



Technology & Project

JOB INDEX

MAY 2024



Introduction

Welcome to the latest edition of the DFP Technology & Project Job Index and an analysis of job advertisement data specific to the national Project Management market. This report provides a summary of the changes in hiring demand over the past 3 months, based on seasonally adjusted data.

The latest data shows that hiring demand for technology and project roles declined by 5.9% over the past 3 months. Most job categories declined, however the rate of decline across the sector slowed.

Nationally, only the ACT recorded growth in the April quarter. The key employment states of NSW and Victoria fell 8.8% and 11.1% respectively. The annual decline in hiring demand in both NSW and Victoria has now grown to over 40%.

In the report, we analyse various occupational groups and most categories fell this quarter with Project Engineers falling the furthest. There was some better news for Analysts with Business Intelligence Analysts and Systems Analysts recording an increase in vacancies.

Of the Industry Sectors, Health Care & Social Assistance was the best performing sector, while Mining, Construction & Utilities recorded the largest fall in demand over the quarter.

Through artificial intelligence, we break down the data to ensure each sector and state can access the latest hiring trends. As market challenges persist, we will continue to monitor the data and provide the latest reporting for employers and job seekers throughout 2024.

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National Job Index

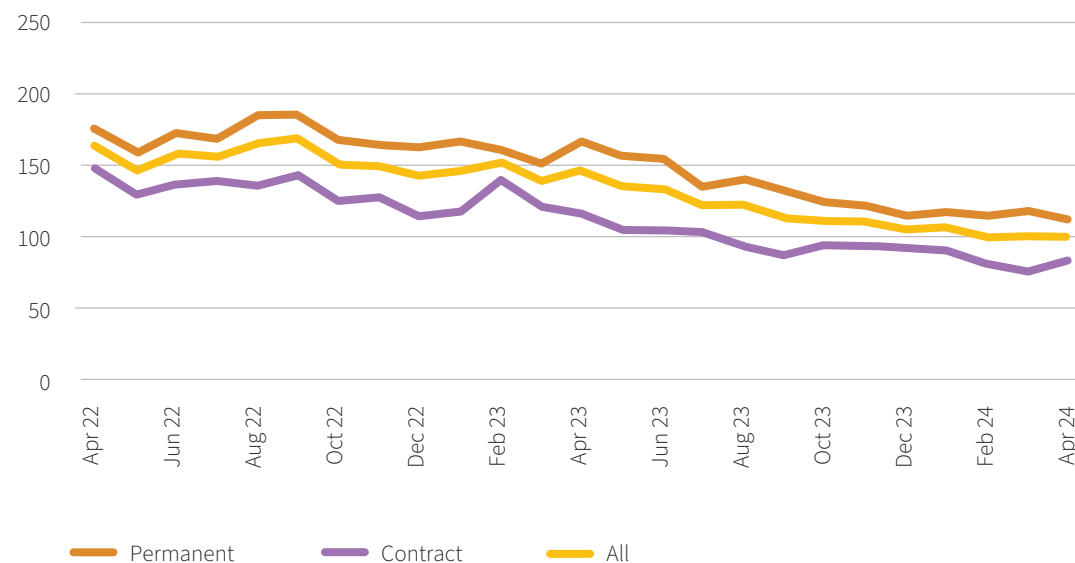


Chart 1 // National Time Series Analysis

The April quarter saw a further decline in the technical jobs market with the DFP Technology and Project Job Index falling a further 5.9%. This is the fifth consecutive quarterly fall and the decline over the last year now totals 31.4%. The positive aspect is that the falls are less than the double-digit declines experienced in Q3 2023.

Job Type Analysis

The Australian employment landscape is still patchy. There are areas where demand remains strong, such as aged care, childcare and construction. However more broadly, business confidence is weak. Despite the slowdown, unemployment remains below the level anticipated by the RBA.

Some stabilisation of the rate of decline will be of comfort to job seekers, but a sustainable reversal in hiring activity still seems some way off. Job opportunities are likely to contract further before they start to recover.

This quarter there was a rebalancing in the type of work offered. Contract work declined 8.2% while Permanent jobs shed just 4.6%. Prior to this, the margin between Contract and Permanent opportunities had been widening. On an annualised basis Permanent roles have declined 32.8% and Contract opportunities by 28.6%.

“Some stabilisation of the rate of decline will be of comfort to job seekers, but a sustainable reversal in hiring activity still seems some way off.”



Chart 2 // Change in Job Index by Job Type for 3 months, February – April 2024

Occupational Analysis

The only occupation to rise in this cohort of job clusters was Instructional Design, up just 0.5%. It's also the least weak annually, down 28.8% year-on-year.

