ISACA®

TECH WORKFORCE 2020

THE AGE AND GENDER PERCEPTION GAP

October 2019

3,587 ISACA MEMBERS FROM 126 COUNTRIES

Region Breakdown
+/- 2% MARGIN OF ERROR

- 3% OCEANIA
- 8% AFRICA
- 21% ASIA
- 17% EUROPE
- 4% LATIN AMERICA
- 3% MIDDLE EAST
- 44% NORTH AMERICA

Gender Breakdown
+/- 2% MARGIN OF ERROR

- 3% PREFER NOT TO SAY
- 23% FEMALE
- 72% MALE

ISACA®
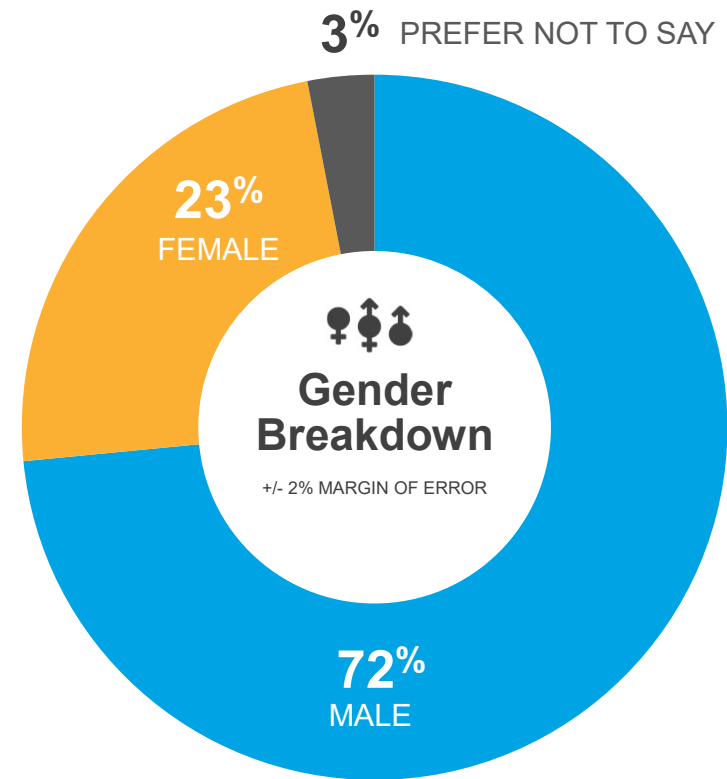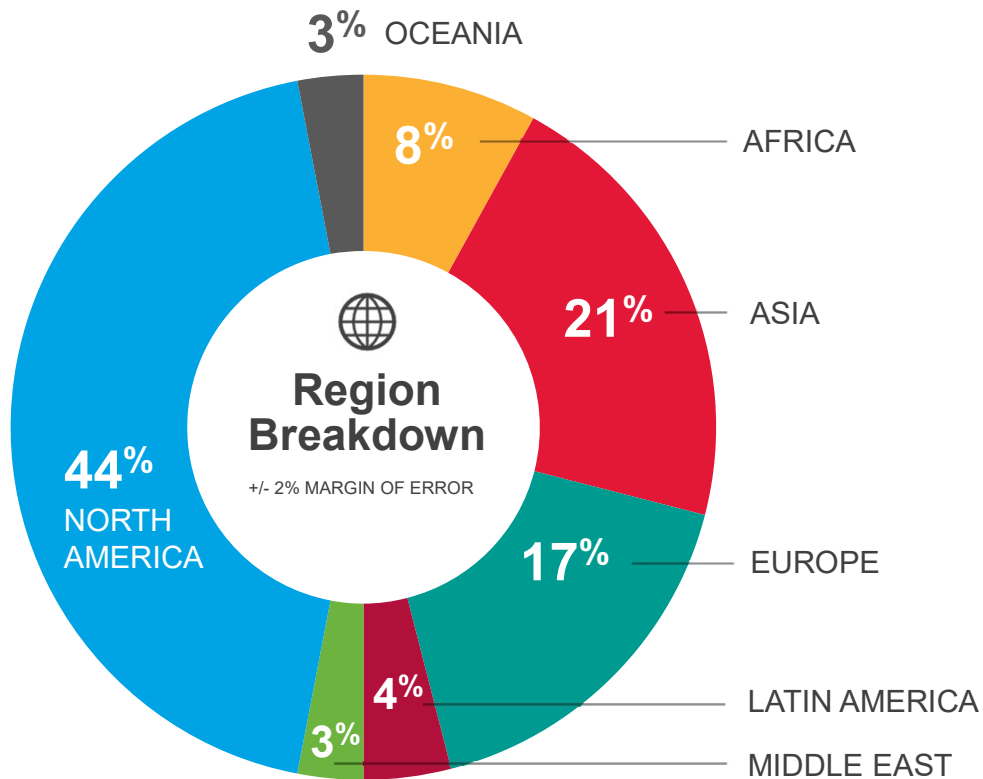
THE TECH WORKFORCE IS RECRUITABLE AND IN DEMAND. ARE YOU KEEPING UP?

