



# The Problem of Shortage of IT Specialists in Russia

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## Abstract

The demand for talented IT professionals is now higher than ever. Due to the total digitalization of business, developers have become the most valuable resource for companies. However, it is extremely difficult to find the right people for the team, and the lack of qualified personnel has already become a chronic problem.

## Results and discussion

- If you have a difficult programming task, pass it on to the Americans. If it is very difficult — to the Chinese. If you think that it is impossible, give it to the Russians! No wonder that companies like Google, Apple, IBM, Intel, Oracle, Amazon, Microsoft, Facebook are poaching our developers. And recruiters of these organizations do not even need to try very hard, most Russian IT specialists themselves dream of such employment, and most importantly-moving abroad. Why? There are at least several reasons for this.

## Introduction

The portrait of the market today is as follows: in principle, there are few professionals, they are practically not taught, there are no ready-made specialists in many popular areas.

### Facts and figures.

Secondary vocational and higher education brings only 60 thousand IT specialists to the market per year. According to experts, in 10 years the Russian economy may not have enough about two million developers to compete with the West in the field of technology.

Only 13 % of graduates believe that their knowledge is sufficient to work in real IT projects. Colleges and even the most advanced universities do not have time to adapt educational programs to the requirements of the labor market. It is difficult for them to keep up with the rapid change of technologies, solutions and products used.

## Methods and materials

**Remuneration of labor.** It is higher than in a number of countries in Asia and Africa. But in the US and the EU the conditions are more attractive... about three to five times. And no matter how much they say that money is not the main thing, it is they who are the measure of success in modern society. That's what they're going for. The United States ranks first in terms of salaries. Software developers at Amazon earn an average of \$121,931 a year. To make it clearer, this is about 630,000 rubles a month. Microsoft and Facebook pay even more — \$140,000 and \$135,000 a year, respectively. Europe is less motivated by material prospects. In Germany, for example, the annual salary is \$65,000, in Switzerland - \$53,000. But in any case, Russian salaries are still not up to European ones.

## Conclusion

**Socio-economic factors play the main role.** The weak currency and unstable economic situation in Russia, together with idealistic ideas about what is better abroad, also encourage talented developers to leave their homeland. We have bright and inviting "Work in the USA" banners in the corridors of the country's leading educational institutions, and recruiters' offices are located right in the faculties. According to statistics, four out of six programmers leave to work abroad within three years after graduation. This "brain drain" deprives the country of the skilled workers that are needed to support the economy.

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