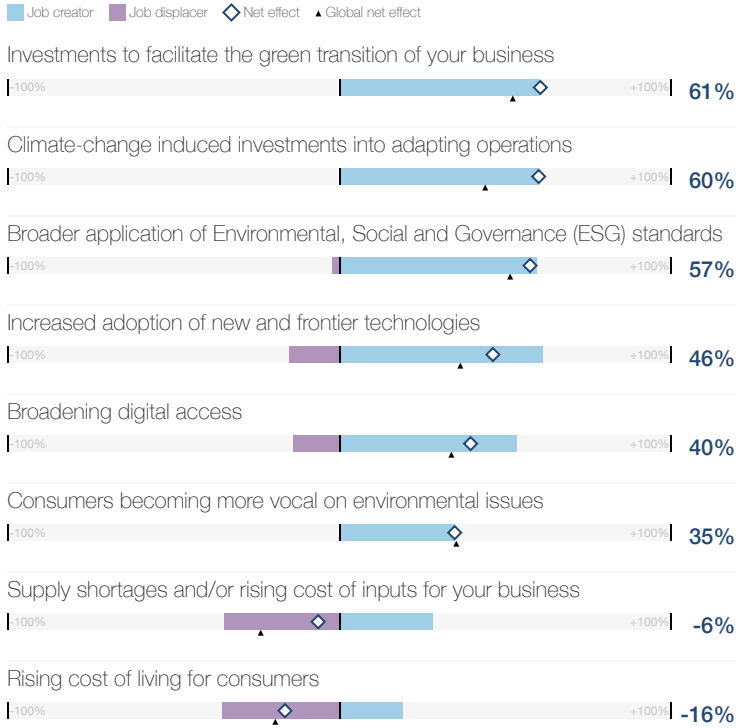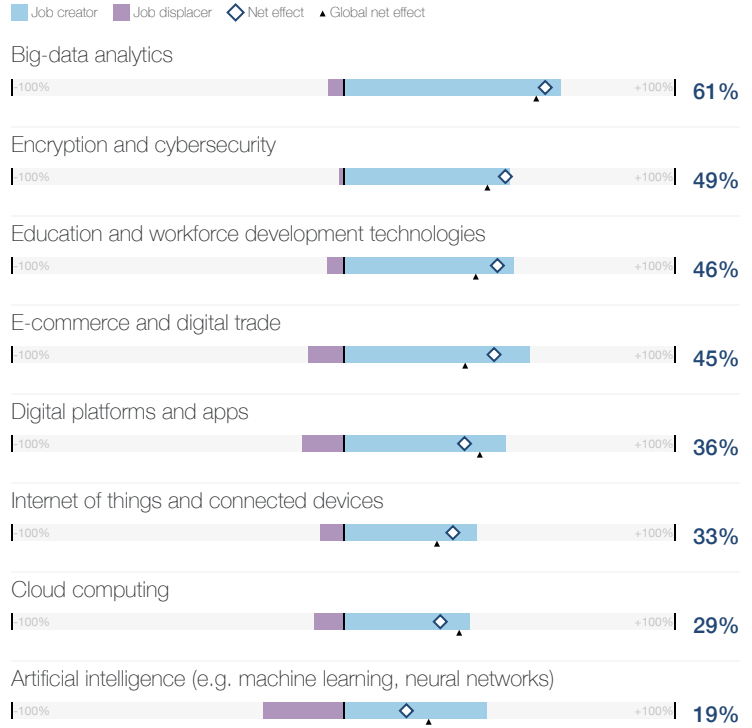# Australia

**17.81**

## Trend Outlook

### Global trends and their impact on job creation

Trends most most likely to drive industry transformation and their expected impact job creation, ordered by net effect (share of organizations surveyed)

■ Job creator  ■ Job displacer  ◇ Net effect  ▲ Global net effect

Investments to facilitate the green transition of your business — **61%**

Climate-change induced investments into adapting operations — **60%**

Broader application of Environmental, Social and Governance (ESG) standards — **57%**

Increased adoption of new and frontier technologies — **46%**

Broadening digital access — **40%**

Consumers becoming more vocal on environmental issues — **35%**

Supply shortages and/or rising cost of inputs for your business — **-6%**

Rising cost of living for consumers — **-16%**

### Technologies and their impact on job creation

Technologies most most likely to drive industry transformation and their expected impact job creation, ordered by net effect (share of organizations surveyed)

