

# 2018 Victorian Employers Skills Survey

## Health Care and Social Assistance



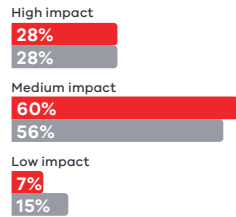
Of the 13,600 employers that responded to *Victorian Employer Skills Survey* in 2018, nearly 960 were from the Health Care and Social Assistance industry. Employers report that skills are important to productivity, but many are facing challenges filling jobs and finding the right applicants with the 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 in the Healthcare and Social Assistance industry compared to the overall Victorian average.

### Skills are important to productivity

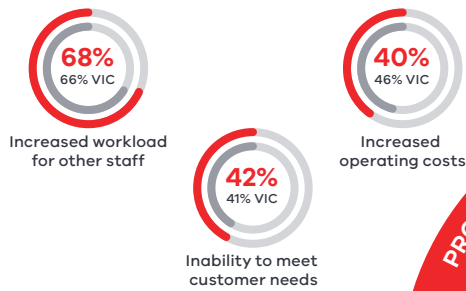


Businesses with a lack of skills found it had a medium impact on workplace productivity.



### Impact of insufficient workforce skills

Businesses lacking skills mainly reported the following workplace issues:



■ Health Care and Social Assistance ■ Victoria

### Managing the skills of the workforce

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

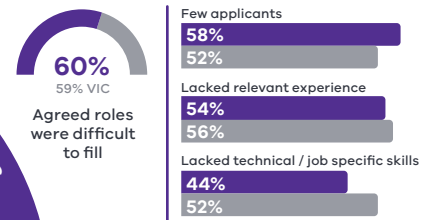
More than a third of employers saw the need to improve the skills of existing staff.



■ Health Care and Social Assistance ■ Victoria

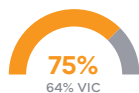
### Recruitment challenges

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



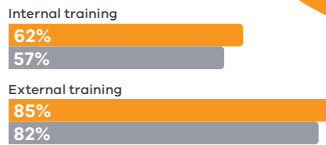
■ Health Care and Social Assistance ■ Victoria

### Employers' access to training



75%  
64% VIC  
Employers supported staff training last year

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



### Training contribution and quality

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



■ Health Care and Social Assistance ■ Victoria

### Skills needed now and for the future



9%  
12% VIC  
Businesses lack the skills they need today



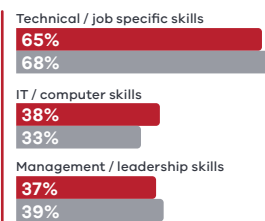
27%  
26% VIC  
Businesses are concerned they may not have the skills they need for the future



64%  
62% VIC  
Businesses believe they have the skills needed for today and for the next 12 months

### 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.



■ Health Care and Social Assistance ■ Victoria