

# 2023 State of Tech Talent Report

Economic concerns caused 59% of organizations to revise their 2023 technical hiring plans primarily by freezing new positions, but **more plan to increase hiring than decrease.**



New hiring continues to focus on developers and newer technologies, while senior technical roles bear the brunt of job cuts (45%).



Both cloud and managed service providers (65%) and telecommunications organizations (65%) are **more likely to increase their technical staff in 2023.**

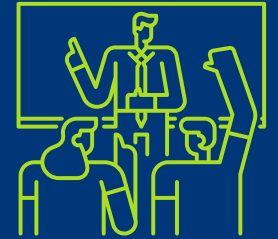


Organizations increasing their hiring in 2023 are focusing on newer technologies: cloud / containers (50%), cybersecurity (50%), and AI / ML (46%).

70% of organizations surveyed provide training opportunities for existing technical staff on new technologies.



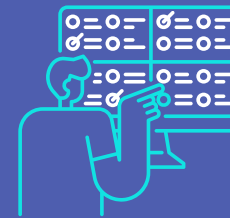
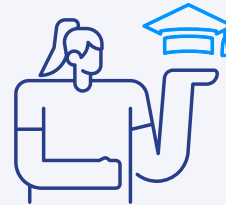
When unable to find suitable technical candidates, organizations trained existing employees (58%) more often than hiring consultants (38%).



64% of respondents agreed that recruitment is costly, time-consuming, and can lead to the wrong candidate and quick turnover. **Almost one out of three new hires (29%) depart within six months of being onboarded.**



25% of organizations have increased their reliance on training and certification incentives in 2023.



Most respondents agree that **certification (73%) and pre-employment testing (81%) are necessary** to verify skills, addressing the challenges of finding the right candidate.



Respondents felt that upskilling (91%) and certifications (77%) are more important than a university education (58%) to address technology needs.

53% of respondents felt upskilling is extremely important to acquire the skills and knowledge your organization needs.



**Training is a significant strategy for organizations;** half of those reducing (52%) or freezing (50%) their hiring plan to upskill to address talent needs.

