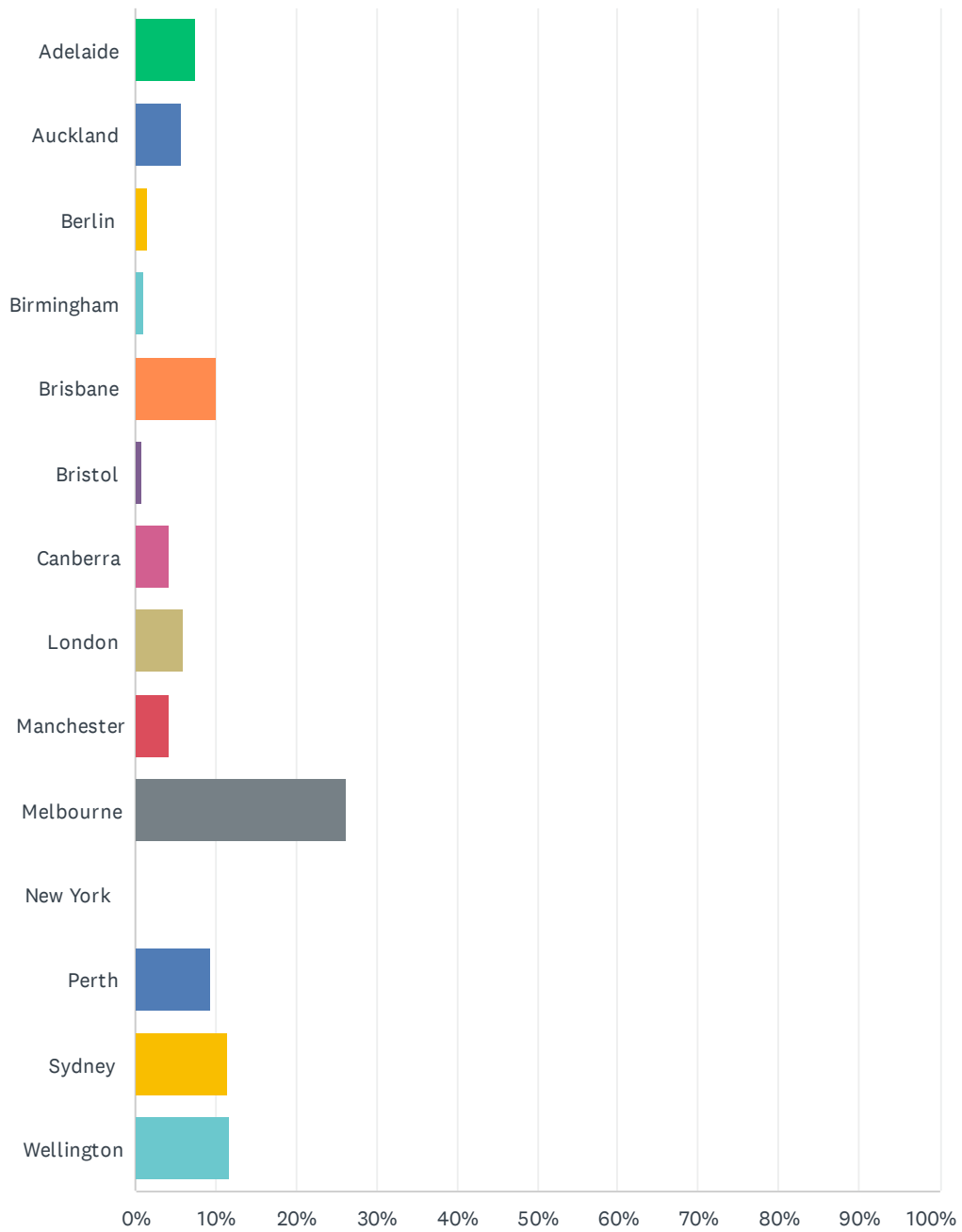


Q1 Your Talent branch

Answered: 527 Skipped: 0

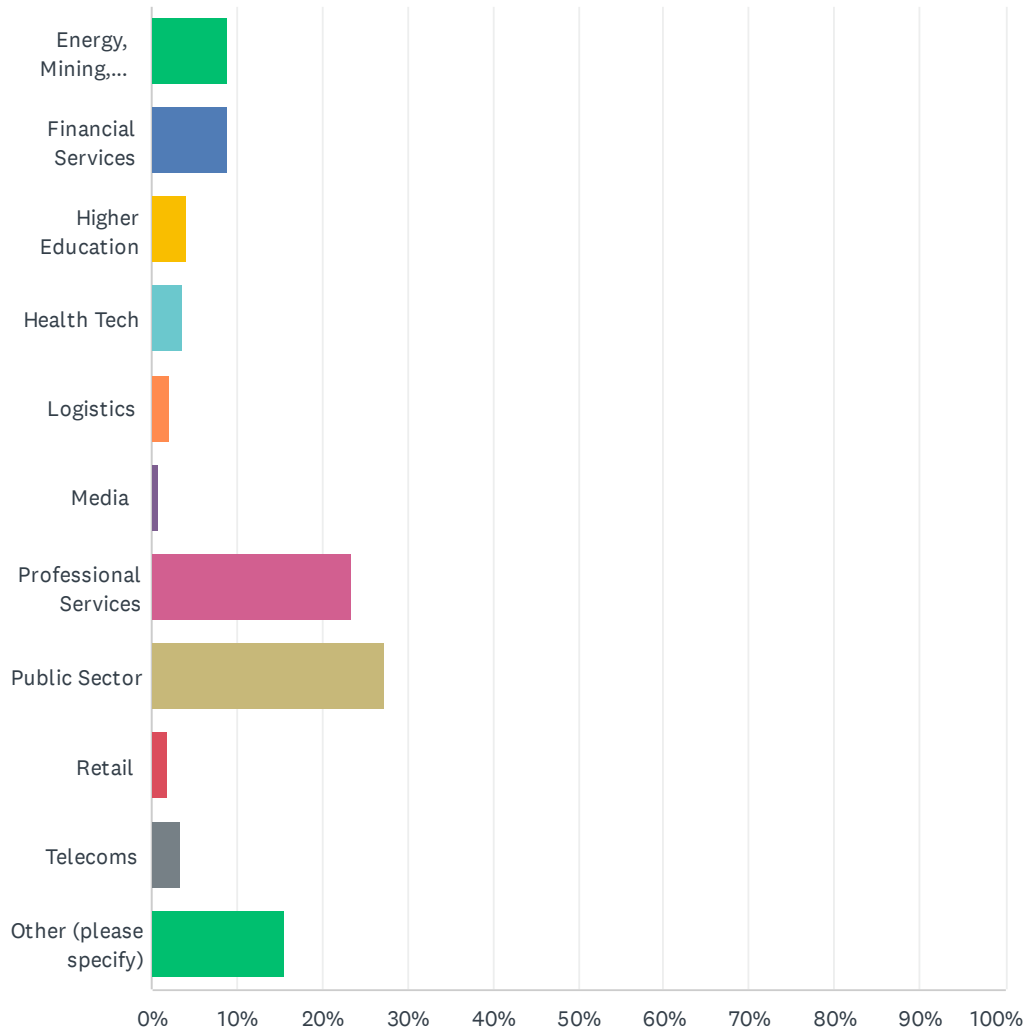


Market Insights Survey

ANSWER CHOICES	RESPONSES	
Adelaide	7.40%	39
Auckland	5.69%	30
Berlin	1.52%	8
Birmingham	1.14%	6
Brisbane	10.06%	53
Bristol	0.95%	5
Canberra	4.17%	22
London	5.88%	31
Manchester	4.17%	22
Melbourne	26.19%	138
New York	0.00%	0
Perth	9.49%	50
Sydney	11.57%	61
Wellington	11.76%	62
TOTAL		527

