Tech Employer Insight

Absolute IT are pleased to present our latest Tech Employer Insight Report from our recent survey of over 440 tech employers throughout New Zealand.

OVERVIEW

Employer confidence continues to rise, with 79% of tech employer planning to hire additional staff / contractors this year, 41% due to new projects.

However, the dramatically short supply of tech talent in New Zealand continues to plague employers, with 70% believing access to suitably qualified staff is the top business challenge for their region this year and 28% are finding it harder to attract the talent needed, compared with this time last year.

While this isn't great news for employers, it highlights the number of job opportunities New Zealand can offer tech professionals.

New Zealand employers are working harder to attract the talent they need. Most tech employers have liberated their staff from the restraints of traditional working routines, with 86% supporting flexible working hours or remote access and 51% supporting both.

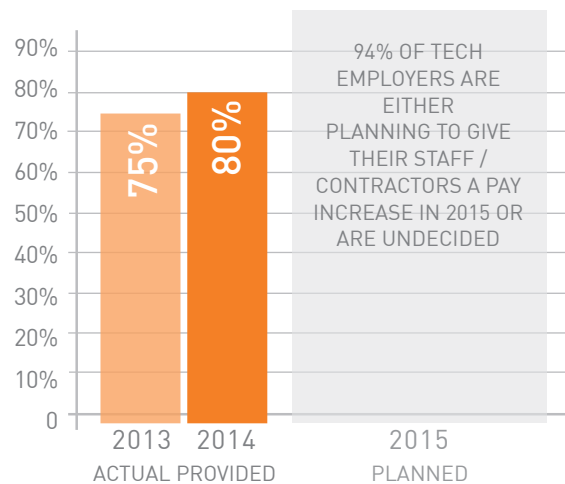Private sector employers are planning to recruit the most staff/contractors this year, with 91% planning to recruit, compared with a smaller 78% of public sector employers.

If you're thinking of moving into contracting, there has been a 3% increase in tech employers planning to recruit contractors this year. Employers in the public sector are planning to recruit the highest number of contractors at 56%, compared with 39% in the private sector.
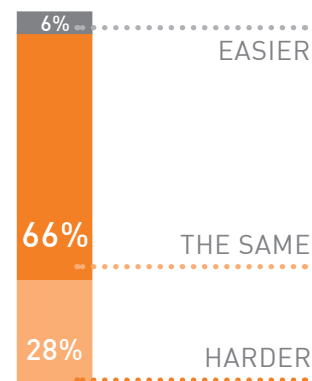
For those career planning, the top 10 skills employers plan to recruit this year, in order of popularity are; Business Analyst, Project Manager, Software Developer, Network and Infrastructure, Architect, Helpdesk / Support, Data / Database, Business Intelligence, Web Design / Development and Production and Operations.

