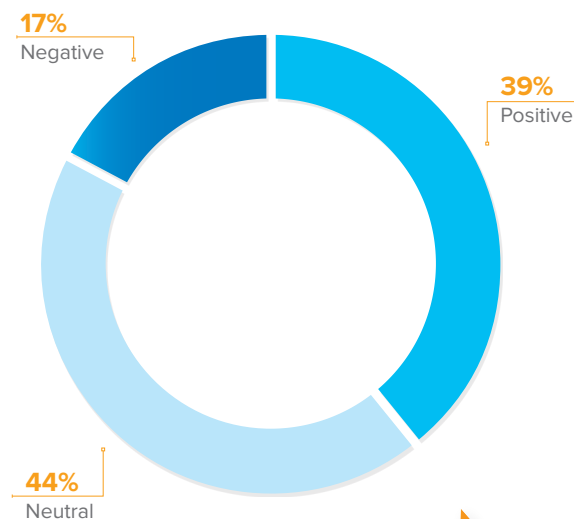


Clicks IT Recruitment conducts a quarterly survey of IT professionals to produce this Index.

We ask about critical social and economic indicators that are measured around the world by leading institutions to inform business decisions.

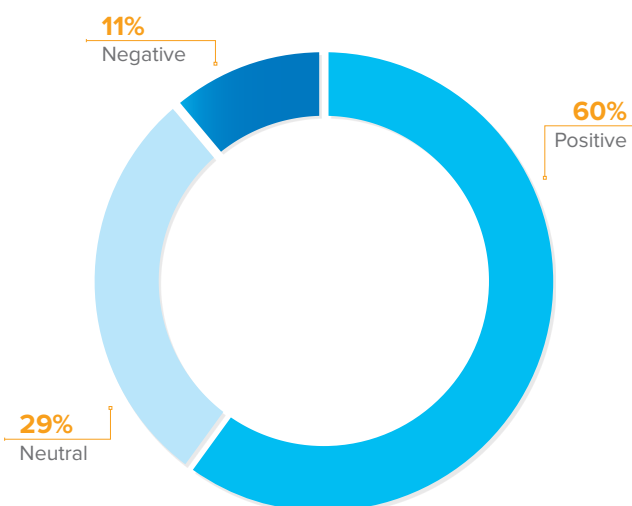
This quarter we received over 750 responses, collected during June 2021. 79% of the respondents were currently employed, with the remaining 21% not in employment.

? How do you feel about current Australian economic conditions?



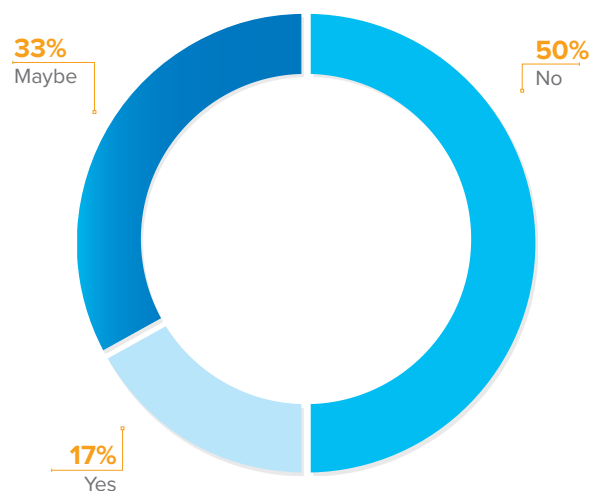
This quarter has seen the positive trend in 2021 continue (34% last quarter). The current results marks a strong return to confidence, up 21% compared to this time last year.

? How do you feel about the future of your employer?

