VOICE OF THE WORKFORCE

TECHNOLOGY

KEY FACTS 2017
The Voice of the Workforce report brings together the views of more than 1,600 technology professionals from around the world, providing valuable insight into what the technology community thinks about the current state of the industry and how they feel about their career within it.
TECH PROFESSIONALS AROUND THE WORLD ARE CONFIDENT IN SECTOR GROWTH AND CAREER PROGRESSION.

2 IN 3 TECH PROFESSIONALS are confident that the sector they work in will grow over the next 12 months.

TWO THIRDS OF TECH PROFESSIONALS are confident in career progression and just under half expect to receive a pay increase over the next 12 months.

Budget reduction and economic outlook are both seen as major contributors to preventing growth across the technology industry.

PUBLIC SECTOR PERCEPTIONS ARE LESS THAN POSITIVE.

Compared to those working in other sectors, tech professionals in the public sector are the most likely to believe there is a skills shortage and are least confident in the growth of their sector over the next 12 months.

NORTH AMERICA IS SEEN AS THE MOST INDUSTRY LEADING REGION

35% OF TECH PROFESSIONALS RANK THIS REGION AS THE BEST.
Tech professionals around the world are confident in sector growth and career progression. The factor seen as the most important in addressing the skills shortage is the promotion of technology as a career to younger generations. Re-training and upskilling of the current workforce is also listed as a potential solution to the skills shortage.

57% of technology professionals believe there is a skills shortage within their sector.

Europe is the destination tech professionals would most likely consider moving to for work, with the UK and Germany seen as the most desirable locations.

Lifestyle change is the main reason people would consider moving abroad (36%). The amount of prestige a tech professional’s sector has in another country is a low importance factor (5%) in deciding whether to make a move.

Gender diversity is seen to be improving across the technology industry. 32% of tech professionals believe it’s the responsibility of everyone within the industry to enhance diversity, rather than solely down to HR, management or leadership (10%). Whilst many believe that diversity is improving, only a third say their company has communicated the steps it’s taking to address the issue.

54% believe gender diversity is improving the last year of men and women received a pay increase in the technology industry.

63% of technology professionals believe there is a skills shortage within their sector.

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The factor seen as the most important in addressing the skills shortage is the promotion of technology as a career to younger generations. Re-training and upskilling of the current workforce is also listed as a potential solution to the skills shortage.
Non-competitive pay & benefits and a negative culture are the most influential factors in deciding to leave an employer.

Cyber Security is seen as the biggest disruptor to the industry over the next 5 years.

Over the next 5 years 27% expect their role to change substantially but only 4% believe their role will no longer exist.

Negative culture is the number one reason boomers would leave an employer. For millennials, poor career prospects is more of an influencing factor.
TECH PROFESSIONALS ARE OPEN TO CHANGING SKILL SET & SECTORS.

Over half would consider transferring to a different skill set, with the skill set of choice for nearly a quarter of tech professionals being PROJECT AND PROGRAMME MANAGEMENT.

WHEN CONSIDERING TRANSFERRING SKILL SET THE OPPORTUNITY TO LEARN IS SEEN AS MORE IMPORTANT THAN A HIGHER SALARY.

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