Victorian Skills and Training Employer Survey 2014

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.

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

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

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

Major industries with these skills gaps

Info-media and Telecom Professional Services

2. Soft Skills

47% need problem solving and team work

43% need management or leadership skills

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

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

For more information on the Victorian Skills and Training Employer Survey (VSTE Survey) go to www.education.vic.gov.au/vstesurvey