

IT Job Market Report

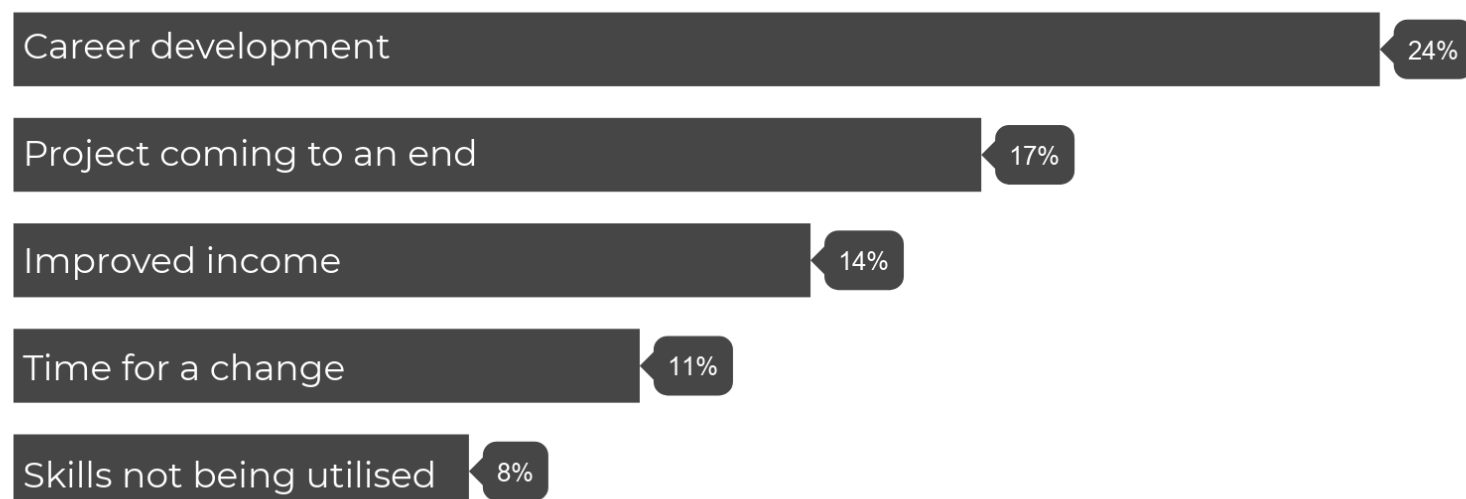
March 2019

IT Jobseeker snapshot

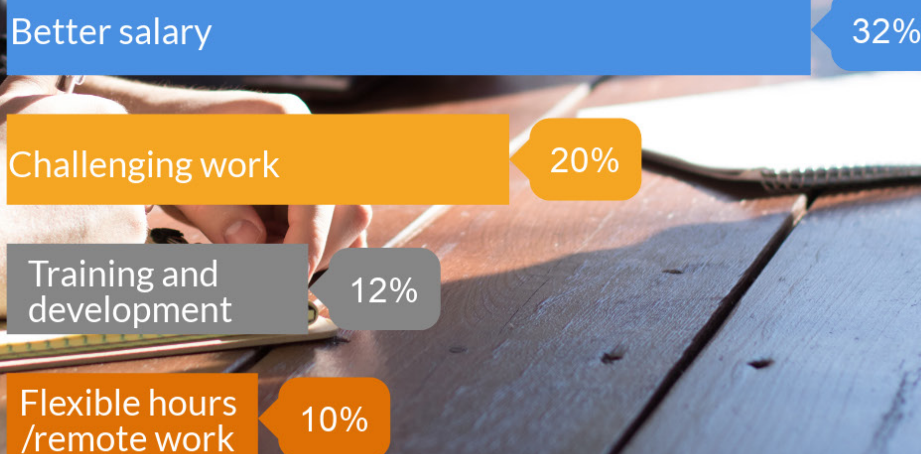


56% of IT job seekers are planning to look for another job in 2019

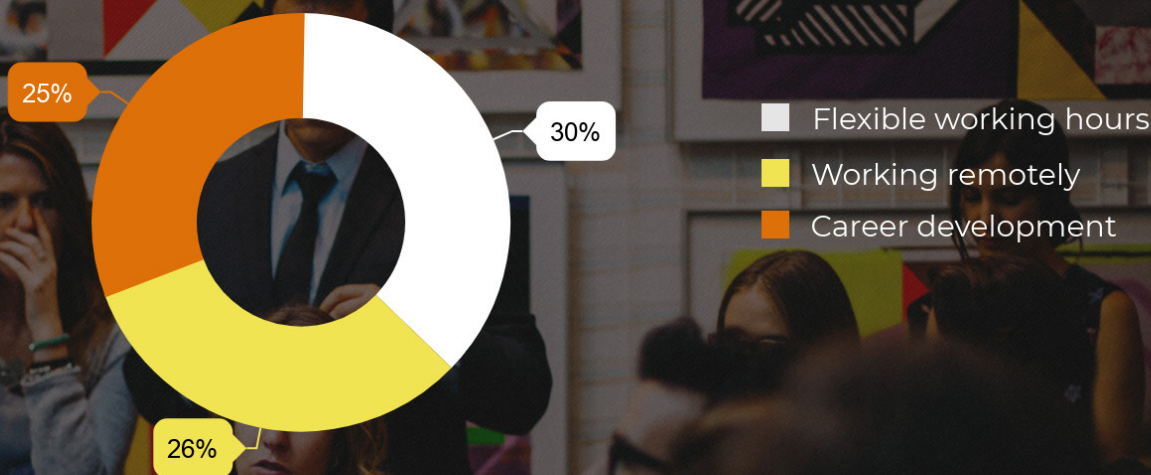
Top 5 reasons for changing jobs



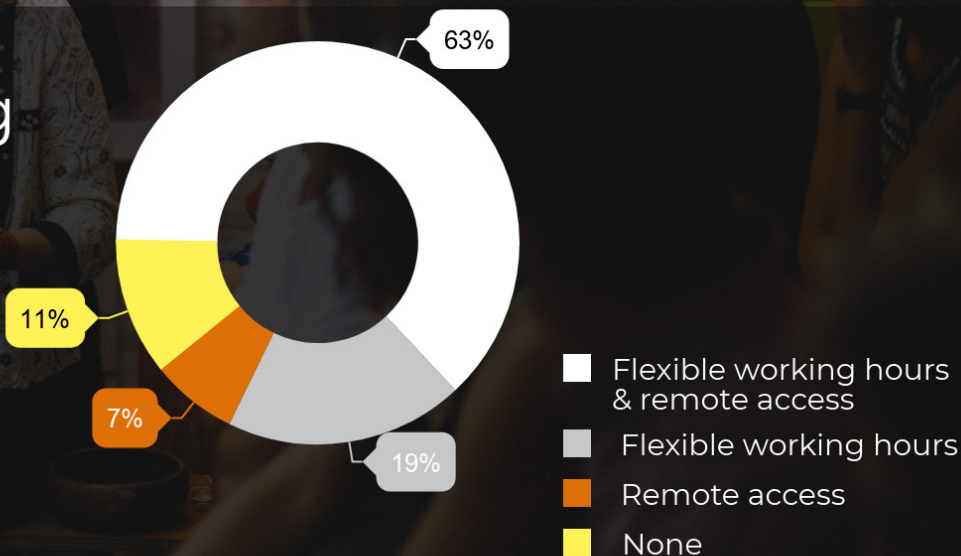
Primary deciding factor that has the biggest influence when accepting a new job offer



Best non-financial benefit an employer can offer



Flexible working options at current workplace

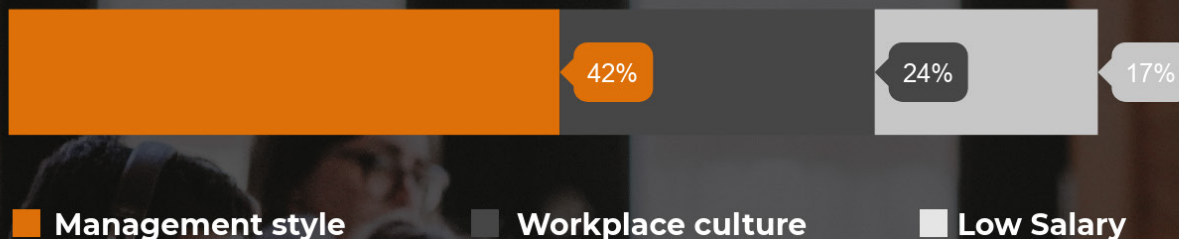


88% of IT professionals rate their workplace as a good place to work.

