

# SESSION 1 – EMPLOYMENT TRENDS

**Demographic Analysis of Current and  
Future Employment Trends**

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**TAKE 1:**

**EMPLOYMENT TRENDS - CURRENT**

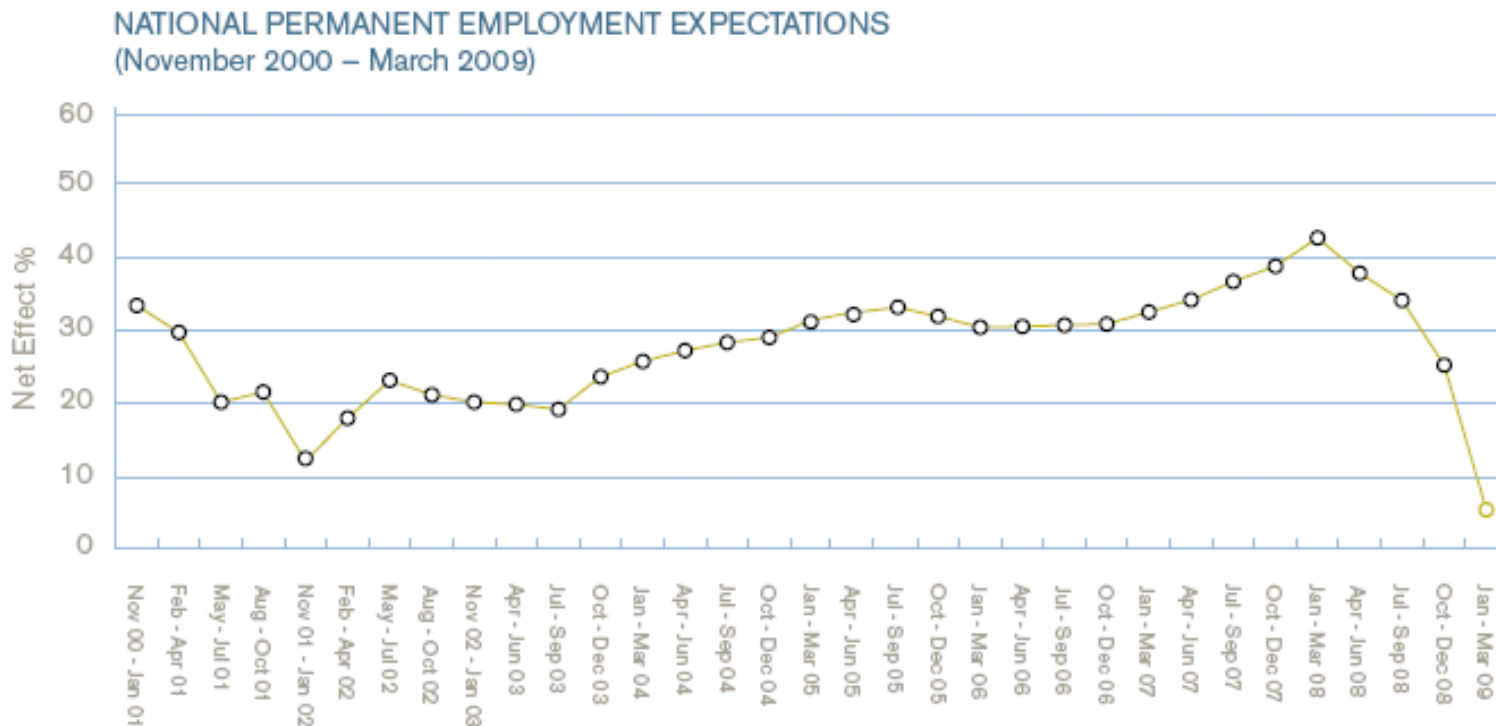


## OECD - Projected Unemployment Rates

<b>Country</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
Australia	4.3	5.3	6.0
New Zealand	4.0	5.4	6.0
Canada	6.1	7.0	7.5
USA	5.7	7.3	7.5
UK	5.5	6.8	8.2
Ireland	5.9	7.7	7.8
France	7.3	8.2	8.7
Germany	7.4	8.1	8.6
Spain	10.9	14.2	14.8
Japan	4.1	4.4	4.4

# National Employment Expectations Q1 2009

- Employer optimism reaches lowest level on record this quarter
- All states and territories record decline in sentiment

