

# Victorian Employer Satisfaction and Skills Survey 2017

## Victoria

Over 12,100 employers responded to the training and skills component of the *Victorian Employer Satisfaction and Skills Survey* in 2017. Employers reported that skills are important to business productivity, but many are facing challenges finding the right applicants, with the right skills and relevant experience. One of the biggest challenges employers face today and expect to face over the next year is the lack of technical and job specific skills.

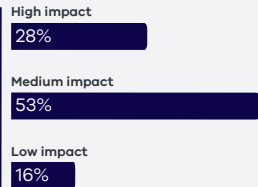
A significant proportion of employers that accessed training to improve the skills of their workforce, reported their staff were more valuable in the workplace, improving productivity and resulting in a positive return on investment.

The statistics below reflect the experience of employers across the state of Victoria.

### Skills are important to productivity



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



### Impact of insufficient workforce skills

A lack of skills in the workforce increased the workload for other staff, increased operating costs and hampers meeting customer needs.



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### Managing the skills of the workforce

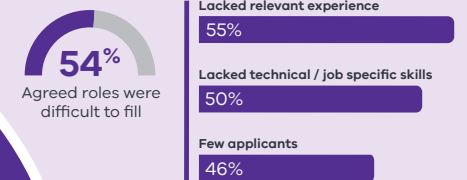
Employers reported that recruitment was challenging due to candidates not having the required skills or being job ready.

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



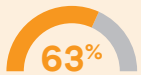
### Recruitment challenges

Employers faced recruitment challenges because potential candidates lacked relevant experience and technical and job specific skills.



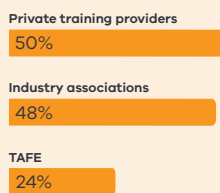
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### Employers' access to training



63% Employers supported staff training in 2016

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



### Training contribution and quality

Employers find that training has a positive contribution to productivity and business success; as well as increasing the value of staff in the workplace.



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### Skills needed now and for the future



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

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



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