



Welcome

HR Business Breakfast

Wednesday, 4 March 2015

Megatrends 2015

The top trends transforming
employment, HR and recruitment



Permanent and Temporary Staffing Solutions

Our Expertise

- * Business Support
- * Customer Service
- * Call Centre
- * Finance
- * Accounting
- * Sales & Marketing
- * Human Resources
- * General Executive
- * Warehouse & Logistics



Megatrends 2015:

***The top trends transforming
employment, HR & recruitment.***

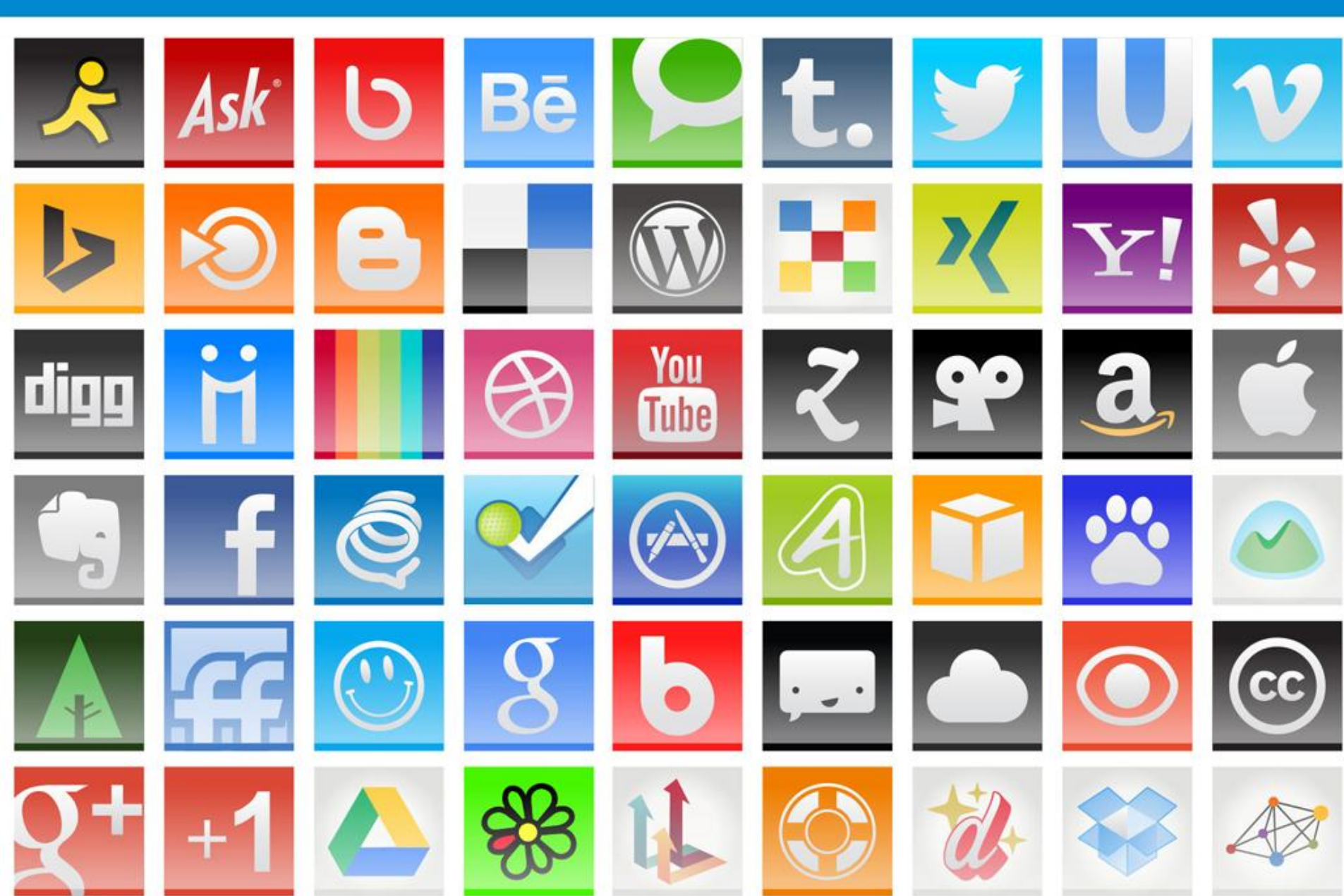
Mark McCrindle

Recruitment Edge HR Business Breakfast

Wednesday 4 March 2015

Change.

Change. Change. Change. Change.
Change. Change. Change. Change.
Change. Change. Change. Change.
Change. Change. Change. Change.
Change. Change. Change. Change.
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Change. Change. Change. Change.
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Change. Change. Change. Change.





Only occasionally in history do massive

demographic shifts

combine with huge

social change

and ongoing

generational transitions

and rapid

technological trends

so that within the span of a decade,

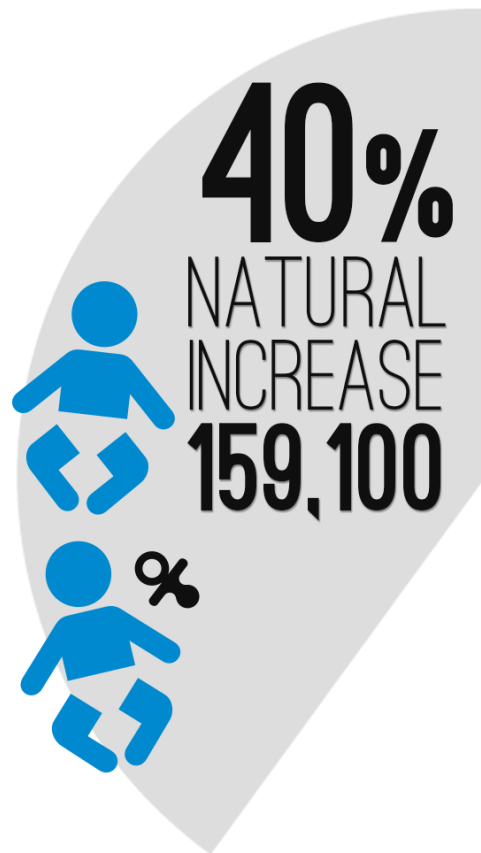
society altogether alters.

