



Results of the 9th Intent to Change Jobs survey – Jan 2025

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Valenco asked respondents if they were looking to change their jobs in 2025, 2026, or not thinking of a change. If thinking of a change, what would be their primary driver among 5 options given. Also, asked was when they had last moved jobs.

Respondents were predominantly from the USA (91%) and India.

Summary of findings

Intent to change

Groups where intent to change is higher than it was in the 2024 survey	Groups where intent to change is similar to the 2024 survey	Groups where intent to change is lower than it was in the 2024 survey
1. Respondents with less than 15 years' experience	2. Professionals in USA as well as India 3. Across sales, IT delivery and other professions 4. Those greater than 15 years' experience	

Reasons to seek change – differences from 2024 survey

Overall	USA	India
Better supervisor Higher % unemployed	Better supervisor Higher % unemployed	Better company

IT sales professional	IT delivery professional	Not in IT sales or delivery
Better supervisor Higher % unemployed	Higher % unemployed	Better supervisor and company.

Less than 15 years' experience	15 – 20 years' experience	20 + years' experience
Better supervisor Higher % unemployed	Better compensation	Better supervisor Higher % unemployed

Attrition - differences from 2024 survey

Overall	USA	India
Similar	Similar	Distinct dip

IT sales professional	IT delivery professional	Not in IT sales or delivery
Attrition higher	Attrition lower	Sharp fall in attrition

Less than 15 years' experience	15-20 years' experience	20+ years' experience
Sharp jump in attrition	Big dip in attrition	Similar

Detailed results

1. Intent to change roles in the next two years

Geography	2025 survey	2024 survey	2023 survey	2022 survey	2021 survey
USA/Canada	81%	82%	71%	64%	66%
India	63%	65%	65%	70%	73%

Profession	2025 survey	2024 survey	2023 survey	2022 survey	2021 survey
IT sales / account growth	84%	83%	73%	68%	70%
IT SME/Delivery	78%	84%	70%	73%	66%
Others	55%	60%	62%	55%	55%

Work experience	2025 survey	2024 survey	2023 survey	2022 survey	2021 survey
Less than 15 years'	75%	67%	57%	50%	88%
15 – 20 years'	78%	82%	86%	70%	67%
20+ years	80%	79%	69%	67%	65%

2. Key asks when looking for a new role

All respondents	Richer role	Better compensation	Better company	Better supervisor	Out of work
2025 survey	70%	71%	28%	25%	14%
2024 survey	84%	73%	46%	21%	6%
2023 survey	74%	67%	39%	11%	9%
2022 survey	73%	72%	44%	17%	6%
2021 survey	78%	54%	38%	13%	11%
2020 survey	69%	49%	47%	22%	15%

a. Geography

USA & Canada	Richer role	Better compensation	Better company	Better supervisor	Out of work
2025 survey	70%	75%	27%	25%	16%
2024 survey	85%	76%	48%	15%	7%
2023 survey	76%	69%	43%	11%	5%
2022 survey	73%	73%	48%	17%	5%
2021 survey	78%	53%	41%	12%	9%
2020 survey	70%	50%	50%	23%	15%

India	Richer role	Better compensation	Better company	Better supervisor	Out of work
2025 survey	60%	20%	40%	20%	0%
2024 survey	82%	55%	36%	55%	0%
2023 survey	62%	54%	15%	15%	31%
2022 survey	71%	64%	21%	14%	14%
2021 survey	79%	58%	16%	16%	26%
2020 survey	67%	33%	17%	17%	17%

b. Profession

IT sales or account growth

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2025 survey	67%	77%	23%	27%	15%
2024 survey	80%	73%	46%	22%	7%
2023 survey	78%	69%	44%	11%	5%
2022 survey	81%	77%	46%	15%	2%
2021 survey	81%	52%	40%	16%	8%
2020 survey	70%	50%	40%	26%	20%

IT SME or delivery

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2025 survey	75%	58%	33%	8%	17%
2024 survey	100%	88%	50%	13%	6%
2023 survey	68%	68%	32%	11%	16%
2022 survey	68%	74%	37%	21%	5%
2021 survey	70%	63%	30%	10%	17%
2020 survey	67%	53%	73%	13%	7%

