

# Workforce profiles

## APS data workforce



**>5,500**

data professionals within the APS workforce



**3.2%**

of the total APS workforce

*Predominantly represented within the 'Data and Research' job family*

### Labour market insights

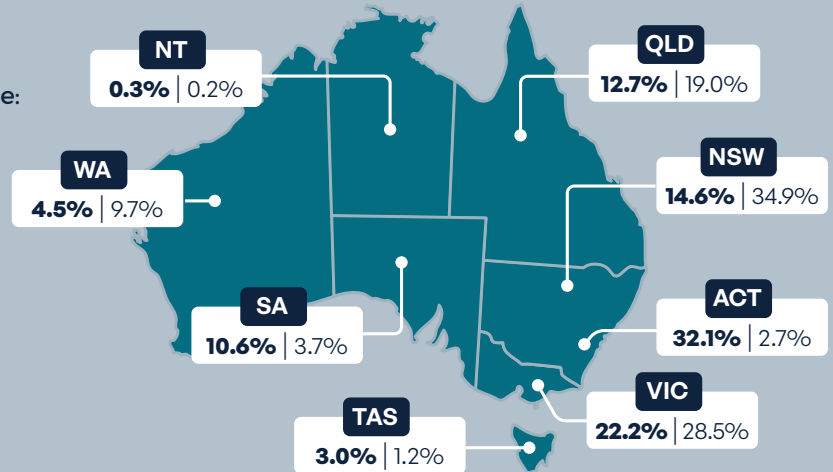
Location of the Australian data workforce: APS (bolded) compared to broader labour market

APS workforce distribution, 'Data and Research' job family, ongoing employees only.

Source: APSED database (Agency HR systems); 30 June 2024

Australian Labour Market (weighted average, ANZSCO-4).

Source: ABS Labour Force Sept 2024 Release, EQ08 May 2024



### During 2023-24



**746**

ongoing employees were engaged to the APS within the 'Data and Research' job family



**2.8%**

ongoing employees within the 'Data and Research' job family separated from the APS



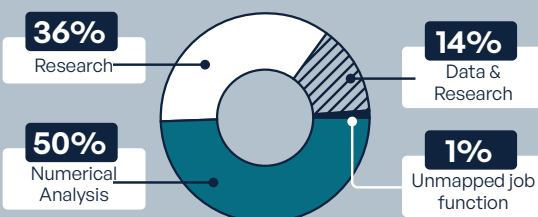
**70%**

of APS agencies identified critical data skill shortages

### Cohort diversity (ongoing employees)

Measure	First Nations	CALD	LGBTIQ+	Female	Disability	Neurodivergent	Aged 55+
'Data and Research' job family	1.1%	31.4%	32.5%	46.7%	5.7%	11.9%	15.1%
APS	3.4%	25.8%	7.2%	60.2%	5.6%	8.5%	18.1%

### Job function breakdown



Source: APS Employment Database (APSED); June 2024; 'Data and Research' job family, ongoing staff only

### Emerging roles we may be recruiting for in 2030

- Data privacy expert
- Machine learning engineer
- Algorithm bias auditor
- Data detective

Representing the significant role played by big data in complex problem solving, coupled with a focus on data privacy, ethics and scrutiny.

# APS digital workforce



**>7,500**

digital professionals within the APS workforce



**4.4%**

of the total APS workforce

Predominantly represented within the 'ICT and Digital Solutions' job family

## Labour market insights

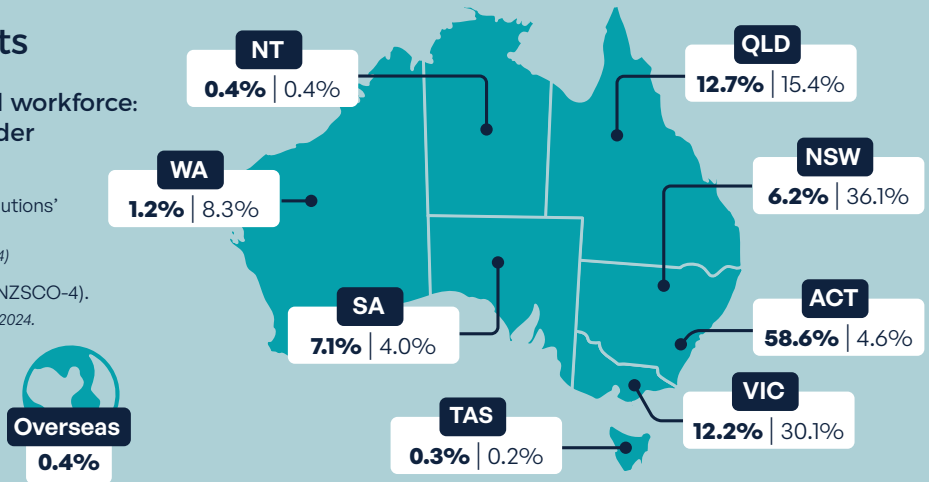
Location of the Australian digital workforce: APS (bolded) compared to broader labour market

APS Workforce Distribution, 'ICT and Digital Solutions' job family, ongoing employees only.

Source: APSED database (Agency HR systems, June 2024)

Australian Labour Market (weighted average, ANZSCO-4).

Source: ABS Labour Force Sept 2024 Release, EQ08 May 2024.



## During 2023-24



**845**

ongoing employees were engaged to the APS within the 'ICT and Digital Solutions' job family



**3.2%**

ongoing APS employees within the 'ICT and Digital Solutions' job family separated from the APS



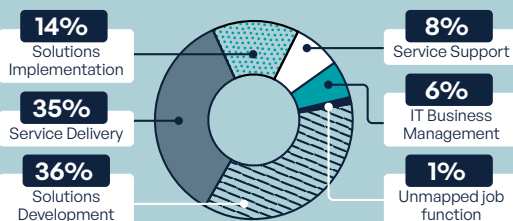
**71%**

agencies identified critical digital and ICT skill shortages

## Cohort diversity (ongoing employees)

Measure	First Nations	CALD	LGBTIQ+	Female	Disability	Neurodivergent	Aged 55+
'ICT and Digital Solutions' job family	1.6%	39.0%	32.5%	32.5%	6.0%	9.8%	21.1%
APS	3.4%	25.8%	7.2%	60.2%	5.6%	8.5%	18.1%

## Job function breakdown



Source: APS Employment Database [APSED], 30 June 2024, 'ICT and Digital Solutions' job family, ongoing staff only

## Emerging roles we may be recruiting for in 2030

- Cloud automation engineer
- Human-machine interface manager
- XR immersion counsellor

Representing shifts in how the APS will deliver services, solve problems, build capability and interact with the public.