2018 Victorian Employers Skills Survey

Public Administration and Safety



Of the 13,600 employers that responded to the *Victorian Employer Skills Survey* in 2018, over 130 were from the Public Administration and Safety 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 Public Administration and Safety industry compared to the overall Victorian average.

Skills are important to productivity Managing the skills of the workforce Employers reported that Nearly a third of High impact Businesses with recruitment was challenging due employers struggled a lack of skills found to candidates not having the to retain staff. it had a medium required skills or being job ready. impact on workplace Medium impact productivity. 61% 42% 31% I ow impact Faced challenges Finding people Finding job ready with the candidates retaining staff Impact of insufficient workforce skills right skills Businesses lacking skills mainly reported the following workplace issues: **Recruitment challenges** Employers facing recruitment challenges mainly reported applicant related reasons 62% 59% for their difficulties. 66% VIC 40% VIC applicants 69% Increased workload Poorer quality of 62% for other staff service/products Lacked relevant experience 43% 59% Agreed roles 46% VIC were difficult to fill Lacked technical / job specific skills 35% operating costs Victoria SKILLS IMPACT **Employers' access** Skills needed now **PRODUCTIVITY** and for the future to training 10% 64% VIC **Employers supported staff** training last year Businesses lack the skills they 28% Internal training Employers who supported training either utilised external trainers or made External training Businesses are concerned they Businesses believe they have provisions for training may not have the skills they the skills needed for today within the organisation need for the future and for the next 12 months by other staff.

Training contribution and quality

Employers who supported training agreed it had a positive contribution to productivity and business success.



Positive return on investment

Public Administration



Positive impact on productivity



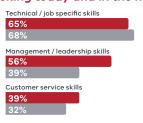
Trained staff are more valuable to the workplace



Quality of provider training was high

Type of skills lacking today and in the next 12 months

Employers who lack the skills today, or expect to over the next year, identified various skills needs.





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