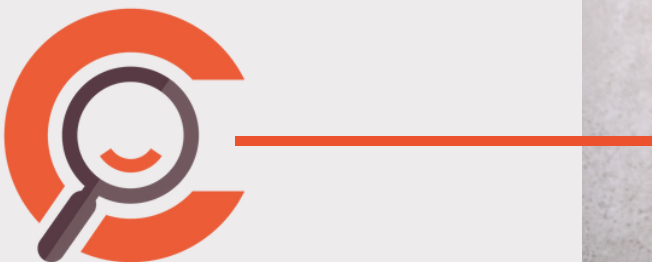


Creating Your IT Talent Plan For a Standout Year

UP ON THE BLOG



Creating Your IT Talent Plan For a Standout Year



Your employees are your most valuable asset. They're the key to growing your IT business and maintaining and improving profitability. Today's companies need access to talented, engaged, and dedicated individuals to succeed.

Unfortunately, accessing and retaining talent is becoming increasingly difficult. Skill shortages in every industry and changing employee preferences and priorities present significant challenges to today's organisations.

To overcome these issues, you need a comprehensive strategy. Talent planning gives you the resources to consistently attract, identify, develop, engage, and retain staff.

Here's how to develop an effective talent plan for your IT company.



Defining a Talent Plan: What is Talent Planning?



To implement an effective IT talent plan, you must first understand what it involves. Talent planning is a comprehensive approach to attracting, hiring, developing, and retaining critical employees for your organisation.

It involves taking a strategic approach to determining which professionals you need to attract to your team, how to source new candidates, and how to engage your current team members.

In today's skills-short environment, talent planning is crucial to accessing the skills you need to grow your business and reduce turnover.

Research studies from Deloitte show companies with a comprehensive talent management plan are **6 times more likely** to overcome performance issues and **four** times more likely to select the most suitable candidates for their team.

Additionally, with around 30% of employers only looking about 6 months into the future with their recruitment strategies, talent planning can give you a significant edge over the competition. It helps you identify the staff you need faster and take steps to attract and engage more candidates.

The Importance of Talent Planning



Talent planning and management are crucial to ensuring your IT business can maximise its human resources. A McKinsey survey found companies with structured plans for attracting and managing candidates were far more likely to be successful than their competitors.

Effective talent planning is also crucial in today's uncertain hiring environment. With the right strategy, you can:

- ★ **Overcome skill shortages:** Skill shortages are increasing in every industry, with more than 77% of businesses struggling to find the candidates they need. An effective talent plan can help you find ways to source talent and help attract crucial candidates.
- ★ **Navigate economic uncertainty:** Companies of all sizes struggle with economic issues in today's uncertain landscape. An effective talent plan can help to ensure skill shortages and turnover don't damage your chances of success.
- ★ **Improve company culture:** A good talent plan looks at more than just attracting candidates. It also helps you to retain and engage existing staff members. This leads to better company culture, improved productivity, and reduced turnover.

Creating a Comprehensive Talent Plan

Creating a comprehensive talent plan is a multi-step process for any IT organisation. Though the approach can be complex, it's essential to your company's success. Over 60% of executives say talent planning is one of their top priorities.

Here's how you can get started:

1. Strategic Workforce Planning
2. Talent Acquisition
3. Employee Development
4. Enhance your Employee Value Proposition (EVP)
5. Working with Recruiting Partners



Step 1: Strategic Workforce Planning



The first step to successful talent planning is understanding what your business needs to thrive in the marketplace. Start by taking a closer look at your company's strategic goals and future vision. What do you want to accomplish in the years ahead, and which skills will you need to source to achieve your goals?

Speaking to the managers of different IT business departments and asking them about their potential skill gaps can help you define which critical candidates to hire or develop. Succession planning can also be helpful here, ensuring you source talent that will help you to fill any gaps key staff might leave when moving on from your business.

From here, you can create a hiring plan, breaking down the number of new hires you'll need to fill current and future skills gaps and the support you'll need to achieve your goals.



Step 2: Talent Acquisition

Next, you'll need to consider attracting and hiring the right talent for your team. Think about how you currently connect with job seekers in the IT industry. It's worth taking a comprehensive, creative approach in a skills-short landscape.

Working with an IT recruitment company will help you appeal to employees willing to switch positions in exchange for better benefits and opportunities.

Speak to your recruitment partner about opportunities to find talent in different areas, such as at recruitment events or social media channels.



Don't just focus on interacting with "active candidates" by listing job descriptions on recruitment sites

70%

OF THE GLOBAL
WORKFORCE

comprises "passive" candidates

Step 3: Employee Development

An effective talent plan looks beyond attracting new candidates to your hiring pipeline. It also ensures you can make the most of the employees you already have. This is particularly crucial today, where around **46% of leaders say the skills gap is increasing in their organisation.**

Ongoing digital transformation in the tech landscape is promoting a need for rapid and consistent employee development. Ensure you have the right resources to educate and empower your team members, giving them the new skills and abilities they need to thrive.

Speak to your team and ask them where they could benefit from additional training and what kind of support they want. Experiment with mentorship solutions, comprehensive training programs, and career advancement opportunities.



Step 4: Enhance Your Employee Value Proposition

To both attract and retain talent in today's IT landscape, you need something that sets you apart from the other employers in your space. Your **"Employee Value Proposition"** is crucial to capturing candidates' attention and increasing engagement among existing staff.

Think carefully about the core elements of your EVP. Are you offering excellent development and training initiatives to help prepare staff members for progression? Are your benefits packages robust, providing everything from flexible work to wellness initiatives?

How do your remuneration packages compare with the salaries offered by other businesses in your industry? You can discover more opportunities to improve your EVP by reviewing feedback from your current employees and testimonials on job sites like Glassdoor.



Step 5: Working with Recruiting Partners



Perhaps the best way to improve your chances of a successful talent plan is to work with IT recruitment companies with experience in your industry. These companies can use their expertise and experience in recruitment to give you an edge over the competition.

The right recruitment partner will help you to access a broader talent pool, thanks to their relationships with leaders in the industry. They can help you streamline your hiring process, improve the candidate experience, and choose the right talent for your team.

An effective IT recruitment partner can even help position your EVP more effectively to the talented professionals you want to recruit.



Crafting the Ultimate Talent Plan

A reactive approach to hiring is no longer practical in today's complex and talent-short market. You need a comprehensive strategy to stay ahead in the recruitment world and attract, retain, and engage the talent you need.

An effective IT talent plan will ensure you can proactively address skill shortages and prepare your business for growth in an uncertain landscape.

Contact Constant Recruitment today to learn more about developing a talent plan that helps your organisation thrive in 2024.



Constant Recruitment



Looking for your dream IT job or your next star hire? Look no further than Constant Recruitment!
www.constantrecruitment.co.uk

As a trusted IT recruitment agency, we are committed to matching skilled and talented candidates with top-tier employers across the industry. We take the time to understand your unique needs and preferences, whether you are a job seeker looking for a new opportunity or an employer seeking the perfect candidate to join your team.

Our extensive network and expertise in the field enable us to connect you with the right people and opportunities to achieve your goals. At Constant Recruitment, we pride ourselves on delivering exceptional service and going above and beyond to exceed your expectations.

So why settle for anything less than the best?

Contact us today at **01233 538930** or email us at hello@constantrecruitment.co.uk to discover how we can help you unlock your full potential.