

# 2014 Talent Shortage Survey

## Australian Highlights



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## About the Talent Shortage Survey

- Ninth year
- Over 37,000 employers globally
- Over 1,500 employers in Australia
- 42 countries and territories
- Research conducted in Quarter 1 2014

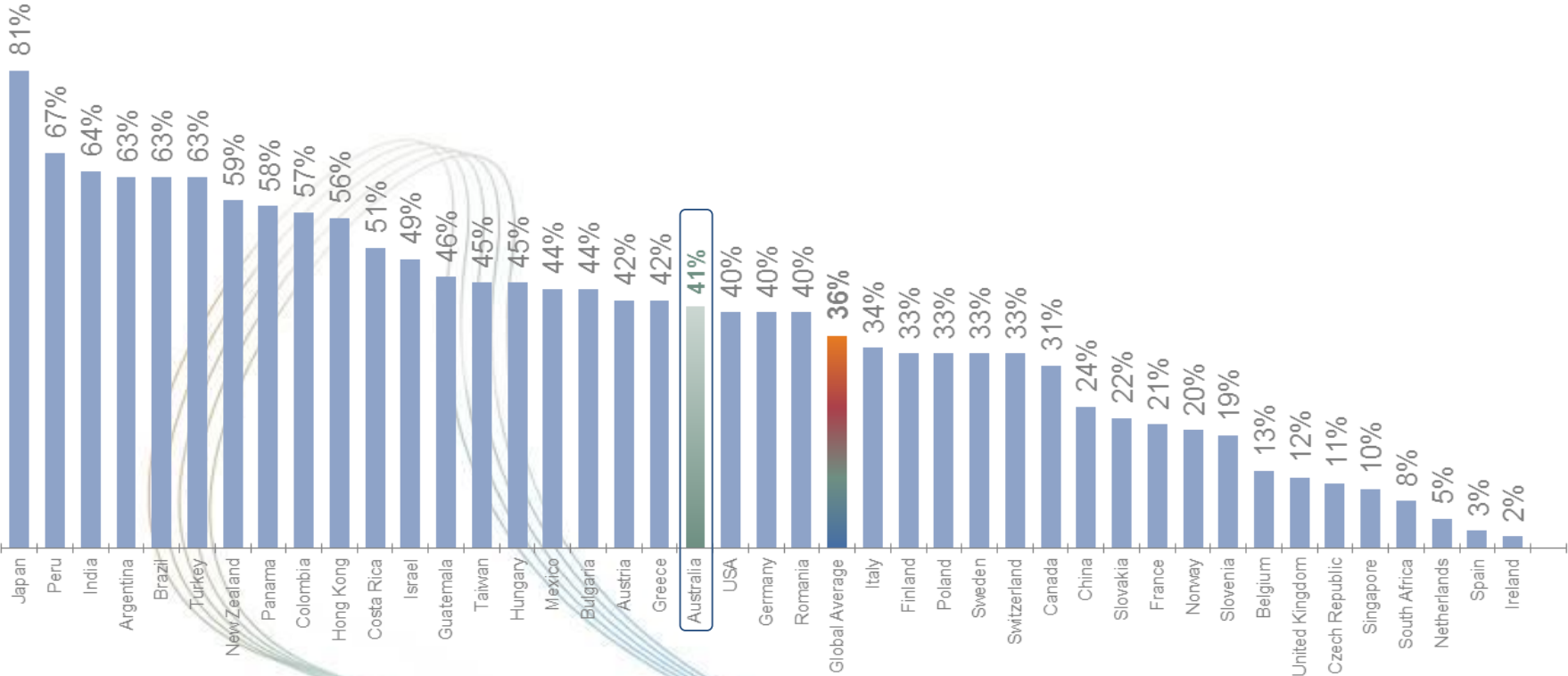


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## Employers were asked.....

- How much difficulty have employers experienced in their effort to fill jobs?
- What are the most difficult-to-fill jobs?
- What impact talent shortages have on their ability to meet client needs?
- What impact talent shortages have on their organisation?
- Why jobs are hard to fill?
- What strategies are being pursued to overcome these difficulties?

