



**STATE OF
CONTRACTING
THE RESULTS
2021/22**

SURVEY RESULTS

Infographic summary

540 contractors responded to our survey with over 30 questions. Here are our survey questions and results in a simple infographic document to peruse.



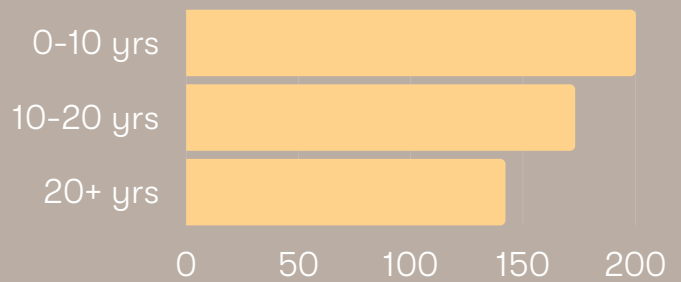
Contractor profile Qs

Top industries represented in our survey

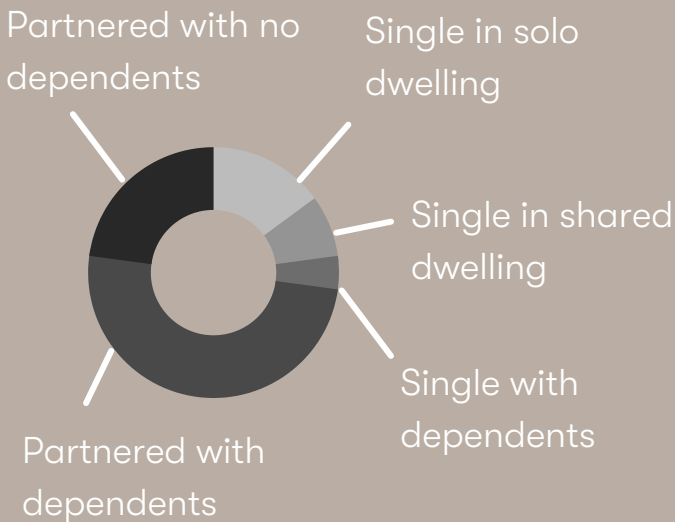
- 1 Information Technology
- 2 Banking/Finance
- 3 Government

These questions are focused on the background and demographic information of the contractor

How many years of experience do you have in your profession?



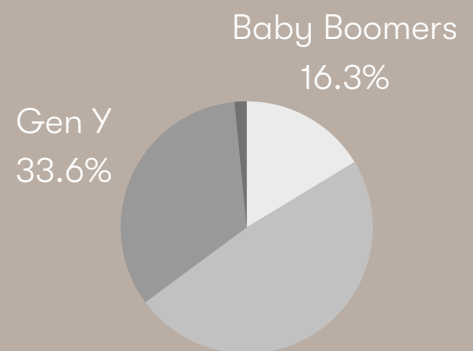
What is your living situation?



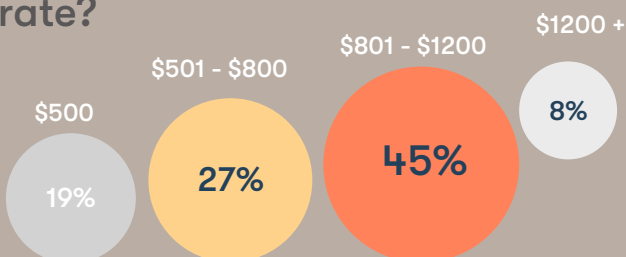
Most common job titles

Engineer **Senior** **Business Analyst** **Developer** **change** **Technical** **Project Manager** **Consultant**

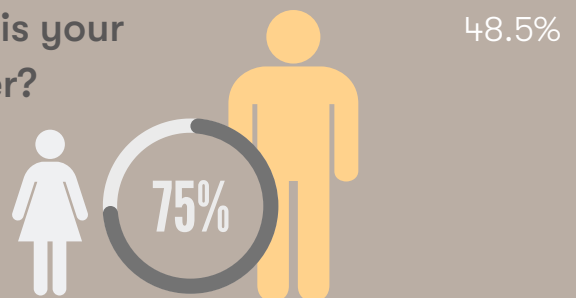
Which generation do you belong to?



