Victorian Employer Skills Survey 2018

Western Metro

Of the 13,600 employers responded to the *Victorian Employer Skills Survey* in 2018, nearly 2,650 were located in the Western Metro region. 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.

The statistics below reflect the experience of employers from the Western Metro region 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**

Western Metro: 20%

Victoria: 28%

**Medium impact**

Western Metro: 67%

Victoria: 56%

**Low impact**

Western Metro: 11%

Victoria: 15%

**Impact of insufficient workforce skills**

Businesses lacking skills mainly reported the following workplace issues:

**Increased workload for other staff**

Western Metro: 57%

Victoria: 66%

**Increased operating costs**

Western Metro: 45%

Victoria: 46%

**Loss of business to competitors**

Western Metro: 39%

Victoria: 37%

**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.

More than a quarter of employers saw the need to improve the skills of existing staff.

**Finding people with the right skills**

Western Metro: 60%

Victoria: 59%

**Finding job ready candidates**

Western Metro: 34%

Victoria: 35%

**Faced challenges training staff to keep skills up to date**

Western Metro: 27%

Victoria: 27%

**Recruitment challenges**

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

**Agreed roles were difficult to fill**

Western Metro: 59%

Victoria: 59%

**Lacked relevant experience**

Western Metro: 58%

Victoria: 56%

**Lacked technical / job specific skills**

Western Metro: 52%

Victoria: 52%

**Few applicants**

Western Metro: 46%

Victoria: 52%

**Skills**

**Skills needed now and for the future**

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

Western Metro: 28%

Victoria: 26%

**Businesses lack the skills they need today**

Western Metro: 12%

Victoria: 12%

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

Western Metro: 60%

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**

Western Metro: 65%

Victoria: 68%

**Management / leadership skills**

Western Metro: 42%

Victoria: 39%

**Problem solving skills**

Western Metro: 35%

Victoria: 36%

**Training**

**Employers’ access to training**

**Employers supported staff training last year**

Western Metro: 66%

Victoria: 64%

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

**Internal training**

Western Metro: 61%

Victoria: 57%

**External training**

Western Metro: 80%

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**

Western Metro: 92%

Victoria: 90%

**Positive impact on productivity**

Western Metro: 91%

Victoria: 90%

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

Western Metro: 97%

Victoria: 95%

**Quality of provider training was high**

Western Metro: 90%

Victoria: 88%