



Skill Shortage List

Victoria

2016-17

This list shows occupations which were assessed in 2016-17 by the Department of Employment specifically for Victoria, for which shortages or some recruitment difficulty is evident. Additional occupations were assessed for Australia as a whole (state-level information is not available). Listings of shortages from this research are available on page 5 in the section [occupations assessed at the national level](#).

These lists are summary in nature and should be viewed in the context of the more detailed analysis available in the occupational reports which are published on the Department's website.

Ratings of shortage reflect employers' recruitment experience for workers with around three years or more experience in the relevant occupation. Shortages may exist in occupations which have relatively high rates of unemployment. A rating of shortage does not mean that an individual will necessarily gain employment in that occupation.

This list has no status for migration.

Details about the methodology used in this research are available at employment.gov.au/skill-shortages.

The lack of a rating for an occupation does not necessarily imply 'no shortage' as the occupation may not have been assessed. Reports for occupations assessed for Victoria are published at [state and territory skill shortage information](#). For the complete set of occupational reports, see [skill shortage information by occupation](#).

Labour markets can change quickly and vary by location. The assessments made here reflect the labour market at the date shown.

Key to ratings

- S State-wide shortage
- M Shortage in metropolitan areas
- R Shortage in regional areas
- D Recruitment difficulty
- R-D Recruitment difficulty in regional areas
- M-D Recruitment difficulty in metropolitan areas

Definitions of ratings

Shortage

Skill shortages exist when employers are unable to fill or have considerable difficulty filling vacancies, or significant specialised skill needs within that occupation, at current levels of remuneration and conditions of employment, and in reasonably accessible locations. For occupations assessed at a national level, a rating of S represents a national shortage.

Recruitment difficulty

Recruitment difficulties occur when some employers have difficulty filling vacancies for an occupation. There may be an adequate supply of skilled workers but some employers are unable to attract and recruit sufficient suitable workers for reasons which include: the specific experience or specialist skill requirements of the vacancy; differences in hours of work required by the employer and those sought by applicants; or particular locational or transport issues.

Definition of occupation

Occupations are defined according to the Australian and New Zealand Standard Classification of Occupations ([ANZSCO](#)) which is published by the Australian Bureau of Statistics to provide uniformity in the collection, analysis and dissemination of occupational statistics in Australia and New Zealand.

PROFESSIONALS

Occupation Group	ANZSCO	Occupation	VIC Rating	Date Assessed	Comment
Design, Engineering, Science and Transport Professionals	2321-11	Architect	S	March 2017	
Design, Engineering, Science and Transport Professionals	2322-12	Surveyor	S	February 2017	
Design, Engineering, Science and Transport Professionals	2332-11,12,14,15	Civil Engineering Professionals	D	March 2017	The recruitment difficulty is for experienced civil engineering professionals in specialised projects or specific industry settings.
Design, Engineering, Science and Transport Professionals	2335-12	Mechanical Engineer	D	April 2017	The recruitment difficulty is for mechanical engineers with extensive experience and a high degree of specialization in a specific sector.
Health Professionals	2512-11	Medical Diagnostic Radiographer	R	June 2017	
Health Professionals	2512-14	Sonographer	S	May 2017	
Health Professionals	2514-11	Optometrist	R	May 2017	
Health Professionals	2515-11,13	Hospital and Retail Pharmacist	R	June 2017	
Health Professionals	2525-11	Physiotherapist	R	June 2017	
Health Professionals	2541-11	Midwife	R	May 2017	
Health Professionals	2544	Registered Nurses	S	May 2017	

