

Victorian Employer Skills Survey 2021 Metropolitan Melbourne

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

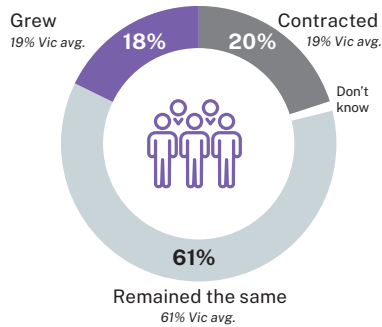


Business climate

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

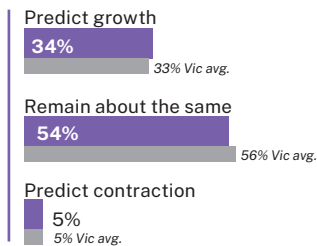
Workforce

Almost four in five Metropolitan Melbourne employers reported that their workforce remained the same size or grew in 2021.



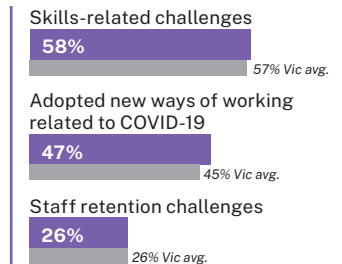
Outlook

Employers were optimistic about their future growth, with the majority expecting their workforce to remain the same size or grow over the next 12 months.



Impacts of COVID-19

Almost three in five employers reported skills-related challenges due to COVID-19, the most common being adapting to new ways of working and staff retention challenges.



Skills

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

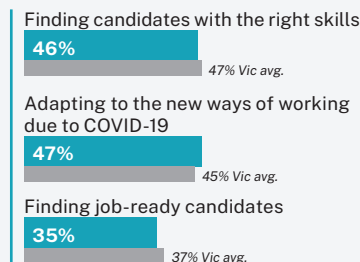
Skills shortages

One in five Victorian employers are expecting skills shortages over the next 12 months. Expected skills shortages in Metropolitan Melbourne are about average for the state.



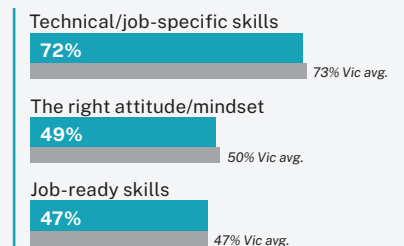
Skills challenges

The most common skills challenges experienced by employers were the same across all regions. Employers in Regional Victoria experienced higher levels of skills challenges than those in Metropolitan Melbourne.



Skills needs

The top three skills needs reported by employers were: technical/job-specific skills, workers with the right attitude/mindset and job-ready skills.



■ Indicates state wide average for Victoria

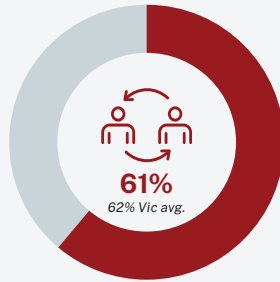


Recruitment

Most Metropolitan Melbourne employers had undertaken some recruitment activity over the past year and the majority reported experiencing recruitment challenges.

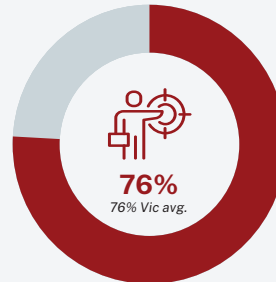
Recruitment need

Over three in five employers undertook some form of recruitment in the past 12 months. This rate was higher among employers in Regional Victoria (66%).



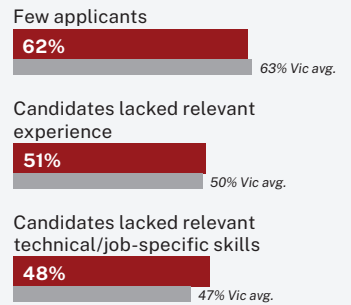
Recruitment challenges

Three-quarters of employers reported having difficulties recruiting for particular roles. This was similar across all regions.



Type of challenge

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

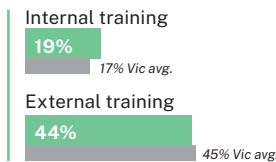


Training

More than half of Metropolitan Melbourne employers engaged in some form of training.

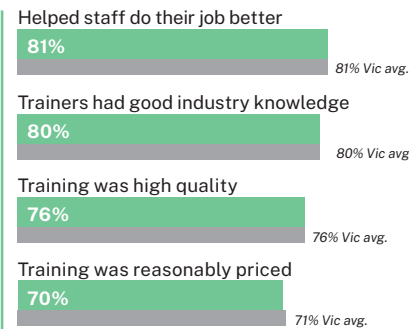
Engagement in training

More employers used external training than internal training. Use of internal training was above average in Metropolitan areas.



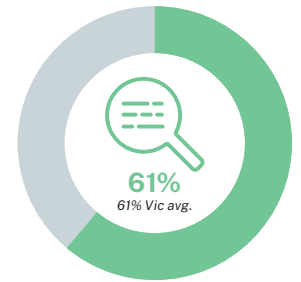
Satisfaction with training

Levels of satisfaction with external training are high, with improved performance of staff in their jobs and industry knowledge of trainers rating highest.



Skillsets

Three in five employers said they would consider a skillset (microcredential or part qualification) rather than a full qualification to upskill their staff.

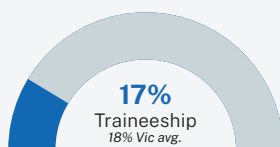
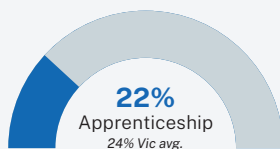


Apprentices, trainees and work placements

More employers in Metropolitan Melbourne report engaging apprentices compared to trainees. Employers in Regional Victoria had higher rates of uptake than those in metropolitan areas.

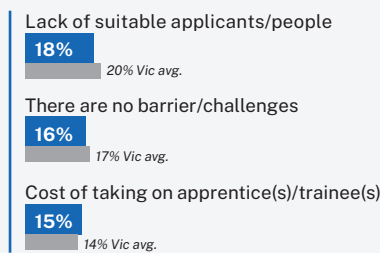
Apprentices and trainees

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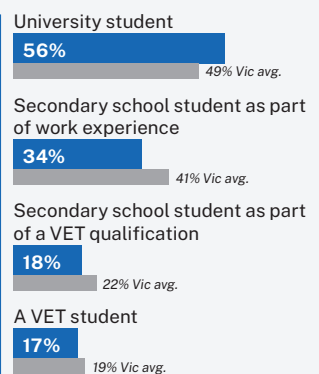
Challenges

Lack of suitable applicants and cost were cited as the most common barriers to engaging apprentices and trainees. One in six employers had no barrier to engagement.



Work placement students

Fewer employers in Metropolitan Melbourne (19%) had a work placement student compared to those in Regional Victoria (26%). The most common type of work placement students were:



■ Indicates state wide average for Victoria

