

Waikato Regional Report

December 2022

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Waikato

Regional Highlights

The once ironically dubbed "City of the Future", Hamilton, is living up to its slogan attracting tech organisations and candidates to the Waikato region. New IT innovation, a boom in start-ups and substantial infrastructure growth has seen an increase in talent moving to the area. The growth, combined with remote work and study policies, has seen more and more tech professionals migrating to the region and opting for more affordable housing and living compared to the larger metro regions. As a result, the Waikato region is increasingly becoming the place to be for the tech industry year after year.

Over the last year, tech employers have shown a significant desire to shift to hybrid working. Aligned with this, the demand for software developers, business analysts, project managers and security roles has increased. In addition, many businesses are moving away from managed services and establishing in-house teams. The transformation of NZ's health sector is a major contributing factor in the demand for development and analyst roles, and we expect this demand to continue for many years.

Whilst the skills shortages are prominent in the region, market growth combined with the arrival of highly skilled overseas workers has offered a hopeful reprieve to fill long-standing gaps in the market. Employing overseas candidates does take time, but the traditional mindset of 'must have NZ experience' is shifting, and the experience of overseas talent is a breath of fresh air – and adds thought diversity. Tech employers are also hiring candidates with development potential and implementing training and up-skilling plans, a tactic that has the added benefit of retaining top talent.

Market confidence remains strong, with many local employers consistently hiring throughout the year. Permanent hires are being favoured over contract roles, offering employers business continuity. With fewer contracting positions available, we have seen the salary and rate inflation start to level off as employers increase their benefit offerings instead of larger base salaries/rates.

We expect to see the Waikato tech market continue to stabilise and grow. A review of benefits offerings will be critical to attract and retain top talent, and we recommend the consideration of overseas talent to broaden the skills capability in the region.



Brian Bernard
Regional Manager – Hamilton

Top Tech Trends

Tech Professionals

believe these will have the most impact on the NZ Tech sector in the coming year

Artificial
Intelligence (AI)



1



Advanced Automation
(including RPA)

Data Insights
Platforms



2



Data Insights
Platforms

Internet of
Things (IoT)



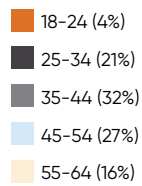
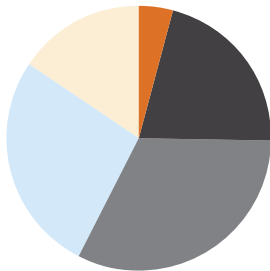
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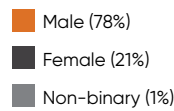
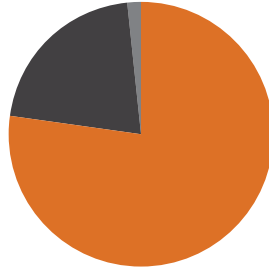
Artificial
Intelligence (AI)

Respondent Overview: Tech Professionals

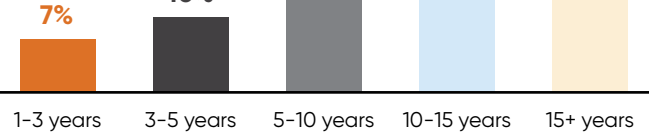
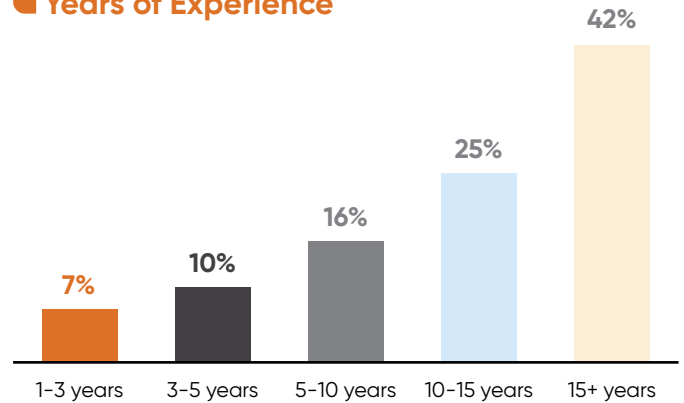
● Age Group



