2023

Gender Diversity in the Australian IT Market

Gender Diversity in the Australian IT Market   │   2023

I am delighted to share that this year marks ten years since we launched this report. As a specialist recruiter in the IT sector for over 30 years, Clicks has had unique insights into gender hiring trends. Over the last decade, this report has expanded to include additional IT skill verticals. It is our hope that these insights will support you in the creation of a robust, data-driven diversity strategy.

In our research, we analyse data collected from 30,000 job seekers in Australia, dating back to 2018. This data is categorised into 16 broad technology sectors. According to government data and the Workplace Gender Equality Agency, women made up only two out of five full-time employees in Australia last year.

Despite this, the statistics in this report paint an encouraging, if slow, picture of the progress we're making in gender diversity within IT. It's worth noting that, for the first time ever, women now represent over 30% of the broader IT sector. This is a major milestone, and a clear sign that we're moving towards more balanced gender representation.

One positive example is in Queensland's Project Services, which historically had the lowest diversity rating, but now leads with the highest representation of women among all Australian states.

We've seen some impressive increases in women participating in other sectors too. Take Testing, for example. Participation grew from 34% in 2022 to 40% in 2023. Even the IT Security sector, although still one of the least represented skill categories, has more than doubled its women's representation from just 5% in 2019. It's great to see these positive changes taking place across different areas of the tech sector.

Maintaining diverse workforces and leadership teams has undeniable advantages. Extensive research consistently proves that having a diverse mix of people in your organisation makes a real difference to business outcomes. Additionally, job seekers are increasingly paying attention to an organisation's commitment to diversity - they want to work for a company that values and embraces different perspectives and backgrounds.

At Clicks, we take great pride in our workforce, with women representing 65% of our employees, and 63% of our leadership group. Our expertise in gender-equitable recruitment and retention practices sets us apart. We are well-equipped to assist you in strategically enhancing gender diversity within your teams. Let's work together to drive positive change and increase gender representation in your team.

Feel free to contact me at 0416 284 729 or sam.micich@clicks.com.au to discuss how Clicks can support you in this journey!

Sam Micich
Chief Operations Officer
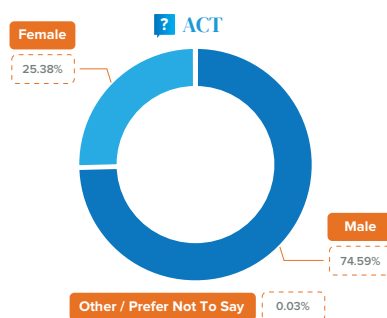
Key Findings

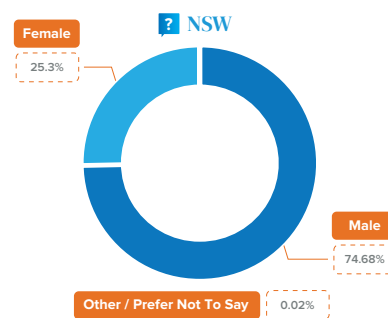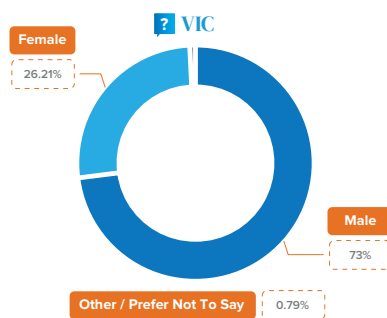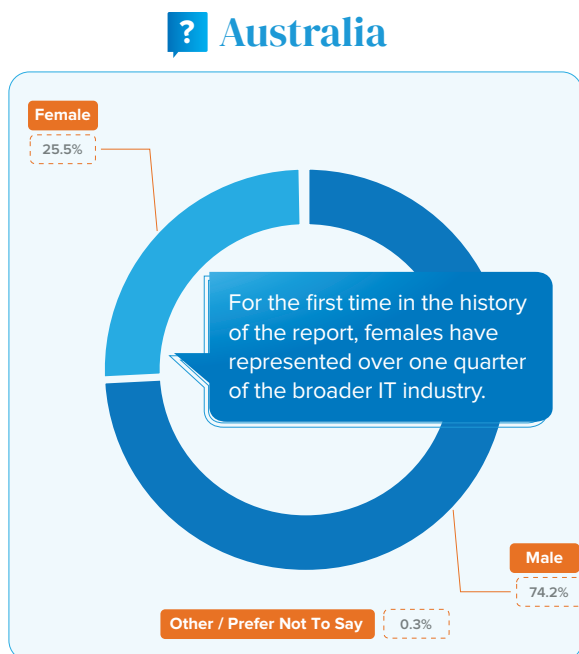**Our Gender Diversity Study looks at data from 30,000 Australian job applicants since 2016 and is grouped into 16 high-level technology verticals.**

What did the data reveal?

1 Women have achieved a historic milestone by representing over 30% of the broader IT industry, with our data showing significant gains in Queensland and Project Services.

2 Testing has seen a notable increase in women's participation, rising from 34% in 2022 to 40.1% in 2023.

3 Change/Communications Management remains the most gender-diverse IT skill vertical. Although there was a slight decrease in representation, with women making up 63% of the workforce in 2022, falling to 59.8% in 2023.

4 IT Security has shown progress, improving from a 95% male-dominated industry in 2019. However there is still room for significant growth in women's participation.

5 Business Systems experienced a substantial rise of women in the space, almost doubling from 10% to 18.7% in the past year.

Summary of Overall Applicant Pool

Please note: the national averages incorporate WA, NT, SA and Tasmania for which we have not provided individual graphs due to small data sets.
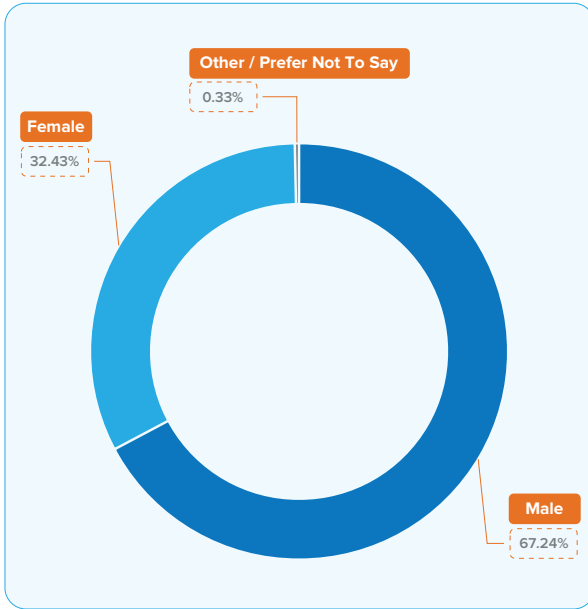
? Australia

Female 25.5%

For the first time in the history of the report, females have represented over one quarter of the broader IT industry.

