



This represents about 18 per cent of the Australian workforce and the occupations that showed the highest growth between 2006 and 2011 were design, engineering, science and transport professionals (23 per cent) and ICT professionals (19 per cent).

Of those employees with university level STEM qualifications, 75 per cent were employed in higher skill jobs such as Professionals or Managers. However, those with vocational level STEM qualifications fared differently, with 41 per cent working as Technicians and trades workers and 25 per cent working as Managers or Professionals.

**Chart 7: Difficulties recruiting people with STEM skills**



In terms of occupation groups, in 2016 Technicians and Trade Workers were the most difficult to recruit over the previous 12 months (24.6 per cent) and were expected to be the most difficult for the next 12 months (24 per cent). Machinery Operators and Drivers as an occupation category were difficult to recruit over the past 12 months (21.8 per cent) although this was expected to ease in the following year (15.4 per cent). The largest anticipated increase in recruiting difficulty for the next 12 months was Managers (21.5 per cent) up from 10.8 per cent.<sup>6</sup>

When consideration is given to individual sectors the anticipated difficulty of recruiting Technicians and Trade Workers increases significantly. The level of expected difficulty was 30.2 per cent in manufacturing and 29 per cent in construction.

These results are similar to those found by Deloitte Access Economics in a report to the Commonwealth Office of the Chief Scientist.<sup>7</sup> In this instance employers were required to agree or disagree with the provided statements. Overall, 40.4 per cent of respondents had difficulty recruiting people with STEM qualifications for technician and trade worker roles and 31.5 per cent had difficulty recruiting STEM graduates.

<sup>6</sup> Workforce Development Needs Survey Report, Australian Industry Group, December 2016.

<sup>7</sup> Australia's STEM workforce: a survey of employers, Office of the Chief Scientist and Deloitte Access Economics, Deloitte Access Economics Pty Ltd, 2014, page 36.