



# Re-imagining the Workforce

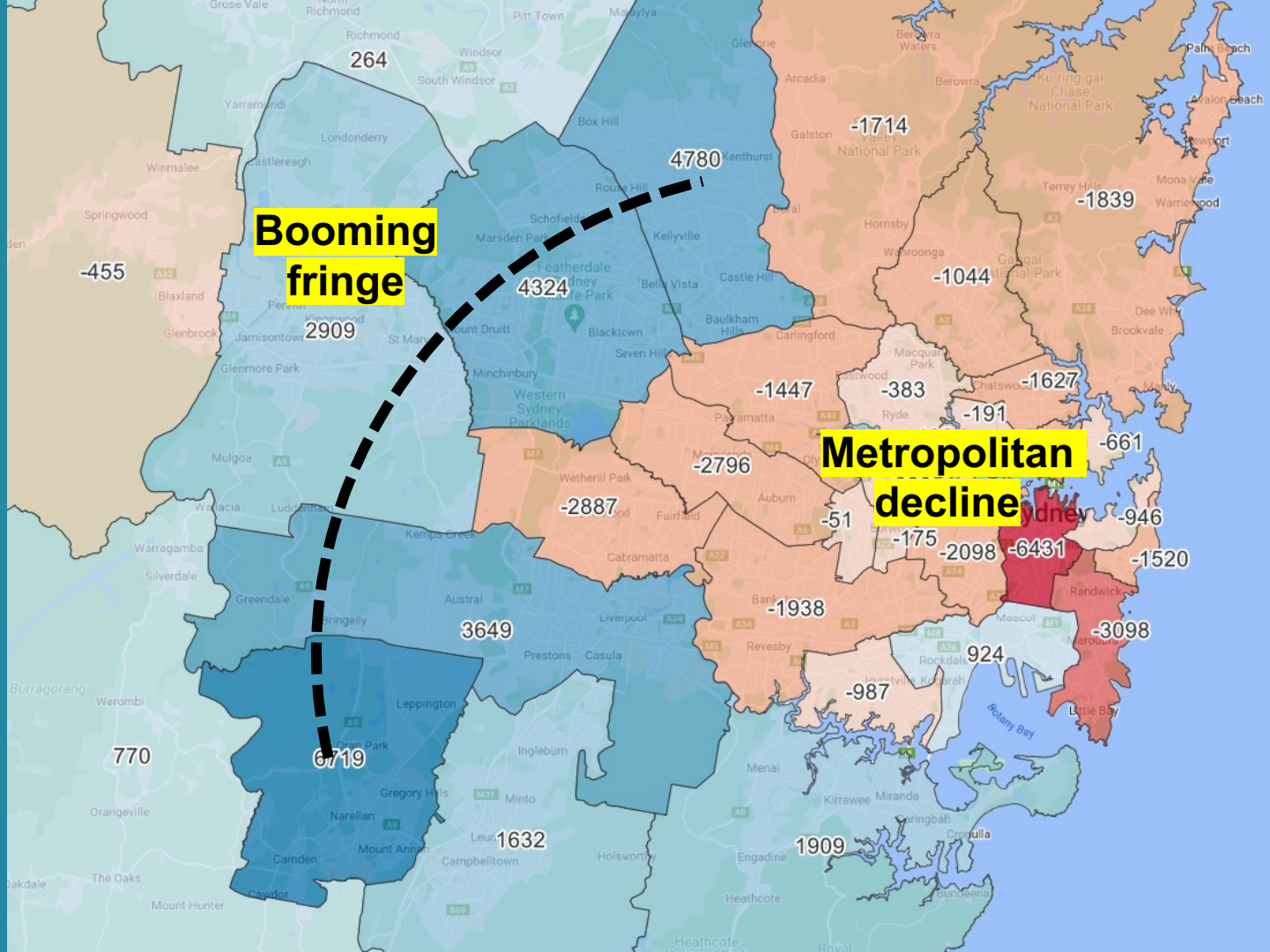
## Employment challenges for local government

