

NORTHERN TERRITORY OCCUPATION SHORTAGE LIST 2009

The *NT Occupation Shortage List* is a list of occupations that are in shortage or experiencing recruitment difficulties across the Northern Territory. The list is evidence based and occupations are only included where sufficient evidence is available.

The Commonwealth Department of Education, Employment and Workplace Relations (DEEWR) *State and Territory Skill Shortage List Northern Territory* forms the basis for the list. The 2009 list has been revised in line with updated lists from DEEWR and findings from consultations undertaken by DBE. Thank you to those who contributed.

The list indicates whether an occupation is experiencing shortages or recruitment difficulties. The differences between shortages and recruitment difficulties can in some cases be quite blurred however the information is useful in understanding the underlying issues behind the problem and assists in determining a suitable response.

The *NT Occupation Shortage List* is used to inform government decision-making that relates to occupational shortages. Currently the list is used to determine eligibility for funding under the *NT Occupational Shortage Incentive Scheme* introduced by the NT Government under *Jobs Plan 3*. The scheme offers incentives to employers who take on an apprentice or trainee undertaking a VET qualification that leads to an occupation on the list. The list may also be of use to other government agencies and organisations that make decisions about funding or other strategies that relate to skill shortages.

The Employment Division welcomes evidence of occupations experiencing recruitment difficulty or skill shortage throughout the year however the list is only updated annually.

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NT OCCUPATION SHORTAGE LIST 2009
For skilled, semi-skilled and unskilled occupations

PROFESSIONAL AND RELATED SHORTAGES

OCCUPATIONS	RATING	ASCO	ANZSCO	SKILL LEVEL	ADDITIONAL INFORMATION
Engineering Manager	S	1221-11	133211	1	
Director of Nursing	S	1292-11	134212	1	
Health Service Manager	RD-BE	1292-13	134299	1	
Child Care Co-ordinator	S	1295-11	134111	1	Alternative title: Child Care Director
Geologist	S	2112-11	234411	1	
Agricultural Scientist	S	2114-19	234112	1	
Agricultural Adviser	S	2114-21	234111	1	
Medical Laboratory Scientist	S-BE	2115-11	234611	1	Most evident with Senior positions, 3 years or more experience.
Architect	S	2121-11	232111	1	
Quantity Surveyor	S	2122-11	233213	1	
Surveyor	S	2123-13	232212	1	
Civil Engineer	S	2124-11	233211	1	
Structural Engineer	S-BE	2124-11	233214	1	Most evident with Senior positions, 5 years or more experience.
Electrical Engineer	S	2125-11	233311	1	
Mechanical Engineer	S	2126-11	233512	1	
Mining Engineer (excluding Petroleum)	S	2127-11	233611	1	
Accountant	S	2211-11	221111	1	
External Auditor	S	2212-11	221213	1	
ICT Professional	S/D	2231	Various	1	Various specialisations. Refer to Page 4.
Human Resource Professionals	S-BE	2291	2231	1	
Librarian	S-BE	2292-11	224611	1	
General Medical Practitioner	S-BE	2311-11	253111	1	
Nurse Manager	S	2321-11	254311	1	
Registered Nurse	S	2323-11	2544	1	Includes all specialisations.
Registered Midwife	S	2324-11	254111	1	
Registered Mental Health Nurse	S	2325-11	254422	1	
Dentist, Dentist Specialist	S	2381-11,13	252312,11	1	
Hospital Pharmacist, Retail Pharmacist	S	2382-11,15	251511,13	1	
Occupational Therapist	S	2383-11	252411	1	
Optometrist	S-BE	2384-11	251411	1	
Physiotherapist	S	2385-11	252511	1	
Speech Pathologist	S-BE	2386-11	252712	1	
Podiatrist	S-BE	2388-11	252611	1	
Medical Diagnostic Radiographer	S	2391-11	251211	1	
Sonographer	S	2391-17	251214	1	
Veterinarian	RD-BE	2392-11	234711	1	
Audiologist	S-BE	2399-11	252711	1	
Primary School Teacher	D-BE	2412-11	241213	1	
Secondary School Teacher	D	2413-11	241411	1	Includes: Maths, Science, Business and Legal Studies, Physical Education, Dance, Textiles, Music and Home Economics (D) and English, ESL, LOTE, Physics, Chemistry and Manual Arts (D-BE).
Special Needs Teacher	S	2414-11	241511	1	
Vocational Education Teacher	D-BE	2422-11	242211	1	
Social Worker	S	2511-11	272511	1	Alternative title: Child Protection Worker (S-BE).
Welfare Worker	D	2512-11	272613	1	
Student Counsellor	R	2513-19	272115	1	
Clinical Psychologist	S	2514-11	272311	1	
Solicitor	D	2521-13	271311	1	
Urban and Regional Planner	D-BE	2523-11	232611	1	
Ship's Master	D-BE	2542-11	231213	1	Alternative title: Skipper, in the fishing industry.
Ship's Engineer	D-BE	2542-15	231212	1	Alternative title: Marine Engine Driver, in the fishing industry.
Environmental Health Officer	S	2543-13	251311	1	
Earth Science Technical Officer	S	3112-13	311412	2	
Building Associate	D	3121-11	312112	2	
Architectural Associate	S	3121-13	312111	2	
Surveying and Cartographic Associate	S	3121-15	312116	2	
Building Inspector	S-BE	3121-17	312113	2	Alternative title: Building Certifier.
Civil Engineering Associates	S	3122-11,13	312211,12	2	
Electrical Engineering Associates	S	3123-11,13	312311,12	2	
Mechanical Engineering Associates	S	3125-11,13	312511,12	2	
Hospitality Middle and Upper Management	S-BE	332	141	2	
Dental Therapist	D-BE	3492-11	411214	2	
Dental Technician	D	3492-15	411213	2	
Aboriginal & Torres Strait Islander Health Worker	D-BE	3493-11	411511	2	
Library Technician	D-BE	3997-11	399312	2	

