Victorian Employer Skills and Training Survey 2017

Regional Victoria
**Barwon South West, Gippsland, Grampians, Hume and Loddon Mallee**

Over 12,100 employers responded to the skills and training component of the *Victorian Employer Satisfaction and Skills Survey* in 2017. Of these, 4,506 were from Regional Victoria. 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 expected to continue into the future.

A high proportion of employers that access training to improve the skills of their workforce report improved productivity and a positive return on investment.

The statistics below reflect the experience of employers in Regional Victoria 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**

Regional Victoria: 22%

Victoria: 28%

**Medium impact**

Regional Victoria: 52%

Victoria: 53%

**Low impact**

Regional Victoria: 22%

Victoria: 16%

**Impact of insufficient workforce skills**

A lack of skills can increase workload for other staff, drive up operating costs, and compromise the quality of service/products.

**Increased workload for other staff**

Regional Victoria: 68%

Victoria: 61%

**Increased operating costs**

Regional Victoria: 47%

Victoria: 44%

**Poorer quality of service/products**

Regional Victoria: 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.

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

Finding people with the right skills

Regional Victoria: 51%

Victoria: 53%

Finding job ready candidates

Regional Victoria: 35%

Victoria: 33%

Training staff to keep skills up to date

Regional Victoria: 27%

Victoria: 27%

**Recruitment challenges**

Employers faced recruitment challenges due to fewer applicants, and applicants that lacked relevant experience and skills.

Agreed roles were difficult to fill

Regional Victoria: 54%

Victoria: 54%

**Few applicants**

Regional Victoria: 55%

Victoria: 46%

**Lacked relevant experience**

Regional Victoria: 49%

Victoria: 55%

**Lacked technical/job specific skills**

Regional Victoria: 44%

Victoria: 50%

**Skills**

**Skills needed now and for the future**

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

Regional Victoria: 24%

Victoria: 24%

Businesses lack the skills they need today

Regional Victoria: 9%

Victoria: 9%

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

Regional Victoria: 62%

Victoria: 61%

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

Seven in ten employers identify technical and job specific skills are needed or will be lacking in the next 12 months.

**Technical / job specific skills**

Regional Victoria: 70%

Victoria: 69%

**Management / leadership skills**

Regional Victoria: 37%

Victoria: 40%

**Problem solving skills**

Regional Victoria: 36%

Victoria: 35%

**Training**

**Employers’ access to training**

Employers supported staff training in 2016

Regional Victoria: 62%

Victoria: 63%

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

**Private training providers**

Regional Victoria: 47%

Victoria: 50%

**Industry associations**

Regional Victoria: 47%

Victoria: 48%

**TAFE**

Regional Victoria: 31%

Victoria: 24%

**Training contribution and quality**

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

Positive Return on Investment

Regional Victoria: 74%

Victoria: 75%

Positive impact on productivity

Regional Victoria: 72%

Victoria: 72%

Training is a priority for the workplace

Regional Victoria: 88%

Victoria: 86%

Quality of provider training was high

Regional Victoria: 81%

Victoria: 79%