# Global Ranking



# Australia



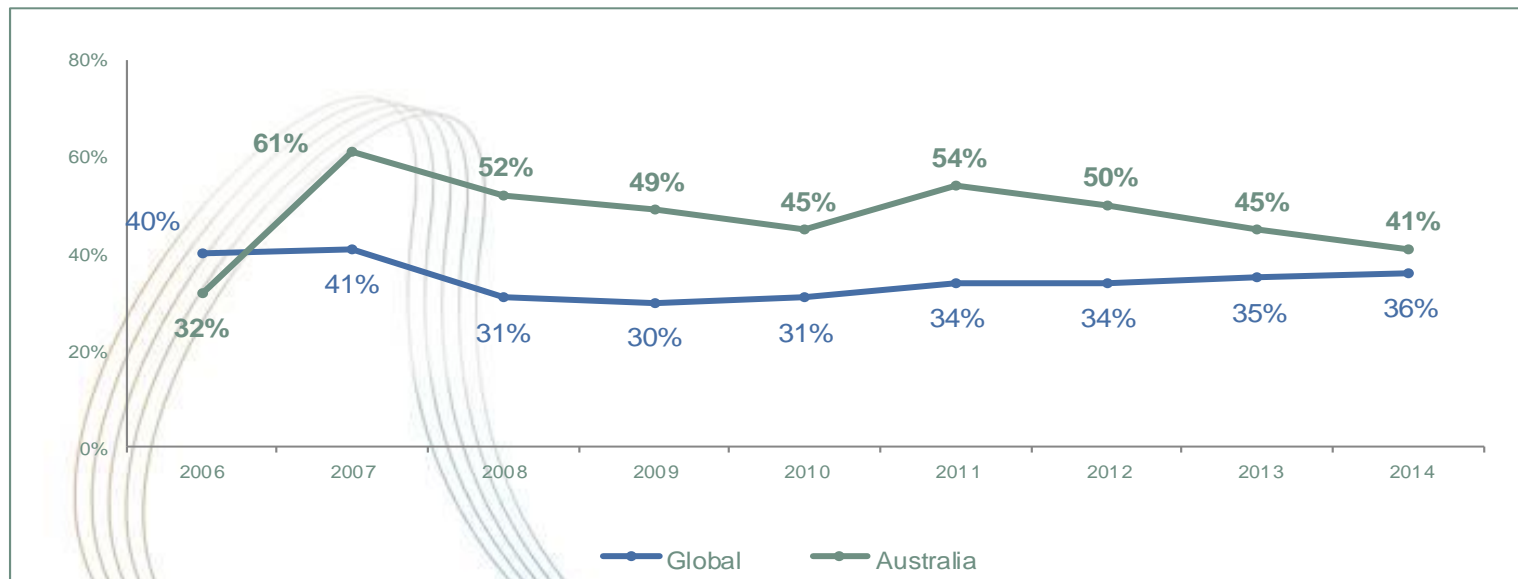
Australia

## Top 10 jobs employers have difficulty filling

1. Skilled Trades
2. Engineers
3. Sales Representatives
4. Accounting & Finance Staff
5. Management / Executive (Management/Corporate)
6. IT Staff
7. Technicians
8. Sales Managers
9. Doctors and other non-nursing health professionals
10. Drivers

