

<b>Surveying and Cartographic Associate</b>		<b>Queensland</b>
<b>ASCO Code:</b> 3121-15	December 2006	
<b>Labour market rating</b>	No Shortage	
<b>Comment:</b> <i>Surveying associates with computer aided drawing skills are most in demand.</i>		

### **Occupational demand**

Demand for surveying and cartographic associates is driven by the general pace of urban and commercial development in the State. More recently, rapid expansion in both exploration and production activity in the mineral resources sector in Queensland has also been an important driver of demand. Queensland's relatively high rates of economic and population growth over recent years have kept these factors at elevated levels. The resulting demand for surveying and cartographic associates has been lifted further by a deepening shortage of qualified surveyors, with employers maximising their use of staff at associate professional level to reduce their reliance on professionally qualified staff.

### **Occupational supply**

Surveying and cartographic associates are often trained on-the-job while employed in the occupation, and this training may be combined with further study. While formal qualifications such as the Associate Degree in Spatial Science are available, employers in Queensland commonly recruit persons who have some relevant skills or work experience but do not hold formal qualifications. Such recruits may then be supported through formal studies while they perform a number of associate-level tasks. Consequently, the supply of new entrants to the occupation is more dependent on the availability of suitable and interested persons who wish to enter the surveying and cartographic associate occupation than on completions of formal education or training courses. Both industry and employer contacts confirm many students undertaking formal studies are already employed in the role of surveying and cartographic associates.

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

Employers contacted for this year's survey reported that success in filling their vacancies mainly depended on the work readiness of applicants. While some reported that previous experience in the area is highly advantageous, most were willing to take people with little or no skill level who are eager to learn and, where relevant, have the ability to gain the generic tickets and licences needed to work in the Queensland construction industry. Some employer contacts reported that recruitment of surveyor's associates is done primarily by word of mouth and in-house. More than eighty per cent of the vacancies included in the survey were filled within six weeks of advertising and well over half of the applicants overall were regarded as suitable by employers. While positions can often be filled by a suitable worker who does not have specific previous experience in the area, contacts reported that those jobseekers with computer aided drawing (or CAD) skills are very highly regarded and these skills are usually sought when advertising. Employers reported offering potential employees career development and incentives to start work as a surveying and cartographic associate and then progress to tertiary study with the support of the employer.

### **Labour market outlook**

Demand for surveying and cartographic associates remains high, and industry and employer contacts report that demand is likely to continue at present levels over the short to medium term. However, given the approach to recruitment that many Queensland employers seem to have adopted and the relative ease of vacancy filling, this occupation is not regarded as being in shortage.