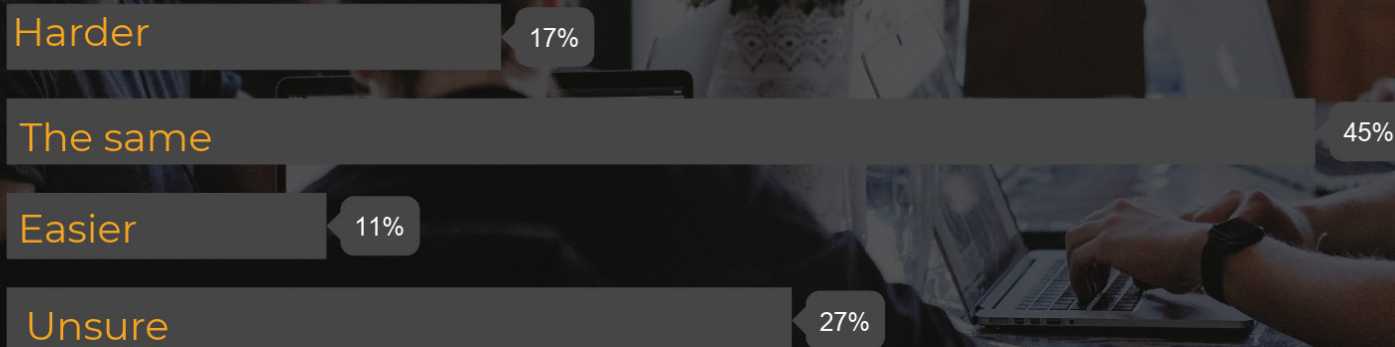
Work/life balance rating

Poor 7% Average 52% Excellent 41%

Biggest contributors to workplace unhappiness



How difficult is it to find a job in your speciality area, compared to a year ago



Planning to work abroad

29% of IT professionals are considering working outside of New Zealand in 2019, up 6% from 2018.

Top three reasons to work overseas

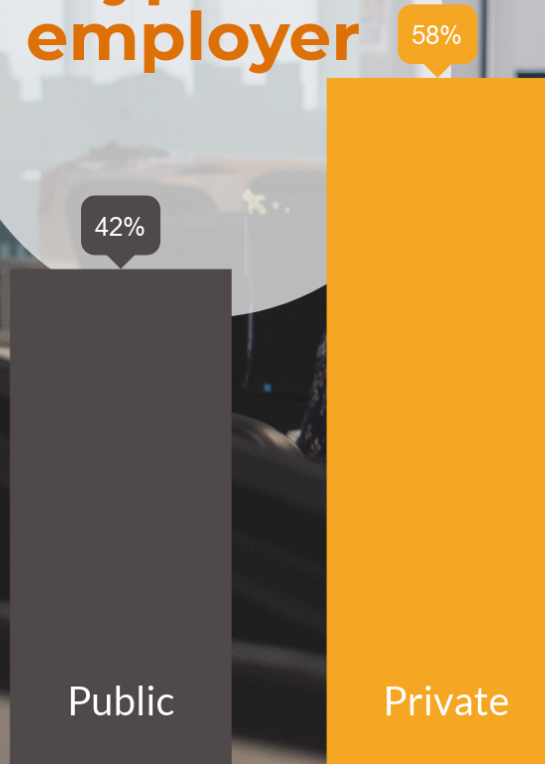
1. Career development 2. Lifestyle 3. Money

