



2020  
IT Talent Trends

# Humanity Wins the War for Talent



# 2020 IT Talent Trends: Themes

Human benefits



**Experience**

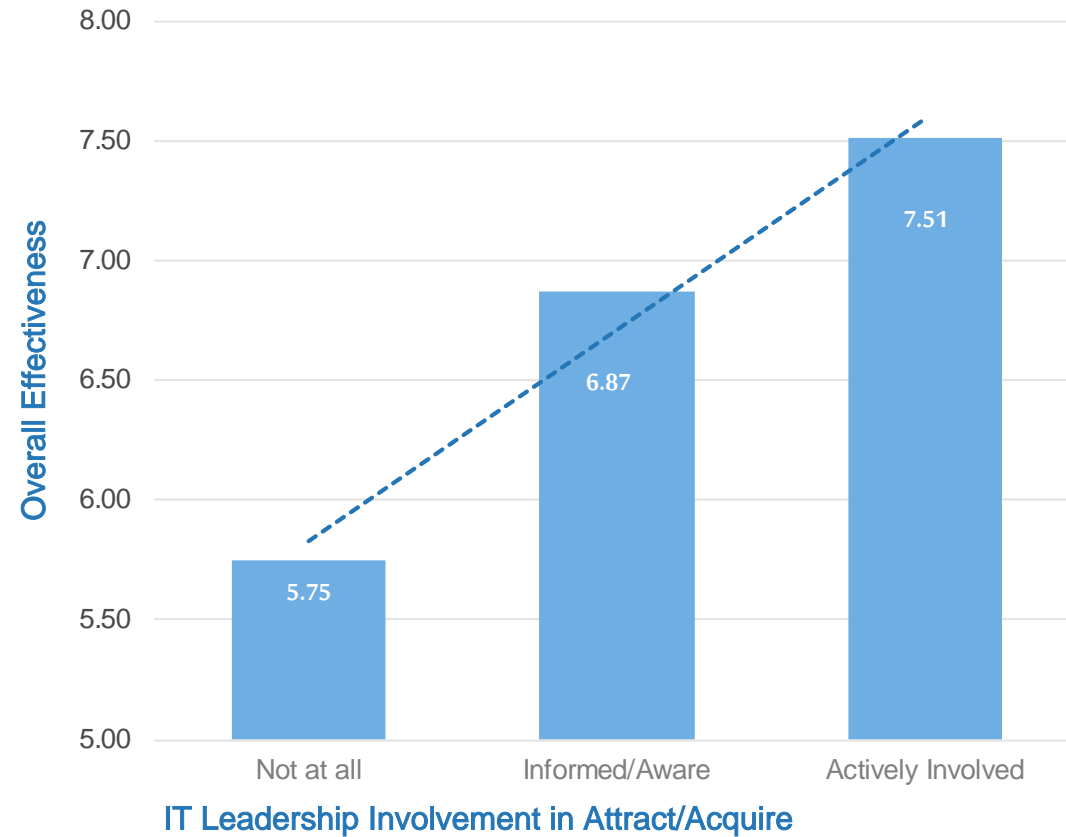


**Trust**



**Resilience**

# IT Takes Ownership of Talent Acquisition



Source: Info-Tech IT Talent Trends Survey



# Flexible Work Becomes Fluid Work

A great salary is not enough

**95%**  
of employees  
consider flexible  
work important <sup>1</sup>

<sup>1</sup>Info-Tech IT Talent Trends Survey

