Victorian Employer Skills and Training Survey 2017

Grampians

Over 12,100 employers responded to the skills and training component of the *Victorian Employer Satisfaction and Skills Survey* in 2017. Of these, 791 were from the Grampians region. 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 from the Grampians region 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**

Grampians Region: 16%

Victoria: 28%

**Medium impact**

Grampians Region: 54%

Victoria: 53%

**Low impact**

Grampians Region: 20%

Victoria: 16%

**Impact of insufficient workforce skills**

A lack of skills can increase the workload for other staff; result in an inability to meet customer needs and affect quality of service/products.

**Increased workload for other staff**

Grampians Region: 69%

Victoria: 61%

**Inability to meet customer needs**

Grampians Region: 44%

Victoria: 39%

**Poorer quality of service/products**

Grampians Region: 42%

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.

More than a quarter of employers saw the need to improve the skills of existing staff.

Finding people with the right skills

Grampians Region: 50%

Victoria: 53%

Finding job ready candidates

Grampians Region: 29%

Victoria: 33%

Training staff to keep skills up to date

Grampians Region: 26%

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

Grampians Region: 54%

Victoria: 54%

**Few applicants**

Grampians Region: 53%

Victoria: 46%

**Lacked relevant experience**

Grampians Region: 45%

Victoria: 55%

**Lacked technical / job specific skills**

Grampians Region: 41%

Victoria: 50%

**Skills**

**Skills needed now and for the future**

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

Grampians Region: 25%

Victoria: 24%

Businesses lack the skills they need today

Grampians Region: 9%

Victoria: 9%

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

Grampians Region: 61%

Victoria: 61%

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

The majority of employers identify technical and job specific skills are needed or will be lacking in the next 12 months.

**Technical / job specific skills**

Grampians Region: 72%

Victoria: 69%

**Problem solving skills**

Grampians Region: 36%

Victoria: 35%

**Management / leadership skills**

Grampians Region: 31%

Victoria: 40%

**Training**

**Employers’ access to training**

Employers supported staff training in 2016

Grampians Region: 60%

Victoria: 63%

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

**Private training providers**

Grampians Region: 55%

Victoria: 50%

**Industry associations**

Grampians Region: 45%

Victoria: 48%

**TAFE**

Grampians Region: 25%

Victoria: 24%

**Training contribution and quality**

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

Positive Return on Investment

Grampians Region: 74%

Victoria: 75%

Positive impact on productivity

Grampians Region: 73%

Victoria: 72%

Training provided was flexible and met workplace needs

Grampians Region: 85%

Victoria: 78%

Quality of provider training was high

Grampians Region: 80%

Victoria: 79%