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7 Strategies to Attract and Retain Top Tech Talent

The severe talent shortage has been exacerbated by technology and hiring trends that accelerated during the pandemic. Learn the methods to stand out as an ideal workplace.

The talent and skills gap has continued to be a roadblock for organizations as they struggle to find, hire and retain tech talent to further their digital transformation initiatives. However, there is a light at the end of the tunnel for organizations willing to adopt a fresh approach and intention at each step.

Are you ready to stand out as a leader to build the future workforce and accelerate transformation?

6^{1/2} times more IT job openings than talent available to fill them¹

...but the good news?

AI and automation could lead to the creation of **97 million new roles** by 2025²

"Make your brand synonymous with **career growth and opportunity.**"



Nina Kindrick
Executive Director, National Recruiting Center
TEKsystems

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TEKsystems' Tips to Attract & Retain IT Talent



Flexibility: Balance flexibility and productivity with detailed guidelines, policies and expectations for hybrid work models.



Build a brand identity: Promote career growth and opportunity.



Reconsider job requirements: Evaluate the "must haves" and refine them to better reflect the role and responsibilities. Proactively engage and interview talented candidates, even if you don't have a specific job opening.



Mind unintentional bias: Evaluate your hiring and review/promotions process to address any existing bias and work to make your decision-making panels more diverse.



Breakdown barriers: Degree requirements can create artificial barriers that hinder diversity efforts which can make it harder for underrepresented groups to engage with your company.



Meet people where they are: Employees, particularly the newest generations, want to learn while doing their jobs. Create on-demand learning opportunities with flexible learning tools.



Balance your focus: Workforce development often focuses on technical skills, but soft skills development should get equal attention.

"It's not a lack of available training or different modalities to offer. It's **connecting them in the way** your people need to succeed."



Leslie Deutsch
Vice President of People Strategy
TEKsystems Global Services

Solving the talent crisis requires a holistic approach to recruiting, hiring and training.

Top talent seeks employers that offer hybrid work models, competitive salaries and benefits, career roadmaps and professional development plans.

Focused strategy can ultimately spur a digital transformation and usher in fresh, inspiring workplace culture. Are you ready to own change?

Learn more [here](#).



Editor's Note: Content curated from TEKsystems' feature publication, *Version Next, Now* | [NAVIGATING A NEW TALENT EXPERIENCE: How Companies are Adopting New Talent Strategies to Navigate the Tech Talent Shortage](#)
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Sources

1. Bureau of Labor Statistics
2. Economic Modeling Specialists International