

Attachment B

National and State Skill Shortage Lists – 2003

The National and State Skill Shortage Lists are based on labour market intelligence undertaken by DEWR. Methodological information is provided in Attachment A. The Skill Shortage Lists cover Trades, Professionals and Information and Communication Technology (ICT) skills. Shortages are described as being state wide (S), regional (R) or metropolitan (M). The lists also identify recruitment difficulties (D) in situations where 'skill shortages' are not evident, but where some employers have experienced recruitment problems.

The Skill Shortage lists incorporate information on specialisations in shortage in particular States.

PROFESSIONALS (February 2003)

- Child Care Coordinator
- Child Care Worker
- Registered Nurse
 - Accident/Emergency
 - Aged Care
 - Cardiothoracic
 - Community
 - Critical/Intensive Care
 - Indigenous Health
 - Neonatal Intensive Care
 - Neurology
 - Oncology
 - Operating Theatre
 - Paediatric
 - Palliative Care
 - Perioperative
 - Renal/Dialysis
 - Registered Midwife
 - Mental Health Nurse
 - Enrolled Nurse
- Dentist
- Pharmacist (Hospital/Retail)
- Occupational Therapist
- Physiotherapist
- Diagnostic Radiographer
- Radiation Therapist
- Sonographer
- Nuclear Medicine Technologist
- Secondary Teacher (specialisations only)
 - Manual Arts/Tech Studies
 - Maths
 - Physics/Chemistry
 - General Science

ICT SKILLS – SPECIALISATIONS ONLY (October 2002)

- Progress
- Java Security and Electronic Commerce
- Peoplesoft
- Siebel
- CISSP

TRADES (December 2002)

- Metal Fitter
- Metal Machinist
- Toolmaker
- Metal Fabricator
- Welder
- Sheetmetal Worker
- Motor Mechanic
- Auto Electrician
- Panel Beater
- Vehicle Painter
- Electrician
- Refrigeration and Air Conditioning Mechanic
- Bricklayer
- Plumber
- Chef
- Cook
- Pastrycook
- Cabinetmaker
- Hairdresser
- Furniture Upholsterer

Skill Shortage List - Professionals

February 2003

ASCO	Occupation ¹	AUST	NSW	VIC	QLD	SA	WA	TAS	NT
CHILD CARE									
1295-11	Child Care Coordinator*	N	S*	S	S	D	S*	S	S
6312-11sp	Child Care Worker*	N	S*	S	S	S	S*	S	RD
ENGINEERS¹									
2124	Civil Engineer*	N	S*	S		S	S*		S
2125-11	Electrical Engineer*			S*		D	D*	D	
2125-12	Electronics Engineer*		MD*			D			
2129-17	Chemical Engineer						S		
ACCOUNTANTS*									
			RD	S*	S	D	M*R	S	RD
REGISTERED AND ENROLLED NURSES									
2323-11	Registered Nurse	N	S	S	S	S	S	S	S
	Operating Theatre	N	S	S	S	S	S	S	S
	Accident/Emergency	N	S	S	S	S	S	S	S
	Cardiothoracic	N	S	S	S	S	S	S	S
	Neurological	N	S	S	S	S	S	S	
	NeoNatal Intensive Care	N	S	S	S	S	S	S	S
	Paediatric	N	S	S	S	S	S	S	S
	Critical/Intensive Care	N	S	S	S	S	S	S	S
	Renal	N	S	S	S	S	S	S	S
	Aged Care	N	S	S	S	S	S	S	S
	Oncology	N	S	S	S	S	S	S	
	Palliative Care	N	S		S	S	S	S	
	Perioperative	N	S	S	S	S	S	S	S
	Indigenous Health	N	S		S	S	S		S
	Community Nursing	N	S		S	S	S	S	S
2324-11	Registered Midwife	N	S	S	S	S	S	S	S
2325-11	Mental Health Nurse	N	S	S	S	S	S	S	S
3411	Enrolled Nurse	N	S	S	S	S	S	S	S
HEALTH SPECIALISTS									
2381	Dentist* ¹	N			S	S	S*	S	
2382-11,15	Pharmacist* (Hospital/Retail)	N	S*	S	S*	S	S	S	S
2383-11	Occupational Therapist*	N	S*	S	S	S	S*	S	S
2385-11	Physiotherapist*	N	S	S*	S	S	S*	S	S
2386-11	Speech Pathologist ¹	N	S	S	S		RD	S	
2391-11	Diagnostic Radiographer*	N	S*		S	S	R	S	
2391-13	Radiation Therapist ¹	N	S	S	S	S	S	S	
2391-15	Nuclear Medicine Technologist	N	S	D	S		S	S	RD
2391-17	Sonographer*	N	S*		S	S	S	S	
2399-11	Audiologist ^{1*}				R*	S	S*		
6391	Dental Assistant ¹				S	D			S

