New Zealand

ICT

Tertiary Education & Job Series

August 2012

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Note:

Indicates new/significant change
Insights

Seek ICT NZ Job Adverts for August 2012

- Big decline in management certification jobs; i.e. PMP, Prince & ITIL
- Total job adverts;
  - 0.6 per cent decrease for the month
  - Down 5.0 per cent on August 2011
  - Up 17 per cent on August 2010
- Monthly change by region;
  - Auckland down 5.6 per cent
  - Waikato down 18.2 per cent
  - Wellington up 4.4 per cent
  - Canterbury up 15.4 per cent
- Trademe IT increased 4.0 per cent for the month
- **Cloud computing category** added to this month’s trends analysis
- NZ’s older ICT workers have high levels of workplace disengagement

**Note:** Analysis performed on Monday 13th August 2012
Seek & Trademe
ICT Job Advert Trends
All NZ

2007 Peak before recession

Source: Seek ICT (Accessed August 2012)
Seek ICT Job Advert
Monthly Trends
2010 - 2012

Source: Seek ICT (Accessed August 2012)
Seek ICT Job Advert Trends
Year to August 2012

<table>
<thead>
<tr>
<th></th>
<th>Auckland</th>
<th>Waikato</th>
<th>Wellington</th>
<th>Canterbury</th>
<th>Total NZ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aug-11</td>
<td>1523</td>
<td>55</td>
<td>787</td>
<td>272</td>
<td>2725</td>
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<tr>
<td>Jul-11</td>
<td>1608</td>
<td>65</td>
<td>752</td>
<td>230</td>
<td>2742</td>
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<td>1644</td>
<td>50</td>
<td>793</td>
<td>220</td>
<td>2786</td>
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<tr>
<td>May-12</td>
<td>1520</td>
<td>40</td>
<td>878</td>
<td>243</td>
<td>2784</td>
</tr>
<tr>
<td>Apr-12</td>
<td>1407</td>
<td>45</td>
<td>689</td>
<td>221</td>
<td>2438</td>
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<tr>
<td>Mar-12</td>
<td>1577</td>
<td>48</td>
<td>853</td>
<td>218</td>
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<tr>
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<td>1539</td>
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<td>805</td>
<td>266</td>
<td>2753</td>
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<tr>
<td>Jan-12</td>
<td>1087</td>
<td>32</td>
<td>543</td>
<td>185</td>
<td>1904</td>
</tr>
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</table>

Source: Seek ICT (Accessed August 2012)
Seek ICT Job Advert Trends
Change for the Month of
August 2012

Source: Seek ICT (Accessed August 2012)
## ICT Salaries

**IT Salaries** *(Robert Walters Salary Survey)*

Refer [July Trends Article](#) for Charted Results

<table>
<thead>
<tr>
<th>Position</th>
<th>Auckland</th>
<th>Wellington</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project manager (5+years experience)</td>
<td>$110,000-$125,000</td>
<td>$100,000-$140,000</td>
</tr>
<tr>
<td>Manager IT operations</td>
<td>$100,000-$120,000</td>
<td>$120,000-$150,000</td>
</tr>
<tr>
<td>Help desk/desktop support/apps support (3-5 years experience)</td>
<td>$55,000-$65,000</td>
<td>$55,000-$80,000</td>
</tr>
</tbody>
</table>

*NZ Herald* Article accessed August 2012
Seek ICT Job Adverts
by Industry Certification
August 2012

Monthly change for:
- Microsoft:
  - All NZ decreased...........7%
  - Auckland increased........7%
  - Waikato increased.......73%
- Linux:
  - All NZ decreased........18.6%
  - Auckland decreased.....4%
- Cisco:
  - All NZ decreased........7.5%
  - Auckland decreased...18.6%
  - Wellington increased..15%

<table>
<thead>
<tr>
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<th>Canterbury</th>
<th>Total NZ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Microsoft</td>
<td>276</td>
<td>19</td>
<td>119</td>
<td>68</td>
<td>550</td>
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<tr>
<td>Cisco</td>
<td>105</td>
<td>8</td>
<td>62</td>
<td>23</td>
<td>210</td>
</tr>
<tr>
<td>Linux</td>
<td>527</td>
<td>18</td>
<td>189</td>
<td>86</td>
<td>823</td>
</tr>
</tbody>
</table>

Source: Seek ICT (Accessed August 2012)
Seek ICT Job Adverts Filtered by Management Certifications August 2012

Monthly decreases for:
- **PMP**
  - -24% for all NZ
  - -33% for Auckland
  - -12% for Wellington

- **Prince**
  - -24% for all NZ
  - -34% for Auckland
  - -27% for Wellington

- **ITIL**
  - -20% for all NZ
  - -20% for Auckland
  - -19.5% for Wellington

Source: Seek ICT (Accessed August 2012)
Computing IT skills survey 2012 Computing.co.uk

1. “Which programming skills do you possess?”

