



IT Talent Index



Demand Analysis
Report
July 2008



People Solutions

Contents →

Introduction	3
Executive Summary	4
Market Overview	7
Market Demand by Position	8
Demand by State	9

Introduction →



Best People Solutions, part of the Best International Group, is an ICT staffing organisation which helps technology companies and users of technology to effectively source the best talent available in the market.

Formed in the UK in 1997, with a privately owned Australian practice opening in 2002, Best People Solutions has become a dynamic, results-oriented service provider, offering clients high value, innovative and tailored services which meet their specific business needs around the acquisition and retention of ICT talent.

As part of an ongoing commitment to a creative whole-of-market approach to assisting clients, we have developed the IT Talent Index as a means of delivering market intelligence to the ICT industry and as a tool for designing staffing solutions which reflect market conditions.

Released monthly, the IT Talent Index provides ongoing, accurate and detailed information about the level and nature of demand for ICT labour in Australia.

For further information about how your organisation can subscribe to IT Talent Index, or to find out how Best People Solutions can leverage this market information to assist you in solving an ICT staffing problem, please contact our Sydney office on 02 9925 7600 ■



John McVicker

Managing Director

Best International Group

Executive Summary →

Market Outlook

The overall IT job market has decreased by 5.06% in July. This is down to a 6.9% decrease in Permanent positions offset by a 0.76% increase in Contract positions.

NSW has fallen slightly below the 50% mark for all IT jobs in Australia and has recorded a drop in Permanent positions of 8.79% and Contract of 2.43%. The largest increases have been seen in the Contract market in Tasmania and the ACT at 60% and 32.69% respectively. It is worth remembering that these two areas represent only 5.2% of the overall market.

Best's Observations for the ICT Employment Market

An overall reduction has yet again been seen this month with a 5.06% decrease overall.

With the new Financial Year now in swing this could be worrying signs for the IT market in Australia. However it could also point to differing methods of recruitment and less reliance by organisations on traditional internet job boards for finding people. More and more companies are utilising multiple hiring methods for their recruitment including an increased willingness to look overseas.

New projects have certainly kicked in as some of the sectors have returned strong increases but it appears the general feeling could be one of caution and companies not prepared to take unnecessary risks with their hiring intentions this close to the beginning of a new Financial Year.

Executive Summary (continued)

Permanent Roles

The Permanent market has returned an overall decrease of 6.90% across the board. The biggest single decrease happened in NSW (8.79%)

The Permanent market seems to have suffered more than the Contract market with only a few sectors showing growth. These sectors are Architects, Consultants, Management and System Admin with Business Analysts and Team Leaders remaining static.

This could be attributed to the lifecycle of projects but is more likely to be down to organisations exercising caution around their hiring intentions preferring to gamble on contractors rather than permanent employees.

This reticence to hire permanent employees could be attributed to uncertainty in where the market is heading. Most companies would not wish to over recruit in the permanent arena should the market take a further downturn. This in turn will have a knock on effect on the market and could artificially drive down demand.

Executive Summary (continued) →

Contracting Roles

The Contract market has fared slightly better than the Permanent market returning an overall increase of 0.76%. This is a marginal increase but still points to maybe the hesitancy of organisations to fully commit to permanent hiring when there is so much uncertainty about the market place.

All sectors seem to share the increase and decrease with the notable decreases being in Hardware Engineers (45.45%) and Sales positions (64%). Balancing this, Security and Team leaders have recorded increases of 62.07% and 65.22% respectively.

This can be attributed to the stage that these projects are at and the need to finish projects off but using the Contract workforce to do this with the uncertainty of forthcoming work.

Planning Ahead

Moving forward, the next couple of months are going to be interesting as this will determine how the IT market will fare moving into the festive period.

