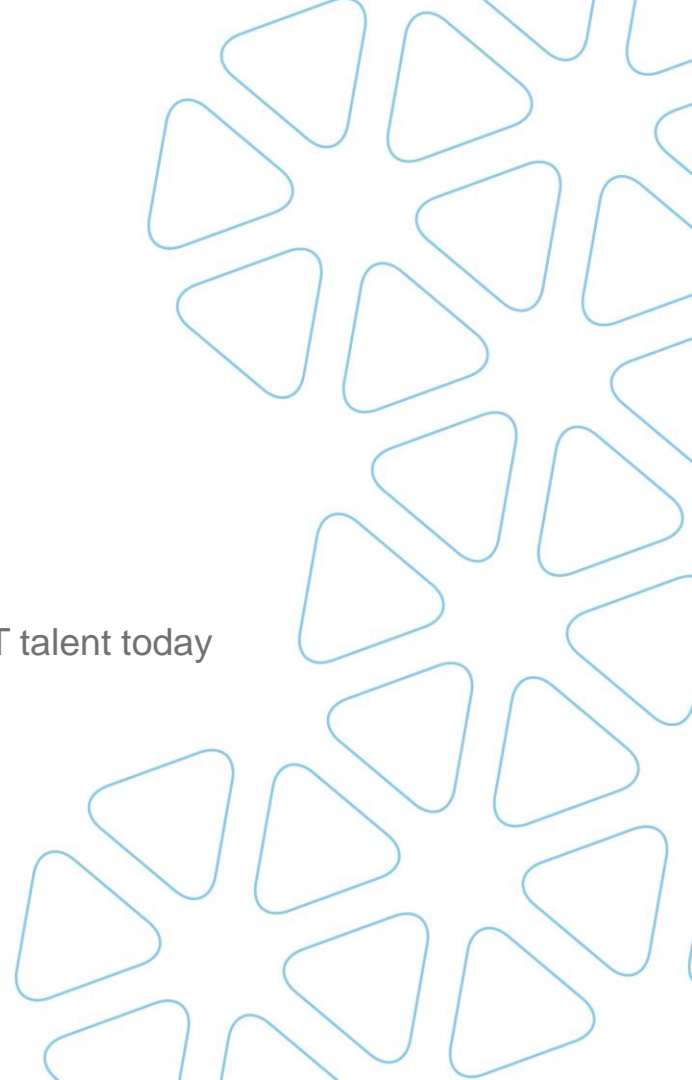




# ATTRACT + RETAIN

Taking a strategic, honest approach to attracting and retaining IT talent today

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# AGENDA

- The Market
- Attracting Talent: What to Consider Today
- Retaining Your Team: How to Keep Them
- Key Takeaways to Implement Now



# The Market



# Demand Outpaces Supply

Factors that continue to intensify the challenge of finding tech talent

- Meeting the surge in new technology needs
- Planning for the next disruption
- Keeping up with the pace of technological change
- Grappling with the lack of tech talent

Market	Active IT Candidates	IT Job Postings (last 12 months)	Employers Competing for IT Talent
United States	4.6 million	5.0 million	90,026

# Post Pandemic Market Conditions and Challenges Facing IT Organizations

For IT, What Has Been More or Less Difficult?	Harder
1) Hire and retain skilled IT leaders	57%
2) Shipping or logistics constraints	56%
3) Sourcing products or supplies for operations	54%
4) Ability to hire and retain skilled IT staff	54%
5) Sourcing HW, SW, or supplies for IT	53%
6) Sourcing HW, SW, or supplies for finished goods	49%
7) Ability to hire and retain regular operating personnel	37%
8) Support from Offshore IT services suppliers	34%
9) Ability to hire and retain procurement leaders or staff	32%
10) Support from Onshore IT service suppliers	23%
11) Employee absenteeism	22%

