

Job Seekers
Climate Report

SPRING 2008

SEARCHERS

Introduction from our MD

Firstly thank you to all the people who contributed information to the report.

To complement our annual IT Recruitment and Retention Report produced in early 2008, we have commenced a series of surveys designed to understand the IT job seeker.

Our primary purpose is to provide a report of this information to organisations who recruit IT staff, so that they better understand the mindset of the IT job seeker and ensure their employment offer is aligned to the market's needs.

The report provides information that can be used to support your retention plans as well as your recruitment strategies.

As this is the first of the series, we welcome any feedback including items you would like to see added to the next edition.

I look forward to Clicks continuing its relationship with you over the year. Please feel free to contact me at any time if you want an update, or if you need our support with your recruitment activity.

Best wishes



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1. EXECUTIVE SUMMARY

During June 2008 we received over 300 responses to our electronic survey sent to all candidates who had registered with us over the last 5 years. Our respondents are from a broad range of IT technical and management disciplines ranging from Infrastructure Support, Application Development, Business Analysis, Project Management and General Management roles.

This is the 1st edition of our IT Job Seekers Climate Report.

In summary the data reveals:

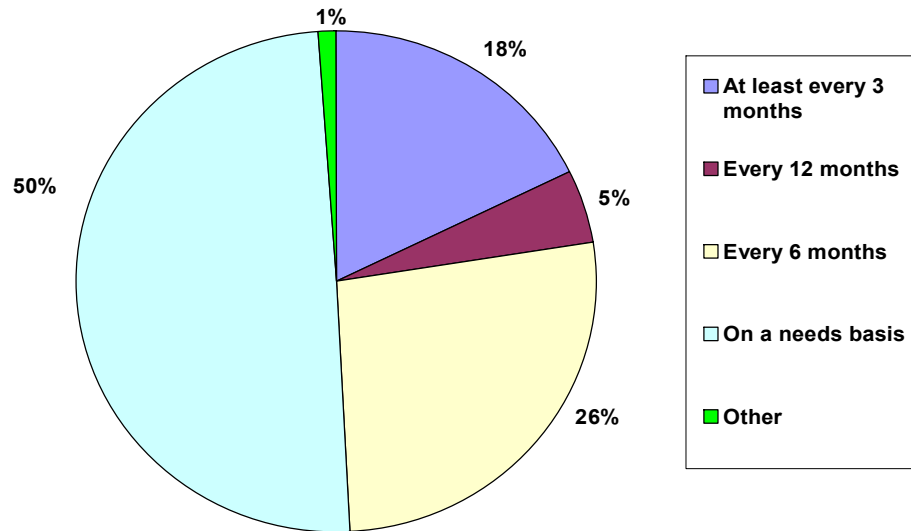
- 44% of our respondents prefer contracting, and 21% prefer permanent work
- Nearly half of our respondents update their resume at least every 6 months. For them it is a living document.
- The concept of the passive job seeker is changing with 76% of respondents considering a job board search as their first step to looking for a new role. They undertake multiple visits to a job board before applying for a role.
- Candidates experience and accordingly expect a recruitment process to last no more than 2 weeks.
- 79% of respondents have rejected an offer of employment...
- Whilst employers believe that 60% of the time candidates reject offers for financial reasons, candidates actually only reject offers for financial reasons 26% of the time
- 54% of candidates have received a counter-offer. Only one in five of these offers are accepted. A counter-offer of more money seems to be the most reliable method.
- Most candidates who leave their employer do so for career reasons over financial reasons. However the perception of a poor salary will stimulate them to start looking.

2. JOB SEEKING ACTIVITIES

a) Planning

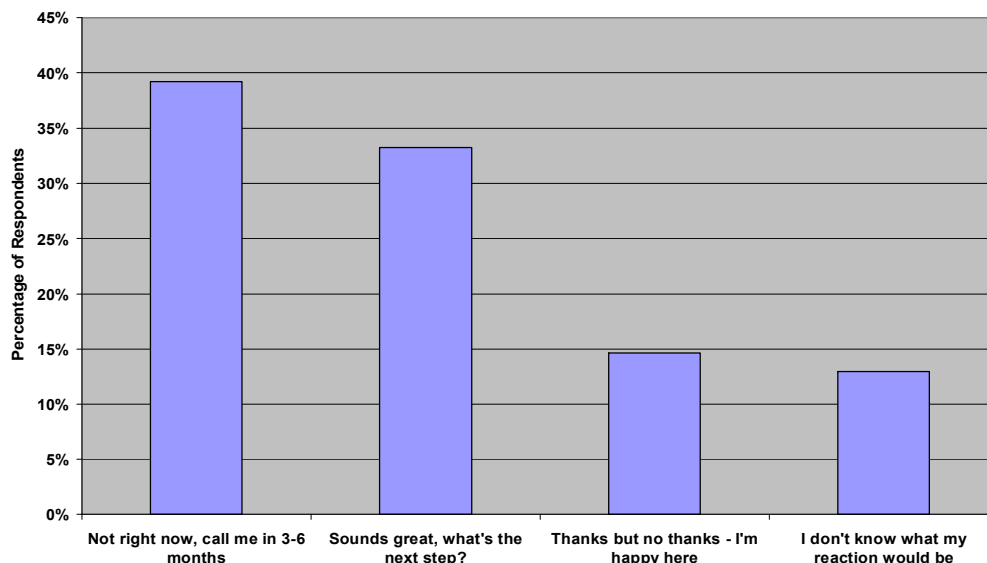
How often do you update your resume?

44% of people update their resume at least every 6 months. It is a living document.



If you are not actively looking for a new role, but were approached about another opportunity, what would be your natural reaction?

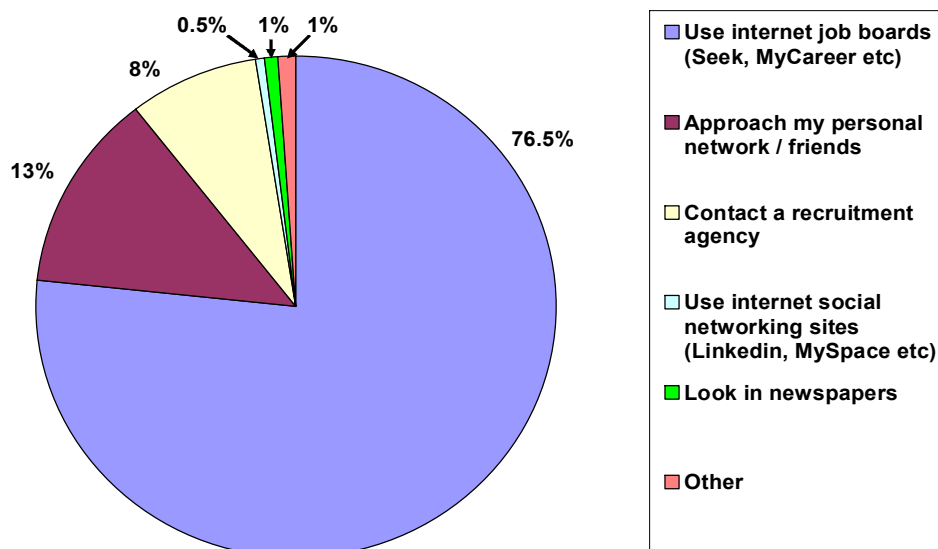
From this graph, and the previous one, it appears that IT candidates are open to being headhunted. Over 30% of people would welcome more information about other opportunities.



