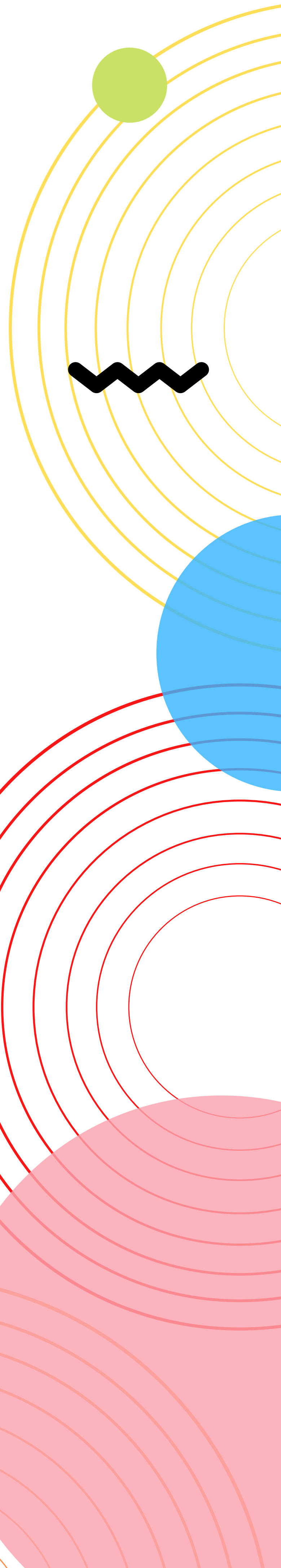


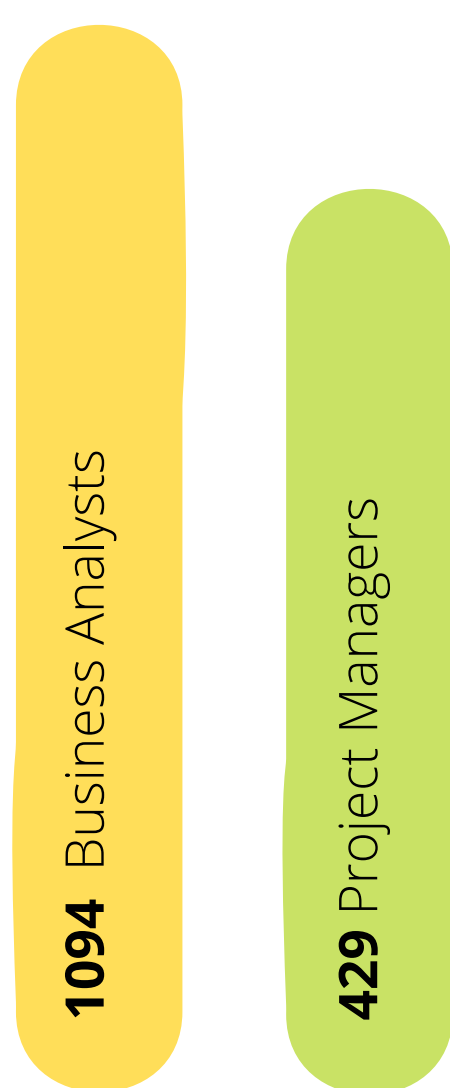
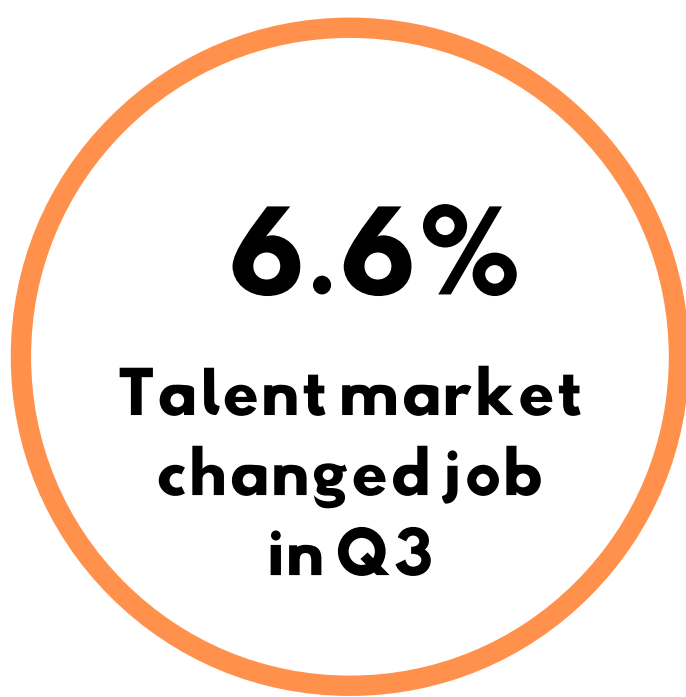
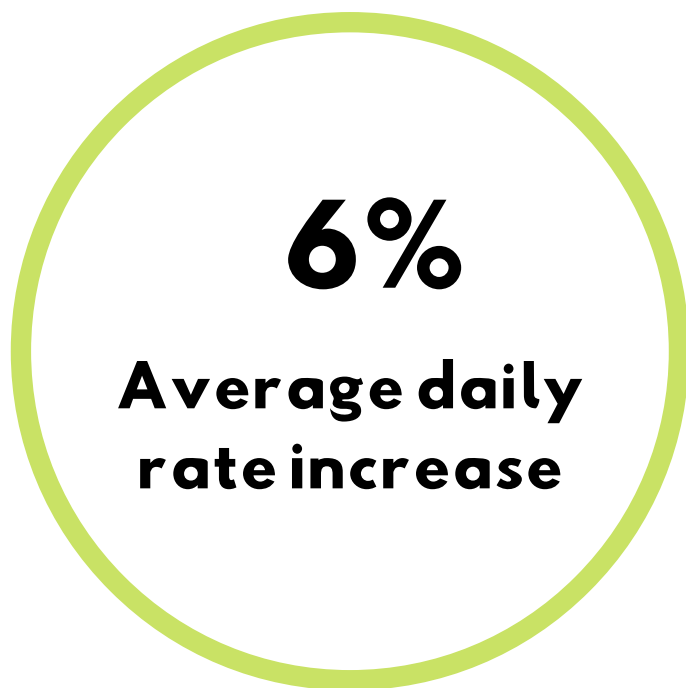
PROJECT SERVICES

Q3 MARKET TALENT REPORT 2021

PRECISION
SOURCING



OVERVIEW