At the other end of the range, Project Engineering roles declined by 13.9%. It is now the worst performing occupation year-on-year, down 41.5%. The average decline over 12 months across Technology and Project roles is 31.4%.

The 9.2% decline in Project Administration weighs heavily on the aggregate index. This is high volume job category and has now recorded 4 quarterly declines.

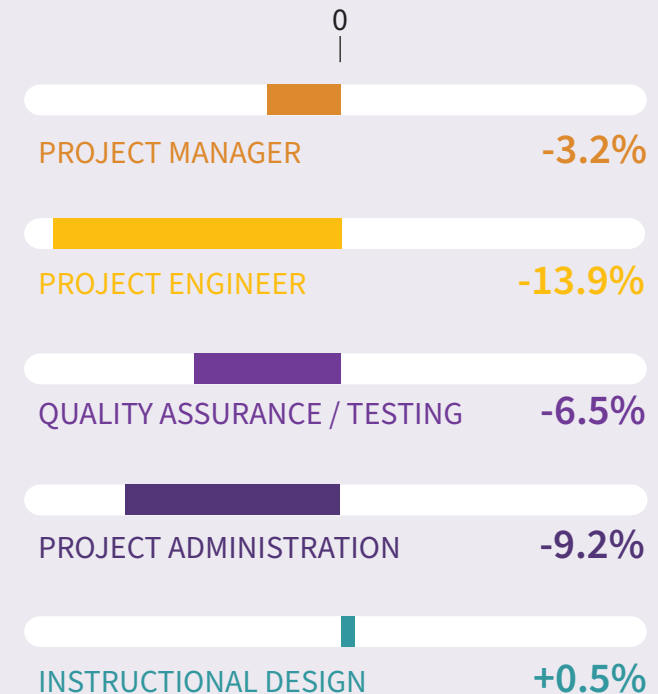


Chart 3 // Change in Job Index by Occupation for 3 months, February – April 2024

“The average decline over 12 months across Technology and Project roles is 31.4%.”

Occupational Analysis



SYSTEMS ANALYST
+7.4%



FINANCIAL ANALYST
-10.4%



OPERATIONS ANALYST
-31.9%



BUSINESS INTELLIGENCE ANALYST
+12%



DATA ANALYST
-7.7%



BUSINESS ANALYST
+1.5%

Chart 4 // Change in Job Index by Analyst Occupation for 3 months, February – April 2024

There were some positive results in the quarter's Analysts occupational breakdown. Demand for Business Intelligence Analysts rose 12%. Volumes in this role are low, so there can be some volatility. However, over the last 12 months demand has fallen just 4.2%, which is the best performing occupation.

The other positive performing occupation this quarter was Systems Analysts where vacancies grew a healthy 7.4%. Again, volumes are low and quarterly change can be volatile, however this category also grew in the last quarter of 2023.

The areas of weakness this quarter were Operations Analysts (down 31.9%) and Financial Analysts (down 10.4%). Over the longer-term, Operations Analysts are particularly weak, down 42.4%. This is partly a reflection of broader weakness but also some transition of role definitions away from Operations to titles such as Business Intelligence and Systems Analysts.

Job opportunities for Data Analysts have now fallen in 5 successive quarters. The positive here is that demand did grow strongly up to and during Covid and demand remains close to double the level when our index was first benchmarked in 2015.

Hours Worked Analysis

Part-Time work has contracted significantly. This quarter's 27.1% decline follows double digit declines in Q4 2023 and Q1 2024. Many employers offered the flexibility of Part-Time work when talent was scarce. It seems that as the market has slowed considerably, the shift back to Full-Time employment has again become the clear preference of employers.

Full-Time work also fell, but by just 5.4% over the last 3 months and by 4.4% the previous quarter.

FULL-TIME



PART-TIME



Chart 5 // Change in Job Index by Hours Worked for 3 months, February – April 2024

State Analysis

This quarter only the ACT recorded growth, by 8.8%, which is impressive in the current climate. Q1 was also flat for the ACT contributing to one of the more stable regions for job opportunity in Project and Technology.

Western Australia was the standout performer the previous quarter and remains steady with only a modest 1% decline. The strength of the Mining and Resources sector typically accounts for the optimism within the WA jobs market. Both the ACT and Western Australia have experienced longer term downward trends well below the national average.

Once again the most populous states have dragged the index down. NSW fell 8.8% and Victoria was the worst performing state with an 11.1% contraction. Both key employment states have also made the largest contributions to the annual decline, down more than 40% year-on-year.

