



2018 TECH WORKFORCE TIPS

Much like the technology they're based around, the IT industry, tech jobs and skillsets are constantly evolving. Use this checklist to help with your company's strategic recruitment and retention of a technologically-adept workforce in 2018.

▶ **START YOUR HIRING PROCESS EARLIER THAN USUAL.**

This past year, the average amount of time it took organizations to fill IT roles increased to 3.4 months. For technology-based positions, get in front of future employees early and expect potential delays in the hiring process.

▶ **ANTICIPATE HIGHER RECRUITING COMPETITION FOR IN-DEMAND JOBS.**

Recent trends show that there is a direct correlation between the jobs that are in highest demand and the jobs companies consider "very difficult" to recruit. The following jobs are highest in demand and top the list for most difficulty filling: Information Security Professional, Applications Systems Analyst/Programmer, and Network Engineer.

▶ **UNDERSTAND THE SKILLS IN HIGHEST DEMAND.**

Labor market demands are exceptionally high for certain skillsets. Expect recruiting difficulties and increased competition if seeking individuals with the following skillsets: Architecture Skills (e.g., Application, Data, Infrastructure, Security), Information Security Skills (e.g., Cyber Security and Forensics), Business Intelligence/Information Analytics Skills, and Cloud Computing Skills.

▶ **ANALYZE YOUR VOLUNTARY TURNOVER FOR IT RETENTION.**

Voluntary turnover in technical positions is currently volatile. Over the past year, voluntary turnover rates for IT positions in Canada increased 1.2 percentage points, and decreased .9 percentage points in the U.S. However, when you factor in retirement-related turnover, the numbers become uniquely varied. To make sense of it all for your organization, try analyzing the common causes (retirement, new job opportunity, etc.) of your voluntary turnover to gain additional workforce insights and respond accordingly.