Q2 Your industry

Answered: 527 Skipped: 0

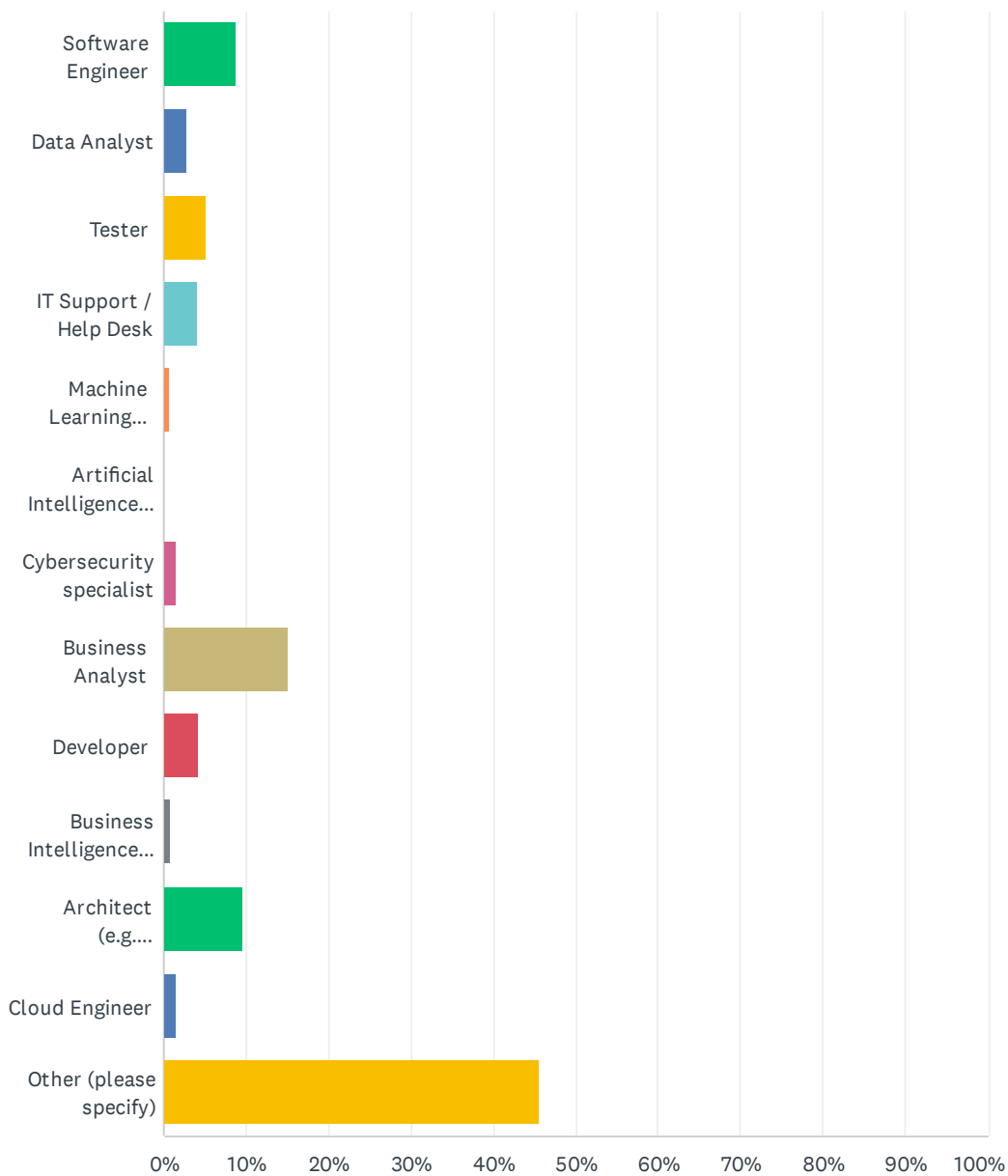


Market Insights Survey

ANSWER CHOICES	RESPONSES	
Energy, Mining, Utilities	8.92%	47
Financial Services	8.92%	47
Higher Education	3.98%	21
Health Tech	3.61%	19
Logistics	2.09%	11
Media	0.76%	4
Professional Services	23.53%	124
Public Sector	27.32%	144
Retail	1.90%	10
Telecoms	3.42%	18
Other (please specify)	15.56%	82
TOTAL		527

Q3 What is your current role?

