

2018 Victorian Employers Skills Survey

Victoria



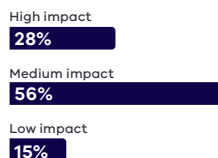
13,600 employers responded to the *Victorian Employer Skills Survey* in 2018. Employers reported that skills are important to business productivity, but many are facing challenges finding the right applicants, with the right skills and relevant experience. One of the biggest challenges employers face today and expect to face over the next year is the lack of technical and job specific skills. This is followed by management and leadership skills. However, a significant proportion of employers that accessed training to improve the skills of their workforce, reported their staff were more valuable in the workplace, improving productivity and resulting in a positive return on investment.

The statistics below reflect the experience of employers across the state of Victoria.

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:

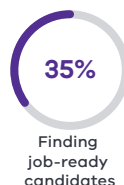


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Managing the skills of the workforce

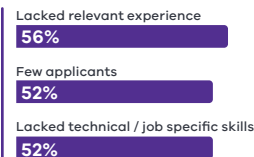
Employers reported that recruitment was challenging due to candidates not having the required skills or being job ready.

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



Recruitment challenges

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



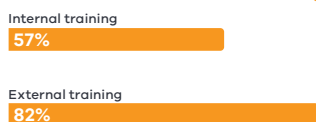
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Employers' access to training

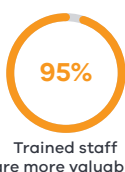


Employers who supported training either utilised external trainers or made provisions for training within the organisation by other staff.



Training contribution and quality

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



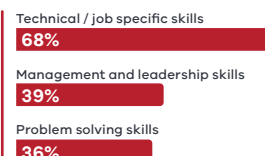
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Skills needed now and for the future



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.



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