

# RecruitNews

News that matters for Australian employers

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Mid Year Issue—2019

## The impact the availability of key skills is having on organisational growth

**10 ways to conquer public speaking at work - backed by science**

**5 employee engagement trends of 2019**

**6 ways to help teams thrive in the face of automation**

**17 jobs and 5 different careers in our working lifetime**

**24/7 NEWS**

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**Trojan Recruitment Group**





# Comments from the CEO

Welcome to the 2019 mid-year edition of Trojan RecruitNews, a free publication providing insight and news for businesses in all industry sectors across Australia.

In this edition of RecruitNews, we take a close look at the impact available skills is having on business growth. With 29% of Australian companies planning to introduce AI in the next three years, the skills shortage is only set to increase. It was interesting for us to understand that the top 'at risk' capabilities were within the HR function in the areas of analytics for workforce planning - a critical skill to provide visibility over the human resource needs of the future.

Despite the challenges, those organisations who can make 'capability building' through training and upskilling a strategic priority, may just find themselves with a significant market advantage.

As a result, building a loyal workforce has never been more topical. We visit the emerging trends in employee engagement to learn what businesses are doing to make their workplace more productive, progressive and purposeful.

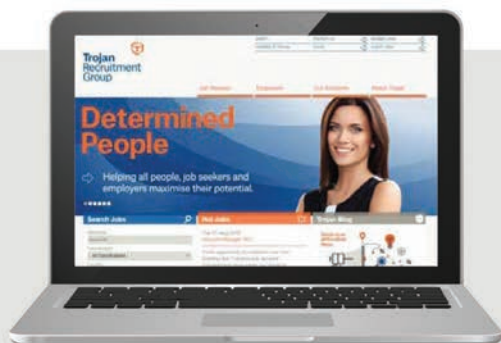
Keeping engagement high when employees fear their roles could be under fire in the face of automation is a challenge we see many organisations facing at present. While it is predicted that automated processes will result in a net increase in jobs, that doesn't prevent the underlying security fears of many employees. We share ideas about how to help your teams thrive in this environment.

In some cases, that may mean a career change, which is no longer unusual. Australians are likely to have 17 jobs and 5 different careers in their working lifetime. We take a look at portfolio careers which are becoming the new norm.

Also included are our regular articles on Australian industry sectors — Construction, Manufacturing, Services, and Rail, Australian economic and employment statistics from the ABS, Trojan employee spotlight and Trojan news.

I hope you enjoy our latest edition of RecruitNews, and we look forward to being able to provide you with all the relevant and timely views from all perspectives of recruitment and workforce management across Australia.

**Peter Melki,**  
Trojan Recruitment Group  
Chief Executive Officer



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**all this and more...**

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# The impact the availability of key skills is having on organisational growth

The concern around the availability of key skills is front-and-centre as one of the greatest threats to organisational growth.

The 2019 CEO survey from PWC revealed that 71% of CEO's feel that a lack of key skills is a threat to their growth and 62% say their people costs are rising more than expected because of this skills deficit.<sup>1</sup>

The impacts can be felt across many broad functions, including reduced quality standards and customer experience, the inability to pursue market opportunities, the failure to innovate effectively and growth targets being missed.

So, what can progressive organisations do to overcome these threats and use them for competitive advantage? A strategic approach to the skills shortage, building skills in new ways, and creating staying-power among your employees is the answer.





## Strategy — not just a HR initiative

The skills gap is predicted to get wider with plans for automation and artificial intelligence increasing in Australia over the next three years. As a result, the organisations who are placing a priority on the skills gap as a strategic goal are more likely to succeed.

Any good strategy starts with an understanding of the current situation in relation to the goals, yet workforce data is some of the most elusive. Despite the myriad of tools and copious amounts of workforce data available, many business leaders feel their employees lack the analytical skills required to make meaning from the data – only 34% of business leaders are using data analytics to predict and monitor skills gaps in the workforce.<sup>2</sup>

**Interestingly in PwC's 'Preparing for Tomorrow's Workforce' the top 3 'at risk' capabilities all relate to workforce analytics and their use in improving the working environment and people's behaviour.**

Developing strategies to build analytical capability to provide meaningful workforce insights is a first step in being clear on the current skills, future skills needed and an identification of the gaps that need addressing which can create a competitive edge.

