



A DATA-DRIVEN US IT STAFFING MARKET ANALYSIS: TOP TRENDS OF 2022 TO DISCOVER BRIGHTEST IT TALENTS

BY REKROOTING – AN EMINENT FLAGSHIP PROGRAM BY DASH TECHNOLOGIES



Introduction

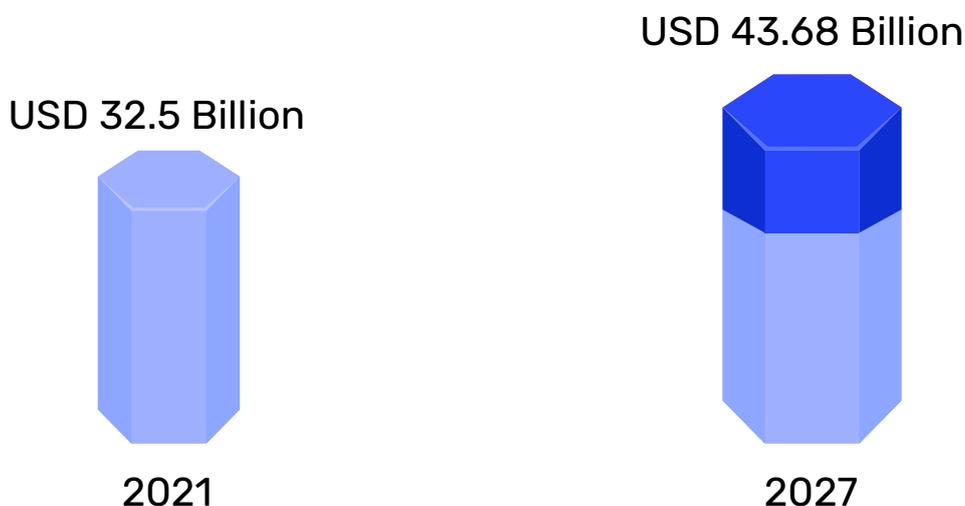
The way today's IT environment has evolved over the last couple of years is simply unthinkable. With the impact of the COVID-19 pandemic, economic vulnerability, and progressing norms, the IT hiring landscape has become more complex than ever. Looking around, you will see that the IT staffing landscape is transforming like never before. The COVID measures have changed the direction of this journey towards 100% digital transformation and global reach.

With these new advancements, the US IT staffing market is expected to grow at a CAGR of 5.1% during the 2021-2027 forecast period. As we see teams in every sector are spanning rapidly to metamorphose into virtual workspaces, there is a constant need for new technologies to rise overnight to meet the ever-changing demands of employers and employees.



U.S. IT Staffing Market

Market forecast grow at a CAGR of 5.1%



According to the US IT staffing market outlook and forecasts, the above reason will forever change the way of finding, hiring, and retaining skilled IT recruitment specialists.

An Effective Analysis of the US IT Staffing Market of 2022



The IT staffing market is growing by leaps and bounds in the US because of the increased billing rates in the country, with many Information Technology recruitment agencies coming up with sheer innovativeness. Another crucial contributor that is playing a significant role in the growth of the IT staffing market in 2022 and IT consulting is the increase in salary of the IT personnel. The boost in IT spending by the US government is impacting the IT staffing market in the US remarkably. Moreover, the outdated IT infrastructure is consistently being updated in 2022, and that's how it remains one of the vital forces behind an increasing IT budget for the upcoming years.

With this scenario being the reality, the US Bureau of Labor Statistics expects that there will be a 10.8% increase in overall employment by the end of 2022. Meanwhile, the IT employment sector will see a projected high growth of 17.6%. In a nutshell, the demand for skilled and knowledgeable IT employees is at an all-time high pace, with the massive importance of transparent and robust IT recruitment services and IT staffing processes.



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What are the IT Staffing Market Opportunities in 2022?

