

## **AUSTRALIA**

March 2009

### **3232-14 Metal Machinist**

**(review)**

**Review rating:** *No Shortage*

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

A survey of employers who have recently advertised for metal machinists was undertaken for this review. Over half of employers filled their vacancies, finding 3.3 suitable applicants per vacancy. This is an increase from 1.1 suitable applicants per vacancy when the occupation was last assessed in December 2008.

Employers commented that vacancies did not remain unfilled due to applicants' lack of qualifications or machining experience, but rather, the requirement for specialised machining experience and skills. Applicants were found unsuitable as some employers stated they would prefer to employ applicants that required no further training in the particular machines or product range of their workshop. Employers explained this was often difficult due to the different machining systems and controls used between workshops.

Employers felt they had an increased response rate to their advertisements compared to 6 to 12 months ago. They did note, however, that a large proportion of applicants were unsuitable as they were from overseas and had little or no experience with the machines and controls used in Australia. Employers commented that the qualifications and skills acquired overseas were not suited to the particular jobs employers require their machinists to be experienced with.

#### **Labour Market Outlook**

The current labour market suggests that there is no longer a shortage of metal machinists. The number of suitable applicants per vacancy and employer comments reflects the idea that the fill rate remains low as a result of specialised experience rather than applicants' lack of qualifications or general machining experience.