



2019 SKILLS SURVEY RESULTS

State and territory insights

Contents

About us	3
Introduction and summary	4
Australian Capital Territory	5
Recent work areas of firms with a presence in the territory.....	5
The current skills setting of firms with a presence in the territory.....	6
New South Wales	8
Recent work areas of firms with a presence in the state	8
The current skills setting of firms with a presence in the state	9
Northern Territory	11
Recent work areas of firms with a presence in the territory.....	11
The current skills settings of firms with a presence in the territory.....	12
Queensland	14
Recent work areas of firms with a presence in the state	14
The current skills setting of firms with a presence in the state	15
South Australia	17
Recent work areas of firms with a presence in the state	17
The current skills setting of firms with a presence in the state	18
Tasmania	20
Victoria	21
Recent work areas of firms with a presence in the state	21
The current skills setting of firms with a presence in the state	22
Western Australia	24
Recent work areas of firms with a presence in the state	24
The current skills setting of firms with a presence in the state	25
Contact us	27

About us



Consult Australia is the industry association that represents the business interests of consulting firms who provide design, advisory and engineering services for the built and natural environment. We represent an industry comprising some 48,000 firms across Australia, ranging from sole practitioners through to some of Australia's top 500 firms with combined revenue exceeding \$40 billion a year.

Some of our member firms include:



Introduction and summary

Consult Australia's skills survey is an annual national account of human resources and workforce demands affecting consulting firms in the built and natural environment. This year's survey was conducted between June and July 2019 and reflects the nationwide experiences of firms over the preceding 12 months.

40 firms participated in this year's survey, collectively employing over 21,000 people in Australia.

While the survey's questions ask participants to provide insights on their skills situation and recruitment activities, it does also capture profile-related information related to the jurisdiction/s where participants are predominately undertaking work.

This report therefore seeks to provide some state and territory insights by breaking down these responses to questions based on the jurisdiction(s) respondents have indicated that they are predominately undertaking work.

As many firms in our industry provide services in multiple states and territories, the insights in this report reflect broader, and sometimes nationwide, skills challenges facing the firms who have a presence in a particular jurisdiction. As such, this report does not provide a conclusive snapshot of the local industry or local skill shortages, but instead it provides a localised perspective on the broader skills challenges facing our industry based on the firms who are providing services in each state and territory.

Insights on each state and territory are in the following sections.

Australian Capital Territory

Consult Australia's 2019 national skills survey results has highlighted the following for the ACT:

- 30 per cent of the 40 responding firms had 'predominately undertaken work' in Canberra in the last 12 months, and 8 per cent in regional ACT; and
- 5 per of respondents indicated the ACT is a hard location to find and place employees in the last 12 months.

This section of this report provides a breakdown of the responses on key survey questions from these firms to provide some high-level insights on our industry's skills challenges in the ACT.

Recent work areas of firms with a presence in the territory

1. Areas where firms have predominately undertaken activities

Response	2019 aggregate result
Bridges	42%
Dams	17%
Defence	42%
Environmental Impact Assessment	67%
Feasibility studies and reports	58%
Geoscience	50%
High rise buildings	50%
Information technology	25%
International development	17%
Low rise buildings	42%
Power and energy	50%
Project management	67%
Research and development	17%
Schools, hospitals and community facilities	50%
Sewerage or water systems	50%
Specialist services	50%
Technical modelling	50%
Transport	58%
Urban development	50%

Table 1: In which areas has your firm predominately undertaken work in the last 12 months? (based on firms who have predominately undertaken work in the ACT – sample of key responses)

The current skills setting of firms with a presence in the territory

2. The current skills setting facing firms

Response	2019 aggregate result
We are downsizing and not recruiting	0%
We are recruiting and experiencing a skills shortage	75%
Our employees are being poached	67%
We have put a temporary freeze on recruitment	0%
We are experiencing a reduction in work activity, but we are still recruiting	25%
An economic downturn has made it easier to recruit	0%
We are making targeted redundancies	25%
We are experiencing net employment reductions	0%
We are experiencing no change in our employee numbers	0%
We are experiencing net growth in employee numbers	50%
We are supplementing Australian employees with overseas-based staff	25%

Table 2: What is your firm's current skills situation? (based on firms who have predominately undertaken work in the ACT)

