



Construction Insights

ELMO SOFTWARE'S 2026 HR INDUSTRY BENCHMARK REPORT (ANZ)



Key Trends

16%

experienced AI transformation in 2025 (43% predicted it)

84%

of HR professionals say AI works for them. Only 16% say it works extensively across their organisation.

23%

of HR leaders feel fully equipped to meet leadership expectations around AI.

Biggest challenges in construction HR for 2026

32%

see upskilling, cross-skilling or reskilling as the biggest hurdle

25%

say shortage of in-demand skills will be a challenge

21%

cite a shortage of labour

Construction Industry Benchmarks



The construction industry average cost per hire (\$16,589) is within 2-4% of the national averages.

New construction hires get up to speed 27% faster (32 days) than the national average in Australia.

~4.4% is the predicted base salary increase in the construction sector in 2026.

ABOUT THE REPORT

ELMO Software commissioned YouGov to survey 1,200 HR professionals across Australia and New Zealand. The objective is to provide in-depth, local data across key areas within HR's mandate.



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