b) Searching

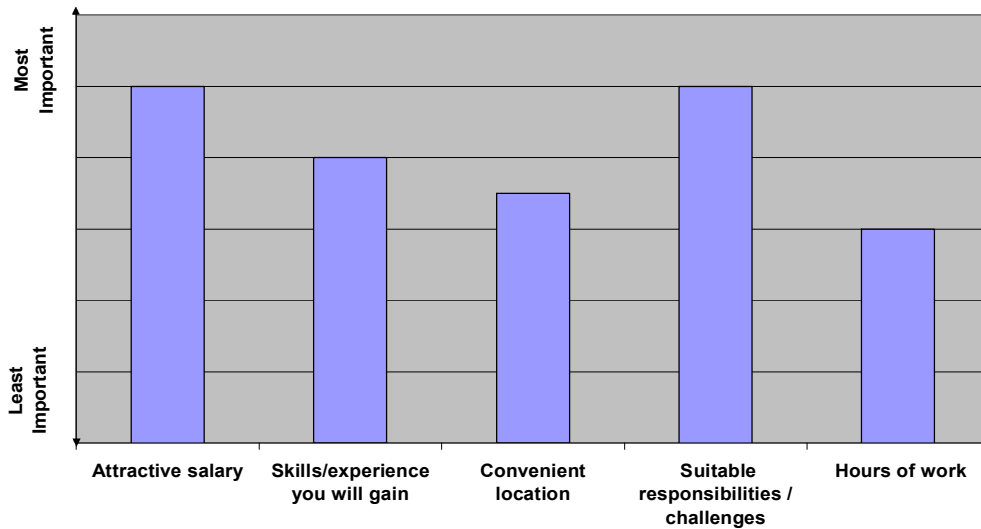
How would you first look for a new job?

In 2008, it is remarkable to have confirmed how completely the internet has changed the behaviour of the IT job seeker. Basically, the average IT worker doesn't think to look in newspapers (1%) and the vast majority (76.5%) are hard-wired to go straight to the internet. This is supported by Seek, who report that 50% of job applications are started after a person's 6th visit to the site, indicating that passive job seekers browse Seek in the way that it was thought that the passive job seeker might browse a newspaper and see an advertisement.

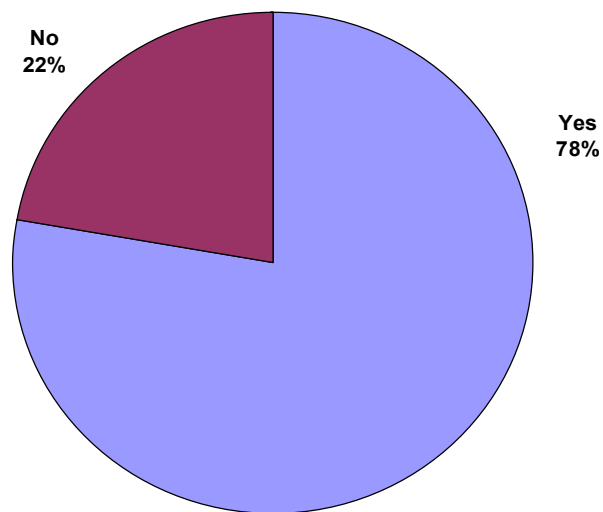


When reading a job advertisement, what is most likely to make you apply for that job?

Attractive salary, responsibilities of the role and the skills gained are the 3 most important things that IT candidates look for in a job advertisement.

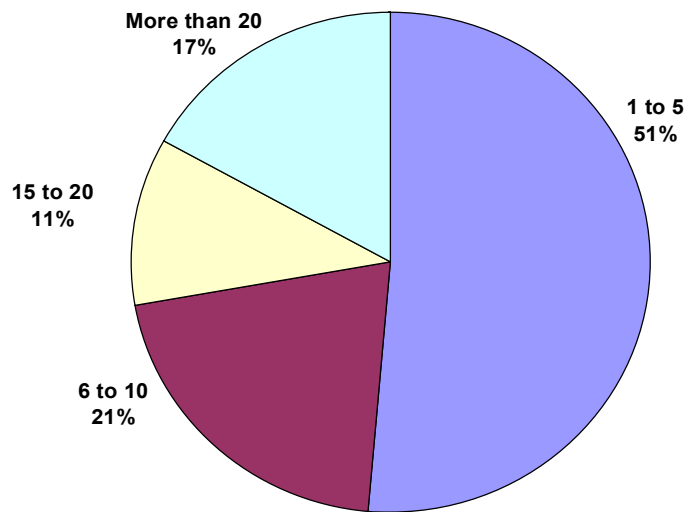


Have you applied for jobs in the last 12 months?



If yes, how many applications have you submitted?

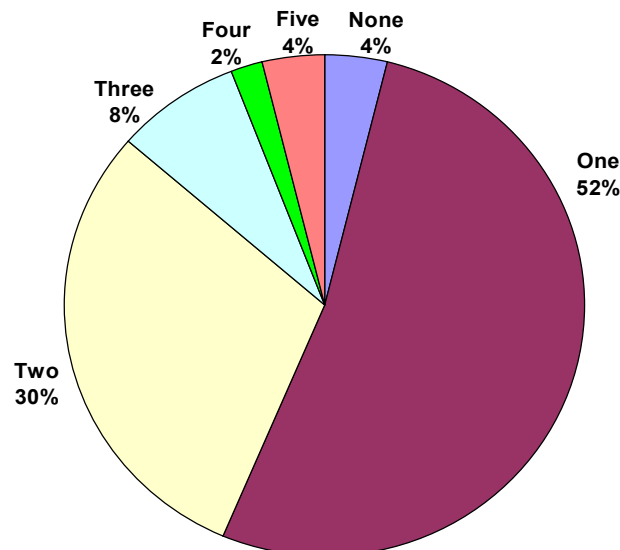
Arguably, the notion of the passive job seeker is becoming outdated. If a passive job seeker is one who browses but seldom makes an application, then it might be time to redefine 'passive' as one who makes applications but seldom accepts an offer.