3. Action and strategies of firms in response to current skill challenges

Response	2019 aggregate result
Increase our salaries further to attract and retain employees	58%
Increase our recruitment from overseas	17%
Increase our budget spend on human resources	25%
We will pass on costs to clients	17%
Extend our project delivery times	8%
We will diversify the firm into other services	17%
We will consider mergers and acquisitions with other companies	33%
Reduce wages for our new employees	0%
Increase training and professional development opportunities	58%
Limit the amount and scale of our tender bids	8%
We will close our firm	0%
Reduce our hours of employment for current employees	0%
We will focus on increasing the gender diversity of our workforce	92%
None	0%

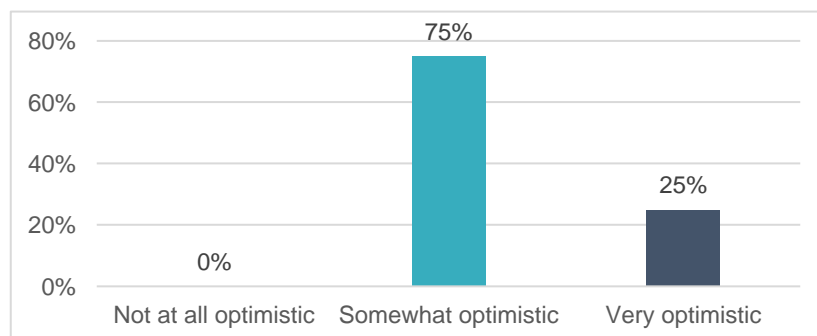
Table 3: What actions and strategies in response to your current skills situation will your firm take in the next 12 months? (based on firms who have predominately undertaken work in the ACT)

4. Employment disciplines affected by skills shortages

Response	2019 aggregate result
Construction project manager	25%
Engineering manager	42%
Scientist	25%
Drafter – civil	33%
Engineer – civil	50%
Engineer – environmental	25%
Engineer – geotechnical	25%
Engineer – hydraulic	25%
Engineer – fire	25%
Engineer – rail	25%
Engineer – structural	50%
Engineer – traffic and transport	42%
Engineer – water	33%
Engineer – other	25%

Table 4: Which employment disciplines have been affected by skill shortages for your firm? (based on firms who have predominately undertaken work in the ACT – sample of key responses)

5. Optimism of finding the skills necessary to be competitive over the next three years



Graph 1: How optimistic are you that your firm will find the necessary skills to be competitive over the next three years? (based on firms who have predominately undertaken work in the ACT)

New South Wales

Consult Australia's 2019 national skills survey results has highlighted the following for NSW:

- 63 per cent of the 40 responding firms had 'predominately undertaken work' in metropolitan NSW in the last 12 months, and 50 per cent in regional and remote NSW; and
- 55 per of respondents indicated that metropolitan NSW is a hard location to find and place employees in the last 12 months, and 15 per cent for regional and remote NSW.

This section of this report provides a breakdown of the responses on key survey questions from these firms to provide some high-level insights on our industry's skills challenges in NSW.

Recent work areas of firms with a presence in the state

1. Areas where firms have predominately undertaken activities

Response	2019 aggregate result
Bridges	33%
Climate change consulting and reporting	19%
Dams	22%
Defence	37%
Environmental Impact Assessment	44%
Feasibility studies and reports	63%
Geoscience	30%
High rise buildings	48%
Low rise buildings	37%
Mining and industrial services	22%
Power and energy	48%
Project management	48%
Schools, hospitals and community facilities	37%
Sewerage or water systems	30%
Specialist services	48%
Technical modelling	37%
Transport	56%
Tunnels	26%
Urban development	44%

Table 5: In which areas has your firm predominately undertaken work in the last 12 months? (based on firms who have predominately undertaken work in NSW – sample of key responses)

The current skills setting of firms with a presence in the state

2. The current skills setting facing firms

Response	2019 aggregate result
We are downsizing and not recruiting	0%
We are recruiting and experiencing a skills shortage	74%
Our employees are being poached	59%
We have put a temporary freeze on recruitment	4%
We are experiencing a reduction in work activity, but we are still recruiting	15%
An economic downturn has made it easier to recruit	0%
We are making targeted redundancies	15%
We are experiencing net employment reductions	0%
We are experiencing no change in our employee numbers	11%
We are experiencing net growth in employee numbers	56%
We are supplementing Australian employees with overseas-based staff	33%