GROWING

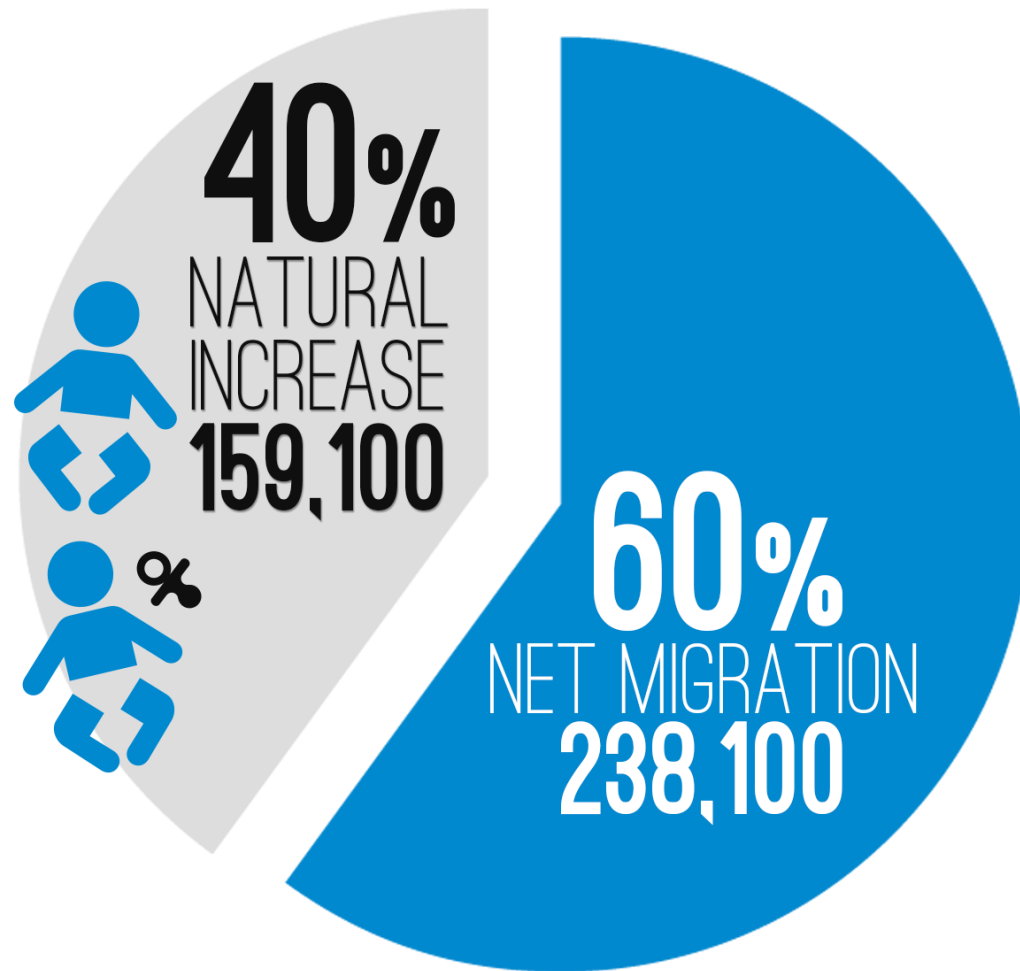
FASTEST GROWING COUNTRY IN THE OECD



POPULATION INCREASE



POPULATION INCREASE



CHANGING







Top 7 source countries

#1 UK: 19.9%

#3 CHINA: 6.3%

#5 ITALY: 3.6%

#4 INDIA: 5.7%

#6 VIETNAM: 3.5%

#7 PHILIPPINES: 3.5%

#2 NZ: 9.1%

2010 Photo-bombing



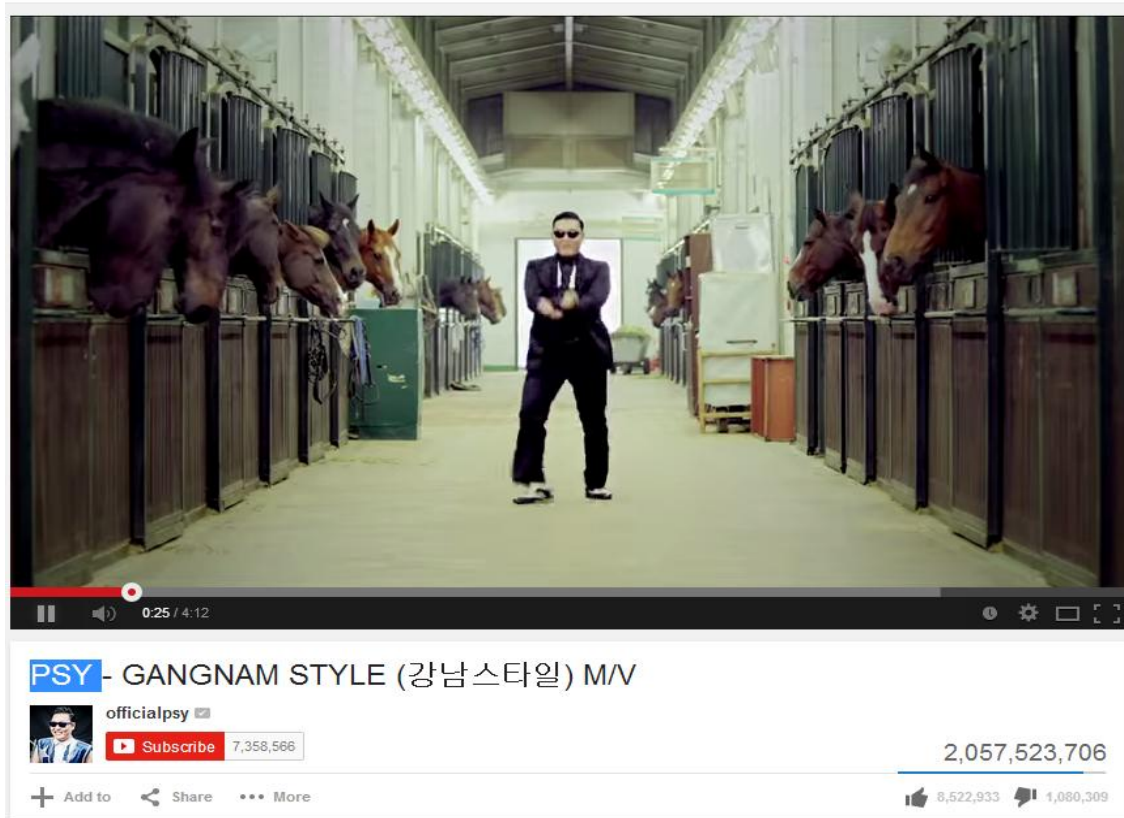


2011 Planking





2012 Gangnam Style



