

2018 Victorian Employers Skills Survey

Southern Metro



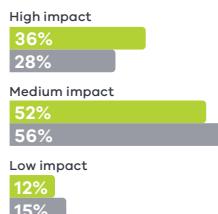
Of the 13,600 employers who responded to the *Victorian Employer Skills Survey* in 2018, nearly 2,280 were located in the Southern Metro region. Employers report that skills are important to productivity, but many are facing challenges filling jobs and finding the right applicants with the right skills. 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 Southern Metro region 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:



Increased workload for other staff



Increased operating costs



Poorer quality of service/products

Employers' access to training



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.

Internal training

55%

57%

External training

84%

82%

Training contribution and quality

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



Positive return on investment



Positive impact on productivity



Training is a priority for the workplace



Quality of provider training was high

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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



Finding job ready candidates

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

Recruitment challenges

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



Lacked relevant experience
59%
56%



Lacked technical / job specific skills
52%
52%



Few applicants
47%
52%

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Skills impact productivity



TRAINING



SKILLS

Skills needed now and for the future



Businesses lack the skills they need today



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.

Technical / job specific skills

67%

68%

Customer service skills

38%

32%

Management / leadership skills

38%

39%



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