



Government of **Western Australia**
Department of **Training**
and **Workforce Development**

STATE PRIORITY OCCUPATION LIST

Summary
paper

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



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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 (Subject line: SPOL)

dtwd.wa.gov.au/workforce-development

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Introduction

This information paper summarises the process undertaken to create the *State priority occupation list* release in 2018 (SPOL2018).

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 SPOL2018 is at Appendix 1 to this paper.

Background

The SPOL's main purpose is to help guide annual purchasing of publicly funded training for all jobs in the WA 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 for WA.

The dynamic and complex nature of the WA 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 jobs¹. 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 as outlined above. More detailed information on the SPOL2018 methodology can be found in the *State priority occupation list – Scope, methodology and sources* paper available on the Department's website at dtwd.wa.gov.au/workforce-development.

¹ For further information on the SNMP, see migration.wa.gov.au.



Structure of the SPOL

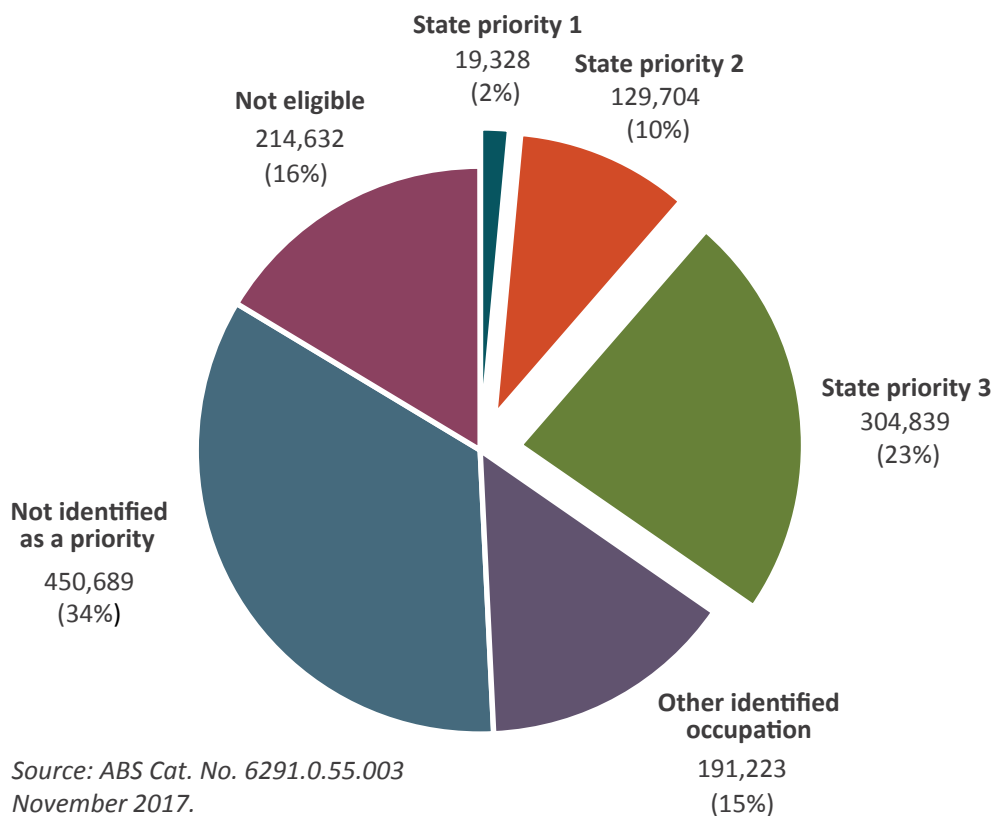
An occupation listed on the SPOL may be assigned to one of five separate priority ratings.

- **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.
- **Other 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 2018

Overall, the occupations analysed for SPOL2018 encompass half of the number of persons employed in WA. This is illustrated in Figure 1, with 35.0% employed in occupations covered by the priority rated categories (black outline).

Figure 1: Employment level by SPOL priority (2018)



Source: ABS Cat. No. 6291.0.55.003, November 2017
Department of Training and Workforce Development SPOL database and outputs



Note: ‘Not eligible’ occupations included in Figure 1 are those that do not meet the main criteria which initially guide whether an occupation should be considered for the SPOL.

These criteria are as follows.

