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 assessing 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%).

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.

Cloud (55%), DevOps (51%), Cybersecurity (49%), & AI/ML (43%) stand out as the key technology domains prioritized for staffing.

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.

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