

# 2018 Victorian Employers Skills Survey

## Mining



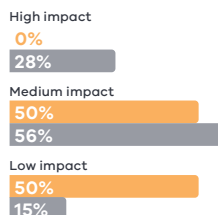
Of the 13,600 employers that responded to *Victorian Employer Skills Survey* in 2018, 49 were from the Mining industry. Employers report that skills are important to productivity, but most are facing challenges filling jobs and finding the right applicants with the right skills. In particular, all employers found it especially challenging to recruit workers 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.

### Skills are important to productivity

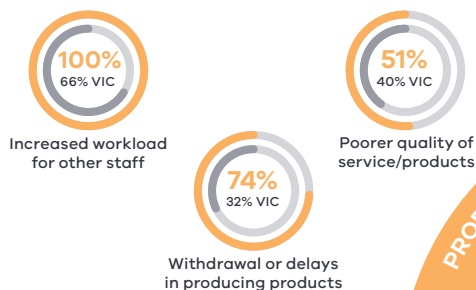


Businesses with a lack of skills found it had a medium to low impact on workplace productivity.



### Impact of insufficient workforce skills

Businesses lacking skills mainly reported the following workplace issues:



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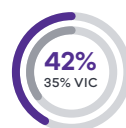
### Managing the skills of the workforce

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.



Finding people with the right skills



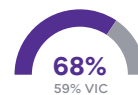
Finding job ready candidates



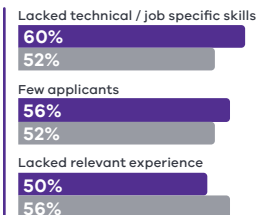
Faced challenges retaining staff

### Recruitment challenges

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

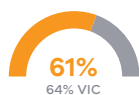


Agreed roles were difficult to fill



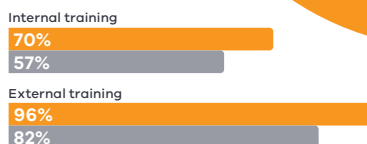
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### Employers' access to training



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.



Positive return on investment



Positive impact on productivity



Trained staff are more valuable to the workplace



Quality of provider training was high

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### Skills needed now and for the future



Businesses lack the skills they need today



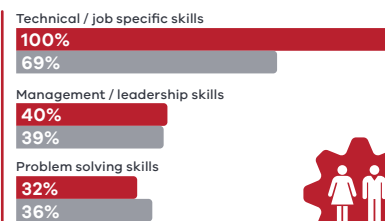
Businesses are concerned they may not have the skills they need for the future



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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