

# Skills Gaps, Talent Shortages, and Staffing Strategies

Getting, and Keeping, the Tech Talent You Need Now

Results from a survey of 300 technology hiring managers show that hiring headwinds are on the horizon, and there is a mission-critical mandate to overcome them.

Organizations unable to consistently, efficiently hire tech talent are at risk

We plan to reduce headcount, 4% the same headcount, 26%

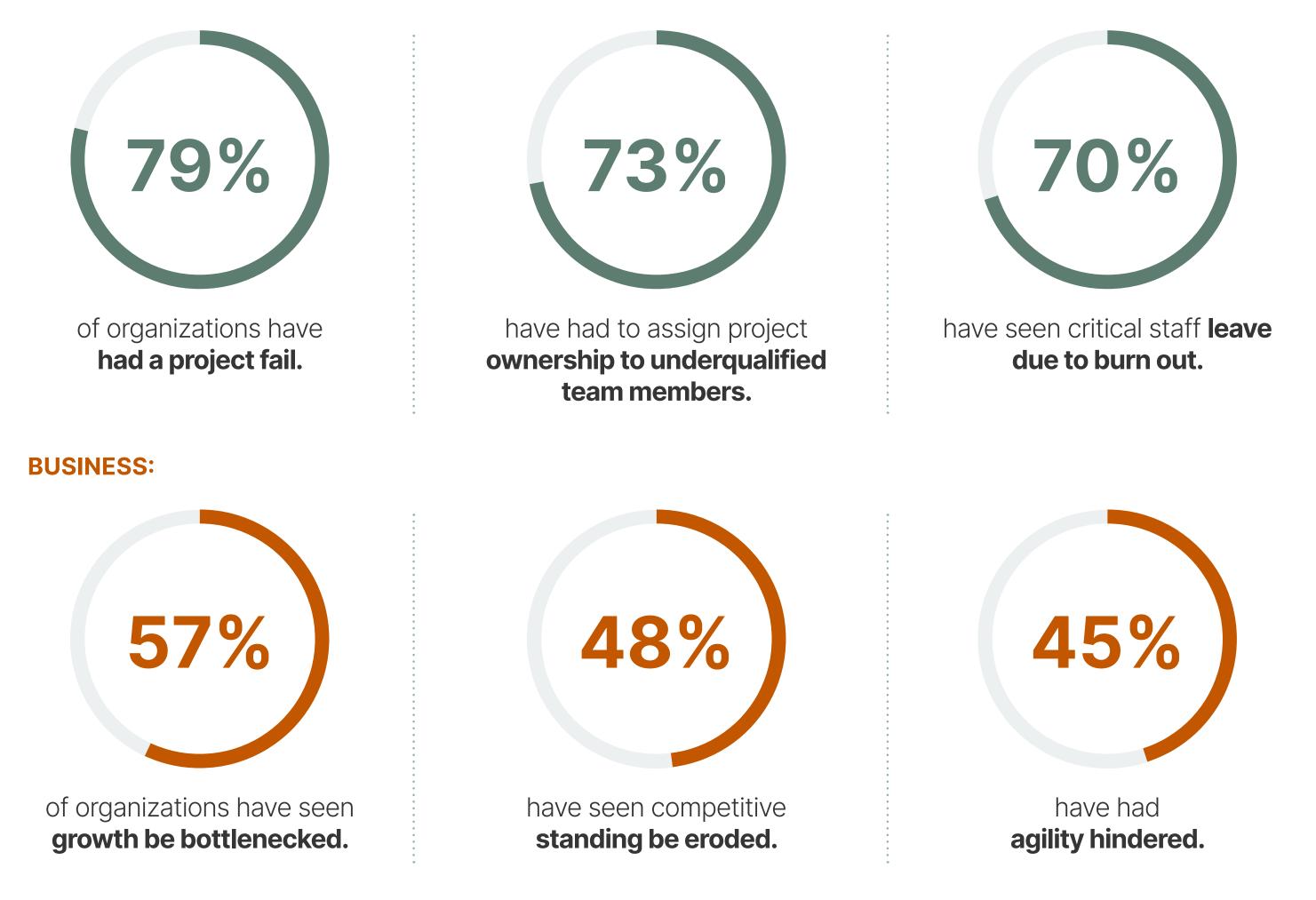
70% of organizations surveyed plan to ramp up tech team headcounts over the next 12 months, setting the stage for a competitive battle for talent.

We plan to maintain



Organizations that have experienced tech talent hiring and retention headwinds face tech and business challenges as a direct result, including:

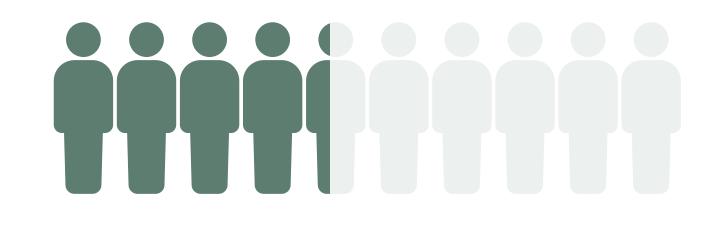
#### **TECHNOLOGY:**



Staffing firms provide expedited and better fitting tech talent

88% of organizations realize they shouldn't go it alone and have been partnering with tech staffing providers to build their bench of talent.

Tech staffing providers' specialization pays dividends while internal HR teams can focus on core capabilities. **Organizations have reported:** 



# 44%

more of their hires made via staffing providers versus typical HR processes have been a great fit for requirements.



**31% reduction** 

in time to hire (on average).



## What to look for in a tech talent staffing provider

### **GLOBAL REACH:**



of organizations are pursuing a more globalized tech talent strategy,

and finding a staffing partner that can support these global initiatives is critical.

#### **ABILITY TO UPSKILL:**

A provider that can grow your team's skills in addition to your team's headcount is necessary.



of respondents say a "build" philosophy for talent management that focuses on upskilling and **reskilling is best** (far more than those that favor "buy" [26%], "borrow" [16%], or "bot" [14%] philosophies).

#### **INDUSTRY EXPERTISE:**



#### of respondents say verticalized expertise is the provider attribute most

often prioritized by tech hiring managers when evaluating staffing providers.

0%		100%

### Conclusion

While recent trends in the tech sector have indicated labor market softening, data indicates that this trend may soon reverse, and organizations caught flat-footed face significant risks. Tech staffing providers can provide organizations with the talent pipeline they need to thrive. For a deeper dive, download our eBook discussing the data.

#### **Download the eBook**



With expertise in business transformation, cybersecurity, digital workspaces, cloud and infrastructure services, and enterprise applications,

