

# Click IT/Tech Recruitment Survey 2019





## Background

Through our involvement in monthly IHSMarkit reports, input to CBI, KPMG and Recruitment Confederation surveys and canvassing over 1000 IT, Tech & Digital professionals, Click have compiled what we hope will be a document of interest.

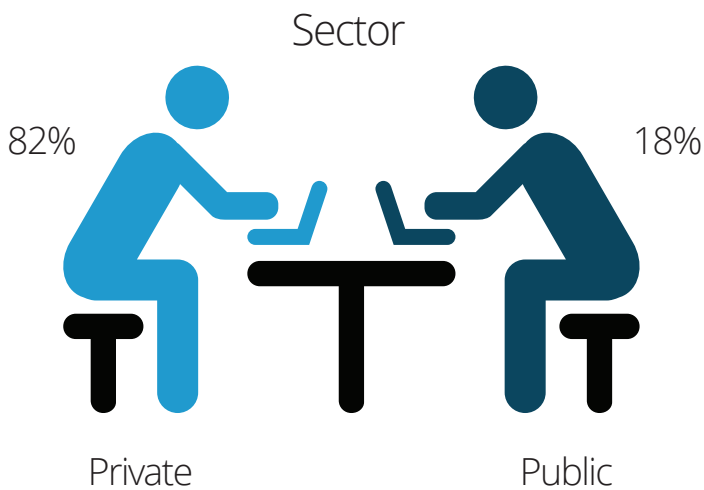
It contains extensive information around contractor rates, permanent salaries, hiring trends and feedback on candidates' motivations which we hope will prove beneficial in your future hiring plans.

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.

