

Victorian Employer Skills Survey 2021

Central Highlands 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

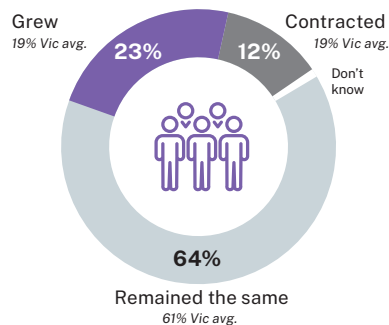


Business climate

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

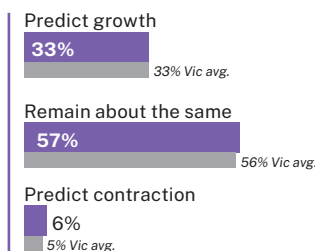
Workforce

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



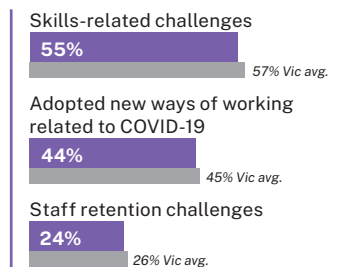
Outlook

Employers in Central Highlands are optimistic about their future growth, with the majority expecting to remain similar or grow in the next 12 months.



Impacts of COVID-19

COVID-19 skills-related challenges experienced by employers in Central Highlands was lower than the state average.

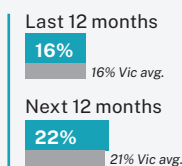


Skills

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

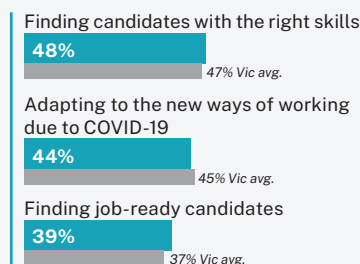
Skills shortages

Over one in five employers in Central Highlands expect to face skills shortages in 2022. This was higher than the state average.



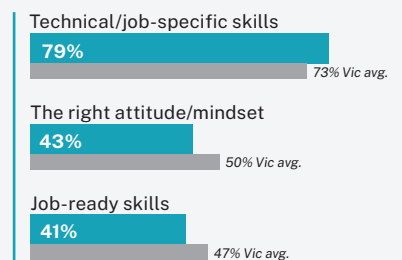
Skills challenges

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



Skills needs

More employers reported needing job-specific skills and fewer needed workers with the right attitude or job-ready skills compared to the state average.



■ Indicates state wide average for Victoria

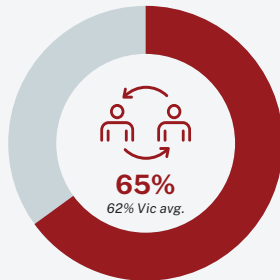


Recruitment

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

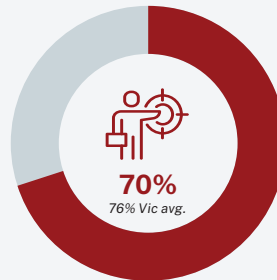
Recruitment need

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



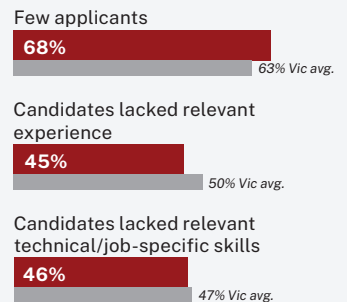
Recruitment challenges

Seven in ten employers reported having difficulties recruiting for particular roles. This was the lowest rate across the state.



Type of challenge

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

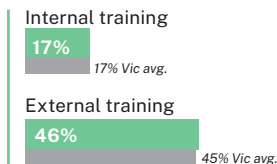


Training

Three in five employers in Central Highlands engaged in some form of training.

Engagement in training

More employers used external training compared to the state average. Use of both internal and external training (37%) was the same as the state average (37%).



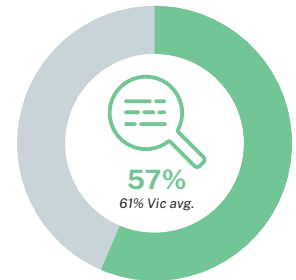
Satisfaction with training

Levels of satisfaction with training was higher than the state average for quality, but lower for industry knowledge and improving staff performance.



Skillsets

Over half of employers said they would consider a skillset (microcredential or part qualification) rather than a full qualification to upskill their staff.

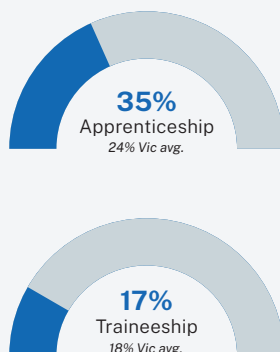


Apprentices, trainees and work placements

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

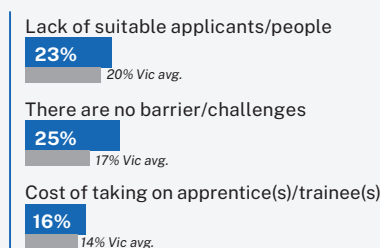
Apprentices and trainees

Uptake of apprentices over the past 12 months was higher than the state average, whilst uptake of trainees was about average.



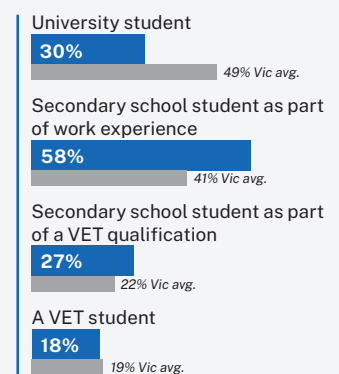
Challenges

Employers cited lack of suitable applicants, cost and need for apprentices and trainees as the most common barrier.



Work placement students

More employers in the region took on work placement students (23% compared to to the state average 21%). The most common type of work placement students were:



■ Indicates state wide average for Victoria

