

2017 South Florida Tech Talent Workforce Survey

13th Annual Survey - Conducted February 2017

Target - 20,513 IT professionals

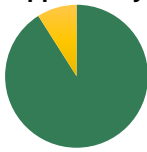
Response rate - 6.4% (1312 participants)

KEY FINDINGS:

- Compensation and lack of career path top reasons for employees considering leaving current employer
- Decision making involvement moves up to #2 motivator followed by work-life balance when considering a job offer
 - 50% of employees cite flextime/telecommuting as top perk offered by employers

OUTLOOK

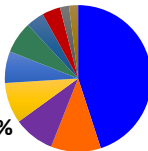
Would leave current employer for a better opportunity:



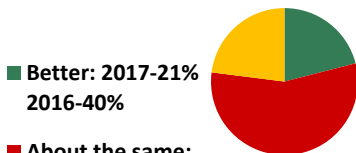
- Yes: 2017-91% 2016-90%
- No: 2017-9% 2016-10%

Top reasons for leaving current employer:

- Compensation: 45%
- Lack of Career Path: 11%
- Work-Life Balance/Family: 9%
- Benefits: 9%
- Lack of Training/Education: 7%
- Employer Instability: 7%
- Commute: 4%
- Company Culture: 4%
- Work Environment: 2%
- Work Stimulation: 2%



Perception of the current health of the job market in South Florida for IT Professionals compared to this time last year:



- Better: 2017-21% 2016-40%
- About the same: 2017-56% 2016-55%
- Weaker: 2017-23% 2016-5%

CURRENT STATUS

IT career experience during the past year:



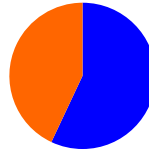
- Positive: 2017-51% 2016-61%
- Uneventful: 2017-21% 2016-24%
- Negative: 2017-28% 2016-15%

2016 average pay increase: 4%

- 2015 findings: 4%
- 2014 findings: 5%
- 2013 findings: 6%
- 2012 findings: 5%
- 2011 findings: 3%

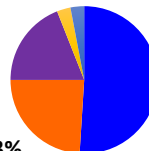
Seriously considered moving out of Florida:

- Yes: 2017-57% 2016-43%
- No: 2017-43% 2016-57%



Top reason for potential move:

- Limited Job Market/Lack of Career Advancement: 51%
- Cost of Living too High: 24%
- Salary: 19%
- Already Moved: 3%
- Education System: 3%

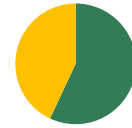


KEY MOTIVATORS

Most important when considering a job offer by rank:

1. Salary
2. Decision Making Involvement
3. Work-Life Balance
4. Benefits
5. Stability
6. Work Stimulation
7. Work Environment/Company Culture
8. Leadership Quality
9. Telecommuting/Flextime
10. Career Growth

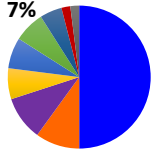
Would you move to a new company for less money if they provided career-advancing training:



- Yes: 2017-57% 2016-42%
- No: 2017-43% 2016-58%

Best perk offered by a past/present employer:

- Flextime/Telecommute: 50%
- Additional Vacation: 10%
- Sign-on/Rentention/Annual Bonus: 10%
- 100% Healthcare Coverage: 7%
- Retirement/401K: 7%
- Travel: 7%
- Education Reimbursement/Training: 5%
- Relocation: 2%
- Partner Benefits: 2%





SALARY BY JOB SPECIALIZATION

<u>Specialization</u>	<u>Average Salary</u>
Business Analyst	\$104,000
Configuration/Implementation Specialist	\$92,400
Data Analyst	\$95,000
Data Architect	\$130,000
Database Administrator	\$116,000
Developer/Web Developer/Reportwriter	\$104,000
Graphics/UI Designer/UX	\$95,000
Help Desk Manager	\$93,000
IT Auditor	\$130,000
IT management	\$185,000
Network Administrator	\$90,000
Network Engineer/Systems Engineer	\$100,000
Product Manager	\$130,000
Project Manager	\$115,000
Quality Assurance	\$93,000
Security Analyst	\$103,000
Software Engineer	\$110,000
Software Architect	\$125,000
Software Release Manager/Build Engineer	\$103,000
Systems Analyst	\$99,000
Tech Sales/Marketing/Biz Development	\$100,000
Technical Sales Manager	\$115,000
Technical Support Specialist	\$75,000
Technical Writer	\$85,000
Telecomm Engineer/Admin	\$75,000
Trainer	\$80,000

Several factors affect salary rates including size of employer, whether candidate has a degree, corporate bonus structures, size of benefits package, etc.



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