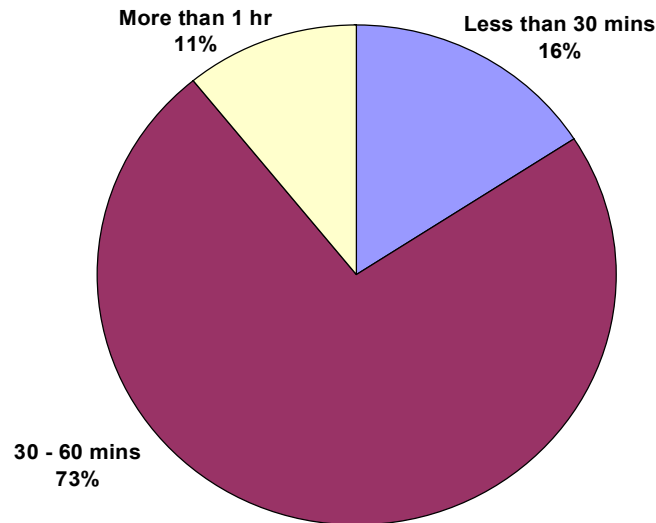
c) Interviewing

How many interviews did you attend for your current/last job?

82% of respondents have experienced no more than two interviews to receive an offer. This is good, but for those employers who conduct more than two interviews as part of their recruitment process, it may be time to review and streamline the process or speed it up to ensure that time doesn't 'Kill the deal'.

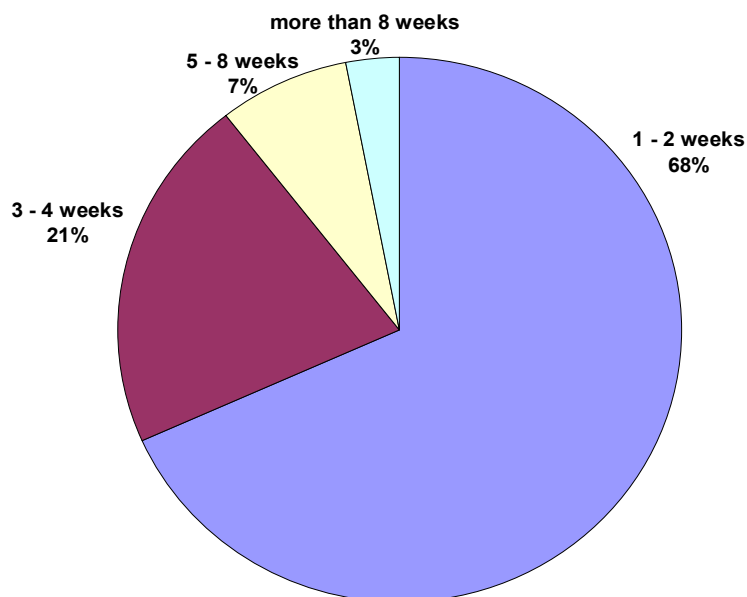


In your experience, how long is a typical job interview?



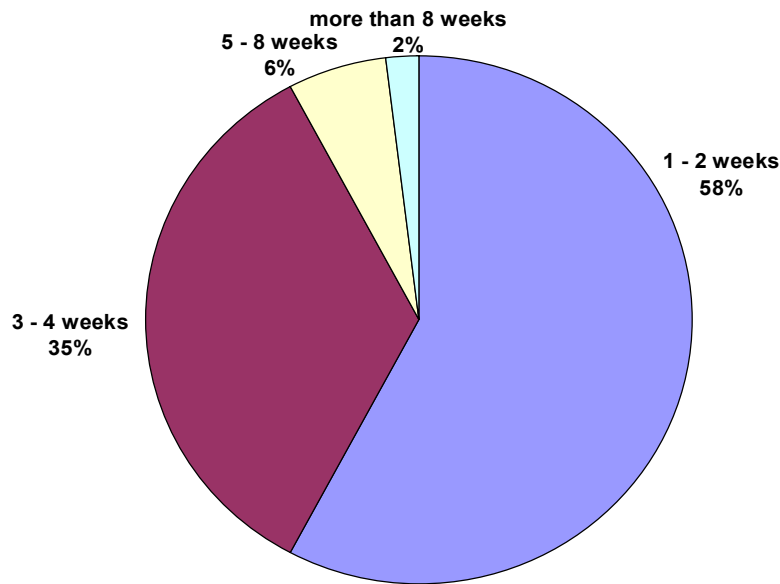
For your current/last job, how long was the process from attending the first interview to receiving the offer of employment?

68% of candidates are experiencing a relatively fast conclusion to their search for the ideal role and it appears that many employers are willing and able to conduct and conclude a hiring assignment within 2 weeks of the first interview being conducted. 32% of employers who are taking longer are potentially at risk of losing the candidate to another opportunity.



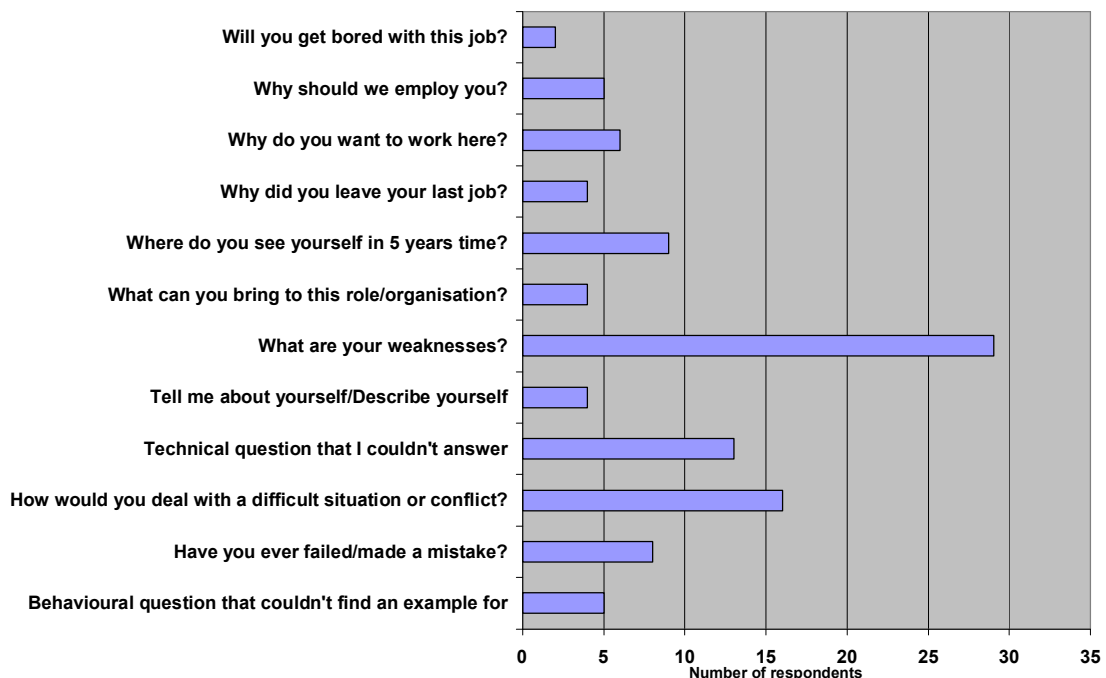
When you are going through a recruitment process, what is your maximum acceptable timeframe between first and final interviews?

