

WA LABOUR MARKET RATINGS 2004/05

ASCO# Code	OCCUPATION	RATING	COMMENT
1295	Child Care Coordinator	S	Shortage is greatest in some regional and outer metropolitan areas
2124	Civil Engineer	S	
2125-11	Electrical Engineer	S	
2211	Accountant	R	Recruitment difficulties for tax and audit accountants with 3+ years experience
2231	Information & Communications Technology Professional	B	Recruitment difficulties in a small number of specialisations NB Rating as at June 2004
2323	Registered Nurse	R*	Shortages of theatre, emergency departments, critical/intensive care (including neonatal), cardiothoracic, oncology, peri-operative and aged care nurses
2324	Registered Midwife	R	
2325	Registered Mental Health Nurse	S	
2381	Dental Practitioner	S*	Shortage is greatest in rural areas and public health
2382	Pharmacist	R	
2383	Occupational Therapist	D*	Recruitment difficulties in aged care facilities
2385	Physiotherapist	S*	Shortage is greatest for paediatric physiotherapists and those in rural regions
2386	Speech Pathologist	B	
2391-11	Medical Diagnostic Radiographer	B	
2391-17	Sonographer	S	
2391-13	Radiation Therapist	S	
2391-15	Nuclear Medicine Technologist	S	
2413	Secondary School Teacher	B	Some difficulties in filling vacancies located in rural, remote and difficult to staff metropolitan locations and for particular specialisations, notably for mathematics, science and technology and Languages other than English (LOTE) teachers
2521	Lawyer	S	Particular difficulties recruiting legal professionals with 2-5 years' PAE
2323	Urban & Regional Planner	S	Shortage is greatest in regional areas and for planners with 2-5 years' experience
3322	Chef	S*	In metro areas, the shortage is restricted to some Asian cuisines, notably Japanese, Indian and Thai
4112-11	Fitter	S*	Shortages especially for heavy duty fitters
4112-13	Metal Machinist (First Class)	S	
4113-11	Toolmaker	S	
4122-11	Metal Fabricator (Boilermaker)	S	
4122-13/15	Welder	S*	Shortages most evident for coded welders highly skilled in specialist procedures
4124-11	Sheetmetal Worker (First Class)	S	
4211-11	Motor Mechanic	S*	Shortages particularly evident for truck and diesel mechanics
4212-11	Automotive Electrician	S*	Shortages are greatest for those experienced in working with heavy equipment in the mining industry
4213-11	Panel Beater	S	
4214-11	Vehicle Painter	S	
4311-11	Electrician	S*	Particular shortages for those with cabling licences and data/communications experience
4312-11	Refrigeration & Airconditioning Mechanic	S	

4314-11/13	Electrical/Electronic Instrument Tradesperson	S	
4315-11/13	Electronic & Equipment Office Equipment Trades	B	
4411-11/13/15	Carpenter & Joiner	S	
4414-11	Bricklayer	S	
4415-11	Solid Plasterer	S	
4431-11/13/15/17/19	Plumber	S	Shortages particularly evident for roof plumbers
4512-13	Pastrycook	S	
4513-11	Cook	B	
3411-11	Enrolled Nurse	R*	Shortages in aged care
6312-11	Child Care Worker	S	Shortage is greatest in some regional and outer metropolitan areas

B Balance
S Shortage
R Regional Shortages
D Recruitment difficulties
* Shortages may be restricted to specialist skills

ASCO – Australian Standard Classification of Occupations

The ratings are based on research undertaken by the WA Labour Economics Office in 2004/05. The research identifies the extent of shortages, whether they are state-wide (S), regional (R) or metropolitan (M). The list uses the concept of recruitment difficulties (D) where 'skill shortages' are not evident, but some employers have experienced recruitment problems.

Skill Shortage Lists – Explanatory Notes

The Department of Employment and Workplace Relations (DEWR) is the Australian Government agency with prime portfolio responsibility for monitoring skill shortages. DEWR assesses skill shortages 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 agency approach is surveying employers who have recently advertised vacancies for selected skilled occupations. In assessing skill shortages, this industry and employer intelligence is considered in conjunction with statistical information on demand and supply trends for the selected occupations. Skill shortage assessments cover Trades, Professionals and Information and Communication Technology (ICT) skills.

Although skill shortages are monitored closely, there are may be localised or specialist shortages which are not reflected in these lists. The reasons for shortages are complex and varied, and may result from economic or demographic change, cyclical fluctuations in labour demand, emerging demands of new technology, lack of flexibility in wages and regional mismatches.

The specific occupations and skills to be included in the annual skill shortage assessment program are determined through consultations with peak industry bodies, other key stakeholders and DEWR State Offices. The program is conducted through Labour Economics Offices in DEWR State Offices.

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 skill shortage 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.

Skill shortages involve skills that require a significant period of training and/or experience to acquire. As a result of consultation with industry, particularly peak industry bodies, DEWR has increased the focus on specialisations in shortage as well as the employability skills and personal attributes of most concern to employers.

In the National and State skill shortage 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 in finding suitable workers even though a broader skill shortage is not evident.

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.

Skill shortages may exist outside those included in the skill shortage lists. For example, an occupation or skill, particularly where the number employed is very small, may not be identified in consultations with industry bodies and other key stakeholders, and pockets of shortage may exist in isolated locations. In addition, variations in national or regional industry activity may cause shortages not apparent at the time when skill shortage lists are being prepared. The lists do not include skill shortages involving skills that require only a very limited period of training and/or experience to acquire.

Enquiries regarding these ratings or to obtain copies of the Occupational Assessment reports for these occupations are available on request from Rosalie Miles on 9464 4159 or email rosalie.miles@dewr.gov.au

The National Skills Shortages Lists and other State lists are available at <http://www.workplace.gov.au/workplace/Category/Publications/LabourMarketAnalysis/NationalSkillsShortageList2004.htm>