2/3
tech professionals **report being rewarded with raises/promotions** and have very high job satisfaction

BUT…

70%
say they **would consider changing jobs** within next 2 years

AND

39%
of those **under 30 say they will change jobs** within next 2 years

A big proportion of the workforce can be considered **"in play."**

ISACA®

STRESS COMES WITH THE TERRITORY
BUT HOW ARE YOU MITIGATING BURNOUT?

64%

of tech pros surveyed **report burnout or stress** in their current roles

61% HEAVY WORKLOADS

50% LONG HOURS

48% LACK OF RESOURCES

THOSE

30+ YEARS OLD

are **more willing to endure career stress** and burnout condition than those below 30

Women
are experiencing stress at a slightly higher rate

in their current job roles

67% WOMEN

62% MEN

ISACA®

YOUNG PROFESSIONALS ARE HIGHLY MOBILE
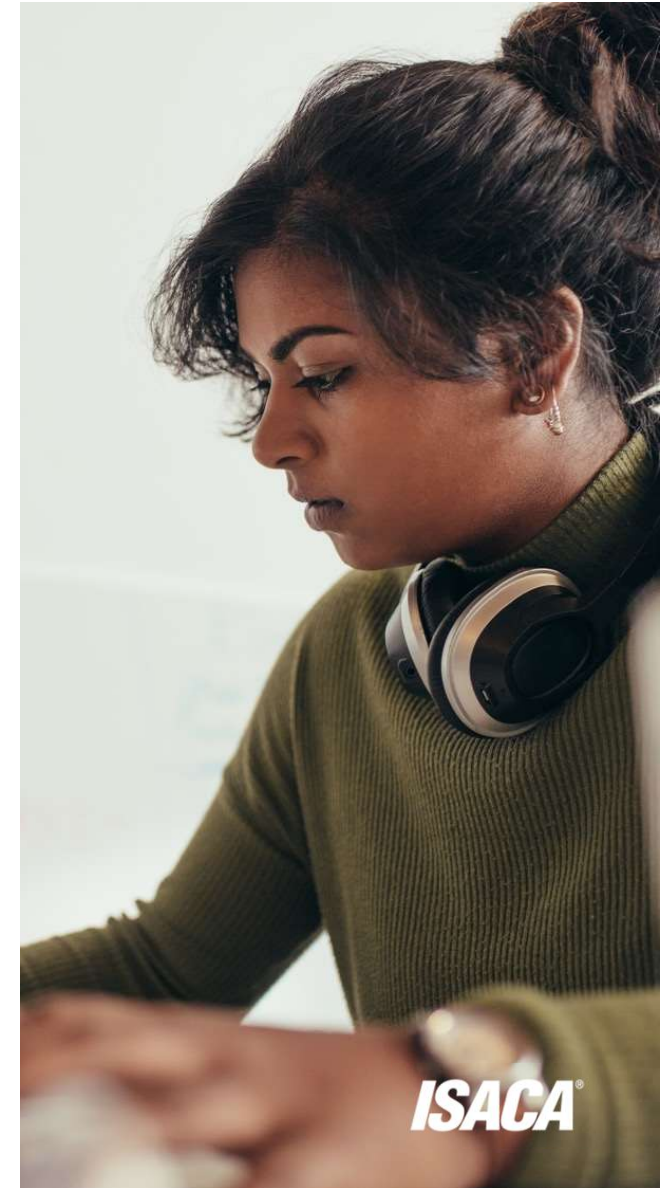## WHAT ARE YOU DOING TO ENTICE THEM TO STAY?

