

The background of the slide is a dark field filled with numerous vibrant, multi-colored streaks and swirls in shades of blue, green, orange, and red, creating a sense of motion and energy.

HARVEY NASH GROUP TECHNOLOGY & TALENT STUDY 2021

HELLO

This is the first of a series of reports we're producing based on the data from our global Technology and Talent study.

This one gives you a snapshot of some of the most interesting findings across the whole data set. Over 2021, we'll then deep dive into some of the key topic areas with our special reports.

Thank you to everyone who took part, all 1724 of you! Without you this report quite literally would not be possible.

I've found it a fascinating read, I hope you do too.



Bev White
CEO, Harvey Nash Group

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This report was produced through a collaboration of a number of brands in the Group:

Harvey Nash
Group

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ABOUT THE STUDY

1724 technology experts from 69 countries took part during February and March 2021. Participants came from a diverse range of job titles, from CTO/CIO to software developer and AI engineer.

Note: In previous years the study has been called The Harvey Nash Technology Survey.

FUTURE REPORTS IN THIS SERIES

 **NASHTECH**
TECHNOLOGY TRENDS

 **HARVEY NASH SALARY**
& HOT SKILLS REPORT

 **CRIMSON**
CYBER REPORT

 **ATTRACTING**
TECH TALENT

1.WORK

Covid has had a big impact on people working from home



Before the pandemic



During the pandemic



Ideal after the pandemic

Assuming you work a 5 day week, how many days have you been working from home, or would like to going forward?

However, there are some big differences in expectations around working from home

Those wanting to work from home 5 days a week

Vietnam were also most likely to want to work from home just one day a week...

