Industry Data (John Gionis)

The Following table outlines the job titles for each team member:

|  |  |
| --- | --- |
| **GROUP MEMBER:** | **JOB TITLE:** |
| John Gionis | Mechanical Systems Engineer for CSIRO |
| John Alexandrou | Cyber Security Engineer for the Australian Federal Government |
| Jaideep Singh | Developer Programmer at Techrep Services |
| Anthony Forti | Systems Engineer at Milestone IT |
| Alexander Mirtsopoulos | Professional Gamer for League of Legends |
| Emily Ng | Web Developer at Exca360 |

Utilising a ‘skills priority list’ from the Australian Government, we can determine the desirability of each person’s dream role

The Desirability of a job is defined by the demand for employers to seek people to work the specific job type. To rank the 799 various broad occupations in this list, the National Skills Commission considered how understaffed each specific role is across the nation (with individual states listed alongside). Afterwards, each role was analysed for the future demand of employees filling the same role, which would consider job security alongside.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **SPL categories** | | Count of occupations | |
| Category Number | Current Labour Market Assessment | Future Demand Indicator |
| 1 | Shortage | Strong future demand | 57 | 153 |
| 2 | Shortage | Moderate future demand | 87 |
| 3 | Shortage | Soft future demand | 9 |
| 4 | No Shortage | Strong future demand | 208 | 646 |
| 5 | No Shortage | Moderate future demand | 394 |
| 6 | No Shortage | Soft future demand | 44 |
| TOTAL NUMBER OF JOBS: | | | | 799 |

A job with a high demand from employers would mean that job security and finding employment would be easier, especially if demand is strong. However, since the jobs are severely understaffed, this may increase stress levels, along with work-life balance. This occupation may ‘burn out’ the individual because of this

A job with a low demand from employers would result in bragging rights if you got the job, which would increase self-esteem. However, these jobs would have poor job security if the occupation is in the low to medium future demand bracket. This would also create issues if the individual were to move jobs. If a certain occupation is not in national shortage, employers may not be actively looking for this role type in the first place. This may create high difficulty becoming employed in the persons preferred field of work.

The rankings for each job is below: LINKED FROM SKILLS PRIOPRITY LIST 2021 AUS GOV {REFERENCE}

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Team member for each occupation | List order of desirability  (Out of 799 jobs) | ANZSCO | Occupation | AUS | NSW | VIC | QLD | SA | WA | TAS | NT | ACT | Future Demand |
| John Gionis | 17 | 233512 | Mechanical Engineer | S | S | S | S | S | S | S | S | S | Strong |
| Jaideep Singh | 30 | 261312 | Developer Programmer | S | S | S | S | S | S | S | S | S | Strong |
| John Alexandrou | 32 | 262112 | ICT Security Specialist | S | S | S | S | S | S | S | S | S | Strong |

1. **Occupations in national shortage, with strong future demand**
2. **Occupations not in national shortage, with strong future demand**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Team member for each occupation | List order of desirability  (Out of 799 jobs) | ANZSCO | Occupation | AUS | NSW | VIC | QLD | SA | WA | TAS | NT | ACT | Future Demand |
| Emily Ng | 238 | 261212 | Web Developer | NS | S | NS | NS | NS | NS | NS | NS | NS | Strong |
| Anthony Forti | 243 | 263111 | Computer Network and Systems Engineer | NS | NS | NS | NS | NS | NS | NS | S | NS | Strong |

**Not Applicable to Data (Unable to find comparison)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Team member for each occupation | List order of desirability  (Out of 799 jobs) | ANZSCO | Occupation | Further notes: |
| Alexander Mirtsopoulos | - | - | Professional Gamer: League of Legends | It should be noted that all sportspersons came up under section 5, so it is assumed that this role would not be in national shortage with moderate future demand. |

The following skillset tables for each individual person were made utilising the data out of the Burning Glass spreadsheet {reference}.

