

Future Readiness: Tech Workforce Trends for Startups and Developers

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HVTECHFESTIVAL
Technology Driven Economic Development

Why You Should Consider the Alternative Workforce Opportunity

1. Freedom: Speaks for itself

2. **Gig Economy or On Demand economy...fiverr, UpWork..Alternative Workforce...now mainstream...by 2020 42 million self employed, 99Design, Kaggle is a 2 billion Market**

3. **24% of tech talent are earning money through gig economy**

4. Personal development and growth

Working globally increases you are able to expand your knowledge of the global market by applying best practices relating to policies and strategies.

5. Increased Mobility – work/life balance and traveling!

Because global companies often work with remote teams, global companies rely on technology to stay connected which means you can be flexible when and where you carry out your work tasks. Think of the luxury of taking an early morning call with a colleague in London in your pajamas at your apartment – Don't you wish you could have dialed into your Monday 8 am class from home? Global companies are more accepting of work flexibility that leads to happier, healthier, and more productive employees. Global companies also have offices across the globe that increases your chances to satisfy your love of traveling.

6. Access to innovative technology – Big data, Smart Analytics, Robotics

Believe it or not, many other countries are very advanced in their Technology. For example Robotics is moving more rapidly in Asia and may be the success of future companies. Having access to this kind of knowledge gives you a competitive advantage.

7. Learn more about other cultures

On occasions though you work remotely there may be a need to travel to the country which gives you the opportunity to experience a different culture.



WHY IS THE GIG ECONOMY GROWING

Talent acquisition

Access to top worldwide talent without having to navigate the American immigration system. H1B visas are hard to come by.

True diversity

The key is to carefully leverage diversity; make its positives outweigh the negatives. An exceptional product can spread worldwide – if your tech products can truly address diversity of cultures and having a global workforce who can have input is one of the best ways to ensure “true diversity” of employees based in different countries, of different cultural backgrounds, collaborating on developing digital products for consumption by diverse masses around the globe.

Speed

Salary (Middle East, even UK has higher salary than US, \$104,300 where China, India, etc., had amazing talent at a fraction of cost.

International Opportunity for permanent hire.



ORGANIZATION'S BENEFIT

- Elevate Brand and Credibility
- Manage and optimize cost
- Diversity of thought necessary in a global world
- Manage risk
- Help businesses to be more competitive by managing cost
- Sometimes more favorable regulations
- Tax Incentives (Ireland offers huge Tax incentive for R&D)



WHAT YOU SHOULD KNOW...

- Understand the Company's Culture, Especially Work-Life Balance as time differences may impact this.
- Know What You're Getting Into
- Understand Your Visa Conditions (if you have to go there short term)
- As a 1099 Employee You Must File Taxes With the U.S. IRS



CHALLENGES

- Communication
- PM...Tools such (Knowledge share)
- Time difference
- Local competitiveness
- Inconsistent income/less stability
- Fewer labour protection
- Tax implications and management



Questions?

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Wordeee Our Story



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