

# State and Territory Skills in Demand Lists – New South Wales

ASCO	Occupation	<u>Rating</u>	Comments
<b>MANAGERS (ASSESSED IN 2007)</b>			
1221-11	Engineering Manager*	S*	Shortages are particularly evident in manufacturing and regional local government.
1222-13	Production Manager (Mining)*	S*	Shortages are particularly evident for statutory positions in most sectors of the industry.
<b>CHILDCARE</b>			
1295-11	Child Care Coordinator	S	
6312-11	Child Care Worker	M	
<b>PROFESSIONS (ASSESSED IN 2007)</b>			
<b>Building and Engineering</b>			
2112-11	Geologist*	R*	Shortages are evident in Western NSW and the Gunnedah Basin in the mining and exploration sectors.
2121-11	Architect*	S*	Assessed in late 2006. Shortages are particularly evident for project architects and design architects with more than five years of professional experience in commercial projects.
2122-11	Quantity Surveyor*	M*	Assessed in late 2006. Shortage of quantity surveyors with two years or more experience.
2123-13	Surveyor*	S*	Assessed in late 2006. Shortages of engineering surveyors, mining surveyors and registered land surveyors.
2124-11	Civil Engineer*	S*	Assessed in late 2006. Shortages of civil engineers are evident across a wide range of specialisations in both Sydney and regional NSW.
2125-11	Electrical Engineer*	M-D, R*	Shortages are particularly evident in the Hunter and the Illawarra across a range of industry sectors including consulting, manufacturing and water.
2125-13	Electronics Engineer*	S*	Shortages are especially evident for design engineers.

ASCO	Occupation	Rating	Comments
2126-11	Mechanical Engineer*	S*	Shortages are for consulting, project management and design engineers in construction, manufacturing, mining, petrochemicals, water management and building services.
2127-11	Mining Engineer*	S*	Shortages are particularly marked in Western NSW.
2129-17	Chemical Engineer*	S*	Shortages are most evident for chemical engineers with three years or more experience in water treatment and those with experience in various mining and mineral extraction processes such as hydrometallurgy.

### Accounting and Quality Assurance

2211-11	Accountant*	S*	Shortages of accountants are evident in small, medium and large chartered accountancy firms and across many industry sectors.
2212-11	External Auditor*	S*	Shortages are for CA/CPA – qualified auditors with at least three years of experience and good communication skills.
2294-15	Quality Assurance Manager*	D*	There are recruitment difficulties for positions requiring experience in quality management and in-depth knowledge of particular industries and processes.

### [2231 Information and Communication Technology \(Separate list\)](#)

### Registered Nurses

2321-11	Nurse Manager*	D*	Recruitment difficulties are evident in emergency departments and some regional locations.
2322-11	Nurse Educator*	S*	Shortages are particularly evident in regional NSW and for clinical nurse educators with experience in specialised areas such as neonatal and paediatric intensive care.
2323-11	Registered Nurse (general)*	S*	Shortages continue in both the public and private sectors and in most specialisations.
	Accident/Emergency	S	
	Aged Care	S	
	Cardiothoracic	S	
	Community	S	

ASCO	Occupation	Rating	Comments
	Critical/Intensive Care	S	
	Neonatal Intensive Care	S	
	Neurological	S	
	Oncology	S	
	Operating Theatre	S	
	Paediatric	S	
	Palliative Care	S	
	Rehabilitation	S	
	Renal	S	
2324-11	Registered Midwife *	S*	Shortages are particularly evident in western Sydney and regional NSW.
2325-11	Registered Mental Health Nurse	S	
<b>Health Specialists</b>			
2381-11	Dentist*	S*	Shortages are evident in the public sector and regional NSW.
2381-13	Dental Specialist*	S*	Shortages are evident in the public sector and regional NSW.
2382-11	Hospital Pharmacist *	S*	Positions for senior pharmacists and those in specialist areas such as paediatrics are especially difficult to fill.
2382-15	Retail Pharmacist	R	
2383-11	Occupational Therapist*	M-D, R*	Shortages are mainly evident in inland towns.
2385-11	Physiotherapist*	S*	Shortages of experienced physiotherapists are evident in the private and public sector in Sydney and regional NSW.
2386-11	Speech Pathologist*	S*	There are shortages of speech pathologists with two or more years of experience, and shortages are most evident in the private and not-for-profit sectors and in inland towns of NSW.
2388-11	Podiatrist	S	
2391-11	Medical Diagnostic Radiographer*	S*	Shortages of experienced radiographers continue in the private and public sectors across most modalities.