ASCO	Occupation ¹	AUST	NSW	VIC	QLD	SA	WA	TAS	NT
SECONDARY TEACHERS									
2413-11	Secondary Teacher*	*		*	S*	*		R*	S
	Manual Arts/Tech Studies	N	S	S*	S	S			
	Maths	N	S	S	S	S		R	S
	Physics/Chemistry	N	S		S	S		R	S
	General Science		S	S	S			R	
	Music			S					
	LOTE*			S*	S	S			
	Home Economics					S			
	Information Technology			S	S				
	Senior English							R	
	Special Needs				S				
	Agricultural Science				S				
	Physical Education			S					
2511	Social Worker ¹			RD		D		RD	S
2521	Lawyers*		S*	D*	S	D	D*	R*	

¹ = Not all occupations assessed in all States

* = See comments on specialisations

N = National shortage

M = Shortage in metropolitan areas

D = Recruitment difficulties

S = State-wide shortage

R = Shortage in regional areas

RD = Recruitment difficulties in regional areas

Child Care Worker: NSW: Shortages are greatest in the western suburbs of Sydney and for long day care. WA: Shortage is greatest in some regional and outer metropolitan areas.

Child Care Coordinator: NSW: Shortages are greatest in the western suburbs of Sydney and for long day care. WA: Shortage is greatest in some regional and outer metropolitan areas.

Civil Engineer: NSW: Current shortages especially for Civil Engineers in design, general project management, water supply, drainage and sewerage and local government. WA: Shortage particularly for those with oil and gas and/or design experience.

Electrical Engineer: VIC: Shortage restricted to Electrical Engineers experienced in working with high voltage. WA: Recruitment difficulties for Electrical Engineers with oil and gas experience.

Electronics Engineer: NSW: Recruitment difficulties for senior Engineers in Sydney with specialised experience in areas such as avionics, defence technology and firmware.

Accountant: VIC: Shortages of Chartered Accountants and taxation specialists. WA: In metropolitan areas, shortage is restricted to experienced tax and insolvency (chartered or certified practising) accountants. More general shortages are apparent in regional areas.

Lawyer: NSW: Shortages particularly for Lawyers with experience in financial services, banking, property, fund management, commercial litigation and general corporate and commercial work. VIC: Recruitment difficulties for lawyers experienced in taxation. WA: Recruitment difficulties for Lawyers experienced in commercial and corporate law, and in regional and remote areas for Lawyers experienced in family law. TAS: Shortages are particularly evident in northern Tasmania and the north-west coast, and for lawyers experienced in family and criminal law.

Dentist: WA: Shortage is greatest in rural and remote areas and in public health.

Pharmacist: NSW: Shortages most severe for hospital pharmacists. QLD: Shortages of Retail Pharmacists are more acute in regional areas.

Occupational Therapist: NSW: Shortages in most specialisations, especially mental health. WA: Shortage is greatest in aged care facilities and rural areas.

Physiotherapist: VIC: Shortages in paediatrics and geriatrics, and more general regional shortages. WA: Shortage is greatest for paediatric physiotherapists and for physiotherapists in rural areas.

Diagnostic Radiographer: NSW: Shortages especially in theatre, mammography and CT.

Sonographer: NSW: Shortages for generalists and in most specialisations, including vascular and echo-cardiology.

Audiologist: QLD: Shortage is evident in regional areas outside south east Queensland. WA: Shortage is greatest in rural areas.

Secondary Teacher: specialist shortages only as listed. QLD: Specialist shortages as listed are State-wide, but more general shortages are apparent in all areas except south-east Queensland. SA: Shortages restricted to specialist subject areas as listed. TAS: Shortages restricted to specialist subjects as listed in regional areas.

Manual Arts/Technology: VIC: Shortages especially for auto, wood and metal.

LOTE Teachers: VIC: Shortages especially Indonesian, Japanese, German, Italian and French.

