

Victorian Employer Skills Survey 2021

Regional Victoria

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

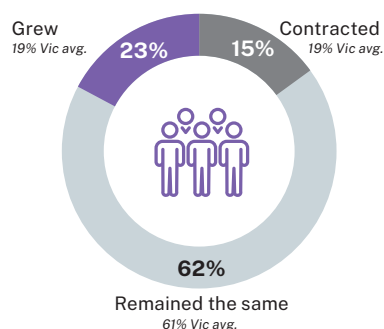


Business climate

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

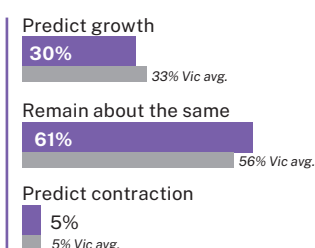
Workforce

Five in six employers in Regional Victoria reported that their workforce remained the same size or grew in 2021.



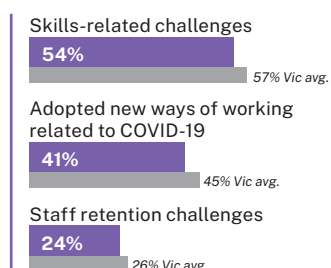
Outlook

Employers were optimistic about their future growth, with the vast majority expecting their workforce to remain the same size or grow over the next 12 months.



Impacts of COVID-19

Fewer employers in Regional Victoria reported skills-related challenges due to COVID-19 than Metropolitan Melbourne.



Skills

Finding candidates with the right skills presented the most common skill challenge in the past year. More Regional Victoria employers are expecting skills shortages in 2022 than in 2021.

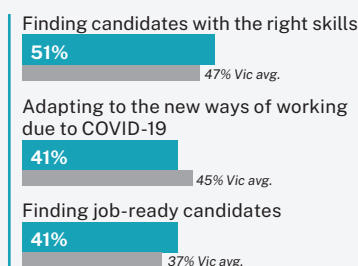
Skills shortages

One in five Victorian employers are expecting skills shortages over the next 12 months. Expected skills shortages in Regional Victoria are about average for the state.



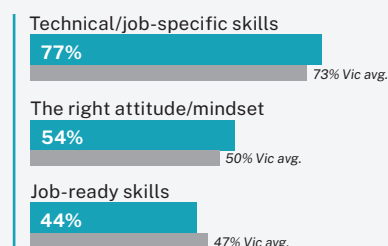
Skills challenges

The most common skills challenges experienced by employers were the same across all regions. Employers in Regional Victoria experienced higher levels of skills challenges than those in Metropolitan Melbourne.



Skills needs

The top three skills needs reported by employers were: technical/job-specific skills, workers with the right attitude/mindset and job-ready skills.



■ Indicates state wide average for Victoria

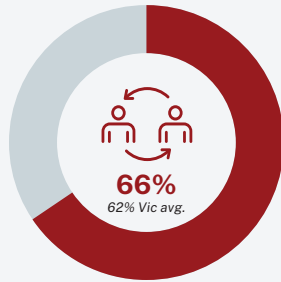


Recruitment

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

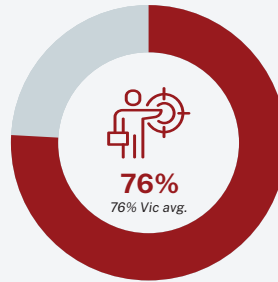
Recruitment need

Two thirds of Regional Victoria employers undertook some form of recruitment in the past 12 months. This rate was higher than Metropolitan Melbourne (61%).



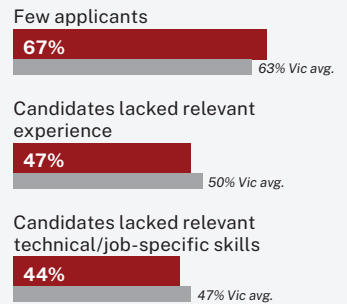
Recruitment challenges

Three-quarters of employers reported having difficulties recruiting for particular roles. This was similar across all regions.



Type of challenge

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

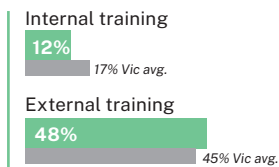


Training

More than half of Regional Victoria employers engaged in some form of training.

Engagement in training

More employers in Regional Victoria used external training only, whilst fewer used internal training or both (40%).



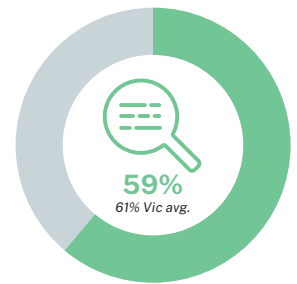
Satisfaction with training

Levels of satisfaction with external training are high, with improved performance of staff in their jobs and industry knowledge of trainers rating highest.



Skillsets

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

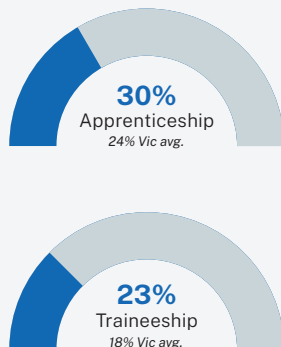


Apprentices, trainees and work placements

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

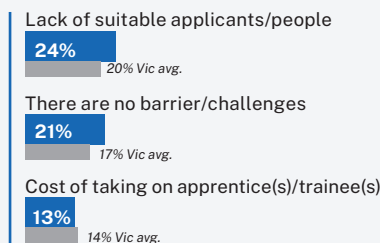
Apprentices and trainees

More employers reported engaging apprentices compared to trainees. Employers in Regional Victoria had higher rates of uptake than those in Metropolitan Melbourne areas.



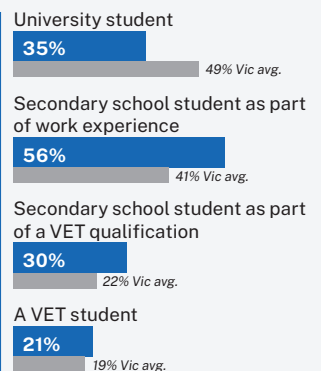
Challenges

Lack of suitable applicants was cited as the most common barriers to engaging apprentices and trainees. One in five employers had no barrier to engagement.



Work placement students

More employers in Regional Victoria (26%) had a work placement student compared to those in Metropolitan Melbourne (19%). The most common type of work placement students were:



■ Indicates state wide average for Victoria

