

The Demand for Skilled Talent

Building Future-Ready Teams Through
Engagement and Retention



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FutureIT

CIO

The unemployment rate is 3.9% as of February 2024.



Jobs added: 275,000 (February)



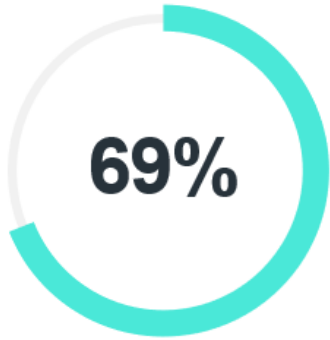
Job openings: 8.9 million (January)



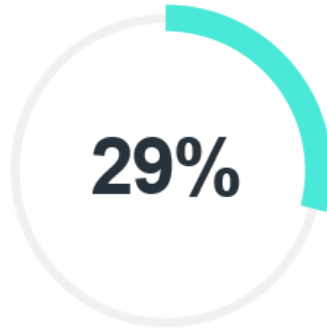
Quits level: 3.4 million (January)

Source: U.S. Bureau of Labor Statistics, preliminary and seasonally adjusted.

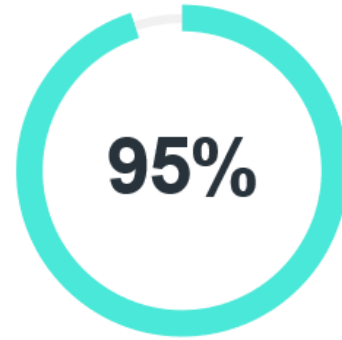
January – June 2024



Hiring for new roles



Hiring for vacated roles



Facing challenges finding skilled talent

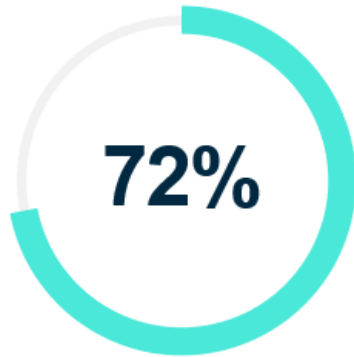
Strategic Priorities for 2024

1. Systems and information security
2. AI, machine learning and automation
3. Cloud initiatives
4. Technology modernization
5. Software engineering and development

Positions in Demand

- Business analyst
- Database developer
- Desktop support analyst
- Help desk — Tier 1
- IT operations manager
- Network/cloud engineer
- Software developer
- Software engineer
- Systems administrator
- Systems engineer

Demand for Contract Workers Increases

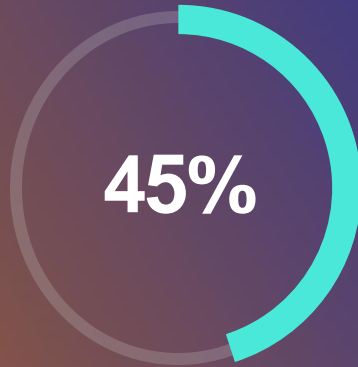


of technology and IT managers plan to use more contract talent.

Top areas:

- AI and machine learning
- Software and applications development
- Technology process automation

Professionals on the Move



of technology and IT employees
plan to seek new jobs.

Unemployment Rates

0.9% Database administrators and architects

1.3% Computer and information systems managers

1.4% Web developers

1.6% Systems analysts

1.9% Network architects

1.9% Software developers

2.0% Help desk and desktop support specialists

3.0% Network and systems administrators

Current Population Statistics, U.S. Bureau of Labor Statistics, Jan. 5, 2024. Percentages reflect unemployment rates for select positions that were near or below the national unemployment rate at the end of Q4 2023.

Moving Past Hiring Indecision

Avoidable mistakes



Not staffing
adequately



Not considering
permanent vs.
contract talent



Delaying
hiring decisions

Skill Gaps Are Growing

A donut chart with a teal segment representing 53% of the total. The rest of the chart is grey.

53%

Managers who report a skill gap on their team

A donut chart with a teal segment representing 51% of the total. The rest of the chart is grey.

51%

Those who say the impact of skill gaps has become apparent

A donut chart with a teal segment representing 46% of the total. The rest of the chart is grey.

