

Victorian Employer Skills Survey 2021 Northern Metropolitan 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

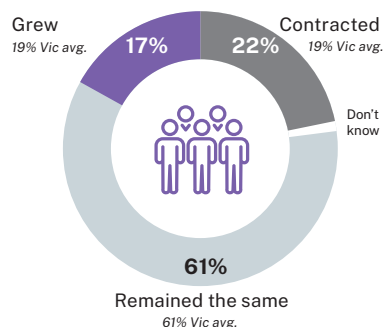


Business climate

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

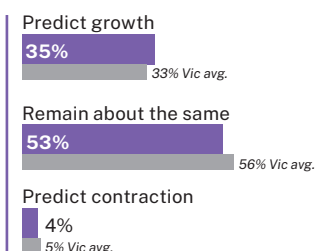
Workforce

Fewer employers in the Northern Metropolitan region reported growing their workforce over the past 12 months (compared to the state average).



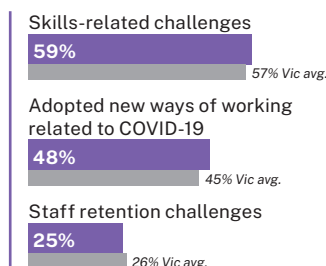
Outlook

Employers in the Northern Metropolitan region are optimistic about their future growth. Predicted growth in the region was higher than the state average.



Impacts of COVID-19

COVID-19 skills-related challenges experienced by employers in the Northern Metropolitan region were slightly higher than the state average.



Skills

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

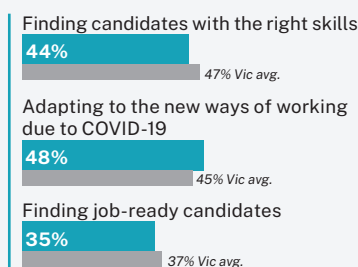
Skills shortages

Employers in the Northern Metropolitan region reported the highest levels of expected skills shortages in 2022 of all metropolitan areas.



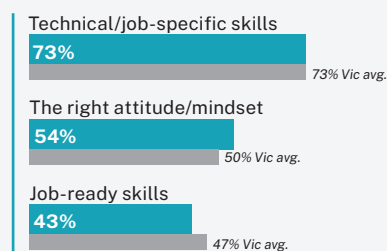
Skills challenges

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



Skills needs

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



■ Indicates state wide average for Victoria

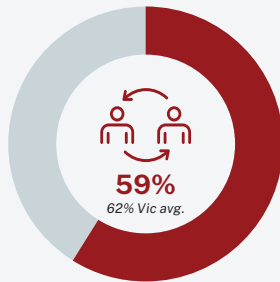


Recruitment

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

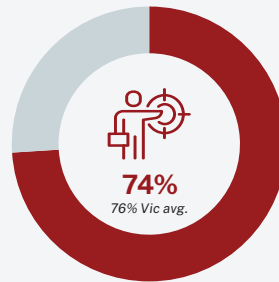
Recruitment need

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



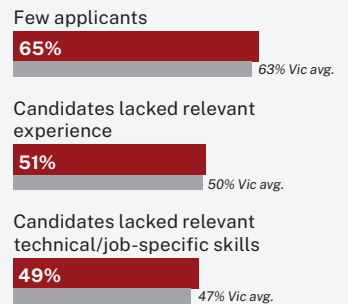
Recruitment challenges

Fewer employers reported difficulties recruiting for particular roles compared to 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.

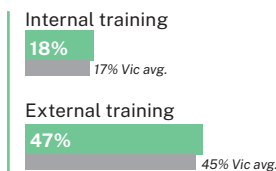


Training

More than half of Northern Metropolitan employers engaged in some form of training.

Engagement in training

More employers in the region used external training and fewer used both internal and external training (35% compared to state average of 37%).



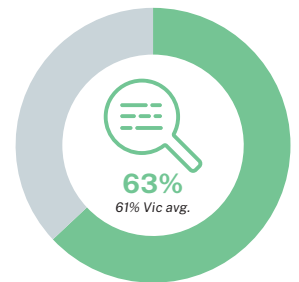
Satisfaction with training

Levels of satisfaction with training were high overall, but slightly lower than the state average.



Skillsets

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

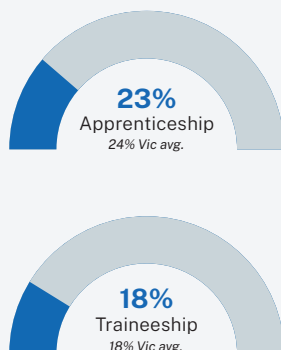


Apprentices, trainees and work placements

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

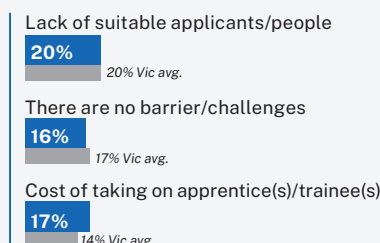
Apprentices and trainees

Uptake of apprentices and trainees over the past 12 months was similar to the state average.



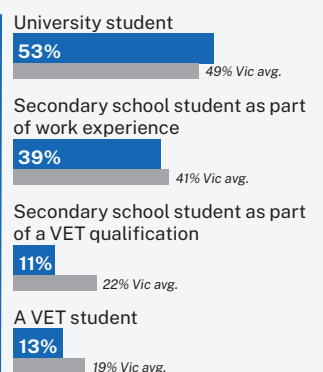
Challenges

Higher proportions of employers in the Northern Metropolitan region cited cost of taking on apprentices and trainees as a barrier.



Work placement students

One in five (19%) of employers in the region took on work placement students. The most common type of work placement students were:



■ Indicates state wide average for Victoria

