



# **Business and Technology Trends and Their Impact on Career and Hiring Decisions**



# Company Overview

- Robert Half International Inc.
  - Founded in 1948
  - Listed as one of the best big companies, nationally and globally
  - Pioneer in specialized staffing services
- Robert Half Technology
  - Provides highly skilled IT professionals
  - Conducts ongoing research on IT workplace trends
  - Respected resource on IT hiring and employment



# Trends Examined

- The changing IT workforce
- The hiring environment
- IT salaries
- Skills and abilities in demand
- Compensation and benefits issue



# Growth in IT Careers

- According to the U.S. Department of Labor's Bureau of Labor Statistics, IT job titles are expected to grow between 2004-2014:
  - Faster than average (18-27%)
    - Computer and Information Systems Managers
    - Computer Support Specialists and Systems Administrators
  - Much faster than average (27% or more)
    - Computer Software Engineers
    - Computer Scientists and DB Administrators
    - Computer Systems Analysts
    - Systems Administrators
  - This is great news for job seekers ...
  - But less so for employers



# The IT Talent Shortage

- Fewer college students majoring in computer science, engineering and mathematics
- Stable unemployment rate in the United States
  - 4.4-4.6 percent since September 2006
  - ...but less than 2 percent for college graduates over 25
- Talent crunch in other countries, too



# The IT Talent Shortage

- Impending retirement of millions of baby boomers
- According to a survey by Boston College's Center on Aging & Work:
  - Only 12 percent of U.S. companies have planned in-depth for the changing demographics; more than one quarter of companies polled have no plans in place
  - Dramatic shortages will hit around 2012
  - Only 37 percent of companies have developed strategies to retain late-career workers



# Preparing for the New IT Landscape

- Tomorrow's workforce will be more multi-generational, multi-cultural and multi-national
- Companies will utilize a larger percentage of non-traditional workers
- Greater emphasis on retention efforts
- Knowledge management crucial

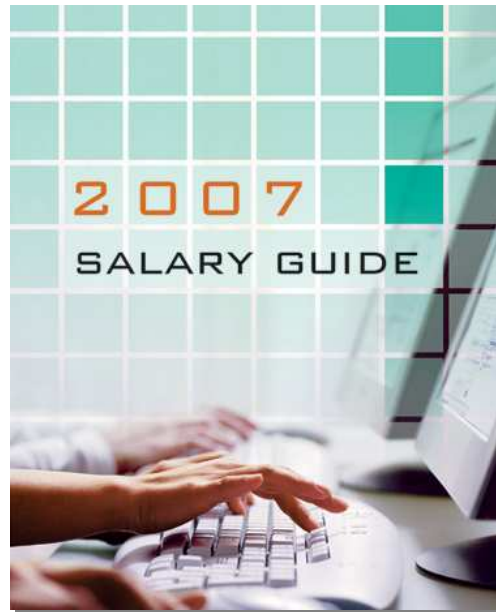


# Preparing for the New IT Landscape

- Provide training and educational opportunities to employees
- Draw on the diverse backgrounds and experiences to brainstorm new business solutions and provide better customer service
- Leverage virtual support and development workforces



# 2007 Salary Guide



WE GET IT. WE SPEAK IT. WE KNOW IT.

Our sources:

- Network of offices across North America
- Expertise of our account executives
- CIO surveys
- Government data
- News and trade publications

Robert Half Technology



# The Hiring Environment

- Initiatives driving IT hiring
  - Network security
  - Development of web applications
  - Wireless communication
  - Business intelligence
  - Regulatory requirements
  - Capital expenditures



# The Hiring Environment

- CIOs are carefully evaluating key requirements before hiring full-time help
- Project professionals help with short-term initiatives and peak workloads
- Strategic staffing plans offer flexibility and reduce personnel costs



