

SAP Q2 TALENT MARKET REPORT 2021

PRECISION
SOURCING

OVERVIEW

Q2 certainly showed an increase of confidence and optimism as the number of COVID cases diminished across Australia in the early part of Q2 and Victoria returned to some form of normality post lockdown. With this newfound optimism all markets seemed to have had an upturn.

With the help of a government stimulus the likes of which we have never seen, there certainly was a feel-good factor to the quarter. People were encouraged back into the office and confidence in the market increased as we all celebrated the positive news of a possible vaccine.

There was a reminder that we are not out of the woods yet with the Sydney Northern Beaches outbreak over the Christmas holidays however authorities were quick to act and this outbreak was shown to not have a large impact on the market overall.

What was the effect on the SAP market?

The knock-on effect to the SAP market has been substantial! Compared to Q1 this financial year (July to September) we have seen a huge 200% increase of SAP Talent moving jobs and the pipeline for 2021 looks very strong with new and existing projects ramping up.

Projects that were put on hold have come back online and after the initial downsizing of teams when the pandemic hit, companies are looking to hire again and bringing SAP Talent inhouse as opposed to offshoring.

We have also seen an increase of activity from consultancies and those who managed to retain their teams are reaping the rewards as more project work comes their way.



2028
People

Changed roles in Q2 within the SAP market in Australia.