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25 October 2022, Lovedale

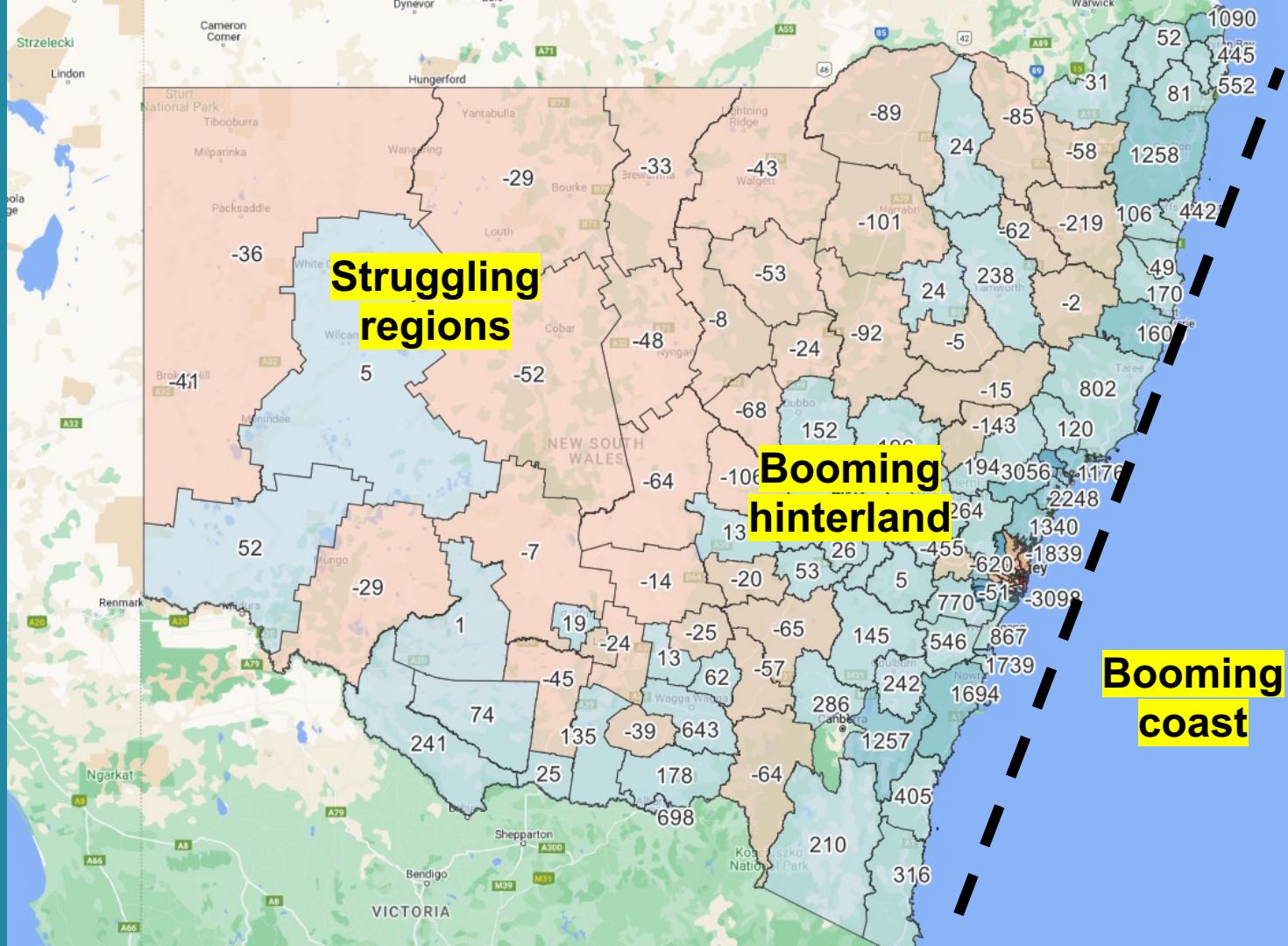
# Sydney's core lost population while the fringe boomed