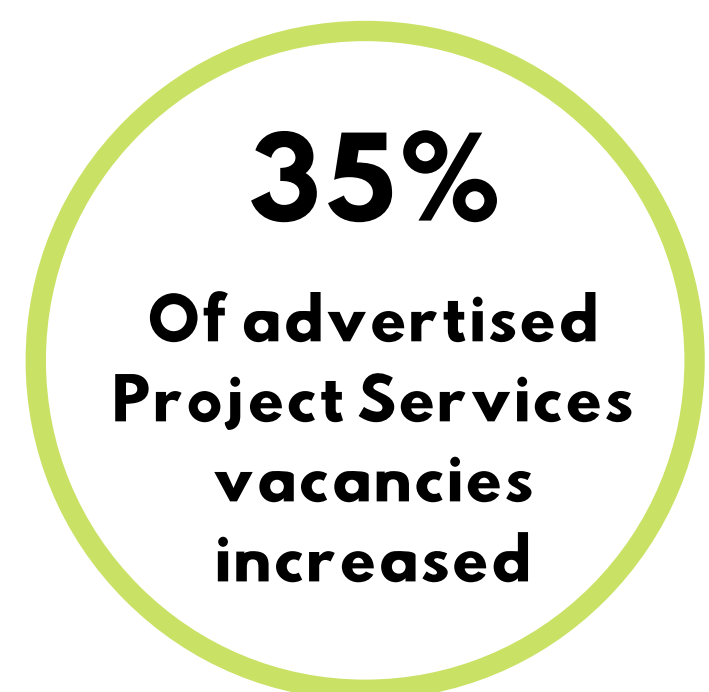


**Highest Role
Changes within
talent market**

Q3 was a quarter like no other- the Project Services market experienced a huge upturn in new hires. Unemployment rate decreased to 5.8% by the end of February.