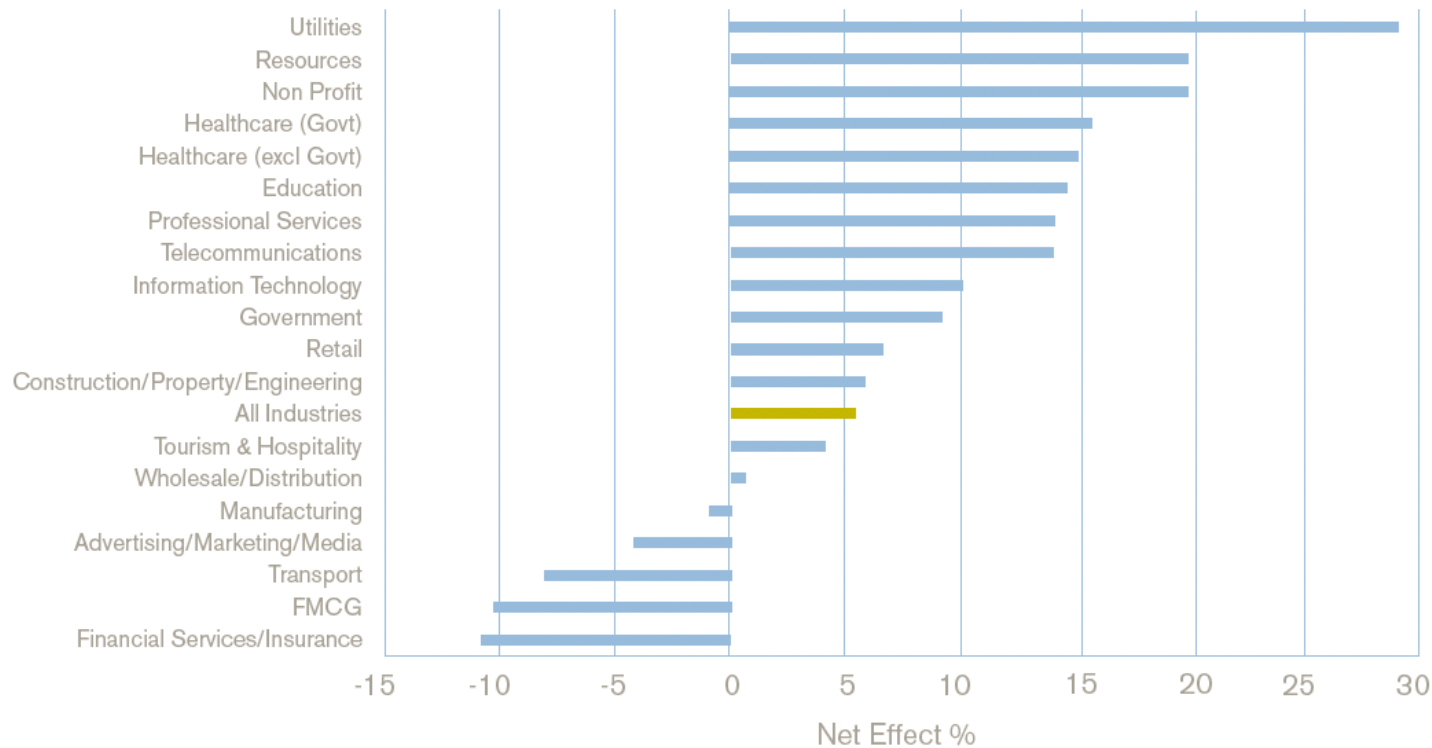


*Net Effect* is percentage of employers that expect to increase permanent staff levels less the percentage that expect to decrease

# Employment Expectations by Industry

- Utilities, Resources and Non-Profit record highest levels of employer confidence
- Construction, Property & Engineering, Transport and Financial Services record largest declines

