

# Are you "Workplace 2012 ready"?



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In times of economic turmoil, the issue of talent management does not subside – it becomes more critical than ever. As we await with apprehension for the recovery from these unprecedented times, smart employers will work to ensure they're in great shape to out-perform their competition when the economy rebounds.

## Recommendations for managing workforce challenges in the current economic climate.

### Challenge

- Australia will continue to face a skills shortage and a relatively tight labour market with an increasing number of Baby Boomers nearing retirement age. Not having a plan for a sustainable workforce may jeopardise the future productivity of your business.
- Consider the end game: the economy will turn around.
- Avoid actions that will later undermine competitive positioning. Talent may be your only sustainable form of competitive advantage.

### Action

- Understand the workforce you need for the future by taking a measured, analytical approach to workforce planning
- Balance any action with long-term business strategy
- Optimise HR functional efficiency while maintaining or reducing costs
- Restructure the organisation to remove unnecessary management layers and improve line of sight and productivity
- Consider opportunities to reduce costs in other areas through greater use of technology and outsourcing.

## What you may not know...

### A recent study by Dr. Carol Tan at RMIT showed:

"Fast-growth SMEs are the high-power engines of our economy, comprising only 3 to 10 per cent of firms but generating up to 90 per cent of employment growth," Dr Tan RMIT

According to the survey of 253 small business CEOs, learning-oriented firms were more competitive because they could respond quickly to changing markets and unpredictable events.

### CIO Insight's midyear IT Investment Trends study

"Cloud computing has contributed to much higher desktop and notebook budgets in 2011: On average, enterprises are expecting to spend 21.3% more than the previous year. The cloud has also led to sharp increases in 2011 spending plans for desktop management (18.1%), applications management (12.2%) and governance (11.6%) compared with 2010".

**Who is growing in 2012?**

Mining, Engineering, Energy, Construction, Telecommunications, Property and Financial Services (insurance, mortgages and commercial finance industries) sectors.

**ICT skills in high demand in 2012?**

Service and Help Desk Support, Change Managers, Project Managers, Business Analysts, Service Delivery Managers, Process Managers, Network Engineering (Virtualization and Cloud Centric) as well as systems and Business Analysis.

**Recent Permanent Placements****NSW**

Shift Leader - Data Centre  
Senior Network Systems Officer  
Systems Consultant  
IT Manager  
Systems Consultant  
Senior Business Analyst

**VIC**

Field Support Engineer  
Technical Account Manager

**QLD**

.NET developer  
Desktop Support Analysts  
Retail Solution Manager

**Contract Placements****NSW**

Computer Operator  
Desktop Support Technicians - Education & Training  
VoIP Communications Engineer  
Excel Expert - Analyst Programmer

**QLD**

Desktop Support Engineer

Our attention to detail delivers results that last. Why are 87% of our placed candidates still with the same organisation three years on? Because we focus on the details that make the difference. That's why our clients trust us again and again to fill some of their most challenging roles.

**How do we compare?****Call us to find out how we've helped other businesses manage their workforce.**

We offer a wide range of **Unbundled Services** to meet client needs and our **Payroll Solution** can relieve your administration staff of this time consuming, costly and complex responsibility of processing short and long term temporary or contract staff

**For more information call Craig Wickins on 02 8113 2916.**

*Excerpt from: Mercer – Workplace 2012 Beyond the Global Financial Crisis Report, CIO Insight and RMIT.*

Corporate Member



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