

PRECISION
SOURCING

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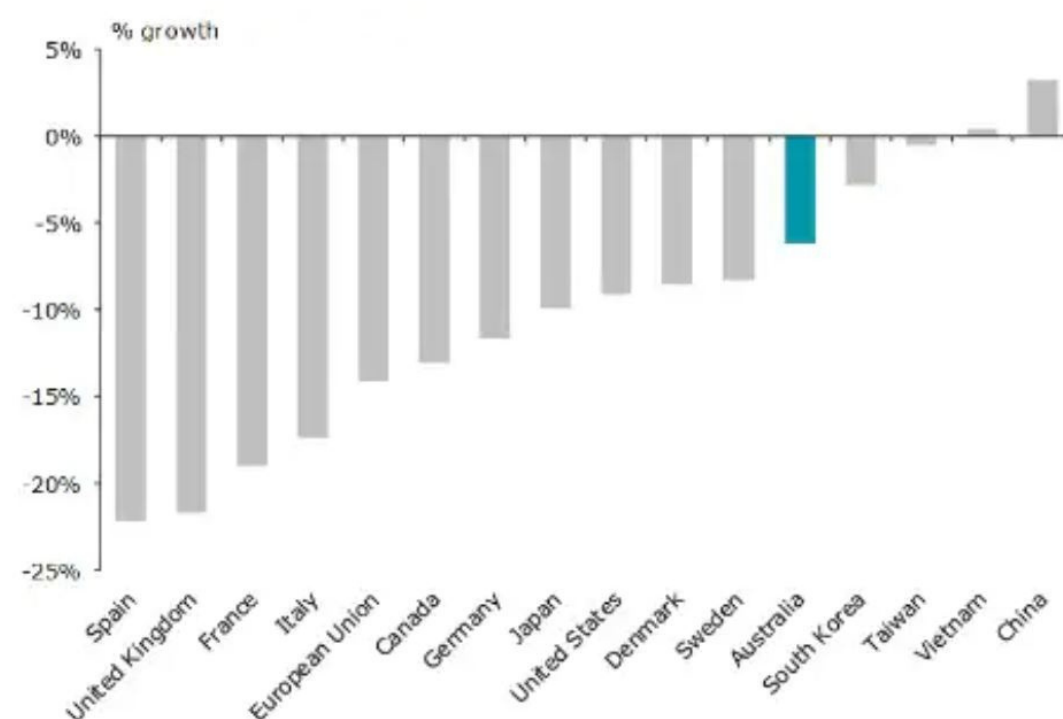
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SAP Q1 MARKET TALENT REPORT

OVERVIEW

Q1 has seen a lot happen Australia wide with different states experiencing different restrictions, borders closing and companies learning day by day on how we are going to adapt to the to the new normal. It's not all bad news however and although we are in the deepest recession we have seen in 30 years, compared to other countries Australia is holding up relatively okay.

GDP growth rates over the same quarter of the previous year - international comparison



Source: Australian Bureau of Statistics, US Bureau of Economic Analysis, Eurostat, Statistics Bureau of Japan, Statistics Canada, National Bureau of Statistics China, Statistics Korea, Taiwan National Statistics, General Statistics Office of Vietnam. Note that Statistics New Zealand releases its June quarter GDP estimate on 17 September.

Australia's recession has been relatively milder than most other developed economies (Supplied: Deloitte)

720
People

Changed roles in Q1 within the SAP market in Australia.

