



CLEAR BRIGHT SPOTS AMONGST IT HIRING PROJECTIONS

Randstad Technologies/IBM Study reveals Canadian businesses have a similar intent to hire IT professionals in 2012, compared to the previous year.

Information Technology (IT) projects related to IT/data security, collaboration, and cloud computing continue to drive job prospects for Canadian technology professionals, according to a recent survey of Canadian business decision-makers by Randstad Technologies with support from IBM.

Nearly half (41%) of the survey respondents say they plan to keep their IT staffing levels constant in the near and long-term, similar to what was reported in 2011. In addition, 49 per cent of those surveyed plan to grow their current staffing levels this year, while only 10 per cent expect to decrease.

- **The demand is driven by a number of positive developments.** CIOs and VPs that were surveyed say they will continue to plan to hire more IT staff in 2012.

New applications and increased IT workloads are said to be driving job prospects for Canadian technology professionals. Upgrades and refreshes are currently ranked as the biggest drivers for increasing IT staff in 2012 (47%), followed by internal company integration (37%) and IT/Data Security (29%), Collaboration (26%) and Cloud (24%).

- **Infrastructure implementation and support skills in high demand.** Over 60 per cent of respondents indicated they will be looking for infrastructure skills in 2012. Technical Project Managers (35 per cent), Server Virtualization Specialists (33 per cent) and Network Architects & Specialists (29 per cent) are among the Infrastructure skills that will be in high demand.
- **Strong need for management and business roles.** The results show that for large and small companies, Project Management and Business Analysis continue to be the talent requirements most in demand within the IT industry. Although

these two skills sets have remained in demand since 2009, the overall need has decreased to 42% (its highest peak reached 50% in 2010). The continued growth in the demand for these roles reinforces the move to a more specialized workforce with skills in business and IT.

- **Applications development skills also in high demand.** Nearly half (48%) of respondents expecting IT staff increases cite applications development as a skill they will be looking for over the next 12 months. The application development skills that will continue to attract the most attention include .Net (33 per cent) and Java™ (31 per cent). These needs are similar across all regions, with the exception of SAP which is more highly in demand in the West.
- **The use of global resourcing is increasing.** Almost half of the survey respondents currently use global resourcing (GR), in contrast with approximately one-third in 2009 and 2010. Reducing cost is the primary reason for using global resourcing, although access to skill bases and 24/7 services are also important.



About the Canadian IT Staffing Survey

The study is the third annual survey and covered over 230 top-level business and IT decision makers, from organizations of all sizes. The study was conducted between October 4, 2011 and November 18, 2011.

For more information on the survey, please contact: your IBM Account Representative.

How IBM Canada Can Help

The numbers bode well for IT staff but they renew concerns about the availability of talent in key areas.

IBM Canada is a leading provider of IT Staff Augmentation Services, covering a wide spectrum of Infrastructure Technology and Application Management skills.

IBM's "Virtual Bench" is a Canada-wide Staff Augmentation solution that allows access to a vast pool of **Infrastructure Technology skills**—for one day to one year. It's a one-time contracting vehicle that allows you to make adding temporary skills quick and cost effective, in addition to reducing recruitment and training costs.

For durations longer than 1 year, **IBM's Client Site Services** is a long-term staffing solution in which IBM provides full time, dedicated IT resources, located either on client sites or at remote IBM global locations, for IT management and delivery of day-to-day operations and technical support. Client Site Services provides quality management and diverse technical resources to manage and operate IT infrastructure, allowing you to focus on your core business.

Businesses eager to refocus on core competencies need access to a wider pool of reliable expertise, simplified business processes and application portfolios, accountability in service levels, and a measurable return on investment. These are the solutions available through IBM's **Application Management Services** offerings. Through Application Management Services we provide services such as application modernization, testing and support for custom or packaged applications.