



**I.T EMPLOYEE
INTENTIONS
SURVEY 2010**

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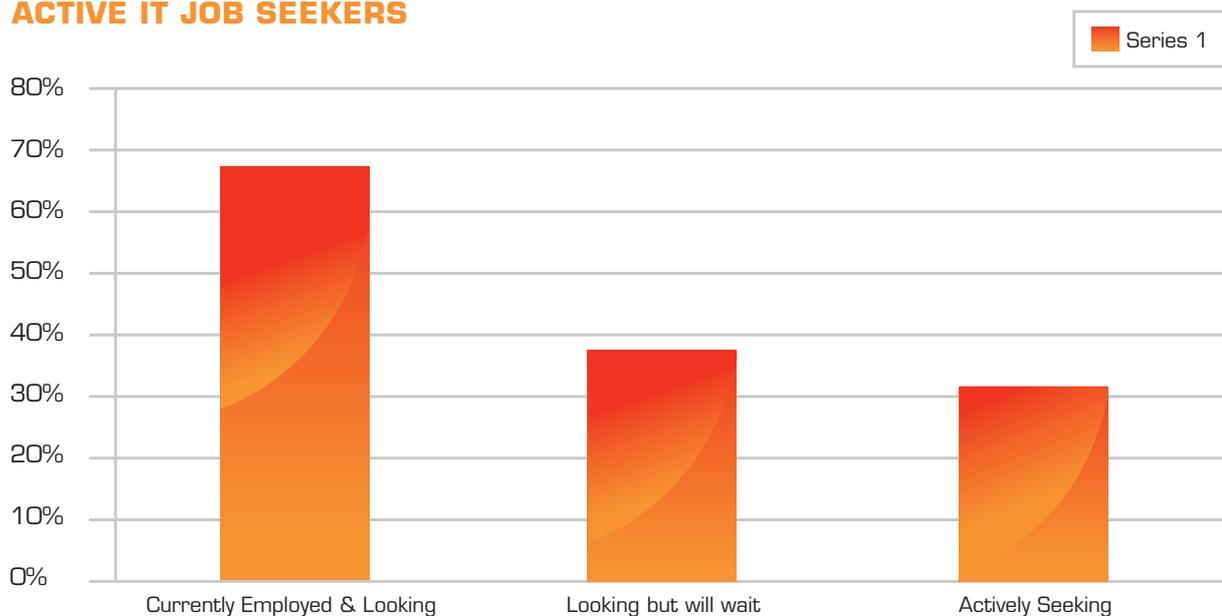
I.T EMPLOYEE INTENTIONS SURVEY 2010

Absolute IT recently surveyed over 3800 candidates within the IT Sector to gauge their employment intentions for 2010. There have been mixed results which should provide some opportunities for employees looking for change and employers who are looking to hire new staff in the first quarter of 2010.

Of the candidates surveyed, over 82% were currently employed in the IT sector. 94% of those candidates were in permanent or full time roles.

67% of candidates currently employed, are looking to move roles in the New Year. 38% are looking now, but will wait for the right role to come up, whilst another 32% are actively seeking roles in the IT marketplace.

ACTIVE IT JOB SEEKERS



A REASON TO MOVE

The survey asked what the main reason was for moving roles:

End of Contract	20.20%
Time for a Change	18.99%
Lack of Career Progression	13.26%
Skills not being Utilised	13.05%
Low Salary	9.80%
Poor Management	7.22%
Unmotivated Team/Workplace	4.02%
Facing Possible Redundancy	2.73%
Want to Travel	2.32%
Lack of Recognition	1.96%
Redundancy	1.60%
Other Reason (not listed)	4.86%

We were able to drill these results down a little further and found that Baby boomers were most keen to move as it was time for a change or their contract had ended. Gen X were largely moving as it was time for a change, time for a new contract and lack of career progression. The Gen Y respondents are looking for more opportunity to utilise their skills and 18% are looking to travel. Equally respondents looking for more money and career progression came in at 11%.

NB: Baby Boomers are people currently aged 45-63, Gen X are aged between 30 and 44, with Gen Y's aged 15 – 29.

WILL YOU STAY OR WILL YOU GO?

When asked what the one thing was that would stop candidates leaving their current role, over 28% said a salary increase, 21% felt that if they were offered a better position, they would stay with the company.

An encouraging result for employers was 81% of candidates surveyed, would recommend their current employer to friends or family.

What this tells us, is that employers should be considering the remuneration of their star employees, and consider making salary increases before it becomes a bargaining tool between the candidate and their potential new employer. Chances are, you may lose the battle and a good employee as a result.

SHALL I ACCEPT?

When asked what the main deciding factor, would have the biggest influence in accepting a job offer, salary was again the winner at 24.41% of the candidates surveyed. Career development and more challenging work closely followed. Interestingly, more training or better benefits were the least influencing factors at just over 1% respectively. Where candidates listed their preferred option under the 'other' category, flexible working hours featured extensively as a key influencing factor.

WHERE WILL I FIND MY NEXT ROLE?

As an IT Recruitment Specialist, we thought it would be interesting to know where IT candidates will go to find their next role. The results were overwhelmingly in our favour, with 70.98% of respondents stating Recruitment Agencies as their first place to look. Online Job Boards, such as SEEK and Trade Me featured as the second most popular place to seek employment at 64.32%, with Referrals, Word of Mouth and Networks coming in close behind at 57.89%.

Any employers out there thinking that no one ever views the Career Section of their website, should think again 36.28% of candidates will go online to check out a potential employer at some stage of the process, whether it be the beginning, or after they have spoken to the Recruitment Agency handling the role. It is important to ensure your Career Section is up to date, informative and engaging.

The Print Media continues to be a key place for candidates to seek out new roles with over 22% using this medium.



ABOUT US

Absolute IT 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 New Zealand 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 please e-mail itsalaries@absoluteit.co.nz to ensure you receive our next edition due in April 2010.

For further comment contact:

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