49%

of tech professionals **under 30** have **changed jobs within the last two years**

~40%

likely to **change jobs again in two years**

This age segment is **more likely to leave a stressful environment** than to tolerate it.

ISACA®

WHY DO WOMEN REMAIN SIGNIFICANTLY UNDERREPRESENTED IN TECH?

MEN AND WOMEN AGREE THAT WOMEN ARE UNDERREPRESENTED IN THE TECH SECTOR GLOBALLY, BUT OPINIONS VARY AS TO THE MAIN REASON.

56%

of women believe the lack of female role models is the primary reason. Only 34% of men think this is a reason.

32%

of **men say women find employment in the technology field less appealing** than other sectors. **Overwhelmingly, women say this is not the case.**

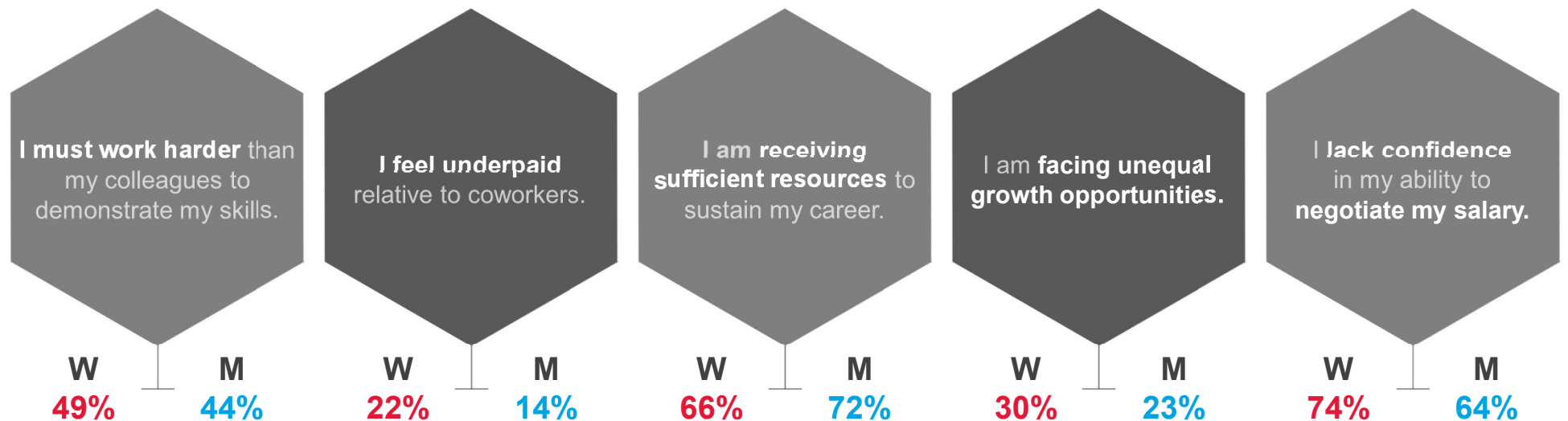However, **both men and women perceive tech as a male-dominated field.**

In order **to knock down obstacles, they must first be identified and acknowledged**.

