

Employer Differentiation

Attracting and Retaining IT Professionals in a Tight Labour Market

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An aerial photograph of a city skyline, likely New York City, featuring several prominent skyscrapers. The image is slightly hazy, giving it a soft, atmospheric quality. The word "Introductions" is overlaid in white text on the left side of the image.

Introductions

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National Market Overview

NATIONAL MARKET OVERVIEW
TECHNICAL PROFESSIONALS
QUESTIONS

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Key Trends

- Nearly 60% of IT professionals are looking for new jobs (CompTIA Survey 8/2006)
- Three to five percent of job seekers actually find a new position through online sites (Information and Communication Technology Council 3/2007)
- Networking is the most common way workers and managers alike secure their jobs (Hudson Employment Index 2/2007)

Toronto Labour Market Overview

The ICTC Labour Market Survey estimates there are about 600,000 IT workers in Canada, therefore ~290,000 are working in IT jobs in Ontario

	Toronto		Ontario		Canada	
	Labour Force	Unemployment Rate	Labour Force	Unemployment Rate	Labour Force	Unemployment Rate
Employment	3,093,000	6.70%	7,095,600	6.50%	18,090,000	6.00%
IT Employment	*126,325	n/a	*289,800	n/a	600,000	1.9%
Regional Distribution of all IT Employees			48.3%			

Sources: Labour Force Survey (Statistics Canada Jan 2008)

ICTC Labour Market Survey (ICTC-CTIC, March 2007)

*This is the lowest estimate for Toronto, based purely on the concentration of the overall labour force within Ontario. Other industry analysis suggests that the concentration of IT worker is much higher within the GTA.

The low and high estimates both rival major centres of IT labour in the US - such as Boston, San Francisco, Chicago, Washington DC, and Los Angeles - according to IT skills data available from the US Bureau of Labor Statistics.

Future Discussion Topics

- Declining number of computer science graduates
- Internationally educated IT professionals
- Fueling IT positions with business graduates

Develop Recruiting Strategies

- Attracting the right temporary IT professionals
 - > *How required characteristics have changed*
 - > *Who owns recruiting*
 - > *Strategies to get the right people the first time*

What has Changed

- Required characteristics of IT jobs have changed in three key ways:
 - > *Range of technology*
 - > *Business-related competencies*
 - > *Cultural fit and soft skills*

Who Owns Recruiting

- Recruiting has been outsourced to HR or Procurement
 - > *Benefits*
 - Consolidated spending
 - Time in managing vendor relationships
 - Contract management and compliance
 - SLA management and reporting
 - > *Challenges*
 - Intimacy of opportunities are lost in the process
 - Turnover of temporary employees increases
 - Speed to fulfillment slows
 - Recruitment is reactive

Technical Professionals

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Attracting the Right Temporary Hire

- Improve the profiling process
- Forecast temporary staff needs
- Reduce unnecessary interviewing
- Make timely decisions
- Improve the on-boarding process

Technical Professionals >

Differentiate your Company

- Win-Win benefits
 - > *Accuracy of hire will increase*
 - > *Rigorous recruiting process will elevate HR and Procurement's confidence*
 - > *IT consultants will know what to expect prior to starting*
 - > *Time to hire will decrease*

Questions?

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Contact Us

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