Male 74.2%

Other / Prefer Not To Say 0.3%

? VIC

Female 26.21%

Male 73%

Other / Prefer Not To Say 0.79%

? NSW

Female 25.3%

Male 74.68%

Other / Prefer Not To Say 0.02%

? ACT

Female 25.38%

Male 74.59%

Other / Prefer Not To Say 0.03%

? QLD

Female 24.42%

Male 75.38%

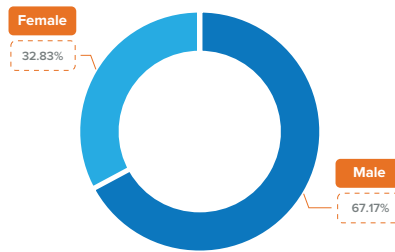Other / Prefer Not To Say 0.2%

Project Services

Candidates who have held the titles:

- Project Manager / Director
- Program Manager
- Project Co-ordinator
- Procurement Management
- Contracts Management
- Project Analyst
- Project Administrator
- Technical Project Manager
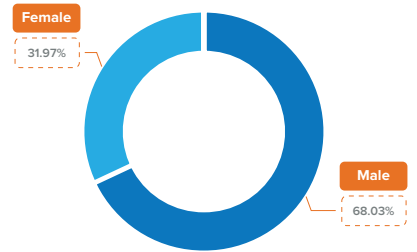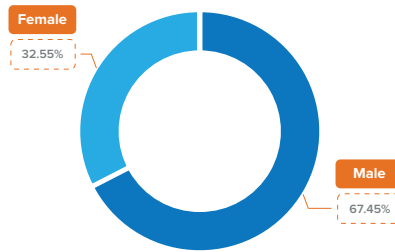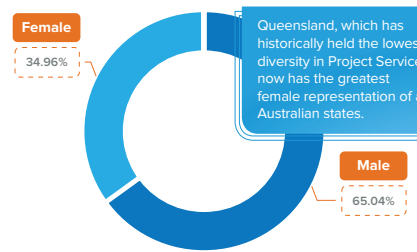- PMO Manager
- Project Scheduler

? Australia

Other / Prefer Not To Say
0.33%

Female
32.43%

Male
67.24%

? VIC

Female
32.83%

Male
67.17%

? NSW

Female
31.97%

Male
68.03%

? ACT

Female
32.55%

Male
67.45%

? QLD

Female
34.96%

Male
65.04%

Queensland, which has historically held the lowest diversity in Project Services, now has the greatest female representation of all Australian states.

Business Analysis

Candidates who have held the titles:

- Business Analyst
- Support Analyst
- Technical Business Analyst
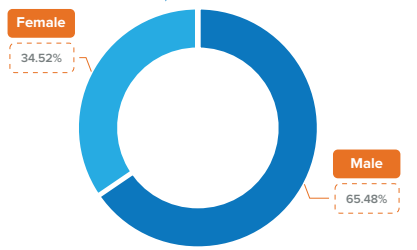- System Analyst
- Process Analyst

? Australia

Other / Prefer Not To Say
0.31%

Female
32.78%

Male
66.91%

? VIC

Female
32.02%

Male
67.98%

? NSW

Female
34.53%

Male
65.47%

? ACT

Female
30.2%

Male
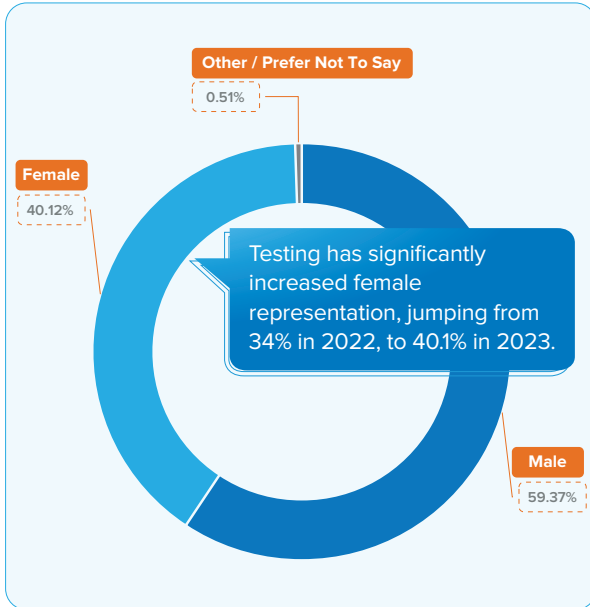69.8%

? QLD
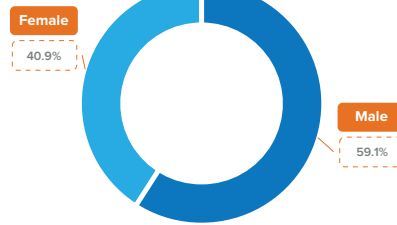
Female
34.52%

Male
65.48%
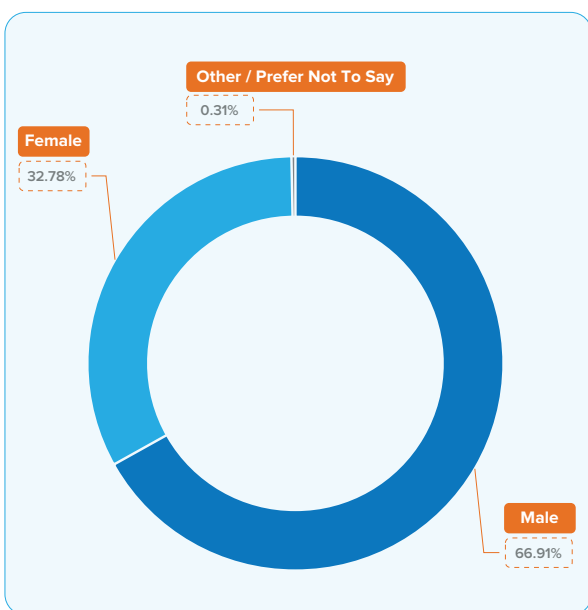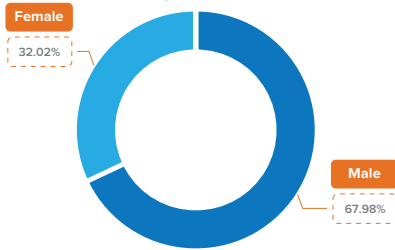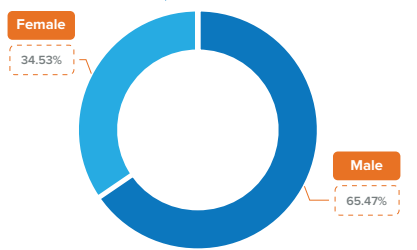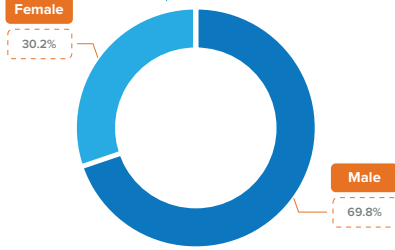
Testing

Candidates who have held the titles:
- Test Manager
- Test Analyst
- Tester
- Test Team Lead

? Australia

Other / Prefer Not To Say 0.51%

Female 40.12%

Male 59.37%

Testing has significantly increased female representation, jumping from 34% in 2022, to 40.1% in 2023.

? VIC
Female 40.9%
Male 59.1%

? NSW
Female 41.22%
Male 58.78%

? ACT
Female 35.62%
Male 64.38%

? QLD
Female 41.86%
Male 58.14%
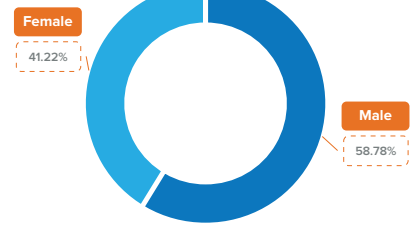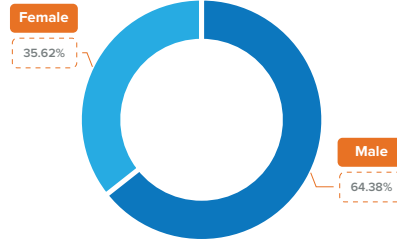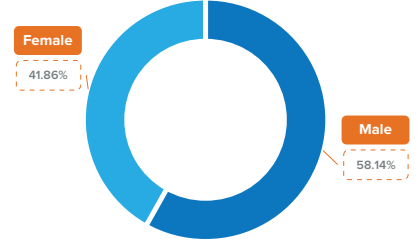
Change / Communications Management

Candidates who have held the titles:
- Change Analyst
- Change Manager
- Organisational Change Lead
- Technical Writer
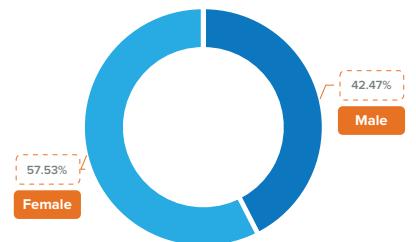- Consultant
- Communications Consultant
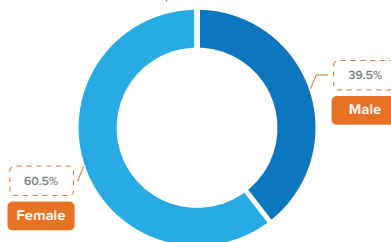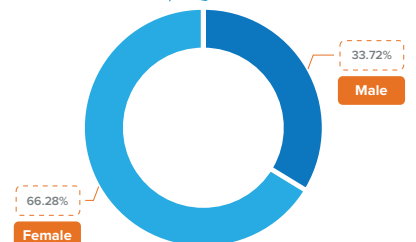- Communications Manager

? Australia

Male 40.05%

Female 59.83%

Other / Prefer Not To Say 0.12%

Change / Communications Management historically maintains the greatest degree of female participation across all IT sectors, however, female representation has softened from 63% in 2022 to 59.8% in 2023.

