

Skills Priority List Findings

Machinery Operators and Drivers

ANZSCO Major Group 7

Occupations in Shortage

Across all Machinery Operator and Driver occupations assessed for the 2021 Skills Priority List (SPL), 17% were found to be in shortage compared with 19% across all occupation groups (Table 1). Of the Sub-Major Groups, Mobile Plant Operators had the greatest proportion of occupations in shortage (67%). Within this Group:

- All assessed Earthmoving Plant Operator occupations were found to be in shortage, including Excavator Operator, Bulldozer Operator and Loader Operator. Shortages were identified primarily for experienced workers.
- A number of Other Mobile Plant Operator occupations were also found to be in shortage, including Linemarkers, Paving Plant Operator and Road Roller Operator. Again, shortages were primarily identified for experienced workers.

Table 1: Occupations in shortage, Machinery Operator and Driver Major Group and Sub-Major Groups¹

ANZSCO Group		No. reviewed	% of reviewed in shortage
71	Machine and Stationary Plant Operators	41	2%
72	Mobile Plant Operators	15	67%
73	Road and Rail Drivers	13	8%
7	Machinery Operators and Drivers	70	17%
	All occupations	799	19%

¹ Sub-Major Group 74 – Storepersons contains one occupation which is Storeperson. This occupation was found to be not in shortage.

Future Demand

A small proportion (13%) of Machinery Operator and Driver occupations are projected to have strong future demand, compared with a third of all occupations. Road and Rail Drivers had the greatest proportion of occupations with strong future demand (Table 2).

Table 2: Future demand, Managers Major Group and Sub-Major Groups²

ANZSCO Group		No. of occupations reviewed	Future demand ratings (% of reviewed occupations)		
			Strong	Moderate	Soft
71	Machine and Stationary Plant Operators	41	0%	76%	24%
72	Mobile Plant Operators	15	13%	47%	40%
73	Road and Rail Drivers	13	46%	54%	0%
7	Machinery Operators and Drivers	70	13%	64%	23%
	All occupations	799	33%	60%	7%

Of Machinery Operator and Driver occupations, Agricultural and Horticultural Mobile Plant Operator was the only occupation found to be in shortage with strong future demand.

Results by State and Territory

Of the states and territories, the Northern Territory had the highest proportion of Machinery Operator and Driver occupations assessed in shortage (24%), followed by New South Wales (20%) and Victoria (19%). The remaining states and territories each had 16% of Machinery Operator and Driver occupations found to be in shortage.

It should be noted that the variation across the states and territories, at least in part, reflects differences in the stakeholder input received.

Predicted Fill Rates

Incorporating many labour market indicators, the predicted fill rate has been formulated by the NSC to predict the percentage of vacancies filled by employers for a particular occupation over the 12 month research period.

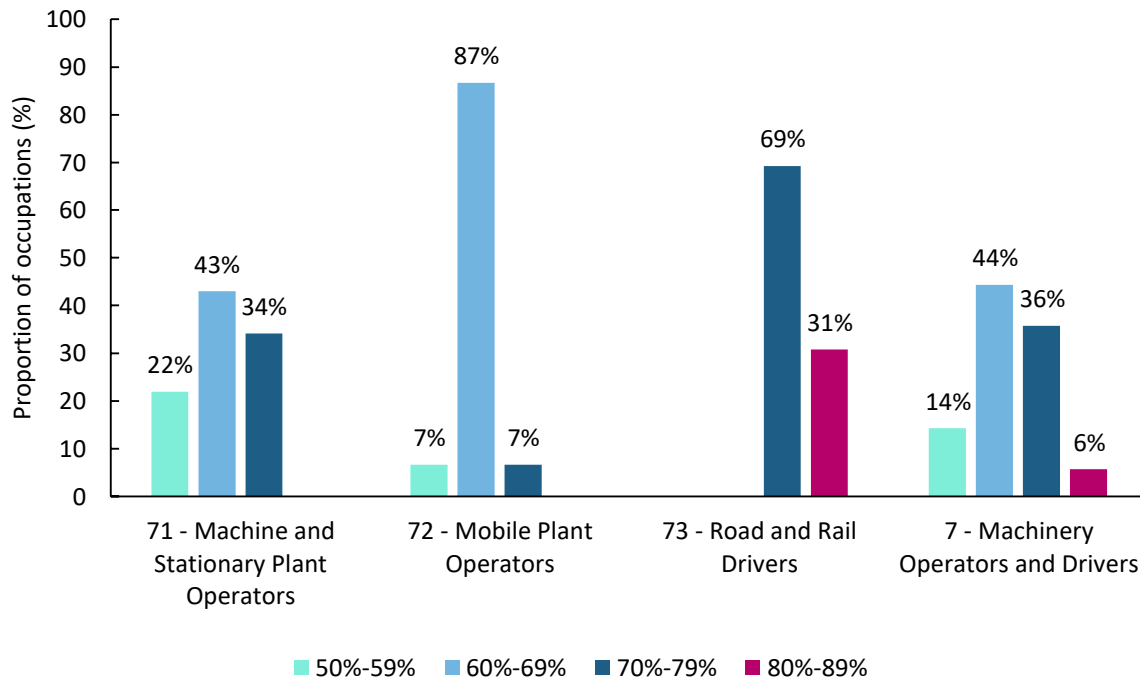
Most Machinery Operator and Driver occupations had predicted fill rates of 60%-79%. Road and Rail Drivers had the greatest proportion of occupations (31%) in the relatively higher

