



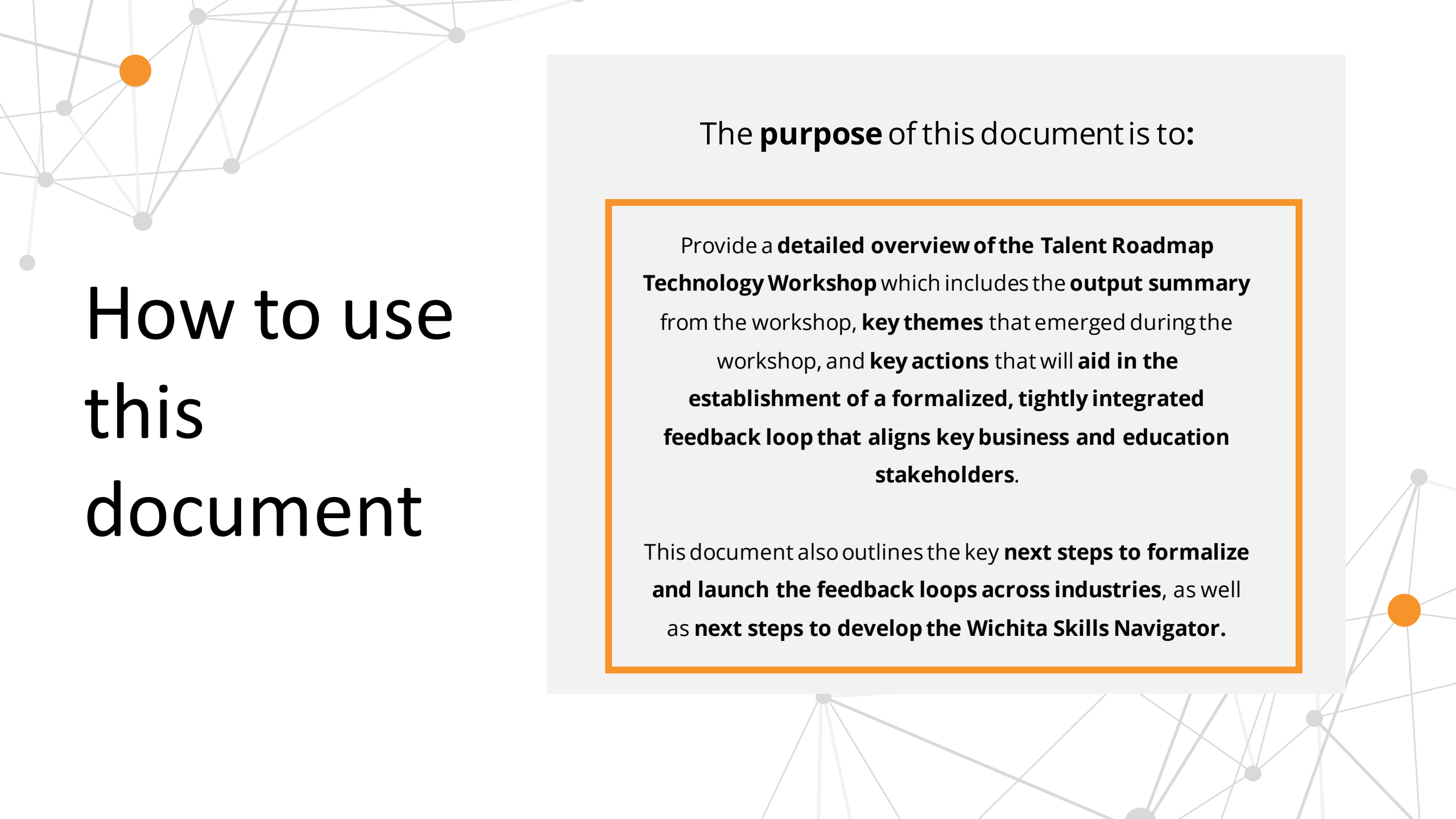
# Talent Roadmap

## TECHNOLOGY WORKSHOP

Monday, October 2, 2023

### Output Summary





# How to use this document

The **purpose** of this document is to:

Provide a **detailed overview of the Talent Roadmap Technology Workshop** which includes the **output summary** from the workshop, **key themes** that emerged during the workshop, and **key actions** that will **aid in the establishment of a formalized, tightly integrated feedback loop that aligns key business and education stakeholders.**

This document also outlines the key **next steps to formalize and launch the feedback loops across industries**, as well as **next steps to develop the Wichita Skills Navigator.**

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# Executive Summary



# Genesis of the Technology Workshop

The Greater Wichita Region is on a multi-year journey to accelerate the future of work through realizing its ambition statement and focused commitments. One of the key priorities in 2023 is activating the feedback loop between industry, education and workforce development

## GREATER WICHITA'S FUTURE OF WORK AMBITION

**We are a vibrant, global community of possibility that invests boldly, takes risks, and defies expectations.**

## ACTIVATING FEEDBACK LOOPS

*A continuous feedback loop between the business and education sector will advance Wichita's Future of Work journey.*



As Wichita's workforce **prepares to meet the evolving needs of the business sector**, it is necessary to **ensure strategic alignment** between **businesses and the education / workforce development sector**. Establishing a **formalized, tightly integrated feedback loop** between these stakeholders **on skills demand/supply** will help to **enable agile and responsive workforce planning**.

To activate these feedback loops, the Greater Wichita Partnership will be **hosting a series of roadmap sessions**, focused on the **Manufacturing, Technology, and Healthcare** industries.

# The Journey to Activate Feedback Loops

In early March, The Greater Wichita Partnership partnered with Deloitte to facilitate the first of these workshops to bring together leaders from manufacturing, education, and workforce development industries to discuss emerging trends and key steps needed to prepare the region's workforce

WHAT

## LISTEN

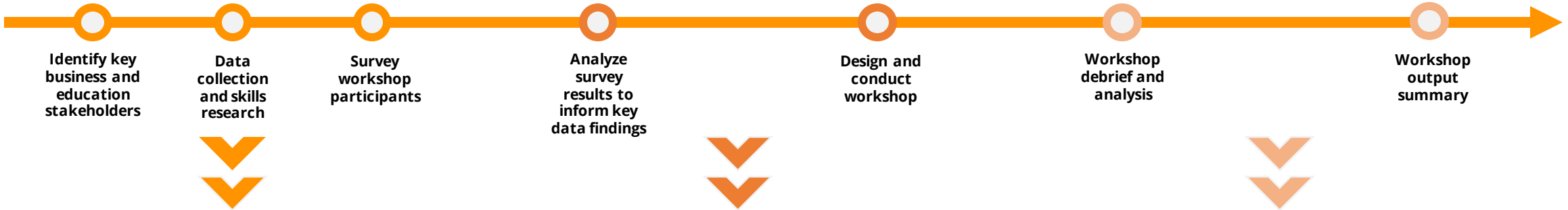
Design and conduct a **survey** seeking inputs from key business and education stakeholders to inform workshop design.

## IMAGINE

Host industry-specific **workshop** to evaluate future talent priorities and engage stakeholders to establish a continuous feedback loop.

## ACTIVATE

Uncover **opportunities** to further progress Wichita's future of work ambition and identify immediate actions to mobilize the them



WHY

To capture **existing perceptions** of the industry and understand the **highest priority near / future term skills, capabilities, and certifications** as a critical starting input for establishing feedback loops

To engage **key stakeholders in active discussion and networking** using a collaborative approach to set the foundation for **strong, continuous feedback cycles** in the long-term

To generate an **action-oriented strategy for future feedback loop discussions** within the industry and long-term alignment on what priorities to invest in



# Technology Workshop Agenda and Outcomes

On October 2, 2023, the Greater Wichita Partnership hosted a Talent Roadmap Technology Workshop to set the foundation for a successful feedback loop between technology, education and workforce development leaders. The workshop was in conjunction with the Ad Astra Technology Summit hosted by Flagship Kansas.



## OPENING REMARKS & BIOMED UPDATE

Greater Wichita Partnership President, Jeff Fluhr reinforced the Future of Work ambition for the Great Wichita Region.



## TECHNOLOGY LEADERSHIP PANEL

Industry and education community leaders from both Wichita and around the state shared their perspectives on the future of the industry and addressed questions around current challenges, priorities and opportunities.



## FUTURE OF WORK TRENDS

Anne-Claire C. Roesch and Michelle Mabery from Deloitte provided shared emerging trends impacting the national and local technology landscapes, that must be considered as Wichita prepares for the future and a continuous feedback loop is established.



## FEEDBACK LOOP WORKSHOP & DEBRIEF

Participants discussed strategies for coming together to address changing workforce needs and next steps for implementing a feedback loop and progressing the industry, in small groups and then debriefed as a large group. Participants also shared individual next steps.

## OUTCOMES

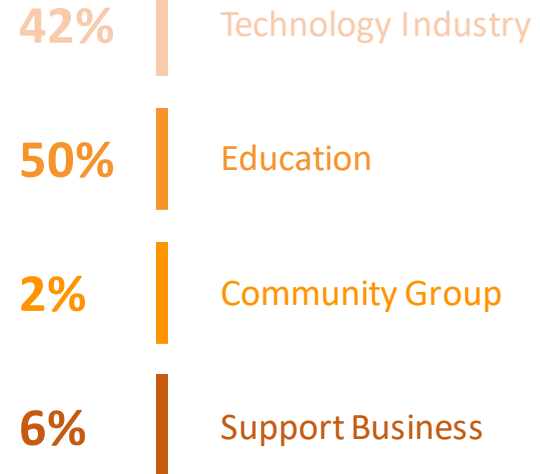
- **Gained buy-in and alignment around the importance of an integrated feedback loop** between business and education / workforce development sectors
- **Discussed future priorities** for the technology industry
- **Identified immediate actions** to further accelerate the Future of Work in the technology industry in Wichita
- **Ignited excitement and momentum** for the future of the technology industry

# Technology Workshop Participants

Nearly 1,100 people were invited to the Tech Workshop, with collaboration from the Greater Wichita Partnership Planning Team and Flagship Kansas.



