2018 Victorian Employers Skills Survey

Construction



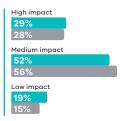
Of the 13,600 employers that responded to Victorian Employer Skills Survey in 2018, over 1,100 were from the Construction industry. Employers report that skills are important to productivity, but many are facing challenges filling jobs and finding the right applicants with the right skills. These challenges 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 Construction industry compared to the overall Victorian average.

Skills are important to productivity



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



55%

Increased

operating costs

Pagolic Hyrry

Impact of insufficient workforce skills

Businesses lacking skills mainly reported the following workplace issues:

48%



Increased workload for other staff

> Inability to meet customer needs

Construction

Victoria

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



Finding job ready candidates

Many employers saw the need to improve leadership skills of existing staff.



Building leadership skills

Recruitment challenges

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

Skills needed now

and for the future

12%



acked technical / job specific skills 55% Lacked relevant experience 49% Few applicants 45%

Employers' access to training



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



95% VIC

Trained staff

SKILLS IMPACT **PRODUCTIVITY**



Businesses lack the skills they

68% 62% VIC

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

Businesses believe they have the skills needed for today

Training contribution and quality

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



Positive return



Positive impact on productivity



are more valuable to the workplace

Quality of provider training was high

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 70% Problem solving skills 45% Management / leadership skills



Construction

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Education and Training