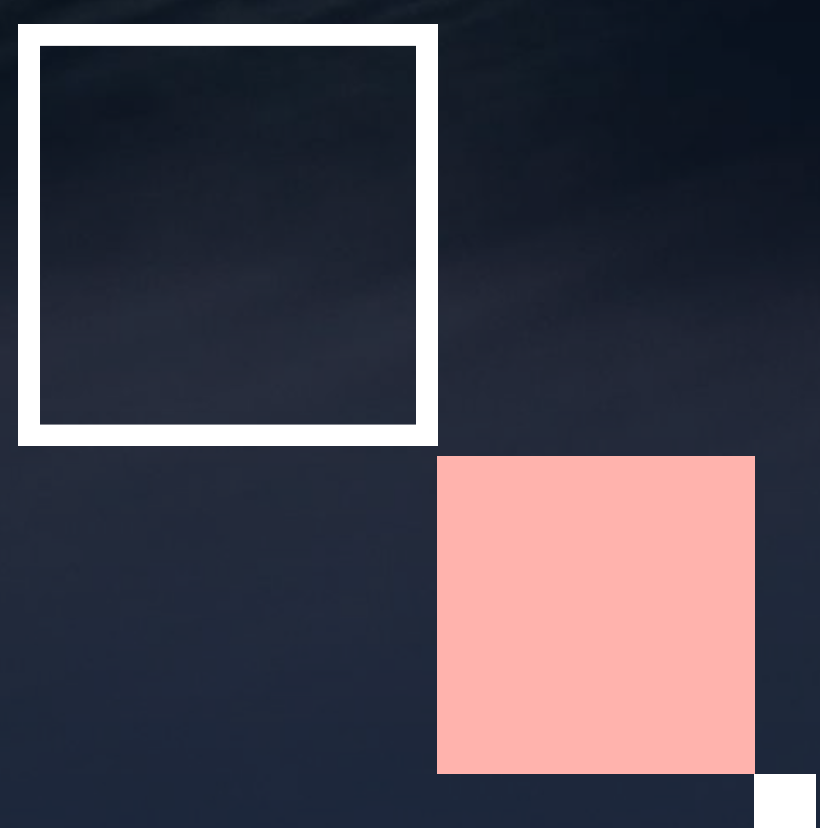


Remote Hiring Maturity in US Tech

Report, 2022Q3



Remote Hiring Maturity in US Tech

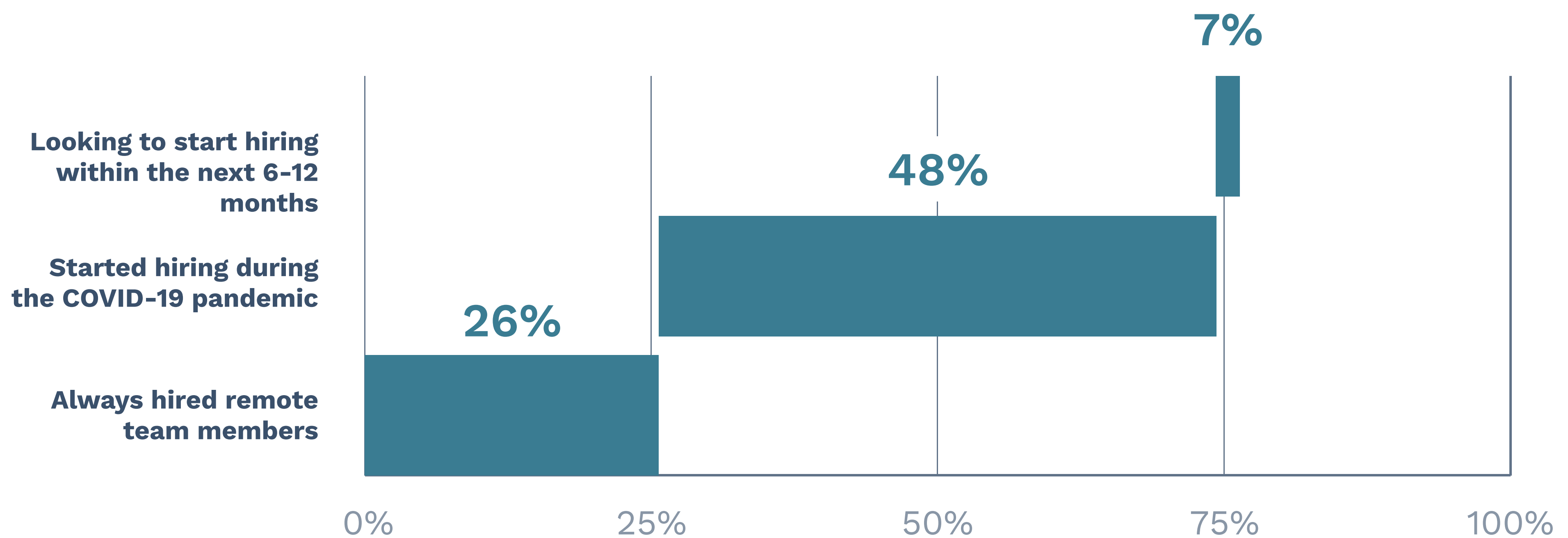
Through April and May of 2022, Revelo conducted a remote hiring maturity survey of 259 technology professionals from the United States who worked in software development, data engineering, information technology, product management and design. The goal of the study was to understand the trends in remote hiring among tech teams and maturity of remote hiring, along with challenges faced and importance of factors in hiring remote tech talent.