A diverse group of **297 participants** from **88 different organizations** attended the workshop. Outlined below is the organization type makeup of participants in the room:



Organizations with Highest Attendance:



# Key Themes and Actions

From the Opening Remarks, Panel Discussion, Data Deep Dive, and Small group discussions, four key themes emerged, reinforcing the value of and urgent need for a feedback loop between the tech industry and the education community.

KEY THEME

ILLUSTRATIVE QUOTE

QUICK WINS



**CONTINUED TALENT SHORTAGE**

Despite a wavering economy, the demand for tech talent is still strong, and spread across the entire country, especially given remote work.

*Tech talent is young. That demographic want a welcoming community to live in. Or they WILL leave.*

- **Invest in promoting Wichita to employers** across Kansas and nationally as a source for **top-notch remote tech talent**. Promote **remote tech internships** to demonstrate how successful tech careers don't require leaving Wichita.



**TECH TALENT DEMANDS**

Tech talent wants interesting, purposeful work, as well as flexibility and growth opportunities.

*Fulfillment. Growing within company. Companies' ability to take risk on employees wanting to make a change with the company.*

- **Create career fairs / events** in schools that help schools and employers demonstrate how tech careers are diverse, flexible, and connect with **purpose—jobs that create good outcomes for employees, customers, and communities**.



**TRANSFERABLE SKILLS**

Development of skills and enduring capabilities that are transferrable across sectors and over time will start to outweigh traditional qualifications and role definitions.

*The skills needed in the future will still require grit, determination, and problem solving.*

- **Identify the most in-demand employable (soft) skills** across Manufacturing, Healthcare, and Tech industries, and develop pathways that **integrate development of those skills** into primary education learning models.



**INDUSTRY AWARENESS**

Students need early exposure to what's possible in tech careers, and opportunities to build human and technical skills that will position them for success and growth in tech.

*Community support is key. Engage children at an early age. Embed the family of who you're interviewing in the hiring process. Give opportunities for employees to grow and change ....*

- **Activate meaningful career exploration experiences** for K-12 students by getting businesses in the classrooms and **engaging parents** to understand the opportunities that exist in the industry and **facilitating exposure/ externships for faculty in local businesses**.

## Next Steps

As the Wichita Region continues to collaborate to activate progress against their Future of Work ambition, the below next steps will help to ensure that industry and education / workforce development are integrated and aligned in their efforts



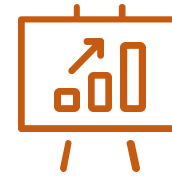
### ESTABLISHING AND FORMALIZING FEEDBACK LOOPS

- Provide workshop participants with output summary
- Conduct fast-follow checkpoints approximately 3 months after each industry workshop
- Establish cross-industry feedback loop



### DEVELOPING AND LAUNCHING THE WICHITA SKILLS NAVIGATOR

- Conduct local outreach to finish compiling a comprehensive list of resources
- Launch and market the skills navigator
- Keep skills navigator up-to-date



### CONDUCT CROSS-INDUSTRY SEMINAR

- Bring all three industries together in 2024 to discuss progress and lessons learned while implementing their feedback loops.
- Lay the groundwork for implementing a cross-industry feedback loop.



# Workshop Output Summary



## Technology Workshop | Planning Partners

The Greater Wichita Partnership engaged Deloitte to help plan and conduct the technology workshop. It was hosted in conjunction with the Flagship Kansas Ad Astra Technology Summit hosted at Wichita State University Woosley Hall on October 2, 2023.



***Partners from across the Wichita region supported the efforts to plan and execute the Talent Roadmap Healthcare Workshop:***



# Opening Remarks

## Opening Remarks | Jeff Fluhr

Jeff Fluhr, President of the Greater Wichita Partnership, kicked off the workshop by sharing Wichita's Future of Work ambition statement as the anchor for the workshop and set the tone with excitement around the growth of tech industry and the even greater urgency for establishing a feedback loop between the industry and education and workforce sectors.



“The Partnership’s talent workshops aim to enhance the synergy between the industry and education sectors. We have observed remarkable achievements in our manufacturing and healthcare workshops, and today presents an opportunity to do the same. We encourage you to pose challenging questions as a community so we can continue to compete and win on a global level with our exceptional workforce.”



- Jeff Fluhr

President, Greater Wichita Partnership



# Future of Work Trends

## Technology Update | Anne-Claire C. Roesch and Michelle Mabery

Two representatives from Deloitte, a global consulting firm that helped the Partnership develop the Talent Roadmap, then presented a summary of the future of work trends in technology.



“

“Tech talent is everywhere. It is needed everywhere. It’s hugely in demand and it’s extremely complex.”

- Anne-Claire C. Roesch  
Senior Manager  
Deloitte

”

## Challenges of the **tech talent marketplace**



The **half-life of technical skills** is **2.5 years**



The cost to **replace a tech talent resource** is **100-150%** of their current salary.



Only **13%** of employers surveyed say they can **hire and retain** the tech talent they need.



The US economy stands to lose **can't find the right tech talent.**

**US \$162 Billion**

per year in revenue if companies

Put simply:

Despite gloomy headlines,  
the **demand** for tech talent  
**is still strong.**



# The **dynamism of the tech talent market** poses a unique challenge

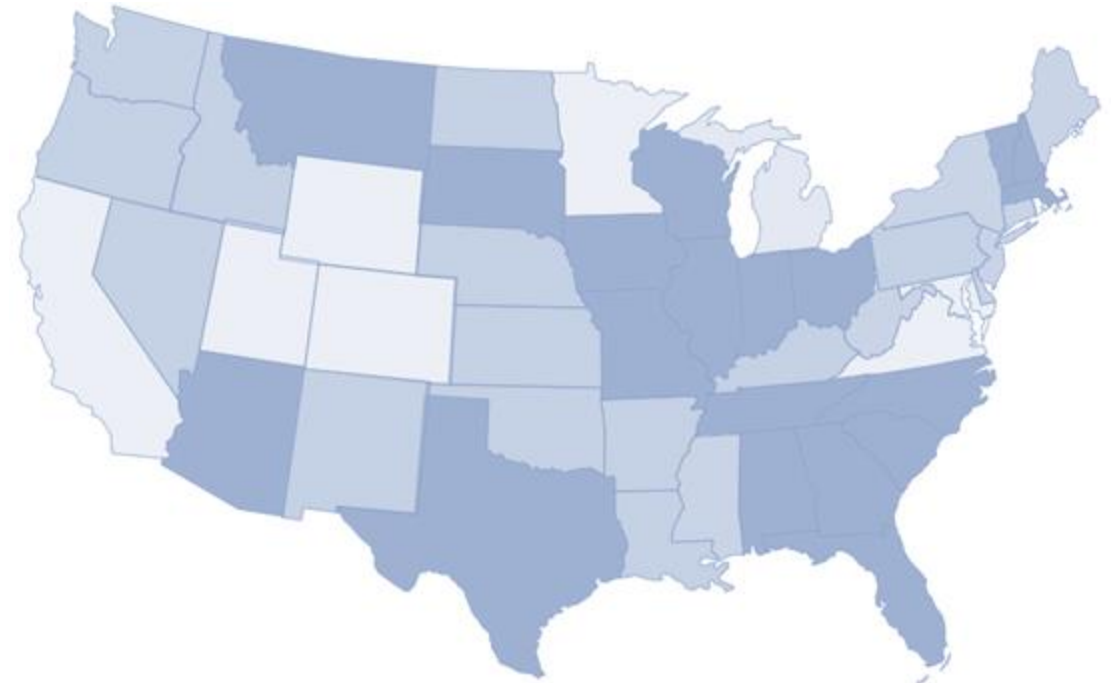
*Previous levels of effort to attract and retain tech talent are not enough to keep pace, let alone win, in the war for talent*

## Changes in the talent landscape have intensified the war for tech talent

- #1** Skill recruiters will be hiring for in developers five years from now is AI & Machine Learning
- 97%** Increase in demand for tech workers from 2018 to 2022
- 7/10** Tech workers had more than one offer on the table when they landed their current role
- 55%** Tech workers experience a significantly lower average unemployment rate of 2.2%, which is 55% less than the general population's unemployment rate of 4.0%

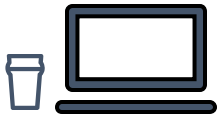
**...and tech talent is winning the war.**

From 2018 to 2022, demand for tech roles was driven by **unexpected growth in specific regions and states**, with the darkest regions below representing the highest percentage of growth.



