Victorian Employer Skills Survey 2018

Victoria

13,600 employers responded to the *Victorian Employer Skills Survey* in 2018. Employers reported that skills are important to business productivity, but many are facing challenges finding the right applicants, with the right skills and relevant experience. One of the biggest challenges employers face today and expect to face over the next year is the lack of technical and job specific skills. This is followed by management and leadership skills. However, a significant proportion of employers that accessed training to improve the skills of their workforce, reported their staff were more valuable in the workplace, improving productivity and resulting in a positive return on investment.

The statistics below reflect the experience of employers across the state of Victoria.

**Productivity**

**Skills are important to productivity**

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

**High impact**

Victoria: 28%

**Medium impact**

Victoria: 56%

**Low impact**

Victoria: 15%

**Impact of insufficient workforce skills**

A lack of skills in the workforce increased the workload for other staff, increased operating costs and hampers meeting customer needs.

**Increased workload for other staff**

Victoria: 66%

**Increased operating costs**

Victoria: 46%

**Inability to meet customer needs**

Victoria: 41%

**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.

**Finding people with the right skills**

Victoria: 59%

**Finding job ready candidates**

Victoria: 35%

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

**Faced challenges training staff to keep skills up to date**

Victoria: 27%

**Recruitment challenges**

Employers had difficulty filling roles primarily due to candidates lacking relevant experience, skills and attracting few applicants for the role.

**Agreed roles were difficult to fill**

Victoria: 59%

**Lacked relevant experience**

Victoria: 56%

**Lacked technical / job specific skills**

Victoria: 52%

**Few applicants**

Victoria: 52%

**Skills**

**Skills needed now and for the future**

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

Victoria: 26%

Businesses lack the skills they need today

Victoria: 12%

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

Victoria: 62%

**Type of skills lacking today and in the next 12 months**

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**

Victoria: 68%

**Management and leadership skills**

Victoria: 39%

**Problem solving skills**

Victoria: 36%

**Training**

**Employers’ access to training**

Employers supported staff training in 2018

Victoria: 64%

Employers who supported training either utilised external trainers or made provisions for training within the organization by other staff.

**Internal training**

Victoria: 57%

**External training**

Victoria: 82%

**Training contribution and quality**

Employers agree that training has a positive contribution to productivity and business success as well as increasing the value of staff in the workplace.

Positive return on Investment

Victoria: 90%

Positive impact on productivity

Victoria: 90%

Trained staff are move valuable to the workplace

Victoria: 95%

Quality of training provider was high

Victoria: 88%