Click Recruitment

IT/Tech
Market
Survey
2020

click

Background

As we enter a new and exciting decade, here at Click we have once again compiled our annual look at activity and trends across the IT recruitment market, which we hope will prove beneficial in your future hiring plans

Through our involvement in IHSMarkit reports, input to CBI,KPMG and Recruitment Confederation surveys and canvassing over 1000 IT/Tech & Digital professionals, we have produced extensive information around contractor rates, permanent salaries, hiring trends and feedback on candidates' motivations.

As an additional service we also have the ability to provide data on attrition and candidate trends, specific to your sector, tech and competitors and would be happy to discuss this in more detail should it be of value.

click

1. Permanent IT/Tech Market

Permanent Employee Demographics

Sector

84%   16%

Private   Public
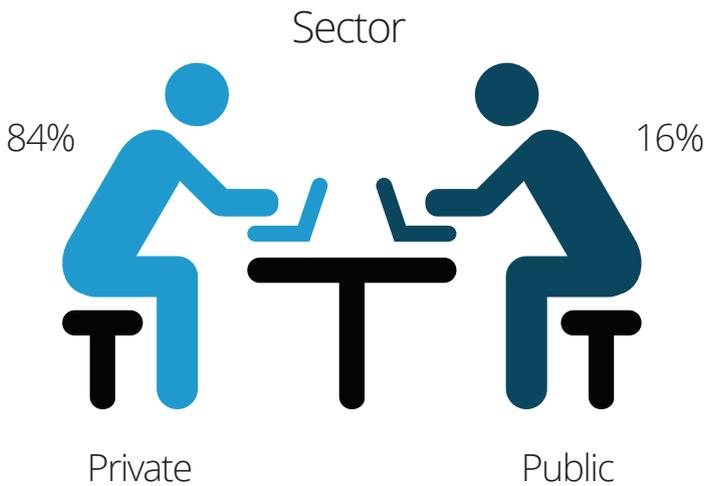
Where employees currently work

Scotland

North West

West Midlands

Thames

Wales

South West

North East

Yorkshire & the Humber

East Midlands

East Anglia

London

South East

Density of Tech Employees

◀ Highest   Lowest ▶
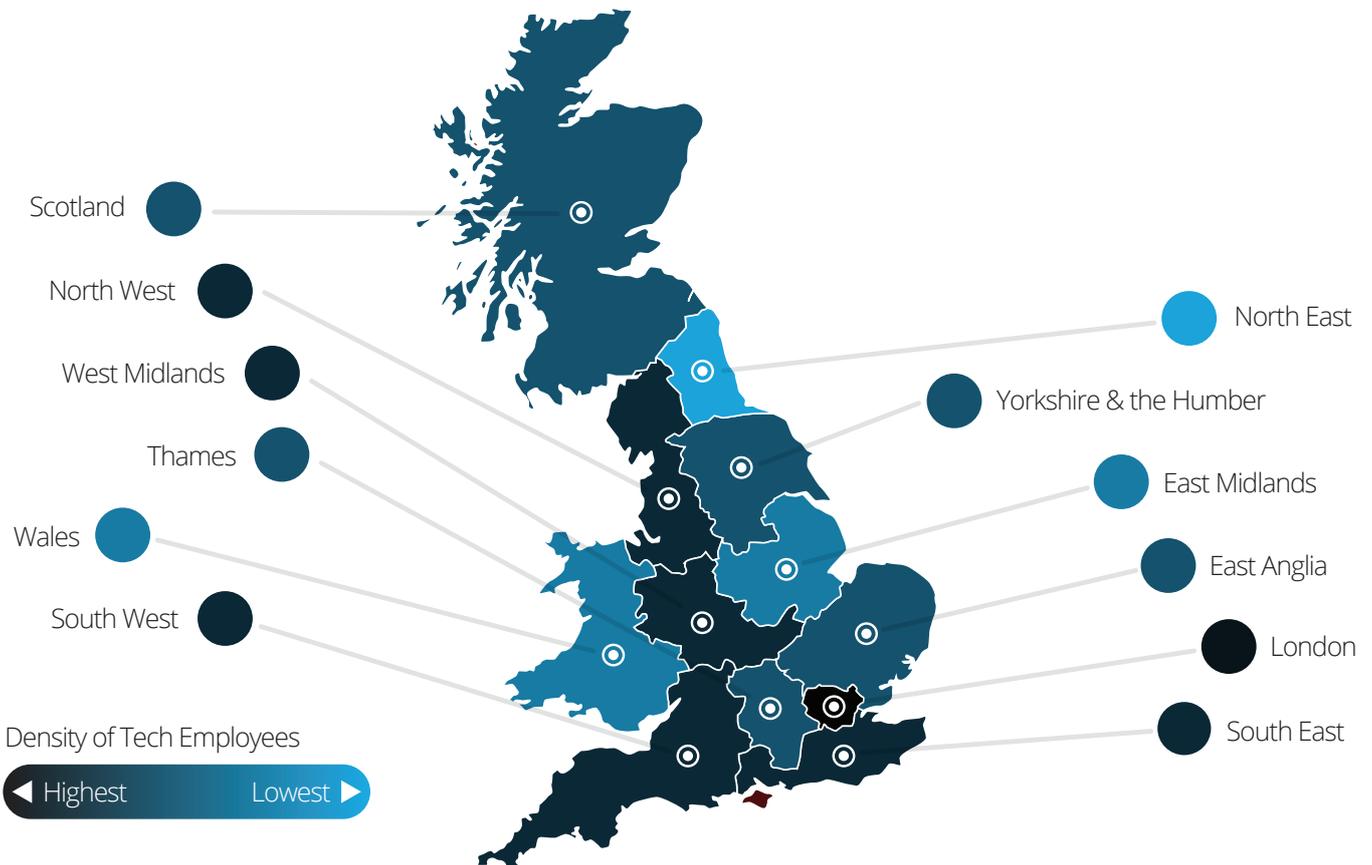
What factors entice employees to relocate?

