

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

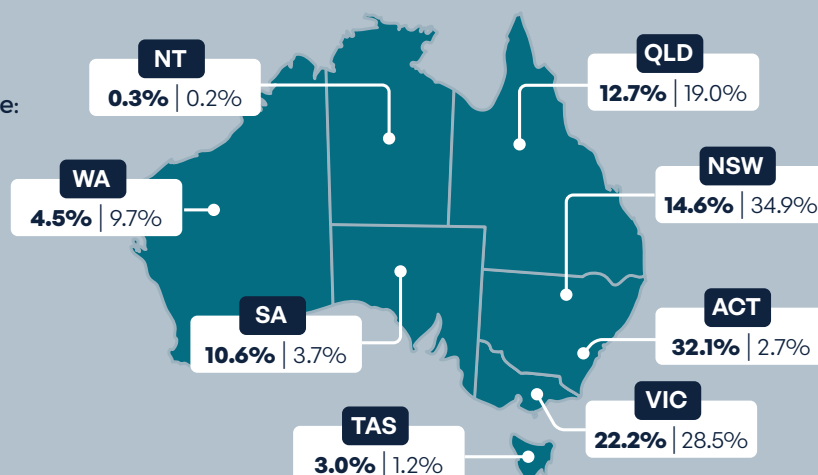
Location of the Australian data workforce: APS (**bolded**) compared to broader labour market

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



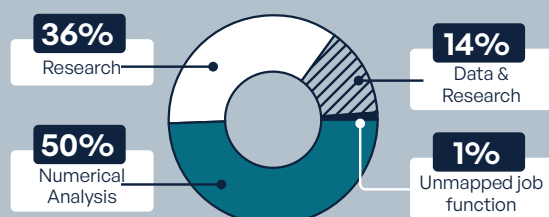
70%

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%	10.3%	46.7%	5.7%	11.9%	15.1%
APS	3.4%	25.8%	8.9%	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

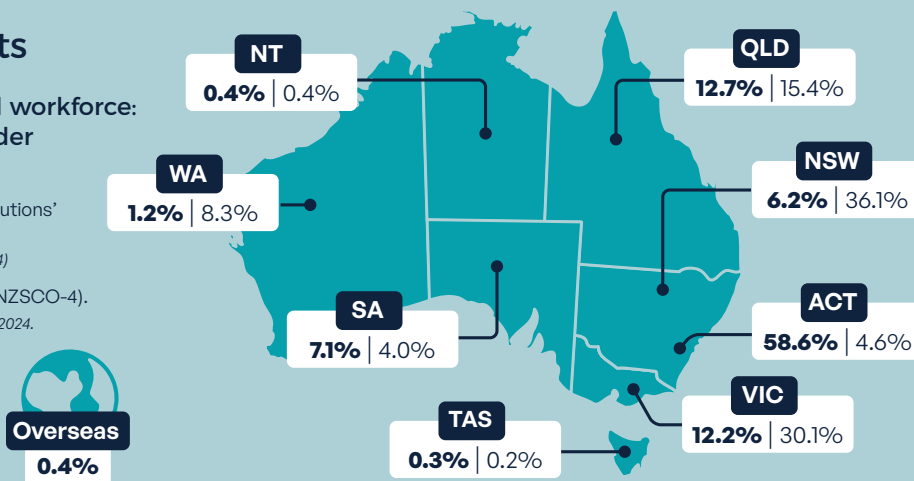
Location of the Australian digital workforce: APS (**bolded**) compared to broader labour market

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



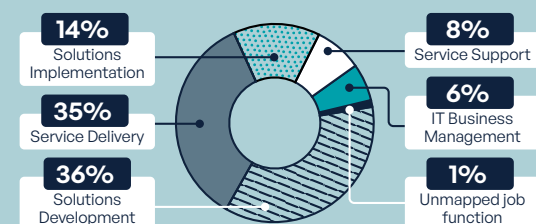
71%

agencies identified critical digital and ICT skill shortages

Cohort diversity (ongoing employees)

Measure	First Nations	CALD	LGBTIQA+	Female	Disability	Neurodivergent	Aged 55+
'ICT and Digital Solutions' job family	1.6%	39.0%	7.2%	32.5%	6.0%	9.8%	21.1%
APS	3.4%	25.8%	8.9%	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.