



Results of the 5th Intent to Change Jobs survey – Jan 2021

To view all surveys <https://www.valencoinc.com/employment-surveys>

Valenco asked respondents if they were looking to change their jobs in 2021, 2022, or not thinking of a change, what would be their primary driver if looking for a change and when they had last moved jobs.

Respondents were predominantly from the USA and India, with a majority associated with the IT services and technology industries and having 15+ years of work experience

Summary of findings

Intent to change

- a) Respondents from the USA less inclined to change jobs than they were in previous years. The dip in the intent to change jobs goes across IT sales, delivery and “other” professions
- b) Respondents from India and respondents with less than 15 years’ experience the two demographics in this survey indicating an increased intent on a job move in the next two years.
- c) Those with experience of 15+ years relatively less inclined to make a move soon

Reasons for change

- a) A richer role continues to be #1 when looking for a change, with better compensation at # 2
- b) The desire for a richer role as well as compensation has been increasing YOY across professions. The rise is most pronounced among IT delivery professionals, respondents with 15 – 20 years’ experience, and those in India.
- c) Participants from India show a much lower interest in a better company (16%) compared with those in the USA (41%) demonstrating a higher willingness to take institutional risk for a richer, better paying job.

Attrition

- a) Higher churn in IT sales, with 39% having changed jobs in the last two years vs. 25% in 2016-18
- b) On the other hand, trailing 24 month attrition in IT delivery professionals dipping sharply to 22% from 46% in the 2016-18 period

Detailed results

Demographics of participants

Respondent profile - location	USA/Canada	India
	88%	12%

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

Job stability

When did you last change jobs	2019 or later	2016 – 18	Before 2016
IT Sales	39%	25%	36%
IT SME	22%	46%	33%
Others	33%	36%	31%

1. Intent to change roles in the next two years

Geography	2021 survey	2020 survey	2019 survey	2018 survey
USA/Canada	66%	76%	78%	72%
India	73%	54%	77%	54%

Profession	2021 survey	2020 Survey	2019 survey	2018 survey
IT sales / account growth	70%	77%	73%	69%
IT SME/Delivery	66%	72%	83%	71%
Others	55%	64%	88%	62%

Work experience	2021 survey	2020 survey	2019 survey	2018 survey
Less than 15 years'	88%	67%	57%	62%
15 – 20 years'	67%	80%	82%	86%
20+ years	65%	74%	78%	67%

2. Key asks when looking for a new role

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