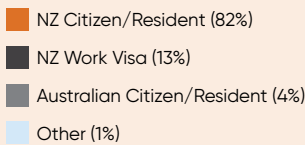
● Gender



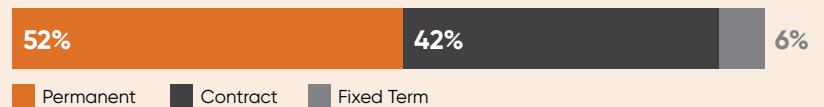
● Years of Experience



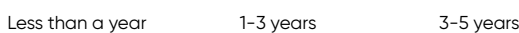
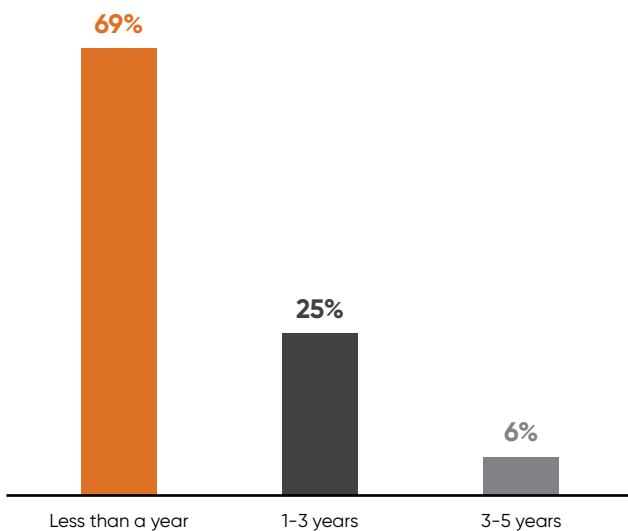
● Right to Work



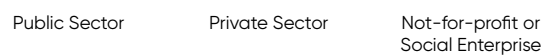
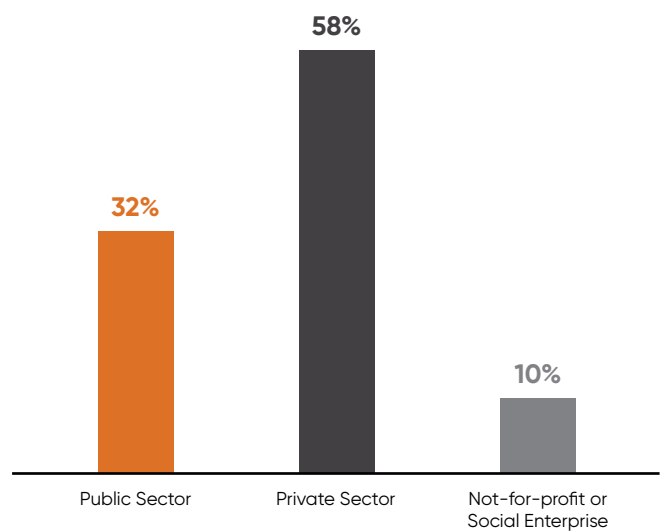
● Type of Employment