Summary of key results

- ✓ **74% of respondents** said their companies were now hiring remotely. Before the pandemic, only 26% of teams had hired remote team members
- ✓ **Talent Shortage** was stated as **the biggest barrier to hiring tech talent**, ahead of Affordability, indicating teams were willing to pay high salaries if talent were available for hire
- ✓ **Technical expertise, soft skills and English proficiency were the top factors** while considering remote hiring in general. For remote hiring outside the United States, English proficiency was the top factor followed by Technical expertise and soft skills
- ✓ **Cost was the least important consideration in remote hiring** regardless of whether the talent was within or outside the United States
- ✓ A healthy **53% of respondents were somewhat or very open** to hiring remotely outside the US
- ✓ Though remote hiring has become the norm, specialized solutions for hiring remotely have not gained enough market share yet. Only **40% of respondents were aware of at least one of the more popular specialized remote hiring platforms**, including Revelo and only 12% of respondents were using such a solution

Remote Hiring Maturity

What best describes your **team's experience** with hiring remote team members?



Findings

- ✓ **74% of respondents** said their companies were now hiring remotely.
- ✓ **Before the pandemic, only 26% of teams had hired remote team members**, indicating a ~3X jump in the number of teams hiring remotely now compared to prior to the pandemic
- ✓ An additional **7% of respondents indicated that they are looking to start hiring remotely** within the next 6-12 months, leaving only 19% of respondents that are not planning on hiring remotely
- ✓ Remote hiring maturity in general is low. **55% of respondents said that their companies had never hired remote staff** prior to the pandemic

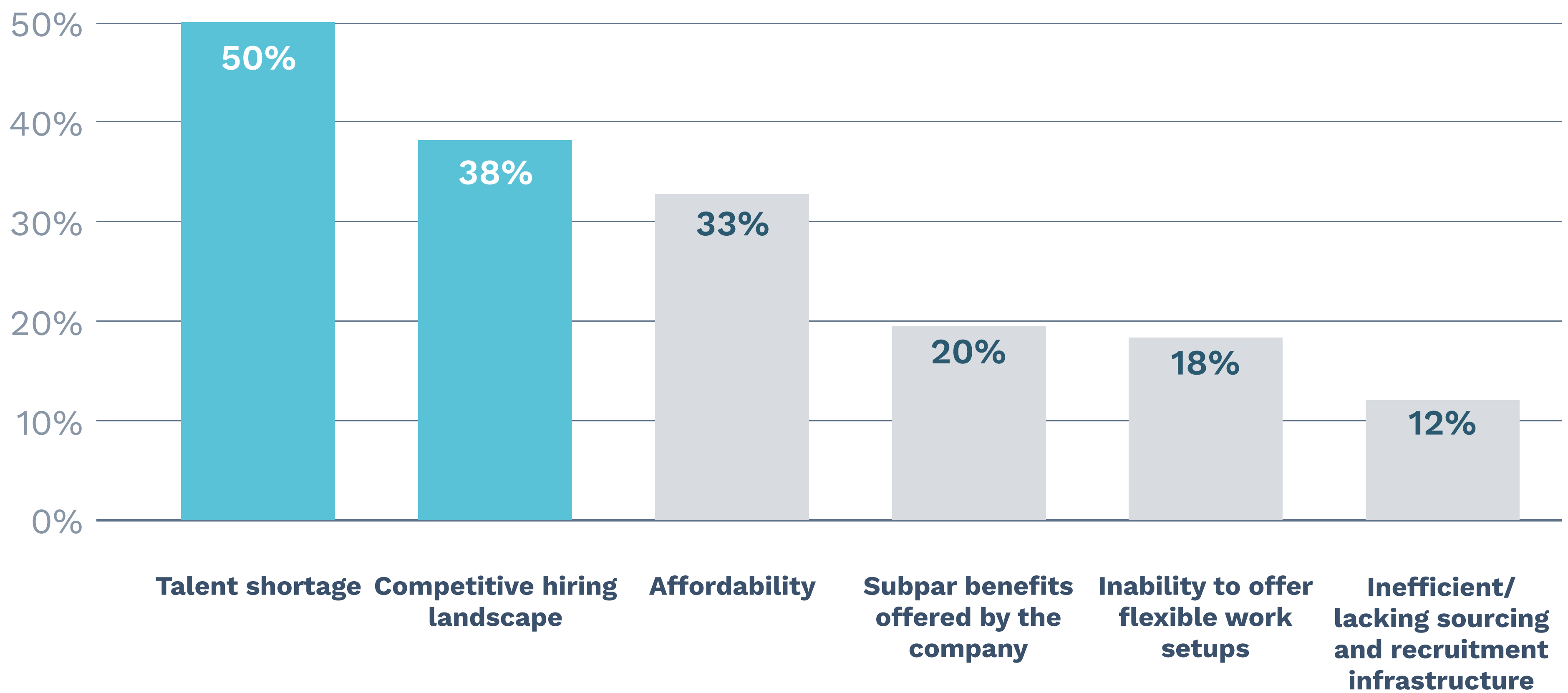
Key Takeaway

The adoption of remote work has seen an unprecedented increase during the pandemic, with a decade of progress happening overnight. While teams hiring remotely prior to the pandemic were the minority, today, teams not considering hiring remotely are the minority with only 19% of respondents saying they were not considering hiring remotely at all.



Challenges Faced while hiring Tech Talent

What are the **two biggest challenges** your team faces in hiring tech talent?



