A more flexible approach

The sharp rise of living costs has been driving people out of Auckland and into the regions and, as a result, cities nearby such as Tauranga and Hamilton have seen a steep increase in their populations. This has led to expected consequences in these regions, such as rising house prices and a shortage of rental properties, but it has also had some more unexpected outcomes in the employment sector, such as a rise in the remote workforce.

Employers are cottoning on to the fact that a lot of IT staff can do their jobs from wherever they are, and that a traditional office setup with a cubicle and a desk is no longer required to successfully run an IT team or project. Technology tools such as Skype, Slack and Basecamp give techs the freedom to work from anywhere and still be part of a team, have meetings and collaborate on projects in real-time. It also comes as no surprise that flexible and shared workspaces (an office space leased for a short period of time, whether on a desk-by-desk basis or on a larger scale with shared basic office facilities) in both Tauranga and Hamilton are also in high demand at the moment as savvy tech employers in Auckland are making use of these venues as virtual offices or meeting places for their satellite staff. In our survey, 84% of IT job seekers here reported that they have flexible working hours and/or remote access.

Due to high market demand Hamilton’s CBD property developers are now converting old empty offices into co-working flexible spaces, a scenario that would not have made sense only five years ago. Developers here say that they are expecting a 40% rise in the demand for these types of co-working and short-lease spaces over the next 15 years.

This is a win-win situation for employers and techs alike, as employers are retaining their IT staff and keeping their overheads low, while techs can have more freedom and grow their careers while working from home or from a local shared office space.

median base salary
$83,000

median contracting rate
$85/hour

IT employer snapshot

- Private Sector (44%)
- Public Sector (56%)

56%

IT job seeker snapshot

- Permanent (77%)
- Contract (23%)

77%

23%
Most in demand skills from IT employers
1. Business analysis
2. Software development
3. Business intelligence
4. Project management
5. Support/helpdesk
6. Networking & infrastructure
7. Digital
8. Testing/ QA
9. Data/database
10. Agile

Most prevalent IT skills in the region
1. IT management
2. Software development
3. Networking & infrastructure
4. Business analysis
5. Support/helpdesk

Key reasons for hiring IT talent
- 27% New IT projects
- 23% Increased IT demand from business
- 20% Staff replacement
- 20% Increased customer demand
Attracting IT talent: is it easier, harder or the same as last year?

- It's the same: 56%
- It's harder: 42%
- It's easier: 2%

Biggest business challenge for IT employers in Hamilton/BoP?

- "Attracting and retaining staff": 29%
- "Creating a positive workplace culture": 23%

Main reason IT job seekers are looking for a new job

- Skills not being utilised: 22%
- Time for a change: 20%
- Low salary: 12%

Biggest motivator to accept a new job offer

- Challenging work: 23%
- Better salary package: 19%
- Training & development opportunities: 17%
The non-financial benefit that job seekers would appreciate the most from their employers

- **43%** Flexible working conditions
- **15%** Career development & planning
- **15%** Health insurance

Top five benefits in Hamilton/BoP

28% of IT professionals in the region receive benefits as part of their salary package, the top five benefits are:

- Flexible working hours - **42%**
- Mobile phone allowance - **42%**
- Health care subsidy - **31%**
- Car park - **29%**
- Paid training - **25%**

Salary increases

<table>
<thead>
<tr>
<th>IT employers: planning to pay an increase</th>
<th>IT professionals: expecting a pay increase</th>
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</thead>
<tbody>
<tr>
<td>2018</td>
<td>2018</td>
</tr>
<tr>
<td>4%</td>
<td>13%</td>
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<tr>
<td>37%</td>
<td>32%</td>
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<tr>
<td>59%</td>
<td>55%</td>
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</tbody>
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- Yes  
- No  
- Unsure
Staff training and development

81% of IT employers allocated budget towards training and development of their staff over the last year.

The median allocated IT training budget was $7500 per person in the Hamilton/BoP region.

82% of IT professionals are male
18% of IT professionals are female

84% of IT professionals in Hamilton/BoP say they have flexible working and/or remote working options

87% of Hamilton/BoP IT professionals rate their current work place as a good place to work

45% of unhappy Hamilton/BoP IT professionals rate management style as the main reason for their workplace unhappiness. Workplace culture (23%) is rated as the second biggest reason and low salary (18%) comes in third.