



Why it's Time to Rethink Tech Talent Hiring

How a New Hiring Model Drives
Digital Transformation

Bottom Line Up Front



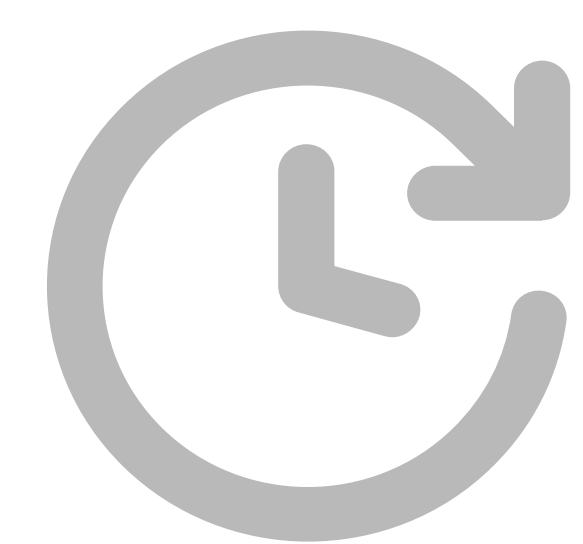
Digital transformation is an ongoing process that will continue to accelerate into the future.



This has created talent bottlenecks that can impede progress.



Hire-Train-Deploy is a new talent development model that can help companies overcome these hurdles.