Answered: 527 Skipped: 0

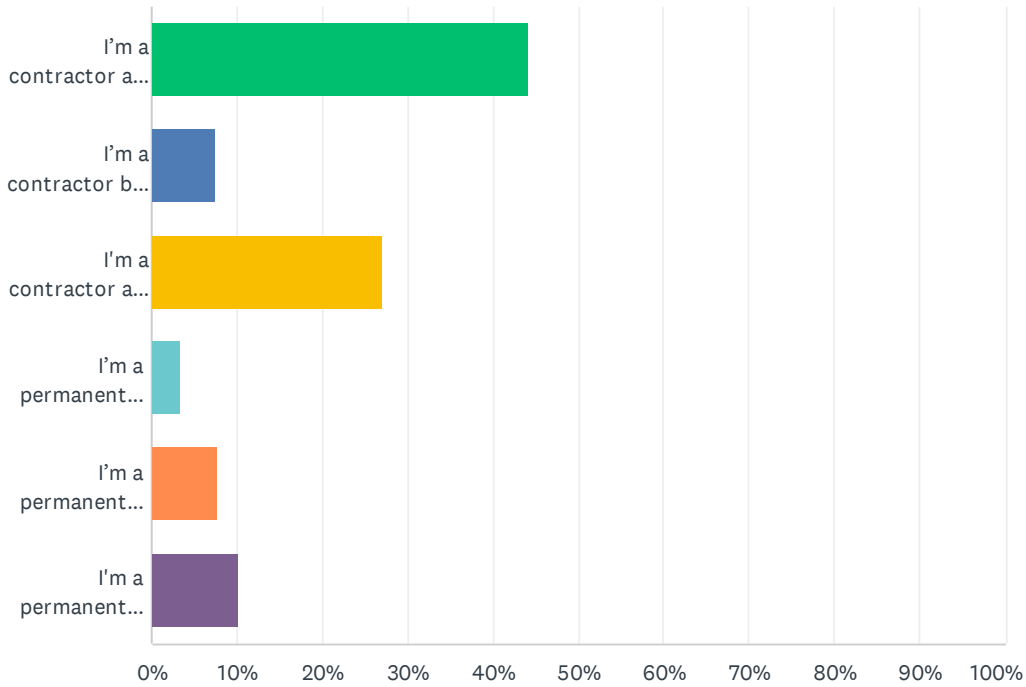


Market Insights Survey

ANSWER CHOICES	RESPONSES	
Software Engineer	8.73%	46
Data Analyst	2.85%	15
Tester	5.12%	27
IT Support / Help Desk	3.98%	21
Machine Learning specialist	0.57%	3
Artificial Intelligence specialist	0.00%	0
Cybersecurity specialist	1.52%	8
Business Analyst	15.18%	80
Developer	4.36%	23
Business Intelligence Analyst	0.76%	4
Architect (e.g. Solutions, Technical, Infrastructure, Enterprise)	9.68%	51
Cloud Engineer	1.52%	8
Other (please specify)	45.73%	241
TOTAL		527

Q4 Please select the statement which best applies to you in 2023:

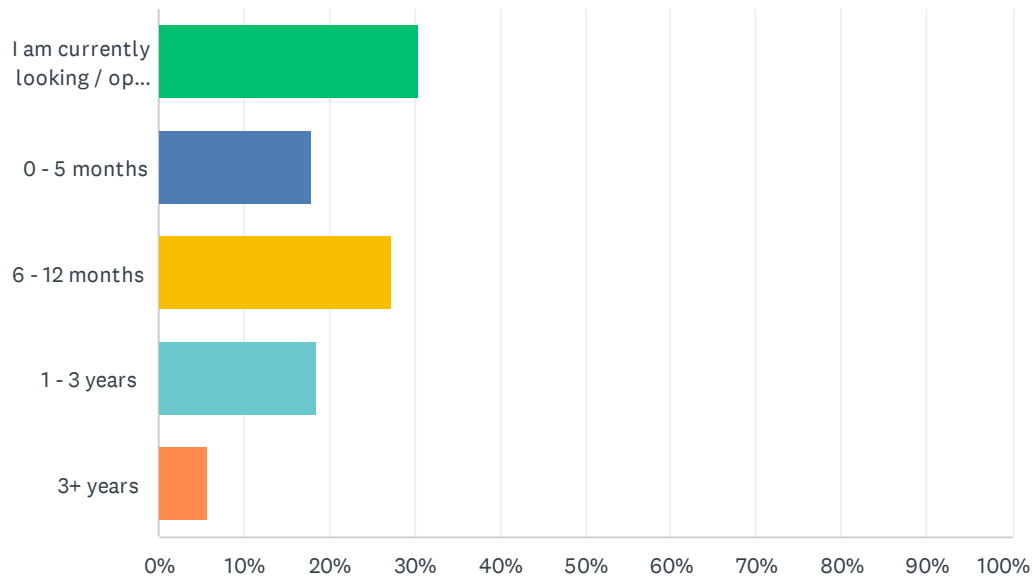
Answered: 527 Skipped: 0



ANSWER CHOICES	RESPONSES	
I'm a contractor and will consider future contract opportunities	44.21%	233
I'm a contractor but looking for future permanent opportunities	7.40%	39
I'm a contractor and will consider any future opportunity (permanent or contract)	27.13%	143
I'm a permanent employee but looking for future contract opportunities	3.42%	18
I'm a permanent employee and will consider future permanent opportunities	7.59%	40
I'm a permanent employee and will consider any future opportunity (permanent or contract)	10.25%	54
TOTAL		527

Q5 Would you consider a job change within the next:

