Victorian Employer Skills Survey 2018

Wholesale Trade

Of the 13,600 employers responded to the *Victorian Employer Skills Survey* in 2018, 780 were from the Wholesale Trade 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 investment.

The statistics below reflect the experience of employers in the Wholesale Trade 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**

Wholesale Trade: 20%

Victoria: 28%

**Medium impact**

Wholesale Trade: 58%

Victoria: 56%

**Low impact**

Wholesale Trade: 22%

Victoria: 15%

**Impact of insufficient workforce skills**

Businesses lacking skills mainly reported the following workplace issues:

**Increased workload for other staff**

Wholesale Trade: 56%

Victoria: 66%

**Loss of business to competitors**

Wholesale Trade: 53%

Victoria: 37%

**Increased operating costs**

Wholesale Trade: 47%

Victoria: 46%

**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 saw the need to improve the leadership skills of existing staff.

**Finding people with the right skills**

Wholesale Trade: 58%

Victoria: 59%

**Finding job ready candidates**

Wholesale Trade: 31%

Victoria: 35%

**Building leadership skills**

Wholesale Trade: 24%

Victoria: 23%

**Recruitment challenges**

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

**Agreed roles were difficult to fill**

Wholesale Trade: 60%

Victoria: 59%

**Lacked relevant experience**

Wholesale Trade: 62%

Victoria: 56%

**Lacked technical / job specific skills**

Wholesale Trade: 58%

Victoria: 52%

**Few applicants**

Wholesale Trade: 45%

Victoria: 52%

**Skills**

**Skills needed now and for the future**

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

Wholesale Trade: 28%

Victoria: 26%

**Businesses lack the skills they need today**

Wholesale Trade: 11%

Victoria: 12%

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

Wholesale Trade: 61%

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**

Wholesale Trade: 71%

Victoria: 68%

**Management / leadership skills**

Wholesale Trade: 47%

Victoria: 39%

**IT / computer skills**

Wholesale Trade: 35%

Victoria: 33%

**Training**

**Employers’ access to training**

**Employers supported staff training last year**

Wholesale Trade: 55%

Victoria: 64%

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

**Internal training**

Wholesale Trade: 62%

Victoria: 57%

**External training**

Wholesale Trade: 78%

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**

Wholesale Trade: 90%

Victoria: 90%

**Positive impact on productivity**

Wholesale Trade: 90%

Victoria: 90%

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

Wholesale Trade: 94%

Victoria: 95%

**Quality of provider training was high**

Wholesale Trade: 91%

Victoria: 88%