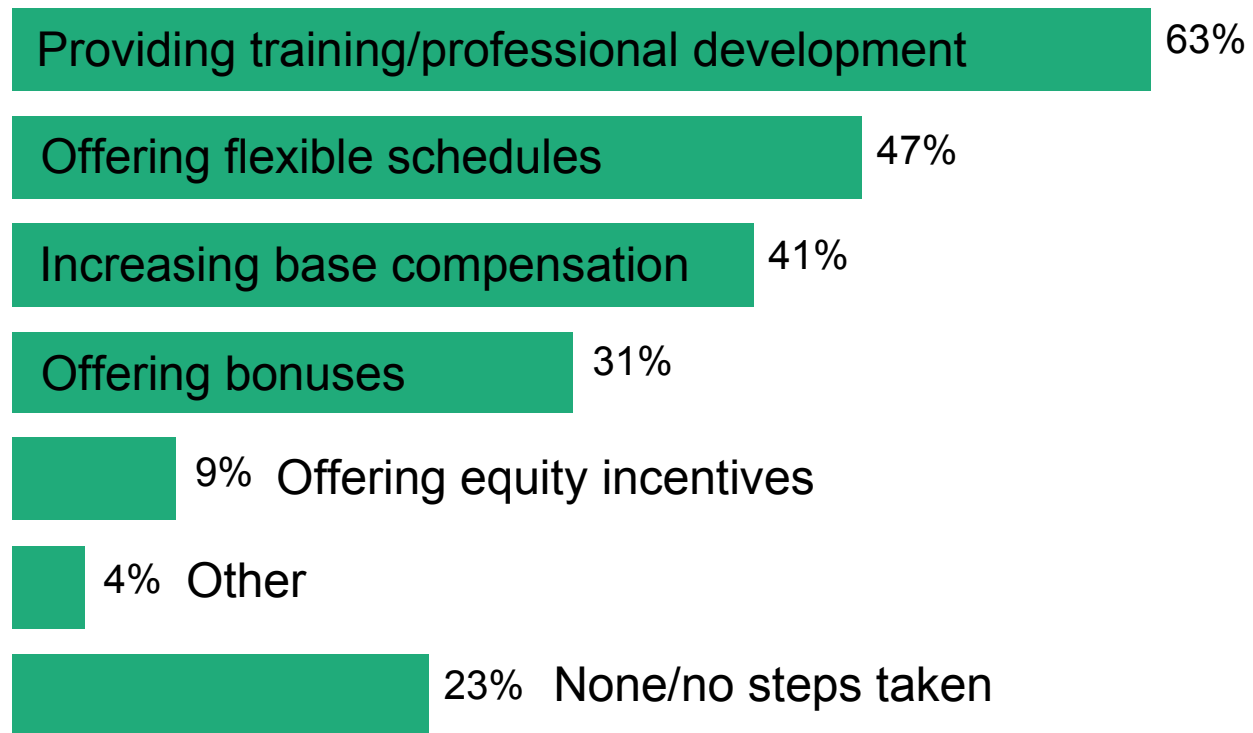
# The Hiring Environment

- In the lean years after the dot-com burst, IT managers engaged in lengthy hiring processes
- Today, in-demand IT professionals frequently receive multiple offers
- Companies are accelerating hiring processes



# The Hiring Environment

CIOs were asked, “**What steps, if any, is your firm taking to retain key IT talent?**”



*Source: Robert Half Technology 2006 survey of more than 1,400 CIOs from companies with more than 100 employees. CIOs were allowed multiple responses.*