- 1 Valid data – An adequate level of quality information in order to assess/ validate the occupation
- 2 High levels of skill – It must have specialised skills that require extended learning
- 3 Clear education and/or training pathways or qualifications that can be obtained within Australia
- 4 Occupational impact – Any disruption in its supply would result in significant impacts more broadly across the industry or the State’s economy. As an example, in practice this means occupations such as construction labourers, process workers, kitchen hands, and similar that do not require post-sch3ool qualifications prior to entry, are excluded from the list of eligible occupations

The total number of State priority occupations increased by six, to 253 in 2018. 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 2018)

Priority status	2013	2014	2015	2016	2017	Total priority occupations	2018
State priority 1	93	47	23	27	24	State priority 1	27
State priority 2A	61	116	155	147	158	State priority 2	138
State priority 2B	43	18	7	4	5		
Priority 3	103	84	57	72	60	State priority 3	88
Total priority occupations	300	265	242	250	247	Total priority occupations	253
Other identified occupation	-	-	76	57	36	Other identified occupation	82
Not identified as a priority	441	432	426	436	460	Not identified as a priority	422
Total ANZSCO (6 digit)	741	744	744	743	743	Total ANZSCO (6 digit)	754

NB: Other identified occupations were introduced in 2014.

NB2: 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.

There are however signs of a turnaround in the State’s economy, with an appreciable increase in employment growth rates over the past 12 months.



Appendix 1: State priority occupation list 2018

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
222312	Financial investment manager
231111	Aeroplane pilot
231113	Flying instructor
251214	Sonographer
251412	Orthoptist
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
321111	Automotive electrician
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
111111	Chief executive or managing director
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
132311	Human resource manager
133111	Construction project manager
134211	Medical administrator
134212	Nursing clinical director
134311	School principal
135112	ICT project manager
139912	Environmental manager
149411	Fleet manager
222111	Commodities trader
222112	Finance broker
222113	Insurance broker
222199	Financial brokers not elsewhere classified
222211	Financial market dealer
222212	Futures trader
222213	Stockbroking dealer
222299	Financial dealers not elsewhere classified
222311	Financial investment adviser
231114	Helicopter pilot
231215	Marine surveyor
232611	Urban and regional planner



State priority 2 (cont)

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

ANZSCO	ANZSCO description	ANZSCO	ANZSCO description
233112	Materials engineer	252611	Podiatrist
233212	Geotechnical engineer	252711	Audiologist
233214	Structural engineer	252712	Speech pathologist
233215	Transport engineer	253211	Anaesthetist
233411	Electronics engineer	253311	Specialist physician (general medicine)
233511	Industrial engineer	253312	Cardiologist
233911	Aeronautical engineer	253313	Clinical haematologist
233912	Agricultural engineer	253314	Medical oncologist
233913	Biomedical engineer	253315	Endocrinologist
233915	Environmental engineer	253317	Intensive care specialist
233916	Naval architect	253318	Neurologist
234111	Agricultural consultant	253321	Paediatrician
234112	Agricultural scientist	253322	Renal medicine specialist
234211	Chemist	253511	Surgeon (general)
234413	Hydrogeologist	253512	Cardiothoracic surgeon
234514	Biotechnologist	253514	Orthopaedic surgeon
234611	Medical laboratory scientist	253518	Urologist
234711	Veterinarian	253911	Dermatologist
241511	Special needs teacher	253912	Emergency medicine specialist
241512	Teacher of the hearing impaired	253914	Ophthalmologist
241513	Teacher of the sight impaired	253915	Pathologist
251211	Medical diagnostic radiographer	253917	Diagnostic and interventional radiologist
251212	Medical radiation therapist	253999	Medical practitioners not elsewhere classified
251213	Nuclear medicine technologist	254211	Nurse educator
251311	Environmental health officer	254311	Nurse manager
251411	Optometrist	254411	Nurse practitioner
251511	Hospital pharmacist	254413	Registered nurse (child and family health)
251512	Industrial pharmacist	254414	Registered nurse (community health)
251912	Orthotist or prosthetist	254416	Registered nurse (developmental disability)
252112	Osteopath		
252311	Dental specialist		
252312	Dentist		



State priority 2 (cont)

