

2023 Construction Workforce Trends

Australia and New Zealand

Who is looking for new opportunities?

Enduring employees (41%)

Have considered leaving but decided to stay

Top reason for leaving



43%

Better compensation and benefits elsewhere

Top reason for staying



86%

Job security

Decided leavers (17%)

Have considered leaving and decided to leave

Top 3 reasons for leaving



42%

Better compensation and benefits elsewhere



35%

Limited opportunity for career progression



35%

Desired a new challenge that a new role could provide

Unwavering workers (42%)

Have not considered leaving



Gen Z — 18-28 years

30%



Gen Y — 29-43 years

32%



Gen X — 44-58 years

58%



Baby Boomers — 59-77 years

69%

Younger workers are open to changing roles

● % considered leaving their role in the last 12 months

● % who have decided to leave



Gen Z

70%

20%



Gen Y

68%

19%



Gen X

42%

15%



Baby Boomers

31%

10%

Gen Z will have 18 jobs across 6 industries in their lifetime¹



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

% who agree



Gen Z

85%



Gen Y

82%



Gen X

64%



Baby Boomers

62%

Younger generations lack confidence to achieve career goals

Lack of confidence in applying for roles



23% Male



25% Female



27% Gen Z



28% Gen Y



20% Gen X



5% Baby Boomers

Roadblocks in achieving career goals



Gen Z

27% Lack of confidence in applying for roles

26% Lack of experience

23% Personal challenges



Gen Y

31% Unaware of opportunities for career progression

28% Lack of confidence in applying for roles

27% Lack of support from leadership



Gen X

23% Minimal professional development opportunities

23% Unaware of opportunities for career progression

20% Lack of confidence in applying for roles



Baby Boomers

21% Personal challenges

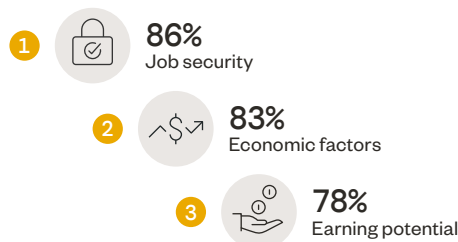
18% I do not have career goals

13% Lack of support from leadership

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:



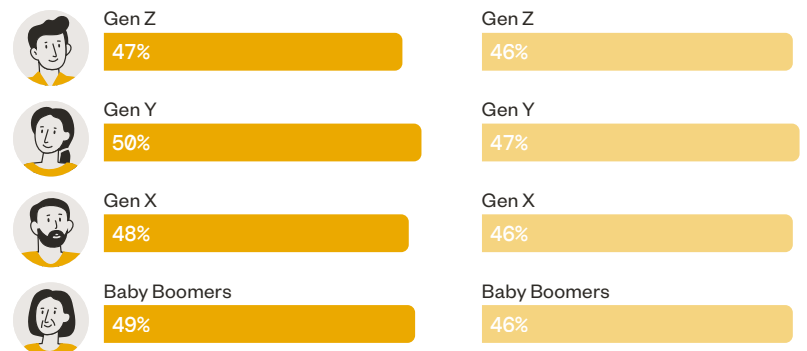
% who say job security contributes to:



Construction workers find their role most satisfying when it compliments their life outside of the job

% who found the following key contributors to job satisfaction:

Workplace flexibility Reasonable work expectations



Tips for Hiring Managers



Instil confidence

Instil confidence in candidates to help them believe in a better future and provide practical skills to unlock new jobs (e.g. writing CVs, interviewing skills).



Minimise stress

Minimise stress of job application process by addressing generational roadblocks with ideal job opportunities.



Proactively show

Proactively show employees the opportunities available in the market today through recruiters' knowledge of workplaces that consider work-life balance.



Offer stability

Offer stability to workers via roles in secure companies that have growth opportunities and better financial packages in an uncertain economy.

Methodology

Construction workers in the Frontline Recruitment Group network: Online survey in field 23 Jan – 6 February 2023, n=9
Australian construction workers: Online survey in field from 23 Jan – 6 February & 21 Feb – 27 Feb 2023, n=270
New Zealand construction workers: Online survey in field from 23 Jan – 6 February & 21 Feb – 27 Feb 2023, n=102

i. Shining a light on the positive impacts of the career development industry, McCrindle blog

Research and design by

mccrindle



Frontline Recruitment