IN-HOUSE vs. OUTSTAFFING

Are you thinking about the best option? Should you hire an in-house development team in the USA / Europe or entrust the project to your own remote software development team to start it from offshore office? Below you can find a referral comparison of these two options.

- WHAT IS DIFFERENT -

WHAT YOU GET

IN-HOUSE

An onsite team which work from your office under your direct management and responsibility

OUTSTAFFING

Dedicated development team which work remotely but still under your management and control

COSTS

IN-HOUSE

Employee's salary + office rent + employer's taxes

salary only
$131,806 annual
For a software engineer in California

salary only
$93,964 annual
For a software engineer in London

Apart from salaries, there are the following expenses you have to pay for your onsite developers as an employer*:

- Employer portion of Social Security tax
- Employer portion of Medicare tax
- State unemployment tax
- Federal unemployment tax
- Worker compensation insurance
- Employer portion of insurance (health, dental, vision, life, disability)
- Employer paid holidays, vacations, and sick days
- Employer contributions toward 401(k), savings plans, & profit-sharing plans
- Employer contributions to pension plans
- Post-retirement health insurance
- Bonuses & commissions to employees
- Overtime pay

OUTSTAFFING

Salary (avg. $2500/mo - $4000/mo) + overhead ($1150/mo)

salary
$55,800 annual
for middle to senior software engineers

The price includes all other expenses

You pay **55-70%** for top level of developers that allows a cost saving of **60%**

From our side, we are responsible for accounting, taxes, insurance and all the rest.

The service package includes fast and proven recruitment. We care about retention package to ensure **97%** retention rate. 6 weeks from getting requirements to on-boarding.

You pay a constant fee for each employee; you can start growing your business without increasing a head - count.

We provide full administrative and HR support. No excessive bureaucracy – **you focus on your core business.**

ECONOMY

IN-HOUSE

NO

OUTSTAFFING

$ 89,465 per employee annual
No counting employer's taxes and other expenses.

ONGOING MANAGEMENT

IN-HOUSE

You pay for HR management, department managers and accountants.

OUTSTAFFING

Administrative management is our responsibility

- WHAT IS SIMILAR -

STAFF QUALITY

- Trained and experienced developers
- No cultural or communication barriers
- You work in a comfort time zone
- Your team has the same valuables as you
- Continuing professional development and team building activities

QUALITY OF WORK

You collaborate with a **project manager** who has **engineering background**

Our **office space** is designed for optimal teamwork and brainstorming, so **to boost project development**

Transparency on all project stages is the basis **of our workflow**

You get full **organizational control** and real-time access to your development team, and full **time control**

We ensure **safety**, **security**, and **privacy** for your project as well as **24/7** communication.

COST PLANNING

Transparency is the key when it comes to the project management so **you always know what you pay for**.

We provide **detailed reports** by iterations and always explain what we do for our customer. **You can choose the services you need** to be done by your remote team - We charge you only for the work done.

*Source
http://www.accountingcoach.com/payroll-accounting/explanation

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