



# PROJECT SERVICES

# 20 21

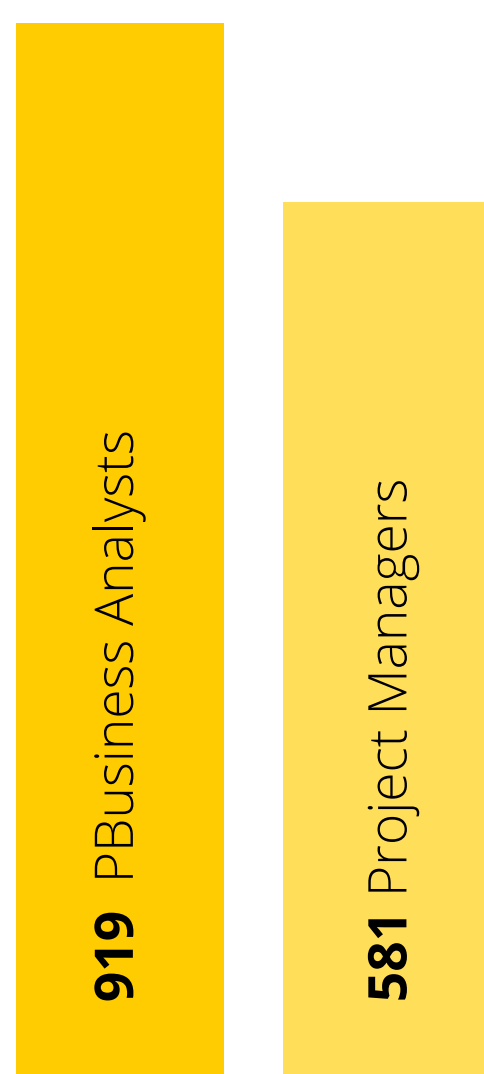
# Q1 MARKET TALENT REPORT

**PRECISION**  
SOURCING

# OVERVIEW

**1500**  
Changed  
roles in Q1

**6.25%**  
Talent market  
changed job,  
increase of 2.75%  
from Q4



**Highest Role  
Changes within  
talent market**

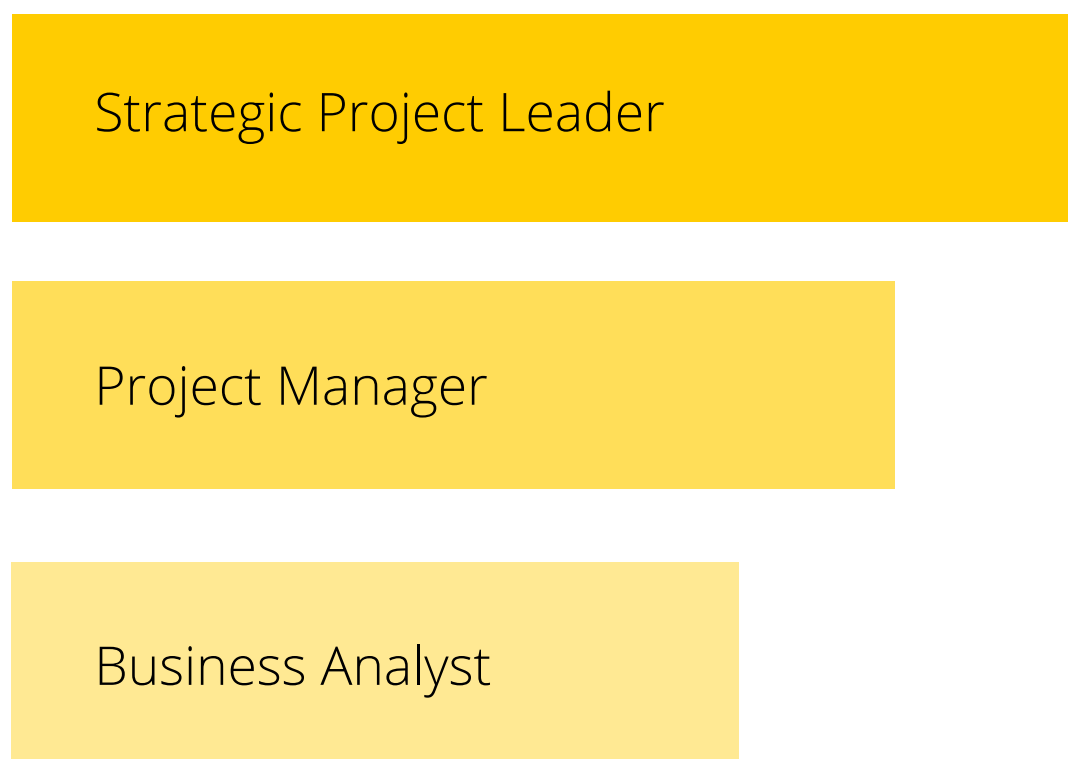
Q1 has seen a lot happen in Australia, with states at different stages of their journey through the COV-19 pandemic. Despite the largest quarterly decline on record in Australia, Australia's economic performance was above average relative to other OECD countries. However, other countries are likely to rebound faster in the future compared to Australia because of ongoing lockdowns in Victoria, which accounts for a quarter of economic activity in Australia.

