# **2018 Victorian Employers Skills Survey**

## **Professional Scientific and Technical Services**



Of the 13,600 employers that responded to Victorian Employer Skills Survey in 2018, 1,201 were from the Professional, Scientific and Technical 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

The statistics below reflect the experience of employers in the Professional, Scientific and Technical 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.



**PADDICTIVITY** 

51%

Inability to meet

customer needs

#### Impact of insufficient workforce skills

Businesses lacking skills mainly reported the following



for other staff



Victoria

service/products

## 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

Nearly a third of employers saw the need to keep abreast of advancing technology.



Keeping pace with advancing technology

## Recruitment challenges

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



acked technical / job specific skills 60% Lacked relevant experience 56% Few applicants 45% Professional, Scientific and Technical Services

## **Employers' access** to training



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 the skills they



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

30%

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



Trained staff are more valuable to the workplace

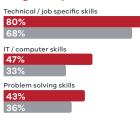


was high

Quality of ovider training

#### 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.





Professional, Scientific

Victoria

and Technical Services



Victoria