Findings

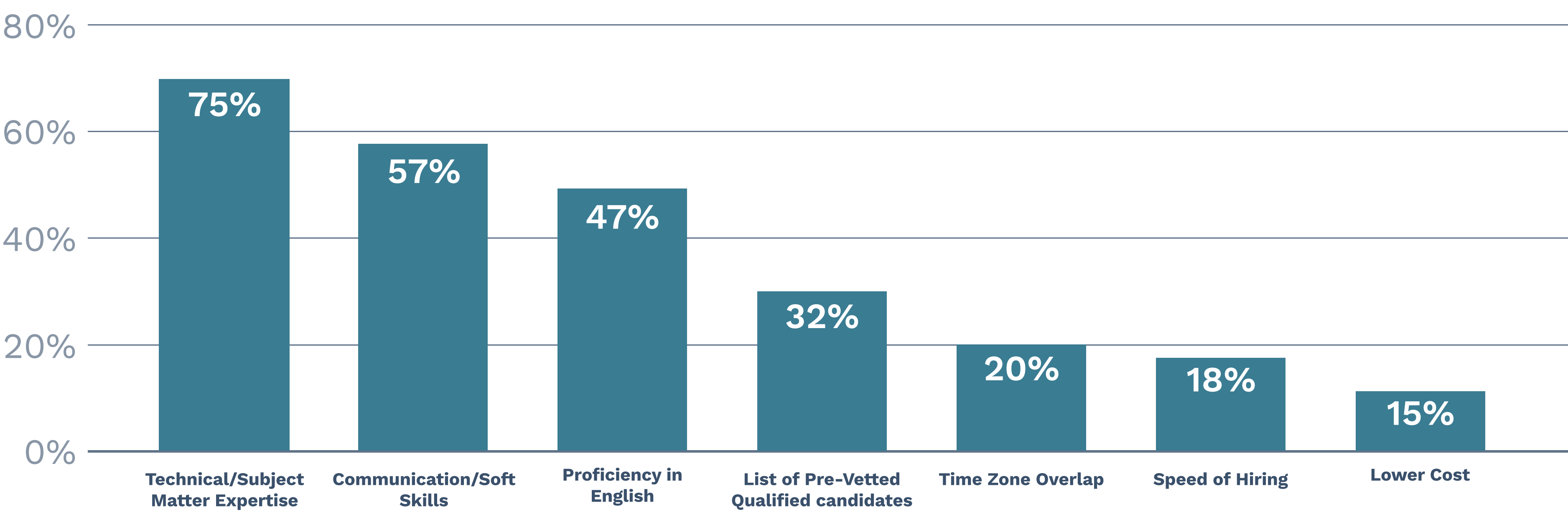
- ✓ **Talent Shortage was stated as the biggest barrier** to hiring remotely, ahead of Affordability, indicating teams were likely to pay high salaries if talent were available for hire
- ✓ Factors such as ability to offer competitive benefits and flexibility **were not among the top challenges**

Key Takeaway

This study ran through May 2022, well into the downturn that the tech industry is experiencing. Despite the downturn and layoffs, companies are still facing talent shortages. The Great Resignation has likely forced companies to offer better benefits and work flexibility, but talent shortage remains an ongoing challenge that may not be alleviated by the tech downturn alone.

Importance of factors while hiring remotely in general

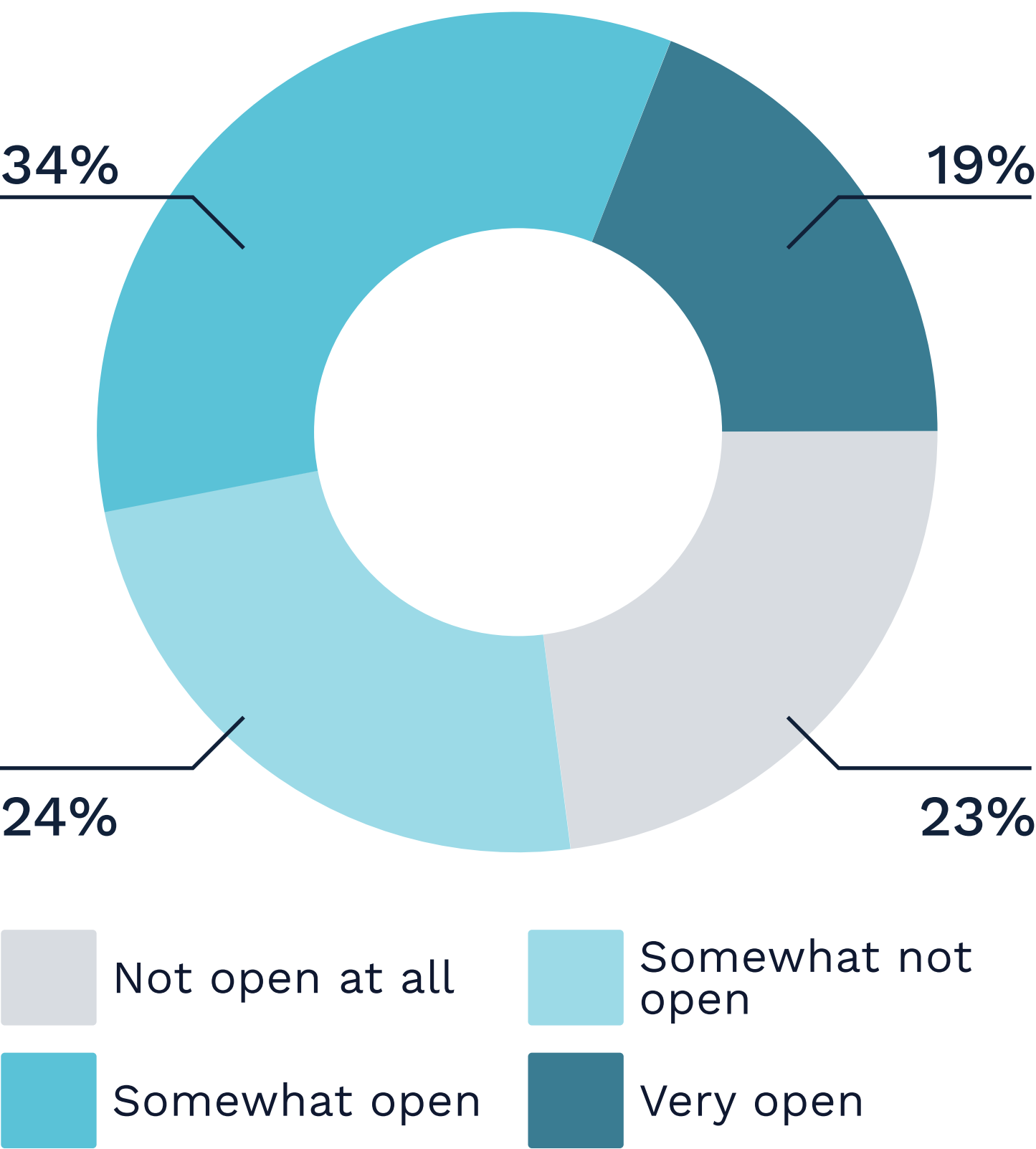
Importance of factors while hiring remotely



