**Victorian Skills and Training Employer Survey 2014**

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**In one of the largest surveys of its kind to date, over 5,700 Victorian employers across industries and regions provided the Department of Education and Training with intelligence about their business skills needs, recruitment experience and engagement with training.**

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| **Employers see value in training** |
| 56% used formal training in the past 12 months |
| Employers who train agree that training assists business via: |
| 80% improvements in quality |
| 71% improvements in staff efficiency and productivity |
| 69% meeting regulatory requirements |
| 62% retaining staff |

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| **Skills really matter to Victorian businesses** |
| 50% believe staffing issues will have a major impact in the next 12 months. |
| Nearly one in three face immediate or upcoming skills pressures |
| Businesses with skills pressures tell us skills gaps will: |
| 72% overload staff |
| 44 % make it hard to meet quality standards |
| 42% reduce competitiveness |
| 38% delay production |

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| **Businesses face 3 main skills issues over the next year** |
| 57% want to improve the skill levels of workers |
| 51% will be trying to attract and retain staff |
| 51% expect to encounter a shortage of job ready candidates |

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| **Skills gaps are shifting** |
| Businesses facing skills gaps tell us their workforce lacks: |
| 1. Technical Skills
 |
| 68% Job-specific technical skills |
| Major industries with these skills gaps: Agriculture, Manufacturing, Utilities |
| 21% Computing and IT skills |
| 1. Soft Skills
 |
| 47% need problem solving and team work |
| 43% need management or leadership skills |

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| **And employers tell us they could be training even more** |
| 73% say at least one barrier stops them from making greater use of vocational training |
| 43% can’t afford to have staff spend time away from the job |
| 32% believe training is too expensive |
| 24% say course content does not meet their organisation’s needs |
| 16% have difficulty accessing training |

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