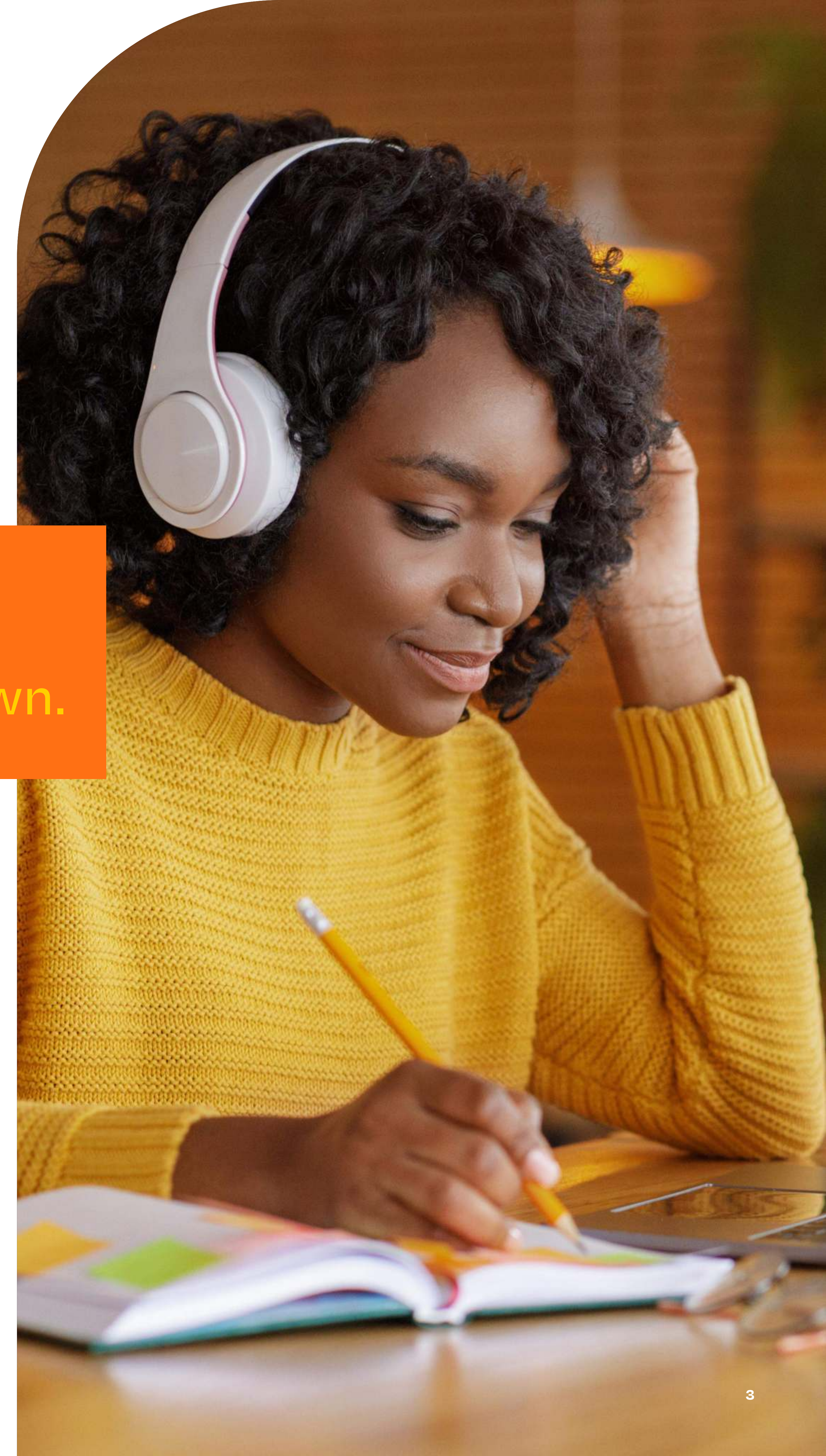


Digital Transformation

Across all sectors, COVID-19 has accelerated existing moves toward digital transformation and this trend shows **no signs of slowing down.**

In fact, **global spending on digital transformation is set to surpass \$2.8 trillion in 2025¹**—more than double the equivalent figure for 2020. Nor is digital transformation a “one-and-done” proposition. On the contrary: digital infrastructure requires constant maintenance and upgrades to stay effective and relevant. **This ongoing process depends on one thing above all: people.**

¹ [idc.com/getdoc.jsp?containerID=prUS48372321](https://www.idc.com/getdoc.jsp?containerID=prUS48372321)





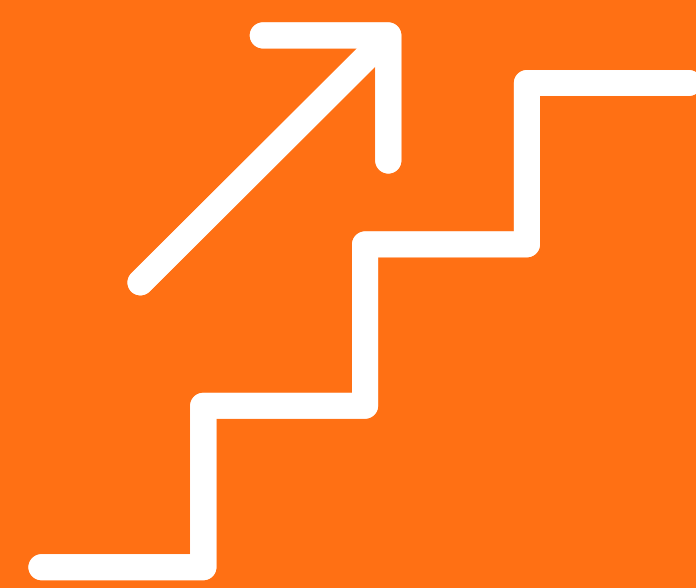
Talent Bottlenecks

When it comes to hiring tech talent, companies are experiencing a few related yet distinct challenges:

1

Demand > Supply

Demand for emerging tech talent has surged 209% since 2016², outstripping the supply of computer science graduates by a considerable margin.