? VIC
Male 39.6%
Female 60.4%

? NSW
Male 42.47%
Female 57.53%

? ACT
Male 39.5%
Female 60.5%
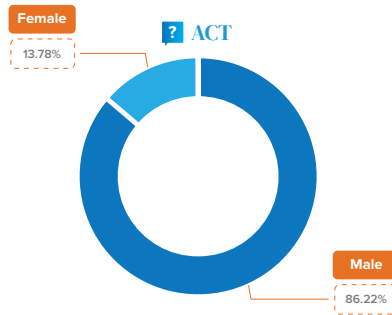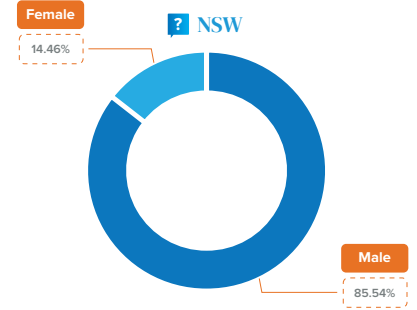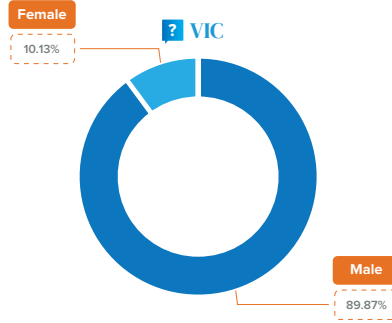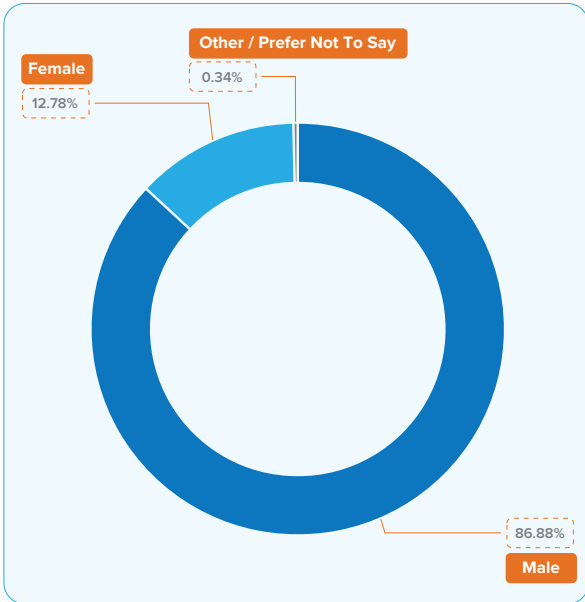
? QLD
Male 33.72%
Female 66.28%
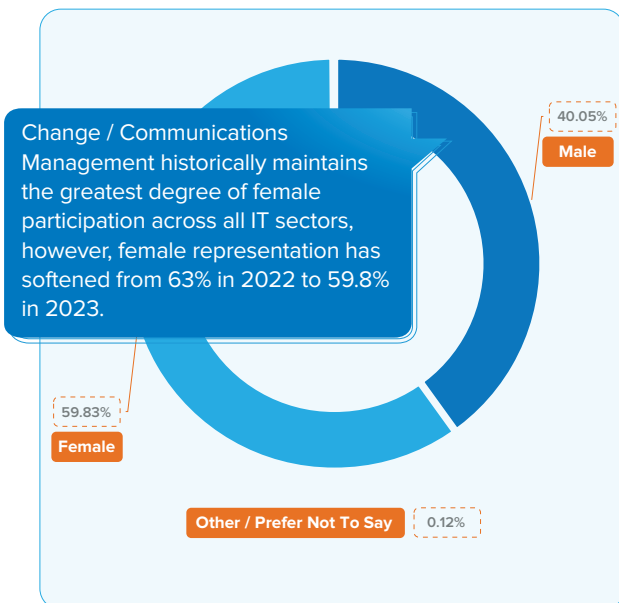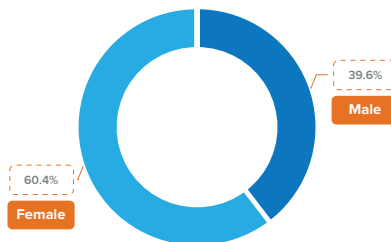
Infrastructure

Candidates who have held the titles:

- Desktop Support
- Helpdesk
- Network Engineer
- Server Engineer
- Operations Manager
- Records Manager
- IT Manager
- Service Delivery Manager
- Capacity Planner
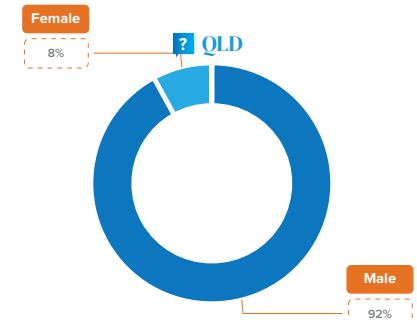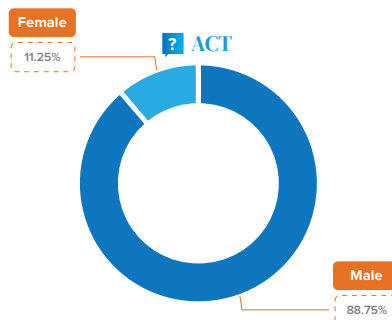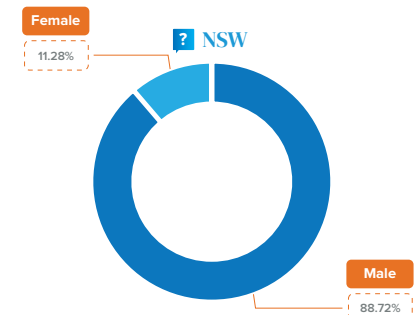- Network Administrator

? Australia

Female 12.78%
Other / Prefer Not To Say 0.34%
Male 86.88%

? VIC
Female 10.13%
Male 89.87%

? NSW
Female 14.46%
Male 85.54%

? ACT
Female 13.78%
Male 86.22%

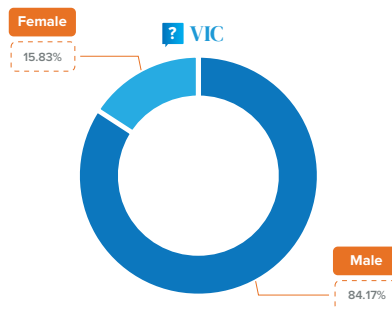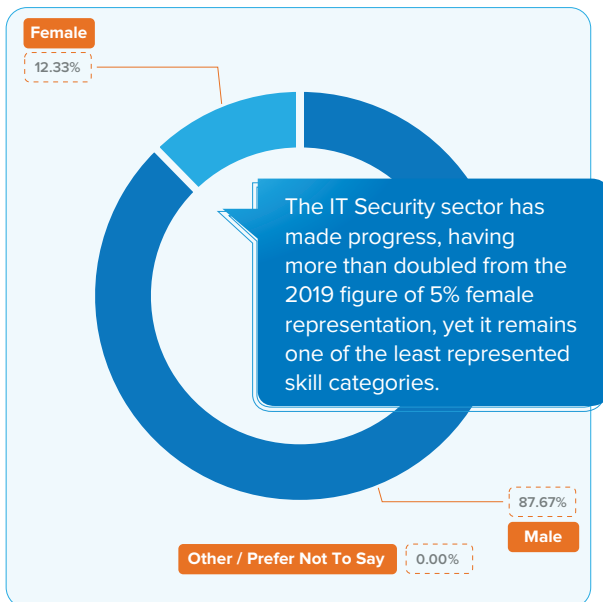### ? QLD
Female 12.81%
Male 87.19%
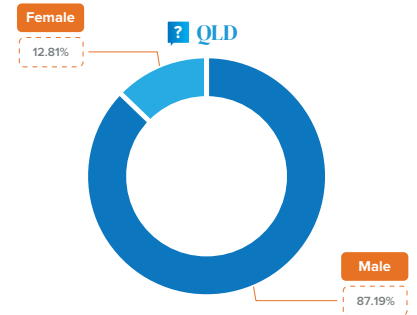
IT Security

