



Government of Western Australia  
Department of Training  
and Workforce Development

# STATE PRIORITY OCCUPATION LIST

Summary  
paper

August 2019



Building the workforce to meet the economic and community needs of Western Australia

## Table of contents

Introduction.....	1
Background .....	1
Structure of the SPOL .....	2
Outcomes for 2019.....	2
APPENDIX 1: State priority occupation list 2019 – Priority occupations .....	4
State priority 1 .....	4
State priority 2 .....	4
State priority 3 .....	6

This paper is produced by the State Workforce Planning branch of Western Australia's Department of Training and Workforce Development.

For any queries please contact [info@dtwd.wa.gov.au](mailto:info@dtwd.wa.gov.au) (Subject line: SPOL)

[dtwd.wa.gov.au/workforce-development](http://dtwd.wa.gov.au/workforce-development)

## Introduction

This information paper summarises the process undertaken to create the *State priority occupation list* released in 2019 (SPOL2019).

The SPOL is produced each year by the Department of Training and Workforce Development (the Department) in consultation with key stakeholders, including the State's industry training councils, to inform and guide workforce planning and development for Western Australia. It is a list of occupations rated according to their priority status for the State.

The SPOL2019 priority occupations are listed in Appendix 1.

## Background

The SPOL's main purpose is to help guide annual purchasing of publicly funded training for all jobs in the Western Australian economy. It also informs workforce development planning in the State and is used as a key source of labour market evidence in a number of important policy areas, including helping to inform the development of the Western Australian Skilled Migration Occupation List (WASMOL) and the Graduate Occupation List (GOL).

Though it is one of many elements considered for the creation of the annual list, it is important to note that the SPOL is not simply a 'skills shortages' list<sup>1</sup> for WA. The dynamic and complex nature of the Western Australian economy means a certain level of effort in education and training must be maintained simply to support the routine ebbs and flows of the labour market. Any potential growth is therefore additional to this required base level of effort.

The SPOL is also used to inform the development of WA's State nominated migration program (SNMP), to help target those occupations in genuine need and where local workers cannot fill such jobs<sup>2</sup>. The list, and related background evidence, also forms the basis for WA Government submissions such as the State Wage Case, Commonwealth migration and various other priorities as well as general workforce development planning and policy.

The underpinning methodology for developing the SPOL therefore incorporates a diverse range of data and intelligence sources in order to ensure it is robust, defensible and fit for the broad range of purposes.

More detailed information on the SPOL2019 methodology can be found in the *State priority occupation list – Scope, methodology and sources* paper available from the Department of Training and Workforce Development's website at [dtwd.wa.gov.au/workforce-development](http://dtwd.wa.gov.au/workforce-development).

---

<sup>1</sup> Section 21(1)(a) of the *Western Australian Vocational Education and Training Act 1996* requires the development of a comprehensive State Training Plan which guides delivery of training in Western Australia. The SPOL is a key input into this plan.

<sup>2</sup> For further information on the SNMP, visit [migration.wa.gov.au](http://migration.wa.gov.au).

