

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.



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

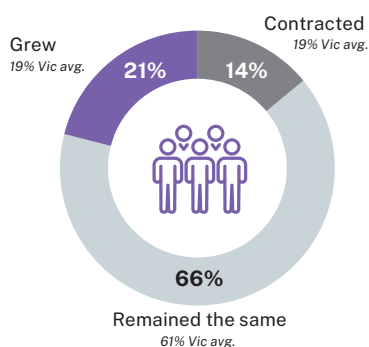


Business climate

Despite the global pandemic, many employers adapted to maintain or grow their workforce. Employers had a mostly positive outlook for the year ahead.

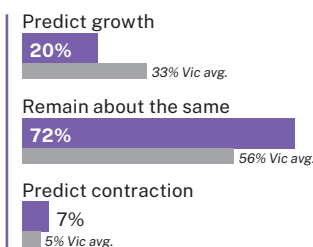
Workforce

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



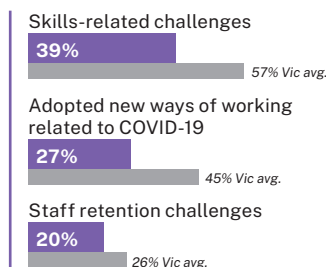
Outlook

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



Impacts of COVID-19

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

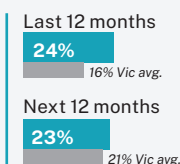


Skills

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.

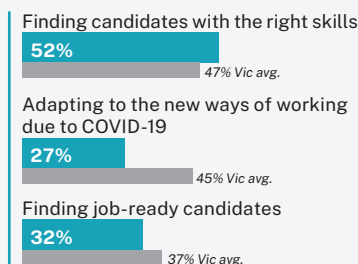
Skills shortages

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



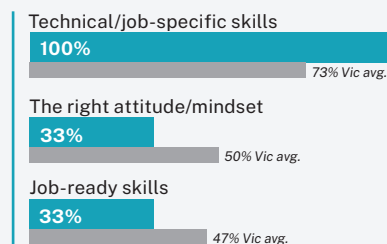
Skills challenges

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



Skills needs

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



■ Indicates state wide average for Victoria

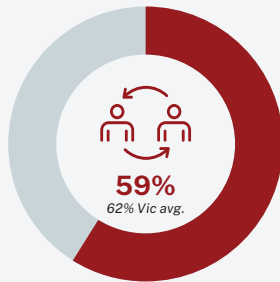


Recruitment

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

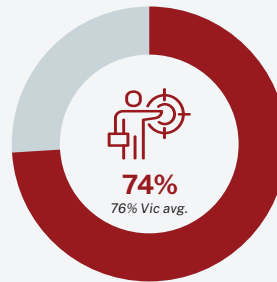
Recruitment need

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



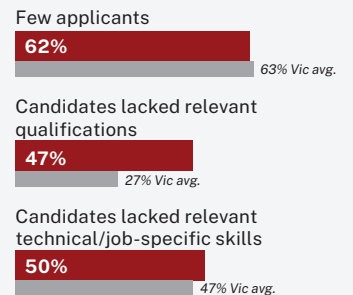
Recruitment challenges

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



Type of challenge

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

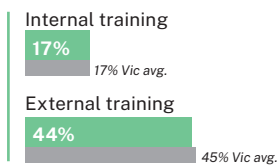


Training

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).



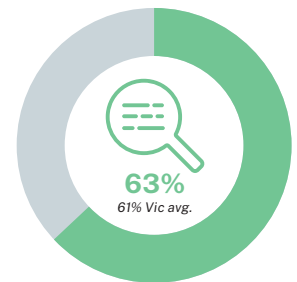
Satisfaction with training

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



Skillsets

Just 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.

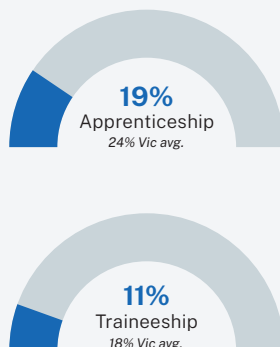


Apprentices, trainees and work placements

Employers continue to make use of apprentices, trainees and work placements to assist them in filling the skills pipeline.

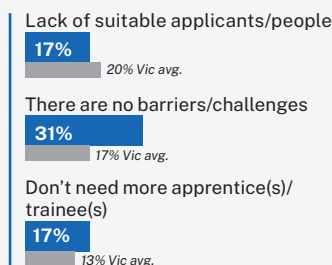
Apprentices and trainees

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



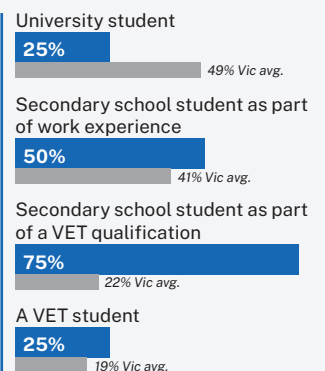
Challenges

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



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:



* The sample was less than 30, please interpret with caution.

■ Indicates state wide average for Victoria