² Sub-Major Group 74 – Storepersons contains one occupation which is Storeperson. This occupation is projected to have strong future demand.

predicted fill rate range of 80%-89%. The majority of Mobile Plant Operator occupations (87%) had predicted fill rates in the 60%-69% range.

Most Machinery and Stationary Plant Operator occupations had predicted fill rates between 60%-89%, while a small proportion had fill rates in the 50%-59% range.

Figure 1: Machinery Operator and Driver occupations, predicted fill rate ranges



Stakeholder Engagement

Machinery Operator and Driver occupations were raised by a small number of stakeholders through the engagement process, where various representative bodies responded to surveys, met with the NSC, or provided other submissions.

Where recruitment difficulty was reported, this was most often due to a lack of suitable applicants, or applicants lacking the technical skills, qualifications or licencing and registration required. The occupations raised by stakeholders often required qualifications including certificates III or IV and heavy vehicle licences, while some roles did not require formal qualifications. Stakeholders noted for a number of Machinery Operator and Driver occupations that recruitment difficulty was particularly apparent for experienced workers, also reflected in a number of workforce reports³.

³Australia and New Zealand Roads Capability Analysis 2017-2027, Austroads, 2018; Skills Demand Snapshot, Victoria’s Civil Sector, March 2020 Victorian Skills Commission.

Stakeholders generally expected recruitment difficulty to worsen in the next 12 months. Stakeholders reported that recruitment difficulty was often addressed by contributing to a training initiative, including delivering training in house.

Demand and Supply

Indicators of the demand for Machinery Operators and Drivers are mixed. The number of advertised vacancies for these workers rose strongly over the year to June 2021, to its highest level in more than a decade.⁴ Machinery Operators and Driver employment numbers varied over the year to May 2021 but remain below pre-2020 levels.⁵

New supply for this market is difficult to measure. Qualification and experience requirements vary between occupations and a significant share of these workers do not hold a post-school qualification.⁶

⁴ National Skills Commission, Internet Vacancy Index, June 2021, trend

⁵ ABS, Labour Force, May 2021, National Skills Commission trend

⁶ ABS, Census of Population and Housing, 2016

Appendix – SPL Findings for Machinery Operator and Driver Occupations

Occupation		Current Labour Market Ratings and Future Demand Rating									
ANZSCO	Occupation	National Labour Market Rating	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	National Future Demand
711111	Clay Products Machine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
711112	Concrete Products Machine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
711113	Glass Production Machine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
711114	Stone Processing Machine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
711211	Industrial Spraypainter	NS	NS	NS	NS	NS	NS	NS	S	NS	Moderate
711311	Paper Products Machine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
711313	Sawmilling Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
711314	Other Wood Processing Machine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
711411	Photographic Developer and Printer	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
711511	Plastic Cablemaking Machine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
711512	Plastic Compounding and Reclamation Machine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
711513	Plastics Fabricator or Welder	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
711514	Plastics Production Machine Operator (General)	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
711515	Reinforced Plastic and Composite Production Worker	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
711516	Rubber Production Machine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
711611	Sewing Machinist	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
711711	Footwear Production Machine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Soft
711712	Hide and Skin Processing Machine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Soft
711713	Knitting Machine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Soft
711714	Textile Dyeing and Finishing Machine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Soft
711715	Weaving Machine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Soft

