## Victorian Employer Skills and Training Survey 2017

## **Loddon Mallee**

Over 12,100 employers responded to the training and skills component of the *Victorian Employer Satisfaction and Skills Survey* in 2017. Of these, 1,055 were from the Loddon Mallee region. Employers report that skills are important to productivity, but many are facing challenges filling jobs and finding the right applicants with the right skills. These challenges are faced both now, and are expected to continue into the future. However, a high proportion of employers that access training to improve the skills of their workforce report a positive impact on productivity and return on investment. The statistics below reflect the experience of employers from the Loddon Mallee region compared to the overall Victorian average.

Skills are important to productivity Managing the skills of the workforce Businesses found Employers reported that recruitment was A quarter of employers saw that a lack of skills challenging due to candidates not having the the need to improve the had a medium to high right skills or being job ready. skills of existing staff. impact on workplace productivity. VIC 53% Finding people with Finding job ready Training staff to keep the right skills candidates skills up to date **Recruitment challenges** Impact of insufficient workforce skills Employers faced recruitment challenges A lack of skills can increase the workload for other staff, affect operating costs primarily due to a lack of potential candidates, and resulted in poorer quality of service/products. lack of relevant experience and job skills. w applicants 51% 61% 46% (54% VIC) Agreed roles were difficult to fill **Productivity Challenges** 44% 55% Simpact productivity Poorer quality of services/products Lacked technical / job specific skills  $\overline{m}$ 44% 38% 50% ■ Loddon Mallee Region Loddon Mallee Region ■ Victoria **Employers' access** Skills needed now and for the future to training (63% VIC) Employers supported staff training in 2016 Businesses lack the skills they need today Employers mainly used industry associations, VIC private training 48% providers and TAFEs to 24% 63% Private training providers deliver their training in Businesses believe they have Businesses are concerned they 50% the skills needed for today and may not have the skills they TAFE need for the future for the next 12 months 24% Main skills lacking today and in the next 12 months Training contribution and quality Seven in ten Technical / job specific skills employers Employers believe that training has a positive contribution to productivity and identified technical 69% business success. and job specific Management / leadership skills skills are lacking today or will be lacking in the next 12 months. Positive Return on Positive impact Training is a priority Quality of provider 33% on productivity for the workplace training was high Investment Loddon Mallee Region ■ Victoria Loddon Mallee Region ■ Victoria

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