"Most valuable skill that I would look for in an IT employee?"

- Communication skills: 72%
- Problem-solving skills: 58%
- Technical skills: 53%
- Collaboration skills: 44%
- Analysis skills: 29%

IT employers and IT job seekers both rate communication as the most desirable skill in the workplace today.

Soft skills are on the rise as employers expect IT professionals to interact with customers and vendors, manage departments, drive complex projects and effectively convey their ideas to others.

Salary increases

Employers planning an increase in 2017

- Yes: 75%
- No: 80%
- Unsure: 81%
- 79%

94% of IT employers are either planning to give their staff a pay increase in 2017 or are undecided.
Compared to last year, how difficult is it to attract IT talent?

- Easier: 70%
- The same: 23%
- Harder: 7%

Key reasons for hiring in 2017?

- New Projects: 33%
- New technology: 17%
- Increased IT demand from the business: 17%
- Increased customer demand: 23%
- Replacement of staff: 23%
- Other: 5%

Notable changes from 2016 statistics:
- Replacement of staff, up 5%
- New projects, down 6%

Employers planning to hire

79% of tech employers are planning to hire in 2017, up 3% from 2016 figures of 76%

There is a definite upward trend towards permanent hires in the private sector for 2017, with projected hires in the private sector at 75%, up 11% from 2016’s figure of 64%.
Top 10 skills in demand 2017

35% of employers plan to hire these top three skills in 2017

- Business Analyst
- Software Developer
- Project Manager

Helpdesk/Support, Network & Infrastructure, Architect, Business Intelligence, Data/Database, Digital, Strategy/Consultant

Biggest business challenge for employers?

- Attracting and retaining staff: 29%
- Creating a positive workplace culture: 19%
- Growing market share: 18%
- IT Systems: 15%
- Price Competitiveness: 12%

About the Absolute IT Employer Insight Report:

Absolute IT surveyed over 550 tech employers in New Zealand for this latest report.

Data sector split:
- 59% Private
- 41% Public

Geographical split:
- 37% Auckland
- 41% Wellington
- 9% Christchurch
- 7% Waikato/Bop
- 6% Other