

# SmartSource

Technical Staffing Solutions

September, 2012

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Please like and follow us for daily updates on employment opportunities, hiring trends, and upcoming events!

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## BreakAway Raffle Winners

A huge thanks to everyone who visited us at the CompTia BreakAway conference and participated in our raffle!

Congratulations to our winners:

Roger Cheng  
Mark DiGregorio  
Steven Harper  
Matthew Hutchings  
Matt Mahvi  
Mike Moore  
Bob Nance  
Jill Vaske

We look forward to seeing you all next year!

## Toughest IT Positions to Fill

## SmartSource Makes the Inc. 5000

We'd like to express our deepest gratitude to all of our customers and consultants for helping SmartSource make the Inc. 5000. With your continued loyalty and support, we've achieved a 55% growth rate over three years.



Joe Iovinelli  
Smart Source  
Smart Source Inc.  
480 E Roosevelt Rd Ste 103  
West Chicago, IL 60185-3969

August 8, 2012

Dear Joe Iovinelli,

On behalf of *Inc.*, I am delighted to inform you that Smart Source has earned the position of 3446 on the 2012 Inc. 5000.

For more than 30 years, *Inc.* has celebrated the fastest-growing private companies in America. To be honored this year is a particularly notable achievement. To rank among the 2012 Inc. 5000, your company had to thrive through three of the toughest years this economy has seen in living memory. Your success in such times is eloquent testimony to your team's creativity, resilience, and tenacity.

As an Inc. 5000 honoree, Smart Source now shares a pedigree with Intuit, Zappos, Under Armour, Microsoft, Jamba Juice, Timberland, Clif Bar, Pandora, Patagonia, Oracle, and other notable alumni. In addition to Smart Source the 2012 list added such powerhouses as Publix Supermarkets, CDW, Levi Strauss and a little social media company called Facebook. Welcome to a very exclusive club.

Congratulations to you and your team. You should be proud of all Smart Source has achieved to date. I wish you many more years of success.

Sincerely,

Eric Schurenberg  
Editor in Chief  
*Inc.* magazine

*Inc.* magazine is monthly publication for business owners and entrepreneurs. The [Inc. 5000](#) is an annual list which recognizes the fastest growing private companies in the U.S.

## IT Salary Information

## What is the most difficult skill-set or position to fill today?

1. Java developer
2. Mobile developer
3. .NET developer
4. Software developer
5. Security
6. SAP
7. Sharepoint
8. Web developer
9. Active federal security clearance
10. Network engineer

Source: Dice.com Hiring Survey, with 866 technology focused hiring managers and recruiters responding.

Dice.com. (2012). [July 2012: Top 10 Tech Talent Gaps.](#)

## Looking Ahead

According to a nationwide survey conducted by Harris Interactive and cited in this year's CareerBuilder IT Mid-Year Job Forecast, IT employers expect to add a mix of new employees in the second half of 2012:

- 55% plan to hire full-time, permanent employees (down from 56% in 2011)
- 18% plan to hire part-time employees (up from 10%)
- 28% plan to hire contract/temporary employees (up from 20%)
- 25% plan to hire interns (up from 12%).

*"With IT employers planning to hire in numbers more than 10 percentage points above the national average, the second half of 2012 promises a pattern of steady growth for the industry."*

-Ben Jablow, VP of niche sites for CareerBuilder. [[Sologig](#)]

Sologig. (2012). [CareerBuilder's IT Mid-Year Job Forecast Points to a Steady Hiring Picture in the Back Half of 2012.](#)

## Average Salaries for IT Professionals



The information displayed in the table above was collected from Indeed.com

## IT Employment Report

In the aftermath of a dismal labor report, with the addition of only 96,000 jobs in August for all industries and an unemployment rate which fell to 8.1% due to 368,000 people abandoning the workforce, IT professionals encounter a mixed labor market as the IT sector continues to demonstrate a pattern of modest growth.

The latest [report](#) from TechServe Alliance, a collaboration of IT services firms, clients, consultants, and suppliers, stated that IT employment reached another all-time high in August, with the addition of 5,100 jobs (up 0.1% from the previous month) to reach a level of 4,198,800.

"While the month-over-month rate of growth is not quite as robust as it was earlier in the year, overall IT employment remains strong," maintained CEO of TechServe Alliance, Mark Roberts. "We continue to see strong demand as well as a shortage of talent in certain key IT skill sets."

As the competition for talent intensifies, 56% of IT employers worry that they may lose their top performers, a 5% increase from the previous year. 35% lost top workers in Q2, up from 30% in 2011 and 20% in Q1. Furthermore, 43% of IT employers report they currently have positions available for which they are unable to find qualified candidates. [[Sologig](#)]

The most in-demand IT positions include project managers, software engineers, web developers, .NET developers, and business analysts, according to the CareerBuilder [Supply & Demand Portal](#). [[Talent Factor](#)]

## IT Employment Index | August 2012

4,198,800

up 5,100 (up 0.1%) from July 2012

up 136,500 (up 3.4%) from August 2011



Source: TechServe Alliance | 703.838.2050 | www.techservealliance.org

CareerBuilder. (2012). [2012 U.S. Mid-Year Job Forecast.](#)

Sologig. (2012). [CareerBuilder's IT Mid-Year Job Forecast Points to a Steady Hiring Picture in the Back Half of 2012.](#)

Talent Factor. (2012). [Top Five In-Demand Jobs in IT.](#)

TechServe Alliance. (2012). [IT Employment Continues to Grow; Hits Another All-Time High In August.](#) Alexandria, VA.

## ABOUT US

Since 1996, SmartSource has been a leader in providing IT technical staffing solutions for short and long-term projects, staff augmentation, and direct hire positions. We partner with original equipment manufacturers, systems integrators, hardware VARS, computer service companies, and independent IT firms. Many of our partners rely heavily on our variable workforce model for satisfying their IT talent needs.

SmartSource has ongoing relationships nationally with thousands of the best-qualified individuals in consulting, possessing a broad range of skills and experience, from older legacy systems to the latest state-of-art technologies. Our consultants are established professionals with well-developed business and technical skills.

At SmartSource, we value our customer relationships. Our services are flexible and can be tailored to meet your specific budgetary and technical requirements. We recruit people who are not only technically proficient, but also have strength of character and integrity. With an unrelenting commitment to service, we take the time to understand your business, your culture, and your needs.

We appreciate your time and are excited to work with you in the future.

Sincerely,



SmartSource says goodbye to summer with annual Cubs outing

Michelle Mosenkis  
Marketing Administrator  
SmartSource, Inc.