Findings

- ✔ **Technical expertise, soft skills and English proficiency** were the top factors while considering remote hiring in general
- ✔ This is followed by **Availability/Access**, as indicated by respondents wanting a list of pre-vetted, qualified candidates

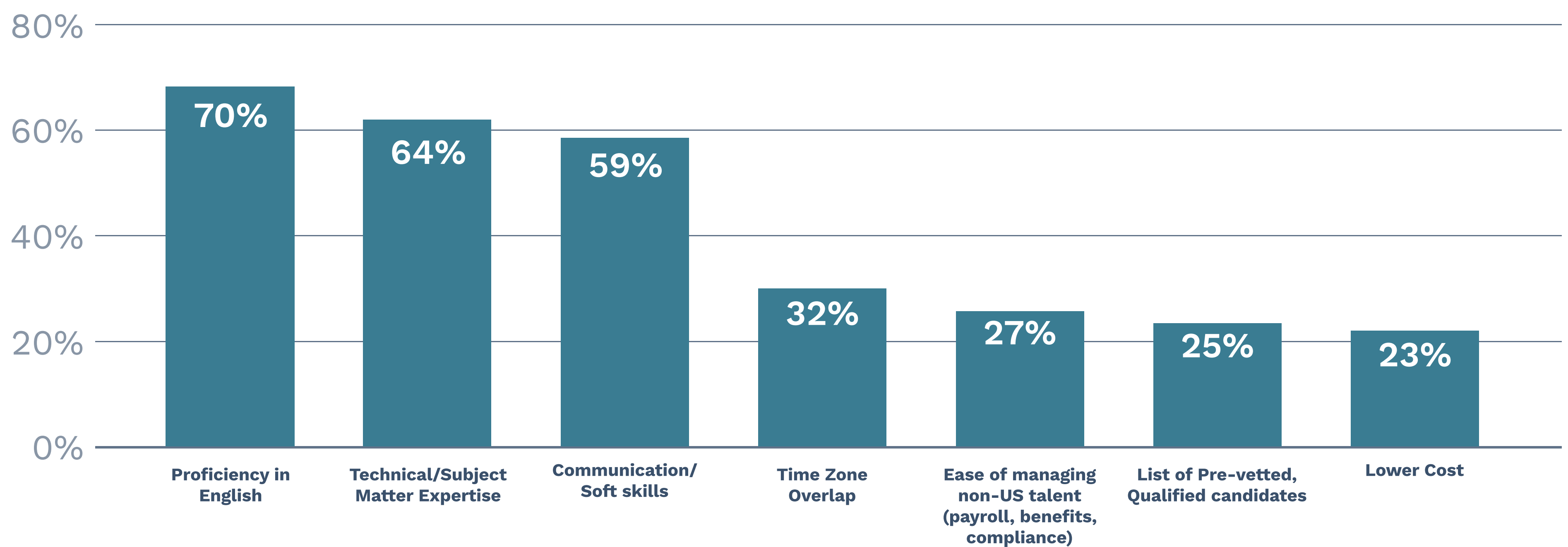
Remote Hiring **Outside the US**



Findings

- ✔ A healthy **53% of respondents were somewhat or very open** to hiring remotely outside the US
- ✔ An additional **24% of the respondents were not entirely opposed to the idea**. Only 23% were not open at all to hiring outside the US

