

The Top Staffing Challenges for IT Employers in 2014

CHICAGO – March 18, 2014 – The recession officially ended nearly five years ago, but many IT employers aren't seeing the benefits of the recovery. Forty-nine percent of hiring managers and human resource professionals at information technology companies say, from their company's perspective, it doesn't feel like the recession ever ended, according to a new survey from CareerBuilder and Sologig.com – its job site for technology professionals. A third (32 percent) said their company is struggling to recover from the recession and 34 percent say their staff is still smaller than before the recession.

The national survey was conducted online by Harris Poll on behalf of CareerBuilder from November 6 to December 2, 2013, and included a representative sample of 161 IT hiring managers and human resource professionals across company sizes.

“Despite the emergence of successful tech startups and exponential growth of several computer science and engineering occupations, many IT employers are confronted by a variety of staffing challenges that have the potential to limit productivity and innovation,” said Eric Presley, chief technology officer at CareerBuilder. “The top issues in 2014 will be the retention and recruitment of high-skill talent. The most-in demand workers are attracting lucrative offers nationwide, meaning employers have to recognize and incentivize their best talent to stay ahead of the competition.”

The following are the top 15 staffing challenges faced by IT hiring managers:

1. Retaining top talent – 36 percent
2. Lifting employee morale – 31 percent
3. Recruiting high skill applicants – 29 percent
4. Providing competitive compensation – 27 percent
5. Worker burnout – 26 percent
6. Maintaining productivity levels – 25 percent
7. Managing organizational changes – 21 percent
8. Providing competitive benefits – 20 percent
9. Providing upward mobility – 17 percent
10. Cutting down on cost-per-hire – 16 percent
11. Providing enough training opportunities to employees – 16 percent
12. Finding time to sort through applications and interview applicants – 13 percent
13. Employee engagement – 12 percent
14. Cutting down on time to hire – 11 percent
15. Adapting to new ways or sourcing/recruiting candidates – 11 percent

Survey Methodology

This survey was conducted online within the U.S. by Harris Poll on behalf of CareerBuilder among 161 IT hiring managers and human resource professionals ages 18 and over (employed full-time, not self-employed, non-government) between November 6 and December 2, 2013 (percentages for some questions are based on a subset, based on their responses to certain questions). With a pure probability sample of 161, one could say with a 95 percent probability that the overall results have a sampling error of +/-7.72 percentage points. Sampling error for data from sub-samples is higher and varies.

About Sologig.com and CareerBuilder®

Sologig is an employment website that connects experienced IT and engineering professionals and matches them with relevant opportunities. Users can also post resumes, sign up for automatic job alerts, and take advantage of job search management tools.

CareerBuilder is the global leader in human capital solutions, helping companies target and attract great talent. Its online career site, CareerBuilder.com®, is the largest in the United States with more than 24 million unique visitors and 1 million jobs. CareerBuilder works with the world's top employers, providing everything from labor market intelligence to talent management software and other recruitment solutions. Owned by Gannett Co., Inc. (NYSE:GCI), Tribune Company and The McClatchy Company (NYSE:MNI), CareerBuilder and its subsidiaries operate in the United States, Europe, South America, Canada and Asia. For more information, visit www.careerbuilder.com.

Media Contact

Ryan Hunt

773-527-6923

Ryan.Hunt@careerbuilder.com

<http://www.twitter.com/CareerBuilderPR>

CareerBuilder Media Contact

For all media inquiries and interview requests, contact:

Jennifer Grasz

(P) 773-527-1164

(E) jennifer.grasz@careerbuilder.com

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