

Victorian Employer Skills Survey 2021 Statewide

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

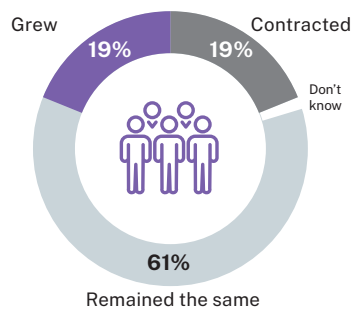


Business climate

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

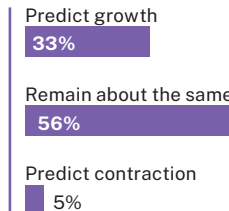
Workforce

Four in five employers reported that their workforce remained the same size or grew in 2021.



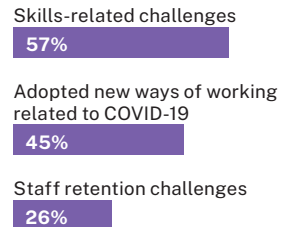
Outlook

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

Finding candidates with the right skills presented the most common skill challenge in the past year. More employers are expecting skills shortages in 2022 than in 2021

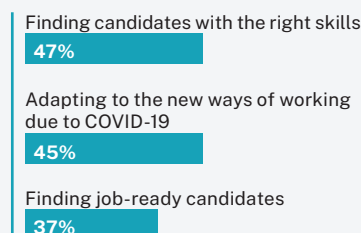
Skills shortages

One in five Victorian employers are expecting skills shortages over the next 12 months. Expected skills shortages was higher among employers in Regional Victoria.



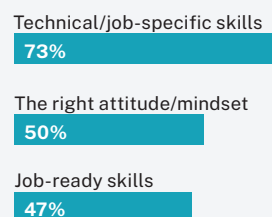
Skills challenges

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.



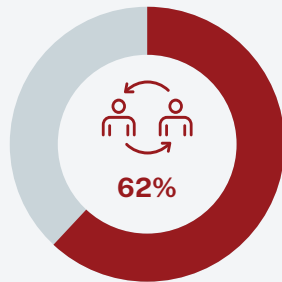


Recruitment

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

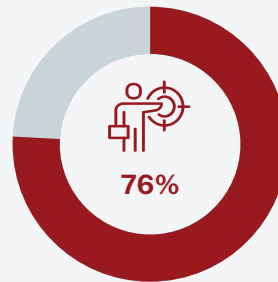
Recruitment need

Over three in five employers undertook some form of recruitment in the past 12 months. This was higher in Regional Victoria (66%) compared to Metropolitan Melbourne (61%).



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.

Few applicants

63%

Candidates lacked relevant experience

50%

Candidates lacked relevant technical/job-specific skills

47%



Training

Three in five employers engaged in some form of staff training.

Engagement in training

The most common form of training used by employers was external training. Over a third of employers used both internal and external training (37%) and one in six used internal training only.

Internal training

17%

External training

45%



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.

Helped staff do their job better

81%

Trainers had good industry knowledge

80%

Training was high quality

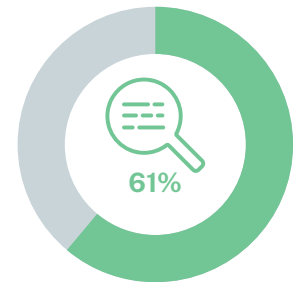
76%

Training was reasonably priced

71%

Skillssets

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

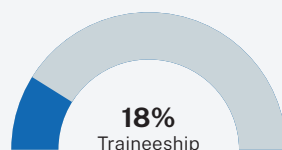
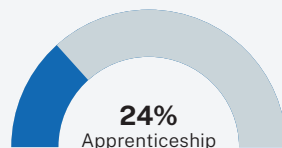


Apprentices, trainees and work placements

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

Apprentices and trainees

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



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 barriers to engagement.

Lack of suitable applicants/people

20%

There are no barriers/challenges

17%

Cost of taking on apprentice(s)/trainee(s)

14%

Work placement students

One in five employers (21%) reported that they had a work placement student in the previous 12 months. The most common type of work placement students were:

University student

49%

Secondary school student as part of work experience

41%

Secondary school student as part of a VET qualification

22%

A VET student

19%

