Canterbury Regional Report

November 2022

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RECRUITMENT

Canterbury Regional Highlights

The IT employment market in Canterbury is quickly growing, but the biggest challenge is the ongoing skills and talent shortage. Employers have had a consistent appetite to grow and invest in their permanent teams (85% of our surveyed employers plan on hiring perm staff next year); however, they are facing both the talent shortage and rising salary rates nationally. In addition, Canterbury has been slower than other large cities to meet the market regarding remuneration levels, adding another challenge to achieving the desired headcount.

Skills in demand in the region are software development, business intelligence, devops, business analysis, project management, systems engineering, test analysis, and experience with product ownership. Cyber security is among the most sought in-demand-skills following significant ransomware attacks across New Zealand last year and the increased focus on Security on IT Roadmaps. There has been quite a bit of movement at the senior leadership level, driven by the candidate short market and employers offering more significant salary increases to entice these candidates to move.

Local employers are starting to address the gap in remuneration, with 79% of employers offering staff a pay rise last year and another 79% planning on awarding pay increases to staff in the coming year. In addition, offering remote working options or relocation packages are ways to attract local candidates from other regions of New Zealand.

Another excellent solution to critical project resourcing is utilising Contract resources. Contractors by nature are often mobile and will consider relocating for a project, bringing with them excellent skills and experience. While the hourly rate is offset by no ACC, Holiday or Sick pay requirements.

Employers can also address the talent shortage by considering overseas candidates who are showing an increasing interest in relocating to New Zealand now that the border restrictions have been removed.

In the next six months, we expect tech employers to continue hiring and bolstering their teams in early 2023. We expect the utilisation of contractors for the completion of projects leading up to the financial year end. We expect a gradual increase in overseas candidates as visitors arrive in Auckland and venture out to explore the Wellington and Canterbury regions. Our region has much to offer to the new talent, with more affordable housing and living costs compared to the larger metropolitan cities.

Simon Fitzgerald
Business Manager - Christchurch

Top Tech Trends

Tech Professionals

The tech trends that Canterbury Tech Professionals are most excited about for next year:

- Artificial Intelligence (AI)
- Internet of Things (IoT)
- Blockchain

Tech Employers

The tech trends that Canterbury Tech Employers believe will have the most impact on the NZ Tech sector in the coming year:
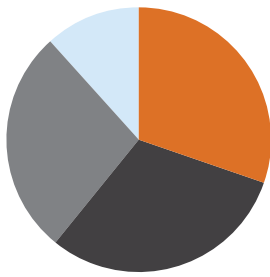
- Internet of Things (IoT)
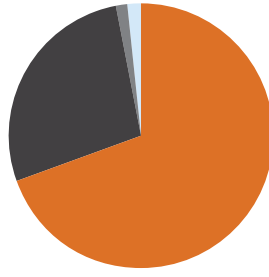- Artificial Intelligence (AI)
- Data Insights Platforms

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Respondent Overview: **Tech Professionals**

Age Group

- Under 34 (30%)
- 35-44 (30%)
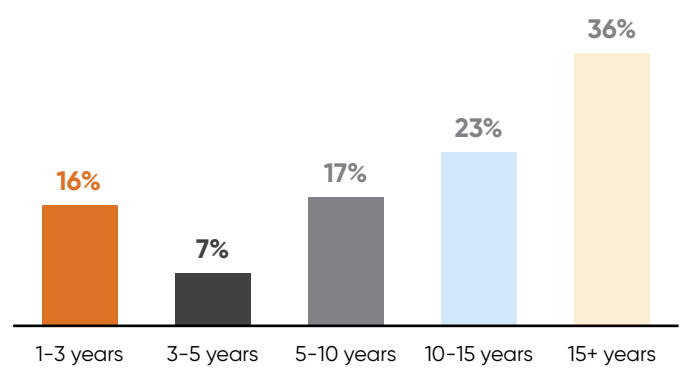- 45-54 (28%)
- 55-64 (12%)

