

4 TRENDS AFFECTING HIRING AND PAY FOR TECHNOLOGY JOBS

1. Timing is everything

Top candidates often receive multiple offers, so organizations need to move quickly. When faced with a lengthy hiring process, 39% of candidates lose interest and pursue other roles.



2. Skilled talent is in short supply

The unemployment rates for specialized positions are typically lower than the national rate. These professionals are difficult to hire given the high demand and short supply.



3. Education is essential

Employers consider college a must for most professional roles. More than 95% of jobs created during the recovery have gone to those with some college education.

4. Temporary is becoming permanent

Rather than let a job sit vacant, firms are bringing in temporary professionals. This gives them more time to recruit or determine if the temporary worker is the right fit for a full-time role.

Sources:

1. Robert Half survey of more than 1,000 working professionals
2. U.S. Department of Labor's Bureau of Labor Statistics
3. "America's Divided Recovery: College Have and Have-Nots," Georgetown University Center on Education and the Workforce

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