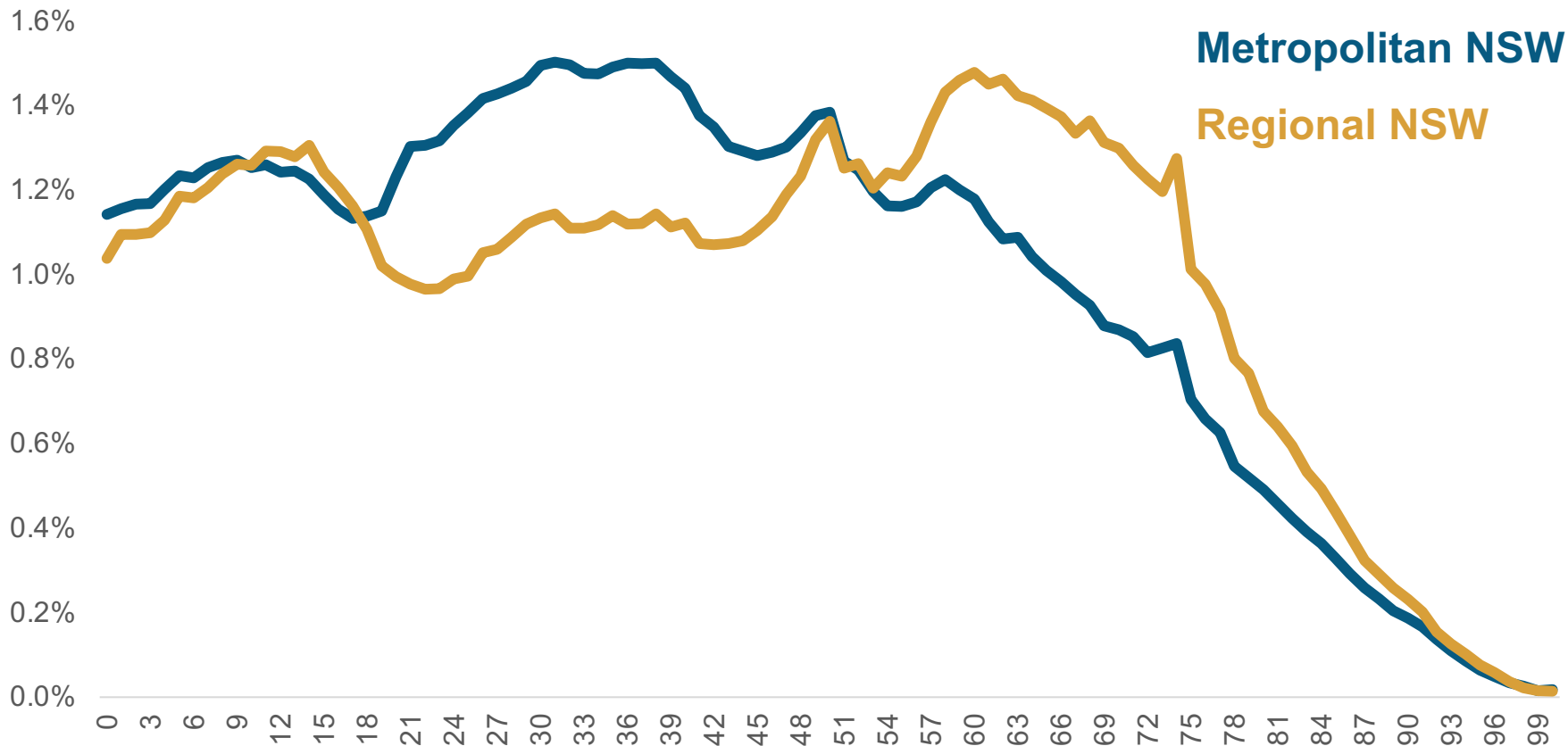
Population change Jun 2020 to Jun 2021 by LGA; based on ABS data

