



DCL's IDAM Market Snapshot 2022

Results, Review and Analysis

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Introduction

Aims and Vision

This is our first annual IDAM Market Snapshot which was created with the idea and vision to better understand the wants and needs of individuals, firms, and small teams who have operated and currently operate within the IDAM sector. Moreover, we have been noticing that it has become more difficult for our clients to acquire the talent they both desire and need, therefore we also created this snapshot to gather and in turn produce information that our clients could use to help improve their chances of finding the talent they require.

In doing so, we here at DCL want to be able to proceed in two distinct ways:

1. Be able to provide our IDAM community with the results, insights, and trends of the snapshot to inform and align fellow IDAM sector members with the thoughts of their peers
2. To aid us in crafting a bespoke and tailored approach towards the IDAM sector based on the sentiment of individuals, firms, and the current market

Overview

The Snapshot received an overwhelming level of engagement with 624 individuals completing the questions. Respondents were from a wide array of countries, backgrounds, and experience in the IDAM sector, making the snapshot itself a well-rounded evaluation of the current sentiment of the global IDAM market.

Methods

The Snapshot contained a combination of quantitative and qualitative questions which had various different ways of being answered whether that be a multiple choice question or a comment box so that we could successfully extract the data we were after whilst ensuring respondents had enough flexibility to not be limited by the forms of answering. In total, the snapshot contained 21 questions.¹ As will become clear, the questions were carefully compiled not to focus on any one area of the respondents IDAM career (whether that be salary, experience etc.) but instead to allow the respondents to inform us of many areas of their employment in the IDAM sector, as well as wishes and concerns for the future.

The IDAM Market – Challenges and Opportunities

As reported in a recent report by Markets and Markets, 'The global IAM market size is expected to grow from USD 13.4 billion in 2022 to USD 25.6 billion by 2027, at a Compound Annual Growth Rate (CAGR) of 13.7% from 2022 to 2027.'² Such a level of projected growth presents a number of opportunities and challenges to those in the IDAM market:

1. With companies both growing and being founded in the IDAM space, there will be an inevitable increase in demand for IDAM talent

¹ Though not all 21 questions could be answered as certain questions were dependent on the respondents response to the previous question.

² [Identity and Access Management Market Size, Share and Global Market Forecast to 2027 | MarketsandMarkets](#)

2. As with any cyber security sector's growth, the increased chance of threat and cyber-attacks will be present
3. The combination of a growing industry and a growing cyber-threat will inevitably lead to further growth of the skill-shortage gap that is already existent in the IDAM sector as the increased threat of cyber-threats will rise at a rate that exceeds the development of the IDAM workers' skillset
4. With the market growing and more talent seeking to better their careers, finding the best talent may prove to be difficult for firms who stick to traditional recruitment methods as an increase in more positions will lead to an increase in positions advertised. This influx of adverts will make it harder to stand out from the crowd, especially for firms who are not a "go to" company. The companies that want to succeed in their hunt for IDAM talent will need to be adaptable and look to new ways of sourcing

Such foresights were aware to us before sending out the snapshot, however we were curious to see whether the sentiment in and around the IDAM space resembled the projections and findings of reports such as Markets and Markets' aforementioned report and the World Economic Forum's Global Security Outlook 2022 – two reports that insightfully focused on the simultaneous threats that cyber security firms will face as technology continues to evolve at such a rate and the difficulty of both finding and then retaining top cyber talent that is at a current shortage.

Our IDAM Lead

Robert Anderton

With over 22 years of talent acquisition experience focused within the IT sector, Robert Anderton has evolved with the market and now specialises within Identity and Access Management sector.



"I pride myself on my ability to get to understand my clients and candidates' requirements and helping them improve their businesses or careers."

“The past 2+ years have been hectic within the IDAM Sector. We have seen high demand for talent as companies are focusing their attention on how best to protect their employees and data in the new work-from-home environment. This demand is evident across all sectors, services, and end users. With the introduction of IR35 in April 2021, we saw a slowdown in the use of contract resource within projects, but since the start of 2022, we are starting to see this side of the market change - contract resource is back in demand, not just in UK but across Europe.

As people are now more used to working remotely it is not unusual to have someone in Europe delivering a project in the UK and UK contractors delivering projects in Europe. The skillset is king currently - if you have what the clients need, they are happy to be flexible on locations.

As we approach the middle of 2022, I cannot see things changing for the rest of the year, and into 2023 IDAM skills will be in high demand. Ultimately if you have the skills then you will have a choice of options open to you”– Robert Anderton

Contact information

To contact Rob regarding the snapshot, the IDAM sector, or to discuss talent acquisition please reach out using one of the platforms below:

- robert.anderton@dclsearch.com
- 0044 (0) 7957 493 501
- [LinkedIn Profile](#)
- [Twitter Account](#)

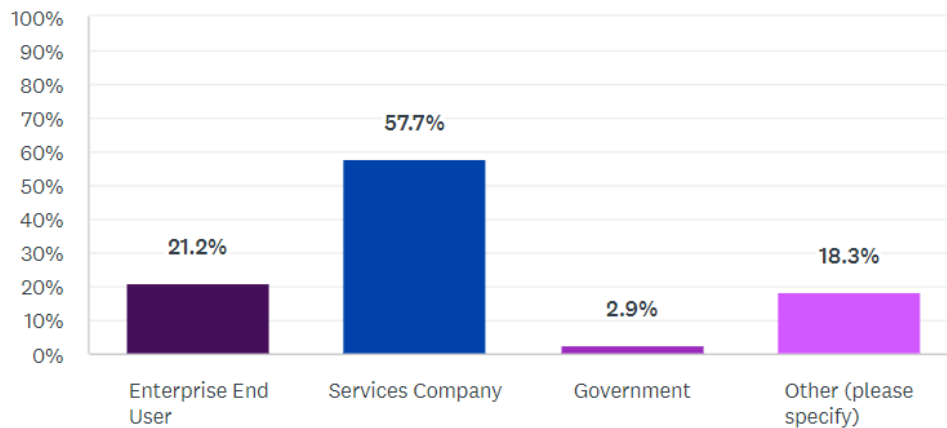
Summary of our discoveries

From the 624 responses to the IDAM Market Snapshot, a few noticeable generalities were spotted:

- Over 55% of respondents work for Services Companies
- 33% of respondents have worked in the IDAM sector for 10+ years with only 10.1% working in the industry for less than 2 years
- 42.8% of respondents are consultants, closely followed by 19.6% of respondents that are architects
- The modal response regarding which vendor IDAM respondents would like to be trained in was SailPoint
- Nearly 60% of respondents have said they dedicate 76-100% of their time solely to IDAM opportunities
- Modal responses for which vendor people would like to be trained in ranked Sailpoint then CyberArk and Okta – Microsoft and OneIdentity also appeared frequently in the 'other' box
- Modal response suggests most people have been in their current role for 2-5 years
- 88% of respondents work in permanent roles
- The current day rate of contactors had a modal response of £601-£700
- The modal annual base rate for permanent workers was £100,000+ (22.5%) closely followed by £51,000-£60,000 (19.7%)
- 29.7% of respondents received a pay rise less than a year ago
- The most recent pay rise had a modal response of 2-5% (30.4%) closely followed by 5-10% (23.9%)
- 48.5% of respondents have a hybrid office work situation and 43% work from home (only 2% back in office)
- In last 6 months 39.2% of respondents have applied for a new role
- Of the 29.1% of respondents who applied for a role in the last 6 months and got an offer, 69.6% of them accepted it
- 58.9% of respondents think they will look for a new role in the IDAM sector in the next 12 months
- Modal response (56.3%) suggested that 1-3 opportunities are presented to the respondents per week regarding a new IDAM opportunity
- 60.3% of respondents are interested in new IDAM opportunities and 30.1% want to find new IDAM talent

What will now follow is an in-depth analysis of the elements of the snapshot which we phrased and presented our questions to extract. The review will cross reference different questions and elements of the snapshot in order to present a comprehensive overview of the results. Each section will be organised with the results of the question preceding the analysis of it.

Type of companies IDAM respondents work for



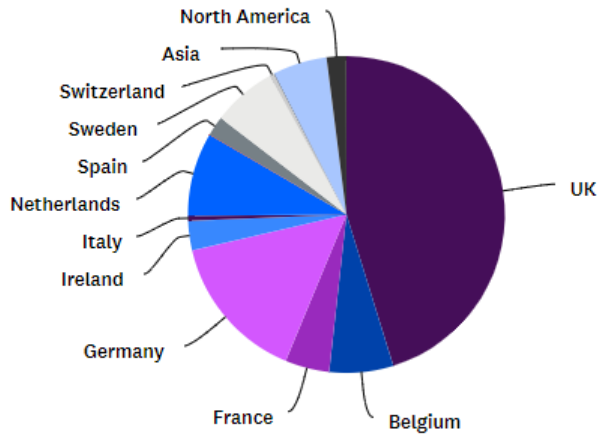
Option	% of respondents who chose option	Absolute number of respondents who chose option
Enterpriser End User	21.2%	132
Services Company	57.7%	360
Government	2.9%	18
Other	18.3%	114

Of the respondents who selected the 'other' option, their responses were varied yet a few common responses appeared frequently:

- Many respondents indicated that they worked directly for vendors
- A smaller proportion of this subset of respondents said that they worked in finance or the financial markets
- A yet smaller fraction of respondents indicated that they worked for banks or in the banking sector
- Less common/isolated responses included working for software firms, healthcare companies, regulators, and consultancy firms

Geography of Respondents

The question 'which region do you work in?', received 597 responses which are visually represented below:



The numerical breakdown of the results portrayed in the above figure is as follows:

Option	% of respondents who chose option	Absolute number of respondents who chose option
UK	45.2%	270
Belgium	6.5%	39
France	4.5%	27
Germany	15.1%	90
Ireland	3.0%	18
Italy	0.5%	3
Netherlands	8.5%	51
Spain	2.0%	12
Sweden	6.5%	39
Switzerland	0.5%	3
Asia	5.5%	33
North America	2.0%	12

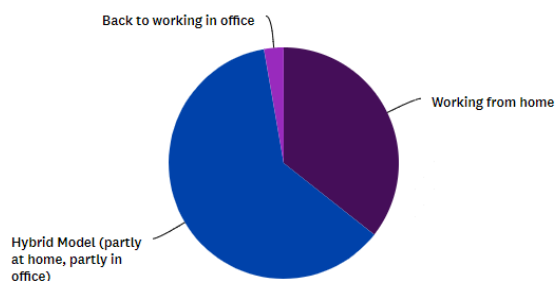


Figure A representing the working situation of European IDAM respondents (excluding UK respondents)

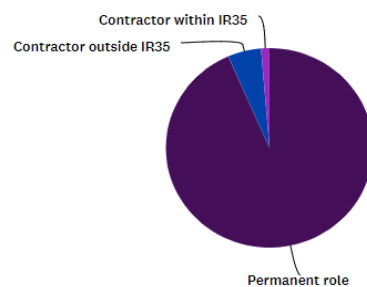


Figure B representing the employment situation of European IDAM respondents (excluding UK respondents)

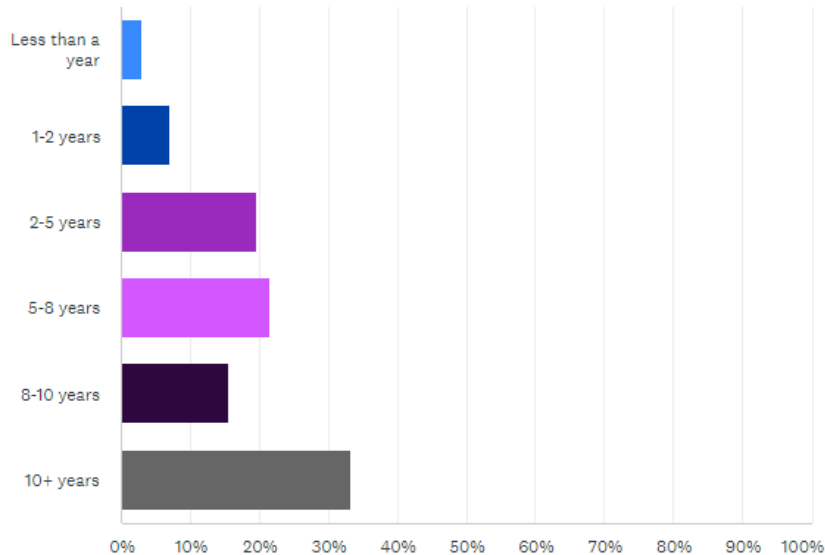
As figure A visually represents, the overwhelming majority of European respondents (excluding UK respondents) have some form of remote work (97.2%) – portraying the digitalisation of the cyber sector following the Covid-19 pandemic.

