Victorian Employer Skills Survey 2018

Loddon Mallee

Of the 13,600 employers that responded to the *Victorian Employer Skills Survey* in 2018, over 1,200 were located in the Loddon Mallee 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 Loddon Mallee region 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**

Loddon Mallee: 31%

Victoria: 28%

**Medium impact**

Loddon Mallee: 54%

Victoria: 56%

**Low impact**

Loddon Mallee: 12%

Victoria: 15%

**Impact of insufficient workforce skills**

Businesses lacking skills mainly reported the following workplace issues:

**Increased workload for other staff**

Loddon Mallee: 74%

Victoria: 66%

**Increased operating costs**

Loddon Mallee: 53%

Victoria: 46%

**Inability to meet customer needs**

Loddon Mallee: 46%

Victoria: 41%

**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**

Loddon Mallee: 59%

Victoria: 59%

**Finding job ready candidates**

Loddon Mallee: 37%

Victoria: 35%

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

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

Loddon Mallee: 24%

Victoria: 27%

**Recruitment challenges**

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

**Agreed roles were difficult to fill**

Loddon Mallee: 62%

Victoria: 59%

**Few applicants**

Loddon Mallee: 62%

Victoria: 52%

**Lacked relevant experience**

Loddon Mallee: 45%

Victoria: 56%

**Lacked technical / job specific skills**

Loddon Mallee: 43%

Victoria: 52%

**Skills**

**Skills needed now and for the future**

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

Loddon Mallee: 24%

Victoria: 26%

**Businesses lack the skills they need today**

Loddon Mallee: 11%

Victoria: 12%

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

Loddon Mallee: 64%

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**

Loddon Mallee: 72%

Victoria: 68%

**Management / leadership skills**

Loddon Mallee: 39%

Victoria: 39%

**Problem solving skills**

Loddon Mallee: 34%

Victoria: 36%

**Training**

**Employers’ access to training**

**Employers supported staff training last year**

Loddon Mallee: 61%

Victoria: 64%

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

**Internal training**

Loddon Mallee: 55%

Victoria: 57%

**External training**

Loddon Mallee: 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**

Loddon Mallee: 90%

Victoria: 90%

**Positive impact on productivity**

Loddon Mallee: 92%

Victoria: 90%

**Training is a priority for the workplace**

Loddon Mallee: 96%

Victoria: 94%

**Quality of provider training was high**

Loddon Mallee: 89%

Victoria: 88%