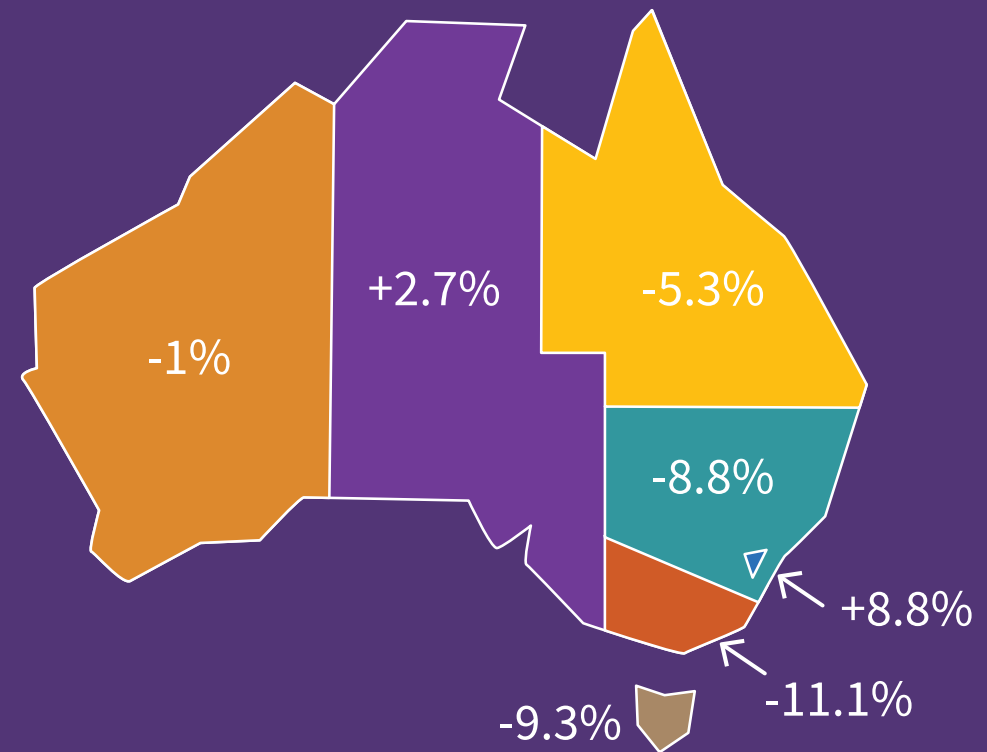


Chart 6 // Change in Job Index by State and Territory for 3 months, February – April 2024

Industry Analysis

The Industry Analysis shows some signs of green shoots appearing. The first of these is Professional Services which grew 8% after a flat Q1. Job opportunities in Professional Services fell sharply throughout 2023, with the political focus on the large consulting firms a contributing factor. With some of that pressure off, firms seem to be rebuilding capability.

Health Care also rose in Q2, up 6.7%, breaking a run of 3 consecutive declines. Health Care has been in gradual decline post Covid and it would be an area expected to grow in the years ahead.

Following a strong Q1, Mining, Construction and Utilities recorded a large decline. Deeper analysis shows much of the Q1 growth was in Utilities, whilst Construction and Mining both saw modest falls. Looking forward, jobs in Construction firms are likely to improve, however Mining will continue to be challenged as commodity prices ease and the long-term transition to renewables continues.

▲ +8%	Professional, Scientific and Technical (inc IT)
▲ +1.5%	Public Administration and Safety
▲ +6.7%	Healthcare and Social Assistance
▼ -6%	Financial and Insurance Services
▼ -6.9%	Manufacturing and Chain Supply
▼ -13.9%	Information, Media & Telecommunications
▼ -20%	Mining, Construction and Utilities

Chart 7 // Change in Job Index in Selective Industries for 3 months, February – April 2024

“Looking forward, jobs in Construction firms are likely to improve...”

Why DFP Recruitment?

Having operated for over 30 years, DFP Recruitment has partnered with clients across key industries on a state and national scale. We offer national coverage, local knowledge and combined industry expertise in the IT and Project space spanning over 25 years.

Candidates represented by DFP Technology are focused on best practice delivery and supported by formal qualifications and experience in their field. These candidates are differentiated in the candidate market by evidence of delivering on time, within budget as well as ensuring the benefits of projects are realised by the business and end users.

DFP Technology also provides candidates and clients with market intelligence through National Job Index reports, Surveys of IT and Project professionals as well as a dedicated LinkedIn group.

Specialist areas in the DFP Technology space across IT and Project Professionals include:

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- Security

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