



Leveraging global talent to beat the US skills shortage





Introduction

There's a talent gap in the United States that's preventing businesses from scaling at the pace they want. **CTOs are prevented from growing the capacity of their tech teams** and delivering new products to market at pace. The solution? [Hiring global talent](#), not just local talent. Let's explore more.



Assessing the shortage

With local talent scare, the top 1% monopolised by the tech giants leaving everybody else in a fierce skills battle, what are the options? **IT decision makers have realised looking locally isn't viable** as their only hiring practice and have broadened their horizons.

- They want to place software more centrally to the business, but can't
- They can't scale up and deliver faster than their competitors
- A clear and present barrier to wholesale transformation

Source: SIA

60% of US CIOs say skills gaps make it harder to keep up with competitors

The illustration shows a person in a light blue shirt and dark pants sitting in a pink armchair, talking on a mobile phone and using a laptop. To the left, a blue kangaroo is positioned above a progress bar that is mostly blue with a yellow and black striped section at the beginning. To the right, a blue snail is positioned above a similar progress bar. The background is a light gray with a white wavy line separating it from the white area below.



The issues with local hiring

Large metropolitan areas such as New York and San Francisco have the top talent — but it's **scare, expensive, and hard to retain** when enormous enterprises can offer extensive packages and perks.

- Niche skills are hard to find, making it very difficult to support certain technological requirements
- A constant battle with larger companies, often making the 'best of the best' engineers out of reach
- **Extensive hiring processes can disrupt your core business** operation with time better spent focusing on delivering customer value

The top three in-demand programming languages for the US in 2022:

Source: ZDNet

1
JavaScript

2
Java

3
Python





Benefits of offshore global talent

Compared to outsourcing, offshoring your software development brings a whole host of advantages that are simply unavailable when you utilise a third-party vendor.

- Knowledge and **expertise is kept within the organisation**, making it easier to upgrade on existing capabilities
- The developers are full time employees, who **care deeply about the products they work on** — as opposed to hired hands juggling multiple clients simultaneously
- Your engineers are employees of your business, and are **culturally aligned to the mission of the business**. They're a totally seamless augmentation of your wider engineering operation

Source: US Bureau of Labor Statistics

189,000 software vacancies are projected each year for the next decade



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Hiring options for US IT decision makers

1.

Outsourcing isn't a long-term solution, and the **developers are external support**. The knowledge and expertise is built outside your organisation.

2.

Onshoring to a smaller metro area brings the **same issues as local hiring**. Expensive, and often it's hard to obtain niche skills.

3.

Offshoring your software development **gives access to large pools of highly talented engineers**, who work only for your business and are culturally and operationally aligned. Everything is kept in house.



Wrapping it up



Leveraging global talent gives IT decision makers in the United States access to elite engineering talent at a price they can't find at home. It also gives them access to elite skills that they often can't obtain and retain — **helping them drive transformation and place software more centrally** to their strategy.

The right offshore partner can help handle your recruitment, local legalities, operations, and administration. Partnering up is quite simply the smarter way to go offshore.

Thank you



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