

Talent *Guide*

“Powering Strategic
Workforce Decisions”

Projects &
Technology
edition



REAL DATA

REAL STRATEGIES

REAL PLANS

PT

talentpath
RECRUITMENT

2025 2026

Introduction

Powering Strategic Workforce Decisions

This guide is your strategic advantage in planning for the future.

In an era where business success is defined by the strength of its people, workforce planning is no longer just a HR initiative, it's a critical business strategy. As decision-makers prepare for the 2025/26 financial year, having real-time, data-driven insights into talent trends, salary benchmarks, and workforce dynamics isn't just helpful, it's essential.

That's where the Talentpath Talent Guide comes in. **Repurposed specifically for recruitment and workforce planning leaders**, this guide transforms raw talent data into actionable intelligence, helping organisations **make smarter, more informed decisions about headcount planning, budget allocation, and workforce investment.**

This resource is designed to offer critical insight into;

- What is driving the talent market and how your strategy and budget allocation connects to your existing and prospective talent.
- What are the essential workforce strategies to attract and retain top talent.
- Developing people strategies that are financially efficient and have a high ROI.

As businesses navigate talent shortages, shifting employee expectations, and economic uncertainty, the ability to budget effectively for the most important asset, your people, has never been more crucial.

We look forward to partnering with you to build a high-performing and resilient workforce.

Talentpath Recruitment Team

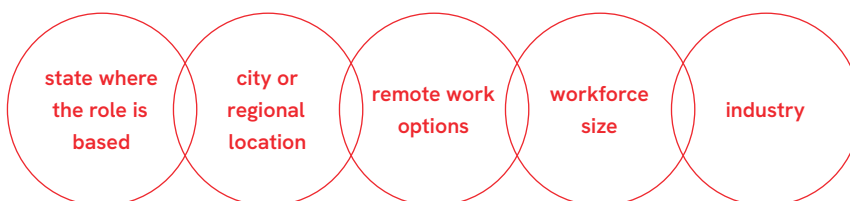
Salary Guide

Projects & Technology

Projects & Change	24/25
Change Manager	\$160 - 220k
Project Manager	\$130 - 250k
Program Director	\$210k+
Change Analyst	\$120 - 160k
Business Analyst	\$120 - 160k
Data Analyst	\$90 - 160k
Reporting Analyst	\$90 - 140k
IT Manager	\$100 - 140k
Enterprise Architect	\$140 - 200k+
Solutions Architect	\$130 - 200k+
Systems Administrator	\$70 - 100k
Systems Developer	\$80 - 140k

*salary figures are base only - super not included in bands

Our salary banding is based on national data and considers the following factors:



Turning Talent Insights into Strategic Workforce Investment: **A Guide for FY25/26**

As businesses enter planning mode for the 2025/26 financial year, the smartest organisations are taking a people first approach.

These insights aren't just interesting, they're essential to shaping the talent strategies that will set high-performing teams apart in the year ahead.

Based on exclusive insights from Talentpath's 24/25 Talent Guide survey, we've uncovered critical trends across the Projects & Technology community that can directly influence how businesses attract, engage, and retain their most valuable asset; their people.

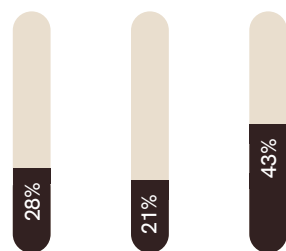
With salaries, workforce development, and retention strategies often making up a significant portion of operational budgets, now is the time to ensure every people decision is informed by real data.

1. *Prioritise Progression Clarity to Curb Attrition*

60% of Projects & Tech talent expecting to change jobs, the highest of all divisions in our Talentpath Talent Guide, and 45% lacking a professional development plan, the risk of turnover is significant.

Strategic action: Allocate budget for career framework design and mentoring access. Integrate career mapping into workforce planning cycles and measure impact through retention and internal mobility data.

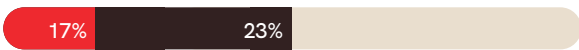
2. *Enable Learning Pathways to Retain Top Talent*



28% receive no flexibility or financial support for study, and 21% aren't sure what's offered, despite 43% stating L&D is critical to job satisfaction.

Strategic action: Make L&D investment visible in your budget planning. Create clear, funded pathways for study support, and tie learning outcomes to role progression and retention strategies.

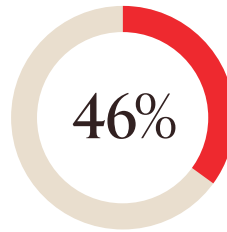
3. Invest in Career Support to Unlock Potential



Only 17% feel supported in their progression, and 23% feel unsupported altogether. A third want better access to senior leaders.

Strategic action: Budget for structured mentorship, leadership engagement, and coaching programs. Ensure leaders are accountable for development conversations and track ROI through promotion data and engagement surveys.

4. Address Burnout Through Targeted Wellbeing Measures



Despite improvements in anxiety and fatigue levels, burnout has increased, and 46% report experiencing multiple wellbeing impacts.

