



KTech PULSE

TECHNOLOGY SUMMIT

2022 PULSE SURVEY REPORT

**A survey of companies in the Knoxville area,
including perspectives and trends on the
way we work and the future of technology.**

Prepared by: The Knoxville Technology Council

KTech Pulse 2022 Sponsors:

Comcast Business

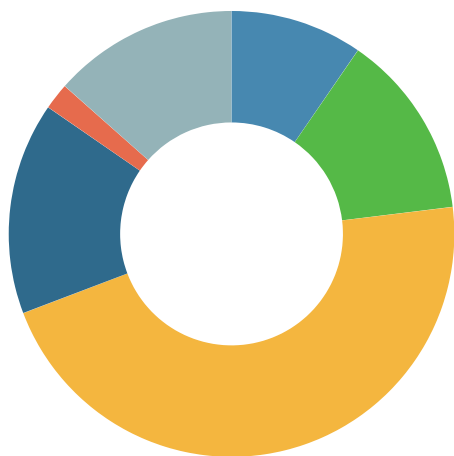
Jewelry Television

Verizon

The Social Brand

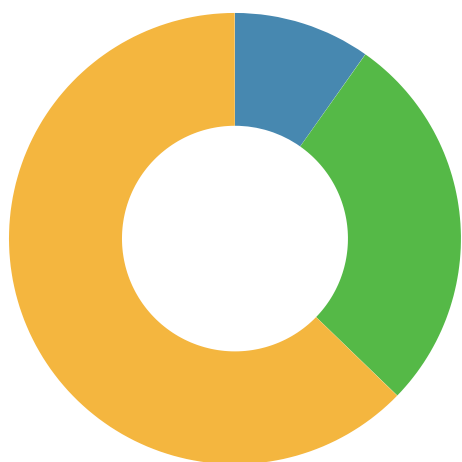
Changes to the Way We Work

Compared to 2019, which best describes your organization:



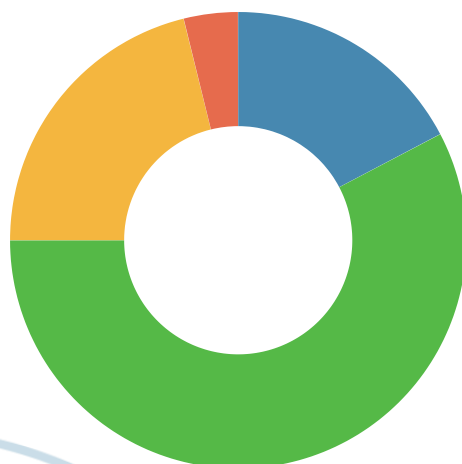
- Not much has changed about the way we work (9.43%)
- We worked from home at times during Covid but now things are back to normal (15.09%)
- There's been a shift towards more flexibility and remote positions (45.28%)
- We've made a significant shift to remote work for the majority of positions (15.09%)
- We no longer have an office and are entirely remote (1.89%)
- I've worked remotely this whole time, even prior to Covid (13.21%)

Given the choice, which working arrangement would you prefer?



- In the office (9.8%)
- Fully remote (27.45%)
- Hybrid - some days in the office with the option to work from home (63.46%)

Are your team dynamics different now compared to 2019?



- I feel more connected to my team (17.31%)
- Not much has changed (57.69%)
- I feel less connected to my team (21.15%)
- Other (3.85%)

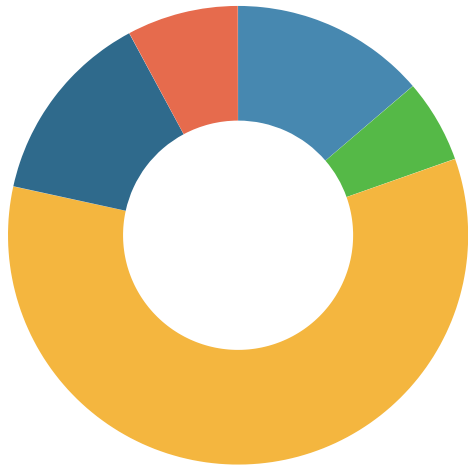
Comments:

As connected or more with prior relationships, harder to establish new relationships

Depends on the team and leadership, some are well connected

Changes to the Way We Work, cont.

