Most valuable training

- University: 21%
- Industry training: 19%
- Hands-on experience/internship: 49%

49% of Private Sector employers rate hands-on experience as the most valuable skill to consider when hiring and only 21% rate a university degree. The same trend is visible in the public sector, where experience beats a university degree by a 23% margin.

Quick Insight

In the UK, Ernst & Young and PwC are removing compulsory education scores from their graduate recruitment programmes in the hope of diversifying their talent pool.

E&Y’s UK team has announced it will be removing the degree classification from its entry criteria, stating that there is “no evidence” to support the notion that success at university correlates with achievement in later life.

While NZ employers may rate hands-on experience as the number one criteria when hiring, a degree with experience is the best combination to ensure optimum earnings for kiwi IT professionals.

Previous Absolute IT research found that New Zealand tech professionals with 10 years experience and a degree earn upwards of 12% more than those without a degree and the gap only increases as their careers progress.

Pay Increases

- 75%
- 80%
- 81%
- 95%

95% of IT employers are either planning to give their staff a pay increase in 2016 or are undecided.
There is a continual downward trend of women in senior management positions in New Zealand. The latest international research from Grant Thornton show that 42% of businesses in New Zealand had no women in management positions, in 2012 this figure was 26%. It is also well below the international average of 33%.

The statistics for women working in IT also paints a bleak picture. Figures from itsalaries.co.nz show that currently only 20% of the IT workforce in New Zealand is female, this is 1% down from 2015 figures.

Difficulty sourcing talent 2016 vs 2015:
- Easier: 71%
- The same: 7%
- Harder: 22%

Key reasons for hiring in 2016:
- Increased demand of IT from the business: 17%
- Replacement of staff: 18%
- Increased internal demand: 15%
- New technology: 6%
- Other: 5%
Employers planning to hire

76% of tech employers are planning to hire in 2016, 3% down from 2015 figures of 79%.

Top 10 skills in demand 2016

35% of employers plan to hire the top three skills in 2016:

- Business Analyst
- Software Developer
- Project Manager
- Helpdesk/Support
- Network & Infrastructure
- Architect
- Data/Database
- Digital
- Business Intelligence
- Strategy/Consultant
Key internal challenges for employers

- Attracting and retaining staff: 29%
- Growing market share: 24%
- Creating a positive workplace culture: 16%
- IT Systems: 10%
- Price Competitiveness: 9%

Digital roles on the rise

61% are expecting to see an increase in digital tech roles in 2016

20% will create a role for a Chief Digital Officer or Digital Manager in 2016

About the Absolute IT Employer Insight Report:
Absolute IT surveyed over 400 tech employers in New Zealand for this latest report.

Data sector split:
- 61% Private
- 35% Public
- 4% Not for profit