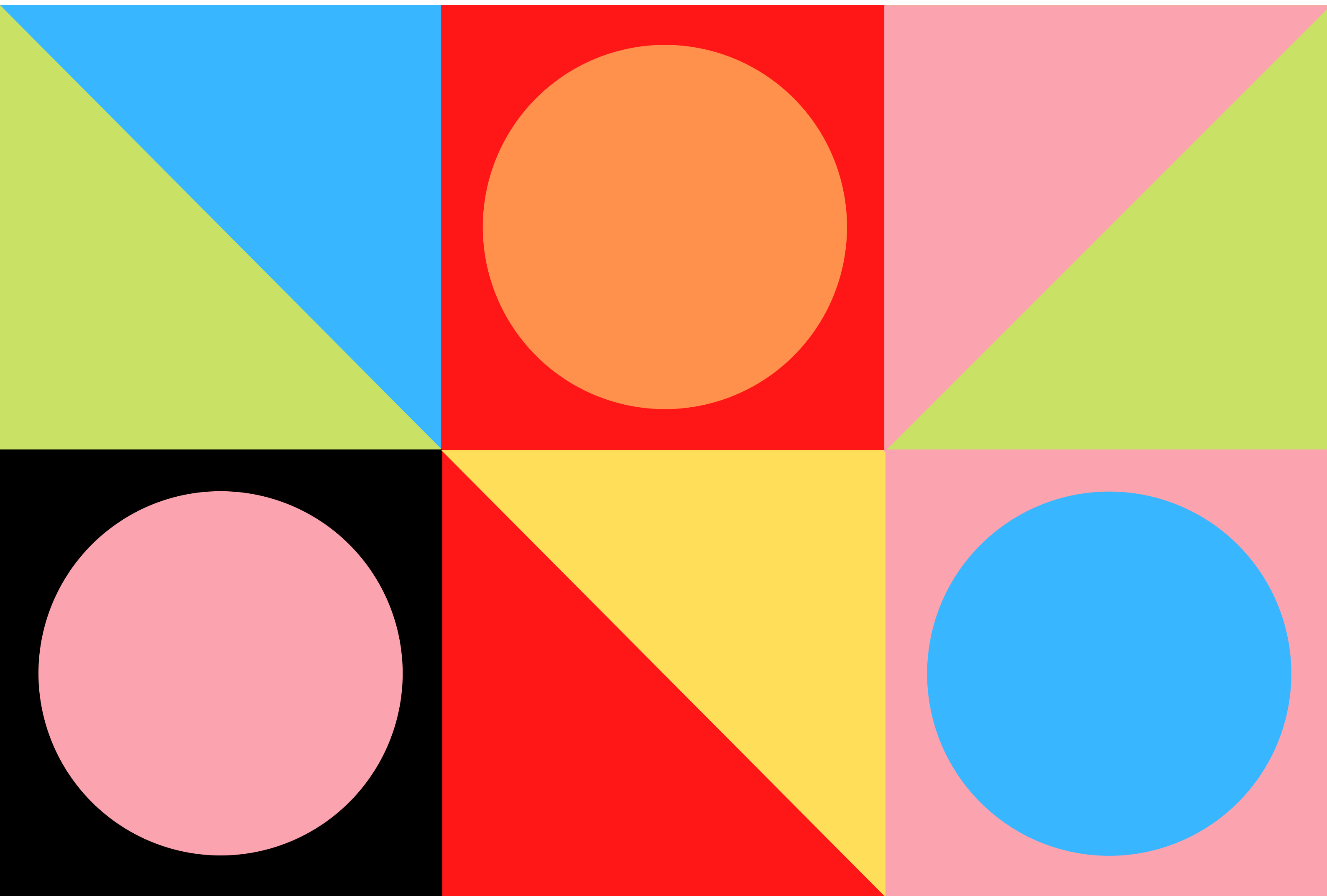


PROJECT SERVICES

**Q2 MARKET
TALENT REPORT 2021**



OVERVIEW

Q2 was a lively quarter and to analyse it we need to take a step back to understand what we forecast at the end of Q1 going into Q2.

