

Solving IT Market Report //2017

Solving IT 



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hello

It gives us great pleasure to introduce our 2017 Salary and Market Trend Report. We do not seek to be all things to all people, the aim of this report is to provide the most comprehensive overview of 4 areas within IT: Analytics, Healthcare, Microsoft and Salesforce.

Customer confidence is high with over 50% telling us they expect IT spending to increase in 2017 compared to 2016. Attracting great talent continues to be one of the most significant issues businesses face, along with organizational alignment. As IT spend increasingly spreads out across other functions, this can cause significant problems for the technology team who are trying to demonstrate value, while losing control.

Whether you would like advice on your next career move, or your company is anticipating a recruitment drive, someone from Solving IT will always be on hand to provide advice and guidance.

We hope you find the information in this report useful and welcome any comments or recommendations at sayhello@solvingit.com. We would also like to extend a big thank you to everyone who took part in the survey; your input is greatly appreciated.

Enjoy!



Paul Taylor, CEO - Solving IT





demographics

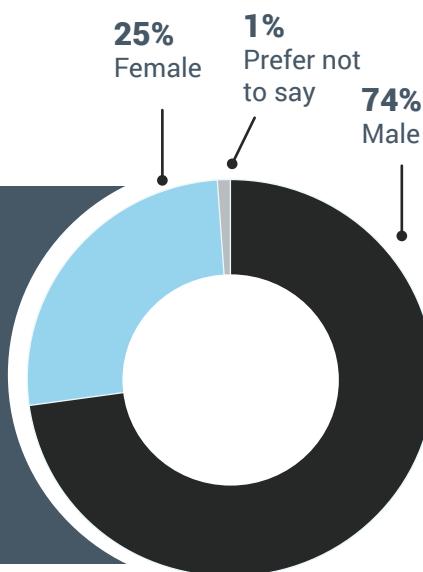
HEALTHCARE 36%

ANALYTICS 30%

MICROSOFT 16%

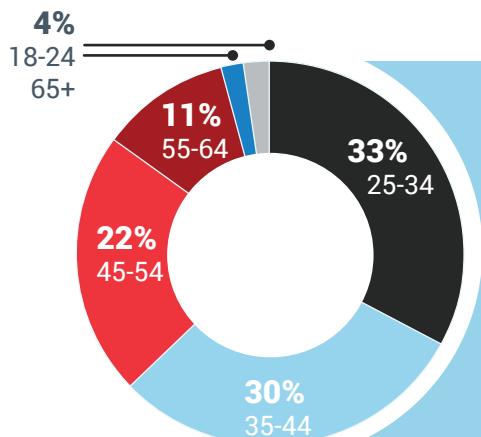
SALESFORCE 18%

DATA ANALYST .NET DEVELOPER **DEVELOPER**
PROJECT MANAGER **BUSINESS ANALYST**
SALESFORCE LEAD **SALESFORCE**
ADMINISTRATOR **DATA SCIENTIST**
DATA ARCHITECT **SYSTEMS ENGINEER**
GENERALIST **STATS MODELER**
SALESFORCE DEVELOPER **MICROSOFT**
SPECIALIST **BIG DATA ENGINEER**



Gender Demographics

In 2017, the gender gap in technology continues to be a factor. With 73% of respondents male and 26% female - we can see that there is still a long way to go in generating equal interest among women in STEM careers.



Age Demographics

A wide range of age groups are represented in technology, demonstrating long career potential, as well as interest from new college graduates and millennials - 33% of respondents were in the 25-34 age group.

Average Hours Worked per Week

Shockingly, the average hours worked per week comes in just under 45 hours, but we all know that in IT, that means there could be some 80 hour weeks (new implementations or Go-Live) and possibly some more relaxed periods.

