

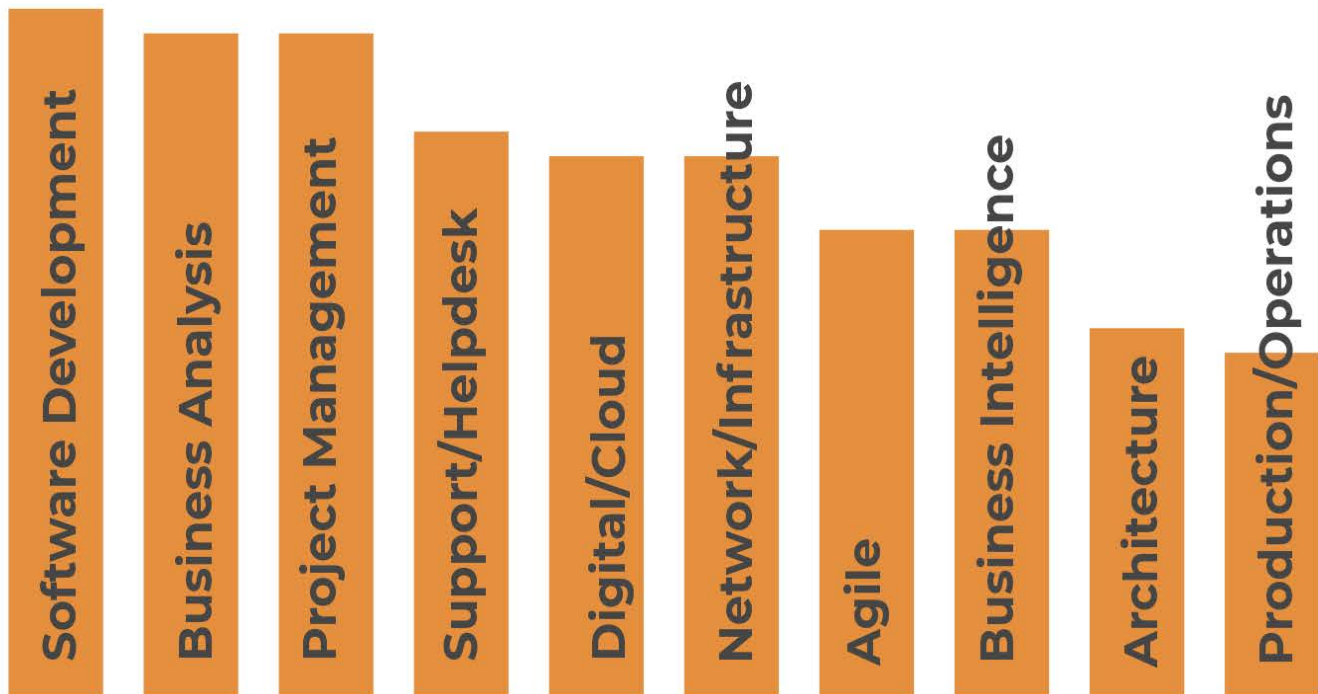
# IT Employer Report

March 2018



# 2018's most in-demand skills

Overall top 10 skills sought by IT employers for 2018



## Top 5 most in-demand skills: private vs public sector

### Private Sector

Software Development

Project Management

Support/Helpdesk

Networking/Infrastructure

Business Analysis

### Public Sector

Business Analysis

Project Management

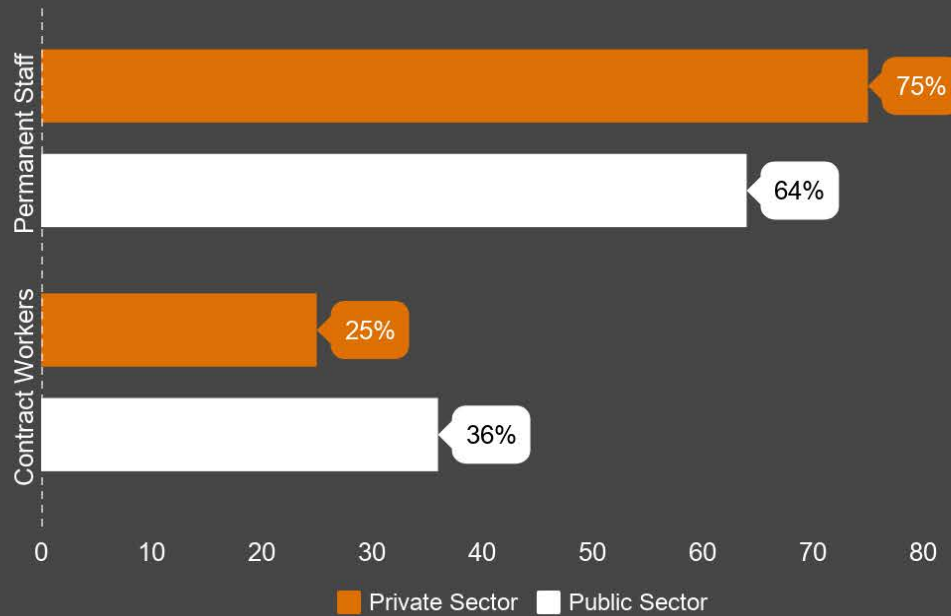
Support/Helpdesk

Digital/Cloud

Agile

# 79% of IT employers are planning to recruit in 2018

Overall, both private and public sector IT employers are planning to recruit **more permanent staff than contract workers** in 2018.