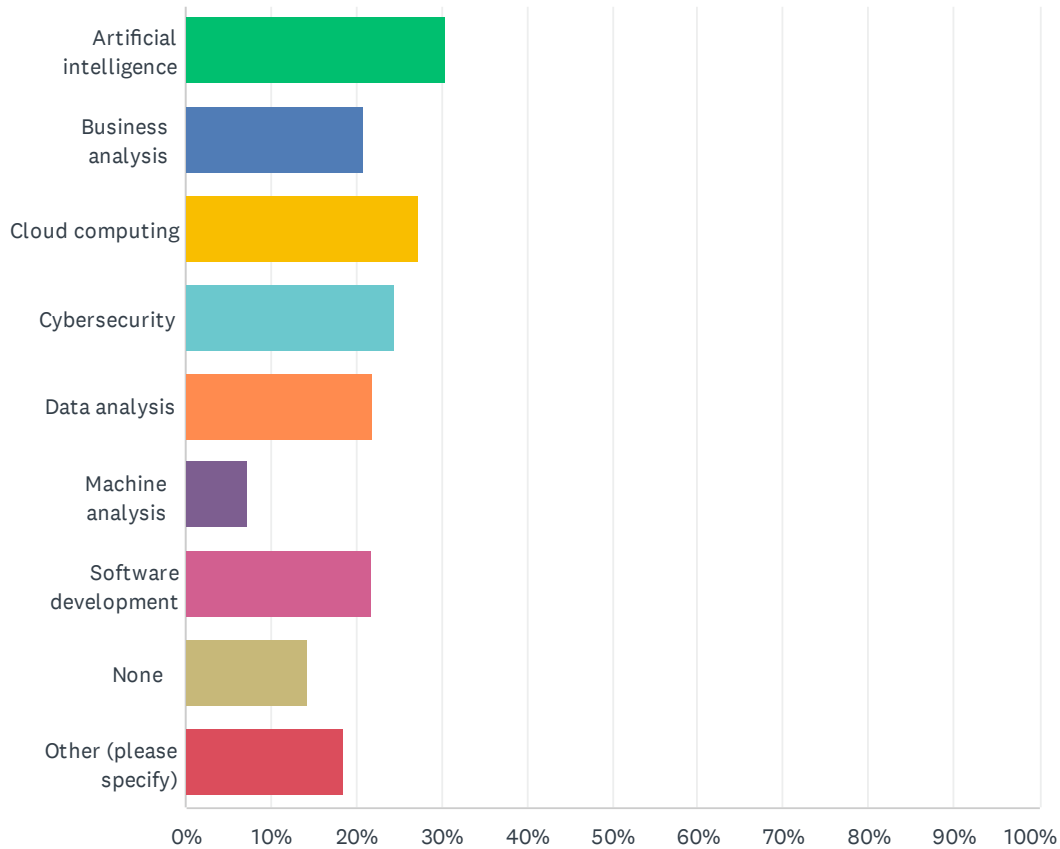
Answered: 527 Skipped: 0



ANSWER CHOICES	RESPONSES	
I am currently looking / open to approaches	30.55%	161
0 - 5 months	17.84%	94
6 - 12 months	27.32%	144
1 - 3 years	18.60%	98
3+ years	5.69%	30
TOTAL		527

Q6 Which skills are you looking to upskill in this year, if any? (Select all that apply)