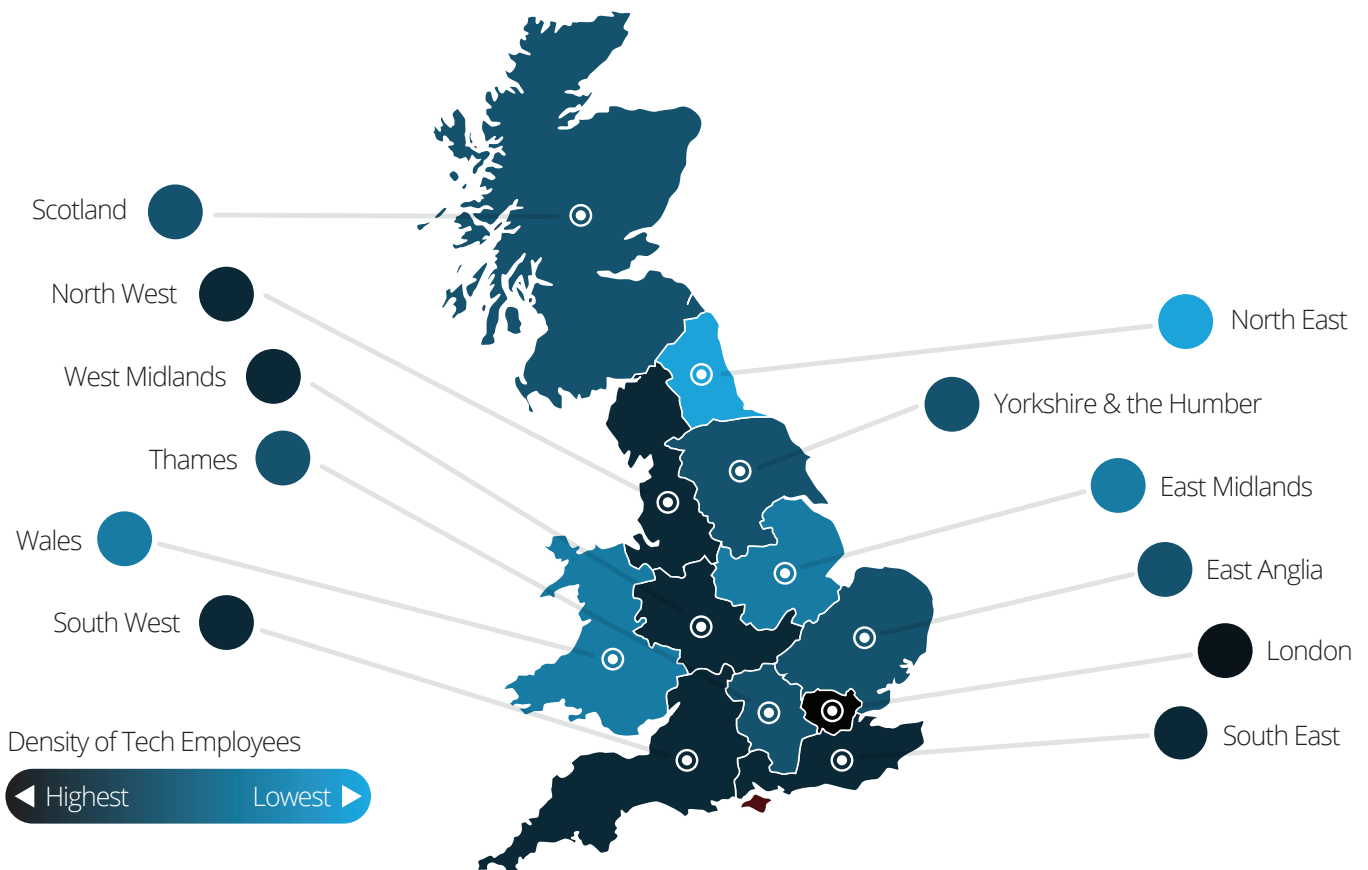


# 1. Permanent

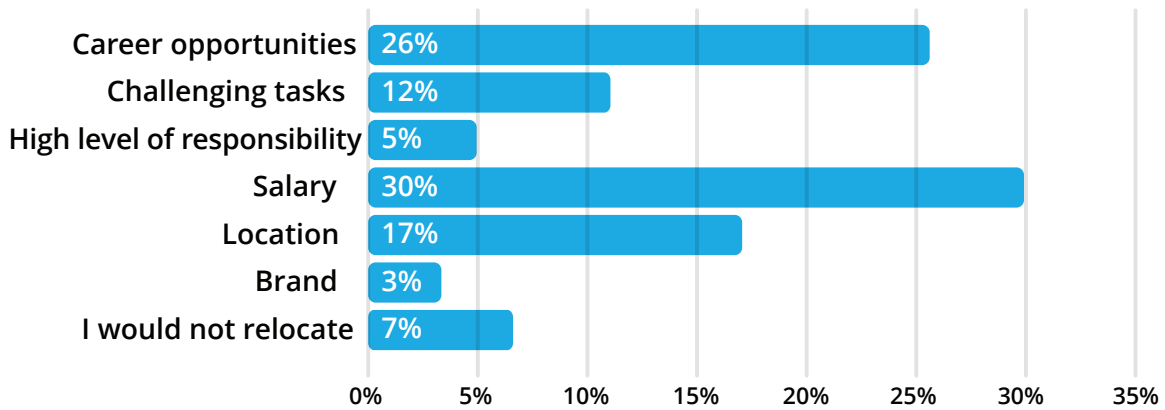
## Permanent Employee Demographics



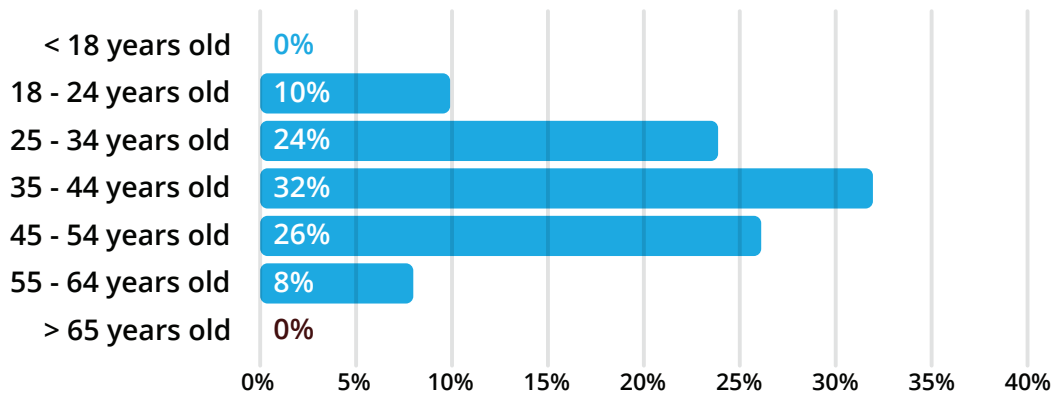
## Where employees currently work



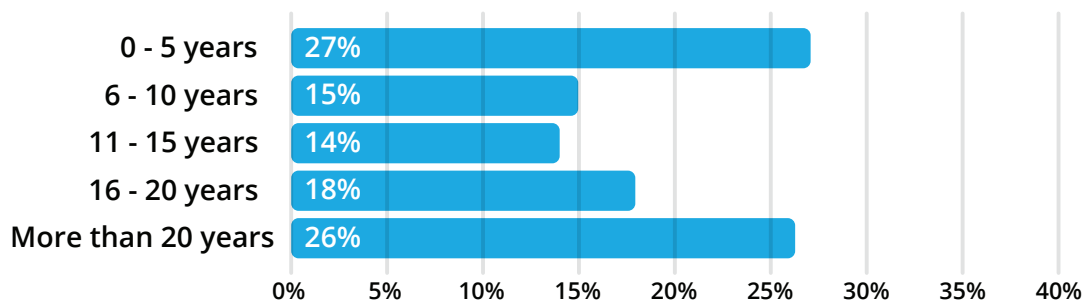
## What factors entice employees to relocate?



