



# ANZSCO 2321-11 Architect

## Tasmania February 2018

### Current labour market rating:

### Recruitment Difficulty

Previous labour market rating (February 2017): Recruitment Difficulty

### Comments

Recent research indicates employers in Tasmania are continuing to experiencing difficulties recruiting architects for senior roles and positions requiring extensive workplace experience.

### Survey results<sup>1</sup>

- The Survey of Employers who have Recently Advertised for architects found 40 per cent of vacancies were filled within the survey period. This is a decrease from the 2017 survey results, where 60 per cent of vacancies were filled.
- Employers received an average of 2.6 applicants per vacancy, with all applicants being qualified.
  - This is a significant decrease from last year's survey where employers received an average of 7.8 applicants per vacancy and an average of 4.0 qualified applicants.
- Employers stated positions for senior architects requiring higher levels of workplace knowledge and experience were difficult to fill.
  - Employers advertising specifically for senior positions received no applicants for their advertised positions.
- Employers considered an average of less than one applicant per vacancy suitable with 60 per cent of employers receiving no suitable applicants.
- A small number of employers stated that wages in Tasmania are an issue when trying to attract suitable candidates.
- Surveyed employers shared professional recommendations or word of mouth are often used to fill vacancies for the architectural profession in Tasmania.

### Unsuitable applicants

- While all applicants were qualified, employers considered 85 per cent unsuitable due to their lack of experience and skill set, or their inability to demonstrate the required design flare desired by the employer.

<sup>1</sup> The methodology underpinning this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business - Document library, Australian Government](#) and can also be accessed by the QR code.