Importance of factors while hiring remotely outside the US

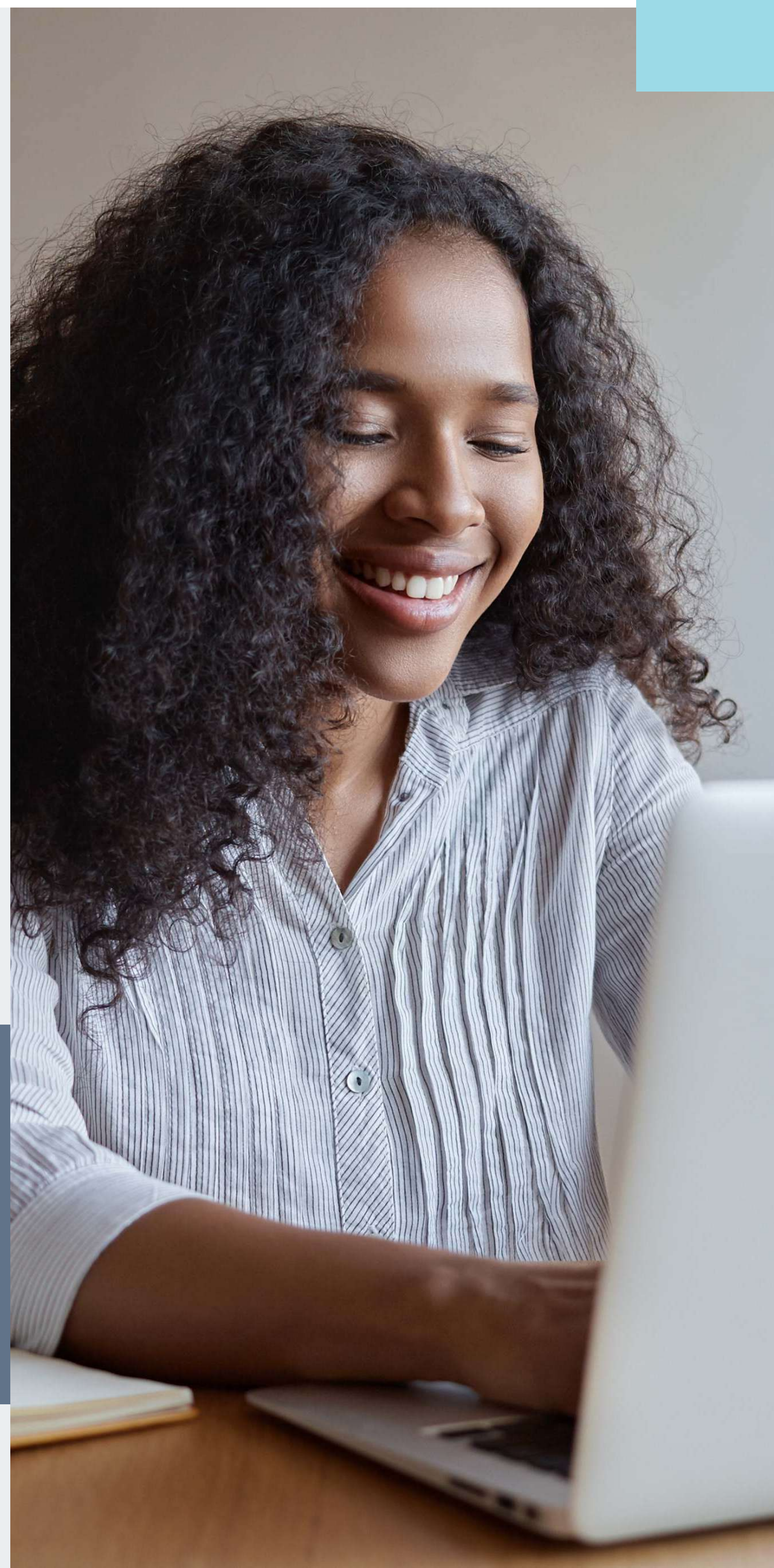


Findings

- ✔ While Technical expertise and soft skills remain high on the list of factors while hiring outside the US, **English proficiency becomes significantly more important** while hiring outside the US
- ✔ **Time Zone overlap** also becomes more important while hiring outside the US
- ✔ Surprisingly, **cost is still the least important factor** while hiring remotely outside the US