Top three overseas working destinations

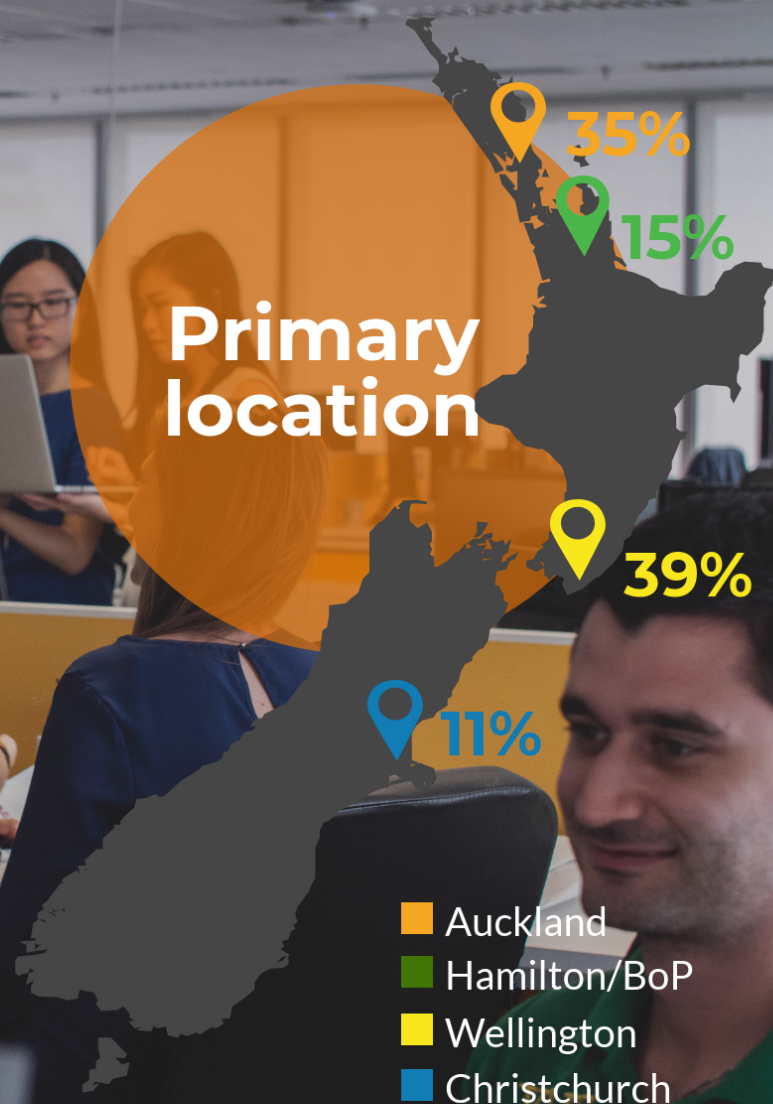
1. Australia 2. North America 3. Europe

IT Employer Snapshot

Type of employer



Primary location

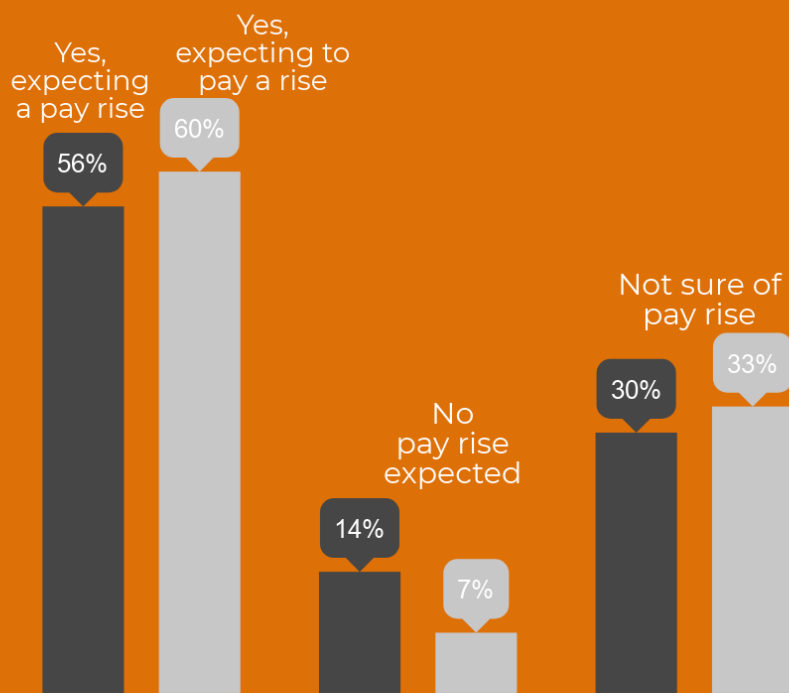


Pay rises

80%

of IT employers gave their IT staff a pay increase in 2018

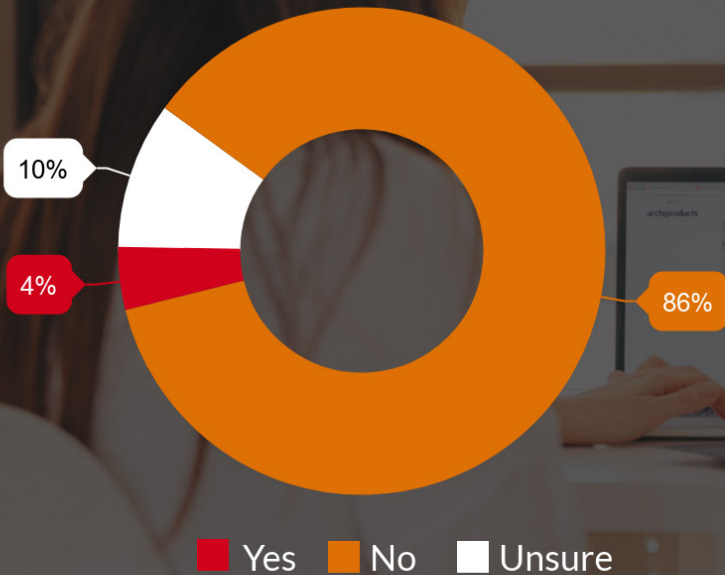
Pay rise: job seeker expectations vs employer intentions in 2019



■ Jobseeker 2019 view ■ Employers 2019 view

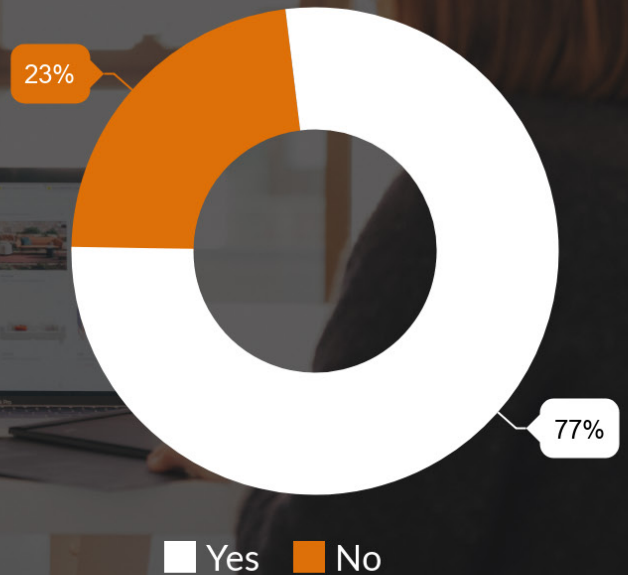
Hiring trends for 2019

