• Over half of respondents surveyed report their organization is planning to increase the number of tech hires in 2021 as much as up to 20% above 2020; 62% expect to hire new talent to meet their tech resource needs over the next year.

• Organizations are looking to hire applicants with cybersecurity, Artificial Intelligence and cloud expertise in the next year.

• Respondents expect their organization will have difficulty hiring employees with Artificial Intelligence, cybersecurity and quantum computing expertise this year.

• Over half of respondents say senior level engineers are the most difficult to find.

• Nearly a third say the inability to hire required talent will affect their organization’s ability to innovate at the same pace.

• Respondents report they would use employee referrals, contract recruiters and personal networking to recruit talent; 57% believe contract workers will enable their company to access better talent pools.

• Over three-fourths report their company is targeting workforce development programs for tech talent needs.

• Almost all respondents report their organization has not worked with nonprofit coding schools or apprenticeship programs in order to meet hiring needs.

• Most respondents report their organization is not investing in alternative talent pipeline programs.
Hiring tech talent in NYC

- 83% of respondents report **they are confident or very confident their company** will be able to secure tech skill needed from the talent pool in NYC this year.

- Boston, **MA is the top city outside of NYC** where tech talent is recruited, followed by Austin, Chicago, and Silicon Valley.

- 44% say **NYC is losing tech talent to other cities with Boston, Los Angeles and Dallas-Fort Worth** markets being the top 3.

- Over half of respondents say more affordable housing would help attract tech talent to stay in or relocate to NYC.

- 84% are confident or very **confident that hiring within NYC** can help diversify their workforce compared to hiring from other cities.

- Respondents report quantum computing and Artificial Intelligence **skills are more plentiful in Silicon Valley compared to New York City**, while cybersecurity and cloud skills are fairly even in both markets.
**Reskilling the workforce**

- The majority of respondents expect to hire new talent to meet their tech resource needs in 2021 while over half expect to reskill current talent to meet their tech capability needs this year.

- Over two-thirds report new technology adoption typically triggers reskilling efforts in their company.

- All respondents report their organization is reskilling tech employees either through external course at tech academies, technical apprenticeships or on-the-job training.

**Remote work pre, during, and post pandemic**

- Over half of respondents surveyed report their company previously allowed only select employees to work remotely prior to COVID-19 compared to most employees working remotely today.

- Nearly three-fourths report technology innovation is a technology activity currently being executed by a remote workforce due to the COVID-19 pandemic.

- 45% believe a remote workforce is sustainable for the long-term, with some of their remote workforce remaining permanently remote.

- 45% expect their company will have a hybrid model when offices open safely – a quarter of employees will work remotely, and the remaining employees will return to the office.

- 49% of respondents report their organization plans to institute specific shift or rotational patterns for remote working while 48% report their organization is creating a corporate policy for specific groups of employees where work is less location tied.
New York City Companies Bullish on Tech Hiring as Recovery Efforts Continue

Report their organization is planning to increase the number of tech hires in 2021 by up to 20% above 2020 and the majority expect to hire new talent to meet their tech resource needs over the next year. Organizations are looking to hire applicants with cybersecurity, Artificial Intelligence and cloud expertise and expect to have difficulty hiring senior level engineers and employees with Artificial Intelligence, cybersecurity and quantum computing expertise. Over three-fourths report their company is targeting workforce development programs for tech talent needs, however most respondents indicate their organization is not investing in alternative talent pipeline programs such as nonprofit coding schools or apprenticeship programs.

Confidence in being able to secure the tech skills needed from the NYC talent pool

They are confident or very confident their company will be able to secure tech skill needed from the talent pool in NYC this year, respondents also indicate NYC is losing tech talent to Boston, Los Angeles and Dallas-Fort Worth markets. Boston, MA is the top city outside of NYC where tech talent is recruited, followed by Austin, Chicago, and Silicon Valley. Tech talent varies - respondents report quantum computing and Artificial Intelligence skills are more plentiful in Silicon Valley compared to New York City, while cybersecurity and cloud skills are fairly even in both markets. Over half of respondents say affordable housing would help attract tech talent to stay in or relocate to NYC.
03 Reskilling Current Talent.