What do you consider to be the biggest challenge of working remotely or having team members who work remotely?



- Communication (13.73%)
- Productivity (5.88%)
- Lack of Personal Connection (58.82%)
- Fewer boundaries between work and home (13.73%)
- Other (7.84%)

Comments:

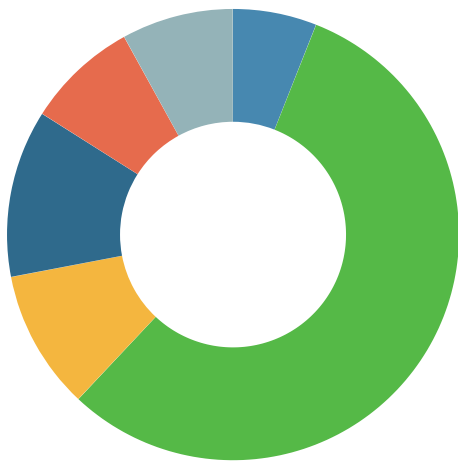
Cultural differences in global work teams

Consistent internet access

Less defined routines and fewer reasons to get outside

Tech Workforce

What's your biggest challenge when it comes to hiring?



- Not enough job applicants (6%)
- Not enough qualified applicants (56%)
- Training new hires (10%)
- Employee retention (12%)
- We don't have a need to hire right now (8%)
- Other (8%)

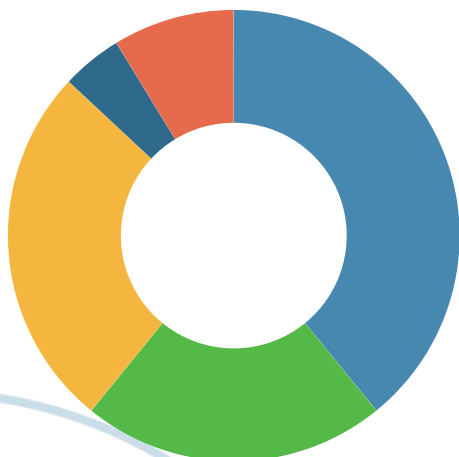
Comments:

Funding - Low budget, high cost

Salary expectations have grown tremendously

Political climate

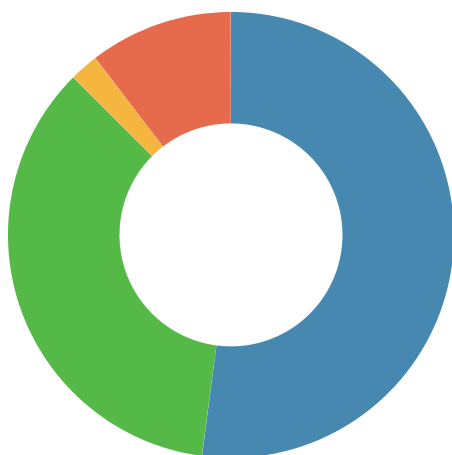
What is your hiring outlook for 2023?



- Increased hiring to grow our number of employees (39.13%)
- Increased hiring to fill open positions (21.74%)
- Hiring levels will stay about the same (26.09%)
- Decreased hiring (4.35%)
- We won't have a need to hire (8.7%)

Tech Workforce, cont.

Which attribute is most important when hiring employees for tech-related positions?



- Relevant job experience (52.08%)
- Fit with company culture (35.42%)
- Education and certifications (2.08%)
- Other (10.42%)