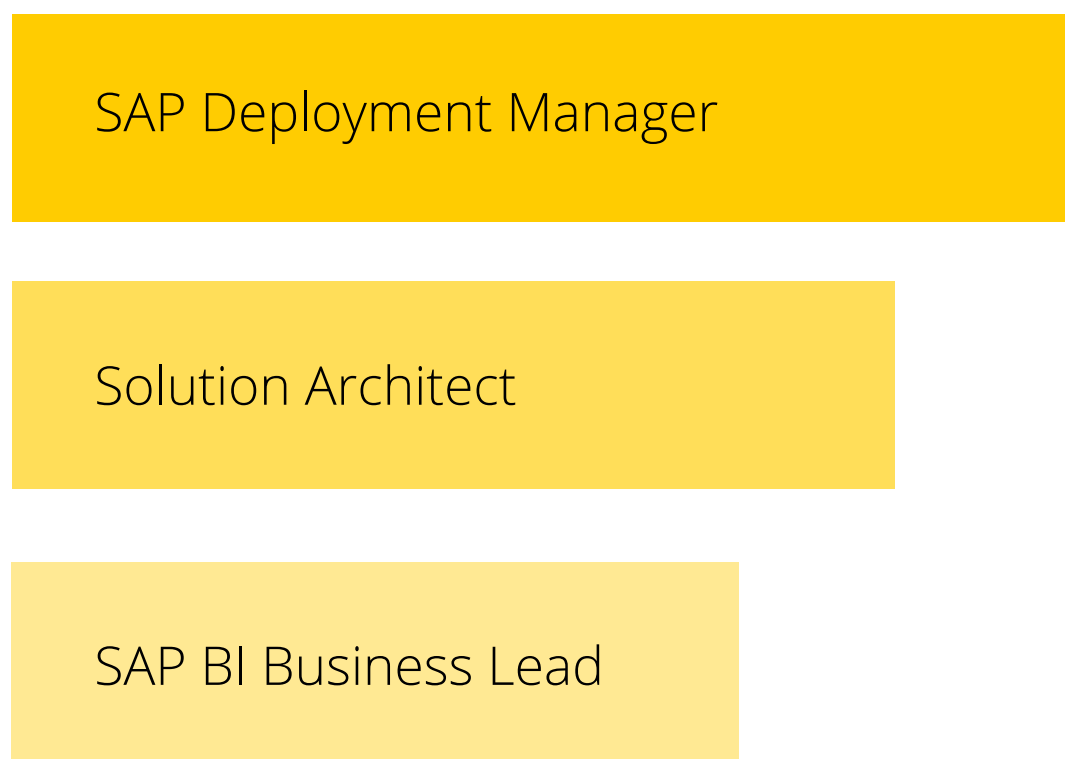


200%
Increase

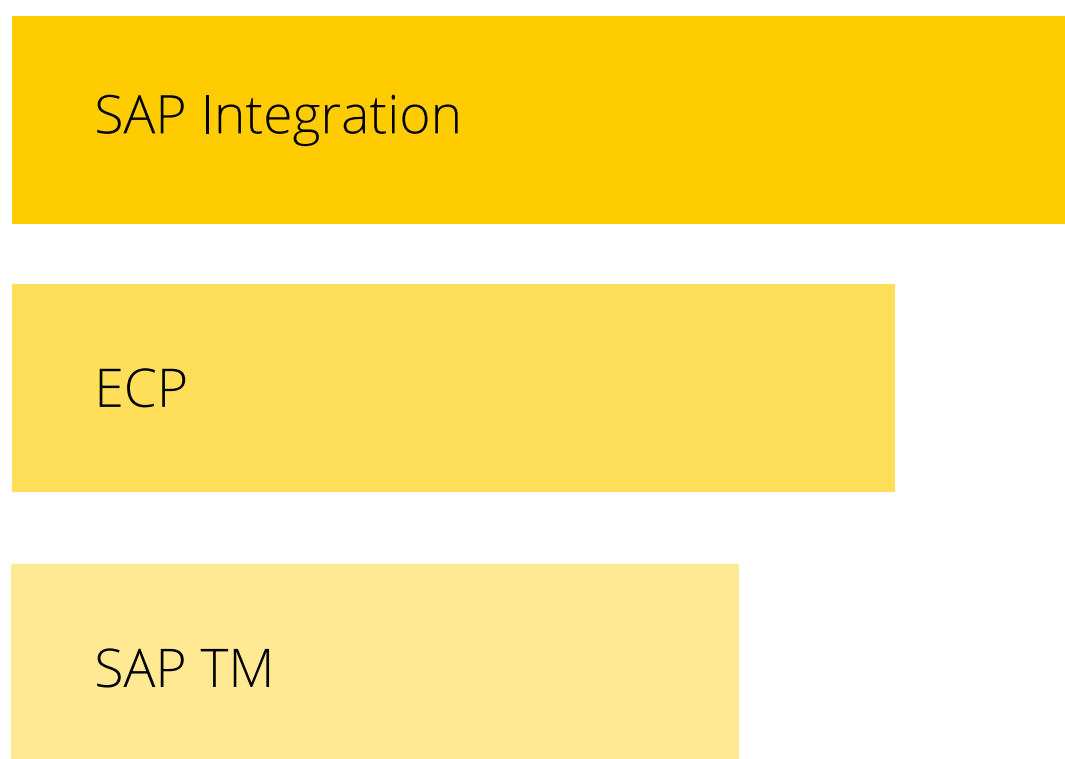
Increased percentage of people who changed roles compared to last quarter.