Moreover, the remarkably high proportion of permanent workers shown in figure B, which seem to be dominating the IDAM sector at this current time,³ shows that contract market isn't as popular within Europe compared to the UK. The question we have asked ourselves is will this model look the same this time next year? We are not so sure as even now we have more European contract positions than permanent.

³ For further information see page titled 'Current form of employment' – results

Longevity of IDAM respondents

The question, 'how long have you worked within the IDAM sector?', received 597 responses which are visually represented below:

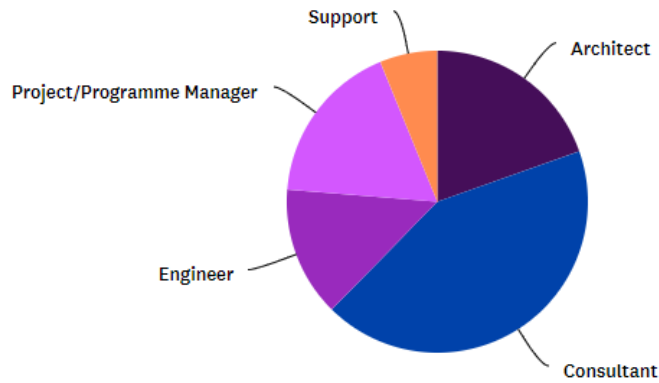


Two points of real attention were observed here:

1. The results of the question struck directly at the current and looming skill shortage that is present in the IDAM space. With 30% of IDAM respondents having been in the IDAM sector for 10+ years, one can imply that there is a real shortage of highly experienced individuals who work in the IDAM space. Not only does this indicate the experience shortage that is present in the IDAM sector, but it also insinuates the difficulty of acquiring experienced talent due to its scarcity
 - o This was confirmed when we cross-examined those who have been in the IDAM sector for 10+ years with their responses for other questions, where we discovered that over 60% of them (105 respondents) have not applied for a role in the last 6 months. Considering the remarkable upturn the economy and the cybersecurity market has seen in the 6 months, it remains obvious how hard it is to acquire these skilled individuals
2. The lack of IDAM talent that is entering the market was also a noticeable concern. Only 10.1% of respondents have been in the IDAM sector for two or less years, indicating a shortage of new talent entering the market. This is especially concerning when coupled with the fact that experienced talent is so rare and that the IDAM sector is growing at a rate that is going to require more and more IDAM talent in years to come

Job Titles

The following results were a product of a question asking what title best describes the respondents' positions. To this question, 582 respondents replied using one of the 5 choices:

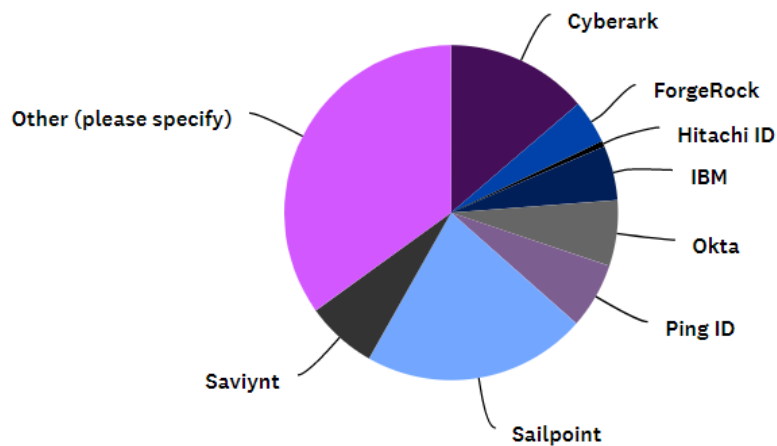


Option	% of respondents who chose option	Absolute number of respondents who chose option
Architect	19.6%	114
Consultant	42.8%	249
Engineer	13.9%	81
Project Manager	17.5%	102
Support	6.2%	36

The results of the aforementioned question appear as simplistic as presented at face-value, with the market being more heavily populated by consultants (42.8%) whilst containing a relatively small proportion of support workers (6.2%)

Vendors worked with

To the question, 'what is the main vendor you work with?', 567 responses were recorded:



Option	% of respondents who chose option	Absolute number of respondents who chose option
Cyberark	13.8%	78
ForgeRock	4.2%	24
Hitachi ID	0.5%	3
IBM	5.3%	30
Okta	6.4%	36
Ping ID	6.4%	36
Sailpoint	21.7%	123
Saviynt	6.9%	39
Other	34.9%	198

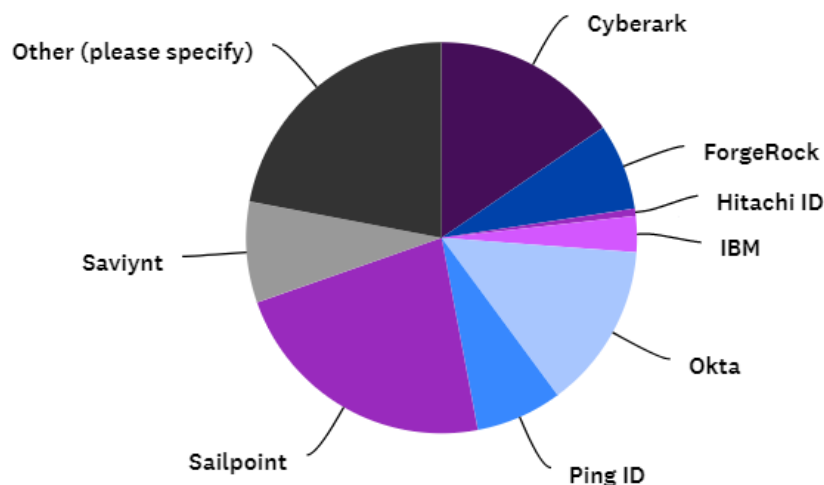
The modal response as visible above was the 'other' option, which entailed a number of varied responses:

- The two most common responses were Microsoft and One Identity
- Though not as prevalent among the responses, Micro Focus appeared fairly frequently
- Omanda, Oracle, and Beyond Trust were less frequent but prevalent enough to be highlighted

The responses themselves indicate a large variety in the number of different vendors respondents were working with.

