



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 (June 2005)			
1295-11	Child Care Coordinator*	M*,R-D	Shortages are restricted to metropolitan areas and are mainly for degree qualified coordinators in long day care centres.
6312-11sp	Child Care Worker	M	
PROFESSIONS (June 2005)			
ENGINEERS			
2124	Civil Engineer*	S*	Shortages are especially for private sector: building services, hydraulics and concrete and reinforced structural steel design. Shortages also in local government: traffic management, design for civil works, technical services and asset management.
2125-11	Electrical Engineer*	S*	Shortages particularly for building services; high-voltage, sub-station and power; industrial automation such as SCADA & TLC; design and project management.
2125-13	Electronics Engineer*	D*	Recruitment difficulties exist for electronics engineers in some industrial processes and software.
ACCOUNTANTS			
2211	Accountant	M*,R-D	Shortages are restricted to metropolitan areas, and are particularly evident in audit, risk management, taxation and regulatory reporting and compliance.

[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	
	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 **Enrolled Nurse*** **S*** Shortages are particularly evident in the aged-care sector.

HEALTH SPECIALISTS

2381	Dentist	S	
2382-11,15	Pharmacist (Hospital/Retail)	S	
2383-11	Occupational Therapist*	M*, R-D	Shortages are particularly for part-time positions and in specialised areas such as mental health.
2385-11	Physiotherapist	S	
2386-11	Speech Pathologist	S	
2388	Podiatrist*	S*	Rating based on research undertaken in 2004.
2391-11	Diagnostic Radiographer*	S	
2391-13	Radiation Therapist	D	
2391-17	Sonographer	S	

SECONDARY TEACHERS

2413-11	Secondary Teacher*	D*	Recruitment difficulties are for teachers of mathematics, physics and technical and applied studies in some Sydney suburban and regional locations.
	Manual Arts/Tech Studies	D	

Maths/Science	D
Physics/Chemistry	D
Maths	D

OTHER PROFESSIONS

2511	Social Worker*	R*	Rating based on research undertaken in 2004.
2521	Lawyer*	D*	Recruitment difficulties are for lawyers with three to five years experience in mergers and acquisitions, and financial services.
2523	Urban and Regional Planner*	Se*	Shortages are especially for those specialisations in development assessment.

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	

The following occupations may also be in demand in New South Wales. However, there is insufficient information to establish a labour market rating for this State. 4115-15 Locksmith; 4311-15 Lift Mechanic; 4416-13 Stonemason; 4423-11 Floor Finisher; 4511-11 Butcher; 4512-13 Pastrycook; 4623-11 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 2005)

NSW

Database

DB2	D
Oracle	D
Microsoft SQL Server	D
Sybase SQL Server	S

General Application Development/Software

PowerBuilder	S
Java	D
C++	D
.Net technologies	D
Delphi	S
Lotus Notes	D
Progress	S
Powerhouse	S

Internet, Networking/Lan/WAN

IPX	D
SNA	D
Advanced Web Design	D
ASP	D
Xml	D
Firewall/Internet security	S
Java Security (mainly J2EE) and e-commerce	D

Office/E-mail/Groupware

Groupwise	D
Lotus Notes	D
CC:Mail	D
Netscape	D
Eudora	D

Client/Server applications

COBOL	D
SAP	S
PeopleSoft	S
Siebel (esp Siebel Analytic)	S

System Software Support

Data Warehousing	S
------------------	---

Operating Systems

Unix	S
Solaris	D
Linux	D
HP-UX	D
VMS	S

Communications

Radio	S
SDH	S
WDM	S
GSM	D
CDMA	S
Broadband CDMA	S

Satellite design	S
TDMA	D
VSAT	S
Photonics	S
<i>Process & Systems management</i>	
Project Management	D
Systems Analysis	D
Broad commercial business understanding	D
<i>E-Commerce (eg business/financial)</i>	
E-commerce security (non programming)	S
<i>Security</i>	
Network Security	S
Risk Management	D
CISSP (Certified Information Systems Security Professional)	S
PKI	S
<i>Geographical Information Systems</i>	
GIS (eg Mapinfo)	S

Skills in Demand

Victoria

ASCO	Occupation	VIC	Comments
CHILD CARE (June 2005)			
1295-11	Child Care Coordinator	S	
6312-11sp	Child Care Worker	S	
PROFESSIONS (June 2005)			
ENGINEERS			
2124	Civil Engineer	R	
2125-11	Electrical Engineer	S	
ACCOUNTANTS			
2211	Accountant*	S*	Shortages are restricted to tax, audit, IAS implementation, corporate compliance /governance, but are more general 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	
3411	Enrolled Nurse	D	

