

Wellington Regional Report

September 2022

Wellington Regional Highlights

The tech employment market in Wellington has experienced a dynamic year. It has been described as fast-moving, depleted and candidate-driven. In keeping with what we have seen across much of New Zealand, the capital's IT industry felt the impact of a constrained talent pool with significant demand for multiple roles across the sector.

New opportunities and vacancies appeared almost as soon as existing roles were filled, and talent shortages combined with ongoing transformation projects saw huge demand for developers, alongside cloud architecture, data and analytics, testing, project management, programmer and business analyst roles.

Until recently there has been a higher degree of uncertainty without the influx of overseas candidates to match the movement of Kiwis offshore. The reopening of our border will go some way to addressing these challenges, however the appeal for Kiwis to explore living and working overseas is expected to limit the benefits many hoped to see from this.

Adaptability is key here and many employers have widened their expectations and requirements in line with changing candidate pools and are investing more in training and upskilling. Employers unwilling to deviate from their initial expectations have struggled to fill roles and will likely continue to do so in the near future.

Candidates' expectations have guided employers' offerings, and adjustments are being seen where needed to attract and retain talent. Money has remained the number one driver for job seekers, alongside the tech stack and the working environment. Other key drivers such as quality management and learning opportunities are still largely relevant, however extra 'bells and whistles' at the time of offer are not making a significant impact. Due consideration to the full employment package however is still highly recommended.

Employers have placed increasing importance on diversity and inclusion initiatives, and upcoming projects will bring this further into focus as many organisations concentrate on attracting a more diverse range of tech professionals into their organisation and the industry, especially Māori, Pasifika and wāhine.

Over the next six months we expect to see the pace of hiring gradually slow in some areas alongside organisations embracing new ways of working, especially compared to the last six months where hiring decisions were made under significant time pressures. Employers will focus on making measured hiring decisions as easing border restrictions open up more access to candidates, salaries will gradually plateau, and sickness, staff holidays and rearrangements within companies will also see the pace of hiring decisions and some business operations lessen.

Top Tech Trends

Tech Professionals

believe these will have the most impact on the NZ Tech sector in the coming year.

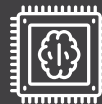
Tech Employers

believe these will have the most impact on the NZ Tech sector in the coming year

Artificial Intelligence (AI)



1



Artificial Intelligence (AI)

Internet of Things (IoT)



2



Data Insights Platforms

Data Insights Platforms



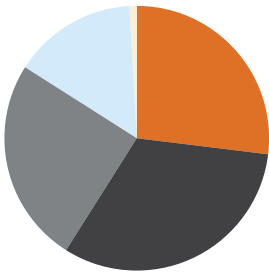
3



Internet of Things (IoT)

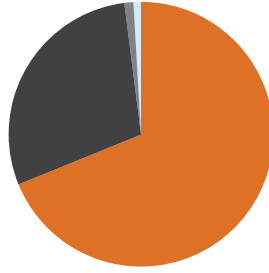
Respondent Overview: Tech Professionals

Age Group



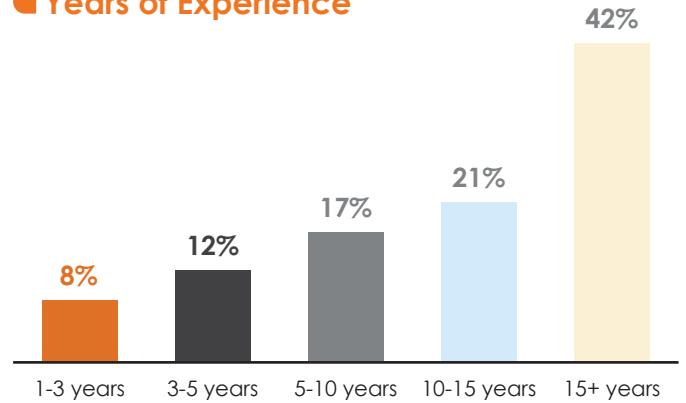
- Under 34 (27%)
- 35-44 (32%)
- 45-54 (25%)
- 55-64 (15%)
- 65+ (1%)

Gender



- Male (69%)
- Female (29%)
- Non-binary (1%)
- Prefer not to say (1%)