# Attracting talent: Above all else, tech talent is seeking **interesting work**

*Unexpected incentives drive technology professionals to seek out and accept new roles*

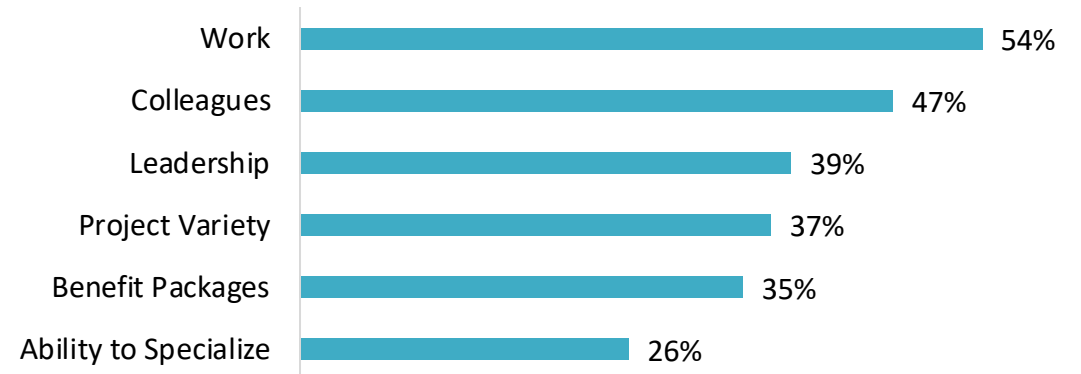


**54%** of respondents indicated that they were motivated by the **work they would do** in a given tech role

**Big Tech offers technical challenges that no one else does – the scale requires you to innovate and come up with new ideas as a leader. Working in this environment exposes you to what others are building**

*- Engineer*

If the work is **interesting enough** to attract tech talent, there are other levers to pull for a **comprehensive employment value proposition**:



Several other factors fell to the **bottom of the list** as incentives for talent:



**35%**  
benefits



**25%**  
compensation



**17%**  
job titles



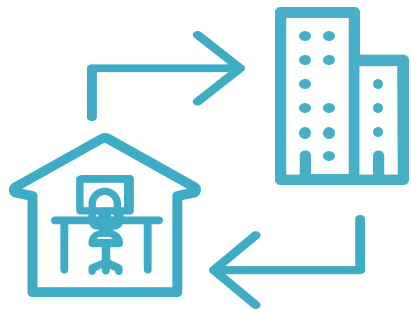
**15%**  
work-life balance

# Retaining tech talent: **Flexibility and growth opportunities** are key

*Tech leaders must adapt to the new reality to grow and retain their high-performing workforce*

**#1 way to retain high-performing tech talent** is by offering flexible or hybrid work environments. Tech employees:

- **52%** prefer a **remote-first** model
- **33%** want to work **fully remote** indefinitely
- **46%** would consider leaving an organization that stopped offering flexibility to work remotely



**Wichita Survey Spotlight:** **66%** of respondents agreed with the statement: *“When employees ask tech organizations to promote well-being, they are asking for **flexible working arrangements**”*

**41%** of IT workers cite a **lack of career progression** as a reason for wanting to quit

**72%** of U.S. Tech employees are considering leaving their jobs in the next year

What can organizations do to **mitigate** this?



- **Contextualized, skills-based learning**

- Offering **career models, paths, and mobility**

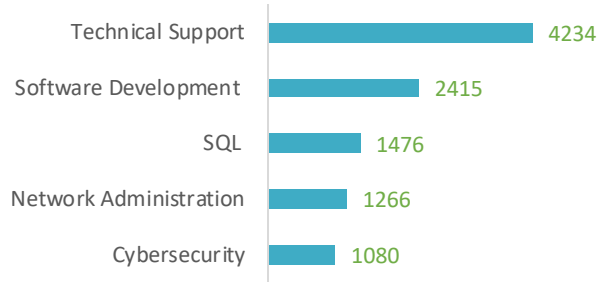


- Foster **communities** and a **culture of continuous learning**

# A quick look at **technology** in the Wichita region

*Leaders in Wichita are facing similar tech talent challenges – and have similar priorities - to leaders across the United States*

## Current State: Top Technical Skills in Wichita



### Most Common Technical Credentials

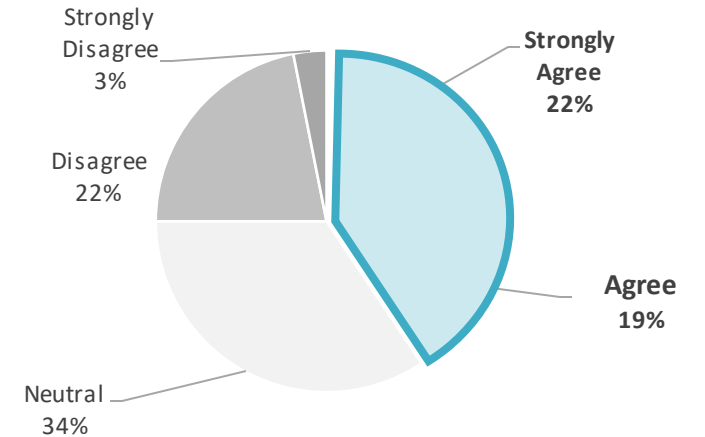
Linux | HTML | Python | Java | C++

## Hiring Difficulty



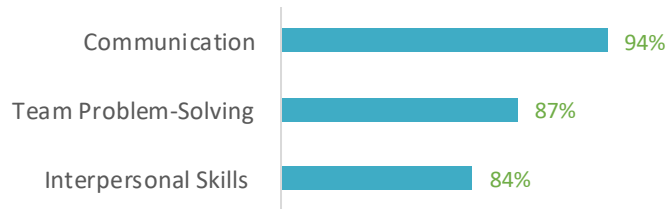
Hiring for technology positions in Wichita is classified as **difficult** due to a **low supply of technology talent** in the local area.

**Fewer than half** of Wichita survey respondents understand **what future skills** will be required in the tech industry in 3-5 years.



Human skills like **communication, creativity, and problem-solving** are greater differentiators for tech talent than ever before – and are near-term priorities for Wichita survey respondents

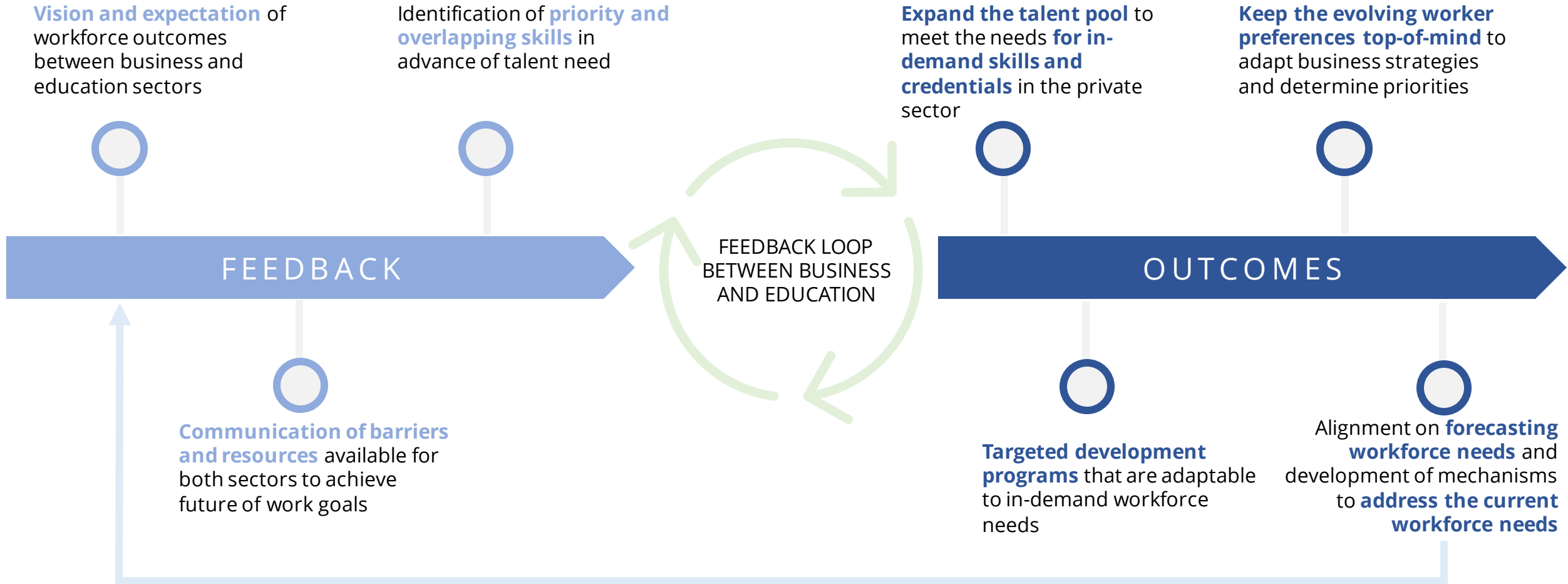
## Immediate (2023) Priority Development Areas by % of Survey Respondents



As in-demand **skills evolve**, Wichita tech leaders need to use the **feedback loop** to communicate with educational partners so that training and development **strategies can be adjusted** accordingly



# We will build a robust talent pipeline through **continuous feedback loops with our** business and education sectors



# Technology Leadership Panel

## Future of Work Leadership Panel



**Sam Alva**

Cybersecurity Advisor  
*U.S. Department of Homeland Security*



**Kevin Colborn**

Senior Vice President of  
Network Operations/CIO  
*High Touch Technologies*



**Amanda Duncan**

Vice President and Chief Business  
Development Officer  
*Workforce Alliance of South-Central Kansas*



**Ashley Likes**

Program Director, Digital  
Technologies  
*WSU Tech*



**Joseph W. Shepard**

Chief of Staff and Director  
of Hometown Fellowship  
*Lead for America*



**Dyane Smokorowski**

Coordinator of Digital Literacy  
*Wichita Public Schools*



**Chris Wyant**

Director of Advanced Analytics  
*TEC Systems Group and  
Cornerstone Data*

**Facilitated By:**



**Tonya Witherspoon**

Associate Vice President,  
Industry Engagement and  
Applied Learning, *WSU*

Executive Director, *National  
Institute for Research and Digital  
Transformation*

# Technology Leadership Panel I Wrap-up

The panelists discussed the essential skills required by the technology sector and how educational institutions are equipping the workforce of today and tomorrow.