46%

Those who say skill gaps have widened

Close Those Skill Gaps

Top ways managers close skill gaps

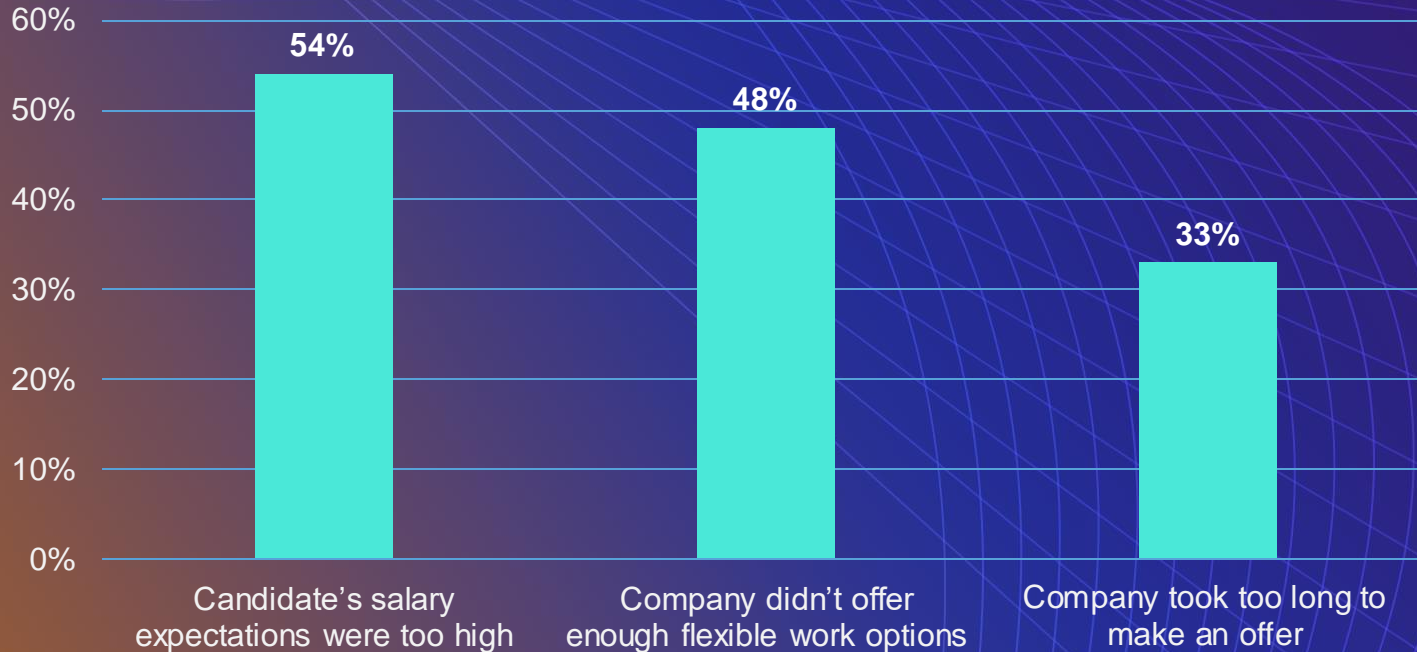


Hiring people with the needed skills



Employee training

Top Candidates Are Slipping Away



Top Candidates Are Slipping Away

Tips for recruiting success



Offer **competitive salaries**.

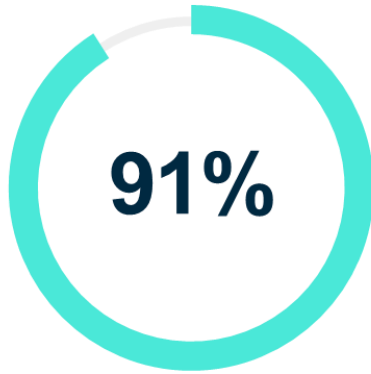


Provide **flexible work options**.

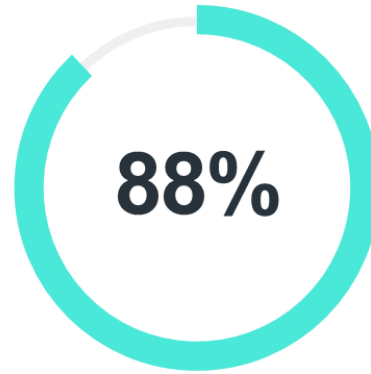


Don't wait to make a **compelling offer**.