**19%**  
of millennials would  
take >12% lower  
salary for flex hours<sup>2</sup>

<sup>2</sup>Qualtrics, via CNBC

Job 1: 100k

Job 2: 93k + telework

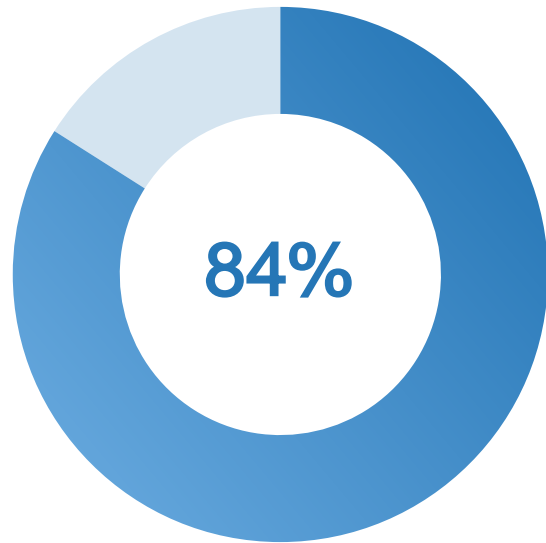
Job 3: 88k + telework + flex hours



Experience

# The Age of Radical Transparency

A culture built on ethics



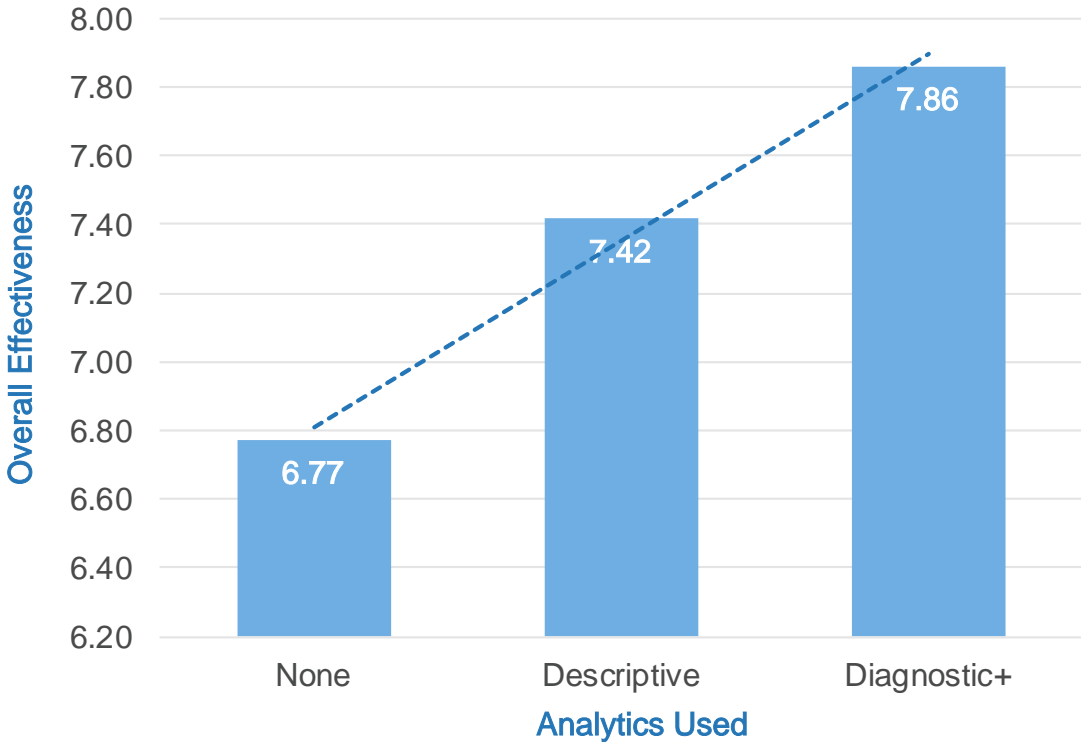
of employees consider social responsibility somewhat or very important in selecting an employer

