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Global Hiring Guide: Top Emerging Tech Hubs



📍 Ho Chi Minh City

What we do

We make it fast and easy for companies to hire anyone, anywhere, without setting up subsidiaries or branch offices. Our #1 SaaS-based Global Employment Platform™ offers everything you need to build your everywhere workforce with confidence. Thanks to our innovative technology and in-region experts, companies can find, hire, onboard, and manage global talent in full compliance.

G-P: Global Made Possible



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Introduction:**The global tech talent shortage**

Are you struggling to find tech talent locally? You are not the only one. According to a [global report](#), by 2030, there will be a global talent shortage of more than 85 million people in three broad industries, including technology. If left unchecked, this shortage could result in USD 8.5 trillion in unrealized annual revenues.

The talent shortage has also impacted specific countries in particular, including Russia, China, Japan, Brazil, and the United States. In fact, the U.S. alone could lose up to USD 162 billion in revenue annually unless companies begin to draw in more tech workers.



Estimated global tech talent shortages by 2030

18 million
people each in Japan and Brazil

12 million
people in China

6 million
people each in Russia
and the United States

Source: [Korn Ferry](#)

Even with advancements in technology and the growing popularity of machinery in the business world, the talent shortage isn't expected to be a temporary issue; [the value of human capital is 2.33 times higher](#) than that of physical capital inventory, real estate, and technology combined – people will remain companies' best asset for the foreseeable future.

The good news is that shortages in your local talent pool should no longer limit your recruitment strategy. Today, it's easier than ever to take your tech talent search across the globe.

Chapter 1:

How global growth can fix the tech talent shortage

Searching for talent in your local market is no longer enough. If you limit your recruitment efforts to your local area, you automatically lose ground to your competitors. The rising demand for tech talent has forced many companies to step out of their comfort zone and seek skilled professionals globally.

Companies that have adopted this global talent acquisition strategy

have not only overcome their local talent shortage, but improved their bottom line. Organizations that were once assembled with team members from the same city or country are now comprised of professionals from across the world who provide advantages such as:

- The ability to speak multiple languages
- Country-specific business

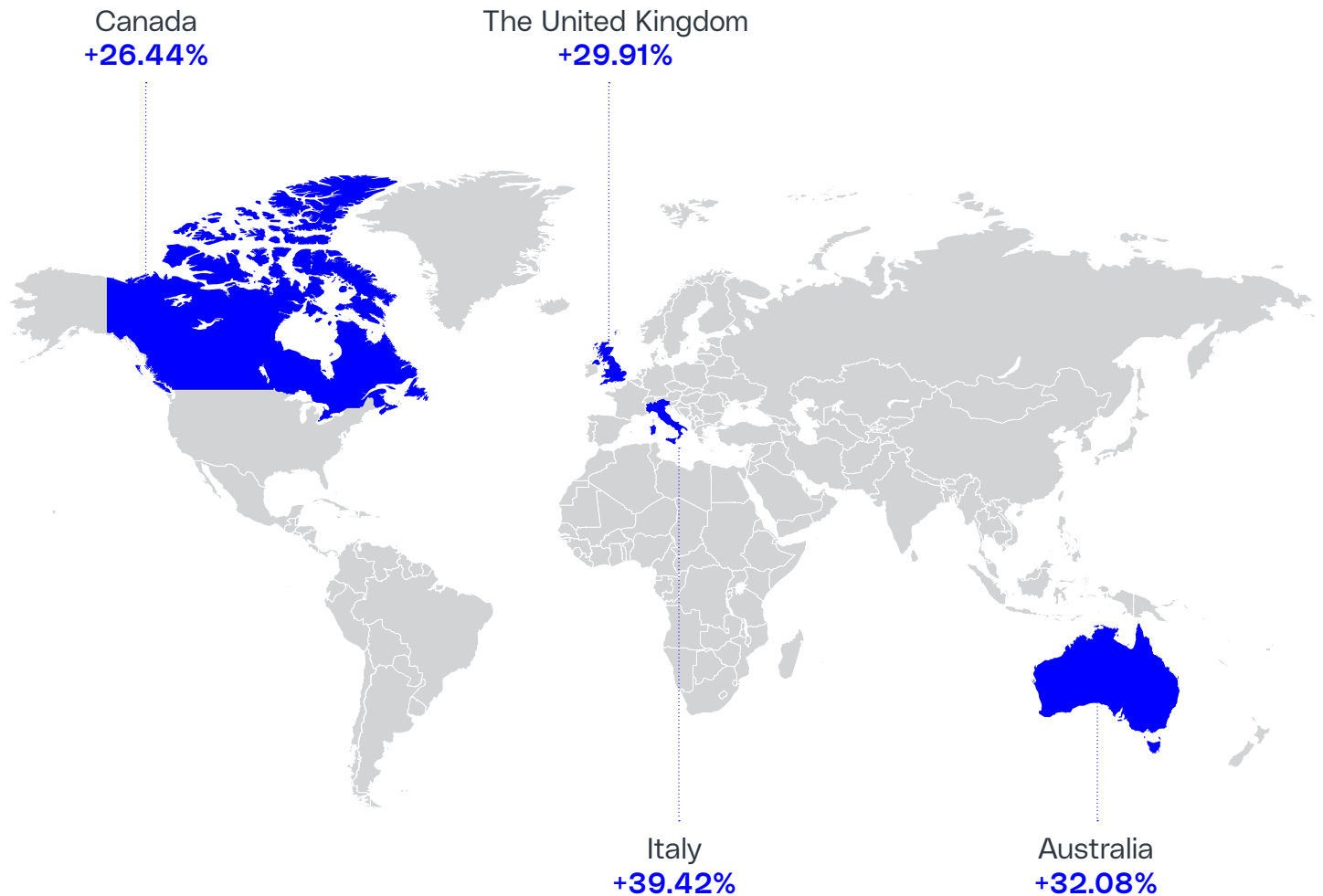
knowledge and market expertise

- A globalized outlook that will make your company adaptable and resilient

But where can you find global tech talent?

Some cities and even entire countries have seen a surplus of tech professionals in recent years. Thanks to a globalized world, you can now reap the benefits of these tech hubs and overcome local talent shortages.

Countries that have increased the rate at which they hire global tech talent:



Chapter 2:

Top global tech hubs

Thanks to the onset of remote work, you have access to a business world without boundaries, but you still need to know where to look for tech talent. Yes, there is the more obvious global business hubs like New York, London, Hong Kong, and Tokyo. However, the problem with being popular is that they are also expensive and already filled with tech companies – maybe even your competition – that are targeting the local talent.

In addition, due to the global pandemic and the spread of remote work, many workers in these major business hubs have started to migrate to new destinations. Therefore, the real value comes from knowing which top tech hubs have recently emerged in the new era of remote work.

In this chapter, you will see profiles of global regions experiencing a boom of tech professionals, and the top tech hiring hubs within these regions.

Africa

Home to 17 percent of the world’s population, Africa is a continent with over 500 million internet users and is slowly rising to the forefront as a promising tech hub. In 2021, [Google announced a USD 1 billion investment in Africa](#), and Microsoft and Facebook have been involved in accelerator programs in African tech since 2019.

According to a [2022 report by Google and Accenture](#), the number of developers across 16 sub-Saharan African countries increased 3.8 percent from 2020 to 2021.



“ With countries across Africa rapidly modernizing and showing promising signs of growth, now is the time to seriously consider this market before the first-mover opportunity window closes. ”

[Accenture](#)

Three countries that stand out for their large numbers of tech professionals are Nigeria, South Africa, and Mauritius.

Nigeria

Nigeria is now one of Africa’s most vibrant tech hubs having experienced

a tremendous increase in tech talent in recent years, including professionals specialized in front-end, back-end, and full-stack web development. Despite the global pandemic, the tech sector [contributed 15 percent of Nigeria’s GDP in 2020](#), second only to agriculture.

In 2019, Nigeria-based startups received more than USD 600 million in backing. Since then, development hubs have emerged across one Nigerian city in particular – Lagos, Africa’s second most populous city. “The quality (of tech talent) is high, and people are really, really hungry to prove themselves.”

Hafi Raji, Director at eCom Response, quoted by The Stack

The tech environment in Lagos now includes:

- Companies that train local tech talent
- Government funding initiatives towards tech education programs
- Tech communities focused on developing new technologies
- An increase in tech internship programs

These advancements in the local tech environment have contributed to a growing tech talent pool and have made Lagos a cost-effective hiring market. Not only are Nigerian developers incredibly skilled and motivated, but they are working in a time zone very close to European capitals. However, companies continue to overlook them.