■ Job creator  ■ Job displacer  ◇ Net effect  ▲ Global net effect

Big-data analytics — **61%**

Encryption and cybersecurity — **49%**

Education and workforce development technologies — **46%**

E-commerce and digital trade — **45%**

Digital platforms and apps — **36%**

Internet of things and connected devices — **33%**

Cloud computing — **29%**

Artificial intelligence (e.g. machine learning, neural networks) — **19%**
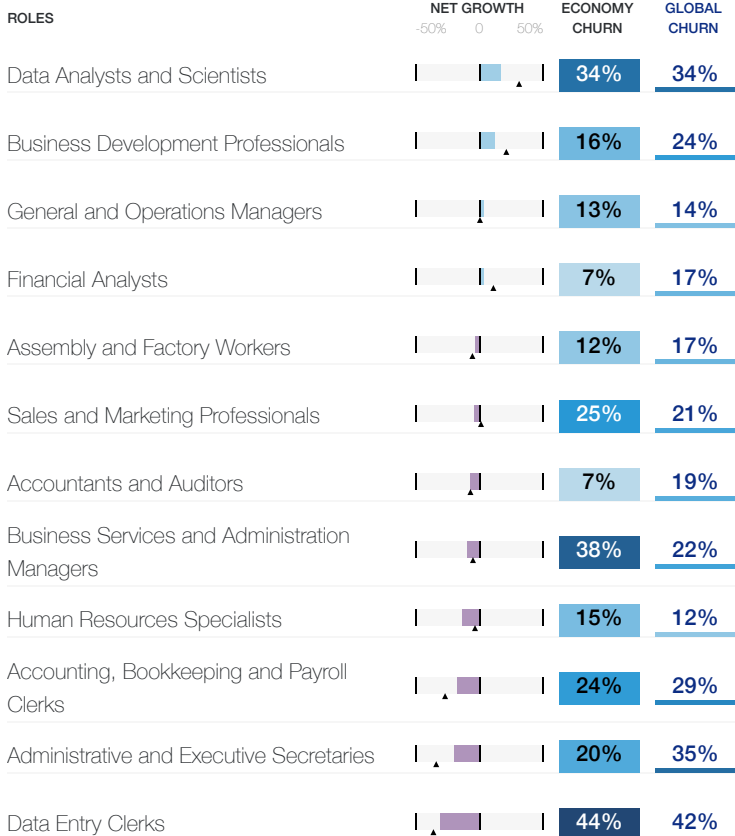
## Role Outlook

### Churn in five years

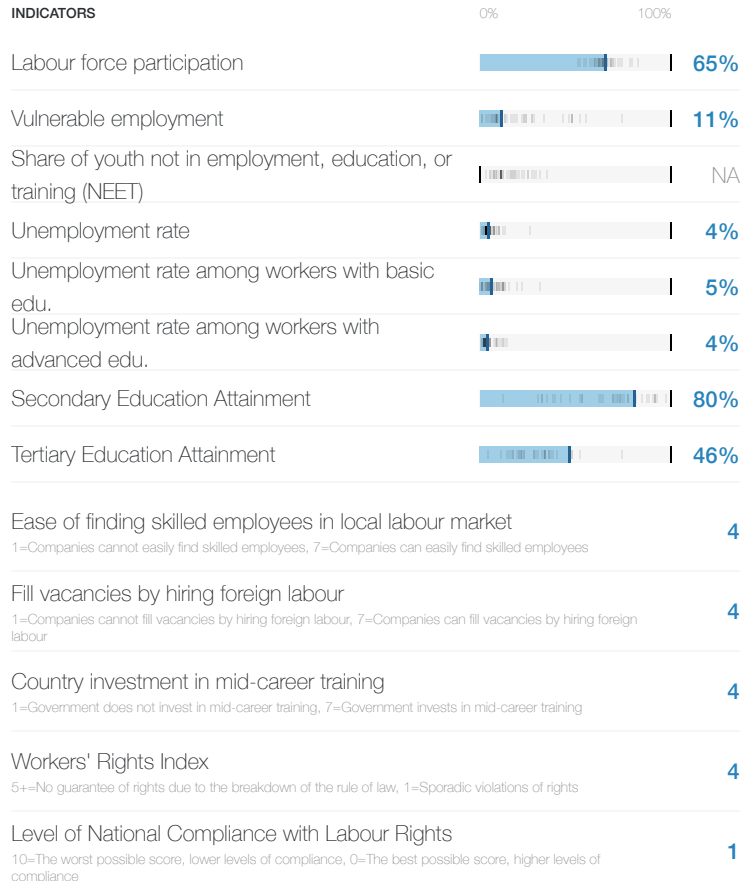Five-year structural labour-force churn (percent)

