

2023 Health Workforce Trends

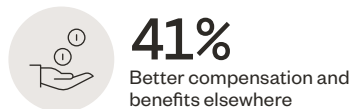
Australia and New Zealand

Who is looking for new opportunities?

Enduring employees (44%)

Have considered leaving but decided to stay

Top reason for leaving



Top reason for staying



Decided leavers (17%)

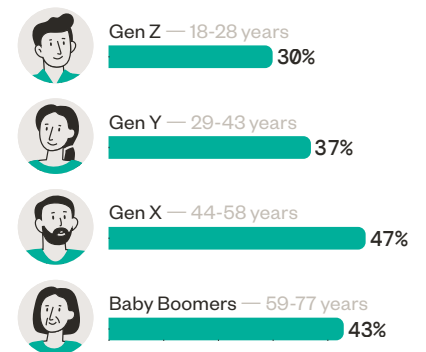
Have considered leaving and decided to leave

Top 3 reasons for leaving



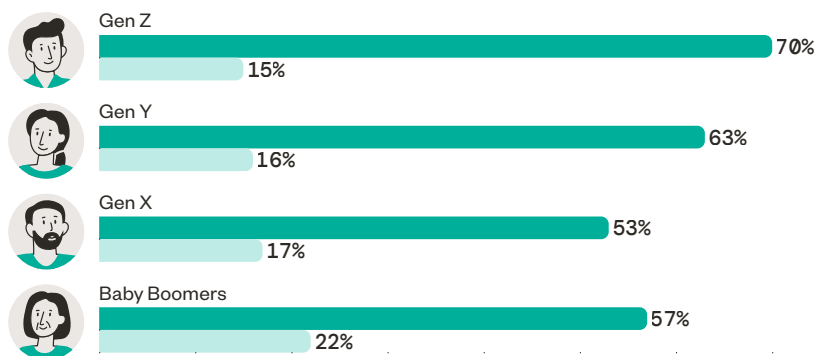
Unwavering workers (39%)

Have not considered leaving



Younger workers are open to changing roles

● % considered leaving their role in the last 12 months
● % who have decided to leave

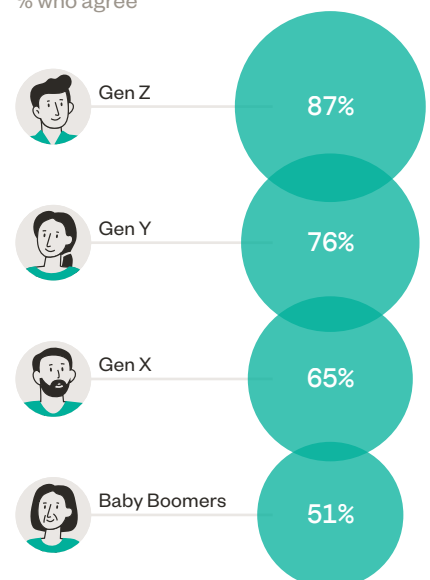


Gen Z will have 18 jobs across 6 industries in their lifetime¹



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

% who agree

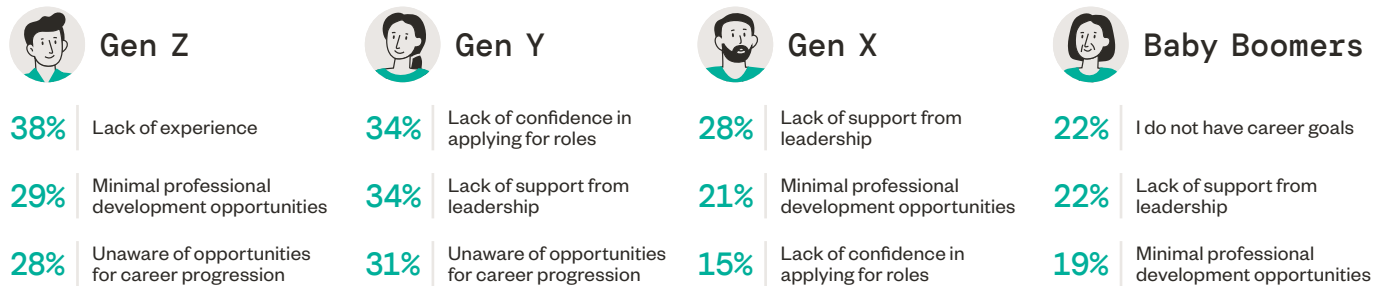


Younger generations lack confidence to achieve career goals

Lack of confidence in applying for roles



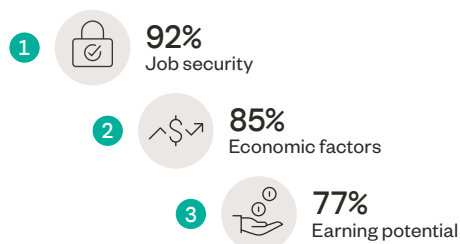
Roadblocks in achieving career goals



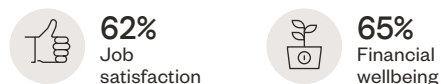
Job security is a key driver right now

Job security is critical in retaining quality workers

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



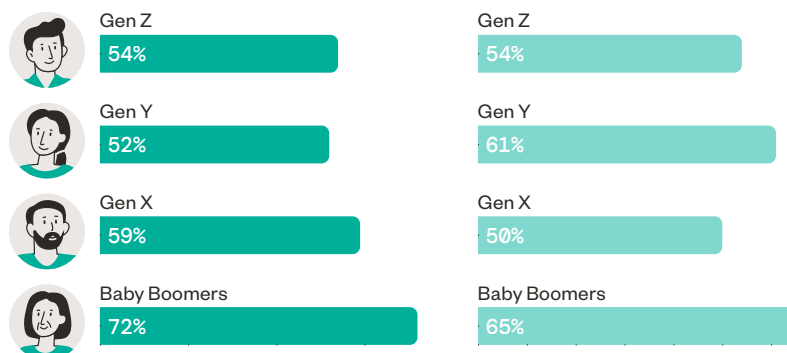
% who say job security contributes to:



Health workers find their role most satisfying when they can participate in meaningful work

% who found the following key contributors to job satisfaction:

● A sense of purpose
● Relationships with colleagues



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 enduring employees the opportunities available in the market today through recruiters' knowledge of key industries and workplaces and strong networks.

Offer stability

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

Methodology

Health workers in the Frontline Recruitment Group network: Online survey in field 23 Jan – 6 February 2023, n=54
 Australian health workers: Online survey in field from 23 Jan – 6 February & 21 Feb – 27 Feb 2023, n=247
 New Zealand health workers: Online survey in field from 23 Jan – 6 February & 21 Feb – 27 Feb 2023, n=79

Research and design by

mccrindle



Frontline Recruitment