93% expect the interview process to be completed within 4 weeks.



What has been the most difficult interview question you have been asked?

Out of the 178 responses to this question, 105 of them could be grouped as follows:



The old chestnut "What are your weaknesses?" is considered the most difficult question. It also means that it must be frequently asked, so hopefully this will mean the quality of responses improves.

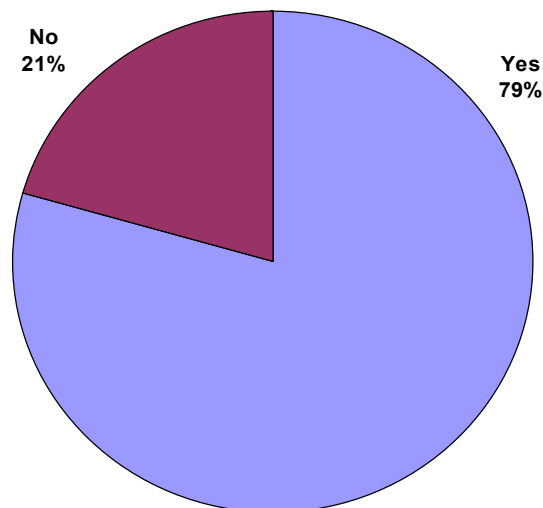
Here are some of the 63 responses that didn't fall into any particular category. Ranging from difficult, to quite confronting, to completely un-IT related!

- Tell me about a manager you didn't like.
- How long do you anticipate being with us if we hire you?
- What is the most complex work you have undertaken, and why?
- If unable to meet a deadline what course of action do you take?
- Why do you think you are better than me?
- Do you think this job is above you?
- What behaviour would you dislike/disapprove of regarding your peers?
- Are you willing to give up everything for this job?
- How would you measure the amount of water in the Earth?
- How would you go about determining the total number of doors of buildings in the CBD?
- If you were travelling at the speed of light and turned your headlights on, would they do anything?

- And finally... Is that your real hair?

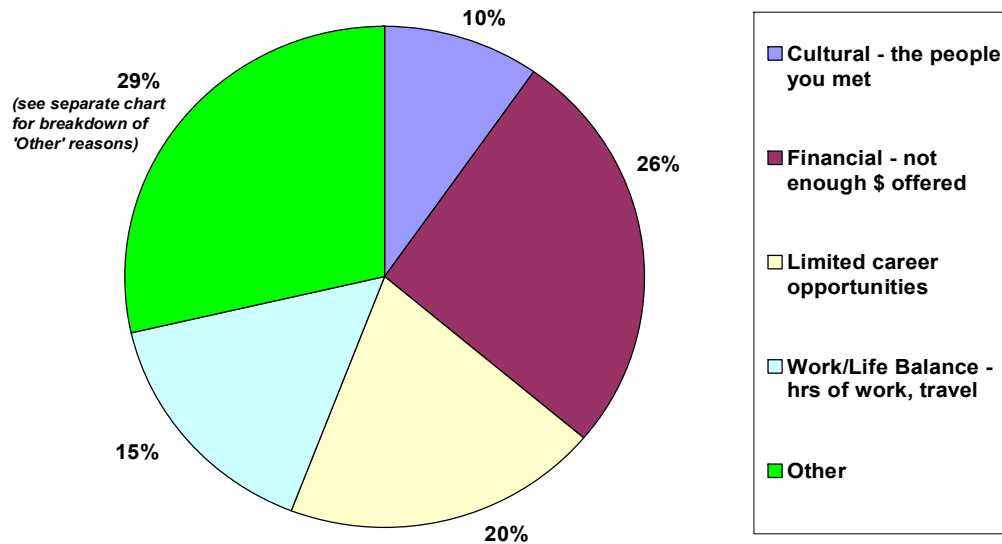
d) Offers and Resignation

Have you ever rejected an offer of employment?



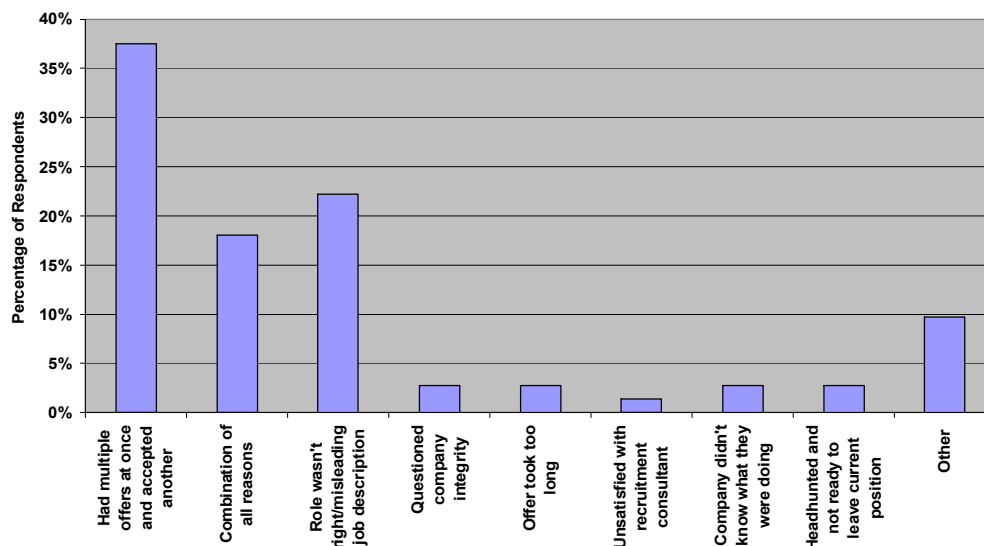
If yes, what was the reason for this?

