Victorian Employer Skills Survey 2018

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

Of the 13,600 employers who responded to the Victorian Employer Skills Survey in 2018, 5,640 were located in 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. Employers in this region particularly struggle to find workers with relevant technical and job-specific skills. These challenges are expected to continue into the future. However, 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 with a lack of skills found it had a medium impact on workplace productivity.

**High impact**

Regional Victoria: 28%

Victoria: 28%

**Medium impact**

Regional Victoria: 55%

Victoria: 56%

**Low impact**

Regional Victoria: 14%

Victoria: 15%

**Impact of insufficient workforce skills**

Businesses lacking skills mainly reported the following workplace issues:

**Increased workload for other staff**

Regional Victoria: 76%

Victoria: 66%

**Increased operating costs**

Regional Victoria: 47%

Victoria: 46%

**Poorer quality of service and/or products**

Regional Victoria: 39%

Victoria: 40%

**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.

**Finding people with the right skills**

Regional Victoria: 57%

Victoria: 59%

**Finding job ready candidates**

Regional Victoria: 37%

Victoria: 35%

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

**Faced challenges training staff to keep skills up to date**

Regional Victoria: 25%

Victoria: 27%

**Recruitment challenges**

Employers facing recruitment challenges mainly reported applicant related reasons for their difficulties.

**Agreed roles were difficult to fill**

Regional Victoria: 60%

Victoria: 59%

**Few applicants**

Regional Victoria: 61%

Victoria: 52%

**Lacked relevant experience**

Regional Victoria: 47%

Victoria: 56%

**Lacked technical/job specific skills**

Regional Victoria: 47%

Victoria: 52%

**Skills**

**Skills needed now and for the future**

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

Regional Victoria: 26%

Victoria: 26%

**Businesses lack the skills they need today**

Regional Victoria: 11%

Victoria: 12%

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

Regional Victoria: 63%

Victoria: 62%

**Type of skills lacking today and in the next 12 months**

Employers who lack the skills today, or expect to over the next year, identified various skills needs.

**Technical / job specific skills**

Regional Victoria: 73%

Victoria: 68%

**Management / leadership skills**

Regional Victoria: 36%

Victoria: 39%

**Problem solving skills**

Regional Victoria: 35%

Victoria: 36%

**Training**

**Employers’ access to training**

**Employers supported staff training last year**

Regional Victoria: 62%

Victoria: 64%

Employers who supported training either utilised external trainers or made provisions for training within the organization by other staff.

**Internal training**

Regional Victoria: 53%

Victoria: 57%

**External training**

Regional Victoria: 85%

Victoria: 82%

**Training contribution and quality**

Employers who supported training agreed it had a positive contribution to productivity and business success.

**Positive return on Investment**

Regional Victoria: 89%

Victoria: 90%

**Positive impact on productivity**

Regional Victoria: 87%

Victoria: 90%

**Training is a priority for the workplace**

Regional Victoria: 96%

Victoria: 94%

**Quality of provider training was high**

Regional Victoria: 88%

Victoria: 88%