

Adaptive hiring represents a forward-thinking approach to talent acquisition in the digital era, emphasizing the value of speed, diversity, flexibility, and continuous learning.

Where to Shop for Tech Talent Today

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Written by: Alicia Mokwa, Research Director, Talent Acquisition and Strategy

Introduction

The global technology landscape is rapidly evolving, and the demand for skilled talent continues to surge. However, traditional hiring practices are struggling to keep pace with the industry's changing dynamics. To remain competitive and drive innovation, companies must embrace adaptive hiring strategies that prioritize skills and potential over pedigree and location, leverage AI/machine learning (ML) to better identify best-fit candidates from a global talent pool, and foster an environment of continuous learning and development.

At the core of adaptive hiring is the recognition that skilled talent can be found in unexpected places, transcending geographical and socioeconomic boundaries. By expanding their search to underrepresented regions, organizations can access a broader pool of candidates with fresh perspectives and deep, technical skill sets. This approach not only addresses talent shortages but also enriches the tech ecosystem with diverse voices essential for driving creativity and problem-solving.

Adaptive hiring practices acknowledge the rapid pace of technological change by prioritizing practical skills, problem-solving abilities, and growth potential over traditional credentials or specific career trajectories. In a world where the half-life of skills is constantly shrinking, companies must prioritize candidates who demonstrate a willingness and ability to learn and adapt continuously.

The rise of remote work has also reshaped the talent acquisition landscape, necessitating a shift toward more flexible and inclusive hiring practices. By offering remote and hybrid work arrangements, companies can attract top talent from around the globe, facilitating a boost in productivity, improved job satisfaction, and better work-life balance.

AT A GLANCE

WHAT'S IMPORTANT

» Borderless talent acquisition: The adaptive hiring model leverages a global talent pool, removing location as a constraint and allowing companies to hire the best talent from anywhere in the world.

Benefits

By leveraging an adaptive hiring model and remote work capabilities, companies can tap into global talent pools that were previously inaccessible due to geographical barriers. This allows organizations to source the best candidates regardless of location, giving them a competitive edge in attracting top talent worldwide. This approach offers the following benefits:

- » **Acceleration of time to hire:** AI-powered candidate matching, automated screening, and video interviewing tools can significantly streamline and accelerate the hiring process. Companies can move quickly in securing top talent in competitive job markets, improving their ability to staff critical roles efficiently.
- » **Boost to workforce agility:** By prioritizing skills over traditional markers, embracing remote work flexibility, and investing in continuous learning, the adaptive hiring approach builds an inherently agile workforce. Digital talent is better equipped to adapt to changing market demands, new technologies, and evolving business priorities.
- » **Achievement of scalable growth:** Comprehensive adaptive hiring platforms with robust talent analytics enable data-driven workforce planning at scale. Companies can make informed decisions on strategic hiring, talent mobility, and skills development investments to fuel sustainable growth aligned with emerging business needs.
- » **Adaptive hiring to optimize workforce flexibility:** By balancing fixed and variable costs, organizations can scale teams up or down rapidly in response to shifting priorities and market demands. This helps mitigate economic uncertainties and geopolitical risks through strategic talent distribution. Reducing long-term financial commitments by establishing resilient operational hubs in diverse regions will ensure business continuity.
- » **Identification of hidden talent:** Through skills assessments, coding challenges, and other data-driven evaluation methods, an adaptive hiring approach will utilize AI/ML plus humans to uncover talented individuals who may have been overlooked by conventional hiring practices focused on formal credentials. This allows companies to find and nurture "hidden gems" from untapped markets with the right mindset and potential to thrive.
- » **Enablement of continuous learning:** A core tenet of adaptive hiring is prioritizing continuous learning and professional development. By providing integrated training platforms and personalized learning paths, the adaptive approach equips technologists with the tools to continually upskill and stay ahead of the tech curve.
- » **Improvement of cultural integration:** Adaptive hiring technologies that facilitate seamless communication, collaboration tools, and cross-cultural training can help remote and globally dispersed teams integrate more effectively. This promotes strong team dynamics and knowledge sharing despite geographical differences.

Trends

IDC has identified several trends with an influence on adaptive hiring. In detail:

- » Rise of AI and ML in recruitment:
 - **AI-driven screening:** AI revolutionizes recruitment processes by automating initial candidate screening. AI algorithms can quickly analyze resumes and applications, identifying candidates whose skills and experiences best match job requirements.

