



# NT OCCUPATION SHORTAGE LIST

**SUBMISSION FOR INCLUSION IN THE REVIEW OF THE 2012 LIST**

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# NT Occupation Shortage List



Driving Business Success for Consulting Firms in the Built and Natural Environment

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## INTRODUCTION

### About Consult Australia

Consult Australia is the peak industry body representing consulting companies that provide professional services to the built and natural environment. These services include design, technology and management solutions for individual consumers through to major companies in the private and public sector including local, state and federal governments. Consult Australia represents over 270 companies, from large multidisciplinary corporations to small niche practices, collectively employing over 50,000 staff.

Consult Australia's vision is to drive business success for consulting companies in the built and natural environment through collaboration, education, support and advocacy. We are dedicated to providing support and advocacy to our members with integrity, commitment, evidence based positioning, responsible actions and respect.

Consult Australia achieves these goals through a range of top down (improving regulation and creating opportunities) and bottom up (building capacity and community to reduce risk) support and services to members.

## FEEDBACK

The Consult Australia Skills Survey is an annual account of human resources issues affecting consulting firms in the built and natural environment. The facts and figures quoted in this feedback document regarding the NT Occupation Shortage List have been taken from the latest survey which was open for one month over August and September 2011, and the survey results represent over 44,000 employees in 41 member firms (11 small, 10 medium and 20 large). The majority of employees represented in the survey (98 per cent) work in large firms.

Whilst the survey is conducted on a national level we can report that one half of our large firms operate out of Darwin, NT and one third of these have real trouble in finding skilled employees from within the Northern Territory. Often firms must draw on the national skills base and source teams from southern capital cities to ensure project delivery.

The evidence to support the inclusions below is sourced from *The Consult Australia Skills Survey 2011, Question 4*, which can be found on the Consult Australia website or accessed via [http://www.consultaustralia.com.au/Libraries/Skills/Skills\\_Survey\\_2011.sflb.ashx](http://www.consultaustralia.com.au/Libraries/Skills/Skills_Survey_2011.sflb.ashx)

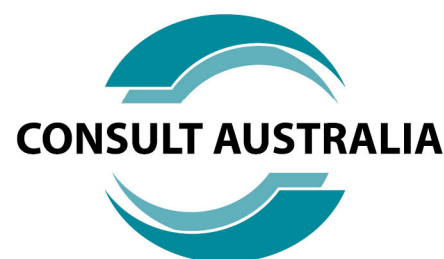
### **The following skills are currently on the NT Occupation Shortage List and should be RETAINED.**

<b>ANZSCO</b>	<b>Occupation</b>	<b>ASCO</b>
133111	Construction Project Manager	1191-11
133211	Engineering Manager	1221-11
232111	Architect	2121-11
233211	Civil Engineer	2124-11
233214	Structural Engineer	2124-11
233311	Electrical Engineer	2125-11
233512	Mechanical Engineer	2126-11
233611	Mining Engineer (excluding Petroleum)	2127-11
312211,12	Civil Engineering Draftsperson & Technician	3122-11,13
312311,12	Electrical Engineering Draftsperson & Technician	3123-11,13
312511,12	Mechanical Engineering Draftsperson & Technician	3125-11,13

### **The following skills are currently NOT on the NT Occupation Shortage List and should be INCLUDED.**

<b>ANZSCO</b>	<b>Occupation</b>	<b>ASCO</b>
	Structural Engineering Draftsperson & Technician	3122
233915	Environmental Engineer	
233212	Geotechnical Engineer	
233215	Traffic & Transport Engineer (Tunnel, Water, Rail)	

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Another factor to note is the engineering skills in question are highly mobile skills, making the task of recruitment of skills needed in the Northern Territory even more difficult.

The November 2011 survey results indicate that there are significant shortages in metropolitan Northern Territory as demonstrated in the table below, from *The Consult Australia Skills Survey 2011*.

Where has it been hardest for you to find/place staff in the last 12 months? Please indicate all appropriate answers.

Possible response	Small & Medium firms	Large firms	All firms
QLD: Metropolitan	5%	55%	29%
QLD: Regional/Remote	5%	60%	32%
NSW: Metropolitan	24%	40%	32%
NSW: Regional/Remote	10%	30%	20%
ACT: Metropolitan	14%	15%	15%
ACT: Regional/Remote	0%	10%	5%
VIC: Metropolitan	10%	10%	10%
VIC: Regional/Remote	0%	15%	7%
TAS: Metropolitan	0%	0%	0%
TAS: Regional/Remote	0%	0%	0%
SA: Metropolitan	10%	20%	15%
SA: Regional/Remote	0%	10%	5%
WA: Metropolitan	14%	75%	44%
WA: Regional/Remote	10%	65%	37%
NT: Metropolitan	5%	30%	17%
NT: Regional/Remote	0%	10%	5%
Internationally			

## Overview

Taken as a whole, the 2011 Skills Survey results show an industry that is growing, but faces difficulties finding and retaining the staff necessary to meet the demands made of it by the Australian economy. Government and private sector infrastructure planners must therefore consider not only funding requirements, but also the ability of service providers to meet the human resource levels needed to deliver new projects.