AGILE

WE SPEED YOUR TIME TO TALENT

Sharpen your competitive position by augmenting IT talent (especially in a down economy)

by Tricia Dempsey, CEO, Agile

Learn how to:

- Capitalize on a 70% reduction in IT hiring[1] to hook top talent for your business

- Take advantage of the current "thaw" in historically high technology employment

- Upgrade your competitive advantage by speeding your time to top talent

Now is the best time to hire

Don't hesitate—with 7.4% IT unemployment, the data shows that now is the best time to upgrade your technical team in the last several years. The last time unemployment in IT approached this level, it was 2001, in the wake of dot com bust, and IT unemployment was just 5%.[2] Now it's over 7%, as you can see in these recent figures from the Georgia Department of Labor.

Unemployment Rate by Industry Sector[3]

	October 2008	November 2008	December 2008	January 2009
Construction	10.8%	12.7%	15.3%	18.2%
Leisure and Hospitality	8.9%	9.9%	9.5%	11.5%
Manufacturing	6.2%	7.0%	8.3%	10.9%
Professional and Business Services	7.5%	7.0%	8.1%	10.4%
Information (including Information Technology)	**5.0%**	**5.2%**	**6.9%**	**7.4%**

A recent Dice Report revealed that 70% of recruiters and hiring managers in IT are scaling back hiring plans for the next six months.[4] What this means is less competition for IT resources. This indicates a lull in generally high IT employment that smart CIOs will use to enhance their own resources.

"Our economy is an information-based economy, and Obama's economic stimulus programs will create millions of new jobs—and that means it's a good time to be an IT person."

—Rob McGovern, CEO, JobFox[5]

Act fast before the window closes

While the current economy has freed some members of the IT workforce and opened a window to find better talent, the idea that a shaky economy indicates a "buyer's market" in talent does not translate into the technology industry the way it does in other sectors. When it comes to IT, 7.4% unemployment is still well under the current Georgia state average of 8.1%. In other words, now is a **better** time to upgrade your IT talent, but it's still not a cake walk.

In our industry, **with unemployment still below the state and national average, we can deduce that the best people are still employed**—and even some of the marginal people are still employed. A recent SIM survey found that only 15% of their IT respondents planned to reduce headcount in 2009.[6] Reading between the lines, that means 85% plan on increasing staff or keeping their current team in place.

Competing for candidates in the IT talent market thaw

Therefore, many of the best IT resources today are "passive" candidates. These candidates are secure in their jobs, but they may keep a LinkedIn profile open just in case a better opportunity comes along. In this time of record IT unemployment, they are more nervous than ever about being on the best projects and creating the best resumes. The trick is luring exceptional candidates in the most effective and efficient manner possible—which is where Agile excels.

Approach new talent with intelligence

Hiring managers are faced with doing more with less people and don't have time to invest in sourcing a position when systems and resources are already scaled to do the task for you. Filling a position requires:

- Posting the job (2 hours)
- Screening and testing candidates (minimum of 2 hours per candidate)
- Performing background checks and drug screening (minimum 1 hour per candidate)
- Training a new team member and integrating them into the enterprise (measured in weeks)

Utilizing an agency that understands the nuances of the IT job market today can leverage your time to enjoy focus and precision in your search for better talent.

Ready. Aim. Hire.

You can capitalize on the opportunities presented by this current economic climate and become one of the 29% of companies that are able to consistently acquire talent that blends well into the processes and culture of their organization.[7]

The trick is having the right partner—a firm willing to guarantee the success of candidates they recruit in order to help you find the right talent.

Talk to us today about our risk free process to speed YOUR time to talent.

About Tricia Dempsey

Tricia Dempsey is Founder and Chief Executive Officer of Agile. Prior to founding Agile in 2003, Tricia served in a variety of leadership positions in the information technology staffing industry for companies ranging from $5 million to over $1 billion in annual revenues. Tricia has worked with over 100 Southeast clients ranging from Fortune 100, mid-market, and emerging organizations on over 1,000 information technology searches. Tricia has experience working within a variety of industries including healthcare, financial services, media, technology, telecommunications, transportation, and manufacturing. Tricia is on the board of Women in Technology and serves as the 2009 Program Manager for Outreach. In 2007, Tricia was the recipient of Atlanta Business Chronicle's Top 40 Under 40 Award and the GWEN Award, which recognized Tricia's community and business accomplishments. In 2004 Tricia founded Agile on the Green, Agile's annual fundraiser benefiting the Susan G. Komen for the Cure Foundation. Since its inception, Agile has raised over $100,000 for Komen

About Agile

Agile is an IT talent firm that gives technology leaders in the Southeast the fastest route to top talent. Through more experienced recruiters, a comprehensive performance profile that focuses on both hard and soft skills, and strong targeted talent pools, we can reduce your time to talent and deliver superior performers. With a 90% success rate, we have never lost a customer and guarantee your success.

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