43.5

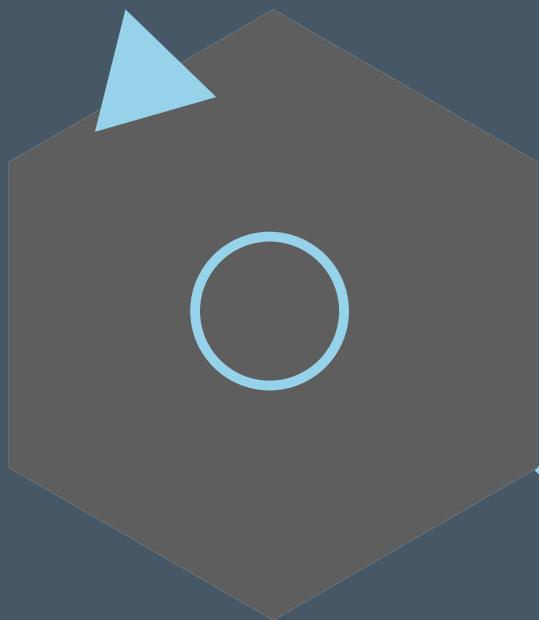


Average Team Size

Respondents indicated that the average immediate team size is 8.8 workers. Over 50% of IT leaders have shared they expect their spend to increase in 2017, this will be one to watch.

how we work

Solving IT is an expert technology solutions and IT recruitment firm dedicated to addressing our clients' business and IT challenges by delivering highly skilled, precisely matched talent. For over 20 years, we've been exclusively placing IT professionals in project-based solutions, technology consulting and direct-hire roles. Our team is led by former IT and industry executives who know that "good enough" won't do. Building an environment for our people to enjoy and progress remains central to everything we do.



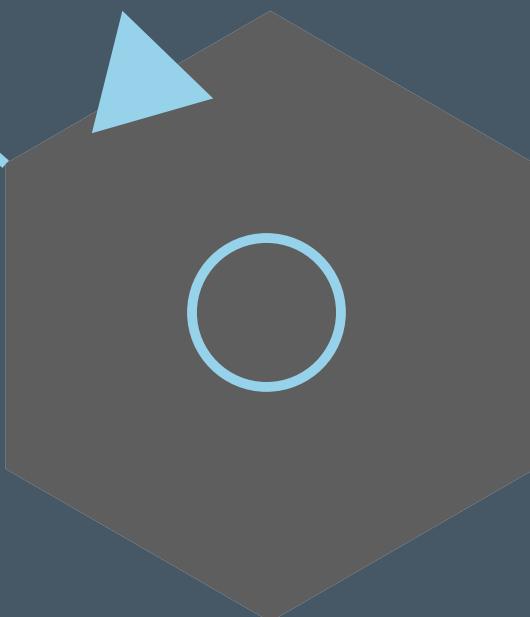
Solutions

We Listen. We Deliver.

It's more than just a tagline – it's the backbone of our entire Solutions strategy. Our Solutions services are specifically engineered to deliver Analytics, Microsoft, and Salesforce projects from end-to-end.

Recruitment

We provide traditional IT Recruitment services for companies that seek talent in the areas of Analytics, Microsoft and Salesforce. As part of our dedicated expertise, we partner with our clients to scope out the exact requirements and needs for your team to deliver maximum, high-impact results on revenue and productivity.





Analytics, Salesforce & Microsoft

Being avid tech lovers, combining our recruiting skills and passion was inevitable. Our goal is simple: to become the most respected specialist technology solutions and recruitment company: bar none. We have built an outstanding community of talent in the markets in which we operate, supporting and connecting the industries we love.

RPO

For us, RPO means partnering with an expert to design and execute a customized process in order to deliver outstanding results. Embedded within your internal team, we work as one coordinated unit. Solving IT's RPO services allows both large and mid-sized companies to attain a world-class recruitment function.

From consultants to direct-hire placements, our RPO team will not only recruit the best talent for your team, but will provide you with IT resources that help your organization drive its strategic initiatives on time and on budget.





Solving IT Founded

On a warm and sunny Chicago day in 1992, Solving IT opened its doors and set to business. The goal was simple: create the most respected specialist technology solutions and recruitment company, bar none. Over the years, we have built an outstanding community of talent in the markets in which we operate, supporting and connecting the industry we love. It still feels like we are at the beginning of our journey, but most importantly we are constantly having fun.

