Victorian Employer Skills Survey 2021 Eastern Metropolitan 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.

*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 Eastern Metropolitan employers adapted to maintain or grow their workforce. Employers had a mostly positive outlook for the year ahead.**Workforce

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

**Grew**

Eastern Metropolitan Region 14%

Vic Avg 19%

**Contracted**

Eastern Metropolitan Region 20%

Vic Avg 19%

**Remained the same**

Eastern Metropolitan Region 66%

Vic Avg 61%

#### Outlook

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

**Predict growth**

Eastern Metropolitan Region 33%

Vic Avg 33%

**Remain about the same**

Eastern Metropolitan Region 55%

Vic Avg 56%

**Predict contraction**

Eastern Metropolitan Region 5%

Vic Avg 5%

#### Impacts of COVID-19

COVID-19 skills-related challenges experienced by employers in the Eastern Metropolitan region were similar to the state average.

**Skills-related challenges**

Eastern Metropolitan Region 56%

Vic Avg 57%

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

Eastern Metropolitan Region 46%

Vic Avg 45%

**Staff retention challenges**

Eastern Metropolitan Region 23%

Vic Avg 26%

## 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

One in five employers in the region are expecting to face skills shortages in 2022. This was similar to the state average.

**Last 12 months**

Eastern Metropolitan Region 16%

Vic Avg 16%

**Next 12 months**

Eastern Metropolitan Region 20%

Vic Avg 21%

#### Skills challenges

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

**Finding candidates with the right skills**

Eastern Metropolitan Region 44%

Vic Avg 47%

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

Eastern Metropolitan Region 46%

Vic Avg 45%

**Finding job-ready candidates**

Eastern Metropolitan Region 34%

Vic Avg 37%

#### Skills needs

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

**Technical/job-specific skills**

Eastern Metropolitan Region 66%

Vic Avg 73%

**The right attitude/mindset**

Eastern Metropolitan Region 42%

Vic Avg 50%

**Job-ready skills**

Eastern Metropolitan Region 46%

Vic Avg 47%

## Recruitment

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

Recruitment need

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

Eastern Metropolitan Region 55%

Vic Avg 62%

Recruitment challenges

Three in four employers reported having difficulties recruiting for particular roles. This was similar to the state average.

Eastern Metropolitan Region 76%

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**

Eastern Metropolitan Region 63%

Vic Avg 63%

**Candidates lacked relevant experience**

Eastern Metropolitan Region 50%

Vic Avg 50%

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

Eastern Metropolitan Region 48%

Vic Avg 47%

## Training

More than half of Eastern Metropolitan employers engaged in some form of training.

**Engagement in training**

More employers used external training compared to the state average. Fewer used both internal and external training (32% compared to Vic average of 37%).
 **Internal training**

Eastern Metropolitan Region 18%

Vic Avg 17%

**External training**

Eastern Metropolitan Region 50%

Vic Avg 45%

**Satisfaction with training**

Employers were highly satisfied with external training. Levels of satisfaction were similar to the state average.

**Helped staff do their job better**

Eastern Metropolitan Region 79%

Vic Avg 81%

**Trainers had good industry knowledge**

Eastern Metropolitan Region 81%

Vic Avg 80%

**Training was high quality**

Eastern Metropolitan Region 75%

Vic Avg 76%

**Training was reasonably priced**

Eastern Metropolitan Region 73%

Vic Avg 71%

 **Skillsets**

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

Eastern Metropolitan Region 59%

Vic Avg 61%

## Apprentices, trainees and work placements

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

**Apprentices and trainees**

Fewer employers in the Eastern Metropolitan region had taken on an apprentice or trainee over the past 12 months.

**Apprenticeship**

Eastern Metropolitan Region 22%

Vic Avg 24%

**Traineeship**

Eastern Metropolitan Region 14%

Vic Avg 18%

**Challenges**

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

**Lack of suitable applicants/people**

Eastern Metropolitan Region 19%

Vic Avg 20%

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

Eastern Metropolitan Region 15%

Vic Avg 17%

**Does not need more apprentice(s)/trainee(s)**

Eastern Metropolitan Region 15%

Vic Avg 14%

**Work placement students**

Fewer employers in the region took on work placement students (17% compared to 21% for Victoria). The most common type of work placement students were:

**University student**

Eastern Metropolitan Region 54%

Vic Avg 49%

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

Eastern Metropolitan Region 34%

Vic Avg 41%

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

Eastern Metropolitan Regio 27%

Vic Avg 22%

**A VET student**

Eastern Metropolitan Region18%

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)