



Portland Tech in Focus

MID-YEAR REPORT





From budgets to burnout, **ProFocus** explores what the future holds for technology professionals.

2021 Pulse Report

From uncertainty about the return to offices to IT wage pressure, working in tech during the pandemic brings new sets of challenges. And yet, our mid-year pulse report shows us that the tech industry is adaptable and full of opportunity.

We know, because Portland tech leaders ranging mostly from small to mid-sized companies shared their perspectives and predictions with us. This report highlights four key themes to emerge from the survey data:

1

The Future of IT Work

2

IT Wage Pressure

3

Economic Recovery

4

Diversity, Equity, & Inclusion Priorities

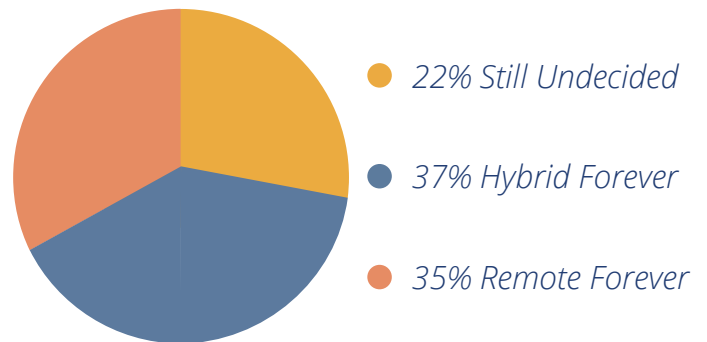
We encourage you to use this pulse report to benchmark strategic priorities against industry peers, as well as to capitalize on insights into diversity, equity, & inclusion efforts. **Let's get started.**

1 The Future of Work

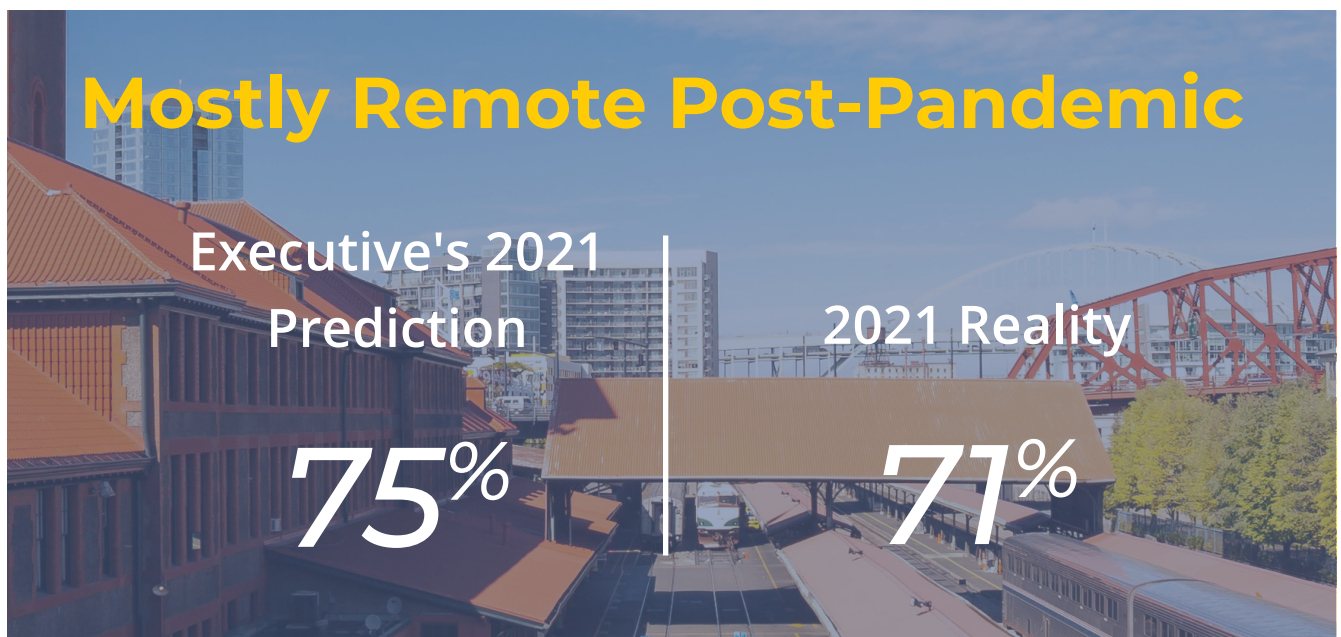
Hint: It's STILL remote.