Celebrating 20 Years

Solving IT celebrated a momentous occasion in 2012 - our 20th anniversary! With an unveiling of the new office, we celebrated with clients and candidates in recognition of our partnership, solutions, service and success.

Awards & Recognition

2014 was an exciting year for Solving IT due to its recognition for two awards: Staffing Industry Analysts' Top 100 Fastest Growing Talent Engagement Firms, as well as the TechServe Alliance "Excellence Award."

Both awards highlighted Solving IT's delivery and tailored approach to clients and candidates amidst an ever-changing market.



2016

2016

2017

CEO Appointed

In a new and exciting phase of growth, Solving IT set its sights on appointing a CEO with proven track record of growing solutions and recruitment businesses.

Industry Partnerships

While building depth in Analytics, Microsoft, and Salesforce, Solving IT achieved formalized partnerships in two key areas:

Salesforce Consulting Partner
In collaboration with Salesforce itself, the Consulting Partner program allows shared success for all parties throughout their cloud implementation or application building journey.

Microsoft Competency Partner
Our competency partnership is evidence of demonstrable expertise in delivering quality solutions pertaining to Microsoft.

Best Place to Work

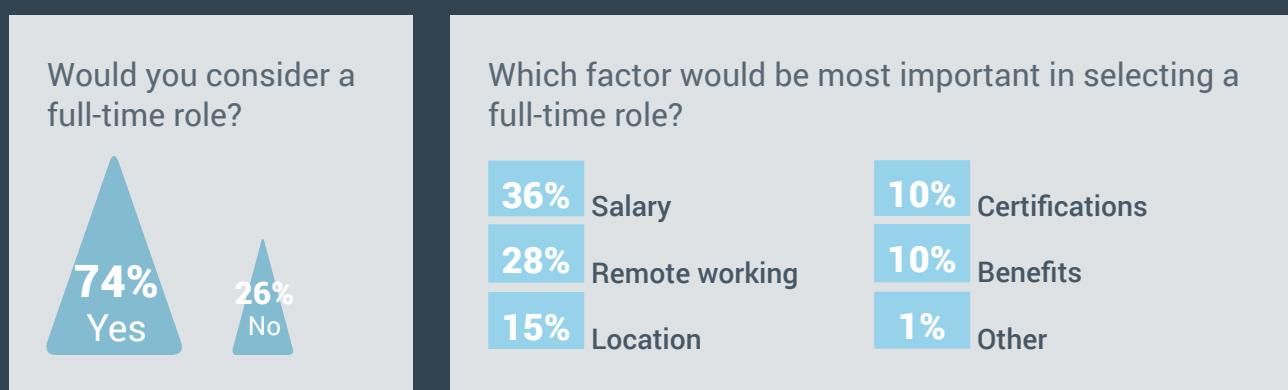
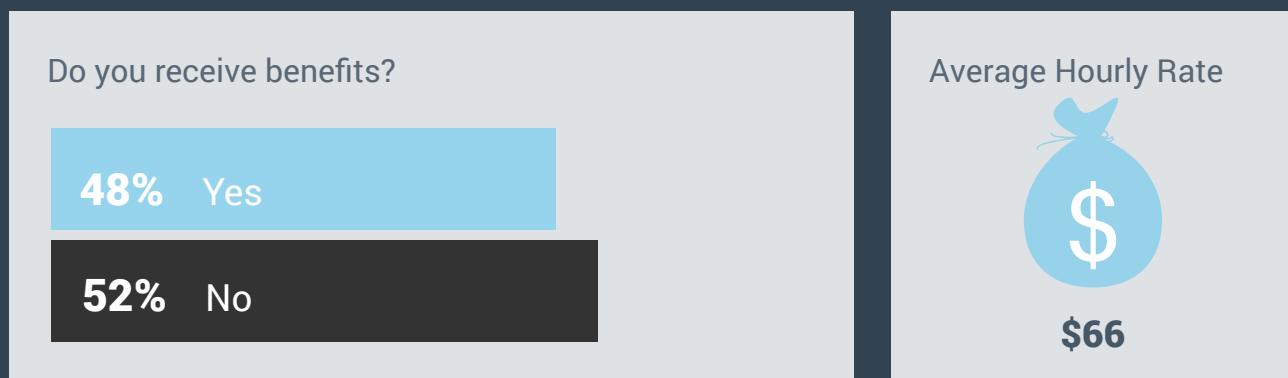
For nearly 2 years, our strategic ambition has been to become the most respected technology solutions and recruitment firm, bar none, by treating our people better than any other business.