Trades – comments on specialisations in shortage

Skill Shortage List - Trades December 2002

ASCO	Occupation	AUST	NSW	VIC	QLD	SA	WA	TAS	NT
ENGINEERING TRADES									
4112-11	Metal Fitter*	N	D	S*		S	S*		S
4112-13	Metal Machinist*	N	R*	S*	S	S	S		S
4113-11	Toolmaker*	N	S*	S*	S	S	D		
4122-11	Metal Fabricator*	N	S*	S		D	S		R
4122-15	Welder	N	S	S		S	S		R
4124-11	Sheetmetal Worker*	N	S*	S*	S	S		S	S
VEHICLE TRADES									
4211-11	Motor Mechanic*	N	S*	S	S	S	R*		S
4212-11	Auto Electrician	N	S	S	S	S	S	S	S
4213-11	Panel Beater	N	S	S	S	S		S	S
4214-11	Vehicle Painter	N	S	S	S	D		S	R
ELECTRICAL/ELECTRONICS									
4311-11,13	Electrician*	N	S*	R	S*	S*		R-D	S
	Refrigeration and Airconditioning								
4312-11	Mechanic*	N	S*	S	S	D		S	S
4314, 4316	Electronic Instrument Trades*		R*					R-D	
4315-11	Electronic Equipment Trades*		S	D*				R-D	
CONSTRUCTION TRADES¹									
4411-11	Carpenter and Joiner			R-D	S	S			R-D
4413-11	Roof Slater and Tiler			S					
4414-11	Bricklayer	N	M	S	S	M	S	S	S
44115-11	Solid Plasterer			S					
4421-11	Painter and Decorator				S				
4431-11	Plumbers*	N	M*	D*		S	S*	S	S
FOOD TRADES									
3322	Chef*	N	S	S	S*		S*	S*	S
4513-11	Cook	N	S	S	R				S
4512-13	Pastrycook*	N	S	S	S*		S		S
PRINTING TRADES									
4911-11	Graphic Pre-press Tradesperson				R				
4912	Printing Machinist		M	R	R	S			
4913-11	Binder and Finisher			S	R				
WOOD TRADES									
4921-11	Wood Machinist		S						
4922-11	Cabinetmaker*	N	S*	S	S	S	S	S	R
OTHER TRADES									
4931-11	Hairdresser	N	S	S	S	S	S	S	R
4942-11	Furniture Upholsterer*	N	S*	S	S	S		S	

¹ = Not all occupations assessed in all States

* = See comments on specialisations

N = National shortage

M = Shortage in metropolitan areas

D = Recruitment difficulties

S = State-wide shortage

R = Shortage in regional areas

R-D = Recruitment difficulties in regional areas

Metal Fitter: VIC: shortage especially for cnc/cad/cam; pneumatics; hydraulics; grinding; centre lathe turning; continuous process; TIG, MIG, OXY welding; sheetmetal machining; and reading drawings. WA: shortages are particularly for diesel and mobile plant mechanics.

Metal Machinist: NSW: shortage for specialisations in lathe and milling, grinding, boring and honing. VIC: shortage especially for cnc/cad/cam, reading drawings and working to fine tolerances, as well as sound experience in machining, milling, grinding and toolmaking.

Toolmaker: NSW: shortage especially for skills in machine setting, CAD, CNC milling and press tools. VIC: shortage especially for cnc/cad/cam. QLD: shortage of cnc/nc skills.

Metal Fabricator: NSW: shortages especially for tube and pipe welding and ability to work off plans.

Sheetmetal Worker: NSW: shortage especially for stainless steel specialisation. VIC: shortage especially for skills in stainless steel, aluminium, air-conditioning duct work, ship building and marking out.

Motor Mechanic: NSW: shortages especially for skills in heavy vehicle, reconditioning engines, LPG conversion. WA: shortage particularly evident for truck mechanics.

Electrician: NSW: shortage for lift mechanics only. QLD: shortage of electrical appliance serviceperson and industrial electrician. SA: recruitment difficulties for programmable logic control (PLC) skills and special class electricians.

Refrigeration and Airconditioning Mechanic: NSW: shortage especially for airconditioning commissioning technicians.

Electronic Instrument Trades: NSW: recruitment difficulties for General Communication Tradesperson.

Electronic Equipment Trades: VIC: recruitment difficulties for radio and television repairer. TAS: shortages especially for PLC skills.

Plumber: NSW: shortage especially in residential sector. VIC: recruitment difficulties for maintenance and gas appliance specialists statewide, and more general recruitment difficulties in regional areas, especially roof plumbers. WA: shortages for roof plumber only.

Chef: QLD: metropolitan shortages are restricted to top level international chefs. WA: shortages exist in some ethnic cuisines, notably Japanese, Indian, Thai and traditional Italian. TAS: shortages for head chefs.

Pastrycook: QLD: shortages most acute in regional tourist centres such as the Gold Coast and Cairns.

Cabinetmaker: NSW: shortages are especially severe for CNC and Cabinetmakers specialising in kitchens.

Furniture Upholsterer: NSW: shortage in manufacturing, repair and restoration of custom furniture.

Note:

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.