

# In-Demand IT Skills Across the Globe



A global survey uncovered what skills IT leaders are searching for today and in the next 12-18 months, plus what skills are hard to find.

## GLOBAL IN-DEMAND AND HARD-TO-FIND AREAS OF EXPERTISE MOST MENTIONED BY IT LEADERS

- INFORMATION SECURITY 32%
- SOFTWARE DEVELOPMENT 18%
- BUSINESS ANALYSIS 17%
- PROJECT MANAGEMENT 14%
- CLOUD EXPERTISE 11%
- OTHER 8%



Across all IT practices, Leaders are looking for specific skills:

Information Security is the #1 in-demand skill for nearly all markets

	No.1	No.2	No.3
INFORMATION SECURITY	Australia	Australia	Australia
DATA ANALYSIS	Japan	China	Germany
SOFTWARE DEVELOPING /PROGRAMMING	Benelux	Benelux	India
CLOUD	Germany	India	Benelux
ERP	India	Germany	China
NETWORKS	China	Japan	UK
	USA	Brazil	USA
	UK	USA	Brazil
	France / Italy	France / Italy	Japan
	Brazil	UK	France / Italy

## SOFTWARE DEVELOPMENT

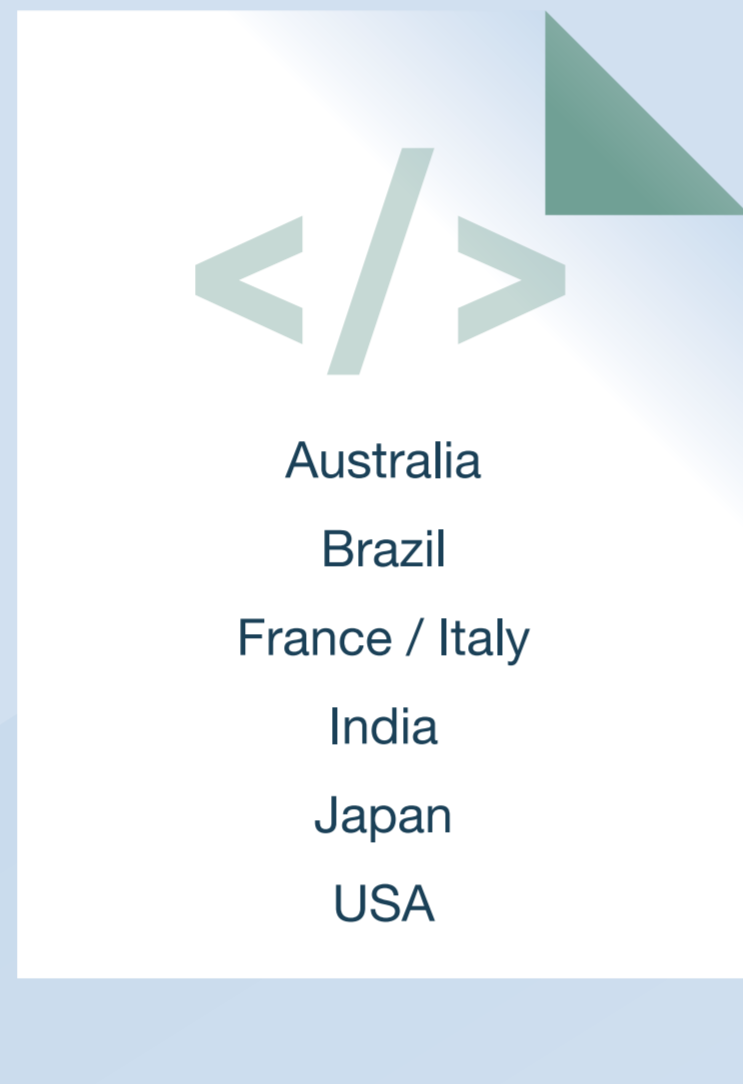
Worldwide, Java is the #1 skill IT leaders are looking for

### Java / Javascript

### Cloud Applications

Demand 12-18 month outlook: **Constant**

Talent sourcing difficulty: **Medium**



## BUSINESS INTELLIGENCE AND ANALYTICS

Data analysis is the most sought after skill

	No.1	No.2	No.3
DATA ANALYSIS	Australia	Australia	Benelux
PROGRAMMING	Brazil	China	Brazil
DATABASE MANAGEMENT	China	India	France / Italy
SQL SKILLS	France / Italy	Japan	Germany
DATA MINING	Germany	Benelux	Australia
BIG DATA	Japan	UK	India
STATISTICS	USA	France / Italy	China
	Benelux	Germany	USA
	UK	Brazil	Japan
	India	USA	UK

