

IT HIRING IS ON FIRE

MAJOR GLOBAL MARKETS SHOW MASSIVE GROWTH SINCE THE GREAT RECESSION

EU
JOB GROWTH 21%
NET +2.1 MILLION JOBS

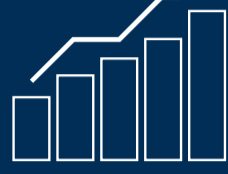
UK
JOB GROWTH 43%
NET +668 THOUSAND JOBS

US
JOB GROWTH 16%
NET +675 THOUSAND JOBS

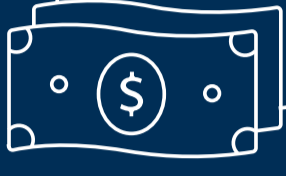
AU
JOB GROWTH 32%
NET +249 THOUSAND JOBS



IT UNEMPLOYMENT EPICALLY LOW AT 1.4%
Lower than any other occupation even **Healthcare, Science and Management** roles



IT 10 YEAR GROWTH PROJECTION: 14%
Double the national average growth projection. Some occupations will grow **upwards of 20-30%** including Information Security, Data Science and Developers



WAGES HAVE GROWN 30-75% FOR IT IN THE PAST 15 YEARS!
An IT manager in 2000 would have made **~\$80,000**; now this would **command \$140,000**

MOST IN DEMAND OCCUPATIONS

APPLICATION DEVELOPERS

BUSINESS SYSTEMS ANALYSTS

SYSTEMS ENGINEERS

SYSTEMS ADMINS

SUPPORT (E.G. - HELP DESK)

HARDEST SKILLS TO FIND

EMERGING TECH PLUS BUSINESS ACUMEN

DEVOPS ENGINEERS

BIG DATA/DATA SCIENCE

SECURITY AUDITORS

ROBOTICS & CRYPTOLOGY

PENETRATION TESTERS

CLOUD EXPERTS

GDPR EXPERTS

TOP HIRING INDUSTRIES

PROFESSIONAL & TECHNICAL SERVICES	TELECOM	COMPUTER MANUFACTURING
INSURANCE	SECURITIES & INVESTMENTS	BANKING
FEDERAL GOVT	UTILITIES	TRANSPORTATION MANUFACTURING

MACHINE LEARNING/DATA SCIENCE/AI IS REPLACING TECHNOLOGY JOBS

REPLACING TECHNOLOGY JOBS



MYTH

CREATING DEMANDS FOR DATA SCIENTISTS INSIGHTS ANALYSTS BI DEVELOPERS



FACT

THE WORKFORCE MUST BE RESKILLED TO MEET THESE DEMANDS

MOST COMPETITIVE IT MARKETS (AKA BAD FOR EMPLOYERS)

- Austin
- Boston
- Czech Republic
- Denver
- Hong Kong
- Minneapolis
- Nashville
- Salt Lake City
- San Antonio
- San Francisco
- Seattle
- Silicon Valley
- Singapore
- Toronto
- Vancouver
- Washington DC

LEAST COMPETITIVE IT MARKETS (AKA GOOD FOR EMPLOYERS)

- Denmark
- Las Vegas
- Norway
- Philadelphia
- Phoenix
- Sacramento
- San Diego
- Sydney



SO WHERE'S THE NEXT SILICON VALLEY?

- Stockholm
- Amsterdam
- Bangalore
- Sydney
- Toronto
- Vancouver
- Singapore
- Beijing
- Tel Aviv
- Berlin
- Shanghai
- Paris

AND WHAT ABOUT H-1B WORKERS?