Years of Experience



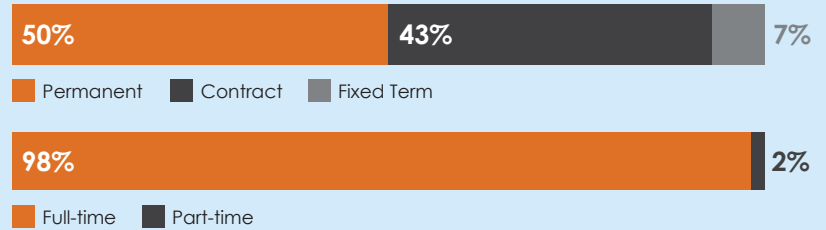
- 1-3 years
- 3-5 years
- 5-10 years
- 10-15 years
- 15+ years



Right to Work

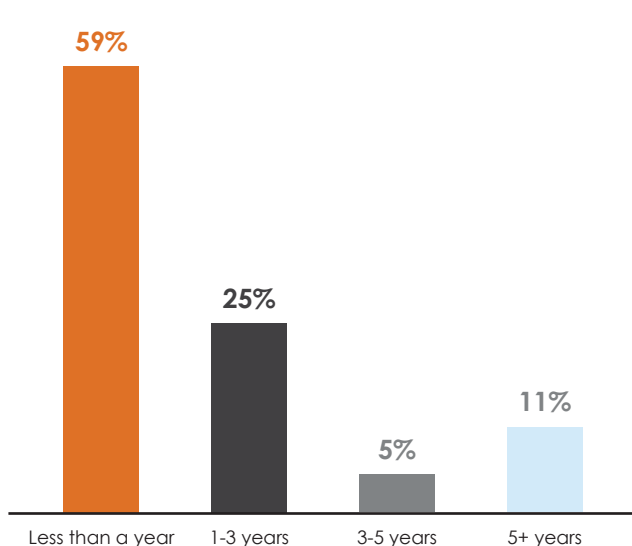
- NZ Citizen/Resident (83%)
- NZ Work Visa (16%)
- NZ Working Holiday Visa (1%)

Type of Employment



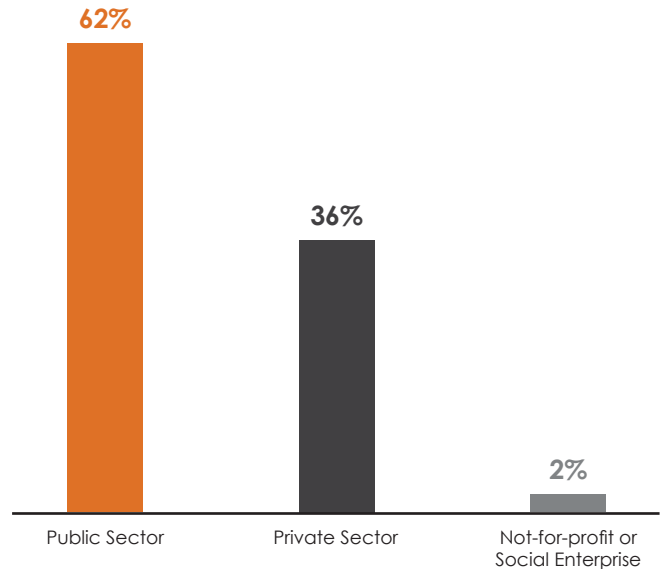
- Permanent
- Contract
- Fixed Term
- Full-time
- Part-time