Here it is.

“As we approached the festive season, we expected to see most 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.”

So, we were right somewhat.

The good news is the Australian economy bounced back strongly showing significant growth however still below pre COVID levels. SEEK CEO Andrew Bassat reported that job adverts were at 90% of pre COVID levels with Sydney/NSW in particular, leading the way.

The US and the UK continue to be severely affected by COVID numbers, Australia’s government stimulus will continue until March 2021 for those that require it and equity markets returned to pre COVID levels.

We even had the hugely positive news of a vaccine announced with a roll out expected in Australia at some point in 2021.

1680

**Changed roles
in Q2**

7.3%

**Talent market
changed job**

14.75%

**Increase of
people who
changed roles
from Q1**

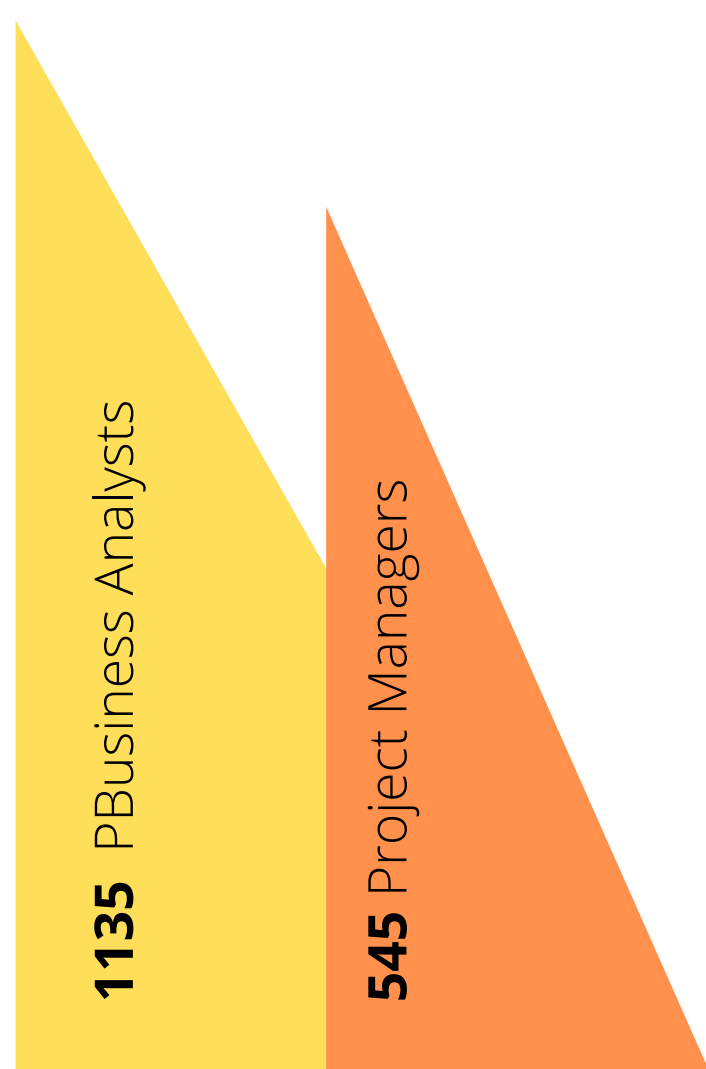
OVERVIEW CONTINUED

Never has an Australian government injected such a huge amount of stimulus over such a prolonged period. With this we have seen a huge increase in confidence and CBD / transport levels returning to pre COVID levels nearly.

The bad news, Sydney then had another outbreak.

Again, to our surprise, the results were strong in Q2 with a significant amount of senior and strategic positions recruited across a wide variety of sectors from both COVID winners and losers (losers being the cyclical businesses that were greatly affected by the virus).