- **Predictive analytics:** Based on historical data, machine learning models can predict a candidate's future job performance and cultural fit. This helps organizations make more informed hiring decisions.
- » Expansion of remote and hybrid work models:
 - **Global talent pools:** The shift toward flexible work arrangements like remote and hybrid work models and freelance and contingent platforms means companies can tap into a global talent pool. This trend reduces geographical barriers, enabling organizations to hire the best talent regardless of location.
 - **Virtual collaboration tools:** Advances in communication and collaboration tools, such as videoconferencing and project management software, facilitate seamless teamwork among remote and hybrid teams, enhancing productivity and innovation.
- » Skills-based hiring:
 - **Skills based:** Focusing on specific competencies and abilities required for success can help foster a stronger workforce, flexibility, and precise talent matching. Organizations that have predefined job titles and descriptions potentially limit their candidate pools and overlook transferable skills. A skills-based focus rather than one based on degrees emphasizes a person's abilities and real-world experiences over formal education credentialing, recognizing that critical competencies can be acquired through various pathways including self-learning, work experience, and nontraditional education.
- » Continuous learning and upskilling:
 - **Learning management systems (LMS):** Adopting LMS platforms enables organizations to provide ongoing employee training and development opportunities. These systems support upskilling and reskilling efforts, ensuring the workforce remains adaptable to technological changes.
 - **Microlearning:** The trend toward microlearning — delivering content in small, focused segments — caters to the needs of busy professionals and promotes continuous learning in a more accessible and engaging format.
- » Integration of advanced analytics:
 - **Talent analytics:** Organizations leverage advanced analytics to gain insights into talent acquisition processes. This includes analyzing recruitment metrics, employee performance data, and turnover rates to identify trends and areas for improvement.
 - **Workforce planning:** Predictive analytics help companies forecast future hiring needs based on business growth projections and industry trends, enabling proactive workforce planning.
- » Adoption of blockchain technology:
 - **Credential verification:** Blockchain technology verifies candidates' credentials and work histories. This ensures the authenticity of information provided by applicants and reduces the risk of hiring fraud.
 - **Decentralized recruitment platforms:** Blockchain enables the creation of decentralized recruitment platforms that offer greater transparency and security in the hiring process.

- » Focus on building diverse teams:
 - **Inclusive recruitment practices:** Organizations are implementing strategies to eliminate recruitment biases and create a more diverse workforce.
 - **Data-driven hiring decisions:** Companies increasingly use data analytics to track and measure their workplace diversity, ensuring accountability and continuous improvement.

Considering Andela

Founded in 2014, Andela is a global private marketplace that connects companies with certified, technical talent spanning over 135 countries across the world with 60% of its talent primarily in emerging markets like Africa and Latin America (LATAM). Andela's offerings are designed to help businesses scale their technical teams quickly and efficiently while providing technologists the opportunity to build sustainable careers by connecting them with long-term, international remote work. Key components of Andela's offerings include:

- » **Global reach:** Andela has a marketplace of 150,000 technologists from around the world, including Africa, Latin America, and Eastern Europe. This diversity allows companies to tap into a wide range of skills and perspectives.
- » **Rigorous vetting process:** Technologists in the Andela marketplace undergo a comprehensive qualification process that assesses their technical skills, problem-solving abilities, soft skills, and cultural fit with an organization.
- » **Reduced hiring costs and time:** Andela streamlines the recruiting process, saving companies time and resources.
- » **Dedicated talent:** Clients can hire technologists, integrating them seamlessly into their existing teams and workflows.
- » **Project-based engagements:** For specific projects or short-term needs, Andela offers flexible project-based engagements that allow companies to leverage specialized skills on demand.
- » **Onboarding and integration:** The Andela team provides support to ensure smooth onboarding and integration of remote technologists into client teams. This includes setting up communication channels, project management tools, and regular check-ins.
- » **Ongoing training and development:** Andela invests in the continuous learning and professional development of its technologists, ensuring they stay updated with the latest technologies and best practices. In the past 10 years, the company has trained over 110,000 technologists or 15% of the engineering population of Africa.
- » **Wide range of skills:** Talent in the Andela marketplace covers more than 800 technical skills and frameworks. This wide range of skills indicate that Andela technologists possess the needed expertise to work on a variety of solution use cases, including but not limited to custom software development, web app development, cloud migration, cloud native, network optimization, legacy systems, GenAI, and AI.
- » **Industry experience:** Technologists have experience across multiple industries, including fintech, healthcare, and ecommerce,, allowing them to bring valuable industry-specific insights to client projects.

Andela Talent Cloud is an all-in-one platform that streamlines the complete hiring life cycle, helping companies source, qualify, hire, manage, and pay global technologists in one integrated platform. Hiring managers have complete

transparency of talent profiles and assessment results, enabling informed and secure hiring decisions. The platform includes:

- » **Talent Decision Engine (TDE):** Powerful AI-matching algorithms help clients quickly select the best talent to reduce time to hire and deliver projects faster. TDE identifies key skills required to perform a job and analyzes data points from across talent experience to make the best possible recommendations from the marketplace.
- » **Predictive performance:** Qualified, an Andela subsidiary, provides real-world developer assessments to help predict on-the-job performance, so clients can access the specialist skills needed and hire with confidence.
- » **Talent payments:** Andela Pay manages all aspects of global payouts, currency exchange, and compliance in over 100 countries to ensure that technologists receive funds in a low-cost and timely manner.
- » **Enterprise HRM integrations:** Andela Connect provides integrations to popular application tracking and vendor management systems such as Greenhouse, Beeline, and Fieldglass.

