

# Victorian Employer Skills Survey 2021

## Ovens Murray Region

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

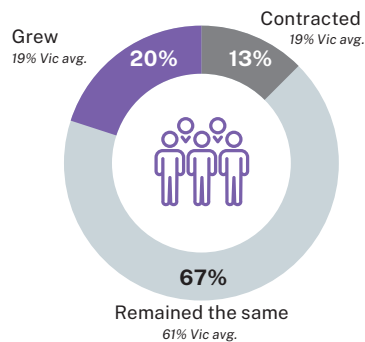


### Business climate

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

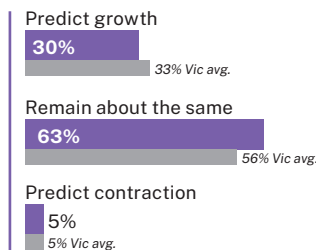
#### Workforce

One in five employees reported growing their workforce in 2021. This was similar to the state average.



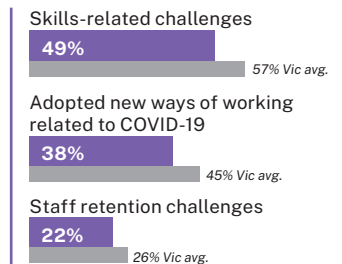
#### Outlook

Employers in Ovens Murray are optimistic about their future growth. More expected their workforce to remain the same size compared to the state average.



#### Impacts of COVID-19

COVID-19 skills-related challenges experienced by employers in Ovens Murray was lower than the state average.

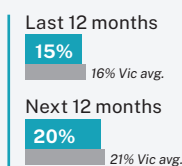


### Skills

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

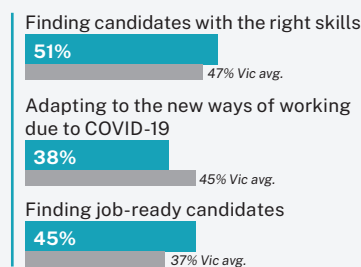
#### Skills shortages

One in five employers in Ovens Murray expect to face skills shortages in 2022. This was similar to the state average.



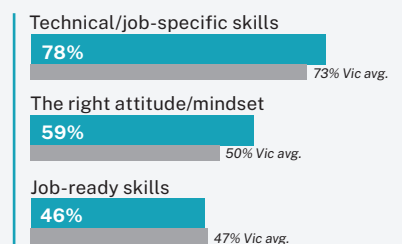
#### Skills challenges

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



#### Skills needs

More employers in the region reported needing workers with job-specific skills and the right attitude compared to the state average.



■ Indicates state wide average for Victoria

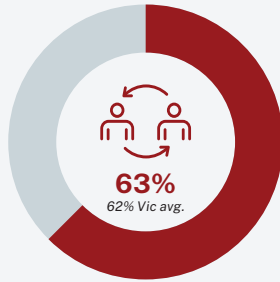


## Recruitment

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

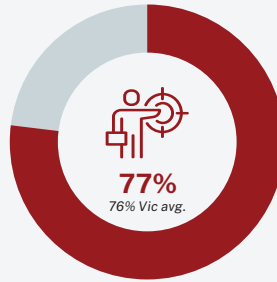
### Recruitment need

Recruitment activity undertaken in the region over the past 12 months was similar to the state average.



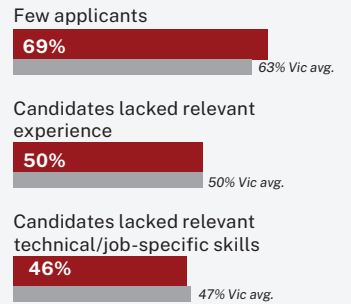
### Recruitment challenges

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.

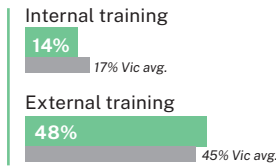


## Training

**More than half of Ovens Murray employers engaged in some form of training.**

### Engagement in training

More employers in the region used external training, fewer used internal training and 38% used both (compared to 37% state average).



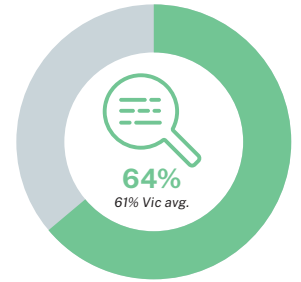
### Satisfaction with training

Levels of satisfaction with training were higher than the state average for price, but lower for improved staff performance.



### Skillsets

Almost two-thirds of employers said they would consider a skillset (microcredential or part qualification) rather than a full qualification to upskill their staff.

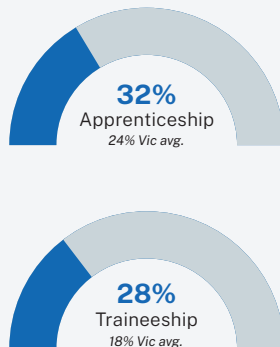


## Apprentices, trainees and work placements

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

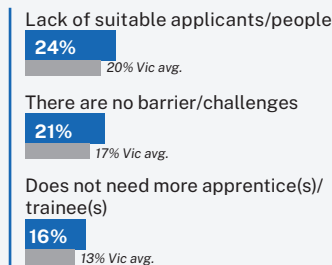
### Apprentices and trainees

Uptake of apprentices and trainees over the past 12 months was significantly higher than the state average.



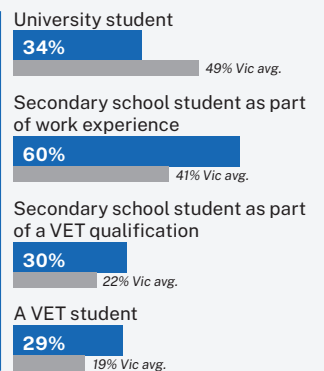
### Challenges

Employers cited lack of suitable applicants, cost and need for apprentices and trainees as the most common barrier.



### Work placement students

More employers in the region took on work placement students (26% compared to the state average). The most common type of work placement students were:



■ Indicates state wide average for Victoria