# Australia

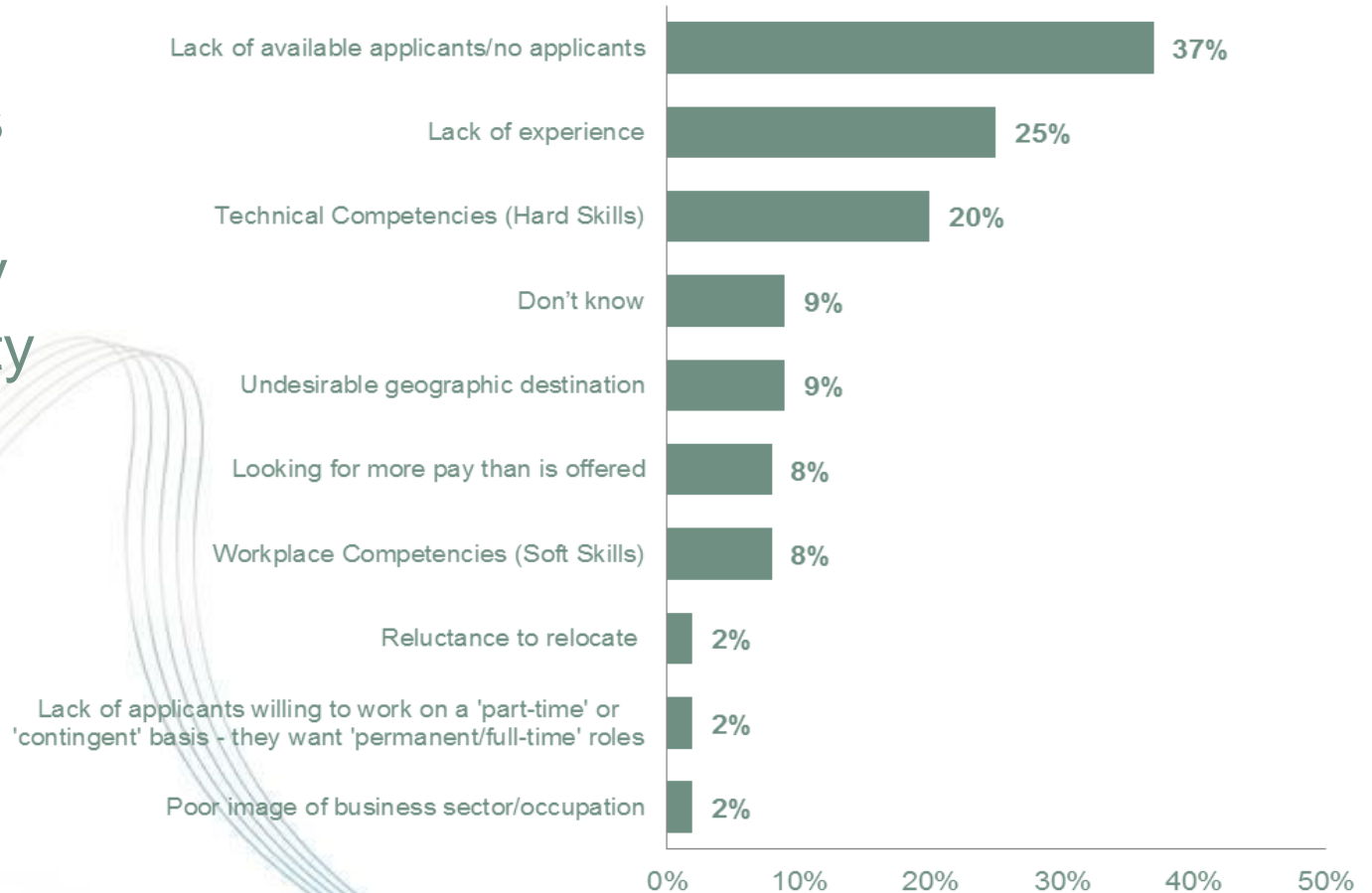
## Proportion having difficulty filling jobs





