



# **Bridging the skill gap in the UK: Can India be the solution?**





# Introduction

According to the open university business barometer, the **UK's skill shortage** costs **companies a whopping £6.6 billion annually**. This includes expenses related to recruitment, training underskilled employees, and the loss of output and revenue due to staffing gaps. Many businesses are turning to offshoring to address the talent shortage, with **India emerging as a top choice for software engineering expertise**.

Discover how India's skilled professionals are bridging the gap and supporting the UK's industry needs.



# The cause and scale of the skill shortage in the UK

Companies in the **UK have long struggled to find specific skills**, but a recent report from the government identified three factors that have rapidly accelerated this trend.

- 1.** The ongoing **digital revolution** has created a surge in demand for **software development** skills across all industries.
- 2.** The COVID-19 pandemic **fuelled digital transformation but also restricted immigration**. As a result, many skilled developers permanently left the job market.
- 3.** The **reduced net migration from the EU due to Brexit** has further contributed to skills gaps.



# Offshore development: The solution to the UK skill shortage

According to a recent report, **38% of IT leaders anticipate an increase in their utilisation of offshore development** resources in 2023.

For companies with larger software development teams, this figure rises to 60%. The trend of going offshore is becoming popular for a good reason. Instead of inaction or investing heavily to attract local talent from competitors, businesses are opting for a smarter approach.

Offshoring **allows tech leaders to access talent pools beyond the limitations of the UK's developer community**, luring top-notch professionals from countries with abundant software engineering resources. It's like casting a wider net to find the best talent!



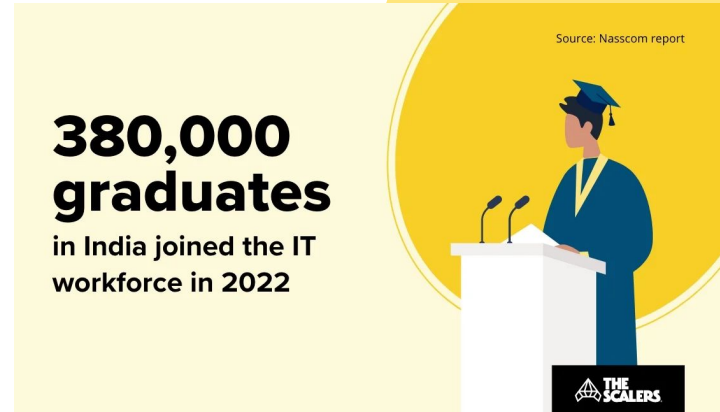


# India: Ideal for dedicated software development teams

India offers the hard and soft skills required for high-quality software development teams on a large scale. It is projected to become the largest developer community, with **over 5 million software engineers by 2025**.

Additional advantages **include English proficiency, Western work culture, and global team experience.**

With a significantly lower cost of living (60%) and cheaper office space (88%), companies can make the most of their tech budgets.





# Offshoring challenges in India

To fully capitalise on the benefits of offshoring, it's crucial to address the challenges that arise. These include:

- Finding quality engineers at scale who possess the required skills
- Navigating operational models with limited control and visibility into the offshore team
- **Integrating local and offshore teams despite language** and cultural differences
- Mitigating security risks and safeguarding intellectual property
- **Effectively managing, engaging, and supporting offshore employees for long-term commitment** and optimal performance

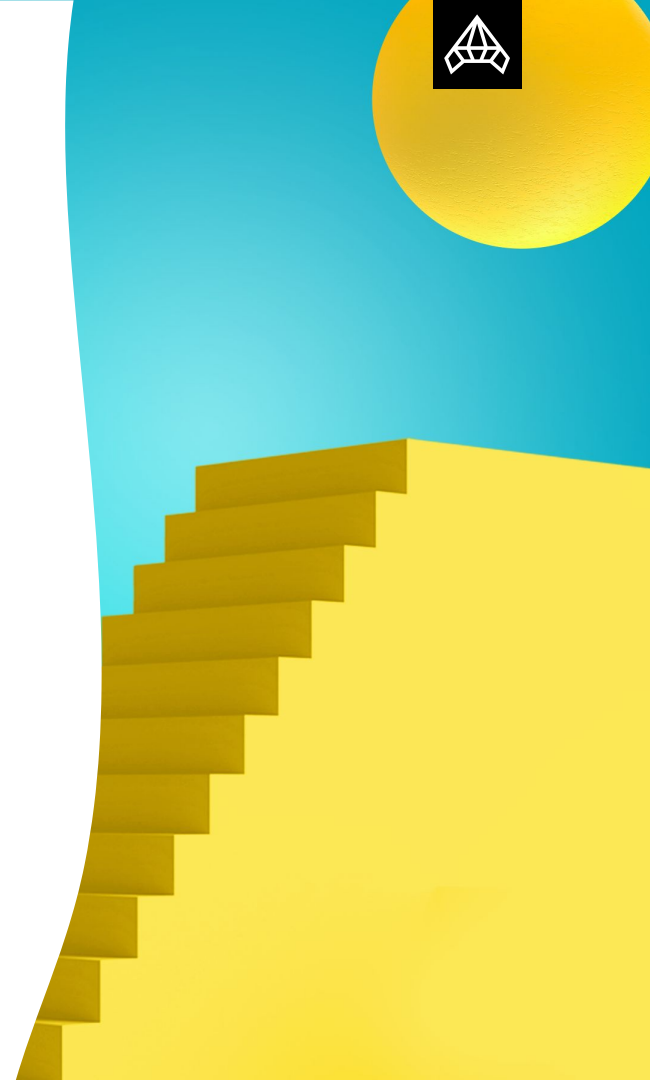
The solution lies in finding a reliable offshore partner who can handle these challenges on your behalf, simplifying the process for you.



# Unleash potential: Trusted offshore partnership

When scaling your development efforts, an **offshore partner you can trust is essential**. A reliable offshore partner helps businesses scale rapidly by providing operational infrastructure and local expertise, enabling them to establish dedicated offshore teams quickly and reap the benefits sooner.

However, **not all partners are equal**. Some offshore companies prioritise cost-cutting over value, neglecting the importance of finding skilled employees with the right cultural fit and soft skills. This can lead to high turnover rates as quality engineers seek better opportunities elsewhere. Choose your partner wisely to avoid these pitfalls!





# Efficient offshoring at its best

At The Scalers, we **carefully select top-notch candidates who match your company culture and create the perfect team for you.** We handle all the complex logistics, from setting up offices and providing equipment to onboarding employees and taking payments. Plus, we have a **dedicated Chief Happiness Officer (CHO) to ensure our team members are happy, engaged, and committed for the long term!**

With regular updates from our partner success manager, you'll always be in the loop, and when you're ready to scale your team, just let us know, and **we'll make the process smooth and hassle-free.** At The Scalers, we make offshore partnerships a breeze!







# Summing up

Offshoring to India has become the go-to strategy, **unleashing innovation and expertise to fill crucial skill vacancies** in the UK. By partnering with experienced service providers, businesses can establish dedicated tech teams in India, tapping into a wellspring of talent for growth and success.

Contact us today for a tailor-made proposal to **build an exceptional offshore team in India** and pave the way for a prosperous future.



# Thank you



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