The Tech Workforce Is Highly Recruitable. Here’s How to Retain Your Staff.

In its Tech Workforce 2020 survey of more than 3,500 tech professionals, ISACA found that tech professionals are highly recruitable, and companies should be aware that a high percentage of their tech staff welcome new opportunities. Read below for insights on why tech governance, assurance, risk and security pros stay at their organizations, why they leave, and five ways your company can retain its talent.

**64% SAY THEY EXPERIENCE STRESS OR BURNOUT IN THEIR CURRENT ROLES DUE TO:**

<table>
<thead>
<tr>
<th>Heavy workloads</th>
<th>Long hours</th>
<th>Lack of resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>45%</td>
<td>30%</td>
<td>29%</td>
</tr>
</tbody>
</table>

**TOP 5 CAREER ADVANCEMENT OBSTACLES:**

<table>
<thead>
<tr>
<th>Good work-life balance</th>
<th>Lack of market opportunities</th>
<th>Unusual growth opportunities</th>
<th>Lack of resources for training</th>
<th>Unsupportive management</th>
</tr>
</thead>
<tbody>
<tr>
<td>46%</td>
<td>33%</td>
<td>26%</td>
<td>21%</td>
<td>14%</td>
</tr>
</tbody>
</table>

**TOP 3 REASONS THEY WOULD CONSIDER LEAVING:**

<table>
<thead>
<tr>
<th>Higher compensation</th>
<th>Better career prospects</th>
<th>More interesting work</th>
</tr>
</thead>
<tbody>
<tr>
<td>39%</td>
<td>36%</td>
<td>25%</td>
</tr>
</tbody>
</table>

**RETAINING YOUNG PROS**

Tech professionals under 30 believe they MUST continuously drive to learn and build technical and leadership skills, or they will get left behind in an increasingly challenging and uncertain world. Thus, Millennial and Gen Z professionals will still develop new skills and look for new opportunities in order to keep pace. When they sense that skill development has stalled, the younger professional will leave, even if that means leaving a job after only a year.

Caitlin McGaw, President & Chief Recruiting Officer, Candor McGaw, Inc.

65% OF MEN say their employers have a program to encourage the hiring of women.

51% OF WOMEN agree.

71% OF MEN say their employers have a program to encourage the promotion/advancement of women.

59% OF WOMEN agree.

**THE GENDER PERCEPTION GAP**

Men earn to think more is being done to recruit, retain and promote women than women think is being done.

**FIVE STEPS TO SUCCED IN RECRUITING AND RETENTION**

1. Develop a better understanding of why your staff depart so you can address the reasons proactively.
2. Understand what motivates your staff to stay.
3. Outline opportunities for advancement.
4. Keep compensation in regular review and ensure you’re remaining competitive.
5. Continuously offer training and skill development.

**In a white-hot market for all manner of IT audit, risk and compliance professionals, attrition is a constant challenge. You cannot effectively address your organization’s risks if you ignore the risk of losing your valued team members. How do you retain your people when career options abound and company loyalty is a tattered outdated concept? Here’s the answer:**

MENTORSHIP . ENGAGEMENT . CONNECTION.

Express a genuine interest in your people and help them learn and grow while they contribute.

Derek Duval, Owner of Duval Search Associates, USA

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