



Technology Staffing Trends Report



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The technology sector has no shortage of obstacles to navigate when it comes to sourcing talent in the coming years. Employment rates are high and skilled candidates know they're in demand leading to high turnover rates as talent jumps from job to job looking for the right blend of compensation, work flexibility, and opportunities for advancement.

Companies are continuing to rely on contract staffing and upskilling their current workforce to meet skill needs, while also reevaluating the importance of the four-year degree requirement. In an uncertain market, flexibility is the watchword for everyone involved as organizations embrace the hybrid work model and candidates plot their career paths through an ever-shifting technological landscape.



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Applied AI and next-generation software development together posted nearly

1 MILLION

jobs between 2018 and 2022.

Automation is making some skills obsolete

Over the coming decade, it's estimated that 20% to 30% of the time workers spend on their jobs could be transformed by automation, this has obvious implications for the skills required across many industries, not least the technology sector. With tech evolving and advancing at an exponential rate, the speed at which skills become obsolete is quickening making it more important for companies to think harder about how they handle the pace of change. Whether it's upskilling and reskilling the existing workforce or creating a talent pipeline to bring in the next generation of skills required, organizations will need to be prepared for the disruption that automation will bring to traditional job roles.



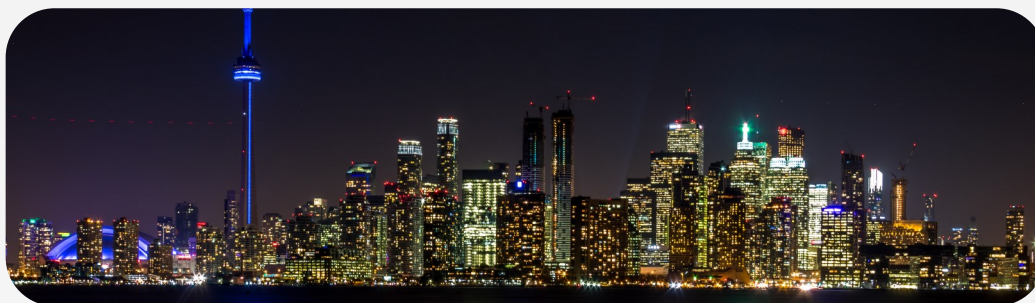
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Economic uncertainty is causing a hiring slowdown

A volatile market is leading businesses to be cautious when it comes to their hiring plans. More than 50% of organizations surveyed by the Linux Foundation reported that they'd revised their hiring plans by freezing new positions in response to economic uncertainty around inflation and geopolitical conflicts. That said, more of the companies surveyed said they planned to increase hiring rather than decrease. When the hiring picture becomes clearer, recruitment professionals will need to be ready to support clients so that they don't miss a beat.



Empowered and elusive candidates are making staffing a challenge

As is the case with other sectors, the pandemic brought about workforce changes that persist to this day. These changes include flexible working arrangements—with 85% of IT divisions planning to be hybrid or fully remote moving forward—as well as a growing willingness among employees to jump ship when the right offer comes along. Deloitte found that the unemployment rate for tech talent was 1.3% around a third of the US unemployment rate, with 72% of US tech employees considering leaving their jobs for greener pastures. Organizations should be warned that there's no one-size-fits-all strategy for talent and they'll need to consider everything from compensation to employee learning and flexible working to appeal to a new generation of workers who recognize that they always have options.

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Fast turnover is causing recruitment woes

In one survey, 64% of respondents agreed that the recruitment process is “costly, time-consuming, and can lead to the wrong candidate and quick turnover.” Furthermore, almost a third of candidates leave their roles within six months of being onboarded, and that’s when the hiring team can find a candidate at all; more than half of IT executives surveyed by Deloitte reported having been unsuccessful in filling a position. But while the talent market in tech is a challenging place to operate, there’s clearly an opportunity for recruitment and staffing companies to solve one of their clients’ biggest headaches.



The talent gap is holding back digital transformation

The well-documented talent shortage has had a knock-on effect on businesses in their digital transformation journeys. According to Deloitte, 82% of US enterprises were prevented from pursuing digital transformation projects due to a lack of resources and skills. The lack of talent has put the brakes on growth across fields such as AI, machine learning, quantum computing, cloud technologies, electrification, and renewables, all of which are in high demand across industries. In the face of a tight talent market, recruiters must see the big picture and remember that they’re not just filling roles, they’re helping companies to push digital transformation forward.

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**More companies will test before they hire**

In the decade ahead, as technology becomes more and more adept at executing everyday tasks, businesses will need to redefine certain job functions to adapt to the new world of automation. With mundane, time-consuming activities being handled by AI, talent will be freed up to focus on higher-order problems like adapting to business needs, forming deeper relationships with clients and partners, and innovating to create new products and services.

The research backs this up, as 41% of managers told Comptia that their most sought-after skill was problem-solving. All of these will require talent with human-centric soft skills in addition to technical expertise, something hiring professionals will need to be able to spot when staffing for a role.

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Tech talent will have the opportunity to become problem solvers

With employees becoming increasingly fickle and new vacancies getting harder to fill, there's added pressure on recruitment professionals to get hiring right at the first attempt. This could lead to a rise in certification and pre-employment testing to ensure that a candidate's skills and personality fit the role at hand.

With 81% of respondents telling The Linux Foundation that they believe such testing should be a requirement and 73% in favour of certifications to make sure candidates have the technical skills they claim on their resumes. This has the added benefit of aligning talent with organizational goals and making clear what kinds of skills they'll need to demonstrate to be successful in their new role.

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**Flexibility will be the best ability for talent and employers alike**

As automation reshapes productivity and the workplace becomes more fluid, flexibility will be the order of the day for talent, businesses, and hiring teams in the technology space.

To pin down elusive talent and ward off the advances of competitors, tech companies will need to offer the flexibility that candidates crave, supporting ways of working that fit around employees' lives and delivering opportunities to advance their careers in non-linear ways.

Finally, organizations and recruitment professionals will need to staff flexibly, crowd-sourcing talent, leveraging gig workers and contractors, and tapping into internal resources to fill skill gaps as required.

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