

DIGITAL TRANSFORMATION  CRITICAL THINKING

TALENT, MULTIPLIED.

STACK IT UP: TECH SKILLS IN DEMAND

EXPERIS INSIGHTS SERIES | UNITED STATES – 2021



Experis
ManpowerGroup

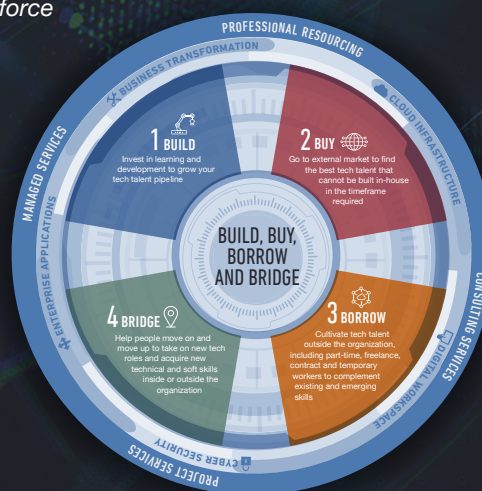
COMPANIES EMBRACING THE DIGITAL REVOLUTION ARE CHANGING THE OLD WORK ORDER

The Tech Revolution has gathered incredible pace – 38% of organizations have accelerated their digitization as a result of the pandemic and 86% of those plan to increase or maintain their hiring levels as a result. The companies digitizing most are leading job creation.¹



Digitization is changing the old work order. Every business must now be a digital business with digital skills to sustain competitive advantage and grow. As technology continues to fuel transformation, the workplace evolves and goes hybrid and digitization of the consumer experience accelerates, the right blend of tech and talent is front and center.

At the same time, acute skills shortages continue – **in cloud, cyber security, system and software engineering, software development, data analysis and more.** Companies must develop sophisticated, competitive workforce strategies to **Build, Buy, Borrow and Bridge** to ensure they have the specialized IT talent that their organizations need. The Skills Revolution we called on four years ago is more evident than ever, reshaping the future of work and the future for workers.



¹ Skills Revolution Reboot: The 3Rs-Renew, Reskill, Redeploy. ManpowerGroup, 2021.

THE SECRET SAUCE? WORKFORCE MIX AND THE NEXT WAVE OF TECH TALENT

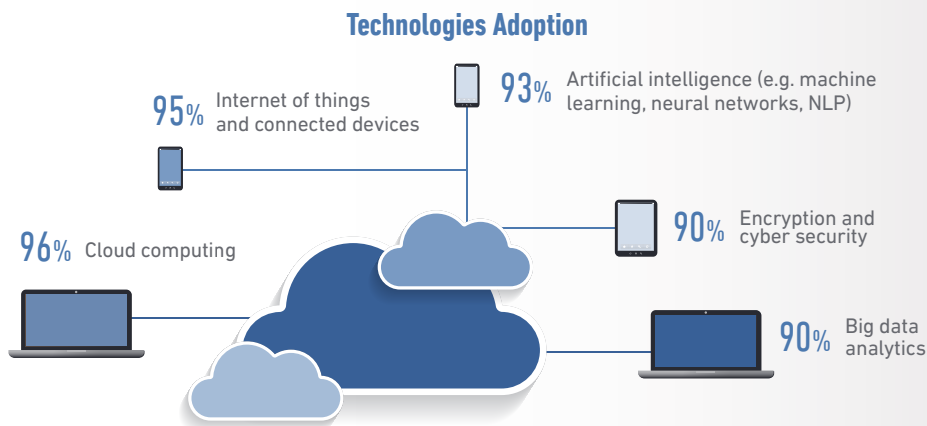
The rapid acceleration of new technology adoption among companies is leading to more workforce expansion than reduction. Growing demand – especially for cloud computing, big data and IoT/connected devices together with encryption and cyber security solutions – reflects increasing associated risks of remote working and greater use of tech for collaboration.

As companies across all industries adapt to new customer demands and adopt new technology, consumers have heightened expectations. Yet investing in and adopting new tech and tools is just the tip of the iceberg; each will require even more human skills to implement, manage and achieve return on investment.