Table 6: What is your firm's current skills situation? (based on firms who have predominately undertaken work in NSW)

3. Action and strategies of firms in response to current skill challenges

Response	2019 aggregate result
Increase our salaries further to attract and retain employees	48%
Increase our recruitment from overseas	33%
Increase our budget spend on human resources	22%
We will pass on costs to clients	15%
Extend our project delivery times	11%
We will diversify the firm into other services	26%
We will consider mergers and acquisitions with other companies	52%
Reduce wages for our new employees	0%
Increase training and professional development opportunities	70%
Limit the amount and scale of our tender bids	15%
We will close our firm	0%
Reduce our hours of employment for current employees	0%
We will focus on increasing the gender diversity of our workforce	70%
None	0%

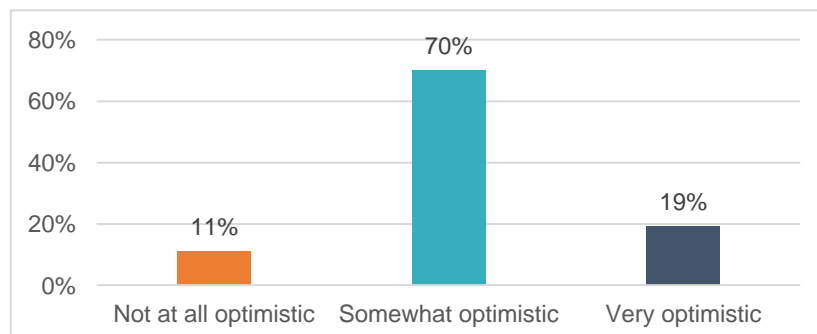
Table 7: What actions and strategies in response to your current skills situation will your firm take in the next 12 months? (based on firms who have predominately undertaken work in NSW)

4. Employment disciplines affected by skills shortages

Response	2019 aggregate result
Engineering manager	41%
Drafter – civil	41%
Drafter – structural	22%
Engineer – civil	44%
Engineer – electrical	22%
Engineer – environmental	19%
Engineer – hydraulic	26%
Engineer – fire	22%
Engineer – mechanical	22%
Engineer – rail	26%
Engineer – structural	41%
Engineer – traffic and transport	31%
Engineer – water	26%

Table 8: Which employment disciplines have been affected by skill shortages for your firm? (based on firms who have predominately undertaken work in NSW – sample of key responses)

5. Optimism of finding the skills necessary to be competitive over the next three years



Graph 2: How optimistic are you that your firm will find the necessary skills to be competitive over the next three years? (based on firms who have predominately undertaken work in NSW)

Northern Territory

Consult Australia's 2019 national skills survey results has highlighted the following for the NT:

- 28 per cent of the 40 responding firms had 'predominately undertaken work' in Darwin in the last 12 months, and 18 per cent in regional and remote NT; and
- 10 per of respondents indicated that Darwin is a hard location to find and place employees in the last 12 months.

This section of this report provides a breakdown of the responses on key survey questions from these firms to provide some high-level our insights on industry's skills challenges in the territory.

Recent work areas of firms with a presence in the territory

1. Areas where firms have predominately undertaken activities

Response	2019 aggregate result
Bridges	58%
Climate change consulting and reporting	17%
Dams	25%
Defence	50%
Environmental Impact Assessment	50%
Geoscience	50%
Low rise buildings	50%
Minerals and metals	33%
Mining and industrial services	42%
Oil and gas	25%
Power and energy	67%
Project management	50%
Schools, hospitals and community facilities	48%
Sewerage or water systems	42%
Specialist services	50%
Technical modelling	50%
Transport	67%
Tunnels	33%
Urban development	45%

Table 9: In which areas has your firm predominately undertaken work in the last 12 months? (based on firms who have predominately undertaken work in the NT – sample of key responses)

The current skills settings of firms with a presence in the territory

2. The current skills setting facing firms

Response	2019 aggregate result
We are downsizing and not recruiting	0%
We are recruiting and experiencing a skills shortage	67%
Our employees are being poached	67%
We have put a temporary freeze on recruitment	0%
We are experiencing a reduction in work activity, but we are still recruiting	0%
An economic downturn has made it easier to recruit	0%
We are making targeted redundancies	17%
We are experiencing net employment reductions	0%
We are experiencing no change in our employee numbers	33%
We are experiencing net growth in employee numbers	42%
We are supplementing Australian employees with overseas-based staff	25%

