

# Job Seeker Intentions Report

Absolute IT are pleased to present our latest Job Seeker Intentions Report, from a survey of over 3,500 ICT professionals from around New Zealand & offshore. The report provides insight into ICT job seeker's plans for and expectations of 2014.

## SUMMARY OF KEY FINDINGS

Since our 2013 report there has been an increase in job seeker confidence as well as contentment. Workplace satisfaction remains strong with 85% of job seekers considering their workplace a good place to work, and flexible working hours still cited as the top non-financial benefit an employer can offer.

Nevertheless 67% of employees are still planning to move to a new work place in 2014 citing it being 'time for a change' as the top reason to change jobs and 'low salary' coming in at third place. The shift in motivation to move is further evidence of the increase in job seeker confidence.

67% of those who are looking to move are hoping to do so in the next 3 months which is in line with the hiring timings indicated in our Employer survey.

Despite being third on the list of reasons to move jobs, competitive remuneration continues to be a crucial motivator for job seekers. As our data consistently shows, an increased salary is the main influencer when choosing a new job. It's also the top criteria that would stop a job seeker from leaving their current role. This year's report shows

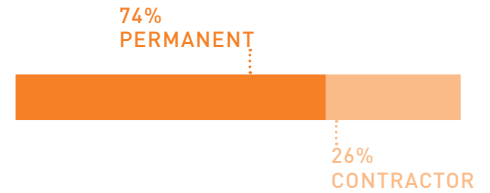
that a consistent 34% of job seekers are planning to move offshore stating 'money' and 'career development' as the top equal reasons for the move. Comparatively, 9% of the survey respondents are currently overseas, with the majority looking to move to New Zealand in 2014, citing 'lifestyle' as the top reason closely followed by 'career development'.

The good news is that the latest Absolute IT Employer Insight Survey shows a large shift in employer confidence with 47.5% of employers planning to provide a pay rise in 2014 with only 6% ruling it out.

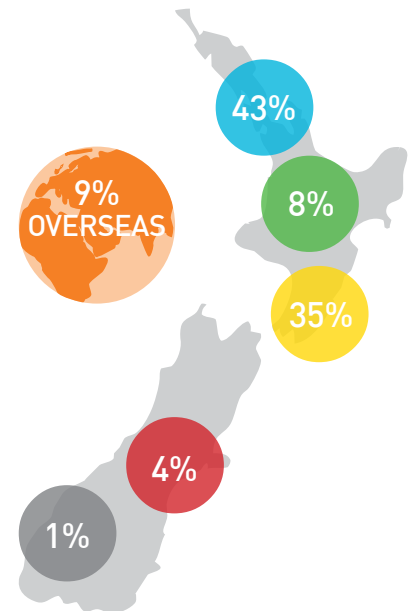
Social media continues to be a relied on tool for job seekers with 79% updating their profiles when they are actively looking for a new role -up from 72% in 2013. 79% are also using social media and websites to evaluate potential employers and 48% have used social media to look for a job or contact a potential employer.

The increasing use of social media by job seekers highlights the growing opportunity for employers to attract the best talent by promoting their brand through multiple online channels.

