Victorian Employer Skills Survey 2021 Gippsland 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 Gippsland 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).

**Grew**

Gippsland Region 23%

Vic Avg 19%

**Contracted**

Gippsland Region 15%

Vic Avg 19%

**Remained the same**

Gippsland Region 62%

Vic Avg 61%

#### Outlook

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

**Predict growth**

Gippsland Region 27%

Vic Avg 33%

**Remain about the same**

Gippsland Region 63%

Vic Avg 56%

**Predict contraction**

Gippsland Region 5%

Vic Avg 5%

#### Impacts of COVID-19

COVID-19 skills-related challenges experienced by employers in Gippsland was similar to the state average.

**Skills-related challenges**

Gippsland Region 56%

Vic Avg 57%

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

Gippsland Region 44%

Vic Avg 45%

**Staff retention challenges**

Gippsland Region 24%

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

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

**Last 12 months**

Gippsland Region 16%

Vic Avg 16%

**Next 12 months**

Gippsland Region 22%

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**

Gippsland Region 52%

Vic Avg 47%

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

Gippsland Region 44%

Vic Avg 45%

**Finding job-ready candidates**

Gippsland Region 40%

Vic Avg 37%

#### Skills needs

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

**Technical/job-specific skills**

Gippsland Region 76%

Vic Avg 73%

**The right attitude/mindset**

Gippsland Region 60%

Vic Avg 50%

**Job-ready skills**

Gippsland Region 48%

Vic Avg 47%

## Recruitment

Most Gippsland 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.

Gippsland Region 65%

Vic Avg 62%

Recruitment challenges

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

Gippsland Region 77%

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**

Gippsland Region 62%

Vic Avg 63%

**Candidates lacked relevant experience**

Gippsland Region 46%

Vic Avg 50%

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

Gippsland Region 41%

Vic Avg 47%

## Training

More than half of Gippsland employers engaged in some form of training.

**Engagement in training**

More employers in the region used both internal and external training (40% compared to 37% state average). Fewer used internal training only.
 **Internal training**

Gippsland Region 13%

Vic Avg 17%

**External training**

Gippsland Region 46%

Vic Avg 45%

**Satisfaction with training**

Levels of satisfaction with training were high overall, but lower than the state average.

**Helped staff do their job better**

Gippsland Region 77%

Vic Avg 81%

**Trainers had good industry knowledge**

Gippsland Region 78%

Vic Avg 80%

**Training was high quality**

Gippsland Region 76%

Vic Avg 76%

**Training was reasonably priced**

Gippsland Region 70%

Vic Avg 71%

 **Skillsets**

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

Gippsland Region 58%

Vic Avg 61%

## Apprentices, trainees and work placements

Gippsland 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.

 **Apprenticeship**

Gippsland Region 32%

Vic Avg 24%

**Traineeship**

Gippsland Region 22%

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**

Gippsland Region 23%

Vic Avg 20%

**There are no barriers/challenges**

Gippsland Region 18%

Vic Avg 17%

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

Gippsland Region 14%

Vic Avg 13%

**Work placement students**

More employers in the region took on work placement students (29% compared to the state average 21%). The most common type of work placement students were:

**University student**

Gippsland Region 34%

Vic Avg 49%

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

Gippsland Region 60%

Vic Avg 41%

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

Gippsland Region 28%

Vic Avg 22%

**A VET student**

Gippsland Region 21%

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)