

# PROBLEMS IN TECHNOLOGY RECRUITMENT & SOLUTIONS THAT WORK!

and how IT staffing can work for you!

JobsFit DOLE 2020 Vision reveals that IT positions are both in-demand and hard-to-fill.

Sysgen's decades-long experience in IT staffing and IT recruitment process outsourcing attests to this finding.

## PROBLEMS IN TECHNOLOGY RECRUITMENT

### 1 High Demand – Low Supply

The Philippine Department of Labor and Employment's report reveals that **information technology (IT) professionals** are among the **43 in-demand and hard-to-fill occupations in the Philippines**. It means there is a high demand for IT professionals, but there is an **inadequate supply of qualified IT professionals**.

### 2 Inadequate Database

Common problems in filling IT positions revolve around the **size and quality of the database**, as well as the ability to perform refined searches and to parse through resumes. An **inadequate database often results to slow recruiting velocity**. As IT talents are difficult to find, **the smaller the database, the lesser is the likelihood of getting qualified talents** to fill in the vacant position.

### 3 Slow Recruiting Velocity

'Time to fill', a recruiting metric, is critical for that same reason that an extended time of an unfilled position means increasing opportunity costs (i.e. lost revenues and unaddressed business issues). **Unfilled IT positions over a long period of time hampers the optimal productivity of your firm**.

Slow recruiting velocity could be due to a number of reasons:

1. Inadequate database;
2. In-house human resource personnel are preoccupied with company's other HR activities;
3. In-house human resource personnel lack technology recruitment knowledge;

### 4 Lack of Technology Recruitment Knowledge

One of the most common problems in information technology recruiting is the **lack of knowledge and understanding of IT jobs and related technology terms** such as programming languages, and operating systems among others.

## SOLUTIONS THAT WORK

### Pipelining

A long term solution to the demand-supply gap is a profound **intervention in the supply drivers** such as producing more graduates and improving curricula.

A short term solution, on the other hand, is to **build a database and a continuous pipeline of candidates**. Pipelining candidates involves **pooling and screening talents** to ensure that there is a **steady supply** of highly-qualified IT professionals.

### Growing your database

Growing your database takes time and tremendous effort as highly-skilled IT talents are difficult to find. Also, it also takes good technology and processes to make best use of your database, but it is the best thing to do.

Growing your database and pipelining qualified candidates **bridges the gap between demand and supply**, and speeds up the recruiting velocity.

### Seeking Staffing Firms' Help

Advantages of recruiters from staffing firms over in-house recruiters:

**Industry Knowledge.** External recruiters work closely with a number of companies. They have a long-term experience of working within a particular sector. **They have a stronger understanding of what separates one firm from another**, and how closely suited a candidate is to a particular firm over another

**Specialism.** Specialised staffing and recruitment firms have **extensive networks** to call upon and are able to quickly identify the top candidates. IT search firms or staffing firms have the **top technical recruiters** dedicated to your hiring needs, whereas it is unlikely an internal team could afford that level of specialism, except perhaps at the largest organisations.

**Reach.** Identifying a strong list of candidates for any given role is only half of the battle. The next problem comes when reaching out to those top 10% of senior level executives – will they be willing to listen to an offer from an in-house recruiter calling them out of the blue to discuss a position?

**External recruiters tend to have more genuine relationship with candidates**, meaning they can approach them and discuss roles with the authority of a trusted advisor.

**Database.** Staffing firms which are focused to particular industries (e.g. IT staffing firms) have a **talent community of skilled professionals**. A large community of top talent effectively increases availability of talent and reduces time to fill.

### KEY BENEFITS FROM TAPPING AN IT STAFFING FIRM

1. Better industry knowledge
2. Specialism
3. Reach
4. Improved quality of talent
5. Increased availability of talent
6. Reduced time to fill
7. Reduced administrative burden
8. Improved process efficiency

Is technology recruitment giving you headaches? Allow us to help you. Connect with us today.

Source: JobsFit DOLE 2020 Vision

## ABOUT SYSGEN

Founded in 1991, Sysgen has the largest database and network of IT professionals and has become the most recognized IT staffing and recruitment provider in the Philippines.

As a talent community of over 40,000 IT professionals, Sysgen has helped top-notch companies to quickly ramp up on IT manpower resources. Having been in the business of IT staffing for 24 years, Sysgen has an extensive knowledge in technical recruiting and has a well-tested recruitment process.