In our 2021 Tech Trends Survey, 75% of executives said their firm would be mostly remote post-pandemic. Now that there's light at the end of the tunnel, Portland companies understand the future of IT work is remote. Over 70% of respondents said their company will be permanently remote or hybrid; with just over 22% of respondents still figuring out the long-term strategy for remote work.

One surprising insight we found when comparing the predictions from our [2021 Tech Trends Report](#) to the mid-year Pulse Report was IT Executives had more confidence in a permanent remote work force post-pandemic.



Only 52% of managers and 48% of producers believed they would be mostly remote post-pandemic.



2 IT Wage Pressure

Strategies to stay competitive

Our survey in late 2020 found 63% of tech leaders faced upward wage pressure for talent. So how are IT leaders deciding competitive wages for tech talent? Here's what we found:

Over 65%

of respondents use zip codes and salary bands.

Only 20%

of respondents negotiate salaries on an individual basis.

“ We work with our employees to ensure they are well paid, so they don't consider leaving. ”

INSIGHT

With more companies focused on set salary bands and zip codes some could argue that this will improve equitable hiring & promote fair compensation.

Over 84% of respondents said that tech compensation increased or stayed the same so far in 2021.



3 Economic Recovery and opportunities ahead

As confidence in the economic recovery grows, so does demand for talent and the price tag for that top talent. Over 84% of respondents said that tech compensation increased or stayed the same so far in 2021. One trend we found when comparing the recently published data from 2020 is that although average tech compensation decreased in 2020, our recent survey suggests that compensation rose and continues rising in 2021.

Growth of full-time employees is a particularly positive economic indicator, as that typically lags contractor growth following a downturn. Over 73% of respondents said that so far in 2021, the total internal staff headcount has increased or stayed consistent. And over 77% said that tech contractor headcount stayed the same or increased.

Predictions vs. Realities

● PREDICTION ● REALITY

◀ DECREASE INCREASE ▶

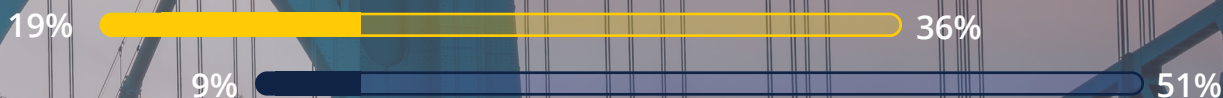
2021 Internal
Tech Staff
Headcount



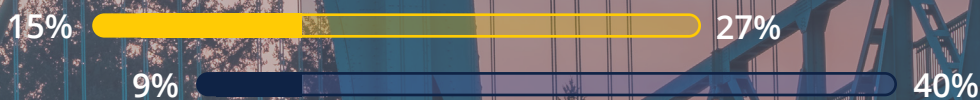
2021 Overall
Compensation for
Tech Employees



2021 IT Dept.
Budget



2021 Tech
Contractor
Headcount



Number of
Hours Worked
by IT Leaders



4

Diversity, Equity & Inclusion efforts

Our 2020 survey found
74% of firms were
committed to
diversity, equity,
and inclusion –
but is it happening?

Strategies firms are using to attract and retain diverse talent



Other Strategies

- Blind resume reviews
- Seek out candidates with non-traditional backgrounds

DEMOGRAPHICS

SIZE OF FIRM:

Small (1 to 100 employees) 34%
Mid-sized (101 to 500) 29%
Large (500 to 5,000) 23%
Enterprise (>5,000) 14%

BUSINESS TYPE:

Physical products 17%
Digital products 34%
Service provider 34%
Other 14%



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