

# Addressing the IT Skills Gap

## State of the tech hiring market



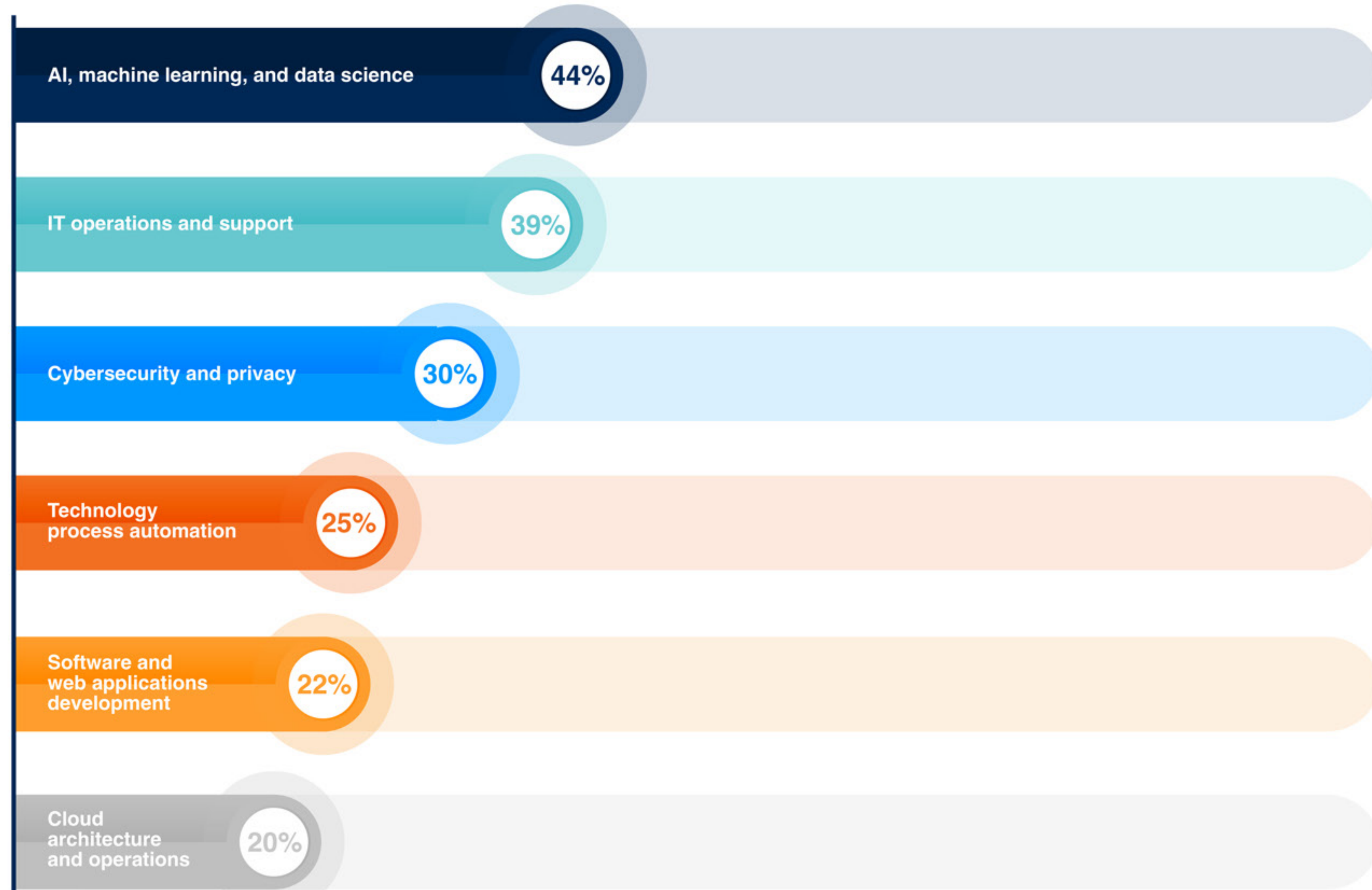
Uncertainty and skilled staffing shortages continue to be the primary challenges of the IT hiring market.

- Unemployment in IT is **2%** with a **1.8%** margin of error.
- **65%** of IT leaders consider the skills gap a significant concern for the next two years (Gartner).
- **64%** of global business leaders say finding experienced candidates is their top hiring challenge (MIT).
- **2/3** of IT leaders said lacking IT skills caused missed revenue growth and objectives (IDC).
- **90%** of organizations across the globe will feel the pain of the IT skills gap by 2026 (IDC).



## Skills shortages

According to a recent survey (Robert Half), companies struggle to fill the following roles within IT:



## Partnership at every step



Pomeroy's experienced relationship managers ensure the success of your hires through regularly scheduled touchpoints.

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|---|---|
| <b>1 WEEK</b><br><b>Initial Check-in</b><br>Goal: Aligning expectations   | <ul style="list-style-type: none"> <li>• Confirm goals and expectations with the recruit.</li> <li>• Establish a roadmap for success and a timeline of role objectives.</li> <li>• Outline specific client project expectations.</li> </ul>   |
| <b>2 WEEK</b><br><b>Early Feedback and Adjustments</b><br>Goal: Assessing the level of satisfaction                         | <ul style="list-style-type: none"> <li>• Review client feedback.</li> <li>• Adjust goals and resources.</li> <li>• Review the recruit's progress and identify any challenges.</li> </ul>  |
| <b>30 DAYS</b><br><b>First Major Milestone</b><br>Goal: Conducting a thorough 30-day review                                 | <ul style="list-style-type: none"> <li>• Assess performance against goals and expectations</li> <li>• Review client feedback and address any concerns.</li> <li>• Celebrate successes, note areas for improvement, and create an action plan.</li> </ul>  |
| <b>60 DAYS</b><br><b>Mid-Point Check-in</b><br>Goal: Ensuring   | <ul style="list-style-type: none"> <li>• Evaluate long-term objectives and identify opportunities to take it to the next level.</li> <li>• Assess goal progress and set stretch goals</li> <li>• Promote career development for the recruit with ongoing coaching.</li> </ul>                             |
| <b>90 DAYS</b><br><b>Final Review and Long-term Success Planning</b><br>Goal: Partnering with the client to measure success | <ul style="list-style-type: none"> <li>• Conduct a comprehensive review of the first 90 days, incorporating client and recruit feedback</li> <li>• Evaluate goal completion and Share and discuss key metrics</li> <li>• Identify necessary adjustments for long-term success and take action.</li> </ul> |



## Why Pomeroy?

Pomeroy connects you with the right talent by building long-term relationships. We work with clients and recruits to find the best fit for each role.

40+ years in tech hiring	100% domestic recruiting team
2 to 3 months faster than traditional HR hiring processes	Technologically experienced resources managers