See key to abbreviations on page 5

NT OCCUPATION SHORTAGE LIST 2009
For skilled, semi-skilled and unskilled occupations

TRADE SHORTAGES

OCCUPATIONS	RATING	ASCO	ANZSCO	SKILL LEVEL	ADDITIONAL INFORMATION
Fitter	S	4112-11	323211	3	Includes general and metal fitter.
Metal Machinist (First Class)	S	4112-13	323214	3	
Aircraft Maintenance Engineer (Mechanical)	S	4114-11	323112	3	
Aircraft Maintenance Engineer (Avionics)	S	4114-15	323111	3	
Locksmith	D-BE	4115-15	323313	3	
Metal Fabricator	S	4122-11	322311	3	
Welder (First Class)	S	4122-15	322313	3	
Sheetmetal Worker (First Class)	S	4124-11	322211	3	
Motor Mechanic	S	4211	3212	3	Includes all specialisations.
Automotive Electrician	S	4212-11	321111	3	
Panel Beater	S	4213-11	324111	3	
Vehicle Painter	S	4214-11	324311	3	
Electrician	S	4311-11,13	341111,12	3	
Refrigeration & Airconditioning Mechanic	S	4312-11	342111	3	
Electrical Powerline Tradesperson	S-BE	4313-11,13	342211,12	3	
Electronic Instrument Tradesperson	D-BE	4314-11,13	342314,15	3	
Electronic Equipment Tradesperson	S	4315-11	342313	3	
Business Machine Mechanic	D-BE	4315-13	342311	3	
General Communications Tradesperson	S	4316-11	313212, 342411	2, 3	
Communications Linesperson	S	4316-13	342411-13	3	
Carpenter and Joiner	S	4411	3312	3	Various specialisations.
Fibrous Plasterer	S	4412-11	333211	3	
Bricklayer	S	4414-11	331111	3	
Solid Plasterer	S	4415-11	333212	3	
Wall and Floor Tiler	S	4416-11	333411	3	
Painter and Decorator	S	4421-11	332211	3	
Floor Finisher	S	4423-11	332111	3	
Plumber	S	4431	3341	3	Includes General Plumber, Gasfitter, Drainer and Roof Plumber
Chef	S	3322	351311	2	
Butcher	S-BE	4511-11	351211	3	
Baker	S	4512-11	351111	3	
Pastrycook	S	4512-13	351112	3	
Cook	S	4513-11	351411	3	
Printer	D-BE	4912	3923	3	
Binder and Finisher	S-BE	4913	3921	3	
Cabinetmaker	S	4922-11	394111	3	
Hairdresser	S	4931-11	391111	3	
Glazier	S-BE	4982	3331	3	
Driller	D-BE	4986	7122	4	