80% of tech professionals received a pay increase in 2014 and the good news is only 6% of tech employers have ruled out one in 2015, leaving 94% either planning to give a pay increase or currently undecided.
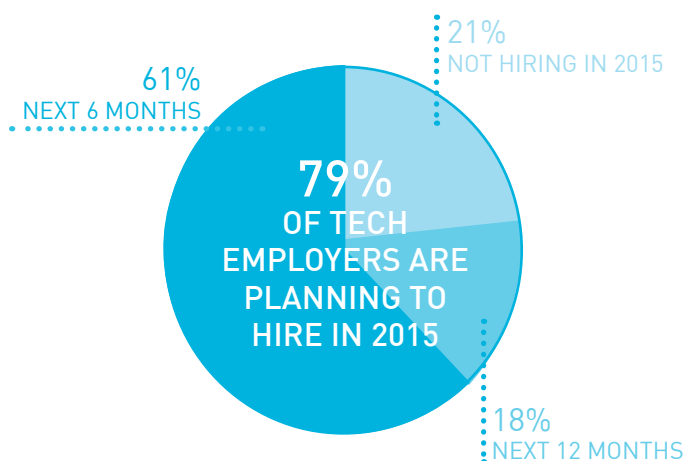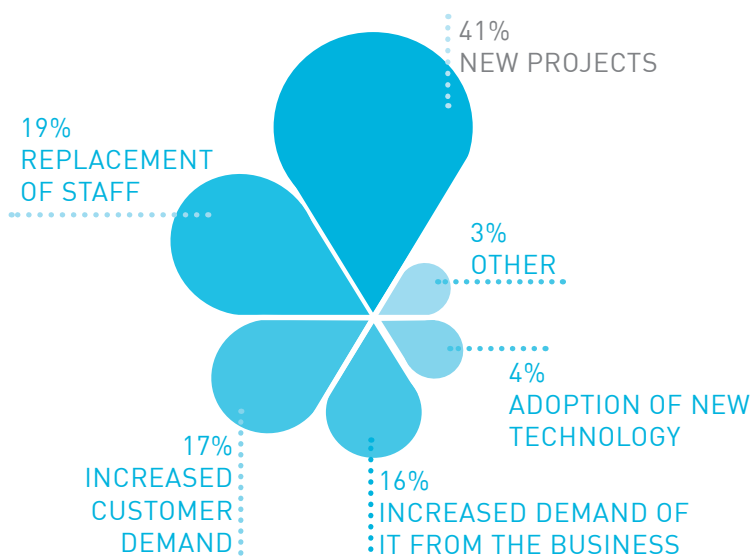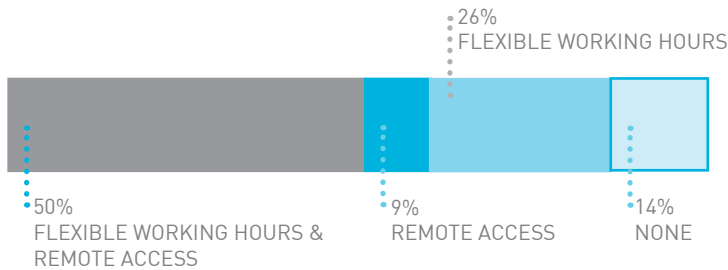
PAY INCREASE

- 2013 ACTUAL PROVIDED — 75%
- 2014 ACTUAL PROVIDED — 80%
- 2015 PLANNED — 94% OF TECH EMPLOYERS ARE EITHER PLANNING TO GIVE THEIR STAFF / CONTRACTORS A PAY INCREASE IN 2015 OR ARE UNDECIDED

DIFFICULTY SOURCING TALENT 2015 vs 2014

- 6% EASIER
- 66% THE SAME
- 28% HARDER

EMPLOYERS PLANNING TO HIRE

- 21% NOT HIRING IN 2015
- 61% NEXT 6 MONTHS
- 79% OF TECH EMPLOYERS ARE PLANNING TO HIRE IN 2015
- 18% NEXT 12 MONTHS

KEY REASONS FOR HIRING IN 2015

- 41% NEW PROJECTS
- 19% REPLACEMENT OF STAFF
- 3% OTHER
- 4% ADOPTION OF NEW TECHNOLOGY
- 17% INCREASED CUSTOMER DEMAND
- 16% INCREASED DEMAND OF IT FROM THE BUSINESS

