Victorian Employer Skills and Training Survey 2017

Loddon Mallee

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 Loddon Mallee 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 Loddon Mallee 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**

Loddon Mallee Region: 24%

Victoria: 28%

**Medium impact**

Loddon Mallee Region: 43%

Victoria: 53%

**Low impact**

Loddon Mallee Region: 32%

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**

Loddon Mallee Region: 69%

Victoria: 61%

**Increased operating costs**

Loddon Mallee Region: 51%

Victoria: 44%

**Poorer quality of services/products**

Loddon Mallee Region: 39%

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.

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

Finding people with the right skills

Loddon Mallee Region: 51%

Victoria: 53%

Finding job ready candidates

Loddon Mallee Region: 37%

Victoria: 33%

Training staff to keep skills up to date

Loddon Mallee Region: 25%

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

Loddon Mallee Region: 55%

Victoria: 54%

**Few applicants**

Loddon Mallee Region: 51%

Victoria: 46%

**Lacked relevant experience**

Loddon Mallee Region: 49%

Victoria: 55%

**Lacked technical / job specific skills**

Loddon Mallee 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

Loddon Mallee Region: 24%

Victoria: 24%

Businesses lack the skills they need today

Loddon Mallee Region: 8%

Victoria: 9%

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

Loddon Mallee Region: 63%

Victoria: 61%

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

Seven in ten employers identified technical and job specific skills are lacking today or will be lacking in the next 12 months.

**Technical / job specific skills**

Loddon Mallee Region: 70%

Victoria: 69%

**Management / leadership skills**

Loddon Mallee Region: 33%

Victoria: 40%

**Customer service skills**

Loddon Mallee Region: 33%

Victoria: 33%

**Training**

**Employers’ access to training**

Employers supported staff training in 2016

Loddon Mallee Region: 62%

Victoria: 63%

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

**Industry associations**

Loddon Mallee Region: 47%

Victoria: 48%

**Private training providers**

Loddon Mallee Region: 45%

Victoria: 50%

**TAFE**

Loddon Mallee Region: 30%

Victoria: 24%

**Training contribution and quality**

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

Positive Return on Investment

Loddon Mallee Region: 76%

Victoria: 75%

Positive impact on productivity

Loddon Mallee Region: 75%

Victoria: 72%

Training is a priority for the workplace

Loddon Mallee Region: 88%

Victoria: 86%

Quality of provider training was high

Loddon Mallee Region: 82%

Victoria: 79%