## Skills — building capability in new ways

New ways of working are creating greater flexibility but can reduce opportunities for collaboration, interaction and relationship building - three key areas known to help improve employee engagement, reduce stress and build knowledge transfer.

Considering how organisations connect employees in the future will be critical; including collaborative technologies, meeting places, and enterprise social networks to support employee retention and create opportunities to learn from one another organically.

Once the opportunities for knowledge transfer are part of the organisational culture, then it is a matter of bringing a range of diverse skills into the team. Short term talent is one way to get new perspectives and create opportunities for peer-based learning. It is anticipated that by 2020, 40% of the workforce will be temporary, contract and freelance staff. Often these staff have honed a particular skill, have broad experience across their workplace, are fresh from their flexibility and value the "client" type relationship with their employer, so stay on top of their game and are eager to please.

While this type of informal training is invaluable, formal training still has its place. The emergence of micro-credentials, where an employee can learn in short bursts for specific skills, has solved some of the challenges with training needs outpacing the classroom. This training features short time frames which suit employers and employees throughout

their different life stages. Especially, where it is difficult to step out of the workforce for months at a time to learn new skills. Encouraging this type of training is invaluable for the workforce but also shows support for the portfolio careers of your employees.

However, along with formal skills, those employees who have the agility and adaptability to cope with changing environments are those who will shine. Organisations will need to communicate that change is inevitable and then provide their workers with the diverse experiences that broaden their skill sets to make them more resilient. The companies most likely to succeed tomorrow are those that deliver lifelong learning for their workers.



## Staying-power — creating a workplace of choice

Having the strategy and the skills is a great start, but those two qualities will make your organisation a hunting ground for competitors, making building employee engagement and retention an ongoing priority.

Many organisations have made strong inroads in the employee engagement space in the last few years. However, organisational purpose and business agility will be two of the most significant contributors to the retention of staff in the future - given the rise of millennials in the workforce who want to work for progressive companies aligned with their values.

Many businesses are embracing the challenge of a more fluid workforce where the future will look significantly different due to unprecedented shifts in technology, workforce demographics, globalisation, regulation, and changing customer behaviour.

However, they face barriers to building the required workforce because of limited insights into current capability and future requirements. Those who can glean these insights and use them to gain strategic focus -and ultimately develop the skills and staying power within their organisation are those most likely to gain competitive advantage.

References: <sup>1</sup> <https://www.pwc.com/au/ceo-agenda/ceo-survey/turning-inward-to-reduce-the-talent-gap.html>;

<sup>2</sup> <https://www.pwc.com/gx/en/people-organisation/pdf/pwc-preparing-for-tomorrows-workforce-today.pdf>

# 10 ways to conquer the fear of public speaking at work – backed by science

We'd all like to be fearless public speakers, standing up at that company meeting, breaking the ice with a funny story, having the audience captivated by our story, answering questions with ease before finishing to hearty applause.

But with 75% of us fearing public speaking, the reality is less than perfect. Often our fears take over and we experience sweaty palms, shortness of breath, tightness in the chest and a red glow that starts midway up the chest and creeps up our neck. We feel fearful of stumbling, drawing a blank, unable to speak or losing our audience and it is this fear that can prevent us from communicating ideas or presenting in various forums - which could actually be good for our careers.



## We can all communicate, speak and share ideas so that's not the problem. It is our own thoughts and fears that overwhelm us when an audience grows or is unfamiliar.

The good news is that you don't have to overcome your fear in order to be a good public speaker, instead it is about having less fear – think of it as being fear-less.

Here are 10 tips to help you be a fearless public speaker.

➡ **Define the fear.** The very first step in overcoming the fear of public speaking is to define it. Is it the fear of failure, the fear of humiliation, the fear of being judged or being seen as less than perfect or is it all of the above? By identifying the fear, there is a better chance of overcoming it.

➡ **Get excited.** What would it feel like to be unafraid of public speaking? What would it mean for you? What opportunities would that open – how would you feel? Get excited about the possibilities overcoming the fear would present.