Factor	Percentage
Career opportunities	26%
Challenging tasks	12%
High level of responsibility	5%
Salary	30%
Location	17%
Brand	3%
I would not relocate	7%

Employee's age

Age	Percentage
< 18 years old	0%
18 - 24 years old	10%
25 - 34 years old	24%
35 - 44 years old	32%
45 - 54 years old	26%
55 - 64 years old	8%
> 65 years old	0%
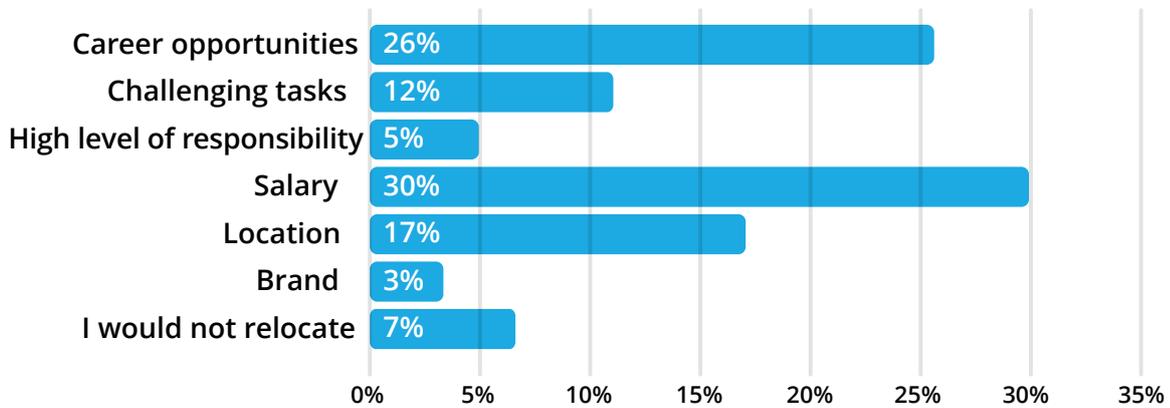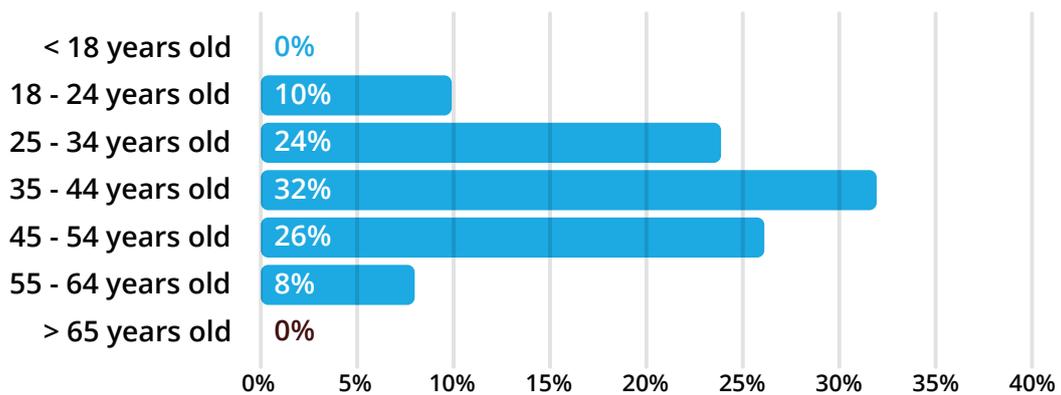
Years of tech experience

Experience	Percentage
0 - 5 years	27%
6 - 10 years	15%
11 - 15 years	14%
16 - 20 years	18%
More than 20 years	26%

click

Current career level

Career Level	Percentage
Director	4%
Senior Management	14%
Middle Management	22%
Lower Management	19%
Team Member	34%
Entry Level	7%