Tenure in Current Role



- Less than a year
- 1-3 years
- 3-5 years
- 5+ years

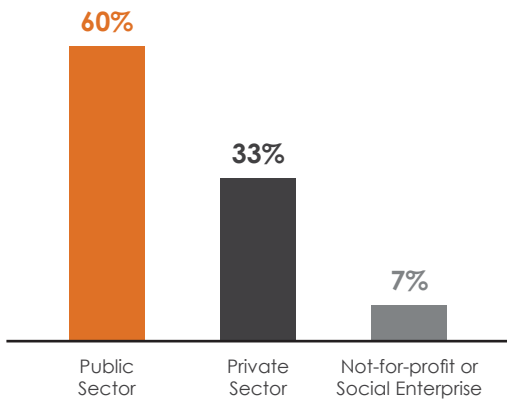
Business Sector



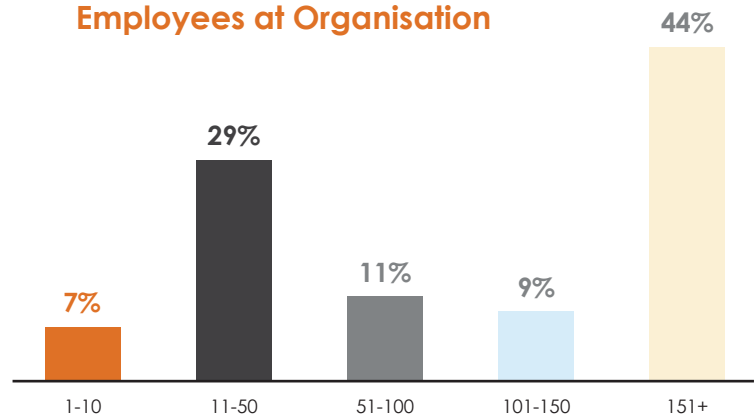
- Public Sector
- Private Sector
- Not-for-profit or Social Enterprise

Respondent Overview: Tech Employers

Business Sector

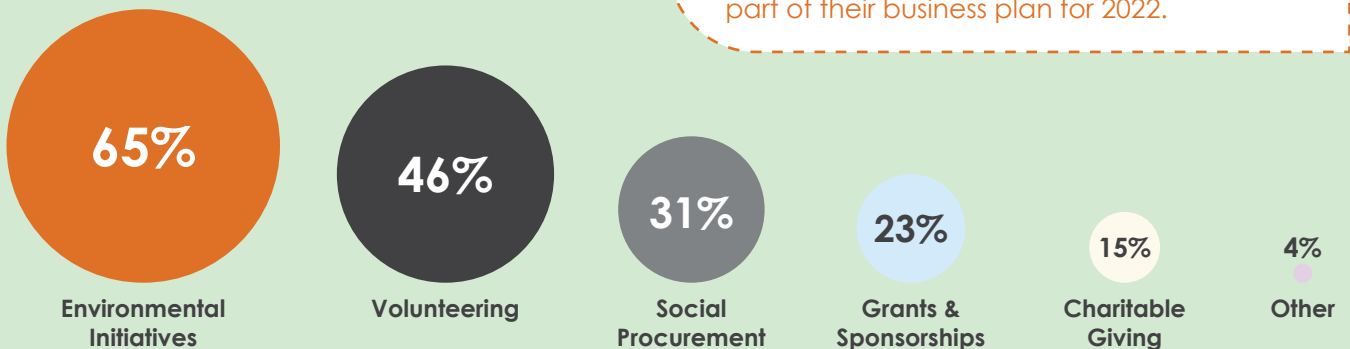


Number of Full-time Tech Employees at Organisation

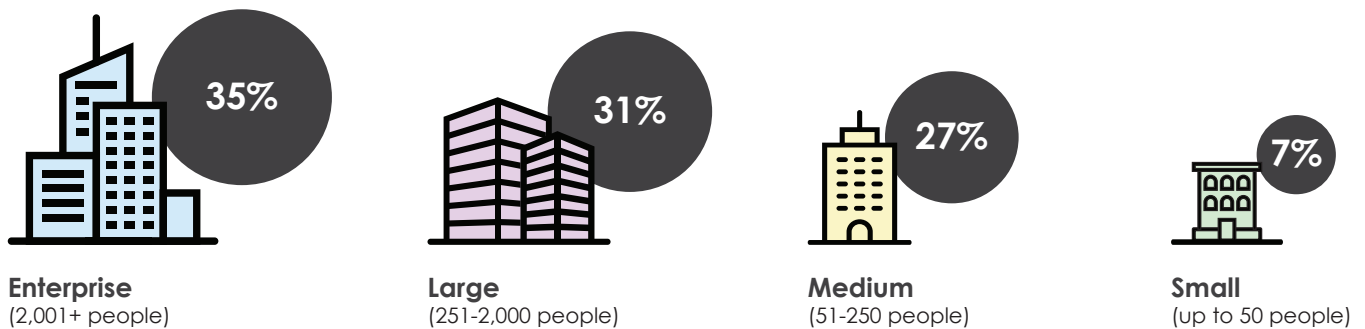


Types of Social Impact & Corporate Responsibility Initiatives

64% of employers have social impact and corporate responsibility initiatives as a part of their business plan for 2022.



