

# 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.

**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

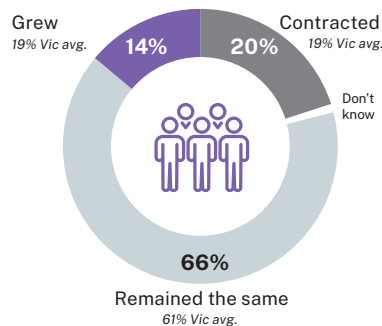


## Business climate

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

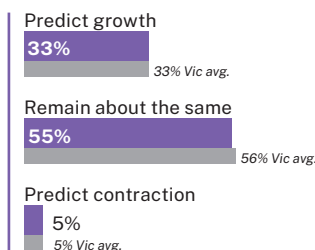
### Workforce

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



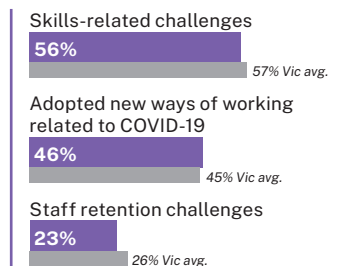
### Outlook

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.



### Impacts of COVID-19

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

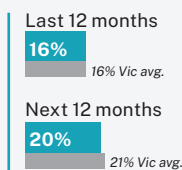


## Skills

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

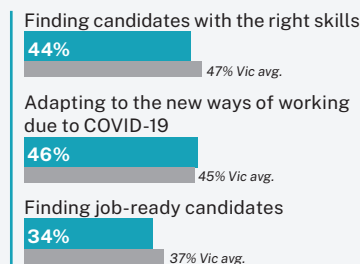
### Skills shortages

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



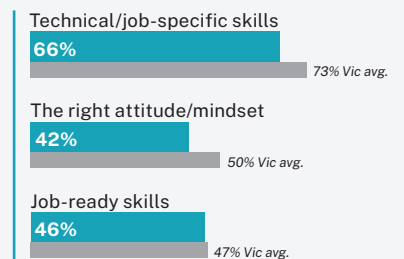
### Skills challenges

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



### 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.



■ Indicates state wide average for Victoria

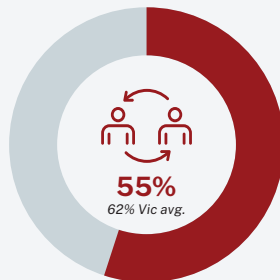


## Recruitment

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

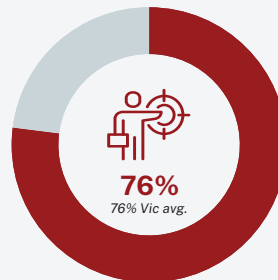
### Recruitment need

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



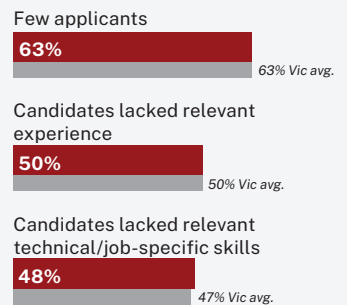
### Recruitment challenges

Three in four employers 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.

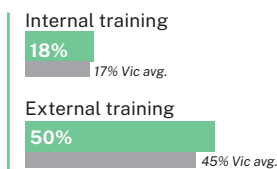


## Training

**More than half of 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%).



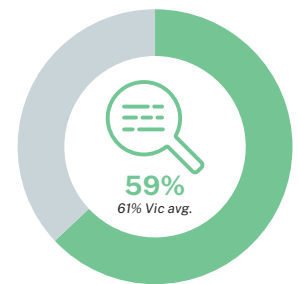
### Satisfaction with training

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



### 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.

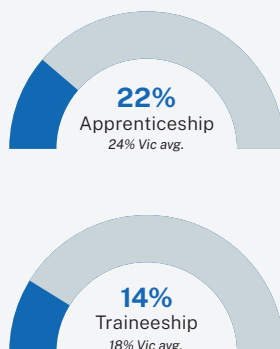


## Apprentices, trainees and work placements

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

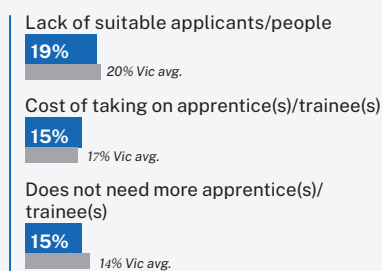
### Apprentices and trainees

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



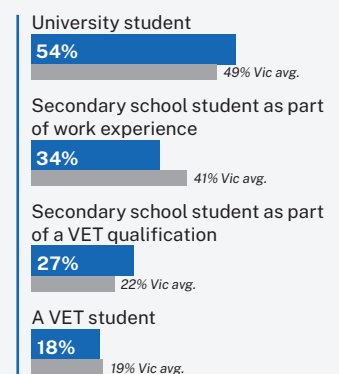
### Challenges

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



### 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:



■ Indicates state wide average for Victoria

