

Victorian Employer Satisfaction and Skills Survey 2017

Metropolitan Melbourne

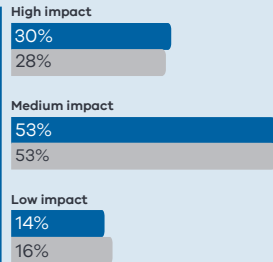
Over 12,100 employers responded to the training and skills component of the *Victorian Employer Satisfaction and Skills Survey* in 2017. Of these, 7,603 were from the Metropolitan Melbourne. Employers report that skills are important to productivity, but over half are facing challenges filling jobs and finding the right applicants with the right skills. These challenges are expected to continue into the future. However, a high proportion of employers that accessed training to improve the skills of their workforce, report improved productivity, a positive return on investment and improved value of staff in the workplace.

The statistics below reflect the experience of employers in Metropolitan Melbourne compared to the overall Victorian average.

Skills are important to productivity

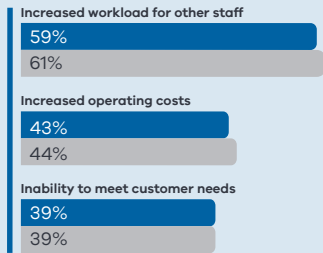


Businesses found that a lack of skills had medium to high impact on workplace productivity.



Impact of insufficient workforce skills

A lack of skills can increase operating costs, result in an inability to meet customer needs and increase the workload for other staff.



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Managing the skills of the workforce

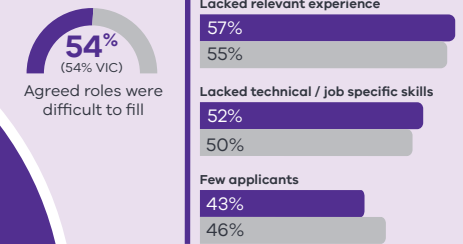
Employers reported that recruitment was challenging due to candidates not having the required skills or being job ready.

Over a quarter of employers saw the need to improve the skills of existing staff.



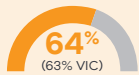
Recruitment challenges

Employers faced recruitment challenges because potential candidates did not have the required experience and lacked job specific skills.



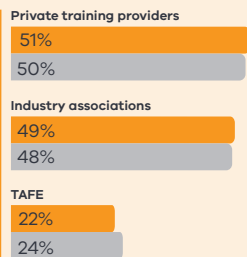
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Employers' access to training



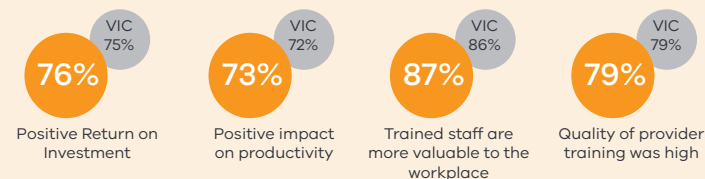
Employers supported staff training in 2016

Employers mainly used private providers, industry associations and TAFEs to deliver their training in 2016.



Training contribution and quality

Employers find that training has a positive contribution to productivity and business success.



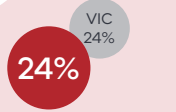
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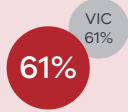
Skills needed now and for the future



Businesses lack the skills they need today



Businesses are concerned they may not have the skills they need for the future



Businesses believe they have the skills needed for today and for the next 12 months

Main skills lacking today and in the next 12 months

Over two thirds of employers identify technical and job specific skills are needed or will be lacking in the next 12 months.



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