

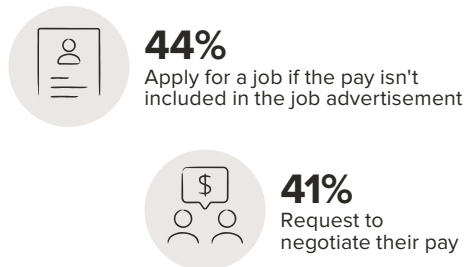
2024 Casual Worker Market Trends Snapshot

Australian and New Zealand workers

Income snapshot

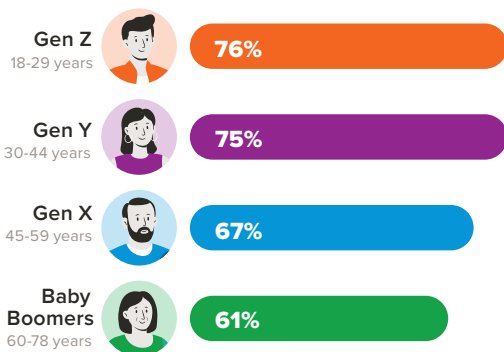
Casual workers are upfront about pay

% extremely/very likely to



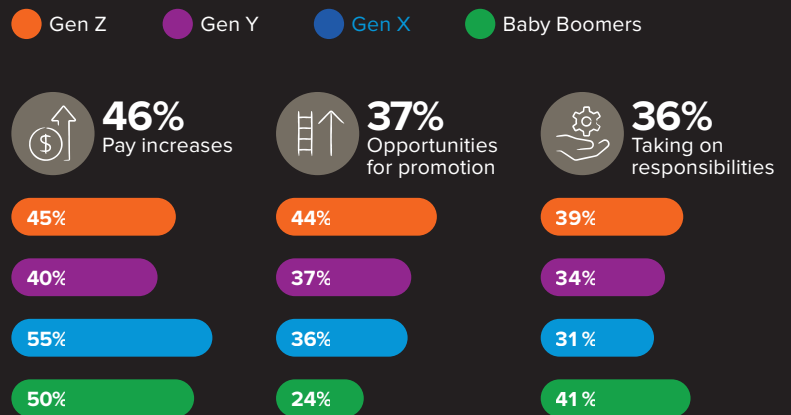
Younger workers are more aware of their industry's average pay

% definitely/somewhat aware



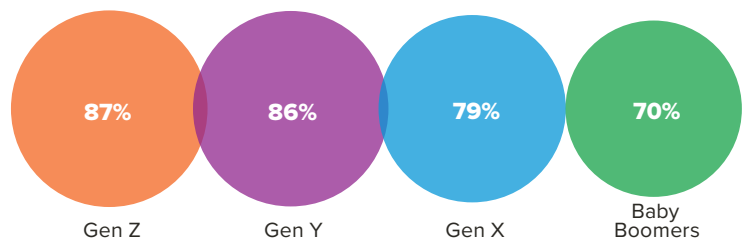
Nearly half of casual workers believe income is an important factor for career development

Most important factors for career development:



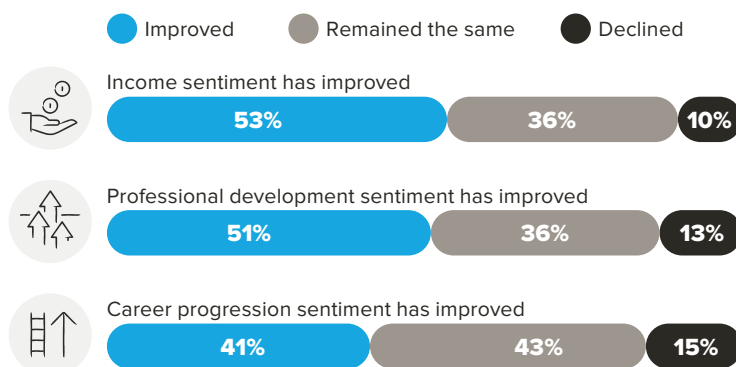
Young workers are also most satisfied with their pay compared to their industry's average

% definitely/somewhat satisfied



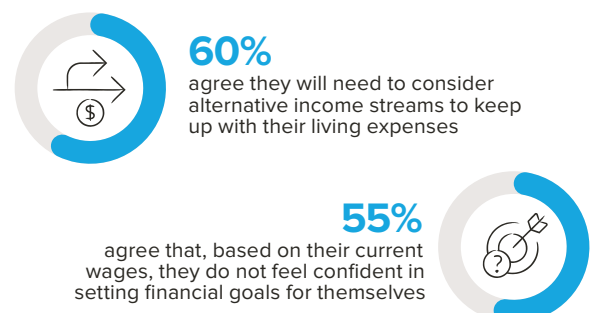
Casual worker sentiment is improving

Attitude changes over the last 12 months towards the following:



3 in 5 prioritise supplementary income amid rising costs

% strongly/somewhat agree



Job movement

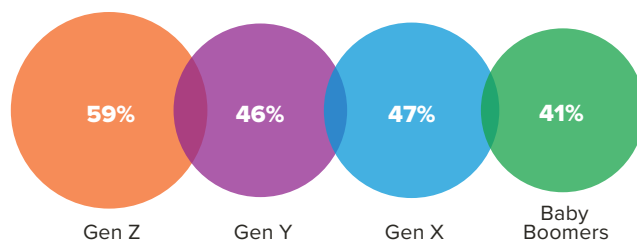
What's driving movement in the workforce?

Top 3 reasons for leaving a job in the last 2 years:



Half of casual workers (49%) changed jobs in the last 2 years

% of workers who changed jobs in the last 2 years:



Job movement over the last 2 years is highest among Gen Z casual workers

What casual workers want

Casual workers value good culture and high-quality leadership

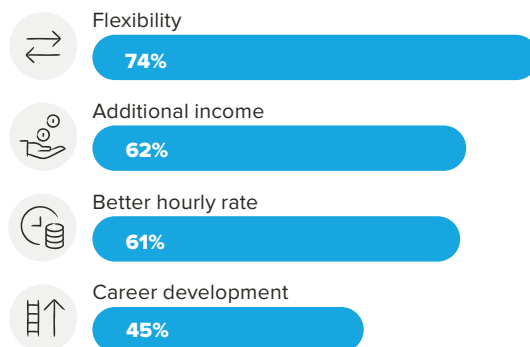
The most important factors when accepting a new role are:

% extremely/very important



3 in 4 believe the greatest advantage of casual work is flexibility

% strongly/somewhat agree the following create an advantage in their role when casual:



The ideal workplace according to employees

How frequently workers expect the following opportunities to take place:



Tips for Hiring Managers

- 1 Connect job seekers with workplaces that have a great culture
- 2 Seek to understand and communicate the leadership and management style of your workplace
- 3 Look to include the pay rate in job descriptions to attract a wider range of workers

Tips for job seekers

- 1 Outline expectations around feedback and learning
- 2 Ask how flexibility can be achieved in your role
- 3 Research your industry's average pay to stay informed when negotiating salary

Methodology

Frontline Recruitment Group network of casual workers:
 Online survey in field 7th June – 1st July 2024, n= 194
 Australian and New Zealand casual workers:
 Online survey in field 4th June – 1st July 2024, n= 341

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