

Release of MTAA skills shortages report

Dear member

The Motor Trades Association of Australia (MTAA) recently released its report into automotive skills shortages across Australia. The report, conducted by Deloitte Access Economics, is entitled:

“Skills shortages in the Australian automotive industry: MTAA member survey findings 2024”

Members can access a copy of the report by clicking on the image below.

Deloitte.



**Skills shortages in the Australian
automotive industry**
MTAA member survey findings 2024
1 March 2024

Deloitte
Access Economics

Background

Members may remember a survey circulated in early January by MTAA seeking feedback on skills shortages being experienced by your sector. In total, over 500 completed survey responses were received and formed the basis for the project's data modelling.

I would like to extend my sincere thanks to members who completed the survey – it ensured a robust response and a data-driven final report.

The final report

The final report, along with additional supporting evidence, has been submitted to Jobs and Skills Australia (JSA) in response to their Priority Skills List Stakeholder survey consultation. The Priority Skills List is critical as it informs and shapes federal funding priorities and immigration policy.

The overall results confirm that the automotive retail industry is experiencing extensive and acute skills shortages across many occupations.

Summary of key findings

- Amongst the businesses responding to the survey, over 2,000 vacancies were advertised in 2023 of which less than 800 were filled, with an average industry fill rate of just 39%.
- Shortages were prevalent across all states and territories, and in general were worse in regional locations compared to metropolitan regions.
- The fill rate for the emerging occupation of Electric Vehicle Technician is 41%.
- Overall, the lowest fill rates were seen in technician and trade worker occupations (between 24% and 27% fill rate). These include motorcycle / diesel mechanic, panelbeater and vehicle body builder.
- Four occupations currently assessed as not in shortage by JSA were found to have fill rates below 67%: tow truck drivers, tyre fitters, sales representatives (motor vehicle parts and accessories), and motor vehicle parts interpreters / automotive parts salespersons.
- Low numbers of applicants per vacancy was attributed to businesses being unable to fill advertised positions. On average, automotive businesses received 8.2 applicants per vacancy, well below the national average of 17.7.
- A lack of skilled / qualified workers, issues with the industry training pipeline, challenges around visas, remuneration concerns and competition from other industries were reasons attributed to low fill rates, with many businesses calling for a greater focus from government on tackling the chronic lack of support for technician and trade professions in Australia.

The final report will be leveraged extensively in VACC and MTAA advocacy. Members may also be interested in related media coverage of the report available HERE: <https://www.abc.net.au/news/2024-03-05/ev-mechanic-shortage-new-vehicle-efficiency-standard/103541206>

For any further questions, please feel free to contact me, Imogen Reid directly on 03 9829 1145 or via email: ireid@vacc.com.au.

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