# Australia

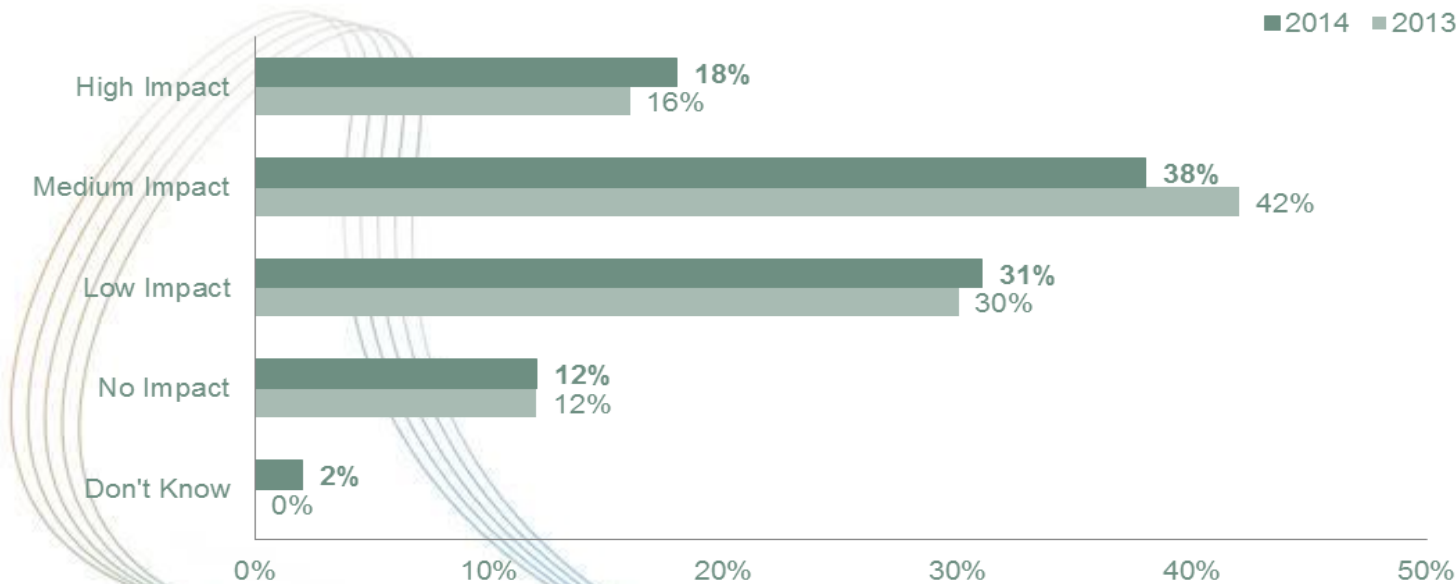
## The reasons employers indicate they have difficulty filling jobs





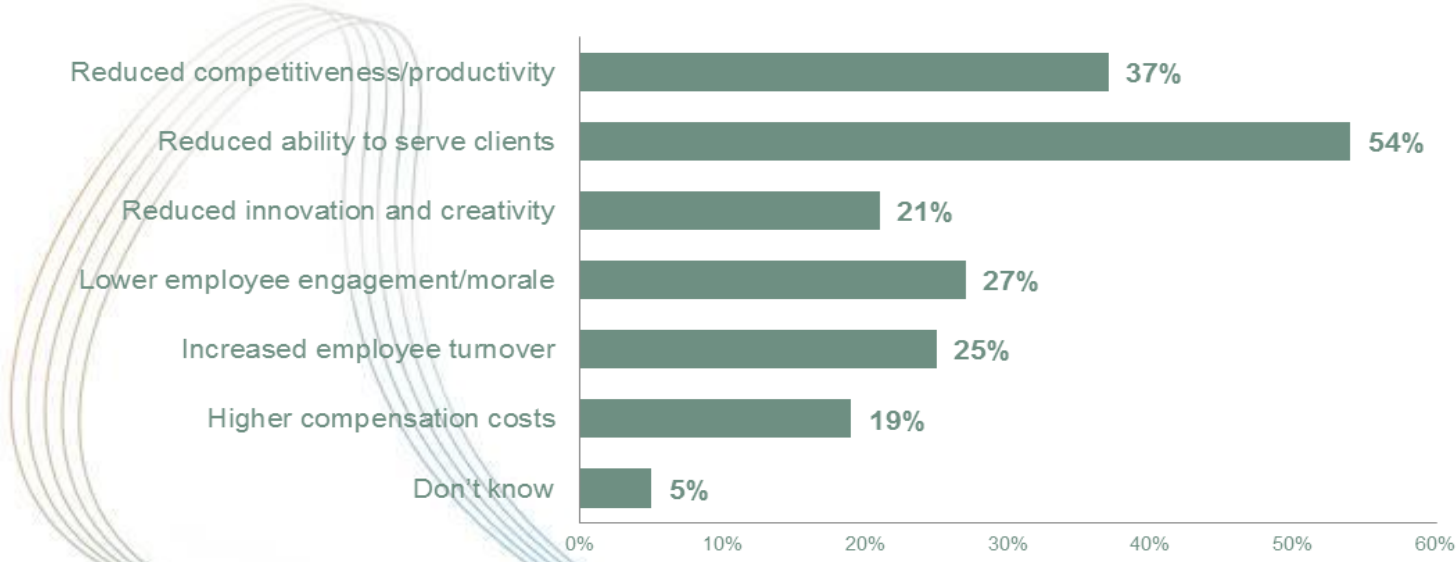
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## The impact talent shortages have on meeting clients needs



