Victorian Employer Skills and Training Survey 2017

Hume

Over 12,100 employers responded to the skills and training component of the *Victorian Employer Satisfaction and Skills Survey* in 2017. Of these, 1,084 were from the Hume 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 Hume 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**

Hume Region: 18%

Victoria: 28%

**Medium impact**

Hume Region: 56%

Victoria: 53%

**Low impact**

Hume Region: 21%

Victoria: 16%

**Impact of insufficient workforce skills**

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

**Increased workload for other staff**

Hume Region: 61%

Victoria: 61%

**Increased operating costs**

Hume Region: 46%

Victoria: 44%

**Poorer quality of service/products**

Hume Region: 37%

Victoria: 38%

**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.

Nearly one third of employers saw the need to improve the skills of existing staff.

Finding people with the right skills

Hume Region: 54%

Victoria: 53%

Finding job ready candidates

Hume Region: 37%

Victoria: 33%

Training staff to keep skills up to date

Hume Region: 30%

Victoria: 27%

**Recruitment challenges**

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

Agreed roles were difficult to fill

Hume Region: 51%

Victoria: 54%

**Few applicants**

Hume Region: 59%

Victoria: 46%

**Lacked relevant experience**

Hume Region: 51%

Victoria: 55%

**Lacked technical / job specific skills**

Hume Region: 46%

Victoria: 50%

**Skills**

**Skills needed now and for the future**

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

Hume Region: 25%

Victoria: 24%

Businesses lack the skills they need today

Hume Region: 9%

Victoria: 9%

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

Hume Region: 62%

Victoria: 61%

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

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

**Technical / job specific skills**

Hume Region: 69%

Victoria: 69%

**Management / leadership skills**

Hume Region: 41%

Victoria: 40%

**IT / computer skills**

Hume Region: 40%

Victoria: 33%

**Training**

**Employers’ access to training**

Employers supported staff training in 2016

Hume Region: 63%

Victoria: 63%

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

**Industry associations**

Hume Region: 44%

Victoria: 48%

**Private training providers**

Hume Region: 42%

Victoria: 50%

**TAFE**

Hume Region: 36%

Victoria: 24%

**Training contribution and quality**

Employers saw training as a priority in the workplace, and found that it has a positive contribution to productivity and business success.

Positive Return on Investment

Hume Region: 74%

Victoria: 75%

Positive impact on productivity

Hume Region: 71%

Victoria: 72%

Training is a priority for the workplace

Hume Region: 90%

Victoria: 86%

Quality of provider training was high

Hume Region: 81%

Victoria: 79%