



# **AITD National Conference**

## **Australia in the 2020s: Developing the right talent**

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The Demographics Group**













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# Australia is a place of rising prosperity

2008		GDP USDbn	2018		GDP USDbn	2028		GDP USDbn
1.	United States	14,719	1.	United States	20,413	1.	United States	27,603
2.	Japan	5,038	2.	China	14,093	2.	China	26,110
3.	China	4,604	3.	Japan	5,167	3.	Japan	6,348
4.	Germany	3,770	4.	Germany	4,212	4.	India	6,194
5.	France	2,937	5.	United Kingdom	2,936	5.	Germany	5,538
6.	United Kingdom	2,921	6.	France	2,925	6.	France	4,044
7.	Italy	2,402	7.	India	2,848	7.	United Kingdom	3,958
8.	Russian Fed.	1,785	8.	Italy	2,182	8.	Brazil	3,093
9.	Brazil	1,695	9.	Brazil	2,139	9.	Italy	2,848
10.	Spain	1,643	10.	Canada	1,799	10.	Canada	2,698
11.	Canada	1,549	11.	Russian Fed.	1,720	11.	South Korea	2,443
12.	India	1,224	12.	South Korea	1,693	12.	Australia	2,291
13.	Mexico	1,110	13.	Spain	1,506	13.	Russian Fed.	2,262
14.	Australia	1,054	14.	Australia	1,500	14.	Spain	2,068
15.	South Korea	1,002	15.	Mexico	1,213	15.	Indonesia	1,997

# Australia's Asian and Indian influences are rising

	2016	Change 2011-2016	Greater Sydney
 United Kingdom	1,088,000	-1%	-1%
 New Zealand	518,000	+7%	+2%
 China	510,000	+60%	+51%
 India	455,000	+54%	+49%
 Philippines	232,000	+36%	+20%
 Vietnam	219,000	+19%	+16%
 Italy	174,000	-6%	-3%
 South Africa	162,000	+12%	+5%
 Malaysia	138,000	+19%	+16%
 Sri Lanka	110,000	+27%	+20%
 Germany	103,000	-5%	-5%
 South Korea	99,000	+33%	+23%

Nationalities by country of birth in Australia and Greater Sydney between the 2011 and 2016 censuses