What is your daily pay rate?

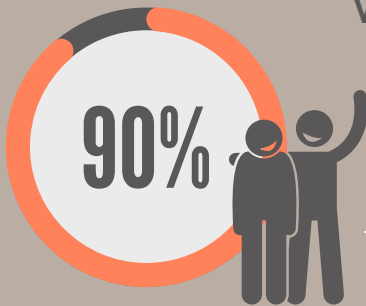


What is your gender?



Market sentiment

This section provides insight into the trends in contractor sentiment and market demand.



Would you recommend contracting?

90% of contractors would recommend contracting to their friends and colleagues

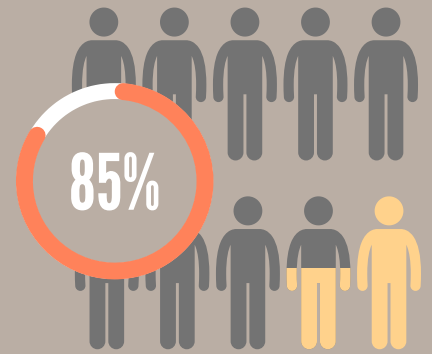
Was your pay rate impacted in the last 12 months?

84% of contractors said their salary has either increased or remained the same. Only 16% had their rates reduced.



Will demand for contractors increase?

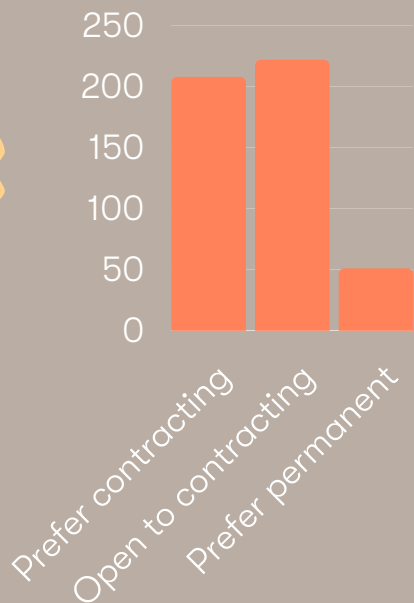
85% believe the demand for contracting will either remain or increase post covid.



Do you prefer contracting?



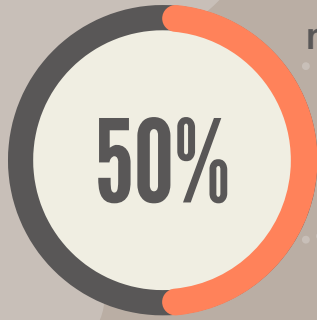
Overall, 90% of respondents are open to future contract work.



Borders opening

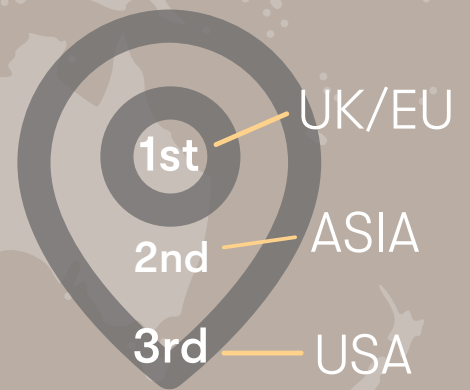
Contractors share their intentions living and working abroad as borders reopen.

Would you consider moving overseas?



Half of all contractors surveyed were open to moving overseas for a role.

Where would you be interested to move?



How long would you intend to stay abroad?

