

16TH ANNUAL SOUTH FLORIDA TECH TALENT SURVEY

Survey Conducted March 2020
Target – 38,403 IT professionals
Response rate – 4% (1536 participants)

2020 KEY FINDINGS

- **Salaries down for first time; -2% in 2019**
- **Telecommuting/flextime top perk**
- **89% will leave employer for better opportunity**

OUTLOOK

Would leave your current employer for a better opportunity:

- Yes: 2020-89% 2019-91% 2018-92%
- No: 2020-11% 2019-9% 2018-8%



Top reasons for leaving current employer:

- Compensation: 46%
- Work-life balance/long work hours: 17%
- Company instability: 3%
- Lack of career path: 3%
- Telecommuting not available: 18%
- Benefits: 10%
- Corporate culture: 3%



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

- Better: 2020-15% 2019-24% 2018-22%
- About the same: 2020-52% 2019-44% 2018-51%
- Weaker: 2020-33% 2019-32% 2018-27%



CURRENT STATUS

IT career experience during past year:

- Positive: 2020-53% 2019-53% 2018-55%
- Uneventful: 2020-28% 2019-29% 2018-26%
- Negative: 2020-19% 2019-18% 2018-19%



Seriously considered moving out of state:

- Yes: 2020-45% 2019-56% 2018-49%
- No: 2020-55% 2019-44% 2018-51%



Top reason for potential move:

- Limited job market/lack of career advancement: 33%
- Compensation: 29%
- Cost of living too high: 25%
- Already moved: 6%
- Education system: 6%
- Family related move: 1%



2019 average pay increase: -2%

Previous year's findings: 2018:1% 2017:4% 2016:4% 2015:5% 2014:5% 2013:6% 2012:5% 2011:3% 2010:2% 2009:6%

KEY MOTIVATORS

Most important when considering a job offer by rank:

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

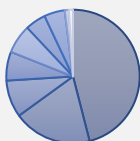
Would move to a new company for less money if they provide career advancing training:

- Yes: 2020-53%
2019-38%
- No: 2020-47%
2019-62%



Best perk offered by a past/present employer:

- Flextime/telecommute: 46%
- Additional vacation/open PTO: 19%
- Retirement/401K: 9%
- Equity: 7%
- Good health care coverage: 7%
- Sign on/retention/annual bonus: 5%
- Education reimbursement/training: 5%
- Gym/workout area: 1%
- Relocation: 1%



SALARY BY JOB SPECIALIZATION

Specialization	Median Salary
Business Analyst	\$83,000
Configuration/Implementation Specialist	\$88,500
Data Analyst	\$87,225
Data Architect	\$121,500
Database Administrator	\$107,800
Developer/Web Developer/Report writer	\$97,000
Graphics/UI Designer/UX	\$89,200
Help Desk Manager	\$87,225
IT Auditor	\$121,500
IT Leadership	\$171,500
Network Administrator	\$80,000
Network Engineer/Systems Engineer	\$72,000
Product Manager	\$125,000
Project Manager	\$107,000
Quality Assurance	\$87,000
Security Analyst	\$99,000
Software Engineer	\$109,000
Software Architect	\$128,000
Software Release Manager/Build Engineer	\$102,000
Systems Analyst	\$94,000
Tech Sales/Marketing/Biz Development	\$90,000
Technical Sales Manager	\$105,000
Technical Support Specialist	\$60,000
Technical Writer	\$80,000
Telecomm Engineer/Admin	\$70,000
Trainer	\$75,500

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

Special note from PROTECH CEO on 2020 surveys

The 2020 responses for both the tech workforce and leadership surveys were very mixed this year. The surveys were conducted during a rapidly declining situation due to the COVID-19 Virus. This year we elected not to issue a press release, but to release the results, nonetheless. If you have any questions, please do not hesitate to contact us. We wish you and your families good health during these challenging times.

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