Changing workforce dynamics and the acceleration of tech adoption is forcing organizations across all industries to redesign their workforce composition and rethink their skills mix. Companies want to be employers of choice, achieve first mover advantage on scarce and in-demand talent and to ensure durable competitive edge in the market.

TECHNOLOGY ADOPTION: CLOUD COMPUTING AND IOT LEADS THE WAY

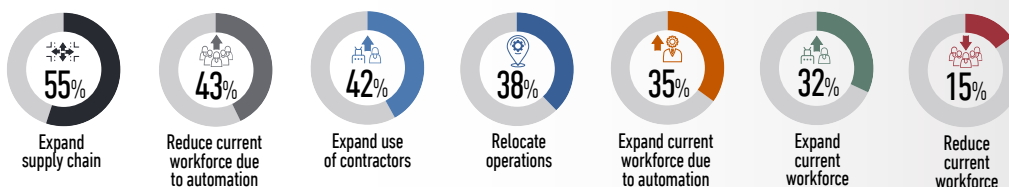
Technology adoption in the US is led by cloud computing (96%), IoT and connected devices (95%), AI and machine learning (93%), encryption and cyber security (90%), and big data analytics (90%). As companies accelerate digitization at new speed and scale organizations are most likely to have adopted these new technologies in just four years, making the need for right-skilled talent increasingly urgent.



Source: World Economic Forum Future of Jobs Report 2020. U.S. Country Profile.

To anticipate and respond to increasingly specific skills needs, **55% of companies globally intend to adjust their workforce composition to be able to switch out skills as needed and adapt work models for additional flexibility.** In short, they are planning a new combination of permanent, contract and consultant workers, and offering more remote, flexible and hybrid work options. **42% plan to expand the use of contractors, bringing in highly specialized skills for specialized work.**²

Company Plans To Change their Workforce by 2025²



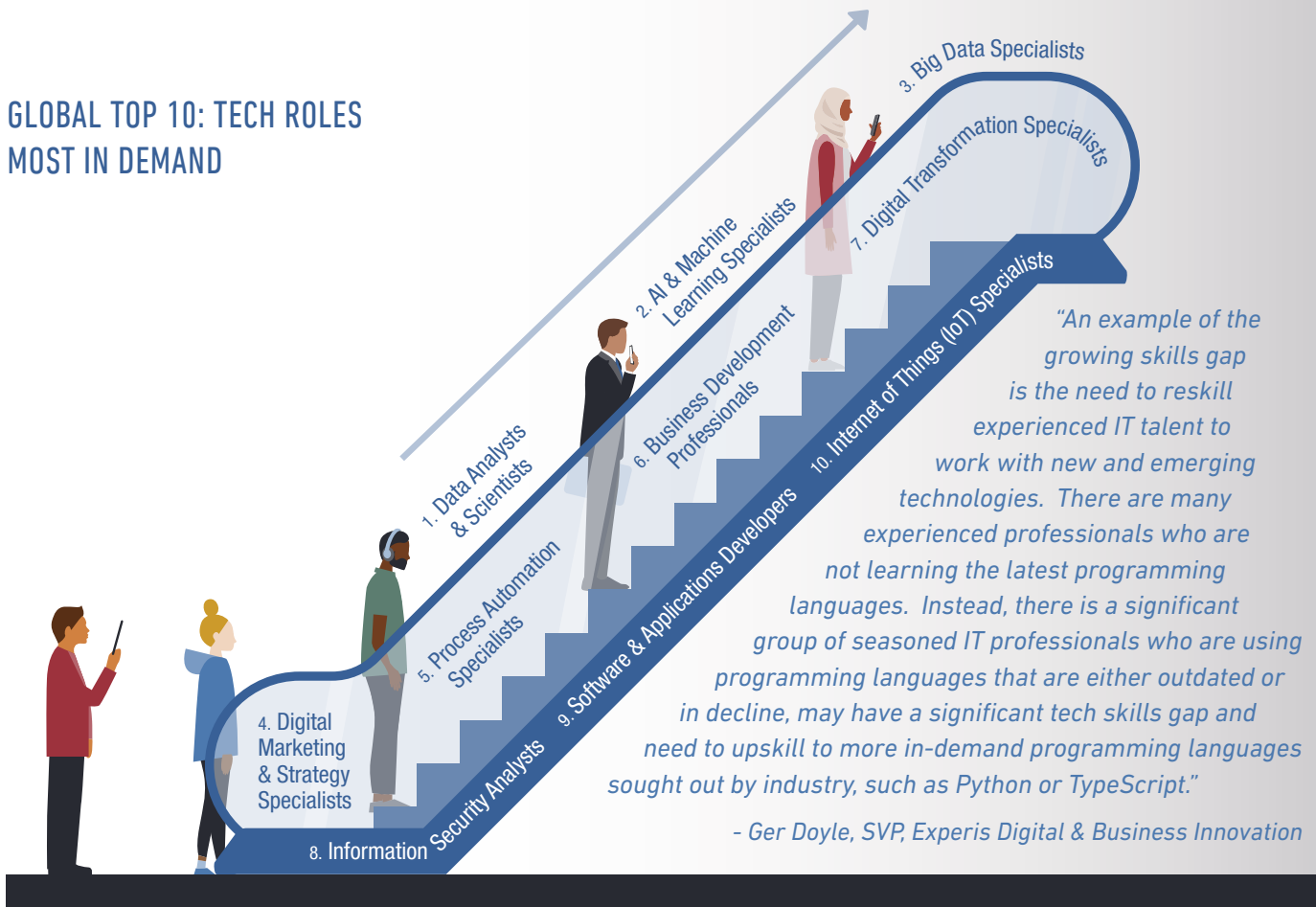
ESCALATOR ROLES = WHERE DEMAND IS GROWING