Gender

- Male (70%)
- Female (27%)
- Non-binary (1.5%)
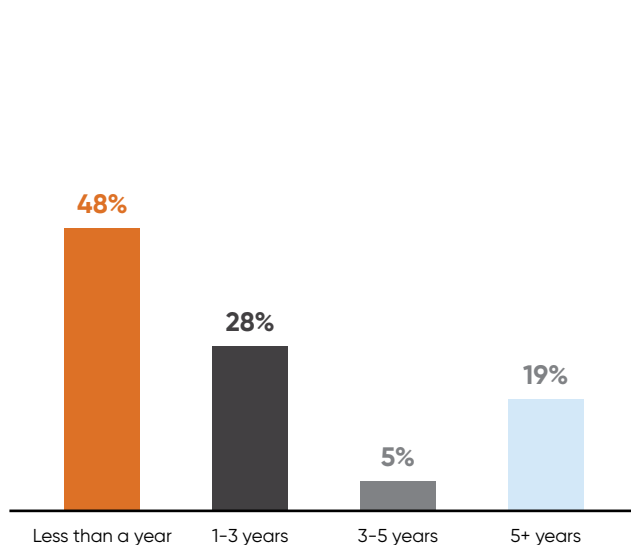- Prefer not to say (1.5%)
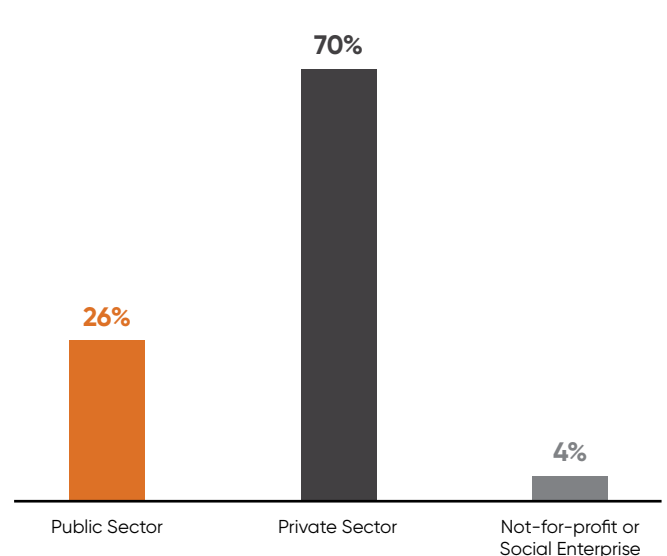
Years of Tech Experience

1-3 years	3-5 years	5-10 years	10-15 years	15+ years
16%	7%	17%	23%	36%

Right to Work

89%   **7%**

- NZ Citizen/Resident
- NZ Work Visa
- Australian Citizen/Resident (3%)
- Other (1%)

Type of Employment

89%   **10%**

- Permanent
- Contract
- Fixed Term (1%)

Tenure in Current Role

Less than a year	1-3 years	3-5 years	5+ years
48%	28%	5%	19%

Business Sector

Public Sector	Private Sector	Not-for-profit or Social Enterprise
26%	70%	4%

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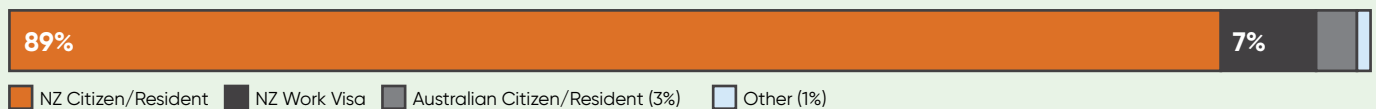
Respondent Overview: **Tech Employers**

Business Sector

- Public Sector — 10%
- Private Sector — 75%
- Not-for-profit or Social Enterprise — 15%
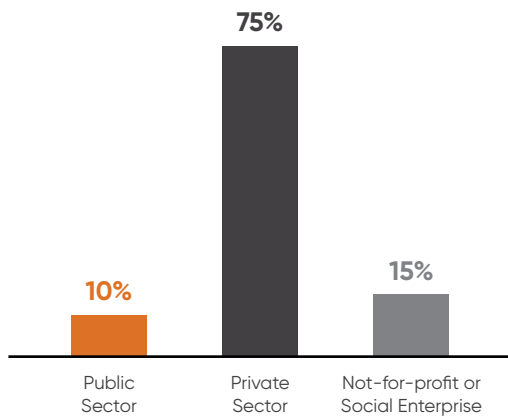
Number of Full-time Tech Employees at Organisation