➡ **Set goals.** Do you want to speak at TED X or be able to do a company pitch or update? We have to see it before we can believe it but knowing the end goal helps to start small steps towards it.

➡ **Imagine the worst.** What would you do if you fell up the stairs? If you lose your words or lose the audience? Make a plan! If you fall, what will you say? If you lose your words, what notes will you have in your back pocket? If you lose the audience, what anecdote can you try to pull them back in? Usually having a plan is enough to prevent the fear from taking over.

➡ **Know your body.** What happens when you are nervous? Athletes warm up for events, singers practise their scales and great public speakers often have small routines to help them stay calm prior to kicking off their presentations.

Running cool water over wrists, listening to music, lying with legs up a wall five minutes prior, meditations, visualisations, deep breathing, drinking cool water can all help to relax the nervous system to help you start from a very calm base.

Some of the most experienced public speakers, simply start by taking a confident pose, a deep mindful breath, pull their shoulders back and down so they are fully grounded and then say their first words. This is a technique designed to centre their bodies in preparation to speak.

➡ **Start small.** Yep, as small as the bathroom mirror. Every week assign yourself a topic and practice that topic in the bathroom mirror. Give yourself the task of presenting an introduction, main point and conclusion. This is not about preparing well or being perfect; it is about the sensation of speaking.

➡ **Extend the circle.** After you've found comfort in the mirror, let your family or friends know you are practising your speaking. Get them to throw you a topic to which you need to respond on the spot with an introduction, main point and conclusion. Again, this is not about developing formal speeches but about the sensation of speaking. Let them know you are only seeking positive feedback at this stage as we want to see your confidence soar.

➡ **Create small opportunities - often.** Start to offer opinions and ideas in larger groups at work, phrase it as the main point, introduction and conclusion just like you did in your safe environment. Don't judge your performance, simply celebrate your efforts at stepping out of your comfort zone.



➡ **Create formal opportunities.** When ready, share with your supervisor or colleagues that you are trying to get more confident with your speaking and ask for their support. Maybe offer to host a team meeting, do a performance update or volunteer to speak at another team meeting about your department. Choose topics you are familiar with and can shine. Celebrate each one as you tick it off!

➡ **Don't stop.** At this point, keep those opportunities coming. The more you expose yourself to speaking, the more natural it will become, the more your confidence will grow, and the fear will subside.

The wonderful thing about public speaking is that the audience always wants you to win. They are there to gain from your knowledge and expertise, so it is the content that is more important than the delivery. You know your topic, you can communicate, you are enough.

When you are ready, you will start to self-evaluate the delivery and have the confidence to experiment with interesting openings, storytelling and thought-provoking finales that will see you as the star speaker you once idolised.



# Industry Update

## Construction Industry

The Australian Industry Group/Housing Industry Association Australian Performance of Construction Index (**Australian PCI®**) dropped a further 3.0 points to 42.6 in April, with a return to growth in engineering construction failing to offset continued declines in housing activity, commercial construction and apartment building work.

The downturn in the overall construction industry worsened in April as the **Australian PCI®** dropped to 42.6 points in the month. The housing and apartment sectors both remain firmly in negative territory and commercial construction recorded a ninth month of contraction.

The home building industry remains in a delicate position. Tighter lending conditions and weak consumer confidence, due to falling house prices, continue to constrain the market. As this pipeline of building work slows back to a new steady state, there will be an impact on employment in the building sector.

Public infrastructure investments, strong population growth and low levels of unemployment will be crucial to supporting activity in the wider economy and preventing a more significant decline in home building activity. The slowing in the cost of building materials will need to continue as new home builders are facing tighter margins, as they compete for sales in a market where the price of established houses is falling," HIA Economist Tom Devitt.

Source: Australian Industry Group (AI Group)

## Services Industry

The services sector continued to struggle in the face of weak business and consumer confidence in April. While hospitality services were boosted by an unusual concentration of holidays, the rest of the industry contracted in part as business and consumer spending slowed over the holiday period. Overall, sales, new orders and employment were all lower in April and many businesses discounted prices in tough market conditions. The further slump in the important services sector is a particularly concerning sign that the pockets of contraction in parts of the economy are spreading. With the outcome of the federal election now known, the result should give positive lift to businesses with respect to hiring, investments and expenditure.