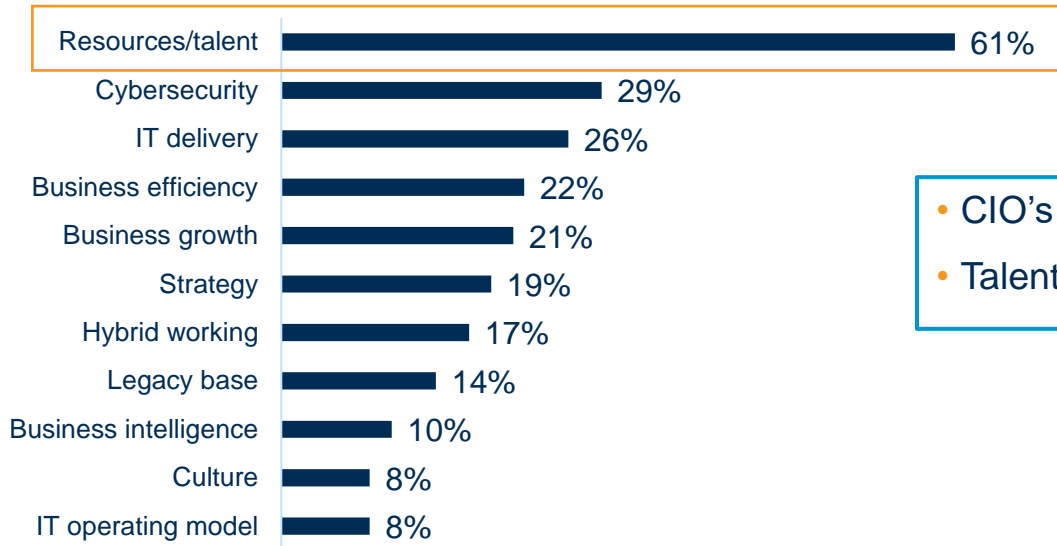
## CIO Guidance:

Senior IT leaders face a challenging work environment:

- They report that virtually **everything** is more difficult
- IT teams and leaders are reporting **higher levels of stress**

# CIO's Struggle with Finding Talent

## Most Demanding Work Problems



- CIO's are navigating many challenges
- Talent is now the overwhelming #1

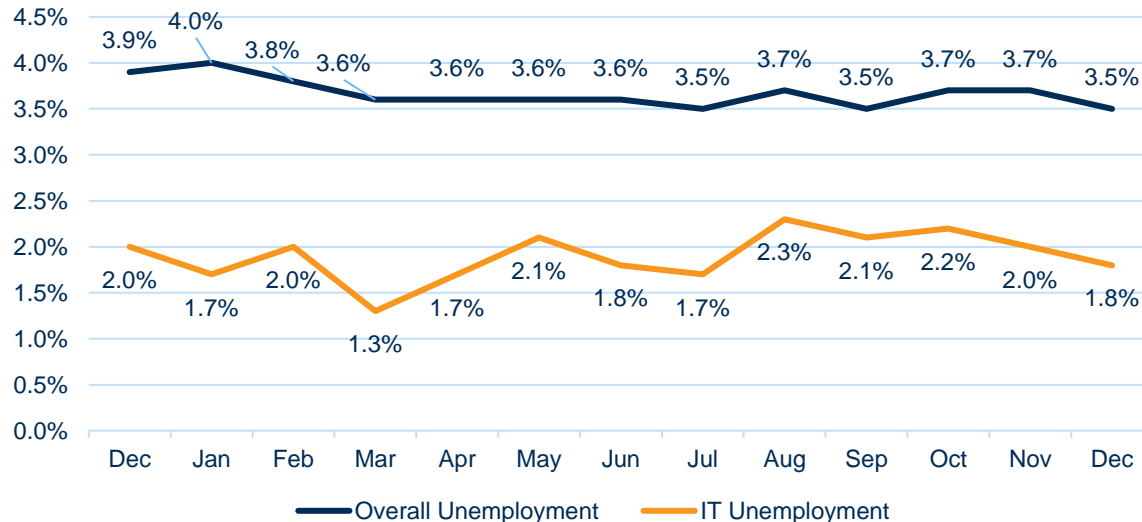
Question: Thinking about the next 18 months, what are your top 3 most demanding work problems?  
\*Coded verbatim responses Gartner's CIO research circle



