Victorian Employer Skills Survey 2021 Mining

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 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 Victorian average).

**Grew**

Mining 21%

Vic Avg 19%

**Contracted**

Mining 14%

Vic Avg 19%

**Remained the same**

Mining 66%

Vic Avg 61%

#### Outlook

Employers in the industry were confident about their business outlook. More were expecting their workforce to grow or remain the same size.

**Predict growth**

Mining 20%

Vic Avg 33%

**Remain about the same**

Mining 72%

Vic Avg 56%

**Predict contraction**

Mining 7%

Vic Avg 5%

#### Impacts of COVID-19

COVID-19 skills-related challenges experienced by employers in the Mining industry were the lowest among all industries.

**Skills-related challenges**

Mining 39%

Vic Avg 57%

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

Mining 27%

Vic Avg 45%

**Staff retention challenges**

Mining 20%

Vic Avg 26%

## Skills

#### **Finding candidates with the right skills presented the most common skill challenge in the past year. Fewer employers are expecting skill shortages in 2022 than in 2021**

#### Skills shortages

Over one in five employers in the industry expect to face skills shortages in 2022. This was higher than the state average.

**Last 12 months**

Mining 24%

Vic Avg 16%

**Next 12 months**

Mining 23%

Vic Avg 21%

#### Skills challenges

The top skills challenges reported by employers were the same across all industries. They were:  
  
**Finding candidates with the right skills**

Mining 52%

Vic Avg 47%

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

Mining 27%

Vic Avg 45%

**Finding job-ready candidates**

Mining 32%

Vic Avg 37%

#### Skills needs

All employers reported needing job-specific skills. Fewer workers needed with the right mindset or job-ready skills compared to the state average.  
 **Technical/job-specific skills**

Mining 100%

Vic Avg 73%

**The right attitude/mindset**

Mining 33%

Vic Avg 50%

**Job-ready skills**

Mining 33%

Vic Avg 47%

## Recruitment

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

Recruitment need

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

Mining 59%

Vic Avg 62%

Recruitment challenges

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

Mining 74%

Vic Avg 76%

Type of challenge

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

**Few applicants**

Mining 62%

Vic Avg 63%

**Candidates lacked relevant experience or ‘qualification’ as in Word doc?**

Mining 47%

Vic Avg 27%

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

Mining 50%

Vic Avg 47%

## Training

Close to half of employers in the industry engaged in some form of staff training

**Engagement in training**

More employers in the industry used both internal and external training (39% compared to 37% state average).

**Internal training**

Mining 17%

Vic Avg 17%

**External training**

Mining 44%

Vic Avg 45%

**Satisfaction with training**

Satisfaction levels were higher than the state average for helping staff do their job better and high-quality training.

**Helped staff do their job better**

Mining 84%

Vic Avg 81%

**Trainers had good industry knowledge**

Mining 80%

Vic Avg 80%

**Training was high quality**

Mining 94%

Vic Avg 76%

**Training was reasonably priced**

Mining 68%

Vic Avg 71%

**Skillsets**

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

Mining 63%

Vic Avg 61%

## Apprentices, trainees and work placements

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 lower than the state average.  
 **Apprenticeship**

Mining 19%

Vic Avg 24%

**Traineeship**

Mining 11%

Vic Avg 18%

**Challenges**

Almost one-third of employers in this industry reported that they experienced no barriers to engaging apprentices or trainees

**Lack of suitable applicants/people**

Mining 17%

Vic Avg 20%

**There are no barriers/challenges**

Mining 31%

Vic Avg 17%

**Don’t need more apprentice(s)/trainee(s)**Mining 13%

Mining 17%

Vic Avg 13%

**Work placement students**

Fewer employers in the industry took on work placement students (8% compared to 21% for Victoria). The most common type of work placement students were:

**University student**

Mining 25%

Vic Avg 49%

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

Mining 50%

Vic Avg 41%

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

Mining 75%

Vic Avg 22%

**A VET student**

Mining 25%

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)