In Q4 2020, we experienced an initial slow down, especially permanent hiring. This was quickly followed by an acceleration of temporary recruitment. We were predicting a similar story or worse for Q1. To our surprise, the results were quite different! In contrast to Q4, Q1 saw many high profile programs of work kick off. A number of organisations were committed to large change and transformation programs, with a knock on need to hire senior strategic leaders to run these programs. As a result we saw a marked upturn in permanent recruitment as well as a steady flow of contract hires. There continues to be a focus on risk, compliance and regulatory programs across our financial services customers.

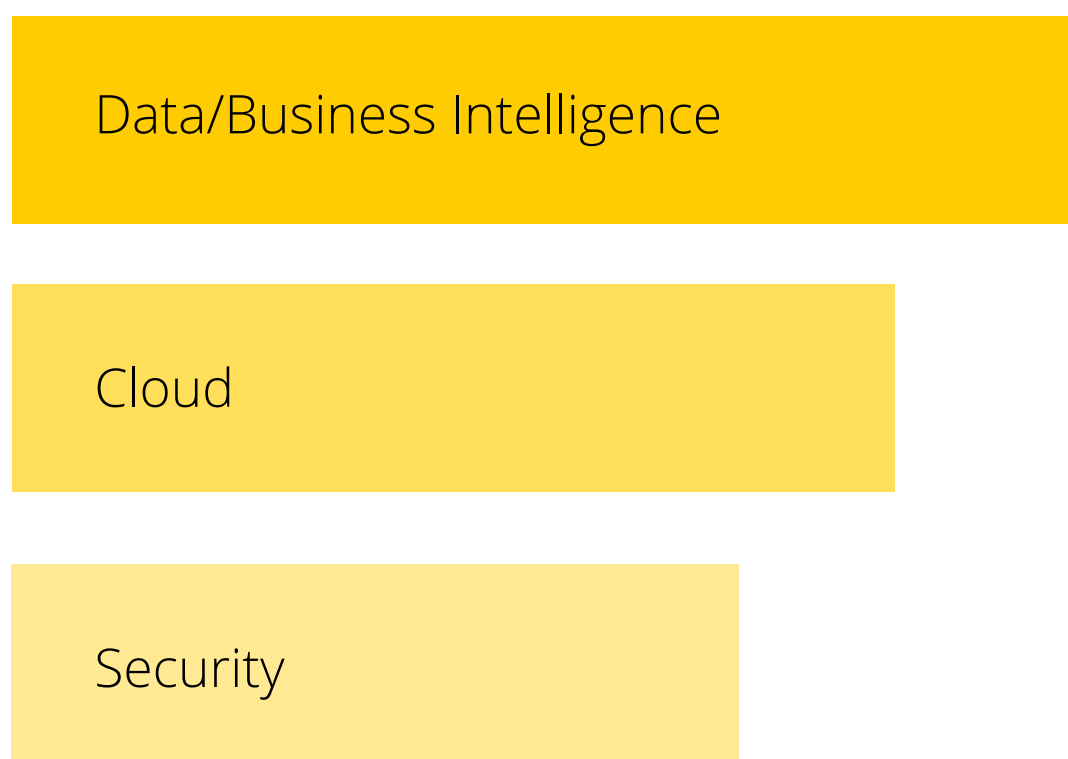
The communication from respected clients within the Project Services domain suggests that the technology market continues to adapt well to remote working and the new norm. Most customers continue to work from home and have embraced 100% remote onboarding. Feedback from the Project Services talent survey suggests the ideal onsite/remote ratio was close to 50% split. Most people favour a mix of remote working and opportunity to connect socially and collaborate with team members in the office.

