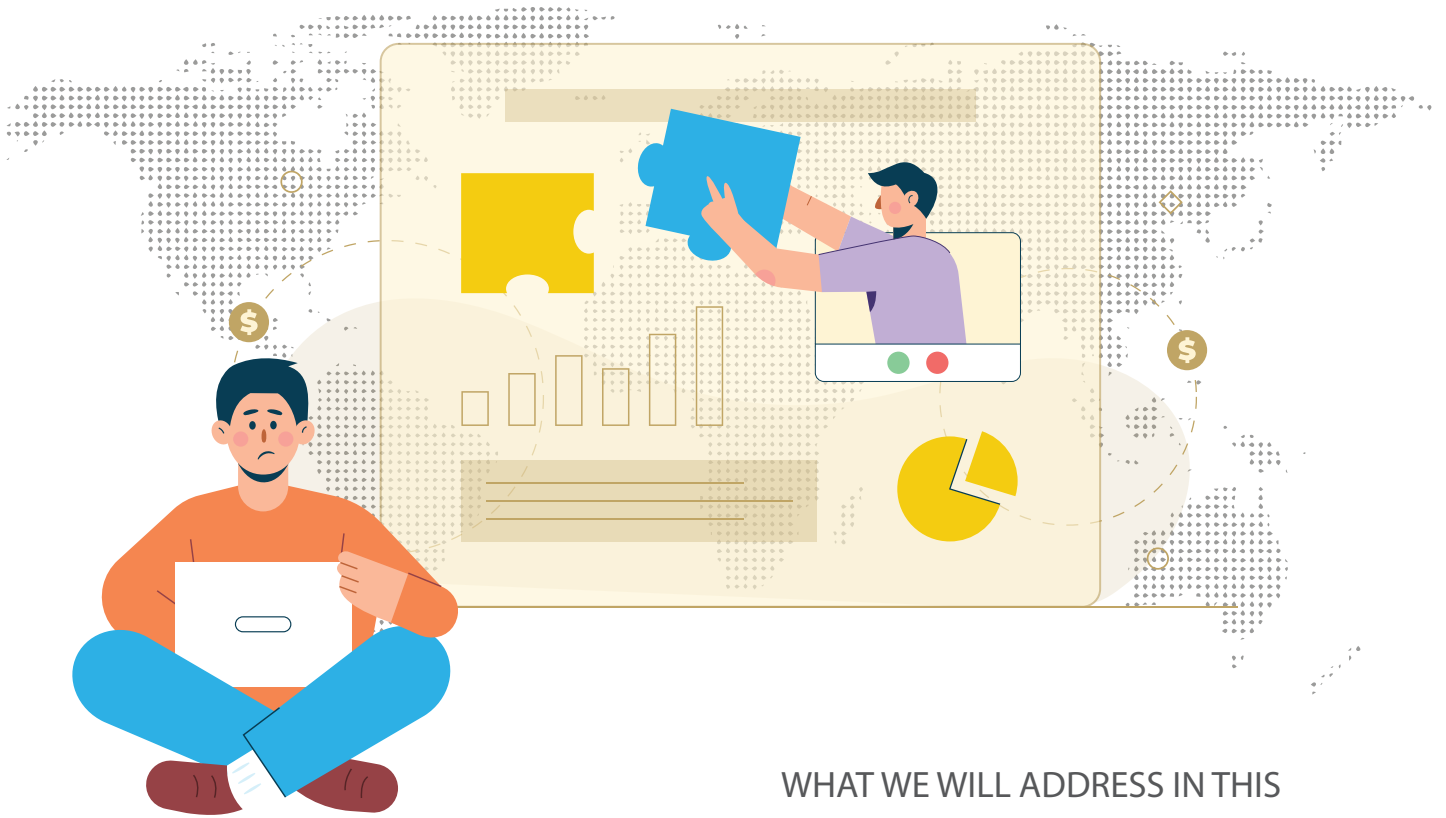




TRENDS IN THE
IT STAFFING INDUSTRY AND
HOW IT IS SHAPING UP THE FUTURE OF WORK

The COVID-19 epidemic resulted in the worst employment losses in the United States since the financial crisis of 2009 when the country faced an economic recession.



