



Results of the 8th Intent to Change Jobs survey – Jan 2024

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Valenco asked respondents if they were looking to change their jobs in 2024, 2025, or not thinking of a change. If thinking of a change, what would be their primary driver among 5 options given. Also, asked was when they had last moved jobs.

Respondents were predominantly from the USA (84%) and India.

Summary of findings

Intent to change

Groups where intent to change is higher than it was in the 2023 survey	Groups where intent to change is similar to the 2023 survey	Groups where intent to change is lower than it was in the 2023 survey
<ol style="list-style-type: none"> 1. Professionals in the USA 2. IT sales professionals 3. IT delivery professionals 4. 20+ years' experience 5. Sub 15 years' experience 	<ol style="list-style-type: none"> 1. Professionals in India 2. Those with 15 - 20 years' experience 3. Those not in IT sales / delivery 	

Reasons to seek change – differences from 2023 survey

Overall	USA	India
Richer role at # 1 Better compensation & company. Better supervisor a growing ask	Richer role, compensation & company	Big jumps in better supervisor, , company and role.

IT sales professional	IT delivery professional	Not in IT sales or delivery
Similar expectations as 2023 but clear increase in ask for better supervisor.	Big jumps in desire for better roles, compensation and company.	Better role and company. For these, ok with less stellar supervisor and compensation.

Less than 15 years' experience	15 – 20 years' experience	20 + years' experience
Want a richer role and better supervisor	Better compensation, supervisor, and role even with a less stellar company.	Better company and role, also supervisor and compensation.

Attrition - differences from 2023 survey

Overall	USA	India
Distinct dip	Distinct dip	Similar

IT sales professional	IT delivery professional	Not in IT sales or delivery
Sharp dip	Similar	Sharp increase

Less than 15 years' experience	15-20 years' experience	20+ years' experience
Big dip	Big dip	Similar

Detailed results

1. Intent to change roles in the next two years

Geography	2024 survey	2023 survey	2022 survey	2021 survey	2020 survey
USA/Canada	82%	71%	64%	66%	76%
India	65%	65%	70%	73%	54%

Profession	2024 survey	2023 survey	2022 survey	2021 survey	2020 survey
IT sales / account growth	83%	73%	68%	70%	77%
IT SME/Delivery	84%	70%	73%	66%	72%
Others	60%	62%	55%	55%	64%

Work experience	2024 survey	2023 survey	2022 survey	2021 survey	2020 survey
Less than 15 years'	67%	57%	50%	88%	67%
15 – 20 years'	82%	86%	70%	67%	80%
20+ years	79%	69%	67%	65%	74%

2. Key asks when looking for a new role

All respondents	Richer role	Better compensation	Better company	Better supervisor	Out of work
2024 survey	84%	73%	46%	21%	6%
2023 survey	74%	67%	39%	11%	9%
2022 survey	73%	72%	44%	17%	6%
2021 survey	78%	54%	38%	13%	11%
2020 survey	69%	49%	47%	22%	15%
2019 survey	73%	47%	39%	13%	15%

a. Geography

USA & Canada	Richer role	Better compensation	Better company	Better supervisor	Out of work
2024 survey	85%	76%	48%	15%	7%
2023 survey	76%	69%	43%	11%	5%
2022 survey	73%	73%	48%	17%	5%
2021 survey	78%	53%	41%	12%	9%
2020 survey	70%	50%	50%	23%	15%
2019 survey	75%	52%	37%	14%	11%

India	Richer role	Better compensation	Better company	Better supervisor	Out of work
2024 survey	82%	55%	36%	55%	0%
2023 survey	62%	54%	15%	15%	31%
2022 survey	71%	64%	21%	14%	14%
2021 survey	79%	58%	16%	16%	26%
2020 survey	67%	33%	17%	17%	17%
2019 survey	60%	10%	50%	10%	0%

b. Profession

IT sales or account growth

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2024 survey	80%	73%	46%	22%	7%
2023 survey	78%	69%	44%	11%	5%
2022 survey	81%	77%	46%	15%	2%
2021 survey	81%	52%	40%	16%	8%
2020 survey	70%	50%	40%	26%	20%
2019 survey	80%	46%	37%	17%	13%

