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

#### Workforce

One in five employers reported growing their workforce in 2021. This was similar to the state average.

**Grew**

Ovens Murray Region 20%

Vic Avg 19%

**Contracted**

Ovens Murray Region 13%

Vic Avg 19%

**Remained the same**

Ovens Murray Region 67%

Vic Avg 61%

#### Outlook

Employers in Ovens Murray are optimistic about their future growth. More expected their workforce to remain the same size compared to the state average.

**Predict growth**

Ovens Murray Region 30%

Vic Avg 33%

**Remain about the same**

Ovens Murray Region 63%

Vic Avg 56%

**Predict contraction**

Ovens Murray Region 5%

Vic Avg 5%

#### Impacts of COVID-19

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

**Skills-related challenges**

Ovens Murray Region 49%

Vic Avg 57%

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

Ovens Murray Region 38%

Vic Avg 45%

**Staff retention challenges**

Ovens Murray Region 22%

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

One in five employees in Ovens Murray expect to face skills shortages in 2022. This was similar to the state average.

**Last 12 months**

Ovens Murray Region 15%

Vic Avg 16%

**Next 12 months**

Ovens Murray Region 20%

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**

Ovens Murray Region 51%

Vic Avg 47%

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

Ovens Murray Region 38%

Vic Avg 45%

**Finding job-ready candidates**

Ovens Murray Region 45%

Vic Avg 37%

#### Skills needs

More employers in the region reported needing workers with job-specific skills and the right attitude compared to the state average.

**Technical/job-specific skills**

Ovens Murray Region 78%

Vic Avg 73%

**The right attitude/mindset**

Ovens Murray Region 59%

Vic Avg 50%

**Job-ready skills**

Ovens Murray Region 46%

Vic Avg 47%

## Recruitment

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

Recruitment need

Recruitment activity undertaken in the region over the past 12 months was similar to the state average.

Ovens Murray Region 63%

Vic Avg 62%

Recruitment challenges

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

Ovens Murray Region 77%

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**

Ovens Murray Region 69%

Vic Avg 63%

**Candidates lacked relevant experience**

Ovens Murray Region 50%

Vic Avg 50%

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

Ovens Murray Region 46%

Vic Avg 47%

## Training

More than half of Ovens Murray employers engaged in some form of training.

**Engagement in training**

More employers in the region used external training, fewer used internal training and 38% used both (compared to 37% state average).
 **Internal training**

Ovens Murray Region 14%

Vic Avg 17%

**External training**

Ovens Murray Region 48%

Vic Avg 45%

**Satisfaction with training**

Levels of satisfaction with training were higher than the state average for price, but lower for improved staff performance.

**Helped staff do their job better**

Ovens Murray Region 76%

Vic Avg 81%

**Trainers had good industry knowledge**

Ovens Murray Region 81%

Vic Avg 80%

**Training was high quality**

Ovens Murray Region 75%

Vic Avg 76%

**Training was reasonably priced**

Ovens Murray Region 80%

Vic Avg 71%

 **Skillsets**

Almost two-thirds of employers said they would consider a skillset (microcredential or part qualification) rather than a full qualification to upskill their staff.

Ovens Murray Region 64%

Vic Avg 61%

## Apprentices, trainees and work placements

Ovens Murray 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 significantly higher than the state average.
 **Apprenticeship**

Ovens Murray Region 32%

Vic Avg 24%

**Traineeship**

Ovens Murray Region 28%

Vic Avg 18%

**Challenges**

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

**Lack of suitable applicants/people**

Ovens Murray Region 24%

Vic Avg 20%

**There are no barrier/challenges**

Ovens Murray Region 21%

Vic Avg 17%

**Does not need more apprentice(s)/trainee(s)**

Ovens Murray Region 16%

Vic Avg 13%

**Work placement students**

More employers in the region took on work placement students (26% compared to the state average 21%). The most common type of work placement students were:

**University student**

Ovens Murray Region 34%

Vic Avg 49%

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

Ovens Murray Region 60%

Vic Avg 41%

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

Ovens Murray Region 30%

Vic Avg 22%

**A VET student**

Ovens Murray Region 29%

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)