



Lack of Qualified IT Specialists in Russia

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Abstract

Today the whole world is actively involved in the implementation of a digital strategy in order to improve the efficiency of the economy. Russia is currently at the initial stage of digitizing the economy, but has already encountered some obstacles in the way of this process. One of the obstacles - the problem of the lack of IT specialists in Russia. With qualified personnel the competitiveness of domestic IT companies increases, and with it the indicators of the Russian IT market.

Introduction

Reasons for staff shortage in the Russian IT market Russian universities: annually graduate more than 25 thousand new specialists, of which only 15% are ready to start work immediately. Such students from the best universities in the country are usually sorted into large companies at the stage of study. This is due to the fact that IT education in Russia is more committed to fundamentality than to an applied focus. The situation is aggravated by the fact that only a small part of students choose their specialty consciously.

Methods and materials

According to the results of the study, the list of the main barriers on the way of companies ready for digitalization includes the lack of necessary competencies and insufficient level of IT literacy of employees. Most come to the IT department under the influence of friends, parents and fashion. Such a poorly motivated contingent is quickly blown away when faced with the most complex material and training load of IT specialties. According to statistics, out of 100 admitted to the IT Faculty, no more than 50 people reach graduation, hardly half of them start working by profession.

Results and discussion

The results are given in the processed version: in the form of tables, graphs, organizational or structural diagrams, equations, photographs, drawings. Discussion is ideas, assumptions about the obtained facts, comparison of the obtained own results with the results of other authors.

Conclusion

The IT industry requires constant updating of skills and knowledge. Professional development at the expense of the company is what many want and expect from their employers. Often the desire to move to another country is associated with the conviction that in Russia you will not be able to develop professionally or learn new technologies. In principle, the issue of personal development can be solved in different ways. These do not have to be paid courses or expensive international conferences. A good option is to give a work task that will allow you to master new technologies or programming languages.

To what extent employees' digital skills meet the requirements

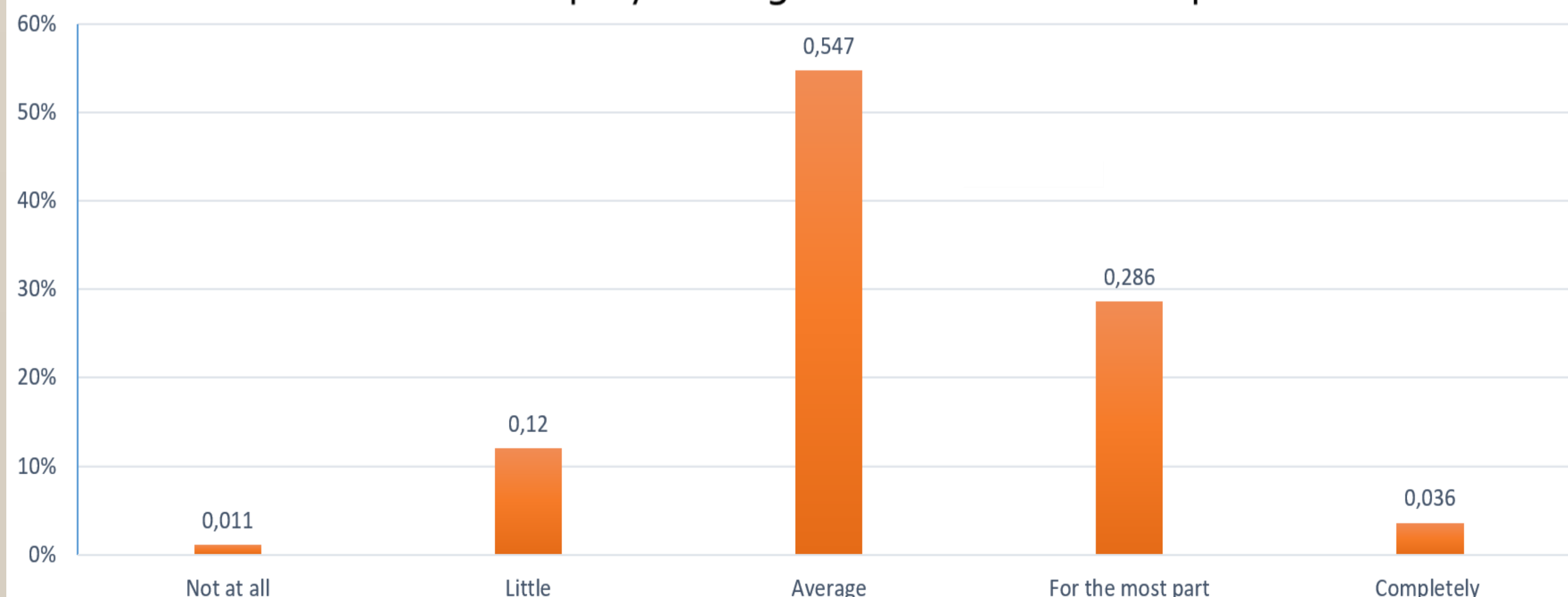


Table 1: To what extent employees' digital skills meet the requirements ?.

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