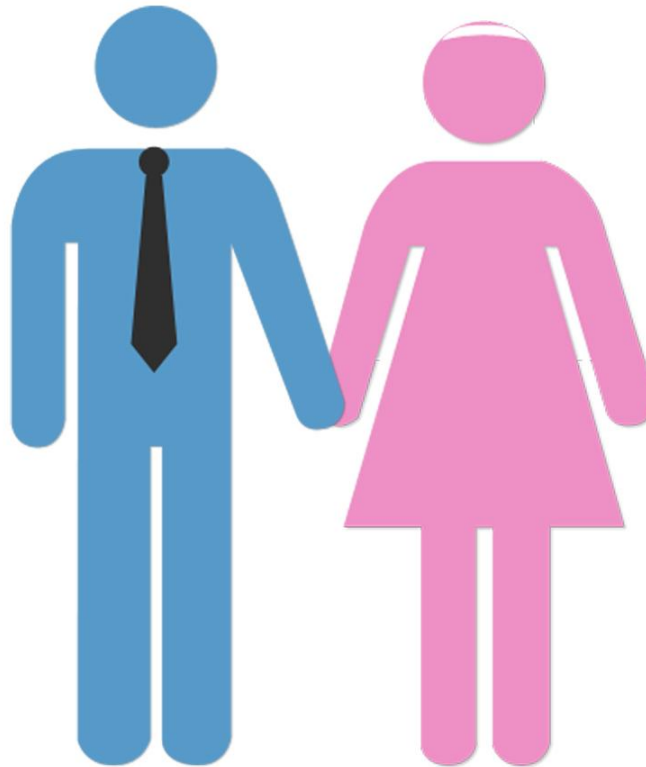
2013 Harlem Shake



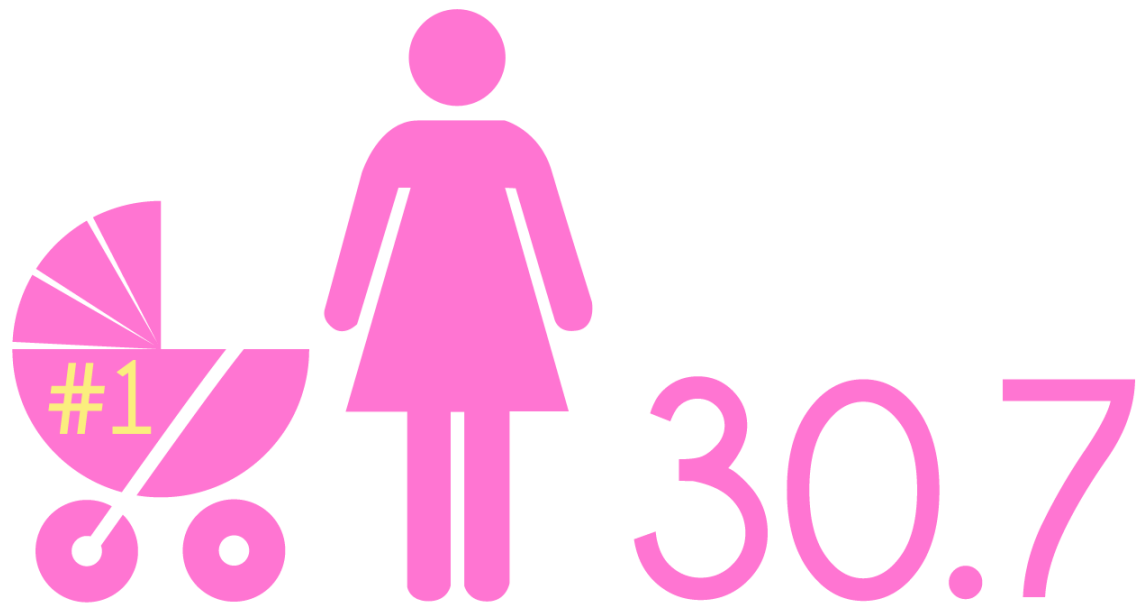
2014 Ice Bucket Challenge



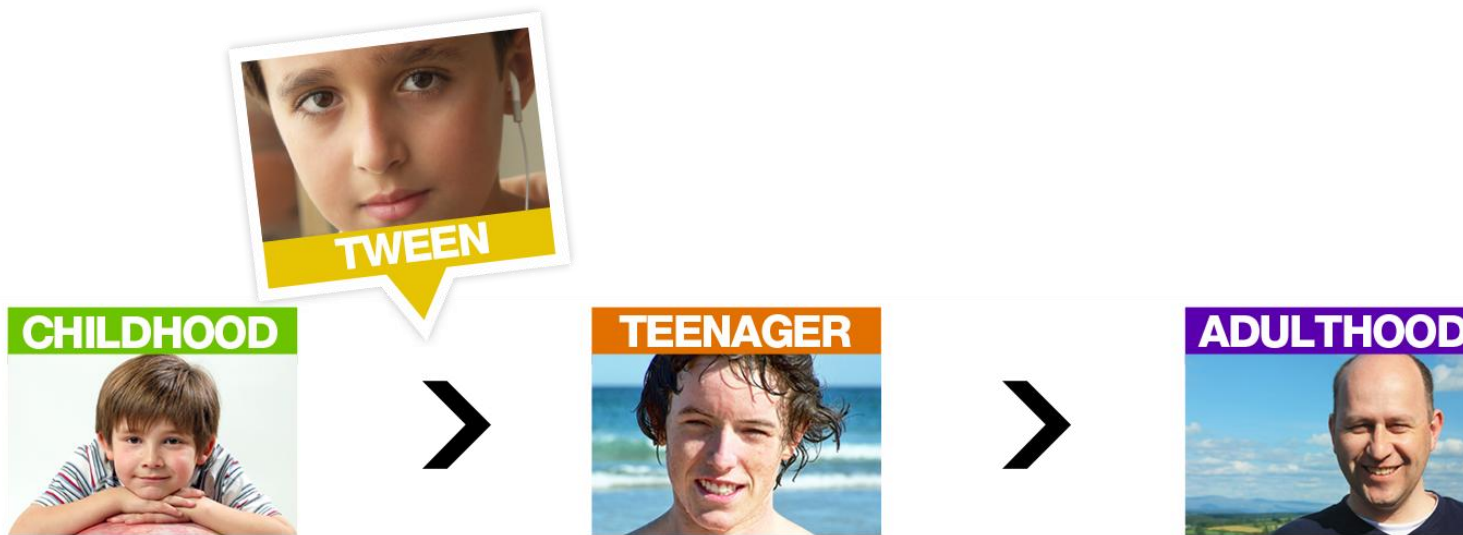
The avg **male**
marries at
31.5

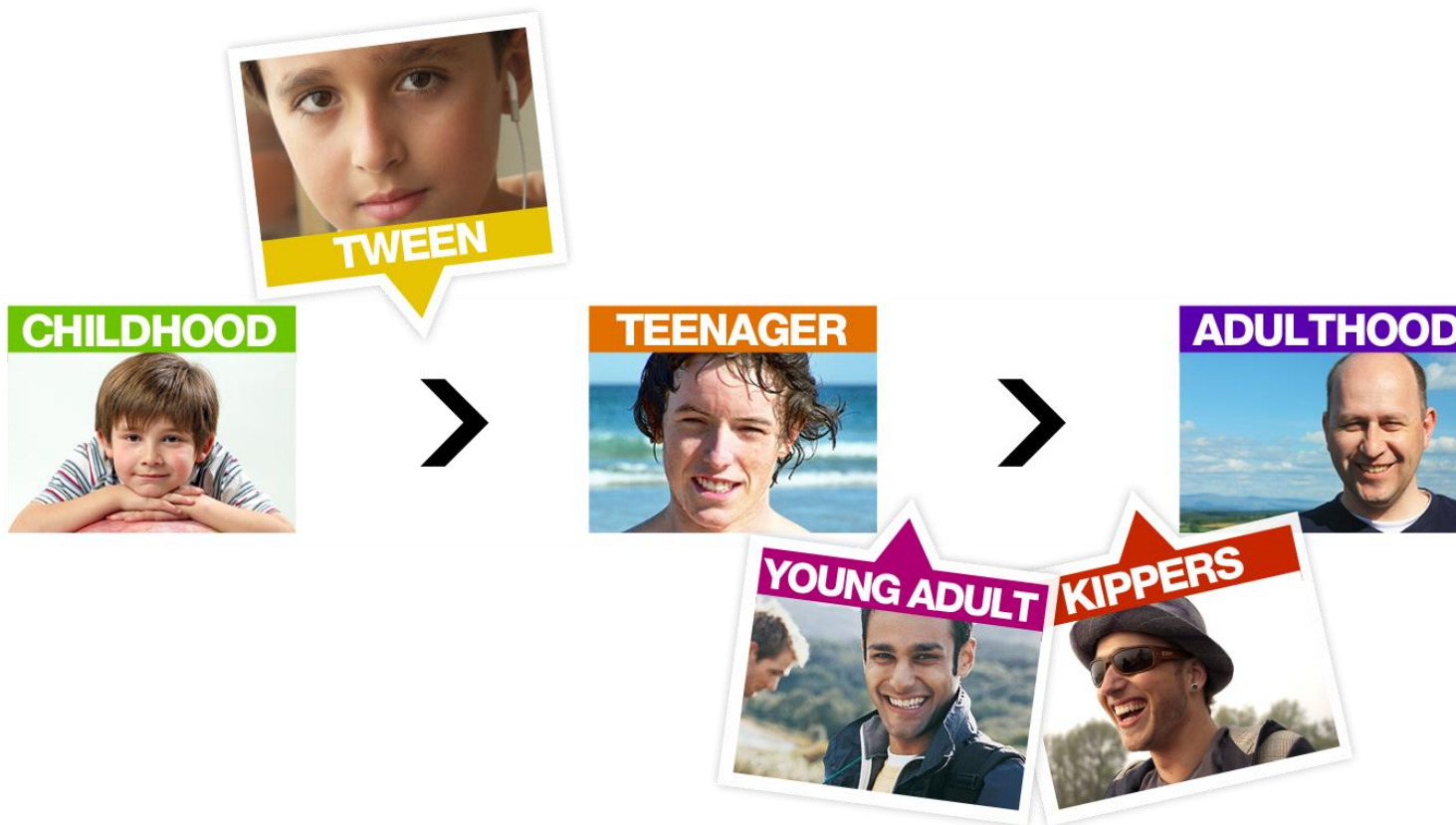


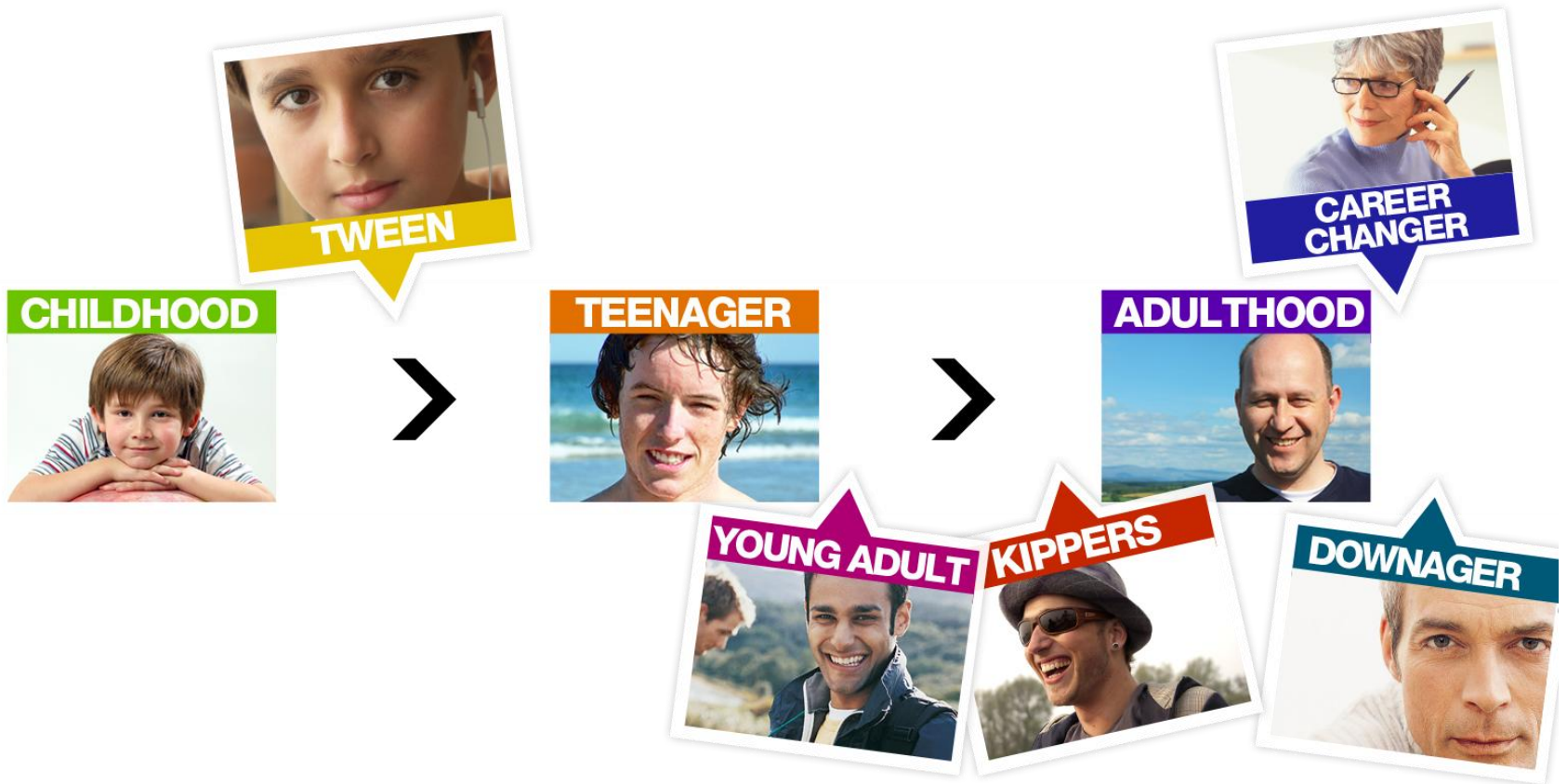
avg **female**
marries at
29.2





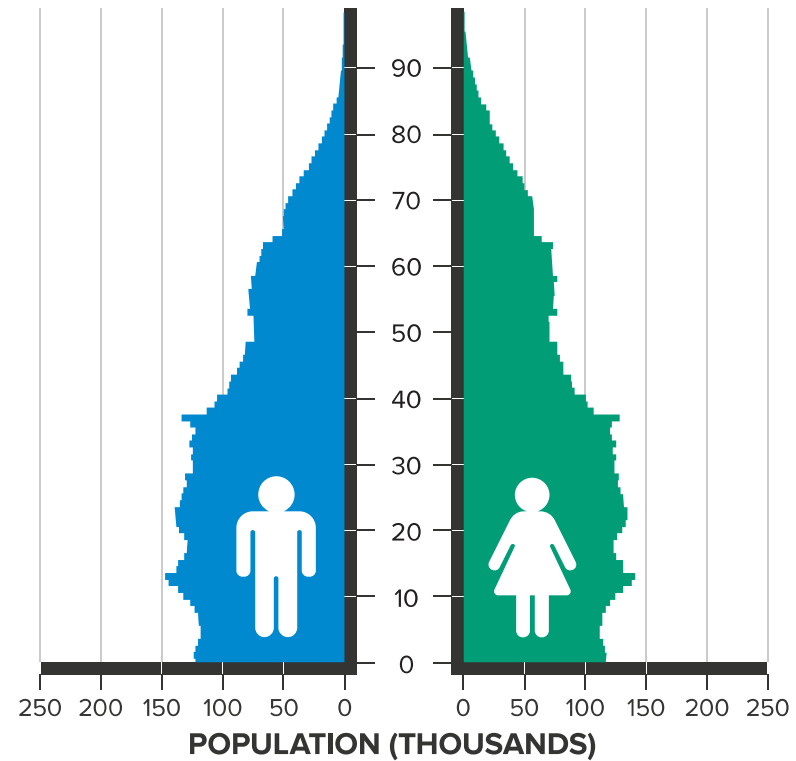