# New acronyms for our newest tribes

**PUMCINS ...**

**P**rofessional **U**rban **M**iddle **C**lass **I**n **N**ice **S**uburbs

**N**ot **E**nough **T**ime **T**o **E**njoy **L**ife

**...NETTELS**

**KIPPERS ...**

**K**ids **I**n **P**arents **P**ockets **E**roding **R**etirement **S**avings

**L**ots **O**f **M**oney **B**ut **A** **R**eal **D**ickhead

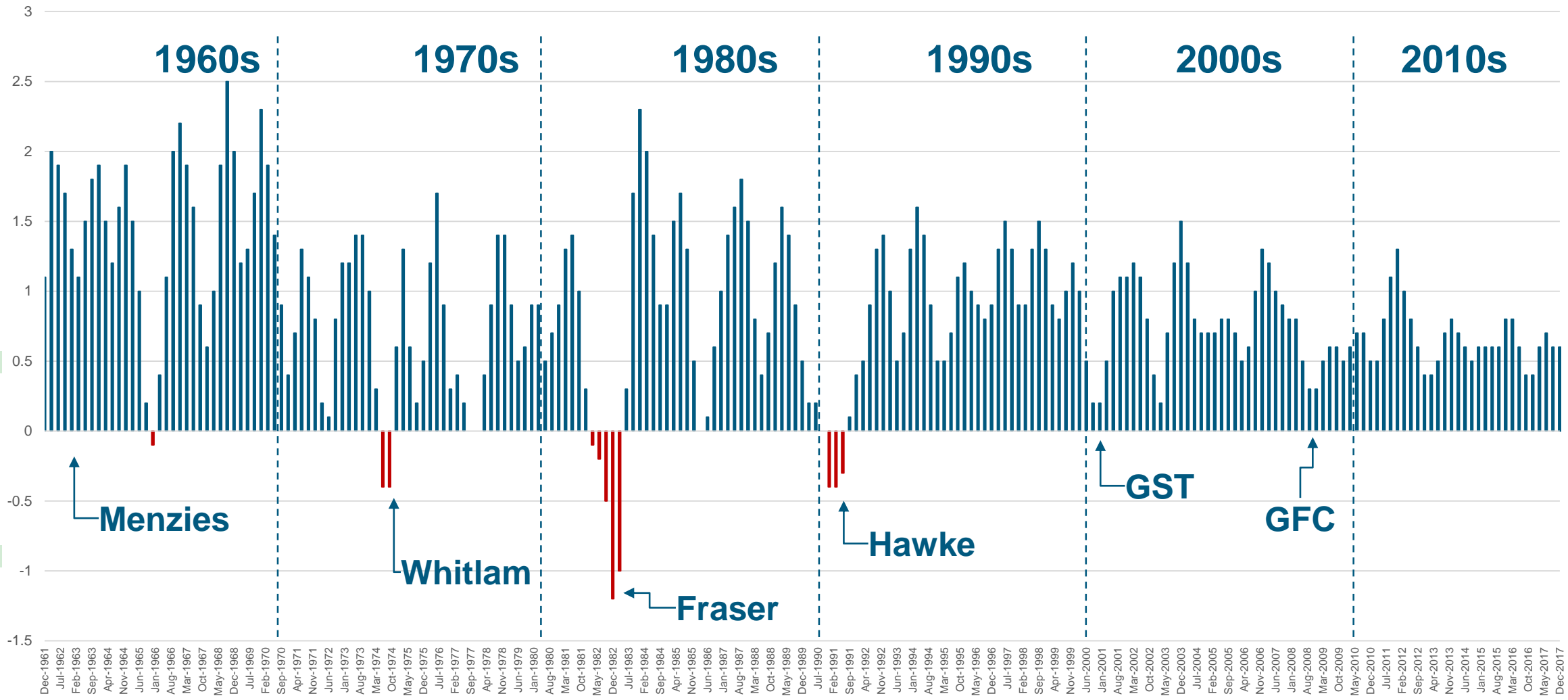
**...LOMBARDS**

# There has been a loss of faith in big institutions

	2016	Change 2011-2016	Greater Sydney
1. No religion	6,933,700	+45%	+54%
2. Catholic	5,291,800	-3%	-2%
3. Anglican	3,101,200	-16%	-18%
4. Uniting Church	870,200	-18%	-22%
5. Islam	604,200	+27%	+22%
6. Buddhism	563,700	+7%	+3%
7. Presbyterian & Reformed	526,700	-12%	-10%
8. Eastern Orthodox	502,800	-11%	-10%
9. Hinduism	440,300	+60%	+50%
10. Baptist	345,100	-2%	-7%
11. Pentecostal	260,600	+9%	+10%
12. Lutheran	174,000	-31%	-43%

Religious affiliation in Australia and Greater Sydney between the 2011 and 2016 censuses