- SQL: 70%
- HTML (inc CHTML, XHTML etc): 63%
- Unix/Linux: 47%
- XML: 44%
- CSS: 41%
- C/C++: 39%
- Javascript: 36%
- Java: 33%
- VB.Net: 32%
- .Net: 29%

Base: 239 IT operatives with some programming experience.

2. “Which single programming skill do you expect to increase most in importance over the next two years?”

- Android: 13%
- Java: 12%
- .Net: 10%
- C#: 8%
- SQL: 8%
- XML: 6%
- iOS: 5%
- HTML5: 4%
- Ajax: 4%
- CSS: 4%

Base: 239 IT operatives with some programming experience.
Seek ICT Job Adverts
Filtered by DBA/Developer
August 2012

Monthly Changes:
- All NZ;
  - SAP down 7%
  - Oracle down 9%
  - SQL Server down 5%
- Auckland - Oracle & SAP down 11% & 9.7% respectively
- Canterbury - Oracle up 12%

Source: Seek ICT (Accessed August 2012)
The largest monthly increases occurred for Canterbury;
- .NET.....................19%
- C#.........................40%
Increases for occurred for;
- C# (All NZ)..........4%
- C# (Wellington)...14.5%
Auckland experienced decreases for;
- PHP..........................-6%
- .NET..........................-7%

Source: Seek ICT (Accessed August 2012)
Seek ICT Job Adverts by Role August 2012

Source: Seek ICT (Accessed August 2012)
Seek ICT Job Advert Trends
Cloud Category

Regional Distribution of Cloud Jobs

New for August 2012

Source: Seek ICT (Accessed August 2012)
Seek ICT Job Advert Trends
Cloud Category by Role
August 2012

New for
August 2012

Source: Seek ICT (Accessed August 2012)
Cloud Computing

Apple’s Steve Wozniak’s concerns;

- Users are effectively handing control of their data to providers
- "With the cloud, you don't own anything. You've already signed it away through the legalistic terms of service with a cloud provider that computer users must agree to"

- Wozniak’s fears are echoed by Computing's research findings including;
  - 55 per cent of IT decision-makers citing loss of control as a key concern
  - For 38 per cent of IT decision-makers, vendor lock-in was one of their biggest cloud security concerns
- This follows several public cloud outages affecting the likes of Microsoft Azure, Amazon Web Services and Salesforce.com (Refer Computing.co.uk August 2012)
Cloud Computing

Cloud computing: What does it really mean for IT jobs?

Spend on cloud services is still only a fraction of the global IT spend

- Gartner predicts that the market for cloud compute services will grow 48.7 per cent in 2012 to $5bn, up from $3.4 billion in 2011
- By 2020 the majority of organisations will rely on the cloud for more than half of their IT services

Manual management of IT infrastructure will increasingly be automated;

- Includes tasks like monitoring an app’s storage demands and purchasing and installing new storage for it
- Cloud computing app already programmed to allow the application to access additional storage as needed
- Traditional infrastructure management roles will become all but defunct, allowing IT systems to be run with fewer people

New roles being created, such as;

- Using individuals’ technical skills to add value to the business
- Real-time big data analytics
- Provision of scalable cloud services to always connected mobile computers
Cloud Computing

Click on the Screen/link to play the video.

http://tinyurl.com/4wyclhl

Disclaimer: the author of the ICT Trends Series has no real or vested interests that relate to the contents of this video clip (including a relationship with any company whose products and services are featured) that could be construed as a conflict of interest.
### Seek ICT Job Advert Trends
#### IT Architect
#### August 2012

**Absolute IT Permanent Salary for Architect (medium quartile)** $115,500

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</tr>
</thead>
<tbody>
<tr>
<td>TOGAF 9</td>
<td>7</td>
<td>6</td>
<td>1</td>
<td>0</td>
<td>14</td>
</tr>
<tr>
<td>VmWare</td>
<td>48</td>
<td>30</td>
<td>7</td>
<td>3</td>
<td>95</td>
</tr>
</tbody>
</table>

Note: A continuing demand for VmWare qualified applicants;
- 50% increase for Wellington for the month

News Bytes

Computerworld Article - U.S.A. IT job market in hiring mode:

- **Foote Partners** analysis of U.S. hiring report for July showed a net gain of 18,200 jobs, which represented the largest monthly IT employment increase since 2008.

