



2015

IT Recruitment and  
Retention Report  
**Mid-Year Update**

# Introduction

In July 2015, Clicks gathered responses from a survey sent to our clients regarding trends in their IT workplace.

The results confirm a steady strengthening in demand for IT resources, especially contractors. There has been a stronger intent in the Public Sector to enhance services which, has translated into fresh programs of IT work.

Digital strategies, which continue to gather momentum; generational change in infrastructure influenced by Cloud opportunities, and core systems transformation (ERP, CRM) are among the key drivers of this demand.

Overall, our survey finds an increased level of stability as the impacts of the GFC and State and Federal Government cuts diminish.

Thank you to all those organisations who contributed information to the report. If you want more specific market information or need help improving the capability of your team, please call me on (03) 9963 4884.



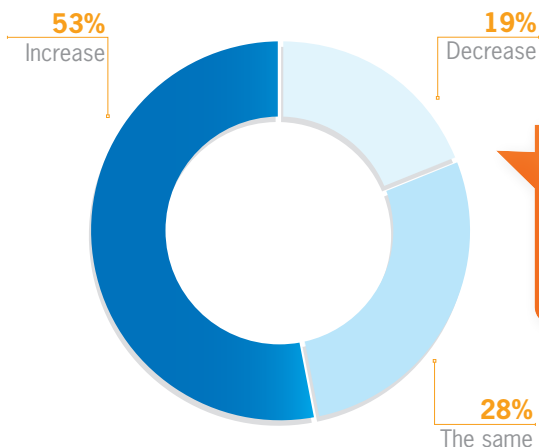
Ben Wood

Managing Director

Clicks IT Recruitment

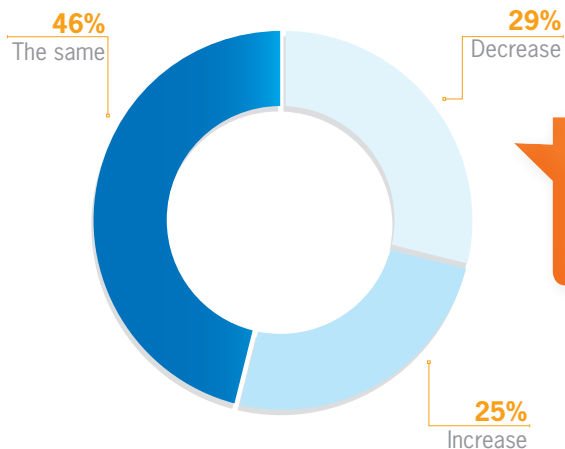
## Business Environment: Sales and Budgets

**?** Is your organisation budgeting for an increase or decrease in sales turnover in the next 12 months?



We continue to see a lift in overall business optimism. 53% of organisations expect an increase in sales turnover and only 19% expect sales to decrease (compared to 50% and 27% 12 months ago).

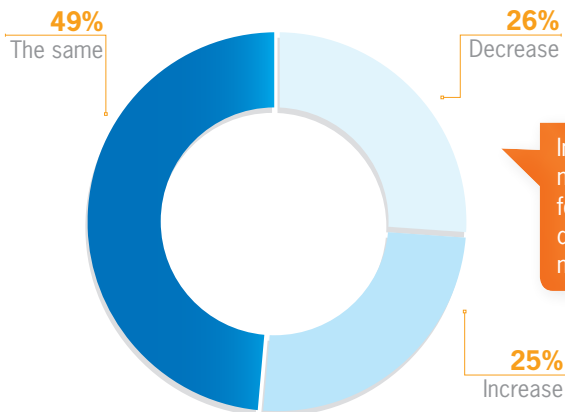
**?** Is your overall IT budget set to increase, decrease, or remain the same over the next 12 months?



IT budgets have also stabilised, with the number of respondents reporting a decrease falling from 38% to 29%. Those reporting budgets in line with last year has increased from 35% to 46%.

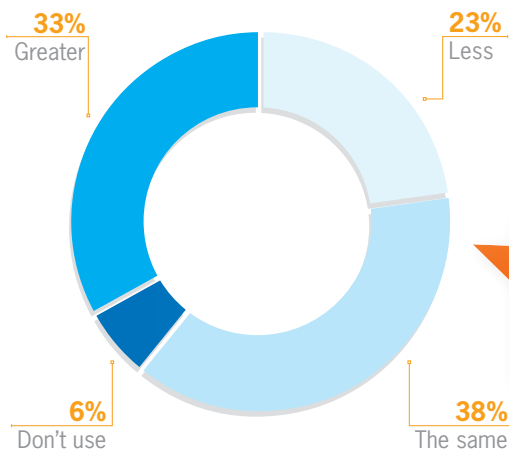
## Staffing Levels: Hiring or Firing

**?** Will your total IT staff numbers increase or decrease over the next 12 months?



Increased stability in IT staff numbers is also anticipated, with fewer respondents reducing (26% down from 33%) or increasing staff numbers (25% down from 31%).