absolut e IT
RECRUITMENT SPECIALISTS

FLEXIBLE WORKING OPTIONS EMPLOYERS SUPPORT

26%
FLEXIBLE WORKING HOURS

50%
FLEXIBLE WORKING HOURS & REMOTE ACCESS

9%
REMOTE ACCESS

14%
NONE

EMPLOYERS PLANNING TO HIRE

44%
PERMANENT

PUBLIC SECTOR

56%
CONTRACTORS

61%
PERMANENT

39%
CONTRACTORS

PRIVATE SECTOR

12% INCREASE SINCE JANUARY 2014
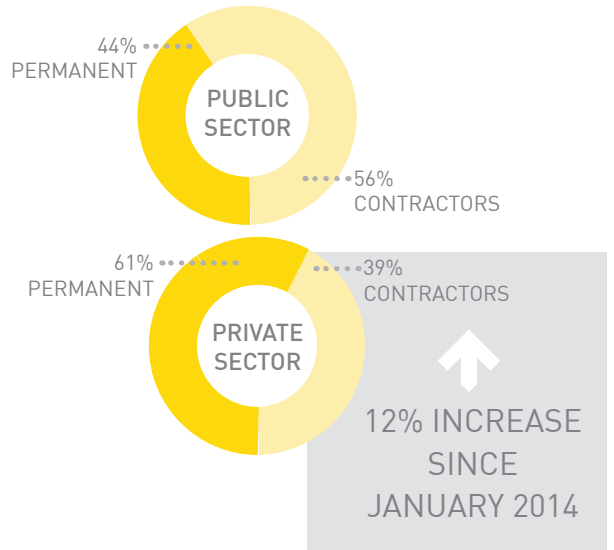
RESOURCE PLANNING
TOP SKILLS IN DEMAND IN 2015

36%
OF EMPLOYERS PLAN TO HIRE THESE SKILLS IN 2015

1 BUSINESS ANALYST
2 PROJECT MANAGER
3 SOFTWARE DEVELOER
4 NETWORK & INFASTRUCTURE
5 ARCHITECT
6 HELPDESK / SUPPORT
7 DATA / DATABASE
8 BUSINESS INTELLIGENCE
9 WEB DESIGN / DEVELOPMENT
10 PRODUCTION & OPERATIONS
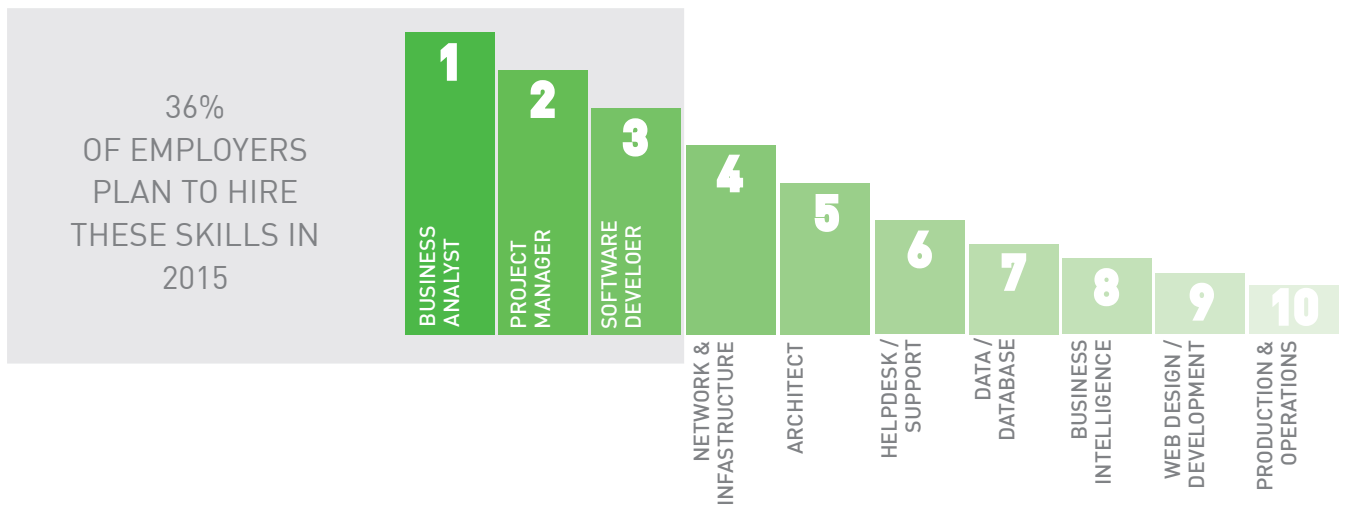
EMPLOYER'S KEY CHALLENGES FOR THEIR REGIONS