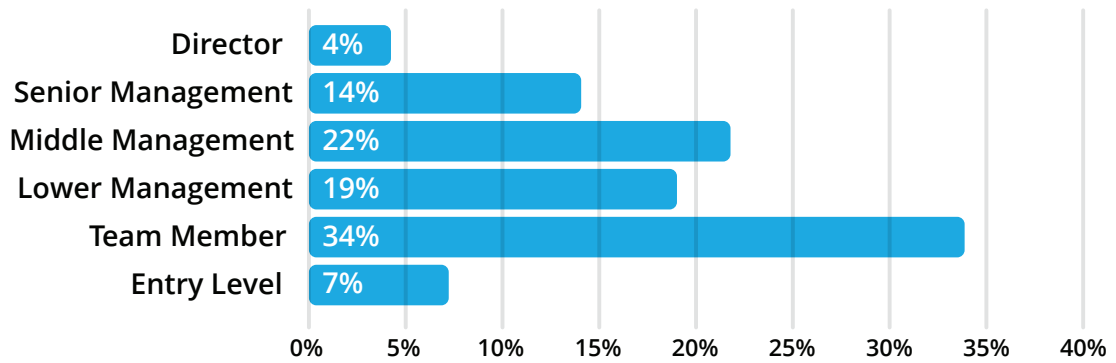
## Employee's age



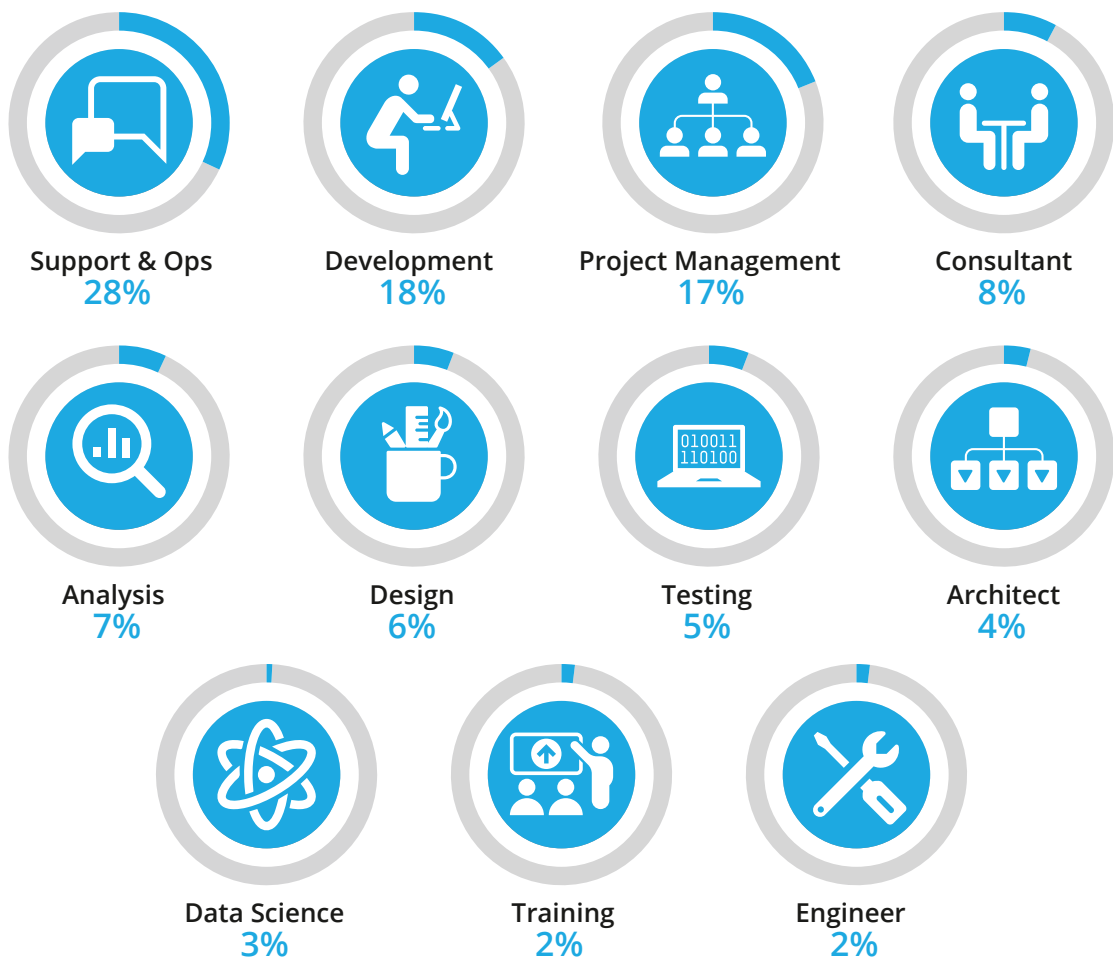
## Years of tech experience



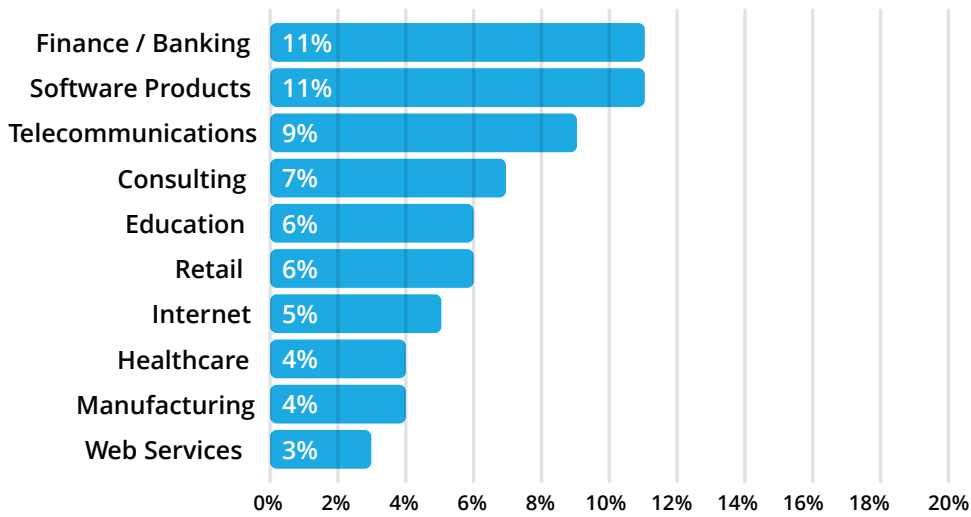
## Current career level



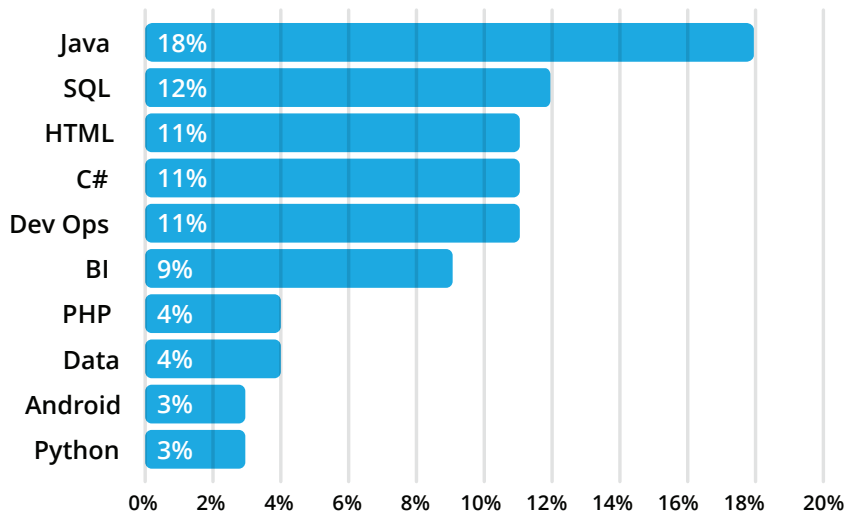
## Current area of tech



## Top 10 industries employees work in\*



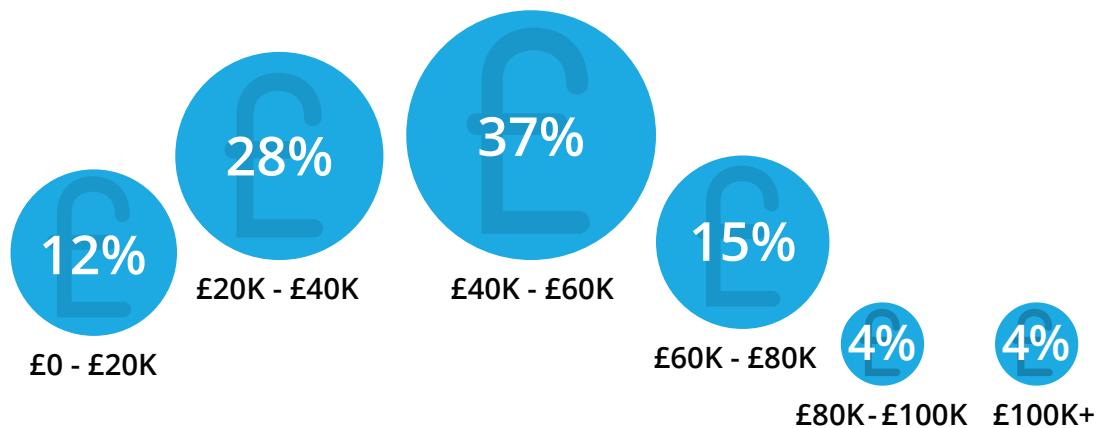
## Permanent top ten tech



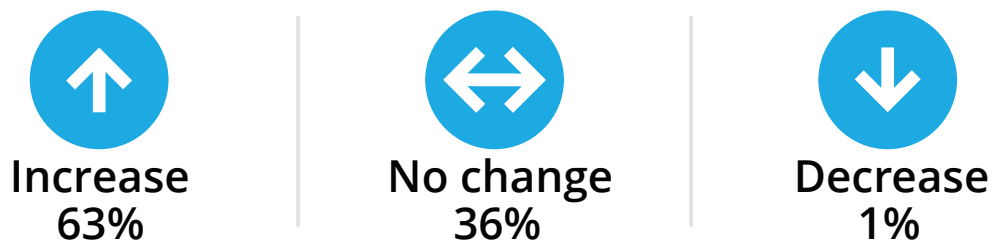
\*These represent the top 10, hence the percentage overall does not add up to 100