15% US TECH WORKERS ON H-1B VISA

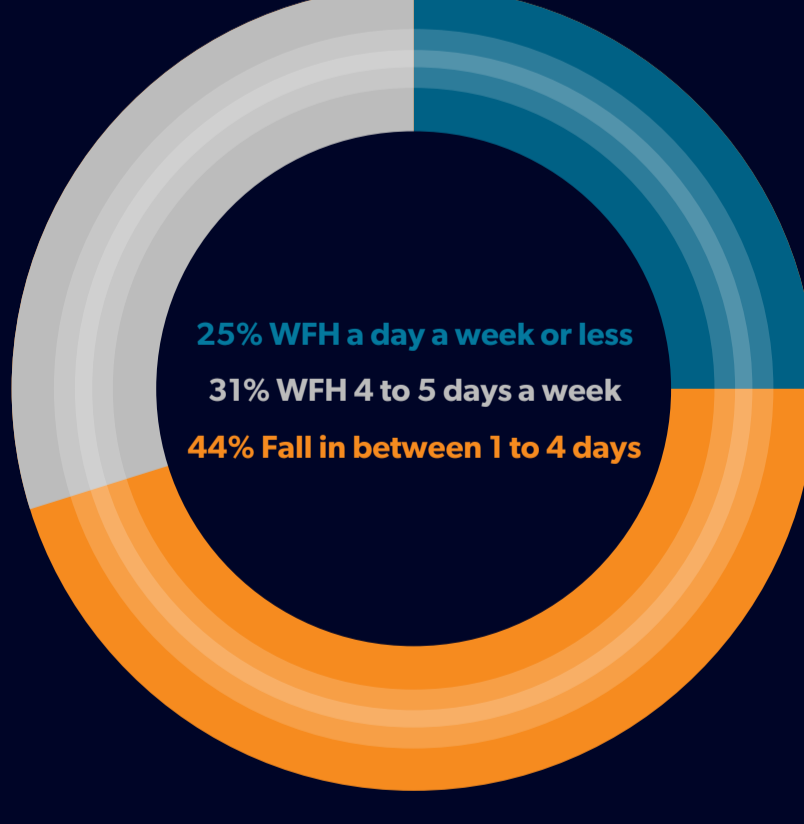
H-1B AND L-1 VISA REFORM ACT OF 2017

- Limits types of skills eligible
- Caps visas per company
- Minimum wage increase from \$60k-\$130k

LEGISLATION UNDER REVIEW & FUTURE IS UNKNOWN

SO WHAT ARE TECH WORKERS LOOKING FOR? FLEXIBILITY

TOP 3 DRIVERS FOR 45% OF IT TALENT JOB CHANGE AND/OR NEW JOB



ADDITIONAL FLEXIBILITY SOLUTIONS:

- Flex Fridays
- Flex schedule
- Seasonal Flex
- Unlimited PTO
- Relaxed dress code
- Split shifts for working parents

HOW DOES FLEXIBILITY IMPACT DIVERSITY? ALLOWS FOR...

- Hiring wider talent pools regardless of geography
- Keeping working mothers in workforce & other diverse groups



WHAT ELSE IS MY HIRING COMPETITION DOING IN LIGHT OF THE WAR FOR TECH TALENT?

- Reducing extensive requirements from reqs; get to the core of what is needed
- Return to college recruiting – only one-third of people with IT degrees work in IT – **MISSED OPPORTUNITY**
- On the job training, internships, ditch the degree, hire internally and train. AKA – **Grow talent** vs find it

WHAT TRENDS IS AGS SEEING ACROSS THEIR CLIENTS VIA ACUMEN?

The GOOD

AGS helps clients make quality IT hires, up 3% from 2017

The BAD...

Good hires = impact time to start – up 7% from 2017

The UGLY

Quality hires increase costs – At/Above max rate card starts up 19% from 2017

YET NOT ALL INDUSTRIES WILL FEEL THE SAME IMPACT

Non-IT Companies (Banks, Manufacturers, Services etc.) are seeing more negative impacts than IT Companies
IT Companies are likely more attractive to IT workers

	STARTS AT/ABOVE MAX	TIME TO START	SUCCESSFUL COMPLETION
IT Companies Looking for IT Talent	+3%	-14%	+3%
Non-IT Companies looking for IT Talent	+19%	+7%	+19%

NON-IT COMPANIES NEED TO PAY EXTRA ATTENTION TO THEIR SOURCING & PRICING STRATEGIES

POWERED BY