Victorian Employer Skills and Training Survey 2017

Northern Metro

Over 12,100 employers responded to the skills and training component of the *Victorian Employer Satisfaction and Skills Survey* in 2017. Of these, 1,370 were from the Northern Metro 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 Northern Metro region compared to the overall Victorian average.

**Productivity**

**Skills are important to productivity**

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

**High impact**

Northern Metro Region: 33%

Victoria: 28%

**Medium impact**

Northern Metro Region: 48%

Victoria:53%

**Low impact**

Northern Metro Region: 16%

Victoria: 16%

**Impact of insufficient workforce skills**

A lack of skills can increase the workload for other staff, affect operating costs and result in an inability to meet customer needs.

**Increased workload for other staff**

Northern Metro Region: 57%

Victoria: 61%

**Increased operating costs**

Northern Metro Region: 47%

Victoria: 44%

**Inability to meet customer needs**

Northern Metro Region: 41%

Victoria: 39%

**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

Northern Metro Region: 54%

Victoria: 53%

Finding job ready candidates

Northern Metro Region: 33%

Victoria: 33%

Training staff to keep skills up to date

Northern Metro Region: 27%

Victoria: 27%

**Recruitment challenges**

Employers faced recruitment challenges because potential candidates did not have the required experience and lacked job specific skills.

Agreed roles were difficult to fill

Northern Metro Region: 54%

Victoria: 54%

**Lacked relevant experience**

Northern Metro Region: 57%

Victoria: 55%

**Lacked technical / job specific skills**

Northern Metro Region: 51%

Victoria: 50%

**Few applicants**

Northern Metro Region: 43%

Victoria: 46%

**Skills**

**Skills needed now and for the future**

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

Northern Metro Region: 25%

Victoria: 24%

Businesses lack the skills they need today

Northern Metro Region: 11%

Victoria: 9%

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

Northern Metro Region: 59%

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**

Northern Metro Region: 72%

Victoria: 69%

**Management / leadership skills**

Northern Metro Region: 41%

Victoria: 40%

**Problem solving skills**

Northern Metro Region: 39%

Victoria: 35%

**Training**

**Employers’ access to training**

Employers supported staff training in 2016

Northern Metro Region: 60%

Victoria: 63%

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

**Private training providers**

Northern Metro Region: 48%

Victoria: 50%

**Industry associations**

Northern Metro Region: 44%

Victoria: 48%

**TAFE**

Northern Metro Region: 27%

Victoria: 24%

**Training contribution and quality**

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

Positive Return on Investment

Northern Metro Region: 71%

Victoria: 75%

Positive impact on productivity

Northern Metro Region: 71%

Victoria: 72%

Trained staff are more valuable to the workplace

Northern Metro Region: 87%

Victoria: 86%

Quality of provider training was high

Northern Metro Region: 77%

Victoria: 79%