Victorian Employer Skills Survey 2021 Grampians 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 Grampians employers adapted to maintain or grow their workforce. Employers had a mostly positive outlook for the year ahead.**Workforce

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

**Grew**

Grampians Region 21%

Vic Avg 19%

**Contracted**

Grampians Region 14%

Vic Avg 19%

**Remained the same**

Grampians Region 65%

Vic Avg 61%

#### Outlook

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

**Predict growth**

Grampians Region 31%

Vic Avg 33%

**Remain about the same**

Grampians Region 59%

Vic Avg 56%

**Predict contraction**

Grampians Region 6%

Vic Avg 5%

#### Impacts of COVID-19

COVID-19 skills-related challenges experienced by employers in the Grampians region were lower than the state average.

**Skills related challenges**

Grampians Region 52%

Vic Avg 57%

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

Grampians Region 41%

Vic Avg 45%

**Staff retention challenges**

Grampians Region 23%

Vic Avg 26%

## Skills

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

#### Skills shortages

Almost one quarter of employers in Gippsland are expecting to face skills shortages in 2022. This was higher than the state average.

**Last 12 months**

Grampians Region 18%

Vic Avg 16%

**Next 12 months**

Grampians Region 24%

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**

Grampians Region 48%

Vic Avg 47%

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

Grampians Region 41%

Vic Avg 45%

**Finding job-ready candidates**

Grampians Region 41%

Vic Avg 37%

#### Skills needs

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

**Technical/job-specific skills**

Grampians Region 80%

Vic Avg 73%

**The right attitude/mindset**

Grampians Region 42%

Vic Avg 50%

**Job-ready skills**

Grampians Region 43%

Vic Avg 47%

## Recruitment

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

Recruitment need

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

Grampians Region 64%

Vic Avg 62%

Recruitment challenges

Fewer employers reported difficulties recruiting for particular roles compared to the state average.

Grampians Region 74%

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**

Grampians Region 72%

Vic Avg 63%

**Candidates lacked relevant experience**

Grampians Region 45%

Vic Avg 50%

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

Grampians Region 48%

Vic Avg 47%

## Training

More than half of Grampians 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).
 **Internal training**

Grampians Region 16%

Vic Avg 17%

**External training**

Grampians Region 44%

Vic Avg 45%

**Satisfaction with training**

Levels of satisfaction with training were similar to the state average.

**Helped staff do their job better**

Grampians Region 81%

Vic Avg 81%

**Trainers had good industry knowledge**

Grampians Region 80%

Vic Avg 80%

**Training was high quality**

Grampians Region 80%

Vic Avg 76%

**Training was reasonably priced**

Grampians Region 72%

Vic Avg 71%

 **Skillsets**

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

Grampians Region 58%

Vic Avg 61%

## Apprentices, trainees and work placements

Grampians 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**

Grampians Region 33%

Vic Avg 24%

**Traineeship**

Grampians Region 18%

Vic Avg 18%

**Challenges**

Higher proportions of employers in the Grampians region cited lack of suitable applicants and cost as a barrier.

**Lack of suitable applicants/people**

Grampians Region 27%

Vic Avg 20%

**There are no barriers/challenges**

Grampians Region 22%

Vic Avg 17%

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

Grampians Region 15%

Vic Avg 14%

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

Grampians Region 15%

Vic Avg 13%

**Work placement students**

More employers in the region took on work placement students (24% compared to 21% in Victoria). The most common type of work placement students were:

**University student**

Grampians Region 31%

Vic Avg 49%

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

Grampians Region 51%

Vic Avg 41%

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

Grampians Region 27%

Vic Avg 22%

**A VET student**

Grampians Region 23%

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)