

# What IT Candidates Are Saying

Preferences and Motivators of U.S. IT Candidates



## Career Disruption

**43%** believe the **best way to advance their careers is to change jobs frequently** — almost two times the national average

**60%** think switching positions frequently is the best way to increase their salaries

Candidates say **compensation** is comparable to **benefits** and **opportunity for advancement** as a reason to move companies



## Tech Savvy Throughout Job Search

Candidates are **twice as likely** as the national average to have visited Glassdoor or SimplyHired

**Company website, social media, search engines** and **industry associations** are candidates' top sources of information



## Continuous and Mobile Candidates

**65%** agree that they are always looking for their next job opportunity

**85%** are willing to relocate to a new city, state/region or country for a job opportunity



## Key Strategies for Engaging IT Candidates



Appeal to desire for skill advancement



Convey the total employer brand



Reach candidates first and frequently



Invest in non-local candidates



Learn more at  
[www.manpowergroup.us/IT](http://www.manpowergroup.us/IT)