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

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

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

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

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.

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

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

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.

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.

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

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

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