Table 10: What is your firm's current skills situation? (based on firms who have predominately undertaken work in the NT)

3. Action and strategies of firms in response to current skill challenges

Response	2019 aggregate result
Increase our salaries further to attract and retain employees	50%
Increase our recruitment from overseas	25%
Increase our budget spend on human resources	33%
We will pass on costs to clients	25%
Extend our project delivery times	0%
We will diversify the firm into other services	17%
We will consider mergers and acquisitions with other companies	50%
Reduce wages for our new employees	0%
Increase training and professional development opportunities	50%
Limit the amount and scale of our tender bids	17%
We will close our firm	0%
Reduce our hours of employment for current employees	0%
We will focus on increasing the gender diversity of our workforce	67%
None	0%

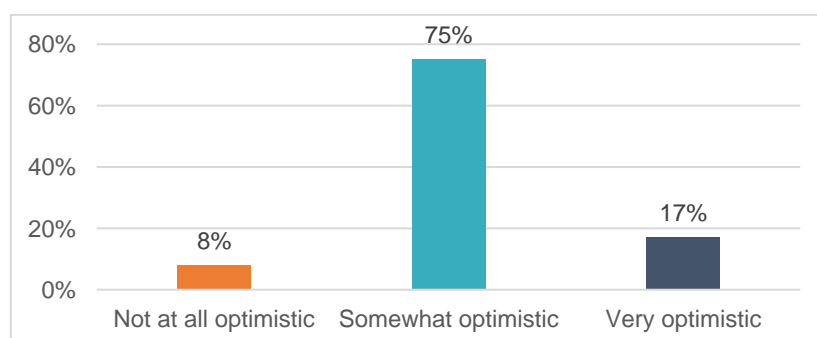
Table 11: What actions and strategies in response to your current skills situation will your firm take in the next 12 months? (based on firms who have predominately undertaken work in the NT)

4. Employment disciplines affected by skills shortages

Response	2019 aggregate result
Engineering manager	58%
Drafter – civil	33%
Engineer – civil	58%
Engineer – electrical	25%
Engineer – environmental	25%
Engineer – geotechnical	25%
Engineer – mechanical	25%
Engineer – structural	42%
Engineer – transport and traffic	33%
Engineer – water	33%

Table 12: Which employment disciplines have been affected by skill shortages for your firm? (based on firms who have predominately undertaken work in the NT – sample of key responses)

5. Optimism of finding the skills necessary to be competitive over the next three years



Graph 3: How optimistic are you that your firm will find the necessary skills to be competitive over the next three years? (based on firms who have predominately undertaken work in the NT)

Queensland

Consult Australia's 2019 national skills survey results has highlighted the following for Queensland:

- 55 per cent of the 40 responding firms had 'predominately undertaken work' in metropolitan Queensland in the last 12 months, and 45 per cent in the state's regional and remote areas; and
- 28 per of respondents indicated that metropolitan Queensland is a hard location to find and place employees in the last 12 months, and 18 per cent for the state's regional and remote areas.

This section of this report provides a breakdown of the responses on key survey questions from these firms to provide some high-level insights on our industry's skills challenges in Queensland.

Recent work areas of firms with a presence in the state

1. Areas where firms have predominately undertaken activities

Response	2019 aggregate result
Bridges	33%
Climate change consulting and reporting	17%
Dams	17%
Defence	42%
Environmental Impact Assessment	50%
Feasibility studies and reports	50%
Geoscience	29%
High rise buildings	54%
Individual dwellings	25%
Information technology	17%
Low rise buildings	50%
Mining and industrial services	17%
Power and energy	50%
Project management	42%
Schools, hospitals and community facilities	46%
Sewerage or water systems	38%
Specialist services	42%
Technical modelling	33%
Transport	54%
Tunnels	29%
Urban development	42%

Table 13: In which areas has your firm predominately undertaken work in the last 12 months? (based on firms who have predominately undertaken work in QLD – sample of key responses)