South Africa

South Africa has one of Africa’s most extensive communications and technology markets. The country was ranked 1st in fDi’s African Tech Ecosystems of the Future 2021/22 report.

Cape Town is one of the world’s fastest-growing cities with a large tech ecosystem that nurtures world-class talent. The city has an internet penetration of 63 percent and is one of Africa’s largest open-access fiber networks.



Average number of tech developers in South Africa and Nigeria

South Africa
133,195

Nigeria
114,536

e-Conomy Africa 2020

Cape Town is also home to top education institutions, such as the University of Cape Town and the Cape Peninsula University of Technology. These institutions are prime sources of talent for local startups, national companies, and major global businesses alike.

Johannesburg is another South African city where an abundance of global tech talent is emerging. The capital is home to several startups and tech initiatives that have helped build a growing talent pool.

“ In the development industry alone, Cape Town accounts for 38% of talent and hosts the highest concentration of developers in the country. ”
fDi intelligence

Mauritius

Data from LinkedIn, Github, and the IFC ranked Mauritius 14th among the African countries with the highest number of tech developers. However, when it comes to the number of developers per million in the population, it ranks number one.

The same data showed that Mauritius ranks N°1 for the highest percentage of LinkedIn users per country in Africa.

Southeast Asia (SEA)

Asia is home to some of the world's most prominent tech hubs, such as Tokyo and Beijing. In the last few years, Southeast Asia's economy has grown very fast, along with its local tech talent.

Vietnam

Vietnam ranks 6th in [Kearny's 2021 Global Services Location Index](#), which helps companies identify the top places to source talent. The country's universities have made significant investments in technology education, leading to world-class software developers.

Vietnam gives you [access to talent that is:](#)

- **Young:** Close to 70 percent of the population is 15-35 years old.
- **Highly educated:** Vietnam has more than 280,000 graduates joining the workforce every year, of which 40,000 are tech educated.
- **Specialized in the latest technologies:** Besides having Java and Python developers, the country also has talent specializing in blockchain, machine learning and artificial intelligence (AI), and big data.

In addition, Vietnam is in a similar time zone as popular tech hubs like Singapore and Hong Kong – with an even larger talent pool.



What makes Vietnam so attractive for tech companies?

- Vietnam has attracted tech investments from multinational corporations and Fortune 500 companies since 2005.
- Its digital economy and manufacturing sector have propelled the country into the tech talent limelight.
- With a projected growth of USD 52 billion by 2025, the digital economy has produced many skilled locals well-versed in machine learning and AI.



Indonesia

Expected to become the [biggest online economy in Southeast Asia by 2025](#), Indonesia is home to four of the top 10 unicorns in SEA.

The government has ambitious plans to develop AI to advance the country's economy, which is reflected in both public and private investments to nurture talent.

[Cambridge International](#) found that Indonesia, out of every country in the world, has the highest number of students using technology in the classroom.

“ Indonesian students use technology in classrooms more than many other countries, often beating even more developed countries. Indonesian students are the highest globally in their use of I.T. suites or computer rooms (40%). They are also the second-highest in the world for using desktop computers (54%), behind only the USA. ”

[Cambridge International](#)



The Philippines

The Philippine government has laid out a [National ICT Ecosystem Framework](#), anchored in five independent pillars, including developing talent and professional skills.

According to a [2020 World Bank Report](#), the number of internet users tripled from 23 million in 2010 to 73 million in 2020. The country also has a high proficiency in English, [ranking 2nd in Asia](#) for English proficiency and 18th out of 112 countries tested.

Gartner's Emerging Talent Hubs for IT in 2020 [report](#) showed the capital city of Manila to be among the world's top 15 existing and emerging IT hubs with a talent score of 5.9 and a tech talent supply of more than 88,000 professionals.

Latin America

Mexico

Mexico ranked 11th in [Kearny's 2021 Global Services Location Index \(GSLI\)](#) top 25. The index looks at financial attractiveness, people skills and availability, business environment, and the ability to deliver services effectively. In addition, this North American nation is home to some of the top technical universities globally, and tech graduates account for 20 percent of all of Mexico's graduates.