Key Takeaway

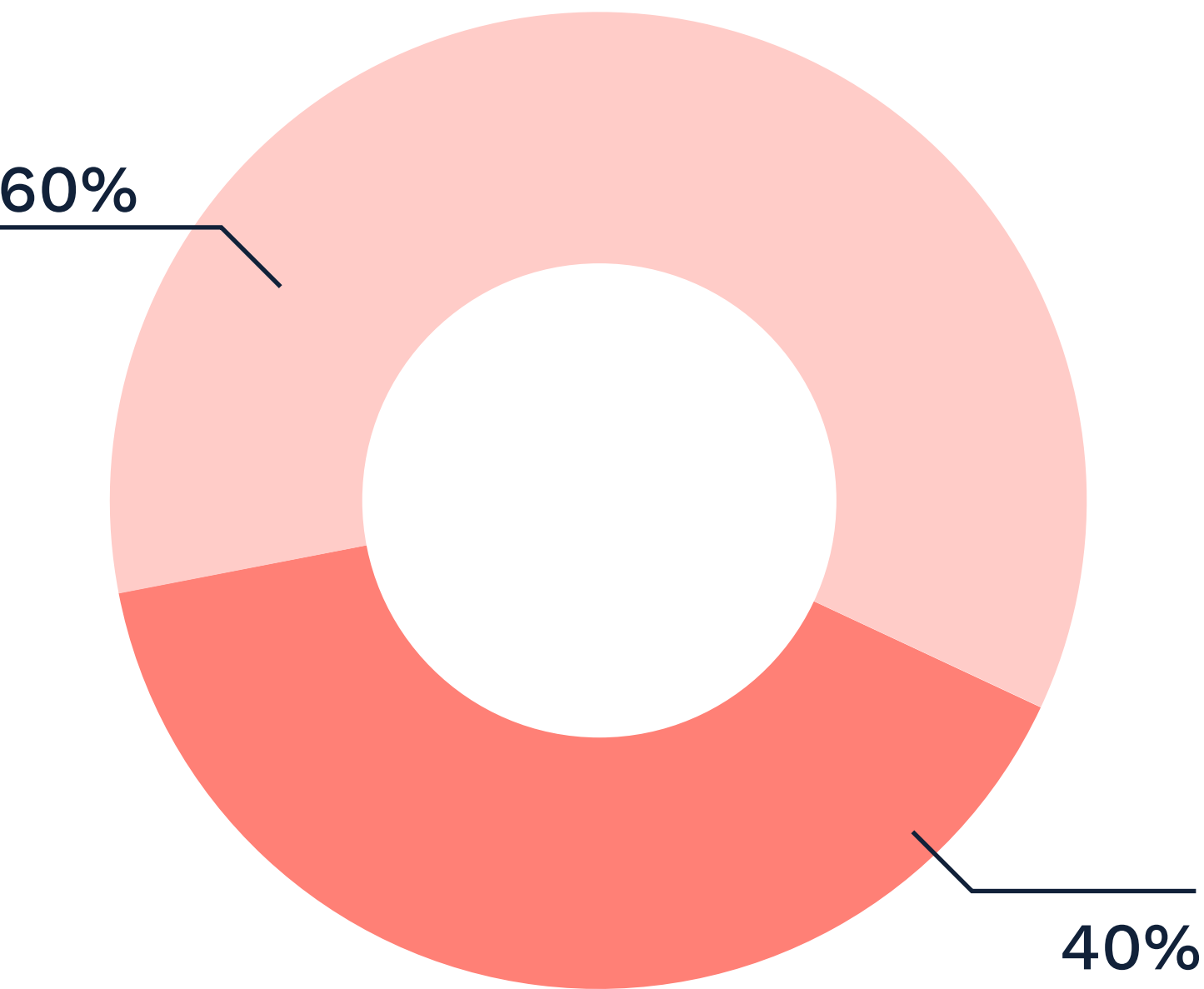
The idea of hiring outside the US has clearly evolved from what it was during the Y2K outsourcing and the dotcom boom of the late 90s and early 2000s. While outsourcing in the past was done as a cost saving measure, hiring outside the US today is more about getting access to the top talent that is available globally. Remote work has opened the doors to high quality talent pools across the world for companies to tap into.



The importance of time zone overlap is critical to note. Teams hiring remotely across geographical boundaries today are looking to augment their existing tech teams with best-in-class global talent that can assimilate within their teams and work as an integral part of it. This is a seismic shift from what traditional outsourcing was meant to achieve.