WHAT WE WILL ADDRESS IN THIS **WHITEPAPER:**

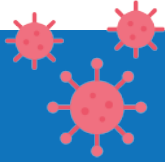
The coronavirus epidemic took a toll on the IT employment market, resulting in massive job losses, layoffs, and a hiring freeze, but the trend did not persist long.

As the lockdown eased in May and June, the number of online job ads for vacant positions in the IT sector increased. Tech jobs are still in high demand in the United States and around the world.

In September, demand for software engineers and database administrators soared as new recruiting trends emerged within organizations, such as virtual work, remote employment, telework, and hybrid work arrangements.

- ✓ How COVID-19 created critical talent shortages in IT
- ✓ How organizations are restructuring to adapt to new trends in hiring and employment.
- ✓ The most in-demand skills and roles across the IT industries
- ✓ The benefits of expanding a team outside of your region
- ✓ Changing Organizational Views About Onshore and Offshore Hiring
- ✓ What new measures in the hiring process will fill the talent gaps within your organization

The pandemic's impact has caused a shortage of critical IT roles.



Because of a variety of factors, the IT industry has been experiencing chronic talent shortages in recent years.

The shortage of talent with digital skills is alive and kicking, the corona crisis could only partly explain why so many tech vacancies are out there when widespread job losses were happening. Several skilled positions are currently available in big data, cloud computing, and artificial intelligence solutions. Unfortunately, there are just not enough skilled talents available to support these ambitions.

As a result, numerous tech organizations are implementing more flexible workplace and remote working models to expand their candidate pool and focus more on staff retraining.

As a result of government relief package announcements and vaccination programs, the global economy is slowly recovering. Employees will return to their offices and staffing services will need to start focusing on sourcing permanent, temp, contracting and location-based talent for their clients.

The economy is healing, but the IT sector needs to adapt to the changing times.



"The US bureau of labor statistics has projected that there will be at least 1.4 million unfilled tech jobs after the pandemic."



However, such measures are unlikely to yield results in the tech industry, which is reeling from a tremendous shortage of digitally skilled workforce. The year 2021 is an ideal time for the staffing industry to study and evaluate new trends in hiring that will result in a revamp of the IT employment sector. IT and tech staffing managers will need to adjust to the changing norms of the staffing industry.

"The unemployment rate is expected to fall below 5% in 2021 as a result of the government's assistance packages and COVID-19 immunization initiatives."

-US Labor Secretary Eugene Scalia

The Hiring Trends and Restructuring Plans widely adopted by the IT and Technology Organizations in 2021



After the hiring freezes during the pandemic, many organizations are in the mode of restructuring and implementing new recruitment strategies



"Hiring freezes resulted in huge gaps within the teams which were already spread thin, and then a huge demand of talents for the key roles, which led to a rebound in the hiring."

Organizations are now choosing remote and hybrid working models that give the employees more flexibility- mainly busy parents or caregivers, employees living in remote areas. It also increases diversification as employees need not live in the same location as the company.

HERE ARE SOME OF THE RECRUITMENT TRENDS FOLLOWED BY IT ORGANIZATIONS

Data-driven Staffing:

Organizations have started to think and strategize in 2021. Data-driven staffing has given staffing organizations new and improved methods for sourcing qualified workers. Smart hiring decisions and predictive analytics are used in data-driven staffing to make the hiring process easier and faster.

By focusing significantly on statistical methodologies and predictive modeling, data-driven staffing can help traditional hiring and upgrade the entire process. It ensures hiring quality by using cutting-edge tools and procedures like data mining and machine learning.