3.9%
Increase

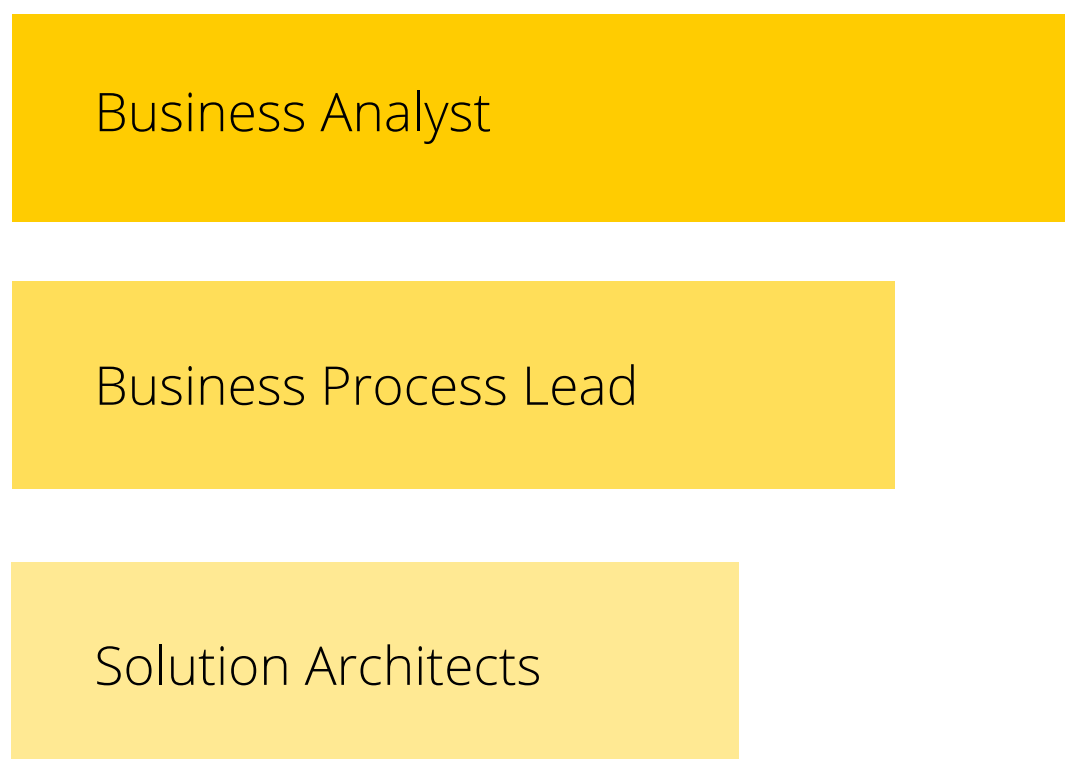
Increased percentage of people who changed roles compared to last quarter.

What is effect on the SAP market?

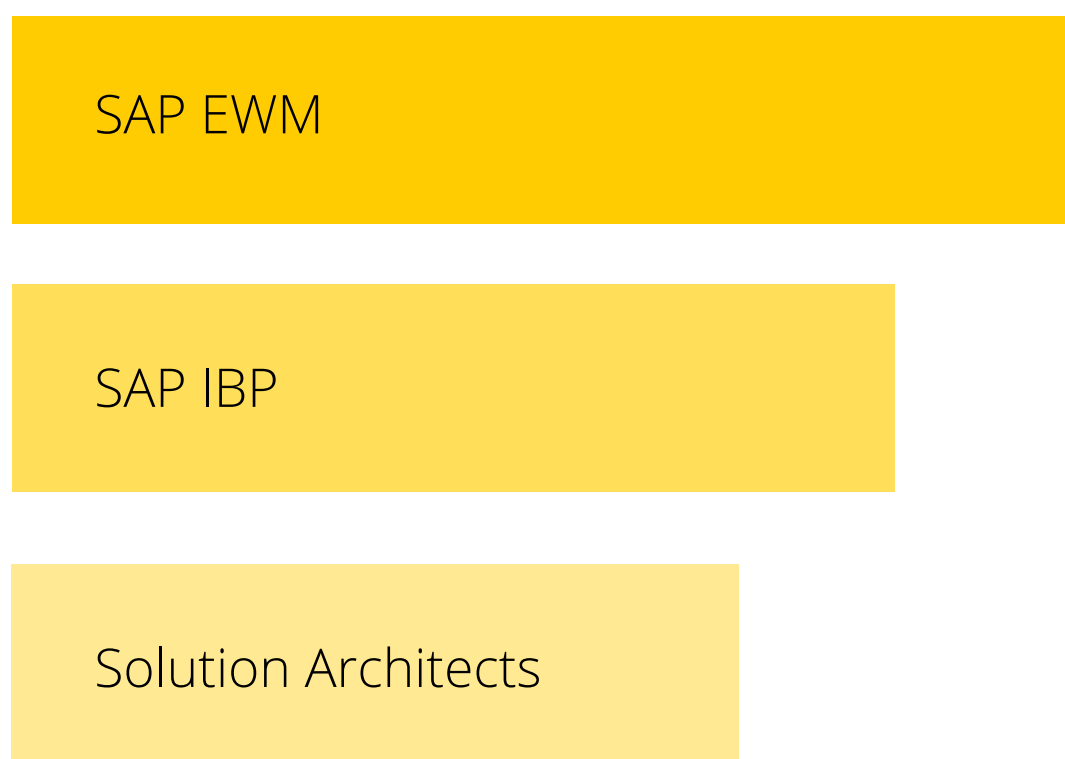
Compared to Q4 of last financial year (April-June) we have seen a slight increase in job flow and subsequently has led to a 3.9% increase of SAP talent moving jobs. Initially when the pandemic hit, we witnessed a slowdown in permanent hiring and companies putting hiring freezes in place therefore electing the contingent labour hire route. This quarter has seen some companies remaining cautious while others have accepted the new-normal and recruiting both permanent and contingent resources. The communication we are receiving from clients is that 2020 has forced them to rethink and change. We are seeing company restructures, abandoned programs restarting and roles redefined in organisations with a focus on cost, innovation and productivity.