Source: Info-Tech IT Talent Trends Survey



Trust

# People Analytics is Business Analytics



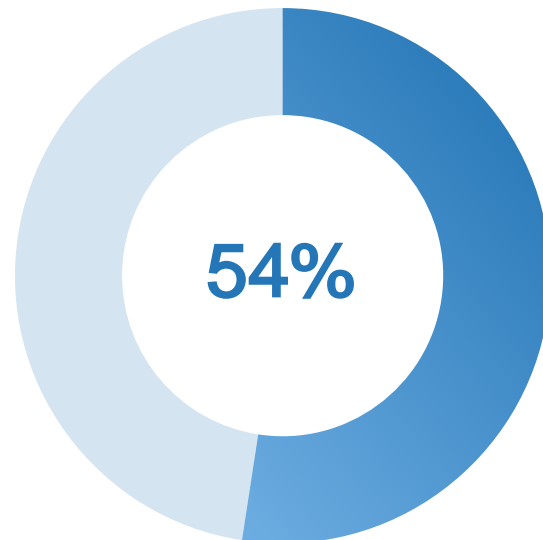
Source: Info-Tech IT Talent Trends Survey



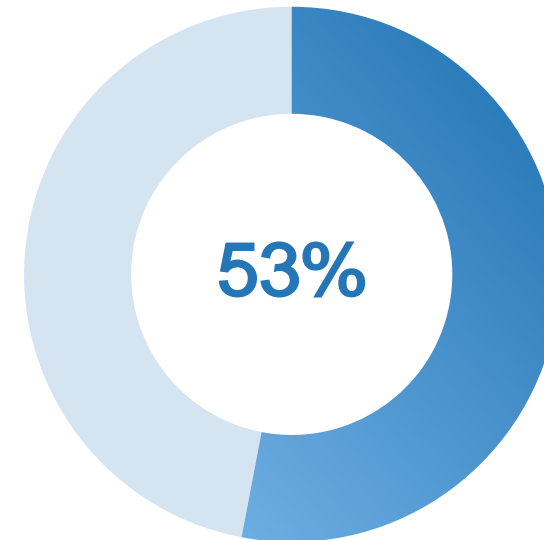
Trust

# IT Departments Become Their Own Universities

External training programs:



In-house training programs:

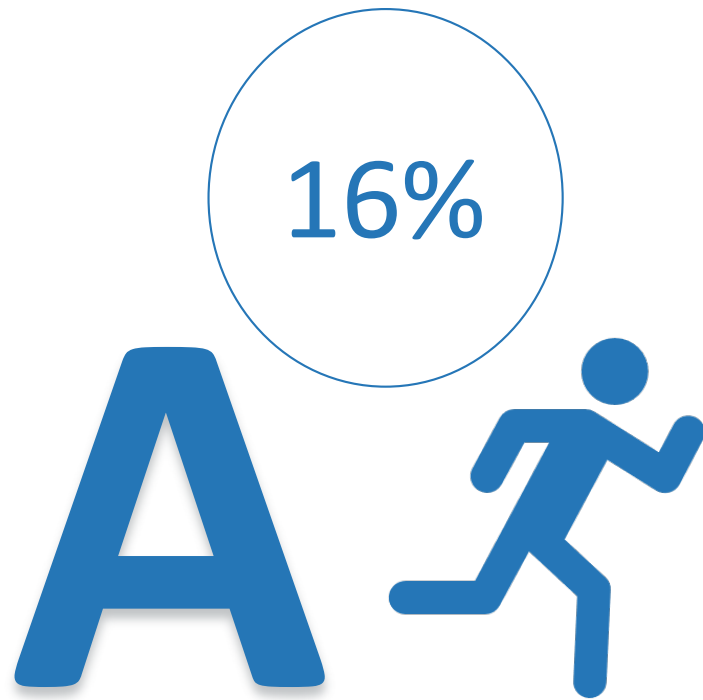


Source: Info-Tech IT Talent Trends Survey





# Offboarding: IT's Missed Opportunity



Source: Info-Tech IT Talent Trends Survey

Effective offboarding turns alumni into a critical resource for:

- Boomerang
- Reach out
- Refer



Resilience

# The 2020 IT Talent Trends

Human benefits



## Experience

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Flexible work becomes fluid work



## Trust

The age of radical transparency

People analytics *is* business analytics



## Resilience

IT departments become their own universities

Offboarding: the missed opportunity