Demand 12-18 month outlook: **Decreasing**

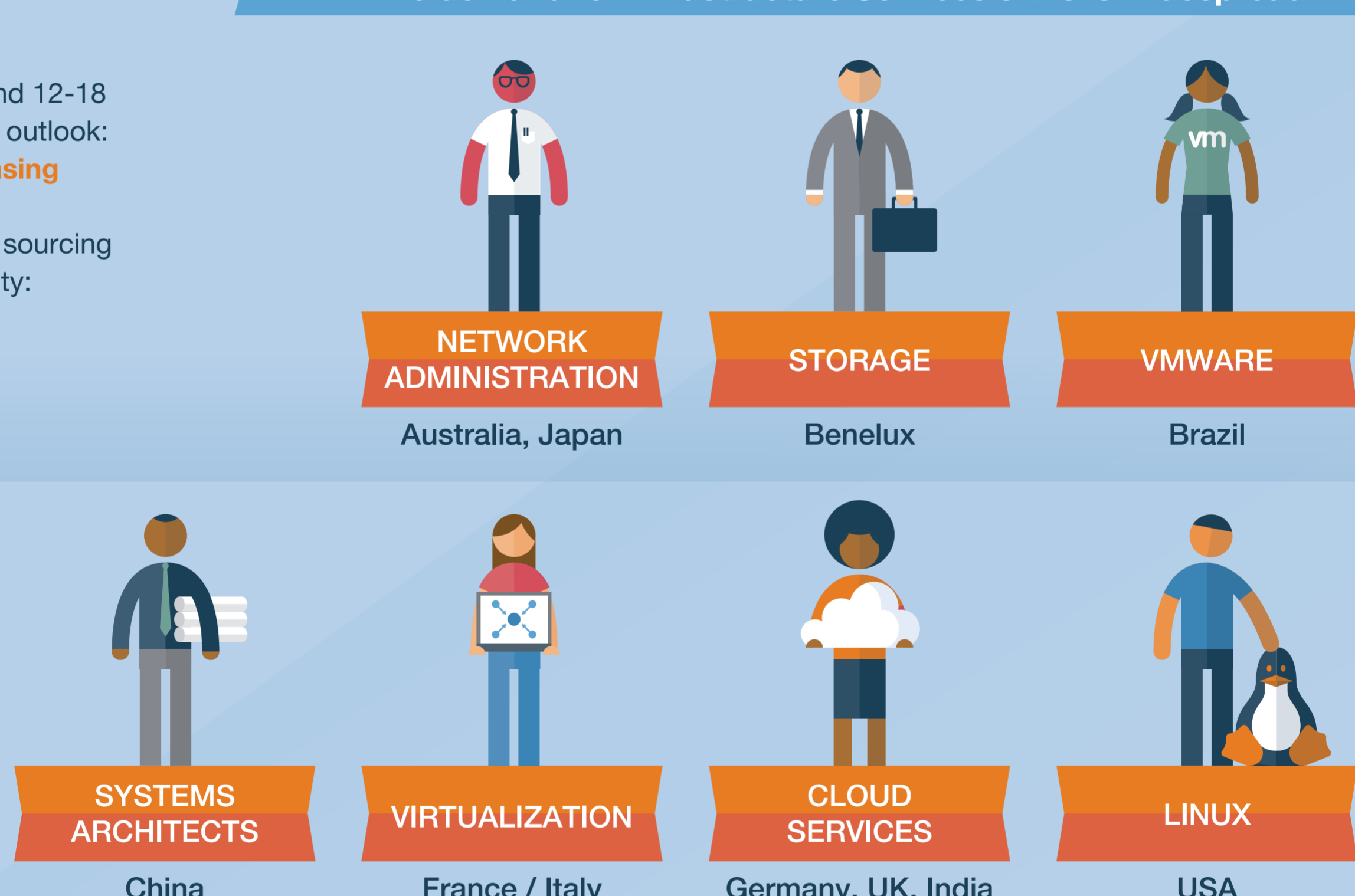
Talent sourcing difficulty: **High**

## INFRASTRUCTURE SERVICES

The demand for Infrastructure Services skills is widespread

Demand 12-18 month outlook: **Increasing**

Talent sourcing difficulty: **High**



## ENTERPRISE RESOURCE PLANNING

Demand for SAP experience dominates that of its competitors

Demand 12-18 month outlook: **Constant**

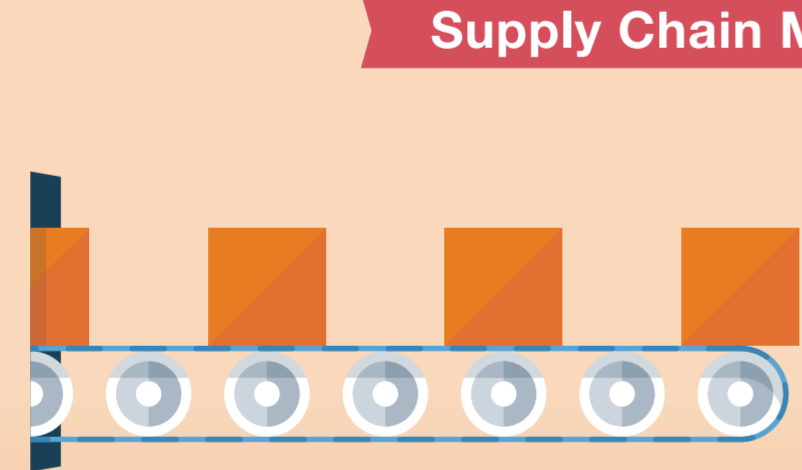
Talent sourcing difficulty: **Medium**

- Australia: #2 Skill
- Benelux: #1 Skill
- Germany: #1 Skill

- India: #2 Skill
- U.K.: #1 Skill
- U.S.: #1 Skill

### Two other modules emerge

Supply Chain Management and CRM Supply Chain



**Management Expertise:**  
Demand 12-18 month outlook: **Increasing**  
Talent sourcing difficulty: **Medium**

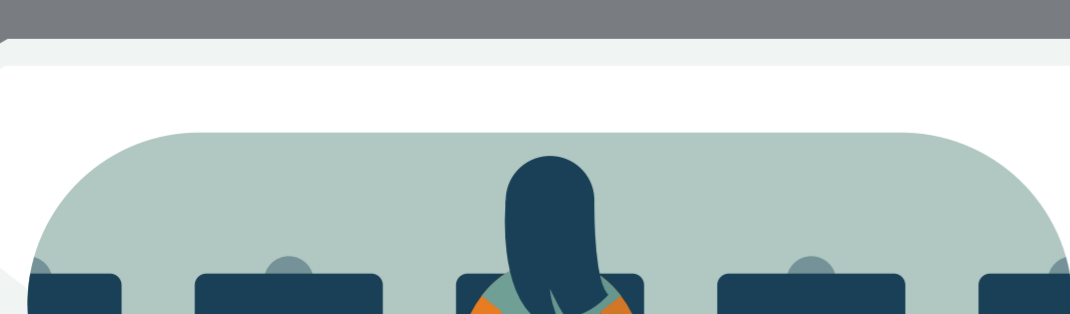
- Australia: #1 Skill
- Benelux: #2 Skill
- China: #1 Skill
- Japan: #1 Skill



**CRM Expertise:**  
Demand 12-18 month outlook: **Constant**  
Talent sourcing difficulty: **Medium**