0% 5% 10% 15% 20% 25% 30% 35% 40%

Current area of tech

Support & Ops
26%

Development
18%

Project Management
17%

Consultant
8%

Analysis
7%

Design
6%

Testing
5%

Architect
4%

Data Science
5%

Training
2%

Engineer
2%
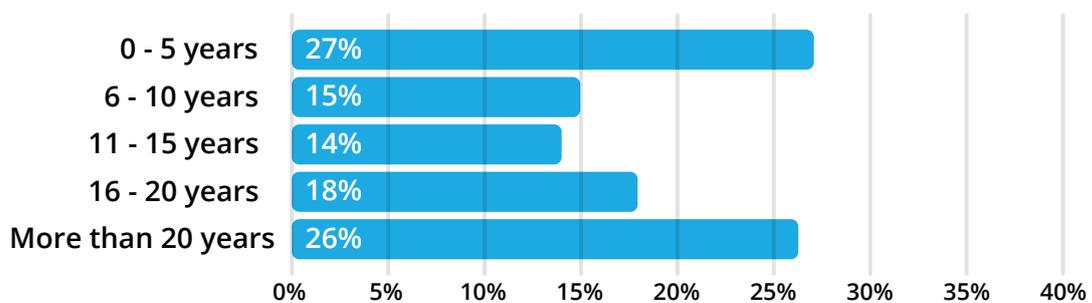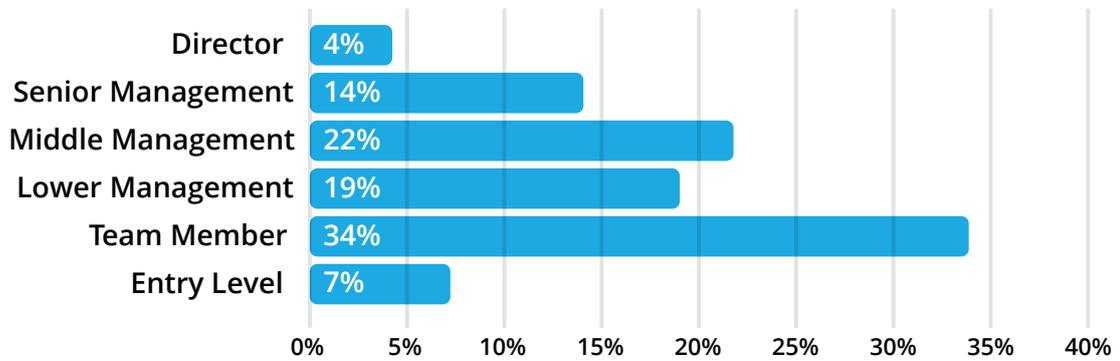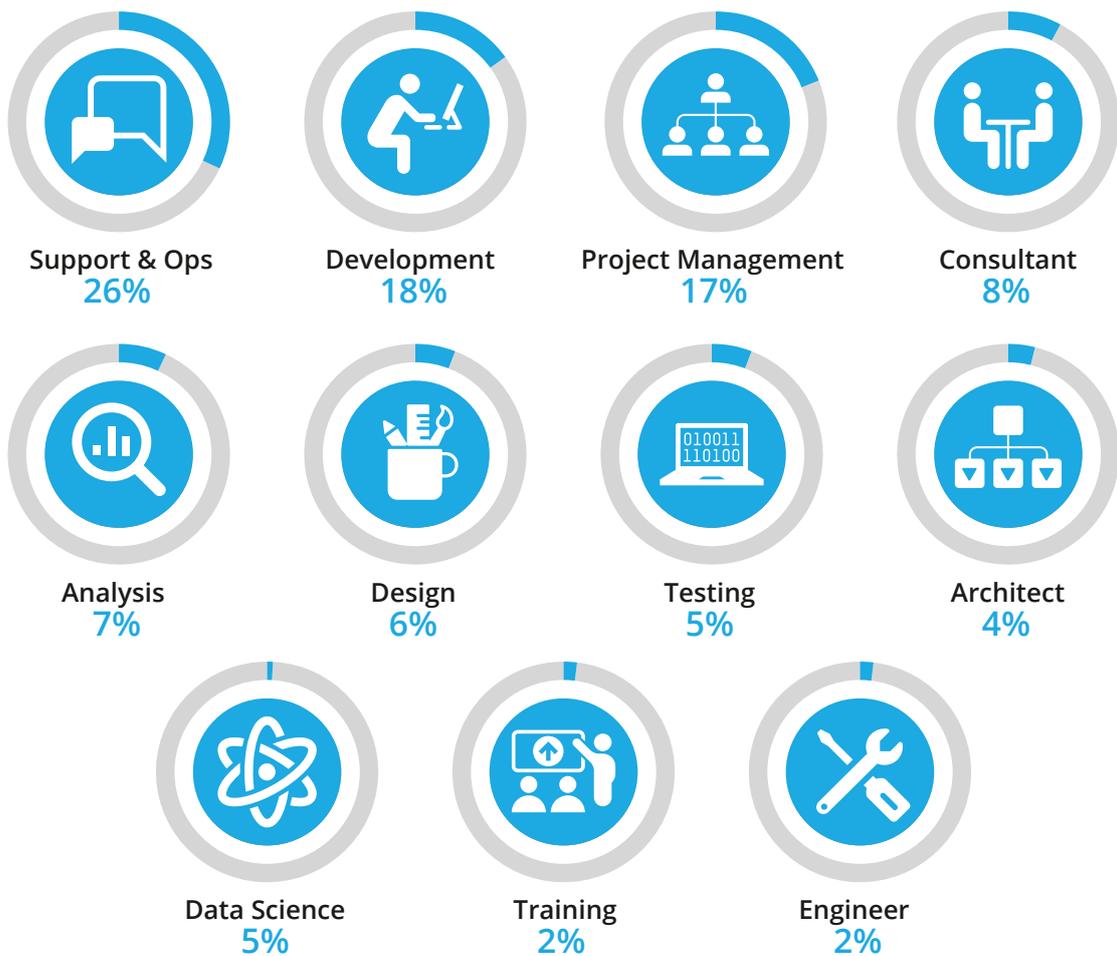
Top 10 industries employees work in*

Industry	Percentage
Finance / Banking	11%
Software Products	11%
Telecommunications	9%
Consulting	7%
Education	6%
Retail	6%
Digital	5%
Healthcare	4%
Manufacturing	4%
Web Services	3%

Permanent top ten tech

| Technology	Percentage
Java	18%
SQL	12%
DevOps	12%
C#	11%
HTML	10%
BI	9%
PHP	4%
Data	4%
Android	3%
Python	3%
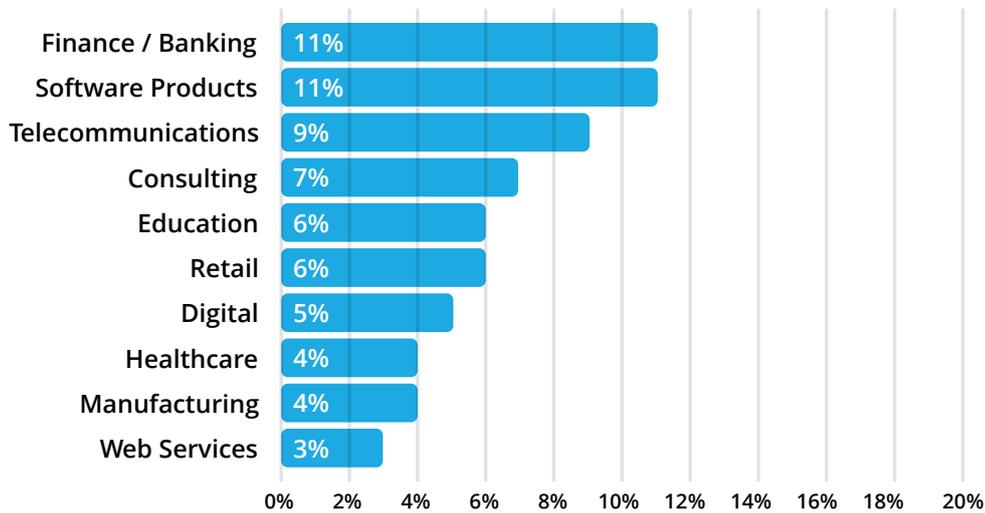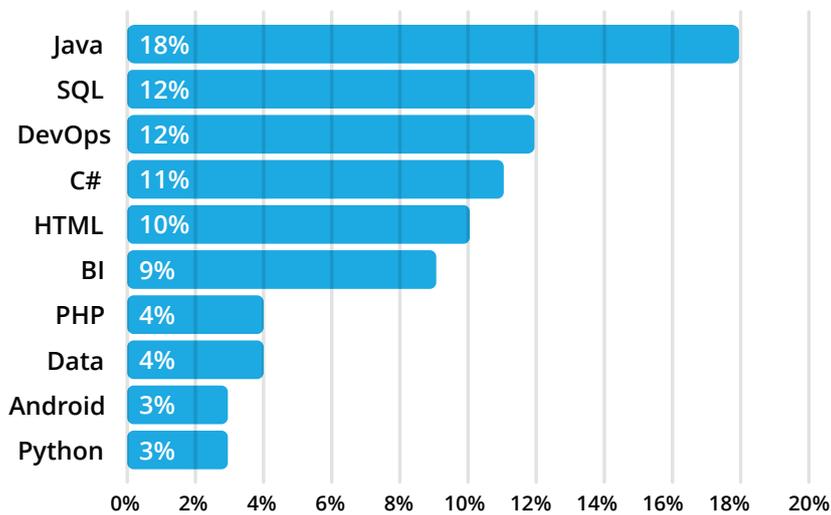
*These represent the top 10, hence the percentage overall does not add up to 100

click

Permanent Employee Salary

Current annual salary (gross income)