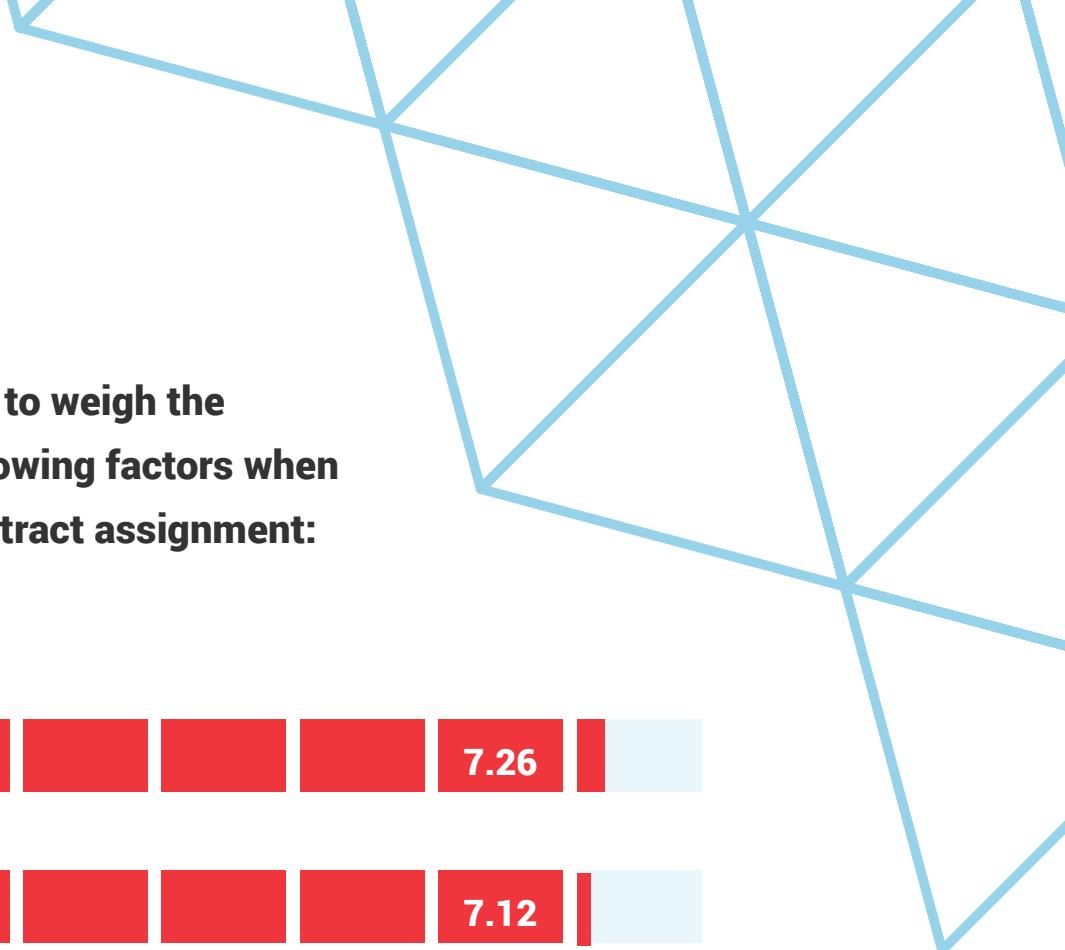
Becoming a Best Place to Work is the next step on our evolution, and this is one of our many goals for 2017. Join us on this journey as we reshape the solutions and recruitment industry - together.

contract

Contract opportunities are prevalent in today's market, primarily due to the need for special projects executed by dedicated teams outside of a company's full-time workforce. Of all of the contract engagements we booked in 2016, we saw an average duration of 10.93 months, a 10% increase compared to 9.92 in 2015.

