

WHITEPAPER

# Top Global IT Talent Acquisition Trends for 2023

Stay up-to-date with the Pronix Latest Talent Acquisition Trends



# CONTENS

- 01 Introduction
- 02 Key Takeaways
- 03 Meeting the Job Trend Demands in 2023
- 04 Where is IT Talent Coming from in 2023?
- 05 Why Talent Acquisition is Important
- 06 The Future of Talent Acquisition
- 07 Conclusion

## INTRODUCTION

The tech industry faces a significant IT talent shortage, further compounding the problem. A global Gartner report states that IT executives list 64% of talent shortages as the most significant barrier to adopting emerging technologies, ahead of cost and security—a staggering increase from only 4% in 2020.

Gartner also notes that IT employees are more likely to leave their jobs than employees in other departments. Moreover, a report by IMF shows that talent shortage will swell to more than 85 million tech workers by 2030, which in turn can potentially translate to lost revenue of over \$8 trillion annually.

This whitepaper overviews the top global IT talent acquisition trends for . It also explores the key market trends and imperatives necessary to acquire and retain top IT talent for contemporary business.

## FORWARD

For the Global IT Talent Acquisition Trends for 2023 research, we looked at the requirements of various industry needs and drew insights on the benefits, challenges, and risks of global IT Talent Acquisition. It is critical to remember that there is no one pre-established path for talent acquisition and retention.

Every business enterprise has a unique set of needs, resources, and goals depending on its size, sector, location, and other characteristics, and they frequently take different paths to obtain the needed IT skills and outcomes.

We will demonstrate that while there is no one-size-fits-all method for finding top IT talent, common themes and problems may be recognized and considered.

We sincerely hope you appreciate reading the report's high-level industry insights and that it aids you in defining and creating a successful talent acquisition plan.

# KEY TAKEAWAYS

- 01** 47% of organizations are hiring external talent to fill existing gaps, with 40% using external training programs to upgrade current employees.
- 02** Diversity, equity, and inclusivity will play a significant role in recruitment in future talent acquisition.
- 03** Compared to workers at companies seen as technology and digitization leaders, those employed by organizations with old technology are more likely to be frustrated six times more and desire to find a job elsewhere.
- 04** Organizations that over-rely on technology in talent acquisition may miss out on great—but otherwise competent—people.
- 05** 82 % of organizations believe their HR teams will incorporate more AI tools into their talent management processes over the next five years. 79% of recruiters think that AI will soon be advanced enough to hire applicants and fire employees.
- 06** Remote/flexible work is necessary for 76% of employees when choosing employment. Most organizations believe IT roles can be done remotely. 91% of companies plan to offer remote work, yet 23% of CEOs are hesitant.
- 07** 57% of organizations cite salary and compensation as the reason employees resign.
- 08** 84% of job seekers feel an organization's reputation as an employer is vital when deciding where to apply for a position.
- 09** By 2028, 73% of all departments will have remote workers.

## MEETING THE JOB TREND DEMANDS IN 2023

The job market is constantly evolving. Today, it is imperative for employers, job seekers, and recruiters to stay on top of the substantial changes and trends.

### HERE ARE 5 OF THE BIGGEST JOB TRENDS IN 2023.

#### Remote working

Remote work is here to stay, and the possibilities to do so will continue to grow in the future.

#### Confident candidates

People are less willing than ever to put up with bad working conditions, as seen by the Great Resignation. We anticipate that candidates will ask for higher compensation, and businesses will need to pay more and provide incentives to compete for top talent.

#### The four-day work week

A shorter workweek of four days has been gaining popularity in recent years. As part of this arrangement, employees work only four days to replace the traditional five-day workweek.

#### The gig economy

People are increasingly relying on the "gig economy" as their primary source of income. This trend has resulted in permanent positions being replaced by temporary ones and the freelance workforce.

#### Wellness

In the biggest job trends of 2023, the concept of "employee wellness" has risen to prominence as many businesses acknowledge the significance of investing in their employees' emotional and physical health and act to that end.





# WHERE IS IT TALENT COMING FROM IN 2023?

When it comes to IT talent acquisition and staffing trends in 2023, the IT staffing market is projected to register a CAGR of 3.66% during the forecast period (2021 - 2026).

In 2023 many companies prefer to hire contract-based IT workers over full-time staff due to the increased economic instability, trade tensions, and other economic situations.

An increase in the prevalence of permanent remote workers, a rebalancing of the demand for different skill sets, are included in the IT talent acquisition and staffing trends in 2023.





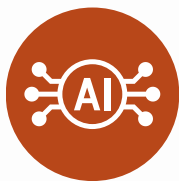
## Strategic and proactive recruiting finds higher-caliber IT talent

"Proactive recruiting" refers to actively seeking out, connecting with, and ultimately enticing potential new hires before such workers are needed. According to a recent survey, (73%) of qualified applicants are "passive job seekers," meaning they are open to new chances but aren't actively searching them out or applying for positions.



