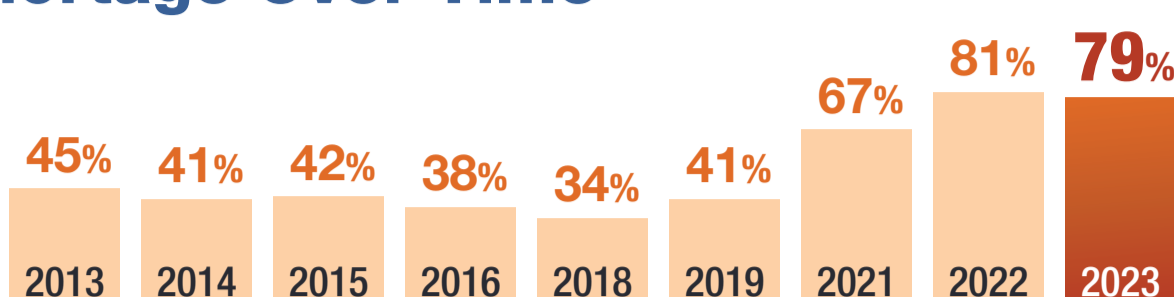


2023 Australia Talent Shortage

Australia Talent Shortage Over Time

79% of employers report difficulty finding the skilled talent they need in 2023.



Skillsets Employers are Seeking Most

Human strengths stand out in the digital age.

Top 5 Soft Skills

- 1 | Critical thinking & Analysis 33%
- 2 | Reliability & Self-Discipline 30%
- 3 | Initiative Taking 28%
- 4 | Leadership & Social Influence 27%
- 5 | Resilience & Adaptability 26%

Top 5 Technical Skills

- 1 | IT & Data 24%
- 2 | Front Office & Customer Facing 20%
- 3 | Sales & Marketing 19%
- 4 | Administration & Office Support 18%
- 5 | Operations & Logistics 17%

Talent Shortages Across Industries

From Health Care & Life Sciences to Communication Services, employers cannot find the skilled talent they need.



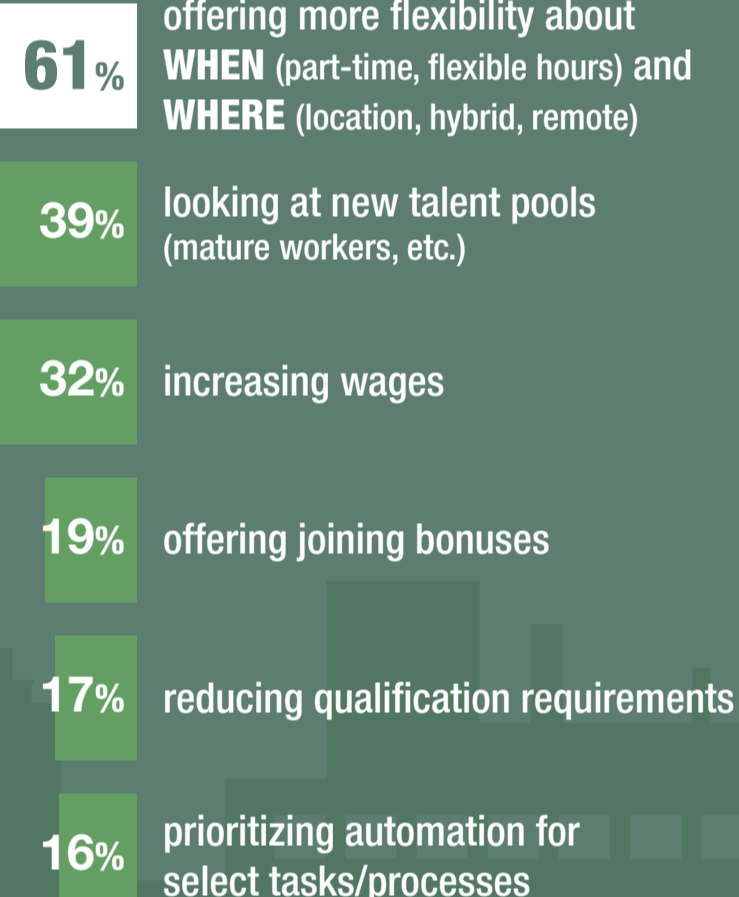
How Employers are Addressing the Skills Gap

Organizations are planning to invest in their people more than ever before.



