



# SIM WOMEN NEWSLETTER

## THE NOVEMBER 2021 ISSUE

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## MEET NINA MARTIS

Nina Martis is a Director of Strategic Client Solutions for ManpowerGroup's Talent Solutions RPO Division. In this role, she partners with clients to provide Recruitment Process Outsourcing solutions that drive business results. This includes coordinating and overseeing the solicitation, qualification, procurement, management and closure of all new opportunities, as well as providing ongoing account management.

Nina has over 14 years of staffing and recruiting experience. Prior to joining Talent Solutions in 2019, Nina was the Branch Manager for Levi, Ray and Shoup, Inc. where she was responsible for the day-to-day operations, sales, staffing, workforce planning and budgeting for their Denver Branch. Nina also sits on the board for the Society of Information Management (SIM) Women in Colorado. This non-profit organization provides a platform for women mentorship, learning and network-

ing. The organization also prides itself on providing scholarships to young women from underrepresented groups pursuing STEM degrees. Nina studied Biology at the University of Colorado Boulder.



## WHO IS HIRING? OUR SPONSORS!



## MARK YOUR CALENDARS

December 3, 2021: The upcoming Holiday Giveback event at the Glenmoor Country Club at 11:30. This is a FREE event as long as you come with a donation. Contact Jennifer Harding at [jennifer@placedby.com](mailto:jennifer@placedby.com) to get registered.

March 3, 2022: Guest Speaker TBD

May 20, 2022: SIM Women 7th Annual Spring Conference

July 21, 2022: SIM Women Networking Event: Join us for cocktails and bingo at the Dairy Block

September 9, 2022: Guest Speaker TBD

December 2, 2022: Annual Holiday Giveback lunch

Reach out to Jennifer Harding for sponsorship info!

## NOTE FROM THE EDITORS

We hope you had a wonderful Thanksgiving holiday. We're thankful to have a community of passionate, smart, and inspiring women to share ideas with.

If you're looking to gift a good book, you can't go wrong with *Where The Crawdads Sing* by Delia Owens. If you're looking for something more unique, Smart Sips Coffee is a female run coffee company with creative flavors for everyone on your list.

Cheers!

*Jennifer, Donna, Nina and Margie*

# SELF-CARE IN THE WORKPLACE

JENNIFER HARDING

Dear Jenny,

**Lately, I've been feeling stressed – a lot more than usual. I'm doing the best I can to survive a pandemic, keep my job, get the kids back in school safely and prevent the spread of a disease. It's a lot. Any tips for keeping my sanity?**

Thanks,

**Stressed Stacy**

Dear Stacy,

It's tough out there these days. Like you, many of us are working hard to survive and protect our families during this crisis. And what about our jobs? We've got to help out at the office too, right? It's a lot.

What can we do to take care of ourselves when all eyes are on us? Can we really find time for self-care in this stressful time? The answer is yes! Here are some tips on self-care for the doing-it-all worker bee.

Tip #1: Decide what self-care really means to you. We tend to think of self-care as a luxury—something we do on occasion, maybe just after work or vacation. But now more than ever, it's important we build this sort of care into our days and weeks. The key is not only recognizing the value of self-care but also finding what it means to you.

What happens when you shift your mindset from "self-care is good for me" to "I am important enough to take care of?"

Tip #2: Encourage good habits. Are you someone who eats on their desk? Or do you graze through the day with no break? These habits may seem harmless, but they take a toll on our bodies and minds.

Self-care is not just about the occasional bubble bath or afternoon run. It starts with little practices that become habits—like taking a walk during your lunch hour to clear your head and ease some stress.

Changing these habits can help you build more opportunities for self-care into your schedule and daily life and allow you to listen better to what your body needs.

Tip # 3: Practice mindfulness. One habit I like to build into my day is taking a few minutes during the day to practice mindfulness. This could be breathing exercises, visualization, or simply focusing on how your body feels in your chair—your hands on your keyboard or whatever.



Even if you start with a couple of minutes each day (this could be while you're standing in line for lunch or waiting in the carpool lane), you can build up to 10 minutes. And if this only means a few breaths each day, it's best to get started now. Check out the Aura or Headspace app to build this into an easy habit.

Tip #4: Respect people's time. Setting boundaries and allowing for flexibility is one important part of self-respect. You need to respect your co-worker's time, too.

I recently had to take a call in the middle of my day from someone on the West Coast. I always put self-care first, and it was clear that this phone call would be interrupting my workday (and even interfacing with a meeting). So I politely explained that I would only focus on a few of their questions and rescheduled the call for later.

