

## Fact Sheet No: 16 - Skills Shortages

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### What is a Skills Shortage?

Skills shortages exist when employers have difficulty filling job vacancies that require specialised skills that have usually been obtained following a significant period of training and/or experience.

This Fact Sheet is based on information taken from the WA State Training Profile 2007 which you can find at [www.stb.wa.gov.au/state-training-profile](http://www.stb.wa.gov.au/state-training-profile). The occupations listed are currently considered in short supply in WA & Australia in general. For skills shortages in specific regions of WA, go to Appendix B of the State Training Profile.

There are many other sources of information on skills shortages which you might like to check out, such as: [www.skillsinfo.gov.au/skills/SkillsIssues/SkillsInDemand/](http://www.skillsinfo.gov.au/skills/SkillsIssues/SkillsInDemand/). The Industry Outlooks section also includes information on trends & prospects by industry, & highlights specific sectors where job growth is the strongest.

It is also really beneficial to talk to people in a particular occupation to get a “feel” for the job market especially if you are seeking employment in a specific suburb or region. It is also worth contacting recruitment agencies that specialise in a particular field. They can generally be found in the News & Trade/Industry papers, the Yellow Pages or on line. For information on Apprenticeships & Traineeships check out [Fact Sheet 2](#).

The following information highlights the main sectors where there are skills shortages.

### Automotive

The automotive trades are among those sectors experiencing difficulties in recruiting & retaining the right skilled people. Examples of specific key skill shortages are: Motor Mechanics, Automotive Electricians, Panel Beaters & Vehicle Painters. For more information on this industry visit these websites:

- [www.automotivetraining.org.au](http://www.automotivetraining.org.au) - Australian apps info, skills recognition
- [www.autocareers.com.au](http://www.autocareers.com.au) – great information regarding qualifications & specific occupational career profiles
- [www.mtawa.com.au](http://www.mtawa.com.au) - careers & training – sales, OH & S, & First Aid courses & careers as well as information on *Motor Vehicle Repairers Licensing & Certificate information*
- [www.workplace.gov.au](http://www.workplace.gov.au) - Go to the Industry Opportunities Automotive Industry Familiarisation Project- Perth WA, for 45 years old & over
- [www.apawa.com.au/findajob](http://www.apawa.com.au/findajob) - jobs

### Building & Construction

The building & construction industry in WA is experiencing acute skills shortages & demand for many skills in this industry, include: Carpenters & Joiners, Fibrous/Solid Plasterers, Urban & Regional Planners, Bricklayers, Plumbers & Cabinetmakers. For more information on this industry visit these websites :

- [www.nolimits.com.au](http://www.nolimits.com.au) - The Building & Construction Industry Training Fund (BCITF)
- [www.brb.org.au](http://www.brb.org.au) - Builders Registration Board of WA (BRB)
- [www.mbawa.com](http://www.mbawa.com) - Masters Builders Association of WA (MBA)
- [www.hia.com.au](http://www.hia.com.au) - Housing Industry Association (HIA)
- [www.mpaskills.com.au](http://www.mpaskills.com.au) - Master Painters Association (MPA Skills)
- [www.plumber.com.au](http://www.plumber.com.au) - Masters Plumbers & Mechanical Services Association of Australia

Also check out our Engineering Fact Sheet for related information.

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## Community Services

Community Services covers a broad range of skills & careers including child care, community welfare , police & occupational health & safety. For more information on this industry visit these websites:

- [www.stepforward.wa.gov.au](http://www.stepforward.wa.gov.au) - WA Police Recruitment
- [www.aacc.org.au](http://www.aacc.org.au) – Australian Association Of Career Counsellors
- [www.aipc.net.au](http://www.aipc.net.au) - Australian Institute of Professional Counsellors
- [www.pacawa.iinet.net.au](http://www.pacawa.iinet.net.au) - Psychotherapists & Counsellors Association of WA
- [www.ifap.asn.au](http://www.ifap.asn.au) - IFAP
- [www.ascc.gov.au](http://www.ascc.gov.au) - Office of the Australian Safety & Compensation Council
- [www.ergonomics.org.au](http://www.ergonomics.org.au) - Human Factors & Ergonomics Society of Australia
- [www.nationalsafetygroup.com.au](http://www.nationalsafetygroup.com.au) - National Safety Group

