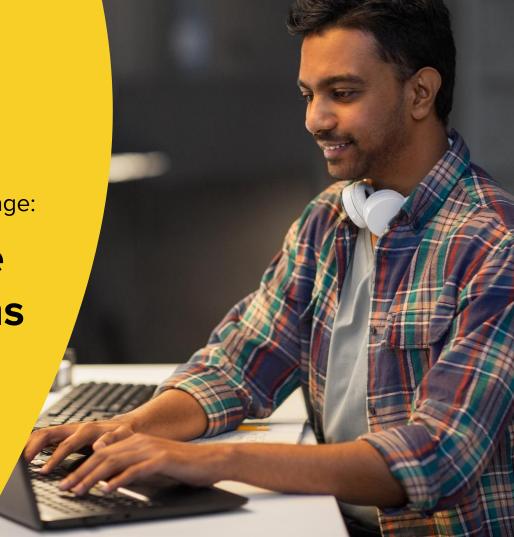Beat The Post-Brexit IT Talent Shortage:

Leveraging Remote Development Teams

Introduction

Before a global pandemic took centre stage, there was barely any other subject talked about with more frequency and passion on Britain's shores, except for Brexit.

If the **transition period doesn't get extended, the new year will see freedom of movement ending**. EU and non-EU citizens will be treated the same way under the government's new immigration policy.

As **outlined by a government policy paper**, under the proposed points-based system, **anyone wishing to work in the UK** will need to be **sponsored by an employer in a middle-skilled job or higher and be paid a minimum of £25,600 salary.**

If negotiations with the EU don't lead to an alternative solution, this is a complete game-changer for the world of software engineering. With a tech skills shortage already present in the UK, IT decision-makers (ITDMs) need to assess alternative avenues to get the people and talent they need to innovate.

Navigating uncertain waters: preparing for Brexit

59% of the CIOs surveyed by British company Pivotal said they felt a lack of access to talent would hinder their organisation's success. 77% said they planned to have **staff outside the UK** assist in the **development and deployment of software after Brexit.**

In these post-Covid times of remote teams as a new normal, businesses are better able than before to tackle some of these challenges head on. Essentially, companies can choose to innovate themselves by **leveraging remote teams,** or be shaped by the circumstances brought about by the UK's decision to leave the EU.

Are tech employees swimming to more certain shores?

Research published by Top CV at the beginning of this year **showed 16% of UK tech employees** said they are planning on leaving the UK and their current job with the aim to advance their career due to Brexit. **This puts the Brexit impact on IT services in tangible terms.**

Covid has indeed altered perceptions of business leaders regarding remote teams, but the employees too. An April 2020 Gallup Panel found the highest percentage of people stating a preference for continuing to work remotely are employed in technology.

Combating the post-Brexit IT talent shortage

Planning the next 12 months of your development team and the overall strategic priorities of the business — particularly as technology becomes a key driver of value is incredibly tricky with the end of the transition period looming ahead.

However, there are certain measures businesses can take to sail as plainly as possible. Whether it's monitoring workforce nationalities or moving to new offices within the newly-drawn EU borders, there's both smaller and more significant procedures businesses can undertake.

Leveraging remote teams: minimising the Brexit impact

After the December 31st deadline, visas may be required for developers, both from mainland Europe and further afield, aspiring to work on British soil. It would seem, perhaps, that **the increased digitalisation of workforces** has perhaps provided a solution to the complications of the Brexit impact on the IT sector.

Leveraging remote teams: minimising the Brexit impact

With remote development teams, businesses are able to acquire the skills they need to innovate, gain access to untapped pools of global talent… without the complication of visas, permits, and the challenges of relocation — both practical and cultural.

IT decision makers can **leverage technology to protect their businesses** from any possible Brexit-related economic downfalls — in a similar fashion to how they've leveraged it against the problems of Covid. It would appear that at times of instability, the ability to best harness tech becomes a key differentiator.

Thank you

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