**21%**

Global **23%**

### Key roles for business transformation

Roles most selected by organizations surveyed (as either growing, stable or declining), ordered by net role growth, and their net growth and structural churn (percent)

| ROLES | NET GROWTH | ECONOMY CHURN | GLOBAL CHURN |
|---|---|---|---|
| Data Analysts and Scientists | | 34% | 34% |
| Business Development Professionals | | 16% | 24% |
| General and Operations Managers | | 13% | 14% |
| Financial Analysts | | 7% | 17% |
| Assembly and Factory Workers | | 12% | 17% |
| Sales and Marketing Professionals | | 25% | 21% |
| Accountants and Auditors | | 7% | 19% |
| Business Services and Administration Managers | | 38% | 22% |
| Human Resources Specialists | | 15% | 12% |
| Accounting, Bookkeeping and Payroll Clerks | | 24% | 29% |
| Administrative and Executive Secretaries | | 20% | 35% |
| Data Entry Clerks | | 44% | 42% |

## Contextual Indicators

| INDICATORS | 0% — 100% | |
|---|---|---|
| Labour force participation | | 65% |
| Vulnerable employment | | 11% |
| Share of youth not in employment, education, or training (NEET) | | NA |
| Unemployment rate | | 4% |
| Unemployment rate among workers with basic edu. | | 5% |
| Unemployment rate among workers with advanced edu. | | 4% |
| Secondary Education Attainment | | 80% |
| Tertiary Education Attainment | | 46% |

Ease of finding skilled employees in local labour market — **4**
1=Companies cannot easily find skilled employees, 7=Companies can easily find skilled employees

Fill vacancies by hiring foreign labour — **4**
1=Companies cannot fill vacancies by hiring foreign labour, 7=Companies can fill vacancies by hiring foreign labour

Country investment in mid-career training — **4**
1=Government does not invest in mid-career training, 7=Government invests in mid-career training

Workers' Rights Index — **4**
5+=No guarantee of rights due to the breakdown of the rule of law, 1=Sporadic violations of rights

Level of National Compliance with Labour Rights — **1**
10=The worst possible score, lower levels of compliance, 0=The best possible score, higher levels of compliance
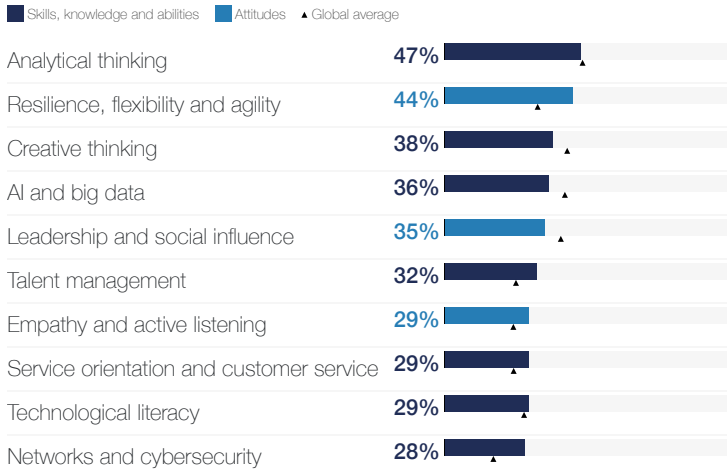
## Skill Outlook

### Core skills

Skills needed to perform well in key, stable roles within the company (share of organizations surveyed)