With the increasing boom of the IT industry, the market opportunities in staffing related to this niche are also touching new heights in 2022. Some of the most remarkable highlights here would be:

01

Increased IT Spending
Strengthening Staffing

02

The Demand for Talent
Retention is on Rising

03

The Gen Z Giving
Remodeling the IT
Workforce and, in turn,
the IT staffing solutions

04

Increasing Integrated
Branding to Revamp
IT Staffing

US IT Staffing Market 2022 – Segmentation

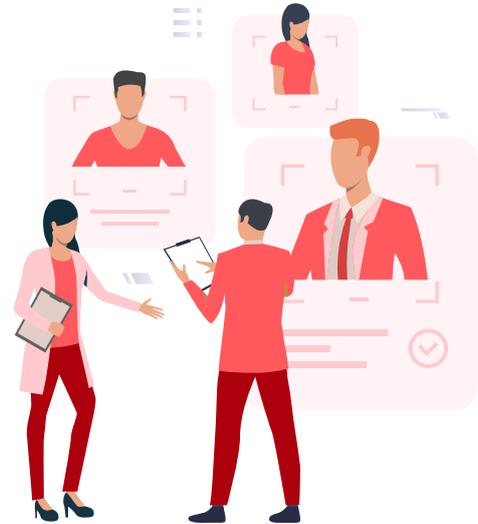


If we segment the latest US IT staffing market, the entire scenario can be divided into three critical aspects. They are:

It is expected that the demand for software developers in America will grow significantly by 2025. This will remarkably increase the number of software engineers in the US from about 3.5 million.

Over the past few years, the demand for business analysts has risen across the banking and financial services industry. There is a huge demand for premium quality data monitoring and the highest IT industry knowledge in 2022. It is a crucial requisite to hire skilled professionals nowadays.

Healthcare is one of the most growing and expanding sectors for IT professionals in the US. Over the past few years, IT has brought a complete revolution in this niche, including in the US. So, the demand for IT professionals in this industry is growing significantly.



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US IT Staffing Market 2022 – Competitive Scenario



IT staffing is one of the central business segments for vendors in the staffing industry because of the immense staffing opportunities. The improving [US economy](#) is one of the crucial factors which plays a significant role in developing the IT staffing market in the US. Moreover, the IT staffing market is among the most fragmented across various staffing verticals. It has fewer entry barriers, allowing vendors to implement innovation and differentiation in client offerings. In 2022,

the top IT staffing agencies like Rekrooting are strategizing to win over the competitors through upgraded offerings, which range from maintaining an efficient applicant tracking system to adopting a region-driven market expansion strategy. Specialization is one of the critical factors that vendors are focusing on nowadays in the IT staffing market, while major players like Rekrooting, concentrating on [STEM skills](#), continue to enjoy profit and growth.



The IT staffing market in the US is witnessing a massive wave of transformations because of the recent digital and innovative technological advancements across the IT sector in the country. The latest digital innovations and technologies like AI, Internet of Things, Machine Learning, Robotics, Data Analytics, etc., are transforming companies to adopt new and data-driven approaches for project execution.

In 2022, it is becoming hard for IT staffing agencies like us to find such professionals. This, in turn, urges companies like us to hire or recruit individuals with specific sets of skills on a contingent basis. Thus, we end up reducing the burden of long-term association towards the IT employees. And this kind of short-term association works well for IT companies which in turn opt to take more assistance from the IT staffing firms like Rekrooting, which has the best potential candidates for their specific projects.



A Sneak-Peek at the IT Staffing Geographical Outlook of 2022

The IT recruitment process outsourcing is the talk of the town now. Companies of all niches are widely relying on IT staffing services nowadays. So, there is considerable growth in the number of such companies in the US.