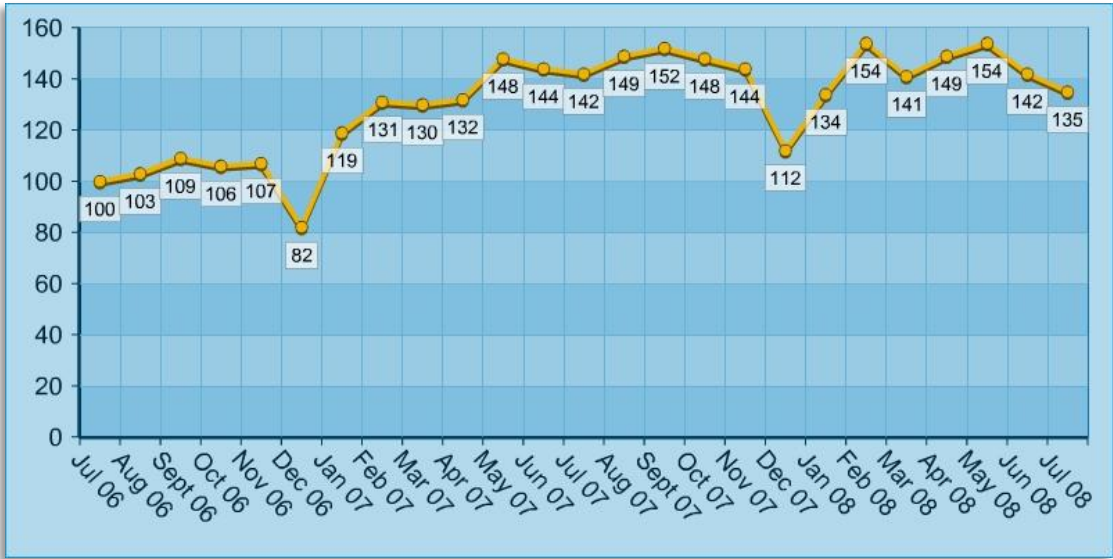
It could well be that the worldwide slowdown could finally be having an effect on the IT market in Australia.

In real terms this means that there will be fewer opportunities for candidates looking to make that change and this should in turn mean that there will be better quality candidates on the market. Best People Solutions are ideally placed to assist organisations with their hiring intentions with their complete understanding of the market and their unique recruitment offerings.

Market Overview →

The overall job market has decreased in the last month by 5%.