Strategic action: Factor wellbeing programming into annual workforce budgets, focus on manager education, realistic workload planning, and burnout prevention initiatives that reflect industry demands.

5. Build Reward Frameworks That Reflect Evolving Preferences

Top motivators include :

- 1 Salary increases
- 2 Promotion opportunities
- 3 Verbal one-on-one recognition

Strategic action: Budget for meaningful, tiered rewards that go beyond pay. Include personal recognition in leadership training, and use performance planning to align advancement opportunities with skill development.

6. Attract with Culture, Retain with Leadership & Structure

Drivers for leaving include:

- 1 Lack of career progression
- 2 Culture
- 3 Senior leadership impact



especially for **women**.

Strategic action: Include culture-building and leadership accountability as line items in strategic workforce planning. Elevate EVP strategies that showcase inclusive leadership, clear pathways, and organisational values.

These insights aren't abstract, they're a blueprint. Your workforce strategy doesn't just live in your HR team; **it's a line item in your budget, a lever in your growth plan, and a reflection of your values as a business.** We'd love to help you use these insights not only to plan for the year ahead, but to build a workforce ready for what's next.

Projects & Technology

Projects & Technology trailblazers are strategic visionaries who are wired to translate ideas into impactful solutions. They thrive on leading teams through periods of growth and transformation, tackling challenges head-on while streamlining processes to make everyone's workday a breeze. These individuals seamlessly blend technical expertise with a human-centric approach, ensuring your business stays ahead of the curve.

Give them the tools they need to keep innovating by offering salary raises, a top-notch development program and flexible hours that allow their creativity to flow and their solutions to shine.



60% of Projects & Technology talent expect to **change jobs** in the next year.

* This is the highest of all divisions

35% are **currently job hunting**.

Top three factors that would attract Projects & Technology talent to a **new role:**

- 1 Salary
- 2 Flexible working
- 3 Clear career pathways



of Projects & Technology talent say **professional learning** and **development opportunities** are very important to their job satisfaction.

Top three factors that would attract Projects & Technology talent to a **new organisation:**

- 1 Culture
- 2 Values alignment
- 3 Senior leadership / executive team

Top three factors that contributed to Projects & Technology talent **leaving their last role:**

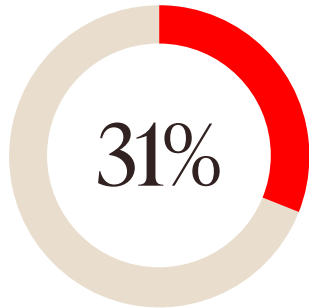
Men:

- 1 Salary
- 2 Lack of career progression
- 3 Work life balance

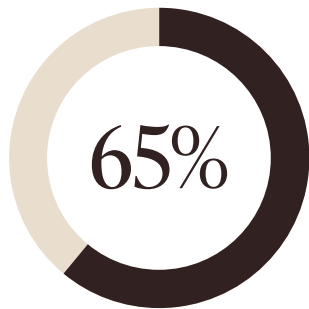
Women:

- 1 Lack of career progression
- 2 Feeling unfulfilled
- 3 Senior management / executives

Top three ways Projects & Technology talent like to be rewarded for their work:



31% of Projects & Technology talent are **always or often** contacted for work purposes outside of standard hours.



65% of Projects & Technology talent think it is **reasonable** to be contacted by their employer outside of working hours.

“Do you feel comfortable in your workplace to do any of the following?”



Express your own ideas & opinions (87%)

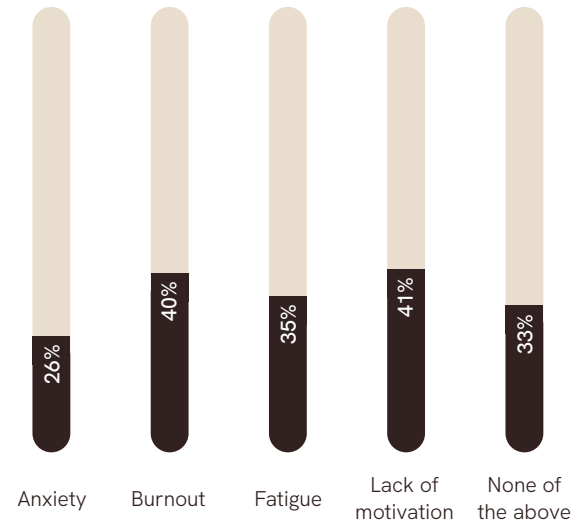


Take risks (56%)



Make mistakes (63%)

“In the last 12 months, has your ability to perform your best in your role been impacted by any of the below?”



*These numbers have slightly decreased from last year.

45% of Projects & Technology talent **do not** have a **professional development plan.**

* This is the highest of all divisions.

39% of Projects & Technology talent say their organisation can **better assist** career progression with **mentoring & coaching programs.**

Your blueprint to *Budgeting* and *Planning*.

