What are you doing to overcome the TECHNICAL TALENT gap?

How to Mind the Gap: Past Compensation

Rethink your Requirements: Remove traditional notions of what it means to be qualified for a role. Companies and candidates that spend their time looking for the perfect opportunity without flexibility end up wasting time, not filling vital roles, and missing out on potential matches. As the saying goes, don't let perfect get in the way of good.

Out of the Box Recruiting: Traditionally, candidates come from employee referrals, networking groups or associations, limiting exposure to new pools. For example, diversify your team and sourcing process at the same time: leverage AI technology or diversity recruiting partners, consider a neurodiversity program, or connect with historically black or Hispanic-serving institutions to expand your candidate pool.

Develop the Specialty Skills: Implement an in-house training and certification program or find an external option, then hire capable developers or candidates without every single desired skill. 50% of organizations will still hire a developer even with a mismatch between role and candidate. By investing in robust training programs and hiring more junior developers or less specialized-tech candidates, companies can let employees expand their skillset and give them support in their career development, letting them grow into a more senior or specialized role.

Don't Depend on a Degree: Many HR professionals are no longer requiring 4-year degrees for tech roles, looking instead for hands on experience, apprenticeships and alternative trainings like LaunchCode or advanced certifications earned by years of experience and skill.

Consider Paid Internships: As students and recent graduates start their careers, paid internships offer hands-on experience and help create a pipeline of a quality talent pool as those interns become more experienced in the workforce.

Upskill Current Skillsets: From the continued growth of STEM programs and coding camps to specialized certifications and self-teaching resources, it is easier than ever for anyone to educate themselves and develop their skills, whether someone newer to the industry or an experienced tech professional. As a hiring manager or candidate, you can utilize these resources or create your own, enhancing your skillsets and combating the shortage of specialized talent.

Create a Culture of Learning: Take the time to learn and build up the necessary skillsets for a role going into 2022. With 42% of employers committed to upskill 100k employees by 2025 and numerous free online resources for tech, plus traditional certifications, there are opportunities everywhere. Many companies offer learning programs specifically for sharpening the skills of existing employees.

Focus on specific areas: While there is an overall talent gap, some sectors are being hit harder than others. DevOps and Cybersecurity are roles that companies continue to struggle to fill, with our recruiters mentioning Python roles as well. Honing your abilities in these fields will make you that much more valuable on the job market.

CHECK IT OUT
Why the tech talent shortage spiked in 2021, and the impact in 2022.

View contracting as a solution: Contract roles have increased in popularity in recent years, with both companies and candidates enjoying the production, freedom and flexibility of these positions.

Trial and Growth: With millennials 3x more likely to switch jobs compared to older generations, contract roles are ideal for getting a foot in the door in a variety of companies and industries, building their resume and skillset quickly. Additionally, this gives hiring managers the opportunity to **vet** candidates hands-on for longer term engagements without needing to find a unicorn every time.

Start Your Project Fast: Whether you're a tech professional or hiring manager, contract work can get the next step in the job process off the ground **faster**, with quicker onboarding and training.

Stability in Contracting: Most contractors aren't added to department headcounts, keeping your team on **budget**. Since many times an agency like Motion is footing the bill for health benefits, candidates have similar benefits to a full-time role without costing a company overhead expenses. Plus, many contracts can exceed a year or more.

As we ride the wave of the Great Resignation into 2022 and beyond, a quarter of employees have said they would most likely leave their jobs once returning to the office. Meanwhile, many companies have yet to figure out their approach in tackling the tech talent gap as retention and attraction become paramount.