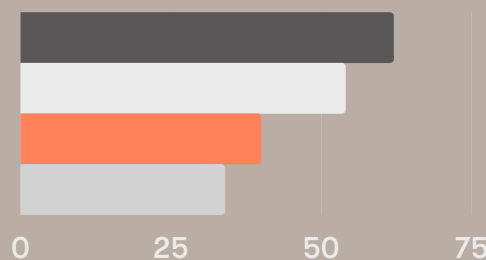


45% would stay maximum 2 years
15% would stay maximum 5 years
40% would stay indefinitely

Why would you look to work overseas?



To advance skills + experience
To build a global network
For a break from Australia/NZ
Just for the adventure of travel



Contracting lifestyle

We asked our contractors for their take on contracting and what matters to them.

INDEPENDENCE
FREEDOM
FLEXIBILITY



What do you enjoy the most about contracting?

Many come into contracting through determination for a better lifestyle, greater pay rates and work satisfaction. Some fall into it by chance. They all appreciate the independence, freedom and flexibility that contracting offers as well as the higher pay rates.

What are the top challenges you have faced as a contractor?

- 1 Securing continual work
- 2 Negotiating contracts
- 3 Balancing personal needs
- 4 Issues collaborating with staff + internal systems

What are your Goals for the Year Ahead?"

The general sentiment among respondents was to continue personal and professional growth through upskilling and seek out new changes. Exploring opportunities with better pay, stability of steady work, and work-life balance was a common theme. Improving physical health, returning to travel and securing the next contract also occupied the minds of many contractors.

Culture eats strategy

These questions provide deeper insight into what contractors value the most about a company's culture.

How important is a company's culture?



How do you rate these aspects of company culture?



Open communication & collaboration



Management style



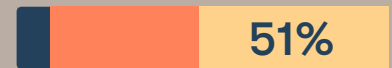
Ethical behaviour



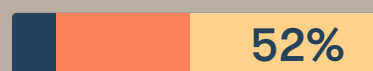
Workplace flexibility



Diversity & Inclusion



Inclusion in team/staff activities



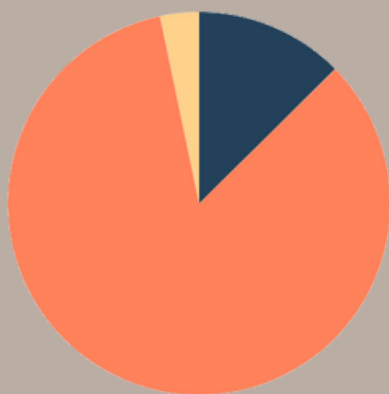
Candidate & onboarding process



Wellbeing

In the last 18 months, have you sought or accessed mental health resources?

84% have not accessed resources yet 74% of our respondents sited access to health and well-being programs at their place of work as important.



No - 84%

Evaluating a job offer

These questions refer specifically to how contractors evaluate a potential new role.

What is the most important aspects of a role?

- 1 Payrate
- 2 Company culture
- 3 Length of contract
- 4 Variety and scope
- 5 Flexibility

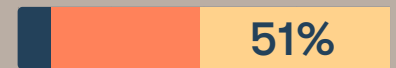
How do you rate the following workplace benefits?



Access to latest technology



Access to learning and development



Access to health and wellbeing



Access to staff perks



In your opinion, what can companies/recruiters do to attract your interest and improve the experience for contractors?

When considering a role, contractors primarily look at the daily rate, work arrangement flexibility, and company culture. Once in a position, team inclusion and equality are highly valued. Supported by factual job requirements and honest feedback, building a healthy pipeline of opportunities with industry-savvy recruiters is crucial.