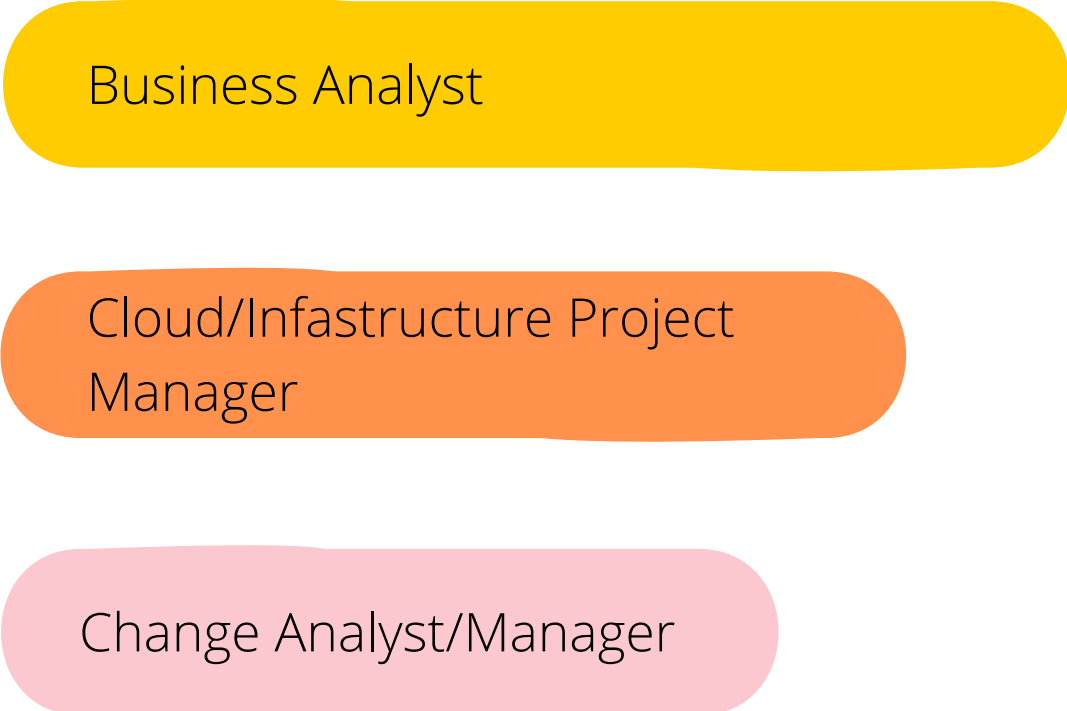
Why did we witness such growth?

- All time low immigration rates; large professional services businesses that historically relied on overseas talent had to adapt to hiring local talent.
- A combination of government stimulus with low interest rates meant companies had significant amount of money available to invest. Companies investing to grow, and talent was their commodity to do that.
- Several businesses retrenched project teams at the start of COVID in Q3/Q4 2020 and then began to rehire talent to staff these projects.
- Transformation projects reignited at the start of Q2 2021 and organisations rapidly tried to scale up their resources.

