



# PROJECT MANAGEMENT Industry Report - 2023

*Opportunities / Trends / Skills & Qualifications*



# PROJECT MANAGEMENT

## Industry Report

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**Project management is a fast-growing industry in Australia. Not only is it growing as a specific discipline, it is also an essential skill in a large range of jobs and industries.**

In all industries and regions of Australia, there are a range of opportunities for project managers, as project management skills and experience are in increasing demand.

Project management roles continue to be in [high demand](#).

#### Some key examples include:

- Business
- Mining
- Construction and Engineering
- Finance and Insurance
- Healthcare
- Manufacturing
- Law
- Defence and Aerospace
- Renewable energy
- IT
- Education
- Aviation
- Government

### INDUSTRY SNAPSHOT

The interesting feature of project management is that it is becoming both a universal skill and a specialist skill.

In occupations and companies across the spectrum, employees are being asked to oversee projects. These can range from small scale, simple projects, such as identifying a new photocopier service for a company to overseeing large scale, complex projects – like the development of a new mine site, implementation of an IT system or managing part of a major event.

At Churchill Education, we have seen clients come through with both a generalist project management skill set used in the course of another role and a higher level, specific skill set.

[Detective Inspector and Project Director Brett Baddock](#) who achieved an [Advanced Diploma of Program Management](#) is a great example.

Increasingly, project managers are regarded as a central element in most organisations, particularly when it comes to change management – something very important in a rapidly changing business landscape.

As at July 2023 [Seek](#) reported that there are currently 11,000 Project Management job openings in Australia and a 9.3% projected job growth in the next 5 years.

[PMI](#) reports that '2.3 million people will be need each year to fill all of the project management oriented positions expected to open by 2030.

According to [Indeed](#) the average annual base salary for Project Managers is \$130,185



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## EMERGING TRENDS

According to our 2023 research, there are 4 main emerging project management trends.

### Trend #1: Projects will increasingly be impacted by **artificial intelligence** and data technology

- Artificial Intelligence technology is likely to automate many administrative duties.
- Scheduling and tactical planning will be carried out in the first instance by Artificial Intelligence from hard data.
- Project Managers' focus will shift to leveraging technology to achieve more value. E.g. AI generated schedules, risk logs and cost estimates.

### Trend #2: Demand for '**Power Skills**' (aka soft skills)

Increasingly the most critical skills for project managers are the skills previously labelled 'soft skills'. According to this [report](#) by PMI, the top power skills for project professionals are:

1. Communication
2. Problem-solving
3. Collaborative leadership
4. Strategic thinking

### Trend #3: Customised / hybrid Project Management methods and approaches

- To respond to rapid change, organisations are requiring increased flexibility in project management methodologies.
- Tools and content on agility and change.
- Prioritisation of speed to market and change readiness, over processes and procedures.

### Trend #4: Rise of **Remote & Contract Work**

As an on-flow from the covid years, more and more project professionals are preferring to work from home. Increasingly people want flexible work arrangements and contracts rather than office-based full-time positions.

This 'gig economy' impacts how project managers do their work. **DPM** states that, 'Remote project management comes with a new set of challenges in time, people and task management.'

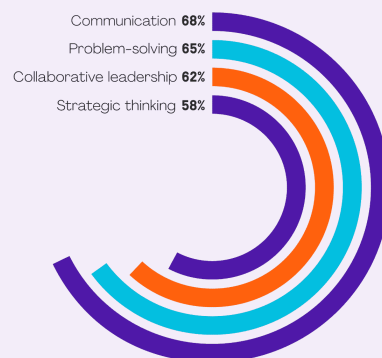
As a result, the new generation of project managers will need to be adept at keeping a project flowing smoothly when teams are in different time zones and locations, and may also be working on other contract projects.

## Which Skills Will Deliver a Career Advantage?

Fine-tuning power skills — or soft skills — can elevate leadership abilities and boost career opportunities. These behaviors are the most critical to develop, according to project professionals:



Source: Pulse of the Profession® 2023, 14th Edition





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## PROJECT MANAGEMENT SKILLS & QUALIFICATIONS REQUIREMENTS

Project management skills are highly transferrable and in demand in a range of Australian industries.

Project management positions are required by many large and small companies, in a range of industries, from mining and construction to business and IT. Project management skills are also highly valued in a number of public sector departments including defence, police, emergency services, government investigations and health.

**Employers are looking for project managers that are:**

- Experienced and skilled at creating, negotiating and coordinating changes to projects, contracts and programs.
- Adept at dealing positively and productively with a range of stakeholders and resolution of any issues.
- Able to demonstrate a proven track record for achieving project timelines and meeting budget constraints.
- Experienced with finalising projects, providing detailed reporting, analysing data and recommendations for process improvements.