12%
£0 - £20K

28%
£20K - £40K

37%
£40K - £60K

15%
£60K - £80K

4%
£80K-£100K

4%
£100K+
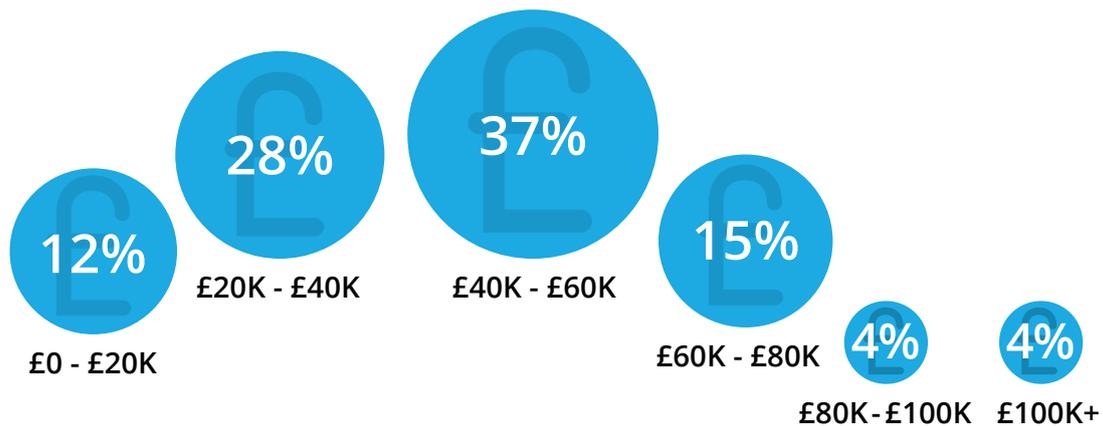
Change in salary (last review)

↑
Increase
62%

↔
No change
37%

↓
Decrease
1%

Expectations (next review)

↑
Increase
64%

↔
No change
35%

↓
Decrease
1%

Permanent Employee Current Benefits

Listed in order of popularity

1
Pension

2
Flexible/
home working

3
Healthcare

4
Structured
training

5
Extra
holiday

6
Sabbatical
leave

7
Season
ticket loan

8
Company
car

9
Cycle to work
scheme

10
Laptop

11
Mobile
phone

12
Child care
vouchers

click

Why move?

Clear career path **27%**	Your team **18%**	Job security **17%**	Salary **16%**
Investment in tech department **8%**	Strong overall business performance **7%**	Benefits **3%**	Other* **4%**

Why stay?

Salary **35%**	Challenging role **22%**	Career progress **20%**	Location **15%**
Brand / Company **3%**	Company purpose **2%**	High responsibility **2%**	Tech infrastructure **1%**

***Others include: feeling valued and work life balance**

2. Contractors

Contractor Demographics

Sector

83%   17%

Private   Public
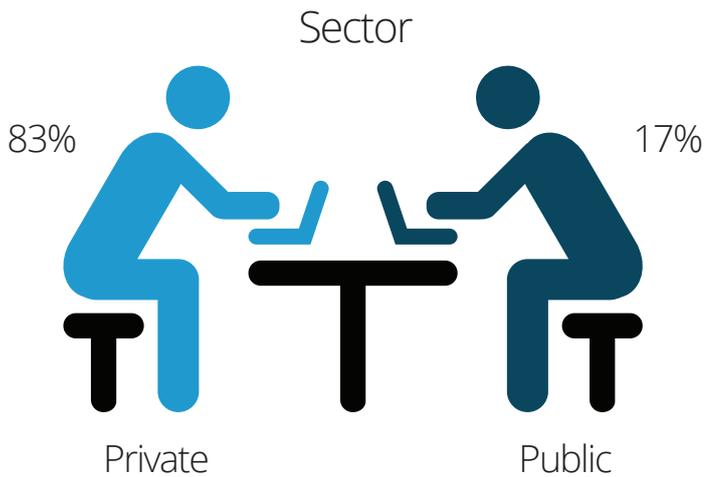
Where contractors currently work