Higher education in Mexico is affordable, and the middle class is on the rise, which means the number of tech graduates will only increase.



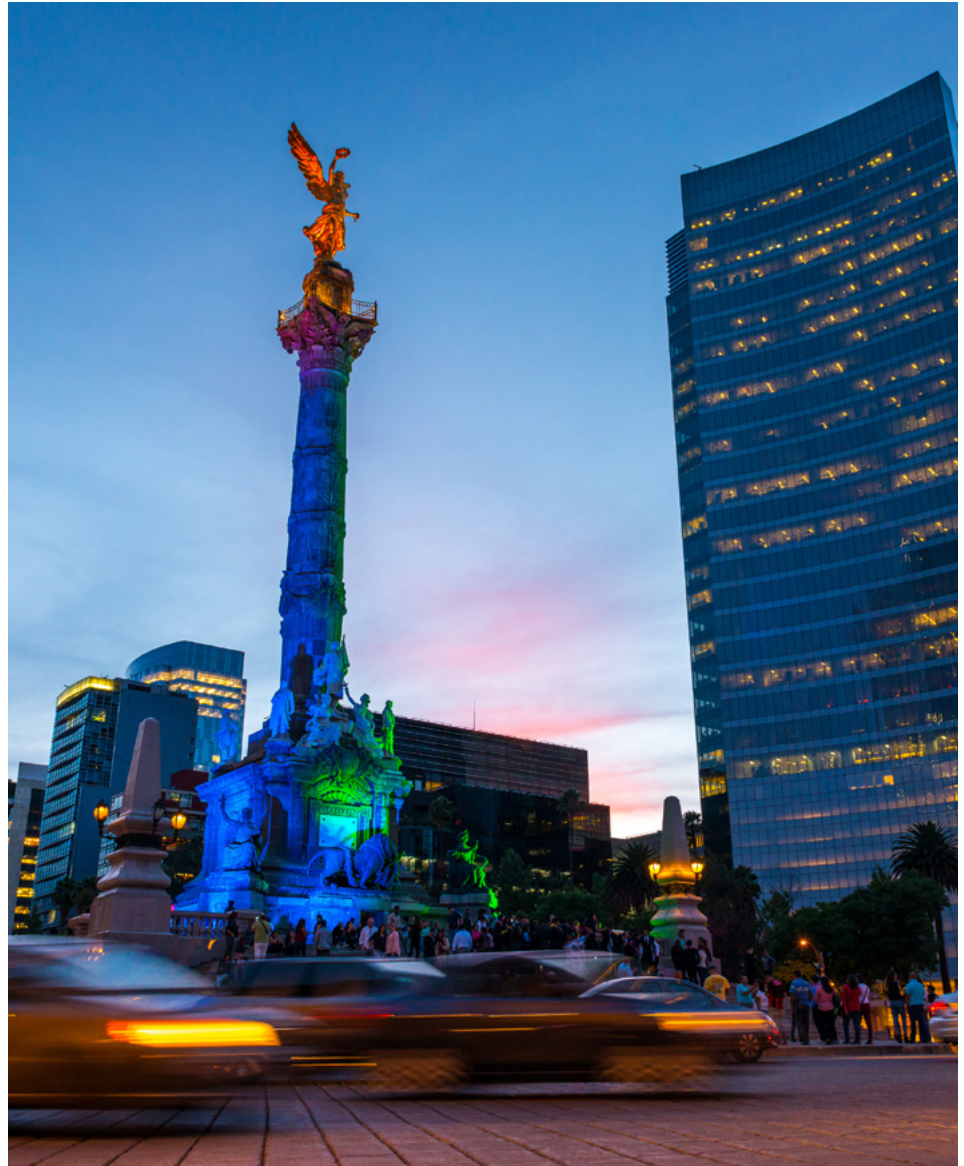
The talent market is becoming more competitive, but the sheer volume of graduates and the rise of informal education like coding academies make Mexico a formidable player in the global tech talent ecosystem. ”

[Bismarck Lepe, CEO and Founder of Wizeline for Forbes](#)

In World Bank's Doing Business [global ranking](#), Mexico is also the highest ranked economy in Latin America and the Caribbean region.

