Victorian Employer Skills Survey 2021 Transport, Postal and Warehousing

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

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

**Grew**

Transport, Postal and Warehousing 16%

Vic Avg 19%

**Contracted**

Transport, Postal and Warehousing 17%

Vic Avg 19%

**Remained the same**

Transport, Postal and Warehousing 65%

Vic Avg 61%

#### Outlook

Employers in the industry were more cautious about their business outlook. More employers were expecting their workforce to remain the same size.

**Predict growth**

Transport, Postal and Warehousing 25%

Vic Avg 33%

**Remain about the same**

Transport, Postal and Warehousing 59%

Vic Avg 56%

**Predict contraction**

Transport, Postal and Warehousing 5%

Vic Avg 5%

#### Impacts of COVID-19

Fewer employers in the industry reported experiencing COVID-19 related skills-challenges and adopting to news ways of working.

**Skills-related challenges**

Transport, Postal and Warehousing 554%

Vic Avg 54%

**Adapted Adopted – in infog new ways of working related to COVID-19**

Transport, Postal and Warehousing 38%

Vic Avg 45%

**Staff retention challenges**

Transport, Postal and Warehousing 27%

Vic Avg 26%

## Skills

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

#### Skills shortages

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

**Last 12 months**

Transport, Postal and Warehousing 16%

Vic Avg 16%

**Next 12 months**

Transport, Postal and Warehousing 18%

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**

Transport, Postal and Warehousing 43%

Vic Avg 47%

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

Transport, Postal and Warehousing 38%

Vic Avg 45%

**Finding job-ready candidates**

Transport, Postal and Warehousing 35%

Vic Avg 37%

#### Skills needs

Fewer employers in the industry reported needing job-specific skills or workers with the right attitude compared to the state average  
 **Technical/job-specific skills**

Transport, Postal and Warehousing 51%

Vic Avg 73%

**The right attitude/mindset**

Transport, Postal and Warehousing 47%

Vic Avg 50%

**Job-ready skill**

Transport, Postal and Warehousing 49%

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.

Transport, Postal and Warehousing 54%

Vic Avg 62%

Recruitment challenges

Four in five employers reported having difficulties recruiting for particular roles. This was higher than the state average.

Transport, Postal and Warehousing 80%

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**

Transport, Postal and Warehousing 61%

Vic Avg 63%

**Candidates lacked relevant experience**

Transport, Postal and Warehousing 49%

Vic Avg 50%

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

Transport, Postal and Warehousing 36%

Vic Avg 47%

## Training

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

**Engagement in training**

Employers in the industry reported the highest usage of internal training. Fewer used external training or both (24% compared to 37% state average).

**Internal training**

Transport, Postal and Warehousing 40%

Vic Avg 17%

**External training**

Transport, Postal and Warehousing 36%

Vic Avg 45%

**Satisfaction with training**

Satisfaction levels were higher than the state average for improved staff performance, industry knowledge and quality.

**Helped staff do their job better**

Transport, Postal and Warehousing 82%

Vic Avg 81%

**Trainers had good industry knowledge**

Transport, Postal and Warehousing 82%

Vic Avg 80%

**Training was high quality**

Transport, Postal and Warehousing 86%

Vic Avg 76%

**Training was reasonably priced**

Transport, Postal and Warehousing 71%

Vic Avg 71%

**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.

Transport, Postal and Warehousing 57%

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**

Transport, Postal and Warehousing 8%

Vic Avg 24%

**Traineeship**

Transport, Postal and Warehousing 10%

Vic Avg 18%

**Challenges**

Employers in the industry reported that there were no barriers to uptake or that apprentices and trainees were not appropriate for their industry

**Lack of suitable applicants/people**

Transport, Postal and Warehousing 12%

Vic Avg 20%

**There are no barriers/challenges**

Transport, Postal and Warehousing 15%

Vic Avg 17%

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

Transport, Postal and Warehousing 12%

Vic Avg 13%

**Work placement students**

Employers in this industry had the lowest uptake of work placement students (5% compared to 21% for Victoria). The most common type of work placement students were:

**University student**

Transport, Postal and Warehousing 33%

Vic Avg 49%

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

Transport, Postal and Warehousing 62%

Vic Avg 41%

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

Transport, Postal and Warehousing 28%

Vic Avg 22%

**A VET student**

Transport, Postal and Warehousing 5%

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)