

2015 South Florida Tech Talent Survey

11th Annual Survey - Conducted February-March 2015

Target - 22,496 IT professionals

Response rate - 5.2% (1169 participants)

KEY FINDINGS:

- 88% of employees willing to leave employer with top reason being salary
- Limited job market and salary are top reasons for employees to consider leaving Florida
- Employees place increasing importance on leadership and work environment

OUTLOOK

Would leave current employer for a better opportunity:

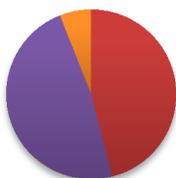


■ Yes: 2015-88% 2014-87%
■ No: 2015-12% 2014-13%

Top reasons for leaving current employer:



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



■ Better: 2015-46% 2014-44%
■ About the same: 2015-48% 2014-47%
■ Weaker: 2015-6% 2014-9%

CURRENT STATUS

IT career experience during the past year:



■ Positive: 2015-62% 2014-60%
■ Uneventful: 2015-27% 2014-27%
■ Negative: 2015-11% 2014-13%

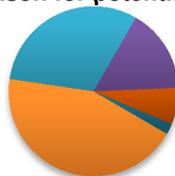
2014 average pay increase: 5%
 2013 findings: 6%
 2012 findings: 5%
 2011 findings: 3%
 2010 findings: 2%
 2009 findings: 6%
 2008 findings: 8%

Seriously considered moving out of Florida:



■ Yes: 2015-44% 2014-45%
■ No: 2015-56% 2014-55%

Top reason for potential move:



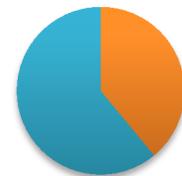
■ Limited job market: 44%
■ Salary: 31%
■ Cost of living too high: 16%
■ Family related move: 7%
■ Education system: 2%

KEY MOTIVATORS

Most important when considering a job offer by rank:

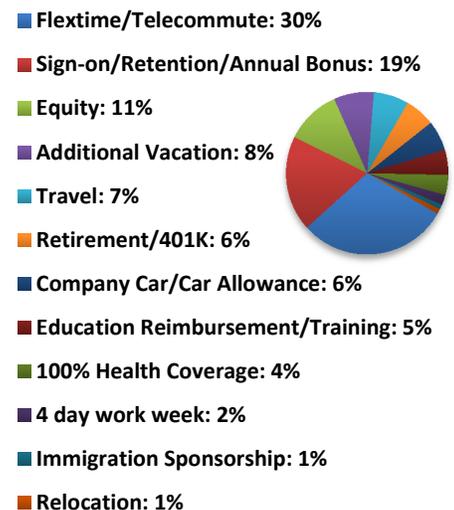
1. Salary
2. Leadership Quality
3. Benefits
4. Work Environment/Company Culture
5. Career Growth
6. Work/Life Balance
7. Decision making involvement
8. Training/Education
9. Stability
10. Work Stimulation

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



■ Yes: 2015-39% 2014-44%
■ No: 2015-61% 2014-56%

Best perk offered by a past/present employer:





SALARY BY JOB SPECIALIZATION

<u>Specialization</u>	<u>Average Salary</u>
Business Analyst	\$96,000
Configuration/Implementation Specialist	\$85,000
Data Analyst	\$85,000
Data Architect	\$122,000
Database Administrator	\$108,000
Developer/Web Developer/Reportwriter	\$96,500
Graphics/UI Designer	\$83,000
Help Desk Manager	\$88,000
IT Auditor	\$120,000
IT management	\$168,000
Network Administrator	\$85,000
Network Engineer/Systems Engineer	\$98,000
Product Manager	\$127,500
Project Manager	\$105,000
Quality Assurance	\$86,000
Security Analyst	\$92,000
Software Engineer	\$102,000
Software Architect	\$125,000
Software Release Manager/Build Engineer	\$100,000
Systems Analyst	\$92,000
Tech Sales/Marketing/Biz Development	\$92,000
Technical Sales Manager	\$105,000
Technical Support Specialist	\$62,000
Technical Writer	\$78,000
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, etc.



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