

Dejan Đokić, a member of the Board of Directors of one of the largest software companies in Southeast Europe, Asseco SEE (ASEE), said at the “Challenges on the IT Personnel Market” conference that Serbia lacks about 15,000 young IT engineers in the next three years in order to be able to develop this activity and be competitive in the world.

“According to data from 2021, there were about 48,000 employees in the IT sector in Serbia, and in September and October of this year there will be 53,000 of them. The domestic IT market, just like the European one, is experiencing fantastic growth, which entails an increasingly noticeable lack of personnel. That’s why attracting 5,000 new IT engineers for the development of the domestic IT sector every year is a very demanding task, because our companies compete for them with the largest European and world companies”, Đokić said.

He also pointed out that, of the total number of IT experts working in Serbia, two-thirds are engaged in outsourcing, that is, in companies that do business with us, which are suppliers for foreign companies.

“We have to keep in mind that the outsourcing employees have “left” because they are developing some other countries and some other programs, and that only a third of the total IT staff working for the domestic economy can contribute to its further development.

Currently, the trend is that four out of five of our young people go to outsourcing after college. That is why it is extremely important that in the coming period we provide a sufficient number of experts whose work is focused on the development of the domestic IT industry. It is also necessary to increase investments in the domestic IT sector from the current 730 million euros per year to one billion euros in order to fulfill this goal”, said Đokić.

Đokić also pointed out that, in addition to the conditions offered by companies, it is necessary to provide strong support that includes the entire IT community and state institutions in order to preserve domestic resources for the development of the domestic economy and prevent the outflow of IT personnel.

“At the ASEE company level, through various programs we try to attract and retain IT personnel - we offer numerous benefits for employees, internal talent and leader development programs, programs for the successful integration of new employees, as well as opportunities to use numerous benefits related to family and social life and financial security. I am proud that during the last year we expanded our team by 70 employees, which means that we managed to prevent the outflow of experts and to attract new ones. However, from a broader perspective, the joint action of numerous actors at all levels is needed in order to motivate the holders of the fastest growing economic branch to continue to be the mainstay of Serbia’s development and to use the potential, creativity and other values of our youth for local economic and social development. Đokić concluded.

ASEE (ASSECO SEE) is a leader in innovation in the IT sector that develops and markets its

own solutions in the field of digital banking, energy, telecommunications and public administration for the region of Southeast Europe. Through numerous socially responsible projects, the company provides continuous support to the community, and regular annual programs offer employment opportunities for young professionals, Bonitet writes.