

# The Demand for Skilled Talent

Building Future-Ready Teams Through Engagement and Retention



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**CIO**

# The unemployment rate is 3.9% as of April 2024.



**Jobs added:** 175,000 (April)

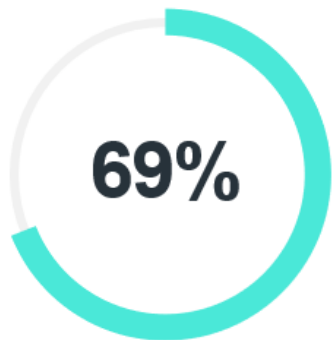


**Job openings:** 8.5 million (March)

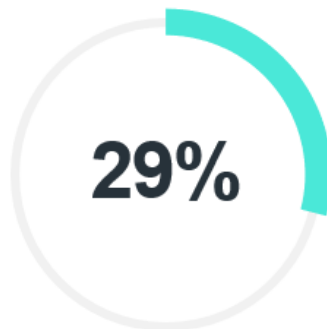


**Quits level:** 3.3 million (March)

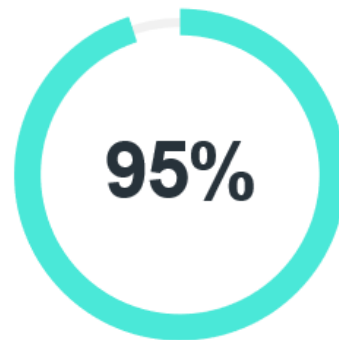
# First Half of 2024



Hiring for new roles



Hiring for vacated roles



Facing challenges finding skilled talent

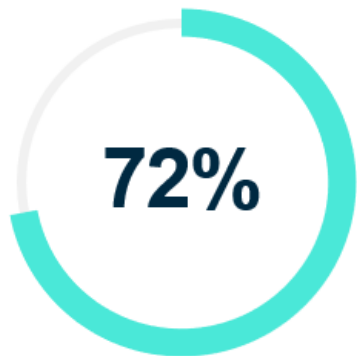
# Strategic Priorities for 2024

1. Systems and information security
2. AI, machine learning and automation
3. Cloud initiatives
4. Technology modernization
5. Software engineering and development

# Positions in Demand

- Business analyst
- Database developer
- Desktop support analyst
- Help desk — Tier 1
- IT operations manager
- Network/cloud engineer
- Software developer
- Software engineer
- Systems administrator
- Systems engineer

# Demand for Contract Workers Increases

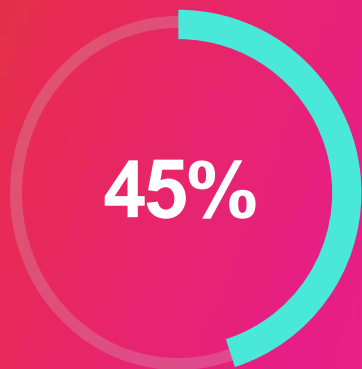


of technology and IT managers plan to use more contract talent.

## Top areas:

- AI and machine learning
- Software and applications development
- Technology process automation

# Professionals on the Move



of technology and IT employees plan to seek new jobs.

# Unemployment Rates

**0.6%** Network and  
systems administrators

**0.8%** Software quality assurance  
analysts and testers

**0.9%** Security analysts

**0.9%** Database administrators and  
architects

**1.5%** Computer and information  
systems managers

**2.2%** Network architects

**2.7%** Help desk and desktop support  
specialists

**3.7%** Software developers

Current Population Statistics, U.S. Bureau of Labor Statistics, April 5, 2024. Percentages reflect unemployment rates for select positions that were near or below the national unemployment rate at the end of Q1 2024.