# Coastal boom, regional population shortage

Population change Jun 2020 to Jun 2021 by LGA; based on ABS data

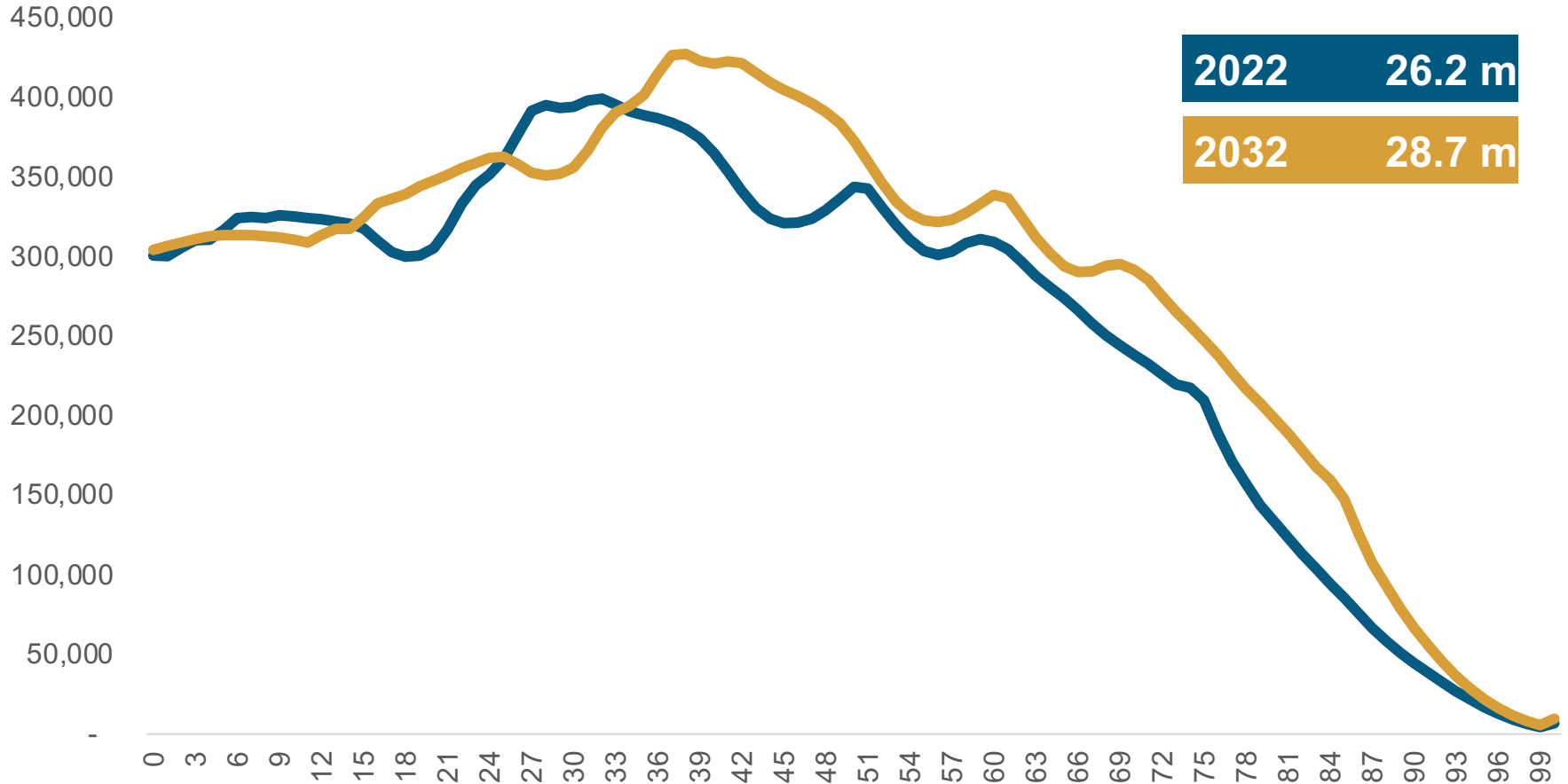