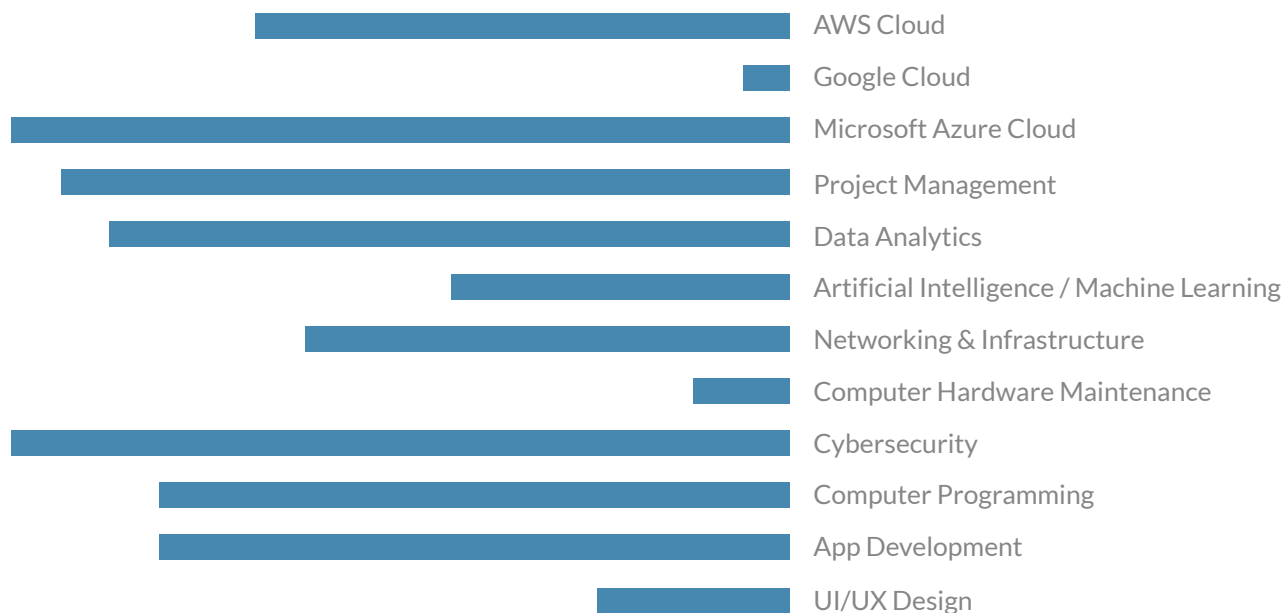
Comments:

Team fit: humble, hungry, smart, grit, persistence, curiosity, integrity

Ability to learn new skills and be a team player

Ability. Can they and will they do it

When hiring or reskilling for tech-related positions, which skillsets are the highest priority? (select up to 3)



Others:

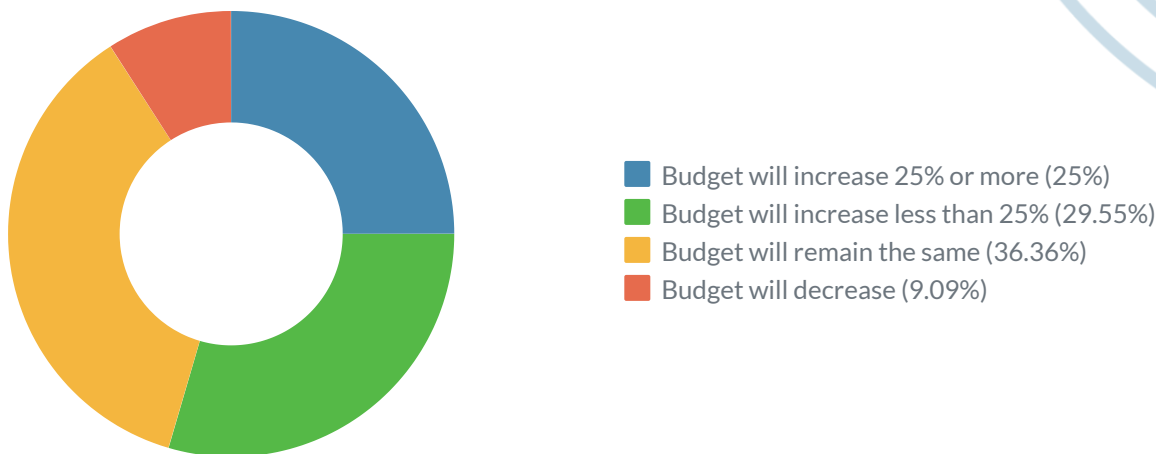
Communication skills

Testing and quality control

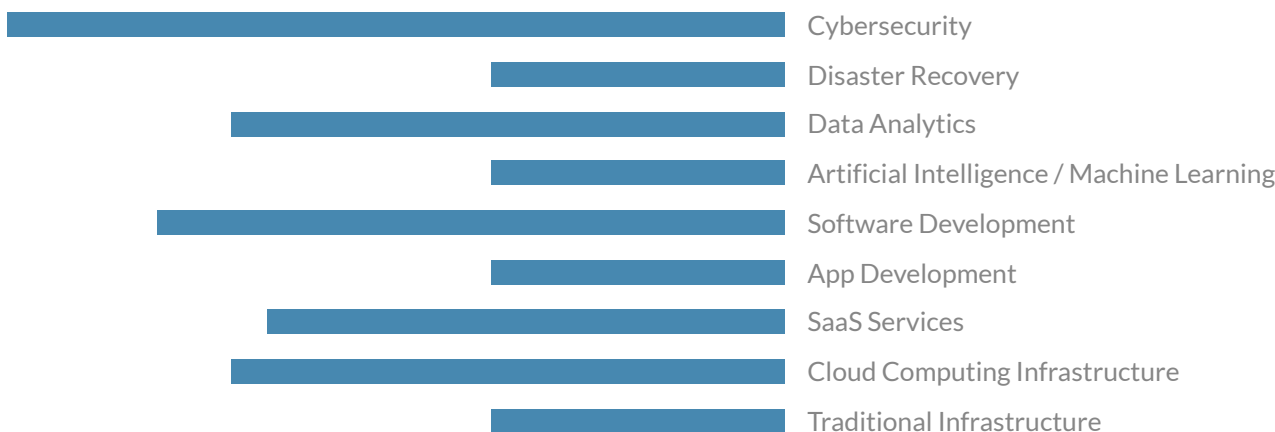
Lab environment work

Technology Departments

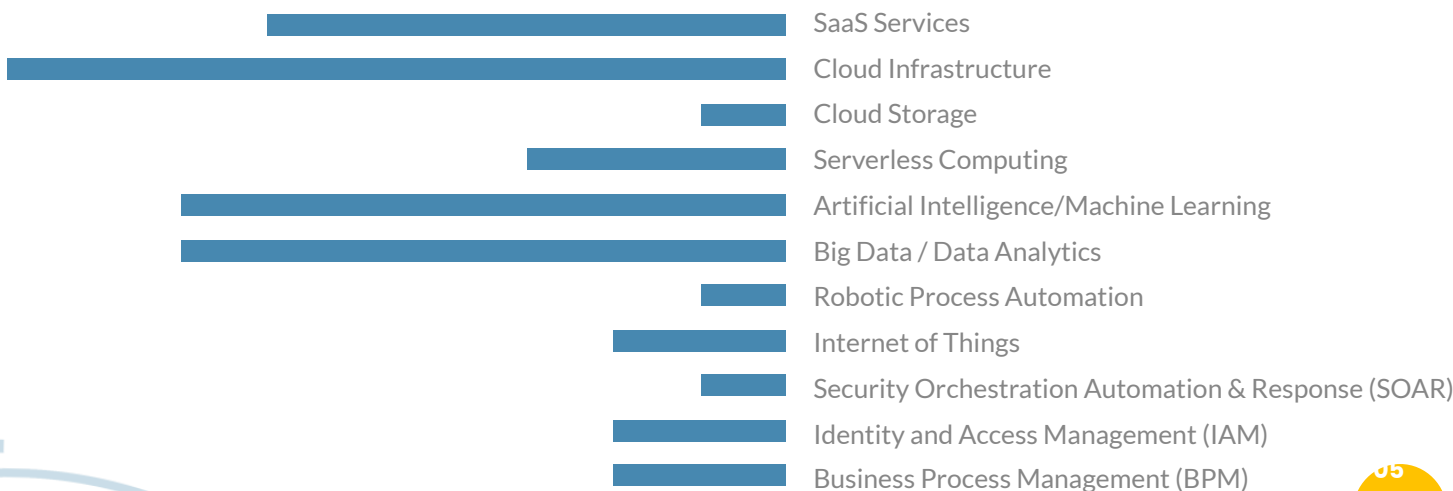
What is the outlook for your technology budget in 2023?



