Victorian Employer Skills and Training Survey 2017

Gippsland

Over 12,100 employers responded to the skills and training component of the *Victorian Employer Satisfaction and Skills Survey* in 2017. Of these, 766 were from the Gippsland 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 Gippsland region 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**

Gippsland Region: 23%

Victoria: 28%

**Medium impact**

Gippsland Region: 61%

Victoria: 53%

**Low impact**

Gippsland Region: 13%

Victoria: 16%

**Impact of insufficient workforce skills**

A lack of skills can increase the workload for other staff, affect quality of service/products and result in an inability to meet customer needs.

**Increased workload for other staff**

Gippsland Region: 70%

Victoria: 61%

**Poorer quality of services/products**

Gippsland Region: 50%

Victoria: 38%

**Inability to meet customer needs**

Gippsland Region: 49%

Victoria: 39%

**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.

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

Finding people with the right skills

Gippsland Region: 48%

Victoria: 53%

Finding job ready candidates

Gippsland Region: 33%

Victoria: 33%

Training staff to keep skills up to date

Gippsland Region: 29%

Victoria: 27%

**Recruitment challenges**

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

Agreed roles were difficult to fill

Gippsland Region: 54%

Victoria: 54%

**Few applicants**

Gippsland Region: 61%

Victoria: 46%

**Lacked relevant experience**

Gippsland Region: 49%

Victoria: 55%

**Lacked technical / job specific skills**

Gippsland Region: 45%

Victoria: 50%

**Skills**

**Skills needed now and for the future**

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

Gippsland Region: 23%

Victoria: 24%

Businesses lack the skills they need today

Gippsland Region: 8%

Victoria: 9%

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

Gippsland Region: 63%

Victoria: 61%

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

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

**Technical / job specific skills**

Gippsland Region: 71%

Victoria: 69%

**Problem solving skills**

Gippsland Region: 38%

Victoria: 35%

**Management / leadership skills**

Gippsland Region: 37%

Victoria: 40%

**Training**

**Employers’ access to training**

Employers supported staff training in 2016

Gippsland Region: 62%

Victoria: 63%

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

**Industry associations**

Gippsland Region: 48%

Victoria: 48%

**Private training providers**

Gippsland Region: 47%

Victoria: 50%

**TAFE**

Gippsland Region: 30%

Victoria: 24%

**Training contribution and quality**

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

Positive Return on Investment

Gippsland Region: 69%

Victoria: 75%

Positive impact on productivity

Gippsland Region: 69%

Victoria: 72%

Training is a priority for the workplace

Gippsland Region: 86%

Victoria: 86%

Quality of provider training was high

Gippsland Region: 78%

Victoria: 79%