

Pulse of the hiring market – April 2022

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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 by / to which companies.

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) 83% of the respondents are confident or very confident of finding a new job, with a jump in those citing high confidence.
- b) Confidence level 78% - 83%% across professions
- c) Highest for IT delivery professionals at 85%, followed closely by IT sales professionals at 83%
- d) Confidence of Respondents from the USA, 87%, but lower in India at 56%
- e) The youngest respondents (<15 years) most confident at 100%, closely followed by those in the 15 – 20-year experience range at 91% and 20+ at 80%

Hiring heat map

- a) Jump in activity – 93% had been solicited or looked for a change in the last 12 months.
- b) High solicitation & intent to change– from 85% - 100% across professions and experience ranges
- c) Solicitations & intent to change at 96% in the USA, and 78% in India.
- d) Compared with 2021, big jumps in the USA, and across all professional groups and experience ranges.

Hiring trend

- a) 66% 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-15-year experience group were the most actively solicited, followed by those in the non-IT sales / delivery professions.

Where are respondents applying or getting solicited

- a) Wipro and Tech Mahindra most active large IT services companies for the second year running, with TCS displacing Cognizant in the top 3.
 - b) Among the next tier companies, a surge in activity by a new group of “Other – less known IT companies”, followed by LTI, Mphasis and Mindtree.
 - c) Engineering services companies which were in the top 3 in 2021, dropped out of the top 5 in 2022
 - d) An increasing number - 66% respondents being approached by or applied to a company outside the IT services and cloud hyperscalers companies. Very likely product companies.
 - e) More subdued activity from the cloud hyperscalers (28% compared with 40% in 2021)
 - f) CIO / IT groups solicitation and interest levels steady at 20%
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Detailed results

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

	Very confident	Confident	Not too confident
<i>All respondents</i>			
2022	39%	44%	17%
2021	25%	62%	13%

Geography

<i>USA / Canada</i>			
2022	40%	47%	13%
2021	23%	65%	12%
<i>India / other geo</i>			
2022	33%	22%	45%
2021	36%	43%	21%

Profession

<i>IT services sales</i>			
2022	40%	43%	17%
2021	21%	66%	13%
<i>IT delivery</i>			
2022	46%	39%	15%
2021	36%	54%	9%
<i>Others</i>			
2022	22%	56%	22%
2021	21%	57%	21%

Experience

<i>20+ years</i>			
2022	30%	50%	20%
2021	25%	60%	15%
<i>15- 20 years</i>			
2022	64%	27%	9%
2021	15%	77%	8%
<i>Less than 15 years</i>			
2022	100%		
2021	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 2021
<i>All respondents</i>		
2022	93%	66%
2021	79%	69%

Geography

<i>USA / Canada</i>		
2022	95%	65%
2021	77%	69%
<i>India / other geo</i>		
2022	78%	71%
2021	86%	67%

Profession

<i>IT services sales</i>		
2022	96%	62%
2021	87%	74%
<i>IT delivery</i>		
2022	85%	64%
2021	68%	67%
<i>Others</i>		
2022	89%	88%
2021	57%	36%

Experience

<i>20+ years</i>		
2022	93%	62%
2021	79%	64%
<i>15- 20 years</i>		
2022	91%	70%
2021	85%	91%
<i>Less than 15 years</i>		
2022	100%	100%
2021	75%	100%

c. Which large IT services companies were the most active

	#1	#2	#3
<i>All respondents</i>			
2022	Wipro	TechM/TCS	
2021	Wipro	Cognizant	TechMahindra

Geography

<i>USA / Canada</i>			
2022	Wipro	TCS/TechMahindra	
2021	Wipro	Cognizant	TechMahindra
<i>India / other geo</i>			
2022	Wipro	Accenture	
2021	Cognizant	Tech Mahindra	

Profession

<i>IT services sales</i>			
2022	Wipro	TechMahindra	TCS
2021	Wipro	TechMahindra	Cognizant
<i>IT delivery</i>			
2022	TCS	Wipro / Capgemini	
2021	Cognizant		
<i>Others</i>			
2022	Many companies - tied		
2021	Wipro	Cognizant	

Experience

<i>20+ years</i>			
2022	Wipro	TCS	TechMahindra / Capgemini
2021	Wipro	Cognizant	Tech Mahindra
<i>15- 20 years</i>			
2022	Wipro	TechMahindra	Multiple companies
2021	Wipro	TechMahindra	Cognizant
<i>Less than 15 years</i>			
2022	Wipro	Multiple companies	
2021	Cognizant/TechMahindra		Wipro

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

	#1	#2	#3
<i>All respondents</i>			
2022	Non mainstream brands	L&T IT	Mphasis
2021	Engineering services Co.'s	L&T IT	Mindtree

Geography

<i>USA / Canada</i>			
2022	Non mainstream brands / L&T IT		Mphasis
2021	Engineering services	L&T IT	Mindtree

	Co.'s		
<i>India / other geo</i>			
2022	Non mainstream brands	Smaller companies	
2021			

Profession

<i>IT services sales</i>			
2022	Non mainstream companies	L&T IT	Mphasis
2021	Engineering services Co.'s	L&T IT	Mindtree
<i>IT delivery</i>			
2022	L&T IT	Non mainstream companies / Mindtree	
2021			
<i>Others</i>			
	Smaller companies	Non mainstream companies / Mindtree	
	Mindtree		

Experience

<i>20+ years</i>			
2022	Non mainstream companies	L&T IT	Multiple companies
2021	Engineering services Co.'s	L&T IT / Mindtree	
<i>15- 20 years</i>			
2022	Mphasis	L&T IT / Mindtree	
2021	Engineering services Co.'s / L&T IT		
<i>Less than 15 years</i>			
2022	Small companies	Mphasis	
2021			

e. Where are respondents applying or getting solicited outside of the IT services companies

	Other companies	AWS and cloud providers	IT-CIO groups
<i>All respondents</i>			
2022	66%	28%	20%
2021	58%	40%	21%

Geography

<i>USA / Canada</i>			
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2022	65%	28%	23%
2021	55%	38%	21%
<i>India / other geo</i>			
2022	71%	29%	
2021	75%	50%	17%

Profession

<i>IT services sales</i>			
2022	62%	29%	18%
2021	50%	44%	20%
<i>IT delivery</i>			
2022	73%	18%	18%
2021	87%	27%	20%
<i>Others</i>			
2022	75%	38%	38%
2021	63%	38%	25%

Experience

<i>20+ years</i>			
2022	64%	28%	22%
2021	59%	40%	22%
<i>15- 20 years</i>			
2022	70%	30%	20%
2021	64%	36%	18%
<i>Less than 15 years</i>			
2022	75%	25%	
2021	33%	67%	

Demographics of participants

Respondent profile - location	USA/Canada	India / other geo's
	87%	13%

Respondent profile - profession	IT services Sales/account growth	IT services SME/delivery	Others
	68%	19%	13%