

Profile of Information Technology Workers

Employment Snapshot

- Most technology workers (87%) are full-time employees. Another 6% work as contractors, and 5% as consultants.
- Twenty-nine percent of technology workers have been employed at their present organization for 0 to 2 years; 17% from 3 to 5 years; and 54% for more than 6 years.
- Nearly half (47%) of technology employees work between 30 and 40 hours a week and 41% work between 41 and 50.
- Most technology workers (55%) do work in the field they intended when they first joined the workforce, 45% do not.
- Technology workers are the most likely skill group to have been part of a company restructuring or reorganization. Fully 60% have been part of a company restructuring or reorganization.

Work/Life Balance

- Only 24% of technology workers are extremely or very satisfied with the work/life balance options offered by their employer.
- Likelihood of technology workers to take advantage of work/life balance options (extremely/very/likely):
 - o Flex-time (91%)
 - o Sabbaticals (51%)
 - o Telecommuting (85%)
 - o Job sharing (39%)
 - o Paid time-off for community service (58%)
 - o On-site day care (24%)

Retirement

- More than one-third (38%) of technology workers expect to retire before the age of 64, and 51% somewhere between age 65 and 70.

Employer's Report Card

- Only 11% of technology workers say their employer has put in more effort into retaining them, 55% say the same amount and 34% say less.
- Only 43% of technology workers rated their current level of job satisfaction as excellent/very good.
- Half (50%) of technology workers disagreed with the statement "I am paid what I'm worth."

Importance versus Satisfaction for Information Technology Workers

Workplace Characteristics	Total Importance	Total Satisfaction	% Gap
Benefits	44%	11%	33
Time & flexibility	37%	18%	19
Financial compensation	31%	9%	22
Management climate	28%	14%	14
Culture & work environment	28%	13%	15
Growth & earnings potential	27%	7%	20
Supervisor relationship	26%	21%	5
Training & development	18%	11%	7

Thoughts on Job Change

- Most (64%) technology workers believe they have increased their career potential by periodically changing jobs.
- One-third (33%) of technology workers are likely to leave their employers in the next 12 months.