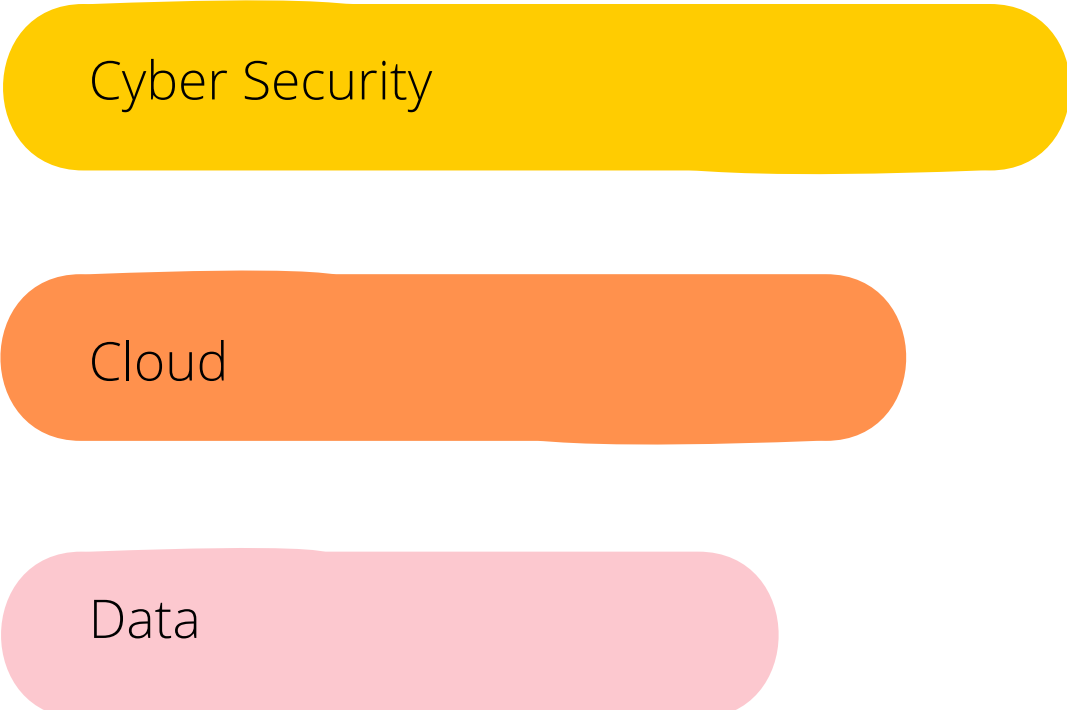


AT A GLANCE