## Permanent Employee Salary

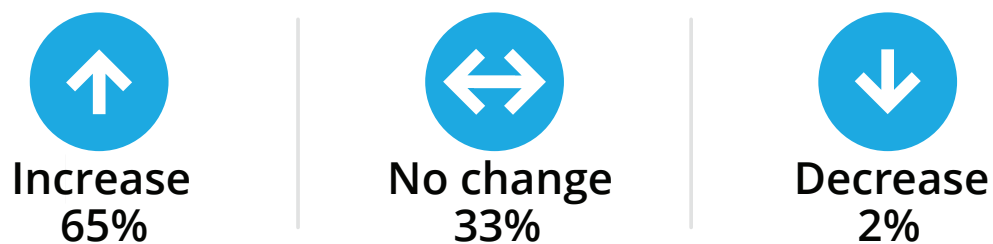
### Current annual salary (gross income)



### Change in salary (last review)



### Expectations (next review)



## 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



## 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%

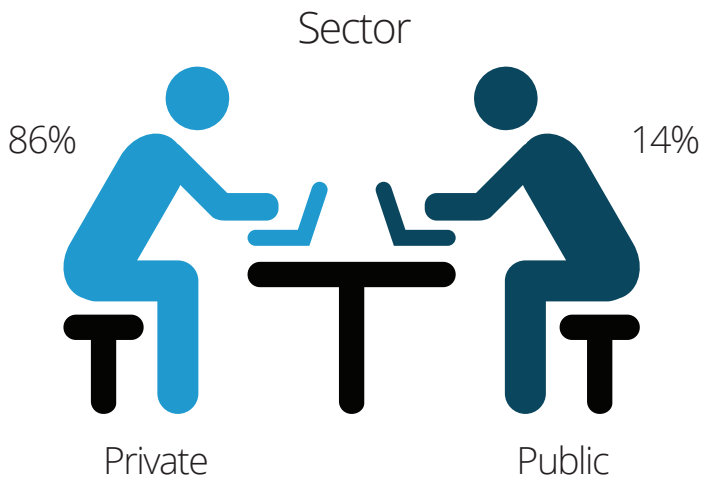


Tech infrastructure  
1%

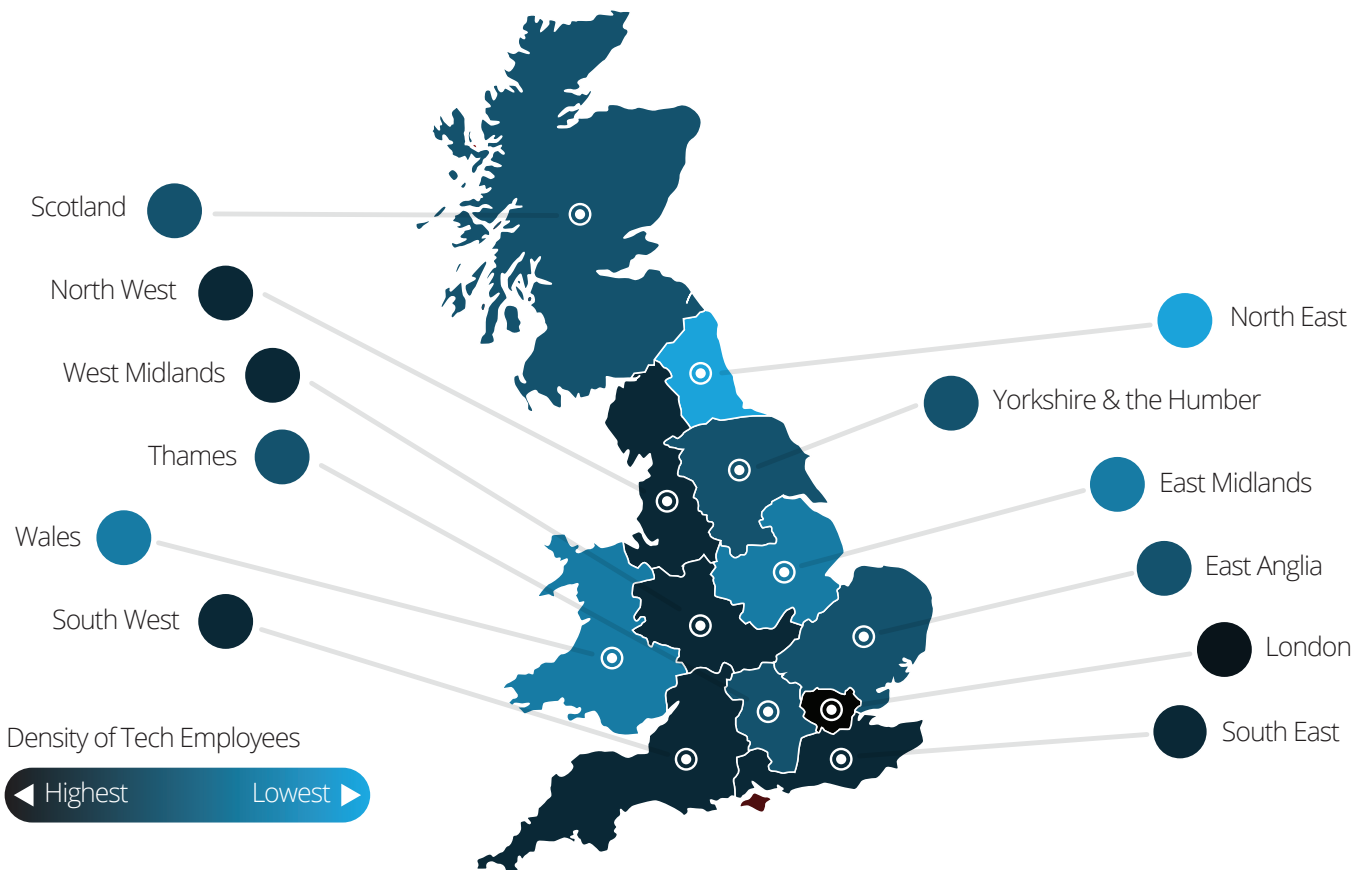
\*Other includes: feeling valued and work life balance