## EMPLOYMENT TYPES OF SURVEY PARTICIPANTS

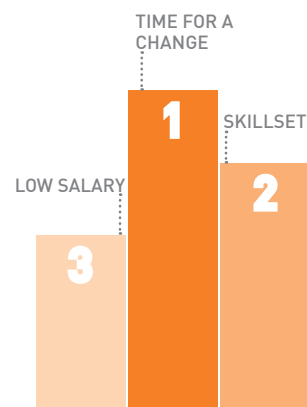


## REGIONAL SPLIT OF PARTICIPANTS

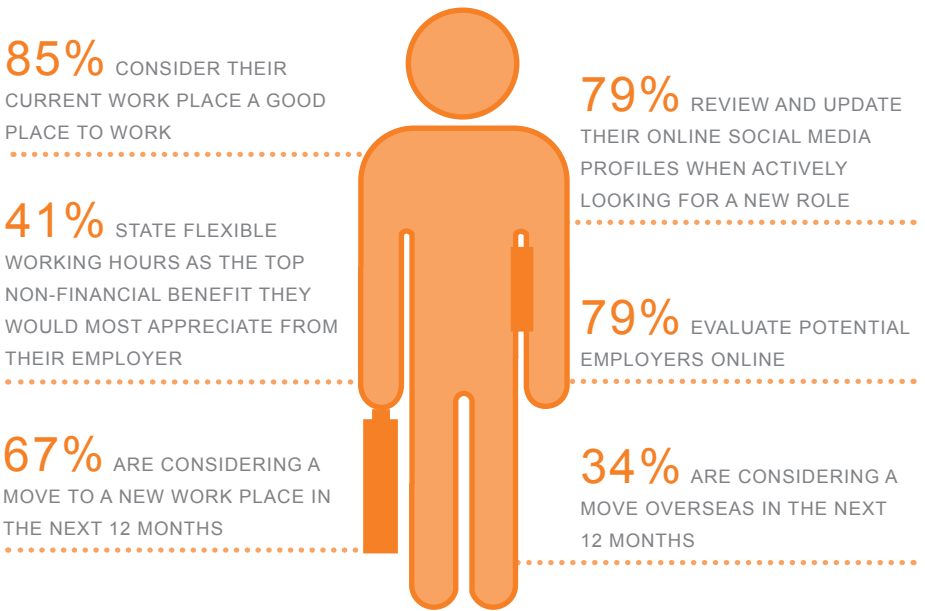


- AUCKLAND
- HAMILTON/BAY OF PLENTY
- WELLINGTON
- CHRISTCHURCH
- SOUTH ISLAND OTHER

## MAIN MOTIVATORS FOR MOVING JOBS

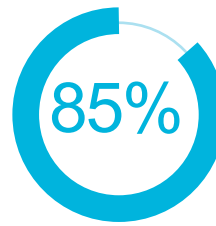
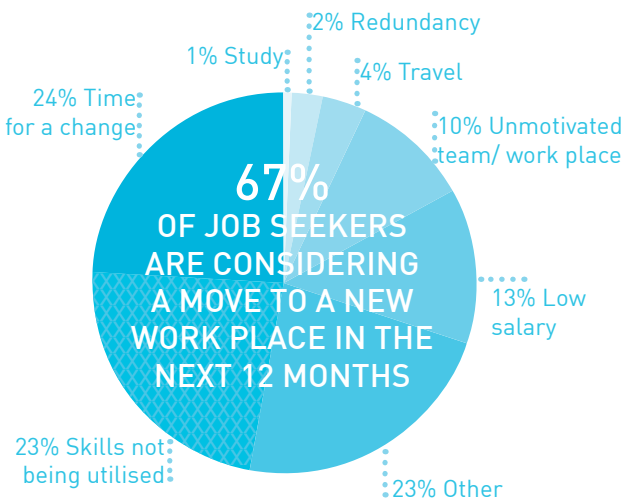


## PROFILE OF A JOB SEEKER



**WORKPLACE SATISFACTION**

Reasons employees are considering a move to a new workplace in 2014:



OF JOB SEEKERS CONSIDER THEIR CURRENT WORK PLACE A GOOD PLACE TO WORK



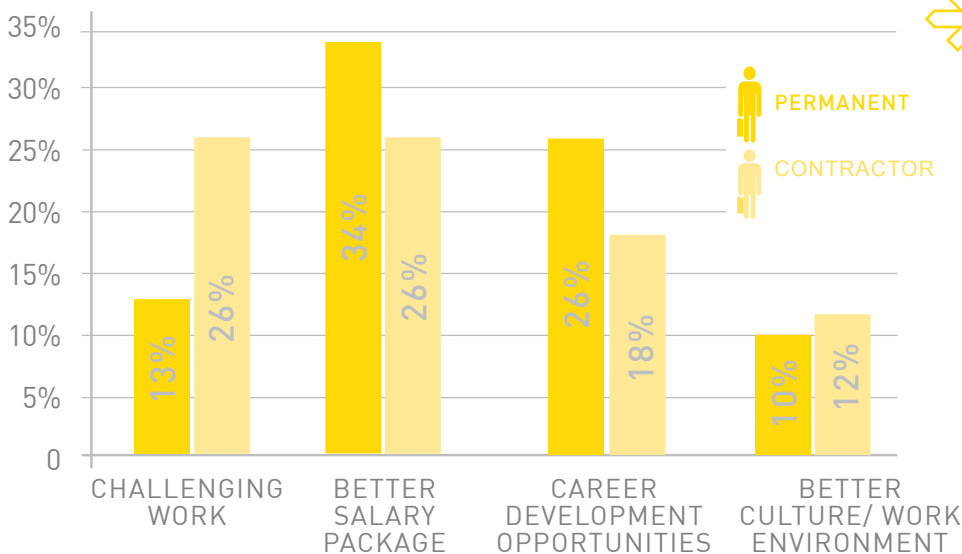
**MARKET INSIGHT**

Workplace satisfaction remains strong with 85% of job seekers considering their workplace a good place to work, however 67% of employees are planning to move to a new work place in 2014 citing 'time for a change' as the top reason to change jobs.