## PANEL TAKEAWAYS

Industry representatives highlighted the **ever-evolving nature of technology**, emphasizing the increasing demand for skills such as machine learning and risk mitigation.

Sam Alva, an advisor with Cybersecurity and Infrastructure Security Agency emphasized the **importance of understanding communication** in our digital world, stating, “We live in a digital world. We are digital citizens, but we do not know how to communicate. Unless we understand that we will be in a deficit.”

Education leaders outlined various programs and state incentives designed to attract and train future tech professionals.

Dyane Smokorowski, digital literacy coordinator for USD 259, shared, “Kids as young as elementary students are learning to code. We have programs like Girls that Game. We are scaling these students up so when they get to high school, they can be even more excited about cybersecurity, game design, etc.”

Smokorowski expressed the **need for educators to gain insights from companies**, urging, “What is missing for us is the opportunity for educators to go into places of businesses and learn what is needed from us.” Encouraging collaboration, she and others called on the tech industry to support educational initiatives.

Tonya Witherspoon emphasized, “We are importing thousands of people into our state. Here is my challenge to industry. **Help us keep them.** Don’t just wait to hire them. Reach out and take these kids somewhere. Take them to the ballpark. Take them to your zoo. Get to know them. Show them our cities, our state. Make them want to stay here. Give them our Kansas hospitality because that is how we are going to grow.”

# Feedback Loop Workshop

# Workshop Discussion | Small Group Breakouts

Participants were broken into groups of six at their tables and asked to discuss two prompt questions.

## DISCUSSION QUESTIONS:

- How can we **come together across the technology industry** to address changing workforce needs?
- What **new approach / tactic** can we try to prepare the community for future talent demands?



## WHAT WE HEARD:

*Getting teachers opportunities for externships.*

*Provide more entrepreneurial opportunities for students in school to learn business and marketing skills using technology and being supported by local organizations.*

*Help businesses understand the grant funding opportunities for workforce development.*

*Tech competitions in the area to be rewarded. Drives accomplishment and interest from the community.*

*Skills fair to match up students and companies to make students more aware of what skills may be needed for a profession.*

*Create summer programs for kids that kids can travel to, like a statewide STEAM camp like 4H camp.*

*Provide income tax breaks to tech experts to move into the educational world as teachers so that the pay cut isn't as problematic.*

*We need a strategic plan for the state!*

# Workshop Debrief | Key Themes

Roundtable discussion debrief questions identified several important areas of opportunity.

## ENHANCED PARTNERSHIP

Find new ways for business and education to collaborate to create tech-focused learning, certification, and mentorship opportunities.

“  
“  
*Non-credit courses, perhaps certs or badges, where students can take appropriate courses for business today, paid for by a business.*”  
”

“  
“  
*Quarterly industry-sponsored hackathons for K-12. Each hackathon should focus on challenges area employers will need to address in 3-5 years.*”  
”

“  
“  
*Industry should create programs that encourage employees to participate in schools to engage students. Leadership programs that mentor apprentices.... Mentorship is key.*”  
”

## INVESTMENT IN EDUCATION

Invest in early education to create positive exposure to tech, and support schools to create competition and internship programs.

“  
“  
*Start getting education and career information in Tech at a younger age, and also get them engaged in the tech industry. Start at elementary age so you can hook them, and nurture that.*”  
”

“  
“  
*Give Schools the funds needed to provide competition/game-based opportunities for students to learn technology/cyber security.*”  
”

“  
“  
*Better support system for interns working in business. Support for businesses to make it easier on them.*”  
”

## MARKETING

Promote Wichita as a hub for nearshore / virtual tech talent and connect local talent to remote job opportunities.

“  
“  
*Promote Wichita as a "near shoring" remote workforce for outside companies.*”  
”

“  
“  
*Having the option to work remote. This allows them to move back to their "hometown."*”  
”

“  
“  
*Connecting people to state resources if you move to a county- there are incentives!*”  
”

# Individual Reflection



# One Key Takeaway | Responses

We asked all participants to share one key takeaway that they'll leave with from the workshop.

*That businesses absolutely need to SEE, with their own eyes, what is happening in K-12 just as much as teachers need to see the businesses.*

*How do we stop talking to kids about jobs and more about their life opportunities. Jobs are great and necessary but how does it fit into the overall purpose of their life?*

*Community support is key. Engage children at an early age. Embed the family of who you're interviewing in the hiring process. Give opportunities for employees to grow and change in their role.*

*There is still so much work to do ... but together we can do this.*

*It's going to take education, industry and workforce development to move the needle.*

*Registered Apprenticeship Programs are clearly the pathway to attaining and retaining talented employees that can contribute massively to organization's growth.*

*The skills needed in the future will still require grit, determination, and problem solving.*

*We need to do better ,come together and create better systems for engagement.*

*The need for more conversations across industry, education, and workforce development. I would recommend having a chance to reconvene on a yearly basis*

*Business and education need to come together to help give teachers the ability to expand their tech skills through externships. This better suits them to prepare their students for the future.*

*That our youth are ready to learn this tech, and we can catch up, with the resources in this room, to make Kansas super competitive.*

*The skills needed in the future will still require grit, determination, and problem solving.*

*Kansas needs a technology education strategy.*

# One Thing You Can Do | Responses

Small group discussions and individual reflections reinforced the value of a feedback loop between sectors and identified individual accountability through the final workshop question: "What is one thing you can do in the next month to enhance the partnership between industry and education?"

“  
*Education professional:  
reaching out to one employer  
and starting to create that  
relationship.*”

“  
*Take my students to a tech  
competition.*”

“  
*Join an advisory board for a local  
educational institution to help  
shape the curriculum.*”

“  
*Invite business and industry into the  
classroom to show students what is  
available!*”

“  
*Reach out to see if I can get community  
members to see my students.*”

“  
*Evangelize the power of internships for  
students and externships for teachers!*”

“  
*Truly listen to industry on how best to  
prepare the future workforce.  
Educators are PROFESSIONALS  
too....*”

“  
*Share my Ad Astra experience with my  
team and community!*”

“  
*Create summer 2024 externships  
and "scholarships" to provide  
teachers funding to tech pathways  
and learning*”

“  
*Reach out to the local workforce centers  
to help connect education to career. See  
if they have a youth program and  
provide innovative opportunities.*”

“  
*I'm going to pitch a statewide career  
day with KSDE so this opens doors  
for business and education to  
collaborate.*”

“  
*Push state leaders to focus on future  
growth in tech industry.*”

# Next Steps

## Next Steps

As the Wichita Region continues to collaborate to activate progress toward its Future of Work ambition, the next steps below will help to ensure industry and education/workforce development are integrated and aligned in their efforts.



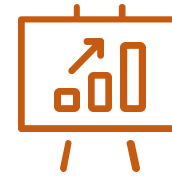
### ESTABLISHING AND FORMALIZING FEEDBACK LOOPS

- Provide workshop participants with output summary
- Conduct fast-follow checkpoints approximately 3 months after each industry workshop
- Establish cross-industry feedback loops



### DEVELOPING AND LAUNCHING THE WICHITA SKILLS NAVIGATOR

- Conduct local outreach to finish compiling a comprehensive list of resources
- Launch and market the skills navigator
- Keep skills navigator up-to-date



### CONDUCT CROSS- INDUSTRY SEMINAR

- Bring all three industries together in 2024 to discuss progress and lessons learned while implementing their feedback loops.
- Lay the groundwork for implementing a cross-industry feedback loop.

# Establishing and Formalizing Feedback Loops: Timeline



## Key Takeaways from Manufacturing Workshop

*April 2023*

Share the key takeaways from the manufacturing workshop with attendees and clearly outline next steps to implementing a feedback loop.



## Manufacturing Feedback Loop Checkpoint

*April 2023*

Conduct a virtual check-in to share feedback on how the key theme action plans are progressing.



## Conduct Health Care and Tech Industry Workshops

*July 2023 ~ Oct 2023*

Host additional industry workshops and adjust content / approach as needed. Include key representatives from other industries in future workshops.



## Host Health Care and Tech Feedback Loop Deep-Dives and Checkpoints

*Oct 2023 ~ Dec 2023*

Turn the key themes from each industry workshop (health care and tech) into bite-sized action plans and check in on progress.



## Conduct Cross-Industry Seminar

*2024*

Bring all three industries together to discuss progress and lessons learned while implementing their feedback loops. Lay the groundwork for implementing a cross-industry feedback loop.

# Developing and Launching the Wichita Region Skills Navigator

The skills navigator will help connect the most in-demand skills to existing programs in the region that develop them, providing talent and employers with clarity on how to upskill for the future.