## Structure of the SPOL

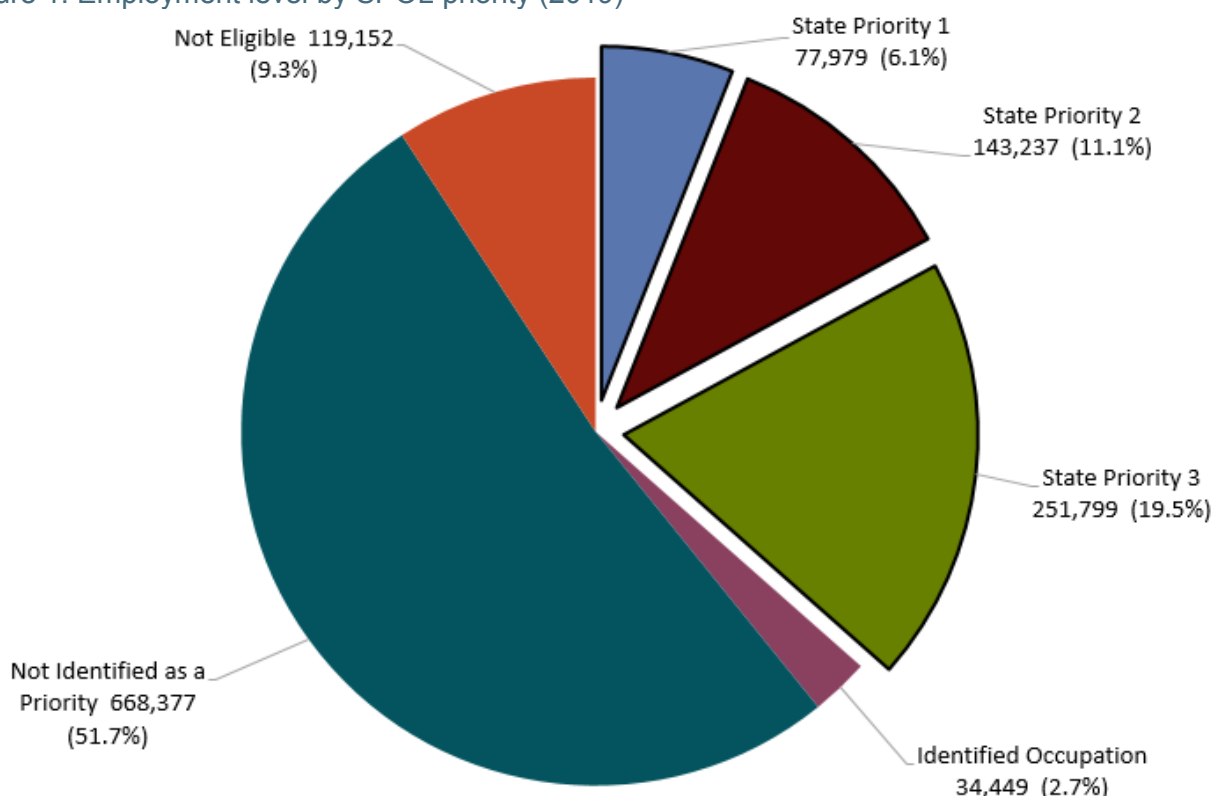
An occupation listed on the SPOL may be assigned to one of five priority (and non-priority) ratings.

- **State priority 1** – The highest priority occupations where structural and market driven issues are impacting at the State level.
- **State priority 2** – The second highest level of priority where structural and/or market driven issues are impacting at the State level.
- **State priority 3** – The third tier of priority and representing either occupations of pending concern and/or where supply is essential for the State's economy.
- **Identified occupations** – Refers to occupations where there is inconsistent or conflicting evidence relating to structural or market driven issues. These occupations are closely monitored by the Department.
- **Not identified as a priority** – Refers to occupations with no evidence for inclusion on the priority list.

## Outcomes for 2019

Overall, the occupations analysed for SPOL2019 encompass just over 90% of the number of persons employed in Western Australia. This is illustrated in Figure 1, with 36.7% employed in occupations covered by the priority rated categories (black outline).

Figure 1: Employment level by SPOL priority (2019)<sup>3</sup>



Source: ABS Cat. No. 6291.0.55.003, November 2018  
Department of Training and Workforce Development SPOL database and outputs

<sup>3</sup> The 'not eligible' occupations included in Figure 1 are those that do not meet the criteria for SPOL consideration. More information is provided in the *State priority occupation list – Scope, methodology and sources* paper.

The total number of State priority occupations increased by nine, to 262 in 2019. These are still predominantly skewed towards the higher-skilled management and professional occupations, as well as technicians and trade workers.

Table 1 illustrates the distribution of occupations by priority status.

Table 1: Number of occupations by SPOL priority (2013 to 2019)

Priority status	2013	2014	2015	2016	2017	Priority status	2018	2019
State priority 1	93	47	23	27	24	State priority 1	27	41
State priority 2A	61	116	155	147	158	State priority 2	138	142
State priority 2B	43	18	7	4	5			
State priority 3	103	84	57	72	60	State priority 3	88	80
<b>Total priority occupations</b>	<b>300</b>	<b>265</b>	<b>242</b>	<b>250</b>	<b>247</b>	<b>Total priority occupations</b>	<b>253</b>	<b>263</b>
Other identified occupation	-	-	76	57	36	Identified occupation	82	19
Not identified as a priority	441	432	426	436	460	Not identified as a priority	419	517
<b>Total ANZSCO (6 digit)</b>	<b>741</b>	<b>744</b>	<b>744</b>	<b>743</b>	<b>743</b>	<b>Total ANZSCO (6 digit)</b>	<b>754</b>	<b>799</b>

NB: 'Other identified occupations' were introduced in 2014 and changed to 'Identified occupations in 2018.

NB2: The reduction in 'Identified occupations' in 2019 is an artefact of the change to the consultation process with industry.

NB3: SPOL2018 incorporates significant methodology changes. Caution is advised when comparing to prior SPOL ratings.

While the total number of priorities has increased, it is important to note moderate conditions continue in WA's labour market. Unemployment has trended higher since June 2012 and there remains a near record number of Western Australians who are reporting underemployment; that is they are employed but seeking (and are available for) additional hours of work.