**Only 4% of IT employers are planning to decrease the size of their IT teams in 2018. This is mostly due to headcount cut, outsourcing and improved efficiency & productivity in their businesses.**

## Principal reasons to recruit in 2018

New projects

Higher customer demand

Replacement of staff

**28% of IT employers found it harder to attract tech talent compared to a year ago.**

# Training and development: IT employers' perspective

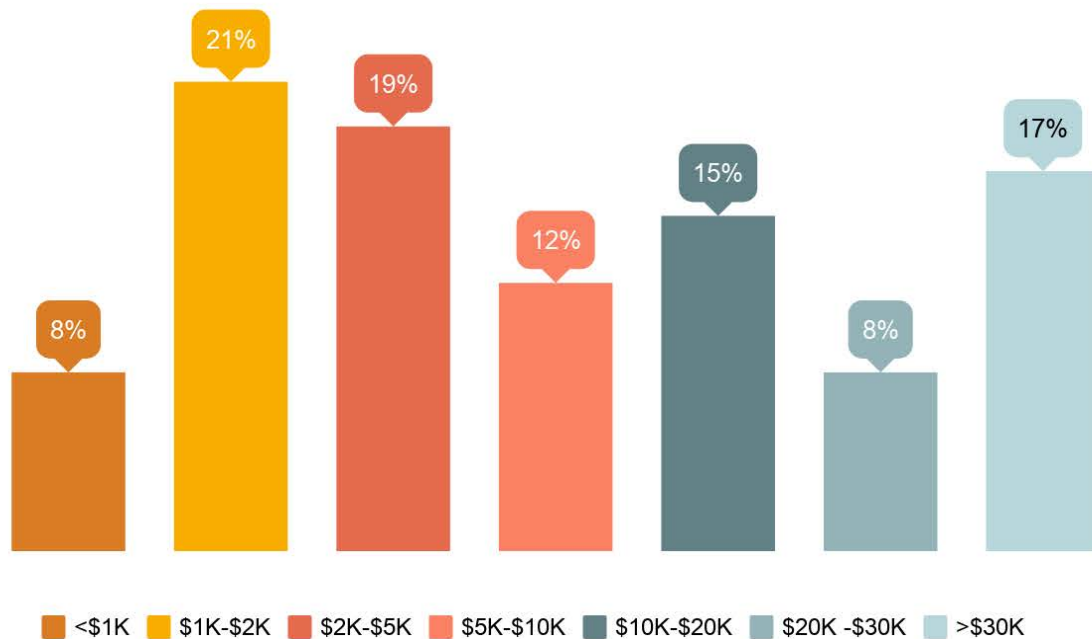
# 85%

of IT employers allocated budget towards training and development of their IT staff in 2017.

# 60%

of IT employers allocated this budget as a fixed amount per person. 19% allocated it as a percentage of revenue.

How much did IT employers spend on training and development in 2017?



## The average amount that IT employers spent on training and development in 2017?

# \$11,986

The average spend for the public sector comes in slightly higher than the private sector at \$12,144, compared to \$11,902.

## The median amount that IT employers spent on training and development in 2017?

# \$7,500

This means half of IT employers spent above \$7,500 and half spent below \$7,500 on training and development in 2017.

# Biggest business challenge IT employers foresee for 2018?

## Attracting and retaining staff

### Top three business challenges in private sector:

- Attracting and retaining staff
- Growing market share
- Creating a positive workplace culture

### Top three business challenges in public sector:

- Attracting and retaining staff
- Creating a positive workplace culture
- IT systems that support flexible working conditions

**58% of IT employers included social and corporate responsibility initiatives for their 2018 business plan.**

### Their top three focus areas for 2018 are:

- 1) Graduate support/study sponsorships
- 2) Partnering with industry organisations
- 3) Women in tech initiatives

## About the Absolute IT Employer Insight Report

Absolute IT surveyed over 400 IT employers for this report.

### Employment sector:

39% Public Sector  
61% Private Sector

### Geographical breakdown:

Auckland: 36%  
Wellington: 38%  
Waikato/BoP: 12%  
Christchurch: 7%  
Other: 7%

### Number of tech employees in their organisation



■ 1-10 ■ 11-50 ■ 51-100 ■ 101-150 ■ 151 plus