## Computing & Information Technology (ICT)

There is a huge demand in resources industries for ICT skills including infrastructure such as rail transportation, data management, linking electronic monitoring systems. IT demand can be found in engineering & mining companies as well as government organisations. Computing & IT careers can range from Programmers/software engineers, Systems Engineers (including design & hard ware), Computing support technician, Multimedia Developers, Graphic Designers & Technical Writers. For more information on this industry visit these websites:

- [www.acs.org.au](http://www.acs.org.au) - Australian Computer Society ICT Careers Portal
- [www.aimia.com.au](http://www.aimia.com.au) - Australian Interactive Multimedia Association of Australia
- [www.ibsa.org.au](http://www.ibsa.org.au) - Innovation & Business Skills Australia (IBSA)
- [www.gurus.com.au](http://www.gurus.com.au) one of the many specialist IT recruiting site.

## Education

For more information on this industry visit these websites:

- [www.myfuture.edu.au](http://www.myfuture.edu.au) - Information for Vocational Teachers *(NB: you will need a Certificate IV Training & Assessment)*
- [www.det.wa.edu.au/teachingwa](http://www.det.wa.edu.au/teachingwa) - Department of Education & Training, Teaching WA
- [www.ceawa.org.au](http://www.ceawa.org.au) - Career Education Association of WA
- [www.wacot.wa.edu.au](http://www.wacot.wa.edu.au) - WA College of Teaching

## Electrical, Electronic, Refrigeration & Air Conditioning

Due to the resource & housing industry boom, demand for electrical & electronic skills at all levels has increased & include anything from basic electronic skills to trade housing & industrial electricians to uni qualified electrical engineers. Careers in demand include: Electrical & Electronic Engineers, Electrician (both General/Residential & Special Class), Refrigeration & Air Conditioning installation & maintenance, Electrical Powerline Tradesperson & Electronic Instrumentation Tradespersons. For more information on this industry visit these websites:

- [www.ee-oz.com.au](http://www.ee-oz.com.au) - ElectroComms & Energy Utilities Industry Skills Council Ltd
- [www.miningcareers.com](http://www.miningcareers.com) - Minerals Council of Australia
- [www.bigplans.com.au](http://www.bigplans.com.au) - Big Plans
- [www.egt.net.au](http://www.egt.net.au) - Electrical Group Training
- [www.mersitab.com.au](http://www.mersitab.com.au) - Manufacturing Skills Australia
- [www.highlychargedcareers.com.au](http://www.highlychargedcareers.com.au) - Western Power (Careers)

Also check out our Fact Sheets on Engineering, Science & Mining Fact Sheets for related information.

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## Engineering & Mining

Due to West Australia's resources boom, many skills are in demand from actual site work to transportation to infrastructure (which often is based in Perth). Types of careers in demand include:

- All areas of engineering these include mechanical, civil/structural, chemical, mining, & support technicians
- All levels & areas of welding & metal fabrication
- Metal Fitters & Machinists including heavy duty
- Electrical Fitter/instrumentation
- Trade Mechanics including plant & heavy duty auto
- Drafters - Civil/road/structural & electrical
- Surveyors & Quantity Surveyors
- Supervisors & managers in all of the above fields
- Other support roles such as project management, document control, accounting, technical report writers, & paralegals/lawyers for writing contracts.

