



## Article

### Signs of Spring

After the hiring bust of the past 18 months, the market for IT professionals is gathering momentum.

A year and a half after the world economy tanked, we're seeing real signs that the local economy has started to rebound and IT organizations are growing again. Companies that reduced headcount and postponed projects are beginning to invest and recruit. Projects that were put on the back burner are being revisited and local IT managers are starting to mobilize to compensate for that stagnation.

#### US CIOs Project Increase in IT Hiring

The [Boston Globe](#) has reported that IT hiring is on the rise again, both nationally and in the Boston area. Companies that downsized are realizing they are close to the limits of what they can do with their existing staff. Those that postponed projects or delayed growth are finding they need to ramp up to remain competitive. As a result, many are actively hiring or have plans to hire during the second half of 2010.

Local growth projections follow the trend noted in a national hiring survey\* of 1400 CIOs, which projected a 5% increase in IT hiring for Q2 of 2010 -- up from 2% last year. A report by Cambridge-based [Forrester Research Inc.](#) estimates that the US technology market will grow by 8% this year, showing that the growth is across the broader technology industry.

#### Take Stock and Prepare

As visions for a stable, growing economy start to crystallize here in New England, it's time to take inventory and ask: "Does my organization have what it needs to keep pace?" Perhaps you've become more efficient during the past year, learning to do more with less; but it may also be time to consider what talent may be missing in your organization and what new capabilities you need to add to your team.

Those who prepare now to recruit the best candidates in their field will have the greatest competitive edge. Here's how to position yourself to move quickly when you're ready to hire.

### **Talent: What You Have and What You'll Need**

Know your staff's strengths and limitations. Understand your current capabilities and assess what skills will be needed to meet changing workload demands. If your projected growth calls for flexibility, consider using a mix of permanent, temp-to-permanent and contingent staffing for upcoming projects. Contingent and temp-to-permanent staffing can greatly reduce the training time, benefits costs, long term commitment and hiring risks associated with traditional permanent hiring.

### **You Can Get There From Here**

Recognize that there are a finite number of qualified people available for any given job, and as the economy picks up, everyone will want to hire them. One of the best ways to land top employees is to line up expert staffing resources with a specialization in your industry and job categories (project management, business analysis, data warehousing, etc.). Engage with your IT staffing providers now to give them every opportunity to identify and cultivate your top candidates. Bringing your IT staffing firm on board early can help shortcut the hiring process, saving you time and money – a strong hiring advantage as more and more employers begin hiring.

With signs of growth in the local economy, we're seeing the renewal we've been waiting for. Now it's time to act on it.

*\* Staffing industry survey*