Organizations may now evaluate applicants much more effectively than before, using current and historical data to make confident hiring decisions.

Remote Work and Hiring:

One of the new trends that organizations have been more than prepared and open to accept is remote working.

The pandemic in the year 2020 has taught organizations and employees that employees can work from anywhere in their occupations.

Remote working practices have been so successful that they increased employee productivity. Weekly meetings now happen with video calls, and companies have shifted and adapted to remote culture, with video interviewing solutions, face2 face hiring, and onboarding.

Remote working and hiring is the inevitable future that organizations must prepare for, and firms will continue to hire remote talents and experts to fill gaps in their technical job roles until 2022.

Many organizations have realized that due to many layoffs and hiring freezes that occurred during the pandemic, there are many vital roles to fill in their workforce. They surely don't have the resources to hire and train new employees. Hiring remotely based talents who are properly trained and experienced provides them with the advantage of functioning as leanly as possible. Staffing companies will be required to implement the right policies to cater to such staffing requirements.

Project-based hiring:

Businesses have just made a remarkable step, not just in terms of how workers will work remotely. But a full corporate redesign of work policies to implement project-based hiring.

Project-based recruitment promises significant operational cost reductions and is one of the top trends that leading IT firms want to pursue.

After the pandemic, the market has become extremely volatile and is anticipated to remain so for the near future. Project-based or contract-based employment is becoming more common in the staffing market because domain experts who are willing to work on a short-term contract are in high demand.

During their tenure, these professionals will be able to work while maintaining a better work-life balance. The staffing markets have taken an upward turn as a result of the current job market situation. This trend is expected to continue until the companies start producing significant profits and can afford full-time employees.

The positive shift began in the second half of 2020 when organizations began focusing on digital and data-driven approaches, which they will continue to use through 2021. This move is expected to improve the prospects of staffing firms.



Project-based consulting and delivery:

Outsourcing, often known as project-based consulting or project based-delivery, is the most projected trend in the staffing industry for 2021. Foreign-based MNCs employ local software development companies beyond their region as delivery partners and consultants who assume responsibility for completing software projects on schedule.

The client company will be given the same qualified developers to work on whatever project they desire. Because the developers will work from their "home base," there is no need to provide desks or equipment. They do not need to include HR, IT, or other departments to function effectively.

Outsourcing can be both domestic and international, and it provides the client organization with access to experienced talent or productivity that they do not have in-house. Many IT organizations based outside the United States gain from outsourcing by becoming service providers and offering solutions. The outsourcing method practically meets the needs of both parties.

"Deloitte predicts that outsourcing will continue to grow at rates ranging from 12% to 26% across the functions evaluated."



When engaging with a project-based consulting firm, their developers often work on their company's schedule. This means they may not be available to answer the queries right away, or they may be working on numerous projects at the same time.

Mobile and Social media Recruiting:

In today's technologically advanced world, 90 percent of individuals use a mobile or a smartphone for messaging, surfing websites, or using apps such as social media for everything.

Staffing organizations are using text recruiting and social media recruiting to find the right candidates. Social media platforms such as LinkedIn and Facebook and utilizing social media features such as social media ads and trends can be effective tools for hiring and recruitment strategy.

Some organizations even use unconventional platforms like Amazon's Alexa and Snapchat to reach talented candidates.

Benefits of text hiring:

Recruiters can contact candidates directly via text texts. Message open rates are 98 percent greater than email open rates, making it a more effective way of connecting than emailing the same candidate.

Benefits of using social media for hiring:

LinkedIn, Facebook, Snapchat, Twitter, Instagram, and other social media networks are growing, with billions of active users sharing their stories and connecting at any given time.

Around 84 percent of organizations throughout the world use social media channels to communicate with and recruit candidates. All the techniques which they use are different, but social media can be an engaging and a good option for hiring candidates.