Sectors

1. Technology / telecoms (31%)
2. Business / professional services (25%)
3. Education (25%)

Countries

1. Vietnam (37%)
2. United States (31%)
3. Australia (29%)

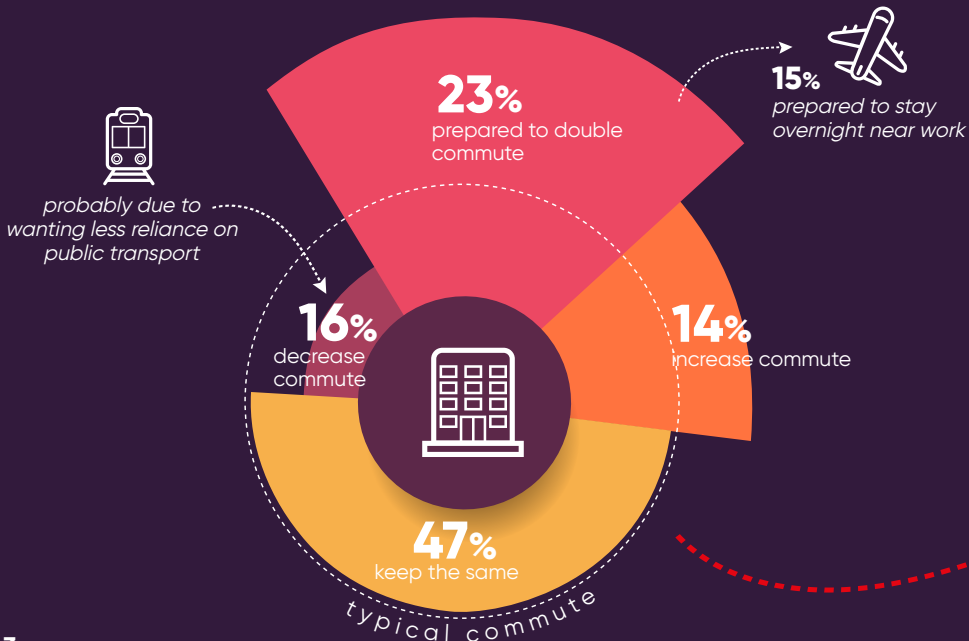
Job titles

1. Software Engineering (29%)
2. IT operations (26%)
3. Development Management/Team Leadership (20%)

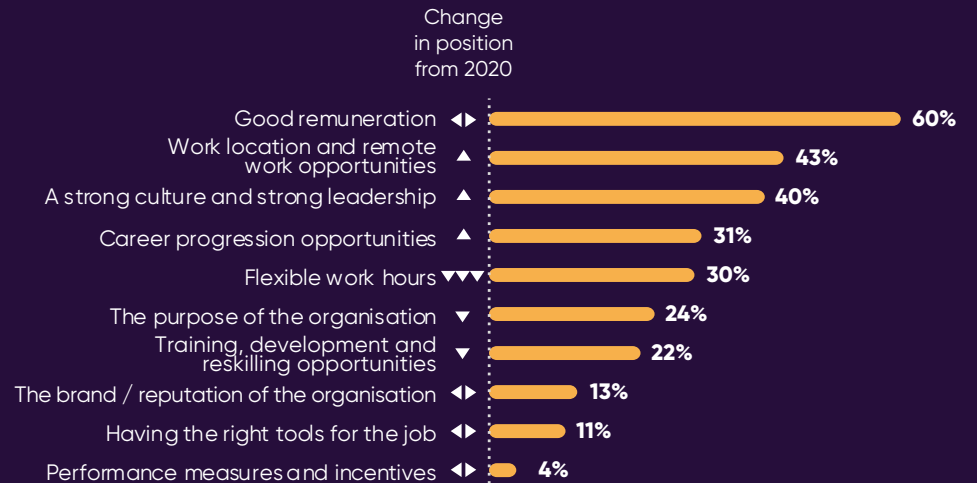
Organisation by revenue

1. \$2m-\$10m (27%)
2. <\$1m (26%)
3. \$11m-\$50m (25%)

Covid has also changed how people view commuting



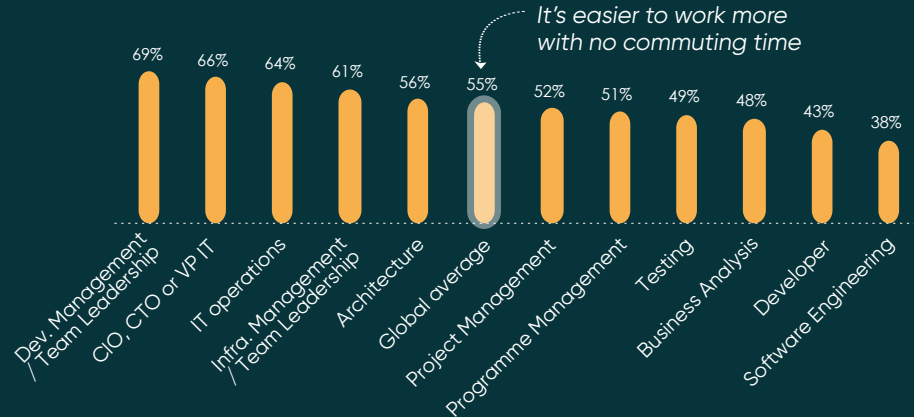
And what they are looking for in their next role...



What are the three most important factors for you when looking for a new role?

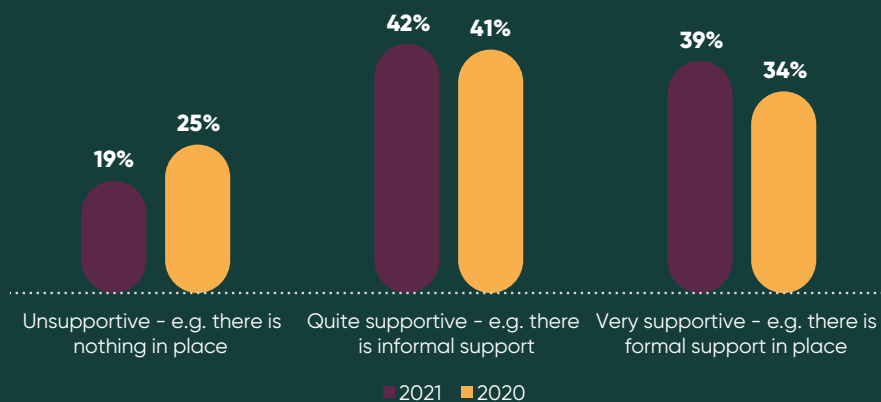
2. PEOPLE

There's been quite an impact on workloads



Compared to this time last year, how has your workload changed? Increased, by job title

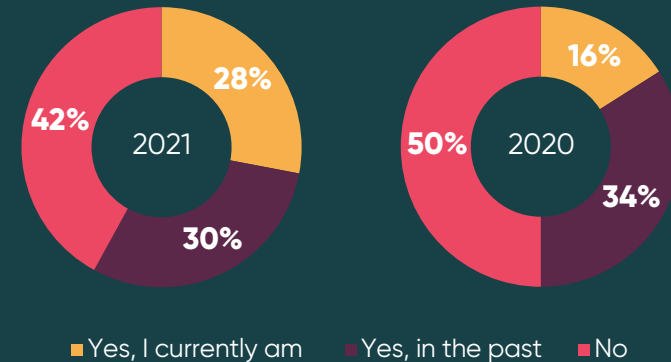
The good news is that more organisations are supportive



How supportive is your organisation with helping workers with mental health issues?

The pandemic has made it easier for organisations, colleagues and managers to ask how people really are. After all, we're seeing into each other's houses and private lives on a regular basis.

And with heavier workloads, more people are feeling stressed



Have you ever been concerned about the state of your mental health due to working pressures?