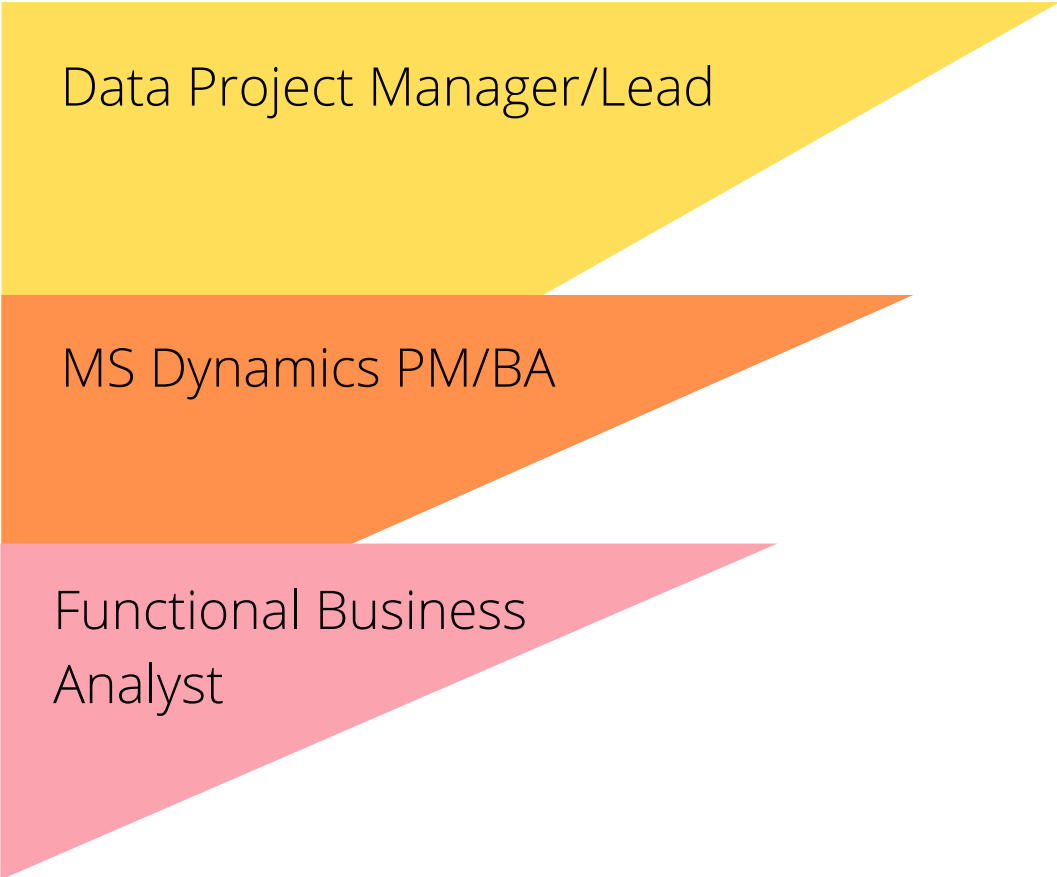
The communication from respected clients within the Project Services domain suggests that the technology market continues to adapt well to remote working and the new norm. Most customers continue to work from home and have embraced 100% remote onboarding. Feedback from the Project Services talent survey 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.