## BUILD THE SKILLS NAVIGATOR

1. **Appoint someone** to manage the skills navigator project
2. **Identify key stakeholders** from the education sector (beyond the Partnership and Workforce Alliance) to help build the tool
3. **Conduct stakeholder outreach** to collect comprehensive list of resources aligned to each in-demand skill
4. **Update the skills navigator** accordingly and establish a formal review process
5. **Complete review process** in order to finalize the tool



## KEEP SKILLS RELEVANT

1. **Incorporate the highest-priority skills** from the Tech and Health Care industry surveys into the tool
2. **Identify overlapping skills** across industries
3. **Conduct annual survey** asking businesses to identify the most in-demand skills, capabilities, and certifications
4. **Keep a pulse** on in-demand skills through regular feedback loop checkpoints
5. **Update skills navigator** with most relevant skills on a regular basis (at a minimum once a year)



## SPREAD THE WORD

1. **Determine the best platform** to house the tool (for ex: website)
2. **Design marketing campaign** to introduce the tool
3. **Publish the tool** to the desired platform
4. **Contact workshop participants** directly to share the published skills navigator
5. **Embed the skills navigator** into future newsletters, events and email campaigns for continued awareness



## UPDATE PROGRAMS

1. **Maintain regular contact** between skills navigator project manager and education stakeholders
2. **Update the tool** as programs are introduced or retired
3. **Ensure all program links** are functioning and up-to-date
4. **Encourage regular feedback** between key education stakeholders to achieve maximum impact and avoid duplication of program offerings
5. **Keep a pulse** on current programs through regular feedback loop checkpoints



# Survey Analysis



# Survey Overview | Respondent Demographics

**Takeaway** - The survey administered to the workshop's invitees received 33 responses with most of the responses coming from education representatives.



**August 22**

*Invites sent by the Greater Wichita Partnership.*



**September 12**

*Survey deployed by the Greater Wichita Partnership to all workshop invitees.*



**September 20**

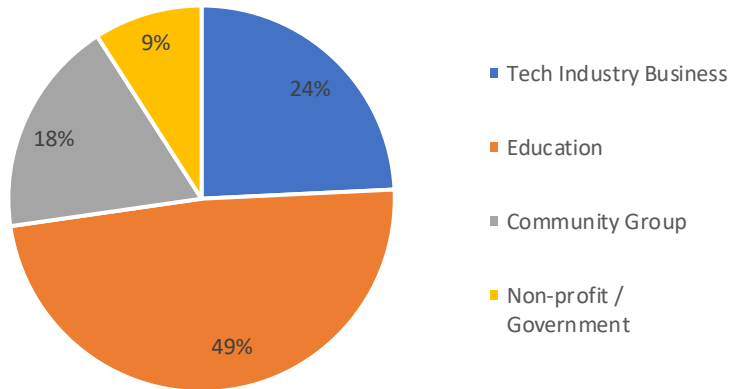
*12 responses received.  
Survey reminder #1 sent to all invitees by Flagship Kansas.*



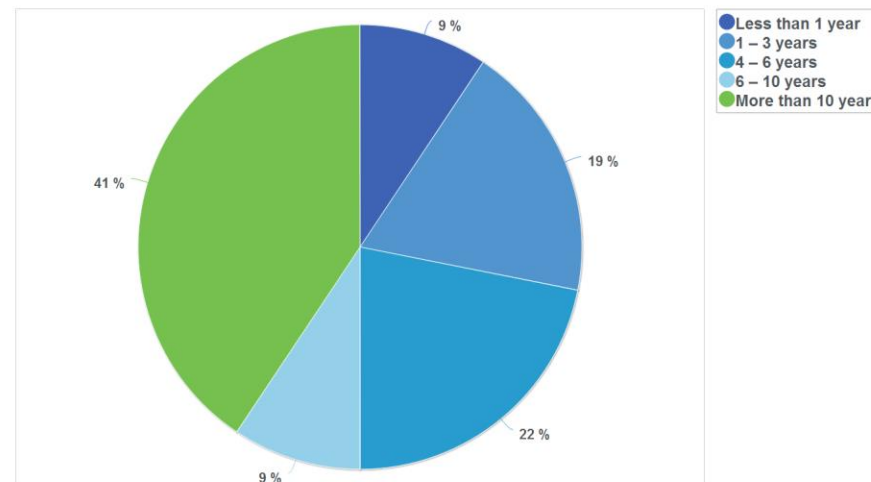
**September 22**

*33 responses received.  
Survey closed.*

**Respondents by Organization Type**



**Tenure at Current Organization**





# Survey Overview | Key Themes

The survey had three sections and took about 10 minutes to complete. It was sent to all workshop invitees.

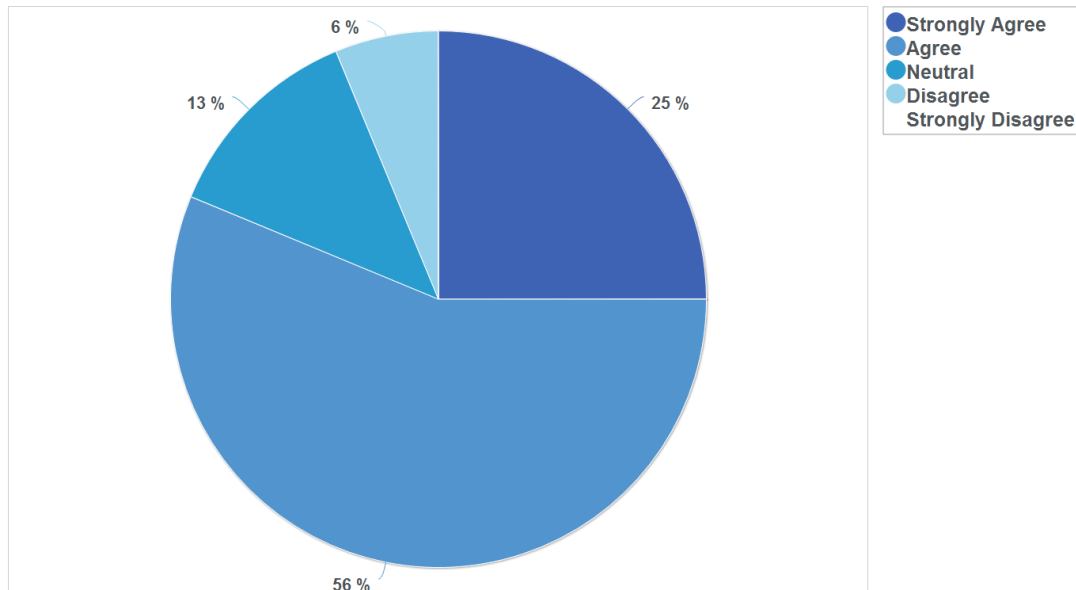
	Objective	Approach	Key Takeaway
<b>Demographic Information</b>	<ul style="list-style-type: none"> <li>Understand the types of individuals and backgrounds that responded to the survey</li> </ul>	<ul style="list-style-type: none"> <li>Respondents were asked to provide their name (optional), email (optional), organization, and tenure.</li> </ul>	<ul style="list-style-type: none"> <li>33 responses were received.</li> <li>There was low representation of responses from industry.</li> </ul>
<b>Future of the Technology Industry Prompts</b>	<ul style="list-style-type: none"> <li>Understand current perceptions of the future of the technology industry</li> </ul>	<ul style="list-style-type: none"> <li>Respondents received 8 statements and were asked to indicate their level of agreement with each statement.</li> </ul>	<ul style="list-style-type: none"> <li>This section received a heavy number of "neutral" and "disagree" responses.</li> <li>Next time, consider adding a substantiation field for "neutral."</li> </ul>
<b>Technology Talent Priorities</b>	<ul style="list-style-type: none"> <li>Capture the top priority skills, capabilities, and certifications in the near term (today – end of 2023) and the future (Q1 2024 and beyond)</li> </ul>	<ul style="list-style-type: none"> <li>Respondents indicated high / low priority for a list of attributes within each category and wrote-in attributes that weren't on the list.</li> <li>They were also asked the preferred learning method for how the attributes would be developed.</li> </ul>	<ul style="list-style-type: none"> <li>Respondents prioritized human capabilities in the near term while prioritizing technical skills in the future term.</li> <li>Respondents indicated that certifications could have an impact, but it varied based on the certifications.</li> </ul>

# Pulse Questions

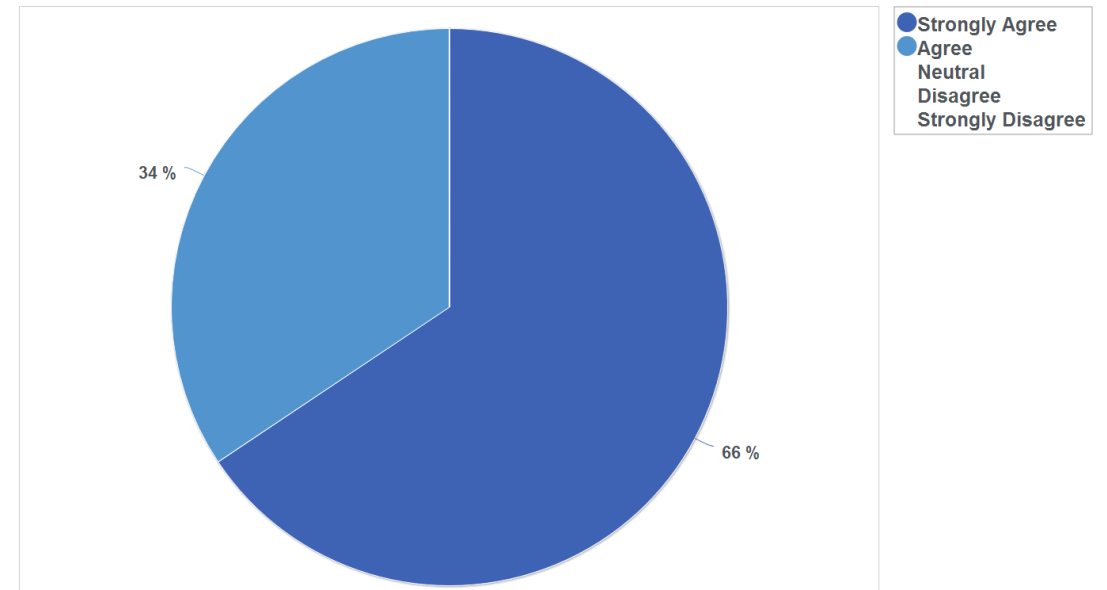
# Pulse Questions | Industry Outlook

**Takeaway** - Survey responses illustrated that the group was split about the region of Wichita's ability to grow tech jobs in the future. Additionally, the group indicated cross-industry networking is beneficial.