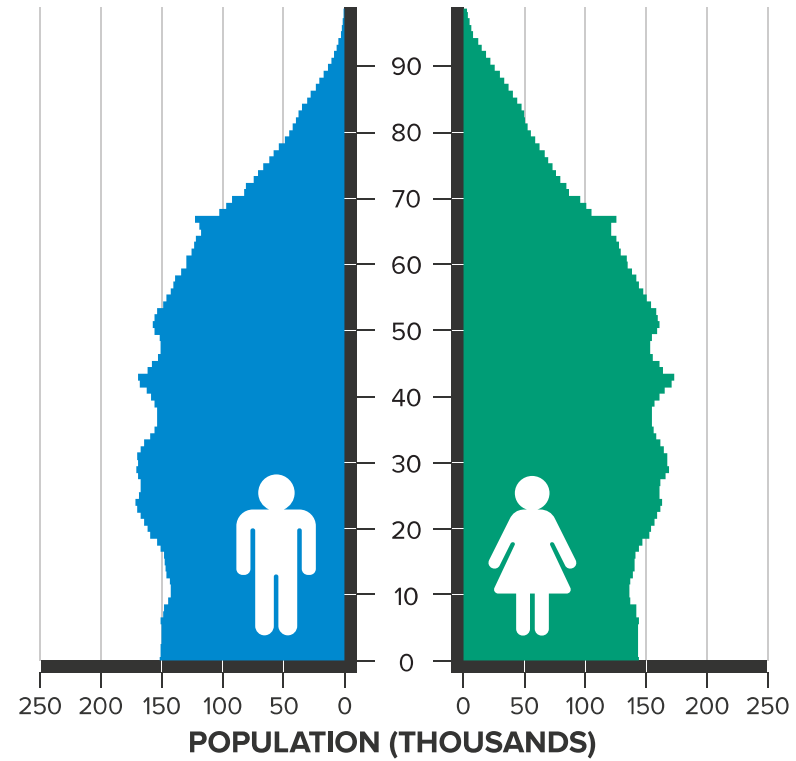


AGEING

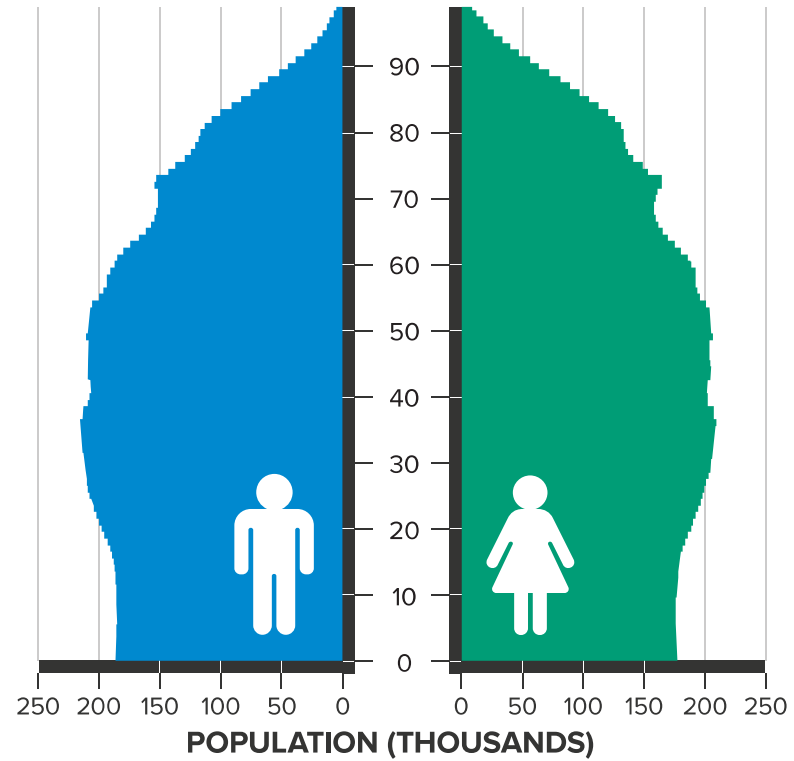
1985



2015



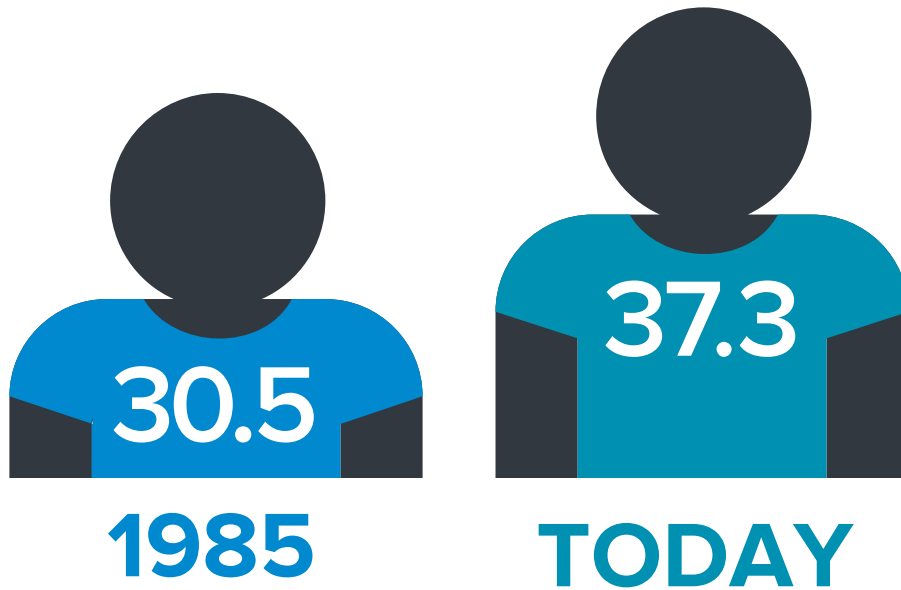
2045



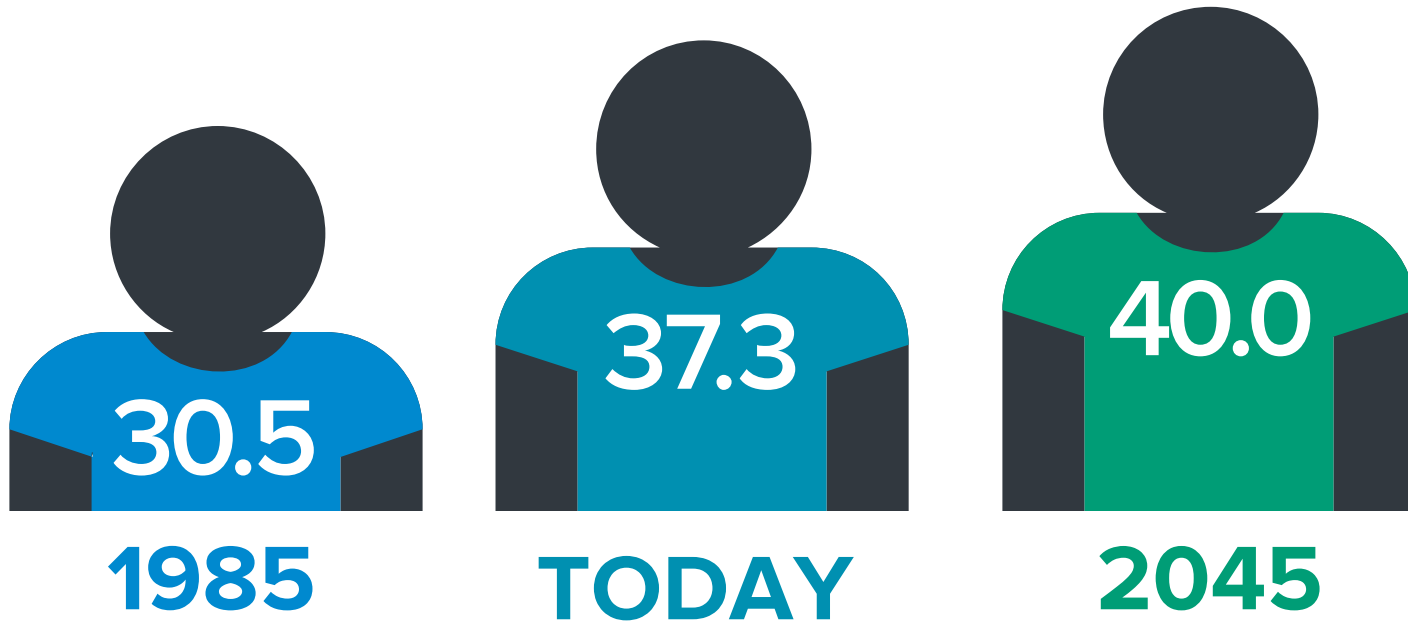
AGEING SOCIETY



AGEING SOCIETY



AGEING SOCIETY





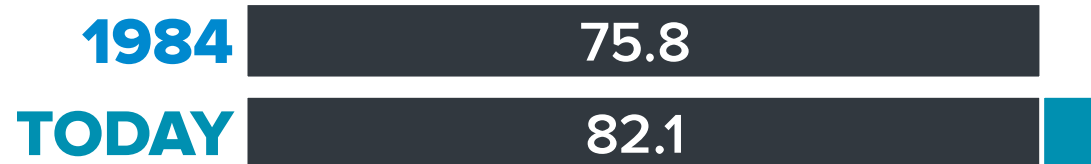
ATTRACTING

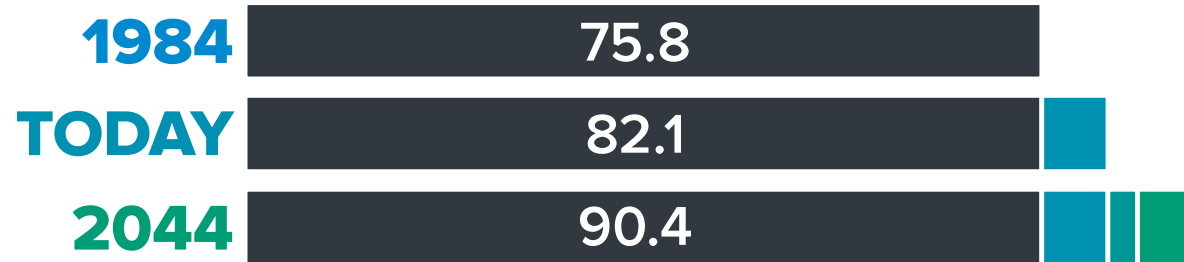
— & —

RETAINING

1984

75.8





AGEING WORKERS