What are your primary areas of technology investment? (select up to 3)



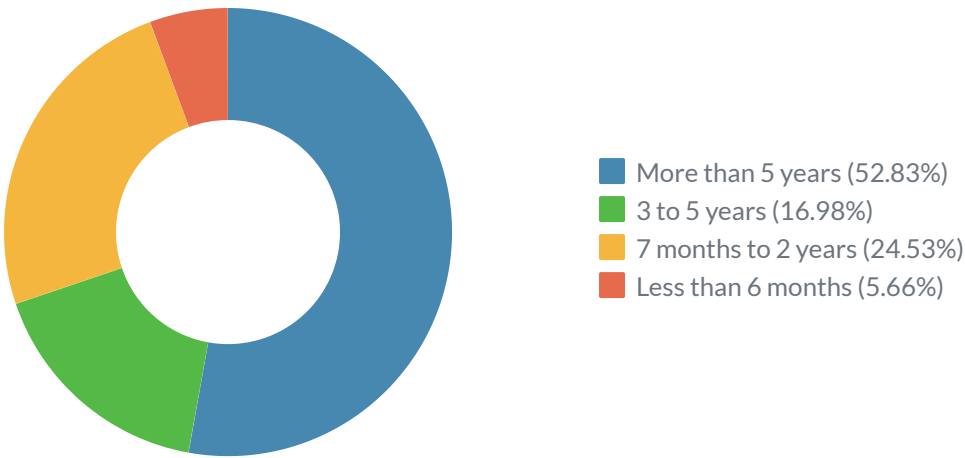
Which of these technologies has the MOST potential to change the way your business operates in the next 3 to 5 years?



Respondent Demographics

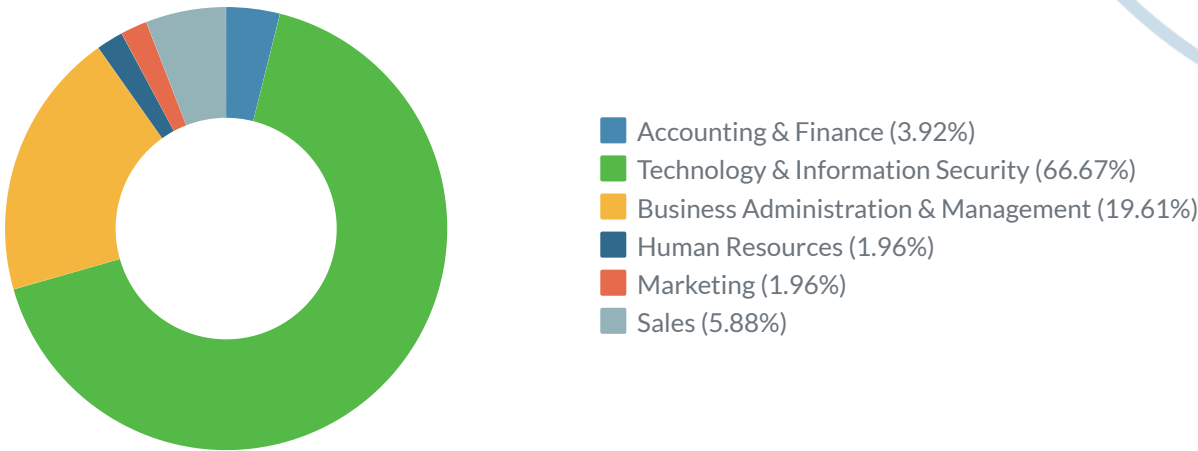
INDUSTRIES REPRESENTED			
Software Development	15%	Banking, Finance, Insurance	4%
Manufacturing	13.5%	Managed Service Provider	4%
IT Services	11.5%	Energy, Utilities	4%
Healthcare	9.5%	Real Estate	4%
Professional Services, Consulting	5.5%	Other	29%

How long have you been employed at this company?