Argentina

Argentina has begun nurturing a highly skilled tech talent pool. In global skills reports from [2020](#) and [2021](#), the South American nation ranked among the highest Latin American countries for global data science skills ratings for technologies such as Python, SQL, R, Tensor Flow, CloudAPIs, NLP, and others.



In what way is Argentina's [tech scene growing](#)?

- Entrepreneurs in Argentina are now using blockchain technology as protection against corruption and economic instability.
- S4, a company based in Argentina that provides data analytics tools for agriculture, was named one of the most innovative agtech (agricultural technology) startups outside of the U.S.
- Of the 44 million people who live in Argentina, approximately 30 million have internet access.
- According to [Statista](#), in 2020, Argentines were the third most active social media population in Latin America.

Buenos Aires is home to [three internet companies](#) worth over USD 1 billion: MercadoLibre, OLX, and Despegar. MercadoLibre is the only internet company from Latin America listed on NASDAQ. It has 100 million users and a valuation of USD 6 billion, and is the leading e-commerce platform in the region.

Over 43 million people have completed secondary education in Argentina.

In addition, many Argentines have a high English-speaking proficiency. According to the English First's [English Proficiency Index \(EPI\)](#), Argentina ranks 25 out of 100 countries and has an EPI score of 566, the highest in Latin America.

Chile

Tech talent will experience exponential growth in Chile, thanks to the government's focus on growing the IT

sector. In fact, Chile is ranked second among Latin American countries experiencing the most [digital growth](#) – the IT industry grew by 6.3 percent in 2020.

Chile has the highest internet penetration in Latin America with 76 percent of the population comprised of permanent users. As a result, the country will launch the region's first 5G network in 2022.



Chapter 3:

How to secure top tech talent before your competition

Once you're familiar with the best international talent hubs, sourcing and hiring skilled candidates is the next step.

You are not alone in the current global war for tech talent – so it's important to always be one step ahead of your competition. G-P Recruit, an extension of our Global Employment Platform™, is your key to winning the race for specialized professionals across the world. Now, our end-to-end global employment solution gives companies access to an unrivaled selection of recruiting specialists to find the perfect talent based on their unique requirements,

including industry, location, prior roles, and more.

G-P Recruit offers you:

- **Platform automation:** Our industry-leading technology automates time-consuming processes like payroll setup and contract generation, so you can focus on providing a positive employee experience during recruitment and onboarding.
- **Expert recruiters:** We provide a network of recruiting specialists that are familiar with the local market, enabling you to find and hire international tech talent across many emerging tech hubs.



How can G-P Recruit help your company?



Go global, fast – Our best-in-class technology helps you quickly find the right talent, in the right location, at the right cost, quickly and efficiently. For example, you can quickly move your preferred candidate along from recruiting to hiring and onboarding with the click of a button.



Simplify international recruitment – Get a unified customer experience with our Global Employment Platform™, regardless of where in the world you are recruiting.



Gain key insights – View and stay up to date on all essential global recruiting data on one platform – instead of dealing with multiple providers, points of contact, and dashboards.

Conclusion:**Hire global tech talent with G-P.**

As the #1 Global Employment Platform™, we pair the industry's most responsive technology with our world-class legal, HR, and tax experts to support expansion in 180+ countries.

We take the pain out of managing global HR, payroll, benefits, and more, so you can focus on building your global tech team quickly and compliantly.

Forget about having to go through the lengthy and expensive process of setting up international entities and ensuring compliance – our in-country experts and robust legal team take this burden off their shoulders, mitigating fines, penalties, and litigation risk.

G-P's Global Employment Platform™ helps you:

- Minimize global hiring costs
- Increase time to revenue
- Gain access to skilled international talent
- Mitigate global compliance risk

Whether you have identified a candidate or are looking for talent, our industry-leading platform offers a unified customer experience to cover all your hiring needs.



When your company sees an opportunity, there is no longer a need to wait to take it. With G-P, you can hire international team members quickly and take advantage of new opportunities as they appear.

About us

G-P helps growing companies unlock their full potential by making it possible to build highly skilled global teams in days instead of months. Through our SaaS-based platform, we help find, hire, onboard, pay, and manage team members, quickly and compliantly, to expand growth opportunities for everyone, everywhere – without the hassle of setting up local subsidiaries or branch offices.

G-P: Global Made Possible



G-P

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