# Alex

Alex’s dream job is to work as a Cyber Security Specialist. Along with 32% of professionals who enter the IT industry (ACS Australia, 2022, p. 41). Alex has been drawn to this field by the high flexibility in working hours and locations. (National Skills Commission, 2021, p. 12) projects a strong future demand for both Cyber Security and ICT Security Specialists as well as a national shortage of Security Consultants (National Skills Commission, 2021, p. 12). The recent spike in demand for Cyber Security Specialists is because “cyber crime losses in Australia reached $33 billion over the 2020-2021… well-developed cyber capabilities will be key to limiting these attacks”. As a result, many recent changes have been made in the Cyber Security sector, including “$60 million in grant funding was made available through the Cyber Security Skills Partnership Innovation Fund” (ACS Australia, 2022, p. 12), and “a dedicated minister to the area in the Australian Parliament” (ACS Australia, 2022, p. 4). The field of Cyber Security is in particularly high demand, and will likely stay that way for the foreseeable future.

# Chris

Chris dreams to be an IT team Leader for – specifically for the Canberra Deep Space Communication Complex. According to (ACT Government, n.d.), the station is internationally funded , as it “is part of NASA's Deep Space Network (DSN)”. Due to the unique nature of the position alongside it’s international importance, this job position highly competed for, but will likely see long-term funding – this means lower demand for labour with higher job stability. Chris’s “Team Scores” test showed his most suited team roles are as an Expert, a Team Player, and a Completer. According to (Burning Glass Technologies, 2018) these positions align strongly with the top three skills in greatest demand (communication, problem solving and organization). Chris will need to maintain high-demand skills throughout his career, as the Team Leader positions are in particularly low demand, in contrast to other IT roles. According to (Burning Glass Technologies, 2022) only 3,383 positions out of 12,153 IT job positions were senior positions. This means that within the IT industry in Australia, senior positions represent less than one third of all available jobs. Chris has many skills which are in high demand, and is aiming for a position which is in relatively low demand.

# Ida

Ida’s dream job position is Quality Assurance Test Engineer, within the biomedical industry. According to (ACS Australia, 2022, p. 57), the ICT and biomedical industries respectively see the highest, and third highest amount of R&D funding per year; with $7.1 million to ICT, and $2.2 million to biomedicine in the year 2019-2020. Despite the high funding granted to research, (National Skills Commission, 2021) reports a national shortage of Quality Assurance Managers and predicts a strong future demand. These figures are firmly supported by (Burning Glass Technologies, 2022), which suggests Quality Assurance Managers are the 4th most highly demanded position by employers. Ida’s dream job position is in very high demand, has access to ample funding. Due to the field being so R&D dependent, it is worth noting that these conditions may change over time, as particular research drifts in and out of focus.

# Glenn

With previous experience in the field, Glenn’s dream job is to be a IT Hardware Technician, working with point-of-sale (POS) systems. According to (ACS Australia, 2022, p. 45) nearly all IT fields have seen a net inflow of workers over the past year, except Hardware Technicians which have seen approximately 0.5% decrease in available workers over this time. This may be due to a shortage of workers, however (ACS Australia, 2022) also goes on to say that “work-related departures are still below pre-pandemic levels”. This data suggests that the net outflow of workers is not likely due to skilled workers leaving the industry – it is more likely due to shortages of available work. Despite these figures suggesting a potentially low demand for hardware technicians, (National Skills Commission, 2021, p. 10) claims a national shortage of hardware technicians, with strong future demand. The strong future demand, and national shortage of workers seems contradictory to the current outflow of workers. This may be explained by a low rate of workers returning to this field once they have left a job. This is positive for prospective hardware technicians, because it contributes to high likelihood of strong future demand.

# Ash

Ash’s dream job is to be a Manager in the field of Cyber Security. According to (Australian Government, n.d., p. 4) is one of the eight fields in which “Rapid change means Australia faces current shortages”. As a result ethe Australian Government has spent “$230 million… for the period up to 2020” (Australian Government, n.d., p. 43). This is a huge influx of funding to the Cyber-Security industry, and means greater job opportunities for prospective and existing workers. Hough management roles make up a lower portion of jobs than frontline roles, (Burning Glass Technologies, 2022) lists Project Management as the fifth-most desired specialized skill in the IT industry. Management roles appear to be in moderate demand, while Cyber Security roles are currently in very high demand, due to the rapidly evolving nature of the Cyber Security. Ash’s dream job seems to be in high demand, but he will need to maintain his skills, in order to keep up with the industry.

# Lachie

Lachie’s dream job is to be a .NET Developer in the High Voltage Testing industry. Although the figures regarding this specific industry are unclear due to the international nature of the work, the demand for .NET development in Australia is quite low. In the year 2020, less than 5% of IT roles asked for any kind of .NET development skills (Burning Glass Technologies, 2022). Despite a low number of positions calling for these skills, (National Skills Commission, 2021) predicts a strong future demand for programmers and developers. This would suggest that despite low numbers of positions calling for these specific skills, there are not enough programmers in the work force to fill these roles. This position may be difficult to attain given it’s scarcity, but is likely to be in reasonable demand for a long time.

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