

Why India & Latin America Don't Work Like They Used To

Established outsourcing hubs are expensive, competitive, and unstable

1. Too many companies are hiring from the same places

India and Latin America are overcrowded, making it harder to find top engineers and driving up costs.

2. Salaries keep going up – almost like the U.S

Pay in these regions is rising fast, sometimes close to U.S. levels, removing the cost advantage.

3. People switch jobs quickly, so you lose talent fast

Frequent job-hopping wastes training, slows projects, and causes knowledge loss.

4. Many agencies focus on numbers, not quality

Agencies often push poor matches just to fill roles, leading to bad hires and more turnover.

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The Hidden Price of Hiring in Crowded Markets

Sticking with these markets means paying more for less

1. You spend more money replacing people every year

Frequent turnover means constant rehiring, interviews, and onboarding – costs that add up fast.

2. Training gets wasted when people leave after a short time

New hires leave quickly, taking your training investment with them.

3. You pay higher salaries but don't get long-term value

Salaries are high, but short tenures mean you pay more without building stability.



Latin America & India

- ✗ Overcrowded talent pools; too many companies hiring from the same places → harder to find good engineers
- ✗ Salaries rising close to U.S. levels; high costs for replacement and rehiring
- ✗ High turnover, frequent job-hopping, wasted training, and instability
- ✗ Agencies push quantity over quality → poor matches and high turnover
- ✗ Frequent rehiring, wasted onboarding/training, high salaries without long-term value
- ✗ Can face cultural and communication challenges; more management overhead
- ✗ Companies must navigate complex payroll, tax, and compliance issues
- ✗ High risk of churn and poor ROI

Emerging Markets (Uzbekistan, Georgia, Kazakhstan)

- ✓ Less crowded; untapped markets with access to loyal, highly skilled engineers
- ✓ Lower salaries while maintaining strong technical skills
- ✓ Engineers value stable U.S. jobs → longer tenure and stronger team consistency
- ✓ Carefully vetted candidates with technical and communication skills
- ✓ Long-term employees mean training investment pays off and costs stay predictable
- ✓ Strong English and teamwork → easier collaboration with U.S. teams
- ✓ Truss handles payroll, taxes, compliance, benefits, and equipment
- ✓ 100% risk-free hiring → no payment until the right candidate is found

A Better Way: Hire From Uzbekistan, Georgia, and Kazakhstan

Access loyal, skilled talent with less cost and zero hassle

1. Lower salaries, but engineers have great skills

Hire top engineers at lower cost without losing quality.

2. People stay longer – they want steady U.S. work.

Engineers value stable jobs, so they stay and grow with your team.

3. Strong English and teamwork

Great communication skills make collaboration smooth and easy.

4. Truss takes care of all the hard parts: payroll, taxes, compliance, benefits, laptops

We handle payroll, compliance, and HR so you don't have to.

5. 100% risk-free approach – you don't pay until we find a candidate

No upfront fees – you only pay once we deliver the right hire.

			
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Want loyal, skilled talent at a better cost?

[Book a Call with Us](#)

We'll help you hire the right people!