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Photo taken at Acadia National Park, ME, by TCM employee, Carol Corsaro

37% of IT pros to look for new jobs in 2017

IT pros aim to boost cybersecurity, networking, virtualization skills in coming year.

By Ann Bednarz - Assistant Managing Editor, Features, Network World

If your IT department isn't already worried about staff retention, some new stats might change that. A new poll finds 37% of IT pros plan to begin searching for a new employer in 2017, and 26% plan to accept a new job.

Many factors are driving people's desire for a job change, according to Spiceworks' 2017 Tech Career Outlook. The most frequently cited reasons are: to advance my IT skills (cited by 69%); to get a more competitive salary (64%); to work at a company that makes IT more of a priority (40%); I'm burnt out at my current job (40%); to find a better work-life balance (38%); to get better benefits (401k, healthcare) (33%); to work with a more talented IT team (26%); to get better work-from-home options (24%); to get a better job title (22%).

"Many IT professionals believe they're underpaid and their department is underfunded," said Peter Tsai, IT analyst at Spiceworks, in a statement. "This is leading many tech professionals to take advantage of the favorable job market expected next year and seek employers that prioritize their IT department, invest in tech talent, and provide adequate resources IT professionals need to be successful."

On the flip side, 61% of IT professionals feel appreciated by their current employer, Spiceworks finds.

Continuous skills development is a hallmark of IT, and respondents to Spiceworks' survey have plans in this area, too. When asked which skills IT pros plan to improve in the coming year, IT pros prioritized security/cybersecurity (cited by 62% of respondents), networking (56%), and virtualization (45%) skills.

When asked what IT tasks will be the most challenging next year, most IT professionals said getting business leaders to understand the importance of IT priorities and fund critical IT projects. IT pros also expect to face challenges associated with keeping their organization's data secure, ensuring IT infrastructure is up to date, and upgrading end-of-life software and operating systems on time.

Spiceworks makes free IT management software and has built a community of IT pros. Its survey included 476 respondents from North America and EMEA.

TCM Wins and News!

- TCM continues to expand its delivery impact for a large **insurance client** and their global optimization project. This strategic, multiyear initiative is built on four key pillars: technology, data, processes, and people. It will fuel significant cost reductions through the enhancement and streamlining of many investment processes and systems from the front office to the back office operations. TCM's consultants will be working within a team of business experts, application technology experts, business analysts, and QA test engineers who will be based at our client's MA-based office. This transformation program will roll out in phases over the next several years and, when completed, will reshape and enhance the way our client operates. Based on our success to-date and the future needs for top talent across the project, TCM is poised to deliver continued value to our client through the deployment of functional and technical resources that get the job done.
- TCM is proud to be continuing our delivery efforts by deploying both full time IT and training resources to a west coast-based **higher education** client. TCM's resources will design, develop and evaluate technical training initiatives for the university's Enterprise Technology Services Group. Our resources will work extensively with campus subject matter experts, key vendors and project team members to assist in evaluating the clients training needs and determine the best approach for meeting their key e-Learning objectives.
- TCM continues its successful delivery partnership with a national **hospitality** client that designs, builds, manages and maintains resort properties across the U.S. We've been chartered with expanding our client's QA team, Development team and Project Management Office who will play central roles in all phases of product development primarily within two signature brands. By leveraging these highly recognizable brands, our client drives value for customers by delivering exceptional levels of service and programming that are unique to the brands and distinct in the market. We expect to further expand our support and impact for this national client as we deploy additional top talent for them.
- TCM is excited to be expanding our presence and impact in support of a MA-based technology and innovation leader in the **defense**, civil and cybersecurity market. Our client provides state-of-the-art electronics, mission systems integration, capabilities in C5I, sensing, effects and mission support services. We continue to build on our success to-date supporting this client's expansion across many offices in the U.S. by delivering high quality resources across their portfolio of key projects.
- TCM is pleased to announce a new partnership with a Fortune 500 major **communications and information technology** company. TCM will provide infrastructure and application development consultants on a nationwide basis to support our client's aerospace & defense needs as well as their pursuits in the wireless communication market. Our new contract enables TCM to provide multiple high value services to the client for both contract-based and core FTE resources.
- TCM has recently executed a new agreement to partner with a nationwide **mid-cap systems integrator** to provide contingent technology resources on critical projects for their Fortune 500 end-customers. Our initial push will be to provide senior data center resources to fill critical positions across the spectrum of storage, network, cloud, database and systems.
- TCM has been awarded a multi-year information technology (IT) services contract with one of the Nation's largest Federally Funded **Research and Development** Center, conducting research and development aimed at solutions to problems critical to national security. TCM will provide high quality IT services on a Laboratory-wide basis for a one (1) year base period and three (3) additional one (1) year options. The anticipated areas of IT expertise that TCM will provide services may include, but not limited to: IT (technical and non-technical), System Administration, Cyber-Security, Information Systems and Security, Quality Assurance, Project Management and other technical related areas.