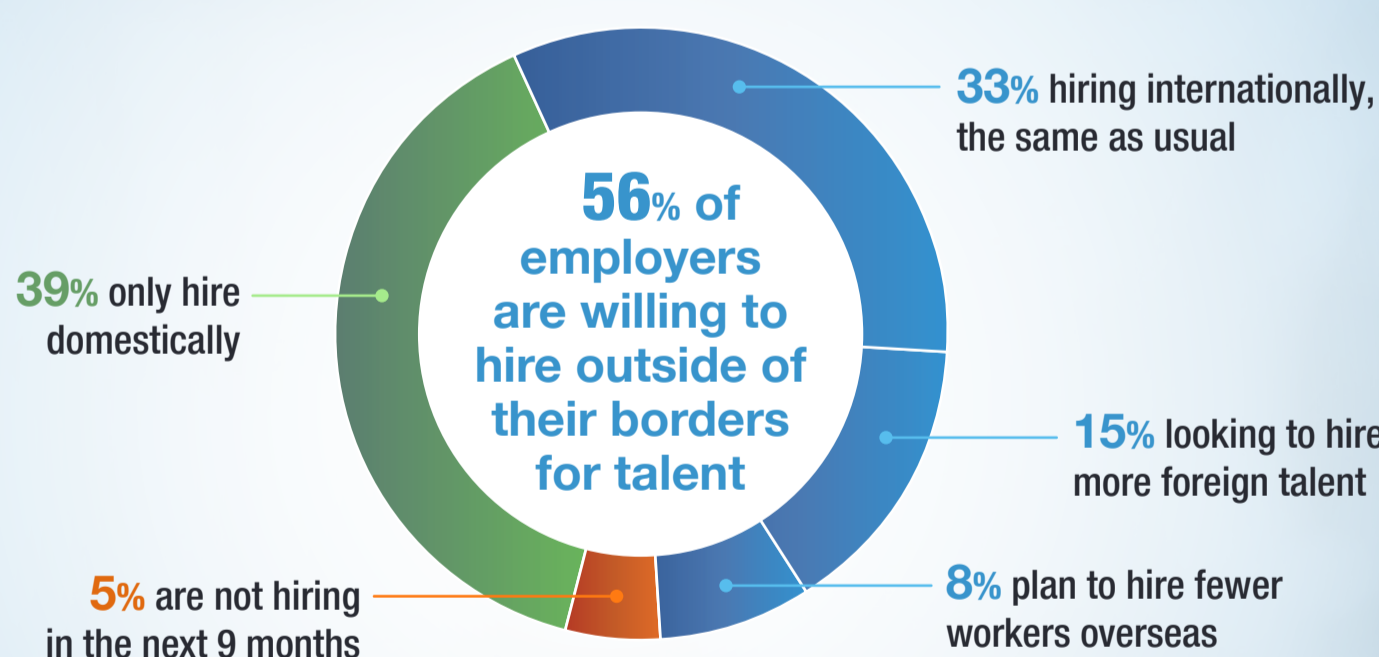
Overcoming Talent Shortages

61% of employers plan to offer more flexibility in when or where to work as talent scarcity grows.