HEALTH SPECIALISTS

2381	Dentist*	S*	Shortages are confined to rural areas and public health.
2382-11,15	Pharmacist (Hospital/Retail)	S	
2383-11	Occupational Therapist	S	
2385-11	Physiotherapist	S	
2386-11	Speech Pathologist	S	
2388	Podiatrist*	S*	Rating based on research undertaken in 2004.
2391-15	Nuclear Medicine Technologist*	D*	Recruitment difficulties are restricted to Senior NMTs.
2399-11	Audiologist	S	

SECONDARY TEACHERS

2413-11	Secondary Teacher*	S*	Specialist shortages only. See list below.
	Manual Arts/Tech Studies*	S*	Overall shortage, but 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 German.
	Information Technology	S	

OTHER PROFESSIONS

2511	Social Worker*	R-D*	Rating based on research undertaken in 2004.
2521	Lawyer*	D*	Recruitment difficulties for Lawyers are restricted to rural practices and speciality areas of funds management, family law and property and finance.
2523	Urban and Regional Planner	S	

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	

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

The following occupations may also be in demand in Victoria. However, there is insufficient information to establish a labour market rating for this State. 4115-15 Locksmith; 4311-15 Lift Mechanic; 4416-13 Stonemason; 4423-11 Floor Finisher; 4511-11 Butcher; 4512-11 Baker; 4623-11 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 2005)	VIC
<i>Database</i>	
Oracle	D
Sybase SQL Server	D
<i>General Application Development/Software</i>	
Java	S
.Net technologies	S
<i>Internet, Networking/Lan/WAN</i>	
Firewall/Internet security	D
Java Security (mainly J2EE) and e-commerce	S
<i>Client/Server applications</i>	
SAP	S
PeopleSoft	D
<i>System Software Support</i>	
Data Warehousing	D
<i>Operating Systems</i>	
Unix	D
Solaris	D
VMS	D
<i>Communications</i>	
Radio	D
Broadband CDMA	D
<i>Process and Systems management</i>	
Broad commercial business understanding	D
<i>E-Commerce (eg business/financial)</i>	
E-commerce security (non programming)	S
<i>Security</i>	
Network Security	S
Risk Management	S
CISSP (Certified Information Systems Security Professional)	S
PKI	D
<i>Geographical Information Systems</i>	
GIS (eg Mapinfo)	D

Skills in Demand

Queensland

ASCO	Occupation	QLD	Comments
CHILD CARE (June 2005)			
1295-11	Child Care Coordinator	S	
6312-11sp	Child Care Worker*	S*	Shortages restricted to diploma qualified staff for group leader positions.
PROFESSIONS (June 2005)			
2112-11	Geologist	S	
2112-13	Geophysicist	S	
2119-15	Extractive Metallurgist	S	
ENGINEERS			
2124	Civil Engineer	S	
2125-11	Electrical Engineer	S	
2126-11	Mechanical Engineer*	S*	Shortages are evident in the mining and mineral processing industry.
2126-13	Production or Plant Engineer*	S*	Shortages are evident in the mining and mineral processing industry.
2127-11	Mining Engineer	S	
2127-13	Petroleum Engineer	S	
2129-17	Chemical Engineer*	S*	Shortages are evident in the mining and mineral processing industry.
ACCOUNTANTS			
2211	Accountant	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	
	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	Enrolled Nurse	S	
HEALTH SPECIALISTS			
2381	Dentist*	S*	Shortage more evident in the public sector and in regional and rural areas.
2382-11,15	Pharmacist (Hospital/Retail)	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*	Shortages in regional locations and in the metropolitan public sector.
2388	Podiatrist*	S*	Rating based on research undertaken in 2004.
2391-11	Diagnostic Radiographer*	S*	Shortages in specialties such as magnetic resonance imaging and angiography. There is a general shortage in regional and rural locations.
2391-13	Radiation Therapist	S	
2391-15	Nuclear Medicine Technologist	S	
2391-17	Sonographer	S	
2399-11	Audiologist*	S*	Shortages are particularly acute in regional areas.
SECONDARY TEACHERS			
2413-11	Secondary Teacher*	R-D*	Recruitment difficulties are mainly evident in regional and remote areas. Some recruitment difficulties may be experienced State-wide in the specialist teaching areas of mathematics, science, IT, manual arts and LOTE.
	General Science	D	
	Languages other than English (LOTE)	D	
	Information Technology	D	
	Manual Arts/Tech Studies	D	
	Maths	D	
	Maths/Science	D	
	Physics/Chemistry	D	

OTHER PROFESSIONS

2521	Lawyer*	R*	Shortages in regional areas evident at all levels but are more acute for highly experienced lawyers.
2523	Urban and Regional Planner	S	.