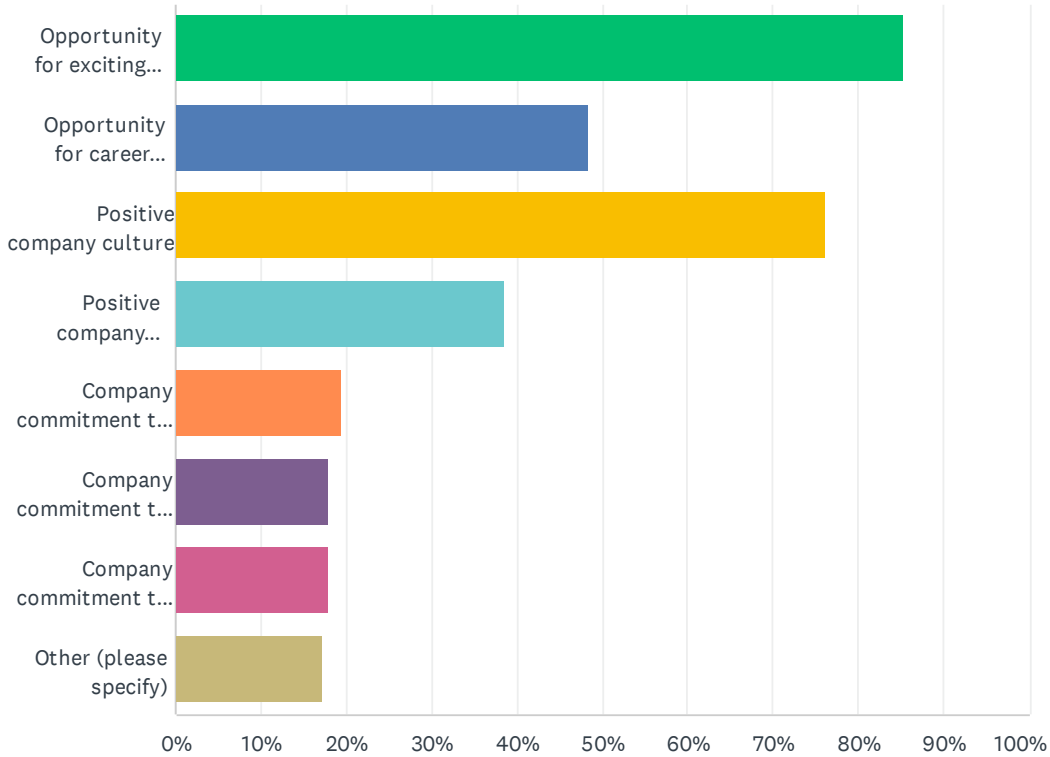
Answered: 527 Skipped: 0



ANSWER CHOICES	RESPONSES	
Artificial intelligence	30.55%	161
Business analysis	20.87%	110
Cloud computing	27.32%	144
Cybersecurity	24.48%	129
Data analysis	22.01%	116
Machine analysis	7.21%	38
Software development	21.82%	115
None	14.23%	75
Other (please specify)	18.60%	98
Total Respondents: 527		

Q7 What matters most to you when looking for a job? (Select all that apply)

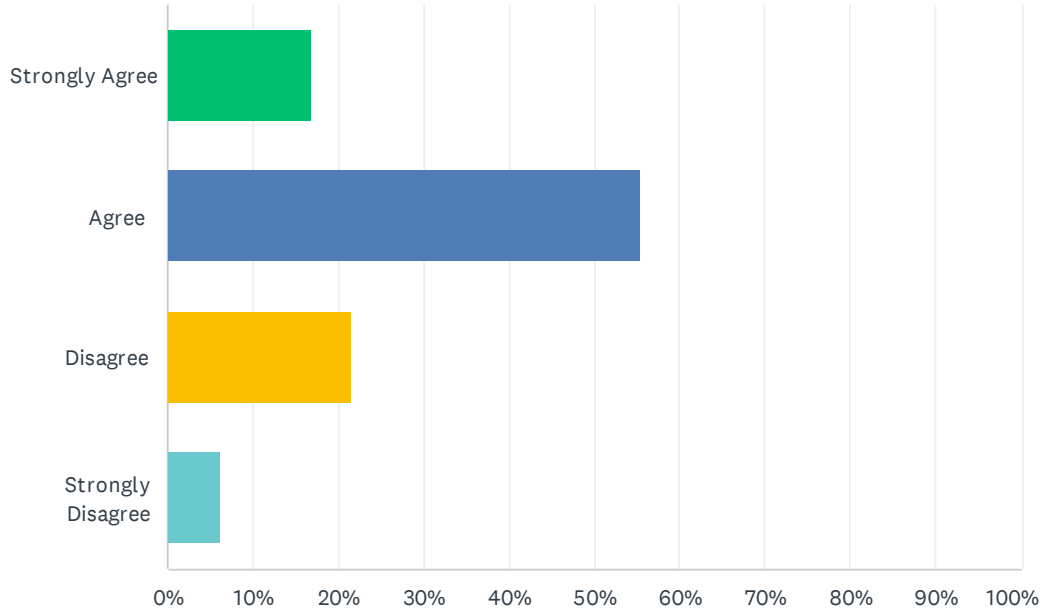
Answered: 527 Skipped: 0



ANSWER CHOICES	RESPONSES	
Opportunity for exciting & meaningful work	85.20%	449
Opportunity for career progression & development	48.39%	255
Positive company culture	76.09%	401
Positive company reputation	38.52%	203
Company commitment to environmental sustainability	19.35%	102
Company commitment to DEI	17.84%	94
Company commitment to the community e.g. giving back initiatives	17.84%	94
Other (please specify)	17.27%	91
Total Respondents: 527		

Q8 To what extent do you agree with the statement “a company’s commitment to DEI influences my decision to accept a job”?

Answered: 527 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	16.89%	89
Agree	55.41%	292
Disagree	21.44%	113
Strongly Disagree	6.26%	33
TOTAL		527

Q9 Any other comments?

Answered: 64 Skipped: 463