# QUICK FACTS

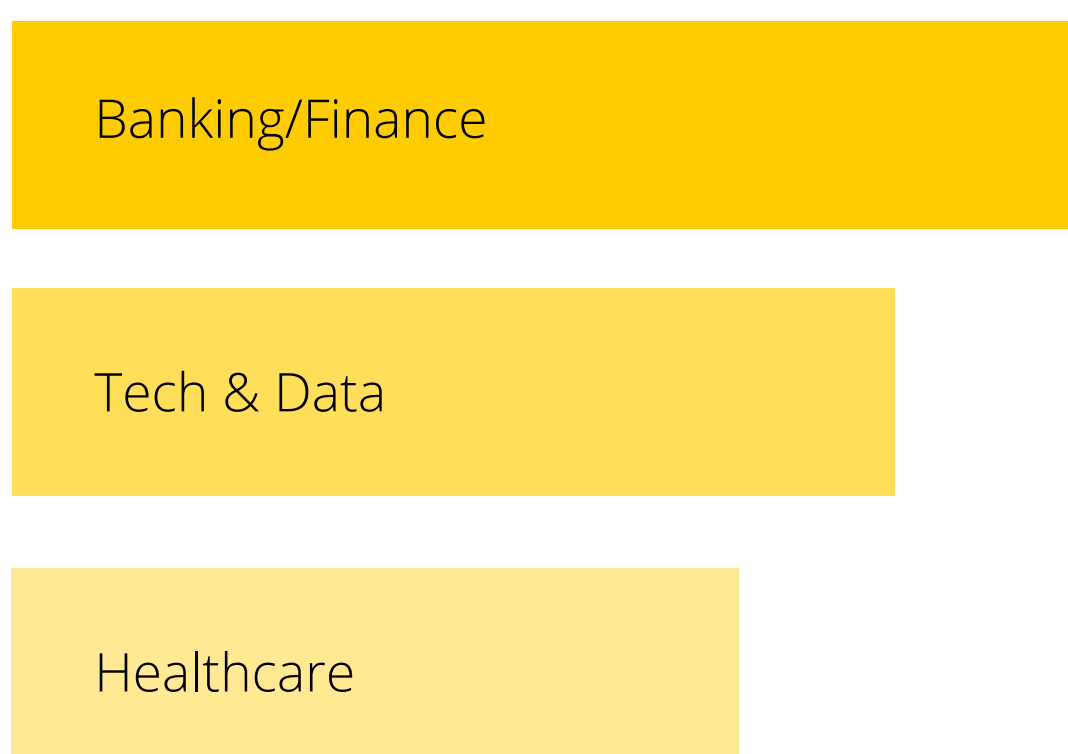
## Job Titles In Demand



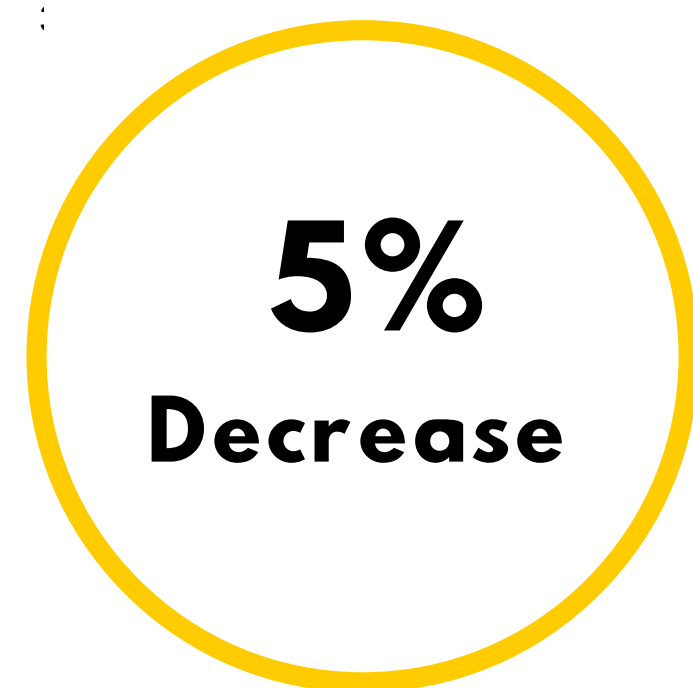
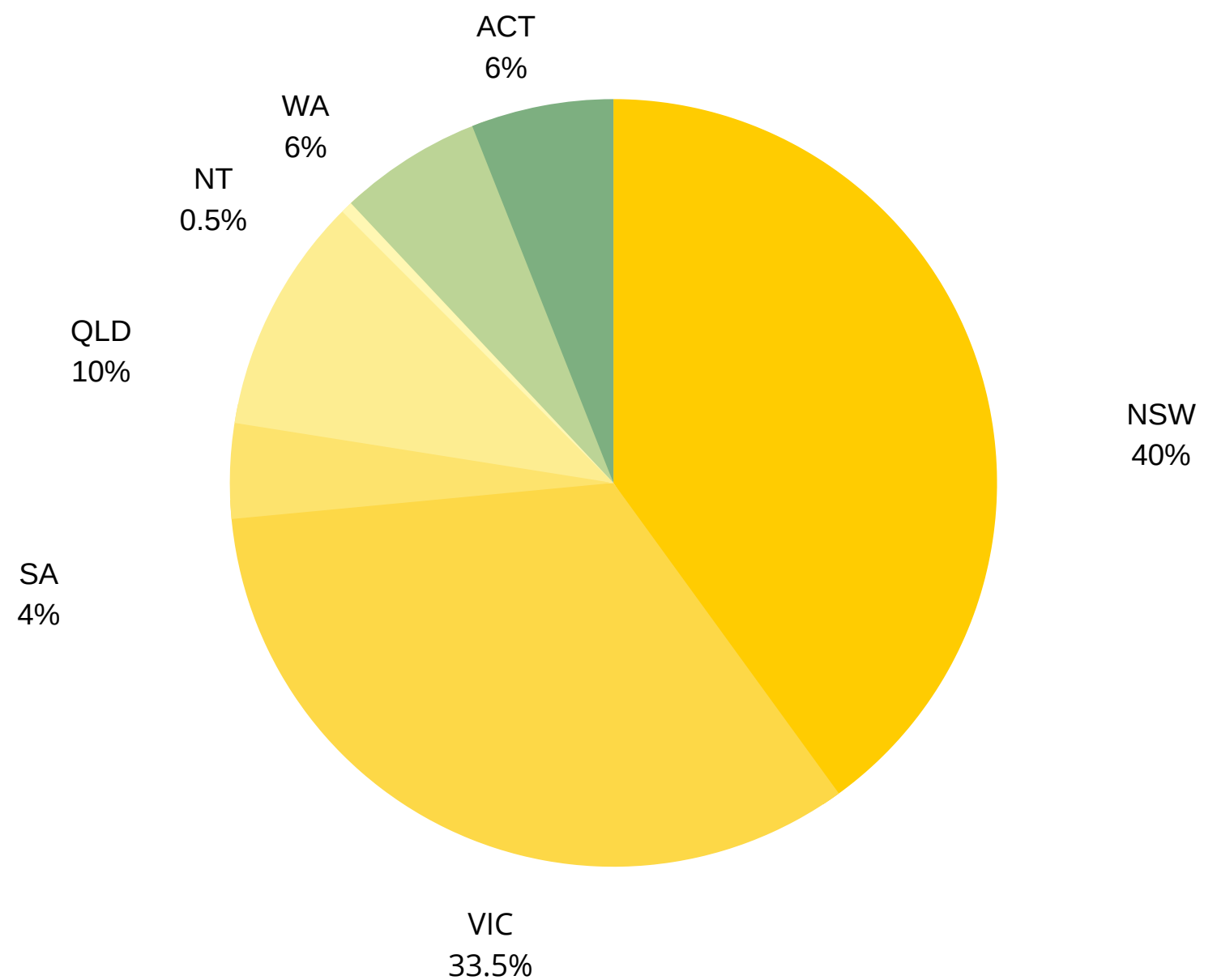
## Skills In Demand



## Top 3 Most Active Sectors




## Break Down of New Hires per State



Median daily rate decreased by less than 5%

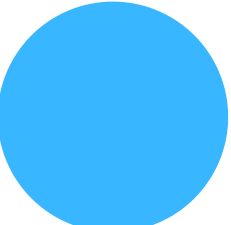
***"If you've hired smart people that you trust and you set clear goals, a clear purpose, just get out of the way"***

**- Dominic Price, Atlassian Work Fururist**



# THE FUTURE

---



As we approach the festive season, we expect to see the majority of customers exercise some caution. We know we are by no means out of the 'danger zone'. The project services market faces many potential threats including further virus outbreaks, more lockdowns, poor worldwide economies and the impact of changing government stimulus such as job keeper.

There does however seem to be some returning confidence in hiring.

## **Insight for Active Project Services Candidates**

Ensure your LinkedIn profile is active, up to date, credible and professional – first impressions count so make sure that profile picture is a great one

## **Insight for Project Services Clients**

We recently surveyed the Project Services talent market to understand how employees feel about the effect of COV19 – to understand how you could better support your colleagues and peers read the report [here](#).