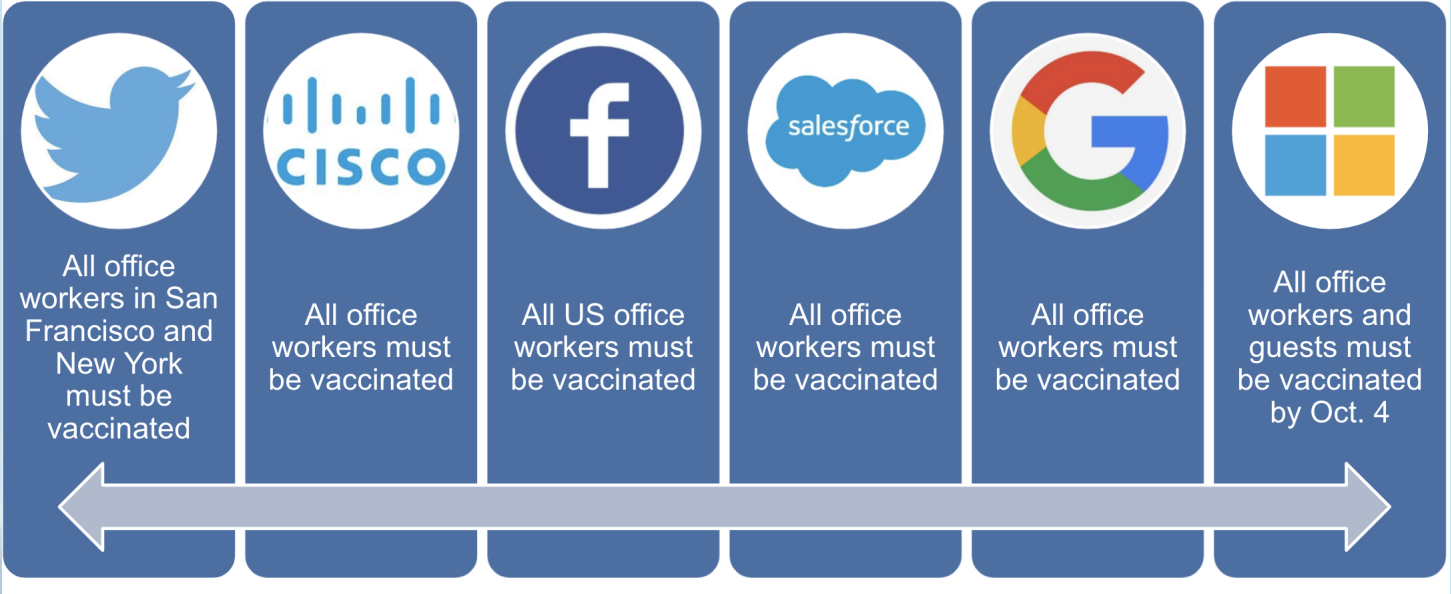
Staying healthy, happy, and productive is possible. Getting organized and building in self-care can help you accomplish that during these difficult times.

I hope this helps, Stacy. Stay safe, healthy, and SANE!

Sincerely,

*Jenny*

# New Vaccine Policies Emerge for IT Employers



## Effective Nearshoring Strategies Require Mapping of Talent Availability, Cost, Regulation, and Competition to Successful Meet Business Objectives

### 1 Rank Skills Availability

Country	IT General	Full Stack	Java	Agile	SAP	Infrastructure	Cloud	AWS	Microsoft	Salesforce	Oracle	Pega
Rest of World	61%	82%	84%	51%	64%	66%	73%	69%	42%	47%	48%	36%
USA	26%	15%	13%	46%	34%	31%	25%	27%	42%	46%	39%	61%
LATAM	13%	6%	8%	3%	5%	7%	4%	4%	16%	7%	19%	3%

Key Tech Hotspots in LATAM Based on Global % of IT Candidates

Argentina	1%	2%	2%	1%	3%	1%	3%	1%	2%	0%	3%	0%
Brazil	5%	3%	2%	2%	3%	3%	1%	2%	6%	2%	3%	0%
Colombia	2%	1%	2%	2%	2%	2%	1%	1%	3%	1%	3%	1%
Mexico	5%	4%	3%	2%	2%	2%	1%	2%	3%	6%	3%	0%
Peru	1%	0%	1%	0%	2%	1%	1%	0%	2%	1%	2%	0%
Puerto Rico	1%	0%	0%	1%	0%	1%	1%	0%	2%	1%	2%	0%



