Combating the Australian talent crunch with offshore tech teams

THE SCALERS

Introduction

CTOs, CIOs, and other Australian IT leaders can't transform at the pace they'd like due to crippling skills shortages. While many organisations are 'innovation ready', this lack of skills means **they can't bring products and services to market quickly**. What's behind this talent shortage, and what are some of the solutions to the problem?

The fierce seller's market

Australia, as well as New Zealand are among the hardest hit of the western nations when it comes to tech talent shortages. Covid exacerbated the issue with **incredibly restrictive visa laws for potential engineers** from overseas.

- Tech giants have a monopoly on the best engineers with unrivaled perks and benefits

- The remaining local engineers come at an enormous premium

- Hiring former contractors on a permanent basis during Covid led to a surge in costs.

Let's explore some solutions...

Onshoring within Australia

Building your team outside of expensive metro areas like Sydney, Perth, and Melbourne seems good on paper if cost is a primary concern.

However, **skilled developers are even more scarce outside of these cities**, making it an unlikely solution to tackle the skills shortage.

Outsourcing to outside Australia

Outsourcing your development to another country is a good option for short-term, project-based support. However, the developers don't belong to the business, and **they aren't aligned with the company** in terms of the wider organisation and its values and strategic vision.

- Outsourced teams are great for one-off projects
- They can help to temporarily ease a bulging pipeline
- It's a fully managed solution with minimal input from your side.

Offshoring to outside Australia

Offshoring is a great way to obtain and retain talented engineers for the long term. You can go it alone, but by partnering with an offshore expert in your desired location you get help with the operational heavy lifting.

- Acquire top-tier tech talent
- Fully aligned to your business and wider engineering setup
- A strategic and sustainable high-value asset.
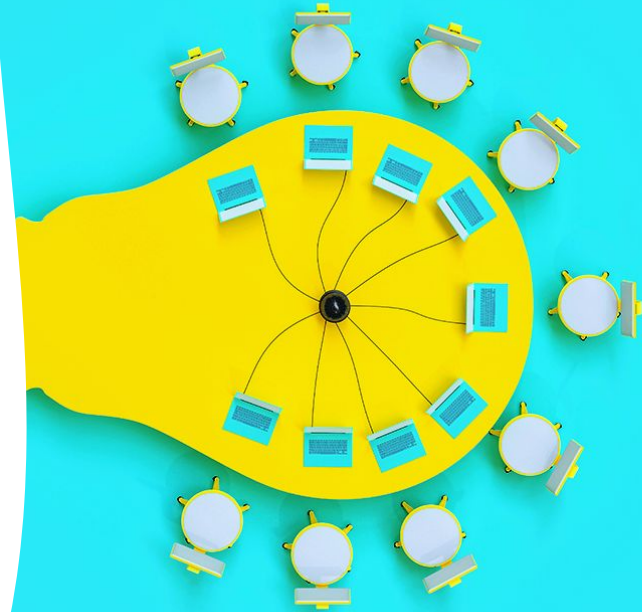
Scaling without limits

Onshoring to a **cheaper city than the coastal metropolises** can lower costs, but there's even less local talent available.

Outsourcing can deliver talent and skills, but the **developers are allocated external support,** and not genuine colleagues in alignment with the wider business.
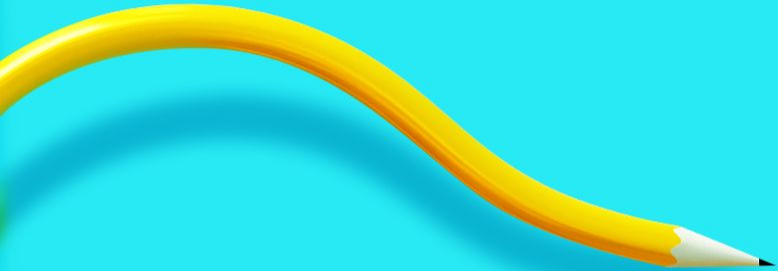
The engineers are **sourced by an expert partner and hired by you,** so they're fully aligned and engaged with your business. They care about the products they develop and present a sustainable solution to local hiring.

Wrapping it up

Australian tech leaders can continue to hire locally, but need to be aware that they're entering a fierce competition for top engineering talent. By **offshoring with the right partner**, they can navigate local legalities in the overseas location, have someone who understands the employment market there, and **help them administrate and run the daily operations.** It's simply the smartest way to combat the talent crunch with global skills.

Thank you

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