- 1–10 — 40%
- 11–50 — 40%
- 51–100 — 10%
- 101–150 — 5%
- 151+ — 5%
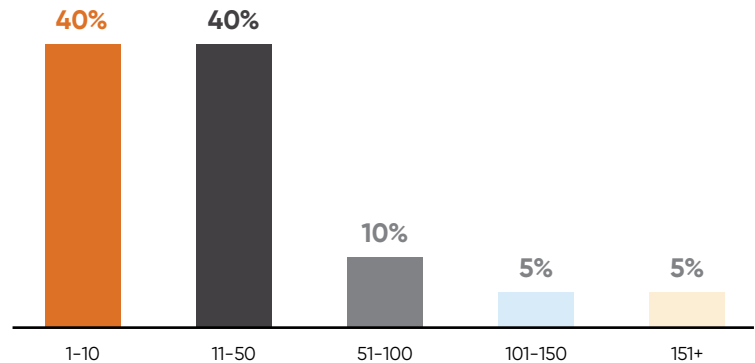
Types of Social Impact & Corporate Responsibility Initiatives
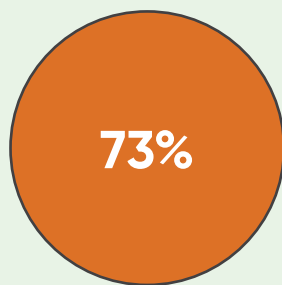
- **73%** Charitable Giving
- **67%** Environmental Initiatives
- **27%** Volunteering
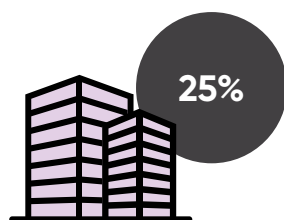- **20%** Grants & Sponsorships
- **13%** Other
- **7%** Social Procurement
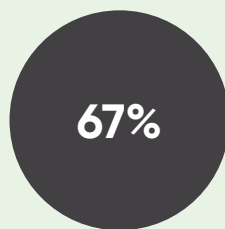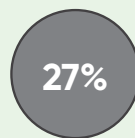
79% of Tech Employers have social impact and corporate responsibility initiatives as a part of their business plan for 2022.
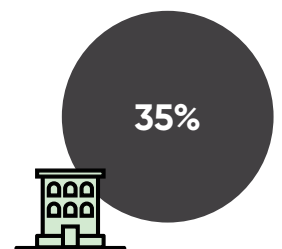
Company Size

- **10%** Enterprise (2,001+ people)
- **25%** Large (251–2,000 people)
- **30%** Medium (51–250 people)
- **35%** Small (up to 50 people)

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Job Seeking & Hiring Trends

● **Top 3 reasons employers are hiring permanent staff**

1. Increased customer demand

2. Increased demand of IT from the business

3. Adoption of new tech/New projects

85%
of Tech Employers are planning on recruiting permanent staff in the next 6-12 months, with **41%** looking to hire three to five new permanent staff and **47%** looking to hire one to two.

25%
of Tech Employers are planning on recruiting contractors for their team in the next 6 months.

● **Top 3 reasons employers are hiring contractors**
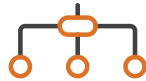
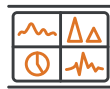1. Project work

