



MEXICO REGION & TALENT HUB OVERVIEW

A Strategic Nearshore Talent Hub for AEC

Mexico | Latin America



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Mexico's population and GDP figures are based on the latest World Bank data available for 2025. Mexico City operates on Central Standard Time throughout 2026.



MEXICO AT A GLANCE

Mexico combines a large professional workforce, deep industrial capability, strong commercial ties with the United States, and increasingly attractive nearshore opportunities. For ADDMORE clients, Mexico provides a geographically close talent market that supports real-time collaboration with North American teams while extending access to professional and technical AEC capabilities.

Official Name	Currency
United Mexican States	Mexican Peso (MXN)
Population	Primary Language
131.9+ million	Spanish
Area	Business Languages
Approximately 1.96 million km²	Spanish and English
GDP	Time Zone Advantage
Approximately US\$1.83 trillion	Mexico City operates on UTC-6, providing strong working-hour overlap with much of the United States.



*A Deep Economy Creates a Deep Talent Market
Mexico's scale gives businesses access to professionals across technical, administrative, engineering, technology, commercial and project-based functions.*

THE ECONOMY OF MEXICO

Mexico is one of Latin America's largest economies and a major participant in North American manufacturing, trade, technology, financial services, construction, and professional services.

Its economic scale and connection to the United States create a strong environment for companies seeking to extend their capabilities through nearshore talent.

KEY BUSINESS DISTRICTS

Mexico City

Financial services, corporate headquarters, professional services, technology and government

Monterrey

Manufacturing, engineering, industrial development, technology and corporate services

Guadalajara

Technology, engineering, electronics, software and innovation

ECONOMIC SNAPSHOT

GDP

US\$1.83 trillion

GDP Growth

0.6% in 2025

Higher Education

5.5+ million university students nationally

Major Investment Sectors

Manufacturing, financial services, construction, technology and infrastructure

Mexico's 2025 GDP was approximately US\$1.83 trillion, while the national higher education system served approximately 5.5 million students.



Investment Creates Opportunity

As international companies expand in Mexico, demand increases for the professional, technical, engineering, project management and operational capabilities required to support that growth.

FDI SPOTLIGHT: MEXICO

Mexico continues to attract significant foreign investment as global companies expand production, supply chains, technology infrastructure and regional operations.

US\$40.87 BILLION

Foreign Direct Investment in 2025

+10.8%

Year-over-year increase

US\$15.88 BILLION

Investment from the United States

54.8%

Share of national FDI received by Mexico City

TOP FDI DESTINATIONS

Mexico City

US\$22.38 billion

Nuevo León

US\$3.63 billion

State of Mexico

US\$3.28 billion

Mexico recorded a record US\$40.871 billion in FDI during 2025. Mexico City received US\$22.381 billion, representing 54.8% of the national total. The United States was the largest source of investment at US\$15.877 billion.



A Mature Professional Talent Market

Mexico City provides ADDMORE with access to a broad pool of professionals suited to technical production, project support, business operations and specialized AEC functions.

MEXICO CITY AT A GLANCE

Mexico City is the country's principal corporate and investment center and provides one of Mexico's deepest concentrations of professional talent.

The city combines a large population, extensive higher education infrastructure, established corporate services, financial institutions and international business activity.

POPULATION
9.2+ million

FDI
US\$22.38 billion in 2025

HIGHER EDUCATION
257 universities

STUDENTS
485,000+ university students

PROFESSIONAL GRADUATES
72,500+ technical and bachelor's graduates

TECHNOLOGY AND
ENGINEERING GRADUATES
**18,800+ annually across
selected technical fields**

Mexico City's 2020 population was 9,209,944.

A Mexico City investor guide identifies 257 universities, approximately 485,000 students and more than 72,500 technical and bachelor's graduates.

WHY BUILD AN AEC TEAM IN MEXICO?

Nearshore Proximity

Mexico provides close geographic proximity to the United States, supporting easier collaboration, travel and relationship building.

Time Zone Alignment

Mexico City operates on UTC-6, creating significant overlap with U.S. working hours.

Large Professional Workforce

A large national workforce supports recruitment across technical, professional and operational disciplines.

Strong AEC Environment

Mexico's construction, manufacturing, infrastructure, real estate and industrial sectors create professionals familiar with complex project environments.



Bilingual Capability

Mexico offers a growing pool of professionals with English capabilities, particularly within major business and professional services markets. ADDMORE itself identifies Mexico as one of the Latin American markets with strong English proficiency.

