

CHALLENGES FOR COMPANIES
NEEDING IT TALENTWhat would you say is your
greatest technology challenge?

TALENT RESOURCES

40%



BUDGET

22%



AUTOMATION

19%

In what areas are you
suffering a skills shortage?THE TOP 3
IN-DEMAND
IT SKILLSCLOUD
COMPUTING

2

CYBER
SECURITY

1

CUSTOM
DEVELOPMENT
ARCHITECTURE

3

What are the challenges you
are facing in sourcing talent?

55%

QUALITY



22%

SKILL SETS



17%

SPEED



6%

COST

WHERE THEY ARE
LOOKING FOR IT TALENTConsidering your organization's hiring needs,
are you considering supplementing teams with

NEAR OR OFFSHORE HIRES?



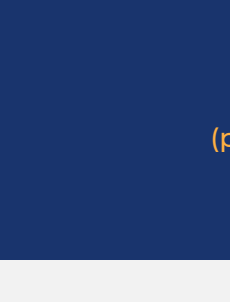
Nearshore

74 / 24%



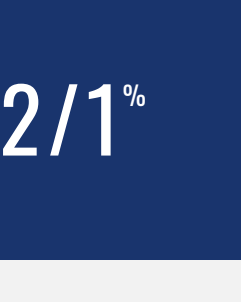
Offshore

35 / 12%



Onshore

39 / 13%

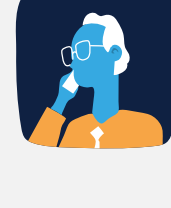
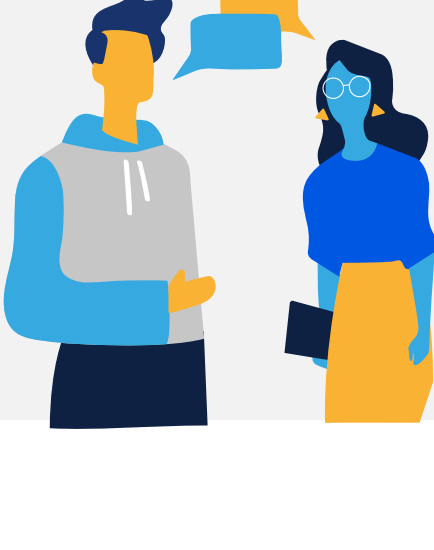
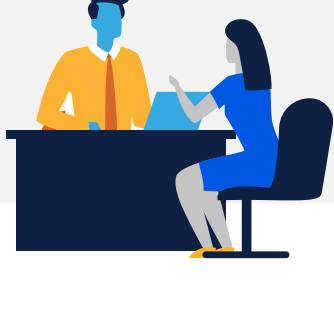


A combination of all

150 / 50%

Other
(please describe)

2 / 1%

Where are you getting the resources to help
your organization deal with your hiring needs?Their colleagues as
their first resource
before considering
Consultants or 3rd
party hiresWhat hotspots or areas of the world are you
finding best for sourcing and recruiting talent?NORTH
AMERICA

202

CENTRAL
AMERICA

47

SOUTH
AMERICA

18

EUROPE

25

ASIA

8

GROWING AND EVOLVING IT TEAMS

What proportion
of your tech team
are female?

3%

LESS
THAN 10%

18%

10 TO
20%

39%

20 TO
30%

31%

30 TO
50%

9%

MORE
THAN 50%How successful has your current organization
been at promoting inclusion and diversity in
the technology team?

78%

VERY
SUCCESSFUL

21%

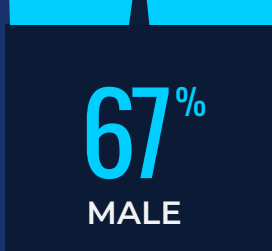
SOMEWHAT
SUCCESSFUL

1%

UNSUCCESSFUL

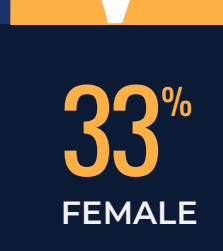
WHO WE SURVEYED

GENDER



67%

MALE



33%

FEMALE

ETHNICITY

89%

WHITE/
CAUCASIAN

3%

HISPANIC/
LATINO

3.5%

BLACK/AFRICAN
AMERICAN

1%

NATIVE AMERICAN/
AMERICAN INDIAN

3.5%

ASIAN/PACIFIC
ISLANDER