

Glazier	Queensland
ANZSCO Code: 3331-11	September 2009
Labour market rating:	Shortage
Comment:	

Occupational demand

Glaziers cut, shape and install the glass used in windows, shopfronts, doors, walls, mirrors, display cabinets and furniture. Queensland glaziers work predominantly in the manufacturing and construction industries, particularly in window and glass product manufacturing or glazing services. Demand for glaziers depends on architectural trends and activity in the both the residential and non-residential construction sectors and although residential and private sector building activity slowed in the wake of the recent economic downturn, ABS data shows that the total volume of construction work done in Queensland continued to strengthen by a solid 6.8 per cent over the year to June 2009. For the most part, this growth was underpinned by expanding capital works projects including the refurbishment or development of new hospitals, schools, state and defence housing and public amenities projects, all of which helped to generate demand for glaziers.

Occupational supply

Entry to this trade is via a 42-month apprenticeship in *Glass and Glazing*. However, in Queensland if an individual or company wants to carry out work valued over \$1100 they must also hold the correct licence as determined by the Building Services Authority. To acquire a licence, qualified tradespersons are required to complete an approved managerial course. Data from Queensland's Department of Education and Training indicates that the numbers entering glass and glazing apprenticeships has remained almost unchanged since 2004, averaging around 125 commencements annually. Historically, wastage from training for this trade has averaged around 65 per cent which resulted in an average of only 46 apprentices completing their apprenticeships and entering the labour market each year over the same time. Given the low numbers coming from training, arrivals and departures data from the Department of Immigration and Citizenship indicates that overseas migration may be a moderate source of supply to this trade as there was a net gain of 17 self-identified glaziers to the State in 2007-08.

Employer and industry comments/current labour market

This year, the majority of employers reported that they had advertised more than once and used a variety of methods to recruit suitable workers, but only 45 per cent of vacancies for glaziers in Queensland were filled within four weeks of advertising. Employers reported a stronger than expected response, but they considered only 13 per cent of candidates to be suitable. In most cases applicants were deemed unsuitable because they did not have trade qualifications, they failed to present with the full range of glazier skills, or they lacked specific industry experience (for example, in commercial application). Respondents advised that recruiting 're-glassers' was acutely difficult and attribute this to re-glassers being paid slightly less than other glazing services and to re-glassing being considered the least attractive of all glazier skills. While the capacity of the various businesses to indenture apprentices was mixed, contacts generally agreed that apprenticeship numbers are inadequate and they see this as the greatest contributor to the current shortages. Employers stated that forward orders look strong and the current shortages are likely to strengthen as demand for glaziers grows.

Labour market outlook

It is anticipated that demand for glaziers will increase as ABS data show that the value of construction work still in the pipeline in the June quarter 2009 was 18.2 per cent higher than it was in June 2008. At the same time, residential building activity appears to be recovering from weak growth over 2008 and is indicated by building approvals increasing for the fifth consecutive month to be 8.3 per cent higher in July, compared to their low point in February 2009. In the meantime, supply from training and migration for this trade is falling well below demand. Without significant improvements to supply, the current shortage of glaziers in Queensland is expected to continue for the foreseeable future.