Established Nearshore Market

Mexico already serves international companies through professional services, technology, contact center and BPO operations.

North American Business Alignment

Mexico's deep commercial relationship with the United States supports familiarity with North American business expectations and working practices.

Cost Efficiency

Nearshore talent can provide access to professional capability without carrying the full cost structure associated with expanding an onshore team.

Scalable Talent

Teams can be structured around the specific skills, project requirements and workload of each client.

AEC Specialization

ADDMORE can use Mexico as an additional source of architects, BIM professionals, engineers, estimators, quantity surveyors, CAD specialists and project support professionals.

Mexico's contact-center workforce alone was approximately 95,200 people in Q1 2026, with Mexico City accounting for approximately 36,000 of those workers.

MEXICO INVESTMENT SPOTLIGHT

A Market Designed for Expansion

Mexico's investment environment continues to benefit from international supply-chain expansion, manufacturing investment, technology development and regional business growth.

2025 FDI HIGHLIGHTS

US\$22.38B

FDI received by Mexico City

US\$40.87B

Total FDI received

54.8%

Mexico City's share of national FDI

+10.8%

Annual growth

US\$15.88B

FDI from the United States



WHAT THIS MEANS FOR AEC

Growing investment drives demand for:

- Architecture and design support
- Engineering documentation
- BIM and VDC
- Construction documentation
- Quantity takeoffs
- Estimating
- Project management
- Shop drawings
- MEP and structural support
- Technical administration

Mexico's 2025 FDI data shows strong investment concentration in Mexico City, Nuevo León and the State of Mexico, while the first quarter of 2026 also showed strong investment activity in sectors including automotive, electronics, infrastructure and data centers.



TALENT LANDSCAPE IN MEXICO

Mexico offers a broad professional workforce that can support both AEC production and business operations.

KEY TALENT MARKETS

Mexico City

Corporate services, architecture, engineering, finance, project management, technology and professional services

Monterrey

Engineering, manufacturing, industrial development and technical services

Guadalajara

Technology, engineering, electronics, software and digital services

HIGH-VALUE PROFESSIONAL TALENT

- Architects
- Architectural Technologists
- BIM Specialists
- Revit Professionals
- CAD Technicians
- Civil Engineers
- Structural Engineers
- MEP Professionals
- Quantity Surveyors
- Estimators
- Project Managers
- Cost Management Professionals
- Interior Design Professionals
- Technical Documentation Specialists
- Operations Professionals

ADDMORE ADVANTAGE

Rather than simply accessing a general BPO workforce, ADDMORE can recruit and structure talent specifically around the requirements of the AEC industry. Mexico's higher education system had more than 5.5 million university students in 2025, while Mexico City has a particularly strong concentration of higher education and professional graduates.



ADDMORE Simplifies the Talent Equation

Clients can focus on selecting the right professionals and defining the work while ADDMORE manages the operational framework supporting the engagement.

MEXICO LABOR FRAMEWORK

COMPENSATION AND EMPLOYMENT

Mexico operates under a nationally established labor framework governing employment contracts, working hours, benefits, vacation and termination.

WORKING HOURS

The constitutional reform toward a 40-hour work week is being implemented gradually.

2026: 48 hours
2027: 46 hours
2028: 44 hours
2029: 42 hours
2030: 40 hours

The 2026 transition year retains a 48-hour maximum weekly schedule, with gradual reductions beginning in 2027.

PAID VACATION

Employees with more than one year of service are entitled to at least: **12 paid working days**
Vacation entitlement increases with additional years of service.

EMPLOYMENT STRUCTURE

Key considerations include:

- Employment contracts
- Statutory benefits
- Social security
- Paid vacation
- Public holidays
- Overtime
- Payroll compliance
- Employment termination requirements





ADDMORE APPROACH

ADDMORE works with clients to structure professional talent engagements around the role, workload, operating model and project requirements.

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EMPLOYMENT BENEFITS & COMPLIANCE

STATUTORY BENEFITS

Mexico's employment framework provides statutory protections and benefits that must be incorporated into compliant employment arrangements.

KEY AREAS

Paid Vacation

Minimum statutory entitlement begins at 12 working days after the first year of service.

Annual Bonus

Employees are entitled to statutory year-end bonus provisions under Mexican labor law.

Social Security

Employers are responsible for statutory social security obligations and contributions.