## 2. Contractors

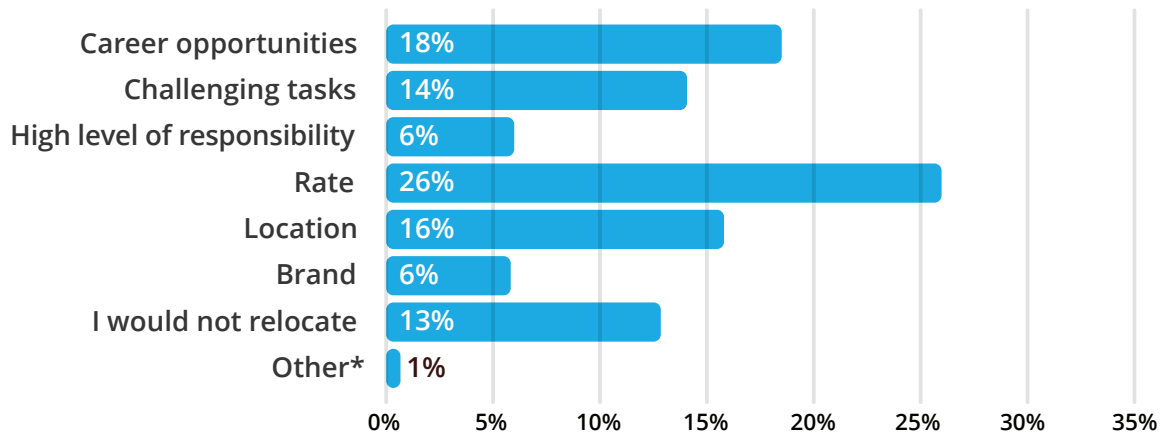
### Contractor Demographics



### Where contractors currently work

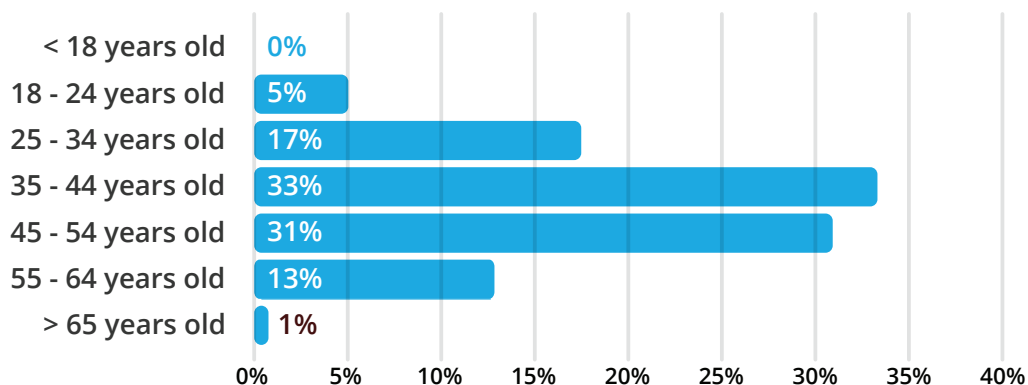


## Why contractors relocate?

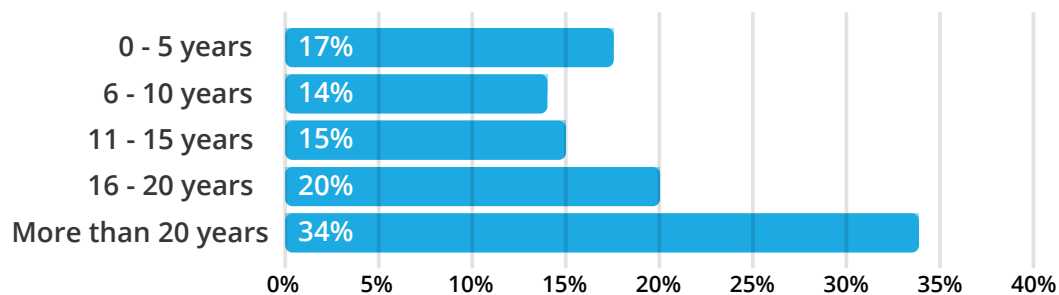


\*Other includes: Work-Life Balance

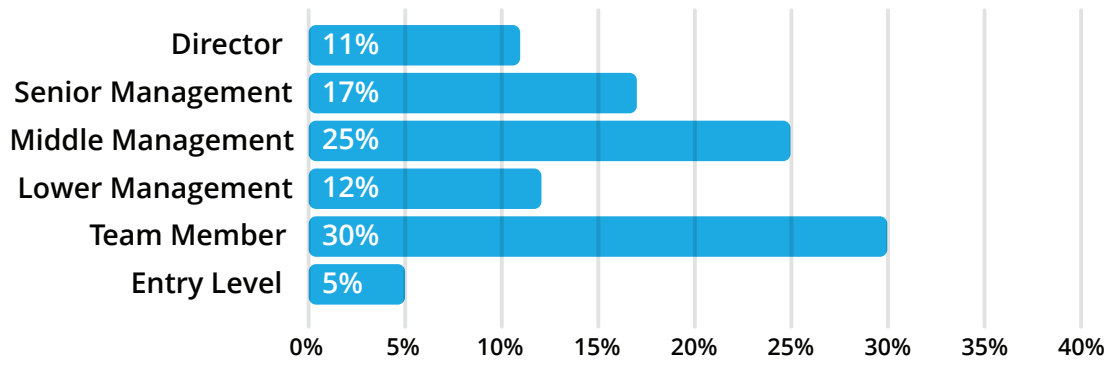
## Contractors age



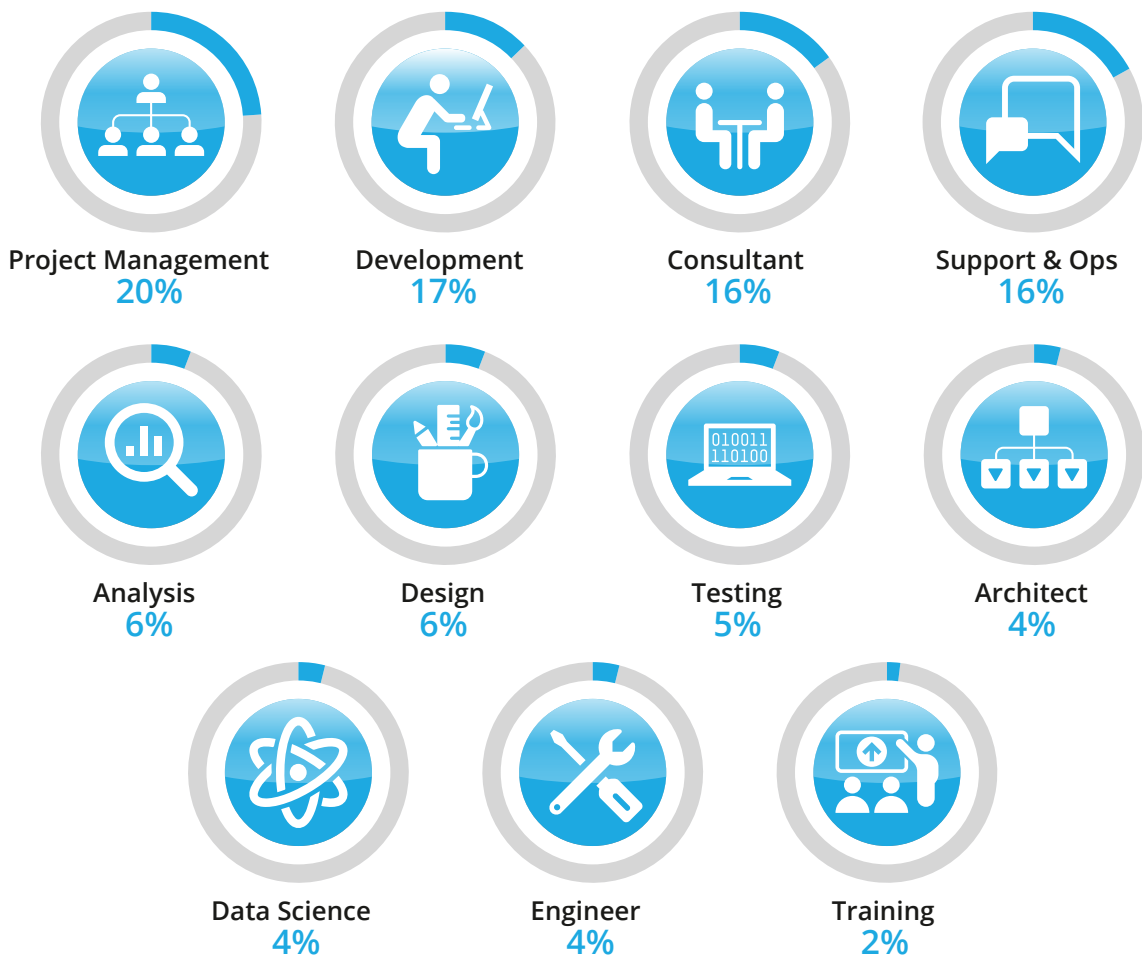
## Years of tech work experience



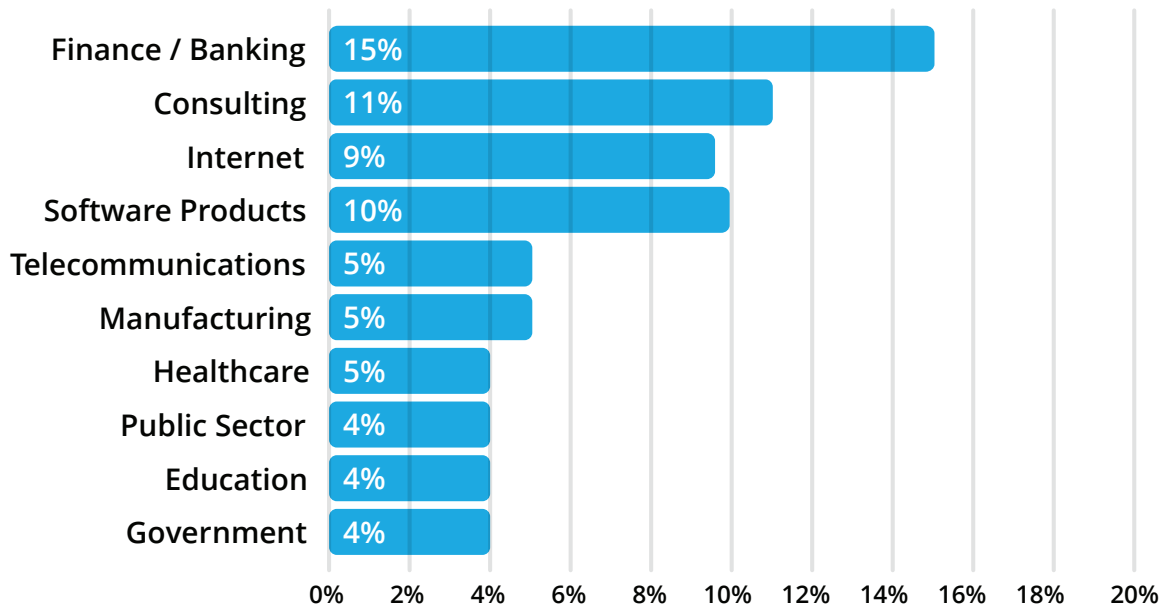
## Current career level



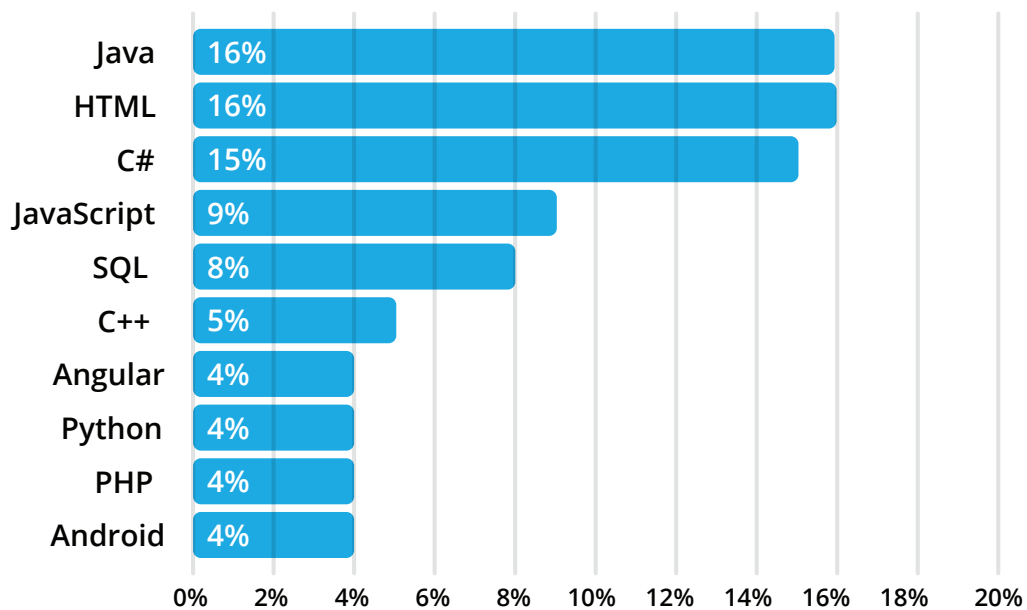