Planning to decrease the size of their tech team in 2019



The biggest reason for decreasing the size of the tech team is improved efficiency & productivity. Projects coming to an end and outsourcing were the other two main drivers from IT employers.

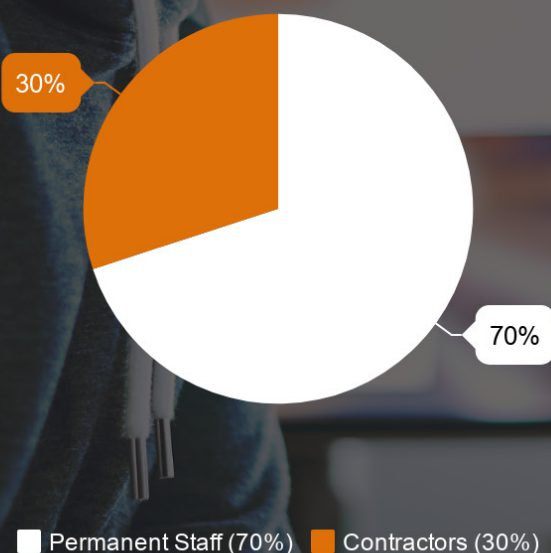
Planning to recruit IT techs in 2019



New projects kicking off is the primary driver for the need to recruit techs in 2019, followed by the replacement of staff and an increased demand of IT by the business.