Source: Australian Industry Group (AI Group)

## Manufacturing Industry

The Australian Industry Group Australian Performance of Manufacturing Index (**Australian PMI®**) rose by 3.8 points to 54.8 in April, indicating faster growth across the manufacturing sector as sales, supplier deliveries and new orders all bounced back into positive territory.

Six of the seven activity indexes indicated expanding conditions in April with sales (up 7.5 points) and supplier deliveries (up 11.5 points) rebounding from contraction into expansion and new orders also improving from stability (up 5.6 points).

AI Group Chief Executive Innes Willox said: "Australia's manufacturing industry expanded in April with production, sales, exports and new orders all gaining ground. Advances were most marked in the food & beverages sector which is the largest component of domestic manufacturing.

Employment slowed but remained in positive territory (down 5.1 points). The average wages index dropped 3.5 points in April, indicating wage pressures continue to rise across the manufacturing sector – albeit at the slowest rate since October 2017.

Source: Australian Industry Group (AI Group)

## Rail

With congestion in capital cities estimated to cost around \$16b rising to \$30b by 2038, the Australian Rail Association released its Priorities Policy Development Paper for 2019. The paper sets out key transport infrastructure challenges facing the Australian government and offers practical, affordable and achievable policy solutions where rail can play a key role. It also highlighted how skilled labour shortages threaten the delivery and cost effectiveness of new and existing rail infrastructure projects. It was requested the Australian government lead the response to critical rail skills shortages by formalising a high level taskforce to lead reforms, build partnerships and implement expert recommendations to deliver fit-for-purpose education and training.

Source: Australian Rail Association May 2019



# Economy growing despite uncertainty surrounding the housing market



**Real GDP is forecast to grow at around its estimated potential rate of 2.75 percent in 2019-20 and 2020-21, sustaining solid employment growth**

**and supporting a pick-up in wage growth.**

Household consumption growth is expected to pick up over the forecast period, supported by continued growth in employment, increasing wage growth, historically low interest rates and personal income tax measures.

Dwelling investment is expected to detract from growth, following declines in housing prices and building approvals partly in response to a rebalancing of supply and demand. Recent falls in residential building approvals have occurred alongside falls in housing prices, which accelerated over 2018 and have continued into 2019. In a move to drive economic growth, the country's top financial regulators opened up lending to first home buyers and flagged rate cuts are likely in the near future to arrest the sliding housing market.

Non-mining business investment is forecast to record solid growth, supported by historically low interest rates, while mining investment is expected to make its first contribution to real GDP growth in around seven years. Public final demand will contribute to growth, supported by the National Disability Insurance Scheme and infrastructure investment.

As growth in the economy picks up and spare capacity in the labour market continues to be absorbed, wage growth and inflation are expected to increase. Wage growth, as measured by the Wage Price Index, is expected to pick up to 2.75 percent through the year to the June quarter 2020. Consumer price inflation is forecast to be 2.25 percent through the year to the June quarter 2020.

Source: Pre-election Economic and Fiscal Outlook 2019 - Licensed from the Australian Government Department of the Treasury and the Department of Finance under a Creative Commons License. <https://www.theaustralian.com.au/news/briefing/your-morning-briefing-rate-cut-looms-as-property-primed-for-rebound/news-story/bb41aab9b80103c02d35ea20f2647031>

# Australia jobless rate rises to 8-month high of 5.2%



**Australia's seasonally adjusted unemployment rate edged up to 5.2 percent in April 2019 from an upwardly revised 5.1 percent in the previous month and slightly above market expectations of 5.1 percent.**

It was the highest jobless rate since August last year, as the economy added 28,400 jobs while the number of unemployed increased by 21,200.

The number of unemployed rose by 21,200 to 703,900 in April. People looking for full-time work advanced 16,600 to 490,900 and those looking for only part-time work went up 4,600 to 212,900. Male unemployment increased by 11,400 and female unemployment went up by 9,800.

Employment went up 28,400 to 12,822,900 in April, easily beating market consensus of a 14,000 gain and after an upwardly revised 27,661 increase in March. Part-time employed persons went up 34,700 to 4,030,200, while full-time employed persons fell 6,300 to 8,792,700.