Scotland

North West

West Midlands

Thames

Wales

South West

North East

Yorkshire & the Humber

East Midlands

East Anglia

London

South East

Density of Tech Employees

◀ Highest   Lowest ▶

click
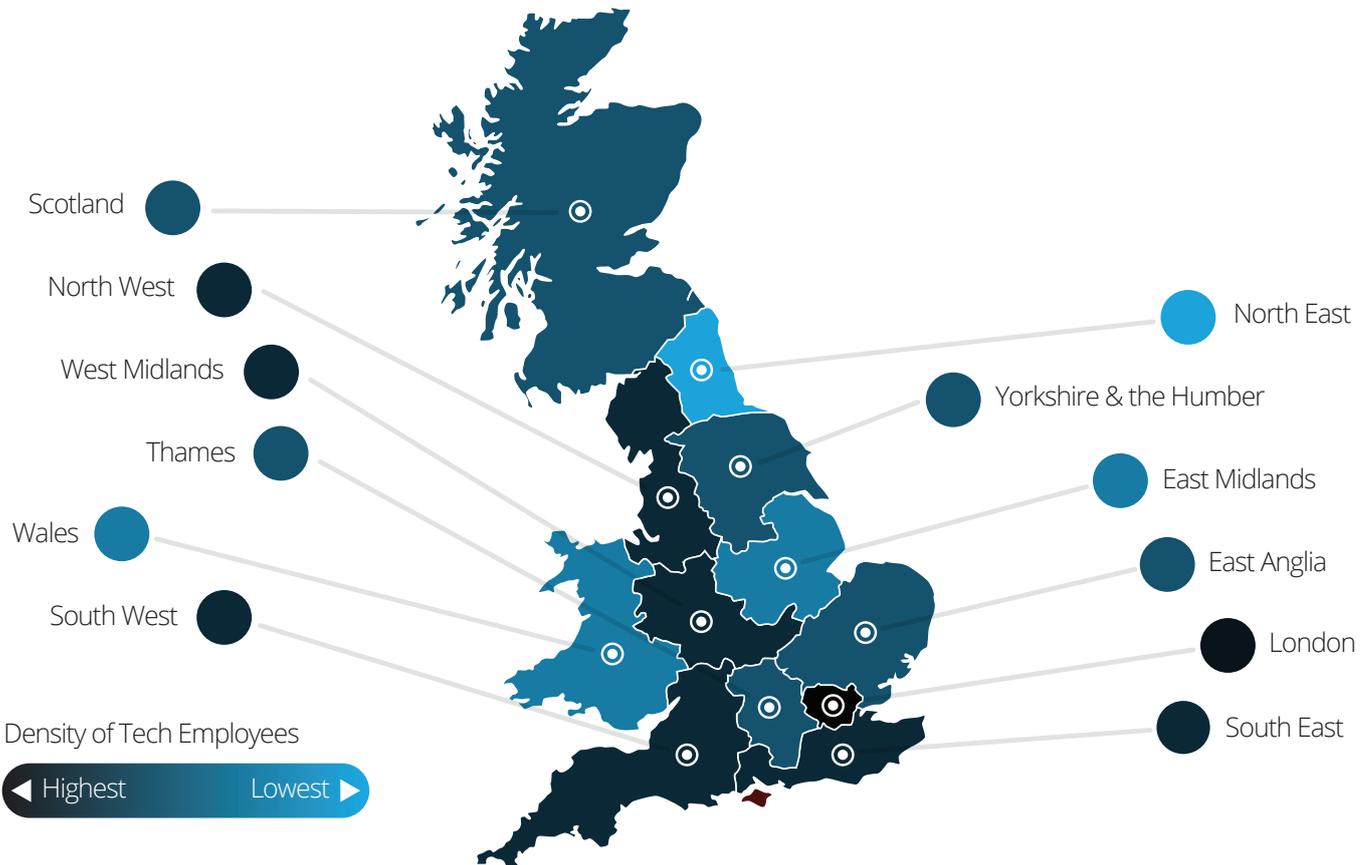
Why contractors relocate?

Category	Percentage
Career opportunities	18%
Challenging tasks	14%
High level of responsibility	6%
Rate	26%
Location	16%
Brand	6%
I would not relocate	13%
Other*	1%
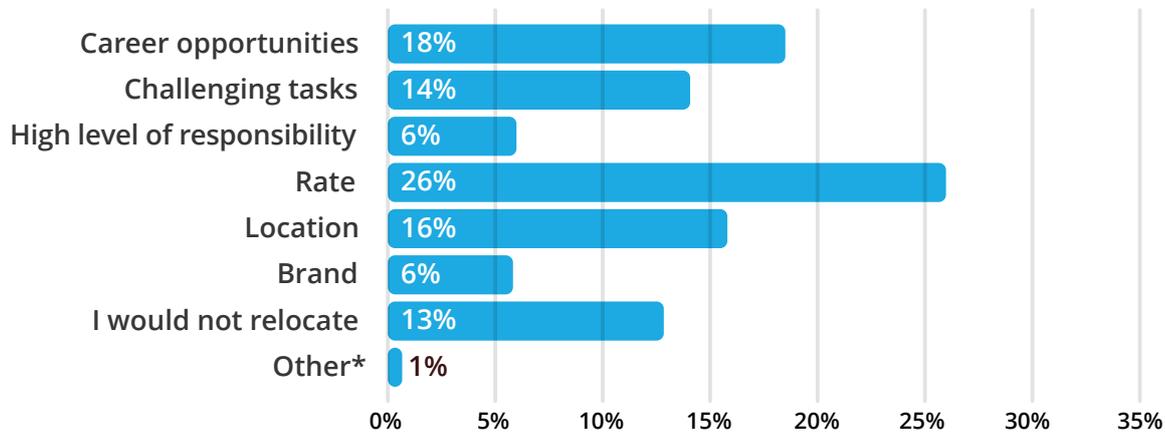
*Others include: Work-Life Balance

Contractors age

Age	Percentage
< 18 years old	0%
18 - 24 years old	5%
25 - 34 years old	17%
35 - 44 years old	33%
45 - 54 years old	31%
55 - 64 years old	13%
> 65 years old	1%
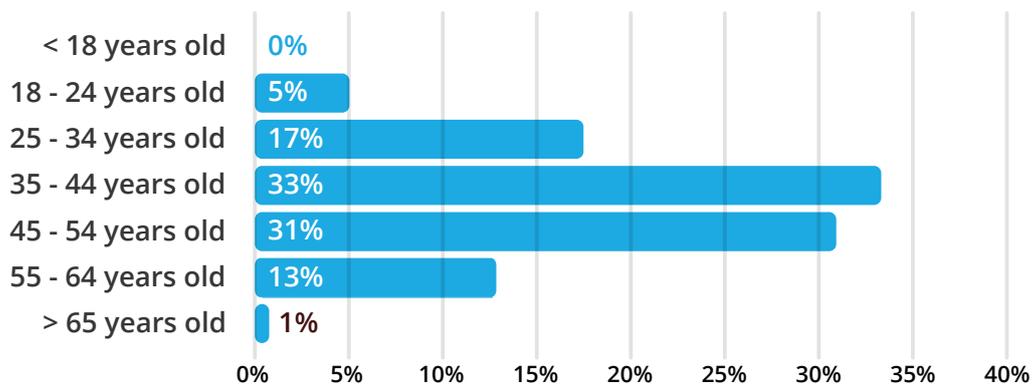
Years of tech work experience

Experience	Percentage
0 - 5 years	17%
6 - 10 years	14%
11 - 15 years	15%
16 - 20 years	20%
More than 20 years	34%