Solutions for remote hiring

Awareness of Remote Talent Platforms

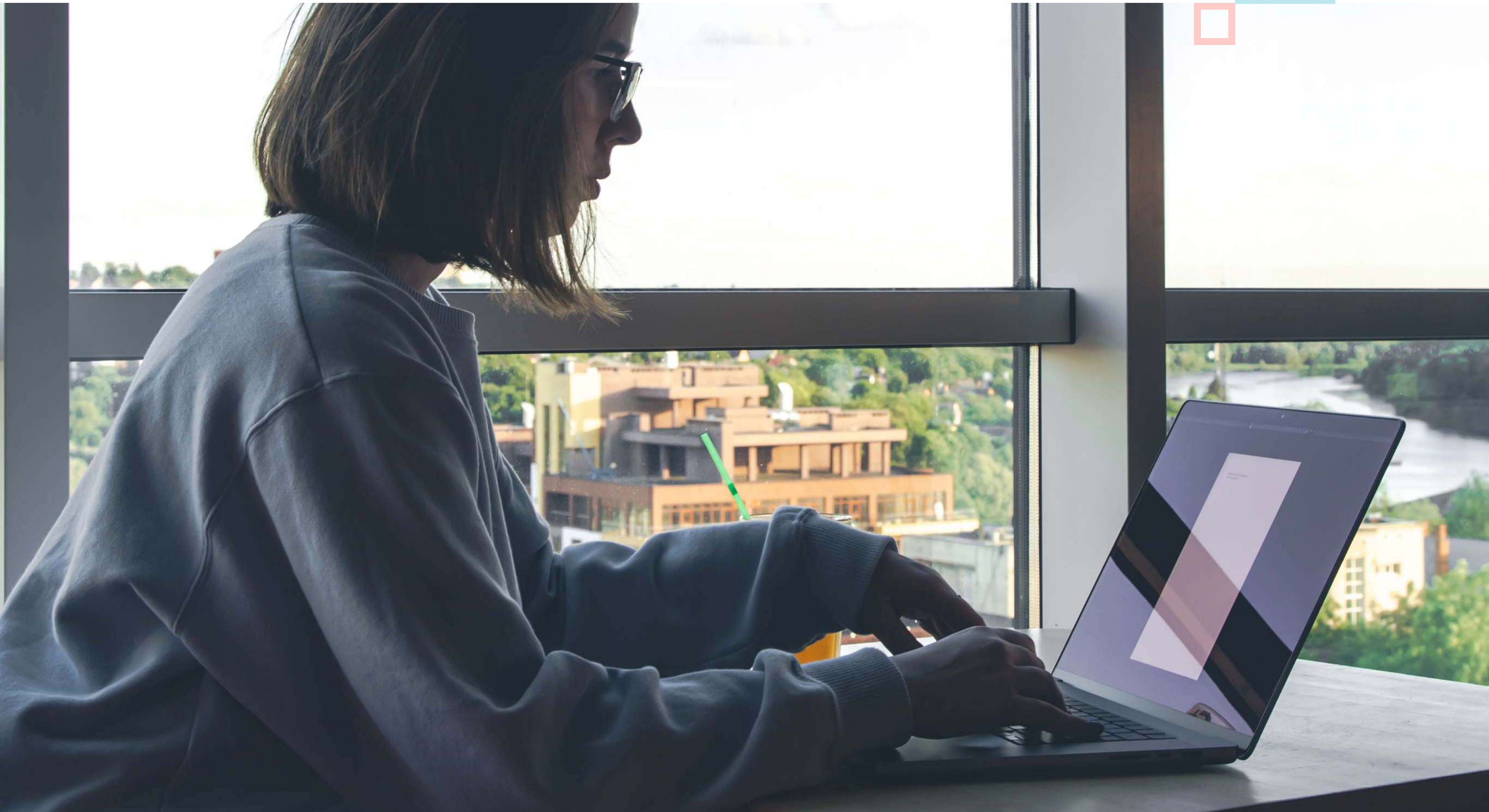


Not aware of any remote staffing company

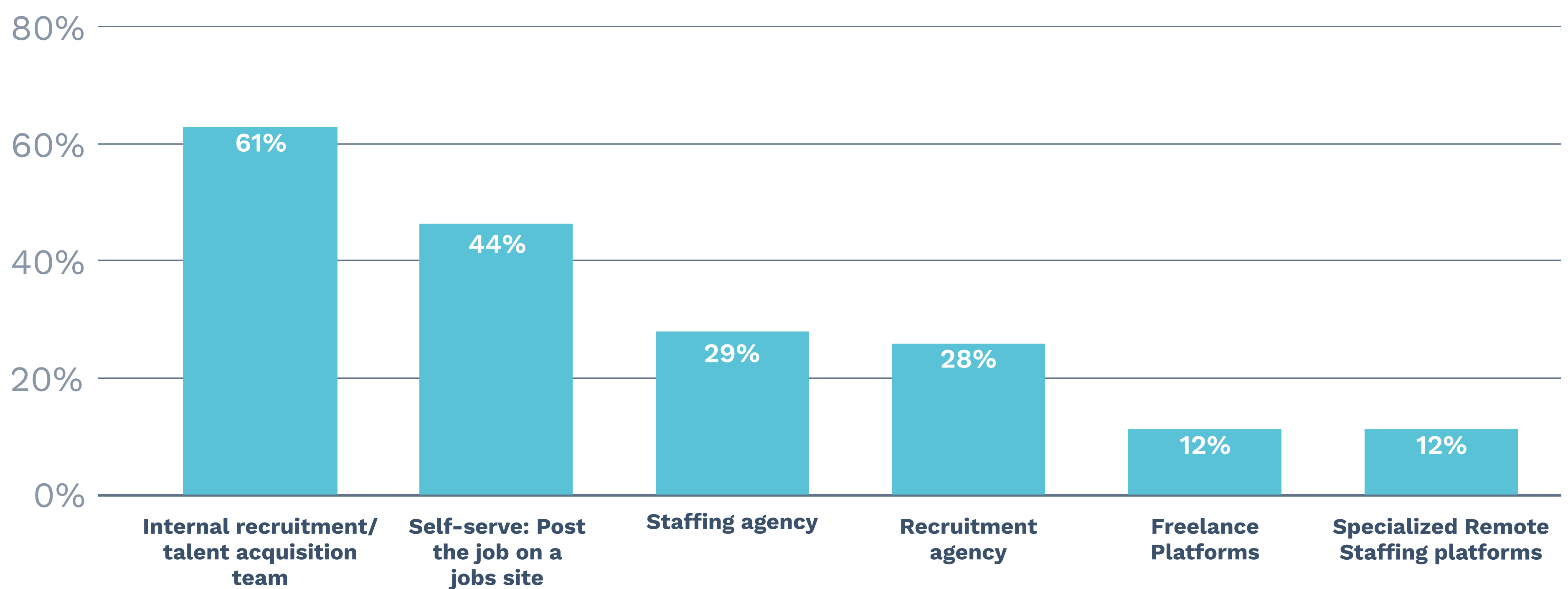
Aware of at least one remote staffing company

Findings

- ✔ Though remote hiring has become the norm, specialized solutions for hiring remotely have not gained enough market share yet. **Only 40% of respondents were aware of at least one of the more popular specialized remote hiring platforms, including Revelo**



