

The background of the top section is a vibrant blue and teal digital landscape. It features a central globe with a grid of white dots and lines. Surrounding the globe are various icons: a padlock, a person in a suit, a bar chart, a pie chart, and a document. The Datacentrix logo, which includes a stylized white 'x' with a blue arrow pointing right, is positioned at the top left of the globe.

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Welcome to a new world of resourcing

There is no doubt that the COVID-19 conditions across the globe have had a tremendous effect on the world's labour market. According to the International Labour Organisation (ILO), these measures are having serious consequences across both developed and developing economies.

The result is great uncertainty when it comes to job security, with the lockdown period, forcing a number of businesses to, at worst, retrench staff, or, often at best, place them on a short-time option with reduced hours. These outcomes beg the question: is there any hope of employment during this time?

"Input from Candor shows that not all industries in the US have implemented layoffs or hiring freezes, with statistics drawing attention to the fact that many organisations, within ICT and financial services in particular, are continuing to hire," says Arlene Boing, Business Unit Manager: Managed Talent Solutions at Datacentrix.

"And despite this information representing US-based companies, they are reflective of our local industry too, with a number of South African ICT, healthcare and financial services companies still hiring currently, specifically when it comes to scarcer technical skills. It's 'business as usual' – to a point – in terms of operation for essential services companies, which means that they still need to proactively get the right skills on board."

These companies are making the most of this quieter business time by looking at potential employees' CVs,

providing faster than normal feedback, and performing virtual or telephonic interviews instead of meeting with potential candidates face-to-face, Boing explains.

"Datacentrix is finding that, as a technology placement recruiter, up to 70 percent of our vacancies are still currently active, although it is more difficult to fix starting dates with lockdown end dates still up in the air."

The Datacentrix Managed Talent Solutions team has been using this time productively to conduct thorough candidate searches, as well as compiling profiles, she adds. "Although this is a frustrating time for both potential employers and those looking for new positions, it has forced companies and individuals to become more flexible in their approaches.

"From a candidate point of view, you can use this time constructively to update your CV and boost your skills. Candidates on Datacentrix' books are able to access the company's online skills assessment tool, which makes recommendations on enhancing CVs. It's also a great opportunity to enhance your skills, with many online training options available."

Boing says that job seekers who make it through to the interview stage of the recruitment process should take heed to treat virtual or telephonic interviews with the same care and level of preparedness as face-to-face consultations. "You still need to dress well, be on time and behave with confidence – and don't forget that your interviewers are still able to see your facial expressions and hear your voice."

Contact

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