

Press release
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Employers invest in their staff development amid a tight labour market

- 91% of Australian employers plan to implement new learning and development options for their staff in 2024
- Paid time off for participation in external learning and development programs (48%) and payment for external learning and development programs (43%) are the most wanted options by workers and 41% and 41% of Australian employers respectively plan to implement these measures this year
- 43% of workers say they would reject a job offer if there were no career development opportunities

Sydney, 26 June 2024 – The effects of Australia’s low-hovering unemployment rate has resulted in 91% of businesses planning to implement new learning and development options for their staff in 2024 to retain and upskill their employees, new independent research by specialised recruiter [Robert Half](#) finds.

Employees wishes to be met by employer plans for new L&D options

While employers already offer an array of learning and development (L&D) options for their staff, they have plans to enhance their offerings this year to retain and upskill their staff.

While employers prioritise investing in their talent, development is also an important aspect for workers, with 43% saying they would reject a job offer if there were no career development opportunities. For workers planning to stay in their current role, they want more options to be introduced this year for their learning and development.

Several of the learning and development initiatives that employers plan to introduce are also on workers’ wish list. The options most likely to be introduced by businesses and most wanted by workers include:

Employers (plan to introduce)	Workers (want to see introduced)
Part time study programs (51%)	Paid time off for participation in external L&D programs (48%)
Secondment to other departments (45%)	Part time study programs (44%)
Paying for external L&D programs (41%)	Paying for external L&D programs (43%)
Paid time off for participation in external L&D programs (41%)	Job rotation programs (43%)

Source: Independent survey commissioned by Robert Half among 1,000 Australian workers and 500 employers.

*"Investing in employees' learning and development isn't just a benefit, it's a strategic necessity in today's business landscape. Through professional development programs companies ensure their workforce remains innovative, up to date with their skills, and ahead of the curve," says **Nicole Gorton, Director at Robert Half.***

"Companies are recognising the value in providing the time and resources staff need to grow and reach their full potential. When upskilling teams, it's essential to take a holistic approach that combines thorough assessment with tailored action. The companies who yield the best results are those that take the time to design thoughtful strategies and create a culture of continuous learning.

"Attracting and retaining top talent requires more than just a competitive salary. Offering a robust L&D program demonstrates the investment in staff and is a key contributor of having an engaged and

committed workforce that can propel business forward. By the same token, employees who invest in professional development are better positioned for long-term career success,” concludes Gorton.

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Notes to editors

About the research

The study is developed by Robert Half and was conducted online in November 2023 by an independent research company, surveying 500 hiring managers (including 100 CFOs and 100 CIOs) and 1,000 office workers from companies across Australia. This survey is part of the international workplace survey, a questionnaire about job trends, talent management and trends in the workplace.

About Robert Half

Robert Half is the global, specialised talent solutions provider that helps employers find their next great hire and jobseekers uncover their next opportunity. Robert Half offers both contract and permanent placement services, and is the parent company of Protiviti, a global consulting firm. Robert Half Australia has offices in Brisbane, Melbourne, Mount Waverley, Perth, and Sydney. More information on roberthalf.com.au.

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For more information

Courtney Fletcher

Courtney.Fletcher@roberthalf.com.au

+61 421 209 304