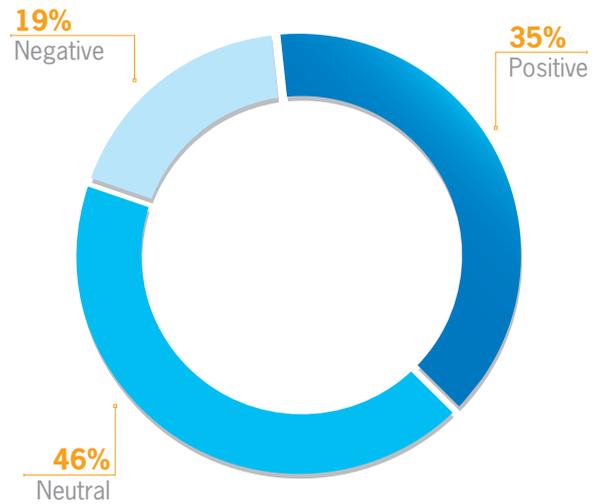


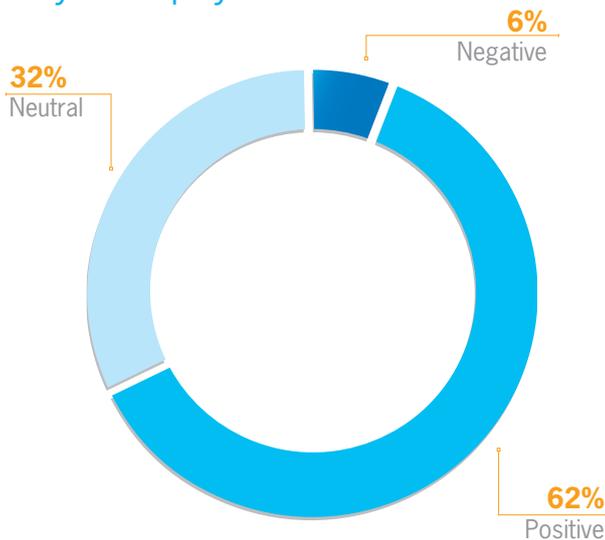
Clicks IT Recruitment conducts a quarterly survey of IT professionals to produce this Index. We ask about critical social and economic indicators that are measured around the world by leading institutions to inform business decisions.

This quarter we received nearly 400 responses, 99% of which were from IT professionals living and working in Australia. 88% of the respondents were currently employed, with the remaining 12% not in employment.

? How do you feel about current Australian economic conditions?

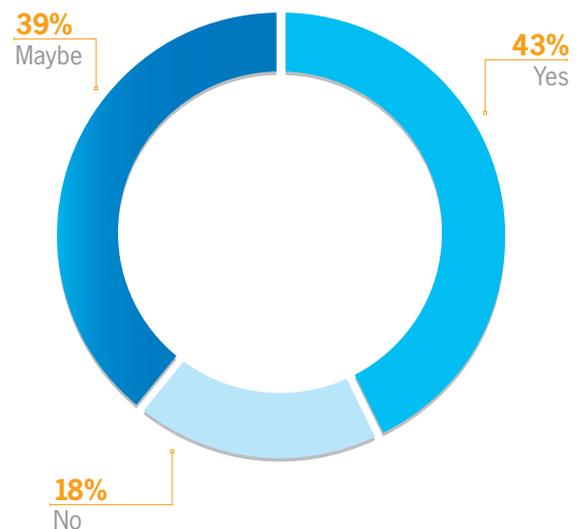


? How do you feel about the future of your employer?



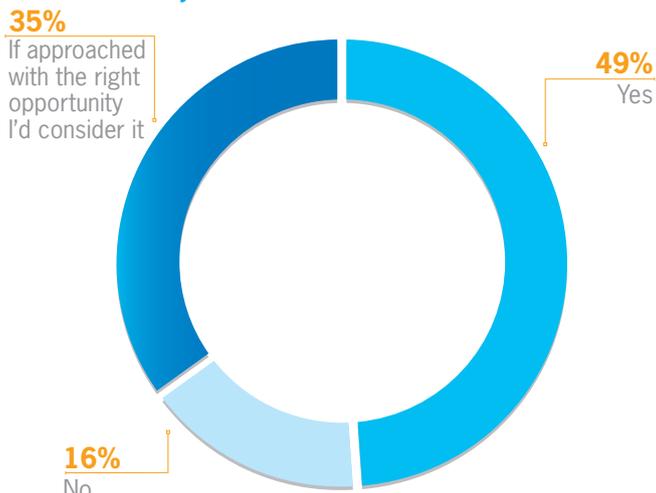
Respondents confident in their employers' future is at the highest level since commencing the Index in Q1 2015. This positive sentiment is further supported by a consistent decrease in pessimism since a reported 12% in Q2 2018.

