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What lies ahead:

What will work look like

40%

of US adults would consider quitting if they had to return to the office full-time

Work 2030 — **remote is the future**

Employees prefer remote working to the extent that almost **40% of US adults** recently said they would consider quitting if they had to return to the office full-time. With that number in mind, this current work preference will only continue to inform what future work trends will look like.

A **recent survey** found that 8 in 10 Americans are now enjoying hybrid or fully remote working post-pandemic, and it's **estimated that by 2030, 50 to 80 million of the world's 255 million desk jobs will be performed remotely the majority of the time.**

Gartner, too, expects **remote working** — or at least the demand for remote working — to increase by as much as 30% by 2030 due to Generation Z fully entering the workforce.

It's clear to see why employees demand remote work arrangements. Many employees report that they are more productive when working from home without the distractions of the office, while others enjoy the better work-life balance allowed by not having to commute into the city. Remote working offers job opportunities for skilled individuals who are bound by location, family obligations, age, and health issues and cannot commute to work.

While headlines were filled with the names of companies who mandated a return to office, these actually represented the exceptions, not the rules. The Conference Board **survey** shows that of the 1,100 corporate executives surveyed across several industries around the globe, including 24% from the U.S., only 3% of U.S. CEOs indicated they would decrease the availability of remote work in their companies.

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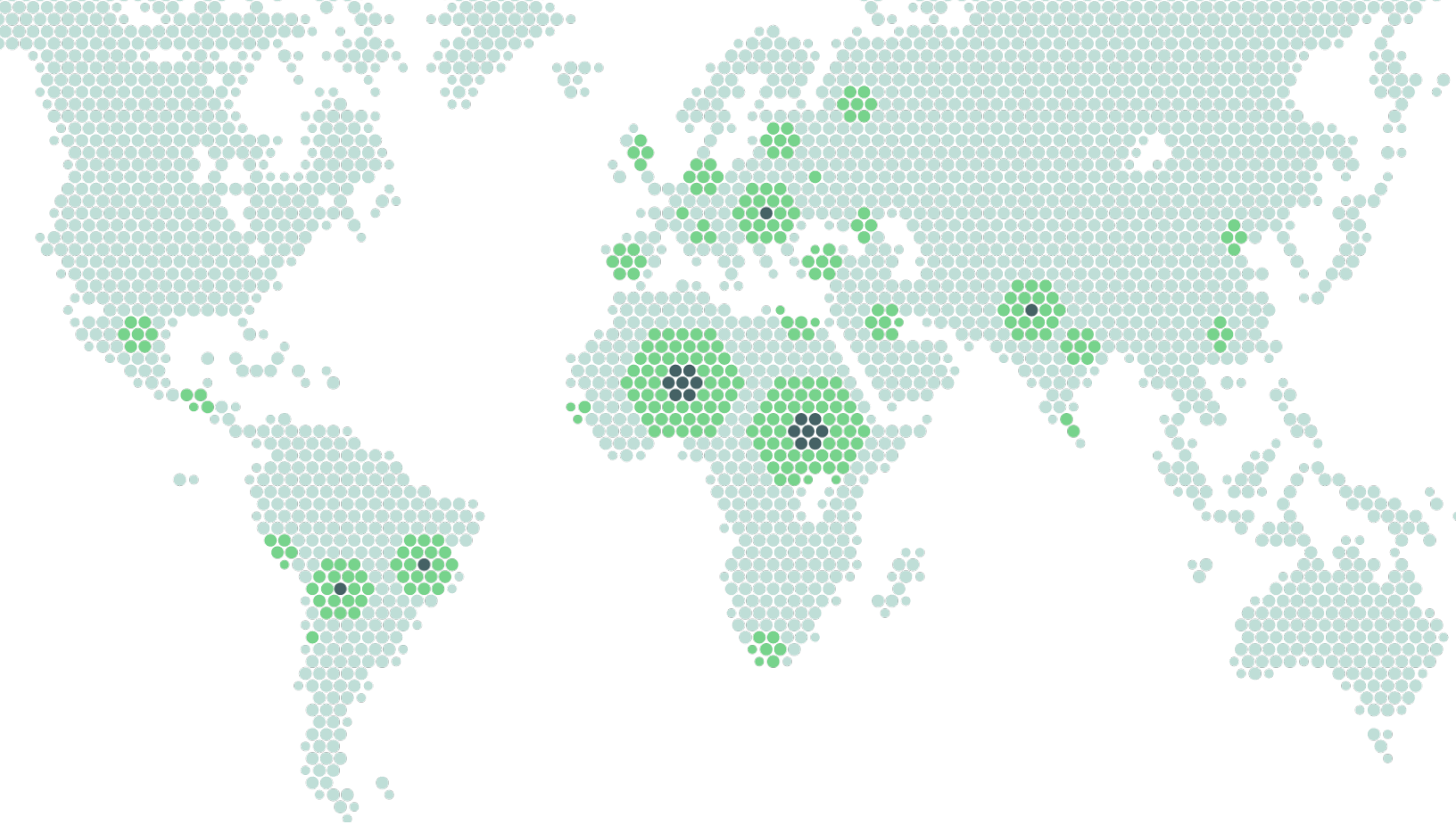
Artificial Intelligence