Company Size



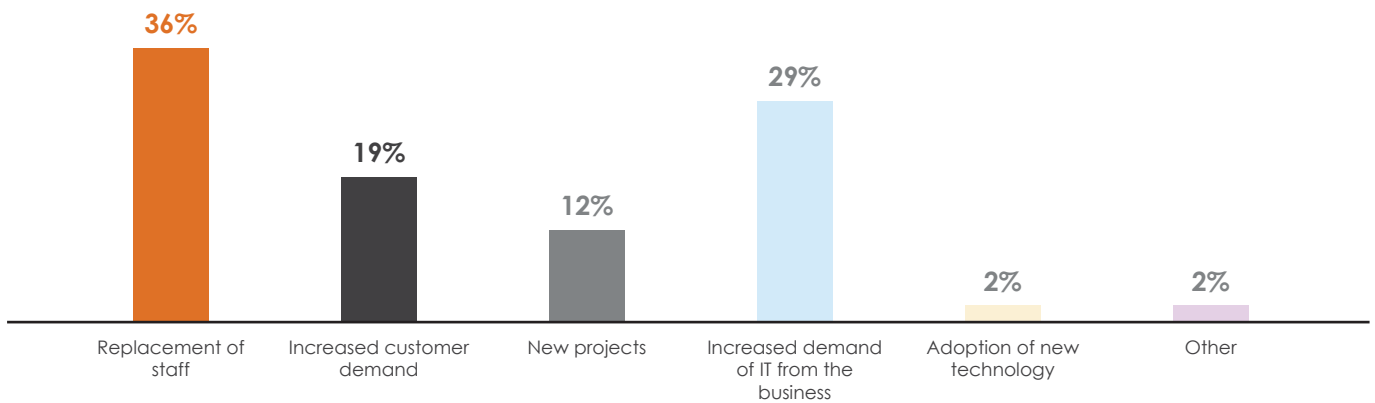
Job Seeking & Hiring Trends

80% of employers are planning on recruiting permanent staff for their team this year.



68% of those recruiting plan on hiring three or more new permanent team members.

Main reason for hiring



65% of employers are planning on recruiting contractors this year.

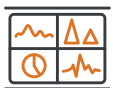
Top 3 reasons employers are hiring contractors

1. Project Work

2. Skill Availability

3. Opex vs Capex Spend

Top 10 Skills in demand



1. BUSINESS ANALYSIS



2. SOFTWARE DEVELOPMENT



3. DEVOPS



4. ARCHITECTURE



5. PROJECT MANAGEMENT



6. CLOUD



7. DATA/DATABASE



8. TESTING/QA



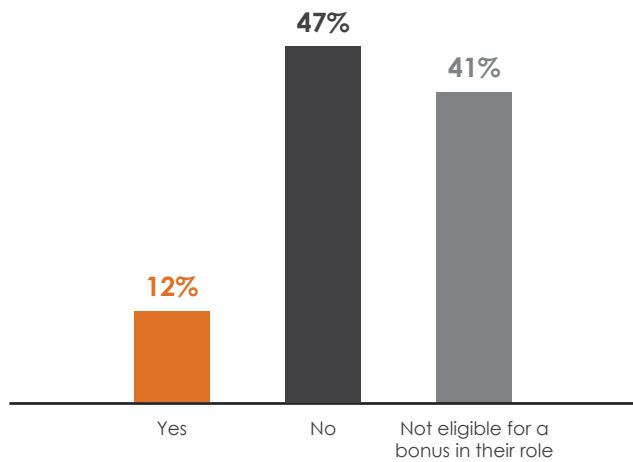
9. NETWORKING & INFRASTRUCTURE



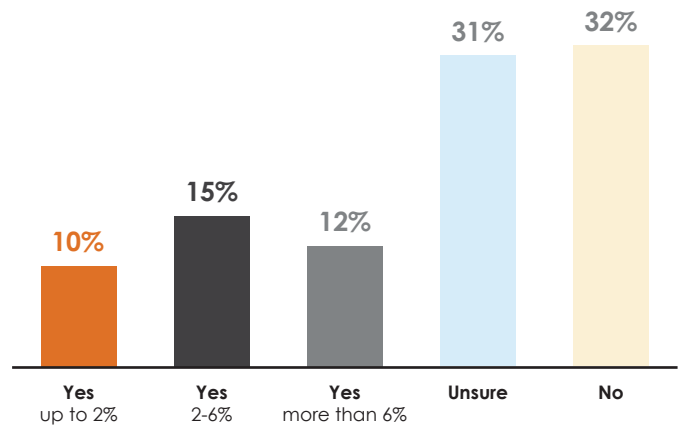
10. SUPPORT/HELPDESK

88% of Wellington tech employers gave their team pay increases in the past year.