<b>ASCO</b>	<b>Occupation</b>	<b><u>Rating</u></b>	<b>Comments</b>
2391-13	Radiation Therapist*	D*	Recruitment difficulties are restricted to radiation therapists with three to four years of experience in a small number of geographic locations.
2391-17	Sonographer*	S*	Shortages exist in the public and private sectors in Sydney and regional NSW and are particularly evident for specialist positions such as cardio sonography and vascular sonography.

### **Teachers**

2411-11	Pre-Primary School Teacher*	S*	Shortages are evident in non-government and local government child care centres and pre-schools.
2413-11	Secondary School Teacher*	D*	There are recruitment difficulties for teachers of mathematics, science, and technical and applied studies and localised recruitment difficulties for some other subject areas.
	Technology and Applied Studies	D	
	Science	D	
	Mathematics	D	
2414-11	Special Needs Teacher*	D*	Recruitment difficulties are limited to specific locations, to some specialist areas such as autism teaching, and to short-term and part-time positions.
2513-19	Student Counsellor*	R-D*	Recruitment difficulties are evident in some locations in rural NSW.

### **Other Professions**

2521	Legal Professionals*	D*	Recruitment difficulties are evident in family law, property, corporate law, mergers and acquisitions, banking and finance and in regional NSW.
2543-13	Environmental Health Officer*	R-D*	Recruitment difficulties are most pronounced in regional councils.

Research for the following professions undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if shortages exist at the State level.

2114-13	Forester		
2114-19	Agricultural Scientist		
2114-21	Agricultural Adviser		
2117-13	Petroleum Engineer		
2291-13	Personnel Consultant		

<b>ASCO</b>	<b>Occupation</b>	<b><u>Rating</u></b>	<b>Comments</b>
2295-11	Valuer		
2384-11	Optometrist		
2399-11	Audiologist		
2523-11	Urban and Regional Planner		
2542-15	Ships' Engineer		

### **ASSOCIATE PROFESSIONS (ASSESSED IN 2007)**

3121-11	Building Associate*	S*	There is a shortage of estimators and forepersons with over three years of experience in medium to large commercial projects.
3121-13	Architectural Associate	S	
3122	Civil Engineering Associate Professions*	S*	Shortages are evident for qualified civil engineering drafters with two years or more experience in specialisations including building construction, mining roads, railways, drainage, sewerage and other infrastructure.
3123	Electrical Engineering Associates*	S*	There is a shortage of associates with experience in commissioning and testing electrical equipment in industries such as manufacturing, rail transport and energy resources.
3125	Mechanical Engineering Associates*	S*	Shortages are evident for associates with at least two years experience in design drafting, detailing, HVAC drafting, 2D and 3D modelling and machinery design.
3129-15	Mine Deputy*	D*	Recruitment difficulties are prevalent in the Western Coalfield and Gunnedah Basin.

Research for the following associate professions undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if shortages exist at the State level.

3492-11	Dental Therapist		
3492-15	Dental Technician		

### **TRADES (ASSESSED IN 2007)**

#### **Engineering Trades**

4112-11	Metal Fitter	S	
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<b>ASCO</b>	<b>Occupation</b>	<b><u>Rating</u></b>	<b>Comments</b>
4112-13	Metal Machinist (First Class)*	S*	Shortages are most evident for those experienced in operating manual machinery to high tolerances or setting up and operating a variety of machinery for jobbing work.
4113-11	Toolmaker	S	
4114-11,15	Aircraft Maintenance Engineer (Mechanical and Avionics) *	S*	Shortages are particularly evident for specialists in avionics and helicopters.
4122-11p	Metal Fabricator*	M*	Shortages are most evident in manufacturing in Sydney.
4124-11	Sheetmetal Worker*	S*	Shortages are evident for sheetmetal workers in several specialisations including stainless steel, aluminium, TIG welding and aircraft sheetmetal.

