2018 Victorian Employers Skills Survey

Metropolitan Melbourne



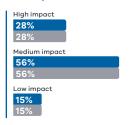
13,600 employers responded to the Victorian Employer Skills Survey in 2018. Of these, nearly 7,930 were located in Metropolitan Melbourne. Employers report that skills are important to productivity, but over half are facing challenges filling jobs and finding the right applicants with the right skills. These challenges are expected to continue into the future. However, a high proportion of employers that accessed training to improve the skills of their workforce, report improved productivity, a positive return on investment and improved value of staff in the workplace.

The statistics below reflect the experience of employers in Metropolitan Melbourne 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:



for other staff



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Increased operating costs

Paggictivity

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

SKILLS IMPACT

PRODUCTIVITY



Finding job ready candidates 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

Recruitment challenges

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





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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.



Skills needed now and for the future



Businesses lack need today



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

26%

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

Training contribution and quality

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



Positive return



Positive impact on productivity

Victoria



Trained staff 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 Management / leadership skills 40% Problem solving skills



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