Social media platforms LinkedIn and Facebook pitch two distinct services which hiring companies can utilize to find candidates. The LinkedIn Recruiter service offered by LinkedIn boasts increased access to more profiles and additional tools that can be used for recruiting.

Organizations utilize social media ads to run targeted ads to attract suitable candidates. Facebook advertising is a low-cost and popular way to run targeted advertisements on the Facebook website and app



"The general click-through rate of ads on social networks is greater on Facebook, with 1.5/1,000 users clicking, compared to 1/1,000 on LinkedIn; however, pay-per-click advertising is more successful on LinkedIn, with 15/100 users clicking on it, compared to 12/100 on Facebook."

Many big organizations have also partnered with Amazon's Alexa and Google Home so that candidates can use these virtual assistants to apply for jobs.

Hybrid work models:

Hybrid working models became popular in the middle of 2021 when some employees started returning to their offices. Some organizations were experimenting with the hybrid model workplace until the new delta variant started disrupting the plans.

However, the hybrid model is regarded as a realistic approach that organizations can implement to collaborate with their remotely based workforce while still meeting organizational goals.

The hybrid workplace is classified as a corporate model that combines remote work with office work.

It may change from organization to organization, but it often includes the onsite presence of a core team, while others are free to come and go as they like, with reason.

" 66% of business decision-makers are thinking about altering physical venues to suit hybrid work settings. The research is clear: post-pandemic workplaces will be defined by high flexibility and hybrid work."

Next-gen Automation

With the current era of digital transformation shaping many industries, staffing firms have started realizing the importance of incorporating digital solutions in all their key processes. Automation is the new normal, and this has given a new perspective for staffing firms on how to raise their game by automating the digital processes. As a result, many have started to create a whole new integrated system that engages with the candidate and provides new power to the staffing process.

As a result, staffing firms have begun to invest in chatbots to recruit prospects, collect data, and screen candidates using personalized interaction. As the next generation of workers prefers a polished and integrated experience beyond emails and SMS when being approached for a job.

The most in-demand skills and roles across the IT industries



The demand for highly qualified IT professionals, as well as the benefits of recruiting remote workers, are more evident to all. So, what are the most in-demand skills, professions, and industries?

According to Business Insider, the Top organizations that are looking out to Talents with specific technical skills are:

- Software development
- Data Analytics

- Engineering
- Artificial Intelligence

- Machine Learning
- Cyber Security
- Cloud Computing

MOST IN-DEMAND ROLES IN THE IT SECTOR

According to Dice Tech Job Report, the most In-demand roles are as follows

- Software Developer
- Project Manager
- Network Engineer
- Senior Software Developer
- Systems Engineer
- Business Analyst
- IT Project Manager
- Application Developer
- DevOps engineer

- GCP (Google Cloud Professional)
- AWS (Amazon Web services) Professional
- Microsoft Azure DevOps developers
- Stack engineers
- UI/UX Developers
- AI engineering
- Machine Language Expert
- Full-stack Engineers

- DevOps engineer
- BI Talents Engineering
- Business Analyst
- Java Backend Engineer
- Cybersecurity Engineer
- Data scientist and Data Analyst
- Technical Support Engineer
- Java Backend engineer
- .NET engineers