On the whole, people are happy in their role



How happy are you in your current role?

Happiest in their roles:

1. Technical Architecture (77%)
2. Retail / leisure sector (74%)
3. Aged 65+ (72%)
4. United States (84%)

For a third of respondents a salary/rate increase helps...



How has your salary/rate changed in the last 12 months?

We'll have a separate report around **salary** out later this year

2. PEOPLE / B

Proportion of women in tech remains stubbornly low

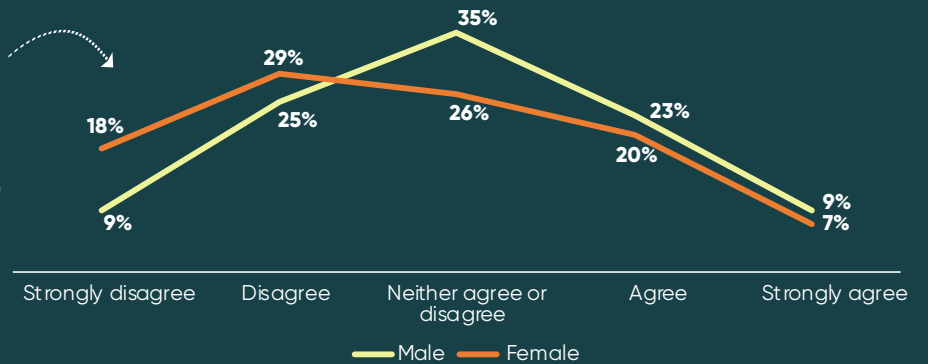


What's your gender? Female

There's not been much movement on females in the tech industry at all

Despite low female participation, many feel the tech sector is doing enough to promote diversity, especially men

Women twice as likely to strongly disagree than men



To what extent do agree with this statement: the tech sector is doing enough to promote female participation in technology?

Flexible working should be the answer... and the tech sector could promote itself better

67%

More flexible working - to balance other life commitments

43%

More apprenticeship / cross-training opportunities

39%

More engagement in schools, colleges and university

35%

Diversity and inclusivity training

35%

Promote strong role models

33%

More formal mentorship program

23%

Ensuring candidate shortlist is diverse

6%

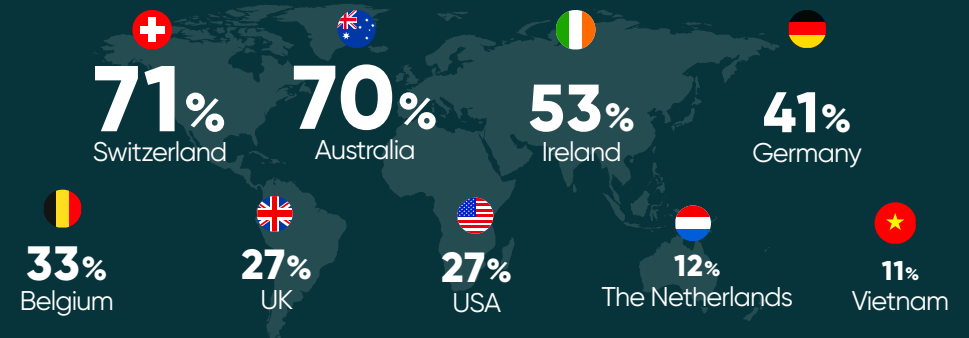
Other

3%

Introducing quotas

What can be done to build more diverse tech teams? Please select your top three

A third of respondents globally are currently based away from the country they were born in

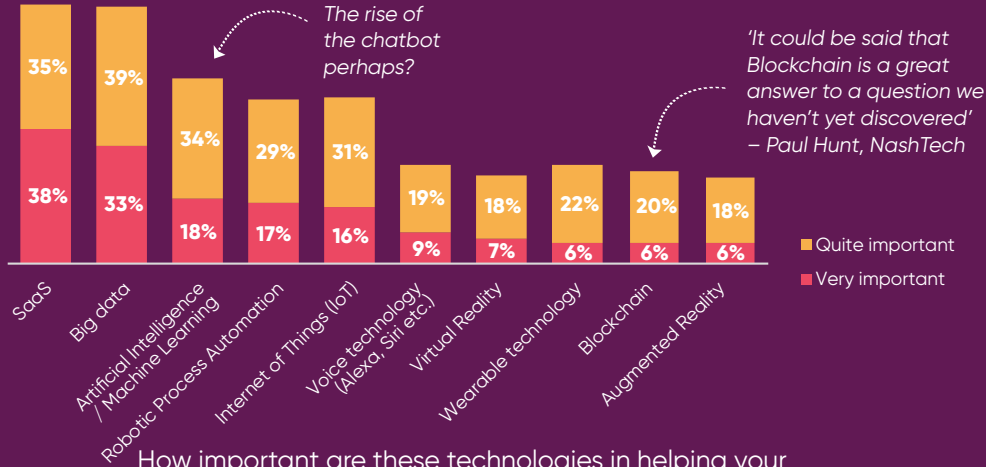


Proportion of respondents born outside of the country they are based in

We'll have a separate report around **diversity in tech** out later this year

3. TECHNOLOGY

Most organisations are making extensive use of SaaS and Big data, but increasingly AI / Machine Learning too



How important are these technologies in helping your organisation to realise your business goals?

