

# 2018 Victorian Employers Skills Survey

## Electricity, Gas, Water and Waste Services



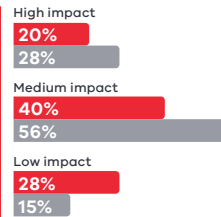
Of the 13,600 employers that responded to *Victorian Employer Skills Survey* in 2018, 80 were from the Electricity, Gas, Water and Waste Services industry. Employers report that skills are important to productivity, but many are facing challenges filling jobs and finding the right applicants with the 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. Training providers engaged in this industry are seen to be of very high quality.

The statistics below reflect the experience of employers in the Electricity, Gas, Water and Waste Services 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.



### Impact of insufficient workforce skills

Businesses lacking skills mainly reported the following workplace issues:



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### Managing the skills of the workforce

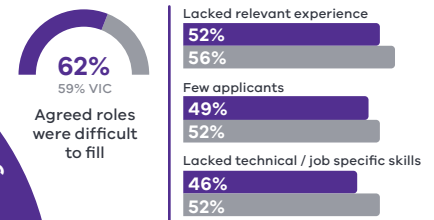
Employers reported that recruitment was challenging due to candidates not having the required skills or being job ready.

Nearly a quarter of employers struggled to retain staff.



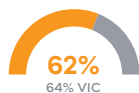
### Recruitment challenges

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



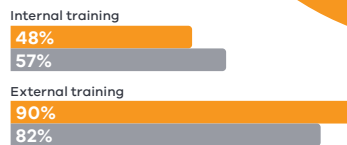
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### Employers' access to training



62%  
64% VIC  
Employers supported staff training last year

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



### Training contribution and quality

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



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### Skills needed now and for the future



15%  
12% VIC  
Businesses lack the skills they need today



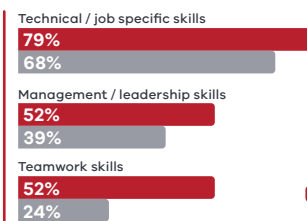
16%  
26% VIC  
Businesses are concerned they may not have the skills they need for the future



69%  
62% VIC  
Businesses believe they have the skills needed for today and for the next 12 months

### 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.



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