Desires for future training

Leading on from the question which looked to understand which main vendor IDAM respondents were working with, we proceeded to ask the respondents which vendor they would like to be trained in, to which 504 respondents responded, leading to the following results:



Option	% of respondents who chose option	Absolute number of respondents who chose option
Cyberark	15.5%	78
ForgeRock	7.1%	36
Hitachi ID	0.6%	3
IBM	3.0%	15
Okta	13.8%	69
Ping ID	7.1%	36
Sailpoint	22.6%	114
Saviynt	8.3%	42
Other	22.0%	111

The results of this question, though simplistic at base value, indicated a few things when compared to the results of the question which asked respondents to select/name the main vendor they work with:

- The number of respondents wishing to be trained in Okta (69) is nearly double that of the number of respondents who indicated that the main vendor they work with is Okta (36). A similar but less drastic trend was seen with ForgeRock, with 36 respondents indicating their desire to be trained in it despite only 24 respondents saying that it is the main vendor they work with
 - This highlights areas where people are seeing more positions advertised and want to develop skills in the vendors where there will be a demand in the future.
- The rest of the results indicated a fairly similar representation when compared to the previous question regarding vendors

Of the 111 respondents who selected the 'other' option, there were 3 main responses

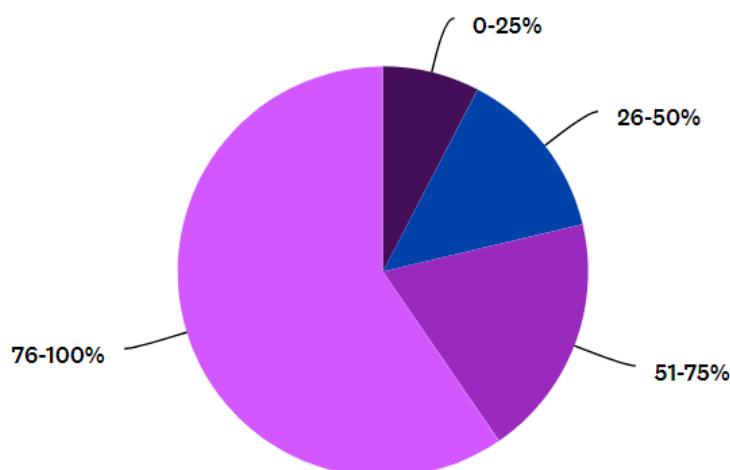
1. Microsoft
2. One Identity
3. N/A or a response indicating that they do not wish or need to be trained in any other vendor

The results indicated a positive sentiment amongst IDAM respondents, demonstrating and illustrating their ambitions to (on the whole) desire to expand their skillset. In fact, of those who did give a response indicating that they do not wish to be trained in any other vendor in the future, the vast majority had been in their roles for 10+ years, thus enabling us to imply 3 main causes for such a finding:

1. They have been trained in all of these vendors
2. They have been trained in enough of these vendors to sufficiently cover all aspects of their experienced role
3. Spending time being trained in another vector does not appear to them to be a beneficial use of their time as it would not leverage their career significantly past the point it is currently at

Percentage of time devoted by IDAM respondents solely to IDAM activities

The question ‘what % of your time is devoted solely to IDAM activities?’ received 549 responses and is visually represented by the figure below:



The numerical breakdown of the results is as follows:

Option	% of respondents who chose option	Absolute number of respondents who chose option
0-25%	7.7%	42
26-50%	13.7%	75
51-75%	19.1%	105
76-100%	59.6%	327

Though the majority of respondents (59.6%) indicated that they spend 76-100% of their time devoted solely to IDAM activities – the remaining 41.4% of respondents’ responses indicated to us that many of the IDAM functions are being spread across other areas within the internal IT teams – most probably a consequence of a lack of talent entering the IDAM sector, which has led to traditional IDAM duties being pushed into other teams to cover for the shortage.

Thus, the ramifications of such a discovery imply the understaffing or miss-staffing of the IDAM workforce which itself could be ongoing adaptation from the transition to a largely out-of-office set up due to Covid-19. Moreover, with the already noticeable increased threat of ransomware attacks, having workers not spend as much time in their area of expertise inevitably increases the risk of cyber-attacks.

- From the standpoint of a talent acquisition specialist, having seen that the majority of individuals are in firms which allow them to focus the greater proportion of the time is encouraging both to us and those who are not in such a situation as there are evidently firms willing to give their employees the chance to work with their specialties

- Yet it remains deeply concerning that employees who are hired under the title IDAM consultant/architect/support and furthermore, are having to dedicate their time to activities that don't best utilise their skills

Biggest threat to the IDAM world in next 12 months

The question, 'what will be the biggest impact to the IDAM world in the next 12 months?', was an open-ended question which respondents were able to write their own responses to, which themselves varied in length and detail. To this question, 504 respondents responded, and the most common words have been formatted into a word cloud which is seen below:



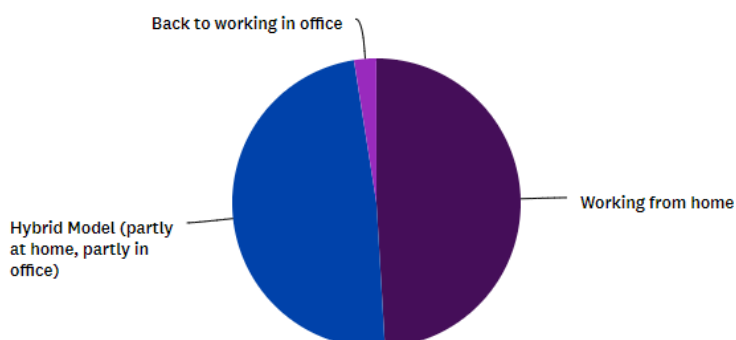
As previously mentioned, the responses varied in length and detail, however many responses seemed to bring up similar and reoccurring themes:

1. The idea of moving to the cloud was the most prominent concern upon the respondents
2. Fear of automation was also remarkably common
3. The 3rd most common concern surrounded the lack of skilled talent entering the market and an implied fear of a growing skill shortage in around the IDAM space

Awareness of the skill shortage within the IDAM space was re-assuring to see as it enabled us to conclude that firms and individuals are aware of the difficulty surrounding bespoke talent acquisition within the IDAM sector.