IT SME or delivery

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2024 survey	100%	88%	50%	13%	6%
2023 survey	68%	68%	32%	11%	16%
2022 survey	68%	74%	37%	21%	5%
2021 survey	70%	63%	30%	10%	17%
2020 survey	67%	53%	73%	13%	7%
2019 survey	60%	47%	40%	0%	35%

Other professions

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2024 survey	86%	43%	43%	29%	0%
2023 survey	62%	54%	31%	38%	8%
2022 survey	45%	45%	45%	18%	27%
2021 survey	75%	50%	40%	0%	20%
2020 survey	86%	57%	57%	14%	0%
2019 survey	64%	50%	43%	14%	0%

c. Years of experience

Less than 15 years' work experience

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2024 survey	100%	75%	50%	25%	
2023 survey	75%	100%			
2022 survey	50%	50%	50%	0%	0%
2021 survey	71%	29%	43%	0%	0%
2020 survey	50%	50%	50%	0%	20%
2019 survey	75%	0%	25%	0%	0%

15 – 20 years' work experience

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2024 survey	78%	89%	44%	33%	11%
2023 survey	67%	67%	75%	13%	8%
2022 survey	100%	86%	71%	29%	0%
2021 survey	80%	75%	45%	15%	10%
2020 survey	63%	44%	50%	44%	19%
2019 survey	61%	44%	28%	22%	22%

More than 20 years' experience

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2024 survey	84%	71%	46%	19%	6%
2023 survey	75%	65%	35%	13%	8%
2022 survey	72%	70%	51%	16%	7%
2021 survey	78%	52%	36%	13%	12%
2020 survey	72%	51%	49%	13%	13%
2019 survey	77%	51%	43%	11%	13%

2. Job stability & attrition

When did you last change jobs	Last two years	The previous 3 years	5 of more years ago
Overall			
2024 survey	26%	39%	35%
2023 survey	34%	31%	35%
2022 survey	36%	27%	37%
2021 survey	34%	31%	34%
USA	Last two years	The previous 3 years	5 of more years ago
2024 survey	25%	41%	33%
2023 survey	35%	30%	35%
2022 survey	39%	30%	31%
2021 survey	36%	30%	34%
India	Last two years	The previous 3 years	5 of more years ago
2024 survey	29%	29%	41%
2023 survey	25%	35%	40%
2022 survey	20%	15%	65%
2021 survey	23%	38%	39%

Profession

When did you last change jobs	Last two years	The previous 3 years	5 of more years ago
IT sales professionals			
2024 survey	17%	49%	34%
2023 survey	33%	30%	37%
2022 survey	38%	24%	38%
2021 survey	39%	25%	36%
IT Delivery professionals	Last two years	The previous 3 years	5 of more years ago
2024 survey	37%	32%	32%
2023 survey	41%	26%	33%
2022 survey	31%	38%	31%
2021 survey	22%	46%	33%
Other professions	Last two years	The previous 3 years	5 of more years ago
2024 survey	57%		43%
2023 survey	29%	38%	33%
2022 survey	35%	25%	40%
2021 survey	33%	36%	31%

Years of work experience

When did you last change jobs	Last two years	The previous 3 years	5 of more years ago
< 15 years' work ex.			
2024 survey	17%	17%	50%
2023 survey	43%	14%	43%
2022 survey	36%	26%	38%
2021 survey	13%	38%	50%
15-20 years	Last two years	The previous 3 years	5 of more years ago
2024 survey	18%	55%	36%
2023 survey	57%	14%	29%
2022 survey	50%	10%	40%
2021 survey	27%	33%	40%
20+ years	Last two years	The previous 3 years	5 of more years ago
2024 survey	28%	39%	33%
2023 survey	31%	35%	37%
2022 survey	36%	26%	31%
2021 survey	37%	30%	33%

Demographics of participants

Respondent profile - location	USA/Canada	India & other locations
	84%	16%

Respondent profile - profession	IT services Sales/account growth	IT services SME/delivery	Others
	68%	18%	14%

<https://www.linkedin.com/pulse/results-intent-change-jobs-survey-2023-sanjay-gupta>