Almost 80% of respondents have rejected an offer of employment, and while remuneration is one of the most common reasons, it is not as prevalent as many employers believe. In our Autumn 2008 IT Recruitment & Retention Report we found that 48% of responding employers had offers rejected by candidates and 60% of them cited financial reasons. This may be because it is the easiest reason to give, for example easier than saying it was because of the people you met.



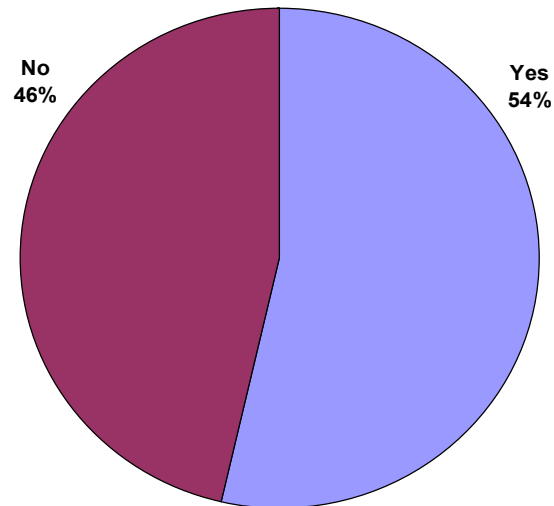
Other reasons for rejecting an offer of employment

Reinforcing the need to complete the process in a timely manner, 38% of people who turned down a role did so because of a multiple offer situation. The longer the process takes, the more likely a multiple offer situation becomes.



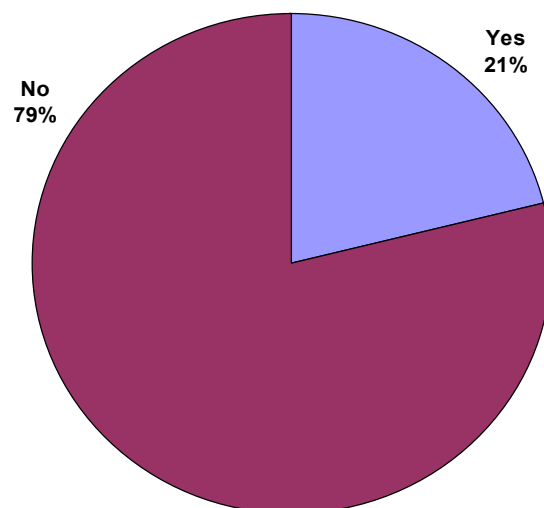
When resigning from a job, have you ever received a counter-offer from your employer?

Most employers have tried to counteroffer a resigning staff member...



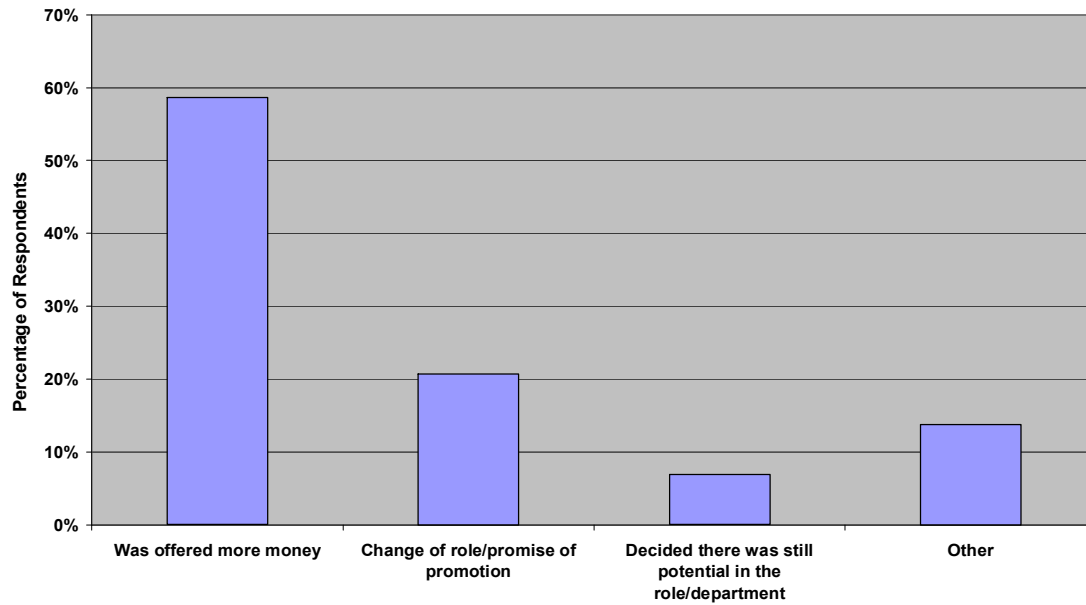
If yes, did you accept and decide to stay?

... but this is only successful 21% of the time...



If you did decide to stay, what was the reason?

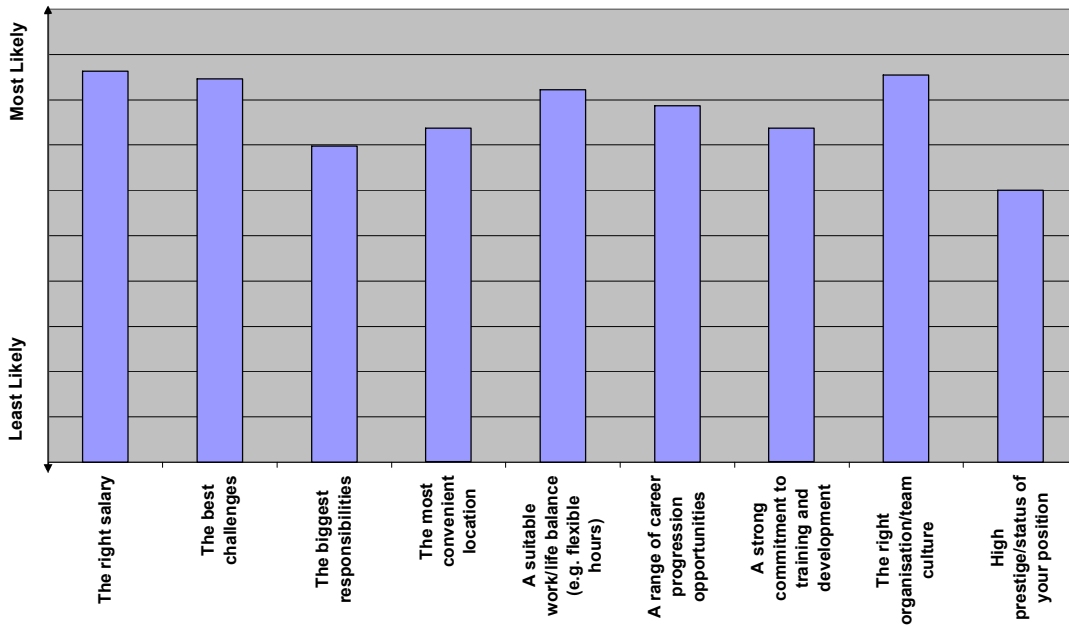
...and the only reliable method is to offer more money.