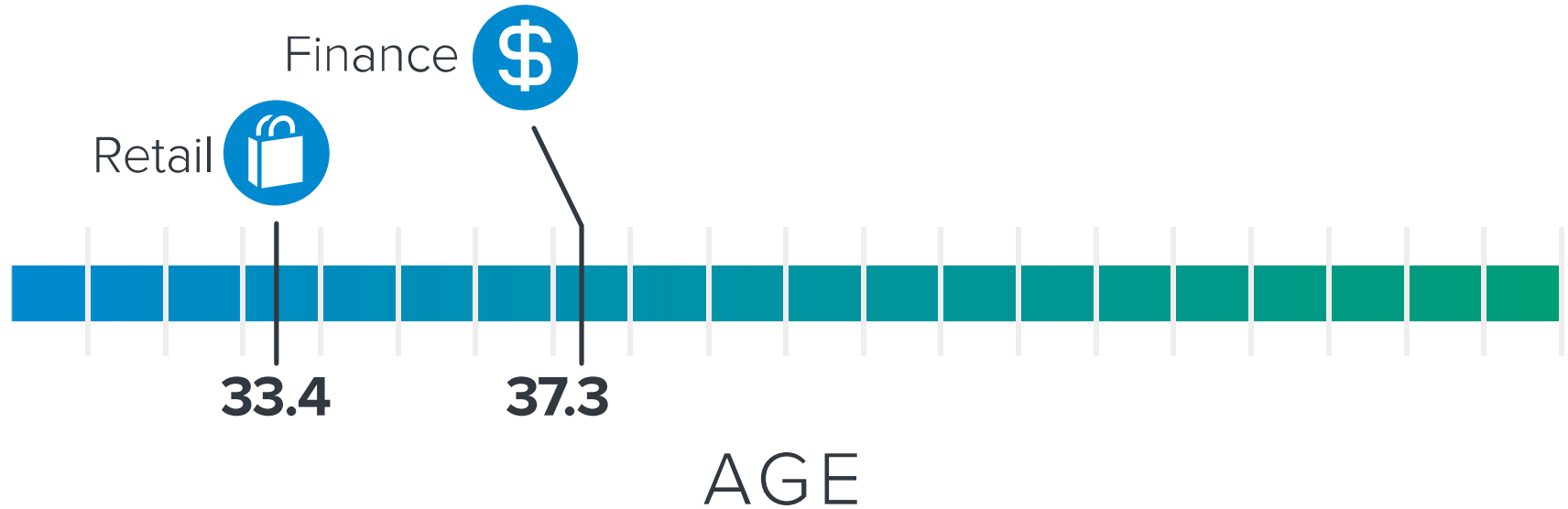


AGE

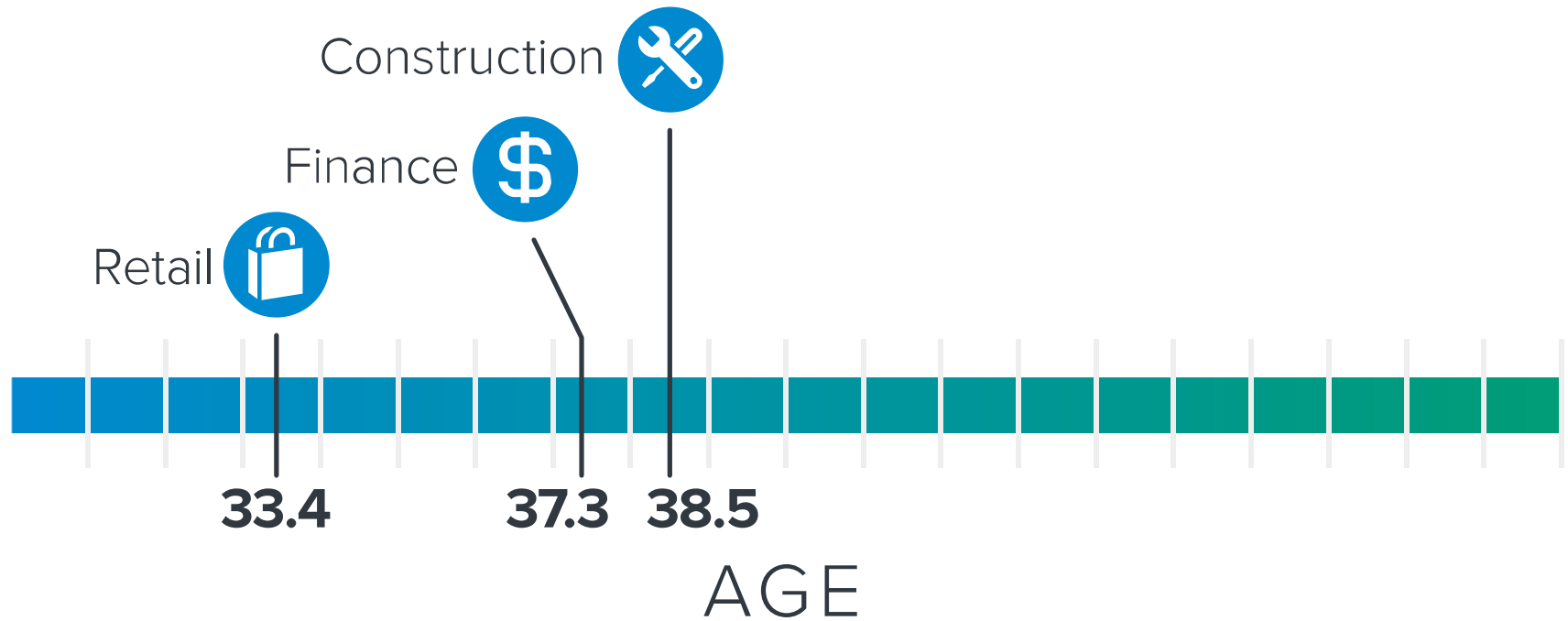
AGEING WORKERS



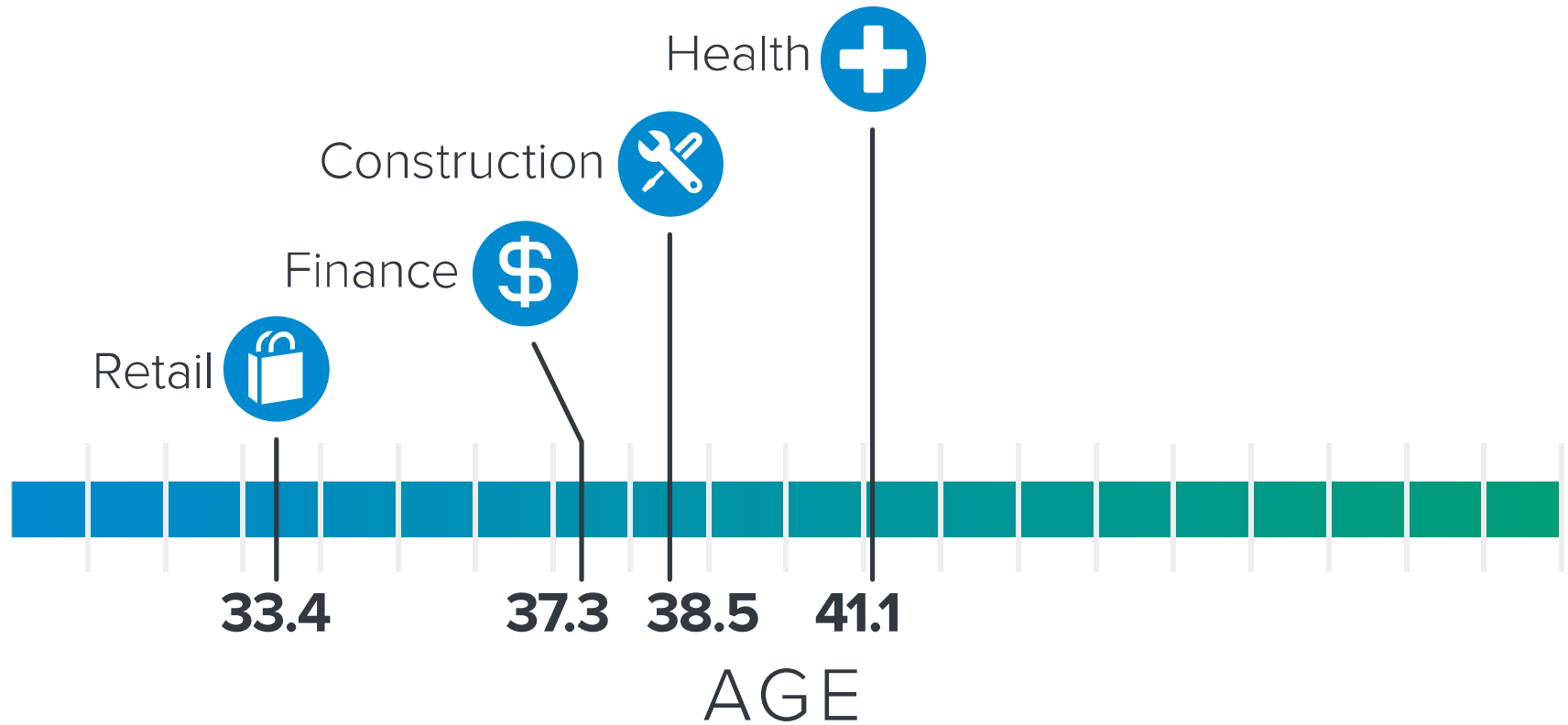
AGEING WORKERS



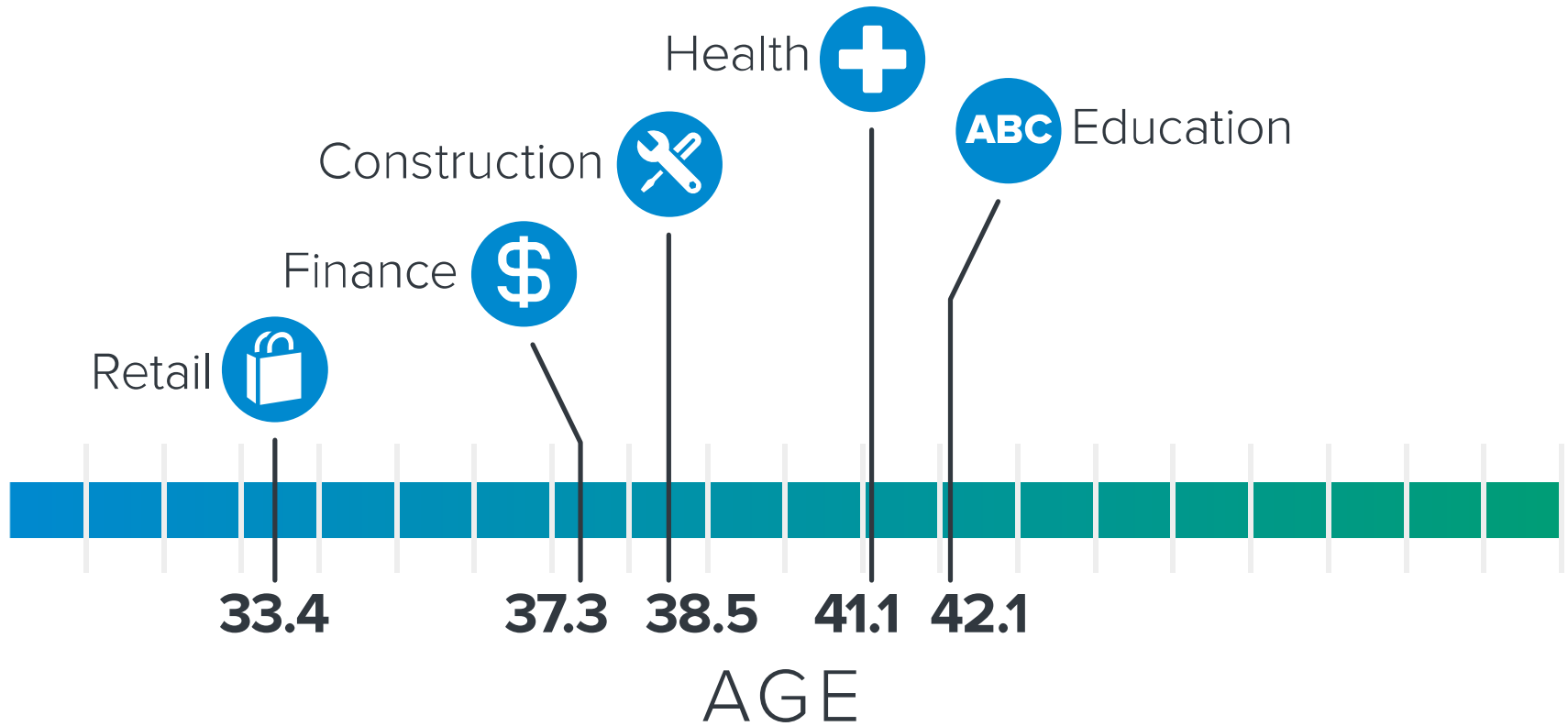
AGEING WORKERS



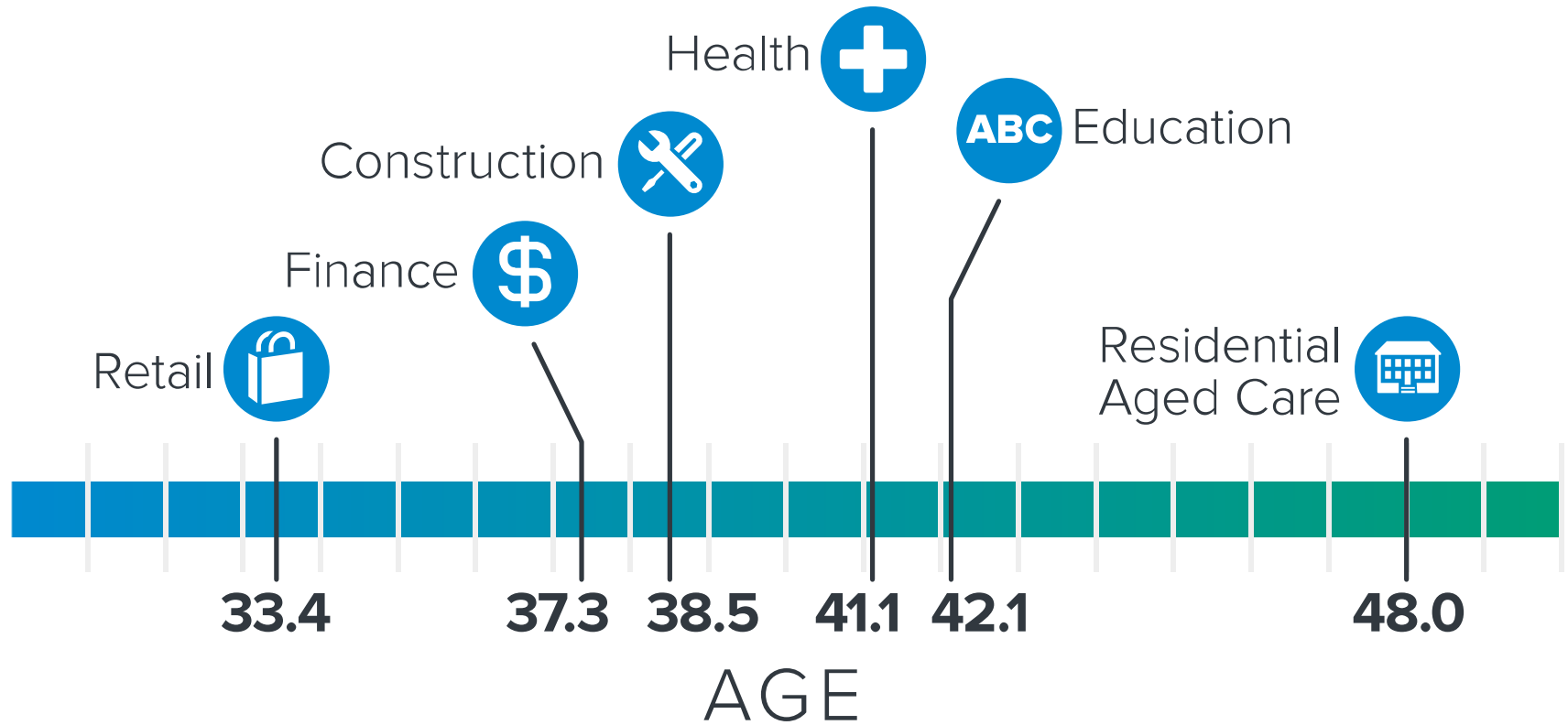
AGEING WORKERS



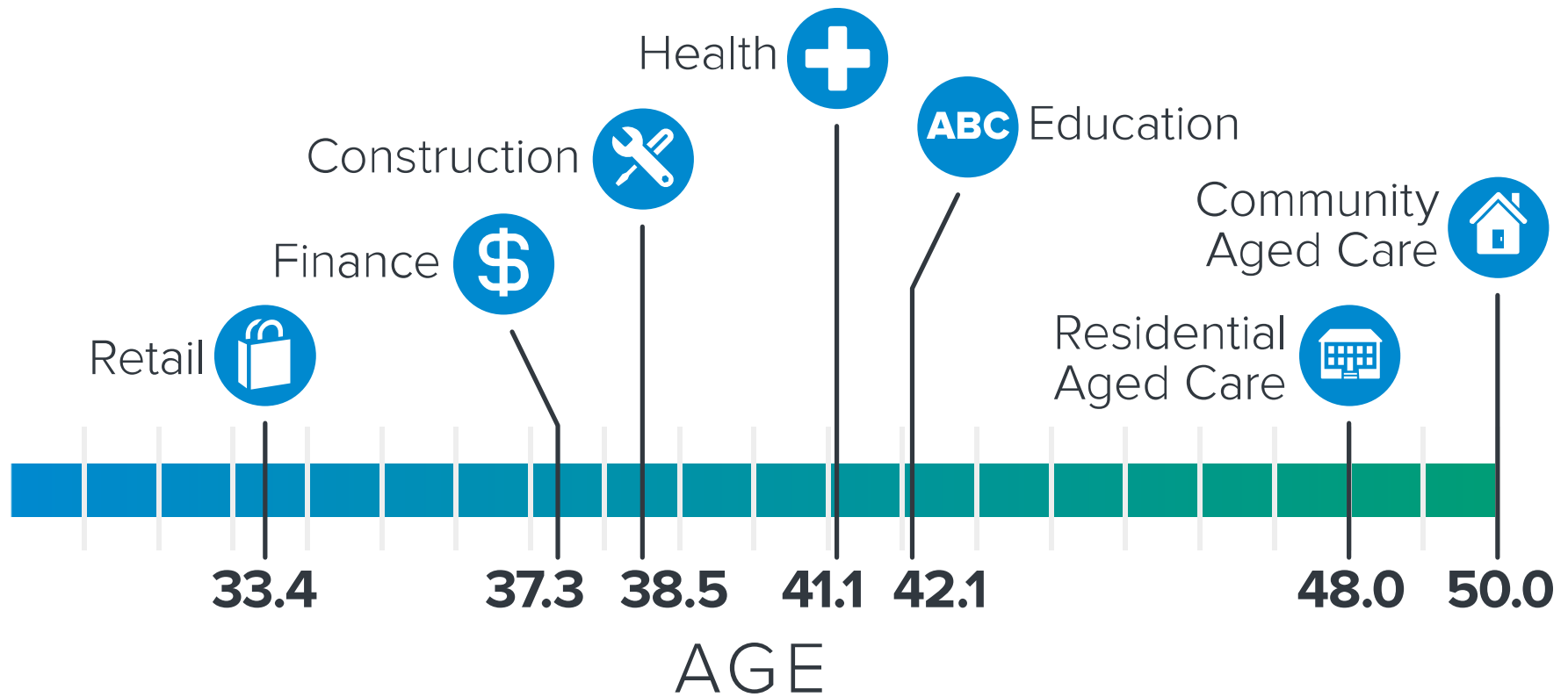
AGEING WORKERS



AGEING WORKERS

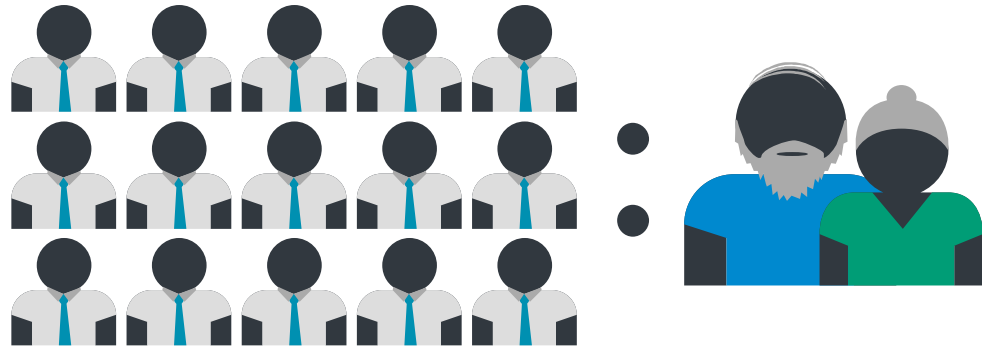


