

# 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.

**i** The statistics below reflect the experience of employers across the five key survey domains: Business climate | Skills | Recruitment | Training | Apprentices, trainees and work placements

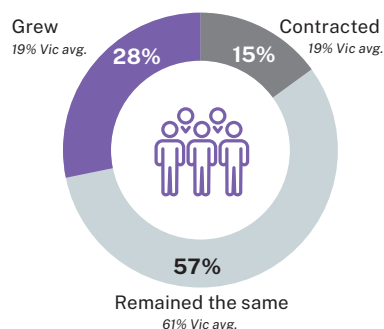


### Business climate

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.

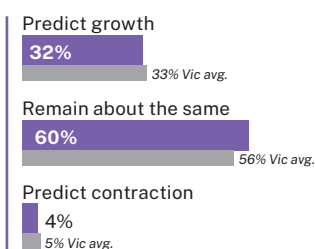
#### Workforce

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



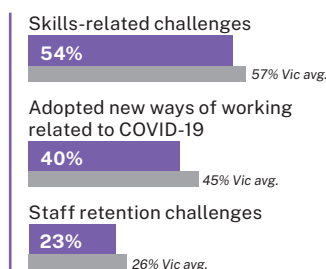
#### Outlook

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



#### Impacts of COVID-19

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

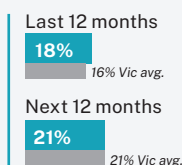


### Skills

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

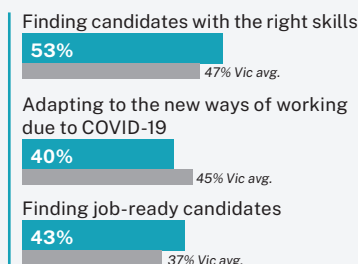
#### Skills shortages

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



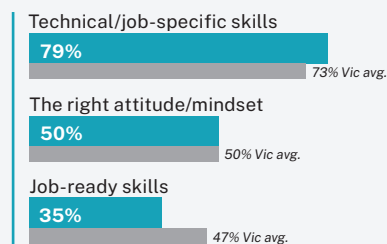
#### Skills challenges

The top skills challenges reported by employers were the same across all regions. They were:



#### 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.



■ Indicates state wide average for Victoria

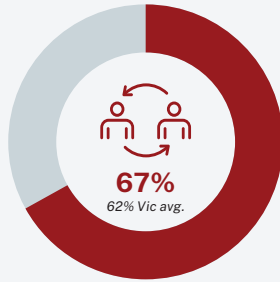


## Recruitment

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

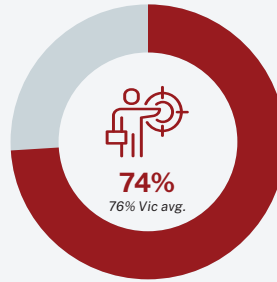
### Recruitment need

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



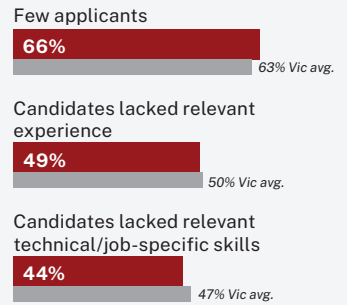
### Recruitment challenges

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



### Type of challenge

The most common challenges faced by employers were related to the number, experience and job-specific skills of candidates.

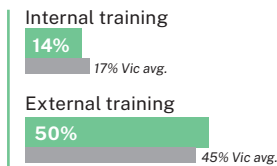


## Training

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

### Engagement in training

More employers in the region used external training than average, fewer used internal.



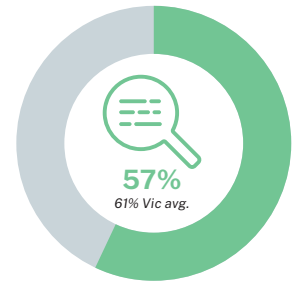
### Satisfaction with training

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



### Skillsets

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

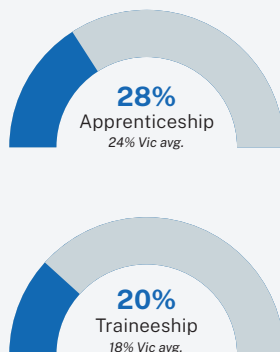


## Apprentices, trainees and work placements

**Loddon Campaspe employers continue to make use of apprentices, trainees, and work placements to assist them in filling the skills pipeline.**

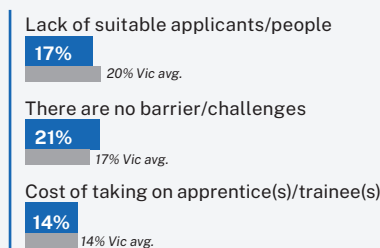
### Apprentices and trainees

Uptake of apprentices and trainees over the past 12 months was higher than the state average.



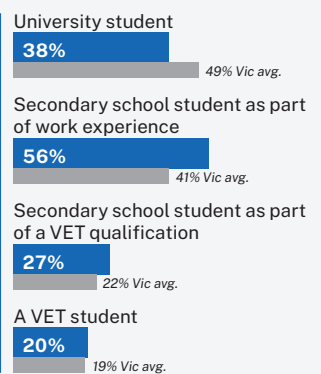
### Challenges

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



### 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:



■ Indicates state wide average for Victoria