|  |  |  |
| --- | --- | --- |
| John Gionis: Mechanical Engineer | | |
| **IT SPECIFIC SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill Desired by Employer** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 7 | Technical Support | 8,700 |
| **GENERAL SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill Desired by Employer** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 1 | Communication Skills | 44,367 |
| 2 | Problem Solving | 16,445 |
| 5 | Team Work/ Collaboration | 14,364 |
| 11 | Leadership | 5,144 |
| 12 | Time Management | 5,059 |
| 13 | Mentoring | 4,538 |
| 22 | Building Effective Relationships | 2,473 |
| 28 | Project Planning and Development Skills | 1,581 |

|  |  |  |
| --- | --- | --- |
| Jaideep Singh: ICT developer/programmer | | |
| **IT SPECIFIC SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill Desired by Employer** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 2 | JavaScript (for React framework) | 15,368 |
| 5 | Building Relationships (with clients) | 9,326 |
| 19 | Git | 5,599 |
| 37 | Front-end Development | 3,833 |
| 39 | Software Development | 3,708 |
| 162 | Application Development | 1,220 |
| 165 | System and Network Configuration | 1,198 |
| **GENERAL SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill Desired by Employer** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 1 | Communication Skills | 44,367 |
| 4 | Writing | 15,590 |
| 5 | Team Work/ Collaboration | 14,364 |
| 22 | Building Effective Relationships | 2,473 |
| 26 | Computer Skills | 1,848 |

|  |  |  |
| --- | --- | --- |
| Anthony Forti: Systems Engineer | | |
| **IT SPECIFIC SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill Desired by Employer** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 7 | Technical Support | 8,700 |
| 50 | Computer Hardware/Hardware Knowledge | 3,202 |
| 89 | Network Installation | 1,984 |
| 91 | Big Data | 1,939 |
| 92 | Systems Analysis | 1,932 |
| 99 | Configuration Management | 1,856 |
| 115 | Printers | 1,667 |
| 120 | Troubleshooting Technical Issues | 1,612 |
| 141 | Network Hardware/Software Maintenance | 1,425 |
| 146 | Repair | 1,374 |
| **GENERAL SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill Desired by Employer** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 1 | Communication Skills | 44,367 |
| 4 | Writing | 15,590 |
| 5 | Team work/ Collaboration | 14,364 |
| 6 | Troubleshooting | 11,471 |
| 22 | Building Effective Relationships | 2,473 |
| 26 | Computer Skills | 1,848 |

|  |  |  |
| --- | --- | --- |
| Alexander Mirtsopoulos: Professional League of Legends player. | | |
| **IT SPECIFIC SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill Desired by Employer** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 3 | Microsoft Windows | 13,085 |
| 5 | Building Relationships | 9,326 |
| **GENERAL SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill Desired by Employer** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 1 | Communication Skills | 44,367 |
| 2 | Problem Solving | 16,445 |
| 5 | Team Work/ Collaboration | 14,364 |
| 7 | Planning | 11,315 |
| 26 | Computer Skills | 1,848 |
| 43 | Self-Motivation | 402 |

|  |  |  |
| --- | --- | --- |
| John Alexandrou: Security Engineer | | |
| **IT SPECIFIC SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill Desired by Employer** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 36 | Firewalls | 3,839 |
| 39 | Software Development | 3,708 |
| 73 | Information Security | 2,420 |
| 143 | Network Security | 1,393 |
| 162 | Application Development | 1,220 |
| 165 | System and Network Configuration | 1,198 |
| **GENERAL SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill Desired by Employer** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 1 | Communication Skills | 44,367 |
| 2 | Problem Solving | 16,445 |
| 4 | Writing | 15,590 |
| 5 | Team Work/ Collaboration | 14,364 |
| 22 | Building Effective Relationships | 2,473 |
| 26 | Computer Skills | 1,848 |

|  |  |  |
| --- | --- | --- |
| Emily Ng: Web Developer | | |
| **IT SPECIFIC SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill Desired by Employer** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 2 | JavaScript | 15,368 |
| 17 | HTML5 | 5,852 |
| 28 | Website Production | 4,540 |
| 40 | CSS | 3,683 |
| 88 | User Interface (UI) Design | 1,998 |
| 121 | Web Development | 1,603 |
| **GENERAL SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill Desired by Employer** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 1 | Communication Skills | 44,367 |
| 2 | Problem Solving | 16,445 |
| 5 | Team Work/ Collaboration | 14,364 |
| 9 | Creativity | 7,475 |
| 26 | Computer Skills | 1,848 |