## Appendix 1: State priority occupation list 2019

### Priority occupations

#### State priority 1

These are the highest priority occupations where structural and market driven issues are impacting at the State level.

ANZSCO	ANZSCO description
133611	Supply and distribution manager
134111	Child care centre manager
149311	Conference and event organiser
221111	Accountant (general)
221112	Management accountant
221113	Taxation accountant
222211	Financial market dealer
222312	Financial investment manager
231111	Aeroplane pilot
231113	Flying instructor
233611	Mining engineer (excluding petroleum)
234113	Forester
251214	Sonographer
251412	Orthoptist
252611	Podiatrist
253316	Gastroenterologist
253323	Rheumatologist
253324	Thoracic medicine specialist
253399	Specialist physicians not elsewhere classified
253411	Psychiatrist
253513	Neurosurgeon
253515	Otorhinolaryngologist
253516	Paediatric surgeon
253517	Plastic and reconstructive surgeon
253521	Vascular surgeon
253913	Obstetrician and gynaecologist
253918	Radiation oncologist
254111	Midwife
254415	Registered nurse (critical care and emergency)
254422	Registered nurse (mental health)
254423	Registered nurse (perioperative)
262112	ICT security specialist
272112	Drug and alcohol counsellor
312113	Building inspector
321111	Automotive electrician
321211	Motor mechanic (general)
321212	Diesel motor mechanic

ANZSCO	ANZSCO description
323211	Fitter (general) – including mechanical fitters and plant mechanics
323214	Metal machinist (first class)
399112	Shipwright
411511	Aboriginal and Torres Strait Islander health worker

#### State priority 2

These are the second highest level of priority where structural and/or market driven issues are impacting at the State level.

ANZSCO	ANZSCO description
121214	Grain, oilseed or pasture grower
121216	Mixed crop farmer
121312	Beef cattle farmer
121313	Dairy cattle farmer
121317	Mixed livestock farmer
121322	Sheep farmer
121411	Mixed crop and livestock farmer
132311	Human resource manager
133111	Construction project manager
134211	Medical administrator
134212	Nursing clinical director
135112	ICT project manager
139912	Environmental manager
141311	Hotel or motel manager
149411	Fleet manager
222111	Commodities trader
222199	Financial brokers not elsewhere classified
222213	Stockbroking dealer
222311	Financial investment adviser
231114	Helicopter pilot
231215	Marine surveyor
233111	Chemical engineer
233112	Materials engineer
233212	Geotechnical engineer
233213	Quantity surveyor
233214	Structural engineer



## State priority 2 (cont)

ANZSCO	ANZSCO description	ANZSCO	ANZSCO description
233215	Transport engineer	253511	Surgeon (general)
233411	Electronics engineer	253512	Cardiothoracic surgeon
233511	Industrial engineer	253514	Orthopaedic surgeon
233911	Aeronautical engineer	253518	Urologist
233912	Agricultural engineer	253911	Dermatologist
233913	Biomedical engineer	253912	Emergency medicine specialist
233915	Environmental engineer	253914	Ophthalmologist
233916	Naval architect	253915	Pathologist
234111	Agricultural consultant	253917	Diagnostic and interventional radiologist
234112	Agricultural scientist	253999	Medical practitioners not elsewhere classified
234211	Chemist	254211	Nurse educator
234412	Geophysicist	254311	Nurse manager
234413	Hydrogeologist	254411	Nurse practitioner
234514	Biotechnologist	254414	Registered nurse (community health)
234611	Medical laboratory scientist	254416	Registered nurse (developmental disability)
234711	Veterinarian	254417	Registered nurse (disability and rehabilitation)
234915	Exercise physiologist	254418	Registered nurse (medical)
241511	Special needs teacher	254421	Registered nurse (medical practice)
241512	Teacher of the hearing impaired	254424	Registered nurse (surgical)
241513	Teacher of the sight impaired	254425	Registered nurse (paediatrics)
251211	Medical diagnostic radiographer	263112	Network administrator
251212	Medical radiation therapist	263113	Network analyst
251213	Nuclear medicine technologist	263311	Telecommunications engineer
251411	Optometrist	263312	Telecommunications network engineer
251511	Hospital pharmacist	272114	Rehabilitation counsellor
251512	Industrial pharmacist	272399	Psychologists not elsewhere classified
251912	Orthotist or prosthetist	272412	Interpreter
252112	Osteopath	272413	Translator
252311	Dental specialist	272511	Social worker
252312	Dentist	311111	Agricultural technician
252411	Occupational therapist	311211	Anaesthetic technician
252711	Audiologist	311214	Operating theatre technician
252712	Speech pathologist	312311	Electrical engineering draftsman
253211	Anaesthetist	312411	Electronic engineering draftsman
253311	Specialist physician (general medicine)	312913	Mine deputy
253312	Cardiologist	322113	Farrier
253313	Clinical haematologist	323111	Aircraft maintenance engineer (avionics)
253314	Medical oncologist	323112	Aircraft maintenance engineer (mechanical)
253315	Endocrinologist	323113	Aircraft maintenance engineer (structures)
253317	Intensive care specialist	324111	Panelbeater
253318	Neurologist		
253321	Paediatrician		
253322	Renal medicine specialist		