Tech-related jobs make up more than half of the top in-demand roles today, and by 2025 demand will include even more skills.

Think complex problem-solving plus project management and people management experience. As tech evolves towards 5G driven by the rapid rise in remote and mobile work, and demand for cyber security and cloud engineering continues at pace, the future profile of talent is transforming.

New skills are emerging as fast as others are declining. Demand for cloud native developers, experts in containerization, security architecture design, machine learning and AI already outweighs availability. **Nearly two-thirds (64%) of companies do not have the skills required to implement their digital transformation strategy and capitalize on growth potential.**³

GLOBAL TOP 10: TECH ROLES MOST IN DEMAND



³ World Economic Forum Future of Jobs Report 2020

TALENT MULTIPLIED: TECH + SOFT SKILLS = THE FUTURE FACE OF THE IT WORKFORCE

Almost all of the job roles expected to see the most growth over the next four years are in IT and tech-related fields. These range from IoT specialists, data analysts and scientists, AI and machine learning specialists as well as software and applications developers.

Soft skills like analytical thinking and innovation, creativity and complex problem-solving are some of the most sought after skills by organizations seeking top talent. Many critical soft skills are equally as in-demand as technical skills and qualifications, making for a competitive tech talent profile.



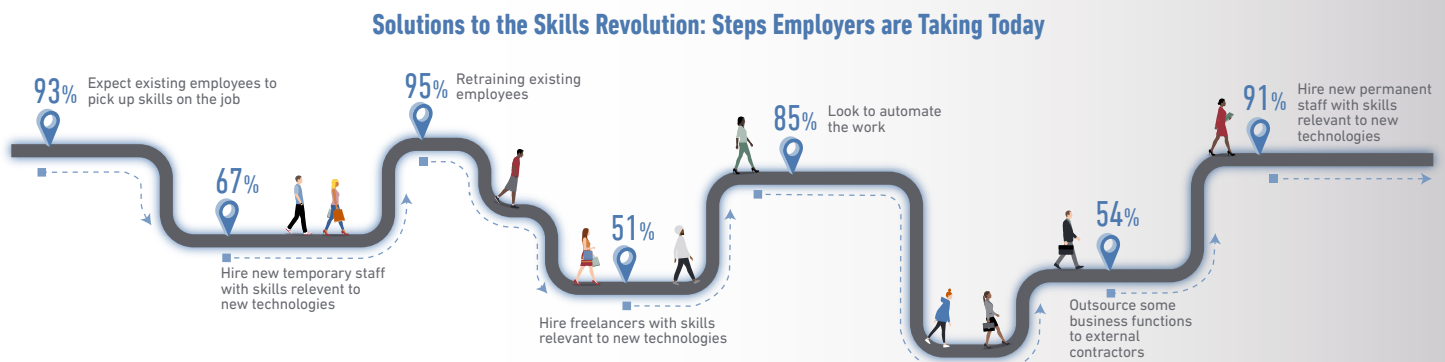
Source: World Economic Forum Future of Jobs Report 2020.