Current work situation

This question was engineered to better understand the working situation of the IDAM respondents and of the 483 respondents the results are as appear below:



Option	% of respondents who chose option	Absolute number of respondents who chose option
Back to working in office	2.4%	12
Working from home	49.1%	237
Hybrid Model	48.5%	234

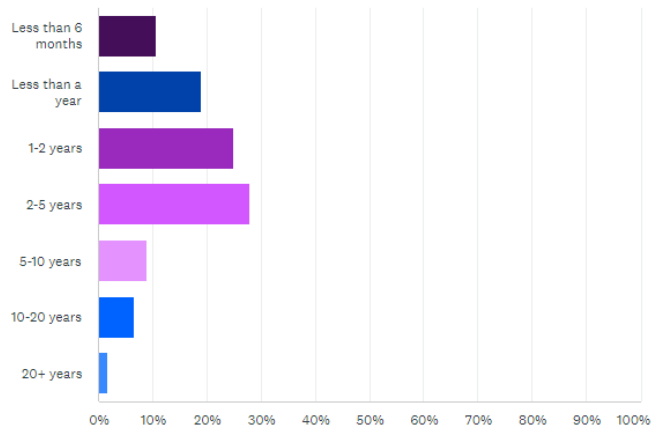
- The evidence of the post-covid era of remains vastly evident with 97.6% of respondents indicating that an element of their current work situation is remote
- With the number of respondents working from home only just surpassing the number of respondents who are in a work situation comprising of a hybrid model, it can also be inferred that many firms are looking to get some people back into the office, whilst also retaining the importance of remote workers
 - This marks a distinct positive within the IDAM sector that flexible working situations seem to be catered for and thus talent that are looking for opportunities should, with the aid of a talent acquisition specialist, be able to navigate towards a suitable working situation
- With only 12 people returning back to the office, this answer seems to confirm that the future of the IDAM sector's working situations will contain a large degree of remotisation for the foreseeable future

Results such as these reflect a positive outlook for the future. Without such a large geographical immobility of labour, firms may be able to acquire talent from a wider array of locations. The difficulty of course will be retaining their own talent as IDAM workers seek to increase their value by looking elsewhere for employment.⁴

⁴ WEF's Global Cybersecurity Outlook 2022 -page 5

Current Role Duration

To the question, 'how long have you been in your current role?', 504 respondents responded with the results being visually represented below:



The results and numerically represented below:

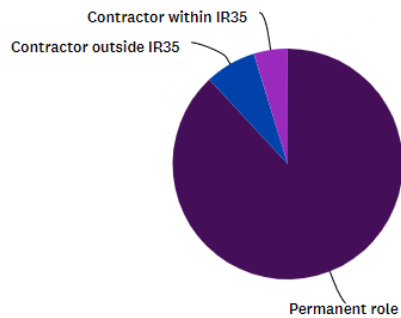
Option	% of respondents who chose option	Absolute number of respondents who chose option
Less than 6 months	10.7%	54
Less than a year	19.1%	96
1-2 years	25.0%	126
2-5 years	28.0%	141
5-10 years	8.9%	45
10-20 years	6.6%	33
20+ years	1.8%	9

A few noticeable trends supported the discoveries observed in the rest of the snapshot:

- Over half (54.8%) of respondents have been in their role only for up to 2 years. This is another indication that talent in the IDAM sector is constantly on the move and that there are a vast number of opportunities available for IDAM respondents should they choose to seek them. With nearly a third of respondents being in their roles for less than a year (29.8%), this trend is clearly visible
- A remarkably low portion of respondents have been in their roles for 5 or more years (17.3%), again striking at both the nature of talent moving around in the IDAM sector, but also at the perceivable difficulty for firms to retain their talent
- The aforementioned low portion of respondents with serious longevity in their roles may also point towards the skill shortage in the current IDAM market, as many individuals simply do not consolidate their roles for long enough at their respective firms.

Current form of employment

The response to the question 'what is your current form of employment' received 504 responses, visually represented below:



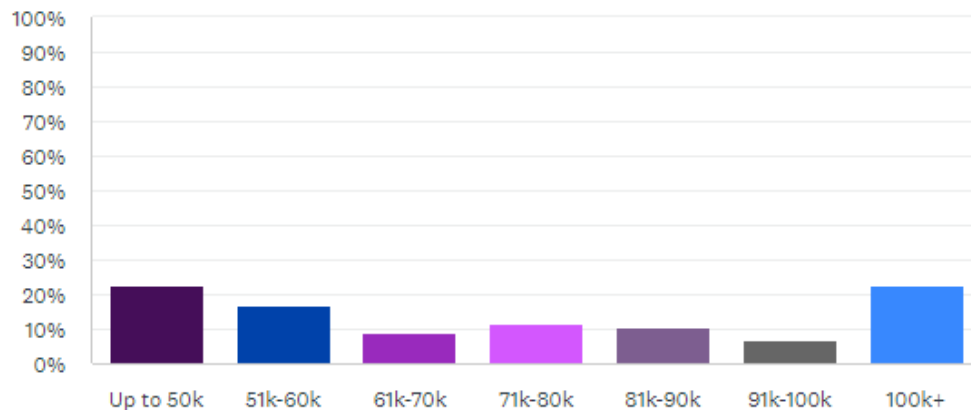
Option	% of respondents who chose option	Absolute number of respondents who chose option
Permanent Role	88.1%	444
Contractor outside IR35	7.1%	36
Contractor within IR35	4.8%	24

