

**Presentation to Workforce Australia: A Degree of Vision in the Global  
Financial Crisis.  
23<sup>rd</sup> October 2009**

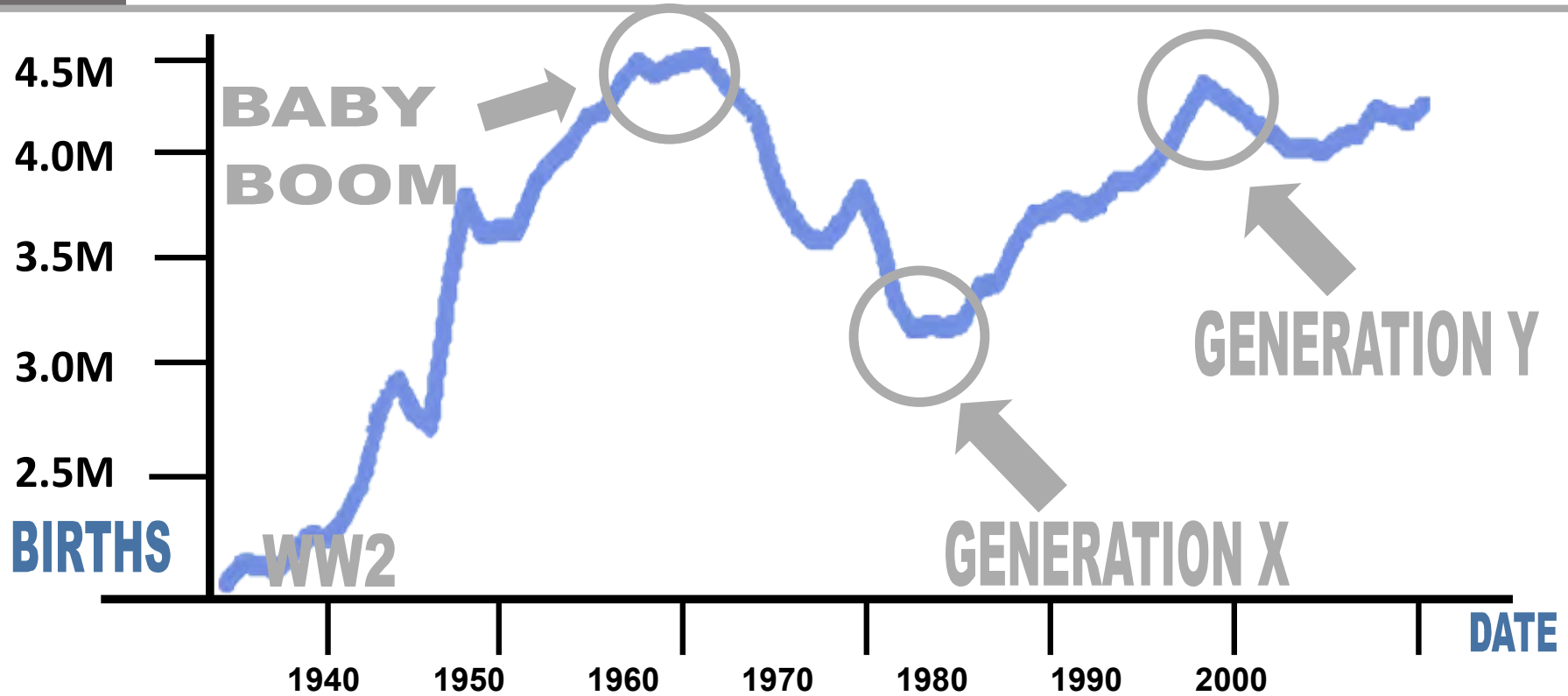
## What we know .....



- Australian population is rising
- Employment growth is slowing  
*0.5% growth predicted for 2010*
- Unemployment rate forecast to reach around 7% by mid-2010\*  
*Currently 5.7%*

\*International Monetary Fund

# Population Growth - Australia



## What does this mean?



- Over-supply versus quality of hiring pool
- Competition promotes highly educated & skilled talent pool
- Increased demand for post-graduate education

## Current Trends .....



- Employers have sought to reduce 'risk'
- Increase in casual & contractor staff
- Reduced spend on 'employee development'
- Fearful work force
- Increase requirement for formal training & qualifications

## Considerations .....



- The Leadership Gap
  - Requires Education, Training, Support & Career Management
- Career Mobility & Sector Migration
  - Importing skills and enabling knowledge transfer
  - Pressures on retaining high performing staff

## Conclusion .....



- Build a culture of on-going development
- Promote learning opportunities in all forms and make them accessible
- Understand the needs of the workforce
- Plan for a changing landscape



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