# Years of prosperity have created a culture of aspiration



Per cent change in Australian GDP by quarter from December 1961 to December 2017

# The way we live has changed ... and so too have expectations

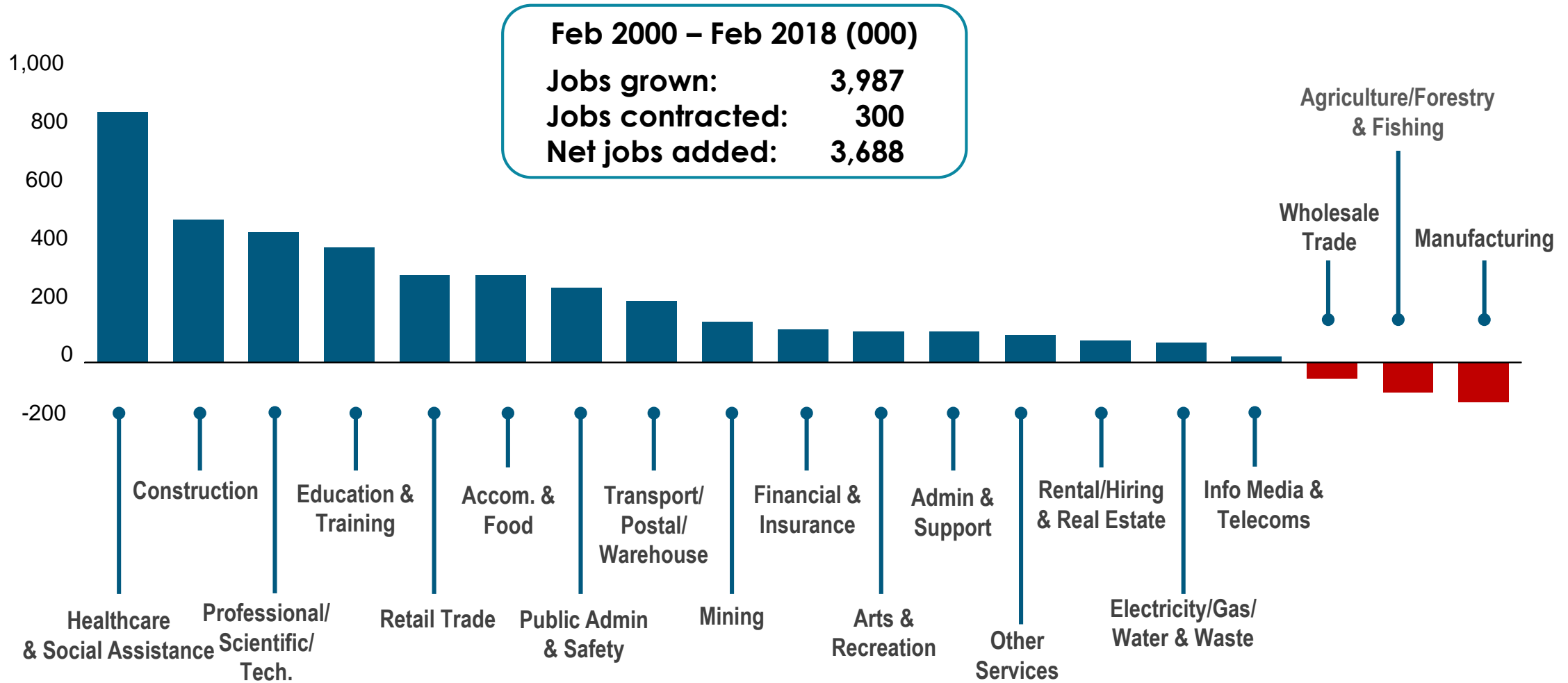
1950s



Today



# Knowledge workers are driving Australian prosperity



18 years Australia February quarter 2018 – up 3.9m (8.7m – 12.4m)

