairer
4982-11 Flat Glass Trades.

INFORMATION AND COMMUNICATION TECHNOLOGY SKILLS - TASMANIA

ICT SPECIALISATION (Surveyed May 2006)	TAS
General Application Development/Software Engineering	
C++/C#/C	S
Other specialisations (not grouped above)	
CISCO	S
Ingress (database)	S

Skills in Demand

Northern Territory

ASCO	Occupation	NT	Comments
CHILD CARE (July 2006)			
6312-11	Child Care Worker	S	
PROFESSIONS (July 2006)			
2112-11	Geologist	S	
ENGINEERS			
2124-11	Civil Engineer	S	
2125-11	Electrical Engineer	S	
2127-11	Mining Engineer	S	
<u>2231 INFORMATION AND COMMUNICATION TECHNOLOGY (click here to see SEPARATE LIST)</u>			
REGISTERED NURSES			
2323-11	Registered Nurse (general)	S	
	Accident/Emergency	S	
	Aged Care	S	
	Community	S	
	Critical/Intensive Care	S	
	Indigenous Health	S	
	Neonatal Intensive Care	S	
	Operating Theatre	S	
	Paediatric	S	
	Renal	S	
2324-11	Registered Midwife	S	
2325-11	Mental Health Nurse	S	
HEALTH SPECIALISTS			
2381-11	Dentist	S	
2381-13	Dental Specialist	S	
2382-11	Hospital Pharmacist	D	
2382-15	Retail Pharmacist	D	
2383-11	Occupational Therapist	D	
2384-11	Optometrist	S	
2385-11	Physiotherapist	S	
2386-11	Speech Pathologist	S	
2388-11	Podiatrist	S	

2391-11	Medical Diagnostic Radiographer	S
2391-17	Sonographer	S

TEACHERS

2412-11	Primary School Teacher*	D*	Recruitment difficulties are restricted to specialist teachers of music and LOTE.
2413-11	Secondary School Teacher*	D*	
	Manual Arts	D	Recruitment difficulties are restricted to teachers in the specialisations listed below.
	Chemistry	D	
	Physical Education	D	
	Home Economics	D	
2414-11	Special Needs Teacher*	D*	This occupation was not separately researched, but recruitment difficulties for special needs teachers in primary schools were identified during research into primary school teachers.

OTHER PROFESSIONS

2511-11	Social Worker	R-D
2523-11	Urban and Regional Planner	D

Research for the following occupations undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if demand exists at the State level.

- 2122-11 Quantity Surveyor
- 2123-13 Surveyor
- 2129-17 Chemical Engineer
- 3122-11,13 Civil Engineering Associate and Technician
- 3123-11,13 Electrical Engineering Associate and Technician.

TRADES (March 2006)

ENGINEERING TRADES

4112-11	Metal Fitter*	S*	Shortages are especially evident for Metal Fitters with heavy duty and underground experience.
4112-13	Metal Machinist	S	
4122-11	Metal Fabricator	M-D,R	
4122-15	Welder*	S*	Shortages are particularly for welders with TIG or aluminium welding experience.
4124-11	Sheetmetal Worker	S	

AUTOMOTIVE TRADES

4211-11	Motor Mechanic	S
4212-11	Auto Electrician	S

4213-11	Panel Beater	S
4214-11	Vehicle Painter	S

ELECTRICAL/ELECTRONICS TRADES

4311-11,13	Electrician	S
4312-11	Refrigeration and Airconditioning Mechanic	S
4313-11	Electrical Powerline Trades	S
4314-11,13	Electronic Instrument Trades	D
4315-11	Electronic Equipment Trades	S
4315-13	Business Machine Mechanic	D
4316-11	General Communications Trades	S
4316-13	Communications Linespersons	S

CONSTRUCTION TRADES

4411-11,13,15	Carpenter and Joiner	D
4412-11	Fibrous Plasterer	S
4414-11	Bricklayer	S
4415-11	Solid Plasterer	S
4416-11	Wall and Floor Tiler	S
4421-11	Painter and Decorator*	D*
4431-11,13, 15,17,19	Plumber*	S*

Recruitment difficulties are evident, but there is a shortage of industrial painters. Shortage is particularly evident for roof plumbers.

FOOD TRADES

3322	Chef	S
4511-11	Butcher	S
4512-11	Baker	S
4512-13	Pastrycook	S
4513-11	Cook	S

OTHER TRADES

4922-11	Cabinetmaker	S
4931-11	Hairdresser	S

Research for the following occupations undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if demand exists at the State level.

- 4115-15 Locksmith
- 4215-11 Vehicle Body Maker
- 4216-11 Vehicle Trimmer
- 4311-15 Lift Mechanic
- 4416-13 Stonemason
- 4423-11 Floor Finisher

4623-15 Tree Surgeon
4912-11 Printing Machinist
4912-13 Small Offset Printer
4913-11 Binder and Finisher
4914-11 Screen Printer
4929-13 Furniture Finisher
4942-11 Furniture Upholsterer
4981-13 Boat Builder and Repairer
4982-11 Flat Glass Trades.