# 2021-2022 Unemployment Trends

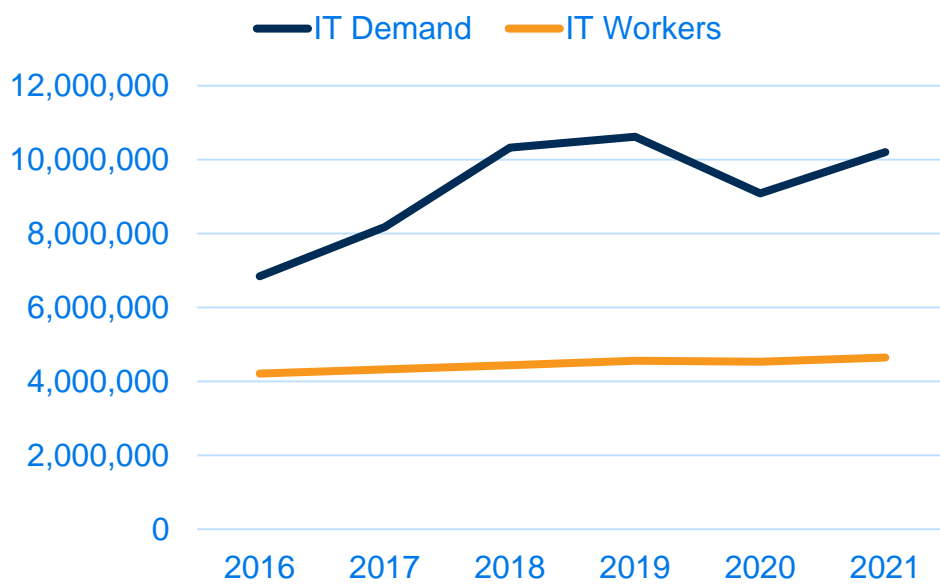
As more workers step off the sidelines to join the workforce the unemployment rate tightens. While some slack exists in the overall labor market, no such surplus of talent exists in the IT labor market, where supply cannot keep up with demand.

### U.S. Unemployment Rate



Y/Y Change	
Overall Unemployment	-0.4%
IT Unemployment	-0.2%

# Supply Can't Keep Pace with Demand



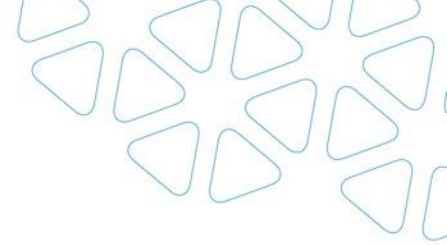
- IT demand is up **51%** over the last 5 years vs just a **10%** increase in the IT talent pool - BLS
- **13** times more IT job openings than available talent in December and the gap continues to widen - Emsi
- **Delays** in initiating digital transformation projects are now **> 8 mos due to talent shortages** – IDC
- **Partnerships with services firms are expected to grow** as organizations battle the war for talent and increased demand for new projects – Rebecca Segal, VP IDC Research





# Attracting Talent





# Attracting Talent

## Evaluate Your Strategy—Holistically and Honestly

### Take a new approach to job descriptions.

- Capture your brand and culture in job descriptions.
- But be true to who you are as a company.
- Focus on the skills you really need and the business problem you're solving for.

### Be realistic and responsive.

- Keep upskilling on the table.
- Review your job descriptions regularly.
- Respond in a timely manner.