● Tenure in Current Role

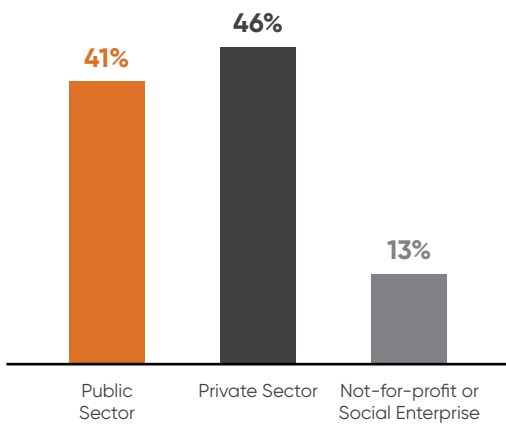


● Business Sector

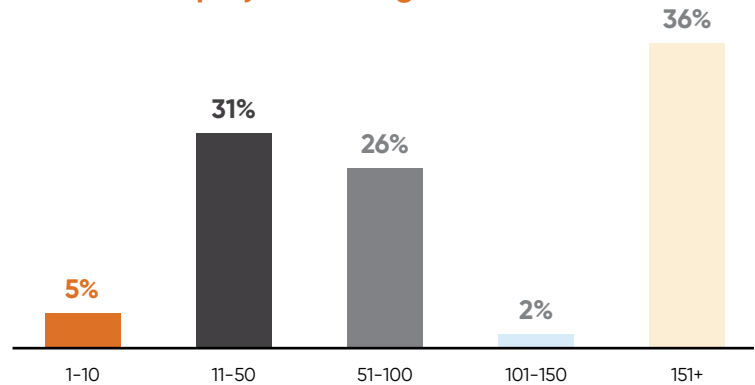


Respondent Overview: Tech Employers

Business Sector

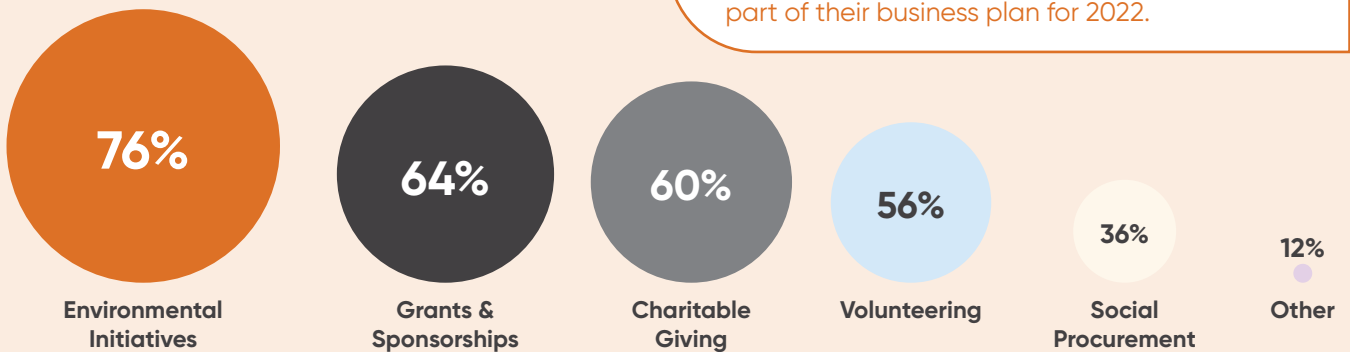


Number of Full-Time Tech Employees at Organisation

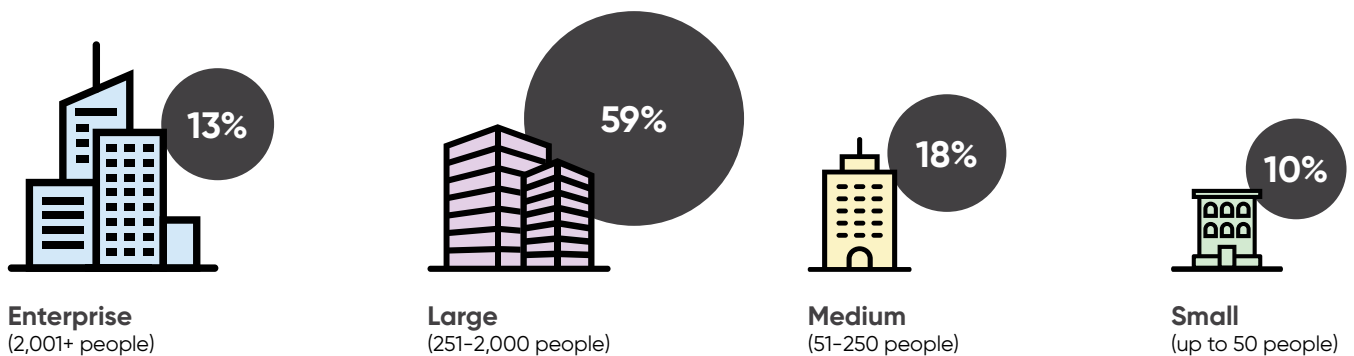


Types of Social Impact & Corporate Responsibility Initiatives

69% of employers have social impact and corporate responsibility initiatives as a part of their business plan for 2022.



