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

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

**Grew**

Hume Region 21%

Vic Avg 19%

**Contracted**

Hume Region 15%

Vic Avg 19%

**Remained the same**

Hume Region 64%

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**

Hume Region 31%

Vic Avg 33%

**Remain about the same**

Hume Region 60%

Vic Avg 56%

**Predict contraction**

Hume Region 5%

Vic Avg 5%

#### Impacts of COVID-19

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

**Skills related challenges**

Hume Region 49%

Vic Avg 57%

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

Hume Region 37%

Vic Avg 45%

**Staff retention challenges**

Hume Region 24%

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

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

**Last 12 months**

Hume Region 16%

Vic Avg 16%

**Next 12 months**

Hume 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**

Hume Region 50%

Vic Avg 47%

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

Hume Region 37%

Vic Avg 45%

**Finding job-ready candidates**

Hume Region 44%

Vic Avg 37%

#### Skills needs

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

**Technical/job specific skills**

Hume Region 76%

Vic Avg 73%

**The right attitude/mindset**

Hume Region 59%

Vic Avg 50%

**Job-ready skills**

Hume Region 44%

Vic Avg 47%

## Recruitment

Most Hume 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.

Hume Region 63%

Vic Avg 62%

Recruitment challenges

The majority of employers in the region reported having difficulties recruiting for particular roles. This was similar to the state average.

Hume 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**

Hume Region 68%

Vic Avg 63%

**Candidates lacked relevant experience**

Hume Region 50%

Vic Avg 50%

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

Hume Region 45%

Vic Avg 47%

## Training

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

**Engagement in training**

More employers in the region used external training, fewer used internal training and 38% used both (compared to 37% state average).

**Internal training**

Hume Region 12%

Vic Avg 17%

**External training**

Hume Region 51%

Vic Avg 45%

**Satisfaction with training**

Levels of satisfaction with training were higher than the state average for industry knowledge and price.

**Helped staff do their job better**

Hume Region 78%

Vic Avg 81%

**Trainers had good industry knowledge**

Hume Region 83%

Vic Avg 80%

**Training was high quality**

Hume Region 76%

Vic Avg 76%

**Training was reasonably priced**

Hume Region 75%

Vic Avg 71%

**Skillsets**

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

Hume Region 62%

Vic Avg 61%

## Apprentices, trainees and work placements

Hume 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**

Hume Region 31%

Vic Avg 24%

**Traineeship**

Hume Region 24%

Vic Avg 18%

**Challenges**

Higher proportions of employers in Hume cited lack of suitable applicants as a barrier.

**Lack of suitable applicants/people**

Hume Region 24%

Vic Avg 20%

**There are no barriers/challenges**

Hume Region 21%

Vic Avg 17%

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

Hume Region 14%

Vic Avg 13%

**Work placement students**

Over a quarter of employers (26%) had taken on a work placement student (compared to 21% in Victoria). The most common type of work placement students were:

**University student**

Hume Region 31%

Vic Avg 49%

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

Hume Region 64%

Vic Avg 41%

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

Hume Region 29%

Vic Avg 22%

**A VET student**

Hume Region 26%

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)