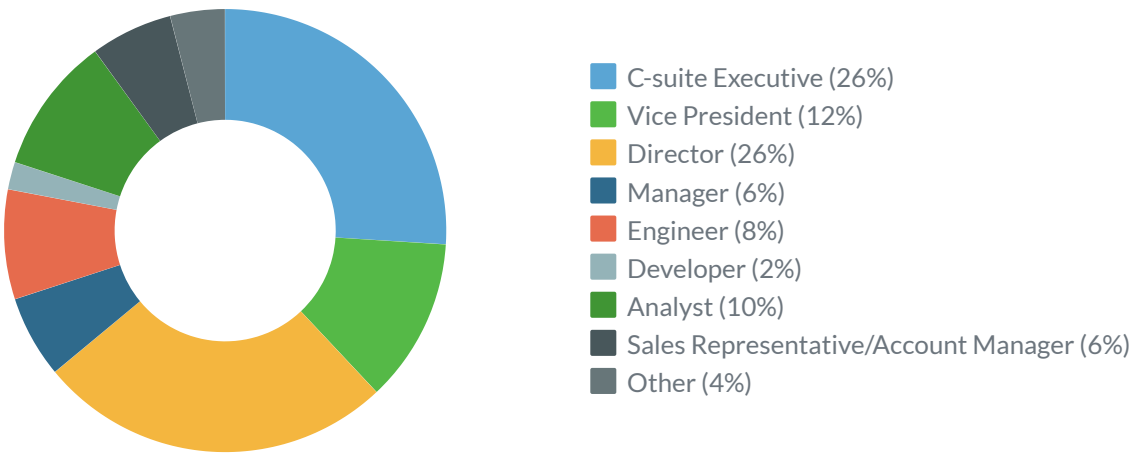


Respondent Demographics, cont.

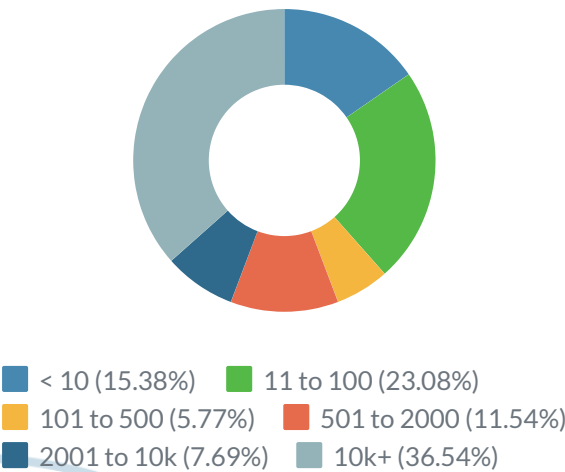
Please choose the category that best fits your area of expertise.



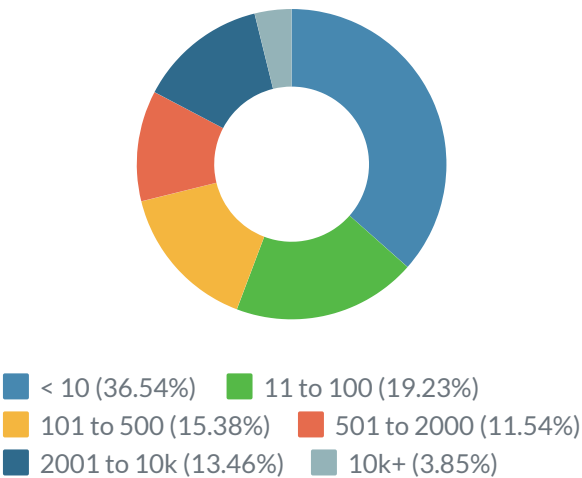
Please choose the category that best fits your job title.



Organization Size



Presence in Knoxville





**Thank you to everyone
who participated!**

About KTech

The Knoxville Technology Council is a collective voice of people and organizations united in supporting the Knoxville region's evolution as a technology hub. We connect, develop, promote, and advocate for the technology industry in the Greater Knoxville region.

Learn more: knoxtech.org