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.

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	

The following occupations may also be in demand in Queensland. However, there is insufficient information to establish a labour market rating for this State. 4115-15 Locksmith; 4416-13 Stonemason; 4423-11 Floor Finisher; 4623-11 Tree Surgeon; 4912-13 Small Offset Printer; 4914-11 Screen Printer.

INFORMATION AND COMMUNICATION TECHNOLOGY SKILLS - QUEENSLAND

ICT SPECIALISATION (Surveyed May 2005)

QLD

Database

DB2	D
Oracle	D
Microsoft SQL Server	D
Sybase SQL Server	D

General Application Development/Software

PowerBuilder	D
Java	D
C++	D
.Net technologies	D
Delphi	D
Lotus Notes	D
Progress	D
Powerhouse	D

Internet, Networking/Lan/WAN

SNA	D
Xml	D
Firewall/Internet security	D
Java Security (mainly J2EE) and e-commerce	D

Office/E-mail/Groupware

Lotus Notes	D
CC:Mail	D
Netscape	D
Eudora	D

Client/Server applications

COBOL	D
SAP	D
PeopleSoft	D
Siebel (esp Siebel Analytic)	D

System Software Support

Helpdesk	D
Data Warehousing	D

Operating Systems

Unix	D
Windows	D
Solaris	D
Linux	D
HP-UX	D
VMS	D

Communications

Radio	D
TDMA	D
VSAT	D
Photonics	D

Process & Systems management

Project Management	D
Systems Analysis	D
Broad commercial business understanding	D

<i>E-Commerce (eg business/financial)</i>	
E-commerce security (non programming)	D
<i>Security</i>	
Network Security	D
Risk Management	D
CISSP (Certified Information Systems Security Professional)	D
PKI	D
<i>Geographical Information Systems</i>	
GIS (eg Mapinfo)	D
<i>Other specialisations not listed above</i>	
ELLIPSE	D
Business Analysis	D
Control System Engineers (SCADA)	D

Skills in Demand

South Australia

ASCO	Occupation	SA	Comments
CHILD CARE (June 2005)			
1295-11	Child Care Coordinator	D	
6312-11sp	Child Care Worker	S	
PROFESSIONS (June 2005)			
ENGINEERS			
2124	Civil Engineer	S	
2125-11	Electrical Engineer	S	
ACCOUNTANTS			
2211	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	
	Community	S	
	Operating Theatre	S	
2324-11	Registered Midwife	S	
2325-11	Mental Health Nurse	S	
HEALTH SPECIALISTS			
2381	Dentist	S	
2382-11	Hospital Pharmacist*	S*	Shortage restricted to senior hospital pharmacists only.
2385-11	Physiotherapist	S	
2386-11	Speech Pathologist	R	
2388	Podiatrist*	S*	Rating based on research undertaken in 2004.
2391-13	Radiation Therapist	S	
2391-17	Sonographer	S	
SECONDARY TEACHERS			
2413-11	Secondary Teacher*	D*	Recruitment difficulties are restricted to the specialisations listed below.
	Manual Arts/Tech Studies	D	
	Maths/Science	D	

Languages other than English (LOTE)	D
Home Economics	D
Physical Education	D

OTHER PROFESSIONS

2523	Urban and Regional Planner	S
------	----------------------------	---

TRADES (March 2006)

ENGINEERING TRADES

4112-13	Metal Machinist*	D*	Recruitment difficulties are evident for positions requiring metal machinists with experience with CNC machinery are the hardest to fill.
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
---------	-----------------------	---

The following occupations may also be in demand in South Australia. However, there is insufficient information to establish a labour market rating for this State. 4115-15 Locksmith; 4311-15 Lift Mechanic; 4416-13 Stonemason; 4423-11 Floor Finisher; 4511-11 Butcher; 4512-11 Baker; 4512-13 Pastrycook; 4623-11 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 2005)

SA

Database

DB2	D
Oracle	D
Microsoft SQL Server	D
Sybase SQL Server	S

General Application Development/Software

PowerBuilder	S
Java	D
Java Script	D
C++	D
Delphi	D
Lotus Notes	D
Progress	D
Powerhouse	S

