

2018 South Florida Tech Talent Survey

14th Annual Survey - Conducted February-March 2018

Target - 24,990 IT professionals

Response rate - 7% (1808 participants)

KEY FINDINGS:

- Record number of employees ever willing to make a move at 92%
- Work-life balance and better benefits tie as top reason for leaving current employer
- Flextime/telecommuting remains top perk

OUTLOOK

Would leave current employer for a better opportunity:



- Yes: 2018-92% 2017-91% 2016-90%
- No: 2018-8% 2017-9% 2016-10%

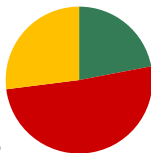
Top reason for leaving current employer:

- Compensation: 40%
- Work-life balance/long work hours: 12%
- Benefits: 12%
- Corporate culture/work environment: 11%
- Lack of career path: 8%
- Company instability: 6%
- Telecommuting not available: 5%
- Lack of stimulating work: 4%
- Lack of ongoing training/education: 2%



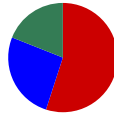
Perception of the current health of the job market in South Florida for IT Professionals compared to this time last year:

- Better: 2018-22% 2017-21%
- About the same: 2018-51% 2017-56%
- Weaker: 2018-27% 2017-23%



CURRENT STATUS

IT career experience during the past year:



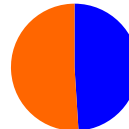
- Positive: 2018-55% 2017-51%
- Uneventful: 2018-26% 2017-21%
- Negative: 2018-19% 2017-28%

2017 average pay increase: 4%

- 2016 findings: 4%
- 2015 findings: 5%
- 2014 findings: 5%
- 2013 findings: 6%
- 2012 findings: 5%

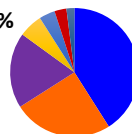
Seriously considered moving out of Florida:

- Yes: 2018-49% 2017-57%
- No: 2018-51% 2017-43%



Top reason for potential move:

- Limited Job Market/Lack of Career Advancement: 41%
- Cost of Living too High: 25%
- Compensation: 19%
- Education System: 6%
- Family Related Move: 4%
- Already Moved: 3%
- Weather/Hurricanes: 2%

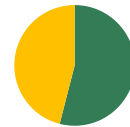


KEY MOTIVATORS

Most important when considering a job offer by rank:

1. Compensation
2. Work-life balance/open PTO
3. Great company culture/work environment
4. More involvement in decision making
5. Strong leadership
6. Quality healthcare plan
7. Promotion/new position title
8. 401K w/generous matching
9. Telecommuting/flextime
10. Ongoing training/education

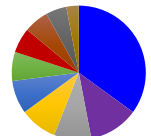
Would you move to a new company for less money if they provided career-advancing training:



- Yes: 2018-54% 2017-57%
- No: 2018-46% 2017-43%

Best perk offered by a past/present employer:

- Flextime/telecommute: 35%
- Retirement/401K: 12%
- Equity: 9%
- Sign-on/rentention/annual Bonus: 9%
- Additional vacation: 8%
- Education reimbursement/training: 7%
- Good healthcare coverage: 6%
- Free food : 6%
- Relocation: 5%
- Travel: 3%





SALARY BY JOB SPECIALIZATION

<u>Specialization</u>	<u>Median Salary</u>
Business Analyst	\$92,000
Configuration/Implementation Specialist	\$88,000
Data Analyst	\$89,000
Data Architect	\$124,000
Database Administrator	\$110,000
Developer/Web Developer/Reportwriter	\$99,000
Graphics/UI Designer/UX	\$91,000
Help Desk Manager	\$89,000
IT Auditor	\$124,000
IT Leadership	\$175,000
Network Administrator	\$85,000
Network Engineer/Systems Engineer	\$98,000
Product Manager	\$128,000
Project Manager	\$110,000
Quality Assurance	\$89,000
Security Analyst	\$99,000
Software Engineer	\$106,000
Software Architect	\$128,000
Software Release Manager/Build Engineer	\$104,000
Systems Analyst	\$96,000
Tech Sales/Marketing/Biz Development	\$93,000
Technical Sales Manager	\$109,000
Technical Support Specialist	\$62,000
Technical Writer	\$80,000
Telecomm Engineer/Admin	\$72,000
Trainer	\$77,000

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



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