Occupation		Current Labour Market Ratings and Future Demand Rating									
ANZSCO	Occupation	National Labour Market Rating	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	National Future Demand
711716	Yarn Carding and Spinning Machine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Soft
711911	Chemical Production Machine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Soft
711912	Motion Picture Projectionist	NS	NS	NS	NS	NS	NS	NS	NS	NS	Soft
711913	Sand Blaster	NS	NS	NS	NS	NS	NS	NS	NS	NS	Soft
711914	Sterilisation Technician	NS	NS	NS	NS	NS	NS	NS	S	NS	Soft
712111	Crane, Hoist or Lift Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
712211	Driller	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
712212	Miner	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
712213	Shot Firer	NS	NS	NS	NS	NS	NS	NS	S	NS	Moderate
712311	Engineering Production Worker	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
712911	Boiler or Engine Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
712912	Bulk Materials Handling Plant Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
712913	Cement Production Plant Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
712914	Concrete Batching Plant Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
712915	Concrete Pump Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
712916	Paper and Pulp Mill Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
712917	Railway Signal Operator	NS	NS	S	NS	NS	NS	NS	NS	NS	Moderate
712918	Train Controller	S	S	S	NS	NS	NS	NS	NS	NS	Moderate
712921	Waste Water or Water Plant Operator	NS	S	NS	NS	NS	NS	NS	NS	NS	Moderate
712922	Weighbridge Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
721111	Agricultural and Horticultural Mobile Plant Operator	S	S	S	S	S	S	S	S	S	Strong
721112	Logging Plant Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Strong
721211	Earthmoving Plant Operator (General)	S	S	S	S	S	S	S	S	S	Moderate
721212	Backhoe Operator	S	S	S	S	S	S	S	S	S	Moderate
721213	Bulldozer Operator	S	S	S	S	S	S	S	S	S	Moderate
721214	Excavator Operator	S	S	S	S	S	S	S	S	S	Moderate
721215	Grader Operator	S	S	S	S	S	S	S	S	S	Moderate
721216	Loader Operator	S	S	S	S	S	S	S	S	S	Moderate
721311	Forklift Driver	NS	NS	NS	NS	NS	NS	NS	S	NS	Moderate

Occupation		Current Labour Market Ratings and Future Demand Rating									
ANZSCO	Occupation	National Labour Market Rating	NSW	VIC	QLD	SA	WA	TAS	NT	ACT	National Future Demand
721911	Aircraft Baggage Handler and Airline Ground Crew	NS	NS	NS	NS	NS	NS	NS	NS	NS	Soft
721912	Linemaker	S	S	S	S	S	S	S	S	S	Soft
721913	Paving Plant Operator	S	S	S	S	S	S	S	S	S	Soft
721914	Railway Track Plant Operator	NS	S	NS	NS	NS	NS	NS	NS	NS	Soft
721915	Road Roller Operator	S	S	S	S	S	S	S	S	S	Soft
721916	Streetsweeper Operator	NS	NS	NS	NS	NS	NS	NS	NS	NS	Soft
731111	Chauffeur	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
731112	Taxi Driver	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
731211	Bus Driver	NS	NS	NS	NS	NS	NS	NS	S	NS	Moderate
731212	Charter and Tour Bus Driver	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
731213	Passenger Coach Driver	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
731311	Train Driver	S	S	S	S	S	S	S	S	S	Moderate
731312	Tram Driver	NS	NS	NS	NS	NS	NS	NS	NS	NS	Moderate
732111	Delivery Driver	NS	NS	NS	NS	NS	NS	NS	NS	NS	Strong
733111	Truck Driver (General)	NS	NS	NS	NS	NS	NS	NS	S	NS	Strong
733112	Aircraft Refueller	NS	NS	NS	NS	NS	NS	NS	NS	NS	Strong
733113	Furniture Removalist	NS	NS	NS	NS	NS	NS	NS	NS	NS	Strong
733114	Tanker Driver	NS	NS	NS	NS	NS	NS	NS	NS	NS	Strong
733115	Tow Truck Driver	NS	NS	NS	NS	NS	NS	NS	NS	NS	Strong
741111	Storeperson	NS	NS	NS	NS	NS	NS	NS	NS	NS	Strong

Ratings: S – Shortage; NS – No Shortage