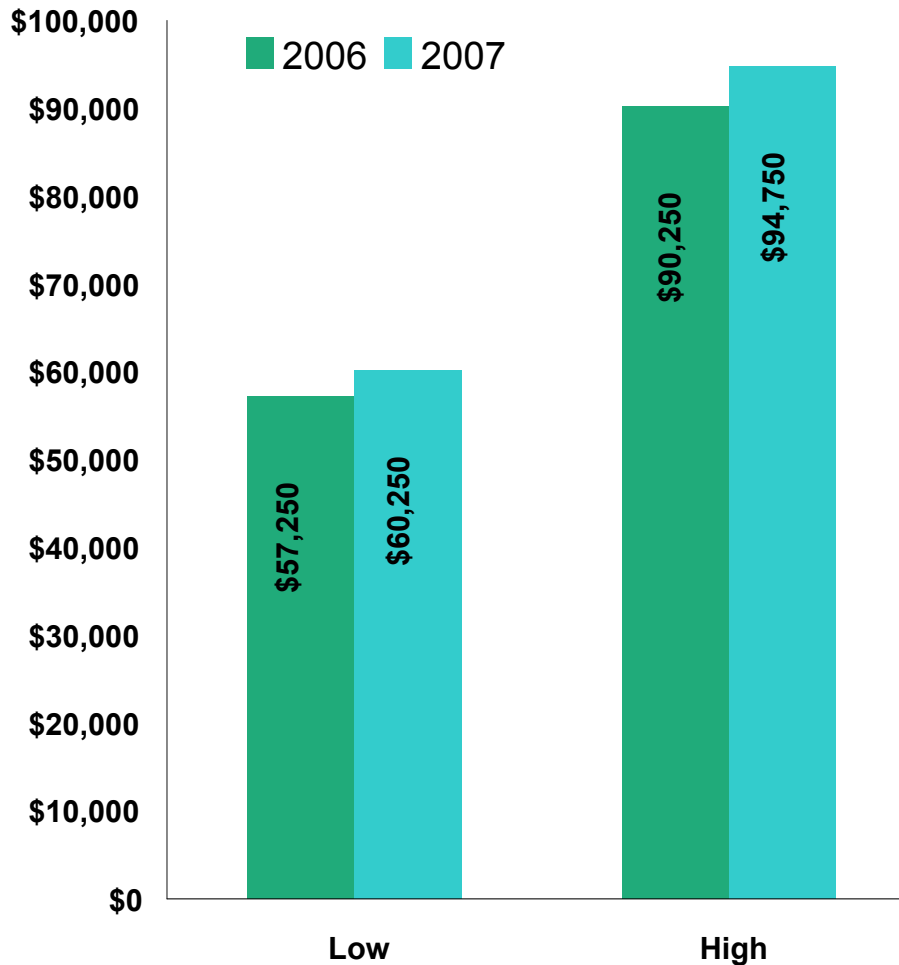


# IT Compensation

- Businesses increasing compensation levels to enhance recruitment and retention efforts
- Average starting salaries in the U.S. are expected to increase **2.8 percent** in 2007
- High-demand positions are projected to receive base compensation increases of between **4 and 5 percent**



# IT Compensation

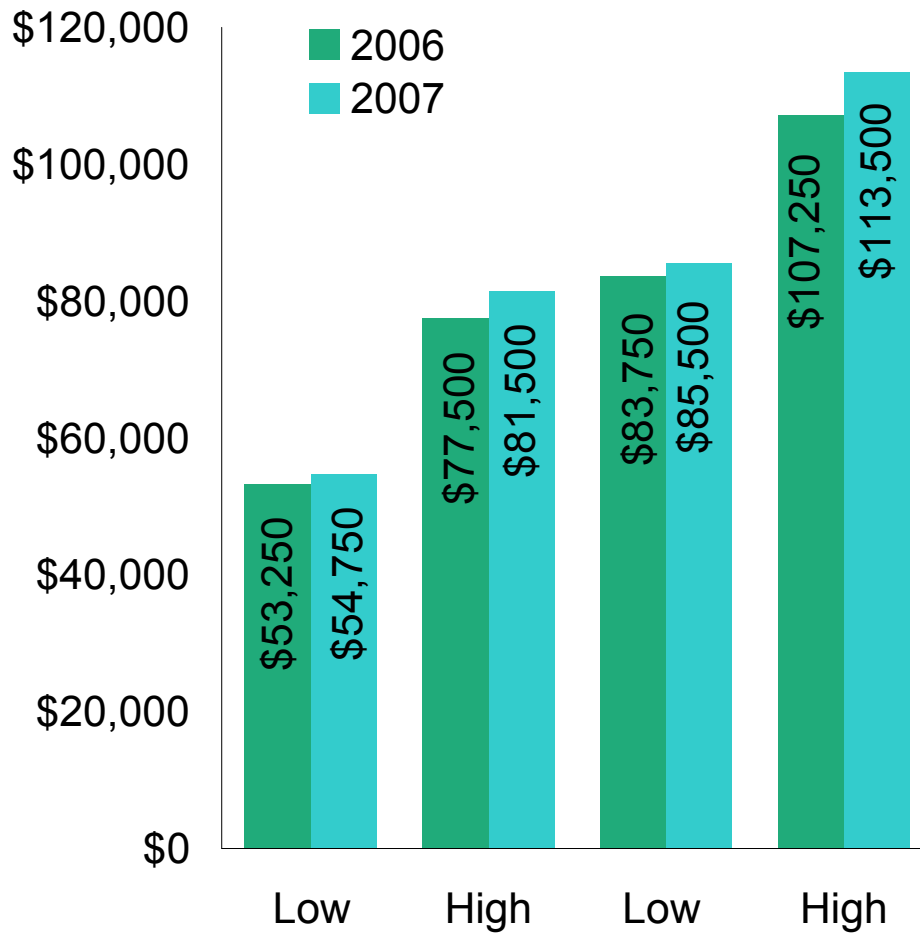


Largest projected  
starting salary gain for  
2007:

Software  
developers  
**5.1%**



# IT Compensation



Other positions expected to experience notable salary growth:

Web developers  
**4.2%**

Data warehouse managers  
**5.2%**

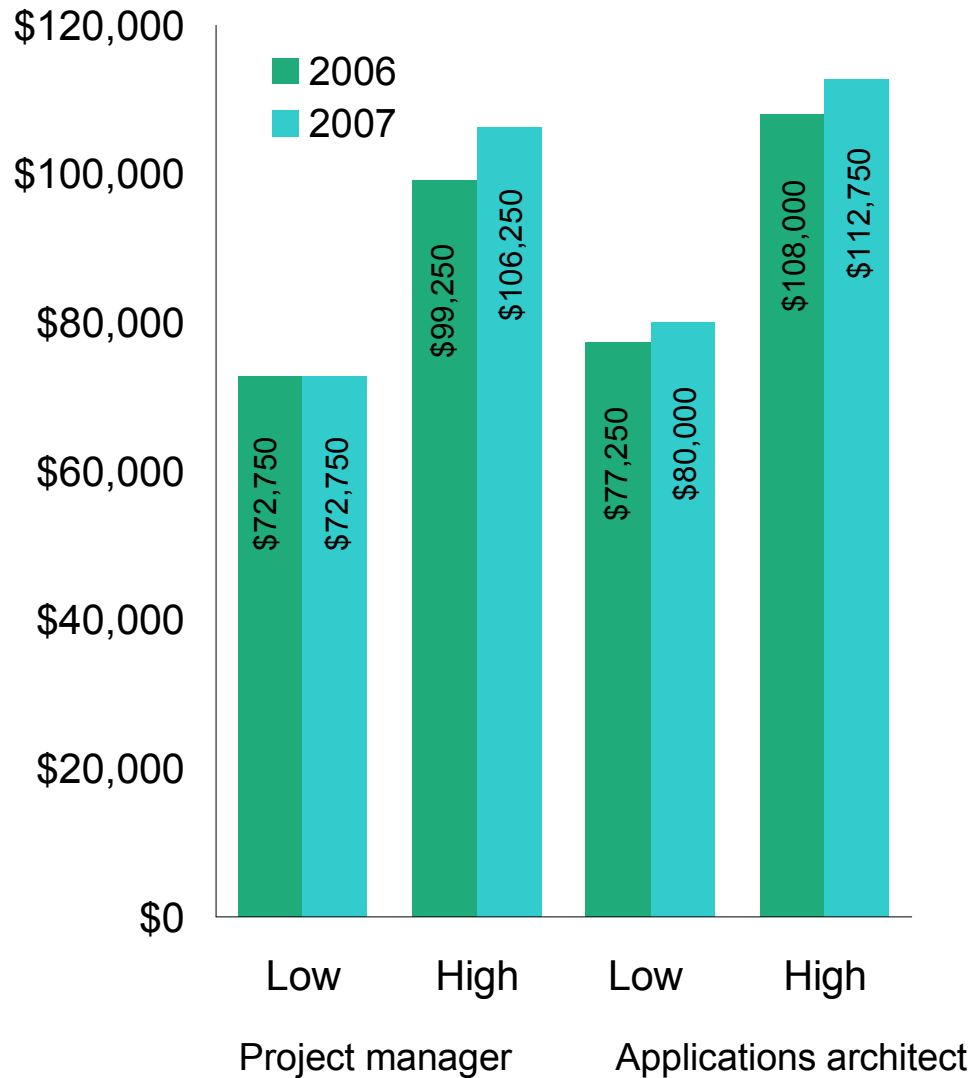
Web developer

Data warehouse manager

Robert Half Technology



# IT Compensation



Other positions expected to experience notable salary growth:

Project managers  
**4.1%**

Applications architects  
**4.0%**

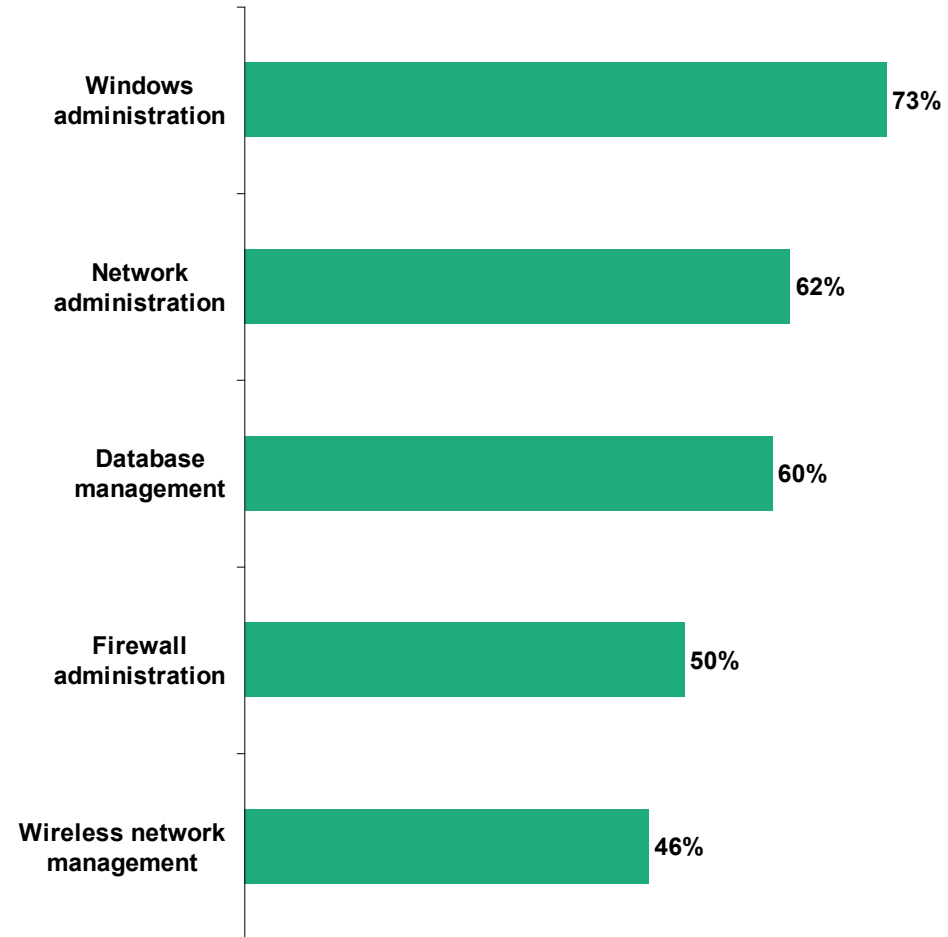


# IT Compensation

- Value of certifications
  - Demonstrate an individual's technology or practice expertise, and dedication to life-long learning
  - Provide greatest value when accompanied by practical work experience



# Technical Skills in Demand



Source: Robert Half Technology IT Hiring Index and Skills Report, March 2007. CIOs were allowed multiple responses.

Robert Half Technology



# Skills and Abilities in Demand

It's not just about the technology

- Communication skills
- Business fundamentals
- Interpersonal skills
- Bottom-line contribution



# Hot Industries

Industries projecting strong growth in 2007:

- Financial and business services
- Insurance
- Technology
- Healthcare
- Manufacturing



# Trends Affecting Compensation

- Shift toward variable pay
  - Incentives, bonuses, commissions, profit sharing or lump sums are awarded periodically in addition to base salary
  - Dependent on employee and company performance



# Staffing for Success

- Effective staffing remains a delicate balancing act
  - Overhiring can compromise a firm's competitiveness
  - Staff shortages can lead to reduced client service levels, missed opportunities and staff burnout



# Staffing for Success

- Create a strategic staffing plan that builds in flexibility through a blend of full-time and interim employees
- Hire project professionals to:
  - Provide support for peak work periods, special projects
  - Gain immediate access to key skills
  - Identify candidates for full-time positions



# Your Leading Resource

- Additional information on hiring, retention and staff management issues
- Complimentary publications include the *Glossary of Job Descriptions for Information Technology*, *Hiring Smart*, *Keeping your Best People*, and more



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