Over half of respondents surveyed expect to reskill current talent to meet their tech capability needs this year. Over two-thirds say new technology adoption typically triggers reskilling efforts in their company. All respondents report their organization is reskilling tech employees either through an external course at tech academies, technical apprenticeships or on-the-job training.

04 Changes to Return to Office Environments

Over half of the respondents say their company previously allowed only select employees to work remotely prior to COVID-19 compared to most employees working remotely today. Many (45%) believe a remote workforce is sustainable for the long-term, with some of their company’s remote workforce remaining permanently remote. 45% expect their company will have a hybrid model when offices open safely – a quarter of employees will work remotely, and the remaining employees returning to the office in-person.
DEMOGRAPHICS
This study was fielded March – April 2021

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RESULTS
Over half of respondents report their organization is planning to increase their number of tech hires in 2021 by up to 20% above 2020

Is your company planning to increase, maintain, or decrease the number of tech hires in 2021 compared to 2020?

- Increase number of tech hires in 2021 by more than 50% above 2020: 8%
- Increase number of tech hires in 2021 by 21-50% above 2020: 24%
- Increase number of tech hires in 2021 by up to 20% above 2020: 58%
- Maintain same number of tech hires in 2021 as 2020: 9%
- Reduce number of tech hires in 2021 compared to 2020: 0%
- Don’t know: 40%

83% of respondents report they are confident or very confident their company will be able to secure tech skill needed from the talent pool in NYC this year

How confident are you that your company will be able to secure the tech skills needed in 2021 from the talent pool in New York City?

- Very confident: 40%
- Confident: 43%
- Somewhat confident: 17%
- Not confident: 0%
- Uncertain: 0%

12
Almost three-fourths of respondents say their organization is looking to hire employees with cybersecurity expertise in 2021.

In 2021, my company’s priority is to hire tech workers with the following expertise: Multiple responses

- Cybersecurity: 72%
- Artificial Intelligence (including machine learning): 64%
- Cloud: 63%
- Blockchain: 42%
- Quantum computing: 42%
- Web engineering: 41%
- Augmented Reality/Virtual Reality: 38%
- Design thinking: 31%
- Mobile: 30%
- Product engineering: 30%
- Robotics: 23%
- Self-driving car technology: 13%
- Other: 0%
- Not applicable, we do not have a priority to hire tech workers with specific expertise: 28%

Over a quarter of respondents believe their organization will have difficulty hiring employees with Artificial Intelligence expertise in 2021.

For which areas of expertise that you selected in the prior question do you expect to have difficulty hiring in 2021? Multiple responses

- Artificial Intelligence (including machine learning): 28%
- Cybersecurity: 25%
- Quantum computing: 20%
- Cloud: 16%
- Augmented Reality/Virtual Reality: 14%
- Blockchain: 13%
- Design thinking: 11%
- Web engineering: 10%
- Robotics: 9%
- Product engineering: 9%
- Mobile: 7%
- Self-driving car technology: 7%
- Other specified in q3: 13%
- We do not expect to have any difficulties: 20%
Almost half report quantum computing skills are more plentiful in Silicon Valley compared to New York City.

To the best of your knowledge, where are the skills more plentiful for each of the following?

- **Artificial Intelligence (including machine learning)**
  - New York: 28%
  - Silicon Valley: 45%
  - Both are similar: 25%
  - Don't know: 2%

- **Augmented Reality/Virtual Reality**
  - New York: 33%
  - Silicon Valley: 41%
  - Both are similar: 25%
  - Don't know: 1%

- **Blockchain**
  - New York: 30%
  - Silicon Valley: 43%
  - Both are similar: 25%
  - Don't know: 3%

- **Cloud**
  - New York: 35%
  - Silicon Valley: 39%
  - Both are similar: 25%
  - Don't know: 1%

- **Cybersecurity**
  - New York: 37%
  - Silicon Valley: 35%
  - Both are similar: 27%
  - Don't know: 0%

- **Design thinking**
  - New York: 38%
  - Silicon Valley: 33%
  - Both are similar: 28%
  - Don't know: 0%

- **Mobile**
  - New York: 35%
  - Silicon Valley: 34%
  - Both are similar: 30%
  - Don't know: 1%