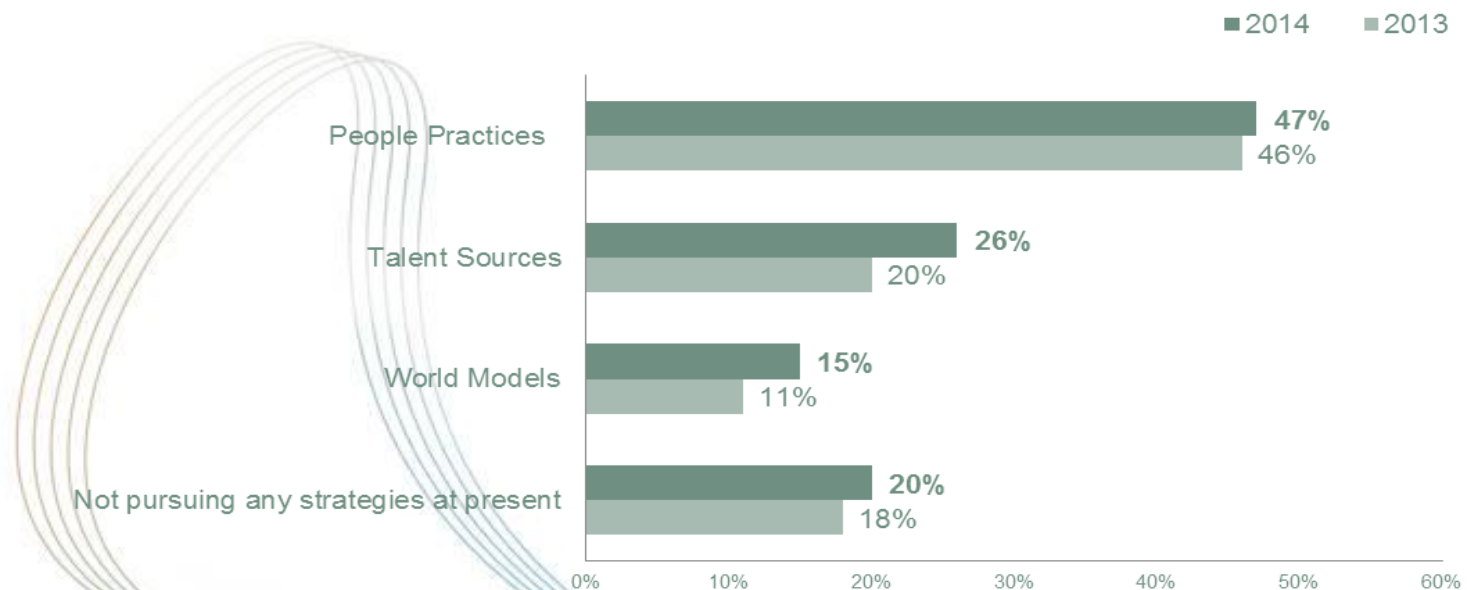
# Australia

## The impact talent shortages have on an organisation



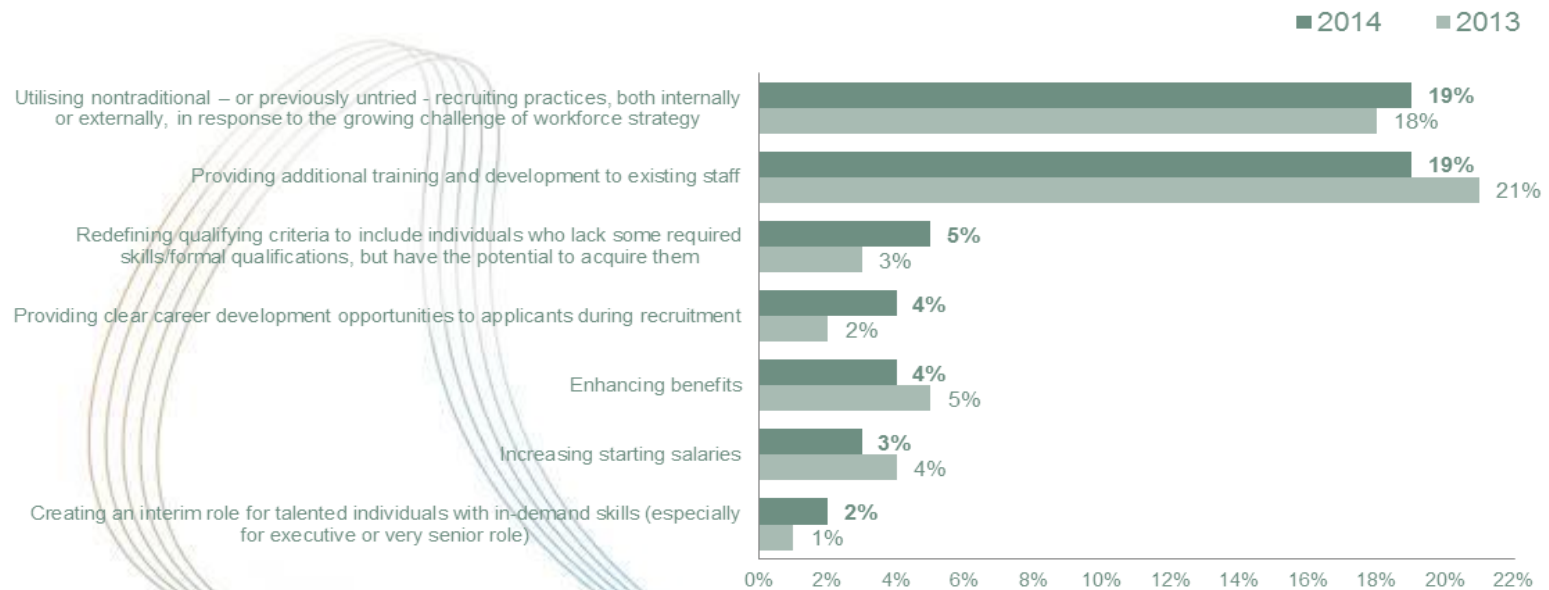