IT employers' recruitment needs for 2019

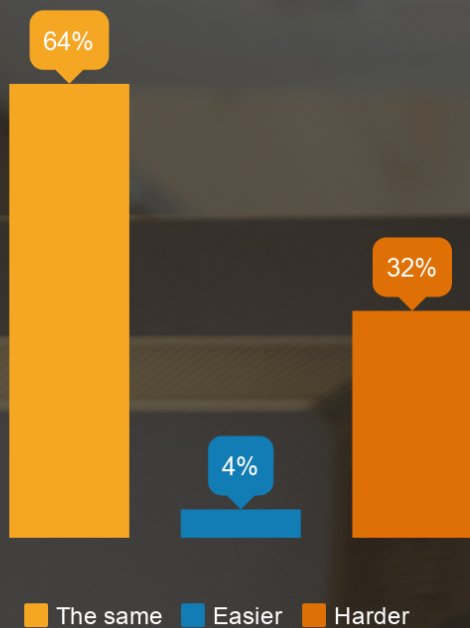
Type of talent to employ



Top 10 skills in demand for 2019

1. Software development
2. Business analysis
3. Agile
4. Support/help desk
5. Networking & infrastructure
6. Project management
7. Digital/cloud
8. Testing/QA
9. Architecture
10. Business intelligence

Difficulty level of attracting IT talent compared to a year ago

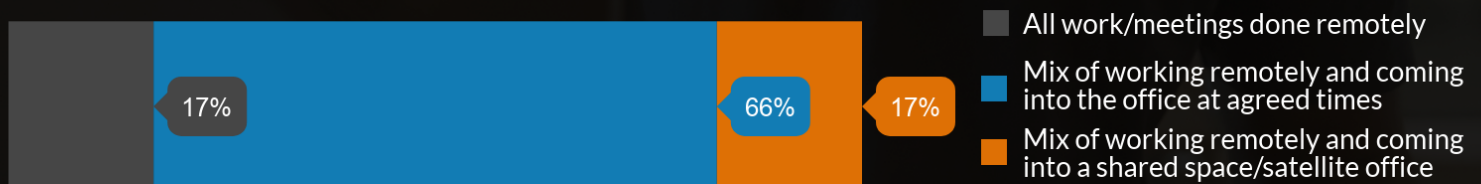


Biggest business challenge facing IT employers in 2019



Remote working in NZ - the employers' perspective

What does remote working look like for NZ employers?



- 46% of IT employers have remote staff in their business
- 5% of IT employers who do not have remote workers at present plan to offer remote working in 2019, mainly to retain their tech staff who want to work remotely.
- Top three reasons why IT employers are currently offering remote working is firstly to retain their tech staff who want to work remotely, secondly to cut overhead costs and thirdly to attract IT talent from across New Zealand.
- The majority of IT employers (55%) state that the biggest benefit of remote working are happy, motivated workers.
- 57% of IT employers say that the biggest drawback of remote working is the loss of personal connection with their team members.

Spotlight on:

Internships in the IT industry

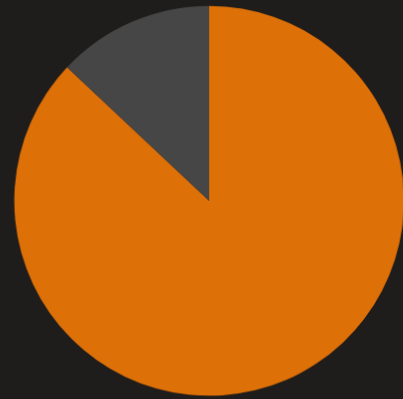
IT employers

Have you employed any IT interns over the last three years?



Yes (43%) No (57%)

Did you pay them a salary?



Yes (87%) No (13%)

When asked if interns added value to their business, the overwhelming majority (95%) replied yes. IT employers found them to be motivated and hard working with fresh ideas and different/new points of view. The Summer of Tech programme was regularly cited as a source of great tech interns who were productive and brought diversity and new thinking to their teams.