ISACA®

DO WOMEN IN TECH HAVE EQUAL OPPORTUNITY IN YOUR ORGANIZATION? DO THEY BELIEVE THAT?
GENDER IMPACTS PERSPECTIVE

Contrary to popular belief, this research indicates women do not have a higher attrition rate than men. Interest in job mobility is statistically equal by gender. However, gender gaps remain.

	I must work harder than my colleagues to demonstrate my skills.		I feel underpaid relative to coworkers.		I am receiving sufficient resources to sustain my career.		I am facing unequal growth opportunities.		I lack confidence in my ability to negotiate my salary.	
	W	M	W	M	W	M	W	M	W	M
	49%	44%	22%	14%	66%	72%	30%	23%	74%	64%

ISACA®

PROGRAMS SUPPORTING WOMEN IN TECH EXIST, BUT THERE IS A PERCEPTION GAP—AND SUBSTANTIAL ROOM FOR PROGRESS.

65%
of men say their employers have a program to encourage the hiring of more women. **Only 51% of women say this is the case.**

71%
of men say their employers have a program to encourage the promotion of women. **59% of women agree.**

49%
of women say their employers have **no programs that focus on recruiting more women into tech roles.**

These numbers indicate a significant perception gap: **men think more is being done than women do.**

ISACA®

WHAT SHE NEEDS
FINDINGS FROM ISACA FOCUS GROUPS

Women in IT **would like to be informed about networking opportunities**, specifically those where they can connect with their female peers in IT

They want to hear about women's experiences with other companies and would love a "Yelp"-style rating system specific to what it's like to be a woman in IT at that organization (culture, management style, etc.).
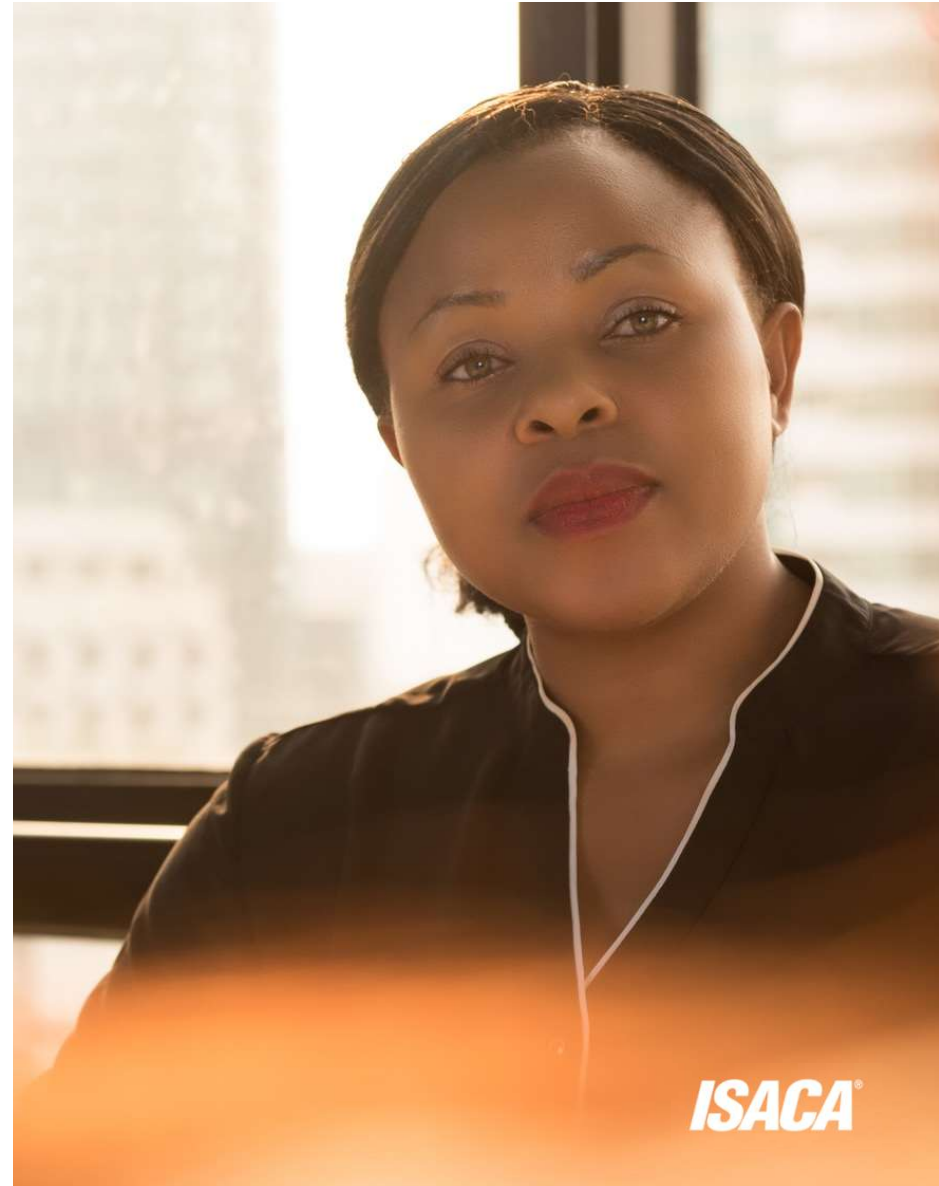
ISACA®

