

2023 Australian Workforce Trends



Australian workforce



Size of workforce

13.8 million



Unemployment rate¹

3.5%

Who is looking for new opportunities?

Enduring employees (41%)

Have considered leaving but decided to stay

Top reason for leaving



44%

Better compensation and benefits elsewhere

Top reason for staying



90%

Job security

Decided leavers (19%)

Have considered leaving and decided to leave

Top 3 reasons for leaving



40%

Better compensation and benefits elsewhere



36%

Limited opportunity for career progression



35%

Company culture

Unwavering workers (40%)

Have not considered leaving



Gen Z — 18-28 years

27%



Gen Y — 29-43 years

34%



Gen X — 44-58 years

43%



Baby Boomers — 59-77 years

59%

Younger workers are open to changing roles

% considered leaving their role in the last 12 months

% who have decided to leave



Gen Z

73%

23%



Gen Y

66%

20%



Gen X

57%

17%



Baby Boomers

41%

15%

Gen Z will have 18 jobs across 6 industries in their lifetime¹¹



Younger workers are likely to explore alternative income streams to keep up with increasing living expenses

% who agree



Gen Z

82%



Gen Y

80%



Gen X

66%



Baby Boomers

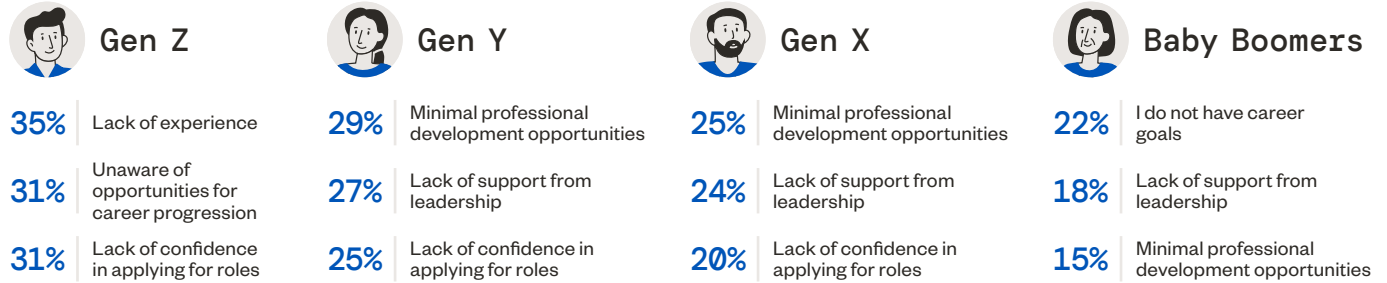
54%

Younger generations lack confidence to achieve career goals

Lack of confidence in applying for roles



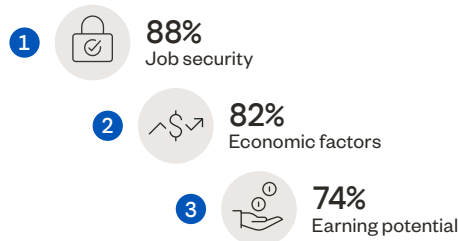
Roadblocks in achieving career goals



Job security is a key driver right now

Job security is critical in retaining quality workers

% who are more likely to stay in their role due to:



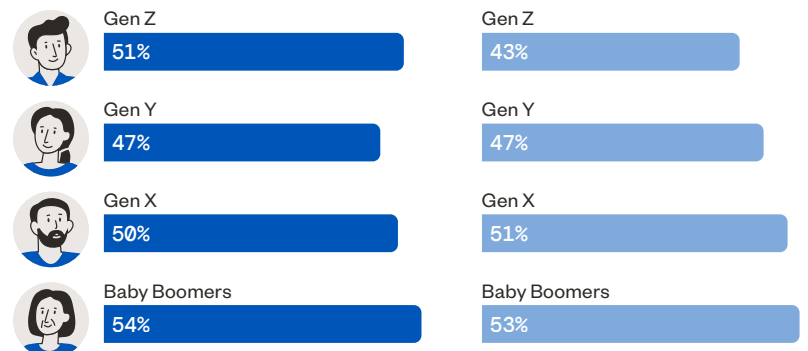
% who say job security contributes to:



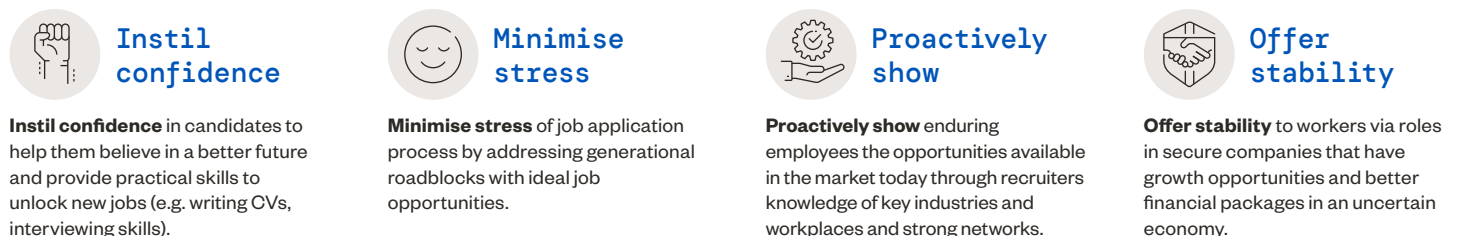
Workers find their role most satisfying when the office is a place of connection

% who found the following key contributors to job satisfaction:

Relationships with colleagues Reasonable work expectations



Tips for Hiring Managers



Methodology

Frontline Recruitment Group network: Online survey in field 23rd January – 6th February 2023, n=228
Australian workers: Online survey in field 23rd January – 6th February 2023, n=2,000

i. Australian Bureau of Statistics, February 2023, abs.gov.au
ii. Shining a light on the positive impacts of the career development industry, McCrindle blog

Research and design by

mccrindle



Frontline
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