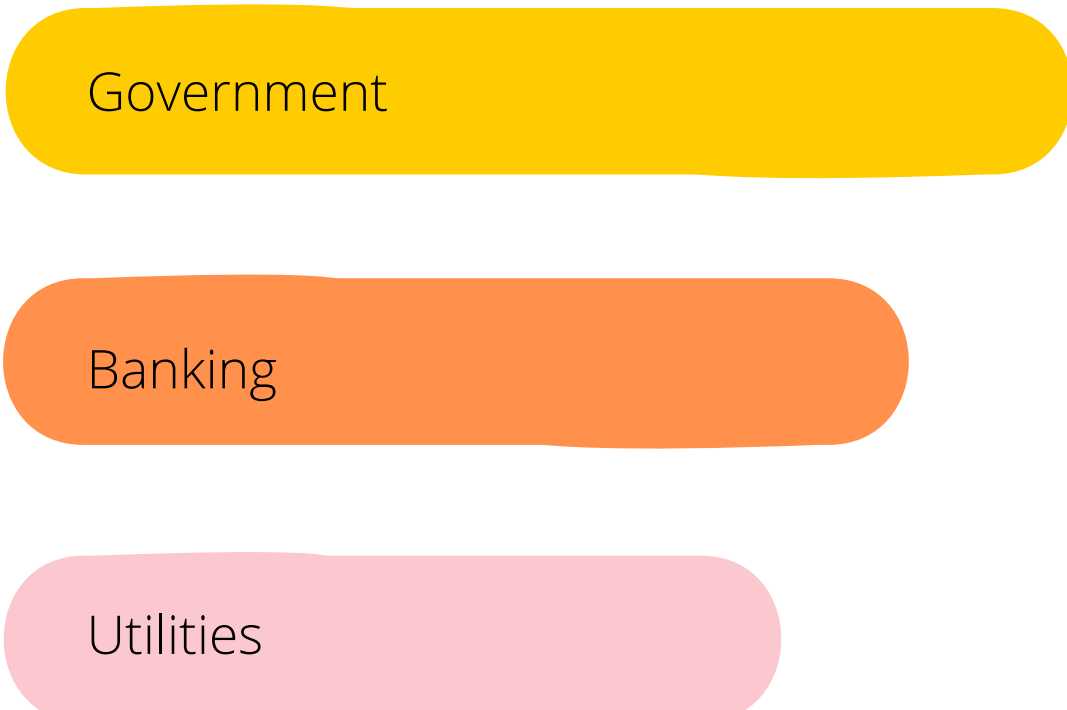
Job Titles In Demand



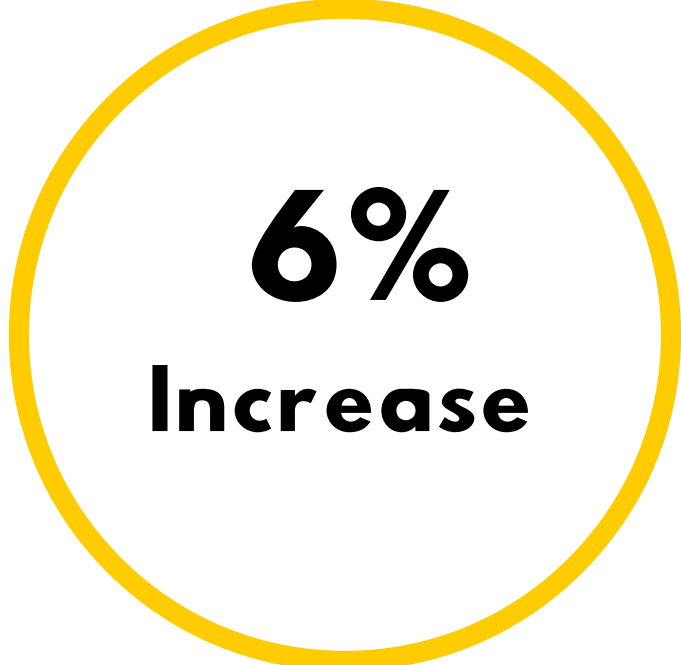
