

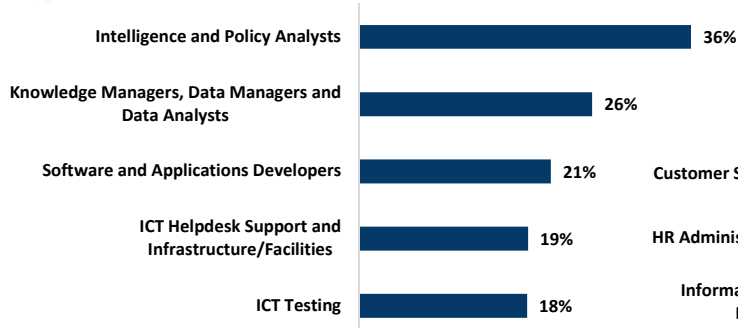
# Strategic APS labour force insights

## APS demand insights

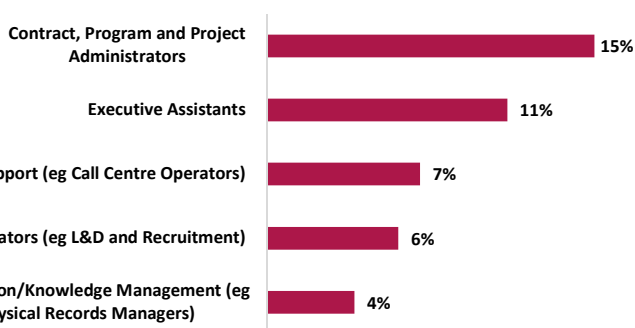
National Skills Commission labour market analysis



### Current APS job functions with the largest projected growth (+)



### Current APS job functions with the largest projected declines (-)



- Based on labour market intelligence applied to the APS Job Family and workforce profile, the majority of job functions within the APS are projected to grow in demand over the period to May 2023.
- Most declining job groups have identified pathways for reskilling, which would result in maintained/ improved career prospects for employees.

Note: Occupation groups with less than 500 employees in the APS have been excluded from the project growth and decline graphs. Data is subject to change following rapid review of the APS Job Family Framework. Employment forecasts were developed pre-Covid-19. As such, data should be interpreted with care.

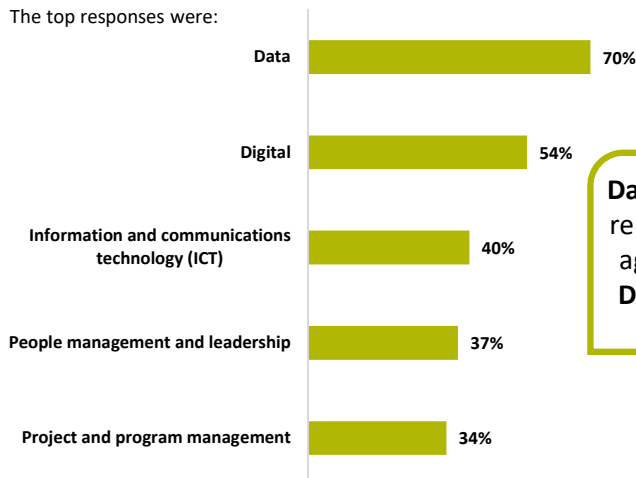
## Critical skill shortages identified by agencies

2019 APS Agency Survey



**72%** APS agencies identified critical skill shortages within their agency

The top responses were:



**Data** was the most commonly reported skill shortage within agencies (70%), followed by **Digital** (54%) and **ICT** (40%).

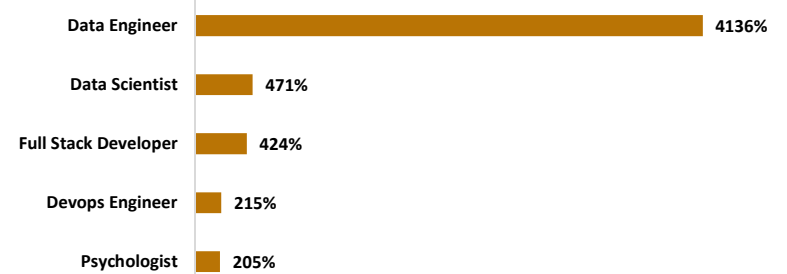
## Labour market growth rate for emerging roles

National Skills Commission labour market analysis



### Labour market growth rate for emerging roles in demand

(based on 5-year labour market intelligence, roles relevant to the APS)



- Of the emerging job roles with the highest growth on the labour market over the past 5 years - **2 reflect specialist data skills, 2 reflect niche digital professional skillsets**
- Significant increase in demand on the labour market, and an under-supply of specialists with technical skillsets highlights the need for the APS to build its talent pipelines into these roles.
- The skillsets are not easily accessible through recruitment.

Note: Given the unusual job market in 2020, any inferences from emerging role data should be interpreted with care. Roles that are not relevant to the APS context are not displayed.