Company Size



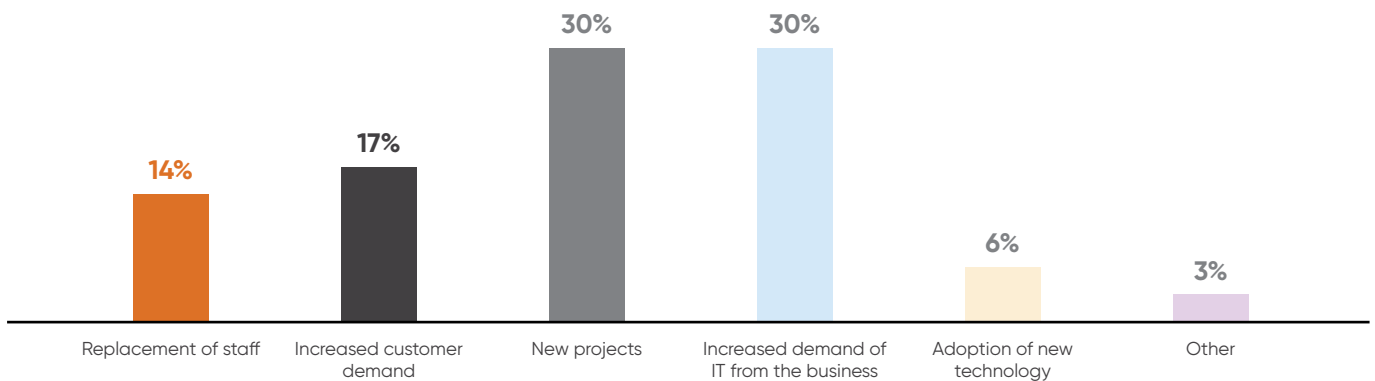
Job Seeking & Hiring Trends

68% of employers are planning on recruiting permanent staff for their team this year.



41% of those recruiting plan on hiring three or more new permanent team members.

Main reason for hiring



56%

of employers are planning on recruiting contractors this year.

Top 3 reasons employers are hiring contractors

1. Project Work

2. Skill Availability

3. Quick Start & Increased Business Flexibility

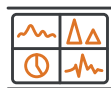
Top 10 Skills in Demand



1. SOFTWARE DEVELOPMENT



2. ARCHITECTURE



3. BUSINESS ANALYSIS



4. SUPPORT/HELP DESK



5. TESTING/QA



6. SYSTEMS ADMINISTRATION



7. SECURITY



8. DEVOPS



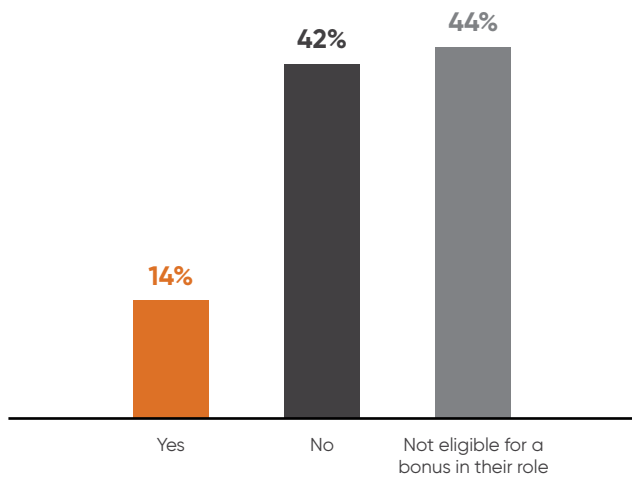
9. CLOUD



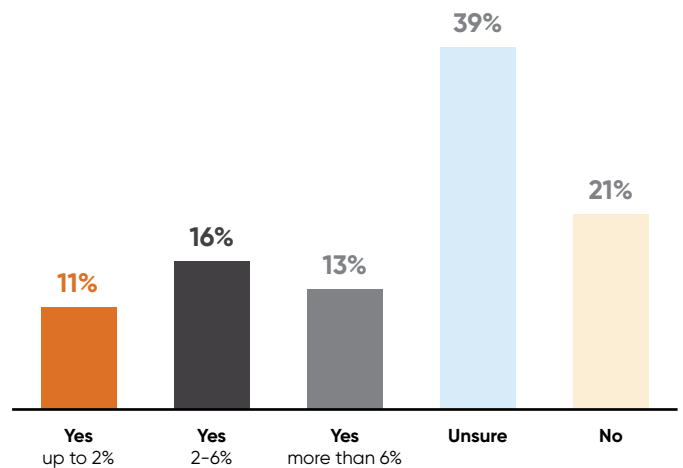
10. PROJECT MANAGEMENT

97% of Waikato Tech Employers gave their team pay increases in the past year.