WHAT SHE NEEDS
FINDINGS FROM ISACA FOCUS GROUPS

Female IT pros often **feel "stuck" in their current position** and don't know what steps to take to advance their careers to the next level

They would love to have a female mentor in IT who has successfully navigated through the same landmines and challenges.
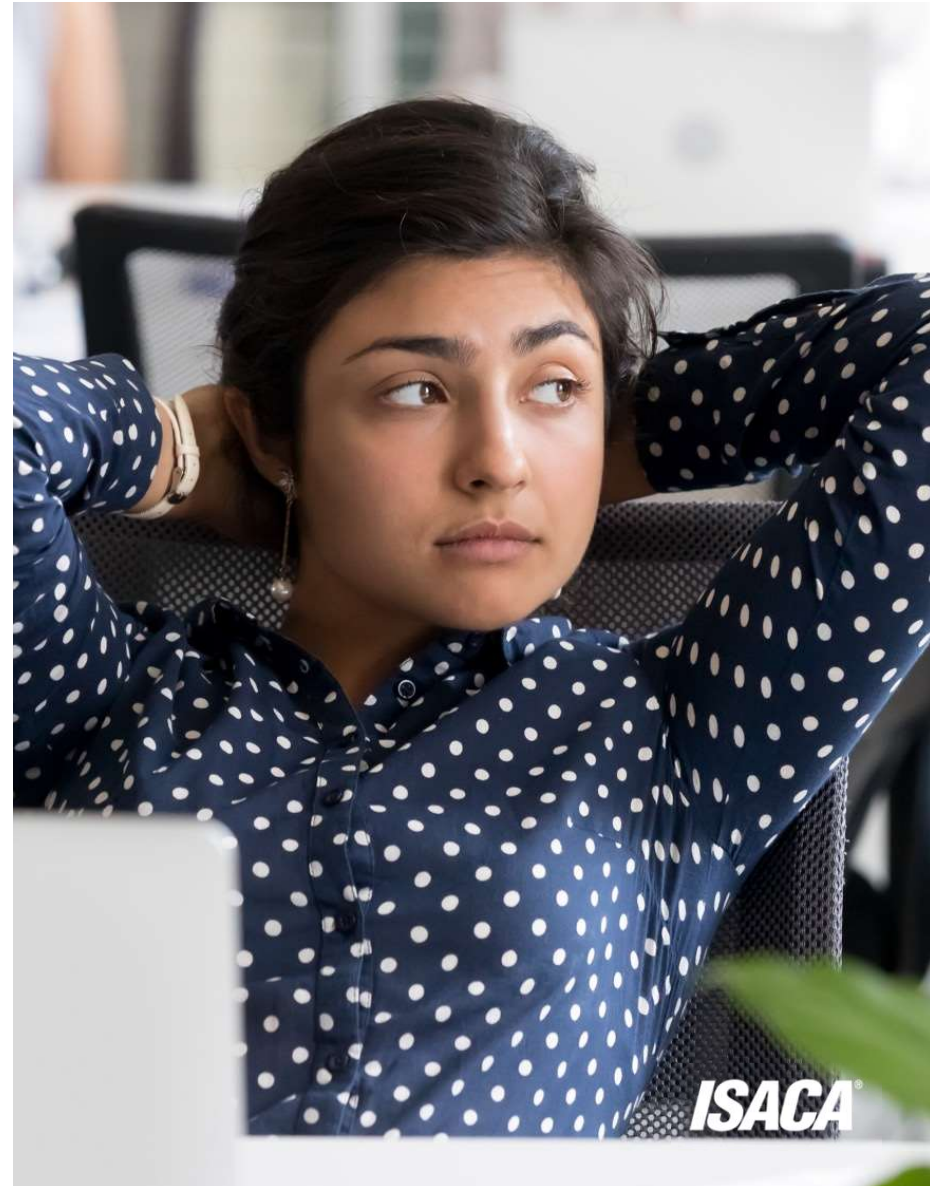
ISACA®

