

Increase financial services employee engagement with training

76%

of CEOs in financial services see **skills shortages as a threat to their growth** prospects.¹

71%

of millennial employees look to leave a job within five years if **supporting development through training, mentors, etc. is not prioritized**.²

US\$339.9

billion unrealized output expected due to skill shortage in financial services by 2020, US\$1.313 trillion by 2030.³

Employers gain

389%

return on investment (ROI) with training.⁴

Financial services talent shortage

Financial services firms are increasingly becoming more like technology companies—developing digital products and services as application programming interfaces (APIs), conversing with customers through chatbots, and targeting relevant offers in real time. These firms also face technology-native competitors who require the same talent and skills as traditional organizations to innovate.

As a result, financial services organizations are experiencing a shortage in the technical talent needed to get the job done. 76% of CEOs in financial services see skills shortages as a threat to their growth prospects.¹ In banking and capital markets, 64% of CEOs are not able to effectively innovate, and the lack of skills cause their quality standards and customer experience to be impacted.¹

Financial services are greatly impacted by the labor deficits with expectations of a US\$339.9 billion unrealized output in 2020, increasing to US\$1.313 trillion by 2030.³ So how do financial institutions reduce this skills gap while attracting and retaining talent?

Grow your talent with Red Hat

One way to recruit and retain technical talent is to offer your teams a choice in training courses. By opening up the training choice to your entire team, versus just one group, employees gain control of their growth and development.

Red Hat® Training offers a simple, inclusive program to meet this need: Grow your talent with Red Hat. With this program,

- Red Hat suggests 25–30 courses of interest from our extensive course catalog. Your account team helps narrow down that list to 10–20 courses that will be offered to employees.
- Red Hat provides a customized email and survey to send to employees. Your organization distributes the communication.
- Employees select their top three choices for the quarterly on-site or private virtual course offering.
- Red Hat compiles the results, and we work with your organization to set the date and notify the organization.
- Employees register on a customized registration page, and we provide you with the registration list.
- Red Hat delivers the top-voted course.

¹ PwC, "Financial services talent trends 2019." 2019. <https://www.pwc.com/gx/en/ceo-survey/2019/Theme-assets/reports/financial-services-talent-ceo-survey-trends-report-2019.pdf>

² Deloitte Millennial Survey 2019: <https://www2.deloitte.com/global/en/pages/about-deloitte/articles/millennialsurvey.html#info>

³ McLauren, Samantha, "These Industries will Face the Biggest Talent Shortages by 2030." LinkedIn Talent Blog, July 24, 2018. <https://business.linkedin.com/talent-solutions/blog/trends-and-research/20.18/industries-biggest-talent-shortages-2030>

⁴ IDC InfoBrief, sponsored by Red Hat. "The Business Value of Red Hat Training Courses." September 2017



facebook.com/redhatinc
@RedHat

linkedin.com/company/red-hat

Employee and business benefits

Improved employee recruitment and retention

According to Deloitte's recent survey of millennials, a lack of personal development and training opportunities is a leading reason why these employees plan to leave their current organization.² The study shows that 71% of millennial employees are looking to quit their jobs within the next five years (55% within two years) if personal development and training opportunities are not prioritized by their organization.²

Customer experience and engagement

By incorporating Red Hat Training, your organization could increase the number of new features added per year by 142%.⁴ These features could address customer requests, improving the customer experience.

Increased productivity

With Red Hat Training, IDC found 71% less unplanned downtime, 38% faster time to reach full productivity, and 12% faster application development times.⁴

New cross-functional relationships

Using the Grow your talent with Red Hat program, you can train teams across your organization to encourage cross-functional collaboration for greater efficiency. As teams across the organization engage in the sessions and build new relationships, they are able to share ideas, priorities, and knowledge.

Strong return on investment (ROI)

Red Hat Training yields proven results. IDC found that organizations that invested in Red Hat Training received 389% ROI with training.⁴

Bring scalable learning to your organization

The financial industry is evolving rapidly—as are software releases and best practices. Regardless of the experience level of your teams, they need up-to-date content on the latest software releases to keep pace. Red Hat has options to train individuals, teams, and cross-functional groups. With Red Hat Training:

- Content is based on successful customer implementations and use cases.
- Over 100 courses and exams in the catalog cover learning across the Red Hat portfolio.
- Courses and exams are available in over 200 countries with translations in up to nine languages.

Get started

The Grow your talent with Red Hat program offers on-site training options for your team, giving them ownership in their future—and in the success of the business. Opening course selection to your employees is a meaningful, low-risk way to give them the power of ownership in their future—and in the success of your business.

To get started, [contact us](#).

About Red Hat



Red Hat is the world's leading provider of enterprise open source software solutions, using a community-powered approach to deliver reliable and high-performing Linux, hybrid cloud, container, and Kubernetes technologies. Red Hat helps customers integrate new and existing IT applications, develop cloud-native applications, standardize on our industry-leading operating system, and automate, secure, and manage complex environments. Award-winning support, training, and consulting services make Red Hat a trusted adviser to the Fortune 500. As a strategic partner to cloud providers, system integrators, application vendors, customers, and open source communities, Red Hat can help organizations prepare for the digital future.



facebook.com/redhatinc
@RedHat
linkedin.com/company/red-hat

North America
1 888 REDHAT1
www.redhat.com

**Europe, Middle East,
and Africa**
00800 7334 2835
europe@redhat.com

Asia Pacific
+65 6490 4200
apac@redhat.com

Latin America
+54 11 4329 7300
info-latam@redhat.com