



TECHNOLOGY
ASSOCIATION
OF OREGON



Future Ready Oregon Tech Industry Survey: Initial Results

What specific technology skills or competencies are currently in high demand within your organization?

- Ability to integrate different operating systems (DevOps)
- Cybersecurity, threat hunting, incidence response
- Data analytics, back-end data
- Engineering (hardware & software)
- IT, enterprise application deployment
- High level of CRM understanding and other function/role-specific tech platforms
- Instructional designers
- Systems engineering
- UX design & research

How do you foresee the technology needs of your organization evolving over the short to medium term?

- Needing more slightly technical employees. As our systems get more sophisticated, the skills of our employees regarding tech will decrease. We will have a only few very skilled individuals. Also, our security-related technology needs are growing exponentially.
- The evolution of technology is making people realize they need to be on the cutting edge of knowledge in order to stay ahead (constant reskilling and upskilling).
- Shift toward embedded, mobile and 3d development.
- Diving deeper into AI/GAI.
- More engineers in short term.
- No change/ steady labor needs for next 1-3 years.

What credentials are considered additive when considering technology workforce candidates?

- DevOps seems to be the most in-need: the ability to work with and integrate multiple systems
- A couple of years of experience, Bachelors and Masters degrees
- Recruiting focuses less on credentials and more on experience
- Individuals who have bachelor's degrees who can help in the Data Science/Data Analytics space
- Expertise in SAP, Salesforce.com and other platforms that support specific functions

What are the most needed soft/human skills in your organization?

- Collaboration
- Communication
- Critical thinking
- Cross cultural competence
- Drive to succeed
- Empathy
- Perseverance
- Self-learner
- Time management

How do you evaluate soft/human skills?

- Personal interaction and evaluation by managers
- Annual performance evaluation that includes a discussion regarding an employee's ability to operationalize their various professional skills
- Behavioral interviews

What types of technology training or upskilling programs would be most beneficial to meet your workforce needs?

- Customer success/service, marketing and sales operations software
- Cybersecurity, including breach detection and SEIM
- Most training and upskill programs focus on javascript-based web and mobile development. We need more development ability with embedded systems and native mobile development.
- Ongoing help with being able to use new GAI tools effectively. Tableau and data analytics tools.
- Code schools
- Software development and digital competencies

Are there specific demographic or diversity considerations you prioritize when hiring technology candidates?

- 100% of the respondents are interested in diversifying their teams, emphasis on BIPOC and women and especially women of color

What other workforce related challenges would you like to share that haven't been covered in this survey?

- Lack of technically qualified talent; we need to allocate more funding in high school and community colleges to focus on applied learning programs.
- Cost of developer talent has become prohibitively expensive in Oregon/the U.S. and we are now off-shoring/near-shoring many of our positions



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