Ask A Career Coach: How Do I Get Around Ageism In The Job Search?

Forbes.com (Kyle Lee is the Coaching Operations Specialist for The Muse.)

Kyle,

How does an older person get the job when a 20-something is the hiring manager? What mannerisms "seal the deal" instead of breaking it? What does an older job seeker need to do to fit in? Why is it deemed sketchy to put the name of college and degrees acquired but omit the graduation date? As an older woman joining the work market, I feel as though I'm at an unlevelled disadvantage: People with whom I have no relationship with look at me and think that because I'm over 40, I'm anachronistic and not a good new hire.

Signed, Getting Passed By



Hi Getting Passed By,

Full disclosure: I'm a 20-something. This doesn't mean that I disagree with, or don't acknowledge, the prevalence of ageism in hiring. However, what I'm hearing is that your particular situation is rife with misunderstandings by both employer and applicant.

Omitting your graduation date isn't "sketchy," in fact, it's a very effective technique for older job seekers. There are plenty of tips and tricks out there, but here are three techniques that'll propel you past the age-specific concerns that are getting in your way.

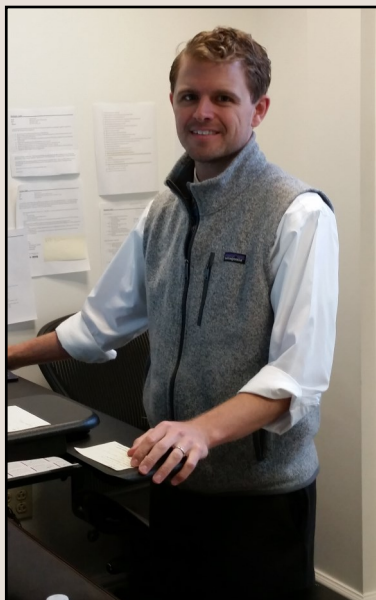
1. Get Ahead Of Objections

Before you head into an interview (regardless of your age) you should ask yourself what in your background might be of concern to the hiring manager. Sometimes frequent relocation or short stints of employment raise eyebrows. For the older job seeker, they might be how your professional experience lines up with the role you're after and what kind of salary you require.

Continued on back...

TCM Employee Spotlight: Logan Ramseyer, Account Executive

Logan Ramseyer joined TCM in September 2007 and was hired as an Associate Technical Recruiter. In January 2009, Logan was promoted to Account Delivery Manager and in January 2011, was promoted to his current role as an Account Executive. In this role, Logan supported one of the largest managed staffing programs in TCM history, providing account management leadership to several key end-clients nationwide. He was responsible for consistent year over year revenue growth and helped strengthen TCM's brand by providing exceptional service to our complex client. Logan has also distinguished himself further at TCM by signing a nationwide master services agreement with a global defense and aerospace company which saw TCM's presence grow from being a non-existent supplier to a trusted partner in less than a year. Below is some recent feedback from Clients and Consultants on Logan. Fantastic job Logan, keep up the great work!



"I just wanted to let you know that Logan Ramseyer is so professional and very responsive to my needs. We have had many very pressure filled projects out here. My need to get resumes, get offers extended and get the new hires on boarded went without a hitch. Logan was there with a very quick response, he kept me informed and made my job much easier. I could go on and on but I just wanted you to know how much I appreciate the great job Logan does. Looking forward to working with Logan and the rest of the TCM team. Thanks again."

"I just wanted to say that it has been a real pleasure working with Logan and TCM on filling my recent Product Center consulting req. I told Logan that I was blown away by how quickly they were able to provide the required background and paperwork that we required to get [consultant] into the office. It just seemed like they had everything queued up and ready. I don't think I have ever had a contractor go from offer to in the office working as quickly... After his first week, all indications are that [consultant] was a good choice and will fit in nicely and I would not hesitate to work with Logan again on any future needs. Just wanted to let you know, as I know we are vetting consulting houses and building relationships with the ones we see as best in class."