# Moving Past Hiring Indecision

Avoidable mistakes



Not staffing  
adequately



Not considering  
permanent vs.  
contract talent



Delaying  
hiring decisions

# Close Those Skill Gaps

Top ways managers close skill gaps



Hiring people with the needed skills

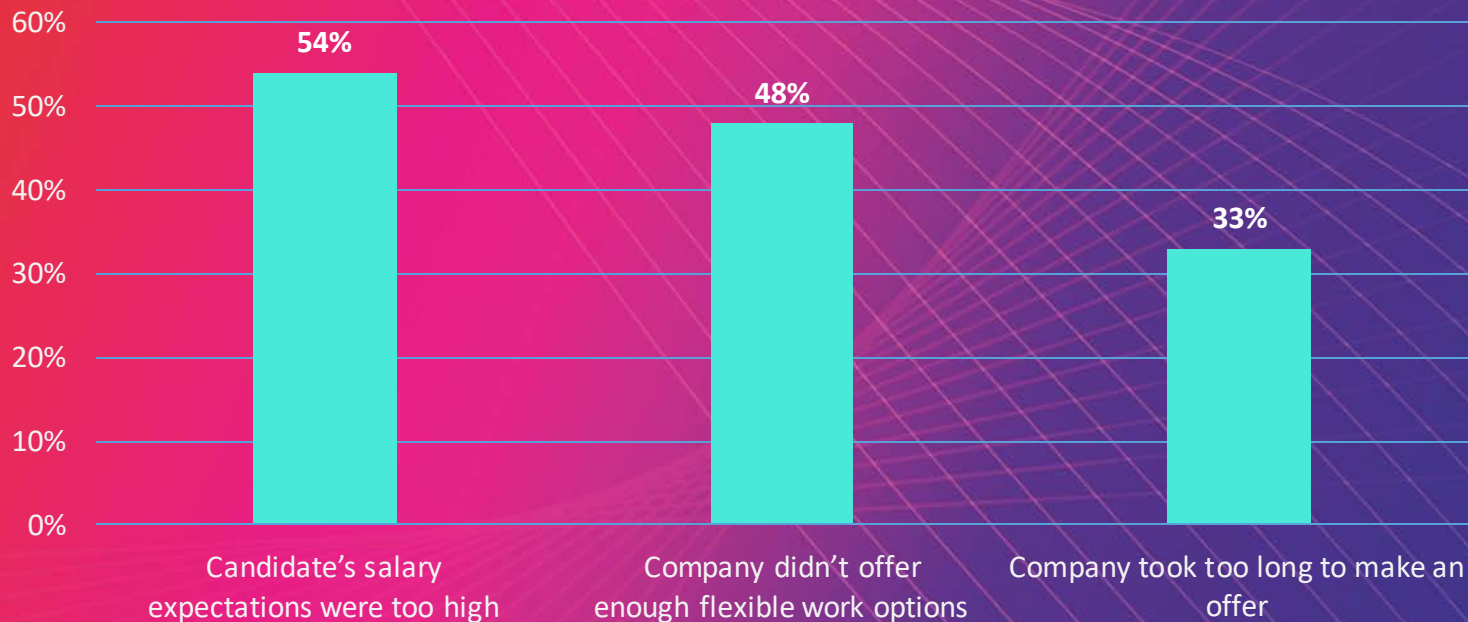


Employee training

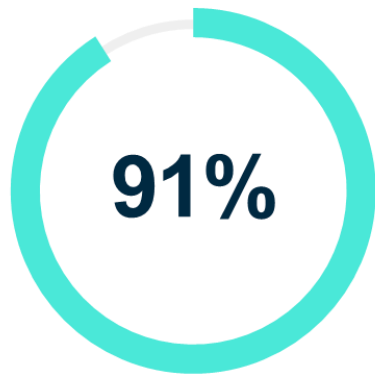


Managers who  
report a skill gap on  
their team

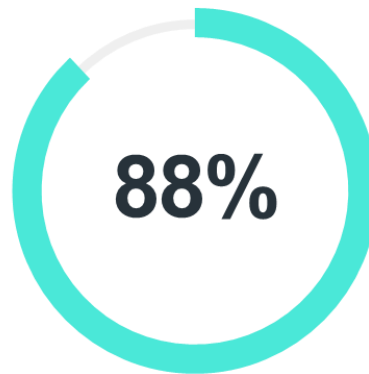
# Top Candidates Are Slipping Away



# Managers' Top Worries



Retaining  
top talent



Keeping teams motivated  
and engaged

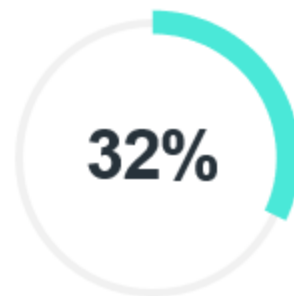
# What Workers Want Most



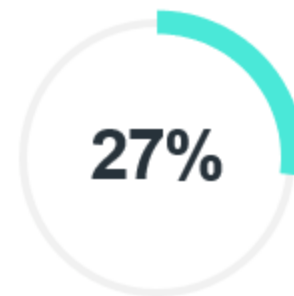
A higher salary



Better benefits  
and perks



More flexible  
work options



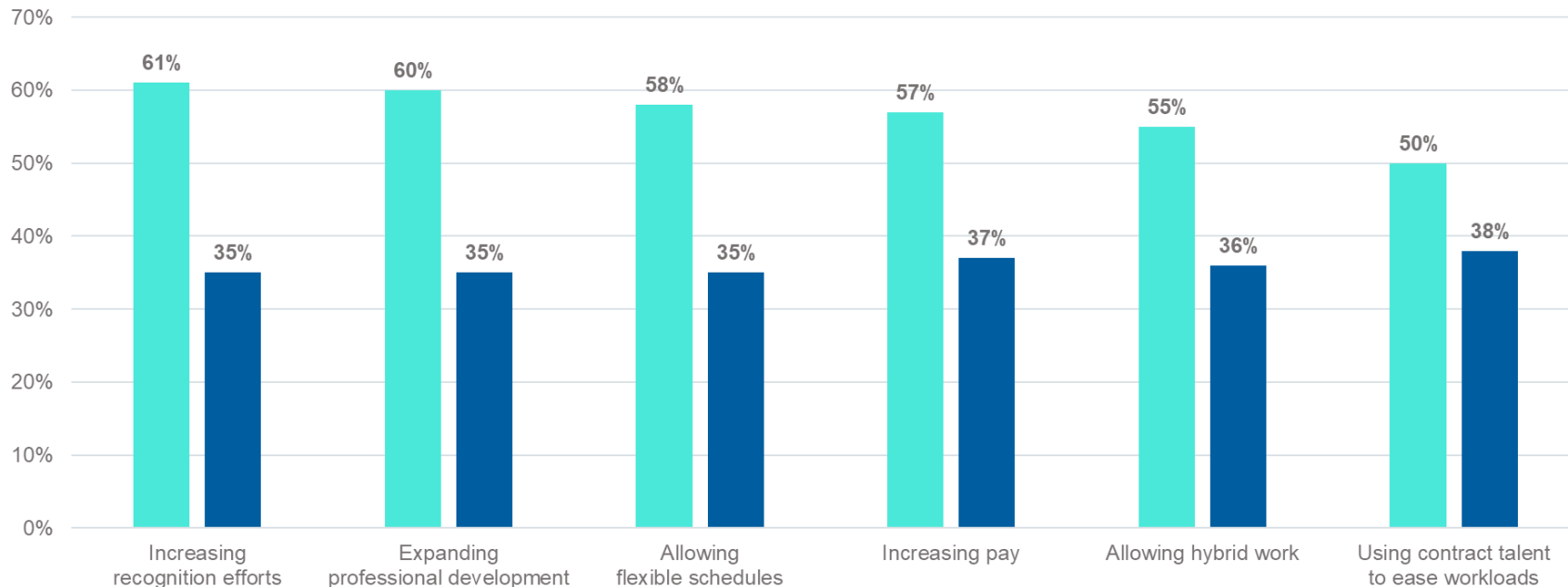
More opportunity  
for career  
advancement

# Generational Snapshot

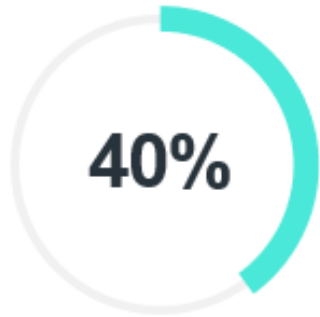
	GEN Z (1997-2005)	MILLENNIALS (1981-1996)	GEN X (1965-1980)	BABY BOOMERS (1946-1964)
1	Flexibility in when and where I work	Competitive salary with regular merit increases	Competitive salary with regular merit increases	Competitive salary with regular merit increases
2	Positive work culture and team dynamic	Fair workload and job expectations	Fair workload and job expectations	Fair workload and job expectations
3	Competitive salary with regular merit increases	Flexibility in when and where I work	Positive work culture and team dynamic	Positive work culture and team dynamic
4	Supportive manager	Positive work culture and team dynamic	Flexibility in when and where I work	Supportive manager
5	Opportunities for career advancement	Supportive manager	Supportive manager	Flexibility in when and where I work