**?** Over the next 12 months do you expect your usage of IT contractors will be greater or less than over the last 12 months?



Demand for IT contractors is expected to remain strong. 71% of respondents are expecting the same or greater usage over the next 12 months (up from 69%).

**?** Do you expect to increase the number of your permanent IT staff over the next 12 months?

However, a significant fall in permanent hiring intentions has occurred.

**2015**

20% Yes

80% No

**2014**

32% Yes

68% No

**2013**

31% Yes

69% No

**2012**

27% Yes

73% No

**?** Do you expect to make any IT staff redundant during the next 12 months?

The prospect of redundancy is also waning with 25% expecting to make IT staff redundant, compared to 27% 12 months ago.

25% Yes

75% No

# Salaries: Show us the Money

**?** When recruiting IT staff in the last year, have you had to pay more than you initially wanted or expected to, in order to attract the right candidate?

In a sign that demand is firming, 41% of hiring managers report paying more than they had wanted or expected to attract the right candidate. This is a four year high.

## 2015



## 2014



## 2013

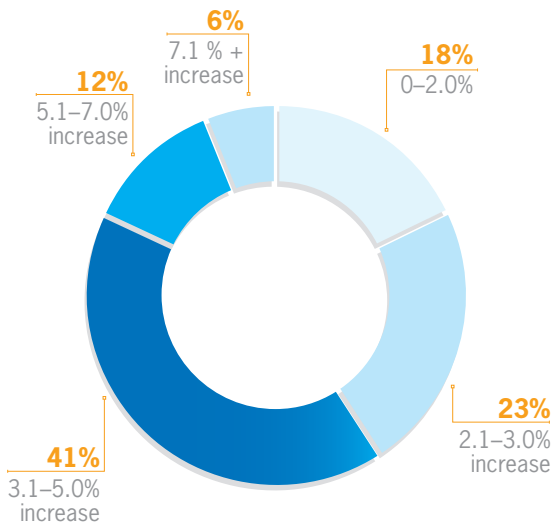


## 2012

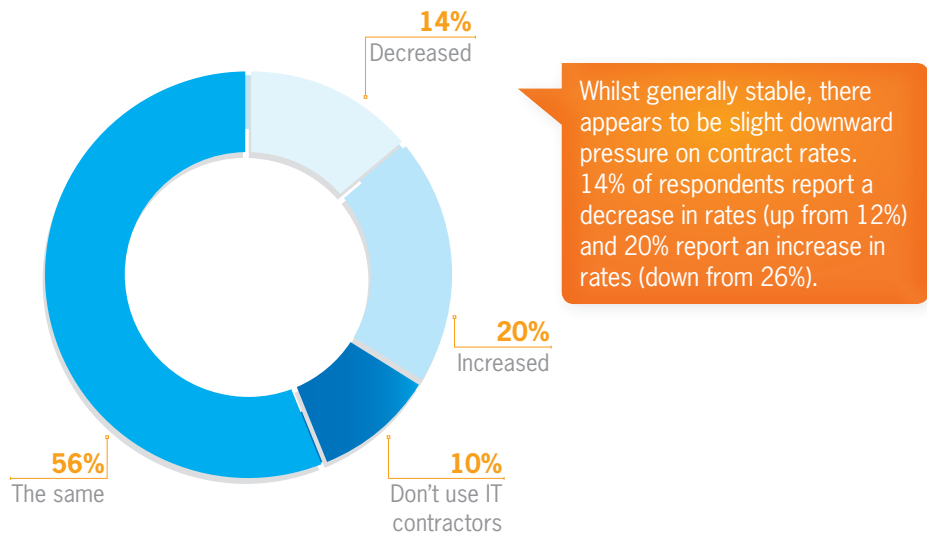


**?** Contractor rates: If increased, by what percentage

The average increase in contractor rates is 3.8%, with the Commercial Sector average (4%) greater than the Public Sector (3.66%).