# Regional NSW is aging faster than metropolitan NSW

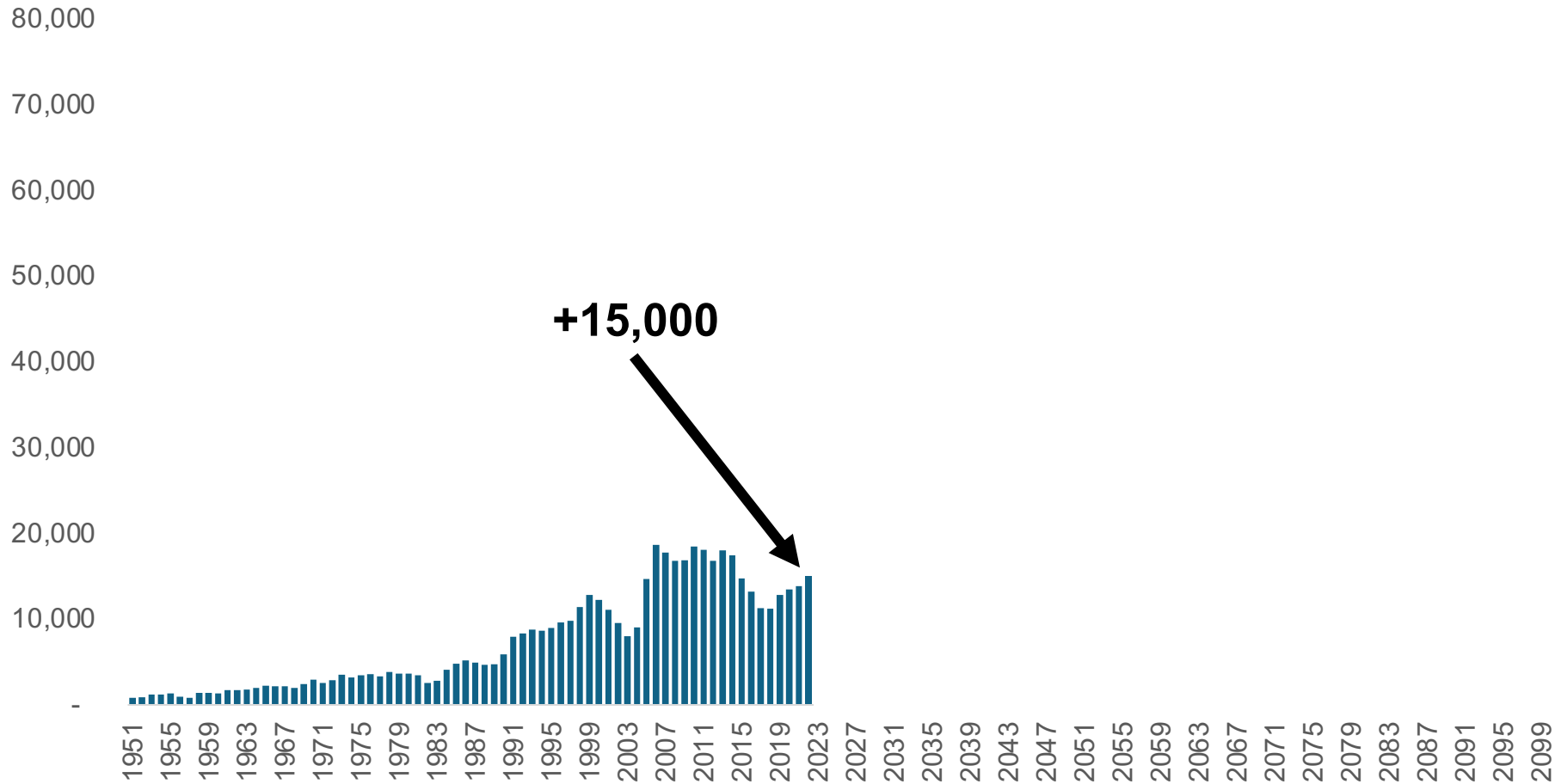


Population by geography and by single year of age in 2021 based on ABS Census data

