Victorian Employer Skills and Training Survey 2017

Agriculture, Forestry and Fishing

Over 12,100 employers responded to the skills and training component of the *Victorian Employer Satisfaction and Skills Survey* in 2017. Of these, 1,010 were from the Agriculture, Forestry and Fishing industry. Employers report that skills are important to productivity, but many are facing challenges filling jobs and finding the right applicants with the right skills. These challenges are faced both now, and are expected to continue into the future. However, a high proportion of employers that access training to improve the skills of their workforce report a positive impact on productivity and return on investment.

The statistics below reflect the experience of employers in the Agriculture, Forestry and Fishing industry compared to the overall Victorian average.

**Productivity**

**Skills are important to productivity**

Businesses found that a lack of skills had a medium impact on workplace productivity.

**High impact**

Agriculture, Forestry and Fishing: 20%

Victoria: 28%

**Medium impact**

Agriculture, Forestry and Fishing: 48%

Victoria: 53%

**Low impact**

Agriculture, Forestry and Fishing: 28%

Victoria: 16%

**Impact of insufficient workforce skills**

A lack of skills can increase the workload for other staff, affect operating costs, and result in poorer quality of service/products.

**Increased workload for other staff**

Agriculture, Forestry and Fishing: 82%

Victoria: 61%

**Increased operating costs**

Agriculture, Forestry and Fishing: 51%

Victoria: 44%

**Poorer quality of service/products**

Agriculture, Forestry and Fishing: 32%

Victoria: 38%

**Challenges**

**Managing the skills of the workforce**

Employers reported that recruitment was challenging due to candidates not having the required skills or being job ready.

A sixth of employers saw the need to improve the skills of existing staff.

Finding people with the right skills

Agriculture, Forestry and Fishing: 44%

Victoria: 53%

Finding job ready candidates

Agriculture, Forestry and Fishing: 30%

Victoria: 33%

Training staff to keep skills up to date

Agriculture, Forestry and Fishing: 17%

Victoria: 27%

**Recruitment challenges**

Employers faced recruitment challenges primarily due to a lack of potential candidates and relevant experience.

Agreed roles were difficult to fill

Agriculture, Forestry and Fishing: 52%

Victoria: 54%

**Few applicants**

Agriculture, Forestry and Fishing: 57%

Victoria: 46%

**Lacked relevant experience**

Agriculture, Forestry and Fishing: 50%

Victoria: 55%

**Lacked technical / job specific skills**

Agriculture, Forestry and Fishing: 42%

Victoria: 50%

**Skills**

**Skills needed now and for the future**

Businesses are concerned they may not have the skills they need for the future

Agriculture, Forestry and Fishing: 22%

Victoria: 24%

Businesses lack the skills they need today

Agriculture, Forestry and Fishing: 10%

Victoria: 9%

Businesses believe they have the skills needed for today and for the next 12 months

Agriculture, Forestry and Fishing: 60%

Victoria: 61%

**Main skills lacking today and in the next 12 months**

Nearly three quarters of employers identified technical and job specific skills are lacking today or will be lacking in the next 12 months.

**Technical / job specific skills**

Agriculture, Forestry and Fishing: 74%

Victoria: 69%

**Problem solving skills**

Agriculture, Forestry and Fishing: 31%

Victoria: 35%

**Management / leadership skills**

Agriculture, Forestry and Fishing: 29%

Victoria: 40%

**Training**

**Employers’ access to training**

Employers supported staff training in 2016

Agriculture, Forestry and Fishing: 39%

Victoria: 63%

Employers mainly used industry associations, private training providers and TAFEs to deliver their training in 2016.

**Industry associations**

Agriculture, Forestry and Fishing: 51%

Victoria: 48%

**Private training providers**

Agriculture, Forestry and Fishing: 40%

Victoria: 50%

**TAFE**

Agriculture, Forestry and Fishing: 24%

Victoria: 24%

**Training contribution and quality**

Employers find that training has a positive contribution to productivity and business success.

Positive Return on Investment

Agriculture, Forestry and Fishing: 71%

Victoria: 75%

Positive impact on productivity

Agriculture, Forestry and Fishing: 69%

Victoria: 72%

Trained staff are more valuable to the workplace

Agriculture, Forestry and Fishing: 85%

Victoria: 86%

Quality of provider training was high

Agriculture, Forestry and Fishing: 79%

Victoria: 79%