Interestingly, it should be noted that all teammates require vastly different IT Specific Skills, with a maximum of two teammates sharing a particular IT-Specific Skill. A list comparing these would be therefore useless and not beneficial.

|  |  |  |
| --- | --- | --- |
| **Most common General skills that team has in common** | | |
| **Ranking Number of Skill Desirability** | **Name of skill** | **Amount of teammates that require this skill** |
| 1 | Communication Skills | 6 |
| 5 | Team Work/ Collaboration | 6 |
| 26 | Computer Skills | 5 |

From this data, it is shown that good communication and teamwork are greatly demanded skills that employers are searching for. This is especially evident as all jobs specified that communication and teamwork were required

The following table represents each skill that is not included in each team members skillset, by rank of desirability.

|  |  |  |
| --- | --- | --- |
| John Gionis: Mechanical Engineer | | |
| **IT SPECIFIC SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill not included** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 1 | SQL | 17,570 |
| 2 | JavaScript | 15,368 |
| 3 | Microsoft Windows | 13,085 |
| **GENERAL SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill not included** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 3 | Organisational Skills | 15,844 |
| 4 | Writing | 15,590 |
| 6 | Troubleshooting | 11,471 |

|  |  |  |
| --- | --- | --- |
| Jaideep Singh: ICT developer/programmer | | |
| **IT SPECIFIC SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill not included** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 1 | SQL | 17,570 |
| 3 | Microsoft Windows | 13,085 |
| 4 | JAVA | 12,228 |
| **GENERAL SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill not included** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 2 | Problem Solving | 16,445 |
| 3 | Organisational Skills | 15,844 |
| 6 | Troubleshooting | 11,471 |

|  |  |  |
| --- | --- | --- |
| Anthony Forti: Systems Engineer | | |
| **IT SPECIFIC SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill not included** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 1 | SQL | 17,570 |
| 2 | JavaScript | 15,368 |
| 3 | Microsoft Windows | 13,085 |
| **GENERAL SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill not included** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 2 | Problem Solving | 16,445 |
| 3 | Organisational Skills | 15,844 |
| 7 | Planning | 11,315 |

|  |  |  |
| --- | --- | --- |
| Alexander Mirtsopoulos: Professional League of Legends player. | | |
| **IT SPECIFIC SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill not included** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 1 | SQL | 17,570 |
| 2 | JavaScript | 15,368 |
| 4 | JAVA | 12,228 |
| **GENERAL SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill not included** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 3 | Organisational Skills | 15,844 |
| 4 | Writing | 15,590 |
| 6 | Troubleshooting | 11,471 |

|  |  |  |
| --- | --- | --- |
| John Alexandrou: Security Engineer | | |
| **IT SPECIFIC SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill not included** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 1 | SQL | 17,570 |
| 2 | JavaScript | 15,368 |
| 3 | Microsoft Windows | 13,085 |
| **GENERAL SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill not included** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 3 | Organisational Skills | 15,844 |
| 6 | Troubleshooting | 11,471 |
| 7 | Planning | 11,315 |

|  |  |  |
| --- | --- | --- |
| Emily Ng: Web Developer | | |
| **IT SPECIFIC SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill not included** | **Number of Job Posts Looking For this skill (24/12/17 to 21/03/18)** |
| 1 | SQL | 17,570 |
| 3 | Microsoft Windows | 13,085 |
| 4 | JAVA | 12,228 |
| **GENERAL SKILLS** | | |
| **Ranking Number of Skill Desirability** | **Skill not included** | **Number of Job Posts Looking For this skill** **(24/12/17 to 21/03/18)** |
| 3 | Organisational Skills | 15,844 |
| 4 | Writing | 15,590 |
| 6 | Troubleshooting | 11,471 |

* Having looked at the Burning Glass (or similar) charts, has each individuals’ opinion of their ideal job changed? Why or why not?

Individual section: Voice brief opinion

John Gionis: This data has made me feel a lot less nervous about following my ideal career path as a mechanical engineer, since it is shown that this job is the 17th most desirable occupation from the Australian Government. This means that I should have little trouble finding employment (such as my ideal job) that suits me.

APPENDIX MATERIAL:

A1: Skills Priority list (Attach Document)



A2 + A3: Burning Glass IT Specific and General Skillset Ranking between 24/12/17 to 21/03/18 {attach document}

