Victorian Employer Skills Survey 2018

Agriculture, Forestry and Fishing

Of the 13,600 employers responded to the *Victorian Employer Skills Survey* in 2018, nearly 1,260 were from the Agriculture, Forestry and Fishing 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. In particular, employers found it especially challenging to recruit workers with relevant job-specific and technical 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 Agriculture, Forestry and Fishing industry compared to the overall Victorian average.

**Productivity**

**Skills are important to productivity**

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

**High impact**

Agriculture, Forestry and Fishing: 30%

Victoria: 28%

**Medium impact**

Agriculture, Forestry and Fishing: 50%

Victoria: 56%

**Low impact**

Agriculture, Forestry and Fishing: 17%

Victoria: 15%

**Impact of insufficient workforce skills**

Businesses lacking skills mainly reported the following workplace issues:

**Increased workload for other staff**

Agriculture, Forestry and Fishing: 66%

Victoria: 66%

**Increased operating costs**

Agriculture, Forestry and Fishing: 47%

Victoria: 46%

**Poorer quality of service/products**

Agriculture, Forestry and Fishing: 36%

Victoria: 40%

**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.

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

**Finding people with the right skills**

Agriculture, Forestry and Fishing: 50%

Victoria: 59%

**Finding job ready candidates**

Agriculture, Forestry and Fishing: 32%

Victoria: 35%

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

Agriculture, Forestry and Fishing: 20%

Victoria: 27%

**Recruitment challenges**

Employers facing recruitment challenges mainly reported applicant related reasons for their difficulties.

**Agreed roles were difficult to fill**

Agriculture, Forestry and Fishing: 62%

Victoria: 59%

**Lacked relevant experience**

Agriculture, Forestry and Fishing: 58%

Victoria: 56%

**Few applicants**

Agriculture, Forestry and Fishing: 57%

Victoria: 52%

**Lacked technical / job specific skills**

Agriculture, Forestry and Fishing: 46%

Victoria: 52%

**Skills**

**Skills needed now and for the future**

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

Agriculture, Forestry and Fishing: 25%

Victoria: 26%

**Businesses lack the skills they need today**

Agriculture, Forestry and Fishing: 13%

Victoria: 12%

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

Agriculture, Forestry and Fishing: 61%

Victoria: 62%

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

Employers who lack the skills today, or expect to over the next year, identified various skills needs.

**Technical / job specific skills**

Agriculture, Forestry and Fishing: 75%

Victoria: 68%

**Problem solving skills**

Agriculture, Forestry and Fishing: 32%

Victoria: 36%

**Management / leadership skills**

Agriculture, Forestry and Fishing: 28%

Victoria: 39%

**Training**

**Employers’ access to training**

**Employers supported staff training last year**

Agriculture, Forestry and Fishing: 42%

Victoria: 64%

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

**Internal training**

Agriculture, Forestry and Fishing: 40%

Victoria: 57%

**External training**

Agriculture, Forestry and Fishing: 86%

Victoria: 82%

**Training contribution and quality**

Employers who supported training agreed it had a positive contribution to productivity and business success.

**Positive return on investment**

Agriculture, Forestry and Fishing: 92%

Victoria: 90%

**Positive impact on productivity**

Agriculture, Forestry and Fishing: 89%

Victoria: 90%

**Trained staff are more valuable to the workplace**

Agriculture, Forestry and Fishing: 95%

Victoria: 95%

**Quality of provider training was high**

Agriculture, Forestry and Fishing: 92%

Victoria: 88%