Victorian Employer Skills and Training Survey 2017

Southern Metro

Over 12,100 employers responded to the skills and training component of the *Victorian Employer Satisfaction and Skills Survey* in 2017. Of these, 2,226 were from the Southern 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 Southern Metro region compared to the overall Victorian average.

**Productivity**

**Skills are important to productivity**

Businesses found that a lack of skills had a medium impact on workplace productivity.

**High impact**

Southern Metro Region: 25%

Victoria: 28%

**Medium impact**

Southern Metro Region: 57%

Victoria: 53%

**Low impact**

Southern Metro Region: 13%

Victoria: 16%

**Impact of insufficient workforce skills**

A lack of skills can increase the workload for other staff; result in an inability to meet customer needs and affect operating costs.

**Increased workload for other staff**

Southern Metro Region: 55%

Victoria: 61%

**Inability to meet customer needs**

Southern Metro Region: 46%

Victoria: 39%

**Increased operating costs**

Southern Metro Region: 37%

Victoria: 44%

**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

Southern Metro Region: 52%

Victoria: 53%

Finding job ready candidates

Southern Metro Region: 32%

Victoria: 33%

Training staff to keep skills up to date

Southern Metro Region: 27%

Victoria: 27%

**Recruitment challenges**

Employers faced recruitment challenges because potential candidates did not have the required experience and lacked job specific skills.

Agreed roles were difficult to fill

Southern Metro Region: 52%

Victoria: 54%

**Lacked relevant experience**

Southern Metro Region: 57%

Victoria: 55%

**Lacked technical / job specific skills**

Southern Metro Region: 46%

Victoria: 50%

**Few applicants**

Southern Metro Region: 45%

Victoria: 46%

**Skills**

**Skills needed now and for the future**

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

Southern Metro Region: 24%

Victoria: 24%

Businesses lack the skills they need today

Southern Metro Region: 8%

Victoria: 9%

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

Southern Metro Region: 64%

Victoria: 61%

**Main skills lacking today and in the next 12 months**

Two thirds of employers identify technical and job specific skills are needed or will be lacking in the next 12 months.

**Technical / job specific skills**

Southern Metro Region: 66%

Victoria: 69%

**Management / leadership skills**

Southern Metro Region: 40%

Victoria: 40%

**Problem solving skills**

Southern Metro Region: 35%

Victoria: 35%

**Training**

**Employers’ access to training**

Employers supported staff training in 2016

Southern Metro Region: 63%

Victoria: 63%

Employers mainly used private training providers and industry associations to deliver their training in 2016.

**Private training providers**

Southern Metro Region: 48%

Victoria: 50%

**Industry associations**

Southern Metro Region: 47%

Victoria: 48%

**TAFE**

Southern Metro Region: 23%

Victoria: 24%

**Training contribution and quality**

Employers find that training has a positive contribution to productivity and business success.

Positive Return on Investment

Southern Metro Region: 78%

Victoria: 75%

Positive impact on productivity

Southern Metro Region: 73%

Victoria: 72%

Trained staff are more valuable to the workplace

Southern Metro Region: 87%

Victoria: 86%

Quality of provider training was high

Southern Metro Region: 79%

Victoria: 79%