



Australian Government

**Australian Public Service
Commission**

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Understanding the Changing World of Work:

*Where workforce planning and Human
Resource metrics can build a productive future*

◀ JOB
INTERVIEW
THIS WAY





About the Australian Public Service Commission

Small central agency in the Department of Prime Minister and Cabinet portfolio

Broad statutory responsibilities:

- Stewardship
- Thought leadership
- Maintain appropriate databases
- Foster APS workforce reflecting diversity of Australian population



Australian Public Service - 2018

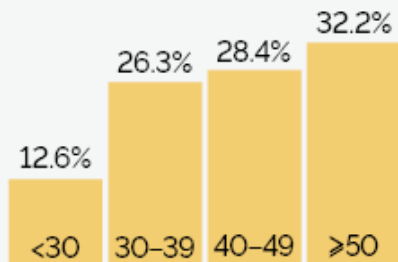
Employee headcount

150,594
-1% from June 2017

engagements
2017-18
9,000

separations
2017-18
10,042

Age

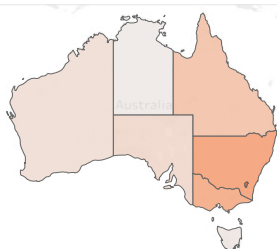
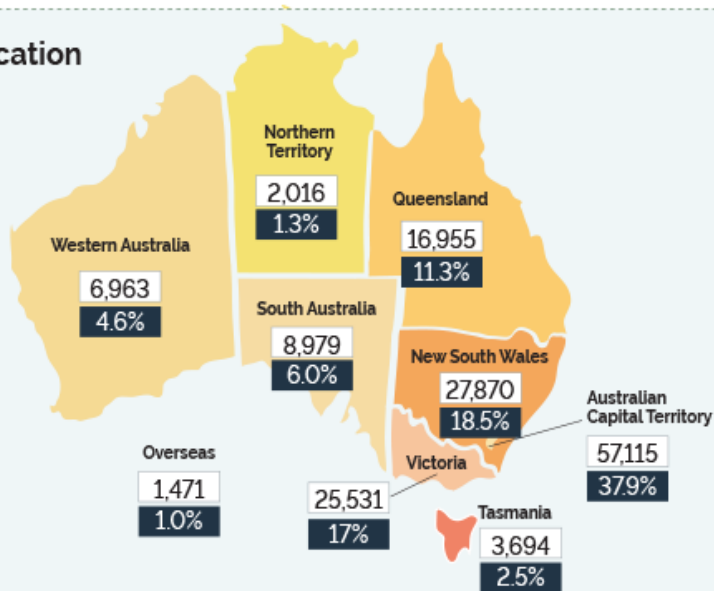


**Average Age
43.4 years**

- 72% of APS employees have only worked in a single agency
- 2.7% of ongoing APS employees moved between agencies in 2017-18

AUSTRALIAN PUBLIC SERVICE COMMISSION

Location



Capitals

85.1%

Diversity



Indigenous Australians **3.3%**



People with disability **3.7%**



Female **59%**

Patterns of work



Non-ongoing **9.6%**



Part-time **15.8%**

A perspective on 2030



Globalisation



**Demographic
change**



**Resource
challenges**



**Technological
change**



**Workforce
change**



**Professional
role of the APS**

APS core capabilities 2030





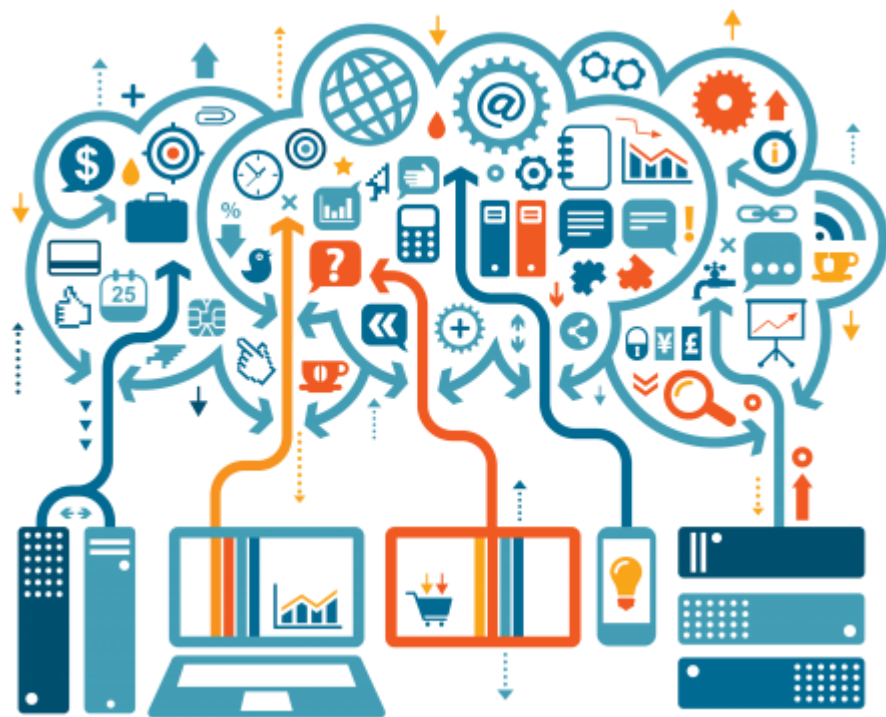
ASK ALEX FOR HELP ↗

Hello. I'm Alex, IP Australia's virtual assistant. I can assist with general intellectual property rights information and online services questions. We have information about your [privacy](#).

