

<b>Engineering Manager</b>		<b>Western Australia</b>
ANZSCO Code: 1332-11		March 2009
<b>Labour market rating:</b>	No shortage	
<b>Comment</b>		

### **Occupational demand**

The 2006 Australian Bureau of Statistics (ABS) census data regarding engineering managers show that in WA, the majority of engineering managers work in the industry divisions of Professional, Scientific and Technical Services (31 per cent) and Manufacturing (22 per cent). The main specific industry of engineering manager employment is Engineering Design and Engineering Consultancy Services. Demand for engineering managers can be linked to activity in the oil and gas industry and infrastructure projects in WA. Industry bodies report that currently there are several liquefied gas projects and a major port development in the advanced planning and implementation phase in WA. ABS data show the number of engineering managers in WA has increased by 29 per cent between 2001 and 2006. The ABS Labour Force Survey shows that between November 2007 and November 2008, the level of employment of this occupation has been steady.

### **Occupational supply**

There is no simple measure of the supply of engineering managers because it is seen as a requirement that an engineer may only advance to the position of manager after a number of years experience. Although a number of engineering students complete double degrees with subject areas such as business management, commerce, banking and finance, and accounting, they will not enter the workforce at this level of management. It is expected that management skills will be developed in a variety of project management roles. The net gain from overseas migration of engineering managers to Western Australia was recorded as 454 persons in 2007-08 which was more than the net gain of 323 in 2006-07.

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

A DEEWR survey of employers who had recently advertised for engineer managers found that all vacancies were filled within six weeks of advertising. There were almost seven applicants per vacancy of whom around two applicants per vacancy were considered by employers to be suitable. Employers commented that this was often a difficult position to fill as every job or project was different and the skills needed for the implementation of each project had to be closely aligned to the skills of a manager. They noted that for any major project they would require a manager with specific technical skills and well developed business skills with the ability to manage people, resources, budgets and time. Employers and recruitment specialists said this made advertised positions difficult to fill even with several applicants and that it was a matching process as well as a recruitment exercise. Employers said the varying nature of engineering manager positions and roles had often resulted in applications that were very generic.

Employers suggested the current labour market was very different from that of a year ago, indicating it used to be very difficult to attract applicants but that since late 2008 advertisements attracted a large response and that they now have potential employees cold calling them. Recruitment companies indicated employers could now obtain a much better fit between the skills they needed and the applicants for the positions. Several employers commented that filling an engineering manager position was crucial to their longer term workforce planning and they were therefore keen to get the right person for their company. They were happy to be able to be selective in their recruitment and indicated this was a building block to their company's future.

### **Labour market outlook**

The labour market outlook is expected to remain unchanged in the short to medium term.