Maternity Protection

Mexican law provides protected maternity leave and employment rights.

Paternity Leave

Statutory paternity leave provisions apply to eligible employees.

Public Holidays

Statutory holidays must be incorporated into workforce planning.

Overtime

Additional working hours are subject to statutory requirements and compensation rules.

TOP AEC FUNCTIONS TO NEARSHORE IN MEXICO

STATUTORY BENEFITS

Mexico's employment framework provides statutory protections and benefits that must be incorporated into compliant employment arrangements.

ARCHITECTURAL & DESIGN

- Residential Architect
- Commercial Architect
- Interior Design Support
- Architectural Drafter
- CAD Technician
- Construction Documentation Specialist

BIM & VDC

- BIM Manager
- BIM Coordinator
- BIM Modeler
- Revit Specialist
- BIM Architect
- CAD to BIM Specialist
- Clash Detection Specialist
- VDC Support

ENGINEERING

- Civil Engineering Support
- Structural Engineering Support
- MEP Engineering Support
- Structural Detailing
- MEP Coordination
- Engineering Documentation



ADDITIONAL FUNCTIONS TO NEARSHORE



One Talent Hub. Multiple Capability Layers.

ADDMORE can combine Elite Talent, Core Talent and Smart Assist professionals to create the right delivery structure for each client.

ESTIMATING & COMMERCIAL

- Quantity Surveyor
- Estimator
- Quantity Takeoff Specialist
- Cost Management Support
- Material Takeoff Specialist
- BOQ Preparation

PROJECT DELIVERY

- Project Manager
- Project Coordinator
- Construction Administrator
- Procurement Support
- FF&E Support
- Technical Documentation

BUSINESS & OPERATIONS

- Administrative Support
- CRM Administration
- Proposal Support
- Tender Documentation
- Sales Support
- Operations Coordination
- Reporting and Data Management

SPECIALIST SUPPORT

- Millwork Drafting
- Joinery Documentation
- Shop Drawings
- Dimensional Stone Documentation
- Rebar Detailing
- Steel Detailing
- Precast Detailing



ADDMORE MEXICO TALENT HUB

A Nearshore Extension of Your AEC Team

ADDMORE's Mexico talent hub is designed around the principle of intelligent resourcing.

Rather than treating offshore professionals as external vendors, ADDMORE integrates selected professionals into the client's existing workflows, systems, communication channels and project requirements.

HUB LOCATION

Mexico City, Mexico

CORE CAPABILITIES

- Architecture
- BIM
- Revit
- CAD
- Engineering
- Quantity Surveying
- Estimating
- Project Management
- Shop Drawings
- Technical Documentation
- Operations Support

DELIVERY MODEL

Client-led. ADDMORE-supported.

The client maintains control over project requirements, standards, priorities and deliverables while ADDMORE supports talent sourcing, structure and delivery.

This approach reflects ADDMORE's Professional Offshore Talent Services model, where dedicated professionals become part of the client's team.



INSIDE THE ADDMORE MEXICO MODEL

More Than a Seat. A Professional Team.

ADDMORE's Mexico model is built around integrating skilled professionals into the client's existing organization.

YOUR TEAM

- Defines project requirements
- Establishes standards
- Controls priorities
- Reviews deliverables
- Maintains client relationships

ADDMORE

- Sources professional talent
- Supports onboarding
- Structures the team
- Provides operational oversight
- Supports quality and continuity
- Enables scalable capacity

THE RESULT

Your people. Your standards. Your workflows. Extended through ADDMORE.





ADDMORE QUALITY CULTURE

Customer First

Quality

Integrity

Excellence

Innovation

Ownership Pride

DATA SECURITY & QUALITY ASSURANCE

Secure. Structured. Accountable.

AEC projects depend on accurate documentation, controlled information and consistent workflows.

ADDMORE's Professional Talent Outsourcing model is supported by established quality assurance processes, collaborative workflows and a focus on secure project

DELIVERY PRINCIPLES

Controlled Access

Professionals work within client-approved systems and project environments.

Structured Workflows

Defined processes help maintain consistency across distributed teams.

Quality Assurance

Team leadership and review processes support accuracy before deliverables reach the client.

Client Standards

The team works according to the client's templates, procedures, project standards and expectations.

Confidentiality

Project information is handled within the agreed client environment and operating framework.

Continuous Communication

Real-time collaboration supports faster feedback and reduces avoidable project delays.



