



Holistic Workforce Planning Data Management Subscription Service

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**Sneak
Peek**

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Holistic Workforce Planning Data Management Subscription Service Sneak – Peak

Report: Workforce Resourcing Capability - 1995 to 2025 Analysis

Reporting Factors	July 1994 to June 1995	July 1995 to June 2005	July 2005 to June 2015	July 2015 to March 2025**
Birth Rate				
Registered Births	+258,900	+252,000	+307,000	+222,700/296,900
Total Population	18,004,900	20,176,800	23,816,000	27,536,900/28,777,000
% Population Change	+1.4%	+1.25%	+1.3%	+1.0%
Total Fertility Rate*	1.829	1.795	1.499	1.481
*Total Fertility Rate is the average number of registered births per woman aged 15 to 49 Years				
**Figures for the June quarter 2025 are yet to be published by the Australian Bureau of Statistics. Manual projections have been calculated for the last three months				
Death Rate				
Registered Deaths	-123,500	-131,400	-155,900	-140,200 /-186,900
Total Population	18,004,900	20,176,800	23,816,000	27,536,900 /28,777,000
% Population Change	-0.7%	-0.7%	-0.7%	-0.7%
**Figures for the June quarter 2025 are yet to be published by the Australian Bureau of Statistics. Projections have been calculated for the last quarter.				
Net Population Change				
Population Change*	+135,400	+120,600	+151,100	+109,900 /146,500
Total Population	18,004,900	20,176,800	23,816,000	27,536,900 /28,777,000
% Population Change	+0.75%	+0.6%	+0.6%	+0.5%
*Equals the natural Increase in births less the natural decrease in deaths				
Immigration Intake				
Net Population Change*	+80,200	+123,800	+184,400	+260,700 /347,600
Total Population	18,004,900	20,176,800	23,816,000	27,536,900 /28,777,000
% Population Change	0.44%	0.61%	0.77%	1.2%
*Equals net overseas migration arrivals less all migration departures				
**Figures for the June quarter 2025 are yet to be published by the Australian Bureau of Statistics. Manual projections have been calculated for the last quarter.				
Job Vacancy Performance	November 1994	November 2004	November 2014	November 2024*
Total Unfilled Positions	85,600	139,200	149,700	344,000
% Change on Last Year	+76.5%	+62.6%	+7.5%	+229.8%
* Reporting periods from the Australian Bureau of Statistics are not directly aligned with population rates. These are the figures in closest proximity.				

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Report: Workforce Resourcing Capability - 1995 to 2025 Analysis (Continued)

Commentary	
Thoughts & Observations	
In the early 1960's Australia reached its highest recorded fertility rate, with an average 3.5 babies born per woman (aged between 15 and 49 years). Since that time, this rate has gradually declined to the point where, in 1978, it dropped below 2.0 babies born for the very first time, meaning that we no longer replaced ourselves. Per the data outlined on the previous page, today's rate sits at just 1.48 babies born, which is likely to decline further in the coming years. Linked closely to this is the consequential decrease in the birth rate contribution to population growth, which has fallen from 1.4% in 1995 to a projected 1.0% for the financial year ending 2025. At the same time, the death rate has remained almost constant over the past 30 years, sitting at a steady rate of 0.7%	
To put this in perspective, over the past 30 years, the birth rate has fallen from 1.4% of the population to 1.0%, while the death rate has remained steady. In such circumstances, Australia's "natural" labour supply is falling each year, which is likely to continue.	
Not surprisingly, to compensate, the net migration rate has progressively increased over the past 30 years (particularly the past decade) to the extent whereby the annual rate of 0.44% of the population in 1995 increased to 1.4% of the population in 2025. Interestingly, Australia's annual job vacancy rate has followed this same trend, increasing from 85,600 vacancies in 1995 to 344,000 vacancies in November 2024. (Not every person arriving here will translate into an automatic workforce entry, yet alone an entry in a desired category where labour shortages are presently occurring/ongoing).	
These figures are much worse when considering Australian citizens' retirement rate/future intentions. In 2022/23, there were 4.2 million people retired, increasing to 4.5 million in 2024/25.	
For Human Resources professionals, whichever way you look at it, consistent/regular labour supply will be a significant challenge in the coming years, requiring proactive/innovative intervention strategies to ensure that your organisation acquires its share of a diminishing labour pie.	
Some Ways I Can Assist You	
Supporting you in evaluating your staff value proposition without blowing out your annual labour costs; Evaluating your employment process and its validity/competitiveness in 2025; Learning how to forecast your annual recruitment load and critical risk job categories on an annual basis. Factoring in the role/contribution digitalisation/AI can successfully make in the coming years.	
Contacting Us	
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Acknowledgement	
In producing this report, Moore-HR has extracted data from the Australian Bureau of Statistics	
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