- Australia: #3 Skill
- Benelux: #3 Skill
- China: #3 Skill

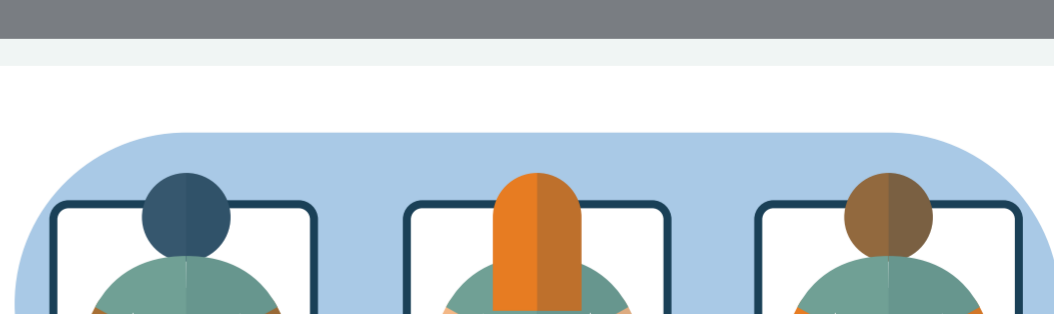
## WHAT DOES THIS MEAN?



### To Employers

Be innovative when addressing IT talent shortages so your business can succeed.

- Assess your organization's goals to know the workforce needed to get there.
- Review the composition of your workforce to identify where outsourcing makes sense.
- Mitigate the demand for new talent by retaining top performers.
- Consider re-skilling opportunities from within.
- Find new access to talent through innovative outreach programs.



### To Employees

IT is the place to be. Use this research as a guide to the skills you should promote and build.

- Know where the IT skills gaps exist.
- Build and share your IT portfolio for exposure to hard-to-fill jobs.
- Talk to a variety of recruiters and companies to find the best match for your skills and experience.
- Position your talents as critical to company success.
- Grow your IT skill level to keep up with ongoing talent demands.