2

Skills gaps

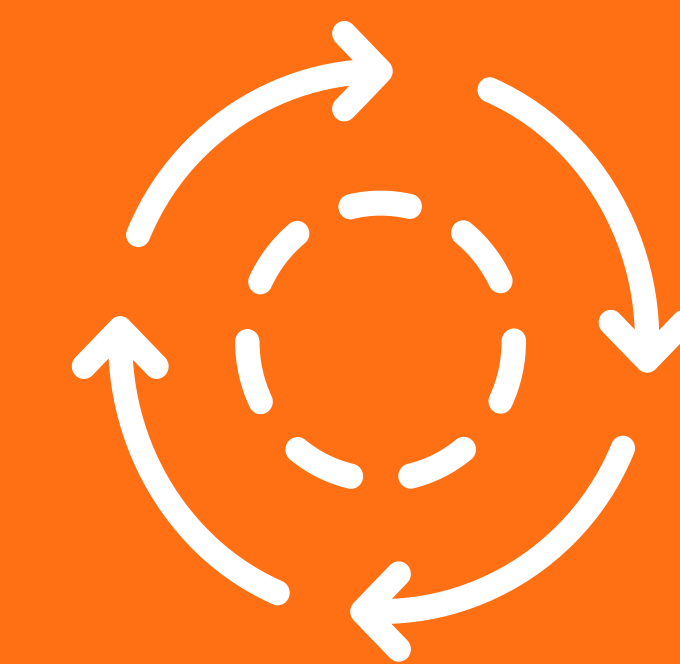
Not surprisingly given this bottleneck, three-quarters of IT leaders report a lack of critical tech skills on their team.³



3

Future-proofing

IBM estimates the average “half-life” of any given tech skill at around 2.5 years⁴, meaning that talent hired today must be resilient to change and flexible enough to learn a completely new skillset every few years.



² [cyberstates.org/pdf/CompTIA_Cyberstates_2022.pdf](https://www.cyberstates.org/pdf/CompTIA_Cyberstates_2022.pdf)

³ [globalknowledge.com/us-en/content/salary-report/it-skills-and-salary-report/](https://www.globalknowledge.com/us-en/content/salary-report/it-skills-and-salary-report/)

⁴ [ibm.com/blogs/ibm-training/skills-transformation-2021-workplace/](https://www.ibm.com/blogs/ibm-training/skills-transformation-2021-workplace/)

Solving for People

To meet these challenges, successful companies are adopting three fundamental strategies:



1 Align technology & human resources priorities

IT departments often focus on technical skills and day-one job readiness, while HR tends to value retention and diversity. Leadership must find ways of reconciling these equally important priorities.

2 Tap into “non-traditional” talent sources

Too often, promising candidates are overlooked because they did not attend one of a handful of elite computer science schools. Smart companies get around this by casting their nets wider, considering non-CS and even community college grads. As an added bonus, these grads also tend to be more loyal and more diverse.

3 Hire for soft skills

Technical skills are important; but so are so-called “soft” skills. In particular, companies look for the resilience and flexibility to handle constant change and the dedication to stick with the task in hand.



Hire-Train-Deploy

There are several ways of putting the above strategies into action—and the most successful companies are using a combination of different methods working in tandem. One emerging approach is called Hire-Train-Deploy (HTD). Under this model, a trusted tech talent partner will hire and train talented candidates before deploying them to the client company under contract.



A good HTD partner:

- **Shoulders the risk** by keeping employees on its books while they work on client projects. Clients can decide whether and when to hire each employee full time.
- Works with **all segments of the business** to ensure an effective, sustainable, scalable solution.
- **Hires candidates based on key fundamental attributes like aptitude, flexibility, and dedication**, and trains them according to the client's specifications using a bespoke curriculum.
- Takes advantage of previously overlooked talent sources by maintaining a robust **network of "feeder" universities and colleges**.

Best of all, the HTD model is flexible enough to dovetail neatly with traditional hiring methods such as in-house recruiting.

It's Time to Rethink Tech Talent Hiring

The tech world changes rapidly; hiring practices must evolve to keep up. In this regard, businesses that fail to move with the times will likely find themselves left behind. Revature has trained over 10,000 software engineers in 55 technology tracks covering around 395+ tech skills. Our Hire-Train-Deploy model provides a diverse pipeline of scalable, day one ready, emerging talent –customized to your business needs. And with an 89% retention rate, Revature is the best way to find tech talent that lasts.

[Learn About Our Solutions](#)