

# Auckland Regional Report

November 2022



# Auckland

## Regional Highlights

As workplaces across the country felt the impact of border closures and the much talked about 'great resignation', it's no surprise the tech employment market in Auckland has been challenging for employers this year, with low candidate numbers and seemingly constant job vacancies. In some areas growth has been impeded by unmet staffing demands, and the impact of this has delayed the delivery of a range of projects and programmes of work.

Ongoing transformation projects in the health sector drew a large segment of the workforce to a secure environment offering very competitive rates of pay, consequently opening up new vacancies in other industries. Combining this with the ongoing talent shortage, IT security, business consultants, cloud architecture, business analysts and data space roles were among the highest jobs in demand. Of note is the significant demand for business consultants across the industry, which has created greater need for business analysts and cloud architecture to streamline processes and increase day to day business efficiency.

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 challenging work, career development and flexible working. Employers will need to keep their flexible work and hybrid policies current, and also invest in onboarding, training and upskilling strategies.

Employers are combatting the candidate short market by offering flexible work options and higher salaries to retain and attract staff. Adaptability is key here and many employers have widened their expectations and requirements in line with changing candidate pools and invested in training and upskilling. Entry-level candidates have become an appealing option for employers, with some taking the next step to start a graduate programme, expanding their potential candidate base.

The Auckland IT industry is embracing conversations around diversity and inclusion. Employers want to be better educated, ensuring they have a deeper understanding of the impact these programmes can have, and many have facilitated courses and seminars to educate employees.

Over the next six months we expect to see overseas candidates gradually replenish the talent pool as border restrictions ease. A slight dip in candidate numbers is expected as the initial influx of overseas candidates will not match the movement of Kiwis offshore. Candidate salary expectations and offers are expected to plateau over the next six months as employers' hiring options broaden.



**Bonita Fairweather**  
Regional Manager - Auckland

## Top Tech Trends

### Tech Professionals

The tech trends that Tech Professionals in Auckland are the most excited about in the coming year:



**Artificial Intelligence (AI)**



**Internet of Things (IoT)**



**Data Insights Platforms**

### Tech Employers

The tech trends that Tech Employers in Auckland believe will have the most impact on the NZ Tech sector in the coming year:



**Data Insights Platforms**



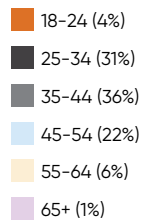
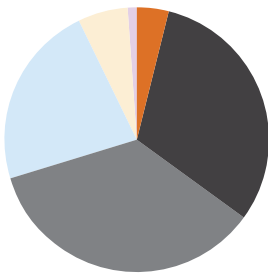
**Artificial Intelligence (AI)**



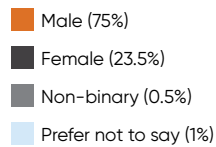
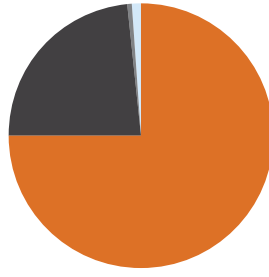
**Internet of Things (IoT)**