# Retention Strategies

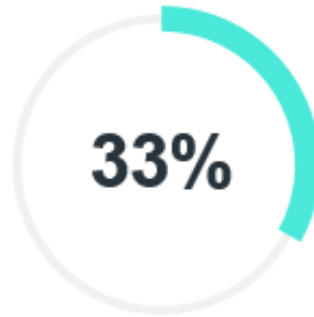
■ Current ■ Plan



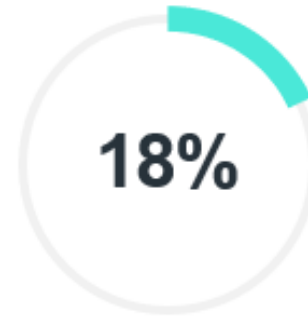
# The Ideal Work Arrangements



A fully remote position

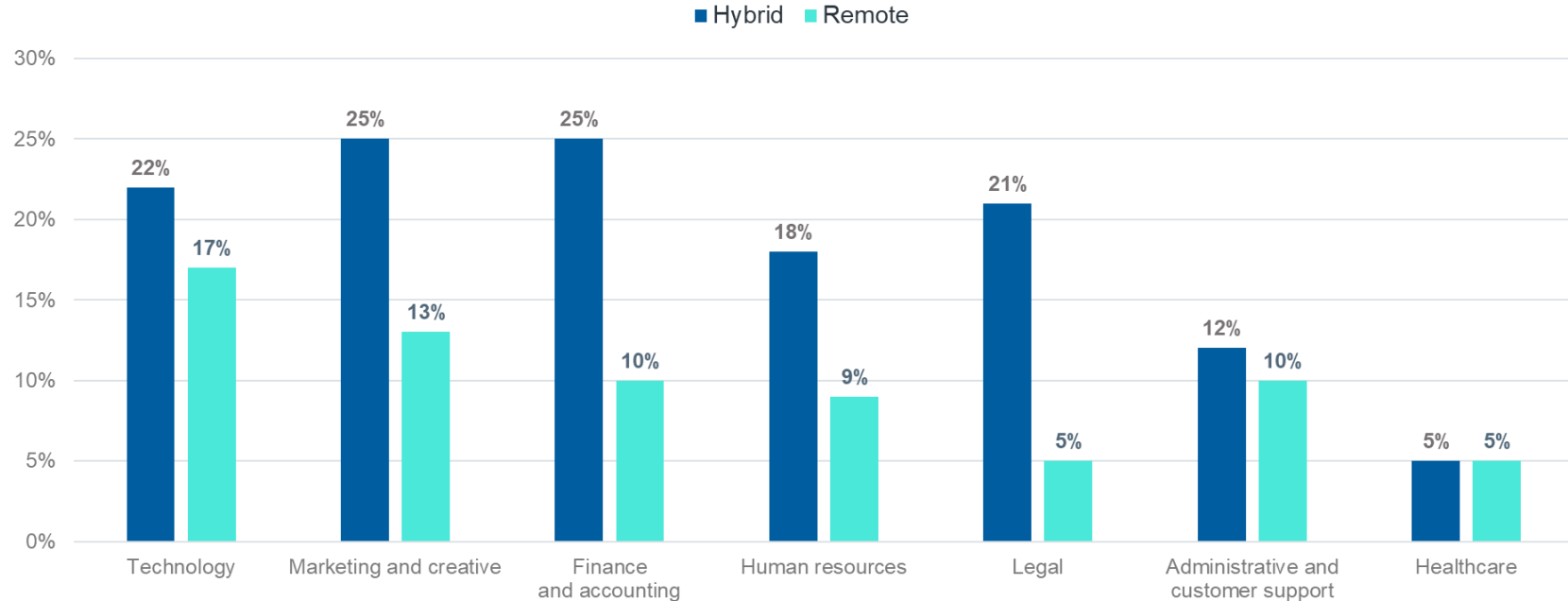


A hybrid position



A fully in-office position

# Where are the remote jobs?



- Stay up-to-date on the evolving hiring landscape.
- Prioritize understanding of employees' needs and motivators.
- Continue to re-evaluate recruitment and retention strategies.

# RESOURCES TO NAVIGATE TODAY'S LABOR MARKET

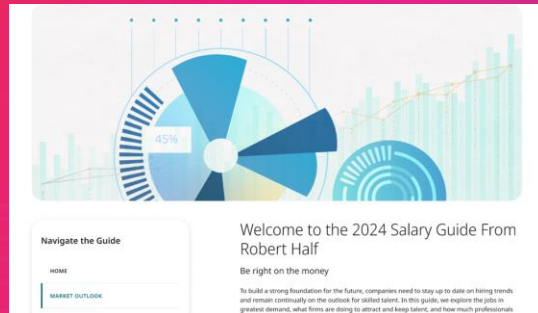
## Building Future-Forward Tech Teams



## Examining a Multigenerational Workforce



## 2024 Salary Guide



## Demand for Skilled Talent



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# Thank you!



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