WHAT SHE NEEDS
FINDINGS FROM ISACA FOCUS GROUPS

Most **don't believe that a resource currently exists that would allow them to collaborate with other women in IT.**

They would value a one-stop shop to ask advice from other women, hear success stories (not just frustrations), get comic relief and make connections.
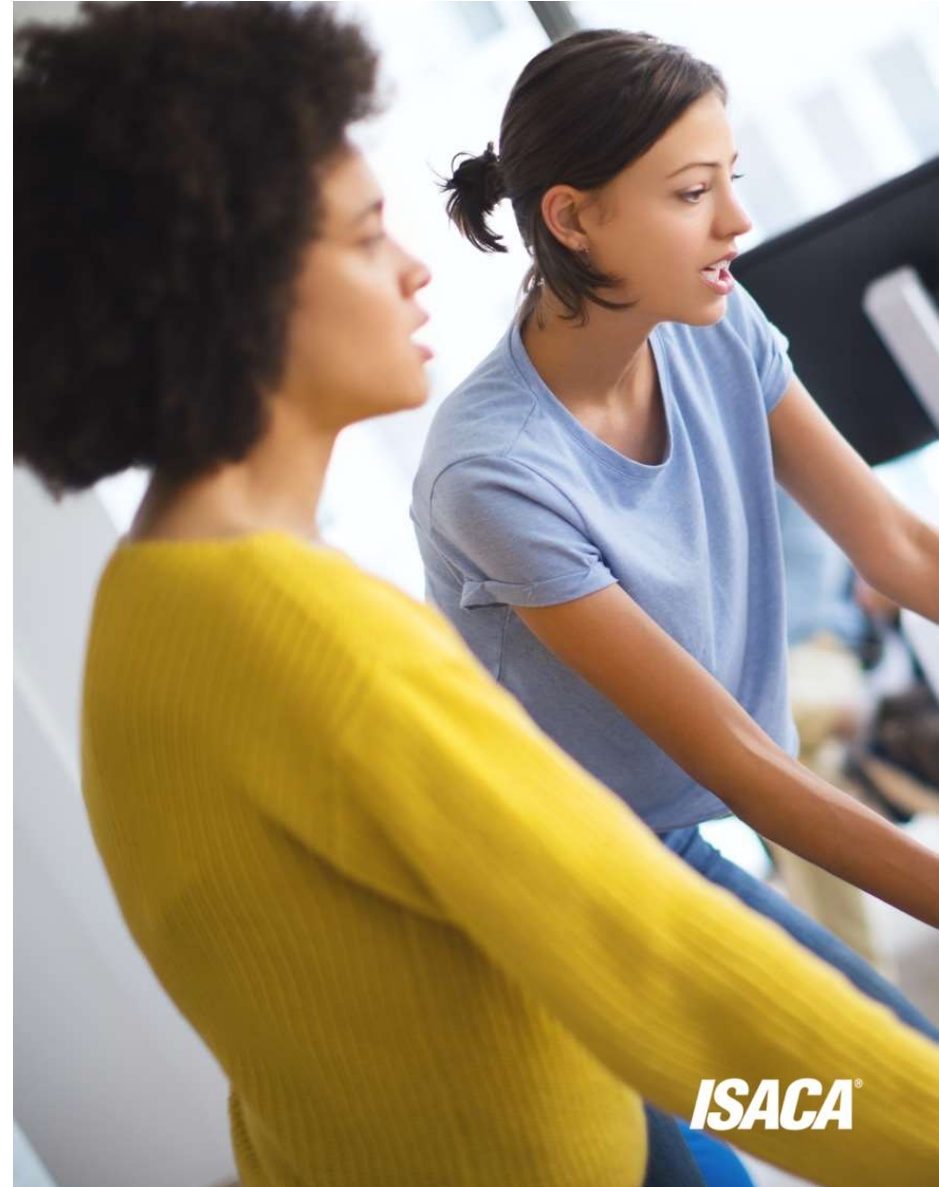
ISACA®