- Project Management
- Language Translation
- Data Analytics
- Cybersecurity

With a remote work environment, you have the opportunity to expand your hiring pool and attract qualified candidates from other parts of the country or around the world. This can help with diversity, which research shows can improve a company's decision-making and financial performance.

"Business today is inherently global," says Darren Murph, VP of Remote Experience at Andela. "When you build systems and cultures that decouple business results from linear time, you unlock efficiency, productivity, and quality of life improvements that are not attainable in the old, rigid, time-bound model of work."

Offering remote work and hiring skilled workers from across the globe will become easier for organizations between now and 2030 as new technologies emerge that allow employees to feel more connected, such as augmented and virtual reality which is predicted to transform the way almost every industry works.

Similarly, artificial intelligence (AI), which has ballooned in popularity over the past few years, will continue to transform the remote working experience, from project management and language translation to data analytics and cybersecurity.

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The future **embraces AI**

Artificial intelligence (AI) is already showing up in many aspects of our everyday lives, from digital assistants and smart home devices to healthcare and customer service. Given the technology's ubiquity, it will only continue to advance as more data becomes available and algorithms become more sophisticated. So, what will AI look like in 2030?

According to **a report from Harvard University**, AI will be even more pervasive in the next decade. Harvard expects the technology to have a profound effect on multiple industries, such as education and public safety, and predicts that workplaces will become fully-AI enabled spaces.

"Big leaps that we have had recently in data analytics are important but it also leaves a lot of room for humans to assist these systems. So, it can be said that the wave of the future is the collaboration of humans and these artificial intelligence technologies," the report concludes.

Ray Kurzweil, Google's Director of Engineering, **stated at 2023's SXSW** that artificial intelligence will achieve human-level intelligence this decade. It's possible that you'll be working with AI-enabled cobots who will automate routine work, or take over tasks like analyzing large quantities of data. And those meetings you only listen in on might be reduced to AI-generated transcripts that include the important sections for you.

While many companies and workers are adopting generative AI, a **PwC report** believes AI will become an even greater influence in the world of work. It predicts that **AI could contribute up to $15.7 trillion to the global economy in 2030,** more than the current output of China and India combined, thanks to AI-enabled productivity improvements.

The report notes that, in the world of technology, AI adoption currently sits at around 17%. In seven years time, this figure is expected to grow to 47%, a time when it's expected that the technology will be used for use-case specific and individualized content.

"The big question is how to secure the talent, technology, and access to data to make the most of this opportunity," the report concludes.