- AUCKLAND
- WAIKATO / BAY OF PLENTY
- WELLINGTON
- CHRISTCHURCH

ACCESS TO QUALIFIED STAFF
- 69%
- 65%
- 70%
- 78%

SECTOR COLLABORATION
- 6%
- 6%
- 16%
- 16%

TRANSPORT LINKS
- 9%
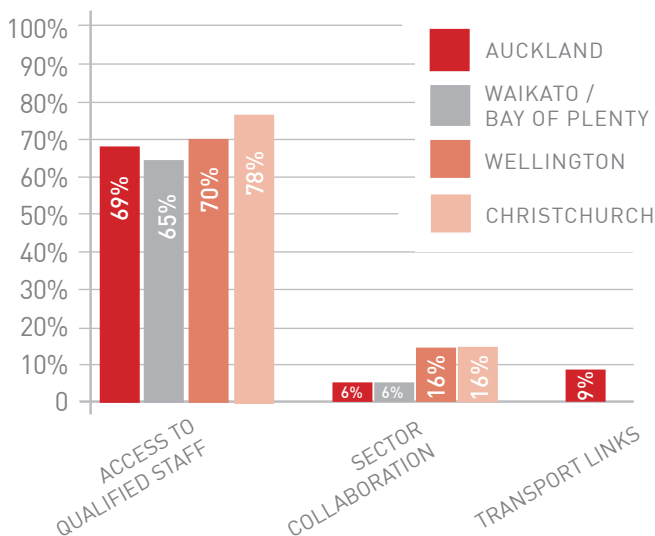
EMPLOYER'S KEY INTERNAL BUSINESS CHALLENGES

- STAYING PRICE COMPETITIVE — 9%
- IT SYSTEMS — 11%
- ATTRACTING & RETAINING STAFF — 30%
- GROWING MARKET SHARE — 21%
- CREATING A POSITIVE WORKPLACE CULTURE — 20%

DATA SECTOR SPLIT

56% PRIVATE SECTOR (100+ STAFF)

30% PRIVATE SECTOR (1-99 STAFF)

12% PUBLIC SECTOR
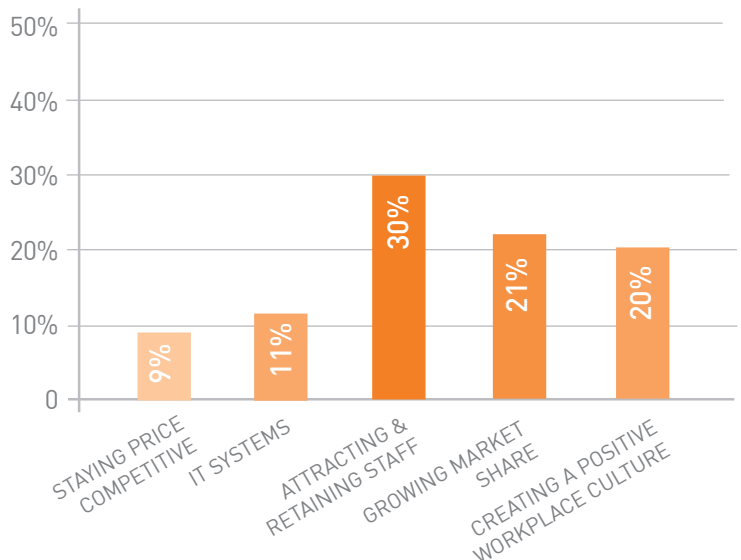
2% NOT FOR PROFIT
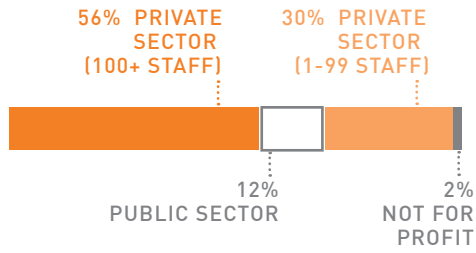
DATA REGIONAL SPLIT

42%

10%

42%

6%
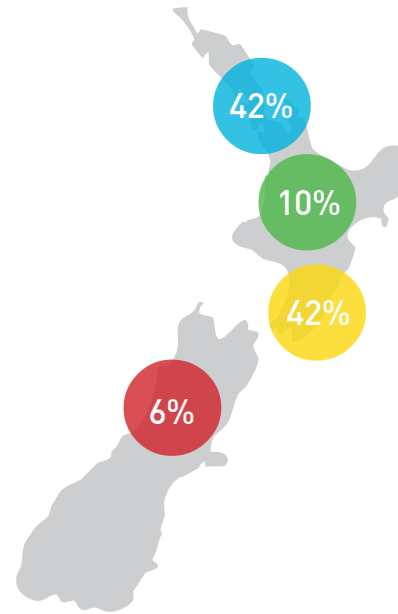
ABOUT ABSOLUTE IT

Absolute IT delivers New Zealand's best IT recruitment solutions.

Since our launch in 2000 we've been proud to be New Zealand owned, our track record speaks for itself; 96% of job seekers would recommend us to others.

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