Managers' Top Worries



Retaining
top talent



Keeping teams motivated
and engaged

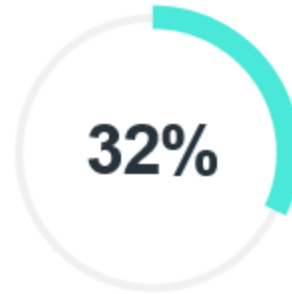
What Workers Want Most



A higher salary



Better benefits
and perks



More flexible
work options

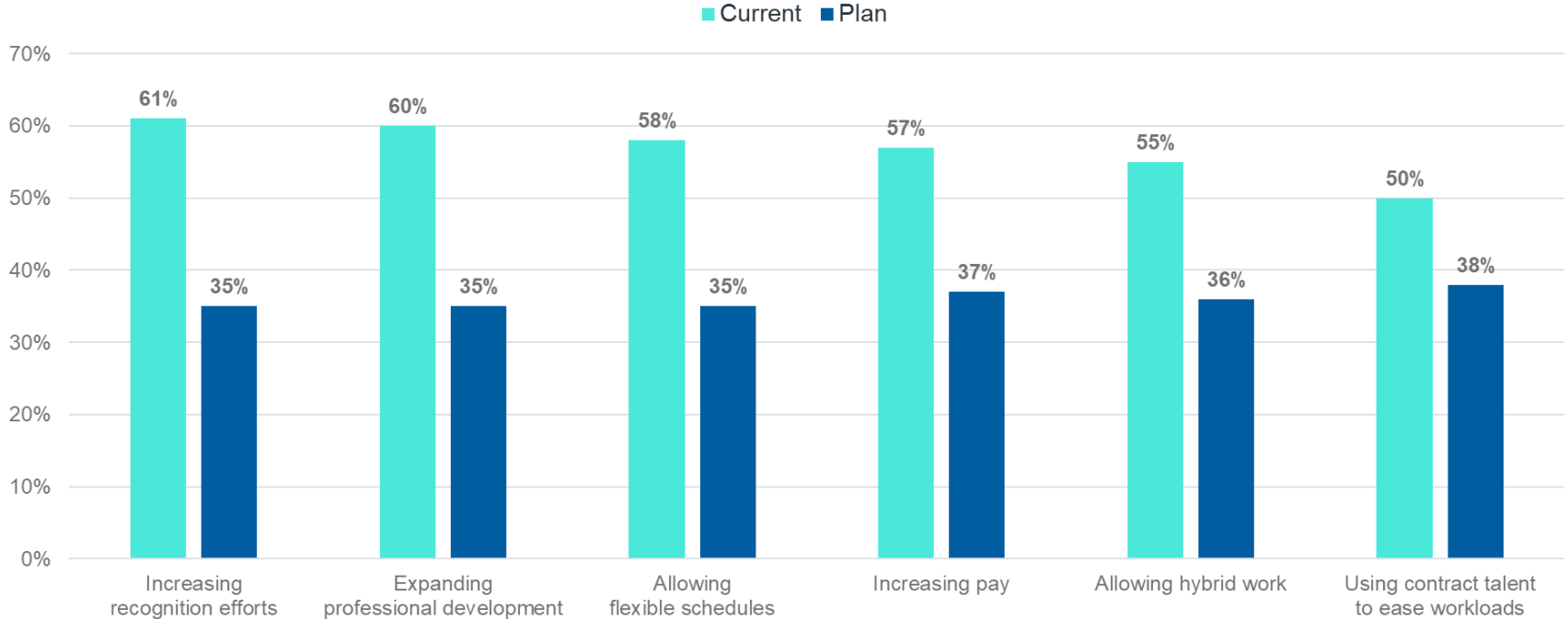


More opportunity
for career
advancement

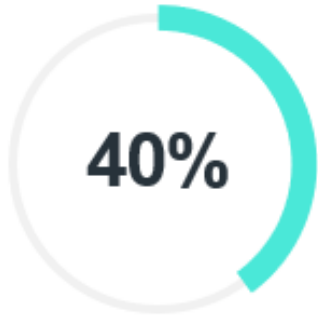
Generational Snapshot

	GEN Z (1997-2005)	MILLENNIALS (1981-1996)	GEN X (1965-1980)	BABY BOOMERS (1946-1964)
1	Flexibility in when and where I work	Competitive salary with regular merit increases	Competitive salary with regular merit increases	Competitive salary with regular merit increases
2	Positive work culture and team dynamic	Fair workload and job expectations	Fair workload and job expectations	Fair workload and job expectations
3	Competitive salary with regular merit increases	Flexibility in when and where I work	Positive work culture and team dynamic	Positive work culture and team dynamic
4	Supportive manager	Positive work culture and team dynamic	Flexibility in when and where I work	Supportive manager
5	Opportunities for career advancement	Supportive manager	Supportive manager	Flexibility in when and where I work