The participation rate rose 0.2 points from a month earlier to 65.8 percent in April, slightly higher than forecasts of 65.7 percent. Meantime, the employment to population ratio was unchanged at 62.4 percent.

The underemployment rate rose 0.3 points to 8.5 percent in April.

Seasonally adjusted monthly hours worked in all jobs increased by 2.5 million hours, or 0.1 percent, to 1,788.5 million hours.

For more details visit the ABS Website <http://www.abs.gov.au>

# 5 employee engagement trends of 2019

Employee engagement is one of the top issues, that most business leaders are focused on in today's workplace. Here are some of the top trends from organisations making real headway in this space.





➤ **Recognition beyond remuneration.** This year's global study from AON identified the Rewards and Recognition area as the strongest contributor to employee engagement. Unlike prior years, this is about rewards and recognition outside of your regular pay cheque.

By creating a culture that recognises employees first and foremost, companies can contribute to the sense of accomplishment that we get from our work. For example in one study, employee engagement increased by nearly 60% when people managers performed strongly in providing regular recognition for their employees.

When it comes to the big businesses, Google is known for its recognition program called 'gThanks' and their 'Wall of Happy' where staff can place 'thank you' notes to recognise each other's hard work and motivate others. Hugely successful, it requires no more investment than a sign, some post-it notes and a bit of promotion.

How do you reward your team? What's your equivalent Wall of Happy?

➤ **Providing the tools to do the job.** According to Gallup, less than one-third of employees strongly agree that they have the materials and equipment they need to do their work right.

When those tools and equipment are missing, it not only affects productivity but also the health and wellbeing of your team. What's more, when an employee puts up their hand and asks for resources to help them do their job properly, often these requests are ignored or poorly handled. This can send a message you expect them to perform with their hands tied.

Does your team have all the things necessary to meet the expectations you set for them?

What's the true cost of not providing these tools?

Do you give honest and acceptable explanations when these requests can't be met?

➤ **Business agility.** No-one wants to work for a stale and crusty organisation that isn't moving with the times.

Leaders who are constantly evolving, finding new ways of doing things and embracing agile work practices give their people the skills to be successful in environments that change all the time – and this results in improved employee engagement.

Many of the most flexible and adaptive enterprises – Amazon, Spotify, Google, Netflix, Bosch, Saab, SAP, Salesforce and Riot Games, to name a few, consistently have high staff engagement scores which are considered a product of their agile work practices.

Is your workplace at risk of becoming a dinosaur?

What practices do you have in place to ensure you and your team are moving with the times?

➤ **Making purpose a priority.** A leader's most important job is to connect the people to the company's purpose because purpose-driven companies have been shown to outperform their peers over the long-term.

## How do you connect your team to the purpose? Are there things you can do in your team to build a sense of meaning in their work?

Some major companies have developed specific purpose statements like ING Bank ("Empowering people to stay a step ahead in life and in business"), Kelloggs Food Company ("Nourishing families so they can flourish and thrive") and IAG Insurance Group ("To help people manage risk and recover from the hardship of unexpected loss").

Others build purpose through their corporate social responsibility efforts. For examples, Salesforce took the top position in the Great Places To Work awards in late 2018 largely due to their 1-1-1 philanthropic model where they dedicate one percent of their products, people and resources to not-for-profits, with each team member encouraged to spend 56 hours per financial year giving back to the community.

How do you connect your team to the purpose?

Are there things you can do in your team to build a sense of meaning in their work?

➤ **Embracing HR tech.** Annual employee engagement surveys give a snapshot in time and take around a month to get out there, before being followed by many action plans. In today's fast-paced business environment, getting a check on engagement levels once a year may be far too late.

Another option is the employee pulse survey – a fast and frequent survey system that does away with complex questions and is rolled out weekly, or every few weeks. There are many apps and tools available that can give you a quick insight into a company's health.

Combined with a more in-depth annual survey, followed by a swift and visible plan, will give you the tools to make a big impact on engagement.

Do you really know your employee's engagement today?

What HR analytics enabled by technology make sense for you?