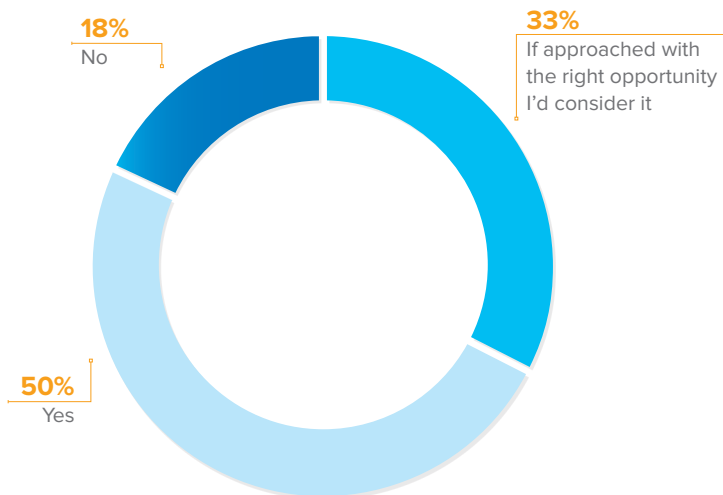


We can also see an increased optimism in this metric with another 5% increase from last quarter.

? Do you think you will lose your job in the next 12 months?

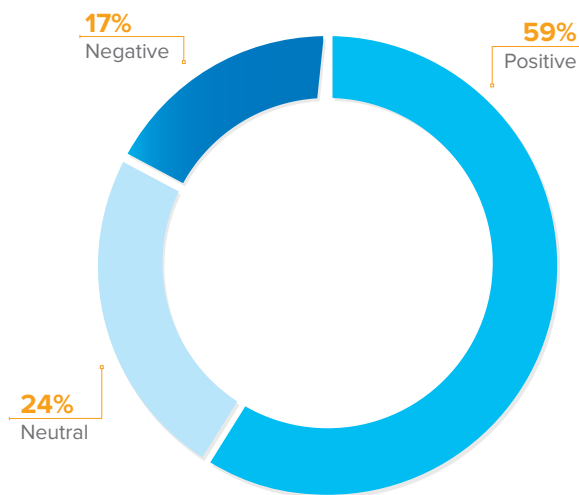


? Are you likely to be looking for a new IT job in the next 12 months?



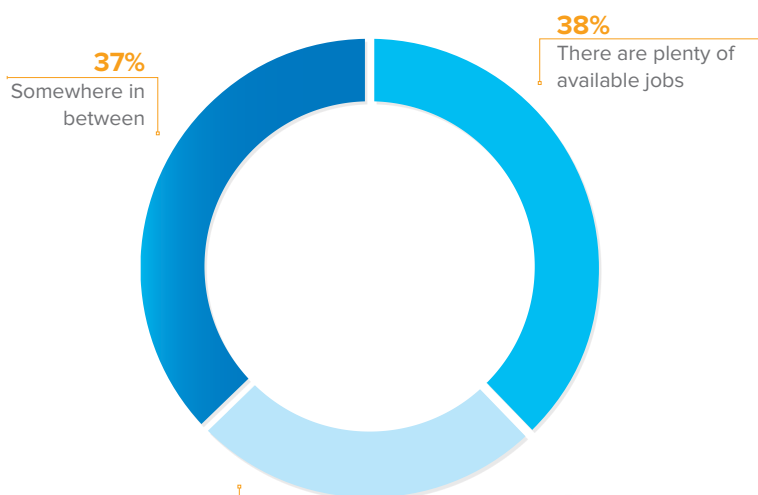
Reports of job seekers actively looking for work has softened, down 8% from the previous quarter. However, those who would move for the right opportunity have increased by 5 percentage points.

? How do you feel about your ability to secure a new job?



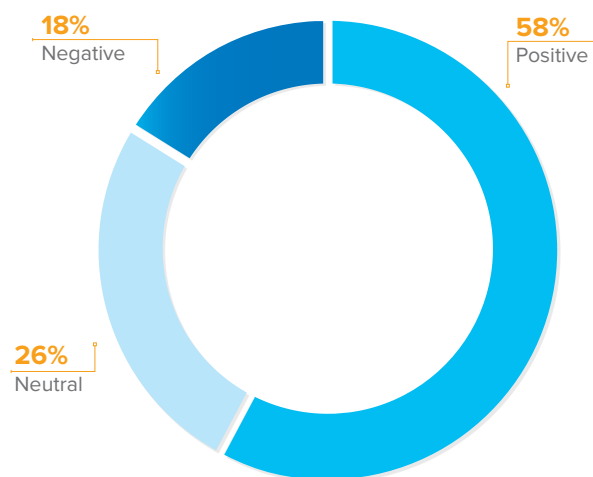
Job seekers' confidence in finding work continues to rise – bouncing back from 37% during the height of COVID-19 last year.

