Victorian Employer Skills Survey 2018

Education and Training

Of the 13,600 employers that responded to the *Victorian Employer Skills Survey* in 2018, nearly 1,180 were from the Education and Training industry. Employers report that skills are important to productivity, but many are facing challenges filling jobs and finding 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 in the Education and Training industry 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**

Education and Training: 28%

Victoria: 28%

**Medium impact**

Education and Training: 56%

Victoria: 56%

**Low impact**

Education and Training: 16%

Victoria: 15%

**Impact of insufficient workforce skills**

Businesses lacking skills mainly reported the following workplace issues:

**Increased workload for other staff**

Education and Training: 81%

Victoria: 66%

**Increased operating costs**

Education and Training: 45%

Victoria: 46%

**Poorer quality of service/products**

Education and Training: 44%

Victoria: 40%

**Challenges**

**Managing the skills of the workforce**

Employers reported that recruitment was challenging due to candidates not having the required skills.

Over a third of employers saw the need to improve training and leadership skills of existing staff.

**Finding people with the right skills**

Education and Training: 58%

Victoria: 59%

**Training staff to keep skills up to date**

Education and Training: 34%

Victoria: 27%

**Building leadership skills**

Education and Training: 36%

Victoria: 23%

**Recruitment challenges**

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

**Agreed roles were difficult to fill**

Education and Training: 52%

Victoria: 59%

**Few applicants**

Education and Training: 61%

Victoria: 52%

**Lacked relevant experience**

Education and Training: 54%

Victoria: 56%

**Lacked technical / job specific skills**

Education and Training: 41%

Victoria: 52%

**Skills**

**Skills needed now and for the future**

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

Education and Training: 27%

Victoria: 26%

**Businesses lack the skills they need today**

Education and Training: 8%

Victoria: 12%

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

Education and Training: 65%

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**

Education and Training: 65%

Victoria: 68%

**Management / leadership skills**

Education and Training: 52%

Victoria: 39%

**IT / computer skills**

Education and Training: 43%

Victoria: 33%

**Training**

**Employers’ access to training**

**Employers supported staff training last year**

Education and Training: 92%

Victoria: 64%

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

**Internal training**

Education and Training: 81%

Victoria: 57%

**External training**

Education and Training: 91%

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**

Education and Training: 96%

Victoria: 90%

**Positive impact on productivity**

Education and Training: 95%

Victoria: 90%

**Training is a priority for the workplace**

Education and Training: 97%

Victoria: 94%

**Quality of provider training was high**

Education and Training: 96%

Victoria: 88%