TECHNICIANS AND TRADES WORKERS

Occupation Group	ANZSCO	Occupation	VIC Rating	Date Assessed	Comment
Engineering, ICT, and Science Technicians	3121-11	Architectural Draftsperson	D	January 2017	The recruitment difficulty is for qualified and experienced architectural draftspersons for residential design projects.
Automotive and Engineering Trades Workers	3211-11	Automotive Electrician	S	October 2016	
Automotive and Engineering Trades Workers	3212-11,12,13	Motor Mechanics	M	December 2016	
Automotive and Engineering Trades Workers	3222-11	Sheetmetal Trades Worker	S	October 2016	
Automotive and Engineering Trades Workers	3223-11	Metal Fabricator	M	November 2016	
Automotive and Engineering Trades Workers	3223-13	Welder (First Class)	R	November 2016	
Automotive and Engineering Trades Workers	3232-14	Metal Machinist (First Class)	S	December 2016	
Automotive and Engineering Trades Workers	3241-11	Panelbeater	S	October 2016	
Automotive and Engineering Trades Workers	3243-11	Vehicle Painter	S	December 2016	
Construction Trades Workers	3311-11	Bricklayer	M	July 2016	
Construction Trades Workers	3312	Carpenters and Joiners	S	July 2016	
Construction Trades Workers	3322-11	Painting Trades Worker	S	July 2016	
Construction Trades Workers	3332-11	Fibrous Plasterer	S	July 2016	
Construction Trades Workers	3341	Plumbers	D	July 2016	The recruitment difficulty is for plumbers who are multi skilled across various sectors.

Occupation Group	ANZSCO	Occupation	VIC Rating	Date Assessed	Comment
Construction Trades Workers	3941-11	Cabinetmaker	S	July 2016	
Electrotechnology and Telecommunications Trades Workers	3421-11	Airconditioning and Refrigeration Mechanic	S	August 2016	
Food Trades Workers	3512	Butchers and Smallgoods Makers	S	October 2016	
Food Trades Workers	3513-11	Chef	D	December 2016	The recruitment difficulty is for chefs who specialise in fine dining.

COMMUNITY AND PERSONAL SERVICE WORKERS

Occupation Group	ANZSCO	Occupation	VIC Rating	Date Assessed	Comment
Carers and Aides	4211-11	Child Care Worker	R-D	August 2016	The recruitment difficulty is for diploma qualified child care workers in regional areas.

OCCUPATIONS ASSESSED AT THE NATIONAL LEVEL

The following occupations were assessed in 2016-17 at the national level only. Separate ratings are not available for Victoria.

PROFESSIONALS

Occupation Group	ANZSCO	Occupation	National Rating	Date Assessed	Comment
Design, Engineering, Science and Transport Professionals	2347-11	Veterinarian	S	March 2017	
Health Professionals	2527-11	Audiologist	S	May 2017	
Legal, Social and Welfare Professionals	2713-11	Solicitor	D	February 2017	The recruitment difficulty is for solicitors with five or more years of experience.

TECHNICIANS AND TRADES WORKERS

Occupation Group	ANZSCO	Occupation	National Rating	Date Assessed	Comment
Engineering, ICT and Science Technicians	3121-14	Construction Estimator	S	April 2017	A shortage of experienced construction estimators is evident across most sectors of the industry. Employers in New South Wales and Victoria, and those seeking estimators with at least five years of experience, have the least success in filling vacancies.
Engineering, ICT and Science Technicians	3132-11	Radiocommunication Technician	R	November 2016	Shortages are evident for qualified radiocommunication technicians in regional areas.
Automotive and Engineering Trades Workers	3233-13	Locksmith	S	December 2016	
Construction Trades Workers	3311-12	Stonemason	S	September 2016	

Occupation Group	ANZSCO	Occupation	National Rating	Date Assessed	Comment
Construction Trades Workers	3331-11	Glazier	S	September 2016	Shortages are evident in the eastern mainland states.
Construction Trades Workers	3332-12	Solid Plasterer	S	September 2016	Shortages are restricted to the eastern states.
Construction Trades Workers	3333-11	Roof Tiler	S	August 2016	Shortages are most evident in the eastern states.
Construction Trades Workers	3334-11	Wall and Floor Tiler	S	September 2016	Shortages are restricted to the eastern states.
Electrotechnology and Telecommunications Trades Workers	3424	Telecommunications Trades Workers	S	December 2016	Employers have marked difficulty recruiting telecommunications trades workers who meet their skill needs. Those in regional areas attract very few candidates and shortages are most prominent in these areas.
Food Trades Workers	3511-11	Baker	S	October 2016	
Food Trades Workers	3511-12	Pastrycook	S	October 2016	
Skilled Animal and Horticultural Workers	3622-12	Arborist	S	September 2016	
Hairdressers	3911-11	Hairdresser	S	August 2016	Shortages are evident for trade qualified and experienced hairdressers. Employers generally consider those who hold fast-tracked hairdressing qualifications to be unsuitable.