Current career level

Career Level	Percentage
Director	11%
Senior Management	17%
Middle Management	25%
Lower Management	12%
Team Member	30%
Entry Level	5%

(Chart scale: 0% – 40%)

Current area of tech

Project Management
20%

Development
17%

Consultant
16%

Support & Ops
16%

Analysis
6%

Design
6%

Testing
5%

Architect
4%

Data Science
4%

Engineer
4%

Training
2%

click
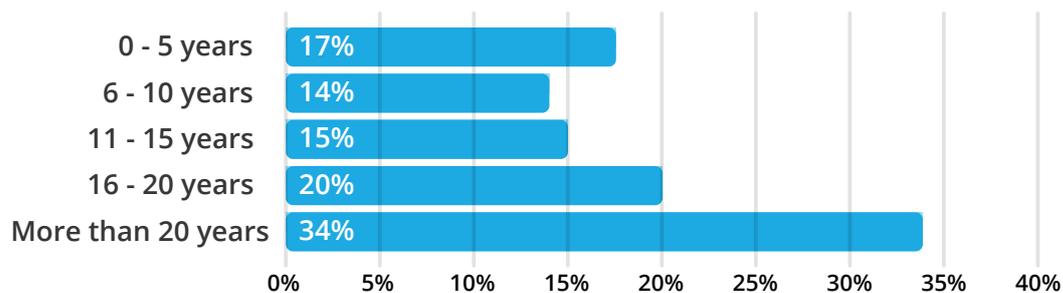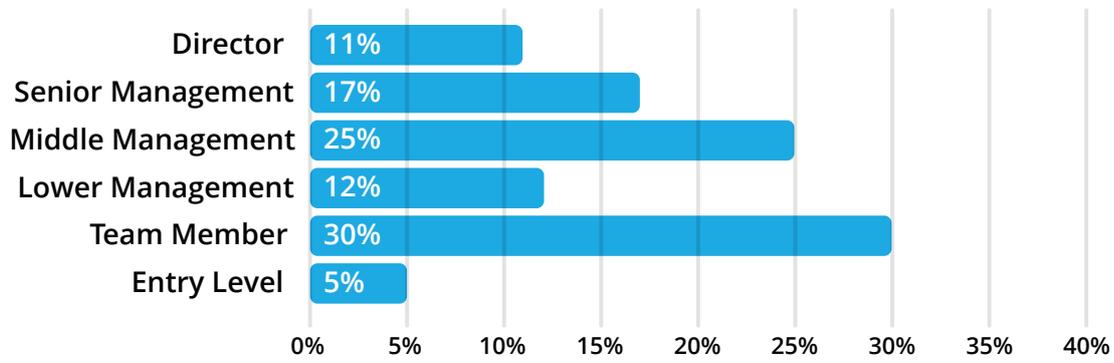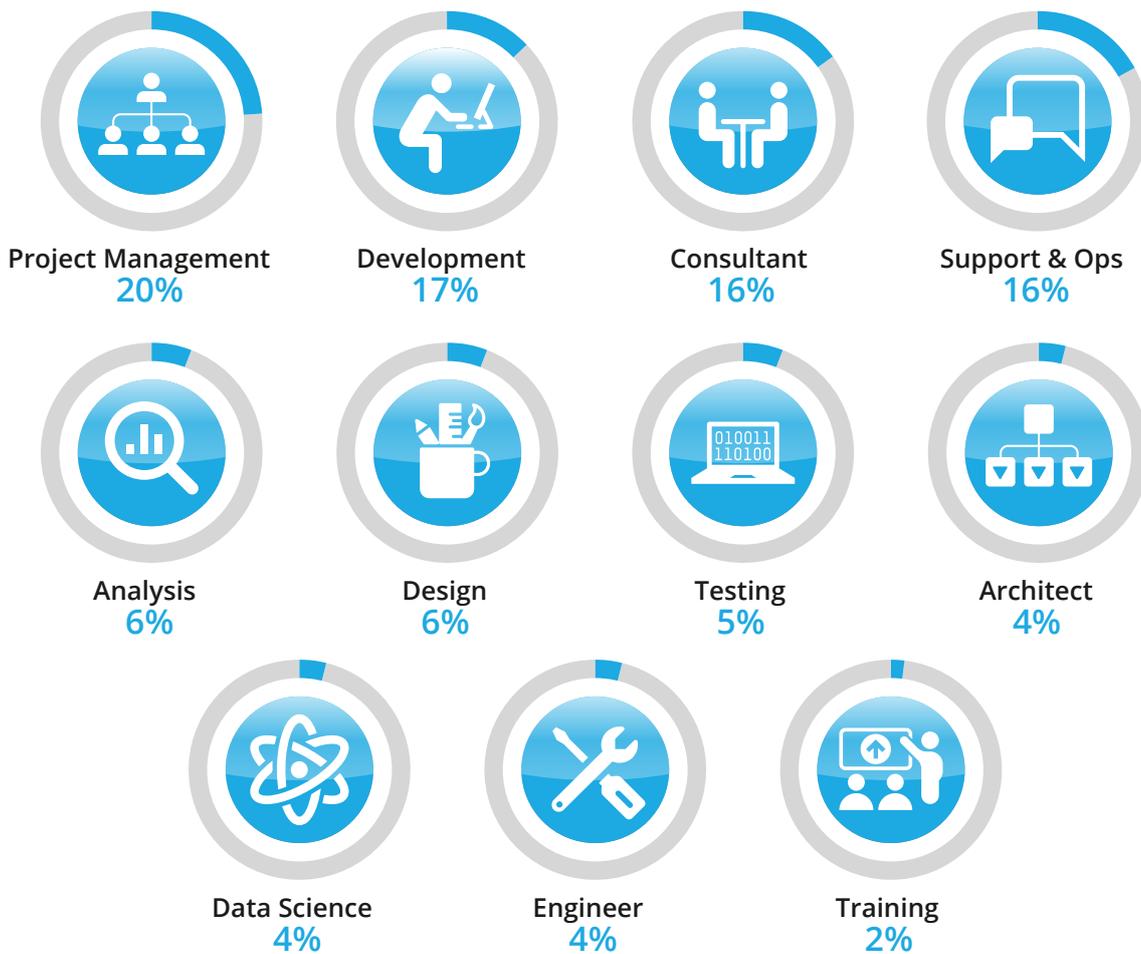
Top 10 Industries contractors work in