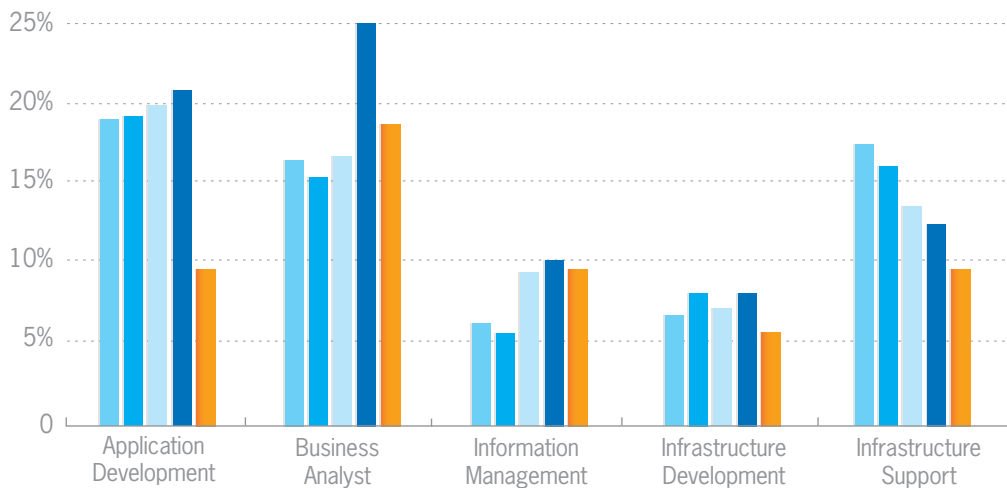


**?** Compared to 12 months ago, how have the rates that you pay for IT contract staff changed?



## Hot Spots: Who's in Demand?

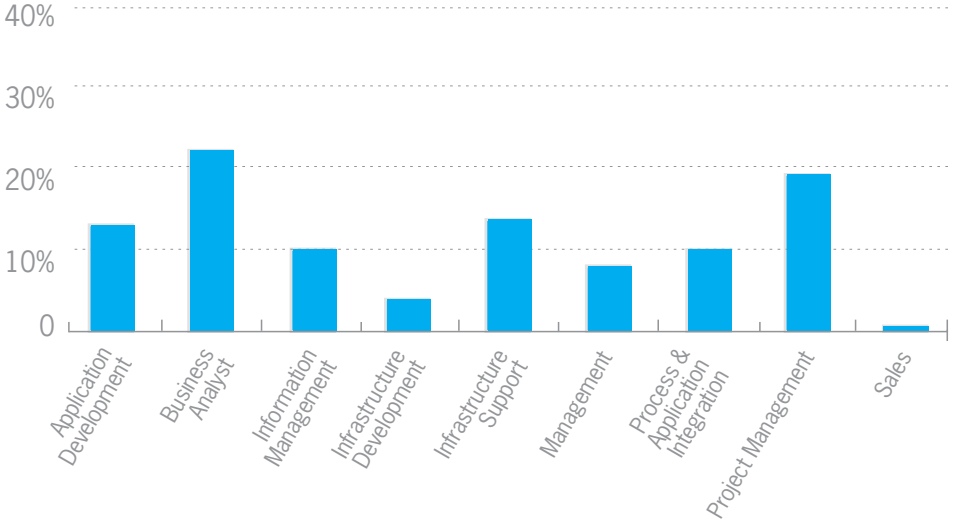
**?** Over the last 12 months, which IT role type(s) have you had most difficulty in recruiting? *Comparison of last 5 years*



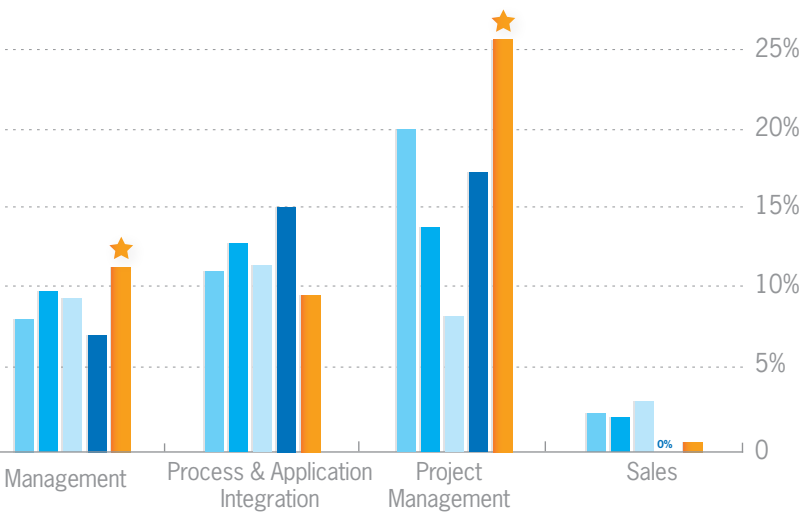


## Forecasting demand for your organisation over the next 12 months, which IT role type do you expect to be in the greatest demand?

The roles forecast to be in highest demand over the next 12 months are Project Managers and Business Analysts – indicating a strong pipeline of IT project work.



2011 2012 2013 2014 2015



★ The level of difficulty experienced in recruiting these roles is at a 5 year high.

## ? Are you a contributor to this report?

Sign up at [clicks.com.au/surveys](https://clicks.com.au/surveys) and receive a complimentary download of our 'So You Think You're Ready to Hire' checklist.



### Melbourne

Level 35, 360 Collins Street,  
Melbourne VIC 3000

03 9963 4888 | [vic@clicks.com.au](mailto:vic@clicks.com.au)

### Sydney

Level 14, 55 Clarence Street,  
Sydney NSW 2000

02 9200 4444 | [nsw@clicks.com.au](mailto:nsw@clicks.com.au)

### Canberra

Level 1, 15 London Circuit,  
Canberra ACT 2601

02 6202 7700 | [act@clicks.com.au](mailto:act@clicks.com.au)