3. EMPLOYMENT

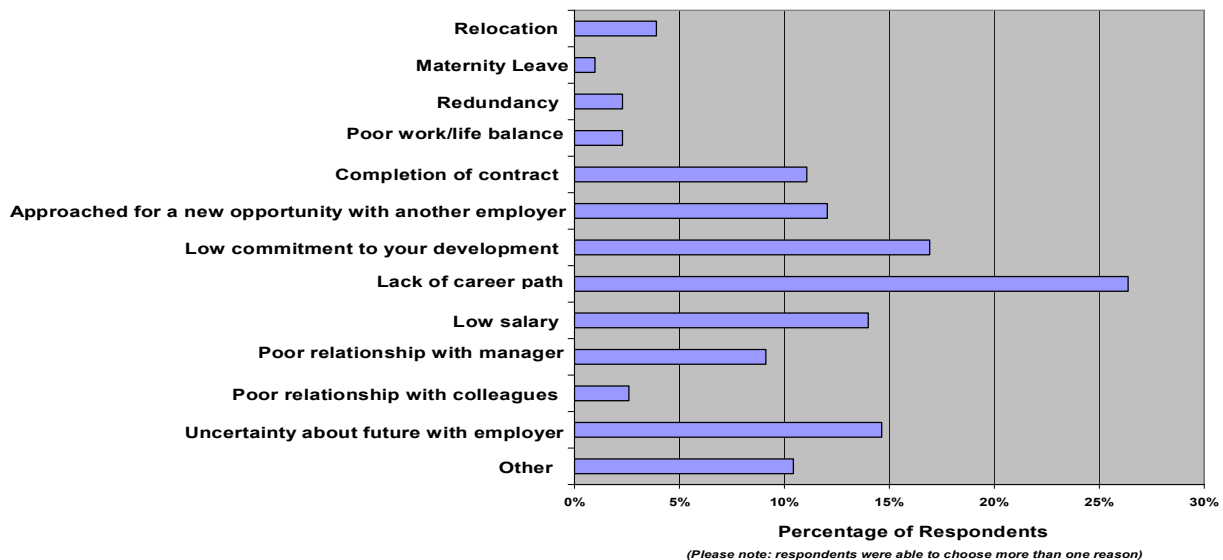
What is most likely to make you happy with your position?

Understandably, there is no 'silver bullet' to happiness. It's an "across the board" combination of factors as outlined below...



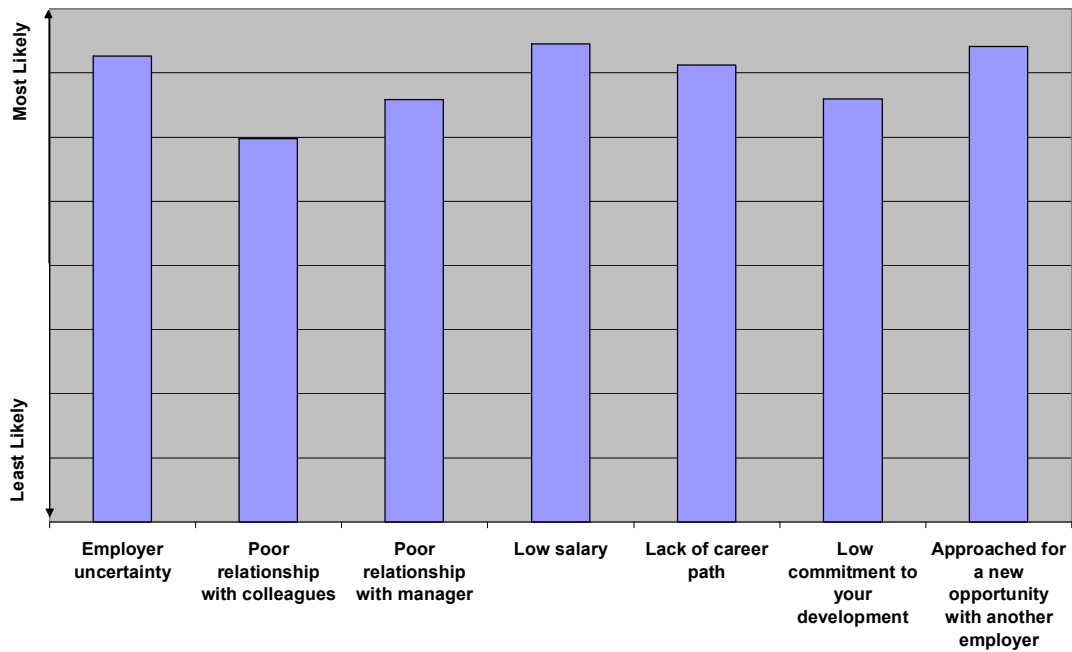
If you have left your role within the last 12 months, why did you leave?

... however, it is clear that the biggest motivator to leave a role is lack of career path followed by low commitment to employee development which then appears to feed into a degree of uncertainty regarding the future prospects with an employer...



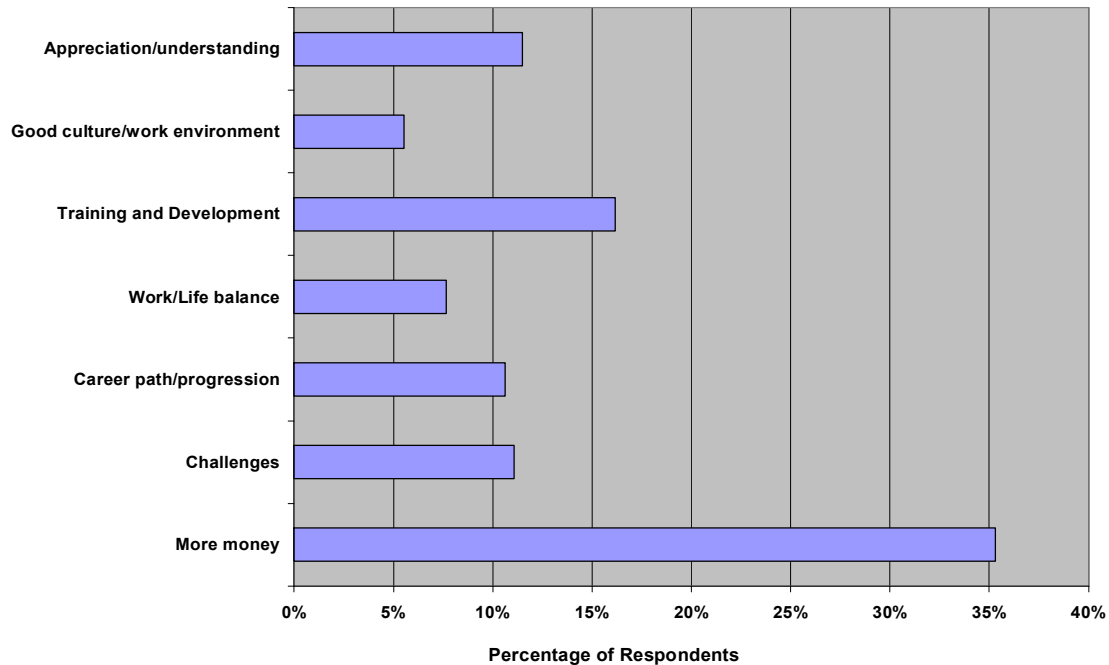
If you have been with your employer for more than 12 months, what is most likely to make you start looking for a new job?