# Australia will look differently by 2032

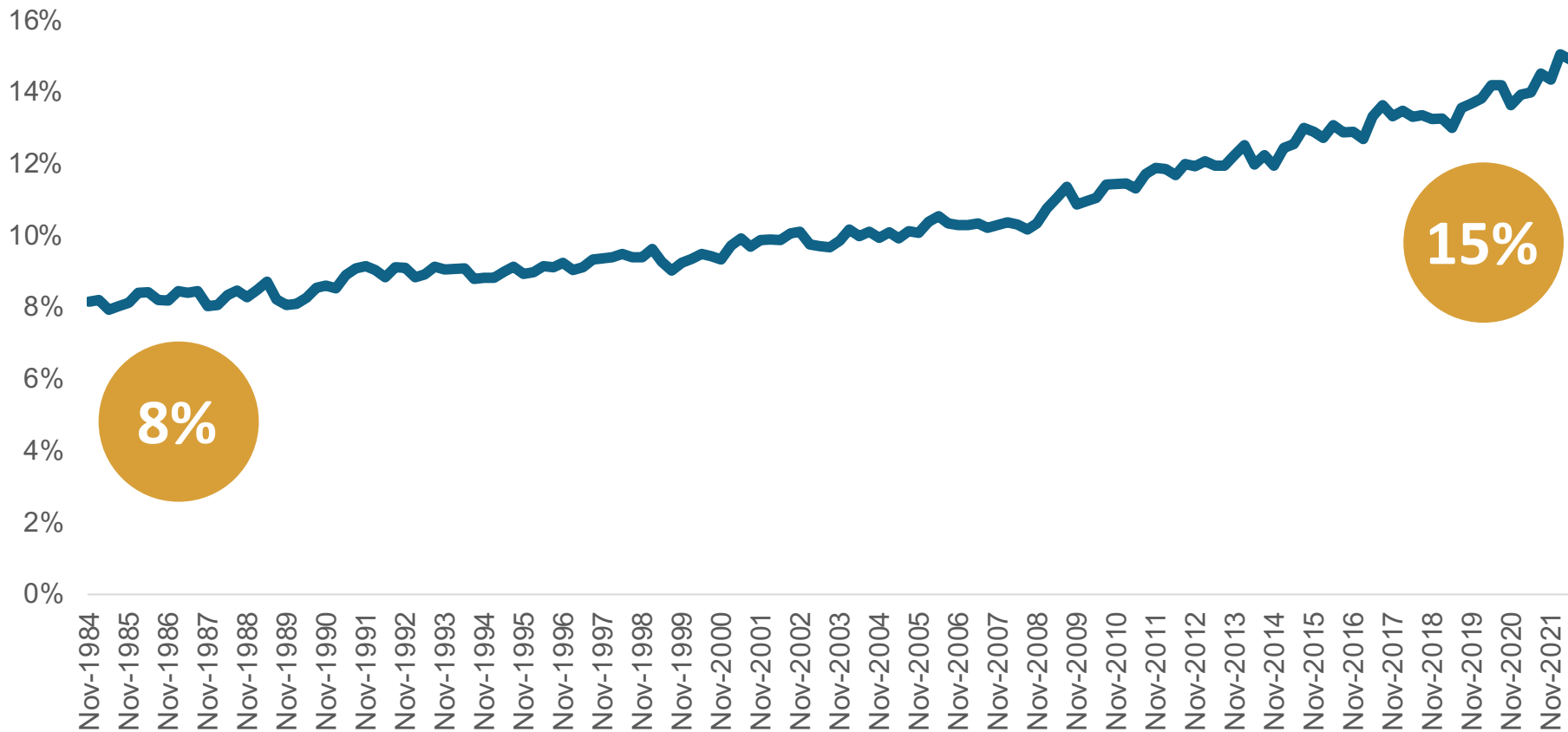


# The aging of the population has just begun...



**+15,000**

# We must transform our workforce to tackle the 85+ boom





“Quickness”



“Authenticity”



“Convenience”



“Range”



“Limitlessness”



“Efficiency”



“Frictionless”



“Elegance”



# Different values will shape Australia in 2031



**Gen Alpha**  
2018-2035

2021  
**4% of Pop**  
**0% of WF**

2031  
**17% of Pop**  
**0% of WF**

**They are only  
Babies!**

Hyper-Educated  
Unknown



**Gen Z**  
2000-2017

2021  
**22% of Pop**  
**20% of WF**

2031  
**24% of Pop**  
**32% of WF**

**Education &  
Career**

Politicized, Global  
Mindset



**Gen Y**  
1982-1999

2021  
**26% of Pop**  
**36% of WF**

2031  
**24% of Pop**  
**40% of WF**

**Workforce  
Majority**

Work for Purpose,  
Procrastinators



**Gen X**  
1964-1981

2021  
**23% of Pop**  
**32% of WF**

2031  
**20% of Pop**  
**25% of WF**

**Leadership &  
Boards**

Forgotten Gen,  
Work to Live



**Boomers**  
1946-1963

2021  
**18% of Pop**  
**11% of WF**

2031  
**13% of Pop**  
**2% of WF**

**Boards &  
Retirement**

Hierarchical, Live to  
Work



**Pre-Boom**  
<1945

2021  
**7% of Pop**  
**0% of WF**

2031  
**2% of Pop**  
**0% of WF**

**Retirement &  
Old Age**

WWII, Frugal &  
Resilient



**Why is there a skills shortage?** Population loss during Covid. Slow visa system. Housing shortage. A big cohort retires while a small cohort enters the workforce. Millennials form families and new mums exit the workforce for a bit.



**What do employees want?** Money. An affordable lifestyle. Flexibility. Flatter hierarchies. Working for a cause, adding meaning to their life. Work life balance particularly important to Gen X. Workers want a clear career pathway.



**Solutions?** Solve the housing problem for staff. Become a more responsive organisation. Minimise bureaucracy. Make it easy for Millennial mums to re-enter the workforce. Allow for maximum flexibility.

Let's  
connect



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THE **NEWDAILY** THE AUSTRALIAN 🇦🇷

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