Here is an elaborate demographic bifurcation of the same:

Western States of the US

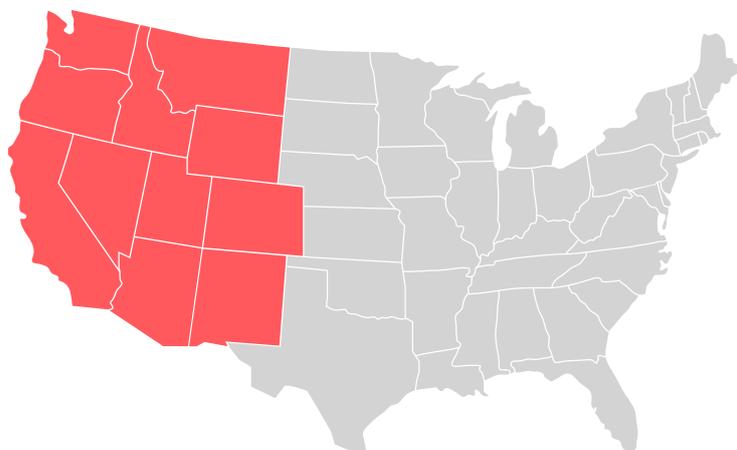
Southern States in the US



Western States of the US

The west US is expected to see the highest **CAGR** during the forecast period of **2022-2027**. Experts believe that California will be one of the significant forces in attracting tech talents to the US, giving rise to a massive demand for IT staffing.

The reason behind this anticipation is that the city is home to big IT-centric brands like Google, Apple, Facebook, and many more. Typically, the IT industry in California generates approximately **USD 489 billion**, which is **18-20%** of the annual **GDP** of the entire state.

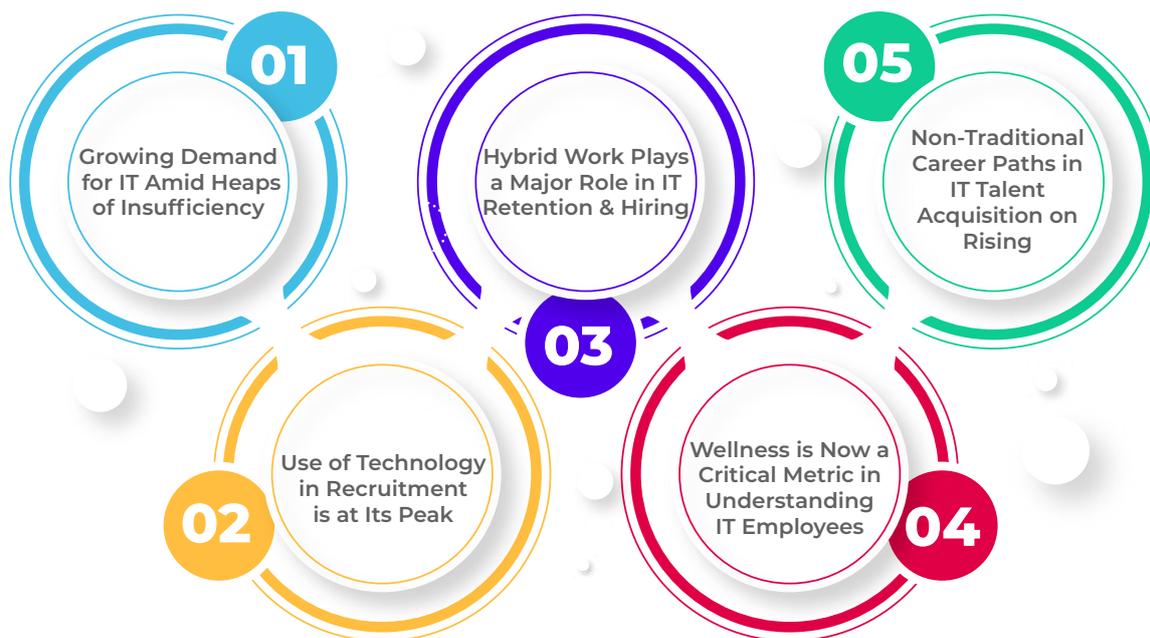


Southern States in the US

The southern part of the US accounted for the most significant share of the US IT staffing market, almost **37.58%** of the total revenue generated in **2021**. The reason why Southern US has excellent fame in the US IT staffing industry is because of the prominence of certain popular southern states in IT and tech employment. Texas, Florida, and Virginia are three of the most critical conditions contributing to holding a vast share of the south of the US in the US IT staffing market.

