Victorian Employer Skills Survey 2021 Goulburn 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 Goulburn 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**

Goulburn Region 22%

Vic Avg 19%

**Contracted**

Goulburn Region 16%

Vic Avg 19%

**Remained the same**

Goulburn Region 61%

Vic Avg 61%

**Don’t know**

Goulburn Region 1%

#### Outlook

Employers in Goulburn are optimistic about their future growth, with the majority expecting their workforce to remain a similar size or grow in the next 12 months.  
  
**Predict growth**

Goulburn Region 33%

Vic Avg 33%

**Remain about the same**

Goulburn Region 57%

Vic Avg 56%

**Predict contraction**

Goulburn Region 6%

Vic Avg 5%

#### Impacts of COVID-19

COVID-19 skills-related challenges experienced by employers in Goulburn was lower than the state average.  
  
**Skills-related challenges**

Goulburn Region 49%

Vic Avg 57%

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

Goulburn Region 36%

Vic Avg 44%

**Staff retention challenges**

Goulburn Region 25%

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 Goulburn expect to face skills shortages in 2022. This was similar to the state average.  
  
**Last 12 months**

Goulburn Region 16%

Vic Avg 16%

**Next 12 months**

Goulburn 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**

Goulburn Region 49%

Vic Avg 47%

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

Goulburn Region 36%

Vic Avg 45%

**Finding job-ready candidates**

Goulburn Region 42%

Vic Avg 37%

#### Skills needs

More employers in the region reported needing workers with the right attitude and fewer needed job-ready skills compared to the state average.  
  
**Technical/job-specific skills**

Goulburn Region 72%

Vic Avg 73%

**The right attitude/mindset**

Goulburn Region 59%

Vic Avg 50%

**Job-ready skills**

Goulburn Region 42%

Vic Avg 47%

## Recruitment

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

Recruitment need

Recruitment activity undertaken in the region over the past 12 months was similar to the state average.  
  
Goulburn Region 62%

Vic Avg 62%

Recruitment challenges

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

Goulburn 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**

Goulburn Region 68%

Vic Avg 63%

**Candidates lacked relevant experience**

Goulburn Region 49%

Vic Avg 50%

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

Goulburn Region 44%

Vic Avg 47%

## Training

Three in five employers in Goulburn engaged in some form of training.

**Engagement in training**

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

Goulburn Region 8%

Vic Avg 17%

**External training**

Goulburn Region 54%

Vic Avg 45%

**Satisfaction with training**

Levels of satisfaction with training were higher than the state average for industry knowledge and quality.  
  
**Helped staff do their job better**

Goulburn Region 80%

Vic Avg 81%

**Trainers had good industry knowledge**

Goulburn Region 86%

Vic Avg 80%

**Training was high quality**

Goulburn Region 77%

Vic Avg 76%

**Training was reasonably priced**

Goulburn Region 70%

Vic Avg 71%

**Skillsets**

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

Goulburn Region 60%

Vic Avg 61%

## Apprentices, trainees and work placements

Goulburn 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.  
 **Apprenticeship**

Goulburn Region 30%

Vic Avg 24%

**Traineeship**

Goulburn Region 19%

Vic Avg 18%

**Challenges**

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

Goulburn Region 25%

Vic Avg 20%

**There are no barrier/challenges**

Goulburn Region 21%

Vic Avg 17%

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

Goulburn Region 12%

Vic Avg 14%

**Work placement students**

More employers in the region took on work placement students (25% compared to the state average 21%). The most common type of work placement students were:  
  
**University student**

Goulburn Region 29%

Vic Avg 49%

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

Goulburn Region 69%

Vic Avg 41%

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

Goulburn Region 28%

Vic Avg 22%

**A VET student**

Goulburn Region 24%

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)