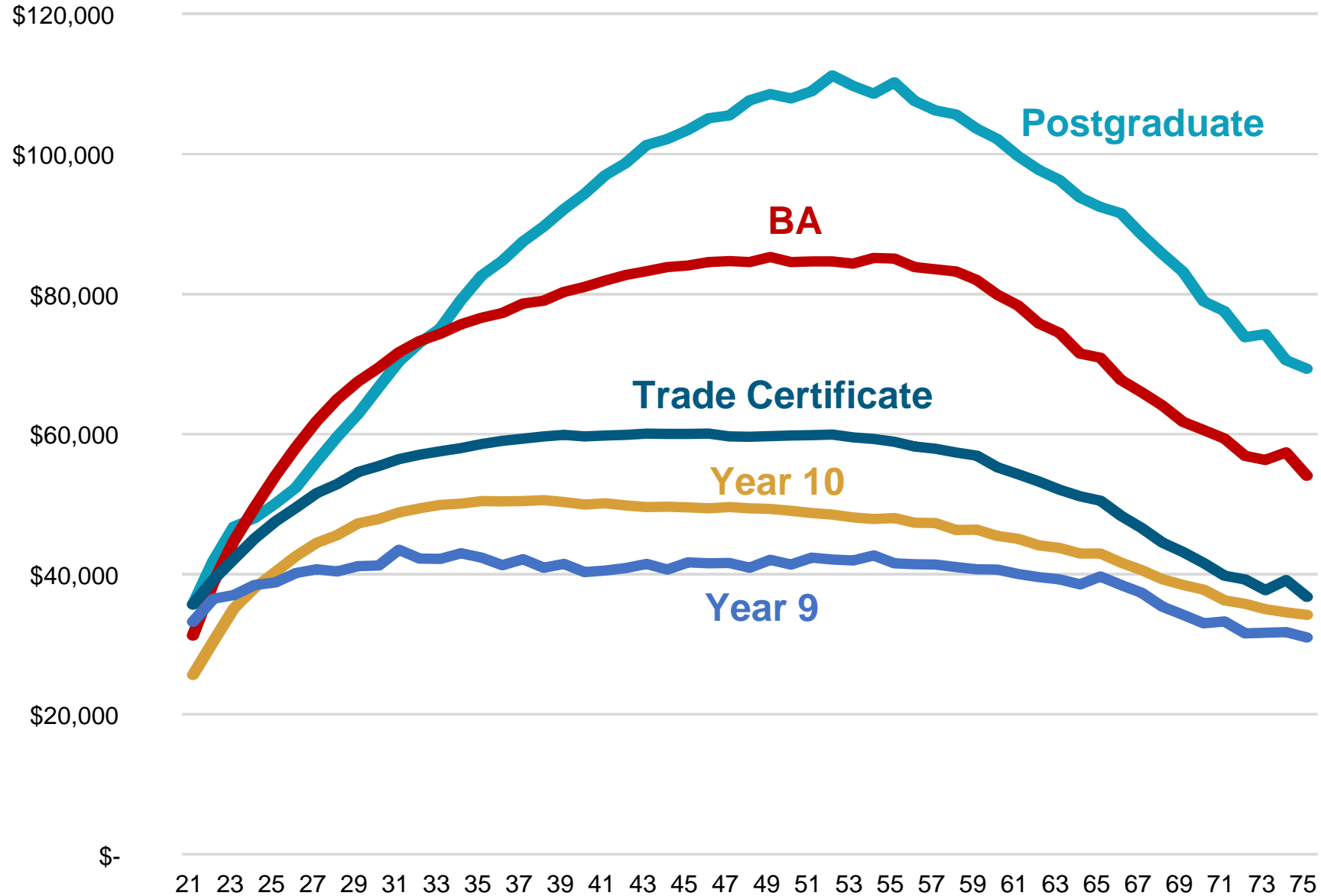


# Digital disruption is polarising the workforce

Skill Level	Job Type	Jobs in 2016	Share in 2016	Growth 2011-16	Share of growth 2011-16
1.	Doctor, Engineer, Midwife	1,490,000	18%	290,000	46%
2.	Police Officer, Dental Hygienist, Chef	1,140,000	14%	80,000	13%
3.	Electrician, Butcher, Mechanic	1,360,000	17%	10,000	1%
4.	Truck Driver, Waiter, Barista	2,520,000	31%	130,000	21%
5.	Sales Assistant, Cleaner, Café Worker	1,720,000	21%	110,000	18%
<b>Relevant Total</b>		<b>8,220,000</b>	<b>100%</b>	<b>620,000</b>	<b>100%</b>

