

Bricklayer

ANZSCO 3311-11

Australian Capital Territory

September 2018

Current labour market rating: Shortage

Employers recruiting for bricklayers attract small candidate fields and often do not fill their vacancies.

Key research findings¹

- The labour market for bricklayers in the ACT is small, with 230 employed at the time of the 2016 Census.
- Employers in the ACT continued to have considerable difficulty recruiting for bricklayers in 2018.
 - Shortages have been persistent for bricklayers since 2014 (Figure 1), and since then there has been an average of one suitable applicant for every three vacancies surveyed.
- In 2018, there were a small number of applicants for bricklayer roles (an average of 2.4 per vacancy), few applicants were qualified (0.5 per vacancy) and just 0.3 applicants per vacancy were considered suitable.
- One quarter of bricklayer vacancies in the ACT were filled, and no surveyed employer was able to fill all of their positions.
- Entry into the bricklayer trade is usually through the completion of an apprenticeship. Many employers, though, stated that there are insufficient numbers of apprentices completing bricklayer training.
 - Over the past five years, commencements in the ACT for bricklaying have averaged around 19 per year, while completions averaged around 12 per year.
- Almost all employers considered applicants unsuitable if they did not hold a relevant formal qualification (such as a Certificate III in Bricklaying). Most qualified applicants were considered suitable, except where they lacked a specialist skill set required by the employer.
- Most surveyed employers stated they experience high levels of staff turnover, primarily due to employees' performance issues, and vacancies often remain unfilled when bricklayers leave, leading to understaffing.

2018 Survey Results



25%
of vacancies filled



2.4
Applicants per vacancy

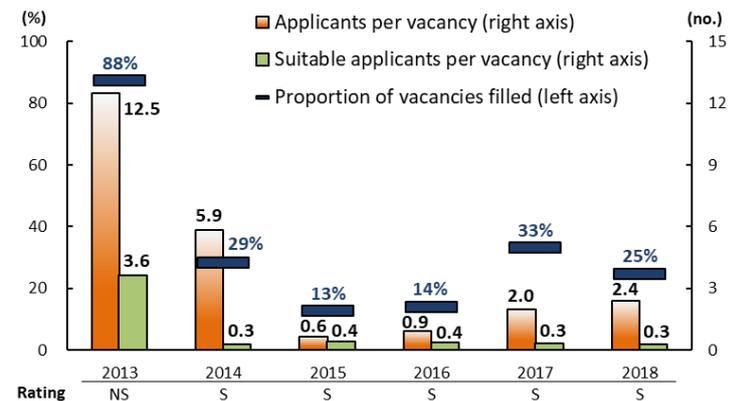


0.5
Qualified applicants per vacancy



0.3
Suitable applicants per vacancy

Figure 1: Survey results, Bricklayer, Australian Capital Territory, 2013 to 2018



Key to ratings: S = Shortage; NS = No shortage

- The demand for bricklayers is driven by activity in the residential construction sector.
 - The value of residential construction work done in the ACT is at historically high levels.
- There is evidence to suggest that shortages for bricklayers will continue in the ACT in the year ahead.
 - Housing construction activity is expected to continue to grow. This reflects a strong pipeline of housing construction work in the ACT supported by robust population and jobs growth.

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business](#). Additional sources: ABS, Census of Population and Housing, 2016; NCVET, Apprentices and Trainees, March 2018, estimates; Australian Capital Territory Budget 2018-19, Budget paper 3: Budget Outlook; ABS, Building Activity, Australia, June 2018; Deloitte Access Economics, Business Outlook, September 2018; Sydney Morning Herald, Australia's robotic bricklayer has finished its first house – in just three days, 15 November 2018.