Victorian Employer Skills Survey 2021 Arts and Recreation Services

The Victorian Skills Authority (VSA) asked businesses about their skills, recruitment and training needs for the Victorian Employer Skills Survey 2021.

Findings from the survey will help the Victorian government identify areas of skills demand, drive innovation across the VET sector and better plan for Victoria’s future training needs.

The VSA conducted the survey between August and December 2021. It approached 70,000 businesses and achieved a response rate of 20.5%, with coverage across all industries, business sizes and regions in the state.

*The statistics below reflect the experience of employers across the five key survey domains:*

#### Business climate | Skills | Recruitment | Training | Apprentices, trainees and work placements

## Business climate

#### **Despite the global pandemic, many employers adapted to maintain or grow their workforce. Employers had a mostly positive outlook for the year ahead.**

#### Workforce

Fewer employers reported growing their workforce over the past 12 months (compared to the Victorian average).

**Grew**

Arts and Recreation Services 13%

Vic Avg 19%

**Contracted**

Arts and Recreation Services 27%

Vic Avg 19%

**Remained the same**

Arts and Recreation Services 59%

Vic Avg 61%

**Don’t know**

Arts and Recreation Services 1%

#### Outlook

Employers in the industry were more cautiously optimistic about their business outlook. Fewer expected their workforce to contract and more expected to remain the same size.

**Predict growth**

Arts and Recreation Services 29%

Vic Avg 33%

**Remain about the same**

Arts and Recreation Services 63%

Vic Avg 56%

**Predict contraction**

Arts and Recreation Services 2%

Vic Avg 5%

#### Impacts of COVID-19

COVID-19 skills-related challenges experienced by employers in the industry were higher than the Victorian average.

**Skills-related challenges**

Arts and Recreation Services 67%

Vic Avg 57%

**Adopted new ways of working related to COVID-19**

Arts and Recreation Services 51%

Vic Avg 45%

**Staff retention challenges**

Arts and Recreation Services 35%

Vic Avg 26%

## Skills

#### **COVID-19 presented the most common skill challenge in the past year. More employers are expecting skill shortages in 2022 than in 2021.**

#### Skills shortages

One-quarter of employers in the industry expect to face skills shortages in 2022. This was higher than the state average.

**Last 12 months**

Arts and Recreation Services 18%

Vic Avg 16%

**Next 12 months**

Arts and Recreation Services 25%

Vic Avg 21%

#### Skills challenges

The top skills challenges reported by employers were the same across all industries. They were:  
  
**Finding candidates with the right skills**

Arts and Recreation Services 44%

Vic Avg 47%

**Adapting to the new ways of working due to COVID-19**

Arts and Recreation Services 51%

Vic Avg 45%

**Retaining staff**

Arts and Recreation Services 35%

Vic Avg 26%

#### Skills needs

More employers reported needing job-specific skills. Fewer needed workers with the right mindset or job-ready skills compared to the state average.  
 **Technical/job-specific skills**

Arts and Recreation Services 78%

Vic Avg 73%

**The right attitude/mindset**

Arts and Recreation Services 47%

Vic Avg 50%

**Job-ready skills**

Arts and Recreation Services 38%

Vic Avg 47%

## Recruitment

Most employers in the industry had undertaken some recruitment activity over the past year and the majority reported experiencing challenges.

Recruitment need

Fewer employers in the industry undertook some form of recruitment over the past 12 months, compared to the state.

Administration and Support Service 61%

Vic Avg 62%

Recruitment challenges

Over seven in ten employers reported having difficulties recruiting for particular roles. This was lower than the state average.

Arts and Recreation Services 71%

Vic Avg 76%

Type of challenge

The most common challenges faced by employers were related to the number, experience and job-specific skills of candidates.

**Few applicants**

Arts and Recreation Services 59%

Vic Avg 63%

**Candidates lacked relevant experience**

Arts and Recreation Services 49%

Vic Avg 50%

**Candidates lacked relevant technical/job-specific skills**

Arts and Recreation Services 45%

Vic Avg 47%

## Training

More than half of employers in the industry engaged in some form of staff training

**Engagement in training**

More employers in the industry used internal training only. Similar proportions used external training or both (37% compared to 37% state average).  
 **Internal training**

Arts and Recreation Services 19%

Vic Avg 17%

**External training**

Arts and Recreation Services 44%

Vic Avg 45%

**Satisfaction with training**

Satisfaction levels were higher than the state average for training quality and price, and similar for improved staff performance and industry knowledge.

**Helped staff do their job better**

Arts and Recreation Services 81%

Vic Avg 81%

**Trainers had good industry knowledge**

Arts and Recreation Services 79%

Vic Avg 80%

**Training was high quality**

Arts and Recreation Services 81%

Vic Avg 76%

**Training was reasonably priced**

Arts and Recreation Services 76%

Vic Avg 71%

**Skillsets**

Almost two-thirds of employers said they would consider a skillset (microcredential or part qualification) rather than a full qualification to upskill their staff.

Arts and Recreation Services 64%

Vic Avg 61%

## Apprentices, trainees and work placements

Employers continue to make use of apprentices, trainees and work placements to assist them in filling the skills pipeline.

**Apprentices and trainees**

Employers in the industry took on more trainees and fewer apprentices than the state average. **Apprenticeship**

Arts and Recreation Services 17%

Vic Avg 24%

**Traineeship**

Arts and Recreation Services 21%

Vic Avg 18%

**Challenges**

Almost half of employers (45%) reported apprentices and trainees were not a relevant format for their industry.

**There are no barriers/challenges**

Arts and Recreation Services 17%

Vic Avg 17%

**Cost of taking on apprentice(s)/trainee(s)**

Arts and Recreation Services 14%

Vic Avg 14%

**Don’t need more apprentice(s)/trainee(s)**

Arts and Recreation Services 14%

Vic Avg 13%

**Work placement students**

More employers in the industry took on work placement students (25% compared to 21% for Victoria). The most common type of work placement students were:

**University student**

Arts and Recreation Services 42%

Vic Avg 49%

**Secondary school student as part of work experience**

Arts and Recreation Services 53%

Vic Avg 41%

**Secondary school student as part of a VET qualification**

Arts and Recreation Services 30%

Vic Avg 22%

**A VET student**

Arts and Recreation Services 24%

Vic Avg 19%

**View the complete report here or visit** [Victorian employer skills survey | Victorian Government (www.vic.gov.au)](https://www.vic.gov.au/victorian-employer-skills-survey)