

<b>Wood Machinist (A-Grade)</b>		<b>Australia</b>
<b>ASCO Code:</b> 4921-11	October 2006	
<b>Labour market rating</b>	Shortage	
<b>Comment</b>		

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

A survey of employers who had recently advertised for wood machinists (A-Grade) was undertaken for this report. The survey shows demand for skills is strong.

Around 30 per cent of the surveyed vacancies were filled. Vacancy fill rates were reasonably consistent across the states and territories, excluding South Australia and Tasmania which both had significantly higher fill rates. Vacancies in regional areas were generally more difficult to fill than those in metropolitan areas.

An average of six applications were received for each advertised vacancy, with an average of one applicant considered suitable for each position. The majority of applicants who were considered by employers to be unsuitable for their advertised vacancies did not have the skills and experience sought. A small number of employers noted some applicants did not have sufficient education and language skills. Employers who required skills or experience on specialised equipment they use attracted less suitable applicants per vacancy than those seeking more general machining skills.

The results of this survey suggest most employers experienced difficulty recruiting the skills they need indicating there is a shortage of highly skilled wood machinists across Australia. Employers, particularly those in Western Australia, believe this is in part due to qualified wood machinists moving to other industries in search of higher remuneration. Employers who were unable to fill wood machinist vacancies with applicants who had the skills and experience sought often filled positions with existing employees, or recruited less skilled workers, and provided training on the job.

A small number of surveyed employers filled their vacancies but applicants did not have the skills expected and did not stay in the advertised positions. Other employers received applications from suitably skilled tradespeople but offers of employment were not accepted as workers had accepted other job offers.

### **Labour market outlook**

There are no indications that the labour market for wood machinists will change significantly over the next six months.