



Regional Workforce Requirements



WERO Inc. are conducting a survey of businesses across the Eastern Wheatbelt to better understand current and forecast skills shortages and the challenges businesses are facing in attracting and retaining workers.

* Required

1. Business Name

2. Business Location *

3. What industry sector do you most relate to? *

- Construction
- Financial and insurance services
- Agriculture
- Retail trade
- Accommodation and food services
- Rental, hiring and real estate services
- Education and training
- Public administration and safety
- Arts and recreation services
- Information media and telecommunications
- Administrative and support services
- Mining
- Health care and social assistance
- Electricity, gas, water and waste services
- Manufacturing
- Wholesale trade
- Transport, postal and warehousing
- Professional, scientific and technical services
- Other

4. Total number of full-time equivalent employees in your business *

5. How many trainees and/or apprentices do you employ ? *

6. Is your business currently experiencing a labour shortage or do you anticipate a labour shortage based on business forecasts?

*

No

Yes

7. If you are experiencing a labour shortage, what occupations are you seeking to fill?

8. Have you advertised vacant positions for your business within the past 12 months?

*

Yes

No

9. If you have advertised one or more vacant position(s) within the last 12 months, were you able to fill them? *

No

Yes

10. If you were able to fill a vacant position you advertised within the last 12 months, what was the average length of time to recruit? *

1-3 months

3-6 months

6-12 months

Other

11. If you were able to fill the position(s) you have advertised in the last 12 months, were you satisfied with the labour pool available and do the employees have the skills you needed? Please explain your answer. *

12. If you have been unable to fill vacant positions you have advertised within the last 12 months, what has been the impact of these unfilled roles on your business? *

- Increased stress for owners and managers
- Decreased health and well-being of available staff
- Increased stress for available staff
- Failure to meet deadlines
- Decreased quality of goods and services
- Loss of clients or business
- Decreased capacity to take on new work
- Decreased long-term sustainability of the business or organisation
- Decreased health and well-being of owners / managers
- Increased workload on available staff
- Decreased productivity
- Increased costs
- Increased staff turnover
- Increased turn-around time
- Loss of reputation or credibility
- Other

13. Have any of the following reasons prevented you from finding and hiring appropriately qualified staff over the past five (5) years? Please select all that apply

*

- Competition for candidates from cities
- Perceived lack of services and facilities in regional areas
- Candidates are not willing or able to stay on long term
- Candidates are unwilling to live and work in regional areas
- Lack of locally available training
- Lack of public transport
- Lack of infrastructure
- Lack of appropriate accommodation
- Competition for candidates from other regional areas
- Availability of employment for partner or spouse
- Local competition for candidates
- Availability of health care
- Candidates are unsatisfied with salary
- Availability of childcare and education

14. Over the past five (5) years are there any specific or unique challenges (not listed above) that you have experienced in attracting and retaining workers in your business? Please provide detail. *

15. Of the following methods or strategies, which have you used to try to fill vacant positions? *

	Successful	Unsuccessful	Have not tried
New recruitment methods (e.g. moving from print to digital media)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Re-advertising the position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training existing staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring less qualified staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Restructuring your business or organisation around the skills you have access to	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Outsourcing work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Remote / off-site / 'working from home'

Offering higher salaries or wages

Offering benefits other than increased salaries or wages

Skilled migration

16. What occupation(s) will be the most important to your business over the next five (5) years? *

17. How many workers for each of the above named occupations will you need over the next five (5) years? *

18. Do you employ or have you in the past employed any temporary visa holders? *

No

Yes

19. If you currently employ or have employed temporary visa holders, are there any criteria of existing visa programs (e.g., English language requirements, income thresholds, skills requirements, etc.) that you would amend or seek concessions to, in order to improve access to skilled migrant workers? Please explain your answer.

20. Would you consider employing temporary visa holders in order to fulfil your future workforce requirements? Please explain your answer.

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