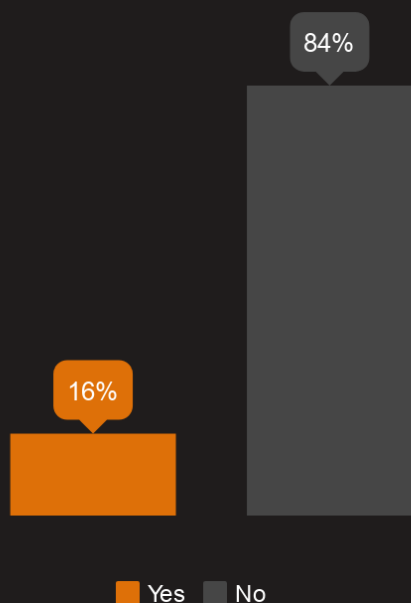
IT employers also said that if you plan and focus your internship programme well, you will get maximum benefit from it. Many also said that it was a cost effective way to get access to tech talent and 79% of IT employers who had interns in the past went on to employ them.

IT employers who do not currently have an internship programme cited the following reasons:

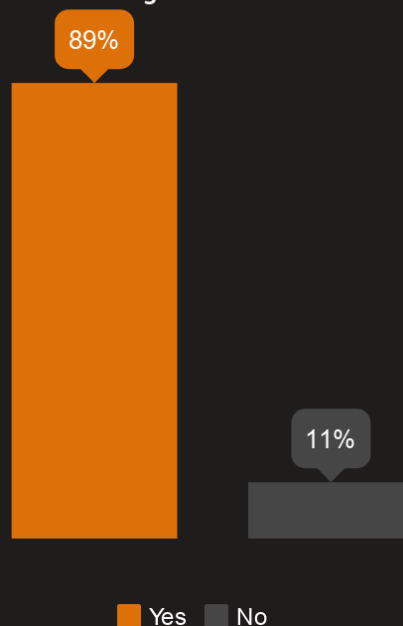
- No real business need for interns
- Not enough resources to provide supervision/training
- Need highly skilled workers at this time
- Time constraints
- Not something they have done before
- Company policy constraints

Internships: IT job seekers

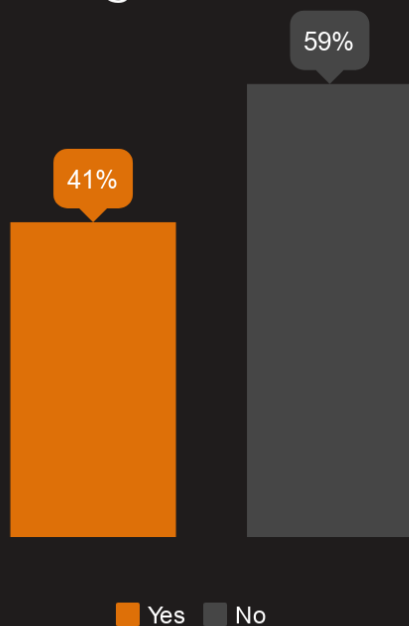
Did you undertake an internship at any stage of your IT career?



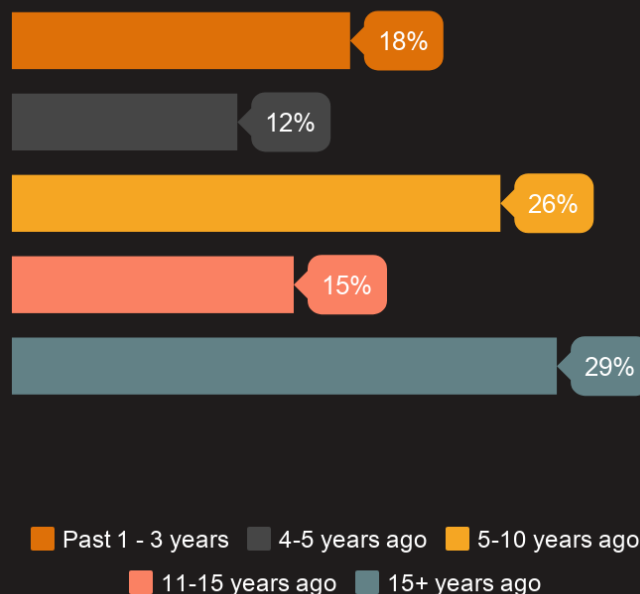
Did your internship help you to develop skills to get a job?



Does your current employer offer internships to IT graduates?



When did you do your internship?



About the Absolute IT Job Market Report

Absolute IT surveyed over 2,200 IT job seekers for this report and over 300 IT employers.