Victorian Employer Skills and Training Survey 2017

Barwon South West

Over 12,100 employers responded to the skills and training component of the *Victorian Employer Satisfaction and Skills Survey* in 2017. Of these, 810 were from the Barwon South - West 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 Barwon South West region compared to the overall Victorian average.

**Productivity**

**Skills are important to productivity**

Businesses found that a lack of skills had a medium to high impact on workplace productivity.

**High impact**

Barwon SW Region: 28%

Victoria: 28%

**Medium impact**

Barwon SW Region: 49%

Victoria: 53%

**Low impact**

Barwon SW Region: 20%

Victoria: 16%

**Impact of insufficient workforce skills**

A lack of skills can increase the workload for other staff, affect operating costs and resulted in poorer quality of service/products.

**Increased workload for other staff**

Barwon SW Region: 73%

Victoria: 61%

**Increased operating costs**

Barwon SW Region: 49%

Victoria: 44%

**Poorer quality of services/products**

Barwon SW Region: 49%

Victoria: 38%

**Challenges**

**Managing the skills of the workforce**

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

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

Finding people with the right skills

Barwon SW Region: 49%

Victoria: 53%

Finding job ready candidates

Barwon SW Region: 34%

Victoria: 33%

Training staff to keep skills up to date

Barwon SW Region: 23%

Victoria: 27%

**Recruitment challenges**

Employers faced recruitment challenges primarily due to a lack of potential candidates, lack of relevant experience and job skills.

Agreed roles were difficult to fill

Barwon SW Region: 54%

Victoria: 54%

**Few applicants**

Barwon SW Region: 53%

Victoria: 46%

**Lacked relevant experience**

Barwon SW Region: 48%

Victoria: 55%

**Lacked technical / job specific skills**

Barwon SW Region: 44%

Victoria: 50%

**Skills**

**Skills needed now and for the future**

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

Barwon SW Region: 21%

Victoria: 24%

Businesses lack the skills they need today

Barwon SW Region: 10%

Victoria: 9%

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

Barwon SW Region: 64%

Victoria: 61%

**Main skills lacking today and in the next 12 months**

The majority of employers identified technical and job specific skills are lacking today or will be lacking in the next 12 months.

**Technical / job specific skills**

Barwon SW Region: 71%

Victoria: 69%

**Management / leadership skills**

Barwon SW Region: 42%

Victoria: 40%

**Problem solving skills**

Barwon SW Region: 41%

Victoria: 35%

**Training**

**Employers’ access to training**

Employers supported staff training in 2016

Barwon SW Region: 62%

Victoria: 63%

Employers mainly used industry associations, private training providers and TAFE to deliver their training in 2016.

**Industry associations**

Barwon SW Region: 52%

Victoria: 48%

**Private training providers**

Barwon SW Region: 52%

Victoria: 50%

**TAFE**

Barwon SW Region: 29%

Victoria: 24%

**Training contribution and quality**

Employers believe that training is a priority in the workplace because it has a positive contribution to productivity and business success.

Positive Return on Investment

Barwon SW Region: 75%

Victoria: 75%

Positive impact on productivity

Barwon SW Region: 71%

Victoria: 72%

Training is a priority for the workplace

Barwon SW Region: 88%

Victoria: 86%

Quality of provider training was high

Barwon SW Region: 82%

Victoria: 79%