Victorian Employer Skills Survey 2018

Barwon South West

Of the 13,600 employers that responded to the *Victorian Employer Skills Survey* in 2018, 870 were from the Barwon South West 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 and in particular, find that their staff are of more value to the workplace.

The statistics below compare employers in the Barwon South West region 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**

Barwon South West: 24%

Victoria: 28%

**Medium impact**

Barwon South West: 49%

Victoria: 56%

**Low impact**

Barwon South West: 24%

Victoria: 15%

**Impact of insufficient workforce skills**

Businesses lacking skills mainly reported the following workplace issues:

**Increased workload for other staff**

Barwon South West: 71%

Victoria: 66%

**Increased operating costs**

Barwon South West: 48%

Victoria: 46%

**Loss of business to competitors**

Barwon South West: 30%

Victoria: 37%

**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**

Barwon South West: 62%

Victoria: 59%

**Finding job ready candidates**

Barwon South West: 39%

Victoria: 35%

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

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

Barwon South West: 25%

Victoria: 27%

**Recruitment challenges**

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

**Agreed roles were difficult to fill**

Barwon South West: 60%

Victoria: 59%

**Few applicants**

Barwon South West: 57%

Victoria: 52%

**Lacked relevant experience**

Barwon South West: 53%

Victoria: 56%

**Lacked technical / job specific skills**

Barwon South West: 51%

Victoria: 52%

**Skills**

**Skills needed now and for the future**

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

Barwon South West: 27%

Victoria: 26%

**Businesses lack the skills they need today**

Barwon South West: 13%

Victoria: 12%

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

Barwon South West: 59%

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**

Barwon South West: 71%

Victoria: 68%

**Management / leadership skills**

Barwon South West: 37%

Victoria: 39%

**Problem solving skills**

Barwon South West: 31%

Victoria: 36%

**Training**

**Employers’ access to training**

**Employers supported staff training last year**

Barwon South West: 63%

Victoria: 64%

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

**Internal training**

Barwon South West: 55%

Victoria: 57%

**External training**

Barwon South West: 83%

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

Barwon South West: 92%

Victoria: 90%

Positive impact on productivity

Barwon South West: 88%

Victoria: 90%

Training is a priority for the workplace

Barwon South West: 98%

Victoria: 94%

Quality of provider training was high

Barwon South West: 89%

Victoria: 88%