Data reveals flexible and challenging work more important to experienced IT professionals

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Emerging talent in Information Technology functions are less concerned with flexible working opportunities than their more experienced counterparts. That's according to global leader in talent acquisition and managed workforce solutions, Guidant Global.

In an analysis of the employee value propositions that are important to different levels of experienced professionals across the IT function, Guidant identified that just 33% of those with less than five years' experience prioritised flexible working. In comparison, 44% of those that have worked in the industry for over 20 years sought flexible employment, indicating that despite claims that emerging generations more actively seek flexibility, in IT more experienced professional value this option more.

The insight also highlighted that more experienced IT professionals are more likely to seek challenging work compared to their less experienced peers. 45% of those that have been working in the field for over 20 years prioritise challenging work when considering new employment opportunities, compared to just 38% of those with less than five years' experience in IT.

Simon Blockley, CEO of Guidant Global commented on the analysis:

"The idea that emerging generations are more likely to seek flexible working options has long been accepted by employers, but our insight suggests that within the IT function in particular, it is the more experienced individuals that prioritise this element of an employer value proposition. This is perhaps indicative of the large numbers of contingent workers that operate in this specialism.

"However, for employers seeking to engage highly experienced IT experts, it's important that your employer value proposition is not only aligned with what your target audience truly desires, but perhaps more crucially, is tailored to generations and various demographics. For businesses aiming to truly compete for the best talent, it's vital that assumptions around the wants of various talent groups aren't made. As our insight shows, there can often be sector specific variances that need to be fed into talent engagement strategies."

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Information about Guidant Global

Guidant Global provide global workforce management solutions (MSP, RPO & SOW) that help companies find the best permanent and contingent talent.

Guidant champion #ABetterWay – a forward-thinking way of working; moving away from the embedded staffing industry mentality of ‘recruitment by numbers’ and taking a wider perspective, by shifting the focus to people – the vibrant force that drives thriving businesses.

We have unprecedented insight into the world at work. Guidant is active in 80+ countries, managing 200,000+ engagements, for 125+ clients each year. Global talent shortages are rife. Our insight helps businesses buck the trend to get the best talent.

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