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

Almost three in ten employers in the region reported growing their workforce in 2021. This was the highest rate across the state.

**Grew**

Loddon Campaspe Region 28%

Vic Avg 19%

**Contracted**

Loddon Campaspe Region 15%

Vic Avg 19%

**Remained the same**

Loddon Campaspe Region 57%

Vic Avg 61%

#### Outlook

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

**Predict growth**

Loddon Campaspe Region 32%

Vic Avg 33%

**Remain about the same**

Loddon Campaspe Region 60%

Vic Avg 56%

**Predict contraction**

Loddon Campaspe Region 4%

Vic Avg 5%

#### Impacts of COVID-19

COVID-19 skills-related challenges experienced by employers in Loddon Campaspe was lower than the state average.

**Skills-related challenges**

Loddon Campaspe Region 54%

Vic Avg 57%

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

Loddon Campaspe Region 40%

Vic Avg 45%

**Staff retention challenges**

Loddon Campaspe Region 23%

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

Around one in five employers in Loddon Campaspe expect to face skills shortages in 2022. This was similar to the state average.

**Last 12 months**

Loddon Campaspe Region 18%

Vic Avg 16%

**Next 12 months**

Loddon Campaspe Region 21%

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**

Loddon Campaspe Region 53%

Vic Avg 47%

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

Loddon Campaspe Region 40%

Vic Avg 45%

**Finding job-ready candidates**

Loddon Campaspe Region 43%

Vic Avg 37%

#### Skills needs

More employers in their region reported needing workers with job-specific skills and fewer needed job-ready skills compared to the state average.

**Technical/job-specific skills**

Loddon Campaspe Region 79%

Vic Avg 73%

**The right attitude/mindset**

Loddon Campaspe Region 50%

Vic Avg 50%

**Job-ready skills**

Loddon Campaspe Region 35%

Vic Avg 47%

## Recruitment

Most Loddon Campaspe 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.

Loddon Campaspe Region 67%

Vic Avg 62%

Recruitment challenges

Almost three in four employers reported having difficulties recruiting for particular roles. This was lower than the state average.

Loddon Campaspe 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**

Loddon Campaspe Region 66%

Vic Avg 63%

**Candidates lacked relevant experience**

Loddon Campaspe Region 49%

Vic Avg 50%

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

Loddon Campaspe Region 44%

Vic Avg 47%

## Training

Three in five employers in Loddon Campaspe engaged in some form of training.

**Engagement in training**

More employers in the region used external training, fewer used internal training and 36% used both (compared to 37% state average).
 **Internal training**

Loddon Campaspe Region 14%

Vic Avg 17%

**External training**

Loddon Campaspe Region 50%

Vic Avg 45%

**Satisfaction with training**

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

**Helped staff do their job better**

Loddon Campaspe Region 81%

Vic Avg 81%

**Trainers had good industry knowledge**

Loddon Campaspe Region 82%

Vic Avg 80%

**Training was high quality**

Loddon Campaspe Region 79%

Vic Avg 76%

**Training was reasonably priced**

Loddon Campaspe Region 75%

Vic Avg 71%

 **Skillsets**

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

Loddon Campaspe Region 57%

Vic Avg 61%

## Apprentices, trainees and work placements

Loddon Campaspe 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**

Loddon Campaspe Region 28%

Vic Avg 24%

**Traineeship**

Loddon Campaspe Region 20%

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**

Loddon Campaspe Region 17%

Vic Avg 20%

**There are no barriers/challenges**

Loddon Campaspe Region 21%

Vic Avg 17%

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

Loddon Campaspe Region 14%

Vic Avg 14%

**Work placement students**

More employers in the region took on work placement students (27% compared to the state average 21%). The most common type of work placement students were:

**University student**

Loddon Campaspe Region 38%

Vic Avg 49%

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

Loddon Campaspe Region 56%

Vic Avg 41%

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

Loddon Campaspe Region 27%

Vic Avg 22%

**A VET student**

Loddon Campaspe Region 20%

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)