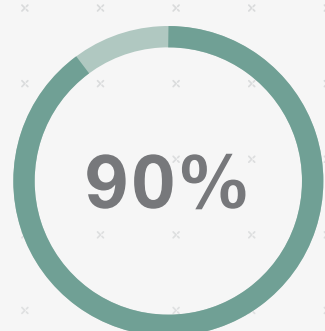


TOMORROW'S TECH TEAMS

How are you overcoming the IT skills shortage to deliver tech transformation?

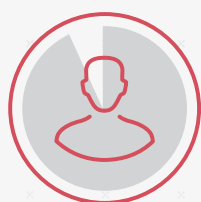


of IT leaders believe that IT workers' ability to **learn new technology skills** is as important as existing knowledge

But IT leaders think non-tech skills are increasingly important too:



Understanding of business objectives
95%



Leadership and decision-making
93%



Project management
92%



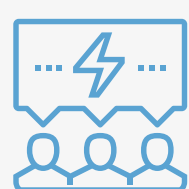
People management
79%

And, **62%** expect to see an increase in people from **non-tech backgrounds** enter the IT team over the next two years

IT leaders believe building and sustaining a successful IT team lies in training and development:



97% believe in a culture that supports **continuous learning**



94% believe that a **training strategy** should be **responsive** to emerging tech trends

Yet IT workers feel they aren't receiving the support they need:



48% feel their training programme is **reactive**



34% think **lack of training** is blocking tech transformation



15% say my company has **no training** in place

Lack of training and development can have a significant impact:

Business



Reduced competitive advantage
43%

Lower quality customer experience
43%

Reduced business growth
41%

Employees



Increased stress
53%

Reduced morale
46%

Reduced productivity
43%

How to build and nurture teams to up-skill and achieve IT transformation:

- Understand and share the company strategy
- Integrate HR and IT to align with business goals and emerging tech
- Encourage a 'growth' mindset among employees and look for this in new recruits
- Take a multi-channel approach with quick, easy-to-access training
- Create a continuous dialogue between managers and workers

About the research - Experis spoke to 1,000 IT workers and 200 senior IT managers in charge of hiring in the UK. Respondents worked in a variety of sectors including tech, manufacturing, finance, education, retail and the public sector.



Experis
ManpowerGroup