Candidates who have held the titles:

- Security Manager / Director
- Technical Security Architect
- Security Analyst
- Penetration Tester (Ethical Hacker)
- Security Engineer
- Incident Response Manager

? Australia

Female 12.33%
Male 87.67%
Other / Prefer Not To Say 0.00%

The IT Security sector has made progress, having more than doubled from the 2019 figure of 5% female representation, yet it remains one of the least represented skill categories.

? VIC
Female 15.83%
Male 84.17%

? NSW
Female 11.28%
Male 88.72%

? ACT
Female 11.25%
Male 88.75%

? QLD
Female 8%
Male 92%

Our Market Research

Better informed decisions lead to better outcomes. Clicks' research team publishes a range of reports to help our customers hire better. Get insights from hundreds of Australian employers on market trends, salary data, diversity strategies and more.

Hiring managers need to see this.

Clicks' flagship research report is the IT Recruitment & Retention report.

In publication since the 1990s, the report is based on data gathered from hundreds of leading Australian employers. The annual survey covers market conditions, business confidence, hiring intentions, emerging technologies and more in an easy-to-read format.

How much do you pay for talent?

Clicks' salary surveys help employers when hiring, and job seekers when looking for their next role. We provide extra detail by reporting rates from the commercial and government sectors separately. Our data is then split out by state, with survey data available for NSW, Victoria, Queensland and the ACT.

Each position shows a minimum, maximum and average hourly contracting rate. The three rates cover a broad range of experience that a qualified IT worker may have, and allow for variances to the specific responsibilities of each position.

Do you know what job seekers want?

When you're hiring, you obviously want great people. The demand for great people can be fierce. So how do you know that you're offering what great people want?

Clicks' IT Workforce Insights report is updated annually, shares survey data from thousands of Australian IT professionals. Get definitive insights on how to attract, reward and retain IT talent. Did you know that 50% of IT professionals would move interstate for the right job?
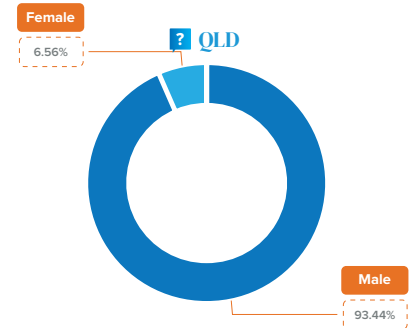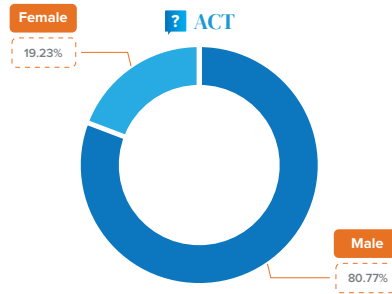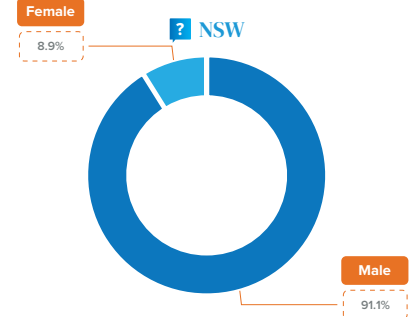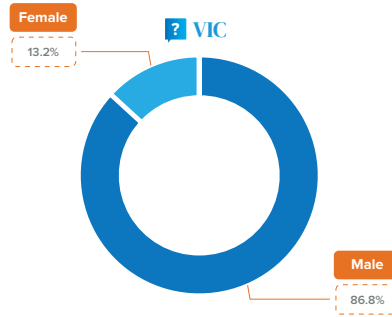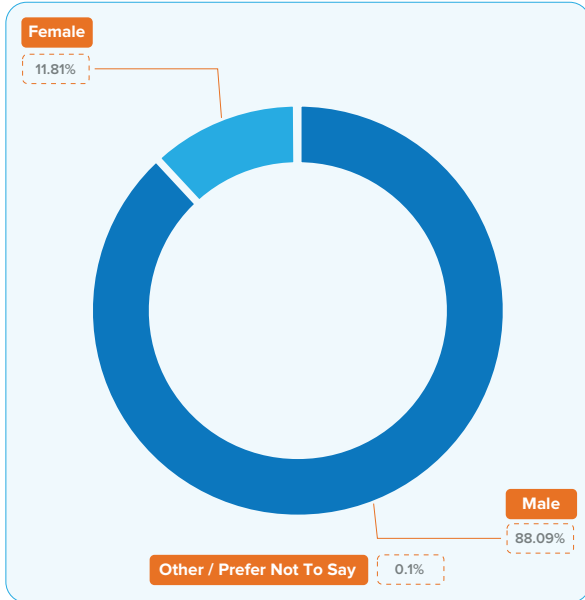
Architecture & Design

Candidates who have held the titles:

- UI Designer
- UX Designer
- Network Designer
- Software Architect
- Solutions Architect
- Infrastructure Architect
- Enterprise Architect
- Applications Architect
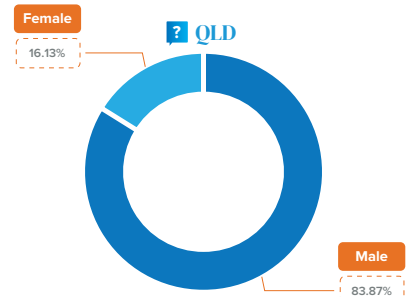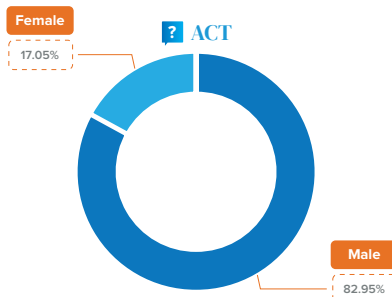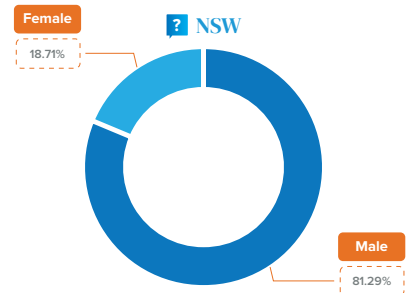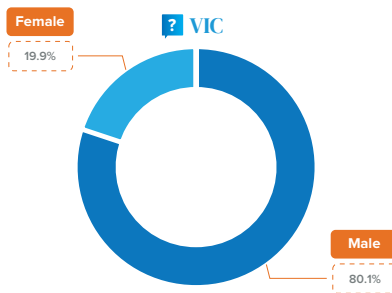- Information Architect
- Middleware Architect

? Australia

Female 11.81%

Male 88.09%

Other / Prefer Not To Say 0.1%

? VIC
Female 13.2%
Male 86.8%

? NSW
Female 8.9%
Male 91.1%

? ACT
Female 19.23%
Male 80.77%

? QLD
Female 6.56%
Male 93.44%

Business Systems

Candidates who have held the titles:

- Database Designer
- System Analyst
- System Engineer
- System Administrator
- Database Administrator
- Sharepoint Administrator
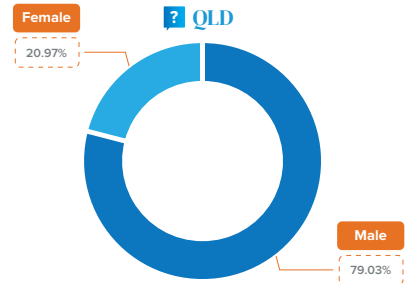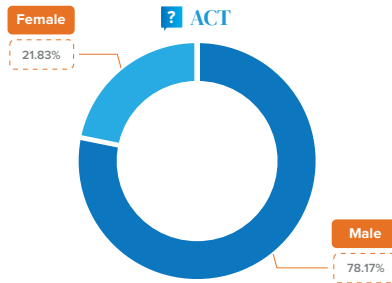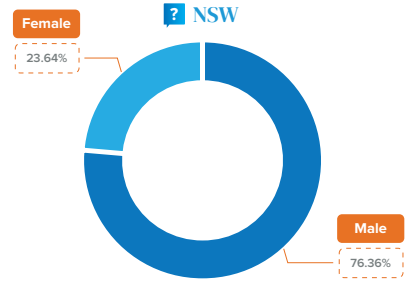- UNIX / Dynamics / Lotus Notes / Office 365

? Australia

Other / Prefer Not To Say 0.58%

Female 18.68%

Male 80.74%

> Female representation in Business Systems has nearly doubled over the past 12 months, increasing from 10% to 18.7%.

? VIC
Female 19.9%
Male 80.1%

? NSW
Female 18.71%
Male 81.29%

? ACT
Female 17.05%
Male 82.95%
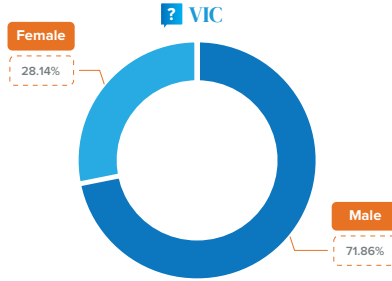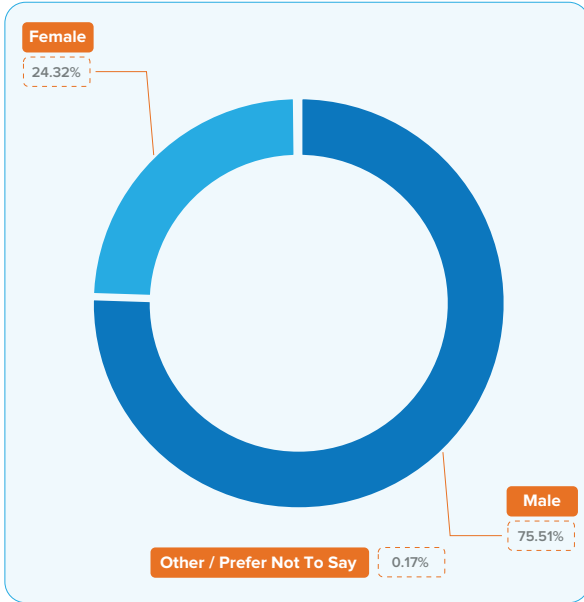
? QLD
Female 16.13%
Male 83.87%
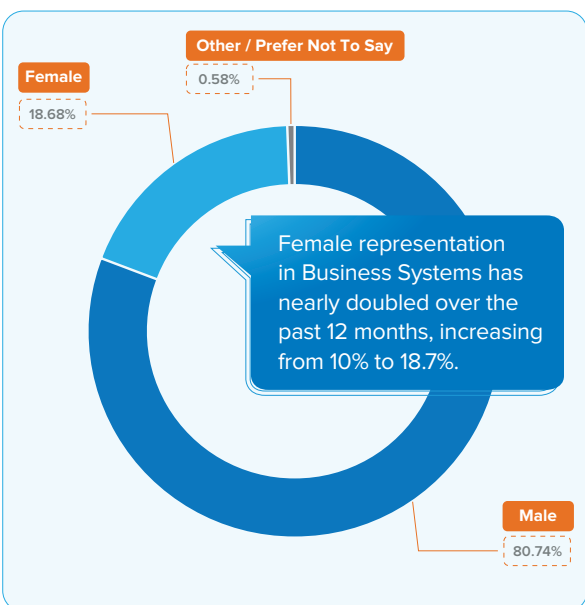
Data

Candidates who have held the titles:

- Data Analyst
- Data Modeller
- Blockchain Consultant
- Quantitative Analyst
- Data Scientist
- Data Engineer
- Business Intelligence Specialist
- Machine Learning Engineer
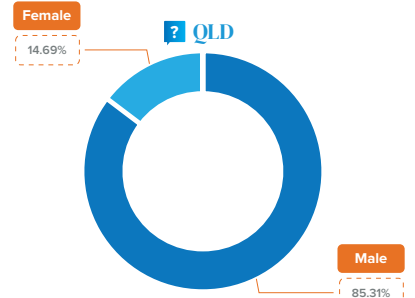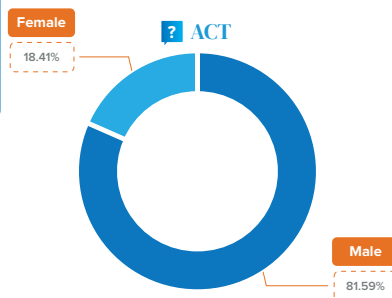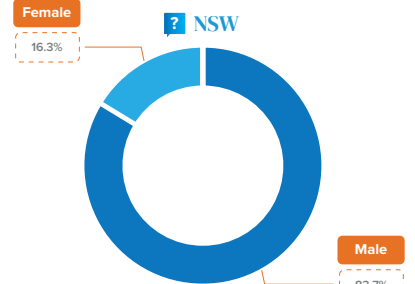- Data Warehouse Specialist
- Analytics Manager

Australia

Female 24.32%
Male 75.51%
Other / Prefer Not To Say 0.17%

VIC

Female 28.14%
Male 71.86%

NSW

Female 23.64%
Male 76.36%

ACT

Female 21.83%
Male 78.17%

QLD

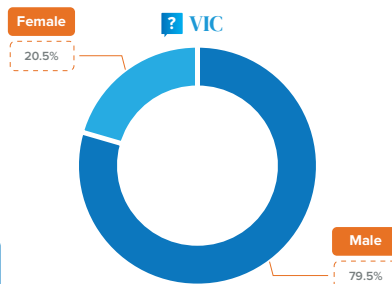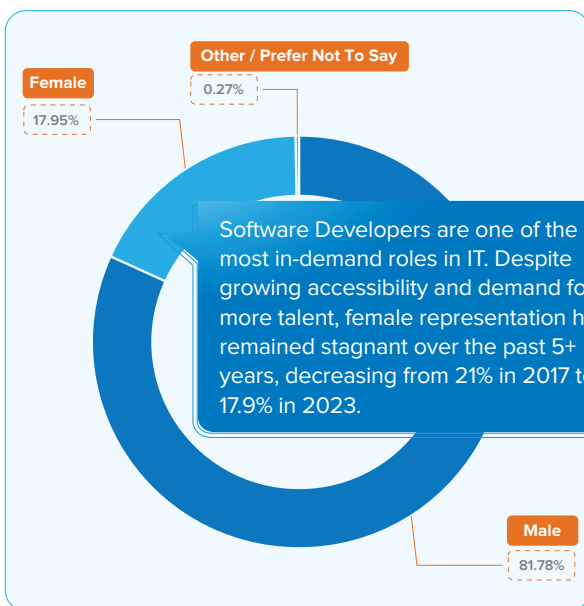**Female** 20.97%
Male 79.03%

Development

Candidates who have held the titles:

- Developer
- Full Stack Developer
- Development Manager
- Release Manager
- Front End Developer
- Middleware Specialist
- Mobile Apps Developer
- Analyst / Programmer
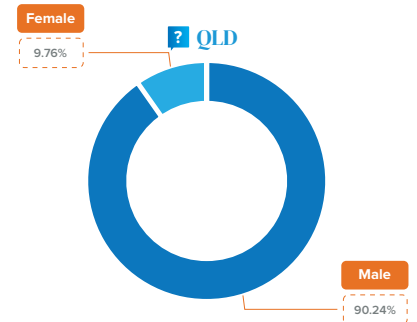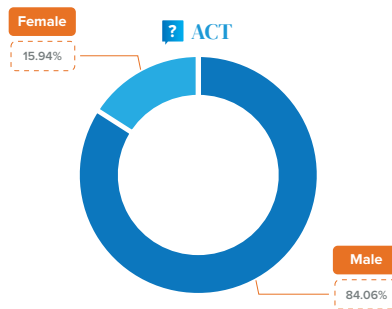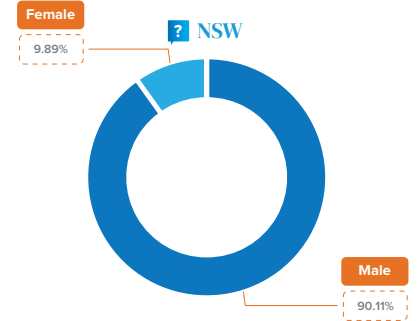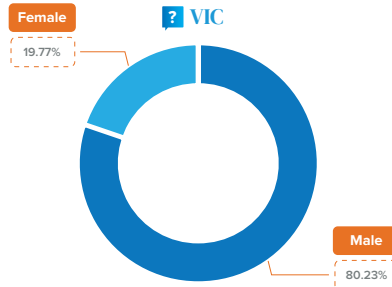- Software Engineer
- DevOps

Australia

Female 17.95%
Male 81.78%
Other / Prefer Not To Say 0.27%

Software Developers are one of the most in-demand roles in IT. Despite growing accessibility and demand for more talent, female representation has remained stagnant over the past 5+ years, decreasing from 21% in 2017 to 17.9% in 2023.

VIC

Female 20.5%
Male 79.5%

NSW

Female 16.3%
Male 83.7%

ACT

Female 18.41%
Male 81.59%

QLD

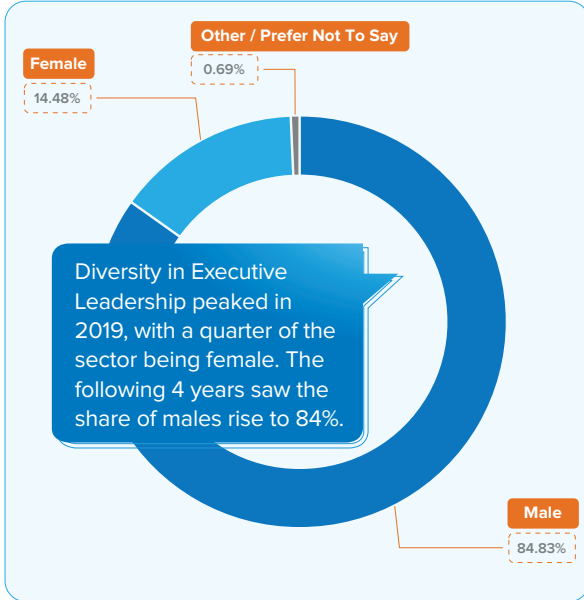**Female** 14.69%
Male 85.31%

Executive Leadership

Candidates who have held the titles:

- CIO
- CTO
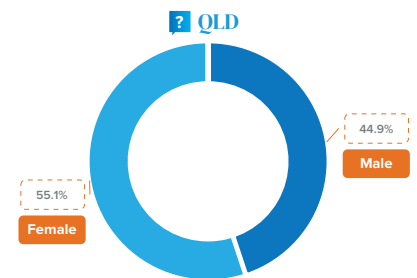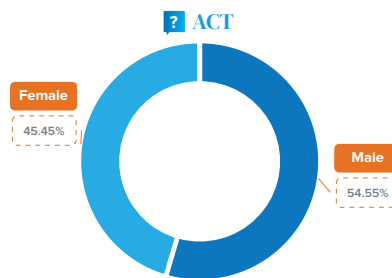- General Manager, IT
- IT Director
- Head of
- CISO

? Australia

Other / Prefer Not To Say
0.69%

Female
14.48%

Male
84.83%

> Diversity in Executive Leadership peaked in 2019, with a quarter of the sector being female. The following 4 years saw the share of males rise to 84%.

? VIC
Female 19.77%
Male 80.23%

? NSW
Female 9.89%
Male 90.11%

? ACT
Female 15.94%
Male 84.06%
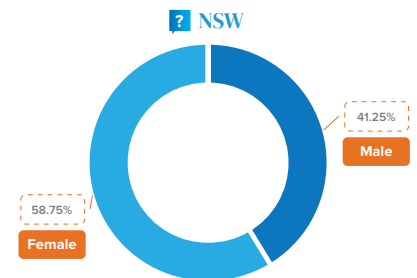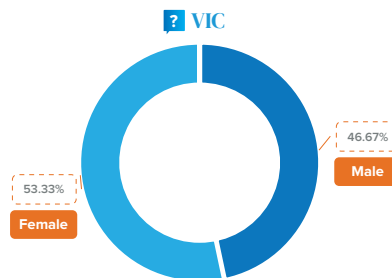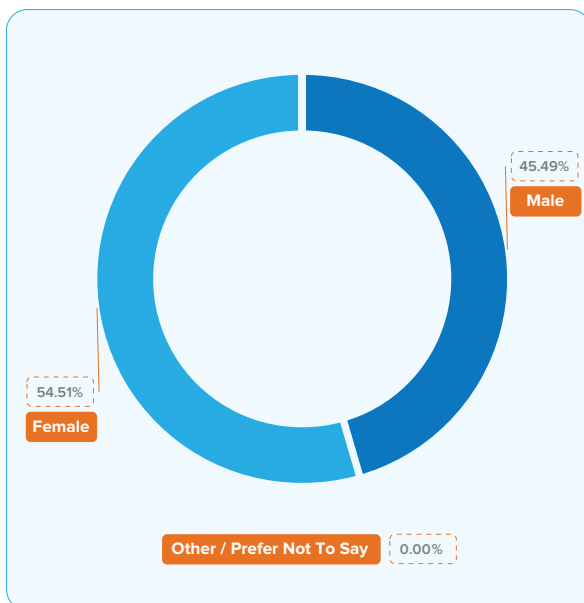
? QLD
Female 9.76%
Male 90.24%

Instructional Design

Candidates who have held the titles:

- Instructional Designer
- Learning Technology Consultant
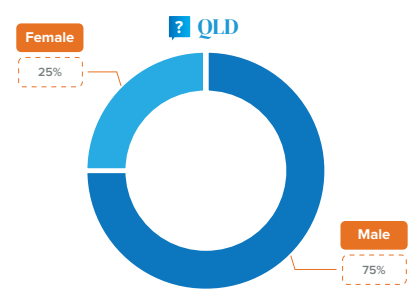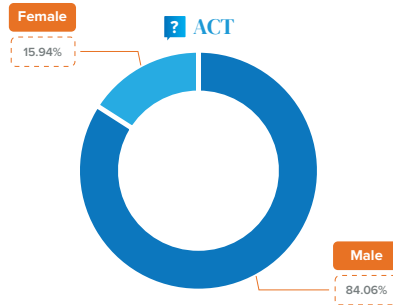- L&D Consultant
- Trainer
- eLearning Specialist

