

Victorian Employer Skills and Training Survey 2017

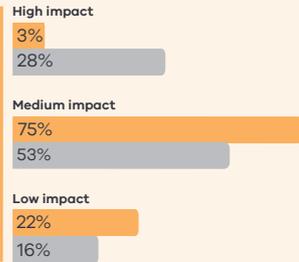
Mining

Over 12,100 employers responded to the training and skills component of the *Victorian Employer Satisfaction and Skills Survey* in 2017. Of these, 33 were from the Mining industry. 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 in the Mining industry compared to the overall Victorian average.

Skills are important to productivity



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



Impact of insufficient workforce skills

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



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Managing the skills of the workforce

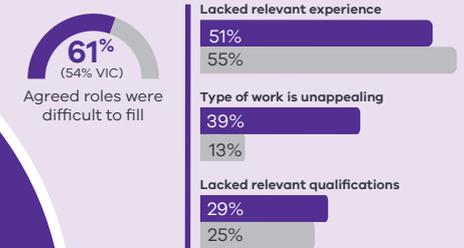
Employers reported that recruitment was challenging due to candidates not having the required skills or being job ready.

An eighth of employers saw the need to improve the skills of existing staff.



Recruitment challenges

Employers faced recruitment challenges because potential candidates lacked the relevant experience.



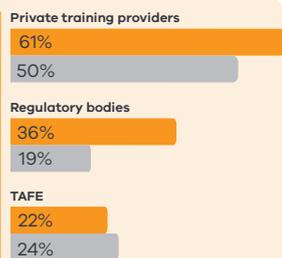
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Employers' access to training



Employers supported staff training in 2016

Employers mainly used private training providers, regulatory bodies 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



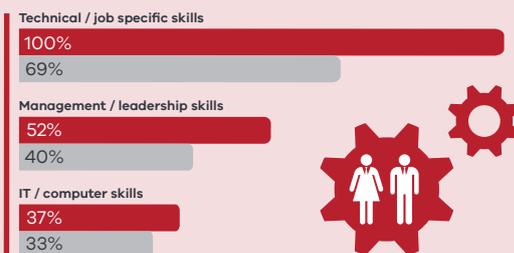
Businesses are concerned they may not have the skills they need for the future



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

All employers identify technical and job specific skills are lacking today or will be lacking in the next 12 months.



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