## Australia

# How are employers responding to the challenge of the talent shortage



# Australia

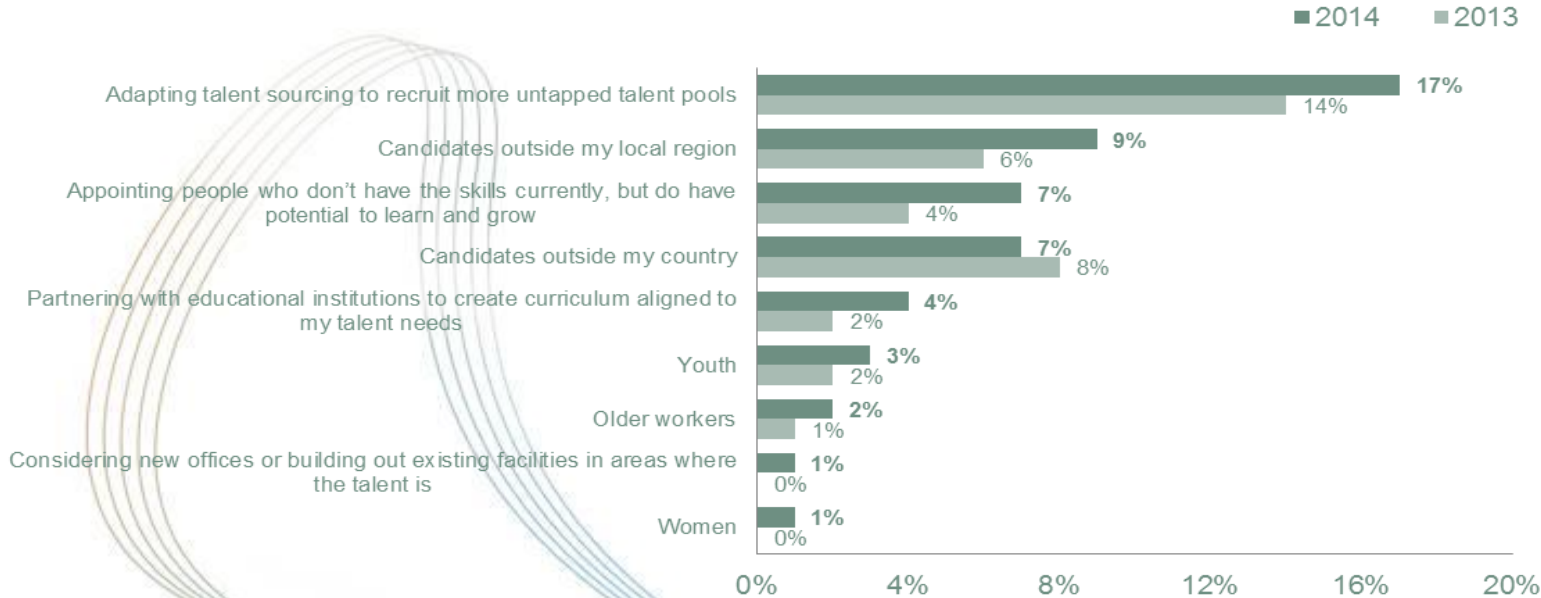
## Overcoming the talent shortage People Practices



