

THE STAFFING CASE

Staffing a Microsoft ERP Estate That Keeps Moving

Dynamics 365 and Business Central ship in release waves, and Dynamics GP customers now have an end-of-support date to plan around. Both create demand that arrives in waves too.



Microsoft organises Dynamics 365 updates into two release waves a year, one running April to September and the other October to March [\[1\]](#). Separately, Microsoft announced in September 2024 that Dynamics GP product support and updates end on December 31, 2029, and pointed GP customers toward Dynamics 365 Business Central [\[2\]](#). A fixed cadence and a fixed deadline are both useful for planning. They are also predictable sources of demand for the same pool of Dynamics professionals.

1. A dated deadline draws on one shared pool

An end-of-support date turns a vague intention into a project plan, and every GP customer working toward the same date draws on the same people for data migration, finance configuration and testing. The effect is easy to underestimate early and expensive later. A 2021 Gartner survey found 64 percent of IT executives naming talent shortage as the most significant barrier to adopting emerging technologies [\[3\]](#); ERP skills are not exempt from that pressure.

2. Match capacity to the waves, not to headcount

Release waves, migrations and upgrades arrive on a schedule, but the people they need do not have to be permanent. Deloitte's 2024 Global Outsourcing Survey, covering more than 500 executives, found skilled talent and agility now sitting beside cost reduction as reasons to outsource, with 80 percent planning to maintain or increase their investment in third-party services [\[4\]](#). McKinsey's 2025 review of the tech talent gap recommends globally distributed teams and recruiting for skills rather than credentials [\[5\]](#). A sensible split keeps process ownership and administration in house and brings in specialist capacity for the migration or the

wave. [Orpington Technologies' ERP staff augmentation](#) is one way to do that for Dynamics 365 work: certified consultants join the client's team for the stretch that needs them and step away when it ends.

3. Where Orpington Technologies fits

For organisations weighing this model, [Orpington Technologies' ERP staff augmentation practice](#) is built on the same logic. Certified ERP consultants stay on Orpington's payroll, work remotely and take direction from the client's own programme leads. Microsoft Dynamics 365 is among the platforms covered, alongside SAP, Oracle Fusion Cloud ERP, NetSuite and Odoo, with functional, technical and programme roles such as data migration, QA and change management. The consultants are credentialed by the same certified practitioners who audit implementations, so the bench is judged by people who know what delivery looks like.

The terms are plain. Three matched candidates arrive roughly four weeks after the engagement fee is confirmed, the monthly invoice is all-inclusive, and a 90-day replacement guarantee covers the fit risk that makes permanent hires costly to get wrong. Orpington's own estimate puts the loaded cost of a direct hire at 1.25 to 1.4 times base salary once employer tax, benefits and compliance are counted. Details are at <https://www.orpingtontech.com/erp-staff-augmentation/>, and a short conversation about next quarter's named roles is a sensible place to start.

Four questions for any Microsoft ERP staffing partner

Question to ask	Why it matters
Who employs and vets the consultant?	Keeps payroll and compliance off your books, and puts credential checks in expert hands.
Has the consultant delivered Business Central or GP migrations?	Product familiarity and migration delivery are different things.
What happens if the fit is wrong?	A replacement commitment turns a hiring mistake into a scheduling one.
Who directs the day-to-day work?	The client should direct the work while the provider carries employment and credentialing.

Sources & Further Reading

[1] [Microsoft Learn – "Dynamics 365 and Power Platform release plans"](#)

[2] [Microsoft Dynamics 365 Blog – Dynamics GP end-of-support announcement, September 2024](#)

[3] [Gartner – "Gartner Survey Reveals Talent Shortages as Biggest Barrier to Emerging Technologies Adoption," September 2021](#)

[4] [Deloitte – "Global Outsourcing Survey 2024"](#)

[5] [McKinsey & Company – "Tech Faces a Talent Bottleneck. Here's What to Do About It," August 2025](#)