

2023 Education Workforce Trends

Australia and New Zealand

Who is looking for new opportunities?

Enduring employees (42%)

Have considered leaving but decided to stay

Top reason for leaving



38%

Better compensation and benefits elsewhere

Top reason for staying



88%

Job security

Decided leavers (17%)

Have considered leaving and decided to leave

Top 3 reasons for leaving



1 **34%**
Company culture



2 **30%**
Limited opportunity for career progression



3 **30%**
Desired a new challenge that a new role could provide

Unwavering workers (42%)

Have not considered leaving



Gen Z — 18-28 years
29%



Gen Y — 29-43 years
40%



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
71% (considered leaving)
16% (decided to leave)



Gen Y
60% (considered leaving)
20% (decided to leave)



Gen X
57% (considered leaving)
13% (decided to leave)



Baby Boomers
41% (considered leaving)
18% (decided to leave)

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
74%



Gen X
66%



Baby Boomers
52%

Younger generations lack confidence to achieve career goals

Lack of confidence in applying for roles



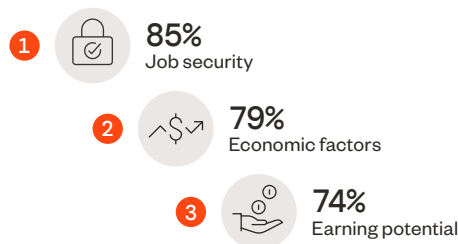
Roadblocks in achieving career goals



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:



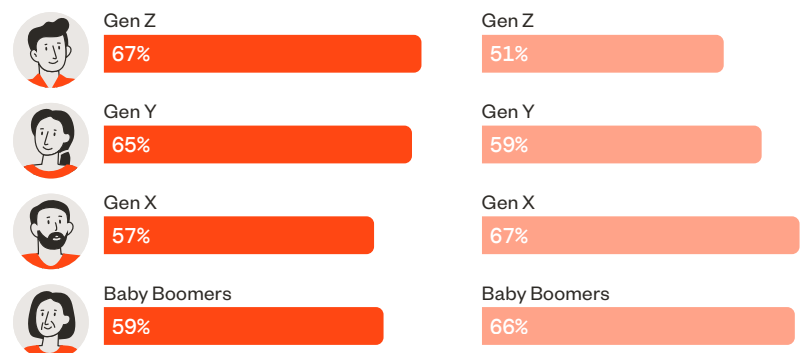
% who say job security contributes to:



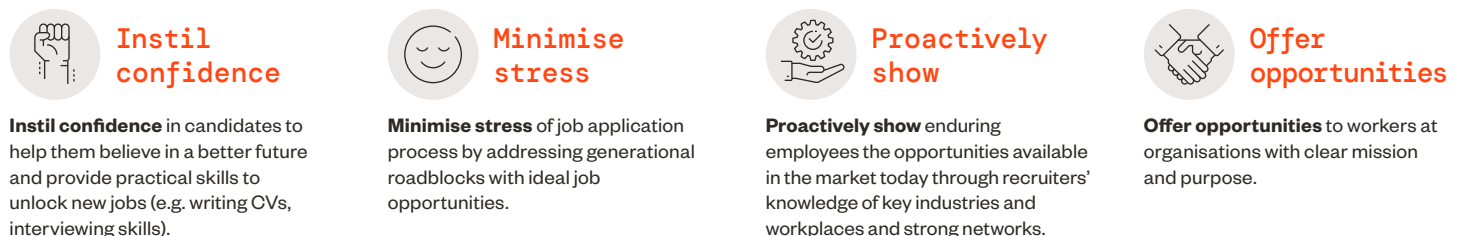
Education workers find their role most satisfying when they experience connection and purpose

% who found the following key contributors to job satisfaction:

Relationships with colleagues (Dark Orange)
A sense of purpose (Light Orange)



Tips for Hiring Managers



Methodology

Education workers in the Frontline Recruitment Group network: Online survey in field 23 Jan – 6 February 2023, n=23
Australian education workers: Online survey in field from 23 Jan – 6 February & 21 Feb – 27 Feb 2023, n=279
New Zealand education workers: Online survey in field from 23 Jan – 6 February & 21 Feb – 27 Feb 2023, n=82

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

Research and design by

mccrindle



Frontline
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