Internet, Networking/Lan/WAN

IPX	D
SNA	D
Advanced Web Design	D
ASP	D
Xml	D
Firewall/Internet security	D
Java Security (mainly J2EE) and e-commerce	D

Office/E-mail/Groupware

Groupwise	D
Lotus Notes	D
CC:Mail	D
Netscape	D
Eudora	D

Client/Server applications

COBOL	D
SAP	S
PeopleSoft	S
Siebel (esp Siebel Analytic)	S

System Software Support

Data Warehousing	D
------------------	---

Operating Systems

VMS	D
-----	---

Communications

Radio	S
SDH	D
WDM	D
GSM	D
CDMA	D
Broadband CDMA	D
Satellite design	D
TDMA	D
VSAT	D
Photonics	D

<i>Process & Systems management</i>	
Project Management	D
Systems Analysis	D
<i>E-Commerce (eg business/financial)</i>	
E-commerce security (non programming)	D
<i>Security</i>	
Network Security	D
Risk Management	D
CISSP (Certified Information Systems Security Professional)	S
PKI	D
<i>Geographical Information Systems</i>	
GIS (eg Mapinfo)	S
<i>Other specialisations not listed above</i>	
IDMS	S
ADA	D
Visual C++	D

Skills in Demand

Western Australia

ASCO	Occupation	WA	Comments
CHILD CARE (June 2005)			
1295-11	Child Care Coordinator*	S*	Shortage is greatest in some regional and outer metropolitan areas.
6312-11sp	Child Care Worker*	S*	Shortage is greatest in some regional and outer metropolitan areas.
PROFESSIONS (June 2005)			
2112-11	Geologist	S	
2119-15	Extractive Metallurgist*	S*	Shortage is greatest for employers outside the mining industry.
ENGINEERS			
2124	Civil Engineer	S	
2125-11	Electrical Engineer	S	
2126-11	Mechanical Engineer	S	
2127-11	Mining Engineer	S	
2127-13	Petroleum Engineer	S	
2129-17	Chemical Engineer	S	
ACCOUNTANTS			
2211	Accountant*	R*	Recruitment difficulties are for taxation and audit accountants with 3 or more years experience.

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

REGISTERED NURSES

2323-11	Registered Nurse (general)	R	
	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	R	
2325-11	Mental Health Nurse	S	
3411	Enrolled Nurse*	S*	Shortages are evident in the aged-care sector in metropolitan areas and more generally in regional areas.

HEALTH SPECIALISTS

2381	Dentist*	S*	Shortage is most evident in rural areas and public health.
2382-11,15	Pharmacist (Hospital/Retail)	R	
2383-11	Occupational Therapist*	D*	Recruitment difficulties are evident in aged care facilities.
2385-11	Physiotherapist*	S*	Shortage is greatest for paediatric physiotherapists and those in regional areas.
2388	Podiatrist*	S*	Rating based on research undertaken in 2004.
2391-13	Radiation Therapist	S	
2391-15	Nuclear Medicine Technologist	S	
2391-17	Sonographer	S	

SECONDARY TEACHERS

2413-11	Secondary Teacher*	R-D*	Recruitment difficulties are restricted to the specialisations listed below and to regional areas. Difficulties may be experienced filling vacancies located in rural and remote locations and for particular specialisations, notably for mathematics, science and technology, and LOTE.
	Manual Arts/Tech Studies	R-D	
	Maths	R-D	
	Physics/Chemistry	R-D	
	Languages other than English (LOTE)	R-D	

OTHER PROFESSIONS

2521	Lawyer*	S*	Shortages are for legal professionals 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	Urban and Regional Planner*	S*	Shortages most evident in regional areas and for planners with 2-5 years experience.
------	-----------------------------	----	--

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	
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*	Shortage is particularly evident in regional locations.
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
4981-11	Boat Builder and Repairer	S
4982-11	Flat Glass Trades	S

The following occupations may also be in demand in Western Australia. However, there is insufficient information to establish a labour market rating for this State. 4115-15 Locksmith; 4416-13 Stonemason; 4511-11 Butcher; 4623-11 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 2005)

WA

Database

Oracle

S

General Application Development/Software

Java

D

Java Script

D

.Net technologies

S

Internet, Networking/Lan/WAN

Xml

D

Firewall/Internet security

D

Java Security (mainly J2EE) and e-commerce

S

Client/Server applications

SAP

S

Siebel (esp Siebel Analytic)