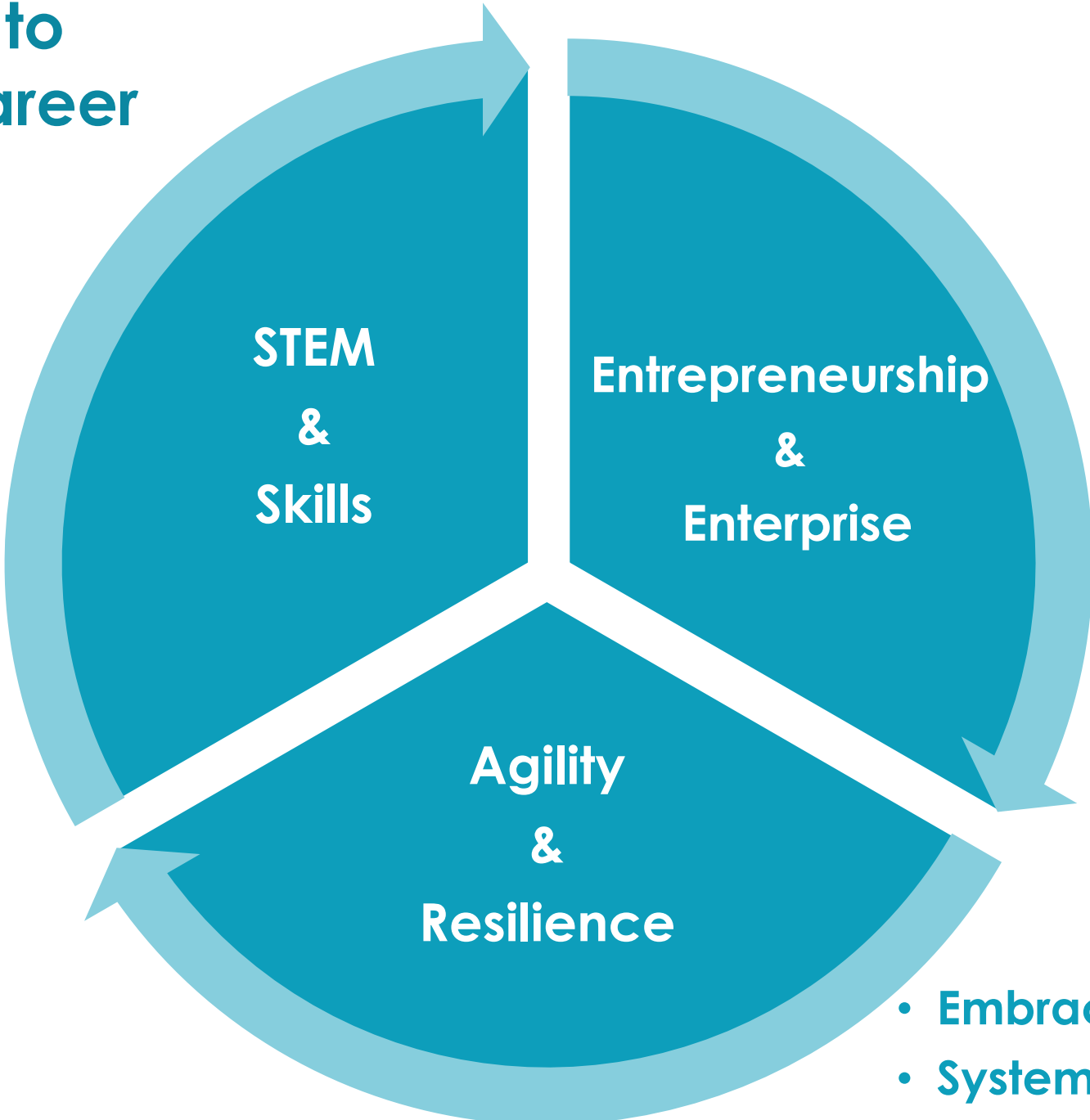
Occupations by skill level at the 2016 Census

# Investment by workers in education pays dividends



# Skills required to future-proof a career

- Continuous learning
- In-house training



- Harvest ideas
- Mentoring

- Embrace not fear change
- Systems to delivery agility

# Points to consider

1



Australia will continue to grow and expand and will require more knowledge workers and **skilled workers** .... we need to grow the VET sector

2



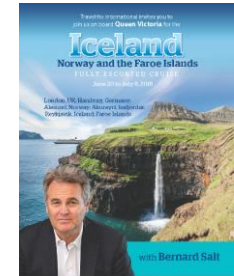
We are a cosmopolitan and an aspirational people with big expectations of lifestyle ... need to ensure there is scope for **growth and advancement**

3



The nature of work will continue to evolve requiring workers to engage with continuous learning .... but to also be **entrepreneurial** and flexible

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**THE AUSTRALIAN**   
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