As a pro IT consulting company, we have done an extensive research to come up with the above data-driven US IT staffing analysis, which covers all the crucial facets of the IT staffing market in **2022** and the upcoming years. Based on the above data, the experts and best brains of the IT staffing market proposed the below trends for 2022, which an IT recruitment agency should never ignore in this year and the upcoming years. We at Rekrooting always prioritize keeping an eye on these IT staffing styles.

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1. Growing Demand for IT Amid Heaps of Insufficiency

The tech giants worldwide struggle to bridge their significant gaps with skilled and qualified talents with advanced degrees and extraordinary skillsets. Unfortunately, the labor market is not able to stay updated with such a sharp surge of demand for efficient IT professionals.

So, according to a survey, to cope with this labor shortage, modern staffing agencies should aim to adopt technologies such as automation, predictive analytics, etc., in the hiring stage. This will always help them stay ahead in the game.

Also, as the unique needs of today's IT environment continue to evolve, the staffing firms should adjust to stick to the evolving ecosystem. The unlimited demand for IT specialists is undoubtedly offering unique challenges to workforce management agencies like us but as the experts say, striking the right balance between innovative technologies and intelligent brains is the ultimate idea!



2. Use of Technology in Recruitment is at Its Peak

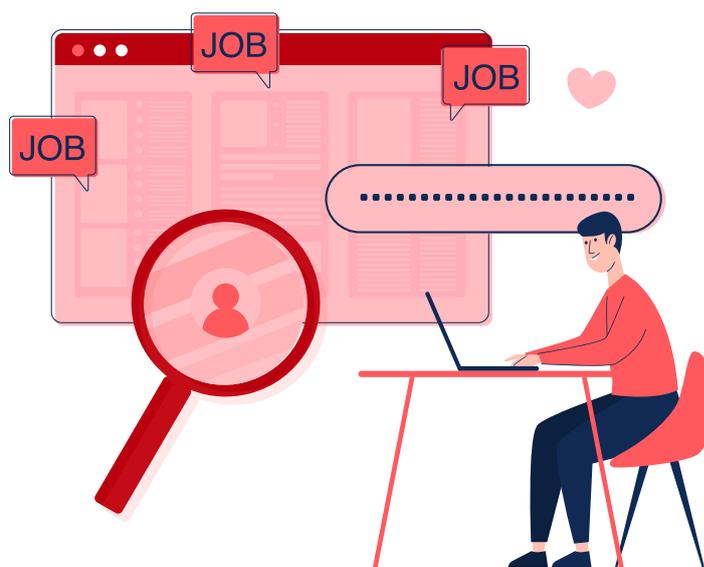


Today's modern Recruitment and Human Resources departments are driven by insightful data more than ever! There are a lot of data-driven questions that these two departments need to address every day. Automation and analytics play a significant role in workforce management. The most ingenious technologies enable recruitment and HR specialists to build better relationships with candidates and employees by reducing their menial tasks.

What's more, as we have been in the IT talent management business for a long time now, we know very well that Natural Language Processing (NLP) has been gaining a lot of traction in the last few years in the IT staffing industry. This latest and innovative technology helps recruiters process even a colossal amount of data effortlessly. It can facilitate automatic resume selection and processing to reduce the hiring time required and cut-down manual labor.

Also, the recruitment strategies of 2022 are AI-driven, so it helps organizations to shortlist only candidates who match perfectly with the job requirements of an organization. Also, Artificial Intelligence helps automate the significant parts of the recruitment pipeline, ensuring that only the best candidates get hired for different roles.

Moreover, two other revolutionary technologies are transforming today's IT staffing market. VR is nothing but a computerized simulation where people can leverage a [3D environment](#) to interact with each other. The biggest tech giants said that using [VR and AR technologies](#) in their recruitment strategies for 2022 has helped them showcase the vital work that tech professionals can expect at their organizations.