Other professions

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2025 survey	80%	40%	60%	40%	0%
2024 survey	86%	43%	43%	29%	0%
2023 survey	62%	54%	31%	38%	8%
2022 survey	45%	45%	45%	18%	27%
2021 survey	75%	50%	40%	0%	20%
2020 survey	86%	57%	57%	14%	0%

c. Years of experience

Less than 15 years' work experience

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2025 survey	67%	67%	33%	33%	33%
2024 survey	100%	75%	50%	25%	
2023 survey	75%	100%			
2022 survey	50%	50%	50%	0%	0%
2021 survey	71%	29%	43%	0%	0%
2020 survey	50%	50%	50%	0%	20%

15 – 20 years' work experience

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2025 survey	57%	100%	14%	14%	14%
2024 survey	78%	89%	44%	33%	11%
2023 survey	67%	67%	75%	13%	8%
2022 survey	100%	86%	71%	29%	0%
2021 survey	80%	75%	45%	15%	10%
2020 survey	63%	44%	50%	44%	19%

More than 20 years' experience

	Richer role	Better compensation	Better company	Better supervisor	Out of work
2025 survey	71%	68%	29%	25%	14%
2024 survey	84%	71%	46%	19%	6%
2023 survey	75%	65%	35%	13%	8%
2022 survey	72%	70%	51%	16%	7%
2021 survey	78%	52%	36%	13%	12%
2020 survey	72%	51%	49%	13%	13%

2. Job stability & attrition

When did you last change jobs	Last two years	The previous 3 years	5 of more years ago
Overall			
2025 survey	25%	36%	39%
2024 survey	26%	39%	35%
2023 survey	34%	31%	35%
2022 survey	36%	27%	37%
2021 survey	34%	31%	34%
USA	Last two years	The previous 3 years	5 of more years ago
2025 survey	28%	35%	37%
2024 survey	25%	41%	33%
2023 survey	35%	30%	35%
2022 survey	39%	30%	31%
2021 survey	36%	30%	34%
India	Last two years	The previous 3 years	5 of more years ago
2025 survey	0%	38%	63%
2024 survey	29%	29%	41%
2023 survey	25%	35%	40%
2022 survey	20%	15%	65%
2021 survey	23%	38%	39%

Profession

When did you last change jobs	Last two years	The previous 3 years	5 of more years ago
IT sales professionals			
2025 survey	27%	40%	32%
2024 survey	17%	49%	34%
2023 survey	33%	30%	37%
2022 survey	38%	24%	38%
2021 survey	39%	25%	36%
IT Delivery professionals	Last two years	The previous 3 years	5 of more years ago
2025 survey	21%	40%	32%
2024 survey	37%	32%	32%
2023 survey	41%	26%	33%
2022 survey	31%	38%	31%
2021 survey	22%	46%	33%

Other professions	Last two years	The previous 3 years	5 of more years ago
2025 survey	18%	27%	55%
2024 survey	57%		43%
2023 survey	29%	38%	33%
2022 survey	35%	25%	40%
2021 survey	33%	36%	31%

Years of work experience

When did you last change jobs	Last two years	The previous 3 years	5 of more years ago
< 15 years' work ex.			
2025 survey	50%		50%
2024 survey	17%	17%	50%
2023 survey	43%	14%	43%
2022 survey	36%	26%	38%
2021 survey	13%	38%	50%
15-20 years	Last two years	The previous 3 years	5 of more years ago
2025 survey		44%	56%
2024 survey	18%	55%	36%
2023 survey	57%	14%	29%
2022 survey	50%	10%	40%
2021 survey	27%	33%	40%
20+ years	Last two years	The previous 3 years	5 of more years ago
2025 survey	27%	36%	37%
2024 survey	28%	39%	33%
2023 survey	31%	35%	37%
2022 survey	36%	26%	31%
2021 survey	37%	30%	33%

Demographics of participants

Respondent profile - location	USA/Canada	India & other locations
	91%	9%

Respondent profile - profession	IT services Sales/account growth	IT services SME/delivery	Others
	71%	16%	13%