Total Market Movement



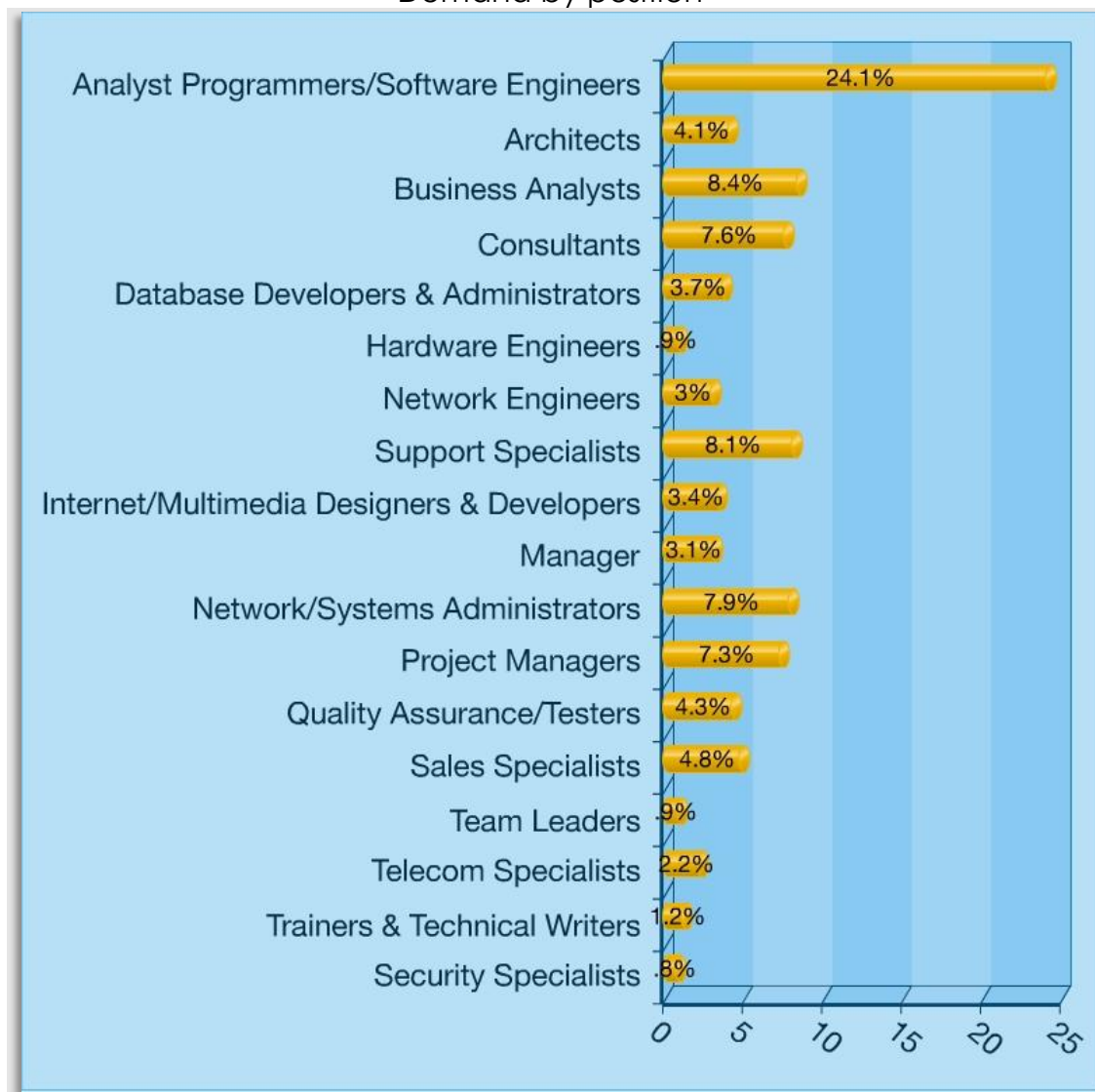
Permanent vs Contract Positions



Market Demand by Position →

The IT jobs market is continuing to be dominated by strong demand for Analyst Programmers accounting for up to a quarter of all positions advertised.

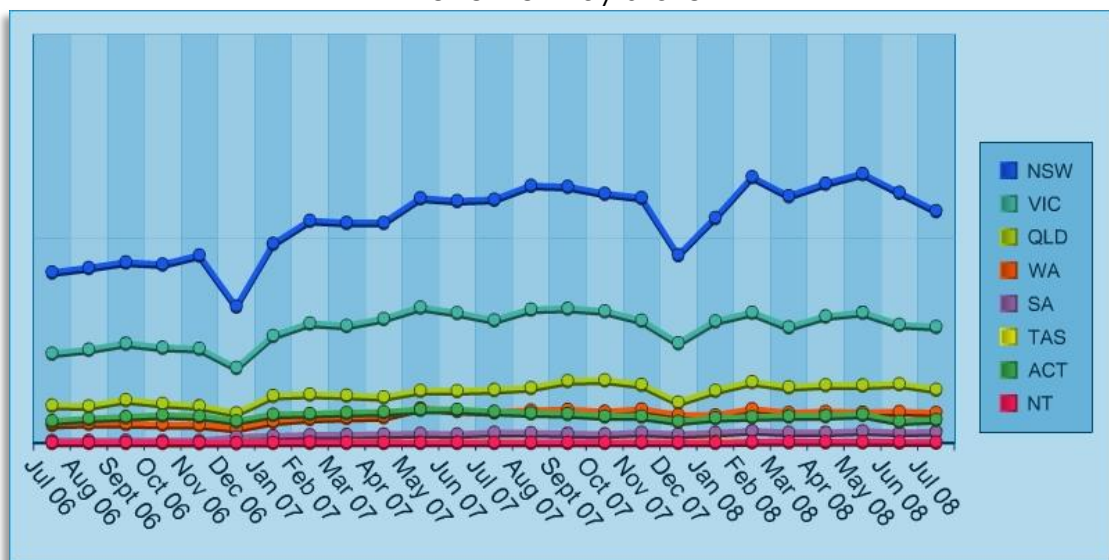
Demand by position



Demand by State →

Demand has decreased in all states with the exception of SA, TAS and ACT.

Movement by State



State by State Index breakdown

State	Start	Finish	% Change
NSW	146.86	135.99	-7.40
VIC	132.47	130.08	-1.81
QLD	156.93	142.09	-9.46
WA	168.32	163.36	-2.95
SA	162.82	171.79	5.51
TAS	139.13	152.17	9.38
ACT	97.87	105.92	8.22
NT	252.94	211.76	-16.28

Demand by State (continued) →

Demand has decreased in all states except SA, TAS and ACT.

Permanent Positions



Contract Positions

