

2015 TECH HIRING TRENDS

Time to reassess your hiring strategies? Knowing and understanding challenges, pain points and solutions will help you stay on top in 2015.

GREATEST CONCERNS

The Economy



HR managers will need to assess the company's retention and recruiting efforts.

As the job market continues to improve, employees can afford to explore other options.

Skills Gap



The "skills gap" will continue to present itself as a challenge for HR managers in 2015.

This underscores the importance of professional development training & improving employee retention rates.

Demographic Management



Balancing out demographic groups in the workforce relies on candidate pools.

This is important as baby boomers move out of the workforce and millennials move in.

STRESSORS

Talent Development

48% believe that managing talent is currently a challenge.

Some companies choose to combine talent acquisition, training and development teams to better serve the entire talent lifecycle.

Organization Overhead



HR managers must shift their focus to this as the Patient Protection and Affordable Care Act continues to change the health care landscape and its associated costs.

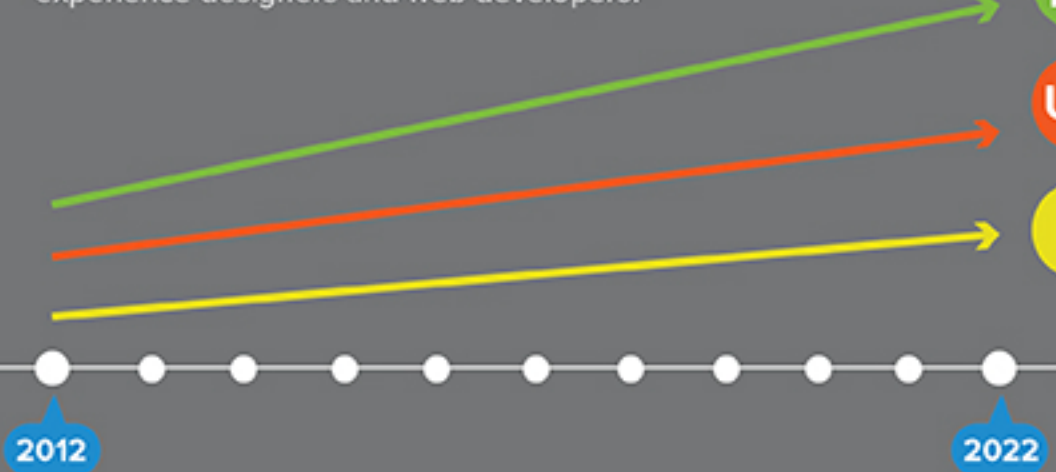
Transparency

More than ever, employees expect honesty and openness. Embrace this by breaking down department and hierarchical barriers.



MOST IN-DEMAND JOB TITLES

Job outlook from 2012 to 2022 is at a much-faster-than-average rate for marketing analysts, user experience designers and web developers.



32% Marketing Analyst



22% User Experience Designer



20% Web Developer

HARDEST SKILL SETS TO SUPPLY

Project Management

35% of HR managers will look for job seekers with this skill set.



Web Development

28% of HR professionals will be searching for candidates that have these skills.

TALENT RETENTION INFLUENCERS

Flexible Arrangements

80% of employees state that flexible work arrangements increases work productivity.



Bonuses and Promotions

30% of employees report that monetary and title improvements are the top engagement tool.



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