> "
> # Artificial Intelligence will achieve human-level intelligence this decade."

Ray Kurzweil
Director of Engineering
Google
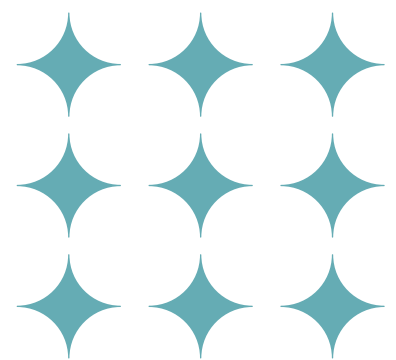
$15.7T

AI could contribute to the global economy in 2030

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Are you **the leader of the future?**

As technologies such as artificial intelligence continue to evolve, so does the role of the technology leader.

AI — along with other emerging technologies such as blockchain and augmented reality — means that the ability of technology leadership to understand and harness the power of these technologies will be critical for success. Leaders will need to ensure that they are informed on the latest trends and advances, and embrace lifelong learning in order to acquire new skills and knowledge as technology evolves.

The ability to experiment and innovate will also be key, and technology leaders will need to encourage creative problem-solving to explore the potential applications of emerging technologies.

As per **Deloitte's 2023 Global Technology Leadership Survey**, tech leaders need to ensure that they offer flexible and hybrid work environments, which the report described as "the single best way to retain top-tech talent". While leaders can onboard new and emerging technologies, it's much harder to recruit, upskill and retain a competitive pool of tech talent.

Similarly, technology leaders are now expected to ensure the diversity of their technology teams and that they are contributing to their organization's wider ESG initiatives. Diversity, ethical considerations, and the ability to effectively manage and inspire teams in a remote and globalized work environment are becoming increasingly crucial.

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Skill **building**

Thanks to advances in technology, today's technology leaders — and their employees — need to be well-versed in tomorrow's skills.

Not only does upskilling help employees and leaders alike to evolve their skills and knowledge, but it helps organizations remain competitive. Without the skills needed to apply, maximize and transform digital innovations, organizations risk being left behind. **One study** found that 70% of digital transformations do not reach their objectives due to digital skills gaps.

Looking to the future, these skills gaps are likely to arise in emerging technologies such as artificial intelligence and augmented reality, both of which are set to become a key component of almost every industry. Developers will need to have up-to-date skills in **cloud computing** as more organizations embrace digital tools and distributed working, along with cybersecurity, a growing area of importance that can no longer be ignored by organizations.

In order to build these skills required for the future, technology leaders need to ensure they identify the skills gaps across their organization, build a learning culture within their company, and ensure their employees have the necessary resources in order to expand their technical knowledge.

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performance-based assessment platform uses real-world work simulations to predict on-the-job performance and to identify the skills that developers need to improve

a gamified platform for developers to progressively upskill on increasingly difficult code challenges

Take, for example, **Andela Qualified**. Not only does this performance-based assessment platform use real-world work simulations to predict on-the-job performance and to identify the skills that developers need to improve, but it also accelerates ongoing growth through Codewars, a gamified platform for developers to progressively upskill on increasingly difficult code challenges.

There's also The Andela Learning Community (ALC), which in 2017 set out to build the largest community of technology learners across Africa. ALC has partnered with some of the biggest names in tech, including Google, Meta and Microsoft, to continually support developers with training and resources to improve their skills and advance their careers.

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The future breaks down
the boundaries of geography

The pandemic plunged the workforce into remote work worldwide, including in underrepresented areas such as Latin America (LATAM) and Africa. This has transformed the technology ecosystems in these regions and led to huge growth in the amount of highly-skilled talent.

156%

Increase in businesses wantingto hire in LATAM

Maria
Cloud Infrastructure

Kubernetes   Agile

AWS   Scrum Master

LATAM

In **Latin America, the remote work boom** has been extremely beneficial. Over the last few years, LATAM has become a key partner in major global markets, especially for U.S. tech companies faced with a shortage of local tech skills. A **recent report** found a 156% increase in businesses wanting to hire in the region, particularly for software engineering roles.

