

# THE **Techie** TIMES



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# WAYS TO IMPROVE EMPLOYEE RETENTION



**T**he “Great Resignation” has been taking its toll on many employers as IT employees seek new employment in droves. The consequences of this general movement include stalled projects, higher hiring costs in some cases, and difficulty with transitions if the role has had a high turnover. As a result, savvy organizations are looking for ways to ensure that the people they hire will stay on instead of using the job as a stepping stone to the next one. Here are several ways employers can make changes to improve employee retention in their IT departments:

## EXAMINE YOUR HIRING AND ONBOARDING PROCESSES

One important step in improving employee retention is to take a look at your hiring and onboarding processes because this experience will shape a candidate’s view of your company very early on. Does it take a long time to get back to candidates? Are you calling people back in for multiple interviews over a long span of time? Are the people candidates engage with during this process friendly and helpful? All of these factors can contribute to a can-

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didate losing interest and looking for other opportunities. With the job market so heavily competitive in favor of IT candidates right now, you can't afford to take too long hiring top talent because they will simply take another offer.

### HAVE COMPETITIVE BENEFITS

Another factor that can affect how quickly employees leave your company is your benefits package. It helps to examine not just local salaries and benefits, but national ones too. This is due to the fact that so many companies are allowing many IT positions to be remote jobs. It can be very hard to compete with higher salaries paired with remote work, so consider whether certain jobs can allow remote or hybrid options. For top IT candidates in highly desirable fields, the current market has allowed them to have their pick of jobs, so sweetening the deal with additional perks or a higher salary can make all the difference.

### DEVELOP YOUR COMPANY CULTURE

One of the most important elements in employee retention is creating a company culture that makes people feel welcome, valued, and heard. If your employees don't feel that they can grow and develop within your company culture, they will leave for a place where they feel more comfortable. This can include a number of initiatives such as team building activities, incentives for top contributors, mentorship opportunities, and other ways for employees to pursue professional development. Employees who feel that your company values them and will invest in their growth are more likely to stay instead of seeking growth elsewhere.

### FIND THE RIGHT PEOPLE

For many businesses, hiring can be a long and expensive process, especially in today's competitive market. This can be especially difficult for smaller businesses that cannot afford to go without critical IT roles for long. No matter the size of your business, it can be costly to go through the hiring and onboarding process only for your new hire to leave within a few months. One of the reasons that this can happen is that you are having difficulty finding people who are a good fit for the role, team, and culture in your company. One of the best ways to avoid mismatches is to work with a trusted IT staffing partner and draw on a qualified pool of candidates that are well known to your partner's team. Experienced IT staffing recruiters can help you sort through the many potential candidates and select for the right qualities in addition to the hard skills you need for your IT projects.

### LOOKING FOR A TRUSTED IT STAFFING AGENCY?

TekPartners has a team of experienced recruiters ready to help you find the right people for your open positions and IT projects. [Get in touch with us today!](#)

## TEKPARTNERS PROFESSIONAL SERVICES



**O**ur Professional Services division has deep expertise in a number of specialized areas to assist with the delivery of your most strategic initiatives.

We have trusted partnerships with Databricks, Microsoft, Snowflake, Tableau, and UKG Pro™.

### OUR OFFERINGS INCLUDE:

- Assessment of Current State, Roadmap & Strategy to Future State
- Consulting – Utilizing Best Practices & Reinforced By Our Practice Leads
- Co-Managed Project Solutions – Our Teams Working Together
- Delivery Centers – TekPartners Domestic Facilities
- Fully Managed Project Solutions – Turnkey Delivery By Our Team

### WE SPECIALIZE IN THE FOLLOWING PRACTICE AREAS:

#### Technical Practices:

- Application & Mobile Development
- Data Analytics & AI
- ERP, CRM & Collaboration
- Cloud, Network & Infrastructure
- HR / Payroll Software