The current skills setting of firms with a presence in the state

2. The current skills setting facing firms

Response	2019 aggregate result
We are downsizing and not recruiting	0%
We are recruiting and experiencing a skills shortage	79%
Our employees are being poached	58%
We have put a temporary freeze on recruitment	4%
We are experiencing a reduction in work activity, but we are still recruiting	13%
An economic downturn has made it easier to recruit	0%
We are making targeted redundancies	21%
We are experiencing net employment reductions	0%
We are experiencing no change in our employee numbers	17%
We are experiencing net growth in employee numbers	54%
We are supplementing Australian employees with overseas-based staff	42%

Table 14: What is your firm's current skills situation? (based on firms who have predominately undertaken work in QLD)

3. Action and strategies of firms in response to current skill challenges

Response	2019 aggregate result
Increase our salaries further to attract and retain employees	38%
Increase our recruitment from overseas	38%
Increase our budget spend on human resources	17%
We will pass on costs to clients	21%
Extend our project delivery times	8%
We will diversify the firm into other services	21%
We will consider mergers and acquisitions with other companies	46%
Reduce wages for our new employees	0%
Increase training and professional development opportunities	67%
Limit the amount and scale of our tender bids	8%
We will close our firm	0%
Reduce our hours of employment for current employees	4%
We will focus on increasing the gender diversity of our workforce	71%
None	0%

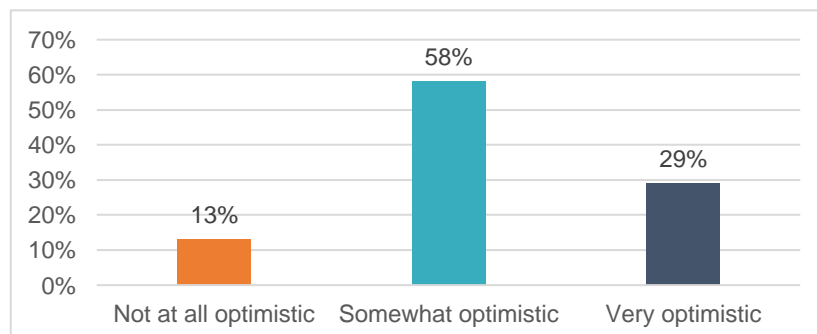
Table 15: What actions and strategies in response to your current skills situation will your firm take in the next 12 months? (based on firms who have predominately undertaken work in QLD)

4. Employment disciplines affected by skills shortages

Response	2019 aggregate result
Engineering manager	38%
Scientist	21%
Drafter – civil	38%
Drafter – structural	25%
Engineer – civil	42%
Engineer – electrical	21%
Engineer – hydraulic	21%
Engineer – fire	21%
Engineer – mechanical	25%
Engineer – rail	25%
Engineer – structural	38%
Engineer – traffic and transport	33%
Engineer – water	25%

Table 16: Which employment disciplines have been affected by skill shortages for your firm? (based on firms who have predominately undertaken work in QLD – sample of key responses)

5. Optimism of finding the skills necessary to be competitive over the next three years



Graph 4: How optimistic are you that your firm will find the necessary skills to be competitive over the next three years? (based on firms who have predominately undertaken work in QLD)

South Australia

Consult Australia's 2019 national skills survey results has highlighted the following for SA:

- 20 per cent of the 40 responding firms had 'predominately undertaken work' in Adelaide in the last 12 months, and 18 per cent in regional and remote SA; and
- 5 per of respondents indicated that Adelaide is a hard location to find and place employees in the last 12 months.

This section of this report provides a breakdown of the responses on key survey questions from these firms to provide some high-level insights on our industry's skills challenges in SA.

Please note, a low sample of respondents for the state (nine firms) will need to be considered when reviewing this breakdown.

Recent work areas of firms with a presence in the state

1. Areas where firms have predominately undertaken activities

Response	2019 aggregate result
Bridges	56%
Defence	44%
Environmental Impact Assessment	56%
Feasibility studies and reports	56%
Geoscience	44%
Low rise buildings	44%
Minerals and metals	44%
Mining and industrial services	44%
Power and energy	67%
Project management	56%
Schools, hospitals and community facilities	67%
Sewerage or water systems	67%
Technical modelling	56%
Transport	56%
Tunnels	44%
Urban development	56%

Table 17: In which areas has your firm predominately undertaken work in the last 12 months? (based on firms who have predominately undertaken work in SA – sample of key responses)