? Australia

Male 45.49%
Female 54.51%
Other / Prefer Not To Say 0.00%

? VIC
Male 46.67%
Female 53.33%

? NSW
Male 41.25%
Female 58.75%

? ACT
Female 45.45%
Male 54.55%

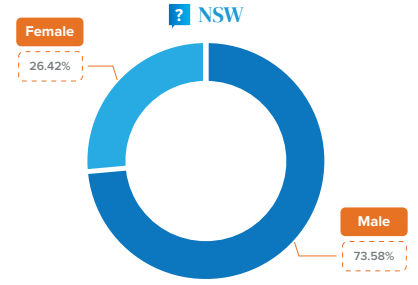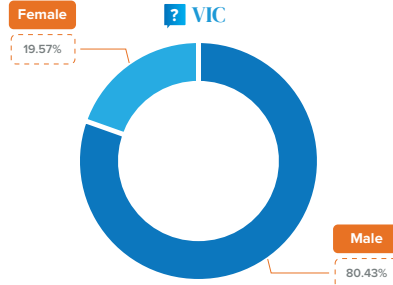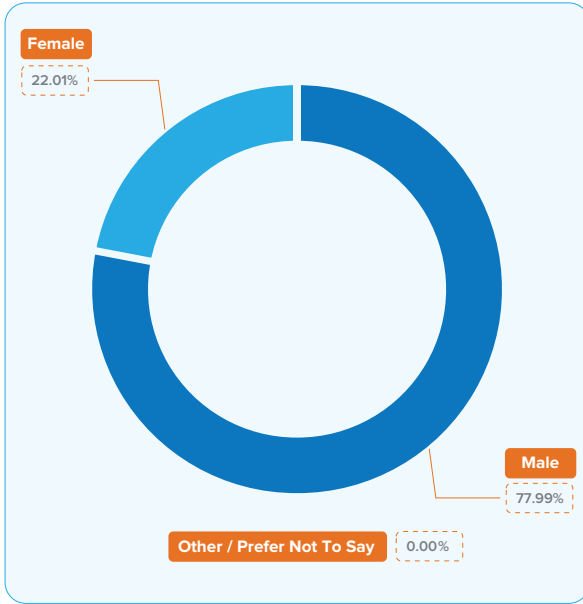### ? QLD
Male 44.9%
Female 55.1%

Sales

Candidates who have held the titles:

- Account Manager / Director
- Business Development Manager
- Channel Manager
- Partner Manager
- Relationship Manager
- Sales Executive
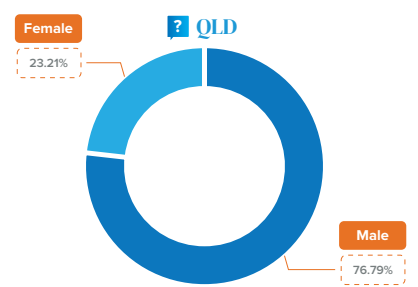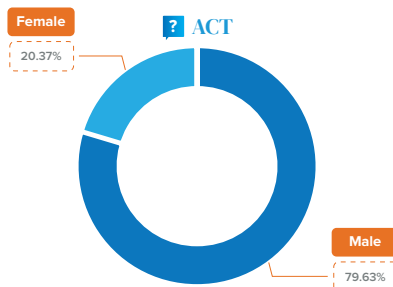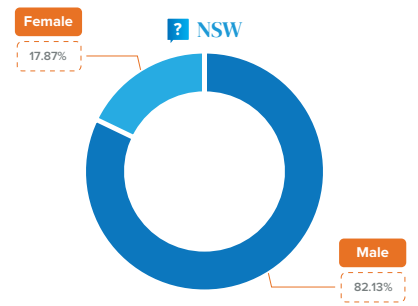- Sales Manager / Director
- Pre-sales Engineer

? Australia

Female 22.01%
Male 77.99%
Other / Prefer Not To Say 0.00%

? VIC
Female 19.57%
Male 80.43%

? NSW
Female 26.42%
Male 73.58%

? ACT
Female 15.94%
Male 84.06%

? QLD
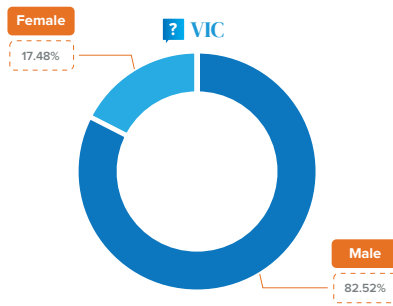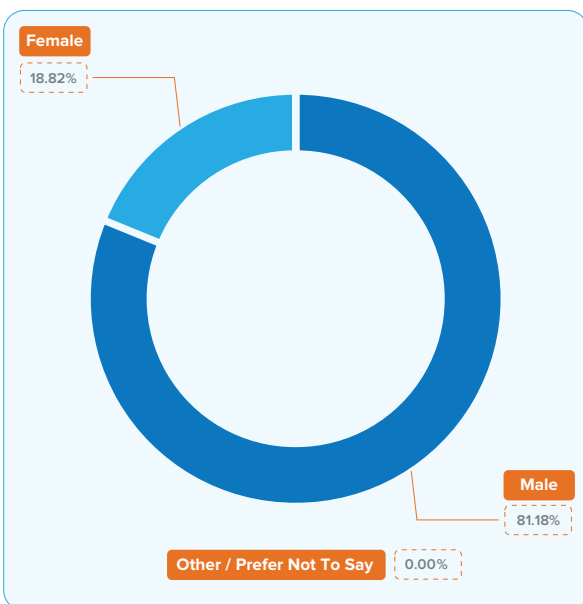**Female** 25%
Male 75%

Technical Consulting

Candidates who have held the titles:

- Consulting Manager
- Strategic Consultant
- Management Consultant
- Consultant
- Strategy Advisor
- Technical Specialist
- Functional Consultant
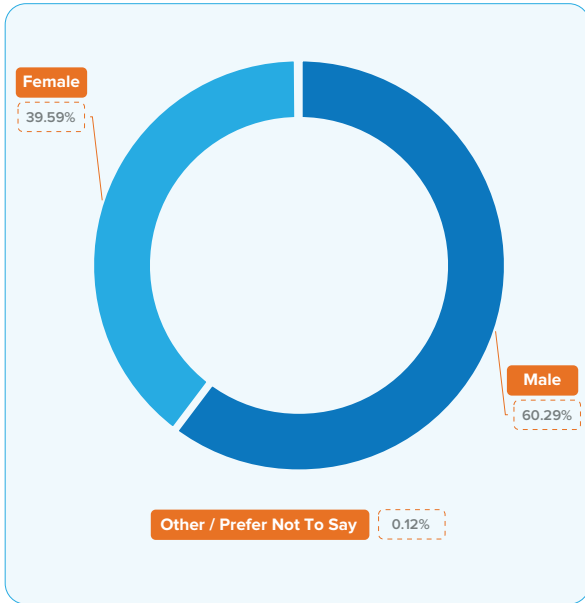- Domain Specialist

? Australia

Female 18.82%
Male 81.18%
Other / Prefer Not To Say 0.00%

? VIC
Female 17.48%
Male 82.52%

? NSW
Female 17.87%
Male 82.13%

? ACT
Female 20.37%
Male 79.63%

? QLD
Female 23.21%
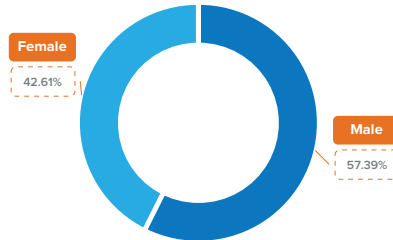**Male** 76.79%

Digital

Candidates who have held the titles:

- Agile Business Analyst
- Cloud Support Engineer
- Digital Business Analyst
- Digital Project Manager
- Digital Test Analyst
- Digitisation Specialist
- Implementation Manager
- Iteration Manager
- Product Manager
- Scrum Master
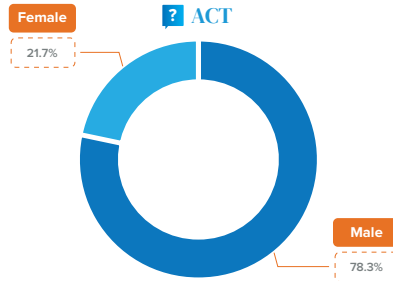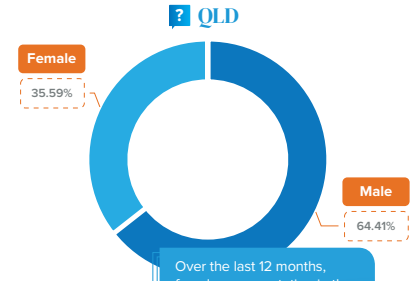- Content Manager
- Web Developer / Master