## Current area of tech



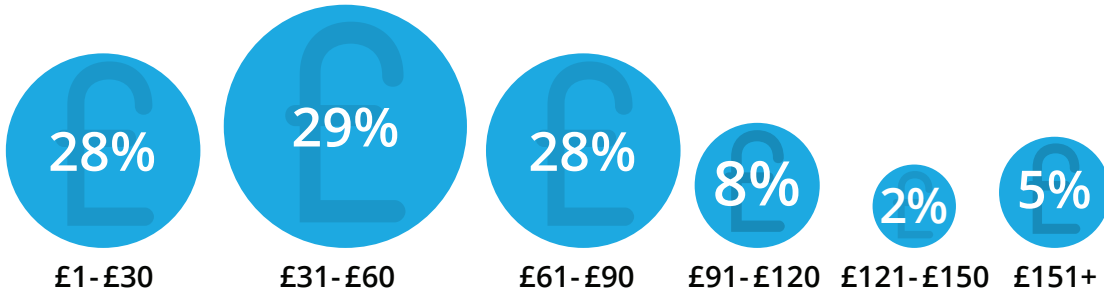
## Top 10 Industries contractors work in



## Contract developers top ten languages



## Contract Rates (hourly)



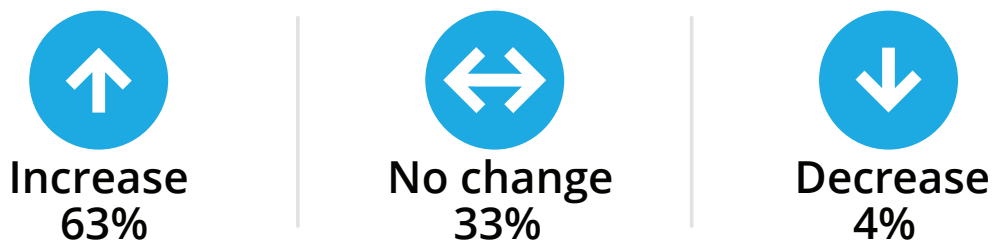
All contract rates are exclusive of recruitment agency fees, commissions, employee benefits and performance related bonuses

## Change in Rates (last review)



Last year, only 4% of contractors experienced a decrease in pay, this year 21% experienced a decrease in pay

## Expectations (next review)



### 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  
55%