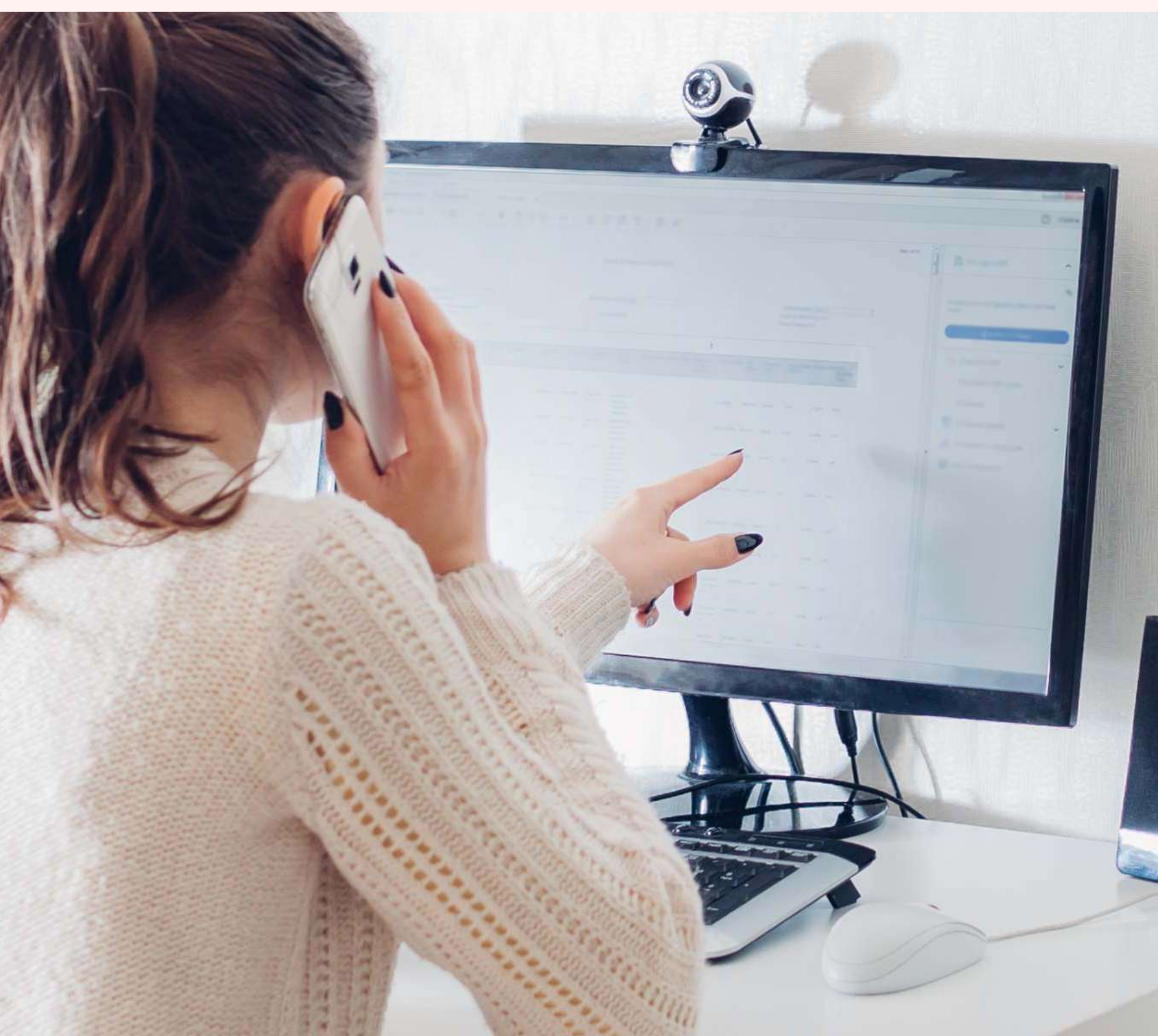
Which of the following are you **most likely to use** for hiring full-time remote tech talent?



Findings

✓ **61% of respondents stated** that they were still using internal talent acquisition teams to hire remotely, followed by 44% of respondents stating that they use self-serve solutions to post jobs and source remote candidates

✓ **Only 12% of respondents** were using specialized remote talent platforms such as Revelo to hire remote tech talent



Key Takeaway

In order to truly benefit from the shift towards remote work and access to global talent pools, companies need to look at solutions specifically designed to make remote hiring seamless. Platforms such as Revelo not only provide access to high quality, pre-vetted pools of tech talent, but also handle everything from benefits and onboarding to payroll, local compliance and taxes. With the overall maturity of remote hiring being low, it is understandable that the awareness of specialized solutions for remote hiring is still low as well.

As remote hiring gains maturity and the market penetration of remote talent platforms increases, the talent shortage in the US is certain to be addressed, while, at the same time, making the global talent market more accessible and efficient.

Survey Methodology and Setup

Research Partner - SurveyMonkey

Fieldwork Dates: April-May, 2022

Respondents: 259

Qualification Criteria

Job function: IT, Software, Data Engineering/Science, Product Management/Design

Age: 25-60,

Location: United States

Employment: Full-time

Segments Represented in the Sample

Company Size: SMB 55%, Enterprise 45%

Seniority: 13% entry-level, 55% mid-senior level ICs, 22% (Sr) Managers, 11% Director and up

Hiring Decision Makers: 17% final decision makers, 54% influence/participate in hiring decisions

Personal Work Setup: 19% Fully on-site, 43% Fully Remote, 38% Hybrid

About Revelo

Revelo is the largest online platform for U.S. companies to hire remote software developers from Latin America. Representing a talent pool of 300,000 technology professionals, Revelo's platform enables U.S. companies to source, hire and manage highly qualified, English-speaking, full-time remote tech talent in the same time zone. Revelo manages payroll, candidate benefits, taxes, and local compliance, thus providing an end-to-end, turnkey solution for sourcing, hiring and managing hard-to-find software developers quickly and easily. Revelo has helped hundreds of companies, from startups to Fortune 500s, build and scale their Engineering teams

Revelo is backed by global investors, including Valor Capital, FJ Labs, Social Capital and IFC.



 www.revelo.com