



Cabinetmaker

ANZSCO 3941-11

New South Wales
September 2018

Current labour market rating: Shortage

Previous labour market rating (September 2017): Shortage

Comments

There is a shortage of cabinetmakers in metropolitan and regional NSW. Generally, employers were unable to fill vacancies in both metropolitan and regional NSW. There has been a shortage of cabinetmakers in NSW since 2014.

Survey results¹

- The Department of Jobs and Small Business surveyed employers who had recently advertised for cabinetmakers in the following areas: commercial and residential involving kitchen cabinet making installation and furniture making.

Employer Requirements

- In general, employers sought the following in applicants:
 - The majority of employers required trade qualifications in cabinetmaking.
 - The majority of employers required at least two years of experience.
 - Specific technical skills were also needed, for example in cabinetmaking assembly and fine skills for installations.
 - Skills in Computer Numerical Control machining are becoming more preferable with employers however was not essential.

Vacancies filled

- Across NSW, 28 per cent of vacancies were filled within the survey period compared with 13 per cent in September 2017.
- Some employers who were unable to fill their vacancies planned to fill their vacancies through re-advertising or recruiting through word-of-mouth.
- Some employers reported they are considering hiring an apprentice if they are unable to recruit at the skill level, which they currently require.
- Vacancies arose either through a growth in the business or through the high rate of staff turnover.
- Generally, employers described that it was increasingly difficult to fill vacancies.

Applicants per vacancy

- Across NSW, there was an average of 2.3 applicants per vacancy of whom an average of 0.3 applicants were considered suitable by employers.

¹ The methodology for this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business](#).

- By comparison, in 2017 there was an average of 2.6 applicants per vacancy of whom an average of 0.2 applicants were considered suitable by employers.

Metropolitan and regional results

- In metropolitan regions, there was an average of 1.5 applicants per vacancy and 20 per cent were considered suitable by employers.
 - Employers in metropolitan areas were able to fill 23 per cent of vacancies.
- In regional areas, there was an average of 4.4 applicants per vacancy and 9 per cent were considered suitable by employers.
 - Employers in regional areas were able to fill 40 per cent of vacancies.
- On average, metropolitan vacancies attracted 0.4 applicants with qualifications compared to 0.6 applicants with qualifications per vacancy in regional areas.
- It should be noted this year, that the higher number of applicants per vacancy in regional areas is due to one employer attracting a larger pool of applicants compared with all other metropolitan and regional vacancies.

Unsuitable applicants

- The reasons given by employers on why an applicant was considered unsuitable include:
 - Lack of relevant qualifications.
 - Lack of experience in specific areas of cabinetmaking.
 - Insufficient length of work experience, for instance not having three years of work experience.
 - Poor communication skills.
 - Applicant's work preferences not suitable with position requirements, such as remuneration expectations.

Demand and supply trends

- Demand for cabinetmakers is driven by activity in building construction.
 - The total, inflation adjusted, value of building work done in NSW grew by 6.8 per cent in the year to September 2018, with growth stronger than the Australian average of 4.5 per cent. This was the sixth consecutive year where growth in NSW has been above the national average.²
 - The value of residential work increased by 6.1 per cent over the year to September 2018, which followed five years of annual growth in excess of 10 per cent. The growth in the value of work done for the construction of new houses (8.1 per cent) was higher than for new other residential work (6.6 per cent). For the previous five years, the growth in the latter had been higher.³
 - The value of non-residential building work increased by 8.3 per cent in the year to September 2018. This followed a fall of 5.7 per cent in the previous year.⁴
- The Australian PCI (state data are not available) had a modest expansion in September 2018 with a 12 month average of 53.7. Within all sub-sectors of the Australian PCI, the 12-month average, had readings above 50 apart from apartments recording a contraction at 46.2. This indicates a slowing down and cooling of apartment building activity. An Australian Performance of Construction Index (PCI) reading above 50

² ABS, *Construction Work Done, Preliminary*, September 2018 (8755.0), chain volume measures, original.

³ Ibid.

⁴ Ibid.

indicates that construction activity is generally expanding and below 50, declining. The distance from 50 indicates the strength of increase or decline.⁵

- Engineering construction and Commercial construction had the strongest average annual activity growth at 57 and 55.1 respectively, driving industry growth with a strong expansion of major infrastructure projects.⁶
- The Department of Jobs and Small Business Internet Vacancy Index indicates online vacancies for cabinetmakers fell by 12 per cent over the year to September 2018. This followed a period of very strong growth with the number of vacancies almost doubling over the four years to mid-2017.⁷
- Entry into these trades is commonly through the completion of either a Certificate III in Cabinet Making or a Certificate III in Furniture Making.⁸
 - The number of commencements in these courses has been increasing across NSW to reach 640 in the year ended March 2018. This is the highest number on record and represents an increase of 76 per cent over the five years to March 2018, averaging around 525 per annum over this period.⁹
 - Completions of these courses have also increased over this period, with the number of completions around 280 in the year ended March 2018, a 36 per cent increase from the previous year.¹⁰
- The number of temporary resident (skilled) visas granted for cabinetmakers (individual data is not available) averaged around 19 per annum over the five years ending 2017-18.¹¹
 - Please note, on 18 April 2017, the Government announced that the Temporary Work (Skilled) visa (subclass 457 visa) was abolished and replaced with the completely new Temporary Skill Shortage visa in March 2018 to address the genuine skill shortages.¹²

⁵ Ai Group, *Performance of Construction Index September 2018*, 5 October 2018, <https://www.aigroup.com.au/policy-and-research/mediacentre/releases/PCI-September-2018/> (accessed 4 December 2018).

⁶ Ibid.

⁷ Department of Jobs and Small Business, *Internet Vacancy Index*, October 2018, 12-month moving average.

⁸ NCVET, *Apprentices and Trainees*, March 2018, estimates (limited to certificate III qualifications).

⁹ Ibid.

¹⁰ Ibid.

¹¹ Department of Home Affairs, *Temporary Work (Skilled) visa programme*, <https://data.gov.au/dataset/visa-temporary-work-skilled> (accessed 4 December 2018).

¹² More information can be found here <https://www.homeaffairs.gov.au/trav/work/457-abolition-replacement>.