“When it comes to the future of tech talent, every industry is looking at how technology and tech acumen will help create efficiencies and economies of scale to see growth in a competitive environment. Delivering digitally to consumers and improving the customer experience will become increasingly important. Since the pandemic, all sectors are looking to increase their IT and tech workforce. Specifically, some of the hardest hit sectors such as hospitality and retail need the efficiencies that technology and tech talent can bring to help offset the financial burdens and challenges that the pandemic has produced.”

- Ger Doyle, SVP, Experis Digital & Business Innovation

SOLUTIONS TO THE SKILLS REVOLUTION: STEPS EMPLOYERS ARE TAKING TODAY

To ensure people are learning the right skills, leaders need to understand the potential of people, map the roles their company will need in the future and develop career pathways to get people there.





FROM IT RESKILLING TO CAREER ADVANCEMENT: MYPATH ROAD TO SUCCESS

Identifying skills adjacencies, implementing rapid reskilling and leveraging assessment and data will be critical to predicting performance and helping people move from declining sectors to in-demand roles. This is especially needed to fill IT sector talent gaps.



ManpowerGroup's MyPath® program helps progress talent from one role to the next, from declining industries to growth sectors, closing the skills gap, improving people's employability and helping to address the economic and social impact of the pandemic. For example, a System Operator could progress to a Security Architect with skills developed through on-the-job training and certification, earning more and learning sustainable skills that will be in-demand for the long term.

Expansion of our MyPath activity to 14 markets in 2020 across both our Manpower and Experis brands provided more than 50,000 people with career advancement and skills development for growth sectors across IT, sales and finance.

"In terms of strong candidate profiles, robust work experience – proof of successful project completion and ability to commit a good duration to employers, continue to be important metrics of success. Soft skills are becoming more imperative, especially being flexible and adaptable to coaching and training. As we are guiding our clients to upskill and take time to develop talent, soft skills will continue to increase in importance."