- It was no surprise to see that the majority of respondents were in permanent positions
- With Covid restrictions and IR35 changes coming into force, we saw a number of seasoned contractors move inhouse from March 2020 to offer themselves better financial protection
- With such aforementioned growth and projected growth,⁵ the talent acquisition approach for firms in the IDAM sector, we predict, will change over the next 12-18 months. As companies are unable to find the permanent skills they require this will open up the contract market, with a number of people who had moved inhouse starting to once again look back at the contract market as it starts to build

⁵ See Introduction -The IDAM Sector: Opportunities and Challenges

Salary: Permanent respondents

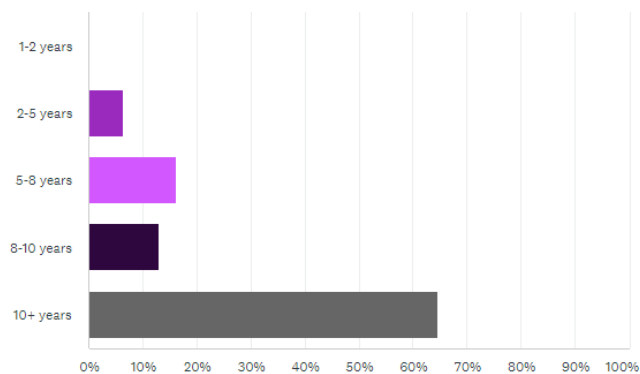
Of the people who responded, 'permanent role' to the previous question regarding their current form of employment, the proceeding question was 'what is your current basic salary (in £s)?' to which there were 408 respondents:



These results indicated to us a number of matters which were worth focusing on:

1. With the modal response (22.8%) being 'over £100,000', it was evident for us to conclude that scope for significant career growth and earnings appears to be very promising in the post covid market
2. The second most selected response was 'up to £50,000' yet upon closer examination, this comprised of individuals who have spent varying periods of time in their current roles and the sector – generally low amounts of time in both these areas

Further analysis of bullet point one, however, struck once again at the skill shortage that is currently in and will be in the IDAM sector as it continues to grow:



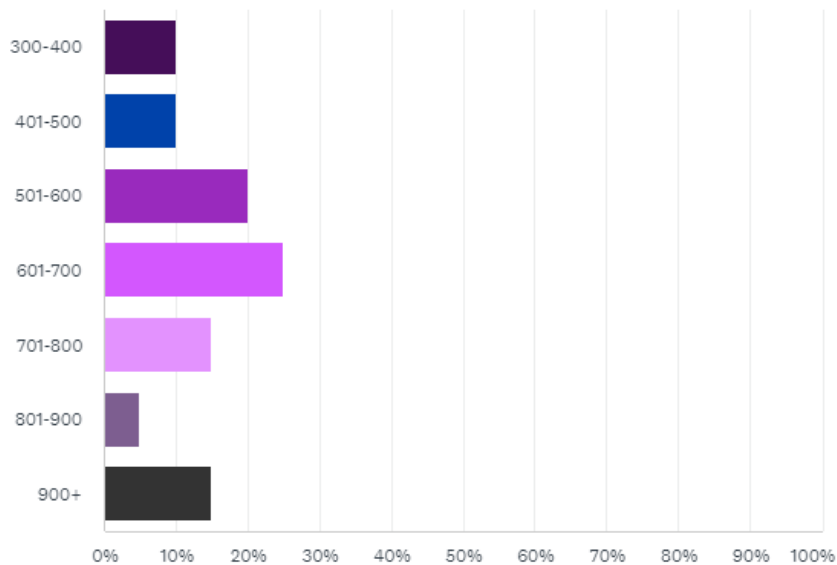
- Of the respondents who are earning over £100,000 per annum, 64.5% of them have been in the IDAM sector for over 10 years. Thus, one can imply that it is only after a significant time period within the IDAM market that 6 figure salaries are achieved. If we also assume the highly probable assumption that greater salaries reflect greater skills, these results further insinuate that there is a skill shortage of individuals in the current IDAM market and with its further projected growth, this will only continue

- However, despite only accounting for below 10% of respondents, it remains encouraging that individuals who have only spent a relatively short amount of time in the industry are able to earn 6 figure salaries
 - These individuals all responded to a question earlier in the snapshot indicating that they all devoted the highest bracket of time (76%-100%) of their time solely to IDAM activities, indicating the additional benefit of working in a firm that allows one to specialise and home in on their skill set.⁶

⁶ For further information regarding the time spent by IDAM respondents solely on IDAM activities, please see the page titles 'Percentage of time dedicated by IDAM responses solely to IDAM activities' – Results

Salary: Contract Respondents

We posed the same question to the contract respondents, asking them to select their day rate in pounds⁷, to which 60 respondents gave the following responses:



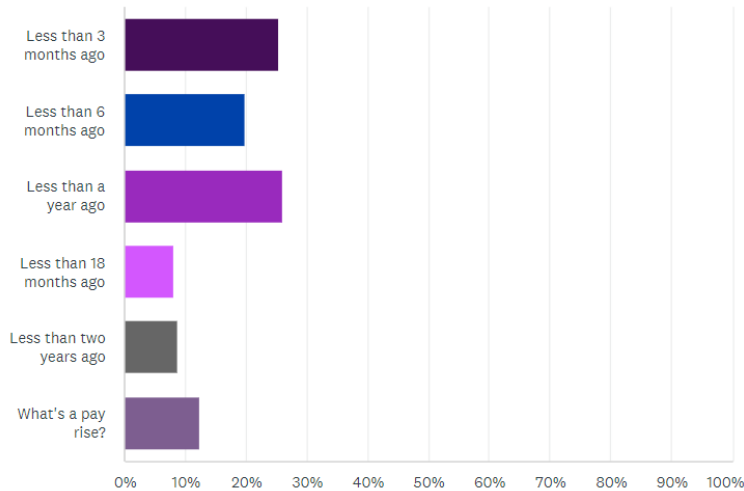
These day rates had noticeably different trends to the distribution of salaries for permanent workers:

- The modal response were the middle values, specifically the median option of 601-700 pounds (25.0%)
- Similar to the salaries of permanent workers, the highest salary bracket of 900+ received an encouragingly high response rate (15.0%) indicating that there is scope for contractors in the IDAM space to earn very high salaries
 - Of these 9 respondents, 6 of them had been in the IDAM industry for 10+ years, again drawing on the correlation previously mentioned in the permanent salary question between experience and pay
 - Moreover all 9 of these respondents did not apply for a role within the last 6 months, indicating that potentially a significant salary may be the best form of security for firms in terms of keeping and retaining talent

⁷ These rates are what contractors are earning and does not include margin from agencies; therefore actual project cost would be higher.