- A **TechServe Alliance** analysis of IT labour trends for the same period showed a more modest increase of 4,800 new IT jobs. Apparently U.S. Labour analysts differ in detail about labour growth, due to the use of different Labour Dept. job categories, but generally agree on the broad employment trends; i.e. a consistent uptick in IT hiring as illustrated in the graph below;

![Graph showing IT Employment Index for July 2012](image-url)
News Bytes

Young New Zealanders looking for work need to develop stronger ‘soft skills’

Massey University sociologist Professor Paul Spoonley on the need for developing stronger ‘soft skills’;

- The global financial crisis has increased youth unemployment for 15 to 25-year-olds
- Employers expect young people to have post-secondary school qualifications and to have well-developed soft skills;
  - Good communication,
  - IT and inter-personal skills
  - Good work habits
- Parents and students should think beyond academic achievement and consider community involvement
- 2011 IITP Newsline Article re Youth Unemployment - ICT Trends: The talent pipeline and women in tech
News Bytes

10 highly valued soft skills for IT pros - according to Mary Shacklett, TechRepublic

- Deal making and meeting skills
- Great communication skills
- A sixth sense about projects
- Ergonomic sensitivity
- Great team player
- Political smarts
- Teaching, mentoring, and knowledge sharing
- Resolving “gray” issues
- Vendor management
- Contract negotiation
Some disturbing trends in retention highlighted;
- 30 per cent of employees hired within the last two years intend leaving the organisation
- IT among the worst industries in this regard

Despite rising unemployment, the talent shortage persists;
- 48 per cent of employers reporting difficulty filling jobs in NZ because of a lack of qualified candidates
- IT among the hardest jobs to fill in NZ
- NZ tied with India in being the sixth most difficult country in the world to find talent

At present, New Zealand has almost double the proportion of older workers as Australia
- By 2051 it is estimated that 10 per cent of the workforce will be over 65

NZ seems to be failing older workers badly, with high levels of disengagement showing up in the survey;
- Since 2009, among baby boomers there has been a;
  - Thirteen per cent decline in job engagement
  - Thirty per cent decline in organisational engagement
News Bytes

Shortage of IT Workers in Australia – Hiring of 457 Visa holders

- On-going and significant gap between the supply and demand of ICT skills in Australia with a shortage of developers, programmers and software engineers
- Australian students not studying CS and IT (in sufficient numbers) with ICT enrolments in universities halving over the past decade
- Latest figures from the Department of Immigration and Citizenship (DIAC) show 8,800 skilled workers in the information, media and telecoms industry, held primary 457 visas
- ICT positions attract an average annual remuneration package of AU$85,100
- Foreign IT workers mostly come from the UK, India and Ireland, including;
  - 1,870 developer programmers
  - 1,110 ICT business analysts
  - 1,080 software programmers
- Up to 50 ICT workers a year could be brought into Australia, under the 457 visa programme
Conclusion

Demand for Skills

- Well developed/highly valued soft skills required for both ICT graduates and IT pros
- Cloud computing - going to require a rethink of the skills needed as new roles created. Gartner predicting that by 2020 the majority of organisations will rely on the cloud for more than half of their IT services
- Shortage of ICT skills highlighted by Rod Drury’s tweet below;

  Rod Drury @roddrury 13 Aug
  @gnat we’re struggling to add 100+ new tech jobs this year. Just can’t find enough people. Dev, QA, BA, BI xero.com/careers
  Retweeted by Garry Roberton
  Hide conversation Reply Retweeted Favorite

- U.S.A. IT job market continuing to rise/in hiring mode
- Australia looking to the UK, India and Ireland to plug their ICT skill shortages

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Twitter: @Gazza_R