The perception of a 'low' salary will stimulate an employee to look for a new role. If salary is considered fair, then other factors such as career path and a commitment to their development become more important.



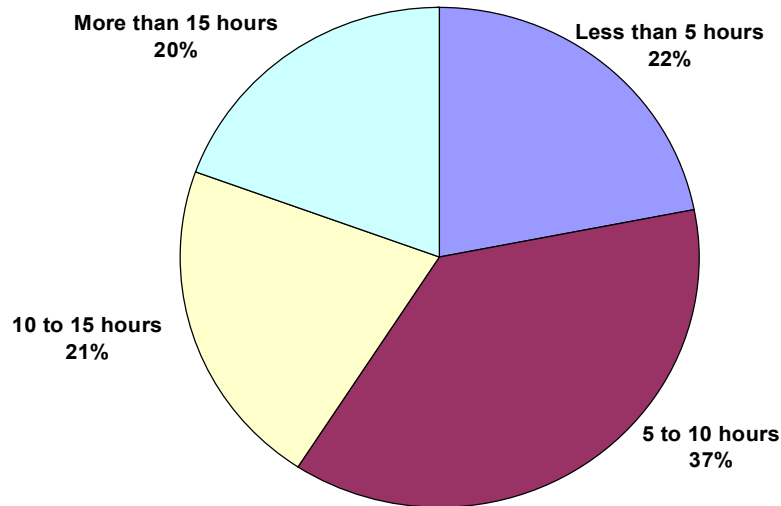
My employer would keep me for life if they...

Many candidates mentioned money as a factor that would persuade them to stay for life. However some other needs came out strongly as well, such as employers offering ongoing training and development opportunities, and a good work/life balance with flexibility for working from home. Many candidates want to feel constantly challenged in their roles, and several stated that if their employer simply showed appreciation for their efforts, respected, listened to and tried to understand their employees better they would consider staying with them for life.



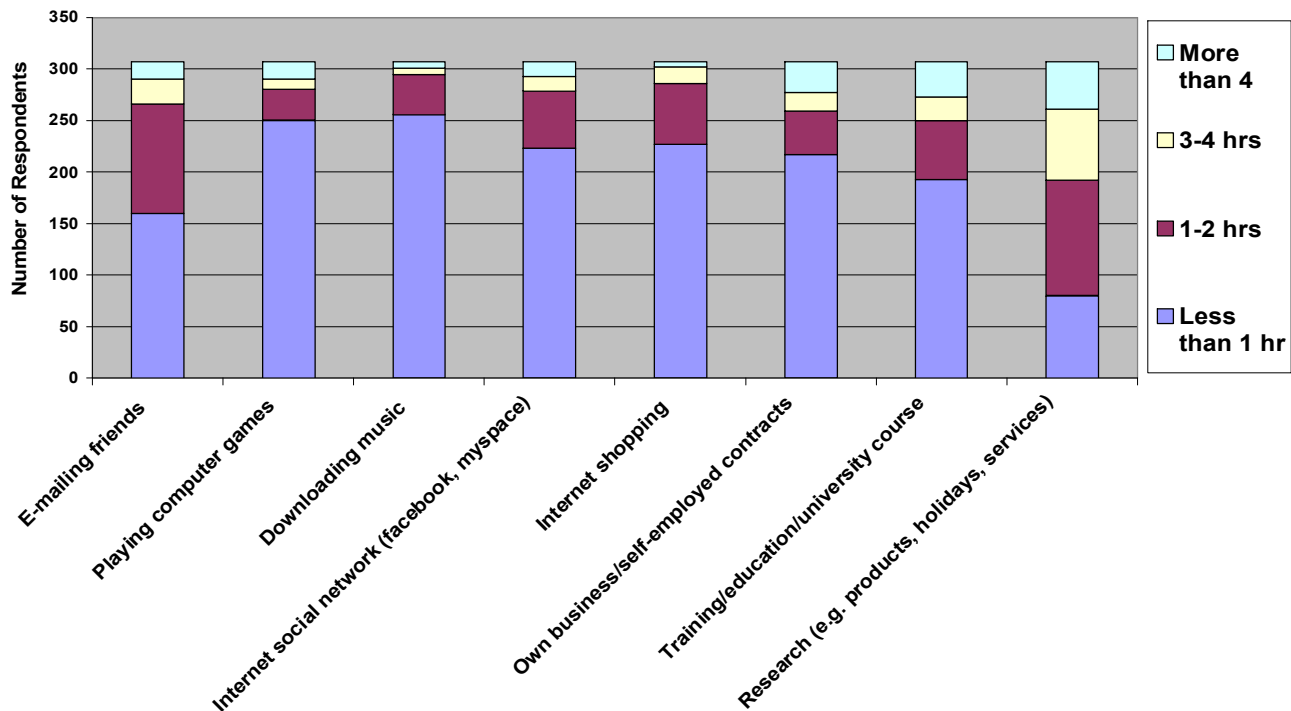
4. Out Of Hours

How many hours per week do you spend on a computer outside of work?