Industry	Percentage
Finance / Banking	15%
Consulting	11%
Internet	9%
Software Products	10%
Telecommunications	5%
Manufacturing	5%
Healthcare	5%
Public Sector	4%
Education	4%
Government	4%
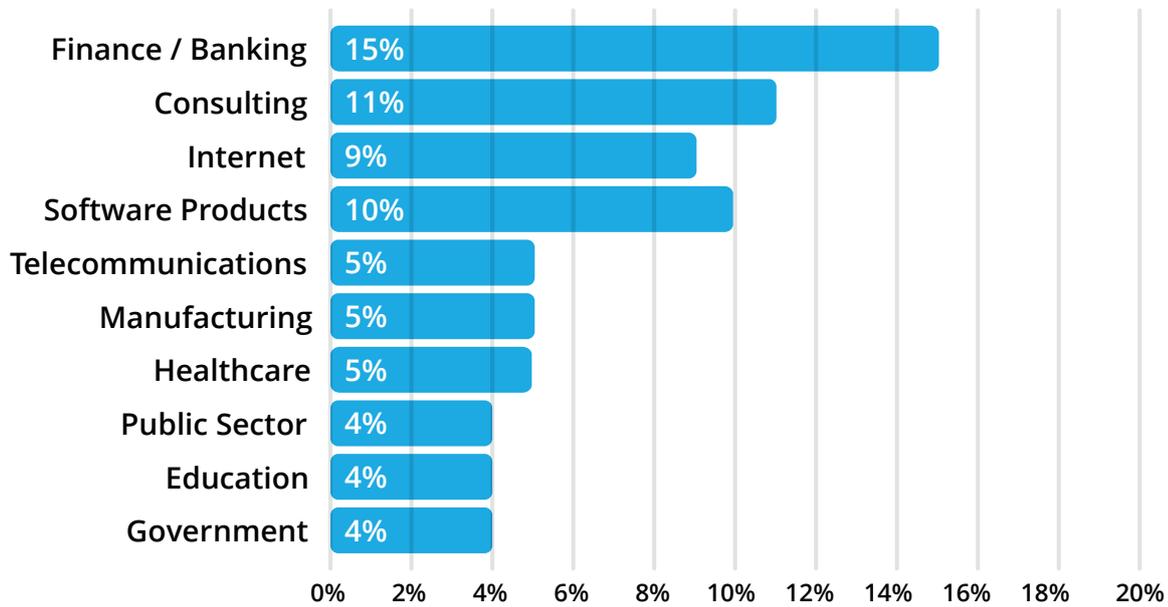
Contract developers top ten languages

Language	Percentage
Java	16%
HTML	12%
C#	11%
JavaScript	9%
SQL	8%
C++	7%
Angular	6%
Python	6%
PHP	6%
Android	4%

Contract Rates (hourly)

26%
£1-£30

29%
£31-£60

28%
£61-£90

10%
£91-£120

2%
£121-£150

5%
£151+
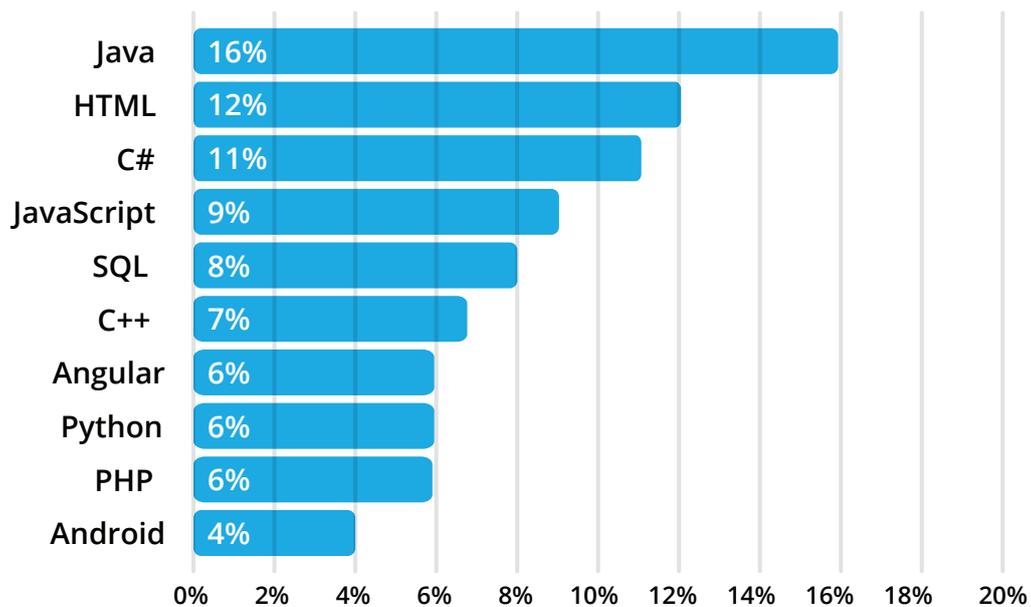
All contract rates are exclusive of recruitment agency fees, commissions, employee benefits
and performance related bonuses

Change in Rates (last review)

Increase
50%

No change
39%

Decrease
11%

Expectations (next review)

Increase
59%

No change
37%

Decrease
4%

click

3. Client Branding

94%
Online Research

79%
Brand influences their
decision to apply
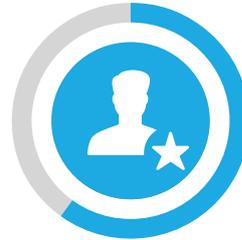
67%
Follow organisations
on social and
professional media
sites

Where are clients followed?

LinkedIn
65%

Facebook
14%
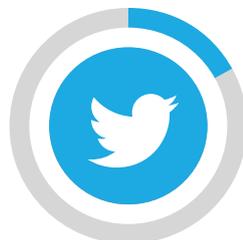
Twitter
12%

Google+
3%

Instagram
4%

Pinterest
1%

Other
1%

click

How are clients researched?

