



## Indeed says flexibility and technical skills are the solutions to Australia's talent shortage

Sydney, 4th June 2015, 09.00AM AEST – Indeed.com, the world's largest job site, has today revealed three data-led trends affecting the Australian labour market as part of the Vivid Ideas Future of Work program. The trends are:

1. Every company is now a technology company and it's creating a skills shortage[i] Worldwide, only one in four software developers work for software companies Five of the 10 most chronically unfilled jobs in Australia are technology related Many chronically unfilled IT roles are the jobs that should be driving either revenue or innovation for Australian-based companies, meaning the country is struggling to remain competitive
2. The Internet is globalising labour. Skilled labour crosses borders and smart companies follow[ii] 9% of skilled labour globally is actively looking for jobs abroad One in four job seekers in Australia looks at opportunities outside of the country One quarter of the world's educated population resides in just 100 cities. Companies are following the talent; Aussie start up Atlassian's new office in Austin is a good example of this
3. With fewer physical constraints to work, the age of the nine-to-five job is under attack. There is increased pressure for workplace flexibility[iii] After pay, flexibility is the most important requirement for Australian workers and jobseekers, with 51% of respondents to an Indeed survey stating this Two out of three Australians would consider earning extra money by working for on-demand services such as Airtasker, Freelancer.com or Uber 76% say nine-to-five employment model is too inflexible

Paul D'Arcy, SVP, International at Indeed commented: "The future of work is all about how to train, attract, and keep the best people. The right people and skills are crucial to a healthy working economy."

"The good news is that Australia is a top world destination for talent, which can be a foundation for job creation and economic growth. However education, policy, and immigration must all work together, hand-in-hand with businesses to help Australia remain competitive."

"Ultimately, we predict that labour markets will restructure themselves to better use existing talent, and to create more opportunities for a more of the population. Flexible roles and the growth of on-demand services like Uber are evidence of this starting to happen. Australian companies can attract the best talent by offering increased flexibility, which is a top priority for talented job seekers."

The Future of Work is a new event taking place on 4th June at Google in Pyrmont, Sydney, as part of the Vivid Ideas program at Vivid Sydney, the world's largest festival of light, music and ideas. Speakers including Indeed's Paul D'Arcy have explored the ways the nature of careers are changing and how Australia compares on the world stage.

Images can be found here.

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About The Future of Work

For more information go to [vivid Sydney.com/futureofwork](http://vivid Sydney.com/futureofwork) and to view the full Vivid Ideas program visit [vivid Sydney.com/ideas](http://vivid Sydney.com/ideas).

About Indeed

More people find jobs on Indeed than anywhere else. Indeed is the #1 job site in the world and allows job seekers to search millions of jobs on the web or mobile in over 50 countries and 28 languages. More than 180 million people each month search for jobs, post resumes, and research companies on Indeed, and Indeed is the #1 source of external hires for thousands of companies (sources: SilkRoad & iCIMS). For more information, visit [Indeed.com](http://Indeed.com). [i] Sources: Indeed's data and CEBR analysis for Indeed's Empty Desk Report 2014, Stack Overflow Developers Study 2015 [ii] Sources: Indeed's Mobility Hiring Lab 2014, Euromonitor International [iii] Sources: Indeed survey conducted by Harris Poll 2015, Airtasker Future of Work Report 2015