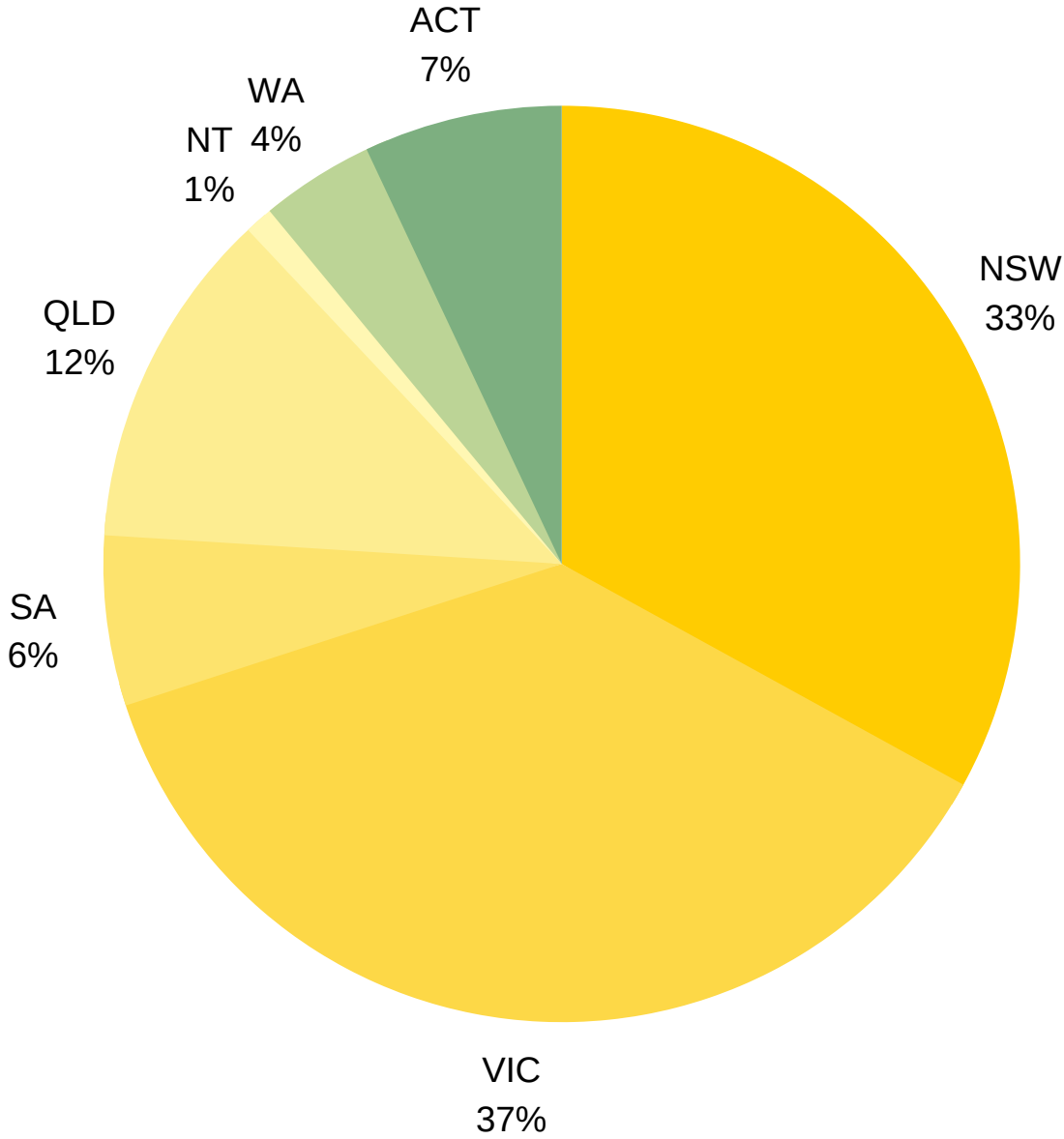
Skills In Demand