AGEING WORKERS



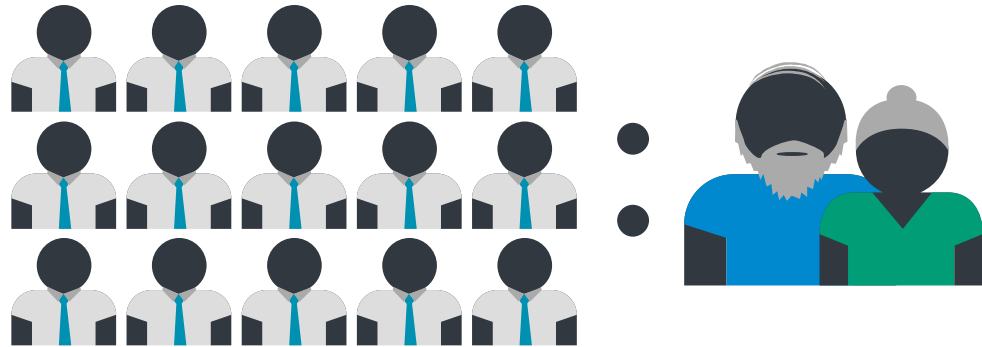
DECLINING WORKFORCE RATIO

1970



DECLINING WORKFORCE RATIO

1970

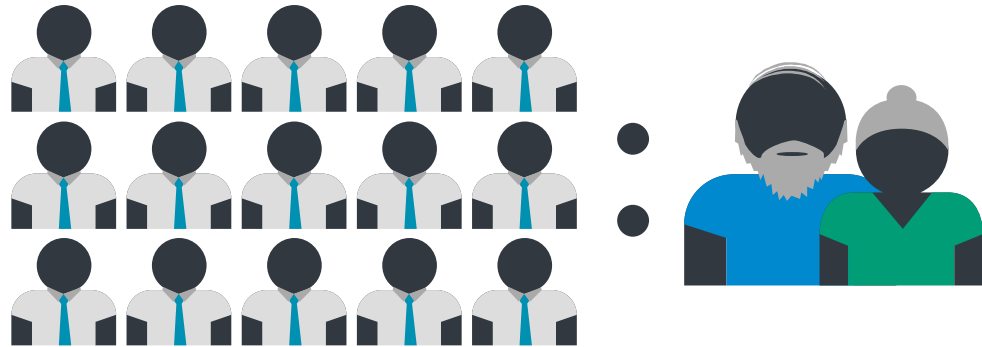


2010



DECLINING WORKFORCE RATIO

1970



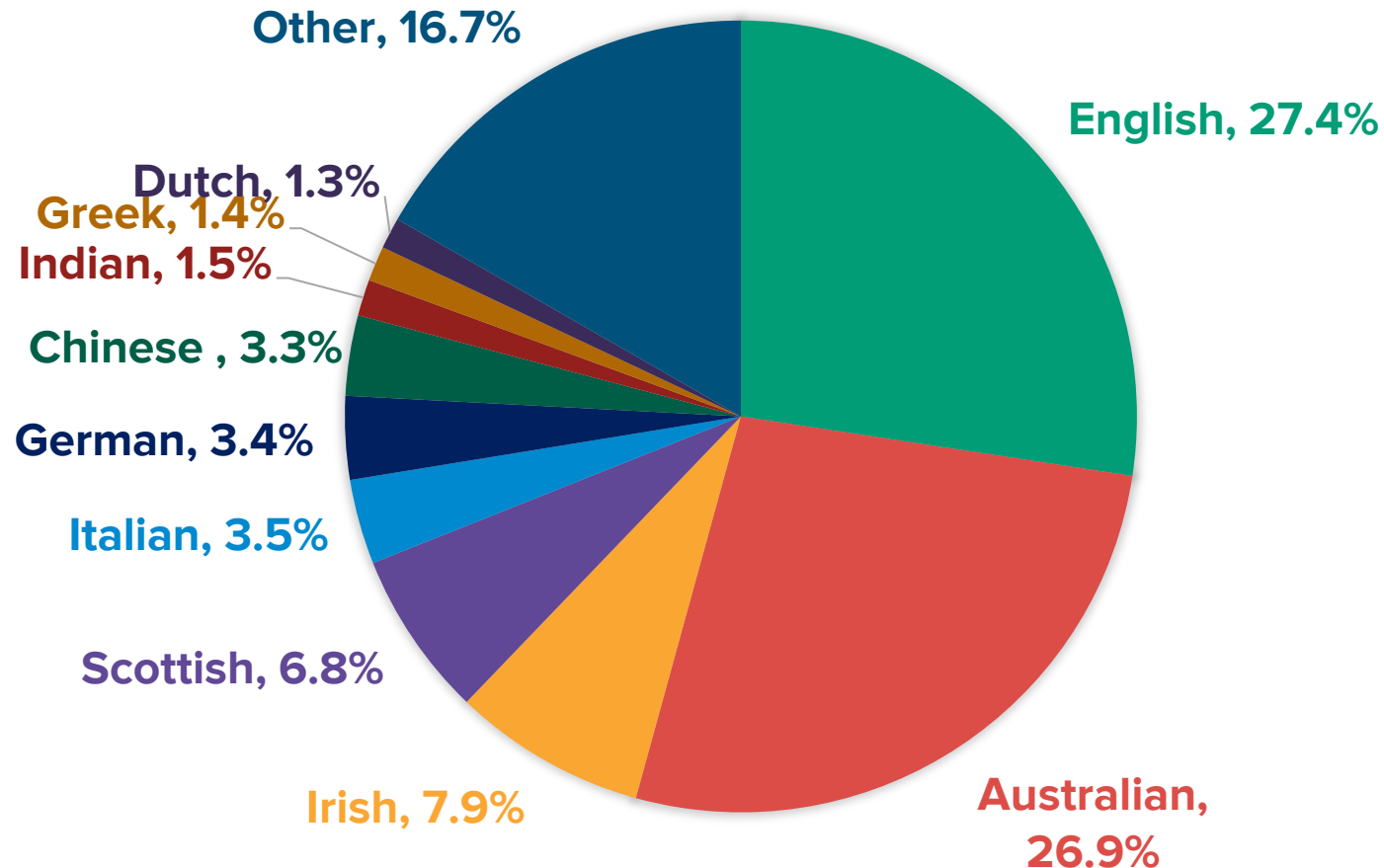
2010



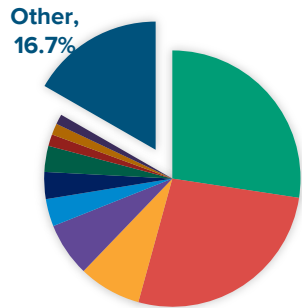
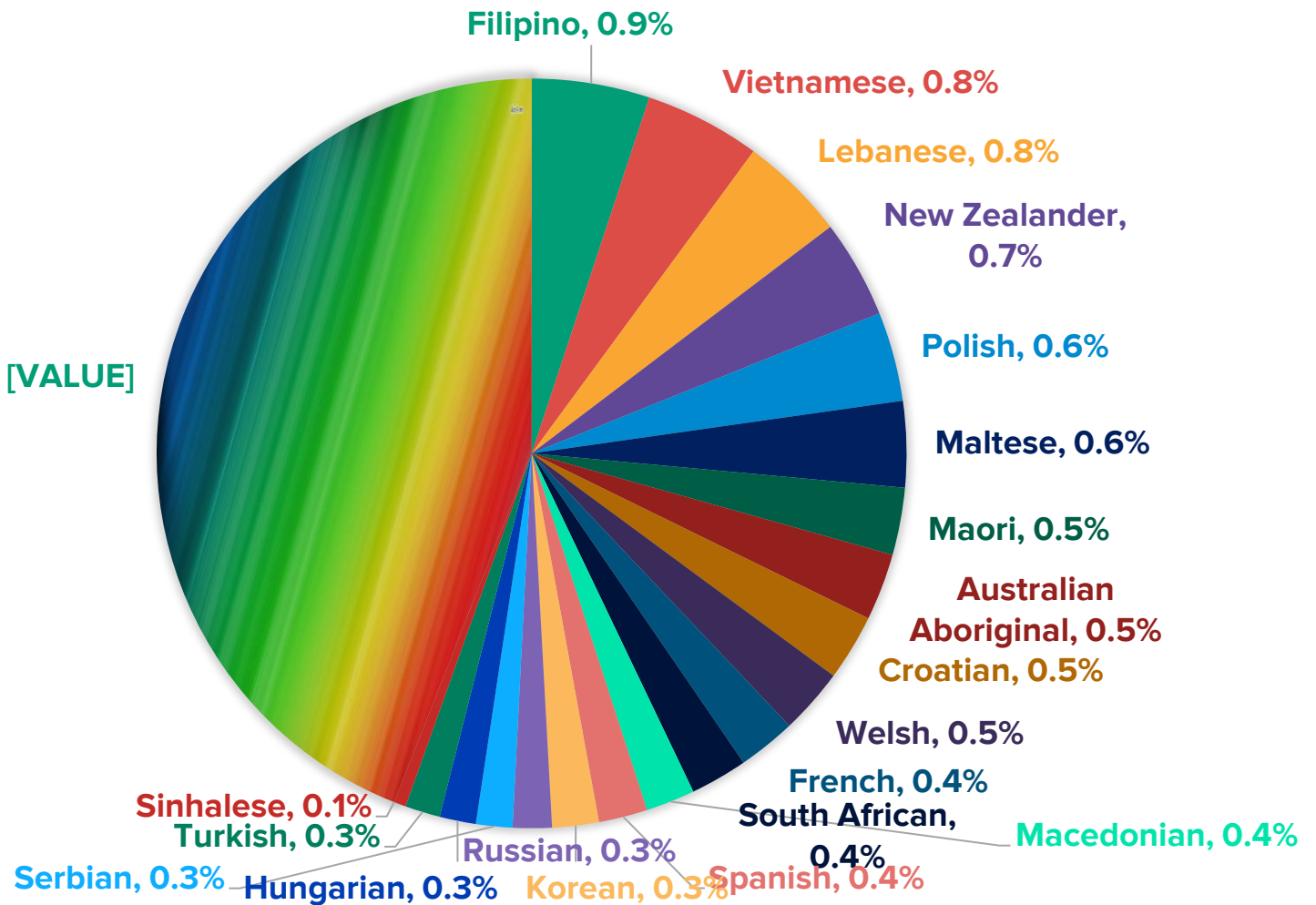
2050



ANCESTRIES OVER >1%, AUSTRALIA