WHAT SHE NEEDS
FINDINGS FROM ISACA FOCUS GROUPS

HR pros find **women to be well-suited to the IT field** and think that they are more likely to have longer tenures.

Since targeted recruiting efforts that focus on women yield greater results, companies should increase these efforts instead of just relying on job boards and postings.

ISACA®

WHAT SHE NEEDS
FINDINGS FROM ISACA FOCUS GROUPS

Management may need **additional training to understand female IT pros' true needs**, since bias among hiring managers is still prevalent in some organizations.

Although women do sometimes struggle with work/life balance, men report experiencing work/life balance issues at the same rate.

ISACA®

FIVE STEPS TO SUCCEED IN RECRUITING AND RETENTION

1

Develop a better understanding of why your staff depart so you can address the reasons proactively.

According to ISACA's data, the top reasons are more interesting work, better compensation, better culture and more upward mobility.

2

Understand what motivates your staff to stay.

ISACA's research shows good work/life balance or integration, location, work interest and compensation as the top factors.

3

Outline opportunities for advancement.

Organizations often don't do all they can to create ambitious career paths for their employees.

Two-thirds of the business technology professionals surveyed believe they are limited in accessing career opportunities and have reached a seniority that prevents an upward career path.

4

Keep compensation in regular review and ensure you're remaining competitive.

Compensation is second only to interesting work when tech pros weigh whether to stay or leave.

5

Continually offer training and skill development.

Respondents to ISACA's survey noted that insufficient skills, lack of resources for training and lack of certifications were among the top obstacles facing their direct reports.

ISACA®

SHOW YOUR TECH PROS
THE PATH TO ADVANCEMENT
AND HELP THEM NAVIGATE IT

It's not enough for organizations to simply say that there is a career path for tech professionals—
they must create these paths.

They must also show them the money—tech pros say compensation is second only to interesting work when deciding whether to leave or stay.

ISACA®

Learn more about ISACA's Tech Workforce 2020
Survey at www.isaca.org/techworkforce2020

Young Professionals
Young pros, learn how ISACA helps you navigate and thrive in your tech career www.isaca.org/young-professionals

Women in Tech
Connect with your peers and find a mentor via ISACA's SheLeadsTech program: sheleadstech.isaca.org

Questions?

contact communicationsteam@isaca.org

ISACA®

THANK YOU!