

Victorian Employer Satisfaction and Skills Survey 2017

Western Metro

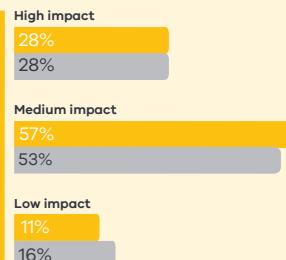
Over 12,100 employers responded to the training and skills component of the Victorian Employer Satisfaction and Skills Survey in 2017. Of these, 2,420 were from the Western Metro region. Employers report that skills are important to productivity, but many are facing challenges filling jobs and finding 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 Western Metro region compared to the overall Victorian average.

Skills are important to productivity



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



Impact of insufficient workforce skills

A lack of skills can increase the workload for other staff, affect operating costs and result in poorer quality of service/products.



Employers' access to training



Employers supported staff training in 2016

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

Private training providers

53% (50% VIC)

Industry associations

52% (48% VIC)

TAFE

16% (24% VIC)

Training contribution and quality

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



Positive Return on Investment



Positive impact on productivity



Trained staff are more valuable to the workplace



Quality of provider training was high

Legend: Western Metro Region (Orange), Victoria (Grey)



Education and Training

Managing the skills of the workforce

Employers reported that recruitment was challenging due to candidates not having the required skills or being job ready.



Finding people with the right skills



Finding job ready candidates



Training staff to keep skills up to date

Recruitment challenges

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



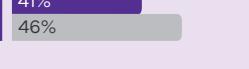
Agreed roles were difficult to fill



Lacked relevant experience



Lacked technical / job specific skills



Few applicants

Skills needed now and for the future



Businesses lack the skills they need today



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



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

Main skills lacking today and in the next 12 months

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

Technical / job specific skills

65% (69% VIC)

Management / leadership skills

42% (40% VIC)

Customer service skills

33% (33% VIC)



Legend: Western Metro Region (Red), Victoria (Grey)