The current skills setting of firms with a presence in the state

2. The current skills setting facing firms

Response	2019 aggregate result
We are downsizing and not recruiting	0%
We are recruiting and experiencing a skills shortage	67%
Our employees are being poached	56%
We have put a temporary freeze on recruitment	0%
We are experiencing a reduction in work activity, but we are still recruiting	9%
An economic downturn has made it easier to recruit	0%
We are making targeted redundancies	9%
We are experiencing net employment reductions	0%
We are experiencing no change in our employee numbers	9%
We are experiencing net growth in employee numbers	67%
We are supplementing Australian employees with overseas-based staff	44%

Table 18: What is your firm's current skills situation? (based on firms who have predominately undertaken work in SA)

3. Action and strategies of firms in response to current skill challenges

Response	2019 aggregate result
Increase our salaries further to attract and retain employees	56%
Increase our recruitment from overseas	33%
Increase our budget spend on human resources	22%
We will pass on costs to clients	33%
Extend our project delivery times	0%
We will diversify the firm into other services	22%
We will consider mergers and acquisitions with other companies	44%
Reduce wages for our new employees	0%
Increase training and professional development opportunities	44%
Limit the amount and scale of our tender bids	9%
We will close our firm	0%
Reduce our hours of employment for current employees	4%
We will focus on increasing the gender diversity of our workforce	67%
None	0%

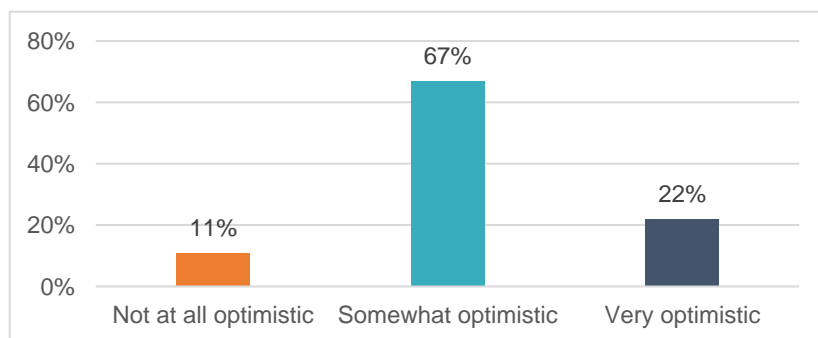
Table 19: What actions and strategies in response to your current skills situation will your firm take in the next 12 months? (based on firms who have predominately undertaken work in SA)

4. Employment disciplines affected by skills shortages

Response	2019 aggregate result
Engineering manager	56%
Engineer – civil	67%
Engineer – electrical	44%
Engineer – rail	44%
Engineer – structural	67%
Engineer – traffic and transport	44%
Engineer – water	44%

Table 20: Which employment disciplines have been affected by skill shortages for your firm? (based on firms who have predominately undertaken work in SA – sample of key responses)

5. Optimism of finding the skills necessary to be competitive over the next three years



Graph 5: How optimistic are you that your firm will find the necessary skills to be competitive over the next three years? (based on firms who have predominately undertaken work in SA)

Tasmania

Consult Australia's 2019 national skills survey results has highlighted the following for Tasmania:

- 8 per cent of the 40 responding firms had 'predominately undertaken work' in metropolitan Tasmania in the last 12 months, and 8 per cent also for regional and remote Tasmania; and
- No respondents indicated that Tasmania is a hard location to find and place employees in the last 12 months.

Unfortunately, we are unable to provide any insights or a breakdown on industry challenge for Tasmania due to the small number of firms in the survey participant sample (four firms).

Victoria

Consult Australia's 2019 national skills survey results has highlighted the following for Victoria:

- 45 per cent of the 40 responding firms had 'predominately undertaken work' in metropolitan Victoria in the last 12 months, and 23 per cent in regional and remote Victoria; and
- 40 per of respondents indicated that metropolitan Victoria is a hard location to find and place employees in the last 12 months, and 13 per cent for regional and remote Victoria.

This section of this report provides a breakdown of the responses on key survey questions from these firms to provide some high-level insights on our industry's skills challenges in Victoria.