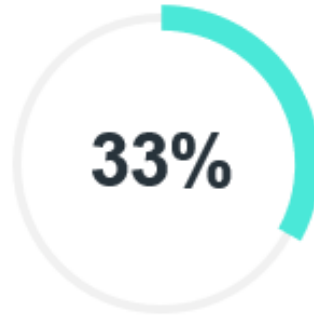
Retention Strategies



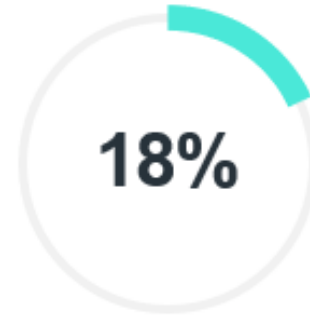
The Ideal Work Arrangements



A fully remote position

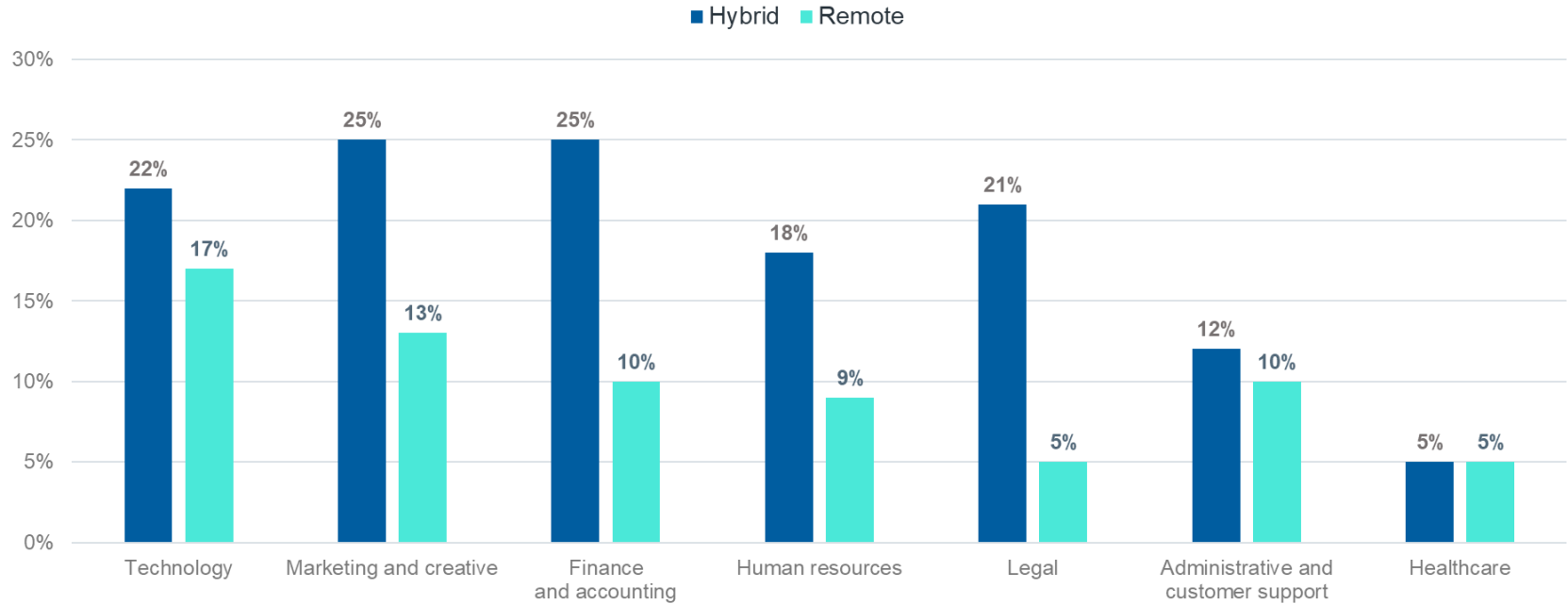


A hybrid position

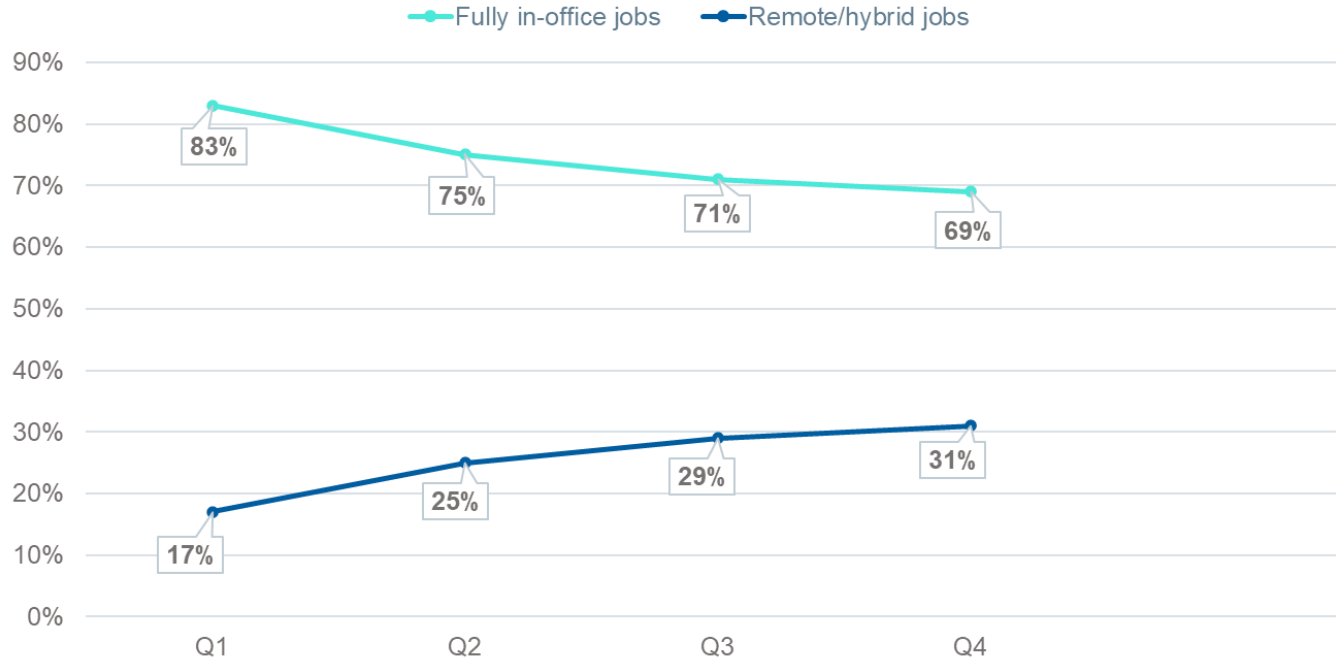


A fully in-office position

Where are the remote jobs?



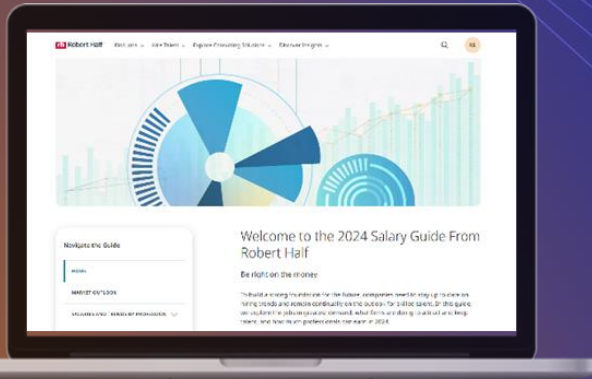
Decline in Fully On-Site Jobs



- Stay up-to-date on the evolving hiring landscape.
- Prioritize understanding of employees' needs and motivators.
- Continue to re-evaluate recruitment and retention strategies.

2024 Salary Guide

The latest pay data and trends you need to hire effectively in a competitive market



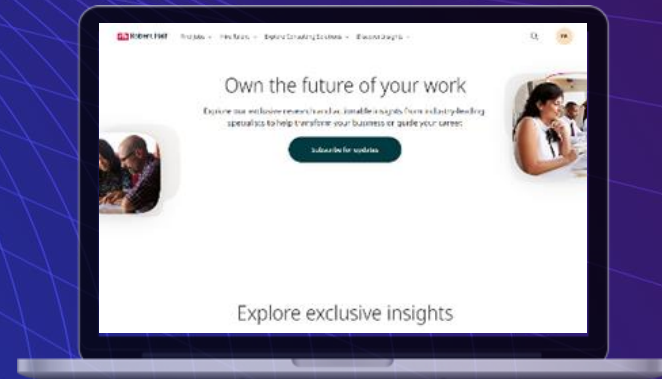
Examining a Multigenerational Workforce

New data and tips to help recruit, motivate and retain professionals across generations



Discover Insights

In-depth insights on hiring and management topics, career development and job search advice



Thank you!



Paul Flaharty
District President, Robert Half

Connect with me!

