



Pulse of the hiring market – May 2021

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Valenco asked respondents how confident they were of finding a job, how actively were they being solicited or applying for one, and which companies were the most active recruiters

Respondents were predominantly from the USA and India, with a majority associated with the IT services and technology industries and having 15+ years of work experience

Summary of findings

Confidence of finding a job

- a) 87% of the respondents were confident or very confident of finding a new job
- b) The confidence level ranged from 75% - 91% across categories of respondents
- c) At 91% it was highest for IT delivery professionals, followed closely by IT sales professionals at 88%
- d) Respondents from the USA, 88%
- e) Those in the 15-20 years' experience, 92% and in the 20+years' experience band, 85%.

Hiring heat map

- a) 79% of respondents indicated that they had been solicited or applied for a role in the last 12 months
- b) At 87%, it was the highest for those in IT sales.
- c) Equally high was the solicitation/search activity with respondents from India (86%) and those in the 15- 20 experience band (85%).

Hiring trend

- a) 69% of the respondents indicated that they were being solicited more actively by recruiters this year compared with the last 2 quarters of the previous year.
- b) Respondents in the sub 20 year experience group were the most actively solicited, followed by those in IT services sales as a profession (74%)

Who is hiring

- a) Companies which had restructured / downsized last year like Wipro, Cognizant, engineering services pure plays, and Mindtree were among the most active. So were the cloud platform providers.
 - b) Among the large IT services companies – Wipro, followed by Cognizant and Tech Mahindra– especially for sales talent
 - c) Pure play engineering services companies, L&T Infotech and Mindtree among the top 3 among the next tier firms – again focusing on sales talent
 - d) Active hiring activity outside the IT services industry, with 58% indicating engagement with a non IT services company.
 - e) Cloud platform companies like AWS and Azure were very active. 40% of the respondents had been solicited by or applied to them. This was even more pronounced in the 20+ experience group and in the USA
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Detailed results

Demographics of participants

Respondent profile - location	USA/Canada	India / other geo's
	86%	14%

Respondent profile - profession	IT services Sales/account growth	IT services SME/delivery	Others
	63%	22%	15%

a. How confident do you feel of finding a job?

	Very confident	Confident	Not too confident
All respondents	25%	62%	13%

Geo

USA / Canada	23%	65%	12%
India / other geo	36%	43%	21%

Profession

IT services sales	21%	66%	13%
IT delivery	36%	54%	9%
Others	21%	57%	21%

Experience

20+ years	25%	60%	15%
15- 20 years	15%	77%	8%
Less than 15 years	50%	25%	25%

b. Have you been solicited / applied & how actively

	Were you solicited or applied for a job in the last 12 months	Are you seeing more solicitations this year compared to the last 2 quarters of 2020
All respondents	79%	69%

Geo

USA / Canada	77%	69%
India / other geo	86%	67%

Profession

IT services sales	87%	74%
IT delivery	68%	67%
Others	57%	36%

Experience

20+ years	79%	64%
15- 20 years	85%	91%

Less than 15 years	75%	100%
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c. Which large IT services companies were the most active

	#1	#2	#3
All respondents	Wipro	Cognizant	TechMahindra
Geo			
USA / Canada	Wipro	Cognizant	TechMahindra
India / other geo	Cognizant	Tech Mahindra	
Profession			
IT services sales	Wipro	TechMahindra	Cognizant
IT delivery	Cognizant		
Others	Wipro	Cognizant	
Experience			
20+ years	Wipro	Cognizant	Tech Mahindra
15- 20 years	Wipro	TechMahindra	Cognizant
Less than 15 years	Cognizant/TechMahindra		Wipro

d. Which next tier IT services companies were the most active

	#1	#2	#3
All respondents	Engineering services Co.'s	L&T IT	Mindtree
Geo			
USA / Canada	Engineering services Co.'s	L&T IT	Mindtree
India / other geo			
Profession			
IT services sales	Engineering services Co.'s	L&T IT	Mindtree
IT delivery			
Others	Mindtree		
Experience			
20+ years	Engineering services Co.'s	L&T IT / Mindtree	
15- 20 years	Engineering services Co.'s / L&T IT		
Less than 15 years			

e. Who was actively recruiting outside of the IT services companies

	#1	#2	#3
All respondents	Other companies	AWS & Cloud platforms	IT – CIO groups
Geo			
USA / Canada	Other companies	AWS & Cloud platforms	IT – CIO groups
India / other geo	Other companies	AWS & Cloud platforms	IT – CIO groups



Profession

IT services sales	Other companies	AWS & Cloud platforms	IT – CIO groups
IT delivery	Other companies	AWS & Cloud platforms	IT – CIO groups
Others	Other companies	AWS & Cloud platforms	IT – CIO groups

Experience

20+ years	Other companies	AWS & Cloud platforms	IT – CIO groups
15- 20 years	Other companies	AWS & Cloud platforms	IT – CIO groups
Less than 15 years	Other companies	AWS & Cloud platforms	IT – CIO groups