### 2

### Filter for Cost Savings



	Average IT Wage	Base Burdens	Base Taxes	Base Overtime
Argentina	\$ 682.13	29.9%	3.6%	50%
Bolivia	\$ 569.05	18.8%	0.0%	100%
Brazil	\$ 756.66	39.4%	22.4%	60%
Chile	\$ 1,374.03	5.1%	26.2%	50%
Colombia	\$ 1,315.26	23.6%	21.1%	25%
Costa Rica	\$ 1,653.45	32.7%	19.2%	50%
Dominican Republic	\$ 185.83	18.6%	29.1%	35%
Ecuador	\$ 794.10	13.7%	18.2%	50%
El Salvador	\$ 475.00	18.3%	16.6%	113%
Guatemala	\$ 561.17	14.3%	20.2%	50%
Honduras	\$ 428.62	8.8%	29.2%	38%
Mexico	\$ 449.88	27.2%	27.0%	100%
Nicaragua	\$ 416.03	23.7%	17.3%	100%
Panama	\$ 1,300.16	20.0%	12.4%	50%
Paraguay	\$ 594.00	18.6%	9.6%	50%
Peru	\$ 936.87	11.0%	22.7%	25%
Uruguay	\$ 1,209.86	15.6%	23.6%	100%

### 3

### Evaluate for Sustainability

	Base Contract Length	Notice Period	Standard Work Week	Technical Readiness for Remote Work
Argentina	60	4.3	44.00	10%
Bolivia	12	20.0	44.00	6%
Brazil	24	4.7	44.00	10%
Chile	12	4.3	45.00	14%
Colombia	36	0.0	48.00	9%
Costa Rica	12	4.3	48.00	10%
Dominican Republic	None	4.0	44.00	8%
Ecuador	None	0.0	40.00	8%
El Salvador	None	0.0	44.00	6%
Guatemala	None	0.0	44.00	6%
Honduras	12	4.3	44.00	3%
Mexico	None	0.0	48.00	9%
Nicaragua	None	0.0	48.00	1%
Panama	12	0.0	44.00	9%
Paraguay	12	7.5	48.00	6%
Peru	60	0.0	48.00	7%
Uruguay	None	0.0	44.00	13%

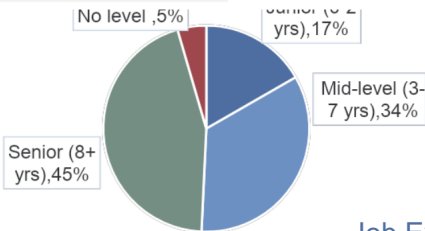
# Technology Industry US Recent Hiring

New Jobs Gained Traction and Slowly Increased through November Dipped Down in December Before Increasing Job Postings Throughout July 2021

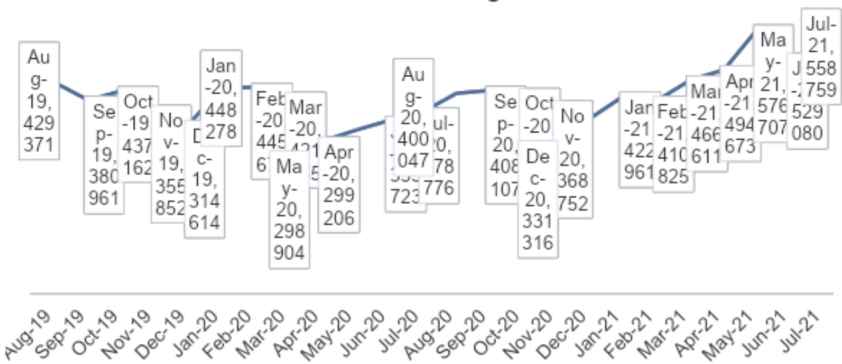
- ✓ Most In-Demand Skills:
- ✓ Communication
  - ✓ Analysis
  - ✓ Testing
  - ✓ Collaboration
  - ✓ Troubleshooting

### Top 5: Occupations

- Software Engineer
- Project Manager
- Senior Software Engineer
- Java Developer
- DevOps Engineer



### Job Postings



### Top 5: MSA

- Washington-Arlington-Alexandria, DC
- New York-Newark-Jersey City, NY
- San Francisco-Oakland-Hayward, CA
- Chicago-Naperville-Elgin, IL
- Los Angeles-Long Beach-Anaheim, CA

### Job Experience Requirements