“Find opportunities that are a good fit in terms of culture and values, not just skill sets”

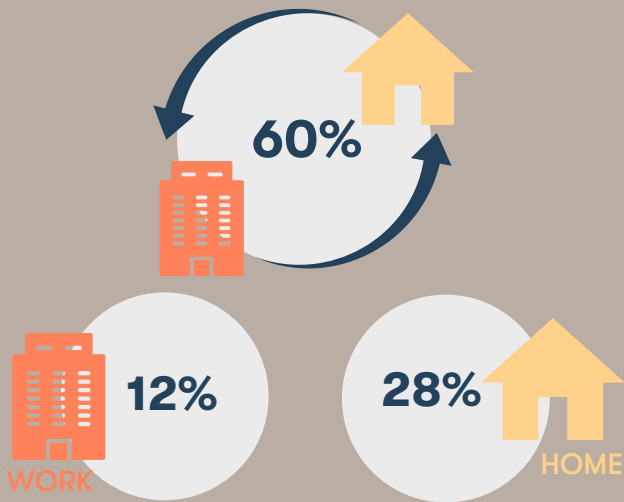
“Demonstrate a proven track record of treating contractors well”

“Encourage membership of teams, recognise contributions, provide incentives in lieu of benefits received by permanent staff”

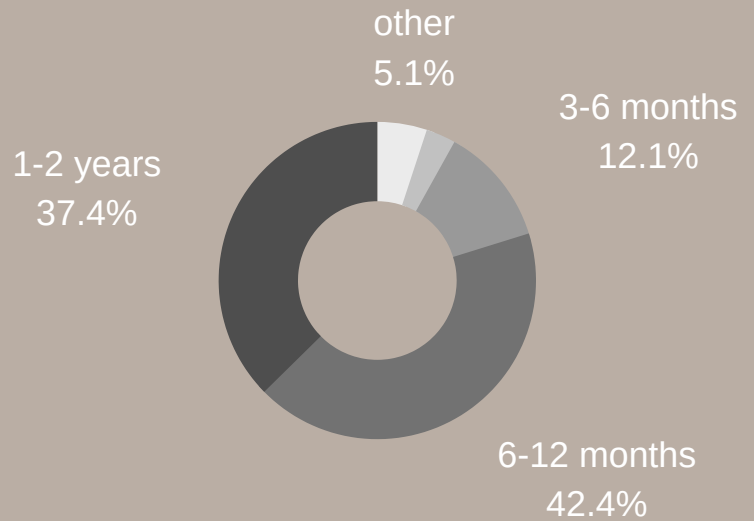
Preferred working arrangements



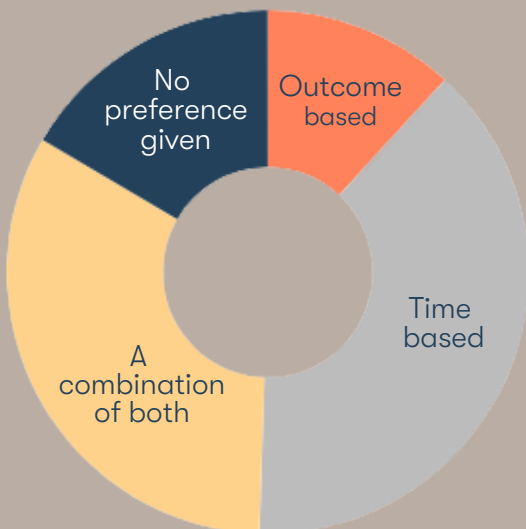
What is your preferred working arrangement?



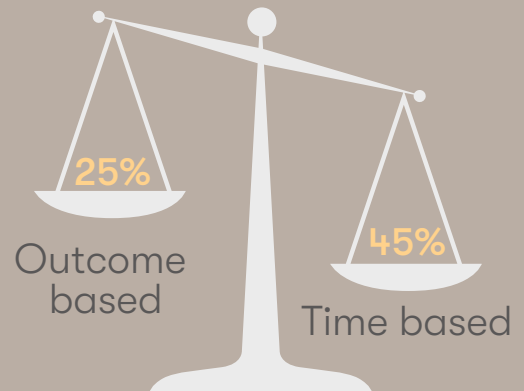
What is your ideal contract length?



Have you noticed more 'Outcome-based' contracts than 'Time-based' contracts since Covid began?



What would your preference be?