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

ANZSCO	ANZSCO description	ANZSCO	ANZSCO description
254417	Registered nurse (disability and rehabilitation)	332211	Painting trades worker
254418	Registered nurse (medical)	333111	Glazier
254421	Registered nurse (medical practice)	333211	Fibrous plasterer
254424	Registered nurse (surgical)	334112	Airconditioning and mechanical services plumber
254425	Registered nurse (paediatrics)	334114	Gasfitter
263112	Network administrator	342111	Airconditioning and refrigeration mechanic
263113	Network analyst	342314	Electronic instrument trades worker (general)
263311	Telecommunications engineer	342315	Electronic instrument trades worker (special class)
263312	Telecommunications network engineer	342411	Cabler (data and telecommunications)
272114	Rehabilitation counsellor	342412	Telecommunications cable joiner
272399	Psychologists not elsewhere classified	342413	Telecommunications linesworker
272412	Interpreter	342414	Telecommunications technician
272413	Translator	351111	Baker
311111	Agricultural technician	361112	Horse trainer
311211	Anaesthetic technician	399917	Wool classer
311214	Operating theatre technician	411112	Intensive care ambulance paramedic
311215	Pharmacy technician	411213	Dental technician
312113	Building inspector	411712	Disabilities services officer
312311	Electrical engineering draftsperson	411715	Residential care officer
312411	Electronic engineering draftsperson	421114	Out of school hours care worker
312913	Mine deputy	423111	Aged or disabled carer
322113	Farrier	441212	Fire fighter
323111	Aircraft maintenance engineer (avionics)	451399	Funeral workers not elsewhere classified
323112	Aircraft maintenance engineer (mechanical)	512211	Health practice manager
323113	Aircraft maintenance engineer (structures)	591211	Despatching and receiving clerk



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	ANZSCO	ANZSCO description
121411	Mixed crop and livestock farmer	241411	Secondary school teacher
132211	Finance manager	242211	Vocational education teacher
132511	Research and development manager	251312	Occupational health and safety adviser
133112	Project builder	252411	Occupational therapist
133211	Engineering manager	252511	Physiotherapist
134111	Child care centre manager	253111	General medical practitioner
141111	Cafe or restaurant manager	253112	Resident medical officer
141311	Hotel or motel manager	254412	Registered nurse (aged care)
221111	Accountant (general)	254499	Registered nurses not elsewhere classified
231211	Master fisher	261312	Developer programmer
231212	Ship's engineer	261313	Software engineer
231213	Ship's master	263111	Computer network and systems engineer
231214	Ship's officer	271111	Barrister
232111	Architect	271311	Solicitor
232212	Surveyor	272311	Clinical psychologist
233111	Chemical engineer	272312	Educational psychologist
233211	Civil engineer	272511	Social worker
233213	Quantity surveyor	272613	Welfare worker
233311	Electrical engineer	311299	Medical technicians not elsewhere classified
233512	Mechanical engineer	311312	Meat inspector
233513	Production or plant engineer	312211	Civil engineering draftsman
233611	Mining engineer (excluding petroleum)	312212	Civil engineering technician
233612	Petroleum engineer	312312	Electrical engineering technician
234411	Geologist	312412	Electronic engineering technician
234412	Geophysicist	312911	Maintenance planner
234912	Metallurgist	321211	Motor mechanic (general)
241111	Early childhood (pre-primary school) teacher	321212	Diesel motor mechanic
241213	Primary school teacher	322211	Sheetmetal trades worker



State priority 3 (cont)

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
322311	Metal fabricator
322313	Welder (first class)
323211	Fitter (general) - including mechanical fitters and plant mechanics)
323214	Metal machinist (first class)
331111	Bricklayer
331212	Carpenter (includes joiner)
333212	Solid plasterer
333411	Wall and floor tiler
334111	Plumber (general)
334113	Drainer
334115	Roof plumber
341111	Electrician (general)
341112	Electrician (special class)
342211	Electrical linesworker
351112	Pastrycook
351211	Butcher or smallgoods maker
351311	Chef
361211	Shearer
361311	Veterinary nurse
394111	Cabinetmaker
411111	Ambulance officer
411411	Enrolled nurse
411711	Community worker
411716	Youth worker
421111	Child care worker
421112	Family day care worker

ANZSCO	ANZSCO description
422111	Aboriginal and Torres Strait Islander education worker
423211	Dental assistant
423313	Personal care assistant
423314	Therapy aide
441211	Emergency service worker
712211	Driller

Note: Information on occupations that fall under the non-priority ratings of 'Other identified occupations' and 'not identified as a priority,' are available from the Department's website at dtwd.wa.gov.au/workforce-development.



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