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| Glazier | | Victoria |
| ANZSCO Code: 3331-11 | September 2009 | |
| Labour market rating: | Shortage | |
| Comment: | | |

Occupational demand

Glaziers measure, cut finish, fit and install flat glass and mirrors. Licensing and registration is not required for glaziers in Victoria. The 2006 ABS Census data indicated 1631 glaziers employed in Victoria with approximately 54 per cent working in construction and a further 40 per cent working in manufacturing. Demand for glaziers in Victoria is largely determined by the level of activity in the construction industry. ABS building activity trend estimate data for the June quarter 2009 indicates that the total value of building work done in Victoria (residential and non-residential) rose by 1.2 per cent and has risen for 13 quarters. According to the Construction Forecasting Council residential building activity in 2009-10 is expected to increase by approximately five per cent from 2008-09, however the outlook for non-residential building activity is forecast to decline by approximately 18 per cent over the same period.

Occupational supply

The 2006 ABS Census data for Victoria indicates that 54 per cent of employed glaziers hold Certificate III qualifications, while more than 40 per cent have no post school qualifications, suggesting there is significant informal entry to this trade. DEEWR estimates that a total of 29 apprentices completed their training in 2008-09 to attain glass and glazing qualifications, a slight decrease when compared to the 36 completions in 2007-08. Commencements had also declined, with 60 commencements in 2008-09 compared to 88 commencements in 2007-08. Net migration to Victoria during 2007-08 of tradespersons identifying as glaziers did not contribute significantly to the supply for this occupation.

Employer and industry comments/current labour market

The DEEWR Survey of Employers who Recently Advertised (SERA) found that approximately 75 per cent of vacancies were filled, a significant increase compared to the 30 per cent fill rate recorded in 2008. The average number of applicants per vacancy was 2.5, with only 1.5 applicants per vacancy assessed as suitable. The majority of employers said they were looking to employ glaziers with trade qualifications. They also required applicants to be well presented and have good customer service skills. Employers reported that applicants were considered unsuitable because of inadequate skills and experience as well as poor attitudes and presentation. Some of the employers contacted said they had received a higher number of applications than expected. Some of the employers had been authorised to bring in glaziers using the 457 Visa arrangements, but did not take up this option as they needed to fill positions quickly. Although metropolitan vacancies were filled within a two to four week period, a small number of regional employers reported advertising for months without success.

Many employers expressed concern at the number of unqualified and unskilled people working as glaziers. For safety reasons many employers believed the trade needs to be licensed. The majority of employers stated that there was a shortage of glaziers and suggested that young people are not attracted to glazing, as it is not promoted and does not have the profile of some of the other building trades. At present in Victoria the glass and glazing apprenticeship is only being offered at one metropolitan TAFE. Many employers also expressed the view that glaziers are not remunerated as well as some of the other trades. Industry contacts indicated that the shortage of glaziers will continue to increase as the environmental requirements for residential buildings increase.

Labour market outlook

Given the ongoing demand in the construction industry, it is likely that the shortage of qualified and experienced glaziers will continue over the next six months.