2. Quick start

3. Skill availability

● **Top 10 Skills in demand**

1. SOFTWARE DEVELOPMENT

2. ARCHITECTURE

3. BUSINESS ANALYSIS

4. CLOUD

5. SUPPORT/ HELP DESK

6. WEB DEVELOPMENT

7. DATA/ DATABASE

8. PROJECT MANAGEMENT

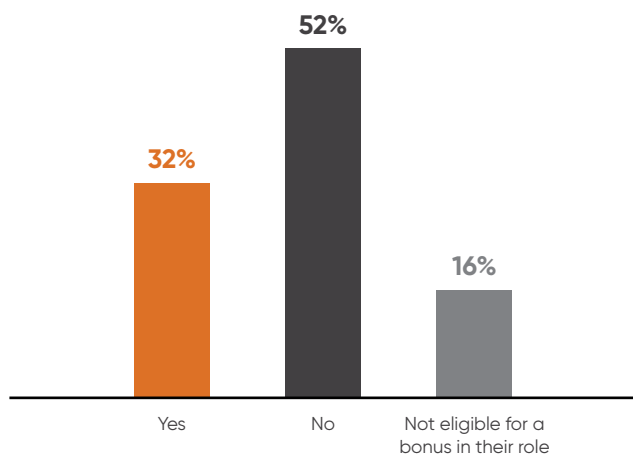**9. SECURITY**

10. SERVICE DELIVERY

79% of Canterbury Tech Employers gave their staff a pay increase in the past year.
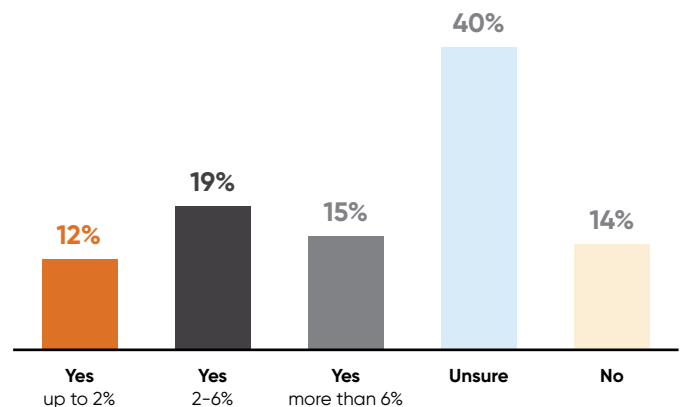
79% of Canterbury Tech Employers are planning to give their staff a pay increase in the upcoming year.

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Tech Professionals who received a bonus

- 32% Yes
- 52% No
- 16% Not eligible for a bonus in their role

Tech Professionals expecting a pay increase

- 12% Yes up to 2%
- 19% Yes 2-6%
- 15% Yes more than 6%
- 40% Unsure
- 14% No

Workplace Satisfaction

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

- 16% Management style
- 14% Salary/ Remuneration
- 5% Diversity
- 31% Workplace culture
- 8% Career progression
- 14% Interesting & satisfying work
- 12% Work/Life Balance /Flexible Working options
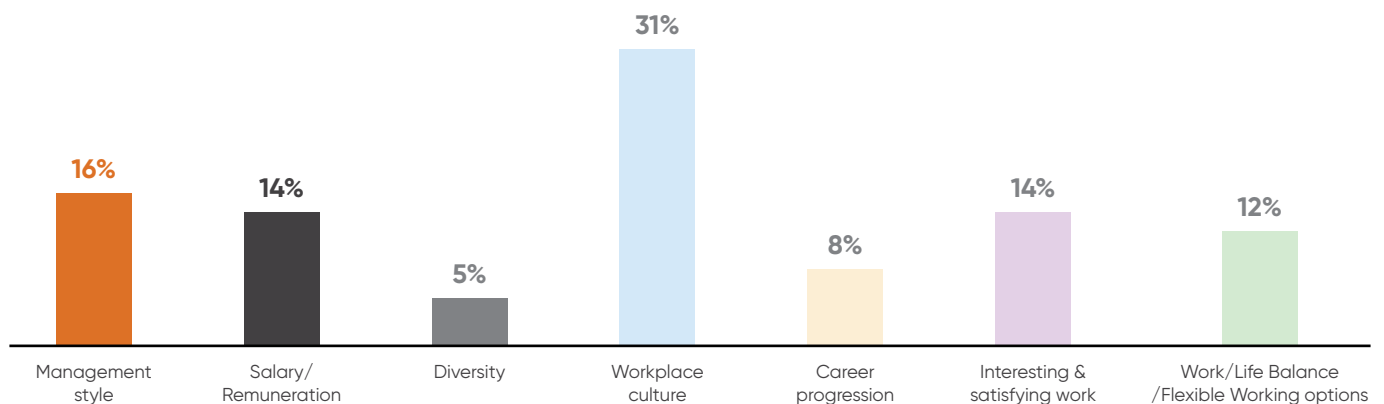
94% of Tech Professionals are happy with their current workplace.

Despite being happy, **68%** of tech professionals will consider moving to a new workplace in the next year.

