



Results of the 7th Intent to Change Jobs survey – Jan 2023

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Valenco asked respondents if they were looking to change their jobs in 2023, 2024, 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.

Summary of findings

Intent to change

Groups where intent to change is higher than it was in the 2022 survey	Groups where intent to change is similar to the 2022 survey	Groups where intent to change is lower than it was in the 2022 survey
<ol style="list-style-type: none"> 1. Professionals in the USA 2. IT sales professionals 3. Those not in sales or IT delivery 4. 15 – 20 years' experience 5. Less than 15 years' experience 	<ol style="list-style-type: none"> 1. Those with 20+ years' experience 2. IT delivery professionals 	<ol style="list-style-type: none"> 1. Respondents from India

Reasons to seek change – differences from 2022 survey

Overall	USA	India
Richer role back at # 1 Slight dip in the ask for better compensation and company	Richer role	Dip in the ask for higher compensation, richer role, and better company

IT sales professional	IT delivery professional	Not in IT sales or delivery
Slight dip in expectation of higher compensation but still 69% of respondents expecting it.	The ask for better compensation dipped a bit and ties with richer role at # 1	Significant ask for better compensation, role and supervisor

Less than 15 years' experience	15 – 20 years' experience	20 + years' experience
Significant rise in ask for better compensation and role	Want to work in better company and slight dip in compensation and role expectations.	Richer role even if employer is less known

Attrition - differences from 2022 survey

Overall	USA	India
Slight dip	Slight dip	Up

IT sales professional	IT delivery professional	Not in IT sales or delivery
Dip	Higher	Down

Less than 15 years' experience	15-20 years' experience	20+ years' experience
Up and rising	High, and rising	Dip

Detailed results

1. Intent to change roles in the next two years

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

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

Work experience	2023 survey	2022 survey	2021 survey	2020 survey
Less than 15 years'	57%	50%	88%	67%
15 – 20 years'	86%	70%	67%	80%
20+ years	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
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%
2018 survey	66%	42%	34%	11%	

a. Geography

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

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

b. Profession

IT sales or account growth

	Richer role	Better compensation	Better company	Better supervisor	Out of work
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%
2018 survey	75%	46%	34%	15%	

IT SME or delivery

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

Other professions

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

2018 survey	54%	39%	33%	6%	
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c. Years of experience

Less than 15 years' work experience

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

15 – 20 years' work experience

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

More than 20 years' experience

	Richer role	Better compensation	Better company	Better supervisor	Out of work
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%
2018 survey	64%	37%	28%	8%	

2. Job stability & attrition

When did you last change jobs	Last two years	The previous 3 years	5 of more years ago
Overall			
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
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
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			
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
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
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.			
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
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
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
	61%	22%	17%