# Australia

## Overcoming the talent shortage

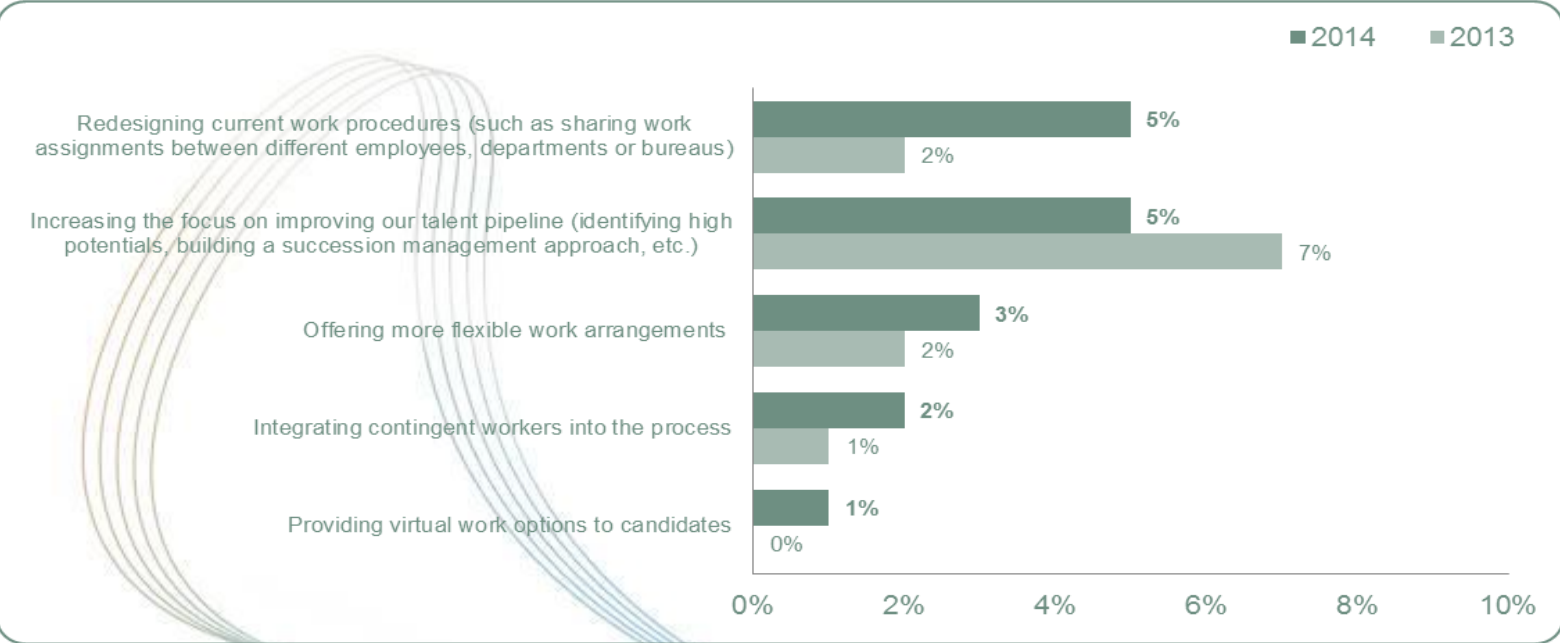
### Talent Sources



# Australia

## Overcoming the talent shortage

### Work Models







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