## Virtual and multi-channel recruitment

Recruiters must widen their net to include virtual staffing if they want to fill all their open positions. Thus staffing agencies and HR must incorporate online orientation, onboarding, and virtual interviewing procedures into their hiring processes.



## AI takes center stage in the hiring

According to eightfold.ai, nearly 82% of survey respondents believe HR teams will incorporate more artificial intelligence (AI) tools into their talent management processes over the next five years. 79% of recruiters think that AI will soon be advanced enough to hire applicants and fire employees.



## Adopting remote working

Remote employment has undergone a dramatic shift and remote work appears to be here to stay. By 2028, over 70% of all departments will have remote workers.



## Rise of data-driven recruitment and staffing

Data is the new gold and the catalyst for making talent teams more strategic. Data on candidates and new hires are stored in a centralized location so that everyone from recruiters to executives can access and use the same information (e.g., a complete talent acquisition pipeline).



## Retaining top employees: The next big thing in business

People are rethinking their careers and the companies they work for. They expect more from their jobs than just a pay cheque. Most applicants who join an organization cite "inspiring purpose," "meaningful work," and "respect for people" as the reasons why they did so.



## Greater focus on employer branding

Prospective employees will conduct research on your business before applying for a position. 84% of job-seekers feel an organization's reputation as an employer is vital when deciding where to apply for a job.



## Diversity, Equity, and Inclusion (DEI)

Workplace diversity has improved dramatically since the advent of remote work. 63% of organizations have DEI as a priority, whether it's some initiatives in place or a permanent part of their mission, vision, and values.





## Looking Ahead

What is the future of the job market in 2023? It looks promising, with many companies looking to invest in IT and staffing. The IT jobs in demand 2023 will be significant as businesses invest in digital transformation and new technologies.

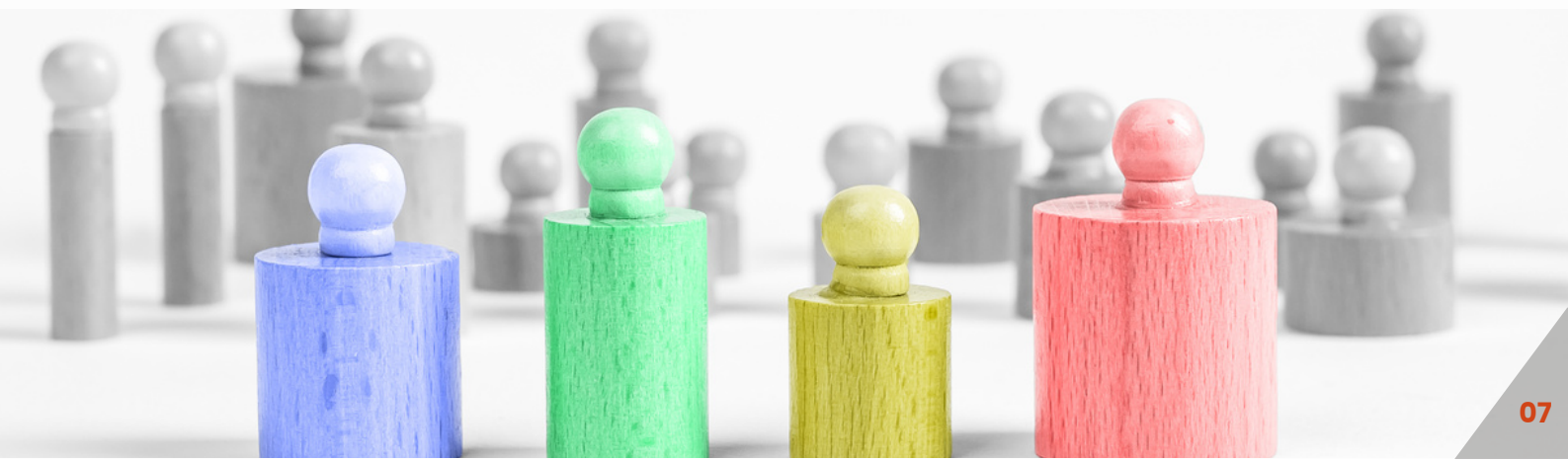
That brings us to the question of, "what is the future of staffing industry?" It's also projected to grow in the coming years, as companies increasingly look to external providers to help them meet their talent needs.

Pronix is at the forefront of these trends, and we're excited to help our clients navigate the changing landscape of talent acquisition. [Contact](#) us today to learn more about our services and how we can help you find the best candidates for your business.



## Why Talent Acquisition is Important

Despite decades of discussion about how to make the talent recruitment process better, many companies still use outdated procedures and criteria. Here are some pointers on getting talent acquisition right.





