

DON'T CUT BACK NOW.



Adam Farrell, Managing Consultant

Welcome to Q2.

As you approach final budget meetings, it's crucial to arm yourself with insights to ensure you get what you need.

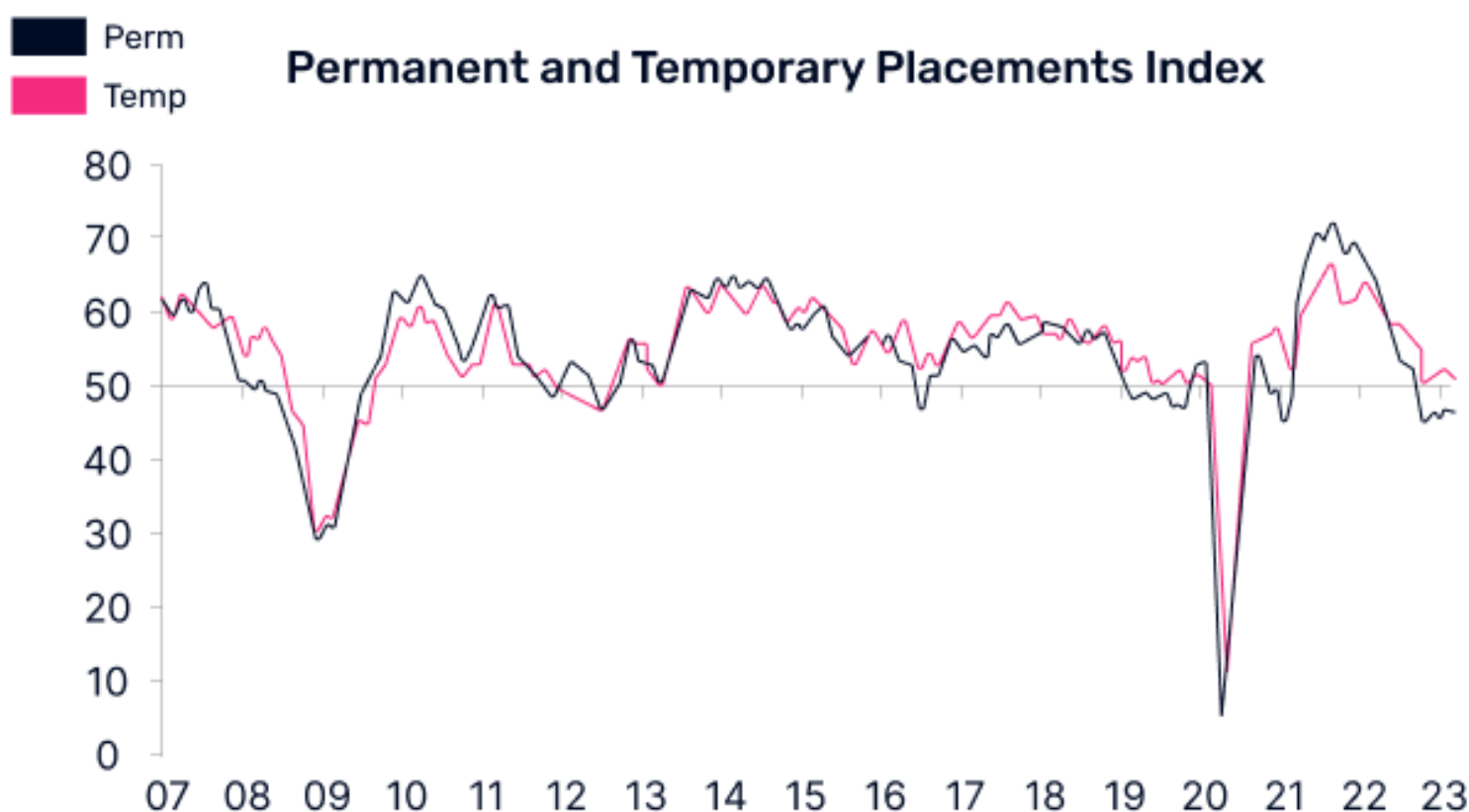
The tech boom is well and truly over

As we exit market conditions influenced by 2020 and enter a pre-recession economy, many UK organisations are cutting back on human capital investments and sidelining transformation projects.

Shift to contract staffing

There has been a decline in perm placements, while contract billings continue to rise.

At Big Red, we've seen increased demand for flexible workforce management - contractors are a sensible choice in the face of uncertainty. They can deliver high-value impact, quickly.



Data Source: KPMG and the REC, UK Report On Jobs

For this visualisation, the
x axis = 50.0, and
indicates no change

“Homegrow” required skillsets to combat deficits

Ongoing skills deficits and evolving candidate expectations paint a worrisome picture of a job market beyond 2023.

The lack of available talent is the biggest thing holding back productivity.

Sheridan Ash, CEO and Founder of Tech She Can

Leverage partnerships to fill gaps

41% of UK CEOs are investing more in external partnerships to get better access to tech capabilities, more quickly.

BRING IT TO THE BOARD.

Of UK CEOs surveyed by PwC:

74%

are upskilling their workforce in key areas

We're seeing shifts towards upskilling and training existing workforces.

Employees respond well to longer-term progression management strategies.

56%

are upskilling their workforce in technology

If we can learn anything from survivors of past recessions, it's that business longevity relies on keeping one eye on what the future needs, not rightsizing.

54%

**are increasing investment in
retaining tech talent**

A broader look at what creates satisfied employees opens the door to investment in DE&I, training, and personalised benefits packages.

48%

**are increasing investment in
attracting tech talent**

CEOs know they can't hit pause when it comes to increasing their technology capabilities.

Kieragh Nelson, Partner, Execution
Managed Services, PwC UK

Competing priorities: nailing the balance

Failing to invest in the right areas for your organisation means you will lag behind more agile competitors. Tech is having a particularly turbulent relationship with DE&I right now, with multinationals like Twitter cutting entire departments overnight.

But we maintain that a focus on DE&I is vital to business longevity, employee satisfaction, and reputation.

Stay tuned for an exclusive invite to our upcoming June event.

Tech Industry Event

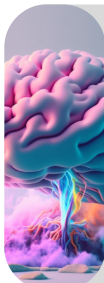
Rewiring Recruitment: Embracing Neurodivergent Potential

 June 2023

 Half-day, Stratford upon Avon

 Recruitment and Neurodiversity

LOOK FURTHER



Guide to Neurodiversity at Work

A simple, impactful introduction into Neurodiversity, both in the recruitment phase and beyond onboarding.

[Download the full Guide](#)



What do great IT leaders have in common?

Benchmark yourself against these industry-demanded traits and experiences.

[Get the detail](#)