Job seekers -

“I think IT employers value these skills the most”

- Communication skills: 68%
- Problem-solving skills: 63%
- Technical skills: 49%
- Analysis skills: 32%
- Collaboration skills: 30%

Soft skills and success

Research conducted by Harvard University, the Carnegie Foundation, and Stanford Research Center found that soft skills are responsible for 85% of career successes, while only 15% are attributed to hard skills.

While hard skills such as technical knowledge, practical application and technology skills are still sought after skills in the IT sector, softer skills are becoming indispensable as the world has become more collaborative and connected in this digital age. Employers value the upside that excellent soft skills bring - getting on with people and earning their trust are crucial workplace skills to get the job done.

2017 salary increase expectations

Almost on the same page...

- Yes, expecting a raise: 29%
- No raise: 58%
- Not sure of raise: 13%  

Job Seekers

IT Employers

79% received a raise in 2016
Looking for another job

57% of IT jobseekers are planning to look for another job in 2017

Main reason I will look for another job...

- Time for a change (23%)
- Skills not being used (19%)
- Better salary package (18%)
- Poor management (8%)
- Unsatisfactory culture (7%)

Employee satisfaction on the rise

For the past three years we have seen a steady downwards trend in jobseekers planning to change jobs in the year ahead. In 2015 it was 67%, in 2016 it went down to 59% and in 2017 it is down again, 57%.

Primary deciding factor when accepting a new job offer?

Job satisfaction & career development is becoming more and more important to job seekers.

Over the past two years Challenging Work and Career Development have rated highest, while ‘Better Salary’ has been on the decline.

In 2015, there was a 14% gap between Better Salary (36%) and Challenging Work (22%), it has now shrunk to 5%. Similarly, the gap between Better Salary and Career Development was 23% in 2015, it is now 11%.
How difficult is it to find a job now, compared to 2016?

- Unsure: 28%
- Easier: 9%
- The same: 43%
- Harder: 19%

Best non-financial benefit an employer can offer?

- Flexible working hours: 45%
- Career Development: 24%
- Additional annual leave: 11%

Work/Life/Balance

88% of IT professionals rate their workplace as a good place to be, up 2% from 2016.

How do you rate your work/life/balance?

<table>
<thead>
<tr>
<th></th>
<th>Poor</th>
<th>Average</th>
<th>Excellent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>8%</td>
<td>53%</td>
<td>39%</td>
</tr>
<tr>
<td>Contractors</td>
<td>6%</td>
<td>51%</td>
<td>43%</td>
</tr>
<tr>
<td>Permanent</td>
<td>9%</td>
<td>53%</td>
<td>38%</td>
</tr>
</tbody>
</table>

Current workplace supports flexible working options?
Yes: 85%
No: 15%
Planning to work abroad

25% of IT professionals are considering to move overseas in 2016, up 2% from 2016

Top 3 reasons to work overseas:
1. Career development  
2. Money  
3. Lifestyle

Most popular overseas working destinations
1. Australia  
2. Europe  
3. North America

About the Absolute IT Jobseeker Insight Report

Absolute IT surveyed over 4,300 IT jobseekers for this latest report.

Employment type:
74% Permanent  
26% Contractor

Gender split:
15% Female  
85% Male

Geographical breakdown:
Auckland: 47%  
Wellington: 34%  
Waikato/BoP: 7%  
Christchurch: 7%  
Other: 5%

Industry
29% Public Sector  
71% Private Sector

98.9%* of placed candidates will recommend us to others (*asknicely survey)