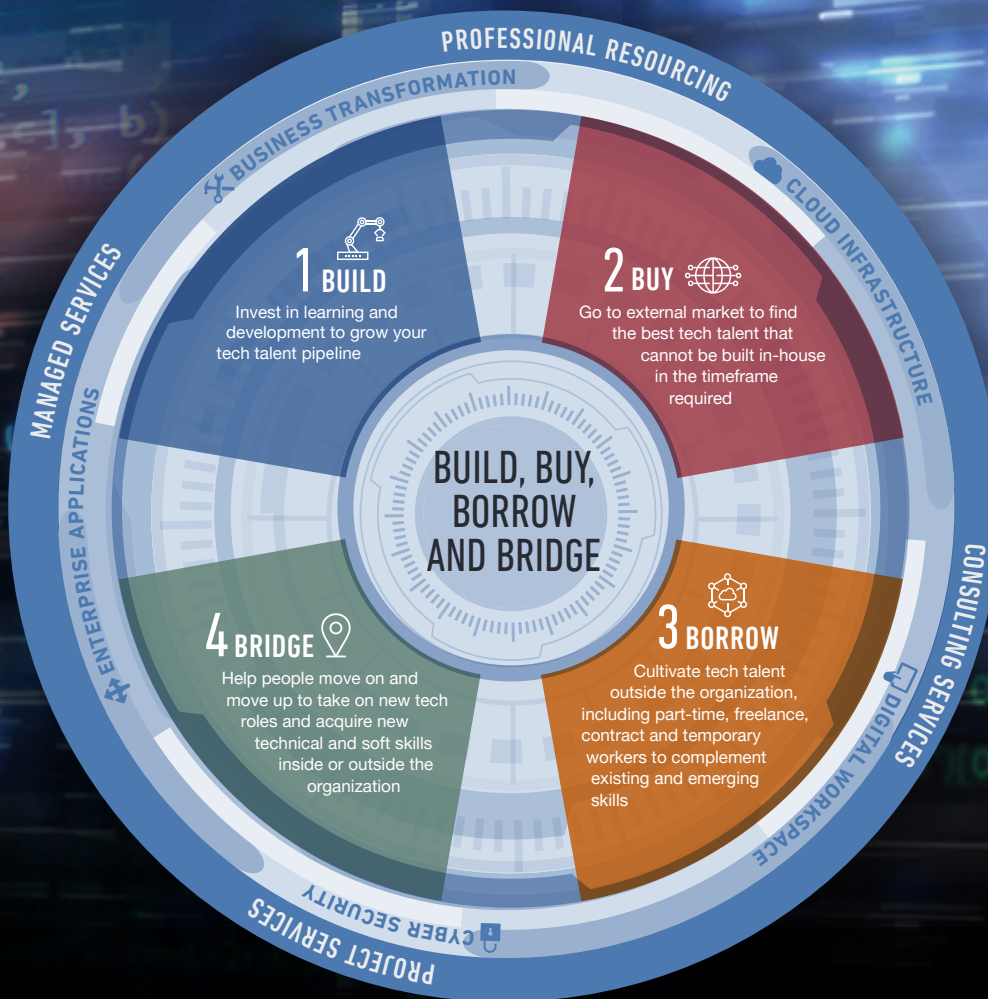
- Ger Doyle, SVP, Experis Digital & Business Innovation



PRACTICAL SOLUTIONS: BUILD, BUY, BORROW & BRIDGE

“Digitization will impact a company’s ability to effectively grow and prepare for the future. It can also create a domino effect where non-digitizing companies become less attractive places to work and result in greater skills shortages. Thus creating a vicious cycle.”

– Ger Doyle, SVP-Experis Digital & Business Innovation



HOW EXPERIS CAN HELP

To maximize the return on digital investments, companies need a forward-looking skills agenda: infusing a digital mindset in the workforce and making technical and soft skills development the focus of training and hiring programs.

As a global leader in IT professional resourcing, project solutions, and managed services specializing in Business Transformation, Cloud and Infrastructure, Cybersecurity, Digital Workspace and Enterprise Applications, Experis supports companies to build a skilled talent pipeline with the powerful combination of in-demand technical and soft skills that are critical for business success.

Our team has the data, insight and expertise to bridge the tech talent and skills gap with leading IT professional staffing (permanent and contract), innovative training and data-driven workforce solutions.



About Experis® Experis is a global leader in IT professional resourcing, permanent recruitment, project solutions and managed services specializing in Business Transformation, Cloud and Infrastructure, Cybersecurity, Digital Workspace and Enterprise Applications. As digital transformation and acute skills shortages in tech continue unabated, Experis delivers talent with the powerful combination of in-demand technical skills together with the soft skills that are critical for business success. Through Experis Academy we work with a broad range of technical schools and universities to design and deliver curriculum for in-demand skills that can be immediately applied on the job. Experis is part of the ManpowerGroup family of brands, which also includes Manpower and Talent Solutions. To learn more, visit www.experis.com

About ManpowerGroup® ManpowerGroup (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for hundreds of thousands of organizations every year, providing them with skilled talent while finding meaningful, sustainable employment for millions of people across a wide range of industries and skills. Our expert family of brands – Manpower, Experis and Talent Solutions – creates substantial value for candidates and clients across more than 75 countries and territories and has done so for over 70 years. We are recognized consistently for our diversity – as a best place to work for Women, Inclusion, Equality and Disability and in 2021 ManpowerGroup was named one of the World’s Most Ethical Companies for the twelfth year – all confirming our position as the brand of choice for in-demand talent.

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