Robert Half Canada

Tech Leaders in Canada Report Urgent Hiring Needs for 2019; Project-Based Hires and Re-skilling Play Role in Staffing Strategies



- *62 per cent of companies plan to hire tech talent; 67 per cent have prepared plans and budget for project-based roles*
- *85 per cent of IT leaders are re-skilling current staff; cloud computing is top skill being trained for*

TORONTO, Dec. 13, 2018 /CNW/ - Many technology teams will be growing in the first half of 2019, but staffing challenges exist, according to Robert Half Technology's State of Tech Hiring in Canada research. Sixty-two per cent of IT decision makers polled plan to expand the size of their teams by adding full-time employees in the first six months of the new year. However, 89 per cent of those surveyed said it's challenging for their company to find skilled IT professionals.

Respondents cited the following skills were needed immediately by their organization:

1. Cybersecurity
2. Cloud security
3. Business intelligence and reporting services*
3. Cloud computing*
4. Cloud architecture
5. ERP Implementation
6. Virtualization
7. Mobile development
8. Web development/website design

**Denotes a tie*

Almost all respondents (97 per cent) said they will bring on project professionals to support their teams, and 85 per cent of leaders said they are upskilling or training current employees on in-demand technology skills.

"As IT business demands rapidly evolve, more organizations are integrating project professionals to support their existing teams, and provide specialized expertise on key or one-time initiatives," said Deborah Bottineau, district director for Robert Half Technology.

"Finding the right candidates, full-time or interim, can be a challenge in the current hiring market, especially when it comes to areas of increasing focus, such as IT security and cloud computing," added Bottineau. "To attract top talent, tech leaders must proactively promote what sets their company apart as a great place to work, including competitive perks, compensation and professional growth opportunities."

Additional findings

- Most IT leaders (94 per cent) in the survey noted they are confident in their company's prospects for growth in the first half of 2019.
- Besides recruitment, maintaining security will be top of mind for tech leaders in the first six months of the year, followed by cloud projects; innovation; and investing in new technologies.
- Cloud computing is the top skill IT managers are currently training their teams on, followed by security, project management, data science and machine learning/artificial intelligence.

About the Research

The online survey was developed by Robert Half Technology and conducted by a leading independent research firm. The report

is based on responses from more than 270 senior managers in Canada. All respondents were screened to have hiring authority for the information systems or information technology department of a company and were asked to provide a six-month hiring outlook.

About Robert Half Technology

With more than 120 locations worldwide, Robert Half Technology is a leading provider of technology professionals for initiatives ranging from web development and multiplatform systems integration to network security and technical support. Robert Half Technology offers online job search services at roberthalf.ca/technology. Visitors can also request a copy of theRobert Half Technology 2019 Salary Guide.

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