### **Automotive Trades**

4211-11	Motor Mechanic	S	
4212-11	Automotive Electrician*	S*	Shortages are evident in a range of specialist areas and for positions requiring broad trade skills, including air conditioning.
4213-11	Panel Beater*	S*	Shortages continue in Sydney and regional NSW, where they are more pronounced.
4214-11	Vehicle Painter	S	
4215-11	Vehicle Body Maker	S	

### **Electrical/Electronics Trades**

4311-11	Electrician	S	
4312-11	Refrigeration and Air-conditioning Mechanic*	S*	Shortages in the trade persist across most sectors of the industry
4313-11	Electrical Powerline Trades	S	
4315-11	Electronic Equipment Tradesperson	S	
4316-13	Communications Linesperson*	R-D*	There are recruitment difficulties in regional areas for radio frequency technicians and linespersons experienced in major rollouts of copper and fibre optic cable and transmission work.

### **Construction Trades**

<b>ASCO</b>	<b>Occupation</b>	<b><u>Rating</u></b>	<b>Comments</b>
4411-13	Carpenter*	D*	There are recruitment difficulties for formwork carpenters in Sydney and carpenters in general in some regions of NSW.
4413-15	Joiner	S	
4412-11	Fibrous Plasterer*	R*	Shortages are evident in various regional locations including the Hunter, South Coast and a number of inland towns.
4414-11	Bricklayer*	S*	There are shortages of bricklayers with broad trade skills, such as an ability to produce high quality face work, corners, arches and decorative brickwork.
4415-11	Solid Plasterer*	S*	Shortages are confined to plasterers with broad trade skills in traditional hard set plastering, cement rendering and acrylic rendering and able to produce high quality finishes.
4416-11	Wall and Floor Tiler	S	
4421-11	Painter and Decorator	S	
4423-11	Floor Finisher*	S*	Shortages are confined to floor finishers with broad trade skills including measuring, shaping, cutting, joining, pattern matching and laying carpet in difficult areas such as stairs.
4431-11	General Plumber*	D*	Recruitment difficulties for maintenance plumbers are evident in Sydney and in a number of regional areas of NSW.
4431-17	Roof Plumber	S	
<b>Food Trades</b>			
3322-11	Chef*	S*	Shortages are evident for mid-to-senior level chefs in both Sydney and regional NSW.
4512-11	Baker	S	
4512-13	Pastry cook	S	
4513-11	Cook*	S*	Shortages are evident for mid-to-senior level cooks in both Sydney and regional NSW.
<b>Other Trades</b>			

<b>ASCO</b>	<b>Occupation</b>	<b><u>Rating</u></b>	<b>Comments</b>
4922-11	Cabinetmaker*	S*	There is a shortage of cabinetmakers to manufacture high quality furniture or undertake detailed architectural joinery and fabricate and install custom-made office fittings.
4931-11	Hairdresser	S	
4942-11	Furniture Upholsterer	S	
4981-13	Boat Builder and Repairer	S	
Research for the following trades and related occupations undertaken across Australia indicates they are also in demand. However, there is insufficient information to establish if shortages exist at the State level.			
4115-15	Locksmith		
4216-11	Vehicle Trimmer		
4311-15	Lift Mechanic		
4416-13	Stonemason		
4422-11	Signwriter		
4511-11	Butcher		
4612-11	Shearer		
4623-11	Landscape Gardener		
4623-15	Tree Surgeon (Arborist)		
4913-11	Binder and Finisher		
4914-11	Screen Printer		
4921-11	Wood Machinist		
4929-11	Picture Framer		
4929-13	Furniture Finisher		
4982-11	Flat Glass Trades		
4986-11	Driller		
4999-11	Optical Mechanic		
6323-11	General Waiter		

## Key to ratings

Rating	
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
*	Qualifying comments apply, for example shortages may be limited to specialist skills