Victorian Employer Skills Survey 2018

Northern Metro

Of the 13,600 employers that responded to the *Victorian Employer Skills Survey* in 2018, 1,290 were located in the Northern 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 Northern Metro 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**

Northern Metro: 29%

Victoria: 28%

**Medium impact**

Northern Metro: 45%

Victoria: 56%

**Low impact**

Northern Metro: 26%

Victoria: 15%

**Impact of insufficient workforce skills**

Businesses lacking skills mainly reported the following workplace issues:

**Increased workload for other staff**

Northern Metro: 68%

Victoria: 66%

**Increased operating costs**

Northern Metro: 59%

Victoria: 46%

**Inability to meet customer needs**

Northern Metro: 53%

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**

Northern Metro: 58%

Victoria: 59%

**Finding job ready candidates**

Northern Metro: 37%

Victoria: 35%

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

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

Northern Metro: 28%

Victoria: 27%

**Recruitment challenges**

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

**Agreed roles were difficult to fill**

Northern Metro: 57%

Victoria: 59%

**Lacked relevant experience**

Northern Metro: 58%

Victoria: 56%

**Lacked technical / job specific skills**

Northern Metro: 54%

Victoria: 52%

**Few applicants**

Northern Metro: 45%

Victoria: 52%

**Skills**

**Skills needed now and for the future**

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

Northern Metro: 28%

Victoria: 26%

**Businesses lack the skills they need today**

Northern Metro: 9%

Victoria: 12%

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

Northern Metro: 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**

Northern Metro: 66%

Victoria: 68%

**Management / leadership skills**

Northern Metro: 49%

Victoria: 39%

**Problem solving skills**

Northern Metro: 45%

Victoria: 36%

**Training**

**Employers’ access to training**

**Employers supported staff training last year**

Northern Metro: 61%

Victoria: 64%

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

**Internal training**

Northern Metro: 55%

Victoria: 57%

**External training**

Northern Metro: 80%

Victoria: 82%

**Training contribution and quality**

Employers agree that training has a positive contribution to productivity and business success as well increasing the value of staff in the workplace.

**Positive return on investment**

Northern Metro: 90%

Victoria: 90%

**Positive impact on productivity**

Northern Metro: 92%

Victoria: 90%

**Trained staff are more valuable to the workplace**

Northern Metro: 94%

Victoria: 95%

**Quality of provider training was high**

Northern Metro: 89%

Victoria: 88%