D

System Software Support

Data Warehousing

D

Operating Systems

Unix

D

Communications

Satellite Design

D

Process & Systems management

Project Management

D

Security

Network Security

D

Other specialisations not listed above

CITRIX

D

Skills in Demand

Tasmania

ASCO	Occupation	TAS	Comments
CHILD CARE (June 2005)			
1295-11	Child Care Coordinator	S	
6312-11sp	Child Care Worker	S	
PROFESSIONS (June 2005)			
ENGINEERS			
2124	Civil Engineer	S	
ACCOUNTANTS			
2211	Accountant	S	
<u>2231 INFORMATION AND COMMUNICATION TECHNOLOGY (click here to see SEPARATE LIST)</u>			
REGISTERED NURSES			
2323-11	Registered Nurse (general)	S*	Rating based on research undertaken in 2004.
	Accident/Emergency*	S*	Rating based on research undertaken in 2004.
	Aged Care*	S*	Rating based on research undertaken in 2004.
	Cardiothoracic*	S*	Rating based on research undertaken in 2004.
	Community*	S*	Rating based on research undertaken in 2004.
	Critical/Intensive Care*	S*	Rating based on research undertaken in 2004.
	Neonatal Intensive Care*	S*	Rating based on research undertaken in 2004.
	Neurological*	S*	Rating based on research undertaken in 2004.
	Oncology*	S*	Rating based on research undertaken in 2004.
	Operating Theatre*	S*	Rating based on research undertaken in 2004.
	Paediatric*	S*	Rating based on research undertaken in 2004.
	Palliative Care*	S*	Rating based on research undertaken in 2004.
	Perioperative	S	Rating based on research undertaken in 2004.

	Rehabilitation*	S*	Rating based on research undertaken in 2004.
	Renal*	S*	Rating based on research undertaken in 2004.
2324-11	Registered Midwife*	S*	Rating based on research undertaken in 2004.
2325-11	Mental Health Nurse*	S*	Rating based on research undertaken in 2004.
3411	Enrolled Nurse*	S*	Rating based on research undertaken in 2004.

HEALTH SPECIALISTS

2383-11	Occupational Therapist*	S*	Rating based on research undertaken in 2004.
2385-11	Physiotherapist*	S*	Rating based on research undertaken in 2004.
2386-11	Speech Pathologist*	S*	Rating based on research undertaken in 2004.
2388	Podiatrist	S*	Rating based on research undertaken in 2004.
2391-11	Diagnostic Radiographer*	S*	Rating based on research undertaken in 2004.
2391-13	Radiation Therapist*	S*	Rating based on research undertaken in 2004.
2391-15	Nuclear Medicine Technologist*	S*	Rating based on research undertaken in 2004.
2391-17	Sonographer*	S*	Rating based on research undertaken in 2004.

SECONDARY TEACHERS

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

OTHER PROFESSIONS

2511	Social Worker*	R*	Rating based on research undertaken in 2004.
2521	Lawyer*	S*	Shortages are particularly evident for experienced Lawyers in southern Tasmania while more general shortages are being experienced in north and north-western Tasmania.
2523	Urban and Regional Planner	S	

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
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

The following occupations may also be in demand in Tasmania. However, there is insufficient information to establish a labour market rating for this State. 4115-15 Locksmith; Lift Mechanic; 4416-13 Stonemason; 4423-11 Floor Finisher; 4511-11 Butcher; 4512-11 Baker; 4623-11 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 2005)

TAS

Internet, Networking/Lan/WAN

Advanced Web Design

D

Process & Systems management

Project Management

S

Broad commercial business understanding

S

Other specialisations not listed above

Health Infomatics

D

Communication skills

S

Skills in Demand

Northern Territory

ASCO	Occupation	NT	Comments
CHILD CARE (June 2005)			
6312-11sp	Child Care Worker	S	
PROFESSIONS (June 2005)			
2112-11	Geologist	S	
ENGINEERS			
2124	Civil Engineer*	S*	Shortage is especially for Civil Engineers with design skills. Recruitment difficulties for power systems and project management experience.
2125-11	Electrical Engineer*	D*	
2127-11	Mining Engineer	S	
ACCOUNTANTS			
2211	Accountant*	S*	Shortage particularly for financial analysts, insolvency practitioners and taxation specialists.
<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	Dentist	S	
2382-11,15	Pharmacist (Hospital/Retail)	S	
2383-11	Occupational Therapist	S	
2385-11	Physiotherapist*	M-D, R*	Shortages restricted to regional areas, recruitment difficulties in metro areas.
2386-11	Speech Pathologist	R	
2388	Podiatrist*	S*	Rating based on research undertaken in 2004.
2391-11	Diagnostic Radiographer	D	
2391-17	Sonographer	D	
2399-11	Audiologist	S	