● **Tech Professionals who received a bonus**

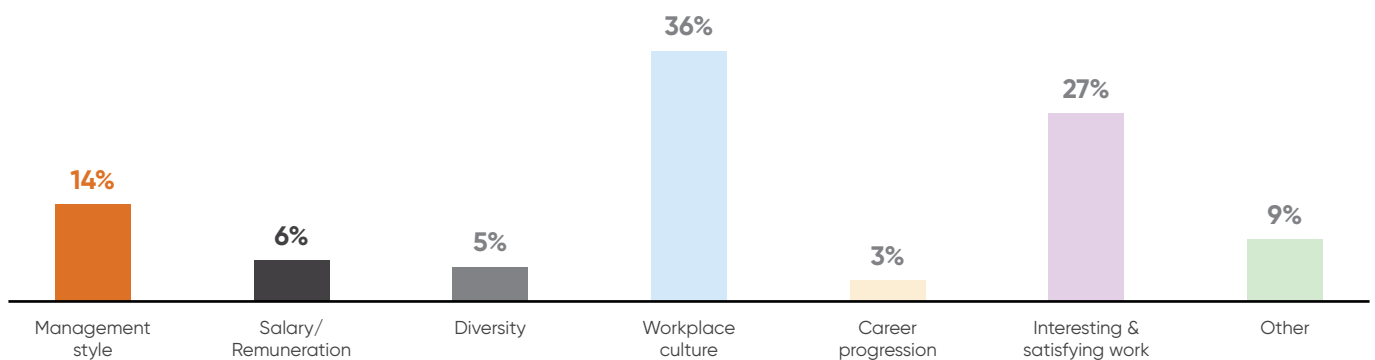


● **Tech Professionals expecting a pay increase**



Workplace Satisfaction

● **Why Tech Professionals consider their current workplace a good place to work**



9/10 of Tech Professionals are happy with their current workplace.

Most Tech Professionals are happy but **4/10** are considering a move to a new workplace this year. **31%** of Tech Professionals expect it to be easier than last year to find a job, with **36%** expecting it to be about the same difficulty.

● Top 3 reasons Tech Professionals are considering moving

1. Improved salary/better salary

2. Contract/project coming to an end

3. Time for a change

● Top 3 factors that Influence Tech Professionals accepting a job

1. Improved income/better salary

2. Flexible working hours/remote work

3. Challenging work

#1

The number one **most important** benefit for Waikato Tech Professionals is **improved income/better salary**.

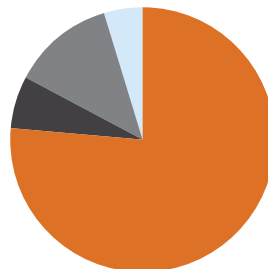
● Tech Employers that have remote workers

Yes (86%)

No (14%)

● Flexible and Remote Work

95% of Tech Professionals are offered flexible or remote working options.



Yes - Flexible hours and the ability to work remotely (77%)
 Yes - Flexible working hours only (6%)
 Yes - The ability to work remotely only (12%)
 No (5%)

● Types of Remote Working

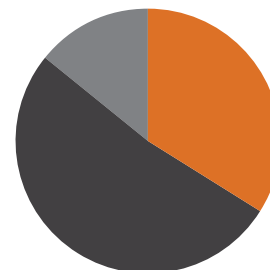


Mix of working remotely and coming into the office



Other

● Work/Life Balance



Above Average (34%)
 Average (52%)
 Below Average (14%)

Only **18%** of Waikato Tech Professionals are considering a move overseas this year in comparison to **58%** nationally.



