

Tech and the battle for talent



Business

We're in a new era of work. One in which **employee expectations have changed**, customers expect more from organisations, and society is collectively challenging businesses on their social value impact.

And it's because of this new era, and these new expectations, that UK organisations now find themselves **in a battle for talent**.

We surveyed 1,500 public and private sector employees to better understand the role of technology in the employee experience.

What did we find?

Organisations are facing a shortage of digital skills, leading to greater competition for talent

55%

agree that their organisation is having a **shortage of skills** in relation to digital technology

Of those, 83% are concerned about the impact this could have on their organisation

And employees expect more when searching for roles

Top respondent priorities when searching for a new role in terms of **future employer commitments**:

80%

A reduced working week

78%

Advanced connectivity applications, solutions, infrastructure

74%

Enterprise resource planning tools

While technology helps employees stay engaged and happy, and employees want more training and more investment

81%

agree that **technology plays an important role** in helping them stay engaged and happy in their job

42%

of employees would be **more likely to stay** in their current job if their employers provided more regular, intensive training on the use of digital technology

55%

would be happier at work if their employer **invested in new digital technology**

Poor technology and lack of training have a negative impact on employees

72%

of respondents are frustrated at least once a week by the quality of or lack of business technology available to them when working

67%

feel their performance is negatively affected by the technology provided by their employer at least once a week

48%

say that poor quality business technology makes them more likely to resign from their jobs within the next six months

36%

report that their organisation rarely (if ever) provide training on the use of digital technology

Going backwards is not the future

On average, 50%

of employees say their organisation **plans to revert to technologies** used before the onset of Covid-19

On average, 50%

of employees say this planned reversion makes them **more likely to resign** from their job within the next 6 months

To find out more, [click here](#) to read the main report or [contact us](#) and let's start a conversation.



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