Victorian Employer Skills and Training Survey 2017

Education and Training

Over 12,100 employers responded to the skills and training component of the *Victorian Employer Satisfaction and Skills Survey in 2017*. Of these, 703 were from the Education and Training industry. 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 in the Education and Training industry compared to the overall Victorian average.

**Productivity**

**Skills are important to productivity**

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

**High impact**

Education and Training: 21%

Victoria: 28%

**Medium impact**

Education and Training: 67%

Victoria: 53%

**Low impact**

Education and Training: 12%

Victoria: 16%

**Impact of insufficient workforce skills**

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

**Increased workload for other staff**

Education and Training: 83%

Victoria: 61%

**Increased operating costs**

Education and Training: 38%

Victoria: 44%

**Poorer quality of service/products**

Education and Training: 36%

Victoria: 38%

**Challenges**

**Managing the skills of the workforce**

Employers reported that recruitment was challenging due to candidates not having the right skills.

Over a third of employers saw the need to improve training and leadership skills of existing staff.

Finding people with the right skills

Education and Training: 54%

Victoria: 53%

Building leadership skills

Education and Training: 36%

Victoria: 24%

Training staff to keep skills up to date

Education and Training: 35%

Victoria: 27%

**Recruitment challenges**

Employers faced recruitment challenges because potential candidates did not have the required experience and there were few applicants.

Agreed roles were difficult to fill

Education and Training: 49%

Victoria: 54%

**Few applicants**

Education and Training: 54%

Victoria: 46%

**Lacked relevant experience**

Education and Training: 54%

Victoria: 55%

**Lacked technical/job specific skills**

Education and Training: 35%

Victoria: 50%

**Skills**

**Skills needed now and for the future**

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

Education and Training: 26%

Victoria: 24%

Businesses lack the skills they need today

Education and Training: 5%

Victoria: 9%

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

Education and Training: 67%

Victoria: 61%

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

Just over two thirds of employers identify technical and job specific skills are needed or will be lacking in the next 12 months.

**Technical / job specific skills**

Education and Training: 68%

Victoria: 69%

**Management / leadership skills**

Education and Training: 55%

Victoria: 40%

**IT/Computer skills**

Education and Training: 50%

Victoria: 33%

**Training**

**Employers access to training**

Employers supported staff training in 2016

Education and Training: 93%

Victoria: 63%

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

**Private training providers**

Education and Training: 60%

Victoria: 50%

**Industry associations**

Education and Training: 58%

Victoria: 48%

**TAFE**

Education and Training: 11%

Victoria: 24%

**Training contribution and quality**

Employers find that training has a positive contribution to productivity and business success.

Positive Return on Investment

Education and Training: 87%

Victoria: 75%

Positive impact on productivity

Education and Training: 84%

Victoria: 72%

Trained staff are more valuable to the workplace

Education and Training: 93%

Victoria: 86%

Quality of provider training was high

Education and Training: 91%

Victoria: 79%