

Stephanie Hollingshead

CEO

TAP Network





TAP into our community's data.

Hot jobs, fastest growing benefits, remote work and more



2023 Tech Sector Salary and Total Rewards Survey

- **30,600** INCUMBENTS (individual employees)
- **204** ORGANIZATIONS
- **234** JOBS



**Skills shortages
and inflation drove
sizeable salary
increases across
Canada's tech
sector**



Key Takeaways from TAP Network's 2023 Tech Sector Salary & Total Rewards Survey

Tech sector salaries continue to grow in softening market.

2023 average salary increase budget - 4.5%

Critical tech skills in high demand despite widespread layoffs

New hire pay pressure isolated to high demand roles and senior or specialized positions.

Companies are making targeted salary adjustments for existing employees.

The common incumbent median salary increase remained high at 7.5%

Top 10 Hot Jobs

Common incumbent (same employees) year over year median base salary increase percent by job

DevOps Developer/Engineer - Fully Competent	10.5%
Accounting Clerk - Senior/Lead	10.3%
Data Scientist - Intermediate	10.0%
UI/UX Designer - Entry	10.0%
Hardware/Electrical Engineer - Entry	9.9%
Game Designer - Intermediate	9.6%
Accounting Clerk - Intermediate	9.4%
Implementation Specialist	9.0%
Technical Customer Support Representative - Intermediate	8.7%
Production - Coordinator - Film	8.7%



Fastest growing benefits in Canada's tech sector

What employers are paying closer attention to:

- 51% offer RRSP matching. 17% are considering adding it.
- 42% offer paid time off to volunteer. 17% are considering adding it.
- 53% offer health & wellness / flex allowances. 13% are considering adding it.
- 7% offer condensed work weeks. 12% are considering adding it.
- 52% offer family leave top-up. 10% are considering adding it.

Competitive Advantage from Remote and Hybrid Work Arrangements

- 38% operate fully remotely
- 42% operate with hybrid work models.

Arrangements to support hybrid work:

- 69%** Purposeful in-person gatherings
- 40%** Mandatory core hours where teams are online
- 34%** Mandatory minimum number of onsite days
- 27%** Mandatory office days where teams are onsite together



Pay Transparency Readiness

Pay transparency practices appear to be in the early stages at most companies.

** Data is from TAP Network's October member pulse survey (129 respondents)

22% of companies are currently including pay information on external job postings.

25% of companies intend on publishing pay ranges in all jurisdictions where they operate, even if not statutorily required.

53% of companies are still determining how wide of a pay range to publish on job postings.

43%+ of companies intend to provide managers with training on pay transparency, and/or compensation philosophies and pay practices.

Let's drive a more diverse, inclusion and equitable tech sector!

Visit TAP Network's EDIB Resource Hub, with hundreds of EDIB resources including:

- Diversity Benchmarking Toolkit
- Diversity in Tech Dashboard Report

<https://diversity.tapnetwork.ca>

TAP Network Lounge Special Guest:

QUEERTECH

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www.tapnetwork.ca

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TAP Network
members – join us
for lunch!