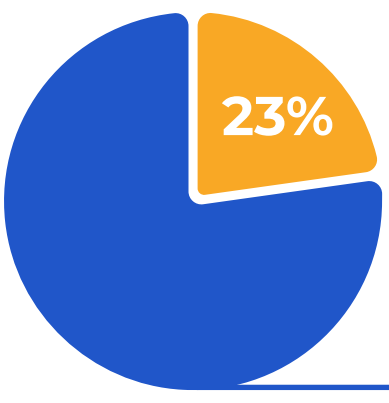
Amazon HQ2: If they build it will the tech talent come?

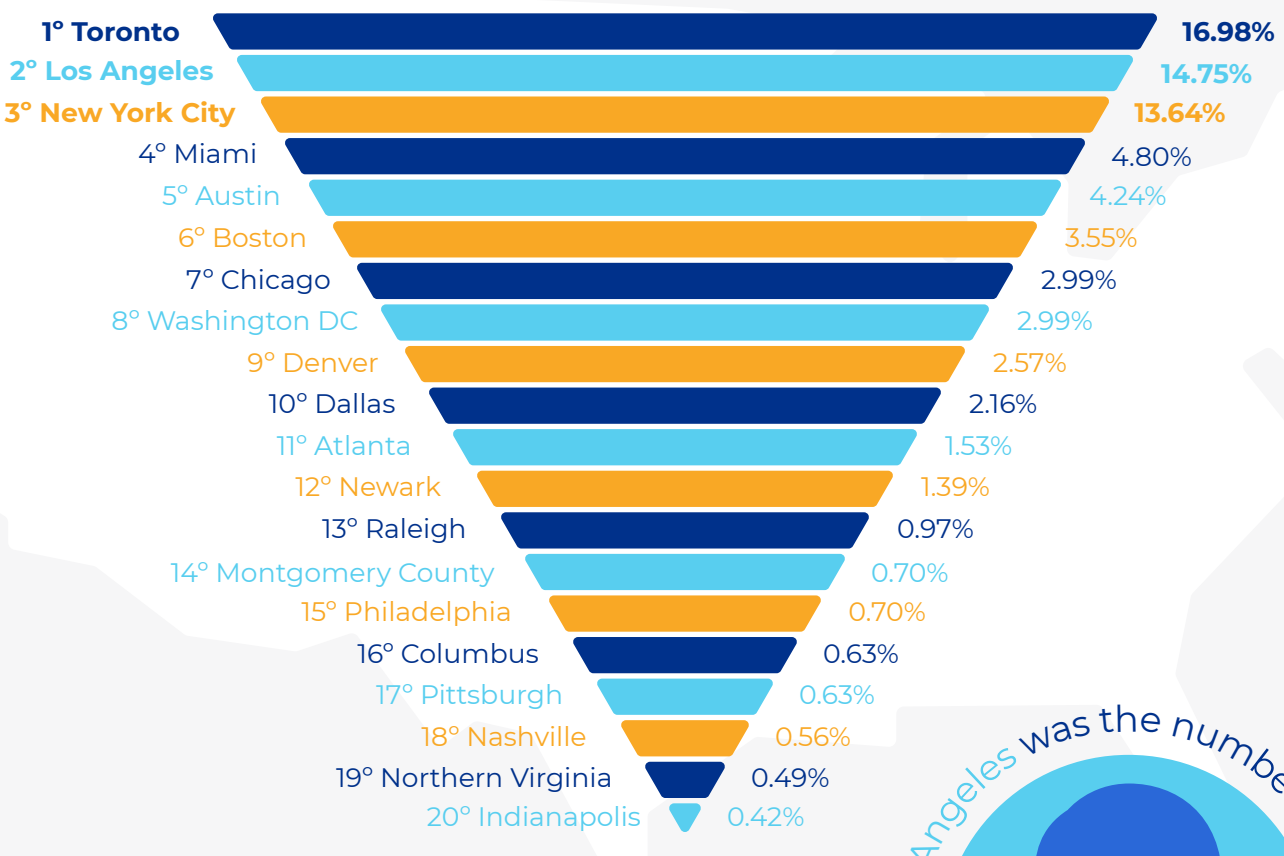
A survey by Codility of 2000+ tech workers revealed Amazon's going to need to rely heavily on local tech talent if HQ2 is not in one of these three cities.