NATIONAL PERMANENT EMPLOYMENT EXPECTATIONS  
(January – March 2009): By Industry



## TAKE 2:

## EMPLOYMENT TRENDS - FUTURE



# Employment – Key Trends

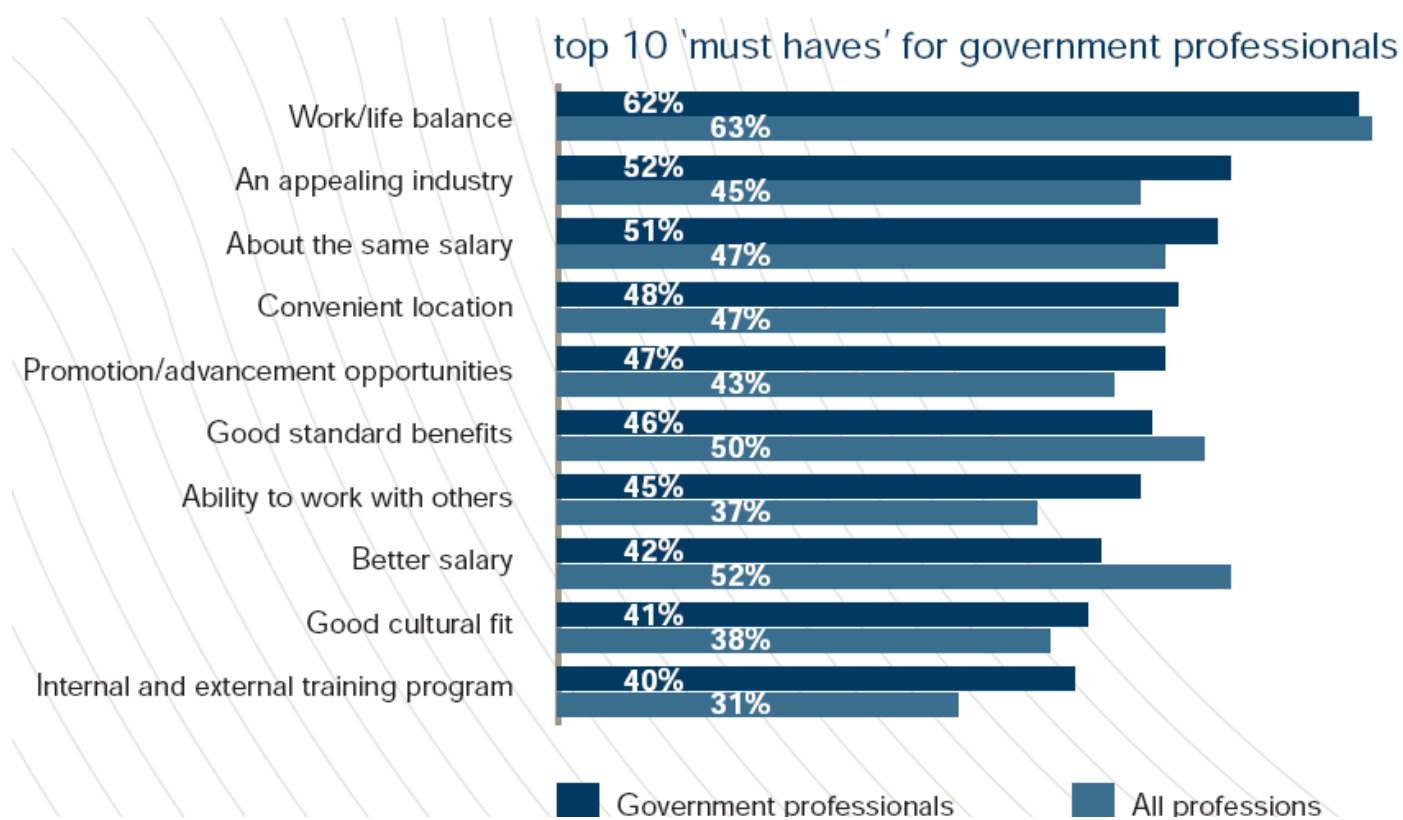
- Ageing workforce reducing participation
- Rapid decline labour force growth
- Shorter employment tenure
- Ongoing skills shortages
- Increased off-shoring
- Growth in contractors/casuals
- Delayed retirement

# Public Utilities – Employment Gaps Next Decade

<b>Job Category</b>	<b>% Gap (WSAA Data)</b>
Electrical Engineers	107
Chemical Engineers	96
Mechanical Engineers	80
Environmental Roles	64
Civil Trade & Technical	63
Operators – Plant & Equipment	61
Microbiologists	47
Mechanical Trade & Technical	47
Electrical Trade & Technical	47

# Why Work in the Public Sector?

- Training, teamwork and industry appeal are positives
- Salary and benefits expectations are lower



# Supply Measures

- Retain the good ones – succession plan
- Invest in skills – talent management
- Tap the expatriate market
- Use social networks
- Improve your employment brand
- Select for cultural and motivational fit
- Form institutional linkages

# Demand Measures

- Review back office processes and functions
- Offshore and outsource
- Use vendor solutions
- Simplify job design
- Engage external procurement providers
- Productivity improvement – technology
- Productivity improvement – performance management

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