Victorian Employer Skills Survey 2018

Mining

Of the 13,600 employers that responded to the *Victorian Employer Skills Survey* in 2018, 49 were from the Mining industry. Employers report that skills are important to productivity, but most are facing challenges filling jobs and finding the right applicants with the right skills. In particular, all employers found it especially challenging to recruit worker with relevant job-specific and technical skills. These challenges are faced both now, and are expected to continue into the future. However, all employers that access training to improve the skills of their workforce report a positive return on investment and find trained staff are more valuable to the workplace.

The statistics below reflect the experience of employers in the Mining 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**

Mining: 0%

Victoria: 28%

**Medium impact**

Mining: 50%

Victoria: 56%

**Low impact**

Mining: 50%

Victoria: 15%

**Impact of insufficient workforce skills**

Businesses lacking skills mainly reported the following workplace issues:

**Increased workload for other staff**

Mining: 100%

Victoria: 66%

**Poorer quality of service/products**

Mining: 51%

Victoria: 40%

**Withdrawal or delays in producing products**

Mining: 74%

Victoria: 32%

**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.

Nearly a quarter of employers struggled to retain staff.

**Finding people with the right skills**

Mining: 58%

Victoria: 59%

**Finding job ready candidates**

Mining: 42%

Victoria: 35%

**Building leadership skills**

Mining: 23%

Victoria: 19%

**Recruitment challenges**

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

**Agreed roles were difficult to fill**

Mining: 68%

Victoria: 59%

**Lacked technical / job specific skills**

Mining: 60%

Victoria: 52%

**Few applicants**

Mining: 56%

Victoria: 52%

**Lacked relevant experience**

Mining: 50%

Victoria: 56%

**Skills**

**Skills needed now and for the future**

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

Mining: 19%

Victoria: 26%

**Businesses lack the skills they need today**

Mining: 10%

Victoria: 12%

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

Mining: 70%

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**

Mining: 100%

Victoria: 69%

**Management / leadership skills**

Mining: 40%

Victoria: 39%

**Problem solving skills**

Mining: 32%

Victoria: 36%

**Training**

**Employers’ access to training**

**Employers supported staff training last year**

Mining: 61%

Victoria: 64%

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

**Internal training**

Mining: 70%

Victoria: 57%

**External training**

Mining: 96%

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**

Mining: 100%

Victoria: 90%

**Positive impact on productivity**

Mining: 95%

Victoria: 90%

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

Mining: 100%

Victoria: 95%

**Quality of provider training was high**

Mining: 100%

Victoria: 88%