● **Tech Professionals who received a bonus**

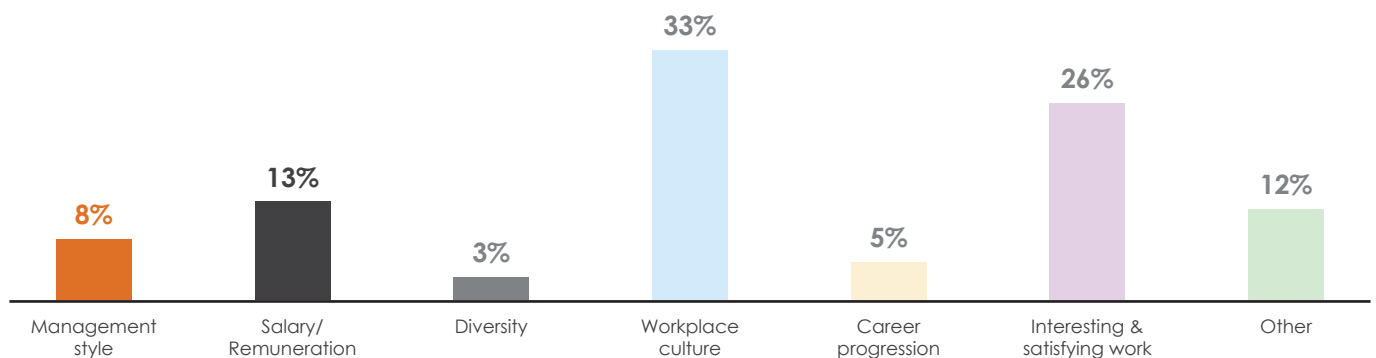


● **Tech Professionals expecting a pay increase**



Workplace Satisfaction

● **Why Tech Professionals consider their current workplace a good place to work**



9/10 Tech Professionals are happy with their current workplace.

Despite being happy, **6/10** Tech Professionals are considering a move to a new workplace this year and **42%** of Tech Professionals expect it to be easier than last year to find a job.

Top 3 reasons Tech Professionals are considering moving

1. Contract or project coming to an end

2. Career development

3. Improved salary/remuneration

Top 3 factors that Influence Tech Professionals accepting a job

1. Improved salary/remuneration

2. Challenging work

3. Flexible/remote working options

#1

The number one **most important** benefit for Wellington Tech Professionals is the ability **to work remotely**.

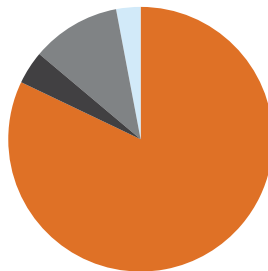
Tech Employers that have remote workers

Yes (81%)

No (19%)

Flexible and Remote Work

98% of Tech Professionals are offered flexible or remote working options.



Yes - Flexible hours and the ability to work remotely (82%)
 Yes - Flexible working hours only (4%)
 Yes - The ability to work remotely only (11%)
 No (3%)

Types of Remote Working



All work and meetings are done remotely



Mix of working remotely and coming into the office



Other

Work/Life Balance

45%

48%

7%

Above Average Average Below Average

Only **12%** of Wellington Tech Professionals are considering a move overseas this year in comparison to **58%** nationally.

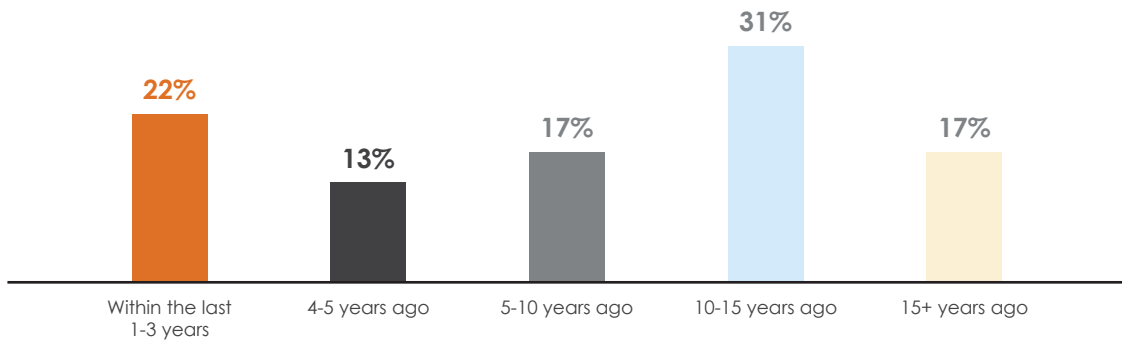


Interns and Graduates



21% of Wellington Tech Professionals were employed as an intern or as a part of graduate program.

