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Solving the IT Talent Shortage
Through Delivery-Ready Teams



The right talent,
ready to deliver

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Executive Summary

A strategic approach to solving the IT talent shortage through delivery-ready teams, designed to accelerate productivity, reduce skill mismatch and strengthen long-term execution capability.

Perspective

Access to qualified technology talent has become one of the most critical constraints for organizations operating in complex, highly regulated environments. Across industries, digital transformation is accelerating, but the availability of professionals capable of delivering with consistency, security and accountability is not keeping pace.

The challenge is no longer simply one of hiring. Traditional recruitment models struggle to respond to a market where demand exceeds supply, and where the cost of skill mismatch is increasingly high. Organizations require talent that is not only technically competent, but also prepared to operate within real systems, real governance frameworks and real delivery pressure from the first day.

At Hexa, we believe talent must be developed as part of delivery infrastructure. This conviction led to the creation of our Tech Academies: a structured, scalable approach to building technology teams aligned with concrete business needs.

A Market Response to the Talent Gap

The IT sector is facing a structural shortage of specialized professionals. Critical areas such as enterprise platforms, cloud engineering, cybersecurity, data and large-scale integration continue to experience an imbalance between available profiles and operational demand.

This shortage creates significant risks for organizations:

- › extended ramp-up periods
- › reduced delivery predictability
- › increased dependency on scarce external profiles
- › higher exposure to operational and compliance failures

In this context, Tech Academies represent a strategic alternative. Instead of competing in an overheated market for limited resources, organizations can access talent built intentionally for their environment, processes and delivery model.



1 How Hexa Builds Delivery-Ready Teams

Hexa Tech Academies are designed to create professionals who are ready to contribute from day one. Each academy combines three essential pillars:

- › Targeted recruitment, focused on identifying potential aligned with the client's technology landscape and operating context.
- › Structured learning paths, built around the specific capabilities required in enterprise delivery environments.
- › Continuous assessment and real project exposure, ensuring that participants develop practical competence, not just theoretical knowledge.

The academies are not generic training programs. They are tailored to the realities of each client, whether the focus is SAP ecosystems, cloud platforms, data environments or engineering stacks.

2 Prepared for Enterprise Complexity

Technology delivery today takes place in environments defined by complexity, regulatory pressure and high operational dependency. Technical teams are expected to perform within established governance models, security requirements and mission-critical systems where execution must be consistent and accountable.

In this context, success depends on more than technical knowledge.

Professionals must understand how technology decisions connect to broader business operations, how delivery is shaped by constraints, and how quality and reliability are sustained at scale.

Tech Academies embed this enterprise readiness from the start. Participants are developed not only as technologists, but as delivery professionals capable of operating within demanding environments, adapting to real-world expectations and contributing with confidence from day one.

The same principle applies across all technology domains: capability development must always be grounded in operational reality, delivery standards and the accountability required in modern enterprise ecosystems.

3 A Predictable and Sustainable Talent Model

For clients, the value is clear. Tech Academies enable organizations to scale teams with confidence, reducing uncertainty and accelerating time to productivity. The model improves delivery outcomes by ensuring that the people executing are prepared, supported and aligned with the operational standards required.

This results in:

- › faster and safer ramp-up
- › stronger delivery consistency
- › reduced risk of skill mismatch
- › sustainable talent pipelines aligned with long-term demand



Conclusion: Turning Talent into Competitive Advantage

At Hexa, we see Tech Academies as a fundamental response to one of the defining challenges of the IT market, the scarcity of specialized talent in environments where execution must be precise, secure and reliable.

Building delivery capability is no longer only about technology. It is about people, preparation and alignment with the realities of enterprise systems.

Tech Academies are how Hexa ensures that talent is not a bottleneck, but a strategic advantage. Teams built with purpose. Professionals ready to deliver. Execution that becomes stronger, safer and more sustainable from day one.