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SEND





Working anytime and anywhere

Are you currently using flexible working arrangements?

Yes
47%

No
53%

Male:
Yes **41%**

female:
Yes **52%**

Most common types of flexible working arrangements:

Working away from the office

19%

Part time
31%

Flexible hours of work
60%





Workforce planning challenges

Major challenges to inform workforce planning decisions:

- Agreed metrics on what's important for workforce planning to measure and report
- Inconsistent and poor data systems and infrastructure
- Wide variation of workforce planning maturity across the Australian Public Service

What are we already doing?



Workforce planning strategy

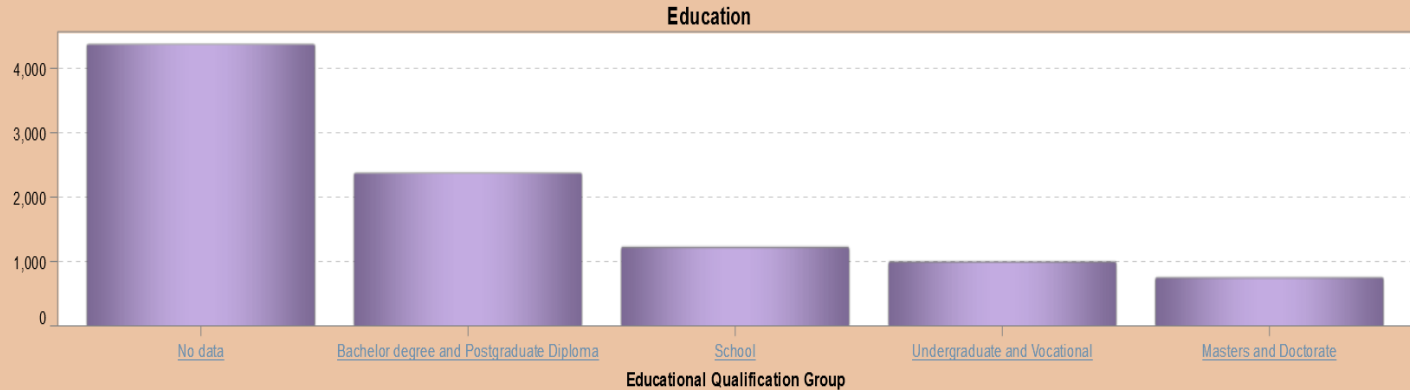
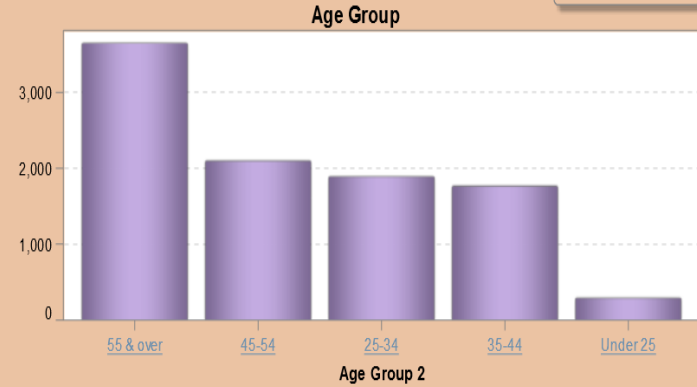
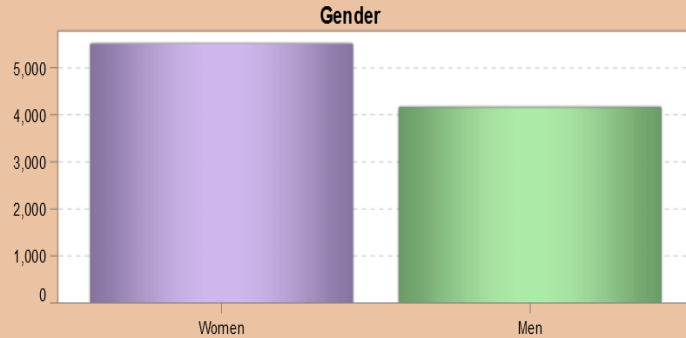
- Data literacy
- Improved access to resources
- Minimum metrics
- Communities of practice

More accessible data

- Better use of data to:
 - Reach wider audience
 - Tell a story
 - Consider both past trends and likely future directions
- Improved self-service capacity



9,664



Conclusion

- Future of the workforce is already here; need to be productive, responsive and collaborative
- Need to adapt and improve access to quality data and data systems
- Effective workforce planning is critical to success in being thought leaders and stewards of the Australian Public Service

The background features a complex, abstract design of overlapping, semi-transparent rectangles in various colors including shades of blue, green, yellow, and purple. Thin white lines crisscross the composition, creating a sense of depth and movement. The overall aesthetic is modern and digital.

Questions / Comments / Thoughts
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