Useful websites include:

- [www.gowestnow.com](http://www.gowestnow.com) - Go West (West Australian Mining careers information)
- [www.miningcareers.com](http://www.miningcareers.com) - Mining Careers (Mineral Council Of Australia)
- [www.minerals.org.au](http://www.minerals.org.au) - Minerals Council of Australia
- [www.antcer.com.au](http://www.antcer.com.au) - Oil & Gas careers site
- [www.engineersaustralia.org.au](http://www.engineersaustralia.org.au) - Engineers Australia

Also check out our Fact Sheets on Engineering, Science & Mining Fact Sheets for related information.

## Food processing, Hospitality & Tourism

The food & hospitality industry is in need of many key personnel such as Butchers, Bakers, Pastrycooks, Cooks & Chefs. Western Australia has a thriving tourist industry but there is also a shortage of Managers as well as general waiting staff. For more information on this industry visit these websites:

- [www.aahm.wa.edu.au](http://www.aahm.wa.edu.au) - Australian Academy of Hospitality Management
- [www.wahtitc.com.au](http://www.wahtitc.com.au) - WA Hospitality & Tourism Training Council
- [www.tourismtraining.com.au](http://www.tourismtraining.com.au) - Tourism Training Australia Board
- [www.wafitc.asn.au](http://www.wafitc.asn.au) - Western Australian Food and Beverage Industry Training Council Inc
- [www.tourism.wa.gov.au](http://www.tourism.wa.gov.au) - Tourism Western Australia

## Health

The Health sector cover a wide range of careers & skills with opportunities ranging from Nurses, Podiatrists, Medical Diagnostic Radiographer, Aged Carer & Veterinarian. The health sector is also experiencing a shortage of skilled workers in many other fields such as:

|  |                               |
|--|-------------------------------|
| General and Specialist Medical Practitioners | Anaesthetist                  |
| Psychiatrist                                 | Dentists                      |
| Physiotherapists                             | Podiatrists                   |
| Medical diagnostic radiographer              | Nuclear Medicine Technologist |
| Radiation therapist                          | Sonographer                   |
| Audiologist                                  | Midwives                      |

Useful websites include:

- [www.amawa.com.au](http://www.amawa.com.au) - Australian Medical Association (WA branch)
- [www.nursing.health.wa.gov.au](http://www.nursing.health.wa.gov.au) - Department of Health—Nursing & Midwifery

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## Health - *continued*

- [www.ada.org.au](http://www.ada.org.au) - Australian Dental Association (WA branch)
- [www.apa.advsol.com.au](http://www.apa.advsol.com.au) - Australain Physiotherapy Association (WA branch)
- [www.apodc.com.au](http://www.apodc.com.au) - Australian Podiatry Council
- [www.radiologicalcouncil.wa.gov.au](http://www.radiologicalcouncil.wa.gov.au) - Radiology Council
- [www.anzsnw.org.au](http://www.anzsnw.org.au) - Australian & NZ Society of Nuclear Medicine
- [www.ava.com.au](http://www.ava.com.au) - Australian Veterinary Association
- [www.audiology.asn.au](http://www.audiology.asn.au) - Audiological Society of Australia

Also check out our Fact Sheets 17 & 18 on Nursing for related information.

## Personal Services

Personal services covers a range of careers from hairdressing, fitness & retail industries.

Useful websites include:

- [www.wrapswa.com.au](http://www.wrapswa.com.au) - Wholesale, Retail and Personal Services Industry Training Council of WA
- [www.futurenow.org.au](http://www.futurenow.org.au) - FutureNow - WA Arts Sport & Recreation Industry Training Council
- [www.professionalhair.com.au](http://www.professionalhair.com.au) - Professional Hairdressers Association

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## CAREER DEVELOPMENT CENTRE

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City Central Building,  
2nd floor, 166 Murray St, Perth WA 6000

Ph: 1800 999 167 Fax: 08 9421 1391  
Email: [career.developmentcentre@det.wa.edu.au](mailto:career.developmentcentre@det.wa.edu.au)