SECONDARY TEACHERS

2413-11	Secondary Teacher*	D*	Recruitment difficulties are restricted to teachers in specialisations listed. Difficulties are most evident for non-executive teachers with the ability to teach in multiple subject areas.
	Manual Arts/Tech Studies	S	
	Maths/Science	D	
	General Science	D	
	Maths	D	
	Home Economics	D	
	Special Education	D	
	Physical Education	D	

OTHER PROFESSIONS

2511	Social Worker*	R-D*	Rating based on research in 2004.
2523	Urban and Regional Planner	D	Recruitment difficulties only.

TRADES (March 2006)

ENGINEERING TRADES

4112-11	Metal Fitter*	S*	Shortages especially for fitters with heavy duty and underground experience.
4112-13	Metal Machinist	S	
4122-11	Metal Fabricator	M-D,R	
4122-15	Welder*	S*	Shortages 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 particularly 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

The following occupations may also be in demand in the Northern Territory. However, there is insufficient information to establish a labour market rating for this State. 4115-15 Locksmith; 4215-11 Vehicle Body Maker; 4216-11 Vehicle Trimmer; 4311-15 Lift Mechanic; 4416-13 Stonemason; 4423-11 Floor Finisher; 4623-11 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 2005)

NT

Database

Oracle	S
MS Access	D
Microsoft SQL Server	D

General Application Development/Software

Java	D
Java Script	D
C++	D
.Net technologies	D
Delphi	S
Lotus Notes	D

Internet, Networking/Lan/WAN

IPX	S
SNA	D
Advanced Web Design	S
Xml	D
Firewall/Internet security	D

Office/E-mail/Groupware

Lotus Notes	D
-------------	---

Client/Server applications

SAP	S
-----	---

System Software Support

Help Desk	D
Data Warehousing	D

Operating Systems

Unix	D
Windows	D
Windows NT	D
Linux	D
HP-UX	D

Communications

Radio	D
Broadband CDMA	S
Satellite Design	S

Process & Systems management

Project Management	S
Systems Analysis	S
Broad commercial business understanding	S

E-Commerce (eg business/financial)

E-commerce security (non programming)	D
---------------------------------------	---

Security

Network Security	D
Risk Management	D
CISSP (Certified Information Systems Security Professional)	D
PKI	D

Other specialisations not listed above

CITRIX	D
CISCO	D
Graphics	D

Skills in Demand

Australian Capital Territory

INFORMATION AND COMMUNICATION TECHNOLOGY SKILLS

ICT SPECIALISATION (Surveyed May 2005)

ACT

Database

DB2	S
Oracle	S
MS Access	D
Microsoft SQL Server	D
Sybase SQL Server	D

General Application Development/Software

PowerBuilder	D
Java	D
Java Script	D
C++	D
.Net technologies	D
Delphi	D
Lotus Notes	D

Internet, Networking/Lan/WAN

IPX	D
SNA	D
Advanced Web Design	D
ASP	D
Xml	D
Firewall/Internet security	S
Java Security (mainly J2EE) and e-commerce	D

Office/E-mail/Groupware

Groupwise	D
Lotus Notes	D
CC:Mail	D

Client/Server applications

COBOL	D
SAP	D
PeopleSoft	D
Siebel (esp Siebel Analytic)	S

System Software Support

Help Desk	D
Data Warehousing	D

Operating Systems

Unix	D
Windows	D
Windows NT	D
Solaris	D
Linux	D
HP-UX	D

Communications

Radio	D
SDH	D
WDM	D
GSM	D
Satellite design	S
VSAT	D

Process & Systems management

Project Management	D
Systems Analysis	D
Broad commercial business understanding	D

E-Commerce (eg business/financial)

E-commerce security (non programming)	D
---------------------------------------	---

Security

Network Security	D
Risk Management	D
CISSP (Certified Information Systems Security Professional)	D
PKI	S

Geographical Information Systems

GIS (eg Mapinfo)	D
------------------	---

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 the 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.

Information included in the March 2006 lists is based on research undertaken in late 2005 (Trades), early to mid 2005 (Professions) and May 2005 (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

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, easing over the next 12 months*

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