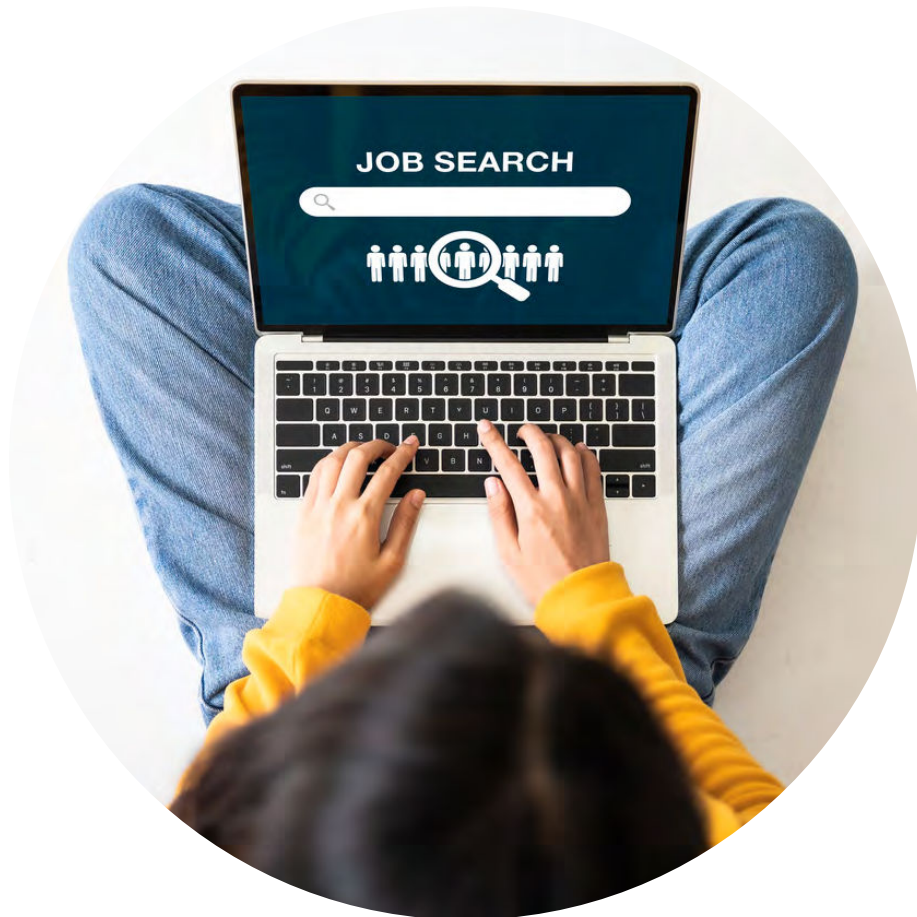
#### Functional Practices:

- Project Management /Business Analysis
- Quality Assurance

Our methodology, TekPartners RPM, enables us to deliver in a very quick and collaborative way to realize ROI of your investment in the shortest time possible.

Ready to get started? [Contact us today!](#)

# THE NEW YEAR IS HERE – TIME FOR A NEW JOB?



**A**s the new year approaches, many people start feeling antsy about making changes to their lives. Sometimes that becomes a new year's resolution to eat better or hit the gym more, but sometimes it's an indicator that it's time to make a bigger change. If you have been feeling bored in your current job or are looking to take the next step in your career, you may be considering joining the Great Resignation and looking for something new. If you've been in your current job for a long time, you may not be sure where to start and how to get your resume set up for success. That's why working with an IT recruiter can be a great way to fix up your resume and get connected to fantastic job opportunities that will help you further your career.

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## GETTING CONNECTED

Working with a trusted staffing company and an experienced IT recruiter can make all the difference in your job search. IT recruiters have access to a wide variety of resources and opportunities beyond what candidates can see. This may include information on jobs that are not posted publicly yet, knowledge about upcoming projects at client organizations, connections to businesses and contacts that could help in your search, as well as the recruiter's own contacts within the industry. A talented and experienced IT recruiter can be a great asset when you're looking for your next job, so developing a relationship with someone you trust can be the key to getting you to where you want to work.

## PREPARING FOR APPLICATION PROCESSES

It is in your recruiter's best interest to make sure your resume, cover letter, and any other materials you are submitting to

potential employers are in top shape. It is not unusual for an IT recruiter to help you edit and format your resume so you can showcase your skills and experience, even tailoring it to the specific roles before you apply. Because IT recruiters see so many resumes, they have a unique expertise regarding what the hiring manager wants to see. Take advantage of that knowledge to give yourself the best chance of getting the interview and then the job.

In addition to helping with your application process, recruiters can also be a great help when it comes to the interview process. They may have inside knowledge about the people who are interviewing you, as well as information about the company and role that can help you stand out as a candidate. Some IT recruiters may help coach you on your interview skills and give you tips on how to present yourself. Your recruiter should also help you prepare by giving you information about any assessments that may be part of the process.

## WORKING TOGETHER

Remember, your recruiter wants you to get the job and is there to help, so don't be afraid to reach out for clarification during the application and interview process. If you have feedback about how your skills and experience should be presented, don't be afraid to speak up. You are working together as a team, so it's important that your recruiter truly understands your goals and anything particular you're looking for in your new job. Do you want a certain hourly rate? Prefer remote work? Love contract IT jobs? These are important things to talk about with your recruiter so you can work together to get you to the best place possible in your career.

## READY TO TAKE THE NEXT STEP IN YOUR CAREER?

Our experienced IT recruiters are ready to help! [Get in touch with us today](#) to get started.