# Respondent Overview: Tech Professionals

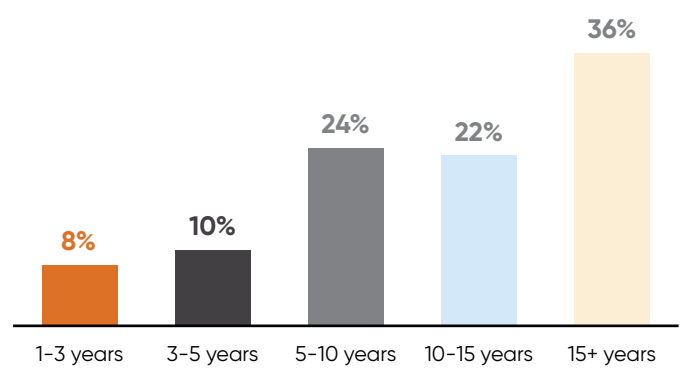
## Age Group



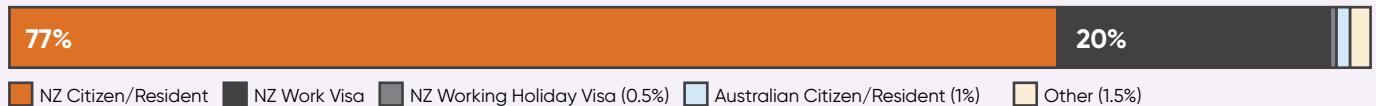
## Gender



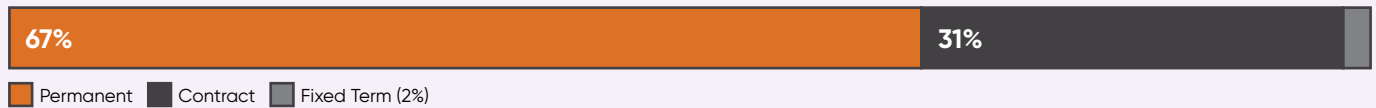
## Years of Tech Experience



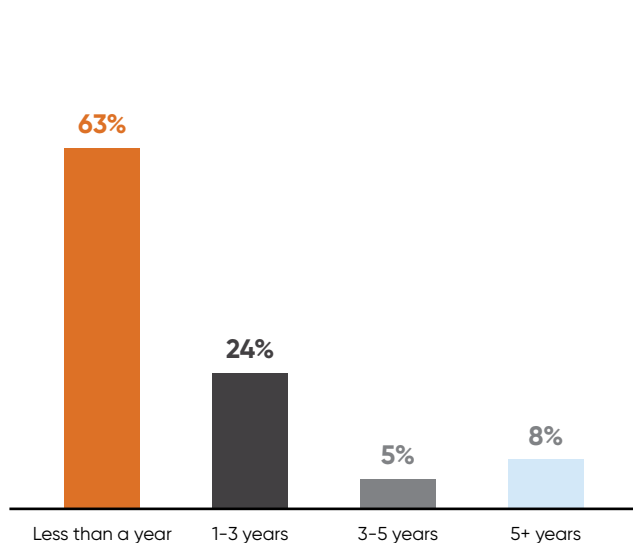
## Right to Work



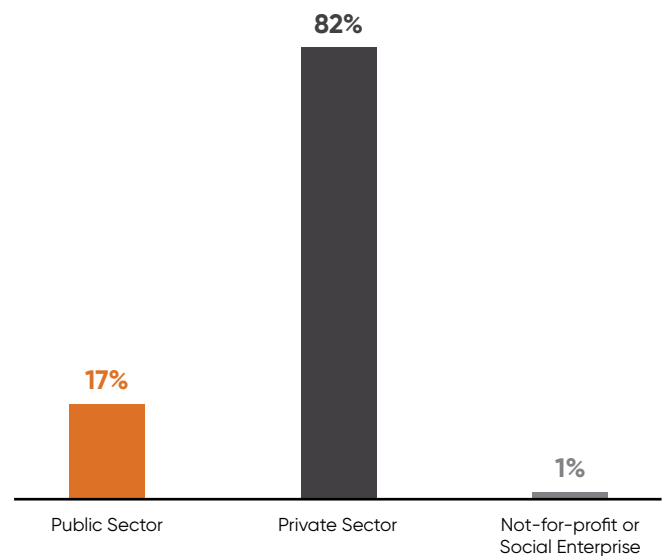
## Type of Employment



## Tenure in Current Role

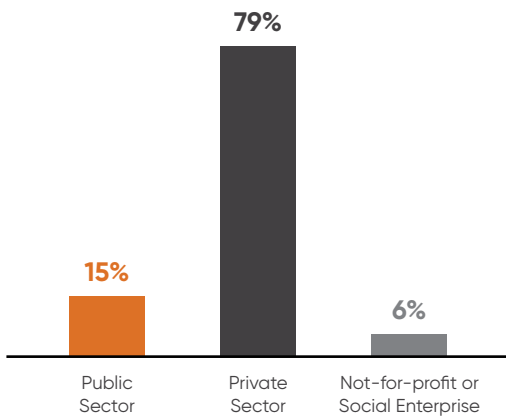


## Business Sector

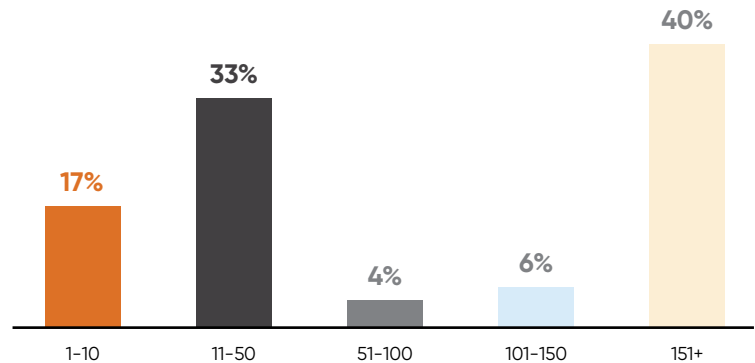


# Respondent Overview: Tech Employers

## Business Sector

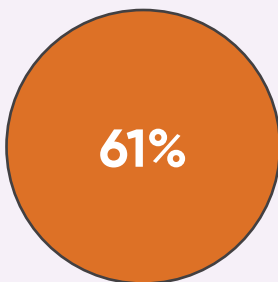


## Number of Full-time Tech Employees at Organisation



## Types of Social Impact & Corporate Responsibility Initiatives

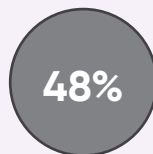
**75%** of employers have social impact and corporate responsibility initiatives as a part of their business plan for 2022.



Environmental Initiatives



Charitable Giving



Volunteering



Grants & Sponsorships



Social Procurement

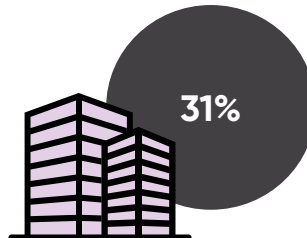


Other

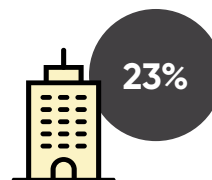
## Company Size



**Enterprise**  
(2,001+ people)



**Large**  
(251-2,000 people)



**Medium**  
(51-250 people)



**Small**  
(up to 50 people)

# Job Seeking & Hiring Trends

## Top 3 reasons employers are hiring permanent staff

1. Increased customer demand
2. Replacement of staff
3. Increased demand of IT from the business

67%

of employers are planning on recruiting permanent staff in the next 6 months and 52% are looking to hire three to five new permanent staff.

35%

of employers are planning on recruiting contractors for their team in the next 6 months.

## Top 3 reasons employers are hiring contractors

1. Project work
2. Skill availability
3. Quick start

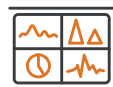
8%

of employers see their **biggest business challenge** for the year ahead being the **attraction and retention of staff**.