INFORMATION AND COMMUNICATION TECHNOLOGY SKILLS - NORTHERN TERRITORY

ICT SPECIALISATION (Surveyed May 2006)	NT
Database	
Microsoft SQL Server	D
Data Warehousing	D
General Application Development/Software Engineering	
Lotus Notes	D
Internet, Networking/LAN/WAN	
J2EE	D
Operating Systems	
Unix	D
Solaris	S
Linux	S
Process & Systems management	
Project Management	D
Broad commercial business understanding	D
Security	
Network security/ Firewall/Internet security	S
Risk management	S
CISSP (Certified Information Systems Security Professional)	S

Skills in Demand

Australian Capital Territory

INFORMATION AND COMMUNICATION TECHNOLOGY SKILLS

ICT SPECIALISATION (Surveyed May 2006)	ACT
Database	
DB2	D
Data Warehousing	D
General Application Development/Software Engineering	
C++/C#/C	D
.Net technologies	D
COBOL	S
Internet, Networking/LAN/WAN	
XML	D
J2EE	S
Office/E-mail/Groupware	
Groupwise	D
ERM/CRM applications	
SAP	S
PeopleSoft	S
Siebel	D
Operating Systems	
Unix	D
Linux	D
Security	
Network security/ Firewall/Internet security	S
CISSP (Certified Information Systems Security Professional)	S
PKI	S
Geographical Information systems	
GIS (eg Mapinfo)	S

Explanatory Notes

The Department of Employment and Workplace Relations (DEWR) is the Australian Government agency with prime portfolio responsibility for monitoring skills in demand. DEWR assesses demand for skills by a number of means including contact with employers, industry, employer and employee organisations and education and training providers. The prime focus of DEWR's approach is surveying employers who have recently advertised vacancies for selected skilled occupations (generally those requiring at least three years of training and which are included in the Australian Standard Classification of Occupations Major Groups 2 to 4). In assessing skills in demand, this industry and employer intelligence is considered in conjunction with statistical and qualitative information on demand and supply trends for selected occupations. Skill shortage assessments cover selected Trades, Professions and Information and Communication Technology (ICT) skills, but it should be noted that not all occupations have been covered by every State. Skill shortages may exist outside those included in the Skills in Demand Lists. Medical practitioners are not included in the DEWR research.

Information included in the July 2006 lists is based on research undertaken in late 2005 (Trades), early to mid 2006 (Professions) and May 2006 (ICT skills), unless otherwise indicated.

There is considerable ambiguity about the term 'skill shortages' in industry and media discussions, and in developing guidelines for training, migration, labour market programs and regional skills analysis. The term 'skill shortages' is often a surrogate for more general recruitment difficulties, or skill gaps (deficiencies in the skills of existing workers). DEWR skills in demand monitoring and assessment focuses mainly on skill shortages as defined below. Shortage ratings refer to experienced workers and the labour market for new graduates may differ.

Skill shortages (or skills in demand)

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

Shortages are typically for specialised and experienced workers, and can coexist with relatively high unemployment overall or in the occupation. An occupation may be assessed as in shortage even though not all specialisations are in shortage. Occupations may be in shortage in particular geographical areas and not in others. Although skill shortages are monitored closely, there may be localised or specialised shortages that are not reflected in these lists.

For each State, skill shortages are rated as evident in the capital city only (M – metropolitan), in regional areas (R – other than the capital city) or statewide (S). Skill shortages involve skills that require a significant period of training and/or experience to acquire.

The reasons for skill shortages are complex and varied and may result from economic or demographic change, those not completing training and qualified workers (not working in the occupation for which they are qualified and/or experienced), cyclical fluctuations in labour demand, emerging demands of new technology, lack of flexibility in wages and regional mismatches.

Recruitment difficulties

Recruitment difficulties occur when employers have some difficulty in filling vacancies for an occupation. There may be an adequate supply of skilled workers, but employers are still unable to attract and recruit sufficient suitable employees.

The recruitment difficulties may be due to characteristics of the industry, occupation or employer, such as: relatively low remuneration, poor working conditions, poor image of the industry, unsatisfactory working hours, location hard to commute to, ineffective recruitment advertising and processes or organisation-specific and highly-specialised skill needs.

In the Skills in Demand Lists, especially ICT skills, the term ‘recruitment difficulties’ is used as a way of signalling a degree of skill shortage - shown as “D” in the skill shortage lists. This provides an option for recognising skills where employers are experiencing some difficulty finding suitable workers even though a broader skill shortage is not evident.

Contact for enquiries: email: Australianjobs@dewr.gov.au

Key to ratings

S = *State-wide 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*

Se = *Shortage is expected to ease over the next 12 months*

***** = *Qualifying comments apply, for example Shortages may be restricted to specialist skills.*