? How would you describe the current IT job market?



Confidence in the IT job market is at a record high. This result is up 9% compared to pre-COVID and represents a 15% increase in the last 3 months. These results support the shift we are presently experiencing from an employers' to candidates' market.

? Overall, how are you feeling about your employment prospects?



Over the last 12 months, the positive sentiment has continued to inch upwards, with current reports the most positive. This is slightly above the average trend (55%) over the last 5 years.

The key metrics from this quarter's IT Employment Confidence Index highlight a strong recovery of the IT job market, with record levels of employee confidence.

In 2021, the IT industry has been fortunate to be largely insulated from COVID-19 and the lockdowns we continue to experience nationally. In some instances, the pandemic has accelerated investment in technology and IT projects. While it was hoped that the rollout of vaccinations would open up the global economy and international travel soon, the current uptake suggests this will take some time.

As demand for IT professionals continues to grow, it is worth noting the concurrent decrease in active job seekers this quarter. However, as indicated, the proportion of those who would move for the right opportunity is up 5%. When viewed together, these metrics confirm that people are being approached directly, and are therefore not required to be active job seekers. Tapping into what job seekers want and partnering with the right recruitment teams will allow organisations to be confident of filling their vacancies. Greater flexibility will be key to this success.

Clicks is a specialist IT Recruitment Company with offices in Melbourne, Sydney, Canberra, and Brisbane. Clicks has been providing highly skilled IT recruitment staff to Australia's leading government and blue-chip organisations since 1990. With over 80 Preferred Supplier Agreements, Australia's favourite employers trust us to find great people.

If you would like Clicks' help in meeting your hiring objectives, or would like more information on this or other Clicks' research publications, please email **Sam Micich**, General Manager Operations, at sam.micich@clicks.com.au

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Our Market Research

Better informed decisions lead to better outcomes. Clicks' research team publishes a range of reports to help our customers hire better. Get insights from hundreds of Australian employers on market trends, salary data, diversity strategies and more.

Hiring managers need to see this.

Clicks' flagship research report is the IT Recruitment & Retention report.

In publication since the 1990s, the report is based on data gathered from hundreds of leading Australian employers. The annual survey covers market conditions, business confidence, hiring intentions, emerging technologies and more in an easy-to-read format.



How much do you pay for talent?

Clicks' salary surveys help employers when hiring, and job seekers when looking for their next role. We provide extra detail by reporting rates from the commercial and government sectors separately. Our data is then split out by state, with survey data available for NSW, Victoria, Queensland and the ACT.

Each position shows a minimum, maximum and average hourly contracting rate. The three rates cover a broad range of experience that a qualified IT worker may have, and allow for variances to the specific responsibilities of each position.



Gender Diversity in the Australian IT Market

As a specialist recruiter in the IT sector for 30 years, Clicks has unique insights into gender diversity trends over the years. In 2013 we released our first report on gender diversity in the Australian IT market. Our study looks at data from 30,000 Australian job applicants over the last 5 years, and is grouped into 16 high-level technology verticals.

Use this report to identify the areas in which you can easily increase the gender diversity of your IT workforce.



Do you know what job seekers want?

When you're hiring, you obviously want great people. The demand for great people can be fierce. So how do you know that you're offering what great people want?

Clicks' IT Workforce Insights report is updated annually, shares survey data from thousands of Australian IT professionals. Get definitive insights on how to attract, reward and retain IT talent. Did you know that 50% of IT professionals would move interstate for the right job?