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



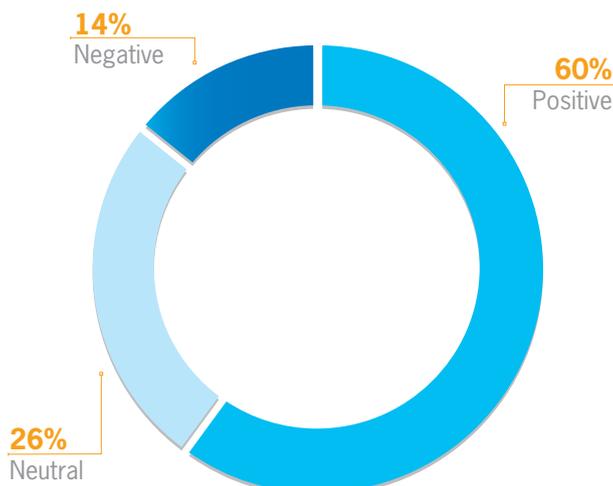
There is some market instability, potentially due to the pre-election landscape at the time of this survey. Those believing they will lose their job in the upcoming year - increasing from 37% to 43% from the previous quarter, but still much lower than in Q2 2018 (52%).

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



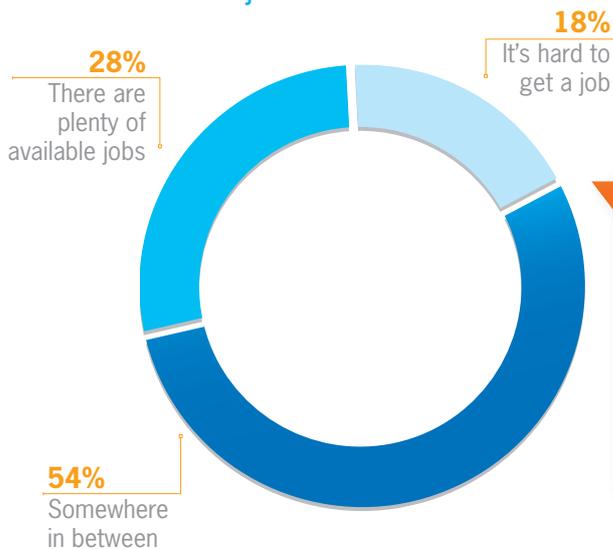
The percentage of respondents preparing to enter the job market has returned to a normal 84% since last quarter's low of 79%. Those who indicated they are actively looking for a new role has increased (43% in Q1 2019 to 49% in Q2 2019).

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



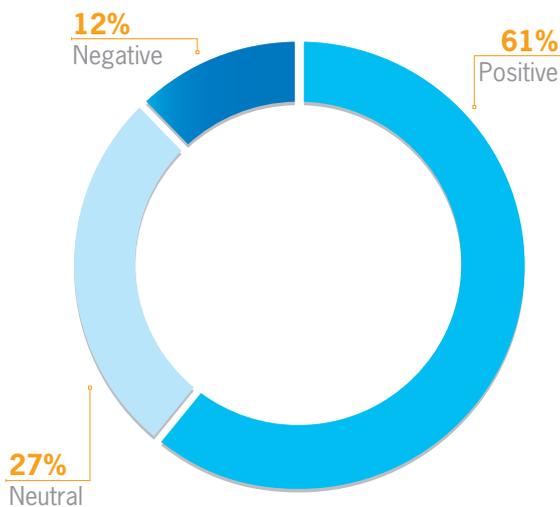
Respondents have indicated a stable level of confidence in their ability to secure a new job. This is of particular interest, given Clicks' substantial government client base, and the pre-election timing of the survey.

? How would you describe the current IT job market?



This result from job seekers stating there are plenty of available jobs, indicates a consistent trend in the IT market amongst candidates. It is promising to see a slight increase in optimism towards job availability, up 3% since Q2 2018.

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



The key metrics from this quarter's IT Employment Confidence Index illustrate a stable job market with 'return-to-record' levels of employee confidence.

IT professionals are feeling positive about the future of their employers and their own careers, and are self-assured when it comes to their ability to find a new job. These results are a key point of interest due to the lead up to the end of the financial year, where we typically expect to see a drop in respondents' optimism with the uncertainty of contract renewal on the horizon. What makes these results even more remarkable was the timing of the survey, with respondents submitting their answers in a time of increased political uncertainty, prior to the Federal election.

This quarter's results seem to support the general consensus towards an increasing demand for unique skill-sets and top talent acquisitions. Hiring managers with a strong value proposition and competitive offer could seize this opportunity to attract and retain great talent.

Clicks is a specialist IT recruitment company with offices in Melbourne, Sydney, Canberra and Brisbane. Clicks has been providing contract and permanent IT recruitment services to Australia's leading government and blue-chip organisations since 1990. We are part of the \$2b Tokyo-based OUTSOURCING Inc., (JP:2427), with over 80 staffing and technology brands in 17 countries.

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 samm@clicks.com.au