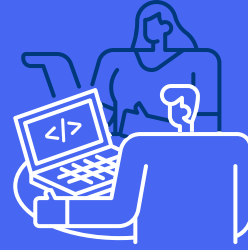


2024 State of Tech Talent Japan Report

Japanese organizations surveyed on average use a mix of **mainframe (45%) and cloud (51%) technologies.**



Despite talent challenges, **97%** of Japanese organizations **plan to modernize** their current technology stack.

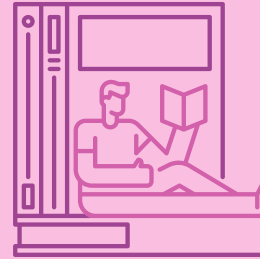


59% of organizations surveyed would significantly **incorporate cloud technologies** in their modernization efforts.

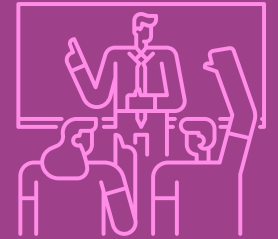


The most cited challenges in adopting new technologies are **the complexity of integrating legacy systems (52%)** and the **lack of skilled workforce (51%)**.

35% of organizations surveyed would **increase their staff** due to **GenAI** integration with primary application areas in infrastructure monitoring, software development, and system maintenance.



Japanese organizations typically take **12 months to hire and onboard** employees, with a high turnover rate of **47%** within six months of being onboarded.



The most cited challenge in hiring technical staff in Japan is **certifying claimed technical skills (38%)**.



97% of organizations consider **upskilling an important strategy**, with **41%** rating it extremely important.



To address talent shortages, Japanese organizations lead the way globally in **upskilling inexperienced staff (55%)** and **cross-skilling existing staff (51%)**.



68% of Japanese respondents find **employee training effective** in facilitating technology adoption in their organization.

The most cited challenge in upskilling or cross-skilling staff is that it **takes time and can be ineffective at training for complex roles (44%)**.



An opportunity arises to improve existing infrastructure with relevant content and expertise, as **60%** of Japanese organizations **plan increased investment** over the next 18 months.