The shift in motivation is further evidence of an increase in job seeker confidence with the improving economy.

**PERMANENT VS CONTRACTORS**

Top motivators that influence a job seeker's final decision

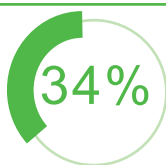


**MARKET INSIGHT**

Permanent workers prefer better salary & career development opportunities while contractors place more value on the culture and environment as well as the level of challenge in the role.

These influences align with the time bound motivations of permanent vs contract workers.

**RELOCATING**



OF JOB SEEKERS ARE CONSIDERING A MOVE OVERSEAS

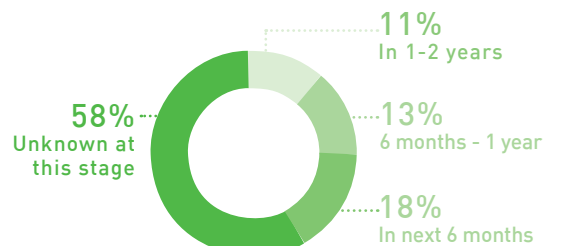
Of those considering a move overseas:

**51%** ARE PLANNING TO MOVE TO AUSTRALIA

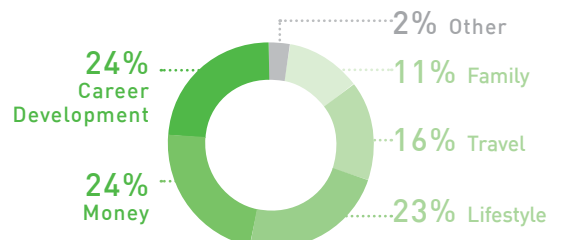
**28%** PLAN TO MOVE INDEFINITELY



**WHEN?**



**WHY?**



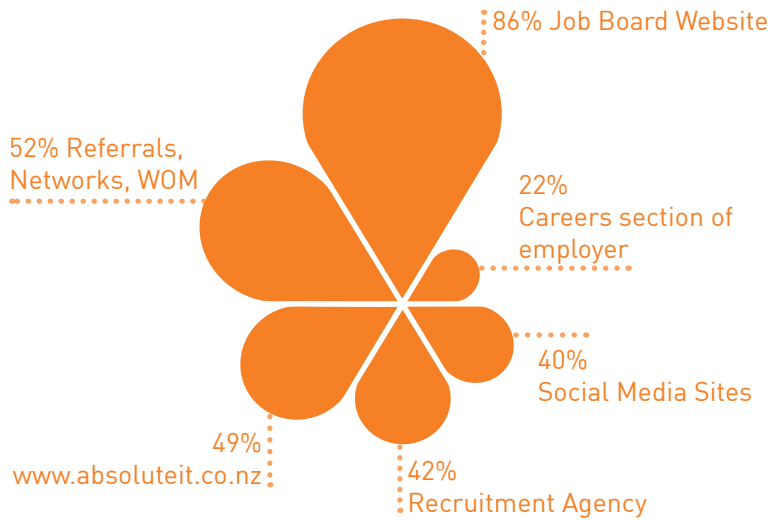
**ONLINE**

**Job seekers who research potential employers online**



**79%**  
OF JOB SEEKERS  
RESEARCH POTENTIAL  
EMPLOYERS ONLINE  
- UP FROM 72% IN 2013

**Where job seekers look for new work**



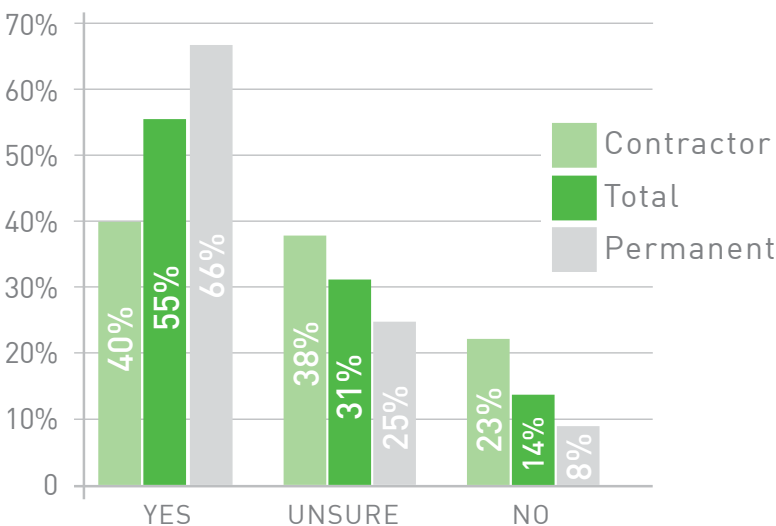
**MARKET INSIGHT**

There is disparity between job seeker's & employer's use of social media: for employers it continues to shift in popularity with a small decrease in those using it to promote their brand and attract new staff. While job seekers use of social media to evaluate employers is up from 72% in 2013.

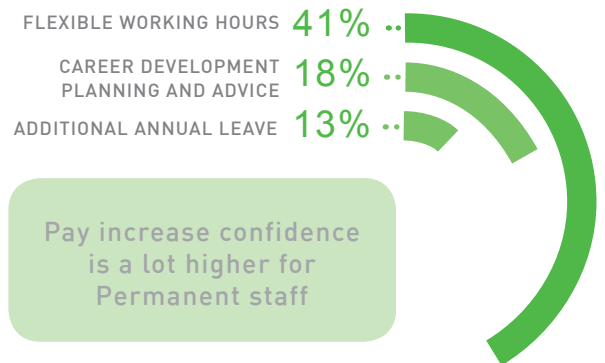
A large majority of job seekers are looking for jobs online via job boards, recruitment agencies and the careers section of employers websites. In fact the only 'offline methods' mentioned were referrals & head hunting and recruitment agents, gone are the days of circling job ads in the newspaper.

**REMUNERATION**

**Job seekers expecting a Pay Increase in 2014**

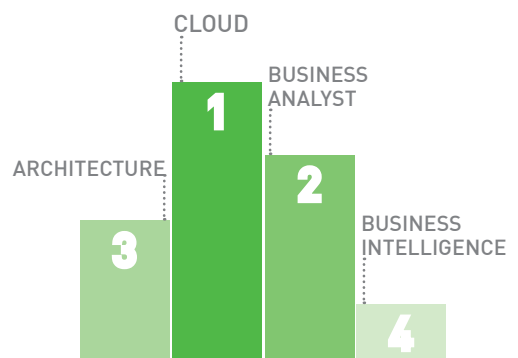


