

2018's TOP IT STAFFING TRENDS

2018 is bringing seismic shifts to staffing that recruiting and hiring managers need to be cognizant of. The right approach can keep you ahead of the staffing curve to ensure you get the right people in the right places at the right times.

GROWING PAINS



4.1%

UNEMPLOYMENT RATE (LOWEST SINCE 2000)¹

56%

OF EMPLOYERS CITING THAT THEY'RE HIRING FOR BUSINESS GROWTH²

75%

EMPLOYERS IN THE SOUTHWEST EXPECTED TO INCREASE HIRING IN 2018²

Continued low unemployment combined with stark hiring increases means more options for available talent. Employers will need to diversify their IT talent sourcing in 2018 to get the people they need.

"...the change (in unfilled jobs) during the past year was dominated by a sharp rise in the number of available IT positions."

- DR. RICHARD CURTIN, UNIVERSITY OF MICHIGAN



COMPETITION - COMPENSATION - COMPLICATIONS

One way or another, employers must address compensation expectations to be able to compete for top talent. Leveraging hiring process efficiencies and external specialists can help to offset this issue.

44%

OF CIOs THAT SAY THEY MISS OUT ON TOP TALENT BECAUSE CANDIDATES ARE SEEKING HIGHER SALARIES THAN THEY'RE ABLE TO OFFER³

>3%

ACROSS THE BOARD COMPENSATION INCREASES EXPECTED IN 2018⁴

52%

OF TECHNOLOGY PROFESSIONALS BEGIN CONVERSATIONS AROUND CAREER PATH AND GROWTH DURING THE INTERVIEW PROCESS³

AN EVOLVING VIEW OF EMPLOYMENT



Leveraging temporary and contract workers as a path to full time employment can be a comfortable way to introduce workers to your organization and provides a low-risk avenue for assessment.

#1

MILLENNIALS NOW MAKE UP LARGEST DEMOGRAPHIC IN THE GLOBAL WORKFORCE⁵



FLEXIBILITY

WORKPLACE FLEXIBILITY CITED AS A MORE DESIRED BENEFIT THAN HEALTHCARE FOR MILLENNIALS & GEN Z⁵

87%

OF PEOPLE IN THE U.S. INTERESTED IN GIG OR "NEXTGEN" WORK⁶

40%

OF COMPANIES THAT PROMOTE THEIR POLICIES ON WELLNESS⁷

70%

OF EMPLOYERS PLANNING TO INVEST MORE IN THEIR CANDIDATE EXPERIENCE IN 2018⁸



TIME KEEPS ON TICKING

Hiring and recruiting managers need new ways to scale the energy and hours they're current devoting to sourcing new hires. Tapping into specialized pools of talent for tough-to-fill positions can dramatically reduce these demands.

225

AVERAGE # OF CANDIDATES SOURCED FOR A SINGLE HIRE⁹

107

AVERAGE DAYS TO FILL TECHNICAL MANAGER/DIRECTOR⁹

51

AVERAGE DAYS TO FILL SYSTEMS INTEGRATION ENGINEER/SPECIALIST⁹

1 IN 4

TALENT ACQUISITION PROS SPEND >20 HOURS / WEEK SOURCING FOR JUST ONE ROLE¹⁰

13

AVERAGE NUMBER OF HOURS SPENT BY TALENT ACQUISITIONS PROS SOURCING FOR JUST ONE ROLE¹⁰

Let WWTS' AUSTIN STAFFING SOLUTIONS tackle your IT staffing needs



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