

Victorian Employer Skills Survey 2021

Barwon South West Region

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.

i The statistics below reflect the experience of employers across the five key survey domains:
Business climate | Skills | Recruitment | Training | Apprentices, trainees and work placements

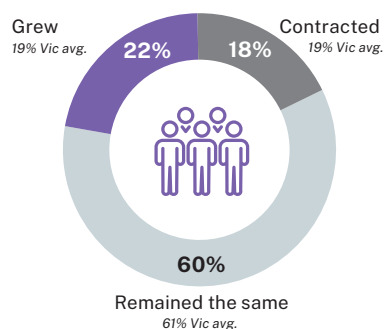


Business climate

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

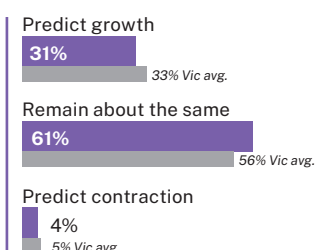
Workforce

More employers in Barwon South West reported growing their workforce over the past 12 months (compared to the state average).



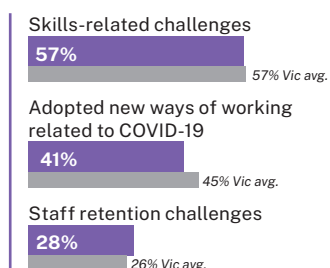
Outlook

Employers in the Barwon South West region are optimistic about their future growth. More expected their workforce to remain the same size compared to the state average.



Impacts of COVID-19

COVID-19 skills-related challenges experienced by employers in Barwon South West were similar to the state average.

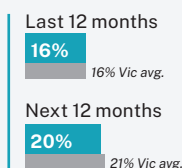


Skills

Finding candidates with the right skills presented the most common skills challenge in the past year. More employers are expecting skills shortages in 2022 than in 2021.

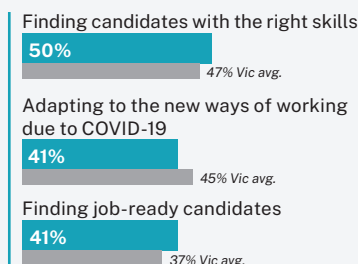
Skills shortages

One in five of employers in the Barwon South West region expect to face skills shortages in 2022. This was less than the state average.



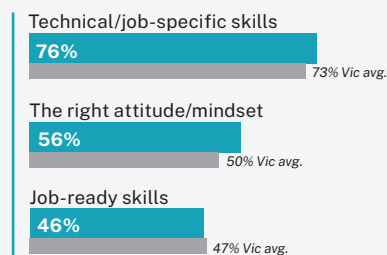
Skills challenges

The top skills challenges reported by employers were the same across all regions. They were:



Skills needs

More employers in the region reported needing job-specific skills or workers with the right attitude or mindset compared to the state average.



■ Indicates state wide average for Victoria

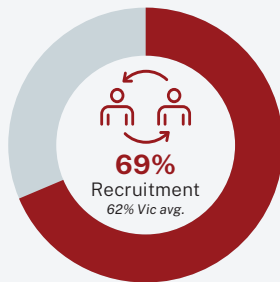


Recruitment

Most Barwon South West employers had undertaken some recruitment activity over the past year and the majority reported experiencing challenges.

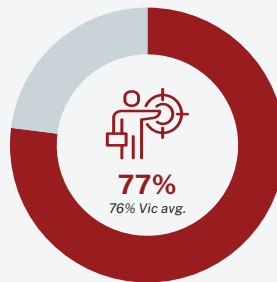
Recruitment need

More employers undertook some form of recruitment over the past 12 months, compared to the state average.



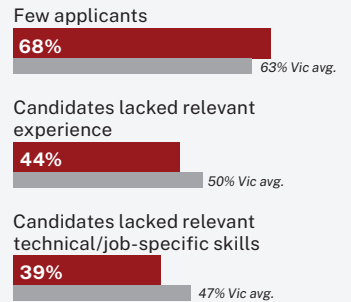
Recruitment challenges

The majority of employers in the region reported having difficulties recruiting for particular roles. This was similar to the state average.



Type of challenge

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

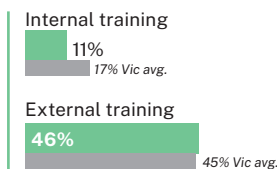


Training

More than half of Barwon South West employers engaged in some form of training.

Engagement in training

More employers in the region used both internal and external training (44% compared to 37% state average). Fewer used internal training only.



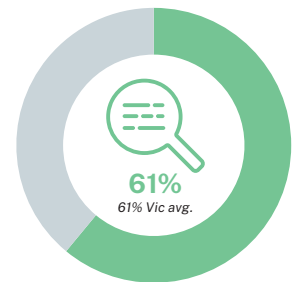
Satisfaction with training

Levels of satisfaction with training was higher than the state average.



Skillsets

Three in five employers said they would consider a skillset (micro credential or part qualification) rather than a full qualification to upskill their staff.

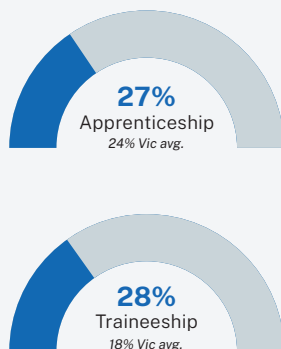


Apprentices, trainees and work placements

Barwon South West employers continue to make use of apprentices, trainees, and work placements to assist them in filling the skills pipeline.

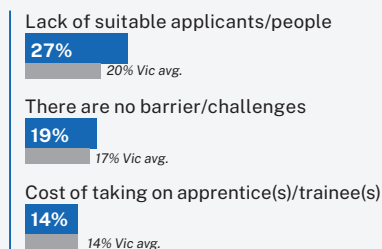
Apprentices and trainees

Uptake of apprentices and trainees over the past 12 months was higher than the state average.



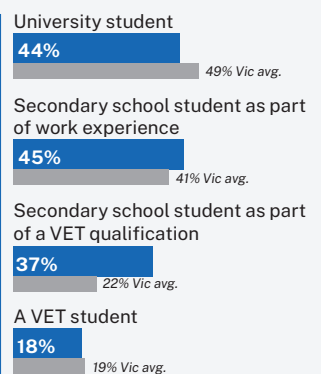
Challenges

Higher proportions of employers in the Barwon South West region cited lack of suitable applicants as a barrier.



Work placement students

Over one quarter (26%) of employers had taken on a work placement student. The most common type of work placement students were:



■ Indicates state wide average for Victoria