Going forward in 2017, we expect to see contracts last even longer as projects ramp up with new budgets and initiatives for the year.





We asked consultants to weigh the importance of the following factors when considering a new contract assignment:

Type of Work



Pay Rate



Length of Contract



Reputability of Consulting Company



Location



Expense Coverage or Policy



Benefits and Perks



Remote Working



full-time

60% of survey respondents indicated they are currently in a full-time position. Now, more than ever, we are seeing workloads increase for full-time employees in organizations of all sizes due to increasing demands and expectations of the IT department. Further to that, due to changes from the current administration, we could see that salaries are on the rise, as well as an increase in need for full-time employees to make up for gaps where contractors are no longer available.

Full Time Employees

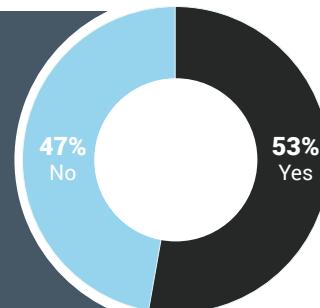
60% of survey respondents indicated they are currently in a full-time position.

Average Annual Salary

Of those in a full-time position, the average annual salary is \$104,000.

Would you consider a contract role?

It's nearly 50/50 when it comes to full-timers who would consider a contract position.



Which factor would be most important when selecting a contract role?

50% Rate

To no surprise, rate is the top factor in selecting a contract role, due to a lower sense of job security.

Certifications 6%

Continued technical development is not a determining factor, but a great perk for top talent.

25% Remote working

Flexible working arrangements continue to grow in importance as well as popularity among tech professionals.

Benefits 4%

Although current uncertainty about the future of ACA is prevalent, benefits are also a smaller factor when selecting a contract.

14% Location

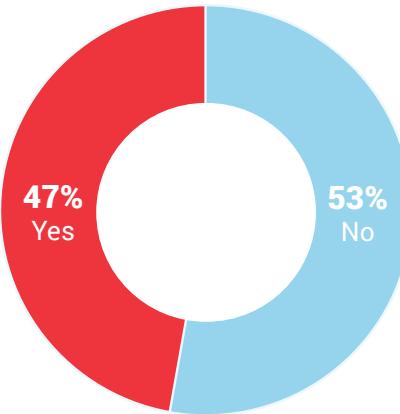
In hand with flexible working arrangements, being close to home is still important.

Other 1%

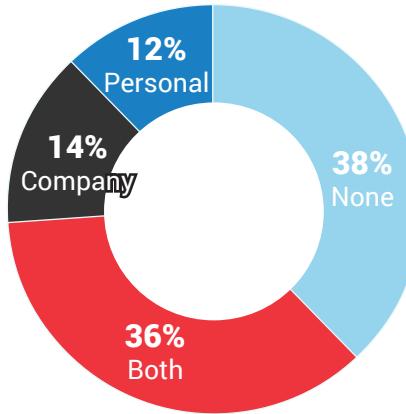
Everyone has a unique circumstance, so other factors may play into a candidate's decision.

bonus & benefits

Did you receive a bonus this year?



What is your bonus calculated on?



