

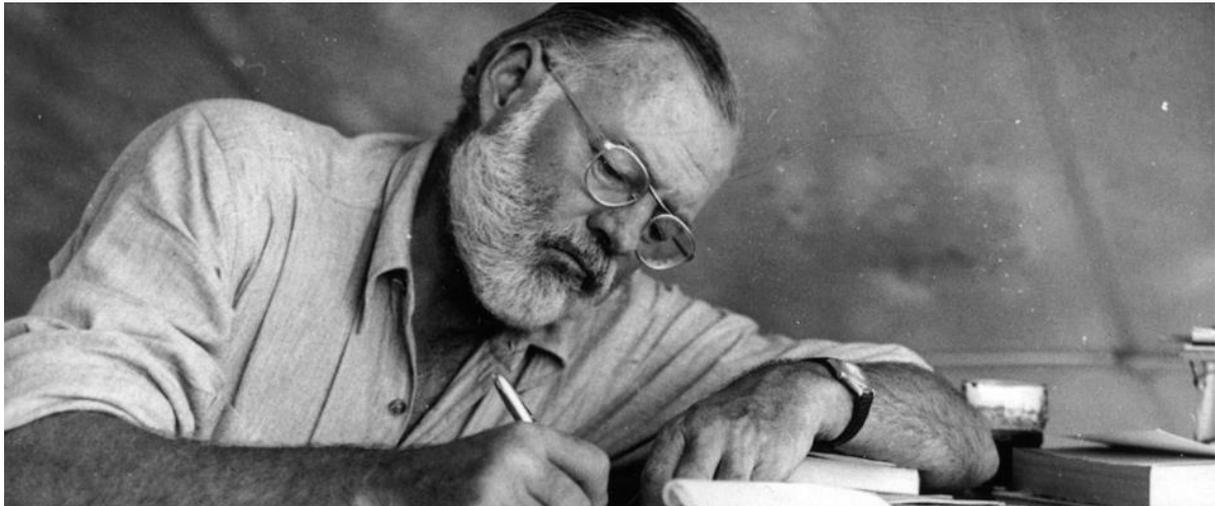


blenheim partners

no limitations

Executive Search & Board Advisory

WILL AUSTRALIA HAVE THE TALENT TO CAPITALISE ON THE DIGITAL BOOM?



"Never mistake motion for action" Ernest Hemingway

The 'digital boom' is gaining traction in Australia with 40,000 technology jobs created in the last two years, according to The Australian Computer Society's latest 'Digital Pulse' report.

With approximately 650,000 ICT (Information and Communication Technology) workers in Australia today, the robust increase is expected to continue with an additional 80,000 jobs needed by 2022 to fuel future growth. This remains well in excess of the average overall workforce growth of rate of 1.4%.

This workforce growth is principally driven by the changing views of ICT amongst executives and the shifting global business landscape. What was once considered merely a function to cut costs, is now being increasingly recognised for its importance in enhancing an organisation's competitiveness through:

- Increasing performance;
- Knowledge management and data analytics;
- Innovation;
- Customer experience;
- Opening new markets; and,
- Time to market.

blenheim partners

Interestingly, however, when we assess ICT sector market dynamics, it brings about an interesting conundrum. How are we going to address talent needs when we have a number of significant systemic challenges, including:

- Declining participation in STEM education at the secondary school level, with students choosing to ditch mathematics after Year 10 tripling over the past decade;
- Australian tertiary institutions only delivering between 3,000 to 4,000 ICT graduates per year;
- Implications of the recent 457 Visa changes and its potential impact to capability, diversity and world class talent.
- Low participation of women in the ICT sector, with a representation of only 28% compared with 44% in the overall workforce; and,
- Mature age workers, represented 12% of the ICT workforce, compared to 16% across all professions.

We have a significant talent gap to fill if we are to proposer in the thrust of this new global industrial revolution. To realise the potential of what the digital boom will offer Australia and the growing corporate appetite for ICT skills, we need to think far more broadly than we have to date. In Australia, we are still too focused on cost rather than growth. We need to implement proactive short and long term approaches to address these fundamentals. As always, it is the application of human talent that will determine whether we sharpen or lose our global competitive edge!

To that end, Blenheim Partners is working closely with industry, education and government to help ensure a healthy pipeline of ICT executives to realise the potential of this opportunity. This includes engaging more than ever before with international talent from global technology hubs to help clients meet the shifting demands. Further, we led representations with government ministers on behalf of key business leaders which resulted in revisions to the 457 Visa, with several key positions including the Chief Information Officer and Software and Application Programmer roles moving from the Short-term Skilled Occupation List (STSOL) for the two-year visa to the Medium Long Term Strategic Skills List (MLTSSL) allowing the opportunity for permanent residency. These efforts are important in ensuring Australian organisations have access the best talent in order to maintain and enhance competitiveness in what is increasingly an international marketplace.

Blenheim Partners specialise in:

- Executive Search;
- Non-Executive Director Search;
- Board Strategy and Structure Consulting;
- External Succession Planning; and
- Executive Re-Engagement / Transition.

Founded in 2012, our team have acted as specialist adviser to many of the world's leading corporations on Board and Executive performance, capability and succession planning.

Our consultants have worked with clients from all sectors and a broad range of geographies. They include over 80 of the ASX 100, 10% of the FTSE 100, Private Equity, Multinational, Private Family and Mutually Owned Companies.

Our work includes assignments that are both local and international in scope.

Our team consists of senior Search Consultants, Human Resource Directors,

Psychologists, Coaches and exceptionally experienced Researchers.

Blenheim Partners is continually investing in knowledge and understanding as exemplified by our Thought Leadership "The Challenges of Attaining Growth", Industry Papers and monthly Market Intelligence reports.

Our philosophy is to develop deep and committed relationships with a select number of clients and help them deliver a superior performance by optimising the composition of their Board and Executive team.

Our culture is built on pride, professionalism, esprit de corps and client service.

Confidentiality

This report and the information contained in it are confidential and proprietary information belonging to Blenheim Partners. The report contains confidential and proprietary information based on data from public and private sources, including Blenheim Partners' proprietary database of information. The recipient will not use or disclose, or permit the use or disclosure of, this Report by any other person or for any other purpose. The information contained in this report is preliminary in nature and subject to verification by Blenheim Partners. Blenheim Partners does not guarantee its accuracy or completeness.



blenheim partners

no limitations

Executive Search & Board Advisory

Contact us

Sydney p +61 2 9253 0950

Melbourne p +61 3 9653 9510

w www.blenheimpartners.com