

U.S.A. INFO TECH RECRUITMENT

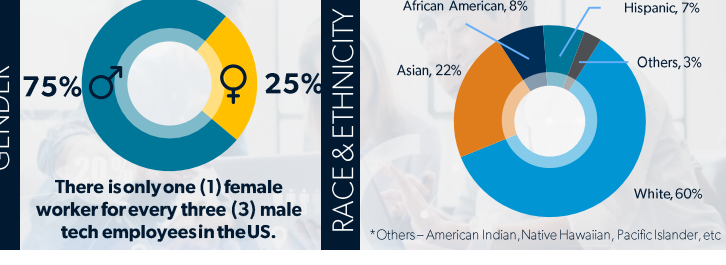
FAST FACTS

MOST ADVANCED SOFTWARE & IT SERVICES INDUSTRY IN THE WORLD

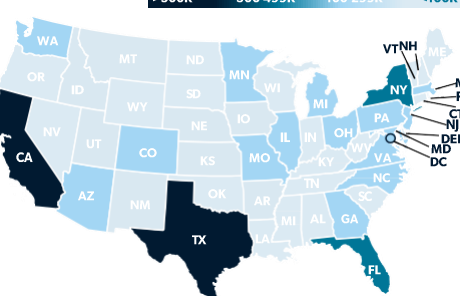
U.S.A. \$1.14T VALUE-ADDED GDP (2017)

IT JOBGROWTH 13% 2016 to 2026

IT TALENT SUPPLY: 6.2M as of May 2019



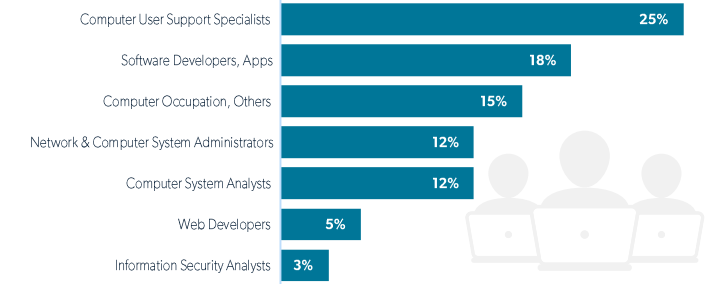
DISTRIBUTION OF IT TALENT BY STATE



STATES WITH MOST IT TALENT

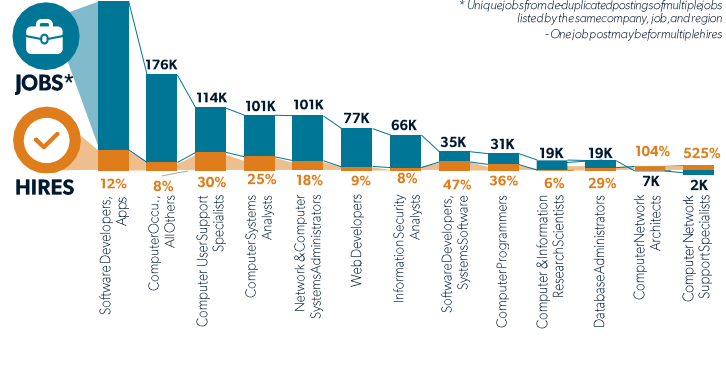
- 1 CALIFORNIA **870K**
- 2 TEXAS **550K**
- 3 NEW YORK **430K**
- 4 FLORIDA **360K**
- 5 ILLINOIS **280K**

TOP OCCUPATIONS OF TECH TALENT

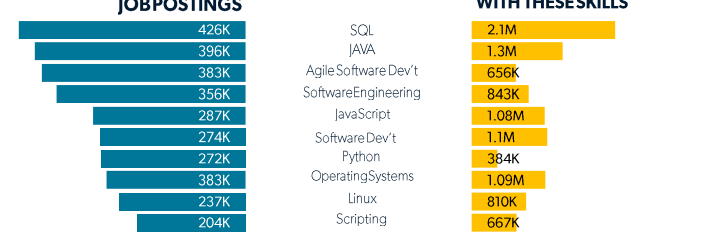


IT TALENT DEMAND: 1.95M* 2019 YTD

JOB POSTS VS HIRES

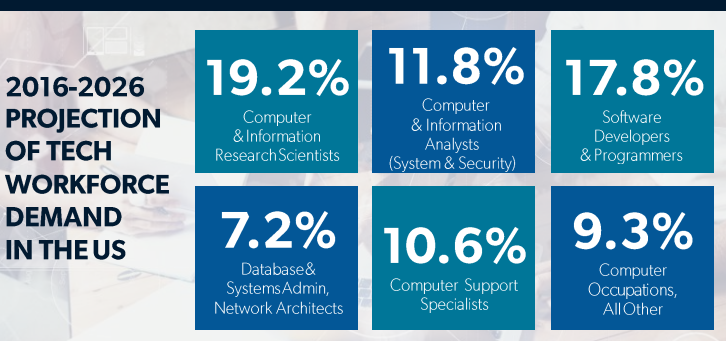


MOST IN DEMAND SKILLS



From January 2019, most job posts require knowledge and expertise in programming languages such as SQL, JAVA, JavaScript Python, C, and C++.

DEMAND PROJECTION 2016-2026



BUT WILL THE CURRENT WORKFORCE BE ENOUGH?

According to BLS, in the next seven years **the tech workforce will be insufficient to fill the overall demand** of companies across all industries.

The growth rate of all tech jobs in the US is identified as 'faster-than-average' compared to all occupations. The **demand for these workers will focus on skills in cloud computing, collection and storage of big data, and information security.**

STEPS TAKEN TO MITIGATE SHORTAGES IN TALENT

- High schools are **incorporating computer sciences subjects in their curriculums** that will eventually produce a workforce that can fill the future demands.
- Companies are **expanding their internship and apprenticeship programs** to tailor a workforce to the specific needs of the company.
- Many organizations including the largest IT companies such as Google, IBM, and Apple are **recalibrating their hiring requirements** such as education level, years-of-experience, and skills to fill their job openings.

CANDIDATE BEHAVIOR

WHY DO TECH WORKERS SEEK NEW JOBS?



Since the majority of tech workers will be made up by Millennials, GenZ, and Baby Boomers, what are their preferences when looking for a job?