## Top 10 Skills in demand



1. SOFTWARE DEVELOPMENT



2. BUSINESS ANALYSIS



3. TESTING/QA



4. DEVOPS



5. DATA/DATABASE



6. BUSINESS INTELLIGENCE



7. SUPPORT/HELP DESK



8. CLOUD



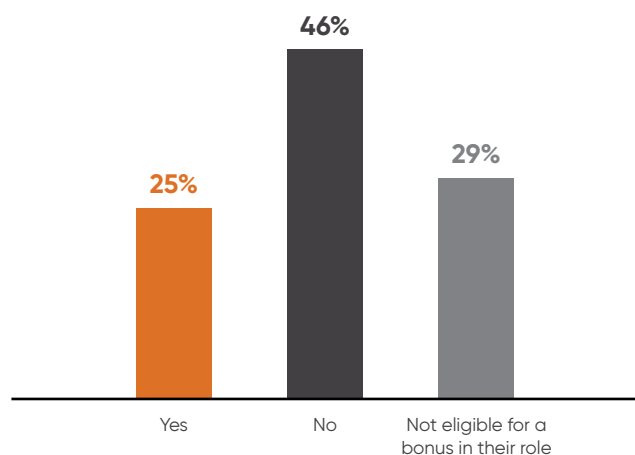
9. NETWORKING & INFRASTRUCTURE



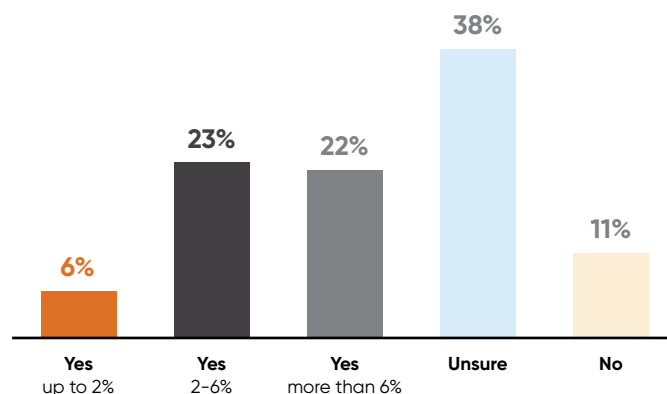
10. PROJECT MANAGEMENT

**94%** of employers gave their staff a pay increase in the past year and **52%** are planning to next year.

#### ● Tech Professionals who received a bonus

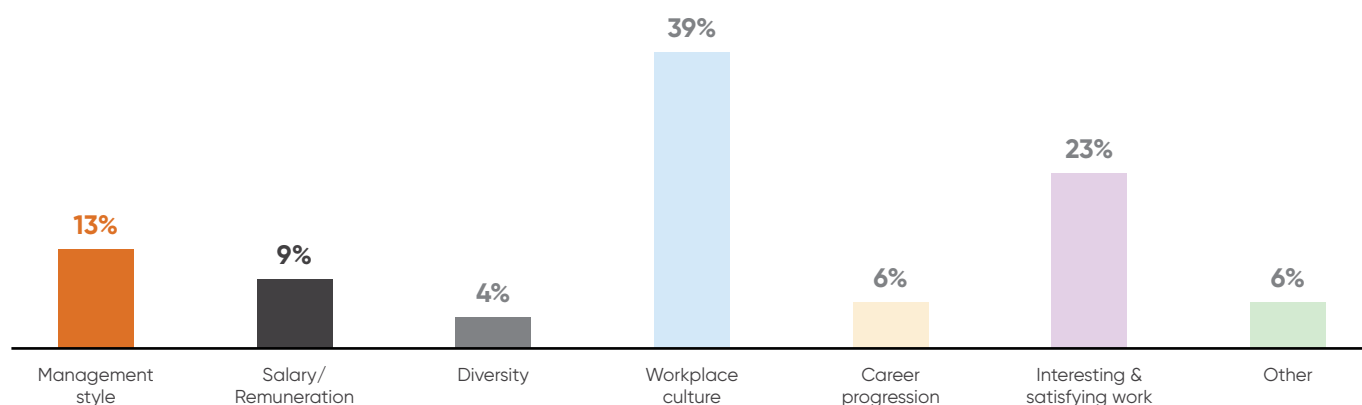


#### ● Tech Professionals expecting a pay increase



## Workplace Satisfaction

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



**92%** of Tech Professionals are happy with their current workplace.

Despite being happy, almost **half** of Tech Professionals are considering a move to a new workplace this year but **55%** are not actively looking.

## Top 3 reasons Tech Professionals are considering moving

1. Career development

2. Contract/Project coming to an end

3. Improved income/better salary

## Top 3 factors that Influence Tech Professionals accepting a job

1. Improved income/better salary

2. Challenging work

3. Flexible hours/remote working

#1

**Working remotely** was the **top non-financial benefit** Tech Professionals would appreciate from an employer.

## Tech Employers that have remote workers

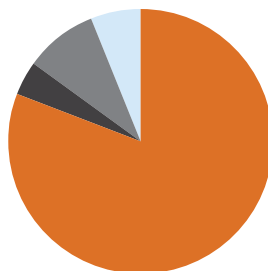
Yes (94%)

No (6%)

## Flexible and Remote Work

81%

of Tech Professionals are offered flexible or remote working options.