- **Product engineering**
  - New York: 37%
  - Silicon Valley: 34%
  - Both are similar: 28%
  - Don't know: 1%

- **Robotics**
  - New York: 34%
  - Silicon Valley: 39%
  - Both are similar: 25%
  - Don't know: 2%

- **Quantum computing**
  - New York: 27%
  - Silicon Valley: 49%
  - Both are similar: 22%
  - Don't know: 1%

- **Self-driving car technology**
  - New York: 26%
  - Silicon Valley: 44%
  - Both are similar: 27%
  - Don't know: 3%

- **Web engineering**
  - New York: 36%
  - Silicon Valley: 32%
  - Both are similar: 29%
  - Don’t know: 3%

A little less than a quarter report Boston, MA is the top city where tech talent is recruited.

From which of the following cities are you recruiting tech talent outside of New York City? Rank top five.

1. Boston, MA: 42%
2. Atlanta, GA: 22%
3. Silicon Valley/San Jose, CA/San Francisco, CA: 17%
4. Austin, TX: 15%
5. Chicago, IL: 13%
44% say NYC tech talent is lost to Boston, MA

To the best of your knowledge, which cities do you believe you are losing the most tech talent to? Select top five

- Boston, MA: 44%
- Los Angeles, CA: 39%
- Dallas-Ft. Worth, TX: 33%
- Austin, TX: 33%
- Houston, TX: 32%
- Silicon Valley/San Jose, CA/San Francisco, CA: 32%
- Chicago, IL: 31%
- Atlanta, GA: 30%
- Denver, CO: 27%
- Minneapolis, MN: 26%
- Philadelphia, PA: 25%
- Seattle, WA: 25%
- Columbus, OH: 24%
- Pittsburgh, PA: 22%
- Portland, OR: 22%
- Salt Lake City, UT: 20%
- Raleigh, NC: 18%
- Elsewhere: 15%
- Not applicable, we are not recruiting tech talent outside of NYC: 1%

62% expect to hire new talent to meet their tech resource needs over the next year

How do you anticipate meeting your tech capability needs over the next year? Multiple responses

- Hire new talent: 62%
- Reskill current talent: 52%
- Use artificial intelligence and/or robotics: 52%
- Recruit gig-economy/contract workers: 42%
- Leverage/create ecosystem alliances (external partners): 37%
- Buy a company to secure specialized skills: 30%
- Crowdsourcing: 29%
- Other: 15%
Three-fifths say they would use employee referrals to help recruit talent

Which of the following would you use to help fill your talent needs?
Multiple responses

- Employee referrals: 60%
- Contract recruiters: 54%
- Personal networking: 52%
- In-house recruiters: 52%
- Contractors: 38%
- Gig-economy (e.g., Upwork): 28%
- Other: 6%

Over half report senior level engineers are the most difficult to find

Where do you experience the greatest difficulty in hiring engineers?

- Entry level engineer: 6%
- Mid-level – manager level (with 5-10 years of experience): 36%
- Senior level – more than 10 years: 51%
- Not applicable, we do not experience any difficulty in hiring engineers: 8%
Over half of respondents report their company allowed select employees to work remotely prior to COVID-19.

All respondents report their company allows at least some of their employees to work remotely today.

Prior to the impact of COVID-19, did your office allow employees to work remotely?

- Yes, all employees: 12%
- Yes, most employees: 28%
- Yes, select employees: 37%
- No, employees are not allowed to work remotely: 9%

Does your office allow employees today to work remotely?

- Yes, all employees: 12%
- Yes, most employees: 48%
- Yes, select employees: 40%
- No, employees are not allowed to work remotely: 3%

Of respondent who work at a company that allows remote work, 42% report more than half of all employees work remotely and another 42% report less than half work remotely.

A fifth of respondents report 30% - 39% of their technology workforce is currently remote.

Please complete the following statement: Among the employees at my company who are allowed to work remotely, ...

- Everyone works remotely: 13%
- More than half but not everyone works remotely: 42%
- Less than half works remotely: 42%
- Almost no one works remotely: 9%
- Don't know: 3%

What percentage of your technology workforce is currently remote?

