



Accountants ANZSCO 2211

Victoria
April 2019

Current labour market rating: No shortage

Employers attract multiple suitable candidates for most roles and are able to fill vacancies for accountants.

Key research findings

- While the average number of applicants per vacancy is the lowest recorded since 2008, the average number of suitable applicants per vacancy has increased over the last five years (Figure 1).
- Metropolitan employers attracted an average of 26.5 applicants and 6.7 suitable applicants per vacancy.
- Following a regional shortage in 2018, regional employers received an average of 9.2 applicants and 2.4 suitable applicants per vacancy in 2019.
- The majority of roles required applicants to hold or be working towards a Chartered Accountant (CA) or Certified Practising Accountant (CPA) certification.
- Employers considered applicants to be unsuitable primarily due to insufficient or lack of specific experience in the occupation.
 - For senior roles, employers often sought candidates with at least five years' experience in a specific specialisation, such as audit or business services.
 - Candidates who did not demonstrate relevant experience in a particular setting, such as a specific industry or commercial environment, or in an accounting specialisation, such as taxation or management accounting, were unsuitable.
- Communication skills, work history and remuneration expectations were also important when determining suitability.

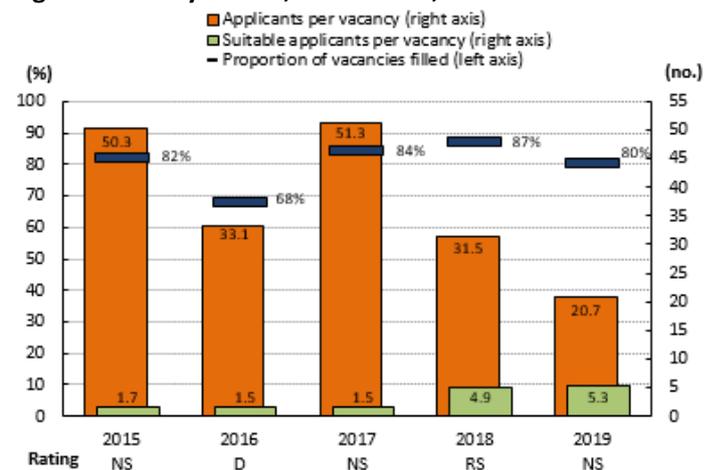
Demand and supply

- There is continuing demand for accountants and an adequate supply into the immediate future.
- Demand for accountants is driven by changes in the accounting services industry. This industry has experienced positive business confidence, a rise in the number of businesses and increasing demand for industry-specific advisory services.

2019 Survey Results¹



Figure 1: Survey results, Accountant, 2015 to 2019



Key to ratings: NS = No shortage, D = Recruitment difficulty; RS = Regional shortage

- Internet vacancies for accountants in Victoria increased by 8.4 per cent over the year to March 2019 and increased by 4.9 per cent over five years to March 2019.
 - The one-year change is slightly above the Victorian all occupations average of 7.9 per cent over the same period.
- In 2017, 1503 domestic students completed a specialisation in accounting in Victoria. Completion rates have remained relatively stable since 2010.

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology](#)

Additional Data Sources: Department of Education and Training, Higher Education Student Data Collection customised tables, 2017; IBISWorld Industry Report M6932, Accounting Services in Australia February 2019; Internet Vacancy Index, March 2019.