2024 State of Tech Talent Report

Cross-skilling (47%) & upskilling (43%) are key strategies for technical talent management.

Across all technology domains, on average, 48% of organizations would **prioritize upskilling or cross-skilling existing staff over hiring new employees or engaging consultants in 2024.**

Certifications rank higher than college or university degrees (23% to 16%) when asssessing technical skills.
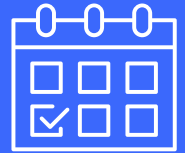
98% of organizations consider upskilling an important strategy, **with 36% rating it extremely important.**

Despite the news headlines, less than 1/3 of organizations surveyed reduced their technical headcount in 2023.

External hiring is both lengthy and risky: It takes on average **10 months to hire & onboard new technical hires,** and nearly **40% experience turnover.**

A significantly higher number of organizations **involve only training methods (39%)** in their talent agenda compared to those who only involve hiring methods (29%).

Cloud (55%), DevOps (51%), Cybersecurity (49%), & AI/ML (43%) stand out as the key technology domains prioritized for staffing.
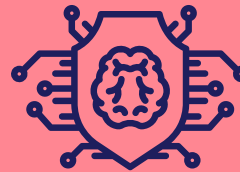
The top training challenges include **nurturing a continuous learning environment (39%) and translating knowledge into practical applications (36%)** - highlighting the effectiveness of performance-based training.
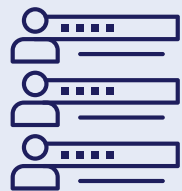
The most cited benefits of upskilling emphasize its ability to diversify employee **skillsets for redeployment (40%), advance careers (40%), and develop junior potential (40%).**

Technical talent can broaden skills while their organizations optimize processes through GenAI primarily in data analysis (45%), IT infrastructure monitoring (42%), and software development (35%).

The **impact of GenAI is complex**: In 2024, **27% of organizations intend to reduce their technical headcount,** while **23% plan to increase** due to GenAI.