

# Victorian Employer Skills Survey 2021

## Construction

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.

**i** The statistics below reflect the experience of employers across the five key survey domains: Business climate | Skills | Recruitment | Training | Apprentices, trainees and work placements

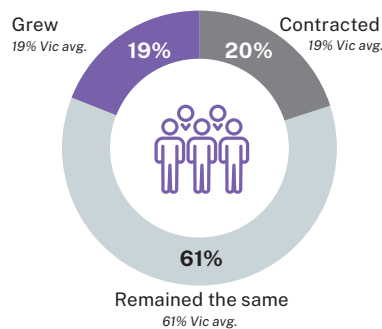


### Business climate

Despite the global pandemic, many employers adapted to maintain or grow their workforce. Employers had a mostly positive outlook for the year ahead.

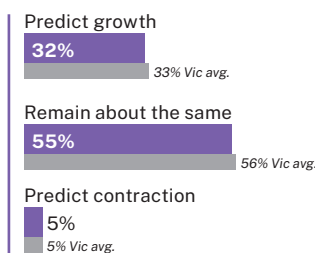
#### Workforce

The majority of employers maintained or grew their workforce over the past 12 months, with rates similar to the state average.



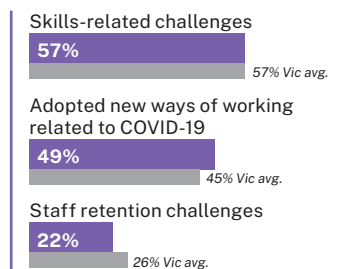
#### Outlook

Employers in the industry were confident about their business outlook. More were expecting their workforce to grow or remain the same size.



#### Impacts of COVID-19

More employers in the Construction industry reported experiencing challenges with adopting to new ways of working due to COVID-19.

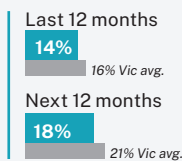


### Skills

COVID-19 presented the most common skill challenge in the past year. More employers are expecting skill shortages in 2022 than in 2021.

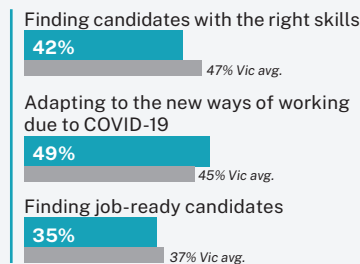
#### Skills shortages

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



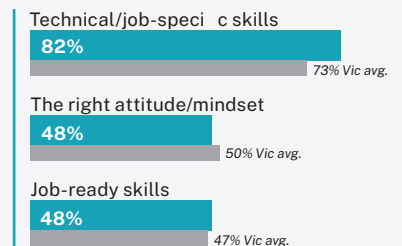
#### Skills challenges

The top skills challenges reported by employers were the same across all industries. They were:



#### Skills needs

More employers reported needing job-specific skills. Fewer needed workers with the right mindset or job-ready skills compared to the state average.



■ Indicates state wide average for Victoria

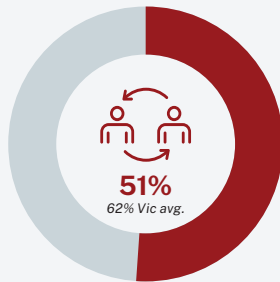


## Recruitment

**Most employers in the industry had undertaken some recruitment activity over the past year and the majority reported experiencing challenges.**

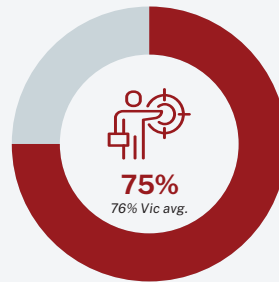
### Recruitment need

Fewer employers in the industry undertook some form of recruitment over the past 12 months, compared to the state average.



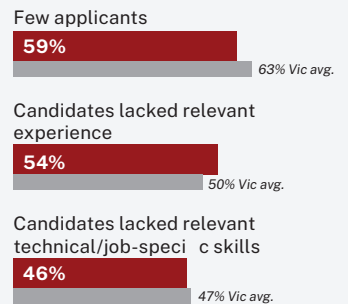
### Recruitment challenges

Three in four employers reported having difficulties recruiting for particular roles. This was similar to the state average.



### Type of challenge

The most common challenges faced by employers were related to the number, experience and job-specific skills of candidates.

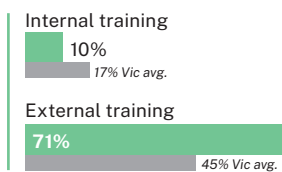


## Training

**Almost two-thirds of employers in the industry engaged in some form of staff training.**

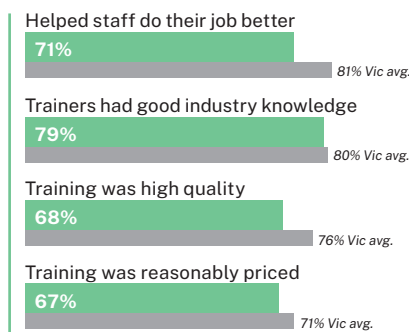
### Engagement in training

Employers in the Construction industry reported the highest usage of external training. Fewer used internal training or both (20% compared to 37% state average).



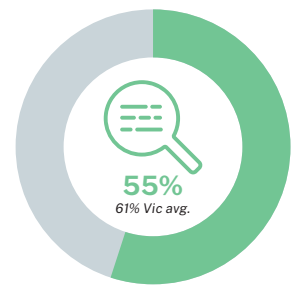
### Satisfaction with training

Levels of satisfaction with training were high overall, but slightly lower than the state average.



### Skillsets

Over half of employers said they would consider a skillset (microcredential or part qualification) rather than a full qualification to upskill their staff.

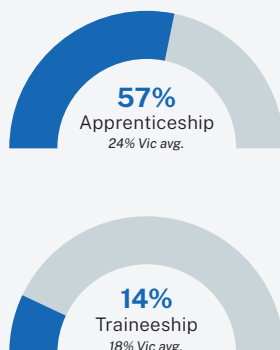


## Apprentices, trainees and work placements

**Employers continue to make use of apprentices, trainees and work placements to assist them in filling the skills pipeline.**

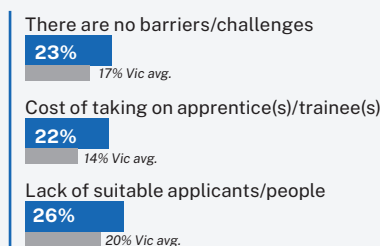
### Apprentices and trainees

Construction industry took on more apprentices than any other industry. Uptake of trainees was lower than the state average.



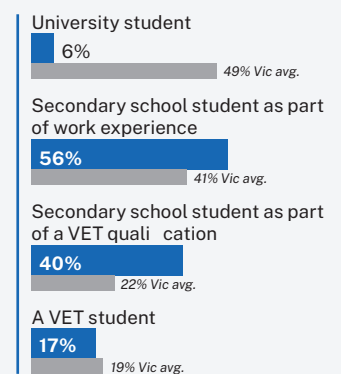
### Challenges

Employers cited lack of suitable applicants and cost as their most common barriers.



### Work placement students

Fewer employers in the industry took on work placement students (19% compared to 21% for Victoria). The most common type of work placement students were:



■ Indicates state wide average for Victoria