THE 'OTHER' (16.7%), AUSTRALIA



PARRAMATTA	
1	PATEL
2	LEE
3	SMITH
4	KIM
5	SINGH
6	CHEN
7	WANG
8	LI
9	ZHANG
10	WILLIAMS

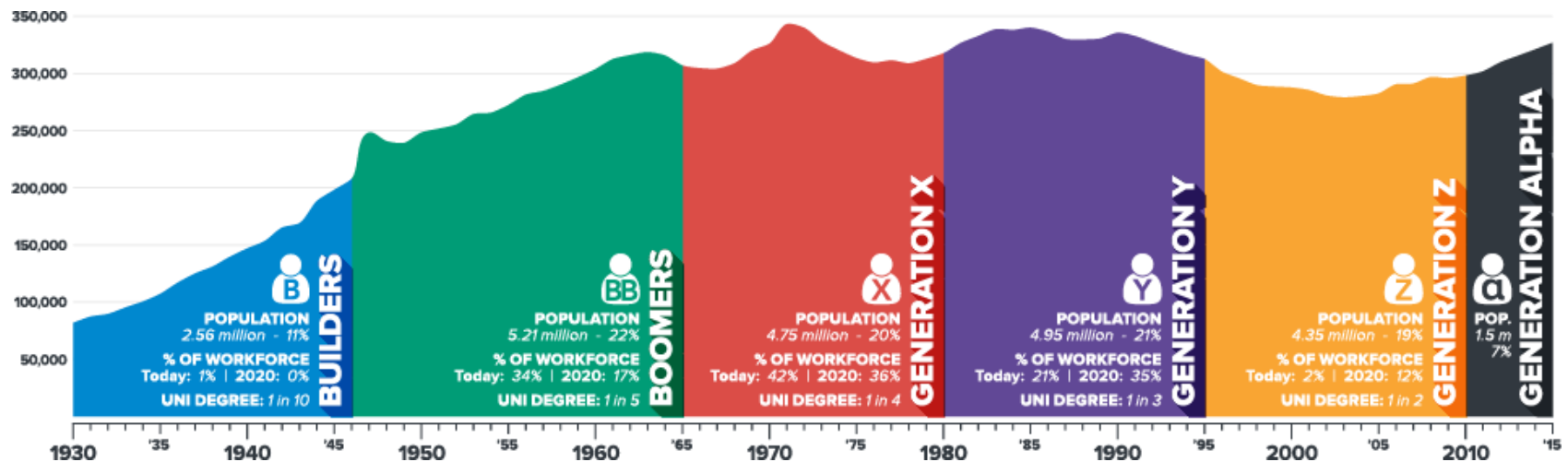


ENGAGING

— & —

INSPIRING

AUSTRALIA'S GENERATIONS



WORKPLACE OF 2025





Helping grandma
with the controller

UNI DEGREES





**“Foshizz my work gig is
totes chron- the hours are
defs cray cray but yolo.”**

“I like my job.”

