Victorian Employer Skills and Training Survey 2017

Mining

Over 12,100 employers responded to the skills and training component of the *Victorian Employer Satisfaction and Skills Survey* in 2017. Of these, 33 were from the Mining 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 Mining 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**

Mining industry: 3%

Victoria: 28%

**Medium impact**

Mining industry: 75%

Victoria: 53%

**Low impact**

Mining industry: 22%

Victoria: 16%

**Impact of insufficient workforce skills**

A lack of skills can increase operating costs, increase the workload for other staff and result in an inability to meet customer needs.

**Increased workload for other staff**

Mining industry: 100%

Victoria: 61%

**Increased operating costs**

Mining industry: 78%

Victoria: 44%

**Inability to meet customer needs**

Mining industry: 25%

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.

An eighth of employers saw the need to improve the skills of existing staff.

Finding people with the right skills

Mining industry: 41%

Victoria: 53%

Finding job ready candidates

Mining industry: 32%

Victoria: 33%

Training staff to keep skills up to date

Mining industry: 13%

Victoria: 27%

**Recruitment challenges**

Employers faced recruitment challenges because potential candidates lacked the relevant experience.

Agreed roles were difficult to fill

Mining industry: 61%

Victoria: 54%

**Lacked relevant experience**

Mining industry: 51%

Victoria: 55%

**Type of work is unappealing**

Mining industry: 39%

Victoria: 13%

**Lacked relevant qualifications**

Mining industry: 29%

Victoria: 25%

**Skills**

**Skills needed now and for the future**

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

Mining industry: 8%

Victoria: 24%

Businesses lack the skills they need today

Mining industry: 10%

Victoria: 9%

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

Mining industry: 71%

Victoria: 61%

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

All employers identify technical and job specific skills are lacking today or will be lacking in the next 12 months.

**Technical / job specific skills**

Mining industry: 100%

Victoria: 69%

**Management / leadership skills**

Mining industry: 52%

Victoria: 40%

**IT / computer skills**

Mining industry: 37%

Victoria: 33%

**Training**

**Employers’ access to training**

Employers supported staff training in 2016

Mining industry: 59%

Victoria: 63%

Employers mainly used private training providers, regulatory bodies and TAFEs to deliver their training in 2016.

**Private training providers**

Mining industry: 61%

Victoria: 50%

**Regulatory bodies**

Mining industry: 36%

Victoria: 19%

**TAFE**

Mining industry: 22%

Victoria: 24%

**Training contribution and quality**

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

Positive Return on Investment

Mining industry: 99%

Victoria: 75%

Positive impact on productivity

Mining industry: 74%

Victoria: 72%

Trained staff are more valuable to the workplace

Mining industry: 100%

Victoria: 86%

Quality of provider training was high

Mining industry: 69%

Victoria: 79%