**In today's modern workplace, employee engagement has such a tangible impact on business outcomes that while it feels like the buzzword of the decade, it can be invaluable in helping your employees be more connected, passionate and productive.**

# 6 ways to help teams thrive among fear of automation

There is no getting around the fact that workplaces are becoming increasingly automated, as advances in technology improve speed, efficiency and accuracy across several major industries.

For many employees, the very notion that automation and AI could take over key roles within their organisation is terrifying – particularly for those working in labour-intensive sectors such as warehousing, manufacturing and logistics.

In the UK, 10 million workers (that's 37 per cent of the workforce) reported that they were worried that automation would change their job for the worse, while almost a quarter reported, feared they would not be needed in their current position at all, according to research conducted by the Fabian Society.

The reality is that although some jobs will be replaced, automation and AI is predicted to see more jobs created, offering more meaningful work and extended opportunities for many.<sup>1</sup>

A handwritten note on a piece of paper placed on a computer keyboard. The note reads: "Goodbye everyone! Artificial intelligence fired me :(" The keyboard keys visible include F4, F5, F8, %, 5, ^, 6, &amp;?, 7, \*, and (. The background is dark and out of focus.



While many companies will have formal change management programs to support automation, how do you, as a people-leader help your team thrive in the looming face of automation?

➡ **Develop a plan and share the intent.** Blindsiding your team with layoffs or sudden changes in responsibility can destroy trust and damage your relationships both short and long term. Instead, start an open conversation about the need for automation to remain sustainable and competitive and use this conversation to begin to share what the future of work could look like.

This conversation is unlikely to be new, with almost one-third of Australian knowledge workers (32 per cent) believing their businesses cannot remain competitive in the next five years with a purely human workforce.<sup>2</sup>

Some employees are wise to fear the future of their current role. However, you can outline the new opportunities for your team to explore new horizons, where their "human" skills will always be in demand.

➡ **Guide Realistic Expectations.** Many team members picture robots taking over the workforce at a speed of knots but in most cases that is not the reality of the workforce of the future.

First of all, the introduction of automated technologies is likely to be slower than fearful employees may realise given workforces will need time to shift and respond - the cost to implement is high, and there is the time required to train and upskill employees.

Secondly, automation technology is not a set-and-forget system. It requires maintenance, monitoring and analysis by human hands and brains to keep functioning optimally. Those who are in the business at the time of implementation will be in the best position to help support the change and secure themselves a new role in the future.

In many cases, this means you have time to help manage the change with your team preparing them from both a mindset and upskilling perspective for the changes that lie ahead.

➡ **More Meaningful Work.** Discuss the types of meaningful work that teams could do if some of the process work was undertaken by technology. Imagine if those boring, repetitive parts of the job could be taken care of by automation freeing up employees to focus on more inspiring tasks?

It is predicted that there are some very exciting opportunities being created with the rise of new technologies. Not only does this include a wave of newly created jobs but it is highly likely that these new jobs will be more enjoyable as they utilise those uniquely human traits that can't yet be automated, like creativity, compassion and ingenuity.

➡ **Engage the Team in the Solution.** Feeling out-of-control can cause team members undue stress so genuinely including them in the development of solutions can help them feel empowered, in control and even positive about the future. By having this open dialogue and engagement early, you are likely to build trust and comfort in the team and get better insight into the solutions that may be most effective.

Besides, as they become more engaged in the solution, they are also developing their skills for when the transition to new technology occurs. These skills are highly beneficial for team members and for the businesses saving time and energy rehiring and training.



➡ **Develop long term career plans.** With the knowledge that change is afoot, consider offering a program that will pay some, or even all, of a professional development course for your staff. These incentives are win-win – your employees will be comfortable with change, and the knowledge they gain can drive both quicker implementation and more effective adoption.

If your employees are already working full-time, and many will also be busy outside of work with family commitments, chances are they won't have time to pursue this kind of training outside working hours. Setting aside the time and funds required to make this happen during their work day would give them a clear advantage and could become a drawcard when you're attracting new staff too.

It is predicted that ongoing training and life-long learning will be critical components of the workforce in the future, so you'll have an edge on your competitors when it comes to finding and retaining the best staff if you have a robust program on offer.

➡ **Lend a Listening Ear.** It almost sounds too simple, but perhaps the best strategy you can implement as a manager is to lend a friendly ear to their concerns. It's also something robots can't (yet!) do, and should reassure your staff that there will always be a place for the human workforce.