Facebook  
19%



Twitter  
13%



Google+  
7%



Instagram  
4%



Pinterest  
4%



Other  
1%

## How are clients researched?



Google search  
33%



LinkedIn  
18%



Website  
18%



Glassdoor  
9%



Talking to peers  
/ networks  
8%



Facebook  
6%



Twitter  
4%



Google+  
3%

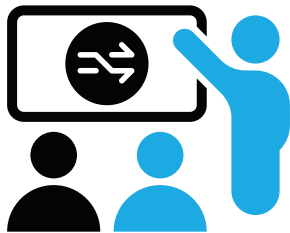


Instagram  
1%



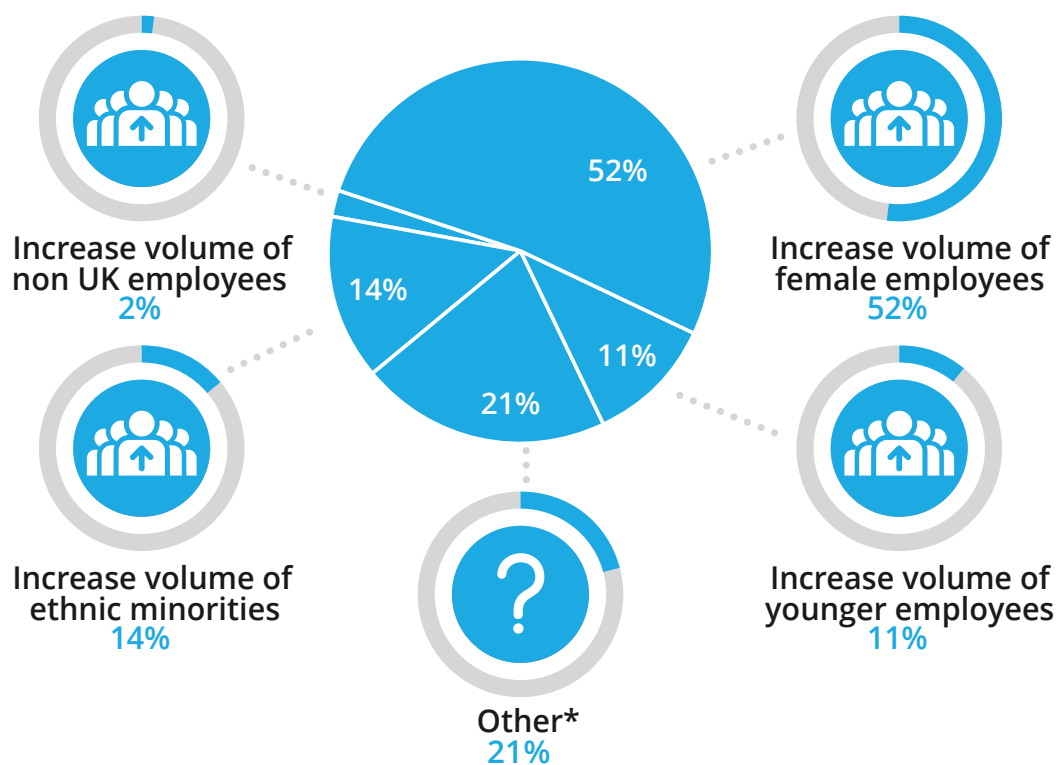
## 4. Diversity

### Diversity in 2019



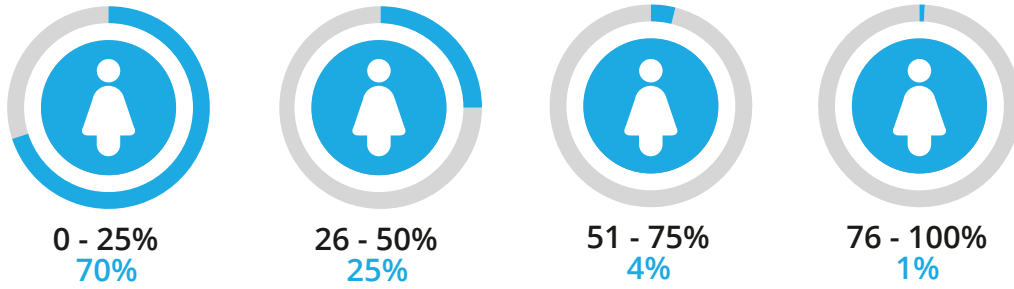
82% of businesses asked have diversity goals as part of their recruitment strategy