Google search
33%

LinkedIn
18%

Website
18%
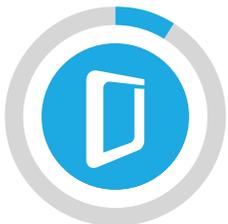
Glassdoor
9%
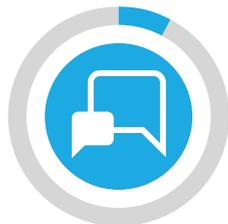
**Talking to peers
/ networks**
8%
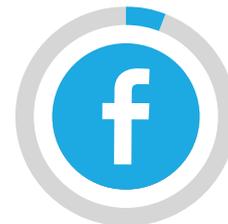
**Facebook**
6%
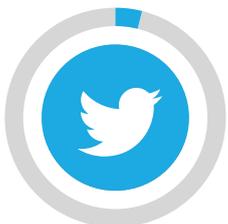
Twitter
4%
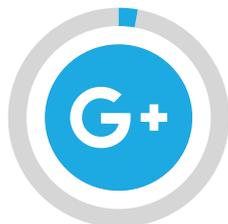
Google+
3%

Instagram
1%

click
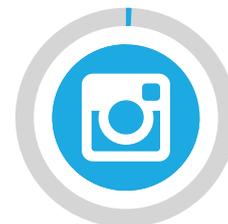
4. Diversity

Diversity in 2020
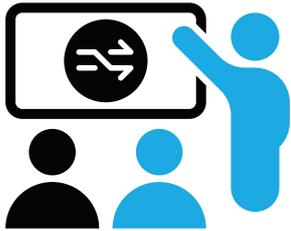
91% of businesses asked have diversity goals as part of their recruitment strategy

What is the main focus of diversity in 2020?

Increase volume of non UK employees
2%

Increase volume of ethnic minorities
14%

Increase volume of female employees
52%

Increase volume of younger employees
11%

Other*
21%

52%

14%

21%

11%
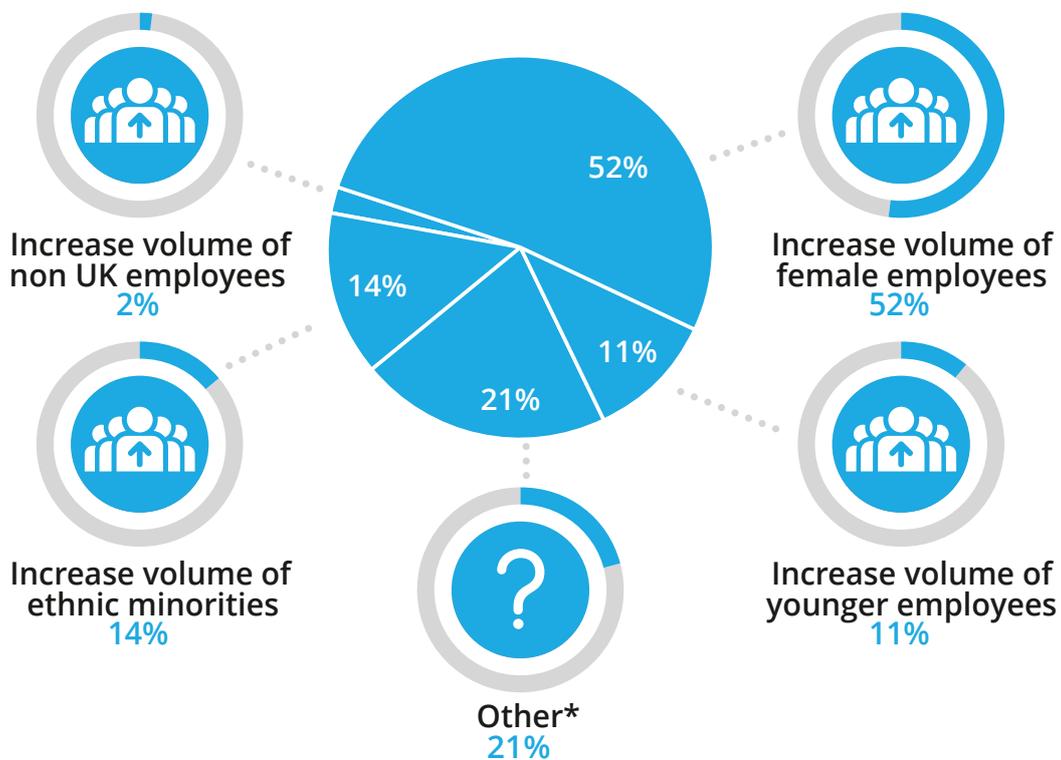
*Others include: all of the above, LGBT & disability hires

What percentage of tech teams are female?

0 - 25%
70%

26 - 50%
25%

51 - 75%
4%

76 - 100%
1%
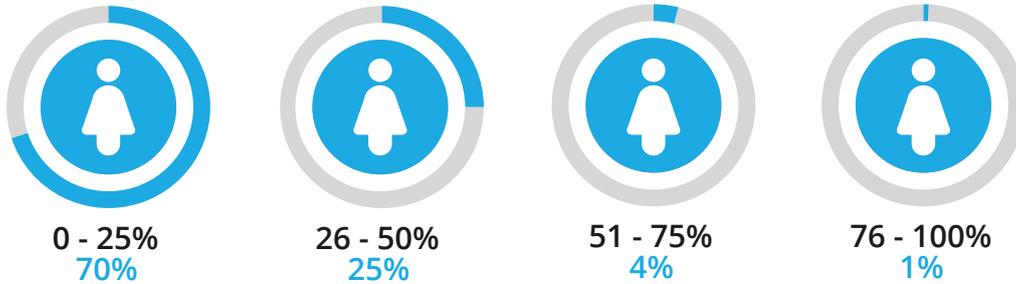
How will diversity be increased through hiring policies?

**Breed a culture
of diversity**
52%

**Actively sourcing
diverse candidates**
22%

**Increase in diversity
branding**
14%

**Collaborate with
relevant partners**
12%

Contact
Click Recruitment

click

Craven House, 121 Kingsway, Holborn, London WC2B 6PA
Cheshire Office: The Heath, Runcorn, Cheshire, WA7 4QX
Scotland Office: 9-10 St Andrew Square, Edinburgh, EH2 2AF

T: 0203 910 0402
T: 01928 511588
T: 0131 297 4614

enquiries@clickrecruiting.co.uk

http://www.clickrecruiting.co.uk

Pertemps Network
the face of recruitment

Part of the Pertemps Network Group