**Useful project management skills include:**

- Leadership skills
- Change management
- Conflict resolution
- Attention to detail
- Vision and big picture thinking
- Communication skills
- Negotiation skills
- Aptitude with rapidly changing AI tools
- Diverse team management

### Qualification Requirements

Formal qualifications are not necessarily mandatory for entering the project management industry. However, job advertisements largely require the successful applicant to hold formal qualifications in Project Management and also Program Management.

We read a range of advertisements for roles that required some project management responsibilities. There are some key soft skills that consistently rise to the top of the list:

#### 1. Outstanding stakeholder management

Projects require people to pull together, turning a project from an idea into a result. Make no mistake, knowing how to manage all the people and keep them focused on a common goal is going to test your project management skills.

#### 2. Thriving through change

Projects are inherently about change. Change is the constant so successful project managers need a foundation of resilience. They must be able to lead a team through ambiguity and thrive in complexity.

#### 3. Strong work ethic

How often have you seen a project start and then never finish? Pushed to the side when it gets too hard or work mounts up in other areas. Incomplete or partially completed projects cost companies dearly so it is important that successful project managers have a strong work ethic to see projects through to completion.

#### 4. Action oriented

Decisions need to be made throughout the life of a project and action needs to be taken. No-one needs a project manager who gets stuck and can't make a decision. This role calls for the type of person who can weigh the options and take action.

#### 5. Balancing the Big Picture with the Detail

Projects are a playground for numbers – budgets, timelines, resource allocation, personnel and KPIs. An effective project manager needs to enjoy both – drilling down into the detail when required to ensure the big picture is realised.

So, when you are responding to advertisements for these types of positions and sitting in an interview, be ready for some examples of how you have effectively managed projects to completion. Think about how you brought people together and overcame problems through your ability to plan, pivot and persist.



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### PROJECT MANAGEMENT QUALIFICATIONS & RECOGNITION OF PRIOR LEARNING (RPL)

#### What is the **BSB40920 Certificate IV in Project Management Practice** about?

At the Certificate IV level you are someone who is able to work autonomously, and apply project management skills in a variety of contexts. You are likely to be a member of a project team, responsible for undertaking certain components of the overall project delivery. You are in a support role, not responsible for the overall outcome. You are adept at using project tools and methods to support the aims of the project.

There are no pre-requisites to enrol in the BSB40920 Certificate IV in Project Management Practice. It is comprised of nine units of competency – three of which are core units (compulsory) and six elective units (which allows some range to match your experience or interests to particular units).

The core units focus on the ability to apply project management techniques, manage timelines and adhere to project management quality standards.

Elective units include a wide range of topics including budgeting, human resources management, IT, communications, risk assessment, procurement, stakeholder engagement, contract law, WHS policies, data management, data analysis, data presentation, cyber security, environmental sustainability, governance and policy implementation.

#### Examples of Position Titles relevant to Certificate IV level work:

- Project Administrator/Coordinator
- Project Records Officer
- Project Analyst
- Contracts Officer
- Quality Officer
- Small Business Operator

#### What is the **BSB50820 Diploma of Project Management** about?

At the Diploma level you are someone who is able to apply project management skills in a leadership capacity. You may have managed projects in a number of contexts and industries. You have experience at the management and leadership level, and are responsible for project objectives. You have well established project management knowledge and a range of specialist, managerial and technical skills. You use your skills to plan, implement and review your own work and that of a team.

There are no pre-requisites to enrol in the BSB50820 Diploma of Project Management. It is comprised of 12 units of competency – eight of which are core units (compulsory) and four elective units (which allows some range to match your experience or interests to particular units).

The core units focus on the ability to manage all elements of a project, including scope, timeline, quality, budget, HR, IT & Communication, risk and integration.

Elective units can be selected from a range of management topics including managing IT systems, building innovative working environments, continuous improvement, stakeholder engagement, governance, sustainability, data management, Work Health & Safety and team leadership.

#### Examples of Position Titles relevant to Diploma level work:

- Project Manager (industry specific)
- Project Leader/Team Leader
- Project Contract Manager
- Program Managers
- Project Analysts
- Project Contract Managers
- Construction Managers
- Health and Welfare Service Managers
- Software/ICT Managers
- Engineering Project Manager



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### What is the BSB60720 Advanced Diploma of Program Management about?

At the Advanced Diploma level of your career, you are someone who applies specialist skills and knowledge, combined with program management experience across a range of sectors.

A program is a set of connected projects. A program manager is responsible for the outcomes of multiple interrelated projects and the teams that undertake these projects. At this level, you are an individual who uses initiative and skill to design, plan, direct and lead a range of functions, with responsibility for individual and team performance.

You use well developed communication and reasoning skills to analyse a variety of information, and share your knowledge with team members. You use conceptual and creative skills to solve complex problems.

There are no pre-requisites to enrol in the BSB60720 Advanced Diploma of Program Management. It is comprised of 12 units of competency – four of which are core units (compulsory) and eight elective units (which allows some range to match your experience or interests to particular units).