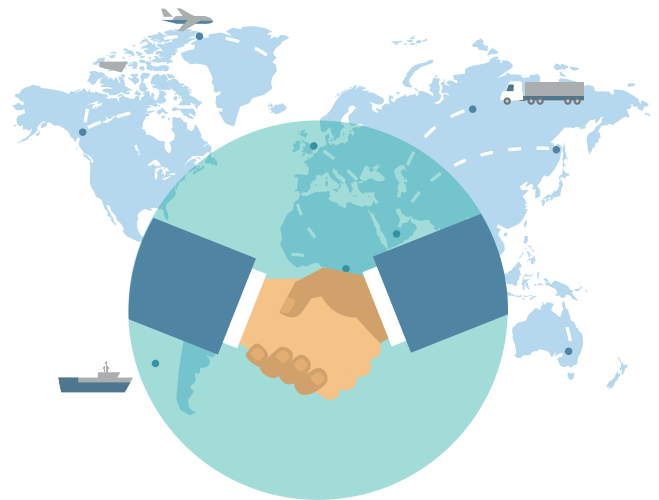
TOP IN-DEMAND SKILLS



According to Dice Tech Job Report, the most In-demand skills are as follows

- ✓ SQL
- ✓ Artificial Intelligence
- ✓ Machine Learning
- ✓ Java
- ✓ Python
- ✓ JavaScript
- ✓ Microservices
- ✓ Scrum
- ✓ AWS
- ✓ Azure
- ✓ Oracle
- ✓ Data Analysis
- ✓ Microsoft C#
- ✓ Git
- ✓ Atlassian JIRA
- ✓ C++
- ✓ ReactJS
- ✓ Angular 7+version
- ✓ Android
- ✓ IOS

BENEFITS OF EXPANDING YOUR TEAM OUTSIDE YOUR REGION



To strategically fill the gaps for critically skilled tech roles has always been a challenge for US-based organizations. However, as remote working and enterprise restructuring gain widespread acceptance around the world. Businesses can now reduce operational costs by hiring high-quality outsourced teams and organizations outside of their city, state, or nation

There are many benefits when an organization starts expanding its team with outsourcing.

Five main advantages of outsourcing are



Expenses are being reduced

There are many benefits when an organization starts expanding its team with outsourcing.



Gaining Access to a Global Talent Pool

Outsourcing helps in the acquisition of necessary skills that are not readily available locally. It also assures us that outsourced tasks are very productive.



Significant savings in time

Outsourcing can help you save time spent on advertising, interviewing, selecting, and training new in-house employees. Your outsourcing partner will complete the tasks.



The ability to rapidly scale up

Your company can grow by working with new clients and taking on new projects without devoting time to the processes detailed above.



Workflow never gets disrupted

Because of the time difference between the in-house team and the team of the outsourced vendor, your firm will operate around the clock.

BESIDES THAT, WHAT COULD OUTSOURCING HELP YOU GAIN?



- ✔ Outsourcing increases the core team's focus on core tasks, especially during rapid growth.
- ✔ Outsourcing eliminates payroll taxes.

- ✔ Because of the collaboration with an outsourced provider, the need to hire more HR specialists and Recruiters is also reduced.
- ✔ Outsourcing helps businesses grow by enabling them to quickly extend their business model or become more competitive in the marketplace.
- ✔ Outsourcing firms teach their partners new management skills and assist internal staff in prioritizing.
- ✔ By bringing in new resources to the team, outsourcing provides staffing flexibility. It decreases the level of uncertainty and inconsistency, as well as the turnover rate. It will have a positive effect on internal staff, clients, and users.
- ✔ Outsourcing improves risk management and provides continuity. Internal employees can advance professionally and learn new skills, especially if the company chooses to recruit an on-site outsourcing team.

CHANGING ORGANIZATIONAL VIEWS ABOUT ONSHORE AND OFFSHORE HIRING.

Despite the pandemic's disruption, IT outsourcing has always been a viable choice for IT organizations all around the world. With technological improvements and remote work becoming more mainstream, geographical barriers no longer provide a challenge to any corporate goals



While the core objectives nearshoring, onshoring and offshoring are the same, as it involves a third-party software development company to do the work of a client company.

However, there are many differences between the three outsourcing approaches and factors that firms should be aware of before deciding on the best outsourcing solution for their projects



OFFSHORING

Offshoring is widely regarded as the most cost-effective method of outsourcing. Companies choose this method for avoiding the risks associated with offshore outsourcing, such as cultural differences or foreign taxation rules, while also investing in their own country's economy



ONSHORING

Onshoring is practically outsourcing to another city in your country. Companies that choose this method for avoiding the risks associated with offshore outsourcing, such as cultural differences or foreign taxation rules, while also investing in their own country's economy.



