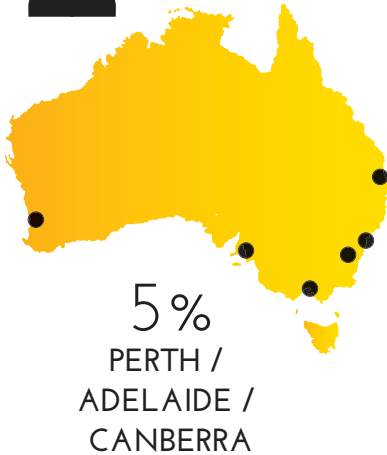


POPULATION

3684
PEOPLE WORK IN
OUR INDUSTRY



7%
BRISBANE

63%
SYDNEY

5%
PERTH /
ADELAIDE /
CANBERRA

25%
MELBOURNE

AVERAGE INDUSTRY PERSON



31.4
YEARS
OLD



60%
FEMALE



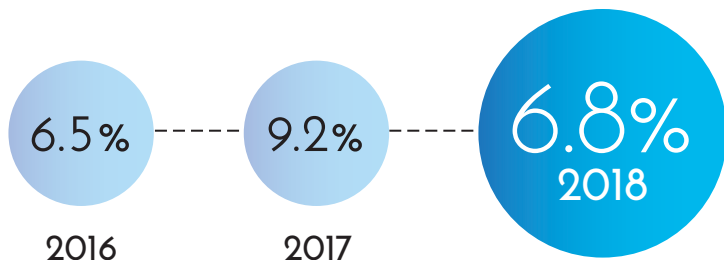
7.7
YEARS
EXPERIENCE

3.2
YRS AGENCY
TENURE



Growth
+7.3%
YEAR ON YEAR

VACANCY - Returns to previous levels

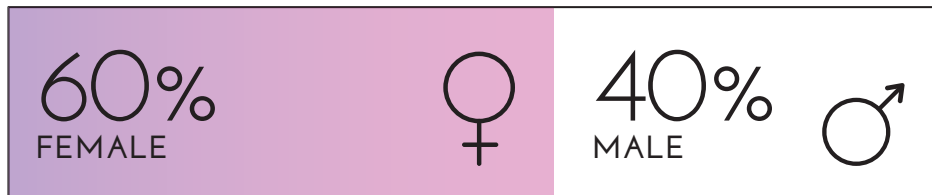


IF ALL VACANT ROLES WERE FILLED,
THE INDUSTRY POPULATION WOULD
BE **3935**

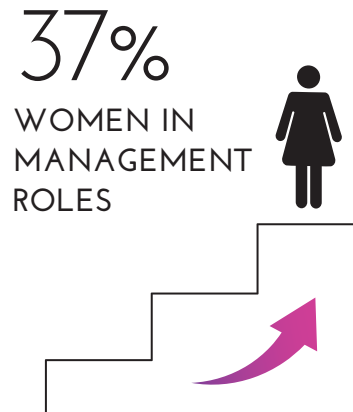
Challenge - Talent Shortage:
IMPLEMENTATION, CLIENT
SERVICE, DIGITAL AND
PROGRAMMATIC ROLES.

GENDER

Gender split



Gender Pay Gap

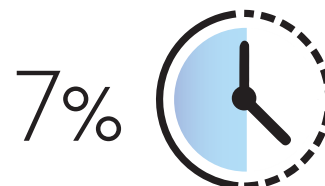


FLEXIBILITY

Work from home

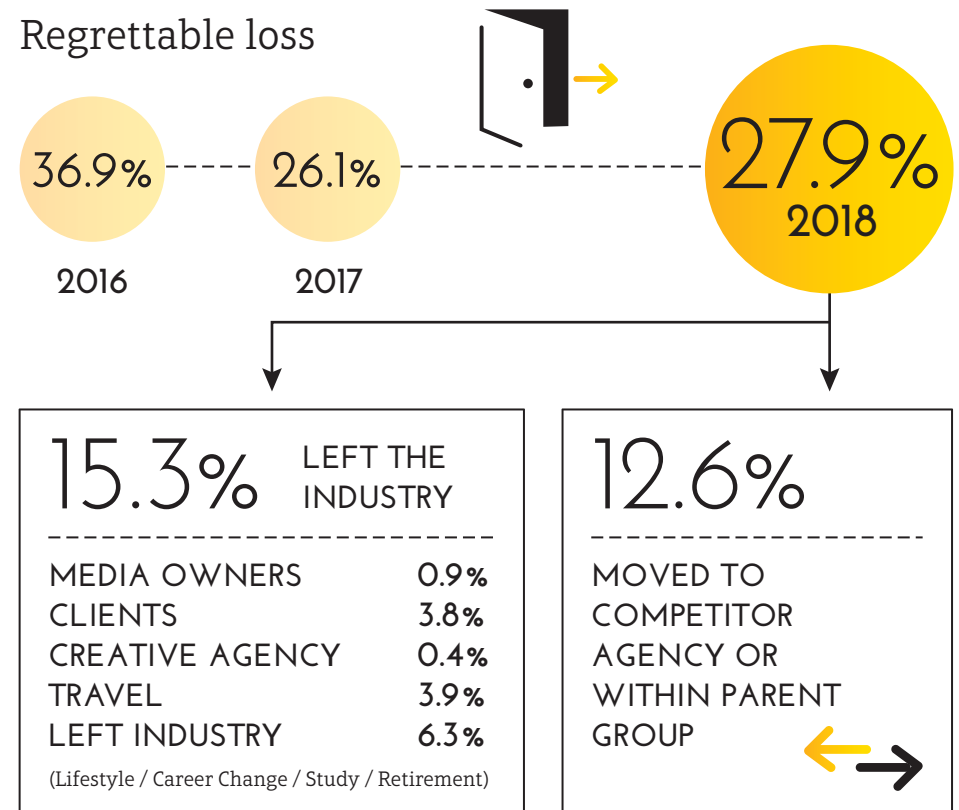


Part time



STAFF TURNOVER

Regrettable loss



Non regrettable loss