AT A GLANCE

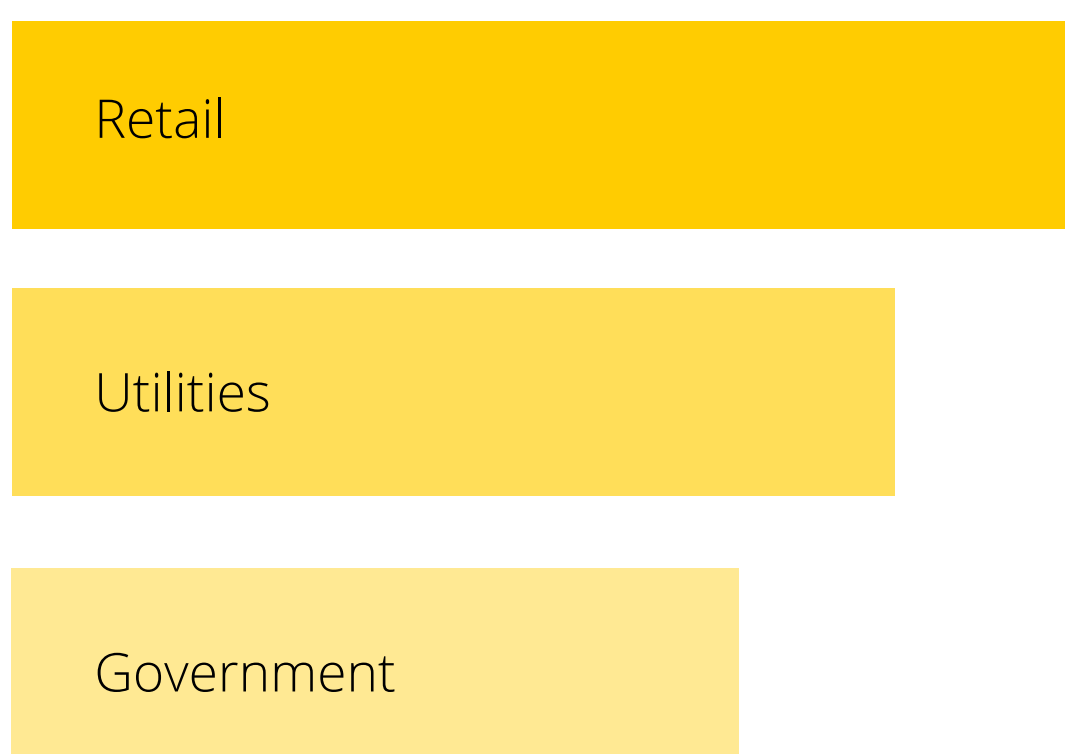
Job Titles In Demand



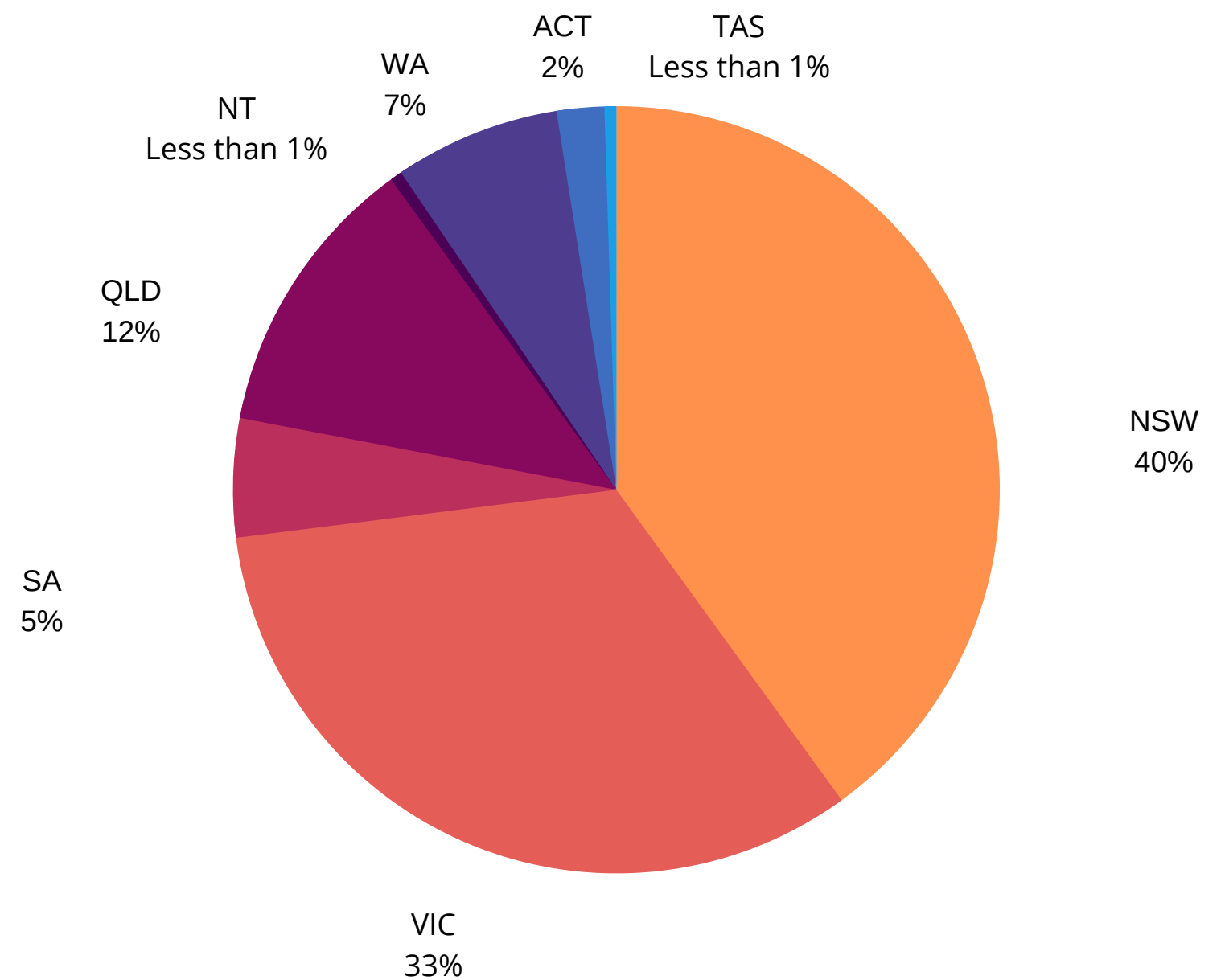
Skills In Demand



Top 3 Most Active Sectors



Break Down of New Hires per State



1.93%
Increase

Contract rates have slightly increased from Q1 to Q2 and the reasons for this include;

- Several projects have started simultaneously therefore candidates have multiple options.
- SAP's new technologies are being implemented and there is a shortage of new skills in the market.
- There is increased confidence in the market therefore project budgets are being approved.

THE FUTURE

Every client we have spoken to has been extremely positive about the project pipeline in 2021. There are a lot of initiatives to put funding into areas the pandemic has compelled us to focus on, such as online platforms, streamlining supply chain, managing costs more efficiently, employee wellbeing and diminishing globalisation. This flows down and has a direct impact on SAP Programs here in Australia.

With all this work coming back at the same time and with multiple companies going to market for the same talent the challenge is going to be seducing, attracting and retaining top talent. The message therefore is investing in your people! An investment not only in the sense of remuneration but other strategies including flexibility, work from home, upskilling and recognition.

Insight for Active SAP Candidates

Ensure your social platforms like LinkedIn is up to date. A simple thing like updating your current company, certifications, contact details and recommendations could be the difference to how many times you get approached.

Insight for Active SAP Clients

Look out for our 2020 SAP Talent Survey results in early 2021, which highlights how SAP talent feels and thinks to ensure you and your business are able to adapt and reach out if you have any questions regarding how your business can better retain and attract great SAP talent.