

ENABLER **5**

# TALENT



In the context of nearshoring, talent refers to the natural aptitude or skill possessed by individuals that is crucial for fulfilling tasks outsourced to nearby countries. This skilled workforce is essential for maintaining efficiency, quality, and innovation in outsourced projects.

## KEY POINTS

- Mexico boasts a skilled workforce making it an attractive destination for nearshoring initiatives. It has potential to develop skills for the automotive, aerospace, semiconductors, and artificial intelligence sectors, which are growing with nearshoring.
- These factors contribute to Mexico's significance as a strategic nearshoring partner, enabling companies to access top-tier talent while benefiting from cost efficiencies and streamlined operations.

## MEXICO'S ADVANTAGES

### Skilled Workforce

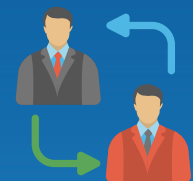
- Mexico has a growing pool of skilled professionals across industries, including software development, engineering, manufacturing, customer service, and more. Mexican universities and technical schools produce graduates with strong technical skills and proficiency in languages such as English and Spanish.
- Mexico graduates an average of 130,000 engineers and technicians annually, supporting a thriving startup ecosystem. Mexico also graduates more engineers per capita on an annual basis than the United States. (Prima.ai)

### Cost-effectiveness

- While Mexico may not offer the lowest labor costs compared to other outsourcing destinations, it often provides competitive rates combined with high-quality talent. Companies can benefit from cost savings compared to onshoring while still accessing skilled professionals.

### Cultural Affinity

- Mexico shares cultural similarities with the U.S., which facilitates collaboration and communication between teams. This cultural affinity can help mitigate potential challenges related to language barriers and differences in work culture.



### ENABLERS' POTENTIAL

(ACCORDING TO THE EXPERTS)

“In the 2021-2022 academic year, 14,500 Mexican students were enrolled in U.S. schools primarily in undergraduate programs due to the prestige of the American higher education system, as well as the strong ties and proximity between the countries.”

U.S. International Trade Administration

“In Mexico, international or foreign students from North America are most represented among all international or foreign students, compared to other OECD and partner countries with available data. (44.5 %, rank 1/43 , 2021)”

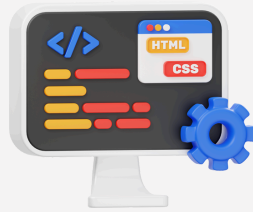
OECD's Education GPS

“Mexico’s universities graduate more than 130,000 computer science graduates annually [...], it’s clear Mexico is punching above its weight class when compared with much larger economies like the U.S., which has just 65,000 graduates.”

Bismarck Lepe, CEO & Founder, Wizeline

## ENABLERS' HIGHLIGHTS

Mexico boasts a substantial reserve of tech expertise, including over 700,000 software developers and 3 million STEM professionals registered between 2020 and 2021, contributing to an estimated 1.8 million tech talent pool ([Mexico Business News](#)).



According to the Secretary of Economy (SE), Mexican talent is focused on scientific research & innovation, and technological development. The country has 50 research centers and laboratories with frontier research to drive innovation in electrical and electronics, semiconductors, automotive and electromobility, medical devices and pharmaceuticals, and agribusiness. ([Secretary of Economy](#))

Mexican workforce was considered one of the ten most attractive in 2022 by the Total Workforce Index, thanks to its high availability, efficiency, progressive regulatory frameworks, and productivity improvements. ([SE](#))



## MAIN STAKEHOLDERS TO WATCH IN 2024

- **Tec de Monterrey:** a private research university based in Monterrey,, which has grown to include 35 campuses throughout the country.
- **Talisis:** a learning and skill development platform, dedicated to innovation and professionalization from early childhood to higher education and vocational training.
- **COMEXUS:** independent organization funded by the Governments of Mexico and the United States. COMEXUS offers and administers graduate level scholarships and grants for educational exchange.
- **UNAM:** public research university in Mexico with campuses in Mexico City and other locations across Mexico. It has presence in nine countries, as well as 34 research institutes, 26 museums, and 18 historic sites.
- **Collective Academy:** the new business university that is re-evolutionizing leadership education in Latin America. They provide technological, business, and leadership skills through corporate and graduate programs, with the idea of connecting learners with collective knowledge and building the future together.
- **Academia Global:** is dedicated to the implementation of skills development models through the creation of Corporate Universities. Their educational technology system allows their clients universal coverage of customized education and training programs that can lead to academic degree or curricular value.
- **State of Yucatán and Chihuahua:** have increased resources for vocational exchanges in the United States, financing internships in Washington, DC in collaboration with the U.S.-Mexico Foundation.

## RECOMMENDATIONS FOR MAXIMIZING THE ENABLER

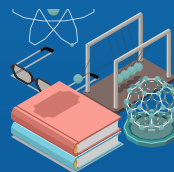
To seize the nearshoring opportunity and the demand of international companies, Mexico needs a larger, more specialized workforce for which investment in talent is key.



Collaboration between the public and private sector for increased education and training



Incentivize the participation of women in leadership positions



Promotion of STEM fields through increasing resources for industries such as semiconductors and AI



Support R&D and entrepreneurship to foster innovation

### Sources

- [OECD's Education GPS](#)
- [U.S. International Trade Administration](#)
- [Three Reasons Mexico Could Fill The U.S. Talent Gap \(Forbes\)](#)
- [Nearshoring Will Bring New Jobs in 2024](#)
- [Mexican Talent for Economic Growth and Nearshoring \(Secretary of Economy\)](#)

This series is created by the USMF with ideas from its Ally-shoring Taskforce which meets periodically to discuss ways to expand the knowledge and adoption of an ally-shoring strategy for the relocation of the supply chains.