OTHER SHORTAGES

Child Care Worker	S	6312-11	421111	4	
Aged or Disabled Person Carer	D-BE	6313-17	423111	4	Alternative title: Disability Support Workers.
Hospitality Staff	S-BE	632	431	4,5	
Dental Assistant	D-BE	6391-11	423211	4	
Tour Guide	S-BE	6397-15	451412	4	
Construction Plant Operator	S-BE	7111,7112	7212-13, 7219	4	Various specialisations for operating both mobile and stationary plant equipments.
Steel Fixer	S-BE	7913-13	821713	4	
Concreter	S-BE	9917-11	821211	5	
Farm Hand	D-BE	9921	841	4, 5	Alternative title: Harvest Worker. Seasonal work.
Agricultural and Horticultural Labourers	S-BE	9929-79	841999	5	Alternative title: Irrigation Installer

See key to abbreviations on page 5

NT Occupation Shortage List 2009

Information and Communication Technology Professionals Specifications

ICT Specialisation	Rating
Database and Information Management	
DB2	D
Oracle (database products)	S
MS Access	D
Microsoft SQL Server	S
General Application Development/Software Engineering	
C++/C#/C	S
.Net technologies	S
Internet, Networking/LAN/WAN	
ASP	D
ERM/CRM applications	
Oracle E-Business Suite	S
Operating Systems	
Unix	D
Windows (all versions)	D
Process & Systems Management	
Project management	D
System analysis	S
Business analysis	S

Definitions

1. ASCO

Australian Standard Classification of Occupations – a skill-based classification of all occupations in the Australian workforce.

2. ANZSCO

Australian and New Zealand Standard Classification of Occupations – replaces the existing ASCO and is a list of occupations defined as a set of jobs that require the performance of similar or identical sets of tasks.

3. Skill Level

The NT Occupation Shortage List includes semi-skilled and unskilled occupations as well as skilled occupations. Skill levels are based on ANZSCO as follow:

Skill Level 1	Bachelor degree or higher qualification
Skill Level 2	Associate Degree, Advance Diploma or Diploma
Skill Level 3	Certificate III or Certificate IV
Skill Level 4	Certificate II or Certificate III
Skill Level 5	Certificate I or compulsory secondary education

4. Skill shortages, recruitment difficulties and skill gaps

Skill shortages exist when employers are **unable to fill or have considerable difficulty in filling vacancies for an occupation**, or specialised skills needs within that occupation, at current levels of remuneration and conditions of employment, and reasonably accessible location.

Shortages are typically for specialised and experienced workers, and can coexist with relatively high unemployment overall or in the occupation. An occupation may be in shortage even though not all specialisations are in shortage. Occupations may be in shortage in particular geographical areas and not in others. Skill shortages generally involve skills that require a significant period of training and/or experience.

Skills gaps occur **where existing employees do not have the required qualifications, experience and/or specialised skills** to meet the firm's skills needs for an occupation. Workers may not be adequately trained or qualified to perform tasks, or may not have upskilled to emerging skills requirements.

Skills gaps do not simply relate to formal qualifications. Employees in an occupation may have the necessary vocational qualifications for the occupation, but not the specialised knowledge, skills and experience needed to adapt to new technology and new methods of working.

Recruitment difficulties may be due to **characteristics of the industry, occupation or employer** such as relatively low remuneration, poor working conditions, poor image of the industry, unsatisfactory working hours, location hard to commute to, inadequate recruitment or firm-specific and highly-specialised skills needs.

Rating	Key to Abbreviations	Notes
S	NT-wide shortage	Indicates shortage or recruitment difficulty listed on DEEWR State and Territory Skill Shortage List for Northern Territory.
M	Metropolitan shortage	
R	Regional shortage	
D	NT-wide recruitment difficulty	
MD	Metropolitan recruitment difficulty	
RD	Regional recruitment difficulty	
S-BE	Shortage	Indicates shortage or recruitment difficulty categorised by DBE.
D-BE	Recruitment difficulty	
RD-BE	Regional recruitment difficulty	