



The Demand for Skilled Talent: SPOTLIGHT ON TECHNOLOGY HIRING

WHAT WILL THE IT HIRING LANDSCAPE LOOK LIKE IN 2020?

Robert Half Technology surveyed more than 2,800 U.S. IT hiring decision makers and found that companies are hiring, but IT professionals with in-demand expertise are hard to find.

69% of IT leaders said they are **adding new positions to their team.**

60% have a plan and budget to **hire IT professionals on a project basis.**

86% report **challenges finding skilled workers.**

Professionals with the following expertise are the most difficult to find and recruit:

- Security
- Software development
- Database management



IT leaders said these are their top staffing concerns:

1. Training and upskilling current talent
2. Attracting new talent
3. Retaining existing team

For localized hiring information in 28 U.S. cities, visit the [Robert Half Technology blog](#).

Source: Robert Half Technology survey of more than 2,800 IT hiring decision makers in the United States

WHAT'S TOP OF MIND FOR IT LEADERS?

Our research shows that **97%** of IT leaders are confident in their company's growth prospects in the first half of 2020. Here are their strategic priorities:

1. Maintaining the security of IT systems and safeguarding company information
2. Innovation and investing in new technologies
3. Cloud projects and initiatives

SKILLS NEEDED, BOTH TECHNICAL AND NONTECHNICAL

IT leaders reported an urgent need to hire professionals with the following skills:

Technical Skills

- Cybersecurity
- Cloud (computing, security, architecture)
- Business intelligence and reporting services
- Database management (Oracle, Microsoft SQL Server)
- DevOps



Nontechnical Skills

- Problem solving
- Creativity
- Adaptability
- Collaboration
- Communication



LEARN HOW TO HIRE SUCCESSFULLY WITH THESE TIPS FROM ROBERT HALF TECHNOLOGY:



Relax Your Job Descriptions

Focus on essential requirements and be willing to train a candidate who has the aptitude to learn and fits your corporate culture.

Speed Up the Hiring Process

Today's candidates won't wait forever. Job seekers will lose interest in your opening if they don't hear from you soon after the interview.

Bring Your Best Offer

Make sure your compensation package is competitive. Are you prepared for salary negotiations? When it's time to talk money, be ready.

BROWSE FOR CANDIDATES in your area with **Candidate Search**. It's accessible 24/7, and you can search by job title, city or state to see profiles matched to your needs.