3. Hybrid Work Plays a Major Role in IT Retention and Hiring



Hybrid work is a primary focus regarding IT staffing trends of 2022. This is going to [transform IT staffing strategies this year](#).

IT professionals are now prioritizing where and how they want to work. This has created a benchmark and encouraged flexibility at the organizational level like never before. That said, hybrid work has made a competitive edge in today's job market regarding IT staffing.



4. Wellness is Now a Critical Metric in Understanding IT Employees

Gone are those days when your employees considered wellness a fun team-building idea. From 2022, it has become a critical aspect of IT staffing, not just a perk.

In 2022, we at Rekrooting have started prioritizing the well-being measures of our clients' companies while recruiting potential IT talents for them. And with this approach, we have been able to recruit 69% more for some of the top IT companies; employees' holistic state of health has become one of the most crucial factors to predict performance and retention more precisely during IT staffing 2022.

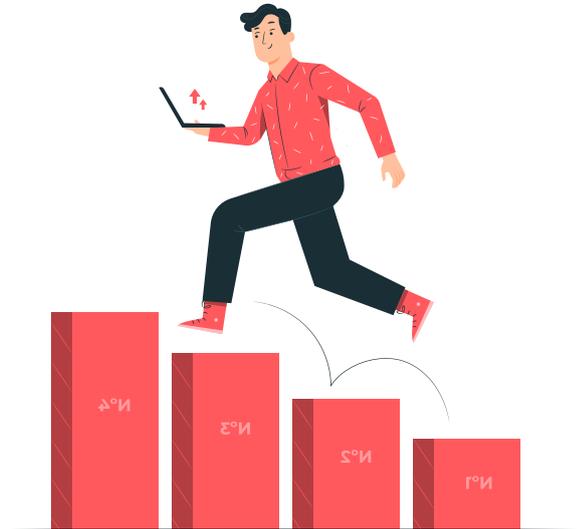


5. Non-Traditional Career Paths in IT Talent Acquisition on Rising



With so many IT staffing companies battling to recruit the brightest talents, one of the most significant IT trends on the sharp rise nowadays is loosening the academic degree requirements. In 2022, IT staffing is not intricately sticking to academic qualifications. There is a massive gap between skills that IT students learn in college and the qualities and competencies they need to prove themselves as skilled professionals to stay future-proof in the IT industry.

Because of this shift in the focus from resume and academic requirements to non-traditional backgrounds, the IT staffing industry has expanded significantly with new strategies for hiring the best talents. From our extensive years of experience in the recruitment industry, we can vouch that this candidate acquisition strategy in the IT industry invigorates diversity and inclusivity very actively, two of the most crucial elements to building a positive workplace culture and driving innovation.



Rekrooting's Winning Recipe for Out-of-the-Box IT Staffing in 2022

While continuously keeping an eye on the above latest IT staffing trends and analyzing the latest US IT staffing market, we evolved our IT staffing strategies in 2022 while striking the right balance between Artificial Intelligence (AI) + Human Intelligence (HI).

On the one hand, team Rekrooting is leveraging the most intelligent technologies like automation, predictive analytics, AI, NLP, etc., to make it easy for our recruiters to shortlist talented candidates and sort out great resumes; we are also ensuring that our people are always empowered and updated.