NEARSHORING

Nearshoring is outsourcing of jobs into a country that is geographically close to your own and has a time zone exactly to be within 1-3 hours of your own.

The geographical location of the outsourced resource will not affect the quality of the specialists working for you because the parent firm will handle hiring, training, quality control, and management standards.



But where those talents are located will influence a number of factors, such as

- ✓ Price
- ✓ Onsite, virtual, or hybrid collaboration with an in-house team
- ✓ Language & professional culture of staff
- ✓ Language & professio
- ✓ Time Zone
- ✓ Skillset availability
- ✓ Legal and Tax system

Many outsourcing collaborations have struggled because one or more of the aforementioned factors were not carefully evaluated at the outset.

PRICE

In the majority of cases, price is a crucial factor in outsourcing. It is the primary reason why businesses outsource in the first place. If money were no object, a company could simply keep a large crew of IT specialists on hand who could perform any project as and when it was needed.

Offshoring provided the best benefits for companies, as offshoring companies have the experience of working with many customers and they establish the best conditions possible.

ONSITE, VIRTUAL AND HYBRID COLLABORATION

Organizations agree that collaboration with an in-house team is best possible when the resources are placed in onshore and nearshore outsourcing. Therefore, many client companies conclude that in-house collaboration is possible for them, to the point when working onsite is non-negotiable. Near-shored specialists are located geographically closer, but visa restrictions and travel restrictions will hinder their chances to work onsite. But they can collaborate virtually as they have the same time zones 1-3 hours difference from the client. so mostly their working days usually overlap or need to be adjusted when needed.

Offshore specialists have the greatest challenges while collaborating with an in-house team. As they do not share the same time zones or have the visa conditions to travel to the client's state to work. They can collaborate virtually by working in nonstandard hours and conditions under strong project management. Onsite, virtual, and hybrid collaboration is best suited for on-shored specialists since they do not have the same challenges faced by the nearshore or offshore outsourced specialists. Traveling to a nearby city or working in a hybrid workplace is never a challenge for them.

SKILLSET AVAILABILITY

The demand for qualified talent that is outsourced can vary greatly from one place to the next. It is apparent that IT specialists are in great demand in some regions but in short supply in others.

Price is the first variable that defines the typical qualities which lead to an outsourcing decision. It is based on the price mechanism that helps firms to decide which free markets can help you in supply and demand.

Because they speak the same language and have a similar professional culture, onshoring and nearshoring outsourcing are more expensive. However, they are expensive due to a scarcity of supply.



LANGUAGE AND PROFESSIONAL CULTURE - MANAGEMENT

Just like staff compatibility, the professional culture of management may vary from nation to nation.

A huge number of nations that fall into the 'offshore' category means language and professional culture compatibility will vary very greatly.

Some offshoring companies will have high compatibility with the client organization's expectations.

But how will it work out is up to the qualities of individual organizations, as well as management or ownership.

Nearshore and onshoring companies do not present a highly distinct professional culture from offshoring companies.

LEGAL AND TAX SYSTEMS

Legal and tax systems can be an influential factor in outsourcing, as a lot of money is involved in the decision-making process. If any issues have a significant impact on the conclusion, a legal system can assist in attempting a recourse.

The compatibility and attractiveness of the tax regime and accounting systems is also an important factor.

While offshoring firms and client companies have separate legal and tax systems, there may be legal issues if both parties do not have a formal tax agreement in place.

Meanwhile onshoring and nearshoring follow identical legal and tax and accountancy systems, so there won't be any issues that lead to conflicts. Besides, the companies in their region also offer a secure system and ease of business.



WHERE TO FIND THE RIGHT OFFSHORE TALENTS

These are some of the places in the world where you can find the best-outsourced talents in IT and Technology.



