



## Results of the 6<sup>th</sup> Intent to Change Jobs survey – Jan 2022

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Valenco asked respondents if they were looking to change their jobs in 2022, 2023, 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 and India.

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### Summary of findings

#### Intent to change

- a) For a second year in row, IT sales persons expressed a lesser intent to change jobs than they had in the prior year. In 2020 likely the Covid slump and then the boom of 2021 driving this sentiment
- b) On the other hand, the intent to change jobs increased for IT delivery and SME's.
- c) It was flat YOY for other professions.
- d) The intent to change was higher in India than in the USA/Canada.
- e) The more experienced (15+ years) were more inclined to make a move.
- f) In the USA, the intent to change numbers are still lower than the high's reported pre-Covid.

#### Reasons for change

- a) Better compensation rose up and tied with better role as the # 1 ask when changing jobs.
- b) The jump in compensation as an incentive to change was more in the USA than in India, with IT sales persons compared to other professions, and in the most experienced band of 20+ years
- c) Bucking the trend, those in non-IT sales/delivery professions were the one group where the expectation of better compensation did not go up. It was also the one group with a higher number of out of work participants compared with the previous year.
- d) Across groups, there was a bounce back in "better company" and "better supervisor" as reasons to make a change, though both trail compensation & better role significantly.

#### Unemployment & Attrition

- a) Across all groups employed in the IT services industry, unemployment fell sharply.
- b) Bounce back in attrition for IT delivery professionals from the low hit in 2020
- c) The churn in IT sales professionals in the 2020-2021 period was similar to the 2019-20 period

## Detailed results

### Demographics of participants

Respondent profile - location	USA/Canada	India & other locations
	83%	17%

Respondent profile - profession	IT services Sales/account growth	IT services SME/delivery	Others
	61%	22%	17%

### Job stability

When did you last change jobs	Last two years	The previous 3 years	5 of more years ago
<b>IT sales professionals</b>			
2022 survey	38%	24%	38%
2021 survey	39%	25%	36%
<b>IT Delivery professionals</b>	<b>Last two years</b>	<b>The previous 3 years</b>	<b>5 of more years ago</b>
2022 survey	31%	38%	31%
2021 survey	22%	46%	33%
<b>Other professions</b>	<b>Last two years</b>	<b>The previous 3 years</b>	<b>5 of more years ago</b>
2022 survey	35%	25%	40%
2021 survey	33%	36%	31%

### 1. Intent to change roles in the next two years

Geography	2022 survey	2021 survey	2020 survey	2019 survey
USA/Canada	64%	66%	76%	78%
India	70%	73%	54%	77%

Profession	2022 survey	2021 survey	2020 Survey	2019 survey
IT sales / account growth	68%	70%	77%	73%
IT SME/Delivery	73%	66%	72%	83%
Others	55%	55%	64%	88%

Work experience	2022 survey	2021 survey	2020 survey	2019 survey
Less than 15 years'	50%	88%	67%	57%
15 – 20 years'	70%	67%	80%	82%
20+ years	67%	65%	74%	78%

## 2. Key asks when looking for a new role

All respondents	Richer role	Better compensation	Better company	Better supervisor	Out of work
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%
2018 survey	66%	42%	34%	11%	

### a. Geography

USA & Canada	Richer role	Better compensation	Better company	Better supervisor	Out of work
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%
2018 survey	69%	41%	36%	11%	

India	Richer role	Better compensation	Better company	Better supervisor	Out of work
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%
2018 survey	56%	43%	28%	12%	

### b. Profession

#### IT sales or account growth

	Richer role	Better compensation	Better company	Better supervisor	Out of work
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%

2018 survey	75%	46%	34%	15%	
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### IT SME or delivery

	Richer role	Better compensation	Better company	Better supervisor	Out of work
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%
2018 survey	59%	34%	34%	9%	

### Other professions

	Richer role	Better compensation	Better company	Better supervisor	Out of work
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%
2018 survey	54%	39%	33%	6%	

## c. Years of experience

### Less than 15 years' work experience

	Richer role	Better compensation	Better company	Better supervisor	Out of work
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%
2018 survey	69%	46%	38%	8%	

### 15 – 20 years' work experience

	Richer role	Better compensation	Better company	Better supervisor	Out of work
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%
2018 survey	71%	63%	50%	25%	

### More than 20 years' experience

	Richer role	Better compensation	Better company	Better supervisor	Out of work



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%
2018 survey	64%	37%	28%	8%	