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Infographic: What Education CIOs Will Do to Deliver Workforce Skills

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Education CIOs are focused on closing skills gaps by attracting job candidates with the right skills and using technology to increase workforce productivity. This infographic highlights the workforce strategies they plan to use to achieve success.

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What Education Provider CIOs Will Do to Deliver IT Workforce Skills

Competition for qualified IT candidates has intensified.

Education provider CIOs shared with us their views of the talent environment:



91% say there is **more competition** for qualified IT candidates



85% say they are more worried about **increased attrition** in their organizations



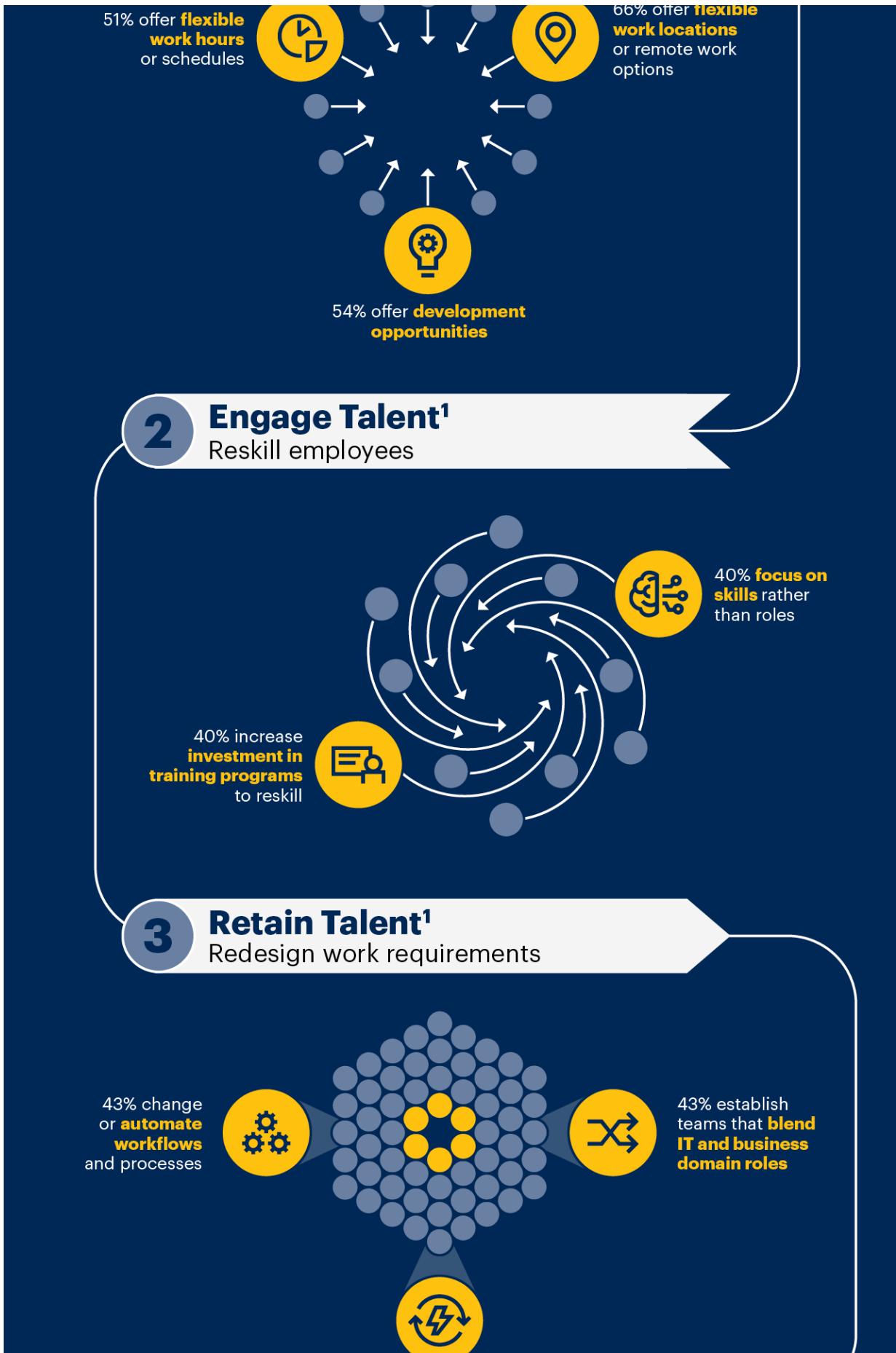
83% say employees have **higher expectations** for their employee experience

Advance your IT workforce skills strategy by adopting the **most frequently used tactics** of other education provider CIOs:

1

Attract Talent¹

Offer more-attractive hiring packages



49% **redesign** existing
IT role requirements

Make these three strategies a central part of your workforce plan. This will help you **close the skills gap**, **increase the effectiveness** of your IT workforce and make your organization more **attractive to skilled IT workers**.

n = 35

Source: Gartner CIO Talent Planning for 2023 Survey

¹ Respondents were able to provide multiple responses to this survey question. We have grouped the survey responses into three categories.

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Overview

Workforce Challenges CIOs Are Facing in 2023

CIOs are focused on closing skills gaps in their organizations' IT workforce to meet the needs of their organizations and their annual objectives in 2023, but face barriers in execution. Sourcing new and scarce talent is costly, but reorienting current employees to meet needed objectives also takes time and changes to structures. In fact, some CIOs say they have had to cancel projects because of existing workforce challenges.

Greater Flexibility and Increased Compensation to Attract IT Job Candidates

The job market may be more competitive, but CIOs still need IT job candidates with emerging or new skills. To attract this talent, CIOs are offering increased job flexibility, such as flexible work hours or schedules, and higher compensation, including base pay and signing bonuses.

Productivity Gains Through Automation, Reskilling and Role Redesign

CIOs are focused on improving the effectiveness of the existing workforce, too. They are investing in automating workflows to free up IT employees' time and capacity to work on higher, value-added tasks. CIOs are also investing in training programs to reskill their organizations' workforce, while redesigning role requirements, and establishing teams that blend both IT and business domain roles.

Evidence

Gartner CIO Talent Planning for 2023 Survey: The survey was conducted to benchmark which skills CIOs plan to prioritize, what methods they plan to use to hire and develop talent, and how digitally mature companies' plans differ from others. The research was conducted online during October through November 2022 among 501 respondents from North America, EMEA and Asia/Pacific from midsize and large enterprises. Respondents were screened for CIO or senior IT leadership roles with decision-making responsibilities in talent planning strategies. Disclaimer: The results of this survey do not represent global findings or the market as a whole, but reflect the sentiments of the respondents and companies surveyed.

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