Recent work areas of firms with a presence in the state

1. Areas where firms have predominately undertaken activities

Response	2019 aggregate result
Bridges	47%
Dams	21%
Defence	42%
Environmental Impact Assessment	53%
Feasibility studies and reports	53%
Geoscience	42%
High rise buildings	58%
Information technology	21%
Low rise buildings	42%
Power and energy	58%
Project management	47%
Schools, hospitals and community facilities	47%
Specialist services	37%
Sewerage or water systems	37%
Technical modelling	42%
Transport	74%
Tunnels	37%
Urban development	42%

Table 21: In which areas has your firm predominately undertaken work in the last 12 months? (based on firms who have predominately undertaken work in Victoria – sample of key responses)

The current skills setting of firms with a presence in the state

2. The current skills setting facing firms

Response	2019 aggregate result
We are downsizing and not recruiting	0%
We are recruiting and experiencing a skills shortage	79%
Our employees are being poached	74%
We have put a temporary freeze on recruitment	0%
We are experiencing a reduction in work activity, but we are still recruiting	16%
An economic downturn has made it easier to recruit	0%
We are making targeted redundancies	21%
We are experiencing net employment reductions	0%
We are experiencing no change in our employee numbers	21%
We are experiencing net growth in employee numbers	47%
We are supplementing Australian employees with overseas-based staff	42%

Table 22: What is your firm's current skills situation? (based on firms who have predominately undertaken work in Victoria)

3. Action and strategies of firms in response to current skill challenges

Response	2019 aggregate result
Increase our salaries further to attract and retain employees	47%
Increase our recruitment from overseas	37%
Increase our budget spend on human resources	21%
We will pass on costs to clients	21%
Extend our project delivery times	5%
We will diversify the firm into other services	26%
We will consider mergers and acquisitions with other companies	47%
Reduce wages for our new employees	0%
Increase training and professional development opportunities	58%
Limit the amount and scale of our tender bids	11%
We will close our firm	0%
Reduce our hours of employment for current employees	0%
We will focus on increasing the gender diversity of our workforce	79%
None	5%

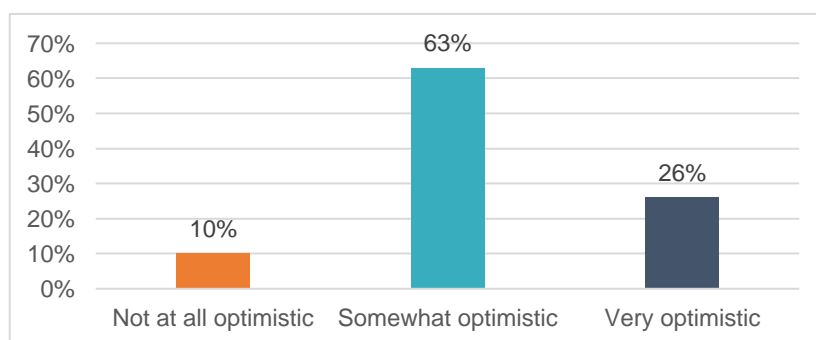
Table 23: What actions and strategies in response to your current skills situation will your firm take in the next 12 months? (based on firms who have predominately undertaken work in Victoria)

4. Employment disciplines affected by skills shortages

Response	2019 aggregate result
Engineering manager	42%
Drafter – civil	31%
Drafter – structural	21%
Engineer – civil	47%
Engineer – electrical	26%
Engineer – geotechnical	21%
Engineer – hydraulic	31%
Engineer – fire	26%
Engineer – mechanical	31%
Engineer – rail	31%
Engineer – structural	42%
Engineer – traffic and transport	42%
Engineer – tunnel	21%
Engineer – water	21%
Engineer – other	21%

Table 24: Which employment disciplines have been affected by skill shortages for your firm? (based on firms who have predominately undertaken work in Victoria – sample of key responses)

5. Optimism of finding the skills necessary to be competitive over the next three years



Graph 6: How optimistic are you that your firm will find the necessary skills to be competitive over the next three years? (based on firms who have predominately undertaken work in Victoria)

Western Australia

Consult Australia's 2019 national skills survey results has highlighted the following for WA:

- 45 per cent of the 40 responding firms had 'predominately undertaken work' in metropolitan WA in the last 12 months, and 40 per cent in regional and remote WA; and
- 18 per of respondents indicated that metropolitan WA is a hard location to find and place employees in the last 12 months, and 5 per cent for regional and remote WA.