ASIA

Asia is the most popular destination for outsourcing in the IT industry, where more than 5 million software developers are available. The top 5 nations that are known for outsourcing are:

Asia is the most popular destination for outsourcing in the IT industry, where more than 5 million software developers are available. The top 5 nations that are known for outsourcing are:

- India
- China
- Philippines
- Vietnam
- Bangladesh



EASTERN EUROPE

These are some of the places in the world where you can find the best-outsourced talents in IT and Technology.

The top countries for hiring offshore development teams are

- Ukraine
- Belarus
- Russia
- Poland
- Czech Republic



LATIN AMERICA

Latin America is now experiencing expansion in the software development business, with the best offshore software development.

The top 5 Latin American countries for offshore development are:

- Argentina
- Brazil
- Chile
- Colombia
- Costa Rica



AFRICA

Africa is now one of the rising destinations in the world where you can find cheap and good outsourcing opportunities.

The top 5 nations in Africa for outsourcing are:

- Egypt
- Kenya
- Morocco
- Nigeri
- South Africa



FIGURES AND FACTS ON HOW GLOBAL RECRUITING TRENDS IN THE IT INDUSTRY ARE CHANGING.

- ✔ Because of the pandemic, 84 percent of recruiters have turned to phone interviews, while 85 percent have resorted to video interviews. **(Lever State of Recruiting Report)**
- ✔ With the transition to remote working and the decline of in-person operations, virtual recruiting became important during the epidemic. 70 percent of US recruiters used virtual technology for at least half of their candidate interviewing and new-hire onboarding, while another 35 percent stated at least 75 percent of their recruiting methods were virtual. **(Monster)**
- ✔ 94 percent of recruiters are now using or intend to use social recruiting in some way. 70% intends to increase their investment in social recruiting. **(CompareCamp)**
- ✔ Diversity and inclusion are expected to be the second-fastest growing skill in 2020, according to 42 percent of recruiters. **(LinkedIn)**
- ✔ When comparing career sites with and without chatbots, those with chatbots had a 95% higher conversion rate to leads, 40% more job seekers completed applications, and 13% more job seekers clicked on a job requisition. **(Oracle Netsuite)**
- ✔ 38% of the staffing firm employees believe that automation implementation has the potential to create more jobs. **(Statista Research Dept)**



- ✔ AI helps in the removal of bias in the recruiting process. AI structured interviews also assist recruiters and hiring managers in focusing on key skills, and AI interview analysis employs data analytics to forecast how successful a candidate will be in a position. **(peoplescout.com)**
- ✔ According to the Harvard Business Review, corporate investment in artificial intelligence is predicted to increase in 2017, and experts anticipate that machine learning developments will significantly influence the talent acquisition business

HOW CAN WE HELP YOU TO FILL THE TALENT GAPS WITHIN YOUR ORGANIZATION?



Nuvento has years of experience recruiting, vetting, and hiring top people and can save your business time, money, and frustration in finding resourceful talents to work in offshore and onshore projects and high-level jobs. Our staff will locate you with the greatest team of experienced developers and programmers from our talent pool and help you to reach your objectives.



Nuvento staffing is a reputed organization that helps global companies to achieve all of their talent and dedicated development team requirements.

Our team's performance has improved significantly as a result of our strategic approach to leveraging technology.

HOW DO WE ACHIEVE THIS FOR YOU?

We use AI/ML tools to refine our processes, data collection, and hiring procedures.

Because two out of every five of our recruiters are engineers, we know exactly how to find candidates with the right skills.

We have used an optimized recruiting process to do our staffing and recruitment tasks.

75%

Over the last five years, the demand-to-resumes-sourced ratio has climbed by 75%.

150%

Over the last five years, our submission to interview ratio has increased by 150 percent.



In the previous five years, our fill ratio (candidate submitted to position filled) has increased fivefold.



5 years ago, our clients selected one after 15 interviews. Today, they select one in every 3 interviews.



We are saving time & money.