Top 3 Most Active Sectors



Break Down of New Hires per State



Between January and February almost 90'000 Australians found or increased work with unemployment falling to 5.8%.

"In less than 12 months from when the recession began, caused by the COVID-19 pandemic, there are now more jobs in the Australian economy than there were before the pandemic"
- Scott Morrison, Prime Minister

OUTLOOK

In Q4 most businesses must tackle the new challenge of how they will move to a hybrid remote working model, as they aim to return employees back to the office. The businesses who offer the most compelling narrative around their success during COVID and their proposal for a more sustainable working from home model will be the winners.

With a higher volume of vacancies available, declining unemployment and a workforce in demand, we expect to see employees become more confident about a possible change in role. Retention should remain a key focus for business throughout Q4.

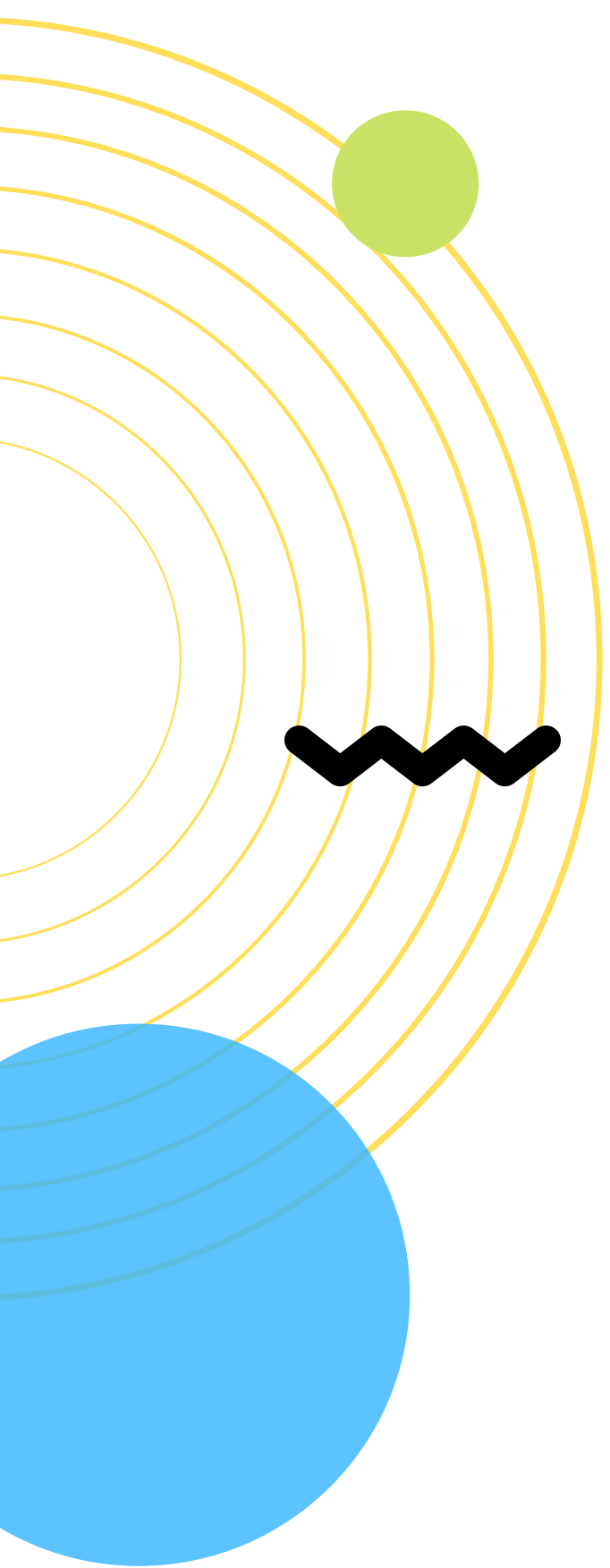
In addition, the high demand for talent coupled with a severe shortage of skills, means talent attraction strategies are imperative to delivering positive outcomes on projects and programmes.

Insight for Active Project Services Candidates

If you are considering an offer right now, reach out to current employees of the business to ask how they feel about how that business managed the COVID pandemic. This will give you some security knowing how the leadership team manage a crisis.

The market is buoyant- if you are talented, you will secure your dream job. At the start of your job search get really clear on what you want e.g. role, project, industry, culture, flexibility, leadership, money, company values. Align yourself with trusted recruiters in your chosen areas who you can partner with. Avoid the scatter gun approach of applying for everything, if it does not tick your boxes.

Ensure you are transparent with your trusted recruiter- this should be a partnership.



OUTLOOK CONTINUED

Insight for Project Services Clients

Offer the terms of business you have with partners and suppliers are fair and attractive. Several clients are aiming to work to terms that are not realistic in the current market and not a motivating factor for some suppliers.

Most candidates will have at least one other opportunity. Consider the below to snag your dream candidate:

- ahead of going to market, set out a clear process; profile of the candidate, succinct interview process, concise timings, role signed off. It may sound crazy but taking a couple of days to get an approval and contract out is enough to lose the best candidates.
- be realistic on your role requirements and pay market value. These market rates and salaries probably will have changed in the last 12 months- so check in with us for up-to-date data. Now is not the time to be counting your pennies for a unicorn unless you like spending lots of time recruiting and not doing your day job (said no one ever!!!!)
- to attract and keep new talent be sure to sell your opportunity in interview and when the candidate starts. Gone are the days of the interviewer interrogating the candidate.