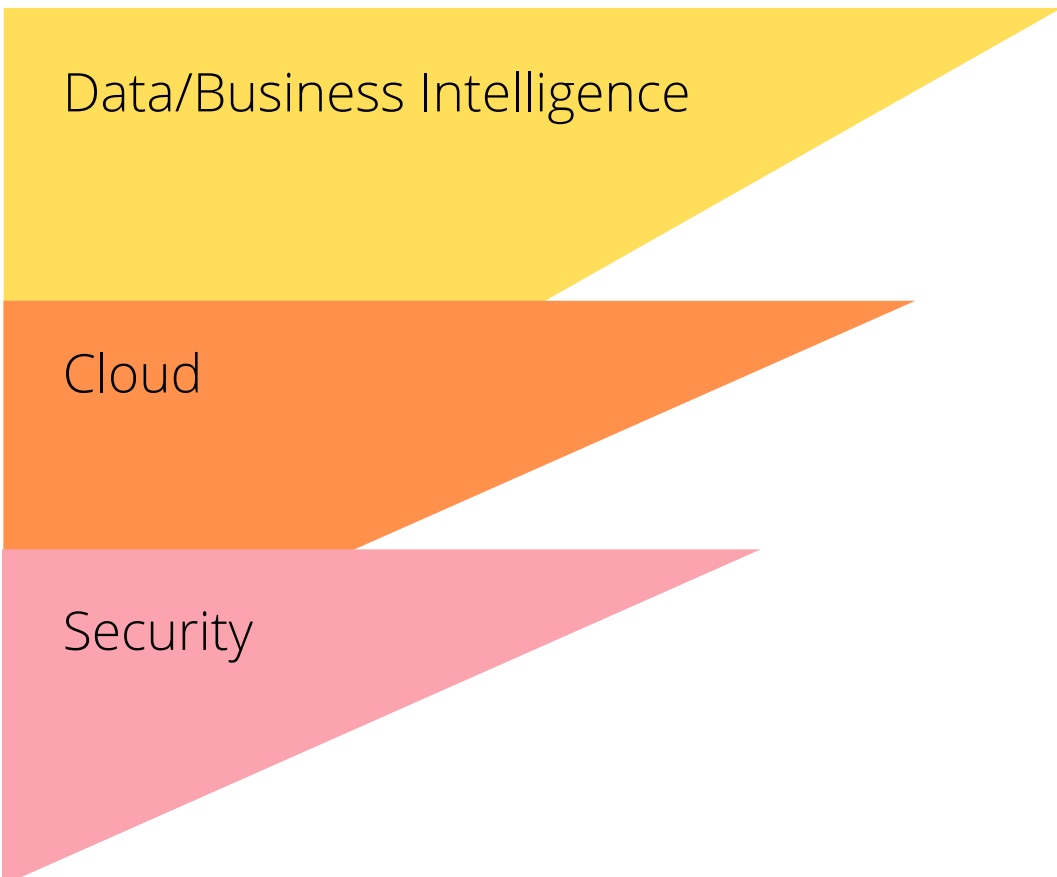
**Highest Role
Changes within
talent market**