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● Top 3 reasons Tech Professionals are considering moving

1. Career development
2. Improved income/better salary
3. Contract/Project coming to an end

● Top 3 factors that Influence Tech Professionals accepting a job

1. Improved income/better salary
2. Flexible hours/remote working
3. Challenging work

#1

Flexible hours and **working remotely** were the **top non-financial benefits** Tech Professionals would appreciate from an employer.
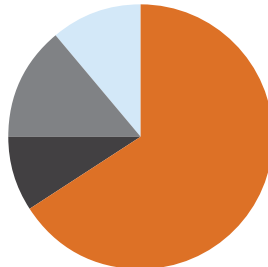
● Tech Employers that have remote workers

Yes (58%)	No (42%)

● Flexible and Remote Work

66% of Tech Professionals are offered flexible or remote working options.

- Yes – Flexible hours and the ability to work remotely (66%)
- Yes – Flexible working hours only (9%)
- Yes – The ability to work remotely only (14%)
- No (11%)

100%

of Tech Employers that offer **flexible and remote working options** operate a hybrid model that includes a mix of **working remotely** and **working from the office**.

● Work/Life Balance

30%	64%	6%

- Above Average
- Average
- Below Average

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Only **14%** of Canterbury Tech Professionals are considering a move overseas this year in comparison to **58%** nationally.

Interns and Graduates

8% of Canterbury Tech Professionals were employed as an intern or as a part of graduate program at some stage in their tech career. This is the lowest regional rate in comparison to **Waikato** at **13%**, **Auckland** at **15%** and **Wellington** at **21%**.

How long ago Tech Professionals were employed as an intern or graduate

Within the last 1-3 years	5-10 years ago	11-15 years ago
20%	20%	60%
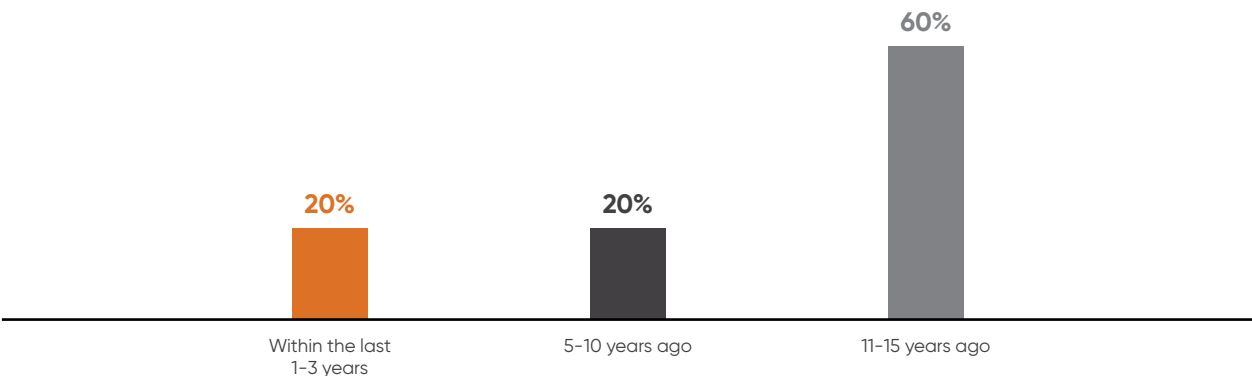
How valuable Tech Professionals found their internship or graduate role

20%
Extremely valuable

40%
Very valuable

40%
Somewhat valuable

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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.
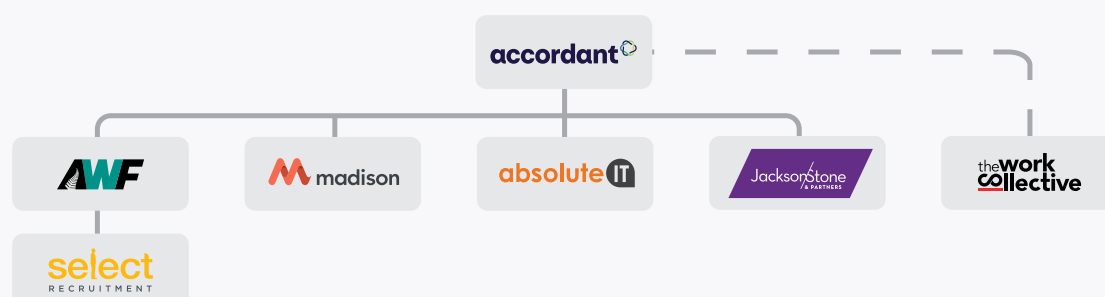
The Accordant Group

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.

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