How long ago they were employed as an intern or graduate



How valuable Tech Professionals found their internship or graduate role



65%
Extremely valuable



31%
Very valuable



4%
Somewhat valuable

About Absolute IT

Absolute IT was established in Wellington in 2000. We opened our Auckland branch in 2004, our Hamilton branch in 2012 and Christchurch in 2013. As a specialist IT recruitment agency, we take the time to really know the unique NZ technology market inside and out. We focus on understanding the needs of the businesses and the people we work with, so that we can make the absolute best connections.

A local story

We're proud to be 100% New Zealand grown, with a global focus. As a business, we share a common vision of being New Zealand's top technology recruitment company. This means being the best connected, the most knowledgeable and most effective in meeting our clients' and our job seekers' needs - our success comes from your success.

Great people

We know first-hand that hiring the right people is essential for business success. That's why all of our employees go through a rigorous recruitment and induction process. We offer robust career progression, and we're proud of our expertise and experience. We believe we have the best team in the market.

Built on values

Absolute IT is built on honesty and integrity. We operate guided by our values. One of our key strengths is our ability to consistently provide quality people solutions to our business partners. We make sure we use leading edge technology, and the most effective marketing and advertising available.

The Kiwi Tech Sector Supporter

We have been a passionate contributor to New Zealand's Tech Sector for over 20 years, and we are proud to invest in recurring annual sponsorships including supporting the national CIO Summit, and the Canterbury Tech Summit. We are also involved in a variety of events linked to the Technology Investment Network (TIN), which is the leading independent source of information on New Zealand's technology sector.

The highlight of our annual partnership with TIN is our sponsorship of the Absolute IT Supreme Scale-Ups award. This accolade celebrates the top ten companies from the 'Next 100' (who are ranked between 101-200 in the TIN200). These are organisations that have demonstrated the largest revenue growth in the past year - a clear acknowledgment of the significance of these Kiwi companies, taking the world by storm.

From application and software development to AI, Automation, Cloud, Cybersecurity, Analytics, CX, UX and Technical Support, we are a leading provider of talent to New Zealand's IT sector.

The Accordant Group

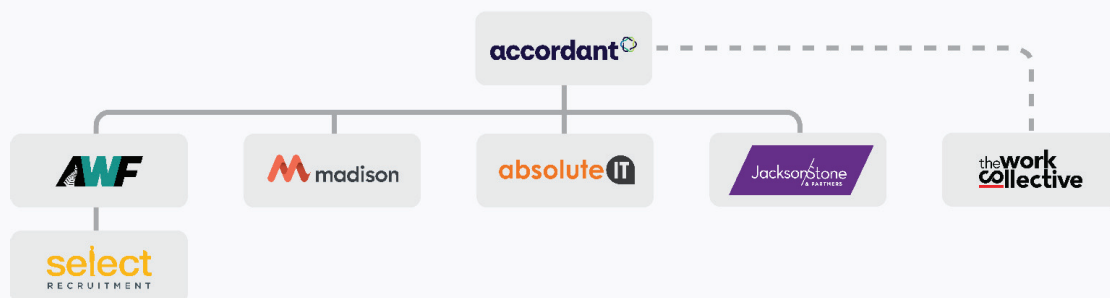
Absolute IT is part of the Accordant Group, New Zealand's leading recruitment company and the only staffing provider listed on New Zealand's stock exchange, the NZX.

Leading recruitment & resourcing in NZ

The Accordant Group comprises of five trading entities; Absolute IT, AWF, Madison, JacksonStone & Partners and The Work Collective; with capability spanning all aspects of commercial and industrial recruitment services, including permanent roles and temporary and contractor assignments.

Collectively, the Group employs over 250 full time staff across 20 towns and cities. The Group's geographical reach and network are unmatched in New Zealand.

Accordant established The Work Collective, an employment initiative that launched in 2019. It delivers positive social impact through connecting employers, Employment Support organisations and our businesses, in order to provide meaningful work opportunities for those who face barriers to employment.





Absolute IT Wellington

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