

Employee Turnover in VET Registered Training Organisations (RTOs) in Australia: Causes, Importance and Retaining Strategies

Abstract

High employee turnover is a challenge within Registered Training Organizations (RTOs) in Australia. This study aims to explore the several causes, its importance, and possible retaining strategies of staff turnover working in Vocational Education and Training (VET) RTOs Australia. Random sampling and surveys are used as a mixed-method approach to understand employee turnover in RTOs. Surveys will be administered to RTOs senior managers including Human Resource Representatives from approximately 20 RTOs across Australia. The study's main objectives include identifying reasons behind the turnover in the sectors and the consequences which they bring. After analyzing the data from the survey, the research will identify key reasons/ causes of employee turnover within RTOs which include; employees' dissatisfaction with their job, unfavorable organizational culture, limited career progression opportunities, ineffective leadership strategies, and job insecurity due to change of migration process and policy continuously. In conclusion, the results will point to the vital impact of culture, leadership, competitive salaries, and many other factors on retaining key personnel. Maintaining productivity and staff morale and addressing turnover is crucial. Effective strategies to retain employees such as good leadership practices are paramount to reducing turnover rates. Understanding why employees leave can help RTOs implement targeted actions that create a workplace environment and improve effectiveness. Knowing these elements assists companies in keeping their staff members' aspect, upholding high-quality education, and fostering a workplace atmosphere.