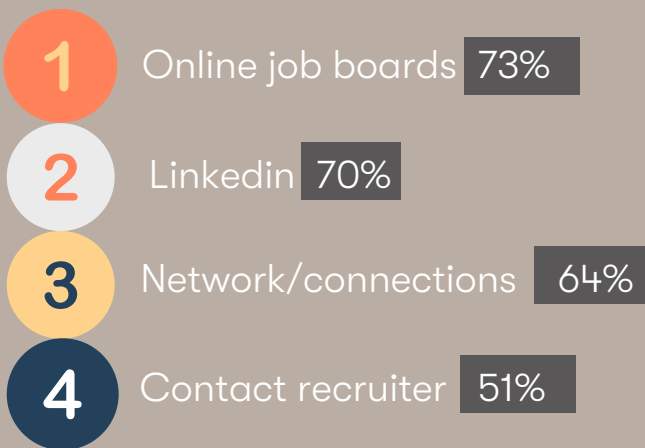


29% of respondents had no preference at all

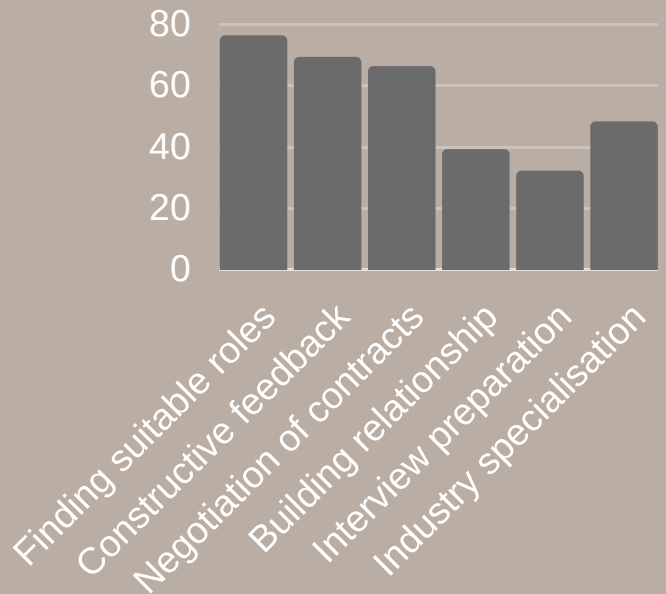
Contractors searching behaviours



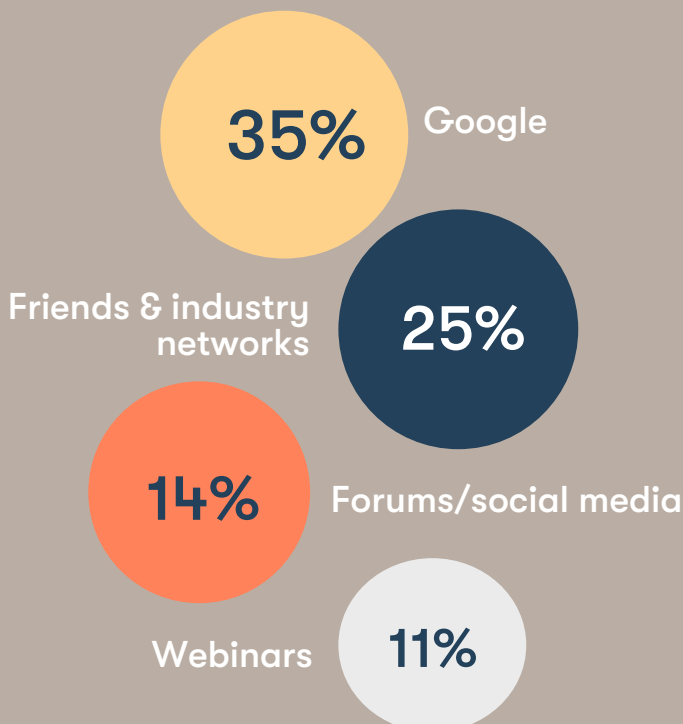
Which resources do you use to find work?



What services or benefits do you value the most from a recruitment agency?



Where do you go to find and share information?



What social media platforms do you regularly use?

