

PSCI Examines AI And Automation Talent Trends In IT Staffing

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PSCI shared perspective on how artificial intelligence (AI) and automation are influencing IT staffing strategies across project-based and permanent roles. Drawing from ongoing client engagements and industry participation, the company outlined trends affecting workforce demand, role definitions, and hiring approaches in enterprise environments.

?Organizations are reassessing how technical roles are defined as AI and automation capabilities become embedded in everyday operations,? said Sean O?Neill, President and CEO of PSCI. ?From a staffing perspective, this has created noticeable shifts in skill requirements, hiring timelines, and the mix of project-based and permanent roles requested by employers.?

PSCI observes that demand for AI-related talent continues to expand beyond traditional data science roles into areas such as systems integration, cloud engineering, cybersecurity, and enterprise application support. Automation tools are increasingly influencing job descriptions, with employers seeking candidates who can

work alongside automated platforms while maintaining core IT responsibilities. This trend has contributed to hybrid role definitions that combine legacy technical expertise with emerging AI competencies.

The company also notes that automation is affecting how organizations approach workforce planning. Many employers are using contract and project-based staffing to address short-term needs for AI initiatives, while reserving permanent placements for governance, architecture, and long-term optimization roles. This approach allows organizations to adjust staffing levels as technologies evolve and as regulatory and ethical considerations surrounding AI continue to develop.

Founded in 1993, PSCI operates as an IT staffing agency supporting both project-based and permanent placements across a range of technology disciplines. The firm has been recognized by Business Insider as a top recruiting firm in the United States, based on industry evaluations. PSCI has also been named to the Philadelphia 100 list of fastest-growing privately held regional companies for three consecutive years, reflecting sustained operational growth.

In addition to regional recognition, PSCI was named one of the fastest-growing privately held companies in the United States by Inc. magazine for three consecutive years, placing it among a limited group of firms to achieve repeated national recognition during that period. According to publicly available Inc. rankings, PSCI was the only Wilmington-based firm to receive this distinction at the national level during those years.

PSCI?s engagement with industry standards includes long-standing participation in TechServe Alliance, a trade organization for U.S. computer consulting firms. TechServe Alliance promotes professional standards, provides data on industry trends, and engages with policymakers on workforce-related issues. PSCI has participated in TechServe Alliance events since 2002 and has adhered to its business principles since 1993. The company notes the role trade groups and policymakers play in shaping how organizations address AI?s impact on workforce planning, training, and governance.

PSCI observes that employers are increasingly emphasizing adaptability, continuous learning, and cross-functional collaboration when evaluating candidates for AI-adjacent roles. These criteria are influencing recruitment processes, including technical assessments and role scoping, as organizations seek to balance innovation with operational continuity.

Beyond its staffing activities, PSCI has contributed to a range of charitable and community organizations over the years. These include the Wounded Warrior Project, American Red Cross, FIRST Robotics Competition, United Way, Jewish Family Services of Delaware, Ronald McDonald House of Delaware, Susan G. Komen Breast Cancer Foundation, Junior Achievement, and JDRF, among others. The company has also supported initiatives such as the March of Dimes Block Party, Icicle Run for the Central Branch of the YMCA, Police Athletic League of Delaware, and Delaware State Police.

PSCI emphasizes that monitoring AI and automation talent trends will remain an ongoing priority as technologies mature and adoption expands across industries. The company expects continued evolution in how organizations define technical roles, structure teams, and engage staffing partners to meet changing requirements. These observations are intended to inform PSCI?s internal workforce planning discussions as well as broader industry conversations.

For more information about PSCI and its workforce insights, visit www.psci.com.

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