■ Skills, knowledge and abilities  ■ Attitudes

| 27% | 12% | 15% | 23% | 11% |

| SKILLS | ECONOMY | GLOBAL |
| --- | --- | --- |
| Cognitive skills | 27% | 26% |
| Engagement skills | 7% | 6% |
| Management skills | 12% | 12% |
| Physical abilities | 3% | 3% |
| Technology skills | 15% | 16% |
| Ethics | 2% | 3% |
| Self-efficacy | 23% | 23% |
| Working with others | 11% | 11% |

### Reskilling skill focus

Skills most prioritized for reskilling and upskilling in the next five years (share of organizations surveyed)

■ Skills, knowledge and abilities  ■ Attitudes  ▲ Global average

| Skill | Share |
| --- | --- |
| Analytical thinking | 47% |
| Resilience, flexibility and agility | 44% |
| Creative thinking | 38% |
| AI and big data | 36% |
| Leadership and social influence | 35% |
| Talent management | 32% |
| Empathy and active listening | 29% |
| Service orientation and customer service | 29% |
| Technological literacy | 29% |
| Networks and cybersecurity | 28% |

### Skill stability

Skills required by the workforce that are expected to remain the same (share of all skills required)

**60%**
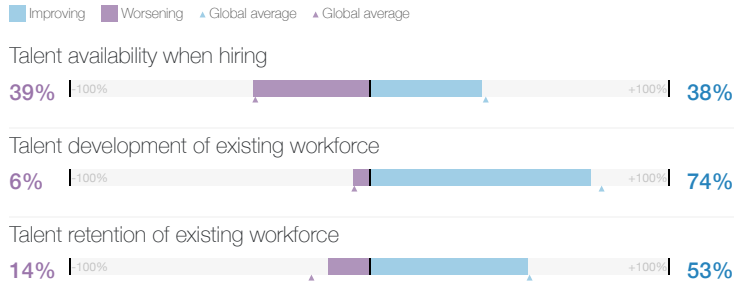Global **56%**

### Training funding

Preferred sources of funding for training, upskilling and reskilling efforts (share of organizations surveyed)

| SOURCE OF FUNDING | ECONOMY | GLOBAL |
| --- | --- | --- |
| Co-funding across the industry | 14% | 16% |
| Free-of-cost training | 26% | 28% |
| Funded by government | 33% | 22% |
| Funded by my organization | 93% | 87% |
| Public-private hybrid funding | 24% | 24% |

## Workforce Strategy Outlook

### Talent outlook in 2027

Expected change in talent availability, development and retention in the next five years (share of organizations surveyed)

■ Improving  ■ Worsening  ▲ Global average  ▲ Global average

| Talent availability when hiring | 39% | | 38% |
| --- | --- | --- | --- |
| Talent development of existing workforce | 6% | | 74% |
| Talent retention of existing workforce | 14% | | 53% |

### Business practices to improve talent availability

Top practices with the greatest potential to improve talent availability (share of organizations surveyed)

| | PRACTICES | ECONOMY | GLOBAL |
| --- | --- | --- | --- |
| 1. | Improve talent progression and promotion processes | 50% | 48% |
| 2. | Provide effective reskilling and upskilling | 38% | 34% |
| 3. | Better articulate business purpose and impact | 32% | 24% |
| 4. | More diversity, equity and inclusion policies and programmes | 26% | 18% |
| 5. | Offer higher wages | 24% | 35% |
| 6. | Improve people-and-culture metrics and reporting | 21% | 18% |
| 7. | Support employee health and well-being | 19% | 18% |
| 8. | Offer more remote and hybrid work opportunities within countries | 17% | 21% |
| 9. | Improve internal-communication strategy | 15% | 19% |
| 10 | Tapping into diverse talent pools | 13% | 10% |

### Key components of DEI programmes

Most common components of DEI programmes (share of organizations surveyed)

| | DEI PROGRAMS COMPONENTS | ECONOMY | GLOBAL |
| --- | --- | --- | --- |
| 1. | Run comprehensive DEI training for managers | 54% | 42% |
| 2. | Enable inclusion and accessibility across physical and virtual spaces | 51% | 33% |
| 3. | Run comprehensive DEI training for staff | 43% | 36% |
| 4. | Set DEI goals, targets or quotas that exceed public requirements | 36% | 26% |
| 5. | Offer greater flexibility on education requirements to recruit from various backgrounds | 34% | 24% |

### Share of companies with DEI Programs

(share of organizations surveyed)

**74%**
Global **67%**