This section of this report provides a breakdown of the responses on key survey questions from these firms to provide some high-level insights on our industry's skills challenges in WA.

Recent work areas of firms with a presence in the state

1. Areas where firms have predominately undertaken activities

Response	2019 aggregate result
Bridges	42%
Dams	26%
Defence	47%
Environmental Impact Assessment	58%
Feasibility studies and reports	68%
Geoscience	47%
High rise buildings	47%
Low rise buildings	32%
Minerals and metals	26%
Mining and industrial services	37%
Power and energy	63%
Project management	47%
Schools, hospitals and community facilities	37%
Specialist services	47%
Sewerage or water systems	47%
Technical modelling	37%
Transport	68%
Tunnels	37%
Urban development	47%

Table 25: In which areas has your firm predominately undertaken work in the last 12 months? (based on firms who have predominately undertaken work in WA – sample of key responses)

The current skills setting of firms with a presence in the state

2. The current skills setting facing firms

Response	2019 aggregate result
We are downsizing and not recruiting	0%
We are recruiting and experiencing a skills shortage	79%
Our employees are being poached	63%
We have put a temporary freeze on recruitment	0%
We are experiencing a reduction in work activity, but we are still recruiting	5%
An economic downturn has made it easier to recruit	0%
We are making targeted redundancies	16%
We are experiencing net employment reductions	0%
We are experiencing no change in our employee numbers	21%
We are experiencing net growth in employee numbers	47%
We are supplementing Australian employees with overseas-based staff	32%

Table 26: What is your firm's current skills situation? (based on firms who have predominately undertaken work in WA)

3. Action and strategies of firms in response to current skills challenges

Response	2019 aggregate result
Increase our salaries further to attract and retain employees	42%
Increase our recruitment from overseas	26%
Increase our budget spend on human resources	26%
We will pass on costs to clients	11%
Extend our project delivery times	0%
We will diversify the firm into other services	32%
We will consider mergers and acquisitions with other companies	32%
Reduce wages for our new employees	0%
Increase training and professional development opportunities	58%
Limit the amount and scale of our tender bids	5%
We will close our firm	0%
Reduce our hours of employment for current employees	0%
We will focus on increasing the gender diversity of our workforce	68%
None	0%

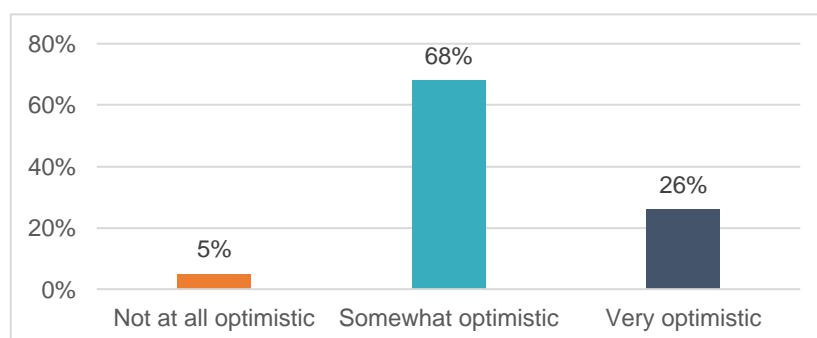
Table 27: What actions and strategies in response to your current skills situation will your firm take in the next 12 months? (based on firms who have predominately undertaken work in WA)

4. Employment disciplines affected by skills shortages

Response	2019 aggregate result
Engineering manager	37%
Scientist	21%
Drafter – civil	37%
Drafter – structural	21%
Engineer – civil	58%
Engineer – electrical	21%
Engineer – environmental	21%
Engineer – geotechnical	26%
Engineer – hydraulic	21%
Engineer – fire	26%
Engineer – mechanical	26%
Engineer – rail	26%
Engineer – structural	37%
Engineer – traffic and transport	47%
Engineer – tunnel	21%
Engineer – water	32%

Table 28: Which employment disciplines have been affected by skill shortages for your firm? (based on firms who have predominately undertaken work in WA – sample of key responses)

5. Optimism of finding the skills necessary to be competitive over the next three years



Graph 7: How optimistic are you that your firm will find the necessary skills to be competitive over the next three years? (based on firms who have predominately undertaken work in WA)

Contact us

We would welcome any opportunity to further discuss the issues raised in this report. To do so, please contact:

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