Pay rises

The first question we asked which revolved around the topic of pay rises was 'when was the last time you received a pay rise?', to which 486 respondents replied, yielding the following results:

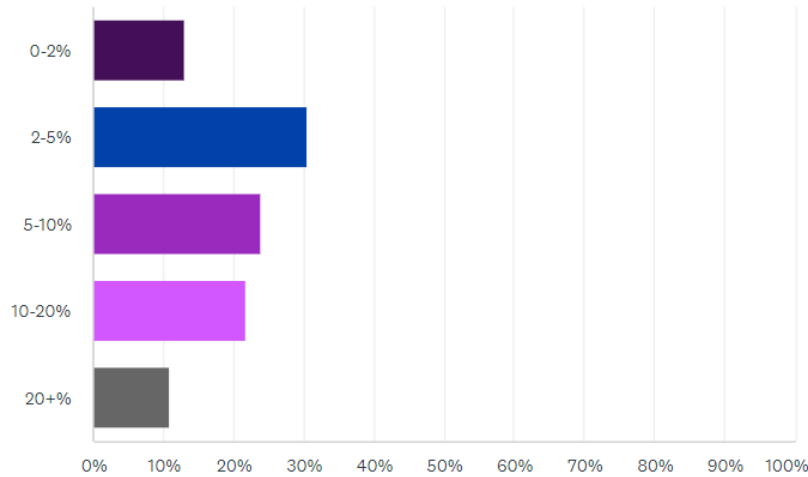


A few noticeable and interesting results were spotted in this part of the results:

1. 71.0% of respondents indicated that they had received a pay rise less than a year ago, a promising statistic for IDAM respondents as scope for career growth is clearly visible amongst the market. However, with such a precedent being set, the onus yet again falls upon firms to try extremely hard to retain their staff as it is evident that there are opportunities in the market which present IDAM workers with pay rises.
2. 12.4% of respondents selected the response titles 'what's a pay rise?', indicating that they have not seen a pay rise in any of the above time periods. Upon further analysis of these respondents' answers, it was clear to see a few main trends
 - a. The majority of them have been in the market for only up to 2 years
 - b. 68.4% of these respondents indicated that they think they will look for a new opportunity in the IDAM sector within the next 12 months
 - c. All those who applied for a new role within the last 6 months and received an offer accepted it
 - d. The same 68.4% in bullet point b, indicated that they were interested in hearing about new IDAM opportunities from us in the future

Thus, with the above observations taken into consideration, it is very evident that IDAM respondents can achieve salary growth within the market, highlighting the difficulty for firms to retain talent as they either have to meet the salary requirements of these IDAM workers or inevitably be faced with losing their talent due to the plethora of opportunities available to them in the market that do offer pay rises. Moreover, with those who have not received a pay rise within two years actively illustrating their desire to look for new opportunities, companies will need to take note - if they are not looking after their employees then they shouldn't be surprised if their employees are looking elsewhere.

We followed this question up by asking respondents what percentage increase their most recent pay rise was, which yielded the following responses:

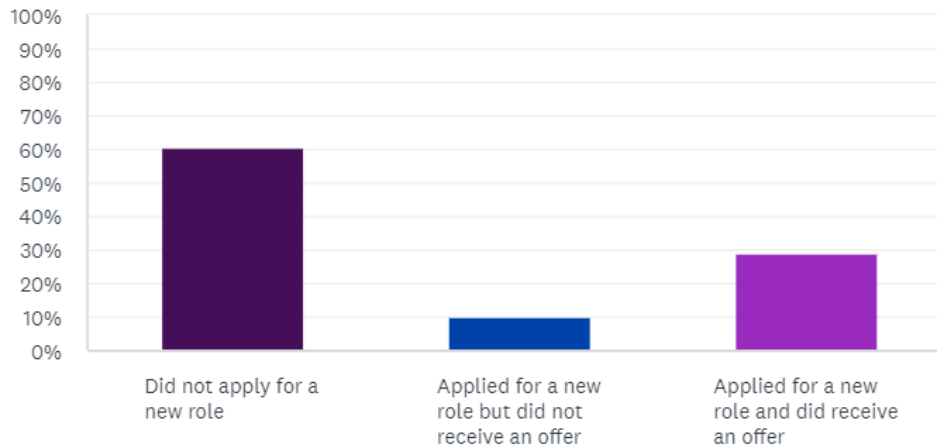


These results yet again showed a positive and prosperous outlook for IDAM respondents:

1. 21.7% of respondents received a significant pay rise of 10-20%, showing the scope for salary growth within the market does exist
2. The modal response (30.4%) was 2-5%, which whilst initially seeming like a small increase, is still very impressive given the relatively short time periods the previous question investigated
3. In fact, 10.9% of respondents received a pay rise of over 20%, with 33.3% of these respondents being in their role for less than a year. Again, this highlights the difficulty of retaining talent in the IDAM space as there are clearly opportunities for many of these respondents to achieve higher salary and career growth in the market

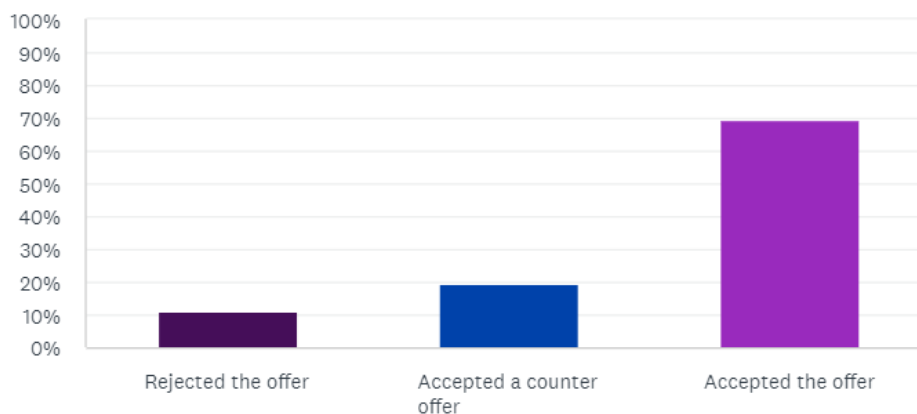
Exploring new opportunities: Past

The first question which sought to understand the respondents past endeavours to pursue new opportunities asked whether the respondents have applied for a new role in the last 6 months and if they were offered, to which 474 people responded, yielding the following results:



A remarkable 39.2% of respondents had applied for a new role within the last 6 months. Given how short a time period this was, this clearly illustrates that talent is on the move in the IDAM market whilst also strongly re-iterating how important it is for firms to retain their staff and ultimately keep them happy, especially in a market with such a skill shortage as the earlier parts of the snapshot have demonstrated.