This has prompted local governments to empower its tech talent in order to meet this growing demand. The city of São Paulo, for example, recently launched a training collaboration with AWS to upskill citizens in areas such as cloud computing and the metaverse, which in turn has led to growth in the number of highly specialized developers.

Brazil, too, has invested heavily in IT engineering. With almost half a million tech graduates per year, tech giants including Meta, Google, IBM and Unisys have set their sights on the region, and are offering free career training in order to ensure graduates have the skills to become future startup hires. What's more, a report shows that Brazil was the beneficiary of over $45 billion in total IT investment in 2022.

Since the start of 2021, Andela has seen significant growth in Latin America, doubling its number of engineers in Brazil, tripling their reach in Mexico, and quadrupling in Argentina. Coupled with the cost-effectiveness and flexibility offered, and the fact that Latin America operates in overlapping time zones to the US, this booming technology workforce has become an attractive option for companies.

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Africa

African developers have long been trailblazers of the remote first culture. While challenges in some areas - such as unreliable power and internet infrastructure - only a quarter of African developers work full-time in the office, a sign that the continent is embarking on a remote-first shift.

This has seen the African tech ecosystem grow exponentially. In 2022, tech companies also bucked the global decline in VC funding: while global VC funding declined by 33% YoY in 2022, **funding for Africa's tech ecosystem** grew 8%, fueled largely by investments in Nigeria, Egypt, Kenya and South Africa.

This startup boom has led to an increase in demand for — and supply of — African tech talent. According to a 2021 study, there are over 700,000 software developers in Africa, and this figure continues to grow. South Africa is leading the way with more than 120,000 developers - 2,000 more than the previous year - while Nigeria added more than 5,000 developers in 12 months alone.

As a result of this growth in tech talent - and the fact companies such as Andela are ensuring these developers are equipped with the latest technology skills. Microsoft, for example, opened its first development centers in Africa in 2022 and said it would hire 100 full-time African developers.

8%

increase in funding for Africa's tech ecosystem

Jafar

Product & Design

Product Strategy   UX Design

Agile   Product Analytics

Andela isn't just investing in **training African developers** through its Andela Learning Community (ALC), the largest community of technology learners across Africa, but it also has also launched the Andela Rwanda Apprenticeship Program that connects Africa's top organizations with talented apprentices from our Andela Technical Leadership Program (ATLP).

ATLP simulates a real world technology product setup, where trainees learn to work within a team to build web applications with best practices, based on JavaScript and its associated frameworks.

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Organizations recognize the benefits of distributed workforces

Increased productivity

Reduced costs

Larger talent pools

The future of **team structure**

Remote work isn't just transforming underrepresented areas. Ten years from now, remote work is expected to become simply "work" as organizations continue to recognize the benefits of distributed workforces, from increased productivity and reduced costs to access to a much larger pool of skilled talent.

While some physical offices will remain, these will likely become smaller and redesigned to better serve their shifted purpose. The office is no longer a place where workers are housed for eight-hour shifts, and it will instead become a hub where employees can focus on relationship building and collaborative work.

This means that teams will become more distributed than ever before. In fact, a recent Gartner survey found that 58% of organizations employ technologists in a fully remote borderless arrangement. For employers, this will lead to happier and more satisfied employees.

As location no longer becomes a limitation, it also means technology leaders can tap into skilled technology talent from around the world, while enabling communication between teams through ever-advancing communications tools. This saves costs on expensive office buildings, and opens up the potential for technology teams to operate across multiple time-zones to increase revenues.

Are you a leader of the future? **Build your team with Andela.**

Looking to find a remote tech job with a future-focused company? Join the **Andela Talent Network**.

58%

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