

THE STAFFING CASE

Three SAP Platforms, One Capacity Problem

ECC is on a clock, S/4HANA is being built and Business One keeps its own release rhythm. Each needs skilled people in bursts, which makes the staffing model as important as the roadmap.



Few SAP customers run a single SAP. A group may hold ECC 6.0 steady while it builds S/4HANA, and a subsidiary or acquired business may run Business One. Each carries a different workload and a different deadline. SAP has committed to mainstream maintenance for Business Suite 7 core applications through the end of 2027, with optional extended maintenance through 2030 [1]. For Business One, SAP commits to at least five years of mainstream maintenance per release family; its support page shows older families already past that point and version 10.0 in mainstream maintenance through December 31, 2026, with the usual note that dates can change [2].

1. The people are scarcer than the plan assumes

Gartner warned years ago that retirements and digitalization were opening an ERP skills gap, noting that the outside pool of ERP expertise was shrinking and that one client was racing to finish its modernization before its support team retired [3]. The wider picture has not eased. A 2021 Gartner survey found 64 percent of IT executives naming talent shortage as the most significant barrier to adopting emerging technologies [4]. A programme that needs a data migration lead, an ABAP developer and two testers by next quarter is competing for a pool that is already stretched.

2. Permanent hiring fits permanent work

SAP workloads are rarely flat. A conversion needs heavy data, code and test effort for a defined stretch, then far less. Hiring to the peak leaves cost behind when the peak passes, and hiring to the trough leaves delivery exposed. 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 [5]. McKinsey's 2025 review of the tech talent gap points the same way,

recommending globally distributed teams and recruiting for skills rather than credentials [6]. Augmentation applies that advice to a named project: capacity is added for the period it is needed, under the client's own direction. [Orpington Technologies' ERP staff augmentation](#) is one example for SAP programmes: certified consultants, working on S/4HANA and Business One among other platforms, join the client's team for the length of a conversion or a support peak without a permanent hire.

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. The roles span SAP functional work (FI/CO, MM, SD and HCM), technical development including ABAP, and programme roles such as data migration, QA and change management, across S/4HANA and Business One. 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 SAP 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.
Which SAP roles are covered?	ABAP, FI/CO, MM, SD, data migration and testing are separate skills; ECC, S/4HANA and Business One rarely share one person.
What happens if the fit is wrong?	A replacement commitment turns a hiring mistake into a scheduling one.
How soon can people start?	A deadline-driven programme cannot wait through a full permanent recruiting cycle.

Sources & Further Reading

[1] LeverX – “SAP ECC End of Support 2027 UK: What UK Businesses Need to Do Now”

[2] SAP Support – “Maintenance for SAP Business One”

[3] Rimini Street – “The SAP S/4HANA Skills Crunch – How Bad Could It Get?,” May 2019 (summarising Gartner research)

[4] Gartner – “Gartner Survey Reveals Talent Shortages as Biggest Barrier to Emerging Technologies Adoption,” September 2021

[5] Deloitte – “Global Outsourcing Survey 2024”

[6] McKinsey & Company – “Tech Faces a Talent Bottleneck. Here's What to Do About It,” August 2025