**86%** of job seekers use social to find jobs



# Retaining Talent

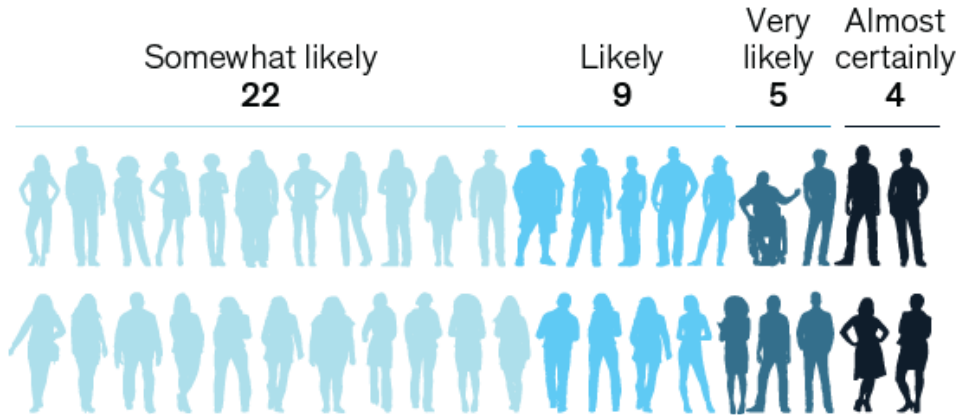




# Employees Leaving in Drove

## 40%

of employees stated that they are at least somewhat likely to leave their current job in the next 3–6 months

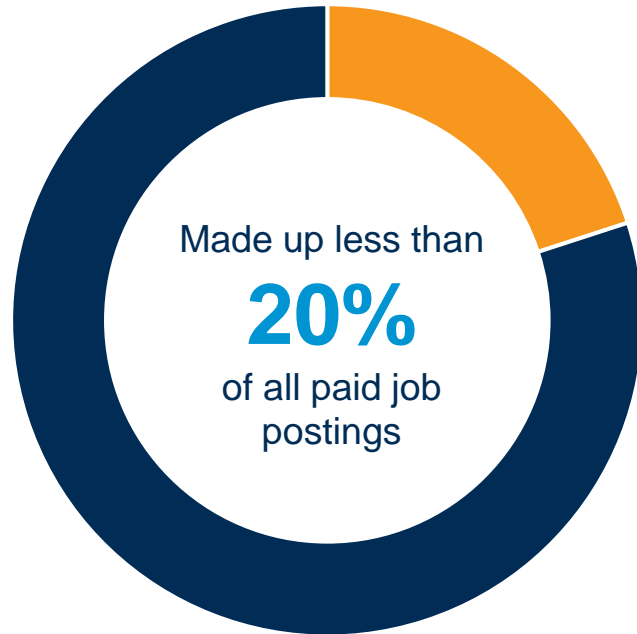


### The “Great Attrition” is real

- 64% of employees who are at least “somewhat likely” to quit would leave without a job in hand.
- 64% of employers expect voluntary turnover to remain elevated or to increase.

# Candidates Show Far More Interest in Remote Jobs

Remote jobs posted on LinkedIn last month...



# Retaining Talent

## What Keeps Someone When They Join the Team

### What are people looking for?

- World class employee experience
- Flexible work options
- Compensation
- Meaningful work



# Retaining Talent

## Create a Strategy to Retain Your People

- Create an intentional, comprehensive onboarding experience.
- Be real with yourself about your onboarding process.
- Chart a roadmap for their career.
- Nurture a culture of belonging.
- Prioritize open communication.
- Care about them as a person.



# Key Takeaways





# Takeaways

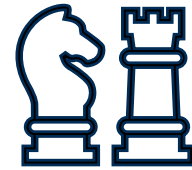
Steps you can take today



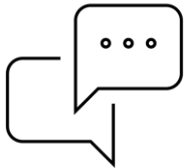
**Think about flexibility**



**Build a brand identity**



**Evaluate your recruiting strategy**



**Listen, really listen**



**Be intentional about onboarding**



**Find the right partners**



Thank You