MEXICO: BUILT FOR REAL-TIME COLLABORATION

TIME ZONE ALIGNMENT

Mexico City operates on UTC-6 throughout 2026. This creates substantial working-hour overlap with many North American markets and supports real-time communication for project teams.

WHY IT MATTERS FOR AEC

Faster Reviews

Design and technical questions can be addressed during the same working day.

Live Collaboration

Teams can participate in project meetings and coordination sessions.

Quicker Revisions

Feedback can be incorporated without waiting for another business day.

Better Project Visibility

Managers can monitor progress while work is actively taking place.

Travel Accessibility

Mexico's geographic proximity to the United States supports practical in-person meetings when required.

ADDMORE PRINCIPLE

*Nearshore does not mean disconnected.
It means building a professional extension of your team that can collaborate in real time.*

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LEADERSHIP & GOVERNANCE

Professional Oversight. Clear Accountability.

ADDMORE believes successful offshore delivery depends on more than finding skilled people. It requires:

LEADERSHIP

Clear expectations, communication and accountability.

QUALITY CONTROL

Structured review processes and defined deliverable standards.

CLIENT ALIGNMENT

Professionals who understand the client's workflows, priorities and expectations.

CONTINUITY

A team structure designed for long-term capability rather than temporary task completion.

SCALABILITY

The ability to add, adjust or restructure professional capability as project requirements change.

The objective is not simply to add people. It is to add capability.

ADDMORE'S INTELLIGENT RESOURCING EXPERTS FOR PEOPLE & PROJECTS

Project Specific Outsourcing

Perfect for short-term needs, overflow work, or specialized tasks — we step in when your in-house team needs backup.

- Architectural Drawings, BIM, and Rendering Services
- Quantity Takeoffs and Cost Management
- Project Management, FF&E Sourcing and Consultancy
- MEP & Structural Services
- F&B Hospitality Design and Consultancy
- AI Teams



ADDMORE Professional Offshore Talent Services

Intelligent resourcing by dedicated, full-time professionals from one person to a team and even a combination from the tiers to create a Professional Offshore Division (POD) that becomes part of your team.

- Elite Talent: Senior-level professionals who integrate seamlessly into your team for advanced design support services, project management, quantity takeoff and estimating, or BIM support.
- Core Talent: Experienced technical and documentation professionals providing daily project consistency and accuracy to architects, estimators, and project managers.
- Smart Assist: Graduate-level professionals who support architects, estimators, and project managers with essential tasks like data entry, scheduling, and spreadsheet management.

The ADDMORE Collective

The ADDMORE Collective is a USA nationwide and international network of pre-qualified freelance AEC professionals, including architects, interior designers, estimators, drafters, and project managers. It connects trusted freelancers with clients who need proven expertise onshore, backed by ADDMORE's oversight and offshore talent.

Consultancy Services

ADDMORE Services provides expert consultancy for owners, developers, hospitality groups, specialist contractors, and general contractors delivering high-end interior environments. Our mandate is simple: protecting your project from concept to completion.

In high-end interior projects, every stakeholder has their own agenda. ADDMORE is the only party at the table whose sole focus is protecting the owner, strengthening the contractor, and ensuring every specialist trade delivers to the standard the project demands.

We offer three core service areas:

- **Owner's Representation** — Protecting your schedule, budget, design intent, and brand standards from day one through to handover.
- **Specialist Contractor Oversight** — A structured A-Z workflow ensuring specialist trades deliver on time, on scope, and to the quality expected of high-end environments.
- **GC Consultancy** — Operational and technical support for small-to-medium general contractors looking to compete in the luxury market.



ADDMORE MEXICO

BUILD YOUR NEARSHORE AEC TEAM

Professional Talent. Technical Expertise. Global Reach.

ADDMORE Services connects AEC firms with experienced professionals who can become an extension of their existing project teams.

Headquarters

Las Vegas, Nevada, USA

Global Talent Hubs

United States
Latin America
Philippines
South Africa
India
Sri Lanka

CORE AEC CAPABILITIES

Architecture
BIM
Revit
CAD
Engineering
Estimating
Quantity Surveying
Project Management
Shop Drawings
MEP & Structural
FF&E
Technical Documentation





Ready to Add More Capability?

Las Vegas, Nevada, USA

Global Talent Hubs: Philippines | Latin America | South Africa | India | Sri Lanka

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