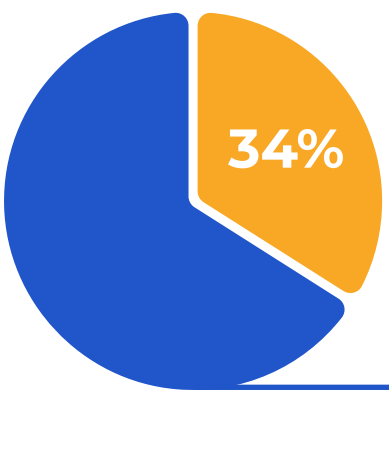
codility



Nearly a quarter of respondents (23%) would NOT consider moving to any of the finalist cities/regions for work.

Just three regions appealed to more than 5 percent of respondents





Over a third of respondents (34%) with more than 10 years' experience wouldn't consider relocating to any of these cities for work.

The size of tech talent pool varies widely across US regions with cities in the running and doesn't always correlate with the number of open tech positions.

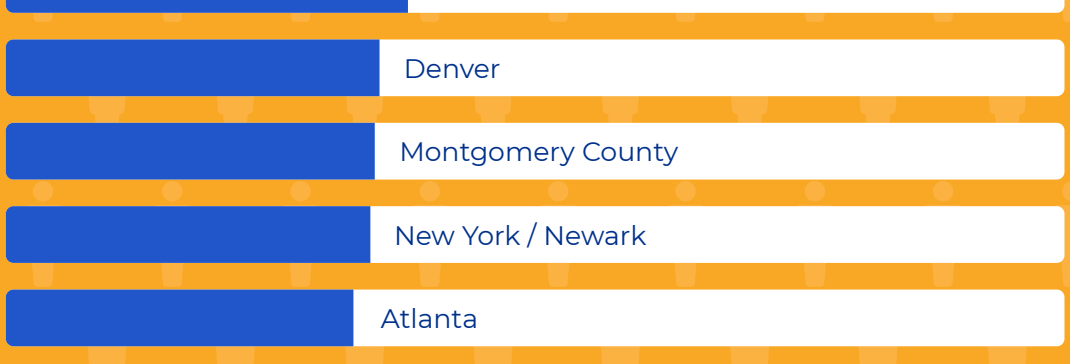
Number of workers in tech occupations

Number of open tech jobs

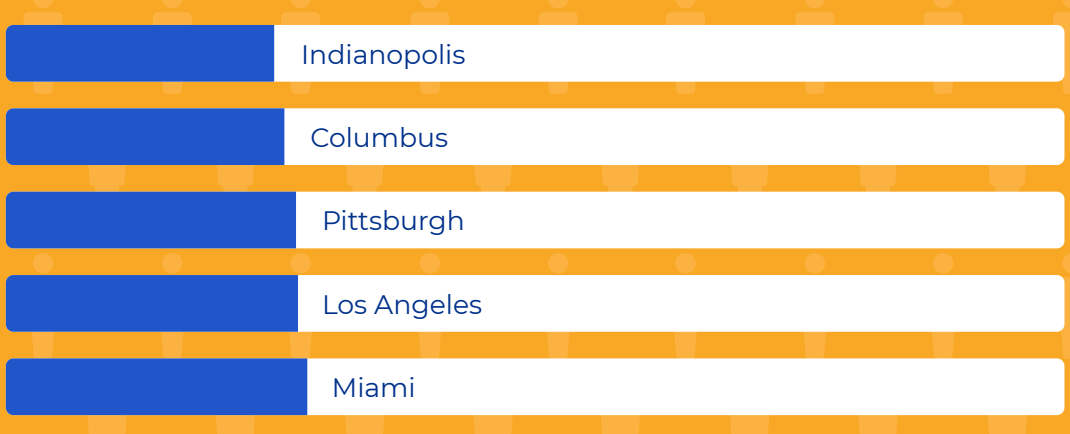
The competition for tech talent remains high everywhere, however, some finalist regions in the US already face a bigger shortage of workers.

How the scarcity of tech talent compares based on the percentage of unfilled tech occupation jobs

Most competitive



Least competitive



* Percentage calculated by dividing the number of tech occupation job postings by the total number of existing tech occupation job (existing jobs plus open job postings)

"If Amazon chooses to locate HQ2 in one of the most competitive regions for tech talent, hiring will be more challenging and it will have a larger negative impact on existing businesses in the region. That will be emphasized further if it is also in a region that is a less attractive place for tech workers to relocate since Amazon will need to rely more heavily on hiring local talent."

— Natalia Panowicz, COO of Codility

Data Sources: Codility Developer Survey 2018 and CompTIA CyberStates data