# We are likely to have 17 jobs and 5 different careers in our working lifetime.

Sure, it might sound like a lot of jobs and career changes, but a global report says that the way we work is changing – and this type of “portfolio” career will be the new normal moving forward.

So, what does this really mean for you as a people manager when it comes to bringing on new staff and building your team?

Well, of course there are going to be hiring challenges with this future way of working. It's going to be tricky to find people with more than 10 years' technical expertise. And you might not get the same payback from longer grad-style programs and more traditional training methods – such as university degrees taken over a number of years.

On the flipside, the people you hire are going to bring a whole host of positive attributes to your team.

For one thing, you'll have access to a pool of talent who bring transferable skills and who are able to hit the ground running from day one. You'll find that they tend to be focused on personal growth – self-starters who are dedicated to continuous, self-directed learning.

This change to the way we work will also mean smart-thinking, highly-engaged employees who bring heaps of creativity and are happy to share ideas from their experiences in other industries and jobs. Importantly, when new hires join your organisation as their next chosen career move, they certainly won't be lacking in fresh perspectives and passion for the role.

All in all, this future way of working could be a win-win all round.





## Trojan SA Fishing Trip



Peter Melki, Trojan CEO, was delighted with the substantial catch with all clients going home with an esky full of Snapper and King George Whiting (with a few Snapper pushing 10kg each!).

Trojan SA was once again pleased to host its famous annual fishing charter on the 23rd of February at Balgowan SA. Our special guests were treated to a pre-fishing gourmet dinner and drinks by our own resident catering specialist Gary Jones followed by a sumptuous breakfast ready for an awesome days fishing in the Spencer Gulf.

## Employee Spotlight



### Kevin Deng

Client Development Manager

### Years at Trojan?

2 years

### What do you like most about your role with Trojan?

The part I am enjoying most is helping people achieve the outcomes they are seeking whether it be a client or candidate. To do this, I am talking to people from a diverse range of backgrounds every day and I feel happy when I am able to provide them with solutions.

### How does your role contribute to Trojan's goals?

I currently work in the industrial sectors and it is my role to work with our clients to develop staffing solutions in line with their needs. The role requires the ability to understand business challenges and help provide solutions that work first and foremost for our clients as well as Trojan.

### What is your greatest challenge?

In recruitment every day is different with a new situation every time the phone rings. My greatest challenge is how I personally can find ways to proactively provide a helpful solution and eliminate any potential problems my client may be facing.

### What is the most important thing you have learned in the last 5 years?

I'm not sure we are all aware of our full potential but unless you try, you will never know. I believe you should always try and have the courage to try new things to experience more and always improve.

## Sydney Build Expo



Trojan Recruitment Group's Michael Coetzee (Senior Account Manager) and Gianni Rigutto (State Manager NSW) recently attended the Sydney Build Expo 2019 held at the Hordern Pavilion, Moore Park. The two day event held earlier in April showcased all the latest opportunities in infrastructure and construction within NSW, as well as over 250 exhibitors products and

included 300 speakers with over 15,000 people attending. Gianni Rigutto stated "Australia's largest ever meeting of Women in Construction was one of the highlights and it's great to see more women getting involved in an industry which had been predominately male oriented in the past. It was a great opportunity to connect and network with key players considering it is one of the core sectors we have specialised in for over 25 years".

Pictured Above: Trojan Recruitment Group's Michael Coetzee (Senior Account Manager) and Gianni Rigutto (State Manager NSW).

## Ecovadis Best Performer Award



We are thrilled to have been recognised as the Best Performer AMEA in the EcoVadis Sustainability Leadership Awards for 2019 for our commitment to sustainability and innovation. We are extremely proud recipients of the award which acknowledges our ethical and responsible employment and business practices, sustainable procurement and environmental management.

Pictured Above: Trojan Recruitment Group's CEO Peter Melki with the award.



# Let's get to work.

Behind every good job, you'll find a team of dedicated and motivated people. Matching the right workers with the right companies is our job, and we're determined to make it happen.

**Let's get to work**

NSW • QLD • VIC • WA • SA



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