

# EMPLOYEE INTENTIONS SURVEY – THE RESULTS

JULY 2010  
www.absolutelT.co.nz

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RECRUITMENT SPECIALISTS

## INTRODUCTION

Following on from the successful absolutelT January 2010 Employee Intentions Survey, we completed a similar survey in June 2010 of over 3,700 candidates. The results in this report gauge their employment intentions in the coming six months and compare these to the January 2010 survey.

The June survey confirms there is a growing trend towards a skill shortage due to talent emigration (brain drain) and a general increase in optimism within the IT employment market. We predict the latter will continue to grow well into the next year, and also foresee an increase in respondents seeking a new role over the next six months.

## IS THERE A BRAIN DRAIN ON THE WAY?

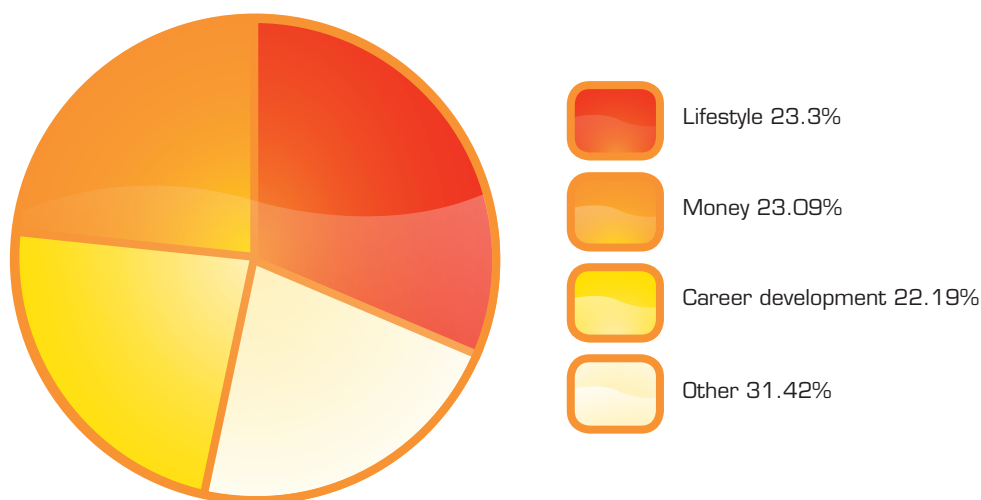
The June Survey also revealed that 35.18% of all respondents are considering working overseas. For these candidates Australia leads the way as the preferred destination at 45.57%, followed by the UK at 15.14%. Other preferred destinations are Asia, USA and Canada.

Of those considering emigration the main motivations for this were lifestyle 23.3% followed closely by remuneration 23.09%, and career development at 22.19%.

When asked how long they intended to spend overseas an alarming 29.57% selected indefinitely and 28.24% selected 2–5 years, clear evidence that the drain of skilled IT professionals is a growing reality and will come about sooner than initially anticipated.

Of those planning to move, almost a quarter (23.06%), intend to depart within the year. This data strongly supports the impending skill shortage in the IT sector due to emigration.

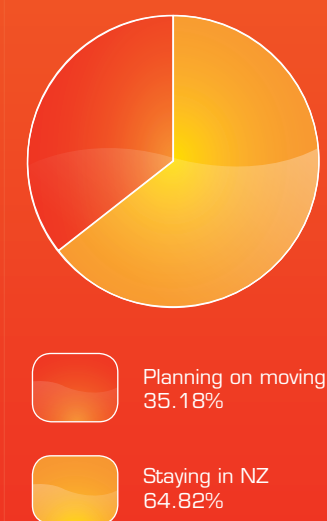
## MOTIVATIONS FOR EMIGRATION



## Take Outs

- 29.79% of those surveyed took a new role in the last six months.
- 82.47% are happy with their current employer; however surprisingly given this positivity, 68.71% are considering moving to a new role in the next 12 months.
- 68.47% use recruitment agencies as a channel to find work, followed closely by online job boards, then networking.
- Since January 2010 there is a measured increase of those now employed within the IT sector by 3.7%, contracting leads the increase with 2.26%.

## % of Respondents Considering Working Overseas



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## WILL I STAY OR WILL I GO?

In January 2010 we found that 67.04% of respondents intended to move to a new role within 12 months. Six months later, nearly half of the respondents have made this move already, this result reinforced our initial research which identified this trend and how local job churn has become a reality.

Encouraging for employers is that 82.47% of workers are happy with their current employer and would promote their workplace to others. Surprisingly given this positivity, 68.71% of these same respondents are considering moving to a new role in the next 12 months. Of those considering a change, 42.22% are keen to move now.

The common motivators for movement are that it's time for a change, lack of career progression and seeking a salary increase. When asked what would influence them to stay, the majority stated a salary increase, followed by a job promotion or gaining more challenging work.

## WHAT DOES THIS MEAN FOR EMPLOYERS?

To attract candidates considering a move, the main motivations for accepting a new job offer were an improved salary package at 28.74 %, an increase of 4.37% against the last six months. This was followed by career development opportunities 21.98%, dropping 1.91% against the last six months and more challenge in their work at 19.74%, which also decreased 1.9% in the last six months.

## FLEXIBILITY COULD BE THE KEY

In addition to these reasons, a growing trend which employers could do well in considering further is the desire for more flexibility in working arrangements.

This includes the option of working from home and flexibility when hours are worked. If we consider a top motivation for a large percent of those considering emigration is one of lifestyle, then this may also support the trend towards respondents looking for more flexibility in their package, providing them more lifestyle options and potentially helping counter the effects of the brain drain.

## COMPARISONS FROM OUR JANUARY REPORT

Contrasting our June results against January, those in employment has increased 3.7% since the last survey, with contracting increasing by 2.26%. This trend is consistent with other recent employment survey results.

When it came to sourcing a new position recruitment agencies are still considered the preferred channel, followed by online job boards (the most popular of these being Seek and Trademe) referrals, networking and word of mouth.

Career websites are also an important tool for employers when recruiting, with 36.25% of respondents stating that they visit employers' sites when looking for new roles. Therefore it definitely pays to ensure your website contains current and relevant information for the talent you're wanting to attract.

### About Us

absolutelT is New Zealand's leading IT recruitment solutions specialist with offices in Auckland, Wellington and London, UK.

We're proud of the excellent reputation we've built with our customers since our inception in 2000, many of these include NZ leading companies and government agencies.

We are the first and only NZ recruitment company to provide real-time data on the salaries, contract rates and benefits paid within the NZ IT Sector.

We hope you find our latest report to be an informative read. Should you wish to join our mailing list, email [recruitment@absolutelT.co.nz](mailto:recruitment@absolutelT.co.nz) to ensure you receive our market updates to keep you in the know.

**For further comment contact: Grant Burley, Director on 04 499 7848 or email [grant@absolutelT.co.nz](mailto:grant@absolutelT.co.nz)**