? Australia

Female 39.59%

Male 60.29%

Other / Prefer Not To Say 0.12%

? VIC

Female 42.61%

Male 57.39%

? NSW

Female 42.97%

Male 57.03%

? ACT

Female 21.7%

Male 78.3%

? QLD

Female 35.59%

Male 64.41%

> Over the last 12 months, female representation in the QLD Digital sector has more than tripled, increasing from 10% in 2022, to over 35% in 2023.
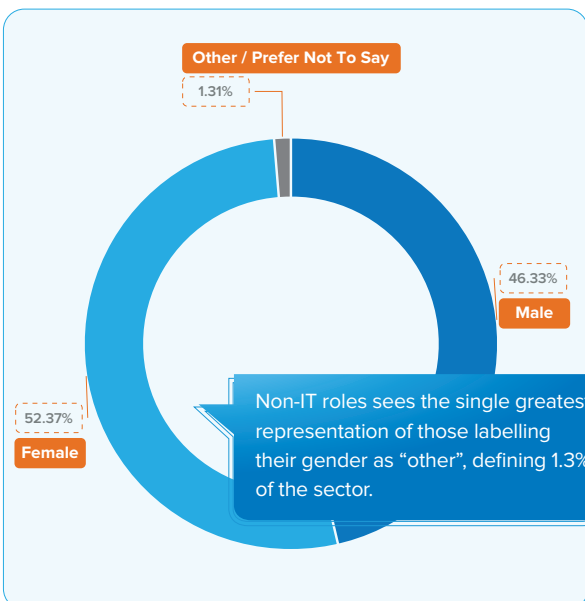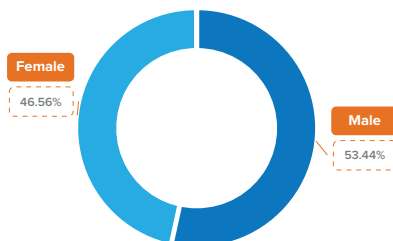

Non IT

Candidates who have held the titles:

- Customer Service
- Document Controller
- Records Management
- Auditor
- Quality Manager
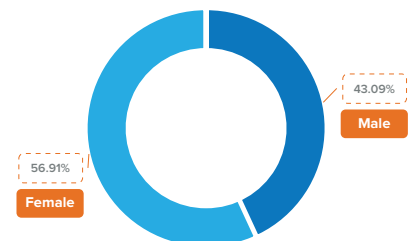- Policy Officer

? Australia

Other / Prefer Not To Say 1.31%

Male 46.33%

Female 52.37%

> Non-IT roles sees the single greatest representation of those labelling their gender as "other", defining 1.3% of the sector.
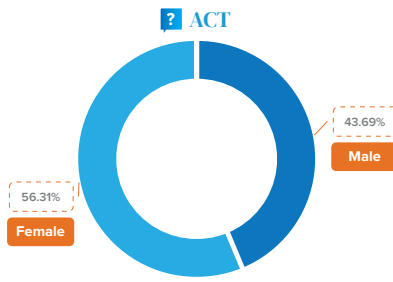
? VIC

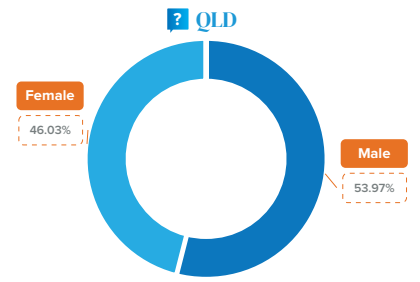**Female** 46.56%

Male 53.44%

? NSW

43.09%

Male

56.91%

Female

? ACT

43.69%

Male

56.31%

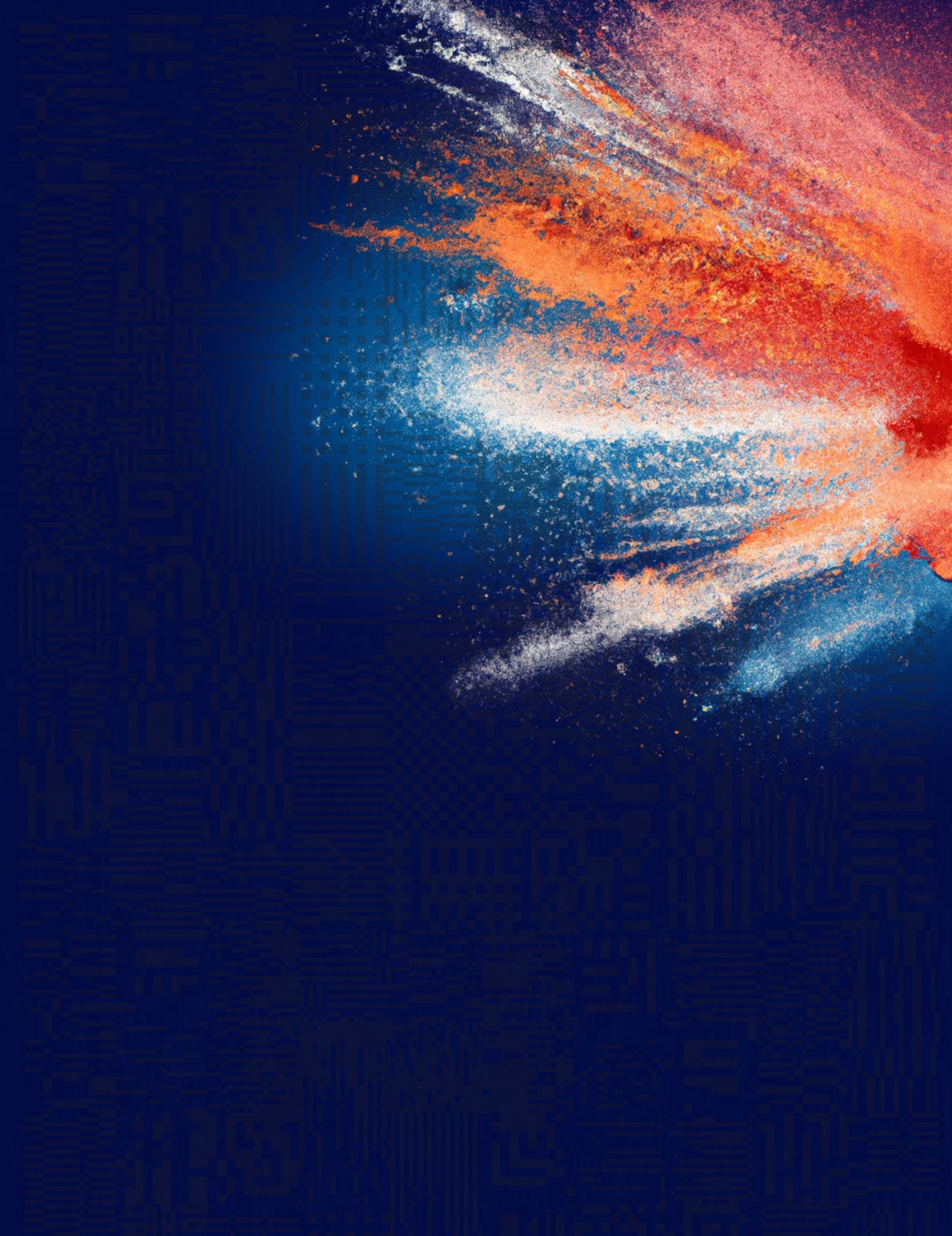**Female**

? QLD

Female 46.03%

Male 53.97%

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Canberra ACT 2601

02 6202 7700 | act@clicks.com.au