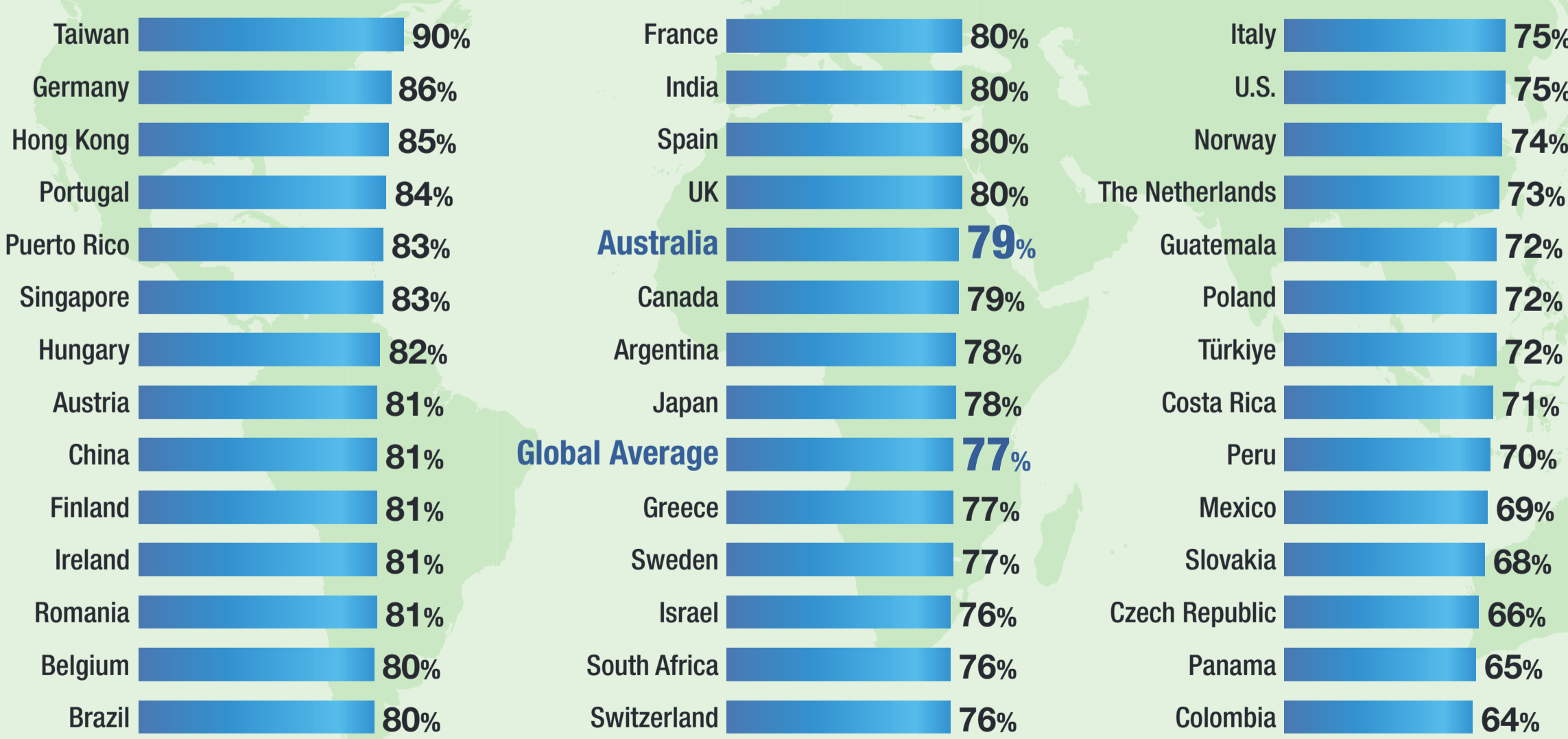
Cross-Border Teams Bridging Talent Gaps

As hiring demand continues despite growing talent scarcity, 56% of employers are willing to hire internationally, although 8% are not planning to accelerate this.



Global Talent Shortage Reaches a 17-Year-High

Nearly 4 in 5 employers globally report difficulty filling open roles with the biggest impacts being felt in Taiwan, Germany, and Hong Kong.



A Holistic Talent Strategy

To keep pace, an effective talent strategy should comprise a mix of four key elements:

- Build**: Invest in learning and development to grow your talent pipeline
- Buy**: Go to the external market to attract talent that can't be built in-house
- Borrow**: Cultivate communities of talent outside the organization
- Bridge**: Help people move on or move up to new roles within the organization