**The top Non-Financial benefits job seekers would appreciate from their employer**



Pay increase confidence is a lot higher for Permanent staff

**The top four skills employees would like to reskill in:**



**MARKET INSIGHT**

The good news is the latest Absolute IT Employer Insight Report shows 47.5% of employers are planning to give their staff a pay rise and only 6% have ruled it out.

The median bonus rate has maintained at \$6,000 and while the percentage of those receiving benefits has dropped since 2013, the number of employees who received a pay rise last year reached 75%: a significant increase against the 44% of employers who were expecting to give them at the beginning of 2013.

### ABOUT ABSOLUTE IT

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

We provide unrivalled service throughout the country. Our service is exceptional because our team is. We are innovative specialists who are industry savvy, well-connected and committed.

Since our launch in 2000 we've been proud to be New Zealand owned, our track record speaks for itself: 95% of job seekers would recommend us to others.

For more information, please contact:

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### METHODOLOGY

The Absolute IT Job Seeker Intentions Survey captures valuable information on the ICT Industry in New Zealand particularly the intentions & expectations of Job Seekers over the next year.

The report is formed from over 3,500 respondent replies with majority of recipients made up of Wellington and Auckland, Waikato/BOP and Christchurch and the remainder split between Overseas and North & South Island 'other'.

74% of responses were in Permanent employment and 26% were Contractors.

The report is renewed every 12 months following our annual December survey.

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