# TEKPARTNERS INCENTIVE PROGRAM (TIP)

The TekPartners Incentive Program (TIP) is a referral program designed to maximize our ability to serve the U.S. IT labor market. Your referrals of either IT professionals or IT job openings allow TekPartners to gain even greater access to the critical resources companies are seeking today and the dream careers professionals are searching for.

## GET REWARDED

When your referral gets placed or your job opening is filled, it's time to collect your reward for awesome service.

Payout	Tip Tier	Salary Thresholds
\$250	Bronze	\$1 - \$50,000
\$400	Silver	\$50,001 - \$85,000
\$600	Gold	\$85,001 or more
\$1000	Platinum	3 referrals, any salary

## THE DETAILS

**Who May I Refer?** Any IT professionals and/or open IT jobs in the U.S.

**Who Can Submit for a TIP?** Anyone is eligible to refer IT candidates and/or open IT positions.

**How Do I Submit for a TIP?** It's easy! Simply complete the form on the [website](#).

If you're a current TekPartners Consultant, you may also email your recruiter directly.

**What if I have a question?** Contact us at [HQ@tekpartners.com](mailto:HQ@tekpartners.com) and one of our Recruiters will be in touch within 24 hours.

**What if I have a non-IT referral?** We offer a \$100 referral bonus for non-IT referrals that are placed. (The 3 referral bonus rate does not apply.)

### Disclaimers:

You will receive payout upon the completion of the referral's 90th day of employment.

All awards are subject to the usual tax withholdings applied to your paycheck.

# TEKPARTNERS IN THE COMMUNITY



## THANKSGIVING LUNCHEON

We held a Thanksgiving luncheon across all our offices to celebrate the season with our team members. Here are some highlights from this fun occasion.

## BREAST CANCER AWARENESS MONTH

We did a company-wide fundraiser for the Breast Cancer Research Foundation (BCRF) where TekPartners matched donations by our employees for a grand total of \$2,620! There was a triple match at the time for all donations, so our total impact was \$7,860! We are so glad we could make a difference by supporting this great cause.

## HALLOWEEN

We definitely get into the Halloween spirit here at TekPartners! Here are some highlights from the spooky celebration.

# HOT JOBS

## JOB ALERTS

Sign up for our Job Alerts and get new IT job openings delivered straight to your inbox or smartphone.

### SR. SOFTWARE DEVELOPER

**Location:** Remote to start (will be hybrid in Charlotte, NC in 2023)

**Term:** Contract to hire

**Duration:** 6 months

**Compensation:** Based on experience

### DYNAMICS 365 BUSINESS ANALYST

**Location:** Concord, NC

**Term:** Direct hire

### SR. SOFTWARE ENGINEER

**Location:** Remote

**Term:** Direct hire

**Compensation:** Based on experience

### IT FACILITIES PROJECT COORDINATOR

**Location:** Seattle, WA (hybrid- remote/ on-site)

**Term:** Contract

**Duration:** 6+ months (strong likelihood to extend 12+ Months)

**Compensation:** Based on experience

### MEDICAL PROJECT MANAGER

**Location:** Remote

**Term:** Contract

**Duration:** 6+ months (strong likelihood to extend 12+ Months)

**Compensation:** Based on experience

### INTEGRATING PROJECT MANAGER

**Location:** Seattle, WA (hybrid- remote/ on-site)

**Term:** Contract

**Duration:** 12+ months

**Compensation:** Based on experience

### SOLUTION ENGINEER

**Location:** Remote

**Term:** Contract

**Duration:** 6+ months

**Compensation:** Based on experience

### SOLUTION ENGINEER

**Location:** Remote

**Term:** Contract

**Duration:** 6+ months

**Compensation:** Based on experience

### SR. KOTLIN / GOLANG DEVELOPER

**Location:** Remote

**Term:** Direct hire

**Compensation:** \$120k-\$160k (plus bonus)

### SOLUTIONS ARCHITECT

**Location:** Remote

**Term:** Direct hire

**Compensation:** \$83k-\$120k (plus bonus)

### SR. APPLICATION DEVELOPER

**Location:** Remote

**Term:** Direct hire

**Compensation:** \$110k-\$130k (plus bonus)

### DIRECTOR AND PRODUCT MANAGER, DDP

**Location:** Miramar, FL (On site first month, then hybrid)

**Term:** Direct hire

**Compensation:** \$120k-\$140k (plus bonus)

### BUSINESS INTELLIGENCE MANAGER, SALES OPERATIONS

**Location:** San Ramon, CA

**Term:** Direct hire

**Compensation:** \$115k

[See all job postings](#)

**TekPartners**  
A P2P Company