QUICK FACTS

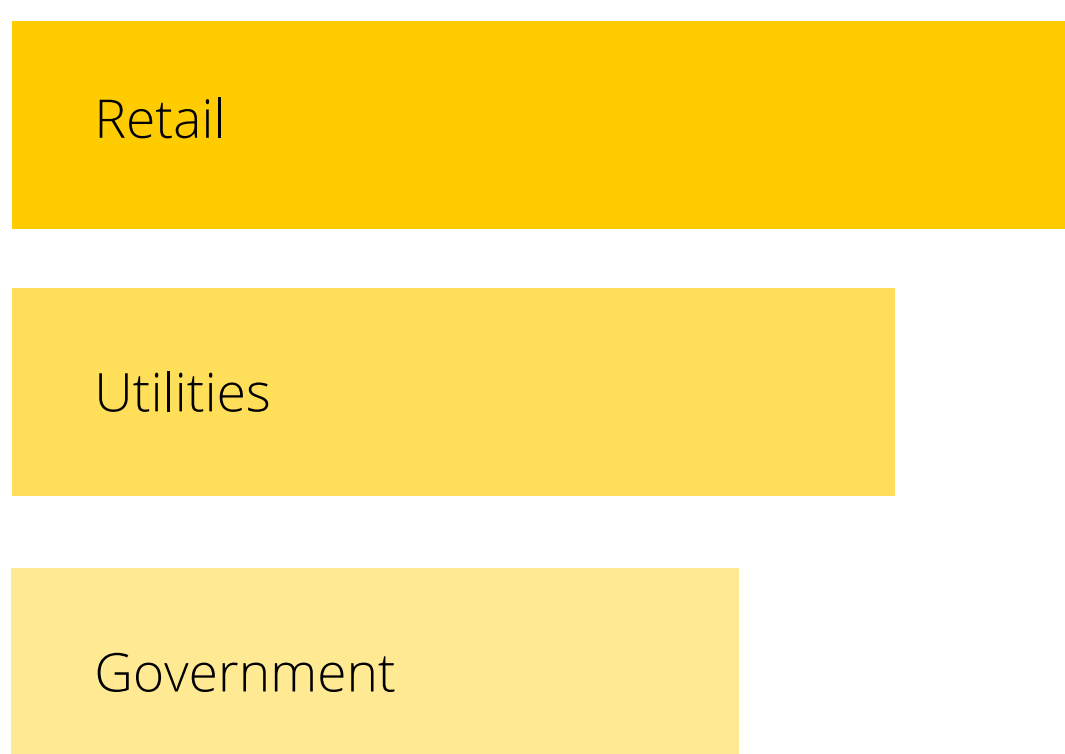
Job Titles In Demand



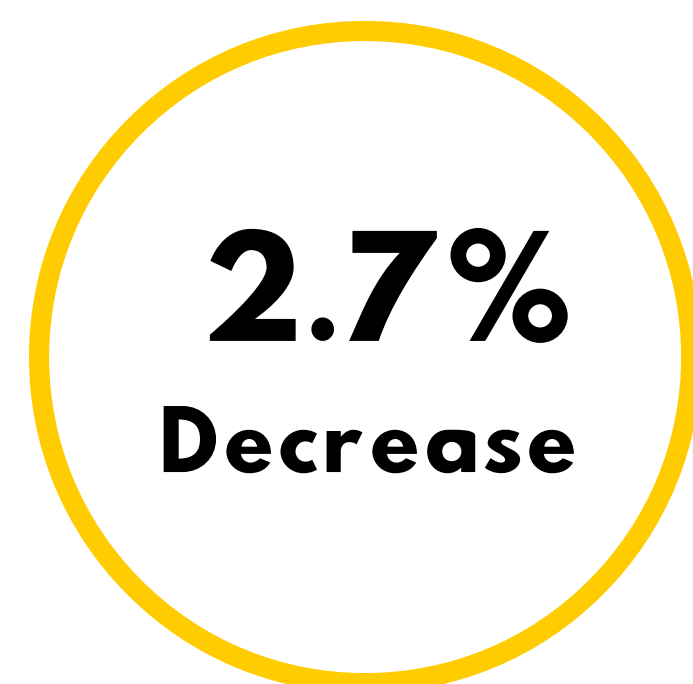
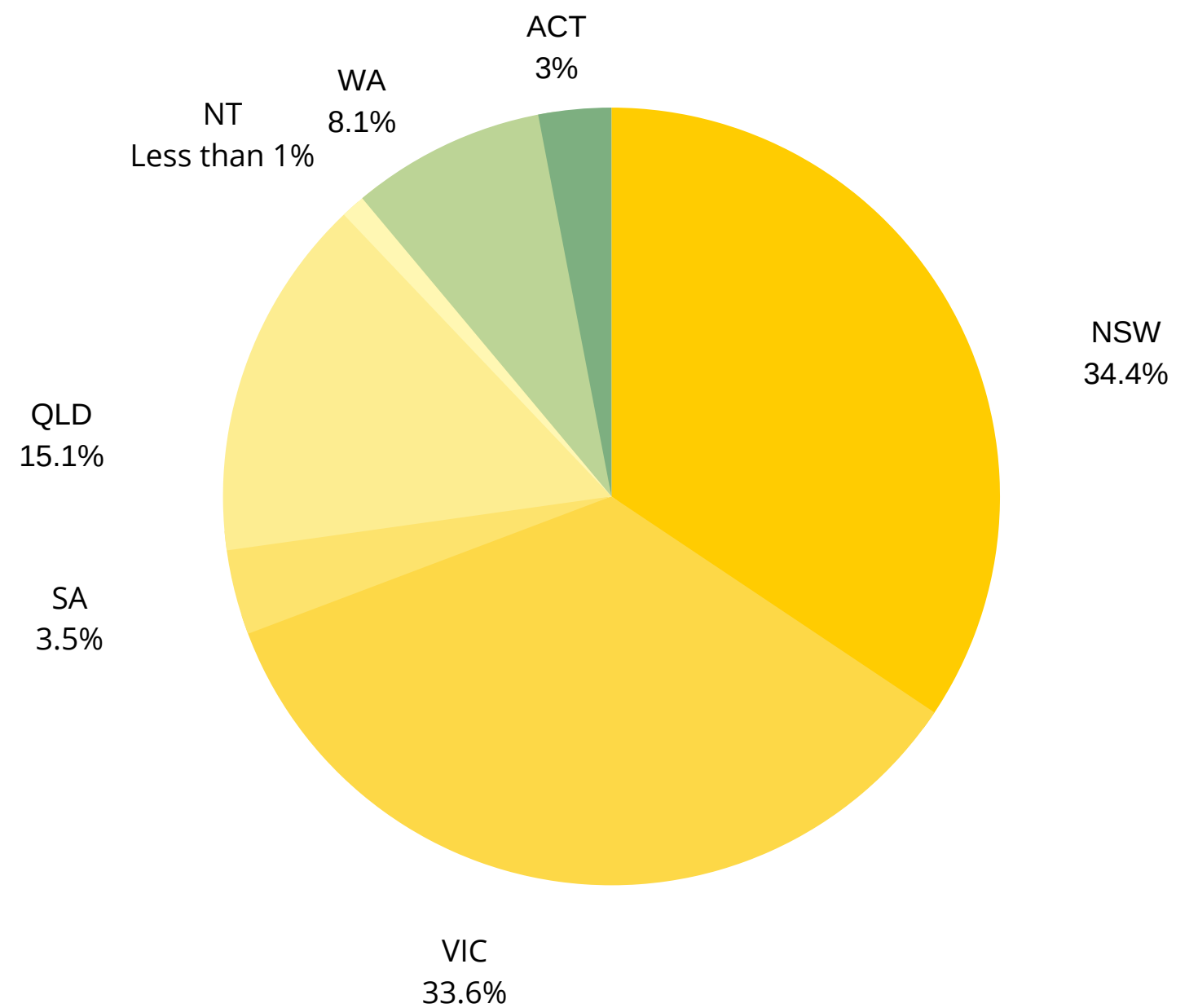
Skills In Demand



Top 3 Most Active Sectors



Break Down of New Hires per State



Contract rates have slightly decreased from Q4 to Q1 and there is a number of reasons for this;

- candidates accepting slightly lower rates due to the circumstances
- No fly in fly out landed rates therefore no need for the higher rate when working from home
- companies asking contractors to reduce rates upon extension and most obliging

THE FUTURE

Ambitious organisations that are restarting programs during the next quarter are going to possibly benefit from more available SAP talent on the market as we see unemployment grow again.

Businesses can now run more cost-effective programs by building out their in-house teams with permanent hires across core SAP modules as career contractors start considering more stable permanent options.

Niche and in demand SAP modules are an exception however with the likes of EWM, TM and IBP as well as Integration / Architecture in high demand therefore, we recommend robust retention strategies for these resources. Consider that now may be a better time than ever to identify and retain high quality SAP talent at a more cost-effective rate IF you are willing to consider a remote workforce. A project in Sydney could be supported by an architect in Darwin – COVID has shown us that this can be done.

"It's a big success, it scales, it's user friendly and it helps society."

- Christian Klein SAP CEO