Generally, I have a **positive outlook on the future of Wichita's tech workforce.**



There is a **benefit to cross-industry networking** opportunities.

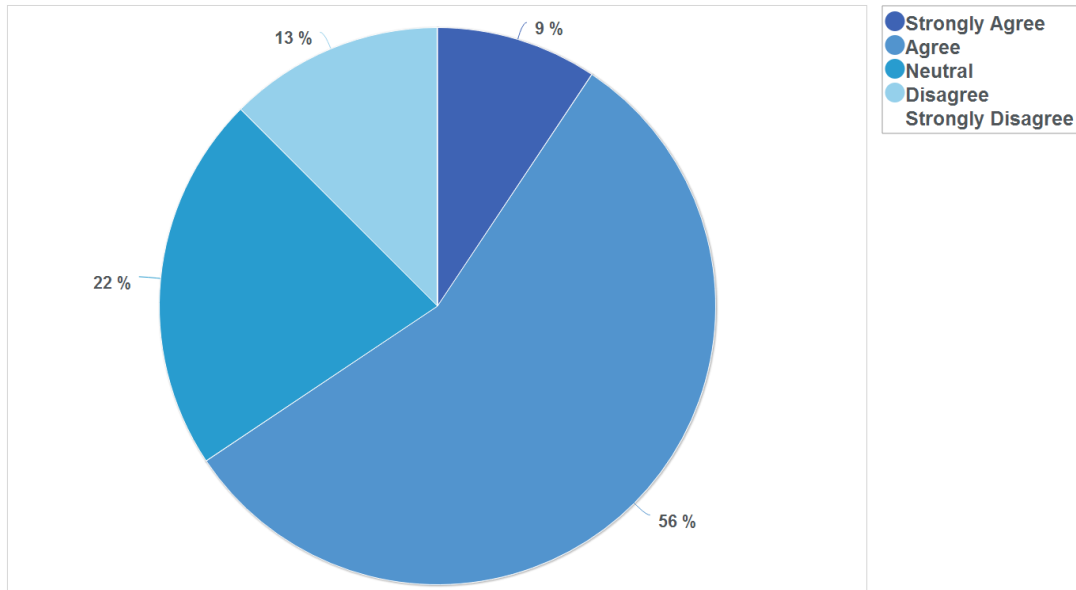


**Future Consideration** – Invite key industry stakeholders to future workshops to set the foundation for future cross-industry feedback loops.

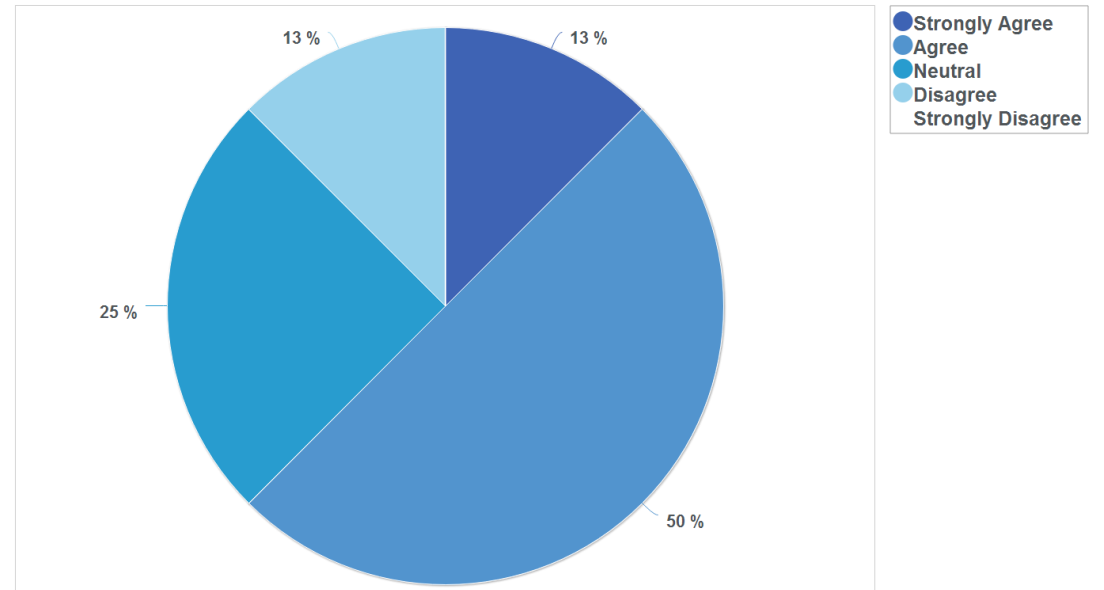
# Pulse Questions | Wichita Region Resources

**Takeaway** – Most respondents are not certain that there are enough development resources offered in the region and suggest that the resources could be more easily accessible.

Wichita residents **can easily find, access, and participate** in the educational, trade and professional development resources that are available to prepare talent within the tech industry.



The Wichita region **provides** adequate educational, trade and professional development resources that will properly prepare the workforce to meet the tech industry's talent needs in 3-5 years.

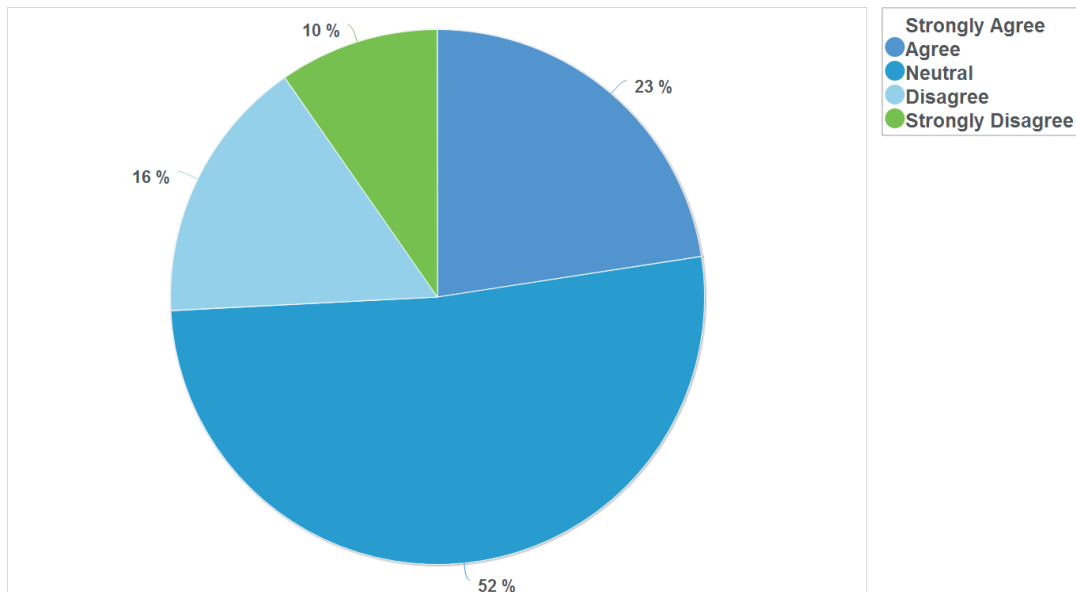


**Future Consideration** – Develop a robust plan to build up Wichita's technical educational, trade and professional development resources.

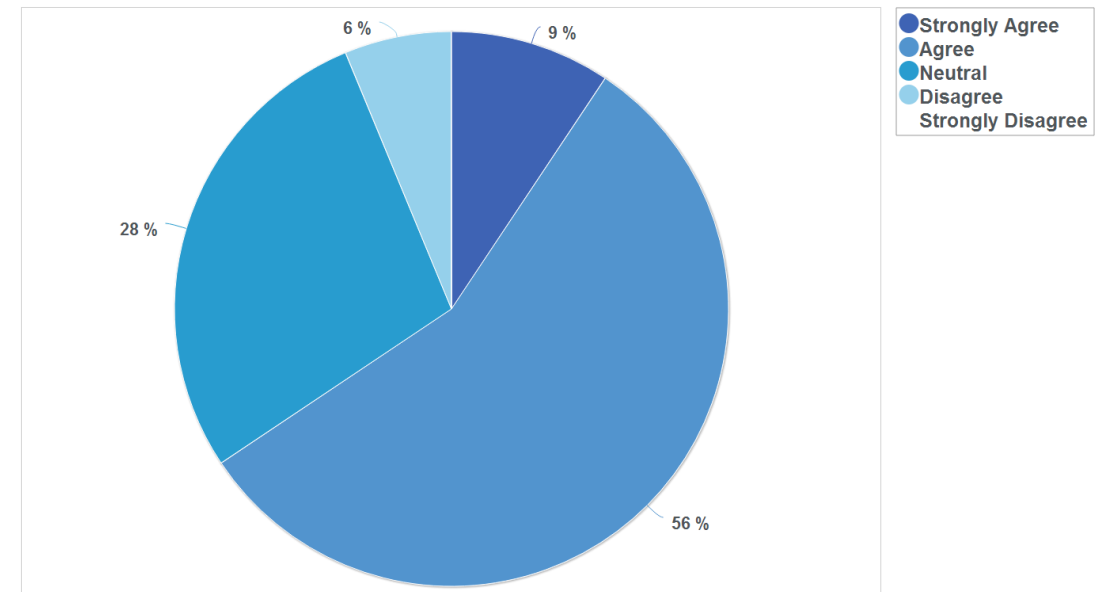
# Pulse Questions | Industry Opportunities

**Takeaway** – Survey respondents did not have a strong consensus whether there were adequate support opportunities for women and minorities. The respondents did indicate that flexible working arrangements would promote well-being.