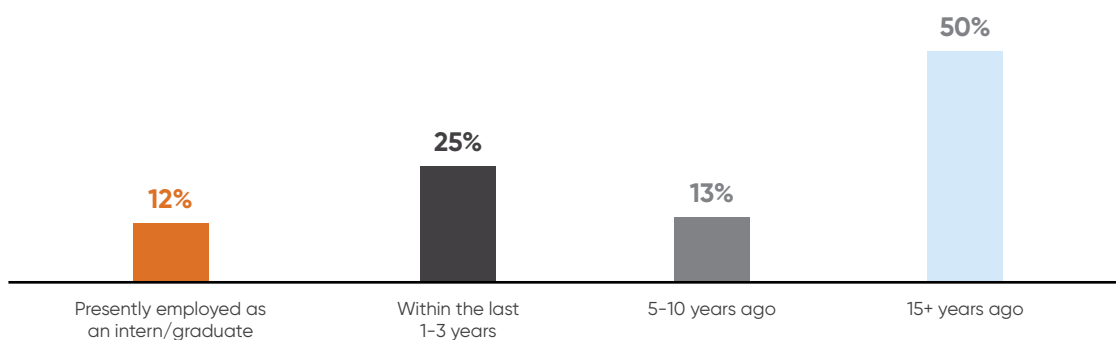
Interns and Graduates



13%

of Waikato Tech Professionals were employed as an intern or as a part of graduate program.

How long ago they were employed as an intern or graduate



How valuable Tech Professionals found their internship or graduate role



63%

Extremely valuable



37%

Somewhat valuable

About Absolute IT

Absolute IT was established in Wellington in 2000. We opened our Auckland branch in 2004, our Hamilton branch in 2012 and Christchurch in 2013. As a specialist IT recruitment agency, we take the time to really know the unique NZ technology market inside and out. We focus on understanding the needs of the businesses and the people we work with, so that we can make the absolute best connections.

A local story

We're proud to be 100% New Zealand grown, with a global focus. As a business, we share a common vision of being New Zealand's top technology recruitment company. This means being the best connected, the most knowledgeable and most effective in meeting our clients' and our job seekers' needs – our success comes from your success.

Great people

We know first-hand that hiring the right people is essential for business success. That's why all of our employees go through a rigorous recruitment and induction process. We offer robust career progression, and we're proud of our expertise and experience. We believe we have the best team in the market.

Built on values

Absolute IT is built on honesty and integrity. We operate guided by our values. One of our key strengths is our ability to consistently provide quality people solutions to our business partners. We make sure we use leading edge technology, and the most effective marketing and advertising available.

The Kiwi Tech Sector Supporter

We have been a passionate contributor to New Zealand's Tech Sector for over 20 years, and we are proud to invest in recurring annual sponsorships including supporting the national CIO Summit, and the Canterbury Tech Summit. We are also involved in a variety of events linked to the Technology Investment Network (TIN), which is the leading independent source of information on New Zealand's technology sector.

The highlight of our annual partnership with TIN is our sponsorship of the Absolute IT Supreme Scale-Ups award. This accolade celebrates the top ten companies from the 'Next 100' (who are ranked between 101-200 in the TIN200). These are organisations that have demonstrated the largest revenue growth in the past year – a clear acknowledgment of the significance of these Kiwi companies, taking the world by storm.

From application and software development to AI, Automation, Cloud, Cybersecurity, Analytics, CX, UX and Technical Support, we are a leading provider of talent to New Zealand's IT sector.

The Accordant Group

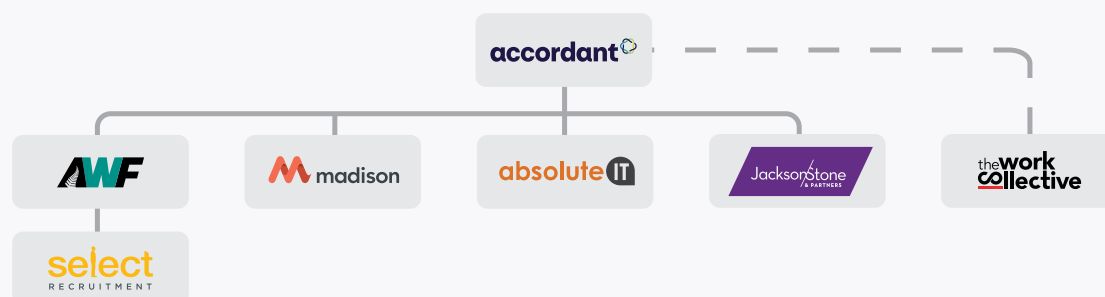
Absolute IT is part of the Accordant Group, New Zealand's leading recruitment company and the only staffing provider listed on New Zealand's stock exchange, the NZX.