Tech teams feel they are most effective at 'keeping the lights on'



Tech teams less effective at customer engagement / revenue generation activities. This is a big growth area for organisations.

How effective do you feel your tech team is in supporting your organisation with the following business aims? Very effective

Different tech is important to different sectors

How important are these technologies in helping your organisation to realise your business goals? (Very + Quite important)

Artificial Intelligence / Machine Learning

1. Healthcare (60%)
2. Technology / telecoms (57%)
3. Financial Services (53%)

Internet of Things (IoT)

1. Manufacturing (66%)
2. Construction / engineering (57%)
3. Technology / telecoms (57%)

Augmented Reality

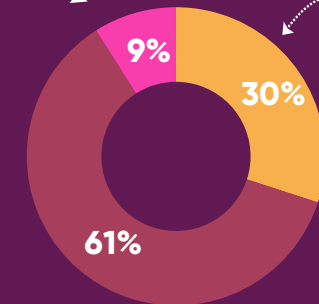
1. Technology / telecoms (48%)
2. Construction / engineering (40%)
3. Manufacturing (36%)

Blockchain

1. Technology / telecoms (33%)
2. Financial Services (31%)
3. Business / prof. services (26%)

Four in ten feeling the effects of automation

This has hovered around this percentage ever since we began tracking this in 2018. As old jobs become automated new jobs are being created



Menial tasks automated so that tech professionals can focus on the higher value, strategic parts of their role

Agree Disagree My job is already being affected by automation

Agree or disagree? Within ten years, a significant part of my job that I currently perform will be automated

We'll have a separate report around **technology** out later this year

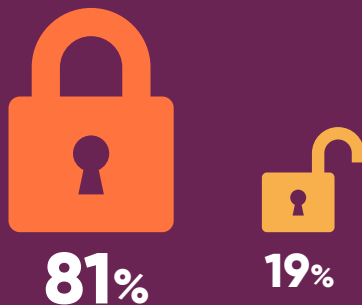
3. TECHNOLOGY/B

For almost a fifth of organisations, there isn't just one person responsible for cyber



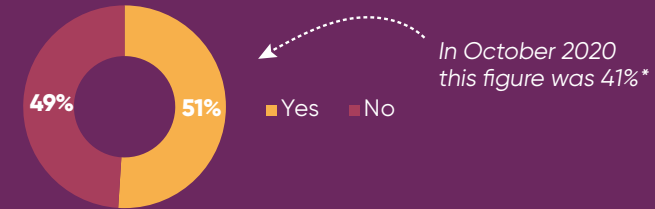
Which C-level person is responsible for delivering the cyber strategy in your organisation?

A fifth of organisations don't have clearly defined security policies and procedures in place



Agree or disagree?:
My organisation has clearly defined policies, standards and procedures to ensure appropriate cyber controls are embedded

Half of all organisations have seen an increase in cyber attacks since the pandemic started

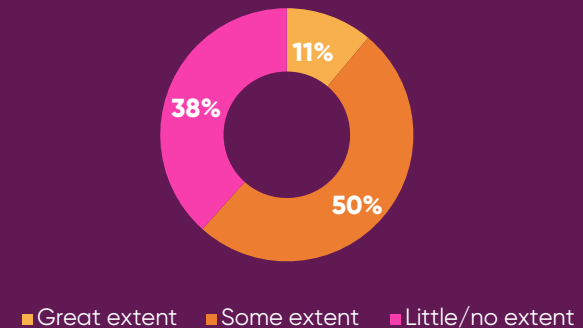


Have you experienced an increase in security or cyber incidents in the past 12 months?

And almost half want to grow their cyber team in the next year to deal with the challenge



After seeing an increase in cyber attacks in their own organisations, tech professionals aren't keen on trusting third parties with their personal data



To what extent do you trust third parties to use your own personal data in an appropriate way?

*Source: Harvey Nash / KPMG CIO Survey 2020



Harvey Nash Group is a global professional services organisation with three key areas of focus: technology recruitment, IT solutions and leadership services. With 40 offices across three continents, we partner with clients, helping them unlock the power of individual and team talent
www.harveynashgroup.com

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