There are **adequate opportunities and support for women and minorities** in the tech industry.



When employees ask tech organizations to **promote well-being**, they are **asking for flexible working arrangements**.

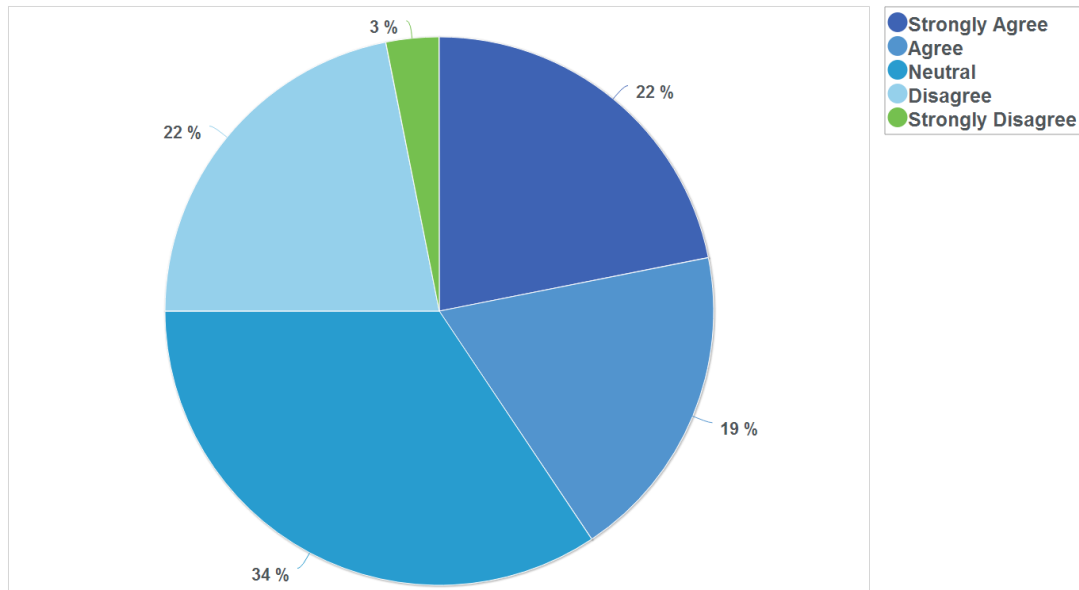


**Future Consideration** – Given the lack of consensus for minority support in the tech industry, the region should consider bolstering a DEI training program.

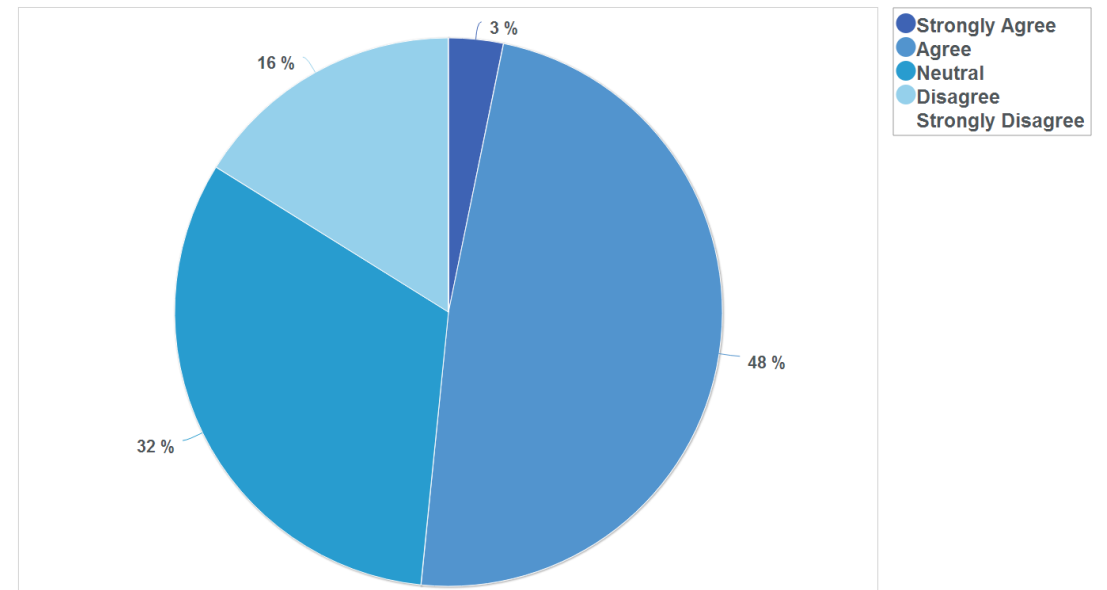
# Pulse Questions | Future Skills

**Takeaway** – Only half of respondents feel they understand what the future of the technology industry will look like and about the same number aren't certain that future technology will be positively received by employees.

I understand what **future skills** will be required in the **tech industry in 3-5 years**.



Employees see **automation (including robotics) as a tool** that can help **to drive efficiency, alleviate the burden of transactional work, and address labor shortages** in certain roles.

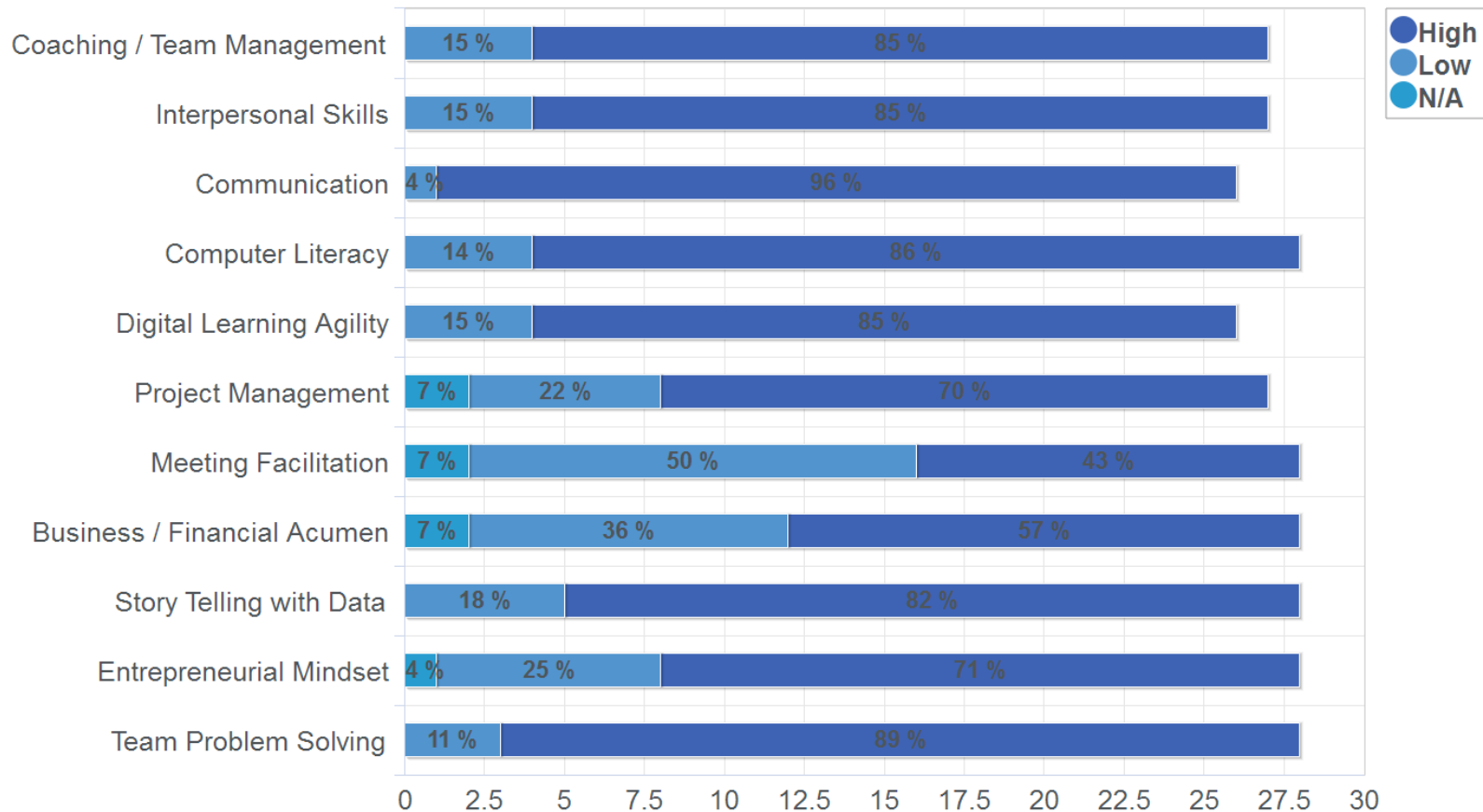


**Future Consideration** – Building on this topic, explore the perception of the future of the tech industry further by understanding if respondents understand up and coming trends, etc.