- Less than 10%: 3%
- 10% to 19%: 4%
- 20% to 29%: 11%
- 30% to 39%: 19%
- 40% to 49%: 18%
- 50% to 59%: 11%
- 60% to 69%: 4%
- 70% to 79%: 9%
- 80% to 89%: 5%
- 90% to 99%: 4%
- 100%: 3%
- Don’t know: 3%
Almost a third say the inability to hire required talent will affect their ability to innovate at the same pace

If you are unable to recruit the talent you need over the next 12 months, how will that impact your business?

- We would face immediate failure: 13%
- We would not be as competitive: 20%
- We would face a reduction in market share: 20%
- We would notice a delay in innovation: 31%
- No impact at all: 11%

57% believe contract workers will enable their company to access better talent pools

Which of the following do you believe contract workers will enable your company to do? Multiple responses

- Access better talent pools: 57%
- Attract talent at a point of need: 50%
- Attract talent more easily: 53%
- Retain talent at a higher rate: 43%
- Eliminate costs associated with full-time employees: 37%
- None of the above: 0%

Over two-thirds report new technology adoption typically triggers reskilling efforts in their company

What typically triggers reskilling efforts in your company? Multiple responses

- New technology adoption: 68%
- Shifts in industry/market trends: 53%
- Winning new business/clients: 53%
- Employee departures: 53%
- Other: 0%

Almost two-thirds say they reskill tech employees through external course at tech academies

Which of the following are you using to reskill tech employees in your company? Multiple responses

- External courses at tech academies: 60%
- Technical apprenticeships: 42%
- On-the-job training: 80%
- Other: 0%
- Not applicable, we do not offer reskilling: 0%
Almost three-fourths report technology innovation is now being executed by a remote workforce in their organization following COVID-19

45% believe a remote workforce is sustainable for the long-term, with some of their remote workforce remaining permanently remote

Since the crisis, which of the following technology activities are now being executed by a remote workforce? Multiple responses

45% expect their company will have a hybrid model when offices open safely – with a quarter of employees working remotely and three-fourths in the office

Do you believe that remote working is sustainable for the long-term?

When offices can safely open, which of the following best reflects how employees at your company will work?

49% of respondents report their organization plans to institute specific shift or rotational patterns for remote working while 48% report their organization is creating a corporate policy for specific groups of employees where work is less location tied

How will your organization implement remote working on a long-term basis?
A fifth of respondents say affordable housing currently attracts tech talent to stay in or relocate to NYC

In your opinion, what are the things about New York City that entice tech talent to stay in or relocate to New York City? Rank top three

- Affordable housing: 43%
- Diversity of people: 46%
- Diversity of industries: 48%
- Access to public transportation: 45%
- Access to educational institutions: 48%
- Access to cultural institutions, entertainment, restaurants, and sports: 38%
- Access to parks and recreation: 32%
- Other: 20%

Over half of respondents say more affordable housing would help attract tech talent to stay in or relocate to NYC

Which of the following would help attract tech talent to New York City? Multiple responses

- More affordable housing: 52%
- A safe and healthy workspace: 46%
- Increased efforts around diversity: 44%
- Better public transportation: 37%
- More educational institutions offering tech training: 37%
- Lower state and city taxes: 35%
- Availability of affordable office space: 34%
- Affordable office space: 33%
- More city/state grants for startups and businesses looking to relocate: 32%
- Increase the number of incubators: 28%
- Other: 20%
84% are confident or very confident that hiring within NYC can help diversify their workforce compared to hiring from other cities.

Over three-fourths report their company is targeting workforce development programs for tech talent needs.

How confident are you that hiring within NYC can help diversify your workforce, compared to hiring from other cities?

![Confidence Bar Chart]

Almost all respondents report their organization has not worked with nonprofit coding schools or apprenticeship programs in order to meet hiring needs.

Most respondents report their organization is not investing in alternative talent pipeline programs such as apprenticeships.

Have you worked with any nonprofit coding schools or apprenticeship programs to meet hiring needs?

![Worked with Nonprofits Bar Chart]

Are you investing in alternative talent pipeline programs such as apprenticeships?

![Investing Bar Chart]