Average Bonus

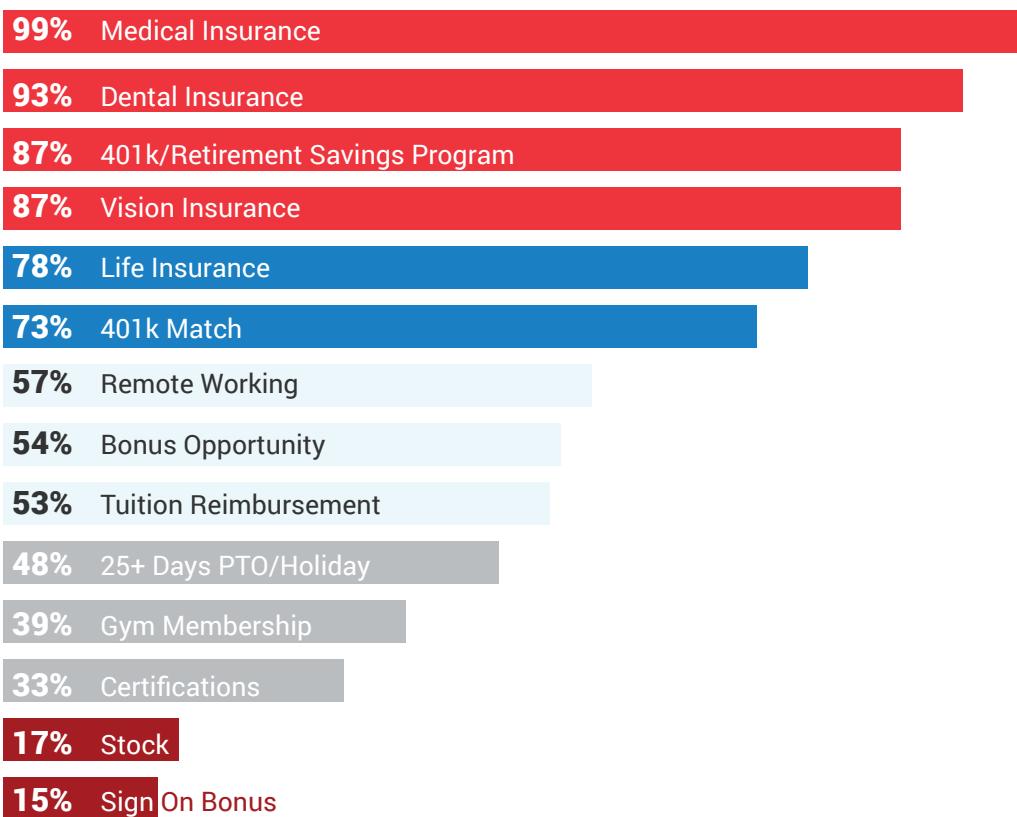
Of those that are eligible to receive a bonus, the average pay out is 16%.



Benefits & Perks



It takes more than just health benefits to entice employees and make them feel rewarded in today's market, although they're still the most common.

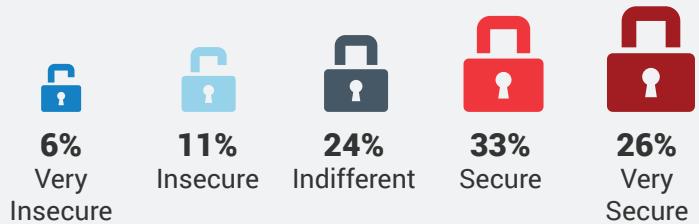




job security

Overall, we have seen a positive outlook when it comes to job security and the economy in 2017. Technology professionals are feeling largely secure or very secure, and only 17% on the insecure side of the spectrum. Economic outlook continues to be positive, both from an external and personal perspective.