AT A GLANCE

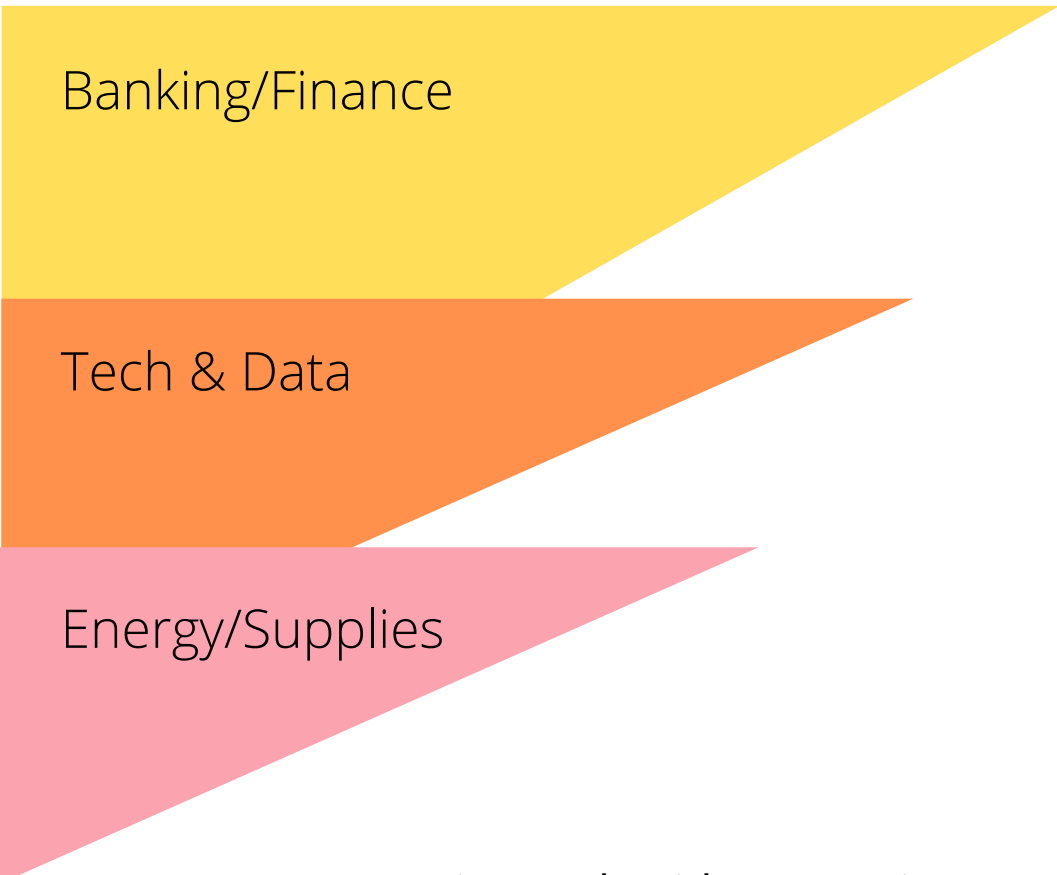
Job Titles In Demand



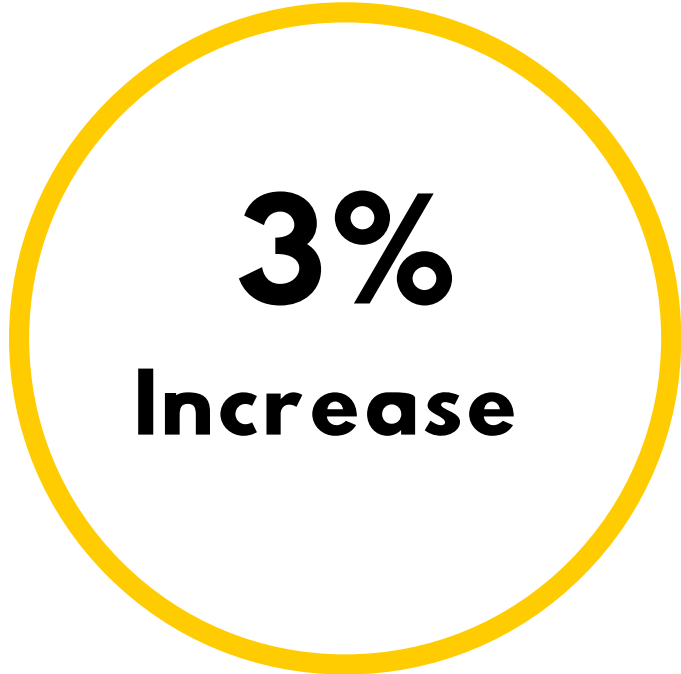
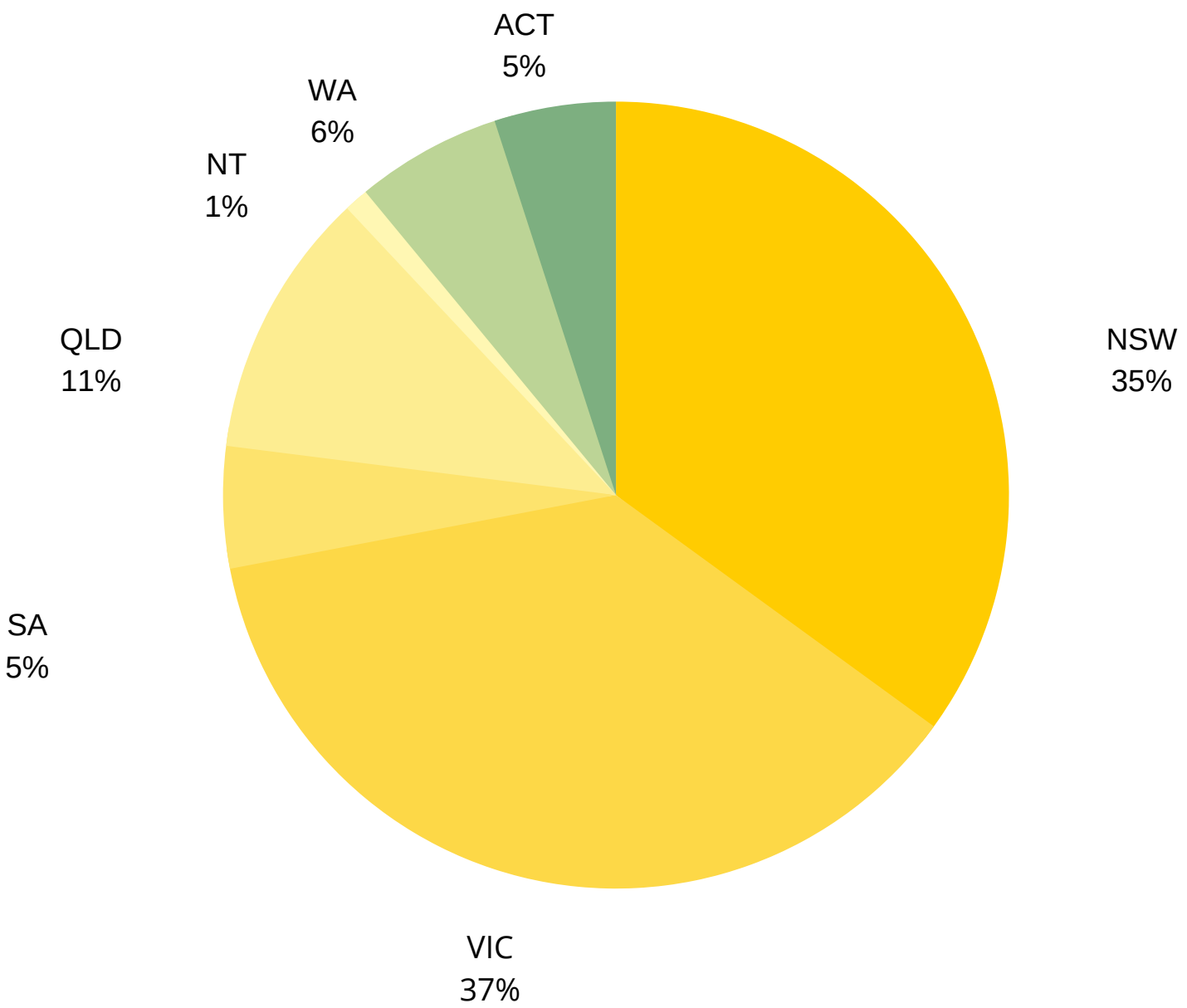
Skills In Demand



Top 3 Most Active Sectors



Break Down of New Hires per State



Median daily rate increased by 3%

“I know how to fix a problem. I know how to get things done”.

- Gladys Berejiklian, NSW Premier

OUTLOOK

As we move into Q3 and 2021 we expect customers to again exercise some caution due to the current lockdown restrictions. We do however believe that lockdown and restrictions is something the market is able to adapt to and persevere through.

Feedback from clients for 2021 is for growth with 45% of customers indicating that they will be growing and hiring. The project services market faces many potential threats including further virus outbreaks, more lockdowns, poor worldwide economies (UK and US in particular) and the impact of changing government stimulus such as job keeper.

There does however seem to be some returning confidence in hiring and the vaccination to look forward to at some point in 2021.

Insight for Active Project Services Candidates

Dress for video interviews as you would for face to face interviews pre COVID – that means not assuming anything therefore professional, shirt, tie, collar, smart. Overdressed makes a more positive impression than under dressed

Insight for Project Services Clients

The market changed significantly in Q2 compared to March – July 2020 with talent suddenly in demand again. To stand out from the crowd ensure you have an impressive, efficient and timely process. You can read more [here](#).