

<b>Training and Development Professional</b>		<b>Australia</b>
<b>ANZSCO Code:</b> 2233-11	December 2008	
<b>Labour market rating</b>	No shortage	
<b>Comment</b>		

### **Occupational demand**

In the five years to 2006, ABS Census data show an increase of 13 per cent in employment size for training and development professionals, with a total of 20 000 in 2006. However, more recent Labour Force Survey data suggests an occupation size of 27 000 as of August 2008. Employer comments indicate demand for training and development professionals is strong and that employers identified giving staff the opportunity for training and development as an important factor in retaining staff.

Training and development professionals are employed across all industries and as such, demand is in line with recent strong employment growth across most sectors. Demand is driven by a number of factors, such as business expansion, technology advances in the workplace and regulatory obligations, or recommendations, associated with issues such as occupational health and safety. Census data show the largest specific employing industries to be technical and vocational education and training; defence and central government administration.

### **Occupational supply**

Entry to this occupation is via a number of education and training pathways. In some cases a degree in adult education, training or human resources is required. In trade and technical roles industry experience is essential. Evidence from the survey suggests that employers require a minimum of a Certificate IV in Workplace Training and Assessment for most roles. Census data show over a third of training and development professionals have bachelor degree or higher qualifications while a further 22 per cent have certificate III or IV qualifications.

Department of Immigration and Citizenship figures show net gain to the occupational group human resource professionals, of which training and development professional is included, through migration has increased by more than 100 per cent over the last five years. In 2007-08 there was a gain of 890 which accounts for around three per cent of this occupation's total employment size. However, it is necessary to note that this group also includes industrial relations officers, personnel officers and personnel consultants.

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

A survey of employers who had recently advertised was conducted for this report. Nationally, employers filled 90 per cent of their vacancies within six weeks of advertising, which is a higher fill rate than last year's survey. With the exception of South Australia and the Northern Territory all states reported filling all of their vacancies. On average employers received 12 applications per vacancy and considered 3.6 applicants per vacancy to be suitable for the position. Slightly over 10 per cent of advertisements received no suitable applicants.

Some vacancies were created due to an identified need to improve or establish development opportunities and training strategies as a result of recommendations passed down from company evaluations. These positions generally required the applicant to have tertiary qualifications and extensive experience in organisational change. A consensus among employers was that training and development roles are never difficult to fill and generally attract both professionals in this field and applicants from within industry looking for a career change. This was most evident with technical or trade training positions. When employers did have difficulties filling vacancies, it was normally because the position required specialised skills, such as rescue operations or the employer was looking for a particular cultural fit and willing to wait for the ideal applicant.

### **Labour market outlook**

There is no evidence to suggest labour market conditions will change significantly over the next six months.