

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 compensation

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