Skills and Training in Victoria

VICTORIA State Government | Education and Training

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
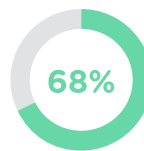- **51%** will be trying to **attract and retain staff**
- **51%** expect to encounter a **shortage** of job ready candidates

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Skills gaps are shifting

Businesses facing **skills gaps** tell us their workforce lacks:
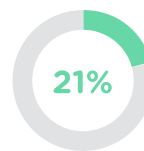
1. Technical Skills

68% Job-specific technical skills

Major industries with these skills gaps

- Agriculture
- Manufacturing
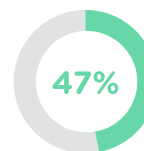- Utilities

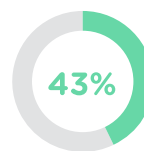**21%** Computing and IT skills

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