The core units focus on the ability to execute a program, engage stakeholders, implement governance and manage benefits.

Elective units include a wide range of topics from finance management and organisational change, to developing emotional intelligence in teams and risk analysis.

### Examples of Position Titles relevant to Advanced Diploma level work:

- Program manager
- Senior delivery manager
- Program manager health
- Program delivery manager
- Program director
- Strategic project manager

### Gathering Evidence from your Project Management career for RPL

We help people from all over Australia turn their project management experience into Project Management qualifications and the question we are always asked is what evidence do I need to produce?

The list of evidence required varies depending upon the level of project management you are completing in your work.

But a simple starting place is to think of the evidence for your RPL application just like managing a project:

#### What is your role in the project?

Are you responsible for completing a part of a project – perhaps representing the component your team has to contribute to a wider project? Or are you the Project Leader, coordinating the whole project and reporting up to a project sponsor? Or perhaps you are the Project Sponsor and the whole project will fall at your feet in terms of ultimate accountability.

#### What action do you take in the project?

What do you plan? How do you monitor it? How do you control on the project? How do you report on the project?

#### What documents did you prepare for the projects you work on?

Gather up some examples of your projects and this is a great start. Don't forget to lay your hands on the old project management faithful if you can – the Gantt chart!

As always, we will guide you on the full evidence you will require once we have established your eligibility through our free preliminary assessment.

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### WHAT OTHER QUALIFICATIONS COMPLEMENT A PROJECT MANAGEMENT CAREER?

It makes sense that a career in Project Management focuses on acquiring Project Management qualifications. But what other qualifications are also valued in this field?

In preparing this report, we spent considerable time reviewing online job advertisements and position descriptions to see what other skills and qualifications employers are looking for.

The specialist complementary skills and qualifications we often found mentioned were:

- Leadership and Management skills
- Business Skills
- Logistics Experience
- Work Health & Safety qualifications
- Security and Risk qualifications
- Human Resources qualifications

From there, it helps to align the qualifications to a similar level that sits with your Project Management qualification.

### CERTIFICATE IV LEVEL

If you are at certificate IV level in project management, then you could consider adding some academic recognition of your skills and knowledge in one or more of the following qualifications:

**For project management positions in business and people management:**

BSB40120 Certificate IV in Business\*  
BSB40420 Certificate IV in Human Resource M'ment  
BSB40520 Certificate IV in Leadership & M'ment

**For project management positions requiring specialist/technical skills:**

BSB41419 Certificate IV in Work Health and Safety  
CPP40719 Certificate IV in Security Management

### DIPLOMA LEVEL

If you are at diploma level in project management, then you could consider adding some academic recognition of your skills and knowledge in one or more of the following qualifications:

**For project management positions in business and people management:**

BSB50120 Diploma of Business\*  
BSB50320 Diploma of Human Resource M'ment  
BSB50420 Diploma of Leadership and M'ment

**For project management positions requiring specialist /technical skills:**

BSB51319 Diploma of Work Health and Safety  
TLI50221 Diploma of Logistics  
PSP50416 Diploma of Government Investigations

### ADVANCED DIPLOMA LEVEL

If you are at advanced diploma level in program management, then you should consider adding some academic recognition of your skills and knowledge in one or more of the following qualifications:

**For project management positions in business and people management:**

BSB60120 Advanced Diploma of Business  
BSB60720 Advanced Diploma of Program M' ment  
BSB60420 Advanced Diploma of Leadership and M' ment

**For project management positions requiring specialist/technical skills:**

BSB60619 Advanced Diploma of WHS

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*\*Also check business specialisations such as administration, cyber security, finance, leadership, operations and records & information management at Certificate IV level. At Diploma level consider the specialisations of business development, compliance, digital transformation and organisational development.*

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### PROJECT MANAGEMENT CASE STUDIES



#### BRETT

Detective Inspector and Project Director (multimillion dollar project) with WA Police Force, Brett Baddock, discusses his policing career from cadet to detective, and the rewarding challenge of moving into project management. He also talks about career stereotypes and the unexpected satisfaction of achieving an advanced diploma through Recognition of Prior Learning (RPL).

[Read his story...](#)



#### LISA

Career Progression for Working Mothers / Project Officer and Business Improvement Expert, Lisa Cox recently achieved three versatile qualifications through Recognition of Prior Learning. In the following story Lisa shares her career journey, discusses career change, being in the driver's seat of her career, navigating redundancy, and career progression for working mothers.

[Read her story...](#)



#### JEREMY

Australian mining expat, Jeremy Stone converted a lifetime of mining experience into an Advanced Diploma of Program Management, and three other high level qualifications through Recognition of Prior Learning.

[Read his story...](#)

[Read his story...](#)



We hope you found our Project Management Industry Report helpful. If you would like to find out what qualifications you might be eligible for through RPL, call us on **1300 793 002** or email us **hello@churchilleducation.edu.au**.