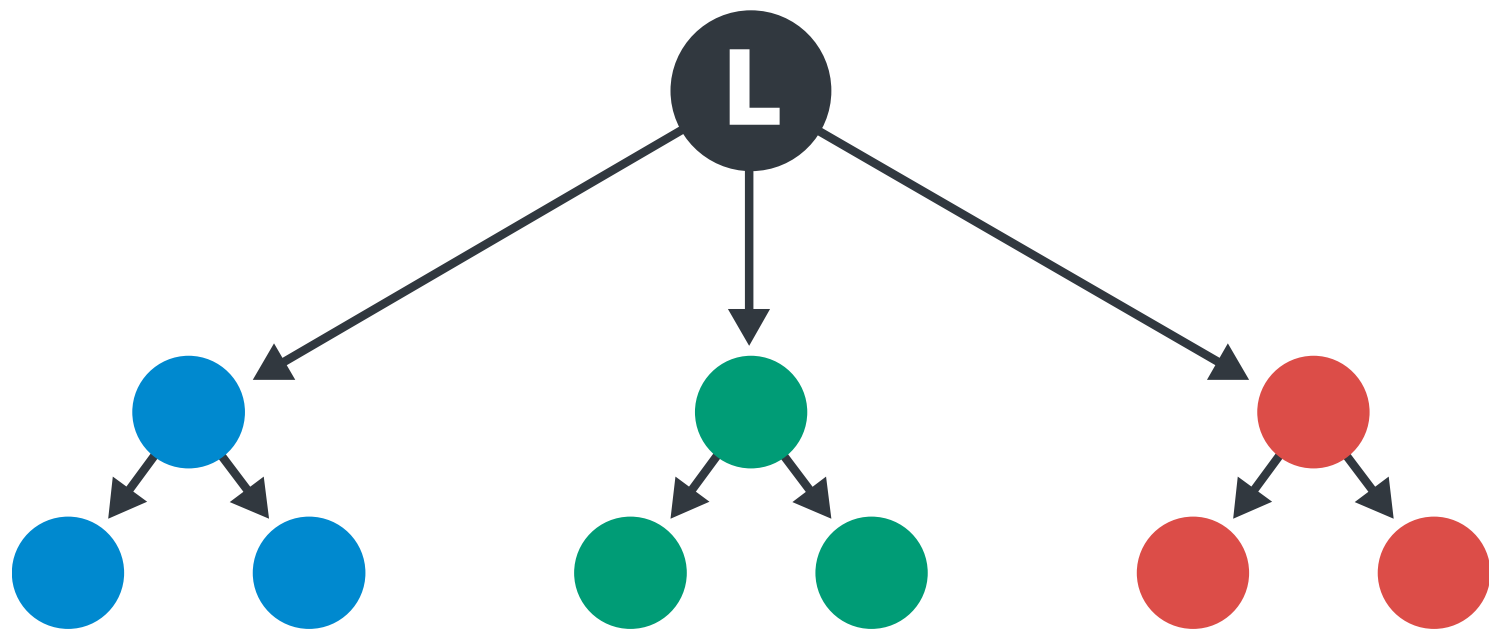


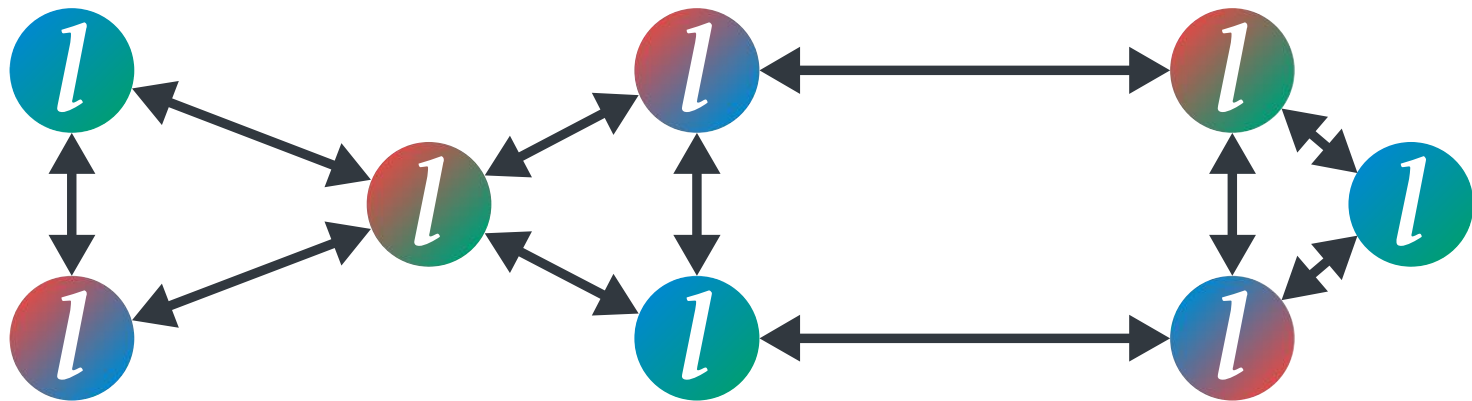


MANAGING

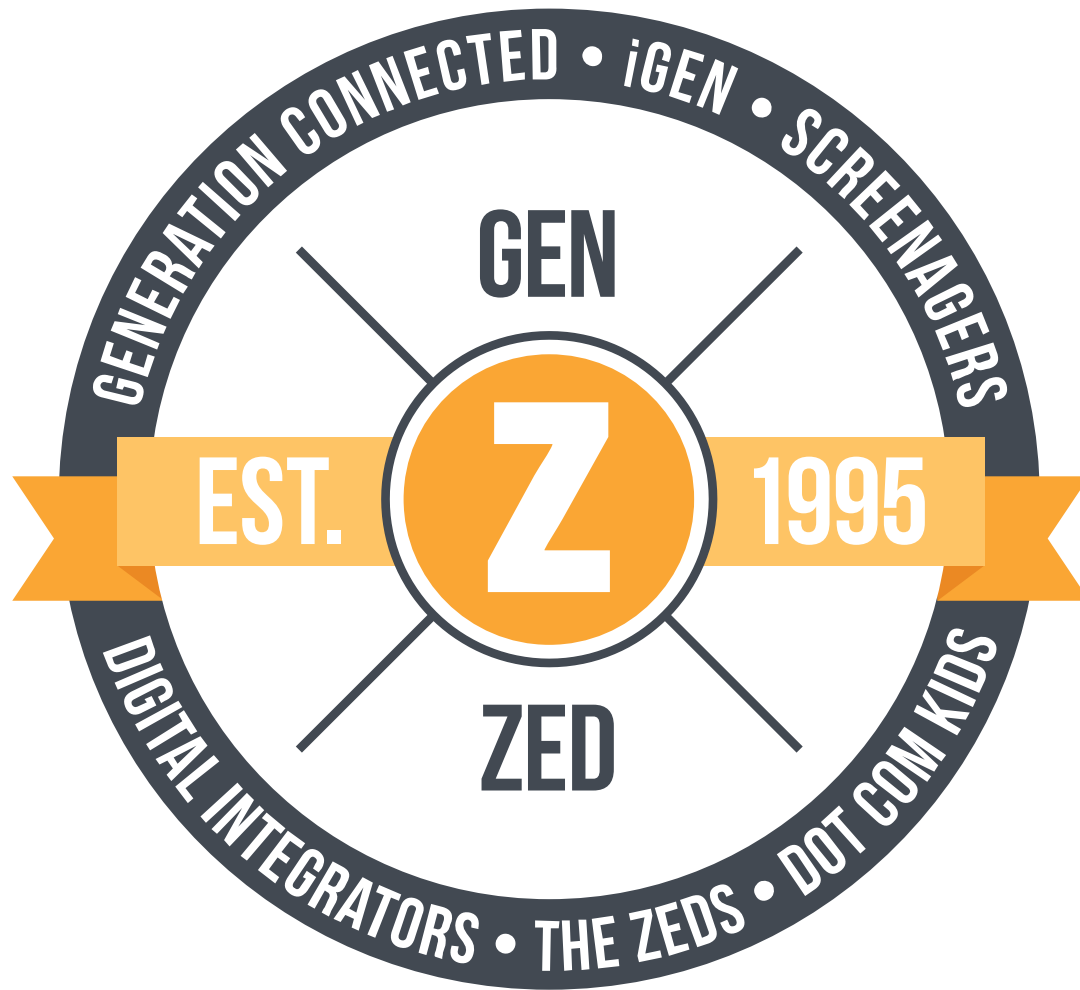
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LEADING



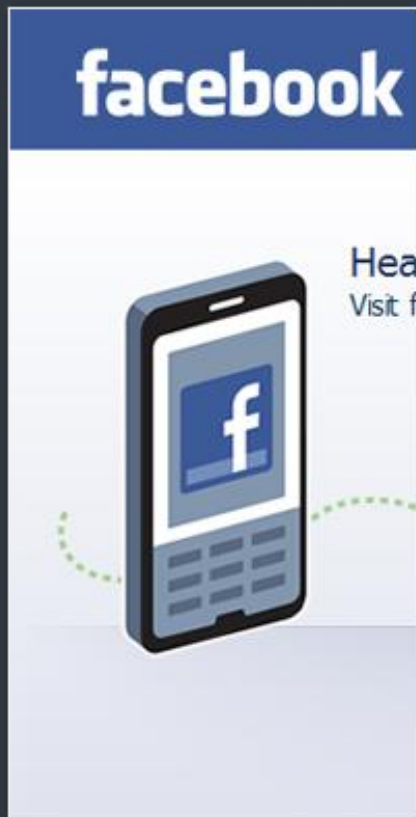


GENERATION Z



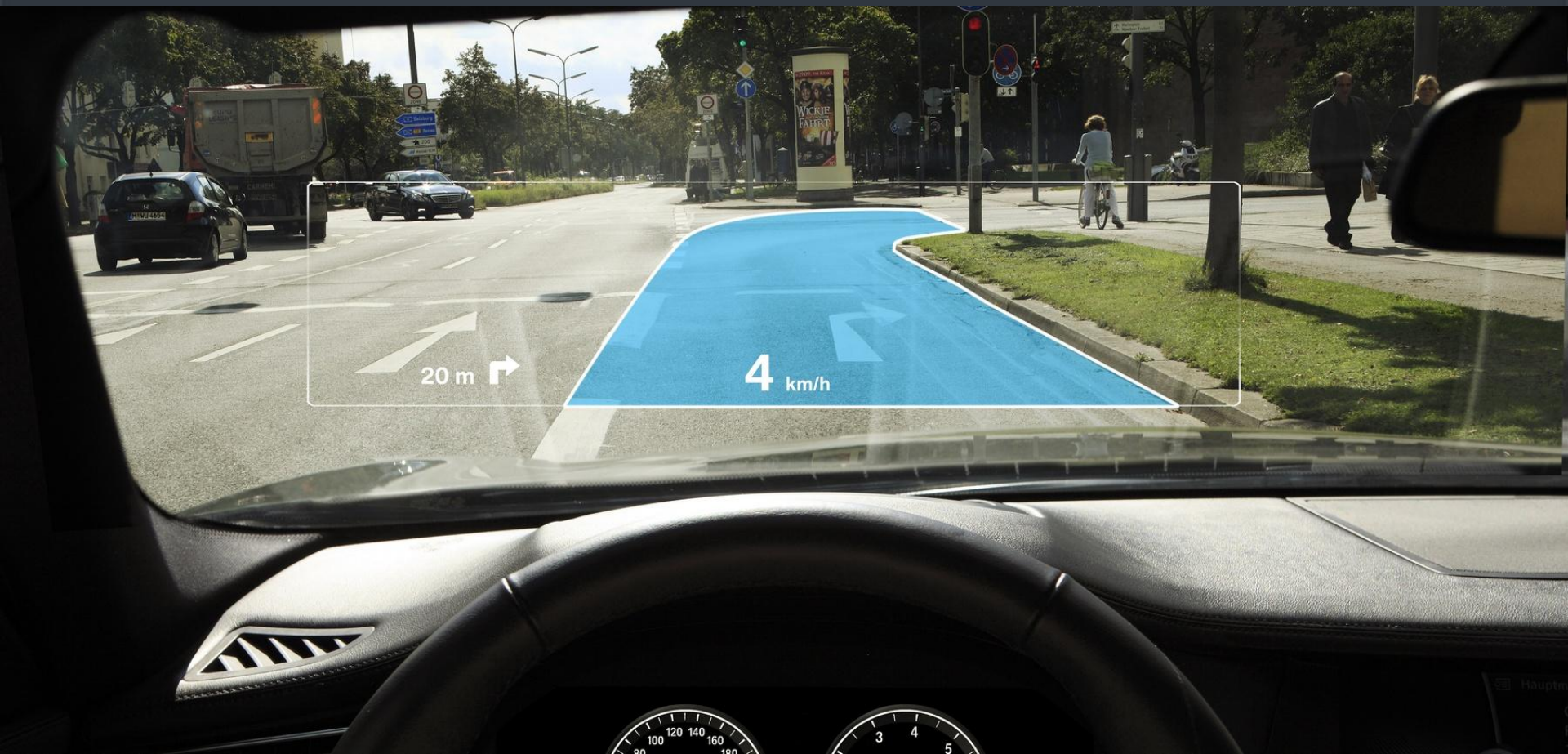
GENERATION ALPHA











1. CANDY CRUSH SAGA





TRAINING

——— & ———

COMMUNICATING



2.5 QUINTILLION
(2,500,000,000,000,000,000)
BYTES OF DATA CREATED...
EVERY DAY



2.5 QUINTILLION
(2,500,000,000,000,000,000)
BYTES OF DATA CREATED...
EVERY DAY



***"90% OF THE DATA IN THE WORLD TODAY
HAS BEEN CREATED IN THE LAST TWO
YEARS ALONE."***

IBM BIG DATA REPORT 2013







REAL



RELEVANT



RESPONSIVE



RELATIONAL



Mark McCrindle



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