Andela's business model and service offerings are relevant to the current trends and discussions in the technology talent acquisition space. The company aligns with the key themes of global talent engagement, flexibility and remote work, continuous learning, technological integration, and data-driven insights in the following ways:

- » Andela exemplifies adaptive hiring by tapping into global talent pools, particularly from underrepresented regions. This approach not only addresses talent shortages but also brings diverse perspectives that drive innovation.
- » Adaptive hiring enables companies to flexibly scale teams up or down as business needs change. Through talent marketplace, companies can tap into this key benefit.
- » Its focus on remote work aligns with the trend toward flexible work arrangements. By enabling companies to build remote tech teams, Andela helps them attract top talent regardless of geographical boundaries.
- » The company's commitment to sourcing talent from diverse backgrounds supports the push for greater diversity in tech. This inclusivity enhances team creativity and performance. By providing opportunities for technologists in Africa and other emerging markets, Andela contributes to the economic development of these regions while addressing the global tech talent shortage.
- » Andela invests in the continuous upskilling and reskilling of its talent, ensuring they remain at the forefront of technological advancements. This emphasis on lifelong learning is crucial in an industry characterized by rapid change.
- » Andela Talent Cloud uses sophisticated AI algorithms to match talent with the right projects and companies, enhancing the efficiency and effectiveness of the recruitment process.
- » By leveraging data analytics, Andela continuously improves its talent matching and management processes, providing better outcomes for both clients and engineers.

Challenges

While adaptive hiring gains traction, traditional mindsets around talent sourcing persist, posing skepticism about remote, globally distributed teams' ability to integrate seamlessly. Overcoming entrenched hiring biases remains a challenge for Andela's expansion.

The company competes with established tech outsourcing firms, remote staffing platforms, and emerging decentralized talent networks. Continuous innovation in talent development and delivery models is crucial to maintaining a competitive edge. Cultivating a pipeline of elite technical talent at scale also presents a long-term challenge.

As Andela grows, maintaining consistent quality standards, cultural alignment, and seamless integration of digital talent into client organizations becomes increasingly complex. Balancing growth aspirations while delivering exceptional experiences is an ever-present priority.

By consistently delivering robust digital talent and workforce transformation solutions, Andela can solidify its position as a preeminent enabler of inclusive, future-ready tech teams for businesses worldwide.

Conclusion

Adaptive hiring represents a forward-thinking approach to talent acquisition in the digital era, emphasizing the value of diversity, flexibility, and continuous learning. By embracing this model, organizations can build resilient, innovative teams capable of navigating the complexities of the global tech landscape. However, the successful implementation of adaptive hiring requires a commitment from companies to shift their approach to hiring, engaging with a partner that will help them transform as their initiatives change. It's simple: Reducing the time to hire accelerates project delivery and minimizes downtime caused by FTE turnover. This approach ensures faster project completion and improves operational efficiency.

The race to secure top talent is fiercer than ever. Companies must embrace adaptive hiring strategies and tap into global talent pools now, or risk being left behind.

The principles of adaptive hiring offer a blueprint for creating more dynamic, inclusive, and competitive workplaces. By prioritizing skills and potential over traditional credentials, embracing remote work, and fostering an environment of continuous learning and development, organizations can unlock the full potential of their workforce and drive sustainable innovation and growth in an increasingly digital world.

To the extent that Andela can address the challenges outlined in this paper, the company has a significant opportunity to capitalize on the adaptive hiring trend.

About the Analyst



Alicia Mokwa, Research Director, Talent Acquisition and Strategy

Alicia Mokwa brings a unique balance of functional and technical expertise to her role as research director for Talent Acquisition and Strategy at IDC. With over 20 years of experience in human capital management (HCM), she has developed a deep understanding of both the practical and technical aspects of talent acquisition. Her consultative approach and ability to analyze data allow her to identify effective talent acquisition strategies that align with business goals and bring innovation to the process. Overall, her combination of functional and technical expertise enables her to not only help the organization develop and implement best practices for attracting, hiring, and retaining top talent but also help the technology vendors and services organizations engage successfully with their products, services, and marketing.

MESSAGE FROM THE SPONSOR

At Andela, we are committed to transforming the way companies discover and hire top talent through Adaptive Hiring practices. This paper explores the evolving landscape of recruitment and how adaptive hiring strategies can lead to better hiring outcomes. Our focus is on leveraging data and technology to match skilled professionals with the right opportunities, ensuring a more efficient and inclusive hiring process. By adopting adaptive hiring, organizations can navigate the dynamic job market and secure the talent they need to thrive.

Discover more about Adaptive Hiring and its benefits by visiting [Andela's Adaptive Hiring page](#).



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140 Kendrick Street
Building B
Needham, MA 02494, USA
T 508.872.8200
F 508.935.4015
Twitter @IDC
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