# Capabilities, Skills, and Certifications

# Highest Priority Tech Capabilities

**Takeaway** - Survey respondents prioritized human capabilities more in the near term compared to the future term.

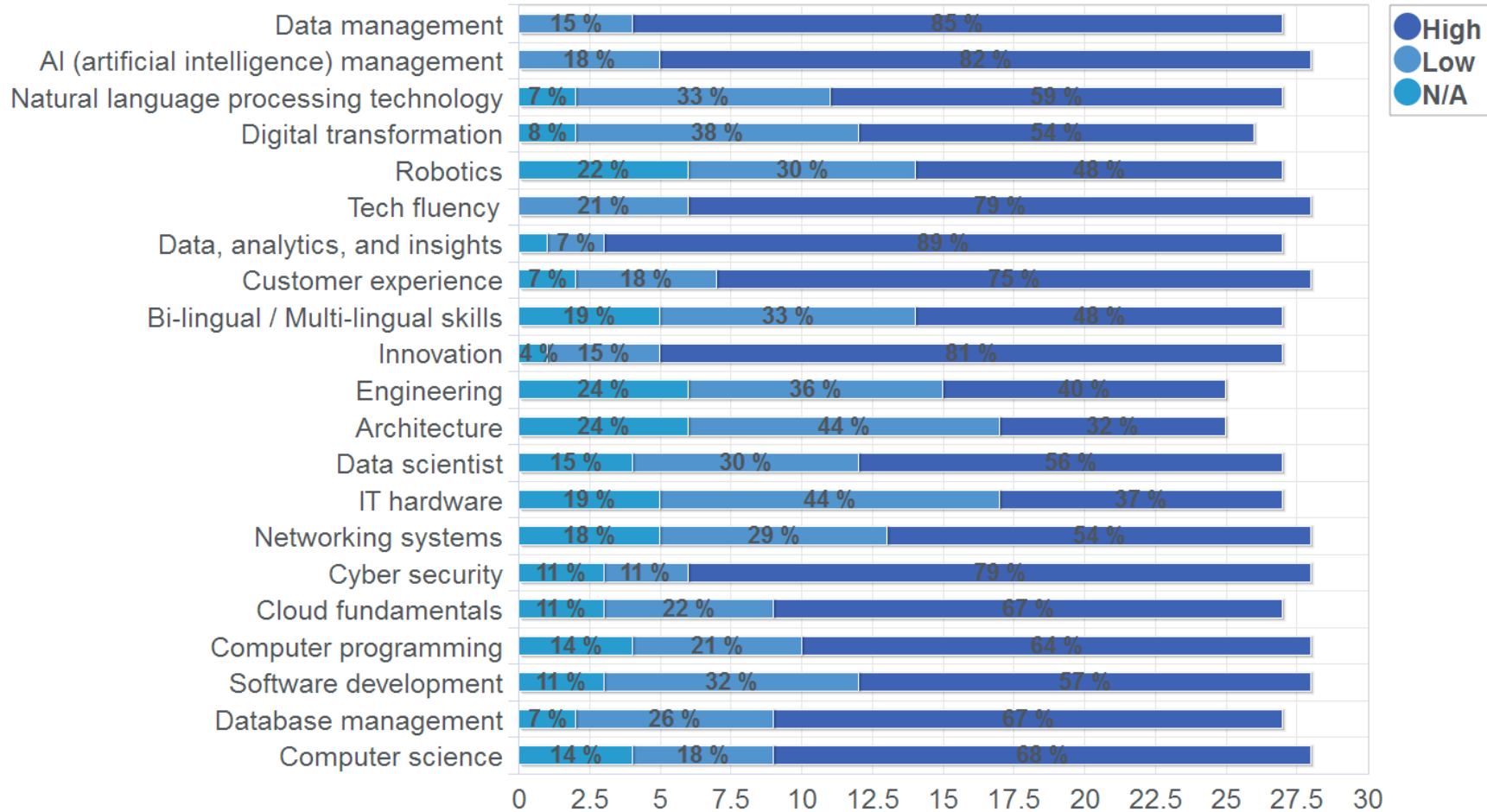


**Future Consideration** – Engage the tech industry in a discussion as to why there was such a push for certain capabilities in the near term compared to the future term.



# Highest Priority Technical Skills

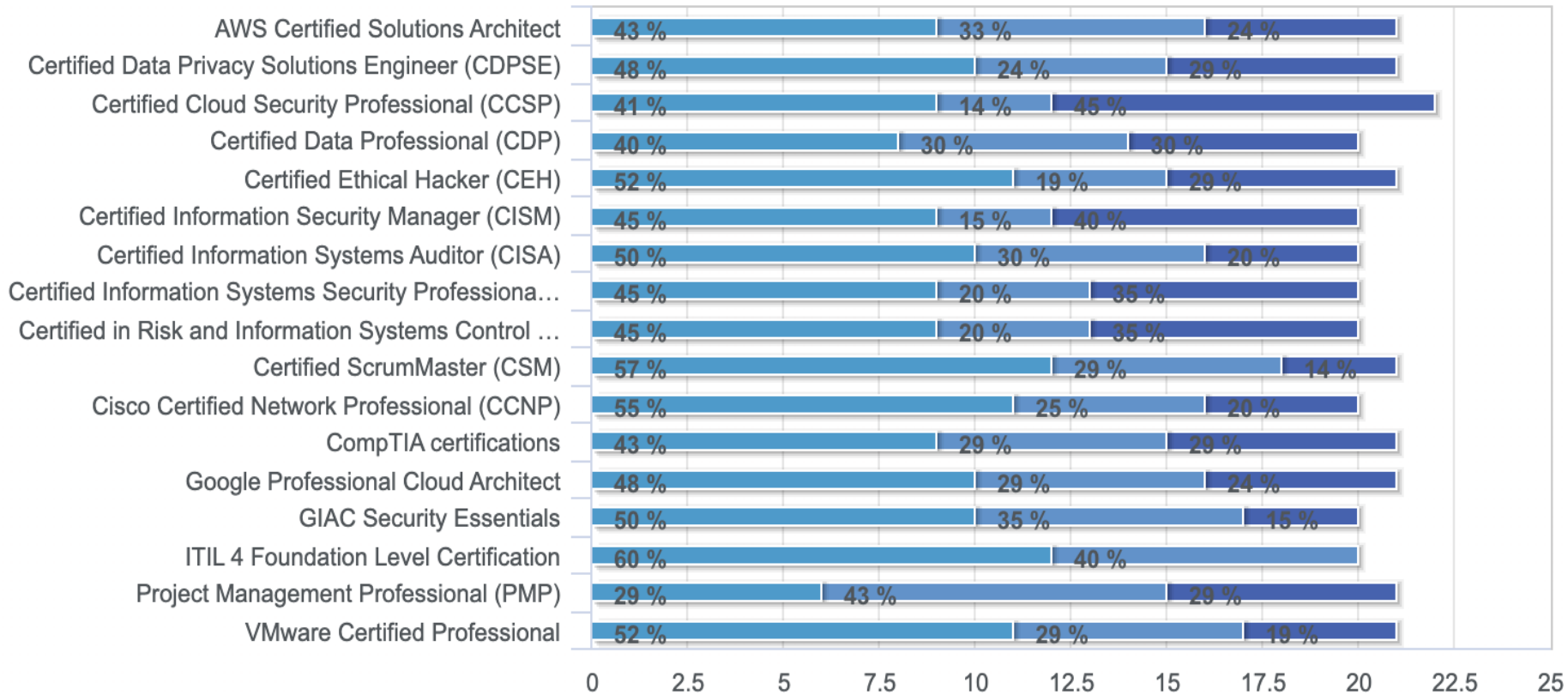
**Takeaway** - Overall, technical skills were ranked consistently across near and future term outlooks, except for data skills which was prioritized in the future.



**Future Consideration** – Since the tech industry is evolving at such a rapid pace, reassess the need for and prioritization of technical skills frequently and regularly.

# Highest Priority Tech Certifications

**Takeaway** - Survey respondents tended place equal importance on tech certifications in the near and future term.




● High  
● Low  
● N/A


**Future Consideration** - Because cybersecurity and data privacy-related certifications were highest priority to respondents, a focus on those programs would likely resonate well with Wichita employers.


# Preferred Learning Format


# Preferred Learning Format

**Takeaway** – Most of survey respondents prefer in-person and online trainings, regardless of whether it is a skill, capability or certification that is being taught.

**1** In-Person Trainings 

**2** Self-Paced Online Trainings 

**3** Instructor-Led Online Trainings 

**4** On the Job Trainings 



Appendix I:  
*Data Trends Sources*



# Future of Work Trends | Data Gathering

Deloitte leveraged a mix of publicly available data to identify the top trends that are impacting the global markets and presenting implications for the Greater Wichita region.

## DATA SOURCES



*Talent Insights  
LinkedIn  
Reports*

The Deloitte logo, consisting of the word 'Deloitte' in white sans-serif font on a black rectangular background.

*Global Gen Z  
and Millennial  
Survey*

The TalentNeuron logo, featuring the text 'TalentNeuron' in white sans-serif font on a dark blue rectangular background.

*Talent Neuron  
Reports*



*Talent  
Roadmap  
Healthcare  
Workshop  
Survey Results*

# Sources

1. Talent Insights, "Wichita Technology Talent Pool Report", April 2023
2. Talent Neuron, "Technology", April 2023
3. Deloitte, "The Deloitte Global 2022 Gen Z and Millennial Survey", 2022
4. Deloitte, "2023 Talent Roadmap Technology Workshop Survey Results", September 2023.



# Thank you.

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