

2023 Australian and New Zealand Workforce Trends

Australian workforce



New Zealand workforce



Who is looking for new opportunities?

Enduring employees (43%)

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



1

39%

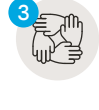
Better compensation and benefits elsewhere



2

36%

Limited opportunity for career progression



3

33%

Company culture

Unwavering workers (38%)

Have not considered leaving



Gen Z — 18-28 years

28%



Gen Y — 29-43 years

33%



Gen X — 44-58 years

44%



Baby Boomers — 59-77 years

58%

Younger workers are open to changing roles

● % considered leaving their role in the last 12 months

● % who have decided to leave



Gen Z

72%

21%



Gen Y

67%

20%



Gen X

57%

18%



Baby Boomers

42%

16%

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



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

% who agree



Gen Z

83%



Gen Y

79%



Gen X

66%



Baby Boomers

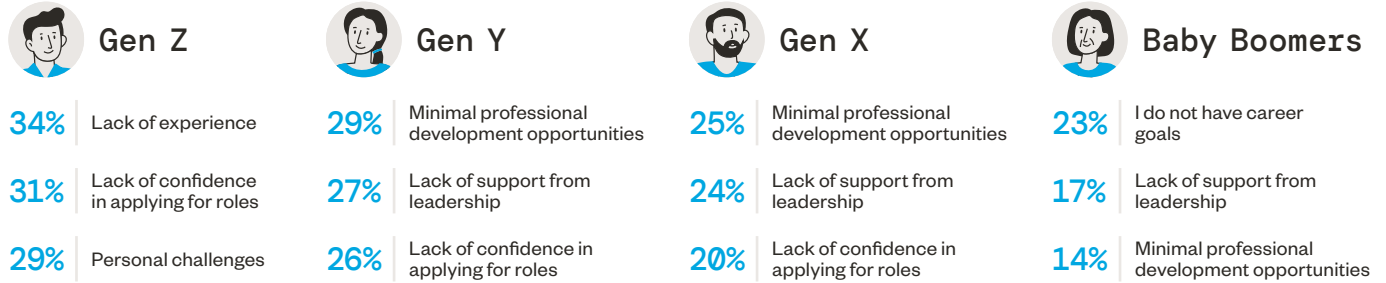
54%

Younger generations lack confidence to achieve career goals

Lack of confidence in applying for roles



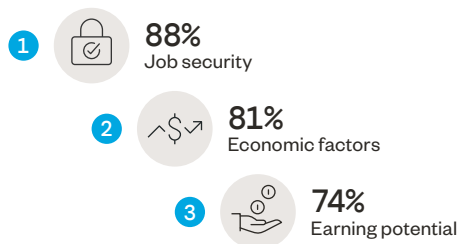
Roadblocks in achieving career goals



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:

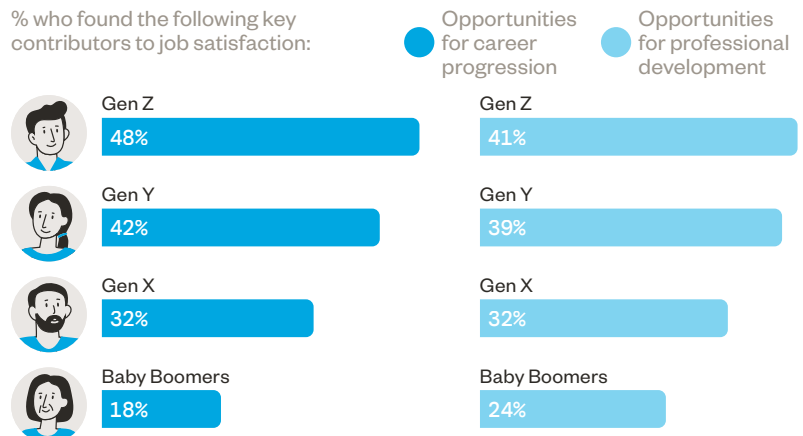


% who say job security contributes to:

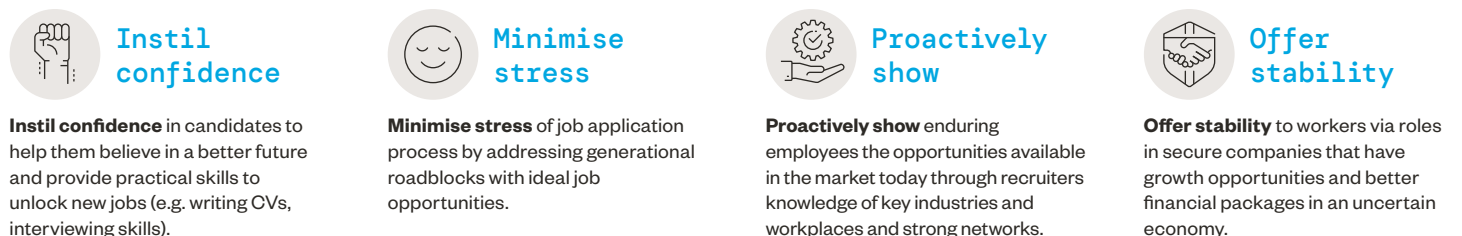


Young workers find their role most satisfying when they are encouraged to grow professionally

% who found the following key contributors to job satisfaction:



Tips for Hiring Managers



Methodology

Frontline Recruitment Group network: Online survey in field 23rd January – 6th February 2023, n=281
 Australian workers: Online survey in field 23rd January – 6th February 2023, n=2,000
 New Zealand workers: Online survey in field 23rd January – 6th February 2023, n= 500

i. Australian Bureau of Statistics, January 2023, abs.gov.au
 ii. Stats NZ, February 2023, stats.govt.nz
 iii. Shining a light on the positive impacts of the career development industry, McCrindle blog

Research and design by

mccrindle



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