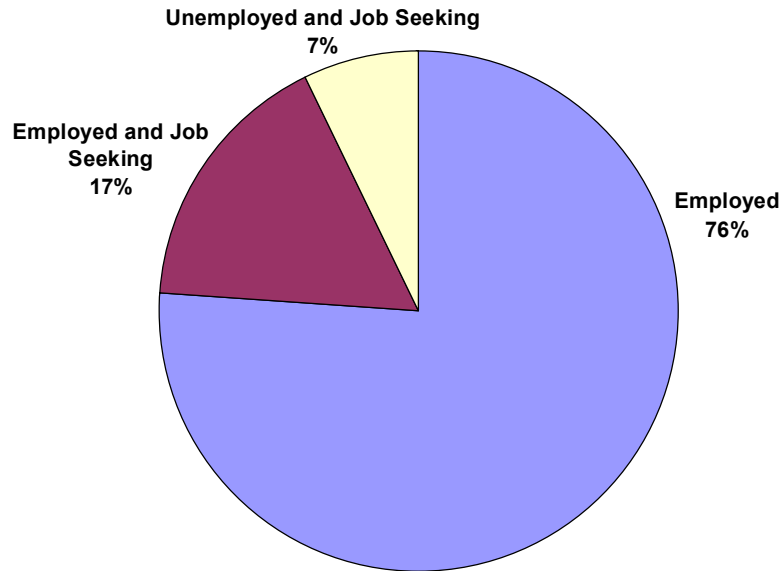
How many hours a week do you spend on different computer activities per week?

The most time spent on computers is not browsing facebook, as may be commonly perceived, but on research and online education.



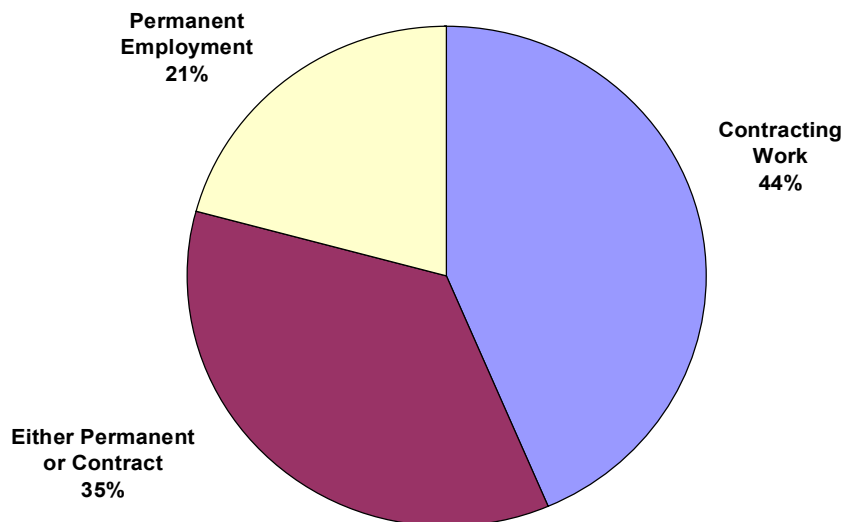
ABOUT OUR SAMPLE

Employment Status



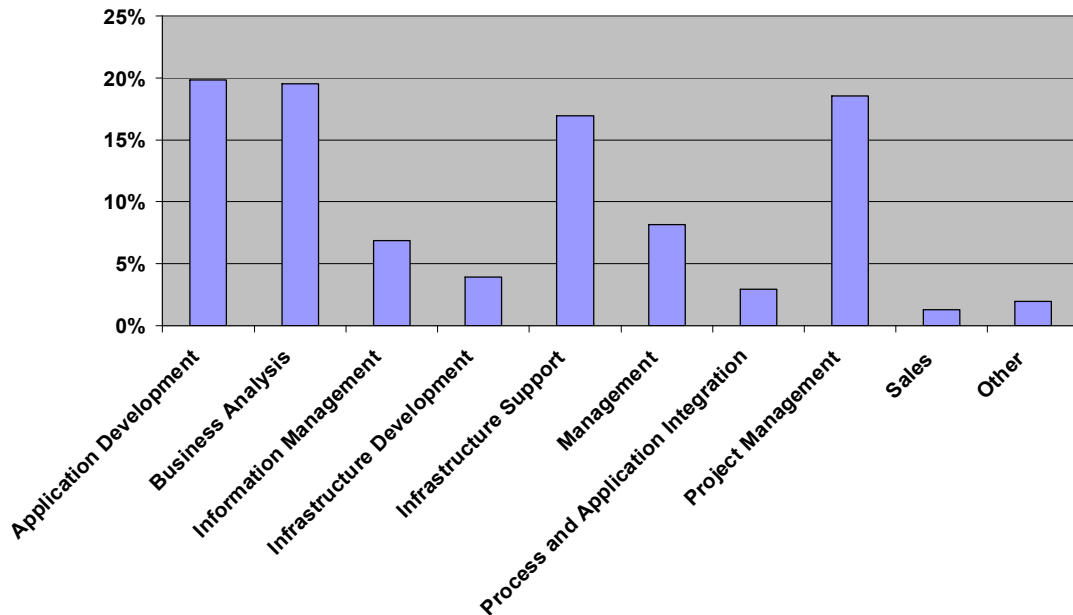
Employment Type Preference

In a buoyant employment market, IT workers prefer contracting because the financial benefits and flexibility outweigh the risk of instability. It is the sign of a confident market. If, as expected, there is an employment slowdown over the next 12 months it will be interesting to note how many more people begin to prefer the option of permanent employment.



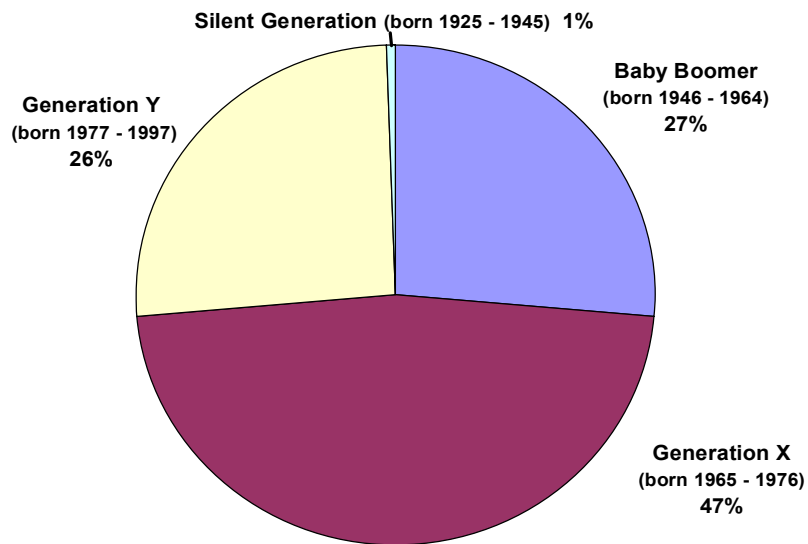
Primary Area of Expertise

As can be seen, we surveyed a wide variety of IT people from those in Support and Technical roles through to Management roles.



What generation do you consider yourself part of?

We gained responses right across the generational spectrum.



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