## Getting the right candidates

A talent acquisition strategy prioritizes quality over speed and finds the most qualified individual for each open position. Therefore, the best candidate is chosen after all qualifications, including skills, the potential for development, and cultural fit, have been thoroughly evaluated. The result is a decrease in employee turnover and an improvement in the overall quality of hires made by the company.



## Industry competitiveness

The industry is flooded with employers looking for IT specialists to help their businesses thrive. Organizations can get the most benefit from seeking out and hiring people who possess the necessary abilities and drive. Facing the competition and hiring qualified, enthusiastic people who are a good cultural match for your company is a surefire way to increase output, create value, boost creativity, and gain a competitive edge.



## Saving time and money

Long-term hires save money. A survey by SHRM found that the average turnover rate in the IT industry was 20.9%, ranking it fourth highest overall after retail, manufacturing, and consumer goods. The cost of turnover is exceptionally high, costing a company 1.5-2 times the employee's salary. Depending on the employee's level of seniority, technical positions cost 100-150 percent of the salary, and C-suite talent turnover costs 213 percent of wages.



## Preparing for future success

A vital feature of robust talent acquisition is its focus on the future. It may seem impossible to fill important positions in your organization, but if you take a deliberate and methodical approach to talent acquisition, you can increase the likelihood that the new hires you make will have the potential to become leaders.

# THE FUTURE OF TALENT ACQUISITION

Global talent acquisition is becoming increasingly important as the war for top talent intensifies. In order to stay ahead of the curve, it's important to be aware of the latest talent acquisition trends.

## So, what are the biggest job trends in 2023?

The most popular jobs in 2023 will require a mix of technical and soft skills. This includes jobs such as data scientists, software engineers, and digital marketing specialists. As companies become more globalized, there will also be a greater demand for roles that require cross-cultural competence and international experience.

In order to attract the best talent, it's important to have a strong talent acquisition strategy. This should include a mix of traditional and modern recruitment methods, such as social media recruiting, employee referral programs, and using data to identify top talent.



By staying up-to-date with the latest talent acquisition trends, you'll be in a better position to attract and retain the best employees for your company.



## REMOTE AND GLOBALIZED WORKFORCES

76% of employees rate remote/flexible work as critical in choosing an employer. 91% of organizations plan to offer remote work, but 23% of leaders are not open to the idea.



## DIGITAL-FIRST BUSINESSES DEMAND NEW SKILLS

As more and more of the corporate world undergoes a digital transformation, high-tech abilities will be in demand as skills gaps develop.



## STRATEGIC WORKFORCE PLANNING BECOMES IMPERATIVE

Since talent solutions vary, HR and business leaders must align on company strategy and talent needs. Success requires strategic personnel planning and arming recruiters with the requisite technologies and systems that can accurately help to assess talent and predict future demands.



## OPTIMIZED CANDIDATE EXPERIENCE AND EMPLOYEE EXPERIENCE

Optimized Applicant Experience (OCE) involves designing and implementing a personalized application process for each job candidate. OCE accelerates hiring by equipping each candidate with unique content, tools, and technologies tailored to their specific needs.



## TECHNOLOGY PLAYS A CRITICAL ROLE IN TALENT ACQUISITION

Moving forward, technology will be at the epicenter of talent acquisition and retention built on a foundation of efficiency. At a base level, recruiters will ask several questions about the technology they intend to use in talent acquisition, including:

- What's the value proposition of technology in talent acquisition?
- Will the given technology tool save recruiters time?
- Will it help them weed out irrelevant candidates and direct them to the ideal workers?



## Conclusion

The IT industry's shortage of IT talent shows no sign of getting any better. Organizations must address the continuously changing talent needs and close the gap between their current tech skills to move more quickly, create new products, and capitalize on new and emerging trends.

The job market is ever-changing, and it can be difficult to keep up with the latest trends. However, if you're hiring in 2023, it's important to be aware of the 2023 latest talent acquisition trends.

Some of the biggest job trends in 2023 include a move towards remote and globalized workforces, a demand for new skills as businesses undergo digital transformation, and a focus on employee experience.


Technology will also play a critical role in talent acquisition, with recruiters increasingly looking for tools that will save them time and help them find the best candidates.

**What is the future of the job market in 2023?** At Pronix, we stay on top of the trends and we look forward to working with business leaders to support them and their organizations as they navigate the talent acquisition journey, regardless of the path they choose to take.

# GET IN TOUCH WITH US



"We thank you for your continued support in our efforts to contribute to the Pronix Inc".

 +1-(732) 476 5277

 [info@pronixinc.com](mailto:info@pronixinc.com)

 Pronix, Inc. 666 Plainsboro Rd, Suite, NJ, USA.