**How secure
do you feel in
your current role?**



15%
Very
Positive



34%
Positive



36%
No
Change

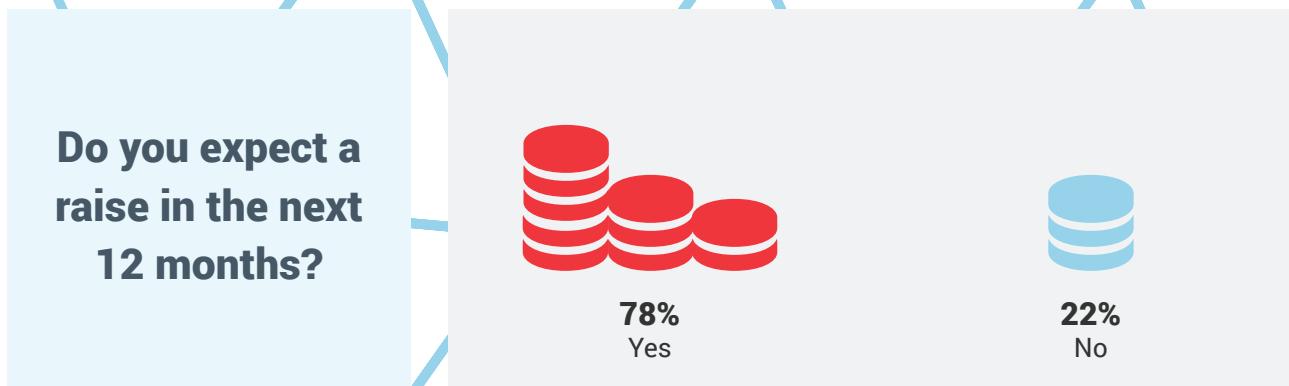


12%
Negative



3%
Very
Negative

**What is your view
on the state of the
economy over the
next 12 months?**



career moves

Year over year, we see similar trends in reasons for moving on, including salary and career progression, but the competitive landscape of the technology market means there are many additional challenges employees are willing to take on in order to advance their career. Technologists are aching to be part of the next big thing and are willing to give up that sense of security and longevity in any one role to attain it.

Was your previous role contract or full-time?

55% Full-Time

45% Contract

Why did you leave your previous role?



Would you recommend your current employer to a friend?



78%

Yes



22%

No

How satisfied are you in your current role?



Who or what inspires you in your role?

32% CHALLENGE
29% CAREER PROGRESSION
14% COLLEAGUES/BOSS
9% ENJOYMENT
8% COMPANY VALUES
4% LONGEVITY **4% SECURITY**

How likely are you to change jobs in the next 12 months?



Why are you satisfied or dissatisfied?



What are your key priorities when considering a new job?



salary guide

ANALYTICS

Typically, we see full-time roles in the Analytics market, however that could translate to contract in the future.

JOB TITLE	FULL TIME	
	MIN	MAX
DATA ANALYST	\$60,000	\$75,000
DATA ARCHITECT	\$110,000	\$130,000
DATA ENGINEER	\$110,000	\$130,000
DATA SCIENTIST	\$120,000	\$150,000
DATA QUALITY ANALYST	\$70,000	\$110,000

MICROSOFT

We see companies looking to modernize their Microsoft solutions utilizing classic technologies.

JOB TITLE	CONTRACT		FULL TIME	
	MIN	MAX	MIN	MAX
.NET DEVELOPER	\$45	\$70	\$90,000	\$110,000
DYNAMICS CONSULTANT	\$20	\$55	\$50,000	\$90,000
SHAREPOINT DEVELOPER	\$50	\$65	\$90,000	\$110,000
SQL SERVER DEVELOPER	\$45	\$70	\$85,000	\$110,000
SSIS DEVELOPER	\$45	\$70	\$80,000	\$125,000
TECHNICAL ANALYST	\$55	\$65	\$114,000	\$135,000

HEALTHCARE

Technology is a driving force within healthcare organizations across a myriad of roles.

JOB TITLE	CONTRACT		FULL TIME	
	MIN	MAX	MIN	MAX
BUSINESS ANALYST	\$50	\$65	\$80,000	\$95,000
INSTRUCTIONAL DESIGNER	\$45	\$65	\$65,000	\$80,000
JAVA DEVELOPER	\$55	\$70	\$90,000	\$115,000
PROJECT MANAGER	\$55	\$80	\$90,000	\$115,000
PROJECT COORDINATOR	\$40	\$55	\$55,000	\$75,000
QA TESTER	\$40	\$60	\$70,000	\$85,000

SALESFORCE

Possibly the most candidate-short market, Salesforce salaries compete with that of Analytics.

JOB TITLE	CONTRACT		FULL TIME	
	MIN	MAX	MIN	MAX
ADMINISTRATOR	\$60	\$125	\$65,000	\$120,000
BUSINESS ANALYST	\$85	\$140	\$90,000	\$130,000
DEVELOPER	\$70	\$155	\$110,000	\$150,000
FUNCTIONAL CONSULTANT/LEAD	\$85	\$145	\$108,000	\$145,000
PROJECT MANAGER	\$80	\$140	\$105,000	\$145,000
SOLUTIONS ARCHITECT	\$105	\$165	\$120,000	\$160,000
TECHNICAL ARCHITECT	\$125	\$225	\$160,000	\$190,000
TECHNICAL CONSULTANT/LEAD	\$85	\$150	\$120,000	\$165,000



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