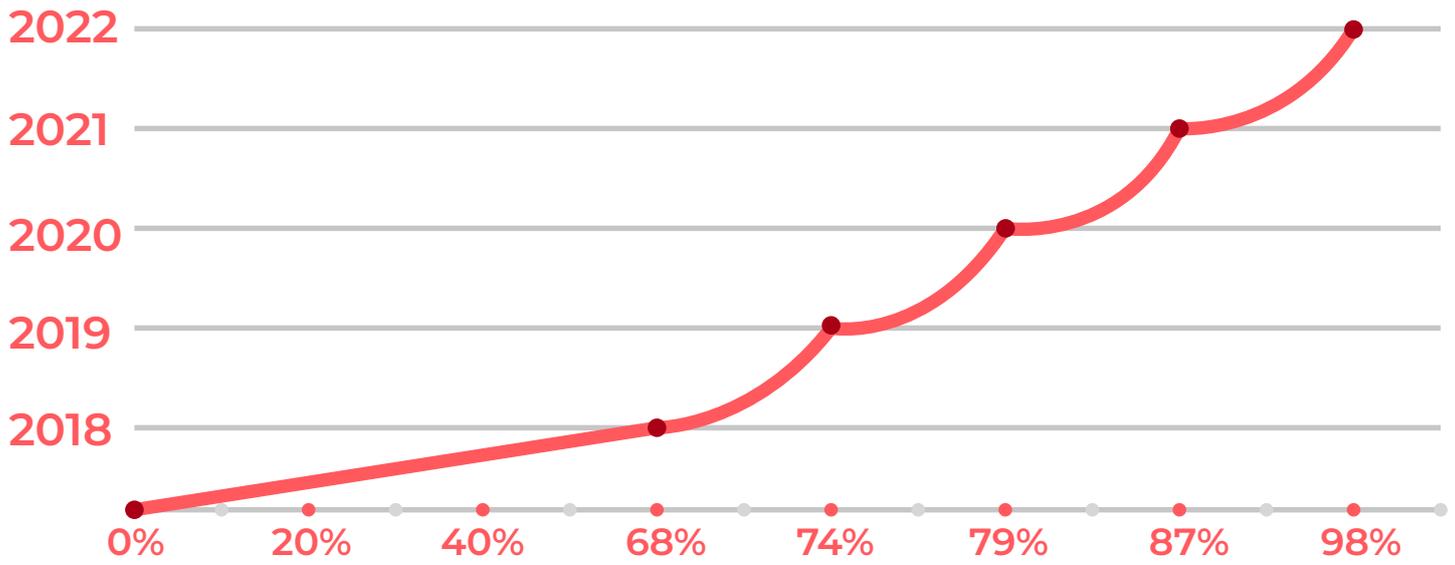
Rekrooting's Learning and Development department ensures that experts train our recruiters in different IT niches from time to time, enabling them to hire the best talents for our IT clients. Moreover, when it comes to hiring IT recruiters, we make sure to boost our team with those people who have a good knowledge of the industry and have relevant academics.

With this transformative working approach, we have attained 98% client satisfaction in the IT niche. Whether a Fortune 500 IT company or a new IT start-up, Rekrooting has proudly placed highly talented IT staff for all our clients in 2022.

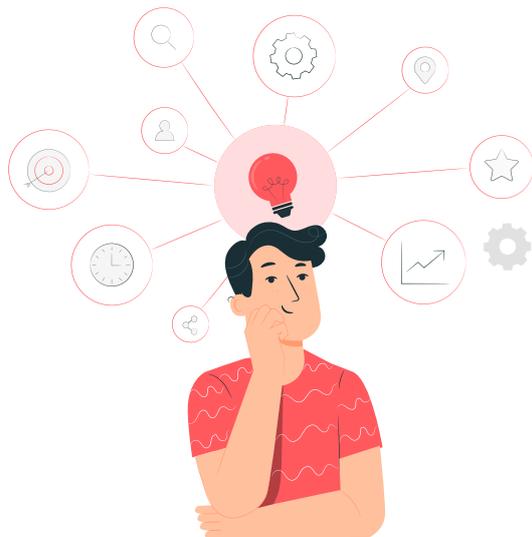
We aim to continue to acquire such extraordinary results as the year progresses.



Here's a graphical representation of our rising success in IT Staffing:



Conclusion



In a nutshell, the US IT staffing market is evolving at a very high pace. With the latest data and technology-driven staffing trends and incredible innovations, the IT staffing industry is brighter than ever. In this scenario, the gamechanger is the one who knows the right formula.

This is the reason Rekrooting is flawlessly hiring talents in different niches of the IT industry in 2022; without failing to close the most hard-to-fill positions at IT companies by placing the most appropriately skilled workforce in various innovative and new IT technologies like Cloud, Blockchain, etc.

For More Information