LinkedIn Learning

Closing the Tech Talent Gap

To keep pace with innovation, organizations must help software engineers and IT pros build both hard and soft skills.

LinkedIn Learning

Table of Contents

Intro	pg 3
The speed of skills	pg 4
Holistic upskilling	pg 6
AI acceleration	pg 8

Software engineers and IT pros are in high demand.

The International Data Corporation (IDC) has predicted a global shortfall of 4 million developers by 2025. This fierce competition makes talent development mission-critical.

Help software engineers and IT pros (“technology pros” for the purposes of this report) gain both hard and soft skills, and your organization will retain them and grow them into leaders who will advance your business.

The speed of skills

As skills evolve, technology pros need continuous upskilling to keep up.

The skills required for many jobs have changed by 25% since 2015, and that number is expected to reach at least 65% by 2030, according to LinkedIn's latest report on **AI at Work**.

Training your talent on emerging technology and new skills will help your company and your employees keep pace — and will attract and retain the employees who will drive your business.

And although compensation has long been the top-ranked factor in attracting and retaining technology pros, today career development is **just as important**.

2.5x

It's **2.5x more expensive** to hire a new employee than to reskill a current one.

89%

89% of L&D professionals agree that proactively building employee skills will help navigate the future of work, according to **LinkedIn's 2023 Workplace Learning Report**.

The key is knowing which skills matter most in a changing environment. Check out LinkedIn platform data on the top hard skills in **engineering** and **IT** professions.

52%

52% of technology pros on LinkedIn who update their skills regularly do so every quarter — illustrating the ongoing need for **technical reskilling**.

Katie Bunker

Senior Director, People and Culture, Edifecs

"The average half-life of technical skills is 5 years, and the average half-life of deeply technical skills is 2.5 years. We need to be thinking about holistic, continuous development, especially for our technical talent."

Explore how Edifecs upskills their technical workers here.

Holistic upskilling

Investing in soft skills such as communication, teamwork, and problem solving creates well-rounded, agile technology pros.

This holistic approach to skilling increases retention, helps technology pros develop their careers, and helps companies meet and exceed financial targets.

Technology pros promoted from within bring valuable institutional knowledge to their new roles, allowing them to get up to speed and make a bigger impact on your business more quickly. It also signals to other employees that there is opportunity for them to grow their careers and your business at the same time.

LinkedIn platform data sheds light on just how powerful holistic upskilling that leads to internal advancement can be:

13%

Building soft skills leads to over 13% faster advancement

Technology pros who have developed one or more of these soft skills — **Communication**, **Teamwork**, **Problem Solving**, or **Leadership** — in addition to hard skills get promoted over 13% faster than employees who have only hard skills.

Take LinkedIn's top courses in these 4 core soft skills here.

Rajnish Borah

Global Head of Organization Effectiveness & Learning

WNS Global Services

"Career Development is fundamental to our employee value proposition, and learning is a key business metric."

AI acceleration

AI will only accelerate the need for continuous upskilling and reskilling for technology pros.

About 51% of U.S. executives are excited about AI advancements, but do not yet know how they will leverage AI tools and skills, according to LinkedIn's latest report on **AI at Work**. However, they are confident this new technology will increase productivity and even unlock some revenue opportunities.

And a recent survey found that workers across generations would “rather undergo training to reskill for a new role at their current company than pursue a different position if their job was at risk.”

82% 82% of leaders say their **employees will need new skills** to be prepared for the growth of AI.

44% 44% of U.S. executives agree that they are planning to **increase their use of AI** at their organization in the next year.

65% LinkedIn data shows a **65% increase in learning hours** for the top 100 AI/GAI courses from 2022 to 2023.

Josh Bersin

HR Global Industry Analyst

> “Your ability to hire, retain, train, and redeploy people is not going to be easy going forward. That’s why HR is so important.

Jennifer Shappley

VP of Talent at LinkedIn,
in LinkedIn's latest Global Talent Trends Report

Key Takeaway

"Businesses need new skills at a rate faster than I've ever seen before — which means they need to help their employees evolve via upskilling and internal mobility. In years past, companies might have relied more on talent acquisition to "buy" the new skills they needed, but that strategy no longer works in isolation for today's labor market and business environment."

Methodology

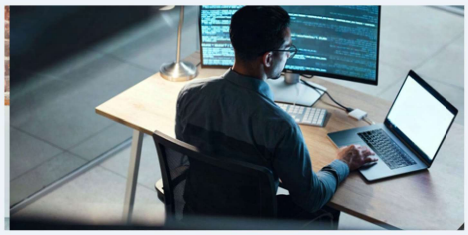
The analysis on skills leading to advancement examines the aggregated and anonymized LinkedIn data from members employed full-time who added skills explicitly to their profile and were promoted internally between July 1, 2019, and June 30, 2023. As defined by LinkedIn Taxonomy, soft skills primarily affect a person's behavior, thinking, or knowledge while hard skills primarily affect an object and include specialized domain knowledge and technical know-how. The time to promotion is measured by the difference in the start dates between an employee's previous role and the role they were promoted into.

Additional Resources

Additional resources to help you drive upskilling and career development for tech pros

Hands-on Practice with Linkedin Learning Code Challenges

Upskill your tech talent with interactive exercises and real-time feedback on-platform.



4 Ways This Tech Company Invests in Tech Talent

Explore how healthcare tech company Edifecs has trained emerging talent to fill in-demand roles and bolster its leadership pipeline.

Talent Connect 2023 Highlights

Breakout sessions, resources and more from this year's event on career development, AI and more.

Ready to see how hard and soft upskilling can unlock your highest-performing workforce?

Contact Sales

LinkedIn © LinkedIn Corporation 2023