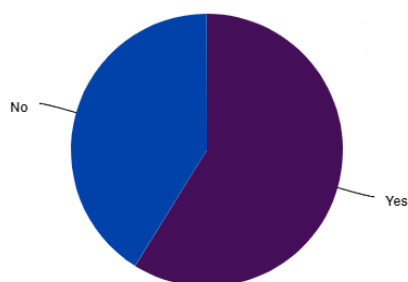
We then proceeded to ask the individuals who applied for a new role and did receive an offer (138 respondents) what course of action they took upon receiving an offer, to which they responded in the following manner:



These results further supported the findings of the previous question. 89.1% of respondents who received an offer ended up accepting a form of that offer (whether that be the initial offer or a counter-offer), highlighting the eagerness of IDAM respondents to move on from their current roles. Thus, it is observable that the stress must be placed on firms to retain their talent whilst also having to be able to compete with other firms in offering the best talent on the market opportunities that stand out.

Exploring new opportunities: Future

The first part of our investigation into what the respondents were doing regarding future employment was to ask if they thought they would look for a new opportunity within the IDAM sector in the next 12 months. 474 respondents responded to which the following results were obtained:

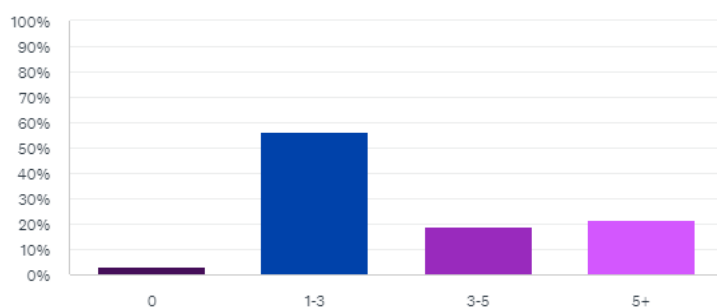


Option	% of respondents who chose option	Absolute number of respondents who chose option
Yes	58.9%	279
No	41.1%	195

Though a simple question to interpret and understand the results, from the sheer number of respondents who answered yes, we can tell that the 'great resignation' scenario is still to play out for the majority of IDAM talent.

Despite such a volume of people looking for new opportunities, due to the number of open positions in the IDAM market and in turn the overwhelming number of opportunities, the best talent in the market will ultimately have a choice of which opportunity they wish to accept, putting the onus on companies to both stand out to new talent and to be able to retain the talent they already have.

Anticipating this sort of response when comprising the snapshot, we then asked the question, 'how many opportunities are presented to you a week, either by email, LinkedIn, or recruiters?', to which 474 respondents answered:



- The standout statistic here to us was that 96.8% of people have a minimum of one opportunity presented to them on average a week
- The constant presentation of opportunities is obviously a sign of opportunities that are present in the market, yet the remarkably high volume of people who are approached on a weekly basis led us to question the quality of those approaching the talent in the market.

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- At such a high volume of approaches it is probable that those attempting to approach IDAM talent are employing a mass reach out approach which is unspecilised and will never produce the best results.
- Knowing that such a problem exists highlights both the challenge of quality talent acquisition in the market and in turn the necessity for a skilled talent-acquisitions partner to approach the already limited top-tier talent in the right way.

Summary

Thus, upon gathering, compiling, analysing, and writing up the results of this snapshot, we here at DCL have concluded the following:

- In the IDAM sector there appears to be a very low number of people with low level experience and instead a higher representation of individuals with high levels of experience (specifically 10+ years of experience in the IDAM space). What this indicates is that not enough new talent is entering the IDAM space and thus with a market that seems to not be encouraging new talent to enter it, the skill shortage will only continue to get worse as those experienced individuals will not be replaced as they move on. Companies need to be putting in place sufficient training programs to either encourage younger talent into the market either straight from education or to be able to cross train individuals from other IT fields
- The amount of talent that is exploring the market is also a point of interest. The snapshot evidently reflects the theme of the wider world being the 'great resignation'. The last 2 years have been a period of reflection for a lot of people and individuals are now asking more from their employers as there is no longer a 'be grateful for a job' mentality. Moreover, people in the IDAM sector are demanding working environments that suit them as well as their employer and if they can't get it where they are, then they are happy to look elsewhere
- The majority of people have applied for a new position; therefore companies must do a better job at retaining their current staff especially with such a skill shortage. The number of offers that were made to respondents and not accepted demonstrates two possibilities – that either these individuals have multiple offers or that these individuals, despite seeking a new role, won't move unless all their specific requirements are met. The reality is that the current working model has made applying and attending interviews a lot easier for people and therefore made recruiting even tougher for companies. If the company or recruiting partners are not focusing on the true needs of the candidates, then there are going to be lots of wasted offers (sometimes just because someone is the best skilled doesn't make them the best for your position)
- In the IDAM world, work from home is the new norm for now. Could this change in the future? - potentially, however we think the market will settle on a hybrid model. How that will look depends on many factors, but as long as the market has a skill shortage, companies will need to approach recruitment with a flexible mindset and be adaptable when it comes to working arrangement to help them get the talent they need

Our Thanks

Everyone here at DCL would like to express their heartfelt thanks to everyone that has either taken part in the survey or taken the time to read this review. We hope that our discoveries will be of valuable use to you and will aid in stimulating positive growth for your career and respective companies. We wish everyone a successful year and look forward to discussing, networking, and working with many of you in the future.