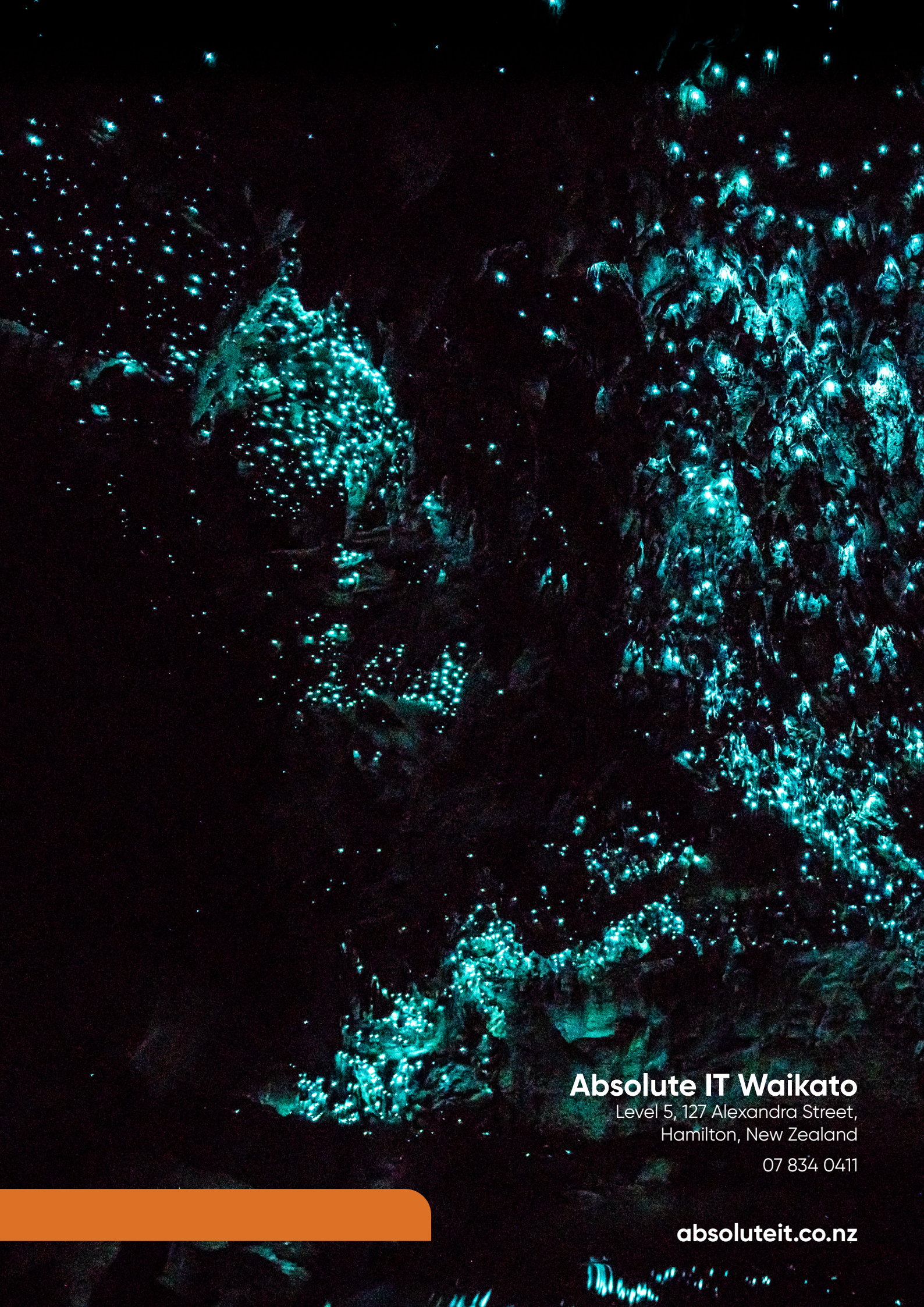
Leading recruitment & resourcing in NZ

The Accordant Group comprises of five trading entities; Absolute IT, AWF, Madison, JacksonStone & Partners and The Work Collective; with capability spanning all aspects of commercial and industrial recruitment services, including permanent roles and temporary and contractor assignments.

Collectively, the Group employs over 250 full time staff across 20 towns and cities. The Group's geographical reach and network are unmatched in New Zealand.

Accordant established The Work Collective, an employment initiative that launched in 2019. It delivers positive social impact through connecting employers, Employment Support organisations and our businesses, in order to provide meaningful work opportunities for those who face barriers to employment.





Absolute IT Waikato

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