### State priority 2 (cont)

ANZSCO	ANZSCO description
332211	Painting trades worker
333111	Glazier
333211	Fibrous plasterer
333411	Wall and floor tiler
334112	Airconditioning and mechanical services plumber
334113	Drainer
334114	Gasfitter
334115	Roof plumber
341112	Electrician (special class)
342111	Airconditioning and refrigeration mechanic
342314	Electronic instrument trades worker (general)
342315	Electronic instrument trades worker (special class)
342411	Cabler (data and telecommunications)
342412	Telecommunications cable jointer
342413	Telecommunications linesworker
351111	Baker
351311	Chef
361112	Horse trainer
361311	Veterinary nurse
399917	Wool classer
411112	Intensive care ambulance paramedic
411213	Dental technician
411712	Disabilities services officer
411715	Residential care officer
421114	Out of school hours care worker
422111	Aboriginal and Torres Strait Islander education worker
423111	Aged or disabled carer
441212	Fire fighter
451399	Funeral workers not elsewhere classified
452413	Jockey
512211	Health practice manager
591211	Despatching and receiving clerk
712918	Train controller

### State priority 3

These are the third tier of priority and represent either occupations of pending concern and/or where supply is essential for the State's economy.

ANZSCO	ANZSCO description
111111	Chief executive or managing director
132211	Finance manager
132511	Research and development manager
133112	Project builder
133211	Engineering manager
134311	School principal
141111	Cafe or restaurant manager
222112	Finance broker
222113	Insurance broker
222212	Futures trader
222299	Financial dealers not elsewhere classified
231211	Master fisher
231212	Ship's engineer
231213	Ship's master
231214	Ship's officer
232111	Architect
232212	Surveyor
232611	Urban and regional planner
233211	Civil engineer
233311	Electrical engineer
233512	Mechanical engineer
233513	Production or plant engineer
233612	Petroleum engineer
234411	Geologist
234912	Metallurgist
241111	Early childhood (pre-primary school) teacher
241213	Primary school teacher
241411	Secondary school teacher
242211	Vocational education teacher
251311	Environmental health officer
251312	Occupational health and safety adviser
252511	Physiotherapist
253111	General medical practitioner
253112	Resident medical officer
254412	Registered nurse (aged care)
254413	Registered nurse (child and family health)
254499	Registered nurses not elsewhere classified



### State priority 3 (cont)

ANZSCO	ANZSCO description
261312	Developer programmer
261313	Software engineer
263111	Computer network and systems engineer
271111	Barrister
271311	Solicitor
272311	Clinical psychologist
272312	Educational psychologist
272613	Welfare worker
311215	Pharmacy technician
311299	Medical technicians not elsewhere classified
311312	Meat inspector
312211	Civil engineering draftsperson
312212	Civil engineering technician
312312	Electrical engineering technician
312412	Electronic engineering technician
312911	Maintenance planner
322211	Sheetmetal trades worker
322311	Metal fabricator
322313	Welder (first class)
331111	Bricklayer
331212	Carpenter (includes joiner)
333212	Solid plasterer
334111	Plumber (general)
341111	Electrician (general)
342211	Electrical linesworker
342414	Telecommunications technician
351112	Pastrycook
351211	Butcher or smallgoods maker
361211	Shearer
394111	Cabinetmaker
399999	Technicians and trades workers not elsewhere classified
411111	Ambulance officer
411411	Enrolled nurse
411711	Community worker
411716	Youth worker
421111	Child care worker
421112	Family day care worker
423211	Dental assistant
423313	Personal care assistant
423314	Therapy aide
441211	Emergency service worker
712211	Driller
721112	Logging plant operator

NB: Information on occupations that fall under the non-priority ratings of 'Identified occupations' and 'Not identified as a priority' are available from the Department's website at [dtwd.wa.gov.au/workforce-development](http://dtwd.wa.gov.au/workforce-development).



**Department of Training and Workforce Development**

**STATE PRIORITY OCCUPATION LIST**

Summary paper

August 2019

[dtwd.wa.gov.au](http://dtwd.wa.gov.au)