### What is the main focus of diversity in 2019?

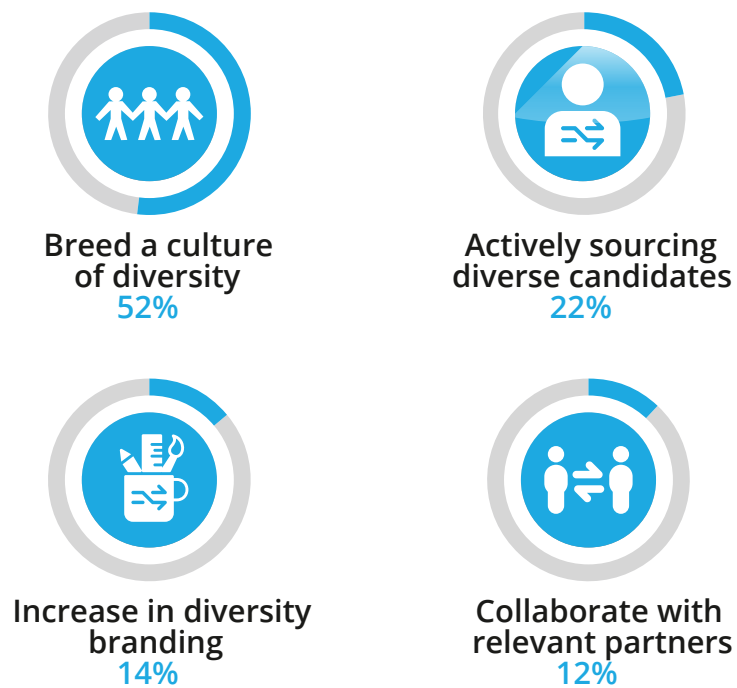


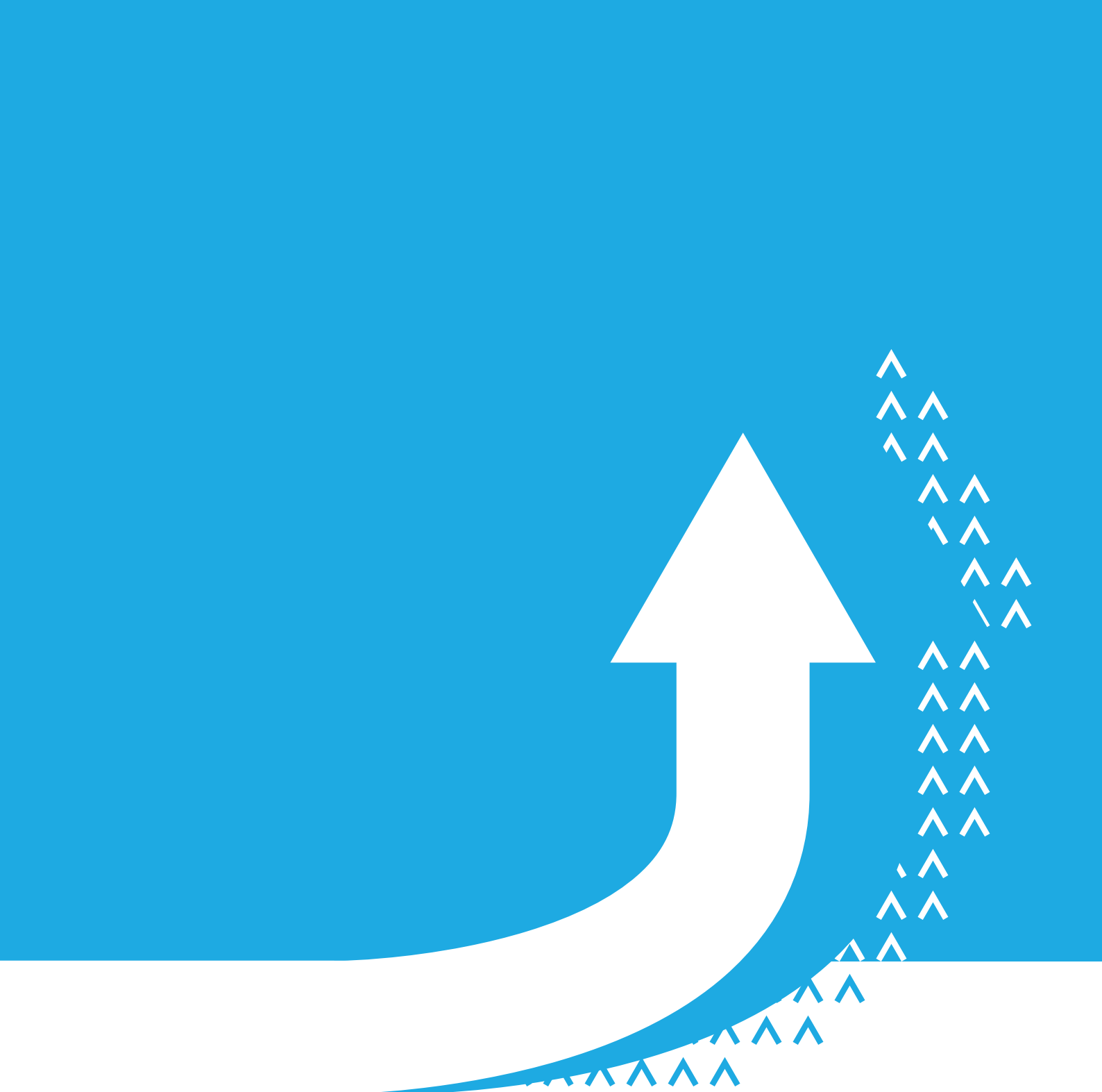
\*Other includes: all of the above, LGBT & disability hires

## What percentage of tech teams are female?



## How will diversity be increased through hiring policies?





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Part of the Pertemps Network Group