"Mr. Ramseyer provides assistance resolving conflicts for any client needs during the interview, placement, and on-boarding process. He maintains contact with consultants placed on site to ensure positive, productive consultant relationships with TCM."

"Hi Logan, I just wanted to say thanks for everything with getting me set up for this position and always following up to make sure things are going smooth. You have been excellent through this whole process and continue to be. I received my card in the mail for my birthday and also wanted to say thank you for that as well!! It was very much appreciated. Everything is going well at the job. It's been busy which is great! Learning new things every day and digging in to new projects as I go along. The team has been great with supporting me and training me on various aspects. Definitely happy to be here and hope everything works out with the transition later this year. But once again, it's been a pleasure working with you."

"Logan Ramseyer did a super job. He contacted me just enough to make sure I had everything I needed. He was always there for me when I did need help. He never 'over' contacted me. I could not have had a better experience with another account executive."

TCM CONSULTANT REFERRAL BONUS!

\$1000 Direct Hire/Permanent Bonus - You are eligible for our \$1000 Referral Bonus if you are the sponsor of a full-time placement candidate (payment will be issued when the placement has successfully completed the guarantee period and payment of the full net fee has been received).

\$250-\$500 Temporary Bonus - You are eligible for our \$250-\$500 Referral Bonus if you are the sponsor of a new TCM consultant (W2 or corp-to-corp). A referral bonus of \$250 will be paid upon completion of the first 320 hours of work by the new consultant, and a second referral bonus of \$250 will be paid upon completion of 640 hours of work.

Our experience has taught us that great candidates often know other great candidates, so be sure to take advantage of our referral bonus program. There is no limit to the number of employees you may refer!

Please contact your Recruiter or Account Executive for further details.

Job Seeker Tip:



You are confident you could do the job, but you don't exactly have all the credentials the employer is requesting, and you've got a past that might be a red flag. If you are tempted to embellish your resume — even just a tad — to make yourself a perfect fit for the job, or think your past could go unnoticed, think again.

According to a recent survey, the majority of employers (72 percent) say they conduct background checks for every new employee before they're hired. More than half (55 percent) drug test candidates.

There are typically two types of background checks. One is a reference check, which involves the HR person calling each of the previous employers you listed on your resume to confirm your dates of employment and salary. The second type is less related to your work history, but may involve a more thorough check done by an agency hired by the employer. This may include a credit check or a criminal record check depending on the sensitivity of your position.

CareerBuilder.com

How Do I Get Around Ageism In The Job Search? (continued)

For example, if you're interviewing for a more mid-level role that won't have you managing anyone, a younger hiring manager may wonder why you aren't after a lead or management position. They may also presume that they can't afford you based on your years of experience.

You can get ahead of their worries in how you answer the "tell me about yourself" question. Providing examples that proactively address a hiring manager's age-based concerns is the way to eliminate them. Talking about your desire to remain hands-on can explain your lack of interest in a management position.

2. Align With The Culture

This is possibly the most important thing that you can do. Having a thorough understanding of a company's core values, and being able to demonstrate your alignment with them is crucial to overcoming the unspoken concern that the rest of the team might be younger than you.

Pay special attention to the office culture, and if possible, try to land an informational interview with someone from the company. Nothing quite compares to having an internal champion singing your praises before you even apply to the job.

3. Do Not (Directly) Comment On Your Age

If you're interviewing with a person several years younger than you, keeping the focus on your relevant skills is key. Avoid statements that shift the focus to your age. Saying things like "Oh, I'm probably aging myself" in reference to an industry tool or obsolete brand or "I've worked with this system—but not since 2004" isn't helpful. Instead, refer to your experience by employer, not by year.

Try, "I had a chance to use this system with JP Morgan," or "I've been playing with the most recent release"—both better options than unnecessarily dating yourself.

Don't Forget!! TCM offers a special referral bonus program for the referral of **NEW Client Hiring Managers!** If you provide the name and contact information of a hiring manager that TCM hasn't worked with and TCM places a consultant under that manager, you may be eligible for the Referral Bonus! Bonus prizes range from an iPad Mini, iPad, iPhone! Referral Bonus details can be found on our website at: <http://jobs.itstaffing.com/st/Referrals/THECA002K/560>

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