Yes - Flexible hours and the ability to work remotely (81%)  
 Yes - Flexible working hours only (4%)  
 Yes - The ability to work remotely only (9%)  
 No (6%)

## Types of Remote Working



All work and meetings are done remotely



Mix of working remotely and coming into the office

58%

of employers said the biggest benefit to remote working is happy and motivated staff.

63%

of employers said the biggest drawback of remote working is the impact on the team dynamic.

## Work/Life Balance

44%

48%

8%

Above Average Average Below Average

Only **24%** of Auckland Tech Professionals are considering a move overseas this year in comparison to **58%** nationally.

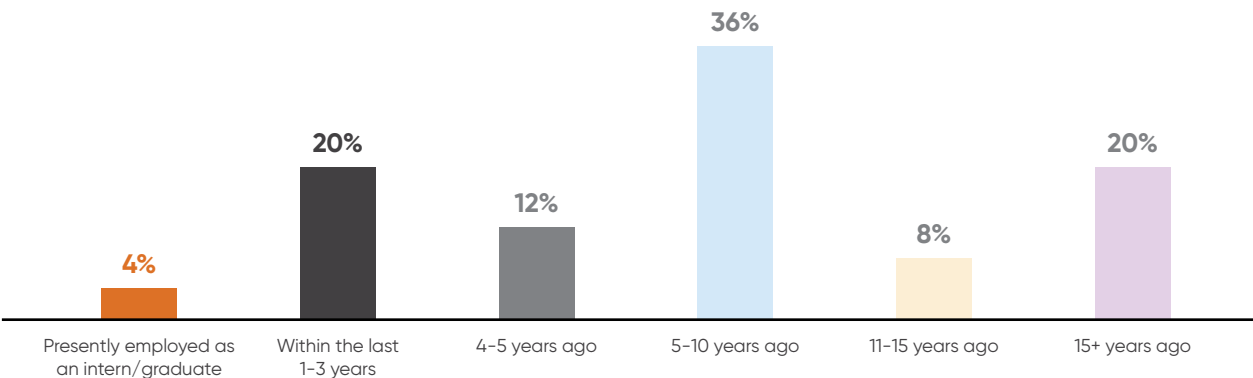


## Interns and Graduates



**15%** of Auckland Tech Professionals were employed as an intern or as a part of a graduate program.

### How long ago they were employed as an intern or graduate



### How valuable Tech Professionals found their internship or graduate role



**44%**

Extremely valuable



**40%**

Very valuable



**16%**

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

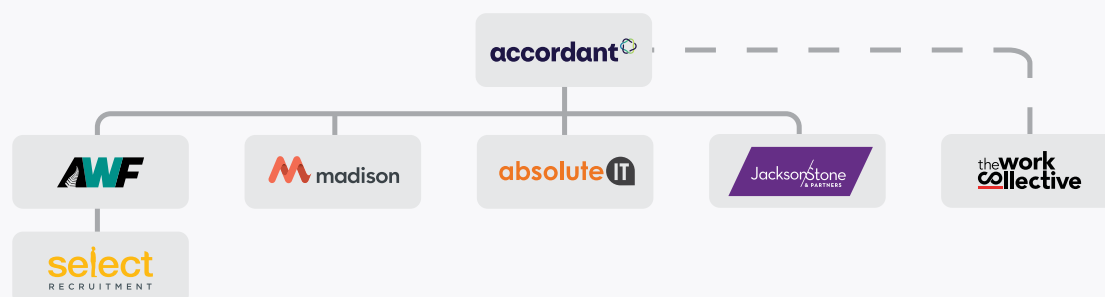
Absolute IT is part of the Accordant Group, New Zealand's leading recruitment company and the only staffing provider listed on New Zealand's stock exchange, the NZX.

### 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 Auckland**

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