

EMBARGOED MEDIA RELEASE

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New skills will determine employability in a post-pandemic world

12 October 2020 – Recruitment across Australian organisations is expected to accelerate in early 2021, say 80% of HR practitioners according to new research launched today by the Australian HR Institute (AHRI).

HR practitioners also reported that investment and training in the right skills is needed, with only just over half (50.8%) of HR professionals surveyed were confident their organisation's workforce has the skills it needs for recovery post-pandemic, and 22.3% were confident that they would recruit for the specific skills needed.

Taking the pulse of organisations in relation to the pandemic, the research also found that they were split into the three phases of 'reacting' (36.6%), 'resolving' (35.6%) and 'recovering' (27.8%). A positive correlation was found between organisations in a position to make strategic decisions about their future operating model ('recovering' state) and the level of confidence HR had in their workforce's skills.

AHRI CEO Sarah McCann-Bartlett said: "The critical impact the right skills have had on organisations' performance during the pandemic has been a recurring theme this year – these skills being change management and leadership, resilience, adaptability and flexibility, and effective communication.

McCann-Bartlett added, "These findings suggest that rapid upskilling will be required for many organisations to move from the states of 'reacting' or 'resolving' to 'recovering'. While the research shows that HR professionals are very aware of this, leadership also needs to understand how fundamental an appropriately skilled workforce is to their organisation's recovery journey.

"As organisations plan their recruitment and talent strategies for 2021, they need to consider fast-tracking training in critical skills such as change management and resilience and those looking for jobs in the new year will need to consider how they acquire these skills now to adapt to ever-evolving workplaces."

The results of AHRI's 'Skills for a Post-Pandemic Future report' is available [here](#).

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About the Australian HR Institute

The Australian HR Institute (AHRI) is the national association representing human resource and people management professionals with 20,000 members from Australia and across the globe.

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