THE
NEW YORK CITY
TECH TALENT POOL
IS AMONG THE MOST
DYNAMIC IN
THE COUNTRY

WE SURVEYED
400 NYC-BASED C-SUITE
EXECUTIVES, ACROSS A RANGE OF
INDUSTRIES AND COMPANY SIZES,
TO UNDERSTAND HOW THEY’RE
APPROACHING THE OPPORTUNITIES
AND CHALLENGES OF HIRING AND
ATTRACTING TALENT FROM NYC’S
VIBRANT TECH WORKFORCE.
NYC COMPANIES ARE HIRING FOR TECH

85% of NYC companies plan to increase tech hiring in 2020

20% a majority plan to increase by more than 20%
2020 HIRING PRIORITIES

NYC COMPANIES ARE MOST FOCUSED ON HIRING LOCAL TECH TALENT WITH EXPERTISE IN

- Cyber Security: 63%
- Cloud: 52%
- Web Engineering: 50%
BEST OF THE BEST

RESPONDENTS SAY THAT NYC HAS A DEEP TALENT POOL, COMPARED TO OTHER U.S. CITIES, WHEN IT COMES TO:

- Cyber Security: 55%
- Web Engineering: 44%
- Design Thinking: 40%
EXPERIENCED HIRES ARE THE MOST DIFFICULT TO ATTRACT

87% of NYC companies are confident they can find the talent they need locally in New York City—however nearly 3/4 of those companies report difficulty recruiting experienced hires.
TALENT SCARCITY WOULD AFFECT INNOVATION

NEARLY 40% say they will not be able to innovate at the same pace as their competition if they can’t find the right talent over the next 12 months.
OUTSIDE OF THE CITY
WHERE ARE NYC COMPANIES SEARCHING FOR TECH TALENT?

#1 BOSTON
#2 LOS ANGELES
#3 CHICAGO
#4 ATLANTA
#5 SILICON VALLEY
“IN TODAY’S DISRUPTIVE WORLD, COMPANIES NEED TO BE AT THE FOREFRONT OF INNOVATION TO SUCCEED, AND WITH NEW YORK CITY’S DIVERSE GROUP OF PEOPLE, INDUSTRIES AND ACADEMIC INSTITUTIONS THERE IS AN OPPORTUNITY TO ATTRACT EVEN MORE TECH TALENT.”

- Lynn McMahon, Office Managing Director for Accenture’s New York Metro region
THREE WAYS TO FILL THE TECH TALENT PIPELINE

NYC C-LEVEL EXECUTIVES SAY LOCAL GOVERNMENT AND ORGANIZATIONS IN NYC CAN CONTINUE TO ATTRACT AND RETAIN TECH TALENT BY FOCUSING ON THREE AREAS:
THREE WAYS TO FILL THE TECH TALENT PIPELINE

1. APPRENTICE PROGRAMS

50% BELIEVE THAT APPRENTICESHIP PROGRAMS WILL HELP OPEN DOORS FOR MORE PEOPLE TO GET ACCESS TO TECH JOBS.
THREE WAYS TO FILL THE TECH TALENT PIPELINE

2. EDUCATION PROGRAMS

49% RANK STARTING NEW EDUCATIONAL PROGRAMS IN K-12 EDUCATION AS AN IMPORTANT ROLE IN FILLING TECH JOBS.
THREE WAYS TO FILL THE TECH TALENT PIPELINE

3. NEW POLICIES

46% FEEL THAT CREATING NEW POLICY THAT IS FRIENDLY TO COMPANIES AND TECH WORKERS WILL HELP DRAW IN MORE TALENT.
“FOR NEW YORK CITY TO MAINTAIN ITS POSITION AS ONE OF THE WORLD’S LEADING TECH HUBS, WE NEED THE TALENT TO COMPETE – THAT’S WHY IT’S SO ENCOURAGING THAT A MAJORITY OF NEW YORK CITY COMPANIES BELIEVE THEY CAN FIND THE TECH WORKERS TO TAKE THEIR BUSINESS TO THE NEXT LEVEL HERE IN OUR OWN BACKYARD.”

- Julie Samuels, Executive Director of Tech:NYC
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ABOUT TECH:NYC
Tech:NYC is an engaged network of technology leaders working to foster a dynamic, diverse, and creative New York. The organization works with policymakers and business leaders to support a successful technology ecosystem, attract and retain talent, and celebrate New York and the companies that call it home. Tech:NYC represents more than 750 New York tech companies.